

DEPARTMENT OF CITY CLERK

CITY HALL

JANUARY 14, 1988

The Committee on Finance meets this day in Committee Room "A", City Hall, at 4:00 o'clock P.M. (EST).

PRESENT Chairwoman Brassil, Councilmen Dillon, Farmer, Glavin and O'Connor.

Also present are Alex Prignano from the Finance Office, City Treasurer Napolitano, Stephen Woerner, City Internal Auditor, Merlin DeConti, Director of Department of Inspection and Standards, Peter Carnevale, Secretary to the Zoning Board and Scott McKay from the Providence Journal.

Present by invitation are the following new appointees: George Hoey, member of the Providence Public Building Authority, Richard Ziff, Director of Personnel; B. James Suzman, Director of Public Works. (Rose M. Mendonca, Clerk and Eleanor T. Hayes, Assistant Clerk)

Chairwoman Brassil requests George Hoey join the Committee.

Councilman Glavin: I think you should introduce yourself to the members and give a little background about yourself, that's all. The reason the council has taken a policy over the past couple of years of referring appointees to certain boards and committees is that over the years we are finding out that a lot of people being appointed to these various boards and commissions do not know the council members and we never knew who they were. We would end up going before one of them for something in our neighborhood or an issue that we had some interest in and looking at a board of people that you voted to confirm and don't know who they are and they didn't know who we were, so we felt that it made a little bit of sense just to have the people come in and meet the Finance Committee, some of the members of the council and have an opportunity to just meet each other and exchange some basic thoughts.

Chairwoman Brassil: If we had a question for you on any board that you're on, we'd feel free to pick up the phone and say we met at the Finance Committee meeting and I'm glad to meet you because I want to ask that question, and I feel very comfortable with it.

Councilman Glavin: If you want to give a brief background.

Mr. Hoey: I live on Academy Avenue, 168 Academy. I'm a funeral director who's been there for 30 years. I have a daughter practicing with me.

Councilman Glavin: George is a neighbor and has been very active in the Mount Pleasant area for many, many years - churches and civic affairs and his wife is currently the

Chairperson of the Concerned Citizens of Mount Pleasant and they are very involved in the community.

Chairwoman Brassil: Glad to have you on board. Thank you for coming in.

Mr. Hoey: You're welcome.

Richard N. Ziff, Personnel Director appointed: I came from Connecticut originally, from a city of about 40,000 and worked for private industry. I served on the City Council there for two terms, and I was President. It was a City Manager government.

Councilman Glavin: Did you deal with every department there?

Mr. Ziff: Yes. With the personnel department I was involved with affirmative action. Since I've been here, I have worked on updating the Affirmative Action Program. I believe the Mayor is going to present it in his State of the City speech. Once he's done that we're going to give it to the Affirmative Action.

Chairwoman Brassil: Thank you for coming in - nice meeting you. Mr. Scotti's not here and Linda Cerce and Louisa Napolitano, of course, will not be here. Jim Suzman, Acting Director of Public Works, is here. We've already had a meeting with him. I don't have any questions for him. I just want to commend him for what he's done in the short time he's been down there. I think you've done a terrific job. I've been very pleased and I don't think any Director has come in and in such a short time been bombarded with so many storms. It's really been a christening.

Mr. Suzman: I would like to say just one thing - when it snows six inches every three days, you go get practice.

Councilman Glavin: There has been a lot of improvement - I mentioned to you before we had a couple of sore spots to address but generally I'm pleased. They are putting the plows on the street.

Mr. Suzman: I think the thing is as expressed previously. We have some good people down there and they're getting the job done. When there's a little give and take between me and them, it goes a long way.

Chairwoman Brassil: This meeting was tentatively called to talk about the raises for the Supervisors in your office, and I thought John Simmons was going to be here. While you're here I would like to have you talk to the administration. Why don't we - can you wait around for a few minutes, I would like to talk to John Simmons on this.

Mr. Suzman: I just want to say that down the road I think if you also want to talk, I think you mentioned the other night, maybe with say people like Buddy Vincent, Henry Fortes

or a couple of representatives.

Councilman Glavin: Yes, but we don't want to do that today.

Chairwoman Brassil: I wanted to get it done. I had promised I would get it done before the next council meeting. I promised it for the next council meeting so they could get it retro because they've been working. I know what they've done. I would just like to see what the administration has done - what they've talked about and if we've come to some kind of agreement that if we just amended that particular section to say, "with the approval of the Mayor, the Finance Director, and Director of Public Works."

