



# GOVERNMENT OPERATIONS, RULES & CLAIMS COMMITTEE

## COMMITTEE MEETING

~ MINUTES ~

Wednesday, August 4, 2021

11:00 AM

Sullivan Chamber  
795 Massachusetts Avenue  
Cambridge, MA 02139

### Call to Order

#### attendance

	present	absent	yea	nay
Councillors McGovern	x			
Councillor Sobrinho-Wheeler	x			
Councillor Toomey	x			
Councillor Zondervan	x			
Chair - Councillor Simmons	x			

#### QZ motion to allow m. brandon to finish his public comment

	present	absent	yea	nay
Councillors McGovern				x
Councillor Sobrinho-Wheeler			x	
Councillor Toomey				x
Councillor Zondervan			x	
Chair - Councillor Simmons				x

#### TT motion to allow m. brandon an additional 2 min of public comment

	present	absent	yea	nay
Councillors McGovern			x	x
Councillor Sobrinho-Wheeler			x	
Councillor Toomey			x	
Councillor Zondervan			x	
Chair - Councillor Simmons			x	

#### MM motion to close public comment

	present	absent	yea	nay
Councillors McGovern			x	
Councillor Sobrinho-Wheeler			x	
Councillor Toomey			x	
Councillor Zondervan				x

Minutes Acceptance: Minutes of Aug 4, 2021 11:00 AM (Committee Reports)

Chair - Councillor Simmons x

MM motion to adjourn

	present	absent	yea	nay
Councillors McGovern			x	
Councillor Sobrinho-Wheeler			x	
Councillor Toomey			x	
Councillor Zondervan			x	
Chair - Councillor Simmons			x	

Attendee Name	Present	Absent	Late	Arrived
E. Denise Simmons	<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"/>	
Timothy J. Toomey	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Quinton Zondervan	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Also present: Vice Mayor Mallon, Councillor Carlone, Councillor Nolan, Mayor Siddiqui

**The Government Operations, Rules & Claims Committee will meet to continue discussing the hiring of the next City Manager**

To approve the City Manager's Search Process

1. A communication was received from Councillor Simmons transmitting documents for the Government Operations, Rules and Claims Committee meeting on August 4, 2021.



**CAMBRIDGE CITY COUNCIL**  
**GOVERNMENT OPERATIONS, RULES,**  
**AND CLAIMS COMMITTEE**  
COUNCILLOR E. DENISE SIMMONS, CHAIR

COMMITTEE MEETING  
TRANSCRIPT OF PROCEEDINGS

AUGUST 4, 2021  
11:00 AM, SULLIVAN CHAMBER

Minutes Acceptance: Minutes of Aug 4, 2021 11:00 AM (Committee Reports)

**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. Chair. Good morning. The Government Operations--the time of the meeting having arrived, I'm going to call this meeting to order.

The purpose of the call of the meeting is as follows: The Government Operations Committee will meet to discuss the hiring of the next City Manager.

Let me read the Governor's rule on how to have these meetings held. 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 and its committees.

In addition to having members of the council participate remotely, we've all set up Zoom teleconference for public comment. Please be aware that Zoom is primarily being used for public comment.

So, in order to watch the meeting, you must tune into Channel 22 or visit the Open--City's Open Meeting Portal on the City's website. If you'd like to provide public

comments, please visit the City Council section of the City's webpage, instructions on how to sign up and to speak up are posted there. Once you've completed the sign-up procedure, you'll receive a link to the Zoom meeting. Public comment will not be allowed after 11:30 a.m.

Mr. Clerk, would you please take the roll of the members present and ask if they are audible?

**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. We'll now proceed. The time of the meeting having arrived, I'm welcoming all of you to today's Government Operations, Rules, and Claims Committee Hearing. I've read the call, but so let me review some of our historical information.

The Government Operations Committee last met on the topic of July--on the topic of city manager hiring on July 12th, during which we continued the discussion about the

proposed guiding document or consultant-led City Manager search process. Coming into today's hearing, I have three goals I'm going to focus on.

I want to clarify how we will--how we will assemble this meeting committee to assist the eventual consultant hired [inaudible 00:07:28] selections. I want to share the final proposed template for consultant-led city management process, which is modeled after 2016 search. It'll be used to guide the Purchasing Department in putting together the RFP or a hiring consultant that will lead us through this process. And I'm going to ask the individuals from the Purchasing Department that the Personnel Department and City Solicitor's Office to help us establish a timeline for this process going forward.

Taking those in order, let's turn our attention to the document entitled "Goals of Today's Hearing," which adheres to the three goals I just outlined at the top of that document. You'll see the first item details the workflow from the consultant to the Screening Committee to the full City Council. And that reads as follows: General workflow in hiring fields candidates, the consultant will see all the incoming resumes for purposes of discussion and assume

that they will be a part of that 100 resumes. In all likelihood, it can be assumed that about 30 of those resumes will actually be viable. And the consultant will whittle down those collection of 30 resumes to the strongest 8 to 10 candidates. These 8 to 10 candidates will then be forwarded to the Screening Committee. Screening Committee will work and the consultant will work with a consultant to vet that group of 8 to 10 candidates and narrow that down to three files.

Those files will then be presented to the full Council for interviews. They will also trust the process of tourism in our City, community engagement prior to the content making to the final selection. If the City Council is unhappy with the final three, for instance, due to lack of diversity, then the Council can inform the consultant that they want a different selection of three candidates of finals with a greater emphasis on diversity.

Under that, I've outlined the process by which we will then recommend--I will recommend for the choosing of the Screening members--Screening Meeting members, which will be as follows. Each Council member will be asked to nominate three individuals to the Screening Committee. Two of whom

shall ultimately be selected by the Chair and the Head of Personnel. The Chair shall ultimately appoint three individuals for a total of 19 members. Those 19 members will serve on a Screening Committee. Those people will be allowed to make the interest in serving on this Committee now via a special email address to be established for this purpose to themselves to be forwarded to the Head of the Personnel Department and share with Government Ops Chair as a guide for these types of community voices that are ideally being softened to Screening Committee the Councillors are asked to refer to the criteria and instructions that's based upon what we use during the 2016 City Manager search process.

Now, my office has prepared a document titled "Establishing the Screening Committee." That will further elaborate on this process. On that document, you can see the 30 different categories of viewpoints we are seeking to have as a part of the Screening Committee. So, let me pause and make sure everyone has that document establishing a Screening Committee, and you will see the categories that we've used in the past and I think are appropriate to this process.



Again, this has been adapted from what was utilized in the process of 2016. And underneath the different categories, we have further outlined what is required of individuals in terms of time commitments. We will work to update that language to plug in appropriate dates as we move into the next phase of this process.

Now, before I move on to the next section, do Committee members have any questions or comments regarding this?

**COUNCILLOR JIVAN SOBRINHO-WHEELER:** Madam Chair?

**COUNCILLOR E. DENISE SIMMONS:** Yes, Councillor Sobrinho-Wheeler.

**COUNCILLOR JIVAN SOBRINHO-WHEELER:** Okay, I guess that one question was the--on the dates. I was just curious about when you had envisioned the process starting?

**COUNCILLOR E. DENISE SIMMONS:** And what is it with the--Sheila Keady Rawson tried to develop that. She's been away and unable to, so that's why I didn't put those documents, those dates in there, but I'm trying to put them in there as soon as possible and move forward into the committee's agenda. So, I'll make it--it'll be available for your edification, your understanding and your

participation.

**COUNCILLOR JIVAN SOBRINHO-WHEELER:** Okay, thank you.

And then, the one comment was that I appreciate the template laid out for the Screening Committee, which is going to be really important and sort of narrowing down the process. My strong preference would be that for each Councillor to have the same weight in choosing members of the Screening Committee. I really appreciate all the work that you've put in as Chair in this process.

I think that the current process for the Screening Committee gives the Chair a bit more appointment power than other Councillors and three additional fix for the Screening Committee. I'd like to see each Councillor have the same amount of power and choices for the Screening Committee that would be my strong preference. Those are my initial thoughts.

**COUNCILLOR E. DENISE SIMMONS:** Okay. Are there any other thoughts before going to the notice of this Government Ops Committee first? Are there any other questions before I go onto a nonparticipating member? Councillors?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Madam Chair?

