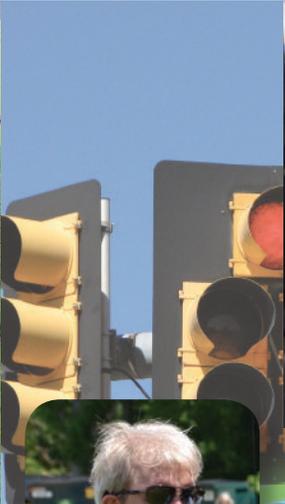
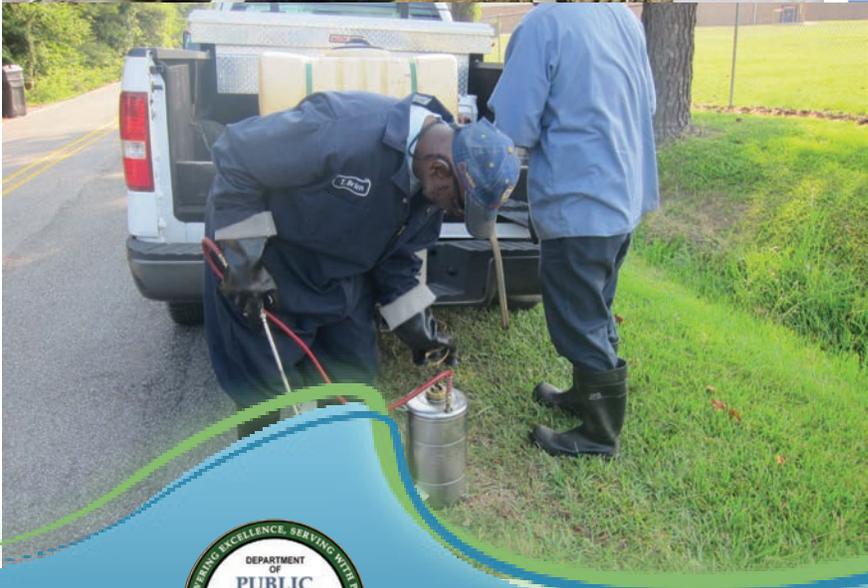


# Together in the Works

Volume One Edition 2018



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# Director's Message



I started off the new year sitting in a new chair in a new office with new responsibilities. Being named interim director thrust me onto a stage that runs a little bit faster and covers a lot more ground. (I never knew it was possible to attend that many meetings in one day . . .)

But a lot of it looked familiar in many ways . . . dealing with all the issues - stormwater, budgets, waste management, traffic, beaches. And just to make sure the year started out right - a major winter storm hit the city and left 10-12" of snow and ice.

The services Public Works provides to residents, visitors, and other departments keep life in our city moving through the years.

But what I learned the most was that there are a lot of people in this department who are dedicated and know exactly what they're doing.

I told someone several years ago that I believed Public Works was the heart that keeps the city beating. I still believe that. There aren't many things that go on in this city that aren't touched by Public Works in some way or fashion. I don't believe that will ever change, and as I continue to work and learn in this position, I know that this department is full of people who are true professionals and will make me smarter and make our city better.

I look forward to the challenges that we face each day, and I thank you all for your support in helping us to meet those challenges - day in and day out.

**Mark A. Johnson**  
Interim Director of Public Works

# City Managers Budget Update

## “Our Voice Does Make a Difference”

We spent time this year focusing on ways to enhance your work/life balance. We already approved Maternity and Parental Leave, and a new Sick Leave Donations Program is on the way. Some of the proposed recommendations below add a little more time to this work/life balance.



