

THE CITY OF PROVIDENCE
STATE OF RHODE ISLAND and PROVIDENCE PLANTATIONS

CHAPTER: 1972-35

NO: 248 AN ORDINANCE ESTABLISHING A COMPENSATION PLAN FOR THE CITY OF PROVIDENCE and REPEALING CHAPTER 1971-86, APPROVED DEC. 20, 1971.

Approved: June 23, 1972

BE IT ORDAINED BY THE CITY OF PROVIDENCE:

SECTION 1. The following Compensation Plan is hereby adopted as the official Compensation Plan for the classified services and shall be applied to positions in the service as hereinafter provided. Each salaried classified position is placed in one of thirty-five "Pay Grades" each of which contains five "Steps" in order to provide for periodic increases. All "Steps" are in even dollars. The "Pay Grades", "Steps" and "Annual Range" totals are recorded herein.

GRADE NUMBER	SALARY STEPS (EVEN DOLLARS)					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
1	72	74	76	79	82	3744 - 4264
2	77	79	81	84	87	4004 - 4524
3	82	84	86	89	92	4264 - 4784
4	87	89	91	94	97	4524 - 5044
5	92	94	96	99	102	4784 - 5304
6	97	99	101	104	107	5044 - 5564
7	102	104	106	109	112	5304 - 5824
8	107	109	111	114	117	5564 - 6084
9	112	115	119	123	127	5824 - 6604
10	117	120	124	128	132	6084 - 6864
11	122	125	129	133	137	6344 - 7124
12	127	130	134	138	142	6604 - 7384
13	132	135	139	143	147	6864 - 7644
14	137	142	147	152	157	7124 - 8164
15	142	147	152	157	162	7384 - 8424
16	147	152	157	162	167	7644 - 8684
17	152	157	162	167	172	7904 - 8944
18	157	162	167	172	177	8164 - 9204
19	162	167	172	177	182	8424 - 9464
20	167	172	177	182	187	8684 - 9724
21	172	178	184	190	197	8944 - 10244
22	177	183	189	195	202	9204 - 10504
23	182	188	194	200	207	9464 - 10764
24	187	193	199	205	212	9724 - 11024

GRADE NUMBER	SALARY STEPS (EVEN DOLLARS)					ANNUAL SALARY RANGE
	1st	2nd	3rd	4th	5th	
25	192	199	206	215	222	9984 - 11544
26	197	204	211	220	227	10244 - 11804
27	202	209	218	225	232	10504 - 12064
28	207	214	221	228	237	10764 - 12324
29	212	222	232	242	252	11024 - 13104
30	222	232	242	252	262	11544 - 13624
31	227	237	247	257	267	11804 - 13884
32	237	247	257	267	277	12324 - 14404
33	247	257	267	277	287	12844 - 14924
34	257	267	277	287	297	13364 - 15444
35	267	277	287	297	307	13884 - 15964

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Account Collector	9	Asst City Controller	29
Accountant I	10	Asst City Controller (Second)	25
Accountant II	14	Asst City Solicitor	17
Admin Asst to Chief Engineer (Water)	25	Asst Director of Recreation	14
Admin Asst to Commissioner of Public Safety	21	Asst Dog Officer	9
Admin Asst (Public Works)	21	Asst Fire Chief	13,104.00
Administrative Officer (Civilian Defense)	(Prev State Wage)	Asst Master Mechanic (Water)	3.60 hr
Animal & Bird Curator	4.275 hr	Asst Planner	13
Appraiser	16	Asst Port Director	17
Architectural Draftsman II	16	Asst Supt of Parks	19
Asst Chief, Division of Legal Services	23	Asst Supt (Sewage Disposal)	15
Asst Chief, Fiscal Affairs	25	Asst to Director (DPUD)	25
Asst City Collector	21	Associate Engineer I	16

