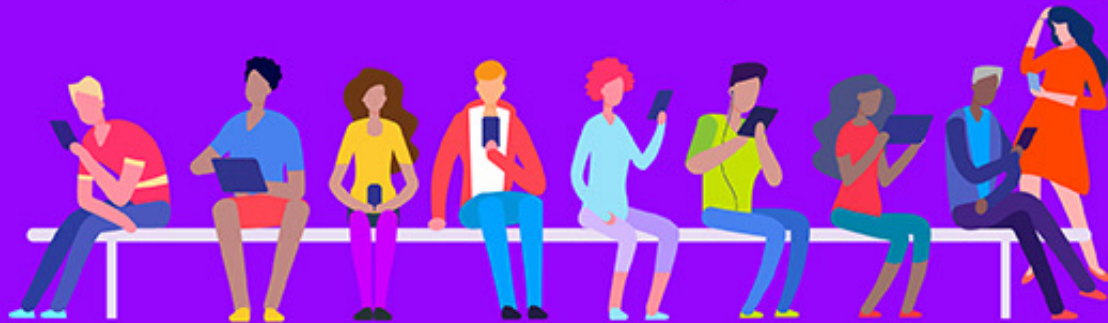
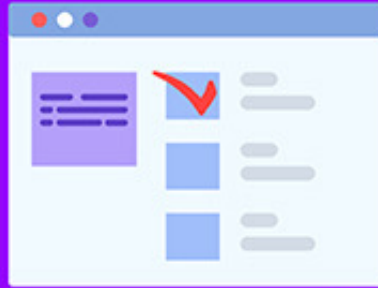


I VALUE CITIZEN INPUT

FY23 I VALUE BUDGET POLL

Tell us your community priorities.



City Council
March 23, 2022

Enhanced services vs. tax rate cuts

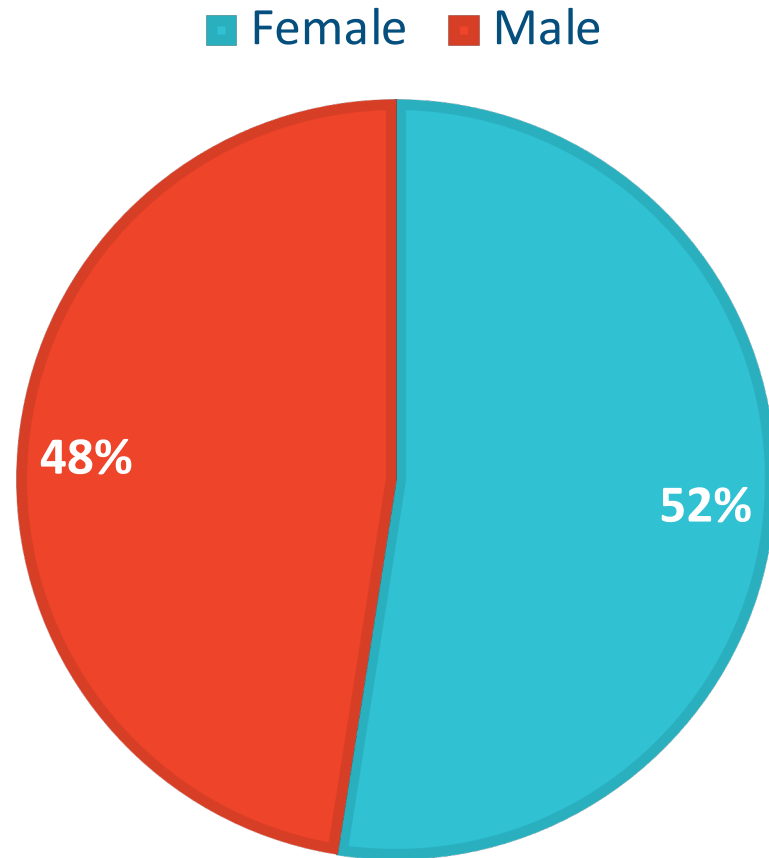
Polling on priorities for enhancing services
and how much to lower the tax rate
in a year with an average 16% in assessed home values

Citizen involvement: 1,620 participants

- March 3, Facebook live
 - Reached 621 people
 - 125 comments, 50 "reactions" – all like or love
- March 5, in-person at Ruppert Sargent
 - 9 people attended
- March 8, in-person at Hampton High
 - 9 people attended
- Online polling from March 10-13
 - 981 people participated



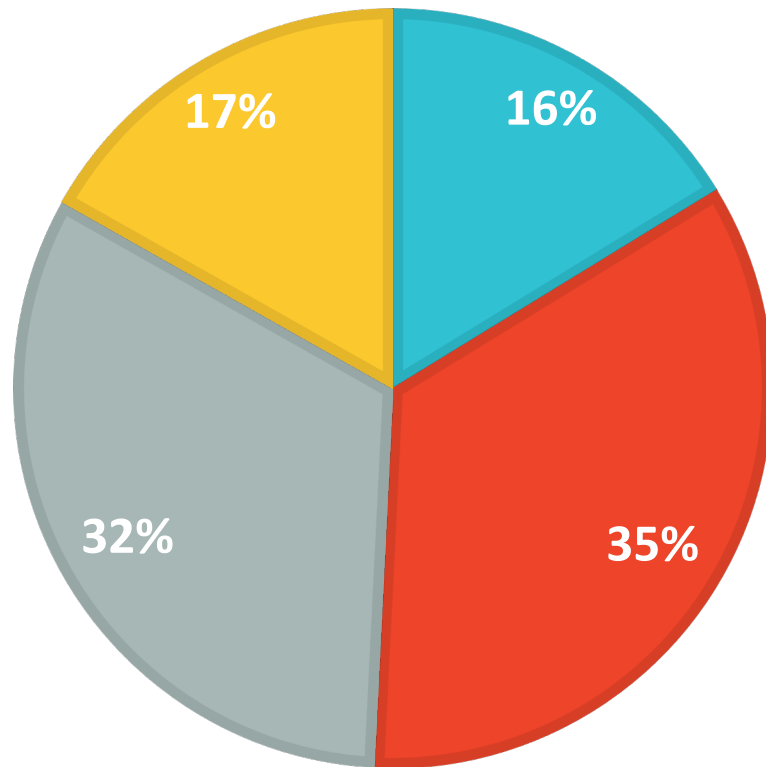
Who participated: Gender



- Reflective of Hampton population
- More diverse than FY20, when only 34% were male

