



City of Richmond

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

Meeting Minutes Organizational Development Standing Committee

Tuesday, July 5, 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 Stephanie Lynch – Member
The Honorable Michael Jones – Member
The Honorable Reva Trammell – Member

Absent

The Honorable Kristen Nye – 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 5:27 p.m., and presided.

Chamber Emergency Evacuation Announcement and Citizen Speaker Guidelines

Upon the President's request, Senior Assistant City Clerk Pamela Nichols 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.

Approval of Minutes

There were no corrections or amendments to the minutes of the Monday, June 6, 2022 Organizational Development Standing Committee meeting, at 5:00 p.m., and the minutes were approved as presented.

[CD.2022.253](#) June 6, 2022 Organizational Development Standing Committee Meeting Minutes

Attachments: [20220606 - O.D. Minutes - DRAFT](#)

Reports from City Administration, Council Staff and Other Parties

Preliminary Quarterly Report of American Rescue Plan Act (ARPA) Expenditures

Jason May, Budget and Strategic Planning Director, provided a status update on ARPA project.

Member Ann-Frances Lambert requested a list of locations for the facade and city beautification project, and information on the six projects awarded funding through the Health Equity Trust Fund project. Member Lambert also requested information regarding the lead line replacement project included in the report.

Member Katherine Jordan also requested additional information on the facade and city beautification project.

Vice Chair Ellen Robertson requested information on timelines, locations and performance measurements for each of the projects.

Mr. May advised the committee that the budget allocations for each project will be included in a comprehensive report to Council, due at the end of July.

Chair Cynthia Newbille inquired about the Richmond City Health District's public nomination process for community based projects to receive funding through the Health Equity Fund, which ends July 28, 2022.

Member Michael Jones inquired about the city's ability to reallocate ARPA funds from completed projects to other projects authorized under ARPA.

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

[CD.2022.257](#) After Item - American Rescue Plan Act Expenditure Report

Attachments: [20220705 O.D. - ARPA Quarterly Expenditures Report](#)

Reports of Standing Committees

There were no reports.

Consideration of Appointments to Boards, Commissions and Similar Entities

There were no appointment/reappointment items for consideration.

Paper(s) for Consideration

The following ordinance was considered:

[ORD. 2022-220](#) 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: Trammell and Nye

Attachments: [Ord. No. 2022-220 - Withdrawn 20220720](#)

Lincoln Saunders, Chief Administrative Officer, stated that city administration was willing to continue working with the patrons to collaborate on the collective bargaining legislation.

Cynthia Hudson, Sands Anderson Counsel, was present to respond to questions.

Chair Cynthia Newbille announced that the ORD. 2022-220 will be amended, and that Council anticipates consideration of the amended legislation at its Formal Meeting on July 25, 2022.

Public Hearing

Ben Himmelfarb, employee with the Richmond Public Library and member of the Service Employees International Union (SEIU), asked that city workers be included in the creation of a collective bargaining ordinance.

Phil Shepard, employee with the Richmond Public Library and member of SEIU, requested that amendments proposed by SEIU be incorporated in ORD. 2022-220.

Maurice Black, city worker, stated that employee wages were not sufficient and that collective bargaining would afford employees the opportunity to negotiate competitive wages.

Bill Pantele, Richmond Coalition of Police representative, stated that the city's adoption of collective bargaining allowances would help stabilize the city's workforce. Mr. Pantele also stated that future agreements related to collective bargaining were still needed, but the proposed legislation was a great start in the right direction.

Keith Andes, International Association of Fire Fighters (IAFF) Local 995 President, spoke in support of collective bargaining for city workers, and stated that some of his concerns regarding the health and safety of the city's fire fighters could be addressed through collective bargaining.

Member Reva Trammell discussed her intentions to amend ORD. 2022-220 at a Special Council meeting prior to the July 25, 2022 Formal Meeting of Council.

Member Stephanie Lynch expressed her support of forwarding ORD. 2022-220 to Council with no recommendation to allow time for stakeholders to discuss components of the proposed collective bargaining policy.

Vice Chair Ellen Robertson addressed a need for Council to hold a work session to evaluate all of the collective bargaining legislation.

Member Michael Jones stated his support of collective bargaining for all city employees, and he emphasized a need for Council to support further economic development projects to support the fiscal impacts associated with collective bargaining.

There were no further comments or discussions and Member Stephanie Lynch moved to forward ORD. 2022-220 to Council with no recommendation, which was seconded and unanimously approved.

Discussion Item(s)

There were no discussion items.

Closed Session

At 6:29 p.m., Member Michael Jones moved that the Organizational Development Standing Committee hold a closed meeting pursuant to subdivision (A)(1) of section 2.2-3711 of the Virginia Freedom of Information Act to (i) discuss, consider, and interview a prospective candidate for employment as City Attorney and (ii) discuss salary increases for the City Assessor, the City Auditor, the City Clerk, and the Inspector General, and pursuant to subdivision (A)(7) of section 2.2-3711 of the Virginia Freedom of Information Act to receive a briefing from the City Attorney pertaining to actual litigation regarding monument removal and to consult with the Interim City Attorney pertaining to probable litigation regarding a proposed development project in the city where such briefing and consultation in open meeting would adversely affect the City's negotiating or litigating posture.

The motion was seconded and approved: Ayes 8, Addison, Jordan, Lambert, Lynch, Trammell, Jones, Robertson, Newbille.

Member Andreas Addison motioned to exit closed session. The motion was seconded and approved: Ayes 7, Addison, Lambert, Lynch, Trammell, Jones, Robertson, Newbille. Noes None. Jordan was excused.

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

Certification of Closed Meeting - July 5, 2022

WHEREAS, the Organizational Development Standing Committee of the Council of the City of Richmond 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 Committee that such closed meeting was conducted in conformity with Virginia law:

NOW, THEREFORE,
BE IT RESOLVED:

That the Organizational Development Standing Committee of the Council of the City of Richmond 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 Committee.

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

CERTIFYING:

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

DECLINING TO CERTIFY:

Adjournment

There being no further business, the meeting adjourned at 8:21 p.m.