

IN BOARD OF SELECTMEN
THURSDAY, JUNE 29, 1995

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

At 6:30 p.m., a special meeting of the Board of Selectmen was called to order by Chairman Drobinski in the Loring Parsonage.

Town Manager Search Process

Present: William Cossart, Edward Campbell, Marjorie Wallace, and Susan and Mitchell Bistany.

Chairman Drobinski reported that Terence Sullivan, who had been offered the position of Town Manager for Sudbury, withdrew his candidacy on Monday evening, June 26, and therefore the purpose of this meeting was to determine what the Board's next step would be; i.e., open discussion with one of the finalists Michael Embury, reopen the search process, or something else. He informed the Board that he had spoken with Mr. Thompson, Interim Town Manager, who stated he would be willing to stay until the process is resolved and, if the search is reopened, he would not be a candidate and would assist the Board. Chairman Drobinski stressed that the Board should take expedient action in order to have a new Town Manager as soon as possible to address the issues which need attention.

There was some discussion relative to the reasons Mr. Sullivan did not accept the job offer. There seemed to be many factors, among them the high cost of housing and base salary.

Selectman Blacker stated that Selectman Clark had spoken to Mr. Embury to determine his interest and Mr. Embury had not said he was not interested in receiving an offer.

Selectman Clark recommended putting together the terms of an offer to Mr. Embury and meeting with him as soon as possible, perhaps Saturday.

Selectman Blacker opined that the two candidates were not far apart and given the circumstances he supported hiring Mr. Embury as Town Manager if the Board can come to terms with him.

Chairman Drobinski expressed concern about offering a different contract to a second candidate. Selectman Blacker disagreed, saying that although the delay in getting a draft contract to him may have been a factor, a point should be made that Mr. Sullivan could have said what he needed in order to come to Sudbury, but he did not.

After discussion, it was decided it would not be advisable to openly set a salary range.

Marjorie Wallace of the Negotiating Advisory Committee (NAC) suggested that, if the current Interim Town Manager is not to be an applicant, the Town should recruit Massachusetts candidates and recommended using a professional search firm, unless the Board is really happy with the next candidate. From the NAC standpoint, she continued, the contract offer should not be changed; she believes it was a good contract for someone to come in with, particularly when compared with Sudbury's department head salaries and the current 23-year-service Interim Town Manager's salary.

Selectman Blacker disagreed with keeping the salary offer the same. He added that he would recommend reopening the Town Manager search if Mr. Embury does not accept the position. Additionally, he noted that the meeting with the department heads had played a part in the Selectmen's first vote and he was more than willing to offer the position to Mr. Embury.

Ms. Susan Bistany, Town Manager Screening Committee member, stated that, although the Screening Committee had been asked not to place the finalist candidates in any kind of order, she believed to quite a few members Mr. Embury would have been first choice.

It was on motion unanimously

VOTED: To open negotiations with Mr. Michael E. Embury for the position of Town Manager.

It was agreed to hold discussion of the contract offer in executive session.

Executive Session

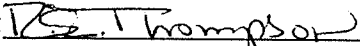
At 6:50 p.m. it was on motion by roll call unanimously

VOTED: To go into Executive Session to prepare for negotiation with candidate Michael E. Embury for the position of Town Manager, a non-union position.

(Chairman Drobinski, aye; Selectman Clark, aye; Selectman Blacker, aye.)

Chairman Drobinski announced that public session would not reconvene following Executive Session.

At 7:00 p.m., the meeting was adjourned.

Attest: 
Richard E. Thompson
Interim Town Manager-Clerk