

# City of Cambridge

## COMMITTEE REPORT FOR THE CITY COUNCIL MEETING OF MONDAY, NOVEMBER 4, 1996

1. A communication was received from D. Margaret Drury, City Clerk, transmitting a report from Councillor Triantafillou, Chair of the Civil and Human Rights Committee for a meeting held on October 10, 1996, for the purpose of continuing discussion of the Residency Ordinance.

\*\*EEOC\_SURVEY.REP\*\*\*

Personnel office  
 Employees Listing by EEOC code  
 NEW HIRES JAN-SEP 1996  
 Printed 101096 12:12:04

*Excludes  
 Hospital + Schools*

| City            | Sex | Race | Employment Date | Status | Grade | Pos# | Title                  | EEOC | Hour Week | Hourly Rate | Salary   |
|-----------------|-----|------|-----------------|--------|-------|------|------------------------|------|-----------|-------------|----------|
| CAMBRIDGE       | F   | 1    | 010196          | A      | 0002  | 000  | CITY COUNCILLOR        | 01   | .00       | .0000       | 757.07   |
| ARLINGTON       | F   | 1    | 040196          | A      | A040  | 701  | DEP DIR/PERSONL/HUMAN  | 01   | 30.00     | 31.5861     | .00      |
| CAMBRIDGE       | M   | 1    | 051796          | R      | X392  | 000  | MAYOR'S JOBS/ASST DIR  | 01   | 37.50     | 13.5000     | .00      |
| CAMBRIDGE       | F   | 1    | 052096          | T      | X392  | 000  | MAYOR'S JOBS/ASST DIR  | 01   | 37.50     | 13.5000     | .00      |
| CAMBRIDGE       | F   | 3    | 041696          | A      | X390  | 000  | MAYORS JOBS/EXEC DIR   | 01   | 37.50     | 15.3000     | .00      |
| CAMBRIDGE       | F   | 1    | 051396          | T      | X390  | 000  | MAYORS JOBS/EXEC DIR   | 01   | 37.50     | 15.3000     | .00      |
| CAMBRIDGE       | F   | 1    | 010196          | A      | X151  | 000  | MEMBER/RETIREMENT BOAR | 01   | 1.00      | 1.0000      | .00      |
| CHARLESTOWN     | M   | 1    | 052896          | A      | A478  | 701  | MULTISERVICE CENTER DI | 01   | 37.50     | 18.6073     | .00      |
| CAMBRIDGE       | M   | 2    | 090196          | A      | A479  | 701  | POLICE COMMISSIONER    | 01   | .00       | .0000       | 2,072.83 |
| WINTHROP        | F   | 1    | 011596          | A      | A048  | 001  | SUPERV/SEWER CONSTR/MA | 01   | 40.00     | 23.1960     | .00      |
| CAMBRIDGE       | M   | 1    | 090996          | A      | A618  | 701  | CITY ARBORIST          | 02   | 37.50     | 20.9551     | .00      |
| CAMBRIDGE       | F   | 1    | 082996          | A      | D447  | 000  | HEAD TEACHER/DAYCARE   | 02   | 33.75     | 11.2096     | .00      |
| CAMBRIDGE       | F   | 1    | 012996          | A      | D447  | 000  | HEAD TEACHER/DAYCARE   | 02   | 40.00     | 11.2096     | .00      |
| MEDFORD         | F   | 1    | 062696          | A      | X867  | 000  | HEAD TEACHER/SPECIAL N | 02   | 35.00     | 11.2456     | .00      |
| SOMERVILLE      | M   | 1    | 022696          | A      | L414  | 702  | LIBRARIAN I            | 02   | 37.50     | 12.2939     | .00      |
| SOMERVILLE      | F   | 1    | 060396          | A      | L413  | 710  | LIBRARIAN II           | 02   | 18.00     | 12.9003     | .00      |
| JAMAICA PLAIN   | F   | 1    | 070896          | A      | X412  | 602  | LIBRARIAN III/INTERMIT | 02   | 15.00     | 13.9595     | .00      |
| SOMERVILLE      | F   | 1    | 081996          | A      | X412  | 601  | LIBRARIAN III/INTERMIT | 02   | 10.00     | 13.9593     | .00      |
| CAMBRIDGE       | F   | 1    | 020596          | A      | X225  | 701  | PROJECT ADMINISTR/DELE | 02   | 37.50     | 13.9166     | .00      |
| BOSTON          | M   | 1    | 072296          | A      | A077  | 701  | SEWER COLL SYST ENGINE | 02   | 40.00     | 19.6278     | .00      |
| SOUTH DENNIS    | M   | 1    | 022096          | A      | A855  | 702  | TEACHER/DIR/CHILDCARE  | 02   | 40.00     | 13.7434     | .00      |
| WORCESTER       | F   | 1    | 070896          | A      | A549  | 002  | ASST WATER QUALITY SUP | 03   | 37.50     | 16.0565     | .00      |
| SUDBURY         | M   | 1    | 072296          | A      | A162  | 701  | MIS NETWORK ENGINEER   | 03   | 37.50     | 25.0084     | .00      |
| BOSTON          | M   | 1    | 010196          | A      | A371  | 701  | MUNICPL PRODUCTION ASS | 03   | 19.00     | 8.7306      | .00      |
| DORCHESTER      | M   | 2    | 091696          | A      | A593  | 701  | PROJECT ADMINISTRATOR  | 03   | 37.50     | 15.6263     | .00      |
| CAMBRIDGE       | F   | 1    | 082696          | A      | A592  | 709  | PROJECT PLANNER/COM DE | 03   | 37.50     | 23.3192     | .00      |
| CAMBRIDGE       | F   | 1    | 010296          | A      | A592  | 712  | PROJECT PLANNER/COM DE | 03   | 37.50     | 21.6091     | .00      |
| BELMONT         | M   | 1    | 020196          | A      | A510  | 002  | ASST FIRE APPARATUS RE | 04   | 40.00     | 15.5978     | .00      |
| CAMBRIDGE       | M   | 1    | 081296          | A      | C508  | 002  | EMERG TELECOM DISPATCH | 04   | 40.00     | 13.0646     | .00      |
| MALDEN          | F   | 1    | 072296          | A      | C508  | 003  | EMERG TELECOM DISPATCH | 04   | 40.00     | 13.0646     | .00      |
| NORTH ATTLEBORO | F   | 1    | 022696          | T      | C508  | 002  | EMERG TELECOM DISPATCH | 04   | 40.00     | 12.3436     | .00      |
| BOSTON          | F   | 2    | 032596          | T      | T468  | 054  | TRAFFIC SUPERVISOR/A37 | 04   | 10.00     | 10.8300     | .00      |
| CAMBRIDGE       | M   | 1    | 032596          | A      | T468  | 008  | TRAFFIC SUPERVISOR/A37 | 04   | 10.00     | 10.8300     | .00      |
| CAMBRIDGE       | M   | 2    | 021296          | A      | T468  | 011  | TRAFFIC SUPERVISOR/A37 | 04   | 10.00     | 10.8300     | .00      |
| CAMBRIDGE       | F   | 2    | 020196          | A      | T468  | 065  | TRAFFIC SUPERVISOR/A37 | 04   | 10.00     | 10.8300     | .00      |
| CAMBRIDGE       | M   | 1    | 032596          | A      | T468  | 054  | TRAFFIC SUPERVISOR/A37 | 04   | 10.00     | 10.8300     | .00      |
| CAMBRIDGE       | F   | 1    | 040896          | A      | T468  | 070  | TRAFFIC SUPERVISOR/A37 | 04   | 10.00     | 10.8300     | .00      |
| CAMBRIDGE       | F   | 3    | 040896          | T      | X468  | 609  | TRAFFIC SUPERVISOR/INT | 04   | 10.00     | 10.5100     | .00      |
| CAMBRIDGE       | F   | 1    | 040896          | T      | X468  | 610  | TRAFFIC SUPERVISOR/INT | 04   | 10.00     | 10.5100     | .00      |
| CAMBRIDGE       | M   | 1    | 090596          | A      | X468  | 601  | TRAFFIC SUPERVISOR/INT | 04   | 10.00     | 10.5100     | .00      |
| CAMBRIDGE       | F   | 1    | 090596          | A      | X468  | 602  | TRAFFIC SUPERVISOR/INT | 04   | 10.00     | 10.5100     | .00      |
| CAMBRIDGE       | F   | 2    | 090596          | A      | X468  | 603  | TRAFFIC SUPERVISOR/INT | 04   | 10.00     | 10.5100     | .00      |
| CAMBRIDGE       | F   | 1    | 090596          | A      | X468  | 607  | TRAFFIC SUPERVISOR/INT | 04   | 10.00     | 10.5100     | .00      |
| CAMBRIDGE       | F   | 1    | 090596          | A      | X468  | 608  | TRAFFIC SUPERVISOR/INT | 04   | 10.00     | 10.5100     | .00      |
| CAMBRIDGE       | M   | 1    | 032596          | T      | X468  | 605  | TRAFFIC SUPERVISOR/INT | 04   | 10.00     | 10.5100     | .00      |
| CAMBRIDGE       | F   | 1    | 032596          | A      | X468  | 604  | TRAFFIC SUPERVISOR/INT | 04   | 10.00     | 10.5100     | .00      |

Personnel office  
 Employees Listing by EEOC code  
 NEW HIRES JAN-SEP 1996  
 Printed 101096 12:12:05

| City           | Sex | Race | Employment<br>Date | Status | Grade | Pos# | Title                  | EEOC | Hour<br>Week | Hourly<br>Rate | Salary |
|----------------|-----|------|--------------------|--------|-------|------|------------------------|------|--------------|----------------|--------|
| CAMBRIDGE      | F   | 1    | 032596             | T      | X468  | 601  | TRAFFIC SUPERVISOR/INT | 04   | 10.00        | 10.5100        | .00    |
| CAMBRIDGE      | F   | 1    | 032596             | A      | X468  | 606  | TRAFFIC SUPERVISOR/INT | 04   | 10.00        | 10.5100        | .00    |
| BOSTON         | F   | 5    | 021296             | A      | A516  | 701  | ARTS ADMINISTRATOR     | 05   | 37.50        | 11.8833        | .00    |
| ALLSTON        | F   | 3    | 070196             | A      | X802  | 000  | ASST COUNSELOR/SPEC NE | 05   | 25.00        | 6.2315         | .00    |
| BOSTON         | M   | 2    | 022196             | A      | X884  | 000  | ASST GROUP LDR III/COM | 05   | 4.00         | 7.0000         | .00    |
| CAMBRIDGE      | M   | 1    | 010696             | T      | X884  | 000  | ASST GROUP LDR III/COM | 05   | 10.00        | 7.0000         | .00    |
| CAMBRIDGE      | M   | 1    | 050896             | A      | D444  | 000  | ASST TEACHER/DAYCARE   | 05   | 18.25        | 7.9989         | .00    |
| DORCHESTER     | F   | 1    | 090396             | A      | D444  | 000  | ASST TEACHER/DAYCARE   | 05   | 19.75        | 7.9989         | .00    |
| SOMERVILLE     | M   | 3    | 011196             | T      | X932  | 000  | COMM SERV LEARNING LDR | 05   | 19.00        | 13.5000        | .00    |
| CAMBRIDGE      | M   | 2    | 042296             | A      | X930  | 702  | COMMUNITY HEALTH TRAIN | 05   | 37.50        | 15.8278        | .00    |
| QUINCY         | F   | 1    | 011996             | T      | X933  | 000  | COMPUTER INSTRUCTOR    | 05   | 19.00        | 13.5000        | .00    |
| BOSTON         | F   | 1    | 021596             | T      | A541  | 000  | COOP STUDENT/WATER     | 05   | 37.50        | 9.6439         | .00    |
| BOSTON         | M   | 1    | 032596             | T      | A541  | 000  | COOP STUDENT/WATER     | 05   | 37.50        | 9.6439         | .00    |
| BOSTON         | F   | 1    | 031896             | T      | A541  | 000  | COOP STUDENT/WATER     | 05   | 40.00        | 9.9950         | .00    |
| CAMBRIDGE      | F   | 2    | 061296             | A      | A541  | 000  | COOP STUDENT/WATER     | 05   | 37.50        | 11.5968        | .00    |
| MALDEN         | F   | 1    | 090996             | A      | A541  | 000  | COOP STUDENT/WATER     | 05   | 37.50        | 10.9459        | .00    |
| MELROSE        | F   | 1    | 032196             | T      | A541  | 000  | COOP STUDENT/WATER     | 05   | 40.00        | 9.3630         | .00    |
| QUINCY         | F   | 5    | 031396             | T      | A541  | 000  | COOP STUDENT/WATER     | 05   | 37.50        | 9.9950         | .00    |
| ARLINGTON      | M   | 1    | 062696             | A      | X808  | 000  | COUNSELOR/SPECIAL NEED | 05   | 35.00        | 7.6941         | .00    |
| SOMERVILLE     | F   | 1    | 062696             | A      | X808  | 000  | COUNSELOR/SPECIAL NEED | 05   | 35.00        | 7.6941         | .00    |
| WOBBURN        | M   | 1    | 070196             | A      | X808  | 000  | COUNSELOR/SPECIAL NEED | 05   | 30.00        | 7.6941         | .00    |
| BOSTON         | M   | 5    | 042296             | T      | A540  | 000  | ENGINEERING COOP STUDE | 05   | 37.50        | 10.6271        | .00    |
| PORT JEFFERSON | M   | 1    | 042296             | T      | A540  | 000  | ENGINEERING COOP STUDE | 05   | 37.50        | 9.3630         | .00    |
| QUINCY         | F   | 1    | 010896             | A      | A540  | 000  | ENGINEERING COOP STUDE | 05   | 37.50        | 11.5968        | .00    |
| ROSLINDALE     | F   | 2    | 010996             | A      | A540  | 000  | ENGINEERING COOP STUDE | 05   | 37.50        | 10.2949        | .00    |
| CAMBRIDGE      | M   | 6    | 030296             | A      | X821  | 000  | FACILITY ATTENDANT/DHS | 05   | 18.00        | 5.9534         | .00    |
| ALLSTON        | F   | 1    | 060196             | A      | X891  | 000  | FACILITY COORD I/PREMI | 05   | 40.00        | 9.9086         | .00    |
| WATERTOWN      | M   | 1    | 040596             | A      | X826  | 000  | GOLF STARTER/RANGERS   | 05   | 20.00        | 7.4984         | .00    |
| WOBBURN        | M   | 1    | 040596             | A      | X826  | 000  | GOLF STARTER/RANGERS   | 05   | 19.00        | 7.4984         | .00    |
| BOSTON         | M   | 2    | 061596             | T      | X887  | 000  | GROUP LEADER III/COMM  | 05   | 30.50        | 10.0000        | .00    |
| BROOKLINE      | F   | 2    | 070196             | A      | X887  | 000  | GROUP LEADER III/COMM  | 05   | 27.50        | 10.0000        | .00    |
| CAMBRIDGE      | F   | 1    | 070196             | A      | X887  | 000  | GROUP LEADER III/COMM  | 05   | 40.00        | 10.0000        | .00    |
| CAMBRIDGE      | M   | 2    | 070196             | A      | X887  | 000  | GROUP LEADER III/COMM  | 05   | 40.00        | 10.0000        | .00    |
| HAVERHILL      | M   | 1    | 062896             | A      | X887  | 000  | GROUP LEADER III/COMM  | 05   | 40.00        | 10.0000        | .00    |
| ROXBURY        | M   | 2    | 061596             | A      | X887  | 000  | GROUP LEADER III/COMM  | 05   | 22.00        | 10.0000        | .00    |
| CAMBRIDGE      | F   | 2    | 082696             | A      | A464  | 701  | HOUSNG SPEC/ELDERLY/DI | 05   | 37.50        | 14.2591        | .00    |
| CAMBRIDGE      | M   | 1    | 022996             | A      | X935  | 000  | INSTRUCTOR/COA         | 05   | 2.00         | 15.0000        | .00    |
| ARLINGTON      | F   | 1    | 031896             | T      | X830  | 000  | INSTRUCTOR/COMM LEARN  | 05   | 10.00        | 15.4500        | .00    |
| BROOKLINE      | F   | 1    | 032096             | T      | X830  | 000  | INSTRUCTOR/COMM LEARN  | 05   | 10.00        | 15.4500        | .00    |
| CAMBRIDGE      | F   | 1    | 030196             | T      | X830  | 000  | INSTRUCTOR/COMM LEARN  | 05   | 10.00        | 15.4500        | .00    |
| MEDFORD        | M   | 2    | 030196             | T      | X830  | 000  | INSTRUCTOR/COMM LEARN  | 05   | 10.00        | 15.4500        | .00    |
| BOSTON         | M   | 3    | 020696             | T      | X325  | 000  | INTERN/ARTS COUNCIL    | 05   | 18.00        | 7.0000         | .00    |
| CAMBRIDGE      | M   | 1    | 051596             | A      | X325  | 000  | INTERN/ARTS COUNCIL    | 05   | 18.00        | 8.0000         | .00    |
| CAMBRIDGE      | M   | 1    | 062496             | A      | X202  | 000  | INTERN/COMMUNITY DEVEL | 05   | 37.50        | 8.0000         | .00    |
| CAMBRIDGE      | F   | 2    | 061096             | A      | X202  | 000  | INTERN/COMMUNITY DEVEL | 05   | 30.00        | 12.0000        | .00    |
| MANSFIELD      | F   | 2    | 062796             | A      | X202  | 000  | INTERN/COMMUNITY DEVEL | 05   | 7.50         | 10.0000        | .00    |

