

****ATTENTION****

The City Council meeting will be held in a hybrid format that may include both in-person AND virtual attendance via Zoom. Unless they have cause to appear virtually, Councilmembers will attend the meeting in person in Council Chambers, fifth floor of City Hall, 316 N. 26th Street. In order to honor the Right of Participation and the Right to Know in Article II, Sections 8 and 9, of the Montana Constitution, the City of Billings and City Council are making every effort to meet the requirements of the open meeting laws.

Citizens are invited to:

- . Review the Agenda Packet on the City's website at: www.billingsmt.gov and click on "Your Government," "City Council," and "Agendas & Minutes".
- . View the meeting:
 - . On Community 7 TV - Channel 7 or Channel 507 -- Spectrum Cable. *(On evenings when there is a conflict with School District No. 2 Board meetings, the City Council meeting will be broadcast on Channel 8 - Spectrum Cable.)* Channel 7 or Channel 978 - TDS Fiber.
 - . Online at www.comm7tv.com and click on the "Watch Live" icon. Community 7 also has links to their Facebook page and YouTube channel.
 - . On the City's website at www.billingsmt.gov and click on "Watch Meetings Online" on the homepage.
 - . In-Person.

Citizens may submit public comment via the following methods:

- . Mail: City Clerk, P.O. Box 1178, Billings, MT 59103
- . Email: Council@billingsmt.gov.
 - . Emails received after 3:00 PM on the day of the meeting, may be posted on the Council's webpage the following day for public viewing.
- . Attend the meeting in person

Please contact Denise Bohlman, City Clerk, at bohlmand@billingsmt.gov, or at 406.657.8210, with any questions.



VISION STATEMENT:
"The Magic City: A diverse,
welcoming community
where people prosper and
business succeeds."

**WORK SESSION AGENDA
OCTOBER 20, 2025**

5:30 P.M.

**COUNCIL CHAMBERS
316 N. 26th St., 5th Floor**

CALL TO ORDER: Mayor Cole

PUBLIC COMMENT ON ALL ITEMS. This is the time to comment on any matter (Agenda or Non-Agenda) falling within the scope of the Billings City Council. There will also be time in conjunction with each agenda item for public comment relating to that item. You may only speak once for each item during the meeting.

Please note, the City Council cannot take action on any item of significant interest to the public that does not appear on the agenda. Comments are limited to three (3) minutes during each public comment period or as set by the Mayor. **Speaker sign-in required.** Please sign the roster at the cart located at the back of the Council chambers or at the podium.

- 1. State Proposal For Eastern Montana Forensic Mental Health Facility Discussion.**
- Public Comment
- 2. Residency Requirements for Department Heads - Councilmember Kennedy Initiative.**
- Public Comment

HIGHLIGHT UPCOMING AGENDA ITEMS OF COUNCIL INTEREST:

COUNCIL DISCUSSION:

PUBLIC COMMENT on "NON-AGENDA ITEMS". **Speaker Sign-in required.** *(Restricted to ONLY items not on this printed agenda. Comments are limited to 3 minutes or as set by the Mayor. Please sign the roster at the cart located at the back of the Council chambers or at the podium.)*

ADJOURN:

Note:

- This meeting is an "informal" meeting of the City Council. The content of the Agenda is subject to change at the meeting.
- In the event there is a closed executive session to discuss litigation strategy, the other parties to the case(s) discussed are not public bodies or associations as described in Section 2-3-203(1) and (2), MCA. The meeting is closed, as allowed by Section 2-3-203(4)(a), MCA, "to discuss a strategy to be followed with respect to litigation when an open meeting would have a detrimental effect on the litigating position" of the City of Billings.
In the event there is a closed executive session to discuss a matter related to an individual's privacy, the presiding officer must determine the demands of individual privacy exceed the merits of public disclosure and the individual has not waived their right to privacy.

City Council Work Session

Date: 10/20/2025
Title: Council Initiative - Residency Requirements for Department Heads
Presented by: Chris Kukulski, City Administrator
Department: City Hall Administration
Presentation: No
Legal Review: Yes
Project Number: N/A

RECOMMENDATION

See attached initiative

BACKGROUND (Consistency with Adopted Plans and Policies, if applicable)

Attached is a brief memo from the City Attorney addressing the issue. Also attached are the pertinent legal provisions that are mentioned or implicated in the memo.

ALTERNATIVES

This is a discussion item and no formal action will be taken.

