



City of Hampton

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

Council Approved Minutes - Final City Council Work Session

Mayor George Wallace
Vice Mayor Linda D. Curtis
Councilmember W.H. "Billy" Hobbs
Councilmember Will Moffett
Councilmember Teresa V. Schmidt
Councilmember Chris Snead
Councilmember Donnie R. Tuck

STAFF: Mary Bunting, City Manager
Vanessa T. Valldejuli, City Attorney
Katherine K. Glass, CMC, Clerk of Council

Wednesday, April 13, 2016

1:00 PM

Council Chambers

CALL TO ORDER

Mayor Wallace called the meeting to order at 1:07 p.m. with all members of the City Council present.

Present 7 - Vice Mayor Linda D. Curtis, Councilmember Billy Hobbs, Councilmember Will Moffett, Councilmember Teresa V. Schmidt, Councilmember Chris Snead, Councilmember Donnie R. Tuck, and Mayor George Wallace

GEORGE E. WALLACE PRESIDED

AGENDA

1. [16-0134](#) Update on Government Employment Initiatives

Attachments: [Presentation](#)

Mayor Wallace introduced Assistant City Manager Steve Bond and Ms. Synethia White, Youth Violence Prevention Manager, who would be providing today's presentation. City Manager Mary Bunting stated that the City has been running a summer youth employment program for several years to build a pathway to economic opportunity. It has been very successful and there has been an expressed desire for expansion. The City recently hosted a Cities United Regional Symposium focusing on Black male achievement, which has helped bring in additional ideas. Staff is not ready to propose a final program recommendation, as there is additional work to do.

Ms. White noted that in partnership with the Hampton Police Department,

they have submitted an application to the Virginia Rules Grant to implement the Virginia Rules curriculum with a goal of educating young people on Virginia laws and their rights and responsibilities as citizens. This will not take place during the ten-week employment program, but at a separate camp after the conclusion of the program, for 25 middle school and 25 high school students. All of the slots in this program will not be filled by those participating in the summer youth employment program.

Ms. White stated that they hope to use post-program booster sessions to develop a group of youth that can be the City's sounding board.

Ms. White stated that her office reached out to the Hampton Redevelopment and Housing Authority (HRHA) and Human Services to recruit interns from homes being serviced by those departments.

Ms. White noted that supervisors have suggested ways to identify opportunities to hire some of the participants after the program ends. Last year, only two students were hired into positions, but they are both successful in those positions.

Mr. Bond stated that the reason the expanded program would target those who have experienced trouble with the law or in their neighborhoods is to target the resources where they would do the most good. This would reduce youth violence and problems in the community. There has also been a push in re-entry and reintegration into society for those who have had trouble with the law.

Mr. Bond stated that research shows that if a program builds resiliency factors inside the family, as well as inside the community, people are more likely to have a successful path. Statistically speaking, when targeting the ages between 18 and 24 some of these individuals will be parents, so it is important that they have a strong family structure and can provide for their children so the cycle does not continue.

Mr. Bond noted that they have had discussions with Thomas Nelson Community College (TNCC). They are willing to partner with the City to provide educational and vocational training opportunities. The goal is to have this be a transformational time towards a sustainable career, not just a

temporary job. He also noted that the 40 hours of community service requirement would not be paid, because it is critically important to give back to society without an expectation of return.

Mr. Bond stated that it is important to start wages at a rate higher than minimum wage, because the individuals the program is targeting could make the short-term decision of taking another job with a higher starting pay that will not benefit them in the long-term. A livable wage is considered \$10 per hour. The New Employee Stipend would be a maximum of \$25 to provide funding for documents needed for employment. The fees for documents such as a State-issued ID or birth certificate could be an obstacle for some people. The Getting Started Bonus is funding provided for things that are necessary for the job. It would be provided following orientation, and be for items such as steel-toed boots, work gloves, and appropriate office attire. The 50/50 Living, Education, and Entrepreneurship (LEE) Match Incentive Program would be a voluntary program that encourages participants to save \$500 over the six-month program, roughly \$42 per pay period. If they are able to save this money, the City would provide matching funds up to \$500. Having \$1,000 upon completion of the program is important because the program at TNCC has an entry fee of \$1,000 and would provide participants a career path. It also teaches participants the habit of saving.

