

Regular Meeting of the Suffolk City Council was held in the City Council Chamber, 442 West Washington Street, on Wednesday, February 2, 2022, at 6:00 p.m.

**PRESENT**

Council Members -  
Michael D. Duman, Mayor, presiding  
Leroy Bennett, Vice Mayor  
Shelley Butler Barlow  
Roger W. Fawcett  
Donald Z. Goldberg  
Timothy J. Johnson  
Lue R. Ward, Jr.  
LeOtis L. Williams

Erika S. Dawley, City Clerk  
William E. Hutchings, Jr., City Attorney  
Albert S. Moor, City Manager

**ABSENT**

None

**CALL TO ORDER/INVOCATION/PLEDGE OF ALLEGIANCE**

Mayor Duman called the meeting to order. Council Member Goldberg offered the Invocation, a moment of silence in recognition of the late former Council Member Curtis R. Milteer, Sr. and the late former Council Member Jeffrey L. Gardy, and led the Pledge of Allegiance.

**FREEDOM OF INFORMATION ACT CERTIFICATION**

City Clerk Dawley presented a resolution certifying the Closed Meeting of February 2, 2022, pursuant to Section 2.2-3712 of the Code of Virginia (1950), as amended.

Vice Mayor Bennett, on a motion seconded by Council Member Williams, moved to approve the resolution, as presented, by the following roll call vote:

AYES:	Mayor Duman, Vice Mayor Bennett, and Council Members Butler Barlow Fawcett, Goldberg, Johnson, Ward and Williams	8
NAYS:	None	0

**A RESOLUTION OF CERTIFICATION OF THE CLOSED MEETING OF FEBRUARY 2 2022, PURSUANT TO SECTION 2.2-3712 OF THE CODE OF VIRGINIA (1950), AS AMENDED**

**APPROVAL OF THE MINUTES**

Council Member Fawcett, on a motion seconded by Council Member Williams, moved to approve the minutes from the August 18, 2021, Work Session and Regular Meeting, as presented, by the following roll call vote:

AYES:	Mayor Duman, Vice Mayor Bennett, and Council Members Butler Barlow Fawcett, Goldberg, Johnson, Ward and Williams	8
NAYS:	None	0

**SPECIAL PRESENTATIONS**

**Special Presentation – COVID-19 Update**

Utilizing a PowerPoint presentation, Dr. Nancy Welch, Director, Chesapeake Health Department and Interim Director, Western Tidewater Health Department, provided information on the above referenced item.

Council Member Williams called for information about the latest variant of the coronavirus. Dr. Welch stated that at this point there is not much information about the Omicron variant of the coronavirus.

Referring to the presentation, Mayor Duman queried about the availability of coronavirus vaccination boosters. Dr. Welch advised that there are a number of vaccination events sponsored by the Virginia Department of Health, which will offer boosters.

**REMOVAL OF ITEMS FROM THE CONSENT AGENDA AND ADOPTION OF THE AGENDA**

Mayor Duman said that a motion was in order at this time to adopt the agenda, as presented.

Council Member Fawcett, on a motion seconded by Council Member Goldberg, moved to adopt the agenda, as presented, by the following roll call vote:

AYES:	Mayor Duman, Vice Mayor Bennett, and Council Members Butler Barlow Fawcett, Goldberg, Johnson, Ward and Williams	8
NAYS:	None	0

**AGENDA SPEAKERS**

There were no items under this portion of the agenda.

**CONSENT AGENDA**

City Clerk Dawley presented the following Consent Agenda items:

**Consent Agenda Item #7** - An ordinance to appropriate funds from the General Fund Committed Fund Balance for Public Safety Equipment Needs and to transfer funds to the Capital Projects Fund Budget for the Bennett’s Creek Recreation Center Capital Project

**Consent Agenda Item #8** - An ordinance to accept and appropriate funds from the Virginia Department of Emergency Management for the Suffolk Department of Fire and Rescue

**Consent Agenda Item #9** - An ordinance to accept and appropriate funds from the Virginia Department of Environmental Quality for a Stormwater Local Assistance Fund Project

**Consent Agenda Item #10** - An ordinance to amend Chapter 2, Article III., Division 14, Section 2-463 Education Committee of the Code of the City of Suffolk

Referring to Consent Agenda Items #7 through #10, City Manager Moor submitted a review of the background information as printed in the official agenda.

