



# 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, April 14, 2021**

**1:00 PM**

**Council Chambers**

---

### CALL TO ORDER

Mayor Tuck called the meeting to order at 1:01 p.m. All members of the City Council were present although Councilman Hobbs arrived just a moment after roll was called.

### DONNIE R. TUCK PRESIDED

### AGENDA

City Manager, Mary Bunting, introduced the agenda explaining her requirement to share the budget with City Council and the community as of April 15th. She shared that the budget books are available to the public online and that libraries will physically open on April 19th for those who want to check out the budget books.

Ms. Bunting explained the process of public input from this year through the I Value meetings with about 300 attendees. She concluded with introducing Robin McCormick, Communications Strategist, to provide a brief overview of the budget.

1. [21-0129](#) Budget Briefing: I Value Outreach

Attachments: [Presentation](#)

Ms. McCormick thanked Ms. Bunting and the City Council for allowing her to give the presentation. She pointed out that the City was able to fulfill many of the citizen's priorities: school building maintenance, street repaving, Phoebus fire station, increased storm water maintenance, street light conversion to LED's - not funded, Dominion will replace lights as they fail, bus stop improvements, Resilient Hampton, technology upgrades - partially funded, Phoebus parking lot - not funded, increased police staffing - funds frozen due to COVID, Violence Prevention Network and Youth Connect, provide competitive pay for employees - partially funded, larger youth summer employment

program - in budget but frozen, Enhance Youth Recreational Program, Expanded Workforce Development Initiative - frozen, creating office of Economic Empowerment and Family Resiliency- frozen, consolidate police, codes, public works tickets - partial funding, enhanced roadway mowing and trash pickup - partially funded, and new neighborhood center cost - funded.

She reported the results from the Facebook Live sessions totaling 274 comments and 479 engagements. The themes mentioned included reduce violence, increase prevention, express support for police and fire, Buckroe beach, illegal dumping and eyesores, funds for housing and neighborhoods, fund school operations, capital building repairs, reduce flooding, improve waterways, jobs and growth, COVID impact, Cares Act funds allocation, Aquatics Center, and Sunset Creek boat ramp. After creating a word cloud that highlights popular words used during the Facebook Live sessions, she reported the most popular word was thank you.

Ms. McCormick reiterated the dates the budget will be released online and in the library. She announced public hearings on April 28th and May 5th and final vote will be on May 12th.

She opened the floor for questions.

In response to Mayor Tuck's question about how participant numbers for Facebook Live were determined, Ms. McCormick explained that Facebook determines the number based on how many people click on the post.

In response to Councilwoman Snead's inquiry about comments concerning the Aquatics Center, Ms. McCormick stated the difficulty to quantify the comments because they were just questions.

Ms. Bunting made the following remarks, "I think the biggest question that was floated was, 'Are you having to spend more money on the budget this year for the Aquatics facility?' and, of course, we had already borrowed the money previously. Our debt services this year is not increasing at all. In fact if we weren't planning to do some new spending like the science wing and some of the things I'll talk about in my budget message, which could actually decrease. We've made a commitment for the long haul for a capital budget for the City and the operating expenses associated with the Aquatic Center won't come online until the following fiscal year so there's no increase in the budget for that either. I think there was a presumption that because it's under construction that the budget this year in the pandemic is being impacted by it. Again it's not. So we walked through a lot of that with the public so that they understood how the money works, how bond funds work, how the operating money will impact, etcetera."

Mayor Tuck pointed out a few negative comments made by citizens due to lack of knowledge. He advised to continue explaining issues during the meetings and in town

halls for people to remain informed.

Mayor Tuck opened the floor for further questions or comments.

2. [21-0124](#) Highlights of the City Manager's Fiscal Year 2022  
Recommended Budget

**Attachments:** [Presentation](#)

City Manager Mary Bunting presented the Highlights of the City Manager's Fiscal Year 2022 Recommended Budget. She acknowledged the budget staff led by Lori Green, Assistant City Managers; Brian DeProfio and Steven Bond, and the group of department heads who assisted as well.

She commenced her presentation making a statement discussing the effects of COVID-19 within the community and how the virus has hurt the economy by causing job losses and business closures. She mentioned the Health Department and Peninsula localities worked together to administer nearly 255,000 vaccine doses on the Peninsula and 780,000 in the region. She also recognized the Emergency Management team for coordinating registration, operations, communication and equity outreach, as well as the medics and school nurses.

