



GOVERNMENT OPERATIONS, RULES & CLAIMS COMMITTEE

COMMITTEE MEETING

~ MINUTES ~

Wednesday, January 26, 2022

10:30 AM

Sullivan Chamber

The Government Operations, Rules and Claims Committee met for the purpose of reviewing next steps in the City Manager search process

Attendee Name	Present	Absent	Late	Arrived
E. Denise Simmons	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	10:40 AM
Alanna Mallon	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Paul F. Toner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Patricia Nolan	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Dennis J. Carlone	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Mayor Siddiqui and Councillor Zondervan were present.

>>> Vice Mayor Mallon - Chair: GOOD MORNING AND WELCOME TO THE GOVERNMENT OPERATIONS RULES AND CLAIMS COMMITTEE OF THE CITY COUNCIL. A QUORUM BEING PRESENT, I CALL THIS MEETING TO ORDER. THE CALL OF THE MEETING IS TO REVIEW THE NEXT STEPS IN THE CITY MANAGER SEARCH PROCESS.

PURSUANT TO CHAPTER 20 OF THE ACTS OF 2021 ADOPTED BY THE MASSACHUSETTS GENERAL ASSEMBLY AND APPROVED BY THE GOVERNOR, THE CITY IS AUTHORIZED TO USE REMOTE PARTICIPATION AT MEETINGS OF THE CITY CAMBRIDGE COUNCIL.

TO WATCH THE MEETING PLEASE TUNE IN THE CHANNEL 22 OR VISIT THE OPEN MEETING PORTAL ON THE CITY WEBSITE.

TODAY'S MEETING WILL BE CONDUCTED IN A REMOTE FORMAT.

IF YOU WOULD LIKE TO PROVIDE PUBLIC COMMENT, GO TO CAMBRIDGEMA.GOV/PUBLICCOMMENT TO SIGN UP.

WE WILL NOT ALLOW ANY ADDITIONAL PUBLIC COMMENT SIGN-UPS AFTER 11:00 A.M.

MR. CLERK, CAN YOU TAKE A ROLL OF THE MEMBERS PRESENT AND MEMBERS, PLEASE CONFIRM THE MEETING IS AUDIBLE TO YOU.

>> COUNCILLOR CARLONE.

PRESENT AND AUDIBLE.

>> COUNCILLOR NOLAN.

PRESENT AND AUDIBLE.

>> COUNCILLOR SIMMONS?

>>COUNCILLOR SIMMONS?

ABSENT.

>>COUNCILLOR TONER.

PRESENT AND AUDIBLE.

>> VICE MAYOR MALLON.

PRESENT AND AUDIBLE.

>> FOUR MEMBERS PRESENT AND I ALSO SEE COUNCILLOR ZONDERVAN WHO IS NOT ON THE COMMITTEE BUT HE IS PRESENT.

>> Vice Mayor Mallon - Chair: WITH THAT, ALL OF TODAY'S VOTES WILL BE BY ROLL CALL AND THANK YOU TO COUNCILLOR ZONDERVAN FOR JOINING US THIS MORNING.

THANKS ALL OF YOU FOR BEING HERE AND WE WANTED TO SAY WE ARE JOINED BY RANDI FRANK, AND A MEMBER OF HER TEAM SHOULD BE COMING ON PRETTY SOON;

BOB SLAVIN, WHO SOME OF YOU HAVE ALREADY MET THIS WEEK.

AS YOU KNOW, WE HAVE BEEN WORKING FOR SEVERAL MONTHS TO PREPARE FOR THE CITY MANAGER SEARCH WHICH IS UNDERWAY NOW.

THANK YOU TO COUNCILLOR SIMMONS FOR GETTING US TO THIS POINT.

A LOT OF WORK HAS BEEN DONE AND THERE ARE A FEW THINGS LEFT FOR US TO DECIDE WHICH WE WILL BE DISCUSSING AS A COMMITTEE TODAY.

AS BACKGROUND, IN NOVEMBER AND DECEMBER THERE WAS AN RFP SELECTION COMMITTEE CONSISTING OF MYSELF, COUNCILLOR NOLAN, COUNCILLOR ZONDERVAN, FORMER COUNCILLOR TOOMEY, AS WELL AS REPRESENTATION FROM CITY STAFF. WE RECEIVED ONE RFP FROM RANDI FRANK LLC AND ACCEPTED IT AND AWARDED THE CONTRACT IN EARLY DECEMBER.

AT THAT TIME IT WAS DETERMINED THAT IN ORDER TO DO THE LEVEL OF COMMUNITY OUTREACH AND ENGAGEMENT DURING THIS PROCESS AND DUE TO COVID RESTRICTIONS, WE NEEDED TO BRING ON ADDITIONAL TOOLS TO HELP US AND WE WORKED CLOSELY WITH TWO LOCAL ORGANIZATIONS, COURBANIZE AND CORTICO, TO DEVELOP THOSE TOOLS FOR THE COMMUNITY ENGAGEMENT PROCESS FOR THE CITY MANAGER SEARCH. THANKS TO THE CITY COUNCIL VOTING MONDAY EVENING TO BRING THOSE FIRMS ON AND THANK YOU TO LIZ UNGER, OUR PURCHASING AGENT IN THE LAW DEPARTMENT WHO CONFIRMED BOTH CONTRACTS HAVE BEEN EXECUTED WE ARE GETTING RIGHT TO WORK ON BOTH.

AS A LITTLE BACKGROUND ON BOTH OF THOSE TOOLS, COURBANIZE IS AN ONLINE ENGAGEMENT PLATFORM RESIDENTS AND STAKEHOLDERS CAN PARTICIPATE IN THE FEEDBACK PROCESS.

WE WILL HAVE THAT UP AND RUNNING BY NEXT WEEK.

IT IS ALMOST READY TO GO.

AND CORTICO IS A DIGITAL PLATFORM WE CAN USE FOR SMALL-SCALE FOCUS GROUPS TO GET FEEDBACK FROM AFFINITY GROUPS TO GET THAT RICH LEVEL OF COMMUNITY FEEDBACK WE ARE LOOKING FOR.

I HAVE BEEN WORKING CLOSELY WITH NAOMIE STEPHEN, THE CITY SEARCH LIAISON, DIARRA ENGLISH, MY COUNCIL AIDE IN THE MAYOR'S OFFICE TO GET THESE BOTH UP AND RUNNING.

WE WILL HAVE MORE ON THOSE SOON.

IN ADDITION TO BOTH THOSE METHODS, RANDI FRANK AND HER TEAM HAVE BEEN BUSY MEETING WITH DEPARTMENT HEADS, CITY COUNCIL MEMBERS AND SOME TARGETED FOCUS GROUPS.

THEY WILL ALSO BE LEADING AN EMPLOYEE TOWN HALL AND RESIDENT AND STAKEHOLDER TOWN HALL IN MID FEBRUARY.

I'LL SPEAK MORE ON THOSE WHEN WE GET TO THAT PART OF THE AGENDA.

RANDI AND HER TEAM ARE AVAILABLE FOR QUESTIONS ON THIS CALL FOR MEMBERS OF THE COMMITTEE SHOULD THEY HAVE ANY.

YOU SHOULD ALL HAVE A COPY OF THE AGENDA THE CITY CLERK SAID YESTERDAY AS WELL AS A TIMELINE FOR DISCUSSION AND ADOPTION AND POTENTIAL FOCUS GROUPS TO DISCUSS.

AS WELL AS AN APPROVED SCREENING COMMITTEE MAKEUP.

LET'S TURN TO THE TIMELINE FIRST.

MR. CLERK, I'M GOING TO SHARE MY SCREEN.

YOU SHOULD HAVE ALL GOTTEN THIS, BUT FOR MEMBERS OF THE PUBLIC THIS DOCUMENT HAS BEEN POSTED AS PART OF THE DOCUMENTS FOR THIS PUBLIC MEETING.

WE ARE CURRENTLY IN THE FIRST PHASE WHICH IS WEEKS ONE THROUGH FIVE, WHICH IS JANUARY 17 THROUGH THE END OF FEBRUARY.

WHAT WILL HAPPEN IN THIS PHASE IS THE CITY, OR RANDI FRANK RATHER, HAS CREATED A DEDICATED EMAIL AT CAMBRIDGE@RANDIFRANK.COM THAT WILL BE USED FOR MEMBERS OF THE PUBLIC, OUR EMPLOYEES, ANYONE WHO WANTS TO SEND DIRECT FEEDBACK AND INFORMATION TO THE EXECUTIVE SEARCH FIRM LOOKING FOR THE CITY MANAGER WITH US.

THEY CAN SEND THIS RIGHT TO RANDI FRANK AT CAMBRIDGE@RANDIFRANK.COM.

I HAVE ALSO BEEN WORKING WITH THE TEAM IN THE CITY THAT IS RESPONSIBLE FOR GETTING A DEDICATED WEBPAGE UP AND RUNNING THROUGH THAT WILL HOPEFULLY BE UP NEXT WEEK. WE ARE WORKING ON THE CONTENT RIGHT NOW.

THAT'S THE FIRST THING THAT'S UNDERWAY. THE OTHER THING THAT IS HAPPENING IN THIS PHASE IS A CITY STAFF AND CITY COUNCIL INTERVIEWS, WHICH MANY OF YOU HAVE ALREADY MET WITH RANDI FRANK AND HER TEAM, AND THE CITY DEPARTMENT HEADS ARE HAVING THESE ONE HOUR INTENSE CONVERSATIONS AROUND WHAT THEY WOULD LIKE TO SEE IN THEIR NEXT CITY MANAGER, AS THEY WORK DIRECTLY WITH THAT PERSON. THE OTHER THING WE WILL BE DOING THIS MONTH, WHICH IS A PART WE NEEDED ALL HANDS ON DECK, RANDI FRANK, COURBANIZE, AND CORTICO ARE CONDUCTING FOCUS GROUPS, COMMUNITY ENGAGEMENT, ONLINE ENGAGEMENT FEEDBACK, AND TARGETED FOCUS GROUPS WILL TALK ABOUT LATER TO BE DIRECTLY REACHED OUT TO ALL WITH THE PURPOSE OF COLLECTING INFORMATION TO DEVELOP A LEADERSHIP PROFILE. THE LEADERSHIP PROFILE WILL BE PUT TOGETHER BY RANDI FRANK AND HER TEAM AND IT WILL SERVE AS THE THING THAT WILL GO OUT AND BE POSTED AND ADVERTISED TO ATTRACT OUR NEXT CITY MANAGER.

NEXT UP WILL BE AN EMPLOYEE TOWN HALL THAT WILL BE ON THE SCHEDULE RIGHT NOW FOR FEBRUARY 15 FROM 5:00 TO 7:00 FOR OUR EMPLOYEES TO HAVE A DEDICATED TOWN HALL.

WE HAVE IDENTIFIED THAT OUR EMPLOYEES WANT TO BE INVOLVED IN THIS PROCESS SO THERE ARE SEVERAL WAYS THEY WILL BE INVOLVED AND ENGAGED IN THIS PROCESS DIRECTLY.

THE NEXT STEP IS WE WILL HAVE A RESIDENT AND STAKEHOLDER TOWN HALL ON FEBRUARY 16 FROM 6:00 TO 8:00.

THAT WILL BE A HYBRID VERSION OF A MEETING THE REAL PEOPLE WHO WANT TO COME INTO THE SULLIVAN CHAMBER CAN DO SO AND IT WILL ALSO BE AVAILABLE VIRTUALLY AND RANDI FRANK AND HER TEAM WILL BE JOINING AND ANSWERING QUESTIONS AND ENGAGING WITH THE PUBLIC.

ONCE ALL THOSE THINGS HAPPEN IT WILL BE A QUICK TURNAROUND. OVER THE NEXT MONTH, ENGAGING WITH THE PUBLIC, ENGAGING WITH RESIDENTS, STAKEHOLDERS AND EMPLOYEES. RANDI FRANK WILL TAKE THAT INFORMATION AND CREATE THAT LEADERSHIP PROFILE.