Personnel office  
 Employees Listing by EEOC code  
 NEW HIRES JAN-SEP 1996  
 Printed 101096 12:12:06

| City       | Sex | Race | Employment Date | Status | Grade | Pos# | Title                  | EEOC | Hour Week | Hourly Rate | Salary |
|------------|-----|------|-----------------|--------|-------|------|------------------------|------|-----------|-------------|--------|
| NATICK     | F   | 1    | 070396          | A      | X202  | 000  | INTERN/COMMUNITY DEVEL | 05   | 2.00      | 10.0000     | .00    |
| SOMERVILLE | F   | 1    | 071796          | A      | X202  | 704  | INTERN/COMMUNITY DEVEL | 05   | 40.00     | 12.0000     | .00    |
| BOSTON     | F   | 1    | 062496          | A      | X831  | 000  | LIFE GUARD             | 05   | 35.00     | 7.6941      | .00    |
| CAMBRIDGE  | F   | 1    | 091196          | A      | X831  | 000  | LIFE GUARD             | 05   | 19.00     | 7.6941      | .00    |
| CAMBRIDGE  | M   | 2    | 091096          | A      | X831  | 000  | LIFE GUARD             | 05   | 19.00     | 7.6941      | .00    |
| CAMBRIDGE  | F   | 1    | 061296          | A      | X831  | 000  | LIFE GUARD             | 05   | 40.00     | 7.6941      | .00    |
| CAMBRIDGE  | F   | 1    | 061296          | A      | X831  | 000  | LIFE GUARD             | 05   | 40.00     | 7.6941      | .00    |
| CAMBRIDGE  | F   | 1    | 061296          | A      | X831  | 000  | LIFE GUARD             | 05   | 40.00     | 7.6941      | .00    |
| CAMBRIDGE  | F   | 1    | 070196          | A      | X831  | 000  | LIFE GUARD             | 05   | 17.50     | 7.6941      | .00    |
| EASTON     | M   | 1    | 070896          | A      | X831  | 000  | LIFE GUARD             | 05   | 21.00     | 7.4700      | .00    |
| LOWELL     | F   | 1    | 070896          | A      | X831  | 000  | LIFE GUARD             | 05   | 25.00     | 7.6941      | .00    |
| MALDEN     | M   | 1    | 070896          | A      | X831  | 000  | LIFE GUARD             | 05   | 21.00     | 7.6941      | .00    |
| NEWTON     | F   | 1    | 070896          | A      | X831  | 000  | LIFE GUARD             | 05   | 25.00     | 7.6941      | .00    |
| QUINCY     | F   | 1    | 061296          | A      | X831  | 000  | LIFE GUARD             | 05   | 40.00     | 7.6941      | .00    |
| SOMERVILLE | F   | 1    | 070196          | A      | X831  | 000  | LIFE GUARD             | 05   | 37.50     | 7.6941      | .00    |
| WELLESLEY  | M   | 1    | 070896          | A      | X831  | 000  | LIFE GUARD             | 05   | 21.00     | 7.6941      | .00    |
| CAMBRIDGE  | F   | 1    | 052896          | T      | X388  | 000  | MAYORS JOBS/OFFICE ASS | 05   | 20.00     | 8.3000      | .00    |
| CAMBRIDGE  | F   | 1    | 010296          | A      | X898  | 000  | PEER INSTRUCTOR        | 05   | 4.00      | 8.3000      | .00    |
| CAMBRIDGE  | F   | 1    | 010296          | T      | X898  | 000  | PEER INSTRUCTOR        | 05   | 4.00      | 8.3000      | .00    |
| ACTON      | F   | 1    | 070196          | A      | X862  | 000  | PLAYGROUND LEADER/SEAS | 05   | 30.00     | 6.1285      | .00    |
| CAMBRIDGE  | F   | 5    | 070196          | A      | X862  | 000  | PLAYGROUND LEADER/SEAS | 05   | 30.00     | 6.1285      | .00    |
| CAMBRIDGE  | M   | 2    | 070196          | A      | X862  | 000  | PLAYGROUND LEADER/SEAS | 05   | 30.00     | 6.1285      | .00    |
| CAMBRIDGE  | M   | 1    | 070196          | A      | X862  | 000  | PLAYGROUND LEADER/SEAS | 05   | 30.00     | 6.1285      | .00    |
| CAMBRIDGE  | M   | 1    | 070196          | A      | X862  | 000  | PLAYGROUND LEADER/SEAS | 05   | 30.00     | 6.1285      | .00    |
| CAMBRIDGE  | F   | 1    | 070196          | A      | X862  | 000  | PLAYGROUND LEADER/SEAS | 05   | 30.00     | 6.1285      | .00    |
| CAMBRIDGE  | F   | 1    | 070196          | A      | X862  | 000  | PLAYGROUND LEADER/SEAS | 05   | 30.00     | 6.1285      | .00    |
| BOSTON     | M   | 2    | 041396          | A      | X875  | 000  | PROGRAM ASST I/COMM SC | 05   | 4.00      | 7.0000      | .00    |
| CAMBRIDGE  | F   | 1    | 070196          | A      | X875  | 000  | PROGRAM ASST I/COMM SC | 05   | 30.00     | 7.0000      | .00    |
| BOSTON     | F   | 1    | 070196          | T      | X876  | 000  | PROGRAM ASST II/COMM S | 05   | 30.00     | 8.0000      | .00    |
| CAMBRIDGE  | M   | 1    | 022096          | A      | X876  | 000  | PROGRAM ASST II/COMM S | 05   | 10.00     | 8.0000      | .00    |
| WALTHAM    | F   | 1    | 042996          | T      | X876  | 000  | PROGRAM ASST II/COMM S | 05   | 18.00     | 8.0000      | .00    |
| BOSTON     | M   | 1    | 070896          | A      | X877  | 000  | PROGRAM ASST III/COMM  | 05   | 25.00     | 9.0000      | .00    |
| BOSTON     | F   | 1    | 070196          | A      | X877  | 000  | PROGRAM ASST III/COMM  | 05   | 40.00     | 9.0000      | .00    |
| CAMBRIDGE  | F   | 1    | 070896          | A      | X877  | 000  | PROGRAM ASST III/COMM  | 05   | 30.00     | 9.0000      | .00    |
| CAMBRIDGE  | M   | 2    | 070196          | T      | X877  | 000  | PROGRAM ASST III/COMM  | 05   | 34.00     | 9.0000      | .00    |
| CAMBRIDGE  | F   | 1    | 070196          | A      | X877  | 000  | PROGRAM ASST III/COMM  | 05   | 20.00     | 9.0000      | .00    |
| CAMBRIDGE  | F   | 1    | 021296          | A      | X877  | 000  | PROGRAM ASST III/COMM  | 05   | 15.00     | 9.0000      | .00    |
| QUINCY     | F   | 1    | 020196          | T      | X877  | 000  | PROGRAM ASST III/COMM  | 05   | 35.00     | 9.0000      | .00    |
| BRIGHTON   | F   | 1    | 070196          | A      | X878  | 000  | PROGRAM ASST IV/COMM S | 05   | 19.50     | 10.0000     | .00    |
| BROOKLINE  | F   | 1    | 070196          | A      | X878  | 000  | PROGRAM ASST IV/COMM S | 05   | 22.00     | 10.0000     | .00    |
| CAMBRIDGE  | M   | 1    | 011096          | A      | X878  | 000  | PROGRAM ASST IV/COMM S | 05   | 10.00     | 10.0000     | .00    |
| HINGHAM    | F   | 1    | 060396          | A      | A515  | 701  | PUBLIC ARTS ADMINISTRA | 05   | 37.50     | 11.5571     | .00    |
| BOSTON     | F   | 1    | 092596          | A      | X839  | 000  | RECREATION INSTRUCTOR  | 05   | 5.00      | 10.7120     | .00    |
| SOMERVILLE | M   | 1    | 020296          | A      | X839  | 000  | RECREATION INSTRUCTOR  | 05   | 7.00      | 10.7120     | .00    |
| BOSTON     | F   | 1    | 092496          | A      | X841  | 000  | RECREATION INSTRUCTOR  | 05   | 10.00     | 20.3425     | .00    |
| CAMBRIDGE  | F   | 1    | 042396          | A      | X841  | 000  | RECREATION INSTRUCTOR  | 05   | 5.00      | 20.3425     | .00    |

Personnel office  
 Employees Listing by EEOC code  
 NEW HIRES JAN-SEP 1996  
 Printed 101096 12:12:07

| City          | Sex | Race | Employment<br>Date | Status | Grade | Pos# | Title                   | EEOC | Hour<br>Week | Hourly<br>Rate | Salary |
|---------------|-----|------|--------------------|--------|-------|------|-------------------------|------|--------------|----------------|--------|
| WAKEFIELD     | F   | 1    | 021396             | A      | X841  | 000  | RECREATION INSTRUCTOR   | 05   | 5.00         | 20.3425        | .00    |
| CAMBRIDGE     | F   | 2    | 070896             | A      | X842  | 000  | RECREATION LEADER/SEAS  | 05   | 12.00        | 6.1285         | .00    |
| CAMBRIDGE     | M   | 2    | 071096             | A      | X842  | 000  | RECREATION LEADER/SEAS  | 05   | 12.00        | 6.1285         | .00    |
| MEDFORD       | F   | 1    | 020596             | A      | X879  | 000  | SPECIALIST I/COMM SCH   | 05   | 2.00         | 10.0000        | .00    |
| SOMERVILLE    | F   | 2    | 062496             | A      | X879  | 000  | SPECIALIST I/COMM SCH   | 05   | 10.00        | 10.0000        | .00    |
| WATERTOWN     | F   | 2    | 020196             | A      | X879  | 000  | SPECIALIST I/COMM SCH   | 05   | 2.00         | 10.0000        | .00    |
| ASHBURNHAM    | M   | 1    | 042996             | T      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 3.00         | 15.0000        | .00    |
| BOSTON        | F   | 1    | 040396             | A      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 4.00         | 15.0000        | .00    |
| BROOKLINE     | F   | 1    | 012296             | A      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 2.00         | 15.0000        | .00    |
| CAMBRIDGE     | M   | 5    | 042996             | T      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 2.00         | 15.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 022896             | T      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 2.00         | 15.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 042996             | T      | X880  | 000  | SPECIALIST III/COMM SCH | 05   | 2.00         | 15.0000        | .00    |
| CAMBRIDGE     | F   | 2    | 020296             | A      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 3.00         | 15.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 071096             | A      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 10.00        | 15.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 021096             | A      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 6.00         | 15.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 030196             | A      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 6.00         | 15.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 042296             | A      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 2.50         | 15.0000        | .00    |
| EAST FREETOWN | F   | 1    | 042996             | T      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 2.50         | 15.0000        | .00    |
| MALDEN        | F   | 1    | 010296             | A      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 5.00         | 15.0000        | .00    |
| SOMERVILLE    | F   | 1    | 011596             | A      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 5.00         | 15.0000        | .00    |
| WORCESTER     | M   | 1    | 042996             | T      | X880  | 000  | SPECIALIST II/COMM SCH  | 05   | 3.00         | 15.0000        | .00    |
| ARLINGTON     | F   | 1    | 042996             | A      | X881  | 000  | SPECIALIST III/COMM SC  | 05   | 3.50         | 18.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 091696             | A      | X881  | 000  | SPECIALIST III/COMM SC  | 05   | 5.00         | 18.0000        | .00    |
| CAMBRIDGE     | F   | 2    | 042996             | A      | X881  | 000  | SPECIALIST III/COMM SC  | 05   | 1.00         | 18.0000        | .00    |
| CAMBRIDGE     | M   | 1    | 092596             | A      | X881  | 000  | SPECIALIST III/COMM SC  | 05   | 1.00         | 18.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 042996             | A      | X881  | 000  | SPECIALIST III/COMM SC  | 05   | 6.00         | 18.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 012296             | T      | X881  | 000  | SPECIALIST III/COMM SC  | 05   | 2.00         | 18.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 042296             | A      | X881  | 000  | SPECIALIST III/COMM SC  | 05   | 2.50         | 18.0000        | .00    |
| CAMBRIDGE     | M   | 5    | 042296             | A      | X881  | 000  | SPECIALIST III/COMM SC  | 05   | 1.00         | 18.0000        | .00    |
| HULL          | F   | 1    | 092596             | A      | X881  | 000  | SPECIALIST III/COMM SC  | 05   | 2.00         | 18.0000        | .00    |
| QUINCY        | F   | 6    | 042996             | A      | X881  | 000  | SPECIALIST III/COMM SC  | 05   | 1.50         | 18.0000        | .00    |
| ARLINGTON     | M   | 1    | 070196             | A      | X907  | 000  | SPECIALIST IV/COMM SCH  | 05   | 27.50        | 20.0000        | .00    |
| ARLINGTON     | F   | 0    | 093096             | A      | X907  | 000  | SPECIALIST IV/COMM SCH  | 05   | 2.00         | 20.0000        | .00    |
| BOSTON        | M   | 1    | 092596             | A      | X907  | 000  | SPECIALIST IV/COMM SCH  | 05   | 7.50         | 20.0000        | .00    |
| BROOKLINE     | F   | 5    | 042996             | A      | X907  | 000  | SPECIALIST IV/COMM SCH  | 05   | 15.00        | 20.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 093096             | A      | X907  | 000  | SPECIALIST IV/COMM SCH  | 05   | 2.00         | 20.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 092596             | A      | X907  | 000  | SPECIALIST IV/COMM SCH  | 05   | 1.00         | 20.0000        | .00    |
| CAMBRIDGE     | F   | 5    | 042996             | A      | X907  | 000  | SPECIALIST IV/COMM SCH  | 05   | 5.00         | 20.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 012296             | A      | X907  | 000  | SPECIALIST IV/COMM SCH  | 05   | 1.00         | 20.0000        | .00    |
| CHARLESTOWN   | F   | 1    | 042296             | A      | X907  | 000  | SPECIALIST IV/COMM SCH  | 05   | 2.00         | 20.0000        | .00    |
| READING       | F   | 1    | 020196             | A      | X907  | 000  | SPECIALIST IV/COMM SCH  | 05   | 4.00         | 20.0000        | .00    |
| BELMONT       | F   | 2    | 092596             | A      | X913  | 000  | SPECIALIST V/COMM SCH   | 05   | 1.00         | 25.0000        | .00    |
| BRIGHTON      | M   | 1    | 093096             | A      | X913  | 000  | SPECIALIST V/COMM SCH   | 05   | 1.00         | 25.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 042996             | A      | X913  | 000  | SPECIALIST V/COMM SCH   | 05   | 4.00         | 25.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 092396             | A      | X913  | 000  | SPECIALIST V/COMM SCH   | 05   | 10.00        | 25.0000        | .00    |
| CAMBRIDGE     | F   | 1    | 012296             | A      | X913  | 000  | SPECIALIST V/COMM SCH   | 05   | 3.00         | 25.0000        | .00    |

