

1. City Council Meeting
March 24, 2026

Agenda Item 15 Discussion and possible action on August 29, 2025 petition from Rachel Caballero for removal action against Mayor Paulette Guajardo

Options

1. Request Staff to prepare an ordinance to refer to the Ethics Commission and/or
2. Set Agenda Item & Date on preliminary & procedural matters for removal hearing
3. Deny petitioners' removal action
4. No Action
5. Reprimand

2. City Council Meeting
April 14, 2026

Meeting on Preliminary & Procedural Matter for Removal Action

1. Certify Articles of Impeachment (Provides notice to defendant of charges as req'd by Charter -- otherwise it could be requested at any time)
2. Schedule Pretrial and Removal Hearing (Could schedule by three-person memos, but would need to provide notice to satisfy Due Process)
3. Adopt Rules and Procedures for Hearing and Pretrial Hearing
 - deadlines for motions, summons, and witness list
 - rules of evidence
 - standard of proof
 - order of proceedings(Early adoption of procedural rules provides certainty and avoids potential delays due to disputes being raised later)

Alternative Options

1. Request staff to prepare an ordinance to refer to the Ethics Commission
2. Deny Removal Action
3. No Action
4. If the Articles of Impeachment are certified (charges are pending), suspension of the mayor up to 30 days.
5. Reprimand

3. City Council Meeting
To Be Scheduled

Pretrial Hearing for Removal Action

1. Rule on motions
2. Accept witness lists
3. Issue requested summonses (Generally need at least 21 days under Rules of Civil Procedure to allow for witness time to respond to summonses)

Available Options

1. Suspension of the Mayor (up to 30 days)
or
2. Request Staff to prepare an ordinance to refer to the Ethics Commission for recommendation
or
3. Cancel or reschedule Pretrial or Removal Action Hearing
and/or
4. Schedule additional pretrial hearing(s)
or
5. Deny Removal Action
or
6. Reprimand

4. City Council Meeting
To Be Scheduled

Notice will need to be sufficient to meet minimum due process

Hearing for Removal Action

1. Hearing pursuant to adopted rules and procedures
2. Upon conclusion of the Hearing, Findings:
 - No Violation
 - Violation – Reprimand
 - Violation – Suspend up to 30 days
 - Violation – Removal (majority vote of all of Council members holding office (i.e., at least 5 affirmative votes).

Alternative Options

1. Request Ordinance referring to the Ethics Commission
2. Cancel or reschedule the Hearing
3. Deny Removal Action without a hearing
4. No Action