Mayor Wallace asked if participants would still receive the incentive funding if they did not direct the \$1,000 towards the TNCC program. Mr. Bond stated that they would still receive the money. This money can be used towards a down payment on a new place to live, or towards starting a business.

Mr. Bond stated that the Strengthening Families Incentive Program is another voluntary program. If participants go through the Strengthening Families curriculum, it begins approximately six to eight weeks in the program and includes parenting classes and other things that build resiliency within the family.

Mr. Bond noted that it is important to obtain sustainability with the program through outside funding and grants. He noted that trust in programs is lost when funding and programming is cut. Once it is lost, it is incredibly difficult to rebuild it.

Councilman Tuck stated that what is being proposed is tremendous and a good first step in trying to reach a group that there is not much support for. Other localities in the area have programs, but they are not as extensive. It appears that all things are in place for success.

Councilwoman Schmidt stated that she is concerned about including college interns in the summer youth employment program since it was specifically begun to prevent youth violence. If someone is already on the college path, it does not appear they would need this additional opportunity, and the resources could be better spent on other youth. Mr. Bond stated that this is to help encourage college graduates to remain living and engaged in the City. They are used to supervise the younger students and take care of some of the administrative strain. There is a need for some participants who are more mature with some experience.

Councilwoman Schmidt noted that the statistic stated that 86% of the homicide victims were African American males, and she understands this needs to be the target audience. She asked if the statistic could be reflected in the program, allowing 14% of the participants to be non-African American or females. Mr. Bond stated that this is possible, but the focus is on African American males because the research indicates that African American males do not move forward in programs that are general in nature. If this portion of the population can be reached, it is a huge impact in the overall statistics for both perpetrators and victims.

Councilwoman Schmidt noted that six months is not a long period of time and asked if a participant can enroll in the program more than once. Mr. Bond stated that this question has not been discussed yet. They are still investigating other evidence-based programs to see what the parameters are and what best practices can be adopted.

Vice Mayor Curtis noted that the Hampton University (HU) Promise Program that was presented to her, Councilman Moffett, Mr. Bond, Ms. White, and Ms. Bunting approximately two months ago is fairly similar to what is being proposed today. She asked what distinguishes this program from HU's. Mr. Bond stated that they did not have dedicated career paths to sustainable living wage jobs. Certifications and vocational training are critical parts of this program. The participants will be evaluated after the program to improve the

program as necessary. He noted that there are a lot of similarities between the two programs.

Vice Mayor Curtis stated that she believes HU should be approached to help with the evaluation process, because they are doing extensive evaluation of their program, both before and after.

Mayor Wallace asked how the assessment process will be done. Mr. Bond stated that they would like to employ a consultant who is specifically skilled towards assessing this kind of program. This would hopefully be in partnership with the local universities, perhaps using Doctor of Philosophy (PhD) students. This would help cut down on costs.

Mayor Wallace stated that there are great opportunities if the private sector can be convinced that they have a role in this program. He believes both they and nonprofits need to be solicited for partnerships. Mr. Bond stated that this is right in line with soliciting community partners. All of those options will be explored.

Mayor Wallace noted that Council had just been provided a presentation from the Hampton City School Board on career academies, which could be incorporated into this program. Mr. Bond stated there is a much higher chance for success if HCS and the City are unified. Since both the career academies and this program will be soliciting assistance from the community, it will be important to work together.

Councilman Tuck stated that he would like to have a pipeline for college students into City government, to help attract and retain young people in the area. There are a number of employees throughout the City who are eligible for retirement in the next five years. He has spoken with HU students from outside the area on how they could be encouraged to remain in Hampton, and they all responded that jobs are the biggest requirement. If these students can be shown opportunities within the City, they will stay in this area. Councilwoman Schmidt stated that she has no problem with that explanation, but if the program is about youth violence prevention, that should be the focus and she does not see where college interns have a place in the program.

Ms. Bunting stated that the City can look at multiple efforts in the future, because there is a desire to keep young people in the City after college. There could be separate employment programs to address each of those needs.

Vice Mayor Curtis stated that a millennial attraction program would be much broader, and not confined to a particular group of applicants, other than the age group.

Presented by Steve Bond, Assistant City Manager, and Synethia White, Youth Violence Prevention Manager.

2. [16-0130](#) City Manager's Fiscal Year 2017 Recommended Budget Highlights

Ms. Bunting provided a presentation to Council previewing the City Manager's Recommended Budget for Fiscal Year 2017. The budget will be released on April 15th and copies will be available online and in public libraries.

