



**PROVIDENCE SALARY REVIEW COMMISSION REPORT  
2021**

April 23, 2021

Honorable Jorge O. Elorza  
Mayor  
City of Providence  
Providence City Hall  
25 Dorrance Street  
Providence, Rhode Island 02903

RE: Report of the Salary Review Commission

Dear Mayor Elorza:

Pursuant to Section 415(A-C) of the Providence Home Rule Charter and on behalf of Salary Review Commission members, I am submitting a report of the Salary Review Commission, ("the Commission"). Present commissioners include Chairman Robert Ricci, Vice-Chairwoman Jennifer Steinfeld, Everin Perez, Jordan Van Leesten, and Tiana Ochoa. No Commissioners receive compensation for their service on the Commission.

The Home Rule Charter indicates that the Salary Review Commission shall, no more often than every two (2) years, recommend to the mayor salary levels for the following offices: Mayor, the members of the City Council, all department heads, and of the members of all boards and commissions entitled to compensation. Records from the Providence City Clerk indicate that the last report was submitted December 2017.

To conduct research, the Commission modified a salary survey created by the Human Resources Department and previous commissioners in years past (SEE APPENDIX ONE). Once created electronically for ease of completion, staff of the Providence Human Resources Department provided support to survey comparable positions in cities that were comparable in size and demographics to the City of Providence over several months. Recommendations of the Salary Review Commission are based upon research from the following municipalities: New Bedford, MA; Worcester, MA; Springfield, MA; Stamford, CT; New Haven, CT (SEE APPENDIX TWO). Recommendations are also based upon guidance from the Human Resources Department and Law Department

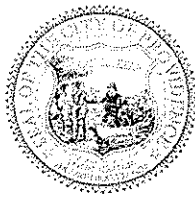
Based upon research, the Salary Review Commission recommends an increase in salary caps be raised for the following positions:

IN CITY COUNCIL

**MAY 6 2021**

READ  
WHEREUPON IT IS ORDERED THAT  
THE SAME BE RECEIVED.

 CLERK



**PROVIDENCE SALARY REVIEW COMMISSION REPORT  
2021**

POSITION	SALARY ADJUSTMENT
Mayor	Increase salary cap to \$150,000
City Council President	Increase salary cap to \$30,000
City Council, Majority Leader	Increase salary cap to \$30,000
City Council, Minority Leader	Increase salary cap to \$30,000
City Council Member	Increase salary cap to \$25,000
City Solicitor	Increase salary cap to \$175,000
Director of Art, Culture and Tourism	Increase salary cap to A-27
Director of Finance	Increase salary cap to \$162,000
Director of Human Resources	Increase salary cap to A-29
Director of Planning and Urban Development	Increase salary cap to A-30
Director of Public Works	Increase salary cap to A-30
Director of Recreation	Increase salary cap to A-27
Fire Chief	Increase cap to \$175,000
City Clerk	Increase cap to A-26
City Sergeant	Increase cap to A-12
City Treasurer	Increase cap to A-14
Recorder of Deeds	Increase salary cap to A-12
Superintendent of Parks	Increase salary cap to A-29
Building Board of Review Executive Secretary	Increase salary cap to A22
Board of Canvassers Member	Increase salary cap to \$23,000
Board of Licenses Chairperson and Secretary	Increase salary cap to \$30,000
Board of Licenses Commissioner	Increase salary cap to \$23,000
Judge Probate Court	Increase salary cap to \$70,000



## PROVIDENCE SALARY REVIEW COMMISSION REPORT 2021

The Commission would like to note that the above salary recommendations are not indicative of current personnel filling these roles, but based upon the positions themselves. We also acknowledge the current financial constraints in the City of Providence and that salary is not the only means of compensating employees for their work. Other factors that the City and employees consider in negotiations include: health and dental care benefits, vacation, parking, other means of compensation, etc. The Commission hopes that these recommendations will allow Providence the flexibility to compensate current or future employees.

Lastly, we would like to thank you for allowing us to serve the City of Providence in this capacity. We are hopeful that the above recommendations will help you continue to move Providence forward.

Sincerely,

A handwritten signature in blue ink, which appears to read "Robert Ricci", is positioned above the printed name.