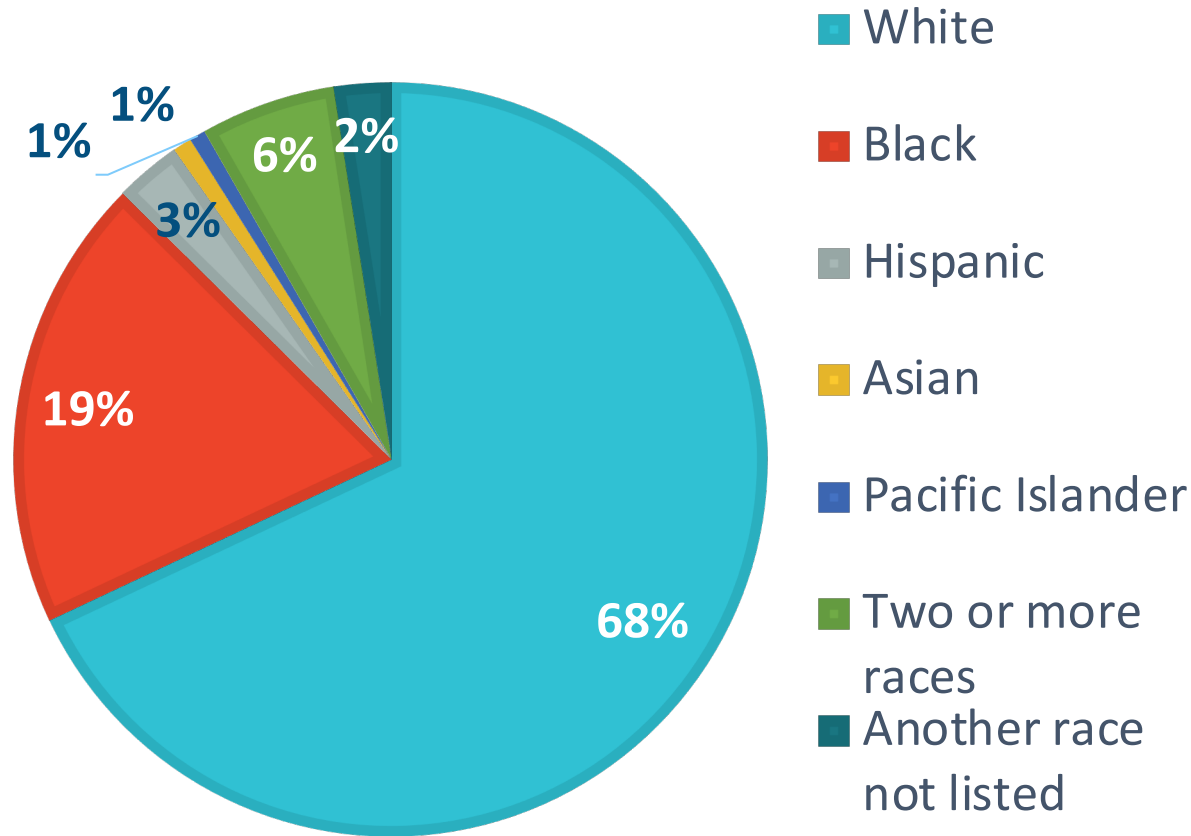
Who participated: Age

■ 20 – 34 ■ 35 – 49 ■ 50 – 64 ■ 65 & Over



- Similar to past years
- Ages 20-34 underrepresented
- Middle age groups slightly overrepresented
- Seniors on par with population

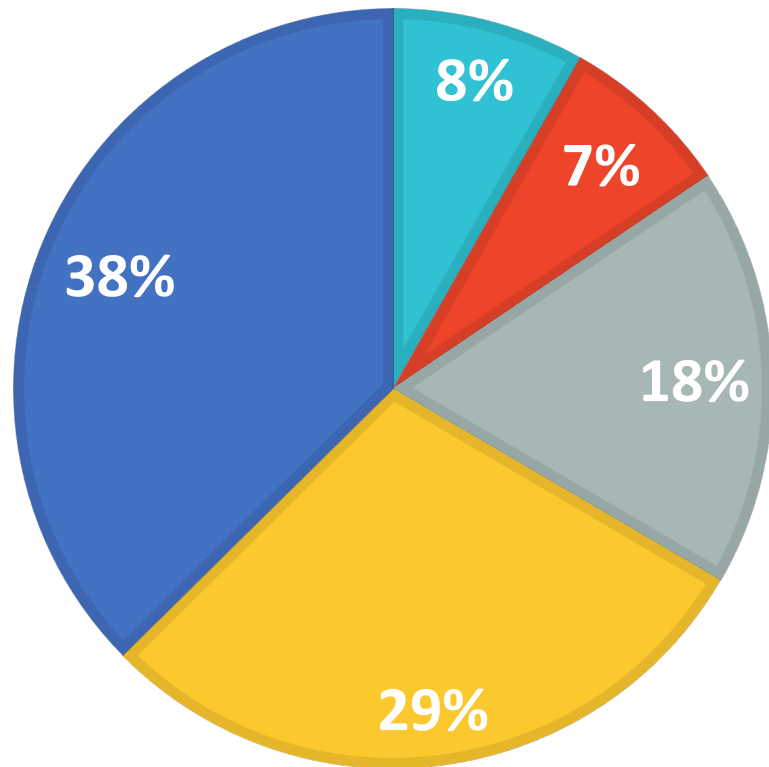
Who participated: Race



- White people overrepresented
- Black people underrepresented; however, nearly double the percentage from FY20
- Hispanic participation doubled

Who participated: Geographical

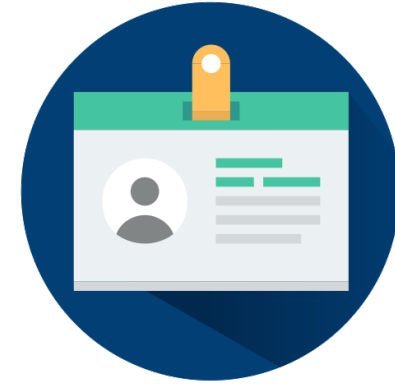
■ 23661 ■ 23663 ■ 23664 ■ 23666 ■ 23669



- 23661 is Wythe (10% of population)
- 23663 is Phoebus (10%)
- 23664: Buckroe/Fox Hill (7%)
- 23666: Northampton, Riverdale, Coliseum (36%)
- 23669: Downtown, Willow Oaks (31%)

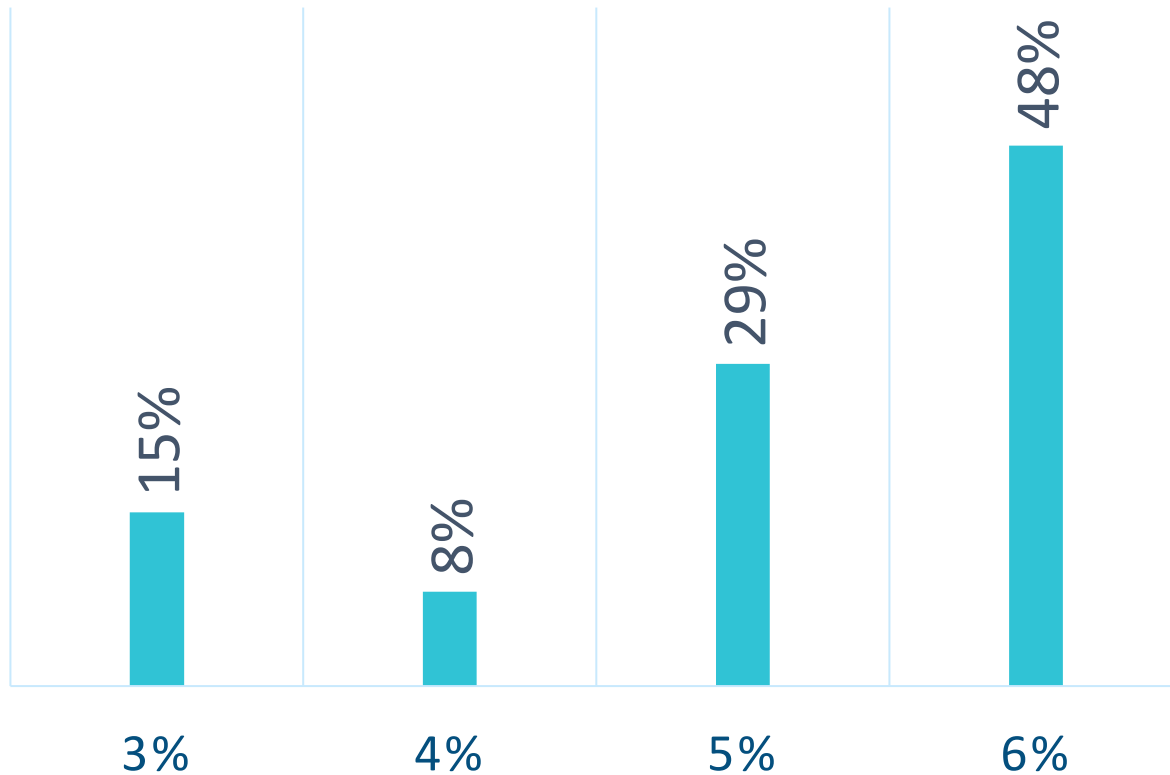
Who participated: Public safety staff

- I am a 13-year City of Hampton medic-firefighter and I am struggling to financially make ends meet.
- Fire department needs to recognize the grunt worker who runs medical call after medical call with out a break.
- Our last Merit Increase of any kind occurred back in 2006-2007, and then it just stopped due to the recession and it was NEVER implemented again.
- I believe the City needs to fix the compression factor in the Public Safety employees. There are personnel that have 10 years that are not at the halfway of their pay scale.



