



# City of Richmond

900 East Broad Street  
Richmond, VA 23219  
[www.rva.gov/office-city-clerk](http://www.rva.gov/office-city-clerk)

## Meeting Minutes - Final Organizational Development Standing Committee

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Monday, February 7, 2022

5:00 PM

Council Chamber, 2nd Floor - City Hall  
**Virtual Meeting**

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### Members Present

The Honorable Cynthia Newbille – Chair  
The Honorable Ellen Robertson – Vice Chair  
The Honorable Andreas Addison – Member (late arrival)  
The Honorable Katherine Jordan – Member  
The Honorable Ann-Frances Lambert – Member  
The Honorable Kristen Nye – Member (early departure)  
The Honorable Stephanie Lynch – Member (late arrival)  
The Honorable Michael Jones – Member  
The Honorable Reva Trammell – Member (early departure)

### Others in Attendance

Joyce Davis, Interim Council Chief of Staff  
Haskell Brown, Interim City Attorney  
Candice Reid, City Clerk  
Tabrica Rentz, Acting Deputy City Attorney  
RJ Warren, Deputy City Clerk

### Call to Order

Chair Cynthia Newbille called the meeting to order at 5:01 p.m., and presided.

### Electronic Meeting Announcement

Deputy City Clerk RJ Warren, pursuant to the current ongoing declaration of a local emergency concerning the COVID-19 pandemic confirmed by Res. No. 2020-R025, adopted March 16, 2020, and as permitted by section 2.2-3708.2(A)(3) of the Virginia Freedom of Information Act, announced the meeting would be held through electronic communication means. Deputy City Clerk Warren stated notice of the meeting was provided to the public by means of a public information email on January 31, 2022 and through Legistar on the city website in accordance with usual practice. He also stated members of the public were encouraged to provide comments in writing prior to the meeting and all comments received prior to 10:00 a.m., on Monday, February 7, 2022, were provided to committee members. Deputy City Clerk Warren indicated that members of the public who signed up to speak and provide comment would be called to speak at the appropriate time.

## Citizen Speaker Guidelines

Upon the Chair's request, Deputy City Clerk RJ Warren provided citizen speaker guidelines.

## Approval of Minutes

There were no corrections or amendments to the minutes of the Monday, December 6, 2021 Organizational Development Standing Committee meeting, at 5:00 p.m., and the minutes were approved as presented.

[CD.2021.493](#) December 6, 2021, Organizational Development Standing Committee Meeting Minutes

*Member Andreas Addison joined the meeting at 5:06 p.m.*

## Reports from City Administration, Council Staff and Other Parties

There were no reports for consideration.

## Reports of Standing Committees

There were no reports for consideration.

## Consideration of Appointments to Boards, Commissions and Similar Entities

Jamie Isley, Boards and Commissions Administrator, reviewed board vacancies for the committee's consideration.

*Member Stephanie Lynch joined the meeting at 5:17 p.m.*

*Member Michael Jones stated his concerns with boards and commissions providing feedback regarding potential Council appointments. Member Jones informed members that he believed Council should be making appointment decisions independently. Member Jones further stated his concerns with the lengths of terms allowed for members of boards and commissions.*

*Member Kristen Nye informed members that she was actively working with the Office of the City Clerk regarding the boards and commissions process. Member Nye confirmed that a discussion regarding boards and commissions operations would take place at a future Governmental Operations Standing Committee meeting.*

**Member Kristen Nye moved to forward the following appointment and reappointment applications to Council with the recommendation to approve, and to continue consideration of applicants to the Affordable Housing Trust Fund Supervisory Board:**

Audit Committee:

Donald T. Cowles – (reappointment)  
Joseph C. Kearfott – (reappointment)  
Daniel E. Howell

Human Rights Commission:

Chandler L. Holeman

Maggie L. Walker Initiative Citizens Advisory Board

Avohom Carpenter – (reappointment)

**The motion was seconded and approved: Ayes 8, Addison, Jordan, Lambert, Nye, Trammell, Jones, Robertson, Newbille. Noes None. Lynch was excused.**

[CD.2021.498](#) February Board Vacancy Report - Organizational Development  
Standing Committee

*A copy of the material provided has been filed.*

### Paper(s) for Consideration

1. [ORD. 2021-345](#) To amend ch. 2, art. VI of the City Code by adding therein a new div. 6, consisting of §§ 2-1301.1-2-1301.20, concerning collective bargaining, for the purpose of providing for collective bargaining with certain City employees.

