



City of Hampton

22 Lincoln Street
Hampton, VA 23669
www.hampton.gov

Council Approved Minutes - Final City Council Work Session

Mayor Donnie R. Tuck
Vice Mayor Jimmy Gray
Councilmember Chris L. Bowman
Councilmember Eleanor Weston Brown
Councilmember Steven L. Brown
Councilmember Billy Hobbs
Councilmember Chris Snead

STAFF: Mary Bunting, City Manager
Cheran Cordell Ivery, City Attorney
Katherine K. Glass, Clerk of Council

Wednesday, September 23, 2020

1:00 PM

**City Council Chambers,
8th Floor, City Hall**

CALL TO ORDER

Mayor Tuck called the meeting to order at 1 p.m. with all members of the City Council present.

Present 7 - Councilmember Chris L. Bowman, Councilmember Eleanor Weston Brown, Councilmember Steven L. Brown, Vice Mayor Jimmy Gray, Councilmember Billy Hobbs, Councilmember Chris Snead, and Mayor Donnie R. Tuck

DONNIE R. TUCK PRESIDED

AGENDA

1. [20-0270](#) Briefing on Proposed Comprehensive Violence Reduction Strategies

Attachments: [Presentation](#)

City Manager Mary Bunting introduced the item and said that the purpose for today's presentation is to provide an update on the work being done; however, Council is not being asked to appropriate funds. She noted that staff will return to Council with implementation details if Council agrees with what is being presented today.

Office of Youth and Young Adult Opportunities Program Manager, Synethia White, greeted those on the dais and began discussing the preliminary concept related to comprehensive violence reduction strategies for the City. She announced that the goal of this plan is to reduce and prevent youth violence through a variety of

comprehensive activities, to include street level outreach, conflict mediation, and the changing of community norms to reduce shootings and deaths.

Ms. White listed some of the concerns that have been raised about violence in the City. They are as follows: An increase in gun violence between known offenders; there is a small percentage of individuals involved in violent crime; community norms that tolerate and promote violence; unintended victims of violence; balance enforcement efforts of prevention and intervention; retaliation; and access and awareness of mental health services given the relationship with trauma.

Ms. White shared some of the outcomes which follow the National Forum on Youth Violence Prevention (NFYVP) and address prevention, intervention and re-entry. She also shared the preliminary actions designed to help achieve each outcome.

The outcomes Ms. White spoke of are to: Align mini grant programs to support community-based violence prevention; mobilize community partners to engage a minimum of 50 opportunity youth annually in alternative, socially positive programming, to prevent and reduce delinquent behavior, re-establishing a violence prevention network; establish a community-based intervention team to address the most critical needs of those who are actively engaged in violent behaviors, as well as those who are victims; partner with local hospital systems and the City of Newport News to establish and/or support a hospital-based intervention program; create a more robust re-entry system that is easy to navigate; and establish a more robust employment pipeline that connects returning citizens and opportunity youth and young adults to livable wage employment opportunities to include local government positions and identify employment challenges as experienced by applicants.

Ms. White elaborated on initiative staffing, a way in which the Office of Youth and Young Adult Opportunities plans to align staff positions with the various outcomes to support this work. The Program Coordinator, currently a vacant position, would support outcomes 1, 2, and 6 by working with the mini grant program, youth connect and employment initiatives on prevention and early intervention efforts. The outreach team addresses outcomes 3, 4, and 5 by supporting community-based intervention, hospital responses and re-entry.

Ms. White continued speaking about outreach team responsibilities.

Ms. White reviewed a slide of the presentation about the financial implications of the personnel outreach team. This would include the addition of three family service specialists and one supervisor position. The total impact to implement and support the proposed violence reduction strategies for outcomes 3, 4, and 5 would be \$239,795.49. Ms. White also briefly spoke about the financial implications of

service delivery; this involves the Violence Prevention Network (VPN) and community-based intervention.

Ms. White listed Cities United, John Hopkins University, the National Institute for Criminal Justice Reform and Casey Family Programs as potential training resources that are willing to help work toward the goal of the strategic plan.

