



GOVERNMENT OPERATIONS, RULES & CLAIMS COMMITTEE

COMMITTEE MEETING

~ MINUTES ~

Tuesday, March 16, 2021

3:00 PM

Sullivan Chamber
795 Massachusetts Avenue
Cambridge, MA 02139

Call to Order

Attendee Name	Present	Absent	Late	Arrived
E. Denise Simmons	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Timothy J. Toomey	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Marc C. McGovern	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Jivan Sobrinho-Wheeler	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Quinton Zondervan	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

The Government Operations, Rules and Claims Committee will meet to discuss the initial steps that must be undertaken to establish the search process for the next City Manager

Minutes Acceptance: Minutes of Mar 16, 2021 3:00 PM (Committee Reports)



**CAMBRIDGE CITY COUNCIL
GOVERNMENT OPERATIONS,
RULES, & CLAIMS COMMITTEE**

COUNCILLOR E. DENISE SIMMONS, CHAIR

COMMITTEE MEETING
TRANSCRIPT OF PROCEEDINGS

MARCH 16, 2021

3:00 PM, SULLIVAN CHAMBER

Minutes Acceptance: Minutes of Mar 16, 2021 3:00 PM (Committee Reports)

COUNCILLOR E. DENISE SIMMONS: Hello? Can you hear me?

CITY CLERK ANTHONY WILSON: I can hear you.

COUNCILLOR E. DENISE SIMMONS: Thanks.

CITY CLERK ANTHONY WILSON: Councillor Simmons, the time of the meeting has arrived and you have a quorum.

COUNCILLOR E. DENISE SIMMONS: Thank you, Mr. Clerk. I call this meeting of Government Operations Rules and Claims Committee to order. Let me queue my screen. The call the meeting is discussed, the initial steps that must be undertaken to establish the search -- search process for the next City Manager.

Let me read the Governor's Executive Order that guides virtual meetings. The Governor's Executive Order issued on March 12th, 2020 has authorized the use of remote participation at meetings of the city's public bodies in response to the threat posed to the public by the COVID-19 virus and is -- and issue guidelines for the city's use of remote participation.

In addition to having members of the council part -- participate remotely, we also have set up Zoom -- zoom, teleconferencing, for public comment. Please be aware that the Zoom teleconferencing is primarily being used for

public comment. In order to watch the meeting, you must turn into channel 22 or visit the open meeting portal on the city's website. If you'd like to provide public comment, please visit the City Council section of the city's webpage.

Those instruction will show you how to sign up to speak, and once you have completed the signup procedure, you'll receive a link to the Zoom meeting. We will not allow any public comment sign-up after 3:30.

So with that, I must mention that all votes today will be taken by roll call. With that Mr. Clerk, I ask that you call the roll.

City Clerk Anthony Wilson called the roll:

Councillor Marc C. McGovern - Present

Councillor Jivan Sobrinho-Wheeler - Present

Councillor Timothy J. Toomey - Present

Councillor Quinton Y. Zondervan - Present

Councillor E. Denise Simmons - Present

Present-5, Absent-0. Quorum established.

COUNCILLOR E. DENISE SIMMONS: Thank you, Mr. Clerk.

As earlier mentioned, the call is that the Government Operations Rules and Claims Committee will be to discuss

the initial steps. There must be undertaking to establish the search process for the next City Manager.

As we all know, the contract of our current City Manager, Louis DePasquale, expires in July 2020. This gives the City Council a little over a year to establish and execute the process for selecting and hiring his replacement. The purpose of today's meeting is to set the table and ensure that members of this committee begin to establish a shared understanding of what the City Manager selection process would look like.

And we need to determine what the basic steps of this process will be. And we must begin plotting a timeline of how these steps will infer in the coming months. We also need to begin to ask the questions that will shape the conversation and also, um, shape the process through which we hire a new City Manager.

Before I read through some of the questions that come to mind and gave some of yours, I just wanna acknowledge others that are with us for this meeting that may not be members of the Government Operations and Claims Committee. We have with us, uh, this afternoon. Mayor Sumbul Siddiqui. Mayor Siddiqui, are you audible? Can you hear?

MAYOR SUMBUL SIDDIQUI: Yes. Thank you.

COUNCILLOR E. DENISE SIMMONS: I believe we also have with us the Vice Mayor Alanna Mallon. Can you hear as well?

VICE MAYOR ALANNA M. MALLON: Yes, I can. Thank you.

COUNCILLOR E. DENISE SIMMONS: We also have with us Councillors Nolan; can you hear as well?

COUNCILLOR PATRICIA M. NOLAN: I can hear. Thank you. Chair Simmons.

COUNCILLOR E. DENISE SIMMONS: Thank you. And we have Councillor Dennis Carlone. Councillor Carlone, can you hear us?

COUNCILLOR DENNIS J. CARLONE: Thank you Madam Chair. Yes, I can.

COUNCILLOR E. DENISE SIMMONS: Also, in attendance, we have our City Solicitor, Nancy Glowa, as well as Sheila Keady Rawson from the Personnel department, I think I'll acknowledge, and of course, you know, we have our Clerk, Mr. Anthony Wilson. Have I acknowledged everyone, Mr. Wilson? No. I dunno if I -- I think I have. Hearing no objections. I'll go forward.

So as we think about what the City Manager process is going to sort of look like, I wanted to engage the

Government Ops and all other interested parties on the council. So let's kind of think about what that process is going to look like. Uh, we do have Nancy -- City Solicitor, that is so hard to say. City Solicitor, Nancy Glowa here.

As for referential purposes, if there's a question you might wanna ask because she has participated in previous searches and can give us some guidelines or some, um, answers if we have any questions that, um, she may be able to answer. So she's here for that purpose, as is Sheila Keady Rawson.

So when I start thinking about this process, I have participated within 1, 2. Two City Manager processes in SCADS, at least three superintendent processes. They're very similar and we always kind of start as a Committee. And this Committee, Government Ops has been -- is charged with that role to kind of put together what that process would look like.

And so the first thing I want the committee of the City Council to look at or think about is what kind of City Manager do we wish to have. What the -- what are the skill sets that we should be looking for in this individual? What qualities and life experience should the next manager ideal

-- ideally possess?

Who will be part of that search process? Typically, it's Government Ops, but there's always some other committees that, um, we sort of put together. And so is -- are we going to do that process again? Is there going to be an internally led search process conducted by the City's Personnel Department through Ms. Sheila Keady Rawson? Or do we wish to hire a search firm? If we have a search firm, is that a search firm that's local that does a national search? Or is it a nationally renowned, uh, search firm? You have to kind of think about that.

As City Council is also exploring the idea of the, uh, as City Council is also exploring how to put together this search, I wanna bear in mind that there is uh, the potential for a charter change.

You have to think about how that will factor into the search for the next City Manager. And how will both of these processes, a City Manager doing this, uh, how we -- will all these processes will pay out against a backdrop of the pandemic and the municipal election next year.

And then lastly, uh, while it's certainly process -- possible that this process will be finished by the end of

this term, we wish to -- we may want wish to discuss what provisions we want to have in place in case this process continues until the next election year, the next calendar year, when there is no guarantee that the current City Councillors will still be in office following the November election.

Although I -- I'm not trying to put any bad juju on anybody, but it's, you know, you have to look in the face of what may be, what may or may not happen. So those are my initial questions and I'd be interested in seeing what additional questions or thoughts that the, uh, Committee on Government Ops may have.

Or I just also may want to just ask Ms. Glowa not to put you on the spot, is there anything that I didn't touch on that think I should apprise this, uh, Committee before we should start thinking about what the process should look like? Is there anything you'd like to add?

CITY SOLICITOR NANCY GLOWA: Um, thank you Madam Chair, through you. Uh, um, not really. I mean, there's no legal requirement to have any particular type of process as I think you all know. And in the past, uh, number of years when there were two different searches once when Mr. Rossi

was hired and once, when Mr. DePasquale was hired, um, I believe on both occasions there were, uh, search firms that were hired through a procurement process.

So that process involved, um, the Purchasing Department as well as the, uh, personnel director, Sheila Keady Rawson. And we review it as to legal, you know, proper procedures, but there is no process that must be followed. So with that said, uh, as far as what happened previously, I -- I'm happy to answer any questions, but I don't have anything particular to add beyond that.

COUNCILLOR E. DENISE SIMMONS: Thank you, Ms. Glowa. So, as most of you know that in the last several years we've had, we had the City Manager, Mr. Bob Healy for several years, decades, I might say. And after that, the process was a little different after Mr. I just said his name. Healy, after Mr. Healy left, we had Mr. Rossi. After Mr. Rossi, we had, um, Lisa Peterson served, and then right after Lisa Peterson, we had Louis DePasquale. So in the last 10 years, we've had a number of different City Managers.

And I just wanna note that, so that we have gone through the process. Each one of those processes were a

little bit different. So this is our opportunity, as Ms. Glowa has mentioned to kind of frame the landscape. So with that, I'm going to yield the floor and open it up. I don't know if people wanna just raise their hand. I think whatever your comfort level might be.

