

**Classified Service Public Hearing Notice # 252**

**Date of Meeting: Monday, June 16, 2014**

**Date Notice Posted: Monday, June 9, 2014**

**DEPARTMENT OF ADMINISTRATION**

**One Capitol Hill**

**Providence, Rhode Island**

**Notice of Public Hearing to Consider Changes to Classified Service Classification and Pay Plan**

**On Monday, June 16, 2014 at 8:00 A.M., Conference Room C, Second Floor, William E. Powers Building (Department of Administration), One Capitol Hill, Providence, Rhode Island 02908-5890, the Director of the Department of Administration Richard A. Licht will hold a public hearing in accordance with the provisions of Sections 36-3-3 (17), 36-4-10 and 36-4-15 of the RI General Laws of 1956, as amended, to consider revisions to the Classified Service Classification and Pay Plan. The changes are:**

- 2.0% general salary increase effective Sunday, April 6, 2014; 2.0% general salary increase effective Sunday, October 5, 2014; 2.0% general salary increase effective Sunday, October 4, 2015 for eligible classified service organized employees as a result of negotiated wage settlements due to collective bargaining between the State of Rhode Island and the RI Alliance of Social Service Employees - Local 580,**

**SEIU, AFL-CIO.**

**\* Note: Implementation of the above identified general salary increases is dependent upon union ratification of all negotiated terms and conditions including formal written notice of such by Local 580 to the State.**

**• Proposed New Classes of Position (2):**

- Chief Public Affairs Officer (DLT)**
- Senior Industrial Safety Specialist (DLT)**

**• Change in Title, Content and Pay Grade (1):**

- Public Utilities and Operations Officer to Public Utilities Deputy Administrator**

**It is the purpose of this hearing to invite comment from all parties on the proposed changes to the classified service classification and pay plan as identified above.**

**Richard A. Licht**

**Director**

**Department of Administration**

**Any individual requiring reasonable accommodation in order to effectively participate in this public hearing should contact James A. Pitassi, Jr., Department of Administration, Classification Section at (401) 222-6395 (voice) or # 711 (R.I. Relay) at least three (3) business days prior to the hearing.**

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**PREFACE**

**Pursuant to various provisions of Rhode Island General Law, the Division of Personnel Administration (RIGL 36-3) is charged with the responsibility of maintaining a Merit System (RIGL 36-4) to manage and supervise the operation of the classified service classification and pay plan. The initiative includes the designation and maintenance of classifications and class definitions that appropriately reflect the**

character of work in each classification and the identification of worker characteristics that are required to successfully perform. The pay plan establishes salary parameters for equitable compensation. It's important to note that classifications evolve as a result of changing organizational needs. Their nature may change as a result of agency reorganizations, legislative mandates, changing technologies, shifts in the demand for various types of service and/or negotiated agreements related to work flow or work distribution. The "public hearing agenda" is the result of this activity. Pertinent governing law is as follows:

**RIGL 36-4-10 Changes in plan - Notice of establishment of new position, states in part: Additional classes may be established and existing classes may be divided, combined, altered, or abolished upon recommendation of the personnel administrator, recommendation by the director (of administration) after public hearing, and approval by the governor. This action may be initiated by the personnel administrator, the director, or on request of an appointing authority.**

**RIGL 36-4-15 Changes in pay plan for classified service - New classes, states: Pay rates shall be established for new classes of positions, and amendments to the existing pay plan may be made upon recommendation of the personnel administrator, recommendation of the director (of administration), after public hearing, and approval by the governor. This action may be initiated**

by the director, the personnel administrator, or at the request of an appointing authority.

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## **ITEMS FOR CONSIDERATION**

**Agenda Item 1: General Salary Increases – RIASSE Local 580, SEIU, AFL-CIO Section I**

**2% effective 04/06/14 eligible union organized employees**

**2% effective 10/05/14 eligible union organized employees**

**2% effective 10/04/15 eligible union organized employees**

### **Proposed New Classes of Position Section II**

**Agenda Item 2: Chief Public Affairs Officer (DLT) - (work week: nonstandard)**

**G-137A (current range: \$72,506 - \$82,207) – nonunion; vacant; effective 05/18/14.**

**Agenda Item 3: Senior Industrial Safety Specialist (DLT) (work week: standard 35 hour)**

**G-328A (current range: \$51,590 - \$57,927) – Council 94; vacant; effective 05/18/14.**

### **Proposed Change in Title, Content and Pay Grade Section III**

**Agenda Item 4: Public Utilities and Operations Officer G-138A (current**

**range: \$74,974 - \$85,034) to Public Utilities Deputy Administrator  
G-141A (current range: \$83,476 - \$96,927) Nonunion.**

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