Personnel office  
 Employees Listing by EEOC code  
 NEW HIRES JAN-SEP 1996  
 Printed 101096 12:12:08

| City         | Sex | Race | Employment Date | Status | Grade | Pos# | Title                  | EEOC | Hour Week | Hourly Rate | Salary |
|--------------|-----|------|-----------------|--------|-------|------|------------------------|------|-----------|-------------|--------|
| SOMERVILLE   | F   | 1    | 091696          | A      | X913  | 000  | SPECIALIST V/COMM SCH  | 05   | 1.00      | 25.0000     | .00    |
| SOMERVILLE   | M   | 3    | 070996          | A      | X913  | 000  | SPECIALIST V/COMM SCH  | 05   | 3.00      | 25.0000     | .00    |
| CAMBRIDGE    | M   | 1    | 051596          | A      | X320  | 000  | STREET PERFORMANCE MON | 05   | 30.00     | 12.5000     | .00    |
| BOSTON       | M   | 1    | 061796          | A      | A108  | 702  | STUDENT INTERN/POLICE  | 05   | 37.50     | 9.7021      | .00    |
| DORCHESTER   | F   | 2    | 032596          | T      | A108  | 701  | STUDENT INTERN/POLICE  | 05   | 37.50     | 9.4195      | .00    |
| LEOMINSTER   | F   | 1    | 091696          | A      | A108  | 703  | STUDENT INTERN/POLICE  | 05   | 37.50     | 9.7021      | .00    |
| MARLBOROUGH  | M   | 1    | 061796          | T      | A108  | 703  | STUDENT INTERN/POLICE  | 05   | 37.50     | 9.7021      | .00    |
| PEABODY      | F   | 1    | 032596          | T      | A108  | 703  | STUDENT INTERN/POLICE  | 05   | 37.50     | 9.4195      | .00    |
| PLYMOUTH     | M   | 1    | 061796          | A      | A108  | 701  | STUDENT INTERN/POLICE  | 05   | 37.50     | 9.7021      | .00    |
| CAMBRIDGE    | F   | 1    | 092396          | A      | X843  | 000  | SUB TEACHER II         | 05   | 10.00     | 7.9988      | .00    |
| CAMBRIDGE    | F   | 2    | 062496          | A      | X912  | 000  | SUMMER FOOD SVS PROG C | 05   | 20.00     | 10.0000     | .00    |
| BURLINGTON   | F   | 2    | 042296          | A      | X856  | 000  | TEEN CNTR YOUTH LDR I  | 05   | 19.00     | 6.6950      | .00    |
| CAMBRIDGE    | M   | 3    | 060396          | A      | X856  | 000  | TEEN CNTR YOUTH LDR I  | 05   | 15.00     | 6.6950      | .00    |
| CAMBRIDGE    | M   | 3    | 062896          | A      | X856  | 000  | TEEN CNTR YOUTH LDR I  | 05   | 10.00     | 6.6950      | .00    |
| HYDE PARK    | M   | 2    | 041696          | A      | X857  | 000  | TEEN CNTR YOUTH LDR II | 05   | 10.00     | 7.7250      | .00    |
| NEW YORK     | M   | 1    | 070196          | T      | X857  | 000  | TEEN CNTR YOUTH LDR II | 05   | 37.00     | 7.5000      | .00    |
| WALTHAM      | M   | 2    | 032196          | T      | X040  | 701  | TOBACCO EDUCATOR       | 05   | 18.00     | 10.0000     | .00    |
| BELMONT      | F   | 1    | 062596          | A      | X861  | 000  | WATER SAFETY INSTRUCTO | 05   | 40.00     | 8.2400      | .00    |
| ORRINGTON    | F   | 1    | 062496          | A      | X937  | 000  | WATER SAFETY INSTRUCTO | 05   | 40.00     | 8.8200      | .00    |
| SOMERVILLE   | F   | 1    | 092896          | A      | X937  | 000  | WATER SAFETY INSTRUCTO | 05   | 12.00     | 8.8200      | .00    |
| WILLIAMSTOWN | F   | 1    | 061296          | A      | X937  | 000  | WATER SAFETY INSTRUCTO | 05   | 40.00     | 8.8200      | .00    |
| CAMBRIDGE    | F   | 5    | 090396          | A      | A598  | 701  | ADMIN ASST/ARTS COUNCI | 06   | 37.50     | 11.8833     | .00    |
| CAMBRIDGE    | F   | 2    | 070896          | A      | X934  | 000  | CLERICAL AIDE/CLC      | 06   | 10.00     | 8.5490      | .00    |
| CAMBRIDGE    | F   | 2    | 022096          | T      | X934  | 000  | CLERICAL AIDE/CLC      | 06   | 7.00      | 8.5490      | .00    |
| CAMBRIDGE    | F   | 2    | 070996          | T      | X759  | 000  | CLERICAL AIDE/SEASONAL | 06   | 37.50     | 6.0000      | .00    |
| CAMBRIDGE    | F   | 2    | 072296          | A      | X072  | 000  | CLERICAL TRAINEE/FISCA | 06   | 37.50     | 7.0166      | .00    |
| CAMBRIDGE    | F   | 1    | 071596          | A      | X078  | 708  | PAGE/LIBRARIES         | 06   | 7.50      | 4.2500      | .00    |
| CAMBRIDGE    | F   | 2    | 070196          | A      | X078  | 709  | PAGE/LIBRARIES         | 06   | 7.50      | 4.2500      | .00    |
| CAMBRIDGE    | F   | 5    | 010896          | T      | X078  | 705  | PAGE/LIBRARIES         | 06   | 7.50      | 4.3696      | .00    |
| CAMBRIDGE    | F   | 1    | 012996          | T      | X078  | 720  | PAGE/LIBRARIES         | 06   | 7.50      | 4.3696      | .00    |
| CAMBRIDGE    | F   | 2    | 022096          | A      | X078  | 723  | PAGE/LIBRARIES         | 06   | 7.50      | 4.3696      | .00    |
| CAMBRIDGE    | F   | 3    | 070196          | A      | X078  | 722  | PAGE/LIBRARIES         | 06   | 7.50      | 4.2500      | .00    |
| CAMBRIDGE    | F   | 1    | 050696          | T      | X078  | 701  | PAGE/LIBRARIES         | 06   | 7.50      | 4.2500      | .00    |
| DORCHESTER   | M   | 2    | 022696          | T      | A837  | 701  | PROGRAM ASST/CHILDCARE | 06   | 37.50     | 11.9615     | .00    |
| BOSTON       | F   | 1    | 070896          | A      | X426  | 602  | SR SUBSTITUTE I/INT    | 06   | 15.00     | 8.6634      | .00    |
| CAMBRIDGE    | M   | 1    | 070896          | A      | X426  | 601  | SR SUBSTITUTE I/INT    | 06   | 15.00     | 8.6634      | .00    |
| CAMBRIDGE    | F   | 5    | 031896          | A      | L426  | 702  | SR SUBSTITUTE I/LIBRAR | 06   | 20.00     | 8.6634      | .00    |
| CAMBRIDGE    | M   | 1    | 022696          | T      | L426  | 703  | SR SUBSTITUTE I/LIBRAR | 06   | 15.00     | 8.6634      | .00    |
| CAMBRIDGE    | M   | 1    | 092396          | A      | L426  | 715  | SR SUBSTITUTE I/LIBRAR | 06   | 15.00     | 8.6634      | .00    |
| CAMBRIDGE    | F   | 1    | 040896          | T      | L426  | 704  | SR SUBSTITUTE I/LIBRAR | 06   | 15.00     | 8.6634      | .00    |
| CAMBRIDGE    | F   | 2    | 071596          | A      | L426  | 719  | SR SUBSTITUTE I/LIBRAR | 06   | 15.00     | 8.6634      | .00    |
| CAMBRIDGE    | M   | 1    | 080596          | A      | L426  | 708  | SR SUBSTITUTE I/LIBRAR | 06   | 15.00     | 8.6634      | .00    |
| NORTH QUINCY | M   | 5    | 012296          | A      | L426  | 711  | SR SUBSTITUTE I/LIBRAR | 06   | 15.00     | 8.6634      | .00    |
| SOMERVILLE   | F   | 1    | 022696          | A      | L426  | 703  | SR SUBSTITUTE I/LIBRAR | 06   | 15.00     | 8.6634      | .00    |
| CAMBRIDGE    | M   | 1    | 091696          | A      | C736  | 003  | MOTOR EQUIP OPERATOR I | 07   | 40.00     | 9.6792      | .00    |
| CHELSEA      | M   | 1    | 092396          | A      | C736  | 059  | MOTOR EQUIP OPERATOR I | 07   | 40.00     | 9.6792      | .00    |

Personnel office  
 Employees Listing by EEOC code  
 NEW HIRES JAN-SEP 1996  
 Printed 101096 12:12:10

| City       | Sex | Race | Employment<br>Date | Status | Grade | Pos# | Title                  | EEOC | Hour<br>Week | Hourly<br>Rate | Salary |
|------------|-----|------|--------------------|--------|-------|------|------------------------|------|--------------|----------------|--------|
| GLOUCESTER | M   | 1    | 010996             | A      | W693  | 009  | TREATMENT PLANT OPER 4 | 07   | 40.00        | 15.1038        | .00    |
| PEABODY    | M   | 3    | 090996             | A      | X046  | 000  | CARPENTER              | 08   | 40.00        | 24.3900        | .00    |
| TOPSFIELD  | M   | 1    | 060396             | T      | X046  | 000  | CARPENTER              | 08   | 40.00        | 23.7400        | .00    |
| CAMBRIDGE  | M   | 2    | 012996             | T      | X047  | 000  | CARPENTER APPRENTICE   | 08   | 40.00        | 17.9400        | .00    |
| CAMBRIDGE  | F   | 2    | 021196             | A      | X813  | 000  | DESK ATTENDANT         | 08   | 7.00         | 6.1285         | .00    |
| SOMERVILLE | M   | 1    | 091696             | A      | X829  | 000  | DRIVER/COA             | 08   | 10.00        | 10.0000        | .00    |
| ARLINGTON  | M   | 2    | 090396             | A      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 011696             | T      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 3    | 090396             | A      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 2    | 090396             | A      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 010496             | T      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 081996             | A      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 071796             | T      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | F   | 3    | 070996             | T      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 060796             | T      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 060596             | T      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 060496             | T      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 012996             | T      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 042996             | T      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 032596             | T      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 030496             | T      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 0    | 022096             | T      | X750  | 000  | LABORER/SEASONAL/PWD   | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 050996             | T      | X754  | 000  | LABORER/SEASONAL/TRAFF | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 2    | 030796             | T      | X754  | 000  | LABORER/SEASONAL/TRAFF | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 051396             | T      | X754  | 000  | LABORER/SEASONAL/TRAFF | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 070196             | A      | X754  | 000  | LABORER/SEASONAL/TRAFF | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 1    | 030496             | T      | X753  | 000  | LABORER/SEASONAL/WATER | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 2    | 040996             | T      | X757  | 000  | SEASONAL WORKERS/DHSP  | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 2    | 040896             | T      | X757  | 000  | SEASONAL WORKERS/DHSP  | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 2    | 081196             | T      | X757  | 000  | SEASONAL WORKERS/DHSP  | 08   | 40.00        | 6.0000         | .00    |
| CAMBRIDGE  | M   | 2    | 081196             | T      | X757  | 000  | SEASONAL WORKERS/DHSP  | 08   | 40.00        | 6.0000         | .00    |

\*\*\*\*\*GRAND TOTAL\*\*\*\* # Of Employees: 261

|   |
|---|
| <b>EMPLOYMENT DATA IN THE GREATER BOSTON AREA</b> |
|---|

| OCCUPATION   | CAMBRIDGE     | BOSTON<br>PMSA   | BOSTON<br>CMSA * | FIVE COUNTY<br>AREA * |
|--|---------------|------------------|------------------|-----------------------|
| EXECUTIVE-MANAGERIAL   | 8,821         | 258,747          | 349,125          | 314,302               |
| PROFESSIONAL   | 17,276        | 303,932          | 402,911          | 366,775               |
| TECHNICAL-SALES  | 8,748         | 253,719          | 349,712          | 312,242               |
| ADMINISTRATIVE SUPPORT   | 8,851         | 288,131          | 382,695          | 350,017               |
| SERVICES   | 6,538         | 197,252          | 261,310          | 241,001               |
| CRAFT  | 2,667         | 139,603          | 200,127          | 176,531               |
| LABORERS-ASSEMBLERS  | 3,705         | 156,846          | 212,371          | 188,276               |
| FARM-FORESTRY-FISHING  | 140           | 11,201           | 15,514           | 13,891                |
| <b>TOTAL</b>   | <b>56,746</b> | <b>1,609,431</b> | <b>2,173,765</b> | <b>1,963,035</b>      |
| <i>CAMBRIDGE AS A<br/>PERCENT OF LABOR FORCE</i>                         |               | 3.5%             | 2.6%             | 2.9%                  |
| <b>MINORITIES IN THE<br/>LABOR MARKET</b>                                | <b>13,998</b> | <b>210,018</b>   | <b>302,173*</b>  | <b>294,339*</b>       |
| <i>CAMBRIDGE MINORITIES<br/>AS A PERCENT OF<br/>MINORITY LABOR FORCE</i> |               | 6.7%             | 4.6%             | 4.8%                  |

All data from 1990 Census.

