

City of Cambridge

MASSACHUSETTS

Agenda # 4 order of transfer
to implement personnel
changes in the current budget.

In City Council November 8, 1976 1976

	YEA	NAY	ABSENT	PRESENT
Mrs. Ackermann		✓		
Mr. Clem	✓			
Mr. Clinton	✓			
Mr. Danehy			✓	
Mr. Duehay	✓			
Mrs. Graham		✓		
Mr. Russell	✓			
Mr. Sullivan	✓			
Mayor Vellucci	✓			

6 2 1

RESA
RA
H

C. Graham Agenda #6 Recreation

City of Cambridge

*Dept
Dally*

MASSACHUSETTS

In City Council

Dec. 12

1976

Recreation Transfer failed of adoption-

	YEA	NAY	ABSENT	PRESENT
Mrs. Ackermann		✓		
Mr. Clem		✓		
Mr. Clinton	✓			
Mr. Danehy			✓	
Mr. Duehay		✓		
Mrs. Graham	✓			
Mr. Russell	✓			
Mr. Sullivan	✓			
Mayor Vellucci		✓		

4 4 1

*Subsequent adopted by 2nd Pass Love
Including all Reps see Rev Coll #3*



November 8, 1976

INTRODUCED BY CITY MANAGER JAMES L. SULLIVAN

AN ORDER CONCERNING AN APPROPRIATION FOR THE FISCAL YEAR BEGINNING JULY 1, 1976

ORDERED: That the following transfer be made in the Water Fund of the City of Cambridge:

<u>FROM</u>	<u>AMOUNT</u>	<u>TO</u>	<u>AMOUNT</u>
Water Other Ordinary Maintenance	5,900	Water Salary and Wages	5,900

REASON(S)

The above transfer will allow for the implementation of the salary schedule of 1976-77 budget as submitted.

In City Council December 13, 1976

Adopted by yea and nay Vote

Yeas 2 Nays 2 Absent 1

Paul E. Leahy
City Clerk

INTRODUCED BY CITY MANAGER JAMES L. SULLIVAN

AN ORDER CONCERNING AN APPROPRIATION FOR THE FISCAL YEAR BEGINNING JULY 1, 1976

ORDERED: That the following transfer be made in the General Fund of the City of Cambridge:

FROM	AMOUNT	TO	AMOUNT
Finance		Finance	
Other Ordinary Maintenance	36,965	Salary and Wages	36,965
Building		Building	
Other Ordinary Maintenance	1,500	Salary and Wages	1,500
Veterans		Veterans	
Other Ordinary Maintenance	315	Salary and Wages	315
Health/Hospital Services		Health/Hospital Services	
Other Ordinary Maintenance	500	Salary and Wages	500
Recreation		Recreation	
Other Ordinary Maintenance	8,000	Salary and Wages	8,000

REASON(S)

The above transfers will allow for the implementation of the salary schedule of 1976-77 budget as submitted.

In City Council December 13, 1976

Adopted by yeas and nays Vote

Yeas 6 Nays 2 Absent 1

Paul E. Walsh
 City Clerk



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139
Tel. 876-6800

EXECUTIVE DEPARTMENT
JAMES L. SULLIVAN
City Manager

November 8, 1976

Re: Awaiting Report No. 1
of Nov. 8, 1976

To the Honorable, the City Council:

As you recall, during deliberation of the 1976-77 Budget, the Council had a lengthy debate concerning various personnel policy items. As a result of these discussions, your Honorable Body voted to transfer Salary and Wages funds, which I had identified as necessary to implement certain reclassifications and pay adjustments to Ordinary Maintenance. There was an additional vote to establish an advisory personnel committee on personnel matters. It was clearly stated at that time that membership on this committee would be restricted to non-union employees, as union employees currently have a state law-mandated forum for discussion with the City's management of matters pertaining to wages, hours and conditions of employment.

Based upon changes (outlined below) which have occurred since last spring, I hereby respectfully recommend that your Honorable Body (a) rescind its vote concerning the personnel committee, and (b) transfer the sums indicated on the enclosed orders in order to implement personnel changes approved in the current budget.

By a vote taken on October 20, 1976, and certified to me by the State Labor Relations Commission, 330 formerly unorganized clerical and technical employees are now represented by Local 195. Their coverage under collective bargaining provisions means that approximately 2,000 City employees are now so represented. This leaves only about 12% of the City employees who would be eligible for Personnel Committee membership.

Assuming your favorable votes as recommended, I will institute the following procedures:

1. Vacancies will continue to be posted giving current employees opportunities for career advancement.
2. Confirming my previously stated commitment for selective reclassification, I will instruct the Personnel Department to design a program, utilizing professional, objective assistance, to consider requests for reclassification from individual employees. Resulting recommendations for classification changes will be reported to the Council for approval.

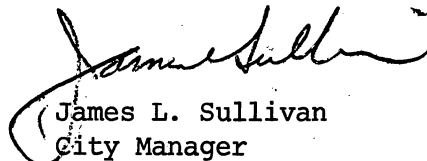
To City Council (cont.)

November 8, 1976

3. I will direct the Personnel Department to publish a monthly employee newsletter responding to frequently asked questions on personnel policy, calling attention to training opportunities, job bidding procedures, health insurance coverage, etc.
4. I will promulgate, print and issue to each City employee a set of re-codified personnel policies and rules.
5. I will assign the Affirmative Action Officer, as an employee of the Executive Department, to design and implement a City-wide training program for which funds have been appropriated. This will include a survey of employees' requests for specific training opportunities.

All of the above will be undertaken consistent with Civil Service rules and regulations, and collective bargaining contractual obligations.

Very truly yours,



James L. Sullivan
City Manager

JLS/b

12/13/76 Agenda # 4 ~~#6~~ F-348

Re: personnel committee status plus
transfer order to implement personnel
changes in the current budget.

11/8/76 Tabled for
1 week

In City Council,

November 8, 1976

12/13/76
Order Reversed

per [unclear]

6-2-1

L.L. [unclear]
[unclear]

SR
RF
A