

CITY OF CAMBRIDGE

CITY HALL, CAMBRIDGE, MASSACHUSETTS 02139

Tel. 498-9024

OFFICE OF AFFIRMATIVE ACTION

WILLIAM A. GOMES

Director

TO: Robert W. Healy
City Manager

FROM: Wallace W. Sherwood
Contract Compliance

DATE: May 24, 1990

RE: City Council's Order on Danehy Park - Contract 2

Contract 2 on Thomas W. Danehy Park started about the end of June, the beginning of July 1989. There was a pre-construction conference on June 2, 1989 which I attended. It was estimated that work would start around the end of June 1989. The general contractor is Middlesex Corporation 17 Progress Ave., Chelmsford, MA 01824. Telephone number 508-256-6534, project contact John Reddy. The amount of the contract is \$3,538,025.00. The project is site improvements to the old dump site in order to turn it into a park. The work involves grading, paving, laying roadways, tree, grass and scrub planting, electrical lights and other activity involved in parks.

The contractor has had difficulty meeting the 20% minority workforce goal from the beginning of the project. The reports state that the minority total percentage ranges from 8% to 11%. I have visited the site on an average of once a month (except during the winter) and my observations support these figures at no time during the project has the total percentage figure ever reached the 20% level for the project.

I must point out however that there are factors about this project that make it usual and should be considered in accessing compliance. First, unlike other construction projects, there is not a variety of trades involved in the project. The principal trades are laborers and equipment operators. Minority equipment operations are very difficult to get. Second, the contractor has maintained a 16% to 25% minority manhours in the laborer category through out the life of the project and most of the time figure was at or above the 20%. This is demonstrated by the weekly manpower reports and my monthly site visits. Third, the contractor has been open and cooperative in providing all the information sought by our office during the life of the project. Fourth, the MBE, Fiore Construction (the 10% set aside of the total contract) as of April 1990, has had a 39% to date minority members total. If the April 1990 Fiore figures are added to the May 1990 figures of Middlesex Corp. the total percentage is 13.7%. This of course is still before the 20% goal. Fifth, it should be noted further that a substantial amount of the manhours figured in the general's figures are attributable to the superintendent on the site.

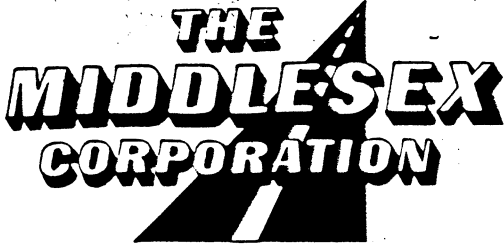
May 24, 1990

In spite of all this however, our office, upon my recommendation, has taken steps to keep the pressure on the general to reach the 20% goal. On November 27, 1989 we sent a letter to the general setting up a meeting to discuss the problem of minority totals. On December 5, 1989 we had such a meeting at City Hall and worked out steps that would be helpful. The contractor has performed the steps except the remedial step of 30% minorities. On March 19, 1990 we assured a letter of non-compliance. On March 21, 1990 the general responded stating that they had not fully resumed work from the winter shut down but that when they do they would work on the 20% goal. I recommended that they be given the time to do so as result the non compliance procedures are held in abeyance. If the contractor does not take additional steps by June 15, 1990 I will recommend that we reinstate the procedures.

It is my opinion that we should keep the pressure on the general as we have done in the past. I do not believe that litigation or referral to the city solicitor is warranted at this point.

Enclosure: Letter to and from general contractor
Supplemental EEO Anti Discrimanation and Affirmative
Action Program

cc: William A. Gomes, Affirmative Action Officer
Richard Rossi, Deputy City Manager



March 21, 1990

Cambridge Office of Affirmative Action
795 Massachusetts Avenue
Cambridge, MA 02139

Attention: Mr. William A. Gomes
Director

Reference: Danehy Park
Contract #2
TMC's Job #109

Dear Mr. Gomes:

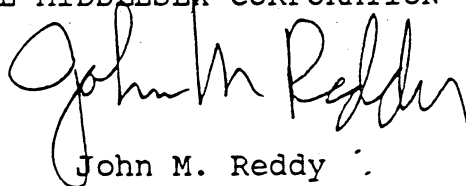
In response to your recent letter notifying us of apparent non-compliance with the EEO requirements on the above referenced project, please be advised that although it appears that we are out of compliance at the present time, for all practical purposes we have yet to fully resume work after the winter shut down.