**COUNCILLOR E. DENISE SIMMONS:** Mm-hmm. Councillor Zondervan?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. I have a similar comment as my colleague who just spoke. And I think if for the purposes of having an odd number of members on the Screening Committee, if we need an additional appointment perhaps that can be assigned to the Mayor rather than the Chair of this Committee. I'm also still a little bit confused about the participation of the Director of the Personnel Department and what--?

**COUNCILLOR E. DENISE SIMMONS:** Councillor Zondervan? I really struggle to hear you. So, I will just repeat what you said thus far. I think I believe you said--I think you said you had same weight, you agree with Councillor Sobrinho-Wheeler, I heard that. Then I heard something Mayor. But I don't know what led up to that. So, if you could speak into your mic a little bit better, because I don't know what you said. The Clerk may have heard it, but I want to know and make sure I heard. So, what about on here?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. I apologize. I am using a microphone, but perhaps is

not working well. I said that if there--if we need to appoint an odd number of members to the Committee. And that's why in this proposal, the Chair would assign three individuals rather than two. Perhaps we can assign that task to the Mayor rather than to the Chair of the Committee, so that the Mayor would be assigning or appointing three members and the rest of the Council, two have their three would be appointed.

**COUNCILLOR E. DENISE SIMMONS:** So, what you're saying instead of the Chair having the additional pick, it'd be assigned to Mayor?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Correct.

**COUNCILLOR E. DENISE SIMMONS:** Okay, fine. I understand.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you. And then, my other comment was on the Director of the Personnel Department. I'm still a little bit confused as to their role in this process, and then, how it's decided that that particular person or position would have this level of appointment power, and perhaps it would be more appropriate to have the--again, the Mayor appointing the members of the Committee. And I don't know exactly who else should be

involved, but I'm just not understanding why it is the Director of the Personnel Department per se.

**COUNCILLOR E. DENISE SIMMONS:** Not a problem. Let me speak to that a little bit. So, and this is--even though, it is a hire of the City Council, the Personnel Department, at large, conducts hiring processes. It's happened in 2016 and all other processes going forward, because they are the ones typically that have that expertise. And so, I am following the process that we used in the past using the resources, the personnel resources that we have, which is the Personnel Department. And so, that is why I am saying that that should be in part or in whole a process that we use.

The City Council is all very well-intended. I'm not personnel expert. And so, to keep this process following the letter in the spirit of the law, I think it is prudent to involve the Personnel Department. And so, that's why I was suggesting that process.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. And I certainly understand and I agree with that that the Personnel Director/Department should be very closely involved with this process. I'm just asking about

the specific appointment power that is being ascribed to the Director of the Personnel Department and whether that is necessary if they--if there's other individuals that we would want to be part of that process. It just feels a little bit--you know, I don't quite understand it, because it's just two people essentially making these appointments in this proposal.

**COUNCILLOR E. DENISE SIMMONS:** I certainly hear what you're saying. A couple of things, and then, let's see if there are other people that have questions. I think it's important that the Personnel Department is involved. It makes the political process a little less political. I--the process that we used before worked well with the involvement of the Personnel Department they again come with a level of expertise that we don't necessarily have. I'll certainly--because I've tried to be--I've tried to be fair during this entire process to the wishes and ideas of my colleagues. Right now, I'm not inclined to change that operating method. But I'll certainly take it into consideration. So, I do want to move this forward. So, I will say your comments are duly noted.

Are there other members of the committee that would

like to speak on this before I go to the non-committee members? Seeing no hands raised, are there non-members of this--oh, Councillor Carlone, I see your hand. Would you like to take the floor?

**COUNCILLOR DENNIS J. CARLONE:** Yes, Madam Chair. As a non-member, I'll say once again, I think we all should be members of the Government Committee. This is much too important. But I thank you for including all of us in the discussion to minimize that problem. I think--a few things, I think if we're each nominating--the process is generally laid out, it makes great sense. But I think we--when we nominate three--

**COUNCILLOR E. DENISE SIMMONS:** Mm-hmm.

**COUNCILLOR DENNIS J. CARLONE:** We need to know why one was not chosen and the other two were. Because, I agree that the Mayor needs to be more involved. We are the ones that are going to be voting. We are the ones that are elected. I think, Ms. Keady Rawson, could be an advisor. But I think we need two people who are on the Council making that choice.

So, I think those two things, we have to learn privately why--I mean, we're gonna be reaching out to

people and asking them, are they willing to do this before we nominate them, and that they're going to need to know why they were not chosen after we went through this-- individually went through this process. I think, it's only fair to them. And it could very well be based on the available spots, you know, there were seven residents and only three or four I can't remember were chosen, that makes sense. But it's going to be sensitive. So, we have to sort of be responsible to the people we nominate. So that's number one.

Number two, I do think the Mayor has as our representative in addition to the Chair, the total Council Representative, not just the members on the Government Committee. I think she has to be involved in this. So, I agree with my colleagues on that. Thank you Madam Chair.

**COUNCILLOR E. DENISE SIMMONS:** And I thank you for your comments. So, a couple of things. One is, this process, which I think is a very good process, which has been vetted a few times to the larger group with a--I was not gonna call him consultant, because he was retained, but as a gentleman that comes well-credentialed on these matters, has said--as did our Solicitor, and our--I think



it's the Personnel Department. I would like us to kind of lay down this notion that the entire City Council participate in the process.

We have heard, I truly believe that if we try to do that it would take the process. And we would not get the kind and quality of candidates. So, as the Chair, I'm gonna exercise my right to say, we're not gonna do this as a full Committee. I think you should just walk away from that and let's lay it on the table.

**COUNCILLOR DENNIS J. CARLONE:** Madam Chair, I'm not asking for that.

**COUNCILLOR E. DENISE SIMMONS:** That's why I tend to ask them for.

**COUNCILLOR DENNIS J. CARLONE:** I was asking for getting the reason why certain people were chosen. So, the people who in essence were willing to be nominated have some feedback. That is it. I did say in addition that, my own feeling is, everyone should be a member that was a member of this Committee, just like we are in Ordinance and Finance.

**COUNCILLOR E. DENISE SIMMONS:** Ah, I see.

**COUNCILLOR DENNIS J. CARLONE:** But that's a separate

comment. That's an overall comment.

**COUNCILLOR E. DENISE SIMMONS:** Very good.

**COUNCILLOR DENNIS J. CARLONE:** Not relative to our discussion today. I realize that.

**COUNCILLOR E. DENISE SIMMONS:** I appreciate the distinction. Thank you for your comments.

**COUNCILLOR DENNIS J. CARLONE:** Thank you.

**COUNCILLOR E. DENISE SIMMONS:** Do you yield the floor?

**COUNCILLOR DENNIS J. CARLONE:** Yes.

**COUNCILLOR E. DENISE SIMMONS:** Then we will now move to non-committee member, Vice Mayor Mallon, followed by Councillor Nolan. Vice Mayor Mallon, you have the floor.

**VICE MAYOR ALANNA M. MALLON:** Thank you, Madam Mayor. I just wanted to quickly follow up on some of my colleagues' comments, because I think it's important that we have--let me just take a step back. When we think about the Screening Committee, my biggest concern is, we don't have enough people on the Screening Committee that may have been impacted, or have been negatively impacted by the recent pandemic. The way I'm reading it is, we have three residents on the Screening Committee. And I think, when we think about what we just lived through, who was most

devastated, who is most vulnerable in this community, and who should have the biggest say, and who leads our City through a recovery and making sure that it's equitable. I think we need to really center those voices and those residents who lived through this in a very different way than maybe many of us on this call have lived through it, and certainly many City leadership.

So, I would be in favor of making sure that we actually have more residents on the Screening Committee who come from a lens of experience and background, who have been vulnerable, who have been housing insecure, who have not had health insurance, who have had a frontline essential job, whose children have been impacted by gun violence. I think there are a lot of things that we as a community are experiencing right now that we need the next City Manager to fully understand. And I think we need better representation by our residents, who are being negatively impacted still from the pandemic and will continue as we look towards this recovery.

So, I know that--you know, I've worked on a search in the past. This is a very--you know, the list, when you look at the list, it's the list we've used in the past. It's the

business representative, somebody from public safety, somebody from municipal finance. And I think in this moment, we have an opportunity to have those who are closest to the pain, closest to the power in really selecting the next leader of our City.

