



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, October 27, 2021

1:00 PM

Council Chambers

CALL TO ORDER

Mayor Tuck called the meeting to order at 1 p.m. Councilwoman Brown and Councilwoman Snead were not present at roll call. The City Manager and City Attorney were away on City Business. Brian DeProfio, Assistant City Manager, was sitting for Ms. Bunting and Lola Rodriguez-Perkins was sitting for Ms. Ivery.

- Present** 5 - Councilmember Chris L. Bowman, Councilmember Steven L. Brown, Vice Mayor Jimmy Gray, Councilmember Billy Hobbs, and Mayor Donnie R. Tuck
- Absent** 2 - Councilmember Eleanor Weston Brown, and Councilmember Chris Snead

DONNIE R. TUCK PRESIDED

AGENDA

Councilwoman Snead arrived at 1:05 p.m.

- Present** 6 - Councilmember Chris L. Bowman, Councilmember Steven L. Brown, Vice Mayor Jimmy Gray, Councilmember Billy Hobbs, Councilmember Chris Snead, and Mayor Donnie R. Tuck
- Absent** 1 - Councilmember Eleanor Weston Brown

Councilwoman Brown arrived at 2:53 p.m.

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

[21-0247](#) Briefing on the Safe and Clean Initiative

Attachments: [Presentation](#)

Assistant City Manager Brian DeProfio introduced the item.

Director of the Office of Youth and Young Adult Opportunities, Latiesha Handie, began the presentation by sharing the core philosophy of the office which is to ensure positive youth engagement and youth violence prevention. The office is also committed to creating better outcomes for young people as it strives to prevent the impacts of violence.

Ms. Handie listed the topics for discussion as staffing structure, road map planning and implementation, funding sources (grants) and the status of existing programs and partnerships.

Ms. Handie introduced the team of the Office of Youth and Young Adult Opportunities: Latiesha Handie, Director; Latoya Delk, Family Services Supervisor; and Joshua Goffigan and Andre McGlone, Senior Family Services Specialists. In addition, vacant positions include the credible messenger position and grant-funded and administrative positions.

Ms. Handie shared the purpose and intent for the following positions: family service specialist and supervisor; credible messenger; youth coordinator; projects and grant coordinator; and various grant-funded positions.

Ms. Handie spoke about the roadmap core areas and their measures of progress and success. This information is outlined in the slide presentation. The roadmap core areas that she spoke of include: community building and empowerment; education; out of school time activities; employment; public health; mental health; family support; alternatives to incarceration and re-entry support; community policing; and policy.

Mayor Tuck asked Ms. Handie to speak about how the Office of Youth and Young Adult Opportunities impacts education.

Ms. Handie explained that the office is taking an overall perspective of all partners, services and agencies and the determination she shared is based on readily available data collected from the Hampton Police Division and schools. These are the metrics that will be used moving forward.

Councilman Brown reminded everyone that Hampton now has one of the highest high school graduation rates in the region and asked how the office plans to track our youth in an attempt to maintain that high level graduation rate.

Ms. Handie explained that the focus areas that were originally tracked used a 4-year range (from 2016 to 2019) and the office will continue to use those metrics as we build upon each year.

Ms. Handie returned to speaking about the roadmap core areas and their measures of progress and success.

Councilman Brown referenced the measures of progress in the roadmap core areas and asked what metrics system the office intends to use to track our youth and whether that will be based on a national statistic number or a number specific to Hampton.

Ms. Handie replied stating that these are Hampton specific measure and the focus areas were identified by partners such as the Hampton Police Department, Hampton City Schools and other employment entities. She clarified that the goal is to review the numbers from 2016-2019 and grow upon those numbers. The office will continue to use those metrics to build upon each year. She also shared that some of the information is readily available for public review, while some items are not able to be shared based on confidentiality restrictions.

Councilwoman Snead commended Ms. Handie and those involved in this initiative for providing information related to the outcomes of the work. She noted that she was pleased that this data will show whether or not the programs in place are effective.

