



CITY OF CAMBRIDGE
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EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

January 25, 1999

To the Honorable, the City Council:

In response to City Council Order No. 92, dated January 11, 1999, I am providing the following information.

The order asks "...how much money is being spent on legal representation for all of the female litigants who have filed suit against the City since June, 1998." I assume that you wish to know what expenses the City has incurred since June of 1998 in defense of several complaints filed by female employees of the City before the Massachusetts Commission Against Discrimination (MCAD).

Two female employees of the Police Department have sued the City claiming that Commissioner Watson's managerial decisions relating to his command staff assignments were improperly motivated and discriminatory. The actions taken regarding command staff assignments were not discriminatory, and the City has retained the law firm of Palmer & Dodge to defend against the claims. From June of 1998 through November of 1998, the law firm has billed for \$14,487.40.

In separate matters arising in the Human Services Department, the Library, and the Police Review and Advisory Board, allegations of discrimination have been made. My investigations have convinced me that there was no discriminatory behavior on the part of the supervisors and administrative personnel involved, and these charges were being ably defended by the Law Department. The most recent complaint filed in late December by an attorney on the staff of the Law Department has compelled the need to refer these cases to outside counsel. The City, on January 5, 1999, retained the law firm of Hale & Dorr to defend assume the defense against these claims. We have not yet received any bills from the law firm in those matters, but expect to be billed on a monthly basis. The lead counsel handling these matters for the City, Joan A. Lukey, bills at an hourly rate of \$375.00, and will bill for other personnel at the law firm for lesser hourly rates.

Very truly yours,

Robert W. Healy
City Manager

Consent Agenda #18

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Relative to Order #92 of
1/11/99, regarding how much
money is being spent on
legal representation for all
of the female litigants who
have filed suit against the City
since June, 1999.

In City Council January 25, 1999

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