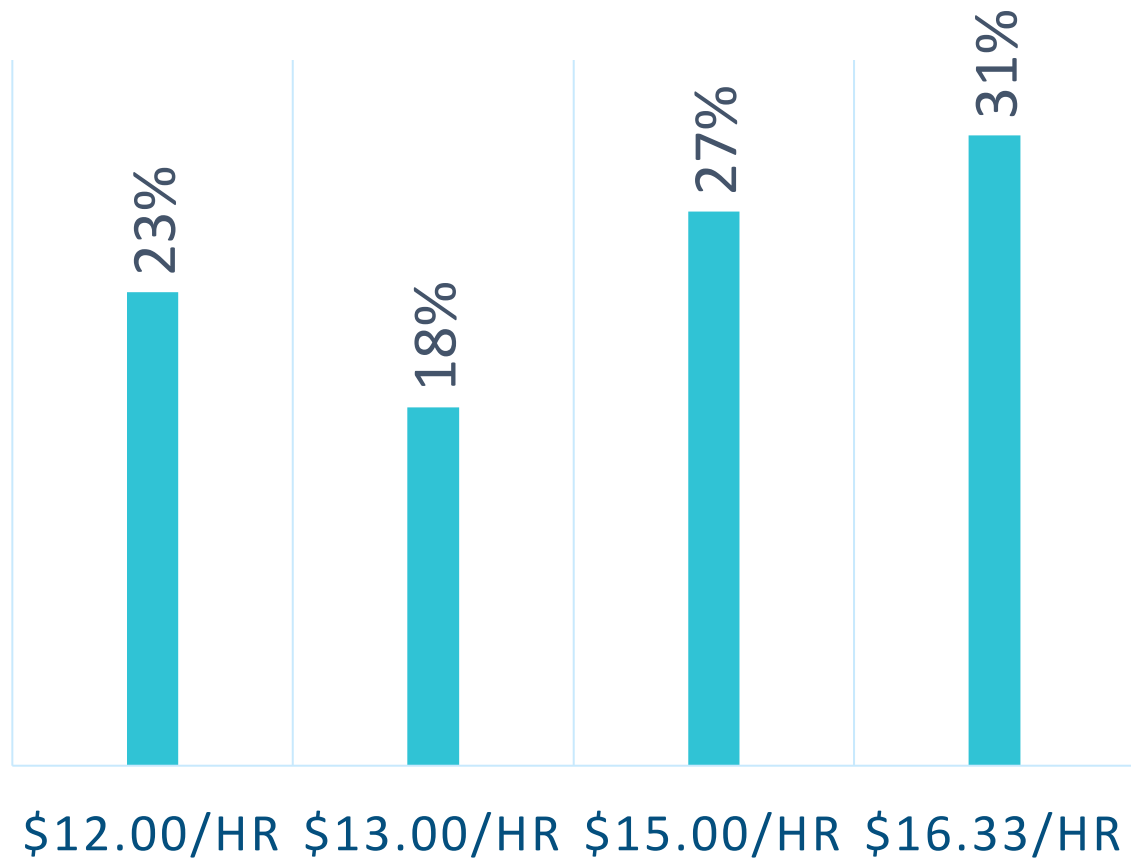
Expense options

Competitive wage increases



- Most localities are discussing a 5% increase for FY23
- Hampton City Schools is proposing a 5% increase
- What is your preference for City of Hampton employees?

Minimum wage increases



- The City's minimum wage is \$11/hour or \$22,880
- Minimum wage increased from \$7.55/hour to \$11/hour in 2021
- State mandates gradual increasing to \$15 in 2026.
- Living Wage for a full-time employee is \$16.33/hour or \$33,966 (source: www.livingwage.mit.edu)

How important is this?

Tier 1

I think this is a top priority for this coming budget year.



Tier 2

I support this generally, but not necessarily this year.

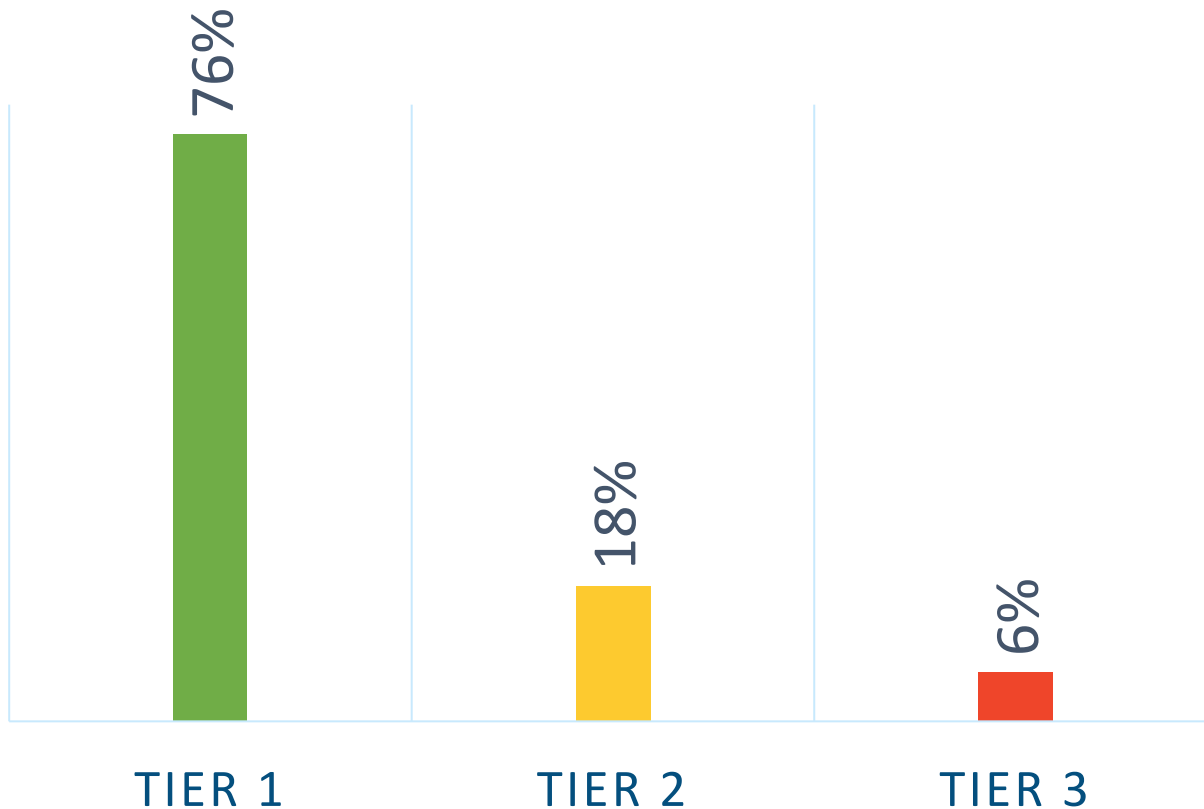


Tier 3

I do not think this is important or realistic, given budget constraints.

