

MINUTES
JULY 18, 2012

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Present

CRA Board members: K. Born (Chair), M. Drury, C. Bator, B. Zevin, and C. Crawford

Others: J. Tulimieri (Exec. Director of the CRA), B. Murphy (Deputy City Manager, City of Cambridge), and J. Mullan and S. Shapiro (Counsel to the CRA)

Summary of the Discussion

The Executive Session began at 9:35 pm. Mr. Mullan took the minutes of the session.

The Chair explained that the session would be limited to a discussion about a personnel strategy and negotiations with non-union personnel. She said that the Transition (or Personnel) Committee had met and had developed a work plan for a transition in leadership and that it was apparent that the CRA has to make some fundamental decisions on candidate profiles (temporary, permanent). It was not clear to the Committee whether a permanent Executive Director is required at this time. The Committee presented three options: (a) maintaining the status quo while a new Executive Director (ED) is recruited; (b) retain a temporary ED who would not be a candidate for the position; or (c) recruit a temporary ED who might or could be a candidate for the position.

The Committee has met with the CRA staff to gain a general understanding of their duties, responsibilities, and objectives. It has also received from Mr. Tulimieri a draft Staffing Plan that lays out the current work of the CRA, its staff, some ideas for the future, and a general sense of the issues facing the CRA both now and in the immediate future. The Committee explained that it has discussed the transition with City of Cambridge officials, who have expressed a willingness and desire to help and to work toward evaluating in more detail the potential for a stronger relationship with the City in the future. The members discussed the need for a Transition Plan to determine the best course of action and expressed general agreement that a Transition Consultant would be helpful toward getting that work completed. Ms. Kathy Spiegelman was identified as the potential candidate.

The sense of the Board was to authorize the Committee to negotiate with the City of Cambridge on the matter and to report back to the full Board in August.

The Committee indicated that it will meet with Mr. Tulimieri to interview him for the purpose of advancing negotiations with him regarding his status.

Conclusion of Meeting

On a roll call vote of 5-0 following a motion by Mr. Bator and a second by Mr. Crawford, the members voted to end the Executive Session. The Executive Session ended at 10:55 pm.

Submitted: J. Mullan, Counsel to the CRA