



# FINANCE COMMITTEE

## COMMITTEE MEETING

~ MINUTES ~

Tuesday, May 10, 2022

9:00 AM

Sullivan Chamber  
795 Massachusetts Avenue  
Cambridge, MA 02139

### Finance Committee will meet to conduct hearing on FY 2023 budget

| Attendee Name     | Present                             | Absent                              | Late                     | Arrived |
|-------------------|-------------------------------------|-------------------------------------|--------------------------|---------|
| Dennis J. Carlone | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |         |
| Patricia Nolan    | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |         |
| Burhan Azeem      | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |         |
| Alanna Mallon     | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |         |
| Marc C. McGovern  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |         |
| Sumbul Siddiqui   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |         |
| E. Denise Simmons | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |         |
| Quinton Zondervan | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |         |

A communication transmitted from Louis A. DePasquale, City Manager, relative to the FY2023 submitted budget and appropriation orders. REFERRED TO THE FINANCE COMMITTEE IN COUNCIL MAY 2, 2022

Minutes Acceptance: Minutes of May 10, 2022 9:00 AM (Committee Reports)



**CAMBRIDGE CITY COUNCIL FINANCE COMMITTEE**

COUNCILLOR PATRICIA M. NOLAN, CHAIR

COMMITTEE MEETING

TRANSCRIPT OF PROCEEDINGS

May 10, 2022

9:00 AM, SULLIVAN CHAMBER

Minutes Acceptance: Minutes of May 10, 2022 9:00 AM (Committee Reports)

**COUNCILLOR PATRICIA M. NOLAN:** Meeting having arrived, I call this meeting of the Finance Committee to order. The call of the meeting is to conduct a hearing on the FY 2023 Budget.

Pursuant to Chapter 20 of the Acts of 2021, adopted by Massachusetts General Assembly and approved by the governor, the city is authorized to use remote participation at meetings of the Cambridge City Council.

To watch the meeting, please tune in to Channel 22 or visit the open meeting portal on the city's website.

Today's meeting will be conducted in a hybrid format. If you would like to provide public comment, please go to [www.cambridgema.gov/publiccomment](http://www.cambridgema.gov/publiccomment), all one word, to sign up.

With that, all of today's votes will be by roll call. Uh, Clerk, uh, Clerk Wilson, if you could take a roll call of members present.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Present

Councillor Dennis J. Carlone - Present

Vice Mayor Alanna M. Mallon - Present

Councillor Marc C. McGovern - Absent

Mayor Sumbul Siddiqui - Present

Councillor E. Denis Simmons - Present

Councillor Paul F. Toner - Present

Councillor Quinton Y. Zondervan - Present

Councillor Patricia M. Nolan - Present

**Present-8, Absent-1.**

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. I do wanna say that, uh, per, past practice, uh, we will, uh, be allowing public comment at the beginning and also reserve some time at the very end of the day so that people won't have to wait until their individual items come up.

We will not be, we don't intend to do public comment after each individual department, that would be too challenging to, uh, to navigate.

Uh, to start, I will, uh, turn it over to, uh, the city manager and his staff for very brief opening remarks. To remind everyone, we had a, a presentation on the overall budget last week. They won't be going in depth about the budget.

The purpose of today's meeting is to have a hearing on the various departments from councillor questions and comments on some departments that have been pulled for



today.

To also remind everyone we will be having, uh, the School Department is not on the budget today, that is for tomorrow night. We'll be having a hearing specifically on that at six o'clock.

And then next week, uh, we will be having a hearing on the remaining departments that were not addressed today, and we are reserving a third full day of hearings next Thursday, if we need that additional time to, uh, review it in depth and answer all the questions, uh, asked by the councillor.

So, I will turn it over to City Manager DePasquale, and then we'll, uh, go back and, and review the items on the budget that we'll be pulling.

**CITY MANAGER LOUIS A. DEPASQUALE:** Thank you, Madam Chair. And we'll make this brief because we did speak about, when we submitted the budget, but I'm excited to submit this budget.

It's a 6.5% increase, but I think it really reflects the importance of the practices and the goals that the City Council feel is imp, important. And we've rarely tried to, again, continue to address areas where we know the

residents and the council want us to address more the housing--affordable housing budget, clearly.

I'm very pleased to have the new first time community safety budget in this budget for the first time, the alternative public task force. So, I think that's exciting. We're trying to continue to work on universal pre-K. I think we are making progress in working closely with the school. I think we're getting there.

We continue our work to increase our equity and inclusion and our language justice. Uh, the consolidated spending. I want to thank, uh, previous finance chairs, Councillor Simmons, and Councillor, uh, Carlone, sorry about that, Dennis.

I think it's really showing where we spend our money. It's been a great addition, uh, and we're happy to show that and want to thank Councillor Nolan and Councillor Carlone for Section 1, page 54, which for the first time really puts dollar amounts to the council goals.

And I want to thank all the departments. I've been doing budgets for about 40 years, and I really think this is the best budget for the residents to really understand where our money goes.

And that's really been an effort, not just by the finance team or the city manager's office. That's been an effort working with the finance chairs in the council for a lot of years.

So really want to thank the, the council for their leadership in making this document. I feel the best document that we've ever produced for getting all the information that people need to see.

So, with that, I'll see if David or Tom wanna add anything quickly and we'll start the hearings with the departments. David.

**ASSISTANT CITY MANAGER DAVID KALE:** Thank you, Mr. City Manager, through you to the chair. Um, again, uh, this is a budget that is \$801 million, uh, and represents a 48, almost \$49 million increase, or a 6.5% increase over the adjusted budget.

Um, the, this budget calls for an 8.4% increase in the property tax levy. Um, and, uh, that is slightly higher than, uh, what we have for our five and 10 year average.

Uh, we again, as always, will look at, um, bef--when we come to you in the fall to set the tax rate, we will do another evaluation of non-property tax revenues to see if

there's some adjustments that we can make, uh, to, uh, adjust the levy.

Um, I would also say that this budget reflects, um, as in prior budgets, um, revenues to, um, um, fund the budget, which includes from reserves \$2.5 million in overlay surplus balances, \$13 million from free cash, uh, one point--\$11 million from debt stabilization, \$17 million from health claims trust.

Um, and so those, those reserves are, uh, uh, key to basically, uh, balance the budget. Um, there are 23 new full-time positions added to this budget to reflect, uh, program, uh, initiatives, um, of high priority to the council.

And, um, I would again, uh, remind everyone that, uh, um, we continue to, uh, receive our triple, AAA from the three major credit rate agencies. And, uh, that is, uh, key in terms of what we're able to do in this budget and our policies, uh, which are reflected in that ra, rating, and, uh, our future outlook remains very strong.

So, with that, I don't know if Taha would like to add a couple things, but, uh, good Taha? Okay. Then I think that represents the, um, overview. I would just also point

out, uh, that if you go to the budget book, the first, uh, section of the introduction, um, is a joint message from the mayor and the city manager.

And, uh, I think it's, uh, important to note that, uh, the city has, uh, allocated, uh, from a variety of sources over \$35 million, uh, to support, uh, individuals, businesses, families, um, and non-profits, uh, during the pandemic, uh, though, as I said, a variety of sources.

So, I think the city has been able to, uh, move through this pandemic and provide support to a variety of constituencies in the city to help ease the impact of Covid 19.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, uh, Mr. Kale. I, I wanna note there's something that I'm not sure we'll be talking about later, but I wanna highlight some work that was done in conjunction with the council and the finance staff on the investment policy, which is quite, um, important. Is it on the agenda? It's, it's in the, it's on today's, that department, right? Oh, it's next week. Alright.

**ASSISTANT CITY MANAGER DAVID KALE:** Next week is the, um, overview of the, uh, established sections.

**COUNCILLOR PATRICIA M. NOLAN:** Alright. Well, before warrant, there's very exciting changes in that based on some of the, the council work and working together that I think we should all be proud of and excited about.

In addition to it, I wanna highlight that in a time of economic constraint, again, Cambridge can't do everything. We, however, are very lucky.

This increase in ability to add 23 positions is quite remarkable. We also, as has been mentioned, we're able to cover not all, but a significant number in the tens of millions of dollars of the COVID related expenses for the city in the, in the last couple years.

So, as, as challenging as the environment is, Cambridge, once again is coming through with a budget that is significantly higher than in the past. Um, and today we'll be talking about many of those.

I believe the order will be the, I have the list of the committee, we'll review the budgets for the following departments, right?

We have a list of the departments that, uh, councillors have suggested they will be pulling. I think what makes sense is for me to read the list of ones we are

not pulling, and if there's anyone who has a question on those, you should say now.

And otherwise, I will entertain a motion for all the departments that we are not pulling, that we will pass them with a favorable recommendation to the full council.

I'm, I'm looking to my Finance Co-Chair who's more experienced at this to make sure that's the appropriate, uh, order of business.

So, all of you should have in front of you the, the list of departments, and you can correct me if I'm, uh, calling one that the, um-- We did not pull the budget overview, the mayor's office, executive leadership, DGVPI, right?

**CITY CLERK ANTHONY WILSON:** You skipped a part.

**COUNCILLOR PATRICIA M. NOLAN:** What?

**CITY CLERK ANTHONY WILSON:** You skipped the rest of it.

**COUNCILLOR PATRICIA M. NOLAN:** Skipped the rest of the, uh, well, uh, Tourism, City Council, City Clerk, Finance Administration, Budget, Personnel, Purchasing, Auditing, Treasury/Revenue, General Services, Employee Benefits, Election Commission, Public Celebrations,

Reserve, Animal Commission, Fire Department, License Commission, and Emergency Communications.

The ones I just read are the departments that we did not receive questions from councillors suggesting that they are ones that we might wanna be discussed.

Is--any councillor here want to pull any of the--that list of departments I just named? Is there anyone I'm missing you guys want to know? If you're remote, please raise your hand.

Alright. With that, then, I will entertain a motion for all of the departments I just named to pass with a favorable recommendation to the full council. A motion made by Councillor McGovern.

**CITY CLERK ANTHONY WILSON:** On that motion--and I'm just, just for the record, I'm just gonna read them one more time. The items that are going to be referred to the full City Council with a favorable recommendation are the budget overview, the mayor's office, executive leadership, DGVPI, Tourism, City Council, City Clerk, Finance Administration, Budget, Personnel, Purchasing, Auditing, Treasury/Revenue, General Services, Employee Benefits, Election Commission, Public Celebration, Reserve, Animal



Commission, Fire Department, License Commission, and  
Emergency Communication.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Yes

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-9, No-0, Present-1. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. With that,  
we will then move--we can go in order on the list in, in  
front of you. The first one that was pulled was, uh,  
diversity and equity and inclusion.

So, any councillor who has any comments or questions  
about that department, uh, please raise your hand or  
indicate to me that you have questions.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Madam Chair, point  
of order.

**COUNCILLOR PATRICIA M. NOLAN:** Yes, Councillor Zondervan.

**COUNCILLOR QUINTON Y. ZONDERVAN:** I, I don't see that on the list that the clerk sent us.

**COUNCILLOR PATRICIA M. NOLAN:** Okay. So, should we just pass it with a favorable recommendation then? Is there a motion to pass that with the favorable recommendation?

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Yes

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-9, No-0. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** Thank you for that point of order. I missed it on the list. So, then the next-  
- Aren't we--didn't we just pass that?

**CITY CLERK ANTHONY WILSON:** No.

**COUNCILLOR PATRICIA M. NOLAN:** Okay. I, uh, made another oversight that I, equity and inclusion is also something no one had, uh, it doesn't appear to be any questions.

If there are questions, raise your hand, otherwise, I'll entertain a motion to pass it with a favorable recommendation. Councillor McGovern has, uh, moved that we pass equity and inclusion with a favorable recommendation to the full council.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Yes

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-9, No-0. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** Okay. We are onto the Public Information Office. Any councillors want to start

with questions? Who tells me?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Uh, I'm happy to ask a question.

**COUNCILLOR PATRICIA M. NOLAN:** Yep. If you're remote, if you could raise your hand. I'll try to see you, but it's, it's tricky to challenge both. So, raise your hand in the Zoom and Councillor Zondervan, you, you have the floor.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. Um, my question is on the, the new, uh, broadband position. I was trying to understand, um, why that's being housed in the Public Information Office.

**UNIDENTIFIED SPEAKER:** Uh, through you, Madam Chair, to the councillor. Um, as you know, over the years, as we've worked on broadband initiatives and our digital equity initiatives, they've been led out of the city manager's office sitting in the PIO Office.

So, in collaboration with IT, um, the place that we wanted to have this position sit, um, is in the PIO Office. The individual that we're hiring will actually be sitting over in the IT building, Pat McCormick, who's the city's Chief Information Officer.

And I work very closely together on, uh, the broadband

initiatives and digital equity initiatives that, um, the city engages in. And that was sort of the decision to make it sit in the city manager's office.

Some of that is showing the importance of this position, um, particularly when we think about the public and how they perceive, um, where things sit in an organization, uh, showing how important these initiatives are, um, was one of the decisions that we made in terms of where we wanted to have this set.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you. Can, can you explain a little bit more about what this person would be doing.

**UNIDENTIFIED SPEAKER:** Through you, um, Madam Chair. Um, as you know, one of the recommendations from the digital equity report was to hire this type of position. And right now, we're envisioning, uh, this role to have two primary, um, functions.

Um, one of it will be to support the ongoing digital equity initiatives in the city to really help coordinate and, um, collaborate with our departments on our internal efforts, but more importantly, to be able to engage with the public and with non-profits that are working on the

outside to really help bring together all of the various initiatives in a cohesive sort of program.

Additionally, as we continue to expand into municipal broadband, we need someone to be helping with the research, some of the program management, looking at how all of the various programs that are out there are connecting.

Um, it's started to just really become a lot of effort and we want to make sure we're not missing anything. And in, and in creating a position, we're not only showing the importance, but we're now putting staff, resources that are dedicated specifically to the, these two initiatives, um, forward so that they'll really be able to help accelerate the work that we're doing.

Again, to be able to connect with the public, and as the municipal broadband efforts evolve to have staff capacity, um, they'll be ready to go to make sure that we're as successful as possible.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Got it. Thank you. Um, through you, Madam Chair, I have no further questions.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Any other councillors have questions?

Um, I will follow up. I, it, it does strike me as, uh,

Councillor Zondervan said, to have this really important position in public information, it is so much broader than that. We have housing, we have climate, we have so many other areas that are critically important, and we don't put them in the public Information office.

It seems to me this one should really reside maybe even a joint relationship. But the IT Department, it is, it is something that is so deeply technical also, it is, it, it, it's almost as though the public information would be something that would be one of the roles, but not the major role for this really critically important, uh, staff.

So, I, I would also encourage us to think about a different reporting relationship so that we ensure that it is, if, if it's coordinated with IT, I wouldn't understand why it wouldn't be a, a joint relationship.

**CITY MANAGER LOUIS A. DEPASQUALE:** Thr, through you, Madam Ma'am, Madam Chair. Often, the council has expressed when they really feel a position as a threat and importance, it'd be placed in the city manager's office.

We have been doing that in numerous situations. It started with the Housing Liaison position, to be very honest. So, this is clearly a change in where the council

feels we would put an important position.

I think there is weight. One of the places is in the manager's office, but we've put a lot of thought and effort to this, and I'm a little surprised that there was a feeling this isn't the right department.

So, I would think it is, but certainly at some point you could have that discussion with the new city manager.

**COUNCILLOR PATRICIA M. NOLAN:** Right. And, and I think for me, it was more the public information as opposed to city managers. Maybe even just semantics to have it instead of reside in public, just public information, but directly in the city managers through you.

I completely agree on that Housing Liaison. So, if I, if I misunderstood the reporting relationship, it just seems like it should be direct city manager. Does that make sense? Yeah. Okay. Thank you. Any other-- Councillor Carlone.

**COUNCILLOR DENNIS J. CARLONE:** Uh, thank you, Madam Chair, through you, um, to the, um, PIO Office. I always have to thank, PIO, Public Information.

I am not going to comment on the budget. It's, it seems very reasonable to me. But I wanted to thank you, um,



for keeping us informed when issues are happening in the city and, and learning it directly from you, um, instead of having a resident coming up and saying, "Hey, did you hear about such and such?"

Um, and I, I, you know, most of the news isn't always good, but at least we know what's happening and I greatly appreciate that. Thank--so thank you.

**CITY MANAGER LOUIS A. DEPASQUALE:** Uh, through you, Madam Chair. Can I just respond to that quickly? Councillor Carlone, I really appreciate that. Uh, when I got the opportunity to be city manager, that was clearly something that was stated to us that councillors should not find out things by surprise.

And Mr. Gianetti and his team, I think have done a phenomenal job really making the council, so they're not surprised. And I, I want to thank them for that as well. So, thank you for bringing that up.

**COUNCILLOR PATRICIA M. NOLAN:** Any other councillors on this item? I'll entertain a motion to, uh, move the pub--by Councillor Carlone is, uh, move the--this department being afforded to the full City Council with a favorable recommendation on that motion.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Yes

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-9, No-0. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** The next, the next department that was pulled is the Housing Liaison. We have, uh, uh, the director, Director, uh, Pensak, would you like to open this or?

**DIRECTOR MAURA PENSAK:** Sorry. Through you, Madam Chair. I'm happy to be here and--to answer any questions.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Director Pensak. Uh, which councillor's-- Uh, Councillor McGovern.

**COUNCILLOR MARC C. MCGOVERN:** Good morning. Um, I'm having a little computer issue booting up so I don't have to do my--remember my questions.

Um, so first of all, thank you, uh, Ms. Pensak for being here. And, and, uh, thank you for, for everything that you, that you've been doing, uh, since joining the city. And I think we've all called on you, uh, numerous, numerous times.

And, um, you know, you're, you're, I don't think people know quite all the things that, that, that you do, that you're, you know, you're not just, you know, sitting in an office in the Multi-Service Center, you know, looking at lists and things, but the case management portion of what you do and, and how, uh, integral and in depth and, uh, you get with the clients and, and, and the, the residents that you serve.

And it, it's always above and beyond. And so, I want to just publicly acknowledge you and thank you for that.

Um, question is pretty simple. Um, you know, what are your priorities top, you know, two or three priorities moving forward into next year? And is this budget sufficient and hit the right notes for you?

**DIRECTOR MAURA PENSAC:** Thank you for that question. Through you, Madam Chair. Um, I would say the three immediate, um, priorities, uh, to continue to address the

needs in what I would call the three focus areas of the position. And that's people, projects, and policy.

Um, as you know, the office was established to be a dedicated resource, um, that's now--housing resources now embedded in the city's infrastructure. But we don't stand alone.

Um, we have and continue to work with Community Development Department, um, Housing Division, the Department of, uh, Human Service Programs, Multi-Service Center, Council on Aging Commission with, uh, for persons with disability, as well as what's often kind of, maybe not thought of in terms of housing, but the, um, Human Rights Commission and their Fair Housing Initiative.

And also, almost daily with the Inspection Services Department team. Um, we work really closely with them and also with the library, uh, and police, social work staff, um, all of those folks. Um, all of those staff and departments, we've really built on partnerships both formally and informally over the past year.

So, when we looked at the needs this year, um, we first looked at the services and resources that are, um, part of the housing, you know, housing response throughout

the city. And then we looked at what the gap is and how could we fill it, um, and expand and--intentionally and strategically, but not duplicate services and resources.

So, we realized that there is a need for, um, direct service capacity as well as technical and logistical support, um, for many of the collective projects that we've started, um, that we've done through the year, um, and, and have planned for this upcoming year.

So that's why we, um, uh, proposed two positions. One that will meet the direct needs, uh, and requests of our residents and the other to help meet the goals of identifying, implementing project initiatives and policy strategies to look at the housing crisis systemically.

Um, so in terms of the former, just to be a little bit more specific, um, you know, as you know, last year, the addition of the stabilization advocate allowed me to kind of turn my attention a little bit away from, um, direct service and to start looking at these other projects and other ways that we can address the housing crisis.

But despite the advocate always being at capacity, but never at capacity, it's kind of our motto, there's always room, um, a significant percentage of my time has continued

to be, uh, allocated to residents.

So, the proposed staff, the direct service staff, um, housing case manager will fill a gap that, um, so to take some of that work off of my plate and the stabilization advocates and also kind of, um, partner again with the Multi-Service Centers, housing search staff and case management staff, and fill the gap there.

Um, and then in terms of policies, um, projects and policies, an overarching goal that I've had is to really develop our outreach and education work. Um, and, um, all of the tools, we've made a great inroads with the Housing Cambridge Campaign.

Um, but we want to continue to proactively make sure that residents know where to go, that it's a one stop shopping, no wrong door, excuse me.

And we, um, you know, whether that's through more webinars, in-person trainings, um, in-person gatherings, and we also really want to, and need to develop more multilingual materials. Um, we want to improve the Housing Liaison webpage. Um, that's, you know, we just started that this past year.

Um, so, and then the other goals are to re-establish a

coordinated, um, hoarding response team, uh, and also track trends that are affecting our residents.

So, in short, long--my, my nickname is long story longer, um, to the--in summary, um, I do think it meets the needs, um, because we do have a robust comprehensive team in place, we just decentralize. And so, I think whenever we, we build out, we wanna make--consider all of the services that we offer through the city.

**COUNCILLOR MARC C. MCGOVERN:** Thank you. Through you, Madam Chair. Just a, a quick, um, you know, one of the things I've--we've talked about in the past and we've heard a lot about is the, the, is the issue of, uh, credit repair, credit recovery, whatever you, you know, however you want to phrase it.

Is this something that one of these new positions we'll be spending time on or does that--is, is the need for that large enough that we actually need a--that--a single person to do that?

**DIRECTOR MAURA PENSACK:** Excuse me. Through you, Madam Chair. Um, it's a good question. We just put out a, um, a survey. Um, we sent it out two weeks ago. It was due last week to about 70 property management companies to get a

sense of how they are, um, how they use, um, credit to screen tenants.

Um, we are working very closely with Justice Star and CEOC on, um, how they help residents prepare to address the needs. So, uh, at this time, I would not think that we need a person, but we do need to do more work on that we started this year

**COUNCILLOR MARC C. MCGOVERN:** Through you, Madam Chair. Yeah, I, I think the, you know, at least in my experience, the two things that, you know, tend to stand in the way the most for a lot of people are quarries. And I know that there's a lot of work being done to seal quarries and, you know, certainly for nonviolent offenses and things like that.

And then credit and, and those are, you know, someone waits a long time, they get through the exclusionary list and then, you know, someone of the things that they look at in terms of someone's credit may have absolutely nothing to do with their housing, right?

It may be they have bad credit for past credit cards or what have you, and then that keeps them from, you know, potentially getting a place.



So, um, definitely something, you know, we need to keep an eye on. And I'm, I'm sure you are, but I wanted to make sure that you had the staffing, uh, to do that. Coz, I know you're, you run around like a, like a chicken sometimes, and, uh, you need a lot of support in that office. It's probably one of the busiest offices, um, you know, that we have, uh, considering the size especially.

