



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, February 24, 2021

9:00 AM

**Hampton Roads
Convention Center,
Rooms 106-109, 1610
Coliseum Drive,
Hampton, VA**

CALL TO ORDER

Mayor Tuck called the meeting to order at 9:01 a.m. All members of the City Council were present along with the City Manager and were seated in a socially-distant manner due to the pandemic. During the work session, Lisa Vernon Sparks, Daily Press reporter, also was seated in the room with City Council.

The City Attorney and Clerk of Council were also present and seated in another room in a socially-distant manner connected with Council via Zoom. Also in the staff room were Jennifer Green, Assistant to the City Manager; Terry O'Neill, Director of Community Development; Brian DeProfio, Assistant City Manager; David McCauley, Director of Parks, Recreation and Leisure Services; Jason Mitchell, Director of Public Works; Steve Bond, Assistant City Manager; and Robin McCormick, Communications Strategist.

Another room was connected by Zoom to the meeting with socially-distant seating provided for the public. Staff members Jonathan McBride and Anna Hammond were also seated in that room.

Present 7 - Councilmember Chris L. Bowman, Councilmember Eleanor Weston Brown, Councilmember Steven L. Brown, Vice Mayor Jimmy Gray, Councilmember Billy Hobbs, Councilmember Chris Snead, and Mayor Donnie R. Tuck

DONNIE R. TUCK PRESIDED

AGENDA

1. [21-0089](#) Budget Briefing - City Council Budget Priorities Workshop

Attachments: [Presentation](#)

[List A - FY21 Funded Requests](#)

[List B - FY21 Non-Funded - Majority Supported Partially Funded Projects](#)

[List C - FY22 New Recurring Requests](#)

[List D - FY21 Non-Funded - Majority Did Not Support](#)

[Final Post Meeting - City Council Project Rankings 022421](#)

City Manager Mary Bunting introduced the item and stated that today's discussion will be centered on Council's priorities for the development of the FY22 budget; the Capital Improvement Plan (CIP); vulnerabilities; the way in which the budget will be shaped; and the financial policy as it relates to real estate assessments.

Assistant City Manager Brian DeProfio began the presentation and provided an overview of the budget; a review of the current strategic direction; and an overview of strategic opportunity projects and initiatives. The projects and initiatives were divided into the following lists: List A - FY21 Funded Requests; List B - FY21 Non-Funded - Majority Supported Priorities (4 or more Green Votes) Partially Funded Projects; List C - FY22 New Recurring Requests; and List D - FY21 Non-Funded - Majority Did Not Support.

Mr. DeProfio also provided some general budget information and reviewed several slides of the presentation which provided information about revenues; FY21 year-end revenues; sources of local revenues; total real estate value; the change in the taxable value of land; how Hampton compares to other cities in the region with regard to homeowners taxes (Hampton homeowners pay less taxes); the real estate tax rate stabilization policy; tax equalization; local revenues (personal property taxes, meals taxes, sales taxes and business license taxes); and COVID impacted revenues (lodging, admissions tax, interest earnings, and Parks, Recreation and Leisure Services (PRLS) fees).

With regard to rising real estate assessments, Councilwoman Brown reminded

everyone that periodically adjusting the tax rate creates disruptions to the citizens and suggested that a consistent, optimal tax rate policy be developed. She emphasized that the goal is to have overall prosperity in Hampton; and, therefore, other forms of a tax base which could potentially relieve tax payers of an increase should be considered.

Mayor Tuck asked whether everyone wanted to have that discussion today. Councilwoman Snead and Vice Mayor Gray suggested that the Finance Committee work on reviewing the policy and return to Council with information. Councilwoman Brown agreed that that would be helpful.

Ms. Bunting gave brief remarks about the desire to grow Hampton while minimizing the impact on residents.

Mr. DeProfio continued with the presentation.

Councilman Brown asked whether the City mitigated some of the impacted revenues through the Coronavirus Aid, Relief and Economic Security Act (CARES Act).

Mr. DeProfio explained that the CARES Act does not permit revenue replacement; however, it does allow funding to be applied to certain expenses, for example, public safety. He continued explaining that approximately \$5 million of the CARES Act funding received in FY21 was used to offset public safety salaries which created flexibility in FY21. Approximately \$5 million remaining in the CARES Act fund is being preserved for FY22 to potentially offset public safety salaries or to be used for other expenses associated with the virus such as vaccination clinics.