Ms. White spoke about additional concerns that the Office of Youth and Young Adult Opportunities is working to address in this approach to reduce violence. They include mental health, self-efficacy, education, employment, environment, community norms and self-actualization.

Ms. White shared a bit of information about the partners working collaboratively in the effort. She also provided the planning timeline for the work toward each outcome. The timeline stretches from October 2020 until March 2021.

Ms. White opened the floor for questions from those on the dais.

In response to Councilwoman Brown's question about additional funding sources, Ms. White said that she has found no available funding listed on the Department of Criminal Justice Services (DCJS) and the Department of Juvenile Justice (DJJ) websites; however, funding pertaining to local government and national initiatives is cyclical. She noted that there may also be delays due to the financial impacts of what is currently going on across the country.

In response to Councilwoman Brown, Ms. White said the prevention effort usually reaches approximately 50 individuals; however, that goal may be surpassed with this comprehensive model. In the past, approximately 10-15 individuals who caused the most harm in our community were able to be assisted.

Councilwoman Snead commented that many citizens have expressed concern about shootings and violence in the community; therefore, she is excited to see community-based intervention being implemented in Hampton as this has been proven to work in other communities. She added that she supports our police; however, the police cannot fix the problem alone, therefore, the City must commit to solving these problems through funding intervention programs in addition to funding the police. She applauded prevention efforts and reiterated that intervention is key.

In response to Councilman Bowman's question about whether potential training resources could also be potential funding sources, Ms. White stated that the training resources could be potential partners for funding; however, she is unaware of direct funding from those resources.

In response to Councilman Hobbs, Ms. White confirmed that the program works with and employs individuals who have made incredible turn arounds in their lives. These individuals also reach out to others on the streets. Ms. White shared a local example of this scenario.

Councilman Brown asked about those who convert from gang activity and their willingness to help change the mindset of others in the community. He also asked whether shared funds would be distributed to various communities or if they would specifically be designated to Hampton.

Ms. White explained that in any shared funding, it would be clarified that funds are expected to come to our City to help this effort. She shared examples of programs in other communities that were funded specifically for those communities. Regarding Councilman Brown's question about gang activity, Ms. White reiterated that the foundation of the program involves encouraging those who have made turn arounds to change the mind set of others. She also shared a few examples of this scenario.

Vice Mayor Gray commented that there are strategies in place for prevention, intervention and re-entry and these programs have proven to work in other communities. He said that he appreciates the request for additional funding, but does not believe we should wait for additional funding to implement the program as we have been working on this problem for a very long time. He agreed with Councilwoman Snead about the financial support often given to the police department, but that is only one component of the strategy and it is time to work on other strategies.

Councilwoman Snead commented that people believe these programs are a waste of money because we are attempting to help those who cannot be helped. She suggested making re-entry a higher priority because oftentimes repeat offenders revert back to bad behavior because they did not receive the help they needed.

At Councilwoman Snead's request, Ms. White shared a few examples of how these programs have been successful in other communities.

Councilman Brown agreed with Councilwoman Snead about re-entry and expressed the importance of workforce development and second chance employers working with those who re-enter into society. He also suggested that Ms. White return to Council with additional evidence-based data which shows that these programs have been successful in other areas of the country because seeing these examples will provide proof that spending money for these programs will be worthwhile.

Mayor Tuck reference a discussion at the Hampton Roads Planning District Commission about re-entry and the need for more opportunities for individuals. He reminded everyone that this is not only a local issue, but also a regional one in which different localities experience different levels of gun violence. He also expressed the need for additional second chance organizations like Goodwill, and the need to remove biases against those who have re-entered into society. He agreed with Vice Mayor Gray about implementing these programs so that we can begin to see success. He concluded his comments saying that he believes the price tag is small for a benefit that will be extraordinary.

Councilwoman Brown shared a few examples of how re-entry programs have changed the lives of many people and have also helped improve the success of the businesses where they work. She agreed with Mayor Tuck about the need for a regional approach and suggested that more work needs to be done to ensure individuals are connected to and receive assistance from these funded programs.

