

The Cambridge Hospital



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

December 8, 1988

Mr. Robert W. Healy
City Manager
Executive Office
Cambridge City Hall
795 Massachusetts Avenue
Cambridge, MA 02139

RE: City Council Order
September 26, 1988, #1

Dear Mr. Healy:

The following information has been compiled in response to City Council Order #1, initiated by Vice Mayor Wolf, dated September 26, 1988.

The feasibility of a daycare program to serve the childcare needs of Cambridge Hospital employees (and possibly other City employees) is currently under study. A committee of hospital employees representing the major disciplines began their work by surveying the hospital community.

Survey results indicated a strong interest in a daycare program. High interest was expressed for the following options:

- 1.) a hospital-run daycare program
- 2.) a voucher program (employer pays a portion of the childcare costs, either on a percentage basis or at a flat rate)
- 3.) dependent care assistance program (employer can pay for an employee's childcare without either the employer or the employee paying tax on the cost of childcare)
- 4.) sick care
- 5.) summer and vacation care

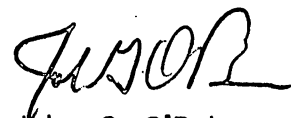
The other survey result of note was a high incidence of lost work time (absences or lateness) due to childcare difficulties.

The Daycare Committee applied to the Volunteer Consulting Organization at Harvard Business School and was accepted as one of several local organizations to receive consulting services at no charge. The four Business School students will work with the Committee through May. They are beginning by preparing a cost analysis of the various childcare options, and by doing an analysis of the loss of productivity attributable to employees' childcare problems. The consulting group is scheduled to make a presentation to the Committee on December 13, 1988 regarding their initial findings and their overall work plan for this project.

More and more hospitals are establishing and advertising daycare programs. A daycare program could certainly be a powerful recruitment and retention tool for Cambridge Hospital. I am pleased with the progress of the Daycare Committee and feel that the Volunteer Consulting Organization will be an excellent resource.

The activities of the Daycare Committee and the Volunteer Consulting Organization will culminate in a formal set of recommendations to be presented in May 1989.

Sincerely,

A handwritten signature in black ink, appearing to read "John G. O'Brien", written in a cursive style.

John G. O'Brien
Hospital Administrator



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139

TEL. 498-9011

EXECUTIVE DEPARTMENT

ROBERT W. HEALY

City Manager

RICHARD C. ROSSI

Deputy City Manager

December 12, 1988

To the Honorable, the City Council:

In response to Awaiting Report No. 24 , I submit the attached status report from the Administrator of the Cambridge Hospital regarding the feasibility of establishing a daycare facility in or near the Cambridge Hospital.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Robert W. Healy", is written over the typed name and title.

Robert W. Healy
City Manager

Agenda Item No. 8 S-761

Re: response to Awaiting Report Item 24 on
the feasibility of establishing a daycare
facility in or near the Cambridge Hospital.

In City Council,

December 12, 1988

12-12-88

Placed on file.