

POSITION LIST

	FY95 STAFF POSTS	FY96 STAFF POSTS	VARIANCE + / (-)		FY95 STAFF POSTS	FY96 STAFF POSTS	VARIANCE + / (-)
MAYOR				FINANCE/ASSESSING (cont.)			
administrative aide	1	0	(1)	account clerk	1	0	(1)
chief of staff	1	0	(1)	Total	2	1	(1)
clerk	0	1	+ 1				
dir./constituent serv.	0	1	+ 1	FINANCE/AUDITING			
Total	2	2	-	senior clerk typist	3	2	(1)
				clerk typist	0	1	+ 1
EXECUTIVE				Total	3	3	-
director/positive edge	1	0	(1)				
project administrator/ workforce	1	0	(1)	FINANCE/M.I.S.			
adm. ass't/workforce	1	0	(1)	senior programmer/ system analyst	1	2	+ 1
project dir. for adult employment/workforce	0	1	+ 1	information systems specialist	3	4	+ 1
program ass't/workforce	0	1	+ 1	g.i.s. project manager	0	1	+ 1
Total	3	2	(1)	Total	4	7	+ 3
CITY CLERK				ELECTION			
sr. clerk stenographer	1	2	+ 1	principal clerk	1	0	(1)
clerk stenographer	3	2	(1)	adm. assistant	0	1	+ 1
Total	4	4	-	Total	1	1	-
FINANCE/BUDGET				FIRE			
budget analyst III	1	0	(1)	lieutenant	46	45	(1)
budget analyst	0	1	+ 1	firefighter	201	202	+ 1
Total	1	1	-	Total	247	247	-
FINANCE/PERSONNEL				TRAFFIC, PARKING & TRANSPORTATION			
deputy personnel dir. for human reasources	0	1	+ 1	traffic investigator	2	3	+ 1
Total	0	1	+ 1	senior traffic investigator	1	0	(1)
				senior clerk typist	2	1	(1)
FINANCE/ASSESSING				clerk (clerical aide)	5	4	(1)
principal clerk	1	0	(1)				
administrative ass't	0	1	+ 1				

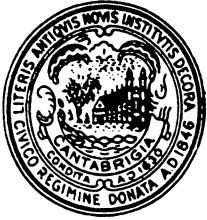
	FY95 STAFF POSTS	FY96 STAFF POSTS	VARIANCE + / (-)		FY95 STAFF POSTS	FY96 STAFF POSTS	VARIANCE + / (-)
TRAFFIC, PARKING & TRANSPORTATION (cont.)				WATER DEPARTMENT			
parking violation				working foreman/			
adjuster	4	3	(1)	skilled laborer	10	9	(1)
working foreman/				sr. building custodian	1	0	(1)
traffic maint. man	2	5	+ 3	skilled laborer	10	9	(1)
traffic maint. man	10	8	(2)	MEO grade I	3	2	(1)
parking meter repairman	2	1	(1)	laborer	3	2	(1)
administrative ass't	1	2	+ 1	head treatment operator	1	0	(1)
parking service				treatment operator	6	5	(1)
coordinator	0	1	+ 1	water maint. foreman	2	1	(1)
Total	29	28	(1)	MEO II A	2	3	+ 1
INSPECTIONAL SERVICES				master mechanic	1	0	(1)
inspector of gas				ass't laboratory supvr	2	1	(1)
fittings/plumbing	1	2	+ 1	cross connection inspector	1	2	+ 1
housing/sanitary inspector	3	4	+ 1	ass't manager distributor	0	1	+ 1
senior clerk typist	2	1	(1)	MEO I/laborer	0	2	+ 2
lead paint inspector	1	0	(1)	distribution supervisor	0	1	+ 1
adm. assistant	0	1	+ 1	motor equipment/water	0	1	+ 1
sr. gas/plumbing insp.	1	0	(1)	ass't manager conection	0	1	+ 1
Total	8	8	-	Total	42	40	(2)
ELECTRICAL				COMMUNITY DEVELOPMENT			
electrician	6	5	(1)	project planner	9	8	(1)
signal maintainer				associate planner	6	4	(2)
foreman	1	0	(1)	project administrator	2	3	+ 1
ass't city electrician	0	2	+ 2	administrative ass't	2	3	+ 1
Total	7	7	-	senior clerk typist	1	0	(1)
PUBLIC WORKS				senior housing planner	0	1	+ 1
compliance officer	0	1	+ 1	transport. planner	0	1	+ 1
budget analyst III	1	0	(1)	business/finance liaison	0	1	+ 1
autocad/gis technician	0	1	+ 1	Total	20	21	+ 1
MEO 1	12	11	(1)	RENT CONTROL			
laborer	61	62	+ 1	executive director	1	0	(1)
skilled laborer	56	51	(5)	assistant director			
recycling adm. aide	0	1	+ 1	management & systems	1	0	(1)
Total	130	127	(3)	ass't dir./hearing and			
				administration	1	0	(1)
				deputy counsel	1	0	(1)

