

**ORDINANCE NO. 2011-05**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LEMOORE  
ADDING ARTICLE B TO CHAPTER 6 OF TITLE 1  
OF THE LEMOORE MUNICIPAL CODE  
RELATING TO DEPARTMENT HEAD POSITIONS**

**WHEREAS**, the City Council of the City of Lemoore desires to establish an employment policy for all new department head employees of the City whereby such employees, when hired, become at-will employees, serving at the pleasure of the City Manager; and

**WHEREAS**, the City Council of the City of Lemoore desires to establish the office of Finance Director, as provided by section 40805.5 of the Government Code.

**NOW, THEREFORE**, the City Council of the City of Lemoore does hereby ordain as follows:

**Section 1.** Chapter 6, Article B is hereby added to Title 1 of the Lemoore Municipal Code to read as follows:

“Chapter 6

CITY OFFICERS AND EMPLOYEES

**ARTICLE B. DEPARTMENT HEAD POSITIONS**

**1-6B-1: DEPARTMENT HEAD EMPLOYEES TO SERVE AT-WILL:**

- A. Any employee hired or promoted to a department head position following the effective date of this Article shall serve at the sole pleasure of the City Manager, and may be terminated at any time, with or without cause. It is the intent of this section to establish the policy that department head positions are at-will positions and, therefore, department heads may be terminated at any time without notice subject only to such process as may be required by law.
- B. For purposes of this Article, department head positions shall include those that presently exist as well as any department head positions that may be created or retitled in the future. Department head positions currently include the following: Police Chief; Parks and Recreation Director; Public Works Director; Finance Director; and Planning Director.
- C. The City Manager shall have the authority to enter into written contracts for at-will positions which may include severance provisions and compensation packages.



**1-6B-2: FINANCE DIRECTOR:**

- A. Office Established: Pursuant to Government Code Section 40805.5, there is hereby created and established the office of Finance Director of the City. The Finance Director shall have charge of the administration of the financial affairs of the City under the direction of the City Manager, and shall have such duties as assigned by the City Manager.

Section 11. **Effective Date.** This Ordinance shall take effect thirty (30) days after its adoption.

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The foregoing Ordinance was introduced at a Regular Meeting of the City Council of the City of Lemoore held on the 1<sup>st</sup> day of November, 2011 and was passed and adopted at the Regular Meeting of the City Council held on the 15<sup>th</sup> day of November, 2011 by the following vote:

- AYES:
- NOES:
- ABSENT:
- ABSTAIN:

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/s/  
Willard J. Rodarmel, Mayor

ATTEST:

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/s/  
Nanci C.O. Lima, MMC  
City Clerk

