



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 Eleanor Weston Brown
Councilmember Steven L. Brown
Councilmember Linda D. Curtis
Councilmember W.H. "Billy" Hobbs
Councilmember Chris Snead

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

Wednesday, January 23, 2019

1:00 PM

Council Chambers

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 Eleanor Weston Brown, Councilmember Steven L. Brown, Councilmember Linda D. Curtis, Vice Mayor Jimmy Gray, Councilmember Billy Hobbs, Councilmember Chris Snead, and Mayor Donnie R. Tuck

DONNIE R. TUCK PRESIDED

AGENDA

1. [19-0036](#) Hampton Workforce Development Initiative Update

Attachments: [Presentation - Staff](#)
[Presentation - Greater Peninsula Workforce Board](#)
[Presentation - Goodwill](#)
[Presentation - Jobs for Life](#)

City Manager Mary Bunting introduced Hampton's Workforce Development Coordinator Pam Croom to give the presentation.

WORKFORCE HAMPTON INITIATIVE PRESENTATION

Ms. Croom shared information about the Workforce Hampton Initiative, the purpose of which is to assist unemployed and underemployed Hampton residents in need of job opportunities.

Ms. Croom also shared employment information regarding the City of Hampton. Topics she spoke about included: living wage calculations; income and poverty levels; labor force (employment and unemployment trends); education levels of jobs and candidates; work experience levels of jobs and candidates; candidate data; opportunities and resources; targeted events which offer opportunities to discuss and promote efforts to grow the City's economy and serve Hampton businesses and residents; Working as One - the Hampton Workforce Coalition (internal and external partners); strategic themes and goals; talent development; ACT Certified Work Ready Communities; guided principles for the initiative; the Work One Center; the Youth Employment Success Program; SHARE Network Access Points; hiring and resource events (the Hampton Human Services Job Fair, Hampton Public Works recruitment, and Parks, Recreation and Leisure Services recruitment); the 2019 Annual Get Hired Hampton Event; Credential Programs; Get Ready Program; University and College involvement in the initiative; neighborhood peers involvement in the initiative; and the Jobs for Life Program.

In response to Mayor Tuck, Ms. Croom explained that people receive training once they are hired under the Public Works Program; however, currently there is no skill training for non-employees. She noted that there may be a program of that sort in the future - we do, however, offer job shadowing.

Additional discussion took place among those on the dais and staff. Topics of discussion included: CDL training; training needs for potential employees; basic soft skills training; basic work ethic skills training; Science, Technology, Engineering and Mathematics (STEM) and Science, Technology, Engineering, Arts and Mathematics (STEAM) school programs as they relate to careers; Goodwill providing intake services at job fairs; employment re-entry programs (re-entry into society following incarceration); social services assistance programs; measuring success and results by wages earned and job stability; Network to Work Program; reduction in poverty as a result of more people obtaining employment; following up with participants after job fairs; and increased wages for workers.

GREATER PENINSULA WORKFORCE COUNCIL BOARD PRESENTATION

Dr. John Olson and Mr. Bill Mann of the Greater Peninsula Workforce Council Board presented information about the Board including areas they serve (James City, Gloucester, Williamsburg, York, Poquoson, Newport News and Hampton); its mission and vision statements; its City of Hampton representatives; the Virginia Career Works Hampton Center (a place for individuals to access information about educational and employment opportunities); follow up programs to ensure individuals are successful; Partnership with New Horizons Regional Education Center; City of Hampton Share Network Access Points; Volunteer Programs; funding sources;

allocations by sources; per capita allocations by jurisdictions; services for businesses; services for job seekers; statistics regarding participants; and the local workforce development area 14 (performance metrics for Program Year 2017).

Discussion took place among those on the dais and Mr. Olsen and Mr. Mann. Topics of discussion included: employment and certification requirements, and on the job training programs.

Mr. Mann also shared a story about an individual who enrolled in their program and has become successful.

