

## Natural Resources Commission

### Changes to General Bylaws, Section 1.2.b (Warrant Article 4D)

- b. “Officer” means the senior **appointed** departmental staff employee ~~appointed by the Town Manager~~; provided, however, that a person employed primarily for clerical duties is not an “officer.” The Moderator, Treasurer, and Collector of Taxes, Town Counsel the Inspectors named in Article 23 and the Sealer of Weights and Measures are also officers.

### Changes to General Bylaws, Section 20.3 (Warrant Article 3C)

- b. Notwithstanding the provisions of Chapter 48, section 42 or 42A, if accepted at any time by the Town, or any other general or special law to the contrary, the Town Manager may, in accordance with the Personnel Policies approved pursuant to Section 30.10, appoint a Police Chief, a Fire Chief or Chief Fire Engineer, a Town Clerk and all other department heads and officers. Notwithstanding the provisions of any general or special law to the contrary, appointment of subordinates and all other employees shall be made by the Town Manager, or the department head or chief staff employee if so designated by the Town Manager, in accordance with approved Personnel Policies. The provisions of Section 20.3.b shall not apply to employees of the School Committee, the Municipal Light Board, **the Natural Resources Commission and its Wetlands Protection Committee**, appointments made by the commonwealth or appointments for which another method of appointment is provided in this act.
- (i) Appointments of the Police Chief and Fire Chief or Chief Fire Engineer shall not take effect unless approved by the Board of Selectmen.
  - (ii) Any appointment of other department heads or chief staff employees of elected and appointed boards shall be made only after consultation with such board regarding applicable duties and qualifications; and an opportunity for such board to interview one or more final candidates submitted by the Town Manager or through a process under the direction of the Town Manager. Such appointment shall take effect no sooner than (a) it is approved by such board; or (b) 15 calendar days after written notice of the appointment has been provided to such board without any action thereon; whichever occurs first.
  - (iii) In accordance with the Personnel Policies approved pursuant to Section 30.10, and after consultation with affected boards, the Town Manager shall establish annual goals for and conduct

annual evaluations of all department heads and officers subject to appointment by the Town Manager.

- (iv) The Town Manager may remove any employee in accordance with the Personnel Policies approved pursuant to Section 30.10.
  - (v) The Town Manager shall provide written notice to the affected board before any removal of a department head or chief staff employee of such board if practicable, but in no case later than the end of the third business day following the removal of a department head or chief staff employee.
- c. The Town Manager shall manage and supervise all Town departments except for the School Department, ~~and~~ the Municipal Light Department, **the Natural Resources Commission and its Wetlands Protection Committee.**

#### **Changes to General Bylaws, Section 43.6 (Warrant Article 4B)**

**43.6. Director. ~~In accordance with the provisions of Section 20.3.b., the Town Manager shall appoint a Director of Natural Resources and The Town Manager may appoint, or delegate to the Director the authority to appoint,~~ The Commission shall appoint a Director of Natural Resources who shall hold office at the will of the Commission and can be removed only with the consent of at least three members of the Commission. The Commission may delegate to the Director such duties as they deem appropriate. The delegation of major responsibilities shall be in writing. The Commission shall appoint such other staff for whom funding has been provided.**