\* Minority data may be slightly inflated due to double counting of Hispanics, who may be of any race.

**SUMMARY OF HIRING ACTIVITY FOR  
FIRST NINE MONTHS OF CALENDAR YEARS 1995 and 1996**

| 1/1 - 9/30<br>1995                                   | Number  | Percent of<br>Total Hires |
|--|---|---------------------------|
| Total hires *<br>during time<br>period               | 347   | 100.00%                   |
| Total<br>Cambridge<br>resident hires                 | 187   | 53.89%                    |
| Total<br>minority<br>hires                           | 144   | 41.50%                    |
| Total hires<br>Cambridge<br>resident and<br>minority | 78  | 22.48%                    |
| Total >50K   | 3   | 00.86%                    |
| Total<br>supervising 3<br>or more                    | 2   | 00.58%                    |
| Total union<br>hires                                 | 82  | 23.63%                    |
|  | 20 IPEA<br>14 Daycare<br>16 Fire<br>11 Library<br>16 Police<br>5 Tr Sup |                           |

| 1/1 - 9/30<br>1996                                   | Number  | Percent of<br>Total Hires |
|--|---|---------------------------|
| Total hires<br>during time<br>period                 | 261   | 100.00%                   |
| Total<br>Cambridge<br>resident hires                 | 138   | 52.87%                    |
| Total<br>minority<br>hires                           | 77  | 29.50%                    |
| Total hires<br>Cambridge<br>resident and<br>minority | 45  | 17.24%                    |
| Total >50K   | 1   | 00.38%                    |
| Total<br>supervising 3<br>or more                    | 2   | 00.77%                    |
| Total union<br>hires                                 | 27  | 10.34%                    |
|  | 5 IPEA<br>4 Day Care<br>10 Library<br>6 Tr Sup<br>2 Water |                           |

\* NOTE: All data excludes Hospital, Health, Neville and Mayors Summer Youth positions as well as individuals with prior City employment.

## Comparison of Hiring data for Jan-Sep 1995 &amp; Jan-Sep 1996

Excluding MSYEP and All health care positions.

| EEOCode                    | 1995 | CAMB | %     | MIN | %     | 1996 | CAMB | %     | MIN | %     |
|----------------------------|------|------|-------|-----|-------|------|------|-------|-----|-------|
| 01 Officials/<br>Admin     | 6    | 5    | 83.33 | 4   | 66.67 | 10   | 7    | 70.00 | 2   | 20.00 |
| 02 Professional            | 19   | 3    | 15.79 | 5   | 26.32 | 11   | 4    | 36.36 | 0   | 00.00 |
| 03 Technicians             | 3    | 1    | 33.33 | 0   | 00.00 | 6    | 2    | 33.33 | 1   | 16.67 |
| 04 Protective<br>Service   | 45   | 24   | 53.33 | 18  | 40.00 | 21   | 16   | 76.19 | 5   | 23.81 |
| 05 Paraprofessional        | 179  | 80   | 43.02 | 73  | 40.78 | 157  | 63   | 40.13 | 44  | 28.03 |
| 06 Admin Support           | 49   | 35   | 71.43 | 24  | 52.17 | 23   | 19   | 82.61 | 13  | 56.52 |
| 07 Skilled Craft           | 2    | 1    | 50.00 | 1   | 50.00 | 3    | 1    | 33.33 | 0   | 00.00 |
| 08 Service/<br>Maintenance | 44   | 38   | 86.36 | 19  | 43.18 | 30   | 26   | 86.67 | 12  | 40.00 |
|                            |      |      |       |     |       |      |      |       |     |       |
| TOTALS                     | 347  | 187  | 53.89 | 144 | 41.50 | 261  | 138  | 52.87 | 77  | 29.50 |

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| <b>MINORITY REPRESENTATION BY EEO CATEGORY</b> |
|--|

| <b>EEO<br/>Category</b> | <b>10-May<br/>1991*</b> | <b>21-Apr<br/>1995*</b> | <b>9-Oct<br/>1996</b> | <b>AA Goals<br/>FY97</b> |
|-------------------------|-------------------------|-------------------------|-----------------------|--------------------------|
| 01 Officials/Admin      | 9.4%                    | 11.0%                   | 16.8%                 | 16.3%                    |
| 02 Professional         | 10.0%                   | 14.6%                   | 15.7%                 | 15.6%                    |
| 03 Technicians          | 15.7%                   | 16.6%                   | 8.2%                  | 20.7%                    |
| 04 Protective Service   | 17.0%                   | 22.7%                   | 24.1%                 | 25.5%                    |
| 05 Paraprofessional     | 27.8%                   | 36.6%                   | 33.5%                 | 25.5%                    |
| 06 Admin Support        | 23.1%                   | 29.4%                   | 28.6%                 | 25.5%                    |
| 07 Skilled Craft        | 12.0%                   | 14.5%                   | 17.7%                 | 16.4%                    |
| 08 Service/Maintenance  | 34.3%                   | 40.4%                   | 32.3%                 | 25.5%                    |
| <b>TOTAL</b>            | <b>18.9%</b>            | <b>25.0%</b>            | <b>24.3%</b>          | <b>25.5%</b>             |

Notes: \*1991 and 1995 include Hospital  
All years exclude School

|  |
|--|
| <b>MINORITY REPRESENTATION BY DEPARTMENT</b> |
|--|

| DEPARTMENT         | 1991         | 1995         | 1996         |
|--------------------|--------------|--------------|--------------|
| Mayor              | 40.0%        | 36.4%        | 20.0%        |
| Council            | 9.1%         | 9.1%         | 9.1%         |
| City Manager       | 16.7%        | 31.6%        | 56.3%        |
| City Clerk         | 25.0%        | 30.0%        | 44.4%        |
| Law                | 18.2%        | 7.7%         | 7.7%         |
| Finance            | 10.0%        | 26.7%        | 35.3%        |
| Budget             | 50.0%        | 25.0%        | 25.0%        |
| Personnel          | 45.5%        | 41.7%        | 41.7%        |
| Assessor           | 22.2%        | 22.2%        | 27.8%        |
| Purchasing         | 11.1%        | 18.2%        | 22.2%        |
| Auditing           | 10.0%        | 16.7%        | 20.0%        |
| MIS                | 0.0%         | 33.3%        | 16.7%        |
| Retirement Bd      | 33.3%        | 22.2%        | 20.0%        |
| General Services   | 20.0%        | 0.0%         | 0.0%         |
| Election Commision | 34.6%        | 37.8%        | 20.0%        |
| Arts Council       | 0.0%         | 0.0%         | 25.0%        |
| Animal Comm        | 0.0%         | 0.0%         | 0.0%         |
| Fire               | 9.7%         | 13.6%        | 13.6%        |
| Police             | 18.6%        | 22.6%        | 25.3%        |
| Traffic            | 16.7%        | 21.3%        | 21.4%        |
| Police Review      | 100.0%       | 100.0%       | 100.0%       |
| Inspection         | 17.8%        | 14.2%        | 14.3%        |
| License            | 20.0%        | 30.8%        | 35.7%        |
| Weights            | 0.0%         | 0.0%         | 0.0%         |
| Electrical         | 3.9%         | 0.0%         | 0.0%         |
| Emergency Mgmt     | 0.0%         | 0.0%         | 0.0%         |
| Emergency Comm     | n/a          | 6.7%         | 14.3%        |
| PWD                | 16.5%        | 18.2%        | 20.7%        |
| Water              | 9.8%         | 13.2%        | 14.7%        |
| Community Devel    | 14.0%        | 19.5%        | 22.4%        |
| Historical Comm    | 0.0%         | 0.0%         | 0.0%         |
| Conservation Comm  | n/a          | 0.0%         | 0.0%         |
| Peace Comm         | 0.0%         | 0.0%         | 0.0%         |
| Rent Control       | 23.5%        | 34.5%        | n/a          |
| Cable              | 0.0%         | 14.3%        | 0.0%         |
| Library            | 16.7%        | 21.0%        | 22.5%        |
| Workforce          | n/a          | 20.0%        | n/a          |
| DHSP               | 29.8%        | 38.4%        | 34.7%        |
| Women's            | 0.0%         | 0.0%         | 0.0%         |
| Human Rights       | 33.3%        | 33.3%        | 33.3%        |
| Veterans Serv      | 33.3%        | 25.0%        | 33.3%        |
| Hospital           | 17.2%        | 21.9%        | n/a          |
| Health             | 5.3%         | 13.5%        | n/a          |
| Neville Manor      | 36.6%        | 51.9%        | n/a          |
| <b>TOTAL</b>       | <b>18.9%</b> | <b>25.0%</b> | <b>24.3%</b> |

**RACE / ETHNIC CATEGORIES**

- 1 **White (not of Hispanic origin)**
- 2 **Black (not of Hispanic origin)**
- 3 **Hispanic**
- 4 **Cape Verdean**
- 5 **Asian or Pacific Islander**
- 6 **American Indian or Alaskan Native**
- 7 **Portuguese**

The concept of race as used by the Equal Employment Opportunity Commission does *not* denote clear-cut scientific definitions of anthropological origins. An employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person should be counted in more than *one* race/ethnic category.

Note: The term "Hispanic", while not a race identification, is included as a separate race/ethnic category because of the employment discrimination often encountered by this group; for this reason "Hispanic" is not included under either "white" or black".

**DESCRIPTION OF EEO JOB CATEGORIES**

- 01 **Officials and Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, examiners, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, and kindred workers.
- 02 **Professionals:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, and kindred workers.
- 03 **Technicians:** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers and operators, drafters, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), assessors, inspectors, police and fire sergeants, and kindred workers.
- 04 **Protective Service Workers:** Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, and kindred workers.
- 05 **Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: library assistants, research assistants, medical aides, child support workers, police auxiliary, welfare service aides, recreation assistants, homemaker aides, home health aides, and kindred workers.
- 06 **Office and Clerical:** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes bookkeepers, messengers, office machine operators, clerk-typists, stenographers, court transcribes, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, and kindred workers.
- 07 **Skilled Craft Workers:** Occupations in which workers perform jobs which require special manual skill and thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skills machining occupations, carpenters, compositors and typesetters, and kindred workers.
- 08 **Service-Maintenance:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers.

*Document 9*

\*\*EMP\_TITLE.REP\*\*

PAGE 1

PERSONNEL OFFICE  
O/A  
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| Emp#   | Name                     | Employment<br>Date | Status | Grade/Pos# | Title                  | Hours<br>per | Hourly<br>Rate | Dept#<br>Cost# | Dept Name<br>Cost Name                  |
|--------|--------------------------|--------------------|--------|------------|------------------------|--------------|----------------|----------------|---|
| 414678 | GOODE, DAVID R           | 052291             | A      | A104 701   | CHIEF OF STAFF         | 37.50        | 30.5332        | 1011           | MAYOR/ADMINISTRATION                    |
| 035584 | GOMES, WILLIAM A         | 031885             | A      | A148 701   | AFFIRMATIVE ACTION DIR | 37.50        | 23.8355        | 1031           | EXECUTIVE/LEADERSHIP                    |
| 035577 | HEALY JR, ROBERT W       | 051374             | A      | 0003 701   | CITY MANAGER           | 37.50        | 66.4912        | 1031           | EXECUTIVE/LEADERSHIP                    |
| 036102 | ROSSI, RICHARD C         | 060364             | A      | 0022 701   | DEPUTY CITY MANAGER    | 37.50        | 54.9622        | 1031           | EXECUTIVE/LEADERSHIP                    |
| 077028 | BORN, KATHLEEN L         | 010194             | A      | 0002 708   | CITY COUNCILLOR        | .00          | .0000          | 1071           | CITY COUNCIL/POLICY & L                 |
| 077044 | DAVIS, HENRIETTA         | 010196             | A      | 0002 000   | CITY COUNCILLOR        | .00          | .0000          | 1071           | CITY COUNCIL/POLICY & L                 |
| 077005 | DUEHAY, FRANCIS H        | 010164             | A      | 0002 703   | CITY COUNCILLOR        | .00          | .0000          | 1071           | CITY COUNCIL/POLICY & L                 |
| 077043 | GALLUCCIO, ANTHONY D     | 121994             | A      | 0002 000   | CITY COUNCILLOR        | .00          | .0000          | 1071           | CITY COUNCIL/POLICY & L                 |
| 077034 | REEVES, KENNETH E        | 010190             | A      | 0002 705   | CITY COUNCILLOR        | .00          | .0000          | 1071           | CITY COUNCIL/POLICY & L                 |
| 077001 | RUSSELL, SHEILA T        | 010186             | A      | 0001 701   | MAYOR                  | .00          | .0000          | 1071           | CITY COUNCIL/POLICY & L                 |
| 077029 | SULLIVAN, MICHAEL A      | 010194             | A      | 0002 709   | CITY COUNCILLOR        | .00          | .0000          | 1071           | CITY COUNCIL/POLICY & L                 |
| 077032 | TOOMEY JR, TIMOTHY J     | 010186             | A      | 0002 702   | CITY COUNCILLOR        | .00          | .0000          | 1071           | CITY COUNCIL/POLICY & L                 |
| 077042 | TRIANTAFILLOU, KATHERINE | 010194             | A      | 0002 704   | CITY COUNCILLOR        | .00          | .0000          | 1071           | CITY COUNCIL/POLICY & L                 |
| 545996 | DRURY, MARGARET          | 032582             | A      | 0008 701   | CITY CLERK             | 37.50        | 34.9118        | 1100           | CITY CLERK'S OFFICE                     |
| 105529 | LOPEZ, DONNA P           | 122269             | A      | 0044 701   | DEPUTY CITY CLERK      | 37.50        | 28.9945        | 1100           | CITY CLERK'S OFFICE                     |
| 115603 | DRISDELL, DONALD A       | 021386             | A      | A058 701   | DEPUTY CITY SOLICITOR  | 37.50        | 39.4091        | 1111           | LAW/LEGAL COUNSEL                       |
| 115605 | HIGLEY, RUSSELL          | 121470             | A      | 0010 701   | CITY SOLICITOR         | .00          | .0000          | 1111           | LAW/LEGAL COUNSEL                       |
| 128285 | BILLINGTON, GREGORY      | 010280             | A      | A085 701   | MNGR/FINANCIAL SERVICE | 37.50        | 26.3996        | 1121           | FINANCE/ADMINISTRATION<br>01 LEADERSHIP |
| 128287 | MALONEY JR, JAMES P      | 041874             | A      | 0006 701   | ASST CITY MNGR/FISCAL  | 37.50        | 43.7928        | 1121           | FINANCE/ADMINISTRATION<br>01 LEADERSHIP |
| 128220 | MOSES, THOMAS R          | 102692             | A      | A074 701   | ASST FINANCE DIRECTOR  | 37.50        | 26.5457        | 1121           | FINANCE/ADMINISTRATION<br>01 LEADERSHIP |
| 121035 | DEPASQUALE, LOUIS        | 050173             | A      | 0025 701   | BUDGET DIRECTOR        | 37.50        | 33.5691        | 1122           | FINANCE/BUDGET                          |
| 121056 | BROWN, DUANE             | 062476             | A      | A026 001   | MNGR/BENEFITS & TRAINI | 37.50        | 23.8354        | 1123           | FINANCE/PERSONNEL<br>02 INSURANCE       |