COUNCILLOR MARC C. MCGOVERN: Okay. I'll go.

COUNCILLOR E. DENISE SIMMONS: I was about to call on you 'cause. Oh. And then Mr. Carlone. Councillor Carlone is to follow you. So, um, Marc, you have the floor.

COUNCILLOR MARC C. MCGOVERN: Sure. Um, just a couple things. May -- could we possibly, um, you know, not, not for right now, but if -- if we could get a -- a -- a printout of what the process was last time, um, in terms of the, you know, the -- there, I know there was a large community process and there were a lot of meetings and just, I -- I'd like to have that sort of in written out so that I'm making sure I'm remembering correctly.

And -- and -- and also it might be helpful to get, um, what the School Committee did in their process around the superintendent search. Sometimes the School Committee has a -- a slightly more robust process than the -- than the council does in -- in -- in some ways. And so I'd like to

see what they -- what they did as well.

Um, I think, you know, I -- I think I'll tackle the -- the search firm question. Um, so I've been involved in a couple of these searches and, you know, we've hired search firms, um, national firms, and, you know, I think there are some, first of all, I'll just say out of the gate, I do support doing the national search. Um, we -- we, but when we hire these, these firms, sometimes the way in which they recruit is not necessarily always the most robust way.

Um, you know, they tend to, you know, they place the ads in the normal, you know, areas, right? Online and -- and -- and there are different publications that go out to City Managers or superintendents or what have you. Um, and then they often sort of, you know, regenerate through their -- in the old days, their Rolodex of people that, you know, that had applied for positions before but maybe hadn't been hired. And -- and they go back to those people and they don't really look outside the box too much.

And you end up with, you know, you end up with sort of some of the, you don't end up with the most diverse group of people because I mean, the -- the reality is if you only look at current City Managers, you're mostly going to get

white men because that's who happened to be City Managers. Not that that's the way it should be.

So I would wanna make sure that we have a search firm that if we do do a search firm, that we have a real conversation with them about their -- how they plan on recruiting because I wanna make sure that we have a, not just a diverse pool in terms of gender and race and culture, what have you, but also there might be people who aren't already City Managers or assistant City Managers who might fit us better.

And -- and so how do you sort of, how do you create the -- broaden the scope? And so, um, I think we would probably need a search firm to do a national search. Maybe Ms. Keady Rawson can comment a little bit on what, if that was on her plate, what that might look like. But wherever we end up, I think, uh, for me, really getting a good idea before we hire somebody as to what, how they're going to look for people is gonna be really important.

' Cause I just don't want the usual suspects all over again. Um, and so we really, and -- and a lot of times we have to really do our digging because every single one of these uh, any single one of these search firms comes back

and says, oh no, we do all this robust stuff and all this robust stuff.

And that isn't what they do [laughter]. So, um, so we should, we just -- we're just gonna need to be thoughtful about who we hire if we go that route. And that's, I'll hold that for, I'll stop now for, um, for the time being. Thank you, Madam Chair.

COUNCILLOR E. DENISE SIMMONS: Okay. Thank you. I just wanted to say that we have a hard stop at 4:30, uh, because Councillor McGovern and I do have another, uh, engagement right after this one. But this is just the initial meeting. So there'll be several conversations after we settle, we'll be able to --view, and so if we're stunted in any way the, uh, people to speak next, are in the following order, Councillor Sobrinho-Wheeler. No, I think it was Councillor Sobrinho-Wheeler, then Councillor Carlone, but I don't remember, and I apologize. Uh, and then Councillor Zondervan. So Councillor Sobrinho-Wheeler, you have the floor, sir.

COUNCILLOR JIVAN SOBRINHO-WHEELER: Thank you. Yeah, thank you to the -- the chair for starting this conversation as well. It's good to, um, get kicked off. Um,

so we're, we're well ahead of the current City Managers, uh, time running out, um, in terms of thoughts on some of the topics that were brought up. You know, I think, um, having a search firm, um, with national experience, like it doesn't necessarily have to be a -- a national firm per se, but one that, you know, has -- has worked with cities all over, um, the country or in different parts.

I think, you know, it's important to understand the sort of Massachusetts context, the local context, but I sometimes think cities that are actually most similar to Cambridge aren't necessarily our -- our neighbors that are, you know, what are cities that have big university populations?

What are cities that, uh, have a lot of, uh, development, you know, in the past few years that are similar sizes to ours? And that's, you know, actually not all that many cities in Massachusetts. So, you know, both that -- that local context, but also the -- the broader context, I think would be helpful. Um, uh, and then just to the point that that, uh, Councillor McGovern raised, I think, uh, you know, regardless of -- of which way we end up going, just being conscious that, uh, the City Council

is ultimately the search firm, right?

That if, uh, the candidates that turn up in the first group aren't, uh, who we're looking for, that we should feel empowered to go out and -- and look for other folks, or to demand for, and to, you know, do that outreach ourselves, um, and not feel locked into a process once we started. Because we really do wanna be getting, uh, both the most, you know, talented group of folks to choose from and also the most diverse group of folks.

Um, uh, to that last point, you know, I think in the -- the last process, uh, of the finalists that the council ended up choosing between, there were, um, no women and no people of color. Uh, and I really wanna make sure we, uh, avoid that route this time. And we have a -- a diverse, you know, both, uh, broader search pool and, uh, group of finalists.

Um, and then the -- the last point, uh, I was gonna make, uh, would just like to find a way for the -- the full council to be involved in all the decisions, uh, here, I think it's great to start this conversation in the Government Ops Committee. Uh, but given that the -- the City Manager is someone that we're all gonna be interacting

with on the council, uh, and that, um, not all of the council members are members of this Committee.

Uh, majority of the council started either, you know, this past term or the -- the term before and wanting to have all of the new voices in there. Uh, the mayor, uh, isn't a voting member of any Committee, I think. So just trying to figure out how we can make sure, uh, all of the council members are, are a part of these decisions. Um, those were the initial thoughts I had. Thank you.

COUNCILLOR E. DENISE SIMMONS: Okay. Thank you.
Councillor. Councillor Carlone? You have the floor.

COUNCILLOR DENNIS J. CARLONE: Thank you, Madam Chair.
Uh, I'm not a member of the Committee, um, but I did experience the process last time. And the first thing I -- I wanna say is pick up on with, uh, Councillor Sobrinho-Wheeler said that, um, I'm assuming that whatever this committee decides on the process, the whole full council will vote on that process, just like we do in every other Committee and council decision.

I can say, as not a member last time, I felt not part of the process as intimately as committee members. Um, the other thing I -- I wanted to mention is, um, and I'm glad

you brought it up, the timetable, uh, can we realistically hire somebody six months ahead? Um, that might be problematic, and we have to look into that.

And I recall hearing, and I'm not -- I don't know this for sure, that in part one of the reason we get local people, local, meaning Massachusetts, New England mostly, is something about the retirement plans. And indeed, if that is true, and -- and -- and I don't know, I -- I did notice the Chair saying yes, with indicating, yes.

That has an effect on a national search that we should talk about or the Committee should talk about. And -- and lastly, I hope the next meeting is in the evening, not because I want an evening, another evening meeting, but we did get a number of calls from people emails saying that they feel they can't participate during work hours and calling in. I know you agree with this, but I just wanted to raise it. Thank you very much for the, uh, opportunity.

COUNCILLOR E. DENISE SIMMONS: Thank you. Council [coughs] excuse me. Thank you, Councillor. We have Councillor Zondervan on deck, and then after which we will hear from Patty, Councillor Patty Nolan.

COUNCILLOR QUINTON Y. ZONDERVAN: Thank you.

COUNCILLOR E. DENISE SIMMONS: I'll open the floor as well to our Mayor, you may wanna speak, and our Vice Mayor. So, uh, Councillor Zondervan, after which you'll hear from Councillor Nolan. I see Councillor Vice Mayor's hand up, and then I want give the floor to the, to, uh, Mayor Sumbul Siddiqui. Councillor Zondervan, you have the floor.

COUNCILLOR QUINTON Y. ZONDERVAN: Thank you, Madam Chair, through you. Um, I agree with my colleagues on all, all they have said so far. I -- I support a, uh, national search firm, or at least a -- a firm that -- that has a national reach. Um, and I agree that we need to look into the obstacles to -- to hiring folks from outside the state. Um, and I -- I also agree that we really need to prioritize diversity. We've never had a female or person of color as City Manager in Cambridge.

Um, so I -- I think that's really an important, um, goal to prioritize that we have a really diverse pool of candidates that we're selecting from. Um, and we -- we have done that successfully with other hires by the council recently. So, uh, I'm optimistic that we can do that again. Um, but I wanna take a step back and -- and ask about the public process because hiring the City Manager is a really

important step for the whole community.

And I think they -- the whole community should to be at the table with us, uh, not just the whole council, but, but really the community as a whole. And so I hope that as we're thinking through this process, we can make sure that -- that that is part of it, uh, and -- and is really centered. Thank you.

