



CITY OF CAMBRIDGE
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EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

June 10, 1991

To the Honorable, the City Council:

In response to Awaiting Report #9 regarding the denial of employment of Mr. William Moore by the City of Cambridge, please be advised of the following:

I met with Mr. Moore to discuss his application process for a Parking Control Officer. In addition, Michael Gardner, the Personnel Director, interviewed the interviewer involved in the process at the Department of Traffic and Parking. We are both satisfied that the process was fair and equitable.

From Mr. Moore's account of the interview, all questions asked of him were appropriate. There is a dispute as to whether a City representative commented on his physical condition; the City representative denies it. There are persuasive reasons why other applicants were offered the job, unrelated to Mr. Moore's physical condition. Mr. Moore was one of 63 applicants for the position.

However, in accordance with our affirmative action and EEO commitments, I have directed the Personnel Director and the Director of the Commission for Persons with Disabilities to compile a training program for people involved in interviewing, with particular emphasis on our obligations and commitments concerning reasonable accommodation and non-discrimination against persons with disabilities.

Very truly yours,

Robert W. Healy
City Manager

19. S-771
CONSENT AGENDA

Awaiting Report Item No. 9 regarding the
denial of employment on William Moore.

In City Council,

June 10, 1991

Placed on file