THE OTHER THING SHE WILL DO IS PUT TOGETHER A SEPARATE STAKEHOLDER ENGAGEMENT REPORT, WHICH WILL ALLOW FOR US TO HAND OVER TO OUR NEW CITY MANAGER A STAKEHOLDER ENGAGEMENT REPORT THAT WILL REALLY INFORM THIS

COMMUNITY ENGAGEMENT PROCESS SO THEY WILL HAVE AN UNDERSTANDING OF WHAT THE ISSUES ARE, THE CHALLENGES, ANYTHING THE CAMBRIDGE COMMUNITY HAS COME FORWARD WITH FEEDBACK IN ONE REPORT.

SO THAT IS THIS FIRST PHASE.

WE ARE IN PHASE 1 RIGHT NOW AND THAT WILL BE UNTIL THE END OF FEBRUARY. THE NEXT PHASE IS PHASE 2, WHICH WILL BE ANOTHER MONTH FROM THE END OF FEBRUARY TO THE END OF MARCH AND THAT WILL BE THE RECRUITMENT PROCESS. THE POSITION WILL BE ANNOUNCED AND POSTED, THE RECRUITMENT PERIOD WILL HAPPEN, RANDI FRANK AND HER TEAM WILL BE REACHING DEEP IN THEIR CONTACTS TO DO THE DIRECT RECRUITMENT PROCESS. I'M GOING TO ASK ALL OF US TO REACH DEEP INTO OUR CONTACTS FOR THAT DIRECT RECRUITMENT PROCESS FOR THE GREAT CANDIDATES WE KNOW THAT ARE OUT THERE. SOME OF US KNOW OF THEM RIGHT NOW. BUT IT IS GOING TO BE IN ALL HANDS ON DECK GETTING IS GREAT CANDIDATES, WE ALL KNOW PEOPLE THAT ARE INTERESTED. RANDI WILL LOOK DEEP INTO HER CONTACTS AND THEN THEY WILL ALSO BE POSTED IN SOME OF THESE INTERNATIONAL CITY AND MANAGEMENT ASSOCIATION, A NATIONAL FORUM FOR BLACK ADMINISTRATORS, THAT HISPANIC NETWORK AND OTHER WEBSITES WHERE POTENTIAL CANDIDATES MIGHT LOOK FOR CAREER OPPORTUNITIES. IF ANYONE HAS ANY ADDITIONAL PLACES WE SHOULD BE ADVERTISING IT, LET'S TALK ABOUT THAT EITHER TODAY OR SEND THAT TO ME OR TO RANDI WHEN YOU HAVE THOSE CONVERSATIONS. WE SHOULD BE POSTING THIS IN AS MANY PLACES AS POSSIBLE.

THE NEXT PHASE IS PHASE 3 AND THAT WILL BE FOR TWO WEEKS STARTING AT THE END OF MARCH TO MID APRIL AND THAT IS A CANDIDATE REVIEW, INTERVIEW AND REFERENCE COLLECTION. THAT WILL BE WITH THE SEARCH FIRM, THEY WILL BE DOING THE INITIAL INTERVIEWING AND LOOKING AT THOSE APPLICATIONS AND MAKING SURE THEY WILL BE ABLE TO PRESENT A GOOD BUNCH OF CANDIDATES TO OUR NEXT STEP, WHICH IS THE PRESENTATION OF RECOMMENDED CANDIDATES FOR OUR SCREENING COMMITTEE. THAT PHASE HAPPENS IN MID APRIL 2 THE THIRD WEEK IN APRIL. AS YOU CAN SEE, RANDI FRANK WILL BE PREPARING A RECRUITMENT REPORT THAT PRESENTS THE CREDENTIALS OF THE CANDIDATES MOST QUALIFIED FOR THE POSITION, A BINDER THAT CONTAINS THE RESUME PREPARED ALONG WITH A MINI RESUME SO THAT EACH CANDIDATE, THEIR CREDENTIALS ARE PRESENTED IN THE SAME WAY.

THIS WILL BE PRESENTED TO THE SCREENING COMMITTEE THAT WILL BE FORMED HOPEFULLY IN THE NEXT MONTH OR SO. THAT SCREENING COMMITTEE WILL BE THE ONES

THAT WILL LOOK AT THOSE INITIAL APPLICATIONS THAT COME IN THAT HAVE BEEN SCREENED BY RANDI FRANK AND HER TEAM AND INTERVIEWED.

THE SCREENING COMMITTEE, WE WILL TALK ABOUT THE FORMATION OF IT AND WHO WILL BE ON IT, ESPECIALLY I THINK THERE HAS BEEN A LOT OF EXCITEMENT ABOUT WHO ON THE CITY COUNCIL WILL BE ON THE SCREENING COMMITTEE. AS PER MASS GENERAL LAW WE CAN ONLY HAVE FOUR OF THE CITY COUNCILLORS ON THE SCREENING COMMITTEE BECAUSE OF THE OPEN MEETING LAW.

WE WILL TALK ABOUT THE SCREENING COMMITTEE AND THE MAKEUP OF THAT AND HOW THAT WILL BE DETERMINED LATER IN THE MEETING.

THE NEXT PHASE WILL BE THE ACTUAL SCREENING COMMITTEE.

THEY WILL MEET FOR TWO FULL DAYS AND INTERVIEW THOSE CANDIDATES THAT THEY THOUGHT LOOKED THE BEST TO ACTUALLY HAVE A CONVERSATION WITH AND FROM THOSE CANDIDATES THEY WILL WHITTLE THOSE DOWN TO 3 TO 4 FINALISTS TO PRESENT TO THE COMMUNITY AND THE CITY COUNCIL. THAT WILL BE HAPPENING APRIL 25 TO MAY 15.

PHASE 6, WHEN IT GETS BACK TO THE CITY COUNCIL AND THE COMMUNITY, WILL BE MAY 16 TO MAY 22. THAT WILL BE AN OPPORTUNITY FOR THERE TO BE COMMUNITY INTERVIEWS AND CITY COUNCIL FOR INTERVIEWS THOSE FINALISTS AS WELL.

PHASE 7, WHICH IS THE LAST PHASE, IS THE APPOINTMENT OF THE NEXT CITY MANAGER. THAT WILL BE HAPPENING AT THE END OF MAY AS PER THIS TIMELINE.

THE TIMELINE HAS BEEN PUT TOGETHER. IT WAS STARTED IN THE LAST TERM BY COUNCILLOR SIMMONS IN THIS COMMITTEE. WE HAVE LOOKED AT THE TIMELINE BASED ON WHERE WE ARE WITH RANDI FRANK AND HER TEAM AND EACH STAGE NEEDS TO HAVE A CERTAIN AMOUNT OF TIME.

I KNOW I WENT THROUGH THAT PRETTY QUICKLY SO I WOULD LIKE TO TURN IT OVER TO MY COLLEAGUES IF THEY HAVE ANY QUESTIONS ABOUT THE TIMELINE OR CONCERNS OR ISSUES THEY WANTED TO BRING UP.

IF YOU HAVE ANY QUESTIONS PLEASE RAISE YOUR HAND IN THE CHAT.
COUNCILLOR NOLAN?

>>Councillor Nolan: THANK YOU.

THANK YOU TO EVERYONE WHO HAS WORKED REALLY HARD ON THIS. THIS IS A WONDERFUL, UNBELIEVABLY IMPORTANT PROCESS WE ARE GOING THROUGH. JUST A COUPLE QUICK THINGS. WE MENTIONED SIX MONTHS AGO AND THE COUNCIL DISCUSSED THIS WE WANTED TO MAKE SURE WE REACHED OUT SO I ASK ABOUT THE POSTINGS. THERE ALSO SEVERAL ORGANIZATIONS SPECIFICALLY GEARED TO WOMEN ADMINISTRATORS IN MUNICIPAL OFFICE AND I DIDN'T SEE THAT LISTED AND I JUST HOPE WE ADD THAT I'M SURE IT'S IN THERE BUT I WANTED TO CALL IT OUT AS SOMETHING THAT IS IMPORTANT FOR US TO LOOK AT.

I HAVE A QUESTION ABOUT THE STEP OF THE LEADERSHIP PROFILE BEING DEVELOPED BY RANDI FRANK. IT MAKES A LOT OF SENSE, THIS IS PHASE 1 STEPS 2 TO 5 WILL BE INCLUDED, BUT IT WASN'T CLEAR TO ME WHO WILL REVIEW THEM BEFORE IT IS FINALIZED? IS IT THE GOVERNMENT OPERATIONS COMMITTEE OR THE FULL COUNCIL?

>> Vice Mayor Mallon - Chair: THAT'S A GREAT QUESTION AND I WAS JUST WONDERING THAT MYSELF. I THINK THAT IS A QUESTION I WILL GET BACK TO YOU ON. I WOULD IMAGINE IS A GOVERNMENT OPERATIONS COMMITTEE, ALTHOUGH I KNOW ALL THE MEMBERS OF THE COUNCIL ARE INTERESTED IN THIS PROCESS AND WILL BE ATTENDING THESE MEETINGS AND CERTAINLY, ALTHOUGH THEY ARE NOT VOTING MEMBERS, MY INTENTION IS TO MAKE SURE EVERYBODY FEELS INCLUDED AND HAS INPUT ON THIS. THAT'S A GREAT POINT ABOUT THE WOMEN'S POSTINGS— IF YOU HAVE ANY, IF YOU CAN SEND THEM TO RANDI FRANK. SHE IS ON THIS CALL TAKING NOTES. I WILL BE ASKING HER TO COME FORWARD WITH ANY OF THOSE THAT SHE MIGHT KNOW OF THE TOP OF HER HEAD AS WELL.

>>Councillor Nolan: GREAT.

THANK YOU. I DEFINITELY APPRECIATE THAT. AGAIN, THE LEADERSHIP PROFILE WILL PROBABLY BE ONE OF THE MOST IMPORTANT SUMMARIES OF WHAT IT IS WE EXPECT TO SEE AND I'M SURE YOU WILL BE INCLUSIVE OF EVERYONE ON THE COUNCIL TO ENSURE THAT WE ARE ALL COMFORTABLE WITH IT. IT WILL BE OUR DOCUMENT IN OUR HIRE, THANK YOU SO MUCH.

I YIELD FOR NOW.

>> Vice Mayor Mallon - Chair: TWO THINGS.

I WANTED TO ANNOUNCE COUNCILLOR SIMMONS HAS JOINED US, SHE IS A MEMBER OF THE COMMITTEE AS WELL, AND MAYOR SIDDIQUI IS HERE AS WELL.

I DID SEE RANDI FRANK HAS HER HAND UP SO I'M ASSUMING SHE IS A RESPONSE TO YOUR QUESTION.

RANDI, PLEASE GO AHEAD.

>> Randi Frank: YES.

IN OUR PROPOSAL WE HAD A LIST OF WOMEN, MUNICIPAL PEOPLE, WOMEN, PUBLIC SERVICE TYPES OF ORGANIZATIONS. WE HAVE THOSE ALREADY IN OUR PROPOSAL AND WE WILL USE THOSE. BUT IF YOU HAVE ANY OTHERS YOU THINK WOULD BE GOOD AND IF THERE ARE ANY SPECIFIC ONES RELATED TO THE NEW ENGLAND AREA, THAT WOULD BE HELPFUL.

OR ANY OTHER ONES YOU HAVE. WE WILL TAKE ANYTHING AND WE WILL CHECK IT OUT.

>>Vice Mayor Mallon - Chair: THANK YOU RANDI.

IF YOU CAN SEND A LIST TO COUNCILLOR NOLAN AND MYSELF SO SHE CAN SEE WHO IS ON THERE AND SUGGEST ANYONE WHO MIGHT BE MISSING. THANK YOU.

COUNCILLOR TONER?

>>Councillor Toner: JUST CURIOUS ON THE RECRUITMENT.

I'M CONCERNED THIS IS A ONE MONTH OF POSITION ANNOUNCEMENT AND RECRUITMENT. IS THERE A WAY FOR US EVEN IF WE DON'T HAVE THE LEADERSHIP PROFILE READY TO ALMOST PUT OUT A NOTICE THE JOB IS AVAILABLE LOOK FOR FURTHER DETAILS IN THE DAYS AHEAD SO THAT PEOPLE OUT IN THE COMMUNITY OR POTENTIAL CANDIDATES ARE AWARE OF THE POSITION'S AVAILABILITY AND THAT THEY SHOULD BE ON THE LOOKOUT FOR DETAILS TO COME?