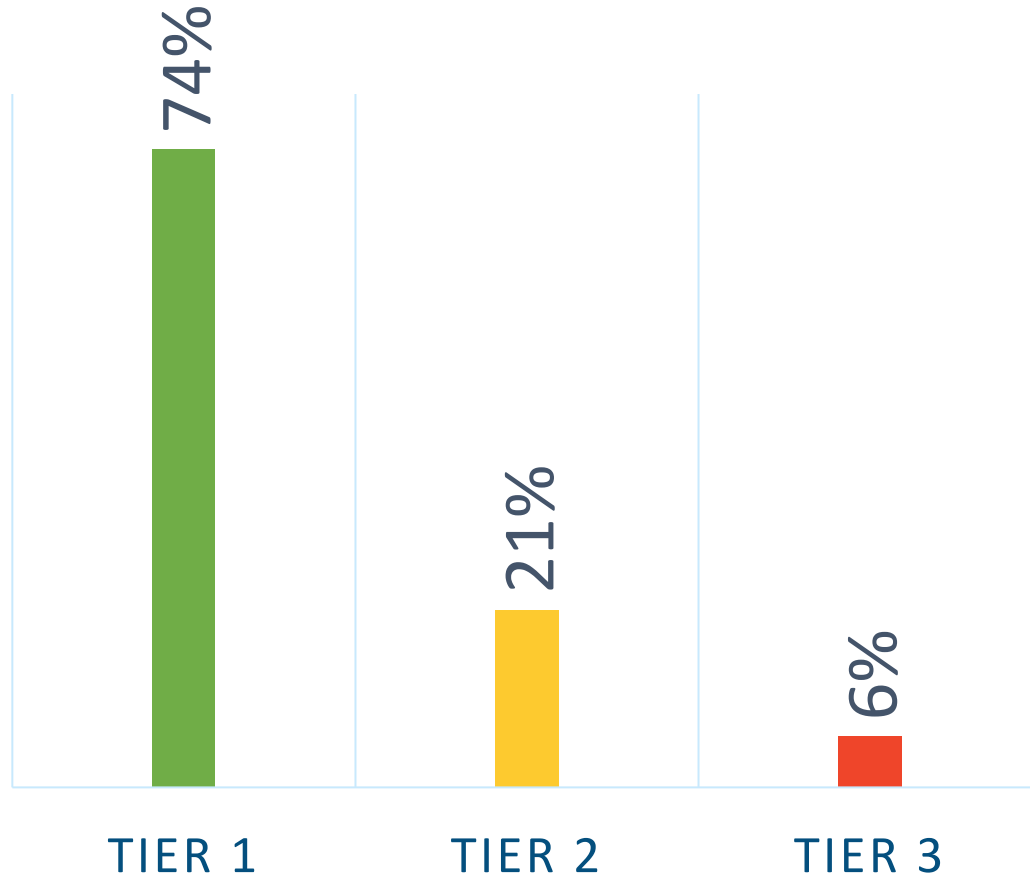


Public safety pay range adjustments



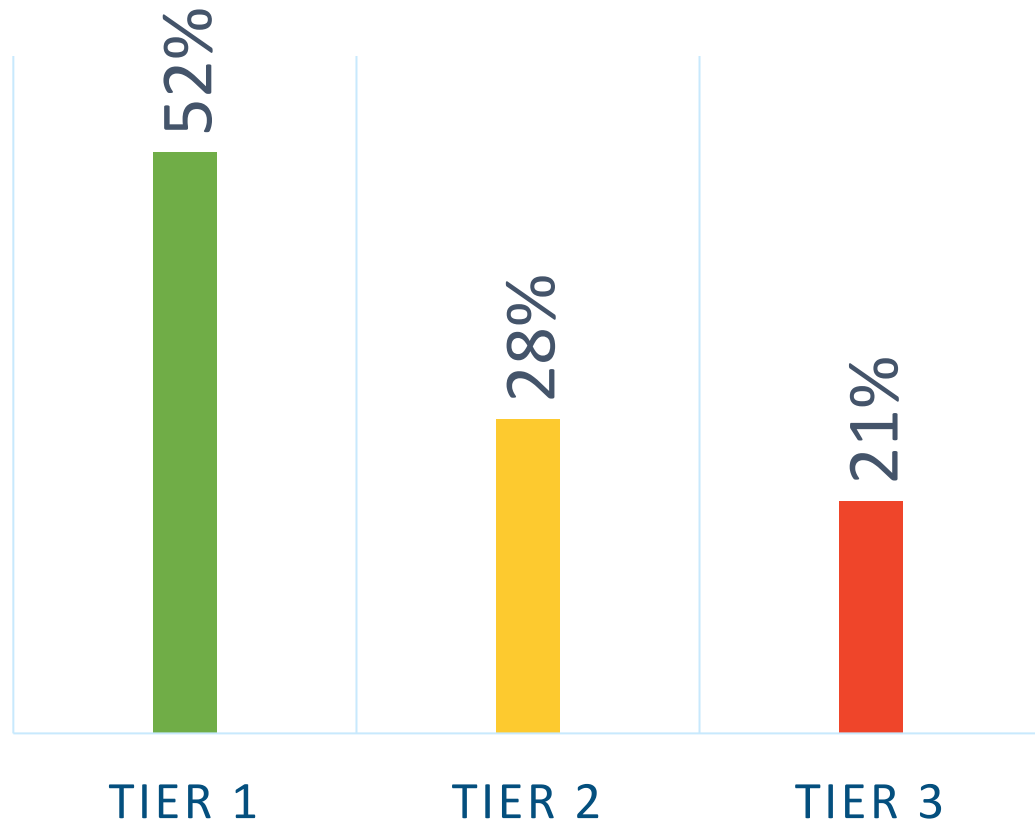
- The city is having trouble retaining and recruiting staff in key areas
- Ranges for high-turnover positions were compared to the market and adjustments recommended

Add EMS staff



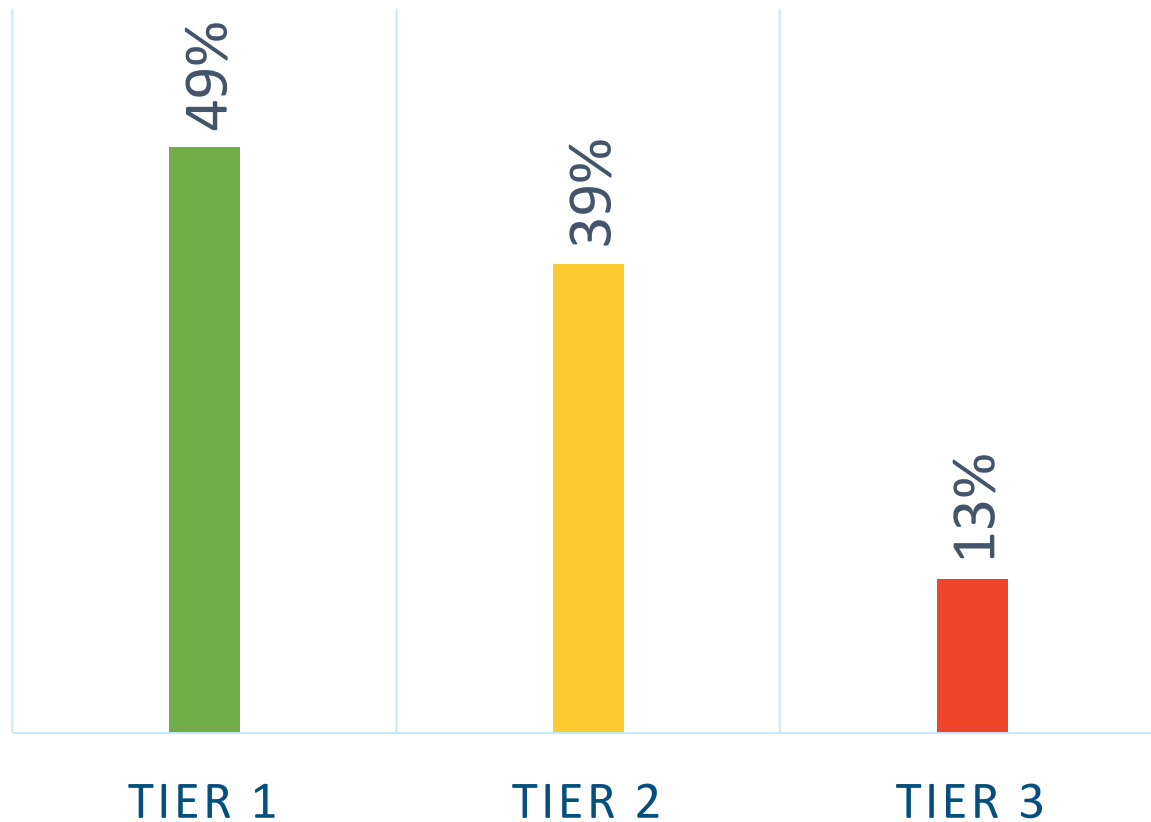
- This would fund 2 additional EMS units to operate during peak times to meet increased service delivery demands.

