

CITY OF PROVIDENCE
SALARY REVIEW COMMISSION

April 29, 1993

The Honorable Vincent A. Cianci, Jr.
Mayor of the City of Providence
25 Dorrance Street
Providence, RI 02903

Dear Mayor Cianci:

In accordance with Article IV Section 415(c) of the Home Rule Charter of the City of Providence, the Salary Review Commission encloses its recommendations with respect to salary levels as mandated by the Charter.

In making its recommendations, the Commission has taken into account salary levels for like positions in comparable communities, the internal salary compression resulting from the fact that no increases have been given with respect to these positions since 1987 and the job description for each position as set forth in the Charter including particularly educational requirements. In addition, we have kept in mind the need of the City to continue to attract the highest quality of public servants.

With the exception of the Boards of Assessment, Canvassers and Licenses, we have recommended a salary range for each position rather than the usual practice of establishing a single rate. The establishment of ranges has two advantages. First this methodology allows flexibility in the future hiring process in that consideration can be given to a particular candidate's qualification and experience. Second, ranges provide the ability to adjust an employee's salary based on performance and similar activity for other city employees.

IN CITY COUNCIL

JAN 19 1995

READ
WHEREUPON IT IS ORDERED THAT
THE SAME BE RECEIVED.

Michael R. Clement CLERK

The Honorable Vincent A. Cianci
April 28, 1993
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We call your attention to the fact that we have not taken into account the City's ability to pay any increases at this time, as it is not the Commission's charge to do so. The enclosed information is for your guidance and that of the City Council and we trust that it will be helpful.

Very truly yours,

Salary Review Commission

By: Sarah T. Dowling
Sarah T. Dowling, Chairman
Rose Mendonca, Vice Chairman
Ronald Allen
Stephen Piscopiello
Thomas Gardner

STD/rmd
Enclosure
/11-12

IN CITY COUNCIL

JAN 17 1995

HEAD
WHEREUPON IT IS ORDERED THAT
THE SAME BE RECEIVED,

CLERK

and Referred to Committee on Finance

THE COMMITTEE ON
FINANCE

FINANCE

has ... and be received

Charles E. Burdette Stewart
Jan. 10, 1995

SALARY REVIEW COMMISSION

4/28/93

SUGGESTED SALARY RANGE

<u>POSITION</u>	<u>CURRENT SALARY</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
MEMBER, BOARD OF ASSESSMENT	5 @ \$ 3,000		\$ 3,000
MEMBER, BOARD OF CANVASSERS, EXCLUDING PRESIDING OFFICER	2 @ 18,464		18,464
PRESIDING OFFICER, BOARD OF CANVASSERS	29,999		29,999
MEMBER, BOARD OF LICENSES EXCLUDING CHAIR	4 @ 17,494		17,494
CHAIRMAN, BOARD OF LICENSES	24,277		24,277
MEMBER, CITY COUNCIL EXCLUDING PRESIDENT, MAJORITY AND MINORITY LEADER	12 @ 10,997	\$ 11,000	18,000
CITY COUNCIL PRESIDENT, MAJORITY AND MINORITY LEADER	3 @ 13,312	13,000	20,000
CITY CLERK	47,115	50,000	65,000
CITY SARGENT	27,353	25,000	35,000
CITY SOLICITOR	59,680	65,000	85,000
DIRECTOR, FINANCE	62,297	65,000	85,000

SUGGESTED SALARY RANGE

<u>POSITION</u>	<u>CURRENT SALARY</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
CHIEF HOUSING COURT JUDGE	\$ 29,317	\$ 30,000	\$ 45,000
ASSOCIATE HOUSING COURT JUDGE	2 @ 26,175	25,000	40,000
EXECUTIVE DIRECTOR, HUMAN RELATIONS COMMISSION	34,400	40,000	50,000
DIRECTOR, INSPECTION & STANDARDS	54,968	60,000	75,000
MAYOR	85,993	85,000	100,000
MUNICIPAL JUDGE	3 @ 20,417	20,000	35,000
DIRECTOR, PARKS	57,750	60,000	75,000
DIRECTOR, PERSONNEL	52,348	60,000	75,000
DIRECTOR, PLANNING & DEVELOPMENT	59,680	60,000	75,000
PORT DIRECTOR	57,275	50,000	60,000
PROBATE JUDGE	31,410	30,000	45,000
DIRECTOR, PUBLIC PROPERTY	54,968	60,000	75,000
DIRECTOR, PUBLIC SAFETY	62,297	60,700	75,000
DIRECTOR, PUBLIC WORKS	57,585	65,000	85,000
RECORDER OF DEEDS	38,295	40,000	50,000
DIRECTOR, RECREATION	36,646	40,000	60,000

SUGGESTED SALARY RANGE

<u>POSITION</u>	<u>CURRENT SALARY</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
DIRECTOR, TRAFFIC ENGINEERING	38,220	\$ 45,000	\$ 65,000
TREASURER	36,646	40,000	60,000
DIRECTOR, VITAL STATISTICS	35,337	30,000	40,000

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