Mr. DeProfio continued with the presentation.

Councilwoman Brown commended staff for taking advantage of lower interest rates and refinancing bonds as this has resulted in savings for the City.

Mr. DeProfio continued the presentation and shared information about the total budget (City and schools); allocation of general fund dollars for core services; and school funding.

Councilwoman Snead emphasized the importance of lobbying for the state to pick up more of their share for education.

Ms. Bunting made remarks regarding funding for education. In response to Councilman Brown, she also shared a bit of information about the formula for lottery proceeds.

Vice Mayor Gray spoke about the cost sharing formula and asked whether Hampton pays more of the local share than other localities.

Ms. Bunting provided additional information about the formula and said that she did not believe Hampton pays more as some localities did not increase schools at all when Hampton did. She added that Hampton is one of the few localities in which the school system took a lower contribution cost. She noted that the formula produces what it produces.

In response to Councilman Bowman, Ms. Bunting stated that Two Capitols Consulting, the Virginia First Cities and the Virginia Municipal League (VML) all support these agendas in Richmond.

Mr. DeProfio noted that our funding formula works well because of the good relationships City staff and Council have with our schools.

Mr. DeProfio continued with the presentation and spoke about the budget as it relates to City employees. He also shared information about pandemic-related expenditure challenges associated with the Coliseum, the American Theater and the Hampton Roads Convention Center.

Mr. DeProfio summarized the topics discussed thus far and then opened the floor for questions and discussion.

Ms. Bunting reiterated that Council would like for the Council Finance Committee to engage in the review of tax guidelines and respond to questions raised by Council. She noted that this committee typically does not meet until after the budget has been released; however, having them meet earlier will be taken into consideration so that they can begin the research process discussed today. She added that staff will continue to work on education funding issues and other tax reform issues as well.

Ms. Bunting paused to explain how the day's priority ranking process will work and stated that the goal of the exercise is to obtain Council's top priority list. Staff will then work into the budget as many of those priorities as they can.

Discussion took place among staff and the members of Council regarding funding for the following: asphalt installation; flooding in neighborhoods without drainage; the potential for the stormwater maintenance project to alleviate the flood problem; sidewalk replacement; and the streets to be included in the drainage improvement project.

Ms. Bunting noted that compensation will be discussed in depth during the March meeting.

Following a ten minute break, the meeting resumed with Mr. DeProfio sharing information about priorities beginning with staff training.

In response to Councilwoman Snead, Mr. DeProfio clarified that training may include, but is not limited to management training, skill set training and certification training specific to the needs of various departments.

Ms. Bunting also made comments related to training millennials, employee retention following training, and consistent middle-management training.

Councilman Bowman suggested that the staff member hired to handle the high performance organization work also handle this training in an attempt to save money in the budget.

Ms. Bunting clarified that that employee does high performance organization work and training; however, this refers to the training of more than 2,000 employees in multiple areas which is too much for one individual to handle.

Ms. Bunting and Mr. DeProfio reminded everyone that these priorities will not be accomplished at once; instead, they will be phased in over time and moved forward as resources are allocated.

In response to Councilwoman Brown, Ms. Bunting spoke about manning levels in various departments of the City and then assured Council that staff would not suggest funding this if they thought we were being inefficient in the use of resources.

Councilwoman Snead commented about the attention that often goes to funding for public safety departments.

Councilwoman Brown suggested considering additional ways to raise general revenue.

Ms. Bunting noted that we do focus on economic growth opportunities for the City.

Vice Mayor Gray expressed concern that people may be under the impression that public safety gets all the staffing which is not the case. He also spoke about thinly staffed departments as the reason for delayed services in the City.

Ms. Bunting briefly spoke about the challenges associated with the City being thinly manned.

Councilman Brown suggested that everyone be cognizant of the following things: hiring additional public safety staff does not always equate to a reduction in crime; thinly manned departments results in occupational burnout and overworked employees; and when organizations lose good people, they also lose institutional wisdom and experience which is difficult to replace.

Councilman Bowman said it appears to him that a lot of this training is already being provided through the Human Resources Department (HR) and the high performance organization employee.

Ms. Bunting clarified that the employee in HR Councilman Bowman spoke of sends educational emails and organizes staff seminars in addition to his primary responsibility of handling complaints. She emphasized that staff is suggesting that the City could have higher organizational performance if there was consistent training methodologies, leadership development, succession planning and mentorship for our workforce.

