



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, February 27, 2019

1:00 PM

Council Chambers

CALL TO ORDER

Mayor Tuck called the meeting to order at 1 p.m. All members of the City Council were 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. [19-0084](#) Briefing on Parks, Recreation & Leisure Services Youth & Teen Programming

Attachments: [Presentation - final](#)
[Presentation - as published](#)

City Manager Mary Bunting provided introductory remarks.

Director of Parks, Recreation and Leisure Services Dave McCauley provided an overview of the Department's Teen and Youth Programming. He noted that his presentation would focus mainly on Teen Programming.

Mr. McCauley paused to introduce members of the Parks, Recreation and Leisure Services team who were present.

Mr. McCauley stated that today's briefing will identify how the department provides

positive experiences for our youth and teens. He emphasized the importance of reconnecting with our teens to find a safe environment for them to learn, relax, play and grow; encouraging those already in the program to continue to participate; and encouraging new teens to participate in the programs and activities.

Mr. McCauley shared some of the characteristics of today's teens known as Generation Z/I Generation. They were born between 2001-2019; they are the most racially and ethnically diverse group in our history; they prefer choice environments over structured environments; they make up about one-fourth of our population; they are digital natives (social media); they prefer e-commerce over malls; and they want to co-create culture.

Mr. McCauley clarified that the department's role in the process is to engage our youth and teens with programs they like and want; to provide resources to expand youth programs; to work with schools, community partners, recreation providers and other organizations to offer structural programs; and to develop a programming assessment methodology to ensure the department evolves as our teens continue to evolve.

Mr. McCauley highlighted some of the programs available to our teens. They include: Reconnect Program, Beyond the Bell (BTB), After the Clock Strikes 2-Out of School Program, Open Recreation, ELEVATE Afterschool, Kids Café, Computer 101 and Community Playdate.

Mr. McCauley highlighted some of the upcoming events planned for the teens. They include: Adapted Sports-Sit2Hit Volleyball Tournament, Spring Fling-Family Fun at Fort Monroe, Juvenile Diabetes Awareness Walk and Sneaker Drive, Jr. Heroes and Villains Festival, Mardi Gras Prom, and Community Health Fair.

Mr. McCauley highlighted some of the activities planned for the teens. They include: Urban Basketball League, Reconnect Teen Movies, Reconnect Independent Living, Youth Prevention Retreat, Therapeutic Recreation Parent Night Out, and Mother's Day Ceramic Paint Night.

Mr. McCauley highlighted some of the Outreach and Partnerships associated with the program. They include: Reconnect Program, the Hampton Youth Commission, the Office of Youth and Young Adult Opportunities (host the Summer Youth Employment Program), Youth Advisory Meeting, School Gardens Program, Community Development Youth Group Partnership, and the Hampton Youth Commission.

Mr. McCauley shared additional information about the initiative including information

about athletic programs, aquatic programs, enrichment programs, programming methodology (over a 2 year time period), teen survey/ teen desires for the program (via Hampton City Schools), and civic recreation online registration (this allows customers to do membership and program registrations online).

Mr. McCauley provided Council with the Spring/Summer guide.

Mr. McCauley opened the floor for discussion among staff and those on the dais. Topics of discussion included: Generation Z makes up 25% of the population nationally (Mr. McCauley noted that he will return to Council with Hampton specific statistics); approximately 19 teens and 6 adults went on the Reconnect Program trip to the Wizards Game (sponsored by the Urban League); opportunities for our youth to visit the Virginia Air and Space Center; opportunities for learn to swim programs; offering sports camps for the younger generation (for children inside and outside of Hampton); most programs are fee based; some programs are earn-based; initiatives underway to ensure that no child is turned away from these opportunities; pilot programs included in the budget (to eliminate some entry fees); free memberships for students who receive free or reduced fee lunch; initiatives to organize and report data about the teen survey; tweaking the program; identifying core programming; staff and leaders; and providing quality services.

