



GOVERNMENT OPERATIONS, RULES & CLAIMS COMMITTEE

COMMITTEE MEETING ~ MINUTES ~

Wednesday, March 9, 2022 **1:00 PM** **Remote Meeting**

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

Vice Mayor Alanna Mallon

A quorum being present I call the meeting to order. The call of the meeting is the Government Operations Rules and Claims Committee will meet for the purpose of reviewing next steps in the City Manager search process. Pursuant to the chapter 20 of the Acts of 2021 adopted by the Massachusetts General Assembly adopted by the Governor, the City is authorized to use remote participation in meetings in Cambridge City Council. To watch the 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 remote format. If you'd like to provide public comment please go to cambridgema.gov/publiccomment to sign up. We will not allow any additional public comment sign-up after 1:30 pm. Mr. Clerk, can you take a roll of the members present and members please confirm that the meeting is audible to you.

Anthony Wilson, City Clerk
Councillor Carlone?

Councillor Carlone
Present and audible.

Anthony Wilson, City Clerk
Present. Councillor Nolan?

Councillor Nolan
Present and audible.

Anthony Wilson, City Clerk
Present. Councillor Simmons? Councillor Simmons? Absent. Councillor Toner?

Councillor Toner
Present and audible

Anthony Wilson, City Clerk
Present and Vice Mayor Mallon?

Vice Mayor Alanna Mallon
Present and audible.

Minutes Acceptance: Minutes of Mar 9, 2022 1:00 PM (Committee Reports)

Anthony Wilson, City Clerk

There are four members present.

Vice Mayor Alanna Mallon

Thank you. I also want to welcome Councillor Zondervan, Azeem, and McGovern who are not members of the committee, and Mayor Siddiqui who is on the line. We will also be joined by City staff members Nancy Glowa, the City Solicitor, and Sheila Keady Rawson, the City's Personnel Director, and members of our executive search firm team Randi Frank and Richard Brown. Today's agenda is packed so we're going to get right to it. The first thing we're going to review is we have an updated timeline. As we have taken some extra time and care with this leadership profile to get it right, we are behind on the original timeframe by about 10 days. I'm going to share my screen so we can see the new proposed time frames and Randi can walk us through the dates and how much time...how long is needed between each step. If I can share my screen. Let's see. Hold on one second, technical difficulties. Okay. You are seeing the updated timeline starting in phase 3, which is where we are starting tomorrow which is March 10th. I am going to turn it over to Randi to review where we are and where we are going to be and where those important key dates have shifted. And Randi as you're talking I will move the timeline around to ensure you are in the right place. Randi, I don't know if you want to introduce yourself and Richard for folks who are on the call who have not yet met you. Then we will jump right into the timeline.

Randi Frank

Hello everybody my name is Randi Frank and my partner Richard Brown. Unfortunately Bob Slavin was not able to be here. Phase 2 once we have the approval of this committee to go ahead with the profile, we will then do advertisement. In fact I just spoke with Slavin Management Office and she's ready to put out five advertisements. I will do the rest. Then we will start our outreach efforts. I'm happy to announce that Richard received an email from someone who wants to learn more about the position. They must've saw all of your stuff on your government committee. So that's what we will be doing. Phase 3 will be evaluating the candidates as they come in. But basically we're gonna...we've told people in the profile that the consultant is going to look at resumes from March 30 through April 8. Then we'll do telephone calling and reference checks and all of that stuff as required by your RFP to have names of candidates that we feel that we will put forward to you. And then the recruitment report will be created after those couple of weeks of reviewing candidates. And we will ship the reports to Cambridge City Hall confidentially. For the selection committee and there was the thought that we would have it available for the committee to review on the second and I will be there and then we will have for them to read the report. Then on the third we will have a meeting again and we will discuss each of the candidates and why we put them on the list. And then after that, at the end of the May third meeting the selection committee will have a document that they have to fill out and say who is the first candidate who is their second candidate who is the third candidate. We average everybody's numbers and we figure out who will be getting interviews by the selection committee. We set the selection committee interview dates for May 12 and May 13. And once they are done on May 13th, again they will fill out a form that says who is the first candidate, who is their second candidate. We will reduce the down so the Council know what candidates will be coming to see them. Between the 13th and June first and second we will be rushing around to do final reference checks, final backgrounds and getting everything ready for the community and City Council interviews on June first and second.

Vice Mayor Alanna Mallon

Thank you Randi. I don't know if any of my colleagues have any questions. I see Councillor Carlone's hand is up.

Councillor Dennis Carlone

Thank you Madam Chair and thank you for this updated information. I just looked at our schedule and I noticed the Finance Committee meetings related to the budget are not listed yet on our scheduling. Both Councillor Nolan and I saw those dates and they are approximately in mid-to late May. Has there been coordination with what the Manager's office has requested at least to us?

Vice Mayor Mallon

Councillor Carlone I've not seen any dates on the budget hearings. These are the dates that were available through our executive search firm. I do see the Mayor's hand is up and she may have more information on that.

Mayor Siddiqui

Hello everyone. I have some dates that were sent to me that I think are getting finalized but Tuesday, May 10. Tuesday, May 17. Wednesday, May 18 and then a back up being Thursday, May 19.

Vice Mayor Alanna Mallon

Great, doesn't seem like there's a conflict unless those dates get finalized to a different date but we were trying to stay away from the typical dates of Tuesdays because we know that May can get very busy. We will definitely follow up with the City Manager and their team through the Mayor to make sure that we really hold these dates away from the Finance Committee hearings because we know we will have four City Councillors sitting on the Initial Screening Committee and will need to be there to interview candidates.

Councillor Carlone

Thank you Madam Chair.

Vice Mayor Mallon

Thank you Councillor Carlone. Are there any other questions on the timeline? Councillor McGovern.

Councillor McGovern

If I'm reading this correctly... I'm one of the four Councillors on the screening committee and we have to get dates to tell people when they need to be there. I'm looking at these dates the 12th and 13 of May? Is that what we are saying?

Vice Mayor Mallon

That is correct. Then there is a previous date of May 3 they will also need to commit to.

Councillor McGovern

Okay.

Randi Frank

And possibly May 2nd if the attorney says that we can't give people the books to take home with them other than the council members probably can take a book. But the rest of the selection committee, they may have to come into town hall on the second to read the books.

Councillor McGovern: So four dates May 2, May 3, May 12th, and May 13 that's what we should be putting out to people.

