



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139

Tel. 617-349-4332

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PERSONNEL DEPARTMENT

MICHAEL P. GARDNER

Director

TO: Robert W. Healy
City Manager

FROM: Michael P. Gardner
Personnel Director

RE: Council Order #16 dated 9/16/91, RE: Fire Department
Promotional lists

DATE: December 5, 1991

The current set of fire department promotional lists was established November 19, 1990, as a result of examinations held March and May of 1990.

The following number of promotions have been made from these lists:

Fire Chief	1
Deputy Fire Chief	1
Fire Captain	1
Fire Lieutenant	0

The reason no fire lieutenant was made after the last promotion to Captain was because the City had promoted one extra fire lieutenant in May, 1990 resulting in excess staffing for the rank.

Additional vacancies may occur at any time, of course, resulting from death, resignation, termination or retirement. No statutorily required vacancies (i.e. maximum age superannuations) are anticipated until May 31, 1993.

The Department of Personnel Administration recently announced they were revising reading lists for the fire promotional examination series, effective for examinations held beginning in the Fall of 1992. The revised examination based upon the new reading list should be an improved, and more job related selection device.

Because of this, I recommend, in this instance, that we modify our established practice of calling for promotional examinations every two years, in order to wait to participate in the improved examination series. Thus I recommend we call for examinations in the Fall of 1992, for these to be held then (most likely Fire Lieutenant and Captain) and call for the Deputy Chief's examination the next time it is held on a revised basis, most likely in the Spring of 1993.

This slight delay, in order to take advantage of improved examinations, should not change the general policy of calling for promotional examinations every two years. We believe this is the most appropriate way to ensure the highest quality appointments and the maximize the opportunities for experienced and newly appointed firefighters to complete for promotion.

This policy is also supportive of Affirmative Action, in maximizing the opportunities for minority officers to complete for promotional positions.

MPG/yh

RECEIVED
91 JAN -8 AM 8:51
OFFICE OF THE CITY MANAGER



City of Cambridge

6.

IN CITY COUNCIL

September 16, 1991

MAYOR WOLF

WHEREAS: City Councillors have received mail regarding the Fire Department promotional list; and

WHEREAS: There is great concern that current lists have not been used for promotions; now therefore be it

ORDERED: That the City Manager be and hereby is requested to report to this City Council on the utilization of existing Fire Department promotional lists.

In City Council September 16, 1991.

Adopted by the affirmative vote of nine members.

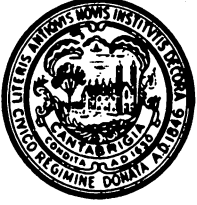
Attest:- Joseph E. Connarton, City Clerk.

A true copy;

ATTEST:-

Joseph E. Connarton

Joseph E. Connarton, City Clerk.



CITY OF CAMBRIDGE
CAMBRIDGE, MASSACHUSETTS 02139

TEL 349-4300
FAX 349-4307

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

January 27, 1992

To The Honorable, The City Council:

Please find attached a response to Awaiting Report Item No. 5, regarding the utilization of the existing Fire Department promotional list, received from Michael P. Gardner, Personnel Director, relative to this matter.

Very truly yours,

Robert W. Healy
City Manager

RWH/mev
attachment

AGENDA ITEM NO. 2

Report Item No. _____
 Location of the ex-
 promotional r

In City Council,

January 27, 1992

Placed on file