FISCAL EFFECTS

Attachments

Kennedy Residency Requirements
Memo
legal provisions

COUNCIL INITIATIVE PROPOSAL FORM

City Code Sec. 2-214(14). *Council Initiatives. This section of the agenda is reserved for individual councilmember requests for future legislative or staff action. These shall be limited to giving direction to staff to assist in formulating policies, work plans, etc. for future consideration of the city council. An initiative moves forward by majority vote of the city council.*

City Charter Sec. 3.08. *Interference with Administration. Except for the purposes of inquiries and investigations, the Council, its members and the Mayor shall deal with the City officers and employees who are subject to the direction and supervision of the City Administrator solely through the City Administrator.*

COUNCIL MEMBER PROPOSING INITIATIVE: BILL KENNEDY

SHORT NAME OF INITIATIVE: DEPT. HEAD CITY OF BILLINGS RESIDENCY IN CITY

TERMS OF MOTION PROPOSING LEGISLATIVE OR STAFF ACTION: (Please be as specific as possible. Indicate if action is to be divided into steps or phases. Use separate sheet if needed.)
All Department Heads hired on or after October 1,2025 will need to reside in the City of Billings before taking the position.

1.Dept. heads propose rate increases and fee increases. 2. Cities across the country also have this requirement.
3. As a city resident they also have a voice in their neighborhood.

CITY STAFF OR DEPARTMENT POTENTIALLY IMPACTED BY INITIATIVE: All Department heads

HAS COUNCIL MEMBER COMMUNICATED WITH CITY ADMINISTRATOR ABOUT THE INITIATIVE?
YES NO

ESTIMATE OF APPROXIMATE STAFF AND COUNCIL TIME REQUIRED: _____

APPROXIMATE TIMELINE FOR STAFF/DEPARTMENT ACTION:
OCT.1,2025

COSTS OTHER THAN STAFF TIME, IF ANY: _____

PRIORITY RELATIVE TO EXISTING INITIATIVES (SEE LIST AVAILABLE FROM CITY ADMINISTRATOR):

High

ADDITIONAL INFORMATION OR COMMENTS:



MEMORANDUM

Date: Monday, October 20, 2025
To: Chris Kukulski, City Administrator
From: Gina Dahl, City Attorney
Re: Council Initiative to adopt a residency requirement for certain employees

QUESTION PRESENTED

Is Council prohibited from adopting an ordinance establishing a residency requirement for certain employees considering Charter Sec. 3.07 (prohibiting Council from dictating, in any manner, the appointment or removal of any employees) and Sec. 4.03 (empowering the City Administrator with all executive functions including appointment of all employees)?

BRIEF ANSWER

Arguably, no, Council is not prohibited from establishing such a policy. It is not fully clear because the Charter does not directly address the issue and unfortunately, there is no definitive answer provided in state law.

DISCUSSION

MCA 7-4-4101 provides the officers of a city include: one mayor, two council members from each ward, and one city judge. Subsection (2) provides that additional officers may be appointed by the mayor, with advice and consent of counsel, including one city attorney, one city clerk, one city treasurer or finance officer, one chief of police, one assessor, one street commissioner, etc. However, this subsection (2) has been superseded by the City Charter in Section 4.03 which delegates the authority to “appoint, suspend, and remove all employees of the local government” to the City Administrator. The question is whether this authority includes establishing the policies and procedures for making such appointments.

MCA 7-4-4104 provides no person is eligible to hold any municipal office, elective or appointive unless they meet the qualifications prescribed by law or “*by ordinance adopted by the governing body of a city or town.*” Therefore, if Council decides to adopt a residency requirement for certain employees, it must do so by ordinance.

A local government generally has the authority to exercise any power, including adopting an ordinance establishing a hiring qualification policy, not prohibited by the constitution, law, or charter.¹



In determining whether a self-government power is authorized, a three-part analysis is applied²:

- 1) consult the charter and consider constitutional ramifications;
- 2) determine whether the exercise is prohibited under the various provisions of Mont. Code Ann. Tit. 7, Ch. 1, Part. 1 or other statute specifically applicable to self-government units; and
- 3) decide whether it is inconsistent with state provisions in an area affirmatively subjected to state control as defined by section 7-1-113.

The second and third steps will be addressed first as they are easily resolved, and the first step will later be addressed in more detail.

