



City of Middletown

Memorandum

To: Mayor Gene P. Nocera
From: Faith M. Jackson, Director of Equal Opportunity & Diversity Management
Date: January 30, 2026
Re: **The City of Middletown 2025-2026 Employment Activity Report – 2nd Quarter Report**

Attached is the 2025-2026 second quarter employment activity report for the City of Middletown for your review and approval. For the second quarter, a total of four new people were hired, three White Males and one White Female. Job opportunities for new hires and promotions for this quarter came under the following categories: EEO2-Professional, EEO3-Technicians, EEO4-Protective Services, and EEO8-Service Maintenance. Hires and promotions occurred in the following departments: Fire, Public Works, and Water and Sewer. The City achieved one of its set hiring goals achieved through new hires, one White Female in the EEO2-Professional category. Of all new hires, 25% or one White Female was from the protected class.

During the second quarter, there was a total of two employees promoted. The City achieved another one of its set goals through a promotion, one White Female in EEO3-Technician Category. Of all promotions, one or 50% was from the protected class, one White Female.

While the City does not hire or promote a large number of employees annually, it does strive to make a good faith effort to hire and promote individuals from the protected class in its efforts to diversify its workforce.

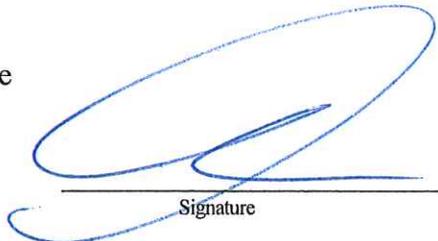
If you have any questions or would like further explanation of this report, please call me at extension 4830. Thank you.

c: Common Council
Human Resources Division
Affirmative Action Monitoring Committee

/fmj

Attachments

Approve:



Signature



Date

Other:

Signature

Date

CITY OF MIDDLETOWN
OFFICE OF EQUAL OPPORTUNITY & DIVERSITY MANAGEMENT
2026 JAN 30 PM 3:45
(Mayor HR CO. Affairs/fmj)

Memorandum

To: Gene Nocera, Mayor, City of Middletown

From: Faith M. Jackson, Director of Equal Opportunity and Diversity Management and Affirmative Action Officer

Date: January 26, 2026

Re: City of Middletown Affirmative Action 2025-2026 2nd Quarter Employment Activity Report

Total Goals set for 2025-2026 ~ (38):

- A1-EEO1 – 1BM, 1HF, 1OM
- B2-EEO2 – *1WF, 1WF, 2OM, 1OF
- C3-EEO3 – *1WF, 4WF, 1HF, 1OM
- D4-EEO4 – 2BF, 4HM, 2HF
- E5-EEO5 – 1HF, 1OF
- F6-EEO6 – *1WF, 1WF, 2OF
- G7-EEO7 – 1WF
- H8-EEO8 – 5WF, 1BF, 1HF, 1OF

2nd Quarter Hires/Promotions/Terminations/Transfers/Other Results October, November, and December 2025

	Total	Other Male/Other Female												Two/More Male	Two/More Female	
		White Male	White Female	B/AA Male	B/AA Female	H/L Male	H/L Female	Asian Male	Asian Female	AI/AN Male	AI/AN Female	NH/OPI Male	NH/OPI Female			
New Hires	4	3	*1													
Prom.	2	1	*1													
Trans.																
Reclass.																
Dem.	1														1	
Sep./ Other:	9	3 R 1 Q 1 O	2 R 1 Q	1 R												

Definitions: L - Layoffs LA - Leave of Absence O - Other Q - Quit R - Retired T - Terminated	EEO Key: EEO1 (A-1) - Officials/Administrators EEO2 (B-2) - Professionals EEO3 (C-3) - Technicians EEO4 (D-4) - Protective Service EEO5 (E-5) - Para-Professionals EEO6 (F-6) - Administrative Support EEO7 (G-7) - Skilled Craft EEO8 (H-8) - Service/Maintenance	Ethnic Codes: Two/More Races Asian B/AA – Black/African American H/L – Hispanic/Latino AI/AN – American Indian/Alaskan Native NH/OPI – Native Hawaiian/Other Pacific Islander White	
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*Achieved Established Goal
 **Achieved a Minority Hire

c: Affirmative Action Monitoring Committee, Common Council, and Human Resources Division

Affirmative Action Recruitment Goals 2025-2026

2nd Quarter New Hires & Promotions

October, November, and December 2025

	Position(s) Available	Number of Available	Goal(s) Achieved
EEO Category/Number of Goals (38)	Y/N	Position(s)	Y/N
New Hires / Promotions			
EEO1 – Officials/Administrators (3)	N	---	---
1BM, 1HF, 1OM			
EEO2 – Professionals (5)	Y	2	Y
*1WF / 1WM			
*1WF, 1WF, 2OM, 1OF			
EEO3 – Technicians (7)	Y	2	Y
1WM / *1WF			
*1WF, 4WF, 1HF, 1OM			
EEO4 – Protective Services (8)	Y	1	N
1WM			
2BF, 4HM, 2HF			
EEO5 – Paraprofessionals (2)	N	---	---
1HF, 1OF			
EEO6 – Administrative Support (4)	N	---	---
*1WF, 1WF, 2OF			
EEO7 – Skilled Craft (1)	N	---	---
1WF			
EEO8 – Service Maintenance (8)	Y	1	N
1WM			
5WF, 1BF, 1HF, 1OF			
Total		6	

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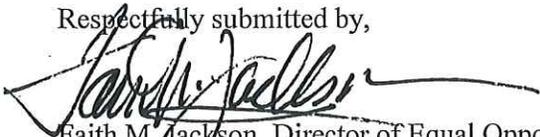
*Achieved Established Goal
**Achieved a Minority Hire

Race/Ethnicity Codes:

BM: Black /African American Male
 BF: Black/African American Female
 HM: Hispanic/Latino Male
 HF: Hispanic/Latino Female
 OM: Other Male, which includes the following: Asian Male, American Indian/Alaskan Native Male, and Native Hawaiian/Other Pacific Islander Male
 OF: Other Female, which includes the following: Asian Female, American Indian/Alaskan Native Female, and Native Hawaiian/Other Pacific Islander Female
 T/MM: Two or More Races Male
 T/MF: Two or More Races Female
 WM: White Male
 WF: White Female

The following report reflects the 2025-2026 second quarter recruitment activities results for new hires and promotions. During this quarter, the City hired four new employees and promoted two employees. The City achieved two set goals, one through a new hire and one through a promotion: one White Female hired in EEO2 – Professionals and one White Female promoted in EEO3 - Technicians. Of the four new hires, one (25%) was from the protected class. Of the two promotions, one (50%) was from the protected class. For this quarter, hires and promotions occurred in the following departments: Public Works, Fire, and Water & Sewer.

Respectfully submitted by,



Faith M. Jackson, Director of Equal Opportunity and
 Diversity Management and Affirmative Action Officer