



**CITY OF CAMBRIDGE**  
**INTEROFFICE CORRESPONDENCE**

**To** Robert Healy, City Manager

**Date** Feb. 5, 1991

**From** George Teso, Traffic Director

**Reference**

**Subject** City Council Order #24 dated 2/4/91 Re; Employee Hiring Practices

It has been and still is the policy of the Traffic Department to hire the best qualified person to work for the city as well as to meet our Affirmative Action goals. Mr. William Moore was one of 62 applicants for three openings as Parking Control Officer. Our interviewer talked to all 62 applicants and recommended the hiring of the three most qualified persons and still maintain our minority percentage. The three persons hired, one was a Portugese male, the second was a black male and the third was a white female. Mr. Moore was not denied employment because of his handicap nor was he told that he would not be hired because of his handicap. He was given the same consideration for the position as everyone else was and evaluated by the interviewers.

In the final analysis, we try to hire those persons who we feel are best suited to perform the duties of the position no matter what their color or handicap. In the 25 years that I have been working for the city, I have always followed this policy.

GT:rd

OFFICE OF THE CITY MANAGER  
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# City of Cambridge

24.

IN CITY COUNCIL

FEBRUARY 4, 1991

VICE MAYOR REEVES

WHEREAS: It is both State law, and the policy of the City Of Cambridge to not deny employment to persons with disabilities based solely on that person's physical disability, particularly in cases where there is no clear indication that the disability in question would prevent the applicant from performing the tasks required; and

WHEREAS: A recent applicant for employment, Mr. William Moore, of Western Avenue states that he was told that he was not hired due to the fact that he has a paralyzed arm; and

WHEREAS: It would appear that, in the application process, Mr. Moore was not tested on his physical ability to carry out the tasks involved; now therefore be it

RESOLVED: That the Cambridge City Council request the City Manager to review Mr. Moore's candidacy for employment and report back within one week on the reasons for Mr. Moore's denial of employment; and be it further

RESOLVED: It is further requested that all City departments be fully apprised of the questions which may or may not appropriately be posed to applicants with disabilities, and that the Commission on Persons with Disabilities be involved in the investigation of the specific employment matter above.



CITY OF CAMBRIDGE  
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EXECUTIVE DEPARTMENT  
ROBERT W. HEALY  
City Manager

RICHARD C. ROSSI  
Deputy City Manager

February 11, 1991

To The Honorable, The City Council:

With regard to Awaiting Report Item No. 44, relative to employee hiring practices, please find attached a response from George Teso, Director of Traffic and Parking.

Very truly yours,

Robert W. Healy  
City Manager

RWH/mev  
attachment

CONSENT AGENDA# 3

8-2-5

Awaiting Report Item No. 44 regarding  
employee hiring practices.

In City Council,

February 11, 1991

*Referred back to  
City manager for  
Additional report  
Copy sent to City  
manager 2/13/91 @*