Enhanced police take-home cars



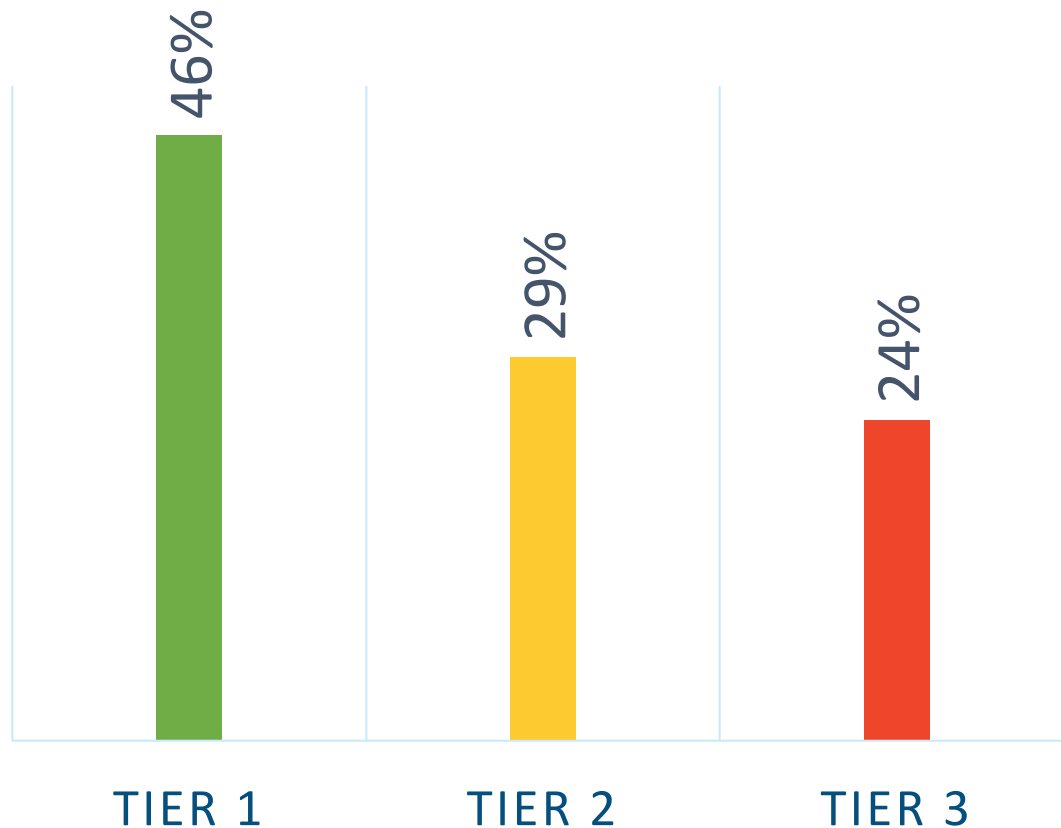
- Allow more officers who live in Hampton to take home their patrol cars to:
 - Increase presence and deterrence in neighborhoods
 - Provide faster response times when responding to on-call events
 - Help recruit/retain officers.

Civilian targeted range adjustments



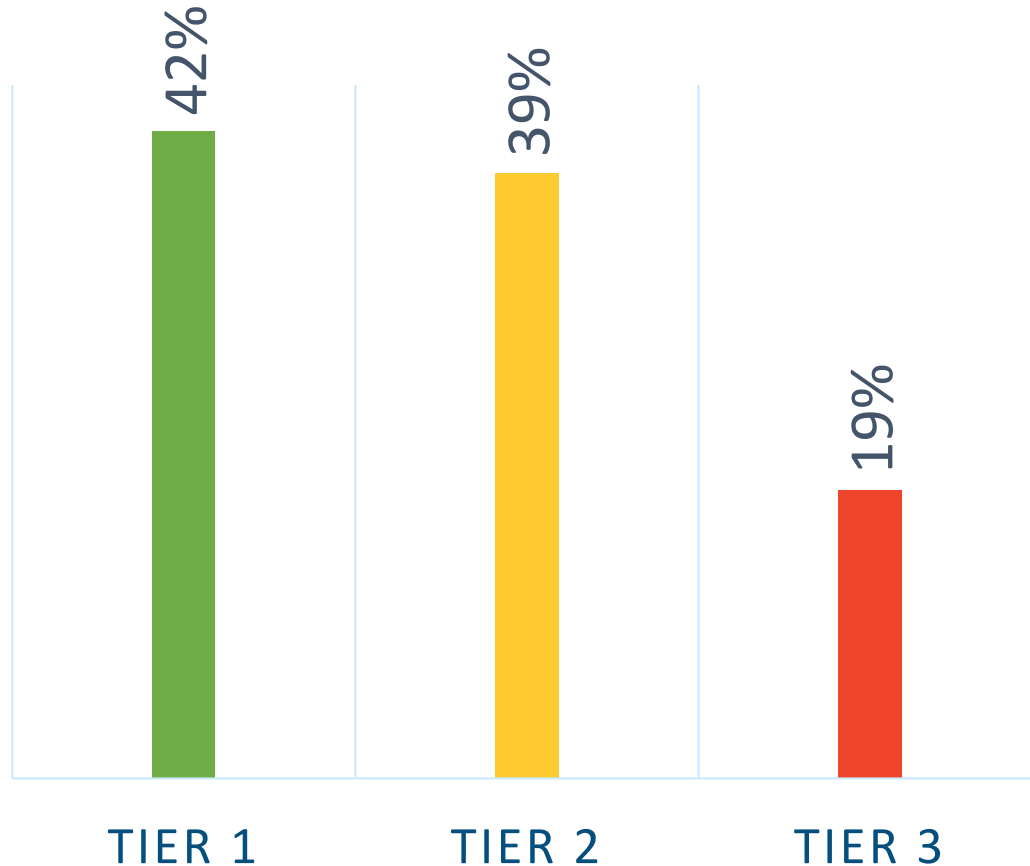
- The city is having trouble retaining and recruiting staff in key areas
- Ranges for high-turnover positions were compared to the market and adjustments recommended to ensure we can retain staff and hire for vacancies

Eliminate Fees for Online Payments



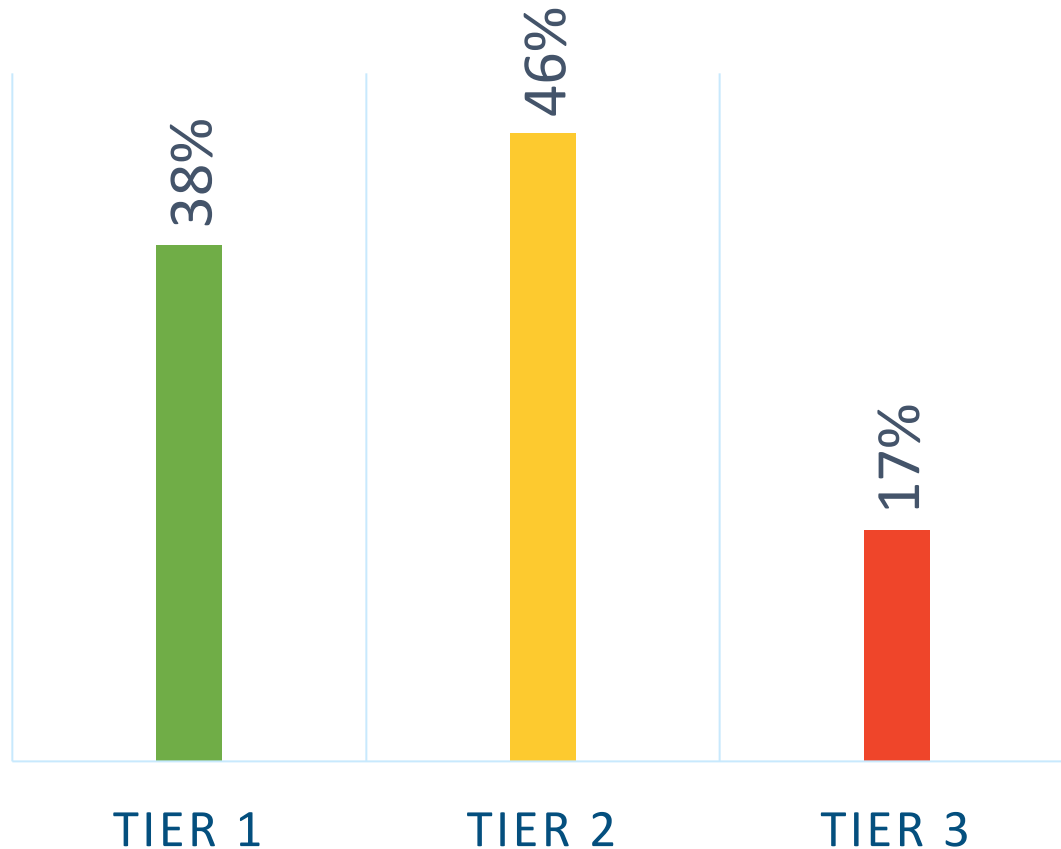
- Fees charged by credit card companies were passed on to the taxpayers who paid by credit card.
- City covered these costs during the pandemic to promote social distancing.
- This has been popular with residents, as online payments have increased.