As we had agreed at our December 5, 1989 conference, please be assured that when full time work resumes on the project, which is anticipated to be within a week, we plan to employ a sufficient number of minority employees to achieve the 20% goal.

If you should have any questions or require any additional information, please do not hesitate to contact me.

Very truly yours,

THE MIDDLESEX CORPORATION



John M. Reddy
Project Coordinator

JMR/kmg

Certified #P072026561



CITY OF CAMBRIDGE

CITY HALL, CAMBRIDGE, MASSACHUSETTS 02139

Tel 496-9024

OFFICE OF AFFIRMATIVE ACTION

WILLIAM A. GOMES

Director

March 19, 1990

Mr. John Reddy
The Middlesex Corporation
17 Progress Ave.
Chemsford, MA 01824

RE: Preliminary Notification of
Apparent Non-Compliance on
Danehy Park Contract #2

Dear Mr. Reddy:

This letter is a formal notification of your apparent non-compliance with the EEO/AA provisions of your contract with the City of Cambridge specifically:

- (1). Paragraph II, 2 - - - failure to undertake positive aggressive measures to ensure equal opportunity in the areas of hiring, recruitment, and in service training programs.
- (2). Paragraph III, 1 - - - substantially less than the 20% goal.

You have fourteen days from the date of receipt of this letter to come into compliance. Failure to do so will result in this department notifying the City's Law Department of your non-compliance and the initiation of a formal investigation.

Yours truly,

William A. Gomes
Affirmative Action Director

WAG/yh
*Certified



CITY OF CAMBRIDGE

CITY HALL, CAMBRIDGE, MASSACHUSETTS 02139

Te: 496-9024

OFFICE OF AFFIRMATIVE ACTION
WILLIAM A. GOMES
Director

November 27, 1989

John Reddy
The Middlesex Corporation
17 Progress Avenue
Chelmsford, MA 01824

Re: Danehy Park
Contract No. 2

Dear Mr. Reddy:

As a result of conversations I have had on the phone with Mr. Walter Fiore, one of your subcontractors, it appears that he has been listing workers as Hispanic and writing these workers in the minority totals when in fact they are not Hispanic, nor are they minorities.

This office considers this to be a very serious misrepresentation. We are therefore scheduling a conference for you and your subcontractors in the Affirmative Action Office, Cambridge City Hall, third floor, on December 5, 1989 at 9:00A.M. At this time you are expected to present a plan showing how you will compensate for this misrepresentation during the remainder of the project. You must bring information showing the hours worked to date and the remainder of hours to be worked to completion of the project.

This office will require specific steps in a plan of action rather than general statements as to your intentions.

Sincerely,

William A. Gomes
Director

WAG/sb

Certifies

CC; Walter Fiore
Fiore Const. Co., Inc.
R133 Nashua Street
Leominster, MA 01453



CITY OF CAMBRIDGE

CITY HALL, CAMBRIDGE, MASSACHUSETTS 02139

Tel 498-9024

OFFICE OF AFFIRMATIVE ACTION
WILLIAM A. GOMES
Director

December 5, 1989

John Reddy
The Middlesex Corporation
17 Progress Avenue
Chelmsford, MA 01824

Re: Danehy Park
Contract No. 2

Dear Mr. Reddy:

This is a follow up on our conference held on December 5, 1989. Pursuant to our agreements you are to provide the following:

1. copies of the pay checks of Victor Alberti, soc. sec. #149-70-5636, relating to Danehy Park Project Contract No. 2;
2. inform this office of a time and place on the site when this office can meet with Mr. Victor Alberti;
3. a list of all workers who will work on the site for the remainder of the project end, and their ethnic identification; and,
4. inform this office in writing the amount of manhours remaining on the project and the remaining manhours of the sub-contractor, Fiore Construction.

We want it clearly understood that for the remainder of the project a minority workforce of 30% must be maintained in order to bring the overall hours up to 20% by the end of the project. You must also provide this office with work permits of all workers who are not U. S. citizens.

Sincerely,

William A. Gomes
Director

Certified

WAG/sb

THE CITY OF CAMBRIDGE

SUPPLEMENTAL EQUAL EMPLOYMENT OPPORTUNITY
ANTI-DISCRIMINATION AND AFFIRMATIVE ACTION PROGRAM.

- I. For purposes of this contract, "minority" refers to Asians, Blacks, Hispanics, North American Indians and Cape Verdeans, "Commission" refers to the Affirmative Action Office.