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Associate Engineer II	20	Charwoman	65.00 Wk.
Associate Engineer III	23	Chemist II	14
Associate Engineer IV	28		
Associate Planner	15	Chief Chemist (Water)	20
Attorney (Water)	5,720.00	Chief, Division of Code Enforcement	31
Automobile Driver	2.97 hr		
Automotive Equipt Supt	14	Chief, Division of Community Services	31
Automotive Mechanic II	8	Chief, Division of Custodial Services	24
Bacteriologist I	11	Chief, Division of Legal Services	31
Bacteriologist II	14		
Bath House Attendent I	2.40 hr	Chief, Division of Maintenance and Repairs	21
Bath House Attendent II	2.525 hr	Chief, Division of Planning	31
Bird & Animal Handler	3.10 hr	Chief, Division of Public Bldgs	31
Bldg Custodian	2.40 hr	Chief, Division of Public Lands and Parks	33
Bldg Custodian II	2.90 hr	Chief, Division of Purchasing	16
Bldg Custodian III	3.15 hr	Chief, Division of Research	31
Bldg Inspector I	10	Chief, Family Relocation	26
Bldg Inspector II	14	Chief, Fiscal Affairs	31
Bldg Inspector III	22	Chief Inspector of Mech Equipt Installations	25
Bldg Maint Engineer I	3.15 hr		
Bldg Maint Engineer II	3.775 hr	Chief Inspector of Electrical Installations	25
Bldg Maint Supervisor	13	Chief Inspector of Plumbing, Drainage & Gas Piping	25
Business Relocation Officer	25	Chief Inspector of Structures and Zoning	27
Case Work Supervisor (DPUD)	(Prev. State Wage)		
Cement Finisher	3.25 hr	Chief Supervisor of Public Lands	16

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
City Architect	25	Deputy Clerk, Probate	8
City Assessor	34	Deputy Clerk, Prov. Municipal Court	13
City Collector	31	Deputy Director & Chief of Project Development (DPUD)	35
City Controller	33	Deputy Director of Civilian (Prev. State Defense Wage)	
City Forester	24	Deputy Director, Public Works	35
City Registrar of Vital Statistics	<i>22</i> 10 10	Deputy Recorder of Deeds	14
Clerk I	1	Detective I	10,192.00 8% - 11,007.36
Clerk II	3	Director of Communications	33
Clerk III	5	Dog Officer	17
Clerk IV	9	Draftsman	9
Clerk, Prov. Municipal Court	18	Duplicating Equipt Operator	10
Clerk Stenographer I	2	Electrical Inspector I	14
Clerk Stenographer II	4	Electrical Inspector II	16
Clerk Stenographer III	6	Electrical Inspector III	20
Clerk Typist I	1	Electronic Instrument Technician	28
Clerk Typist II	3	Elevator Operator	2.40 hr
Control Center Operator	9	Engineer's Associate	16
Curb Setter	3.15 hr	Engineering Aide (DPUD)	8
Data Processing Co-Ordinator	34 15 <i>22</i>	Engineering Aide I	4
Deputy Chief Engineer (Water)	33	Engineering Aide II	7
Deputy City Clerk, First	18	Engineering Aide III	11
Deputy City Clerk, Second	14	Equipment Manager	11
Deputy City Registrar	7		
Deputy City Solicitor	24		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Equipment Operator	3.05 hr	Foreman Line Crew	4.025 hr
Fallout Shelter Co-Ordinator (Civilian Defense)	(Prev. State Wage)	Garage Supt I	12
Financial Specialist	20	Garage Supt II	14
Fire Alarm Operator	12	General Foreman	3.55 hr
Fire Alarm Technician	3.775 hr	Heavy Equipment Operator	3.25 hr
Fire Battalion Chief	12,012.00	Highway Field Supervisor	4.00 hr
		Highway Yard Supervisor	4.00 hr
Fire Captain	10,504.00	Horticultural Supervisor	3.55 hr
		Intergroup Specialist	16
Fire Chief	14,924.00	Laboratory Assistant	2
Fire Equipment Supt I	10,920.00	Laboratory Technician I	4
Fire Equipment Supt II	12,012.00	Laboratory Technician II	6
Fire Lieutenant	9,880.00	Laborer	3.00 hr
		Land Disposition Officer	25
Fireman	8,684.00) 8,892.00) 9,048.00)	Machinist	16
		Maintenance Man I	5
Fire Marshal	11,284.00	Maintenance Man II	3.075 hr
First Deputy City Sealer	10	Maintenance Man III	3.525 hr
First Deputy City Sergeant	9	Management Aide I (DPUD)	9
First Deputy City Weigher	8	Management Aide II (DPUD)	15
Fiscal Officer	21	Management Officer	21
Foreman	3.25 hr	Master Mechanic-Water	4.20 hr
Forester (Source of Supply)	16	Mayor's Police Aide	10,888.00
Foreman Cable Crew	4.025 hr	Mechanic	3.25 hr

