HOUSE DOCKET, NO. 4417 FILED ON: 6/26/2023

HOUSE . . . . . No. 3997

The Commonwealth of Massachusetts

PRESENTED BY:

Denise C. Garlick

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act to amend the Needham charter.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
Denise C. Garlick	*13th Norfolk*	*6/26/2023*

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HOUSE . . . . . No. 3997

By Representative Garlick of Needham, a petition (accompanied by bill, House, No. 3997) of Denise C. Garlick (by vote of the town) for legislation to amend the charter of the town of Needham. Municipalities and Regional Government. [Local Approval Received.]

The Commonwealth of Massachusetts

In the One Hundred and Ninety-Third General Court
(2023-2024)

An Act to amend the Needham charter.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1: Section 20B of chapter 403 of the acts of 1971, as most recently amended by chapter 277 of the acts of 2022, is hereby further amended by striking out clause (v) and inserting in place thereof the following:

"(v) shall adopt rules and regulations establishing a human resources system, subject to the approval of the select board and in consultation with the human resources advisory committee, as necessary; provided however, that such human resources system shall make use of modern concepts of human resources management and shall include, but not be limited to: (a) a method of administration; (b) human resources policies indicating the rights, obligations, and benefits of employees; (c) a classification plan; (d) a compensation plan; (e) a method of recruiting and selecting employees based on merit principles; (f) a centralized record keeping system; (g) disciplinary and grievance procedures; (h) a professional development and training program; and (i) such other elements as deemed necessary; provided further, that all town

agencies and positions shall be subject to the rules and regulations adopted under this clause, excluding employees of the school department and as otherwise provided in chapter 150E of the General Laws."

SECTION 2: Section 21 of said chapter 403, as so amended, is hereby further amended by striking out the words "personnel board" in clause (ii) and inserting in place thereof the words "human resources advisory committee."

SECTION 3: This act shall take effect upon passage