

JUNE 11, 1992

CITY COUNCIL COMMUNICATION/agenda

City Manager, Robert Healy

City Clerk

City Councilor/Finance Committee Ed Cyr

Mayor, Ken Reeves

Members of the City Council

RE: Understanding City Personnel and Contract Procedures
regard to compensatory time, vacation time, and sick time.

Please forward to me (or I can pick them up) copies of city personnel policies and the contract of former city clerk Joe Connarton.

I am trying to understand the \$90,000 which the City Clerk received when his contract was not renewed. What are the procedures for employees under contract? Is there any limit to the accrual of compensatory time, sick time and annual leave -- is such an accrual unlimited, and can contract employees take this time at full value when contracts are not renewed?

Are all contract employees treated the same as the City Clerk contract?

I was under the impression that the City of Cambridge has been paying into a pension plan -- what are the terms of the pension plan, and did such a plan assist the city clerk when his contract was not renewed?

I was reading the article in the June 11 Chronicle, and the statements issued indicated Joe Connarton received over \$50,000 in accrued sick time, comp time and annual leave. At what rate of pay and how did such a large amount of time accrue?

I am submitting a suggestion to the City Manager and the City Council under the BUDGET BUSTER PROGRAM, that all city contracts and personnel policies be reviewed, that a public meeting be held to discuss these policies, and that the policies be brought into line with city non-profit agencies/human service agencies and other businesses and employers, so that the residents of Cambridge could feel that their tax dollars were being spent in a manner consistent with "equity and fairness".

I believe that the review and rewriting of such policies could save the city a substantial amount of money and would bring consistency and fairness to the treatment of all city employees.

P.S. The Budget Buster Bonus prize will be donated to the Cambridge Food Pantry Network.

Thank you

Gerald Bergman
82 Elm Street

354-2648

Consent Comm. # 1

Comm. from Gerald Bergman, 82 Elm St.,
requesting information regarding Personnel
Personnel and Contract Procedure
regarding paid time off.

In City Council,

June 22, 1992

Placed on file