



City of Cambridge

~~72.~~

Reconsideraton #3

IN CITY COUNCIL

~~February 24, 1997~~

March 3, 1997

COUNCILLOR TRIANTAFILLOU
COUNCILLOR REEVES
COUNCILLOR DAVIS
COUNCILLOR DUEHAY
VICE MAYOR BORN

RESOLVED: That the City of Cambridge adopt a **Cambridge Employment Policy**, the text of which is as follows:

The City of Cambridge's top priority is to hire the most qualified person for each employment position in the City. The City of Cambridge is committed to the hiring and training of a first-class work force to serve the interests of the residents of the City. The commitment of the City is to encourage the hiring and training of Cambridge residents, including those of all nationalities, races, classes, genders, sexual preferences and ages. It is the policy of the City to promote a work force that is diverse and representative of the people of the City.

This policy shall apply to all future and current City employees who are promoted. While not required, the City Manager and all department heads of the City are expected to live in the City of Cambridge.

The City shall endeavor to hire City residents or other individuals with a demonstrated familiarity with the City. The City Council views residency within the City, a willingness to move to the City, or a demonstrated familiarity with the City, as a positive attribute which should be considered by the City Manager in weighing other factors for any particular job or promotion.

The City of Cambridge shall, through the utilization of the resources of the City Manager's Office, Personnel Office and the Office of Workforce Development, actively recruit and maintain lists of Cambridge residents for hiring in City positions.

The City of Cambridge shall, through the utilization of the resources of the City Manager's Office, Personnel Office and the Office of Workforce Development, establish and operate classes and training programs in preparation for civil service exams for Cambridge residents. Said classes and programs shall be held at centrally located, accessible municipal buildings or schools on a rotating basis.

The City Manager shall be requested to report to the City Council on an annual basis, the number of Cambridge residents employed by the City, with an eventual goal of sixty percent (60%) of city employees being Cambridge residents within the next ten (10) years

The City of Cambridge, through the resources of the Office of WorkForce Development shall establish a visible and accessible location for Cambridge residents to gain information, job listings, and intake services for job opportunities in city government, as well as within private industry conducting business within the City.

The term "employee" as used herein shall mean any person performing services for, or holding an office, position or employment in any city department or agency, whether by election or appointment, contract of hire or engagement.

In City Council February 24, 1997

Adopted by a ye and nay vote:-

Yeas 5; Nays 4; Absent 0.

Attest:- D. Margaret Drury, City Clerk.

A true copy;



ATTEST:-

D. Margaret Drury
City Clerk

RECONSIDERATION FILED BY COUNCILLOR TOOMEY.

MARCH 3, 1997 RECONSIDERATION FAILED 4-4-1.

ACTION TAKEN ON FEBRUARY 24, 1997 ADOPTING ORDER STANDS.

City of Cambridge

MASSACHUSETTS

In City Council 3-3, 1997

Revised #3

YEA	NAY	ABSENT	PRESENT	
	✓			V.M. Kathleen L. Born
	✓			Ms. Henrietta Davis
	✓			Mr. Francis H. Duehay
✓				Mr. Anthony Galluccio
		✓		Mr. Kenneth E. Reeves
✓				Mr. Michael A. Sullivan
✓				Mr. Timothy J. Toomey, Jr.
	✓			Ms. Katherine Triantafillou
✓				Mayor Sheila T. Russell

4 4 1 0

received at rostrum 2/24/97 @ 9:15pm

Ord #72

MOTION FOR RECONSIDERATION SUBMITTED BY COUNCILLOR

Toomey

2/24/97

Date

Councillor Toomey notified the City Clerk of his intention to move reconsideration on the vote taken February 24, 1997 adopting the order regarding the Cambridge Employment Policy.

RECEIVED BY
CITY CLERK
97 FEB 25 AM 7:57
CAMBRIDGE MA.

