



**REGULAR MEETING – BOARD OF ETHICS
AGENDA
OCTOBER 23, 2025, 7:00 PM
ZOOM AND COMMON COUNCIL CHAMBERS**

To allow public access, anyone may access a meeting by telephone and/or Zoom, or a recording in the City of Norwalk YouTube channel. Specific instructions and links can be found at norwalkct.gov/meetings.



Members of the public may call in to participate. Callers will not be able to see the meeting participants. All participants will be muted upon entering the meeting. To speak, dial *9 on the phone and you will be called on by the host of the meeting during the public comment section. All speakers must state their name and address. Comments must be on a topic on the agenda, and are limited to three minutes. Anyone disrupting the orderly conduct of the meeting, including by using threatening, hateful, or sexually-explicit language, will be removed. Please find the information using the link above.



Members of the public who wish to provide "live comments" may also use the Zoom meeting platform. All participants will be muted upon entering the meeting. To speak, click the "raise your hand indicator" and you will be called by the host of the meeting during the public comment section. All speakers must state their name and address. Comments must be on a topic on the agenda, and are limited to three minutes. Anyone disrupting the orderly conduct of the meeting, including by using threatening, hateful, or sexually-explicit language, will be removed. Please find the information using the link above.



Members of the public who wish to provide public comment are encouraged to submit those via email in advance of the meeting. For these comments to be included into the record, they must be submitted by 12:00 p.m. the day of the meeting. Please email Brian Candela at bcandela@norwalkct.gov with the subject line "Public Comment" to provide written public comment prior to the meeting.

- I. **CALL TO ORDER**
- II. **ROLL CALL**
- III. **PUBLIC PARTICIPATION**
- IV. **ACCEPTANCE OF MINUTES**
 - A. **Approve the minutes from the September 25, 2025 regular meeting of the Board of Ethics**
- V. **OLD BUSINESS**
- VI. **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

VII. NEW BUSINESS

- A. Vote to appoint investigating panel to investigate Ethics Complaint dated September 23, 2025
- B. Discuss Code of Ethics – City Code – Chapter 32: <https://ecode360.com/27048731>
- C. Discuss the Citizen’s Guide to the Code of Ethics: <https://www.norwalkct.gov/DocumentCenter/View/888/Citizens-Guide-to-Code-of-Ethics-2021?bidId=>

VIII. DISCUSSION

IX. ADJOURNMENT

**CITY OF NORWALK
BOARD OF ETHICS
REGULAR MEETING MINUTES – SEPTEMBER 25, 2025 – 7 PM
VIA ZOOM VIRTUAL CONFERENCE**

ATTENDEES: Kitty Sang, Patricia Toni, Katherine Williams-Murchinson, Amy Ayala.

STAFF: Brian Candela.

I. CALL TO ORDER

Mr. Candela called the meeting to order at 7:00 PM.

II. Roll Call

Mr. Candela conducted a roll call as noted above.

III. PUBLIC PARTICIPATION

Diane Lauricella, 21 Little Fox Lane

Ms. Lauricella addressed The Board , expressing support for The Board of Ethics and urging increased public outreach, particularly before the upcoming election. She suggested making outreach fun and interactive, including webinars and live events, and recommended providing written decisions with reasons to complainants.

Diane Cece, Olmsted Place

Ms. Cece echoed Ms. Lauricella’s sentiments, supporting an education and training program and suggesting transparency in decisions for complainants, possibly under non-disclosure agreements.

IV. ACCEPTANCE OF MINUTES

A. July 24, 2025

**** MS. TONI MOVED TO APPROVE THE MINUTES OF THE JULY 24, 2025, REGULAR MEETING.**

**** MS. SANG SECONDED THE MOTION.**

****THE MOTION PASSED UNANIMOUSLY.**

V. OLD BUSINESS

- A. Discuss the creation of a Board of Ethics’ education/training program for the City, its Officers and Employees as well as Residents**

Mr. Candela reviewed The Board 's past efforts, noting that they had revised the entire code and Citizen's Guide over a period of two and a half to three and a half years, and also produced summary YouTube videos and PowerPoint presentations. He proposed a hybrid educational seminar with daytime and evening sessions in the Common Council Chambers, accessible via video.

Ms. Toni suggested combining videos with in-person discussions or a fully in-person program to be recorded, emphasizing the need for a well-thought-out plan due to the project's complexity.

Ms. Ayala inquired about the number of sessions, considering content volume. Mr. Candela emphasized initial awareness of the code's existence and suggested multiple seminars. The Board discussed making the code and resources accessible via the website and agendas, with Mr. Candela proposing interim question-and-answer sessions at meetings. He suggested the possibility of the Connecticut Conference of Municipalities coming in person to help with training sessions. Ms. Ayala supported this, noting it addresses pre-election visibility concerns raised by Ms. Lauricella.

Mr. Candela suggested drafting the program in pieces for Board review, with plans to include links to the code and Citizen's Guide on the October agenda. Ms. Williams-Murchinson and others agreed with the piece-by-piece approach. Mr. Candela committed to coordinating with the Connecticut Conference of Municipalities for support, as well as promoting awareness and access on social media of their process.

VI. NEW BUSINESS

No new business was discussed.

VII. EXECUTIVE SESSION

No executive session was held.

VIII. ADJOURNMENT

- ** MS. WILLIAMS-MURCHINSON MOVED TO ADJOURN THE MEETING.**
- ** MS. AYALA SECONDED THE MOTION.**
- ** THE MOTION PASSED UNANIMOUSLY.**

The next meeting will be held on October 23, 2025, at 7:00 PM, pending a quorum.

The meeting adjourned at 7:43 PM.

Respectfully Submitted,
Courtney Baldwin
Recording Secretary

City Code

Code of Ethics - Chapter 32

<https://ecode360.com/27048731>

Citizen's Guide to the Code of Ethics

<https://www.norwalkct.gov/DocumentCenter/View/888/Citizens-Guide-to-Code-of-Ethics-2021?bidId=>