So, thank you again for everything and, and, um, you know, happy to move this forward if there's no other questions.

**COUNCILLOR PATRICIA M. NOLAN:** In which order?

**CITY CLERK ANTHONY WILSON:** [inaudible 00:36:11].

**COUNCILLOR PATRICIA M. NOLAN:** Okay. Thank you.

Councillor McGovern, you yield the floor? Yep.

**COUNCILLOR MARC C. MCGOVERN:** Yes, Madam Chair.

**COUNCILLOR PATRICIA M. NOLAN:** Um, uh, we'll have Councillor McGovern, Mayor Siddiqui, and then Councillor Simmons. Uh, Councillor Zondervan, you have the floor.

I am recognizing people and I believe the order they raised their hand. If I missed an order, uh, I apologize in advance and feel free to correct me if it, if it matters to the councillors who are remote, um, or in the chamber about

when they go. Thank you. Uh, Councillor Zondervan.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. The, the only correction is that, uh, I'm not Councillor McGovern. Um, thank you, uh, Councillor McGovern for those questions.

I, I was largely, uh, planning to ask the same, but I, I guess my concern is that even with this additional staff, it still wouldn't be enough. And, you know, my, my offices, I'm sure many of, of my colleagues, um, try to support residents who, uh, find themselves in, in crisis.

And, you know, I deeply appreciate, um, the, uh, Housing Liaison's, uh, efforts and, and support, but we do find that it's just not enough.

And I don't know if there's any way to build in to the budget, some, some flexibility so that if the workload turns out to, to still be, uh, too much for, for this staffing increase that we can add additional capacity, uh, during, during the year to, to respond to the, uh, uh, ongoing and, and growing housing crisis in our city.

**CITY MANAGER LOUIS A. DEPASQUALE:** Through you, Madam Chair. Uh, I agree this department, you know, but you have to also understand, we do have the Community Development

Department involved, and it's in this Morris Editor Department.

Uh, we've gone from two to four, which is a hundred percent increase. We've also had \$50,000 added to temporary. But I'm sure if the need really grows to another position, there would be ways to fund, uh, uh, an extra position in the following year.

But obviously, this is a key council priority. I mean, it's the only budget of this size that we've added two positions to--in recognition of the demand in the work that Mara has done.

So, but I, I agree with you, councillor, if there is a need to--I'm sure we could figure out how to figure--to make it work.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Great, thank you. Um, through you, Madam Chair. And as, as we all know, Boston and Somerville, both have offices of housing stability, our Housing Liaison Office is increasingly, uh, seems like it's performing similar or, or the same functions.

Is, is there any benefit or advantage to, um, renaming and, and restructuring this into an Office of Housing

stability? And, and what would that, uh, mean in terms of the budget?

**DIRECTOR MAURA PENSAK:** Through you, Madam Chair. Um, as we, um, we talked about this last year, um, and, um, as I, uh, shared, there, there's some significant differences between Boston, Somerville, and Cambridge.

Um, Cambridge, the most, the most significant difference is that Cambridge has a Multi-Service Center. When Boston, Somerville, um, opened their offices, they did not have a, a Multi-Service Center. They don't, don't also don't have as active a, um, housing division in the Community Development Department.

So, uh, without going into a long explanation, although I'm happy to give more detail if, if required, um, it's really, uh, in terms of the, the staffing that we offer through the city, uh, for a housing response, we actually have more staff, uh, on the ground than either Boston or Somerville.

**COUNCILLOR PATRICIA M. NOLAN:** Councillor Zondervan.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Through you, Madam Chair. Thank you, um, for that answer to, to Ms. Pensak. Um, and, and I, I would agree, I'm, I'm not, uh, disputing

the, uh, availability of those resources.

I guess what I'm asking is would there be any benefit to consolidating them under a single department rather than having them currently dispersed, uh, and decentralized as they are?

**DIRECTOR MAURA PENSAK:** Through you, Madam Chair. Um, that's a, uh, I understand that question and, um, in fact we, uh, um, the assistant city manager is of, um, community development and human services, and I, along with others, you know, have been kind of thinking, what, what is the best structure, uh, at this point?

And I think it can go many ways. Um, but right now we're trying to kind of fill out and meet the need and then kind of look to see if there should be any changes. But that is kind of in, in the plans to at least have some conversations about, um, in the, in the coming year.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Great. Thank you so much. And again, thank you for all your work and, uh, I yield the floor.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor Zondervan, and Director Pensak. Uh, Mayor Siddiqui.

**MAYOR SIDDIQUI SUMBUL:** Thank you. Uh, I think most of

the questions I had had had been answered, so I'm-- Did I do something wrong? Is there an echo?

I'll just do that. So, yeah, some, most of my questions have been answered, so, but if you don't mind, I'll just get some further clarity.

Um, first, I think we work with you the most, so you do so much and, um, we're really grateful for all your office does.

I think--when I think about the conversations that we've had in the past, the policy is really important and I know that it's really important to you.

And I think my query is, you know, I don't know if it's--there's a need for a full-time policy person, but I, I do think in so much of this work, particularly even the alternate credit review strategies, you know, you've been working on that for over a year, I think now. Uh, and I think some of it's not necessarily about, you know, adding new folks, but thinking about the, you know, priorities within.

And I think the policy issues that you've been working on, they're really, really heavy and they take a lot of effort and coordination with the CDD.

So, I think in the future, I'd love to see a little bit more focus on policy because it is the city manager's office, and I think our connection to the council, it's just much more closer.

So that flexibility, I'll echo my colleagues, I think we want things to move faster, right? On some of these issues because they're so urgent. Uh, and I think some of it, it's, you know, obviously if there's two people, you're gonna have to focus on other different priorities.

So, I just really see the need for some of these pieces, um, really to go, uh, hand in hand. So, I think, uh, you know, I, um, wanna be making progress, you know, I'm thinking about what's in envision, thinking about what's--of course, CDD plays a role, but your office, given the work, uh, plays a big role too.

And then I guess, uh, uh, I, I, on that note, there is something on--about--here about, you know, the development of data systems and tracking of efforts and outcomes. Curious, you know, how you've been, um, what kind of system you've been using for evictions.

**DIRECTOR MAURA PENSAK:** Through you, Madam Chair. We've just been using the data that we receive from the

legal services, um, agencies that we work with.

Um, but to your point of policy and data and all of that, that is exactly why we put in place the, um, the project coordinator to help, help me put some of those things together and take some of the kind of detail off my plate so I can focus on the, on the bigger picture.

**MAYOR SIDDIQUI SUMBUL:** Okay. So, I'll read project as project and policy coordinator, maybe we can change that. Uh, and then another question would be just run language and how you utilize, um, you know, what systems you're utilizing to help with any language, uh, access barriers?

**DIRECTOR MAURA PENSAK:** Through you, Madam Chair. Um, that is also something that we've been working on. Um, Human Rights Commission, um, Crystal Rosa, I have to give a shout out, has been really incredible help for me make sure that it happens and there is money in the budget to make sure that, um, we are able to, um, translate everything that we develop.

Uh, we want to put, we wanna develop more, um, materials, but also make sure everything is, um, translated as you--the tenant resource guide has been translated into all languages. It hasn't been printed out in all lang--in,



in, in the eight primary languages of the, of the city, so.

**MAYOR SIDDIQUI SUMBUL:** And then I, I think that the, the money also includes some kind of language line if someone comes in.

**DIRECTOR MAURA PENSAK:** I apologize. Yes, we use the language line very often and it's quite useful, it's--works well.

**MAYOR SIDDIQUI SUMBUL:** Okay. I think those are all my specific questions. Uh, but, you know, thank you for everything, um, that you do. And, you know, I look forward to continue to work with you all.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Mayor Siddiqui. Councillor Simmons, you have the floor.

**COUNCILLOR DENISE E. SIMMONS:** Uh, thank you. Through the Chair to Director Pensak. First of all, uh, I know that this is a budget hearing and we hate to--we have to keep our questions commentary directed at issues relating to the budget.

But if this were an opportunity to do a employee appreciation, I would just have to say, Ms. Pensak-- Director Pensak, you are doing an extraordinary job.

And I'm sure that, uh, Cheryl Ann Pizza-Zeoli, who was

the mover and shaker around this position, uh, you know, this is a good time to acknowledge the hard work that the Housing Committee did, uh, when Councillor McGovern and I, uh, chaired it to make sure that this position happened.

So, I just need to say, uh, that, uh, Director Pensak, I know that the work that you do is, uh, very, very difficult. Um, and I did have the same, uh, question relative to having the bandwidth to do the policy work.

Because one of the things when we developed this, when we, we, uh, Cheryl Ann Pizza-Zeoli, Elaine DeRosa, and another--a number of other policy advocates came up with the idea of this position.

One of the things that we wanted to do is to make sure too, it was a position that spoke directly to the city manager and also did a lot of policy work.

So, I'm hoping at any point, uh, Director Pensak, that you feel as though the policy work is taking the, the short shrift, I hope that you will reach out to the council, through the city manager to get the sufficient funds, uh, to, and be, to be able to do that because it's important.

And I do know, having worked with your office a number of times, uh, that there is so much that comes into this

position. So, I, too, is this enough in terms of dollars to get you to do what you need to do?

I do believe, and I've heard from our city manager and do believe, at least for the city manager, if you needed a larger, uh, and needed another position that we would fund it.

I just wanna make sure that because we are in this budget period, that we acknowledge that this certainly might be the case and will be, you know, sort of prime to allow a greater allocation. Because if, if I were to say, what are the issues it, when we do the, uh, annual customer satisfaction survey or whatever the thing is called, housing is always at the top of the list.

And so, we know that the need is there, Director Pensak. And so please always feel enabled and empowered to ask for additional funds. I know Mr. DePasquale, who's face I cannot see is probably wincing, but, um, I, I, this is just too important, um, an issue.

So again, uh, uh, if--because I am really attuned to the policy part of this, uh, if you see that the, um, and I guess as, as a question, do you feel that before the next budget cycle, that you may need additional support to do

the policy directives?

Uh, and the second piece would be, I know working with the management companies, which I'm extraordinarily happy to see that you're doing is very, very hard work coz they're, how my, how can I say this kindly? Not always the easiest people to work with.

Um, do you have su, sufficient resources financially to be able to do that work? So, uh, let me just ask you those questions and, um, uh, go from there. Director, Pensak.

**DIRECTOR MAURA PENSAK:** Through you, Madam Chair. Thank you. Councillor, Simmons. Um, I do believe that, uh, there are sufficient resources to at least get a good handle on what we need next. Um, I'd like to put, be able to put in the project coordinator in place, uh, and see, you know, if--where that takes us. Um, and I do feel comfortable, uh, talking with the city manager, uh, if we need to go further.

**COUNCILLOR DENISE E. SIMMONS:** Thank you, Director Pensak. Uh, through the Chair to Ms. Pensak. One of the things, I--actually, through the Chair to Mr. DePasquale. Very pleased that this position sits close to the city

manager's office.

I know that there's been a lot of conversation about having an Office of Housing Stability like Cambridge and some in Boston and some of will do. But in this case, and thank you Director Pensak for pointing it out. We are the lead in this. We are the lead. They may wanna follow our example.

Uh, so I'm very proud about that, uh, because I think we do take it further and have been doing that longer than the city of Somerville and Boston.

Um, all the other questions I think have been answered. I did have a question about the language, you know, um, making sure that all the information that we had enough dollars in the budget to make sure our da, um, we are reaching out effectively to residents that may not have English as their second language. But I believe that you answered that.

And I think you also answered the question about trying to work with the management companies on alternative ways of looking at credit. So, uh, I'm very, I'm satisfied--I, I'm ex--the work you've been doing, Director Pensak is just, uh, extraordinary. Uh, I don't know how you do it,

but I'm glad you're doing it. Glad you chose Cambridge to do it.

And, um, Madame Chair through you. Um, I, I am pleased with--to be able to pass this budget, um, with a favorable recommendation. I yield the floor.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor Simmons. City Manager, did you want--had something you wanted to add?

**CITY MANAGER LOUIS A. DEPASQUALE:** I was gonna just add something briefly, but I guess not. You called the mayor, I can, coz I wasn't gonna. But I just, again, I want to thank Maura as well and Councillor Simmons.

When this position came up, it took us a while to get the right person and to fill the position, and Maura has hit the ground running from day one, has done a phenomenal job. And especially during these times in Covid, it increased even more, and she has really been an incredible asset.

And I wanna make Councillor Simmons aware, as all the councillors, Maura has a very strong relationship with the manager's office and is clearly someone who has the respect that if she needs more help, we, we understand it and we

understand the priorities.

And that's one of the reasons why we've gone from two positions to four. And I think if that turns out to be needed to even increase more, they'll certainly be a willingness.

So again, thank the council for all their support in this area, but especially thank Maura, her, and her team because they have done an, exceptional work, especially during this most difficult time. Thank you.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, City Manager. Um, did you yield, Councillor Simmons?

**COUNCILLOR DENISE E. SIMMONS:** I'm yielding the floor. Thank you, Manager.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Um, I, I agree. It's pretty remarkable just in a couple years that this office has been developed and having read through the summaries, as I, my colleagues have already raised, many of the issues, uh, that are listed as objectives and performance about developing the coordinated response, culturally competent multilingual materials as Mayor Siddiqui has pointed out, is, is a specific goal of the department.

The data tracking system is gonna be important. It's something that's very difficult. You think it's easy to do, just get all the data in one place so we can service everybody, and yet that's really critically important and yet very difficult to, uh, seamlessly bring together all the different sources of data.

Um, I do, uh, acknowledge and note this is a doubling of this office in terms of staffing, going from two people to four people as a result of the needs in the community.

And I, I, one of my questions was, how does our staffing compare to other cities? And, and Director Pensak has already mentioned that, that it may be different names, but it's certainly a perspective on providing for, uh, housing services for residents across the city. We are well positioned, uh, compared to our pure cities.

I do have a question, which is how--given that we, very soon, um, we'll be talking about the development of a brand-new Department of Community Safety, how does your office anticipate working with them?

Because certainly part of what the Housing Liaison Office does is bring together a range of working with the Multi-Service Center, working with anyone across the city



in order to bring that all together in, in a, a fashion that will enable the, the office to serve as whether it's the glue or whether it's the wharf and thread to, to sew together this, uh, collaborative safety net.

I'm curious as to whether, uh, you were included in those conversations or do you have thoughts on how it is that you'll be working with that department.

**COUNCILLOR DENISE E. SIMMONS:** Point of Madam Chair.

**COUNCILLOR PATRICIA M. NOLAN:** Yes. Councillor Simmons.

**COUNCILLOR DENISE E. SIMMONS:** Could you arrange that question? Coz, it doesn't sound like it's a budget question.

Uh, it's an important question, but it's, I don't, this doesn't sound like a budget question, so I'm just wondering if, if you left that part out of the question, and if not, is this appropriate for this discussion? Is the budget--given so many more people we have to talk about budgetarily speaking?

**COUNCILLOR PATRICIA M. NOLAN:** I, I think it's appropriate to ask how a particular position where we're gonna be doubling for the budget of that office, how it is

that it will interface with another. It doesn't have to be a long discussion, but yes, I do think it's related to the budget. Thank you.

**COUNCILLOR DENISE E. SIMMONS:** Please let this record show, I do not agree.

**DIRECTOR MAURA PENSAK:** Through you, Madam Chair. Um, I, I look forward to working with, uh, the new position, the new department. Um, as I said, we work very closely with the, even the library social worker, uh, the Police Department, the Police Department social worker.

So, and I, I think, you know, housing is a thread that touches pretty much everyone, uh, and everyone is touched by housing. So, uh, hopefully we'll kind of bring them into, uh, the circle as, as we have with everyone else.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Director Pensak. And as I said, you'll be bringing in two new people. Those are budget positions, and there's a budget item related to the other. It's really important as we fashion this budget that it's, it's working together in a cohesive fashion.

Uh, thank you. Any other questions by any councillors on this? Entertain a motion to move this with a favorable

recommendation to the full council.

**COUNCILLOR DENISE E. SIMMONS:** Still moved.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Yes

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-9, No-0. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** Next up on the list of departments that we'll be discussing is the Law Department. Councillor Carlone.

**COUNCILLOR DENNIS J. CARLONE:** Thank you, Madam Chair through you. Um, my question is, has much less to do with law and more budgeting category. I notice the purchase of Buckingham Field was under travel and training, and I'm sure it was just a mistake, but I--it's not a mistake. Okay. Well, uh, the council would like to join you on that

traveling trip, uh, so maybe you could explain that to us.

**CITY SOLICITOR NANCY E. GLOWA:** Go, good morning, um, City Councillors and through you, Madam Chair to Councillor Carlone. Um, I, it is, um, statutorily required to be in the, in the Travel and Training Department, but I will let the three, uh, budget experts at the table provide more, um, of an explanation about that. Thank you.

**DIRECTOR DAVID KALE:** Very simply for you, um, Madam Chair is under the, um, statutory categories and the accounting system that we follow. Um, um, dam--judgments and damages are in the travel and training category as an object code.

So basically, that is why it's under the broad range of travel and training, but it damages is one of the accounts within the travel and training statutory category. And that's basically the, uh, UMass uh, uh, uh, Accounting System that the state uses that we follow.

It's counterintuitive, so there is no judgment in damages is under the travel and training. And basically, uh, we follow, um, the accounting system that is prescribed by the state. And, um, I understand why you may have had the question.

**COUNCILLOR DENNIS J. CARLONE:** Uh, uh, thank you for not explaining the rationale, um, but I get it that that's what the state requires. uh, thank you, Madam Chair.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Other councillors have questions on this department?

Um, I do have a question, which is, um, I appreciate the writeup and as the city manager indicated, this budget has, uh, a lot of information tying to our goals and also with the objectives and measures.

There's, uh, it would be helpful in the future to have some of the, um, measures of the work being done under objectives and performance measures print.

And I do have a question on, for instance, the volume of public record requests has been increasing, which is noted in the, in the text, uh, growing from, uh, about 900, uh, the year prior to 1400. What is the timeliness?

What would be good to know is not just how many requests there are, but the timeliness of responding to those kinds of requests. And it'll be helpful for, I think, us to know in, in many of these departments what the objectives are.

Some, some of the departments have goals of, okay, we,

we, we expect to respond in this timely manner with--to this many requests and other departments don't. So, I'm curious as to, uh, how it is that we are meeting those, that timeliness of those requests.

**CITY SOLICITOR NANCY E. GLOWA:** Uh, thank you, Madam Chair. Uh, we, the, as, as noted, the requests have grown exponentially. There is a statutory response period that's required. Uh, so our goal is to respond timely within the statutory timeframe.

Some requests come that would require literally hundreds of hours of work, and by a, a great number of people across a broad range of departments. And in those circumstances, uh, the statute allows us to respond to the requester with an estimate of the amount of money that it will cost the city to provide those services.

When the public records law was recently changed a few years ago, um, it drastically reduced the ability of the city to, uh, recover our expenses for the work on these reque, requests. So, the first two hours of work are always free of charge to the requester, and the hours beyond that are always capped at the rate of \$25 per hour at the most or lower if there's a salary that's lower.

So--and then certain time is not allowed to be included, uh, such as ordinarily attorney time and reviewing for things that need to be redacted, even if things need to be req, redacted, excuse me, um, pursuant to other legal, uh, obligations, confidentiality reasons, um, protection of personal identifiers and things like that.

So, uh, we actually have increased that department after the statute changed from one public records access officer position to, um, two people. We now have an assistant public records access officer. And, uh, I'm sure that they could use two more, uh, starting today and still be, uh, overwhelmed.

There's a, there's a huge amount, amount of work, and they work incredibly hard, uh, nights, weekends, uh, there's a tremendous amount of work, but our goal is always to comply with the statutory requirements.

Um, the only exceptions to that I would say are where we have given an estimate and either are waiting for payment or they've provided payment and we've informed them how long it will take, or in other circumstances, where it will take us quite a while to perform the work.

We usually are in touch with the requester explaining

why. It's also part of the statute to try to work with the requester to, uh, narrow the request if possible, or explain to them the difficulties of responding to the request if it's phrased extremely broadly.

And so, uh, the public records staff work very hard reaching out to people to try to see if we can help reduce the scope so that it can be done more quickly. But the goal is always to comply with the statute and respond as timely as possible, or, again, within the, the parameters I just described.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Solicitor Glowa. Is, is this something that it would make sense--it--would it be helpful at all to have an IT related just increase in our ability to respond to these requests through using technology or any new systems as part of it is that there's various systems that are not easy to access.

And therefore, would it be something appropriate for us to think about in a future IT budget to help you--the office?

**CITY SOLICITOR NANCY E. GLOWA:** Uh, thank you, Madam Chair. We, actually, uh, did look into that when the, uh,



statute first changed. We worked with the IT department in, um, soliciting, uh, request for proposals from vendors who could provide the services of, uh, software technology that would assist in that.

And through the assistance of the IT staff, we worked with a consultant to fashion a system that's, uh, tailor designed for the City of Cambridge's public records, uh, request system. And we use that system in entering and tracking information.

We work with IT, uh, as necessary. Our public records access officer also has a significant background in IT, uh, related work herself. So, she's got a great deal of expertise in those matters.

So, I, I don't think that we actually, uh, could use additional technological support at this time because we have already put a great deal of thought and time into developing the system that we're using now.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. That was my questions. Any other councillor questions for this department? I'll entertain a motion to move this with a favorable recommendation to the full council.

**CITY SOLICITOR NANCY E. GLOWA:** Move the adoption.

**COUNCILLOR PATRICIA M. NOLAN:** Clerk Wilson.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Yes

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-9, No-0. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. We're moving on to the next department, which is assessing. I know I had a couple questions on this, but did, uh, before I speak, did other councillors have questions?

Okay, thank you. I'm interested in, uh, this department. This is a department that had objectives and performance measures, I appreciate that. And also the performance measures included, uh, you know, the number of in, inspections, uh, uh, buildings inspected, uh, condo units inspected deeds, processed.

My question's about how it is that we're ensuring we have a, um, computerized, uh, data system that is, is able to be, uh, I think big data, you know, to really collect it and, and organize it. And yet there have been a number of times when, uh, people brought to me, or if you look at the database, it looks like it's a delayed reaction to, uh, price changes, particularly in a pretty volatile market.

So I'm curious as to how it is that we ensure that our valuations, which, uh, we are a estate where it's supposed to be, uh, marked to, uh, market, that when, uh, prices, when a, a property sells, how long does it take for that to be reflected in the assessing record? If you could explain that timeline so that we can understand.

**DIRECTOR GAYLE WILLETT:** Uh, sure. Uh, so the assessment date is determined by state statute. The assessments always look back in time, so they're not taking into consideration what's currently happening in the market.

Uh, so for an example, we have fiscal 22, which is what we're in right now, that uses a lien date of January 1st, 2021. The lien date is the date to determine, uh, when we're saying the values are tied to, so we're saying this

is the value as of January 1st, 2021. And to do that, we use the Market of calendar year 2020.