>>Vice Mayor Mallon - Chair: I'M GOING TO TURN THAT OVER TO RANDI FRANK FOR AN ANSWER ON THAT GIVEN THE OTHER SEARCHES SHE HAS DONE. I KNOW A MONTH FEELS LIKE A TIGHT TIMELINE, BUT I THINK THAT THERE IS A TREMENDOUS AMOUNT OF ENERGY AROUND THIS POSTING AND LOTS OF PEOPLE ARE WAITING FOR US TO POST THAT LEADERSHIP PROFILE. BUT IT'S A GREAT QUESTION AND I'M GOING TO TURN IT OVER TO RANDI.

>> Randi Frank: WE DON'T RECOMMEND THAT. PEOPLE KNOW THE CITY MANAGER IS RETIRING IF THEY ARE WATCHING THE NEWS IN THE MASSACHUSETTS AREA. BUT ONCE WE MAKE THE ADVERTISEMENT, ESPECIALLY IN ICMA, WHICH IS INTERNATIONAL CITY MANAGEMENT ASSOCIATION AND ALL OF THOSE OTHER GROUPS THAT ARE LISTED, WE WANT TO MOVE QUICKLY. BECAUSE IF THEY ARE LOOKING FOR YOUR POSITION, THEY MAY BE LOOKING FOR OTHER POSITIONS. IF WE TELL THEM TO APPLY NOW, WE ARE NOT READY TO REVIEW THEM.

SO IN THAT MONTH WE WILL GET THOSE RESUMES, REVIEW THEM, TALK TO THEM AND MAKE SURE THEY ARE QUALITY AND MEET THE NEEDS YOU SAID ON YOUR PROFILE. BUT IF WE DO IT TOO EARLY THOSE PEOPLE MAY GET OTHER JOBS AND YOU MAY HAVE MISSED OUT ON SOMEONE. AS IT IS, WE ARE GOING TO DO ONE MONTH AND THE SELECTION COMMITTEE HAS TO REVIEW THEM AND THEN THE COUNCIL. THERE IS ALWAYS A POSSIBILITY WE WILL LOSE A CANDIDATE.

>>Vice Mayor Mallon - Chair: DID YOU HAVE A FOLLOW-UP? I HAVE A FOLLOW UP — WHAT I UNDERSTOOD THE QUESTION TO BE WAS ALMOST A TEASER ANNOUNCEMENT THAT WE WILL BE POSTING THIS JOB AT THE BEGINNING OF MARCH. THERE WILL BE A MONTH TO APPLY. PLEASE KEEP AN EYE OUT IN THIS SPACE FOR THE ACTUAL LEADERSHIP PROFILE WE ARE DEVELOPING. IT MIGHT BE AN INTERESTING THING FOR US TO DO GIVEN THAT WE ARE ONLY GOING TO HAVE AROUND 30 DAYS FOR THE POSITION WILL BE OPEN. IS THAT SOMETHING IN THE PUBLICATIONS AND IN YOUR NETWORK YOU COULD BE DOING THAT TEASER?

>> Randi Frank: I WOULD SUGGEST YOU PUT IT ON YOUR WEBSITE AS A TEASER AND PUT MY EMAIL THERE FOR PEOPLE TO CONTACT ME. AND I THINK THAT WOULD BE A GREAT IDEA. BECAUSE THEY CAN CALL ME BEFORE I STARTED THE PROFILE. I WILL LOOK AT THE RESUME, THINK ABOUT IT, TALK TO THEM, BUT PUTTING IT OUT TWICE IN THOSE ORGANIZATIONS WILL CONFUSE THE PEOPLE THAT THEY WOULD SAY WHY ARE THEY TELLING US THIS AND WE SHOULDN'T APPLY YET. I DON'T THINK THAT WOULD WORK VERY WELL.

>> Councillor Toner: THANK YOU COUNCILLOR MALLON FOR SAYING BETTER WHAT I WAS TRYING TO SAY.

>>Vice Mayor Mallon - Chair: WE WILL WORK ON THIS AND SEE IF THERE IS SOMETHING WE CAN DO. WE CAN CERTAINLY PUT IT UP ON OUR DEDICATED WEBPAGE. WE CAN DO THE SOCIAL MEDIA OUTREACH. I THINK THERE IS A GERM OF AN IDEA IN THERE THAT WE CAN WORK WITH, COUNCILLOR TONER. COUNCILLOR CARLONE OR COUNCILLOR SIMMONS , DO YOU HAVE QUESTIONS ON THE TIMELINE? NO? COUNCILLOR ZONDERVAN? CURIOUS IF YOU HAVE QUESTIONS ON THE TIMELINE.

>> Councillor Zondervan: I DON'T HAVE ANY QUESTIONS.

THE TIMELINE HAS SHIFTED A LITTLE BIT FROM WHAT WE WERE DISCUSSING LAST TERM, BUT I'M NOT TOO CONCERNED ABOUT THAT, AND I APPRECIATE THE DETAILS THAT HAVE BEEN ADDED.

>>Vice Mayor Mallon: TO SPEAK TO THAT, THE TIMELINE HAS SHIFTED A BIT BECAUSE WE ARE A COUPLE WEEKS LATE HERE. I'VE BEEN FOLLOWING THE SEARCH IN WATERTOWN, THEY ARE A FEW WEEKS EARLIER THAN US. THEY ARE LOOKING IN THE SAME POOL OF APPLICANTS WE ARE. AS MS. FRANK INDICATED, THIS IS THE TIME WHEN PEOPLE ARE LOOKING SO THERE IS A LITTLE BIT OF AN ABBREVIATED TIMELINE. BUT WE NEED TO HIRE SOMEBODY BY THE END OF JUNE WHEN THE CITY MANAGER RETIRES. THIS IS WHAT WE CAME UP WITH RANDI FRANK WHO HAS BEEN DOING THIS A LONG TIME AND WE FEEL THIS IS A TIMELINE THAT CAN WORK GIVEN THE CONSTRAINTS WE ARE UNDER. IF THERE ARE NO OTHER CONCERNS OR ISSUES, IF WE CAN VOTE TO ACCEPT THIS TIMELINE. MR. CLERK?

Vice Mayor Mallon moved to accept the timeline she submitted to the committee.

	present	absent	yea	nay
Councillor Carlone			x	
Councillor Nolan			x	
Councillor Simmons			x	
Councillor Toner			x	
Chair - Vice-Mayor Mallon			x	

>>Vice Mayor Mallon: THE NEXT THING ON THE AGENDA IS TO DISCUSS THE TOWN HALLS AND ENGAGEMENT AND FOCUS GROUPS.

I AM GOING TO SHARE MY SCREEN AGAIN.YOU SHOULD HAVE ALSO RECEIVED THIS IS A DOCUMENT. AS I MENTIONED, THERE ARE GOING TO BE TOWN HALLS: ONE FOR RESIDENTS AND STAKEHOLDERS THAT WILL BE FEBRUARY 16 FROM 6:00 TO 8:00 AND THERE'S GOING TO BE AN EMPLOYEE TOWN HALL FEBRUARY 15 FROM 5:00 TO 7:00.

IN ADDITION TO THAT, WE ARE PLANNING ON A NUMBER OF FOCUS GROUPS. IN THE 2016 SEARCH, SOME OF YOU WHO ARE ON THE COUNCIL MAY REMEMBER BEING INVOLVED IN THAT PROCESS, THERE WERE A NUMBER OF FOCUS GROUPS, DROP IN SESSIONS

IN PERSON AND THEY WERE AFFINITY BASED PROGRAMS. LIKE IF YOU WERE A NEIGHBORHOOD ASSOCIATION YOU GOT 5 TO 7 ON THIS NIGHT AT THE CITYWIDE SENIOR CENTER.

BECAUSE OF COVID AND RESTRICTIONS WE AREN'T ABLE TO HAVE DROP IN SESSIONS LIKE THAT AND IT WILL BE VIRTUAL. AS I MENTIONED, BOTH TODAY AND ON MONDAY NIGHT WE HAVE ENGAGED WITH A LOCAL ORGANIZATION TO HELP US FACILITATE THOSE MEETINGS AND THEY HAVE A REALLY INTERESTING PLATFORM WHERE IT IS ALL ONLINE, IS ALL PUBLIC, YOU CAN GO IN AND PULL OUT QUOTES, YOU CAN SEE WHAT PEOPLE ARE SAYING, YOU CAN GET INVOLVED IN THE PROCESS WHERE THAT WAS NOT AVAILABLE FOR US LAST TIME.

FOR SOME OF THESE FOCUS GROUPS I HELPED RUN THE SUPERINTENDENT SEARCH THAT YOU LIST DR. SALIM IN 2014. WE HAD FOCUS GROUPS WHERE I THINK COUNCILLOR NOLAN AND I WERE TOGETHER, WHERE NOBODY WOULD SHOW UP OR ONE PERSON WOULD SHOW IT.

THIS WILL BE TARGETED OUTREACH TO POTENTIAL FOCUS GROUPS BASED ON WHETHER IT IS NONPROFIT GROUPS, THE FAITH-BASED COMMUNITY, LOW INCOME. WE ARE GOING TO BE DOING SMALLER 8 PERSON FOCUS GROUPS INTENDED TO GET THAT REACH FEEDBACK FROM RESIDENTS ACROSS ISSUES AND CHALLENGES AND OPPORTUNITIES THAT THE NEXT MANAGER WILL FACE.

WE PUT TOGETHER A LIST OF POTENTIAL FOCUS GROUPS THAT I WANT US TO TAKE A LOOK AT IT AND SEE IF ANYONE IS MISSING, IF ANY CHANGES NEED TO BE MADE. JUST WITH THE UNDERSTANDING WE CAN'T DO AN UNLIMITED AMOUNT OF FOCUS GROUPS, BUT WE CERTAINLY WANT TO MAKE SURE WE ARE COVERING OUR BASES AND GETTING AS MANY OF THE CAMBRIDGE RESIDENTS AND STAKEHOLDERS INVOLVED AND ENGAGED IN THIS PROCESS AS POSSIBLE. SO I WILL RUN THROUGH THEM QUICKLY. EVERYONE CAN SEE MY SCREEN.

FOR THOSE OF YOU WHO GOT THE DOCUMENTS FROM THE CLERK, IT MIGHT BE EASIER TO DO WITHIN YOUR OWN SCREEN.

- NONPROFIT LEADERS
- THE FAITH-BASED COMMUNITY
- LOW INCOME RESIDENTS, THE ALLIANCE FOR CAMBRIDGE TENANTS AND OTHER TENANT COUNCILS,
- THE ARTS COMMUNITY

- AFFORDABLE HOUSING PROVIDERS
- CRLS STUDENTS
- PUBLIC SCHOOL STAFF AND ADMINISTRATORS
- COMMUNITY SCHOOL PARENTS
- NEIGHBORHOOD ASSOCIATIONS WHICH WILL HAVE TO BE BROKEN UP IN TWO BECAUSE THERE ARE SO MANY.
- THE BLACK RESPONSE, FAMILIES OF COLOR COALITION,
- TRANSPORTATION FOCUS GROUP
- ENVIRONMENT FOCUS GROUP
- HOMELESS SHELTER PROVIDERS
- SENIOR RESIDENT REPRESENTATIVES
- SMALL BUSINESS OWNERS.
- BUSINESS ASSOCIATION EDS, CAMBRIDGE LOCAL FIRST
- UNIVERSITY RELATIONS

AND THEN WE HAVE AN EMPLOYEE GROUP CALLED THE CAMBRIDGE ANTIRACISM EQUITY AND INCLUSION ADVISORY COMMITTEE THAT IS INTERESTED IN BEING PART OF THIS PROCESS. AND ONE AROUND BOARDS AND COMMISSION MEMBERS. AT THE BOTTOM IS THE TWO TOWN HALLS I MENTIONED.

