

(1) Norfolk's General employees are not a stated priority of the current City Council. If you are elected would you make Norfolk General employees one of the stated priorities? (For example, Schools, Public Safety and Residents are the three stated priorities. The General employees would be happy to make the list, even if we are number four.)

General employees are important to the City, and serve the City and its residents in all aspects. Therefore, I would be open to preparing the priority list to include general employees.

(2) General employees would like to see general wage increases and steps administered equally across the board to all public employees. For example, if the teachers get a raise, other Public employees should also be given the same raise, and vice versa. Do you feel that salary and benefits should be administered on a level playing field, equally for all public employees (General employees, Public Safety and Teachers)?

Yes, I feel that all employees should be treated equally in this regard. The Council and the various boards need to be on the same level when it comes to employees and their benefits and wages.

(3) Norfolk retiree paid medical premiums are the lowest, by far, of all the seven cities in our area (see attached chart based on FY09 figures). If elected, would you support increasing the city-paid amount of retiree medical premiums to get them at least in the ballpark of the other seven cities in our market?

I would like to assess the matter of why we are behind the other cities ~~then~~. Then work to get our retirees up to where they should be, or at least up to where the other surrounding cities are at the time.

(4) Norfolk retirees do not get automatic cost of living raises, as do the retirees that are in the Virginia Retirement System (VRS). Increases for retirees are ad hoc, and have not kept up with counterparts in other cities, allowing pensions to diminish (see attached chart prepared by Norfolk's Human Resources and Finance departments and presented to our current City Council in August of 2008). If elected, would you commit to giving Norfolk retirees ad hoc increases that are comparable to what is given by VRS?

I would be in favor of Norfolk having a policy on automatic cost of living increases for its retirees as does VRS. I would like to see how these increases would be handled in the budget and how the funds are set aside to pay for this. Then I feel I could support comparable increases for Norfolk retirees.

(5) The City of Norfolk's employee union, Coalition Of Public Employees (COPE), Local 04-200 was chartered in October of 2008. Its parent organization is the National Association of Government Employees (NAGE). Attached are our Vision, Mission, Motto and Goals. The City of Norfolk currently does not recognize our union, while they do recognize the unions of the teachers, police and firefighters. Do you feel the Norfolk General employees should have the same right to belong to a union (as outlined in the Right to Work law) and be recognized by the City as well as the other public employee unions?

All city employees should be given equal treatment under the laws set forth by the Commonwealth of Virginia. Therefore if one group of employees are recognized, then all should be recognized.

(6) If elected to Norfolk's City Council, would you commit to putting people above new projects? Employees are asked to tighten our belts, do more with less, sacrifice because we are in tough times. Yet, we see millions and millions of new spending on nice-to-haves, not needs or the fulfillment of contracts. While we are proud of Norfolk's growth, it should not be at the expense of the employees that make it all work. If you are elected to Norfolk City Council, will you commit to not growing the City with new, expensive projects, unless you can keep a commitment to employees to not let their wages lose purchasing power and their lack of benefits cause them to have to work well past retirement age?

The City of Norfolk should continue to grow in all aspects to include its employees as well. I will look for ways in which Norfolk can grow, its employee can grow and their wages can keep up with the growth. It would be beneficial to everyone in the City of Norfolk to include employees, residents, and others who visit the.