

Strong Mayor-Council	Hybrid	Portland	Council-Manager	Charter Commission
Mayor makes appointments to Boards and commissions	Appointments may be either by Mayor or Council or with Council approval	Mayor appoints Council subcommittees; other boards and commissions by Council through subcommittee appointment process	Council	
Mayor hires and fires high level employees ¹	Mayor or Manager may hire Department and Division heads, subject to Council approval	Council hires Manager; Clerk, Corporation Counsel and approves Associate Corporation Counsel; Manager hires all others, with Department Heads only subject to Council approval	Council hires Manager; Manager hires and fires all others (N.B. Clerk and Counsel are usually Council appointees, though their staffs are Manager appointees)	
Mayor elected at-large independently of Council members; has a set term and may have term limits	Mayor elected at-large as part of Council; has a set term and may have term limits	Mayor elected from Council membership annually to serve as Chair	Council selects a Chair annually, who may or may not be called the “mayor”.	
Mayor is chief executive and administrative officer of City	Chief Administrative Officer (CAO) hired by Mayor with Council approval; may be fired by Mayor	City Manager hired and fired by full Council	Same as Portland	
Mayor does day-to-day administration, with staff responsible solely to Mayor	CAO does day-to-day administration, answering to Mayor and to Council	City Manager responsible for day-to-day administration, answering to Council	Same as Portland	

¹ In any or all of the forms of governance, there is likely collective bargaining, personnel rules or civil service rules which govern hiring and firing of employees below a certain policy-making and management level.

Mayor does not vote on Council but can veto ordinances	Is one vote on Council – or may solely have veto authority	Is one vote on Council	Same as Portland	
Mayor puts together budget and presents it to Council and is responsible for implementation; Council passes the budget but it may be subject to mayoral veto	CAO works with Mayor on budget and is responsible for implementation of budget as passed by Council	City Manager presents budget to Council and is responsible for implementation of budget as passed by Council	Same as Portland	
All legislative authority is in the Council, with ability of Mayor to veto only	Mayor may have veto power or may simply be eligible to vote on all legislation	Mayor eligible to vote on all legislation; no veto power	Same as Portland	
Mayor represents City in federal, state and regional matters with political support	Same as Mayor-Council	Mayor represents City but only as a member of the Council, not as someone elected by all of the voters to be Mayor; Manager represents the City on day-to-day basis	Same as Portland	
Mayor sets policy, is the political leader as well as ceremonial and legal head of city; usually does “state of the city” messages.	Mayor recommends policy and is public leader and ceremonial and legal head of city; usually non-partisan elections	Mayor elected annually as chair of Council; ceremonial head of city. Position usually rotates; states policy in annual message but is one of 9 voices; Council as a whole is legal head of city with powers delegated to Manager.	Same as Portland	

Partisan elections for Mayor and Council	May be either partisan or non-partisan elections	Non-partisan elections	Same as Portland	
Mayor is full-time paid position, usually with direct paid staff	Mayor may be part or full-time, with CAO as primary staff	Mayor is part-time and paid; relies on Manager to provide staff	Same as Portland but may be unpaid position	
Mayor serves a set term, often 4 years	Mayor serves a set term, usually 2-4 years	Mayor has 1 year term; custom has been to rotate the position among Councilors	Same as Portland	
Mayor may be term-limited, often 2 terms	Mayor may be term limited	Term limit by custom	Same as Portland	
More likely to have all district Councilors		Mix of District Councilors (5) and At-Large Councilors (4)	More likely to be all at-large councilors	
Mayor sets policy and has no legislative vote, only veto power; Council exercises all legislative authority.	Mayor usually has legislative vote if member of the Council	Council has legislative authority and legal authority; sets policy	Same as Portland	