

CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139

TEL. 498-9011

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

June 15, 1987

To the Honorable, the City Council:

Enclosed for your review and recommended passage is an amendment to the salary ordinance for department heads. This amendment essentially follows the pattern of the collective bargaining settlements with City unions by providing a 3% increase on July 1, 1986. However, in accordance with the City Council's Order, the proposed ordinance amendment provides flexibility, beginning on January 1, 1987, for an incentive-based system by incorporating a reasonably broad range of salaries within logical groupings of positions.

In keeping with the collective bargaining settlements, the minimum range, in most cases, is the equivalent of what the salary of a position would be on July 1, 1987 had the union settlements been applied.

In compliance with the Council order, however, flexibility is provided to the City Manager for recognizing exceptional performance or particular needs for recruiting or retention purposes.

This ordinance amendment is similar in structure to the one recently adopted by the Boston City Council. It provides a structure so that the City Council does not have to debate on an annual basis with the one small segment of the City's work force that requires Council action on salary matters. The ranges established are broad enough to provide for cost of living adjustments or union settlements well into the future.

I believe that it is essential to provide this type of flexibility in order to maintain the professional management capacities that have been traditional in Cambridge. Passage is strongly recommended.

Very truly yours,

Robert W. Healy
City Manager

RWH/mbf
Enc.



City of Cambridge

In the Year One Thousand, Nine Hundred

AN ORDINANCE

In amendment to an ordinance formerly entitled "The General Ordinances of the City of Cambridge" as revised in 1972 and now designated as "The Code of the City of Cambridge".

Be it ordained by the City Council of the City of Cambridge as follows:

Chapter Two, entitled: "Administration", Article XXII entitled "Officers Generally", Section 2-191 entitled "List of Salaries in General"; is hereby amended as follows:

Effective July 1, 1986 the salaries listed shall be increased by three percent.

Effective January 1, 1987 Section 2-191 is hereby amended by striking out in said Section 2-191 the salaries listed and substituting the following new schedule of salaries.

Holders of the following offices shall receive such annual salary as shall be fixed by the City Manager within the limits set out below for the category in which said office is placed. In fixing such salary, the City Manager shall consider the salaries paid equivalent offices by comparable governmental units elsewhere in the United States, and the salary necessary to attract or retain competent individuals in the City's services. Such salary shall, unless otherwise provided by statute or ordinance, or past practice, be in full for all services rendered to the City, shall be apportionable in the event of service for only part of the year, and shall be subject to deduction for any and all sums due to the City from such office holder.

Category I shall include: the Deputy City Manager, Hospital Administrator, and Commissioner of Health and Hospitals who shall receive a salary of not less than seventy thousand dollars nor more than eighty thousand dollars.

Category II shall include: the Assistant City Managers for Community Development, Fiscal Affairs, and Human Services, and Commissioner of Public Works who shall receive a salary of not less than sixty thousand dollars nor more than seventy thousand dollars.

Category III shall include: the Fire Chief, Police Chief, Commissioner of Inspectional Services, Director of Traffic and Parking, Director of Personnel and Labor Relations, and the Director of Library and Communications who shall receive a salary of not less than fifty-two thousand dollars nor more than sixty-two thousand dollars.

City of Cambridge

Category IV shall include: the Administrator of Neville Manor, the Water Superintendent, City Auditor, City Clerk, City Engineer, City Solicitor, Principal Assessor, Budget Director, City Electrician, Purchasing Agent, Director of Rent Control, Director of Veteran's Services, and Chairperson, License Commission who shall receive not less than forty-four thousand dollars nor more than fifty-four thousand dollars.

Group V shall include: the Deputy City Auditor, the Deputy City Clerk, Sealer of Weights and Measures, Veteran's Agent, and Director of Emergency Management shall receive not less than thirty-six thousand dollars nor more than forty-six thousand dollars.

Group VI shall include: the City Manager whose salary shall be, as set by the City Council by Ordinance No. 1045 with annual increases equal to that of the Greater Boston Consumer Price Index for the preceding calendar year.

If a position reaches the maximum for its category and no amendment to the Ordinance has been adopted, then that position shall receive an increase on the following July 1 that is the equivalent of the increase in the Greater Boston Consumer Price Index for the preceding calendar year.

No person holding an office listed above shall receive compensation in the form of overtime.

At such time as the incumbent in the Office of Police Chief and Fire Chief should change, then the sum established within the group shall be the total compensation received by that person from the City of Cambridge.

Persons holding the offices mentioned above, except the incumbent City Solicitor, shall devote full time during ordinary business hours to their respective duties.

The Sections of this Ordinance shall be severable, and if any one or more sections, or portions thereof, shall be held invalid by a court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining sections or portions hereof.

Cable corner

What's available on the Discovery channel

Take a journey through the jungle-shrouded temples of Angkor in Cambodia. Meander through the music-filled subterranean passageways of the Paris metro. Examine how the developments in science and technology are affecting our lives. How can you travel around the globe in a single day? Tune in to The Discovery Channel on cable, and experience the world right from your own home.

June is a special month for The Discovery Channel, marking its second anniversary on the air. The Discovery Channel's remarkable track record has far surpassed even the company's own projections, as a recent issue of "Broadcasting" magazine referred to The Discovery Channel as today's fastest growing U.S. cable network. To what does The Discovery Channel owe its success in only two years of operation? Providing insightful, entertaining programming for the selective television viewer, The Discovery Channel offers 18 hours of captivating programs

about science and technology, nature, history, human adventure and world exploration. As an example of the diversity of programming offered, this month The Discovery Channel is featuring an in-depth documentary of the Falkland Islands war. This is the first attempt to tell the real, human story of how the Falkland Islands were won and lost. The program's producers were able to obtain exclusive interviews from both the British and Argentinians. More than 1,000 people died and at least 4,800 were wounded in the battle for the islands. In addition viewers will have a first-time opportunity to see video footage shot by the Argentine navy.

The Discovery Channel, channel 39 in Cambridge, is offered on American Cablesystem's Consumer's Choice Basic package, for \$10.95 per month. Call 876-2323 if you'd like more information about The Discovery Channel and other programming selections on cable.

YMCA offers youth swim team clinic

The Cambridge family YMCA is offering a Youth Swim Team Stroke Clinic this summer. The clinic is designed to help youngsters improve their stroke technique for competitive swimming. All levels of swimmers are eligible providing that they can swim 3 lengths unassisted. Times are Monday through Thursday, 2:30-3:30. For more information, call Wade Lindhorst 876-3860, ext. 70/62.

For Those With Discriminating Taste... Café on the Charles

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57 Coolidge Ave., Watertown

Weddings



Michael Tedesco and Christine Thibodeau

Mr. and Mrs. Phillip Thibodeau of Cambridge announce the engagement of their daughter, Christine Marie, to Michael Dennis Tedesco, son of Mr. and Mrs. Nicholas Tedesco of Waltham.

Miss Thibodeau is a graduate of Matignon High School and her fiancé is a graduate of Watertown High School and ITT Technical Institute. A May 1988 wedding is planned.

Mr. and Mrs. Phillip Thibodeau of Cambridge announce the engagement of their daughter, Christine Marie, to Michael Dennis Tedesco, son of Mr. and Mrs. Nicholas Tedesco of Waltham.

are eligible providing that they can swim 3 lengths unassisted. Times are Monday through Thursday, 2:30-3:30. For more information, call Wade Lindhorst 876-3860, ext. 70/62.