PERSONNEL OFFICE  
O/A  
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| Emp#   | Name                       | Employment<br>Date | Status | Grade/Pos# | Title                  | Hours<br>per | Hourly<br>Rate | Dept#<br>Cost# | Dept Name<br>Cost Name              |
|--------|----------------------------|--------------------|--------|------------|------------------------|--------------|----------------|----------------|-------------------------------------|
| 121046 | ELWELL, RALPH E            | 102885             | A      | A027 701   | MNGR/EMPLOYMENT SERVIC | 37.50        | 23.8354        | 1123<br>01     | FINANCE/PERSONNEL<br>ADMINISTRATION |
| 128286 | GARDNER, MICHAEL           | 070284             | A      | 0014 701   | PERSONNEL DIRECTOR     | 37.50        | 40.6653        | 1123<br>01     | FINANCE/PERSONNEL<br>ADMINISTRATION |
| 121033 | KNOPPERS, ELIZABETH E      | 040196             | A      | A040 701   | DEP DIR/PERSONL/HUMAN  | 30.00        | 31.5861        | 1123<br>01     | FINANCE/PERSONNEL<br>ADMINISTRATION |
| 128375 | HELWIG, PETER R            | 060969             | A      | A795 707   | PROJ PLANNER/ADMIN/ASS | 37.50        | 32.4449        | 1124           | FINANCE/ASSESSORS                   |
| 128341 | MCDEVITT, KEVIN T          | 072880             | A      | 0013 701   | ASSESSOR               | 37.50        | 32.2017        | 1124           | FINANCE/ASSESSORS                   |
| 128339 | MCDONALD, FAITH D          | 093069             | A      | 0013 703   | ASSESSOR               | 37.50        | 32.7128        | 1124           | FINANCE/ASSESSORS                   |
| 128338 | POWERS, SALLY C            | 081588             | A      | 0327 701   | DIR/ASSESSMENT         | 37.50        | 37.8317        | 1124           | FINANCE/ASSESSORS                   |
| 128292 | COHEN, GAIL A              | 071894             | A      | 0016 701   | PURCHASING AGENT       | 37.50        | 31.6344        | 1125           | FINANCE/PURCHASING                  |
| 128297 | KILLACKEY, MARIE E         | 030171             | A      | A021 001   | ASST PURCHASING AGENT  | 37.50        | 24.2847        | 1125           | FINANCE/PURCHASING                  |
| 128888 | LINDSTROM, JAMES A         | 080293             | A      | 0007 701   | CITY AUDITOR           | 37.50        | 31.8336        | 1126           | FINANCE/AUDITING                    |
| 121055 | ROMAN, VALERIE A           | 102885             | A      | A037 701   | M.I.S. DIRECTOR        | 37.50        | 35.5465        | 1129           | FINANCE/M.I.S.                      |
| 105527 | CONNARTON, JOSEPH E        | 021268             | A      | X151 701   | MEMBER/RETIREMENT BOAR | 1.00         | 1.0000         | 1149           | EMPLOYEE BENEFITS/RETIR             |
| 141176 | LINDSTROM, JAMES A         | 080293             | A      | X151 000   | MEMBER/RETIREMENT BOAR | 1.00         | 1.0000         | 1149           | EMPLOYEE BENEFITS/RETIR             |
| 141174 | MALONEY, JAMES P           | 100193             | A      | X151 000   | MEMBER/RETIREMENT BOAR | 1.00         | 1.0000         | 1149           | EMPLOYEE BENEFITS/RETIR             |
| 141177 | TOBIN, SHEILA M            | 010196             | A      | X151 000   | MEMBER/RETIREMENT BOAR | 1.00         | 1.0000         | 1149           | EMPLOYEE BENEFITS/RETIR             |
| 168849 | SCOTTI, RONALD             | 121861             | A      | A050 001   | SUPERVISOR OF PRINTING | 37.50        | 20.4151        | 1163           | GENERAL SERVICES/PRINTI             |
| 219728 | BONISLAWSKI, DARLEEN GONDO | 040188             | A      | A803 703   | ELECTION COMMISSIONER  | .00          | .0000          | 1211           | ELECTION/POLICY & ADMIN             |
| 219877 | DRUGAN JR., WAYNE A        | 040195             | A      | A803 701   | ELECTION COMMISSIONER  | .00          | .0000          | 1211           | ELECTION/POLICY & ADMIN             |
| 219846 | MOLNAR, LYNNE A            | 040494             | A      | A803 702   | ELECTION COMMISSIONER  | .00          | .0000          | 1211           | ELECTION/POLICY & ADMIN             |
| 217273 | SPEARS, ARTIS              | 090980             | A      | A799 701   | CHAIR/ELECTION COMMISS | .00          | .0000          | 1211           | ELECTION/POLICY & ADMIN             |
| 219830 | KAPLAN, JOSEPH H           | 041993             | A      | A068 701   | ASST DIR/ELECTION      | 37.50        | 17.6769        | 1212           | ELECTION/OFFICE OPERATI             |
| 219727 | NEIGHBOR, TERESA S         | 010384             | A      | A056 701   | EXEC DIR/ELECTION      | 37.50        | 23.0515        | 1212           | ELECTION/OFFICE OPERATI             |

PERSONNEL OFFICE  
O/A  
PRINTED 101096

| Emp#   | Name                 | Employment Date | Status | Grade/Pos# | Title                    | Hours per | Hourly Rate | Dept# Cost# | Dept Name Cost Name                            |
|--------|----------------------|-----------------|--------|------------|--------------------------|-----------|-------------|-------------|--|
| 168430 | FIELD, B. LINDSAY    | 020191          | A      | A597 701   | COMM ARTS DIRECTOR       | 37.50     | 16.4005     | 1251        | PUBLIC CELEBRATIONS/ART                        |
| 168431 | LOMBARDI, PALLAS C   | 101580          | A      | A030 701   | DIR/ARTS COUNCIL/PUB C   | 37.50     | 24.3006     | 1251        | PUBLIC CELEBRATIONS/ART                        |
| 168847 | MCCABE, MARK W       | 033186          | A      | A137 701   | DIR/ANIMAL COMMISSION    | 37.50     | 22.4506     | 1281        | ANIMAL COMM/ADMINISTRAT                        |
| 317593 | FITZGERALD, KEVIN J  | 091061          | A      | 0501 001   | FIRE CHIEF               | 42.00     | .0000       | 2311        | FIRE/HEADQUARTERS<br>01 ADMINISTRATION         |
| 328258 | MURPHY, HAROLD F     | 101264          | A      | A492 702   | SUPERINTENDENT/POLICE    | 40.00     | .0000       | 2321        | POLICE/LEADERSHIP<br>01 COMMISSIONER'S OFFICE  |
| 320102 | WATSON, RONNIE       | 090196          | A      | A479 701   | POLICE COMMISSIONER      | .00       | .0000       | 2321        | POLICE/LEADERSHIP<br>01 COMMISSIONER'S OFFICE  |
| 328059 | DEGOU, DAVID J       | 092975          | A      | A493 702   | DEPUTY SUPERINTENDENT/   | 40.00     | .0000       | 2322        | POLICE/UNIFORM DIVISION<br>02 NIGHT OPERATIONS |
| 328191 | GIACOPPO, MICHAEL D  | 091178          | A      | A493 705   | DEPUTY SUPERINTENDENT/   | 40.00     | .0000       | 2322        | POLICE/UNIFORM DIVISION<br>02 NIGHT OPERATIONS |
| 328269 | HALL, YVONNE M       | 121674          | A      | A493 701   | DEPUTY SUPERINTENDENT/   | 40.00     | .0000       | 2322        | POLICE/UNIFORM DIVISION<br>01 DAY OPERATIONS   |
| 328118 | O'CONNOR, THOMAS F   | 010274          | A      | A493 703   | DEPUTY SUPERINTENDENT/   | 40.00     | .0000       | 2323        | POLICE/CRIMINAL INVESTI<br>01 ADMINISTRATION   |
| 328240 | PIMENTEL, GLORIA A   | 120373          | A      | A493 704   | DEPUTY SUPERINTENDENT/   | 40.00     | .0000       | 2325        | POLICE/SERVICES DIVISIO<br>01 ADMINISTRATION   |
| 336158 | CLIPPINGER, SUSAN    | 090694          | A      | 0036 701   | DIR/TRAFFIC, PARKING, TR | 37.50     | 37.5821     | 2333        | TRAFFIC & PARKING/SUPPO<br>01 ADMINISTRATION   |
| 335626 | FLYNN JR, BERNARD A  | 111670          | A      | A067 001   | ASST DIR OF PARKING      | 37.50     | 29.3206     | 2333        | TRAFFIC & PARKING/SUPPO<br>01 ADMINISTRATION   |
| 336002 | PRESTON, LAUREN      | 040863          | A      | A064 001   | DEPUTY DIR/TRAFFIC & P   | 37.50     | 31.0130     | 2333        | TRAFFIC & PARKING/SUPPO<br>01 ADMINISTRATION   |
| 340005 | MONTEIRO, MALVINA G  | 070290          | A      | A081 701   | EXEC SEC/POLICE REV BO   | 37.50     | 19.1684     | 2340        | POLICE REVIEW & ADVISOR                        |
| 355510 | BERSANI, ROBERT R    | 031593          | A      | 0012 701   | COMMISSIONER/INSPECTIO   | 37.50     | 37.5821     | 2351        | INSPECTIONAL/INSPECT &                         |
| 355511 | NICOLORO JR, MICHAEL | 042866          | A      | A224 702   | ASST COMMISSIONER/INSP   | 37.50     | 27.7168     | 2351        | INSPECTIONAL/INSPECT &                         |
| 355522 | SINGANAYAGAM, RANJIT | 081183          | A      | A224 701   | ASST COMMISSIONER/INSP   | 37.50     | 27.7168     | 2351        | INSPECTIONAL/INSPECT &                         |

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| Emp#   | Name                | Employment<br>Date | Status | Grade/Pos# | Title                  | Hours<br>per | Hourly<br>Rate | Dept#<br>Cost# | Dept Name<br>Cost Name                           |
|--------|---------------------|--------------------|--------|------------|------------------------|--------------|----------------|----------------|--|
| 365630 | BARNES,BENJAMIN C   | 090595             | A      | 0031 701   | CHAIR/LICENSE COMMISSI | 37.50        | 32.1915        | 2361           | LICENSE COMM/LICENSE                             |
| 365612 | SCALI,RICHARD       | 112686             | A      | A082 002   | EXEC SEC/LICENSE       | 37.50        | 33.5691        | 2361           | LICENSE COMM/LICENSE                             |
| 365619 | SCHLAVER,PAUL J     | 112381             | A      | A039 701   | DIR/CONSUMER COMMISSIO | 37.50        | 21.2716        | 2362           | LICENSE COMM/CONSUMER                            |
| 375933 | TOBIN,FRANCIS       | 031568             | A      | 0019 701   | ACTING SEALER/WGHTS &  | 37.50        | 24.8214        | 2370           | WEIGHTS & MEASURES                               |
| 387066 | FERNANDES,GEORGE    | 060668             | A      | 0015 701   | CITY ELECTRICIAN       | 37.50        | 32.2017        | 2381           | ELECTRICAL/ADMINISTRATI                          |
| 395924 | O'CONNOR,DAVID B    | 021274             | A      | 0017 701   | DIR/EMERGENCY MNGMT    | 37.50        | 25.9099        | 2390           | EMERGENCY MANAGEMENT                             |
| 387062 | FOSQUE,GEORGE L     | 013194             | A      | A036 701   | EMERGENCY COMMUNICAT D | 37.50        | 35.1185        | 2460           | EMERGENCY COMMUNICATION                          |
| 160224 | BOYLE,GERALD R      | 072676             | A      | A603 701   | SUPT/CONSTR/PUBLIC BUI | 37.50        | 25.4553        | 3411           | PWD/ADMIN/GENERAL MGMT                           |
| 410234 | DUNPHY,RALPH E      | 072871             | A      | 0005 701   | COMMISSIONER/PUBLIC WO | 37.50        | 38.9509        | 3411           | PWD/ADMIN/GENERAL MGMT                           |
| 410039 | KEATING,ROBERT J    | 041155             | A      | A046 001   | SUPT/STREETS & BRIDGES | 40.00        | 29.4202        | 3411           | PWD/ADMIN/GENERAL MGMT                           |
| 414989 | WHITE,STEVEN L      | 022294             | A      | A160 701   | DEPUTY COMMISSIONER/PW | 37.50        | 35.3921        | 3411           | PWD/ADMIN/GENERAL MGMT                           |
| 410016 | LANGLEY,PAUL        | 071679             | A      | A071 001   | BUSINESS MNGR/PWD      | 37.50        | 28.8388        | 3412           | PWD/ADMIN/BUSINESS SERV                          |
| 414851 | DAUGHADAY,ANN T     | 020893             | A      | 0009 701   | CITY ENGINEER          | 37.50        | 27.3989        | 3413           | PWD/ADMIN/ENGINEERING                            |
| 410125 | FRAZIER,WILLIAM H   | 101347             | A      | A605 001   | SUPERVISOR/SANITATION  | 40.00        | 27.0412        | 3422           | PWD/SERVICE PROG/SANITA<br>01 RUBBISH REMOVAL    |
| 410462 | MEDEIROS,RICHARD J  | 121567             | A      | A080 001   | SUPERVISOR OF PARKS    | 40.00        | 27.0412        | 3423           | PWD/SERVICE PROG/PUBLIC<br>01 PARK MAINTENANCE   |
| 410358 | SIMARD,ROBERT J     | 110151             | A      | A600 001   | SUPERV/BUILDING MAINT/ | 40.00        | 27.0412        | 3431           | PWD/SUPPORT SERV/PUBLIC<br>02 MAINTENANCE        |
| 415111 | CRAIG,KATHRYN       | 011596             | A      | A048 001   | SUPERV/SEWER CONSTR/MA | 40.00        | 23.1960        | 3440           | PUBLIC WORKS/SEWER REHA                          |
| 526284 | NICOLORO,MICHAEL A  | 032194             | A      | 0086 701   | MANAGNG DIR/SUPT/WATER | 37.50        | 38.4041        | 3451           | WATER/ADMIN & FINANCE<br>01 LEADERSHIP           |
| 526189 | MACDONALD,TIMOTHY W | 021787             | A      | A232 001   | MANAGER/WATER RESOURCE | 37.50        | 29.4027        | 3452           | WATER/SOURCE OF SUPPLY<br>02 TREATMENT & PUMPING |
| 168343 | EPSTEIN,ELIZABETH   | 121186             | A      | A051 701   | DEPUTY DIR/COMM DEVEL  | 37.50        | 32.4477        | 3501           | COMMUNITY DEV/ADMINISTR<br>01 GENERAL MANAGEMENT |