Vice Mayor Mallon

That's correct. I will say May 2nd it's not a full day. It would be somebody that wanted to pre-read the information. They could come into City Hall, it's still an open conversation we can have with the solicitor about how comfortable she feels with us...you know this is a really confidential process. I do want to bring it up a few times today with the open meeting law being what it is and us really needing to keep candidates on the down low until they are actually chosen as finalists and have agreed to be public, all of this is very very confidential. We are dealing in a different time in space right now with Zoom. Hopefully at that time we will be in person and we will be able to keep those things confidential. It wouldn't be a full day on the second it would be coming at your leisure at some point on Monday we are open until 8 pm and Randi will be here to help answer any questions that people might have during that time.

Councillor McGovern

Last question Madam Chair: on the 3rd the 12th and the 13th when we say "all day" what are we talking about? Are we talking 9 am to 5 pm? Do we expect eight hours a day on those days? What's the expectation?

Vice Mayor Mallon

I'm going to hand this over to Randi. I know we've done this in the past we have scheduled 9 am to 5 pm with a lunch break and if it ends early it ends early. It all depends on how many candidates we have to interview. I will let Randi give a fuller answer.

Randi Frank

If we'll have 10 candidates versus 15 or 18 it makes a difference in the timing. With the 12th and the 13th once we see what the rating sheets are from everybody on the screening committee we may decide it looks like candidate number eight was pretty good. We were thinking about cutting the line at seven but eight and nine look good. Let's do nine candidates so if you're going to interview nine candidates that takes the whole day.

Councillor McGovern

Thank you.

Vice Mayor Mallon

Thank you Councillor McGovern. Just a follow-up, it's not just interviewing, it's the conversation after all the interviews which one of these...which of these folks are we moving forward that's where that ranking conversation comes in that I think Ms. Frank was talking about earlier. Any other members or nonmembers with questions about the timeline at this point?

Councillor Nolan

Thank you. I don't have a question. I'm very glad to see that we are adjusting on the fly. And also that we're still leaving enough time for all of this process and happy to see it and understand it will be something that we all need to hold to. I really appreciate the work you've done to make this work and stay within our original time. Thank you.

Vice Mayor Mallon

Thank you Councillor Nolan. Councillor Zondervan or Councillor Toner do you have anything to add? Just raise your hand. Going once, going twice. I'm going to stop sharing the timeline. The next item on the agenda is the final draft of the –

Councillor Nolan

Super quick. I don't remember, does this committee accept this or do you just have our approval of the board.

Vice Mayor Mallon

We have voted on it in the past. We can certainly do that today. I expect there might be other times where we might have to unfortunately extend the timeline here or there, I'm not sure, but if the committee would like to vote on this, I don't have a feeling or preference.

Councillor Nolan: I just want you to have what you need to move forward.

Vice Mayor Mallon

I think I'm comfortable moving forward. It seems like the body is comfortable with a small delay that we had understanding that we really wanted to get that leadership profile and have people attempt to digest it and make sure that we came up with the best one to post this week. Okay so I'm going to the next thing on the agenda which is to review that final draft leadership profile. I'm going to share my screen. Wrong one. Do you still see the timeline?

[multiple speakers]

We see the careers opportunity.

Vice Mayor Mallon

Terrific. [laughter] it's only me. I'm just going to go through this sort of page by page because people have certain questions or updates that they wanted to do. We have incorporated the changes that we heard last week as well as we made some stylistic changes and made some sections clearer and more concise. We worked on some of the transparency making things bolder and brighter just in case people are printing this out. You all have received the final draft last night so this is an opportunity to hear about any last-minute changes and like I said we are going to do this page by page that we are jumping around would go to start with page number one in “our community.” Councillor Nolan suggested changes regarding the verbiage, which were made in clarification under free and reduced lunch percentage. Which we did confirm that the school department is 41%, not 45%. So that was updated.

I just want to see if anyone had additional callouts on this page. Councillor Nolan.

Councillor Nolan:

It's not a big deal if the School Department confirmed but when I looked at the State it says 38% of the children Cambridge in Public Schools are eligible for free and reduced lunch this year before you put it out to confirm itself we are in sync. The state website has data from the school district suggesting the district is 38% not 41%.

Vice Mayor Mallon

This is a little bit wonky. I will just say this briefly that DESE does not use free or reduced lunch, they use what is called "economic disadvantage." It was a change that was made I think in 2015 or 2016. Students are qualified whether it's SNAP or children in foster care. So that number is always a little bit lower than the actual free and reduced lunch percentage. I think it's a bit of a depressed number to use and it doesn't actually reflect the amount of children in our schools that are below the free and reduced lunch line so we did confirm this and we double confirmed it with the School Department so I'm comfortable moving forward with 41%.

Councillor Nolan

That's great. FYI the State said 31% are economic disadvantaged and they're using low income this year, so let's make sure it is in sync.

Vice Mayor Mallon

Okay great. Does anybody else have any thoughts on this page? I'm not seeing any. I'm moving on to government structure. There were no callouts originally on this page. I just want to make sure that everybody is great moving forward with that page like I said nobody had any callouts on that page not expecting any today. I don't see any hands up. So the budget is the next page. Let me just get there. Councillor Nolan asked to give a nod to the vast resources we have in our city as a budget so we changed the first sentence to read "the City of Cambridge has an annual budget that confirms its vast resources of \$750 million annually not including capital budget items." the original suggestion was to add the word "tremendous" in the section which when we were going through the whole document felt like it didn't match the voice so we did change it we moved it. I hope that this change does still reflect Councillor Nolan's intention... I'm seeing a thumbs up.

Councillor Nolan

It's phenomenal.

Vice Mayor Mallon

Oh it's "phenomenal" which I agree with phenomenal but it wasn't keeping in tone with the original voice. Does anybody have callouts on this page? Members or nonmembers. So the next page is "who is our ideal candidate?"

Randi Frank

Back on the "budget page" something just hit me in one place. We talk about the services and you use the word human services but in the left column it says human resources, which I know is in your budget. But in reality it's human services because HR is part of administration. And most people see human resources

as an HR/Personnel function. You might want to, I don't know if you can fit it in there but put it in parentheses for services. Or just leave it because that's where your budget is.