Councilman O'Conner: I asked Nick if he was coming down today because I knew he had some civil concerns along the lines that I have about the overtime versus raising the pay and I got some good points from our discussion afterwards.

Chairwoman Brassil: If you'd wait around so we can discuss that when John Simmons comes in and David will be here also. I have no other questions, just things seem to be going very well for you down there.

Mr. Suzman: I'd just say we try to respond about maybe now that I'm there but I told the Mayor, we talked about this. We met the other day by accident, that when the guys are on plows for 20 hours straight you have to treat them like human beings. But yet you have to be firm, and when they get out of hand they have to be disciplined accordingly, so I think the thing is this. Also, not to be cautiously optimistic but like today when I was meeting with one of the prospective vendors on the new trucks that we just ordered through the Board of Contract and I would envision next year when we get the new trucks in and I think you know we discussed - I discussed this with the Mayor and the administration, we're going to be considering this next year also of bringing street sweeping back in-house due to some of the council and mayor's concerns about the inadequate job that's being done. I think in terms of like the plowing, that things would be even better - there will be more operators available and new trucks, and I think that just the morale is picking up in general so I would say cautious optimism that things seem to be looking to the right road ahead.

Councilman Glavin: The only thing, and we can discuss this down the road, but I was and I think a lot of other council people share the same opinion, under the previous regime, and I'm not trying to be sarcastic about it, we were waiting for the great road resurfacing and sidewalk fixing, or sidewalk repairing, programs we developed were supposed to be done last year, we had little and in my case, none, sidewalk or street repair.

Chairwoman Brassil: We'll have him in again in the spring.

Councilman Glavin: I understand his most immediate and pressing concern is snow removal, but it's not going to snow every day. Once the snow removal program is in place and I think they have the proven ability to clear the snow properly, I think proper training, whatever, towards the other critical aspects of the Public Works Department should be addressed, that is catch basin cleaning program there was supposed to be an extra amount of money in the budget to do that. I never saw it effectuated, and I think it's a general concern.

Mr. Suzman: That's a good point. That's one of the things that we are doing now. In February we will have two new sewer trucks which will give us four, so we are going to be doubling from two to four. I believe from the figures I saw last year there were like 12,000 catch basins. I think of the 12,000 catch basins, I think that last year we cleaned 2,000 but with the two new trucks, we have four operators and two trucks.

Councilman Glavin: Did they ever, I know this goes back, we've discussed this for years, but in your brief tenure down there, have you been able to ascertain whether we ever developed training programs for the drivers. I know with the last leased program we had, Mac was supposed to maintain the vehicles and there was supposed to be a training program involved. Was that ever done?

Mr. Suzman: From what I gather, there was no real formal training although they did see a couple of films about plowing and stuff like that. I saw one of the films and it was like on the rural, two-lane roads in Vermont.

Mr. Suzman is excused at this time.

2. An Ordinance in Amendment of Chapter 1987-31, approved October 20, 1987, entitled, "An Ordinance in Amendment of Chapter 1987-20, approved June 25, 1987, entitled: 'An Ordinance Establishing a Compensation Plan for the City of Providence and Repealing Chapter 1986-32, approved June 26, 1986, "as Amended", Relative to the Department of Inspection and Standards.

3. An Ordinance in Amendment of Sections 22, 23, and 31 of Chapter 1987-30 as approved October 20, 1987, entitled: "An Ordinance in Amendment of Chapter 1987-19, approved June 25, 1987, entitled: 'An Ordinance Establishing the Classes of Positions, the Maximum Number of Employees and the Number of Employees in Certain Classes in the City Departments and Repealing Ordinance Chapter 1986-31, approved June 26, 1986, 'as Amended" relative to the Department of Inspection and Standards.

Chairwoman Brassil: Merlin DeConti, Director of Department of Inspection and Standards has asked to reorganize his department somewhat and is present.

Mr. DeConti: There are a number of different things that are proposed. Let me discuss 1987-31 which is the Compensation Plan first. The Recording Secretary, Boards of Review, Rose

Rao who is the recording secretary for the Zoning Board of Review and performs the stenographic services in the evenings for the Zoning Hearings that go on until 11:00 o'clock at night. She filed a grievance stating that she felt that the job should pay more money just based on what other recording services would charge for something like that. We have come to an agreement that a Grade 12 from Grade 9 which is a three step increase would be appropriate. The union has agreed.

Chairwoman Brassil: I know what Rose does and she does spend a lot of hours down there at the board. Does she get comp time all the time.

