

City of Pawtucket

CHAPTER #3299

APPROVED 7/24/2024

AN ORDINANCE REPEALING AND REPLACING THE SCHEDULE OF PAY RATES FOR LOCAL 3960 IN SECTION §88-12 OF THE CODE OF ORDINANCES OF THE CITY OF PAWTUCKET, 1996. (July 1, 2024, to June 30, 2027) AS AMENDED

Be it ordained by the City of Pawtucket as follows:

SECTION 1. The Schedule of Pay Rates for Local 3960 in Section§88-12 of the Code Ordinances of the City of Pawtucket, 1996, shall be repealed in its entirety and the following Pay Plan is adopted as the official Pay Plan for Local 3960 of the Classified Service and shall be applied to positions in that service as hereinafter provided.

SECTION 2. Schedule of Annual Pay Rates for members of Local 3960.

SCHEDULE OF ANNUAL PAY RATES FOR LOCAL 3960

Effective July 1, 2024: 3% Increase
35 HOURS PER WEEK

Effective July 1, 2024: 3% Increase
40 HOURS PER WEEK

Grade	Grade	Step 1	Step 2	Step 3	Step 4
	T00	35,179.09	35,179.09	35,179.09	35,179.20
01T	T01	38,404.03	40,212.29	42,018.92	43,984.33
02T	T02	40,212.29	42,018.92	43,984.10	46,088.19
03T	T03	43,279.36	43,984.10	46,088.19	48,195.34
04T	T04	43,984.10	46,088.19	48,195.34	50,455.68
05T	T05	46,088.19	48,195.34	50,455.68	52,866.85
06T	T06	48,195.34	50,455.68	52,866.85	55,428.39
07T	T07	50,455.68	52,866.85	55,428.39	57,985.96
08T	T08	52,866.85	55,428.39	57,985.96	60,695.54
09T	T09	55,428.39	57,985.96	60,695.54	63,569.04
10T	T10	57,985.96	60,695.54	63,569.04	66,730.95
11T	T11	60,695.54	63,569.04	66,730.95	70,060.01
12T	T12	63,569.04	66,730.95	70,060.01	73,533.86
13T	T13	66,730.95	70,060.01	73,533.86	77,173.28
14T	T14	70,060.01	73,533.86	77,173.28	81,019.79
15T	T15	73,533.86	77,173.28	81,019.79	85,075.99
16T	T16	77,173.51	81,034.03	85,075.99	89,329.98
17T	T17	81,034.03	85,075.99	89,329.98	93,796.47
18T	T18	85,075.99	89,329.98	93,796.47	98,486.41
19T	T19	89,329.98	93,796.47	98,486.41	103,410.54
20T	T20	93,796.47	98,486.41	103,410.54	108,580.82

Grade	Step 1	Step 2	Step 3	Step 4
01T	38,404.03	40,212.29	42,018.92	43,984.33
02T	40,212.29	42,018.92	43,984.10	46,088.19
03T	43,279.36	43,984.10	46,088.19	48,195.34
04T	43,984.10	46,088.19	48,195.34	50,455.68
05T	46,088.19	48,195.34	50,455.68	52,866.85
06T	48,195.34	50,455.68	52,866.85	55,428.39
07T	50,455.68	52,866.85	55,428.39	57,985.96
08T	52,866.85	55,428.39	57,985.96	60,695.54
09T	55,428.39	57,985.96	60,695.54	63,569.04
10T	57,985.96	60,695.54	63,569.04	66,730.95
11T	60,695.54	63,569.04	66,730.95	70,060.01
12T	63,569.04	66,730.95	70,060.01	73,533.86
13T	66,730.95	70,060.01	73,533.86	77,173.28
14T	70,060.01	73,533.86	77,173.28	81,019.79
15T	73,533.86	77,173.28	81,019.79	85,075.99
16T	77,173.51	81,034.03	85,075.99	89,329.98
17T	81,034.03	85,075.99	89,329.98	93,796.47
18T	85,075.99	89,329.98	93,796.47	98,486.41
19T	89,329.98	93,796.47	98,486.41	103,410.54
20T	93,796.47	98,486.41	103,410.54	108,580.82