Vice Mayor Mallon

We can certainly take a look at that that's a last minute tweak that we could definitely make. Thank you for calling that out. Thank you Randi. Okay. The next page is “who is our ideal candidate?” There were a number of callouts here. We did make some changes in the narrative paragraph to better convey the sense of who the ideal candidate is. I hope people were able to review the changes and agree with them. And then in terms of the bulleted list “the candidate will also,” Councillor Carlone made a comment that we should move the relationship with the City Council to the top of the list since it is the most critical aspect of his job and asked we add “have a strong background in physical city planning” as a bullet. So we moved that up and we added that bullet as per Councillor Carlone's request. Councillor Nolan asked for the bullet “proven ability to bring organizational change when needed and knowledge of best practices for high-performing management systems” to be added and in the “active listener” bullet we added “be respectful in dealings with staff, residents, and stakeholders” to the bullet. All of those changes are reflected here. We did also receive a request from Betsy Allen in the diversity equity and inclusion office to move a piece of the diversity equity and inclusion statement that was previously in bullet up into the narrative paragraph just to make it more clear that that is a real focus of what the next City Manager will be working on. Does anybody have callouts on this page? I know Councillor Carlone, Councillor Nolan you are the ones that had made the suggestions. I want to make sure that you're both okay with the final draft. Councillor Nolan.

Councillor Nolan

I think it's terrific. I'm very glad that DEI language made it up into the paragraph to really highlight it. I did have a question on the fifth bullet, it's fine as is, but it does say “have a strong background in physical city planning.” I think given that we're looking for a CEO-type that seems almost too specific. You want someone who's familiar with planning and who is a strong project manager. I'm wondering if that would make it seem like someone needs to have come from facilities and plants instead of a broad perspective of overall management vision and leadership which I think is more in line with what the paragraphs above are. If it isn't too difficult it might be better in my view to say “we seek a strong background in project management and understanding of planning” something along those lines as opposed to very specific and narrow physical city planning but I'm open to your suggestions and anybody else's comments.

Vice Mayor Mallon

Thank you Councillor Nolan. I am going to ask Councillor Carlone to respond back because I know that he had some specific language but it's only open to whatever you guys come up with.

Councillor Carlone

Thank you Madam Chair and Councillor Nolan. “Understanding the importance of physical planning” is fine. I would add “the importance of physical planning especially in a dense city.” But I don't want to add the last phrase.

Vice Mayor Mallon

Councillor Carlone, Councillor Nolan, if you can summarize what the bullet should read at this point it would be helpful since we are going to come back and make sure we want this posted tonight.

Councillor Nolan

If everybody's comfortable to say "understands the importance of physical city planning" is that in line with what you are saying?

Councillor Carlone

That's fine.

Vice Mayor Mallon

We will make that change. I want to welcome Councillor Simmons, she has joined the meeting. Councillor Simmons, please feel free to put your hand up during any of these conversations. Okay the next page was the anti-racism equity and inclusion policy. We did not have any callouts on this page in the last meeting. I'm curious Councillor Nolan and Councillor Carlone you both still have your hands up, I just want to make sure you're okay. Everybody is good to move on here. For the quotes. Pages six and seven. There was a suggestion to add some verbiage to make it clear that these are residents expressing their own opinions and we added to both pages "the following are some examples of direct quotes from residents and stakeholders participating in the group community engagement process both user-based and personal experience and reflect the individual respondents." I hope that's acceptable to members...I'm seeing some nodding. And then lastly on this page in terms of the quotes there were concerns around representing the full spectrum of residents and employee concerns. The team— our team that was working with the executive search firm to put this together deals with this language, most of us having listened to 20 hours of focus groups attending to a town halls reading 4500 pieces of feedback and listened to countless hours of one-on-one conversation with city staff and counselors that this does represent a diverse representation of the views of the community and I think we should be really proud, I think we should all take a moment right now and just really be proud that we were able to achieve at the level of community engagement that we did in such a condensed time frame. And I think I'll be the first one to admit that even with all that we heard we know that there was still more that we couldn't capture in the timeframe. The team really carefully selected those quotes to include what people shared. We are hopeful that the person who's coming into this position has a chance to appreciate those different perspectives and that there's a value of understanding that to some extent the incoming city manager will have some work to do around managing community expectations. We did change the order around a little bit. So the various perspectives aren't clustered together but we did keep the original quotes and added in the links so people can get to them. I know this was a concern in the last meeting. I want to open it up to the floor for any questions or just concerns at this time. I'm seeing none. Nonmembers please feel free to put your hands up as well. We are all on this journey together.

I'm going to move on to opportunities and challenges. Just so you can see we added the verbiage on both of these pages. Opportunities and challenges. This page had a lot of callouts. I want to take some time with it. In the narrative paragraph, Councillor Nolan asked us to add some verbiage about balancing some of the tensions between the community or in the community, so we added the sentence "balancing the tension between development, tax revenues, jobs, and housing will be critical."she also suggested that adding the number of the CHA waitlist applicants who have Cambridge-based preference or are veterans

so we added that in. And lastly she added changes on the climate paragraph to make it stronger and the final draft has incorporated them here. It does say now “the next City Manager must understand the importance and urgency of the climate crisis and embrace the challenge of making Cambridge a climate leader. While Cambridge has taken steps to reduce local emissions and build climate resilience, citywide emissions have increased and projections show Cambridge will miss its 2030 climate goals.” I think Councillor Nolan, as long as you are okay with those changes, if there are additional callouts in the narrative paragraph now would be the time for people to come forward with them. So please raise your hand in the chat in the Zoom. I'm not seeing any. Okay. Moving on to the bullets. “The next city manager will” ... Councillor Toner asked us to add some bullet around “promote small and diverse businesses for economic stability and support a strong post-Covid return of Cambridge businesses of all sizes.” Just to really talk about how the next City Manager is going to have a lot of responsibility in helping all of our businesses return to a post-Covid environment. So Councillor Toner I just want to check with you to make sure.

Councillor Toner

That looks good, great thank you.

Vice Mayor Mallon

Councillor Carlone asked to add a bullet that says” prioritize opportunities for additional open space in the city.” We added that there. I just want to make sure that Councillor Carlone you're okay with that.

Councillor Carlone

Yes, thank you Madam Chair.

Vice Mayor Mallon

Is there any additional discussion on this page or any other callouts? And it can be small like “you missed a period, dummy.” [laughter] I'm happy to hear those.

Councillor Carlone

Madam Chair going back to open space again, we have half the national average. I would say “additional, needed open space in the city.” It has to imply this is a major issue that we tend not to deal with.

Vice Mayor Mallon

We can make that change. So place a comma after additional.

Councillor Carlone

Please.

