

**CAMBRIDGE CITY MANAGER
CITY COUNCIL INTERVIEW QUESTIONS
(9/21/16)**

Mayor Simmons

Please discuss how you will work to increase and promote diversity throughout the City's workforce, at all levels, and to increase tolerance, acceptance, and respect between all City employees

Councilor Carlone

Cambridge has dramatically changed since the 1970's when the city was struggling economically, vast areas were vacant and few if any, developers considered it a safe bet for construction. Since then the city's growth and economic transformation are unprecedented resulting in large city surpluses and one of the lowest real estate tax rates in the state.

However, over the same period residential property values have increased 20 times, and small business and local retail rents are dramatically increasing. The result is many Cantabrigians are forced to leave Cambridge and the city is losing its unique personality and culture.

Citing your personal experience and the city's very strong economic base, what efforts would you lead for greater housing, local retail, and small business assistance beyond present city efforts?

Councilor Chueng

Resident surveys and municipal awards both underscore the point that Cambridge is an extremely well run city offering its residents unparalleled level of service. Despite the great work of staff at all levels, there is a growing feeling that the City is ill-equipped to deal with the mounting pressures and expectations in affordable housing, urban planning, tech innovation, transportation, and early education. Appropriate dealing with our modern challenges may necessitate changes in organizational structure, culture, and/or workforce. How would you assess and address changes that may NOT spare employees hard feelings, but spare residents hard choices?

Councilor Devereux

Cambridge is a city where the majority of residents and many small businesses are renters. With rising income inequality and steadily increasing property values, displacement in both sectors threatens the community's valued socio-economic diversity. What in your experience can you cite that would give those feeling the squeeze the confidence that you will equitably balance the often competing interests of property owners and tenants? What specific models from outside the Cambridge and Boston area (national or international) would you seek to draw on?

Councilor Kelley

I forward you a number of emails expressing concerns from several constituents that their attempts to contact and get services from a certain City staff/department have been frustratingly unproductive. What do you do short, mid and long-term?

Councilor Maher

Some people feel in our community are somewhat surprised that we don't have a more coordinated corporate philanthropic initiative with many of the large businesses and institutions in our community especially regarding efforts as they relate to supporting our public schools and job training initiatives for low income residents. Can you share any ideas or insight into how you might tackle this issue.

Councilor Mazen

It has become the norm that department heads be allowed to editorialize in their reports, mixing the dispassionate informational analysis the Council needs with additional framing or discussion that suggests, and even dictates, policy outcomes. While department heads and the Manager's Office may have valuable opinions, these could be separate "Communications from City Officials" providing friendly advisement, rather than mixing opinions into official reports presented as canon, via the City Manager's Agenda. Will you agree to keep reports objective and open ended? In what other ways will you encourage policy discussions in Sullivan Chamber and protect policy directives among staff?

Vice Mayor McGovern

The relationship between the City Manager, the Council and the community are vital to keeping Cambridge the amazing city it is today. How will you balance the need to sometimes say "No" to Council or community requests with ensuring that you are open to outside input and suggestions?

Councilor Toomey

Income inequality has been a growing problem in Cambridge. Can you talk about income inequality and its relationship to affordable residential property taxes.