PERSONNEL OFFICE  
O/A  
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| Emp#   | Name                      | Employment Date | Status | Grade/Pos# | Title                  | Hours per | Hourly Rate | Dept# Cost# | Dept Name Cost Name                               |
|--------|---------------------------|-----------------|--------|------------|------------------------|-----------|-------------|-------------|---|
| 508381 | HANDY, EDWARD             | 050470          | A      | A582 701   | ASST DIR INTRGOVT AFFA | 18.00     | 32.4464     | 3501 02     | COMMUNITY DEV/ADMINISTR<br>C.D.B.G. PROGRAM       |
| 508379 | SCHLESINGER, SUSAN        | 061885          | A      | 0020 701   | ASST CITY MNGR/COMM DE | 37.50     | 43.7928     | 3501 01     | COMMUNITY DEV/ADMINISTR<br>GENERAL MANAGEMENT     |
| 508430 | GOTTSCHKE, GORDON N       | 070183          | A      | A059 701   | EXEC DIR/JUST-A-START  | 37.50     | 31.3060     | 3502 05     | COMMUNITY DEV/PLANNING<br>JUST-A-START            |
| 160238 | RAWLINS, KATHLEEN L       | 091195          | A      | A062 701   | ASST DIR/HISTORICAL CO | 37.50     | 12.9334     | 3510        | HISTORICAL COMMISSION                             |
| 160220 | SULLIVAN, CHARLES M       | 070174          | A      | A061 701   | EXEC DIR/HISTORICAL CO | 37.50     | 25.1312     | 3510        | HISTORICAL COMMISSION                             |
| 168344 | STRYSKY, ALEXANDER J      | 101590          | A      | A041 701   | DIR/CONSERVATION COMM  | 37.50     | 16.5037     | 3520        | CONSERVATION COMMISSION                           |
| 160222 | HOFFMAN, CATHERINE B      | 051887          | A      | A044 701   | EXEC DIR/PEACE COMMISS | 37.50     | 19.9003     | 3530        | PEACE COMMISSION                                  |
| 605206 | FLANNERY, SUSAN M         | 020491          | A      | 0401 701   | DIR/LIBRARY & COMMUNIC | 37.50     | 37.5821     | 4601 01     | PUBLIC LIBRARY/MAIN LIB<br>ADMINISTRATION         |
| 605307 | HAMPTON, MARIAN           | 050294          | A      | A406 701   | ASSOC DIR/PUBLIC SVS/L | 37.50     | 30.5647     | 4601 02     | PUBLIC LIBRARY/MAIN LIB<br>PUBLIC SERVICES        |
| 660003 | GRIFFIN, CYNTHIA H        | 113087          | A      | A767 701   | PERSONNEL/ADMIN DIV HE | 37.50     | 29.1900     | 4661 07     | D.H.S.P./ADMINISTRATION<br>OPERATIONS             |
| 660001 | HEROLD, GERALDINE         | 090280          | A      | 0011 701   | ASST CITY MNGR/HUMAN S | 37.50     | 43.7928     | 4661 01     | D.H.S.P./ADMINISTRATION<br>LEADERSHIP             |
| 660046 | PETERSON, LORNA           | 060595          | A      | A196 701   | FISCAL/ MIS DIRECTOR-D | 37.50     | 29.1900     | 4661 08     | D.H.S.P./ADMINISTRATION<br>MIS                    |
| 650003 | RODRIGUEZ-BROTMAN, NICOLE | 041696          | A      | X390 000   | MAYORS JOBS/EXEC DIR   | 37.50     | 15.3000     | 4661 10     | D.H.S.P./ADMINISTRATION<br>MAYOR'S SUMMER YOUTH P |
| 035571 | SEMONOFF, ELLEN M         | 062491          | A      | A231 701   | DEPUTY DIRECTOR/DHSP   | 37.50     | 33.9140     | 4661 01     | D.H.S.P./ADMINISTRATION<br>LEADERSHIP             |
| 660201 | ACKERT, STEPHANIE P       | 062788          | A      | A425 702   | DIV HEAD/PLAN & DEVELO | 37.50     | 28.1186     | 4662 01     | D.H.S.P./PLANNING & DEV<br>LEADERSHIP             |
| 660202 | MUEHE, MICHAEL            | 052394          | A      | A034 701   | COORDINATOR-ADA/EXEC D | 37.50     | 22.1610     | 4662 05     | D.H.S.P./PLANNING & DEV<br>COMM./PERSONS WITH DIS |
| 660291 | THOMAS, LEONARD J         | 052896          | A      | A478 701   | MULTISERVICE CENTER DI | 37.50     | 18.6073     | 4662 10     | D.H.S.P./PLANNING & DEV<br>HOMELESS SERVICES      |

PERSONNEL OFFICE  
O/A  
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| Emp#   | Name                | Employment Date | Status | Grade/Pos# | Title                  | Hours per | Hourly Rate | Dept# Cost# | Dept Name Cost Name                            |
|--------|---------------------|-----------------|--------|------------|------------------------|-----------|-------------|-------------|--|
| 660311 | BIBBINS, JULIA O    | 111580          | A      | A423 701   | PROGRAM MGR/DEVELOPER  | 37.50     | 19.8422     | 4663 11     | D.H.S.P./COMMUNITY & YOUTH SUPPORT SERVICES    |
| 660303 | KEEGAN, EILEEN      | 101273          | A      | A426 701   | DIV HEAD/COMM & YOUTH  | 37.50     | 29.1900     | 4663 01     | D.H.S.P./COMMUNITY & YOUTH LEADERSHIP          |
| 660322 | SHOY, ROSLYN        | 071983          | A      | A423 703   | PROGRAM MGR/DEVELOPER  | 37.50     | 19.8422     | 4663 11     | D.H.S.P./COMMUNITY & YOUTH SUPPORT SERVICES    |
| 660342 | SPOONER, ANDREW M   | 071795          | A      | A423 704   | PROGRAM MGR/DEVELOPER  | 37.50     | 17.9899     | 4663 11     | D.H.S.P./COMMUNITY & YOUTH SUPPORT SERVICES    |
| 664607 | BRENNAN, KATHLEEN A | 091985          | A      | X816 000   | DIR/SPECIAL NEEDS/SEAS | 37.50     | 12.2200     | 4664 06     | D.H.S.P./RECREATION SPECIAL NEEDS              |
| 660400 | RYDER, PAUL R       | 110182          | A      | A450 701   | DIR/RECREATION         | 37.50     | 29.1900     | 4664 01     | D.H.S.P./RECREATION LEADERSHIP                 |
| 664622 | TYNES, DAVID A      | 100288          | A      | X816 000   | DIR/SPECIAL NEEDS/SEAS | 30.00     | 13.0913     | 4664 06     | D.H.S.P./RECREATION SPECIAL NEEDS              |
| 660560 | BENTLEY, DENISE M   | 112795          | A      | A519 701   | SR CENTER DIRECTOR     | 37.50     | 18.6075     | 4665 07     | D.H.S.P./ELDER SERVICES CITY-WIDE SENIOR CENTE |
| 660558 | GINNETTY, EILEEN    | 100495          | A      | A797 701   | EXEC DIR/COUNCIL ON AG | 37.50     | 27.0472     | 4665 01     | D.H.S.P./ELDER SERVICES LEADERSHIP             |
| 660700 | NEEL, JACQUELYN     | 070671          | A      | A472 701   | CHILDCARE DIV HEAD/DHS | 37.50     | 28.1186     | 4666 01     | D.H.S.P./CHILDCARE LEADERSHIP                  |
| 661114 | REDDY, MINA         | 090178          | A      | A442 701   | DIR/COMM LEARNING CENT | 37.50     | 24.8000     | 4668 01     | D.H.S.P./LEARNING CENTE LEADERSHIP             |
| 165558 | RYAN, NANCY M       | 111381          | A      | A028 701   | EXEC DIR/WOMENS COMMIS | 37.50     | 24.5562     | 4670        | WOMEN'S COMMISSION                             |
| 168856 | KOSBERG, MARGOT P   | 071993          | A      | A029 701   | EXEC DIR/HUMAN RIGHTS  | 37.50     | 24.5562     | 4680        | HUMAN RIGHTS COMMISSION                        |
| 705946 | STEVENS, ROBERT M   | 073195          | A      | 0075 001   | DIRECTOR/VETERANS SERV | 37.50     | 30.8601     | 4691        | VETERANS ADMINISTRATION                        |

\*\*\*\*\*GRAND TOTAL\*\*\*\* # Of Employees: 113

|  |
|--|
| <b>FEMALE REPRESENTATION BY EEO CATEGORY</b> |
|--|

| <b>EEO<br/>Category</b> | <b>10-May<br/>1991*</b> | <b>21-Apr<br/>1995*</b> | <b>9-Oct<br/>1996</b> | <b>AA Goals<br/>FY97</b> |
|-------------------------|-------------------------|-------------------------|-----------------------|--------------------------|
| 01 Officials/Admin      | 45.30%                  |                         | 41.59%                |                          |
| 02 Professional         | 73.83%                  |                         | 50.98%                |                          |
| 03 Technicians          | 49.19%                  |                         | 17.04%                |                          |
| 04 Protective Service   | 15.49%                  |                         | 19.34%                |                          |
| 05 Paraprofessional     | 49.14%                  |                         | 59.40%                |                          |
| 06 Admin Support        | 85.87%                  |                         | 87.45%                |                          |
| 07 Skilled Craft        | 1.25%                   |                         | 0.59%                 |                          |
| 08 Service/Maintenance  | 43.56%                  |                         | 8.06%                 |                          |
| <b>TOTAL</b>            | <b>49.53%</b>           | <b>54.33%</b>           | <b>38.66%</b>         | <b>49.90%</b>            |

Notes: \*1991 and 1995 include Hospital  
All years exclude School

## SOURCES OF APPLICANTS FOR CITY JOBS

### **Current City Workforce**

Vacant City positions are filled through a number of steps (see chart of steps for recruitment decisions attached). These generally start with an Internal Job Notice which invites current qualified employees to consider transfer or promotional opportunities. Qualified bidders may be limited to members of a particular union or those with permanent appointment to the Labor Service but, more often, will extend to a broader group of employees whose prior experience and training meet the requirements of the vacancy.

### **Distribution of the Job Notice**

In those situations where the qualified Bidder pool is not restricted or where external outreach is desired, the Job Notice will include the following language:

*Recruitment of external applicants is underway concurrent with this posting. Applications are available at City Hall Room 309. Send resumes via mail of FAX (617-349-4312). Cambridge residents are especially encouraged to apply.*

Notices are routed via the City's internal e-mail system, posted on bulletin boards in City facilities, run on Cable TV, and included in the employment section of the Cambridge Home Page.

### **Eternal Outreach**

Responsibility for outreach, both general and targeted, is shared by the hiring department, the Affirmative Action Director, and the Personnel Department.

- **Hiring departments** can often identify recruitment sources best suited for their own positions;
- The **Affirmative Action Director** ensures a diverse mix of applicants for consideration and selection;
- The **Personnel Department** undertakes paid advertising campaigns where appropriate and serves as a clearinghouse for applications and resumes received.
- The Cambridge Affirmative Action Plan requires that both the Affirmative Action Director and Personnel Department staff maintain working relationships with Cambridge based community agencies and groups to ensure timely sharing of information regarding employment opportunities with the City (see below).

As defined in several sections of the 1991 **Affirmative Action Plan**, responsibilities related to hiring include:

**The Affirmative Action Director** The City Manager has assigned the Affirmative Action Director with the responsibility for overseeing the development and implementation of the Affirmative Action plan....

The duties and responsibilities include...:

- Assist the Personnel Department and other departments with generalized and targeted recruiting to ensure a diverse mix of applicants for consideration in selection and hiring. In those job categories where under representation is evident, extensive outreach recruitment will be done to ensure that eligible lists submitted to departments consistently contain a representative number of minorities and women
- ...
- Participate in community efforts to improve conditions which affect employability and serve as a liaison with various community groups
- ...
- Assist in the development of Training programs to improve the skills of existing employees to maximize their opportunities for internal promotion and career advancement in the City

The **Director of Personnel and Labor Relations** shall:

- Administer the City's recruiting, hiring, training, promotion and discipline systems in a manner consistent with equal employment opportunity and supportive of affirmative action.
- Conduct broad based and coordinated recruiting efforts to attract a multicultural mix of qualified applicants for positions.