Vice Mayor Mallon

We will do that. Page number nine “Qualifications.” This is one of the stylistic changes that we made before it was all kind of clumped together as narrative, then preferred qualifications at the bottom. We changed it so it’s easier to read as your eye travels down the page. But we did keep all of the same qualifications. The one thing that Councillor Zondervan had asked that we change the executive leadership program verbiage that was in there before that specifically called out Harvard University and

then we had an “etc.” in there. so now it reads “preferred qualifications include a masters degree and/or ICMA credentialed manager, or other advanced level training. Documented participation in an advanced executive leadership program.” It doesn't specifically call out Harvard and really makes sure that we are leaving that open to any advanced executive leadership program. Councillor Zondervan I want to make sure with you that that satisfied your concern.

Councillor Zondervan

Thank you Madam Chair that looks great. Thank you.

Vice Mayor Mallon

Is there any other additional discussion or any callouts on this page that people want to get to? I'm not seeing any hands up. So this next page – Councillor Nolan go ahead.

Councillor Nolan

I only have one quick question, which is again this is not a dealbreaker, but as I reread it for the fifth time “graduation from accredited four-year college or university with a degree in business, public administration, financial management, or related field.” I would think somebody graduated with a degree in philosophy that went on to have a 20 year career in increasing level of management...we wouldn't... this doesn't limit us to you have to have one of those?

Randi Frank

It does not. They could have any degree in a Bachelor's. Of course when they have a Master's we want to look at that also. It could be anything, it's their experience we're going to be looking at. Because you want an executive, and you want a leader, and you want a manager. So that is what we are looking at. Many a person has gone to school and got a crazy Bachelor's and never did anything with it. So we don't look for a specific thing.

Councillor Nolan

I guess the question is whether a candidate who had one of those crazy degrees like in arts or dance–

Randi Frank

When it says related fields they know that we're not being specific. If we wanted to be specific we would write it specifically.

Councillor Nolan

Thank you, I yield.

Vice Mayor Mallon

Thank you Councillor Nolan and Randi. I see Councillor Carlone's hand is up.

Councillor Carlone

Thank you again Madam Chair. Just as we raised the location of one of the other issues it seems to me if the most important thing is experience and then degree we might start out with “10 or more years of professional experience.” On and on. If we're really saying just about any degree is all right, you're

educated but the experience, the key experience is a critical factor. We all know when you have a degree life is different. It's their experience that makes the difference. It's just a thought. Either way I'm fine.

Vice Mayor Mallon

Thank you for that Councillor Carlone. I do think we've had a lot of conversations about the ways in which our own job postings internally immediately turn off the candidate or immediately make a candidate feel like "I'm not qualified." So I would have no problem moving the 10 or more professional related up to the top. I'm going to defer to Randi Frank and her expertise in doing many of these leadership profiles and what she and her team might suggest.

Randi Frank

The only thing is if somebody doesn't have 10 years will they apply if they see it up on top? And but this is such a big job if they don't have 10 years of some kind of experience I'm not going to put them forward unless I don't have anybody else.

Vice Mayor Mallon

Okay Councillor Carlone, did you have additional thoughts on that?

Councillor Carlone

No I defer to the leadership on this. The expertise of Randi Frank is fine with me.

Vice Mayor Mallon

The way I'm hearing it, Randi is okay with moving it to the top because she wouldn't give us somebody. Is there discussion by other members on moving that to the top and then moving graduation underneath? I don't see any discussion so why don't we do that. Why don't we move that and make sure that that is the first thing.

Councillor Carlone

Thank you.

Vice Mayor Mallon

Are you yielding the floor?

Councillor Carlone

Yes I am.

Vice Mayor Mallon

The next page is "timeline, salary and benefits, and how to apply." The timeline we talked about at the beginning of the meeting it is reflected in this timeline here. Salary and benefits: we have suggested to take out there was a "+" at the end of 300,000. Now it says "higher starting salary will be considered depending on qualifications. We also worked with Randi on putting the actual dates of those screening committee dates, the first screening all of that is now included at the "to apply" section. It will be posted with the right dates. We want to make sure that we are covering all the changes that people want to make on this page or if there are additional callouts by members?

Councillor Carlone

Thank you Madam Chair. \$2700 annual management allowance. What is the annual management allowance?

Vice Mayor Mallon

That's a great question. Sheila Keady-Rawson is on the call perhaps she can enlighten us. We received these through the personnel department. Sheila are you available to field this question?

Sheila Keady-Rawson, Director of Personnel

Yes I am. So through you Madam Chair, management allowance is a twice a year stipend that is given to non-union employees. It's a similar allowance that's in several collective bargaining agreements but it's also meant to acknowledge that management employees don't get overtime payments, and they have similar responsibilities in terms of clothing or uniforms and so it's in lieu of that.

Councillor Carlone

Do Councillors get that?

Sheila Keady Rawson, Director of Personnel

No they do not.

Vice Mayor Mallon

Councillor Carlone.

Councillor Carlone

Thank you Madam Chair.

Vice Mayor Mallon

If you don't mind putting your hand down? Thank you so much. I think that was the only question on this page. Then of course the last page is just a "contact us." It has Randi's information on here, it has Bob Slavin's information on here, and it has Richard Brown's information on here. But that is it.

Does anybody have any overall comments or comments that need to be made? If we are approving this today I would like to, with the changes, people take a vote that this is the final that can be posted and we can start recruiting. Councillor Nolan.

Councillor Nolan

So moved that we approve this posting. Very excited thank you very much, once these edits are incorporated we can hit send tonight, thank you.

Vice Mayor Alanna Mallon

Councillor Nolan has a motion on the floor to approve this leadership profile for posting for recruitment.

Anthony Wilson, City Clerk

On that motion.

Councillor Carlone

Yes.

Councillor Nolan

Yes.

Councillor Simmons

Absent.

Councillor Toner

Yes.

Vice Mayor Mallon

Yes.

Anthony Wilson, City Clerk

Motion passes. Four in favor, one absent.

Vice Mayor Mallon

We have a leadership profile. I did want to thank the hundreds of Cambridge residents, stakeholders, and employees who did help us get to this place. Thanks to my colleagues for working so diligently all last week. I want to turn it over to Randi for our next agenda item. Which is what happens now. And review the list of final places that his leadership profile will be advertised and posted and who will be contacted so I'm going to turn it over to Randi and then in the meantime I'm going to try to figure out how to share my screen and get the list up on the screen so people can review it.