**THIS IS THE PROPOSED BUDGET ;  
CITY COUNCIL WILL HAVE THE FINAL VOTE MAY 15TH.**

### Employees would be eligible to receive the following:

On July 1, 2018:

- **Full-time** employees would receive a **2 percent** merit increase based on the midpoint of their pay range (School employees will also receive a 2 percent increase)
- **Part-time** employees would receive a 2 percent general increase  
Around 320 full-time employees who are **at the top of their pay range** (topped-out) would receive a 2 percent lump sum based on the mid-point of their pay range – 1 percent provided on July 1, 2018 and 1 percent on January 1, 2019

**New hires** on probation would receive a 2 percent merit increase based on the midpoint of their pay range on their one-year anniversary

**Additional Flexible Holiday** - Beginning January 1, 2019, we're eliminating Birthday Leave, currently available only to full-time employees with 10 or more years of service, and replacing it with a Flex Day

**Full-day Christmas Eve**, instead of a half-day, starting in 2018; and the full day will be provided regardless of what day it falls on

### Merit Increase Process is Just Like This Year

On **July 1, 2018**, a **2 percent merit increase** (explained below), which also helps to address compression,

- Your merit increase would be based on the midpoint of your pay range. Employees would receive the same dollar amount whether they're at the bottom or top of their range.
- In keeping with our accountability efforts, deemed important in your Member Survey results, supervisors must **ensure performance evaluations have been completed.** Supervisors will not receive a merit increase until evaluations for all of their employees have been completed.
- Merit increases provided on July 1, 2018 would be based on performance evaluations completed between July 1, 2017 and June 30, 2018.

## Virginia Beach Launches Adopt-a-Drain Program

In September 2017, City Council approved a new **Adopt-a-Drain** program, similar to other storm drain adoption programs across the country. The Virginia Beach Adopt-a-Drain program is now ready to accept volunteers who would like to help protect their local waterways.



Left: Storm drain in Virginia Beach neighborhood completely blocked by yard debris. Right: Same drain after clearing

Residents of Virginia Beach can now help keep local waterways clean and healthy simply by adopting storm drains in their neighborhoods and pledging to sweep around the drains a few times a year. Adopt-a-Drain volunteers pledge to keep the area around a storm drain free of debris like grass clippings, leaves, pine needles, sediment, and trash. Keeping the area clear helps prevent pollution from entering the storm drain system, which leads directly to a local stream or waterbody. Debris that makes its way into storm drains can also contribute to localized flooding in cases of heavy build-up and rainfall.

City Councilwoman Jessica Abbott proposed the Adopt-a-Drain program after observing storm drains while walking her dog. “The Adopt-a-Drain program is a great way to engage in environmental stewardship. Adopters bring awareness of stormwater pollution issues to their neighborhoods while helping to reduce litter and debris in our local waterways,” says Abbott.

To learn more about the program, go to <https://www.vbgov.com/adopt-a-drain> or adopt a drain today by going to <https://drains.vbgov.com/>.

## Lesner Bridge Update

Progress on the bridge's superstructure is finally beginning to pick up again. All of the segments for Piers #5 and #6 have been installed. Pier #5 has been completed and work on the bridge superstructure has resumed. While this bridge work continues, much of the sidewalk, handicap ramps, curb and gutter has been completed on the west side of the bridge (near East Stratford Street). We are finally at a point in the project that pavement can be placed on this western bridge approach and in the intersection of Shore Drive/East Stratford Street.

The latest schedule calls for the bridge to be open to traffic by mid-summer, and completely finished by mid-September.



## Community Canal Culvert Replacement

**P**ublic Works/Operations recently completed the Community Canal Culvert Replacement project located at the end of Malbon Road. Community Canal is a part of the southern watershed and drains approximately 400 acres to Back Bay. A farm road allows vehicular traffic to cross the canal.

Prior to the project, water was directed through four existing corrugated metal pipes, three of which had failed due to bank erosion coupled with traffic loading. There was upstream stagnation and the farm road was rendered unstable. The pipes have now been replaced with three 48" reinforced concrete pipes, new concrete endwalls, and the banks stabilized with a flexible concrete block mat that permits vegetation growth for additional erosion control.