Councilwoman Snead said that this training is a great opportunity for future managers. She also shared her personal experience working for the City and said that she may not have moved up in the organization had it not been for training programs such as this.

Mr. DeProfio continued sharing information about priorities including investments/modernization; compensation; Commissioner of the Revenue staffing; Hampton Roads Convention Center (HRCC) maintenance; the Coliseum scoreboard; and Coliseum repairs.

In response to Councilwoman Brown, Mr. DeProfio said that he did not have any data regarding whether the use of Light-emitting Diode (LED) lighting created any cost savings at the HRCC; however, he would research that and return to Council with that information.

Councilman Hobbs commented that last year, the City received funding from Dominion Power as a result of switching to LED lighting, and this may be an additional funding source.

In response to Councilwoman Brown, Mr. DeProfio clarified that the bonds referenced earlier are 30-year bonds.

In response to Vice Mayor Gray, Ms. Bunting provided the following explanation as to why replacing the 50-year-old scoreboard at the Coliseum has been delayed: Typically, the Coliseum funds its own improvements out of retained earnings. Various directors over time prioritized improvements; therefore, other higher priority improvements were completed with those funds. The long-standing policy has been that improvements to the facility are funded through the earnings of the facility.

Councilman Brown asked if renaming the Coliseum for the purpose of bringing in additional revenue has been taken into consideration.

Ms. Bunting said that idea has not surfaced since former director Joe Tsao was in that position; however, in her opinion, it is a good idea to engage upon every so often.

Mr. DeProfio continued sharing information about repairs to the Coliseum.

In response to Councilwoman Snead, Mr. DeProfio confirmed that this is a project which would be spread over several years in the CIP, and staff is in the process of communicating with the director about a phase plan. This is also a project which could potentially be funded through bonds.

Councilman Bowman inquired about the repairs made to the roof of the Coliseum a few years ago and whether a warranty came with that work.

Mr. DeProfio said repairs may have been made to the Coliseum's roof a few years ago, but he would need to verify that as well as the warranty information.

Councilwoman Brown suggested that some of the Coliseum repairs be considered from a resiliency perspective.

Ms. Bunting replied; however, her comments were inaudible.

Vice Mayor Gray emphasized the importance of investing in Hampton's facilities in an attempt to compete with facilities in other localities in the region.

Councilman Brown asked whether these costs are associated with failure to keep a routine maintenance schedule.

Councilwoman Brown asked everyone to celebrate all of the things that have taken place at the Coliseum over the past 50 years and to keep in mind the importance of keeping a sense of focus.

Mr. DeProfio addressed Councilman Brown's question and stated that years ago, the maintenance schedule was not deemed urgent; however, it has now come to a point where it must be addressed.

Mr. DeProfio referenced a conversation he had with a promotor who encouraged the City to make modern upgrades to the Coliseum while maintaining its vintage feel as the Coliseum's vintage feel is what attracts people to the venue.

Following a brief break, the meeting resumed with Parks, Recreation and Leisure Services Director Dave McCauley sharing information about the priorities related to the costs associated with the new neighborhood center.

Ms. Bunting elaborated on why staffing for the new neighborhood center was not included in the request. She reminded everyone that when the Old Hampton Community Center closed, all staff was deployed to other programs, and, therefore, the City has resources to deploy to new centers and also has volunteers who assist. She also reminded everyone that staff makes every effort to bring to Council the minimal need to implement attrition.

Mr. McCauley continued with the presentation and shared information about the water taxi operations priority.

Councilman Bowman asked whether staff considered contracting out the pontoon service versus incorporating \$150,000 in the budget for it.

Mr. McCauley said that a request for proposal (RFP) was put out in 2016 in coordination with the Blue Water Marina, the Downtown Hampton Development Partnership (DHDP) and the Hampton Fleet. He added that lease purchasing is also an option.

Mr. McCauley continued with the presentation and shared information about the Historic Trolley Building priority.

In response to Councilman Bowman, Mr. McCauley clarified that the location of the building is on the median island of the Hampton History Museum in front of the parking garage in that area.

Mr. McCauley continued with the presentation and shared information about the Buckroe Beach nourishment priority.

Councilwoman Brown asked whether staff has considered supplementing revenue via parking meters as parking is a problem in the Buckroe Beach area.

Ms. Bunting reminded everyone that Council asked staff to take that into consideration and staff is in the process of evaluating the various types of programs available.

