



GOVERNMENT OPERATIONS, RULES & CLAIMS COMMITTEE

COMMITTEE MEETING ~ MINUTES ~

Wednesday, February 16, 2022 **6:00 PM** **Sullivan Chamber**

The Government Operations Rules and Claims Committee will meet for the purpose of gathering resident and stakeholder feedback on the hiring of the next City Manager.

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

Vice Mayor Mallon

Good evening everyone and welcome. A quorum being present I call this meeting of the Government Operations, Rules, and Claims Committee to order. The Call of the meeting is for the purpose of gathering resident and stakeholder feedback on the hiring of the next City Manager. Pursuant to chapter 20 of the acts of 2021, adopted by the Massachusetts General Assembly and approved by the Governor, the City is authorized to use remote participation at the meetings of the Cambridge City Council. To watch tonight's meeting, please tune into channel 22 or visit the Open Meeting portal on the city's website. Today's meeting will be conducted in a hybrid format people are welcome to join us at city hall in person on the second floor or on Zoom. If you are on Zoom, and would be like to provide feedback to ask questions at tonight's meeting. Please go to Cambridge ma.gov/public comment to sign up. We will not allow any additional public comment sign up after 6:30 There is live translation of this meeting happening in five languages Spanish, Amharic, Arabic, Haitian Creole and Cantonese. I'm going to call on the translators first to provide that information on how to access the language. Your home language. I'm going to start with Spanish can Laura or Jordan unmute yourselves and provide the language access for Spanish speakers please?

Laura (Spanish Interpreter)

Emanuel? Romeo where it was that said interpreters Yun en espanol as an external econo they have an echo in the manual the richer than the Liga Spanish is fine your selection is with Yama en says in Sandra interpreter CNC mill Tanya

Minutes Acceptance: Minutes of Feb 16, 2022 6:00 PM (Committee Reports)

Vice Mayor Mallon

Thank you Next is Amharic. Aleshimet, can you unmute yourself and provide language access for Amharic speakers?

Aleshimet (Amharic Translator)

(In Amharic) does that a let's select city manager limiter you know that it's so now hidden who lost? Lea quite an integral. Undo Amari Annarino in Catherine Viola children go Ella Thank you.

Vice Mayor Mallon

Thank you Next is Arabic Nady or Maha Can you unmute yourself and provide language access information for Arabic speakers please?

Naomie Stephen, Executive Assistant to the City Council

It doesn't look like those have joined Vice Mayor

Vice Mayor Mallon

We will skip to Cantonese Haoran or Sarah, could you please unmute yourself and provide language access information for Cantonese speakers?

Sarah (Cantonese Interpreter)

(In Cantonese) I got Masha I hope some of you again will come back a week I came here see you wouldn't go on Twitter cumbersome so when you wait a while they know what they're waiting for. There will be another issue when long term auto pay gone. Yeah we'll have fun for like one more day calling or the painting some get in line or the legal way her tongue goes on as I'm getting your way to my brother they get what they get totally forget who we are they come and get where you we are the commander we got tons on tow What are you waiting for that we we don't have guessing sequitur head motion mom's signature and have her phone version where you mother hopefully and like I will use you however infancy how tungkol Bowman her mother again moms and they only take a certain point. I was like Amanda we were young we and yo cyborg England sang como la Mohan Ayala Amantha Marguerite de Kong Hi de les no matter how you are going to her isn't that sick? I thought that Thank you.

Vice Mayor Mallon

Thank you I do see that Nady has joined. Nady, can you unmute yourself and provide the language access information for Arabic speakers

Naomie Stephen, Executive Assistant to the City Council

Nady or Nady you are unmuted please go ahead

Vice Mayor Mallon

Okay, we're gonna move on to Haitian Creole. Perette or Samuel, can you unmute yourselves and provide language access for Canton- or for Haitian Creole speakers? Perette or Samuel...are they on?

Naomie Stephen, Executive Assistant to the City Council

I do not see Perette or Samuel on the Zoom yet. Okay.

Vice Mayor Mallon

All right. Well, so we will move on. And if they jump on we will have them provide that language access information for attendees. Okay, so that out of the way, Mr. Clerk, I think the next thing is can you call a roll the members present?

Anthony Wilson, City Clerk

Councillor Carlone?

Councillor Dennis Carlone

Present. Thank you.

Anthony Wilson, City Clerk

Present. Councillor Nolan?

Councillor Patricia Nolan

Present.

Anthony Wilson, City Clerk

Present. Councillor Simmons?

Councillor E. Denise Simmons

Present.

Anthony Wilson, City Clerk

Present. Councillor Toner? Councillor Toner? Absent. Vice Mayor Mallon?

Vice Mayor Mallon

Present.

Anthony Wilson, City Clerk

There are four members of the committee present.

Vice Mayor Mallon

I also want to say that I see Councillor Zondervan on the Zoom, Councillor Simmons on the Zoom, and Councillor McGovern on the Zoom, who aren't members of the Government Operations Committee, but they are here. Thank you for joining us. So thank you all for joining us this evening and participating in the City Manager search. As you may already be aware, our current city manager Louis DePasquale, is retiring on July 5 of this year, and the city council has hired an executive search firm, Randi Frank Consulting to assist us with this process. As a council, we understand that this is one of the most, if not the most important thing that we will do this term, is hire this next city manager. We can't do that without you, the residents and stakeholders in Cambridge. That's why this month we're dedicated to gathering feedback from you about what you'd like to see in the next city manager. What personal characteristics, what professional experiences, what challenges or opportunities should we highlight as we look for that

next perfect person. Tonight is about gathering that feedback from you. But I want to just highlight what else has been happening this month to ensure that we've been hearing from a diverse group of residents, stakeholders and employees. Since early January, Randi and her team have held one hour one on one meetings with current department heads and city council members, they've held focus groups and attended resident organized townhall meetings and an employee town hall meetings that was held just last night. Together, we've developed an employee survey that has received close to 400 responses. We've created a dedicated website CambridgeCityManagerSearch.com to gather feedback from over 650 people that have used to provide close to 4000 pieces of unique responses. These responses are public and allow for residents to see and interact with comments and support them and enter dialogue with other residents. We've also held close to 20 small issue based focus groups, which have been posted online for residents to interact with, with with an interactive public software called Cortico. Together with tonight's townhall, all of this feedback will go into the formulation of our leadership profile, which is essentially a job description, for the next city manager based on what we've heard from you. I will say I have been so struck by reading the comments listening to the focus groups and seeing the results of the employee survey, how forward looking people are about this process, how hopeful they are that this process will yield a great outcome and how respectful people have been about presenting concerns and allowing us to address them. We've seen the best that Cambridge has to offer in the last few weeks, and I for one am grateful. We've been very focused on ensuring that residents know this process is even happening. And to get the word out about the search and all the ways to engage we've done public service announcements for CCTV and CityView 22. We've had multiple articles in the crimson and the Chronicle. There are posters in every public building, fliers have gone home virtually to every Cambridge Public School student, and every section eight voucher holder, and every resident of the Housing Authority, Just-a-Start, and HRI properties have received a flyer. We placed postcards in corner stores barbershops, hair salons, and cafes. There's a dedicated web page on the City's website, Cambridgema.gov/citymanagersearch. The city has included this information in their daily emails to residents and on their social media. We've done a lot, and we know that we can do more. So if you have other ideas for us to get the word out, let us know. And please share the information with your friends and family and residents and neighbors. I want to briefly touch on the timeline of the process right now. For the rest of February, we're in this community engagement part of the process. Once all of the information is in, it will get compiled into a leadership profile by Randi Frank and her team, and a draft will be presented to this Committee at our next meeting on Wednesday, March 2 for review and changes, and hopefully an adoption of a final draft. Once the leadership profile is approved, it will be posted widely and applicants will be applying all of March. Candidates will then be screened and evaluated by the search firm. And they will determine the most qualified applicants as determined by the leadership profile that we're putting together now. They will present those most qualified candidates to an Initial Screening committee in April. This committee will be made up of four City Councillors and then residents and stakeholders that will self nominate themselves in March. That initial screening committee will determine three to four finalists to present to the community and both the community and City Council will have public interviews of the finalists. And ultimately, the City Council will choose a new City Manager at a public meeting which is scheduled to occur in mid-to- late May. So that was a lot Um, but I do know that one of my colleagues Councillor Simmons has asked us to make some opening remarks as well. So at this point, I'm gonna hand the floor over to her, Councillor?

Laura (Spanish Interpreter)

Sorry to interrupt, but the interpreting channels are not on. I just wanted to let everybody know.

Vice Mayor Mallon

Sorry, what was that? Oh, I see. Is it on? No. Okay, hold on, we're looking into it. Thank you just one second way of looking into this technical issue hold tight everybody.

While we're working on this technical glitch, Councillor Simmons? Are you available to make your comments at this point?

Councillor E. Denise Simmons

Sorry?

Vice Mayor Mallon

Are you prepared to make your... your opening comments at this point? I know you wanted to speak.

