



City of Cambridge

Calendar Item #2

IN CITY COUNCIL

June 9, 1997

COUNCILLOR TOOMEY

ORDERED: That the City Manger be and hereby is requested to report to the City Council for the next City Council meeting on the salaries for childcare teachers, assistant teachers and directors in the City's childcare programs.

In City Council June 9, 1997

Adopted by the affirmative vote of nine members.

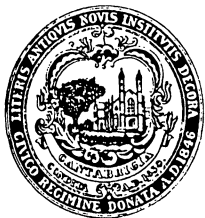
Attest:- D. Margaret Drury, City Clerk.

A true copy;

A handwritten signature in cursive script, reading "D. Margaret Drury".

ATTEST:-

D. Margaret Drury
City Clerk



CITY OF CAMBRIDGE
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TEL. 617-349-4332
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PERSONNEL DEPARTMENT
MICHAEL P. GARDNER
Director

May 23, 1997

To: Robert W. Healy
City Manager

From: Michael P. Gardner
Personnel Director

Re: Council Order #093, dated May 19, 1997, re: Report on State Child Care Payment

The reason the state child care payment that was partially used for bonuses did not result in a base wage increase for child care workers was because the City and the Union could not agree on the basic terms for such an agreement, including, most significantly, length of contract term.

Because of the inability to reach such agreement, the parties instead agreed to an alternative bonus arrangement, deferring the matter of a base wage increase to negotiations for a successor contract. Those negotiations are underway, and are subject to a confidentiality agreement, i.e. not to be publicly discussed.

Attached is additional, historical information concerning wages and reimbursement rates. As that data demonstrates, the City received no increase in DSS rates for ten years, all the while providing wage increases to child care workers of between 3 % and 5.5% annually, except in the two years when no employees received such increases. These increased labor costs, without corresponding increases in fees or state reimbursements, have resulted in increased City tax subsidies to the program.

CHILD CARE COMPENSATION ISSUES

- * As the chart below shows, the City received no increase in DSS rates for 10 years and provided increases to child care teachers of between 3% and 5.5% each year except two years when no city employees received increases.
- * City Child Care teachers are paid between \$10.37 and \$12.79 per hour, which is the higher end of the rates quoted in the TAB article. Our survey also shows our Child Care teachers are among the highest paid and have benefit packages which are better than most.
- * The City provides extensive supports to staff which also enhance program quality such as significant paid planning time, staff/ child ratios beyond Office for Children minimum ratios, and direct management support.
- * The City has expanded significantly over the past several years the tax subsidy for child care: \$100,000 increase over FY96 levels permitting subsidy overall of 58% of children.
- * Of the approximately \$1.2 million child care FY97 budget, (which does not include building costs) \$1.1 million goes to salaries.
- * The City expects to use approximately \$40,000 for the purchase of replacement classroom furnishings and equipment.

Childcare Staff/DSS Rate Increase Comparison

<u>Year</u>	<u>Childcare Staff Wage</u>	
	<u>Increases</u>	<u>DSS Rate Increases</u>
9/1/87	4.0%	0%
9/1/88	3.0%	0%
7/1/89*	5.5%	0%
7/1/90	3.0%	0%
1/1/91	2.0%	0%
7/1/91	4.0%	0%
5/20/92	3.0%	0%
7/1/93	4.0%	0%
7/1/94	0.0%	0%
7/1/95	0.0%	0%
7/1/96	3.0%	0%

*Does not include retention bonus of \$150.00 per employee



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18.

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

June 2, 1997

To The Honorable, The City Council:

Please find attached a response to Awaiting Report Item No. 32, which requested information on state child care payment, received from Personnel Director Michael Gardner.

Very truly yours,

Robert W. Healy
City Manager

RWH/mec
attachment

Consent Agenda #18

Cal 21
S-365

Relative to Awaiting Report Item Number
Thirty-two, regarding information on
state child care payment.

In City Council June 2, 1997

*Charter Right was
exercised by
Councillor Toomey.
June 9, 1997*

ORDER ADOPTED

PLACED ON FILE