



City of Hampton

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

Council Approved Minutes - Final City Council Work Session

Mayor Jimmy Gray

Vice Mayor Steven L. Brown

Councilmember Randy C. Bowman, Sr.

Councilmember Carolyn S. Campbell

Councilmember Michelle Taylor Ferebee

Councilmember Hope L. Harper

Councilmember Martha M. Mugler

STAFF: Mary Bunting, City Manager

Courtney R. Sydnor, City Attorney

Katherine K. Glass, MMC, Clerk of Council

Wednesday, March 12, 2025

9:00 AM

**Hampton Roads
Convention Center -
Ballrooms E and F**

CALL TO ORDER

Mayor Gray called the meeting to order at 9 a.m. All members of the City Council were present.

Present 7 - Councilmember Randy C. Bowman Sr., Vice Mayor Steven L. Brown, Councilmember Carolyn S. Campbell, Councilmember Michelle T. Ferebee, Councilmember Hope L. Harper, Councilmember Martha Mugler, and Mayor Jimmy Gray

JIMMY GRAY PRESIDED

AGENDA

1. [25-0083](#) Fiscal Year 2026 Budget Development Workshop and Prioritization Exercise

Attachments: [Agenda Handout](#)
[Background and Overview](#)
[Speed Safety Cameras](#)
[Blight Tax Briefing](#)
[Tax Relief and Exemption Programs Council 2025](#)
[Personal Property Tax Assessment](#)
[Real Estate Tax Stabilization](#)
[Courthouse Security Fee](#)
[Wastewater Rate Increase Presentation](#)
[Stormwater Rate Increase Presentation](#)
[Solid Waste Rate Increase Presentation](#)
[Compensation](#)
[Fringe Benefits](#)
[FY26 Operating Slides Combined](#)
[FY26 CIP Ranking Slides](#)
[Polling Summary](#)
[FY26 Operating Capital Budget Ranking Results](#)
[Compensation Total](#)

Mary Bunting, City Manager, made some introductory remarks and then Brian DeProfio, Deputy City Manager, presented background and an overview of the budget process. Following Mr. DeProfio's presentation, several members of Council had questions and/or shared information.

Patricia Melochick, Senior Deputy City Attorney, Jason Mitchell, Director of Public Works and Community Development, and Jimmie Wideman, Chief of Police, presented information on 2025 General Assembly pending legislation concerning speed safety cameras.

Ms. Melochick also presented information on blighted properties and derelict buildings. There were no questions from members of City Council.

At 10:30 a.m., the first polling exercise took place. Ms. Bunting and Courtney Sydnor, City Attorney, explained the preference polling process which is not a vote by Council but rather an expression of their preferences which guides staff as they

continue the budget process. No voting on the budget is done until the City Manager presents her budget to the Council for action.

Mayor Gray called a ten minute break at 10:37 a.m.

Karen Bever, Commissioner of the Revenue, presented information on the real estate tax reduction program and also on personal property assessment. City Treasurer, Chris Snead, also provided some information.

Karl Daughtrey, Finance Director provided information on real estate taxes.

A preference polling was done on what real estate tax rate members of Council were most comfortable with.

Mr. Daughtrey then presented on the courthouse security fee and another preference polling was done.

Jason Mitchell, Director of Public Works and Community Development, presented on public works fees (wastewater, stormwater, and solid waste) and a preference polling was done after each item.

At 12:30 p.m., Ms. Bunting announced a lunch break. Mayor Gray indicated the meeting would reconvene at 1 p.m.

The meeting reconvened shortly after 1 p.m. and Nicole Clark, Director of Human Services, provided information on the City's employee compensation and Mr. Daughtrey provided information on employee fringe benefits. Preference polling followed each presentation.

Ms. Bunting explained how the preferred polling process would work. The polls were as follows: Federal Grants, Operating New Requests (without grants), Operating New Requests (with grants) and Capital.

At 2:21 p.m., this agenda item discussion was suspended for the members of Council to go into closed session while staff worked on transitioning the preferred polling results into a spreadsheet.

At 3:01 p.m., following the certification of the closed session, Council reconvened and Mr. DeProfio shared the polling results.

There was a discussion on improving the tracking of previously low-ranked projects to prevent them from being overlooked. Ms. Bunting and Mr. DeProfio explained that some of these projects are often incorporated into the Capital Improvement Plan (CIP) or addressed using year-end budget surpluses. However, they recognized the need to maintain these projects on a master list for future prioritization. This list would include information on how each project was handled or why it should remain under consideration. This approach ensures that all potential projects, regardless of their initial ranking, are accounted for and periodically reassessed.

Councilwoman Mugler complimented staff on the polling software used for today's work and indicated it was far superior to the past methods. She expressed a desire for narrative information that would help members of Council have a more in depth understanding of projects to help them in their prioritization exercises.

Mayor Gray spoke of departments who request additional staff positions that may never make their way to the top as they are lost to larger items. He expressed a desire that there be a way to justify new positions in another way separate from this polling exercise so they don't stay unaddressed. Ms. Bunting shared examples of how this might work and be implemented.

Following the discussion, there was another poll about the real estate tax rate to see if, after considering today's data, there is a change in Council's preference polling.

Ms. Bunting stated that the preference polling results today would be printed and shared with Council by Friday and they will also become a part of the minutes. She also explained the next steps of the budget process, including the public input exercises and how those results would be shared with City Council.

Vice Mayor Brown had a brief discussion about the tax stabilization and input from the Finance Committee on the real estate tax rate.

REGIONAL ISSUES

There were no regional issues.

NEW BUSINESS

There were no items of new business.

CLOSED SESSION

- 2. [25-0033](#) Closed session pursuant to Virginia Code Sections 2.2-3711.A (.1) to discuss the appointments listed on the agenda.

At 2:45 p.m., a motion was made by Vice Mayor Steven Brown and seconded by Councilmember Michelle Ferebee, that this Closed Session - Motion be approved. The motion carried by the following vote:

Aye: 7 - Councilmember Bowman Sr., Vice Mayor Brown, Councilmember Campbell, Councilmember Ferebee, Councilmember Harper, Councilmember Mugler and Mayor Gray

- 3. [25-0063](#) Consideration of an Appointment to the Virginia Peninsula Community College Board of Trustees

- 4. [25-0084](#) Consideration of Appointments to the Social Services Local Advisory Board

CERTIFICATION

- 5. [25-0050](#) Resolution Certifying Closed Session

At 3:01 p.m., a motion was made by Councilmember Martha

Mugler and seconded by Vice Mayor Steven Brown, that this Closed Session - Certification be approved. The motion carried by the following vote:

Aye: 7 - Councilmember Bowman Sr., Vice Mayor Brown, Councilmember Campbell, Councilmember Ferebee, Councilmember Harper, Councilmember Mugler and Mayor Gray

ADJOURNMENT

The meeting adjourned at 3:43 p.m.

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

Donnie R. Tuck
Mayor

Katherine K. Glass, MMC
Clerk of Council

Date approved by Council _____