School grounds maintenance



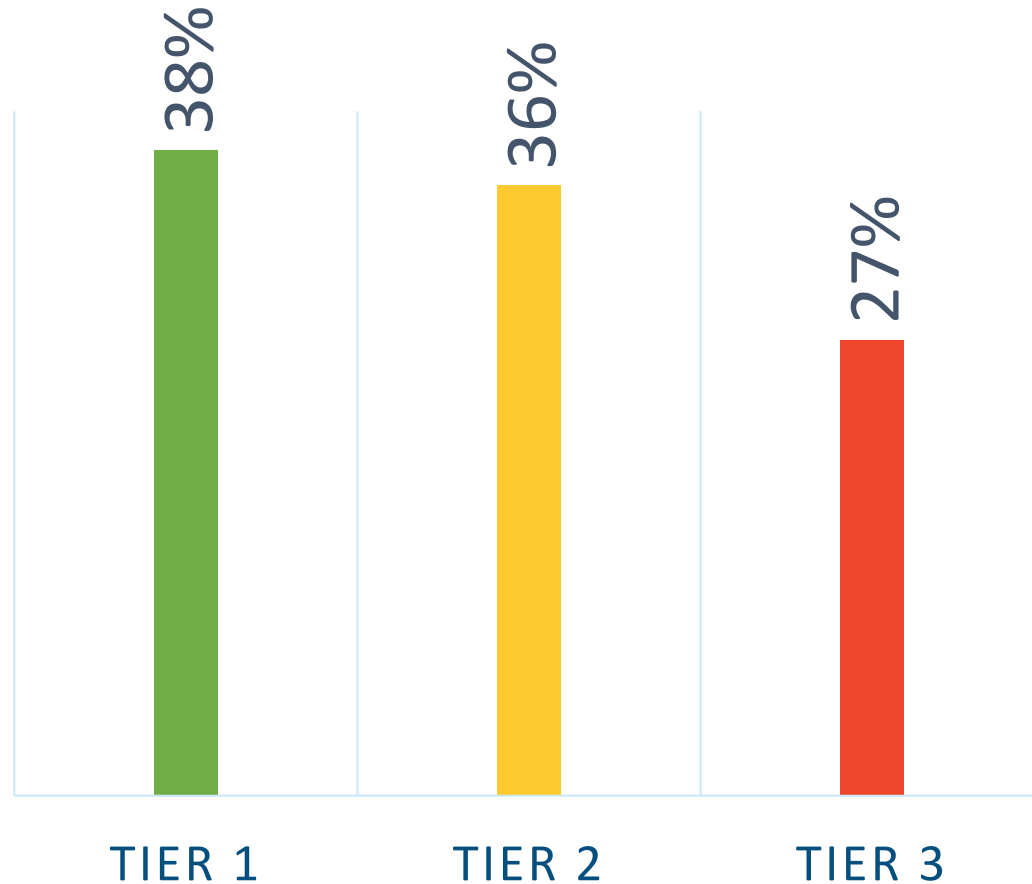
- Additional funding to cover the increasing cost of school maintenance obligations and expectations

New staffing recommendations



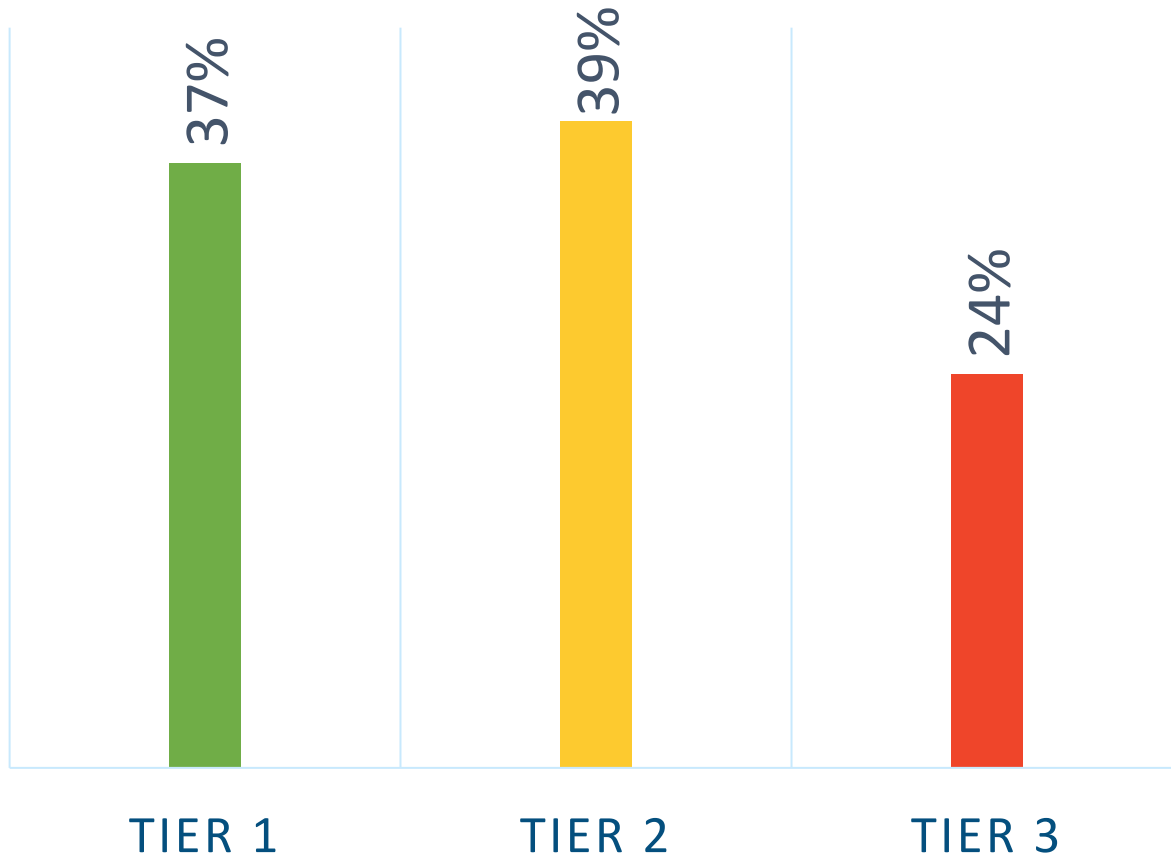
- Hampton has a lower per capita staffing level than other cities in the region.
- After a detailed study, several new positions are recommended to help automate processes and create efficiencies.