Mr. DeConti: She gets overtime for the time that she spends there. What happens is that the majority of her time from that point on, transcribing the zoning cases, and I don't know how to put this, there are a lot of appeals for some reason, so we have to develop a lot of transcripts so that a lot of her time is spent taking the minutes of the meeting and her notes and going through them and preparing legal documentation for the courts which is something that is demanding in the sense that they have to get done by a certain length of time. The judges have now told me that if we don't get it in the 10 day period stipulated in the law, we could be subject to losing all the cases. Thomas Calderone mentioned that to me specifically, so we are under a lot of stress in that particular area.

Councilman Dillon: How much money is she earning?

Mr. DeConti: Presently, she's making \$358.04 - that's \$18,600. Grade 12 goes from \$18,600. to \$19,700., so she would more than likely be at the top step which is about another thousand dollars a year or the step before that which is \$19,300.

(?) I paid \$379. for a court stenographer when Rose was sick. We had the hearing for Brown University taken and that was 1/3 of the bill. The other third was taken by Brown and the other third was taken by the _____.

Mr. DeConti: The next one is for Joan Creighty, I don't know how many of you know Joan. Joan Creighty has been the Legal Secretary for the Division of Code Enforcement for 21 years. When we restructured the division, Joan was put into the Prosecution Division and was assigned two assistant legal secretaries whom she supervises. We now, as you know, go to court three days a week and are now taking the Building Code cases which means we will have four days of court a week versus one so she has been put into a supervisory and a legal secretary role in the sense that she distributes all the work, she's been training the other women. To try to come up with what I felt was the appropriate pay for her, I checked to see what other

people in the city do. There's no one that prepares the court documents, the legal forms, the proper legal notices and returns of service, all of the other information that is necessary to run the system - none do that in the city, so the best thing I could think of was to try to pay her equally with the top renewal inspector which is a grade 19 so that she would be making the same as the most experienced/woman in the department. To give you the best idea, in order to get the court system together, Joan is the person that works with Judge McGuirl and Judge Ledbetter telling her how to run the system and, in fact, she still makes the calendar for the court because the courts aren't ready to do that yet.

Mr. DeConti: I'm requesting about \$25,000. or \$27,000. That's a grade 19.

Councilman Glavin: Where is she at now?

Mr. DeConti: She's at a grade 14 now. It's a substantial increase of approximately 10%. She would be going from \$402.15 which is her pay now to a pay grade between \$408.91 to \$441.92. I would recommend that she get an additional \$20. to \$30. a week, maybe more. That would not bring her in line with the court. The pay would be approximately \$22,900. or \$23,000. if she gets the top step. The reason I can't give you exact numbers, the city has taken a new policy since Mayor Paolino has been here not to promote someone to grade and top step automatically so I have approximately eleven promotions since that time that will all file grievances for the city is very reluctant now to put someone from a step 5 to a step 5 in a new rate, because they don't want to set a precedent now because it goes to arbitration. She might be at a step 4 and grade 19 instead of a step 5.

Chairwoman Brassil: If she's running the courts, she should be compensated.

Mr. DeConti: I want to skip Chief of Structures, the Supervisor and Assistant Supervisor because that's all one package. The third system is Emergency, Temporary, Seasonal and Part Time - Clerk Stenographer 3 - Part Time, that's Barbara Trementozzo in the Board of Review. I explained to you how this system can goof up an administrator. Barbara has worked 9 1/2 years fulltime, 9 years part time once we cut back in 1978 when we had that layoff. She comes in two times a week. We told her at that time the maximum pay was \$5.00 an hour and a little at a time she would get an increase but she's nowhere, and the only way she'd get an increase is if I brought it up by mentioning it. Because of the backlog in the Zoning Office, I asked the personnel department for a temporary person to help us catch up because of the court cases. She was making \$7.15

an hour after nine years and this woman came in at \$7.50. Now I get a memo effective January 11th, temporaries are \$8.05. so what I said if she is a clerk stenographer, let's take the base pay for the stenographer, divide it by 35 hours a week and pay up the hourly wage at the base pay which is only a dollar more than the person they got as a temporary is a fair typist. This is the kind of morale situation. There are no benefits, no sick time, no vacation time. Part-timers can only work 19 hours. That's what I originally put in here for.

Councilman Glavin: You took the base salary from a regular clerk stenographer III in the City of Providence and divided it by 35 hours. I can live with that.

Chairwoman Brassil: Perhaps it should have been the top step now that you see what the pay is for a temp.

Mr. DeConti: The temp is getting \$8.05 starting last week.