- II. During the performance of this contract, the Contractor and all of (his) Subcontractors (hereinafter collectively referred to as the Contractor), for himself, his assignees, and successors in interest, agree as follows:
 1. In connection with the performance of work under this contract, the Contractor shall not discriminate against any employee or applicant for employment because of race, color, religious creed, national origin, age or sex. The aforesaid provision shall include, but not be limited to, the following: employment upgrading, demotion, or transfer; recruitment advertising; recruitment layoff; termination; rates of pay or other forms of compensation; conditions or privileges of employment; and selection for apprenticeship. The Contractor shall post hereafter in conspicuous places, available for employees and applicants for employment, notices to be provided by the Commission setting forth the provisions of the Fair Employment Practices Law of the Commonwealth (M.G.L. Chapter 151B).
 2. In connection with the performance of work under this contract, the Contractor, shall undertake in good faith affirmative action measures designed to eliminate any discriminatory barriers in the terms and conditions of employment on the grounds of race, color, religious creed, national origin, age or sex, and to eliminate and remedy any effects of such discrimination in the past. Such affirmative action shall entail positive aggressive measures to ensure equal opportunity in the areas of hiring, upgrading, demotion or transfer, recruitment, layoff or termination, rate of compensation, and in-service or apprenticeship training programs. This affirmative action shall include all persons, regardless of race, color, religious creed, national origin, age, or sex. A purpose of this provision is to ensure to the fullest extent possible an adequate supply of skilled tradesmen for this and future Commonwealth public construction projects.

- III. 1. As part of his obligation of remedial action under the foregoing section, the Contractor shall maintain on this project a not less than 20 percent ratio of minority employee man hours to total man hours in each job category including but not limited to bricklayers, carpenters, cement masons, electricians, ironworkers, operating engineers, and those "classes of work" enumerated in Section 44C of Chapter 149 of the Massachusetts General Laws.

2. In the hiring of minority journeymen, apprentices, trainees, and advanced trainees, the Contractor shall rely on referrals from a multi-employer affirmative action program approved by the Commission, traditional referral methods utilized by the construction industry, and referrals from agencies not more than three in number at any one time, designated by the Liaison Committee or the Commission.

- IV.
1. At the discretion of the Commission there may be established for the life of this Contract a body to be known as the Liaison Committee. The Liaison Committee shall be composed of one representative each from the agency or agencies administering this project, hereinafter called the Administering agency, the Commission and such other representatives as may be designated by the Commission in conjunction with the administering agency.
 2. The Contractor (or his agent, if any, designated by him as the on-site equal employment opportunity officer) shall recognize the Liaison Committee as an affirmative action body, and shall establish a continuing working relationship with the Liaison Committee, consulting with the Liaison Committee on all matters related to minority recruitment, referral, employment and training.
 3. The Contractor shall prepare projected manning tables on a quarterly basis. These shall be broken down into projections, by week, of workers required in each trade. Copies shall be furnished one week in advance of the commencement of the period covered, and also when updated, to the Commission and the Liaison Committee.
 4. Records of employment referral orders, prepared by the Contractor, shall be made available to the Commission and to the Liaison Committee on request.
 5. The Contractor shall prepare weekly reports in a form approved by the Commission of hours worked in each trade by each employee, identified as minority or non-minority. Copies of these shall be provided at the end of each such week to the Commission and to the Liaison Committee.

- V.
- If the Contractor shall use any subcontractor on any work performed under this contract, he shall take affirmative action to negotiate with qualified minority subcontractors. This affirmative action shall cover both pre-bid and post-bid periods. It shall include notification to the Office of Minority Business Assistance (within the Executive Office of Community and Development) or its designee, while bids are in preparation, of all products, work or services for which the Contractor intends to negotiate bids.

- VI.
- In the employment of journeymen, apprentices, trainees and advanced trainees, the Contractor shall give preference, first, to citizens of Cambridge who have served in the armed forces of the United States in time of war and have been honorable discharged therefrom or released from active duty therein, and who are qualified to perform the work to which the employment relates, and, secondly to citizens of Cambridge generally, and, if such cannot be obtained in sufficient numbers, then to the citizens of the United States.

VII. A designee of the Commission and a designee of the Liaison Committee shall each have right of access to the construction site.

VIII. Compliance with Requirements

The Contractor shall comply with the provisions of Executive Order No. 74, as amended by Executive Order No. 116 dated May 1, 1975, and of Chapter 151B as amended, of the Massachusetts General Laws, both of which are herein incorporated by reference and made a part of this contract.