	FY95 STAFF POSTS	FY96 STAFF POSTS	VARIANCE + / (-)
RENT CONTROL (cont.)			
assistant counsel	5	0	(5)
sr. hearing examiner	1	0	(1)
hearing examiner	5	0	(5)
general adjustment specialist	1	0	(1)
senior programmer/system analyst	1	0	(1)
program analyst	1	0	(1)
administrative ass't	3	0	(3)
clerk typist	2	0	(2)
principal clerk	1	0	(1)
senior clerk typist	1	0	(1)
Total	25	0	(25)
CABLE TELEVISION			
municipal production ass't	2	1	(1)
Total	2	1	(1)
LIBRARY			
librarian II	7	6	(1)
librarian I	5	8	+ 3
library technicians	2	1	(1)
Total	14	15	+ 1
HUMAN SERVICES			
program mgr/planner	0	1	+ 1
social services director	0	1	+ 1
coa program ass't	0	1	+ 1
sr. ctr facility coord.	2	1	(1)
sr.ctr director	0	1	+ 1
i & r/drop in supervisor	0	1	+ 1
activities/volunteer coordinator	0	1	+ 1
childcare teacher	4	2	(2)
childcare head teacher	3	5	+ 2
childcare ass't teacher	1	2	+ 1
golf course clubhouse mgr	1	0	(1)
Total	11	16	+ 5

	FY95 STAFF POSTS	FY96 STAFF POSTS	VARIANCE + / (-)
NEVILLE MANOR			
assistant supervisor of payrolls	1	0	(1)
third party biller	0	1	+ 1
recreation assistant	2	3	+ 1
registered nurse, general duty	5	7	+ 2
licensed practical nurse	13	14	+ 1
nurse clinician I	3	2	(1)
Total	24	27	+ 3
CAMB. HOSPITAL COMMUNITY HEALTH NETWORK			
administrative ass't	19	21	+ 2
adm. coordinator/SAU	1	2	+ 1
ambulatory manager	5	4	(1)
ass't dir. for nursing director of clinical operations	3	0	(3)
ass't chief of respiratory therapy	0	3	+ 3
assistant director/occupation therapist	1	0	(1)
assoc. adm. for professional services	0	1	+ 1
assoc. adm. for ambulatory services	1	0	(1)
dir. of adm. OPS	1	2	+ 2
budget/staffing mgr	0	0	(1)
assoc. administrative of nursing services	1	0	(1)
chief nurse officer	1	1	+ 1
chief social worker	0	3	+ 1
child psych fellow	2	1	(1)
clerk typist	2	1	(1)
clinical leader	48	45	(3)
clinical social worker II	1	7	+ 6
communicable disease nurse	1	0	(1)
dir./nurse midwifery	0	1	+ 1
	1	0	(1)

	FY95 STAFF POSTS	FY96 STAFF POSTS	VARIANCE + / (-)
CAMBRIDGE HOSPITAL COMMUNITY HEALTH NETWORK (cont.)			
director of admitting/ dir. of clinical serv.	1	0	(1)
dir. of psych EW	1	0	(1)
dir. of rehab services	0	1	+ 1
dir./organizational devel.	0	1	+ 1
dispatcher/ medical interpreter	0	1	+ 1
general duty nurse	118	126	+ 8
head clerk	2	1	(1)
health counselor	1	0	(1)
HIS-clinical analyst	1	2	+ 1
HIS-financial operations manager	1	2	+ 1
hospital aide I	47	44	(3)
hospital aide II	3	1	(2)
hospital aide/transporter	5	0	(5)
hospital support coord.	0	2	+ 2
house worker	11	7	(4)
imaging coordinator	1	2	+ 1
imaging specialist	12	8	(4)
intake coordinator	0	1	+ 1
inventory control clerk	1	0	(1)
job coach	0	2	+ 2
job developer	0	2	+ 2
lab technician	10	4	(6)
laborer porter	33	34	+ 1
med. receptionist/ass't	44	48	+ 4
medical technologist	11	17	+ 6
mental health worker	23	25	+ 2
neighborhood health clinical adm. dir.	0	1	+ 1
neuropsychologist/SAU	0	1	+ 1
nurse clinical II	11	12	+ 1