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Ellen (Ruspanini) and John Jackson

Ellen Marie Ruspanini, daughter of Mr. and Mrs. Anthony J. Ruspanini, became the bride of John Teale Pratt Jackson Jr., son of John Teale Pratt Jackson and Beatrice Vincent, during a ceremony performed at the Church of the Messiah in Woods Hole on June 6.

Given in marriage by her father, the bride was attended by Ellen A'Hearn as matron of honor. Her bridesmaids were Carol Ruspanini, Linda Ruspanini and Martha Gegan. The best man was Benjamin Jackson and the ushers were Anthony Ruspanini, David Gross, Peter Sahlin and Brian Deagan.

A reception followed at the Commanesett Inn in Falmouth. The bride is employed at Benjamin Thompson Associates in Cambridge. She is a graduate of Lesley College. Her husband is a graduate of Colby College and is employed at Wind-smithy Window and Door Co.

After a wedding trip to Nantucket Island, the couple will reside in their new home in Arlington.

Answers for elders

What is respite care?

Approximately 70 to 80 percent of long-term care for elders is provided by their families, according to a recent report by a special commission of the Massachusetts legislature. Relief from the time and effort often required in caring for an elderly relative is one of the biggest needs these families face.

Respite Care is a special program designed to provide such relief, in the form of supervision and companionship for the elder, personal care, adult day care and other services in the home and the community. Respite enables caregivers to work, run errands, see friends or just rest. Special services are available for caregivers of persons - even those under 60 - who have Alzheimer's Disease and related disorders.

Complete information about respite care for caregivers in Somerville and Cambridge can be obtained by calling: Information & Referral, Somerville-Cambridge Elder Services, 628-2601.

Q. Does admission to a nursing home mean I have to give up my rights?
A. No. Persons entering a nursing home continue to have the same

civil and property rights they had before entering the home. Homes that participate in Medicare and Medicaid are required to have established patients' rights policies. Be sure to ask for a copy. To learn more about the right of nursing home residents, call the Somerville Cambridge Nursing Home ombudsman program at 628-2601.

Q. I want to apply for food stamps but am not able to get to the office to fill out the forms. What can I do?
A. Persons 60 and above who cannot travel to the food stamp office have several options. They can: 1) Handle the paperwork and interview over the phone and through the mail; 2) Have a friend, relative or someone else go to the office and apply for them; or 3) Ask for a home visit by someone from the food stamp office. Call the Food Stamp Hotline at 1-800-445-8333 for more information.

Questions for or about older people and their families should be addressed to: Information & Referral, Somerville-Cambridge Elder Services, 1 Davis Square, Somerville, MA 02144. Or call the I&R unit at 628-2601.

Prime Time office moves

The office of the Prime Time Employment Program will move on June 22 to 51 Inman St. The program joins the other services of the Council on Aging and can be reached at 498-9069.

Prime Time provides assistance in finding part and full-time employment for Cambridge residents 55 and over. Area employers list a wide range of jobs they have open with the program. Clients are offered employment counseling, resume development, interview techniques, workshops and referral to employers in preparation for a new job. Office hours at 51 Inman St. are 9 am to 4 pm weekdays. For more information about Prime Time or to make an appointment to see a counselor, call 498-9069.

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19 police recruits begin training here

The Francis A. Pisaní Cambridge Police Academy recently began the 1987 training program with 19 new recruits, and three additional trainees who will work as security officers for local colleges.

The Cambridge Police Academy program runs for 14 weeks, ending on September 11. The academy director is Captain Henry Breen, and the schedule includes a variety of class instructors, such as Sarah Wunsch, executive director of the Human Rights Commission.

According to Breen, some 800 people took the civil service exam to seek qualifications by Cambridge's Police Department. Five minorities were accepted into the program, and three recruits were not accepted because they failed physical exams. At least one of these was a woman.

City delegation visits Salvador

A delegation of 14 people, including representatives of city agencies, doctor, teachers and church members left this week for El Salvador to visit the town of San Jose las Flores which was recently adopted by Cambridge as a Sister City.

The delegation will be in El Salvador from June 17 through 27 and will take part in ceremonies marking the first anniversary of the repopulation of las Flores.

Members of the delegation include Nancy Ryan, executive director of the Cambridge Commission on the Status of Women; Cathy Hoffman, executive director of the Cambridge Commission on Peace and Nuclear Disarmament; Dr. Pable Farias of Cambridge Hospital and Clark Taylor, a professor at the University of Massachusetts at Boston College of Public and Community Service.

The delegates hope their visit will help protect the village. "The people of las Flores invited Cambridge to be a Sister City because they believe that knowledge about their situation in North America is the best guarantee of their safety," said delegation member Julia Wallace.

The celebration, which will be held in las Flores on June 20, marks a year since former residents of the town moved home in June 1986. They had been forced to leave by the Salvadoran army in 1983 as part of the military's effort to empty the

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APPRECIATED — More than 200 students in the English as a Second Language program were honored recently at the Maynard School. Above, keynote speaker Sara Garcia, right, a member of the city school committee, chats with students Gaby Vargas and Melida Vasquez.

Norton resigns from history society post

Bettina "Toni" Norton has resigned as director of the Cambridge Historical Society, effective in two weeks, because of "differences in approach."

Norton, 50, has been director of the society for four years. She was instrumental in setting up new programs to increase awareness of Cambridge's architectural history to residents, such as the Cambridge Trivia Hunt.

The Cambridge Historical Society is 82 years old and has been located at the Hooper-Lee-Nichols House at 159 Brattle St. since 1957. The society's membership increased from 200 to 460 members while Norton was director.

Norton also ran events for children, such as the Dolls and Stuffed Animals Tea Party, and this year included children from local public and private schools in the third annual Trivia Hunt.

According to Charles Sullivan, president of the Cambridge Historical Society since 1986, and executive director of the Cambridge Historical Commission, the purpose of the society is to "bring history to people on their own level, not just to glorify Brattle street or Tory Row." "Toni has been instrumental in helping the society to broaden its reach," added Sullivan. "The society has every intention of continuing the programs Toni has begun."

Norton has worked for the Boston Public Library, the Boston Athenaeum, and the Essex Institute of Salem, and has written two books.

You noticed this space. So will your customers when you advertise in the Cambridge Chronicle. Call 628-6200 to advertise.

City of Cambridge PUBLIC HEARING
The City Council Committee on Rent Control will conduct a public hearing on Thursday, June 25, 1987 in the Sullivan Chamber, City Hall, Cambridge, beginning at 5:30 p.m.
The purpose of this hearing is to discuss the following:
1. The proposed revision to Regulation 72.03 to base fair net operating income for all units in the City on 1987 rents and expenses;
2. The advisability of allowing tenants of three (3) years standing the right to receive renewal permits in order that they may purchase said units; and
3. To review the terms and qualifications of Rent Control Board members.

This hearing was previously held for Tuesday, June 16, 1987. For the Committee, Councillor William H. Walsh, Chairman.

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Births

At Winchester Hospital
To Mr. and Mrs. Paul Cardoso of Winchester, a daughter, Katrina, born April 27. Grandparents are Mr. and Mrs. Arthur Alford Jr. of Cambridge and Mr. John Cardoso of Cambridge.
To Michele (Pallotta) and John J. Cronin Jr. of Weymouth, a daughter, Alison Michele, born April 21. Grandparents are Mr. and Mrs. Joseph G. Pallotta of Scituate and Mrs. Abigail Cronin of Cambridge.

