



City of Cambridge

Councillor Ackermann

9.
IN CITY COUNCIL
May 3, 1976

ORDERED:

That this year there be no reclassifications.

That the Manager conduct a general reclassification of all non-union jobs.

That this reclassification be done with the advice of a representative committee of employees and the Womens Employee Association.

That subsequently an outside survey be done to determine what employees are working above or below their job description.

That the Manager submit to next year's budget hearings a plan to correct inequities.

That the Manager propose to this year's budget hearings a proposal for a training program so that all employees at all levels have fair access to opportunities for training and advancement.

That all of the above be conducted in accordance with the Federally imposed affirmative action goals adopted by the various departments of the City, being also mindful of the minority populations not covered under this law, specifically the Portuguese.

That the reformed personnel policy and rules be immediately promulgated.

That the Manager submit to the City Council a personnel ordinance setting standards for personnel, administration and penalties for the abuse of these standards.

That there shall be a separate division of personnel.

That the City institute a system of yearly program audit by an outside agency of city personnel procedures.



City of Cambridge

Councillor Ackermann

9.
IN CITY COUNCIL
May 3, 1976

ORDERED:

#1

[That this year there be no reclassifications]

That the Manager conduct a general reclassification of all non-union jobs.

#2

[~~provided that after reclassification the total amount for salaries will~~
That this reclassification be done with the advice of a representative ~~not be raised~~
committee of employees and the Womens Employee Association.

That subsequently an outside survey be done to determine what employees are working above or below their job description.

That the Manager submit to next year's budget hearings a plan to correct inequities.

That the Manager propose to this year's budget hearings a proposal for a training program so that all employees at all levels have fair access to opportunities for training and advancement.

That all of the above be conducted in accordance with the Federally imposed affirmative action goals adopted by the various departments of the City, being also mindful of the minority populations not covered under this law, specifically the Portuguese.

That the reformed personnel policy and rules be immediately promulgated.

That the Manager submit to the City Council a personnel ordinance setting standards for personnel, administration and penalties for the abuse of these standards.

#3

[~~That there shall be a separate division of personnel~~]

#4

[~~That the City institute a system of yearly program audit by an outside agency of city personnel procedures.~~]

- Councillor DeMay proposed amendments to the
- order introduced by Councillor Ackermann -
Not acted upon

Order # 9

C. Ackermann re: no reclassifications.

In City Council,

May 3, 1976



City of Cambridge

Councillor Ackermann

9.
IN CITY COUNCIL
May 13, 1976

ORDERED:

~~That this year there be no reclassifications.~~ ✓

That the Manager conduct a general reclassification of all non-union jobs.

That this reclassification be done with the advice of a representative committee of employees and the Womens Employee Association.

That subsequently an outside survey be done to determine what employees are working above or below their job description.

That the Manager submit to next year's budget hearings a plan to correct inequities, *without adding excessively to the overall salary budget.*

That the Manager propose to this year's budget hearings a proposal for a training program so that all employees at all levels have fair access to opportunities for training and advancement.

That all of the above be conducted in accordance with the Federally imposed affirmative action goals adopted by the various departments of the City, being also mindful of the minority populations not covered under this law, specifically the Portuguese.

~~That the reformed personnel policy and rules be immediately promulgated.~~

~~That the Manager submit to the City Council a personnel ordinance setting standards for personnel administration and penalties for the abuse of these standards.~~

✓ ~~That there shall be a separate division of personnel.~~

✓ ~~That the City institute a system of yearly program audit by an outside agency of city personnel procedures.~~

How



CITY OF CAMBRIDGE
MASSACHUSETTS 02139 • 617-876-6800

Barbara Ackermann
City Councillor

April 28, 1976

Councillor Francis H. Duehay, Chairman
Finance Committee

Dear Councillor,

This year, for a variety of reasons - better professional management, greater staff awareness, the need for a tight budget - seems to be the year we must zero in on a problem we have all long recognized,

Most Massachusetts cities and towns have a record of bad personnel management, and ours is no exception. This year's budget format points up clearly the lack of order in the non-union job descriptions.

It shows a pattern of women getting paid less than men, sometimes for jobs with the same title.

Other abuses we all know of it does not show: some employees have more responsibility and work than they are getting paid for; others get paid for more than they do.

A reclassification in non-union jobs is long overdue. Under the circumstances selective reclassification in an austerity budget, particularly the reclassification of junior employees, seems inappropriate.

I propose a motion along the following lines, which I submit for comment.

Sincerely,

Barbara Ackermann
City Councillor



City of Cambridge

Councillor Ackermann

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That the Manager propose to this year's budget hearings a proposal for a training program so that all employees at all levels have fair access to opportunities for training and advancement.

That all of the above be conducted in accordance with the Federally imposed affirmative action goals adopted by the various departments of the City, being also mindful of the minority populations not covered under this law, specifically the Portuguese.

That the reformed personnel policy and rules be immediately promulgated.

That the Manager submit to the City Council a personnel ordinance setting standards for personnel, administration and penalties for the abuse of these standards.

That there shall be a separate division of personnel.

That the City institute a system of yearly program audit by an outside agency of city personnel procedures.

CHARTER DEBIT

BY *C. Graham*

Mayor Vellucci - Motion to Amend By Substitution

City of Cambridge

MASSACHUSETTS

In City Council 1984-3 1976

	YEA	NAY	ABSENT	PRESENT
Mrs. Ackermann		✓		
Mr. Clem		✓		
Mr. Clinton	✓			
Mr. Danehy	✓			
Mr. Duehay		✓		
Mrs. Graham				✓
Mr. Russell	✓			
Mr. Sullivan	✓			
Mayor Vellucci	✓			
	5	3	0	1

Appendment Enacted



City of Cambridge

20.
IN CITY COUNCIL
May 3, 1976

Mayor Vellucci

ORDERED:

That the City Manager be requested to make a study and survey of all non-union employees of the City of Cambridge with the view of reclassifying all those employees who are below job description and to bring up to level their salaries commensurate with the duties assigned to said reclassified employees (non-union) as soon as possible.

6/21/76 Order #20 ~~#F~~ 5-338
M. Vellucci re: reclassifying all employee
who are below job description.

6/21/76 No Action -
Removed from the
agenda -

In City Council,
May 3, 1976
5/3/76 Charter Right by C. Graham