

Town Council-Elect  
Saturday, October 31, 2009

**Town Councillors-Elect:** Andrew Azer, William Alexopoulos, Richard Brewer, James Burgess, Ken Clifton, Paul Fernandes, Arthur Goldstein, Paul Meoni and Maureen Pasquantonio.

Mr. Alexopoulos called the meeting to order at 8:11 a.m. Minutes from previous meetings, proposed questions for interviews and samples of rubrics were provided to the members. Town counsel, Peter Berry reviewed the questions submitted by the Councillors.

Mr. Alexopoulos asked Ms. Vineberg how long the Search Committee interviewed each candidate. She said that one hour was spent, and each member of the Committee asked at least one question. Ms. Vineberg said that after the interview process, there were telephone interviews and on-site visits. Mr. Gass recommended that a question with regard to the schools be asked to the candidates.

After in-depth discussions, the following list of questions was agreed upon by the Town Councillors Elect:

**Essay Question:**

As of January 31, 2010, all of the town employees, both elected and appointed under the Town Manager's direct supervision will be subject to reappointment by the Town Manager. How would you address moving forward? Please provide a brief essay.

**Interview Questions:**

1. The 2010 census is fast approaching. Without an accurate accounting of our diverse population, we could lose millions of dollars in Federal and State funding. Please describe your plan to make the 2010 census as accurate as possible.
2. Describe the most challenging negotiation in which you were involved. What did you do? What were the results for you? What were the results for the other party?
3. As has been discussed previously, Randolph has been identified as one of the most diverse communities in Massachusetts. (i) Please describe your history of commitment to diversity giving specific examples; (ii) what do you think are the most common misunderstandings between the various groups and cultures, and (iii) how would you as Town Manager go about facilitating a better understanding amongst the various cultural groups?

4. Based on the current state of the Randolph Public Schools, how would you foster a cooperative and productive relationship between the school leadership and the Town Manager?
5. In the Massachusetts Department of Revenue's September 2008 "Financial Management Review of the Town of Randolph," one recommendation is to hire a town manager who can "foster and facilitate communication between and among all boards." What would be your strategy to accomplish this task?
6. Please describe your past experiences in developing the annual budget. Given the state of the economy and potential decreasing state aid, what steps would you take to prioritize the funding of town services?
7. Explain the roles of the Town Manager and the Council and how would you establish the goals and responsibilities. How would you keep us and others informed of your progress and actions?
8. How would you go about allocating resources requested by councillors and others in a fair, impartial and professional manner to ensure that equity and the integrity of the process is safeguarded?
9. Based on your knowledge of Randolph, what has impressed and/or surprised you the most? What would be the most important for us to improve upon? What do you consider to be the strengths and how would you help us build upon those?

Rubric was discussed — the rubric will be used by each Town Councillor-Elect for making their own decision. Interviews will take place in the Selectmen's Meeting Room. Mr. Alexopoulos will ask Brian Howard to greet the candidates and show them where they will be preparing their essays. The following dates were set for meetings of the Town Council-Elect: November 3, 2009 at 6:30 to choose the Town Manager. November 17, 2009 at 8:00 - Mr. Alexopoulos will see if Mr. Nutting and Mr. Boynton are available. November 23, 2009 at 7:00.

Discussion re: appointment of the Clerk of the Council. Mr. Goldstein recommended having either the current Town Clerk or the Town Attorney as the Clerk of the Council. According to the charter, the position can be paid. Mr. Meoni stated that Language voted last week states that President will be elected, then Clerk of Council, then Town Manager.

Discussion re: Accounts and subcommittees.

Meeting adjourned.