Councillor E. Denise Simmons

So am I the only person signed up to make opening...or are my other colleagues and doing it as well?

Vice Mayor Mallon

You were the only person that that asked to, to make opening remarks.

Councillor E. Denise Simmons

Okay, I'll be brief, because I noticed is the people's forum, I just want to remark on the fact that we were having this process and it's, you know, during a very busy time of the year, so I'm very happy that we're all here and that we're having this robust community process. Just briefly want to say, Here, the city council has been having a City Manager since 1942, with the Council elected to change from a strong mayor, to a city manager form of government, we have had ten City managers, and of all the City Managers altogether, 10 men and one woman. And so this is a really extraordinary time, because this is really the first time since 2016, when we selected Mr. Louie DePasquale, that we've had an opportunity to look at the whole idea of who's going to lead our city from the administrative position. And so I'm, I'm pleased that we're here I am pleased to be participating. And pleased to see so many people reaching being reached out to him just hoping that because of its Black History Month, and there's no other program that sort of happening at the same time as this one will have another opportunity to reach out or maybe one specifically to certain communities that we are not here because they didn't have the opportunity because of a conflict. Because there's another wonderful program being sponsored by MBK at the same time. And so I may submit if there are closing opportunities to make remarks. But I want to I just wanted to share some historical perspective. So that a lot of people don't understand and know how we came to the why, we have a city manager. And so I just wanted to spend a few moments to talk about how we got to a city manager, to thank everyone for coming here. And certainly I know I'll do my work as the City Council with my other members to make sure that we have robust citizens participation, because this is a really unique opportunity and city managers don't turn over because you think that we've done this for...uh...since 1942. And we've had 10 City Managers, uh 11 City Managers. So I'm gonna yield the floor with that. And I'll turn it back over to you.

Vice Mayor Mallon

Thank you, Councillor Simmons, and thank you for sharing that brief history. And I think we are still working on our technical issue, if any of my colleagues would like to speak in the chamber make any opening remarks. Councillor Nolan,

Councillor Patricia Nolan

Thank you Vice Mayor Mallon. I want to thank you for leading this effort. I know you had me out handing out cards in my neighborhood. You were out over the I think covering the other 90% of the city. And I only say that because we truly are doing a heroic effort to try to get input from across the city. There's an --, this is a really challenging time because we cannot convene really in person and invite people to a large public meeting. Which makes it all the more important that we do all this other outreach. So I'm grateful that you have taken this on, we are moving forward, I want to also thank this search firm, we are totally in line with a search timeline that can be concluded by the time that we need to. So I want to also I've gotten a number of questions about that. We are on track, we're doing this effort to get public input. But in early March, when we approve the job description will be sent out. And as Councillor Simmons says, this is the single most important job of the City Council to hire a new city manager, we are all taking it incredibly seriously. And I joined the chorus of voices I have heard I was quite struck by your remarks Vice Mayor Mallon of, of you're reaching out into the community and seeing and hearing the aspirations and the inspirations of people in the city as we look ahead to this incredibly important hire that we'll be making when the city manager leaves. So all I want to say is, again, thank you. But a reminder, tell everybody you know, not only to participate, but to start talking now to everyone they know who might know someone who might be a good candidate, because we have a job that is astonishingly wonderful and amazing. And a city that is great. Tell everybody you know now that if they know anybody who might be a good candidate to recruit them.

Vice Mayor Mallon

Thank you, Councillor Nolan. So we have fixed our technical glitch with the interpretation. So at this point, I would like to introduce Randi Frank and her associate Richard Brown to it. Is it still not working?

Laura (Spanish Interpreter)

I don't think it's working yet.

Sarah (Cantonese Interpreter)

Yeah, I can still hear both.

Laura (Spanish Interpreter)

Okay, it still says off at the very top of the icon. When you select it, it still says off.

Vice Mayor Mallon

Okay, we're gonna take another look. But at this point, Randi, why don't you go ahead and introduce yourself and Richard and Bob and tell the Cambridge community a little bit about this search.

Randi Frank

Thank you very much. Vice Mayor.

Vice Mayor Mallon

Randy, is that green light on? Yes, just want to move it closer to your real close to your face.

Randi Frank

Very good. My name is Randi Frank. My company's called Randi Frank Consulting, I have a team of about five or six people. But today I have Richard Brown, past City Manager in Massachusetts, Connecticut, and Rhode Island, and Virginia. And myself, I was an Assistant Town Manager. And online, we have Bob Slavin, one of my partners, who has been doing executive searches for city managers for years and years, at least done over 300 of them. So we have experience and we're looking forward to this opportunity to find you the best candidate that we can. One of the questions that always comes up is how are we going to advertise this? And we are advertising it to get the most diversity...

Vice Mayor Mallon

Randy, I'm just gonna stop you for one second, I think we're having trouble. Am I the only one having trouble hearing her?

Randi Frank

Can you hear me now?

Vice Mayor Mallon

Yes, that's much better.

Randi Frank

Sorry. Should I start over? Okay. So the big question everybody asks is, how are we going to advertise this position and where to get the most diverse type of candidates? We have heard from everyone that diversity, equity and inclusion is very important to Cambridge. And we want to follow through on that. So we have a Hispanic Network of Public Administrators. We have Women in Government, we have Women Leaders in Government, we have Careers in Government. We have various chapters of all of these groups. ICMA is the International City Managers Association. There is a group called Civic Pride, which is the LGBTQ+ community. There's the Engaging Local Government Leaders. We also receive some company names from your own staff, Women Leading Government. They're having a conference soon, so we will be talking to them. The Massachusetts Black Lawyers Association, the Black Ministerial Alliance of Greater Boston, National Black MBA Association, Blacks in Government, National Forum of Black Public Administrators, which we always do, um... Association of Hispanic MBAs and Business Professionals, National Association of Latino Elected Appointed Officials, Association of Latino Professionals of America, Cambridge Black Pastors Alliance, and we're going to contact the Harvard Kennedy School of Government and the Senior Executive Institute of the University of Virginia that has high level people taking executive level training. So those are some of the places that we will do and as more come up, we will add them, oh, I forgot one more: the International Network of Asian Public Administrators. So that should cover most people. We will also when I talked with the three universities, we will be contacting them and asking them to advertise it through their networks.

Vice Mayor Mallon

Great, thank you. Alright. So here here's how tonight's gonna go. Each person who is signed up for public comment has three minutes to provide feedback on what you're looking for in the next City Manager, whether that's personal characteristics, professional qualifications, any challenges or opportunities you want candidates to be aware of, or just what's important to you that you think the city manager should focus on when they get the job. So if you have questions, please ask them in your comments. And either Randy or myself will answer them live here tonight. So, away we go to the first speaker, it looks like our first speaker is Alan Sadoon, followed by Maxwell Asker. And then Jessica Sheehan. Alan, go ahead.

Alan Sadun

Hi, thank you very much. My name is Alan Sadun and I live at 24 Union Street. Thank you to everyone on the committee for organizing this town hall. I'm speaking on behalf of A Better Cambridge, which is an all volunteer organization that fights for a more diverse, vibrant and inclusive Cambridge through housing abundance, housing affordability, housing stability, and housing sustainability, we submitted a letter to you that has as of a few minutes ago been signed by 56 people. And I want to go over our key points. Number one, the next city manager must understand that renters matter, and that renters' voices and renters' needs require special attention to avoid being underrepresented and underserved. renters are two thirds of the City of Cambridge. We are the backbone of the city in many ways. But due to structural factors and structural biases, we often take our voices in needs often take a backseat. We also urge that Randi Frank and the committee prioritize renters when considering screening committee membership. Number two, the next city manager must be excited about the opportunities of a growing and changing Cambridge with more housing, better transportation, greater investments in our community. You know, Cambridge is going to be a very different place in 10 years than it is today. And that's a challenge. And that's an opportunity. And we need a city manager who sees that as an opportunity and wants to make that change work for the benefit of all. Number three, that we need a city manager that has a desire to use the power of Cambridge's government to improve lives and promote racial and economic justice so that Cambridge can do better at living up to our progressive and innovative reputation. And number four, the manager must have a collaborative, transparent and experienced leadership style. We need a city manager who can competently work with the council to implement the policy priorities set by the city council. As is said as is the way the planning system works. But we also need the city manager to not be afraid to own their decisions and face public criticism and be accountable and transparent as they do that implementation. We're really hopeful that you can find a candidate with the vision and leadership that Cambridge needs. To give some concrete examples of what that vision and leadership could mean to us: we are hoping to see CDD staff staff better supported and doing long term planning for our housing needs, we're hoping to see more money allocated for affordable housing directly for our municipal budgets, we're hoping to see supported and expanded tenant protection services and resources for the unhoused, we're hoping to see appointments to boards and commissions who care about city priorities and appointments who reflect Cambridge's diversity. We're very excited about all of the ways that a new city manager can kind of accomplish those things. And we think it starts with prioritizing the traits of those vision and leadership traits that we've mentioned in our letter. Thank you very much.

