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**UXBRIDGE BOARD OF SELECTMEN  
SPECIAL SESSION MEETING MINUTES  
AUGUST 18, 2008**

**Present:** Chairman Kevin Kuros, Vice Chairman Michael Potaski, Clerk Cari Kay Robertson, Selectman Peter Baghdasarian, Selectman Bruce Desilets, Town Manager Jill Myers and Assistant to the Town Manager Kimberly Hood.

*NOTE: Some matters may have been taken out of agenda order but are presented below based on agenda order for ease of locating information.*

**I. CALL TO ORDER AT 7:00 P.M.**

Chairman Kuros called the meeting to order at 7:00 p.m.

**II. NEW BUSINESS**

**A. Consideration of whether to enter into contract negotiations with the current Town Manager:**

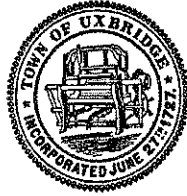
Chm. Kuros stated that two weeks ago the Board voted unanimously not to renew the current Town Manager contract and provided written notice of such to Town Manager Myers. Having determined that the Board did not wish to renew the current contract, the Chair identified the following options: 1) the Board may opt to enter into negotiations with Ms. Myers to discuss a new contract, or 2) the Board could choose to conduct a broader search.

Ms. Robertson suggested it would be prudent to vote to enter into negotiations with the current Town Manger because doing so leaves the door open to consider a contract with the current manager and if the parties cannot come to agreement, the Board could still choose to expand its search.

Mr. Desilets stated that it would be to the Town's benefit to conduct a search, noting that the Town Manager could still reapply through this process and be considered with other applicants.

Mr. Potaski suggested that the Board not enter into negotiations until it could come up with consensus as to what it wants to offer in the next contract.

**MOTION by Ms. Robertson to enter into contract negotiations with the current Town Manager; seconded by Chm. Kuros. Motion failed, 2-3 (Mr. Desilets, Mr. Potaski, and Mr. Baghdasarian opposed).**



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B. Discussion of strategy for negotiation relative to Town Manager contract and position:

Chairman Kuros suggested the Board consider the following timeline: recruiting starting late fall, October/November timeframe, by which time the Board will need to get its arms around a salary range. Prior to that point, consideration should be given to what's a fair salary and what will allow the Town to attract the kind of individual it wants.

Mr. Potaski reminded the Board that it has not defined the knowledge, skills, and abilities (KSAs) that the successful candidate should possess to manage the Town at this level, and those same KSAs would help answer the question 'What do you need to perform the job?'

Chm. Kuros suggested that the Board work through development of a new contract and recruitment process in off-night workshops, rather than continue to schedule the item during regular meetings of the Board.

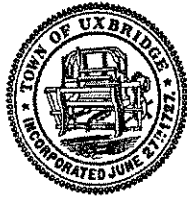
Ms. Myers suggested that the Board should develop a plan to ensure that the next Town Manager is successful; she suggested that the Board develop its goals and objectives, and work with new Town Manager to make sure he/she succeeds.

The Board agreed that it would conduct workshops outside of its regularly scheduled meetings for the purpose of drafting a contract to use as a basis for negotiations with candidates. The first such workshop will be held on September 3, from 7:00 p.m. – 9:00 p.m. (location to be determined).

The Board reviewed the current School Superintendent Contract as a potential starting point or framework for the next Town Manager contract. The Board will resume its discussion on September 3.


**At 9:35 PM, MOTION by Mr. Desilets to adjourn; seconded by Mr. Potaski. Motion passed unanimously.**

*Minutes respectfully submitted by,  
Kimberly Hood, Assistant to the Town Manager*



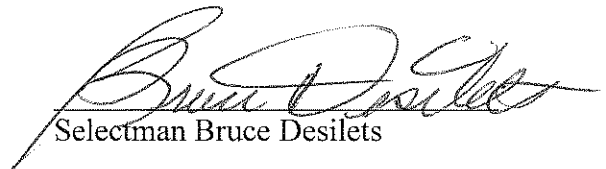
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Minutes approved by Board of Selectmen:

  
Chairman Kevin J. Kuros

  
Selectman Peter Baghdasarian

  
Vice Chairman Michael Potaski

  
Selectman Bruce Desilets

  
Clerk Cari Kay Robertson

  
Date Approved