

*"Placerville, a Unique Historical Past Forging into a Golden Future"*



**City Manager's Report**  
**October 13, 2015 City Council Meeting**  
**Prepared by: Susan Zito, City Clerk, MMC**  
**Item #: 8.8**

**Subject:** Recommendation by the City Clerk that the City Council Confirm the Appointment of Deborah Kal to the City's Personnel Board

**Discussion:** In accordance with Municipal Code §1-8-3, two (2) members of the Personnel Board shall be selected by the City Council, two (2) members shall be selected by the employees through the process of secret ballot elections, and the four appointed members shall then submit one additional name to the City Council for appointment. The Board, in a manner provided for in the Personnel Rules and Regulations of 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, is the hearing body for appeals of disciplinary action and whose findings are binding.

Long-time Personnel Board member, Richard Gleed, resigned from the Personnel Board last summer. Mr. Gleed was a "City" representative, and therefore, the Council can confirm the appointment of his successor. The City Human Resources Department has received a request for a Personnel Hearing. The City Municipal Code compels the City to set a hearing date within a particular time frame to assure a speedy resolution to the appeal. In order to schedule the hearing with a full Board, time is of the essence in making an appointment.


A recruitment for the Personnel Board is handled in a different manner than that for other City committees due to the need for technical expertise of its members. The Personnel Board members are uniquely qualified to hear appeals of disciplinary action based on their education and experience in the areas of labor relations and human resources. Ms. Kal is the former Senior Human Resource Analyst for El Dorado County. Ms. Kal retired from County service several years and is well qualified and able to serve as a City Personnel Board member.

- Options:**
1. Appoint Ms. Kal to the Personnel Board
  2. Choose not to make an appointment at this time.

**Cost:** There is no cost associated with this appointment. The Personnel Board members are not compensated.

**Budget Impact:** None.

**Recommendation:** Confirm the appointment of Deborah Kal to the City's Personnel Board.

  
 M. Cleve Morris, City Manager

  
 Susan Zito, City Clerk, MMC