



TOWN OF UXBRIDGE  
BOARD OF SELECTMEN MEETING MINUTES  
BOARD OF SELECTMEN MEETING ROOM  
21 S. MAIN STREET, UXBRIDGE, MA  
TUESDAY, DECEMBER 12, 2017 – 6:00PM

Received by  
Uxbridge  
Town Clerk

*Video of meeting discussions are available at [www.uxbridgetv.org](http://www.uxbridgetv.org) or by request at the Cable Access Department.*

Present: Chair/Justin Piccirillo, Vice Chair Jeffrey Shaw, Selectmen Jennifer Modica, Jim Hogan and Peter Baghdasarian.

**I. CALL TO ORDER**

1. Announcements

Looking for volunteers to fill seats. Affordable Housing Committee, Cable Advisory Committee, Cultural Council, Housing Authority, Open Space Committee, Parade Committee, Town Common Committee, Zoning Board of Appeals, and *Water / Sewer Advisory Committee*

**II. BUSINESS**

1. Interview Town Manager candidates (Angeline Lopes Ellison, Michael Johns, William DiLibero); or take any actions related thereto

Each candidate will be asked 14 questions. Questions are attached to the minutes.

Mr. <sup>Piccirillo</sup> Piccirillo requested a recess for 10 minutes.

William DiLibero was interviewed via SKYPE. Mr. DiLibero answered all questions and provided appropriate responses.

The next candidate that was interviewed was Angeline Lopes Ellison. Ms. Lopes Ellison answered all questions and provided appropriate responses.

The third candidate, Michael Johns answered all questions and provided appropriate responses.

*The Board took a 5-minute recesses.*

Town Manager candidate deliberations occurred amongst Board Members.

**MOTION: Mr. Piccirillo asked for a motion contingent upon successful contract negotiations to extend an offer to Angeline Lopes Ellison for the position of Town Manager. So moved by Mr. Hogan. Seconded by Mr. Baghdasarian. The motion carried 5-0-0.**

**III. EXECUTIVE SESSION**

1. Conduct strategy sessions in preparation for negotiations with prospective nonunion personnel, or take any action related thereto
2. Conduct contract negotiations with prospective nonunion personnel, or take any actions related thereto

**MOTION: Mr. Piccirillo asked for a motion to conduct contract negotiations with prospective nonunion personnel with business to follow. So moved by Mr. Hogan. Seconded by Mr. Shaw. The**

motion carried 5-0-0 by roll call vote (Baghdasarian-aye, Hogan-aye, Shaw-aye, Modica-aye, Piccirillo-aye).

**RETURN TO BUSINESS IN OPEN SESSION**

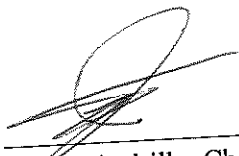
1. Public announcements, execution of agreements, or any actions related thereto

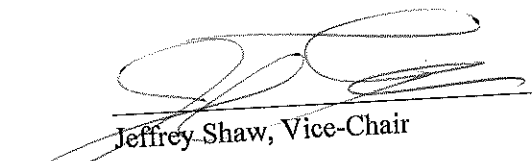
The Board and the new Town Manager will continue contract negotiations on December 18th at 8:00 a.m.

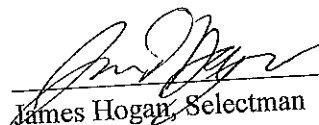
**V. ADJOURNMENT: NEXT REGULAR BOARD OF SELECTMEN'S MEETING 1/8/18**

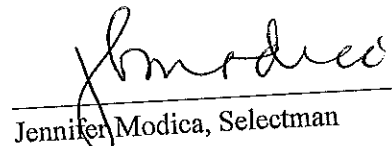
**MOTION:** Mr. Piccirillo asked for a motion to adjourn the meeting. Mr. Hogan so moved. Seconded by Mr. Baghdasarian. Motion passed 5-0-0.


Minutes respectfully submitted by Ellen Welch.  
DECEMBER 12, 2017 Minutes approved by the Board of Selectmen:

  
Justin Piccirillo, Chair & Clerk

  
Jeffrey Shaw, Vice-Chair

  
James Hogan, Selectman

  
Jennifer Modica, Selectman

  
Peter Baghdasarian, Selectman

Date Approved: 1/20/18

## Finances

1. Please provide the Board with specific examples of your experience or involvement in the following areas: budgeting, recapitulation, end of year closeout and free cash calculations, auditing, and capital planning

## Management & Style

2. A Town Manager might have a range of individual concerns brought forward in a particular day. Can you talk to your approach with respect to time management and delegation?
3. Uxbridge has excellent department heads. Describe the Town Manager's role and relationship with department heads. How would you establish your leadership position? How will you promote communication and teamwork within and across departments?
4. An employee of the \_\_\_\_\_ Department has come to your office on his or her day off and reports that they are being harassed and their superiors are doing nothing about it. How will you handle this?
5. As the new Town Manager, how would you evaluate the current structure, effectiveness and efficiencies of the various Town Departments and how would you approach making changes that you believe are necessary? How would you evaluate the teams delivering services to the Town? Please include any relevant experience you may have from prior employment.

## Communication

6. Particularly with the recent growth and popularity of various anonymous sources of information on the internet, can you provide a particular example where you encountered a controversial issue and were able to work through it? How would you approach a situation when you perceive that debate might need a directed focus or change in tone?
7. Please describe what you believe to be the Town Manger's role in the community? How would you establish communication and links to the community? What is your view of "Customer Service"?

## Law

8. A Town Manager must help ensure the Town's compliance with a myriad of laws and regulations and, at times, coordinate Town business through Town Counsel. Some specific examples might arise from issues relating to permitting or licensing boards; review or negotiation of contracts; review of special legislation or Town Meeting articles; or defense of the Town through litigation. Please describe, using examples from your experience, how you would interact with Town Counsel and how you would balance the need for legal advice and the need for budgetary restraint?

## Strengths & Weaknesses

9. What do you consider an area that could be an area of improvement for you as a professional? Is there any area where you would consider or seek additional professional training or education?

#### Problem Solving

10. Residential tax contributes 84% of local receipts in Uxbridge. The remainder (16%) is provided from business and industrial concerns. The town is interested in changing this paradigm. Your position as Town Manager may have the ability to greatly influence planning for economic development. Please tell us how you will use the position of Town Manager to approach this particular issue.
11. What are the top three challenges facing municipal officials today? What actions would you take to ensure Uxbridge's Town Government is effectively prepared to face these challenges over the next five years?
12. One morning, the BOS Chair calls and directs you to handle an issue differently from what the Board voted. The Chair tells you that he speaks also for another member of the Board. This is a matter that was discussed in executive session and a reliable source tells you that these Selectmen have been discussing the matter with others. What would you do?

#### Miscellaneous

13. Please give us your impressions of Uxbridge. Tell us why you are a good fit for this community and what you will bring to this town which may be lacking.
14. What is your feeling about providing Town support (financial or town services) to committees that facilitate town-wide celebrations (4<sup>th</sup> of July, First Holiday Night, Parades, etc.)?