

**ANNUAL
REPORT
OF THE**

**PERSONNEL
DIRECTOR**

**CITY OF
PROVIDENCE
1964 -- 1965**

JOHN V. ROMANO
PERSONNEL DIRECTOR



MAYOR
JOSEPH A. DOORLEY, JR.

DEPARTMENT OF FINANCE
CITY HALL, PROVIDENCE, RHODE ISLAND 02903

January 3, 1966

To the Honorable Joseph A. Doorley, Jr., Mayor
and the Honorable, The City Council

As directed by and in compliance with the City Ordinance, I am submitting the annual report of the Personnel Department for the year 1964-1965.

Not only has the Personnel Department continued to increase its efficiency, but further to broaden its scope of activities with the public interest in mind.

The Providence City Personnel Department in its fourteenth year of service is still in the infancy stage. The progress made is reflected somewhat by added benefits to city employees - such as added hospital coverage, paid holidays, union contracts, with grievance provisions, etc.

The Administration sought and received legislative authority to study and effect a civil service system for city employees. The findings and recommendations of the study commission, recently appointed by the Mayor, is the first step towards a more professionalized department.

I sincerely believe that with the implementation of a civil service system for its employees, the City of Providence will take its place with other leading municipal governments in personnel management throughout the country.

My sincere thanks are extended to His Honor, the Mayor, the City Council, the City Solicitor, Department Heads and the many city employees for their cooperation during the year.

I look forward to their continued support in the coming year.

IN CITY COUNCIL

JAN 20 1966

READ:
WHEREUPON IT IS ORDERED THAT
THE SAME BE RECEIVED.

Vincent Vespia
CLERK

Respectfully submitted,

John V. Romano
John V. Romano
Personnel Director

JVR/mf

PERSONNEL DEPARTMENT ACTIVITIES

The Personnel Director of the City of Providence is responsible under the charter for the administration and control of personnel policies for more than 3100 employees who received \$15,548,574.91 in pay and benefits during the fiscal year 1964-1965.

During the 1964-1965 fiscal year procedures included department record keeping such as absenteeism, sick leave and employee performances. New employees continue to receive identification cards upon their entry into city service.

The Department of Personnel has relocated its office together with the Finance Department which is now located on the third floor in City Hall.

Files containing history of all employees are kept individually through a system of "flat filing", making record keeping immediately available and relatively simple.

Other office innovations are presently being implemented and will continue to improve the efficiency of the Finance Department.

There follows a breakdown of the more important functions of this office. These can be divided into two headings: the hiring process and the administration of benefits.

INTERVIEWS AND HIRING

The hiring process in the City starts with the filling out of an application for employment at the personnel office. During the 1964-1965 fiscal year approximately 2100 applications were filled out and the applicants interviewed by the Personnel Director.

When a department makes a request to fill a current vacancy these applications are reviewed for qualifications and the best are sent for an interview to the Department Head.

In most cases, prospective employees are examined by a city doctor to ascertain their physical capabilities.

(NOTE: In many cases after interviewing job applicants, efforts are made by this office to fill vacancies existing in private industries. This is done on a voluntary basis and referrals from this office are received by private concerns in a most appreciative manner. The referral system, so-called, is made possible by a joint effort of Personnel Executives throughout the state, together with the State Department of Employment Security.)

The Personnel Executives' Club is a subdivision of the Greater Providence Chamber of Commerce. The Personnel Director, a member of that organization, meets monthly to discuss and review various problems in personnel. As a subscribing member of the Personnel Club, a modified job referral process has been in effect.

The Personnel Director processes and controls Sick Leave, Vacation and Hospitalization benefits for city employees.

Request for sick leave and sick benefits, with the exception of those for uniformed police and firemen, are received by the Personnel Department. These are recorded in the records kept by this department for each individual employee and checked for accuracy.

In cooperation with Rhode Island Hospital every employee is assured reasonable medical care and treatment. The Personnel Director investigates and authorizes all requests for care with the approval of the Mayor. In the past fiscal year \$97,658.38 was paid to Rhode Island Hospital under this program. The new fiscal year commencing October 1, 1965 provides increased benefits to all city employees - as a result of newly adopted administration measures.

The Personnel Director is a member of the Injured Employees Committee and attends all meetings held. The Personnel Office receives notice of employees injured-on-duty, from Department Heads. A final determination is made with regards to the authenticity of the claim, following an investigation of the incident.

