



City of Richmond

900 East Broad Street
Richmond, VA 23219
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Minutes

Organizational Development Standing Committee

Monday, October 1, 2018

5:00 PM

Council Chamber, 2nd Floor - City Hall

Committee Members and Others in Attendance

The Honorable Chris Hilbert – Chair
The Honorable Cynthia Newbille – Vice Chair
The Honorable Andreas Addison – Member
The Honorable Parker Agelasto – Member
The Honorable Kim Gray – Member (*Late arrival*)
The Honorable Michael Jones – Member
The Honorable Kristen Larson – Member
The Honorable Ellen Robertson – Member
The Honorable Reva Trammell – Member (*Late arrival*)
Lou Brown Ali, Council Chief of Staff
Debra Bowles, Assistant City Clerk
Haskell Brown, Deputy City Attorney
Allen Jackson, City Attorney
Candice Reid, City Clerk

Absent

Call to Order

Chair Chris Hilbert called the meeting to order at 5:11 p.m.

Evacuation Announcement

Debra Bowles, assistant city clerk, provided information on the appropriate manner in which the Council Chamber is to be evacuated in the event of an emergency.

Approval of the Minutes

Member Parker Agelasto moved to approve the meeting minutes of September 4, 2018, which was seconded and approved: Ayes 7, Jones, Robertson, Larson, Agelasto, Addison, Newbille, Hilbert. Noes 0.

Member Kim Gray arrived at 5:19 p.m. and was seated.

Consideration of Appointments to Boards, Commissions and Similar Entities

Assistant City Clerk Debra Bowles reviewed board appointment applications for consideration by the committee.

Member Ellen Robertson moved to forward the following applicant for appointment to Council with the recommendation to approve, which was seconded and approved: Ayes 8, Jones, Robertson, Larson, Agelasto, Gray, Addison, Newbille, Hilbert. Noes 0.

<u>Board Name</u>	<u>Criteria for Appointment</u>	<u>Applicant Name</u>
Advisory Task Force for the Economic Revitalization of South Richmond (10 members)	Persons from the business community or persons with expertise, in the Council's judgment as evidenced by the Council's decision to appoint each such member, in economic and residential revitalization * (1 vacancy)	Casey Botticello

Member Andreas Addison requested that Casey Botticello be removed from consideration for appointment to the Human Rights Commission due to the committee's approval recommendation of his appointment to the Advisory Task Force for the Economic Revitalization of South Richmond.

Member Robertson requested support for Rodney Lofton and Riqia Taylor to serve on the Human Rights Commission.

Member Parker Agelasto noted that Ms. Taylor served as the chair for the Human Rights Task Force which made the recommendation to create a Human Rights Commission and stated that Mr. Lofton had also served on the task force. Mr. Agelasto also requested the committee's support of applicant Lorna Wyckoff.

Member Robertson recommended Chelsi Wise for appointment to the commission.

Vice President Cynthia Newbille voiced concern regarding the needs of the commission.

Member Michael Jones shared his concern regarding having representation from all Council districts and varied nationalities.

Chair Chris Hilbert requested consideration of continuing the appointments to the Human Rights Commission to the November 5, 2018, Organizational Development Standing Committee meeting.

Member Agelasto reminded the committee that the goal is to have the Human Rights Commission in place this fall and asked Council Policy Analyst Joyce Davis if she was aware of additional citizens that have voiced an interest in serving on the commission.

Ms. Davis stated that the commission is to be created based upon expertise or representation determined by the diversity listing as stated within Ordinance 2018-044.

Member Agelasto recommended Nidal Mahayni for appointment to the commission.

Member Jones requested that the Office of the Mayor assist in having representation from Council districts while reviewing applications for appointment by the Mayor.

Chair Hilbert asked the Mayor's Chief of Staff Lincoln Saunders if the Mayor's office would work with Council per member Jones' request.