Ms. Handie transitioned into the portion of the presentation about governmental grants and budgets for awarded resources.

In response to Mayor Tuck's question about the Virginia Gun Violence Intervention Program, Ms. Handie indicated that those funds will be spent over a 2-year period and will end June 30, 2023.

The final segment of Ms. Handie's presentation provided information about existing programs and partnerships including the Summer Youth Employment Program and

Cities United.

Ms. Handie made the following closing statement: We are working to maintain partnerships focused on stopping the needless loss of life, ending a cycle of trauma for individuals, families and our community and saving lives for a purpose. This work requires support of our faith-based grass roots and community organizations, Hampton City Schools, business district, City Government, regional partners and our community, families and individuals.

Ms. Handie opened the floor for questions and comments from Council.

Councilman Brown thanked Ms. Handie for the information related to outcomes and percentages for reducing these problems and asked if individuals who have never been incarcerated can be considered for the credible messenger positions.

Ms. Handie replied yes and added that those positions are defined as subject matter experts in the field.

In response to Councilman Brown's question about the Community Services Board's (CSB) involvement with the mental aspect of the program, Ms. Handie shared that the CSB is involved and a meeting with the CSB is scheduled to take place in early November.

Councilman Bowman asked if Ms. Handie believes the office is equipped with enough staff to move forward.

Ms. Handie stated that being new to the position, the complexities have yet to be defined; however, she looks forward to filling those positions which will help the office moving forward.

In response to Councilman Bowman, Ms. Handie noted that today's information was based on an annual report; however, she will strive to provide updated data within six months.

Councilman Bowman inquired about the Office of Youth and Young Adult Opportunities involvement with the gang unit in the Police Department.

Ms. Handie said the office has autonomy apart from the police department to build the community relationship, but also partners with Hampton police and looks forward to communicating with the Police Chief to determine additional ways to connect.

In response to Vice Mayor Gray, Ms. Handie clarified that the Youth Connect

Program is under the Youth Coordinator position which is currently vacant, but expected to be filled in November.

Vice Mayor Gray asked Ms. Handie to speak about what will be provided through the state grant for community assessment.

Ms. Handie stated that the community survey assessment will be launched over a three week cycle to gain information about the scope nature, size and effect of youth gang violence. This will help direct the work and efforts in prevention strategy in conjunction with the Office of Neighborhood Safety and the advanced peace model.

Vice Mayor Gray made additional comments regarding grants and investing toward funding staff and programs related to reducing violence in the community.

At Mayor Tuck's request, Ms. Handie had the staff members in attendance to stand to be recognized.

Mr. Deprofio introduced Faith-Walk partners Pastor Telvin Howe of Emmaus Church HRVA and Rev. Kerry Greenhill of First United Methodist Church to speak about Faith-Walk Hampton.

Rev. Greenhill shared that the Faith-Walk Hampton Group originated in June of 2020 as part of the response to the death of George Floyd and the concerns with racial justice that rose to a national level of attention. She explained that pastors and faith leaders in our City desired to gather the faith community to mobilize our congregations to show our commitment to stand together as a community to work for justice. Rev. Greenhill shared the goal of Faith-Walk Hampton which is loving and caring for our City by being present and responsive to the needs of our neighbors so that our communities may flourish.

Rev. Greenhill also spoke about the annual Juneteenth Faith-Walk; how the faith community can impact the City for good; and the potential for greater impact by faith groups partnering together to do this work to build the community.

Pastor Howe spoke about a model program called "Russell: A Place of Promise" in Louisville, Kentucky. This program involves initiatives to generate black wealth by creating pathways for homeownership, small businesses, workforce preparation and assessment of community assets to be obtained by those in the community. This is an example of ways in which relationships among the faith community, the City, the residents and the neighborhood can connect together to see these pathways develop.

