

City of Alexandria
Meeting Minutes
Tuesday, December 9, 2025 - 7:00 PM
City Council Legislative Meeting-Council Chambers

Present: Mayor Alyia Gaskins, Vice Mayor Sarah R. Bagley, Members of Council Canek Aguirre, John Taylor Chapman, Abdel Elnoubi, Jacinta E. Greene, and R. Kirk McPike.

Absent: None.

Also Present: Mr. Parajon, City Manager; Ms. Predeoux, Deputy City Manager; Mr. Lambert, Deputy City Manager; Ms. Baker, Deputy City Manager; Ms. Ginsberg, Legislative Director; Ms. Kamara, Independent Policing Auditor; Ms. Brown, Deputy City Attorney; Ms. Roberts, Deputy City Attorney; Mr. Porter, Assistant City Attorney; Mr. Smith, Information Technology Services (ITS); Mr. Mansoor, ITS, Ms. Demeke, ITS; and Police Lt. Jones.

Recorded by: Keia Waters, Deputy City Clerk and Clerk of Council.

1. Calling the Roll.

Mayor Gaskins called the meeting to order, and the Deputy City Clerk called the roll. All council members were present.

2. Approval of Electronic Participation Resolution (if needed).

Approval of Electronic Participation Resolution by City Council was not needed.

3. Executive Session (if needed)

Executive Session was not needed.

Opening Matters

4. Moment of Silence and Pledge of Allegiance

City Council observed a moment of silence and recited the Pledge of Allegiance.

Proclamations and Recognitions

5. Presentation of a Proclamation Recognizing December as Human Rights Month.

WHEREUPON, upon motion by Councilman Elnoubi, seconded by Vice Mayor Bagley and carried unanimously, City Council endorsed the proclamation. The vote was as follows: In favor, Mayor Gaskins, Vice Mayor Bagley, Councilman Aguirre, Councilman Chapman, Councilman Elnoubi, Councilwoman Greene, and Councilman McPike; Opposed, none.

6. Presentation of a Proclamation Recognizing December 31, 2025 as a Fair-Weather

6. Presentation of a Proclamation Recognizing December 31, 2025 as a Fair-Weather Night for First Night Alexandria.

WHEREUPON, upon motion by Vice Mayor Bagley, seconded by Councilwoman Greene and carried unanimously, City Council endorsed the proclamation. The vote was as follows: In favor, Mayor Gaskins, Vice Mayor Bagley, Councilman Aguirre, Councilman Chapman, Councilman Elnoubi, Councilwoman Greene, and Councilman McPike; Opposed, none.

Oral Reports

City Council Reports on Boards, Commissions, and Committees

7. Oral Reports from Members of City Council on Boards, Commissions, and Committees:

Northern Virginia Transportation Commission

Vice Mayor Bagley noted the board received a clean audit and is meeting all appropriate standards. She highlighted that the board received an update from WMATA regarding bills currently in the General Assembly and recognized Loudoun County Supervisor, Matt Letourneau, for his time on the board and regionalism on behalf of every locality with a Metro Station. Vice Mayor Bagley also noted that VRE voted and announced Katie Cho as the new CEO of VRE.

Councilman Aguirre congratulated Supervisor Letourneau and VRE CEO Katie Cho.

Council of Governments: Food and Agricultural Regional Member (FARM)

Councilwoman Greene reported that the Spanberger transition team gave an update for what will happen in 2026 with the Spanberger team. She also noted a member update on the government shutdown, SNAP, and food insecurities.

8. City Council General Updates

Councilman Aguirre highlighted several events he attended throughout the city.

Councilman Chapman noted for the public historic tours of city hall as the city prepared for renovation and renewal.

Councilman Chapman announced the hosting of a Utilities Resource Fair on January 31 at 10 a.m. at Charles Houston.

Vice Mayor Bagley thanked Christ Church for an invitation to do a reading at the Lessons in Carols service.

Councilwoman Greene gave a shout out to the Alpha Kappa Alpha organization of Arlington and Alexandria for celebrating their 50-year anniversary with a senior luncheon.