Member Kim Gray stated that the best representation with a diverse spectrum of ideas and backgrounds to serve the city as opposed to confirming that there is representation from each Council district, should be the priority when reviewing applications for consideration.

Member Ellen Robertson moved to forward the following applicants for appointment to Council with the recommendation to approve, which was seconded and approved: Ayes 8, Jones, Robertson, Larson, Agelasto, Gray, Addison, Newbille, Hilbert. Noes 0.

<u>Board Name</u>	<u>Criteria for Appointment</u>	<u>Applicant Name</u>
Human Rights Commission (13 members)	Adults who are residents of the city of Richmond and are broadly representative of the community with respect to race, color, religion, sex, pregnancy, childbirth or related medical conditions, national origin, age, marital status, disability, sexual orientation, transgender status, or gender identity. (6 vacancies) (mayoral appointments, 5 vacancies)	Rodney Lofton
		Nidal Mahayni
		Riqia Taylor
		Chelsi Wise
		Lorna Wyckoff

A copy of the material provided has been filed.

Discussion Item(s)

2019 General Assembly Legislative Review

Advantus Strategies Managing Director Ron Jordan reviewed policy positions regarding Council's legislative requests for the 2019 General Assembly session and prefaced his review by stating that the a majority of the requests had been continued from the previous year. Mr. Jordan stated that there will be a new request for the state to review the true cost of public education and the state's financial responsibility, noting that the mayor will be generating a separate resolution regarding state funding of public education. Mr. Jordan also informed the committee of new policy requests that include Wrap Around Child Care Services for at-risk children, a review of Virginia's Child Support Enforcement system, the Virginia Housing Commission to reform the eviction process and support funding for restorative justice and mediation programs. Mr. Jordan reviewed policies regarding the state historic rehabilitation tax credit, interest rates on overpayment of specific local taxes, local taxing authority and state aid to localities. Mr. Jordan further stated that policies relating to general government issues include the city supporting amending the Freedom of Information Act (FOIA), living wage requirement, sexual orientation and redistricting reform.

Committee members asked questions and made comments relating to additional issues of concern that were not included in Mr. Jordan's report.

Mr. Jordan stated that he would provide follow-up information regarding the concerns of committee members.

Reports from City Administration, Council Staff and Other Parties

Ethic Reform Task Force Preliminary Report

Chair of the Ethics Reform Task Force Albertina Rasin Walker recognized task force members that were in attendance and Council Policy Analyst Joyce Davis and Deputy City Attorney Haskell Brown for their support. Ms. Walker provided the committee with the preliminary recommendations of the task force, which include:

- require all city personnel to disclose their personal or private agreements or relationships with a vendor or third party as it relates to city contracts;
- require all city personnel to disclose their private relationship or close personal associations with an employee or candidate as it relates to decisions concerning employment status;
- amend Virginia Code § 15.2-1408 so that its provision applies to the City;
- create a single document applicable to all city personnel that requires hired, contracted, elected or appointed individuals to commit to adherence of the Code of Ethics on or before their first day of employment; and
- conduct annual mandatory citywide ethics trainings on conflicts of interest and the Code of Ethics.

Ms. Walker informed the committee that April 1, 2019 is the deadline for completion of the full report by the task force.

Member Kim Gray requested that Council's board and commission members be included in the ethics training.

Member Andreas Addison requested consideration of an annual employee survey relating to supervisor management and their relationship with employees, in addition to completion of an exit interview.

Member Parker Agelasto offered praise on the report provided to the committee and the work that the task force has completed.

Member Kristen Larson stated that she appreciated the hard work that has been put forward by the task force.

Chair Chris Hilbert requested a definition of vendor or third party as stated in the recommendations of the task force and also shared his concern relating to the handling of resources as addressed on page five of the report, which implies carelessness of one's own resources.

Ms. Walker stated that vendor or third party means anyone doing business with the city.

A copy of the material provided has been filed.

