

ARTICLE VII. EMPLOYMENT REGULATIONS

Sec. 1. Classified Service.

The policy of the city is the establishment of a personnel system based on merit and not on any other consideration. There shall be a classified service in which all appointments shall be made on the basis of qualifications and fitness, and promotions shall be made on the basis of merit. The classified service shall include all employees of the city except employees filling those positions designated by the council as exempt. All personnel actions shall be consistent, uniform and fair. Disciplinary actions shall not be based on unlawful or discriminatory reasons such as race, sex, religion, national origin, creed, disability, age, color or political beliefs.

Sec. 2. Civil Service Board.

There shall be a civil service board, which shall consist of three persons, citizens of Corpus Christi. No member of the board shall during his or her tenure be a candidate for or hold any city office or position, and no member of the board shall during his or her tenure hold any other public office, except notary public. The city council shall appoint the members of such board. The term of office of each member of such board shall be for three years, or until a successor is appointed. The civil service board, subject to the approval of the council, shall adopt, amend and enforce a code of rules and regulations providing for appointment, employment or suspension in all positions in the classified service. The civil service board established herein shall promulgate rules and regulations that insure fair treatment of employees in hiring, promotions, grievances and disciplinary actions including suspensions, dismissals, or terminations in accordance with the policy stated herein.

Sec. 3. Non-Discrimination.

No employee, officer, or applicant for employment shall be in any way favored or discriminated against for any unlawful reason.

Sec. 4. Participation in Political Activity.

With the exception of members of council, no employee or officer of the city shall in any way participate in political activity of any nature while on duty, in uniform or using city resources. With the exception of members of the managerial group and employees of the city secretary's office, officers and employees of the city may participate in political activity; provided that, no coercion or retaliation concerning political activity shall be allowed. No members of the managerial group or employees of the city secretary's office shall at any time take part in any political activity on city-related issues except to provide factual information at the direction of the city manager, to express their own opinions privately, and to cast their votes.

Sec. 5. Officers and Employees, Candidacies.

(1) A member of the city council may file as a candidate for nomination or election to any public office, including a position under this charter. Upon the election or appointment to a non-City public office, such council member shall forfeit his or her office as a member of the council.

(2) A member of a city board, commission or committee may file as a candidate for nomination or election to any non-city public office. Upon the election or appointment to a non-City public office or upon the filing as a candidate for any position under this charter, such board, commission or committee member shall forfeit his or her position.

(3) A city employee may file as candidates for nomination or election to any non-city public office and may serve in such position if elected and appointed, so long as such activities do not interfere with his or her employment contrary to ordinances and administrative regulations. If any city employee shall as a candidate for nomination or election to a position under this charter, such employee shall forfeit his or her employment with the city.

Sec. 6. Removal.

Nothing elsewhere in this charter contained shall be construed as authority for the council to remove any officer or employee in the classified service of the city.