Vice Mayor Curtis noted that it was good news that there will be no increase in taxes or fees this fiscal year.

Vice Mayor Curtis stated that her comment is not regarding the FY17 budget. She believes one of Hampton's best assets prior to the recession was the Neighborhood Office. When it was at full strength, the community significantly benefited from the services. Many of the organizations that developed from that office remained strong, while others faltered. She asked Council and the City Manager to consider focusing on restoring that office over the next several years. She believes the City's neighborhood initiatives have distinguished Hampton from other localities. Ms. Bunting gave her personal commitment to reestablishing that office strength, as it is also one of her priorities. One of the two new positions in the FY17 budget is located in the Neighborhood Office.

Vice Mayor Curtis noted that the City had previously funded the Partnership for a New Phoebus (PfNP) with Community Development Block Grant (CDBG) funds. She is concerned about their dwindling funding. She believes that more investment in Phoebus is a wise investment. PfNP has some long-range plans that are great, and their restaurants have developed nicely;

she would not like to see them falter at this point. She asked if there could be any opportunities explored there. Ms. Bunting noted that CDBG funding has dwindled because PfNP was not meeting Federal requirements, so the City had supplemented that funding previously. The City has been considering how to best help PfNP without writing a check to supplement their operation. Phoebus is not large enough to do a self-tax like the Coliseum Business Improvement District (BID) or the Downtown Hampton Development Partnership (DHDP). Possible options include incentive funding, cross promotions and cross marketing. Placemaking funding can be tapped into for those items. She believes the best way to address some of PfNP's needs is to help fund specific projects.

Mayor Wallace stated that while considering the needs of Phoebus, the City needs to be sensitive to their concerns about development of the Maida property. He also noted that they desire a dinghy dock. Ms. Bunting noted that the City has been working with PfNP on the dinghy dock. It did not make it into the Capital Improvement Plan (CIP) this year for various reasons, but she and Assistant City Manager Pete Peterson felt this was a missed opportunity. Since it fulfills part of the placemaking initiative of activating the waterfront, Mr. Peterson has been working on identifying funding that was previously committed to a project that is no longer being used to see if there are enough funds for this dock. It would not be in the FY17 budget, and might be advanced this current fiscal year.

Presented by Mary Bunting, City Manager.

REGIONAL ISSUES

NEW BUSINESS

CLOSED SESSION

3. [16-0040](#) Closed session pursuant to Virginia Code Sections 2.2-3711.A.1, .3, .5, and .7 to discuss appointments as listed on the agenda, to discuss or consider the acquisition of real property for a public purpose, or the disposition of publicly held real property in the areas of Shell Road, Hampton Roads Center North, Downtown Hampton and Coliseum Central, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the city, to discuss a prospective

business or industry or the expansion of an existing business or industry where no previous announcement has been made of the business' or industry's interest in locating or expanding its facilities in Hampton, and to consult with legal counsel employed or retained by the City regarding probable litigation requiring the provision of legal advice by such counsel.

A motion was made by Councilmember Schmidt and was seconded by Councilmember Hobbs that closed session be convened.

Aye: 7 - Vice Mayor Curtis, Councilmember Hobbs, Councilmember Moffett, Councilmember Schmidt, Councilmember Snead, Councilmember Tuck and Mayor Wallace

- 4. [16-0115](#) Consideration of appointments to Mayor's Committee for People with Disabilities.
- 5. [16-0124](#) Consideration of appointments to Neighborhood Commission.
- 6. [16-0125](#) Consideration of appointments to Animal Control Advisory Committee.
- 7. [16-0129](#) Consideration of appointment to Virginia Air and Space Center Board.
- 8. [16-0131](#) Consideration of an appointment to Peninsula Town Center Community Development Authority.

CERTIFICATION

- 9. [16-0041](#) Resolution Certifying Closed Session

A motion was made by Councilmember Moffett and seconded by Councilmember Hobbs. The motion carried by the following vote:

Aye: 7 - Vice Mayor Curtis, Councilmember Hobbs, Councilmember Moffett, Councilmember Schmidt, Councilmember Snead, Councilmember Tuck and Mayor Wallace

ADJOURNMENT

The meeting adjourned at 5:22 p.m.

George E. Wallace
Mayor

Katherine K. Glass, CMC
Clerk of Council

Date approved by Council _____