

December 11, 2017

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-Chairman Garry Bliss, Donna Andrews, Thomas Glavin, and Everin Perez. 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 July 2011.

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: Boston, MA; Newport, RI; Warwick, RI; Worcester, MA; Springfield, MA; Manchester, NH; New Haven, CT; and Portland, ME (SEE APPENDIX TWO). Recommendations are also based upon guidance from the Human Resources Department, Law Department, consideration for cost of living increases in the past six years, and thoughtful feedback from Commission members. Unfortunately the following cities were asked to participate in the Salary Review Commission Survey, but did not respond to requests or declined to participate: Cranston, RI; Newark, NJ; Stamford, CT; Bridgeport, CT; and Hartford, CT.

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

IN CITY COUNCIL  
JAN 08 2018

READ  
WHEREUPON IT IS ORDERED THAT  
THE SAME BE RECEIVED.  
*Lawrence* CLERK

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 \$27,500
City Council, Minority Leader	Increase salary cap to \$27,500
City Council Member	Increase salary cap to \$25,000
Chief of Police	Increase salary cap to \$175,000
City Solicitor	Increase salary cap to \$175,000
Commissioner of Public Safety	Increase salary cap to \$185,000
Director of Art, Culture and Tourism	Increase salary cap to A-26 (\$111,910)
Director of Finance	Increase salary cap to \$175,000
Director of Human Resources	Increase salary cap to A-28 (\$123,410)
Director of Inspections and Standards	Increase salary cap to A-28 (\$123,410)
Director of Planning and Urban Development	Increase salary cap to A-28 (\$123,410)
Director of Public Works	Increase salary cap to A-30 (\$136,035)
Fire Chief	Increase cap to \$175,000
Recorder of Deeds	Increase salary cap to A-14 (\$62,327)
Superintendent of Parks	Increase salary cap to A-28 (\$123,410)
Building Board of Review Chairperson	Increase salary cap to \$6,000
Building Board of Review Member	Increase salary cap to \$5,000
Board of Canvassers Member	Increase salary cap to \$25,000
Board of Licenses Chairperson and Secretary	Increase salary cap to \$30,000
Board of Licenses Commissioner	Increase salary cap to \$25,000
Chief Judge Housing Court	Increase salary cap to \$75,000
Chief Judge Municipal Court	Increase salary cap to \$65,000
Judge Municipal Court	Increase salary cap to \$55,000
Judge Probate Court	Increase salary cap to \$75,000

Zoning Board Chairperson	Increase salary cap to \$6,000
Zoning Board Member	Increase salary cap to \$6,000

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,



Providence Salary Review Commission  
Robert Ricci, Chairman



# Providence Salary Review Survey

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## 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

City	Providence, RI	Boston, MA	Newport, RI	Warwick, RI	Worcester, MA	Springfield, MA	Manchester, NH	New Haven, CT	Portland, ME
Population	179,219	673,184	24,779	81,579	184,508	154,074	110,506	129,934	66,937
MAYOR	Comparable Job	Mayor	Mayor	Mayor	Mayor	Mayor	Mayor	Mayor	Mayor
	Min. Salary	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	142,951	175,000	100,000	34,000	135,000	68,000	131,000	73,281
CITY COUNCIL PRESIDENT	Comparable Job	City Council President	N/A	City Council President	City Councilor	City Council President	N/A	N/A	City Council President
	Min. Salary	14,953	N/A	N/A	29,000	N/A	N/A	N/A	N/A
	Max. Salary	23,005	99,500	10,500	31,444	20,000	N/A	N/A	6,513
CITY COUNCIL MAJORITY LEADER	Comparable Job	Council Majority	N/A	N/A	N/A	N/A	N/A	N/A	City Council Majority Leader
	Min. Salary	14,953	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	23,004	99,500	N/A	N/A	N/A	N/A	N/A	6,513
CITY COUNCIL MINORITY LEADER	Comparable Job	Council Minority	N/A	N/A	N/A	N/A	N/A	N/A	City Council Minority Leader
	Min. Salary	14,953	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	23,005	99,500	N/A	N/A	N/A	N/A	N/A	6,513
CITY COUNCIL MEMBER	Comparable Job	Council Member	City Council Member	Council Member	N/A	N/A	N/A	N/A	City Council Member
	Min. Salary	12,653.35	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	20,704.52	99,500	10,000	N/A	N/A	N/A	N/A	6,513
DEPARTMENT HEADS									
CHIEF INFORMATION OFFICER	Comparable Job	Chief Info Officer	Chief Information Officer	Director of Information	Chief Information Officer	Chief Information Officer	N/A	Chief Information Officer	IT Director
	Min. Salary	118,528	N/A	82,934	90,352	110,553	N/A	101,898	N/A
	Max. Salary	129,547	155,000	118,134	139,799	143,774	N/A	103,898	115,225
CHIEF OF POLICE	Comparable Job	Police Chief	Police Commissioner	Chief of Police	Colonel-Police	Deputy Chief of Police	Police Chief	Chief of Police	Chief of Police
	Min. Salary	113,643	N/A	96,736	N/A	94,896	N/A	N/A	N/A
	Max. Salary	148,345	230,000	137,792	118,017	123,411	151,364	162,000	118,813
CITY CLERK	Comparable Job	City Clerk	City Clerk	City Clerk	City Clerk	City Council Clerk	City Clerk	City Clerk	City Clerk
	Min. Salary	97,501	N/A	72,149	N/A	N/A	N/A	N/A	N/A
	Max. Salary	106,560	97,850	102,770	68,959	46,481	116,440	48,038	92,956
CITY REGISTRAR OF VITAL STATISTICS	Comparable Job	City Registrar of Vital Statistics	City Registrar	N/A	N/A	N/A	N/A	N/A	N/A
	Min. Salary	59,842	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	66,392	99,910	N/A	N/A	N/A	N/A	N/A	N/A