COUNCILLOR E. DENISE SIMMONS: Thank you, Councillor. Councillor Nolan, and then the Vice Mayor.

COUNCILLOR PATRICIA M. NOLAN: Thank you, Chair Simmons. Um, I appreciate the opportunity to speak. I'm also not a member of the Governance Subcommittee. I appreciate your openness to all of us. I will echo, um, what several colleagues said before, um, we should do a search. We should recruit the best people available. I would hope that this position, maybe I'm still a little naive, but it is an astonishing opportunity. And so someone coming here, regardless of whether they're from Massachusetts, if they turn out to be the best person for the job, the question of longevity and a retirement system shouldn't be a barrier, especially given at least how much we're paying now.

Honestly, it may be we would not pay quite that much, but I -- I hope that we understand and spend time thinking about the kind of leader we want, and then figure out how to -- how to get it. I do agree with several colleagues who've already said, we may need to make sure that whatever search firm we use, uh, Chair Simmons, you and I have, I think, been involved in the, one of the School Committee searches.

And, you know, it's often disappointing as Councillor McGovern said, to feel like we're -- we're, we're getting the same candidates others have. We really have to make sure that it is known how exciting an opportunity it is. I will be honest, a key element will be whether we have an internal candidate, because that any search firm will tell you if you have a strong internal candidate, I mean Harvard on all its job listings list, whether it has a strong internal candidate so that anyone applying knows, and it's a -- it's a signal.

We might wanna at least, you know, address that sensitively and understand, uh, how it is that, um, whether that is gonna happen in this case. Um, I wanna, uh, also reiterate the point that you made, Chair Simmons about the

charter review. We are at least starting that conversation about whether there might be, uh, a -- a charter review. And if so, there might be a -- a change in the charter. My own, I've been pretty clear that I would hope whatever happens if we, um, do any kind of change to the charter and stay with the City Manager form of government, that the balance of authority will be changed between the Councillor and the City Manager.

And I think it's something we would obviously owe it to any candidates. I think by the time this search goes underway within another couple months, I believe Mayor Siddiqui is leading this with the Collin Center. We will at least have a sense of whether that's something that we think we might anticipate. So that will be a wrinkle, as you noted in this search. It's also, I think, a really exciting opportunity for us as we move forward, um, to think about how it is that we can structure a city governance and management structure for, I guess it's, can't even say the beginning of the 21st century, but something that will position us well for the next 50 years.

Um, I think that's it. I'm -- I'm looking forward to it. I also echoed the idea that obviously all of us should

be involved and appreciate that this is starting now, because it means that we have plenty of time before this current contract ends in July of next year to -- to move forward with, uh, really robust search that includes the community and particularly focuses on the council wishes. Thank you.

COUNCILLOR E. DENISE SIMMONS: Thank you so much. Vice Mayor, Vice Mayor. I can see you, so I don't know why I can't hear you.

VICE MAYOR ALANNA M. MALLON: Thank you. I think, um, the mayor was before me, that's why I stumbled.

COUNCILLOR E. DENISE SIMMONS: Oh, Mayor Siddiqui, would you like to take the floor?

MAYOR SUMBUL SIDDIQUI: Alanna, you can go ahead. I can go after you.

VICE MAYOR ALANNA M. MALLON: Okay. Well, thank you. Um, Madam Mayor, Madam -- Madam Chair, um, I'm also not a member of this Committee, but I'm glad to be here and starting this conversation. Um, I would like to echo the comments of my colleagues that we should be doing a large national search for a new City Manager.

Um, I think we also need to think about whether or not

we wanna broaden our interpretation of what a City Manager candidate looks like, whether that's, um, university -- somebody who works at a university, somebody who's formerly in a corporation, you know, this is a professional level job, um, and doesn't necessarily need to have municipal experience.

So that's a conversation that I think we should probably have at the early stages. You know, do we, do we want somebody with municipal experience running a city? Or do we want someone who brings a different level of experience to the job? Um, uh, I helped run the, uh, superintendent search the last time when Dr. Salim was hired. I will tell you that that was a very abbreviated search. I think we completed it in five or six months. Um, it was a very, very tight timeline.

And given the amount of community meetings that, um, the School Committee at that time, and Councillor Nolan probably remembers this really needed, uh, we were unable to find the first time around with an RFP given that we had, I think, 20 to 30 community meetings. Um, there was not a search firm that was willing to, to bid for it. So we need to be really aware of the timeline, how long it is,

how many community meetings we have before we put an RFP together so that we understand, um, the limitation that my, uh, our RFP might -- might, um, put forward.

I will say that the 2016 process to hire our current City Manager, the, um, timeline for the search was approved on April 6th in 2016, and we had a final vote, uh, on 9/29/2016. So just six short months from the timeline for search approved to when we hired, uh, Louis DePasquale in the City Manager position. So, um, once the timeline is approved and all of these conditions, things happen pretty quickly.

But I think Chair Simmons is right. We've got an election coming up in November that we have to be very cognizant and aware of, and I think there is a timeline that we can work within that involves the community, um, prior to the election. And then once we hit January of next year, some of these, um, you know, larger steps can be hit in order to hire somebody for July one, uh, of 2022. So I think it's great that we're starting to have this conversation.

I think it's really important to lay down, um, a timeline and a vision and values that we want for the next

City Manager. Um, and so starting now is probably the best thing that we could be doing. So I'm really grateful to the Chair for, um, having this meeting today. And I look forward to future meetings and having this conversation very broadly. Thank you.

COUNCILLOR E. DENISE SIMMONS: Thank you, Madam Vice Mayor. Madam Mayor.

MAYOR SUMBUL SIDDIQUI: Thank you. Um, Madam Chair. I think I, you know, agree with all that has been said. Um, we at the School Committee right now are, as you know, um, in the process and, uh, you know, we assigned an ad hoc, uh, you know, Committee, um, to lead kind of that process where we've convened to, you know, everything from what's our job description to, you know, the timeline around public input.

Um, so it's a few of us kind of working the details out, um, and then presenting it to the full, um, School Committee. Some stuff is obviously being done in executive session pertaining to the interviews. But, um, you know, I think having that clear timeline and developing is I think the most, that's the number one task.

I mean, looking back at the timeline for -- for that

new City Manager search, I think Alanna and I are looking at the same doc, but a lot of these questions of, we wanted an RFP, you know, you know, there was an RFP, uh, Evaluation Committee, um, that was for City Council members and three city staff. Uh, there was focus groups.

So a lot of this, um, I think that'll elicit some of what, um, the themes coming up on who we want and, um, you know, as far as the search firm and, um, later on, what that leadership profile looks like, uh, of, uh, what we're thinking about.

So I think having that timeline in place, either this Committee, um, doing it or assigning another Committee to kind of lead all do -- those logistics 'cause that, you know, it's -- it's time-consuming and, um, but really important. Uh, uh, so that's kind of my -- my lens on it, but happy to share all the materials on what we're doing on the superintendent's side, um, as -- as well as things come together. Thank you.

COUNCILLOR E. DENISE SIMMONS: Thank you, Madam Mayor, I think we've heard from everyone. Someone come back around, I think I see Councillor McGovern has his hands up. I wanted to add some additional information. Councillor

McGovern. Take the floor.

COUNCILLOR MARC C. MCGOVERN: Thank you, Madam Chair.

Um, I will reiterate, I -- I think as Councillor Nolan mentioned, I -- I do think that the charter conversation is gonna be really significant. Um, especially, you know, it's -- it's gonna be hard to now, we haven't decided if we're moving forward with the charter change or not, or what that might look like.

But I -- I mean, if I were to put my shoe, my, you know, put myself in the shoes of a candidate who, especially if we're talking about a national search where, you know, I'm be -- I'm gonna move across the country, and I agree with Councillor Nolan, but we say this all the time that we, um, we pay so well, and we're Cambridge, we expect a flood of people.

And that often doesn't happen. [laughter], you know, we end up with people who are local. So even, you know, it -- it -- it, yes, you know, we pay a lot of money and we're a great place, and I would think people would be banging down the door to -- to get here for a whole host of reasons.

But more often than not, we end up, you know, with

people from Massachusetts for a whole host of reasons. So I think if you were to, you know, if you were, if I were someone in Chicago or you know, LA or wherever, um, and I was gonna move cross country for a job, and at the same time we were talking about, they were talking about a charter change that might drastically impact what my job is, you know, I -- I might be hesitant at that point. So that's gonna loom large.

Uh, I think, um, as far as the -- the process goes, I -- I think, you know, and I don't think I need to, I think everyone would agree that when we do the when we do the community process, that it's really gonna be important that, um, you know, not only are we looking for diversity in our applicant pool, but diversity in the pool of people participating in this conversation.

Um, you know, if, if most of the voices we're hearing are people who, you know, fit my demographic of, you know, white and homeowner and over the age of 50, that's only a slice of the people who live in this city. And we're gonna need to make sure we're hearing from young people and people of color and -- and -- and folks who, um, from all, uh, perspectives of our diverse community. And that's,

we're often not good at that.