Youth Summer Employment expansion



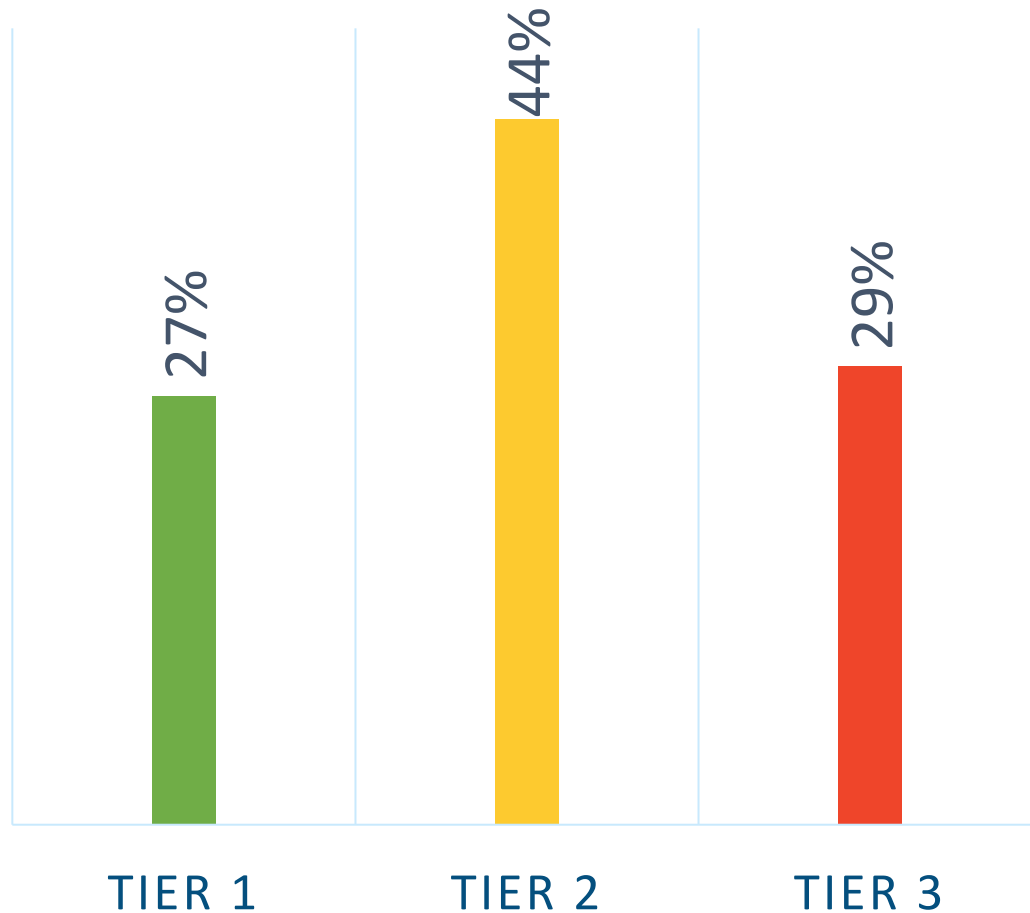
- The program introduces teens to the world of work and teaches workplace behavior and expectations and elements of financial literacy.
- Funding to increase the number of high school students beyond the 125 already funded.

Enhanced parks maintenance



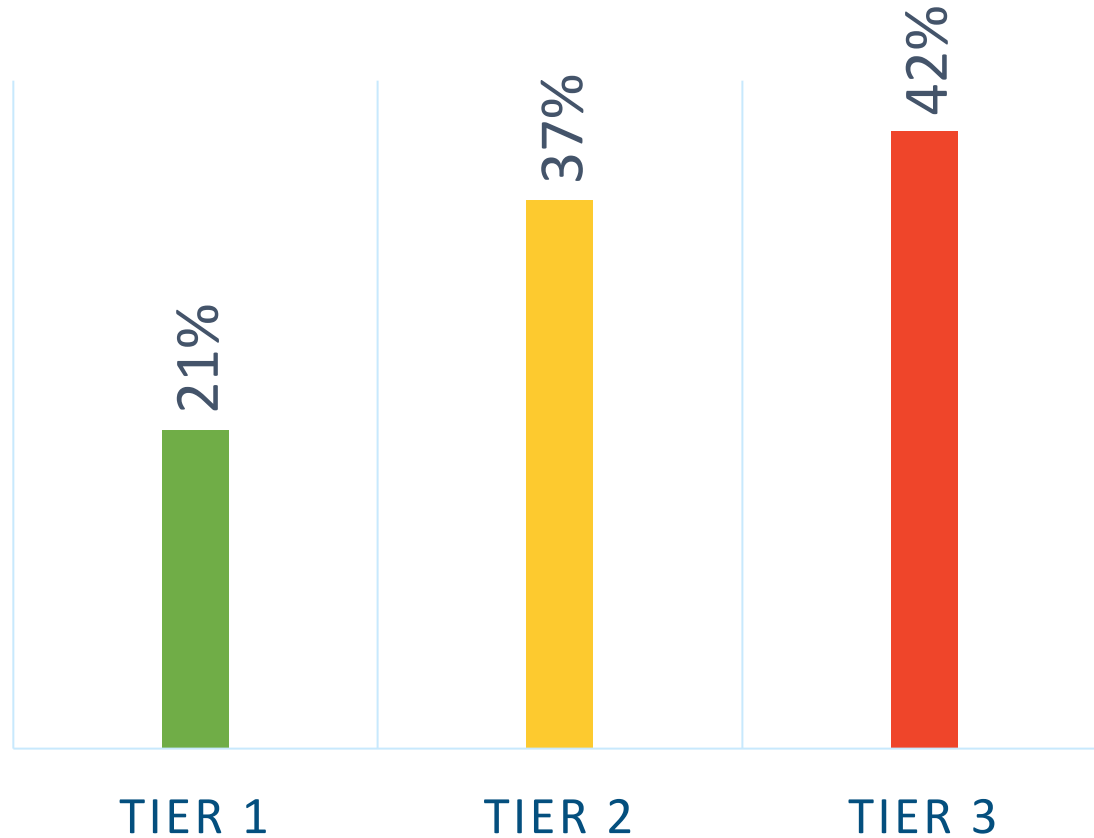
- Increase spending on citywide parks and grounds maintenance
- New projects such as Mary W. Jackson Neighborhood Park, Water Walk Trail, Phoebus Waterfront Park
- Repair costs for aging playgrounds/amenities.

Enhanced right-of-way maintenance



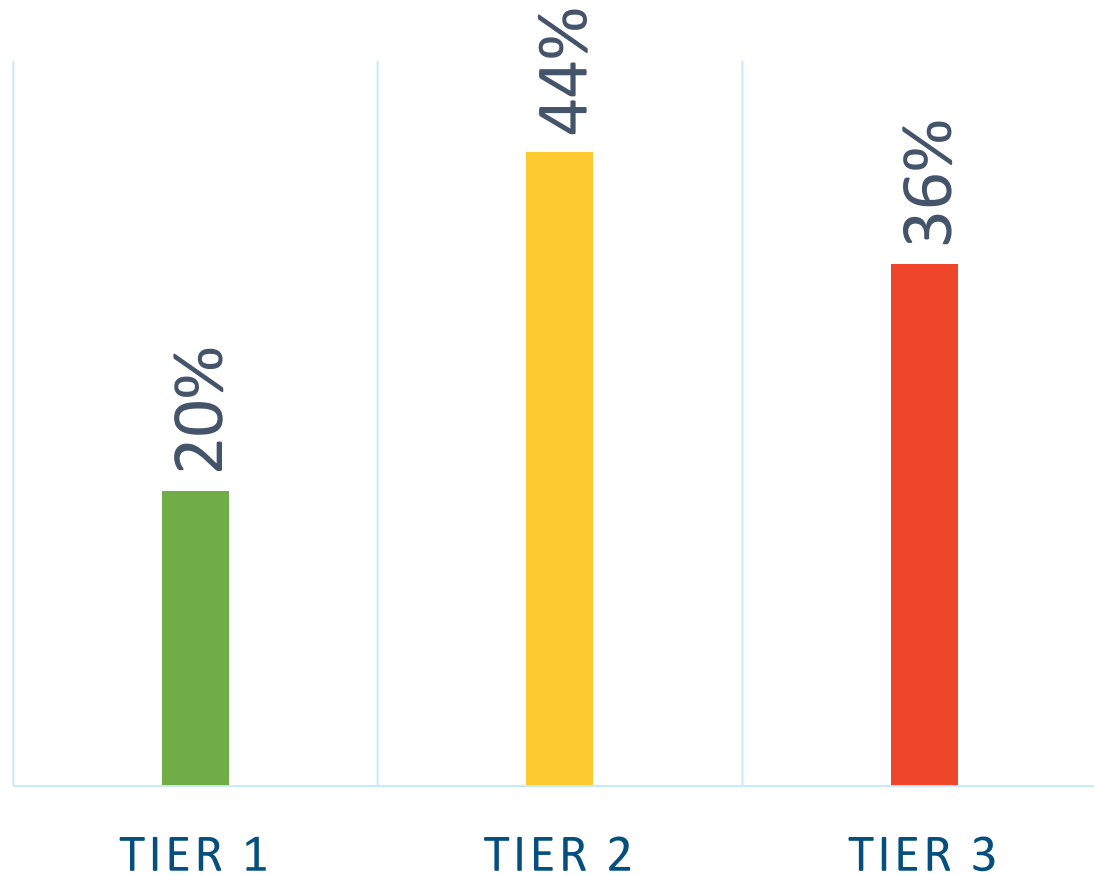
- Increase mowing frequency and areas maintained, to include overhead tree maintenance and litter control expansion to improve the overall appearance of the city.

