

CITY MANAGER'S OFFICE
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November 1, 2004

Mr. John Lofland
Spokesperson for the Board of Directors
Davis Historical Society
523 E Street
Davis, CA 95616

Dear John:

This is to acknowledge your letter of November 1, 2004 concerning the staffing of the Historical Resources Management Commission (HRMC).

I have read your letter with interest and understand your concerns. I do feel some clarifications are in order to allay any misperceptions. I must say that I am concerned with some of the statements contained therein. Typically, matters concerning personnel are confidential. However, with that being said, I would hope you would not presume that any derogatory personnel action has been taken. That is simply not applicable in this situation.

Rather, it is the policy to rotate staff whenever possible for career growth and to assure that there is appropriate staff backup on key projects and commissions. It is important to fully utilize the abilities and talents of our senior professional staff. It is also important to expand the expertise and talents of new staff members. Director Emlen strongly favors rotating staff into different topical areas to improve the breadth and depth of staff capability. He looks forward to Esther's contributions on more complex long and short range planning issues and Xzandra growing into her new role in Historic Preservation Management.

It was thoughtful of you to write to me as you did, and I appreciate your concerns and also your support of our staff. I am hopeful this letter will allay any concerns you may have on the staffing of the Historical Resources Management Commission.

Sincerely,

James W. Antonen

cc: City Council
Bill Emlen
Esther Polito

CITY OF DAVIS

