

Issue: Hiring and Firing a City Manager

City	How is a City Manager hired?	How is a City Manager fired?
<u>Oklahoma City, OK</u>	"The Council shall select a City Manager...."	(The Manager) "shall serve during the pleasure of the Council and the Council shall not bind the City by any term contract with any officer or employee." "The Council shall have the power at any time to remove any officer or employee whose successor it has the power to select...."
<u>San Jose, CA</u>	"The Mayor shall nominate one or more candidates for Council consideration for appointment to the position of City Manager. The City Manager shall be appointed by the Council for an indefinite term."	"The Council may remove the City Manager from office at any time." "The City Manager may be removed from office by the People of the City pursuant and subject to the provisions of Section 1604 of this Charter (popular recall of City Manager)."
<u>Arlington, TX</u>	"There shall be appointed by a majority of the City Council, on the nomination of the Mayor or any member of the City Council, a City Manager...."	(The City Manager) "may be removed by a like majority vote of the said City Council at the pleasure of the City Council."
<u>Austin, TX</u>	"The council shall appoint a city manager who shall be the chief administrative and executive officer of the city."	"The city manager shall not be appointed for a definite term, but may be removed at the will and pleasure of the council by a majority vote of the entire membership of the council. If removed after serving six (6) months he or she may demand written charges and the right to be heard thereon at a public meeting of the council"
<u>Charlotte, NC</u>	"The Council shall appoint the City Manager...."	"(The City Manager) shall hold office during the pleasure of the Council."
<u>Cincinnati, OH</u>	"The mayor shall appoint the city manager upon an affirmative vote of five members of the council following the mayor's recommendation for appointment. Prior to the vote, the mayor shall seek the advice of council, to include the opportunity for council to interview the candidates considered by the mayor."	"The mayor, with the advice of council, shall have the authority to initiate and recommend to the council the removal of the city manager, provided that such removal shall require an affirmative vote of five (out of 9) members of the council."
<u>Colorado Springs, CO</u>	"The City Council by a majority vote of its entire membership shall employ a City Manager who shall be the chief administrative officer of the municipal government...."	"The Council may remove the City Manager by resolution, but only upon a majority vote of the entire Council."
<u>Dallas, TX</u>	"The council shall appoint a city manager, who shall be the chief administrative and executive officer of the city."	"The city manager shall not be appointed for a definite fixed time, but shall be removable at the will and pleasure of the city council upon a two-thirds vote of the members of the council unless otherwise provided by contract."
<u>Des Moines, IA</u>	State law: "As soon as possible after the beginning of the new term following each city election, the council shall appoint a city manager...."	majority vote of Council
<u>El Paso, TX</u>	"The City Council by a majority vote of its total membership shall appoint a City Manager...."	"The City Manager may be removed by a resolution approved by the majority of the total membership of the City Council, with or without cause."
<u>Ft. Worth, TX</u>	"The council shall appoint the city manager...."	"The city manager shall not be appointed for a definite fixed time, but shall be removable at the will and pleasure of the council, by a vote of the majority of the entire council. If removed after serving six (6) months, he may demand written charges and the right to be heard thereon at a public meeting of the council prior to the date on which his final removal shall take effect...."
<u>Kansas City, MO</u>	"The Mayor and Council shall jointly conduct a search or recruitment for a City Manager upon terms agreed upon by the Mayor and Council. Upon completion of this process the Mayor shall be responsible for submitting a resolution to the Council for the appointment of a City Manager."	"By a vote of nine (out of 12) members of the Council, not including the Mayor, the City Manager may be removed from office." "The City Manager may, in writing filed with the City Clerk within ten days after receipt of the notification, demand a written statement of the reasons for such suspension or removal and a hearing before the Council."

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<u>Las Vegas, NV</u>	"The City Council shall appoint a City Manager as the Chief Administrative Officer of the City..."	"The City Council may remove the City Manager from office (after notice and hearing process)."
<u>Lawton, OK</u>	"The council shall appoint the city manager for an indefinite term by at least five (out of 9) affirmative votes."	"The council may suspend or remove the city manager by at least five affirmative votes."
<u>Little Rock, AR</u>	State law: "The...board of directors...shall employ a city manager. However, in cities with the city manager form of government having a population of more than one hundred thousand (100,000) persons..., the mayor may be authorized to employ a city manager."	"The board, on the vote of a majority of its elected membership, or the mayor, if authorized..., may terminate the city manager's employment at any time, either with or without cause."
<u>Norman, OK</u>	"Council shall by a majority vote appoint a City Manager."	"The City Manager shall be removable at any time, upon a vote of a majority of the Council. Before the manager shall be removed, he shall, if he so demands, within three days after notification of an intended removal, be given a written statement of the reasons alleged for his removal and the right to be heard publicly..."
<u>Plano, TX</u>	"The city council shall appoint a city manager..."	"The city manager shall not be appointed for a definite term but may be removed at the will and pleasure of the city council by a vote of the majority of the entire council."
<u>Sacramento, CA</u>	"There shall be a city manager who shall be appointed by the city council."	"The city manager cannot be removed from office except by a vote of six (out of 9) members of the city council. The city manager shall not be subject to removal from office within twelve months of the date that the city manager first assumes the duties of office except for incompetence, malfeasance, misfeasance or neglect of duty."
<u>Tucson, AZ</u>	"The city manager, hereinafter in this Charter designated 'manager,' shall be appointed by the mayor and council..."	(The City Manager) shall hold office until removed by the vote of two-thirds of said council voting affirmatively therefor."
<u>Wichita, KS</u>	State law: "The manager shall be appointed by the governing body..."	"The manager...shall hold office at the pleasure of the governing body."
Summary	<p style="text-align: center;">Council appoints by majority vote: 18 Mayor appoints or nominates, subject to Council approval: 2</p>	<p style="text-align: center;">Majority Vote of Council: 16 2/3 Vote of Council: 3 3/4 Vote of Council: 1 Popular recall of City Manager (in addition to Council authority): 1</p>