Presented by Dave McCauley, Director of Parks, Recreation and Leisure Services. Other members of the Parks, Recreation & Leisure Services team who were present were Kay Trotter and Sean Clark, Deputy Directors; Nicole Dennis, Recreation Coordinator; Derocke Croom, Athletic Program Coordinator; and Rachel Faunce, Special Events, Projects, Promotions Manager.

2. [19-0083](#) Budget Briefing: Compensation/Market Pay, Public Works Funds and Budget Public Input

Attachments: [Presentation - Compensation/Market Pay](#)
[Presentation - Public Works Funds](#)
[Presentation - Budget Public Input](#)

FY 20 COMPENSATION CONSIDERATIONS PRESENTATION

City Manager Mary Bunting provided introductory remarks. She noted that the presentation will offer information about where Hampton compares to other localities with regard to public safety recruit positions salaries and what happens when employees move from the recruit category into full functioning positions.

Human Resources Director Nicole Clark greeted those on the dais and noted that

she would provide a recap of the 2016 compensation study; a history of our salary increases since FY15; market considerations for FY20 salaries related to public safety; information about recruit and entry level positions; and information about equipment operators.

Ms. Clark provided the recap of the 2016 Compensation study and stated that it is our position to remain within the average of the region with regards to salaries. She noted that we do not want to be at the bottom; however, it is fiscally challenging to maintain the top spot in the region.

Ms. Clark provided historical data on salary increases by locality since FY15. For Hampton, this began with a performance bonus ranging from \$250 - \$1,000 in FY15; Hampton provided a 3% general wage increase in FY16; and since FY17, Hampton provided a 2% general wage increase.

Ms. Clark announced that Hampton has been competitive with increases as it comes out of the economic downturn. She noted that the percentages reflect increases to actual employee salaries, not salary ranges; however, Norfolk, York and Newport News have adjusted their pay ranges.

Ms. Clark shared information about sworn uniform/public safety turnover history. She provided statistics regarding how many employees have left Hampton's Fire and Police Departments over the years and their reasons for leaving. Some of the reasons include: relocation, career change, positions in other localities, personal reasons, no reason, and pending separation for disciplinary purposes.

In response to Mayor Tuck, Ms. Clark clarified that employees who resign are given an opportunity to complete an exit interview; however, exit interviews are not mandatory. Exit interviews are typically handled through individual departments; however, the Human Resources Department also has means for employees to provide exit interviews in person and online.

Ms. Clark shared information about firefighter salary observations (EMT Advanced and Intermediate positions) and Paramedic incentives which are included in salaries to reflect true minimums. She also provided information about where Hampton's pay scale ranks for these positions compared to the same positions in surrounding localities.

In response to Councilwoman Snead and Vice Mayor Gray, Ms. Clark provided the following additional information: fire recruits convert to firefighter positions within 6-9 months and receive the Firefighter EMT salary once they graduate from the academy; firefighters receive certification bonuses in Hampton; and other localities

also provide certification bonuses.

Ms. Clark shared information about Hampton police recruit/police officer salaries compared to other localities in our region. She also provided information about the higher rank/promotion process for Hampton's Police and Fire Departments.

Councilwoman Brown expressed concern that Hampton may attract fewer recruits because they are unaware that they will be in a comparable position once they have met the credential requirements. City of Hampton Interim Fire Chief Jason Monk agreed that this sometimes deters people from wanting to work for Hampton.

Additional discussion took place among staff and those on the dais. Topics of discussion included: firefighter salary increases as a result of certification and promotion; public safety positions automatic and competitive salary increases; public safety pay structure; bonus/incentive structures to recruit people to Hampton public safety departments; timing of involuntary separations and the salaries of those vacant positions; offering signing bonuses; where Hampton compares to Newport News regarding recruitment; Hampton/Newport News joint recruitment process; public safety positions ranking system; and varying systems/pay grades in the two public safety departments.

In response to Mayor Tuck, Interim Chief Monk stated that he cannot provide a recommendation on how to improve recruitment; however, in his opinion, this is not only about recruitment, but also about retaining our trained employees and providing incentives for those who go above the call of duty to do extra work or retain extra education.