Councilman Brown emphasized the importance of our partners being aware of challenges; good comprehensive case management; and the benefit of employing talented individuals who re-enter into society following incarceration.

Vice Mayor Gray noted that case management is built into several of the programs described by Ms. White.

Ms. Bunting spoke about the functionality of the Office of Youth and Young Adult Opportunities. She clarified that this initiative is more about filling identified gaps versus the expansion of the office. She explained that the office is linked to resources and therefore will serve as a guiding function to inform Council and staff of where to invest. Ms. Bunting also emphasized the importance of being open to investing funds in these intervention services.

Mayor Tuck called for a sense of how Council would like to proceed.

Councilman Bowman agreed with Vice Mayor Gray in that time is of the essence and it is now time to proceed.

Councilman Hobbs agreed with Vice Mayor Gray and Councilman Bowman in that Council has discussed the issue of violence long enough. He noted that he is tired of what has been taking place in our City.

Councilwoman Brown commented that everyone agrees that violence is a serious problem in the City. She also expressed concern about allocating a significant

amount of money in the middle of the year, particularly when difficult budgeting decisions were made about conflicting priorities at budget time. She continued saying that funding has already been allocated for this and it would be helpful to know that this work has brought us to think that these additional positions are needed. She asked whether some funded positions that have fallen through the cracks could be reallocated to make us more effective. She explained that the argument being made is that the program works and reaching out to people seems to be a good idea; however, we have made some difficult choices in funding this year and have had to stall other opportunities, programs and raises due to COVID and other revenue concerns. She reiterated that she is uncomfortable with making a big financial decision in a vacuum and there are things that we all would advocate for, but the impression is that this rises above those other things and therefore needs to be acted upon today. She also said that she is uncomfortable with finding extra funds mid-year when we are unaware of what trade-offs are being made. She said that she has not heard how we could reallocate a position to do a different job that would be more impactful for the need of our community. She asked whether there are positions that have become obsolete that could potentially be reallocated instead of putting more money and more jobs to it.

Councilwoman Snead commented that she appreciates Councilwoman Brown's perspective; however, believes that the investment is necessary due to the urgent state of our City. She continued stating that the full amount (\$239,000) will not be spent this year due to the time it will take to complete the process (to create a job description, post the position and hire for the position). She said that in past years as a result of our conservative budgeting, there has been attrition greater than what was anticipated, so she believes the money is there to fund this. She reiterated that the City is in an urgent state and this needs to be addressed; otherwise, there will be consequences to include citizens who will be concerned about what the City is doing about the violence. She noted that the Police Chief has stated that the police cannot fix this alone and needs community involvement to fix the problem. She concluded her comments saying that her perspective is nothing ventured, nothing gained.

Ms. Bunting made the following statement about how this would be funded in the middle of the year: We would have to draw on our contingency. Contingency is there for unanticipated expenses when we budget, so that is what we would be doing. I appreciate Councilwoman Brown's point. This is a particularly challenging year with the pandemic. We have put a lot on hold. I will acknowledge that I think what will happen is that there will be some that say we are picking and choosing priorities over other things that were funded at budget time that are frozen. Everything from employee salary increases to other positions. We had a poverty study - we put that on hold. A variety of things that were put on hold. I appreciate where Councilwoman Brown is coming from in terms of that question. At the end of

the day, it is a policy question and if you are elevating this as a priority because of the data, then the use of contingency is reasonable. The way that would be executed (for clarity and for the public record) is that with direction from Council to do so, staff would move that money and then you (Council) approve that money in your quarterly budget adjustments.

Ms. Bunting added that there will be people who will be thankful that we are identifying this as a high priority and moving forward; there will also be people who will question why other things in the budget remain frozen and were not elevated. She said her intent is to warn Council of these types of questions; remind Council that they have discussed in length why doing this is worthy; provide clarity of the mechanics; and acknowledge that there is push and pull in these decisions, but ultimately that is what Council is elected to decide.

Councilman Brown asked whether Council is being asked to approve the program or make a financial decision today.

Mayor Tuck clarified that he is seeking a financial decision today.

