



City of Cambridge

Reconsideration #1

IN CITY COUNCIL

March 3, 1997

ORDERED: That the City Council go on record approving two waivers from the Municipal Code in Chapter 2.120 (k) of the Residency Ordinance.

In City Council February 24, 1997.

Failed of Adoption on a yea and nay vote.

Yeas 4; Nays 0; Absent 0; Present 4;

Abstaining 1.

Attest:-D. Margaret Drury, City Clerk.

A true copy;

A handwritten signature in black ink, reading "D. Margaret Drury". The signature is written in a cursive style with a large, looped "D" and "y".

ATTEST:-

D. Margaret Drury
City Clerk

RECONSIDERATION FILED BY COUNCILLOR SULLIVAN.
MARCH 3, 1997 RECONSIDERATION FAILED.
ACTION TAKEN ON FEBRUARY 24, 1997 FAILING TO
APPROVE WAIVERS - STANDS.

City of Cambridge

MASSACHUSETTS

In City Council 3-3, 1997Revised #1

YEA	NAY	ABSENT	PRESENT	
	✓			V.M. Kathleen L. Born
	✓			Ms. Henrietta Davis
			✓	Mr. Francis H. Duehay
✓				Mr. Anthony Galluccio
		✓		Mr. Kenneth E. Reeves
✓				Mr. Michael A. Sullivan
✓				Mr. Timothy J. Toomey, Jr.
	✓			Ms. Katherine Triantafillou
✓				Mayor Sheila T. Russell

4 3 1 0 1



City of Cambridge

Consent Agenda #15

IN CITY COUNCIL

January 27, 1997

VICE MAYOR BORN

ORDERED: That the City Manager be and hereby is requested to instruct the City Solicitor to render a legal opinion as to whether the Residency Ordinance violates the City Charter, M.G.L. Chapter 43, Sections 93 - 116.

In City Council January 27, 1997.

Adopted by a yea and nay vote:-

Yeas 5; Nays 3; Absent 0; Abstained 1.

Attest:- D. Margaret Drury, City Clerk.

A true copy;

A handwritten signature in black ink that reads "D. Margaret Drury". The signature is written in a cursive style.

ATTEST:-

D. Margaret Drury
City Clerk

City of Cambridge

MASSACHUSETTS

In City Council 2/24, 1997

Waiver Cal. Item # 9

YEA	NAY	ABSENT	PRESENT	
			✓	V.M. Kathleen L. Born
			✓	Ms. Henrietta Davis
			✓	Mr. Francis H. Duehay
✓				Mr. Anthony Galluccio
			✓	Mr. Kenneth E. Reeves
✓				Mr. Michael A. Sullivan
✓				Mr. Timothy J. Toomey, Jr.
		✓	7:52h ✓	Ms. Katherine Triantafillou
✓				Mayor Sheila T. Russell

4

0

1 abs

MS record

Cal # 9 of 2/24/97 - received at postum at 8:40p.m.

MOTION FOR RECONSIDERATION SUBMITTED BY COUNCILLOR

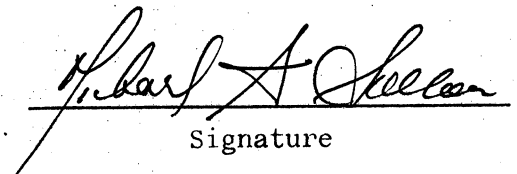
Sullivan

February 24, 1997

Date

Councillor Sullivan notified the City Clerk of his intention to move reconsideration on failing to approve waivers from the Residency Ordinance.

RECEIVED BY
OFFICE OF CITY CLERK
97 FEB 25 AM 7:57
CAMBRIDGE MA.


Signature

interest of the City for a waiver to be granted for Mr. Thomas.

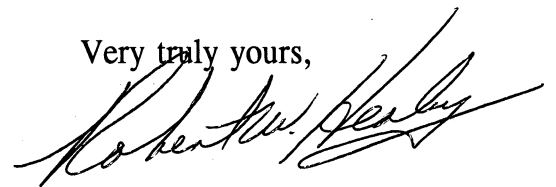
DIRECTOR OF THE OFFICE OF WORKFORCE DEVELOPMENT

The second position for which I am requesting a waiver is the Director of the Office of Workforce Development which falls under Section 2.120(d) because the salary is approximately \$56,000 and the position supervises more than three people. When Saphira Baker vacated the position, an extensive search process was undertaken. After the initial closing date for the position had passed, the search was reopened to ensure a more diverse pool of candidates. A total of 61 candidates applied; 14 were Cambridge residents. A diverse hiring committee interviewed 10 candidates, including 3 Cambridge residents. The Committee was unanimous in the view that one candidate was far and away the best candidate for the position. That candidate, who was not a Cambridge resident, was offered the position, but could not accept it because he is a home owner in Boston, with a child at Boston Latin School and could not relocate.

