Policy Briefing Summary
City Council

Regarding:	**Consideration of Amendments to the Code of the City of Charlottesville, Chapter 19 - Personnel (1 of 2 readings)**
Staff Contact(s):	Joseph Gilkerson, Director of Human Resources, Shelia Weimer, Deputy City Attorney
Presenter:	**Joseph Gilkerson, Director of Human Resources**
Date of Proposed Action:	November 16, 2026

Issue

The current language in Chapter 19 of the City Code lacks sufficient clarity regarding its intended application and administration. The proposed amendments are designed to clarify administrative responsibilities, strengthen reporting and accountability requirements, and establish a formal review process for determining eligibility for retirement benefits. These revisions will improve consistency, transparency, and the effective administration of retirement benefit provisions.

Background / Rule

Analysis

These amendments provide better clarity regarding Commission membership and create a structured administrative review process that helps ensure procedural compliance while maintaining the Retirement Commission's independence and final authority in retirement benefit eligibility matters.

Financial Impact

No Financial Impact

Recommendation

Recommended Motion (if Applicable)

Attachments

1. Memo to CM for Proposed Ch 19 Changes
2. Chapter 19 Article III IV V revisions and redlines CLEAN