CITY SERGEANT	Comparable Job	Providence, RI	Boston, MA	Newport, RI	Warwick, RI	Worcester, MA	Springfield, MA	Manchester, NH	New Haven, CT	Portland, ME
	Min. Salary	City Sergeant 49,412	N/A	N/A	N/A	N/A	Mayor Chief of Staff N/A	N/A	N/A	N/A
	Max. Salary	53,763	N/A	N/A	N/A	N/A	97,878	N/A	N/A	N/A
CITY SOLICITOR	Comparable Job	City Solicitor	Corporation Counsel	City Solicitor	N/A	City Solicitor	City Solicitor	City Solicitor Temp	Corporate Counsel	Corporate Counsel
	Min. Salary	130,056	N/A	N/A	N/A	92,879	110,554	N/A	N/A	N/A
	Max. Salary	150,369	154,500	84,063	N/A	209,969.70	143,775	148,184	150,000	131,235
CITY TREASURER	Comparable Job	City Treasurer	Collector-Treasurer	Controller	City Treasurer	City Treasurer	City Collector-Treasurer	N/A	City Treasurer	City Treasurer
	Min. Salary	51,715	N/A	66,806	N/A	90,352	94,896	N/A	N/A	N/A
	Max. Salary	56,539	149,350	95,158	99,910	139,799	123,411	N/A	102,666	83,616
COMMISSIONER OF PUBLIC SAFETY	Comparable Job	Commissioner of Public Safety	See Police Commissioner & Fire Commissioner	N/A	N/A	N/A	N/A	N/A	Director of Public Safety	N/A
	Min. Salary	112,888		N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	161,294		N/A	N/A	N/A	N/A	N/A	98,000	N/A
DIRECTOR OF ARTS CULTURE AND TOURISM	Comparable Job	Director of Arts, Culture & Tourism	Arts Commissioner	N/A	Director of Tourism Culture	N/A	N/A	N/A	N/A	N/A
	Min. Salary	92,866	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	101,505	127,000	N/A	87,952	N/A	N/A	N/A	N/A	N/A
DIRECTOR OF COMMUNICATIONS	Comparable Job	Director of Communications	Chief Communications	N/A	N/A	N/A	N/A	N/A	Director of Communications	N/A
	Min. Salary	107,495	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	117,491	126,000	N/A	N/A	N/A	N/A	N/A	74,755	N/A
DIRECTOR OF ECONOMIC DEVELOPMENT	Comparable Job	Director of Economic Development	Chief of Economic Development	Director of Civic Investment	N/A	Business Assistance	Deputy Director of Economic Development	N/A	Director of Economic Development	Director of Economic Development
	Min. Salary	N/A	N/A	89,570	N/A	60,308	82,596	N/A	N/A	N/A
	Max. Salary	166,781	139,050	127,585	N/A	92,062	107,417	N/A	120,000	115,791
DIRECTOR OF EMERGENCY MANAGEMENT & HOMELAND SECURITY	Comparable Job	Director of Emergency Management	Director of Emergency Management	N/A	Deputy Chief of EMS	Director of Emergency Management	N/A	N/A	Director of Emergency Management	N/A
	Min. Salary	112,888	N/A	N/A	N/A	75,367	N/A	N/A	75,936	N/A
	Max. Salary	123,410	127,232	N/A	99,979	115,980	N/A	N/A	79,851	N/A
DIRECTOR OF FINANCE	Comparable Job	Director of Finance	Chief Financial Officer	Director of Finance	Director of Finance	Chief Financial Officer	CAFO	Finance Director	Director of Finance	Director of Finance
	Min. Salary	N/A	N/A	112,830	N/A	92,879	N/A	N/A	N/A	N/A
	Max. Salary	155,659	149,350	160,718	116,937	209,970	173,290	146,923	116,751	118,813
DIRECTOR OF HUMAN RESOURCES	Comparable Job	Director of Human Resources	Supervisor of Personnel	Director of Human Resources	Personnel Director	Director of Human Resources	Director of Human Resources and	Human Resources Director	Director of Human Resources	Director of Human Resources
	Min. Salary	107,495	N/A	82,934	N/A	92,879	N/A	N/A	N/A	N/A
	Max. Salary	117,491	119,462	118,134	94,048	209,970	168,727	133,312	97,212	113,763



