

**CITY OF NORWALK  
BOARD OF ETHICS  
REGULAR MEETING MINUTES - JANUARY 22, 2026  
VIA ZOOM VIRTUAL MEETING**

**ATTENDEES:** Patricia Agudow, Michelle Sawyer, Amy Ayala, Kitty Sang, Kathryn Williams - Murchinson.

**STAFF:** Brian Candela.

**I. CALL TO ORDER**

The regular meeting of the Board of Ethics was called to order at approximately 7:05 PM by Ms. Agudow.

**II. ROLL CALL**

Roll call was taken and a quorum was confirmed.

**III. PUBLIC PARTICIPATION**

No members of the public were present, and no written public comments were received prior to the meeting.

**IV. ACCEPTANCE OF MINUTES**

**A. Approve the minutes from the December 2, 2025 special meeting of the Board of Ethics**

**\*\*MS. SAWYER MOVED TO APPROVE THE MINUTES OF THE DECEMBER 2, 2025, SPECIAL MEETING OF THE BOARD OF ETHICS, AS AMENDED TO CORRECT THE SPELLING OF MR. NICHOLAS COLAZAR'S NAME (REMOVING THE EXTRA "K") AND THE SPELLING OF MS. CATHERINE WILLIAMS MERCHANT'S NAME.**

**\*\*MS. AYALA SECONDED THE MOTION.**

**\*\*THE MOTION PASSED UNANIMOUSLY. THE MINUTES WERE APPROVED AS AMENDED.**

**V. OLD BUSINESS**

**A. Discuss Code of Ethics – City Code – Chapter 32**

Mr. Candela noted that this item is placed on the agenda to allow members of the public to comment on Chapter 32 of the City Code. No members of the public were present and no prior comments were received. No board members had comments on this item.

**B. Discuss the Citizen's Guide to the Code of Ethics**

Mr. Candela noted that this item is placed on the agenda to allow members of the public to comment on the Citizen's Guide. No members of the public were present and no prior comments were received. No board members had comments on this item.

## **VI. NEW BUSINESS**

There was no new business.

## **VII. DISCUSSION**

### **A. Discussion of ongoing and future projects for 2026**

Ms. Agudow opened discussion on priorities for 2026, emphasizing the need to conduct live ethics training sessions for elected officials, city staff, and the public, using the previously recorded materials posted on the website. She noted that recent leadership transitions in city departments may cause some delay but stressed the importance of proceeding.

Ms. Sawyer suggested starting the process by meeting with the new Chief of Human Resources and Personnel to discuss how the Code of Ethics is currently used in onboarding, whether it is part of the process, and how the Board can collaborate to ensure employees and officials are aware of the Code and its importance. She also highlighted the value of advisory opinions as a tool for guidance and potential immunity when obtained in advance.

Mr. Candela agreed and offered to send an email to the Chief of Human Resources on behalf of the Board once the members finalize the language. He suggested including links to the Board's website, PowerPoint presentations, videos, the City Code, and the Citizen's Guide to facilitate integration into onboarding materials. He also noted potential benefits of ethics training for professional credit requirements and the importance of employees understanding the Code as a resource.

Ms. Agudow and Ms. Sawyer agreed that beginning with the HR Director would help inform future plans and avoid creating a plan that does not align with city priorities.

Mr. Candela raised the possibility of amending Chapter 32 of the City Code to increase the Board from seven to nine members (with two alternates). He explained that this would provide additional capacity, reduce workload on current members, prevent burnout, and ensure adequate bipartisan representation for investigative panels. He indicated he would contact the Ordinance Committee Chair to gauge interest and would seek feedback from Board members before proceeding.

The Board discussed the possibility of holding one daytime seminar for city staff and one evening seminar for the public, with at least one session recorded for later viewing. Mr. Candela emphasized the importance of making training accessible to both staff and residents.

The Board agreed to continue placing the Code of Ethics and Citizen's Guide on future agendas to encourage public participation.

## **VIII. EXECUTIVE SESSION**

**A. If any ethics complaints are received prior to the meeting, it is anticipated that the Board of Ethics will enter into executive session to consider same.**

No ethics complaints were received prior to the meeting. No executive session was held.

**IX. ADJOURNMENT**

**\*\*MS. SAWYER MOVED TO ADJOURN THE MEETING.**

**\*\*MS. AYALA SECONDED THE MOTION.**

**\*\*THE MOTION PASSED UNANIMOUSLY.**

The meeting was adjourned at approximately 7:33 PM.

Respectfully submitted,  
Courtney Baldwin,  
Recording Secretary