

**File No. 6584**  
**Request for Proposal**  
**Consultant for Classification of Commercial Land Use Study and Recommendation**

Sealed proposals will be received at the Office of the Purchasing Agent, Room 303, City Hall, 795 Massachusetts Avenue, Cambridge Massachusetts 02139 until **11:00 AM on Thursday, October 9, 2014** for providing the following services to the City of Cambridge:

The City of Cambridge (“the City”) is seeking proposals from a consultant team or individual consultants (“Consultant”) to conduct a review of the classification of commercial uses in the Table of Use Regulations, Section 4.30 of the Cambridge Zoning Ordinance (“CZO”) and other CZO sections referencing that table or other land use classification systems, to analyze the types of commercial uses that currently exist in Cambridge and surrounding areas and their potential impacts on the operation of adjacent uses, and to recommend alternatives to the current classification system that would make it more responsive to the needs and expectations of the current resident and business community (the “Commercial Land Use Classification Study”).

Copies of the Request for Proposal may be obtained at the Office of the Purchasing Agent on or after **Thursday, September 18, 2014** from 8:30 a.m. to 8:00 p.m. on Mondays, Tuesday through Thursday from 8:30 a.m. to 5:00 p.m., and Fridays from 8:30 a.m. to noon. This RFP may be downloaded from the City’s website: [www.cambridgema.gov](http://www.cambridgema.gov), Online services, Purchasing Bid List, Regular RFP, File No.6584. The City reserves the right to reject any or all proposals, waive any minor informalities in the proposal process, and accept the proposal deemed to be in the best interest of the City.

**There must be no mention of the applicant’s fee in the proposal. Any mention of the fee will subject the proposal to rejection.**

Questions concerning the Request for Proposals must be submitted in writing by **Tuesday, September 30, 2014 by 11:00 AM** to Amy L. Witts, at the address above or by fax (617) 349-4008. Answers will be sent to all vendors who have registered on the City’s website as having downloaded the RFP. Answers will also be posted on the City’s website.

**Two separate sealed envelopes, a sealed envelope containing one original and seven (7) copies of the non-price technical proposal marked “Consultant for Commercial Land Use Classification Study Non-Price Proposal,” and one envelope containing the price proposal marked “Price Proposal- Consultant for Commercial Land Use Classification Study”** must be received by Amy L. Witts, Purchasing Agent, City of Cambridge, 795 Massachusetts Avenue, Cambridge, Massachusetts 02139 prior to **11:00 AM, October 9, 2014** Any proposals received after such time will not be accepted. Delivery to any other office or department does not constitute compliance with this paragraph, unless the proposals are received by the Purchasing Agent by the established deadline.

**Amy L. Witts**  
**Purchasing Agent**

**Confidentiality and Public Records Law**

All bids or other materials submitted by the vendor in response to this Request for Proposal will be open for inspection by any person in accordance with the Massachusetts Public Records Law.

**Terms and Conditions**

The terms and conditions of any contract awarded through this procurement are attached hereto and shall be affirmed by the City and selected proposer.

1. Proposals will remain in effect for a period of 90 days from the deadline for submission of proposals or until it is formally withdrawn, a contract is executed or this RFP is canceled, whichever occurs first.
2. The Purchasing Agent shall cancel the contract if funds are not appropriated or otherwise made available to support continuation of performance in any fiscal year.
3. A sample contract is attached hereto. The proposer must be willing to sign the City's contract. The City will not accept a proposer's terms & conditions.
4. Rule for Award: The City will award a contract to the proposer submitting the most advantageous proposal taking into consideration the proposal's Quality Requirements, Evaluation Criteria, composite ratings, references and price.  
Prices must remain firm or be reduced throughout the life of the contract.
5. Proposers must comply with the City of Cambridge Living Wage Ordinance. The current living wage rate is \$14.71 per hour (the ordinance is attached).
6. The contract period shall commence on the date of execution of the contract by the City of Cambridge.r. The project is expected to be completed in approximately six (6) months.

**INSTRUCTIONS TO PROPOSERS**

1. **Two (2) separate sealed envelopes, a sealed envelope containing one original and seven (7) copies of the non-price technical proposal marked “Consultant for Commercial Land Use Classification Study Non-Price Proposal,” and one envelope containing the price proposal marked “Price Proposal- Consultant for Commercial Land Use Classification Study”** must be received by the Purchasing Agent, City of Cambridge, 3<sup>rd</sup> floor City Hall prior to **11:00 AM on Thursday, October 9, 2014**. Chapter 30B requires that price proposals must be separate from technical proposals. Therefore please make no reference to price in the non-price technical proposal. Failure to adhere to this requirement will result in disqualification. It is the sole responsibility of the proposer to insure that the proposal arrives on time at the designated place. Parking is limited at City Hall; it is strongly recommended that proposals are mailed or delivered in advanced of the due date and time. Late proposals will not be accepted.
2. The signature of the authorized official(s) must be provided on all the proposal forms. All proposals should be double -sided in conformance with the City's recycling policy.
3. The signature of the authorized official(s) should be organized and presented as directed. Accuracy and completeness are essential. The successful proposal will be incorporated into a contract; therefore, the proposer should not make claims that they are not prepared to commit themselves to contractually.
4. The Price Summary Form must be completed as instructed. No substitute form will be accepted. Pricing must remain firm. "The bid submitted must be without conditions or exceptions
5. Failure to answer any questions, to complete any form or to provide the documentation required will be deemed non-responsive and result in automatic rejection of the proposal unless the City determines that such failure constitutes a minor informality, as defined in Chapter 30B.
6. All interpretations of the RFP and supplemental instructions will be in the form of written addenda to the RFP specifications. Requests for clarification or any questions about information contained in the RFP should be addressed in writing to:

Amy L. Witts, Purchasing Agent  
795 Massachusetts Avenue  
Cambridge, MA 02139.

or faxed to (617) 349-4008. No requests or questions will be accepted after 11:00 AM. on Tuesday, September 30, 2014. Please include the name, address, e-mail address, telephone number and fax number, if available, of the person to whom additional information should be sent. Any information sent to one proposer will be sent to all proposers.

7. Proposals must be unconditional. However, prior to the proposal opening proposers may correct, modify, or withdraw proposals by written request to Amy L. Witts, Purchasing Agent, City of Cambridge, Room 303, City Hall, 795 Massachusetts Avenue, Cambridge, MA 02139. A letter will be sufficient for withdrawal of a proposal up the date of the proposal opening. Any correction or modification to a proposal must be submitted in writing and in a sealed envelope labeled "Consultant for Commercial Land Use Classification Study- Modification to or Withdrawal of Proposal."

### **EVALUATIONS OF THE PROPOSALS**

All proposals will be reviewed by the Evaluation Committee in accordance with M.G.L. Chapter 30B. Final selection will be based on evaluation and analysis of the information and materials required under the RFP, including information obtained by direct contact with references. The Evaluation Committee will be composed of staff from the City.

Based on the review of the written proposals, certain proposers may be asked to participate in an on-site interview. Proposers should therefore be prepared to travel to Cambridge for this interview. The project manager and other personnel who will be working on the project on a day-to-day basis should be present at the interview. Interview participants will be expected to answer questions from the Evaluation Committee. The City will not assume any travel costs related to these interviews.