Um, and so we're gonna have to be really intentional about that. Um, you know, and I just hope we as Councillors too, you know, have, um, you know, we're, it's gonna be part of our job to recruit people to participate and to put the word out there and share that idea. But I also hope that we do that in a broad range, and we don't just go into our camps of getting our own constituents to call in and -- and participate as a way of trying to, you know, skew the conversation.

I think we're gonna have to really be committed, all of us to a diverse pool. Um, one thing I would say too is maybe for, uh, maybe Ms. Keady Rawson can provide us, there's a lot of, I mean, some of us have gone through this a number of times, but still might need a refresher. And for some folks, this might be the first time they're doing a search.

There are all kinds of things about legal requirements about what we can say and when we can say it and when we can't say it. And -- and I think we need a refresher on that. Um, because, you know, we all, obviously transparency is a -- is the key word, uh, you know, the people like, but

there are things we we're not gonna be able to be transparent about in this process until a certain time. We can't release names of people until a certain time.

We can't. There are certain things we can't do legally, and I think we need a refresher on that and to understand that so we don't inadvertently step in something that we shouldn't step in. Um, so I would just put that out there as well. Thank you, Madam Chair.

COUNCILLOR E. DENISE SIMMONS: Thank you Councillor McGovern. Vice Mayor Mallon, you have the floor.

VICE MAYOR ALANNA M. MALLON: Thank you, Madam Chair. I just wanted to say that, um, one thing I forgot to mention, when we think about that leadership profile, I know that when we were looking for a superintendent, um, when we hired Dr. Salim when we did that community process, um, the community, you know, really felt strongly that we should hire a superintendent from, um, another district.

And so that's what the leadership profile was, a superintendent that was already leading a district, which I think in retrospect left out a lot of assistant superintendents and deputy superintendents and -- and bigger, um, districts that are, you know, are take on as

many students as our -- our superintendent does. So I think we just wanna be really careful, um, around that leadership profile and not cut out a lot of people, um, inadvertently who might be the great next new leader of -- of the city of Cambridge. Um, and I, um, yeah, I think that's -- that's about it. Thank you.

COUNCILLOR E. DENISE SIMMONS: Thank you. Councillor Sobrinho-Wheeler, you have the floor.

COUNCILLOR JIVAN SOBRINHO-WHEELER: Thank you Madam Chair. Um, I was gonna make a point that maybe seems obvious to us, but I think it's just as important to have out on the table in the public, uh, as we're sort of starting the conversation. And that's the, that the City Manager role, sort of is a political role. And I know, you know, sometimes the word politics or political seems like a, a bad word, but it, it's also, it is the head of city government there.

It's not just a managerial position, I guess just to sort of make that, uh, clear and -- and make sure that's something we're all considering. Um, I think it's interesting to think about the fact, um, Boston and Somerville are both gonna be looking for new mayors next

year and, you know, a big part of that is gonna be experience level and what they've be able to become and how competent they are.

But it's also gonna be what they've been able to achieve and, you know, have they been responsive to equity concerns and, uh, have they addressed all of the -- the challenges in terms of inequality, uh, that go on in their cities. And I -- I just wanna make sure we're really centering those in our search for the City Manager here as well.

Um, I think sometimes the word manager makes us think, um, budget and the sort of inner mechanics of things and have they, how is the bond rating of that city and those pieces, but it's also all of the equity pieces we're talking about as well. Um, and to really make sure that we're, we're finding a candidate who's gonna address those.

Because I think if we're just looking at, you know, the resumes that come in, it could be really an easy to end up, like Councillor McGovern has said with a bunch of, um, sort of, uh, candidates who are, uh, of a certain demographic that have spent a lot of time in certain roles that are, are like we've seen in the past, more, uh, white

men to the exclusion of, of women and people of color and more diversity. Um, and so just to really be trying to center those equity concerns along with the resumes when we're -- when we're doing this process.

COUNCILLOR E. DENISE SIMMONS: Thank you Councillor. So Councillor Zondervan, you have the floor and then I'd like to go to Councillor Toomey, he's not spoken to anyone. Wanna make sure he has an opportunity to speak before we go through another round. So Councillor Zondervan for insurance, after which we'll hear from Councillor Toomey if he wants to, uh, he has some.

COUNCILLOR QUINTON Y. ZONDERVAN: Thank you Madam Chair. I did want to ask, are we, um, doing public comment as well?

COUNCILLOR E. DENISE SIMMONS: Yes, we will. That's why we we're started at three. I wanted us to stop our conversation. Again, it's just a preliminary conversation so that we'd have at least a full half an hour for public comment to allow people to speak on the record to anything that they wanna impart about the process.

COUNCILLOR QUINTON Y. ZONDERVAN: Great. Thank you.

COUNCILLOR E. DENISE SIMMONS: Was that your question?

COUNCILLOR QUINTON Y. ZONDERVAN: So yes, I -- I also wanted to, um, reiterate a couple of points. And what I'm hearing is that perhaps one way to structure this process is that for the rest of this year, most of this year, we really focus on the community process and that the first six months of the next year would be focused on the -- the mechanics of hiring a new manager.

And -- and by structuring it that way, we would have time to have that community conversation and allow it to -- to really feed into, uh, the hiring process. Um, so if -- if that is indeed where we're headed, then um, perhaps we can focus the conversation on that, um, so that we can be, you know, very intentional about our timeline and -- and how we're organizing our activities. Thank you.

COUNCILLOR E. DENISE SIMMONS: Thank you. Councillor Toomey, is there anything that you wanted to add?

COUNCILLOR TIMOTHY J. TOOMEY: Uh, thank you, Madam Mayor. I appreciate all the comments so far. I'll add later on. Thank you.

COUNCILLOR E. DENISE SIMMONS: You. Okay, very good. Are there any further questions from the floor before I make a few more comments?

COUNCILLOR PATRICIA M. NOLAN: Yes, sorry. Chair Simmons. Sorry, the, I -- I know this is the preliminary meeting. It would be helpful, I think, for all of us to understand how soon the next one will be and what we should do to give you, if you're setting that agenda, uh, any ideas for timeline or several of the suggestions have been made on the floor, I think are, are quite relevant in terms of, uh, the pool we might anticipate bringing in.

So if you, once that's decided, the sooner that we can all know that and get it on the schedule. 'Cause we know sometimes it's very difficult even if schedule it. So I really appreciate this timing. I know we're in a good position and I hope that moving forward, if there's anything that we need or as Councillor McGovern said, any background materials that'd be helpful to me to understand. Thank you.

COUNCILLOR E. DENISE SIMMONS: Thank you, Councillor Nolan. Any other discussion or questions?

MAYOR SUMBUL SIDDIQUI: Um, Madam Chair.

COUNCILLOR E. DENISE SIMMONS: Uh, yes, Madam Mayor.

MAYOR SUMBUL SIDDIQUI: Early, early on, I don't even remember when -- when it was, but I and the Vice Mayor had

a brief conversation with the Collins Center, um, just for information purposes on, um, you know, potential timelines and so forth. So I will share that with you so that you have it. Um, and it, it kind of outlines, you know, it kind of mentions what Councillor Zondervan is saying, um, but puts um, some dates and -- and things to think about. So we'll forward that on to you. Thank you.

COUNCILLOR E. DENISE SIMMONS: And thank you, Mayor Siddiqui. Any other comments from the floor?

COUNCILLOR E. DENISE SIMMONS: Okay, hearing none. So I just wanna go over what, just a brief overview of what I've heard. So I hear that -- that we certainly wanna have community input and have these meetings at the time that the community can meet. And I certainly would agree. I want, and I think I still hold this position, but it's important to at least get started. And to get started with already grant schedule, the City Council, I wanted to make sure we got the ball rolling.

And that's why the meeting is this -- at this time of day, anyone that knows me knows, I usually lean to the evening meetings whenever possible. So always I'll be very purposeful and intentional to have meetings when people,

uh, the public can, um, participate. But I also wanna speak to something that Councillor McGovern had said, and I think it's important is as we move through this process, being very, uh, focused and aware of, you know, who are coming to the meetings and the course, that's why you wanna have them, uh, later in the day.

And I'm even, I'm not at all, not unless the Committee has a strong objection, having some -- sometimes have some of these meetings or discussions on weekends when people have a little bit more free time, uh, that exists in people's lives these days. So that's -- that speaks a little bit about community input and I think we're all on the same page with that one in terms of garnering information, uh, from other sources. I wanna thank you, Mayor Siddiqui.

I did have a brief conversation with the Collins Center and they said that -- that they had spoken to you and that, um, that they had given you some notes, so I would love to have those as well as entertaining the idea perhaps. But, um, um, I'm taking this all in. Having someone like the Collins Center with, um, Sheila Keady Rawson and our own staff person, uh, uh, Solicitor Glowa,

um, to give us what does a search look like, look, be looking at how searches have happened typically.