Rev. Greenhill returned to the podium to speak about some of the partnerships, resources and programs that the faith community has connected with to develop similar initiatives in Hampton with the goal of improving our community. The list of partners and activities is included in the slide presentation.

Pastor Howe returned to the podium to speak about the partnership with organizations in the community, such as the WorkOne Center, with the goal of preparing people to enter the workforce.

On behalf of both pastors, Rev. Howe thanked Council for the opportunity to present and then opened the floor for questions.

Councilman Bowman thanked both pastors for the presentation and asked if there has been any interaction with the ministers' coalition headed by Pastor Simeon Green.

Pastor Howe said that a minister in that group reached out to one of the ministers involved in the Faith-Walk and expressed interest. In addition, Rev. Charles Cheek suggested coming together to discuss ways to work together to extend the reach of what we want to accomplish in the City versus replicating an initiative.

Councilman Brown thanked both pastors for the presentation.

In response to Councilman Brown's question about the model in Kentucky, Rev. Howe clarified that it is an empowering initiative which is led by residents who have a say in the program from the ground up.

Councilman Brown asked if the proposed plan for Hampton includes programs for the unemployed and underemployed and if a survey was completed to justify having a WorkOne Center in the community.

Rev. Howe explained that the sites were chosen based on the needs of the community and the transportation line which allows for accessibility for those in need of the services.

Mayor Tuck reminded everyone that the site was also chosen because it is challenging for some individuals to reach the other workforce center located at Thomas Nelson Community College. He also thanked the faith community and ministerial groups for partnering together to do this work which will positively impact our community.

Mr. DeProfio introduced Police Chief Mark Talbot to share what the Hampton Police Division has been doing to help make our community safe moving forward.

Chief Talbot shared that since becoming Police Chief, he has met with his team to get to know them; to review his vision for policing; and to discuss how to police Hampton and embrace an evidence-based data driven policing strategy moving forward. He also shared Hampton Police Division's (HPD) new mission statement which is: To work with citizens to save lives, protect property, reduce fear, solve important problems and support human flourishing. We will respect and enhance the safety, friendships and dreams of our residents.

Chief Talbot spoke about the weekly discussions which take place about improving safety in the City. Oftentimes intelligence briefings are given and discussions are focused on accomplishing goals, one of which is to reduce shootings by 50 % within five years. He also shared information about HPD's approach to accomplish its goals and the 12 guiding principles it adheres to. The guiding principles are as follows: grand strategy; aim higher; leadership at all levels of the organization; deliver justice and fairness; rigorous adherence to the data; employ data-driven performance management; install evidence-based approaches for crime reduction; engage in relational policing; reduce community gun violence; find the most important problems and fix them; secure the economic drivers of prosperity; and systematic collaboration.

Chief Talbot began the portion of his presentation related to the Safe and Clean Initiative. He noted that most of what will be shared occurred prior to his tenure; however, the work and thinking fits well with the current vision in place.

In response to Mayor Tuck's question about collaboration, Chief Talbot said that he believes all agencies that impact gun violence and deal with health and safety in the public sector need to collaborate in an attempt to do better than we are currently doing.

Vice Mayor Gray shared that he is glad to hear the Chief speak about collaboration and information sharing. He shared a scenario in which young people in the community may be picked up by officers or are involved in case management services through the Human Services Department or skip school and how it would be beneficial if partners collaborate and identify the bad apples in the community and work together to point them in the right direction. This involves sharing information that can legally be shared with the purpose of helping these individuals get on track. He reiterated that he is glad to hear that Chief Talbot believes in collaboration with agencies and that collaboration is an important part of solving problems in the community.

Chief Talbot made additional remarks about the importance of collaboration and the importance of people in the community communicating with the police.

Chief Talbot reviewed the slide presentation which compared Hampton's crime levels and statistics for the years 2020 and 2021 in the following categories: part-1 offenses, aggravated assaults involving a firearm, select offenses and select arrests, calls for service and field interviews.

