



## City of Richmond

900 East Broad Street  
Richmond, VA 23219  
[www.richmondgov.com/cityclerk](http://www.richmondgov.com/cityclerk)

### Minutes

#### Organizational Development Standing Committee

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**Monday, January 7, 2019**

**5:00 PM**

**Council Chamber, 2nd Floor - City Hall**

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#### **Committee Members and Others in Attendance**

The Honorable Cynthia Newbille – Chair  
The Honorable Chris Hilbert – Vice Chair  
The Honorable Andreas Addison – Member  
The Honorable Parker Agelasto – Member  
The Honorable Kim Gray – Member  
The Honorable Michael Jones – Member (early departure)  
The Honorable Kristen Larson – Member  
The Honorable Reva Trammell – Member  
Haskell Brown, Deputy City Attorney  
Meghan Brown, Interim Council Chief of Staff  
Allen Jackson, City Attorney  
Candice Reid, City Clerk

#### **Absent**

The Honorable Ellen Robertson – Member

#### **Call to Order**

Chair Cynthia Newbille called the meeting to order at 6:13 p.m.

#### **Evacuation Announcement and Citizen Speaker Guidelines**

City Clerk Candice Reid 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 the Minutes**

There were no corrections or amendments to the minutes of the Monday, December 3, 2018, 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**

There were no reports.

#### **Reports of Standing Committees**

There were no reports.

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

There were no appointments for consideration.

## Papers for Consideration

### The following ordinances were considered:

#### **ORD. 2018-319**

To adopt a new pay plan for the City and to repeal Ord. No. 93-117-159, adopted May 24, 1993, and all amendatory ordinances thereto.

#### **ORD. 2018-320**

To amend City Code § 2-1290, concerning the unclassified service, to conform the description of the unclassified service to the Pay Plan.

#### **ORD. 2018-321**

To amend and reordain City Code § 22-317, concerning additional retirement allowance for certain City officials, for the purpose of conforming titles to the Pay Plan.

Human Resources Interim Director Karen Garland, Compensation and Benefits Interim Division Chief Robin Redmond, and Compensation and Benefits Consultant Fred Rosen presented an overview regarding ORDS. 2018-319, 2018-320 and 2018-321, which included but was not limited to the following information:

- Implementation of a living wage for city employees
- New compensation ranges and position classifications/titles
- Updated code language to conform certain position titles to the pay plan

Compensation and Benefits Chief Robin Redmond informed the committee that if the proposed ordinances are adopted, the new pay plan changes will be reflected on the January 25<sup>th</sup> paychecks of city employees, and much of the budget impact as a result of such changes has been covered. Ms. Redmond further informed the committee that the proposed pieces of legislation also seek to detail and update pay plan information in the city code.

*Councilor Michael Jones exited the meeting at 6:38 p.m.*

Lenora Reid, deputy chief administrative officer (DCAO) – Finance and Administration, was also present to answer questions by the committee.

**Member Parker Agelasto moved to forward ORDS. 2018-319, 2018-320 and 2018-321 to the January 14, 2019 Council meeting with recommendation to approve, which was seconded and approved:** Ayes 7, Larson, Agelasto, Gray, Trammell, Addison, Hilbert, Newbille. Noes 0

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

### **Discussion Item(s)**

There were no discussion items.

### **Adjournment**

There being no further business, the meeting adjourned at 6:58 p.m.