The Director of Personnel is invited to attend meetings of the Retirement Board in an advisory capacity and to provide any essential personnel records to that Board.

BREAKDOWN OF PERSONAL SERVICES EXPENDITURES

001	Salaries and Wages Permanent Positions	\$ 13,142,765.46
002	Salaries and Wages Temporary Positions	284,802.16
005	Payments to Dependents	4,363.38
* 006	Overtime Pay	629,445.15
008	Sick Leave	472,650.13
009	Vacations	646,107.11
* 011	Fire Department-Temporary Service out of Rank	12,308.25
* 012	Snow Removal Regular Work Week	79,089.38
* 013	Snow Removal Overtime	92,330.09
* 014	Snow Removal Temporary	163.48
* 018	Call Back Pay for Police and Fire	15,700.17
025	Injured Employees	168,850.15
	TOTAL	<u>15,548,574.91</u>

* Omitted in previous annual reports

NOTE: In previous annual reports filed by the Personnel Office, the breakdown of Personal Services Expenditures did not indicate a full and complete total of salaries paid.

EMPLOYEE TURNOVER

The following schedule shows the monthly turnover for all departments except the School Department.

October 1, 1964 - September 30, 1965

<u>DATE</u>	<u>ADDITIONS</u>	<u>TERMINATIONS</u>	<u>NUMBER WORKING</u>
10/1/64			3151
10/31/64	83	40	3194
11/30/64	43	35	3202
12/31/64	80	67	3215
1/31/65	46	32	3229
2/28/65	49	35	3243
3/31/65	47	19	3271
4/30/65	54	92	3233
5/30/65	42	46	3229
6/30/65	223	42	3410
7/31/65	76	112	3374
8/31/65	29	63	3340
9/30/65	80	286	3143
Number of employees working Oct. 1, 1964			3151
Number of employees working Sept. 30, 1965			3143
		Net Decrease	-8
Number of employees hired -----			860
Number of employees terminated -----			852
		Net Decrease	-8

DEPARTMENT EMPLOYEE STATUS

<u>Department</u>	<u>Allowed</u>	<u>Ordinance Changes</u>		<u>Employed</u>
	<u>Oct. 1, 1964</u>	<u>Add</u>	<u>Delete</u>	<u>Sept. 30, 1965</u>
City Clerk	9			9
Board of Canvassers	Unlimited			12
Probate Court	10			9
Police Court	13			13
Mayor's Office	Unlimited			7
Law Department	9			8
Recorder of Deeds	14			14
City Sergeant	42			39
Finance Director	7			7
City Controller	24	1		25
Employees Retirement	6			5
Data Processing Div.	11	5		16
City Collector	29			22
Water Bd. Collection	7			7
City Assessor	33			33
Purchasing Division	17			16
Municipal Garage	22			21
City Treasurer	6			5
Board of Tax Assm't				
Review	5			5
Comm. of Public Safety	15			15
Police Dept.	679			631
Fire Dept.	544			511
Supt of Weights and				
Measures	5			5
Bldg Inspection Admin	15	1		16
Structures & Zoning	15	1		14
Plumbing, Drainage and				
Gas Piping	8			8
Electrical Inspection	8			8
Air Poll, Mech Equipt,				
and Installations	9			8
Traffic Engineer	43			36
Public Wks Admin	5			3
Business Management	9			9
Engineering Office	33			31
Sanitation Admin.	3			3
Street Cleaning	59			59

DEPARTMENT EMPLOYEE STATUS

<u>Department</u>	<u>Ordinance Changes</u>		<u>Employed</u>
	<u>Allowed</u>	<u>During Year</u>	
	<u>Oct. 1, 1964</u>	<u>Add Delete</u>	<u>Sept. 30, 1965</u>
Sewage Pumping	14		13
Sewage Disposal	59		49
Garbage Coll & Disp	115		119
Refuse Coll & Disp	21		21
Sanitation Revolving Fund	16		16
Construction & Maint.			
Administration	1		1
Highway	Unlimited		168
Bridge Maintenance	11		11
Sidewalks & Curbing	5		5
Forestry	23		20
Sewer Constr & Maint	64		63
Public Buildings	18		24
Public Service Admin	1		0
Street Lighting	1		1
Municipal Docks	10		8
Draw Bridge	12		12
Harbor Master	1		1
Family & Business Relocation Service	20		20
Health Administration	4		3
Vital Statistics	7		6
Communicable Diseases	22		16
Child Hygiene	11		6
Food & Milk Inspection	17		16
Environment Control	23		19
Bath Houses & Comfort Stations	21		18
C.V. Chapin Hospital	Unlimited		280
Welfare Admin.	10		8
GPA Administration	116		91