In response to Councilman Bowman, Mr. McCauley said that rented shelters at Buckroe Beach do bring in revenue under normal circumstances; however, they temporarily have not been rented out due to the pandemic.

Public Works Director Jason Mitchell continued with the presentation and shared additional information about the Buckroe Beach nourishment priority.

In response to Mayor Tuck, Mr. Mitchell clarified that the projects he spoke of earlier are on Chamberlin Avenue, Mallory Street and Old Buckroe Road. Other areas of consideration include additional streets leading to Buckroe Beach.

Mr. Mitchell continued with the presentation and shared information about the enhanced right-of-way maintenance and development-ready sites infrastructure priorities.

Mayor Tuck asked whether the cable car will require new infrastructure once it comes to Hampton.

Ms. Bunting clarified that the Peninsula is ahead of the Southside with that project.

Mr. Mitchell continued with the presentation and shared information about the enhanced street resurfacing priority.

In response to Mayor Tuck, Mr. Mitchell clarified that the \$1,000,000 increase in the annual street resurfacing budget is separate from the Mercury Boulevard from Fox Hill Road to Fort Monroe cost.

In response to Vice Mayor Gray, Mr. Mitchell explained that the \$500,000 in the previous slide of the presentation is for approximately two to three neighborhood block improvements.

In response to Councilman Bowman, Mr. Mitchell explained that staff would bring in a contractor to grind concrete prior to layering asphalt in the Mercury Boulevard, Fox Hill Road and Fort Monroe areas.

Mr. Mitchell continued with the presentation and shared information about the x-ray screening (jails); and dredging waterways priorities.

Mayor Tuck asked whether some of the dredge could be used for beach re-nourishment.

Mr. Mitchell said most dredging would be done through the waste management land field or a facility in Williamsburg. Any sand material that can be reused will be stock-piled and reapplied to the beach.

In response to Councilman Bowman, Mr. Mitchell said approximately \$1 million is spent annually to hire contractors to dredge. He also confirmed that in years 4, 5 and 6, a return on investment may be seen if the work is done in-house.

Mr. Mitchell continued with the presentation and shared information about the following priorities: fleet facilities repair; the Hampton Roads Center North pump station; facilities maintenance increase; and the Mercury Boulevard renovation, Phase 1.

In response to Councilwoman Brown's question about environmentally friendly occupations, Mr. Mitchell said that currently, green energy is not being used; however, other upgrades such as LED lighting are being used in facility upgrades.

Mr. Mitchell shared information about the Ruppert Sargent Building generator priority.

In response to questions posed by Councilmembers Bowman and Hobbs, Mr. Mitchell explained that the original generator does not fully fuel and operate the heating ventilation system; therefore, this diesel generator will supplement the one currently in operation. He also shared that funding for this priority does not include maintenance, therefore, maintenance will be provided by the facilities management team.

Mr. Mitchell continued with the presentation and shared information about traffic engineering and infrastructure improvements, and the South King Street Pier priorities.

In response to Vice Mayor Gray, Councilwoman Snead, and Councilman Bowman, Mr. Mitchell stated that the South King Street Pier will be located at the end of South King Street near the Amory building and the Virginia Tech Agriculture Research and Extension Center (AREC); will be used for recreational boats (not commercial business); and citizens will be permitted to fish at the pier.

Vice Mayor Gray asked why the pier is not a part of the bigger plan for the area.

Ms. Bunting explained that the conceptual picture has not been completely funded or planned.

Community Development Director Terry O'Neill concurred with Ms. Bunting and added that the pier was not part of the funding allocated to the bulkhead improvements for AREC.

Mr. O'Neill and Mr. DeProfio shared additional information about the layout of the project.

Mr. Mitchell and Ms. Bunting shared additional information about stormwater maintenance.

Assistant City Manager Steve Bond continued with the presentation and shared information about the public safety equipment priority.

Discussion took place among Ms. Bunting, Mr. DeProfio and Mayor Tuck about funding sources for police technology, shields and weapons.

Mr. Bond continued with the presentation and shared information about the following priorities: the Phoebus Fire Station; the youth summer employment expansion; and increased Police Division staffing.

Councilman Brown asked how many positions are being added. Mr. Bond clarified that the number of added positions is determined by the Chief of Police after he has determined the maximum need.

