



# City of Richmond

900 East Broad Street  
Richmond, VA 23219  
www.richmondgov.com/cityclerk

## Minutes

### Organizational Development Standing Committee

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Monday, December 7, 2020

5:00 PM

Council Chamber, 2nd Floor - City Hall  
(Virtual Meeting)

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#### **Committee Members**

The Honorable Cynthia Newbille – Chair  
The Honorable Chris Hilbert – Vice Chair (late arrival)  
The Honorable Andreas Addison – Member  
The Honorable Kim Gray – Member  
The Honorable Michael Jones – Member  
The Honorable Kristen Larson – Member  
The Honorable Stephanie Lynch – Member  
The Honorable Ellen Robertson – Member  
The Honorable Reva Trammell – Member

#### **Others in Attendance**

Lawrence Anderson, Council Chief of Staff  
Haskell Brown, Interim City Attorney  
Meghan Brown, Deputy Council Chief of Staff  
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 5:38 p.m., and presided.

#### **Electronic Meeting Announcement**

Deputy City Clerk RJ Warren, in accordance with Ordinance No. 2020-093, adopted April 9, 2020, as amended by Ordinance No. 2020-183, adopted August 20, 2020, announced the meeting would be held through electronic communication means. Mr. Warren stated notice of the meeting was provided to the public through a public information advisory issued on December 2, 2020, and through Legistar on the city website in accordance with usual practice. He also stated there would be no opportunities for public comment at the meeting.

#### **Approval of the Minutes**

There were no corrections or amendments to the minutes of the Monday, November 2, 2020, Organizational Development Standing Committee meeting, at 5:00 p.m., and the minutes were approved as presented.

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

#### **Richmond Retirement System (RRS) Financial and Actuarial Update**

Leo Griffin, RRS executive director, and William M. Dowd, SageView Consulting Group managing principal and consulting actuary, provided the committee with a presentation regarding financial and actuarial updates, RRS membership composition, investment rate of return, funded status, and contributions.

*Vice Chair Chris Hilbert joined the meeting at 5:43 p.m.*

*Vice Chair Chris Hilbert inquired about the ratio of retirees versus current city employees participating in the available retirement plan options for retired and current city employees.*

*Member Ellen Robertson requested that RRS increase the distribution of information regarding retirement plan options amongst city employees.*

*Member Stephanie Lynch stated her concerns with future budget liabilities related to the retirees versus current city employees ratio.*

Mr. Griffin stated that RRS would follow up with members of Council individually to provide additional information regarding the questions proposed.

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

## **Reports of Standing Committees**

There were no reports from standing committees.

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

*Chair Cynthia Newbille informed members that Council previously referred consideration of the Public Safety Standing Committee's recommendations for appointment to the Task Force on the Establishment of a Civilian Review Board to the Organizational Development Standing Committee meeting for discussion. Chair Newbille noted that interviews of applicants were suggested and inquired about members' preference for conducting interviews.*

*Vice Chair Chris Hilbert stated he did not believe conducting interviews would be beneficial and stated his preference for moving forward with the appointment recommendations put forth by the Public Safety Standing Committee.*

*Member Andreas Addison stated his preference that appointments to the task force not consist of individuals with prior law enforcement experience.*

*Member Michael Jones stated he did not support conducting interviews of applicants, but he noted he would prefer replacing certain recommendations made by the Public Safety Standing Committee with other applicants.*

*Member Kristen Larson stated her support for the task force recommendations made by the Public Safety Standing Committee.*

*Member Stephanie Lynch stated her concerns with certain recommendations to the task force being individuals with law enforcement experience.*

*Member Ellen Robertson stated her concerns with the volume of work required of the task force and requested that the task force be provided the time and resources necessary to complete its objective.*

It was the consensus of the committee to not proceed with interviews of applicants to the Task Force for the Establishment of a Civilian Review Board.

*Member Andreas Addison suggested the committee substitute the Public Safety Standing Committee's recommended appointments of Charlene L. Hinton, John I. Dixon, III and John Gerner with applicants Jewel Gatling, Roger Hunt, Jr., and Dr. Erik Nielson.*

*Councilwoman Reva Trammell stated her support for the appointment recommendations put forth by the Public Safety Standing Committee.*

*Chair Cynthia Newbille informed members that additional discussion regarding appointments to the task force and the possible substitution of certain appointment recommendations put forth by the Public Safety Standing Committee will take place at the December 14, 2020 Formal City Council meeting.*

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

### **Paper(s) for Consideration**

There were no papers for consideration.

### **Discussion Items**

#### **Richmond Regional Planning District Commission / PlanRVA Charter Amendments**

Interim City Attorney Haskell Brown provided an update regarding the Richmond Regional Planning District Commission's proposed charter amendments. Mr. Brown informed members that a recent request by Henrico County and Chesterfield County to either increase their voting representation or cap their financial contribution was rejected by the commission and its members. Mr. Brown stated the commission was set to approve other amendments, previously reviewed and consented to by Council, at the commission's December 10, 2020 meeting. Mr. Brown confirmed that Council still consented to the proposed amendments and added that a resolution will be considered by Council to finalize the approval of the amendments requested by the commission.

#### **Filing of Statements of Economic Interests by Certain Boards and Commissions**

Interim City Attorney Haskell Brown informed members that an update to the Richmond City Code was necessary to align with the Code of Virginia regarding a requirement that members appointed to certain boards and commissions be directed to file a more comprehensive Statement of Economic Interests instead of the previously required Financial Disclosure Statement. Mr. Brown stated an ordinance will be necessary to approve the Statement of Economic Interests requirement for the Council's appointees to the Capital Region Airport Commission, the Richmond Metropolitan Authority, and the Richmond Redevelopment and Housing Authority.

*Vice Chair Chris Hilbert inquired that if the update was approved, would outgoing members be required to submit the Statement of Economic Interests.*

*Member Kristen Larson requested information regarding how surrounding localities addressed the Code of Virginia requirement for members of certain boards and commissions to file a Statement of Economic Interests.*

Mr. Brown stated he would provide Council with an update regarding the questions presented.

### **Adjournment**

There being no further business, the meeting adjourned at 7:12 p.m.