Mayor Gaskins thanked Visit Alexandria and Campagna Center for organizing the Scottish Walk and boat parade.

Mayor Gaskins announced that as the city hosted the Lord and Lady of Dundee, Scotland, the city will be bringing back the Mayor's Cup rugby game. The game will be played at G.W. Middle School in May of 2026.

Mayor Gaskins also noted that she would be serving on the Subcommittee for Commerce and Trade and Housing and leading the policy work related to homelessness, housing quality, and tenant rights. She invited residents to share thoughts and ideas on these areas.

City Manager Oral Report

9. Semi-Annual Update on Civilian Oversight in Alexandria

City Council received a presentation from Interim Independent Policing Auditor Kamara, highlighting the work of the Auditor, the board work in 2025, and the 2026 goals.

10. State of the Economy

City Manager Parajon gave an overview of the State of the Economy for the City.

V. Action Docket

Roll-Call Consent Items (11-16)

11. Receipt of the following resignations from Members of Boards, Commissions, and Committees:

- a) Alexandria Housing Affordability Advisory Committee
Coss Lumbe
- b) Alexandria-Caen Sister City Committee
Michael Bianco
- b) Historic Alexandria Resources Commission
Gail Rothrock
- d) Potomac Yard Design Advisory Committee
Melissa B. Kuennen

(A copy of the above resignations is on file in the Office of the City Clerk and Clerk of Council, marked Item 11 (a-d); 12/4/25, and is incorporated as part of this record by reference.)

City Council received the following resignations from members of boards, commissions, and committees: a) Alexandria Housing Affordability Advisory Committee - Coss Lumbe; b) Alexandria-Caen Sister City Committee - Michael Bianco; c) Historic Alexandria Resources Commission - Gail Rothrock; and d) Potomac Yard Design Advisory Committee - Melissa B. Kuennen.

12. Uncontested Appointments for Boards, Commissions, and Committees:

- a) Alexandria Housing Affordability Advisory Committee - 3-year term
1 person who is either an employee of the City or the Alexandria City Public Schools
- b) Archaeological Commission - 4-year term
1 citizen member from Planning District II
1 member from the Historic Alexandria Foundation
- c) Building Code Board of Appeals - 5-year term
2 alternate members
- c) Children, Youth, and Families Collaborative Commission
1 high school student (one year term)
- e) Commission on Persons with Disabilities - 2-year term
3 citizen members
- f) Community Criminal Justice Board - 2-year term
1 Judge of the Alexandria Juvenile and Domestic Relations Court
1 representative of local education to be nominated by the Superintendent of Schools
1 Chief of Police (designee)
1 City Council representative
1 Director of the City's Office of Adult Probation and Parole
1 Judge of the Alexandria Circuit Court
- g) Economic Opportunities Commission - 2-year term
1 Category I - elected officials currently holding office, or their representative
- h) George Washington Birthday Celebration Committee - 2-year term
1 citizen member
- i) Historic Alexandria Resources Commission - 2-year term
1 citizen member from Planning District I
1 historic house of worship - congregations, or sites which have played a significant role in the diverse cultural, social, and religious history of the city
- j) Potomac Yard Design Advisory Committee - 2-year term
1 qualified professional skilled in landscape architecture, architecture or urban design
1 member who represents the business community
- k) Visit Alexandria Board of Governors - 3-year term
1 Hotel owner/manager representative

City Council made the following appointments to City boards, commissions, and committees: a)

