

We have recently completed this year's employment profile which is required by the Equal Employment Opportunity Commission and the Massachusetts Commission Against Discrimination. Attached is a brief chart which summarizes the finding from the period June 1977 through June 1978.

For the first time, the designation of Portuguese was included on the census form. 99 persons were identified as Portuguese. 90% are employed in full-time positions and of this amount 2.3% were hired during the last fiscal year. 10% are employed in part-time positions.

The number of permanent employees has decreased over the last few years with minority representation fluctuating between 10 and 11%. In previous years minorities were concentrated in the lower level and lower paying jobs. However, they are now being employed in technical, professional and administrative positions.

Women are not a minority group but for purposes of reporting minority women represent their ethnic identification. Minority females did not do as well as their counterpart although they have become mobile.

The City's hiring goals will be revised with the prime purpose of seeking to improve the present 9:1 employment ratio for permanent placements.

NOTE: Departmental profiles will be available at a later date.

EMPLOYMENT STATISTICS

PERMANENT FULL-TIME

	<u>TOTAL</u>	<u>MINORITY</u>	<u>NON MINORITY</u>
1978	2229	242	1987
change	- 15	+ 37	- 7
percentage	100%	11%	89%
1977	2199	205	1994

PART-TIME

	<u>TOTAL</u>	<u>MINORITY</u>	<u>NON MINORITY</u>
1978	474	69	405
percentage	100%	15%	85%

NEW HIRES

	<u>TOTAL</u>	<u>MINORITY</u>	<u>NON MINORITY</u>
1978	257	45	212
percentage	100%	17.5%	82.5%

CITY OF CAMBRIDGE EMPLOYMENT STATISTICS FY 1978-79

1. FULL TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (In Thousands Dollars)	PORTU- GUESE A	MALE					FEMALE					PORTU- GUESE L
			NON HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K	
			WHITE B	BLACK C				WHITE G	BLACK H				
OFFICIALS ADMINISTRATORS	1 \$ 0139												
	2 4059												
	3 6079												
	4 8099												
	5 100129												
	6 130159		15	1				5					
	7 160249	1	27	2		1		9	2				
	8 250 PLUS		22					3					
PROFESSIONALS	9 0139												
	10 4059		1										
	11 6079							2					
	12 8099		4					3					
	13 100129		23	3	1		55	7	1				1
	14 130159		35	5	4		159	9	1	3			
	15 160249	1	92	3			41	1					
	16 250 PLUS		4										
TECHNICIANS	17 0139												
	18 4059												
	19 6079												
	20 8099												
	21 100129		8	1			4	2	1				
	22 130159		23	1	2		30	3	1	1			
	23 160249		25				6						
	24 250 PLUS		1										
PROTECTIVE SERVICE	25 0139												
	26 4059												
	27 6079												
	28 8099		4		1		9	2					
	29 100129	1	3									1	
	30 130159	22	393	29	5		3	6					
	31 160249	3	56	3									
	32 250 PLUS		12	1									
PARA PROFESSIONALS	33 0139		1										
	34 4059												
	35 6079		1					1					
	36 8099		14	3		1	42	17	3				2
	37 100129		18	2			55	24	2	3			5
	38 130159		2	7			3						
	39 160249		1										
	40 250 PLUS												
OFFICE CLERICAL	41 0139												
	42 4059							1					
	43 6079		1				17	2					
	44 8099		3	2			92	13	4				6
	45 100129		10		1	1	65	4					5
	46 130159		6		1		8	1					
	47 160249		2										
	48 \$ 250 PLUS												

CITY OF CAMBRIDGE EMPLOYMENT STATISTICS FY 1978-79

(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL TIME EMPLOYEES (Temporary employees not included)

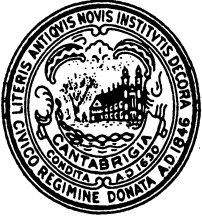
JOB CATEGORIES	ANNUAL SALARY In the thousands 000	PORTU- GUESE A	MALE					FEMALE					PORTU- GUESE L
			NON HISPANIC ORIGIN		HISPANIC D	ASIAN OR PACIFIC ISLANDER E	AMERICAN INDIAN OR ALASKAN NATIVE F	NON HISPANIC ORIGIN		HISPANIC I	ASIAN OR PACIFIC ISLANDER J	AMERICAN INDIAN OR ALASKAN NATIVE K	
			WHITE B	BLACK C				WHITE G	BLACK H				
SKILLED CRAFT	49 \$ 0139												
	50 4059												
	51 6079												
	52 8099		1				1						1
	53 100129	12	96	10	3	1							
	54 130159	4	14	2									
	55 160249		4										
	56 250 PLUS												
SERVICE MAINTENANCE	57 0139												
	58 4059												
	59 6079		1				3	1					
	60 8099	5	48	7	1	1	38	4				7	
	61 100129	19	214	15	1		1					1	
	62 130159	3	34										
	63 160249		13										
	64 \$ 250 PLUS												
65 TOTAL FULL-TIME 2229 (LINES 1-64)		71	1232	97	20	4	2	656	98	13	7	1	28

2. OTHER THAN FULL TIME EMPLOYEES (Include temporary employees)

66 OFFICIALS / ADMIN.		3						1					
67 PROFESSIONALS		26	1			1		39	1	1			
68 TECHNICIANS		3						1					
69 PROTECTIVE SERV.		12	1					1					
70 PARA-PROFESSIONAL	1	9	4	2	1			71	6	1	1		2
71 OFFICE / CLERICAL		3						26	5	1			3
72 SKILLED CRAFT	4	96	22					61	7				
73 SERV. MAINT.	4	31	10	2				3	2				5
74 TOTAL OTHER THAN FULL TIME 474 (LINES 66-73)		9	183	38	4	2		203	21	3	1		10

3. NEW HIRES DURING FISCAL YEAR - Permanent full time only
JULY 1 - JUNE 30

75 OFFICIALS / ADMIN.		5	1					2					
76 PROFESSIONALS		18		1				67	7	2			1
77 TECHNICIANS		10						14	1	1			
78 PROTECTIVE SERV.		16	9	1		1							
79 PARA PROFESSIONAL		6						24	7	2	2		
80 OFFICE / CLERICAL		3					1	12	1	1			1
81 SKILLED CRAFT	1	6	2										1
82 SERV / MAINT.	1	21	3	1				2	1				1
83 TOTAL NEW HIRES 257 (LINES 75-82)		2	85	15	3		2	121	17	6	2		4



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139
Tel. 876-6800

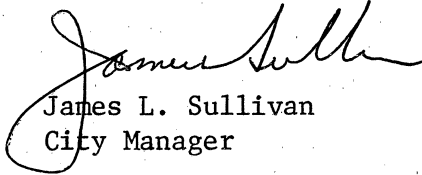
EXECUTIVE DEPARTMENT
JAMES L. SULLIVAN
City Manager

October 23, 1978

To the Honorable, the City Council:

Enclosed for your information is a copy of this year's employment profile of the employees of the City of Cambridge as required by the Equal Employment Opportunity Commission and the Massachusetts Commission Against Discrimination.

Very truly yours,


James L. Sullivan
City Manager

JLS/mbf
Enc.

Agenda #12.

S-441

RE: this year's employment profile.

In City Council,

October 23, 1978

10/30/78

Placed on File