



# 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*

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**Wednesday, August 8, 2018**

**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 except for Councilwoman Curtis who was on vacation.

**Present** 6 - Councilmember Eleanor Weston Brown, Councilmember Steven L. Brown, Vice Mayor Jimmy Gray, Councilmember Billy Hobbs, Councilmember Chris Snead, and Mayor Donnie R. Tuck

**Excused** 1 - Councilmember Linda D. Curtis

### DONNIE R. TUCK PRESIDED

Mayor Tuck welcomed the new City Attorney Cheran Cordell Ivery. Ms. Ivery stated that she is grateful for the opportunity to get back into local government.

### AGENDA

1. [18-0259](#) Briefing on Hampton's Summer Youth Employment Program

City Manager Mary Bunting noted that the Summer Youth Employment program has continued to expand and acknowledged the youth and supervisors present. She introduced Ms. Synethia White, Program Coordinator for the Office of Youth and Young Adult Opportunities.

Ms. White stated that there were enough spots for 80 students and 2 college interns. Because of attrition, they recruited 84 students. There are 78 students and both college interns still employed, resulting in a 93% retention rate. The training week was held June 18th through June 21st with a focus on developing soft skills, such as

arriving early and being prepared to work on time.

Ms. White stated that some of the students are 16 years old and this is their first job, so they are taught how to work with other generations and given conflict resolution training.

Ms. White noted that students were employed at 36 locations, including internal departments and external host sites. There were ten City businesses involved: The Carrington Institute for Teaching and Learning, Hair 4 U International Beauty and Barber School, Palm Tree Caribbean Café LLC, La Event Décor, Marching Elite Association, Barrel-Art European Wine Barrel Creations, Worn & Homespun, Kiss My Denim, Patrick's Hardware and Paint, and Dog Eared Books.

Ms. White recognized the students present: Hadiza Abdullahi, Deja Adams, Sarah Bever, Shaylia Brothers, Jacorey Brown, Trunesh Brown, Kaia Channel, Malachi Charles, Jontae Clark, Ethan Coles, Mikayla Davis, Taylor Drewey, Janiya Dudley, Jacory El, Tariq Elerby, Victoria Felaciano, Marissa Fowle, Kimoni Gethers, Naja Gibbs, Jordan Gilliam, Christopher House, Jayden Laboy, Shantell Lewis, Dominick Merilic, Christina Myers, Curtis Oliver, Alexis Pegram, Mackenzie Phillips, Nala Redeemer, Joseph Rodriguez, Jakayla Scott, Precious Smith, Jeremy Taylor, Travis Thomas, Matthew Tucker, Mattima Ward, Ronda Warren, Avery Washko, Vernon Wilkins, Jamier Wilkins, Erica Wilkins, Trayvon Williams, Envee Williams, Khalil Williams-Cook, Isabella Young, and Jose Zapata.

Ms. White noted that her office has partnerships with other offices in the City, to include Human Resources to help facilitate interviews and training programs.

Ms. White recognized the college interns: Tiyana Carter and Brianna Howard. Ms. White noted that Ms. Howard will continue to work with her office until August 2019, because she has been selected by Cities United as a program fellow. She also recognized two college volunteers that work closely with the office.

Ms. White recognized the following representatives from both the external and internal offices that were partnered with this program: Mr. Billy Byrd from Patrick's Hardware, Hampton City Schools (HCS) School Board Member Ms. Phyllis Henry from Dog Eared Books, Ms. Olivia Martin from the Hampton Main Library, Ms. Amecia Clark from the Healthy Families Program, and Ms. Kim Bryant from Y.H. Thomas Community Center.

Councilman Brown thanked Ms. White for her work. He congratulated the students and stated that he hopes the students had fun and learned new skills. He stated that he also hopes when they finish college, they return to Hampton.

Mayor Tuck commended Ms. White for her staff's work with getting external partnerships, as in the past it has been solely internal. He hopes to increase the partnerships in the future. He congratulated the students who completed the program, noting that some students had come back for the second time. He stated that he had participated in a similar program when he was 15 years old and it was very impactful for him.

Presented by Synethia White, Youth and Young Adult Opportunities Program Manager.

2. [18-0269](#) Briefing on Hampton ACT Work Ready Communities Initiative

Attachments: [Presentation](#)

Ms. Bunting introduced Ms. Pam Croom, Workforce Development Coordinator. She noted that ACT Work Ready Communities is a program that helps connect youth with jobs and job skills. Ms. Croom provided a presentation to Council. She noted that it is required by ACT to have an official launch of the program and that date has been set as Thursday, September 6th.

