



TO: Hyun Kim, Interim City Manager
FROM: Nicole Emery, City Clerk
COPY: 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

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.