So, the assessments are not happening in real time. They're not related to what is happening in the market now. In fact, what's happening in the market now won't be in effect until fiscal '24. And so, part of that is, uh, you know, it is required by state statute. There's nothing that we can do to change that.

But the reason that it is required by state statute is because we do need the time to review the sales. Uh, we certainly don't wanna be using speculative sales, uh, say a REIT sale on a commercial property to determine values or someone who's buying a three family--and plan--with plans of converting that to condos. We don't want to use that and say that's a market sale.

Th, those are clearly sales that are outside of the market, that people are not buying these in order to have this as a continuing use. So, we don't want to penalize homeowners by using these speculative sales.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. So the reason I'm asking this for the budget, if it turns out that the sooner we can increase those values, it means that the,

uh, particularly for commercial properties, or the example you mentioned of the three family, I'm not talking about other properties, but that three family, the market value is what it's sold for because inherent in a market value is an inclusion of a possible condo conversion.

So, are you saying that that would, when would, when would that change in value happen? Since if those unit sells as condos, they're obviously, well, presumably someone bought it coz I assume it will be sold for higher than, than they, they bought it. So, when does that timing happen?

**DIRECTOR GAYLE WILLETT:** So, if they buy it today, it wouldn't be until fiscal '24 that we'd be considering sales. But what I'm also saying is that's not considered an arm's length sale under the Department of Revenue guidelines.

And so that sale would be excluded because we don't want that to skew assessments for homeowners or someone who has bought a three family as a continuing use as an apartment building.

Um, typically, condo conversions would be within one or two years after the purchase, depending on the amount of

renovations.

**COUNCILLOR PATRICIA M. NOLAN:** Okay. Thank you. Any other questions? All right. Motion to move this with a favorable recommendation by Carlone.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Yes

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-9, No-0. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** Okay. Before we do this next department, we do have one speaker in public comment who has indicated they may need to leave shortly, so we'll go to that speaker.

**CITY CLERK ANTHONY WILSON:** Valerie Bonds. Oh, I believe Ms. Bonds may--I believe she may have, may have already left.

**COUNCILLOR PATRICIA M. NOLAN:** Sorry. Uh, Valerie Bonds, we may have missed the window of opportunity. Then in that case, we'll be moving on to the next department, which is information technology.

Are there, is there anyone on the zoom? Is there any councillor here with a question on information technology? Councillor Zondervan, if you're on the Zoom, you had indicated questions on this.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. The, my question was, uh, asked earlier under the PIO's office about the broadband coordinator.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Uh, I do, uh, then are you yielding the floor?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Yes. Thank you.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. I have a question about, uh, through the information technology, if we have the appropriate systems in place. There's been a lot of talk about city security, about ensuring that, um, we all are protected from any kind of attacks any time I sign onto my computer to make sure it's not subject to, to anyone, um, breaking in.

If you could talk some about what the department is

doing on that and whether this, uh, budget appropriation is sufficient. I know many, uh, places across the, the country I've heard are increasing their IT budget specifically geared to the security issue. And I, I'm interested in hearing how it is that we're preparing for that in relation to our, uh, this budget and also future budgets.

**UNIDENTIFIED SPEAKER:** Yes. Goo, good morning, Madam Chair and uh, councillors, and thank you for this opportunity to, to talk about IT issues, um, particularly cybersecurity.

Um, I am pleased to say Cambridge is in a very good position. Um, you cannot, um, uh, we cannot rest when it comes to cybersecurity. It is a fast-changing landscape and there are, uh, existing and emerging threats, particularly to municipal governments.

Um, I'll just mention a few things, and I have summarized these in the, uh, budget as well, in terms of what has been done. I would rank Cambridge very high, uh, compared to many of our, um, other cities and towns in the Commonwealth.

Um, for example, we have multifactor authentication that is something most of us experience every day with



banking and other things. Few cities and towns have that implemented. That is a major way of protecting our information assets and staff.

Um, we also have rolled out stronger password protection. Everybody who uses systems in the city will have experienced that over the past few months.

Um, and without getting into it too deep, there are, there are a number of elements to our cyber defenses, including an operations center, which is being stood up, which will help actively, uh, look for threats as they can emerge, as they, uh, emerge in terms of, uh, what we're seeing day to day, uh, against our various systems.

Um, you may also have noticed in, in the budget summary that year on year, we keep increasing the percentage of staff that are trained in cybersecurity for staff to know what the current threats are, and to be reminded, because these are incredibly convincing, any of us could fall for phishing or other attempts, uh, at, at any time.

Um, we reached 90%, that was an unprecedented level of, of training across the city and will continue to update our training, excuse me, and look to, uh, increase,

increase those numbers.

Um, so, uh, I would, I, I would never say, uh, that we're a hundred percent and, and it is evolving. Um, but, uh, oh, one, one more thing I, I should mention, and, and again, I'll, I'll, uh, defer to other questions on this, on this topic.

Um, we did fill some vacant positions this fiscal year, and that includes an additional, uh, staff person on our security team.

So, um, and, and I should, I should also reiterate that the city has a very mature approach and that we look at physical security and cybersecurity together, which is to say, when you go in and out of city buildings and you use a FOB to enter, that is part of our IT system, uh, that looks at, um, anything that could be, again, a threat to city systems information or, or to staff.

So, I'll, I'll stop there. Hopefully that is helpful.

**COUNCILLOR PATRICIA M. NOLAN:** Yes, it's critically important. I did notice that 90%, I think it's all those reminders you sent all of us to say, you really have to do it. You haven't done it. We're tracking you.

Um, obviously, it, we, it cannot be understated how

critically important this is, and, um, and we have to continue to stay on top of it.

The other question I had is related to what it is that you see moving forward for the open data, uh, which I believe your department also oversees, that we have had, um, moved forward on providing more data to the public and to the council and to anyone else who, uh, wants to understand how it is that we are moving forward, whether it's traffic data, whether it's building energy use, which I've looked at recently a lot.

Can you, um, talk some about what it is that you see moving forward of the needs for us to ensure that that's a, again, an ongoing process that continually evolves, but also becomes more and more user friendly as we move forward and provides more and more information for policy makers like us and also, uh, residents who are interested in how our government works, if that makes sense, as a, as a question that would be helpful.

**UNIDENTIFIED SPEAKER:** Uh, yes, of course, Madam Chair. Uh, open data is a very important, uh, area for my department. We have a manager of, of open data, one of our, uh, seven managers across the IT Department.

Um, and as you'll also see in the, in the budget document, we've increased the number of open data sets available. But of course, there's much more to open data than the number of sets.

Um, going back, uh, over a decade now, as open data evolved at the federal state and local level, we've seen examples where it's not enough to release the data sets. Its data sets need to be connected to policy decisions, problem solving, and, uh, where information can come together to make better decisions.

So, uh, open data certainly contributed largely to our ability to get a what works city, a goal certification, one of just a couple of dozen cities across America.

Um, we work closely with departments. Uh, one way to look at it is there's both an top down and a bottom-up approach to open data, which is to say our data team looks at opportunities where we can enrich and expand the data's available, but a lot of it needs to come in working with our colleagues to understand what policy problems are we trying to solve.

Um, how might other data sets that are not of great value by themselves, but in conjunction with other data and

other qualitative information really make a difference in how we deliver in shape services for our constituents.

So, um, that's, that's an ongoing process and, uh, it, it requires, um, continually understanding what are the problems we're looking to solve, what could we do better at? And, um, we take a very rapid prototyping approach where we can play with data with the business leaders.

That is to say the department, um, folks who are working on these policy problems to say, what would make a difference? What is it that you don't know that you could know or that we would need some more, uh, definition of.

So, um, I would just also add that we have ongoing relationships in the open data area with MIT, Harvard, and other organizations, and we also look to the public, um, to get input, um, through our governance groups and, and just hearing suggestions that we often do get about what sort of open data sets could be useful.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. That is helpful. It'll become increasingly important as we rely on it. And, and I do, uh, hear you and, and understand and, and will, uh, highlight the--or uplift the idea that it's not enough to get the data.

You have to make sure the data is--what is useful, but you also have to make sure the data is accessible for people who may not be as, um, as savvy in, in, in looking through data as others. So, I appreciate that.

Those are my questions. Is there any other questions from the body? Then I'll accept a motion to move this department with a favorable recommendation, uh, to the, to the full council.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Yes

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-9, No-0. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** We will now move on.

And I realize I have failed in a really good opportunity.

These people from the department were here and we didn't

ask everyone from the department to introduce themselves. So it would be, it would be helpful for me to have done that.

So if any of the IT people are in here and wanna come back and introduce themselves on, but I will want to do that going forward so that we at least see the faces behind all the work that we do and that, and that we usually only see the department heads and I recognize there are many people here who moved out who should be recognized for the fact that they are providing all that work that we're talking about.

So now we're moving on to, uh, on my list is public celebrations.

**COUNCILLOR MARC C. MCGOVERN:** Madam Chair.

**COUNCILLOR PATRICIA M. NOLAN:** Yes.

**COUNCILLOR MARC C. MCGOVERN:** I, I thought the next one up would be community safety. Coz--didn't we say public celebrations, reserve, and animal commission, uh, forward already?

**COUNCILLOR PATRICIA M. NOLAN:** Okay. Sorry, I was going from the wrong list. Thank you. Then it's, uh, community safety.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Uh, Madam Chair.

**COUNCILLOR PATRICIA M. NOLAN:** Councillor Zondervan.

**COUNCILLOR QUINTON Y. ZONDERVAN:** I, I did have a question on public celebrations.

**COUNCILLOR PATRICIA M. NOLAN:** Yes. So, I'm not sure we did send it.

**CITY CLERK ANTHONY WILSON:** We did send it.

**COUNCILLOR MARC C. MCGOVERN:** We did.

**COUNCILLOR PATRICIA M. NOLAN:** Oh, yeah. Uh, Councillor Zondervan, we did send it, if you have a question on that, um, we can--the clerk is advising we go through the rest of the departments and then at the end we can, um, bring that, uh, um, department back.

And I do, it had been on my list as one of the ones we shouldn't have, have pulled. So somehow that got lost in the shuffle. It is on the list of one that, uh, Councillor Zondervan had a question on.

**COUNCILLOR MARC C. MCGOVERN:** Ma, Madam Chair, just point of--Madam Chair, just a point of information, since I am assuming is that a problem to get people back here through you to the city manager, and maybe it's a question that can be asked. I don't know what the question is, but



maybe it can be asked offline rather than having them come back.

**CITY MANAGER LOUIS A. DEPASQUALE:** That would be helpful if we could get an email. We could try to answer it and see if I could answer it without having Jason, Jason may be able to join us. So, it might be something we can answer, but whatever it is--

**COUNCILLOR PATRICIA M. NOLAN:** Right. Why we do this, why don't we suggest we won't bring it back today, but we will see if the question can be answered in email and if not, we can have it the first thing next week. We can bring in a motion to the very beginning of, of next week's maybe.

**CITY MANAGER LOUIS A. DEPASQUALE:** I think the only issue with that would be, and I know Nancy, but I'll ask the clerk, do we--I think we would have to advertise that that's part of the next meeting or maybe we--I think.

**CITY CLERK ANTHONY WILSON:** We could add it. We could just need; we just need 48 hours' time.

**CITY MANAGER LOUIS A. DEPASQUALE:** Perfect. So, if we did that, that would be fine.

**COUNCILLOR PATRICIA M. NOLAN:** So, uh, City Manager whichever's easier for you, either later today or next

week. So, if you can let us know or communicate with Councillor Zondervan at the lunch--would, either one of those are, are--would be totally appropriate and fine.

**CITY MANAGER LOUIS A. DEPASQUALE:** Thank you.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Community safety. Do you wanna, um, city manager, this is a, a, a new initiative. Do you wanna open it up with anything or do you just wanna go straight to councillors?

**CITY MANAGER LOUIS A. DEPASQUALE:** I, I would be happy to make a few brief from remarks and I'd really prefer to have Christina to get into some of the details. But obviously a year ago we had a, a lot of conversation and rightfully so about how we could look at a certain area of policing a little differently.

And I want to thank Christina Giacobbe and back then Commissioner Abad, who immediately said, we need to do this and we need to do it the right way.

Since then, commissioner Elow has joined the, with the same opinion and obviously, uh, we had a committee set up by Councillor McGovern and Councillor Simmons and we took a look at a lot of areas and what they were doing and Christina did an amazing job, uh, showing us all the

examples of what city can do.

Uh, after all those hearings, uh, it was my decision working with the police commissioner, the human services director, and Christina Giacobbe in the law office, that we felt like we should create our own department to address this concerns.

It would be a compartment completely separate from the Police Department located in a non-public safety building, and it would be--with prior to a alternative of supply with a city staff that would also then look to see if we needed additional staff that we would, uh, consult with.

So Christina looking at other cities and towns, but a budget together that we've put forward here today of a six person department with additional resources are outside help. I think it will be the premier response department of any city, anywhere.

Uh, again, we took a look at, at what everyone was doing and I'm gonna have her turn it over to Christina coz she was the point person for dev, for developing this budget.

And she will oversee this operation and if everything goes smoothly and this budget is approved, our goal would

be to post these positions right after the budget's adopted so we could get up and running as quick as possible. And I'm gonna let Christina add from there.

**COUNCILLOR PATRICIA M. NOLAN:** Christina.

**DIRECTOR CHRISTINA GIACOBBE:** Through you, Madam Chair. Christina Giacobbe, Director of Emergency Communications.

Um, as the manager said, uh, this, um, program that is, uh, being proposed for the fiscal '23 budget is a combination of, um, reviewing national programs across the country, about 15 or so plus, um, that we felt would meet the needs of our community and what we heard from the recommendations from the task force, as well as working with community partners.

So, I'm really excited about the opportunity to talk to you all about it today and, uh, further conversations going forward. Thank you.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Then we'll turn to, uh, councillors. We'll start with, uh, Councillor McGovern, and then Councillor Carlone.

**COUNCILLOR MARC C. MCGOVERN:** Thank you, Madam Chair, through you. Um, obviously there's a lot to talk about

here, but I was going to, you know, keep it to budget related issues since that's why we're here. And, and actually, Mr. Manager, you, you sort of beat me to the punch.

I was gonna ask about the number of positions, um, and when we're actually gonna be looking at hiring, uh, folks to get this going. So, I got the answers to that.

But of that six-person department, do, uh, Ms. Giacobbe, do, how does that, how does that break down? Because I'm, I'm really curious about the, you have the, um, uh, Community Safety Department and underneath that is the Cambridge Alternative Response Program, and those are the folks who are actually gonna be out there doing that, doing the crisis intervention, responding to calls.

And I wanna--what's the plan for staffing that up? Are we, you know, we're really gonna need 24/7 coverage ultimately, and I don't know if we're doing that out of the gate or we're gonna build, uh, build that up over time.

**DIRECTOR CHRISTINA GIACOBBE:** Through you, Madam Chair. Um, the staffing plan, uh, being proposed for the budget is, uh, for a pilot program of the alternative, um, response field units.

Um, so there'll be a director that will work on the kind of policy, all the administrative focus, and they'll be the four, uh, five dedicated folks that will focus on alternative response program.

That'll be the primary goal of the department, getting that up and running before we start introducing other programs like violence intervention, violence prevention.

Um, we are proposing the pilot to be seven days a week. Um, I believe it's Sunday, Tuesday, um, there's three days a week, four days a week that it's, uh, eight-hour coverage and three days a week that there's overlap coverage till 11 o'clock. Um, and I can provide additional details on that.

The idea behind that with a pilot is really to gauge, um, what the need is, um, the overlap period based on our current data, um, that we have available to us, sort of these types of calls. It was on average between five, 600 calls a year, and the primary timeframe of that was between 12:00 PM and 8 A, 8:00 PM.

Um, so we'll certainly evolve that as we go along, but I, I believe the intent is--the pilot is to kind of kick the wheels and tires and see how it goes, see what the need

is. Certainly, as we, um, educate the community and residents about this resource, I would expect calls would in, um, increase and that we would need to go to a, a model that is, um, 24/7.

**COUNCILLOR MARC C. MCGOVERN:** Uh, thank you. Through you, Madam Chair. And the, the position of the mental health professional in 911, that's in a separate budget. So that's not one of those six positions, correct?

**DIRECTOR CHRISTINA GIACOBBE:** Through you, Madam Chair. That's correct.

**COUNCILLOR MARC C. MCGOVERN:** So that's your, that will help sort of triage some calls. And so for the overlap staffing, you, you know, you mentioned the timeframes.

Will you use that, that same data for the, the days where there's not an overlap where, you know, having, having a, uh, emergency response worker at 9:00 AM may not make the most sense, but 9:00 PM makes, you know, makes much more sense. So you'll, will you use that data across the board in determining your staffing or, or the coverage, I should say?

**DIRECTOR CHRISTINA GIACOBBE:** Uh, through you, Madam Chair. Absolutely. I think the idea is to, we're still

looking at the data as it is today. I mean, we did see a spike in calls in 2021, uh, for a variety of reasons. Um, so we will be looking at that closely in, in, um, modifying that schedule change.

And I think the idea of having the program coordinator closely associated with the field teams will be able to kind of identify those issues immediately. Um, and when we post the positions, it will be understood for those folks that will be, um, employed in those roles that there's gonna be some change in adjustment.

**COUNCILLOR MARC C. MCGOVERN:** Okay. Thank you. Um, and finally, um, I just wanna say thank you. I mean, I know there's been a lot of communities that, um, you know, have been looking at this issue for the last couple of years.

I, I'm not sure how many have allocated funds, or at least in our area, have, have allocated funds and gotten this up and running. Maybe there have been, but I, I don't think so. Um, so I appreciate this and I'll yield at this time. Um, Madam Chair.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor McGovern. Uh, Councillor Carlone, and then Councillor Zondervan.



**COUNCILLOR DENNIS J. CARLONE:** Um, thank you, Madam Chair. Excuse me. Through you to, uh, the head of, uh, community safety. Um, I, I understand what you presented is that in a way, this first year, if I'm reading it correctly, is going to be informational and we will respond to the needs as they are.

So, in the \$2.8 million budget, does, does the \$2.8 million budget include planned consulting services, or is that additional to that and would come out of free cash or s, somewhere else?

**CITY MANAGER LOUIS A. DEPASQUALE:** So, I'll, I'll-- through you, Madam Chair. I'll let Christina Giacobbe respond. But the way the budget is set up is about \$1,700,000 in outside agency funds that we can use for assistance.

So it's almost half salary of the staff, but there is \$1.7 million that was based on all the work that Christina did to try to get what other areas were spending. I think in the first year, that will be more than enough, but certainly moving forward, as this ramps up, we see the staffing growing and that growing.

But at this point in time, we think we've got funding

for everything for next year. If there was a shortage, I'm sure you'd get a recommendation for additional funds, but we don't see that at this point in time. We think the budget should be sufficient, but I don't know if Christina wants to add anything.

**DIRECTOR CHRISTINA GIACOBBE:** Uh, through you, Madam Chair. Um, as the manager indicated, um, the \$1.7 million, I think we anticipated about \$200,000 for consultant, um, work initially, uh, whether it's a community process, evaluation process, uh, um, as well, uh, as part of that \$1.7 million.

**COUNCILLOR DENNIS J. CARLONE:** Thank you. Through you. Um, again, councillor, um, housing, where will this office be? Has that been figured out yet?

**CITY MANAGER LOUIS A. DEPASQUALE:** We are working on a purchase that it would happen, but we're still working on that. Thank you.

**COUNCILLOR DENNIS J. CARLONE:** That's, that's a good potential occasion.

**CITY MANAGER LOUIS A. DEPASQUALE:** Hopefully, news will come very shortly.

**COUNCILLOR DENNIS J. CARLONE:** Um, thank you. And

again, I appreciate all the work. As you know, and I know my, my fellow councillor who will be speaking next, there are programs that have been proposed and, um, and their projected needs are much higher in budget than, um, presented here.

And I'm not as--going to ask you to analyze that at, uh, at this time. But, uh, clearly, that's something that the council is very aware of. I personally appreciate all the analysis that you've clearly done, and, um, I know this is a step forward, but that will be an ongoing issue that we'll be talking about. Thank you. I yield, Madam Chair.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor Carlone. Uh, Councillor Zondervan.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. Through you. So my, my first question is, why the approximately \$3 million of funding for this new department is coming out of free cash? Because if it's, uh, planned to be an ongoing department, shouldn't it come out of the, the general budget?

**CITY MANAGER LOUIS A. DEPASQUALE:** That is an excellent question, and we had a lot of discussion on it. Through you, Madam Chair. In order to keep an eye on taxes

in the first year, to be very honest, this was not anticipated in any, uh, of our projections.

So, talking to Mr. Kale, it was determined that for the first year we would help support this from free cash. And then in the following year, it's already added to our projections, it would then come from taxes.

So, it was a financing decision based on the fact, if you look at our projections back when we didn't see a new \$3 million department being created, but due to the importance of it, we felt that we would fund it this year without impacting taxes.

And then now we've already moved this number into our projected tax levy going out to the following year, but it was a financial strategy decision. And that certainly is a good question that we spent a lot of time talking about, to be very honest.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you. Um, through you, Madam Chair. Can, can you tell us more about where it will be housed and whether there's any, uh, budget implications associated with that physically?

**CITY MANAGER LOUIS A. DEPASQUALE:** Through you, Madam Chair. I can't get into the specific building, but we do

believe we will have a building shortly, I guess is the way I would put it at this point in time. And as soon as we do, we'll be getting that information out to the council immediately, I assure you.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you. Through you. But, but this would be a, a new property that the city would, would be acquiring?

**CITY MANAGER LOUIS A. DEPASQUALE:** Ah, I prefer not to get into a lot of details, but yes.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Understood. Thank you. Um, will the, the new, uh, staff who are going out to respond to residents, will they be, um, mandated reporters?

**DIRECTOR CHRISTINA GIACOBBE:** Through you, Madam Chair. Um, they will not be, uh, they'll be peer support specialists, uh, individuals with lived experiences and crisis support specialists, uh, folks with mental health backgrounds, social services, backgrounds, non-mandated reporters.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you. Uh, through you, Madam Chair. And can you say more about, uh, wraparound services, which I, I know we're anticipating would be potentially outsourced to, um, community programs?

**DIRECTOR CHRISTINA GIACOBBE:** Through you, Madam Chair. Uh, some of the wraparound services that we've identified, again, utilizing the national models and other, um, programs that are in existent, um, for aftercare services, uh, referral services for, uh, conflict resolution dispute, um, mediation, um, providing mutual aid services, uh, basic needs, food, clothing, things of that nature.

Um, and really connecting individuals to whatever it is they need in order to, um, improve their circumstances, um, get out of a specific crisis that they're experiencing at the moment. Um, and also, uh, Violence Intervention Prevention Services as well.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you. Through you, Madam Chair. Can you say more about, um, specifically this mentioned about seeking to partner with community agencies to provide support for programs specifically for young men of color, including wraparound and aftercare services?