References will be contacted to determine if the proposer is responsive and responsible. References will be asked about their overall impression of the proposer's quality of services performed and the timeliness of service delivery. The City reserves the right to use itself as a reference and contact references other than those submitted by the proposer.

Proposals that meet the Quality Requirements will be reviewed for responses to the Comparative Evaluation Criteria. Each member of the Evaluation Committee will assign a numerical rating to each evaluation criteria for each proposal on a scale of 1-10. A rating of 0-3 is Not Advantageous, a rating of 4-7 is Advantageous and a rating of 8-10 is Highly Advantageous. Using the evaluation criteria ratings submitted by each Evaluation Committee member, a composite rating by the Evaluation Committee will be determined for each proposal.

After the evaluation of the non-price proposals is complete, the price proposals will be opened. The price proposals will be evaluated and ranked by the Purchasing Agent. The City will award the contract to only one responsive and responsible proposer submitting the most advantageous proposal taking into consideration the proposals' quality requirements, evaluation composite ratings, interview, references and price. Before awarding the contract, the City may request additional information from the proposer. The City reserves the right to reject any and all proposals if it determines that the criteria set forth have not been met.

### **REQUIRED PROPOSAL SUBMITTALS**

All information in the proposal should be organized and presented as directed below. Accuracy and completeness are essential. The successful proposal will be incorporated into a contract. The proposal should provide a straightforward and concise description of the proposer's commitment and ability to perform the services described in this document. To expedite the evaluation of proposals, it is essential that the proposer strictly adhere to the instructions in this part. A proposal may be deemed to be non-responsive, at the Purchasing Agent's discretion, if the proposer fails to comply with the following instructions. Furthermore, the failure to answer any question, to complete any form, or to provide the documentation required will be deemed non-responsive and result in automatic rejection of the proposal unless the City determines that such failure constitutes a minor informality, as defined in Chapter 30B.

1. Introduction to Proposal: The introductory portion of the proposal must include a letter of Transmittal signed by the individual authorized to bind the proposer contractually. The letter must include: the name of the individual(s) who is/are authorized to negotiate and sign a contract on the proposer's behalf; the name, title, address and telephone number of the individual(s) who can supply additional information and a brief description of the overall services proposed. The signature of the authorized official (s) must be provided on all the proposal forms. All proposals should be double sided in conformance with the City's recycling policy.
2. Quality Requirements: A no response or a failure to respond to any of the quality requirements will result in a rejection of your proposal. Please use the form provided in this document to answer the quality requirements.
3. Comparative Evaluation Criteria: This portion of the proposal is an opportunity for the proposal to present a description of the proposer's qualifications. The proposer should respond briefly to each item listed in the Comparative Evaluation Criteria, and include all requested documentation. When preparing this portion of the proposal, the proposer should clearly identify and respond to each comparative evaluation criteria.
4. Price Proposal Form: The Price Proposal Form must be completed as instructed. No substitute form will be accepted. Pricing must remain firm throughout the contract. The Price Proposal Forms must be submitted, under separate cover in a sealed envelope labeled "Price-Proposal – Consultant for Commercial Land Use Classification Study", to the Purchasing Department. The proposer should make no reference to pricing in any other part of the proposal. Failure to adhere to this will result in disqualification of the proposal.
5. Professional Qualifications - Employees and Staff: The proposer should describe its management capabilities relevant to this RFP. This section should include the names and professional qualifications of the consultant team members who will have primary responsibility for administering the Commercial Land Use Classification Study. Please provide a statement as to the availability of staff performing all services.
6. References: Provide a list of (3) three references. Two (2) of the references must be from customers for which the proposer provided services similar to those outlined in the RFP. One (1) reference must be a client that is no longer an active customer of the proposer. Include the name, contact person, his/her title, address and telephone number. In addition, the City reserves the right to use itself as a reference to determine the proposer's responsiveness and responsibility, and reserves the right to call current or former clients not listed as a reference. A proposal may be rejected on the basis of one or more references reporting poor past performance by the proposer.
7. Relevant Experience: Please describe the proposer's direct experience providing consultant services similar to those described in the Scope of Services to other Municipal customers.
8. State Office of Minority and Women Business Assistance Certification (SOMWBA): If applicable
9. Anti-collusion and Tax Compliance Certification: A fully executed copy of the form must be submitted. The form can be found on page 13 of this document.
10. CORI Compliance Form: Cori Compliance Form can be found on page 14 of this document.

11. Other: Copies of any legal document affecting the financial status of the consultant or company that has been filed with any state or federal court.

## SCOPE OF SERVICES

*The City of Cambridge* (“the City”) is seeking proposals from an individual consultant or group (“Consultant”) to conduct a study of the commercial land use classification system in the Cambridge Zoning Ordinance (“CZO”) as it relates to the types of commercial uses typically present in Cambridge and similar communities. The intent is to recommend changes to the Table of Use Regulations in CZO Section 4.30, along with related CZO sections, such that it better meets the needs and expectations of the current resident and business community in Cambridge. The City is seeking a Consultant with expertise in the areas of land use planning (including familiarity with Massachusetts zoning laws and practices) and economic development.

## BACKGROUND

The first Zoning Ordinance of the City of Cambridge was enacted in 1924. The CZO underwent comprehensive overhauls in 1943, 1961 and 1977, and has been amended many times in the intervening years. Although the regulations have continually been altered, the overall format of the current ordinance is substantially the same as the 1977 version. Currently, the CZO contains articles on topics such as use regulations, development standards, parking and loading requirements, signs and illumination, project review, sustainable development, and special regulations for various special districts.

The Table of Use Regulations first appeared in the 1961 version of the CZO, and the current version still retains the same classification framework and most of the same use categories. The only major changes to the Table of Use Regulations since that time have been (a) the addition of new district designations and the assignment of allowed, prohibited and conditional uses for those districts, and (b) the addition of some new uses, such as Fast Order Food Establishments and Registered Marijuana Dispensaries, which were created either in response to community concerns or in order to address use types that were previously unanticipated.

The application of the current Table of Use Regulations to modern types of commercial uses has resulted in many confusing cases. Where the Ordinance text does not provide clear guidance, zoning compliance officials are required to make difficult interpretations, often resulting in conclusions that do not seem rational to property owners, business owners and residents. Some specific issues include the following:

1. Most uses do not have clear definitions, which can lead to ambiguity in trying to differentiate some types of uses from each other.
2. Some uses that are typical in Cambridge are difficult to place within the current table. For example, a fitness center is not a listed use, and might be considered a “classroom,” “commercial recreation” or something else depending on the specific nature of the use, resulting in confusing expectations and very different sets of requirements.
3. The use regulations make little reference to the scale of a particular use. For instance, a food commissary is considered an industrial use and is treated more restrictively than a restaurant, even if it is similar to a restaurant kitchen in terms of overall size, scale and activity.
4. It is increasingly typical for businesses to combine facets of different use categories, such as a food production company that also sells prepared foods on-site, or a space that combines office, café and recreational functions. The zoning text does not always provide clear guidance as to which are considered “principal” and “accessory” uses and how they should be regulated.