DEPARTMENT EMPLOYEE STATUS

<u>Department</u>	<u>Ordinance Changes</u>		<u>Employed</u>
	<u>Allowed</u>	<u>During Year</u>	
	<u>Oct. 1, 1964</u>	<u>Add Delete</u>	<u>Sept. 30, 1965</u>
Parks Admin.	6		6
Parks General &			
Roger Wms Park	Unlimited	2	103
Municipal Golf Course	Unlimited		23
Park Museum	6		6
*Recreation Dept.	448		62
Zoning Bd. of Review	10		10
Bldg. Bd. of Review	6		6
City Plan Commission	22		22
Prov. Redev. Agency	58		49
Bureau of Licenses	9		9
Minimum Housing			
Standards Division	24		24
Prov. Civilian Def.	9		6
Prov. Human Rel. Comm.	4		2
Water Supply Board	**Unlimited		185

*Summer (t) workers not included

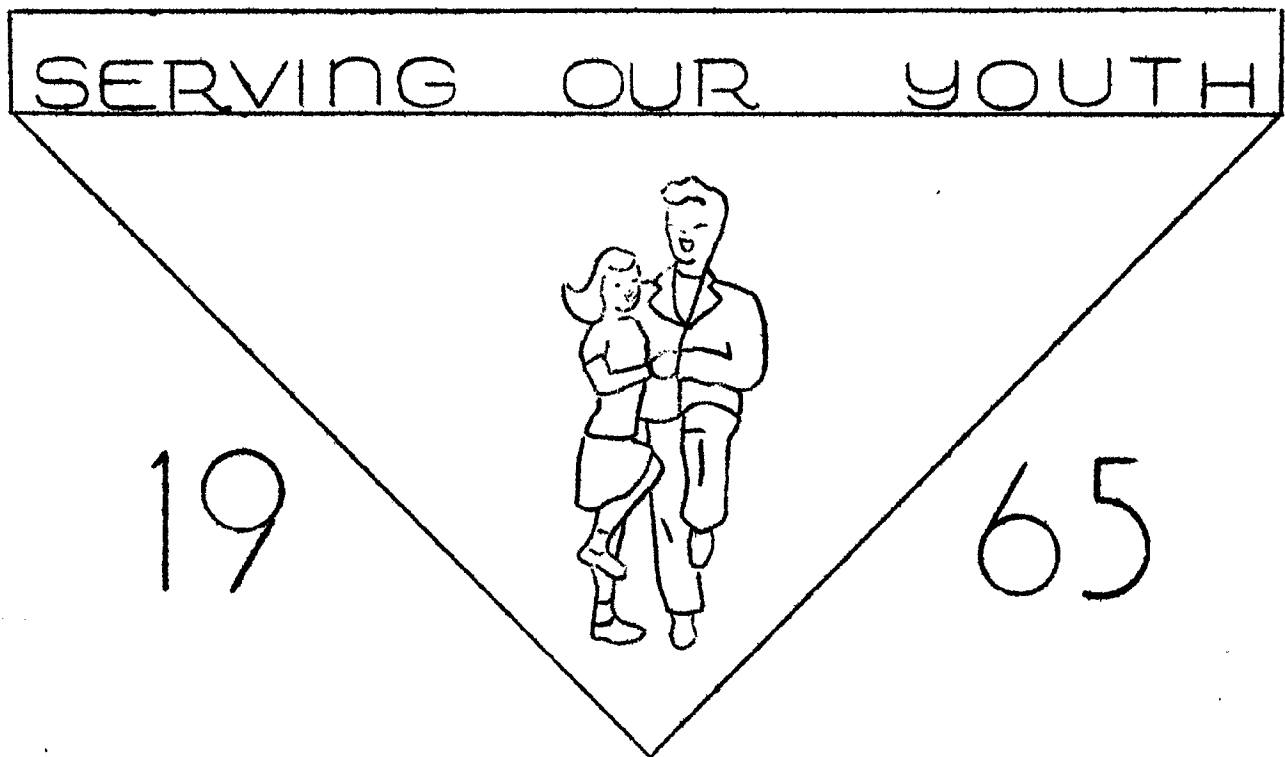
**Summary of all Divisions

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PROVIDENCE, R.I.**

ANNUAL REPORT



P PROVIDENCE

R RECREATION

D DEPARTMENT

CITY OF PROVIDENCE

DEPARTMENT OF RECREATION

****1965****

PROVIDENCE RECREATION ADVISORY COMMITTEE

MAYOR JOSEPH A. DOORLEY, JR.

MRS. ALBERT PILAVIN, CHAIRMAN

DR. JAMES L. HANLEY, SECRETARY

J. RUSSELL GRAY

REVEREND CHARLES W. MC CONNELL

FRANK MOIA

FREDERICK C. WILLIAMSON, SR.

IN CITY COUNCIL

JAN 20 1966

READ:

WHEREUPON IT IS ORDERED THAT
THE SAME BE RECEIVED.

Vincent Vespia
CLERK

CITY OF PROVIDENCE

DEPARTMENT OF RECREATION

To The Honorable Joseph A. Doorley, Jr.
Mayor of The City of Providence, and
The Honorable City Council

Gentlemen:

The Recreation Department proudly presents its annual report which will record a year of progress and service to the people of our city.

Under the leadership of Mayor Joseph Doorley, we have witnessed the greatest possible expansion in youth programs, both in education and in recreation. He has taken cognizance of the weaknesses inherent in our social structure and, with the aid of federal funds, he is providing programs that will correct these weaknesses. In ten disadvantaged neighborhoods children are given the opportunity to participate in programs that will benefit them educationally, physically, and socially.