So, I'm gonna throw that out to the Committee. I'm not on this Committee. I wish that I was. And I appreciate the level of the voice that you're giving us here, us some non-members in this conversation and in this--the structure going forward. I really do appreciate the way Madam Chair you have brought us all into this conversation. You have given us an equal voice. But I did want to say that when I look at that list, it looks like an old list, and I want us to be thinking about a new list. I want us to think about a new vision, a bold vision for the City. And what that starts with, is the people that are on the Screening Committee helping to choose that next leader.

So, I really want us to be mindful of that list and really mixing it up a little bit and making sure that we are providing enough of an opportunity for our residents who have been so vulnerable, both in the pandemic and in the past here in Cambridge having a better voice on

selecting the next leader of our City. So, thank you, Madam Chair. I yield back.

**COUNCILLOR E. DENISE SIMMONS:** Thank you, Vice Mayor Mallon. I think that was an excellent commentary. And as we--as I review this list, I think we can certainly lean into your suggestions by looking--when we look at those residents, those resident representatives modifying or having a view toward. And this is where my esteemed colleagues come in. You may know someone that has been harmed, delayed, impacted is, you know, if they're Cambridge resident or a business owner, so I don't see this list actually being any different other than looking with a broader lens at the categories, as opposed to making the Committee too, too, too large and it becomes unwieldy.

So, I don't disagree with you at all. And I do thank you for your comments, Vice Mayor. Vice Mayor, yields the floor. Now, we'll move to Councillor Nolan. Councillor Nolan, you have the floor.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Councillor Simmons and Chair Simmons. Can you hear me okay, or is there too much feedback?

**COUNCILLOR E. DENISE SIMMONS:** Too much feedback, I

don't--

**COUNCILLOR PATRICIA M. NOLAN:** Who is this?

**COUNCILLOR E. DENISE SIMMONS:** Because the two of you  
in the same room. Someone has--

**COUNCILLOR PATRICIA M. NOLAN:** Oh, if I use this, is  
that better?

**COUNCILLOR E. DENISE SIMMONS:** Keep talking.

**COUNCILLOR PATRICIA M. NOLAN:** Okay, that sounds like  
the Vice Mayor gave me advice.

**COUNCILLOR E. DENISE SIMMONS:** The Vice Mayor says,  
needs sign language.

**COUNCILLOR PATRICIA M. NOLAN:** Does that work?

**COUNCILLOR E. DENISE SIMMONS:** So far, so good.

**COUNCILLOR PATRICIA M. NOLAN:** Okay. We're all trying  
to work with this changed work. I want to thank the Vice  
Mayor for her comments right now. But as we figure out  
diversity, as I said at the last meeting, it's gonna to be  
very challenging to figure out the kinds of ways that we  
are defining it, because even if 18 or 19 people seem like  
a lot, when you think about the range of perspectives that  
we want on this very important Committee, it will be  
challenging as to ensure that the range of perspectives is

in place.

I do want to agree with the suggestion that the Mayor be the one. If we have an uneven representation, it does seem that the Mayor might be the appropriate one to have this three picks. And I do understand why it is that we would include the Personnel Director in reviewing some of this process. And yet, I do believe pretty strongly, it should be two of us who are reviewing and screening and picking the candidates. It seems that we are the ultimate decision makers and there is the issue of the fact that the Personnel Director is intimately involved in and will ultimately report to the person who is chosen so there's an inherent conflict of interest that I think we have to be very careful about not crossing. Again, I believe the role of advisor is much more appropriate. And you, Chair Simmons, have worked with Councillor Sobrinho-Wheeler, I think to get us to this point. It would seem that that would be a more appropriate two people to go through a process of deciding who's on this Screening Committee. Although it might be even better, if all of us would be able to at least for that not be on the Screening Committee, but to sort through the applicants for the

Screening Committee and work it through.

I do think the more hands on deck to try to make through, sure that we get a Screening Committee that is one we all feel comfortable with is representative from a number of perspectives, and more importantly is gonna put in the work and put in the perspective that we feel is the most appropriate one to get us to a situation of a robust group of candidates and applicants that we will then be reviewing and ultimately choosing semifinalist and finalists, and then ultimately our next City Manager.

**COUNCILLOR E. DENISE SIMMONS:** Thank you. Is there anyone else that's a non-voting member of the Government Ops Committee that has not spoken want to speak? Madam Mayor, do you like to - you want to speak? You're--goes on and off, so.

**MAYOR SUMBUL SIDDIQUI:** Yeah, thank you, Chair. Generally, I'm fine with the direction folks are leaning towards. And, you know, happy to help in any way. And I think what Vice Mayor said and to what you said, Chair, you know, it says on the dock, you know, the total number of resident members will be significant--significantly higher as many of the designated category representatives, it'll



be Cambridge residents. But I think it's all up to us to really keep this in mind. And I wish we could actually pay people to be doing this work, because it is quite extensive. But anyway, that's all I'll say. But I agree with all the previous speakers. Thanks.

**COUNCILLOR E. DENISE SIMMONS:** Thank you, Madam Mayor. And I don't think we are in all disagreement. If you look at the categories, two things, one, each member which is a little different from previous process, will have an opportunity to choose someone. And so, we feel--we strongly feel that we should have [inaudible 00:33:12] and his family on this Screening Committee. I--that's why I put forward.

So, that's the beauty of the augmenting of this process, is that the council does clearly have more input by being invited to say who would you recommend, as well as, could be at large, invite people that they would like nominate themselves.

So, I don't see any disagreement. But I want to thank everybody for their thoughts. I'll do one more round on this. But again, I want to ask, is there a nonvoting member that wants to speak, before I go back to the members that

are not voting members? So, not--seeing no new additional hands, I'm going--yes, Councillor Carlone, I just--I want to go to Councillor Carlone, after which Zondervan into the--Councillor Carlone, you have the floor.

**COUNCILLOR DENNIS J. CARLONE:** Madam Chair, to your credit and this process credit, I don't recall that we did this last time. So, this is an expansion to include Councillors in the decision of who's on the Committee. So, I thank you for that. I don't remember participating in that the last time. So, number one.

Number two, I guess I'm gonna throw a wrench in the discussion. I personally--I think all the categories are fine. But I also think anybody would choose shouldn't be a resident. And what I mean by that, they could be in small business, they can be in the schools system, but they also have one foot as a resident. Since, that's who elects us, that's who we're always working with, not that we're not working with business and all of that, but you get a different point of view when one foot is in resident and the other foot is in business or one of the other categories. And I'll just throw that out. It's something I think we have to focus more on residents in general. And I

think most of us do when we have our discussions. And you could have very firm business point of view as a resident, meaning, very pro, and all the other categories.

So, I'll just throw that out to stir the pot a little bit. Thank you, Madam.

**COUNCILLOR E. DENISE SIMMONS:** Well, thank you Councillor Carlone. It's always wonderful with stirring the pot. Can we hear from Councillor Zondervan, and then Councillor Sobrinho-Wheeler? Councillor Zondervan, you have the floor.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. And hopefully I'll also be encouraged to [inaudible 00:36:09] my intention. But I suppose I want to appreciate the Vice Mayor's comment and I really resonate with them. And it gave me the idea that maybe one way to address that very important suggestion is to have all of us appoint three members, in which case we would ended up with an odd number of 27. And to have the requirement that at least one of our three appointees, is a community member who meets the description that the Vice Mayor offered. With that, we end up with at least nine residents on the Screening Committee who are in fact in disadvantage or [inaudible

00:37:12]. So, that's my contribution in terms of stirring the pot.

**COUNCILLOR E. DENISE SIMMONS:** Thank you, Councillor. Councillor Zondervan yields the floor. Councillor Sobrinho-Wheeler, the floor is yours.

**COUNCILLOR JIVAN SOBRINHO-WHEELER:** Thank you, Madam Chair. Thanks to my colleagues for their--their work at large. I'm embracing their ideas. If I had to build on, I think that Vice Mayor's point, sort of making sure it's representative of the demographics of the city is a really good one. I think the sort of breakdown we have now is--it's representing expertise, which is important. But if we can get more focus on representative of the City's demographics, I think we could, you know, at least half of the members should be women or non-binary folks, and an equal number of folks on the Screening Committee should be people of color to the City's demographics and the tenants represent two thirds of the City, maybe should be equal on the Committee or at least half of the Committee require that members be folks who live in public or Affordable Housing. So, just think if we can add some of that piece.