Alexandria Housing Affordability Advisory Committee, person who is either an employee of the City or the Alexandria City Public Schools - Unique Coleman; b) Archaeological Commission, citizen member from Planning District II - Esther White (incumbent); and a member from the Historic Alexandria Foundation - Anita Winsor; c) Building Code Board of Appeals, an alternate member - Alvaro A. Colato; d) Children, Youth, and Families Collaborative Commission, high school student (one year term) - Leslie Eyeson; e) Commission on Persons with Disabilities, three citizen members - Brendan Conn, Christine M. Mullen, and Chasen Thoennes; f) Community Criminal Justice Board, Judge of the Alexandria Juvenile and Domestic Relations Court - Tom Cullen; representative of local education to be nominated by the Superintendent of Schools - Marcia Jackson; Chief of Police (designee) - Tina Laguna; City Council representative - Yon Lambert; Director of the City's Office of Adult Probation and Parole - Shannon McDowney; Judge of the Alexandria Circuit Court - Katie Uston; g) Economic Opportunities Commission, Category I – elected officials currently holding office, or their representative - Babak Pirouz; h) George Washington Birthday Celebration Committee, citizen member - William Hannifan; i) Historic Alexandria Resources Commission, citizen member from Planning District I - Christina Bembenek; and historic house of worship congregations, or sites which have played a significant role in the diverse cultural, social, and religious history of the city representative - Margaret C. Whitesides; j) Potomac Yard Design Advisory Committee, qualified professional skilled in landscape architecture, architecture or urban design - Regina Davis; and member who represents the business community - Timothy S. Gick; k) Visit Alexandria Board of Governors, Hotel owner/manager representative - Cassandra Lynette Womack.

13. Consideration of a Grant Submission to the Metropolitan Washington Council of Governments' 2026 Housing Affordability Planning Program for \$45,000 to Create a Pattern Book.

(A copy of the City Manager's memorandum dated December 5, 2025, is on file in the Office of the City Clerk and Clerk of Council, marked Item No. 13; 12/4/25, and is incorporated as part of this record by reference.)

14. Consideration of Authorization for the City Manager to take the steps necessary on behalf of the City of Alexandria with respect to the Virginia Passenger Rail Authority (VPRRA)'s Fourth Track Project.

(A copy of the City Manager's memorandum dated December 5, 2025, is on file in the Office of the City Clerk and Clerk of Council, marked Item No. 14; 12/4/25, and is incorporated as part of this record by reference.)

15. Introduction and First Reading. Consideration. Passage on First Reading of an Ordinance to amend and reordain the Master Plan of the City of Alexandria, Virginia, by adopting and incorporating therein the amendment heretofore approved by city council to the Potomac Yard/Potomac Greens chapter of such master plan as Master Plan Amendment No. 2025-00003 and no other amendments, and to repeal all provisions of the said master plan as may be inconsistent with such amendment (Implementation Ordinance for Master Plan Amendment No. 2025-00003 associated with 601 E Glebe Road, 2601 & 2901 Main Line Boulevard, and 2900 Potomac Avenue - Potomac Yard approved by City Council on November 15, 2025).

(A copy of the City Manager's memorandum is on file in the Office of the City Clerk and Clerk of Council, marked Item No. 15; 12/4/25, and is incorporated as part of this record by reference.)

A copy of the informal memorandum explaining is on file in the Office of the City Clerk and Clerk of Council, marked Item No. 15; 12/4/25; and is incorporated as part of this record by reference.

A copy of the ordinance referred to in the above item of which each Member of Council received a copy not less than 24 hours before said introduction, is on file in the Office of the City Clerk and Clerk of Council, marked Item No. 15; 12/4/25, and is incorporated as part of this record by reference.)

16. Introduction and First Reading. Consideration. Passage on First Reading of an Ordinance to amend and reordain Section 5-602(A) (COORDINATED DEVELOPMENT DISTRICTS CREATED, CONSISTENCY WITH MASTER PLAN, REQUIRED APPROVALS) of Article V (MIXED USE ZONES) of the City of Alexandria Zoning Ordinance, in accordance with the text amendment heretofore approved by city council as Text Amendment No. 2025-00006 (Implementation Ordinance for Text Amendment No. 2025-00006 approved by City Council on November 15, 2025).

(A copy of the City Manager's memorandum is on file in the Office of the City Clerk and Clerk of Council, marked Item No. 16; 12/4/25, and is incorporated as part of this record by reference.

A copy of the informal memorandum explaining is on file in the Office of the City Clerk and Clerk of Council, marked Item No. 16; 12/4/25; and is incorporated as part of this record by reference.

A copy of the ordinance referred to in the above item of which each Member of council received a copy not less than 24 hours before said introduction, is on file in the Office of the City Clerk and Clerk of Council, marked Item No. 16; 12/4/25, and is incorporated as part of this record by reference.)

