



**LANCASTER BOARD OF SELECTMEN
EXECUTIVE SESSION MINUTES
OF
September 12, 2016**

Ryan McNutt, Town Administrator – Re: Contract: (Executive Session opened 6:36 p.m.)

Present: Stanley B. Starr, Jr., Chair
Walter F. Sendrowski, Clerk
Mark A. Grasso, Jr., Member
Ryan McNutt, Town Administrator (*Entered the meeting at 6:57p.m.*)
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 may or may not reconvene in open session. It was unanimously voted, by roll call vote –

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

Strategy and discussion on Town Administrator Ryan McNutt's request for an extension on his contract of employment with the Town of Lancaster.

Selectman Sendrowski:

- Not inclined to offer Mr. McNutt an extension on his contract
- Concern of the discussion with the Architect and Project Manager regarding the Prescott Building.
- Not in favor of buying out his contract.

Selectman Grasso:

Selectman Grasso noted that there are 3 options to look at:

1. Buy him out of his contract;
2. Let him serve until June, 2017; or
3. Give him one year extension on his contract.

His inclination is to offer to buy out his contract.

Would ask that McNutt write a letter rescinding his request for an extension of his contract.

Selectman Starr:

- Selectman Starr noted that Mr. McNutt still cannot understand the discontent amongst Boards/Committee members, Staff and Elected Officials.
- Believes there should be no false hope to Mr. McNutt.
- Not in favor of paying him out for 10 months.
- In favor of not extending his contract.
- Afford him the opportunity to seek employment elsewhere.

Decision

The Board of Selectmen are in favor of not to extend Town Administrator's Contract or renew his contract.

Town Administrator McNutt entered the meeting at 6:57p.m.

Chairman Starr explained to Mr. McNutt that there is discontent with Board & Committee Members, Staff and Elected Officials.

Each member of the Board spoke to several individuals regarding Mr. McNutt. Chairman Starr stressed to Mr. McNutt that they will not disclose who those individuals were that they spoke to.

Selectman Sendrowski stated to Mr. McNutt that he is not inclined to extend his Contract.

Selectman Grasso stated that there is fair amount of discontent.

Chairman Starr stated to Mr. McNutt that his technical skills are strong however people skills are not; therefore he is not inclined to extend his Contract.

Town Administrator McNutt noted the following:

- Negotiations were conducted improperly
- Mr. McNutt stated: for the record - *Not done in good faith negotiations*
- Baseless allegations
- No real opportunity to speak to those individuals
- Character assassination started around July 5th
- Allegations against me are falsehood and that would be a legal issue
- No cause for me being disciplined
- Was not afforded a legitimate process
- Did not have a chance with this Selectboard
- Has not had the opportunity to correct deficient behavior
- Noted accusations and rancor that happened with the past Town Administrator
- Has worked in good faith on all requests from the Selectmen
- Went through 6 Selectmen in the past two years


Town Administrator asked if the Board of Selectmen would buy out his Contract, noting that why would the Selectmen subject these individuals to him.

He further stated that he will draft a letter to withdraw his request for an extension of his contract; noting that he expects to work out his contract through June, 2017.

Mr. McNutt stated that he has concerns about the Town and Folks that live in this Town, in the future.

Chairman Starr stated that there is no reason as a Board not to do what is best for the Town of Lancaster.

Seeing no further business, Selectman Sendrowski moved to adjourn out of Executive Session at 7:23 P.M. and reconvene in open session.



Walter F. Sendrowski, Clerk
Approved and accepted: 9/6/17