Chairwoman Brassil: And she's been here 9 years and is going to get a dollar more.

Mr. Woerner: I believe the clerk steno III is a 6 and a weekly pay would be \$330.64 at the top step, it's roughly \$9.44 - another 40¢. It might help.

Chairwoman Brassil: She has been there 9 years and I know the caliber of her work and what she does. She's got a broken finger and she can type faster right now than some of the women I have seen.

Mr. DeConti: Administrative Coordinator, in addition the following one. What I'm trying to do is put them into categories. There's a slight increase I would propose for Natalie to go to a Grade 20 because she's the head of the department.

Chairwoman Brassil: Will she go to maximum.

Mr. DeConti: Let me explain what happened. Three years ago I proposed an increase for her so I figured it should be at a certain rate, so I put that rate into my budget. Now this is the same time we're negotiating the contracts so what happens is they pay her that which was just a hair more than she would have gotten with a normal raise and paid her there at that figure because it didn't fit into any of the grades and then she got her normal increase from there on. So this number doesn't fit into anything. I proposed to put her at one step higher than Joan Creighton because she overlooks everybody. She does all the budgets, she's the coordinator and it's what I have to do in order to keep them straight. The same type of thing, the Assistant Prosecution Coordinator.

Chairwoman Brassil: It's \$23,000. Maximum on step 20 is \$23,364.

Councilman Dillon: You're concerned about some of these - most of these people just received a 4% increase, so everything we're going to give them is above and beyond their normal 4% - it could end up being 9, 10, 11%.

Mr. DeConti: Rose Rao is 6%. Joan Creighty is 9.9%, and Natalie is an additional 3.8%.

Councilman Dillon: These people are also under the collective bargaining?

Mr. DeConti: All three of them are, except for Barbara, who is part time. She doesn't get anything other than pay.

Chairwoman Brassil: Why doesn't Barbara come back full-time?

Mr. DeConti: She likes working two days a week. I even have an opening, but it didn't work.

Assistant Prosecution Coordinator - This again is a situation I'm trying to correct. We were trying to make this a non-union position. If you look at \$23,745.80, that's a grade 22 before the union increased everything, but when I proposed this position, I had grade 22. When the union negotiations began, what they did in order to try to take someone out of the union, they made it a yearly pay and tried to negotiate this as a non-union position. This is Ralph Guarnero, Ricci's assistant. So what happens is, we eventually let him go into the union but because it was \$23,745.80, that is the old grade 22, you follow what I'm saying. The next one is also a correction. you have increased the pay for both the Zoning Board and the Building Boards of Review. You also increased the pay for the Housing and the Housing Members. They never meet.

Chairwoman Brassil: No, we didn't do that.

Mr. DeConti: You didn't intend to do that, but you did it, it's in there.
Chairwoman Brassil: We didn't intend to do it because they never met. So you want to set it to \$50. a meeting. That's a good idea.

Mr. DeConti: This is the way the ordinance reads - \$50. per meeting and \$60. per meeting and the maximum is \$750. and \$1,000. It's in the ordinance. It's in the Housing Code Ordinance. Also these two positions were the old positions of Henry Almagno and Richard Leander when they were new. They were in my department. They don't exist anymore or anywhere else, so I thought I would just clean up the Ordinance - eliminate them. Now the restructuring that I'm talking about - go back to the Chiefs and supervisors. If you look at these particular layouts this is the way I structured the department. Malcolm Reis is now the Deputy Director of Building Safety. We have Division of Code Enforcement, the Division of Projects, Prosecution, and the Environmental Division which we will be doing something with in the next few months. We've got \$29,000. from the state, and we're going to be doing something to try to control dumpsters and garbage in the street. What I'm trying to do is do the same

thing on this other half of the department. This is existing structure. This is permits. We have the head of the plumbing department. We have an electrical department. We got Bill Almagno in Utilities and we have Mr. Delaney here. This used to be the Division of Structures that I was chief of. Of course when I became director, they eliminated Chief. Over the years we've compensated John Pagliaro to do that particular job. What I want to do is promote John Pagliaro to Chief of Structures and Zoning and then make him by appointment to Deputy Director of that Division.. Compensation for The Chief of Structures and Zoning gets \$36,644.92. Now what will happen is that he will get called Chief and be assigned the Deputy Director's title at the same time so I have the ability to pick someone else in the future to be Deputy Director if I wanted to. The problem occurs if you look at the way this department is laid out, John is really called Building Inspector III because he has always been Building Inspector III. Because he's always been Building Inspector III, no one has ever come over to Chief of Structures and Zoning so that that title - I would like to have that position but I can't put someone in that position because his pay is at a Chief's pay which is a grade 29. So what I did is, I created a Supervisor and Assistant Supervisor. Let me explain what both of these are. The Supervisor of Structures is the person I want to have in the office doing the paperwork. Right now we're totally backlogged and just to give you an idea I had a count. This is 1985-1986 to give you an idea where we're going. We had 49 one-families and 33 two-families that year. 1986-87 we had 65 one-family and 91 two-families. Six months this year we had 30 one-families and 163 two-families so far. This is new construction. We've had 193 one and two family house permits issued by that department in six months.