Council Member Fawcett, on a motion seconded by Council Member Johnson, moved to approve the Consent Agenda, as presented, by the following roll call vote:

AYES:	Mayor Duman, Vice Mayor Bennett, and Council Members Butler Barlow Fawcett, Goldberg, Johnson, Ward and Williams	8
NAYS:	None	0

**PUBLIC HEARINGS**

There were no items under this portion of the agenda.

**ORDINANCES**

There were no items under this portion of the agenda.

**RESOLUTIONS**

There were no items under this portion of the agenda.

**STAFF REPORTS**

**Staff Report – Compensation Study Update**

Utilizing a PowerPoint presentation, City Manager Moor gave a synopsis of the background information as printed in the official agenda.

Referring to the presentation, Council Member Goldberg asked about the feasibility of implementing the proposed step plan using 50% credit for time of service and 50% credit for time in position. City Manager Moor replied in the affirmative.

Referring to the presentation, Council Member Goldberg called for information regarding the cost of implementing the proposed step plan using 50% credit for time of service and 50% credit for time in position. City Manager Moor said that this methodology would cost \$8,800,000.

Referring to the presentation, Council Member Goldberg queried about the fiscal feasibility of implementing the proposed step plan using 50% credit for time of service and 50% credit for time in position. City Manager Moor advised that the City can afford this approach as the funding is available from this year’s revenues.

Referring to the presentation, Council Member Fawcett opined about the implementation of the proposed step plan using 50% credit for time of service and 50% credit for time in position. City Manager Moor reviewed the proposed methodology of implementation of the proposed step plan using 50% credit for time of service and 50% credit for time in position.

Council Member Johnson requested information about any other localities in the region that utilizing a step plan for employee compensation. City Manager Moor reported that the City of Chesapeake recently approved a step plan for compensation.

Council Member Johnson solicited clarification about the use of performance evaluations for salary adjustments, should the City implement a step plan for employee compensation. City Manager Moor advised that performance evaluations would still be used, but they would not impact salary adjustments.

Council Member Johnson called for information about annual employee cost of living adjustments, should the City implement the proposed step plan. City Manager Moor stated that employees would still receive cost of living adjustments to address periodic inflation.

Referring to the presentation, Council Member Johnson asked which employees would be included in the \$8,800,000 for the proposed employee compensation step plan. City Manager Moor replied that the funding for the proposed step plan would provide salary adjustments for all under compensated employees.

Members of City Council opined about the option of implementing the proposed step plan for employee compensation for all City employees or solely public safety employees.

**MOTIONS**

**Motion** – A motion to schedule a public hearing to be held on February 16, 2022, to receive public comment on the Proposed Fiscal Year 2023-2032 Capital Improvements Program and Plan

Council Member Johnson, on a motion seconded by Council Member Fawcett, moved to schedule a public hearing to be held on February 16, 2022, to receive public comment on the Proposed Fiscal Year 2023-2032 Capital Improvements Program and Plan, by the following roll call vote:

AYES:	Mayor Duman, Vice Mayor Bennett, and Council Members Butler Barlow Fawcett, Goldberg, Johnson, Ward and Williams	8
NAYS:	None	0

**Motion** – A motion to schedule a public hearing on February 16, 2022, to consider the adoption of an ordinance authorizing lease of certain real property located at Lone Star Lakes, identified as Tract 3082 for a period not to exceed five years

Council Member Butler Barlow announced that she would be abstaining from participating in any transaction related to an ordinance authorizing lease of certain real property located at Lone Star Lakes, identified as Tract 3082 for a period not to exceed five years, as she has a personal interest in this issue.