At The Maiden Hospital
To Doreen (Brown) and Matthew Metz of Somerville, a son, Matthew Arnold, born February 1. Grandparents are Fredrick and Millie Brown of Charlestown and Gladys Metz of Allston.
To Pamela Pacelli and Robert Cooper of Cambridge, a daughter, Samantha Lucia Isabel, born March 27. Grandparents are Gloria Hunt of Chicago, Ill., Albert Pacelli of Chicago and Mr. and Mrs. Robert M. Cooper of Memphis, Tenn.

To Rosanne (Hall) and Weiming Tu of Cambridge, a daughter, Marianna Meiling Brooks, born March 28. Grandparents are Mary Anne and Carter Hall of Marlboro, Md. and Wellington and Sonia Tu of Albany, CA.

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COM/Electric reaches out to senior citizens

"Before the Gatekeeper Program, I felt badly because I could see many elderly customers had serious problems, and I couldn't really help. Now I know how to refer these problems to people who can help."

(A quote from a COM/Electric employee.)

The Gatekeeper Program is designed to assist vulnerable older people who need help but may be unable to get it for themselves.

Each year our elderly population grows. In fact, people over 85 make up the fastest growing segment of our population. Many of them are healthy, active people involved with family and friends, church or community groups. But many others are not so fortunate. They live alone and have little contact with others. If they become ill or are disabled, they can easily go unnoticed and unattended.

Our meter readers, service people and customer contact

representatives who have contact with the elderly in the normal course of their jobs, are the COM/Electric Gateskeepers who can open the gates between vulnerable older people and the social service agencies that can help them.

By recognizing certain danger signals in the elderly—unusual appearance or behavior, signs of confusion or disability—the Gatekeeper can provide assistance before a crisis occurs.

We consider the Gatekeeper Program a positive way to be involved in the community and to provide a service that helps the people we serve.

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Editorial For the Common good

The city council acted wisely this week in establishing guidelines for the city administration to approve or deny permits to various groups to use Cambridge Common.

Misplaced protest

It's no secret that many people have deep and legitimate concerns about development in Cambridge. But there are times when public protest is misplaced.

Letters to the editor are due Monday at 5 pm.

Talking heads

This week, staff Photographer Carolyn Hine asked passersby if they supported the concept of mandatory AIDS testing.

Letters to the editor

Grateful

The Cambridge Youth Soccer League would like to express appreciation to all of the businesses, families, and individuals who sponsored teams for the Spring '87 season.

Casting blame

In reply to the ad hominem statements of Kathleen Puckett (Chronicle, June 4) and the letters that will subsequently follow in this election year, let me reply: I am a tenant and have lived in the same apartment for the past 26 years as well as having been a resident of mid-Cambridge for some 32 apartments in the form of a hybrid building of which all but four have been condominiums since 1977.

Thanks

I would like to express my gratitude to being given the opportunity of coordinating the Early Childhood Community Forums. The dinner forum series was funded by the Chapter 188 Early Childhood Education Discretionary Grant, part of the Public School Improvement Act of 1985.

Thanks

This letter is to thank Councilor Thomas Daney, North Cambridge, for facilitating a remedy to our immediate housing crisis after we were turned out of our home on Douglas Street in Central Square.

Grateful

To Patrick Ewing: We would like to thank you for your generous contribution to the Youth Center. Without your support we would have been unable to sponsor a successful basketball

Grateful

league and provide educational and informational programs, your commitment to the community and your heartfelt concern for youth is deeply appreciated.

Deaths

Nora Costello

Nora Costello, 83, died June 3 at the Youville Hospital after a long illness. He was born in Ireland and had been a retired cook for the Archdiocese of Boston.

Johnny Ronchetti

Johnny Ronchetti, 72, a lifelong resident of Cambridge, died suddenly June 2 at Santa Maria Hospital.

Idella May Wright

Idella May (Dykeman) Wright, 106, daughter of Charles F. and Sarah (Cox) Dykeman and resident of Vernon Hall Nursing Home died Saturday, June 13, after a brief illness.

Dorothy Wilson

Dorothy B. (Usher) Wilson, 95, died May 30 in Grace Hospital, Townsend, Vt., where she had summered for more than 60 years.

Anna Washington

Anna Estelle Washington, 87, who died suddenly June 5 at Cambridge Hospital.

Doris Scalley

Doris M. (Donovan) Scalley, 64, died June 11 at her home after a year-long illness. She was born in Somerville and had lived in Cambridge for over 50 years.

Francis Murnane

Francis X. Murnane, 80, a lifelong resident of Cambridge, died June 5 at Cambridge City Hospital.

Muriel McCarthy

Muriel Y. (Smith) McCarthy, 78, died June 12 at her home after a long illness.

Josephine Frazier

Josephine "Chet" (DiBisceglie) Frazier, 82, died June 9 at Youville Hospital. She was born in Italy and had lived in Cambridge for most of her life.

Vanessa Callender

A memorial Mass was said June 11 in St. Patrick's Church for Vanessa Leigh Callender. She died June 8 at New England Medical Center.

Edward Kline

Funeral services were held for Edward S. Kline, 79, who died June 11 at New England Medical Center after a short illness.

Agnes Toole

Agnes C. Toole died May 30 after a long illness. She was a longtime Cambridge resident.

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Dorothy B. (Usher) Wilson, 95, died May 30 in Grace Hospital, Townsend, Vt., where she had summered for more than 60 years.

Anna Washington

Anna Estelle Washington, 87, who died suddenly June 5 at Cambridge Hospital.

Doris Scalley

Doris M. (Donovan) Scalley, 64, died June 11 at her home after a year-long illness. She was born in Somerville and had lived in Cambridge for over 50 years.

Francis Murnane

Francis X. Murnane, 80, a lifelong resident of Cambridge, died June 5 at Cambridge City Hospital.

Muriel McCarthy

Muriel Y. (Smith) McCarthy, 78, died June 12 at her home after a long illness.

Josephine Frazier

Josephine "Chet" (DiBisceglie) Frazier, 82, died June 9 at Youville Hospital. She was born in Italy and had lived in Cambridge for most of her life.

Vanessa Callender

A memorial Mass was said June 11 in St. Patrick's Church for Vanessa Leigh Callender. She died June 8 at New England Medical Center.

Edward Kline

Funeral services were held for Edward S. Kline, 79, who died June 11 at New England Medical Center after a short illness.

Agnes Toole

Agnes C. Toole died May 30 after a long illness. She was a longtime Cambridge resident.

Deaths

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OFFICE OF THE CITY CLERK

CITY OF CAMBRIDGE

CITY HALL, CAMBRIDGE, MASSACHUSETTS 02139

(617) 498-9017

JOSEPH E. CONNARTON
CITY CLERK

JOHN E. FLYNN
DEPUTY CITY CLERK

June 9, 1987

Russell B. Higley
City Solicitor
City Hall
Cambridge, MA ,02139

Dear Sir:

Enclosed you will find a proposed amendment to the Zoning Ordinances of the City of Cambridge to regulate Community Residences and Personal Care Lodging Houses which was passed to a second reading at the City Council meeting held on June 8, 1987.