Chairwoman Brassil: But 163 two families? Are you talking condos when you say 163.

Mr. DeConti: Duplexes. That's 326 units. What's happening is we are so inundated by work that I can't get the work out. I need someone else on the inside to supervise the staff. We can't keep track of what the staff is doing, and all we're doing is responding to people at the counter, responding to the phone. I want to bring someone else inside to do that work. Now, in order to do that, he really should be a Building Inspector III. I can't put Building Inspector III because by union contract that's a grade 29 which is the same as the Chief Electrical, Chief Mechanical and it doesn't work

so what happens is I created a new title - Supervisor of Structures and Zoning and put him at a Grade 24. When I negotiated with the union on this because I wanted backing on this, they said to me, why don't you go to original Building Inspector I, II, III, IV. I end up with an assistant at a 22 and sort of like a negotiation with them. Now, this is not two jobs. Let me show you what happens. The only really new job ends up being John Pagliaro's position, but the money was partly there from the Building Inspector III. What happens is presently I have a Chief in the Department, a zoning assistant, Building Inspector III, which is John. The Chief was unfunded. There is a Zoning Assistant which is Mike McHugh, Building Inspector III which is John. I have four Building Inspector II's and I have five Building Inspectors I. Of the four Building Inspector II's, there are three filled and one presently is vacant - that's because Ralph was promoted. This has got to come from within. Of the five Building Inspector I's, I have two that are filled, one that is not funded, one suspended and one is on Workman's Comp.

Chairwoman Brassil: Suspended?

Mr. DeConti: That's Edward Marfeo. Eddie came over and bid on a Building Inspector's job in Public Works - worked three months and was suspended. He hasn't come back yet. I have 11 funded positions and Public Works has loaned me two men to fill in for the suspension and the Workman's Comp. I also have a fellow named Al Fall who is a mechanic, and he really doesn't want these people back. Here's how I'm going to help Jim. Let me explain this deal. I have one other man from Public Works, Albert Fall. Now Albert was out on Workman's Compensation because he's a mechanic and he has a back problem - he can't lean over a car. Albert wanted to work. I said I would be glad to take him in and show him the ropes. He's turned out to be a great worker but he hasn't the requirements to be a Building Inspector because he has no building inspection experience, so I can't hire him when I have an opening. However, I can hire him as the Zoning Assistant if I promote Mike McHugh to a Building Inspector so what I did, I had 11 funded positions, I have 2 people on loan from Public Works, and I have one on Worker's Compensation - that's a total of 14 positions. What I end up with I end up with Chief of Structures & Zoning that's to be funded with money from the Building Inspector III job, plus an additional about \$8,000. The Supervisor of Structures & Zoning which will be filled within from one of the Building Inspector II's. The Assistant Supervisor, another one of the Building Inspector II's, will get additional money. These two amounts come to about another \$7,000. Then the Zoning Assistant will become vacant because I can move Mike McHugh up and put Al Fall in as long as no one else in the department bids for it which no one will bid for it.

The Building Inspector III position then becomes vacant. Now what I wanted to do was make Thurber the Inspector II and the Inspector I. It is essentially turning around the 4 and the 5's so I have more experienced men outside. I end up with all four building inspector II's, four building inspector I's, and they end up with a suspension and a workman's compensation case and a vacancy. What I end up with is 12 funded positions and two loans from Public Works. So I end up with one more position plus about \$15,000. in promotions and that's basically what happens. That within this department I have like \$32,000. extra because the suspension doesn't get used, the Workman's Compensation doesn't come out of the budget. That additional money - I'll go through the layout for you - what I end up with when I went through each one of the divisions was a net \$117. less than I budgeted for the entire year. The overall cost to the city would be about \$30,000.00 next year because of these positions because what happens is I create Chief from a Building Inspector 3, create a Supervisor and I technically move around the Building Inspector II's.