Providence Salary Review Commission  
Robert Ricci, Chairman

# Providence Salary Review Survey

---

**Comparable job title, minimum salary & maximum salary for the following positions:**

**Category 1: Elected Officials:**

Mayor  
City Council President  
City Council Majority Leader  
City Council Minority Leader  
City Council Member

**Category 2: Department Heads**

Chief Information Officer  
Chief of Police  
City Clerk  
City Registrar of Vital Statistics  
City Sergeant  
City Solicitor  
City Treasurer  
Commissioner of Public Safety  
Director of Arts Culture and Tourism  
Director of Communications  
Director of Economic Development  
Director of Emergency Management & Homeland Security  
Director of Finance  
Director of Human Resources  
Director of Inspection and Standards  
Director Planning & Urban Development  
Director of Public Property  
Director of Public Works  
Director of Recreation  
Fire Chief  
General Manager, WSB  
Recorder of Deeds  
Superintendent of Parks

**Category 3: Members of Boards and Commissions**

Building Board of Review Chairperson  
Building Board of Review Member  
Board of Canvassers Executive Secretary  
Board of Canvassers Member  
Board of Licenses Chairperson and Secretary

Board of Licenses Commissioner  
Chief Judge Housing Court  
Chief Judge Municipal Court  
Judge Municipal Court  
Judge Probate Court  
Water Supply Board Chairperson  
Water Supply Board Member  
Zoning Board Chairperson  
Zoning Board Member

Salary Review Commission Data						
Position	Providence, RI	New Bedford, MA	Worcester, MA	Springfield, MA	Stamford, CT	New Haven, CT
MAYOR	\$125,000.00	\$112,420.00	\$38,166.00	\$137,596.00	\$187,039.00	\$134,013.00
CITY COUNCIL PRESIDENT	\$23,005.00	\$23,076.00	\$23,553.00	\$19,500.00	N/A	N/A
CITY COUNCIL MAJORITY LEADER	\$23,004.00	\$23,076.00	N/A	N/A	N/A	N/A
CITY COUNCIL MINORITY LEADER	\$23,004.55	N/A	N/A	N/A	N/A	N/A
CITY COUNCIL MEMBER	\$20,704.52	\$23,076.00	N/A	N/A	N/A	N/A
CHIEF INFORMATION OFFICER	\$151,961.26	\$98,941.00	\$130,178.00	\$129,152.00	\$151,101.00	\$122,832.00
CHIEF OF POLICE	\$175,000.00	\$179,095.00	\$200,794.00	\$136,136.00	\$143,387.00	\$169,900.00
CITY CLERK	\$110,864.86	\$125,221.00	\$141,338.00	N/A	\$122,655.00	\$48,038.00
CITY REGISTRAR OF VITAL STATISTICS	\$69,074.20	N/A	N/A	N/A	N/A	N/A
CITY SERGEANT	\$55,935.02	N/A	N/A	N/A	N/A	N/A
CITY SOLICITOR	\$156,443.75	\$133,987.00	\$168,832.00	\$172,999.00	N/A	\$161,250.00
CITY TREASURER	\$60,621.83	\$117,029.00	\$123,209.00	\$57,495.00	N/A	\$113,042.00
COMMISSIONER OF PUBLIC SAFETY	\$128,395.00	N/A	N/A	\$194,054.00	\$143,387.00	\$98,000.00
DIRECTOR OF ARTS CULTURE AND TOURISM	\$105,605.37	\$86,634.00	N/A	N/A	N/A	\$90,000.00
DIRECTOR OF COMMUNICATIONS	\$122,237.40	N/A	\$92,145.00	N/A	\$134,200.00	\$98,000.00
DIRECTOR OF EMERGENCY MANGEMENT & HOMELAND SECURITY	\$128,395.38	\$81,730.00	\$71,537.00	N/A	N/A	\$79,851.00
DIRECTOR OF FINANCE	\$158,109.59	\$178,927.00	\$158,014.00	\$198,197.00	\$146,923.00	\$129,000.00
DIRECTOR OF HUMAN RESOURCES	\$122,237.40	\$125,221.00	\$127,506.00	\$185,510.00	\$161,043.00	\$97,212.00
DIRECTOR OF INSPECTIONS AND STANDARDS	\$122,237.40	\$117,029.00	\$125,732.00	N/A	N/A	\$111,125.00
DIRECTOR OF PLANNING & URBAN DEVELOPMENT	\$122,237.40	\$133,987.00	\$144,973.00	\$173,269.00	N/A	\$111,000.00
DIRECTOR OF PUBLIC PROPERTY	\$122,237.40	\$133,987.00	N/A	N/A	N/A	N/A
DIRECTOR OF PUBLIC WORKS	\$134,780.22	\$106,711.00	\$170,158.00	\$149,229.00	N/A	\$134,375.00
DIRECTOR OF RECREATION	\$105,605.37	\$97,342.00	\$71,937.00	\$164,309.00	N/A	\$110,250.00
FIRE CHIEF	\$165,000.00	\$154,187.00	\$170,158.00	\$169,859.00	\$165,242.00	\$158,500.00
GENERAL MANAGER, WSB	\$192,336.00	N/A	\$201,020.00	N/A	N/A	N/A
RECORDER OF DEEDS	\$56,539.00	N/A	N/A	N/A	N/A	N/A
SUPERINTENDENT OF PARKS	\$122,237.40	\$97,342.00	N/A	N/A	N/A	\$78,213.00
BUILDING BOARD OF REVIEW CHAIRPERSON	\$3,090.00	N/A	N/A	N/A	N/A	N/A
BUILDING BOARD OF REVIEW MEMBER	\$2,575.00	N/A	N/A	N/A	N/A	N/A
BUILDING BOARD OF REVIEW EXECUTIVE SECRETARY	\$78,815.00	N/A	N/A	N/A	N/A	N/A
BOARD OF CANVASSERS MEMBER	\$20,316.00	N/A	N/A	N/A	N/A	N/A
BOARD OF LICENSES CHAIRPERSON AND SECRETARY	\$27,663.00	N/A	N/A	N/A	N/A	N/A
BOARD OF LICENSES COMMISSIONER	\$20,310.00	N/A	N/A	N/A	N/A	N/A
CHIEF JUDGE HOUSING COURT	\$60,627.00	N/A	N/A	N/A	N/A	N/A
CHIEF JUDGE MUNICIPAL COURT	\$60,627.00	N/A	N/A	N/A	N/A	N/A
JUDGE MUNICIPAL COURT	\$47,870.00	N/A	N/A	N/A	N/A	N/A
JUDGE PROBATE COURT	\$60,392.00	N/A	N/A	N/A	N/A	N/A
WATER SUPPLY BOARD CHAIRPERSON	\$4,000.00	N/A	N/A	N/A	N/A	N/A
WATER SUPPLY BOARD MEMBER	\$3,500.00	N/A	N/A	N/A	N/A	N/A
ZONING BOARD CHAIRPERSON	\$3,090.00	N/A	N/A	N/A	N/A	N/A
ZONING BOARD MEMBER	\$2,575.00	N/A	N/A	N/A	N/A	N/A