## **PURPOSE**

In short, the expected result of this study is a commercial land use classification system that makes sense in modern Cambridge, that would be understandable to all community members, and that would be able to effectively regulate commercial use types as they evolve. Based on the study recommendations, the City would determine how the zoning could be amended to fit the recommended system, through either targeted changes to the current ordinance or a more substantial restructuring of the Table of Use Regulations.

## **SERVICES REQUESTED**

The Consultant will provide CDD with an analysis of commercial land use types in Cambridge, a review of current zoning regulations and a set of recommended alternatives for amending the CZO to meet the objectives of the study. The Consultant will perform the following tasks in three phases:

### **A. Analyze Commercial Land Use Types in Cambridge.**

1. Compile a summary characterizing the range of existing commercial use types in Cambridge, gathering information from public sources (License Commission, CDD Economic Development Division) and available private resources. Also gather information on use types that have emerged in comparable cities and might be anticipated in Cambridge if they do not already exist. Include characteristics such as the typical sizes of commercial establishments, the nature of activities that take place within different use types, typical hours of operation, and other characteristics that might affect adjacent uses.
2. Engage with community members to understand the positive and negative impacts of different types of uses, from the perspective of business owners, residents, property owners and city staff. Community engagement would include discussions with selected business associations and neighborhood groups, and potentially other outreach efforts. The information gathered from this engagement would be incorporated into the summary of use types and characteristics.
3. The result of this phase will be an organized summary of real and anticipated commercial use types, including their characteristics and the positive and negative impacts they might have on each other and on residential and institutional uses, including:
  - Health and safety
  - Traffic and parking
  - Noise and other public nuisance
  - Urban design and visual character

### **B. Review Current Zoning Classification and Regulations for Commercial Uses**

1. Review the Table of Use Regulations (CZO Section 4.30) and catalog other parts of the CZO that refer or relate to land use classifications and regulations. This will be conducted in collaboration with CDD staff. This task may be undertaken in parallel with Phase “A” above.
2. Provide a comparison of current and anticipated future commercial use types and community expectations (as compiled in Phase “A”) with current zoning regulations, identifying areas where there are divergences, conflicts or other potential issues.

### **C. Recommend Alternatives for Amendment**

The Consultant, in collaboration with CDD staff, will prepare a set of recommended alternatives to amend the CZO text so that it better aligns with current uses and expectations. The alternatives shall, at a minimum, reflect each of the following general approaches:

1. A “targeted” approach that would retain the same basic framework of the current CZO use regulations but amend the detailed classifications.
2. A “comprehensive” approach that would construct a new set of use regulations based on current expectations, and amend other parts of the CZO as necessary to align with that new structure.

### **D. Resources**

The Consultant shall become familiar with the City’s Zoning Ordinance and other planning documents.

#### **Reference Materials**

1. City of Cambridge Zoning Ordinance  
<http://www.cambridgema.gov/CDD/zoninganddevelopment/Zoning/Ordinance.aspx>
2. Cambridge Growth Policy Document – Toward a Sustainable Future  
[http://www.cambridgema.gov/~media/Files/CDD/Planning/GrowthPolicy/growth\\_policy\\_2007.ashx](http://www.cambridgema.gov/~media/Files/CDD/Planning/GrowthPolicy/growth_policy_2007.ashx)

#### **Additional Resources Available to Consultant:**

The City Community Development Dept. will make available for copying the following resources for use in developing the proposal for and conducting the Commercial Land Use Classification Study. This information and other background material can also be accessed through the Department’s website.

- Cambridge Economic Census Data  
<http://www.cambridgema.gov/CDD/factsandmaps/economicdata/economiccensus.aspx>
- Commercial Districts Map Gallery  
<http://www.cambridgema.gov/CDD/factsandmaps/mapgalleries/commdistricts.aspx>
- *Steps to Starting a Business in Cambridge*  
[http://www.cambridgema.gov/~media/Files/CDD/EconDev/PermittingGuides/ed\\_sbs\\_2014.ashx](http://www.cambridgema.gov/~media/Files/CDD/EconDev/PermittingGuides/ed_sbs_2014.ashx)

**QUALITY REQUIREMENTS**

**In order for a proposal to receive further consideration the proposer must unconditionally check “Yes” to each Quality Requirement below. The City shall reject in its entirety the proposal of any proposer who fails to check “Yes” or who modifies, qualifies or limits its affirmative response in any way.**

Indicate **Yes or No** for each of the following requirements and provide the name of the qualified team member.

1. The Consultant has documented experience in conducting studies of scope comparable to the study described in this RFP.

YES \_\_\_\_\_ NO \_\_\_\_\_

2. The Consultant has demonstrable capability in the following disciplines: land use planning, zoning policy and practice, economic development policy (it is acceptable for one consultant to have expertise in multiple disciplines).

YES \_\_\_\_\_ NO \_\_\_\_\_

3. The Consultant has made recommendations to a municipal government regarding zoning policy, taking into consideration the political climate, competing City initiatives, and the overall impact on the City’s land use and development.

YES \_\_\_\_\_ NO \_\_\_\_\_

**Submit this form with your proposal.**

## **COMPARATIVE EVALUATION CRITERIA**

Successful proposals will include at a minimum, examples of recent studies similar to the scope described in this Request for Proposal. Responses to this Request for Proposals will also be evaluated according to the following criteria, which are intended to assist the City in evaluating the proposer's qualifications. Responses to the following areas should be brief, yet complete.

### **Experience conducting land use and zoning studies**

***Highly advantageous(8-10)*** – To receive a highly advantageous rating the applicant will have extensive successful experience (at least 5 years and 4 or more projects) on similar land use and zoning studies, including some experience specifically related to commercial land use regulations and/or economic development.

***Advantageous (4-7)*** - To receive an advantageous rating the applicant will have successful experience (3 years and 3 or more projects) on similar land use and zoning studies.

### **Knowledge of Greater Boston and Cambridge area in team member's area of expertise**

***Highly advantageous (8-10)*** – To receive a highly advantageous rating the consultant will have at least five (5) years of experience and knowledge about Cambridge and the Greater Boston area in their areas of expertise as demonstrated in team members' resumes.

***Advantageous Proposals (4-7)*** - To receive an advantageous rating the consultant will have at least three (3) years of experience and knowledge about the Greater Boston area in their areas knowledge of and experience.

### **Strategy outlined that addresses all components of the Scope of Services**

***Highly Advantageous (8-10)*** - To receive a highly advantageous rating the proposal will have a detailed and well-thought out strategy to address all aspects of the scope of work, including a project timeline with realistic milestones to accomplish all project elements within the contract timeframe.

***Advantageous(4-7)*** - To receive an advantageous rating the proposal will have a strategy to address most aspects of the scope of work, including a project timeline with realistic milestones to accomplish most project elements within the contract timeframe.

### **Quality of References** (The City reserves the right to use itself as a reference.)

***Highly Advantageous (8-10)*** - To receive a highly advantageous rating the proposal will provide three (3) or more references, among them at least two governmental entities, who can comment positively on their experiences with the applicant, their areas of expertise, and their ability to complete a study of similar scope and complexity as described in this RFP.