Monument Avenue Commission (MAC) Report

Co-Chairs for the Monument Avenue Commission (MAC) Christy Coleman and Gregg Kimball provided a brief summary of the commission's report. Mr. Kimball spoke in reference to the commission's recommendations of signage, working with the museum community to create a permanent exhibit, working with the Richmond Regional Tourism and adding new monuments that could address a more inclusive story of Richmond's history. Ms. Coleman stated that background information has been collected and digitized for transparency.

Members Kim Gray and Andreas Addison thanked commission members for their report and their endurance of public criticism.

Ms. Coleman responded by stating that with the criticism was also reinforcement and support for the work that has been done. Mr. Kimball echoed Ms. Coleman's statement.

A copy of the material provided has been filed.

Councilwoman Reva Trammell arrived at 6:48 p.m. and was seated.

Discussion Item(s)

Member Parker Agelasto requested discussion on the projected surplus of the general fund balance as of June 30, 2018, in order that the FY2018 Comprehensive Annual Financial Report (CAFR) is not delayed.

Deputy Council Chief of Staff Meghan Brown provided information related to the estimated general fund balance as of June 30, 2018.

Member Agelasto asked City Attorney Allen Jackson if funds have not been designated by ordinance are the funds available for consideration of assignment.

Mr. Jackson stated that he had not had enough time to comfortably respond to Mr. Agelasto's question.

Member Agelasto provided his input relating to the use of funds, stating that funds should be placed in capital projects for schools and sidewalk infrastructure, Other Post Employment Benefits (OPED) Trust Fund and Greater Richmond Transportation Company (GRTC).

Member Kristen Larson requested clarification of Chair Chris Hilbert's email relating to the amount that could be assigned to road and sidewalk repair.

Ms. Brown stated that only 10% of the special purpose reserve can be used not the surplus funds, and depending on the response of the City Attorney, the amount is projected to be between \$1,000,000 and \$1,300,000.

Member Michael Jones requested that Council consider school maintenance funding and requested an accounting of the number of citizens that will be using bus transportation on Election Day, November 6th, and asked if GRTC could absorb any of the associated costs. Mr. Jones also requested consideration of sidewalk infrastructure in areas that currently do not have sidewalks.

Vice Chair Cynthia Newbille requested that the City Attorney provide additional information regarding employee compensation and review the 10% for allocation in order that there could be equity among varied categories of the city.

Member Kim Gray requested information from the City Attorney regarding the special revenues and expenditures of the Juvenile Court and how funding was covered in the past. Ms. Gray asked about the capacity of Richmond Public Schools (RPS) encumbered funds and asked how RPS plans to use the funds. Ms. Gray also asked for consideration of restoring a portion of the funding to the Public Arts Commission.

After additional discussion among committee members, it was determined that there would be a discussion at the October 18, 2018, Finance and Economic Development Standing Committee meeting to finalize the use of the special purpose reserve.

Chair Hilbert requested that any member who cannot attend the finance meeting, submit questions to Vice President Newbille prior to October 18th, so that their questions or concerns can be vetted during the finance discussion.

A tentative scheduling of October 29, 2018, for a special meeting of Council was suggested by member Larson to expedite a resolution regarding the recommendation of the Finance and Economic Development Standing Committee.

Chair Hilbert stated that there should be consideration of beginning Informal meetings at 3:00 p.m. to ensure such meetings end by 5:30 p.m.

Member Gray stated that 3:00 p.m. is not convenient for those with children.

Chair Hilbert stated that Ms. Gray's comment was informative; therefore, with the Informal meetings beginning at 4:00 p.m., members need to be aware that the meetings should end by 5:30 p.m., as Council members should be entitled to 30 minutes prior to the start of the Formal Council meetings for personal needs.

Member Jones stated that Council members should be supportive of the president by keeping comments to a minimum and monitoring the items placed on the agenda.

Adjournment

There being no further business, the meeting adjourned at 7:14 p.m.