Vice Mayor Mallon

Thank you. I'm going to pause here for one second because we are having trouble with the cable TV. I don't know what's happening with the technical issues tonight, but just one second, and then we will get to Maxwell Asker.

Okay, we're back. The next speaker is Maxwell asker followed by Josh Sheehan. And then Justin safe Maxwell, go ahead.

Naomie Stephen, Executive Assistant to the City Council

Maxwell is not on the Zoom. Jessica Sheehan, please go ahead, you have the floor.

Jessica Sheehan

Hi, my name is Jessica Sheehan and I live at 48. Fairmont Street. I know we have a lot of... Hi, how are you?

Vice Mayor Mallon

Hello. Yes, we can hear you go ahead.

Oh, I'm so sorry. Thank you. I know we have a lot of people. So I'll keep this very quick. Housing. The number one priority of the city manager should be using Cambridge's incredible and unique resources to address the housing crisis. Because if you can't afford to live here, it doesn't matter too much what the second priority is, you won't even be here to benefit from it. That's all thank you very much.

Vice Mayor Mallon

Thank you, Jessica. The next speaker is Justin Saif.

Justin Saif

59 Hurley Street East Cambridge. Thank you very much to Vice Mayor Mallon for the update and the chance to hear more about the City Manager search process, as well as this opportunity to provide feedback. I've reviewed some of the feedback on the website, particularly from some of the focus groups, and much of it, it has been quite illuminating. I hope the search process further considers the data we have gathered regularly from scientifically valid surveys. We know the most important issue to most residents of Cambridge, year after year is the skyrocketing cost of housing, we have an affordable housing waitlist with more than 21,000 applicants on it with more than 10,000 applicants having preferences from living or working in Cambridge or being a military veteran. We also have hundreds of unhoused residents of Cambridge. While presenting significant challenges, with political will and strong new leadership, we could not just address these challenges, but we could resolve them. Take a look at the Cambridge Housing Authority publication stories of the Can't Wait List. Housing Affordability should be our first, second, and third priority. Moreover, we know we need to implement a new state law requiring zoning for multifamily housing and the City Planners and our Community Development Department will need to work under the leadership with a new City Manager address this new state law ,, (inaudible) opportunities suggest we need someone well versed in creating housing affordability, who will appoint members to important bodies such as the planning board and the board of zoning appeal, who are in line with the views of the vast majority of Cambridge residents and will promote increasing housing affordability in Cambridge. I hope in this search process, we keep the foremost challenge facing Cambridge at the forefront. Thank you very much.

Vice Mayor Mallon

Thank you, Justin. And just before we get to the next person, I'm just going to ask the interpreters to please stay on mute. Thank you. And next we're going to David Halperin and then Aaron Homer, David Halperin.

David Halperin

Hello, David Halperin. 115 Auburn Street. Thank you so much for all the outreach being done on this and the opportunity to speak tonight. See the challenge and opportunity before the next city manager is that Cambridge is a changing city. And Cambridge has been extremely lucky to be a very economically prosperous place. But that prosperity hasn't been equally shared by everyone. And the next City Manager, as Alan said earlier, it needs to be someone who's going to embrace that change and deal with our housing crisis, as well as changes required for climate change and means for transportation in the city. But change is always hard. And any change is going to find pushback from you know, some residents, residents, you know, especially those engaged with the government love their city. And you know, I think everyone here loves their city. But change is necessary, and you have a great opportunity to be a much better, stronger, more inclusive city and down the road, but it's going to require a city manager who act boldly, who can deal with the housing crisis, and do things supported by the Council. And, you know, the majority of residents and not you know, put the, you know, and deal with the political blowback from the unrepresented voices. Thank you.

Vice Mayor Mallon

Thank you, David. And before we go to the next speaker, I just wanted to recognize that Mayor Siddiqui has joined the meeting. So our next speaker is Aaron Homer, then Lauren Crowe, and then Lee Farris. Aaron Homer. Go ahead.

Aaron Homer

Hello, this is Aaron Homer, I live at 90 [inadudible] Road. I've wanted to reiterate a number of things that several people have said so far, that it's really important that the next City Manager be committed to the importance of housing in the workplace and equity and investing in climate change in Cambridge. While the overall policy must be set by the City Manager, City Council, it committed city manager can make sure city funds are directed towards housing needs effectively and make sure CDD and the Planning and Zoning Board focus on equity, and climate, and affordability goals. The Council has claimed to have top priorities and not on aesthetics and maximizing property values with homeowners. We need a city manager with a vision for growing and changing Cambridge, not simply a caretaker focused on keeping property taxes down. Thank you very much.

Vice Mayor Mallon

Thank you Aaron. Next up is Loren Crowe, then Lee Farris.

Naomie Stephen, Executive Assistant to the City Council

Loren Crowe has not yet joined the zoom. Lee Ferris please go ahead and you have the floor Lee, you are unmuted please go ahead

Lee Ferris

should I speak?

Vice Mayor Mallon

Go ahead. We can hear you Lee, go ahead

Naomie Stephen, Executive Assistant to the City Council

Lee Ferris, you have the floor. You are up to speak. You have three minutes please go ahead.

Lee Ferris

I'll start speaking I'm not sure if it's working. So my name is Lee Ferris, I'm the president of the Cambridge Residents' Alliance and I'm speaking on their behalf thanks to Vice Mayor. Sorry, I think for everybody it's very distracting when other folks cut in while you're speaking but I'll keep going. So I wanted to thank Vice Mayor Mallon for appearing at and speaking at the Town Hall that the Residents' Alliance held with over 90 people attending and over 50 people weighing in. Some of the issues that are rather the characteristics that people most want to see and a New City manager are a person who's not in the current City administration who's from outside of Cambridge, and a person who has a commitment to democracy, who will be collaborative with the Council and with the public and accountable to the Council and the public through reports and evaluations and will be accessible to the public. Some of the issues that people were most concerned about were about the manager adjusting our affordable or social housing for low moderate middle income people, including homeownership. Addressing the climate crisis and enacting environmental justice implementing the HEART and the HEART alternative to police response program, implementing municipal broadband, supporting small businesses, enhancing equity and maintaining the City's economic and racial diversity and less focus on increasing our City's tax revenue, particularly through commercial development, and more willingness to spend on our top priorities. Thank you very much.

Vice Mayor Mallon

Thank you, Lee. Next up is Phil Reinhardt, and then Louise Parker, and, Marlene Lundberg. Phil.

Phil Reinhardt

Hi, thank you Phil Reinhardt 17 Otis Street. I want to offer a slightly different perspective from some of the previous speakers a little more prosaic, perhaps a little more corporate a little more unsexy. I view the City Manager as the Chief Operating Officer, the COO, not the Chief Executive Officer, to me, the Council is the Chief Executive Officer. So the Council sets the policy and it's the Manager's job to implement the policy. Some of the speakers did allude to that, but I feel like it should be emphasized more. So I'm not particularly interested in what the policy views of the new manager will be on an issue, like defunding the police or affordable housing. To me, it's the job of that person to implement the policies that the council sets. Therefore, I think the most important characteristic is that that person is a good manager, a good organizational manager and good people, manager, somebody who can deal effectively with the council, with residents, with neighborhood organizations with developers of the businesses and universities, basically any stakeholders. So what I care about the most is just the nuts and bolts of city government competence, if you like that the policy will come from the City Council and it's

up to this person to implement the policy effectively and competently. Obviously, it's somebody who needs to share the same values, because you can't implement policies that you disagree with. But I assume that that will be self-selecting as people apply for this position. So again, my top priority is just to be a good manager and a good people manager. Thank you.

Vice Mayor Mallon

Thank you, Phil. Next up is Louise Parker, then Marlene Lumbergh. And then Valerie Bonds, Louise?

Naomie Stephen, Executive Assistant to the City Council

Louise Parker, please unmute yourself, you have the floor.

Louise Parker

Good evening, and thank you for the opportunity. I live at 1 Warwick Park. Given our form of government hiring City Manager is one of the most crucial decisions that we will be making this year and going forward. And Cambridge has a reputation as a progressive city. But unfortunately, all too often our implemented policies favor the needs of corporations, including real estate developers over the needs of residents, especially the most marginalized. So we need a City Manager who actively work to create a maximally equitable and just city. It's not possible to list all the policies of like to see the City Manager prioritize. But here are just a few of the ones I think are most important. First, housing is a human right many people have mentioned housing. I have a slightly different take than some of the previous speakers. Housing should not be used as a commodity to maximize profit, we need to create housing outside of the private market including limited equity co-ops, Community Land Trust, and public low and middle income housing. We also need to re envision public safety and I think our new City Manager should provide funding to the HEART Program, an evidence based alternative public safety program that was created by the community for the community. We need to improve mass transit, the state does not provide sufficient investment in mass transit, and the city has to step in to fill in the gap. We need city run buses that provide more frequent service a denser network that now exist and also free to have free access to this transit. We need to implement public universal free pre K. Other cities have done this in a fraction of time that Cambridge has only been discussing this essential service. We've been talking about this since I think 2014, 2016, something like that. It is long overdue. And we need to implement public universal broadband. This is something that council has supported the community has supported. But yet it hasn't happened. It was not already clear that access to broadband is essential to be a full participant in 21st century society, the COVID Pandemic has really driven this home. And for it to be truly universal, it has to be a free program that's available to all in a city as wealthy and technologically advanced as ours. It's unconscionable that this is not implemented longer. But we need this for participants in our current society our students need it. Not only do we not only need a city manager who's committed your progressive vision for Cambridge, but who has a track record for implementing such a vision and in ways that are transparent and participatory. We need someone who will work collaboratively with the council will have an open door to the residents of the city and work with us together to create the vision we all I know we all want. So I'm really pleased to hear that you're conducting a national search, which I think will be necessary to find this type of person. Thank you so much for this opportunity to discuss this today.