***Advantageous (4-7)***- To receive an advantageous rating the applicant will provide three (3) references, among them at least one governmental entity, who can comment positively on their experiences with the applicant, their areas of expertise, and their ability to complete a study of similar scope and complexity as described in this RFP.

**Comparative Evaluation Criteria Continued on next page**

**Evaluation of an oral presentation or interview**

*Highly Advantageous (8-10)* - The proposer's oral presentation was very clear and well organized and clearly demonstrated the proposer's ability to communicate effectively.

*Advantageous (4-7)* - The proposer's oral presentation was fairly clear and somewhat organized and sufficiently demonstrated the proposer's ability to communicate effectively.

**This section is intentionally left blank.**

**Price Proposal**

This price summary form must be submitted in a sealed envelope, **separate** from the technical proposal. Failure to adhere to this instruction will result in automatic disqualification of your proposal. Price must remain firm or can be reduced for the entire contract length.

This is a not to exceed fixed price proposal. The total proposed price must be complete and include all cost associated with providing the Consultant Services for the Commercial Land Use Classification Study in accordance with the Scope of Services and all other requirements in this Request for Proposal.

Flat Fee \$ \_\_\_\_\_

Flat Fee in words: \_\_\_\_\_

**Please include a supplemental sheet(s) with an itemized breakdown of the fee including:**

Hourly Rates of staff

The number of hours the bidder will require to complete the services

Cost of materials & expenses

If Addenda issued by the City, this proposal includes addenda numbered: \_\_\_\_\_

Signature of Individual submitting proposal: \_\_\_\_\_

Name of business: \_\_\_\_\_

Address of Bidder: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

Fax Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

Please check one of the following and insert the requested information:

( ) Corporation, incorporated in the State of: \_\_\_\_\_

( ) Partnership. Names of partners: \_\_\_\_\_

( ) Individual \_\_\_\_\_

**THIS PRICE PROPOSAL FORM MUST BE SUBMITTED IN A SEPARATE SEALED ENVELOP MARKED PRICE PROPOSAL**

**ANTI-COLLUSION AND TAX COMPLIANCE CERTIFICATE**

**The undersigned certifies under penalties of perjury that this proposal has been made and submitted in good faith and without collusion or fraud with any person. As used in this certification, “person” shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization or other group of individuals.**

As required by MGL Chapter 62C, Section 49A, the undersigned further certifies under penalty of perjury that the bidder has complied with all of the laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

**Signature:** \_\_\_\_\_

**Name of person signing proposal:** \_\_\_\_\_

**Title of officer signing for firm, if applicable:** \_\_\_\_\_

**Name of business, of applicable:** \_\_\_\_\_

**Address:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Signature of all firm partners, if applicable:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**THIS FORM MUST BE SUBMITTED WITH THE PROPOSAL.**

### CORI COMPLIANCE FORM

Persons and businesses supplying goods and/or services to the City of Cambridge (“Vendors”), who are required by law to perform CORI checks, are further required by Section 2.112.060 of the Cambridge Municipal Code to employ fair policies, practices and standards relating to the screening and identification of persons with criminal backgrounds through the CORI system. Such Vendors, when entering into contracts with the City of Cambridge, must affirm that their policies, practices and standards regarding CORI information are consistent with the policies, practices and standards employed by the City of Cambridge as set forth in the City of Cambridge CORI Policy (“CORI Policy”) attached hereto.

### CERTIFICATION

The undersigned certifies under penalties of perjury that the Vendor employs CORI related policies, practices and standards that are consistent with the provisions of the attached CORI Policy. **All Vendors must check one of the three lines below.**

1. \_\_\_\_\_ CORI checks are not performed on any Applicants.
2. \_\_\_\_\_ CORI checks are performed on some or all Applicants. The Vendor, by affixing a signature below, affirms under penalties of perjury that its CORI policies, practices and standards are consistent with the policies, practices and standards set forth in the attached CORI Policy.
3. \_\_\_\_\_ CORI checks are performed on some or all Applicants. The Vendor’s CORI policies, practices and standards are not consistent with the attached CORI Policy. Please explain on a separate sheet of paper.

\_\_\_\_\_  
(Typed or printed name of person signing quotation, bid or Proposal)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
(Name of Business)

**NOTE:**

**The City Manager, in his sole discretion may grant a waiver to any Vendor on a contract by contract basis.**

**Instructions for Completing CORI Compliance Form:**

**A Vendor should not check Line 1 unless it performs NO CORI checks on ANY applicant. A Vendor who checks Line 2 certifies that the Vendor’s CORI policy conforms to the policies, practices and standards set forth in the City’s CORI Policy. A Vendor with a CORI policy that does NOT conform to the City’s CORI Policy must check Line 3 and explain the reasons for its nonconformance in writing. Vendors, who check Line 3, will not be permitted to enter into contracts with the City, absent a waiver by the City Manager.**

**THIS FORM MUST BE SUBMITTED WITH THE PROPOSAL.**

**ORDINANCE NUMBER 1312**

**Final Publication Number 3155. First Publication in the Chronicle on December 13, 2007.**

**City of Cambridge**

**In the Year Two Thousand and Eight**

**AN ORDINANCE**

**In amendment to the Ordinance entitled “Municipal Code of the City of Cambridge”**

Be it ordained that Cambridge Municipal Code Chapter 2.112 is hereby amended by adding a new Section 2.112.060 entitled “CORI Screening by Vendors of the City of Cambridge” as follows:

Adding after Section 2.112.050 the following new sections:

**SECTION 2.112.060**

**CORI SCREENING BY VENDORS OF THE CITY OF CAMBRIDGE**

**Sections:**

**2.112.061 Purpose**

**2.112.062 Definitions**

**2.112.063 CORI-Related Standards of the City of Cambridge**

**2.112.064 Waiver**

**2.112.065 Applicability**

**2.112.061 Purpose**

These sections are intended to ensure that the persons and businesses supplying goods and/or services to the City of Cambridge deploy fair policies relating to the screening and identification of persons with criminal backgrounds through the CORI system.

**2.112.062 Definitions**

Unless specifically indicated otherwise, these definitions shall apply and control.

*Awarding Authority* means the City of Cambridge Purchasing Agent or designee.

*Vendor* means any vendor, contractor, or supplier of goods and/or services to the City of Cambridge.

**2.112.063 CORI-Related Standards of the City of Cambridge**

The City of Cambridge employs CORI-related policies, practices and standards that are fair to all persons involved and seeks to do business with vendors that have substantially similar policies, practices and standards. The City of Cambridge will do business only with vendors who, when required by law to perform CORI checks, employ CORI-related policies, practices, and standards that are consistent with policies, practices and standards employed by the City of Cambridge. The awarding authority shall

consider any vendor's deviation from policies, practices and standards employed by the City of Cambridge as grounds for rejection, rescission, revocation, or any other termination of the contract.

**2.112.064 Waiver**

The City Manager may grant a waiver to anyone who or which has submitted a request for waiver if it is objectively reasonable; and the City Manager, or a delegate, shall report promptly in writing to the City Council all action taken with respect to every request for a waiver and the reasons for the decision.

**2.112.065 Applicability**

If any provision of these sections imposes greater restrictions or obligations than those imposed by any other general law, special law, regulation, rule, ordinance, order, or policy then the provisions of these sections shall control.