Enclosed also you will find two loan orders which were adopted at the City Council meeting held on June 8, 1987 as follows:

1. Loan order of \$2,650,000 for the construction of an athletic field on the dump site.
2. Loan order of \$2,500,000 to repair municipal buildings.

Would you kindly review this proposed zoning amendment and the two loan orders and indicate your approval or disapproval on the bottom and return to this office.

Your kind attention in this matter will be greatly appreciated.

Very truly yours,

John E. Flynn
Deputy City Clerk

JEF/dl

Encs. (3) First publication Number 2370, Final Publication Numbers 2369 & 2368

c.c. Councillor Walsh, Chairman, Committee on Ordinances
Mr. Cellucci, Inspectional Services Commissioner



City of Cambridge

In the Year One Thousand, Nine Hundred Eighty-Seven

AN ORDINANCE

In amendment to an ordinance entitled "The Zoning Ordinances of the City of Cambridge".

Be it ordained by the City Council of the City of Cambridge as follows:

The Zone Map accompanying ordinance passed to be ordained September 26, 1979 entitled "The Zoning Ordinances of the City of Cambridge" is hereby amended as follows:

I. Delete existing lines 4.33e(3) and (4) and substitute therefor the following:

3. Community residence⁵¹ No SP SP SP SP SP SP SP SP
SP No No No

4. Personal Care Lodging⁵¹ house No SP SP SP SP SP SP SP SP
SP SP No SP No

II. Create a new footnote "51" in Section 4.40 Footnotes to the Table of use Regulations as follows:

Subject to the requirements of Section 11.20

III. A. Delete lines f(3) and f(4) in "Table of Institutional Use Regulations" and substitute therefor the following:

3. Community residence 7 SP SP SP SP SP SP

4. Personal Care Lodging House 7 SP SP SP SP SP
SP

B. Create a new footnote "7" to

"Footnotes to Table of Institutional Use Regulations" as follows:

7. Subject to the provisions of Section 11.20.

Passed to a second reading at the City Council meeting held on June 8, 1987 and on or after June 22, 1987 the question comes on passing to be ordained.

First publication in the Tab on May 19, 1987.



City of Cambridge

IN CITY COUNCIL

May 4, 1987

ORDERED:

That \$2,650,000 is appropriated for the construction of municipal outdoor recreational and athletic facilities, including development of land and the construction and reconstruction of facilities; and that to raise this appropriation, the Treasurer with the approval of the City Manager is authorized to borrow \$2,650,000 under G. L. Chapter 44, Section 7(25).

In City Council June 8, 1987.

Adopted by a yeas and nays vote:- Yeas 9; Nays 0; Absent 0.

ATTEST:-

John E. Flynn
Deputy City Clerk.



City of Cambridge

IN CITY COUNCIL

May 4, 1987

ORDERED:

That \$2,500,000 is appropriated for remodeling, reconstructing or making extraordinary repairs to various municipal buildings; and that to raise this appropriation, the Treasurer with the approval of the City Manager is authorized to borrow \$2,500,000 under G. L. Chapter 44, Section 7 (3A).

In City Council June 8, 1987.

Adopted by a ye and nay vote:- Yeas 9; Nays 0; Absent 0.

ATTEST:- John E. Flynn
Deputy City Clerk



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139

TEL. 498-9011

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

June 15, 1987

To the Honorable, the City Council:

Enclosed for your review and recommended passage is an amendment to the salary ordinance for department heads. This amendment essentially follows the pattern of the collective bargaining settlements with City unions by providing a 3% increase on July 1, 1986. However, in accordance with the City Council's Order, the proposed ordinance amendment provides flexibility, beginning on January 1, 1987, for an incentive-based system by incorporating a reasonably broad range of salaries within logical groupings of positions.

In keeping with the collective bargaining settlements, the minimum range, in most cases, is the equivalent of what the salary of a position would be on July 1, 1987 had the union settlements been applied.

In compliance with the Council order, however, flexibility is provided to the City Manager for recognizing exceptional performance or particular needs for recruiting or retention purposes.

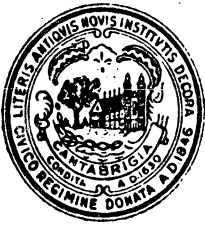
This ordinance amendment is similar in structure to the one recently adopted by the Boston City Council. It provides a structure so that the City Council does not have to debate on an annual basis with the one small segment of the City's work force that requires Council action on salary matters. The ranges established are broad enough to provide for cost of living adjustments or union settlements well into the future.

I believe that it is essential to provide this type of flexibility in order to maintain the professional management capacities that have been traditional in Cambridge. Passage is strongly recommended.

Very truly yours,

Robert W. Healy
City Manager

RWH/mbf
Enc.



City of Cambridge

In the Year One Thousand, Nine Hundred

AN ORDINANCE

In amendment to an ordinance formerly entitled "The General Ordinances of the City of Cambridge" as revised in 1972 and now designated as "The Code of the City of Cambridge".

Be it ordained by the City Council of the City of Cambridge as follows:

Chapter Two, entitled: "Administration", Article XXII entitled "Officers Generally", Section 2-191 entitled "List of Salaries in General"; is hereby amended as follows:

Effective July 1, 1986 the salaries listed shall be increased by three percent.

Effective January 1, 1987 Section 2-191 is hereby amended by striking out in said Section 2-191 the salaries listed and substituting the following new schedule of salaries.

Holders of the following offices shall receive such annual salary as shall be fixed by the City Manager within the limits set out below for the category in which said office is placed. In fixing such salary, the City Manager shall consider the salaries paid equivalent offices by comparable governmental units elsewhere in the United States, and the salary necessary to attract or retain competent individuals in the City's services. Such salary shall, unless otherwise provided by statute or ordinance, or past practice, be in full for all services rendered to the City, shall be apportionable in the event of service for only part of the year, and shall be subject to deduction for any and all sums due to the City from such office holder.

Category I shall include: the Deputy City Manager, Hospital Administrator, and Commissioner of Health and Hospitals who shall receive a salary of not less than seventy thousand dollars nor more than eighty thousand dollars.

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Category III shall include: the Fire Chief, Police Chief, Commissioner of Inspectional Services, Director of Traffic and Parking, Director of Personnel and Labor Relations, and the Director of Library and Communications who shall receive a salary of not less than fifty-two thousand dollars nor more than sixty-two thousand dollars.

City of Cambridge

Category IV shall include: the Administrator of Neville Manor, the Water Superintendent, City Auditor, City Clerk, City Engineer, City Solicitor, Principal Assessor, Budget Director, City Electrician, Purchasing Agent, Director of Rent Control, Director of Veteran's Services, and Chairperson, License Commission who shall receive not less than forty-four thousand dollars nor more than fifty-four thousand dollars.

Group V shall include: the Deputy City Auditor, the Deputy City Clerk, Sealer of Weights and Measures, Veteran's Agent, and Director of Emergency Management shall receive not less than thirty-six thousand dollars nor more than forty-six thousand dollars.

Group VI shall include: the City Manager whose salary shall be, as set by the City Council by Ordinance No. 1045 with annual increases equal to that of the Greater Boston Consumer Price Index for the preceding calendar year.

If a position reaches the maximum for its category and no amendment to the Ordinance has been adopted, then that position shall receive an increase on the following July 1 that is the equivalent of the increase in the Greater Boston Consumer Price Index for the preceding calendar year.

No person holding an office listed above shall receive compensation in the form of overtime.