Effective July 1, 2025: 3% Increase

35 HOURS PER WEEK

Grade	Grade	Step 1	Step 2	Step 3	Step 4
	T00	36,234.47	36,234.47	36,234.47	36,234.57
04F	T01	39,556.16	41,418.66	43,279.49	45,303.86
02I	T02	41,418.66	43,279.49	45,303.62	47,470.84
03F	T03	44,577.74	45,303.62	47,470.84	49,641.20
04F	T04	45,303.62	47,470.84	49,641.20	51,969.35
05F	T05	47,470.84	49,641.20	51,969.35	54,452.86
06F	T06	49,641.20	51,969.35	54,452.86	57,091.24
07I	T07	51,969.35	54,452.86	57,091.24	59,725.54
08I	T08	54,452.86	57,091.24	59,725.54	62,516.41
09I	T09	57,091.24	59,725.54	62,516.41	65,476.11
10T	T10	59,725.54	62,516.41	65,476.11	68,732.88
11I	T11	62,516.41	65,476.11	68,732.88	72,161.81
12T	T12	65,476.11	68,732.88	72,161.81	75,739.88
13I	T13	68,732.88	72,161.81	75,739.88	79,488.47
14I	T14	72,161.81	75,739.88	79,488.47	83,450.38
15F	T15	75,739.88	79,488.47	83,450.38	87,628.27
16F	T16	79,488.72	83,465.06	87,628.27	92,009.88
17F	T17	83,465.06	87,628.27	92,009.88	96,610.36
18I	T18	87,628.27	92,009.88	96,610.36	101,441.00
19F	T19	92,009.88	96,610.36	101,441.00	106,512.85
20F	T20	96,610.36	101,441.00	106,512.85	111,838.24

Effective July 1, 2025: 3% Increase

40 HOURS PER WEEK

Grade	Step 1	Step 2	Step 3	Step 4
01T	39,556.16	41,418.66	43,279.49	45,303.86
02T	41,418.66	43,279.49	45,303.62	47,470.84
03T	44,577.74	45,303.62	47,470.84	49,641.20
04T	45,303.62	47,470.84	49,641.20	51,969.35
05T	47,470.84	49,641.20	51,969.35	54,452.86
06T	49,641.20	51,969.35	54,452.86	57,091.24
07T	51,969.35	54,452.86	57,091.24	59,725.54
08T	54,452.86	57,091.24	59,725.54	62,516.41
09T	57,091.24	59,725.54	62,516.41	65,476.11
10T	59,725.54	62,516.41	65,476.11	68,732.88
11T	62,516.41	65,476.11	68,732.88	72,161.81
12T	65,476.11	68,732.88	72,161.81	75,739.88
13T	68,732.88	72,161.81	75,739.88	79,488.47
14T	72,161.81	75,739.88	79,488.47	83,450.38
15T	75,739.88	79,488.47	83,450.38	87,628.27
16T	79,488.72	83,465.06	87,628.27	92,009.88
17T	83,465.06	87,628.27	92,009.88	96,610.36
18T	87,628.27	92,009.88	96,610.36	101,441.00
19T	92,009.88	96,610.36	101,441.00	106,512.85
20T	96,610.36	101,441.00	106,512.85	111,838.24

Effective January 1, 2026: 2% Increase

35 HOURS PER WEEK

Grade	Grade	Step 1	Step 2	Step 3	Step 4
	T00	36,959.16	36,959.16	36,959.16	36,959.26
01T	T01	40,347.28	42,247.03	44,145.08	46,209.93
02T	T02	42,247.03	44,145.08	46,209.70	48,420.26
03I	T03	45,469.30	46,209.70	48,420.26	50,634.02
04T	T04	46,209.70	48,420.26	50,634.02	53,008.74
05T	T05	48,420.26	50,634.02	53,008.74	55,541.91
06T	T06	50,634.02	53,008.74	55,541.91	58,233.07
07T	T07	53,008.74	55,541.91	58,233.07	60,920.05
08T	T08	55,541.91	58,233.07	60,920.05	63,766.74
09T	T09	58,233.07	60,920.05	63,766.74	66,785.63
10T	T10	60,920.05	63,766.74	66,785.63	70,107.54
11T	T11	63,766.74	66,785.63	70,107.54	73,605.05
12T	T12	66,785.63	70,107.54	73,605.05	77,254.68
13T	T13	70,107.54	73,605.05	77,254.68	81,078.24
14T	T14	73,605.05	77,254.68	81,078.24	85,119.39
15F	T15	77,254.68	81,078.24	85,119.39	89,380.84
16F	T16	81,078.49	85,134.36	89,380.84	93,850.08
17F	T17	85,134.36	89,380.84	93,850.08	98,542.57
18F	T18	89,380.84	93,850.08	98,542.57	103,469.82
19I	T19	93,850.08	98,542.57	103,469.82	108,643.11
20T	T20	98,542.57	103,469.82	108,643.11	114,075.01