[Signature]
Signature

City of Cambridge

MASSACHUSETTS

In City Council 2-27, 199Order #72

YEA	NAY	ABSENT	PRESENT	
✓				V.M. Kathleen L. Born
✓				Ms. Henrietta Davis
✓				Mr. Francis H. Duehay
	✓			Mr. Anthony Galluccio
✓				Mr. Kenneth E. Reeves
	✓			Mr. Michael A. Sullivan
	✓			Mr. Timothy J. Toomey, Jr.
✓				Ms. Katherine Triantafillou
	✓			Mayor Sheila T. Russell

5

4

0

0

resurrection

City of Cambridge

MASSACHUSETTS

In City Council 2-24, 1997

*Referral of Ord 63, 72 & Legal Op to
Ordinance Committee*

YEA	NAY	ABSENT	PRESENT	
	✓			V.M. Kathleen L. Born
	✓			Ms. Henrietta Davis
	✓			Mr. Francis H. Duehay
✓				Mr. Anthony Galluccio
	✓			Mr. Kenneth E. Reeves
✓				Mr. Michael A. Sullivan
✓				Mr. Timothy J. Toomey, Jr.
	✓			Ms. Katherine Triantafillou
✓				Mayor Sheila T. Russell

4

5

The City of Cambridge shall, through the utilization of the resources of the City Manager's Office, Personnel Office and the Office of Workforce Development, establish and operate classes and training programs in preparation for civil service exams for Cambridge residents. Said classes and programs shall be held at centrally located, accessible municipal buildings or schools on a rotating basis.

The City Manager shall be requested to report to the City Council on an annual basis, the number of Cambridge residents employed by the City, with an eventual goal of sixty percent (60%) of city employees being Cambridge residents within the next ten (10) years

The City of Cambridge, through the resources of the Office of WorkForce Development shall establish a visible and accessible location for Cambridge residents to gain information, job listings, and intake services for job opportunities in city government, as well as within private industry conducting business within the City.

The term "employee" as used herein shall mean any person performing services for, or holding an office, position or employment in any city department or agency, whether by election or appointment, contract of hire or engagement.

In City Council February 24, 1997

Adopted by a ye and nay vote:-

Yeas 5; Nays 4; Absent 0.

Attest:- D. Margaret Drury, City Clerk.

A true copy;



ATTEST:-

D. Margaret Drury
City Clerk

RECONSIDERATION FILED BY COUNCILLOR TOOMEY.



City of Cambridge

72.

IN CITY COUNCIL

February 24, 1997

COUNCILLOR TRIANTAFILLOU
COUNCILLOR REEVES
COUNCILLOR DAVIS
COUNCILLOR DUEHAY
VICE MAYOR BORN

RESOLVED: That the City of Cambridge adopt a **Cambridge Employment Policy**, the text of which is as follows:

The City of Cambridge's top priority is to hire the most qualified person for each employment position in the City. The City of Cambridge is committed to the hiring and training of a first-class work force to serve the interests of the residents of the City. The commitment of the City is to encourage the hiring and training of Cambridge residents, including those of all nationalities, races, classes, genders, sexual preferences and ages. It is the policy of the City to promote a work force that is diverse and representative of the people of the City.

This policy shall apply to all future and current City employees who are promoted. While not required, the City Manager and all department heads of the City are expected to live in the City of Cambridge.

The City shall endeavor to hire City residents or other individuals with a demonstrated familiarity with the City. The City Council views residency within the City, a willingness to move to the City, or a demonstrated familiarity with the City, as a positive attribute which should be considered by the City Manager in weighing other factors for any particular job or promotion.

The City of Cambridge shall, through the utilization of the resources of the City Manager's Office, Personnel Office and the Office of Workforce Development, actively recruit and maintain lists of Cambridge residents for hiring in City positions.

Consent ORder #72
Councillors Triantafillou, Reeves,
Davis, Duehay and Vice Mayor Born
re: Adopte a Cambridge Employment
Policy.

In City Council February 24, 1997

ORDER ADOPTED.
RECONSIDERATION FILED BY COUNCILLOR
TOOMEY

Triantafillou
Reeves
Davis
Duehay
Born

721

**RESOLUTION REGARDING THE ENACTMENT OF A CAMBRIDGE
EMPLOYMENT POLICY**

Resolved, That the City of Cambridge adopt a **Cambridge Employment Policy**, the text of which is as follows:

The City of Cambridge's top priority is to hire the most qualified person for each employment position in the City. The City of Cambridge is committed to the hiring and training of a first-class work force to serve the interests of the residents of the City. The commitment of the City is to encourage the hiring and training of Cambridge residents, including those of all nationalities, races, classes, genders, sexual preferences and ages. It is the policy of the City to promote a work force that is diverse and representative of the people of the City.