IX. Non-Discrimination

The Contractor, in the performance of all work after award, and prior to completion of the contract work, will not discriminate on grounds of race, color, religious creed, national origin, age or sex in employment practices, in the selection or retention of subcontractors, or in the procurement of materials and rentals of equipment.

X. Solicitations for Sub-Contracts, and for the Procurement of Materials and Equipment

In all solicitations either by competitive bidding or negotiation made by the Contractor either for work to be performed under a subcontract or for the procurement of materials or equipment, each potential subcontractor or supplier shall be notified in writing by the Contractor of the Contractor's obligations under this contract relative to non-discrimination and affirmative action.

XI. Bidders Certification Requirements

1. The bidders certification form currently in use will be deleted from all future bid documents.
2. The following certification statement will be inserted in the bid document just above the bidder's signature, as a substitute for the present bidder certification form:

"The bidder hereby certifies he shall comply with the minority manpower ratio and specific action steps contained in the appendix EEO attached hereto, including compliance with the minority contractor compliance specified in Section V of said appendix. The contractor receiving the award of the contract shall be required to obtain from each of its subcontractors and submit to the contracting or administering agency prior to the performance of any work under said contract a certification by said subcontractor, regardless of tier, that it will comply with the minority manpower ratio and specific affirmative action steps contained in the appendix EEO."

XII. Contractor's Certification

The Contractor's certification form must be signed by all successful low bidder(s) prior to award by the contracting agency. (See attachment)

XIII. Compliance-Information, Reports and Sanctions

1. The Contractor will provide all information and reports required by the administering agency of the Commission on instructions issued by either of them and will permit access to its facilities and any books, records, accounts and other sources of information which may be determined by the Commission to affect the employment of personnel. This provision shall apply only to information pertinent to the City of Cambridge's supplementary affirmative action contract requirements. Where information required is in the exclusive possession of another who fails or refuses to furnish this information, the Contractor shall so certify to the administering agency or the Commission as appropriate and shall set forth what efforts he has made to obtain the information.

2. Whenever the administering agency, the Commission, or the Liaison Committee believes the General Contractor or any Subcontractor may not be operating in compliance with the terms of the Section, the Commission directly, or through its designated agent, shall conduct an appropriate investigation, and may confer with the parties to determine if such Contractor is operating in compliance with the terms of this Section. If the Commission or its agent finds the General Contractor or any subcontractor not in compliance, it shall make a preliminary report on non-compliance, and notify such Contractor in writing of such steps as will in the judgment of the Commission or its agent bring such Contractor into compliance. In the event that such Contractor fails or refuses to fully perform such steps, the Commission shall make a final report of non-compliance, and recommend to the administering agency the imposition of one or more of the sanctions listed below. If, however, the Commission believes the General Contractor or any Subcontractor has taken or is taking every possible measure to achieve compliance, it shall not make a final report of non-compliance. Within fourteen days of the receipt of the recommendations of the Commission, the administering agency shall move to impose one or more of the following sanctions, as it may deem appropriate to attain full and effective enforcement:
 - a. The recovery by the administering agency from the General Contractor of 1/100 of 1% of the contract award price or \$1,000 whichever sum is greater, in the nature of liquidated damages or, if a Subcontractor is in non-compliance, the recovery by the administering agency from the General Contractor, to be assessed by the General Contractor as a back charge against the Subcontractor, of 1/10 of 1% of the subcontract price, or \$400 whichever sum is greater, in the nature of liquidated damages, for each week that such party fails or refuses to comply;
 - b. The suspension of any payment or part thereof due under the contract until such time as the General Contractor or any Subcontractor is able to demonstrate his compliance with the terms of the contract;
 - c. The termination, or cancellation, of the contract, in whole or in part, unless the General Contractor or any Subcontractor is able to demonstrate within a specified time his compliance with the terms of the contract;

- d. The denial to the General Contractor or any Subcontractor of the right to participate in any future contracts awarded by the administering agency for a period of up to three years.
3. If at any time after the imposition of one or more of the above sanctions a Contractor is able to demonstrate that he is in compliance with this Section, he may request the administering agency, in consultation with the Commission, to suspend the sanctions conditionally, pending a final determination by the Commission as to whether the Contractor is in a compliance. Upon final determination of the Commission, the administering agency based on the recommendation of the Commission shall either lift the sanctions or reimpose them.
4. Sanctions enumerated under Sections XI-2 shall not be imposed by the administering agency except after an adjudicatory proceeding, as that term is used M.G.L. c. 30A, has been conducted. No investigation by the Commission or its agent shall be initiated without prior notice to the Contractor.

