

BOARD OF SUDBURY SELECTMEN  
THURSDAY, JUNE 8, 2017  
EXECUTIVE SESSION (6:50 p.m. to 7:15 p.m.)

Present: Chairman Robert C. Haarde (arrived 7:00 pm); Vice-Chairman Leonard A. Simon; Selectman Patricia A. Brown; Selectman Daniel E. Carty; Selectman Susan N. Iuliano; Town Manager Melissa Murphy-Rodrigues; Atty. Gregory Corbo, KP Law.

The statutory requirements as to notice having been complied with, the meeting was convened at 6:45 p.m. in the Grange Hall, 326 Concord Road, Sudbury.

It was on roll call unanimously

VOTED: To continue Executive Session to conduct strategy session in preparation for negotiations with nonunion personnel and/or to conduct contract negotiations with nonunion personnel (Town Manager compensation) pursuant to General Laws chapter 30A, §21(a)(exception 2).

Vice-Chairman Leonard A. Simon, aye; Selectman Susan N. Iuliano, aye; Selectman Daniel E. Carty, aye; Selectman Patricia A. Brown, aye.

Note: Both Town Manager Rodrigues and Attorney Corbo left the meeting at 6:50 p.m. The meeting continued with Vice-Chairman Leonard A. Simon; Selectman Patricia A. Brown; Selectman Daniel E. Carty; Selectman Susan N. Iuliano present. Chairman Robert C. Haarde arrived at 7:00 p.m.

Vice-Chairman Leonard Simon informed the Board members that he and Chairman Haarde met as the Board's designated Town Manager Compensation Subcommittee on May 23, 2017, and that he had drafted minutes of that meeting. He informed the Board that at that meeting the Subcommittee reviewed documents relating to salaries of other town's Managers and other Sudbury comparables. These documents were distributed to the Board members for their information. It was also noted that Mr. Haarde and Mr. Simon had met with the Town Manager to gain perspective on her compensation expectations in consideration of her accomplishments during her tenure and later in the meeting to discuss the proposed compensation package, the terms of which were acceptable to her.

Chairman Haarde then summarized the factors leading to the salary decisions for the Town Manager's original contract, noting that the decision was largely driven by the fact that her experience had been related to city management and not town management when she was first hired. Mr. Haarde then summarized the factors involved in the current salary and benefit proposal set forth by the Subcommittee, chiefly driven by the excellent job evaluations and ratings prepared by the Board. He further stated that the proposal before the Board includes an additional vacation week added to the four currently in the contract, which brings her vacation time in line with her previous employ. Also included in the proposal is \$10,000 in deferred compensation.

Chairman Haarde confirmed Selectman Brown's expressed understanding that the Town Manager has eighteen months remaining in her current contract and that the package would be effective commencing July 1, 2017, and would apply to the remainder of the Town Manager's contract.

On motion of Selectman Iuliano, seconded by Chairman Haarde it was on roll call unanimously

VOTED: To approve Town Manager services compensation of \$170,000/year commencing July 1, 2017; \$10,000 in deferred compensation to be paid into the Town Managers retirement plan as of July 1, 2017; and one additional week of paid vacation.

Chairman Robert C. Haarde, aye; Vice-Chairman Leonard A. Simon, aye; Selectman Susan N. Iuliano, aye; Selectman Daniel E. Carty, aye; Selectman Patricia A. Brown, aye.

And it was further

VOTED: To close Executive Session at Grange Hall as of 7:15 p.m. and resume Open Session at Lower Town Hall at 7:30 p.m.

Chairman Robert C. Haarde, aye; Vice-Chairman Leonard A. Simon, aye; Selectman Susan N. Iuliano, aye; Selectman Daniel E. Carty, aye; Selectman Patricia A. Brown, aye.

Attest: \_\_\_\_\_  
Melissa Murphy-Rodrigues, Esq.  
Town Manager - Clerk