



**LANCASTER BOARD OF SELECTMEN
EXECUTIVE SESSION MINUTES
OF
September 19, 2016**

Ryan McNutt, Town Administrator – Re: Contract: (Executive Session opened 6:00p.m.)

Present: Stanley B. Starr, Jr., Chair
Walter F. Sendrowski, Clerk
Mark A. Grasso, Jr., Member
Ryan McNutt, Town Administrator
Kathleen Rocco, Executive Assistant

Motion was made and seconded that discussion be held in Executive Session, pursuant to MGL, Ch. 30A, §21(a) #2 to discuss strategy sessions in preparation for renewing contract negotiations with non-union personnel, specifically the Town Administrator and will reconvene in open session. It was unanimously voted, by roll call vote –

Mr. Sendrowski	Aye
Mr. Starr	Aye
Mr. Grasso	Aye

Continuation on strategy and discussion with the Town Administrator Ryan McNutt, regarding his request for an extension on his contract of employment with the Town of Lancaster.

Ryan McNutt

Mr. McNutt stated to the Selectmen that he did write a letter and would be willing to share in a public session regarding his request not to renew his contract with the Town of Lancaster. However, he noted that does not want to read this letter this evening as he has concerns with the Press.

Mr. McNutt stated that no one is pressuring him; this is a proactive way to get ahead of this.

Mr. McNutt read his letter to the Selectmen (*see attached*)

Discussion:

Selectman Grasso suggested that at the October 3rd Selectmen's meeting, Ryan can read his letter in open session. He noted that he wants Ryan to be completely comfortable in what he wants to do. Selectman Sendrowski would like to have this released by October 3rd, but wants Ryan to be comfortable with this as well.

Chairman Starr stated that the deadline for not renewing Ryan's Contract is December 31st.

Chairman Starr noted that the Board has to make a decision on:

- October 3rd release Ryan's letter;
- Not to renew his contract;
- Have an extension on his contract; or
- Buy him out of his contract

Ryan McNutt spoke of three options for the Selectmen to consider:

1. Continue to have discussion with the Selectmen to address some of the issues the Board has with Ryan McNutt and come up with a work plan performance;
2. Buy out Ryan McNutt's Contract; or
3. Ryan McNutt will continue to work here through the remaining time in his Contract (June 30, 2017)

Ryan further noted that he can stay and help through the transition.

Selectman Grasso stated that he supports a buyout of Ryan's contract, noting out of respect for him and his personal level.

Selectman Sendrowski stated that he is adamantly against a buyout of Ryan's contract.

Chairman Starr asked Ryan to step out of the meeting and will be called back . Ryan McNutt left the meeting at 6:30pm.

Selectman Sendrowski stated that they should let him work till the end of his contract.

Selectman Grasso stated that he did not want this Town to have "Lame Duck" Town Administrator. Noting there will be no value to have him in this office.

Selectman Sendrowski asked if there is a remote possibility that the Board can make this work, understanding it is dependent on Ryan, stressing that Ryan has to change.

Selectman Grasso stated that the Selectmen cannot continue to keep Ryan dangling on whether he has a job or not, stressing to the other Selectmen to cut the cord. Selectman Grasso noted concern for Ryan and his state of mind at this point. Executive Assistant Kathleen Rocco concurred with Selectman Grasso on keeping Ryan on and not knowing if he has a job or not and, spoke of a past Town Administrator from another Town, in a similar circumstance.

Selectman Sendrowski stated that the Town should bite the bullet.

Chairman Starr reviewed what was said and noted that the Board should:

- Have him serve until December 31, 2016
- Buy Ryan's contract out from January 1, 2017 to June, 2017
- Lump sum of money

Town Administrator McNutt was asked to enter the meeting at 6:44pm


Chairman Starr asked Ryan if he was acceptable to work until December 31, 2016 and buyout his contract from January 1, 2017 to June, 2017. He further asked if this helps clear some of the anxiety he may be having.

Ryan stated that if this is the collective decision of the Board, then he will submit his letter to ask not to have his contract renewed.

Selectman Grasso asked if it is prudent to table any decision until December. Ryan noted that he is worried about the Press and his chances of looking for another job.

Selectmen stated that they are in "Agreement in Principle".

Motion made to adjourn the Executive Session Meeting at 6:57pm and reconvene into open session. Seconded. Walter F. Sendrowski vote Aye, Mark A. Grasso, Jr. vote Aye and Stanley B. Starr, Jr. vote Aye.


Walter F. Sendrowski, Clerk
Approved and accepted: 9/16/17