



City of Cambridge

R-17.

IN CITY COUNCIL

December 3, 2001

COUNCILLOR DAVIS
VICE MAYOR MAHER
COUNCILLOR BORN
COUNCILLOR BRAUDE
COUNCILLOR DECKER
MAYOR GALLUCCIO
COUNCILLOR REEVES
COUNCILLOR SULLIVAN
COUNCILLOR TOOMEY

WHEREAS: November is National Adoption Month; and

WHEREAS: City Manager Robert W. Healy announced on November 16, 2001 a \$2,500 adoption assistance benefit for City of Cambridge employees; and

WHEREAS: This benefit will allow for this assistance to be exempt from federal and state taxes and will allow reimbursement for reasonable expenses associated with adoption; now therefore be it

RESOLVED: That the City Council go on record commending City Manager Robert W. Healy for his enlightenment and compassion in making this important benefit available to Cambridge city employees and thereby recognizing and supporting the needs of adoptive families; and be it further

RESOLVED: That the City Clerk be and hereby is requested to forward a suitably engrossed copy of this resolution to City Manager Robert W. Healy on behalf of the entire City Council.

In City Council December 3, 2001.

Adopted by the affirmative vote of nine members.

Attest:- D. Margaret Drury, City Clerk.

A true copy;

ATTEST:-

D. Margaret Drury

D. Margaret Drury
City Clerk

HD
UMM.

117.

W/A November is National Adoption Month; and

W/A ^{City Manager} Robert W. Healy announced on November 16, 2001 ^{\$2500} adoption assistance benefit for Cambridge employees; and

W/A This new benefit will allow for this assistance to be exempt from federal & state taxes and will allow reimbursement for reasonable expenses associated with adoption, now therefore be it.

Resolved that the CC go on record ~~urging all residents to be cognizant of Nov as Nat'l Adoption Month & further urging participation in the Adoption Assistance Program.~~

~~now~~ commending Robert City Manager Robert W. Healy for ~~his~~ enlightenment and compassion in making this important benefit ~~and~~ available to ^{Cambridge City} employees and ~~thus~~ recognizing and supporting the needs of adoptive families

thereby

SEC to RWH

CITY OF CAMBRIDGE • EXECUTIVE DEPARTMENT

Robert W. Healy, City Manager Richard C. Rossi, Deputy City Manager

TO: Benefits Eligible Non Union Employees

FROM: Robert W. Healy
City Manager

DATE: November 16, 2001

RE: Adoption Assistance Program

As November is National Adoption Month, I am pleased to announce a \$2500 adoption assistance benefit for our non-union benefited employees, effective November 21, 2001

This new benefit plan will follow IRS guidelines, which allow for this assistance to be exempt from federal and state taxes. Adoption assistance will be a reimbursement program which can be used to reimburse reasonable expenses associated with adoption, including agency fees, attorney fees, court fees, and travel expenses. This benefit is available for domestic or foreign adoptions, but can not be used for any adoptions that carry out surrogate parenting arrangements or the adoption of your spouse's child. The child must be under 18 years of age, or be incapable of self-care because of physical or mental limitations.

In order to receive the reimbursement, employees will have to furnish proof of the expense, either within 90 days of the expense's occurrence, or within 90 days of the adoption's finalization. Any expense reimbursed under this program can not also be reimbursed by another program (for example, a flexible spending account). For additional information, please contact the Employee Benefits section of the Personnel Department at 349-4337.

Whereas it is National Adopt. Month
Council order Davis:
Maher:

Recognizing^{CM} the benefit
~~being~~ Entitled



2001 NOV 29 P 2:47

CITY CLERK
BOSTON, MASSACHUSETTS



City of Cambridge

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Resolution #17

Commend City Manager Robert W.
Healy on his announcement of a
\$2,500 adoption assistance benefit
for Cambridge employees.

**Councillor Davis, Vice Mayor
Maher and entire membership**

In City Council December 3, 2001

ORDER ADOPTED