Mayor Doorley has also provided opportunities for our teenage youth who have been unable to get employment by creating the Neighborhood Youth Corps with the aid of federal funds. The Youth Corps, which provides employment opportunities for 16 to 21 year old youth from low income families, is an instrument which brought dignity to young people who were unable to find work in our complex industrial structure. Because job opportunities bring a constructive use of people's time, it is the greatest weapon known to prevent delinquency. More than 50 young people have worked in our programs, some as recreation leaders and others as maintenance workers--both in our recreation centers and on our playgrounds. The opportunity to supervise children in play activities has motivated many of the young men and women to return to school and pursue a career in the recreational field.

Other federal programs begun this year and operated by the recreation department are special "drop-in" centers for older teenagers and young adults. One has been open for a year in the Smith Hill area while another will open in 1966 in the West Elmwood neighborhood.

An important addition to our anti-delinquency program is a special detached worker on duty in South Providence; his work is funded under the Juvenile Delinquency and Youth Offenses Control Act and supervised by the recreation department.

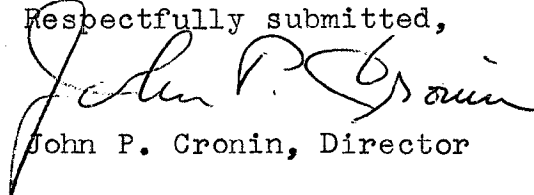
In 1965, Mayor Joseph Doorley officially dedicated the Stephen Almagno Swimming Pool at Neutaconkanut Park.

It is gratifying to note the continued growth and excellence of our diversified programs under the able and conscientious leadership of our assistant directors, Frederick E. Baldoni and Evelyn D. Baldoni, and the several supervisors, directors of centers, playgrounds, and swimming pools.

Once again, I extend my heartfelt thanks to you gentlemen of the Providence City Council for your continued support.

And, to you, Mayor Doorley, my sincere gratitude for your great support and leadership in providing new opportunities and vistas for our youth. Together, I am certain that we all can continue onward and upward in our efforts to offer the best possible leadership, programs, and service to the people of the City of Providence.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "John P. Cronin". The signature is fluid and cursive, with the first name "John" being the most prominent.

John P. Cronin, Director

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CITY OF PROVIDENCE
JAN 10 1964

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DEPT. OF CITY CLERK
PROVIDENCE, R.I.