The Chief shared that Hampton is trending in the same direction as other similar cities; however, the pandemic created a significant challenge because partners in the criminal justice system were not functioning as usual, for example, the significant backlog in the court system. This leaves us trying to dig out of the hole we found ourselves in as a result of the pandemic.

Discussion took place among Chief Talbot and the members of Council. Topics of discussion included: challenges associated with motor vehicle theft and the police determining the reason why vehicles are being stolen; the impact the pandemic has had on domestic violence and other crimes; an example of a "missile" being thrown at a vehicle is a rock being thrown at a vehicle; how the number of calls for service correlates to Hampton's population; the number of police work hours involved in resolving incidents; the high number of traffic stops in the City; speeding citation data; the police handing out more warnings versus tickets in an attempt to obtain compliance from citizens; the perception that there is excessive speeding in the City and determining what can be done to impact that number; and the increase in discretionary calls for service such as checking on neighbors and reporting suspicious people shows that people are invested in the neighborhood and trust the police.

Chief Talbot shared the next few slides of the presentation which provided information about the safe and clean areas of the City; improving quality of life in those areas; and police interaction with the public.

At the Mayor's request, Chief Talbot briefly spoke about how HPD creates relationships in the community. He said that while the HPD often deals with emergencies in a timely fashion, it also makes going into the community and asking questions a priority because people feel safe when they believe they are connected to a professional police department that cares about them and is competent to solve problems.

Discussion took place among Chief Talbot and the members of Council. Topics of discussion included: the number of solved and unsolved murders in the City; the

increasing number of gunshot victims in the City; determining which neighborhoods have more gun violence and fixing the problem in those areas; the majority of Hampton citizens are profoundly safe; and the consequences of criminal justice reform at the General Assembly which prohibits certain types of traffic stops (may limit opportunities to stop other crime).

Chief Talbot continued with the presentation and reviewed additional slides which listed some of the things the HPD has done to improve quality of life in the safe and clean areas. Some examples include neighborhood watch meetings, speed trailers and speed studies, and child safety measures.

Mayor Tuck opened the floor for questions from Council.

In response to Councilman Bowman, Chief Talbot noted that he would provide the list of 12 guiding principles and the data related to the quality of life surveys to Council. He also emphasized the importance of solving some of the problems in the community after receiving the results from the quality of life surveys.

Councilman Bowman referenced a few programs that he learned about at the Peninsula Executive Leadership Forum including the ShotSpotter System that has been successful in the city of Newport News and asked if Hampton plans to entertain any of these programs in the future.

Chief Talbot shared that he is familiar with the ShotSpotter System; however, he would like more information about the level of its success before implementing it in Hampton. He also suggested thinking long and hard about purchasing technology which has the potential to disconnect us from the public.

Councilman Bowman expressed interest in seeing the criteria which determined Hampton to be one of the safest cities in the country.

Mayor Tuck noted that Communications Strategist, Robin McCormick, will provide that information to Council.

Mayor Tuck thanked Chief Talbot for his perspective on policing and thanked him for his candor and forbearance in answering Council's questions.

REGIONAL ISSUES

There were no regional issues.

NEW BUSINESS

There were no items of new business.

CLOSED SESSION

[21-0292](#) Closed session pursuant to Virginia Code Sections 2.2-3711.A (.1) and (.3) to discuss appointments to the Citizens Police Advisory Group (CPAG) and to discuss or consider the disposition of real property in the Kecoughtan Road corridor for a public purpose where discussion in an open meeting would adversely affect the bargaining or negotiating strategy of the City.

At 2:57 p.m., a motion was made by Councilmember Steven Brown 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

CERTIFICATION

[21-0290](#) 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 Bowman, Councilmember Weston Brown, Councilmember Brown, Vice Mayor Gray, Councilmember Hobbs, Councilmember Snead and Mayor Tuck

ADJOURNMENT

The meeting adjourned at 3:43 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 _____