



City Manager's Report

*Offices of the City Manager
Elected & Appointed Officials*

1-5-2026

City Manager – Sam Sanders (he/him)

- Hosted a holiday breakfast for the Extended LEADTeam (75 leaders across the City organization representing directors, deputies and assistants, managers, and constitutional officers).
- Attended holiday gatherings for the Utilities Department, Charlottesville Area Transit, and the City Manager’s Office Team.
- December 16: Attended the Rivanna Water & Sewer Authority Board Meeting.
 - Approved multiple contracts to move approved infrastructure projects forward.
 - The projects are all included in the Community Water Plan.
 - The Board also acknowledged Councilor Brian Pinkston’s service as Charlottesville City Council representative as he departed service on December 31.
- December 17: Met with representatives from BerryDunn, a firm hired by the City to conduct a Procurement Assessment.
 - This engagement is aimed at helping to confirm best practices, review policies and procedures, and to make recommendations.
 - We are striving to check and verify key systems that support the staff’s ability to achieve all metrics to our overall process where necessary. The assessment will occur over the next three months.
- December 18: Attended the Emergency Communications Center Management Board Meeting.
- December 18: Joined Council and the School Board in their annual budget preview meeting to review priorities and discuss operations for the current and next year.
 - Budget Ask: \$6.4M to support increases in compensation, healthcare, facilities maintenance, and pupil transportation.
 - The School Board will meet to finalize their operating budget in early February.
 - Superintendent Gurley will present the FY27 Charlottesville City Schools budget on March 2 ahead of the City budget presentation.
- December 31: Attended the Charlottesville Chapter of The Links, Incorporated annual fundraiser to celebrate Mayor Juandiego Wade as the 2025 G.R. I.T. Honoree.

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

- Charlottesville's 28th Grand Illumination was held on Wednesday, December 10. It was well-attended and enjoyed by many members of the community. Thank you to all City departments and partners for another successful community tree lighting!

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

- Water works hard for you, your family, your community, and the planet. Our 11th annual Imagine a Day without Water Art Contest youth submissions did a great job capturing this theme across 530 submissions! Winners for the art contest were announced in December and can be viewed in the [City's News Flash](#) and [video announcement](#). Check out all the winners for the art contest and hopefully these images inspire you to save water!
- The Water Efficiency Program Coordinator was accepted to the 2026 Transformative Water Leadership Academy, a program that prepares tomorrow's utility leaders to address emerging water issues and opportunities.
- The third project under the City's Energy Performance Contract is reaching the final stages. The scope includes plumbing upgrades, LED lighting upgrades, and a rooftop heat pump replacement at City Hall, City Hall Annex, and the Herman Key Jr. Recreation Center. The project started in September, and final completion is expected for this month. The upgrades are projected to reduce electricity by nearly 150,000 kWh (equivalent to ~75 MtCO₂e) and water by 46,600 cubic feet, resulting in annual utility savings to the City of nearly \$22,000.
- OS staff wrapped up the year giving various presentations to the Charlottesville High School Green Bacon Club, the Epsilon Eta Career Panel, a work group of the Southeast Sustainability Directors Network, and the UVA Sustainability Advocates.

Office of Economic Development – Director Chris Engel (he/him)

- On Friday, December 19, alumni of the Ready to Work (RTW) program came together to share their experiences with the program, provide updates on their current employment, and discuss ways in which those who have successfully completed RTW can stay better connected in a way that offers long-term peer support. A collaborative program involving the City's Office of Economic Development and the local Virginia Career Works office, run by Rappahannock Goodwill, RTW provides jobseekers with free soft skills and career readiness training. Upon completion, participants are matched with a local employer offering a guaranteed interview. Stay tuned for future RTW updates as we continue to modify the program to meet the needs of employers and jobseekers in an everchanging workforce landscape.

Office of Human Rights – Director Todd Niemeier (he/him)

- The Office of Human Rights currently has 19 open discrimination complaint cases: seven are in the process of alternative dispute resolution, nine are under investigation, and three are under review for determination after investigation.