



## CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139

TEL. 498-9011

EXECUTIVE DEPARTMENT

ROBERT W. HEALY

City Manager

RICHARD C. ROSSI

Deputy City Manager

### POLICE COMMISSIONER SELECTION PROCESS

A. RESUME SCREENING: 245 applications have been received for the position. In order to expedite this important process, I will first use a resume screening committee comprised of:

Robert W. Healy, City Manager  
Richard Rossi, Deputy City Manager  
William Gomes, Affirmative Action Director  
Jill Herold, Assistant City Manager  
Michael Gardner, Personnel Director

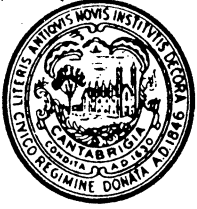
This group will first independently, and then collectively reduce the pool to a more manageable number of well qualified applicants, hopefully no more than thirty.

B. PROFESSIONAL ADVISORY COMMITTEE: This group, currently being organized, to consist of representatives from, for example, the IACP, PERF, NOBLE, Middlesex County District Attorney's Office, U.S. Attorney's Office, Harvard Center for Criminal Studies, and the current Chief. They will be asked to recommend which of the reduced group of candidates should be invited for interviews. These results will be collated and the further reduced group invited to submit examples of work product and to attend interviews with the professional advisory panel. The panel will submit its comments and recommendations to the City Manager.

C. CITIZEN REVIEW COMMITTEE: After review and analysis by the Professional Advisory Committee, the most qualified candidates

will be referred to a Citizen Review Committee for interviews. This group will consist of representatives of the Police Review and Advisory Committee, Commission on the Status of Women, Human Rights Commission, CHA Tenant Senate and five members of an ad hoc citizens group appointed by the City Manager from volunteers solicited through advertising. This ad hoc group would represent the diversity of the community, neighborhoods, and businesses.

This group would submit a final list of five to seven candidates to the City Manager for selection. I would reserve the right to decide to consider additional candidates but any additions would be resubmitted for evaluation by the Professional and Citizens Committees.



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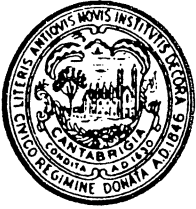
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A-67  
Police Commissioner Selection  
Process

1-1-77



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**Police Commissioner Selection Process.**

**November 19, 1990**