ANNUAL FINANCIAL REPORTFiscal Year--October 1, 1964-September 30, 1965APPROPRIATION

Administrative Staff	\$ 40,768.44
Amateur Baseball League	439.22
Angelo Zuccolo Memorial Pool	16,000.00
Angelo Zuccolo Memorial Recreation Center	16,192.13
Benefit Street Recreation Center	23,363.54
Broad Street School Recreation Center	2,567.27
Capital Outlay	3,745.00
Chad Brown Project Golden Age Center	100.00
Community Basketball League--Boys	1,016.86
Community Basketball League--Girls	604.22
Danforth Street Pool	15,000.00
Danforth Street Recreation Center	19,471.22
Edmund P. Flynn School Center	5,710.13
Field Workers	6,000.00
Fox Point Pool	13,500.00
Fox Point Recreation Center	14,614.54
George J. West School Center	2,848.04
Gilbert Stuart School Center	3,068.04
Golden Age Day Center	11,035.03
Hartford Project Golden Age Program	270.00
Hope High School Area Supervisor	2,218.50
Injured Employee	2,681.64
John J. McGrane Swimming Pool	13,000.00
Joslin Pool	14,500.00
Joslin Recreation Center	25,038.37
Junior High School Athletic Program	10,440.61
Kenyon Street School	100.00
Maintenance Division	113,807.04
Merino Park Pool	7,500.00
Mount Pleasant High School Center	958.96
Nathan Bishop School Center	683.42
Neutaconkanut Park Pool	13,000.00
Oliver H. Perry School Center	2,990.52
Other Structures and Improvements	35,000.00
Plain Street Recreation Center	19,807.46
Reservoir Avenue School Center	100.00
Roger Williams School Center	2,729.96
S. W. Bridgham School Center	100.00
Senior Basketball League--Men	200.00
South Providence Pool	16,000.00
South Providence Recreation Center	16,086.03
Special Activities	4,750.00
Summer Playgrounds	53,822.00
Swimming Pool Instructor	2,019.57
Watchman Service (temporary)	8,789.12

\$562,636.88

EXPENDITURES

-525,615.74

BALANCE

\$ 37,021.14

CITY OF PROVIDENCE

DEPARTMENT OF RECREATION

A T T E N D A N C E R E P O R T - 1 9 6 5
(October 1964 - September 1965)Participation Activity Report

PLAYGROUNDS	3,409,409
RECREATION CENTERS-FULL TIME	1,933,910
RECREATION CENTERS-SCHOOL-PART-TIME . .	311,962
SWIMMING POOLS	391,460
SPECIAL ACTIVITIES	42,600
GOLDEN AGE CENTER	22,825
BOYS COMMUNITY BASKETBALL LEAGUE . . .	5,895
GIRLS COMMUNITY BASKETBALL LEAGUE . . .	1,570
JUNIOR HIGH SCHOOL INTRAMURALS . . .	10,069
JUNIOR HIGH SCHOOL VARSITY ATHLETICS FOR BOYS-BASEBALL, BASKETBALL, TOUCH FOOTBALL	30,186
	<hr/>
	6,159,887

Spectator Report

SPECIAL ACTIVITIES	25,678
BOYS COMMUNITY BASKETBALL LEAGUE . . .	4,120
GIRLS COMMUNITY BASKETBALL LEAGUE . . .	1,285
JUNIOR HIGH SCHOOL INTRAMURALS	10,559
JUNIOR HIGH SCHOOL VARSITY ATHLETICS FOR BOYS-BASEBALL, BASKETBALL, TOUCH FOOTBALL	25,670
	<hr/>
	67,312

CITY OF PROVIDENCE

DEPARTMENT OF RECREATION

Outdoor Recreation Facilities

DESCRIPTION	TOTAL NUMBER
Athletic Fields	4
Band Shells or Stands	2
Baseball Diamonds--Regulation 90 feet--multiple-use softball and little league	17
Basketball Courts--multiple-use ice-skating areas	20
Boccia Courts--lighted	3
Bowling Greens	1
Camps-resident	1
Football Fields	12
Gaelic Soccer Fields	1
Horseshoe Courts	40
Ice-skating Areas--multiple-use basketball courts	20
Ice-skating Areas--natural ice	3
Little League Fields--regulation 60 feet	10
Nature Trails and Center	6
Paved Areas--multiple-use	20
Picnic Areas	2
Soccer Fields	3
Softball Diamonds--60 feet	14
Spray Pools	21
Swimming Pools--outdoor-olympic size	4
Swimming Pools--outdoor--50 feet by 100 feet	3
Stadiums	1
Tennis Courts	31
Theaters	2
Traveling Theaters	1
Volleyball Courts	16

