



City of Richmond

900 East Broad Street
Richmond, VA 23219
www.rva.gov/office-city-clerk

Meeting Minutes - Draft Organizational Development Standing Committee

Monday, June 6, 2022

5:00 PM

Council Chamber, 2nd Floor - City Hall

Members Present

The Honorable Cynthia Newbille – Chair
The Honorable Ellen Robertson – Vice Chair
The Honorable Andreas Addison – Member
The Honorable Katherine Jordan – Member
The Honorable Ann-Frances Lambert – Member
The Honorable Kristen Nye – Member
The Honorable Reva Trammell – Member

Absent

The Honorable Stephanie Lynch – Member
The Honorable Michael Jones – Member

Others in Attendance

Joyce Davis, Interim Council Chief of Staff
Haskell Brown, Interim City Attorney
Pamela Nichols, Senior Assistant City Clerk
Candice Reid, City Clerk

Call to Order

Chair Cynthia Newbille called the meeting to order at 5:28 p.m., and presided.

Chamber Emergency Evacuation Announcement and Citizen Speaker Guidelines

Council Management Analyst Lisa Braxton provided information on the appropriate manner in which the Council Chamber is to be evacuated in the event of an emergency along with citizen speaker guidelines at the beginning of the Special Council Meeting which was scheduled for the same date and time.

Electronic Participation

Pursuant to Rule III(D)(4)(b) of Council's Rules of Procedure, Committee Member Katherine Jordan made a request to participate in the meeting via Microsoft Teams from Wrightsville Beach, North Carolina, due to family travel. The Committee Members present were required to adopt a motion to approve Member Jordan's participation in the meeting by electronic communication means if it appeared to the body that her request complied with Rule III(D) of Council's Rules of Procedure. A motion was solicited from those members physically assembled to approve Member Jordan's participation in the meeting by electronic communication means.

Vice Chair Ellen Robertson moved to approve Member Katherine Jordan's participation in the meeting through electronic communication means. The motion was seconded and approved: Ayes 5, Addison, Lambert, Trammell, Robertson, Newbille. Noes none.

Member Katherine Jordan joined the meeting via Microsoft Teams at 5:34 p.m.

Pursuant to Rule III(D)(4)(b) of Council's Rules of Procedure, Committee Member Kristen Nye made a request to participate in the meeting via Microsoft Teams from her home, due to a medical condition preventing her physical attendance. The Committee Members present were required to adopt a motion to approve Member Nye's participation in the meeting by electronic communication means if it appeared to the body that her request complied with Rule III(D) of Council's Rules of Procedure. A motion was solicited from those members physically assembled to approve Member Nye's participation in the meeting by electronic communication means.

Member Andreas Addison moved to approve Member Kristen Nye's participation in the meeting through electronic communication means. The motion was seconded and approved: Ayes 5, Addison, Lambert, Trammell, Robertson, Newbille. Noes none.

Member Kristen Larson joined the meeting via Microsoft Teams at 5:37 p.m.

Approval of Minutes

There were no corrections or amendments to the minutes of the Monday, May 2, 2022 Organizational Development Standing Committee meeting, at 5:00 p.m., and the minutes were approved as presented.

[CD.2022.217](#) May 2, 2022 Organizational Development Standing Committee Meeting Minutes

Attachments: [20220502 - O.D. Minutes - DRAFT](#)

Reports from City Administration, Council Staff and Other Parties

Review of the Fiscal and Efficiency Study

Lou Lassiter, City Auditor, provided a brief background overview regarding the Fiscal and Efficiency Study.

Robert Bobb, President and CEO of The Robert Bobb Group, LLC, discussed components of the Fiscal and Efficiency Study, which included the executive summary, initiatives, outcomes and themes. Mr. Bobb stated that the goal of the study is to assist the city in becoming a high-performing public service organization.

Heather Ness, Principal at The Robert Bobb Group, reviewed the assessment tool framework and the current state assessment approach. Ms. Ness further reviewed proposed recommendations for the city based on areas of strength and areas of needed improvement.

Anahi Einhorn, Accenture Health and Public Service Manager, reviewed the prioritization and implementation categories, the implementation roadmap and the methodology for the implementation roadmap.

A copy of the material provided has been filed and can be accessed below.

[CD.2022.229](#) Review of the Fiscal and Efficiency Study

Attachments: [20220606 O.D. - Fiscal and Efficiency Review](#)

Vice Chair Ellen Robertson inquired about the city's budgetary needs for the implementation of strategies identified as a level one priority. Vice Chair Robertson also inquired about the city's ability to measure the effectiveness and efficiency in the implementation of initiatives outlined in the study.

Member Reva Trammell requested a summarized version of recommendations included in the study.

Mr. Bobb offered to meet with committee members to discuss the efficiency study in its entirety.

Member Lambert expressed interest in a comparative analysis of the council-manager and strong mayor-council forms of government.

Lincoln Saunders, Chief Administrative Officer, expressed appreciation to Mr. Bobb and his team, and city leadership for their work in the development of the study. Mr. Saunders reported that city administration was working to implement some of the initiatives outlined in the study.

Joyce Davis, Interim Council Chief of Staff, reported that Council staff anticipated the distribution of information regarding next steps in the execution of the implementation roadmap, prior to its upcoming Formal Meeting of Council.

