

**SUDBURY SELECT BOARD**  
**EXECUTIVE SESSION**  
**TUESDAY FEBRUARY 25, 2025**

**Present:** Chair Jennifer Roberts, Vice-Chair Daniel Carty, Select Board Member Janie Dretler, Select Board Member Lisa Kouchakdjian, Select Board Member Charles Russo, Town Manager Andrew Sheehan, Finance Director Victor Garofalo, Recording Secretary Deb Takacs

**Call To Order**

At 7:05 PM, Chair Roberts called the Executive Session meeting to order.

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

**VOTE: To enter Executive Session to discuss strategy with respect to collective bargaining (Firefighters) or litigation if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares, pursuant to General Laws chapter 30A, §21(a) (exception 3).**

Vice-Chair Carty motioned to enter Executive Session to discuss strategy with respect to collective bargaining (Firefighters) or litigation if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares, pursuant to General Laws chapter 30A, §21(a) (exception 3). Board Member Kouchakdjian seconded the motion.

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

**VOTED: To enter Executive Session to discuss strategy with respect to collective bargaining (Firefighters) or litigation if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares, pursuant to General Laws chapter 30A, §21(a) (exception 3)**

Town Manager Sheehan announced that the Firefighters voted to accept the contract agreement on 2/12/25, and the Select Board could vote to ratify the agreement at tonight's open session meeting.

Town Manager Sheehan confirmed that agreement terms had not changed since he last reported to the Board in Executive Session. He noted that the 3-2-2 COLA amount was consistent with other Town union negotiations. Town Manager Sheehan confirmed the contract would be in effect from July 1, 2025 to July 30, 2027.

Board Member Kouchakdjian motioned to ratify the Contract Agreement between the Town of Sudbury and the Sudbury Firefighters Union, and to authorize Town Manager Sheehan to sign the Memorandum of Agreement Between the Town of Sudbury and the Firefighters Union. Board Member Dretler seconded the motion.

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

SUDBURY SELECT BOARD  
EXECUTIVE SESSION  
TUESDAY FEBRUARY 25, 2025  
PAGE 2

VOTED: To ratify the Contract Agreement between the Town of Sudbury and the Sudbury Firefighters Union, and to authorize Town Manager Sheehan to sign the Memorandum of Agreement Between the Town of Sudbury and the Firefighters Union

**Vote to close Executive Session and to resume in Open Session**

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

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

VOTED: To close Executive Session and to immediately resume in Open Session

There being no further business, the Select Board Executive Session meeting adjourned at 7:12 PM.