Chairwoman Brassil: Now, you have the okay from the union?

Mr. DeConti: The union is behind this because what it does is it gives them the incentive. Here you have one, two, three supervisors. Over here you had 1 and 2. What I end up with is 1, 2 Assistant Supervisor and Supervisor and then next year we'll take the Assistant Supervisor terminology out and they agreed to call the Building Inspector III top of grade, and we'll drop it down. If you look at the way I set up this department, this was grade 12, that's an entry-level position because it doesn't require much experience. This is grade 15. If you enter any other department over here at 2 level, it's a grade 15. The 3's are 19, your others are 19. In other words, depending upon your experience no matter where you are in my department, you end up getting paid the same and that's the only way that you can keep people from getting jealous. I tried to equalize this all the way along which gets me to my last change. I have in the other Ordinance changed the number of Clerk Steno. The old Ordinance reads Section 22, it reads four Clerk Steno III's, two Clerk Steno II's, and what I want to do is have 6 Clerk Steno III's, and eliminate the Clerk Steno II's. What essentially has happened each one of these divisions has a woman who works as a secretary. In the Plumbing Division, the woman who is assigned as a secretary is Clerk Typist II. Some members' staff is the Chief, a Plumber III, and two Plumbing II's. In the Electrical Division the woman is a Clerk Stenographer II, there's a Chief, a III and two II's. The Mechanical Division the woman is a Clerk Steno III, and they're all doing exactly the same thing.

Everything I'm asking here for is to make the department run better or to equalize pay for the work that's done. And at very little expense to the city for this fiscal year, it amounts to nothing because I've gone over the budget with Mark and I have the extra money there. The cost will come in next year. You'll see that but we're talking about a \$1.6 million budget and I'm talking about \$30.-\$35,000. in increases.

Councilman O'Connor moves the Compensation Ordinance be amended by adding Clerk Stenographer III part time @ \$9.45 per hr. This motion is seconded by Councilman Glavin.

On motion of Councilman O'Connor, seconded by Councilman Dillon, the Compensation Ordinance is approved, as amended.

On motion of Councilman Glavin, seconded by Councilman O'Connor, the Classification Ordinance is approved.

On motion of Councilman Dillon, seconded by Councilman O'Connor, it is voted to approve the foregoing Resolutions.

On motion of Councilman Glavin, seconded by Councilman O'Connor, it is voted to continue the foregoing Resolution.

In the ensuing discussion, it is noted that this is not SWAP property, this is different, it's requested by SWAP because they are buying it and rehabilitating it.

Chairwoman Brassil reads a report from the Director of Inspection & Standards which states "I've reviewed records of the Department with regard to the building located at Comstock Avenue. This building was found open and accessible February 22, 1971. After a number of notices to the owners of the property to secure the property it was subsequently set on fire. This building was ordered demolished by this Department on June 9th, 1971 and was then razed August 26, 1971 at a cost of \$1500.

Since SWAP is obviously going to be involved in this, this Department has no objection to waiving of the lien.

Mr. DeConti: My procedure to responding is that if I am aware of people like - I have a gentleman calling me on Ocean Street who holds the mortgage on the property and wants to foreclose and wants to pay a portion of the lien and a portion of the taxes and he's got someone pending to build a new house on it. Whenever we have somebody like that, I'll let you know as much as I can. As long as they're going to be putting a house on it, we're going to increase the tax base.

Councilman Glavin: I don't mind waiving back taxes but I've always felt that back taxes - if someone hasn't paid his taxes -

Chairwoman Brassil: This is a demolition lien.

Councilman Glavin: I understand that, but it's not money that we haven't lost. It's not money we've had to expend. But a demolition or a board-up lien it's money we've had to physically expend.

Chairwoman Brassil reads the following letter: SWAP has recently acquired a lot 67-69 Comstock Street on which we intend to build a two-family house, This property will be sold to Good News Housing Corporation, a new, non-profit organization in South Providence which will establish both a limited equity co-operative and a land trust. This model will ensure that families who would otherwise be unable to become home owners can do so and the property will remain in the hands of low, moderate income families in perpetuity. We greatly appreciate your introduction of the Resolution to the City Council."

On motion of Councilman O'Connor, seconded by Councilman Dillon, it is voted to approve the foregoing Resolution.

Mr. DeConti states the amount of outstanding Liens on the property --amounted to \$413. and with interest to date this would be more than \$500. This Department has no objection.

On motion of Councilman O'Connor, seconded by Councilman Dillon, it is voted to approve the foregoing Resolution.

