

IN SUDBURY SELECT BOARD
EXECUTIVE SESSION
MONDAY, DECEMBER 5, 2022
VIRTUAL MEETING

Present: Chair Charles Russo, Vice-Chair Janie Dretler, Select Board Member Jennifer Roberts, Select Board Member Daniel Carty, Select Board Member Lisa Kouchakdjian, Bernard Lynch, Principal – Community Paradigm Associates (CMA); Recording Secretary Deb Takacs

Call To Order

At 7:07 PM, Chair Russo called the Executive Session meeting to order.

Roll Call: Dretler-present and alone, Roberts-present and alone, Carty-present and alone, Kouchakdjian-present and alone, Russo-present and alone, Takacs-present and alone, Lynch-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. Board Member Roberts seconded the motion.

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

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).

Chair Russo stated that Town Manager Elect Andrew Sheehan accepted the most current version of the “EMPLOYMENT AGREEMENT BETWEEN THE TOWN OF SUDBURY and ANDREW J. SHEEHAN, THE TOWN MANAGER.” He added that the present Agreement would be ratified at tomorrow’s Open Session Select Board Meeting, December 6, 2022.

Chair Russo outlined that several sections within the Agreement were reviewed:

- SECTION II: TERM – Term to commence February 13, 2023, and expiring February 12, 2026 “unless earlier terminated under the provisions of this Agreement and the “Sudbury Town Manager Act.”
- SECTION III: TERMINATION & SEVERANCE PAY language
- SECTION VI: BENEFITS - Deferred Compensation 401A and 457 option plans, Sick Leave is 12 days per year, and 13 Paid Holidays per year
- SECTION X: BONDING & INDEMNIFICATION - added language was included

Chair Russo confirmed that electronic signatures are allowed on the “EMPLOYMENT AGREEMENT BETWEEN THE TOWN OF SUDBURY and ANDREW J. SHEEHAN, THE TOWN MANAGER.”

Chair Russo explained that Andrew Sheehan agreed to the “360 Degree Assessment,” process at the first-year employment anniversary. Board Member Carty advocated that the “360 Degree Assessment,” take

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place at the six-month anniversary. Board Member Carty stated that a six month “360 Degree Assessment” would be preferred.

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

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

VOTED: To approve the “EMPLOYMENT AGREEMENT BETWEEN THE TOWN OF SUDBURY and ANDREW J. SHEEHAN, THE TOWN MANAGER,” as edited tonight, including minor grammatical changes.

Board Member Carty said he would totally support Town Manager-Elect Andrew Sheehan, but really wanted the 6-month “360 Degree Assessment,” to be included in the Agreement, in efforts to help direct Mr. Sheehan during his first year as Town Manager.

Vote to close Executive Session

Vice-Chair Dretler motioned to close the Executive Session Meeting of the Sudbury Select Board. Board Member Kouchakdjian seconded the motion.

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

VOTED: To close the Executive Session Meeting of the Sudbury Select Board.

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