**DIRECTOR CHRISTINA GIACOBBE:** Through you, Madam Chair. Um, during this work, um, in doing the research, um, working with the police commissioner, Commissioner Abad,

Commissioner Elow, as well as Human Services, the Public Health Department, um, and talking to our partner agencies, um, with an uptick in gun violence and the need to support young people in our community, we felt it was necessary that these services had to be included in our Community Safety Department.

Um, some of those programs, um, that we've talked about, um, include, you know, similar models to, whether it's a Safety Net or My Brother's Keeper, um, Friday Night Hype, things of that nature to pull people that aren't, uh, pull young people that aren't connected to services currently or connected to our system to be able to engage with them in different ways.

Um, and, and we'll be talking with, um, community members and community partners to really figure out what that need is, what that should look like. And it's not a one fit all for everybody, um, because we know that, uh, our young people have different needs. Um, so we're really excited about that piece, growing that piece out as well.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you. Through you, Madam Chair. So are, are you envisioning moving some of these services that are currently being provided through

the Police Department into this new department?

**DIRECTOR CHRISTINA GIACOBBE:** Through you, Madam Chair. Um, I'd like to say, as the city manager has continued to say, um, it's in addition to.

So if there is a way that we can add additional programs and services, um, that collaborate with the Police Department that are separate from the Police Department, um, with human services, with public health, wherever it lands, and where people feel comfortable, um, I wouldn't say that, um, certainly we could, you know, talk about it, but I think the manager's message has been clear that it's, in addition to is what community safety will provide, might be similar type programs that are already existing or collaboration that would continue or evolve.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Through you, Madam Chair. Thank you. I, I guess I'm, I'm not fully understanding that, but, but I guess we'll, we'll see how it, how it evolves.

Um, but I, I am curious about, you know, particularly this, this notion of future projections of, uh, you know, a, a revenue, uh, impact here. Because if, if we're providing additional services, even beyond what's being



ima, being imagined here, it doesn't sound like \$3 million a year would be enough. So, so what is that future projection, uh, for the, for subsequent budgets?

**CITY MANAGER LOUIS A. DEPASQUALE:** I think it's really too early to come in with specific numbers. I think it's a great question. I think even this year the \$3 million, we're not sure if that's the appropriate number. It might be a little less, a little bit more, but I think this will be a department that, in my opinion, will be the envy of every city in the state.

And certainly, we will provide the funds to make sure that this department meets all the needs it was attended to. I mean, why Cambridge is Cambridge, it's often said because we are in the financial position to do what we can do.

And I think with the attention we've paid to council priorities in the past, I think we've shown that. And I certainly think this will become, as it already has been, a key council priority to make sure that the funding is correct.

I think the tricky part this is, there really is no history anywhere else like this to say, this is where we

see this going. It is a work in progress. I think this is a great start, but I'm certainly comfortable that based on the financial position the city is in, based on the commitment the city has to the council priorities that it shouldn't be a major factor at all in terms of the overall tax supporting plan moving forward.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you. Through you, Madam Chair. I, I agree that this is a, a great step forward, but, uh, it's probably no surprise to anyone that I, I do believe, um, it should be accompanied with a reduction in the police budget, uh, this year and going forward. Thank you, Madam Chair.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor Zondervan. Uh, Councillor Simmons.

**COUNCILLOR DENISE E. SIMMONS:** Thank you. Through the Chair to Ms. Giacobbe and Mr. DePasquale. First of all, I'm very pleased to see this and, um, uh, the budget.

I know that Mr. DePasquale in particular, uh, Commissioner Elow, and a number of others have been working vigorously over the past several months to bring this particular item to the City Council, uh, for funding and, uh, so that you could be able to start this program.

So, really pleased to see this. I, I'm just curious, um, and I think I heard Mr. DePasquale say the \$2.8 million will be coming out of free cash.

However, I think it's important, uh, just to reiterate, uh, from you, Mr. DePasquale, that if in the rollout of this program, which I think again, is extraordinary, um, there will be sufficient funds to fund it because it is coming out of free cash, number one. And then you're also saying, just if you could reiterate, coz I think I heard, just wanna be sure, I heard that it would be in the general fund budget next year.

**CITY MANAGER LOUIS A. DEPASQUALE:** The, the intent was, and you know, we had--we spent a lot of time in this, so this is certainly a, these are all valid questions when it comes to the financing.

We just felt that in talking to Mr. Kale, that where this was a new department that we're not in any of our projections that we've ever given to the rating agencies, because at that point in time, we didn't realize, well, it's gonna be a new department that for the first year it would be appropriate to cover it from free cash, and then moving forward it would be part of property taxes moving

forward into FY '24.

I don't see any issue with that. Uh, if you look at our tax, if you look at our tax levy, uh, this will just, you know, not have a major impact when it moves forward. But this is a general fund budget, it's just using a different general fund revenue.

And free cash is a tricky one, but we have used free cash to support other departments as we phase in, you know, programming. So this is a little different, but this is a little different to create a brand new department.

But it was never the intent to make it have any--and I certainly understand any concerns about the funding moving forward. This was a one-time financing plan in order to help this department move forward. And in moving forward, it would certainly be recommended it would come through taxes and Mr. Kale's already revising projections that has that moving forward.

And again, we don't know what that number would be moving forward, but we certainly know there's a commitment to do this. And, you know, I want to also mention the fact that we're really working closely with the Cambridge Health Department with Pro Ambulance to make sure that we get the

right calls to the right places.

And I think that's incredibly important. And I want to, again, thank the commissioner and Christina for all her leadership on this, because we gotta do this right. And, and we're really taking the time to take a look at what we feel are the appropriate calls, and if we feel we need to move more calls in, we will. And that could increase the budget.

So, these are the kind of things that, you know, without a lot of history or background, it's not necessarily given which way to go. But I think financially, we've come up with a really solid plan and I don't see us moving forward in a way that it will affect any sort of tax issues in the, in the future.

**COUNCILLOR DENISE E. SIMMONS:** Uh, uh, thank you, Mr. DePasquale. Uh, through the Chair to, to you. Uh, I, again, I, I can't thank you, the committee that you appointed, I, it was a pleasure.

Uh, I'm not gonna speak for my colleague, Councillor McGovern, but for me, uh, it was a pleasure to do this ground-breaking work on behalf of the city and the citizens to come to this day to see that this budget allocation is

before us.

I, it was truly a collaborative, engaged, uh, process. And I look forward to seeing its outcome. I just also wanna be sure that we have, you know, sufficient funding, uh, to make sure it stays a robust, uh, effective program.

I, I do believe, um, and I wanna also acknowledge, uh, Commissioner Elow and her hard work. The City of Cambridge, um, I think it needs to be acknowledged that has always been a step above when it comes to policing.

Um, I mean, we may not all share that same perspective, but I certainly do. As an African-American that grew up this community and lived here all my life, has seen the growth, and seen the degree to which, um, our law enforcement has worked to be less aggressive, to be proactive, to work toward de-escalation.

Um, in this budget, um, Mr. DePasquale, through, either through you, uh, Commissioner Elow or through Ms. Giacobbe, is there going, is there training in the budget for the staff so that we continue to work in a anti-biased way in this department in particular?

**DIRECTOR CHRISTINA GIACOBBE:** Through you, Madam Chair. Um, absolutely. We've identified a number of

trainings, um, not only for the staff that's gonna be working in this department, but also for residents and for business owners in our community so that they can understand the, um, program and the services that will be operated under community safety.

Um, you know, anywhere from First Aid, uh, CPR to, uh, de-escalation managing, um, behavior, mental health, um, foundations, um, crisis intervention. We have a, um, program that is probably about six to, uh, six weeks to six months.

So there'll be initial new hire training, and then it will continue to, uh, be on the job training with continuing education and doing trainings with the Police Department and the Fire Department and Professional Ambulance, um, as well as, um, Housing Liaisons and working with Director Pensak and others, um, the Community el, uh, Human Services and Youth Center Staff and so forth.

So, we really, um, will have a robust community building skill training program for our staff as well as the community.

**COUNCILLOR DENISE E. SIMMONS:** Uh, thank you. Through the Chair to Ms. Giacobbe, Mr. DePasquale, or Commissioner

Elow. That is extraordinarily important for me that we do work around anti-bias.

It's not enough for us to talk about anti-bias, which we tend to do a great deal of. It's actually making sure that it happens. And so I'm happy to see, and I hope that continues to stay in the budget. It's, it's even more important that not only we do, we do it on initial introduction of the program, but it is continuing. So I'm happy to see that. I appreciate that a lot. Thank you very much. I will yield the floor.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor Simmons. Uh, Councillor McGovern, then Councillor Mallon, uh, Vice Mayor Mallon.

**COUNCILLOR MARC C. MCGOVERN:** Uh, just real quick. Through you, Madam, uh, Madam Chair. Cause I, I didn't get into the, I didn't talk about the task force, but I do wanna make sure we also thank all the participants. Um, they worked really hard, give up a lot of their time, uh, you know, a lot, a lot of evenings. It was a very, uh, diverse group in all kinds of ways.

And so, I just wanted to publicly, uh, and I, I, I'm sure I can speak for my, my fellow Co-Chair, uh, Councillor



Simmons on that one. So, um, uh, they did a lot of tremendous work, so I just wanted to publicly thank them. Thank you.

**COUNCILLOR DENISE E. SIMMONS:** Madam Chair, very quickly. Councillor McGovern, you can certainly talk for me when you say, uh, we should thank the, the staff. Thank you. I yield.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Uh, Vice Mayor Mallon.

**VICE MAYOR ALANNA M. MALLON:** Thank you, Madam Chair, through you to the city manager and the team. Thank you for, um, including this in the budget this year. Uh, I understand the, the way that we needed to finance this was through free cash, and then moving forward, we will, uh, it will be part of the budget.

I had specific questions around the wraparound services and aftercare services that we are, um, prioritizing in this budget. It sounded like to me, um, there was \$200,000 for a consultant. So out of the, um, \$1.7 million, that's \$1.5 million for wraparound services roughly, that we're projecting.

I know that there's been a tremendous amount of, um,

conversation in the community. Uh, Councillor Simmons had a Safe Streets meeting last week. I met with the commissioner and her team on the need for some pretty, um, urgent wraparound services for our, our young men and young adults.

I am curious, I know, you know, we're at, we're working on allocating this today. How quickly are we going to be able to put some of these wraparound services into place knowing that, um, it is all gonna be part of a puzzle of us putting together violence interruption, violence prevention, um, and other services for our young people and our young adults?

**CITY MANAGER LOUIS A. DEPASQUALE:** Commissioner, do you wanna start and then we'll swing it over to Christina, on what we're doing already, and kind of move it all to, together?

**COMMISSIONER CHRISTINE ELOW:** Sure. Uh, through you, Madam Chair. Uh, it, it's, it's going to, I think to implement a violence intervention and, and prevention program, it really does start with our very young people.

So, I think it takes some time to build those programs out. We have some great partners that we can work with, um,

that have done this work. Uh, we've had conversations with Mo Barbosa, um, about what a violence prevention intervention program would look like.

One of the things that he talked about is the, number one, it has to live outside of the Police Department. Um, and number two, we're gonna have to partner with non-profits. So, I think we can get this moving.

You know, I, I, I don't, I wanna be cautioned that we don't wanna rush it, we want to do it right. So just bringing all the right people to the table and making sure we're really thoughtful about who we're engaging with and what resources, um, that we are implementing or giving-- providing to our residents.

So, I'm gonna stop there, but just to say we wanna take our time, we have some, you know, great recommendations about things that would work. I know we talked about that in the meeting that we had with you. Um, and so there are some suggestions for intensive therapy and things of that nature, but these things do take time and it's not an overnight, um, kind of fix.

**CITY MANAGER LOUIS A. DEPASQUALE:** And through you, Madam Chair. Uh, Councillor Mallon, I wanna really, uh,

thank the commissioner coz she has been really, uh, trying to put this together and working hard to come up with the right proposal.

So, we are on it, it is taking a little time, but believe me, we'll get there and we'll get there as soon as possible. But the commissioner has been really working hard on this and certainly understand the concerns of the council. So thank you for all your concerns as well.

**VICE MAYOR ALANNA M. MALLON:** Uh, thank you, Madam Chair. Through, through, through you to the team. I, I understand the, the need, the desire not to rush something, right? Like it's better to do something well than to do it quickly. And I think we've had that conversation.

I do wanna say that we, um, we have, have been having this conversation for a year and, um, there are, there are lives on the line, right? Like, there are future lives on the line. And I, I know that you know this and I know that we all feel the urgency. I'm just feeling it very acutely right now.

And I guess I was just trying to figure out, are we talking six months? Are we talking a year? Like what are, what I, I know we can't, we can't pin you down on a

specific timeframe, but I think it would be very helpful to understand how close we are to figuring out, um, I know there's a number of proposals and there's a number of non-profits and a lot of different things and moving pieces, but where are we in terms of putting something together?

**DIRECTOR CHRISTINA GIACOBBE:** Through you, Madam Chair. Um, thank you for the question. I think just to add to what Commissioner Elow and the city manager said, um, if this budget is approved, there is the \$1.5 million to be able to do these services.

So, we envision if the budget is approved, that, um, we can put a proposal together for, um, a process for community providers to be able to provide this work. I think what we're trying to do, and the commissioner has been doing so since August, is really figuring out the immediate need in which agencies can provide.

We've been talking to Roca, we've looked at, uh, C.U.R.E outta Chicago and other programs across the country, um, but I think June or July I might be a little more aggressive than the commissioner with, um, you know, we, we have, if we have the funding, we're able to put those, uh, requests for services out and to get community

organizations to begin doing the work.

**COMMISSIONER CHRISTINE ELOW:** So, through you, Madam Chair. Just one additional point, you know, we are taking action right now with the Police Department through our Safety Net program, through our Focus Deterrence program, working with the Middlesex District Attorney's office on the, uh, diversion community based and through the District Attorney's office, uh, diversion program.

Um, so we are, um, impacting and reaching out to families and, um, people that have been perpetrating violence or at risk of violence. So, I just really wanna be clear that we are doing things.

I think when it comes to the extra work that's gonna happen through the alternative, um, Safety Department, that's gonna be something over and above, something that lives outside the Police Department.

But I just want everybody to be clear, we are taking action right now with the most vulnerable, in with those that are, uh, vulnerable for either gun violence or, uh, either perpetrating or becoming a victim of.

**VICE MAYOR ALANNA M. MALLON:** Thank you. Madam Chair, through you to the commissioner. I certainly don't think

that the Police Department is doing nothing right now on violence prevention, and I appreciate the work that's being done.

It is that over and above that I think we've identified as gaps or holes in our--what we're providing for our young people and our young adults that I think, thank you, uh, Ms. Giacobbe for, for kind of talking about a timeframe and how--what we're looking at.

I think that's very helpful, not only for us, but for members of the public to understand where we are in this process.

So, um, that was really my only question. Uh, it's difficult because I think we, this is a budget process and I have questions about 9, the 911 number, and this is not the appropriate context to have, um, that conversation about how calls will come in. Um, but this is the only time we have been presented with this information.

So, I, my question through you, Madam Chair, is, is there going to be another conversation where we talk about just the program in general and, and how things will work and the job descriptions, things of that nature. Um, through you, Madam Chair, through--to the city manager. Uh,

I, I'd just like to see if there is another opportunity for us to talk about the specifics of what the pilot looks like.

**CITY MANAGER LOUIS A. DEPASQUALE:** Uh, through you, Madam Chair. Obviously, this is a new department, and if the council feels appropriate to put it in a hearing, we would be happy to follow. And this is a lot of information and happy to explain it even better in more detail in another opportunity. I think that makes perfect sense, to be very honest.

**VICE MAYOR ALANNA M. MALLON:** Okay, thank you. I would, I think I would suggest we would have a, a, a hearing either in public safety or a special, a special meeting by the mayor or human services, uh, wherever we wanted to de, decide that.

But I'll yield the floor back at this time, and thank you again for bringing this forward. I'm excited to see that we are bringing this, um, on, as a city and, and really responding to the policy order from two years ago.

It's, we were here two years ago talking about this and, um, I know it's been a tremendous amount of work, both with this team here and with the community and the task



force.

So, thank you to Councillors McGovern and Simmons for, for really getting that, that work started and all the community members that came and participated, uh, both in the task force, but also advocated for, uh, an alternative to police response in our community over the past couple of years. So, thank you, Madam Chair. I yield back.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, uh, Vice Mayor Mallon. Certainly, questions related to the setup of this department. If there were overarching questions about how 911 is handled that's integral to the department, those are appropriate.

And yet, if it's a longer discussion on how the, uh, entire department will be, uh, unfolding over the, over time, then we could do a, a committee hearing or a special hearing.

It's really the will of the body, but its certainly appropriate questions given that that's before us. And it's a very, it's the heart of the, of the program.

I'll, um, ask a couple questions and then go back around to those who may have additional questions. Uh, one of my questions is, um, can you do, can we have a little

bit of, um, understanding of how we can ensure that the staff will be able to, uh, provide services and support in the various languages that will be, uh, needed given the range of, of folks in the community who will have different, um, language needs, may not have, have English?

**DIRECTOR CHRISTINA GIACOBBE:** Through you, Madam Chair. Um, we hope that we'll be able to, um, hire individuals that speak different languages. Um, we'll work closely with the community engagement team. We utilize the language line currently in 911. We'd certainly be using it in the field as well as needed. Um, and working with community partners that can provide those, um, additional resources.

But the goal would be to hopefully hire, um, individuals that can speak those language, languages. Um, but we will certainly, um, utilize the resources in the community to help us in areas where we need, whether it's a referral service that's needed, and we pull in one of our community partners to help facilitate that.

We do already, um, work on translating languages. I think we do six or seven different languages for our 911 information. Um, and we'll certainly, um, do that with this

department as well.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Yes, it's always important. I, I know for instance, the mayor's office makes sure that listed for the--her staff is what the various languages are offered by them. So the more we can move to that for, for ensuring again, that it's, it's just part of the inclusion and the welcoming that we need to do.

Recognizing we're in a city where, I believe the last figures I saw were 30% of our residents were born in a different country, and, and many of them speak different languages at home.

Um, I want to, um, uh, recognize and identify that this performance measures makes a lot of sense. It's just around numbers. We have basically no idea. So, I recognize that.

And, and I also wanna highlight and understand, um, how they were derived I, and to also be grateful and appreciative of the list of ways in which this department is setting itself up with specific commitment to try to have, for instance, a percentage of calls handled, uh, by the, uh, Cambridge Alternative Response compared to total

calls.

You know, the, the calls handled by Telehealth requiring no on scene, the percentage of calls from other public safety agencies. It's just, you know, there's, there's five, 10, 20% expected. I understand those are, are best estimate based on literally no history.

Um, and I also wanna highlight that that's critically important for us to understand so that in the future it may be, I know some of the, um, the other programs, uh, there's been various presentations from cahoots and from many of the other programs in Rhode Island and others that they have varying percentages of, uh, calls that are being responded to.

So, I assume these are based on your outreach to other, uh, organizations across the country that have handled this. And again, recognizing it's the best guess, but I'm also curious as to, as to whether there's anything you wanna add to that, um, to those targets basically.

**DIRECTOR CHRISTINA GIACOBBE:** Through you, Madam Chair. Um, absolutely. We looked at the 15 to 17 national programs and basically, uh, pulled their measures, um, as well as included some of our own.

I think, uh, some of those agencies don't include when public safety is asking for them to respond. And we think that's important to, um, show the community the collaboration that occurs here, um, as well as the referrals and, um, some of the other, uh, specific direct referrals to homelessness. You know what I mean?

I think that, that's a key measure that, you know, um, you know, listening to Director Pensak, um, earlier today, um, you know, with her additional staff that will be key to be able to determine, you know, future programming needs and, and how much of, uh, services are, um, that we're coming in contact with.

So, uh, you're absolutely right, right. We stole from other national and best industry standards, um, and I envision this evolving as we, um, move forward.

**COUNCILLOR PATRICIA M. NOLAN:** Yeah. Thank you. Now, I want to acknowledge that's exactly what we do need, right? We, we often talk about if we don't set the target, you know, if you don't have a goal, you can't get there. If you don't set out the road, you can't get there.

And for us to at least have some understanding of what our expectation is, it may be low, it may be high, but at

least we are basing it on, you may have stole, or you just say you're building on best practice, which is exactly what any kind of endeavor like this should be.

I, I, I also wanna ask the, the reality is the task force, um, that was referenced that, uh, Councillor, Councillor Simmons and McGovern led were really, uh, critical to this. As the vice mayor mentioned, there was a policy order to put in two years ago now that she was the lead sponsor on.

And there's also a large community group, HEART, that has been working nonstop, doing tremendous work in the community, trying to be involved in this. There's been, uh, I know the city has been very generous with their time in, in having multiple, multiple meetings with them.

So I think the question is, my understanding is the way that a program like HEART might be included would be some of those, uh, that funding, if it makes sense for them as a, as a affiliated or community-based non-profit.

Is that true? Coz I think it's pretty important for us to, to acknowledge, uh, that organization explicitly.

Uh, I understand it sometimes, uh, frankly, there, there's tension all around about how it is that we might

approach it, but I wanted to understand in the context of this department, whether there was anticipated that there would be some future collaboration with, with all programs, including specifically HEART.

**DIRECTOR CHRISTINA GIACOBBE:** Through you, Madam Chair. Um, yes. The \$1.5 million is, um, allocated for community-based programs and services, um, to provide those key services. Uh, we can't do this work alone, and it's a pilot program, and it's gonna evolve.

Um, so really partner with community-based organiz, organizations with the city, has a reputation for years partnering with community-based organizations to provide those other key services.

Um, we hope HEART will work with us, and, um, we believe that we're getting close to, uh, really understanding each other.

We've built relationships over the past year and, um, we're hoping that if the budget gets approved in June, we'll be putting those proposals out for, uh, a process for services, key services, immediate services, and then evolving as we go through the fiscal year with additional services as we add on.

Um, but that's the intent. And the manager, um, was, that was a key component of the budget. It had to be included in it. And, um, his work with, um, with HEART and other community groups, talking to people over the past year has been tremendous. The amount of, um, understanding and time really trying to recognize the work that they did.

Um, I think one of the unique things that I wanted to just point out is that when the city manager's task force led by Councillors Simmons and McGovern, there was 21 recommendations that came out of that task force.

And HEART had a number of those same recommendations. And I believe that the commonality among the City Council's initial policy order, the city manager's task force recommendations, as well as the HEART proposal, there's, th, those 20 or so, um, commonalities are in this budget to support that work. And we're hopeful that HEART will be part of it.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. I, I just wanna uplift, you know, it takes everybody, and we wanna be as inclusive.

We can--understanding that there's, there's gonna be some back and forth on how it is that, that folks can be



involved, but I, I, I think it does all of us, uh, the better to acknowledge that many, many people have been working on this for, for a long time, uh, you know, from very different approaches.

