

Cambridge Civic Association

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February 18, 1993

At its February 11th meeting, the Board of Directors of the Cambridge Civic Association considered the role of the Cambridge city manager, and resolved the following:

- The Board of the CCA is opposed to the extension of the contract with the City Manager in its present form.
- The Board of the CCA believes that no Cambridge City Manager should be provided a contract with term limits. An employment agreement with a City Manager should explicitly state that he/she serves at the will of the City Council, and that he/she can be dismissed at any time without stated cause. However, the terms of employment should include fair severance terms, applicable to a situation where the Manager is terminated for other than criminal reasons. For example, the Manager, if removed, could be entitled to receive full pay and benefits until employed elsewhere, or for one year, whichever comes first.
- The Board of the CCA believes that, under the leadership of the present City Manager, many municipal departments, boards and programs are not currently functioning properly, and that the Manager and the City Council should act decisively to ensure that these deficiencies are remedied promptly through whatever means may be necessary.
- The CCA will monitor closely the performance of the city administration in improving the cost effectiveness and quality of service of all departments, but with particular attention to departments which the CCA Board believes are not presently performing satisfactorily. The CCA intends that management reform shall be a central element in its 1993 municipal election platform.



Rena Scott
President

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Gail Willett
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Consent Communication #10
CCA Opposing City Manager's
contract extension

5-80

In City Council,

February 22, 1993

Placed on file