Ms. Bunting pointed out that the initial development of the Fiscal Year 2021 budget displayed the best revenue growth since before the Great Recession. She stated that the Manager's recommended budget would have given the ability to invest in the community but, due to the uncertainty of the pandemic, there was a freeze of all new positions and most vacant positions.

She confirmed FY22 projections were based on the assumption that the revenues impacted by the pandemic would begin to rebound in the fiscal year, but will not fully recover immediately. Overall, the growth in property taxes is largely offset by the decline in other revenues impacted by the pandemic.

Ms. Bunting discussed the property tax rate sharing that some sections of the City received assessment increases and, while some residents have asked to ease the one-year jump of assessed value change, the City is restricted from doing so by State Code, which requires market-based assessments.

She compared the assessment growth against the Tax Rate Stabilization Guideline, and made recommendations to keep the real estate tax rate at its current level stating her biggest concern is losing millions of dollars in federal relief money. Ms. Bunting announced the General Fund total for Fiscal Year 2022 and reviewed percentages that go to school operations, City operations, and debt payments for the City and school capital projects.

Ms. Bunting continued the presentation discussing citizen and council priorities. A series of Facebook Live chats were conducted to gauge informal views from citizens. She made the following remarks, "City Council had set their priorities for FY21 and refined additional priorities this year. The FY22 Recommended Budget and the 5-Year Capital Improvement Plan (CIP) reflect most of those priorities. This budget also fully aligns with our Hampton City Schools proposed budget." Ms. Bunting explained the key areas of investments from the FY21 budget included competitive compensation, public safety, education, family resilience and economic empowerment, place making, economic growth, and coastal resiliency. Priorities included salary increases, compression adjustments and implementing the new minimum wage rate of \$11 per hour; recurring and one-time increases for our Hampton City Schools; increases to fight crime, including new positions for the Police Division and additional funds for enhanced public-safety street lighting and surveillance systems; investments in housing stock; investments in flood mitigation and prevention efforts; and investments in our Family Resilience and Economic Empowerment initiatives .

Ms. Bunting acknowledged the foresight of the City Council for increasing annual school funding in Fiscal Year 2014 so the school system could provide personal technology to all students in middle school and high school. She stated that In addition to education, schools provided breakfast and lunch to low income families and continued throughout the pandemic. Instead of traditional graduations, the Class of 2020 had parades, drive-by events, and took photos at the Hampton Coliseum. Ms. Bunting thanked the media specialists for developing a library van providing books for students and she thanked the parents of the Hampton school students.

She discussed school funding for the year and how it contributes to the City's economic growth. She also expressed anticipation of the coming year when students return to school and partnerships with local businesses resume. Additionally, the school budget will boost capital contributions to the school division by increasing maintenance funds, replacing trailers with a new wing of state-of-the art science and math classrooms at one of the high schools, and covering debt service costs for new classrooms in FY22.

Ms. Bunting continued the presentation discussing Hampton's commitment to public safety. Additional staffing for the Police Division was the top-ranked operating budget priority in FY21 "I Value" polling, but these positions were frozen in FY21 due to the pandemic. The FY22 budget will unfreeze certain positions within the Police Division.

She encouraged the City to work together on prevention and intervention of violent crime. Ms. Bunting shared information on the a new initiative based on Hampton's Comprehensive Violence Prevention Implementation Plan that will establish a community-based intervention team to address the most critical needs of those who are actively engaged in violent behaviors, as well as victims; a hospital-based violence intervention program; mobilized 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; mini grant program alignment to support community-based violence prevention; an employment pipeline that connects returning citizens, and opportunity youth and young adults to livable wage employment to include local government positions; and a re-entry system that is easy to navigate. She proposed increases in the operating budget to support other violence reduction strategies in the Office of Youth and Young Adult Opportunities.

The FY22 Budget will also unfreeze the funds to expand the Summer Youth Employment Program, a program that introduces young people to the world of work and teaches workplace readiness skills such as time management, customer service, budgeting, and financial literacy. It is a partnership with the Office of Youth and Young Adult Opportunities, the Academies of Hampton, various City departments and private businesses to provide young people the opportunity to experience the dignity of work and to gain valuable work experience.