Some, there's tensions of risen high in many areas, and, and I look forward to having this be a model, uh, department that is looked to for, um, for moving us forward and, and not to understate the, the challenges you face.

I mean, we've, all--this council and many people in our community are concerned about exactly this intersection of where it's social needs that are on our streets, that interface some with, with, with, uh, perceived activity that is, um, uh, violence in is crime.

And I think it's exactly in that intersection where we hope that this, uh, Department of Community Safety is outlined in the budget that you'll be hiring people to try to precisely address that, um, in, in a way that the city has not done explicitly and intentionally.

Uh, those were my questions. And now I believe Councillor Zondervan had another question. And if any other councillor has, has other questions, please, uh, raise your hand physically or remotely now.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. And thro, through you and to you. Uh, thanks for bringing the HEART program into this conversation. I have a lot to say about that, but I'm not going to do so right now.

Um, but I have been working with the HEART team from day one, um, on, on a weekly basis, and I'm, I'm glad to see this department move forward, but, but I do feel that, um, the HEART team's work is not being sufficiently recognized and, and supported by the city.

Um, I did want to speak to, uh, vice Mayor Mallon's question about, uh, potential hearing in, in public safety potentially. Um, we are scheduling, I believe, a hearing for, uh, Tuesday the 18th at three o'clock, and, and maybe the clerk has more to say about that on, on 988, which will get into some of the related topics around, um, dispatch and so forth.

And then I, I'm certainly happy to, uh, hold a, another meeting over the summer or perhaps, uh, early fall once this department gets underway to, to get into more details about exactly how it would operate and, and how the dispatch would work.

Um, but as, as you mentioned Madam Chair, there have been a lot of tensions and, and dispatch is, is one of those areas where, uh, in particular there's been disagreement about who should, um, be sent out in response to calls for help.

So, again, I, I don't think it's appropriate to get into all that here, but I'm certainly happy to have further conversations in, in public safety, uh, as we have been doing over the last two years. Thank you, Madam Chair.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor Zondervan. Yes, we can certainly have, uh, future hearings and meetings on this entire ground-breaking, and yet building on the success of others so that, again, there's many cities across the country struggling with this.

This is our, uh, quite different approach, meaning it has evolved even over the last year. It is, um, far different than probably what was initially envisioned, and yet, as has been said by the city manager and Director, um, Giacobbe and the commissioner, it brings together a range of, there's certainly a lot of commonalities in the intent.

I don't see any other hands. Do I have a motion to move this, uh, department by Councillor Carlone, move this,

uh, budget department to the full council with the favorable recommend-- Oh, Vice Mayor Mallon, were you seconding that or were you wanting to speak?

**VICE MAYOR ALANNA M. MALLON:** So, so moved.

**COUNCILLOR PATRICIA M. NOLAN:** Okay.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Yes

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-9, No-0. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** All right. We are moving on to the Police Department. This is a department on, uh, that starts on Section V, page 89 in case anyone's following along. And, uh, I don't know, uh, commissioner, if you wanted to start off with anything.

**COMMISSIONER CHRISTINE ELLOW:** Absolutely. So, good

morning. Um, I just really wanna begin by saying that policing is an essential service, and, um, there needs to be reform in policing.

For more than a decade, first, under Commissioner Haas and then under Commissioner Bard, we have been on the forefront of that reform.

Our family and social justice section, providing outreach and support to our most vulnerable, including alternatives to the criminal justice system.

Our cadet program preparing Cambridge residents to be police officers. Our police academy partnership with Northeastern University that stresses procedural justice and sanctity of life.

Every facet of our Police Department was developed to support Cambridge values of anti-bias, equity, inclusion, de-escalation, and sanctity of life.

Now, for the first time in 30 years, we have a Cambridge bred police commissioner and the first woman ever. My dream as the police commissioner is for us to be a Police Department where every one of our residents sees us as a resource and a place that they can go to for support and help.

We need to continue to improve around transparency, accountability, and engagement. In so many ways, the Cambridge Police Department is looked at as the national model. What we are doing here is working. We need to continue to heal, to build trusting relationships with all of our community members.

I will acknowledge that there's room for improvement, and we are working every single day, learning, and growing from each interaction.

So, I look forward to your questions in talking about the incredible work that we're doing at the Police Department. Thank you for that, Madam Chair.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. A historic moment, right? Your first budget?

**COMMISSIONER CHRISTINE ELOW:** It is.

**COUNCILLOR PATRICIA M. NOLAN:** Your first budget with the commissioner?

**COMMISSIONER CHRISTINE ELOW:** It is. It's just stretched before I came.

**COUNCILLOR PATRICIA M. NOLAN:** Excellent. Uh, this is--the Police Department budget is before us, um, a total of

\$73 million, one of the largest departments in the city.

Um, open for questions. Uh, Chair Carlone, I mean, Councillor Carlone.

**COUNCILLOR DENNIS J. CARLONE:** Thank you, uh, very much. Through you. Um, commissioner, thank you for your opening comments. Um, it's exactly what we need to hear.

Um, I noticed in the report in--on page V90, you don't have to look it up, there are 188 patrol officers and, uh, I know many are in cars, we used to have a number on bikes. We, uh, I remember the days when police walked neighborhoods.

Um, it, it, it almost seems like, how can we have 188 officers and we rarely see them. Um, I realized some neighborhoods might see them more if there are issues, but it's just an observation. Um, any thoughts on that to get more police out on the sidewalks?

**COMMISSIONER CHRISTINE ELOW:** Yeah. Thank you for that. Through you, Madam Chair. Uh, we actually have about 20 vacancies right now. Um, and with our current amount of officers, what we're able to do is fill the cars that we are required to fill in any given day.

When we fill those vacancies, one of our priorities

will really be on community engagement outreach. One of the things that I would really like to see that we're--we struggle with, um, as far as having additional community engagement initiatives, is getting officers out on bikes, getting officers on foot.

We do have walking patrols in our squares, we have walking patrols, uh, in, in the port neighborhood. But I'd love to expand our walking patrols. And a big part of that is, is filling those vacancies with community residents to really make sure that we're out there, um, you know, where we're most needed.

And we are talking a lot, just making sure that our officers are in the places that they need to be, you know, making sure they're in those areas with a, you know, high traffic, um, uh, problems are, making sure they're in Central Square, Harvard Square in the port.

So we, we really wanna make sure that our officers are where we need to be. And if you're not seeing them, one of the things that I really want to say is, you need to let us know, where are, where is there a potential area that we need to be that you're not seeing us? And I will make sure that our officers are there.



**COUNCILLOR DENNIS J. CARLONE:** Okay. I'll be in contact.

**COMMISSIONER CHRISTINE ELOW:** Thank you.

**COUNCILLOR DENNIS J. CARLONE:** Um, I've mentioned to you this, to you in passing. There are, are only 17 traffic patrol people, and assuming there are people at all hours all days, that seems incredibly low to me.

And again, the traditional police person in the squares of, uh, every city directing traffic, and that was even with traffic lights. And we have areas, Cambridge Park Drive and Fresh Pond Parkway, Harvard Square, where Cambridge Street Tunnel empties into Mass Avenue. It's always congested at peak times.

And when I've asked previous commissioners about this, they said, "Oh, we have retiree, uh, um, patrol, uh, people who come out and can help us." But I just don't understand why we don't have more staff.

And I'm not trying to, to bloat the, the budget here, but this is a serious issue. And, uh, especially at Cambridge Park Drive and the, and the Parkway, it's, it's a nightmare. And keep in mind, when I say that, I think it was terrible planning to have a dead-end street with office

and labs on it exiting in either way.

Are there any plans to expand that or to take one of the--a few of the 188 general patrol staff and put them in traffic and, and have staff there, not retirees when they're available?

**COMMISSIONER CHRISTINE ELOW:** Thank you for that question. So, we currently--through you, Madam Chair. We currently have three vacancies in traffic that we're, that we plan to fill. The other point that I really wanna make is out of the 188, I think that number might be a little bit skewed, uh, that we have in uniform patrol.

Every single one of our officers is trained in traffic enforcement. Every single one of our officers can provide that function. Uh, we can absolutely make sure that we have those officers present, um, in those areas that have that high traffic in, in the gridlock.

I think it really is important. We were talking about this yesterday to make sure there's an officer there with the lights on, at least somebody can see us. We can't really do a lot with the gridlock except for making sure that we're not blocking intersections. But I think having a police officer there makes a huge difference, and that's

gonna be our plan moving forward.

**COUNCILLOR DENNIS J. CARLONE:** It, it is the blocking of the intersection and people get upset and obviously other things happen. Um, so our budget as, uh, the Councillor, uh, Chair Nolan, uh, hinted at is fairly high.

Um, how does that compare to other cities on a per capita? Are we similar to a Boston or, uh, Somerville? Uh, I know Somerville has less people, so their budget is--but it's appreciably less. Any response to that?

**COMMISSIONER CHRISTINE ELOW:** Sure. So, we actually did, uh, an analysis on the per capita budget. And one of the things that we found, it really for budgets, each, uh, town or city budgets' a little bit differently.

And what we've learned from both Somerville and Boston, if we're gonna compare, is that when they have their budget, they do not put benefits like pension, dental, health insurance into their budget.

When we pulled that out, our budget was reduced by 30%, and it actually put us below Boston per capita, and we're a little bit above Somerville. So, it really is important to make sure that when we're looking at budgets, what is included.

Somerville also doesn't include their fleet in their budget, which is a few million dollars. We do include our fleet in our budget. So, it really is important to pull out, uh, what exactly people--when you're looking at the budget, what are the important components?

**COUNCILLOR DENNIS J. CARLONE:** Well, well, thank you for that, because frankly, I thought my question was a loaded question, um, but I wanted to get to it because we talk about it.

And my last question is, since community safety will in, integrate outside community-based programs, how does the department intend to maximize working well together with community safety? I know it's separate and yet it's not, um, day to day. Have you, you must have discussed that with, uh, Ms. Giacobbe.

**COMMISSIONER CHRISTINE ELOW:** Sure. Through you, Madam Chair. I mean, I really--one of the, the qualities that I find in this city is how well we work together as a city. I think all of the department's head, heads work really well together, we collaborate well together, I think we genuinely like each other.

Um, so it's gonna be the same when community safety is

up and running. We, we really--we wanna be respectful to this process, it's gonna be a fine line to walk. We understand that this is an important department.

It's really important for people that do not have, uh, a trusting relationship with the police, that they do have an alternative to call. So really working carefully and purposefully when those calls come in, uh, respecting our community wishes and wants when it comes to how we respond, um, to those calls.

So, it is gonna be a very delicate balance. There's gonna be lots of meetings, lots of debriefing, lots of what worked, what didn't work, how do we improve? And I really look, look forward to working with Ms. Giacobbe on that process.

Again, we have a great working relationship, and I'm really excited to serve more of our residents. Uh, for me, it's not about the police versus community, safety versus HEART, it's about how do we as a community serve every single one of our residents the best way possible?

And this new department will allow us to reach more people. So, I'm really excited, um, about the department in building the relationship.

**COUNCILLOR DENNIS J. CARLONE:** Uh, thank you very much. Thank you, Madam Chair. I yield.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor Carlone. I have, uh, Councillor Zondervan and then Councillor Simmons next.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair, through you. Um, I, I was listening very carefully to Commissioner Elow's remarks and, and I wanna thank her for, uh, what she said, I, I think it was really important.

Um, but one of the words I didn't hear her say was, was anti-racist. And, you know, it's, it's not anybody's fault, but our, our model of policing is, is, is out of date. And, and I think the commissioner addressed that in, in her remarks, uh, to some extent.

But even these comparisons with other, uh, cities is, is comparing an, an older, uh, model to, you know, other peer cities that are using the same model. And, and what we need to do is, is move forward, not, not continue to invest in that, uh, model.

I, I don't think we need more police officers, uh, on, on our sidewalks or, or in our streets, we need more traffic details, but I, I don't see any reason why those

have to be police officers. And the only reason that's true right now, my understanding is because of, uh, current, uh, contracts that have been negotiated that, that we're unable to get out of.

Um, so, and, and I heard that we again, or, or perhaps still have vacant positions in, in the Police Department. And, and I guess the part that I still don't understand is why we are not eliminating those, uh, positions and, and thereby reducing our budget as we increase, um, these alternative programs like the, uh, Department of Community Safety.

So, uh, I don't know if, if we, I can get an answer to why we're not reducing, uh, those positions and, and therefore the budget.

**COMMISSIONER CHRISTINE ELOW:** Through you, Madam Chair. Um, the first thing I, I think I'd like to address is, um, the anti-racism comment. I mean, I do understand the history of police, um, in this country.

And I will say in the City of Cambridge, again, for more than a decade, we have been looking very purposefully for our most vulnerable, which does include our black and brown communities. How do we improve outcomes for people?

Through our Safety Net collaborative, we have had a 75 to 80% reduction in juvenile arrests. We are connecting people to services and improving outcomes, uh, for our most vulnerable, again, around people with mental health issues and struggling from substance abuse across the board.

Um, when I think about what we're doing, particularly in our black and brown communities around policing, our focus is on engagement. Our focus is on building trust. We are not, you know, going in there to arrest people. We're going in there to trying to make sure that the quality-of-life issues, the quality of life for people, particularly in some of our housing developments, gets better.

So, we've been working really hard to build that trust and improve outcomes when it comes, particularly our black and brown, um, uh, residents. Uh, and that is through community engagement and alternatives to the criminal justice system.

Um, say the second piece again. I just lost, uh, what the second point was, sir. Sorry.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you. Uh, through you, Madam Chair to the commissioner. I, I was asking--



**COMMISSIONER CHRISTINE ELOW:** Oh, the vacancies?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Right. --about the vacancies and reducing the budget.

**COMMISSIONER CHRISTINE ELOW:** Again, through you, Madam Chair. You know, I understand, um, what you're saying, I understand the idea of the alternatives.

I will also say that they--the requests for police presence, particularly officers on bikes and walking officers across the board, right? It just keeps going up. We have so many commitments for our Police Department, whether it be the transitional wellness center, the work that we're doing in the port are around gun violence. We have lots of police officers out there doing community engagement.

Uh, we request throughout CHA, including our senior housing developments, to have more police presence in our squares, um, in our neighborhoods, uh, in, in really having. And one of the things that I think is really our strength is the diversity of our officers. So many of our officers were born and bred in this city and reflect this community, and they serve this community so passionately.

Um, so I, I really just wanna say that there are

requests, uh, for our presence in communities, and if we fill those vacancies, or when we fill those vacancies, we'll be able to have more officers on bikes and on foot.

And that's not to replace people from the Community Safety program, but in addition to. Um, one of the things that I really pride myself on is service.

And if any one of our councillors calls me, I'm gonna respond and I'm gonna respond quickly because I do believe, um, that we are a Police Department that provides top level service. And if you need a police officer somewhere, we're gonna be there responding, um, in a way that reflects Cambridge values.

**CITY MANAGER LOUIS A. DEPASQUALE:** Uh, through you, Madam Chair. I, I, I just want to add that one of the ways it is incredibly important for us to fill vacancies is, it gives us an opportunity to make sure our Police Department reflects the residents in this city.

And we have had excellent success in making sure that when we bring in these new positions, we've been able to increase our diversity and increase our Cambridge residency.

So, I do think that's an important piece of adding

additional services. But I also wanna say that the commission, the demand for our Police Department, especially during covid, has been incredible in the work that they have done, especially during these last two and a half years, has been exceptional. And I wanna commend them for that.

But I also really, and I say this every time I'm at a promotion ceremony, coz I see it every day, and the commissioner is really a leader in this.

And we could not have a better person as we take on the alternative policing department in this as we're working together is the fact that we are not about arrest in the city. And the Police Department doesn't just say it, they believe it and they act it. And we're about helping people getting the training and the services they need.

That's why if you look at most of the additional positions through the years or especially over the last five years, they've not been what we would consider police officers, they've been assistance in the social working in, in the healthcare field to make sure that we're doing policing different.

And we will continue to improve, but this is an

incredibly talented, committed department and I just don't want that lost. I could not be prouder to say I'm the city manager in the city with the Cambridge Police Department, coz I think they do incredible work.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank, thank you Mr. Chair. Um, Madam Chair through you, um, to the commissioner and the city manager. Um, I, I think in, in some ways we're, we're asking too much of our Police Department.

Um, and, and I think that, uh, as part of the, of the challenge here, because, you know, there's only so much trust that that can be built when you are both the, you know, state, uh, arm that is charged with arresting people and trying to prevent that from happening in the first place.

So that's why it is so important to, to have these alternative, uh, response options available. And, and again, I, I think it is important to have a, a real honest conversation about how much of those non-police services can we move out of the Police Department because that will also improve the, uh, access to those services and, and will improve, um, people's, uh, ability to, to trust that those individuals are not, uh, going to turn around and,

and arrest them or incarcerate them.

Um, so I, I appreciate, um, you know, the, the, um, answers and, and the work that's, that's being done to improve, um, policing in, to further improve policing in Cambridge. But, uh, I, I do think we still have a lot more work to do and, and I, I don't agree that we should be spending more money on it. Thank you.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Councillor Zondervan. Do you yield?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Yes. Thank you

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Uh, next, uh, Councillor Simmons, and then Councillor Toner and Councillor McGovern.

**COUNCILLOR DENISE E. SIMMONS:** Uh, thank you. Through the Chair, uh, to Commissioner Elow. First of all, again, this is not an outstanding employee meeting, but I would be remiss if I did not say the work that you have done prior as superintendent, I think it's superintendent, and now as commissioner has been outstanding. Uh, but I wouldn't expect any less. So, thank you for your service.

Uh, when we think about--one of the things that's very clear in this conversation around, um, public safety is

everyone cares deeply about our city, and everyone cares deeply about public safety, even though we have very different views.

Uh, for me, I want to know what is it that we can do to help you, um, fill those 20 vacancies? Because as someone who represents a, a population, uh, as an African, as an African-American accent, the, uh, only African-American on the City Council, so I'm profoundly, uh, moved and pay attention to--and impacted by what happens in our law enforcement.

I can say for the large group of people that I speak to on a regular basis, uh, divesting in the Police Department is not on the agenda.

Um, so I wanted to know--I know in some departments, um, I think it was Human Services, they were using a practice of bonuses to try to get more people to fill some of these vacancies.

And so, through you two, you Commissioner Elow or to Mr. DePasquale, is it--what, what would help us be able to fill those vacancies?

Number one. Uh, and the second question is, similar to what had been asked just prior, is when I speak to the

senior citizen community, excuse me, and, and some young parents, particularly in Washington Hills, Newtown Court, on more than one occasion, they're saying, we wanna see more presence.

Now, I know the housing authority has dispatched their own security team, but what is important, and you mentioned this, uh, Commissioner Elow, is a number of our police officers come out of the port, and I cannot tell you, but-- and you probably already know how comfortable folks feel when they see someone they went to school with and see in the street and in the supermarket and at various events in their neighborhood, keeping them safe.

And so I'm just curious, uh, again, to the commissioner or to the city manager, how do we get these, you know, do we need additional funds to get these positions filled?

And in getting those positions filled, will we get, will we be able to get more police presence, law enforcement presence into those important issues as, as many of in those important neighborhoods? Excuse me.

Um, as was mentioned earlier, through the Safe Streets conversation, we may even have, uh, as a part of that, a

request for additional funds. So, I'm looking to you, Mr. City Manager, to see if we can get funds to support some programs that we're trying to launch for that older demographic.

So, three questions. One is, what do we need--will bonuses help to increase our ability to hire those vacancies? When those vacancies are filled, are they going to be put, be putting more presence into our streets, particularly around some of our senior buildings, 237 Franklin being one of them?

And then lastly, uh, through the Safe Streets conversations, if the neighborhood sees a need that speaks to, uh, an allocation of funds, would it be a separate allocation request or is it something that could be absorbed in the public safety budget? I know that's a lot.

**COMMISSIONER CHRISTINE ELOW:** I took notes. Um, so through you, Madam Chair. With respect to, uh, recruiting for our Police Department, we have been doing a lot of work.

One of the things that I really wanna highlight is the diversity of our cadets. All of what you've talked about, um, all come from the community, they all identify as black



or people of color.

And one of the things with our cadets and some of our former cadets that are now police officers, what they highlighted as the reason in their interest in policing was their relationship with their YRO.

So, we have been doing a lot of work, not only in the schools, but recruiting, uh, a diverse group of people through, um, uh, the Mayor's Summer Youth Program, through our cadet program, um, just to really focus in on--and, and it really fits with the, the, uh, priorities within the City Council around racial and economic equity.

Uh, really reaching out to diverse groups of people in our community and trying to generate interest through the Mayor's Summer Youth Program, through our now, uh, it's, we're gonna restart our Explorers Program that focuses on middle school and high school students, um, that could be interested in a player, uh, career in public safety, uh, to really focus in to try to fill those vacancies.

Another thing that we did just recently is we part, we partnered with the Massachusetts Association of Women, uh, in Law Enforcement for our first time ever recruiting initiative. It was well attended. They're actually gonna

use that model, uh, for recruiting women in policing nationwide.

So we have a number of different initiatives out there to recruit a diverse, diverse group of officers. Um, and we really wanna focus in on Cambridge residents that know the city, you know, like myself, and that, you know, bring a unique lens growing up, um, in the city to serve our, our community.

Uh, when it comes to, uh, our senior citizens and the young parents, you know, that we wanna see a presence. And, you know, what's interesting, we did an internal survey with some of our officers, and one of the things that they highlighted something that they wanna do is they wanna be involved with more community engagement.

One of the challenges that we have is many of our officers that are out on the street are tied to the radio and calls for service.

So, when we talk about fill in vacancies, what those officers would be doing, and the ones that really, I come from our community, they would not be tied to the radio. Their entire shift would be about being out in the community, uh, doing community engagement, attending

community functions.

So we wanna make sure that we have, you know, uh, people that know the city, that care about the city, that were, you know, uh, raised in this city to be out there policing the community.

And that, that they have the freedom, uh, to be not tied to the radio, but to be out engaging in our housing developments, um, on our streets, in our youth centers, in our schools, wherever, uh, we could make some positive connections.

So, um, I think that's it. I'm not sure if I, if I missed anything and I'll turn it over to the city manager if he has anything to add.

**CITY MANAGER LOUIS A. DEPASQUALE:** I, I, I would just add, Madam Chair, that the Police Cadet program, when I first started, there was a real concern that the diverse population in Cambridge especially the young population, was not interested in joining the Police Department because they didn't see themselves in the police office that, that they saw.

And we really felt that was an important thing to, to address. And I think we've really tried to address that. I

think there's more work to do, but the Police Cadet Program has been a success.

And I will just give you an example of the impact it has when someone sees someone that they can relate to. As a police officer, we had an open house at Fresh Pond Apartments and we had a cadet who's now a police officer with us that they're talking to the residents.

And I can't, I happened to be beside that cadet most of the day, and I can't tell you how many people came up to him and said, "We didn't realize you were a cadet. What's it mean to be a cadet?"

