

Auditor/Clerk Oversight & Personnel SC

May 11, 2022 5:30PM

Present Chairman Gitschier

C. Robinson

C. Rourke

Chairman Gitschier said the meeting had been called to discuss the position of DEI Officer. Chairman Gitschier opened meeting to the registered speakers. School Committee Member Stacy Thompson, Yun-Ju Choi, CEO Coalition for a Better Acre, Timothy Heightsman. C. Robinson thanked the speakers as well as everyone engaged in this issue. C. Robinson noted that in regards to the CLAR audit did not include employees that do not have city email, does not include the public (people that have applied for positions) how do you reach out to them if there is no list. C. Robinson explained that the proposed transfer of the position to 11 City Councilors not 11 bosses only takes 1 councilor for line of communication to shed light on a problem and have a public conversation. C. Robinson also said by keeping position where it currently is there is a potential for no transparency. C. Robinson said this is thinking outside the box. C. Robinson said we have tried this and it did not work so let's try something different with the legislative body the City Council. This position would be implementing policy which stems from the City Council with a majority vote. C. Robinson said successful communities utilize this position as an advisor, as a consultant, and training officer. C. Robinson noted we need a DEI Professional that has specific background that can train, teach and educate all department heads as well as the City Council. C. Robinson noted for the record he has no intention of doing away with the position as the position is desperately needed. Chairman Gitschier noted that C. Drinkwater was in attendance as well as M. Chau and Human Relations Director Mary Callery and City Solicitor Christine O'Connor. Chairman Gitschier asked Solicitor O'Connor if she had done research on how changing the position would affect the Plan E Charter. Solicitor O'Connor stated that she had spoken with C. Robinson about the concerns that he has. Solicitor O'Connor explained the first thing would be a required change but then if a change happens how would it work. Solicitor O'Connor stated her concern would be not only that it would require a change to Plan E but that the position go to the heart of what distinguishes Plan E, which is having a City Manager in a position that does the hiring, discipline, firing that works with HR. Solicitor O'Connor explained a hybrid regarding the audit that was done, one potential option for the City Council to consider is to have outside contractors take a look at this issue with listening session with City Manager and the public for concerns. C. Drinkwater has concerns with position being under the City Council instead of the City Manager. C. Drinkwater stated position is needed in the city. C. Rourke questioned the City Solicitor regarding the position being moved under the direction of the City Council with respect to having a Charter Commission. Solicitor O'Connor noted process and stated DEI Officer even under City Manager could still come in and answer questions of the City Council. C. Rourke applaud C. Robinson for bringing forward and having discussions. Chairman Gitschier noted the need for trained staff doing honest interviews. Chairman Gitschier noted the importance of providing training now so that when the DEI person comes training has already started. Chairman Gitschier acknowledged that City Manager Golden was in attendance. C. Robinson **motion** "To follow the guidance the solicitor brought forward to have the City Council work

with the City Manager to establish a list of criteria to be used to go out for contracting for DEI Services”, seconded by C. Rourke, 3 yeas. So Voted. C. Robinson recognized Yun-Ju Choi again. Yun-Ju Choi spoke. Chairman Gitschier thanked everyone for attending.

Motion to adjourn by C. Rourke, seconded by C. Robinson.

Adjourned 6:30PM

Angela Gitschier, Assistant City Clerk