Vice Mayor Mallon

Thank you, Louise. And before we go to our next speaker, I just wanted to recognize that Councillor Toner is on the line. So the next speaker is Marlene Lumburg, followed by Valerie bonds and then Banti Ghaneti. Go ahead Marlene.

Naomie Stephen, Executive Assistant to the City Council

Marlene has not yet joined, Valerie bonds. Please go ahead. You have the floor.

Valerie Bonds

Thank you. I'm calling and support. To share my ideas regarding the selection of a new city manager. I appreciated the frugality of Mr. Louis DePasquale. During his term. He was able to provide financial sustenance to our city when the State and Federal government was still trying to figure out what to do with the Coronavirus. I would love to see a woman in this position. I think we need more women in leadership roles of power and authority as decision makers and not just support personnel. I believe that is important for the person selected to have some similar, some roots in our city. We are not called "The People's Republic of Cambridge" for no reason. There is a culture and a community. That is not something that you will find in a nationwide search. I think like our School Committee and our City Councils, we have adequate, intelligent individuals with the expertise that are not connected with the good old boy network that could because of their connection, long term connection to our city would be enhanced. I'd like to see a City Manager who understands the importance of a reasonable budget for our social service agencies that are usually the last on the list to receive financial support. I believe that this the city manager should also have some interest in the youth development, for they are the future in the investment in our city. I believe that the City Manager is more this the leader of our city, and that the City Council should work in collaboration with the City Manager. But like the leader of many corporate companies, and as our own nation, you have your President and then you have your cabinet. And we certainly do not want our city manager to be a person who has any political interest or political or monetary connections to developers. But the decisions that she or he makes will be for the best interest of our community. I like the city manager to also have a section of his administration that would devote time to our seniors. We are a contributing, advocating, supportive community, and many times we are members of the underserved and the underrepresented. And lastly, I'd like our City Manager to have an ethical, moral character and personality that reflects the character and personality of our community. Thank you very much.

Vice Mayor Mallon

Thank you, Ms. Bonds. The next speaker is Banti Ghaneti followed by Kavish Gandhi and then Mike Nakagawa. Banti you have the floor.

Banti Ghaneti

Hello, I'm Banti Ghaneti and I live at 17 Pleasant Place. I'm a member of Project Right to Housing and I wanted to raise some concerns that previous speakers have also raised regarding the needs of the unhoused community with regards to the City Manager search. I think as of recently, the city has counted more than 500 residents who are unhoused. And even that is likely an undercount. I think the new city manager should pick this up first, firstly, very seriously, and look for ways in which we can allocate money to house these people. Whether that means temporary options, providing more non congregate shelter options, and then providing resources to permanently house these people. The current City

Manager has not been very responsive to such petitions from unhoused residents asking for housing options and hotel rooms at the beginning of the pandemic. And even when City Council applied pressure there have been very little results on that front. So I think a new City Manager should really treat this as a top priority housing these people who are residents and who need housing, and should allocate funds, whether that means hotel rooms, or acquiring more public housing, basically expanding what Cambridge offers in terms of housing for people. Secondly, I think as many people have mentioned, you know, the Democratic nature of how the City Manager engages with the City and its residents is super important. And I think the new City Manager will definitely need to engage more meaningfully with unhoused residents in Cambridge. I think an example of this not working well, was the initial process for the redesign of the Carl Baron Plaza, where, you know, that was done without taking into consideration the unhoused community, and only later steps were taken to taking their input after a petition was launched by the community. I think finding more accessible ways of gathering input from unhoused residents. And, you know, amending processes such as participatory budgeting, which can themselves be good steps in a democratic direction, but are not always accessible will be super important. Lastly, I think safety. Making unhoused residents feel safe is super important. That means exploring alternatives to policing, putting the HEART Program into practice, as previous residents have mentioned. Really having a City Manager who aligns with the with these values, and is willing to make Cambridge, a city and a space where many more people can feel safe, not just the wealthy, not just the well off will be super important in making this a city where we really put our values into practice. Thank you very much.

Vice Mayor Mallon

Thank you, Bhanti. The next speaker is Kavish Gandhi. And then Mike Nakagawa and then Phyllis Bretholz. Kavish, you have the floor.

Kavish Ghandi

Hi, this is Kavish Ghandi, 376 Windsor Street. I want to first just echo comments that have been previously made, which is that I think that this is the most important thing is that a new City Manager is transparent and is accountable to the public and to our elected City Council, and is working collaboratively with the City Council and the public to implement our policy priorities. However, I just want to focus on one policy priority tonight, which is echoing what Bhanti just spoke about. I think I just want to echo the first point specifically, which I think the most important thing in a new City Manager regarding the unhoused community is the willingness to directly allocate money, city money, to provide temporary non congregate shelter and permanent supportive housing for unhoused residents, that a new city manager should see the fact that we have over 500 Cambridge residents who are unhoused as a crisis, not the status quo, and be willing to spend the money that it takes to house every unhoused community member in Cambridge tomorrow, temporarily, and house every unhoused community member in Cambridge permanently and on a short timeline -- that is to say one to two years. It is not enough to express the willingness to engage in a vision for housing every unhoused community member, a new City Manager should treat it as a top priority to house them tomorrow. I think I want to end there.

Vice Mayor Mallon

Thank you Kavish. The next speaker is Mike Nakagawa, then, Phyllis Bretholz, and then Glenna Weinman. Mike, you have the floor.

Mike Nakagawa

Hi, this is Mike Nakagawa 51 Madison Avenue, North Cambridge. What I want to say is we we've been very good about getting community input and making grand plans, but these often haven't resulted in significant changes. And we continue to have community members surprised and fighting with each other over how the city implements various initiatives indicating a systemic problem. I would like to see someone coming in with a proven track record of actual accomplishments, not just plans for the future. Some of the issues I'm concerned about are the spectrum of equity issues we have. And additionally, environmental and climate change in that intersection of environmental and climate justice. I'd also like to have some someone who will prioritize pushing back on the surrounding communities to do their share in issues like housing and transportation, so that everything doesn't fall on Cambridge to solve all these regional issues. As an Asian Latin American, I would also like to see a leader who has some personal experience with not being part of the traditional power demographic. And one final note as to the listeners, and the community to help the search firm by suggesting good candidates directly to the firm because it'll be hard to find someone who meets all these characteristics, and wherever we can find them, it would be good to let them know. Thank you very much.

Vice Mayor Mallon

Thank you, Mike. Next up is Phyllis Bretholz. Then Glenna Wyman then Carolyn Magid. Phyllis, you have the floor.

Phyllis Bretholz

Am I still muted?

Vice Mayor Mallon

We can hear you Phyllis, go ahead.

Phyllis Bretholz

Thank you, Phyllis Bretholz, 65 Antrim Street. And thank you for this opportunity to speak. Among the attributes that I think are most important is that the new City Manager have experience with and concern for public diversity, equity and inclusion. I would like that person to notice who is missing from most public meetings and forums, that would be people of color, people living in public housing, youth, greater age diversity, and greater gender diversity. I'd like the city manager to be a very good listener, who is open and responsive to a wide range of perspectives. Someone who gets out of the office walks the streets, goes to meetings in places like public housing, and even walks through the public schools. I'd like this person to be a good communicator, be clear about his or her mission and values, and provide for, as you have this evening, foreign language interpreters at all of the public forums so that our wide ranging and immigrant community can have access to what's being said, I would like this person to have experience supporting transformative shifts in organizations. That means fewer studies, more action, someone who's creative, has a bold approach to existing City organizations which need support to be daring, creative, and move beyond the status quo. I'd like to keep in mind that the best people to solve a problem are the people experiencing the problem. In terms of issues, most of them have already been spoken to: the affordable housing issue that prevents displacement of the Black, Brown and lower income residents of this city, and building on city lots, and increasing renters rights. Enhancing an equity, the equity of in all areas of the administration of the city, and that's in schools, small businesses, all

administrative levels of the city, including the Cambridge Health Alliance. Climate crisis has been spoken about as well as the HEART Project. I would like support for the art community, we need studio space, public galleries, support for artists and places for them to display their work. And again, I would like to repeat even though this sounds like we're looking for somebody who is superhuman, I want that person to keep in mind that the best people to solve problems are the people experiencing the problems. Thank you very much.