*Before*



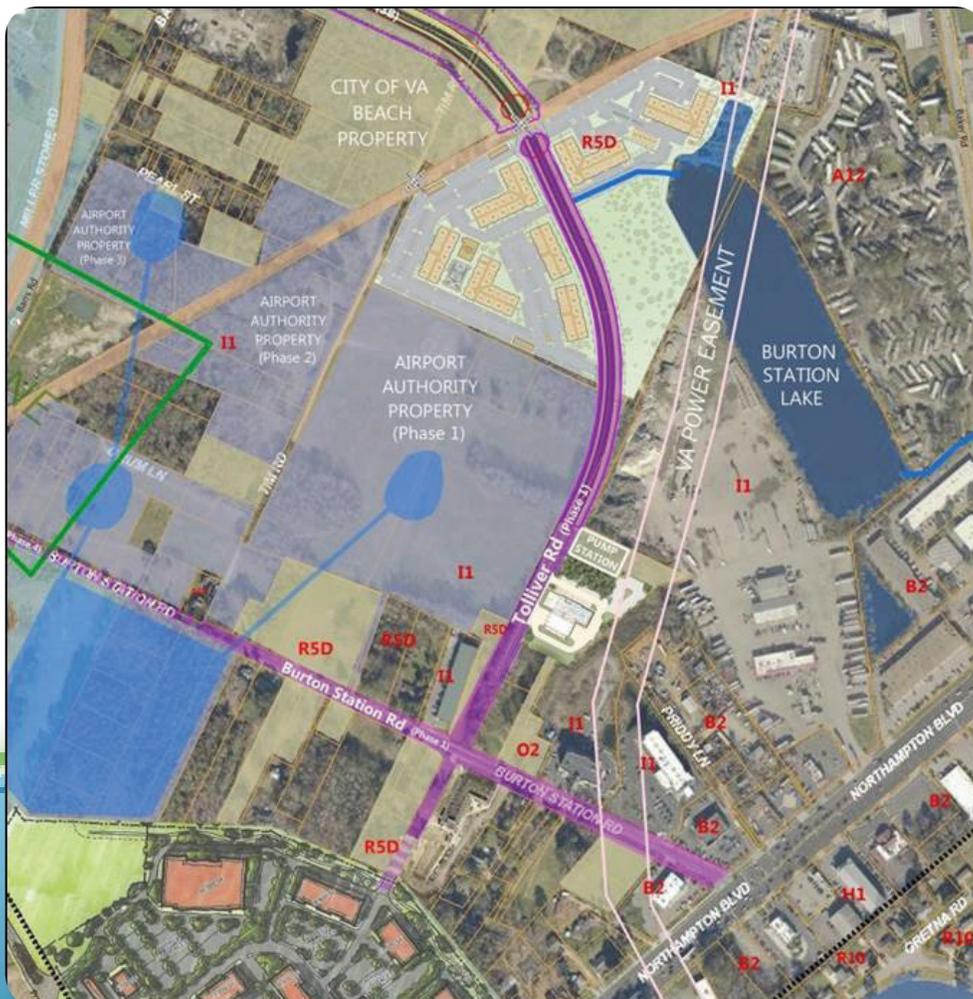
*After*

## Burton Station – Phase One

Bids for Burton Station - Phases 1 and IIIA - were opened in December, with A&W Contractors, Inc., the low bidder at \$7,395,000. The engineer's estimate was \$9,918,131. A&W was given the Notice to Proceed, effective April 10th, 2018.

The project includes roadway improvements on Burton Station Road from Northampton Boulevard to just short of Tim Road. There is also the creation of a new road - Tolliver Road - from Burton Station to the railroad tracks. Improvements include sidewalks, curb and gutter, street lighting, landscaping, water, sewer and stormwater.

The project is expected to take 15 months.



# Spotlight



**Debra Davila**, Customer Service Representative of PW Waste Management is the recipient of the 2018 APWA Mid-Atlantic Chapter of APWA's (American Public Works Association) Public Contact Customer Service Award. The presentation of the award will be held on May 3rd at 10:15 a.m. at the Fredericksburg Conference and Expo Center.