In City Council January 28, 2008.

Passed to be ordained by a yea and nay vote:-

Yeas 9; Nays 0; Absent 0.

Attest:- D. Margaret Drury, City Clerk.

A true copy;

ATTEST:-

D. Margaret Drury  
City Clerk

### City of Cambridge CORI Policy

1. Where Criminal Offender Record Information (CORI) checks are part of a general background check for employment or volunteer work, the following practices and procedures will generally be followed.
2. CORI checks will only be conducted as authorized by Criminal History Systems Board (CHSB). All applicants will be notified that a CORI check will be conducted. If requested, the applicant will be provided with a copy of the CORI policy.
3. An informed review of a criminal record requires adequate training. Accordingly, all personnel authorized to review CORI in the decision-making process will be thoroughly familiar with the educational materials made available by the CHSB.
4. Prior to initiating a CORI check, the City will review the qualifications of the applicant to determine if the applicant is otherwise qualified for the relevant position. The City will not conduct a CORI check on an applicant that is not otherwise qualified for the relevant position.
5. Unless otherwise provided by law, a criminal record will not automatically disqualify an applicant. Rather, determination of suitability based on CORI checks will be made consistent with this policy and any applicable law or regulations.
6. If a criminal record is received from CHSB, the authorized individual will closely compare the record provided by CHSB with the information on the CORI request form and any other identifying information provided by the applicant, to ensure the record relates to the applicant.
7. If, in receiving a CORI report, the City receives information it is not authorized to receive (e.g. cases with dispositions such as not guilty or dismissal, in circumstances where the City is only authorized to receive convictions or case-pending information), the City will inform the applicant and provide the applicant with a copy of the report and a copy of CHSB's *Information Concerning the Process in Correcting a Criminal Record* so that the applicant may pursue correction with the CHSB.
8. If the City of Cambridge is planning to make an adverse decision based on the results of the CORI check, the applicant will be notified immediately. The applicant shall be provided with a copy of the criminal record and the City's CORI policy, advised of the part(s) of the record that make the individual unsuitable for the position and given an opportunity to dispute the accuracy and relevance of the CORI record.
9. Applicants challenging the accuracy of the criminal record shall be provided a copy of CHSB's *Information Concerning the Process in Correcting a Criminal Record*. If the CORI record provided does not exactly match the identification information provided by the applicant, the City of Cambridge will make a determination based on a comparison of the CORI record and documents provided by the applicant. The City of Cambridge may contact CHSB and request a detailed search consistent with CHSB policy.
10. If the City of Cambridge reasonably believes the record belongs to the applicant and is accurate, then the determination of suitability for the position will be made. Unless otherwise provided by law, factors considered in determining suitability may include, but not be limited to the following:

- (a) Relevance of the crime to the position sought;
  - (b) The nature of the work to be performed;
  - (c) Time since the conviction;
  - (d) Age of the candidate at the time of offense;
  - (e) Seriousness and specific circumstances of the offense;
  - (f) The number of offenses;
  - (g) Whether the applicant has pending charges;
  - (h) Any relevant evidence of rehabilitation or lack thereof;
  - (i) Any other relevant information, including information submitted by the candidate or requested by the City.
11. The Personnel Department will assist affected departments, in assessing the suitability of candidates in accordance with paragraph 10 a through i above, to ensure consistency, fairness, and protection of employment opportunities and the public interest.
12. The City of Cambridge will notify the applicant of the decision and the basis of the decision in a timely manner.
13. CORI information shall not be disseminated or shared with any unauthorized employees or other, but shall be maintained in confidence consistent with the obligations of law.

Revised May 5, 2007

## Chapter 2.121

### LIVING WAGE ORDINANCE

#### Sections:

<b>2.121.010</b>	<b>Title and Purpose</b>
<b>2.121.020</b>	<b>Definitions</b>
<b>2.121.030</b>	<b>Living Wage</b>
<b>2.121.040</b>	<b>Waivers and Exceptions</b>
<b>2.121.050</b>	<b>Notification Requirements</b>
<b>2.121.060</b>	<b>Duties of covered Employers</b>
<b>2.121.070</b>	<b>Community Advisory Board</b>
<b>2.121.080</b>	<b>Enforcement</b>
<b>2.121.090</b>	<b>Severability</b>
<b>2.121.100</b>	<b>Effective Date</b>

#### **2.121.010 Title and Purpose.**

This Chapter shall be known as the "Cambridge Living Wage Ordinance". The purpose of this ordinance is to assure that employees of the City of Cambridge and employees of City contractors, subcontractors and beneficiaries of tax abatements, loans, grants, subsidies and other assistance provided by the City earn an hourly wage that is needed to support a family of four.

#### **2.121.020 Definitions.**

For the purposes of this ordinance, the term:

(a) "**Applicable Department**" means the Personnel Department for employees of the City of Cambridge, the Purchasing Department, with the advice and assistance of the appropriate department which receives the services, for Covered Employers who contract or subcontract with the City of Cambridge, the School Department for employees, contractors and subcontractors of the School Department, and the City Manager's Office for any other Person who is a Beneficiary of assistance other than a contract or subcontract.

(b) "**Assistance**" means:

(1) any grant, loan, tax incentive, bond financing, subsidy, or other form of assistance valued at least \$10,000 that an employer receives by or through the authority or approval of the City of Cambridge, including, but not limited to, c. 121A tax abatements, industrial development bonds, Community Development Block Grant (CDBG) loans and grants, Enterprise Zone designations awarded after the effective date of this Chapter, and the lease of city owned land or buildings below market value; and

(2) any service contract, as defined herein, of at least \$10,000 with the City of Cambridge that is made with an employer to provide services pursuant to G.L.c. 30B or other public procurement laws, awarded, renegotiated or renewed after the effective date of this Chapter.

(3) any service subcontract, as defined herein, of at least \$10,000.

(c) "**Beneficiary**" means:

(1) any person who is a recipient of Assistance;

(2) any company or person that is a tenant or sub-tenant, leaseholder or sub-leaseholder of a recipient of Assistance, provided that said company or person employs at least 25 persons and occupies property or uses equipment or property that is improved or developed as a result of Assistance, after the effective date of this Chapter; and

**(d) "Covered Employer"** means the City of Cambridge or a Beneficiary of Assistance.

**(e) "Covered Employee"** means:

(1) a person employed by the City of Cambridge except for persons in those positions listed in Section 2.121.040(j) of this ordinance; and

(2) a person employed by a Covered Employer, or a person employed by an independent contractor doing business with a Covered Employer, who would directly expend any of his or her time on the activities funded by the contract or the activities for which the Beneficiary received the Assistance, except for persons in those positions listed in Section 2.121.040(j) of this ordinance..

**(f) "Living Wage"** has the meaning stated in Section 2.121.030.

**(g) "Person"** means one or more of the following or their agents, employees, servants, representatives, and legal representatives: individuals, corporations, partnerships, joint ventures, associations, labor organizations, educational institutions, mutual companies, joint-stock companies, trusts, unincorporated organizations, trustees, trustees in bankruptcy, receivers, fiduciaries, and all other entities recognized at law by the Commonwealth of Massachusetts.

