



# 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 Steven L. Brown*  
*Councilmember Hope L. Harper*  
*Councilmember Billy Hobbs*  
*Councilmember Martha Mugler*

*STAFF: Mary Bunting, City Manager*  
*Cheran Cordell Ivery, City Attorney*  
*Katherine K. Glass, CMC, Clerk of Council*

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**Wednesday, May 10, 2023**

**1:00 PM**

**Council Chambers**

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### 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 Chris L. Bowman, Councilmember Steven L. Brown, Vice Mayor Jimmy Gray, Councilmember Hope L. Harper, Councilmember Billy Hobbs, Councilmember Martha Mugler, and Mayor Donnie R. Tuck

### DONNIE R. TUCK PRESIDED

### AGENDA

1. [23-0130](#) Budget Work Session - City Manager's Recommended FY 2024 Budget

City Manager, Mary Bunting shared that Council would make the final adoption of the City Manager's Recommended Approved Budget with any changes they wished to make at the evening meeting. She commented that she is very proud of the budget team, which was in the audience, as well as the various department heads and Assistant City Managers for all their hard work. She also expressed appreciation for the community's attendance at the I-value budget sessions held this year.

Ms. Bunting addressed two changes that were proposed to the employee benefits budget which do not require a budget amendment. She stated that, in addition to this afternoon's briefing, she would also address them at the evening meeting for the benefit of the public, and so the record reflects the agreement that has been reached in terms of the staff recommendations to the Council.

The first is a request that was brought up at one of the earlier work sessions to look at the health insurance premium increase which is included in the budget at an 80/20% percent split with employees. The employees would pay 20% of the incremental increase in health insurance. Since the civilian employee pay study has not been completed yet, there was a desire to try to cover the full increase. Ms. Bunting was pleased to share that the staff found a way to do so.

The second item that is proposed to be changed relates to the implementation of a new step plan for public safety employees. Ms. Bunting shared that when she began talking with the public safety groups about the proposal, she found that the step plan had unintended consequences. The plan was originally designed to reflect tenure in rank, as opposed to tenure with the division. There were good, valid points raised so she went back to the Human Resource team to examine what could be done to avoid the unintended consequences. The conclusion was that time in division should be recognized as opposed to time in rank. However, that is more expensive and there are not enough funds to include it in the budget as of July 1st. The recommendation is to give the public safety employees and the civilian employees the five percent general wage increase on July 1st and implement the new pay system based on time in division, as of January 1, 2024. She stated she is confident there will be sufficient money going into the next fiscal year to cover the full year of the step plan implementation because there are several one-time expenses in the current year's budget that will be freed up to support the plan next year. Ms. Bunting stated that she has shared this with police and fire focus groups and those employees understood the need to change the implementation date.

Ms. Bunting shared that she thinks there is a consensus of staff and Council members that, once the civilian workforce implementation has been completed, employees should expect to contribute some of their health insurance premium increase in the future.

Ms. Bunting indicated that if there were any other items Council wished to consider as the budget is adopted at the evening meeting, any proposed amendments would need to be made during the afternoon session so that the specific technical requirements can be incorporated.

Councilwoman Harper expressed her appreciation to Ms. Bunting and the staff for working to try to get the changes made.

Councilman Brown commended Ms. Bunting and the staff for the innovative way they found to make the step pay work.

In closing, Ms. Bunting expressed appreciation for the comments regarding the team

effort. She also thanked all those who work behind the scenes putting together a good budget, supporting the I-value community input sessions, responding to Council and citizen questions, and much more.

Mayor Tuck recognized Mr. Karl Daughtrey, Director of Finance, and the staff who were at the back of Council Chambers, for all of their hard work.

## REGIONAL ISSUES

There were no regional issues.

## NEW BUSINESS

There were no items of new business.

## CLOSED SESSION

2.     [23-0120](#)     Closed session pursuant to Virginia Code Sections 2.2-3711.A (.1) and (.3) to consider an appointment to the Board of Zoning Appeals and to discuss the disposition of publicly held property in the LaSalle Avenue corridor where discussion in an open meeting would adversely affect the bargaining or negotiating strategy of the City.
- At 1:08 p.m., a motion was made by Councilmember Billy Hobbs and seconded by Councilmember Martha Mugler, that this Closed Session - Motion be approved. The motion carried by the following vote:

**Aye:** 7 - Councilmember Bowman, Councilmember Brown, Vice Mayor Gray, Councilmember Harper, Councilmember Hobbs, Councilmember Mugler and Mayor Tuck

3.     [23-0126](#)     Consideration of Appointments to the Board of Zoning Appeals

Closed session was briefly recessed from 2:11 until 2:13 p.m.

## CERTIFICATION

4.     [23-0127](#)     Resolution Certifying Closed Session
- At 2:20 p.m., a motion was made by Councilmember Billy Hobbs and seconded by Councilmember Martha Mugler, that this

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Closed Session - Certification be approved. The motion carried by the following vote:

**Aye:** 7 - Councilmember Bowman, Councilmember Brown, Vice Mayor Gray, Councilmember Harper, Councilmember Hobbs, Councilmember Mugler and Mayor Tuck

**ADJOURNMENT**

The meeting adjourned at 2:20 p.m.

**Contact Info:**

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

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Donnie R. Tuck  
Mayor

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Katherine K. Glass, CMC  
Clerk of Council

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