Other winners are...

**Kempsville Recreation Center:** Structures \$25M-\$75M

Consultant of the Year: **Brown & Caldwell**

Runner Up: **Rick Martinec:** Donald S. Frady Award

**Mark Jones** has successfully passed the test to become a Certified Floodplain Manager (CFM) as designated by The Association of State Floodplain Managers.

He's the first person in Public Works Operations to ever achieve this certification and we are indeed proud of him!



**Dennis Simon** from Public Works Operations graduated from the New Supervisor's Boot Camp.



# Spotlight



**Mark Bradley**,  
Assistant  
Superintendent of  
Mosquito Control  
became the proud  
grandfather to a  
new grandson,  
**William Francis  
Hanlon.**



**Jennifer Dew**, Real Estate, welcomes her first grandchild - **Weslynn Margaret Dew**. She was born January 18, 2018.



**Phil Meekins**,  
Superintendent of  
Mosquito Control, became  
the proud grandpa of twins.  
One Boy, **Kian** and one  
girl named **Kylan.**

## **“By 2050, the oceans will contain more plastic than fish in weight.”**

**T**he slightest wind lifts plastic straws from dinner tables, picnic blankets and trash dumps, depositing them far and wide, including in rivers and oceans, where animals often mistake them for food.

And they are ubiquitous. Nearly every chain restaurant and coffee shop offers straws. They're in just about every movie theater and sit-down restaurant. Theme parks and corner stores and ice cream shops and school cafeterias freely hand them out.

They are starting to disappear, however, because of the awareness campaign Cress and dozens of conservation groups are waging. Walt Disney World's Animal Kingdom bans them, as do the food concession areas of Smithsonian Institution museums.

So, next time your ordering a drink, say...

**“I'll have an iced tea with no straw please”**



# Retirees



**Wally Bly**  
Operations  
40 Years of Service



**Bob Dillard**  
Operations  
34 Years of Service

**James Keys**  
Fleet Management  
22 Years of Service



**Ronald Gardener**  
Operations  
42 Years 7 Months  
of Service



**Michael Porsche**  
Engineering  
20 Years of Service



**William Rhees**  
Operations  
5 Years of Service

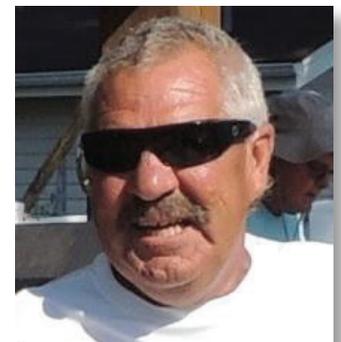


**Richard Wesner**  
Fleet Management  
40 Years of Service

## In Memorium

**I**t's with a sad heart to let y'all know that **Duane Kessel** passed away in his sleep last night. Duane and I knew each other from growing up in the county, attending the same schools. I knew his parents along with his sister, brothers and 2 kids. Duane was a hard working, dedicated employee for the past 39 yrs. with dredge operations. With his vast knowledge of dredging experience We have all learned from Duane one thing or another. He will truly be missed."