**(h) "Service Contract"** means a contract let to a contractor by the City of Cambridge for the furnishing of services, to or for the City, except contracts where services are incidental to the delivery of products, equipment or commodities. A contract for the purchase or lease of goods, products, equipment, supplies or other property is not a "service contract" for the purposes of this definition.

**(i) "Service Subcontract"** means a subcontract primarily for the furnishing of services, to or for a recipient of Assistance, except where services are incidental to the delivery of products, equipment or commodities. A contract for the purchase or lease of goods, products, equipment, supplies or other property is not a "service subcontract" for the purposes of this definition.

### **2.121.030 Living Wage.**

**(a) Applicability.** Covered Employers shall pay no less than the Living Wage to their employees.

**(b) Amount of wage.** The Living Wage shall be calculated on an hourly basis and shall be no less than \$10.00, subject to adjustment as provided herein. The Living Wage shall be upwardly adjusted each year no later than March first in proportion to the increase at the immediately preceding December 31 over the year earlier level of the Annual Average Consumer Price Index for All Urban Consumers (CPI -U) Boston-Lawrence-Salem, MA - NH, as published by the Bureau of Labor Statistics, United States Department of Labor applied to \$10.00.

**(c) No reduction in collective bargaining wage rates.** Nothing in this Chapter shall be read to require or authorize any beneficiary to reduce wages set by a collective bargaining agreement.

**(d) Cuts in non-wage benefits prohibited.** No Beneficiary will fund wage increases required by this Chapter, or otherwise respond to the provisions of this Chapter, by reducing the health, insurance, pension, vacation, or other non-wage benefits of any of its employees.

**2.121.040 Waivers and Exceptions.**

**(a) Waivers.** A Covered Employer may request that the City Manager grant a partial or whole waiver to the requirements of this Chapter.

**(b) General Waivers.** Waivers may be granted where application of this Chapter to a particular form of Assistance is found by the City Solicitor to violate a specific state or federal statutory, regulatory or constitutional provision or provisions, and the City Manager approves the waiver on that basis.

**(c) Hardship Waivers for certain not-for-profit employers.** An employer, who has a contract with the City of Cambridge which is not subject to the provisions of G.L. c. 30B, may apply to the City Manager for a specific waiver where payment of the Living Wage by a not-for-profit Covered Employer would cause a substantial hardship to the Covered Employer.

**(d) Chapter 30B contract waivers.** Prior to issuing an invitation for bids for a procurement contract subject to the provisions of G.L. c. 30B, any Applicable Department may apply to the City Manager for a waiver of the application of the Living Wage to the contract where payment of the Living Wage by a Covered Employer would make it inordinately expensive for the City to contract for the services or would result in a significant loss of services, because the contracted work cannot be segregated from the other work of the Covered Employer.

**(e) General Waiver Request Contents.** All General Waiver requests shall include the following:

- (1) The nature of the Assistance to which this Chapter applies;
- (2) The specific or official name of the Assistance and Assistance program, the statutory or regulatory authority for the granting of the Assistance, and a copy of that authority;
- (3) The conflicting statutory, regulatory, or constitutional provision or provisions that makes compliance with this Chapter unlawful, and a copy of each such provision; and
- (4) A factual explication and legal analysis of how compliance with this Chapter would violate the cited provision or provisions, and the legal consequences that would attach if the violation were to occur.

**(f) Hardship Waiver Request Contents.** All Hardship Waiver requests shall include the following:

- (1) The nature of the Assistance to which this Chapter applies;
- (2) A detailed explanation of why payment of the Living Wage would cause a substantial hardship to the Covered Employer; and
- (3) A statement of proposed wages below the Living Wage.

**(g) Chapter 30B Contract Waiver Request Contents.** A Chapter 30B contract waiver request shall include the following:

- (1) The nature of the Assistance to which this Chapter applies;
- (2) A detailed explanation of why the contracted work cannot be segregated from the other work of the bidding Covered Employers thereby making the cost of the contract with the payment of the Living Wage inordinately expensive or would result in a significant loss of services;

**(h) Community Advisory Board review and recommendation regarding waiver requests.** The Community Advisory Board, as described in Section 2.121.070 of this ordinance, shall consider waiver requests along with their supporting documentation and analysis, and may hold a public hearing to consider the views of the public before making a recommendation to the City Manager regarding the waiver request. For a hardship waiver, the Community Advisory Board shall offer an opportunity to be heard to employees of the Covered Employer. After reviewing the recommendation of the Community Advisory Board, the City Manager may approve and grant or deny all or part of a request. The City

Manager may in his or her discretion grant a temporary hardship waiver pending the hearing before the Community Advisory Board. For Chapter 30B contract waivers, the Community Advisory Board shall make its recommendation to the City Manager no more than thirty days after it is notified of the request for a Chapter 30B contract waiver.

**(i) Terms of exceptions.** If an employer is subject to this Chapter as a result of its receipt of more than one kind of Assistance covered by this Chapter, and if the City Manager grants a waiver with respect to one form of Assistance, the City Manager need not find that this Chapter is inapplicable to the employer with respect to another form of Assistance received by the employer.

**(j) Exceptions.** The following positions will be excepted from the requirement of the payment of the Living Wage upon certification in an affidavit in a form approved by the Applicable Department and signed by a principal officer of the Covered Employer that the positions are as follows:

(1) youth hired pursuant to a city, state, or federally funded program which employs youth as defined by city, state, or federal guidelines, during the summer, or as part of a school to work program, or in other related seasonal or part-time program;

(2) work-study or cooperative educational programs;

(3) trainees who are given a stipend or wage as part of a job training program that provides the trainees with additional services, which may include, but are not limited to, room and board, case management, or job readiness services.

(4) persons working in a recognized supported employment program that provides workers with additional services, which may include, but are not limited to, room and board, case management, counseling, or job coaching;

(5) positions where housing is provided by the employer;

(6) employees who are exempt from federal or state minimum wage requirements; and

(7) individuals employed by the City of Cambridge where the employment of such individuals is intended primarily to provide a benefit or subsidy to such individuals, although the City is compensating them for work performed.

#### **2.121.050 Notification Requirements.**

All Applicable Departments shall provide in writing an explanation of the requirements of this ordinance in all requests for bids for service contracts and to all persons applying for Assistance as defined by this ordinance. All persons who have signed a service contract with the City of Cambridge or a contract for Assistance shall forward a copy of such requirements to any person submitting a bid for a subcontract on the Assistance contract.

#### **2.121.060 Duties of Covered Employers.**

**(a) Notification Requirements.** Covered employers shall provide each Covered employee with a fact sheet about this ordinance and shall post a notice about the ordinance in a conspicuous location visible to all employees. The fact sheet and poster shall be provided to the Covered Employer by the Applicable Department and shall include:

(1) notice of the Living Wage amount;

(2) a summary of the provisions of this ordinance;

(3) a description of the enforcement provisions of the ordinance;

(4) the name, address, and phone number of a person designated by the Applicable Department to whom complaints of noncompliance with this ordinance should be directed.

