

CPC Concerns

High Level Overview

People

- 3 of 9 members are women & they do all the work.
- I've pushed for collaboration, established committee rules and facilitated leadership meetings
- My perspectives have been dismissed, ignored and I've been disrespected regularly

Process

- CPA law has requirements for documentation and process – disregarded/glossed over
- Committee members have voted/approved process, rules and documentation and then disregarded
- The chair acts as he sees fit and does not collaborate with the leadership team or full committee

Law

- CPA requires a public meeting to review master plan. Master Plan is an embarrassment if presented as is at this time. Committee pushing to do it anyway as is.
- CPA requires public hearings for projects. Rubric for measuring projects is not established or voted on. There is no way to measure projects objectively. Committee pushing back.

Risks

- Not meeting CPA law requirement
- Liz and me leaving – all old white men
- Steve W. pushing things through w/o law consideration
- Judy getting bulldozed
- No diversity or consideration of non-white privileged communities: – translations, outreach, PR, accessibility/disability, underserved communities
- No diversity on committee – only 3 women and only two people under 60 yrs. old

The Bottom Line: Action Required

1. A positive change in leadership and a cultural shift (much harder and has to be internal to be effective) are needed. This means a leader who is:
 - Collaborative
 - Team Builder
 - Understands or willing to learn the detailed CPA law and CPC requirements
 - Empower team members
 - Follow rules approved by entire committee
 - Does not tolerate disrespect
2. Diversity is needed! Colors, ages, genders, professional backgrounds, languages, owners/renters, north/south/east/west residents.
3. **I do not want to but if we can't make the above happen in a timely manner, I will be forced to resign from the Framingham CPC. All efforts to achieve CPC goals and foster constructive dialogue have only been met with verbal abuse and unfair criticism.** (note: I will not be the last resignation to be expected)

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Specific Examples

General

- 7/28 1st CPC Mtg: All women “working” roles - Finance Admin (I pushed for this CPA norm – Chair Mahoney did not want)
- Liz insulted they expected her to do minutes (when I pushed for FA)
- 7/21 – 9/21: 80+ hours on CPA research & documentation (Liz 100+)

Interpersonal Interactions

- Joe N. 4+ missed meetings (rules) – pushes us to not do as much foundational work.
- Doug S to Shannon S: doesn’t appreciate being lectured to
- Steve S doesn’t have time to do the work, Doesn’t expect to be told what needs to be done
- Doug S doesn’t like to read – doesn’t read any of the documentation produced
- Steve W. expresses irritation in chat on Zoom (not saved: OML)
- All men push to get to accepting projects w/o laying foundation
- Joe N., Fred W., Doug S., want to use what other CPCs have done w/o what Framingham needs
- Approved rules not followed or enforced. (e.g. meeting attendance)

Chair: Without committee knowledge or consent

- Brings Catie Colliton on to take notes @ time & ½ pay
- Creates phone number (with voicemail), email and puts on website
- Joins CPA knowledge sharing group
- Engages with the public via Zoom – public participation guidelines
- Disregards rules
- Feels as chair he has the ability to do what he sees fit
- Joins Doug S. on radio show to talk about CPA
- Participates in televised interview about CPA ('21)
- Wants us to approve projects – doesn’t want to lay foundation
- Refused to a master plan template (80% completion recommended)
- Is not a delegator – team leader

My Efforts

- Created detailed rules: voted and approved but not followed
- Created Calendar: prioritization and visibility of priorities not followed
- Initiated Leadership Mtgs: to discuss (away from reg bus) challenges and priorities – ignored
 - o How to lift quality of team
 - o Interpersonal interactions
- Proposed master plan template – ignored
- Pulling together consolidated Master Plan (80%) even though not @ 80%
- Created document template
- FAQ

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CPC Admin Job

Overview

CPC is allowed to use up to 5% of revenue on administrative costs. This includes, but is not limited to staff, as in administrative staff.

The 9 member Framingham CPC agreed to the need to have an admin role to assist with administrative tasks.

The chair of the committee, Thomas Mahoney, took it upon himself to write a job description for this role. It includes job requirements and candidate qualifications outside the scope of what the CPC agreed to. There has not been rigorous debate or serious consideration of feedback. He has also taken it upon himself to secure a staff member at 1 ½ pay to take minutes at CPC meetings. The committee was not notified, nor did it approve this.

Supporting References

1. CPC Manager Job Description Drafts



BGM1 - CPC
Manager Position C



BGM1 - CPC Mgr JD
DRAFT v3 - 2022-01-



BGM4 - CPC JDesc
DRAFT v4.1 - 2022-0-

2. Meeting recordings where this position was discussed.

- [October 25, 2021](#) @ 6:28min: Mr. Mahoney (chair) and Mr. Wallace had offline discussion outside of CPC about joint position for CPC Admin position with Historic Committee.
- [November 8, 2021](#) @ 1:41:00: Mr. Mahoney, Mr. Norton and Mr. Wallace selected for working group to determine pay scale – predetermined this person will be a City employee.
- [November 22, 2021](#) @ 1:19:00: Mr. Mahoney indicated working group will meet by next mtg.. Ms.Kaprielian reminded chair no access to CPC funds until at least July 1, 2022
- [December 13, 2021](#) @ 4:00: Mr. Mahoney presented 1st draft of job description. Extensive discussion and various issues raised by members.
- [January 10, 2022](#) @ 11:00: 5 min of relevant content.
- [January 24th, 2022](#) @ 44:00: Catie introduced as our temp Admin. There was never a vote taken to bring her on board. Tom said COO offered to cover her cost. Turns out she's being paid time and a half.
- [March 28, 2022](#) @ 44:00: Draft job description review. Extensive discussion. Issues raised on wording and general approach for the position.