And then, on the Personnel Department, I agree sort

of, for me as an advisory role rather than a sort of renewing role isn't important, because that City Manager will ultimately be their boss. And so not having that conflict of interest, I think would actually help make it less political. And I don't think that that point have raised before, but we did have the Personnel Department involved in the past processes, but the last time we did this, we didn't have any women or any people of color as the City Manager process. So, breaking out of that and having a little bit of a different process this time I think is important.

And then, whether it's--I think each councillor could just two picks or three picks, and we don't need to necessarily winnow it. If we do anything, you know, I agree with the other members of the committee that the Mayor should do the winnowing and she is that person we've all unanimously selected to represent us on the Council to get an extra pick. That is one, but I appreciate the conversation so far.

**COUNCILLOR E. DENISE SIMMONS:** Thank you, Councillor. Councillor Sobrinho-Wheeler, yields the floor. I just want to reach out to Councillors Toomey and McGovern to see if

there's anything that they want to say on this topic,  
before we move forward.

**COUNCILLOR TIMOTHY J. TOOMEY:** Not at this time, Madam  
Chair.

**COUNCILLOR E. DENISE SIMMONS:** Are you yielding,  
Councillor Toomey?

**COUNCILLOR TIMOTHY J. TOOMEY:** Yes, yes

**COUNCILLOR E. DENISE SIMMONS:** Councillor Toomey,  
yields. Councillor McGovern?

**COUNCILLOR MARC C. MCGOVERN:** Excuse me. Thank you,  
Madam Chair. You know, I could go either way in terms of  
the Personnel Department. And I do think having them  
involved is important obviously, because they know much  
more deeply and intimately around the laws and what we can  
and cannot do. And I--you know, I do them to--in terms of  
potential conflict, I think they're professionals. And I  
think they'll do their jobs well. But whatever we decide in  
terms of them being officially on the Screening team or  
advisory, they certainly need to be involved.

As far as--I do you think that--I would ask--I would  
rather have Councillors who are going to name people to be  
on the Screening Committee. I think it does get a little

awkward. And this is a little bit of a follow up to Councillor Carlone. It does get a little awkward if we nominate three and two get chosen. I'd rather say, let us all nominate three and they all get on, or we nominate two and they get--and they both get on, you know, whatever that number. You know, we do have to be mindful. I think 19 people or, you know, we don't want a Screening Committee of 35 people, because it just gets--it gets--

**COUNCILLOR E. DENISE SIMMONS:** A little.

**COUNCILLOR MARC C. MCGOVERN:** And it's so gonna be very challenging for us to have one or more representatives from every single group that we could possibly think of in the City of Cambridge. You know, that at some point there's gonna have to be overlap and there's gonna be some groups that, you know, are gonna maybe not be at the table. And that's where some of the community outreach and community conversation comes in to hear from folks who may not--you know, I mean, we're not gonna have dog owners on the table, you know, or I can't help me, or someone will cross over and do that. I mean, it's hard to find to make space for absolutely everybody.

But I do think if we nominate two or three people,

whatever that final decision is, my guess is that my expectation would be that I think we're gonna--I trust the Councillors to be thoughtful about who those three people are, and making sure that they're representative. And if we turn out that that's not the case, and we look and we find out, "Oh my god," you know, everybody's nominated, you know, white guys that look like Councillor McGovern, then maybe we need to step back and do it again. But I think most of us are pretty conscientious about that. And we'll be thinking about, you know, who should be at the table and voices. We all talk about voices that aren't typically heard. So, I trust us to do that. But I do think--whether it's two or three, I think it does get a little awkward if one of those nominees are cut out. And so, for whatever that's worth. I yield.

**MAYOR SUMBUL SIDDIQUI:** You're muted. Councillor Simmons, you're muted.

**COUNCILLOR E. DENISE SIMMONS:** Thank you. Very good ideas, all of which will be taken into consideration. I will certainly work reach out to the Mayor who has offered on several occasions, so I look forward to working with her on kind of pulling this part and in particular putting it



in and out. But let me just raise some realities. And something that Councillor McGovern says, some--if the City Council, one of the reasons why, as a part of this process, we have the City Council, which is new from prior forms that we have used being more involved, because the Council want to be more involved. And they still hold the position that the entire Councillor--Council being involved from beginning to end will flow upwards in the process.

So, here's an opportunity for the Council to be more involved. But it works both ways. I've been seeing community members say, "Oh, only City Council's got to choose who would sit and that wasn't fair," which is a departure from doing it when it was just the community nominated from, you know, it was more of an organic process. But again, trying to be mindful in the engagement of the body politic using this sort of hybrid model, that's number.

One number two, and I think this is something that the Mayor thought about. Particularly, it goes back to Vice Mayor Mallon's idea or maybe Sobrinho-Wheeler about renters and people that may've been marginalized or further marginalized, giving up amount of their time, but we're not

paying anyone to participate. And I think it's a very good thought. The Mayor and I will be talking at another time. We talked about this briefly. And that's something to be considered. But that's a whole new process when you think about that.

So, I'm gonna take in everybody's--the Council members have--the voting members will have a little bit more often non-voting members, although I treat everybody equally, I will take these recommendations. I will come back in writing to you. I will sit with the Mayor and we'll go through this, make a decision. But this process has to move forward.

And I hope--I hope that there's trust and integrity that whoever leads this process will be fair. I know, I commit to being fair enough, I hope that I'm seeing as being fair to this process. So, I look forward to meeting--working with the Mayor, and on finalizing, using some of the comments and the thoughts that you've put on the floor as part of that.

So, Councillor Carlone, I see your hand up again. And then I'm gonna move this conversation forward. So, Councillor Carlone, now you have your hand up, the last

time you did take a nap. Do you want the floor, Councillor?

**COUNCILLOR DENNIS J. CARLONE:** Yes, Madam Chair.

**COUNCILLOR E. DENISE SIMMONS:** Okay.

**COUNCILLOR DENNIS J. CARLONE:** Just one comment--

**COUNCILLOR E. DENISE SIMMONS:** Mm-hmm.

**COUNCILLOR DENNIS J. CARLONE:** On the process. I think this has been a very open and good discussion. But if we're confident that the list of people, the kinds of people that we want, what I mean by that is, we've had business and--

**COUNCILLOR E. DENISE SIMMONS:** Mm-hmm.

**COUNCILLOR DENNIS J. CARLONE:** --neighborhoods. We also--however we do this we have to--

**COUNCILLOR E. DENISE SIMMONS:** Mm-hmm.

**COUNCILLOR DENNIS J. CARLONE:**--mesh with that as a guide. So, it isn't gonna be necessarily two or three people that each of us propose will get on this list, we also have to keep in mind, we want people as Councillor Sobrinho-Wheeler, and the Vice Mayor and others mentioned from certain backgrounds.

**COUNCILLOR E. DENISE SIMMONS:** Mm-hmm.

**COUNCILLOR DENNIS J. CARLONE:** So, I think that's going to be the tricky part--

**COUNCILLOR E. DENISE SIMMONS:** Mm-hmm. Mm-hmm.

**COUNCILLOR DENNIS J. CARLONE:**--that we all have to recognize is going to be a give and take.

**COUNCILLOR E. DENISE SIMMONS:** Mm-hmm.

**COUNCILLOR DENNIS J. CARLONE:** And maybe that's where the three people does make sense whittling down to two based on the availability of slot.

**COUNCILLOR E. DENISE SIMMONS:** Doing the math, am I out loud? I apologize.

**COUNCILLOR DENNIS J. CARLONE:** But in other words, it's more complex.

**COUNCILLOR E. DENISE SIMMONS:** No, I agree.

**COUNCILLOR DENNIS J. CARLONE:** I am picking two or three, it's--

**COUNCILLOR E. DENISE SIMMONS:** I agree. I certainly agree. I don't even argue with you. And again, we see a lot of them.