Effective January 1, 2026: 2% Increase

40 HOURS PER WEEK

Grade	Step 1	Step 2	Step 3	Step 4
01T	40,347.28	42,247.03	44,145.08	46,209.93
02T	42,247.03	44,145.08	46,209.70	48,420.26
03T	45,469.30	46,209.70	48,420.26	50,634.02
04T	46,209.70	48,420.26	50,634.02	53,008.74
05T	48,420.26	50,634.02	53,008.74	55,541.91
06T	50,634.02	53,008.74	55,541.91	58,233.07
07T	53,008.74	55,541.91	58,233.07	60,920.05
08T	55,541.91	58,233.07	60,920.05	63,766.74
09T	58,233.07	60,920.05	63,766.74	66,785.63
10T	60,920.05	63,766.74	66,785.63	70,107.54
11T	63,766.74	66,785.63	70,107.54	73,605.05
12T	66,785.63	70,107.54	73,605.05	77,254.68
13T	70,107.54	73,605.05	77,254.68	81,078.24
14T	73,605.05	77,254.68	81,078.24	85,119.39
15T	77,254.68	81,078.24	85,119.39	89,380.84
16T	81,078.49	85,134.36	89,380.84	93,850.08
17T	85,134.36	89,380.84	93,850.08	98,542.57
18T	89,380.84	93,850.08	98,542.57	103,469.82
19T	93,850.08	98,542.57	103,469.82	108,643.11
20T	98,542.57	103,469.82	108,643.11	114,075.01

Effective July 1, 2026: 2% Increase
35 HOURS PER WEEK

Effective July 1, 2026: 2% Increase
40 HOURS PER WEEK

Grade	Grade	Step 1	Step 2	Step 3	Step 4
	T00	37,698.34	37,698.34	37,698.34	37,698.45
01T	T01	41,154.22	43,091.97	45,027.98	47,134.13
02T	T02	43,091.97	45,027.98	47,133.89	49,388.66
03T	T03	46,378.69	47,133.89	49,388.66	51,646.70
04T	T04	47,133.89	49,388.66	51,646.70	54,068.92
05T	T05	49,388.66	51,646.70	54,068.92	56,652.75
06T	T06	51,646.70	54,068.92	56,652.75	59,397.73
07T	T07	54,068.92	56,652.75	59,397.73	62,138.45
08T	T08	56,652.75	59,397.73	62,138.45	65,042.07
09T	T09	59,397.73	62,138.45	65,042.07	68,121.34
10T	T10	62,138.45	65,042.07	68,121.34	71,509.69
11T	T11	65,042.07	68,121.34	71,509.69	75,077.15
12T	T12	68,121.34	71,509.69	75,077.15	78,799.77
13T	T13	71,509.69	75,077.15	78,799.77	82,699.81
14T	T14	75,077.15	78,799.77	82,699.81	86,821.78
15T	T15	78,799.77	82,699.81	86,821.78	91,168.45
16T	T16	82,700.06	86,837.04	91,168.45	95,727.08
17T	T17	86,837.04	91,168.45	95,727.08	100,513.42
18T	T18	91,168.45	95,727.08	100,513.42	105,539.21
19T	T19	95,727.08	100,513.42	105,539.21	110,815.97
20T	T20	100,513.42	105,539.21	110,815.97	116,356.51

Grade	Step 1	Step 2	Step 3	Step 4
01T	41,154.22	43,091.97	45,027.98	47,134.13
02T	43,091.97	45,027.98	47,133.89	49,388.66
03T	46,378.69	47,133.89	49,388.66	51,646.70
04T	47,133.89	49,388.66	51,646.70	54,068.92
05T	49,388.66	51,646.70	54,068.92	56,652.75
06T	51,646.70	54,068.92	56,652.75	59,397.73
07T	54,068.92	56,652.75	59,397.73	62,138.45
08T	56,652.75	59,397.73	62,138.45	65,042.07
09T	59,397.73	62,138.45	65,042.07	68,121.34
10T	62,138.45	65,042.07	68,121.34	71,509.69
11T	65,042.07	68,121.34	71,509.69	75,077.15
12T	68,121.34	71,509.69	75,077.15	78,799.77
13T	71,509.69	75,077.15	78,799.77	82,699.81
14T	75,077.15	78,799.77	82,699.81	86,821.78
15T	78,799.77	82,699.81	86,821.78	91,168.45
16T	82,700.06	86,837.04	91,168.45	95,727.08
17T	86,837.04	91,168.45	95,727.08	100,513.42
18T	91,168.45	95,727.08	100,513.42	105,539.21
19T	95,727.08	100,513.42	105,539.21	110,815.97
20T	100,513.42	105,539.21	110,815.97	116,356.51

SECTION 3. Classifications Included Within Bargaining Unit Covered by The Agreement