Ms. Bunting continued with the following statement, "Supporting and enhancing criminal prosecution is also a factor in reducing crime, and we have continued to fund increases for the Commonwealth's Attorney's Office with a new position added in FY21 and a position upgrade in this department. The City has added 8 positions in the Commonwealth's Attorney Office since FY18."

She discussed additional funding for enhanced public safety streetlights, cameras for the real-time crime center to help solve crimes, enhanced blight abatement funding, additional public safety equipment, new public safety radio upgrades, and other investments.

Ms. Bunting discussed family resilience and economic empowerment during difficult times. She stated the City would work to fund current operations and to identify new opportunities. The City also plans to continue funds to HRT, unfreeze WorkOne Workforce Development initiative, and unfreeze the Economic Empowerment and Resiliency Director.

In reference to the economic growth of the City, Ms. Bunting announced continued growth during the COVID pandemic. She informed Council that Huntington Ingalls continues to grow and will be hiring to fill its new Unmanned Systems Center of Excellence. Langley Air Force Base is home to 750 new jobs for the F-22 Formal Training Unit and the City continues to work with the Air Force on additional opportunities. The growth in defense-related jobs will likely lead to more residents choosing to live in Hampton.

She stated that the City expects temporary revenue due to the expansion of the Hampton Roads Bridge-Tunnel.

Ms. Bunting introduced partnership with the Hampton Redevelopment and Housing Authority to initiate a Model Block program to demonstrate remodeled houses for a new

market. Money from FY21 and FY22 budgets will start the program. The FY22 capital budget will also include funding for maintenance to the Coliseum which will address water infiltration into the building and also support much needed renovations to its dressing rooms.

Ms. Bunting informed that most Living with Water projects are funded with the stormwater fee and are found in the capital budget. She explained that the City focuses on reducing flooding and the impact of flooding using the Dutch Dialogs method from the Netherlands. Citizens have supported projects that reduce flooding therefore encouraging the proposal to increase the stormwater fee by \$1 a month for homeowners. Public Works has developed a plan to put 80% into neighborhood stormwater maintenance next year and 20% toward Resilient Hampton projects. Stormwater fees will be used to borrow bonds to accelerate investments. She stated that the budget proposed an increase in the wastewater fee broken into two components, a base wastewater fee for maintenance and a surcharge that will reduce sewer overflows into the Chesapeake Bay. The Capital Improvements Program (CIP) will also include funding for Buckroe Beach replenishment and for Salt Ponds dredging in FY24.

Ms. Bunting continued her presentation discussing the process of adding two new neighborhood centers in the Olde Hampton neighborhood and in Fox Hill. The neighborhood centers will rely on residents and local non-profits for their programming. Other investments in the capital budget will include pedestrian improvements on Mercury Boulevard and Power Plant Parkway, additional funding for the Neighborhood Improvement Program, Neighborhood Infrastructure Improvements, and Parks, Recreation and Leisure Services maintenance. There are plans to add artificial turf to Darling Stadium FY23.

Ms. Bunting shared that it is not economical to add more money to enhance the roads at this time. Over \$36 million will fund street resurfacing along with \$17 million to reconstruct Little Back River Road and \$5 million to reconstruction Armistead Avenue. Public Works continues to project road needs and secure state funding.

In reference to employee compensation, Ms. Bunting acknowledged citizens for understanding the need for competitive pay to attract and retain talented employees. Employee compensation ranked third in the "I Value" operating budget polling last year. The FY21 budget allotted a 3% salary increase for City employees but was frozen for half of the year. The raise and an increase in the state minimum wage was implemented due to stabilization of revenues. The 3% raise for employees for the FY22 budget will come in July of the new fiscal year. She announced that salaries have fallen behind the average in the region but steps are being taken to address those issues. Ms. Bunting further explained the compensation plan that will provide compression adjustments of \$100 per year of employment for all permanent full-time employees. The budget will also fund the increase of the state minimum wage to \$11 per hour in July. She reported that the City will focus on merit pay and merit bonuses with funds set aside and will continue bonuses

based on Citizen Satisfaction ratings.

Ms. Bunting drew attention to the taxes and fees. She noted that the budget does not include a recommendation for a general tax increase in real estate or personal property. The budget does include two proposed rate changes including the \$1 per month per Equivalent Residential Unit (ERU) stormwater fee and stormwater improvements. She stated that the fees remain lower than most Hampton Roads cities and will not include an increase for solid waste. She continued that the tax rate could be 69 cents if the state fully funded departments and state initiatives.

