

IN BOARD OF SELECTMEN
THURSDAY, APRIL 27, 1995

Present: Chairman John C. Drobinski, Maryann K. Clark, and Lawrence L. Blacker.

The statutory requirements as to notice having been met, the meeting was convened at 7:30 p.m. at the Fairbank Senior Center by Chairman Drobinski.

Executive Secretary Pro Tem

It was on motion unanimously

VOTED: To appoint Janet Silva, Administrative Assistant to the Board of Selectmen, as Executive Secretary Pro Tem for purposes of this meeting only.

Town Manager Interview - Michael Embury

Present: Applicant Michael Embury, approximately 25 residents, and a few department heads.

The Board convened a public meeting to interview applicant Michael Embury, currently Town Administrator for Middletown, R.I., for the position of Town Manager for the Town of Sudbury. Chairman Drobinski welcomed Mr. Embury and explained the procedure that would be followed tonight. He asked Mr. Embury to introduce himself and give the audience a brief overview of his background and ideas regarding town government. This introduction would be followed by alternating questions from the Board. Questions from the audience would be accepted on cards and asked by the Selectmen of the applicant, the number of questions to be determined by the amount of time remaining before the scheduled closing time of 9:30 p.m. Chairman Drobinski further informed that the Board's goal is to find the best Town Manager for the Town by May 8, 1995, and if this has not been accomplished by then, an interim Town Manager will be appointed.

Mr. Embury gave an overview of his education, and noted his past work experiences which included 2 1/2 years as Planning Director in East Greenwich, R.I., 2 1/2 years as Director of Planning and Personnel in Plainville, CT, 2 1/2 years in Rockland, MA, as Executive Secretary, and since October 1989, the Town Administrator in Middletown, R.I. He commented that his general philosophy or management style consists of mainly team building and working with everyone on a collegial basis, which seems to be very effective today. He added that he believes in being open to gathering as much input and information from all employees as possible, incorporating new ideas that result in making the best decisions possible.

The Board alternately asked several questions relating to the problems that may be encountered during the transition to the new Town Manager government, professional and personal goals, hobbies, what attracted him to Sudbury, and what he feels his strengths are that he can bring to the Town. Other subjects discussed were working with the State Representatives, motivation and mentoring programs for Town employees, finance and budget issues, protection of water resources, traffic issues, approach to legal liabilities, physical location of Town offices, long-term planning, and collective bargaining.

Some questions coming from the audience included preservation of the history of the Town, public involvement, computerization, privatization of certain services, regionalization, and expectations.

A member of the audience asked if the resumes of the applicants are available for review. Chairman Drobinski confirmed that they were and agreed with the suggestion to place them in the library to allow for an open process that encourages citizen participation. He added that this is a very important position for the residents of the Town and he encouraged comments and feedback.

In concluding this interview, a resident asked Mr. Embury how he intended to deal with the important change to a new Town Manager, in light of the fact that some department heads will have a new boss for the first time. Mr. Embury said he recognized this issue from the beginning because of comments made by the Screening Committee. He said he will need to prove himself and possess an attitude that it may take some time to effect changes with sensitivity.

There being no further business, the meeting was adjourned at 9:15 p.m.

Attest: Janet Silva
Janet Silva
Executive Secretary Pro Tem