And that's the kind of momentum you need, and we're getting there. That doesn't happen overnight. But I really think under the leadership we have now, under the commitment we have now, and the council's played a major role in making this a reality, we are getting there and we're gonna get there with the fire as well.

But the message is out there and it has to be a priority to make sure that as we bring on these new police officers, as we bring our new firefighters, they represent our entire community. And I think we're moving in that direction. I wish we could move faster, but I'm really

pleased that we are certainly moving in that direction.

**COUNCILLOR DENISE E. SIMMONS:** Uh, so, uh, through the Chair to the commissioner or to Mr. DePasquale. Uh, so are you saying is--it's not the money that is tied to the positions that's stopping it is, it's something else? That's what I'm trying to get to.

I wanna be sure that it's not finances that are keeping people, when I say finances, it's not the salary amounts that are keeping people from applying, that's why we can't fill positions. There's some, some other variable.

If that variable is monetary, then what can we do to assist in removing it? Because again, I know there are people that are of the opinion that, um, we should defund police officers. In some cities that should be the case coz they're horrendous operations. It's not the case here.

And that's good. And I'm so glad that we are the model. We cannot say that enough that we are the model, we are the model, we are the model, and the Commonwealth and in the country in some places on how public safety is done correctly.

That being said, we wanna show we appreciate that by making sure that we have our public safety personnel paid

fairly and remove any impediments to having those folks, um, hired.

So just, just, um, to, to bring that back around coz I know the cadet program has been extraordinary. Um, before you Mr. DePasquale and, um, a few of the years we tried to get the cadet program back because we knew how important the cadet program was.

And I'm glad it's paying off in dividends by way of having people come and, uh, and apply coz they see people like them. So, I just wanna re-ask, um, is it's, is it not for, it's, it's not a monetary issue, it's just what, um-- Yes, go for it.

**COMMISSIONER CHRISTINE ELOW:** Sorry. Through you, Madam Chair. Uh, I will say the civil service process itself, it takes a long time from when you take the exam to getting an actual officer on the street. It could be over a year, uh, from the time you take the exam to getting those officers on the street.

Uh, you know, a couple years ago or last year, you know, we had a pause in our cadet program. So literally we lost, uh, two bodies. So officers, you know, Cambridge residents that wanted to become police officers, they went

someplace else.

So one of the things that is really a challenge for us through the process is making sure that they stay engaged. A lot of times people are looking for a job and it could take, you know, 6, 8, 10 months, even 12 months to get on the Police Department. And that's a long time when you go through the training, um, and everything. So, I, I would say, look at that as part of the issue.

**COUNCILLOR DENISE E. SIMMONS:** Very good. So, I, I will, um, yield the floor, but again, I, I can't say, you know, my mother would always say, you know, don't gag at a nat. And so, I don't want us gagging a nat when it comes to this budget.

I fully have my support. I cannot speak for any of my other colleagues, but for me and for those people that I represent, we thank you so much for what you do and continue to do.

Um, to the chair, I have a hard stop at 12. I know we're not supposed to be taking a break, but if we don't, I just want to, um, let, let the, uh, committee know that, um, I do have to step away for that hour that we had. I do have to do that right at noon.

So, with that, um, again, commissioner, thank you for your service. Uh, I will yield the floor.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor Simmons. Um, as we've seen some topics like how we hire can be tied to the budget, um, even if they're not directly related, and we should certainly have those questions. Um, next is, uh, Councillor Toner and then Councillor McGovern.

**COUNCILLOR PAUL F. TONER:** Thank you, Madam Chair. I, I want to second many of the things that, uh, Councillor Simmons brought up. And, um, I would just say I haven't asked a lot of questions, uh, as a result of this budget because I just want to thank the city manager and David Kale and your--everybody that worked on this for making such a clear, uh, presentation.

It's very easy to get your answers, uh, to these questions. And I, you know, not being a new councillor, not having some of the history, uh, about some of the programs that have been added, I'm glad to hear the questions of my fellow councillors.

Just on this particular issue, um, I, I am always surprised, and I got myself in a little trouble at a meeting, uh, not long ago when I was pointing out to people



who were asking, why aren't there more police officers, you know, co, covering traffic issues and citing tickets and parking and all these other issues.

And, um, I thought you were more, more--200 police officers. And, you know, just my back of the napkin math is always like, well, if there's 188 police officers, total is three shifts, that's 63 police officers on duty in any, any given time.

And I said in a public meeting at one point that, um, you know, the, the police officers--there's only 63 covering a city of 115,000 residents with however many thousands of, uh, people travel through the city and, and come here to work.

Uh, and it was pointed out to me that even those 63 officers aren't all out on the streets. Could you just explain a little bit about, on a shift, you know, how many officers are on duty, um, yeah, realizing that some might be out sick or, or whatever. But if you had 63 offices on a shift, how are they deployed for the day?

**COMMISSIONER CHRISTINE ELOW:** Through you, Madam Chair. Uh, so on a, let's just say a, a given day shift, um, to have a full roster of officers, meaning all of the

squares are covered, all of the cars are covered, our inside duties, that's about 24 officers, uniform patrol.

Monday through Friday we would also add an additional six traffic officers, which are our motorcycle officers that are out in the street. So that's probably about 31 officers, and that's a day shift. And that's usually when, probably the, the most busy.

So, the days in the three to 11 shift are probably our busiest shifts. And we have between, you know, 24 and 30 officers on the street in uniform.

Uh, we, the additional officers that we have, uh, make up our family and social justice section. So, we would have, you know, nine wires that are assigned to the different schools that we have there. Uh, also, sorry, in uniform, but not providing like a police function, a visibility function.

Uh, and then we have our detectives, which I believe in day operations, we have about maybe 20 detectives, uh, not in uniform. And that makes up a given shift. So, our actual uniform presence on the street is about 30, uh, distributed out through our six square miles.

**COUNCILLOR PAUL F. TONER:** Great. Thank you. Um, the,

the only other thing I'll say is, um, and I'll probably get myself in trouble with my former union brothers and sisters, but I think we do pay very well in all of our public service positions. We can always pay more. Um, and I'll let the collective bargaining negotiations take, take care of that.

I think, uh, an answer to some of the issues that were raised is, I think we really just need to uplift public service more in the city. And that's not only true of the Police Department, the Fire Department, education, uh, teachers, um, you know, as a result of a number of things, uh, uh, you know, the, the, uh, Black Lives Matter movement and Defund the Police Movement.

Unfortunately, Cambridge is being painted in the same brush as, you know, some of the police departments that really do need major reform.

And, you know, when I talk to young people, my son included about being a police officer, um, uh, you know, I'm, I'm really telling them that they should consider police work and, and, uh, firefighter, they're good jobs, they pay well.

I think we should highlight that more. Uh, you know,

I, I know some of your, uh, fellow chiefs, uh, around the state and, and they tell me they're having the same difficulty. They, they cannot get people to consider, uh, the work, even though they're good paying jobs with good benefits and good pensions.

So, I think, uh, you know, as leaders in the community, we should really be, uh, uplifting the role and talking more positively about it. Obviously, holding people accountable when, when something isn't working or is, uh, wrong is done. But, uh, we, we can't keep painting, uh, everybody with the same broad stroke, stroke. Uh, with that, I will yield. Thank you.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, uh, Councillor Toner. Councillor McGovern.

**COUNCILLOR MARC C. MCGOVERN:** Uh, thank you, Madam Chair, through you. Um, good morning. Still morning, I think. Um, so, uh, just a first question actually, uh, for the manager maybe, uh, or a combo.

Um, you know, we, we, we hear a lot that the, you know, the budget for the Police Department is, you know, it's not a small amount of money. Um, and often, uh, we hear comparisons to Cambridge spends this much and these

other communities, you know, Somerville spends this much and some other community spends something else, and we spend so much more.

My understanding is that part of the reason for that is that we include a lot of things in, in our budget that maybe other communities don't. And so, you know, one thing we've talked about today is the Social Justice Department.

Now, again, whether that's gonna continue to sit in the Police Department or not somewhere down the road, that's a whole other thing.

But as of today, that's a department that we have that many other communities do not have, or at least don't sit in their police department, maybe they have it somewhere else.

And then also, Mr. Manager, maybe this is more for you, but the, the pension piece of this, right? So I, I, I can't remember the exact number, but I want to say there was 20 plus million dollars that--when this came up last year about Somerville, there was 20 plus million dollars that we include in our Police Department budget for pensions that Somerville includes somewhere else.

And so people look at the numbers and say, "Oh, look

at how much more, more money Camb--" That's an accounting issue, right? If we took that 20 plus million dollars out of the Police Department and put it in some other department like Somerville does, all of a sudden, our number isn't so outta, outta line. Right? Am I correct on that

**CITY MANAGER LOUIS A. DEPASQUALE:** Uh, through you, Madam chair. That's absolutely correct. We're about \$22 million if you do pensions and health insurance, which over \$73 million is a pretty good percentage.

Uh, but like that in many areas where we put the full cost of a department into a budget, that's a lot more work usually, but we have a budget team that has the staff that can do it.

So, it, we try to truly reflect what the full cost is. Uh, most cities don't be, to be very honest, coz it's easier to budget pension all in one area and help all in one area cause you're still getting to the bottom line. But it does--when we're doing comparisons, most cities don't do it the way we do it. So, it does, it does have impact.

**COMMISSIONER CHRISTINE ELOW:** Through you, Madam Chair. I just wanted to address the clinical support unit

and the important work that they're doing within, um, our Police Department.

One of the things, you know, when I hear people talking about should this be sited or place someplace else, I really wanna highlight the integrated behavioral health model that we have with the Police Department.

So our police officers work hands in hand with our social worker, with our psychologist, with the courts, um, in the work that they're doing to help the most vulnerable is absolutely integral to the work that we're doing to support our most vulnerable within the Police Department.

So I do see the benefit of maybe having an additional clinical support that would be housed in the Public Safety Department, but to take our clinical support out of the Police Department when they're doing so much work that is, again, integral to being with--housed in the Police, uh, Department I think is critical.

One thing that I will highlight that's in the, the literature is the Second Chance program. Now, that is through one of our social workers, Alanna Mallon, who is fantastic. Um, she--

**COUNCILLOR MARC C. MCGOVERN:** Not Alanna Mallon.

**COMMISSIONER CHRISTINE ELOW:** No, Elana Klein, I'm so sorry. Elana Klein. She's Fanta--you're fantastic too, but she's fantastic. Elana Klein, sorry. Um, but she, uh, developed that through the court for people who are unhoused that have criminal records, um, to get those criminal records sealed so that they can actually get housing.

That can only happen through the relationship with the Police Department and the courts. I want to say the same about our diversion program with our youth.

Uh, we had a situation where young people were throwing rocks, so there was a victim, right? There was a victim. Um, they were young people and the only way we can really divert that and provide them with those services is having that clinical support unit housed within the Police Department working within the district attorney's office.

So, I just really wanna be careful when we talk about pulling clinical support work out of the Police Department. They are absolutely integral to the work that we're doing in supporting our residents. Thank you.

**COUNCILLOR MARC C. MCGOVERN:** Thank you. And, and through you, Madam Chair. And just for the record, I was



not suggesting we do that. I know that it, it's been brought up. Um, and this sort of gets me to—

So, I mean, just to finish that point, I mean, I do think I would encourage people when they simply just look at dollar amounts across cities or places and say, "Look at how much more we spend," that they actually dig deeper into that because it is not the same. It is not apples to apples.

Um, I would say that for any of our departments. But, um, you know, it's not as simple as just comparing what Somerville spends to what Cambridge spends. It's, it's more complicated than that.

And it leads me to this sort of, you, you, Madam Commissioner led me to sort of this second po, point around training and I'm, I'm really, you know, always happy to see our budget invest so much money, uh, in training.

Um, as you know, and I think most people know, I had a, I was involved in a little incident a few weeks ago, um, in Central Square, and I got to see that training up close and those officers who responded, um, were phenomenal.

And the gentleman was having a mental health crisis. They never laid a hand on him. He was resisting, he was

trying to walk away and get away.

They spoke to him, they knew him by name, they deescalated him. They never laid a hand on him, never got within four or five feet of him, um, and then called an ambulance and convinced him to go with the ambulance where he got the mental health treatment that he needed.

No handcuffs, nobody was on the ground, nobody was on the back of a police car, and that is because of the training that they received. So, I'm very happy to see that, uh, in the budget. And I, having seen that up close, I appreciate it.

Um, one thing that is not in the budget, or unless I missed it, and, and we've talked about it, are body cameras. And I'm not gonna get into a debate, is to into body cameras. I know we all know that they do not prevent crime, but they do provide accountability.

And I think of all these things that we've seen nationally where, you know, bless you, um, you know, mostly black and brown men are, um, some cases murdered, you know, and shot, you know, um, those cases would not be really be known if we didn't, if those department, those officers didn't have body cameras.

So, um, you know, I know that, that, uh, I know there's been a lot of conversation about it. We've had, we've had meetings, where does that stand? And that's not an inconsequential amount of money, I would imagine, um, just judging by what Boston paid.

So, um, again, what, where does that stand now? And, and is there any money coming forward for that?

**COMMISSIONER CHRISTINE ELOW:** So, through you, Madam Chair. I am such a fan of body cameras and when I think about the transparency and accountability, that would be such a, a benefit for us, and I think it really is up to the City Council to engage us in that conversation. I am ready, willing, and able. Um, that's something that I would really, uh, uh, like to implement here at the Police Department.

One thing that I think would really benefit, and I'm gonna go back to a story, uh, where there was a use of force in Central Square that was, um, videotaped, um, and really what happened is they only videotape the last portion, that's just where somebody was. And if we had body cameras, um, at that time, we would've got that whole interaction.

I think when we implement body cameras, one of the things that we'll have to do and, and when we talk about, uh, being accredited, uh, one of the things is just having really strict accountability about when the cameras are turned off and when, when they're, you know, uh, turned off and turned on. And just making sure we're really clear about how we're gonna use the body cameras.

But I absolutely am passionate about engaging that conversation with the council, uh, when the time is appropriate. Thank you.

**CITY MANAGER LOUIS A. DEPASQUALE:** Uh, Through you, Madam Chair. I would say that I recently settled, uh, the police superior and the police patrol's contract for the next three years. And I don't want to get into specifics, but there was very positive conversations about body cam. So, I think we're heading in a, in a really good direction with the police officers themselves as well.

**COUNCILLOR MARC C. MCGOVERN:** Great. Thank you. And, and I think, um, you know, when we had this discussion, God, was it two years ago now, I think, right?

Um, when I put the order in, I, we also included, I had worked with the ACLU, you know, to really try to

address a lot of those concerns and those issues around, um, you know, when they're, when they're turned on, when they're turned off, where that information is stored, how long it's stored.

So happy to revive that, um, uh, and, and get to a good point. And it's good to hear that there's positive conversations with the union as well because again, in most places that's not the case, right? Most cases it's unions that--the police unions that oppose it. And so, it's, it's nice to hear that maybe that's not happening here.

Um, lastly, Madam Chair, through you. Um, on staffing, um, again, it's um, you know, it's, it's hard to, I just had a meeting at the Manning last week. Um, there were-- Superintendent Lowe was there and a number of officers were there.

Um, and it goes to something that Councillor Simmons was saying, um, and I gave a lot of answers at that meeting that I'm not sure made me very popular because what a lot of people wanted was a lot more police, you know, arresting people. And, and, and, and I take a different, you know, point of view when talking about certainly our unhoused population and folks struggling with substance use

disorder.

Um, but there is still--but then again, I also pointed out that I don't live in the Manning, right? And, and I don't know what it's like to not be able to sit out on my front porch for fear that I'm going to get assaulted or witnessing, you know, activity.

Same goes for the folks that I speak to who, who live in public housing. It's very easy to say, let's reduce the number of police when you don't live in a community where you are afraid to let your child out at night because there, there's gun activity.

Um, and so there is, there's also an education piece that has to come out here because as I think we all agree, it's not always right for the police. It's why we're doing this, uh, Department of Community Safety. It's not always just about policing, but I think that's what makes pe, a lot of people feel more secure.

And so, as you do your door to door, and as we think about all of this, I think it's important that we also have an educational component that there's, you know, folks at the Manning we're very surprised to hear about all the other services that we have, right?

Um, and so letting people know that, you know, it's not just about arresting people or policing, um, but I don't want to downplay the fact that there are people who are really afraid, right?

And I think we get in this Ivory Tower and talk about what's going on nationally and what's going on and how we have to be part of these movements. And sometimes we forget that there are people in--living in, people have very different opinions, right?

And a lot of it's generational. A lot of it is where you live. Um, and so I, I hope that we have a, we continue to sort of educate people that we're doing things differently, we need to do differently--do things differently.

And I--lastly, Madam Chair, um, and I also do appreciate that, I guess Commissioner Haass was the first police commissioner that I worked directly with, and then Commissioner Bard, and now you, Commissioner Elow.

And I have never heard any of you say the Cambridge Police Department is perfect. There's nothing, there's nothing that we have to look at here. We have it figured out.

I've never heard any of you say the, the blue line of defense, you know, whatever it's called, you know, um, that you're always willing, and we've had commissioners that are always been willing to say, "Look, we're really good and we're gonna, we're gonna say we're really good because we should, however, we're not perfect, and we always have to do better." And I just, I completely appreciate that leadership and that, that you're carrying on that leadership. And, uh, I want to thank you.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor McGovern. Um, I have a couple questions, and then the expectation is if, assuming we don't have a lot more questions, we will, uh, finish with this department and then take a break for lunch and come back and do the, there's, uh, three more, uh, departments after this.

Um, like my colleagues, I appreciate this discussion. I, I, I also understand completely having immersed myself in a lot of budgets, obviously whenever you look at budget, it's, it's important to have the proverb of apples to apples.

Um, I certainly know on the School Department side this, the Department of Education does a great job of



providing exactly that. So, if a, if a city has personnel or staffing or recruitment on their town side, they bring it over into the school side. I mean, there's just an incredibly extensive process, so you really can't do apples to apples.

There's not, not the same for city budgets. Um, I, I appreciate the, um, clarification of exactly what it is that our Police Department budget has compared to certainly some of our, uh, comparable cities.

I, I don't think we have to have an extensive discussion here, but I do think it'll be appropriate, just like we'll have a meeting on, uh, the Department of Community Safety at some point, as I've talked to the commissioner about, let's sit down and understand the budget, let's--this is one of the largest budgets in the city.

If, if it makes sense for all of us to understand better, it would be good to have that documentation, uh, that the commissioner provided earlier. We also know as a city, there's a couple other things to keep in mind that we have a city of, uh, X, right? 118,000 people, and yet we also have, uh, University Police that take care of some of

their population as well.

That then is another conflating factor that we should factor into how it is that we're providing for the community safety overall. Um, and there's also the, um, some of the statistics, which I would also look to as not just dollars, but, uh, per the staffing per capita, also, there's a national database. I'm sure the commissioner knows it.

Um, I have looked at it, it's called governing.com, which shows that in fact, we are a little bit higher than others. So, we, we should just have that conversation.

Um, I, I, I do think, given that we're at the budget now, it's really important for the budget and that, uh, that would be a totally appropriate for a committee hearing and public safety or some other, um, organization, if it makes sense, particularly for all of us to understand.

Plus, there's this wealth of information in this document that explains exactly what we've been hearing, which is far beyond what you think of, which is I call the police officers for one event.

There's a huge range of, of ways in which the current department, um, responds. And that in the future, there may

be some ways in which they're working with not responding as much because we have other alternatives.

So, I do have a couple questions going back to the Traffic Department. There is, um, traffic enforcement is called out as a priority in the city. There's, uh, data on it.

Um, I, I do hope that we get to the point where there performance measures in the budget instead of going up in the number of crashes actually goes down in line with our zero vision. Um, there's only a little bit of a decline expected in a couple areas I would expect them to go up.

I, my question related to, um, enforcement though, is there is nothing in here about red lights. It's all about enforcement for speeding or bicycle lane violations.

And my concern is that gets at, uh, at something that the public often asks us about is, what about people going through red lights? And what about whether it's a car or a cyclist, uh, violating, um, various traffic rules?

So, can you speak a little bit to whether that's something that is not currently on the agenda? I've heard from a number of officers, they either don't have time to do it or have been in--literally, people tell me that they

think the whole department--Traffic Department said, you're not even supposed to call those people out, which I don't believe I wanna have a public, uh, response to the idea of the question of how are we doing enforcement and traffic, and is this, you know, the, the number of full-time budget employees has gone down from 20 to 19 to 17 this year to ensure that however it is that we are approaching that, again, just like other diversion, we would rather people not engage in the behavior in the first place, but sometimes the best way to get them to behave is once you start speeding--once you start ticketing for speeding, the word gets around, they stop speeding.

If you start ticketing for going through a crosswalk, they stop doing it. So, I'm curious as to your, um, understanding of that question of how enforcement's going for the range of infractions we see, uh, not just the typical car speeding, but maybe some others as well.

**COMMISSIONER CHRISTINE ELOW:** Sure. What, what I will say is that red light violations are included. Uh, our focus with our Traffic Department is on harm reduction. And I do have Rick Riley on the line who's gonna--who can add something to this.

But you know, I, I think our traffic citation data does not reflect our efforts as a Police Department as a whole. Um, the street infrastructure over the past few years has changed pretty dramatically. And what we're out there doing is really focusing in on, um, education.

We have a transit population, um, don't always understand the rules are the rules. I will say a red-light violation is pretty clear, uh, and when you're in those high accident locations, again, we are a data driven department, so we're gonna put people--we're gonna put our officers where the high accident locations are, and if there's a red light, um, issue with high accident locations, we're gonna have our officers there.

So, uh, we will cite for, for that. Um, and, uh, I think what we're seeing, particularly with our numbers is, is the--we're anticipating a return to normal kind of traffic. Uh, now I'm hoping we are post-COVID, maybe, maybe not. I'm kind of hoping that we'll get there, uh, and we will see those numbers return to normal.

And I just wanna turn it over to, uh, Deputy Rick Riley, who I know is on the line, just to give some more context to the, to the numbers. Rick, are you there?

**DEPUTY SUPERINTENDENT RICK RILEY:** Uh, I am Commissioner. Good afternoon. Uh, through you, Madam Chair. Uh, red light and stop sign, uh, consistently represent the highest, uh, percentage of all the, uh, total issued citations. So, uh, perhaps it's something we can add, uh, next year to the performance measures as a, uh, a separate, uh, goal.

But in looking at the types of, uh, violations that we issue for, uh, we're looking at, um, violations that, um, have the chance of creating the most harm. Uh, certainly red light, uh, um, stop sign violations, speeding. Uh, we've had a lot of emphasis on speeding, uh, enforcement, um, and, uh, issues around, um, uh, violations that create safety to cyclists.

Uh, we're, we're doing a lot more with, uh, blocked, uh, bicycle lanes and the, the potential harm that that creates to cyclists if that infrastructure is not available to them.