At such time as the incumbent in the Office of Police Chief and Fire Chief should change, then the sum established within the group shall be the total compensation received by that person from the City of Cambridge.

Persons holding the offices mentioned above, except the incumbent City Solicitor, shall devote full time during ordinary business hours to their respective duties.

The Sections of this Ordinance shall be severable, and if any one or more sections, or portions thereof, shall be held invalid by a court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining sections or portions hereof.



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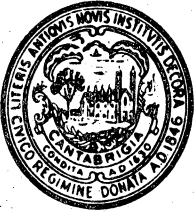
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No person holding an office listed above shall receive compensation in the form of overtime.

At such time as the incumbent in the Office of Police Chief and Fire Chief should change, then the sum established within the group shall be the total compensation received by that person from the City of Cambridge.

Persons holding the offices mentioned above, except the incumbent City Solicitor, shall devote full time during ordinary business hours to their respective duties.

The Sections of this Ordinance shall be severable, and if any one or more sections, or portions thereof, shall be held invalid by a court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining sections or portions hereof.



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139

TEL. 498-9011

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

June 15, 1987

To the Honorable, the City Council:

Enclosed for your review and recommended passage is an amendment to the salary ordinance for department heads. This amendment essentially follows the pattern of the collective bargaining settlements with City unions by providing a 3% increase on July 1, 1986. However, in accordance with the City Council's Order, the proposed ordinance amendment provides flexibility, beginning on January 1, 1987, for an incentive-based system by incorporating a reasonably broad range of salaries within logical groupings of positions.

In keeping with the collective bargaining settlements, the minimum range, in most cases, is the equivalent of what the salary of a position would be on July 1, 1987 had the union settlements been applied.

In compliance with the Council order, however, flexibility is provided to the City Manager for recognizing exceptional performance or particular needs for recruiting or retention purposes.

This ordinance amendment is similar in structure to the one recently adopted by the Boston City Council. It provides a structure so that the City Council does not have to debate on an annual basis with the one small segment of the City's work force that requires Council action on salary matters. The ranges established are broad enough to provide for cost of living adjustments or union settlements well into the future.

I believe that it is essential to provide this type of flexibility in order to maintain the professional management capacities that have been traditional in Cambridge. Passage is strongly recommended.

Very truly yours,

Robert W. Healy
City Manager

RWH/mbf
Enc.



City of Cambridge

In the Year One Thousand, Nine Hundred

AN ORDINANCE

In amendment to an ordinance formerly entitled "The General Ordinances of the City of Cambridge" as revised in 1972 and now designated as "The Code of the City of Cambridge".

Be it ordained by the City Council of the City of Cambridge as follows:

Chapter Two, entitled: "Administration", Article XXII entitled "Officers Generally", Section 2-191 entitled "List of Salaries in General"; is hereby amended as follows:

Effective July 1, 1986 the salaries listed shall be increased by three percent.

Effective January 1, 1987 Section 2-191 is hereby amended by striking out in said Section 2-191 the salaries listed and substituting the following new schedule of salaries.

Holders of the following offices shall receive such annual salary as shall be fixed by the City Manager within the limits set out below for the category in which said office is placed. In fixing such salary, the City Manager shall consider the salaries paid equivalent offices by comparable governmental units elsewhere in the United States, and the salary necessary to attract or retain competent individuals in the City's services. Such salary shall, unless otherwise provided by statute or ordinance, or past practice, be in full for all services rendered to the City, shall be apportionable in the event of service for only part of the year, and shall be subject to deduction for any and all sums due to the City from such office holder.

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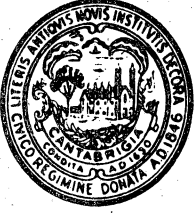
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CAMBRIDGE, MASSACHUSETTS 02139

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RICHARD C. ROSSI
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RWH/mbf
Enc.



City of Cambridge

In the Year One Thousand, Nine Hundred

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OFFICE OF THE CITY CLERK

CITY OF CAMBRIDGE

CITY HALL, CAMBRIDGE, MASSACHUSETTS 02139

(617) 498-9017

JOSEPH E. CONNARTON
CITY CLERK

JOHN E. FLYNN
DEPUTY CITY CLERK

June 18, 1987

Russell B. Higley
City Solicitor
City Hall
Cambridge, MA 02139

Dear Sir:

Enclosed you will find a copy of a Zoning Ordinance amendment which was passed to be ordained at the City Council meeting held on June 15, 1987.

Enclosed also you will find a copy of a proposed amendment to the General Ordinances providing for a department head salary ordinance which was passed to a second reading at the City Council meeting held on June 15, 1987.

Would you kindly review these proposed amendments and indicate your approval or disapproval on the bottom and return to this office.

Your kind attention in this matter will be greatly appreciated.

Very truly yours,

Joseph E. Connarton
City Clerk

JEC/dl

Encs. (2) Ordinance Number 1054.
First Publication Number 2371.

c.c. Councillor Walsh, Chairman, Committee on Ordinances
Mr. Cellucci, Inspectional Services Commissioner.



City of Cambridge

In the Year One Thousand, Nine Hundred Eighty-Seven

AN ORDINANCE

In amendment to an ordinance entitled "The Zoning Ordinances of the City of Cambridge".

Be it ordained by the City Council of the City of Cambridge as follows:

The Zone Map accompanying ordinance passed to be ordained September 26, 1979 entitled "The Zoning Ordinances of the City of Cambridge" is hereby amended as follows:

- I. Delete existing lines 4.33e(3) and (4) and substitute therefor the following:
- | | | | | | | | | | | |
|----|-----------------------------------|----|----|----|----|----|----|----|----|----|
| 3. | Community residence ⁵¹ | No | SP | SP | SP | SP | SP | SP | SP | SP |
| | | SP | No | No | No | | | | | |
- | | | | | | | | | | | |
|----|--|----|----|----|----|----|----|----|----|----|
| 4. | Personal Care Lodging ⁵¹
house | No | SP | SP | SP | SP | SP | SP | SP | SP |
| | | SP | SP | No | SP | No | | | | |
- II. Create a new footnote "51" in Section 4.40 Footnotes to the Table of use Regulations as follows:
- Subject to the requirements of Section 11.20
- III. A. Delete lines f(3) and f(4) in "Table of Institutional Use Regulations" and substitute therefor the following:
- | | | | | | | | | |
|----|-----------------------------|---|----|----|----|----|----|----|
| 3. | Community residence | 7 | SP | SP | SP | SP | SP | SP |
| 4. | Personal Care Lodging House | 7 | SP | SP | SP | SP | SP | SP |
| | | | SP | | | | | |
- B. Create a new footnote "7" to
- "Footnotes to Table of Institutional Use Regulations" as follows:
7. Subject to the provisions of Section 11.20.

In City Council August 3, 1987.

Passed to be ordained by a yeas and nays vote: Yeas 6; Nays 3; Absent 0.

Robert W. Healy, City Manager.

ATTEST:- Joseph E. Connarton
City Clerk



City of Cambridge

In the Year One Thousand; Nine Hundred Eighty-Seven

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Passed to a second reading at the City Council meeting held on June 15, 1987 and on or after June 29, 1987 the question comes on passing to be ordained.

ATTEST:- Joseph E. Connarton
City Clerk.