And of course we as council and as a Committee at the abilities to develop something, uh, unique. But I would say let's not, it's so unique that we don't get anything done. Uh, national search, I put that down. So council seems, committee seems to be interested in having a national search. A national search doesn't necessarily mean a national search firm.

And so, um, when it comes to the search, as you put together your package, that goes out as an RFP, and I'm gonna let Ms. Rossi -- Ms. Rawson, Keady Rawson talk a little bit about how the applying for a search for, um, works. You'll find that you have to sort of give them marching orders. And one of the things that I heard as I started to talk around about, you know, Cambridge Review Process is a, a manager search. What kinds of things you'll be looking -- be looking for? A couple of things that they had said. One was sometimes it is hard to get someone outside of the state of Massachusetts 'cause if you get someone who's been in this work for a long time, but they're trying to do is build on their retirement as

opposed to someone that's coming from outside the system and may or may not be able to bring those retirement years.

So that's something that's gonna come up and we need to figure that out. And that may also be why we tend to get people more local than people that are further away. But if we're willing to continue to push the envelope and look to make the pop, if we have a situation where a person's coming from outta state cannot bring their youth years to service, that might impact the salary package.

'Cause they're giving up something to come here, something for us to think about. Um, and so back to the idea of having a refresher, us having some either Collins Center or, uh, Sheila Keady Rawson, and walk us through her familiarity with our -- our processes beforehand and the pitfalls that we have to, because we are a public facing body, be cognizant not to fall into. We can certainly do that. And I think that's extraordinarily important.

But in terms of your last -- the last thing about putting together a timeline, that's why I'm starting now, garnering the information to bring back to the Committee and saying, this is what I found. This is what, now we know this is suggested timeline. And then we will look at that

and say, yeah, I think this is something that we can actually do. Maybe needs a little bit more flexibility.

Maybe there's a little fla -- less flexibility. And then to the question that the entire council will be a part of that. The council is always a -- a part of the process because they are the institution that does the hiring. And so the council will certainly be, uh, fully aware in enterprise of everything that happens.

So with that, I wanna just, uh, lean to Sheila Keady Rawson to ask her if she could speak at least to the whole idea of, so the council the committee through the committee, the council decides they wanna hire a firm because we want a national search. What are some of the things that are required in the part of that process? Please speak to the council committee on that, please.

SHEILA KEADY RAWSON: Um, good afternoon through you, Madam Chair. Um, the procurement of services for a search firm would need to be done through the public purchasing process. Um, so, um, for example, last time we did it through an RFP process, um, with the purchasing agent who would be better able to answer some of the technical purchasing questions.

Um, but we did lay out, you know, a scope of services and a projected timeline for the, what we wanted the search firm to do. Um, also included a background of Cambridge. Um, the search firm that we hired, it included the community process. So when they came in, they ran the focus groups. Um, I think there were like 30 or 40 focus groups, um, with, you know, the assistance of city staff and at the direction of the council and the Government Operations Committee.

And the -- the then Chair, um, they did the community outreach. Um, they gathered that information and then put together, um, a recruitment brochure that was used, was circulated, I believe, and then used for recruitment purposes. Um, but the actual, as I said, recruitment of the -- the actual search for the firm needs to be done through public procurement.

COUNCILLOR E. DENISE SIMMONS: Thank you, Ms. Keady Rawson. Is there any questions from the floor? I see Councillor Zondervan, then Councillor Nolan, you have the floor.

COUNCILLOR QUINTON Y. ZONDERVAN: Thank you, Madam Mayor. Um, Madam Chair, excuse me through you, um, to Ms.

Rawson and I -- I understand the public process that you're describing in terms of focus groups and that being, um, driven by the -- by the search firm that we would hire. I think at least what I'm contemplating is that prior to that we have a -- a more open community process to really get a sense from the community what they're looking for in terms of not just specifically who should be the City Manager, but, but really the direction, um, of the city and -- and what should be our goal that the City Manager would be, um, acting towards, uh, once they're hired.

So do you have any sense of, um, how that, how that could work so that we would have a more open community process now and then a more focused group, um, type of process once we hire a search firm?

COUNCILLOR E. DENISE SIMMONS: I'm sorry, Ms. Rawson, I -- I muted myself. Um, is that something that you can speak to, or do you need to get back to us on

SHEILA KEADY RAWSON: That? I think I would need to get back to you on that, but, um, you know, I would say it's, you know, it's the council's discretion about how they -- how they want to get the information to move forward with the process. It wouldn't be something that

would be regulated by, um, and Ms. Glowa may know better, but there isn't a particular protocol that is legally required to be followed in terms of getting that type of information. Um, in terms of gathering what, how you're gathering your data other than doing it in an open and transparent way.

COUNCILLOR E. DENISE SIMMONS: Thank you, Ms. Keady Rawson. Ms. Nolan.

COUNCILLOR PATRICIA M. NOLAN: Um, oh, thank you. Uh, this may already have been answered, but there are some of the procurement, depending on what we're asking for, if we need very specific or decide we want a very specific experience base, then it's possible there'd only be one firm that would have that. Does that then mean we can accept that quote? Because this doesn't fall into the -- there there's some exemptions, right? I, this is not the consultancy, which I think it does not have to go through the procurement process. And you've said this does have to go through the procurement process.

And if there's, I -- I -- I'm just imagining if -- if -- if we need a firm, for instance, with experience and a documented understanding of how to recruit a very diverse

group of candidates, I could foresee something that it may be depending on their experience level. And if it's also broadened to not just City Managers, but as the vice mayor and others have said, we --we might want a firm with experience of, uh, a firm that has done a cross-sector, uh, recruitment drive. I'm just wondering if we define it that way and there's only one firm that, uh, responds, which meets the -- those specific requirements, then we would be able to accept that.

CITY SOLICITOR NANCY GLOWA: Uh, through you, Madam Chair, I can answer that question that, um, if -- if the one bidder meets the criteria laid out in the RFP, uh, the, uh, person who's reviewing the bids can decide to accept it.

I believe that because the City Manager is the contracting authority, he would be making the decision, but would normally have the purchasing agent convene a committee that would include, I believe, some City Councillors.

So, um, that's something that would have to be explored, uh, as far as, um, the mechanics of that. But yes, if -- if only one firm met the criteria but did meet

the criteria, that's not a prohibition against awarding the bid to that entity.

COUNCILLOR PATRICIA M. NOLAN: Right. And, uh, through you, uh, Chair Simmons, you anticipated my second question, which is I would expect and hope that if there is any kind of, uh, deliberation around which firm met those requirements, that it would include at least a couple City Councillors since we're the ultimate client. Thank you.

VICE MAYOR ALANNA M. MALLON: Councillor Simmons, you're muted.

COUNCILLOR E. DENISE SIMMONS: Sorry, you have the floor mat Vice Mayor.

VICE MAYOR ALANNA M. MALLON: Thank you. I just wanted to speak to, um, a couple of things that, um, Councillor Nolan brought up. When we were speaking with the Collins Center, and this will be included in the information that, um, the mayor will send. We would hire a search firm through an RFP and we would appoint an RFP committee to evaluate those proposals that come in.

Um, assuming there would be more than one, and those proposals would need to meet those standard criteria laid out in the RFP, and then the RFP committee would recommend

a search firm to the City Council. So I -- I have a question about whether or not city Councillors would actually sit on the RFP search committee and then refer to our own, to our own selves. So I guess that's a question for the Solicitor, whether or not counselors can sit on their RFP search committee and then recommend to the entire City Council, um, a search firm.

COUNCILLOR E. DENISE SIMMONS: Ms. Glowa, could you -- could you respond now or do you need to research that answer?

CITY SOLICITOR NANCY GLOWA: Well, uh, though you, Madam Chair, I can say that once there's a, an RFP Evaluation-Committee that's been appointed by the, um, awarding authority, it, it can't be, you can't confer with people outside of that evaluation committee. What you can do is to circulate amongst the Government Operations Committee or the full council criteria that are being considered.

And the council could weigh in on what types of criteria the council would like to see in the RFP. But, um, I don't think that the full council would be able to review. Uh, I mean, it's a sort of tight process that's --

that's, um, dictated by the laws ground procurement in Massachusetts. So I don't think that would be possible, but I'd be happy to look into that.

COUNCILLOR E. DENISE SIMMONS: So we'll put that before the, on the list of questions that we will ask for further information from Vice Mayor, did you have a follow up?

VICE MAYOR ALANNA M. MALLON: I did not. Thank you very much.

COUNCILLOR E. DENISE SIMMONS: Very good. Is there any other comments from the floor? Any other questions or concerns? Hearing none that we will go then to public comment. After public comment, I'll time permitting. I'll ask again if there are any questions or comments, and then we'll adjourn. So at this point, we turn our attention to public comment, and I'll turn it over to our Clerk and executive of the City Council office to process, take us through public comment. Public comment will be for three minutes. Those that time is strictly observed. Mr. Clerk, you have the floor.

CITY CLERK ANTHONY WILSON: Our first speaker for public comment is Carolyn Magid.