**Patrons:** Ms. Trammell, Ms. Nye and Vice President Robertson

**Continued to the March 7, 2022 Organizational Development Standing Committee meeting**

2. [ORD. 2021-346](#) To amend ch. 2, art. VI of the City Code by adding therein a new div. 6, consisting of §§ 2-1301.1-2-1301.21, concerning collective bargaining, for the purpose of providing for collective bargaining with certain City employees.

**Patrons:** Mayor Stoney

**Continued to the March 7, 2022 Organizational Development Standing Committee meeting**

Cynthia Hudson, Sands Anderson Counsel, provided the committee with a presentation regarding collective bargaining background information, options available to Council, eligibility of certain employees, and potential impacts of collective bargaining on the city.

[CD.2022.054](#) RVA Collective Bargaining Presentation

Rachel Sandalow-Ash, Service Employees International Union (SEIU) Attorney, representing SEIU Virginia 512, discussed with the committee the impacts and benefits of allowing collective bargaining amongst city employees. Ms. Sandalow-Ash also discussed with members potential amendments to the proposed ordinances that she believed would improve the legislation.

### **Public Hearing**

Mel Borja, The Commonwealth Institute for Fiscal Analysis Work Power Policy Analyst, spoke in support of collective bargaining for city workers, and stated that collective bargaining was an economic and racial justice imperative. Ms. Borja also stated that collective bargaining increases the retention of city employees.

Gene Carter, Richmond Police Department (RPD) Officer, Richmond Coalition of Police (RCOP) member, spoke in support of ORD. 2021-345, and stated that Council had a great opportunity to respect RPD employees by approving collective bargaining. Mr. Carter also stated that collective bargaining would increase RPD officer retention.

Stacy Rogers, RPD Officer, RCOP Member, spoke in support of ORD. 2021-345, and stated that as an employee, he did not feel supported by city government. Mr. Rogers also stated that Council had a great opportunity to improve public safety in the city by designating public safety employees eligible to participate in collective bargaining.

Will George, Department of Parks, Recreation, and Community Facilities Recreation Services Supervisor, Pine Camp Culture Arts Community Center, spoke in support of collective bargaining, and he addressed the positive impacts of available parks in the city. Mr. George also stated that dedicated employees were necessary to sufficiently staff park facilities in the city. Mr. George further stated that allowing park workers to unionize would improve the park facilities in the city by helping retain staff.

James Hale, RPD Officer, spoke in support of ORD. 2021-345, and stated that it would help improve the lives of city workers. Mr. Hale also stated that RPD was facing a staffing crisis due to the lack of safety standards and low wages.

Matthew Sacksteder, RPD Officer, RCOP Member, spoke in support of ORD. 2021-345, and stated that collective bargaining would be a sign of support from the city and help improve RPD officer morale.

David Broder, SEIU Virginia 512 President, spoke in support of collective bargaining and stated that collective bargaining would allow front line workers to have a seat at the table to ensure a better future for working families.

Bill Pantele, RCOP Representative, spoke in support of ORD. 2021-345, and stated that the proposed ordinance was similar to legislation adopted by Arlington County and Alexandria City.

Keith Andes, Richmond Firefighters Association I.A.F.F. Local 995 President, spoke in support of ORD. 2021-345, and stated that the proposed ordinance would help public safety officers achieve living wage compensation.

Brian Peyton, Teamsters Local 322 President, spoke in support of ORD. 2021-345, and stated that the proposed ordinance would address the needs of city workers.

Sonia Easter, SEIU Virginia 512 Member, spoke in support of collective bargaining and stated that collective bargaining would help address the needs of the city's less visible work force.

Gregory Helfrecht, RPD Officer, RCOP Member, spoke in support of ORD. 2021-345, and stated that it would help public safety officers that feel neglected by city government. Mr. Helfrecht also stated that it would help address officer retention.

Chelsea Tovar, RPD Officer, RCOP Member, spoke in support of ORD. 2021-345, and stated that it would help protect the rights of city workers. Ms. Tovar also stated that collective bargaining would help RPD officers feel valued.

