

SUDBURY SELECT BOARD

WEDNESDAY, AUGUST 3, 2022

(Meeting can be viewed at www.sudburytv.org)

Present: Chair Charles Russo, Vice-Chair Janie Dretler, Select Board Member Daniel Carty, Select Board Member Jennifer Roberts, Select Board Member Lisa Kouchakdjian, Interim Town Manager Maryanne Bilodeau

The statutory requirements as to notice having been complied with, the meeting was convened at 7:00 p.m. via Zoom telecommunication mode.

Chair Russo announced the recording of the meeting and other procedural aspects included in the meeting.

Call to Order/Roll Call

Select Board Roll Call: Dretler-present, Roberts-present, Carty-present, Kouchakdjian-present, Russo-present

Opening remarks by Chair

- Announced it will be very hot tomorrow and the Town has posted two cooling centers; Senior Center (open from 9:00 AM to 4:00 PM) and the Goodnow Library (open from 9:00 AM to 9:00 PM); information can be found on the Town website.
- Announced that the Board would be selecting the Town Manager Search Firm at this meeting; extended thanks to the Board for their related work in conjunction with Staff including Maryanne Bilodeau, Patty Golden, Leila Frank, Carol Hobin, Deb Takacs and SudburyTV

Reports from Town Manager

- Acknowledged Select Board Members rated both Town Manager Search Firms equally; Community Paradigm Associates (CPA) with the total of 89 points, and Municipal Resources Inc. (MRI) with a total of 89 points, and the only difference being the price proposals

Discussion/vote to select Town Manager Search Firm

Board Member Carty commented that CPA did not bring many candidates to the Board the last time the Town contracted with CPA. He noted that he favored MRI.

Chair Russo confirmed that he also preferred MRI in consideration of their extensive candidate screening and essay exercises. He added that MRI had recent placements in the towns of Acton and Lexington, and the price difference between the two search firms was not substantial.

Vice-Chair Dretler commented that MRI advocated for non-traditional candidates, and she indicated that a Town Manager candidate with municipal experience would be preferred.

Board Member Kouchakdjian mentioned that CPA had more experience in MA, when compared to MRI, who covered the New England area. She agreed with Vice-Chair Dretler that MRI was stressing the non-traditional candidate, and feared that might be the only type of candidate they would bring to the Board.

Board Member Roberts stressed it was important to review the placements made by each firm in the last year. She stated that CPA had more MA placements, and candidates with municipal experience would be important as emphasized by CPA.

Board Member Roberts agreed with comments made by Vice-Chair Dretler who stressed that the Select Board must provide clear direction to the Town Manager Search team chosen by the Board.

Chair Russo perceived MRI as a “fixer,” who brought former Sudbury Town Manager Melissa Rodrigues to Sudbury.

Board Member Kouchakdjian stated that CPA might be more familiar with Sudbury since they were involved in Town projects two years ago and MRI had last worked with Sudbury seven years ago.

Board Member Carty opined that CPA was recommending candidates with less experience, and that the candidates they brought to the Board in our last Town Manager search were “off the street,” and CPA did not find those two candidates.

Vice-Chair Dretler stated that CPA advocated for one-on-one interviews, and that she reached out to Winthrop officials who verified CPA and worked with that Town who implemented their own search process.

Chair Russo motioned to appoint Municipal Resources Inc. as the Town Manager Search Firm for the Town of Sudbury. Board Member Carty seconded the motion.

It was on motion 2-3; Carty-aye, Russo-aye, Dretler-no, Roberts-no, Kouchakdjian-no

VOTED: Not to appoint Municipal Resources Inc. as the Town Manager Search Firm for the Town of Sudbury.

Motioned failed to appoint Municipal Resources Inc. as the Town Manager Search Firm for the Town of Sudbury.

Vice-Chair Dretler motioned to appoint CPA as the Town Manager Search Firm for the Town of Sudbury. Board Member Kouchakdjian seconded the motion.

It was on motion 3-2; Dretler-aye, Kouchakdjian-aye, Roberts-aye, Carty-no, Russo-no

VOTED: To appoint Community Paradigm Associates as the Town Manager Search Firm for the Town of Sudbury

Motioned passed to appoint Community Paradigm Associates as the Town Manager Search Firm for the Town of Sudbury

Chair Russo maintained CPA and MRI were the two best search firms around.

Vote to authorize Interim Town Manager to finalize and sign contract for Town Manager Executive Search Firm, with the approval of the Select Board Chair

Chair Russo read in the words of the motion. Board Member Kouchakdjian moved in the words of the Chair. Vice-Chair Dretler seconded the motion.

It was on motion 4-1; Dretler-aye, Roberts-aye, Kouchakdjian-aye, Carty-no, Russo-aye

VOTED: To authorize Interim Town Manager to finalize and sign contract for Town Manager Executive Search Firm, with the approval of the Select Board Chair

Chair Russo confirmed the Board would meet with CPA at the Select Board meeting of August 9, 2022.

Citizen's Comments

There were no Citizen's Comments

Adjourn

Vice-Chair Dretler motioned to adjourn the meeting. Board Member Kouchakdjian seconded the motion.

It was on motion 5-0; Carty-aye, Kouchakdjian-aye, Dretler-aye, Roberts-aye, Russo-aye

VOTED: To adjourn the meeting

There being no further business, the meeting was adjourned at 7:45 PM.

SB 8/3/22 Meeting - Documents & Exhibits

1. Vote to immediately enter Executive Session to discuss strategy with respect to collective bargaining (Civilian Dispatchers) if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares (exception 3).

Attachments:

1.a Town of Sudbury Dispatchers MOA Union ratified 7.16.2022

3. Interview Town Manager Search Firm - Community Paradigm Associates

Attachments:

3.a TM search firm interview questions 8-2-22

4. Interview Town Manager Search Firm - Municipal Resources Inc.

Attachments:

4.a TM search firm interview questions 8-2-22

7. Upcoming agenda items

Attachments:

7.a Upcoming items 08.02.22

8. To approve the award by Interim Town Manager, Maryanne Bilodeau, of a contract with Regional Resource Group, Inc. for property assessment services for a period of three years commencing in FY 2023. The award is made from eligible proposals received in accordance with the requirements set forth in an RFP issued by the Town of Sudbury on June 6, 2022.

Attachments:

8.a Assessing memo cover letter RFP

8.b RRG Contract Agreement Final 7-27-22