GOODWILL PRESENTATION

Mr. Shawn Smith, Director of Workforce Development for Goodwill of Central and Coastal Virginia, spoke about what Goodwill offers beyond retail services. He provided a brief background and history of Goodwill. He shared that Goodwill's foundation statement is to empower individuals to strengthen families and build prosperous communities. He said Goodwill's mission is to help people help themselves through the power of work. He emphasized that in addition to retail operations, Goodwill focuses on workforce development by enrolling people into services, placing them in positions, and supporting them once they have developed skills.

Mr. Smith showed a map of the territory Goodwill covers in Central and Coastal Virginia.

Mr. Smith noted that Goodwill makes an effort to be good stewards of the environment by keeping thousands of pounds of donated goods out of landfills and operating a recycling program to recycle old computers and electronic equipment.

Mr. Smith stated individuals are able to enter services through community employment centers (one in Hampton), education for employment programs (school to work programs) and vocational services (which focus on individuals with disabilities).

Mr. Smith shared ways in which Goodwill places and supports individuals after they have gone through one of the programs listed above. Goodwill creates pathways for individuals through job development, business development, government contract services, and coaching and success services. He noted that Goodwill also has programs designed to assist with the application and interview process.

In response to Mayor Tuck, Mr. Smith stated hours of operation at the employment

centers are from 9:00 a.m. to 5:00 p.m. Monday thru Friday.

Mr. Smith listed statistics about Goodwill regarding funding, the number of people it serves, and how Goodwill has impacted communities.

Mr. Smith also shared a story about one of Goodwill's employees named Randy who has successfully worked in this program for 30 years.

JOBS FOR LIFE NETWORK PRESENTATION

Mr. Charles Cheek of Jobs for Life Network provided a brief history about the organization. He explained that the organization's mission is to work with local churches to address impacts of joblessness and to assist those in the community with restoring their dignity by completing the program and gaining employment. He added that churches often help people in the community by providing material things such as clothing and food; however, Jobs for Life's goal is to assist people with obtaining the skills they need to become employed. He noted that oftentimes companies hire individuals who have gone through the Jobs for Life Program because they are confident that the individuals are prepared to enter the workforce.

Mr. Cheek emphasized that the program focuses on improving character, skill set, and dignity of the participants which oftentimes leads them to finding careers on their own. He also emphasized that this is a relational program which supports people for life and does not drop them after one or two years.

Mr. Cheek shared additional information about the program. Each program consists of 16 lessons to be completed by participants. There are programs for adults and youth. Participants receive certificates after completing the program and sometimes give speeches at graduation ceremonies. The organization partners with mental health agencies who assist with emotional concerns which prepares students for the workplace culture. An entrepreneur program is also being formed to assist sex trafficking victims and drug addicts.

Mr. Cheek showed a brief video about the program.

Discussion took place among those on the dais, Mr. Cheek and staff. Topics of discussion included: This being a national and international program; re-entry programs for formerly incarcerated individuals; the program accepting all individuals of all walks of life regardless of personal or criminal background; and the need for more re-entry programs in Hampton (partnerships with Newport News on re-entry programs).

Mayor Tuck thanked Ms. Croom and all of the partners for what they are doing in our community.

Ms. Bunting noted that staff will return to Council with a presentation on re-entry programs.

by Pam Croom, Hampton's Workforce Development Coordinator. She recognized the following team members and asked that they stand: Valerie Gardner, Hampton Public Library; Duane Poe, Hampton University; Wanda Rogers and Teresa Washington, Social Services; Karen Brown, Extensions; Charles Cheek, Jobs for Life Network; Synethia White, Office of Youth and Young Adult Opportunities; Bob McKenna, Virginia Peninsula Chamber of Commerce; Dr. John Olson and Bill Mann, Greater Peninsula Workforce Council Board; and Shawn Smith, Goodwill.

