

**CITY OF ANGELS
CITY COUNCIL
RESOLUTION No. 26-79**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANGELS CAMP
ADOPTING REVISED PERSONNEL RULES FOR THE CITY OF ANGELS CAMP AND
REPEALING AND REPLACING PRIOR PERSONNEL RULES**

WHEREAS, the City of Angels Camp ("City") maintains personnel rules and administrative policies governing employment practices, personnel administration, employee conduct, recruitment, classification, performance management, employee rights and responsibilities, and other matters related to City employment; and

WHEREAS, the City has reviewed and updated its Personnel Rules to provide a current and comprehensive framework for the administration of City personnel matters; and

WHEREAS, the revised Personnel Rules are intended to establish consistent employment practices and procedures applicable to City employees, subject to applicable federal and California law, the Angels Camp Municipal Code, and applicable memoranda of understanding and collective bargaining agreements; and

WHEREAS, the revised Personnel Rules recognize that, where a memorandum of understanding or collective bargaining agreement clearly conflicts with the Personnel Rules, the applicable memorandum of understanding or collective bargaining agreement shall control; and

WHEREAS, the revised Personnel Rules address, among other matters, employment classifications, equal employment opportunity, discrimination and harassment prevention, reasonable accommodation, recruitment and examinations, background and reference checks, performance evaluations, outside employment, personnel records, employee training, electronic communications and devices, social media, grievance procedures, public safety employee rights, and authorized use of artificial intelligence technology; and

WHEREAS, the revised Personnel Rules are also intended to provide appropriate administrative flexibility while maintaining compliance with applicable employment laws and preserving the City's authority to manage its workforce and municipal operations; and

WHEREAS, the City Council finds that adoption of the revised Personnel Rules will promote consistent, equitable, efficient, and legally compliant personnel administration throughout the City; and

WHEREAS, the City Council has reviewed the proposed revised Personnel Rules and considered the recommendation of the City Administrator.



HOME OF THE JUMPING FROG

NOW, THEREFORE BE IT RESOLVED that the City Council of the City of Angels does hereby approve the Resolution No. 26-79.

SECTION 1. Adoption of Revised Personnel Rules

The City Council hereby adopts the **City of Angels Camp Personnel Rules, Revised 2026**, attached hereto as **Exhibit A** and incorporated herein by reference, as the Personnel Rules governing City employment and personnel administration.

SECTION 2. Supersession of Prior Personnel Rules

Upon the effective date of this Resolution, the revised Personnel Rules adopted herein shall supersede and replace prior City Personnel Rules to the extent they are inconsistent with the revised Personnel Rules.

Nothing in this Resolution shall be construed to impair, modify, or supersede any right, obligation, term, or condition established by an applicable memorandum of understanding, collective bargaining agreement, employment agreement, or applicable law.

SECTION 3. Compliance with Applicable Law and Agreements

The Personnel Rules shall be administered consistent with all applicable federal and California laws and regulations, the Angels Camp Municipal Code, and applicable memoranda of understanding, collective bargaining agreements, and other legally binding employment agreements.

Where a provision of the Personnel Rules conflicts with a controlling provision of an applicable memorandum of understanding or collective bargaining agreement, the controlling labor agreement shall govern to the extent of the conflict.

SECTION 4. Administrative Implementation

The City Administrator, or designee, is authorized to take such administrative actions as are reasonably necessary to implement the revised Personnel Rules, including:

1. Developing and issuing administrative procedures, forms, guidance, and other implementation materials consistent with the Personnel Rules;
 2. Providing notice and distributing the revised Personnel Rules to City employees;
 3. Coordinating employee acknowledgments or other documentation regarding receipt of the Personnel Rules;
 4. Establishing administrative processes necessary to carry out the Personnel Rules;
- and



HOME OF THE JUMPING FROG

5. Making non-substantive administrative, formatting, numbering, or clerical corrections that do not alter the substantive rights or obligations established by the Personnel Rules.

Any substantive amendment to the Personnel Rules shall require approval by the City Council unless otherwise authorized by applicable law or a duly adopted City policy.

SECTION 5. No Contractual Right Created

The adoption of the Personnel Rules shall not be construed to create an employment contract or contractual right where none otherwise exists. The Personnel Rules shall be administered consistent with applicable law and controlling labor agreements.

SECTION 6. Severability

If any provision of this Resolution or the Personnel Rules adopted hereby is determined by a court of competent jurisdiction to be invalid or unenforceable, such determination shall not affect the validity of the remaining provisions, which shall remain in full force and effect to the fullest extent permitted by law.

SECTION 7. Effective Date

This Resolution shall become effective immediately upon its adoption, unless otherwise provided by law.

SECTION 8. Certification

The City Clerk shall certify to the passage and adoption of this Resolution and shall cause the same to be entered into the book of original resolutions of the City of Angels Camp.

PASSED AND ADOPTED this 15th day of September 2026, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Haley Bugarin, City Clerk

Caroline Schirato, Mayor



HOME OF THE JUMPING FROG