The second step of the analysis requires consideration of sections 7-1-111 and 7-1-112, MCA, which limit the exercise of power by local governments with self-government powers, and section 7-1-114, MCA, which enumerates those provisions of state law with which a local government with self-government powers must comply. Enactment of the proposed ordinance is not prohibited by any of the provisions of section 7-1-111 or 7-1-112, MCA. Nor would such an enactment conflict with any of the provisions of section 7-1-114, MCA.

The third step of the analysis, which is controlled by section 7-1-113, MCA, also does not prohibit enactment of an ordinance establishing a residency requirement as such a policy would not be inconsistent with state law or regulation.

Regarding the first step of this analysis, in adopting the Billings Charter, the City has reserved all powers available to a self-government city under the Constitution and the laws of Montana. As to constitutional ramifications, as long as the ordinance requiring residency bears a rational relationship to a legitimate governmental interest, it would be constitutional. It is assumed such a legitimate governmental interest exists and this should not bar adoption of such an ordinance. All reserved powers are vested in the Council, which, together with the Mayor, constitutes the legislative branch. The Charter also confers all executive functions to the City Administrator. Sec. 4.03.F. delegates the authority to “appoint, suspend, and remove all employees of the local government” to the City Administrator. Additionally, Sec. 3.07 of the Charter provides that “[n]either the City Council, its members, nor the Mayor shall *in any manner* dictate the appointment or removal of any city administrative officers or employees whom the City Administrator or any of his or her subordinates are empowered to appoint.” (Emphasis added.)

These sections do not explicitly deny City Council the authority to enact a residency requirement by ordinance, but these sections insert doubt into whether it was the intent of



the Charter for Council to adopt policies related to the appointment of employees since the power to administer all offices of the city and appoint all employees was delegated to the City Administrator. Taken together, Sections 3.07 and 4.03 are clear that Council cannot interfere with the appointment or removal of specific individuals, but it is less clear whether the setting of qualifications for appointments of certain positions was intended under the Charter. The phrase “in any manner” of Sec. 3.07 adds a considerable degree of ambiguity to this analysis.

Arguably, Council can establish **any** policy, and it is the duty of the City Administrator to carry out those policies. Sec. 4.03.A. However, it may also be a reasonable interpretation that the City Administrator should set the policies and procedures to appoint all employees under Sec. 4.03.F. of the Charter. The City Administrator has been empowered to set numerous policies and procedures to administer the affairs of the City, including policies that apply to hiring and firing of employees. See, for example, the City’s Human Resources Policy Manual (<https://www.billingsmt.gov/DocumentCenter/View/53701/COMPLETE-COB-EMPLOYEE-HANDBOOK-EFF-512025>).

CONCLUSION

Based on the above, there is some apparent conflict between the Charter provisions, and the proposed policy Council is contemplating. However, if Council wishes to adopt an ordinance imposing a residency requirement on certain employees of the City, although it is always difficult to predict a Court’s interpretation, it would likely be determined to be valid so long as it didn’t result in the termination of existing employees. See MCA Title 39, Chapter 2 and §§39-2-901 through 39-2-915 (“Wrongful Discharge From Employment Act”).

¹ Mont. Const. Art. XI, § 6. See also *Billings Firefighters Loc. 521 v. City of Billings*, 214 Mont. 481, 484, 694 P.2d 1335, 1336 (1985) citing *State ex rel. Swart v. Molitor* (Mont.1981), 621 P.2d 1100, 1102, 38 St.Rep. 71, 72–73.

² See 44 Op. Att’y Gen. No. 34 (1992); 43 Op. Att’y Gen. No. 41 at 130, 132 (1989), citing 37 Op. Att’y Gen. No. 68 at 272, 274 (1977); 46 Mont. Op. Att’y Gen. No. 13 (Feb. 28, 1996).

MONTANA CONSTITUTION

Art. XI, § 5. Self-government charters.

(1) The legislature shall provide procedures permitting a local government unit or combination of units to frame, adopt, amend, revise, or abandon a self-government charter with the approval of a majority of those voting on the question. The procedures shall not require approval of a charter by a legislative body.

(2) If the legislature does not provide such procedures by July 1, 1975, they may be established by election either:

(a) Initiated by petition in the local government unit or combination of units; or

(b) Called by the governing body of the local government unit or combination of units.

(3) Charter provisions establishing executive, legislative, and administrative structure and organization are superior to statutory provisions.