Ms. Croom stated that one of the programs discussed last year was making this process community-based. There will be a "Work One Center" in Y.H. Thomas, which will be a training center where citizens can take short training sessions and be connected with employers. This will be where orientations into the program are held for those who are unable to get transportation to the main Career Work Center located on Butler Farm Road. She noted that New Horizons will also hold orientations for those aged 16 to 24 who are out of school. She stated that there are fourteen additional partners that will run programs and services.

Ms. Croom stated that the City is in discussions with Major General Malcolm Frost at Ft. Eustis regarding the P4 Initiative, which tries to resolve the issue of transitioning vets not remaining in the community. Some of the discussed solutions will be implemented in September. One of the issues is that the military retire at a high income level and the employers in the area do not offer the same level of income.

Vice Mayor Gray stated that he believes Ms. Croom has done a wonderful job and asked if there will be another job fair soon. Ms. Croom stated that another job fair will be held in February 2019. She is also hosting an intentional hiring event with local companies. These smaller events and partnerships with businesses save the City money.

Councilman Hobbs stated that his company hired three people from the last job fair two years ago, and two of them are still employed with his company.

Councilman Brown asked if these jobs were Science, Technology, Engineering and Mathematics (STEM), as most employers in the area are looking to fill such positions. He also asked what the median salary is for the jobs being offered. Ms. Croom stated that STEM jobs are harder to fill because they require security clearances, which is an issue for the entire region. She stated that most employers in the area have a starting wage of \$10-\$12 a hour, which is not a livable wage, depending on the size of the household.

Mayor Tuck noted that Ms. Croom has asked him to take a hard skills test, and he is planning to do so soon. Ms. Croom indicated that this is part of an “Are You Smarter Than Your Mayor” campaign.

Mayor Tuck asked how the hard skills will align with the other skills that are being tested. He asked if there was training for the other skills or only the hard skills. Ms. Croom stated that the three skills that are tested for certification were determined to be necessary by employers, and the rest were deemed “trainable” skills.

Mayor Tuck stated that he is looking forward to the launch in September.

Presented by Pam Croom, Workforce Development Manager.

## REGIONAL ISSUES

There were no regional issues.

## NEW BUSINESS

Mayor Tuck recognized Interim Director of Public Works Jason Mitchell.

There was no new business.

## CLOSED SESSION

3. [18-0242](#) Closed session pursuant to Virginia Code Sections 2.2-3711.A.1, .3, .6, .7, and .8 to consider appointments as listed on the agenda; to discuss or consider the acquisition of real property for a public purpose in the Coliseum Central area where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the City; to discuss a prospective business or industry or the expansion of an existing business or industry where no previous announcement has been made of the business’ or industry’s interest in locating or

expanding its facilities in Hampton; discussion or consideration of 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 pertaining to actual or probable litigation, where such consultation or briefing in an open meeting would adversely affect the negotiating or litigating posture of the city; and consultation with legal counsel employed or retained by the City regarding specific legal matters pertaining to a wetlands issue, a solid waste disposal issue, and a public nuisance requiring the provision of legal advice by such counsel.

At 1:50 p.m., the Clerk read the language required for the closed session which was slightly different than the language in the published agenda. A motion was made by Councilmember Chris Snead and seconded by Councilmember Billy Hobbs, that this Closed Session - Motion be approved. The motion carried by the following vote:

**Aye:** 6 - Councilmember Weston Brown, Councilmember Brown, Vice Mayor Gray, Councilmember Hobbs, Councilmember Snead and Mayor Tuck

- 4. [18-0177](#) Consideration of appointments of Council Liaisons to various Boards, Commissions and Committees
- 5. [18-0195](#) Consideration of appointments to Finance Committee
- 6. [18-0209](#) Consideration of appointments to Virginia Air & Space Center
- 7. [18-0278](#) Consideration of appointments to the Citizens' Unity Commission

**CERTIFICATION**

- 8. [18-0255](#) Resolution Certifying Closed Session

At 5:42 p.m. 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:** 6 - Councilmember Weston Brown, Councilmember Brown,  
Vice Mayor Gray, Councilmember Hobbs, Councilmember  
Snead and Mayor Tuck

**ADJOURNMENT**

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Donnie R. Tuck  
Mayor

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Katherine K. Glass, CMC  
Clerk of Council

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