Council Member Fawcett, on a motion seconded by Council Vice Mayor Bennett, moved to schedule a public hearing on February 16, 2022, to consider the adoption of an ordinance authorizing lease of certain real property located at Lone Star Lakes, identified as Tract 3082 for a period not to exceed five years, by the following roll call vote:

AYES:	Mayor Duman, Vice Mayor Bennett, and Council Members Fawcett, Goldberg, Johnson, Ward and Williams	7
NAYS:	None	0
ABSTAIN:	Council Member Butler Barlow	1

**Motion** – A motion to schedule a City Council Work Session, for Wednesday, February 16, 2022, at 4:00 p.m., unless cancelled

Vice Mayor Bennett, on a motion seconded by Council Member Goldberg, moved to schedule a City Council Work Session, for Wednesday, February 16, 2022, at 4:00 p.m., unless cancelled, by the following roll call vote:

AYES:	Mayor Duman, Vice Mayor Bennett, and Council Members Butler Barlow Fawcett, Goldberg, Johnson, Ward and Williams	8
NAYS:	None	0

**NON-AGENDA SPEAKERS**

David Fulkerson, 100 Massey Drive, representing self, opined about the coronavirus.

Carolyn White, 4216 Coltrane Avenue, representing Pughsville Civic League, opined about infrastructure in Pughsville.

Pamela Brandy, 5016 Pearl Street, Chesapeake, Virginia, representing Pughsville Civic League, opined about redistricting and infrastructure in Pughsville.

Garet Watters, 105 Babbtown Road, representing self, opined about the coronavirus.

Willie Barnes, 704 Brook Avenue, representing self, spoke in support of the City’s compensation study.

Karl Marshall, 2446 Meadows Landing, representing self, spoke in support of the City’s compensation study.

**NEW BUSINESS**

City Clerk Dawley presented the following board and commission nominations: Economic Development Authority of the City of Suffolk (Chuckatuck Borough) – Andrea Anthony Harper; Parks and Recreation Advisory Board – Robert C. Wilkins; Tidewater Youth Services Commission – Harry Cromer; Western Tidewater Community Services Board – Melvin M. Wofford.

Council Member Fawcett, on a motion seconded by Council Member Johnson, moved to nominate and appoint the above referenced individuals to the aforementioned bodies, by the following roll call vote:

AYES:	Mayor Duman, Vice Mayor Bennett, and Council Members Butler Barlow Fawcett, Goldberg, Johnson, Ward and Williams	8
NAYS:	None	0

Council Member Johnson, on a motion seconded by Council Member Ward, moved to direct staff to provide a report on the subdivision process in the Agricultural District, including the number of homes approved in the last two years on individual lots.

Referring to the motion, Vice Mayor Bennett asked that the motion be amended in order for the report to include the number of permits issued to individual lots with inadequate drainage. Mayor Duman replied that action would require a separate motion.

Referring the proposed motion, Council Member Butler Barlow called for clarification of the areas that would be included in the report. Council Member Johnson said that he was primarily concerned about the farms that have been sold, where multiple homes then are constructed.

Members of City Council opined about the proposed motion.

Referring to the proposed motion, Mayor Duman asked if a report on this matter could be provided at a future work session. City Manager Moor replied in the affirmative.

Council Member Johnson withdrew the motion with the consent of Council Member Ward who provided the second.

**ANNOUNCEMENTS AND COMMENTS**

Utilizing a PowerPoint presentation, Media and Community Relations Director Timothy Kelley provided a report on the following: the Suffolk Fire and Rescue Department’s honorees for Officer, Firefighter and Paramedic of the Year; the completion of the Bennett’s Creek Dredging Project; Star Wars at the Suffolk Center for Cultural Arts; Black History Month Programs at the Suffolk Public Library; the Suffolk Workforce Development Center’s and the American Association of Retired Person’s Free Tax Return Preparation Assistance Program; the Suffolk Parks and Recreation Department’s Spring Youth League Registration Launch; coronavirus testing events; and the Commonwealth’s coronavirus vaccination finder website and customer service number.