XIV. Severability

The provisions of this section are severable, and if any of these provisions shall be held unconstitutional by any court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining provisions.

CONTRACT COMPLIANCE PROCEDURES

To ensure that the minority manpower utilization (MMU) goals on all construction projects in excess of \$50,000, as well as minority business enterprise (MBE) goals are enforced effectively, the following procedures will be followed commencing with the initial contract specification preparations and continuing throughout the life of the contracts on all projects:

1. Contract specification;
2. Bid advertisement;
3. Pre-bid conference;
4. Pre-construction conference;
5. Reporting system;
6. Monitoring system;
7. Identifying and reporting of non-compliance;
8. Non-compliance procedures;
9. Recommendation and sanctions;

1. Contract Specification

At the initial stage of contract specification preparation, the Contract Compliance Officer must incorporate the proper EEO/AA contract provisions.

2. Bid Advertisement

The Contract Compliance Officer will review all bid advertisements before publication to ensure the EEO/AA requirements of the contract are included.

3. Pre-bid Conference

At the pre-bid conference, the Contract Compliance Officer will inform the potential bidders of the EEO/AA requirements of the contract. These include, but are not limited to:

- a. Adhering to MMU and MBE participation percentage goals for the contract;
- b. Informing the bidders that this requirements is for the life of the contract;
- c. Informing the bidders that the sub-contractor is obligated by these requirements and is responsible to the prime contractor;
- d. Informing the bidders of the necessary documents they must sign, and present with their bids, i.e., Bidders Certification; Schedules for MBE participation, letter of intents; etc.
- e. Making available resources for MBE information; i.e., State Office of Minority Business Assistance; Contractors Association of Boston; Small Business Development Corporation; New England Purchasing Council and any other information that will assist the prime contractor in attaining the stated goal for MBE compliance;
- f. Making available MMU referrals, i.e., Community Manpower referral agencies; Third World Jobs Clearing House; Recruitment Training Program, etc.
- g. Question and answer period.

4. Pre-Construction Conference

At the pre-construction conference, the Contract Compliance Officer will discuss the specific EEO/AA requirements of the contract with the contractors (prime and sub-contractors). The Contract Compliance Officer will also:

- a. Pass out the necessary forms as required by the contract provisions;
- b. Review the EEO/AA requirements of the contract;
- c. Detail the contractor's obligations to comply with the EEO/AA goals of the contract;
- d. Emphasize the EEO/AA provisions in Section III and Section XIII;
- e. If non-compliance is found, sanctions and recommendations will be imposed;
- f. Provide other information such as MMU/MBE referrals to assist the contractors in proper compliance with their obligations;
- g. Review the necessary reporting forms, i.e., Quarterly Projected Workforce Reports, Contractors Weekly Workforce Utilization Reports, Monthly Workforce Utilization Reports, Contractors Certification, etc.;
- h. Secure the name and title of the EEO person and project manager from the contractor.

5. Reporting System

To ensure the proper compliance of the contractor's obligations in the utilization of his workforce, the following reporting system will be implemented:

- a. Contractors must submit the Quarterly Projected Workforce Table no later than five (5) working days prior to the start of each new quarter to the Contract Compliance Officer;
- b. Contractors must submit their Weekly Workforce Utilization Report to the Contract Compliance Officer no later than the following Tuesday of each week.
- c. The Prime Contractor is responsible for the submission of all Reports from all his/her sub-contractors.
- d. The Contract Compliance Officer must prepare Quarterly Reports for MMU and MBE and submit them to MCAD no later than the 15th of the month following the end of each quarter.

6. Monitoring System

In order for the Contract Compliance Officer to effectively implement and enforce the EEO/AA requirements, the following mechanism will be utilized:

- a. A review of the weekly utilization reports submitted by the contractors;
- b. To verify the data on the weekly reports, the Contract Compliance Officer will conduct on-site

5
monitoring;

- (1) On-site monitoring will be conducted on a weekly or on specific projects on a daily basis;
- (2) When conducting on-site monitoring, the Contract Compliance Officer will initially meet with the Contractor's on-site supervisor to obtain the necessary data;
- (3) The Contract Compliance Officer will conduct a visual head count of the workers on-site used by each contractor, identifying the minority workers for each trade. If needed, interview each worker to verify the status reported by the contractor.

