



**CHARLOTTESVILLE CITY COUNCIL  
SPECIAL MEETING/RETREAT MINUTES  
January 9, 2026  
Hillsdale Conference Center  
550 Hillsdale Drive, Charlottesville, VA 22901**

The January 9, 2026, Charlottesville City Council retreat was called to order at 9:04 a.m. by Mayor Juandiego Wade. Clerk of Council Kyna Thomas acknowledged that all five Council Members were present: Mayor Juandiego Wade, Vice Mayor Natalie Oschrin, and Councilors Jen Fleisher, Michael Payne and Lloyd Snook.

City Manager Samuel Sanders, Jr., made opening remarks and Steve King, Assistant to the City Manager, led Council in an icebreaker activity called “Five Things”.

Mr. Sanders acknowledged city staff in the room, and introduced Joshua René with The Spill Teem, who spent some time describing the purpose of the retreat, then took Council through a workshop on direction setting and decision making using the City’s Strategic Plan Framework developed in 2023.

During lunch, Vien Leung, Director with PFM, the city’s financial consultants, provided an update on the City’s financial health. She stated that economic growth is slowing down across Virginia local governments and is projected to continue slowing down throughout 2026, impacting the city’s tax base.

City Attorney John Maddux led a session on Governance, including Council Rules and Procedures and the mandatory training on the Virginia Freedom of Information Act (FOIA). He also reminded Council of the requirement for them to complete Virginia Conflict of Interests Act (COIA) training online biennially. The presentation began with an overview of City Attorney Office operations and staff assignments, then Council discussed possible updates to its Rules and Procedures. Mr. Maddux stated that he would bring back the revised document for approval during a City Council meeting, along with other action items as discussed.

Regarding City Code updates, Mr. Maddux asked Council to consider changes to settlement authority for the city manager and city attorney, among other updates. These items will come before City Council for action at a future regular meeting.

Mr. Sanders made closing remarks.

On motion by Snook, seconded by Oschrin, Council by acclamation adjourned the meeting at 3:42 p.m.

BY Order of City Council

BY Kyna Thomas, Clerk of Council