The candidate for whom I am seeking a waiver is Jack Mills. Mr. Mills is currently the Director of Employment and Training for the Department of Mental Health, Metro Boston Area. Mr Mills has a wealth of experience and expertise in the workforce development arena as well as significant knowledge of the Cambridge community. Mr Mills was previously a tenant services coordinator for the Cambridge Housing Authority and has in his current job been responsible for employment and training planning for Cambridge. He is highly skilled in collaborative planning and development efforts which are key elements of the Workforce Development Director's job. He is knowledgeable about the economic development issues that are integrally tied to workforce development efforts and has considerable experience in designing programs to serve diverse populations.

The Office of Workforce Development has been recognized in the past year by both the International City Manager's Association and the National League of Cities as an innovative developer of programs. To continue to meet the challenges of developing within the City a workforce able to take advantage of the jobs available in the City, we need an innovative individual who can work collaboratively with the School Department, with businesses and with other agencies towards this end. In my view, Mr. Mills is the person who can help the Office of Workforce Development meet these challenges and it is in the best interests of the City to grant a waiver for him.

Very truly yours,

A handwritten signature in black ink, appearing to read "Robert W. Healy", with a stylized flourish extending from the end.

Robert W. Healy
City Manager



CITY OF CAMBRIDGE
CAMBRIDGE, MASSACHUSETTS 02139

TEL. 349-4300
FAX. 349-4307



EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

January 27, 1997

To the Honorable, The City Council:

I would like to request that the City Council vote to issue waivers from the residency ordinance for two individuals. As you know, Chapter 2.120(k) of the Residency Ordinance provides that if the City Manager determines it to be in the best interests of the City, the provisions of the Residency Ordinance may be waived with the approval of two-thirds of the City Council. In the two situations described below, I believe that it would be in the best interests of the City for the Residency Ordinance to be waived.

DIRECTOR OF THE MULTI-SERVICE CENTER FOR THE HOMELESS

In May of 1996, Len Thomas was hired as Director of the Multi-Service Center for the Homeless of the Department of Human Services. Although the salary for the position is approximately \$36,000, the position falls under Chapter 2.120(d) requiring residency because the position supervises six people. Mr. Thomas took the position expecting that he would move into the City from his home in Charlestown. He undertook a search during the Spring and Summer and was unable to locate an affordable apartment that was comparable to his current situation. In several instances, he located apartments that were then rented for considerably more than the initial asking price. At the end of the summer, his landlord insisted that he either vacate or make a commitment to stay for the year. Because he had not located an apartment, he agreed to stay.

When Mr. Thomas was hired, he was clearly the best candidate for the position. At the time he was hired, he was working in Cambridge for Hildebrand Family Self Help Center and was an experienced manager, well acquainted with the resources available to meet the needs of the Multi-Service Center's clients. Since undertaking his position, Mr. Thomas's performance has been outstanding. He has worked closely and well with the variety of service providers within the City as well as funders, has worked closely with the Cambridge Public Health Commission to ensure provision of substance abuse counseling for clients of the Multi-Service Center, and he has worked diligently to make services available at the Multi-Service Center for formerly protected tenants, in advance of any expansion of resources to address that problem.

Mr. Thomas will be directing the new case management program for formerly protected tenants. He has willingly taken on that task in addition to his other duties. I believe it is in the best

Relative to a vote by the City Council to
issue waivers from the residency ordinance
for two individuals.

S-130

March 3, 1997
Re Consideration Failed
Re Consideration Filed
by Councillor Sullivan

Action taken on
February 24, 1997
Failing to Approve
Waivers - Stands,

In City Council January 27, 1997

~~Tabled By~~
Vice Mayor Born
ORDER ADOPTED on
Requesting a legal opinion
5-3-0-1

2-3-97 No Action taken

2-10-97 No Action taken
February 24, 1997
Failed Ordination 4-0-0-4-1
Reconsideration was filed by
Councillor Sullivan