

# **Charter of the City of Hudson, Ohio**

## **Article XI: Personnel System**

### **SECTION 11.01 PERSONNEL ADVISORY AND APPEALS BOARD - COMPOSITION AND TERMS.**

The Personnel Advisory and Appeals Board shall consist of three (3) disinterested qualified electors of the Municipality not holding other public office, to be appointed by Council. Each member shall serve, without compensation, for a term of six (6) years. Each member shall have been a resident of the Municipality or territory annexed thereto for a period of two (2) years preceding the appointment and shall continue to remain a resident during the member's term. In the event of a vacancy, Council shall appoint a qualified elector to complete the unexpired term. Members shall serve no more than two (2) consecutive full six (6)-year terms. Meetings of the Personnel Advisory and Appeals Board shall be open to the public except as may be provided by State law.

(Amended 11-7-00)

### **SECTION 11.02 PERSONNEL ADVISORY AND APPEALS BOARD - POWERS AND DUTIES.**

As set forth below, the Personnel Advisory and Appeals Board shall have jurisdiction over personnel matters for Municipal employees, other than the City Manager, except provisions covered by collective bargaining agreements, and shall not be required to extend its jurisdiction to any other city or school district or political subdivision of the State or their employees. Any employee, except for department managers and other similarly situated employees as designated by Council, shall have the right to appeal grievances involving dismissals or suspensions for periods of longer than three (3) days or eligibility rulings, to successively higher levels of the Municipal management until satisfied, or until heard and decided by the Personnel Advisory and Appeals Board; provided, however, that such aggrieved employee presents the grievance to the Board within thirty (30) days of final determination of the grievance by the City Manager.

Any department manager or similarly situated employee as designated by Council aggrieved by the final determination of the City Manager may appeal grievances involving dismissals or suspensions for periods of longer than three (3) days or eligibility rulings to the Personnel Advisory and Appeals Board within thirty (30) days of the final determination of the City Manager.

All decisions of the Personnel Advisory and Appeal Board shall be final. (Amended 11-7-00; 11-8-05; 11-2-10)

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### **SECTION 11.03 PERSONNEL PRINCIPLES AND RULES.**

(1) All appointments and promotions of Municipal employees shall be made solely on the basis of merit and fitness demonstrated by examination, demonstrated job performance or other evidence of competence. Department Managers and other similarly situated employees as designated by Council shall serve at the pleasure of the City Manager, subject to the City's standard performance evaluation process by the City Manager as stated below, with right of appeal as provided in Section 11.02. Discipline, including, without limitation, demotion or discharge of all other Municipal employees, shall be for just cause only. The City Manager shall propose rules for the establishment and maintenance of a system for recognizing and rewarding specified, demonstrated job performance which will contribute significantly to the enhancement of the efficient administration of the City's programs of public service.

(2) The City Manager shall propose such personnel rules to the Personnel Advisory and Appeals Board, which shall report to Council its recommendations thereon, and Council may by ordinance adopt such rules with or without amendments.

(Amended 11-7-00; 11-8-05)

### **SECTION 11.04 JURISDICTION. (NEW) Repealed.**

(EDITOR'S NOTE: Section 11.04 was repealed by the voters on November 7, 2000.)

### **SECTION 11.04 CIVIL SERVICE COMMISSION. (OLD) Repealed.**

(EDITOR'S NOTE: Section 11.04 was repealed by the voters on November 7, 1995.)

### **SECTION 11.05 TERMS OF OFFICE. Repealed.**

(EDITOR'S NOTE: Section 11.05 was repealed by the voters on November 7, 2000.)

### **SECTION 11.06 VACANCY ON THE BOARD. Repealed.**

(EDITOR'S NOTE: Section 11.06 was repealed by the voters on November 7, 2000.)

### **SECTION 11.07 REMOVAL OF A BOARD MEMBER. Repealed.**

(EDITOR'S NOTE: Section 11.07 was repealed by the voters on November 7, 2000.)

### **SECTION 11.08 MEETINGS OF BOARD. (NEW) Repealed.**

(EDITOR'S NOTE: Section 11.08 was repealed by the voters on November 7, 2000.)

### **SECTION 11.08 DIVISION OF SERVICES. (OLD) Repealed.**

(EDITOR'S NOTE: Section 11.08 was repealed by the voters on November 7, 1995.)

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### **SECTION 11.09 UNCLASSIFIED SERVICE. Repealed.**

(EDITOR'S NOTE: Section 11.09 was repealed by the voters on November 7, 1995.)

### **SECTION 11.10 CLASSIFIED SERVICE. Repealed.**

(EDITOR'S NOTE: Section 11.10 was repealed by the voters on November 7, 1995.)

### **SECTION 11.11 RULES OF COMMISSION. Repealed.**

(EDITOR'S NOTE: Section 11.11 was repealed by the voters on November 7, 1995.)

### **SECTION 11.12 PUBLIC HEARING ON RULES. Repealed.**

(EDITOR'S NOTE: Section 11.12 was repealed by the voters on November 7, 1995.)

### **SECTION 11.13 CONFLICT WITH RULES. Repealed.**

(EDITOR'S NOTE: Section 11.13 was repealed by the voters on November 7, 1995.)

### **SECTION 11.14 RULES OF PROCEDURE. Repealed.**

(EDITOR'S NOTE: Section 11.14 was repealed by the voters on November 7, 1995.)

### **SECTION 11.15 REPORTS. Repealed.**

(EDITOR'S NOTE: Section 11.15 was repealed by the voters on November 7, 1995.)

### **SECTION 11.16 AUTOMATIC MEMBERSHIP IN CLASSIFIED SERVICE. Repealed.**

(EDITOR'S NOTE: Section 11.16 was repealed by the voters on November 7, 1995.)

### **SECTION 11.17 JURISDICTION. (OLD) Repealed.**

(EDITOR'S NOTE: Section 11.17 was repealed by the voters on November 7, 1995.)

### **SECTION 11.18 FUNDING. Repealed.**

(EDITOR'S NOTE: Section 11.18 was repealed by the voters on November 7, 1995.)