Ms. Bunting continued the presentation discussing operational efficiency measures and announcing Hampton as the most efficient government in Hampton Roads. She stated they continue to work to identify opportunities to save money and refinance existing bonds, however budget cuts implemented since the recession have made more reductions challenging. She acknowledged City departments as excellent stewards of public funds, finding innovative ways to stretch funding to meet the needs of the community. Due to low staffing levels and careful budgeting and spending, Hampton did not have to lay off permanent staff during COVID-19 restrictions.

In reference to looking ahead, Ms. Bunting discussed the long-term effects of the coronavirus on citizens, businesses and jobs. A proposed budget will be created once the City received new funds through the American Rescue Plan. She acknowledged the community remaining strong, neighbors helping one another, and City staff working beyond their responsibilities to serve. She reiterated positive announcements from Joint Base Langley-Eustis as the only Candidate and Reasonable Alternative for the F-22 Formal Training Unit and the recent investment by Huntington Ingalls, Amazon, and others.

Ms. Bunting acknowledged the department heads, Assistant City Managers, and the budget team for overcoming the challenges and uncertainty of COVID-19. She also thanked the residents for their resilience and participation in the budget development process and expressed anticipation in working with each Councilmember to understand the budget and its impact on the community and workforce.

She reviewed the next steps in the budget process. The first council budget public hearing will be April 28th. There will be no action on the budget at that time. The second hearing will be on May 5th when first readings will be made, but no amendments will be made at that time. The final budget vote will be May 12th.

Mayor Tuck complimented the photograph which appears on the cover of the Manager's Recommended Budget. He also complimented the spectacular outdoor dining that is now available in Downtown Hampton. He also spoke of the improvements being made to the Buckroe Boardwalk and indicated they will stop for a period of time to allow citizens to enjoy the beach during the summer season and will resume after.

Mayor Tuck commended the City Manager’s staff, team, and fellow Councilmembers for innovation, accommodation and out of the box thinking to keep the City open and operational supporting residents and business owners of Hampton. He also expressed the dedication of the staff during COVID.

Councilman Brown also acknowledged the staff that determined what was most needed. He thanked the staff and citizens for their resiliency.

Councilwoman Brown clarified her appreciation for the presentation given by Ms. Bunting.

**REGIONAL ISSUES**

There were no regional issues.

**NEW BUSINESS**

Mayor Tuck shared that this week is Youth Violence Prevention Week in Hampton. He invited citizens to visit the City’s webpage and RuON.

**CLOSED SESSION**

Clerk of Council, Katherine Glass, read the motion required for the Closed Session

3. [21-0123](#) Closed session pursuant to Virginia Code Sections 2.2-3711.A. (.1), (.3), (.7) and (.8) to discuss appointments as outlined on the agenda, to discuss the disposition of real property for a public purpose in the Shell Road and Kecoughtan Road corridors, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the City; to discuss or consider the investment of public funds where competition or bargaining is involved, where, if made public initially, the financial interest of the City would be adversely affected; to consult with legal counsel employed by the City regarding the unsolicited proposal evaluation process; and to consult with legal counsel pertaining to the matter styled Megan Adkins v. City of Hampton, et al. where such consultation or briefing in an open meeting would adversely affect the negotiating or litigation posture of the City.

At 2:09 p.m., a motion was made by Councilmember Chris Snead and seconded by Councilmember Steven Brown, that this Ordinance-Non-coded 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

- 4. [21-0127](#) Consideration of an Appointment to the Coliseum Advisory Committee
- 5. [21-0105](#) Consideration of nominations to the Virginia Municipal League 2021 Policy Committees

**CERTIFICATION**

- 6. [21-0130](#) Resolution Certifying Closed Session  
At 4:08 p.m., a motion was made by Councilmember Billy Hobbs and seconded by Councilmember Steven Brown, that this Resolution 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 4:08 p.m.

**Contact Info:**  
Clerk of Council, 757-727-6315, [council@hampton.gov](mailto:council@hampton.gov)

\_\_\_\_\_  
Donnie R. Tuck  
Mayor

\_\_\_\_\_  
Katherine K. Glass, CMC  
Clerk of Council

Date approved by Council \_\_\_\_\_