Chair Cynthia Newbille expressed appreciation to Mr. Bobb and his team, and her desire for the city to utilize the implementation roadmap, outlined in the study.

Reports of Standing Committees

There were no reports for consideration.

Consideration of Appointments to Boards, Commissions and Similar Entities

There were no appointment/reappointment items for consideration.

Paper for Consideration

The following ordinances were considered:

[ORD. 2022-119](#) To determine that the election of the members of the Council to be held on November 5, 2024, shall be conducted by ranked choice voting in accordance with section Va. Code § 24.2-673.1(B).

Patrons: Ms. Jordan, Mr. Addison and Ms. Lynch

Attachments: [Ord. No. 2022-119](#)

Member Katherine Jordan introduced ORD. 2022-119, and provided an overview of the intent of the proposed legislation. Member Jordan reported that the Virginia General Assembly passed a bill authorizing localities to use ranked choice voting for the election of members of City Council. Member Jordan advised the committee that she had assembled a group of individuals to provide comments regarding the proposed legislation.

It was the consensus of the committee to allow speakers, identified as expert witnesses and coordinated through Member Jordan, to provide introductory remarks.

Keith Balmer, General Registrar, provided an overview of the logistics of the city's implementation of ranked choice voting, which included fiscal impacts and a possible impact to the reporting process of the election results for ranked choice voting.

Chair Cynthia Newbille asked Mr. Balmer to provide a copy of the information he had shared with Council.

Sally Hudson, Virginia General Assembly Delegate and chief patron of HB 603, discussed the goals and values in ranked choice voting. Delegate Hudson stated that ranked choice voting offers the opportunity to address challenges in democracy and ensures that voters can cast their votes for their favorite candidate. She stated that the bill received bipartisan support from the Virginia General Assembly.

Whitney Quesenberry, Center for Civic Design Executive Director, explained how the Center for Civic Design had assisted other localities with the implementation of ranked choice voting. Ms. Quesenberry noted that one key component for the implementation was ballot design with accurate and concise instructions.

Chris Hughes, Ranked Choice Voting Resource Center Policy Director, reviewed resources that the Ranked Choice Voting Resource Center provided to ranked choice voting jurisdictions. Mr. Hughes reported that a large metropolitan city which utilizes a voting system similar to Richmond's voting system, was able to successfully implement ranked choice voting.

Amanda Lopez Askin, Clerk of Dona Ana County, New Mexico, provided an overview of her role in in Dona Ana County's implementation of ranked choice voting. Ms. Lopez Askin noted that the education of the ranked choice voting system was instrumental in addressing concerns of some voters. Ms. Lopez Askin stated that there were a lot of benefits associated with ranked choice voting.

Chris Piper, The Election Group Chief Operating Officer and former Commissioner of the Virginia Department of Elections, was present to respond to questions relative to ranked choice voting.

Public Hearing

Jonathan Davis, Richmond Crusade for Voters President, expressed support of ORD. 2022-119, and stated that citizens were able to gain a greater understanding of ranked choice voting through a mock election held by the Richmond Crusade for Voters. Mr. Davis emphasized that education on ranked choice voting would be the key to a successful implementation.

Delegate Hudson explained that the bill she originally filed with the Virginia General Assembly included all elected officials; however, there were concerns regarding the reporting of the election results through The Vocabulary for Event Recording and Incident Sharing (VERIS) system, as well as localities' incorporation of ranked choice voting.

Tavarris Spinks, Richmond City Democratic Committee Second Board Chair, spoke in support of ORD. 2022-119 and stated that ranked choice voting was supported by the Richmond City Democratic Committee. Mr. Spinks stated that the committee believes ranked choice voting allows voters to fully express their preferences and encourages increased voter participation.

Jane Newell, Richmond Metro League of Women Voters President, spoke in support of ORD. 2022-119. Ms. Newell commented that voters have adapted to different voting methods over the last couple of years and ranked choice voting should be included.

Taylor Thomas, a volunteer organization Fair Vote Virginia Lead Contact Person, spoke in support of ORD. 2022-119. Mr. Thomas reported that the organization contacted the presidents or contact persons for every active civic association and found that citizens were excited about ranked choice voting.

Member Andreas Addison remarked that ranked choice voting has been acted upon throughout history, and the process will reduce the need for runoff elections. Member Addison stated that ranked choice voting can bring people together through a more positive voting process.

Member Kristen Nye emphasized that need voters needed to be educated on the ranked choice voting process, and stated that she would like to discuss the process with her constituents prior to the committee voting on the proposed legislation.

There were no further comments or discussions and Member Kristen Nye moved to continue ORD. 2022-119 to the July 5, 2022 Organizational Development Standing Committee meeting, which was seconded and unanimously approved.

A copy of the material provided has been filed and can be accessed below.

[CD.2022.232](#) Ranked Choice Voting

Attachments: [After Item - 20220606 O.D. - Ranked Choice Voting](#)

Vice Chair Ellen Robertson requested future discussions on the meeting participation through electronic communication means of members, and the method by which public hearing speakers are identified.

Discussion Item(s)

There were no discussion items.

Adjournment

There being no further business, the meeting adjourned at 7:49 p.m.