SO, IF ANYBODY HAS ANY FOCUS GROUPS ON THERE OR GROUPS THAT AREN'T LISTED THAT WE SHOULD HAVE, PLEASE THROW YOUR HAND UP.

GO AHEAD COUNCILLOR TONER.

>>Councillor Toner: THANK YOU.

THE ONLY GROUP THAT JUMPS TO MIND IS THE DISABLED COMMUNITY. AND BY THAT, ESPECIALLY AROUND OR ISSUES AROUND BICYCLE LANES AND SIDEWALKS ETC. I DON'T KNOW WHETHER THEY BELONG IN THE TRANSPORTATION GROUPS YOU HAVE THERE OR THEY JUST HAVE BROADER ISSUES THAT THEY MAY WANT TO HAVE THEIR OWN SEPARATE GROUP.

>>Vice Mayor Mallon - Chair: WE WILL LOOK AT THAT ONE AND DISCUSS IT IF IT NEEDS TO BE PART OF ANOTHER GROUP. BUT I WOULD IMAGINE THEY HAVE BROADER CONCERNS AS WELL. ARE YOU YIELDING THE FLOOR COUNCILLOR TONER? OKAY.

COUNCILLOR NOLAN.

>>Councillor Nolan: THANK YOU. SIMILAR ON FOLLOWING WHAT COUNCILLOR TONER JUST SAID, THE CATEGORY UNDER WHICH I SEE THAT MIGHT HAVE BEEN INCLUDED WHICH IS WHAT I WONDERED ABOUT ALSO FOR THE DISABLED COMMUNITIES IS THE LAST ONE. FIRST OF ALL, I WANT TO SAY THIS IS A REALLY COMPREHENSIVE LIST SO THANK YOU VICE MAYOR AND WHOEVER YOU WORKED WITH THE PUT TOGETHER. IT COVERS AN INCREDIBLE ARRAY OF WHAT WE NEED TO DO TO ENSURE THERE'S FULL COMMUNITY INPUT AS MUCH AS WE CAN AND WE'RE RECOGNIZING WE CAN'T MAKE PEOPLE COME TO THESE BUT WE CAN PROVIDE AN OPPORTUNITY. MY THOUGHT ON THE BOARDS AND COMMISSIONS WHEN THAT IS FORMULATED. WE HAVE A LOT BOARDS AND COMMISSIONS.

IN FACT, ONE THING I THINK THE NEXT CITY MANAGER CAN ALL WORK TOGETHER PERHAPS IN THIS COMMITTEE SOMETIME IS TO REALLY LOOK AT HOW MANY BOARDS AND COMMISSIONS WE HAVE AND WHETHER WE SHOULD WHITTLE SOME DOWN SOMEHOW. THERE ARE SOME THAT ARE COMPLEMENTARY, THERE ARE SOME THAT SEEM TO OVERLAP. MY POINT IN ALL THIS IS IN THOSE BOARDS AND COMMISSIONS THERE ARE SOME FOR WHOM THERE IS ALREADY ANOTHER FOCUS GROUP LIKE WE HAVE A PEDESTRIAN COMMITTEE AND THAT WOULD GO UNDER TRANSPORTATION. BUT THERE'S OTHERS FOR WHOM THERE IS NO HOME.

IF WE CAN MAKE SURE THOSE WHO ARE NOT NATURAL REPRESENTATIVES FOR THE OTHER FOCUS GROUPS TO MAKE A LITTLE BIT OF A SPECIAL EFFORT TO MAKE SURE THEY ARE INVITED INTO THAT.

IF THERE IS A PARTICULAR FOCUS GROUP FROM THOSE BOARDS AND COMMISSIONS, I THINK THAT WOULD DO ALL OF US WELL SO WE DON'T DUPLICATE. BUT WE MAKE SURE THOSE SHOW UP. THANK YOU SO MUCH FOR THIS.

>>Vice Mayor Mallon - Chair: THAT IS AN EXCELLENT POINT. THERE ARE SOME BOARDS AND COMMISSION MEMBERS THAT ARE IN PART OF THE ENVIRONMENT OR TRANSPORTATION SO WE SHOULD CERTAINLY MAKE EVERY EFFORT TO INCLUDE BOARDS OF COMMISSION MEMBERS WHO AREN'T ALREADY BEING TARGETED. THAT IS A GREAT CALL OUT ABOUT THE NUMBER OF BOARDS AND COMMISSIONS WE MAY HAVE, IT MIGHT NEED TO BE LARGER FOCUS GROUP. NOT NECESSARILY DONE BY CORTICO, WHICH IS SUPPOSED TO BE SMALL AND INTIMATE CONVERSATIONS AND IT MIGHT BE A BETTER IDEA TO HAVE A LARGER ONE AND HAVE RANDI FRANK AND HER TEAM TAKE THAT ONE ON.

THAT IS SOMETHING FOR US TO THINK ABOUT AS WELL.

COUNCILLOR CARLONE OR COUNCILLOR SIMMONS BEFORE I GO TO COUNCILLOR ZONDERVAN?

>>Councillor Carlone: THANK YOU MADAME CHAIR.

I THINK YOU HAVE DONE A VERY THOROUGH JOB. I WOULD JUST ADD THAT IF OTHER GROUPS WISH TO COME, TO JUST NOTIFY YOU SO YOU CAN SCREEN THEM OR WELCOME OTHER GROUPS YOU MIGHT'VE MISSED.

>>Vice Mayor Mallon: THAT IS A GREAT CALL OUT.

I WANT TO REMIND PEOPLE WE ARE GOING TO BE HAVING A LARGER TOWN HALL MEETING WHERE PEOPLE CAN COME AND IF THEY DON'T FEEL LIKE THEY ARE BEING TARGETED IN ONE OF THESE GROUPS WE AREN'T ABLE TO ACCOMMODATE THEM. WE ARE TRYING TO PROVIDE A NUMBER OF OTHER OUTLETS FOR THEM BUT ONE WOULD BE THE RESIDENT'S TOWNHALL, ONE WOULD BE THE ONLINE FEEDBACK MECHANISM WHICH IS GOING TO BE A REALLY GOOD ONE FOR PEOPLE.

AND ALSO RANDI IS OPEN TO RECEIVING DIRECT EMAILS FROM FOLKS WHO HAVE A LOT TO SAY AND MAY NOT HAVE A WAY TO ENGAGE. CERTAINLY GROUPS SHOULD REACH OUT TO US, MYSELF AND RANDI IF THEY WOULD LIKE A MORE TARGETED FOCUS GROUP.

>> THANK YOU.

>>Vice Mayor Mallon: ARE YOU YIELDING THE FLOOR?

>>Councillor Carlone: YES

>>Vice Mayor Mallon: COUNCILLOR ZONDERVAN?

>>Councillor Zondervan: THANK YOU.

MY THANKS AS WELL. I THINK THIS IS A GREAT LIST YOU HAVE PUT TOGETHER HERE. I SEE TWO GROUPS I WOULD LIKE TO ADD IN THE ENVIRONMENT CATEGORY. I DON'T KNOW IF YOU WANT TO RENAME IT TO MAYBE ENVIRONMENT AND CLIMATE 350 MASSACHUSETTS, THE CAMBRIDGE CHAPTER AND SUNRISE CAMBRIDGE.

>>Vice Mayor Mallon: ARE THERE ANY OTHER COMMENTS THAT CAME UP WHILE OTHERS WERE TALKING? FEEL FREE TO SHOUT THEM OUT.
COUNCILLOR NOLAN?

>>Councillor Nolan: YOU MENTIONED THE TOWN HALLS THAT WILL BE COMING UP AS WELL. AS YOU INDICATED BEFORE, THERE MAY BE OTHER GROUPS JUST LIKE I KNOW OTHER GROUPS WHO ARE GOING TO HAVE THEIR OWN FORUM AND THEY HAVE ALREADY BEEN IN COMMUNICATION WITH YOU. YOU'RE ENCOURAGING THEM TO MAKE SURE THEY GET THEIR FEEDBACK.

IF THERE ARE OTHER FOLKS IN THE CITY WHO ARE GOING TO PARTICIPATE OR WANT TO COME TO THE LARGER TOWN HALL OR GIVE OTHER FEEDBACK, YOU HAD BEEN QUITE OPEN AND ARE SAYING SEND THEM MY WAY, I WILL FIND A WAY TO INCLUDE THAT INTO OUR DISCUSSION. I WANTED TO MAKE THAT POINT THAT IS ALREADY IN PROCESS AND THERE MAY BE OTHER INSTANCES THAT HAPPEN OVER THE NEXT SIX WEEKS TO HAVE THAT BE FUNDED ON TO THIS WORK AND IN SIX WEEKS WE WILL BE LOOKING AT A LEADERSHIP PROFILE.

>>Vice Mayor Mallon: THERE IS A CITYWIDE GROUP THAT IS HOLDING THEIR OWN TOWN HALL THIS SUNDAY AT 4:00 P.M. WITH THE EXPRESS PURPOSE OF HEARING FEEDBACK FROM THEIR MEMBERS AROUND WHAT THEY WANT TO SEE AND THEY ARE GOING TO BE FORWARDING THAT INFORMATION TO RANDI FRANK AND MYSELF. I BELIEVE RANDI FRANK HAS BEEN INVITED AND WILL BE ATTENDING AS A SPECTATOR, NOT AS A QUESTION ANSWERER ON SUNDAY AT 4:00. I DO SEE SHE HAS HER HAND UP SO GO RIGHT AHEAD.

>> Randi Frank: YES. MYSELF AND RICHARD BROWN WILL BE ATTENDING AS OBSERVERS. WE ARE ALREADY REGISTERED FOR IT IF THEY WANT US TO TALK WE WILL ANSWER QUESTIONS. BUT I THINK YOU ARE GOING TO BE THERE. WE ARE AVAILABLE. WE WILL WATCH ALL OF WHAT THEY SAY, TAKE NOTES AND ADD IT TO OUR LIST.

>>Vice Mayor Mallon: GREAT. NOT SURE OF ANY OTHER COMMUNITY GROUPS WILL BE DOING THEIR OWN FORMS BASED ON THE FACT OF SO MANY FOCUS GROUPS AND OTHER WAYS TO ENGAGE IN THIS PROCESS, BUT IF THERE ARE OTHER GROUPS THINKING ABOUT HAVING THEIR OWN, PLEASE KEEP ME IN THE LOOP. I'M AT AMALLON@CAMBRIDGEMA.GOV, SEND ME AN EMAIL AND LET ME KNOW AND HOPEFULLY WE CAN ACCOMMODATE SOMETHING OR SOMEONE TO BE THERE.

MOVING ALONG, YOU GUYS ARE SO QUICK TODAY, I LOVE IT. THE NEXT THING TO TALK ABOUT IS THE SCREENING COMMITTEE COMPOSITION. THIS WAS SOMETHING WE WORKED ON IN THE LAST TERM BASED ON PREVIOUS SEARCHES AND TWEAKS BASED ON WHERE WE

ARE IN 2022. THIS IS THE SCREENING COMMITTEE COMPOSITION. THERE WILL BE FOUR CITY COUNCIL MEMBERS. IF YOU ARE INTERESTED IN PARTICIPATING, PLEASE LET ME KNOW. IT IS A HUGE AMOUNT OF TIME, IT IS THREE FULL DAYS. ON THE INITIAL DAY YOU MEET WITH RANDI FRANK AND GO THROUGH ALL THE APPLICANTS TO GET TO THOSE EIGHT OR 10 YOU WILL BE INTERVIEWING. THAT TAKES TWO DAYS. FOR ANYBODY INTERESTED IN THAT PROCESS, PLEASE LET ME KNOW. AS I MENTIONED, WE CANNOT HAVE MORE THAN FOUR.

LET ME GO THROUGH THESE QUICKLY.