Randi Frank

Okay. We listed in an excel sheet so you can see the names of the companies on the left – the companies, the organizations, the professional organizations, the groups where we will be advertising. And also what we will be doing, for example ICMA which is the International City Managers Association and includes the National Association of County Managers, which in many counties are doing exactly what a city does. They have chapters in every state. We will target members of similar size and we will contact each of the state associations and ask them to share it with their group. We have the National Black Public Administrators, Local Government Hispanic Network, and League of Women in Government or Women Leading Government, depends on which state you are in what they call themselves. And again they have chapters and we will contact them. Engaging Local Government Leaders are younger leaders and they have a civic pride area and we can advertise there. Careers in Government is just for government careers and they have a diversity and social media boost that they do and they send it all over the place. I was just, the American Society of Public Administrators, I'm having a hard time finding that, I must have found it at one point. They also have chapters, we will contact them. A major portion of people in ASPA is state and federal government types of people which is just as good but that's the usual members. Mass Municipal Association is your municipal league for Massachusetts and they have a site for advertisement. The advertisement will be short and tell them where to go to look for everything because they charge a lot

of money for 50 words. Our advertisement is much bigger than 50 words. The league, the National League of Cities is a good one to advertise with because they are having a conference soon so people will see it. And then all the other groups of people were going to be emailing your staff their members if available we're going to contact them, call them, email them. What I really need is for example the Black Ministerial Alliance of Greater Boston, if anybody has a specific person that they know of that we can contact it always helps us to know that. So will ask all of the Council people to look at this list and if you know somebody email me their direct number their direct email so we can say we get to the right person. I believe during our conversations last time Councillor Simmons and Councillor Nolan talked about Yale and the HBCUs so if you have a particular person that you know because you worked with the university before anyone that has any contacts with Harvard, MIT if you can give me a direct contact we will call them or email them so please send me emails as soon as possible so that we can do that. The last group of people are more chief executives of different associations. They may be in the private sector, some are in the nonprofit sector. School people. Some hospitals, they run a lot of stuff and Sheila is a member of the Governing Alliance in Race and Equity and she will send it to all of their members. That will get out to a big group. That is what we have on the list. If you think of anyone else later I'm going to have Richard, my two other colleagues, George and Lee will be working diligently emailing the world about this with the advertisement and the profile once it's finalized.

Vice Mayor Mallon

Thank you Randi. All of the Councillors received this list yesterday via email from the city clerk. It's also attached to this meeting agenda for residents or stakeholders who may be watching. Does anybody have any questions about the list or any other possible suggestions? I'm just looking to see any hands. I don't see any. Okay great so as Randi said if you look through this list and you know somebody personally please provide the contact information to Randi and her team. Okay. So next on our agenda let's see. The Ad Hoc committee which will be selecting the initial screening committee members from a self nomination process. I think Councillor McGovern alluded to it earlier, they are, now that we have those dates when the screening committee will meet we'll be able to put together a self nomination form which we'll get out to the community. The Mayor and I have reviewed the process that this committee needs to follow and the Mayor has named Councillor McGovern as the chair of that Ad Hoc committee. Once their work is concluded, they will be forwarding the list of committee members as a communication to the Council. Solicitor Glowa is on the Zoom with us if people have questions for her about the process or the Mayor is also on the line and Councillor McGovern as chair of the Ad Hoc committee. I don't know if folks have questions for any of those city staff members or Councillor McGovern? It doesn't look like it. I would like to give Councillor McGovern the opportunity to say anything about the committee.

Councillor McGovern

Excuse me, thank you Madam Vice Mayor. I had a meeting yesterday with myself Councillor Zondervan, Councillor Azeem, and Councillor Toner. We went over the list, the recommended list with a suggested list of categories to fill. We felt that they were – that we agreed with those categories, of course we could probably have 100 categories when we really dig deep into it. So it's not going to be perfect we're not going to have a representative for every particular interest that someone has in the city but we're going to do our best to get a cross representation. A lot of these folks are going to fit different categories. We're going to get somebody who might be filling “affordable housing slots” but also brings experience in some other things. They're not going to just talk about affordable housing so we're hoping we're going to get a

wide range of experience. One change we wanted to make was the last the last category – I don't have it in front of me, it was a representative of a community – do you have it?

Vice Mayor Mallon

Hold on a second. I have 1 million tabs open. It was “a representative who advocates for the quality of our community, civic, and social well-being.”

Councillor McGovern

The only thing we want to change is “representative” to “resident.” We feel that person should strongly be a resident of the city. We’re going to change that so that will, that give us... and we have three other the resident spots and we talked about what kind of experience would we like to think about for those folks. Some of the things that we came up with again is not an exhaustive list but someone who has experience with environmental justice issues, somebody with experience with racial justice issues, women's rights issues, family and youth, mental health, seniors, recreation, black pastors. There’s a whole bunch of people sort of to consider within those three representatives that don't necessarily fit another category. But we're going to have our goal, I think is to have as many of these positions as we can tell with residents of the City; that we think is preferable. It's obviously not going to be everybody, that everybody's going to be a resident. My guess is the vast majority of people fill any of these categories is going to be a far larger representation of residents than nonresidents on this committee.

We discussed just sort of how these meetings are going to take place on the calls of the meetings. And those are conversations that Solicitor Glowa, you know, has already thought about and how the meetings are actually going to take place. We needed the dates, obviously, which now we have which is great. The goal is, we talked about different ways, but how do we choose people because our whole our hope is we get multiple nominations and we’re going to dig in and try to do that by consensus and look at people's resumes and applications and try obviously with the commitment to make sure that we have very diverse representation on the committee in all kinds of ways. From race, gender, age, experience etc. It was a good first meeting and I think we are ready to roll.

Vice Mayor Mallon

Thank you Councillor McGovern and thank you for doing that work. To your point about making sure that it's representative I wonder if we want to talk about what should be included on that self nomination form to make sure that you have all of that information at your fingertips. When you're looking at all of the applicants you just mentioned age, gender, experience, race. I think Councillor Toner mentioned he was interested in where people live making sure that there were residents from across the city. We want to include things like renters, homeowners. I would like to open up the conversation now so we can put that self nomination form out pretty quickly. I do see Councillor Nolan's hand.

Councillor Nolan

This is in reference to the overarching, not the specific one put in the form that leads into it. I strongly endorse the idea of having at least one person with experience in environmental justice or climate. It is by far as overarching cutting across every single work that we are going to be doing in the next few years. We talked about our last meeting and first knowledge of somebody with deep experience in that area. I hope a resident is one of those. This has been infused in the work we've been doing, but language. It

would be challenging perhaps to have somebody on the committee whose first language which is not English, and yet to ensure that someone on the committee understands the challenges of people with whose first language which may not be English given that we have, I believe, the largest ethnic group that we have in the city is Asian American that cuts across a whole range because Asia has about 20 different countries within it. The next largest is Hispanic/Latino. It's something to consider to ensure that somebody understands the needs of the population of immigrants or minorities if that makes sense.