Councilman Brown expressed concern about crime and safety in the community, not only as a member of Council, but also as a citizen. He said that he would like to see more data about how the program has helped reduce crime around the nation. He agreed with Councilwoman Snead in that Council will be criticized whether it does or does not do something about the problem. He clarified that he is not against the program, but would like additional data which shows the positive things happening as a result of investing in and implementing these types of programs.

Councilwoman Snead noted that Council has been sent a presentation which provides some of the information Councilman Brown requested.

Councilman Brown noted that he has not had an opportunity to see that information, and would like an opportunity to do so.

Councilwoman Brown stated that in her opinion, Council has not looked exclusively to the police to solve this issue; instead, Council has looked at many City services that have had extensive youth outreach. She agreed that everyone wants to live in a safe place and that everyone is fed up, including citizens; however, she believes it is unfair to leave the citizenry under the impression that this issue has not been worked on diligently by Social Services, the School Division, the Police Department and others. She clarified that we have been working on this for some time trying to address this; however, have not yet been successful. She added that she does not want anyone to be under the impression that Council does not appreciate all of the

efforts that have been put forth thus far.

Vice Mayor Gray commented that he supports moving forward, particularly now that the pandemic has resulted in an increase in crime, not only in Hampton, but across the country. He agreed with Councilwoman Snead in that the presentation provides data from various areas of the country about how the pandemic has caused an increase in violent crime; how street workers have gotten involved with those committing crimes; the success of hospital violence prevention programs; and the success of re-entry programs. He said he appreciates Councilwoman Brown's sentiment regarding what other departments including Social Services has done; however, the intentional work to address violence has not yet been done. He emphasized that this is about focusing on the criminals; case management; and re-entry programs. He concluded his comments stating that he supports moving forward with the half-year funding and hopefully we will be able to fully fund the program in the next year.

For the benefit of the public, Ms. Bunting reiterated that the process will take time as it includes completing job descriptions, posting positions, and filling positions. She clarified that the process will not begin immediately even if funding is approved today.

Councilwoman Brown noted that some members of Council have had an opportunity to see information about other national programs and she would have appreciated the opportunity to have the benefit of that analysis. She suggested that Council be adequately prepared in the future because it is difficult to make a decision based on one presentation.

The Mayor recessed for ten minutes between presentations.

2. [20-0274](#) Strategic Priority Update: Economic Growth

Attachments: [Presentation - Final](#)

Ms. Bunting introduced the item.

Economic Development Director Chuck Rigney greeted those on the dais and began presenting on the 2-year recap about target industry, commercial activity, development projects and key indicators of economic viability of the City.

Mr. Rigney spoke about indicators of business activity in the City and what has been accomplished over the past two years. Indicators include new capital investments, new business announcements, new business licenses and new or renovated square

footage.

Mr. Rigney spoke about target industry clusters including advanced manufacturing; aerospace/unmanned systems; homeland defense and security; medical and healthcare; and professional services and retail.

Mr. Rigney paused to remind everyone about the recent announcement of Huntington Ingalls Technical Solutions Division which will be in the Hampton Roads Center North. This unmanned system center of excellence touches all of the major strategic cluster points described earlier in the presentation.

Mr. Rigney provided information about some current projects and new company announcements for Hampton including the Virginia Seafood Agricultural Research and Extension Center (AREC)/Virginia Tech Foundation, Inc.; WVS/PRG (Pennsylvania Realty Group); and the Hampton Marina Hotel.

Mayor Tuck asked about the original partnership with WVS/Saunders Crouse. Mr. Rigney explained that Saunders Crouse is still a part of the project. For the benefit of the public, Ms. Bunting clarified that the Pennsylvania Realty Group is now a financial partner in addition to WVS/Saunders Crouse.

In response to Councilwoman Brown, Mr. Rigney shared that the historic building downtown near the Goodyear site which currently houses Wells Fargo will be incorporated into the redesign and redevelopment of apartments and commercial space; however, the historical exterior of the building will be preserved.

Mr. Rigney continued listing company announcements for Hampton. Companies which are coming to or have recently located in Hampton include: Kroger, Systems East, The Longbow Group, LLC., and Brain Injury Law Center.