- FOUR CITY COUNCILORS
- THREE RESIDENT REPRESENTATIVES (HAVE DEMONSTRATE ADVOCACY AND SUPPORT OF COMMUNITY NEEDS)
- TWO BUSINESS-RELATED REPRESENTATIVES
- ONE REPRESENTATIVE FROM THE CAMBRIDGE SCHOOL COMMITTEE OR SENIOR SCHOOL DEPARTMENT ADMINISTRATIVE REPRESENTATIVE
- ONE PUBLIC SAFETY REPRESENTATIVE
- ONE PERSON WITH DEMONSTRATED KNOWLEDGE OF FINANCE
- ONE HEALTH AND HUMAN SERVICES PUBLIC HEALTH REPRESENTATIVE
- ONE REPRESENTATIVE WITH KNOWLEDGE OF CITY PLANNING AND DEVELOPMENT
- ONE HIGHER EDUCATION INSTITUTION PARTNER
- ONE PUBLIC ART OR REPARATION REPRESENTATIVE
- ONE AFFORDABLE HOUSING ADVOCATE
- ONE NONPROFIT COMMUNITY REPRESENTATIVE
- ONE REPRESENTATIVE WHO ADVOCATES FOR THE QUALITY OF OUR COMMUNITIES, CIVIC AND SOCIAL WELL-BEING.

THIS IS SOMETHING WE ALL WORKED ON AND DECIDED ON THE LAST TERM. THE ONE THING THAT HAS GIVEN US A LITTLE BIT OF CONCERN AND PAUSE AROUND THE SCREENING COMMITTEE IS WE DISCUSSED LAST TERM THE WAY FOLKS WOULD BE NOMINATED, IS THAT THE CITY COUNCIL WOULD NOMINATE AND SEND FORWARD THREE REPRESENTATIVES AND WE WOULD BE GUARANTEED THAT TWO OF THE REPRESENTATIVES WOULD MAKE IT ONTO THE SCREENING COMMITTEE.

IN TALKING WITH RANDI FRANK AND LOOKING AT PAST PRACTICES, WHICH HAS BEEN A SELF NOMINATION PROCESS WHICH ALLOWS FOR A GREAT AMOUNT OF CAMBRIDGE RESIDENTS TO NOMINATE THEMSELVES BOTH IN THEIR EXPERTISE AREA OR AREA OF DIVERSE REPRESENTATION. I AM CONCERNED AND I WANT TO HAVE THE CONVERSATION HERE TODAY WITH THE MEMBERS THAT GIVEN THE CONSTRAINTS OF WE NEED ONE PERSON FROM THIS AND ONE PERSON FROM THIS. AND WE ALSO WANT TO ENSURE A DIVERSITY OF

GENDER, RACE AND EXPERIENCE AND BACKGROUND. I AM WORRIED IF WE GO THAT ROUTE WE MAY NOT BE ABLE TO PUT THIS PUZZLE TOGETHER, WHICH IS A PRETTY HARD PUZZLE TO PUT TOGETHER, HAVING DONE IT ONE TIME IN THE PAST AND TRYING TO FIGURE OUT WE WANT TO MAKE SURE WE HAVE ENOUGH MEN, WOMEN, AND NON-BINARY FOLKS. DIVERSITY OF RACE AND DIVERSITY OF CLASS AND EXPERIENCE ACROSS THE SCREENING COMMITTEE.

WE WANT TO MAKE SURE THERE ARE AS MANY VOICES AT THE TABLE AS POSSIBLE. I WANTED TO TALK TO THE COMMITTEE AROUND HOW TO DO THIS. THE SCREENING COMMITTEE COMPOSITION AND WHETHER WE COULD MOVE BACK TO THE SELF NOMINATION PROCESS. THE CITY COUNCIL WOULD BE ABLE TO SAY TO FOLKS WE THINK WOULD BE GREAT, "PLEASE SELF NOMINATE YOURSELF. HERE IS THE FORM TO DO SO." RATHER THAN I THINK WE MIGHT BE PUTTING OURSELVES INTO A BOX IN THE WAY WE DECIDED IT BEFORE. I HAVE TO SAY, I HAVE CONCERNS THAT WOULD MEAN ALL 19 OR 20 PEOPLE KNEW A CITY COUNCILLOR. I JUST WANTED TO OPEN THAT UP FOR CONVERSATION AROUND THIS PARTICULAR ISSUE AND SEE IF PEOPLE HAD THOUGHTS.

GOING TO OPEN IT UP. SO COUNCILLOR TONER, DO YOU WANT TO GO FIRST?

>>Councillor Toner: I'M FINE WITH HAVING PEOPLE SELF NOMINATE AND US JUST BEING CAREFUL AS WE SELECT THE PEOPLE TO MAKE SURE THAT WE HAVE THE REPRESENTATION WE ARE SEEKING. ONE THING I WOULD DEFINITELY LOVE TO MAKE SURE OF IN THE PROCESS IS THAT WE HAVE A RICH MIX OF FOLKS FROM ACROSS THE CITY. I WOULD HATE TO SEE IT ALL EAST CAMBRIDGE OR WEST CAMBRIDGE AND MAKING SURE AS WE SELECT RESIDENTS FROM ALL OVER THE CITY

>>Vice Mayor Mallon - Chair: WE CAN CERTAINLY MAKE THAT PART OF THE NOMINATION PROCESS THAT WOULD KIND OF CHECK OFF WHICH AREA OF THE CITY YOU LIVE IN.

>> Councillor Carlone: THANK YOU MADAM CHAIR. IT SEEMS TO ME IT SHOULD BE HALF-AND-HALF. AND I AM NOT TRYING TO CREATE A COMPROMISE FOR THE SAKE OF A COMPROMISE, BUT IT SEEMS TO ME THAT A REPRESENTATIVE OR SOMEBODY WE KNOW AND WE THINK WOULD BE A GOOD FIT AS WELL AS SELF NOMINATING TO FILL THE VACANT SPACES. I'M TRYING TO THINK OF HOW MANY WERE IN THE LAST MANAGER SEARCH. WAS IT 27 OR 28.

>>Vice Mayor Mallon - Chair: I BELIEVE IT WAS LESS THAN 20.

>>Councillor Carlone: THAT MIGHT BE, BUT I SEEM TO RECALL IT WAS HIGHER. BUT YOU HAVE PROBABLY RESEARCHED IT. WELL, WHO IS GOING TO PICK THE PEOPLE IF IT IS SELF NOMINATING? IT SEEMS TO ME IT WOULD COME DOWN TO THIS COMMITTEE OR THE WHOLE COUNCIL. AND WE ARE GOING TO BE IN THE SAME POSITION.

>>Vice Mayor Mallon - Chair: TRADITIONALLY IN THE PAST IT HAS BEEN THE GOVERNMENT OPERATIONS CHAIR AND PERSONNEL DIRECTOR PUTTING TOGETHER THE LIST OR THE SCREENING COMMITTEE FROM THE SELF NOMINATED FOLKS. I THINK WHAT COUNCILLOR SIMMONS, AND SHE IS ON THE CALL SO MAYBE WE COULD HEAR FROM HER, TO HEAR ABOUT WHERE THE THINKING WAS AND HOW WE COULD MAYBE COMPROMISE ON THIS, BECAUSE I HEAR WHAT YOU ARE SAYING. I KNOW PEOPLE I WOULD LOVE TO HAVE ON THIS COMMITTEE AS WELL. AND SO HOW DO WE MAKE SURE WE HAVE REPRESENTATION FROM FOLKS WHO WE KNOW WELL ON THE COMMITTEE? SO COUNCILLOR SIMMONS, I DON'T KNOW IF YOU HAVE ANYTHING TO ADD HERE? IT WOULD BE GREAT TO HEAR FROM YOU.

>>Councillor Simmons: THIS CONVERSATION CAME UP MORE THAN ONCE IN THE 21/22 GOVERNMENT OPERATIONS COMMITTEE. THE MEMBERS WERE VERY STRONG ABOUT THEIR OPINION ON WANTING TO APPOINT—HAVE APPOINTMENT ABILITIES. I SPOKE TO ADD LEAST THREE DIFFERENT INDIVIDUALS THAT HAVE BEEN INVOLVED EITHER ON SUPERINTENDENT OR CITY MANAGER SEARCHES THEY ALL SAID THE SAME THING. ONE OF THE THINGS I SAID, IS THAT I WOULD TAKE IT UNDER ADVISEMENT AND LET ME LOOK INTO IT, WHICH I DID. WHAT I'M SAYING TO YOU NOW IS WHAT WAS SAID THEN. BECAUSE EACH CITY COUNCILLOR HAS AN APPOINTMENT, IT MAY CORRUPT THE PROCESS IN THAT IN ANYONE SERIOUSLY LOOKING – IT TURNS IT MORE INTO A POLITICAL PROCESS. TO GIVE YOU A CLEAN SHORT ANSWER. IT FELT MORE POLITICAL AND LESS ORGANIC. SO MY STRONG RECOMMENDATION WOULD BE WE NOT DO THAT. I WOULD GO BACK TO THE PROCESS WE USED BEFORE THAT OTHER PEOPLE ARE ACCUSTOMED TO IN TERMS OF PEOPLE WHO MAY APPLY LOOK AT THESE POSITIONS OR PROCESSES. NOT TO BE PROVERBIAL HERE, BUT TOO MANY COOKS SPOIL THE BROTH SORT OF THING. I WANT US TO BE CAUTIOUS. I KNOW THERE HAS BEEN A STATEMENT ABOUT A LOT OF PEOPLE INTERESTED. THERE'S A LOT OF PEOPLE INTERESTED WERE TYPICALLY INTERESTED.

IF YOU WANT TO BE OPEN, AUTHENTIC, TRANSPARENT AND ENGAGING, WE WANT TO USE A LITTLE BIT OF WHAT IS TRIED, TESTED AND FOUND TRUE MEANING SAME WITH THE FORMS OF THIS PEOPLE HAVE USED. IN ALLOWING THE CHAIR AND THE PERSONNEL PERSON. I THINK IT IS IMPORTANT THAT WE FOLLOW THE MORE TYPICAL PROCESS.

THE REAL WORK IS GOING TO BE WHO COMES INTO THE POOL. MY RECOMMENDATION THEN AND NOW IS WE GO BACK TO THE FORM WE USED BEFORE. I STRONGLY THINK IT GETS TOO UNWIELDY. I KNOW WE HAVE ZOOM AND IT MAKES IT MUCH EASIER TO PARTICIPATE, BUT THE OTHER THING ABOUT ZOOM IS YOU DON'T KNOW WHO IS IN THE ROOM WITH THAT PERSON. AND SO I THINK WE ARE GOING TO BE FRAUGHT WITH EXTRAORDINARY CHALLENGES TRYING TO HAVE THIS SEARCH IN A COVID ENVIRONMENT. HOPE THAT ANSWERS YOUR QUESTIONS.

>>Vice Mayor Mallon - Chair: IT DOES.

THANK YOU FOR WEIGHING IN. I'M GOING TO BACK TO COUNCILLOR CARLONE AND THEN COUNCILLOR ZONDERVAN.

>>Councillor Carlone: THANK YOU AGAIN MADAM CHAIR. MY CONCERN ON SOMEONE COMMITTING TO THIS LENGTHY PROCESS AS A VOLUNTEER IS THAT IT IS GOING TO BE WEALTHY PEOPLE OR PEOPLE IN ESSENCE REPRESENTING THE COMPANY OR ASSOCIATION THEY GET A SALARY FROM. IN ALL, I THINK YOU'VE DONE A GREAT JOB, MADAME CHAIR, BUT IN ESSENCE, ANY COUNCILLOR SELECTING IS GOING TO BE SOMEWHAT POLITICAL. I TRULY BELIEVE YOU WILL BE BALANCED, BUT WHY ARE WE ON THE GOVERNMENT COMMITTEE IF WE ARE NOT GOING TO BE INVOLVED IN THIS? IT JUST SEEMS TO MAKE SENSE TO ME THAT THE PEOPLE ON THIS COMMITTEE WILL SOMEHOW BE INVOLVED IN THIS. MAYBE IT IS REVIEWING WHAT YOU RECOMMEND. BUT SOMETHING. OR WHY ARE WE HERE? SO THOSE ARE MY COMMENTS. WHEN I PROPOSE A MIXTURE, IT IS JUST TRYING TO BE A FULLER REPRESENTATION. AFTER ALL, WE ARE ELECTED AND WE ARE SUPPOSED TO BE REPRESENTATIVES. THAT'S WHY MENTIONED IT. NOT BEING CRITICAL, I'M JUST TRYING TO LOOK AT IT IN A MORE HOLISTIC WAY. THANK YOU. I YIELD.