Vice Mayor Mallon

Councillor Nolan, did you read my agenda? [laughter] The next item on our agenda we will get to it. But the Mayor's office and myself have been talking about language translation for anyone who wants to be on the Initial Screening Committee but does not feel comfortable with English as a first language. And if there is money in the budget to do that. So we will be asking people on the self nomination form we will get to this but do they need financial assistance in order to participate you may need (inaudible) in order to ensure that we get a representative of the group as possible and we are not shutting the door for folks who have a lot to bring to the table, who have skin in the game but are unable to participate for financial reasons or for the language justice reasons that you just discussed. Before we get to that, does anybody have items that you want to make sure that on the self nomination forms? Especially Councillor Toner, Councillor McGovern, Councillor Zondervan. I don't see Councillor Azeem on the call anymore. I know that you guys will be reviewing these applications. I want to make sure that we are putting that nomination form out with the information that you're going to need to make those decisions. Councillor toner I see your hand.

Councillor Toner

Definitely the demographic questions that people ask. I would love to have people identify if they're from North Cambridge, East Cambridge etc. Whichever neighborhood they want to list. I think renter or homeowners would be helpful. Might also be good to get a sense of how long they have been in the city – 10 years or 40 years. So we get a blend of new people and people who have been here for a long time. Those are just in addition to the normal regular questions that would be of interest to me.

Vice Mayor Mallon

Thank you Councillor Toner. The other thing I was thinking was why do you want to serve? Rather than a resume it just tells you – I'm certain we will have the check boxes with professional qualifications. I think it will be important for the four of you when you go into a room to really know like, why somebody wants why they felt connected to the process. I want to come up with some way to ask why they want to be, want to serve on this committee.

Councillor Toner

In response to that, I completely agree. I would give it a, like 100 word limit. Not because I have to read them, but it might intimidate some people to think that they have to write a two page essay.

Vice Mayor Mallon

I think that's a great callout. Does anybody else have any specific callouts they want to see on the self nomination form? I'm not seeing any hands up although I did see Councillor Simmons pop back into the Zoom. I know she's having connectivity issues. Councillor Simmons, I just wanted to give you the opportunity now that you're back to weigh in on this particular issue.

Councillor Simmons

I want to apologize. I had a daunting time trying to get on. I don't think I have anything to say about this particular piece. Again my apologies for being late. Technology has spoiled me. So I yield for now.

Vice Mayor Mallon

Thank you Councillor Simmons. I'm sorry you're having technical issues getting on. I was glad to see that you were able to log back on. Okay. So if we don't – I will certainly, myself and the Mayor will be working with the chair to put together the self nomination form and make sure before it goes out it has the information that is needed for them to complete their work. So jumping into the last agenda item. Just to go back to one of the items we just talked about.

Councillor Simmons

Just on the, I think it was a vote taken. I lost my connection. There was a conversation around 10 years plus of experience. I don't have the document right in front of me. I know the vote was taken. I just want to register my concern a little bit because I know we said we really want women, we wanted people of color. We know in the City Manager community women have been slow to get into it. I just hope by saying 10 years, I know we made it so you could be the head of a large university or college or a large private organization, I wish we'd been a little bit more...I don't know what the language may have been, seven or more years, five or more years because I think I heard Ms. Frank say well if they don't have 10 years I'm not going to look at them. I guess I'm concerned because we may overlook some extraordinary candidates but they've only been in this area for six years because women, particularly Black women, Latino women haven't had the access. I know the vote has been taken. I just want the record to show that it is a concern of mine should we see the candidate pool that isn't, that is not as robust and is not as strong with women candidates in general, and women of color, Black and Latino in particular. Our accident because they haven't had the opportunity to be in this area. I yield.

Vice Mayor Mallon

Thank you Councillor Simmons sorry you were not there for the vote. I do see Randi's hand up so I would ask that she take the floor.

Randi Frank

I said I wouldn't look at them if they don't have 10 years if I have all of these other people with tons of great experience but I look at every resume. Question them. What kind of experience have you had? Where did you have it? And a lot of people write their resume and only put in the last five jobs. It may not be 10 years and I can get a feel that they probably have more experience. I will ask them are these the only jobs you've had or did you leave some of it out? Many people feel they do not want to go all the way back and that shows their age or things of that sort. Since we are looking at nontraditional candidates if they had the beginning of their career was nonprofit and then they went to government state, local, federal, whatever. That all adds up. But the reason the 10 is good, you absolutely don't want to go

five years, they just wouldn't have enough experience to deal with the complexity of your issues. But the 10 years is important. I wouldn't have a problem if you want to change it to eight – 10. I think 10 years for this large of an organization and complex organization you need someone who has worked as a manager, leader, administrator anywhere because they're going to have to be that new leader for you. And work with a board, and not everybody's had an opportunity to work with boards. Whether it's private-sector or nonprofit or government.

Councillor Simmons

Excuse me Madam Chair, I'm going to push back a little bit. I hear what you're saying Ms. Frank. I'm going to push back a little bit. Because some people are very liberal, you say 10 years in municipal experience, then they don't put the five years of corporate experience. I just want to make sure there's enough flexibility. We know we admit and we talked about a great deal, that women in particular, Cambridge is probably an anomaly. We have three assistant city managers that are women that have been in the field for more than a decade. They are not the norm, they are the exception. I'm concerned and hear what you're saying if you don't push back the five maybe it would be better. I just would be very clear that you in particular, you are going to be the sort of gatekeeper on these resumes that come through. That you're going to look broad and deep. I say this in particular and if I may come back to the question of women of color in particular. Because of the level of women in general and women of color in particular because of the level of discrimination that exists and in higher level jobs in municipalities and the corporate structure, what you'll find is instead of the straight line you see more of a stair step. Because in order for me to become the director – the assistant director to the director, I had to go to another firm. Then I went to become the corporate leader, I had to go to another firm. So there's got to be, and I'll be sorely disappointed if we don't try to do this. There's got to be a way for us to compensate for that kind of job history. You're going to find some women presidents that have been with the organization – I don't know how long Lee Fowles was with Harvard – that might be at a large institution for five years but my fear is that we don't bar certain candidates because they don't have 15 years here or 10 years here, but they have experienced it just broken up. You follow what I'm saying?

Randi Frank

Yes, and I'm glad Alanna put this up. 10 years or more professional related public sector or nonprofit experience. That means that I'm going to add up all of their experience so if they had experience I'm not going to just say they have to have 10 years in local government.

