

SUDBURY BOARD OF SELECTMEN  
TUESDAY, SEPTEMBER 29, 2015  
9:30 AM, FLYNN BUILDING - SILVA ROOM  
EXECUTIVE SESSION (9:02 a.m. to 10:00 a.m.)

**Present:** Vice-Chairman Susan N. Iuliano, Selectman Charles C. Woodard, Selectman Robert C. Haarde, Selectman Leonard A. Simon, and Interim Town Manager Maryanne Bilodeau;

**Absent:** Chairman Patricia A. Brown

**Executive Session**

**Voted:** At 9:02 a.m., Vice-Chairman Iuliano opened the meeting in the Flynn Building, Silva Conference Room, and vote to immediately enter into Executive Session to discuss strategy in preparation for negotiations with nonunion personnel and/or to conduct contract negotiations with nonunion personnel (new Town Manager) pursuant to General Laws chapter 30A, §21(a)(exception 2). Selectman Haarde seconded the motion.

*It was on roll call unanimously*

*Selectman Charles C. Woodard, aye, Vice-Chairman Susan N. Iuliano, aye, Selectman Leonard A. Simon, aye, and Selectman Robert Haarde, aye.*

Vice-Chairman Iuliano announced regular session would not reconvene following Executive Session.

**New Town Manager's Contract**

The Selectmen reviewed the term sheet/contract counter proposals from Melissa Murphy-Rodrigues:

- Salary: \$150,000 as opposed to original offer of \$140,000;
- Deferred Compensation: \$8,000 as opposed to none;
- 6 month termination allowance as opposed to three months;
- 6 months of paid insurance upon termination as opposed to three months;
- Town Vehicle (SUV) to use during snow storms, if available;
- Request to tutor for bar exam (Dec-Feb and May-July);

The Selectmen discussed different salary and deferred comp alternatives including:

- to offer a total of \$150,000 and Ms. Murphy Rodrigues could decide on the split between salary or deferred compensation;
- to offer \$140,000 (year 1); \$145,000 (year 2); and \$150,000 (year 3);

They also discussed the request to a second job to tutor during December through February and concern raised that this is a busy time of the year.

**Voted:** Selectman Woodard moved to respond to Melissa Murphy-Rodrigues with the following counter-offer:

- A max of \$150,000 to be split between salary and deferred compensation as determined by her;
- 6 month termination allowance as opposed to three months;
- 4 week notice provision;
- The Town Vehicle (SUV) to use during snow storms – not approved;
- Request to tutor for bar exam (December-February and May-July) - approved;
- And further to offer to meet with her to discuss the offer if she prefers.

Selectman Haarde seconded the motion.

*It was on roll call vote with three in favor and one opposed:*

*Vice-Chairman Iuliano aye; Selectman Chuck Woodard aye; Selectman Robert Haarde, aye;  
Selectman Simon no;*

Selectman Haarde offered to edit the proposed contract based on today's discussions, and he may continue the negotiations with Ms. Murphy-Rodrigues through Alan Gould of MRI.

**Voted:** Selectman Woodard moved to adjourn, and Selectman Simon seconded the motion.

*It was on roll call unanimously*

*Vice-Chairman Iuliano aye; Selectman Chuck Woodard aye; Selectman Robert Haarde, aye;  
Selectman Simon aye;*

There being no further business, the meeting adjourned at 10:00 a.m.

Attest: \_\_\_\_\_  
Maryanne Bilodeau  
Interim Town Manager-Clerk