Mr. DeConti states there are two buildings on Daboll Street, 78-80 and 82-84. The houses were originally owned by a gentleman who has turned them over to the person that's requesting that these liens be released. (This isn't SWAP) The gentleman that owned them, Neil Fratus, disappeared. The houses burned. The house that burned at 82-86 was burned so badly there was nothing left but the front wall. He had them demolish both the houses and never was able to find the man. He never responded to requests. There's no way that he would recommend him.

On motion of Councilman Glavin, seconded by Councilman Dillon, it is voted to postpone the Resolution indefinitely in Committee.

Chairwoman Brassil reads the report from Mr. Mr. DeConti: "The total cost of boarding was \$543.00 and the cost with interest is \$659.63. Because this is a new owner of the property who intends to substantially rehabilitate the property, I do not have an objection to the abatement of the boarding liens. However, I feel City Council should question the Petitioner as to the intentions regarding the use of the property.

On motion of Councilman O'Connor, seconded by Councilman Dillon, it is voted to continue the foregoing petition.

Chairwoman Brassil states with regard to resolution abating taxes on Assessor's Plat 33 for property owned by the Estate of Giovannina Rizzo is a report from City Collector Tarro which states:

"Please be advised that I would be in favor of the same."
She does not feel they should abate \$3,036.19 just because it sounds like a good thing to do.

Ensuing a discussion, it is voted, on motion of Councilman Glavin, seconded by Councilman Dillon, to postpone the Resolution indefinitely in Committee.

RELATIVE TO PAYMENT OF OVERTIME FOR SUPERVISORS-PUBLIC WORKS DEPARTMENT..

Chairwoman Brassil: I thought we had an agreement when we left here last week that we would just amend that ordinance to say, with the approval of Public Works Director, the mayor and the Finance Committee...

Mr. Suzman: Not really, there was discussion. I think some people were still of the opinion that there was still a strong case for raising their pay.

Councilman Glavin: I'll tell you another strong reason is to raising their pay now. There was a question before about what that would do to their retirement benefits. I really think we should give more serious consideration towards looking at their pay and adjusting them accordingly. I have a tough time and I have no argument with Buddy Vincent. We had our own differences politically a few years ago, but I think Buddy has worked hard in the past couple of years. He does a good job down there but to give someone who's making \$35. or \$36. thousand dollars a year, or whatever the actual pay is to allow him to receive overtime ---.

Chairwoman Brassil: Only in emergencies.

Councilman Glavin: I have a tough time with that. The other guys I may have been sold a bill of goods on, but when a guy is the third in command, in my opinion in your department, I don't think just you and Gary should be the only people who are literally exempt from overtime. I think it's a poor management practice, I really do. I really believe that's the whole central issue. Most people are making \$25,800. and very possibly should be making \$27,800. or \$28,000. or \$28,500., and some like Henry Fortes, who is a supervisor, but he doesn't supervise men, maybe shouldn't be at \$28,000., maybe he should be at \$26,500. or something like that only because once we were talking about it all night long - is it in essence the same scope of duties.

Mr. Suzman: That's another argument against raising their pay because you're going to have Parks people saying a supervisor over at Public Works makes \$28,000, I'm going to want \$28,000...

Councilman Glavin: Supervisor of Public Works comes during snowstorms.

Park Dept: Employees don't.

Chairwoman Brassil: Yes, they do.

Councilman Glavin: The Parks Department

Chairwoman Brassil: They plow Roger Williams Park. They are using plows over there.

Councilman Dillon: There are all houses around several parts of it.

Chairwoman Brassil: I don't mind peripheral of the park. Why do they plow inside the park.

Councilman Dillon: I think they use the park to go to the hospitals.

Councilman Glavin: I suppose that's possible..I don't think it's a good management practice to allow supervisory personnel to get overtime..

Mr. Suzman: From what I gather, it's the administration's position that they would rather see them get overtime but one of the things also, talking to the men, from what I gather, hearing the Buddy's and the Henry's and the Peters' talk, they would rather get the overtime because.

Chairwoman Brassil: The ones that work will get paid - the ones that don't, won't.

Councilman Glavin: The bottom line is, and I've said this before, I think it's a political situation. if you're making that kind of money, you know you'll be making time and a half, you're going to stay. You've got to stay. You're going to stay because you're getting time and a half. You'd be stupid not to stay, and we've heard these tremendous stories of people going for three days without sleep.