**Lonnie Gregory**  
Dredge Operations



# *New Members*



**Cesar Balot**  
Fleet Management



**Darkeisha Barnard**  
Waste Management



**Jerry Brown**  
Operations



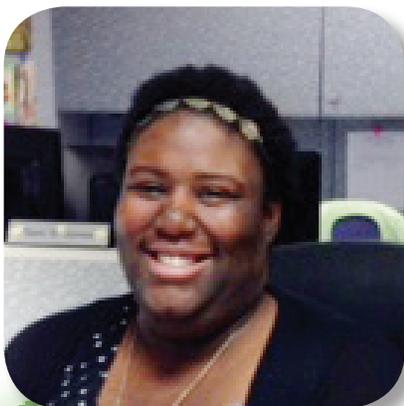
**Papita Cook**  
Waste Management



**JaVon Gaines**  
Waste Management



**Rasheem Hall**  
Building Maintenance



**Ashley Hargrove**  
Real Estate



**Tena Haughton**  
Waste Management



**Brandon Marshall**  
Building Maintenance

**Kenneth Earl**  
Traffic Operations  
(no photo available)

# *New Members*



**Amanda Medley**  
Engineering



**Mattisen Morrill**  
Operations



**George Moulton**  
Fleet Management



**Tarig Omer**  
Engineering



**Tara Onufrak**  
Engineering



**Luther Owens**  
Waste Management

**James Owen**  
Waste Management  
(no photo available)



**Klaudio Plaku**  
Fleet Management

**Ricardo Palacio**  
Waste Management  
(no photo available)

# *New Members*



**Bill Purcell, Jr.**  
Engineering



**Jerold Register**  
Engineering



**Jahmeel Riley**  
Operations



**Jerod Roberts**  
Waste Management



**Vincent Rozella III**  
Building Maintenance



**Antonio Spratley**  
Waste Management



**Sandy Woods**  
Building Maintenance

## **Career Progressions**

**Jonas Alered**  
**Jahquan Anderson**  
**Laquita Brown**  
**Michael Cooper**  
**James Cross**  
**Jeffrey Fredericks**  
**Darryl Gregory**  
**Barry Lang Jr.**

**Chris Smith-Owens**  
**Ryan Pritchard**  
**Clarence Sloan**  
**Max Valery Jr.**  
**Denise White**  
**Allen Weddle**  
**Tony Watkins**

**Abel Saintclair Jr.**  
Waste Management  
(no photo available)

**Charles Smith**  
Waste Management  
(no photo available)

# Service Awards



## JANUARY

### 5 YEARS

Roger Trefry  
Ryan Johnson

### 10 YEARS

Esther Dornin  
Melanie Coffey

### 20 YEARS

Joshua Stull  
D'Angelo Fletcher

### 30 YEARS

Kenneth Sooy  
Richard Harrell



## FEBRUARY

### 5 YEARS

David Davenport  
Everett Ison  
Michael Nichols

### 10 YEARS

Ethan Wilson

### 15 YEARS

Gary Huffman  
Rose Harrell  
Michael Armistead  
Mitchell StClair  
Roger Farrell



## MARCH

### 5 YEARS

Joseph Lewis  
William Rhees  
Wayne McClain Jr.  
Tara Gallagher

### 10 YEARS

Kim Smith  
Sherman Kittrell Jr.  
Joseph Massey  
Mahlik Jamison

### 15 YEARS

Alfred McClenny

### 30 YEARS

Stanford Freeman  
Paul Mosley  
Virgil Lassiter

### 35 YEARS

William Clark

### 40 YEARS

Edward King

# Diversity & Inclusion



## Join the IDC

Volunteering one's time and energy is a personal decision. With that said, we hope you will consider some intrinsic reasons why you may want to join the ***Inclusion and Diversity Council (IDC)***.

Americans between 25 and 54 years of age spend a bulk of their lives at work. In a 24 hour day, the largest percentage of time (8.7 hours) is dedicated to work and other related activities. It is intuitive and makes sense that most of us would prefer to work in an environment where we feel valued, respected and appreciated. Most may already feel this way, some may not. Each employee has a voice and each has a venue to express their opinions and offer solutions to improve the organization.

A commitment to the IDC is generally during one's work schedule. Each employee has the ability to become an agent of change at all levels. If an employee's supervisor can support your inclusion to the council, you will join a diverse group of other employees dedicated towards improving the organization from the inside out. We challenge each employee to reflect on their abilities and decide whether or not they are willing to join us in making the City of Virginia Beach a great place to work, recruit and retain its most valuable asset; the employee.

Go to application instructions at <https://beachnet.vbgov.com/organization/idc/Pages/join-the-idc.aspx>