	FY95 STAFF POSTS	FY96 STAFF POSTS	VARIANCE + / (-)
CAMBRIDGE HOSPITAL COMMUNITY HEALTH NETWORK (cont.)			
nurse manager	16	15	(1)
nurse midwife	4	0	(4)
nurse practitioners	15	16	+ 1
obstetrical physician ass't	1	0	(1)
occupational therapist	5	4	(1)
patient accounts ass't mngr	1	2	+ 1
patient relations coord.	1	0	(1)
pharmacist	3	4	+ 1
pharmacy supervisor	3	2	(1)
pharmacy technician I	2	1	(1)
pharmacy technician II	3	2	(1)
physician assistant	2	1	(1)
program director	0	1	+ 1
project coord./pedi	1	0	(1)
psycho ed	1	0	(1)
psychologists	2	3	+ 1
public health nurse	3	2	(1)
resource development- coordinator violence	0	1	+ 1
respiratory therapist	6	7	+ 1
rn/tb clinic	0	1	+ 1
senior clerk	0	1	+ 1
shipper/receiver	0	1	+ 1
social worker	7	10	+ 3
social worker msw	7	5	(2)
special educ. teacher	1	2	+ 1
stationery engineer	1	0	(1)
substance abuse tech.	4	5	+ 1
supvr/medical records	0	1	+ 1
unit coordinator	4	0	(4)
utility food worker	13	12	(1)
Total	531	535	+ 4



CITY OF CAMBRIDGE
Traffic, Parking and Transportation
57 Inman Street,
Cambridge, Massachusetts 02139

Susan E. Clippinger
Director

Administration	349-4700
Parking Violations	349-4705
Resident Parking	349-4701

April 28, 1995

TO: Robert Healy, City Manager

FROM: Susan E. Clippinger, Director 

RE: Responses to information request from 4/26 Budget
Hearing

1. Budget Cost Center Changes.

The goal of the rearrangement of the budget cost centers was to have them more closely reflect the Department's organization chart.

The Department continues to be broken into three divisions--Traffic, Parking and Support Services.

In the Traffic division, two cost centers--Traffic Studies and General--and the cost center in Support Services called Engineering, were merged into a new one called Engineering in the Traffic division. The previous two cost centers for Sign Posting and Pavement Markings were combined and moved from the Support Services division to Traffic.

The cost centers in the Parking division remain unchanged.

The Support Services division was left with just two cost centers--administration and general. They were combined into one called Administration.

The Traffic division now includes the staff and operating costs associated with:

- traffic signals
- engineering services
- the "investigators" work
- street permits
- pavement markings
- sign posting

The Parking division continues to include the staff and operating costs associated with:

- resident permits and visitor passes
- maintenance plus collection of parking meters
- managing the Hospital, First Street and Green, Franklin, Pearl parking facilities
- collection, processing and adjudication of parking ticket fines
- issuing parking tickets, booting and towing scofflaws

The Support Services division includes the staff and operating costs that support the entire department and are not specific to only one division or cost center.

2. Parking Regulations on Prospect Street.

The block of Prospect Street from Hampshire to Cambridge currently has parking allowed on the east side. The Department's preference would be to restrict parking in this area and have two northbound travel lanes. If area residents are supportive, the Department would be willing to sign that area for resident permit parking from 6 P.M. to 9 A.M. We would then restrict any parking between 4 P.M. and 6 P.M. during the afternoon traffic peak and leave it as unrestricted parking from 9 A.M. to 4 P.M. to support the businesses on that block.

CC: R. Rossi
L. DePasquale



The Cambridge Hospital



1493 Cambridge Street, Cambridge, Massachusetts 02139 (617) 498-1000

May 11, 1995

Robert W. Healy, City Manager
City of Cambridge
Cambridge City Hall
Cambridge, MA 02139

Dear Mr. Healy,

I am writing in response to the City Council request for a description of the Cambridge Hospital Professional Services Corporation, Inc. (CHPSC). The CHPSC was incorporated on August 11, 1992, as a 501(c)3, not-for-profit corporation. The purposes of the corporation are to provide inpatient and outpatient medical services to patients served by The Cambridge Hospital, to oversee medical and scientific research as well as training and teaching of physicians, and to perform related administrative services. The CHPSC is governed by a Board of Directors, listed below. The majority of the Directors are appointed by the members of the corporation. The sole member of the corporation is The Cambridge Hospital, acting through the Administrator and CEO. The remaining Directors are elected by the physicians of the CHPSC. The Administrator and CEO of the Hospital serves as President of the Board of the CHPSC and the Chief Financial Officer of the Hospital serves as the Treasurer of the Board of the CHPSC.