WHEREUPON, upon motion by Vice Mayor Bagley, seconded by Councilman Aguirre and carried unanimously by roll-call vote to approve the roll-call consent calendar 11-16 , The vote was as follows: In favor, Mayor Gaskins, Vice Mayor Bagley, Councilman Aguirre, Councilman Chapman, Councilman Elnoubi, Councilwoman Greene, and Councilman McPike; Opposed, none

Individual Action Items (Roll-Call Vote)

17. Consideration of the Appointment of an Independent Policing Auditor

(Material pertaining to the above appointment is on file in the Office of City Clerk and Clerk of Council, marked Item No. 17; 12/4/25, and is incorporated as part of this record by reference)

WHEREUPON, upon motion by Councilman Aguirre, seconded by Councilman Chapman and carried unanimously, City Council approved and appointed Ameratu Kamara as the Independent Policing Auditor.

Contested Appointments (Roll-Call Vote)

18. Alexandria Housing Affordability Advisory Committee - 3-year term
1 person who represents housing consumers under 30 years of age

(The following persons volunteered for appointment to the above Commission)

Jonathan Hartnett
Cesar J. Madison

(Material pertaining to the above appointment is on file in the Office of City Clerk and Clerk of Council, marked Item No. 18; 12/4/25, and is incorporated as part of this record by reference)

WHEREUPON, ballots were distributed, tellers were appointed, and ballots tallied with the following results: City Council appointed Cesar J. Madison as the person who represents housing consumers under 30 years of age to Alexandria Housing Affordability Advisory Committee. The vote was as follows:

Gaskins	-	Madison
Bagley	-	Hartnett
Aguirre	-	Madison
Chapman	-	Madison
Elnoubi	-	Madison
Greene	-	Madison
McPike	-	Madison

19. Alexandria-Caen Sister Cities Committee - 2-year term
3 citizen members

(The following persons volunteered for appointment to the above Commission)

Kari Anderson
Scott Cullinane
Laura H. Evans
William Fuller
Diana E. Garcia
John Joyce
Mark Loucas
Hannah Mazkour
Tyler Mensing
Laura Radley
Daniel Torkelson

(Material pertaining to the above appointment is on file in the Office of City Clerk and Clerk of Council, marked Item No. 19; 12/4/25, and is incorporated as part of this record by reference)

WHEREUPON, ballots were distributed, tellers were appointed, and ballots tallied with the following results: City Council appointed Kari Anderson, Diana E. Garcia, and Hannah Mazkour as three citizen members to Alexandria-Caen Sister City Committee. The vote was as follows:

Gaskins	-	Anderson, Garcia, Mazkour
Bagley	-	Anderson, Garcia, Mazkour
Aguirre	-	Evans, Garcia, Joyce
Chapman	-	Anderson, Fuller, Garcia
Elnoubi	-	Evans, Mazkour, Torkelson
Greene	-	Anderson, Garcia, Radley
McPike	-	Cullinane, Mazkour

20. Commission on Aging - 3-year term
1 citizen member

(The following persons volunteered for appointment to the above Commission)

Virginia B. Kalish
Coral Knehans
Joy A. Kone
Patricia Rodgers

(Material pertaining to the above appointment is on file in the Office of City Clerk and Clerk of Council, marked Item No. 20; 12/4/25, and is incorporated as part of this record by reference)

WHEREUPON, ballots were distributed, tellers were appointed, and ballots tallied with the following results: City Council appointed Virginia B. Kalish citizen member to Commission on Aging. The vote was as follows:

Gaskins	-	Kalish
Bagley	-	Kalish
Aguirre	-	Rodgers
Chapman	-	Kalish
Elnoubi	-	Kalish
Greene	-	Rodgers
McPike	-	Rodgers

21. Environmental Policy Commission - 2-year term
1 member from the field of environmental science (e.g. environmental/sanitary engineering, ecology, geology, botany, hydrology, chemistry) or who has Alexandria Waterfront expertise

(The following persons volunteered for appointment to the above Commission)