Following the presentations, Ms. Croom also identified other team members: Valencia Huggins of New Horizons Workforce Center, Donna Coles of Hampton Social Services, and Chuck Rigney, Steven Lynch and Curtis Cobert of Economic Development.

Mayor Tuck recessed the meeting for a break from 2:58 p.m. until 3:06 p.m.

2. [19-0034](#) Hampton Police Division Briefing on Crime

Ms. Bunting introduced the item.

Police Chief Terry Sult provided information about the recent uptick in violence related to high profile shooting incidents in the City during the month of January (2019).

Chief Sult expressed the importance of the Hampton Police Division (HPD) taking into consideration the number of people who have been injured by gunfire in addition to the number of homicides that have occurred in the City. He announced that the number of individuals shot during the month of January 2019 decreased from the number in 2018; whereas, the number of homicides during the month of January 2019 increased from the number in January 2018.

Chief Sult also announced that in January 2019, the number of street, gang-related, robbery-related, and drug-related homicides decreased; whereas, the number of

domestic-related homicides increased. He also expressed concern about the number of incidents involving firearms possessed by convicted felons which speaks to the importance of re-entry (into society) programs for felons and formerly incarcerated individuals.

Chief Sult shared some short-term and long-term solutions being developed and implemented in an attempt to combat crime. They include: dealing with perception versus reported reality (prepare for the worst, and hope for the best); hiring additional officers to increase officer presence and visibility on the street; development of a resiliency plan with the purpose of creating a sense of safety in the community; increase police presence and high patrol in the communities (these officers will be pulled from various units within the department to prevent overtime and fatigue of officers); taking police reports over the phone for reports involving minor incidents such as lost or stolen phones; utilizing light duty or injured police officers in the communications center; utilizing school resource officers for the purpose of following up on truancy cases; reimplementation of road/license checks; the police to the community program (the opportunity to take some police reports online - currently in the testing phase); re-evaluation of false alarm calls/potential alarm ordinance; employee turnover/retirement (adding an additional academy per year); recruitment techniques to fill vacant positions; outsourcing background checks; directing school resource officers to neighborhoods once school hours are over; and sending administrative officers in the field (for a few hours) to connect with other officers and the community.

Chief Sult noted that once some of these initiatives have been implemented, progress will be re-evaluated (after a 60 day period). He assured Council that the HPD is aware that there is a lot of work to be done and that the HPD will do everything in its power to stay on top of crime in the City.

In response to Mayor Tuck, Chief Sult explained that most of the recent incidents are not cases of random violence; instead, the victims and suspects are known to each other or are involved in high-risk activities. For example, drug disputes, disputes over relationships (which may be gang related, but not necessarily gang motivated), insults and threats via social media, and out of town residents committing crimes in the City. He noted that the HPD continues to work closely with and has a great relationship with the Newport News Police Department.

Chief Sult reminded everyone that these are societal issues that have compounded over decades. He added that Police Departments have been tasked with handling more and more problems including those related to mental illness and drugs. He emphasized that these extra responsibilities take officers off the street and affect their ability to handle core responsibilities of preventing crime and enforcing the law.

Additional discussion took place among those on the dais and Chief Sult. Topics of discussion included: transportation of criminals and the mentally ill; the Community Services Board (CSB) role in the process; the Sheriff's Department's role in the process; the importance of identifying the locality of shooters/criminals so that citizens are aware that Hampton residents are not the only ones responsible for violence in our City; utilization of the Real-Time Crime Center for the purpose of reducing crime; community policing and building trust; and social media.

Mayor Tuck thanked Chief Sult for providing this informative briefing.

Presented by Chief Terry Sult.

3. [19-0001](#) Budget Briefings - City Real Estate Assessments

Attachments: [Presentation](#)

Ms. Bunting gave introductory remarks.

City Assessor Gary James presented on the preliminary Land Book for FY2020.