OFFICE OF THE CITY CLERK

CITY OF CAMBRIDGE

CITY HALL, CAMBRIDGE, MASSACHUSETTS 02139

(617) 498-9017

JOSEPH E. CONNARTON
CITY CLERK

JOHN E. FLYNN
DEPUTY CITY CLERK

August 17, 1987

Russell B. Higley
City Solicitor
City Hall
Cambridge, MA 02139

Dear Sir:

Enclosed you will find a copy of a proposed amendment to the Zoning Ordinances of the City of Cambridge to regulate Community Residences and Personal Care Lodging Houses which was passed to be ordained at the City Council meeting held on August 3, 1987.

Enclosed also you will find a copy of a proposed amendment to the General Ordinances of the City of Cambridge providing a salary increase for department heads, which was passed to be ordained at the City Council meeting held on August 3, 1987.

Would you kindly review these proposed amendments and indicate your approval or disapproval on the bottom and return to this office.

Your kind attention in this matter will be greatly appreciated.

Very truly yours,
Joseph E. Connarton
Joseph E. Connarton
City Clerk

JEC/dl

Encs. (2) Ordinances Numbered 1058 and 1059.

c.c. Councillor Walsh, Chairman, Committee on Ordinances
Mr. Cellucci, Inspectional Services Commissioner.



City of Cambridge

In the Year One Thousand, Nine Hundred Eighty-Seven

AN ORDINANCE

In amendment to an ordinance entitled "The Zoning Ordinances of the City of Cambridge".

Be it ordained by the City Council of the City of Cambridge as follows:

The Zone Map accompanying ordinance passed to be ordained September 26, 1979 entitled "The Zoning Ordinances of the City of Cambridge is hereby amended as follows:

Greatly a new Subsection 3.13 - Central Square Moratorium on Fast Order Food Establishments and Automobile Oriented Fast Order Food Establishments as follows and renumber existing Subsection 3.13 as 3.14.

3.13 Central Square Temporary Moratorium on Fast Order Food and Automobile Oriented Fast Order Food Establishments.

Whereas the City of Cambridge, through its Central Square Economic Development Subcommittee and the Community Development Department, is engaged in a comprehensive planning process for Central Square; and whereas that process shall produce a plan which shall contain detailed recommendations for establishment and/or modifications to public land use policies in Central Square; and

Whereas there is growing concern that changes in land use activities in the Square while the planning efforts are underway may be inconsistent with the recommendations to be made; and

Whereas the maintenance of a wide diversity of retail activity is desired for Central Square, a goal which may be endangered should an inappropriate concentration of Fast Order Food uses become established

Therefore, there is hereby established a temporary moratorium on the establishment of new Fast Order Food Establishments (Section 4.35a) and Automobile Oriented Fast Order Food Service Establishment (Section 4.36b) in Central Square Until Sept. 30, 1987 no building or occupancy permit shall be issued for new construction or renovation of an existing structure for occupancy by uses listed in Sections 4.35a and 4.36b within an area designated on the map entitled "Central Square Fast Order Food Temporary Moratorium District" which map is hereby attached to and made part of this Subsection 3.13. Subsection 3.13.

Central Square Fast Order Food Establishment Temporary
Moratorium District

The Central Square Moratorium District is described by a line beginning at a point, said point being the intersection of the centerline of Bishop Allen Drive and Inman Street;

- 1.0 Thence proceeding in a southwesterly direction along the centerline of Inman Street to its intersection with the centerline of Massachusetts Avenue, a distance of approximately 340 feet;
- 1.1 Thence turning and proceeding in a southeasterly direction along the centerline of Massachusetts Avenue to its intersection with the northeasterly projection of the centerline of Pleasant Street, a distance of approximately 85 feet;
- 1.2 Thence turning and proceeding in a southwesterly direction along the centerline of Pleasant Street to its intersection with the centerline of Franklin Street, a distance of approximately 500 feet;
- 1.3 Thence turning and proceeding in a southeasterly direction along the centerline of Franklin Street to its intersection with the centerline of Brookline Street, a distance of approximately 1450 feet;
- 1.4 Thence turning and proceeding in a northeasterly direction along the centerline of Brookline Street to its intersection with the centerline of Green Street, a distance of approximately 235 feet;
- 1.5 Thence turning and proceeding in a southeasterly direction along the centerline of Green Street to its intersection with the centerline of Landsdowne Street, a distance of approximately 1215 feet;
- 1.6 Thence turning and proceeding in a northeasterly direction along the centerline of Landsdowne Street and its northeasterly projection to its intersection with the centerline of Massachusetts Ave., a distance of approximately 290 feet;
- 1.7 Thence turning and proceeding in a southerly direction along the centerline of Massachusetts Ave. to its intersection with the southerly projection of centerline of Windsor Street, a distance of approximately 210 feet;

- 1.8 Thence turning and proceeding in a northerly direction along the centerline and projection of Windsor Street to its intersection with Main Street, a distance of approximately 650 feet;
- 1.9 Thence turning and proceeding in a northwesterly direction along the centerline of Main Street and its intersection with the projection of the centerline of Austin Street, a distance of approximately 410 feet;
- 1.10 Thence turning and proceeding in a northwesterly direction along the centerlines of Austin Street and Bishop Allen Drive to their intersection with the centerline of Inman Street, a distance of approximately 2350 feet, the point of beginning.

In City Council June 15, 1987.

Passed to be ordained by a yea and nay vote:- Yeas 8; Nays 0;
Absent 1.

Robert W. Healy, City Manager.

ATTEST:- Joseph E. Connarton,
City Clerk.



City of Cambridge

In the Year One Thousand, Nine Hundred Eighty-Seven

AN ORDINANCE

In amendment to an ordinance formerly entitled "The General Ordinances of the City of Cambridge" as revised in 1972 and now designated as "The Code of the City of Cambridge".

Be it ordained by the City Council of the City of Cambridge as follows:

Chapter Two, entitled: "Administration", Article XXII entitled "Officers Generally", Section 2-191 entitled "List of Salaries in General"; is hereby amended as follows:

Effective July 1, 1986 the salaries listed shall be increased by three percent.

Effective January 1, 1987 Section 2-191 is hereby amended by striking out in said Section 2-191 the salaries listed and substituting the following new schedule of salaries.

Holders of the following offices shall receive such annual salary as shall be fixed by the City Manager within the limits set out below for the category in which said office is placed. In fixing such salary, the City Manager shall consider the salaries paid equivalent offices by comparable governmental units elsewhere in the United States, and the salary necessary to attract or retain competent individuals in the City's services. Such salary shall, unless otherwise provided by statute or ordinance, or past practice, be in full for all services rendered to the City, shall be apportionable in the event of service for only part of the year, and shall be subject to deduction for any and all sums due to the City from such office holder.

Category I shall include: the Deputy City Manager, Hospital Administrator, and Commissioner of Health and Hospitals who shall receive a salary of not less than seventy thousand dollars nor more than eighty thousand dollars.

Category II shall include: the Assistant City Managers for Community Development, Fiscal Affairs, and Human Services, and Commissioner of Public Works, the Fire Chief and Police Chief who shall receive a salary of not less than sixty thousand dollars nor more than seventy thousand dollars.

Category III shall include: the Commissioner of Inspectional Services, Director of Traffic and Parking, Director of Personnel and Labor Relations, and the Director of Library and Communications who shall receive a salary of not less than fifty-two thousand dollars nor more than sixty-two thousand dollars.

