

IN BOARD OF SUDBURY SELECTMEN  
EXECUTIVE SESSION  
TUESDAY, JULY 17, 2018

Present: Chairman Robert C. Haarde, Vice-Chairman Daniel E. Carty, Selectman Patricia A. Brown, Selectman Leonard A. Simon, Selectman Janie Dretler.

The statutory requirements as to notice having been complied with, the meeting was convened at 3:15 p.m. in the Silva Room of the Flynn Building.

**Executive Session**

It was on motion unanimously

VOTED: To enter into Executive Session to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct contract negotiations with nonunion personnel (Town Manager contract) pursuant to General Laws chapter 30A, §21(a)(2). Also, discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares (Lincoln Lane), pursuant to General Laws chapter 30A, §21(a)(6).

Selectman Simon stated that he and Vice-Chairman Carty renewed the Town Manager's contract with Town Manager Rodrigues. He informed the Board that he asked Assistant Town Manager, Maryanne Bilodeau, to gather comparable contracts from other nearby towns when preparing the contract. Selectman Simon added that he and Vice-Chairman Carty started negotiations with Town Manager Rodrigues about three weeks ago.

Vice-Chairman Carty commented that at a recent Selectmen's meeting, Elizabeth Rust of RHSO (Regional Housing Services Office) made a presentation, and informed the Board that many local towns were currently seeking Town Managers.

Selectman Brown said that this information was confirmed at a recent M.A.G.I.C. meeting which she attended.

Selectman Simon stated that Town Manager Rodrigues provided the wage step increase information for her renewed contract for years 2019, 2020, and 2021, and Town Manager Rodrigues requested an increase of insurance benefit. Selectman Simon also said that an increase was made with the auto compensation benefit from \$5,500 to \$7,000, which would increase to \$8,000 in 2019.

Selectman Simon stressed that Town Manager Rodrigues received high recommendations on the Town Manager Evaluation completed by the Board of Selectmen, and there is a demand for quality services, and Town Manager Rodrigues was receiving below average compensation before this time.

Vice-Chairman Carty stated that the first year of this three-year contract reflects a sizeable jump in compensation, but is still below the average compensation of neighboring towns. He added that the committee asked Town Manager Rodrigues if she would consider extending her contract beyond three years.

Selectman Simon said that when he and Vice-Chairman Carty first presented the idea of extending the contract to Town Manager Rodrigues, she said that she would think about it.

Chairman Haarde was in favor of extending the Town Manager's contract.

Vice-Chairman Carty added, that from a personal standpoint, with Town Manager Rodrigues recently buying a new house, an extended contract might provide for further job security.

Selectman Brown favored the idea of settling the three-year contract first, and then would look forward to the possibility of extending the contract beyond 2021.

Vice-Chairman Carty said that in a recent related discussion, Town Manager Rodrigues used the term 'stability,' and added that she would be happy to extend to a four-year contract with less of an increase in that fourth year.

Selectman Simon commented that this contract process took some time, but Town Manager Rodrigues was very patient during the process.

Selectman Brown commented that the contract committee was essential, and thanked Vice-Chairman Carty and Selectman Simon for their efforts.

Selectman Simon recommended that the Board approve this three-year contract, and then perhaps in the spring suggest a longer term when all Board members could vote on that extension.

Selectman Dretler said that she thought about the other town manager openings, and was concerned about the distance of the daily commute that Town Manager Rodrigues has.

Chairman Haarde said that by approving this three-year contract, Town Manager Rodrigues is now receiving competitive compensation.

Selectman Simon said that Assistant Town Manager, Maryanne Bilodeau is without a contract, and he suggested reviewing this matter at her next review and see what the related COLAs are.

Selectman Brown suggested speaking to Ms. Bilodeau informally next spring.

Selectman Dretler added that Ms. Bilodeau receives six weeks of vacation, and asked how long Ms. Bilodeau had been employed by the Town. Chairman Haarde responded seven years.

Vice-Chairman Carty mentioned that an extra week of vacation might be a good incentive for the Assistant Town Manager. He added that Ms. Bilodeau is a good assistant to the Town Manager, and fills in for the Town Manager.

It was on motion unanimously

VOTED: To approve Town Manager's Contract, referred to, and in accordance with Exhibit A.

There was no discussion regarding Lincoln Lane.

**Vote to close Executive Session and resume Open Session**

It was on motion unanimously

VOTED: To close Executive Session and resume Open Session.