Personnel Committee Meeting

November 4, 2026
1:30pm
Boardroom

Committee Members:	Kirk Roberts-Chair, Julia Hammond, Marilyn West, Drew Walker, Letitia Shelton, Nicole Riley
Staff Members:	Angel Dove, Chief Human Resources Officer, Chip Decker, Chief Executive Officer, Laura Bickham, Chief of Staff

Agenda Topics:

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

Minutes from the May 7, 2026 Meeting:

Committee Members in Attendance: Julia Hammond, Marilyn West, Carlos Hopkins Absent: Drew Walker
Note: Letitia Shelton and Nicole Riley, RAA Board Members, were in attendance for the duration of the meeting.

- *Julia Hammond called the meeting to order at 12:45pm.*
- *Marilyn West moved to approve the minutes from the October 30, 2025 meeting. Carlos Hopkins seconded the motion and the motion passed unanimously.*
- *Chip Decker distributed copies of RAA's organizational chart that will go into effect on July 1st. Marilyn West noted the position of Deputy Chief of Staff (DCOS) on the chart and asked who serves as the Chief of Staff (COS) to which Chip Decker responded there is no COS and explained the DCOS will report directly to him. Letitia Shelton asked who will serve as DCOS and Chip Decker responded it will be Laura Bickham.*
- *Julia Hammond 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. Carlos Hopkins seconded the motion and the motion passed unanimously. Carlos Hopkins 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.*
  Note: Chip Decker was present for Executive Session. Angel Dove and Laura Bickham left the meeting at the start of Executive Session and returned to the meeting at the conclusion.
- *Julia Hammond adjourned the meeting at 1:50pm*

Note: There was no HR Update.