



City Manager's Report

*Offices of the City Manager
Elected & Appointed Officials*

5-5-2025

City Manager – Sam Sanders (he/him)

- Rivanna Water and Sewer Authority (RWSA) is pleased to announce that it has received several 2024 Excellence in Waterworks Operations/Performance Awards. The awards are based on performance above and beyond minimum water quality standards by optimizing and running their treatment process efficiently and effectively.
 - The Crozet Water Treatment Plant, North Rivanna Water Treatment Plant, and Scottsville Water Treatment Plant all received Gold Awards.
 - The South Rivanna Water Treatment Plant and Observatory Water Treatment Plant received Silver Awards.
- 04/25: Attended Quarterly Mayor & Chairs/CAOs Meeting with Thomas Jefferson Planning District Commission (TJPDC).
 - Christine Jacobs gave the Director's Report which included:
 - Gallagher Class & Comp concluded (22% below market wage gap)
 - FY26 budget increases worked in with support of Board (Board adoption next week)
 - No increases to municipalities - increases will be integrated into grant proposals
 - Safe Streets & Roads for All - coming to the governing boards for review soon (Move Safely Blue Ridge)
 - TJPDC is 70% funded by federal funds
 - David Blount gave the Legislative Update which included:
 - Studying federal impacts and backup planning for workforce and revenues
 - Unemployment has ticked up, mostly in northern VA and Hampton Roads
- 04/25: Attended Police Civilian Oversight Board (PCOB) Town Hall at Carver Recreation Center - thank you to Inez, James, and the PCOB for your efforts coordinating this event and engaging city residents.
- 05/01: Attended the State of the Chamber event at Hillsdale Conference Center to learn the latest in how our regional chamber is working to support the needs of our business community

Deputy City Manager for Administration – Eden Ratliff (he/him)

- Spoke at the ICMA - International City/County Management Association 2025 Local Government Reimagined conference in Milwaukee, Wisconsin a few weeks ago regarding crisis management within an organization emphasizing the importance of resilience, recovery, and community trust.

- Facilitated an emergency incident communication workshop with Charlottesville Fire Department leaders and our Communications and Public Engagement team to ensure timely and accurate information is being shared with our community.
- Participated in an internal assessment of the City Manager's Office with City Manager Sanders, Deputy City Manager (DCM) Freas, and DCM Marshall.
- Performed an analysis on the City's meet and confer process to enhance labor relations.
- Announced the hire of Joseph Gilkerson as the new Director of Human Resources. Joe comes to the City from Prince William County, VA where he most recently served as Director of Human Resources for the County government. Welcome, Joe!

Office of Communications and Public Engagement (CAPE) – Director Afton Schneider (she/her)

- Our biweekly community newsletter, City Scoop, is now LIVE! You may sign up to receive the newsletter via email [here](#), you can find a link on our website and social media platforms, and you can also find copies in City Hall and at a few locations on the Downtown Mall.
- Reminder: The City's public affairs tv program, Inside Charlottesville, airs every Friday and Sunday at 7:00 PM and every Saturday and Monday at 9:00 AM on Charlottesville TV10 – Comcast Channel 10 in the City of Charlottesville and surrounding counties. We also have a free Roku app for TV10 which folks can find by searching for "Charlottesville TV10" on Roku. You can also tune in on social media or by searching "Charlottesville TV10" on Vimeo.

Office of Sustainability – Director Kristel Riddervold (she/her)

- Happy Bike Month! Alongside numerous Bike Month partners, the Office of Sustainability is supporting and promoting events throughout the month of May to celebrate Bike Month. To learn more, visit <https://bikecville.com/> (link).
- The Resilient Together Project Team will be hosting several public design workshops to allow community members to lend their ideas to the climate adaptation and resilience planning process. Upcoming workshops will be held at Stony Point Elementary on May 12, Yancey Community Center on May 20, and Greenwood Community Center on May 29. All design nights will run from 6-8 PM and will provide light food and refreshments.
- A solar PV system is coming to CATEC! Energy company CMTA has engaged Tiger Solar to install this project. Work is projected to start in late May/early June 2025 and will be completed in August 2025.