Police Chief Terry Sult emphasized the importance of considering non-salary related retention problems in an attempt to avoid creating additional compression problems. For example, when those in our military community relocate to other areas to be with their families, this affects our retention level.

Ms. Bunting noted that staff will communicate with the two Chiefs and return to Council with a proposed suggestion on how to improve recruitment/pay in the City.

Ms. Clark continued the presentation and shared information about Hampton's equipment operator positions.

Ms. Clark shared data regarding equipment operator turnover history for FY12 - FY19. She also shared information about multiple equipment operator positions in the City and how they compare to salaries in other localities in the region.

In response to Councilman Hobbs, Interim Public Works Director Jason Mitchell provided information about equipment operator positions and which positions require what level of knowledge about various types of machinery (equipment).

In response to Vice Mayor Gray, Ms. Clark provided the following information about compression adjustments that were made in 2016. Compression adjustments were made in 2016 for civilian and public safety employees. Civilian employees received \$100 for every year of service in their current position up to seven years (\$700 maximum adjustment); the public safety adjustment was \$300 per year of service with the City (\$2,100 maximum adjustment). She explained that the City did not have enough money to fund and address compression as a whole and went many years without increases during the economic downturn. At one time the City was accustomed to giving merit increases averaging 3-5%; however, it is almost impossible to recover from that as the City continues to hire new employees with pay ranges remaining stagnant as they did at that time.

Ms. Bunting elaborated on the topic of compression. Employees may define compression as when a new employee enters the organization making the same salary as a long-term employee in the same position; it can also refer to a newly promoted employee or newly hired experienced employee receiving higher income than a long-term employee or veteran. She also spoke about step systems and other topics related to compression.

Vice Mayor Gray inquired about investigating the cost to remedy the compression problem in the City.

Ms. Bunting explained that staff does not have the time to do that type of investigation and it is expensive to hire a consultant to do that process. She suggested determining a compensation philosophy first (one which goes according to merit or one that eliminates compression) and move forward from there.

Mayor Tuck expressed concern about low morale and feelings of inequity among employees who diligently report to work and do a good job and are aware of the higher salaries of their counterparts.

Chief Sult added that it is vital to consider the positive and negative impacts associated with each of the salary increase systems.

Mayor Tuck opened the floor for additional discussion. No additional discussion took place.

SOLID WASTE, STORMWATER AND WASTEWATER USER FEES

PRESENTATION

City Manager Mary Bunting provided introductory remarks.

Public Works Performance Manager Zandy Amor provided information on solid waste, stormwater and wastewater user fees.

Ms. Amor listed the solid waste guiding principles. They are: Solid waste operations should be financially self-supporting; solid waste fees should be kept as low as possible by continuing to operate in an efficient manner; and solid waste should take advantage of technology in order to provide smart City applications.

Ms. Amor provided a list of solid waste services. Primary services include: weekly household refuse collection; weekly collection of bulk trash; disposal of refuse; weekly collection of yard waste; and bi-weekly collection of recyclables. She also shared additional miscellaneous solid waste services.

Ms. Amor listed the various changes impacting the FY20 budget. They include: increased cost to collect and dispose of refuse; falling energy prices forcing a decrease in pricing for steam; increased cost to collect and dispose of recyclable materials caused by worldwide oversupply and contamination of materials; and the need to invest in technology for more efficient operations and addressing customer service needs.

Ms. Amor stated that the FY20 projected operations and maintenance budget is \$13.2 million, most of which is spent on collection and disposal. She also reviewed a chart which shows other areas in which funds are spent.

Ms. Amor announced that current rates will not cover expenses; this has created a need for adjustments. Staff has proposed an increased rate for services from \$6.10 per week to \$7.25 per week.

Ms. Amor shared current weekly cost comparisons and the FY20 proposed rate versus FY19.