CHPSC BOARD OF DIRECTORS

John G. O'Brien, President
Robert Cooper, Treasurer
Robert Janett, M.D.
Deborah Moran, MD
Richard deFilippi, Ph.D.
Alan Steinert

The CHPSC began operations in July, 1993. Prior to the establishment of this corporation the City Solicitors Office, as well as the State Ethics Commission, ruled that the creation of this Physician-Hospital organization was acceptable. At that time we set out certain principles and objectives for the corporation.

PRINCIPLES

- A patient-focused, community-oriented approach.
- A structure that integrates physicians and administrators into management teams.

- Streamlined, efficient support systems.
- A financial structure that rewards high-quality, efficient care.

The Cambridge Hospital Professional Services Corporation (CHPSC) was established to meet the challenge of putting these principles into practice by achieving the following objectives.

OBJECTIVES

- Strengthen and expand the network of primary care physicians affiliated with the Hospital.
- Maintain and develop an appropriate array of physician specialties and subspecialties.
- Build a governance and management structure characterized by clear lines of authority and responsibility, with physician participation at all levels.
- Take advantage of economies of scale to improve physician benefits, provide more efficient administrative support, develop state-of-the-art technology and management.
- Develop performance-based incentive systems to insure that cost-effective and high-quality patient care is rewarded.

By accomplishing these objectives, the CHPSC will contribute to the development of a comprehensive integrated system for the delivery of health care and public health services to the Cambridge community.

The programs and activities currently operated by the CHPSC include:

- The Elder Services Plan of The Cambridge Hospital, a program designed to enable frail elderly people who otherwise would require nursing home care to remain in their homes.
- House Calls and Geriatrics Services, physician and nurse practitioner services to the elderly in their homes or nursing homes.
- Cambridge Family Health, a five physician group practice in adult and pediatrics Primary Care medicine.
- Primary Care physicians working in Neighborhood Health Centers and the Hospital's Primary Care Center.

Robert W. Healy
May 11, 1995

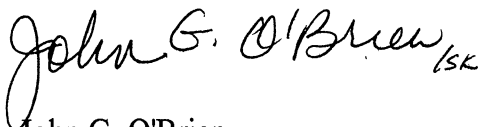
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- Multidisciplinary training and continuing medical education for mental health and substance abuse professionals.
- Psychiatric services to patients of The Cambridge Hospital and Neville Manor Nursing Home.
- Eye Clinic, comprehensive ophthalmology services to patients of The Cambridge Hospital.
- Surgical Services to patients of The Cambridge Hospital
- Obstetrics and gynecological services to patients of The Cambridge Hospital.
- Development of The Cambridge Birth Center.

The total budget for the fiscal year July 1, 1995 through June 30, 1996 is \$11,500,000. The CHPSC currently employs 87 individuals, including 40 physicians. A list of all employees is attached. No City employee receives any compensation or financial benefit from the CHPSC. The sources of funding for the CHPSC is as follows: Revenues from patient care activities, \$3.1 million; Contractual services budgeted in the annual operating budget of The Cambridge Hospital, \$6.4 million (these are primarily for physician salaries); Grant support (primarily from the Safety Net Grant), \$3 million.

Please contact me if there are any requests for additional information.

Sincerely,

A handwritten signature in cursive script that reads "John G. O'Brien". To the right of the signature, the initials "LSK" are written in a smaller, more legible script.

John G. O'Brien
CEO, The Cambridge Hospital Community
Health Network

Attachment

CHPSC EMPLOYEE LIST - May 11, 1995

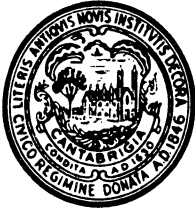
<u>Last Name</u>	<u>First Name</u>	<u>MD</u>
Abrams	Alan	MD
Adams	Billy	
Barnes	Henrietta N.	MD
Baron	David	MD
Barott	Madeline	MD
Batista	Natalie	
Bennett	William	MD
Brooks	Alexis	MD
Caban	Elizabeth	
Carmen	Hallie	
Celenza	Andrea	Ph.D.
Chalfen	Melvyn	MD
Chaudhuri	Patricia	MD
Clark	Molly	MD
Conant, Jr.	Loring	MD
Cooper	Robert	
Corcoran	Teresa	MD
Coste	Gerard	MD
Dechaves	Fatima F.	