Council Member Butler Barlow extended her condolences to the families of the late former Council Member Jeffery L. Gardy and the late former Council Member Curtis R. Milteer, Sr.

Council Member Butler Barlow congratulated newly appointed Media and Community Relations Director Kelley.

Council Member Butler Barlow reported she attended a meeting of the Greater Oakland Chuckatuck Civic.

Council Member Johnson opined about the Compensation Study Update.

Council Member Johnson extended his condolences the families of the late former Council Member Jeffery L. Gardy and the late former Council Member Curtis R. Milteer, Sr.

Council Member Johnson opined about the Suffolk Fire and Rescue Department's honorees for Officer, Firefighter and Paramedic of the Year.

Council Member Johnson acknowledged the Suffolk Public Works Department for their efforts.

Council Member Fawcett opined about the Suffolk Fire and Rescue Department's honorees for Officer, Firefighter and Paramedic of the Year.

Council Member Fawcett acknowledged the following City departments for their efforts: Fire and Rescue; Police and Public Works.

Council Member Fawcett extended his condolences the families of the late former Council Member Jeffery L. Gardy and the late former Council Member Curtis R. Milteer, Sr.

Council Member Williams extended his condolences the families of the late former Council Member Jeffery L. Gardy and the late former Council Member Curtis R. Milteer, Sr.

Council Member Williams congratulated newly appointed Media and Community Relations Director Kelley.

Council Member Goldberg extended his condolences the families of the late former Council Member Jeffery L. Gardy and the late former Council Member Curtis R. Milteer, Sr.

Council Member Goldberg congratulated newly appointed Media and Community Relations Director Kelley.

Council Member Goldberg acknowledged the Suffolk Public Works Department for their efforts.

Council Member Ward extended his condolences the families of the late former Council Member Jeffery L. Gardy and the late former Council Member Curtis R. Milteer, Sr.

Council Member Ward opined about street improvements in Pughsville, specifically the timeline that residents were advised to relocate their vehicles.

Council Member Ward congratulated newly appointed Media and Community Relations Director Kelley.

Council Member Ward acknowledged the Public Works Department for their efforts.

Vice Mayor Bennett extended his condolences the families of the late former Council Member Jeffery L. Gardy and the late former Council Member Curtis R. Milteer, Sr.

Vice Mayor Bennett congratulated newly appointed Media and Community Relations Director Kelley.

Vice Mayor Bennett opined about the Suffolk Fire and Rescue Department’s honorees for Officer, Firefighter and Paramedic of the Year.

Vice Mayor Bennett acknowledged the following City departments for their efforts: Fire and Rescue; Police and Public Works.

Vice Mayor Bennett opined about the Compensation Plan Update.

Mayor Duman extended his condolences the families of the late former Council Member Jeffery L. Gardy and the late former Council Member Curtis R. Milteer, Sr.

Mayor Duman opined about the Compensation Plan Update.

Mayor Duman opined about the Work Session presentation regarding the FLOCK Safety Camera Program.

Mayor Duman opined about a study prepared by Old Dominion University about quality of life in the Hampton Roads region.

Mayor Duman opined about a recent newspaper article about homicide rates in the Hampton Roads region.

Council Member Fawcett, on a motion seconded by Council Member Ward, moved to adjourn, by the following vote:

AYES:	Mayor Duman, Vice Mayor Bennett, and Council Members Butler Barlow Fawcett, Goldberg, Johnson, Ward and Williams	8
NAYS:	None	0

There being no further business to come before City Council, the regular meeting was adjourned at 9:06 p.m.

Teste: \_\_\_\_\_  
Erika S. Dawley, MMC, City Clerk

Approved: \_\_\_\_\_  
Michael D. Duman, Mayor

APPROVED: AUGUST 3, 2022