>>Vice Mayor Mallon: I DIDN'T TAKE IT AS A CRITICISM AT ALL. I KNOW YOU WANT TO ENSURE GOOD PROCESS AND SO DO I. I HAVEN'T GOTTEN TO THIS POINT OF THE 2016 SEARCH. SO SOMEBODY WHO WAS PART OF THAT, MAYBE YOU CAN LET ME KNOW WHETHER OR NOT THE NAMES WERE SHARED WITH THE COMMITTEE PRIOR TO THE APPOINTMENT. MY SENSE IS NO BECAUSE THEN IT COMES TO LIKE COUNCILLOR CARLONE DIDNT WANT XYZ PERSON AND IT IS A PUBLIC MEETING.

>>Councillor Carlone: IT WASN'T RUN THAT WAY AND THAT IS ONE OF THE PROBLEMS.

>>Vice Mayor Mallon: I HEAR WHAT YOU ARE SAYING. I'M GOING TO MOVE ON TO COUNCILLOR ZONDERVAN BUT I'M SURE IT WILL BE ALONG THIS TOPIC BUT WE CAN COME BACK. COUNCILLOR ZONDERVAN?

>>Councillor Zondervan: THANK YOU. I APPRECIATE THE OPPORTUNITY TO WEIGH IN. I AGREE WITH MY COLLEAGUES ON THIS. I THINK THIS PROCESS COULD WORK, BUT I WOULD APPRECIATE AN OPPORTUNITY FOR THE COUNCIL TO VOTE AND TO APPROVE THE SELECTION OF THE COMMITTEE. AND I THINK IT CAN WORK. I UNDERSTAND THE CONCERN WE DON'T WANT HAVE A FLOOR FIGHT OVER THIS PERSON DOESN'T WANT THAT PERSON ON THE COMMITTEE, BUT I THINK IF WE HAVE A VOTE ON THE FINAL LIST THEN EVERYBODY AGREES WE ARE ON BOARD WITH THIS COMMITTEE MOVING FORWARD SO THERE'S NO LINGERING CONCERNS ABOUT WHO IS OR ISN'T ON THE COMMITTEE.

>>Vice Mayor Mallon: THANK YOU. I THINK MS. GLOWA IS ON THE CALL. ONE THING I WAS WONDERING IS WE HAD A SMALL SUBGROUP OF THIS COMMITTEE WHO REVIEWED THE REQUEST FOR PROPOSALS THAT CAME IN. THAT WASN'T PUBLIC AND IT WAS ALSO WITH CITY STAFF. IS THERE A WAY TO DO THAT SAME THING FOR THE SCREENING COMMITTEE SO IT FEELS LESS LIKE IT IS ME AND SHEILA KEADY RAWSON DECIDING THE SCREENING COMMITTEE. I WONDER IF THAT IS AN AVENUE THAT WOULD SATISFY SOME OF THE CONCERNS I HAVE HEARD HERE TODAY AND WHETHER OR NOT THAT PROCESS WOULD ACTUALLY BE ALLOWED. I DON'T WANT TO PUT HER ON THE SPOT HERE, BUT THAT IS CERTAINLY SOMETHING I CAN WORK WITH THE LAW DEPARTMENT TO SEE IF THAT'S AN OPPORTUNITY FOR WE CAN COME BACK AND HAVE A GOVERNMENT OPERATIONS COMMITTEE WHERE WE COULD ALL REVIEW. THE ONE THING I WOULD AVOID IS A PUBLIC MEETING WITH THE COUNCIL SAYING "I DON'T WANT THIS PERSON BECAUSE THEY BLAH, BLAH, BLAH."

I THINK THAT'S GOING TO BE A DIFFICULT PLACE FOR US TO BE IN AS A COUNCIL. CERTAINLY I WOULDN'T PUT MY NAME FORWARD IF I THOUGHT IT WAS A PUBLIC MEETING WHERE PEOPLE WERE GOING TO SAY "SHE IS THE WORST." MAYBE PEOPLE THINK THAT ANYWAYS. I'M GOING TO MOVE ON TO COUNCILLOR NOLAN, BUT LET'S CONTINUE TO THINK ABOUT THAT.

>>Councillor Nolan: THANK YOU. I THINK YOU ARTICULATED AND IT HAS BEEN ARTICULATED THIS IS TRICKY TO BALANCE THIS. IT IS NOT SIMPLE. IT CAN BE VERY COMPLEX. I DO THINK ONE THING WE HAVE LEARNED OVER AND OVER AND OVER AGAIN IS IT IS ALWAYS BETTER TO HAVE A FEW MORE PEOPLE AS OPPOSED TO ONE PERSON. NO MATTER WHO YOU ARE THERE ARE LIMITS YOU

DON'T SEE CERTAIN THINGS. I CERTAINLY THINK IT WOULD BE BETTER TO FIND SOME WAY, WHICH I THINK WERE OPEN TO THINKING HOW WE COULD DO THAT TO HAVE SEVERAL PEOPLE WEIGH IN ON THE COMPOSITION.

IT IS CERTAINLY ONE OF THE MOST IMPORTANT STEPS ALONG THE WAY. I THINK IT WOULD BE GOOD TO LOOK BACK AND SEE WHAT HAPPENED IN THE PAST. HOWEVER, FOR THE CITY COUNCIL, HONESTLY, THERE IS NO HISTORY HERE BECAUSE THERE WAS NO SEARCH DONE TWO SEARCHES AGO BECAUSE WAS JUST AN APPOINTMENT. AND FOR THE LAST SEARCH THERE WAS A STRONG INTERNAL CANDIDATE, WHICH COMPLETELY CHANGES THE NATURE OF THE SEARCH.

AND I DON'T KNOW IS WHETHER IT WAS EFFECTIVE. IF YOU GO BACK, ONE QUESTION TO ASK IS NOT DID IT HAPPEN, BUT WAS IT ACTUALLY THE PROCESS THAT LED TO THE BEST POSSIBLE SET OF CANDIDATES TO BRING FORWARD. HAVING BEEN THROUGH A COUPLE OF DIFFERENT SUPERINTENDENT SEARCH COMMITTEES. ALSO, I THINK THAT PROCESS YOU ALWAYS WANT TO INCLUDE MEMBERS OF THE COMMUNITY AND YOU ALSO HAVE TO STEP BACK AND SAY HOW IS IT READY REFERENCE THAT YOU AND I WERE WORKING TOGETHER. YOU LEAD THE SEARCH, ONE OF THOSE SEARCHES. I WANT US TO THINK CAREFULLY ABOUT NOT JUST WHAT HAPPENED IN THE PAST, BUT REACH OUT BEYOND OUR CITY TO SAY WHAT IS MOST EFFECTIVE WAY TO GET A GOOD SCREENING COMMITTEE. THAT WILL BE A CRITICAL PART OF THIS. THAT SCREENING COMMITTEE WILL BE AS IMPORTANT AS THE FINAL PRESENTATION FOR THE COUNCIL VOTE. IF YOU ARE WHITTILING IT DOWN FROM EVEN 40 CANDIDATES, THAT PROCESS ALONE IS INCREDIBLY IMPORTANT.

AND THEN TO GO FROM THE 8 TO 10 TO 3 TO 4 IS CRITICAL. MY UNDERSTANDING FROM HEARING FROM SOME PEOPLE IN THE COMMUNITY FROM THE LAST SEARCH IS THERE WAS SOME CONCERN THAT IT WASN'T AS GREAT A PROCESS AS IT COULD HAVE BEEN. I WOULD LOVE TO FIND A WAY TO HAVE MORE INPUT. IT ALSO MEANS THAT YOU WILL GET THE BENEFIT OF THE THOUGHTS OF A COUPLE OF OTHER PEOPLE. THANKS.

>>Vice Mayor Mallon: THANK YOU.
COUNCILLOR ZONDERVAN?

>>Councillor Zondervan: THANK YOU.
I LIKE THE SUGGESTION YOU MADE A FEW MOMENTS AGO AND IT GAVE ME ANOTHER THOUGHT. WHICH IS SINCE THE SEARCH COMMITTEE IS GOING TO INCLUDE FOUR COUNCILLORS, PERHAPS THERE IS A WAY TO DETERMINE WHO THOSE FOUR COUNCILLORS

ARE GOING TO BE FIRST. AND THEN FIND A WAY TO INCLUDE FOUR OF THE REMAINING FIVE IN SELECTING EVERYBODY ELSE SO THE COUNCILLORS WHO WERE NOT ON THE SEARCH COMMITTEE WILL HAVE A SAY IN WHO WILL BE THERE SO THEY WILL FEEL THEY ARE BEING REPRESENTED AND THEIR INPUT IS BEING CONSIDERED AS WELL.

>>Vice Mayor Mallon - Chair: I THINK THAT IS A GREAT SUGGESTION. I JUST WANT TO GO BACK TO IT COUNCILLOR CARLONE, I KNOW YOU DON'T HAVE YOUR HAND UP AND I'M PUTTING YOU ON THE SPOT. IF WE COULD DO THAT WHERE WE WOULD HAVE A SMALLER SUBGROUP LIKE WE DID FOR THE RFP PROCESS, IF IT'S POSSIBLE. I HAVE TO WORKSHOP THIS. WOULD THAT BE SOMETHING THAT WOULD BE MORE AMENABLE TO YOU?

>> Councillor Carlone: FIRST OF ALL, I WANT TO THANK YOU FOR BEING OPEN TO LOOKING AT THIS AND ASKING FOR SUGGESTIONS. I THINK WE ALL WANT TO HAVE A GOOD PARTICIPATION. AND WE ARE DIFFERENT. EACH OF US HAS DIFFERENT OPINIONS. I THINK THAT IS CLEVER OR SOMETHING EQUAL TO THAT. THAT IS ALL I WAS GETTING TO. AND THANK YOU FOR ASKING. YES, THANK YOU, I YIELD.

>>Vice Mayor Mallon: THANK YOU. COUNCILLOR NOLAN?

>>Councillor Nolan: DID WE HAVE ANY PUBLIC COMMENT?

>>Vice Mayor Mallon - Chair: I BELIEVE THERE WAS ONE PERSON SIGNED UP WHEN WE STARTED THE MEETING.

>> City Clerk: THERE ARE CURRENTLY TWO PEOPLE IN PUBLIC COMMENT.

>>Vice Mayor Mallon: I WOULD LIKE TO GET THROUGH SOME OF THE REST OF THE AGENDA SO PERHAPS PEOPLE WHO ARE HERE FOR PUBLIC COMMENT MIGHT GET THEIR QUESTIONS ANSWERED OR HAVE ADDITIONAL QUESTIONS THEY MIGHT WANT TO ASK.

THANK YOU VERY MUCH FOR WEIGHING IN ON THAT.

I WILL CERTAINLY WORK WITH OUR TEAM TO SEE WHAT IS POSSIBLE AROUND THE COMPOSITION AND HOW WE CAN MAKE FOR AN INCLUSIVE PROCESS MOVING FORWARD.

IT WAS CERTAINLY EITHER HAVE ANOTHER MEETING OR SOME KIND OF COMMUNICATION TO THE TEAM BUT THEY GET EVERYBODY'S INPUT ON THAT. I'M GOING TO STOP SHARING MY SCREEN.

THE NEXT THING I WANTED TO TALK ABOUT WAS THE ISSUE OF EMPLOYEE ENGAGEMENT. MOST OF OUR EMPLOYEES ARE AT THEIR JOBS RIGHT NOW AND NOT PARTICIPATING IN THE GOVERNMENT OPERATIONS MEETING THIS MORNING. BUT I WANTED TO HIGHLIGHT SOME OF OUR EMPLOYEES HAVE EXPRESSED AN INTEREST IN A DESIRE TO BE INVOLVED IN HAVE MULTIPLE WAYS TO BE INVOLVED. AND SO WE ARE GOING TO BE DOING AN EMPLOYEE SPECIFIC SURVEY THAT WILL BE GOING OUT TO ALL EMPLOYEES WHO THE QUESTIONS ARE BEING DEVELOPED NOW.