**COUNCILLOR DENNIS J. CARLONE:** I'm not arguing. I'm just suggesting this automatically.

**COUNCILLOR E. DENISE SIMMONS:** No, I get it. This is why we're having this conversation. And you know, a conversation among equals to decide what's the best process

going forward as we hire "The" most important position that the City has, which is that of a City Manager. So, I'm just being conversational with you Councillor. I hear what you're saying and trying to be mindful of trying to interweave or weave whatever the appropriate jargon is to be sensitive, inclusive, but also not to have a process that gets so unyielding, it gets dysfunctional.

So let's just say for the purposes of conversation, that each member had two or three mobiles, I'll talk to them and they will settle on that. And there we want someone that is LGBTQIA plus, and we want someone that were--was in the shelter. I'm gonna look to the colleagues that are making suggestions on who's to serve to keep that in mind as opposed to stretching out the categories. So, that's what I'm thinking of. Because otherwise, we'll never get to what this Committee is going to be. So, that's what I'm thinking Councillor Carlone and to my other colleagues. This is being mindful that we want to be representative, making it so that it's not so unwieldy, that it's dysfunctional, or it can't function because there's just too many people and all that. But I think, I can assure that this Body will do in concert with the Chair and the

Mayor will do all to be inclusive, and thinking about all those categories of people that we want to be represented to without making the Committee such that it can't function well. So, let us move this conversation. I want to thank everybody, any other thoughts that you may have, please send them to me and I will certainly try to bring around, having more meat on the bone very shortly so that we can start this process.

I want to move on to goal number two. Sharing the proposed template for Consultant-led City Manager process. I am presenting the finalized version of the proposed template we have discussed at the previous two meetings. This final version has incorporated some of the changes and suggestions of the committee members in those meetings have proposed and is largely unchanged from what you saw on July 12.

The minor changes had been made in our red fonts. I think everyone has a copy of that. And again, this document was presented to the Purchasing Department, as they make necessary adjustments and modifications to the RFP for a consultant that, you know, use this process that we used the 2016. And they shall have a solid sense of what the

City Council is hoping from these conversations in particular. And inspecting to see--resulting from the search process.

So, once the RFP has been completed, Councillor Sobrinho-Wheeler and I will review it with the Purchasing Department to ensure that it's written in such a way as to achieve the goals that this committee has established. So, before I move on, are there any questions? This is the--you should see the proposed scope of--proposed scope of work.

So, are there any questions on that? We're clearing the slate, we'll start with members of the Committee and move on non-voting members. I'd bring your attention to those pieces that are highlighted--red highlights.

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

**COUNCILLOR E. DENISE SIMMONS:** Councillor McGovern, you have the floor.

**COUNCILLOR MARC C. MCGOVERN:** Thank you. Phase one.

**COUNCILLOR E. DENISE SIMMONS:** Mm-hmm.

**COUNCILLOR MARC C. MCGOVERN:** Fourth bullet?

**COUNCILLOR E. DENISE SIMMONS:** Yeah.

**COUNCILLOR MARC C. MCGOVERN:** Robust Public Engagement Process, such as but not limited to?

**COUNCILLOR E. DENISE SIMMONS:** Yes.

**COUNCILLOR MARC C. MCGOVERN:** I don't know if we want to--even though, we say not limited to, I don't know if we want to include some other things. I think, I mentioned this in the last--in one of the last meetings we had. That--you know, town halls are--whether they be virtual or in-person are often more--can be more challenging for certain folks to attend than others. And, you know, I think of--again, I think of how when we do the participatory budgeting process and we go out and we go to every public housing building and senior buildings and, you know, people are--I think in past years, I mean, obviously this year being different. But in past years, you know, there were tables set up in Central Square and people could walk by and, you know, could participate in sort of Envision Cambridge did that too.

So, I don't know if we want to list some of those things as well. I don't want people to get stuck on the town hall style meeting. But I think we have to do much more than that. And I don't know if that's worth it or not. I know it doesn't--you don't want it to be too wordy, but I just want--I just worry that we're not gonna reach a lot of



people in this.

**COUNCILLOR E. DENISE SIMMONS:** Councillor McGovern, thank you for that insight. And that's why it says, not limited to, so that the town hall style public meeting is maybe a better way, for example, town hall style meetings. Can you add more types? Absolutely. And it goes--it waxes both ways. As you've said, Councillor. If you start listing them all, people start saying, "Well you didn't say coffee shops," you know, if you keep it--I sometimes think less is more, Councillor. I certainly believe and agree robust should be as robust that we could make it. And when we have this consultant onboard, we will emphasize that kind of--the kind of outreach that we're going to be looking for.

The biggest thing Councillor is COVID-19 and this variant, and what impact it's going to have. There are some people that we can--we do say town hall meetings that may not want to get in a room with a bunch of other folks. Where this is going to be unique and trying from the beginning to the end, because there are people that we haven't even discussed this, which is, do you ask people if you're coming to an in-person meeting? Have you been vaccinated? Will you wear a mask if you just don't know

where we are?

So, Councillor, I'm more than glad to add more examples, and seeing examples, but knowing that I understand, we as a body understand, we will make the consultant understand that we realize that one size does not fit all, and that we want to make every opportunity to engage people. When I think about the process, I put town hall meetings in this, I think there is probably earlier document. But I can clearly see it, I know a place to go, a hairdresser that I would want to have some sort of engagement thing, having a community meeting once a month. So, but when I list that, because someone might criticize me for not putting barbershops.

So, I hear what you're saying. I think that's something that we will impress upon when we talk to the consultant that we want it to be like this is not limited to. Or we can take town hall meetings out and list anything, we just want to make sure we have a robust process.

**COUNCILLOR MARC C. MCGOVERN:** I mean, I'm--you know, I don't wanna--I'm fine with it. You know, I just wanted to sort of make that point. When I first read it, I thought,

okay, you know?

**COUNCILLOR E. DENISE SIMMONS:** Mm-hmm.

**COUNCILLOR MARC C. MCGOVERN:** I don't want people just to focus in on that.

**COUNCILLOR E. DENISE SIMMONS:** Yeah, that can be cool.

**COUNCILLOR MARC C. MCGOVERN:** Again, once--as you said, once we get the--you know, once we get the search firm onboard, we'll have to--we'll be able to have those conversations and go over it. But I just wanted to make that point. Thank you, Madam Chair. I yield.

**COUNCILLOR E. DENISE SIMMONS:** Thank you, Councillor McGovern. Councillor McGovern, yields the floor. We'd now go to Councillor Sobrinho-Wheeler, followed by Councillor Zondervan.

**COUNCILLOR JIVAN SOBRINHO-WHEELER:** Thank you, Madam Chair.

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

**COUNCILLOR JIVAN SOBRINHO-WHEELER:** Thank you, Madam Chair. We even talked about in previous meetings today. In the body of the--it's something in your opening remarks, about the Screening Committee presenting the finalists, and

if the Council did not feel like it was a good final pull, we could ask them to go back. And then, in this we're looking forward and didn't see that language in there. Is that mechanism in there and I'm just missing it? Or is that something it does not include?

**COUNCILLOR E. DENISE SIMMONS:** I'm sorry, I did mention it in my preamble about if we did not find, it will be back to the Council that we felt that the process--not the process, excuse me, the candidates were not representative that we reserve the right to ask for additional candidates. I can't vote to it in this document, but I will be sure. And Councillor you and I will we do the RFP. We can lean in on that if you wish. But that was clearly my sentiment. So--

**COUNCILLOR JIVAN SOBRINHO-WHEELER:** Okay, great. Thank you. Yeah, if we could add that to this process. I think it'd be in Phase Five adding a bullet point. That sounds good. Thank you.

**COUNCILLOR E. DENISE SIMMONS:** Very good, Councillor. Do you yield the floor?

**COUNCILLOR JIVAN SOBRINHO-WHEELER:** I do.

**COUNCILLOR E. DENISE SIMMONS:** Okay. Councillor

Sobrinho-Wheeler, yields the floor. Councillor Zondervan, the floor is yours. Councillor Zondervan?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you. Thank you, Madam Chair. Appreciate this version. It improved from the previous one. And I like Councillor McGovern's suggestion of offering more ideas. And it leads me to think about Councillor Carlone's request that the Council be more involved.

