



Personnel Committee Meeting

May 7, 2026
12:45pm
Boardroom

Committee Members: Julia Hammond-Chair, Marilyn West, Drew Walker

Staff Members: Angel Dove, Chief Human Resources Officer, Chip Decker, Chief Executive Officer

Agenda Topics:

- Call Meeting to Order
- HR Update
- Executive Session - Discussions Involving Personnel Matters
- Other Comments
- Adjournment

Minutes from the October 30, 2025 Meeting:

Committee Members in Attendance: Julia Hammond, Weet Baldwin, Marilyn West. Absent: Drew Walker

- *Julia Hammond called the meeting to order at 12:10pm.*
- *Weet Baldwin moved to approve the minutes from the October 29, 2024 meeting. Marilyn West seconded the motion and the motion passed unanimously.*
- *Angel Dove provided the Committee with a staffing update: RAA requires seven additional full-time EMT's with 13 Cadets scheduled to complete EMT class later this year. On September 8th, RAA held its largest New Employee Orientation (NEO) with 29 newly hired employees in attendance. On November 3rd, NEO is scheduled to begin and will consist of 15 people. RAA proudly reports a 96.41% retention rate for the rolling calendar year.*
- *Chip Decker advised he attended Council's Public Safety Committee meeting on 10/28, at which time, he was requested to provide a status update on the seven ambulances the City was to purchase and lease back to RAA. The City confirmed \$3.1 million was included in this year's budget for the purchase, however, no one is able to locate the funding. Without this funding, this equates to a 30% City subsidy cut to RAA. Yesterday, Chip Decker was asked for availability for a meeting to take place the same day with the two of the City's DCAO's (Operations and Finance & Administration). That meeting was scheduled but subsequently cancelled with the request to reschedule for the next day, 10/30. Chip Decker's availability was provided for 10/30, however, the City did not respond. Three ambulances are now ready with the remaining four ready by the end of November. While the City explores options to fund the ambulances, RAA must proactively consider alternative solutions should the City be unable to locate the funding. Chip Decker explained he will be requesting the Board authorize RAA to move forward with reallocating the required funding, if necessary, to the appropriate line item within RAA's budget and to enter into a lease agreement to secure the ambulances (and associated equipment). Marilyn West commented that with the current tariffs in place, it makes sense to take action now. Chip Decker concurred, adding the manufacturer has advised RAA can expect a 26% increase in price next year.*
- *Chip Decker announced two reappointments on RAA's Board were recommended for approval by Council's Public Safety Committee and a new application was granted continuance until January.*
- *Julia Hammond inquired as to the status of EMD call-taking returning to RAA's Communications Center. Chip Decker responded Councilmembers have worked on a paper they intend to introduce for consideration shortly.*
- *Weet Baldwin moved that the Personnel Committee of the Richmond Ambulance Authority enter into Executive Session pursuant to Section 2.2-3711(A)(1) for purposes of discussions involving personnel matters. Marilyn West seconded the motion and the motion passed unanimously. Weet Baldwin moved to return to the normal order of business and the parties certified no matters were discussed other than the agenda items. Marilyn West seconded the motion and the motion passed unanimously.*
- *Julia Hammond adjourned the meeting at 1:05pm.*

