



# CITY OF WORCESTER

CITIZEN ADVISORY COUNCIL

## MINUTES

### CITIZEN ADVISORY COUNCIL MEETING

Thursday, October 17, 2024 6:30 PM

#### Hybrid MEETING

**In Person:** Levi Lincoln Jr. Chambers, City Hall

**Remote Access:** Microsoft Teams

**Present:** District 2, Rachel Brown, Chairperson  
District 4, Theodore Kostas, Vice Chairperson  
District 1, Tina Zlody  
District 3, Michael Richard  
District 5, Carol Stovall  
At Large, Julie Cohen

**Excused:** District 1, Isabelo Cruz  
District 2, Ammar Asbahi

**Absent:** District 4, Casey Thomas  
District 3, Siaka Kromah

**Staff:** Jeannie Michelson, Human Resources Department

1. Rachel called the meeting to order at 6:30pm
2. Roll call attendance: 6 members were in attendance.
3. Rachel asked for a motion to accept and approve the minutes from the 9/10/24 meeting.
  - a. Carol made a motion to accept the minutes and Tina 2<sup>nd</sup> the motion. After a roll call, the minutes of 9/10/24 were approved. 6-0 in favor.
4. Interview current applicants:
  - a. Ryan Anger:
    - i. Off Street Parking Board: 6 – 0 in favor
  - b. Bwann Gwann:
    - i. Thomas Early Scholarship Fund Board: 6 – 0 in favor
  - c. Nicole Levay-O'Brien:
    - i. Community Development Advisory Committee: 6 – 0 in favor
  - d. Chizoma Nosike:

- i. Elder Affairs Commission: 6 – 0 in favor
  - ii. Advisory Commission on African American and Black Affairs: 6 – 0 in favor
- e. Matthew Torrey:
  - i. Elder Affairs Commission: 6 – 0 in favor

5. Updates:

- a. Status of pending applicants: Jeannie reported that the three (3) applicants Julie had asked about at the last meeting, John Murray, Noah Meister and Feanna Jattan-Singh, were not appointed and each was notified.
- b. HR Recruitment Team: Jeannie said that the transition to having the recruitment team attend meetings is on hold for now. Although they will be recruiting applicants while they are in the community, the current workload won't allow for a smooth transfer of duties at this time. The recruitment team will be attending upcoming city retiree health fair/open enrollment sessions and will be discussing opportunities on boards/commissions.
- c. CAC Voting Process:
  - i. Rachel talked about the way in which she looks at voting on applicants, by being as favorable as possible, forwarding as many as possible to be considered.
  - ii. Tina discussed the consideration she gives to those that have taken the time to review minutes and recordings to really understand which board they feel they could be most impactful.
  - iii. Julie approaches it as her default is "yes" but its not a rubber stamp. There was discussion about the form that is used by the HR Team for interviews. It was explained that the form is a tool that is used but there is also discussion amongst the HR team and the staff liaison to determine which applicants are forwarded to the City Manager for further consideration.
  - iv. Mike said that he also defaults to "yes" but listens to the applicant to hear their passion for the board that they want to join.
  - v. Julie expressed her concern about recruiting applicants to apply when the process can take a long time, and some applicants are not selected and are not given a reason as to why they are not selected.
  - vi. Tina agreed that asking people to go through a lengthy process to volunteer on a board and then not get selected and not be told why they weren't selected isn't very transparent.
  - vii. Rachel said it's a good time to speak to the staff people involved with the next step in the process, including the City Manager, if he is available, to set expectations for the public. Would like to know what the internal process is for the City Manager to choose or not choose someone for appointment.

viii. Julie asked for clarification about recruiting and how long they should tell people it will take to be appointed. Jeannie said that the data showed the average time from the CAC meeting to appointment, is 66 days or 2 months.

6. Recruitment/Outreach

a. Rachel mentioned that the list of permitted events was included in the packet and members are encouraged to reach out to Jeannie if they can attend.

7. Future Agenda Items:

8. Carol motioned to adjourn the meeting. The meeting was adjourned at 7:14pm.

/jmm

DRAFT