

sponsible to the Council for the proper administration of all departments and offices of the City government, except the office of the Corporation Counsel.

4. (Personnel.) The officers and employees of the City, other than the Mayor and Councilmen, shall be appointed and may be removed as follows:

(a) the City Manager and the Corporation Counsel, by the City Council;

(b) ~~other~~ THE CITY CLERK AND heads of departments, by the City Manager, with the consent of the Council; pending action by the Council, the City Manager may suspend the head of any department from active duty, but must report such action, with his reasons therefor, to the next meeting of the Council, which may confirm the suspension or reinstate such officer;

(c) all other officers and employees, by the City Manager, subject to the following provisions.

All appointments shall, under a merit system established by ordinance, be made on the basis of executive and administrative ability or of training, experience and fitness with respect to the work to be performed. All appointments, except in the case of temporary or emergency service, shall be without definite term. No discrimination shall be made in favor of or against any employee or applicant for appointment on account of political or religious opinions or affiliations or membership or nonmembership in any lawful organization.

The Council shall by ordinance prescribe the compensation of all officers covered by clauses (a) and (b) of this paragraph, and shall classify all positions covered by clause (c), and establish a schedule of maximum and minimum compensation rates for each class, which rates shall be uniform for like services in the different departments and offices. Subject to such schedule, the City Manager shall fix the compensation of each employee on the basis of his performance, including such factors as length and character of service.

Any employee removed by the City Manager shall have the right of appeal to a board of appeals of not less than three members named by the Council, which board shall report to the Council its opinion as to whether or not the removal was justified; the Council shall have power to direct the reinstatement of the employee.

C. (Prohibitions.) Neither the Mayor nor any Councilman shall, during the term for which he was elected, be appointed to any office or position in the service of the City. No ap-