I HAVE BEEN SPEAKING WITH A FEW FOLKS AROUND HOW TO ENGAGE OUR EMPLOYEES THAT DON'T SIT AT A DESK EVERY DAY AND MAY NOT HAVE A COMPUTER ASSOCIATED WITH THEIR JOBS. THE IDEA WOULD BE TO HAVE LAPTOPS AT THE DPW, TRAFFIC AND PARKING, IN THE WATER DEPARTMENT FOR EMPLOYEES TO BE ABLE TO PARTICIPATE IN THE SURVEY RIGHT THERE ON THE LAPTOP IF THEY DIDN'T WANT TO ACCESS IT THROUGH THEIR PHONE OR WORK COMPUTER.

WE ARE BEING INTENTIONAL ABOUT MAKING SURE OUR EMPLOYEES HAVE ACCESS TO A WAY TO GIVE FEEDBACK ON WHO THE NEXT LEADER OF THE CITY IS GOING TO BE. IF YOU THINK ABOUT IT, THE RESIDENTS ARE SUPER IMPORTANT AND WE REALLY NEED THEIR ENGAGEMENT AND FEEDBACK AROUND WHAT THEY WANT TO SEE. OUR EMPLOYEES COME THE CITY MANAGER DETERMINES WORKPLACE ENVIRONMENT AND CLIMATE AND OPPORTUNITIES FOR ADVANCEMENT, AND A LOT OF WORKPLACE CULTURE THAT I THINK GETTING SOME FEEDBACK FROM THE EMPLOYEES IS GOING TO BE HIGHLY BENEFICIAL WHEN WE PUT TOGETHER THAT LEADERSHIP PROFILE.

THEY WILL ALSO HAVE THE SAME AVAILABILITY AND ACCESSIBILITY TO RANDI FRANK THROUGH THAT DEDICATED EMAIL AND WE ARE ALSO DOING EMPLOYEE DROP IN SESSIONS MUCH LIKE THE ONES YOU HAVE BEEN DOING WITH RANDI FRANK OVER THE PAST COUPLE OF DAYS AND SOME YOU ARE CONTINUING ON TODAY. WE WILL HAVE EMPLOYEE DROP IN SESSIONS FOR 15 MINUTES WHERE EMPLOYEES CAN COME IN AND HAVE A 15 MINUTE PRIVATE SECTION WITH RANDI AND HER TEAM TO GET THAT FEEDBACK. THOSE WILL BE HAPPENING FEBRUARY 1ST AND 2ND.

THE EMPLOYEE TOWN HALL ON FEBRUARY 15 IS SOMETHING WE THINK WILL BE A REALLY IMPORTANT MECHANISM FOR FEEDBACK. SO I WILL BE COMMUNICATING THOSE WAYS TO ENGAGE THROUGH THE PERSONNEL DEPARTMENT.

CAMBRIDGE EMPLOYEES SHOULD BE LOOKING OVER AN EMAIL FOR ALL THOSE THINGS WE ARE HOPING TO GET THAT SURVEY UP AND RUNNING EARLY NEXT WEEK AND IT WILL BE OPEN FOR AT LEAST TWO WEEKS.

THE LAST THING I WANTED TO TALK ABOUT WAS THE CITY STAFF LIAISON WAS SOMETHING WE BRIEFLY MENTIONED A FEW WEEKS AGO. COUNCILLOR SIMMONS HAD APPOINTED NAOMIE STEPHEN, EXECUTIVE ASSISTANT TO BE THE CITY STAFF LIAISON. SHE'S BEEN A TREMENDOUS HELP AND ASSET SO FAR. IN A PREVIOUS LIFE SHE WORKED FOR THE CAMBRIDGE HOUSING AUTHORITY AND A NUMBER OF OTHER PLACES WHERE SHE SPECIFICALLY DID COMMUNITY ENGAGEMENT.

AS AN ADDED BONUS IS REALLY VERSED IN THE COURBANIZE SITE AND HAS BEEN VERY HELPFUL IN THE LAST DAY IN GETTING THAT SITE UP AND RUNNING AND WE ARE EXCITED TO BE SHARING THAT WITH YOU GUYS. I WISH WE COULD DO A TEASER TODAY, BUT IT IS NOT READY. BUT WE WILL HOPEFULLY HAVE SET UP NEXT WEEK.

I DID WANT TO SAY TO THE MEMBERS OF THE COMMITTEE AND COUNCIL, PLEASE IF YOU DON'T MIND GIVING HER GRACE OVER THE NEXT MONTH BECAUSE SHE DOES HAVE THIS ADDITIONAL RESPONSIBILITY ON HER PLATE BECAUSE I THINK SHE IS GOING TO BE VERY, VERY BUSY. AT THIS POINT UNLESS ANYBODY HAS ANY QUESTIONS ABOUT EITHER OF THOSE TWO THINGS, I DON'T SEE IN THE HANDS UP.

WE CAN MOVE TO PUBLIC COMMENT.

>> Mike Nakagawa: I REALLY APPRECIATE HAVING THINGS GETTING KICKED OFF A LITTLE LATER. I'M HOPING WE CAN GET A GOOD SELECTION. THIS IS PROBABLY THE MOST IMPORTANT DECISION FOR THE CITY. SELECTING THE CITY MANAGER WILL BRING TOGETHER THE DIVERSE IDEAS OF THE CAMBRIDGE COMMUNITY. IT WILL BE IMPORTANT TO CHANGE THE WHOLE ATMOSPHERE OF THIS TOWN, I THINK. BECOME A CITY THAT PRODUCES PLANS TO PUT ON A SHELF THAT GO NOWHERE AND THEN EVERYONE GETS FRUSTRATED AS WE ARE TOLD THIS RESOURCE RICH CITY CAN ONLY AFFORD A FEW SPROUTS WHICH YOU HAVE TO FIGHT LIKE DOGS TO GET, SORRY FOR THE ANALOGY.

BUT WE ONLY FOUND OUT ABOUT THIS MEETING LAST NIGHT AFTER READING A REFERENCE IN THE END OF THE CAMBRIDGE DAY ARTICLE AND HAD TO CHECK THE CITY CALENDAR THAT DIDN'T EVEN LIST THE AGENDA. I HAD TO GO TO THE OPEN MEETING PORTAL TO MAKE SURE THIS IS EVEN BEING DISCUSSED NOW. AND I HAD A WORK MEETING IN THE MIDDLE OF THE SO I MISSED PART OF THE MEETING. WE ARE LEADING THE FIRST PUBLIC KICKOFF MEETING TO A NEIGHBORHOOD GROUP, CAMBRIDGE RESIDENTS ALLIANCE THIS WEEKEND. THIS SHOULD BE A BIG DEAL.

I THINK WE SHOULD BE HIGHLY PROMOTING IT, MORE SO THAN THE ENVISION PROCESS. WE HAD HUGE THINGS ABOUT THAT AND WHAT DO WE HAVE FOR ENVISION? WE HAVE A PLAN EVERYONE IS THINKING ON SELECTING BUT NO ZONING FOR ENFORCEMENT. I JUST THINK IN THIS TIME OF AWARENESS, THE TRADITIONAL POWER STRUCTURE HAS DISADVANTAGED MANY NEW GROUPS OUTSIDE THE SINGULAR POWER DEMOGRAPHIC. THIS IS WELL PAST TIME TO GET A LEADER WHO WILL BE RESPONSIVE, INCLUSIVE, COLLABORATIVE, AND MOST IMPORTANTLY EMPATHETIC TO THE VERY NEEDS AND DESIRES OF THE COMMUNITY. AND I LOOK FORWARD TO HIGH FUNCTIONING RATHER THAN DYSFUNCTIONAL CITY THAT WE DESERVE. REALLY HOPEFUL FOR THIS PROCESS, BUT I WANTED TO MAKE SURE – A LOT OF PEOPLE DON'T UNDERSTAND HOW THE CITY GOVERNANCE WORKS THERE NEEDS TO BE SOME EDUCATION ON THE IMPORTANCE OF THE CITY MANAGER AND HOW IMPORTANT IT WILL BE TO GET ONE THAT REALLY REFLECTS THE VARIED NEEDS OF THE CITY AND IS WILLING TO WORK COLLABORATIVELY TO BRING GROUPS TOGETHER. MAYBE NOT EVERYONE IS HAPPY, BUT IT IS UNDERSTOOD AND WE CAN ALL AGREE TO MOVE FORWARD IN A WAY RATHER THAN FIGHTING ALL THE TIME ABOUT THE VARIOUS OPTIONS. THANK YOU FOR TRYING TO PUSH THIS FORWARD. HOPEFULLY THERE'S ENOUGH TIME TO FIND SOMEONE REALLY GOOD. THANKS.

>>Heather Hoffman: HEATHER HOFFMAN 213 HURLEY STREET. WHAT MIKE NAKAGAWA SAID IS REALLY IMPORTANT AND I AGREE WITH ALL OF IT. I WANTED TO ADD ONE ADDITIONAL ENVIRONMENT GROUP, THE CHARLES RIVER WATERSHED ASSOCIATION. AND ONE OF THE THINGS THAT OCCURRED TO ME WHEN YOU ARE TALKING ABOUT EMPLOYEES, YOU'RE TALKING ABOUT RESIDENTS AND SPEAKING OUT IS TO MAKE SURE THERE'S A WAY FOR PEOPLE TO MAKE THEIR OPINIONS KNOWN IN A WAY THAT DOES NOT INVITE RETALIATION. THE CITY HAS PAID OUT MILLIONS UPON MILLIONS OF DOLLARS IN SETTLEMENTS FOR WORKPLACE RETALIATION FOR PEOPLE WHO SPOKE OUT. I DON'T EVEN KNOW HOW MANY. THERE ARE FAMOUS ONES AND LESS FAMOUS ONES. BUT THAT IS A REAL, REAL ISSUE. AND ONE OF THE THINGS I WANT TO SEE IN A NEW CITY MANAGER IS SOMEONE WHO GETS RID OF THIS CULTURE OF RETALIATION. IT HAPPENS FOR CITIZENS AS WELL. OTHERS CITIZENS AND

CITY COUNCILLORS IN ALL KINDS OF PEOPLE AROUND THIS CITY TAKE AIM AT ANY ONE WHO SAYS THINGS THEY DON'T LIKE. IT IS A TERRIBLE WAY TO RUN A CITY. IT IS A TERRIBLE WAY TO RUN A SOCIETY. IT IS A TERRIBLE WAY TO RUN A COMMUNITY AND YET THAT IS WHAT WE HAVE COME TO. I ALSO HOPE A NEW CITY MANAGER WILL ACTUALLY THINK THE LAW APPLIES TO THE CITY MANAGERS OFFICE. THAT WHEN THE CITY COUNCIL PASSES AN ORDINANCE, IF YOU ARE SUPPOSED TO HAVE MEETINGS AND REAL STUDIES AND ROLE REPORTS, WE ACTUALLY GET THOSE. BECAUSE A WORLD-CLASS CITY ACTUALLY WANTS TO KNOW THE ANSWERS INSTEAD OF CHOOSING THE ANSWERS AND CHERRY PICKING FACTS TO PUT IN A REPORT OR NON-FACTS TO GET THERE. AS MIKE SAID, I THINK WE CAN GET SOMEONE GREAT AND I HOPE THAT WE WILL. THANK YOU.

>>Vice Mayor Mallon: THANK YOU HEATHER.
 WAS THAT THE LAST SPEAKER?

>> THERE ARE NO FURTHER PUBLIC COMMENTS.

>>Vice Mayor Mallon: I WILL ENTERTAIN A MOTION TO CLOSE PUBLIC COMMENT.

Councillor Carlone moved to close public comment

	present	absent	yea	nay
Councillor Carlone			x	
Councillor Nolan			x	
Councillor Simmons			x	
Councillor Toner			x	
Chair - Vice-Mayor Mallon			x	

>>Vice Mayor Mallon: THANK YOU MR. CLERK AND THANKS TO THOSE WHO SPOKE IN PUBLIC COMMENT. IT IS 11:37. WE HAVE SPED THROUGH THIS AGENDA THAT WOULD TAKE US A LONG TIME.

