



City of Richmond

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

Meeting Minutes Organizational Development Standing Committee

Monday, March 7, 2022

5:00 PM

Council Chamber, 2nd Floor - City Hall
Virtual Meeting

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 Stephanie Lynch – Member (late arrival)
The Honorable Michael Jones – Member
The Honorable Reva Trammell – Member

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 5:28 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 March 2, 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, March 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.

Approval of Minutes

There were no corrections or amendments to the minutes of the Monday, February 7, 2022 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

Council Chief of Staff Updates

Interim Council Chief of Staff Joyce Davis provided an update on the collaborative efforts between Council staff and city administration regarding the steps necessary to form a civilian review board (CRB). Ms. Davis informed members that Council would have the opportunity to review a forthcoming ordinance that establishes the potential CRB.

Maggie Anderson, Office of the Mayor Chief of Staff, provided members with additional information regarding the collaborative efforts made between city administration and Council staff.

Member Ann-Frances Lambert requested documentation that compares the recommendations from the Task Force on the Establishment of a Civilian Review Board, with the recommendations provided by Dr. William Pelfrey, Jr., regarding a CRB.

Member Kristen Nye requested that members be provided a draft of the forthcoming legislation.

Ms. Davis also provided members with an update regarding the recruitment and interview process of candidates for the City Attorney and Council Chief of Staff vacancies.

Ms. Davis further provided updates regarding Virginia Commonwealth University (VCU), L. Douglas Wilder School of Government and Public Affairs, Performance Management Group's reimagining of City Council agencies. Ms. Davis stated that the Performance Management Group's report would be finalized in April 2022.

Ms. Davis informed members of changes to Council's budget review schedule, and she provided additional information related to budget work session objectives.

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(s) for Consideration

The following ordinances were considered:

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

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

Chair Cynthia Newbille informed members that consideration of the two ordinances could be continued to allow for additional discussions and review of collective bargaining.

Member Kristen Nye stated her support for a collaborative working group to review the ordinances. Member Nye requested that the working group look at recommended amendments submitted to Council, and that the group try to conclude its review within 45 days.

Member Stephanie Lynch joined the meeting at 5:52 p.m.

Chief Administrative Officer (CAO) Lincoln Saunders stated that city administration supported the concept of a working group to review the ordinances and possible impacts of collective bargaining.

Member Ann-Frances Lambert stated she believed that more than 45 days would be necessary to fully review the impact of collective bargaining.

Member Michael Jones stated he supported the concept of unions and collective bargaining. Member Jones also stated it was important that Council understand the impact of collective bargaining before implementation.

Member Katherine Jordan stated that information regarding collective bargaining should be made accessible on the city website for city employees to review.

Member Reva Trammell stated her support for collective bargaining, and she requested that Council not delay implementing collective bargaining.

Vice Chair Ellen Robertson stated that she supported a continuance of consideration to allow more opportunity for review.

CAO Saunders provided members with information regarding the timeline for when collective bargaining could be included within the city's budget. CAO Saunders stated that implementation did not require that collective bargaining be finalized prior to the start of the next fiscal year on July 1, 2022.

Member Nye suggested that city administration provide Council with an update regarding the working group's review at a future Informal Council meeting, so that consideration of the two ordinances could then take place at the May 2, 2022 Organizational Development Standing Committee meeting.

There were no further comments or discussions and Member Michael Jones moved to continue consideration of ORD. 2021-345 and ORD. 2021-346 to the May 2, 2022 Organizational Development Standing Committee meeting, which was seconded and unanimously approved.

It was the consensus of the committee to allow two minutes for previously registered individuals to provide public comment regarding ORD. 2021-345 and ORD. 2021-246.

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 March 7, 2022 Organizational Development Standing Committee meeting minutes:

[CD.2022.050](#) February 7, 2022 Organizational Development Standing Committee Meeting Minutes

Public Hearing

Summer Bowling, Service Employees International Union (SEIU) member, spoke in support of collective bargaining, and she informed members of the services provided by employees of Richmond City libraries. Ms. Bowling also stated it was important that city employees have the opportunity to come together as one collective bargaining unit to negotiate with city administration.

Yusef Robinson addressed the committee and informed members of issues he experienced as a city employee. Mr. Robinson spoke in support of collective bargaining.

Chair Newbille confirmed that city administration would reach out to Mr. Robinson regarding his comments.

Christopher Hite, SEIU member, addressed the committee and requested that Council incorporate amendments to ORD. 2021-345 and ORD. 2021-346 that were proposed by SEIU.

Dwayne Johnson, Teamsters Local 322 member, spoke in support of collective bargaining, but requested multiple collective bargaining units be allowed to represent employees.

Ron Price, Teamsters Local 322 member, spoke in support of collective bargaining and in support of multiple collective bargaining units.

Anthony Mosby, Teamsters Local 322 executive member, spoke in support of collective bargaining and stated he believed that city employees deserved the right to form a union.

Matthew Maciejczak, Teamsters Local 322 member, spoke in support of collective bargaining and in support of multiple collective bargaining units.

Keith Andes, IAFF Local 995 President, spoke in support of ORD. 2021-345, and he stated that public safety officers should have the ability to collectively bargain with city administration regarding working conditions.

Jennifer Hancock, Teamsters Local 322 member, spoke in support of collective bargaining and stated it would help ensure a more diverse work environment. Ms. Hancock also spoke in support of multiple bargaining units.

Bill Pantele, Richmond Coalition of Police representative, stated that the proposed ordinances would only provide for the allowance of collective bargaining, and he also stated that any future agreements related to collective bargaining would still need to be considered and approved. Mr. Pantele also spoke in support of ORD. 2021-345.

Chair Cynthia Newbille stated her appreciation for individuals that provided public comment and noted there would be future opportunities to provide additional comments.

Discussion Item(s)

There were no discussion items.

Adjournment

There being no further business, the meeting adjourned at 6:46 p.m.