**(b) Contract for Assistance.** At the time of signing a contract for assistance with the City of Cambridge or with a Beneficiary, the contract must include the following:

- (1) the name of the program or project under which the contract or subcontract is being awarded;
- (2) a local contact name, address, and phone number for the Beneficiary;
- (3) a written commitment by the Beneficiary to pay all Covered Employees not less than the Living Wage as subject to adjustment under this ordinance and to comply with the provisions of this ordinance;
- (4) a list of Covered Employees under the contract with the employees' job titles;
- (5) a list of all subcontracts either awarded or that will be awarded to Beneficiaries with funds from the Assistance. Upon signing any subcontracts, the Covered Employer shall forward a copy of the subcontract to the Applicable Department.

**(c) Maintenance of payroll records.** Each Covered Employer shall maintain payrolls for all Covered Employees and basic records relating thereto and shall preserve them for a period of three years. The records shall contain the name and address of each employee, the job title and classification, the number of hours worked each day, the gross wages, deductions made, actual wages paid, and copies of social security wage and withholding reports, and evidence of payment thereof and such other data as may be required by the Applicable Department from time to time.

**(d) Applicable Department duties.** The Applicable Department shall cause investigations to be made as may be necessary to determine whether there has been compliance with this Ordinance. The Applicable Department shall report the findings of all such investigations to the Community Advisory Board.

**(e) Covered Employer to cooperate.** The Covered Employer shall submit payroll records on request to the Applicable Department. The Covered Employer shall permit City representatives to observe work being performed upon the work site, to interview employees and to examine the books and records relating to the payrolls being investigated to determine payment of wages.

**(f) City Assistance Reports.** Each Applicable Department shall file a City Assistance Report with the City Manager and the Community Advisory Board by July 31 of each year. The report shall include, for each Assistance package or contract approved during the preceding fiscal year:

- (1) the name of the Applicable Department (awarding agency), the name of the specific program under which the Assistance was awarded, and the origin of funds for Assistance;
- (2) a description of the purpose or project for which the Assistance was awarded;
- (3) the name, address, and phone number of a local contact person for the Covered Employer;
- (4) the total cost to the City of Assistance provided to each Beneficiary, including both face-value of Assistance, as well as revenue not collected as a result of the Assistance.

#### **2.121.070 Community Advisory Board.**

**(a) Purpose.** The purpose of the Community Advisory Board shall be to review the effectiveness of this Ordinance at creating and retaining Living Wage jobs, to make recommendations to the City Manager regarding the granting of Waivers to Covered Employers, to review the implementation and enforcement of this ordinance, and to make recommendations from time to time in connection therewith.

**(b) Composition.** The Community Advisory Board shall be composed of nine members and shall include representatives of labor unions, community organizations and the business community. All members will be appointed by the City Manager. Members of the Board shall serve a three-year term. Whenever a vacancy shall occur the City Manager shall appoint a replacement within thirty days of said vacancy.

**(c) Meetings.** The Community Advisory Board shall meet quarterly and in special session as required. All meetings of the Board shall be open to the public and will allow for public testimony on the uses of the City Assistance generally, and on specific instances of Assistance or proposed Assistance as received or sought by individual enterprises.

**(d) Conflict of Interest.** No member of the Community Advisory Board shall participate in any proceeding concerning a Beneficiary, a Covered Employer or a Covered Employee, or applicant for waiver or exemption, if the member or any member of his or her immediate family has a direct or indirect financial interest in the outcome of said proceeding.

## **2.121.080 Enforcement.**

**( a) Enforcement powers.** In order to enforce this Chapter, the Applicable Department may, with the approval and assistance of the City Solicitor, issue subpoenas, compel the attendance and testimony of witnesses and production of books, papers, records, and documents relating to payroll records necessary for hearing, investigations, and proceedings. In case of failure to comply with a subpoena, the City may apply to a court of appropriate jurisdiction for an order requiring the attendance and testimony of witnesses and the productions of books, papers, records, and documents. Said court, in the case of a refusal to comply with any such subpoena, after notice to the person subpoenaed, and upon finding that the attendance or testimony of such witnesses or the production of such books, papers, records, and documents, as the case may be, is relevant or necessary for such hearings, investigation, or proceedings, may issue an order requiring the attendance or testimony of such witnesses or the production of such documents and any violation of the court's order may be punishable by the court as contempt thereof.

**(b) Complaint procedures.** An employee who believes that he or she is a Covered Employee or an applicant for a position to be filled by a Covered Employee who believes that his or her employer is not complying with requirements of this Chapter applicable to the employer may file a complaint with the Applicable Department or with the Community Advisory Board. Complaints of alleged violations may also be filed by concerned citizens or by the City Council. Complaints of alleged violations may be made at any time, but in no event more than three years after the last date of alleged violation, and shall be investigated promptly by the Applicable Department. Statements written or oral, made by an employee, shall be treated as confidential and shall not be disclosed to the Covered Employer without the consent of the employee.

**(c) Investigations and hearings.** The Applicable Department shall investigate the complaint, and may, in conjunction with the City Solicitor, and in accordance with the powers herein granted, require the production by the employer of such evidence as required to determine compliance. Prior to ordering any penalty the applicable Department shall give notice to the employer and conduct a hearing. If at any time during these proceedings, the employer voluntarily makes restitution of the wages not paid to the employee making the complaint and to any similarly situated employees, by paying all back wages owed plus interest at the average prior year Massachusetts passbook savings bank rate, or otherwise remedies the violation alleged if the violation involves matters other than wages, then the Applicable Department shall thereafter dismiss the complaint against the employer.

**(d) Remedies.** In the event that the Applicable Department, after notice and hearing, determines that any Covered Employer has failed to pay the Living Wage rate or has otherwise violated the provisions of this Chapter, the Applicable Department may order any or all of the following penalties and relief:

(1) Fines up to the amount of \$300 for each Covered Employee for each day that the Covered Employer is in violation of this Ordinance, except if the violation was not knowing and willful, then the total fine shall not exceed the amount of back wages plus interest owed;

(2) Suspension of ongoing contract and subcontract payments;

(3) Ineligibility for future City Assistance for up to three years beginning when all penalties and restitution have been paid in full. In addition, all Covered Employers having any principal officers who were principal officers of a barred beneficiary shall be ineligible under this section; and

(4) Any other action deemed appropriate and within the discretion and authority of the city. Remedies in this section shall also apply to the party or parties aiding and abetting in any violation of this chapter.

**(e) Private right of action.** Any Covered Employee, or any person who was formerly employed by a Beneficiary, may bring an action to enforce the provisions of this Chapter to recover back pay and benefits, attorneys fees and costs, by filing suit against a Beneficiary in any court of competent jurisdiction.

**(f) Remedies herein non-exclusive.** No remedy set forth in this Chapter is intended to be exclusive or a prerequisite for asserting a claim for relief to enforce the right granted under this Chapter in a court of law. This Chapter shall not be construed to limit an employee's right to bring a common law cause of action for wrongful termination.

**(g) Retaliation and discrimination barred.** A Covered Employer shall not discharge, reduce the compensation or otherwise retaliate against any employee for making a complaint to the City, otherwise asserting his or her rights under this Chapter, participating in any of its proceedings or using any civil remedies to enforce his or her rights under the Chapter. The City shall investigate allegations of retaliation or discrimination and shall, if found to be true, after notice and a hearing, order appropriate relief as set out in paragraphs (c) and (d) herein

#### **2.121.090 Severability.**

In the event any provision of this ordinance shall be held invalid or unenforceable by any court of competent jurisdiction, such holding shall not invalidate or render unenforceable any other provisions hereof.