Mr. Suzman: Let me say this, in the last storm we just had 11 inches of snow and basically that shift went from 7:00 in the morning until noontime on Saturday so it was about a 30 hour shift which overlapped because it was a Friday. If it had been all weekend you are talking about a 30 hour shift and that's almost a foot of snow. I don't envision that three day overtime thing. Here's the other thing. They will be there until the job's done and myself, however you worded that Ordinance that was proposed, approved by Finance, the Council, the Mayor, myself, but I, Buddy Vincent, but especially myself and Gary as the Deputy Director, we're not going to let those guys stay there for three days just to get more pay when the job's not done which reflects on me, Garry and right on down the line. These guys want to work, they want to get paid.

Chairwoman Brassil: Can't we come up with a compromise? Can't we limit the amount of overtime on any special day so they can't work up to X number of hours. Whatever you think is a sensible. Why don't we do that?

Mr. Suzman: A maximum of X amount per emergency. Like 24 hours per emergency. Beautiful hours - overtime.

Chairwoman Brassil: I didn't say 24 hours, you said it.

Mr. Suzman: I was just using that for an example.

Chairwoman Brassil: What do you think is a sensible amount of overtime per day - limit it to. Tell me what they worked in

Mr. Suzman:

these past emergencies - how many hours did they work./ For example, in this storm we were there from about 8 in the morning on a Friday to 12 noon on Saturday. The previous storm went from about - everybody came in the previous storm about 11 - that was the 7 inch storm - 11 at night and we were there from 11 at night until about - and that was also a weekend I believe - 1 or 2 the next afternoon. That was like a 15 hour thing. This last storm with 11 inches of snow was about a 30 hour, no I take that back, we were there at 11 at night until about 2 the next morning so it was like 27 hours. The storm over Christmas was about a 24 hour type thing also, from about midnight until about midnight when the shift changed down there. So it was about a 24 hour thing. The thing is, though, if you have a hurricane, that's another whole thing. That was part of this too, Hurricane Gloria. The hours. This last storm was like about a 30 hour thing from about 7. Everybody was there from like say from the time we first started salting and sanding this last storm, we sent the trucks out about 11 in the morning. That shift started, the regular shift of highway, that started at 7 a.m. Actually, the first trucks with sand and salt if it had been on the weekend, they wouldn't have come in until about 11 o'clock when the first flakes started to come down. The trucks were already in the yard loaded up so that would have been from 11 until the following

Chairwoman Brassil: Would you be willing? Don't you think they'd be willing to limit it to a time and so we could put it so it wouldn't be unreasonable.

Mr. Suzman: I think that's a good thought. In other words, this last storm, after awhile my mind - two days and the hours - 11 at night that we started, we started at 7 a.m., the first truck went out at 11 so it could have been like a completely weekend thing. They wouldn't come in at 10:30 or 11 in the morning and then we went until Sunday at noon time about 24 hours..And that was a foot of snow. For me to imagine us still being out there for two days - three days, we would have had the blizzard of '78.

Councilman Glavin: We want to amend it to read any permanent Management and Supervisory Personnel, (non-union) shall not be entitled to overtime payment. However, Supervisory Personnel may be eligible for overtime payments in the event of emergency for a period not to exceed 36 hours per emergency subject to the approval of the Mayor, the Director of Public Works and the City Council Committee on Finance.

Chairwoman Brassil: We're the ones who decide if there's an emergency, the mayor, the public works director and the Council. We're the ones who decide if it's an emergency.

Councilman Glavin: Let's say we have a snowstorm, a bad snowstorm, but they have to work a couple of hours, are they going to get overtime.

Chairwoman Brassil: I would say no. They said they don't expect it if they're just called in for a couple of hours. But

on an emergency basis they do expect it. Whenever we decide it's an emergency. We're deciding the emergency. We may argue about it. We may not agree with you and the Mayor that it's an emergency but it's got to be decided by the three parties that it is an emergency..

ADJOURNMENT: On motion by Councilman Dillon, seconded by Councilman O'Connor, the meeting adjourns at 5:45 o'clock p.m.

On motion of Councilman O'Connor, seconded by Councilman Dillon, it is voted to amend Sec. 17.59(c) of the Code of Ordinances by adding:

"However, supervisory personnel may be eligible for overtime payments in the event of an emergency subject to the approval of the Mayor, Director of Public Works and the City Council Committee on Finance", and the Ordinance is to be transmitted to the City Council at its next meeting.

Rose M. Mendonca
Clerk

Eleanor T. Hayes

Assistant Clerk

Copied: *J.B.*

Compared: *ETH*