DIRECTOR OF INSPECTIONS AND STANDARDS	Comparable Job	Providence, RI Director of Inspections &	Boston, MA Commissioner (Incl)	Newport, RI Building Official	Warwick, RI Building Official	Worcester, MA Commissioner of Inspectional	Springfield, MA	Manchester, NH	New Haven, CT Building Official	Portland, ME Director of Inspections &
	Min. Salary	107,495	N/A	72,149	N/A	92,879	N/A	N/A	N/A	N/A
	Max. Salary	117,491	123,600	102,770	81,955	209,970	N/A	N/A	103,372	112,534
DIRECTOR OF PLANNING & URBAN DEVELOPMENT	Comparable Job	Director of Planning &	Chief of Housing and Director of	N/A	Planning Director	Director of Planning	Deputy Director of Planning	Planning Director	Director of Planning	Director of Planning and
	Min. Salary	107,495	N/A	N/A	N/A	75,367	94,896	N/A	N/A	N/A
	Max. Salary	117,491	143,249	N/A	95,488	115,980	123,411	138,489	111,000	118,813
DIRECTOR OF PUBLIC PROPERTY	Comparable Job	Director of Public Property	Director of Public Facilities	Director of Public Services	N/A	N/A	N/A	N/A	N/A	N/A
	Min. Salary	107,495	N/A	96,736	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	117,491	128,750	137,792	N/A	N/A	N/A	N/A	N/A	N/A
DIRECTOR OF PUBLIC WORKS	Comparable Job	Director of Public Works	Deputy Commissioner	N/A	Director of Public Works	Commissioner of Public Works	DPW Director	Public Works Director	Director of Public Works	Director of Public Works
	Min. Salary	118,528	N/A	N/A	N/A	92,879	110,554	N/A	N/A	N/A
	Max. Salary	129,547	132,050	N/A	106,190	209,970	143,775	168,213	125,000	118,813
DIRECTOR OF RECREATION	Comparable Job	Director of Recreation	Commissioner (D&R)	N/A	Recreation Program	Commissioner of Parks & Recreation	PBR Director	Youth Services Director	Director of Recreation	Director of Recreation
	Min. Salary	76,383	N/A	N/A	N/A	93,805	110,554	N/A	N/A	N/A
	Max. Salary	83,499	130,000	N/A	66,950	143,689	143,775	84,451	100,000	118,813
FIRE CHIEF	Comparable Job	Fire Chief	Fire Commissioner	Fire Chief	Fire Chief	Fire Chief	Deputy Fire Chief	Fire Chief	Fire Chief	Fire Chief
	Min. Salary	159,039	N/A	89,570	N/A	92,879	94,896	N/A	N/A	N/A
	Max. Salary	166,449	206,000	127,585	114,856	209,970	123,411	138,489	158,500	118,813
GENERAL MANAGER, WSB	Comparable Job	General Manager	Chief of Operations	Director of Utilities	Chief of Water	City Manager	N/A	Waterworks Director	N/A	Director of Operation Services
	Min. Salary	159,650	N/A	96,736	N/A	N/A	N/A	N/A	N/A	75,400
	Max. Salary	167,633	142,000	137,792	90,107	201,020	N/A	125,695	N/A	113,200
RECORDER OF DEEDS	Comparable Job	Recorder of Deeds	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Min. Salary	51,715	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	56,539	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SUPERINTENDENT OF PARKS	Comparable Job	Superintendent of Parks	Commissioner (D&R)	N/A	N/A	N/A	N/A	N/A	Superintendent of Parks	N/A
	Min. Salary	107,495	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	117,491	130,000	N/A	N/A	N/A	N/A	N/A	66,548	N/A
MEMBERS OF BOARDS & COMMISSIONS										
BUILDING BOARD OF REVIEW CHAIRPERSON	Comparable Job	Chairperson Building Board of	Independent agency- no data	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Min. Salary	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	3,090		N/A	N/A	N/A	N/A	N/A	N/A	N/A



