

THE CHARTER OF THE
CITY OF CLEVELAND HEIGHTS, OHIO

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ARTICLE ~~III~~ THREE. THE COUNCIL

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3.5. APPOINTMENTS

(a) Council shall appoint a Clerk of Council, who shall have the duty of keeping Council's records and performing all other duties required by this Charter and by the Council.

-(b)- Council may appoint, employ, hire, or engage any other employees, consultants, independent contractors, or other persons as it deems necessary for the proper discharge of its duties. The Clerk of Council and any other person so appointed and employed, hired, or engaged by the Council shall serve at the pleasure of the Council and shall report to the President of Council, or the designee of the President of Council, as their supervisor.

-(c)- Neither the Council nor any of its members or committees ~~shall~~may dictate the appointment of any person to office or employment by the Mayor, ~~nor~~ in any manner interfere with ~~or prevent~~ the Mayor or the City Administrator from exercising their judgment in the appointment of officers and employees in the administrative service. ~~Except for the purpose of inquiry, the Council and its members shall deal with the administrative service solely through the Mayor or the City Administrator and neither the Council nor any member thereof shall give orders to any of the subordinates of the Mayor or the City Administrator.~~

~~- In its employment practices, the City is and shall continue to be an equal opportunity employer. At least once each year, the Mayor shall submit a report to the Council for review concerning the carrying out of this policy. Council shall make this report public.~~

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ARTICLE ~~XII~~ TWELVE. NONDISCRIMINATION

No act, policy, or practice of the City shall deny equal access to City services or equal opportunity in employment or promotion, or the benefits thereof on the basis of race, color, national origin, religion, age, disability, martial or partnership status, sex, sexual orientation, gender identity, gender expression, genetic information, pregnancy, citizenship status, caste, tribal affiliation, military/veteran status, source of income, status with regard to public assistance, union membership, or any other classification protected by applicable federal, state, or local law, except policies and practices establishing bona fide limitations or occupational qualifications that are reasonably necessary to personal safety and normal operations and have a substantial relationship to public safety and welfare, job functions and responsibilities. The Council shall adopt such legislation as is necessary to implement this provision, including to ensure the City may enforce these objectives in its award and supervision of contracts and grants. At least once each year, not later than May 31, the Mayor shall submit a report to the Council regarding the City as an equal opportunity employer.