Recreation Buildings and Indoor Facilities

Section 1 - Multiple-use Recreation Buildings

DESCRIPTION	NUMBER
Large Recreation Buildings	6
Club, Field and Shelter Houses	23
Full Time School Building Centers	2
Other School Buildings	21

Section 2 - Special Recreation Buildings

DESCRIPTION	NUMBER
1. Centers for Older Adults	3
2. Maintenance Workshops	1

Section 3 - Indoor Recreation Facilities

DESCRIPTION	NUMBER
1. Arts and Crafts Rooms	14
2. Auditoriums	9
3. Club Rooms	14
4. Game Rooms	14
5. Gymnasium-auditoriums	5
6. Gymnasiums	23
7. Kitchen Facilities	3

Community Schools Summer Project

During the summer of 1965, the Providence Recreation Department assisted in the operation of the Providence Community Schools which is a federal anti-poverty program for students enrolled in school. This project was operated in nine inner-city sites, and, after morning school classes, the youngsters in these schools were sent to adjacent recreation facilities for afternoon recreational activities on ten playgrounds and seven outdoor swimming pools under the trained supervision of the recreation department staff.

There were programs at Angelo Zuccolo (Federal Hill), Henry Almagne (Neutaconkanut Park), South Providence, John J. McGrane (Bucklin Park), Joslin, Fox Point, and Danforth swimming pools; also, at Davis Park, Hopkins Park, Lippitt Hill, Camp-Cypress, Edmund Flynn (South Providence), Fox Point, Bucklin Park, Laurel Hill, and Richardson Park playgrounds.

In addition, a great contribution to the effectiveness of the Community School workers who were non-professional "parent aids" was provided by recreation department specialists when the recreation department held six weekly in-service training workshops for thirty-two aids from seven different community schools. Under the leadership of the recreation director and the assistant director-school liaison officer who conducts the playground weekly in-service training, the program was coordinated to include instructions in arts and crafts, sewing, and folk dancing by the recreation department's professional workers for the aids at the regular playground in-service meetings. The recreation department's arts and crafts specialist even went a step further by developing the arts and crafts program for the community schools and also assisting with the purchasing of materials for arts and crafts and sewing.

The recreation department personnel's great spirit of co-operation and willingness to add these extra duties to their already busy regular summer work load was very commendable and contributed to the successful operation of the community schools summer project.

According to statistics released by the Providence Community School Director, the attendance of the six week summer community school program was approximately 3,600 children daily.

Recreation Program for The Retarded

In an effort to carry out his belief that every child should have the opportunity to participate in planned recreation, the recreation director pioneered in beginning a city sponsored recreation program for the retarded in 1965. Mr. Cronin adheres to the philosophy that all children, regardless of their physical or mental attributes or limitations, can benefit from properly directed and adapted recreation activities.

The Providence Recreation Department and the John E. Fogarty Center for the retarded have developed a cooperative recreation program for retardates. The recreation department operates this program of social recreation one night a week at the John E. Fogarty Center from 7:30 to 9:30 p.m. for retarded boys and girls fifteen years old and older.

The program includes dramatics, music, dancing and dance instruction, games, contests, bowling, holiday parties, outings, field trips, and outside entertainment. The activities are planned to give these children more freedom of action in performing before their peers so that they will develop confidence in themselves. The program is conducted by a specially trained recreation worker who is assisted by volunteer aids such as college students and nurses. Since the beginning of this pilot project for the retarded in February 1965, the attendance has increased approximately 500% from eight to forty members.

The recreation department hopes that this program for the retarded will continue to grow, and that, in the future, we will be able to provide even more beneficial recreation activities which offer the unique opportunity for development of desirable traits so necessary to meet the universal need for social acceptance.

Services to Baseball, Softball and Little Leagues

As one of its many services to the child and adult population of Providence, the Recreation Department maintains all the ten Little League fields in Providence, the seventeen regulation baseball diamonds and the fourteen softball diamonds which are used by the American Softball Association, the Catholic Youth Organization, Babe Ruth and Independent Babe Ruth Leagues, eight Providence junior high schools, Providence Amateur League, Central and Classical High Schools, and the Little League farm teams.

