

1995 - 1997 POLICE HIRING

	1995	1997	Total	% Minority
Bilingual Lists				
Total Hires	14	1	15	
Minority	12	0	12	80%
Regular List				
Total Hires	9	10	19	
Minority	4	2	6	31.6%
All Hires			34	
Minority			18	52.9%

1998 POLICE HIRING

Total Hires	19	
Minority	6	31.6%

TOTAL HIRES 1995-1998

Total Hires	53	
Minority	24	45.3%

POLICE DEPARTMENT EMPLOYMENT PROFILE

Total Force	266	Cambridge Labor Market (1990)	
African-American	48	18.0%	11.5%
Hispanic	16	6.0%	5.5%
Asian	4	1.5%	7.2%
Total	68	25.6%	24.2%



CITY OF CAMBRIDGE
CAMBRIDGE, MASSACHUSETTS 02139

TEL 349-4300
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EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

August 20, 1997

James Hartnett
Personnel Administrator
Human Resources Division
Executive Office of Administration and Finance
One Ashburton Place
Boston, MA 02108

Dear Mr. Hartnett:

Enclosed please find supplemental documentation for our Report on Certification for Certifications 94-1274, 94-1275, 94-1276, 94-1277 and 94-1278.

We appreciate the assistance and guidance provided by your agency and particularly Ms. Brenda Geoghan and Mr. Mark Chavanne in helping us complete some of the most complicated police hiring we have ever done, particularly as it relates to virtually simultaneous screening and hiring from a roster list, regular certification and several bilingual certifications.

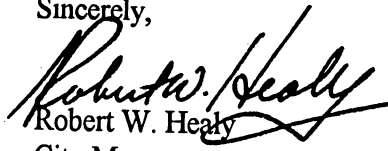
As a result of this ambitious effort the City was able to hire an unprecedented percentage of minority candidates (nearly 53 % of total hires), and to significantly increase our capacity to serve the multi-lingual and non-English speaking members of our community.

Although this effort was initiated locally, it would not have been possible without the assistance and cooperation of your staff.

The materials submitted here should be incorporated with the documents previously submitted for these certifications.

Thank you for your attention to this.

Sincerely,


Robert W. Healy
City Manager

cc: Commissioner R. Watson

98 ONLY

BONILLA MICHAEL	M	3	6/1/98
BUSTILLO EUGENE	M	3	6/1/98
CARTER MICHAEL	M	1	6/1/98
CROWLEY JAMES	M	1	6/1/98
DREWICZ SARAH	F	1	6/1/98
FLYNN JOSEPH	M	1	6/1/98
GLYNN THOMAS	M	1	6/1/98
HUDSON LAWRENCE	M	1	6/1/98
HUSSEY BRIAN	M	1	6/1/98
LOWE DARCY	M	2	6/1/98
LYONS STEPHEN	M	1	6/1/98
MALDONADO DAVID	M	3	6/1/98
MALDONADO THOMAS	M	3	6/1/98
PETERSON SEAN	M	1	6/1/98
REGAL MICHAEL	M	1	6/1/98
SENNOTT STEPHEN	M	1	6/1/98
TAVARES GEORGE	M	1	6/1/98
VICENTE HECTOR	M	3	6/1/98
WAGNER DANIEL	M	1	6/1/98



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EXECUTIVE DEPARTMENT
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City Manager

RICHARD C. ROSSI
Deputy City Manager

January 25, 1999

To The Honorable, The City Council:

At the January 11, 1999 City Council meeting, a question was raised by a member as to the racial composition of the most recent (June 1, 1998) police recruit class. I am submitting this report to answer that question. In the 1998 class we hired 19 total new officers, including 13 whites, 1 African American and 5 Hispanic candidates. Thus, 31.6% of the total hires for that class were minorities.

In the period from 1995 through 1997, we hired two recruit classes from one set of civil service certifications from the 1994 civil service examination. (We reused the same certification list for the 1997 police recruit class because Civil Service Rules made it impossible to hire two separate classes from two separate certifications). In addition to using the regular list, we made hirings from special lists of persons with bilingual skills in English and, alternatively Spanish, Haitian Creole, Chinese, and Portuguese. Those combined classes were 52.9% minority.

Attached is a summary of those hirings by years, as well as a current employment profile of the Police Department, compared to the labor market data. I have also enclosed a copy of our correspondence with the Personnel Administration concerning the 1995-1997 hiring.

Very truly yours,

Robert W. Healy
City Manager

RWH/dls
enclosures

Consent Agenda #4

S-538

Relative to a question raised by a member of the City Council at the January 11 Council meeting concerning the racial composition of the most recent police recruit class.

In City Council January 25, 1991

back
↑
Referred to the City Manager
on motion of Councillor Reeves
for racial breakdown
of 2 classes prior to 1998