7. Identifying and Reporting Non-Compliance

When contractor's Weekly Workforce Utilization Reports indicate a condition of non-compliance, and are then verified by the Contract Compliance Officer's actual on-site visit, the procedures are as follows:

- a. The Contract Compliance Officer will contact the Contractor to remedy the condition of non-compliance, in an attempt to bring the contractor into compliance (all activities will be documented with letters to the contractor).
- b. If the Contract Compliance Officer is unable to bring the contractor into compliance, the Contract Compliance Officer shall send a preliminary notification of apparent non-compliance, citing

specific sections of the EEO/AA provisions to the contractor and the General Contractor via registered mail, detailing the necessary remedies, granting a time-frame (14 days) for the contractor to come into compliance.

- c. If the contractor still remains in non-compliance, the Contract Compliance Officer shall notify the City's Law Department, and issue a second notice of apparent non-compliance, informing the contractor that a formal non-compliance investigation will be conducted; this will include a request that the required documentation be submitted and within the specific compliance time frame (14 days).

8. Non-Compliance Procedures

- a. If, at the completion of the investigation, it is found that the contractor is still in a condition of non-compliance, a final notice of apparent non-compliance will be issued, informing the contractor a formal complaint of non-compliance will be filed with the City's Law Department.
- b. A complaint will be filed with the Law Department, attaching all documentation; Reports; on-site reviews; correspondence and the contract specification for the project.
- c. The Law Department will conduct a conciliation conference in an attempt to bring the contractor into compliance. If the attempt of the conference is unsuccessful, the Law Department will conduct

an Adjudicatory Hearing (Due Process provided for the Contractor).

- d. The Adjudicatory Hearing will provide an opportunity for the Contractor to present proof of its efforts in complying with the EEO/AA requirements. If the Contractor can document that every possible measure has been utilized to be in compliance without success, then the Contractor will be found in compliance with his obligations. If the Contractor is unable to document these efforts in compliance with the EEO/AA provisions, the Contractor will be found in non-compliance; a final report of non-compliance will then be issued.

9. Recommendations and Sanctions

At the Adjudicatory Hearing, if it is found that the Contractor is in non-compliance, the Law Department will make a final report of non-compliance; once the Law Department issues a final finding of non-compliance, the Law Department will recommend that the administering agency impose one or more of the following sanctions on the Contractor within fourteen (14) days:

- a. The recovery by the administering agency from the General Contractor of 1/100 of 1% of the contract award price or \$1,000, whichever sum is greater, in the nature of liquidated damages or, if a subcontractor is in non-compliance, the recovery by the administering agency from the General Contractor, to be assessed by the General Contractor

as a back-charge against the sub-contractor, of 1/10 of 1% of the subcontract price, or \$400, whichever sum is greater, in the nature of liquidated damages, for each week that such party fails or refuses to comply;

- b. The suspension of any payment or part thereof due under the contract until such time as the General Contractor or any sub-contractor is able to demonstrate his compliance with the term of the contract;
- c. The termination, or cancellation, of the contract, in whole or in part, unless the General Contractor or any sub-contractor is able to demonstrate within the specified time period compliance with the terms of the contract;
- d. The denial to the General Contractor or any sub-contractor of the right to participate in any future contracts awarded by the administering agency for a period of up to three years;
- e. If at any time after the imposition of one or more of the above sanctions, a contractor is able to demonstrate that he is in compliance with the EEO/AA requirements, the contractor may request the administering agency, in consultation with the Law Department, to suspend the sanctions conditionally, pending a final determination by the Law Department as to whether the contractor is in compliance.

Upon final determination by the Law Department, the administering agency, based on the recommendation of the Law Department, shall either lift the sanction or reimpose them.

- NOTE
- (1) No non-compliance investigation will be conducted without prior notice to the contractor;
 - (2) No sanctions will be imposed without providing an Adjudicatory Hearing (Due Process) to the Contractor.



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139

TEL. 498-9011

FAX. 868-8159

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

June 4, 1990

To the Honorable, the City Council;

In response to Awaiting Report #42 of May 14, 1990 regarding the number of minority persons employed at Danehy Park, attached is a report from the Contract Compliance Monitor, Wallace Sherwood as well as correspondence to the General Contractor from the Affirmative Action Director, William Gomes.

Very truly yours,

Robert W. Healy
City Manager

Attachments

Agenda # 1

S-608

Response to Awaiting Report Item Number
42 regarding the number of minority persons
employed at Danehy Park.

In City Council,

June 4, 1990

Placed on file