Jordan Kaelin Eccles
Meaghan Gade

Christopher Readinger
Julia Slayden (incumbent)

(Material pertaining to the above appointment is on file in the Office of City Clerk and Clerk of Council, marked Item No. 21; 12/4/25, and is incorporated as part of this record by reference)

WHEREUPON, ballots were distributed, tellers were appointed, and ballots tallied with the following results: City Council reappointed Julia Slayden as member from the field of environmental science (e.g. environmental/sanitary engineering, ecology, geology, botany, hydrology, chemistry) or who has Alexandria Waterfront expertise to Environmental Policy Commission. The vote was as follows:

Gaskins	-	Slayden
Bagley	-	Slayden
Aguirre	-	Slayden
Chapman	-	Slayden
Elnoubi	-	Slayden
Greene	-	Slayden
McPike	-	Slayden

22. Public Health Advisory Commission - 2-year term
1 citizen member who is not a health professional

(The following persons volunteered for appointment to the above Commission)

Matthew C. Baker
David C. Bowen (incumbent)
Natalie De Graaf
Cecily Dumas
William Hall
Logan M. Hoover
Lisa M. Mays
Maggie Noday
Margaret P. Ziemann

(Material pertaining to the above appointment is on file in the Office of City Clerk and Clerk of Council, marked Item No. 22; 12/4/25, and is incorporated as part of this record by reference)

WHEREUPON, ballots were distributed, tellers were appointed, and ballots tallied with the following results: City Council reappointed David C. Bowen as citizen member who is not a health professional to Public Health Advisory Commission. The vote was as follows:

Gaskins	-	Bowen
Bagley	-	Bowen
Aguirre	-	Bowen
Chapman	-	Bowen

Elnoubi - Bowen
Greene - Bowen
McPike - Bowen

**23. Public Records Advisory Commission - 2-year term
2 citizen members**

(The following persons volunteered for appointment to the above Commission)

Stephanie Bowers
Samuel Giovannucci
Kelsey Hamilton
Christine Laba
James G. McKeon

(Material pertaining to the above appointment is on file in the Office of City Clerk and Clerk of Council, marked Item No. 23; 12/4/25, and is incorporated as part of this record by reference)

WHEREUPON, ballots were distributed, tellers were appointed, and ballots tallied with the following results: City Council appointed Samuel Giovannucci and Kelsey Hamilton as two citizen members to Public Records Advisory Commission. The vote was as follows:

Gaskins - Giovannucci, Laba
Bagley - Giovannucci, Laba
Aguirre - Hamilton, Laba
Chapman - Giovannucci, Hamilton
Elnoubi - Giovannucci, Hamilton
Greene - McKeon
McPike - Hamilton, McKeon

**24. Real Estate Assessment Review Board - 3-year term
2 citizen members**

(The following persons volunteered for appointment to the above Commission)

Jacob Hamilton
Stephen Kindrick (incumbent)
Jasper Knight Champion, III

(Material pertaining to the above appointment is on file in the Office of City Clerk and Clerk of Council, marked Item No. 24; 12/4/25, and is incorporated as part of this record by reference)

WHEREUPON, ballots were distributed, tellers were appointed, and ballots tallied with the following results: City Council appointed Jacob Hamilton and Stephen Kindrick as two citizen members to Real Estate Assessment Review Board. The vote was as follows:

Gaskins	-	Hamilton, Kindrick
Bagley	-	Hamilton, Kindrick
Aguirre	-	Hamilton, Kindrick
Chapman	-	Champion, Kindrick
Elnoubi	-	Kindrick
Greene	-	Kindrick
McPike	-	Hamilton, Kindrick

25. Sister Cities Committee - 2-year term
1 citizen member

(The following persons volunteered for appointment to the above Commission)

David Anderson, III
Katelyn Bellus
Kelly L. Harris
Brett Hewitt
Ashley Scheller
John M. Seravalli
Madison Welch

(Material pertaining to the above appointment is on file in the Office of City Clerk and Clerk of Council, marked Item No. 25; 12/4/25, and is incorporated as part of this record by reference)

