



**TO:** Hyun Kim, Interim City Manager  
**FROM:** Nicole Emery, City Clerk  
Chris Bacha, City Attorney  
**COPY:** City Council  
**SUBJECT:** Resolution – Appointing and reappointing individuals to the Board of Ethics –  
January 13, 2026  
**DATE:** December 19, 2025

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**SUMMARY:**

Appointing and reappointing to the following individuals to the Board of Ethics:

- Appointing Teri Phillips to the “Member 3” position to fill an unexpired term, to expire December 31, 2028.
- Reappointing Nelson Rascon to the “Member 1” position to serve a three-year term, retroactive to January 1, 2026, to expire December 31, 2028.

**COUNCIL SPONSORS:**

Council Members Bushnell, Hines, and Rumbaugh.

**STRATEGIC POLICY PRIORITY:**

Appointing an individual to the Board of Ethics (Board) best aligns with the strategic priority policy related to encouraging and promoting an open, effective, results-oriented organization because the Board receives, investigates, and makes recommendations for disposition of complaints of violation of the Code of Ethics by current or former City-elected officials; the City Manager; the Director of Public Utilities; or a member of the Public Utility Board.

**BACKGROUND:**

At the December 16, 2025, Government Performance and Finance Committee meeting, the Committee conducted interviews and recommended the appointment and reappointment of the individuals listed above.

**ISSUE:**

Positions need to be filled on the Board of Ethics.

**ALTERNATIVES:**

The Board would operate without full membership.

**RECOMMENDATION:**

The Government Performance and Finance Committee recommends the appointment and reappointment of the individuals listed above.

**FISCAL IMPACT:**

There is no fiscal impact.