

IN SUDBURY SELECT BOARD
EXECUTIVE SESSION
TUESDAY OCTOBER 28, 2025

Present: Chair Lisa Kouchakdjian, Vice-Chair Janie Dretler, Select Board Member Daniel Carty, Select Board Member Charles Russo, Select Board Member Radha Gargeya, Recording Secretary Deb Takacs

Call To Order

At 7:19 PM, Chair Kouchakdjian 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, Gargeya-present and alone, 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).

Vice-Chair Dretler 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). Board Member Carty 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). Board Member Carty seconded the motion.

Board Member Gargeya presented the Town Manager Salary Chart reflecting additional comparative communities. He added that he reached out to nine (9) added communities in consideration of various employment agreement aspects:

- Retention bonus
- Duration of the Termination Clause
- Base salaries
- Auto allowance/cell phone allowance
- Deferred Compensation

Board Member Russo asked that the enhanced comparison chart be distributed to each Board Member.

Vice-Chair Dretler noted that she included several more community comparisons, and upon analysis of the compared Town Manager Contracts, the average base salary was \$233,248.00.

Chair Kouchakdjian acknowledged that the closest peer communities (Lincoln, Wayland and Weston) had higher Town Manager base salaries and noted that Town Manager Sheehan has been doing a great job in Sudbury.

Board Member Gargeya mentioned that similar population size and Town Manager experience level were very important factors when comparing Town Manager contracts.

Board Members conducted a straw poll regarding length of contract termination notice:

Vice-Chair Dretler	90-day notice; 180 days for retirement notice
Chair Kouchakdjian	90-day notice; 180 days for retirement notice
Board Member Carty	180 day notice for departing date and retirement notice
Board Member Gargeya	90-day notice; 180 days for retirement notice
Board Member Russo	180 day notice for departing date and retirement notice

Board Members proceeded to edit the existing Employment Agreement between the Town of Sudbury and Town Manager Andrew Sheehan, dated June 11, 2024. Contract edits included:

- Changing contract date to reflect July 1, 2026 to June 30, 2029
- Changing termination date to reflect 90-day departure notice; 180-day retirement notice
- Section V – Re-appointment date to reflect January 1, 2029 to March 1, 2029
- Section VI – Compensation – Base Salary – 7/1/26 - \$252,500; 7/1/27 - \$258,500; 7/1/28 - \$267,000
- Goals – 360 Degree Survey to exclude feedback from Town Superintendents and include three (3) senior manager surveys/feedback. Town Human Resources representative must coordinate the 360-assessment survey, and not Select Board Chair

Vice-Chair Dretler motioned to empower Select Board Chair Lisa Kouchakdjian to contact Town Legal Counsel and provide the proposed modified Employment Contract between the Town of Sudbury and Town Manager Andrew Sheehan as discussed tonight, and to invite Town Counsel to attend the next Select Board Executive Session Meeting. Board Member Russo seconded the motion.

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

VOTED: To empower Select Board Chair Lisa Kouchakdjian to contact Town Legal Counsel and provide the proposed modified Employment Contract between the Town of Sudbury and Town Manager Andrew Sheehan as discussed tonight, and to invite Town Counsel to attend the next Select Board Executive Session Meeting.

Chair Kouchakdjian recommended that the next Executive Session meeting with Town Counsel be held on November 4th at 6:15 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 Russo 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 8:48 PM.