WHEREUPON, ballots were distributed, tellers were appointed, and ballots tallied with the following results: City Council appointed Katelyn Bellus as citizen member to Sister City Committee. The vote was as follows:

Gaskins	-	Anderson
Bagley	-	Anderson
Aguirre	-	Bellus
Chapman	-	Anderson
Elnoubi	-	Bellus
Greene	-	Bellus
McPike	-	Bellus

26. Visit Alexandria Board of Governors - 3-year term
1 member to come from any of the 4 categories - Hotel, Restaurant, Association, or Retail

(The following persons volunteered for appointment to the above Commission)

Kathy Dalby (non-resident)
Jamie Fortin (endorsement)
Edea Portlance
Lynn Umemoto (non-resident)

(Material pertaining to the above appointment is on file in the Office of City Clerk and

Clerk of Council, marked Item No. 26; 12/4/25, and is incorporated as part of this record by reference)

WHEREUPON, ballots were distributed, tellers were appointed, and ballots tallied with the following results: City Council appointed Lynn Umemoto as member to come from any of the 4 categories Hotel, Restaurant, Association, or Retail to Visit Alexandria Board of Governors. The vote was as follows:

Gaskins	-	Fortin
Bagley	-	Umemoto
Aguirre	-	Umemoto
Chapman	-	Umemoto
Elnoubi	-	Umemoto
Greene	-	Fortin
McPike	-	Umemoto

- 27.** Waterfront Commission - 2-year term
1 citizen representative who resides East of Washington Street and North of King Street

(The following persons volunteered for appointment to the above Commission)

Melissa B. Kuennen
Tiffany Wagner

(Material pertaining to the above appointment is on file in the Office of City Clerk and Clerk of Council, marked Item No. 27; 12/4/25, and is incorporated as part of this record by reference)

WHEREUPON, ballots were distributed, tellers were appointed, and ballots tallied with the following results: City Council appointed Melissa B. Kuennen as citizen representative who resides East of Washington Street and North of King Street to Waterfront Commission. The vote was as follows:

Gaskins	-	Kuennen
Bagley	-	Kuennen
Aguirre	-	Kuennen
Chapman	-	Kuennen
Elnoubi	-	Wagner
Greene	-	Wagner
McPike	-	Wagner

Other Business

- 28.** Introduction of the Proposed Alexandria Legislative Package for the 2026 General Assembly Session

(A copy of the City Manager's memorandum is on file in the Office of the City Clerk and Clerk of Council, marked Item No. 28; 12/4/25, and is incorporated as part of this record by reference.)

City Council received the Legislative Package and presentation.

29. Consideration of City Council Schedule.

(A copy of the City Manager's memorandum is on file in the Office of the City Clerk and Clerk of Council, marked Item No. 29; 12/4/25, and is incorporated as part of this record by reference.)

WHEREUPON, upon motion by Councilman McPike, seconded by Vice Mayor Bagley and carried unanimously, City Council approved the City Council Schedule. The vote was as follows: In favor, Mayor Gaskins, Vice Mayor Bagley, Councilman Aguirre, Councilman Chapman, Councilman Elnoubi, Councilwoman Greene, and Councilman McPike; Opposed, none.

30. City Council Impasse Resolution Hearing: City of Alexandria and Alexandria Chapter of the Southern States Police Benevolent Association.

City Council held the impasse hearing on the three remain articles of the collective bargaining agreement. Mr. William R. Thetford Jr., Esq. and Ms. Melissa L. Ruby, Esq. of Simms Showers LLP, presented the position of the Southern State Police Benevolent Association. Ms. Meghan Roberts, Esq. and Mr. Robert Porter, Esq., presented for the City of Alexandria.

31. Closed Session

Executive session pursuant to Virginia Code section 2.2-3711 (A)(6) - to discuss or consider of the investment of public funds where competition or bargaining is involved. [ROLL-CALL VOTE]

WHEREUPON, upon motion by Councilman Aguirre, seconded by Councilman Chapman, and carried unanimously, City Council convened in closed session at 10:59 p.m. The vote was as follows: In favor, Mayor Gaskins, Vice Mayor Bagley, Councilman Aguirre, Councilman Chapman, Councilman Elnoubi, Councilwoman Greene, and Councilman McPike; Opposed, none.