Mr. James showed a map which depicts the real estate sales over the 2018 calendar year to include qualifying sales (sales used to determine value increases) and non-qualifying sales (bank sales, foreclosures and family transfers - things which don't reflect market value).

Mr. James provided information/statistics for various categories regarding the changes to the preliminary Land Book. Categories include: transfers, foreclosures (decrease), median residential sales price (increase), change of assessment notices, total market value, residential change (value increase), multi-family change (value increase), commercial change (value increase), exempt change (value increase), assessed value since 2003, land use deferral change (deferral value decrease), rehabilitation tax credit change (value decrease), Land Book retrospective taxable value percent change (taxable increase), future development, and the International Association of Assessing Officers (IAAO) Certificate of Excellence in Assessment Administration (CEAA).

Discussion took place among those on the dais, Mr. James and staff. Topics of discussion included: change in residential sales, residents' concerns about the possibility of losing property value, and residential areas under construction.

For the benefit of the public, Ms. Bunting explained that our real estate values are the basis for the Real Estate Tax which is the largest contributor to funding services and programs our citizens expect (such as police officers, fire fighters, libraries,

work force development programs, etc.). She explained that as assessment values grow, we are able to pay for salary increases and additional positions. She emphasized that this is also important because most people's largest investment is their home and it is important for citizens to know that our investment is growing in value (we look to see positive growth in this revenue source). She reminded everyone that this was not the case for many years due to the recession; however, things have improved over the last several years. She announced that the programs we have been investing in and the economy are producing double the growth we had last year.

Ms. Bunting reminded everyone that there will be discussions in the upcoming budget briefings regarding Council's and the communities' desires for investments, and that the IVALUE Budget engagement process will continue in order to receive opinions from our residents. She also assured everyone that this is a large component to the process and is positive news.

Ms. Bunting thanked Mr. James and the assessment team for their work. She also noted that Council will receive a copy of the Land Book presentation and that the presentation will be available on line for public access.

Presented by Gary James, Assessor. This is Mr. James' first day in the Assessor position. The data was prepared by the Assessor's Office team which has been lead by Interim Director Libby Griebel. The City Manager publicly thanked Ms. Griebel for her excellent leadership during the temporary assignment.

REGIONAL ISSUES

There were no regional issues.

NEW BUSINESS

Mayor Tuck shared that some members of City Council will be attending the Virginia Municipal League Legislative Day in Richmond tomorrow.

Additionally, Mayor Tuck will hold a town hall gathering on Tuesday, January 29th at 6 p.m. at Sentara Complex. It will also be done on Facebook Live.

CLOSED SESSION

4. [19-0041](#) Closed session pursuant to Virginia Code Sections 2.2-3711.A1 and .7 to discuss appointments as listed on the agenda and to

consult with legal counsel pertaining to probable litigation where such consultation in an open meeting would adversely affect the negotiating or litigating posture of the city.

At 4:03 p.m., a motion was made by Councilmember Linda Curtis and seconded by Councilmember Chris Snead, that this Closed Session - Motion be approved. The motion carried by the following vote:

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

5. [19-0026](#) Consideration of appointments to the Hampton Federal Area Development Authority (HFADA)
6. [19-0027](#) Consideration of appointments to the Neighborhood Commission
7. [19-0042](#) Consideration of appointments to the Eastern Virginia Regional Industrial Facility Authority

Attachments: [Creating Ordinance](#)

CERTIFICATION

8. [19-0038](#) Resolution Certifying Closed Session

At 5:19 p.m., a motion was made by Councilmember Linda Curtis seconded by Councilmember Chris Snead, that this Closed Session - Certification be approved. Councilman Hobbs was absent for the vote. The motion carried by the following vote:

Aye: 6 - Councilmember Weston Brown, Councilmember Brown, Councilmember Curtis, Vice Mayor Gray, Councilmember Snead and Mayor Tuck

Absent: 1 - Councilmember Hobbs

ADJOURNMENT

The meeting adjourned at 5:19 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 _____