

## CAMBRIDGE CITY MANAGER

### PANEL INTERVIEW SCORING SUMMARY

On Tuesday, September 20 and Wednesday, September 21, three panels convened and each had a free flowing discussion with each of the three Finalists for the position of City Manager. Each panel member was given an evaluation form to rate each of the candidates and to offer comments. The candidates were scored in a variety of areas, see attached form.

Below please find the aggregate scores from the panel interviews. A candidate received an overall score of 1 for Lacking, 2 for Qualified and 3 for Superior. For example, if a panelist gave an overall score of Qualified, then the candidate received a 2 from that panelist. If a panelist gave an overall score that bridged two ratings, such as between Qualified and Superior, then the candidate received a 2.5. In addition, some of the panelists included comments. The comments appear by candidate as submitted after the scores in alphabetical order.

#### **Aggregate Scores:**

Ash: 62.5  
DePasquale: 71.0  
Fetherston: 72.5

#### **Comments:**

##### Ash

Mostly would use the strategies used in Chelsea. Not clear what he would do to “get people on the same page”.

Concerned about ability/commitment to working with/support/promote diverse workforce. Every story was He/Guys. Only female that came up during interview was his wife.

Well prepared, great prior experience. May be a little too much of a politician but clearly committed to municipal management.

Concerned with harmony with the city values regarding climate change.

Could not give any specific answers about what he would make better in Cambridge. Did not seem to know much about the issues in Cambridge.

Low energy, called Cambridge “Charlestown” once.

Qualified but some answers lacked a complete answer or the depth I think the question called for.

Very affable and enthusiastic, well prepared.

Knowledgeable and confident, easy manner with staff focused on relationship and less on policy.

I did not completely trust Mr. Ash.

Qualified but seem to be very political and somewhat superficial in responses. Unclear if this a strong Cambridge fit.

Concerned by his Boston Globe publicity. Also concerned by possible issues with City Council compatibility. Otherwise enthusiastic to have him.

Excellent candidate. It would be a shame NOT to hire him. He brings local, regional, state and national connections. He is the one.

### DePasquale

Very excited and committed to the city. Obviously loves Cambridge.

Good qualifications for position and good experience. But still views the city through a financial lens.

Loves the city, believes it is important to “do what’s right”.

Qualified, but skill set seems to rely heavily on finance and not broad enough for other responsibilities of the position.

The role transition will be a challenge, the lack of experience outside of Cambridge a concern.

Was very impressed with his conversation.

Deep knowledge and understanding of the community is invaluable. Also, known ability and relationships with staff, council and stakeholders.

Clear love of the city.

Well prepared to step in on day one, knows the city extremely well.

I believe of the three finalists he is clearly the best choice.

Most impressive candidate.

I thought DePasquale was far superior to the other candidates in his knowledge of the issues and his vision for the future.

Too Old School. Cambridge needs new perspective

I don't know what the City Council wants in terms of a manager

Passionate about Cambridge

Show a strong role in wanting to work collaboratively with the City Council, willing to move forward with diversity initiatives

### Fetherston

Very genuine and sincere.

Great job! Likeable.

Smart, direct, knowledgeable.

I felt that Paul would be likely to be able to form collaborative relationships with all stakeholders.

I was impressed with his knowledge of multifaceted issues.

Seemed to understand Cambridge and brings experience from a comparable community.

Good candidate but unable to dive deep into immediate contributions to City, staff, and community.

Didn't have many ideas for work, inclusion, diversity and mentioned the challenges of the position more than the success.

Presents well and is very enthusiastic, would bring a positive outlook and openness, new perspective and would be a good fit

Great presentation. I am hesitant about having an outsider but would certainly welcome him. He is qualified and has energy and enthusiasm to work with stakeholders in a city like ours.

Excellent energy level, enthusiasm, wisdom. Could imagine him fitting very well into City. Gets my vote. Love the outside of Cambridge perspective and the versatile experiences which could be tremendous asset for City.

I think he would be a great fit for the City. I ranked qualified for Council because I don't know what they really want so cannot say. Also, I could not give superior understanding of community comment because he will have to learn but has obviously done his homework!

Limited experience with diverse communities, large corporate stakeholders.

He was great!! He gave us a plethora of examples of issues he's interested in, ways he'd address them, his style of engaging with staff, and issues specific to Cambridge. He's very personable, has collaborate approach, and would make a great City Manager.

Very good organizational skills but doesn't have a clear vision programmatically. Didn't mention affordable housing.

Very open and available. Impressive.

Strong measured professional manager, Understands the role of the City Manager- lead organization, interface with City Council. Not as strong a public presenter/public personality but that isn't the critical role of the City Manager

Interesting possibility, fresh perspective

As a complete outsider, it's hard to fully gauge compatibility. I do think his emphasis on organizational culture and values is something that needs deep attention in Cambridge.