



City of Cambridge

Executive Department

YI-AN HUANG
City Manager

CMA 2025 #70
IN CITY COUNCIL
March 31, 2025

To the Honorable, the City Council:

I am writing in response to Awaiting Report #25-2, which requested that the City Manager ensure adherence to the existing prevailing wage ordinance, maintenance of consistent wage rates, provision of comprehensive employer-paid benefits, and development of a clear local employment strategy in relation to the construction of a new substation and the installation of duct banks.

The City of Cambridge is deeply committed to ensuring fair wages for all workers, recognizing that equity is essential for fostering a thriving community. As a City and a community, we actively promote workforce diversity, understanding that bringing together backgrounds and experiences enhances the City's vibrancy. Furthermore, as a City, we prioritize safe working conditions, as the well-being of our workforce is paramount to achieving our collective goals.

Regarding the specifics of this Awaiting Report in Cambridge, three main reasons inhibit the City's response:

- **Regulatory Authority:** The construction of a new substation and the installation of duct banks are projects performed by utility companies. The Department of Public Utilities (DPU) has exclusive authority over the regulation of utility companies, and as such, the City is explicitly prohibited from regulating any public utility projects.
- **Enforcement of Wage Ordinances:** City staff are only empowered to enforce wage ordinances on entities with whom the City has entered into contracts. Therefore, regardless of the City's interest in regulating public utility projects, City staff lack the authority to enforce the City's wage ordinances on any projects that are not City-run.
- **Local Employment Strategies:** Additionally, City staff do not have the authority to require a local employment strategy for any project that is not under the direct management of the City.

Due to these limitations the City is prevented from enforcing the specified requirements on utility company projects.

Very truly yours,



Yi-An Huang
City Manager