

IN SUDBURY SELECT BOARD

EXECUTIVE SESSION

TUESDAY OCTOBER 7, 2025

Present: Chair Lisa Kouchakdjian, Vice-Chair Janie Dretler, Select Board Member Daniel Carty (remote), Select Board Member Charles Russo, Select Board Member Radha Gargeya, Town Manager Andrew Sheehan, Recording Secretary Deb Takacs

Call To Order

At 9:35 PM, Chair Kouchakdjian called the Executive Session meeting to order.

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

Vote to enter 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).

Chair Kouchakdjian motioned to enter 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). Vice-Chair Dretler seconded the motion.

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

VOTED: To enter 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)

Chair Kouchakdjian referenced the “Employment Agreement Between The Town of Sudbury and Andrew J. Sheehan, Town Manager;” she stated it was time to review the “Agreement” as it was wise to initiate related Select Board discussion.

Town Manager Sheehan indicated that the Town Manager employment market had changed; he presented the “FY2026 Town Manager Salary Survey,” dated October, 2025. He detailed that his current salary was comparatively less than many local communities as presented in the “FY2026 Town Manager Salary Survey,” as presented. Member Carty noted he could only see and hear Mr. Sheehan and asked that others speak louder, and could any materials being shared in the room be shared with him electronically.

Town Manager Sheehan explained that in light of such a changing market and his recent performance review/evaluation, he proposed a wage increase. Town Manager Sheehan also commented about the 360 Evaluation process and requested that the Board consider the worth of such evaluation, especially in respect to the School Superintendent’s participation.

Chair Kouchakdjian suggested that the Board Members consider the Town Manager's proposals, and recognize this meeting as an initial conversation.

Vice-Chair Dretler inquired about a 3-year contract.

Board Member Russo indicated that the Board should consider the requests presented by the Town Manager at this meeting, and continue related discussion as soon as possible.

Board Member Carty stated that he would prefer to continue related discussion at a future Select Board meeting.

Chair Kouchakdjian confirmed that such discussion would continue to a Select Board Executive session meeting on October 14, 2025, at 7:30 PM.

Vote to close Executive Session and not resume in Open Session.

Vice-Chair Dretler motioned to close Executive Session and not resume in Open Session. Board Member Gargeya seconded the motion.

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

VOTED: To close Executive Session and not resume in Open Session

The Select Board Executive Session was adjourned at 9:51 PM.