From July 1, 2024, To June 30, 2027

Affirmative Action Director	T12
Accountant II/Planning	T10
Assistant Treasurer	15T
Assistant Police Computer Operations Specialist	T09
Building Maintenance Supervisor	10T
Business Manager	18T
Buyer	13T
Certified Computer Technician	T05 T06
Chief Computer Systems Programmer	T16
City Engineer	20T
Community Development Information Specialist	T10
Community Development Program Manager	T15
Deputy City Clerk	18T
Deputy Director of Senior Center	15T
Deputy Finance Director	20T
Deputy Tax Assessor	T13
Director of Pawtucket Emergency Management Agency	11T

Director of Senior Center	16T
Director of Zoning and Code Enforcement	19T
Economic/Cultural Affairs Officer <u>Program Coordinator</u>	T14
Finance Office Assistant	T05
Fiscal Manager	T11
Fleet Mechanic	08T <u>10T</u>
Fleet Mechanic (EVT Certified)	10T <u>13T</u>
Fleet Supervisor	13T
Geographic Information System (GIS) Coordinator	T15
Help Desk Coordinator	T02
Highway Chief	18T
Highway Supervisor	10T
Implementation Facilitator/Data Analyst	T07
Maintenance Manager	18T
Operations Supervisor	T09
Parks Maintenance Supervisor	10T
PC Network Coordinator	T12
Police Manager of Information Systems	T16
Police/ID Bureau Assistant	07T
Program Manager	07T
Project Engineer	T15
Project Leader	12T
Public Safety Information Systems Project Manager	12T
Purchasing Director	18T
Recreation Manager	15T
Registrar Board of Canvassers	14T
Senior Appraisal Technician/Tangible Property Spec.	T09 <u>T10</u>
Senior Project Leader	15T
Secretary-Trust & Agency	T04
Sewer Supervisor	09T
Special Projects Clerk	04T
Supervisor of Passive Parks	10T
<u>Supervisor of Sewer, Sanitation & Recycling</u>	<u>10T</u>
Tax Assessor	18T
Traffic Engineering Supervisor	11T
Treasurer	20T

SECTION 4. Said Ordinance is subject to all the terms and conditions of employment as established by the Collective Bargaining Agreement with Local 3960 and the City of Pawtucket.

SECTION 6. This Ordinance shall take effect retro to July 1, 2024.

**ORDINANCE OF THE
CITY OF PAWTUCKET**

**INTRODUCED AND
LAID ON THE TABLE**

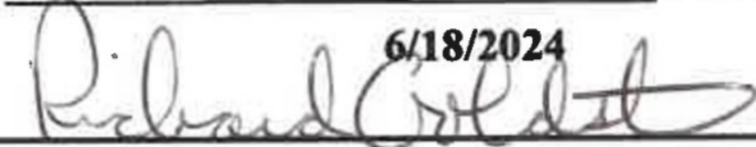
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CHAPTER # 3299

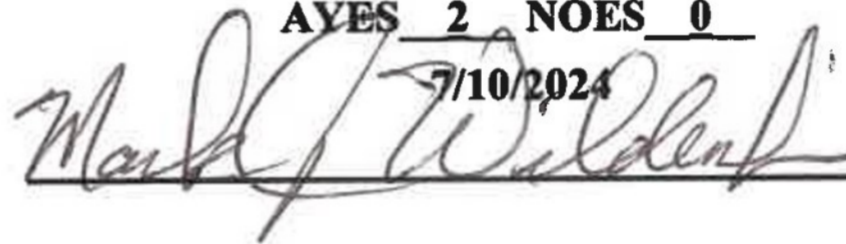
Clerk

**AN ORDINANCE REPEALING AND
REPLACING THE SCHEDULE OF PAY
RATES FOR LOCAL 3960 IN SECTION §88-12
OF THE CODE OF ORDINANCES OF THE
CITY OF PAWTUCKET, 1996. (July 1, 2024, to
June 30, 2027) AS AMENDED.**

**LAID ON THE TABLE AND REFERRED TO THE
FINANCE COMMITTEE**


6/18/2024

Clerk

**FINANCE COMMITTEE
RECOMMENDS APPROVAL AS AMENDED**

AYES 2 NOES 0
7/10/2024

Chair

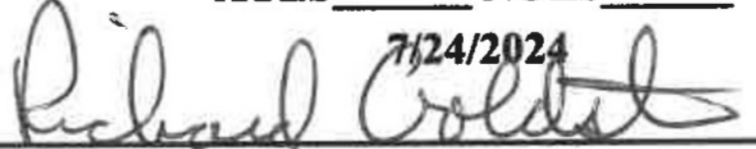
READ AND GIVEN FIRST PASSAGE AS AMENDED

AYES 6 NOES 0

7/10/2024

Clerk

READ AND GIVEN SECOND PASSAGE AS AMENDED

AYES 7 NOES 0

7/24/2024

Clerk

APPROVED

7/24/2024

MAYOR