Assistant City Manager Steve Bond continued with the presentation and shared information about the Commonwealth Attorney staffing priority.

Mayor Tuck asked for additional information about the increase for Commonwealth Attorney staffing.

Ms. Bunting explained that public defenders are asking Council's around the region to supplement them because the state has not. When the locality steps in, it encourages the state to do what it needs to do. She also indicated that there will be more jury trials which requires more staff.

Mr. Bond added that if a jury trial is selected, the jury will now get sentencing guidelines; whereas previously, with a bench trial, the judge received a sentencing guideline. This means that there will likely be more jury trials and the need for more staff.

Councilman Brown noted that the rise in Freedom of Information Act (FOIA) requests also requires additional staff.

Additional discussion took place among staff and the members of Council regarding the increase in Commonwealth's Attorney staffing and the cost associated with it.

Mr. Bond continued with the presentation and shared information about the following priorities: Home Elevation Program staff; the co-responder model; and the Hampton Police Department (HPD) shift conversion.

Additional discussion took place among Mr. Bond, Ms. Bunting and several members of Council regarding the HPD shift conversion priority.

Mr. Bond continued with the presentation and shared information about the priority related to the Annex Intercom System at the City Jail.

In response to Councilman Brown, Mr. DeProfio stated that the increased cost related to the jail is due to medical service and money gets transferred at the end of the year to help cover those costs.

Ms. Bunting noted that jail maintenance is considered a locality function and then provided a bit of information about funding for building and maintaining jails.

In response to Councilman Bowman, Mr. Bond noted that he would report back to Council with information about wireless components of the intercom system at the jail.

Mr. Bond continued with the presentation and shared information about the Fire and Rescue Division Equipment and the Remote Real Time Information Center priorities.

Discussion took place among staff and the members of Council regarding functions of the equipment used at the Remote Real Time Information Center; reduced crime in communities that use these centers; reuse of mobile units as deterrents; and monitoring capabilities of the system located in City Hall.

Mr. O'Neill continued with the presentation and shared information about the following priorities: enhanced code enforcement; the model block program; and the infill housing plan book.

In response to Vice Mayor Gray, Mr. O'Neill clarified that the rental inspection program is included in the enhanced code enforcement priority.

Ms. Bunting once again explained how the ranking exercise will work.

The members of Council then participated in a dotting exercise to rank the projects and initiatives by individually identifying the importance of each. They also had a discussion of the projects which were on List D and received majority support to move them over for final consideration this year.

Staff expressed willingness to reactivate as many items on the A list as possible, including those which may have been frozen during the pandemic, during the FY22 budget development process.

Following the exercise, the results were compiled by staff and later shared with the City Council in a final format. That final document will be attached to the minutes of this meeting.

REGIONAL ISSUES

There were no regional issues.

NEW BUSINESS

There were no items of new business.

CLOSED SESSION

2. [21-0084](#) 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 acquisition of real property for a public purpose in Old Northampton and the disposition of publicly held real property in the Downtown, Greater Wythe and Buckroe areas of the city, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the City; and to consult with legal counsel employed by the City regarding §62.1-44.15:67et seq. of the Virginia Code; legal obligations regarding potential grant awards from the Commonwealth requiring the provision of legal advice by such counsel and to consult with legal counsel pertaining to the case no. 4:20-cv-0062 in the United States District Court for the Eastern District of Virginia styled, In the Matter of Soggy Bottom Corporation as owner and Coastal Design & Construction, Inc. operator of Barge YD 71 petitioning for exoneration from or

limitation of liability in Allision, et al.

A motion was made by Councilmember Billy Hobbs and seconded by Councilmember Chris Snead, that this Closed Session - Motion 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

- 3. [21-0048](#) Consideration of an Appointment to the Hampton Redevelopment & Housing Authority
- 4. [21-0070](#) Consideration of an Appointment to the Hampton Federal Area Development Authority (FADA)
- 5. [21-0047](#) Consideration of Appointments to the Coliseum Advisory Committee
- 6. [21-0071](#) Consideration of Appointments to the Animal Control Advisory Committee
- 7. [21-0049](#) Consideration of Appointments to the Board of Zoning Appeals

CERTIFICATION

- 8. [21-0088](#) Resolution Certifying Closed Session
At 3:44 p.m., a motion was made by Councilmember Billy Hobbs and seconded by Councilmember Eleanor Weston Brown, that this Closed Session - Certification 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 3:44 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 _____