Mr. Rigney reviewed the remaining slides of the presentation which provide information about the major employers in the area; unemployment statistics for FY20; workforce development activities; residential developments; the entertainment industry; retail activity; restaurant developments; future development and sites; and inclusivity activities.

Regarding the entertainment industry, Mr. Rigney announced that Rosie's Gaming Emporium has re-opened following a temporary shut down due to COVID-19.

Vice Mayor Gray asked Mr. Rigney to elaborate on state and region expectations from economic development with regard to inventory of developable tier-4 sites.

Mr. Rigney stated that development of tier-4 sites is critical. He also explained that the Virginia Economic Development Partnership determined that Virginia was losing opportunities on large projects due to sites not being shovel-ready. He continued explaining that through the State's site certification program, Council has approved funding for geotechnical studies to bring the Hampton Roads Center North to a tier-4 site. Hampton will be part of a Go-Virginia application; without it we would not have Project Enterprise. Hampton had the foresight to get the ranking and we are now a tier-4 location.

A brief discussion took place between Mayor Tuck and Mr. Rigney about mega sites in Hampton and the Southside.

Mr. Rigney provided additional information about future development and sites, inclusivity activities, and additional business accolades in the City. He also announced the good news about the arrival of the F22 squadrons and the new improvements being made at the medical center.

Mr. Rigney opened the floor for questions from those on the dais.

In response to Councilman Brown's question about the new positions coming to the area as a result of the Huntington Ingalls announcement, Mr. Rigney clarified that 20 existing personnel from Huntington Ingalls will be a part of the project; however, the 269 announced jobs are new positions.

In response to Councilman Brown, Mr. Rigney stated that there are opportunities for various types of redevelopment at Fort Monroe including residential and business opportunities.

For the benefit of the public, Ms. Bunting reminded everyone that Council cannot direct how buildings at Fort Monroe are used; however, the City has formed a partnership with the Fort Monroe Authority (FMA) to jointly market and discuss opportunities there. She also reminded everyone that businesses that develop there will pay taxes to Hampton as Fort Monroe is in the Hampton jurisdictional boundary.

Ms. Bunting announced that the FMA has an ongoing redevelopment proposal process and hopes to announce some ideals in the near future. She also shared that existing businesses, such as the Virginia Marine Resources Commission (VMRC), have begun moving to Fort Monroe. Additionally, there will be opportunities for new businesses to locate there as well.

Councilwoman Brown commended the Economic Development Department for the positive announcements and also asked Mr. Rigney to provide additional statistics

related to employment by industry for previous years. Mr. Rigney said that information will be provided to Council.

3. [20-0229](#) Strategic Priority Update: Good Government

Attachments: [Presentation](#)

Ms. Bunting introduced the item.

Grant Writer for the Public Works Department, Jasmine Bryson, greeted those on the dais and presented the FY20 accomplishments for the Public Works Department.

Ms. Bryson announced that the Public Works mission is to build and maintain the City's infrastructure to the highest level of excellence to provide our citizens with a great place to live, work and play. This goal is accomplished through the work of the following nine Public Works' divisions: Engineering, Fleet Services, Facilities Maintenance, Solid Waste, Steam Plant, Stormwater, Streets and Bridges, Traffic and Wastewater. These divisions are also supported by administrative staff.

Ms. Bryson shared information about Public Works' good government projects which align with the following City Council strategic priorities: Right-of-way cleaning and roadside maintenance; Fox Hill Neighborhood Center renovations; the Old Hampton Neighborhood Center project; Freeman Drive construction; and Phoebus and Settlers Landing traffic improvements. She also spoke about safe and clean community projects including Downtown Hampton street lighting; Lasalle Avenue and Kecoughtan Road intersection improvements; and the Settlers Landing parking garage improvements.

