



City of Cambridge

62.

IN CITY COUNCIL

June 9, 1997

COUNCILLOR TOOMEY
VICE MAYOR BORN
COUNCILLOR GALLUCCIO
MAYOR RUSSELL
COUNCILLOR SULLIVAN

WHEREAS: In March of 1997 the City Council voted to rescind the Cambridge Jobs and Residency ordinance and replace it with a policy that required employees to show a "demonstrated familiarity" with the City of Cambridge; and

WHEREAS: One of the first positions posted under the new policy was titled "Parking Services Coordinator;" and

WHEREAS: This position has now been filled; and

WHEREAS: It is desirable that the City Council review from time-to-time how policies established by the City Council are being implemented by the City Manager and the administration; now therefore be it

ORDERED: That the City Manager be and hereby requested to report to the City Council by June 23, 1997 the following information in connection with the recently filled position of "Parking Services Coordinator"

1. Where and for what period of time was the position posted?
2. What recruitment was done to inform minorities and/or Cambridge residents of the position?
3. Was the period for submitting letters of interest extended beyond the first date posted?
4. How many persons applied for this position?

5. Of those who applied for the position:
 - a) How many were current city employees?
 - b) How many were female?
 - c) How many were female Cambridge residents?
 - d) How many were minority females; and of these, how many were Cambridge residents?
 - e) How many were male?
 - f) How many were male Cambridge residents?
 - g) How many were minority males; and of these, how many were Cambridge resident?

6. How many people were interviewed for the position?

7. Of those who were interviewed for the position:
 - a) How many were current city employees?
 - b) How many were female?
 - c) How many were female Cambridge residents?
 - d) How many were minority females; and of these, how many were Cambridge residents?
 - e) How many were male?
 - f) How many were male Cambridge residents?
 - g) How many were minority males; and of these, how many were Cambridge resident?

8. Of the finalists for the position, using a numeric identifier rather than the names, list the gender, race, city of residence, and whether the person is currently employed by the City of Cambridge. Outline the qualifications each person had to be selected as a finalist for the position.

9. Explain the criteria for which a selection was made for this position and how the person selected meets the criteria of the newly created Residency Policy, particularly the "demonstrated familiarity" with the City of Cambridge.

In City Council June 9, 1997

Adopted by the affirmative vote of nine members.

Attest:- D. Margaret Drury, City Clerk.

A true copy;



ATTEST:-

D. Margaret Drury
City Clerk

62

Councillor Toomey

Whereas: In March of 1997 the City Council voted to rescind the Cambridge Jobs and Residency Ordinance and replace it with a policy that required employees to show a "demonstrated familiarity" with the city of Cambridge and

Whereas: One of the first positions posted under the new policy was titled "Parking Services Coordinator" and

Whereas: This position has now been filled and

Whereas: It is desirable that the City Council review from time-to-time how policies established by the City Council are being implemented by the City Manager and the administration and

Whereas: Whereas the process whereby the position of "Parking Services Coordinator" was filled does not appear to have complied with the Residency Policy that was recently adopted by the City Council now t therefore be it

Ordered: That the City Manager be and hereby requested to report to the City Council by June 23, 1997 the following information in connection with the recently filled position of "Parking Services Coordinator"

- 1) Where and for what period of time was the position posted?
- 2) What recruitment was done to inform minorities and/or Cambridge residents of the position?
- 3) Was the period for submitting letters of interest extended beyond the first date posted?
- 4) How many persons applied for this position?

RECEIVED BY
 OFFICE OF CITY CLERK
 97 JUN - 5 PM 4: 26
 CAMBRIDGE MA.

- 5) Of those who applied for the position:
 - a) How many were current city employees?
 - b) How many were female?
 - c) How many were female Cambridge residents?
 - d) How many were minority females; and of these, how many were Cambridge residents?
 - e) How many were male?
 - f) How many were male Cambridge residents?
 - g) How many were minority males; and of these, how many were Cambridge residents?

- 6) How many people were interviewed for the position?

- 7) Of those who were interviewed for the position:
 - a) How many were current city employees?
 - b) How many were female?
 - c) How many were female Cambridge residents?
 - d) How many were minority females; and of these, how many were Cambridge residents?
 - e) How many were males?
 - f) How many were male Cambridge residents?
 - g) How many were minority males; and of these, how many were Cambridge residents?

- 8) Of the finalists for the position, using a numeric identifier rather than the names, list the gender, race, city of residence, and whether the person is currently employed by the city of Cambridge. Outline the qualifications each person had to be selected as a finalist for the position.

- 9) Explain the criteria for which a selection was made for this position and how the person selected meets the criteria of the newly created Residency policy, particularly the "demonstrated familiarity" with the city of Cambridge.

5. Of those who applied for the position:
 - a) How many were current city employees?
 - b) How many were female?
 - c) How many were female Cambridge residents?
 - d) How many were minority females; and of these, how many were Cambridge residents?
 - e) How many were male?
 - f) How many were male Cambridge residents?
 - g) How many were minority males; and of these, how many were Cambridge resident?

6. How many people were interviewed for the position?

7. Of those who were interviewed for the position:
 - a) How many were current city employees?
 - b) How many were female
 - c) How many were female Cambridge residents?
 - d) How many were minority females; and of these, how many were Cambridge residents?
 - e) How many were male?
 - f) How many were male Cambridge residents?
 - g) How many were minority males; and of these, how many were Cambridge resident?

8. Of the finalists for the position, using a numeric identifier rather than the names, list the gender, race, city of residence, and whether the person is currently employed by the City of Cambridge. Outline the qualifications each person had to be selected as a finalist for the position.

9. Explain the criteria for which a selection was made for this position and how the person selected meets the criteria of the newly created Residency policy, particularly the "demonstrated familiarity" with the City of Cambridge.



City of Cambridge

62.

IN CITY COUNCIL

June 9, 1997

COUNCILLOR TOOMEY

WHEREAS: In March of 1997 the City Council voted to rescind the Cambridge Jobs and Residency ordinance and replace it with a policy that required employees to show a "demonstrated familiarity" with the City of Cambridge; and

WHEREAS: One of the first positions posted under the new policy was titled "Parking Services coordinator"; and

WHEREAS: This position has now been filled; and

WHEREAS: It is desirable that the City Council review from time-to-time how policies established by the City Council are being implemented by the City Manager and the administration; and

ORDERED: That the City Manager be and hereby requested to report to the City Council by June 23, 1997 the following information in connection with the recently filled position of "Parking Services Coordinator"

1. Where and for what period of time was the position posted?
2. What recruitment was done to inform minorities and/or Cambridge residents of the position?
3. Was the period for submitting letters of interest extended beyond the first date posted?
4. How many persons applied for this position?

Burn, Gallucci, Russell
Consent Order #62 Sullivan CM-376

Councillor Toomey re: REport
containing information in connection
with the recently filled position
of "Parking Services Coordinator."

In City Council June 9, 1997

ORDER ADOPTED