City of Cambridge

Category IV shall include: the Administrator of Neville Manor, the Water Superintendent, City Auditor, City Clerk, City Engineer, City Solicitor, Principal Assessor, Budget Director, City Electrician, Purchasing Agent, Director of Rent Control, Director of Veteran's Services, and Chairperson, License Commission who shall receive not less than forty-four thousand dollars nor more than fifty-four thousand dollars.

Group V shall include: the Deputy City Auditor, the Deputy City Clerk, Sealer of Weights and Measures, Veteran's Agent, and Director of Emergency Management shall receive not less than thirty-six thousand dollars nor more than forty-six thousand dollars.

Group VI shall include: the City Manager whose salary shall be, as set by the City Council by Ordinance No. 1045 with annual increases equal to that of the Greater Boston Consumer Price Index for the preceding calendar year.

If a position reaches the maximum for its category and no amendment to the Ordinance has been adopted, then that position shall receive an increase on the following July 1 that is the equivalent of the increase in the Greater Boston Consumer Price Index for the preceding calendar year.

No person holding an office listed above shall receive compensation in the form of overtime.

At such time as the incumbent in the Office of Police Chief and Fire Chief should change, then the sum established within the group shall be the total compensation received by that person from the City of Cambridge.

Persons holding the offices mentioned above, except the incumbent City Solicitor, shall devote full time during ordinary business hours to their respective duties.

The Sections of this Ordinance shall be severable, and if any one or more sections, or portions thereof, shall be held invalid by a court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining sections or portions hereof.

In City Council August 3, 1987.

Passed to be ordained as amended by a yea and nay vote:-
Yeas 9; Nays 0; Absent 0.

Robert W. Healy, City Manager.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand~~and~~ Nine Hundred Eighty-Seven

AN ORDINANCE

In amendment to an ordinance formerly entitled "The General Ordinances of the City of Cambridge" as revised in 1972 and now designated as "The Code of the City of Cambridge".

Be it ordained by the City Council of the City of Cambridge as follows:

Chapter Two, entitled: "Administration", Article XXII entitled "Officers Generally", Section 2-191 entitled "List of Salaries in General"; is hereby amended as follows:

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City of Cambridge

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Passed to a second reading at the City Council meeting held on June 15, 1987 and on or after June 29, 1987 the question comes on passing to be ordained.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand~~9~~ Nine Hundred Eighty-Seven

AN ORDINANCE

In amendment to an ordinance formerly entitled "The General Ordinances of the City of Cambridge" as revised in 1972 and now designated as "The Code of the City of Cambridge".

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City of Cambridge

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Passed to a second reading at the City Council meeting held on June 15, 1987 and on or after June 29, 1987 the question comes on passing to be ordained.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand~~9~~ Nine Hundred Eighty-Seven

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City of Cambridge

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Passed to a second reading at the City Council meeting held on June 15, 1987 and on or after June 29, 1987 the question comes on passing to be ordained.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand, Nine Hundred Eighty-Seven

AN ORDINANCE

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Passed to a second reading at the City Council meeting held on June 15, 1987 and on or after June 29, 1987 the question comes on passing to be ordained.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand Nine Hundred Eighty-Seven

AN ORDINANCE

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City of Cambridge

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Passed to a second reading at the City Council meeting held on June 15, 1987 and on or after June 29, 1987 the question comes on passing to be ordained.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand~~9~~ Nine Hundred Eighty-Seven

AN ORDINANCE

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City of Cambridge

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Passed to a second reading at the City Council meeting held on June 15, 1987 and on or after June 29, 1987 the question comes on passing to be ordained.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand Nine Hundred Eighty-Seven

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City of Cambridge



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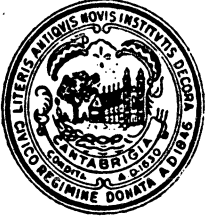
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Passed to a second reading at the City Council meeting held on June 15, 1987 and on or after June 29, 1987 the question comes on passing to be ordained.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand, Nine Hundred Eighty-Seven

AN ORDINANCE

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Effective January 1, 1987 Section 2-191 is hereby amended by striking out in said Section 2-191 the salaries listed and substituting the following new schedule of salaries.

Holders of the following offices shall receive such annual salary as shall be fixed by the City Manager within the limits set out below for the category in which said office is placed. In fixing such salary, the City Manager shall consider the salaries paid equivalent offices by comparable governmental units elsewhere in the United States, and the salary necessary to attract or retain competent individuals in the City's services. Such salary shall, unless otherwise provided by statute or ordinance, or past practice, be in full for all services rendered to the City, shall be apportionable in the event of service for only part of the year, and shall be subject to deduction for any and all sums due to the City from such office holder.

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City of Cambridge

Category IV shall include: the Administrator of Neville Manor, the Water Superintendent, City Auditor, City Clerk, City Engineer, City Solicitor, Principal Assessor, Budget Director, City Electrician, Purchasing Agent, Director of Rent Control, Director of Veteran's Services, and Chairperson, License Commission who shall receive not less than forty-four thousand dollars nor more than fifty-four thousand dollars.

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If a position reaches the maximum for its category and no amendment to the Ordinance has been adopted, then that position shall receive an increase on the following July 1 that is the equivalent of the increase in the Greater Boston Consumer Price Index for the preceding calendar year.

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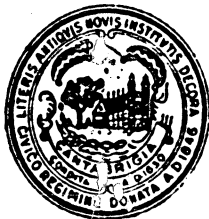
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The Sections of this Ordinance shall be severable, and if any one or more sections, or portions thereof, shall be held invalid by a court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining sections or portions hereof.

Passed to a second reading at the City Council meeting held on June 15, 1987 and on or after June 29, 1987 the question comes on passing to be ordained.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand; Nine Hundred Eighty-Seven

AN ORDINANCE

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ATTEST:- Joseph E. Connarton
City Clerk.

City of Cambridge

PUBLIC HEARING

The City Council Committee on Rent Control will conduct a public hearing on Thursday, June 25, 1987 in the Sullivan Chamber, City Hall, Cambridge, beginning at 5:30 p.m.

The purpose of this hearing is to discuss the following:

1. The proposed revision to Regulation 72.03 to base fair net operating income for all units in the City on 1967 rents and expenses:
2. The advisability of allowing tenants of three (3) years standing the right to receive removal permits in order that they may purchase said units; and
3. To review the terms and qualifications of Rent Control Board members.

This hearing was previously held for Tuesday, June 16, 1987.

For the Committee,

Councillor William H. Walsh,
Chairman.



City of Cambridge

In the Year One Thousand Nine Hundred Eighty-Seven

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ATTEST:- Joseph E. Connarton
City Clerk.

City of Cambridge

MASSACHUSETTS

In City Council

August 3

198

Mayor Unfinished Bus. #3 / As Amended

	YEA	NAY	ABSENT	PRESENT
Mr. Thomas W. Danehy	✓			
Mr. Francis H. Duehay	✓			
Ms. Sandra Graham	✓			
Mrs. Sheila T. Russell	✓			
Mr. David E. Sullivan	✓			
Mr. Alfred Vellucci	✓			
Mr. William H. Walsh	✓			
Ms. Alice K. Wolf	✓			
Mayor Walter J. Sullivan	✓			

C. Danehy
MS
MF

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City of Cambridge

In the Year One Thousand, Nine Hundred Eighty-Seven

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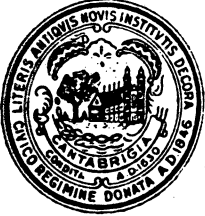
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In City Council August 3, 1987.