Art. XI, § 6. Self-Government Powers

A local government unit adopting a self-government charter may exercise any power not prohibited by this constitution, law, or charter. This grant of self-government powers may be extended to other local government units through optional forms of government provided for in section 3.

MONTANA CODE ANNOTATED

7-1-101. Self-government powers. As provided by Article XI, section 6, of the Montana constitution, a local government unit with self-government powers may exercise any power not prohibited by the constitution, law, or charter. These powers include but are not limited to the powers granted to general power governments.

7-1-102. Authorization for self-government services and functions

A local government with self-government powers may provide any services or perform any functions not expressly prohibited by the Montana constitution, state law, or its charter. These services and functions include but are not limited to those services and functions which general power government units are authorized to provide or perform.

7-1-105. State law applicable until superseded. All state statutes shall be applicable to self-government local units until superseded by ordinance or resolution in the manner provided in chapter 5, part 1 and subject to the limitations provided in this part.

7-1-111. Powers denied. A local government unit with self-government powers is prohibited from exercising the following:

- (1) any power that applies to or affects any private or civil relationship, except as an incident to the exercise of an independent self-government power;
- (2) any power that applies to or affects the provisions of [7-33-4128](#) or Title 39, except that subject to those provisions, it may exercise any power of a public employer with regard to its employees;
- (3) any power that applies to or affects the public school system, except that a local unit may impose an assessment reasonably related to the cost of any service or special benefit provided by the unit and shall exercise any power that it is required by law to exercise regarding the public school system;
- (4) any power that prohibits the grant or denial of a certificate of compliance or a certificate of public convenience and necessity pursuant to Title 69, chapter 12;
- (5) any power that establishes a rate or price otherwise determined by a state agency;
- (6) any power that applies to or affects any determination of the department of environmental quality with regard to any mining plan, permit, or contract;
- (7) any power that applies to or affects any determination by the department of environmental quality with regard to a certificate of compliance;

- (8) any power that defines as an offense conduct made criminal by state statute, that defines an offense as a felony, or that fixes the penalty or sentence for a misdemeanor in excess of a fine of \$500, 6 months' imprisonment, or both, except as specifically authorized by statute;
- (9) any power that applies to or affects the right to keep or bear arms;
- (10) any power that applies to or affects a public employee's pension or retirement rights as established by state law, except that a local government may establish additional pension or retirement systems;
- (11) any power that applies to or affects the standards of professional or occupational competence established pursuant to Title 37 as prerequisites to the carrying on of a profession or occupation;
- (12) except as provided in [7-3-1105](#), [7-3-1222](#), [7-21-3214](#), or [7-31-4110](#), any power that applies to or affects Title 75, chapter 7, part 1, or Title 87;
- (13) (a) any power that applies to or affects landlords, as defined in [70-24-103](#) and [70-33-103](#), when that power is intended to license landlords or to regulate their activities with regard to tenants beyond what is provided in Title 70, chapters 24, 25, and 33; or
- (b) any power to deviate from or add to the exclusive application of the provisions of:
- (i) the Montana Residential Landlord and Tenant Act of 1977, Title 70, chapter 24;
- (ii) residential tenants' security deposit law in Title 70, chapter 25; or
- (iii) the Montana Residential Mobile Home Lot Rental Act, Title 70, chapter 33.
- (14) subject to [7-32-4304](#), any power to enact ordinances prohibiting or penalizing vagrancy;
- (15) subject to [80-10-110](#), any power to regulate the registration, packaging, labeling, sale, storage, distribution, use, or application of commercial fertilizers or soil amendments, except that a local government may enter into a cooperative agreement with the department of agriculture concerning the use and application of commercial fertilizers or soil amendments. This subsection is not intended to prevent or restrict a local government from adopting or implementing zoning regulations or fire codes governing the physical location or siting of fertilizer manufacturing, storage, and sales facilities.
- (16) subject to [80-5-136](#)(10), any power to regulate the cultivation, harvesting, production, processing, sale, storage, transportation, distribution, possession, use, and planting of agricultural seeds or vegetable seeds as defined in [80-5-120](#). This subsection is not

intended to prevent or restrict a local government from adopting or implementing zoning regulations or building codes governing the physical location or siting of agricultural or vegetable seed production, processing, storage, sales, marketing, transportation, or distribution facilities.

