

Tucson Charter Provisions:

Appointment and Removal of City Officers

The chart provided below describes the appointment and removal requirements for the various City officers, as provided under the Tucson Charter. For those offices that are described as “Civil Service,” the officer can only be removed for just cause, and the officer may appeal the removal to the Civil Service Commission.

Officer/Employee	Appointed By:	Removed By:	Civil Service/At Will/Other	Charter Provision
City Manager	Mayor and Council (requires 4 votes; Mayor votes)	Council (requires 4 of 6 votes; Mayor has no vote)	At will (note: no defined term; serves until removed)	Ch. V, Sec. 3
City Attorney	Mayor and Council (requires 4 votes; Mayor votes)	Council (requires 4 of 6 votes; Mayor has no vote)	At will (note: fixed term of 2 years, unless removed earlier)	Ch. V, Sec. 4
City Clerk	Mayor and Council (requires 4 votes; Mayor votes)	Council (requires 4 of 6 votes; Mayor has no vote)	At will (note: fixed term of 2 years, unless removed earlier)	Ch. V, Sec. 4
City Magistrates	Mayor and Council (requires 4 votes; Mayor votes)	Council (requires 4 of 6 votes; Mayor has no vote)	Must be just cause to remove ¹ ; Term is 4 years	Ch. V, Sec. 4.1
Transportation Director ²	Manager	Manager	Civil Service	Ch. V, Sec. 6
City Engineer	Manager	Manager	Civil Service	Ch. V, Sec. 6
Water Director ³	Manager	Manager	Civil Service	Ch. V, Sec. 6
Police Chief	Manager, with Consent of M/C (Mayor votes)	Council (requires 4 of 6 votes; Mayor has no vote)	Civil Service; but appeal to Commission is limited (advisory)	Ch. V, Sec. 7; also Ch. XXII, Sec. 3
Fire Chief	Manager, with Consent of M/C (Mayor votes)	Council (requires 4 of 6 votes; Mayor has no vote)	Civil Service; but appeal to Commission is limited (advisory)	Ch. V, Sec. 7; also Ch. XXII, Sec. 3

¹ See, *Jett v. City of Tucson*, 180 Ariz. 115, 882 P.2d 426 (Ariz., 1994)

² Referred to as “Superintendent of Streets” in the Charter

³ Referred to as “Superintendent of Water” in the Charter

Deputy City Manager	Manager	Manager	At will	Ch. V, Sec. 13
Assistant City Manager	Manager	Manager	At will	Ch. V, Sec. 13
Finance Director	Manager, with M/C approval (Mayor votes)	Manager OR 2/3 of Council (Mayor has no vote)	At will	Ch. XXIX, Sec. 4
Human Resources Director	Manager, with M/C approval (Mayor votes)	Manager OR 2/3 of Council (Mayor has no vote)	Civil Service, but appeal to Commission is limited (advisory)	Ch. XXX, Sec. 3; also Ch. XXII, Sec. 3
Parks and Recreation Director	Manager, with M/C approval (Mayor votes)	Manager OR 2/3 of Council (Mayor has no vote)	At will	Ch. XXXI, Sec. 3
All other Directors ⁴	Manager	Manager	Civil Service	Ch. V, Sec. 6
Assistant to the City Manager; other employees in the Manager's Office ⁵	Manager	Manager	At will	Ch. V, Sec. 13
Staff for the Mayor	Mayor	Mayor	At will	Ch. V, Sec. 13
Staff for the Council	Councilmember	Councilmember	At will	Ch. V, Sec. 13
Civil Service Commission	Mayor and Council	2/3 of Council (Mayor has no vote ⁶)	Serve 6 year terms; can be removed for Cause	Ch. XXII, Secs. 1, 2
All deputies and other employees in the various departments	Department Director, with Manager approval	Department Director, with Manager approval	Civil Service (appointed by merit; removed for just cause)	Ch. V, Sec. 13; and Ch. XXII, Sec. 3

⁴ Ch. V, Sec. 2(14) provides for the creation of other officers (directors) by Ordinance, approved by the Mayor and Council. The Ordinance creates the *office* (e.g., Tucson Code Sec. 10B-2 establishes the Director of Housing and Community Development). Thereafter, the *officer* (Director) is appointed and removed by the City Manager, subject to Civil Service requirements. Examples of the Directors that fall into this category are: Information Technology; Procurement; Environmental Services; Housing and Community Development; General Services; and Planning and Development Services.

⁵ Includes the head of certain offices that serve directly under the Manger, and are not Department Directors, such as the Office of Intergovernmental Relations; Office of Integrated Planning.

⁶ The Charter is unclear on this point; notes that "Mayor and Council may remove," but then states removal requires "2/3 vote of said Council."