Vice Mayor Mallon

Thank you, Phyllis. Next up is Glenna Wyman, then Carolyn Magid. And then Michael Koran who's here with us in person.

Glenna Wyman

Hi, can you hear me?

Vice Mayor Mallon

Yes we can hear you. Go ahead.

Glenna Wyman

Hi, my name is Glenda Wyman, 55 Essex Street and I have affirm everything that Lee Ferris said in her statements regarding priorities. I strongly feel that we need to ensure that whoever is hired understands that their role is to implement the City Council's will. And, and is strongly collaborates with the City Council, is very accessible to the public and perhaps attends a City Council meeting as one form of accessibility, and as others have mentioned, a proven track record on the issues that many have spoken about tonight, including affordable housing, slowing down market rate housing and corporate construction, you know, attention to climate and environmental issues, increasing all renters rights and protections. Supporting and attracting small businesses. And enhancing equity improving and reversing the current trends where we're losing. We're losing low and middle income people and people of color. So priorities that reverse that trend as well. Someone who has a track record of showing that they know how to promote a robust democracy in the City, listens to people and is open to a wide range of perspectives. Thank you very much.

Vice Mayor Mallon

Thank you, Glenna. The next up is Carolyn Magid. And then Michael Koran and then Rena Lebes. Carolyn Magid, you have the floor. Carolyn, I see you are unmuted. You have the floor.

Carolyn Magid

Sorry, my internet is slightly unstable. So apologies. I hope I can... can you hear me now?

Vice Mayor Mallon

We can hear you, go ahead.

Carolyn Magid

Great. Thanks for this opportunity, and for all the outreach you're doing. Let's get a City Manager who has a specific vision, who sees the Cambridge is not working for all its residents, who has a sense of

urgency about implementing policies to help and empower those most in need, who is prepared to spend to expand public and publicly funded programs to meet the needs of the whole community. And who cares passionately about making Cambridge a more just and equitable city. Let's get a City Manager who has experience, who can demonstrate that she/he/they has a record of operating in accordance with this vision. Let's get a City Manager who is willing to carry out policy orders in a timely fashion. In addition, of course to collaborating with the Council. And here are a few specific priorities: I would like to see the City Manager able and willing to adopt first vastly increased support for city funded and overseen affordable housing for low and moderate income residents to prevent and reverse displacement, which has disproportionately affected black and brown residents. Second, full funding for Cambridge HEART, Holistic Emergency Alternative Response Team, and its vision of a community led and run program based on transformative justice. Third, a Cambridge Public Schools budget that recognizes the enormous contributions of educators and does not require them to struggle to be well paid. Fourth, full funding for free universal pre K and an accelerated timetable for adopting it. After years of talking Cambridge has made 2026 Its goal for implementation with no commitment so far to free pre K for all. Boston used its own funds and implemented free high quality pre K for all four year olds in a two-year period. The next City Manager will have an outsized role in how Cambridge develops. I urge you to find someone who will enable Cambridge to serve more community needs and make Cambridge a more just and equitable place. Thanks very much.

Vice Mayor Mallon

Thank you, Carolyn. Our next speaker is Michael Koran, who I believe is here in person. Go ahead up to the microphone. Just make sure to turn it on. So the green light right there right next to you.

Michael Koran

I just wanted to say ditto. I love what everyone says.

Vice Mayor Mallon

Thank you, Michael. Next up is Rena Leib. Then Kathy Watkins, and then Marilyn Frankenstein, the Rena Leib. Go ahead.

Rena Lieb

Yes, thank you. Hearing what everyone is saying. I think one of the things the city manager is going to need is a lot of energy. There's a lot going on in our community. And it's going to take someone who's going to give his or her full energies to what's going on. I'm going to echo some of the things that were said. We need someone who works cooperatively with the City Council and the community, someone who has demonstrated interest in and ability working with low and moderate income people. And with a diversity of races and cultures. Also, mainly, I think, I would like to see a city manager who's going to change the focus of what the administration has been doing for many years, the current administration has been focused on keeping the bond rating low and real estate taxes low. And while this is a really good thing for a lot of people, it isn't a good thing if it's going to take away from our providing the services that people need. So I would like to see the focus change away from real estate taxes being low and towards providing full services. And I think that that's going to mean not anybody from the current administration, where the culture is, is too deeply ingrained. I agree with a lot of the things that have been said about city funded housing for low and moderate income people, support of The HEART Program, and universal pre

K. One thing I want to bring out a little bit more is the broadband, of municipal broadband paid for by the City. It's an equity issue. There are too many people who just can't afford the ridiculous rates of Comcast and who have been, you know, many people have been able to have one year of low rates because of the pandemic, but that's going to end and there's just too much need in the community, both for students and for people looking for work, people who just have to have the internet working in order to survive in this community in this world. And that is just something that has been waiting way too long. We should have had municipal broadband by now. And so I hope that will be a top item for the new City Manager. Thank you.

Vice Mayor Mallon

Thank you Rena. Next up is Kathy Watkins, then Marin, Marilyn Frankenstein. And then Faria, Afreen. Kathy Watkins, you have the floor.

Kathy Watkins

Hi, um, I want a city manager who understands the crisis that we are facing from climate change. Why do we allow housing in flood zones? I live in such a place and I'm unable to move to safety because there's no easy way for subsidized tenants to move. So environmental justice in a climate emergency, someone who really takes seriously what's going to be happening to all of us in Cambridge is very important. Many renters and specially low income renters see the city administration as the friend of deep pocketed developers, universities and property owners. I'd like to see a city manager who agrees with Ayanna Pressley who says "those closest to the pain should be closest to the power." We hear so much in Cambridge about building more affordable housing units and I want this to happen. However, we rarely hear about the lives of the people who live in the existing affordable housing. Do those of us who live in these units want to live in micro units in areas with no trees, heat islands and flooding? Maybe we'd like to live in neighborhoods, you know, like some of the rest of you do with trees and you know, more amenities, instead of on the edges of the city or in areas where it's only low income people. I want a city manager who will work with the state legislature and other towns and cities to change our whole regions to advance the goals of tenants rights and equity and housing. Cambridge cannot build its way out of the housing crisis, we need a manager who will make bold choices. For example, I see Cambridge, not having bought the Sullivan Courthouse and the Armory as huge mistakes. And I want affordable housing that is outside the market, such as Social Housing and Community Land Trust. And I think every time the Affordable Housing Trust gives money to any entity for affordable housing, they need to make it a condition that that entity will have residents be an integral part of deciding how their apartment building is run. I also want a manager to appoint more low and middle income residents to boards and commissions. And not just the same ones over and over and over. I want a City Manager who will make our lives a little less miserable. You know, when I moved to Cambridge, and that was rent controlled. I just loved it. And I have to say, I'm pretty miserable here now. I can't afford the restaurants, you know, I can't afford an Uber and you know, I'm not like close to public transportation. And it's just it's hard living here if you're not... if you don't have a lot of money, it's really hard. So I just hope that we have a city manager, yes, I like a woman or a person of color. But more than that I want a person who has real progressive ideas and ideas that will lift us out of this sort of neoliberal conservative city that that we have right now. Thank you so much.

Vice Mayor Mallon

Thank you, Kathy. Next up is Marilyn Frankenstein, then Faria, Afreen and then Nicola Williams. So Marilyn, you have the floor?

Marilyn Frankenstein

Can you hear me? I'm a Cambridge homeowner for 40 years, who wants my taxes to go to promote the well being of all Cambridge residents, particularly to ensure justice for communities marginalized by our unjust, racial, gender and economic institutional structures. I want my taxes to support affordable housing, tenants rights, lower income people who are at risk of displacement, high quality taxpayer supported health care for all, taxpayers supported public transportation, environmental justice, taxpayer supported broadband, and other such human rights. We need a City Manager who understands that Cambridge is a very resource rich city, we can take care of each other easily. If we want social justice in our city. We need a City Manager who will work collaboratively and democratically with the elected City Council. And with all the Cambridge community members. We need a City Manager who implements the policy orders passed by the elected City Council. For example, the HEART Community Safety Program was created with significant community support by The Black Response Cambridge. Four City Councilors sponsored a policy order that was adopted unanimously and the current City Manager has not implemented this policy order, which calls for budgetary support for HEART Program. We need a city manager who will implement this program and other policy orders that are passed by the elected City government. Thank you for the opportunity to speak.

Vice Mayor Mallon

Thank you Marilyn. It looks like Lee Ferris is next but we heard from her so we're going to move on to Faria Afreen. Faria, you have the floor. Hi, we can hear you.