Passed to be ordained as amended by a yea and nay vote:-
Yeas 9; Nays 0; Absent 0.

Robert W. Healy, City Manager.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand, Nine Hundred Eighty-Seven

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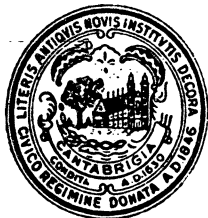
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In City Council August 3, 1987.

Passed to be ordained as amended by a yea and nay vote:-
Yeas 9; Nays 0; Absent 0.

Robert W. Healy, City Manager.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand, Nine Hundred Eighty-Seven

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ATTEST:- Joseph E. Connarton
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Holders of the following offices shall receive such annual salary as shall be fixed by the City Manager within the limits set out below for the category in which said office is placed. In fixing such salary, the City Manager shall consider the salaries paid equivalent offices by comparable governmental units elsewhere in the United States, and the salary necessary to attract or retain competent individuals in the City's services. Such salary shall, unless otherwise provided by statute or ordinance, or past practice, be in full for all services rendered to the City, shall be apportionable in the event of service for only part of the year, and shall be subject to deduction for any and all sums due to the City from such office holder.

Category I shall include: the Deputy City Manager, Hospital Administrator, and Commissioner of Health and Hospitals who shall receive a salary of not less than seventy thousand dollars nor more than eighty thousand dollars.

Category II shall include: the Assistant City Managers for Community Development, Fiscal Affairs, and Human Services, and Commissioner of Public Works, the Fire Chief and Police Chief who shall receive a salary of not less than sixty thousand dollars nor more than seventy thousand dollars.

Category III shall include: the Commissioner of Inspectional Services, Director of Traffic and Parking, Director of Personnel and Labor Relations, and the Director of Library and Communications who shall receive a salary of not less than fifty-two thousand dollars nor more than sixty-two thousand dollars.

City of Cambridge

Category IV shall include: the Administrator of Neville Manor, the Water Superintendent, City Auditor, City Clerk, City Engineer, City Solicitor, Principal Assessor, Budget Director, City Electrician, Purchasing Agent, Director of Rent Control, Director of Veteran's Services, and Chairperson, License Commission who shall receive not less than forty-four thousand dollars nor more than fifty-four thousand dollars.

Group V shall include: the Deputy City Auditor, the Deputy City Clerk, Sealer of Weights and Measures, Veteran's Agent, and Director of Emergency Management shall receive not less than thirty-six thousand dollars nor more than forty-six thousand dollars.

Group VI shall include: the City Manager whose salary shall be, as set by the City Council by Ordinance No. 1045 with annual increases equal to that of the Greater Boston Consumer Price Index for the preceding calendar year.

If a position reaches the maximum for its category and no amendment to the Ordinance has been adopted, then that position shall receive an increase on the following July 1 that is the equivalent of the increase in the Greater Boston Consumer Price Index for the preceding calendar year.

No person holding an office listed above shall receive compensation in the form of overtime.

At such time as the incumbent in the Office of Police Chief and Fire Chief should change, then the sum established within the group shall be the total compensation received by that person from the City of Cambridge.

Persons holding the offices mentioned above, except the incumbent City Solicitor, shall devote full time during ordinary business hours to their respective duties.

The Sections of this Ordinance shall be severable, and if any one or more sections, or portions thereof, shall be held invalid by a court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining sections or portions hereof.

In City Council August 3, 1987.

Passed to be ordained as amended by a yea and nay vote:-
Yeas 9; Nays 0; Absent 0.

Robert W. Healy, City Manager.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand, Nine Hundred Eighty-Seven

AN ORDINANCE

In amendment to an ordinance formerly entitled "The General Ordinances of the City of Cambridge" as revised in 1972 and now designated as "The Code of the City of Cambridge".

Be it ordained by the City Council of the City of Cambridge as follows:

Chapter Two, entitled: "Administration", Article XXII entitled "Officers Generally", Section 2-191 entitled "List of Salaries in General"; is hereby amended as follows:

Effective July 1, 1986 the salaries listed shall be increased by three percent.

Effective January 1, 1987 Section 2-191 is hereby amended by striking out in said Section 2-191 the salaries listed and substituting the following new schedule of salaries.

Holders of the following offices shall receive such annual salary as shall be fixed by the City Manager within the limits set out below for the category in which said office is placed. In fixing such salary, the City Manager shall consider the salaries paid equivalent offices by comparable governmental units elsewhere in the United States, and the salary necessary to attract or retain competent individuals in the City's services. Such salary shall, unless otherwise provided by statute or ordinance, or past practice, be in full for all services rendered to the City, shall be apportionable in the event of service for only part of the year, and shall be subject to deduction for any and all sums due to the City from such office holder.

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City of Cambridge

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In City Council August 3, 1987.

Passed to be ordained as amended by a yeas and nays vote:-
Yeas 9; Nays 0; Absent 0.

Robert W. Healy, City Manager.

ATTEST:- Joseph E. Connarton
City Clerk.



City of Cambridge

In the Year One Thousand, Nine Hundred Eighty-Seven

AN ORDINANCE

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Persons holding the offices mentioned above, except the incumbent City Solicitor, shall devote full time during ordinary business hours to their respective duties.

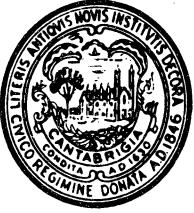
The Sections of this Ordinance shall be severable, and if any one or more sections, or portions thereof, shall be held invalid by a court of competent jurisdiction, the decision of such court shall not affect or impair any of the remaining sections or portions hereof.

In City Council August 3, 1987.

Passed to be ordained as amended by a ye and nay vote:-
Yeas 9; Nays 0; Absent 0.

Robert W. Healy, City Manager.

ATTEST:- Joseph E. Connarton
City Clerk.



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139

TEL. 498-9011

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

June 15, 1987

To the Honorable, the City Council:

Enclosed for your review and recommended passage is an amendment to the salary ordinance for department heads. This amendment essentially follows the pattern of the collective bargaining settlements with City unions by providing a 3% increase on July 1, 1986. However, in accordance with the City Council's Order, the proposed ordinance amendment provides flexibility, beginning on January 1, 1987, for an incentive-based system by incorporating a reasonably broad range of salaries within logical groupings of positions.

In keeping with the collective bargaining settlements, the minimum range, in most cases, is the equivalent of what the salary of a position would be on July 1, 1987 had the union settlements been applied.

In compliance with the Council order, however, flexibility is provided to the City Manager for recognizing exceptional performance or particular needs for recruiting or retention purposes.

This ordinance amendment is similar in structure to the one recently adopted by the Boston City Council. It provides a structure so that the City Council does not have to debate on an annual basis with the one small segment of the City's work force that requires Council action on salary matters. The ranges established are broad enough to provide for cost of living adjustments or union settlements well into the future.

I believe that it is essential to provide this type of flexibility in order to maintain the professional management capacities that have been traditional in Cambridge. Passage is strongly recommended.

Very truly yours,

Robert W. Healy
City Manager

RWH/mbf
Enc.

0-34

Re: enclosed proposed amendment to the salary ordinance for dept. heads.

8/3/87 Passed to be
Ordained as Amended
9-0-0

In City Council,

June 15, 1987

Aug. 3, 1987

Passed to be Ordained
as Amended

Roll Call

9-0-0