(17) any power that prohibits the operation of a mobile amateur radio station from a motor vehicle, including while the vehicle is in motion, that is operated by a person who holds an unrevoked and unexpired official amateur radio station license and operator's license, "technician" or higher class, issued by the federal communications commission of the United States;

(18) subject to [76-2-240](#) and [76-2-340](#), any power that prevents the erection of an amateur radio antenna at heights and dimensions sufficient to accommodate amateur radio service communications by a person who holds an unrevoked and unexpired official amateur radio station license and operator's license, "technician" or higher class, issued by the federal communications commission of the United States;

(19) any power to require a fee and a permit for the movement of a vehicle, combination of vehicles, load, object, or other thing of a size exceeding the maximum specified in [61-10-101](#) through [61-10-104](#) on a highway that is under the jurisdiction of an entity other than the local government unit;

(20) any power to enact an ordinance governing the private use of an unmanned aerial vehicle in relation to a wildfire;

(21) any power as prohibited in [7-1-121](#)(2) affecting, applying to, or regulating the use, disposition, sale, prohibitions, fees, charges, or taxes on auxiliary containers, as defined in [7-1-121](#)(4);

(22) any power that provides for fees, taxation, or penalties based on carbon or carbon use in accordance with [7-1-116](#);

(23) any power to require an employer, other than the local government unit itself, to provide an employee or class of employees with a wage or employment benefit that is not required by state or federal law;

(24) any power to enact an ordinance prohibited in [7-5-103](#) or a resolution prohibited in [7-5-121](#) and any power to bring a retributive action against a private business owner as prohibited in [7-5-103](#)(2)(d)(iv) and [7-5-121](#)(2)(c)(iv);

(25) any power to prohibit the sale of alternative nicotine products or vapor products as provided in [16-11-313](#)(1);

(26) any power to control the amount of rent charged for private residential or commercial property. Private residential property does not include property in which the local government unit has a property interest or in which the local government unit has an interest through a housing authority.

(27) any power to require additional licensing when the state is the original issuer of the license;

(28) any power to prohibit or impede the connection or reconnection of an electric, natural gas, propane, or other energy or utility service provided by a public utility, municipal utility, cooperative utility, or other energy or fuel provider;

(29) any power to prohibit the purchase or use of any fuel derived from petroleum, including but not limited to methane, propane, gasoline, and diesel fuel, or the installation or use of any vehicles, vessels, tools, or commercial and residential appliances that burn or transport petroleum fuels; or

(30) any power to require that buildings be constructed to have solar panels or wiring, batteries, or other equipment for solar panels or electric vehicles.

7-1-112. Powers requiring delegation. A local government with self-government powers is prohibited the exercise of the following powers unless the power is specifically delegated by law:

(1) the power to authorize a tax on income or the sale of goods or services, except that, subject to [15-10-420](#), this section may not be construed to limit the authority of a local government to levy any other tax or establish the rate of any other tax;

(2) the power to regulate private activity beyond its geographic limits;

(3) the power to impose a duty on another unit of local government, except that nothing in this limitation affects the right of a self-government unit to enter into and enforce an agreement on interlocal cooperation;

(4) the power to exercise any judicial function, except as an incident to the exercise of an independent self-government administrative power;

(5) the power to regulate any form of gambling, lotteries, or gift enterprises.

7-1-113. Consistency with state regulation required. (1) A local government with self-government powers is prohibited the exercise of any power in a manner inconsistent with state law or administrative regulation in any area affirmatively subjected by law to state regulation or control.

(2) The exercise of a power is inconsistent with state law or regulation if it establishes standards or requirements which are lower or less stringent than those imposed by state law or regulation.

(3) An area is affirmatively subjected to state control if a state agency or officer is directed to establish administrative rules governing the matter or if enforcement of standards or requirements established by statute is vested in a state officer or agency.

7-1-114. Mandatory provisions. (1) A local government with self-government powers is subject to the following provisions:

(a) all state laws providing for the incorporation or disincorporation of cities and towns, for the annexation, disannexation, or exclusion of territory from a city or town, for the creation, abandonment, or boundary alteration of counties, and for city-county consolidation;

(b) Title 7, chapter 3, part 1;

(c) all laws establishing legislative procedures or requirements for units of local government;

(d) all laws regulating the election of local officials;

(e) all laws that require or regulate planning or zoning;

(f) any law directing or requiring a local government or any officer or employee of a local government to carry out any function or provide any service;

(g) except as provided in subsection (3), any law regulating the budget, finance, or borrowing procedures and powers of local governments;

(h) Title 70, chapters 30 and 31.