Ms. Bryson shared information about various projects underway with each of the nine divisions. Projects include: Virginia Department of Transportation (VDOT) projects; renovations and repairs to several structures in the City; Buckroe Beach improvements; bus station improvements; drainage improvements; Pembroke Avenue area infrastructure reconstruction; maintenance of 88 City buildings; COVID-19 preparedness and response; HVAC upgrades; building improvements; fleet services; solid waste and steam plant services; streets and bridges services; construction projects and inspection services; maintenance and repairs to the City's transportation network; traffic improvements; pavement markings and parking lot restriping; wastewater maintenance and repairs; wastewater infrastructure improvements; stormwater maintenance; right-of-way program; and pest control.

Ms. Bryson summarized a few more accomplishments of the Public Works Department and then shared upcoming public works projects. They include: asset management and building assessments; Automated Vehicle Location (AVL) and

services project; American Public Works National Accreditation (APWA); and the joint camera project with the Hampton Police Department.

Ms. Bryson concluded the presentation stating that all of these things that the department is doing are in line with serving our community with integrity and accountability. She then opened the floor for questions from those on the dais.

Mayor Tuck and Ms. Bunting thanked Ms. Bryson for providing an enormous amount of important information in a short period of time.

In response to Mayor Tuck, Ms. Bryson explained that as the Public Works Grant Writer, she assists with state and federal grants; assists with the CARES ACT; has assisted with projects related to the Air Power Park; and assists with other grant opportunities that align with the City's projects.

Mayor Tuck asked Ms. Bryson to speak about an image of the left turn flashing arrow traffic light that was included in the presentation.

Ms. Bryson said the installation of this light will help with traffic safety because it indicates to drivers that they are allowed to turn. She noted that Public Works Director Jason Mitchell may be able to provide additional information about the light.

In response to Councilman Brown, Ms. Bryson stated that plans are underway to install additional LED lighting around the City. She shared that this is a great improvement because these lights are easier to maintain and need to be replaced less frequently.

Public Works Director Jason Mitchell explained that the left turn flashing arrow light is a state initiative and VDOT funded project. He added that this will encourage drivers to yield and move through the intersection resulting in an increased flow of traffic.

Councilman Bowman thanked Ms. Bryson for the excellent presentation.

Councilwoman Brown commended the Public Works Department for taking the initiative to get parking lots and roadways repaired during a time when they weren't being used as much during the pandemic.

4. [20-0264](#) Strategic Priority Update: Placemaking

Attachments: [Presentation](#)

Due to time constraints, this item will be on the work session

agenda on October 14, 2020.

REGIONAL ISSUES

There were no regional issues.

NEW BUSINESS

There were no items of new business.

CLOSED SESSION

5. [20-0266](#) Closed session pursuant to Virginia Code Sections 2.2-3711.A.7 and .8 to consult with legal counsel in the matter of T Peninsula Axis VA, LLC et al. v. City of Hampton, et al., where such briefing in an open meeting would adversely affect the negotiating or litigating posture of the public body and to consult with legal counsel employed by the City regarding terms of a proposed regional economic development agreement.

At 3:32 p.m., a motion was made by Councilmember Billy Hobbs and seconded by Councilmember Steven Brown, that this Closed Session - Motion be approved. The motion carried by the following vote:

Aye: 7 - Councilmember Bowman, Councilmember Weston Brown, Councilmember Brown, Vice Mayor Gray, Councilmember Hobbs, Councilmember Snead and Mayor Tuck

Mayor Tuck indicated that closed session would convene in the Community Development Conference Room. It began at 3:48 p.m.

CERTIFICATION

6. [20-0267](#) Resolution Certifying Closed Session
- A motion was made by Councilmember Billy Hobbs and seconded by Councilmember Steven Brown, that this Closed Session - Certification be approved. The motion carried by the following vote:

Aye: 7 - Councilmember Bowman, Councilmember Weston Brown, Councilmember Brown, Vice Mayor Gray, Councilmember Hobbs, Councilmember Snead and Mayor Tuck

ADJOURNMENT

The meeting adjourned at 4:13 p.m.

Contact Info:
Clerk of Council, 757-727-6315, council@hampton.gov

Donnie R. Tuck
Mayor

Katherine K. Glass, CMC
Clerk of Council

Date approved by Council _____