WHEREUPON, upon motion by Councilman Aguirre, seconded by Councilwoman Greene and carried unanimously, City Council reconvened in open session at 11:26 p.m. The vote was as follows: In favor, Mayor Gaskins, Vice Mayor Bagley, Councilman Aguirre, Councilman Chapman, Councilman Elnoubi, Councilwoman Greene, and Councilman McPike; Opposed, none.

WHEREUPON, upon motion by Councilman Aguirre, seconded by Councilwoman Greene and carried unanimously by roll-call vote, City Council adopted the resolution regarding the closed executive session that was previously circulated to the Council. The vote was as follows: Mayor Gaskins, Vice Mayor Bagley, Councilman Aguirre, Councilman Chapman, Councilman Elnoubi, Councilwoman Greene, and Councilman McPike; Opposed, none.

The resolution reads as follows:

RESOLUTION NO.3342

WHEREAS, the Alexandria City Council has this 9 day of December, 2025 recessed into executive session pursuant to a motion made and adopted in accordance with the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3711 of the Code of Virginia requires a certification by the city council that such executive session was conducted in accordance with Virginia law;

NOW, THEREFORE, BE IT RESOLVED, that the city council does hereby certify that, to the best of each member's knowledge, only public business matters that were identified in the motion by which the executive session was convened, and that are lawfully exempted by the Freedom of Information Act from the Act's open meeting requirements, were heard, discussed or considered by council during the executive session.

City Council voted on the final three articles of the Collective Bargaining Agreement:

WHEREUPON, upon motion by Vice Mayor Bagley, seconded by Councilman Chapman and carried unanimously, on the Article of Wages, City Council adopted the position of the SSPBA, with guidance to the city manager that as they consider the budgetary implications of this increased cost, that they evaluate potential savings from a reduction in the APD's authorized force. The vote was as follows: In favor, Mayor Gaskins, Vice Mayor Bagley, Councilman Aguirre, Councilman Chapman, Councilman Elnoubi, Councilwoman Greene, and Councilman McPike; Opposed, none.

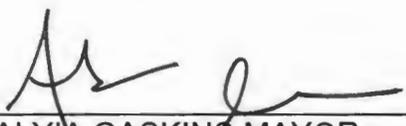
WHEREUPON, upon motion by Councilman McPike, seconded by Councilman Elnoubi, and carried unanimously, on the Article of Longevity, City Council adopted the recommended position of the City. The vote was as follows: In favor, Mayor Gaskins, Vice Mayor Bagley, Councilman Aguirre, Councilman Chapman, Councilman Elnoubi, Councilwoman Greene, and Councilman McPike; Opposed, none.

WHEREUPON, upon motion by Councilman Chapman, seconded by Councilwoman Greene and carried unanimously by roll-call vote, on the Article of Pay Parity and Rejoinder, City Council adopted the recommended position of the City. The vote was as follows: Mayor Gaskins, Vice Mayor Bagley, Councilman Aguirre, Councilman Chapman, Councilman Elnoubi, Councilwoman Greene, and Councilman McPike; Opposed, none.

32. Adjournment.

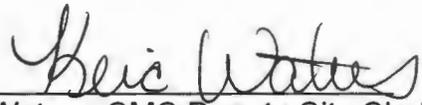
THERE BEING NO FURTHER BUSINESS TO BE CONSIDERED, upon motion by Mayor Bagley, seconded by Councilwoman Greene and carried unanimously, City Council adjourned the regular meeting of December 9, 2025 at 11:29 p.m. The vote was as follows: In favor, Mayor Gaskins, Vice Mayor Bagley, Councilman Aguirre, Councilman Chapman, Councilman Elnoubi, Councilwoman Greene, and Councilman McPike; Opposed, none.

APPROVED BY:



ALYIA GASKINS MAYOR

ATTEST:



Keia Waters, CMC Deputy City Clerk

ADOPTED: March 10, 2026