The seventeen regulation baseball fields are multiple-use in character as they are also used by softball and little-league farm teams. Our fields are able to accommodate sixty-two American Softball Association teams plus two other independent softball leagues. Each team plays two games per week from May 7 to July 30. In 1965, the American Softball Association presented a special award to the Recreation Director, John P. Cronin, as a token of their appreciation to him and in recognition of the work done by the Recreation Department.

The Recreation Department's maintenance of fields is provided at no charge to any team or organization. Often, overtime work by recreation personnel is necessary to provide this service. Many times, one game is no sooner finished than two other teams take the field and begin another. All fields are open to the public, including the little league fields. People may use them at any time when the fields are not being used by organized teams who have permits for formal practices and games.

Every field that the Recreation Department has is given out by permit Monday through Friday. Some fields are used Saturday by the Catholic Youth Organization and the Providence Amateur League. Approximately 4,229 permits for fields were issued during 1965.

Since "slow pitch" softball has become so popular in Providence, we plan to conduct clinics in this very popular sport in the spring of 1966.

Swimming Program

As a result of the fantastic expansion of Providence's outdoor swimming facilities during the past three years when four new pools were built, the City of Providence's Recreation Department can now boast of seven outdoor swimming pools--four olympic-size and three (45' x 100') "neighborhood" pools.

In 1963, the olympic-sized Danforth Street Pool was constructed; in 1964, the Fox Point and John J. McGrane (Bucklin Park) pools were opened; and, in 1965, the Stephen Almagno (Neutaconkanut Park) Pool was dedicated by Mayor Joseph Doorley in time for use during the summer season.

Providence is a pioneer in the field of open air swimming pools. The city began in 1949 when the Angelo Zuccolo (Federal Hill) and the South Providence olympic-sized pools were erected. The next olympic-sized pool built was Joslin which serves the Olneyville area and is among the busiest, with a record breaking attendance of 5,400 in just one day, at three sessions.

All the pools are patrolled by certified lifeguards who conduct a swimming program of instructions in elementary and advanced swimming, lifesaving, and diving. Special events such as playground and pool championship meets, New England and A.A.U. Swim Meets, and Learn-to-Swim Week are included each season.

Safety plays an important role in the operation of these swimming facilities where fences screen off the diving area. The pools are constructed so that two-thirds of the swimming area has a total depth of only three to four feet. This makes the pools usable for wading or swimming. One third of the pool is separated by chain link fence gates for the diving area which is ten to twelve feet deep. The gates may be removed for competitive swimming utilizing the entire length of the pools. All pools have a cement apron for milling and sun bathing.

The pools are open seven days and six nights a week, free of charge. Their hours are 10:00 a.m. to 12:00 noon; 1:00 to 4:30 p.m., and 6:30 to 8:00 p.m. Sundays they operate from 1:00 to 6:00 p.m.

Two very good reasons for the continued excellence of the Providence Recreation Department's swimming program is the hard work of our expert swimming supervisor, Joseph Watmough, and the dedicated leadership of our own Recreation Director, John Cronin.

Special Recognition of Service

During the past year, the Providence Recreation Department and its Recreation Director have received many special awards for their service to the community.

A particularly gratifying award was the commendation given to the Recreation Department and the Recreation Director, John Cronin, by the Human Relations Commission for the development of its special recreation programs to help dispel racial tensions during the summer. In a letter sent by the Commission Chairman, it was asserted that this program, which required major financial and policy adjustments, "undoubtedly contributed to the avoidance of race violence during the summer".

"Outstanding Community Leadership in Recreation" was the award presented to Director John Cronin by the Providence YMCA at its 1965 Annual Meeting.

The Fall River Rotary Club honored the Recreation Director with an award which reads "Service Above Self".

The Director of Recreation received another award "for his excellent cooperation and support throughout these many years, with the players and teams of the Amateur Softball Association within the District of Providence, Rhode Island".

A very singular honor was bestowed upon Recreation Director John Cronin at the New England Area Recreation Conference when he received the following citation: "In recognition of his Outstanding Service in the Promotion of Recreation in the State of Rhode Island and the New England District".