COUNCILLOR E. DENISE SIMMONS: Ms. Magid, you have the floor.

PUBLIC COMMENTS

Carolyn Magid, 71 Reed Street, represented Our Revolution Cambridge and emphasized the importance of selecting a new City Manager who would serve as a gatekeeper for initiatives and community-led efforts to make Cambridge a more just and equitable city. She presented four requests for the search process:

1. **Nationwide Search:** Magid urged the council to commit to a nationwide search to ensure the city finds the best person available. She emphasized the need to consider external candidates, especially those from diverse backgrounds, as Cambridge has never had a BIPOC or female City Manager. Magid also stressed the importance of selecting a search firm with a proven ability to recruit candidates from diverse backgrounds.

2. **Meaningful Community-Wide Participation:** Magid called for a search process that incorporates meaningful participation from various constituencies, particularly underrepresented groups. She requested that the council hold evening meetings to allow greater participation from

individuals who work during the day, expressing satisfaction that evening meetings were being planned.

3. Alignment with Community Values: Magid asked the council to pledge to select a City Manager who shares the community's vision and prioritizes residents' needs over those of developers and corporations. This emphasizes the importance of finding a City Manager who aligns with the values of the community and is committed to equitable and inclusive decision-making.

4. Proven Experience in Equity and Justice: Magid urged the council to require all candidates to submit evidence of successful experience in implementing policies that promote equity and justice. This criterion would ensure that candidates have a proven track record in enacting policies that create more equitable and just cities or towns.

She also made a personal comment, asking that the voices of older white women and men not be discounted in the pursuit of diversity and inclusion. She emphasized the importance of recognizing and valuing the contributions of individuals from all backgrounds.

Overall, Magid's speech highlighted the need for an

inclusive and thorough search process for the City Manager position, focusing on diversity, community participation, resident-centric decision-making, and evidence of past success in advancing equity and justice.

Kathy Watkins, 90 Fawcett St. Apt. 511, expressed her gratitude for the council's anticipated hard work in the City Manager search. She shared similar concerns to the previous speaker and emphasized the need for a search committee that truly represents the community and includes individuals who are not just insiders.

Watkins expressed her hope for a different search committee compared to the last one, which she felt failed to follow through on promised meetings, some of which took place during the day, limiting public participation. She further expressed her desire for a person of color, a woman, or someone from a marginalized background to be appointed as the City Manager. However, she stressed that it is not only the identity of the individual but also their views and policies that matter, particularly in relation to equity in schools and a comprehensive housing program rather than piecemeal efforts.

Despite her concerns, Watkins requested that the

committee reject the current manager's approach of austerity and heavy reliance on developers and commercial interests. Councillor E. Denise Simmons reminded Watkins to focus her testimony on the search process going forward rather than dwelling on past deeds.

Watkins acknowledged the disjointed nature of her comments, explaining that she had not written them down but expressed her unhappiness with the current state of living in Cambridge and her feeling of having nowhere else to go. She pleaded for the council to listen to individuals like her who often feel unheard. While Watkins expressed skepticism about the committee's potential, she ended her speech by expressing her hope for a positive surprise from the council.

Mathew Schreiner, 20 Gorsier Rd, expressed his desire for the City Manager search to extend beyond the current staff in order to bring in fresh perspectives. He emphasized the need for a candidate who is not solely focused on prioritizing commercial developments, as he believes there is already excessive congestion in the city. Schreiner, as a homeowner, stated his willingness to accept higher taxes if it means reducing commercial development.

He even expressed his support for increased public housing.

Louise Parker, 1 Warwick Park, Apt. 1, delivered a passionate speech regarding the search for the next City Manager. She emphasized the critical role of the City Manager in governing all aspects of the city and stressed the significance of conducting a thorough and inclusive search process.

Parker expressed her concern about rushing to promote an internal candidate or conducting the process in a way that may favor such an outcome. Instead, she urged the council to commit to a nationwide search to ensure that the best candidate is selected. She criticized the current austerity framework that prioritizes endless commercial development, low residential property taxes, and underutilization of the emergency fund. Parker called for a different approach that puts the needs of residents above those of corporations and developers and promotes social, racial, and economic justice.

In alignment with Cambridge's progressive values, Parker highlighted specific areas where the City Manager should focus. These included demilitarizing the police force, implementing a housing policy that goes beyond

market-based solutions to address displacement, installing municipal broadband for better internet access, improving public transit, and finding innovative solutions to combat global warming.

Parker emphasized the need to hire a City Manager who embraces these progressive values and actively engages with the community to realize them. She stressed the importance of hiring someone with fresh ideas and experiences, possibly from outside the city, to bring about positive change. Notably, she mentioned that the city has never hired a woman or a BIPOC (Black, Indigenous, People of Color) manager, underscoring the need for diversity in the candidate pool.

To ensure a meaningful and inclusive search process, Parker called for a participatory community engagement approach. She emphasized the importance of hearing the needs and perspectives of the richly diverse constituents in Cambridge, including BIPOC individuals, youth, and renters. Additionally, Parker requested that meetings be scheduled at times convenient for residents to maximize their participation and input.

Mike Nakagawa, 51 Madison Ave, expressed his concerns

about the selection of the next City Manager and urged the council to break the cycle of promoting the Chief Financial Officer (CFO) to this position. He believed that continuing this pattern would result in a City Manager who holds the same demographics and viewpoints, potentially leading to a lack of representation for residents with different backgrounds and perspectives.

Nakagawa argued that the city has been operating as if it were still struggling to attract businesses, despite the current favorable conditions. He emphasized the need for a City Manager who can understand different life views and address concerns that may discourage outsiders from coming to Cambridge. He believed that an outsider as a City Manager would rely on guidance from the City Council, altering the dynamics of decision-making and promoting a more inclusive approach.

In addition, Nakagawa highlighted the importance of educating residents about how the city operates, particularly regarding the role and powers of the City Manager. He expressed frustration that many people are unaware of the City Manager's authority and mistakenly believe that the mayor holds more power. Nakagawa

considered the selection of the next City Manager to be a crucial issue for him personally, as it could impact his community activities and the amount of time he spends attending council meetings.

Ultimately, Nakagawa urged the council to hire a competent City Manager who would address his concerns and reduce the need for him to be actively engaged in these meetings. He expressed appreciation for Carolyn Magid's previous comments, as they covered many of the points he wanted to raise.

In his speech, Mike Nakagawa emphasized the need for a City Manager who brings diverse perspectives, can attract outsiders to Cambridge, and works collaboratively with the City Council and residents to ensure effective governance.

Robert Winters, 366 Broadway, began by stating that he didn't have a specific comment about the City Manager process yet. However, he expressed his intention to closely follow the process and pay attention to its developments. He acknowledged that his close attention to the process is expected, given his involvement in city affairs.

Winters then raised a concern about the intertwining of the City Manager process with discussions about possible

charter change. He indicated his curiosity about the charter change process, which he hadn't heard about in months. He expressed reservations about hiring a City Manager while simultaneously considering a shift away from the City Manager form of government, which he believed would be a mistake.

Winters requested more transparency and openness in the discussions with the Collins Center regarding the potential charter change. He emphasized the importance of shedding light on these private conversations to avoid surprises or decisions being made without public knowledge. He urged for updates on the progress of the charter change process to ensure that the community is informed and involved in any decisions regarding the form of government.

In conclusion, Robert Winters wished the council good luck with the City Manager process and encouraged them to hire an excellent candidate. However, he also emphasized the need for transparency and public discussion surrounding the charter change question. He requested that the council provide updates on the status of the charter change process to avoid any unforeseen decisions or shifts in the form of government without community involvement.

Michael Brandon, 27 Seven Pines Ave, expressed gratitude to Councillor Simmons for organizing the meeting and initiating the discussion on the City Manager process. He commended the committee for not delaying the process and ensuring that a decision is made before time runs out, which he had witnessed happening repeatedly over the decades.

Brandon proposed that the council consider forming an ad hoc committee of the whole to oversee the process instead of confining it to the Government Operations Committee. He believed that all the Councillors present at the meeting were concerned and eager to be involved in the process, making it essential to have the entire council engaged. He suggested the possibility of retaining the current Chairperson, who has experience with such processes. Brandon emphasized the importance of involving the entire council, considering the significant impact the City Manager has on the budget and administration.

As time was running short, Brandon quickly mentioned the vacancy of the deputy City Manager position throughout the year and urged the council to request the City Manager to fill the position promptly. He expressed concern that

without a deputy City Manager, there would be no one to step in as an interim City Manager in case of the current manager's incapacity or if time runs out to hire a new person. He also noted that while the council has not yet had a woman City Manager, there has been a woman serving as an interim or acting City Manager, which he viewed as progress.

Saul Tannenbaum, 16 Cottage St, began by addressing the Chairwoman and the Councillors and expressing confidence that many of the issues he cared about had already been raised by other Councillors. He appreciated the Councillors' consideration of those matters. Tannenbaum then proceeded to highlight two points that had not been mentioned yet.