Faria Afreen

Okay, cool. So, hi, I'm Faria and I have been a Cambridge resident for the past 20 years and I went to middle school here. I'm imploring the city to choose a City Councilor who was more attuned to the needs of its residents, especially since they're given the most power of the City's budget, and specifically asking that the new City Councilor be sorry, City Manager be someone who is willing to allocate funds to support our unhoused community. This means funded, temporary non congregate shelter. More than 500 Cambridge residents are housing insecure. Given how resource wealthy the city is. We should be concerned that more of our city's funds is not being used to address this major public health problem. I also think it is important that the City Manager meaningfully engage with this community and decriminalize homelessness as outlined in the Homeless Bill of Rights which you can find by simply Googling online. Thank you.

Vice Mayor Mallon

Thank you, Faria. Next up is Nicola Williams. Then Henry Wartis, and then Richard Krushnic. Nicola, you have the floor.

Nicola Williams

Thank you, Councillor Alanna for organizing this. Nicola Williams 8 Brewer Street. I'll start with the characteristics and attributes. The new City Manager should have a degree in a field such as public administration, urban planning, and at least 10 years experience in managing a large public effort. They

should bring innovation in their accomplishments, manage a similar size budget as Cambridge or, or manage people who have done so. Values based managers should share their vision and accomplishments with the public. Managers should have references from community members in a city or town where they have previously worked, be accessible to the people. ability to speak another language is a plus. Good people skills, the ability to actively listen and experience with conflict resolution, empathetic especially to the marginalized. Hold the staff, their staff, commissions and boards accountable. Someone who is proactive in planning properly, ability to get us through recovery, especially as we transition with small businesses, getting people back to work. There's still food insecurity in the city to tackle those issues. Should have DEI, diversity, equity and inclusion training, and prioritize equity across the board and knows what the word equity means. It does not mean equality. Also equity in housing, small business climate justice, technology, justice, municipal broadband, universal pre K, just understand these needs so that we can move forward in this capacity. Willing and prepared to invest in our community. That's really important to me, really willing to support housing that's affordable tackle the affordability crisis that we have with innovative solutions such as pathway to homeownership, and in tax incentives for affordability and engaging our landlords as part of the solution, small business crisis being able to tackle that or understand the role and the value of small businesses and their needs. Continue to do the great work the manager has done in the COVID recovery crisis. Not afraid to ask for help. Someone who has a PhD in collaboration, truly embracing a partnership approach to leadership, someone who was willing to tackle issues such as food insecurity, and getting affordable grocery stores in our city finally. Someone who would value the role of commissions and boards and make sure that they're accountable. Someone who's flexible, nimble, and responds to issues very easily. Someone who will prioritize our youth, young adults, and will embrace innovative programs such as HEART. Someone who will actualize our Envision plan, and not afraid to promote and recruit good talented staff, developing people and willing to remove staff and underperforming staff if they're not following through. Thank you.

Vice Mayor Mallon

Thank you, Nicola. Next up is Richard Krushnic, David Fichter. And then Robert Cesari. Oh sorry, Henry Wartis is next? Thank you, Henry Wardus, you have the floor.

Henry Wartis

Yes, my name is Henry Wartis, 106 Berkshire Street. We should hire a manager who makes meeting the needs of residents, particularly those who are most vulnerable and at risk. They're number one priority. This contrasts with our recent managers, who plays the development of commercial property and the consequent generation of tax revenue as their primary goal. Their strategy was to use the wealth generated by taxation to meet the needs of residents. This trickle down strategy left too many needs unfulfilled. Second, we need to hire a manager with a solid record of service with evidence that they have placed the needs of people at the top of their working agenda. Their record needs to be supported by testimony from members of vulnerable groups. Our next manager needs to walk the walk, not just talk the talk. Third, because housing needs are the major issue for Cambridge residents, her approach to this issue will be key. The biggest challenge is that with rising land values in Cambridge, it is no longer tenable to base a housing strategy on the assumption on the assumption that market based development can address the city's housing needs. We need to have a City Manager who understands this and is willing to pursue a social investment strategy to meet our housing needs. This means that investment in affordable housing and community land trusts and other forms of social housing. It will take a real effort to find a city

manager who fits these criteria. But the effort will be rewarded as we end the era in which gentrification shapes our lives, increasing the disparities between those at the top and all the rest. The future can be bright. Thank you.

Vice Mayor Mallon

Thank you, Henry. Next up is Richard Krushnic. Then David Fichter. then Robert Cesari. Richard, you have the floor. I don't see Richard in the zoom.

Naomie Stephen, Executive Assistant to the City Council

Richard and David have not joined. Robert Cesari, please go ahead. Unmute yourself.

Robert Cesari

Thank you. For the first time in many years, our city has exciting opportunity to choose a new City Manager that is not connected to vested political interests inside Cambridge. I'm sure that the people of Cambridge want candidates and ultimately, a city manager does not have any alliances with vested political and financial interests within the city. To avoid any politicization of the Office of the city manager, we need to find a new city manager who is not connected to development interests, and a manager who does not have any conflicts of interest. The best way to assure appointing a manager with objectivity and perspective is to search for candidates beyond Cambridge in the state of Massachusetts, a true nationwide search on substantive issues, it's desirable to have a manager that has proven experience, taking seriously shelter as a human right. And believes that we can achieve that principle outside the private real estate market. Someone who has a proven track record a proven experience implementing comprehensive development planning, that prioritizes equity, someone who has proven experience dealing with food security for all residents of whichever municipality they come from someone who truly believes that we have a climate crisis. And someone who sees the beneficial effects beneficial. The benefits of implementing and fully funding something such as the heart alternatives to police response program, and to guarantee equal justice to all. And finally, someone who sees the benefits also in implementing a municipal broadband system within the City of Cambridge. Thank you.

Vice Mayor Mallon

Thank you, Robert. Next up is Suzanne Blier, then Shelly Wartis and then Elizabeth Gambosi? Suzanne, you have the floor.

Suzanne Blier

Thank you, Suzanne Blier, a 5 Fuller Place and I'm speaking part for the Cambridge Citizens Coalition. And thank you so much, Vice Mayor Mallon for your work on this. Outside of great training and experience, a track record, which are all important, we are urging the selection of someone who's willing to balance commercial, residential and environmental needs to work collaboratively and in a transparent way with City Council and community members, hire highly qualified staff who also will work collaboratively and transparently, support database decision making using a range of resources like the Cambridge Community Foundation 2020 Report to address core issues including equity and inclusion in areas such as education, hence the need for universal pre K, building financial equity for those in need through supporting downpayment guarantees for home purchases or land trusts and creating broad community wide access to green spaces, grocery stores, transportation and internet for those in affordable

housing developments and elsewhere. Bring major employers to the table including the City itself and addressing our major housing and transportation concerns, looking beyond the current borders of the city to address this. Prioritize policies that promote smart thoughtful holistic planning to balance residential, commercial environmental needs to address historic sustainability, including our rich architectural fabric, and neighborhood legacy. Willingness to consider deploying creative tax policies and other means to tamp down on investor linked vacancies and tenant displacement, while also creatively promoting local businesses, including those owned by women and minorities. Play a leadership role in promoting civic discourse in social media and other venues, including in the selection of residents to serve on various committees, assuring the existence of necessary infrastructure to support newly anticipated development with regard to electricity, water, sewer, road and other needs, including fire stations, city transit, schools, etc. And create and follow a city plan already in the 2030 envision goals. That anticipates a certain population increase. Promote and use embodied carbon that released in the atmosphere through the harvesting production and transportation materials and prioritizing the adaptive reuse of existing materials and supporting our still sustainable buildings. Comprehend and address present and future lab impacts and demand precautions in danger of these. And be inclusive: a majority of residents by the year 2030 will be 60 and over we need to support them. Younger people, renters, homeowners and those less fortunate. Thank you so much.

Vice Mayor Mallon

Thank you Suzanne. Next up is Shelley Wartis, then Elizabeth Gambosi and then Fritz Donovan. Shelley, you have the floor.

Shelley Wartis

Yes. Thank you so much. And thank you for all the work, thank the Government Operations Committee as well. Yes, we need a City Manager who will limit expansion of private corporate development because it displaces long term residents, particularly those with low and moderate income. We need someone who will build affordable housing with priority for racially and ethnically diverse families who were born and raised here, as well as for the unhoused. We need a City Manager who will address the climate change crisis by reducing fossil fuel emissions and investing in infrastructure repair throughout the city, and one who will bring us free public transport. We need someone who will expand programs for the public good such as education, social services, libraries, and open space, and who will implement programs for the public good such as universal pre kindergarten, municipal broadband, and HEART. For characteristics, we should have someone who is an innovative anti racist, democratic leader with a track record of being responsive to and accountable to the residents and their elected representatives in the city. Someone who will find new ways to publicly support expansion of programs and services for the public good. Someone who follows through on promises and transparently provides public reports and evaluations with evidence of progress. Thank you so much.

Vice Mayor Mallon

Thank you, Shelly. Next up is Elizabeth Gambosi, then Fritz Donovan, then James Williamson, Shelly you have the floor.

Naomie Stephen, Executive Assistant to the City Council

Elizabeth Gambosi you have the floor.

Vice Mayor Mallon

Sorry, long night. Go ahead.

