

SUDBURY SELECT BOARD
TOWN MANAGER CONTRACT NEGOTIATION SUBCOMMITTEE
EXECUTIVE SESSION
FRIDAY, DECEMBER 2, 2022
VIRTUAL MEETING

Present: Town Manager Contract Negotiation Subcommittee Members: Select Board Chair Charles Russo, Select Board Vice-Chair Janie Dretler

Also Present: Bernard Lynch, Principal – Community Paradigm Associates (CMA); David Jenkins, Town Counsel; Recording Secretary Deb Takacs

Call to Order

At 12:09 PM, Chair Russo called the Executive Session meeting to order.

Roll Call: Dretler-present and alone, Russo-present and alone, Lynch-present and alone, Takacs-present and alone, Jenkins-present and alone

Vote to immediately enter into Executive Session for the following purpose: Conduct strategy session 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).

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

It was on motion 2-0; Dretler-aye, Russo-aye,

VOTED: To immediately enter into Executive Session for the following purpose: Conduct strategy session 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).

Attorney Jenkins addressed preferred language (per “Town Manager’s Act” guidelines) to be used in SECTION III: TERMINATION & SEVERANCE PAY of the “EMPLOYMENT AGREEMENT BETWEEN THE TOWN OF SUDBURY AND ANDREW J. SHEEHAN, THE TOWN MANAGER.”

Chair Russo and Vice-Chair Dretler agreed with inclusion of “just cause” language.

Attorney Jenkins provided detail regarding the clause he included within SECTION X: BONDING & INDEMNIFICATION of the “EMPLOYMENT AGREEMENT BETWEEN THE TOWN OF SUDBURY AND ANDREW J. SHEEHAN, THE TOWN MANAGER.”

Chair Russo and Vice-Chair Dretler agreed with the described clause added to SECTION X: BONDING & INDEMNIFICATION.

Attorney Jenkins left the meeting at 12:30 PM.

Subcommittee Members discussed several clauses within the AGREEMENT, including Deferred Compensation, Termination clause, Automobile Expenses, and the “360 Degree Assessment.”

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Vice-Chair Dretler acknowledged all previous Town Managers who left the Sudbury Town Manager position in the past, left of their own accord.

Chair Russo mentioned the 401A and 457 Deferred Compensation Plans, adding that the Town did not offer a 401A Plan. Mr. Lynch confirmed that the International City/County Management Association (ICMA) did offer a 401A Plan. Vice-Chair Dretler stated she did not have any reservations about the 401A or the 457 Plan options.

Both Chair Russo and Vice-Chair Dretler agreed that the associated termination language, and annual vehicle allowance of \$7,000 was acceptable.

The Subcommittee Members and Mr. Lynch agreed the first-year evaluation process would include the 360 Degree Assessment with feedback “from one of the Town’s School Superintendents and at least four direct reports of the Town Manager, chosen randomly in a process conducted by the Town Manager and Select Board. The “360 Degree Assessment” will occur with each annual review.

Chair Russo motioned to have the Sudbury Select Board Town Manager Contract Negotiation Subcommittee, authorize Bernard Lynch of Community Paradigm Associates (CPA), to present the revised Town Manager Employment Agreement to Town Manager Candidate Andrew J. Sheehan, as presented today; consistent with instructions received from the full Select Board and Town Counsel David Jenkins. Vice-Chair Dretler seconded the motion.

It was on motion 2-0; Russo-aye, Dretler-aye

VOTED: To have the Sudbury Select Board Town Manager Contract Negotiation Subcommittee authorize Bernard Lynch of Community Paradigm Associates (CPA), to present the revised Town Manager Employment Agreement to Town Manager Candidate Andrew J. Sheehan, as presented today; consistent with instructions received from the full Select Board and Town Counsel David Jenkins.

Vote to close Executive Session

Chair Russo motioned to close the Executive Session of the Sudbury Select Board Town Manager Contract Negotiation Subcommittee. Vice-Chair Dretler seconded the motion.

It was on motion 2-0; Dretler-aye, Russo-aye

VOTED: To close Executive Session of the Sudbury Select Board Town Manager Contract Negotiation Subcommittee

There being no further business, executive session was adjourned at 12:50 PM.