

Amendment K: Move that the Town vote to amend the Main Motion by inserting into the Main Motion , under the heading therein "Charter Article 4 amendments", in numerical order, the following:

Charter Section 4-4(b), (c), (d) and (e): The pre-existing Sections 4-4(b), (c), (d) and (e), of the Town of Natick Home Rule Charter are hereby deleted and replaced, respectively in numerical order, with the following replacement language set forth below labeled as "Final Text", and a new Charter Section 4(f) is hereby inserted to follow Charter section 4(e), the text of which new Charter Section 4 (f) is set forth below labeled as "Final Text".

Final Text

Section 4-4 Removal and Suspension

The Select Board, by a vote of the majority of the Select Board then elected and serving, taken with the prior notice to all Select Board members such that all Select Board members have a reasonable opportunity to be present, may terminate the town manager from such office in accordance with the following procedure:

- (b) After probationary period: The town manager shall not be dismissed except for inefficiency, incapacity, conduct unbecoming the office, insubordination or other good cause, nor unless at least thirty days prior to the meeting at which the vote is to be taken, the town manager shall have been notified of such intended vote; nor unless, if town manager so requests in writing, the town manager shall have been furnished by the Select Board with a written statement of the charge or charges or the cause or causes for which such dismissal is proposed; nor unless, if the town manager so requests in writing, the town manager has been given a hearing before the Select Board which may be either public or private at the option of the town manager, and at which he may be represented by counsel, present evidence, and call witnesses to testify in the town manager's behalf and examine them.
- (c) Anything contained in this provision to the contrary notwithstanding, the non-renewal of the term of appointment of the town manager shall not be considered to be a dismissal and the provisions of this Section, 4-4 (a) and (b), shall not apply.
- (d) The town manager may be suspended from office by a procedure following the same steps outlined above for a removal.
- (e) The town manager shall continue to receive his full salary until thirty days following the date a final vote of removal has become effective.

- (f) Notwithstanding any provision of the charter to the contrary, no performance review of the town manager by a Select Board and no defect or omission by a Select Board in the performance review of the town manager shall constitute an impediment or barrier to removal or suspension under this section.

CLEAN VERSION

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- (b) After probationary period: The town manager shall not be dismissed except for inefficiency, incapacity, conduct unbecoming the office, insubordination or other good cause, nor unless at least thirty days prior to the meeting at which the vote is to be taken, the town manager shall have been notified of such intended vote; nor unless, if town manager so requests in writing, the town manager shall have been furnished by the Select Board with a written statement of the charge or charges or the cause or causes for which such dismissal is proposed; nor unless, if the town manager so requests in writing, the town manager has been given a hearing before the Select Board which may be either public or private at the option of the town manager, and at which he may be represented by counsel, present evidence, and call witnesses to testify in the town manager's behalf and examine them.

- (c) Anything contained in this provision to the contrary notwithstanding, the non-renewal of the term of appointment of the town manager shall not be considered to be a dismissal and the provisions of this Section, 4-4 (a) and (b), shall not apply.
- (d) The town manager may be suspended from office by a procedure following the same steps outlined above for a removal.
- (e) The town manager shall continue to receive his full salary until thirty days following the date a final vote of removal has become effective.
- (f) Notwithstanding any provision of the charter to the contrary, no performance review of the town manager by a Select Board and no defect or omission by a Select Board in the performance review of the town manager shall constitute an impediment or barrier to removal or suspension under this section.