Vice Mayor Mallon

If I can interject in one second. I think it is a great point, thank you Councillor Simmons for bringing this forward. I'm going to share my screen and have highlighted part of the second bullet which says any equivalent combination of education, experience, and training that provides knowledge, skills, and abilities will be considered. I wonder if we add that to the end of the third bullet really to drive home that exactly what you're saying, Councillor Simmons. We don't want to turn away women and people of color who may not have assembled a 10 year record of one thing. I think if folks are amenable to that, I'd be happy to make that change.

Randi Frank

That's a great idea. I like that.

Councillor Simmons

I appreciate people can read something and then miss it. I want us to be clear, just short of saying “if you believe you can do it apply” of course I don’t want everybody thinking they can do it to apply and I want some clear, strong qualifications but sometimes in writing something we have our intention then we have the person receiving it who sees it. I want it to be broad enough for any individual to know it's not 10 consecutive years of or five consecutive years and that's when part of it, the second part of it is that we ourselves and her team also have in our mindset that we may have very strong candidate does not those 10 consecutive the trajectory is more like stairs and less like a hill, a steady incline.

Vice Mayor Mallon

Thank you Councillor Simmons. I think that's an excellent excellent point we will change around the qualifications to better reflect the candidates we are hoping to attract and making sure we not turning somebody away when they look at a qualifications page and say especially for women and people of color. I think men can look at this page and say I could do all of these things. I think women and people of color have historically taken every letter of qualifications and said “I don't meet this. I don't meet this. And so I’m not gonna apply.” We make sure that we are reducing those barriers in any way that we can. If everyone is okay with moving those around I think that's an excellent suggestion and really speaks to how we try to work in who we are trying to recruit. Thank you Councillor Simmons. We've been taking notes diligently on the changes that need to be made, these tweaks. We will make them. I'm going to stop sharing the screen. The last item on the agenda is around stipends. Any additional supports that we want to be providing for Initial Screening Committee members who may not have otherwise been able to participate so the Mayor has agreed to provide stipends out of her budget to residents who may not be able to participate to help offset the burdens on those residents. We’ll include a place on the self nomination form to ask participants if they need financial assistance in order to participate. We also ask the people requiring translation services. If so, the Mayor's Office will cover those expenses. We found throughout this process that if we want true and meaningful engagement we really need to be intentional about ensuring access whether that's making multiple entry points for translation or stipends for participants who normally would not get a seat at the table. I want to thank the Mayor's Office and give her an opportunity to speak about that and we will go to Councillor Simmons.

Mayor Siddiqui

If folks have questions I think the amount we are finalizing. We have been in discussion with the City Solicitor and the solicitor is here to answer any questions that folks may have on that. Thank you.

Vice Mayor Mallon

Thank you Mayor Siddiqui. Councillor Simmons?

Councillor Simmons

Relative to stipends it's a box that you check, I assume and it goes to submission it is confidential. And the reason why I ask that because we found, my colleagues Councillor McGovern will know this as well having served in the School Committee. When it came to free lunch, and other services that we give to families based on need, some families would not take it because they didn't want others having known

that they needed that particular support. I'm hoping that information will remain confidential. Maybe that's a question for Ms. Glowa.

Vice Mayor Mallon

Councillor Simmons, before I go to the Solicitor, the way we were expecting to receive the submissions they would come through my office and then I can remove the financial assistance piece before I forward on to the ad hoc committee. Obviously I would need to know if somebody needed a gift card in order to facilitate providing that gift card and stipend. Would that be an amenable process for you?

Councillor Simmons

As long as it's legal. I don't want to put ourselves or anybody else into a difficult place, I just, my big issue is anonymity. I want anyone that might want to apply for a stipend feel that that's their business not anybody else's business. I think there will be folks who want to take advantage of it. But if they think oh I'm the poor person at the table then they won't do it.

Vice Mayor Mallon

I think we can certainly add language to the self nomination form that will just provide exactly that this will be kept anonymous and that the only person that will be receiving this information is a person that will be providing the stipend and coordinating the stipend. I don't know if Madam Solicitor, did you have anything to add here?

Nancy Glowa, City Solicitor

I would simply say if you want to wait until I can check on that and let the committee know if it's possible but if not we can say to the extent permitted by law. Then I can let you know subsequently whether that can be kept confidential.

Councillor Simmons

Okay. One other item, those people that you feel confident enough to be chosen, to put their names into contention to be chosen and I'm going to hope are going to be varied in terms of background and experience. And because people when they come from varied backgrounds and experience have more have fewer and more skills. I'm hoping, I don't know that there is a directive or is there some sort of training, again harkening back to my days on the School Committee we would convene interview committees we would train them we would say this is what you can ask this is what would you can do this what you can't do. That's when the second part of that is also talking about diversity and inclusivity. I just want to make sure that everybody embarks on this process when they participate to have equal information and understanding.

Vice Mayor Mallon

Thank you for that. I'm going to kick that to Randi around the training process that the Initial Screening Committee members will undertake as part of the screening process.

Randi Frank

Well the book that we give them for the list, the full list that they need to reduce down is pretty obvious. We'll take them through page by page: this is candidate A and they have this kind of background, and we interviewed this, we found out this about them. Those kind of things. But then when it comes to the interviewing we will have the questions available for the selection committee and since I will be there with them while they're on a Zoom call with the candidates I will make sure that they not ask any legal questions.

Councillor Simmons

Not quite what I meant. You're taking us through the process. I want you talk about how you educate and prime them before they get to that. Let's just say Denise Simmons decides she wants to participate in this, but I've never ever been in the interview process before. What are you going to give me by way of training so I will know what to expect? Not just this is the candidate this is the candidate that it comes with. What type of pre-training, preparation will you give so they will start with the same information base. Here is Denise who has not sat in interviews before and then you have Councillor Toner who has done this all his life.

Vice Mayor Mallon

Randi before you start answering I know that Randi will be, Randi and her team, Randi certainly herself will be here on May 2 in Cambridge which is the day before and we could provide opportunities for Initial Screening Committee members to come in and have a training with Randi on really, like, interview skills, how the process works and just get people caught up. That's one option. Or we could do a training with Initial Screening Committee members on that day with another firm if Randi is going to be doing other things. That way they'd be doing it together. I think there's a couple of options I think that's a great callout if you're somebody who has never ever interviewed somebody and now you're interviewing this very big position in our city and we don't want to turn away people just because they feel they never done this before. Like what could I possibly be bringing to the table. I appreciate that thought and that question. I think there's a couple ways we can work on that and Councillor Simmons if you, myself and the Mayor really wanted to work with Randi on figuring out what the best way to provide the training would be and then when.