#### **2.121.100 Effective Date.**

This law shall be effective sixty (60) after final passage.

The Living Wage Ordinance (2.121) provides, at 1.121.030(b) that the wage shall be upwardly adjusted each year no later than March 1<sup>st</sup> in proportion to the increase in the Annual Average Consumer Price Index for the prior calendar year for All Urban Consumers (CPI-U) in the Boston area, as published by the federal Bureau of Labor Statistics.

For calendar year 1999, the CPI-U increased by 2.5%. Therefore the new living wage, as of March 1, 2000 is \$10.25.

For calendar year 2000, the CPI-U increased by 4.3%. Therefore the new living wage, as of March 1, 2001 is \$ 10.68.

For calendar year 2001, the CPI-U increased by 4.3%. Therefore the new living wage, as of March 1, 2002 is \$11.11.

For calendar year 2002, the CPI-U increased by 2.6% . Therefore the new living wage, as of March 1, 2003 is \$11.37.

The City Council has voted to amend the section of the Living Wage Ordinance (1.121.030 (b) that provides the method for calculating cost of living increases each year. As a result of this change, the living wage as of March 30, 2003 is \$11.44.

For calendar year 2003, the CPI-U increased by 3.76%. Therefore the new living wage, as of March 1, 2004 is \$11.87.

For calendar year 2004, the CPI-U increased by 2.7%. Therefore the new living wage, as of March 1, 2005 is \$12.19.

For calendar year 2005, the CPI-U increased by 3.3%. Therefore the new living wage, as of March 1, 2006 is \$12.59.

For calendar year 2006 the CPI-U increased by 3.1 %. Therefore the new living wage, as of March 1, 2007 is \$12.98.

For calendar year 2007 the CPI-U increased by 1.9 %. Therefore the new living wage, as of March 1, 2008 is \$13.23.

For calendar year 2008 the CPI-U increased by 3.5 %. Therefore the new living wage, as of March 1, 2009 is \$13.69.

For calendar year 2009 the CPI-U decreased by .67 %. Therefore the new living wage, as of March 1, 2010 will remain at \$13.69.

For calendar year 2010 the CPI-U increased by 1.57%. Therefore the new living wage, as of March 1, 2011 is \$13.90.

For calendar year 2011 the CPI-U increased by 2.71%. Therefore the new living wage, as of March 1, 2012 is \$14.28.

For calendar year 2012 the CPI-U increased by 1.58%. Therefore the new living wage, as of March 1, 2013 is \$14.51.

For calendar year 2013 the CPI-U increased by 1.37%.Therefore the new living wage, as of March 1, 2014 is \$14.71.

**City of Cambridge**  
**Articles of Agreement**  
**SAMPLE**

**Commodity:**  
**File Number:**

This agreement is made and entered into this **xx/xx/xxxx** by and between the **City Of Cambridge** ("the CITY"), a municipal corporation organized and existing under the laws of the **Commonwealth of Massachusetts**, and **xxxxxxxxxxxxx**, a corporation duly organized and existing under the laws of the **State of xxxxxxxx**("the Contractor").

**Address:**

**Telephone: Fax: Atten.:**

**Email:**

**Article I. Definition.** "This Contract" as used herein shall mean these Articles of Agreement and "the bid documents," which include, but are not limited to, the instructions to bidders, the Contractor's bid or proposal, the specifications, the general conditions, the requirements, the applicable addenda, and all documents and forms submitted with the Contractor's bid or proposal that were accepted by the City.

**Article II. Duration.** The Contractor shall commence the performance of this contract for the period beginning on **xx/xx/xxxx** and ending on **xx/xx/xxxx**.

**Article III. Terms.** The Contractor agrees to provide the services all in accordance with the bid documents of **xx/xx/xxxx**.

**Contract Value:**

**Article IV. Payment.** The City agrees to pay to Contractor the sum set forth in the Contractor's bid or proposal. **Contractor shall invoice the department to which it provided the service, not the Purchasing Department.**

**Article V. Termination.** The following shall constitute events of default under this Contract requiring immediate termination: a) any material misrepresentation made by the Contractor, b) any failure by the Contractor to perform any of its obligations under this Contract including, but not limited to, the following: (i) failure to commence performance of this Contract at the time specified in this Contract due to a reason or circumstance within the Contractor's reasonable control, (ii) failure to perform this Contract with sufficient personnel and equipment or with sufficient material to ensure the completion of this Contract within the specified time due to a reason or circumstance within the Contractor's reasonable control, (iii) failure to perform this Contract in a manner reasonably satisfactory to the City, (iv) failure to promptly re-perform within reasonable time the services that were rejected by the City as erroneous or unsatisfactory, (v) discontinuance of the services for reasons not beyond the Contractor's reasonable control, (vi) failure to comply with a material term of this Contract, including, but not limited to, the provision of insurance and nondiscrimination, and (vii) any other acts specifically and expressly stated in this Contract as constituting a basis for termination of this Contract.

Except as otherwise provided in the Articles of Agreement, the City may terminate the contract upon seven days notice.

**Article VI. Damages.** From any sums due to the Contractor for services, the City may keep for its own the whole or any part of the amount for expenses, losses and damages as directed by the Purchasing Agent, incurred by the City as a consequence of procuring services as a result of any failure, omission or mistake of the Contractor in providing services as provided in this Contract.

**Article VII. Conflict.** In the event there is a conflict between these Articles and the bid documents, the bid documents shall supersede these articles.

**Article VIII. Governing laws and ordinances.** This Contract is made subject to all the laws of the Commonwealth and the Ordinances of the City and if any such clause thereof does not conform to such laws or ordinances, such clause shall be void (the remainder of the Contract shall not be affected) and the laws or ordinances shall be operative in lieu thereof.

**Article IX. Performance Security.** Upon execution of this Contract by the Contractor, the Contractor shall furnish to the City security for the faithful performance of this Contract in the amount of **0%** of the value of the bid in the form of a performance bond issued by a surety satisfactory to the city or in the form of a certified check.

**Article X. Equal Opportunity.** the Contractor in the performance of all work under this contract will not discriminate on the grounds of race, color, sex, age, religious creed, disability, national origin or ancestry, sexual orientation, marital status, family status, military status, or source of income in the employment practices or in the selection or retention of subcontractors, and in the procurement of materials and rental of equipment. The city may cancel, terminate or suspend the contract in whole or in part for any violation of this article.

**Article XI. Assignability.** the Contractor shall not assign, sell, subcontract or transfer any interest in this contract without prior written consent of the city.

In witness whereof the parties have hereto and to three other identical instruments set their hands the day and year first above written.

**The City:**

**The Contractor:**

\_\_\_\_\_  
**Richard C. Rossi**  
**City Manager**

\_\_\_\_\_  
**Signature and Title**

\_\_\_\_\_  
**Amy L. Witts**  
**Purchasing Agent**

**Approved as to Form:**

\_\_\_\_\_  
**Nancy E. Glowa**  
**City Solicitor**