Elizabeth Gambosi

I hope the new city manager will be a listener. Listen to and work with all citizens and neighborhood organizations. Consider their needs over those of developers and address among other things the following issues: one, urge major employers including our universities and the City to create housing and transportation plans for their employees and students in an area-wide effort. Two, find innovative ways to create more housing by using our existing housing stock and by preserving the historic fabric of our unique neighborhoods. Three, ensure that proper infrastructure supports any new development, including power water, sewer, schools, libraries and grocery stores. Four address Cambridge's, glaring equity issues, establish universal pre K. Find ways the City can assist lower and middle income residents to purchase homes in order to build financial equity, provide municipal broadband, improve public transportation, encourage affordable local groceries, and provide easily accessible green space to all citizens. And most of all, I hope the City Manager will promote a culture of civil discourse and respect so that residents and volunteer board members can express their views publicly without being attacked or ridiculed.

Vice Mayor Mallon

Thank you, Elizabeth. Next up Fritz Donovan, then James Williamson, and then Joel Nojik. Fritz, you have the floor.

Fritz Donovan

Okay, having arrived in Cambridge in 1955, and having spent a decade then and nearly three more decades recently, as a card carrying resident of Cambridge, I am very much concerned that the current management system of our city government is broken. For the last 40 years our city managers have been recruited from our in house budget managers, and not surprisingly have focused on the bottom line. They have courted business interest to fund 60% of the city's tax income, amassed huge cost surpluses, but somehow found no time to deal with the primary needs of the City's diverse interests. The list of Cambridge's flagrantly neglected major needs is appallingly long. Despite incessant outcry from the public. It is time for a change. We need a City Manager who has vision, a proven record of the skill and courage to develop and successfully pursue innovative goals, a genuine concern for the needs of the people of all backgrounds and income levels who live and work here and the people skills to work with them to fulfill those needs. There are a few cities in our entire country with the breadth and depth of world class talent Cambridge has to offer. But time and time again for the last four decades, the City Manager's style has been to ignore or even stifle input from the people the manager was hired to serve. That makes no sense. Cambridge's Plan E is an unusual government system designed to provide a balance of power between elected officials and the City Administration. But somehow the vast balance of power has gravitated to the City Manager and those over whom he rules supreme. That leaves our City Council to simply file policy orders the manager is free to ignore and complain that the literally hundreds of recommendations dying on the vine. That system may benefit from some adjustment but the right City Manager can make it work exactly as it is. This is not rocket science. Our city government is just suffering from a lack of common sense.

Vice Mayor Mallon

Thank you Fritz. Next up is James Williamson, then Joel Nozick. And then Roger O'Sullivan. James Williamson. You have the floor.

Naomie Stephen, Executive Assistant to the City Council

James William is not in the zoom. Joel Nojik, please go ahead. You have the floor.

Joel Nojik

Thank you. I am Joel Nojik. I live on Clifton Street, next to Russell field in North Cambridge. And I want to echo, the many, many people who've spoken just in my own words, we need a city manager who has a demonstrated deep commitment and understanding of promoting democracy and participation in his role as the manager, the leader of the executive branch, what a City Manager who will be responsive to the letter and the intent of the City Council policy orders and other actions and responsive to the intent of the community of the residents of the diversity of residents that was behind the City Council policy orders and other actions. The tax, you know obviously the city manager is responsible for making sure that the city is fiscally managed well, but that should not become such a big item that so many other things that make a city livable for all residents are overlooked and that we should not, as many people have already said very eloquently, we should not, you know, kind of ruin our city in different ways through gentrification and overdevelopment, and loss of open space and many other things in order to have a too conservative approach to protecting the city finances, I think that this finances can be well protected, and we can have a much more inclusive democratic government. And that I think that the City Manager needs to be proved, you know, have demonstrate that they understand this. And like people have said, Be a good listener be collaborative and respectful. And as the leader of the executive branch, that they set a tone and expectation that other members of the executive branch follow in order to respectfully and collaboratively get engaged with the City Council and the community in all aspects of the community. Thank you very much.

Vice Mayor Mallon

Thank you, Joel. Next up is Roger O'Sullivan. And then Heather Hoffman. Roger is here in person.

Roger O'Sullivan

I am Thank you, Madam Vice Mayor, honorable members of the city council. My name is Roger O'Sullivan, lifelong resident of Cambridge. I live at 1105 Massachusetts Avenue, right up the street. I wasn't going to speak tonight. And I ran it to Councillor Carlone and I said "Dennis, what would you suggest I talk about?" And he said "about 2 minutes." So I will be brief. I look around the council chambers this evening. I see Al Vellucci there, Ken Reeves, the other mayors of the City of Cambridge. I've worked closely with all of them, being a teacher, union president, vice president and so forth a delegate to two Democratic National Conventions. We have not always got along with these mayors of Cambridge, but what we have is respect for each other. What I'm looking for in a City Manager right now, I think the city is broken. We have the old Cambridge, and the new Cambridge. What we needed to do is have one Cambridge, it's a wonderful city, very diverse. Whoever you choose, get somebody who can bring the city together and work collaboratively on all the issues. Thank you.

Vice Mayor Mallon

Thank you, Roger, and thank you for being here in person and for your public service. Our next speaker is Phyllis Bretholz but she already spoke. So Heather Hoffman is next and then Jean Entine.

Heather Hoffman

Hello, Heather Hoffman 213 Hurley Street. I'd like to start out by addressing the Chair's opening remarks. I believe that she is working really hard to make this a fair and inclusive process. And I really appreciate that. I appreciate having interpreters. That's something that as someone else said, should be common in City meetings. So I really want to be clear that that I appreciate all of these things. But I draw the line at saying that this has been respectful. It has not. The Chair is well aware that the coUrbanize site has been abused, that comments have been copied along with the names of the people who made them and tweeted out to the world with nasty, vitriolic commentary attached. I'm absolutely convinced that if I did such a thing, the public outcry from the Chair and other people would be deafening. And we've heard not a single word. So I hope that the chair will publicly repudiate this, denounce it and say that this is not how we should behave. Now as to the City Manager, I would like to see democracy. I would like to see a City Manager who has a vision that extends beyond the bank account. Because money is a tool money is not an end in itself. And yet, as many others have said, too many of our decisions have been justified on the basis of "it'll bring in money" instead of "it's good for the city." So I hope that the City Manager will foster that kind of atmosphere that we think about what's good for the City, that the City Manager will make everybody who works for the city, the best that they can be. Because that is what a good manager does. And I hope that we will indeed see a renewed commitment to justice of all sorts, including environmental justice. How about buying some land for open space, in places that don't have much? That would be a grand thing to see. Thank you.

Vice Mayor Mallon

Thank you, Heather. We have one speaker remaining. Jean Entine. Jean Entine, you have the floor.

Jean Entine

Hi, my name is Jean. And I live at 259 Uplan Road. And I am amazed and delighted, and so happy that I'm part of this conversation today. This has been remarkable to hear the same thing from everybody. We want accountability. We want someone who has experienced and believes in justice of all types. And I want to suggest that we use the information from this meeting, perhaps even half the candidates are the final candidates. Listen to all of this, and tell us what they think they can do. I think there was a difference between how you have lived your life and how you have done your work. And what you say you believe in sometimes, I think we need to see the proof of what we're talking about here in the actions and the experience of the person that we hire. I do believe that Biden is right: it's time for a woman of color in this position, perhaps way past that time. I want to give one example from my own experience. I was just trying to hire a development director years ago, none of the candidates are very interesting. One of the last people I talked to really didn't know the answers to any of their questions. But she turned to me and she said, Look, I haven't had much experience, but I really want the job. She got the job because she knew how to sell. And that's what fundraising is. And she has gone on to do wonderful things. The other thing that I would like to mention is maybe something that we need to look at, in the very system of how the city manager position was set up. We many, many people have talked tonight about the HEART Project, the HEART project was approved, unanimously by the City Council, they asked the City Manager to find the money, he instead set up a different program and is still stalling on this program. One thing he said to

the folks on the HEART is "I don't know if you can raise the money." They're having the first fundraiser on March 1, the invitations went out today, they have raised \$80,000 of the \$100,000 that you had to raise, and I'm sure they will raise a lot more. This is something that is needed. The police are not trained to do everything. We need to take responsibility in our community to do something about that. And when we have a group called the Black Cambridge response, it is time to do something. Please don't listen to words, see the actions that people have done. I commend everybody for this marvelous, marvelous event. Thank you.

Vice Mayor Mallon

Thank you, Jean. We have next Chris Cassa.