**New Employees Outreach**

The following actions shall be taken to assist departments in identifying and recruiting minorities, women, disabled persons and Vietnam-era veterans for City employment.

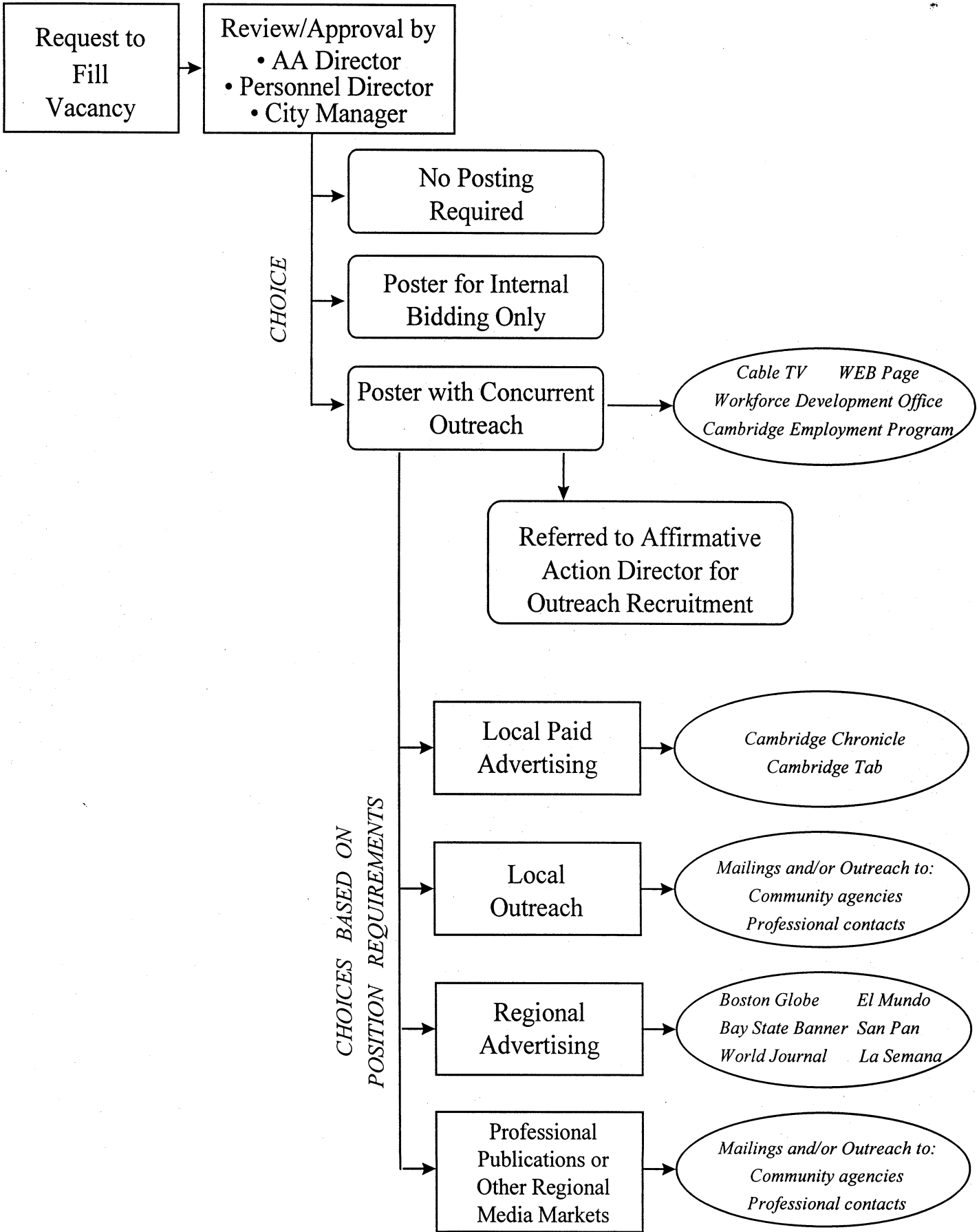
- a. The **Affirmative Action Director** shall develop a recruitment program to work closely with outside agencies and organizations to recruit protected group members.
- b. The **Affirmative Action Director** will continue recruitment plans for open or promotional examinations where special efforts to increase representation are needed.
- c. The **Affirmative Action Director** and **Personnel Department** will participate in "career days", job fairs, high school programs and college activities to recruit protected group members. These activities are to be done regularly.

...

**Recruitment / Outreach**

The **Office of Affirmative Action** and the **Personnel Department** will utilize all available sources to reach protected group members. The City will continue efforts to recruit economically disadvantaged persons.

# PERSONNEL DEPARTMENT CENTRALIZED RECRUITMENT DECISIONS



*Original*

## City of Cambridge

*add MS + AG*

The Civil and Human Rights Committee held a public meeting on Thursday, October 10, 1996, beginning at 4:40 p.m. in the Sullivan Chamber, Cambridge City Hall, for the purpose of continuing discussion of the Residency Ordinance. Present at the meeting were Councillor Katherine Triantafillou, Chair of the Committee, Vice Mayor Kathleen L. Born, Councillor Henrietta Davis, Councillor Kenneth E. Reeves, Councillor Timothy J. Toomey, Jr. and City Clerk D. Margaret Drury. Also present were City Manager Robert W. Healy, Michael Gardner, Director of Personnel, Els Knoppers, Deputy Director of Personnel, Jill Herold, Assistant City Manager of Human Services, William Gomes, Affirmative Action Director and Representative Alvin Thompson.

Councillor Triantafillou convened the meeting and explained the purpose. She noted that at the last meeting on this topic, on September 25, 1996, Mr. Gardner had agreed to provide additional information at this meeting. Mr. Gardner stated that his staff prepared various data reports to provide the requested information and distributed eleven documents, which are attached to this report.

Councillor Triantafillou then invited clarifying questions from Councillors regarding the documents. After Mr. Gardner responded to the questions for clarification, Councillor Triantafillou invited questions regarding the substance and policies reflected in the documents.

Councillor Reeves asked about employees of the Department of Human Services (DHS) listed in the "Officials and Administrators" category. He stated that neither Roz Shoy nor Andrew Spooner seem to him to supervise significant numbers of staff. He questioned why Robert Goodwin is not listed and why Andrew Spooner is on the list.

Michael Gardner stated that the Personnel Department and Department of Human Services have some concerns regarding the classifications. He said that the City Manager directed the Affirmative Action Director and himself to begin a review of classifications for all departments. He agreed that there are probably some people who are wrongly classified.

Councillor Reeves asked how the classification of a position is made. Mr. Gardner said that when a new position is created, the position is referred to the Affirmative Action Director to make the classification.

Councillor Reeves stated that Andrew Spooner has been here for two years, and when he began the job, it was a new position. He asked whether this means that the Affirmative Action Director was responsible for the classification.

Mr. Healy stated that there are two other people who have the same job title and the same EEO classification which may be why Mr. Spooner was so classified. He added that the distinction between "Officials and Administrators" and "Professionals" is not always clear.

Councillor Reeves stated that he believes this list contains people who don't belong there and thus this is being reported inaccurately to the federal government. He added that the Arts Council lists Pallas Lombardi and Lindsey Field as "Officials and Administrators". He asked how such a small department can have two employees so listed.

Mr. Healy stated that he agrees with Councillor Reeves that there are problems with this list and this is why he had directed the Personnel Director and Affirmative Action Director to do a comprehensive review.

Councillor Triantafillou suggested moving on.

Councillor Reeves stated that if the first list is wrong, then all of the other documents which build upon it are inaccurate.

Councillor Toomey raised a question about the appropriateness of using employee names in the discussion of this issue.

Mr. Gardner suggested using the employee number.

Councillor Reeves then listed the following employees by employee number, whose jobs, he believes, are misclassified in Document Nine:

660311 Page 6

660322 Page 6

60342 Page 6

660560 Page 6

and Robert Goodwin should be there.

168430 Page 3

168431 Page 3

one or the other should be listed, not both

508430 Page 5

Vice Mayor Born asked for an explanation of who makes the classification. Mr. Gardner repeated the response that when the first job of a particular title is established the initial [A]classification is made by the Affirmative Action officer. Thereafter other jobs of the same title will automatically get the same classification.

Mr. Healy noted the problems with the EEO categories. He said that a strict reading would put fire lieutenants as "professionals" and police sergeants as "technicians". This is an example of an obvious irrationality in light of the responsibilities of those position. There is an ongoing review to make sure categories are accurate.

Vice Mayor Born asked why documents now before the committee were prepared. Mr. Healy said most were generated in response to questions at the September 25, 1996 committee

meeting. Mr. Gardner added that EEO categories were set by the federal government in the 1970's. Those classifications do not relate to the Residency Ordinance classification.

Councillor Sullivan asked how many listed as Cambridge residents moved to Cambridge after employment. Mr. Gardner said that this list and the data base from which it was generated does not track information in this way. There is no way to get that information except by an examination file by file of the data base.

Councillor Reeves asked how Mr. Spooner's job was classified.

Mr. Healy said the job title is the same title as two other (3d and 1st on Document Nine, page 6) and was established years ago.

Councillor Reeves asked who classified the position when it was first established.

Mr. Healy said that the position goes back to 1980 and he does not know who set the classification. Mr. Gardner explained that when a job code is already entered in the computer, when that job code is keyed into the computer data system, the paperwork will automatically have the same classification as all other jobs with the same job code.

Councillor Reeves asked who signs the EEO report. Mr. Gardner said that the Affirmative Action Officer signs it. Councillor Reeves asked if anyone else is responsible. Mr. Healy stated that ultimately the City Manager is responsible.

Councillor Galluccio asked whether the Affirmative Action Officer has a chance to object to the categories. Mr. Healy said that he, Mr. Gardner, William Gomes are actively reviewing all of the EEO classifications.

Councillor Galluccio asked whether the Affirmative Action Officer sees the document before it is to the federal government and Mr. Healy responded in the affirmative.

Councillor Triantafillou then moved to the Residency Ordinance. She asked pursuant to section 2.120, what progress had been made in making and retaining lists of Cambridge residents for hiring. Mr. Gardner stated that the Personnel Department has worked extensively with the office of Workforce Development.

Councillor Triantafillou asked whether there is a data base as of January, 1996, of Cambridge residents who have applied for jobs. She also asked whether under Section 3 there have been civil service classes. Mr. Gardner said that the only Civil Service exam since enactment of the Residency Ordinance was the firefighter exam, and the City did indeed advertise and conduct training for the test. The City intends to do this again with the police officer exam, the next significant civil service exam. Before the ordinance was enacted, the City attempted to assist city employees with the clerical employee civil service exam. The Massachusetts Department of Personnel Administration does not does not run many tests other than public safety.

Councillor Triantafillou asked for a description of recruitment efforts. Mr. Gardner described the City's recruitment procedures by summarizing the information provided on page three of document eleven (attached). He added that the Personnel Office is also trying to make sure postings are available at the libraries.

Councillor Triantafillou asked about collective bargaining efforts. Mr. Gardner said that there have been two negotiations that began since the ordinance was enacted. In each case the City has submitted a proposal that the City ordinance be included as part of the new contract.

Councillor Toomey asked whether it is clear that it will only apply to future hires. Mr. Gardner said that the City makes it clear that the City's desire is for the union to accept the ordinance as written in full force and effect.

Councillor Toomey asked about police officers and the state law resident preference. Mr. Gardner said that the state law affects rank ordering of the list. However the law allows the preference to applicants who lived in the City for one year before the test, even if they have moved out prior to the time of hire. Mr. Gardner noted that the time period for putting in new proposals in the police officer negotiations is long past.

Councillor Toomey said that this ordinance will cure the problem with the residential preference accorded by state law, and the ordinance will only apply to new employees.

Councillor Davis asked whether the ordinance applies to promotion.

Mr. Gardner stated that after union acceptance, under Secs. (e)-(h), any person first employed after January 1, 1996 who was applying for a position over \$50,000 or supervising three or more employees would be subject to the ordinance. Employees first employed before January, 1996, are not subject to Secs. (e)-(h).

Mr. Gardner said that a nonresident hired by the City in 1976 and applying for new position that did not pay \$50,000 or more and did not supervise more than three employees would be disadvantaged by a resident not currently employed by the City if their qualifications were approximately equal. This is the concern of Local 195. Residency would count more than seniority. Their contract runs through June 30, 1999.

*special*  
Councillor Sullivan stated that Mr. Gardner had said that the ordinance negatively affects the Affirmative Action hires, but thirty two percent of Cambridge hires this year were minorities, *and 26% of persons hired nonresidents hired were minorities*

Mr. Healy stated that both in hiring subject to the ordinance and hiring not subject to the ordinance, the city strives to hire Cambridge employees and improve minority statistics. Some of the initial report and its analysis of the effect on minority hiring was based on more global statistics of the workforce in this area.

Councillor Sullivan stated that there are statements in the report that were somewhat

inflammatory and the numbers in the several pages of data just do not bear out the statement.

Mr. Gardner apologized for the tone of the report. He said that on reflection the tone was wrong and he truly regrets it.

Councillor Galluccio stated that his interpretation is that Section 5 of 2.120.020 (a) only applies to new hires and does not affect employees already hired. What has undermined this ordinance is the hint that it will disadvantage current employees. Councillor Galluccio added that it is not okay with him that City Manager does not agree with this ordinance.

Mr. Healy said that it is a great misunderstanding to think that the City is not implementing and enforcing the ordinance. New proposed provisions cannot be added to police negotiations. He fully intends to enforce the ordinance. It is possible to have different opinions. However, the City Administration is fully implementing and enforcing this ordinance.

Councillor Galluccio stated that the report reeks of resistance to the ordinance. If the entire ordinance were implemented and full recruitment efforts were made, it would not be a constraint. Councillor Galluccio added that it is most crucial to have police, fire and teachers living in the neighborhood. Neighborhoods are better and employees are more effective. The City Manager needs to support the ordinance. Mr. Healy responded that his responsibility is to administer "not support".

Councillor Davis agreed that City Council cannot require its administrator to "believe" in the ordinance but it can require him to administer the ordinance. She then asked for a clarification as to the difference between Councillor Galluccio and Mr. Gardner's understanding. In the case of nonunion employee hired before January 96, must he/she be a resident?

Mr. Gardner stated that his interpretation of paragraph (a) is that for any city job that does not pay over \$50,000 and does not require supervision of three employees, there is absolute preference for a resident. Whether the person was hired before or after January, 1996 is irrelevant. Any promotional position in the police department would involve supervision of three or more employees so it would be subject to sections (e)-(h), not Section (a) Persons first employed by the City after January, 1996 would have to move in.

