

**CITY OF CHARLOTTESVILLE, VIRGINIA
CITY COUNCIL AGENDA**



Agenda Date:	November 7, 2022
Action Required:	Adopt Resolution (One Reading)
Presenter:	Mayor Lloyd Snook
Staff Contacts:	Lisa Robertson, City Attorney
Title:	Extending the Contract for city management services with The Robert Bobb Group (1 reading)

Background

By resolution approved December 20, 2021 (#R-21-184), City Council awarded a contract to The Robert Bobb Group, for the provision of city manager services. The contract executed by the City and The Robert Bobb Group (RBG) required RBG to perform services through June 30, 2022. By resolution approved June 6, 2022 (#R-22-071) City Council extended the contract for an additional six-month term (through December 31, 2022).

Discussion

In June 2022, City Council determined that it would be desirable for the Robert Bobb Group RBG (working through Michael Rogers) to continue providing contracted-for city management services, to provide leadership during a process for selection of a police chief. Additionally, while RBG has served the City well (successes include recruitment of a permanent Human Resources Director and delivering to City Council a collective bargaining ordinance), work contemplated by this contract remains to be done.

Council has not established an updated strategic plan for the City government, and RBG's work under this contract was intended to include support during a Strategic Planning Process and development of a prioritized work plan for a permanent city manager, tied to a written plan of goals and priorities approved by City Council (which relate to the Strategic Plan). These remaining items will be important to set the stage for a successful recruitment of a permanent city manager suited to the City's needs. Va. Code §2.2-4309 allows the existing contract to be extended for completion of work that remains to be completed.

Between now and the end of the first quarter of 2023 (January – March), City Council anticipates the following projects, all of which will require the continued support of an interim city manager:

- Completion of the recruitment process for a chief of police; establishing goals and objectives for the new chief and for the Charlottesville Police Department
- Development and approval of a budget for Fiscal Year 2024
- Review and public hearings for a new zoning ordinance

- Commence Development of a Strategic Plan (first stage: focusing on immediate organizational needs and effectiveness, and setting goals/priorities for the City Council/ City Manager working relationship; later stage: expand community engagement under the leadership of a permanent city manager, for a more traditional approach to establishing goals and priorities)
- Commence implementation of Collective Bargaining

As a practical matter, RBG is the only source available and in a position to commence and pursue these projects in the coming months. A different interim could not, as a practical matter, get familiarized with the City organization quickly enough to provide effective leadership in all of these efforts going on at once, and neither can City Council complete a well-run executive recruitment for a permanent manager before these projects need to be commenced.

Alignment with City Council's Vision and Strategic Plan

Yes.

Community Engagement

N/A

Budgetary Impact

None

Recommendation

Staff recommends approval.

Suggested Motion: "I move the RESOLUTION to extend the contract for city manager services with The Robert Bobb Group"

Alternatives

If City Council elects not to extend the term of this contract, Council would need to make provisions for the management/ administrative functions to be covered by a different person.

Attachments

1. RESOLUTION Extend RBG Contract