More funding for special events



- Fewer corporate sponsorships
- New events, including:
 - Holiday Wonder Walk;
 - Crabtown Seafood Festival
 - Bike-Walk.

Enhanced code enforcement

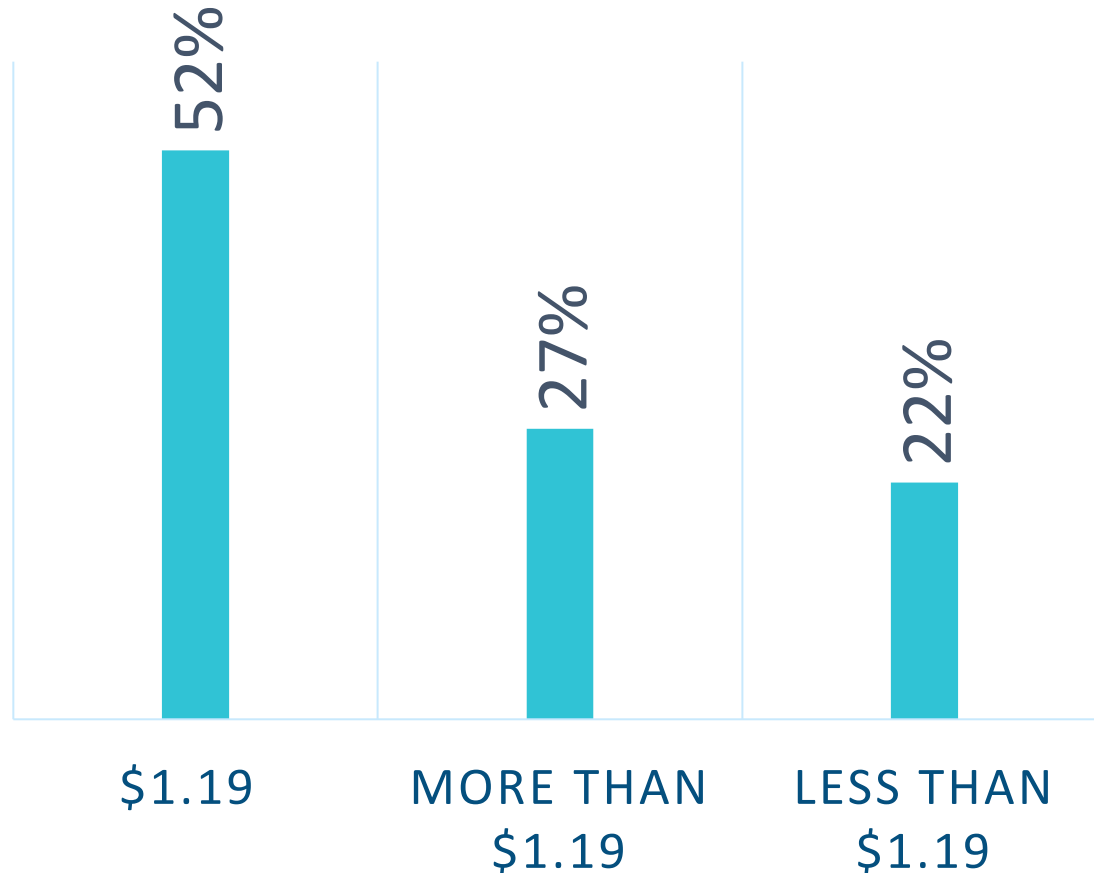


- Additional staff resources would allow increased frequency of inspections as well as the flexibility to conduct strategic targeted enforcement (i.e.; areas of special emphasis)



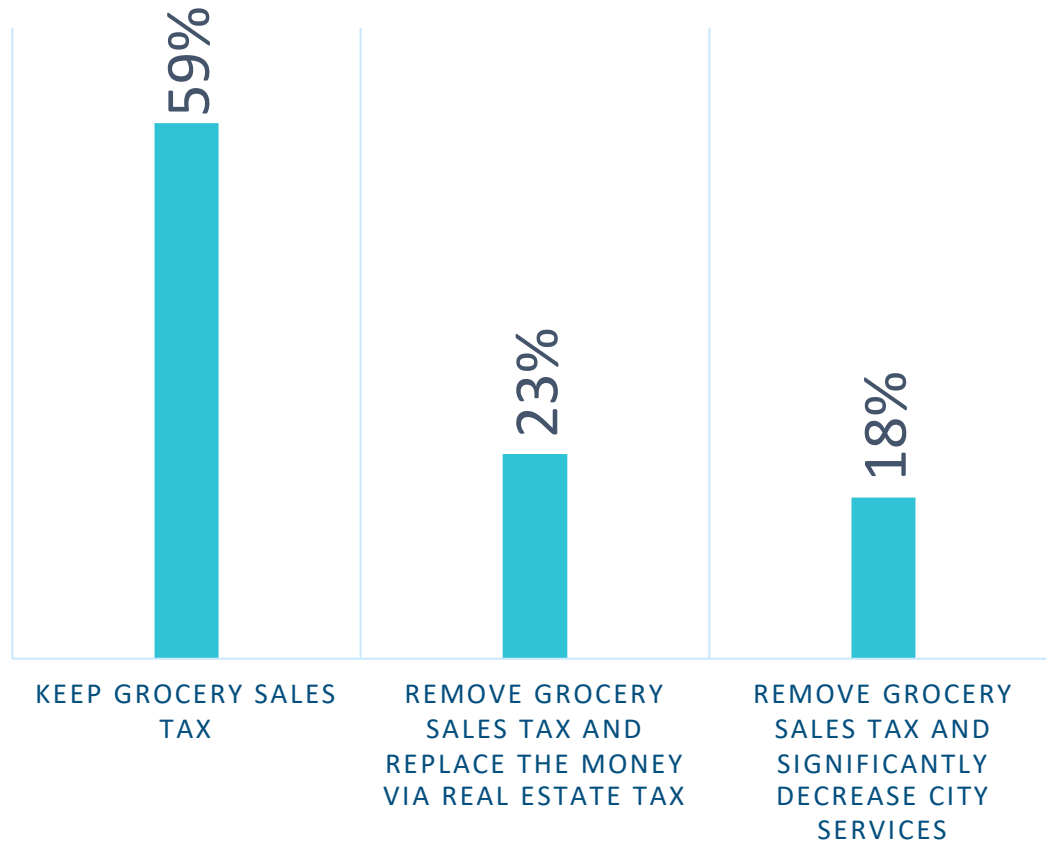
Revenue options

Real estate tax rate



- I favor using the equalized tax rate of \$1.19 for FY23
- I favor a tax rate between \$1.19 and \$1.24 to give a tax rate but also fund new investments
- I favor a tax rate lower than \$1.19, knowing that means fewer city services

Grocery sales tax



If the General Assembly transitions the grocery tax to a local option, would you prefer to ...

More than 300 people left comments

- Taxes
- Public safety
- Crime prevention/
activities for youth
- Needs vs. wants
- More services
- Invest
- Diversify
- Cut/change
- Thank you

Next steps

- City Manager's Recommended Budget released April 15
- Public hearings April 27 and May 4
- Final vote May 11