

# City of Cambridge

Councillor Vellucci

In City Council,

January 24, 1972.

ORDERED:-

That it is the sense of this City Council that the City Manager be and hereby is requested to appropriate the sum of \$71,580.00 to cover the cost of reimbursement by police officers in the Career Incentive Pay Program under the provisions of Chapter 835 of the Acts of 1970 with an effective date of September 1, 1971, with payments retroactive to that date.

In City Council Jan 24, 1972  
Adopted by yeas and nays Vote  
Yeas 7 Nays 0 Absent 0

Robert E. Healey  
City Clerk

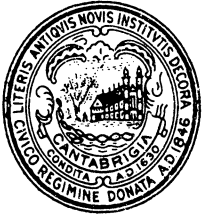
Order for \$1,580.00

# City of Cambridge

MASSACHUSETTS

In City Council Jan 24, 1972

	YEA	NAY	ABSENT
Mr. Clinton	✓		
Mr. Danehy	✓		
Mr. Duehay	✓		
Mrs. Graham	✓		
Mr. Moncreiff	✓		
Mr. Owens	✓		
Mr. Sullivan	✓		
Mr. Vellucci	✓		
Mayor Ackermann	✓		
	9	0	0



## CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139  
Tel. 876-6800

EXECUTIVE DEPARTMENT  
JOHN H. CORCORAN  
City Manager

January 24, 1972

To the Honorable, the City Council:

At the previous meeting of your Honorable Body by order introduced by Councilors Owens and Sullivan, it was requested that I direct the Chief of Police and the City Treasurer to take appropriate action to implement the provisions of Chapter 835 of the Acts of 1970 and further to report to your Honorable Body relative to the action taken prior to January 24, 1971.

The provisions of Chapter 835 of the Acts of 1970 which provides for career incentive pay for attainment by police officers of certain educational standards, further provides for 50% reimbursement by the Commonwealth of Massachusetts. Please be advised that as of this date the Commonwealth has not allocated funds for reimbursement to cities and towns. I shall continue to monitor the activities of the Office of Administration and Finance as the state policy in this matter develops.

In terms of the present potential budget allocation under this statute applicable to the City of Cambridge police personnel please be advised that as of this date thirty-seven (37) police officers ranging from the rank of Captain to Patrolman are eligible for salary increments at a cost of \$53,860 effective September 1, 1971, and payable retroactively to that date amounts to a 1972 budget allocation of approximately \$71,580.00.

Please be advised that I am in complete agreement with the principle applied in the provision of this Act of the legislature. Everything should be done to increase the morale and capability of our police personnel, and to encourage them to further their education.

The City of Cambridge, especially as it relates to the Police and Fire Departments, stands at Number 1 in the Commonwealth in relation to compensation and benefits to its employees. We should not relinquish that position. However, neither should we adopt and implement any provision without first exploring the ramifications of that action vis a vis other City employees.

To the Honorable, the City Council:  
(cont.)

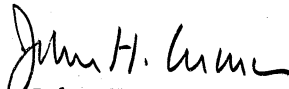
January 24, 1972

The collective bargaining provisions of state law as applied to the City of Cambridge have resulted in contract provisions with both the Department of Public Works and the Police Department. Future contract negotiations affecting other City employees, I believe, offer an air of inevitability and our decisions relative to salary increase, insurance coverage and work schedules should be made with a view toward their impact on future negotiations.

Accordingly I have asked Leon Kowal, Esquire, the official collective bargaining agent for the City of Cambridge, Philip M. Cronin, Esquire, and Chief James F. Reagan to study the provision of Chapter 835 of the Acts of 1970 as it relates to the area of public employee relations, and have requested A. John Serino, Esquire, to ascertain the timetable for the availability of funds for reimbursement by the Commonwealth.

I shall advise your Honorable Body in a timely fashion as to my recommendation relative to this matter.

Very truly yours,

  
John H. Corcoran  
City Manager

JHC/b

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COMMUNICATION  
*from the City Manager trans-*  
~~mitted from~~

relative to Chapter 835 of the Acts  
of 1970

January 24, 1972