Mike Lewandoski, RPD Officer, RCOP Member, spoke in support of ORD. 2021-345, and stated that it would help public safety officers have more input on the city's budget. Mr. Lewandoski also stated that it would help public safety officers have more involvement regarding employee benefits.

Andrea Guevara, RPD Officer, RCOP Member, spoke in support of ORD. 2021-345, and stated that public safety officer retention was in a crisis. Mr. Guevara informed members that he believed public safety officers should be included with other city workers regarding collective bargaining participation.

Keith Berkeley, Parcel Service Employee, Teamsters Local 322 Member, spoke in support of ORD. 2021-345, and stated that collective bargaining also provides an opportunity for city employees to give back to the community.

Carl Scott, RPD Officer, spoke in support of ORD. 2021-345, and stated that it would allow city employees to provide a voice for public safety officers and other city employees.

Joe Signorelli, Richmond Firefighters Association I.A.F.F. Local 995 Member, spoke in support of ORD. 2021-345, and stated that collective bargaining would help better ensure public safety.

Brendan Leavy, RPD Officer, RCOP President, spoke in support of ORD. 2021-345, and stated that it would promote an equitable working environment for city employees.

Kevin Hiner, RPD Officer, RCOP Member, spoke in support of ORD. 2021-345, and stated that allowing collective bargaining would be an acknowledgement of the value that city employees provide to the city.

Matthew Maciejczak, Teamsters Local 322 Member, spoke in support of collective bargaining, but he noted his concerns with putting all city employees into the same collective bargaining agreement. Mr. Maciejczak informed members that he was concerned that certain groups of workers may have more impact on negotiations than others.

Shannon McGarva, RPD Officer, spoke in support of ORD. 2021-345, and stated that public safety officer morale was low due to the inability to negotiate employee issues with city government.

Matthew McHugh, RPD Officer, RCOP Member, spoke in support of ORD. 2021-345, and stated that public safety officers deserved to have a voice. Mr. McHugh also stated that collective bargaining would increase unity amongst city employees.

Ryan Burke, Richmond Firefighters Association I.A.F.F. Local 995 Member, spoke in support of ORD. 2021-345, and stated that public safety officers face dangerous working conditions as front line workers. Mr. Burke also stated that public safety workers need to have the ability to negotiate employee benefits.

Jennifer Hancock, Teamsters Local 322 Member, spoke in support of ORD. 2021-345, and stated that the voice of blue collar workers was often drowned out. Ms. Hancock also stated that she believed that collective bargaining would ensure equal rights amongst employees.

Citizens were provided an opportunity to offer comments in writing prior to the Organizational Development Standing Committee meeting. All written comments received by the Office of the City Clerk were provided to members of the committee prior to the meeting, and are included as an attachment to the February 7, 2022 Organizational Development Standing Committee meeting minutes:

[CD.2022.072](#) February 7, 2022 Organizational Development Standing Committee  
Written Comments

*Member Reva Trammell provide an introduction and additional background information regarding ORD. 2021-345. Member Trammell stated that she believed collective bargaining would help improve city employee benefits.*

*Member Kristen Nye stated that she strongly believed in collective bargaining and unions. Member Nye informed members that ORD. 2021-345 was a framework, and that amendments to the proposed ordinance would likely be necessary. Member Nye offered to continue consideration of the legislation to allow additional time for consideration and possible amendments.*

Chief Administrative Officer (CAO) Lincoln Saunders provided an introduction and additional background information regarding ORD. 2021-346. CAO Saunders stated that he believed the proposed ordinance would help the city prepare for collective bargaining.

*Member Ann-Frances Lambert stated that she supported collective bargaining, and she requested to be added as a co-patron of ORD. 2021-345.*

*Member Andreas Addison stated his concerns with the city's recent history of ending budget years with a surplus. Member Addison informed members that he believed the funding surpluses could have been used for salary raises or enhanced benefits for city employees. Member Addison also stated that he believed that city employees needed more support from city leadership.*

*Vice Chair Ellen Robertson stated that she supported collective bargaining, and she addressed the issues that city employees experience compared to government employees of surrounding counties. Vice Chair Robertson requested to be added as co-patron of ORD. 2021-345.*

*Member Katherine Jordan stated that she supported collective bargaining and looked forward to the additional work ahead regarding the proposed legislation.*

*Member Michael Jones stated that he supported collective bargaining and unions. Member Jones also stated that he was concerned about the execution of the proposed legislation, and he also noted his concerns of the potential fiscal impact of the legislation.*

