

Human Resources Committee 4/2/25

Present: Chair McClure, Alderman Whitcomb, Alderman Clifford

Also present: Alderman Cupoli, Mayor Doenges, Attorney LaChance, Ellen Coyle, Members of DPW, Members of Rutland Recreation

The meeting was called to order at 5:30pm. The following items were discussed for informational purposes only and remain in committee:

- **Job Application Updates:** Human Resources is reviewing the language in city job postings to ensure it encourages diverse applicants. HR also plans to assess the platforms used for candidate outreach, evaluate the city's hiring process, and review implicit bias training policies to ensure consistency and effectiveness.
- **Non-Union Employee Handbook:** As of December 12, 2024, this item remains in committee for further discussion. The first draft of the handbook was not ready for presentation at the time of the last discussion, and is still being workshopped internally before being presented to the board.
- **Code of Conduct and Code of Ethics:** Former committee member and former Chair Alderwoman Tadio had been working with the City Attorney to draft updated versions of the Code of Conduct and Code of Ethics. These drafts were flexible and left room for the changes due to the updated State ethics guidelines. Now that we have those guidelines, they will be reviewed by the Human Resources Director and the drafts will be revisited by the committee at a later date.

The meeting adjourned at 5:48pm.