RECEIVED BY
OFFICE OF CITY CLERK
97 FEB 19 PM 1:08

This policy shall apply to all future and current City employees who are promoted. While not required, the City Manager and all department heads of the City are expected to live in the City of Cambridge.

The City shall endeavor to hire City residents or other individuals with a demonstrated familiarity with the City. The City Council views residency within the City, a willingness to move to the City, or a demonstrated familiarity with the City, as a positive attribute which should be considered by the City Manager in weighing other factors for any particular job or promotion.

The City of Cambridge shall, through the utilization of the resources of the City Manager's Office, Personnel Office and the Office of Work force Development, actively recruit and maintain lists of Cambridge residents for hiring in City positions.

The City of Cambridge shall, through the utilization of the resources of the City Manager's Office, Personnel Office and the Office of Work force Development, establish and operate classes and training programs in preparation for civil service exams for Cambridge residents. Said classes and programs shall be held at centrally located, accessible municipal buildings or schools on a rotating basis.

The City Manager shall be requested to report to the City Council on an annual basis, the number of Cambridge residents employed by the City, with an eventual goal of sixty percent (60%) of city employees being Cambridge residents within the next ten (10) years.

The City of Cambridge, through the resources of the Office of Work Force Development shall establish a visible and accessible location for Cambridge residents to gain information, job listings, and intake services for job opportunities in city government, as well as within private industry conducting business within the City.

The term "employee" as used herein shall mean any person performing services for, or holding an office, position or employment in any city department or agency, whether by election or appointment, contract of hire or engagement.

The City of Cambridge shall, through the utilization of the resources of the City Manager's Office, Personnel Office and the Office of Workforce Development, establish and operate classes and training programs in preparation for civil service exams for Cambridge residents. Said classes and programs shall be held at centrally located, accessible municipal buildings or schools on a rotating basis.

The City Manager shall be requested to report to the City Council on an annual basis, the number of Cambridge residents employed by the City, with an eventual goal of sixty percent (60%) of city employees being Cambridge residents within the next ten (10) years

The City of Cambridge, through the resources of the Office of WorkForce Development shall establish a visible and accessible location for Cambridge residents to gain information, job listings, and intake services for job opportunities in city government, as well as within private industry conducting business within the City.

The term "employee" as used herein shall mean any person performing services for, or holding an office, position or employment in any city department or agency, whether by election or appointment, contract of hire or engagement.



City of Cambridge

72.

IN CITY COUNCIL

February 24, 1997

COUNCILLOR TRIANTAFILLOU
COUNCILLOR REEVES
COUNCILLOR DAVIS
COUNCILLOR DUEHAY
VICE MAYOR BORN

RESOLVED: That the City of Cambridge adopt a **Cambridge Employment Policy**, the text of which is as follows:

The City of Cambridge's top priority is to hire the most qualified person for each employment position in the City. The City of Cambridge is committed to the hiring and training of a first-class work force to serve the interests of the residents of the City. The commitment of the City is to encourage the hiring and training of Cambridge residents, including those of all nationalities, races, classes, genders, sexual preferences and ages. It is the policy of the City to promote a work force that is diverse and representative of the people of the City.

This policy shall apply to all future and current City employees who are promoted. While not required, the City Manager and all department heads of the City are expected to live in the City of Cambridge.

The City shall endeavor to hire City residents or other individuals with a demonstrated familiarity with the City. The City Council views residency within the City, a willingness to move to the City, or a demonstrated familiarity with the City, as a positive attribute which should be considered by the City Manager in weighing other factors for any particular job or promotion.

The City of Cambridge shall, through the utilization of the resources of the City Manager's Office, Personnel Office and the Office of Workforce Development, actively recruit and maintain lists of Cambridge residents for hiring in City positions.

Born, Davis, Duehay, Halluccio
Consent Order #72

Councillors Triantafillou, Reeves,
Davis, Duehay and Vice Mayor Born re:
Adopt a Cambridge Employment Policy.

5-124

March 3, 1997

Reconsideration
Failed 4-4-1

Action taken Adopting
Order - Stands

In City Council February 24, 1997

ORDER ADOPTED

Reconsideration filed
by Councillor Toomey