<u>Last Name</u>	<u>First Name</u>	<u>MD</u>
Dobberteen	Lisa	MD
Drabkin	Alan	MD
Dworkind	Marcia	MD
Entzminger	Michelle	
Epstein	Paul	MD
Frattaroli	Tracey	
Gearhart	Suzannah	
Gerber	Megan	MD
Gomez-Lobo	Veronica	MD
Hardt	Susan	MD
Hersh	Janis	
Holmes	Michelle	MD
Holt	Lorenza	
Hutchinson	Doris	
Janett	Robert S.	MD
Jean-Baptiste	Marie-Louise	MD
Jenkins	Kenneth	
Joseph	Robert	MD

<u>Last Name</u>	<u>First Name</u>	<u>MD</u>
Kales	Stephen	MD
Kearns	Mary	
Kelley	Timothy	
Klie	Susan	
Krag	Ellen	
Lacy	Steven T.	MD
Langmuir	Lynn	N.P.
Latorella	Natalie F.	
Laycox	Teresa	
Leal	Fernanda	
Leitao	Edward	MD
Leonard	Marie	
Lim	Hannah	
Lowe	Lavinia	
Maher	Patricia	
Mahoney	Elizabeth	
Mccormick	Talli Craig	
Mccullough	Carole L.	
Mclarne	Lorna	

<u>Last Name</u>	<u>First Name</u>	<u>MD</u>
Mighill	Josephine	
Miller	Elizabeth A.	DO
Moreira	Leonor	
Nichols	Angela	
Nolan	James A.	MD
Notman	Malkah	MD
O'brien	Carol	
Ogur	Barbara	MD
Pellett	Katherine	
Pels	Richard	MD
Pierpont	Sharon	
Race	Deborah	
Ramos	Maria	
Rechtschaffen	Lisa	MD
Rodriguez-Villa	Fernando	MD
Santos	Dolce F.	
Scheiner	Cathy	MD
Schiffman	Jeffrey	

<u>Last Name</u>	<u>First Name</u>	<u>MD</u>
Schlosser	James	MD
Seton	Margaret	MD
Shapiro	Rosanne	
Shifrin	Yelena	
Sigman	Ellen	MD
Smith	Duane	MD
Snyder	Kristina	
Solomita	Olga	
Taylor	J. Glover	
Thibodeau	Catherine	
Vaara	M. Goretti	
White	Kimberly	MD
Worthen	Hilary G.	MD
Zarsky	Norman	MD



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

May 15, 1995

To the Honorable, the City Council:

Below please find responses to the information requests by City Councillors at the April 26th and May 3rd Finance Committee hearings on the FY96 Budget:

- (1) A position list, indicating newly created and eliminated positions, is attached.
- (2) The report on the use of funds for the Office for Tourism was submitted to the City Council at the May 3, 1995 Finance Committee hearing.
- (3) The information regarding the Police Budget will be discussed at the May 11, 1995 Finance Committee hearing.
- (4) The list of all cases pending before the Civil Service Commission and those which have been decided in the past five years is being prepared by Michael Gardner, Personnel Director, and will be forwarded to the City Council when complete.
- (5) Additional information on the Traffic, Parking and Transportation Department, prepared by the Director of the department Susan Clippinger, is attached.
- (6) As requested, the City Council will receive copies of the minutes of Kids' Council meeting in the future.

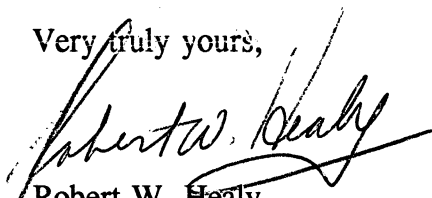
The total budget for the Youth Centers including all sources of funding will be forward to the Council, as requested, outside the budget process.

In addition, the Personnel Director will undertake an analysis of the salary scale of

Community School Coordinators and the Youth Center staff during FY96.

- (7) During the Public Investment hearing, a status report on the regional truck study was requested. This study was originally discussed in the context of a settlement of the City's Charles River Crossing litigation. In the absence of such an agreement, the City is pursuing State assistance in addressing truck traffic issues in Cambridge and the region. The City is currently seeking support for these efforts from the City of Boston, the Metropolitan District Commission, the Massachusetts Turnpike Authority, and State transportation agencies. (This is also in response to Awaiting Report #16).
- (8) A report of the Professional Service Organization of the Cambridge Hospital Community Health Network, prepared by CEO John O'Brien, is attached.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Robert W. Healy", written over a horizontal line.

Robert W. Healy
City Manager

Attachments

Consent Agenda #1 S-168

Information requested at the Finance Committee hearings regarding the Fiscal Year 96 budget. Also is enclosed a reponse to Awaiting Report Item Number 16 of 5/15/95 regarding establishment of a regional truck study.

*for original for Awaiting
Report see - 1995 City
Manager Requests # 18.*

In City Council,

May 15, 1995

Placed on file