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**City Manager's Report**  
**June 24, 2025 City Council Meeting**  
**Prepared by: M. Cleve Morris, City Manager**  
**Item #: 12.1**

**Subject:** Ratify the appointment of the 5<sup>th</sup> member of the Personnel Board as recommended by the current Personnel Board Members.

**Recommendation:** Ratify the appointment of Christine Didlot to the Personnel Board as recommended by the current Personnel Board members.

**Purpose:** The purpose of this item is to facilitate the appointment and seating of public members on the City's Personnel Board as defined in City Code Section 1-8-3 and 1-8-4.

**Strategic Plan Strategy:** 4) Strategy - Provide support to staff through behaviors and actions.

**Background:** The City's Personnel Board was established in 1982 by Ordinance 1310 as part of the adoption of a Personnel System. The duties of the Personnel Board are defined as follows:

*The board, in a manner provided for in the rules and regulations of the classified service, shall bear appeals submitted by any person in the classified service (who is eligible for appeals pursuant to these rules and regulations or by state and/or federal statute) relative to any disciplinary action, dismissal, demotion, charge of discrimination or alleged violation of this chapter or the rules and regulations of the classified service and shall certify its findings and recommendations as provided in the rules and regulations of the classified service.*

In the past 14 years, only one appeal has gone to the Personnel Board. That appeal occurred approximately 10 years ago. Due to the lack of activity, the terms of board members expired and they were not reappointed. The City has now received an appeal and therefore must reestablish the Board.

The members are to be appointed as follows:

*There is hereby created a personnel board to consist of five (5) members, to be appointed by the city council, utilizing the following procedure for selection:*

*(A) Two (2) members shall be selected by the city council.*

*(B) Two (2) members shall be selected by employees through the process of secret ballot elections. The two (2) candidates receiving the highest number of votes will be certified to the city council, and the council shall appoint same to serve on the board.*

*(C) The four (4) members thus selected shall then submit one additional name to the council, and the council shall appoint same to serve as the fifth member of the board.*

At the City Council Meeting June 10, 2025, the Council approved the appointment of four members to the Board as follows:

City Representatives: Tom Cumpston, Deborah Kal  
Employee Representatives: Scott McWhirter, Ken Mikulecky

**Discussion:** As defined in City Code, the four members appointed by the Council and elected by the employees, are to meet and select a 5<sup>th</sup> member for the Board. On June 18, 2025, the members met and selected Christine Didlot as the 5<sup>th</sup> member of the Board. Christine is a former employee with El Dorado County Human Resources.

The code also states the following for selecting the terms of the 5 members:

The first board to be appointed shall, at its first meeting, so classify its members by lot that three (3) shall serve for a term which shall expire December 31, 1977, two (2) shall serve for a term which shall expire December 31, 1978. At the expiration of each of the terms so provided for, a successor shall be appointed by the city council in the same manner prescribed above for a term of three (3) years. The personnel board shall adopt rules of procedure and shall select a chairman from among its members who shall act as presiding officer.

At the meeting on June 10, 2025 the Council directed the terms for the members. However, in accordance with the Code, we will direct the members to classify terms by lot at their first meeting.

**Options:**

1. Approve the appointment of the 5<sup>th</sup> member as directed..
2. Delay appointment at this time and provide further direction to staff.

**Environmental:** N/A

**Cost:** There is no cost associated with this action, however there will be cost in terms of staff time and City Attorney time to represent the City at the hearing.

**Budget Impact:** None at this time.

  
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M. Cleve Morris, City Manager