Mr. Gardner said that for jobs which neither pay more than \$50,000 nor supervise three or more employees, a nonresident can get the job if he/she is the most qualified, but if all the other factors are equal, the City must take the Cambridge resident without regard to length of service with the City by the nonresident.

Councillor Toomey emphasized that under the ordinance it is always the most qualified person who will be hired.

Councillor Davis said that her concern is with the issue of more or less equal qualifications.

Councillor Davis posed a hypothetical of three equally qualified persons, a resident, a nonresident person of color and long time City employee who is a non resident. Who gets the job?

Mr. Healy stated that the resident would be hired under the ordinance.

Councillor Davis stated that; therefore, the City is saying that residency takes preference over affirmative action.

Mr. Healy stated that document two tries to show the universe from which the City is generally trying to attract applicants. In addition, there are people whose personal, social and financial circumstances make it impossible to move in. It is not as much of a problem with applicants for well-paying positions who apply from far away.

Councillor Toomey said that Councillor Davis's hypothesis depends on an assumption that there are no qualified resident minorities.

Councillor Davis claimed a point of personal privilege and stated that she is talking about a few specialized jobs.

Councillor Toomey stated that the move-in provision only applies to persons making over \$50,000, and they can afford to do so.

Councillor Triantafillou said it would be a problem for someone whose spouse works for Boston.

Councillor Reeves requested clarification. He said that his understanding is that the hearing is the result of Mr. Gardner's memorandum. His belief is that the Affirmative Action reporting is inaccurate and that the City reports far more "Officials and Administrators" than the City actually has, by two thirds. Councillor Reeves added that Mr. Gardner's report tries to criticize the ordinance by hiding behind affirmative action when the City has a terrible record on affirmative action. The City is not aggressive in its attempts to find people. He suggested the following improvements

- improving networks
- having someone working directly on outreach
- making contact with people who live in the City who know what qualified people are here.

Councillor Reeves stated that he will never believe that Cambridge could not have found an arborist in Cambridge. He said that he hopes to send the message that the ordinance is the policy of the City. In addition, there are minority persons who have been involved in the hiring process who never want to be involved again. The City reports that we are way above other Affirmative Action goals, but it is a pyramid. In addition, the City loses as many people of color as it hires. We do not have a system to nurture and support these employees. He said that the City seems to have a new system, where you start as a assistant in the City Manager's office and

then land as an assistant director. Councillor Reeves concluded that he hopes there are many more meetings on affirmative action.

Councillor Toomey stated that the City advertisement for available positions does not include a statement that there is a residency ordinance, so no one is constrained from applying because of the ordinance.

Councillor Davis stated that the move in requirement as a condition of employment is a constraint, particularly because the requirement is forever.

Councillor Toomey stated that unfortunately no one anywhere has that kind of job security. In the private sector, the company can up and move out of state.

Councillor Reeves said that city employment is quite precious. He agrees that Cambridge jobs should go to Cambridge residents. People who are paying their taxes want to know that they and their children have preference for jobs. Councillor Reeves stated that he would like to see more information about how factors are weighed in terms of "equal".

Councillor Triantafillou stated that her intention is to have a meeting at the Cambridge Community Center and that the meeting is tentatively scheduled for November 6 at 7:00 p.m. at the Community center. She thanked those present for their attendance.

The meeting was adjourned at 8:45 p.m.

For the Committee,

*Katherine Triantafillou DMD*

Councillor Katherine Triantafillou, Chair

## AMENDED

**City of Cambridge**

The Civil and Human Rights Committee held a public meeting on Thursday, October 10, 1996, beginning at 4:40 p.m. in the Sullivan Chamber, Cambridge City Hall, for the purpose of continuing discussion of the Residency Ordinance. Present at the meeting were Councillor Katherine Triantafillou, Chair of the Committee, Vice Mayor Kathleen L. Born, Councillor Henrietta Davis, Councillor Anthony D. Galluccio, Councillor Kenneth E. Reeves, Councillor Michael A. Sullivan, Councillor Timothy J. Toomey, Jr. and City Clerk D. Margaret Drury. Also present were City Manager Robert W. Healy, Michael Gardner, Director of Personnel, Els Knoppers, Deputy Director of Personnel, Jill Herold, Assistant City Manager of Human Services, William Gomes, Affirmative Action Director and Representative Alvin Thompson.

Councillor Triantafillou convened the meeting and explained the purpose. She noted that at the last meeting on this topic, on September 25, 1996, Mr. Gardner had agreed to provide additional information at this meeting. Mr. Gardner stated that his staff prepared various data reports to provide the requested information and distributed eleven documents, which are attached to this report.

Councillor Triantafillou then invited clarifying questions from Councillors regarding the documents. After Mr. Gardner responded to the questions for clarification, Councillor Triantafillou invited questions regarding the substance and policies reflected in the documents.

Councillor Reeves asked about employees of the Department of Human Services (DHS) listed in the "Officials and Administrators" category. He stated that neither Roz Shoy nor Andrew Spooner seem to him to supervise significant numbers of staff. He questioned why Robert Goodwin is not listed and why Andrew Spooner is on the list.

Michael Gardner stated that the Personnel Department and Department of Human Services have some concerns regarding the classifications. He said that the City Manager directed the Affirmative Action Director and himself to begin a review of classifications for all departments. He agreed that there are probably some people who are wrongly classified.

Councillor Reeves asked how the classification of a position is made. Mr. Gardner said that when a new position is created, the position is referred to the Affirmative Action Director to make the classification.

Councillor Reeves stated that Andrew Spooner has been here for two years, and when he began the job, it was a new position. He asked whether this means that the Affirmative Action Director was responsible for the classification.

Mr. Healy stated that there are two other people who have the same job title and the same EEO classification which may be why Mr. Spooner was so classified. He added that the distinction between "Officials and Administrators" and "Professionals" is not always clear.

Councillor Triantafillou asked for a description of recruitment efforts. Mr. Gardner described the City's recruitment procedures by summarizing the information provided on page three of document eleven (attached). He added that the Personnel Office is also trying to make sure postings are available at the libraries.

Councillor Triantafillou asked about collective bargaining efforts. Mr. Gardner said that there have been two negotiations that began since the ordinance was enacted. In each case the City has submitted a proposal that the City ordinance be included as part of the new contract.

Councillor Toomey asked whether it is clear that it will only apply to future hires. Mr. Gardner said that the City makes it clear that the City's desire is for the union to accept the ordinance as written in full force and effect.

Councillor Toomey asked about police officers and the state law resident preference. Mr. Gardner said that the state law affects rank ordering of the list. However the law allows the preference to applicants who lived in the City for one year before the test, even if they have moved out prior to the time of hire. Mr. Gardner noted that the time period for putting in new proposals in the police officer negotiations is long past.

Councillor Toomey said that this ordinance will cure the problem with the residential preference accorded by state law, and the ordinance will only apply to new employees.

Councillor Davis asked whether the ordinance applies to promotion.

Mr. Gardner stated that after union acceptance, under Secs. (e)-(h), any person first employed after January 1, 1996 who was applying for a position over \$50,000 or supervising three or more employees would be subject to the ordinance. Employees first employed before January, 1996, are not subject to Secs. (e)-(h).

Mr. Gardner said that a nonresident hired by the City in 1976 and applying for new position that did not pay \$50,000 or more and did not supervise more than three employees would be disadvantaged by a resident not currently employed by the City if their qualifications were approximately equal. This is the concern of Local 195. Residency would count more than seniority. Their contract runs through June 30, 1999.

Councillor Sullivan stated that Mr. Gardner had said that the ordinance negatively affects the Affirmative Action hires, but thirty two percent of Cambridge hires this year were minorities and twenty-six percent of nonresidents hired were minorities.

Mr. Healy stated that both in hiring subject to the ordinance and hiring not subject to the ordinance, the city strives to hire Cambridge employees and improve minority statistics. Some of the initial report and its analysis of the effect on minority hiring was based on more global statistics of the workforce in this area.

Councillor Sullivan stated that there are statements in the report that were somewhat inflammatory and the numbers in the several pages of data just do not bear out the statements.

meeting. Mr. Gardner added that EEO categories were set by the federal government in the 1970's. Those classifications do not relate to the Residency Ordinance classification.

Councillor Sullivan asked how many listed as Cambridge residents moved to Cambridge after employment. Mr. Gardner said that this list and the data base from which it was generated does not track information in this way. There is no way to get that information except by an examination file by file of the data base.

Councillor Reeves asked how Mr. Spooner's job was classified.

Mr. Healy said the job title is the same title as two other (3d and 1st on Document Nine, page 6) and was established years ago.

Councillor Reeves asked who classified the position when it was first established.

Mr. Healy said that the position goes back to 1980 and he does not know who set the classification. Mr. Gardner explained that when a job code is already entered in the computer, when that job code is keyed into the computer data system, the paperwork will automatically have the same classification as all other jobs with the same job code.

Councillor Reeves asked who signs the EEO report. Mr. Gardner said that the Affirmative Action Officer signs it. Councillor Reeves asked if anyone else is responsible. Mr. Healy stated that ultimately the City Manager is responsible.

Councillor Galluccio asked whether the Affirmative Action Officer has a chance to object to the categories. Mr. Healy said that he, Mr. Gardner, William Gomes are actively reviewing all of the EEO classifications.

Councillor Galluccio asked whether the Affirmative Action Officer sees the document before it is to the federal government and Mr. Healy responded in the affirmative.

Councillor Triantafillou then moved to the Residency Ordinance. She asked pursuant to section 2.120, what progress had been made in making and retaining lists of Cambridge residents for hiring. Mr. Gardner stated that the Personnel Department has worked extensively with the office of Workforce Development.

Councillor Triantafillou asked whether there is a data base as of January, 1996, of Cambridge residents who have applied for jobs. She also asked whether under Section 3 there have been civil service classes. Mr. Gardner said that the only Civil Service exam since enactment of the Residency Ordinance was the firefighter exam, and the City did indeed advertise and conduct training for the test. The City intends to do this again with the police officer exam, the next significant civil service exam. Before the ordinance was enacted, the City attempted to assist city employees with the clerical employee civil service exam. The Massachusetts Department of Personnel Administration does not does not run many tests other than public safety.

Councillor Reeves stated that he believes this list contains people who don't belong there and thus this is being reported inaccurately to the federal government. He added that the Arts Council lists Pallas Lombardi and Lindsey Field as "Officials and Administrators". He asked how such a small department can have two employees so listed.

Mr. Healy stated that he agrees with Councillor Reeves that there are problems with this list and this is why he had directed the Personnel Director and Affirmative Action Director to do a comprehensive review.

Councillor Triantafillou suggested moving on.

Councillor Reeves stated that if the first list is wrong, then all of the other documents which build upon it are inaccurate.

Councillor Toomey raised a question about the appropriateness of using employee names in the discussion of this issue.

Mr. Gardner suggested using the employee number.

Councillor Reeves then listed the following employees by employee number, whose jobs, he believes, are misclassified in Document Nine:

660311 Page 6

660322 Page 6

60342 Page 6

660560 Page 6

and Robert Goodwin should be there.

168430 Page 3

168431 Page 3

one or the other should be listed, not both

508430 Page 5

Vice Mayor Born asked for an explanation of who makes the classification. Mr. Gardner repeated the response that when the first job of a particular title is established the initial [A]classification is made by the Affirmative Action officer. Thereafter other jobs of the same title will automatically get the same classification.

Mr. Healy noted the problems with the EEO categories. He said that a strict reading would put fire lieutenants as "professionals" and police sergeants as "technicians". This is an example of an obvious irrationality in light of the responsibilities of those position. There is an ongoing review to make sure categories are accurate.

Vice Mayor Born asked why documents now before the committee were prepared. Mr. Healy said most were generated in response to questions at the September 25, 1996 committee

Mr. Gardner apologized for the tone of the report. He said that on reflection the tone was wrong and he truly regrets it.

Councillor Galluccio stated that his interpretation is that Section 5 of 2.120.020 (a) only applies to new hires and does not affect employees already hired. What has undermined this ordinance is the hint that it will disadvantage current employees. Councillor Galluccio added that it is not okay with him that City Manager does not agree with this ordinance.

Mr. Healy said that it is a great misunderstanding to think that the City is not implementing and enforcing the ordinance. New proposed provisions cannot be added to police negotiations. He fully intends to enforce the ordinance. It is possible to have different opinions. However, the City Administration is fully implementing and enforcing this ordinance.

Councillor Galluccio stated that the report reeks of resistance to the ordinance. If the entire ordinance were implemented and full recruitment efforts were made, it would not be a constraint. Councillor Galluccio added that it is most crucial to have police, fire and teachers living in the neighborhood. Neighborhoods are better and employees are more effective. The City Manager needs to support the ordinance. Mr. Healy responded that his responsibility is to administer "not support".

Councillor Davis agreed that City Council cannot require its administrator to "believe" in the ordinance but it can require him to administer the ordinance. She then asked for a clarification as to the difference between Councillor Galluccio and Mr. Gardner's understanding. In the case of nonunion employee hired before January 96, must he/she be a resident?

Mr. Gardner stated that his interpretation of paragraph (a) is that for any city job that does not pay over \$50,000 and does not require supervision of three employees, there is absolute preference for a resident. Whether the person was hired before or after January, 1996 is irrelevant. Any promotional position in the police department would involve supervision of three or more employees so it would be subject to sections (e)-(h), not Section (a) Persons first employed by the City after January, 1996 would have to move in.

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include a statement that there is a residency ordinance, so no one is constrained from applying because of the ordinance.

Councillor Davis stated that the move in requirement as a condition of employment is a constraint, particularly because the requirement is forever.

Councillor Toomey stated that unfortunately no one anywhere has that kind of job security. In the private sector, the company can up and move out of state.

Councillor Reeves said that city employment is quite precious. He agrees that Cambridge jobs should go to Cambridge residents. People who are paying their taxes want to know that they and their children have preference for jobs. Councillor Reeves stated that he would like to see more information about how factors are weighed in terms of "equal".

Councillor Triantafillou stated that her intention is to have a meeting at the Cambridge Community Center and that the meeting is tentatively scheduled for November 6 at 7:00 p.m at the Community center. She thanked those present for their attendance.

The meeting was adjourned at 8:45 p.m.

For the Committee,

Councillor Katherine Triantafillou, Chair

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For the Committee,

A handwritten signature in cursive script that reads "Katherine Triantafillou MS D".

Councillor Katherine Triantafillou, Chair

Committee Report #1

S-536

A Communication was received from D. Margaret Drury, City Clerk, transmitting a report from Councillor Triantafillou, Chair of the Civil and Human rights Committee for a meeting held on October 10, 1996, for the purpose of continuing discussion of the Residency Ordinance.

In City Council November 4, 1996

Amended Report  
Accepted, Placed  
on File.