At Ms. Bunting's request, Ms. Amor elaborated on the extensive services that the City of Hampton offers. It is the only full-service locality in Hampton Roads; it sends out a refuse and bulk collection team every week (other localities limit its citizens by requiring them to schedule a pick up or charge for additional pickups); it provides bi-weekly recycling services; and it provides services for the disabled. She emphasized that Hampton provides numerous services for \$7.25 per week; whereas, other localities offer fewer services at higher rates.

Ms. Amor said potential options for lowering the increase are to reduce bulk collections to every other week and end the recycling program; however, these options come with negative impacts which could be bad for the City.

Ms. Amor shared information about the City's stormwater fund. Hampton is the second lowest in the area at \$7.83 per month. The current rate is sufficient to cover existing expenses; however, the user fee is for projects that improve water quality and reduce pollution - many of these projects can be used to mitigate flooding (one of Hampton residents' top concerns). Should Hampton accelerate flood-reduction projects through an increase in the stormwater fee, \$1.00 extra per month would generate approximately \$1 million per year.

Ms. Amor spoke about the Wastewater Fund. She announced that Hampton has a reserve balance in the wastewater fund and does not project a need for a rate increase until FY22.

Ms. Bunting provided closing remarks and opened the floor for questions from those on the dais.

In response to Mayor Tuck, Ms. Amor explained that the purpose of the proposed technology is to provide better real-time information. Additionally, it would involve installing tablets in trucks allowing staff to be more efficient in areas such as GPS/GIS technology on routes, tracking item collection, informing drivers of disabled customers, and reporting violations and miscellaneous problems in the City.

Interim Public Works Director Jason Mitchell stated this technology would cost approximately \$1.5 million and is hoped to be phased in, in the future.

Additional discussion took place among those on the dais and staff. Topics of discussion included: Public Works budget impacts; the usage of tile style tablets in an attempt to avoid distracted driving; the impacts of switching to bulk collection every other week; the need to educate/communicate with residents about new collection practices; and the technology project will start from scratch (trucks are currently not equipped with GPS hardware).

Ms. Bunting reminded everyone about the public budget information sessions beginning next week (the I-VALUE campaign in which residents have an opportunity to express preferences about the budget). She noted that initially there were to be four sessions; however, there will only be three sessions due to delayed General Assembly budget information making its way to localities. The sessions will be held Thursday, March 7th at Kecoughtan High School, at 6:30 pm; Saturday, March 9th

at Phoebus High School at 9:00 am; and March 12th at Hampton High School at 6:30 pm. She noted that there will also be an on-line polling opportunity following the in-person meetings.

Councilman Brown inquired about additional opportunities for citizens to provide input including a session at Bethel High School. Ms. Bunting noted that there is no session scheduled at Bethel this year; however, staff is willing to come to any civic association to present information on the budget.

Presented by Nicole Clark, Human Resources Director and Zandy Amor, Public Works Performance Manager. Additional information was presented by Jason Mitchell, Interim Fire Chief and Terry Sult, Chief of Police.

REGIONAL ISSUES

There were no regional issues.

NEW BUSINESS

Mayor Tuck spoke about possibly partnering with Langley Air Force Base on a police firing range in an effort to relocate the existing site. The City Manager responded that she would provide a confidential update in order to not disclose information about potential locations which might compromise the City's negotiating position.

CLOSED SESSION

- 3. [19-0072](#) Closed session pursuant to Virginia Code Sections 2.2-3711.A.1, .3, and .6 to discuss appointments to the Hampton Employees Retirement System (HERS) Board, to discuss a prospective business where no previous announcement has been made of the business' interest in locating in Hampton, and 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 governmental unit would be adversely affected.

At 3:10 p.m., a motion was made by Councilmember Linda Curtis and seconded by Councilmember Billy Hobbs, 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

4. [18-0302](#) Consideration of appointments to Hampton Employees Retirement System Board (HERS)

CERTIFICATION

5. [19-0074](#) Resolution Certifying Closed Session

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

ADJOURNMENT

The meeting adjourned at 5:05 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 _____