- The Office of Sustainability's Climate Program Manager participated in a panel discussion hosted in partnership with the Tom Tom Foundation and the Citizens' Climate Lobby on building community resilience.
- The Climate Team tabled at a climate-focused event hosted by the Community Climate Collaborative to share information about the newly launched Resource Hub, the electric vehicle (EV) charging infrastructure survey, the Resilient Together Project, and the Charlottesville Invasive Plant Partnership.
- The Office of Sustainability tabled with UVA's Office for Sustainability to encourage participation in upcoming Resilient Together Project design nights and DIY Chat Kit opportunities.
- The Office of Sustainability presented at an Earth Day event hosted by the Charlottesville chapter of the National Organization for Women and the Sierra Club of the Piedmont to share program updates and opportunities for community input.
- As part of the Office of Sustainability's (OS) WISE (**W**orking In a **S**ustainable **E**nvironment) Program, the OS hosted a plant swap for City employees in celebration of Earth Day.
- The Office of Sustainability and CAT are offering a fun, sustainability-themed Transit Bus Wrap Art Contest. We are inviting local artists to submit designs for two buses. For more information go to www.catchthecat.org (link).
- In partnership with LEAP and JMRL, the Office of Sustainability has deployed the first of several mobile information stations to provide hard copy Energy Resource Hub materials.
- The Office of Sustainability is supporting community organizations, Community Climate Collaborative, and Virginia Discovery Museum to deliver Climate Action Kits to all 4th and 5th graders at CCS this May. These kits provide hands-on learning about climate and energy directing families to efficiency programs that will reduce both emissions and home energy costs.
- Join the City and community partners for Rivanna RiverFest on Saturday, May 10 (May 11 rain date) from 2-9 PM at Rivanna River Company for a celebration of the Rivanna River. Enjoy fun family-friendly activities for all ages, river recreation, live performances, food, drink, and so much more! This is a free event, and you can learn more on the event website: <https://www.rivannariver.org/rivanna-riverfest/> (link).

Office of Community Solutions – Director Alexander Ikefuna (he/him)

- Grants Update: Staff have conducted an assessment of the current state of grants across the City and continue to monitor the state of federal funding. To date, we have received one notice of termination for the Urban Sustainability Directors Network (USDN) Urban Forest Management grant in the amount of \$150,000.
- National Fitness Campaign: Staff have expanded outreach with the Parks and Recreation Department to identify if there is interest in pursuing a grant from the

National Fitness Campaign to purchase and install their fitness court/fitness studio equipment in any Charlottesville parks. The Campaign completed a “feasibility analysis” that indicated, based upon their experience in other municipalities, the top four recommended park locations would be McIntire, Darden-Towe, Azalea, and Tonsler Park.

- Virginia Department of Conservation and Recreation - Recreational Trail Grant 2025: The Office of Community Solutions (OCS) Grants Analyst is working with Parks and Recreation staff to submit a grant application seeking approximately \$120,000 to complete the Pollocks Branch Trail project; specifically, the cultural and wayfinding signage as well as trail maintenance and rehabilitation to improve trail conditions and accessibility.
- Virginia Department of Criminal Justice Services- Bryne State Crisis Intervention Program: The Grants Program Manager worked with Offender Aid and Restoration (OAR) staff to complete an application for funding in the amount of \$150,000 to support the enhancement of the Therapeutic Docket program by increasing Case Management and Mental Health Navigation services provided to the participants of the Albemarle-Charlottesville Therapeutic Docket. If awarded, the City will serve as the fiscal agent for this grant.
- Neighborhood Leaders Meeting: Staff coordinated the quarterly Neighborhood Leaders Meeting held on April 3. Neighborhood Association Leaders are invited to attend this quarterly meeting facilitated by the City Manager to ask questions and have staff respond to specific neighborhood concerns. The next meeting is scheduled for June 26.
- Charlottesville Community Development Block Grant (CDBG) & HOME Programs: As of April 23, the US Department of Housing & Urban Development (HUD) has not released to the public their CDBG and HOME awards for program year (PY) 2025-26. Localities like Charlottesville are, however, required to develop and submit to HUD for review an Annual Action Plan that has been presented to the public for comment and public hearings. The draft PY25 plan has now been presented to the public during two public hearings, one before the City’s Planning Commission and one before the City Council, with two more scheduled (a second reading before Council on May 5 and one public hearing before the Thomas Jefferson Planning District Commission [TJPDC] on May 1 at the TJPDC Water Center). By way of background, the Annual Action Plan is an update to the prior year’s plan and outlines the steps we will take to use HUD funding to support the goals outlined in the 2023-27 5-Year Consolidated Plan. Members of the public can review the plan online at <https://tjpd.org/public-comment-py-2025-annual-action-plan/> (link) and/or by contacting TJPDC or OCS staff.
- Neighborly Software Implementation: Staff continue to roll out the implementation of the Neighborly Software grants management system, with a focus on the (a) applications review/scoring, (b) progress monitoring and reporting and (c) invoicing modules. Staff is working to wrap up the GoLive phase of development