Councillor Simmons

Thank you for that. There's somebody I would like to – we don't have to talk about this now, who is very good at this. They retired but they might come back to help us because they've done this often, so many times and they have this down to a science. I'll reach out to see if they have availability and interest. If not we can find someone but I hope you understand I'm not saying Ms. Frank your process isn't tried tested and found true. What I'm saying is everybody doesn't come to that process at the same level. And if we don't one give them the tools they will not do it well or worse they will drop out. Either physically, not come or mentally dropout. because they feel i'm not up to the task so i can't do this.

Vice Mayor Mallon

I think Councillor Simmons, myself, Randi, and the Mayor should set up a time to talk about this and figure out what the best way for us to move forward with the training. I think that's an excellent callout. We should definitely be making that a priority. If you are amenable to talking off-line next week that would be great.

Councillor Simmons

I'm amenable to do that.

Vice Mayor Mallon

Thank you so much. I think does anybody have any additional questions about stipends for live translation or any of the supports that we should be thinking about for the Initial Screening Committee at this time? Okay. Well the last thing on the agenda is to go to public comment. I believe we have one person signed up for public comment.

Anthony Wilson, City Clerk

I'm pulling them up now. There is one person in public comment. Heather Hoffman, please go ahead.

Heather Hoffman

Heather Hoffman, 213 Hurley Street. Thanks for the opportunity to speak after all the votes. At the same time it's always useful to hear discussion before I get the chance to say something about it instead of screaming at my computer screen. I would like to second what Councillor Simmons said about various issues of convincing people that it's okay to do this. And that they will have the skills and everything else that she said. It rang very true to me. I'm glad that you are incorporating those suggestions. One of my both curses and gifts is proofreading. I will point out two typos that I saw not even looking very hard. On page number one there's a sentence that starts "the biotech corridor" and there is a comma in the middle of the sentence. That should disappear and go be a comma somewhere else. And then on page 3 there is a parenthetical that ends "finance capital budget items" and the end parenthesis somehow didn't show up. I hope that you will be casting a broad net for people to screen and for people to be screened. I personally think that this could be a really good process and something that we could perhaps try to emulate going forward because it is true that so often these things are already decided and already closed ahead of time. And I may be naïve but this feels like something where that is not true. I want to thank everybody who's been part of making it feel that way. Thank you.

Anthony Wilson, City Clerk

The next speaker is Lee Farris

Lee Farris

Good afternoon.

[unclear audio].

Vice Mayor Mallon

Did we lose Lee?

Lee Farris

Can you hear me?

Vice Mayor Mallon

I can hear you, go ahead.

Lee Farris

I had sent some comments that Heather pointed out on the job description that are apparently too late but I thought that I would share some of them in the hopes that possibly councillors will agree to make them. On page 2, these are comments on the old job description because the new job description was not available to the public. On page number two I would note that Cambridge is one of the densest cities in the country. Not just in Massachusetts. On page 7 the first quote contains a call for upzoning. Because that's a very far from consensus view in Cambridge, I ask simply that it not be the first quote. The one about housing probably the next one to it is probably something that a lot of people agree with. I leave it to you as to what should be the first quote. I'm not sure exactly what changes you have made since I was only partially able to follow the revisions. On page 9, I know that there has been an addition of physical planning and wonder if there could be a mention of experience with urban planning as a qualification, one of the possible qualifications. Under the challenges housing paragraph on that page I would like to suggest that Cambridge needs to address the huge impact the commercial development has on housing costs and that the new manager needs to work on better balancing housing and commercial development going forward. This is a point I made at the meeting last week. I did not see a reflection or did not hear a reflection of that point. I would also like somewhere that there be a reference to experience with using metrics to measure success. I could not find anything similar to that. Then some process points: I asked last week that an email with the job description be sent to all 700 respondents. I do not believe it did. I looked on the coUrbanize website and it simply says "you can watch the two hour committee hearing" it's too late to do that now. I hope that email will go to all 700 respondents plus the other 100 or 200 from the focus groups with the screening committee application. Lastly, the current job description as I said is not on the City's website. It's frustrating you didn't put it up in time for people to see before the meeting started.

Vice Mayor Mallon

Well I think that was everyone.

Anthony Wilson, City Clerk

That is everyone.

Vice Mayor Mallon

I will entertain a motion to close public comment.

Anthony Wilson, City Clerk

On that motion.

Councillor Carlone

Yes.

Councillor Nolan

Yes.

Councillor Simmons

Yes.

Councillor Toner

Absent

Vice Mayor Mallon

Yes.

Anthony Wilson, City Clerk

Motion passes four in favor one absent.

Vice Mayor Mallon

To respond to a couple of the comments in public comment we went back through after the draft the final draft was posted last night we did fix some of those smaller technical errors: the parenthesis, the comma. We can certainly move to the point, we can truly move the one quote from the very first slot into a different slot. That's an easy change to make. And yes the leadership profile when it's finalized and the self nomination form will go out to all the participants that were in focus groups. It will go out through the page for all people signed up there I'm going to be asking that ... had been asking that of my colleagues but everybody gets the information once this is posted as a finalized version that will have your networks make sure we are sharing this leadership profile far and wide, that self nomination form gets to as many Cambridge residents and stakeholders as possible to have really diverse group for the Ad Hoc committee to be selecting Initial Screening Committee from. Certainly we can make a couple of those smaller changes that were brought up in the public comment. Does any Councillor have any questions or concerns at this point? Or any additional comments? Not seeing any hands. Okay. We are off to the races. We will make those changes that we discussed during our meeting and the ones that came up at the end during public comment. We will send that off to Randi, she will start posting. But also get it out to as many channels as possible. Then the clock starts tomorrow on our recruitment efforts and again I cannot thank the members of the committee members of the City Council and the hundreds of residents and stakeholders and employees that really participated in this process to get this document this far. And I really look forward to the next steps which are identifying that Initial Screening Committee and also seeing the pool of applicants to come in. We will keep you posted on all of that. I guess I will at this point entertain a motion to adjourn. Councillor Carlone motioned to adjourn.

Anthony Wilson, City Clerk

On that motion.

Councillor Carlone

Yes.

Councillor Nolan

Yes and thank you all.

Councillor Simmons

Yes sorry.

Councillor Toner

Yes.

Vice Mayor Mallon

Yes.

Anthony Wilson, City Clerk

Motion passes five in favor zero against.

Vice Mayor Mallon

And we are adjourned thank you everybody see you tonight.

A communication was received from Vice Mayor Mallon, transmitting documents for the Government Operations Committee meeting on March 9, 2022