Firstly, he emphasized the importance of the next City Manager being an excellent communicator, not just with the council during their Monday evening meetings, but also with the community at large. Tannenbaum expressed disappointment that the current City Manager had not been actively engaging with the community, particularly in addressing the pandemic and other crucial issues. He felt it was unfortunate that the City Manager had not taken a more

prominent role in communicating the impact of state government decisions on transit. Tannenbaum believed that the next City Manager should prioritize effective and proactive communication with the community.

Secondly, Tannenbaum stressed the need for the next City Manager to have a strong understanding of 21st-century management techniques. He pointed out that the city operates on a budget of \$500 million per year, and he expressed his inability to assess whether the city's resources are being used efficiently and effectively. While credit agencies may view the city favorably, Tannenbaum emphasized that it was crucial to ensure that taxpayer dollars are being spent efficiently to maintain the city's excellent condition and support less fortunate residents. He urged the council to consider these qualities when evaluating candidates for the City Manager position.

Saul Tannenbaum thanked the Chairwoman and the Councillors for their attention and reiterated the importance of the next City Manager being a strong communicator and possessing a grasp of modern management techniques.

CITY CLERK ANTHONY WILSON: Next speaker is Dexy Vega.

COUNCILLOR E. DENISE SIMMONS: Dexy Vega has not joined.

CITY CLERK ANTHONY WILSON: There are no further speakers.

COUNCILLOR E. DENISE SIMMONS: Uh, thank you, Mr. Clerk. We have exhausted the list of speakers and the hour of sign-up having passed it, so that there'll be no new speakers. I'll entertain the motion to close public comment.

COUNCILLOR MARC C. MCGOVERN: I'll move.

COUNCILLOR E. DENISE SIMMONS: On a motion by Councillor McGovern to close public comment. Mr. Clerk, would you please call the roll?

City Clerk Anthony Wilson called the roll:

Councillor Marc C. McGovern - Yes

Councillor Jivan Sobrinho-Wheeler - Yes

Councillor Timothy J. Toomey - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor E. Denise Simmons - Yes

Yes-5, No-0. Motion passed.

COUNCILLOR E. DENISE SIMMONS: Public comments having concluded, I would ask one more time of the members of the

Government Ops Committee first and then the other Councillors. Is there any last-minute comments or questions that they would like to raise before we adjourn? Councillor Zondervan.

COUNCILLOR QUINTON Y. ZONDERVAN: Thank you, Madam Chair. Um, two, two things. One, I was, uh, intrigued by this notion of creating an ad hoc committee of the full council to conduct this process. So I -- I wanted to think and discuss that. Um, and then I also wanted to suggest that we begin, um, pretty much immediately to organize some community meetings, um, to hear from the community about what they're looking for in terms of city goals and -- and the City Manager, uh, to act on those goals.

We heard some of that in public comment, but, um, I think it would be good to start right away with, with a more, uh, organized process to hear from the community. So, I -- I don't know if you, uh, Madam Chair, would like a motion to that effect, or, or if we, um, just do that through an informal discussion.

COUNCILLOR E. DENISE SIMMONS: I would -- I would entertain a motion.

COUNCILLOR QUINTON Y. ZONDERVAN: Very good. So I --

so I would -

COUNCILLOR E. DENISE SIMMONS: So what is the motion?

Oh, you wanna -

COUNCILLOR QUINTON Y. ZONDERVAN: I will send it to the Clerk, but it's basically that the -- the Chair and the Mayor organize a series of public meetings to hear -- to hear from the community, uh, on this matter.

COUNCILLOR E. DENISE SIMMONS: There's a motion roll call. Uh, I'm sorry. Any discussion on the motion?

COUNCILLOR MARC C. MCGOVERN: Madam Mayor?

COUNCILLOR E. DENISE SIMMONS: Councillor McGovern.

COUNCILLOR MARC C. MCGOVERN: I -- I had a -- I could hear Councillor Zondervan, but I, it was a little quiet. Could you just read it again, a little louder for me? Maybe my hearing's going?

COUNCILLOR QUINTON Y. ZONDERVAN: Sure. Um, I -- I will send the -- the text to the, to the Clerk, but, um, that the Chair of the Government Operations Committee and the Mayor organize a series of public meetings to hear from the community what they would like to see, uh, regarding the hiring of -- of our next City Manager.

COUNCILLOR E. DENISE SIMMONS: Does everyone

understand the proposed, um, motion? Is there any debate or discussion on the motion? Hearing none, I'll have the Clerk call the roll.

City Clerk Anthony Wilson called the roll:

Councillor Marc C. McGovern - Yes

Councillor Jivan Sobrinho-Wheeler - Yes

Councillor Timothy J. Toomey - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor E. Denise Simmons - Yes

Yes-5, No-0. Motion passed.

COUNCILLOR E. DENISE SIMMONS: Thank you. Mr. Clerk.

Is it further the discussion?

VICE MAYOR ALANNA M. MALLON: Uh, Madam Chair?

COUNCILLOR E. DENISE SIMMONS: Yes. Madam Vice Mayor.

VICE MAYOR ALANNA M. MALLON: Um, Councillor Zondervan brought up an ad hoc committee, um, asking that all members be part of it. And I think this is where it would be very helpful for us, perhaps in the next meeting to have a conversation about what is and what is not legally allowed under the open meeting law in terms of a, a search process. It is very complicated.

It, in my memory, is not allowed to have every member.

Um, and so I think it would be really helpful for us to all understand exactly the screening process, who gets to be on the Screening Committee, and all the processes from there. And, um, where and when the City Council intersects, because it is very, very regimented by the state of Massachusetts and the open meeting law. And so, I dunno if we wanna have a -- a meeting about it or if there should be, um, a fact sheet circulated. But, um, I think it would be very helpful for the committee.

COUNCILLOR E. DENISE SIMMONS: Madam Vice Mayor, I thank you for that, bringing that forward. We are very like-minded on this. I mean, there's, what we wanna do in there's what we can do. We wanna be very careful that we not only, uh, follow the spirit, but the letter of -- of the law. And so I was going to, on my to-do list, put that, uh, on the top of the list. And that can come two ways. Either I'll get an opinion rendered or, and, or bring someone like the Collins Center before, before us who have done this.

'Cause I do know this is an extraordinarily important, uh, position opportunity. And, um, even though we've voted for a public process, I'd even put that in the conversation

so that we don't make any missteps. So I know that we all wanna be a part of a robust discussion and a robust participation of the community, but we don't wanna do it in such a way that we then make a -- a move that is erroneous and then it -- it works the entire process.

I see your hand up, Councillor Zondervan. I just wanna see if there's anyone who hasn't spoken that wants to spoke -- speak before you do, having had spoken before. So I'm gonna go to Councillor McGovern and then to the other members of the Committee before we go back around again. So Councillor McGovern.

COUNCILLOR MARC C. MCGOVERN: Uh, thank you. Um, you know, I would say in -- in terms of the ad hoc committee, I think the Vice Mayor is correct. Let's just make sure you know what the legal -- legalities are around that. And I and I know that an ad hoc committee as a whole isn't the same, but I will point out that anything that, first of all, there's a lot of work that gets done in committees, and we're not all on every single committee, and decisions get made and votes get taken.

But those thing, those votes and those, those, uh, motions all go to the full City Council for discussion, for

public comment, for amendments. Um, often we just accept them, but, you know, because we assume the committee is sort of doing the, doing the work in this case, you know, we may be a little more thorough about that if we can't do an ad hoc committee. I don't want people to think that that means that the Councillors who aren't on the committee won't have a chance.

First of all, they're all here today and -- and people are -- are contributing, um, whether they're a member or not a member. Um, but even if the -- the one, those of us who are members vote on something, Councillors who are not a member, will get that opportunity when it -- when those minutes come to the City Council to amend any motions and discuss it. So even if we can't do an ad hoc committee, people there is, we will all be part of this process and all making decisions, um, about how we go forward, because eventually we're all gonna have to vote on those decisions anyway. So I just wanted to point that out.

COUNCILLOR E. DENISE SIMMONS: Uh, thank you, Councillor McGovern. I'm going to defer to see if I want members of the committee wanna speak first, after which I'll go to Councillor Carlone and Wheeler, I mean

Councillor Zondervan. So first to Councillor Sobrinho-Wheeler. Did you want to make any comments or do you wanna [inaudible 01:23:12]. Councillor Sobrinho-Wheeler?

COUNCILLOR JIVAN SOBRINHO-WHEELER: Thank you. Yeah. Um, didn't have my hands up. I guess I, yeah, would, um, like to make sure whichever the -- the process we are that we sort of are, you know, it's true that Councillor McGovern's point that the full council will get to weigh in on everything. I guess that the most, you know, this is my first term on the council.

The most, uh, close approximation I have is the -- the way we sort of dealt with the last City Manager process, which I -- I know was sort of, um, uh, a little bit blocked by COVID and everything, but the -- the only time I had seen the -- the City Manager's contract was the day we were voting on it.