I wonder if we can have some checkpoints in here where, for example, the Council would approve the plan that's presented by the consultants before they proceed. And that would give us an opportunity to weigh in and say, "Oh, you know, I definitely thought about that." So, the final plan before executing has, you know, as many ideas as our practice.

**COUNCILLOR E. DENISE SIMMONS:** I don't know if I heard everything you said clearly. I heard you mentioned Councillor Carlone's suggestion. But I'm not absolutely sure of all that you've said. Could you bullet point it for me?

**COUNCILLOR JIVAN SOBRINHO-WHEELER:** Yes. And I'm happy to get some written comments as well.

**COUNCILLOR E. DENISE SIMMONS:** That would be helpful.

**COUNCILLOR JIVAN SOBRINHO-WHEELER:** Right, but I was saying is that there might be opportunities in here for Council approval, like the plan for public outreach so that the Council has an opportunity to weigh in before the plan is executed by the consultant.

**COUNCILLOR E. DENISE SIMMONS:** Hold that part. Council approval of what?

**COUNCILLOR QUINTON Y. ZONDERVAN:** In this case, the outreach plan.

**COUNCILLOR E. DENISE SIMMONS:** The outreach plan.

**COUNCILLOR QUINTON Y. ZONDERVAN:** That the consultant--right, the consultant outreach plan.

**COUNCILLOR E. DENISE SIMMONS:** I think that's certainly something to consider as long as it doesn't slow down the process. And what I mean by that, Councillor, I believe it's a great deal of integrity in this room amongst all the Councillors, we all--we need a public input, we may look at it. It may look different from all--for all of us. But I would hope that you could walk away from this process with the full knowledge that we will engage on every level knowing that it's going to be a challenge.

So, do this the entire Council look at the process? Perhaps not. Does the Government Ops Committee maybe look at it? Something I'm willing to take up for consideration. I clearly hear you. You as the member and the other member colleagues all hear you, as well as the non-members colleagues. So, I am very committed to as robust a process. But I'm going to really lean in here, and so there has to be a level of trust that whoever leads or participates in the process is going to be only [inaudible 01:00:49] federal.

So, I'm going to--I hear what you're saying. I'm going to respectfully ask for trust in the process. I clearly am making notes. I'm working with Councillor Sobrinho-Wheeler on the RFP, with the Mayor on the presentation of people on this Committee and other pieces of this. Please trust the process. I just duly noted your concern. Do you have another question you'd like to express?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Yes. Thank you, Madam Chair. And certainly, you know, my comments are not motivated by a lack of trust. The point is to have an opportunity for the Council to weigh in at these different steps along the way. And I don't see any reason why that

was introduced delay if, for example, the Consultant Outreach Plan is put on the Council agenda as a policy order, then it would be voted on in a week, at most two if somebody didn't turn around. That's not a real delay.

**COUNCILLOR E. DENISE SIMMONS:** Absolutely, [crosstalk 01:01:59].

**COUNCILLOR QUINTON Y. ZONDERVAN:** Again, that's not-- yeah, and that's not about not trusting them. It's about making sure that we give our full input into the process.

**COUNCILLOR E. DENISE SIMMONS:** Thank you, Councillor Zondervan. We're now gonna move to the non-members of the Government Ops Committee. And those are in the following order. Councillor Nolan who is on my screen twice, and then, Councillor Carlone. Councillor Nolan, you have the floor.

**COUNCILLOR PATRICIA M. NOLAN:** Thank you, Chair Simmons. I have two points on the--we're talking about the document that you sent out this morning that has some edits to it, correct? In any--

**COUNCILLOR E. DENISE SIMMONS:** It says, the Proposed Scope of Work for Consultant-Led City Manager Search. [inaudible 1:02:53] in red.



**COUNCILLOR PATRICIA M. NOLAN:** Right, right. Yep, I saw those changes in red. I appreciate the work that's gone into this. On Phase One, the eighth bullet point, which talks about the development of the position announcement, that position announcement is going to be a critically important document that comes out of a long the--well, the hopefully comprehensive process of interviews with all of the Councillors with--after the robust public engagement process.

That position announcement is a key, key document that advertises to the world and to any candidates what it is that we want. It will be distilled down into something that we all feel comfortable with. And I think it's essential that that document be reviewed by the Council prior to any final realization.

It is something again that represents what the nine City Councillors see as the way to tell the world what it is that we're looking for. And that wasn't clearly laid out in this scope. So, I hope that it can be added to ensure that there's a very clear expectation and specificity with regards to that final approval of the position announcement, before it gets advertised.

**COUNCILLOR E. DENISE SIMMONS:** Councillor Nolan, thank you. I really appreciate your input and your thoughts on this. Certainly something to consider.

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

**COUNCILLOR E. DENISE SIMMONS:** Do you yield the floor?  
Or do you have another question?

**COUNCILLOR PATRICIA M. NOLAN:** I have another point, which I believe I had raised at the last one and didn't quite make it into the red. I'm hoping it will this time, which is under Phase Two. We call out specifically some places that we should be advertising and putting the position announcement. And I think it's critically important we include women in government and groups that are focused on women who are involved in professional level activities, such that they recognize that we want them to apply in order to ensure a very robust and diverse group of the best candidates across the country.

We have called out a few organizations, but we don't have any specifically geared towards women professionals. And I think either we should include that or take out reference to the other, so that we're not sending a message that that's not critically important to this search.

**COUNCILLOR E. DENISE SIMMONS:** Councillor Nolan, thank you for your comment. Are you yielding the floor?

**COUNCILLOR PATRICIA M. NOLAN:** Yes, I yield. Thank you, Chair Simmons.

**COUNCILLOR E. DENISE SIMMONS:** Councillor Nolan yields. Councillor Carlone, the floor is yours.

**COUNCILLOR DENNIS J. CARLONE:** Thank you again, Madam Chair. I propose next time we each have two cameras on each of us. So, it's fair all the way across in representation. No, I'm kidding.

Of course now that I've been clever and said that, "oh, I've done a lot of responding to proposals." That's how architecture urban design works. And each firm or individual will respond to our requirements and to pick up what I believe Councillor McGovern and Zondervan and others have mentioned about the public process. One of the questions--part of this will be questions, how do you respond to what the City sends out in the RFP or RFQ? And we could simply say, public process is of critical importance, are there other ways than what we've written that you would look into this area of getting as much public input as possible?

So, what we're listing is a great guide. It's a wonderful starting point. But I believe Ms. Unger and others reviewing this, will look for input from the different consultants. And some will stand out and others will just say we'll do what you say. And generally you want the ones who go beyond the outline that we're laying out.

So, I think you can do both without even changing much of what we've written by just saying we want you to respond, and then highlight the few areas that are really important in a response. And so, I think we can do both without radically changing much, if anything. And--

**COUNCILLOR E. DENISE SIMMONS:** So, Councillor, I've a follow-up on what you're saying. So, where are you proposing we insert what you're saying? I'm trying to follow.

**COUNCILLOR DENNIS J. CARLONE:** Yes, normally that's part of the process, an understanding of what stated and then your response, how--the consultant's response to--I assume Ms. Unger would do this. It--how--it's not only the consultant's understanding of what's needed, it's how they would respond, and areas that they would suggest beyond the scope that they believe would better address the big

questions. And if we're not doing that, we should be doing that, because you're--we're learning about other methods of doing things. Again, picking up on what Councillor Zondervan and McGovern and the Vice Mayor was getting at, I think that at least in my field, that's very standard. And that's the hard work.

**COUNCILLOR E. DENISE SIMMONS:** Okay. Very good, very good. So, Councillor Sobrinho-Wheeler, I know is listening. And as we put this all together, we will certainly, you know, remember your comments and thoughts on this. So, thank you, Councillor.

**COUNCILLOR DENNIS J. CARLONE:** Thank you.

**COUNCILLOR E. DENISE SIMMONS:** Are there any other items that you'd like to put before us before we move on?

**COUNCILLOR DENNIS J. CARLONE:** No. Just once again, I think this is a great discussion. Thank you, Madam Chair.

**COUNCILLOR E. DENISE SIMMONS:** Thank you, Councillor. Councillor Carlone, yields the floor. One second, please. We're gonna now move on in our document. All right.

