

SUDBURY BOARD OF SELECTMEN
TUESDAY, OCTOBER 1, 2015
9:30 AM, FLYNN BUILDING - THOMPSON ROOM
EXECUTIVE SESSION (9:32 a.m. to 9:50 a.m.)

Present: Vice-Chairman Susan N. Iuliano, Selectman Charles C. Woodard, Selectman Robert C. Haarde, Selectman Leonard A. Simon, and Interim Town Manager Maryanne Bilodeau

Absent: Chairman Patricia A. Brown

Executive Session

At 9:32 a.m., Vice-Chairman Iuliano opened the meeting in the Flynn Building, Silva Conference Room, and voted to immediately enter into Executive Session to discuss strategy 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); and to discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares (exception 3). Selectman Haarde seconded the motion.

It was on roll call unanimously

Selectman Charles C. Woodard, aye, Vice-Chairman Susan N. Iuliano, aye, Selectman Leonard A. Simon, aye, and Selectman Robert Haarde, aye.

Vice-Chairman Iuliano announced regular session would not reconvene following Executive Session.

New Town Manager's Contract

The Selectmen reviewed the final proposed contract which was signed by Melissa Murphy-Rodrigues with agreement of the Board's final offer approved at their September 29th Executive Session.

Selectman Simon noted an error in Section III-C in the last line: Paragraph **A** should be changed to Paragraph **B**. There was general consensus among the Board members.

Voted: Selectman Woodard moved to approve the Employment Agreement between the Town of Sudbury and Melissa Murphy-Rodrigues, the Town Manager with the correction in the last line of Section III-C as discussed, changing Paragraph A to B. Selectman Haarde seconded the motion.

It was on roll call vote with three in favor and one opposed:

Vice-Chairman Iuliano aye; Selectman Chuck Woodard aye; Selectman Robert Haarde, aye; Selectman Simon no;

The Board then discussed the 3 to 1 vote and the fact that though the Board's vote on the final terms of the contract was not unanimous, the choice of Ms. Murphy-Rodrigues as the Town of Sudbury's next Town Manager was a unanimous vote by all five Selectmen.

The Board asked Ms. Bilodeau to forward the revised agreement to the new Town Manager.

Collective Bargaining:

The Interim Town Manager gave the Board the Final Memorandum of Agreement (MOA) between the Town of Sudbury and the Sudbury Supervisory Association, dated September 15, 2015 which had been ratified and signed by the Union. She stated that this final version was the same as the Draft that they approved at their September 16th Executive Session except for one item. The Union did not support the item which was a side letter of Agreement to credit the Park and Recreation Director with the same vacation entitlement as if she began working for the Town of Sudbury in June 2005, which is the date she became the P&R Director for Wayland – the Town felt this was fair since it was a lateral transfer.

The Union had requested that item be removed and was not included in the MOA that they voted on. She further noted the COLA's were the same as discussed at the Board's September 16th meeting along with the note (in the agreement) that if any other General Government bargaining unit got a higher cost of living adjustment then the collective bargaining agreement would be reopened for the purpose of bargaining over this issue unless there was a specific concession from the other unit associated with the higher COLA. This is generally added in the first couple of MOA's that are settled; otherwise no one wants to be the first to settle.

Voted: Selectman Woodard made the motion to vote to approve the Final (non-draft) Memorandum of Agreement (MOA) between the Town of Sudbury and the Sudbury Supervisory Association, dated September 15, 2015, as presented at the meeting. Selectman Simon seconded the motion.

It was on roll call unanimously

Vice-Chairman Iuliano aye; Selectman Chuck Woodard aye; Selectman Robert Haarde, aye; and Selectman Len Simon aye.

Ms. Bilodeau told the Board that now two groups had settled a pattern has been set, and that she would be moving forward with giving these same COLA's to the non-union employees. This is the pattern that had been followed in the past. Selectmen Woodard concurred that it only made sense to do this and other Board members nodded in agreement.

There being no further business, the meeting adjourned at 9:48 a.m.

Voted: Chairman Iuliano moved to adjourn. Selectman Woodard seconded the motion.

It was on roll call unanimously

Vice-Chairman Iuliano aye; Selectman Chuck Woodard aye; Selectman Robert Haarde, aye; Selectman Simon aye;

Attest: _____
Maryanne Bilodeau
Interim Town Manager-Clerk