Average Salary	Median Salary	Lowest Salary	Highest Salary
\$121,846.80	\$134,013.00	\$38,166.00	\$187,039.00
\$22,043.00	\$23,076.00	\$19,500.00	\$23,553.00
\$23,076.00	\$23,076.00	\$23,004.00	\$23,076.00
#DIV/0!	#NUM!	\$23,004.55	\$23,004.55
\$23,076.00	\$23,076.00	\$20,704.52	\$23,076.00
\$126,440.80	\$129,152.00	\$98,941.00	\$151,961.26
\$165,862.40	\$169,900.00	\$136,136.00	\$200,794.00
\$109,313.00	\$123,938.00	\$48,038.00	\$141,338.00
#DIV/0!	#NUM!	\$69,074.20	\$69,074.20
#DIV/0!	#NUM!	\$55,935.02	\$55,935.02
\$159,267.00	\$165,041.00	\$133,987.00	\$172,999.00
\$102,693.75	\$115,035.50	\$57,495.00	\$123,209.00
\$145,147.00	\$143,387.00	\$98,000.00	\$194,054.00
\$88,317.00	\$88,317.00	\$86,634.00	\$105,605.37
\$108,115.00	\$98,000.00	\$92,145.00	\$134,200.00
\$77,706.00	\$79,851.00	\$71,537.00	\$128,395.38
\$162,212.20	\$158,014.00	\$129,000.00	\$198,197.00
\$139,298.40	\$127,506.00	\$97,212.00	\$185,510.00
\$117,962.00	\$117,029.00	\$111,125.00	\$125,732.00
\$140,807.25	\$139,480.00	\$111,000.00	\$173,269.00
\$133,987.00	\$133,987.00	\$122,237.40	\$133,987.00
\$140,118.25	\$141,802.00	\$106,711.00	\$170,158.00
\$110,959.50	\$103,796.00	\$71,937.00	\$164,309.00
\$163,589.20	\$165,242.00	\$154,187.00	\$170,158.00
\$201,020.00	\$201,020.00	\$192,336.00	\$201,020.00
#DIV/0!	#NUM!	\$56,539.00	\$56,539.00
\$87,777.50	\$87,777.50	\$78,213.00	\$122,237.40
#DIV/0!	#NUM!	\$3,090.00	\$3,090.00
#DIV/0!	#NUM!	\$2,575.00	\$2,575.00
#DIV/0!	#NUM!	\$78,815.00	\$78,815.00
#DIV/0!	#NUM!	\$20,316.00	\$20,316.00
#DIV/0!	#NUM!	\$27,663.00	\$27,663.00
#DIV/0!	#NUM!	\$20,310.00	\$20,310.00
#DIV/0!	#NUM!	\$60,627.00	\$60,627.00
#DIV/0!	#NUM!	\$60,627.00	\$60,627.00
#DIV/0!	#NUM!	\$47,870.00	\$47,870.00
#DIV/0!	#NUM!	\$60,392.00	\$60,392.00
#DIV/0!	#NUM!	\$4,000.00	\$4,000.00
#DIV/0!	#NUM!	\$3,500.00	\$3,500.00
#DIV/0!	#NUM!	\$3,090.00	\$3,090.00
#DIV/0!	#NUM!	\$2,575.00	\$2,575.00