

SUDBURY SELECT BOARD

EXECUTIVE SESSION

TUESDAY MAY 14, 2024

Present: Chair Janie Dretler, Vice-Chair Lisa Kouchakdjian, Select Board Member Daniel Carty, Select Board Member Charles Russo, Select Board Member Jennifer Roberts, Town Manager Andrew Sheehan, Town Counsel David Jenkins, Recording Secretary Deb Takacs

Call to Order

At 8:21 PM, Chair Dretler called the Executive Session meeting to order.

Roll Call: Kouchakdjian-present and alone, Carty-present and alone, Roberts-present and alone, Russo-present and alone, Dretler-present and alone, Sheehan-present and alone, Bilodeau-present and alone, Takacs-present and alone

Vote to enter into Executive Session to conduct strategy session in preparation for negotiations with nonunion personnel and/or to conduct contract negotiations with nonunion personnel, namely the Town Manager, pursuant to General Laws chapter 30A, §21(a)(exception 2)

Town Manager Sheehan left the meeting at approximately 8:22 PM.

Chair Dretler confirmed that Attorney Jenkins had reviewed the proposed highlighted draft employment contract between Town Manager Sheehan and the Town of Sudbury. Attorney Jenkins noted the existing employment contract would be replaced with a new employment contract. Attorney Jenkins highlighted several contract topics being considered; vacation time, change in goals and objectives/360 Evaluation, Bonding indemnification language.

Chair Dretler conducted a Select Board straw poll survey; four were in favor of discussed draft contract. Select Board Carty asked Board Members to take time to consider the annual 360 Evaluation. He expressed the need to see movement regarding Town contract negotiations prior to Town Manager negotiations and operation overrides. Board Member Carty stressed the importance of completion of Town Manager goals.

Board Members agreed the Town was fortunate to have Andy Sheehan as its Town Manager.

Board Members considered several Contract items to be finalized:

- Length of Employment Contract July 1, 2024 to June 30, 2025
- Review date to be six (6) months prior of end of contract date
- Base Salary Amount or Percentage
- Deferred Compensation
- Vacation/Time Off – Carryover
- Annual 360 Evaluation – to include evaluation from four senior managers and superintendents
- Bonding indemnification language was agreed upon.

Chair Dretler confirmed that Attorney Jenkins would share the Select Board edited contract document with Town Manager Sheehan and the new Select Board Chair would resume the contract process.

Vote to continue Executive Session pursuant to Exemption 3 (G.L. c. 30A, §21(a)(3)) - To discuss and possibly vote on strategy with respect to litigation (National Opioid settlement matter)

Town Manager Sheehan rejoined the Executive Session meeting at 9:13 PM.

Town Manager Sheehan presented the most recent settlement decisions which included pharmacy management aspects. He confirmed that a related response was to be submitted by May 17, 2024 and a vote to sign this particular settlement of \$400,000 (to be received between now and 2038 was required by the Board.

Vice-Chair Kouchakdjian motioned to authorize Town Manager Sheehan to sign the National Opioid settlement matter in the amount of \$400,000 as presented at tonight's Select Board Executive Session. Board Member Carty seconded the motion.

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

VOTED: To authorize Town Manager Sheehan to sign the National Opioid settlement matter in the amount of \$400,000 as presented at tonight's Select Board Executive Session.

Vote to close Executive Session and resume Open Session

Vice-Chair Kouchakdjian motioned to close Executive Session and resume Open Session. Board Member Russo seconded the motion.

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

VOTED: To close Executive Session and resume Open Session

Select Board Executive Session ended at 9:16 PM.