**COUNCILLOR PATRICIA M. NOLAN:** Yes, thank you. The reason I asked about it was, of course, in the performance measures, it doesn't mention red lights or, or stop signs, but it does mention, you know, assignments for bicycle lane

violations, identified high crashes.

It, I will, obviously, the reportable crashes citywide is over a thousand. So, there's certainly a lot of, um, times that's on average several times a day when there's actually a reportable crash, and we know there's others.

So, what, and the enforcement and education around cyclist safety also, because certainly with--we want, I want five times as many people using bicycles in the city. I would hope it also means a decrease in number of cars.

What about the education around ensuring that, um, that cyclists are also following the rules of the road? And I, and I say that there was a, a crash in Kendall Square, which resulted in broken bones, uh, hospital severe damage to a, to a bike. And it was not by a car, it was by, by a scooter.

So th, this is something that's gonna increase. We need to make sure that everyone follows the rules of the road so that we are being fair and equitable in our understanding and encouraging folks to use those lines so they can also use it safely, um, in the future. If you could talk about that.

**COMMISSIONER CHRISTINE ELOW:** Sure. Critically

important, because we are seeing all these alternative modes of transportation, whether it be the scooters or some other skateboard things. So, we're really making sure that we're educating our officers and educating the community about what we can actually do.

And I do believe, and, and Rick please correct me, uh, if I'm wrong, that when it comes to the scooter versus a bike, we can issue a civil motor ve, vehicle, uh, infraction, so they can be sighted, uh, for that. Rick, is that correct? Do you wanna talk a little bit about citing and education around our alternative transportations, please?

**DEPUTY SUPERINTENDENT RICK RILEY:** Uh, yes, Commissioner. Uh, through you, Madam Chair. Uh, in that particular incident that you cite, uh, the officer did have the option, uh, of issuing a citation, a civil motor vehicle infraction. And, uh, we recognized that we had some education to do around that.

Um, it's kind of a, a unique, uh, type of citation, but the current, um, uh, state law does allow that to occur. The commissioner is correct. We're seeing this explosion in micro mobility devices. And state law has not,



uh, kept pace with these changes.

And particularly, um, the motorized scooters, uh, that don't meet current safety standards. They don't have the brake lights and the, uh, the turn signals. Um, and this is a gap that, um, there are efforts, uh, to correct this in the legislature.

But, uh, this time of year we reissue to all of our officers a reminder about, uh, enforcement focus, um, difference between mopeds and scooters and the different devices and what their enforcement options are.

So, uh, we recognize that it's a, a--particularly this time of year, we're seeing much more, uh, of these devices out there and many more, uh, opportunities where there could be a negative, um, you know, interaction and these types of, uh, fairly serious crashes like the one you described, uh, councillor.

**COUNCILLOR PATRICIA M. NOLAN:** Yep. Thank you. We, I mean, we want everyone to be safe, and as we know, as this micro mobility comes, it's gonna be more of a challenge. We want the roads to be used even more by that alternative mobility.

Uh, turning to another question. There was an exciting

line in here about, uh, having an EV for the next purchase of, uh, uh, public safety vehicle providing a role model. I hope that ramps up really quickly.

The reality is, as someone who drives one of those, they are speedy. So you are sacrificing nothing in performance, and the long-term costs can be quite comparable because the maintenance is much less, there's less moving parts, it's just much easier to take care of an electric motor, which is tried and true.

So, I was interested in seeing that. And I also wanna understand, I believe we talked about, since this is a conversation I started with Commissioner Bard a couple years ago, that the Police Department is also where, and will be including electric vehicle charging infrastructure in their department.

So that in the future, as we expand this and have this department hopefully be a role model for, um, all the vehicles becoming electric, that that will be available for, for officers.

**COMMISSIONER CHRISTINE ELOW:** Yes. And I'd like to introduce really my right arm here, uh, Manisha Tibrewal, who's our Director of Planning, uh, and Personnel, and

she's gonna talk about the electric vehicles that we're really excited about.

DIRECTOR MANISHA TIBREWAL: Thank you, Commissioner. And through you, Madam Chair. So we have started work looking at the various options that we can for an electric vehicle in our, uh, department next year.

Um, it's important to note, we're not asking for extra funding for this, we're gonna absorb it through our current budget. Um, we've started work like visiting various police departments that do have electric vehicles in their fleet at the moment.

Um, as recent we went to visit Tewksbury, I believe, um, looking at the Mach-E model, uh, work has already begun with DPW to install electric charges outside the police station. So that should hopefully happen late summer, early fall.

**COUNCILLOR PATRICIA M. NOLAN:** Great. And I hope that the work--coz there's an internal, uh, parking station, parking garage at the Police Department as well, that we should think about as a model to, uh, increase that to be only available to EV vehicles for anywhere in that part of the city.

It's a really good opportunity coz we already own that space. It doesn't have to involve, um, others more, but I'm really, I, I think that's exactly the way to go.

And as, as--my understanding is also that, and I'm glad to hear and confirm that in the context of the budget, it doesn't necessarily involve more money. It will mean that we'll be able to do the same in, in line with other goals as well.

Those were my questions. Is there anyone else on the council with a question? Uh, Councillor Zondervan has another question, and then-- Is that it? Okay.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair, through you. Um, I did want to go back to the, uh, traffic enforcement discussion because we had some discussion around this, uh, last term and, and I certainly am planning, still planning to go back to that.

Um, because, you know, once again, and you know, I'll, I'll say that as a, as a Afro-Caribbean immigrant, I do, uh, identify as black. And because of my skin color, I certainly was not, uh, shielded from, uh, racist, uh, discrimination or treatment, um, you know, in, in the

United States.

So, you know, there, there is a, a real problem with, with traffic enforcement as, as it has been traditionally practiced by, uh, police in the United States. And, you know, we can say that Cambridge cops are better and, and you know, we're not the same as, as everybody else, and that's all great, but the problem is systemic.

It's not about, you know, one department being different from another. It's a systemic, uh, disparate impact that affects, uh, largely black and brown communities.

And so I think we have to be very careful about the notion that we're going to go back to lots of police officers pulling people over in traffic and, and, you know, searching their car and, and all of this kind of thing.

So, you know, it, it's, it's really a, an important conversation to have about how we do traffic enforcement without, um, you know, reviving those, those older models that again, are, are highly problematic and, you know, hopefully we can, uh, benefit from, from technological and innovation to do that in, in a different and better way.

Um, I, I also want to say that it's really not

appropriate to equivocate, uh, bicycles running a red light with, with motor vehicles doing that. Um, the, the potential, uh, danger and, and damage from a motor vehicle running a red light and, and causing a collision is far greater than a bicycle is to safely, um, moves through a red light when, when there's no, uh, traffic or, or no danger in them doing so.

And so, to, to posit those two things is, has somehow being equivalent is, is really not appropriate. And to have our, again, police officers somehow enforcing those infractions equally is, is really not, uh, practical. Thank you, Madam Chair.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor Zondervan. I don't think anyone was saying they were equivalent, but we just had an accident by a non-car of someone who was sent to the hospital and got broken bones in their body from someone that was not in a car. And that will proliferate even more in the future.

No one is arguing, there's equivalence, but I do think it's important to ensure the safety of everyone in the city and be truly inclusive. And there are also a number of instances where pedestrians are, um, in danger. So that

was, uh, the point of that.

I will also say I look forward to a discussion at some point of possible shifting. I know the state is still working on a bill to have red light enforcement by camera, which gets away from any kind of, um, uh, prejudice that might be, uh, unconsciously involved in those kinds of stops.

And I know that's something Cambridge is, is considering that might be a, a good pilot and that would be another way to, to ensure that we are moving forward and, and encouraging the behavior such that, uh, that red light enforcement, we don't have to spend police officers on that, but it can be done through another range. We can, uh, reserve them for, for places where they actually, uh, need to be.

I think that are the only questions. Any other questions or is there a motion to move this, uh, Police Department with the--Councillor Carlone moves that we move the, uh, the--this department to the full council with a favorable recommendation.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Yes

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - No

Councillor Patricia M. Nolan - Yes

**Yes-8, No-1. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** All right. We are going to take a break for lunch. I look to the body to see if we want to re, uh, come back at 1:00, which would be about 45 minutes, or if we want a full hour and come back at 1:15. One o'clock seems like it's fine for everyone. So, what we'll do is we'll take a--where--we'll be in recess. Do we have to vote on taking recess or do we just-- Oh. So, we're voting to take a recess, uh, until one o'clock when we will reconvene.

**CITY CLERK ANTHONY WILSON:** On Recessing until 1:00 PM.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes



Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Absent

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-8, No-0, Absent-1. Motion Passed.**

**COUNCILLOR QUINTON Y. ZONDERVAN:** ...declining revenues in the parking fund. I wonder if it would make sense to, uh, raise the annual parking permit fee. I, I know we've had discussions around that, um, in the last term, but I don't know if, if we're, uh, thinking about, about that at all.

**DIRECTOR JOSEPH E. BARR:** Um, through, Chair Nolan. Um, yeah, we're certainly looking at that or considering those options.

Obviously, we've heard, um, you know, very, very clearly from prior discussions on this topic that we need to figure out, um, you know, questions around, um, means testing and, and, you know, low fare, or, sorry, not low

fare. I'm thinking about transit, but lower in, lower income, um, discounts or, or keeping it lower for, for certain groups.

And I think, um, you know, I'm participating in the fair free transit, uh, discussion that the, the mayor has convened.

And I think part of that, not that that's the same thing, but I think understanding, you know, sort of the, the range of things we can do to help lower income, um, residents, uh, you know, not to suffer the burden of these costs while, you know, continuing to both increase revenues and also address, you know, the sort of behavioral impacts of, of, of those increased costs.

So, I think we're certainly looking into it, I don't have a timeframe. Uh, and again, we fully understand that in order for the council to, you know, have the, even have the potential to look favorably on a proposal that would need to include some way to address the, the means testing piece.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Great. Thank you so much, um, [inaudible 4:09:59].

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor

Zondervan. Other councillors? Councillor Carlone.

**COUNCILLOR DENNIS J. CARLONE:** Um, Mr. Barr, I, and, um, I assume you and your staff will be here doing--during public investments discussion. Uh, I just am raising it now. The notion of Vision Zero at 300,000 and traffic calming at 2,000--250,000 and traffic signals at 350,000.

Uh, uh, I mentioned this the other night and we talked about it. Um, but to me those are placeholders and they don't come anywhere near what is needed.

Um, our streets, as I said, I guess last night, our streets are really designed for higher speeds than what we want people to travel. Uh, and so when we get to public investments, I'll raise that again, but I, I just wanted to say, uh, I get why it is what it is, but it really hasn't changed that much over the years.

And there I, I think this is a focus that we really have to start emphasizing. I'll stop there. Thank you both for coming. Thank you, Madam Chair. I yield.

**COUNCILLOR PATRICIA M. NOLAN:** Yep. Anyone on the Zoom or no? Anyone else on the Zoom?

**CITY CLERK ANTHONY WILSON:** No.

**COUNCILLOR PATRICIA M. NOLAN:** No. Okay. Um, thank you

for the detail in the, in the budget. I have a question, uh, looking backwards, uh, it was noted, uh, by Director Barr that post-COVID, the expectation is we'll go back up to a budget that we had before. What's, what's in the budget is that there had been a revenue in FY '21 of \$6.7 million projected for this year's \$15.2 million and for next year \$15.8 million.

How does that compare to maybe five years ago? Just so we have a sense of, otherwise it looks like we're more than doubling the expected budget. And I think it's important to note that prior to Covid, I think that the revenues had been similar to what we are expecting this year, if that's correct, if you could confirm that.

**DIRECTOR JOSEPH E. BARR:** Um, sure. Um, so, and, and Guardian may want to add to this coz he obviously keeps much closer track of the revenue numbers than I do on a daily basis.

But I mean, typically we were heading more in the direction actually, um, prior to COVID of, you know, in the total revenue including all sources closer to um, 24, \$25 million per year that went down significantly, um, due to COVID, and then we're seeing it tick back up.

And I think in the last few months, and I, I sort of the, the superstitious part of me, you know, hesitate Steven says out loud, we're sort of getting back close to where we were on a monthly basis prior to COVID. Um, but, um, I think it's still very, um, you know, uncertain.

The other piece of this obviously to mention is that as we change our streets, remove parking meters, um, particularly, you know, for the Cycling Safety Ordinance, but many other things as well that has an impact on revenue that will not be, not recover due to COVID.

Um, and that impacts both parking ticket, both the meter revenue directly, but also the number of parking tickets we issue. Coz typically, you know, the, the ma, the vast majority of tickets we issue are meter tickets. And so if you remove meters, then you remove the opportunity to write tickets on those meters, so it, it comes at you from both directions.

So, I, I would hesitate to say that, we'll, you know, other than through inflation, get back to where we were prior to COVID, just because we're assign--we're also facing other factors obviously that the council and other support that are, uh, removing revenue.

**CITY MANAGER LOUIS A. DEPASQUALE:** Uh, through you, Madam Chair, I, I want to add the numbers you're seeing here in the revenue just for the department. Uh, so the, the, the total fund that comes in for '22, and the budgets about \$19.6 million that we're projecting and for next year it's up to \$20.2 million.

And if I think, and if you go back about four or five years, the high, I remember it's about 25, maybe 26. So even with the movement up or about four or \$5 million behind, let's say where we were in the past, but that's the overall all the funding of the Bach and blah blah. Thank you.

**COUNCILLOR PATRICIA M. NOLAN:** Thanks. I, I wanted to point that out because otherwise again, it looks like we're doubling the amount of money we're taking in, in fines and forfeits. And, and while that is true, we have to remember COVID, COVID, COVID completely eviscerated, um, much of our funding, just like the hotel tax or tourism or so many other areas with hotel occupancy of 17% it goes up to 80.

So, in this department as well, it's important to note that. Um, if you could, uh, I wanna go back to the, um, resident permit question of handling that, um, uh, this

council has asked a couple different times to look at increasing the fee, not just on the first car, but possibly having a graded scale so that if you own two cars, then it goes up to a hundred and if you own three cars, it goes up to 150 or 200 to make it enough so that people at least pay attention. Understanding that it's still is a very small percentage of the total cost of ownership.

And there was also a, a council order, I'm just asking that the, whether there is additional staff needed to do that kind of analysis on how it is that we would implement any kind of changes in resident permit fees. Um, and whether your department also monitors how those cars are used coz there was some element that if it's a personal car that may be different than if it's used in a business. If that makes sense.

**DIRECTOR JOSEPH E. BARR:** Um, sure. So there's a, there's a lot of complexity issue as your question kind of illustrates. Um, and um, so I think we, as we think about the question that was asked earlier by Councillor Zondervan about increasing the fee, I, I would agree that we probably need to look not just at the, the, you know, cost of a single permit, but the sort of totality of how the resident

pa, parking permit program operates.

Um, you know, and, and we've had--I know Councillor Simmons has expressed concerns and, um, there's a policy order that we're working on sort of loo--figuring out if there's a reasonable response related to, um, people using, you know, peer-to-peer car share networks and sort of operating a--what I refer to as a sort of mini car rental business off of the public street, which we, which on the one hand we don't necessarily feel is appropriate, but any the other hand, as we've talked particularly with the Law Department about what our options might be for trying to control that, it gets very complicated in terms of the outcomes we want and the outcomes we don't want.

Um, and so I think it requires some more thinking and talking before we would make a proposal. So I think, you know, this is, like I said, it's, it's, it's a small and not very often talked about, but actually fairly complicated piece of, of, um, policy work that we need to do.

One thing we are looking at trying to do in the not-too-distant future as, as part of some larger, um, parking policy efforts that we're coordinating with the Community



Development Department on, is to try to understand the, through some survey work, the impact that, um, increasing parking permit fees would have on car ownership.

Uh, because as you noted, it's a relatively small percentage of the total cost of ownership. So, you know, even if we raised it significantly, it might still not actually discourage car ownership, it would just generate more revenue, which obviously as we just discussed is an important topic.

But as we think about some of the, you know, policies that are trying to, you know, encourage sustainable transportation, and discourage car, car ownership and car use, we'd also want to think about in terms of whether, how we can impact, um, you know, people's decisions about car ownership.

So obviously it's also a sensitive topic right now given, you know, gas prices and overall inflation. So, um, I think there's a lot more discussion needed. It's, like I said, it's a somewhat esoteric topic, but, um, but it's one that I spend a lot of time thinking about, so I'm happy to talk with others about it as well.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. And on the,

um, I understand for the implementation of the Cycling Safety Ordinance, it's actually some of that is not on this budget, it's not the operating budget, it's the capital budget that all of that will come to, but some of the planning efforts are included in your budget to do both the studies that are required for that implementation as well as any studies for any kind of large project.

Um, I, I have a question about whether all those traffic studies are ones that as soon as they're done, how easily accessible are they to the, to the larger community, both the, to document, uh, what the findings are?

And I, and I ask partly because we're often asked, well, do they do the traffic study? Where is it? How come I can't find it? I wanna understand it. And I think one thing the city has moved towards is being much more, um, timely in transmitting to, uh, folks in the public how it is that they can see the benefit of the work.

And your department is involved in a lot of these traffic studies, which then are used by a range of people as they, uh, decide how it is that they can move forward with a project.

**DIRECTOR JOSEPH E. BARR:** Sure. So, um, so for the

Cycling Safety Ordinance project specifically, actually almost all of the funding isn't is, or as I mentioned earlier, will be through a supplemental appropriation in our operating budget because most of the elements of quick built projects don't, you know, don't really count as capital improvements.

Um, but um, in terms of the traffic study piece, for a lot of these projects we're sort of doing, we're not necessarily preparing a formal trafficking study that's sort of a, a separate document or a separate, you know, piece of work. It's really just part of the overall planning and design work.

So, it's presented as part of, you know, the public meetings and, and kind of, we show the results and, you know, we're happy to discuss those detail or the greater detail with, with folks separately.

Um, we don't necessarily create sort of a formal traffic study document, like you might see first say a development project where they actually have a, you know, a traffic impact study that's, that's filed with us and, and all those are available publicly if, if folks want those.

So, um, you know, partly it's because of, you know,

just time and, and, and we we're, you know, we're trying to do the work and get the projects blended and so we don't always have the time to formally create, you know, like a, a, a formal study, um, or a formal report.

Um, and then partly, you know, I think it is just we present it publicly at the public meetings, we share those presentations and, you know, we record our community meetings and, and make them available online. And so that's the sort of the primary means for people to get access to that information.

And again, we're, we're more than happy to, you know, get into more details with, with specific, you know, individuals or groups if that's, if they feel that that's something they want to delve into.

**COUNCILLOR PATRICIA M. NOLAN:** Thanks. Yeah, I'm referring to on, on page V114, it talks about conducting minor traffic studies, you know, 10 to 11, and it talks about conducting five major studies and then there's the overarching picture of collecting data citywide, as we have discussed in the past of it's incumbent on all of us to understand where the traffic patterns are going, how many cars are going down the street, how many cyclists are using

the lanes that we're, we're, we're building across the city, so that we can better understand where it is that, not just the accident data, but also the usage data so that we can make, ensure there's safety travel for, for all those.

Um, again, the modes of transit across the city. We have done a lot of work changing roads and it's always better of course to have pre and post, but that's what I was, I, I, I know those studies partly happen, but it, it, it's also important for us to continually monitor that use so that otherwise we're, we're, we're just not gonna make the, the best decisions as we look forward to understand what it is that we are doing with, with, um, with our changing roads, which we are all hoping to shift so that not the, the same percentage of our public ways are devoted only to cars, especially if it's single occupancy vehicle travel and that it's much more available to public transit into other modes of transit.

Um, and on those lines of other modes of transit, is there anything in this budget or that you see in your staff, um, that would need to be amended or you can see in the future changing as a result of something we talked

about earlier with the enforcement under the Police Department for multi mobility, for E-scooters, for E-bikes, for cargo, different modes of transit?

Is there, is there anything that you see coming along that is going to change what it is that you require in terms of either staffing or resources that you need in, in the department to, again, this is all about ensuring safe travel across the, the city and understanding that we are prepared for a future where it, it, we are hoping it will look pretty different with different forms of mobility.

**DIRECTOR JOSEPH E. BARR:** Um, sure. So I, I won't, I can't say that we've spent a lot of time thinking about that question yet. I think it is a important and, and, and good question to be considering.

Obviously, you know, there's a whole other discussion about policing and, and traffic enforcement that I think, you know, is, is separate from the parking enforcement that we do.

But I do think as time goes by and we see some forms of micro mobility, that, that, I mean, right now is, I think was referred to by um, police earlier, you know, even the scooters that you see and many cases are technically

not yet legal coz the state legislature hasn't acted on that.

But, um, you know, as that, as those kinds of things grow, I--there may be a role for, um, you know, some of our staff to be involved in, you know, parking enforcement of the, that kind of parking. I think it's, it's so hard to tell at this point just because the technologies are so new and some of it will also come down to how the state law is structured.

I, I would, I would think in terms of who's responsible for those kinds of enforcement activities. So, like I said, it's not something that's really been a point of discussion yet, but I think as, as, as time goes forward over the next couple of years, it's certainly worth, um, thinking that through.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. And as I understand, the state law, you can own all these things, you just can't rent them or you can't, so that you can have a scooter and use it, but you can't rent them out so that E-scooters and E-bikes are totally legal for individual use, they're just not yet legal, I think to be rented is my understanding. That's what the state legislature's working

on and clearer rules around that.

**DIRECTOR JOSEPH E. BARR:** So the, for the, um, for the scooters, specifically the state law, I was just looking into this coz my son has been, um, asking about, uh, E-scooter.

And they still require certain equipment that most scooters, not all, certain scooters do have, um, turn signals and brake lights. Um, they're uh, and they can only be operated from um, uh, dawn till dusk.

So, so there are certainly scooters out there in times of day when, when they would, they are legal. But the, the fundamental question of sort of resolving the equipment requirements and the hours of operation, coz obviously this time of year da, da, dawn to dusk might be fine, but you know, if someone's trying to use it in, in November, that's not as, you know, useful.

So, I think we are still looking to the, the state legislature to address some of those questions.

**COUNCILLOR PATRICIA M. NOLAN:** Yeah, there's, there is a lot of confusion. I also own an electric scooter, like a Vespa and it is legal, but you have to have a helmet, you have to have license. There's a lot of, you can only drive



it if you're over 16.

So, um, those are the questions I had. Is there any other councillor that had questions on this department? All right. Is there a motion to move this favorably to the, to the full--move this department's budget to the full council with a favorable recommendation. Councillor Carlone, so moves. Clerk Wilson.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Absent

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-8, No-0, Absent-1. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. We are now moving on to inspection services, which can be found at, uh, V-80 in your budget book. Uh, before we turn to other-- is there anything, uh, commissioner, that you wanna prep us

for or talk about the department before we just go to a couple questions?

**COMMISSIONER RANJIT SINGANAYAGAM:** Uh, good evening. Good afternoon. Uh, thank you. And we are in the process of hiring new staff to the department. In fact, there's a new assistant commissioner coming up on the 23rd and in fact we are in interviewing for building inspector as well as housing inspectors, so additional staff.