So, as we move into lastly, I want to turn the Committee's attention to the final goal of today's hearing. And that session is--I expect that we're going to spend a

decent amount of timeline, that's answering questions, establishing a timeline for the process going forward. So, I've listed a series of lingering questions that I'm hoping that the staff can help us answer. And the Committee members may wish to comment on or add to.

So, let me just put out the questions. And then, we'll lean into--and take your questions. We'll also listen to hear the staff and what they have to say. We'll open the window of time for Councillors to nominate someone to the Screening Committee? Because I came up a little bit. I was thinking about two weeks, but I want to hear from our staff if that's reasonable. What will the window of time be for Screening Committees to be able to create to be appointed?

In 2016, the City created a dedicated email address that people use to make know that they're interested in serving on the Screening Committee. Can we establish a similar email address that will be forwarded to Ms. Keady Rawson or to the Mayor as we figure out how this goes forward? How long will it take the Purchasing Department to finalize that RFP for a consultant? When will the RFP be ready for reviewed by myself and Councillor Sobrinho-Wheeler? And how soon after that could we sign off and have

it issued? How long must the RFP be out in public? And what is the timeframe the City can expect to secure a consultant?

Most of the questions that I wanted before as our City staff that I thought was important that government operate-myself and government operations for on the record. Don't know who's with us today. Let me just change my screen. So, through the Chair to Nancy Glowa or Elizabeth Unger, I don't see Sheila Keady Rawson. She may be here. Our representative, can you give us some clarity on those bullet pointed questions? And then, I will open the floor to the Council to add any queries that they may have. After which, we will go to public comments.

**ELIZABETH UNGER:** Sure. Madam Chair, I'm happy to start off if that pleases you. I would assume that the timeframe for getting the RFP itself modified depends on how much of Government Operations Committee wishes to modify the prior template from 2016. If there is just some minor changes, then most of the other changes would be administrative. So, those could be done within a week to two weeks.

But if the template of the document is going to be

significantly modified, then that could take more time. So, it depends on the RFP that the Committee gives to the Purchasing Department. What that jumping off point will be as far as changes that need to be made.

**COUNCILLOR E. DENISE SIMMONS:** Very good. Thank you. Any questions on that item from the floor?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. Again, I think there's an opportunity here to formalize the process a little bit, because it's not clear to me, you know, what the opportunity is for input on this RFP. So, maybe if we build that into the schedule and say that, you know, the Purchasing Department will present an RFP to the Council on date X, and then the Council will have, you know, two weeks to review the RFP and then fund. And then, you know, the RFP will finalize by date-wise so that we have clarity on, you know, what this process will look like and when we will have opportunity to--

**COUNCILLOR E. DENISE SIMMONS:** Thank you, Councillor. To your question, the Council voted--Councillor Sobrinho-Wheeler and I would do the RFP. We will take your and anyone else's considerations, and up to and including that which will not slow the process down. So, anything you'd



like either Councillor Sobrinho-Wheeler and I to know that we--you would like to have us consider. We certainly accept that. But the Council did vote to give that--to that preview of this RFP to Councillor Sobrinho-Wheeler and I. And so, we're going to be doing--well, I'm not gonna speak right now on the record. I will--but I will be meeting with Councillor Sobrinho-Wheeler. You're going to--we have the RFP. We're going to send it to the Purchasing Department. Is there any other questions do you, Councillor Zondervan?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. No, I appreciate that. And I'm not questioning that process. What I'm suggesting is that you establish a clear timeframe, like a common period for the Council to give input on the RFP, so that we can review it and give input to Council and Councillor Sobrinho-Wheeler on what we would like to be changed.

**COUNCILLOR E. DENISE SIMMONS:** Councillor, I'll take that into consideration. But at this point, I'm not willing to make a commitment to that. Again, the vote was that Councillor Sobrinho-Wheeler and I would work on it. I would ask again, although I'm not implying that you're implying this that we would not be prudent, particular thoughtful,

intentional in representing the interests of this Council. So, certainly we'll take your suggestions under consideration. We'll work diligently with my colleague to bring forward--to move forward RFP process that reflects the interest of the Council. I thank you for your comments, Councillor. Is there anyone else that wants to speak on this?

Hearing none. There were a few of the questions I had put forward too. The staff wanted to know if you have or can give us any responses to what we put before you, Ms. Glowa or Ms. Unger?

**ELIZABETH UNGER:** Madam Chair, I think you also inquired as to how long the RFP would have to be available. Under the statute, the RFP has to be available for a minimum of two weeks, the last round back in 2016, although that predates me, my understanding is that it was advertised and available to the public for a full three week period of time. Since that process, it appears to have been successful, I don't think deviating from the three weeks is necessary. I certainly wouldn't go less than three weeks to give consultants time to prepare a thoughtful proposal to the City since this is a very significant RFP.

So, it would--statutorily two weeks, last time around it was three weeks. A note for operational purposes is those advertisements when we send in all the information for the ads to appear, actually has to be done at least one week prior to the appearance of the ad, so that, you know, in the back of your minds have to tag on an additional week to that timeframe.

**COUNCILLOR E. DENISE SIMMONS:** Very good. So, what's going to be helpful is I'm gonna consult with Councillor Sobrinho-Wheeler, perhaps get to present, so we can fine-tune that for the Council--for the Committee. So, what we're gonna be looking for is to finalize the RFP using these instructions that we have heard, trying to include as many of the instructions that we've heard from the Committee as well as putting together a timeline so that we can get this going forward.

So, again, I'm--I will speak for colleague Councillor Sobrinho-Wheeler that since you and we can talk more about that offline. I would love to sit down with you to kind of move--to kind of put more--to get that going. And given the time that just an extra hour for us. So, thank you, Ms. Unger. I know we don't have anyone here from Purchasing.

Unfortunately, I think Ms. Keady Rawson is on vacation and didn't send someone interested. Councillor Carlone, do you have a question?

**COUNCILLOR DENNIS J. CARLONE:** Yes, I do for Ms.

Unger. Actually, it's a request.

**COUNCILLOR E. DENISE SIMMONS:** Okay.

**COUNCILLOR DENNIS J. CARLONE:** Could you, Ms. Unger, give us a general outline of the parts of what you're expecting in return from consultants and understanding their comments and how they would approach it their experience?

**ELIZABETH UNGER:** Through you, Madam Chair, if I may? Councillor, I hesitate to put too much out in the public forum for now before an RFP is available. But what I would say is, we would certainly expect proposals to include detailed plans. I know one of the areas of interest was on community engagement, for instance. The scope of services or the scope of work that's expected would be listed in the RFP. But then, I imagine you would want to have that approach to community engagement be one of the criterion that you would be examining, to weigh one proposal versus another. And so, I think that will allay some of the fears

I think that we heard, that the approaches be something that the Council actually wants to be the engagement process.

So, without going into deep detail of what the City would consider being highly advantageous versus advantageous and whatnot. I think we would take elements of the scope of services and build criteria around that, so that we can weigh the proposals based on their approach to what we want.

**COUNCILLOR E. DENISE SIMMONS:** Councillor Carlone.

**COUNCILLOR DENNIS J. CARLONE:** Through you, Madam Chair. That's exactly what I wanted people to hear that we are expecting a response to what you're sending out. It isn't just yes, yes, yes, we want more than that. That's all.

**ELIZABETH UNGER:** Absolutely, Councillor. Through you, Madam Chair. Yes, there should be a detailed response and plan for providing the services that the City seeks.

**COUNCILLOR DENNIS J. CARLONE:** Thank you. I yield, Madam Chair.

**COUNCILLOR E. DENISE SIMMONS:** Thank you. Councillor Carlone, yields the floor. So, through the Chair, to you,

Mr. Unger, I would respectfully ask that no more than seven days, so from today, no later than next Wednesday, and of course this has to do with Councillor Sobrinho-Wheeler's time that we sit the opposite down to have us moving this forward in the context of the recommendations using the-- including listing, paying consideration to the comments that come out of these meeting so that we can move this forward.