Um, and so it, it's true that we, we handled it in committee and that it was sent there and the full council got to -- to vote on it. It wasn't quite the process I was looking for. Um, and so trying to, to make sure that we all, um, sort of have a say on it, um, before we get to that part, um, is -- is just the part I would like to in

on. Thanks.

COUNCILLOR E. DENISE SIMMONS: Thank you for your comments. Councillor Toomey, do you wanna speak on this before I give the floor over to Councillor Carlone?

COUNCILLOR TIMOTHY J. TOOMEY: Thank you. Uh, the Madam Chair. Um, I would have some concerns about the ad hoc committee, full committee of the council, uh, to-do list. I think there's some logistics and some legal issues involved with that. And I think and if the mayor is still on the, uh, zoom, but I think School Committee just got three members as part of the search process to appoint an interim superintendent.

MAYOR SUMBUL SIDDIQUI: Yeah, it's just, it's my, I -- I thank you through you, uh, Madam Chair. It's my, as I mentioned, it's just, uh, a few of us. It's myself and then two other members. And then we have Lisa Richardson, who is the Chief Talent Officer.

COUNCILLOR E. DENISE SIMMONS: Thank you. Uh, Mayor. Mayor Siddiqui. Councillor Toomey -- Toomey. Do you have any other?

COUNCILLOR TIMOTHY J. TOOMEY: No, just that was it, Madam. Thank you.

COUNCILLOR E. DENISE SIMMONS: I thank you for your comments. Councillor Carlone, I will floor to you.

COUNCILLOR DENNIS J. CARLONE: Thank you. Uh, Madam Chair. Uh, clearly we're gonna do what's legal. We're not going to pursue avenues that we legally can't do because it'll be challenged. However, if the Ordinance Committee and the Finance Committee Are Committees of the whole, to understand the issues in depth, nothing is more important than choosing the right manager. And if only three or four people can vote on that and, uh, and a selection committee, so be it.

But I've always felt the Government Committee should be the committee of the whole, anyway. It's the government decisions and fully understanding every decision is paramount to good government. So I think you have to define what this ad hoc committee or a revised government committee is and what it's, what it's responsible for. I'm all for. And what we can't legally do, we won't. Thank you.

COUNCILLOR E. DENISE SIMMONS: Thank you. Councillor Carlone, is there anyone that has not been heard? Before, I give the floor to Councillor Zondervan and close out the meeting. I see Councillor Nolan's hands up Councillor

Nolan, you have the floor.

COUNCILLOR PATRICIA M. NOLAN: Thank you. I'll just, um, say that it -- it is important we all have an understanding of the process and that we all also are involved in how the process unfolds and it's chosen. Having gone through a couple searches on school committee, there was a time when even if it was a subset of the School Committee, there was then a time, uh, when the entire school committee was able to review, uh, semi-finalists.

And it was all done according to the law. It was according to the, um, process by which obviously we had legal counsel to ensure that we are not violating anything. There is a point along the process at which you have to, um, uh, open it up and disclose certain information. But prior to that, you, uh, the entire School Committee I know was involved.

I'm not sure if this is the one that, um, uh, Vice Mayor Mallon, uh, did or the one before that. But it, I encourage all of us to ensure that we feel comfortable with the process and that we do everything we can to ensure both public input into it. And -- and -- and then in the end, you know, the full council because it, it ultimately will

be, uh, the council's decision on who to hire, which likely will happen to the next council.

COUNCILLOR E. DENISE SIMMONS: Thank you, Councillor Nolan. That advice may have you spoken. Councillor Zondervan, you now the floor.

COUNCILLOR QUINTON Y. ZONDERVAN: Thank you Madam Chair, um, Councillor Carlone and -- and Councillor Nolan both, uh, articulated very well. Um, what I was trying to say, which is that, you know, obviously we will follow the law, but we are still a long ways from, from actually selecting someone.

And so I don't believe that there are any legal obstacles to an ad hoc committee of the whole directing this process going forward in a very similar fashion to -- to even today's discussion where it really was more like a committee of the whole, um, rather than, than just the members of the government ops committee.

So that's really what I'm suggesting, that we take this process that we're engaged in even right now to an ad hoc committee of the whole, so that everyone on the council has, uh, input into how we can conduct this search. And, and obviously in terms of any limitations that, that are

legally imposed, once we get to the point where we're evaluating can -- that can be handled through subcommittees, um, or, or other, uh, means. So I -- I don't think there's any legal obstacles.

I -- I think it, uh, it certainly makes perfect sense for us to -- to get a thorough understanding and report from -- from the Solicitor on -- on what the constraints are and -- and what, uh, legal procedures we need to follow. Um, but I don't anticipate that there's any legal reason why we cannot have this conversation that we're having even now in an ad hoc committee of the whole Council.

CITY SOLICITOR NANCY GLOWA: Madam Chair.

COUNCILLOR E. DENISE SIMMONS: Um, yes. Uh, Nancy, I didn't apologize for calling your first name. I'm reading your name tag. Literally, uh, Solicitor Glowa, and then we go to the Vice Mayor. Solicitor Glowa, you have the floor.

CITY SOLICITOR NANCY GLOWA: Thank you, Madam Mayor. I just wanted to comment, since a number of these questions have been raised, um, a lot of this is governed by the open meeting law and there are various intricacies depending upon what stage you're at.

Um, so I completely agree with all of the comments that it's perfectly permissible legally to have an ad hoc committee of the whole, for purposes of the types of conversations and any other community meetings you wish to have or other meetings that you broaden to include other people. Where it gets a little tricky is once you have candidates for consideration, and particularly since some candidates expect to have, uh, their application reviewed in confidentiality until such time as it's clear that they're going to be a finalist.

So those are the stages at which it gets a little trickier. And we have done, um, a lot of research on those intricacies in connection with one of the past search processes. So I'd be happy to provide guidance or talk about those issues anytime the council would like.

COUNCILLOR E. DENISE SIMMONS: Thank you. Solicitor Glowa. The Vice mayor. And then, uh, I'm gonna make final comments and we'll, I will entertain a motion to adjourn, Vice Mayor.

VICE MAYOR ALANNA M. MALLON: Thank you. I just thank you to the Solicitor for, um, expanding on, um, where and when ad hoc could happen and then where it can't anymore.

Uh, I think that's really important and I think a report will really help us.

My one quick question was, I know in the last City manager search, the City Council hired their own attorney for the process. And I wonder at what point do we, um, do we do that? Is that something that happens once a, a candidate is selected and we have to move through the contract process? Do we do that earlier? That's an -- an unclear on that point.

COUNCILLOR E. DENISE SIMMONS: Solicitor Glowa, this is something you can opine or do you need to research any impacts and then report to the committee?

CITY SOLICITOR NANCY GLOWA: Certainly, Madam Chair, I can answer briefly and certainly we can discuss it more in detail sometime. The point at which the, uh, council hired their own -- its own attorney was to negotiate the contract because the council is the hiring authority, the appointing authority for the City Manager. Um, so that's at the very end stage. Up until then, uh, you're operating as the, you know, body of the City Council represented by the city solicitor's office. So there's, um, no reason not to have advice by the -- this office.

COUNCILLOR E. DENISE SIMMONS: Uh, thank you Solicitor Glowa, vice Mayor. Does that answer your question?

VICE MAYOR ALANNA M. MALLON: Yes. Thank you.

COUNCILLOR E. DENISE SIMMONS: Uh, to my colleagues on the Government Ops Committee and colleagues that are attending, I wanna thank you for your time. We've taken some very detailed notes, have several questions that I will be getting back to you, uh, on, not limited, but including, uh, trying to put together some sort of a, a timeline, but more importantly, getting some basic informational, uh, guidelines, guide points so that we know that we are moving in the right direction and doing it in such a way that is not only inclusive, but it's thoughtful and keeps with the letter in the spirit of the law. So again, I wanna thank you for your time and at this point I will entertain a motion to adjourn.

VICE MAYOR ALANNA M. MALLON: I move.

COUNCILLOR E. DENISE SIMMONS: On a motion by, uh, Councilor McGovern to adjourn. Madam Clerk. Madam Clerk. Mr. Clerk, would you please call the roll?

City Clerk Anthony Wilson called the roll:

Councillor Marc C. McGovern - Yes

Councillor Jivan Sobrinho-Wheeler - Yes

Councillor Timothy J. Toomey - Yes

Councillor Quinton Y. Zondervan - Yes

Councillor E. Denise Simmons - Yes

Yes-5, No-0. Motion passed.

COUNCILLOR E. DENISE SIMMONS: Thank you. The meeting is now adjourned.

COUNCILLOR QUINTON Y. ZONDERVAN: Thank you.

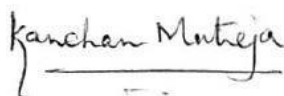
COUNCILLOR E. DENISE SIMMONS: Very welcome. Thank you.

**The Cambridge City Council Government Operations,
Rules and Claims Committee adjourned at 4:30 p.m.
approximately.**

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 20th day of June 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 Mar 16, 2021 3:00 PM (Committee Reports)