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Mechanical Engineer	23	Police Major	12,527.00
Mechanical Equipt Inspector I	12	Police Matron	1
Mechanical Equipt Inspector II	15	Police Patrolman	8,060.00) 9,100.00) 8% - 9,828.00)
Mechanical Equipt Inspector III	20		
Meter Reader I	3.25 hr		
Meter Reader II	3.50 hr	Police Sergeant	10,192.00 8% - 11,007.36
Meter Superintendent	15		
Narcotics Inspector	11,007.36	Police Signal Operator	2.40 hr
		Police Surgeon, First	18
Operations & Planning Officer (Civilian Defense)	(Prev. State Wage)	Police Woman	8,704.80) 8,929.44) 8% - 9,828.00)
Parking Meter Maint Man I	3.05 hr		
Parking Meter Maint Man II	3.50 hr		
Personnel Director	26	Port Director	27
Personnel Technician	13	Principal Engineer	31
Plan Estimator	25	Principal Planner	25
Playground Director	2	Program Specialist	20
Playground Supervisor	4	Project Counsel	20
Plumbing Inspector I	14	Project Supervisor	27
Plumbing Inspector II	15	Public Works Inspector I	6
Plumbing Inspector III	20	Public Works Inspector II	11
Police Captain	11,752.00 8% - 12,692.16	Purchasing Agent I	9
		Radio Engineer	9,880.00
Police Chief	15,730.00	Radio Repair Technician	3.7750 hr
Police Lieutenant	10,888.00 8% - 11,737.44	Rain Gauge Keeper	7.42 per (Instrument per week)

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Real Estate Aide I	9	Sewer & Drain Inspector	3.15 hr
Real Estate Aide II	15	Sewer Equipment Operator	3.15 hr
Recreation Center Director	10	Shop Supervisor	18
Recreation Leader	2.00 hr	Social Case Worker (DPUD)	(Prev. State Wage)
Recreation Program Supervisor	6	Social Case Worker	(Prev. State Wage)
Rehabilitation Specialist	20	Special Counsel	14
Renewal Inspector I	9	Stationary Equipment Operator	3.10 hr
Renewal Inspector II	11	Stenographic Reporter (City Council)	9
Renewal Inspector III	14	Supt of Filtration	26
Research Assistant	15	Supt of Garbage Collection	15
Rescueman In Charge	9,880.00	Supt of Highway	19
Rescue Truck Driver	9,464.00	Supt of Incinerator	19
Sanitary Bacteriologist	8	Supt of Sewage Disposal	19
Second Deputy City Sealer	5	Supt of Sewer Construction and Maintenance	19
Second Deputy City Sergeant	6	Supt of Transmission and Distribution	14
Secretary, Bldg Bd of Review	2,860.00	Supt of Warehouse & Inventory	16
Secretary, Housing Bd of Review	1,300.00	Supt of Weights & Measures	17
Secretary, Zoning Bd of Review	7,124.00	Supervisor (Current Planning)	29
Senior Appraiser	24	Supervisor (Graphics)	26
Senior Draftsman (DPUD)	15	Supervisor (Long Range Planning)	29
Senior Mechanic	3.50 hr	Supervisor (Project Planning)	29
Senior Planner	21	Supervisor (Traffic Planning)	26
Senior Research Assistant	26	Supervisor of Business Relocation and Property Management	26
Sewer Construction Worker	3.10 hr		

<u>POSITION</u>	<u>PAY GRADE OR RATE</u>	<u>POSITION</u>	<u>PAY GRADE OR RATE</u>
Supervisor-Division of Maint and Repairs	17		
Supervisor of Enforcement	26		
Supervisor of Engineering (DPUD)	31		
Supervisor of Environment Control	2.55 hr		
Supervisor, Program Specialists	24		
Supervisor of Public Lands (Dept of Public Property)	14		
Supervisor of Real Estate	26		
Supervisor of Rehabilitation Services	26		
Switchboard Operator	2		
Traffic Engineer I	18		
Traffic Engineer III	23		
Traffic Marker & Sign Man I	3.25 hr		
Traffic Planner	20		
Traffic Signal Maint Man I	3.50 hr		
Traffic Signal Maint Man II	3.75 hr		
Training & Public Information Officer (Civ. Def.)	(Prev. State Wage)		
Tree Trimmer	3.25 hr		
Utility Inspector	12		
Water Service Inspector	7		
Watershed Manager (Source of Supply-Water)	23		
Watchman	2.10 hr		
Zoning Assistant	9		
Zoo Director	22		

SECTION 2. No person holding a position in the classified service on the date of the passage of this ordinance shall be reduced in compensation by reason of the terms of this ordinance.