So, let the record show that Councillor Sobrinho-Wheeler and Ms. Unger and Purchase Department will be sitting down within the next seven days if not sooner to advance this conversation. Also, I don't know if the Mayor is with us. I don't want to commit her the things that she's not here to be committed to, but as well as meeting with the Mayor on some of the issues that have come up in this Committee to advance this process. Are either of you able to respond to the other bullet points that I've laid out before you before I turn back to the floor and then go to public comment? Hearing none, we will leave this part down, but I will be--

**COUNCILLOR PATRICIA M. NOLAN:** Chair Simmons? Sorry, I just had a question.

**COUNCILLOR E. DENISE SIMMONS:** Yes. Councillor Nolan, please ask your question.

**COUNCILLOR PATRICIA M. NOLAN:** And I may have missed this. You mentioned bullet points. Were those ones that were in the packet we received this morning or is this a separate bullet point list?

**COUNCILLOR E. DENISE SIMMONS:** These are my bullet points that I have made.

**COUNCILLOR PATRICIA M. NOLAN:** Okay. Great, okay. I didn't want to miss something. Thank you.

**COUNCILLOR E. DENISE SIMMONS:** These are my questions.

**COUNCILLOR PATRICIA M. NOLAN:** Okay, thank you.

**COUNCILLOR E. DENISE SIMMONS:** Thank you, Councillor. Let's turn our attention then to public comment. I would turn to you, Mr. Clerk.

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

**COUNCILLOR E. DENISE SIMMONS:** Oh, Councillor Zondervan, yes. Councillor Zondervan

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you, Madam Chair. I just wanted to ask again, if we could get a little more clarity on the overall schedule. So, when are we expecting to put out RFP in terms of the calendar and, you

know, we heard that it would take about four weeks to get responses to the RFP, at what point then you could hire a consultant. At what point then would the public process begin you know, just to give us a sense of where--

**COUNCILLOR E. DENISE SIMMONS:** Sure, sure. I would ask you Councillor Zondervan to allow me, the Mayor and Councillor Sobrinho-Wheeler to do a little bit more work. And I will respectfully send it to the members of the Committee and to the Council, so that you can see it and be apprised. We do not want to keep you in the dark by any means.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Okay, thank you.

**COUNCILLOR E. DENISE SIMMONS:** Let's move to Clerk Wilson.

**CITY CLERK ANTHONY WILSON:** There is one personal public comment. Michael Brandon, please go ahead.

**PUBLIC COMMENT**

**Michael Brandon,** address not provided, spoke on the city manager search process. Complimented the Chair for her very handsome act. He made six points. First, he agreed with Councillor Carlone's recommendation of creating the Government Operations and Rules Committee to deal with the



City Manager hiring process.

Second point, he appreciates the lip service that's been given for a robust public and engagement process, but a little concerned about the committee not being as transparent as it ought to be. He's not sure if it is a violation of Open Meeting Law. He is concerned about holding all these committee meetings in the morning of a normal workweek day or traditional workweek day, which will prevent a lot of people who might want to provide participating and suggested to have a website with all the information and records, or have Zoom recordings.

Third point, he raises regarding outside consultants to be hired.

**CITY CLERK ANTHONY WILSON:** Pardon me, Mr. Brandon. Your time has expired.

**MICHAEL BRANDON:** Could I ask that the committee to consider suspending the rules so I can, you know, just finish my comment?

**COUNCILLOR PATRICIA M. NOLAN:** So moved.

**COUNCILLOR E. DENISE SIMMONS:** Ms. Nolan, I have to accept that offer of a vote from a voting member. I think Councillor Zondervan put it forward. So, on a vote by

Council Zondervan to extend public comment for an additional minute, is that--I hope that will be sufficient. On that vote.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Madam Mayor.

**COUNCILLOR E. DENISE SIMMONS:** Councillor Zondervan.

**COUNCILLOR QUINTON Y. ZONDERVAN:** Thank you. If we could extend public comment to allow Mr. Brandon to finish, I'm sure he wanted more than a couple of minutes.

**COUNCILLOR E. DENISE SIMMONS:** Without limit? Is that what you're asking?

**COUNCILLOR QUINTON Y. ZONDERVAN:** Yes, to finish his six points, he is about to do.

**COUNCILLOR E. DENISE SIMMONS:** To finish six points, okay. I'll ask you to put the motion on the floor.

**COUNCILLOR TIMOTHY J. TOOMEY:** Madam Chair?

**COUNCILLOR E. DENISE SIMMONS:** Discussion, Councillor Toomey?

**COUNCILLOR TIMOTHY J. TOOMEY:** Yeah, I will move for two minutes. That's what I will vote for, it's two minutes.

**COUNCILLOR E. DENISE SIMMONS:** Mr. Clerk? Yes.

**CITY CLERK ANTHONY WILSON:** So, through you, the current motion that has the--that has priority on the floor

is Councillor Zondervan's motion that I believe is to allow Mr. Brandon to speak until he is finished.

**COUNCILLOR E. DENISE SIMMONS:** So, we vote for that and if that fails, we come back to Councillor Toomey's. And if it passes, Councillor Toomey's becomes moot?

**CITY CLERK ANTHONY WILSON:** Correct. That's correct.

**COUNCILLOR E. DENISE SIMMONS:** Very good. So that the voting members understand, the motion before us is to allow the speaker to continue his comments all along. That's the vote that is before us. So, to Clerk Wilson, if you would please call the roll.

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

Councillor Marc C. McGovern - No

Councillor Jivan Sobrinho-Wheeler - Yes

Councillor Timothy J. Toomey - No

Councillor Quinton Y. Zondervan - Yes

Councillor E. Denise Simmons - No

**Yes-2, No-3. Motion fails.**

**COUNCILLOR E. DENISE SIMMONS:** On the motion offered by Councillor Toomey to extend public--the public comment--the opportunity for the speaker to speak an additional two minutes. Clerk Wilson.

**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 passes.**

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

To the speaker. You have an additional two minutes.

**COUNCILLOR E. DENISE SIMMONS:** Mr. Clerk, is the speaker still with us?

**CITY CLERK ANTHONY WILSON:** Yes, Mr. Brandon, you can unmute yourself and go ahead.

**Michael Brandon,** thanks Councillors for extending his time to comment. Third point, he opined that it should be an international search, which may need a separate consultant to do this. He recommends to hire somebody to do a salary survey to figure out a salary range for the new Manager that's more appropriate than extraordinary amounts.

Fourth point, he suggested that pursuant to the current Manager's contract, to conduct a formal public performance review that this council has never done, which

would help the process going forward and decide the Council want from the next City Manager.

Fifth point, should ask the City Manager to set aside funds so that the Council can hire an independent attorney.

Sixth point, remarked that the City Manager should be pressed to appoint a Deputy City Manager, who can step in if they do not complete this in time.

**COUNCILLOR E. DENISE SIMMONS:** Thank you for your testimony.

**CITY CLERK ANTHONY WILSON:** There are no further individuals signed up for public comment. Councillor Simmons, if you are speaking, you're muted.

**COUNCILLOR E. DENISE SIMMONS:** Thank you, Clerk Wilson. The time to sign up for additional public comment have been closed. And no other speakers known to the committee to be able to be heard, I will entertain a motion to close public comment.

**COUNCILLOR MARC C. MCGOVERN:** So moved.

**COUNCILLOR E. DENISE SIMMONS:** On a motion by Councillor McGovern to close public comment--

**COUNCILLOR QUINTON Y. ZONDERVAN:** Madam Chair, we don't--

**COUNCILLOR E. DENISE SIMMONS:** Councillor Zondervan, the motion is on the floor to close. No further discussion. Can we have Clerk Wilson duly call a 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 - No

Councillor E. Denise Simmons - Yes

**Yes-4, No-1. Motion passes.**

**COUNCILLOR E. DENISE SIMMONS:** Thank you very much. Is there any other information that the members of the committee would like to impart before we adjourn?

Hearing none, I will entertain a motion to adjourn.

**COUNCILLOR MARC C. MCGOVERN:** So moved.

**COUNCILLOR E. DENISE SIMMONS:** On Motion by Councillor McGovern to adjourn, Mr. Clerk, 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 passes.**

**COUNCILLOR E. DENISE SIMMONS:** Thank you, everyone,  
for your attendance and have a good afternoon.

**The Cambridge City Council Government Operations  
Committee, Rules, and Claims Committee meeting adjourned at  
12:30 p.m. approximately.**

**C E R T I F I C A T E**

I, , 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 June 2023.

Signature of Transcriber

Minutes Acceptance: Minutes of Aug 4, 2021 11:00 AM (Committee Reports)