

INTRODUCED BY CITY MANAGER ROBERT W. HEALY

AN ORDER CONCERNING APPROPRIATIONS FOR THE FISCAL YEAR BEGINNING JULY 1, 1999

ORDERED: That in addition to sums previously appropriated by the City Council for the fiscal period 1999-00 the following sum is hereby appropriated in the General Fund of the City of Cambridge:

| OTHER              |                       |                |                      |                   |                                           |
|--------------------|-----------------------|----------------|----------------------|-------------------|-------------------------------------------|
| FUNCTION           | DEPARTMENT OR PROGRAM | SALARY & WAGES | ORDINARY MAINTENANCE | TRAVEL & TRAINING | EXTRAORDINARY EXPENDITURES APPROPRIATIONS |
| General Government | Finance/Personnel     |                | \$70,000             |                   | \$70,000.00                               |

BE IT FURTHER ORDERED: That the above acceptance and appropriation in the General Fund to be financed by estimated revenues drawn from the following sources:

| FINANCING PLAN | REVENUE     |
|----------------|-------------|
| Free Cash      | \$70,000.00 |

In City Council March 20, 2000.

Adopted by a yeas and nays vote:-

Yeas 8; Nays 1; Absent 0.

Attest:- D. Margaret Drury, City Clerk.

A true copy; *D. Margaret Drury*

ATTEST:-

D. Margaret Drury  
City Clerk

# City of Cambridge

MASSACHUSETTS

In City Council 3-20, 2000

86 Appropriation of \$70,000

| YEA | NAY | ABSENT | PRESENT |                            |
|-----|-----|--------|---------|----------------------------|
|     |     |        |         |                            |
| ✓   |     |        |         | Ms. Kathleen L. Born       |
| ✓   |     |        |         | Mr. James Braude           |
| ✓   |     |        |         | Ms. Henrietta Davis        |
| ✓   |     |        |         | Ms. Marjorie C. Decker     |
| ✓   |     |        |         | Vice Mayor David P. Maher  |
| ✓   |     |        |         | Mr. Kenneth E. Reeves      |
| ✓   |     |        |         | Mr. Michael A. Sullivan    |
|     | ✓   |        |         | Mr. Timothy J. Toomey, Jr. |
| ✓   |     |        |         | Mayor Anthony D. Galluccio |

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# City of Cambridge

MASSACHUSETTS

In City Council

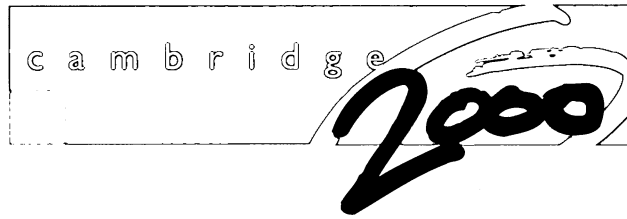
3-20

, 2000

CM TTm to substitute approp of \$20,000 for  
8 b Agenda Approp of 20,000

| YEA | NAY          | ABSENT | PRESENT |                            |
|-----|--------------|--------|---------|----------------------------|
|     |              |        |         |                            |
|     | ✓            |        |         | Ms. Kathleen L. Born       |
| ✓   | .            |        |         | Mr. James Braude           |
|     | ✓            |        |         | Ms. Henrietta Davis        |
| ✓   | <del>N</del> |        |         | Ms. Marjorie C. Decker     |
|     | ✓            |        |         | Vice Mayor David P. Maher  |
| .   | ✓            |        |         | Mr. Kenneth E. Reeves      |
|     | ✓            |        |         | Mr. Michael A. Sullivan    |
| ✓   |              |        |         | Mr. Timothy J. Toomey, Jr. |
| ✓   |              |        |         | Mayor Anthony D. Galluccio |

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CITY OF CAMBRIDGE • EXECUTIVE DEPARTMENT

Robert W. Healy, City Manager

Richard C. Rossi, Deputy City Manager

March 20, 2000

To The Honorable, The City Council:

I am hereby requesting the appropriation of \$70,000 to the General Fund Finance Department Personnel Division Other Ordinary Maintenance Account from Free Cash.

This fiscal year, the Personnel Department has experienced an unanticipated increase in expenses for job advertising and outreach. Expenses are for print media advertising, web advertising, mailings to community agencies and targeted groups, and participation in job fairs.

The tight labor market, and some openings in particularly competitive areas, have led to the need to advertise more broadly and occasionally repeatedly. As an example, Departments with redefined positions, such as Youth Programs in Human Services, have particularly affected the need to increase recruitment and outreach activities.

The Personnel Department has attempted to be innovative and to give the City's advertisements more visibility as an employer; they have consolidated ads, resulting in larger displays with multiple jobs listed and have posted positions in web sites of professional associations. These efforts have led to success in hiring qualified candidates. We would like to be able to continue using these successful approaches for the remainder of the fiscal year.

Very truly yours,

A handwritten signature in black ink, appearing to read "Robert W. Healy".

Robert W. Healy  
City Manager

RWH/mec



2000 Things 2 Do in 2000

Consent Agenda #8b 32 F

Relative to appropriation of  
\$70,000 to cover the costs of  
unanticipated increase in  
expenses for job advertising and  
outreach.

In City Council March 20, 2000

**ORDER ADOPTED**

8-1-0.