



City of Richmond

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

Meeting Minutes Organizational Development Standing Committee

Monday, March 2, 2026

4:00 PM

Council Chamber, 2nd Floor - City Hall

Members Present

The Honorable Cynthia Newbille, Chair
The Honorable Katherine Jordan, Vice Chair
The Honorable Sarah Abubaker, Member
The Honorable Andrew Breton, Member
The Honorable Kenya Gibson, Member
The Honorable Nicole Jones, Member
The Honorable Stephanie Lynch, Member (late arrival)
The Honorable Ellen Robertson, Member
The Honorable Reva Trammell, Member (late arrival)

Others in Attendance

Tori Cotman, Assistant City Attorney
Laura Drewry, City Attorney
Kiley Kesecker, Deputy City Clerk
Candice Reid, City Clerk
RJ Warren, Council Chief of Staff

Call to Order

Chair Cynthia Newbille called the meeting to order at 4:01 p.m. and presided.

Chamber Emergency Evacuation Announcement

Upon the Chair's request, Deputy City Clerk Kiley Kesecker provided information on the appropriate way to evacuate the Council Chamber in the event of an emergency.

Member Reva Trammell arrived at 4:03 p.m. and was seated.

Approval of Minutes

There were no corrections or amendments to the minutes of the Monday, February 2, 2026, Organizational Development Standing Committee meeting at 5:00 p.m., and the minutes were approved as presented.

[CD.2026.065](#) February 2, 2026 - Organizational Development Standing Committee Meeting Minutes

Reports from City Administration, Council Staff, and Other Parties

1. Richmond Public Schools (RPS) Proposed FY 2027 Budget Update

[CD.2026.066](#) Richmond Public Schools FY 2027 Budget Proposal

A copy of the material provided has been filed.

Member Stephanie Lynch arrived at 4:08 p.m. and was seated.

Jason Kamras, RPS Superintendent, presented information on the updated FY 2027 RPS budget proposal, highlighting ongoing negotiations, state budget considerations, the impacts of the proposed budget, and the FY 2027 Capital Improvement Projects budget.

Member Kenya Gibson stated that she would like to see more transparency and community input in the budget process, and she does not want to use one-time money for operations.

Member Sarah Abubaker asked if there were any updates on the search for and hiring of an auditor for RPS.

Matthew Percival, Richmond City School Board Vice Chair, stated that they hope to have some movement in that area in the next few weeks.

Member Ellen Robertson asked if there had been a reduction in Black student enrollment.

Superintendent Kamras stated that there had been a slight decrease due to the changing demographics of the city, but overall enrollment has actually gone up. He also noted some loss of Latino students due to federal Immigration and Customs Enforcement activity in the area.

2. Second Quarter Vacancy and Turnover Report

[CD.2026.067](#) Second Quarter Vacancy and Turnover Report

A copy of the material provided has been filed.

Robin Redmond, Senior Deputy Director of Human Resources, presented information on recruitment, vacancies, modernization of systems, and reducing the times to fill positions. She also outlined actions underway through the Chief Administrator's office, including technology, standardization, and targeted strategies.

Councilor Stephanie Lynch stated that improving the time to fill vacant positions will go a long way in terms of moving the needle on addressing vacancies, and directional leadership is needed because it is clear that the finance department is not working properly.

Member Andrew Breton asked if the city is budgeting as if all vacant positions will be filled or if a more realistic approach is being taken, and could such a projection on how many positions will be filled in the next year.

Ms. Redmond stated that the budget department would be better equipped to provide an answer, but that they are working to fill vacancies as quickly as possible.

Member Kenya Gibson stated that she will always support collective bargaining and asked what the policy is for hiring contract workers.

Ms. Redmond stated that people can apply if they want to apply and noted that one practice is to promote workers brought in from outside agencies to full-time city employees.

Member Reva Trammell stated that it is difficult to make budgetary decisions without knowing what the budget is.

Vice Chair Katherine Jordan clarified that there are only five active vacancies in the fire department, which Ms. Redmond confirmed.

Reports of Standing Committees

Chair Newbille stated that City Council standing committee updates were provided by submitted documentation prepared by Council staff.

Paper(s) for Consideration

There were no papers for consideration.

Discussion Item(s)

There were no discussion items.

Adjournment

There being no further business, the meeting adjourned at 5:26 p.m.