and Neighborly was used by the members of the CDBG/HOME Taskforce to review and score the applications received for the upcoming 2025-26 program year. Having this tool available significantly eased the collaborative scoring process, thereby freeing up valuable time for the group's discussions about where to allocate the limited funds available to them. Our goal is to have the full suite of modules sufficiently developed such that applications for CDBG, HOME, Charlottesville Affordable Housing Fund (CAHF), and Housing Operations and Programs Support (HOPS).

- Charlottesville Affordable Housing Fund – Fiscal Year 2025; and Housing Operations and Programs Support – Fiscal Year 2026: On April 7, the City Council approved funding recommendations by the Charlottesville Affordable Housing Fund Advisory Committee for both the CAHF and the HOPS grants. With Council action taken, staff is now proceeding with formal award notifications and the execution of grant agreements with the selected recipients. These awards reflect strategic investment in housing production, preservation, and service delivery aligned with City priorities and community needs.
- Housing Equity and Anti-Displacement Toolkit (HEAT) Strategy: On April 21, OCS staff presented the 2025 Affordable Housing Report to the City Council, outlining current investment levels and the strategic direction of the City's affordable housing initiatives. In the same session, staff also provided an update on the HEAT Strategy, including a draft ordinance for the establishing the Land Bank Authority of the City of Charlottesville (LBAC) and an introduction to conceptual policy considerations for a Charlottesville Affordable Housing Tax Abatement Program (CAHTAP). These efforts represent foundational elements of the City's long-term housing equity framework. Staff is now actively working through after-action items related to both the report and the open session discussion, including refining draft policy documents and coordinating follow-up communication and timelines.
- First Housing Expo 2025: City staff assisted County staff to plan and hold a Housing Expo on Saturday, April 12 at the Carver Rec Center, geared towards providing resources and information to homebuyers, renters and landlords. In addition to housing providers being available to provide information, there were three workshops: Fair Housing & Your Rights; First-Time Homebuyer Resources; and Renter Responsibilities. While there was a small attendance, the comments received from the attendees were very positive. It is intended that there will be annual Housing Expos planned in the future.
- Virginia Housing Regional Board Meeting Housing Panel: On April 28, OCS Director was invited to speak at the Virginia Housing Regional Board Meeting - Housing Panel on the City's affordable housing initiatives, as well as City involvement with the UVA Housing Committee.

Office of Human Rights – Director Todd Niemeier

- The Office of Human Rights submitted the revised Charlottesville Human Rights Ordinance, adopted by City Council on January 21, 2025, to the Federal Fair Housing Office for review as part of the interim certification process for the Fair Housing Assistance Program. Per a conversation with the Director of the Fair Housing Assistance Program on March 14, 2025, a draft workshare contract was being prepared by HUD and would soon be provided to the City for review.
- The Human Rights Commission held its Annual Planning Meeting on Saturday, March 22, 2025. During this meeting, Commissioners identified housing access and stability across protected classes and economic status, as well as support for marginalized communities during federal uncertainty as primary focuses for their work through February 2026.