I HAVE ACTION ITEMS FOR THE MEETING, BUT I WANTED TO OPEN IT UP FOR ANY CLOSING THOUGHTS ON THINGS I DIDN'T COVER. ARE THERE THINGS YOU WOULD LIKE ME TO COVER IN A FUTURE MEETING? WE WILL BE HAVING MORE MEETINGS ON THIS TOPIC TO KEEP EVERYBODY UPDATED AND ENGAGED IN INFORMED AND INCLUDED.

COUNCILLOR NOLAN?

>>Councillor Nolan: THANK YOU.

THERE WERE A COUPLE OF DIFFERENT COMMENTS MADE ALONG THE WAY.

COUNCILLOR TONER ASKED IF YOU WE COULD PUT OUT THE TEASER YOU ARTICULATED. AND MIKE IN PUBLIC COMMENTS INDEED ONLY HEARD ABOUT THIS MEETING BY READING IT SOMEWHERE. I DO THINK IT IS TIME FOR US TO MAKE SURE WE USE WHATEVER SOCIAL MEDIA TO ASSURE THE COMMUNITY THAT THIS PROCESS IS NOT ONLY GOING ON BUT IT HAS BEEN UNDERWAY FOR A WHILE.WE HAVE BEEN WORKING ON THIS SINCE THE FALL.

THERE MAY HAVE BEEN A COUPLE WEEKS WE WOULD BE FURTHER ALONG, BUT THAT IS ONLY A COUPLE WEEKS. WE STARTED THIS PROCESS LAST SUMMER, THROUGHOUT THE FALL WE DID A LOT OF WORK GETTING THE RFP OUT AND AWARDING IT TO WORKING TO PUT IN PLACE THE TWO COMPETING COMMUNITY ORGANIZATIONS THAT IT IS A ROBUST COMMUNITY PROCESS EVEN THOUGH WE ARE IN THE MIDDLE OF A PANDEMIC AND THIS WILL MOSTLY BE ONLINE. MY POINT IS WE SHOULD HAVE A BANNER ON THE WEBSITE. NOT JUST A SEPARATE WEBSITE SET UP TO PUBLIC COMMENT. BUT MAKE SURE THERE'S SOMETHING ABOUT THE CITY MANAGER SEARCH IS WELL UNDERWAY. BY THE WAY, LOOK FOR THE UPCOMING MEETINGS. IF YOU THINK OF CANDIDATES RIGHT NOW, MAKE SURE THEY KNOW. I THINK WE NEED TO DO THAT IN OUR OWN SOCIAL MEDIA TO MAKE SURE IT GOES OUT IN A NEWSLETTER FROM THE CITY AND ANY OTHER VENUE WE CAN THINK OF BECAUSE I HAVE HEARD FROM RESIDENTS AND STAFF WHAT WAS GOING ON FOR THE STAFF MEMBER ASKED ME A MONTH AGO WE ARE UNDERWAY.THEY HAD NO IDEA. LET'S MAKE SURE WE ASSURE PEOPLE WE ARE ON TRACK AND ARE GOING TO HIRE A FANTASTIC NEW CITY MANAGER BEFORE MR. DEPASQUALE RETIRES SO WE CAN MAKE GOOD ON THE PROMISE OF BRINGING CAMBRIDGE TO A BETTER PLACE. THANKS.

>>Vice Mayor Mallon: THANK YOU.

THANK YOU FOR THAT. OUR TEAM HAS BEEN WORKING WITH LEE AND DAN IN THE CITY MANAGERS COMMUNICATIONS OFFICE AROUND PUTTING TOGETHER A GRAPHIC AND PLAN ON PUTTING TOGETHER THE CITY WEBSITE WILL HAVE A DEDICATED PAGE. WE WILL HAVE A DEDICATED PAGE, AND I TALKED ABOUT ABOUT INCLUDING THIS IN THE DAILY DIGEST.

I WANT PEOPLE UNDERSTAND THIS IS A WORKING GROUP OR WE ARE TRYING TO DECIDE A LOT OF THINGS THAT WILL HELP PROPEL THAT COMMUNICATION FORWARD AND HELP MOVE THIS PROCESS FORWARD.

WE ALL UNDERSTAND THE COMMUNICATION ON THIS IS CRITICAL. ONE OF THE THINGS WE TALKED ABOUT ON OUR TEAM IS WHAT MR. NAKAGAWA BROUGHT UP—PEOPLE DON'T EVEN KNOW WE HAVE A CITY MANAGER. THEY DON'T EVEN KNOW THIS IS A POSITION THAT EXISTS AND WHAT THEY DO. WHAT WE ARE PUTTING TOGETHER IS SAYING WE ARE HIRING A NEW CITY MANAGER, HERE'S WHAT THAT PERSON DOES, HERE'S WHAT THAT PERSON IS RESPONSIBLE FOR HERE'S WITH THE CITY COUNCIL DOES VERSUS THE MANAGER. A LOT OF TIMES WE ARE SPEAKING TO A LOT OF RESIDENTS AND STAKEHOLDERS AND WHAT WE NEED TO DO IS MEET THEM WHERE THEY ARE.

I SEE THE MAYOR HAS HER HAND UP. A LOT OF PEOPLE THINK THE MAYOR IS A PERSON TO CALL. THE MAYOR MAKES ALL THE DECISIONS WE ARE REALLY TRYING TO TELEGRAPH THIS IS AN IMPORTANT POSITION IN THE CITY AND HERE IS WHY IT HOPEFULLY YOU WILL SEE THAT IN SOME OF THE COMMUNICATION THAT COMES OUT. IF YOU HAVE IDEAS ON WHERE TO COMMUNICATE, HOW BETTER TO DO IT, EVERYBODY AND ANYBODY SEND IT TO MYSELF, NAOMI, DIARRA, RANDI FRANK. BECAUSE WE REALLY WANT TO MAKE SURE NOT ONLY DO PEOPLE KNOW WE ARE LOOKING FOR A NEW CITY MANAGER, BUT WHAT THAT PERSON DOES AND WHAT KIND OF AN OPPORTUNITY THIS IS FOR US TO BE UNDERTAKING RIGHT NOW. I'M GOING TO MOVE TO COUNCILLOR CARLONE AND I SEE THE MAYOR HAS HER HAND UP AS WELL.

>>Councillor Carlone: THANK YOU MADAM CHAIR. I DON'T HAVE THE LIST IN FRONT OF ME THAT WE SHOWED EARLIER ABOUT GROUPS, BUT THE CHARLES RIVER CONSERVANCY MIGHT NOT HAVE BEEN ON THE LIST. I ADMIT I AM AN ADVISOR TO THEN. BUT THEY REALLY DEAL WITH ALL THE WATERFRONT PARKS AND WORKING WITH THE STATE REPRESENTING US IN MANY WAYS. AND IT IS JUST A GOOD GROUP.
THANK YOU.

>>Vice Mayor Mallon: I DID JOT THEM DOWN AND WE WILL ADD THEM TO THE CLIMATE GROUP WE DISCUSSED EARLIER AND SO THANK YOU FOR HIGHLIGHTING THAT.

MADAM MAYOR, YOU HAVE YOUR HAND UP

>>Mayor Siddiqui: I WILL BE REALLY QUICK.

I HAVE BEEN IN AND OUT SO I DON'T KNOW IF THIS WAS MENTIONED.

WE HAVE WORKED WITH CORTICO IN THE PAST WITH CAMBRIDGE RISE AND SOME OF THE LANGUAGE ACCESS JUSTICE WORK. ONE THING FOR THE RECORD AND FOR THE PUBLIC WAS THE FACILITATORS. CORTICO DOESN'T PROVIDE FACILITATION SO THAT IS GOING TO BE DONE BY A COMBINATION OF FOLKS. IT WILL BE PEOPLE WHO ARE TRAINED. I WANTED TO SHARE THERE ARE A LOT OF DIFFERENT PIECES.

>>Vice Mayor Mallon: THANK YOU MAYOR SIDDIQUI. IT IS A LOT OF PIECES TO THAT COMMUNITY ENGAGEMENT PIECE. IT IS AN EXCITING TIME. THIS IS A VERY EXCITING TIME. THERE'S A LOT OF WORK TO DO, BUT THIS IS THE MOST IMPORTANT THING THE CITY COUNCIL THIS TERM WILL BE DOING. FOR ANYONE WATCHING, I THINK WE HAVE A REAL COMMITMENT BY MYSELF, THE MEMBERS OF THE COMMITTEE AND COUNCIL TO HAVE A REALLY GOOD PROCESS. AND AT THE END OF THIS PROCESS WE FIND THE NEXT GREAT CITY MANAGER. AND THINK WHAT WE ARE DOING RIGHT NOW IS CRITICAL. TRYING TO FIGURE OUT WHAT KIND OF QUALIFICATIONS, WHAT KIND OF PERSONAL ATTRIBUTES DO WE REALLY WANT. WHAT KIND OF A LEADER ARE WE LOOKING FOR IN THE NEXT CITY MANAGER AS WE MOVE OUT OF A PANDEMIC IN A DIFFICULT TIME WHERE A LOT OF THINGS HAVE BEEN EXPOSED OVER THE TIME OF THE PANDEMIC.

THERE BEEN A LOT OF LESSONS LEARNED AND HOW DO WE TAKE THOSE LESSONS AND ENSURE WE HAVE A PARTNER IN THE CITY MANAGER THAT WILL HELP US MEET SOME OF THESE NEEDS AND RISE TO THESE CHALLENGES AND CONTINUE TO WORK ON THOSE GAPS WE SAW DURING THE PANDEMIC AND CONTINUE TO SEE. IT IS AN EXCITING TIME. I HOPE EVERYBODY ON THE COMMITTEE AND COUNCIL IS EXCITED ABOUT DOING THIS WORK.

COUNCILLOR ZONDERVAN HAS HIS HAND UP.

>>Councillor Zondervan: THANK YOU.

I FULLY SHARE YOUR EXCITEMENT AND APPRECIATE YOUR LEADERSHIP IN HELPING MOVE THIS FORWARD. AND I THINK IT IS ALL OUR RESPONSIBILITIES TO HELP EDUCATE THE PUBLIC AND MAKE SURE PEOPLE ARE AWARE OF THIS PROCESS AND WHY IT IS SO IMPORTANT AND HOW THEY CAN PARTICIPATE. PLEASE LET US KNOW OF OPPORTUNITIES TO HELP AMPLIFY THAT MESSAGE SO WE CAN ALL CONTINUE. THANK YOU.

>>Vice Mayor Mallon: THANK YOU FOR THAT. I AM NOT SEEING ANY OTHER HANDS UP. DOES ANYBODY ELSE HAVE ANY LAST PARTING THOUGHTS? OKAY. WELL, THANK YOU ALL FOR BEING HERE, FOR ENGAGING IN THIS PROCESS AND BRINGING YOUR HONESTY AND EVERYTHING TO THE TABLE. I AM GRATEFUL TO HAVE YOU ALL WITH US ON THIS JOURNEY.

TO THE MEMBERS OF THE PUBLIC, PLEASE KEEP AN EYE OUT. HOPEFULLY NEXT WEEK YOU WILL START SEEING A LOT OF ENGAGEMENT ON SOCIAL MEDIA THROUGH THE DAILY DIGEST THROUGH THE WEBSITE. I HOPE AT THE END OF THIS PROCESS THE RESIDENTS AND STAKEHOLDERS ARE SICK OF HEARING FROM US ON THIS TOPIC AND THAT EVERYBODY IS FULLY ENGAGED AND KNOWS WHAT IS HAPPENING.

ON THAT I WILL ENTERTAIN A MOTION TO ADJOURN.

Councillor Toner moved to adjourn at 11:45am

	present	absent	yea	nay
Councillor Carlone			x	
Councillor Nolan			x	
Councillor Simmons			x	
Councillor Toner			x	
Chair - Vice-Mayor Mallon			x	

A communication was received from Vice Mayor Mallon, transmitting a memorandum regarding the City Manager Search Timeline.