Further, as you may heard that we are also trying to get a permit expeditor, who will be also in charge of the road and control as a--road and control coordinator. So we are in the process of doing all this stuff right now.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. City Manager, anything to add about this department or?

**CITY MANAGER LOUIS A. DEPASQUALE:** Nope. Ready to go. Thank you.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Any councillors? I had a couple questions, but I wanna make sure other-- No one online. Okay. Thank you.

Yes. You might have anticipated my question, which is, uh, one of the questions is, what is the progress towards timeliness of inspections?

Understanding that staffing can be challenging and there's, um, a question of whether in this budget you have budgeted a full complement of personnel, but it may be due to, uh, vacancies or others that sometimes the, the timeliness, which I hope we're tracking, is something that, that sometimes can, can be a challenge for people in a variety of projects, whether it's an individual homeowner or a large development.

So, if you could talk a little bit to, to how it is that the staffing will is, is up to meeting the needs and perhaps it may well be part of what you introed with, which is you are about to hire some new staff, which may be able to address that.

**COMMISSIONER RANJIT SINGANAYAGAM:** Um, usually we conduct all inspections within 48 hours of the request. Sometimes as you may ask, the inspector is sick or unavailable, it may be a delay, but with the addition of new staff, it'll be more helpful for us to coordinate and have inspection done as soon as possible.

**COUNCILLOR PATRICIA M. NOLAN:** Okay. That would be good. It's just, um, and I think coordinating is also something that if you need several different inspections,

it's the more that we have staff available, the more that then they will be able to close the project and move forward.

And I know it's not only our staff, there's sometimes external staff. It might be Eversource for connecting up an electric thing. So, I, I understand that.

And yet what I'm hearing is the assurance that as these staff physicians are filled, those uh, concerns or challenges will be diminished.

Um, can you also talk about the, there was talk in the, um, in the writeup, and I know the council has talked about ensuring that, uh, all materials are available online from the moment that applications are filed, not waiting for a building permit to be issued.

Is that something in process is I think it was a, a in the performance measures eventually. Can you give us a, a, an update on how that is moving forward?

**COMMISSIONER RANJIT SINGANAYAGAM:** Right now, we, uh, um, all the building permits that are issued, any permit that is issued is available online. We have not done any applications yet because the applications tend to change because when they apply for a permit, the possibility they

have changed something and we may request something. So that's why we are not putting it online at this time.

**COUNCILLOR PATRICIA M. NOLAN:** And does that mean I-- there's not a plan to do that?

**COMMISSIONER RANJIT SINGANAYAGAM:** Not at this time, no.

**COUNCILLOR PATRICIA M. NOLAN:** Okay. That's a surprise. We'll--can address that in another forum. Um, can you talk some about one of the ways that people, uh, your department interfaces is with the SeeClickFix, which is-- then it's referred to your department.

How is it that we assess the timeliness of response to those requests that filter through your department so that inspections can go out and ensure that, um, especially if it's a safety one, that it's taken care of?

**COMMISSIONER RANJIT SINGANAYAGAM:** Um, usually the, the response is within 24 hours, like most of the SeeClickFix, uh, requests are for housing stuff that's done right away. If we have got enough staff and they do it in, in fact, they are also working weekends in case, when they're necessary.

So, they're working in--all the time. So there's a

quick response for that kind of, except building inspections only can be done during working hours. You cannot do it, you know, after hours. So that's the only thing.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Those I think were my questions, but also Councillor Zondervan had a question.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. Through you to the commissioner. Um, the additional staff that's being hired, would that help with, uh, enforcing violations that we're seeing, um, against tenants? Where tenants are having, uh, challenges with their, um, property and, and are in need of, uh, inspectional services?

**COMMISSIONER RANJIT SINGANAYAGAM:** Yes. The additional staff will be helpful in coordinate with the tenants and the landlords to resolve any outstanding violations.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Great. Thank you.

**COUNCILLOR PATRICIA M. NOLAN:** Councillor Zondervan, do you yield?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Yes. Thank you.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you. Councillor

Carlone.

**COUNCILLOR DENNIS J. CARLONE:** Thank you, Madam Chair, through you. Uh, Ranjit, whenever I have a zoning question, um, and I need clarification, I come to you. Um, is, are, are you considered the public, um, go between on such issues or is there someone else, um, who could do that?

I, I, I'll be honest, I know zoning really well, we talk about it, we're very boring when we talk about it, but it, it's such a unique thing that the public, I assume comes to you or your office and asks questions.

**COMMISSIONER RANJIT SINGANAYAGAM:** Through you, Madam Chair. Um, yes, I deal with public on zoning a lot, but at this time we have also trained another person in the office who is doing zoning specialist work. She's still learning, but she's coming up quick.

**COUNCILLOR DENNIS J. CARLONE:** So, it would be like a public information officer for zoning or building code or something like that?

**COMMISSIONER RANJIT SINGANAYAGAM:** Uh, yeah. This particular person is only for zoning, but there's a, an assistant commissioner coming in who will be helpful in the building code aspects as well.

**COUNCILLOR DENNIS J. CARLONE:** E, excellent. I, I, I thought that was formal, but I wanted to make sure it's very important. Thank you, Madam Chair. I yield.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor Carlone. And one more question, Commissioner. If you could talk some about--one thing we've talked about a lot, which is the rodent control, coz your office also responds a lot to those, uh, requests for enforcement.

You--in the budget, it's clear you have, uh, contracted with a third party, uh, to, to do some of the pest management. Uh, is that something that we can expect any changes in or is that gonna continue to be, uh, as we have done in the past, a combination of your office responding and also a third party?

**COMMISSIONER RANJIT SINGANAYAGAM:** Yes, you're right. Uh, the, the request come to our office, then we contact the third party to go and do the kind of extermination in that particular property. So we coordinate with their third party and the tenants or the landlord to this, uh, to--in control.

**CITY MANAGER LOUIS A. DEPASQUALE:** Through you, Madam Chair. I'd also like to--have Dan Riviello here. He can



help. He's been appoint person with Ranjit. If there's anything else he wants to add on that, we spent a lot of time on this one. Thank you.

**PROJECT MANAGER DAN RIVIELLO:** Yeah. Uh, Madam Chair, just wanted to give a little update on that program. Uh, we've had 393 applications so far since we launched it back in September, um, and 74% of those who have gone through the program have had their issues resolved through this program.

And I want to commend ISD for all the work that they do because the, uh, the request goes into them first and the staff get out there immediately to meet with the resident, uh, inspect the property, give tips on things that can be done without bringing in a rodent control contractor. And then if they wish to take that further step, they bring in the contractor to, uh, to get the work done on the property.

So, it's, it's really been a great program. Um, we had a community meeting a couple of weeks ago at the Cambridge Community Center to introduce more residents to the, uh, possibility of having this on their property and it was really well received. So it's something that we definitely

hope to continue.

**COUNCILLOR PATRICIA M. NOLAN:** Anything else to add to that or? No. I'm one of those 74% that came out, my yard, it was a mess. The city helped. Um, and given what the council's also done on the budget for the, the newer methods, whether it's birth control or the electric boxes that, um, we, we look forward to that becoming less and less of an issue.

Uh, those were the questions so far from the council. Any other? Quinton, uh, Councillor Zondervan, do you still have a question, or was that a hand up from before?

**COUNCILLOR QUINTON Y. ZONDERVAN:** I did not.

**COUNCILLOR PATRICIA M. NOLAN:** Okay. I think then we can entertain a motion to move this department to the full council with a favorable recommendation.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Absent

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-8, No-0, Absent-1. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** All right. Only 20 more to go. Oh, I mean one, which is the, uh, frankly, critically important Department of the Electrical Department. Um, I did have a couple questions, but I will defer if any other councillors had questions before I ask. Uh, Councillor Zondervan.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair, through you. Um, as you may have heard, I recently witnessed a, uh, streetlight pole fall, uh, down on my street and, and it nearly, uh, hit a passing car.

So I, I wanted to understand whether we have funding in the budget to inspect all these, um, streetlight and, and other poles that are owned and operated by the city.

I did a quick look around, uh, in my area or around my home and definitely noticed a few other ones that were resting out at the bottom.

So, um, this seems like it's, uh, a real challenge in, in the budget book. I noticed that the, uh, number of

replacements are, are going way up again. So it sounds like, looks like you're already doing a lot of maintenance, but I'm just really concerned about whether we're doing enough preventive inspections of these, of poles.

**COUNCILLOR PATRICIA M. NOLAN:** Yep. If you, and if you have any other members of your staff here and wanna introduce them or?

**UNIDENTIFIED SPEAKER:** No, I don't.

**COUNCILLOR PATRICIA M. NOLAN:** Okay, thanks. Just wanna make sure, which I keep forgetting to do.

**UNIDENTIFIED SPEAKER:** Through you, Madam Chair, through our councillor. Uh, we have inspector poles throughout the city. Uh, we do have a subcontractor that's working with us. Uh, we had them in the city, uh, about three weeks ago, replacing 10 poles. I've been in contact with them.

I actually said this morning to do Cardinal Medeiros Street, where the, uh, worst poles are. Uh, and, and we are familiar with the one that fell down a couple weeks ago. And that's part of the list we're trying to get these contractors in to do for us, coz we are down manpower.

And with that being said, the contractor was tied up

the last three weeks, but that was a priority for us, uh, around that, on that area and along the other--citywide.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Great. Thank you. And you know, as you, as you do that, I hope you also take advantage of the opportunity to not replace some poles, including this one that fell down because we really don't need it.

And, and there may be other places where we, we have essentially oversaturated, um, the, the street with, with streetlights and that would save the city money as well overall if we, you know, um, reduce the, the number of street lights and, obviously in a responsible way, but in this part of Cardinal Medeiros, there's so much, uh, extraneous lighting from, from the buildings already that, that we really don't need that many street lights.

**UNIDENTIFIED SPEAKER:** Through you, Madam Chair. Through councillor. Uh, with any poles being removed, that's something that I would have to, uh, be in touch with city manager. We just don't take light poles down.

Uh, as far as the Cardinal Medeiros Street, we actually get a lot of complaints in the summertime being dark coz the, uh, tree, uh, canopy that covers the light. I

just worked on a resident last year, uh, to increase the light level, uh, coz it was like a near a crosswalk was kind of dark.

And then we had the challenges this--in the wintertime where the, the le, leaves fall off the trees and it's too bright and we, uh, readjust them on that.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Great. Thank you. I, I know it's a challenge, um, you know, but right, um, where I live, the buildings, one Kendall Square used to have, uh, up-lights, you know, these spotlights that shine up into the sky and, um, you know, they, they actually on my request, turned them around, and so now they shine down onto the sidewalk, which is much better.

But, uh, you know, again, it, it seems like we already have a lot of, of light there, so I, I appreciate that's not, uh, your decision.

So I guess through you, Madam Chair, I'm asking the city manager to, to consider, um, reducing the number of street lights in, in areas where that makes sense to do so. Thank you.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, uh, Councillor Zondervan. I, I have a couple questions. Um, uh,

starting related to the light, uh, fixtures, it was, uh, good to see we continue to have 96% of the lighting fixtures.

The street lightings have been converted to LED. Through the city, there's a performance measure in that, that we are getting there. And it's is responsible for a significant drop in the city zone electrical usage, which is--has been very good to see over the last, um, five or so years.

Uh, you had mentioned in the writeup also is, uh, working with Eversource and other city departments to facilitate the installation of electric charging stations.

Uh, some towns have actually used their, um, street lights to, especially once they're, if there's extra electrical capacity in that street light, because it used to, uh, power incandescent bulbs, it's 90% less energy given that LEDs are now used to use that in order to, um, attach an ele, an EV charging station.

Is that something that, um, we might be able to see in the future, uh, in the budget as we expand our electric charging stations across the city?

**UNIDENTIFIED SPEAKER:** That's an ongoing thing that we

are looking into, uh, and that's working with different departments and obviously other source and working through the senior manager's office. There's a public way, there's a lot of different avenues, a lot of questions, uh, they're raises. So we're, we'll be working with the Law Department on that also.

**COUNCILLOR PATRICIA M. NOLAN:** Okay. At least speaking for me, and I think the council is on record, we would love to facilitate and give you the resources you need to, to move forward on that.

There's another mention in, in here that you have, uh, the department has continued to work on build and expand the municipal fiber optic network, um, to ensure the reliability of service and internet for all, uh, municipal facilities.

Is that something also done in conjunction with, uh, DPW and the Pole & Conduit? Because fiber, obviously your department is responsible for the city network, and yet we also--the city operations, meaning municipally owned, uh, and managed departments. And yet we're also looking at expanding, uh, the network across the city to ensure that, that there is reliable network.



Is that something that DPW and you are working on together so that when the expansion happens, it's, it's--we keep in mind not just city, city own operations, but a potential future, uh, for citywide.

**UNIDENTIFIED SPEAKER:** Through you, Madam. Yes, we are. We work with W, uh, DPW, uh, Open Spaces. We're trying to get Wi-Fi, all that, um, different parts of the city that really are on the construction.

Uh, wherever we can, we lay conduit down that we know it's gonna be facilitated for, uh, a small a, um, internet location. Uh, so we are working with, with community development, the public works all in conjunction.

We do meet often, uh, River Street's, a big project that we're ongoing working on trying to get, um, Wi-Fi on, on that, uh, Plaza--Home Plant Plaza there.

**COUNCILLOR PATRICIA M. NOLAN:** Right. Because no matter what, if we lay conduit, it will be used whether we do a municipal broadband or not, somebody will use it. And we certainly look forward to updating that anytime that we have the capability that it can be done in conjunction with another, uh, another project.

Uh, another question related to all of us have, uh,

understood that, um, uh, the huge issue facing us and as we move towards addressing the emissions pollution that is in the city and we seek to reduce it, the only option out is for more and more of the city, not just the city buildings, but citywide to electrify.

Can you tell us an assessment of the grid capacity and any issues? And again, as the city electrifies both our own municipal buildings, but also citywide, what does the City Electrical Department see as something that we need to either anticipate as we grow this out or in our budget as we move forward to a time when literally within 20 years, every single building we see should be a hundred percent electrical powered by--we don't control the grid, but eventually it will be with renewable energy.

But, but certainly grid capacity is something that a lot of people are talking about in this space. And I wanted to understand your assessment of how it is that we're planning for that future to ensure that we are using the resources in place and we have appropriate level to, to get us there and to continue to be a leader in this area.

**UNIDENTIFIED SPEAKER:** Through to Madam, uh, through, Chair Madam. Uh, Eversource is part of the utilities and

Eversource is committed in our plan for growth, uh, they're gonna be doing substation Kendall Square, uh, with new transmission lines.

Uh, that's for the, in the continued to accommodate requests for new services for residential homes. Uh, the only issue I see going forward with these b, uh, residential homes, getting service upgrades, that you're gonna see more transformers on wooden poles, uh, then you're gonna be lack of space on those wooden poles along with, uh, in the ground.

Uh, you might be seeing even on the bigger properties, they might have a pat--transformer to, uh, accommodate the electric usage on these, on these bigger building residential units.

**COUNCILLOR PATRICIA M. NOLAN:** So, is, is that something the city might start an education campaign to ensure that, uh, as we move forward, you know, folks understand that this is coming and it's also something that we're gonna have to be planning for, whether it's an individual, small building, or a larger building?

It sounds like it's something that you're anticipating there, there's, there's gonna be a need for a discussion

and for more space, however you define it on, on, whether it's in poles or in the ground.

**UNIDENTIFIED SPEAKER:** Through you, Madam. Yeah. That should be a collaboration between Eversource and, and city manager, you know, and obviously the City Council. Definitely.

**COUNCILLOR PATRICIA M. NOLAN:** Thanks. Too bad that magic wand isn't working for having a magic space for several new substations across the city without any kind of controversy. I'm serious.

I mean, this is something that's coming. It's here. We all know it and we have to plan for it. And I--certainly the message is that, that your department will be central to that as we look for more sighting of, of places to expand the electrical grid capacity. And I know the city is working on, on, on that element as well, particularly with the renewables.

Those were the questions I had. Are there any members of the body that have-- Oh my gosh, that means, um, I, I, I let, let's vote this and then I have one more question for the body. So on, uh, to move that this department be moved to the full council with a favorable recommendation. Roll

call.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Absent

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-8, No-0, Absent 1. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** Sorry. We have, uh, two orders of business left. We, we have one member in public comment, and before that, uh, Councillor Zondervan, back to you on public celebrations. I got word that while, uh, this, the, this, depending on the question, the staff may well be available for your question.

I don't know if we have to suspend the rules to bring back something that we already passed, but I if we could do that and then if it's a quick question, we could solve it today and not have to do it next week.

Yeah. So, so why don't we, what we'll do public comment first and then we'll, uh, suspend the rules and, and see if there's a question, if it can be resolved for public celebration so we can close it out. And if not, we'll go to next week. So, public comment. Uh, I believe it's, uh, Valerie Bonds. You have the floor.

**CITY CLERK ANTHONY WILSON:** That is correct.

**PUBLIC COMMENTS:**

Valerie Bonds, address not provided, started the speech with a suggestion to put identifying name tags for the speakers, so the viewers can recognize the person they're addressing. Raised the issues of the tenant housing that are not being addressed, for example, tenant associations, tenant alliances, rehab dysfunctions, et cetera. Talked about the police department defunding and stated that it is not the belief of majority of the Cambridge citizens, and focus should be on the systematic problems that are unique to Cambridge. She was surprised that the transportation people did not bring up the fact of parking in the city as a concern. Also echoed that there needs to be a balance between green roads for bicyclists who need to contribute taxation for their use of roads.

Lastly, talked about the performance of Inspection Services, and was glad that Inspection Services will get additional support staff to meet the demands of a growing housing community.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you for that comment. Um, now what we will do too, there, there had been a question on public celebrations, it was not addressed earlier. We'll be voting to bring that back before us. Uh, Councillor Zondervan can ask this question and then if, if it can be answered by the staff here, we'll answer it. If not, we, we may have to refer it to the next meeting.

**CITY CLERK ANTHONY WILSON:** On suspension of the rules to discuss public celebrations.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Absent

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-8, No-0, Absent-1. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** Okay. Which means Public celebrations is before us. Uh, Councillor Zondervan, you have the floor.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair, through you. Um, thanks for bringing this back. I, I just had a quick question about Indigenous People's Day and whether this budget accounts for, uh, making sure that that celebration is institutionalized, um, for, for the next year.

**CITY MANAGER LOUIS A. DEPASQUALE:** Uh, through you, Madam Chair. We certainly believe so. We actually took a look at how we can increase those budgets moving forward, and I think we have. But if there is certainly any need for some additional funds, we'd be happy to work with the mayor and make sure that everything is covered.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Great. Thank you so much.

**COUNCILLOR PATRICIA M. NOLAN:** Uh, do you yield, uh, Councillor Zondervan?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Yes. Thank you.



**COUNCILLOR PATRICIA M. NOLAN:** Yes. And I do note that in the budget for, uh, public celebrations, uh, the projected budget for FY '23 is \$1.75 million, which is-- represents an increase of \$352,000 over the current year budget. So there's, there's, um, hopefully that includes, as the city manager says, the additional funds necessary for ensuring the Indigenous People's Day is celebrated.

Does any other councillor have questions on this budget? Then--we already referred it, but since we brought it back, I think we have to vote again to refer it with a favorable recommendation to the full City Council. On that motion.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Absent

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

**Yes-8, No-0, Absent-1. Motion Passed.**

**COUNCILLOR PATRICIA M. NOLAN:** Okay. We're about to adjourn. Just to remind the body and the public that tomorrow this, this meeting is concluded for these departments that were before the, um, the City Council. They have, uh, every single one has been referred to the full council with a favorable recommendation.

Tomorrow night at 6:00 PM we'll convene here to discuss the school committee, uh, the School Department budget. That will just be on the school committee, uh, the School Department budget, no other budget. And then next Tuesday we have another all-day meeting where the additional budgets that, um, that were not, that are part of the city budget that were not discussed today will be on the agenda.

Make sure that if you haven't already given the clerk your questions and the departments that you want discussed that day to send it to the clerk. Um, and to the--my co, Finance Co-Chair, Carlone and myself.

Uh, is there any other wrap up from the city side on this or the mayor, or? Nope, we're all set. Alright. Then--

**COUNCILLOR MARC C. MCGOVERN:** A quick, quick question.

**COUNCILLOR PATRICIA M. NOLAN:** Yep.

**COUNCILLOR MARC C. MCGOVERN:** Um, we're all here in, in person tomorrow. I know sometimes with the school committee coz of space, coz there's so many more people, but we're lot, we're in person tomorrow too?

**COUNCILLOR PATRICIA M. NOLAN:** I think everyone is allowed to be in person, it will be conducted in a hybrid format.

**VICE MAYOR ALANNA M. MALLON:** Yeah. It's hybrid.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Um, Madam Chair.

**COUNCILLOR PATRICIA M. NOLAN:** Yes. Councillor Zondervan.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you. I, I, I don't know if it's possible probably not to, uh, discuss any of the other, uh, departments today, but, um, unfortunately, I, I am traveling next week, so I, I have to apologize in advance that I won't be able to fully participate in, in the meeting next week. I will certainly participate as much as I can.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor Zondervan. I believe, uh, since we didn't notice that meeting, we wouldn't be discussing it today. However, any

questions that you send in advance, we can certainly ensure that they will be asked on the floor.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Great. Thank you.

**COUNCILLOR PATRICIA M. NOLAN:** You're welcome. Any other questions before we move to adjourn? All right. Uh, on the, on the, on adjournment.

**CITY CLERK ANTHONY WILSON:** On Adjournment.

**City Clerk Anthony Wilson called the roll:**

Councillor Burhan Azeem - Yes

Councillor Dennis J. Carlone - Yes

Vice Mayor Alanna M. Mallon - Yes

Councillor Marc C. McGovern - Yes

Mayor Sumbul Siddiqui - Yes

Councillor E. Denis Simmons - Absent

Councillor Paul F. Toner - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor Patricia M. Nolan - Yes

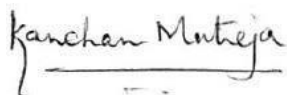
**Yes-8, No-0, Absent-1. Motion Passed.**

**The Cambridge City Council Finance Committee adjourned at approximately 1:57 pm.**

**C E R T I F I C A T E**

I, **Kanchan Mutreja**, a transcriber for Datagain, do hereby certify: That said proceedings were listened to and transcribed by me and were prepared using standard electronic transcription equipment under my direction and supervision; and I hereby certify that the foregoing transcript of the proceedings is a full, true, and accurate transcript to the best of my ability.

In witness whereof, I have hereunto subscribed my name this 25th day of January 2023.

A handwritten signature in black ink that reads "Kanchan Mutreja". The signature is written in a cursive style and is positioned above a horizontal line.

Signature of Transcriber

Minutes Acceptance: Minutes of May 10, 2022 9:00 AM (Committee Reports)