

responded to repeated telephone messages. After interviewing Ms. Kincaid, the panel unanimously felt that she was exceptionally well qualified for the position.

I believe Ms. Kincaid will be a valuable addition to the Auditor's Office.

- She has already worked with the City for two years and knows well our financial system, both its strengths and weaknesses
- She is a professional auditor and is well versed in government accounting systems
- Her cost accounting experience should prove valuable as we further develop the City's performance budgeting system
- Her data processing skills will allow her to play a key role in implementing our new financial information system

Ms. Kincaid has a family and is active in her community. She will begin service Monday, March 30.

We will now begin the review process, again for the second time, for the position of Field Auditor. I have been working with the City's new Affirmative Action Officer to expand our outreach to include more Cambridge residents and to further our Affirmative Action goals in filling this position.



CITY OF CAMBRIDGE

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James A. Lindstrom

City Auditor

RECEIVED BY
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98 MAR -6 AM 11:27
CAMBRIDGE MA.

TO: The Honorable, The City Council

FROM: James A. Lindstrom
City Auditor

DATE: March 5, 1998

RE: Manager of Financial Reporting and Control

After a long and exhaustive search, I am pleased to announce the appointment of Michele A. Kincaid for the position of Manager of Financial Reporting and Control. Ms. Kincaid brings a unique blend of private and public sector experience which should allow her to assist the City in accomplishing a number of its goals. Ms. Kincaid has been the Supervising Senior Accountant for KPMG Peat Marwick on its most recent audits of the City's financial records.

We went through two recruitment cycles. The first involved a large ad in the Boston Globe, followed by job announcements in the Newsletter of the Government Finance Officers Association and via a personalized mailing to the members of the Massachusetts Municipal Auditors' & Accountants' Association. That process yielded 24 outside and one internal candidate; of these six were recent graduates; only one resided in the City of Cambridge. Four candidates, including the internal, were interviewed by a panel consisting of Budget Director Louis DePasquale, Manager of Financial Operations for the School Department David Kale, and myself. We were unable to reach consensus on a preferred candidate and so recruited a second time.

This round brought forth 16 applicants, none of whom were from Cambridge. Three were invited for interviews. One declined the invitation and one never

Comm. and Rpts from City Officers
#1

S-170

Communicatin was received from DMD, transmitting
a memorandum from James A. Lindstrom, City
Auditor, regarding the appointment of
Michele A. Kincaid as the Manager of Financial
Reporting and Control.

In City Council March 16, 1998

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