



## CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139  
Tel. 876-6800

EXECUTIVE DEPARTMENT  
JAMES L. SULLIVAN  
City Manager

March 24, 1975

To the Honorable, the City Council:

In 1974 the City Council accepted a \$15,000 grant from the United States Civil Service Commission Intergovernmental Personnel Act Program. The purpose of the grant was to help support the City of Cambridge's efforts in modernizing its personnel management systems.

The first goal of the IPA grant related to the development of an effective affirmative action program.

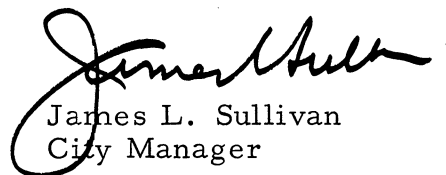
Attached please find the City of Cambridge Affirmative Action Program developed by the staff of the Department of Budget-Personnel in cooperation with the U. S. Civil Service Intergovernmental Personnel Act Program.

The attached document has undergone thorough review and revision over the past three months. It represents the first comprehensive approach to implementing equal employment opportunity in the City.

I have promulgated the Affirmative Action Program, confident that it represents a major step forward in the City's commitment to merit principles, efficient personnel management, and effective equal employment opportunities.

In the weeks that follow all department heads will receive orientation and training with regard to the City's Affirmative Action Program. I look forward to reviewing an affirmative action plan from each City department during the next three months.

Very truly yours,



James L. Sullivan  
City Manager

JLS/mbf  
Enc.

Agenda # 21

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Affirmative Action Program.

In City Council,

March 24, 1975

*Placed on file*