

Human Resources Committee Meeting

Date: September 6, 2023

Committee Members Present: Chair Tadio, Alderwoman Davis, Alderwoman McClure

Others present: Mayor Doenges, President Talbott, Attorney LaChance, Alderman Cupoli, Alderman Barbagallo, Treasurer Markowski

Meeting was called to order at 5:32pm.

The topics were the Creation of a Code of Conduct for Board of Aldermen members, and ways that Rutland City include more Diversity, Equity, and Inclusion (DEI) in hiring processes and in trainings for city staff.

The committee discussed creating a code of conduct for the Board of Aldermen and for the Mayor. The committee determined we need a Code of Ethics including a Conflict of Interest policy and that we should create both a Code of Ethics and a Code of Conduct. Both topics will remain in committee and Attorney LaChance and Alderwoman Tadio will continue work on these documents and present drafts at a future Human Resources committee meeting. No action was needed by the committee at this time.

The committee next discussed ways that the city can continue to fulfill its commitments under the Declaration of Inclusion. Suggestions included advertising open positions in ways to attract more diverse applicants and mandating implicit bias training for city staff including police, fire, recreation and department of public works. Attorney LaChance mentioned these are all union contracts and we could create an MOU or wait until the contract is up for renegotiation. The city is currently in the process of replacing its Human Resources director and the committee determined that it will wait until the city has a staffed HR department to implement new trainings. Implicit bias training, sexual harassment training and other Human Resources department related changes will remain in committee until Rutland has a new HR director.

This report is for informational purposes only.

The meeting adjourned at 6:11pm.