



**CITY OF MIDDLETOWN
CHARTER REVISION COMMISSION**

SPECIAL MEETING

**Tuesday, April 13, 2021
7:00 PM**

Via WebEx

THIS MEETING WILL BE A 100% ELECTRONIC MEETING

For Public Attendance: Visit <https://middletownct.gov/councilmeeting>

or

WebEx.com

Join a Meeting

Event # 129 328 0015

Password: Middletown

or

Dial 408-418-9388; Access Code: 129 328 0015

REVISED AGENDA

1. Call to Order -- Robert Blanchard, Commission Chair
2. Roll Call – David Roane, Secretary
3. Discussion Items
 - a. Civilian Review Board Mandate
 - b. Equal Opportunity, Diversity, Equity, Affirmative Action and Inclusion (See attachment)
 - i. What more can the Human Resources/Human Relations Commission do to reach BIPOC communities to encourage them to apply for jobs?
 - ii. What more could be done to more to reach BIPOC individuals to apply for managerial/director level positions? How regularly is the Equal Opportunity plan outlined in Section F updated?
 - iii. What barriers are preventing more BIPOC individuals from either applying for new positions/moving up in their current positions?
 - iv. Is there BIPOC representation on the committee that reviews applications/approves raises/changes in position?
 - v. Are there both online and in-person opportunities to fill out job applications?
 - vi. Is there signage in city hall directing applicants where they can go to apply for jobs in person?
 - c. Former Justice related individuals
 - i. What barriers in the application process exist for those with prior justice-related backgrounds?
 - ii. Is there someone located at city hall with knowledge of the justice system that could guide persons in filling out job applications?
 - iii. Is the city background check service outsourced?
 - iv. If an individual does not pass the background check, how is that individual notified?

- v. What flags in the current background check preclude a person from moving forward in the hiring system?
 - vi. Should a prior felony preclude a person from serving on a board or commission?
4. Additional Discussion: Elimination of Treasurer's Job
5. Action Items and/or Language Review (4/21)
- a. Ethics Standards
 - b. Standards for Creating Boards and Commissions
 - c. Standards for Creating Departments:
 - d. Mayoral Salary
 - e. Define General Counsel role
 - f. Budget Process and Timeline
 - g. \$750,000 standard for issuance of bonds
 - h. Discussion of Hiring Practices and former Justice-related Individuals:
 - i. Representatives of the Human Resources and Human Relations Commission
 - ii. Data on the current breakdown of city employees by race - including BOE vs. City, and staff vs. managerial/director.
 - iii. Approximately how many formerly incarcerated persons come home to live in Middletown each month?
6. Discussion of upcoming meeting agendas (5/5) agenda with Counsel:
- a. Board of Education Noncertified personnel
 - b. Definition Review
7. Adjournment