



**LANCASTER BOARD OF SELECTMEN  
EXECUTIVE SESSION MINUTES  
OF  
JULY 5, 2016**

**Ryan McNutt, Town Administrator – Re: Contract:**

Present: Stanley B. Starr, Jr., Chair  
Walter F. Sendrowski, Clerk  
Mark A. Grasso, Jr., Member  
Ryan McNutt, Town Administrator (*Entered the meeting at 7:13pm*)  
Kathleen Rocco, Executive Assistant

Motion was made by Mr. Sendrowski and seconded by Mr. Grasso that discussion be held in Executive Session, pursuant to MGL, Ch. 30A, §21(a) #2 to discuss contract negotiations with non-union personnel, specifically the Town Administrator. It was unanimously voted, by roll call vote –

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

to enter into Executive Session and not to reconvene in Open Session at the conclusion of the Executive Session.

**Discussion on Town Administrator's Contract –**

Chairman Starr noted that Mr. McNutt has asked to open his contract up with the following requests:

1. Extend his contract until 2019;
2. Increase vacation days from 10 days to 15 days; and
3. Salary increase to \$90,000 in 2018.

Continued discussion on Mr. McNutt's request:

**Concerns:**

- Harsh Demeanor
- Lack of Communication Skills

**Chairman Starr:**

- Concerned on the communication skills

TA entered into the meeting at 7:13pm

Chairman Starr noted:

- Still disappointed
- Lack of inclusivity with a number of folks
- Lack of engagement
- Lack of communication to the Board of Selectmen
- Perception that TA is not respectful

Selectman Sendrowski

- Biggest complaint – Respect for the Town Employees
- Disrespectful to the Town Employees – which reflects on the Selectmen
- Administratively – TA is fine

Selectman Grasso:

- Communication with him personally has been very good. The TA has been good sending information to Selectman Grasso
- Communication to others seems to be universal – Lack of communication
- Respect with the people who help you do your job
- Broad morale issue

Town Administrator McNutt

- At a complete loss - need to understand the root cause of the problem
- Concerned about the FT employees saying this
- Do not understand why folks feel this way
- Not the past Town Administrator (“Orlando”)
- Feeling of being set up for failure
- I am the boss, don’t have to be liked

Further Discussion:

- Next 4-5 months is critical
- Change the style of management
- Communicate with everyone

Selectman Sendrowski moved to adjourn at 8:16pm, Selectman Grasso Seconded. Walter F. Sendrowski vote Aye, Mark A. Grasso, Jr. vote Aye and Stanley B. Starr, Jr. vote Aye.

Respectfully submitted,

Kathleen Rocco  
Executive Assistant

  
Walter F. Sendrowski, Clerk 7/6/17