(2) These provisions are a prohibition on the self-government unit acting other than as provided.

(3) (a) Notwithstanding the provisions of subsection (1)(g) and except as provided in subsection (3)(b), self-governing local government units are not subject to the mill levy limits established by state law.

(b) The provisions of [15-10-420](#) apply to self-governing local government units.

7-4-4101. Officers of city of first class. (1) The officers of a city of the first class consist of:

- (a) one mayor;
 - (b) two city council members from each ward; and
 - (c) one city judge.
- (2) Except as provided in [7-5-4410](#), officers listed in subsection (1) must be elected by the qualified electors of the city.
- (3) There may also be appointed by the mayor, with the advice and consent of the council:
- (a) one city attorney;
 - (b) one city clerk;
 - (c) one city treasurer or finance officer or one city clerk-treasurer;
 - (d) one chief of police;
 - (e) one assessor;
 - (f) one street commissioner;
 - (g) one city jailer;
 - (h) one city surveyor; and
 - (i) any other officers necessary to carry out the provisions of this title.
- (4) The city council may by ordinance prescribe the duties of all city officers and fix their compensation.

7-4-4104. General qualifications for municipal office. No person is eligible to any municipal office, elective or appointive:

- (1) who is not a citizen of the United States; and
- (2) who has not met the qualifications prescribed by law or by ordinance adopted by the governing body of a city or town.

7-5-4410. Cancellation of general election. (1) The governing body of a municipality may cancel a general election for the election of a municipal officer by resolution after notification by the election administrator pursuant to the provisions of [13-1-403](#) if the number of candidates filing for election is equal to or less than the number of positions to be filled.

(2) For the purposes of this section, "municipal officer" means a person holding a position with a municipality that is ordinarily filled by election.

CITY CHARTER

Section 3.01. - Legislative Branch.

- A. The legislative branch shall consist of the City Council and the Mayor.
- B. All powers of the city shall be vested in the legislative branch, except otherwise provided by law or this Charter, and the legislative branch shall provide for the exercise thereof and for the performance of all duties and obligations imposed on the city by law.
- C. The legislative branch shall conduct an annual performance review of the city administrator.

Section 3.02. - City Council: Composition and Powers.

- A. There shall be a City Council of the City of Billings composed of ten (10) Councilmembers.
- B. Reserved.

Section 3.04. - Mayor: Election, Powers and Duties.

- A. The Mayor shall be a resident and qualified voter of the city of Billings and shall be elected at large for a term of four (4) years and shall be limited to two (2) consecutive terms.
- B. The Mayor shall be the presiding officer of the City Council and shall vote on all issues.
- C. The Mayor shall be recognized as the head of city government for all ceremonial purposes and by the Governor for purposes of military law, and shall execute contracts, deeds and other documents.
- D. The Mayor shall have no administrative duties except as required to carry out the responsibilities heretofore set forth.

Section 3.07. - Prohibition, Appointments and Removals.

Neither the City Council, its members, nor the Mayor shall in any manner dictate the appointment or removal of any city administrative officers or employees whom the City Administrator or any of his or her subordinates are empowered to appoint.

Section 3.08. - Interference with Administration.

Except for the purposes of inquiries and investigations, the Council, its members and the Mayor shall deal with the city officers and employees who are subject to the direction and supervision of the City Administrator solely through the City Administrator. Neither the

Council, its members, nor the Mayor shall give orders to any city officer or employee either publicly or privately.

Section 4.03. - City Administrator: Powers and Duties.

The Administrator shall:

- A. carry out policies established by the City Council;
- B. perform the duties required by law, ordinance, resolution, or this charter;
- C. enforce laws, ordinances, and resolutions;
- D. administer the affairs of the city;
- E. direct, organize, establish, supervise, and administer all departments, agencies, and offices of the city;
- F. appoint, suspend, and remove all employees of the local government;
- G. prepare and present the city budget to the Council for its approval and administer the budget adopted by the Council;
- H. Report publicly to the Council at least quarterly on the financial conditions of the city;
- I. recommend measures to the Council;
- J. report to the Council as the Council may require;
- K. attend Council meetings and take part in the discussion, but shall have no vote;
- L. appoint with the approval of the City Council a qualified acting administrator to exercise the powers and perform the duties of the Administrator during temporary absences.