*Chair Cynthia Newbille stated that she supported collective bargaining for all city employees. Chair Newbille also stated that she believed Council needed more time to better understand the implications of the legislation and potential amendments before taking final action.*

*Member Trammell stated that it was important that city employees be better compensated due to raising real estate assessments and costs of living.*

*Chair Newbille confirmed that Council would review potential amendments to the legislation prior to taking final action on the ordinances.*

**There were no further comments or discussions and Member Kristen Nye moved to continue consideration of ORD. 2021-345 and ORD. 2021-346 to the March 7, 2022 Organizational Development Standing Committee meeting, which was seconded and unanimously approved.**

## **Closed Session**

At 7:46 p.m., Member Kristen Nye moved that the Organizational Development Standing Committee hold a closed meeting pursuant to subdivision (A)(8) of section 2.2-3711 of the Virginia Freedom of Information Act to consult with legal counsel employed by the City regarding the City's authority to prohibit certain business activity in the city.

The motion was seconded and unanimously approved.

Chair Cynthia Newbille motioned to exit closed session. The motion was seconded and approved: Ayes 8, Addison, Jordan, Lambert, Nye, Lynch, Jones, Robertson, Newbille. Noes None. Trammell was excused

Members reconvened in open session at 8:18 p.m.

## **Certification of Closed Meeting - February 7, 2022**

WHEREAS, the Organizational Development Standing Committee has convened in closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712 of the Code of Virginia requires a certification by the Organizational Development Standing Committee that such closed meeting was conducted in conformity with Virginia law:

NOW, THEREFORE,  
BE IT RESOLVED:

That the Organizational Development Standing Committee hereby certifies that to the best of each member's knowledge (i) only public matters lawfully exempt from open meeting requirements by Virginia law were discussed in the closed meeting to which this certifying resolution applies; and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by the Organizational Development Standing Committee.

WITNESS the following vote of committee members, as recorded by Candice D. Reid, City Clerk:

CERTIFYING:

Cynthia I. Newbille, Chair  
Ellen F. Robertson, Vice Chair  
Andreas D. Addison  
Katherine L. Jordan  
Ann-Frances Lambert  
Kristen N. Larson  
Stephanie A. Lynch  
Reva M. Trammell (excused)  
Michael J. Jones

DECLINING TO CERTIFY:

## Discussion Items

### Richmond Redevelopment and Housing Authority (RRHA) Update

*Chair Cynthia Newbille inquired if Council was in favor of moving forward with requesting that RRHA proceed with a moratorium on the eviction of RRHA residents. Chair Newbille informed members that she would request that RRHA Interim Chief Executive Officer Stacey Daniels-Fayson address Council regarding the matter at the upcoming February 14, 2022 Council Informal meeting.*

*Member Ann-Frances Lambert addressed her concerns with the impact on city services if a large number of residents were evicted from RRHA properties.*

*Member Stephanie Lynch stated her concerns with the ability of RRHA to engage and inform residents about available options.*

*Member Reva Trammell left the meeting at 8:27 p.m.*

*Member Kristen Nye suggested that Council request that members of the RRHA Board of Trustees attend a Council meeting to discuss the eviction issue.*

*Member Michael Jones stated his concerns with tax abatement programs in the city, and he informed members the tax revenue lost to the abatements could have been used to provide affordable housing in the city.*



*Member Andreas Addison stated that he believed a Council member should be included as a member of the RRHA Board of Commissioners. Member Addison informed members that he believed Council could better address the eviction issue if it was more aware of situation.*

*Chair Newbille confirmed that she would request that RRHA representation attend an upcoming Council meeting to provide members with information regarding how RRHA would address the eviction issue.*

*Chair Newbille provided members with an update regarding bonuses to be provided to city employees of constitutional officers.*

*Member Kristen Nye left the meeting at 8:40 p.m.*

Interim Council Chief of Staff Joyce Davis provided an update regarding plans to address the recommendations of the Task Force for the Establishment of a Civilian Review Board. Ms. Davis informed members that city administration would provide Council with a report on the matter by February 28, 2022.

Chief Administrative Officer Lincoln Saunders provided members with an update regarding city administration's plans regarding bonuses for city employees of constitutional officers.

## **Adjournment**

There being no further business, the meeting adjourned at 8:50 p.m.