BUILDING BOARD OF REVIEW MEMBER	Providence, RI		Boston, MA	Newport, RI	Warwick, RI Building Review Board Member	Worcester, MA	Springfield, MA	Manchester, NH	New Haven, CT	Portland, ME
	Comparable Job	Min. Salary								
		2,575	Independent agency- no data	Volunteer	N/A	N/A	N/A	N/A	N/A	N/A
				0	300					
BUILDING BOARD OF REVIEW EXECUTIVE SECRETARY	Comparable Job	Secretary to Boards of Review	Chairperson (Elt)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Min. Salary	69,296	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	75,754	110,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BOARD OF CANVASSERS MEMBER	Comparable Job	Member Board of Canv.	Member- Board of Election	Volunteer	Board of Canvassers Board	N/A	N/A	N/A	N/A	N/A
	Min. Salary	20,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	20,316	47,277	0	1,250	N/A	N/A	N/A	N/A	N/A
BOARD OF LICENSES CHAIRPERSON AND SECRETARY	Comparable Job	Chairperson and Secretary, Bureau	Commissioner (1 h/d) RM	Canvassing Clerk	N/A	N/A	N/A	N/A	N/A	N/A
	Min. Salary	N/A	N/A	42,099	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	27,663	85,000	59,965	N/A	N/A	N/A	N/A	N/A	N/A
BOARD OF LICENSES COMMISSIONER	Comparable Job	Commissioner B of I	Commissioner (1 h/d) RM	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Min. Salary	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	20,311	85,000	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHIEF JUDGE HOUSING COURT	Comparable Job	Chief Judge (Housing Court)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Min. Salary	40,897	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	60,627	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CHIEF JUDGE MUNICIPAL COURT	Comparable Job	Chief Judge Municipal Court	N/A	Municipal Court Judge	Municipal Court Judge	N/A	N/A	N/A	N/A	N/A
	Min. Salary	40,897	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	60,627	N/A	34,065	15,000	N/A	N/A	N/A	N/A	N/A
JUDGE MUNICIPAL COURT	Comparable Job	Judge PROV Municipal Court	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Min. Salary	26,945	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	47,871	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
JUDGE PROBATE COURT	Comparable Job	Judge of Probate	N/A	Judge Probate Court	Probate Judge	N/A	N/A	N/A	N/A	N/A
	Min. Salary	40,876	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	60,393	N/A	14,122	15,000	N/A	N/A	N/A	N/A	N/A
WATER SUPPLY BOARD CHAIRPERSON	Comparable Job	Chairperson	Independent agency- no data	N/A	Sewer Authority Board Chairperson	N/A	N/A	N/A	N/A	Water Board Member
	Min. Salary	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	4,000		N/A	3,150	N/A	N/A	N/A	N/A	2,400

		Providence, RI	Boston, MA	Newport, RI	Warwick, RI	Worcester, MA	Springfield, MA	Manchester, NH	New Haven, CT	Portland, ME
WATER SUPPLY BOARD MEMBER	Comparable Job	Water Supply Board Member	Independent agency- no data	N/A	Sewer Review Board Member	N/A	N/A	N/A	N/A	Water Board Member
	Min. Salary	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	3,500		N/A	400	N/A	N/A	N/A	N/A	2,400
ZONING BOARD CHAIRPERSON	Comparable Job	Chairperson Zoning Board of	Commissioner (Inc)	Volunteer	Zoning Board Chairperson	N/A	N/A	N/A	N/A	N/A
	Min. Salary	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	3,090	123,600	0	2,750	N/A	N/A	N/A	N/A	N/A
ZONING BOARD MEMBER	Comparable Job	Member Zoning Board of Review	Board Member Appeals	Volunteer	Zoning Board Chairperson	N/A	N/A	N/A	N/A	N/A
	Min. Salary	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Max. Salary	2,075	15,600	0	2,750	N/A	N/A	N/A	N/A	N/A