



**City of Amarillo – Charter Review Committee
Proposed Change – City Manager Authority**

This Section of Article V be amended so that hereafter the same shall be and read as follows:

ARTICLE V – SECTION 21. - POWERS AND DUTIES OF THE CITY MANAGER

- (a) The City Manager shall see that the Laws and Ordinances of the City are enforced;
- (b) Appoint all appointive officers or employees of the City ~~with the advice and consent of~~ with consultation with the Council prior to an offer of employment being made to ~~any~~ an unclassified employee in an executive position such as an assistant or deputy city manager or as the director of any department (such appointments to be made upon merit and fitness alone), and remove all officers and employees appointed by the Manager;
- (c) Exercise control and supervision over all departments and offices that may be created by the Council, and all officers and employees appointed by the Manager;
- (d) Attend all meetings of the Council with a right to take part in the discussion, but having no vote;
- (e) Recommend, in writing, to the Council such measures as the Manager may deem necessary or expedient;
- (f) Keep the Council fully advised as to the financial condition and needs of the city; and, Perform such other duties as may be prescribed by this Charter, or be required by Ordinance or resolution of the Council.

(Char. 11-18-13, Art. 5, § 21; Res. No. 11-13-13-1, § 1, 11-13-2013, Election 11-5-2013)

POTENTIAL CHANGE TO THE GOVERNANCE AND ENDS POLICIES:

Recommendation: As an alternative to, or in concert with, a potential change to the City Charter regarding the appointing authority of the City Manager, the Committee recommends that the City Council also consider a revision to the Governance and Ends Policies, or other City policy, to clarify the process.

This proposed policy acknowledges that the City Council hires and supervises one, and only one, employee – the City Manager. The proposed policy language would apply to a limited number of appointments made by the City Manager by ensuring consultation with the City Council prior to the extension of an Offer of Employment to an unclassified employee in an executive position such as an assistant or deputy city manager or as the director of any department.

Potential Addition to the Governance and Ends Policies:

3.8b Ends Policy: Communications: Executive Limitations

1. As Council strives to ensure the City is run on an open and transparent platform with employees and citizens, the City Manager shall not permit Council to be uninformed or unsupported in its work on issues, including but not limited to significant operational, financial, legal, or political risk.

2. To ensure the smooth and efficient operation of the human resources function, the City Manager shall consult with the Mayor and City Council prior to extending an offer of employment to a prospective employee being hired in an executive position such as an assistant or deputy city manager or as the director of any department.