SECTION 3. All persons holding or entering a classified position in the city service on or after July 1, 1972, shall be paid the "Pay Grade" rates herein provided.

SECTION 4. The minimum rate of pay for any class of position shall be payable to any person on his first appointment to the position allocated to the class, provided however, that with the recommendation of the Director of Finance and approval of the Mayor, he may enter the position at any other step in the "Pay Grade" and provided further, that if a person already in the service is transferred, he may with the recommendation of the Director of Finance and approval of the Mayor, enter the new position at the same rate of pay as he had previously received.

SECTION 5. Any employee employed in a position allocated to a class carrying minimum and maximum pay rates may be granted a pay increase from one step to the next higher step within established grade, subject to the following:

1. One "Pay Grade" step per year.
2. Recommendations for step increases shall be made by department heads or the Chairman of Bureaus or Commissioners at the time of submission of annual budget estimates, and at no other time. Such recommendations shall be made on the basis of the quality of work and the seniority of individual employees.
3. The Director of Finance shall review such proposed step increases for availability of funds and conformity to the provisions of this Ordinance, and shall recommend approval or disapproval of the increase to the Mayor.
4. An employee entering the city service shall be eligible for a step increase on the first day of the succeeding January, April, July or October next following the completion of twelve months of service by said employee in accordance with the provisions of sub-sections 1, 2, 3 and 5 of this Section.
5. Any employee who is transferred from a position not carrying a minimum and maximum pay rate to one that carries a minimum and maximum pay rate shall receive either his present salary or the minimum salary of the new position, whichever is greater, but in no case shall the new salary exceed the maximum salary of his new position.
6. Increased compensation received by an individual as the result of promotion from a lower to a higher class shall not be deemed a step increase in the sense of the term as used in this section and in event of promotion shall automatically receive the minimum salary for the class to which he has been promoted. If such minimum salary is the same or less than the salary he received prior to his promotion, he may receive a salary which shall be one full increment higher than his prior salary, but in no case to exceed the maximum.
7. The entrance rate for Police Patrolman, Police Woman, and Fireman shall be \$8,060.00 per annum, and shall automatically increase in accordance with the following schedule:

At the expiration of one (1) year of service - \$8,268.00 per annum.

At the expiration of eighteen (18) months of service - \$9,100.00 per Annum.

Night Patrolman and Night Police Woman shall receive \$1.00 per week above their regular salary.

Members of the Police Department who are regularly assigned plain clothes duty as Detectives or members of the so-called "C"-Squad shall receive in addition to their basic salary an additional eight (8%) per centum of their salary during such assignment.

SECTION 6. A given rate of pay as expressed in the compensation plan may be commuted to weekly, daily or hourly rate and established by a department head or chairman of a Bureau or Commission with the approval of the Mayor and the Director of Finance, as the rate of pay for employees of a particular class: provided, however, that all employees of a given class in a given unit of a department

shall be paid on the same basis, excepting part-time and temporary employees.

SECTION 7. All employees in the classified service shall be paid weekly.

SECTION 8. No officer or employee of the City shall issue a check for payment of, or pay any salary or compensation to any person holding, or claiming to hold a position in the classified service, unless the Personnel Director shall have first certified that the persons named on the payroll or account of such compensation have been appointed and are employed in accordance with this ordinance.

SECTION 9. Chapter 1971-86 of the Ordinances of 1971 with all amendments thereto is hereby repealed.

SECTION 10. This Ordinance shall take effect July 1, 1972.

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IN CITY
COUNCIL
JUN 8 - 1972
FIRST READING
READ AND PASSED
Vincent Gaspia
CLERK

Joseph A. Dorley

IN CITY
COUNCIL
JUN 22 1972
FINAL READING
READ AND PASSED
Robert J. Hayton
PRESIDENT
Vincent Gaspia
CLERK

IN CITY
COUNCIL

MAY 16 1972

FIRST READING
REFERRED TO COMMITTEE ON
FINANCE

Robert Cooper
CLERK

THE COMMITTEE ON

Finance
Approves Passage of
The Within Ordinance

Unanimous
June 1, 1972
Clerk

APPROVED

JUN 23 1972

Joseph A. Dooly
MAYOR

*Councilman Scarnetta
and Councilman Lynch, by request*

FILED
MAY 11 2 28 PM '72
DEPT. OF CITY CLERK
PROVIDENCE, R.I.