Chris Cassa

Hi there, everyone. I appreciate this process so much as well. Thank you, Vice Mayor Mallon for hosting. I just want to say a couple of words. I think one of the biggest challenges I've seen as kind of an in between resident, I think I'm no longer representative. I'm older than the median resident of Cambridge and East Cambridge and everything now. I own my own house. And you know, I'm a licensed insured driver and all that stuff. So I guess I'm kind of quasi establishment, but I'm not as established as all of my neighbors. And I've only lived here 20 years or something. So I kind of feel like I'm in the middle. I can say safely. I have friends on both sides who feel very unheard in Cambridge where their needs are not being met. Like, for example, if they don't own their house yet, that the challenges that they face are just really, really serious. And they're different than we did, you know, the challenges that we faced 20 years ago or four years ago, where we, we could afford with a normal job to buy a house and settle down here and feel security. Our neighbors can't do that right now. And so the needs of those neighbors just aren't being met. And their voices aren't being adequately heard and addressed in a lot of cases by the city manager right now. And so I think that is important for us to think about how people are kind of not being heard on that side whose needs are real. And I think, you know, I often think about transportation topics. And I think about, you know, gosh, I wish I had a bike lane to get to where I need to go, I have the privilege and the luck of being able to use a car, but a lot of neighbors can't buy a car. Now, you know, it's buying a used car is over \$20,000, buying a new car is over \$40,000. It's just something that is out of reach for people. And we have to be mindful that not everybody lives with the privilege we live with, or the accessibility that we live with. And then a lot of my other neighbors don't appreciate the other side of things, which is that, you know, older folks need to get around and to feel comfortable and safe to do it. And that they need to be, you know, to have accessibility in where they need to go. And that we're so often just talking past each other, and chronically going too fast and not fast enough. And I guess the well, I would say is at the end of this process. I really hope I would just say I have to echo the comment that I just hope that the city manager, whoever it is, will have a proven track record of having made progress in a very substantial way on one of those key core issues, whether it's transportation, which I really hope it is, or it's housing affordability, or whether it's education and diversity and inclusion, or housing for unhoused individuals. One of you know, at least a few of those things should really be things that people have made progress on. And I hope that the city manager is somebody I really frankly hope from, you know, with a very different experience than the ones we've had. Like I think it just can't be from within. I really feel you know, we need to go outside of it. Thanks so much for all your time.

Vice Mayor Mallon

Thank you, Chris. Naomie, was anybody who signed up back on the zoom that we were not able to get to.

Naomie Stephen, Executive Assistant to the City Council

We have called on everyone who has joined.

Vice Mayor Mallon

Great. Okay, so we are done with public comment. On a motion to close public comment by Councillor Carlone.

Anthony Wilson, City Clerk

On that motion. Councillor Carlone?

Councillor Dennis Carlone

Yes.

Anthony Wilson, City Clerk

Yes. Councillor Nolan. Counselor Nolan, absent.

Naomie Stephen, Executive Assistant to the City Council

Counselor, Nolan is on the phone. One second. She just has to unmute. Councillor Nolan, star six to unmute.

Anthony Wilson, City Clerk

On closing public comment, Councillor Nolan? Absent. Councillor Simmons?

Councillor E. Denise Simmons

Yes.

Anthony Wilson, City Clerk

Yes. Councillor Toner? Councillor toner? Absent? Vice Mayor Mallon?

Vice Mayor Mallon

Yes,

Anthony Wilson, City Clerk

Motion passes, three in favor, two absent.

Vice Mayor Mallon

Thank you. I just want to say thank you to everyone who called in tonight and gave us your incredible feedback on what we should be looking for in the next city manager and what the next city manager should be focusing on. I do want to say that I was surprised we didn't have any questions from residents who called in which I'm going to assume means we did a great job, letting them know exactly what to happen next in this process. So, but if you do have questions, you can email Randi Frank. She's at Cambridge@Randifrank.com. And I also wanted to encourage people, if you were not able to share

tonight, you can always go online to our dedicated website, CambridgeCityManagersearch.com. You can provide feedback. There's the timeline is listed on there. We have all of the focus groups that we have recorded. You can actually listen to all the focus groups. So if you're interested in an issue topic, whether it's around unhoused residents or nonprofits or our faith based community, there's about 18 of them online right now. Give them a listen. They're really interesting. You can also sign up and subscribe to receive updates for what's next in this process. And like I said, there's some frequently asked questions on there too, if we have not answered all of your questions tonight. So next up in this process is going to be that leadership profile that gets put together by Randi Frank and her team. Based on all of the comments that we heard tonight, through the surveys, through the website, through those dedicated emails, it's a lot of information to compile. But we've been working really, really hard to keep it coming and keep it organized. So I really thank Randi and her team for working with us on that, that will all come to us, as I said, back to this Government Operations Committee on March 3, to review a draft and hopefully at that time, we'll be able to make any changes that need to be made. And then it will get posted as the job description. So that's what's next for...one second. The Clerk has reminded me that I misspoke, that meeting is March 2nd, not March 3rd. So and keep an eye out for that that will be posted, hopefully tomorrow. I'm just looking at the Clerk. The other thing that is coming up is that people have asked us how they can get involved with the initial screening committee to screen those candidates that will come forward, we will have a self nomination process. That will be I think, on February 28, we'll be talking a little bit more about at the city council meeting. So there will be an opportunity for folks to self nominate to be on that initial screening committee. It's about 17 to 19 people, and it will be residents, stakeholders. So we're looking forward to having people self nominate for that process, and really get in there and really decide who those three or four finalists are going to be that the rest of us will get to interview and the City Council will get to vote on. So with that. I'm want to make sure do any my colleagues want to... the Mayor's here, I'm not sure. Councillor Carlone?

Councillor Dennis Carlone

Thank you, Vice Mayor, the only comment I wanted to make is we heard so many comments tonight. And the people who spoke were of true range, much more than I expected, from a more conservative view to a very progressive view. And that was the purpose. So I think we were very fortunate on the people who did participate. And I mean, I made a list of things that I hadn't thought of. So I just wanted to say how thankful we are for that that people did participate. Thank you.

Vice Mayor Mallon

Thank you. Mayor Siddiqui.

Mayor Sumbul Siddiqui

I wanted to add that, I think there's been... I want to just thank you and everything you've been doing, to shepherd the Council along in this process. And it's been great to be a part of it. I think there's always concerns around who we're not hearing from and I think in a perfect world, we'd you know, our numbers on who participates and who gets to participate that would be something that we would see so much more participation. But the reality is, I think it is hard to hear from everyone. But we are really trying to make the effort to hear from as many folks as possible and those who normally do come to us and come to public comment, I would encourage them to reach out to people who aren't usually calling in to public comment and aren't usually having the luxury to be involved, to involve them and to ask them to get

involved, find 10 people who maybe you, you know, haven't who haven't been engaged and ask them to go on the coUrbanize website. We are looking for as much engagement as possible. We are as Councillors, the whole Council is really trying to get as much participation. But we need help as well. But I think we are trying to hear as many voices as possible. So it's thank you to those who have participated so far. That's all I have.

Vice Mayor Mallon

Thank you, Mayor Siddiqui. And I also wanted to see if Randi Frank had any closing comments for us as well. Randi?

Randi Frank

Yes, based on what people talked about, want them to know, this is a national search, we will look in Cambridge and everywhere else. So we are doing a national search. We always do an actual national search unless the client says not to. And the other thing is that if they have comments that they want to get to me that Cambridge@Randifrank.com is available. I've gotten some great ideas. I even got some questions from people that I should ask the candidates, so you can send me anything. And if you know of anyone that is interested in the job, please email me a name, I will contact them, give me their contact information. Or if you have someone that you want me to get the message out to about the position and give them the profile, about the leadership profile, then we will send it to them. So please just use that to do that.

Vice Mayor Mallon

Thank you. And thank you for I know, you've got emails coming fast and furious. And there's a lot going on here. So we appreciate your being responsive. I also wanted to say, you know, a couple of the public commenters were talking about translation services and how important it is, when you have a meeting like this to be inclusive. And tonight was the first time this Council and this Committee have had live translation, we did have some glitches, and I apologize for that. But it did end up working out. And I did see that folks were on both Spanish and Amharic translations. So that's really exciting to know that, you know, this first time, we weren't sure what to expect. And we're sorry for the glitches. But one thing I will say is that the transcripts from tonight's meeting will be translated in all five of those languages. So we will be posting those for those who either missed the first part of the meeting or weren't able to join us tonight. So I also really wanted to say thank you to those interpreters for being here tonight and for providing that live translation. I know it can't be easy, and it was a little hectic at the beginning. So thank you very much for being here. And thank you for your work. So I think that's it from me, and we're five minutes early. So look at us, but on a motion to adjourn by Councillor Carlone.

Anthony Wilson, City Clerk

On that motion, Councillor Carlone.

Councillor Dennis Carlone

Yes.

Anthony Wilson, City Clerk

Yes. Councillor Nolan?

Councillor Patricia Nolan

Yes.

Anthony Wilson, City Clerk

Yes. Councillor Simmons. Yes.

Councillor Patricia Nolan

Yes. Councillor Toner. Council Toner. Absent. Vice Mayor Mallon.

Vice Mayor Mallon

Yes.

Councillor Patricia Nolan

Yes. Motion passes, four in favor, one absent.

Vice Mayor Mallon

Great. And with that, we are adjourned, everyone have a wonderful evening and thank you for joining us.