



## CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139

TEL. 349-4300

FAX. 349-4307

EXECUTIVE DEPARTMENT

ROBERT W. HEALY

City Manager

RICHARD C. ROSSI

Deputy City Manager

February 22, 1993

To The Honorable, The City Council:

I am very pleased to announce the appointment of Robert R. Bersani as Managing Director and Acting Commissioner of the Department of Inspectional Services. The appointment of Mr. Bersani represents the culmination of a very successful selection process which involved the participation of an extremely able and dedicated citizen's panel. The citizen's panel, working over numerous evenings, interviewed a large number of candidates to arrive at their three top choices for referral to me. Mr Bersani was the unanimous first choice candidate of the citizen's panel. I interviewed Mr. Bersani, along with the other recommended candidates, and have selected him as the new Acting Commissioner.

Mr. Bersani, a former Vice Commander of Naval Facilities Engineering Command, Pacific Division, retired in 1992 after a long career in the Navy. Mr Bersani is a graduate of Northeastern University in Engineering with a Master's in Public Administration from the University of Pittsburgh. Among his recent experiences in the Navy supervising civil service civilian as well as military personnel, Mr Bersani directed day to day operations of a diverse organization of 600 engineers and other professionals in planning, design and construction of facilities for the Navy and other public agencies in the Pacific Rim area. These assignments required close cooperation with the communities affected by Navy projects in all aspects from design planning through construction and implementation. This experience will serve him well in Cambridge.

Mr Bersani's experiences in the Navy working with a diverse workforce under a variety of different conditions position him very well to take charge of the Inspectional Services Department. I expect that under his leadership the City will be able to take great pride in the performance of the Department. Mr. Bersani will begin work on March 15.

Very truly yours,

Robert W. Healy

#1472

ROBERT R. BERSANI  
33 HALAWA DRIVE  
HONOLULU, HAWAII 96818  
(808) 423-8421 (H)  
(808) 474-1141 (W)

- Objective** A responsible position in facilities management where qualifications, experience, initiative, and interpersonal skills will be strongly utilized.
- Career History** Broad and valuable experience in managing engineering organizations involved in maintenance and operation of facilities, utility systems and public housing, and directing master planning, design and construction. The most significant recent work situations spanning the past five-year period are detailed immediately below.
- Executive Management** Directed day-to-day operations of a diverse organization of 600 engineers and other professionals in accomplishing planning, design, and construction of facilities for the Navy and other public agencies in the Pacific Rim area. Related responsibilities included real estate acquisition and disposal, and technical support to over 40 customer organizations in the areas of environmental compliance and restoration, maintenance management of facilities and utilities, and the maintenance and operation of transportation and construction equipment.
- Facilities Management** Served as Public Works Manager for a Navy nuclear shipyard equivalent in business volume to a Fortune 500 company. Full authority over development and execution of facilities operational and maintenance programs. Directly responsible for a work force of 500 persons involved in real property operations. Work force included professional engineers, planners, financial managers, contract managers, environmental professionals, family housing specialists, construction inspectors and the full range of craftsmen. Annual budgets ranged from \$45M to \$50M with actual performance always a minimum of 3 percent below target.
- Contract Management** Contracting Officer for the Navy with oversight for the base operating support contract for the Island of Diego Garcia in the Indian Ocean, a \$25M per annum incentive type contract employing an average of 1,400 personnel. Successful management evidenced by independent rating board consistently awarding contractor in excess of 96 percent of quarterly incentive fee.
- Environmental Management** Developed hazardous waste plans for major industrial activities in two states, Maine and California. By developing close working relationships with state and local regulatory officials, production operations were never impacted and these industrial activities were considered "good neighbors". Overall responsibility for development of a comprehensive, extended term engineering studies contract for cleanup of past Navy hazardous waste disposal sites in

Hawaii and Guam. The contract, in the amount of \$100M over a 10-year period, was designed to eliminate the wasted effort of contracting with different consultants as cleanup planning advances through progressive stages of the environmental review process.

Personal Management

Proven record in developing staff and motivating and leading people in attaining organizational goals. Over three-year period downsized geographically dispersed 750-person technical organization by 20 percent to meet budgetary objectives. Reductions attained without degradation of services to customers. Adverse actions to employees were avoided by employing intradepartmental transfers with cross-training together with an aggressive out-placement program. On separate occasions, both participated as a member and led management's team in union contract negotiations with successful results.

Professional Affiliation

Past regional vice-president (Pacific Area) of the Society of American Military Engineers (SAME). Leadership of seven Posts comprising over 800 individual and corporate memberships. Member APWA.

Education

MSCE, MPA (Urban Affairs), University of Pittsburgh; BSCE, Northeastern University

Personal

Excellent health. Married with four children. Completing military service as a Captain in the Navy Civil Engineer Corps. Top Secret, SBI clearance. Registered Professional Engineer (Civil).

Recent Experience

- 1990 - Present Vice-Commander, Pacific Divison, Naval Facilities Engineering Command, Pearl Harbor, HI
- 1989 - 1990 Public Works Department Head, Pacific Division Naval Facilities Engineering Command, Pearl Harbor, HI
- 1986 - 1989 Public Works Department Head, Mare Island Naval Shipyard, Vallejo, CA
- 1984 - 1986 Chief for Logistics, Commander Naval Forces, Marianas Islands, Guam
- 1983 - 1984 Head, Naval Base Operations Division, Chief of Naval Operations, Pentagon
- 1980 - 1983 Public Works Department Head, Naval Air Station, Brunswick, ME

A-26

Appointment of Robert R. Bersani  
as Managing Director and  
Acting Commissioner of the  
Dept. of Inspectional Services.

February 22, 1993