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Gary Christenson, Mayor

Many residents have asked for a status on the Mayor's UniteMalden 2020 initiative. The work has been on-going and continuing in order to make these goals a reality. Each initiative involves multiple steps to be completed and implemented properly. Below is some additional information regarding the progress on two of the initiatives.

Creation of a Diversity Officer Position

Requirements:

- The position must be properly created and defined in terms of roles and responsibilities, with a particular focus on how the role interacts with other existing roles such as Human Resources and Community Outreach Coordinator.
- Once properly defined and documented, the job is then able to be 'classified' as to the salary. All positions in the City of Malden are outlined in the City of Malden ordinances and are graded for salary such that they are consistent with other similar jobs.
- A properly documented new position, once properly classified, allows the Mayor to send an appropriation request to the City Council to fund the position.

Status:

- We have interviewed individuals who hold this role in other cities to hear firsthand how they have structured it, what has worked well, and what hasn't worked as well.
- We have obtained documentation from other communities, specifically job descriptions and roles and responsibilities, to aid in our defining of the role.
- A draft of the City of Malden job description for the proposed position has been created and is being finalized.

Why wasn't the position funded in the FY2021 Budget?

When this initiative was formulated and announced, the Mayor had already proposed his budget to the City Council. As indicated above, additional steps needed to be completed before a funding request could be made and properly considered by the City Council. The Mayor did have a potential path with an internal candidate for this position, which would have allowed us to move forward quicker, but that didn't work out. Therefore, we continue preparing the necessary information to request funding as soon as possible after the City Council returns from recess.

Establishment of a Police Oversight Commission

Requirements:

- Involves the drafting of a comprehensive ordinance (a local version of a law) outlining all key aspects of the proposal, including but not limited to:
 - The makeup of the body; number of members, terms, etc.
 - The role of the body and how it will interact with the Police Department and the Police Commissioner. Note that our charter defines the role of the Police Commissioner. This newly proposed function needs to be well drafted to ensure we work with other existing roles.
- Presentation of the proposed ordinance to the City Council for deliberation, which will likely include public hearings to get input from the public.
- Once the board is established, and appointments have been made, then we would expect that the board would define further the steps it would take to achieve the stated goals, and the proposed budget to do so.

Status:

- Research continues on the various models that can be utilized to create a police oversight function. There is a wealth of information available on what has been done in other communities, what has worked, and what hasn't worked. Incorporating this into our proposal is critical to creating something that will succeed.
- A draft of the proposed ordinance is being actively worked out.

Why didn't the Mayor fund this in the budget?

When this initiative was formulated and announced, the Mayor had already proposed his budget to the Council. As indicated above, much work needs to be done to actually accomplish the stated goal. This work will lead further refining of the required financial resources to achieve the goal and have an effective board. The Mayor continues to stand by his commitment to fund this important initiative, and the work being done will lead to that happening with it being more 'real' than simply throwing a number out now with no foundational work completed.