

# City of Virginia Beach Workers Deserve Better Pay and Fairness

We, the undersigned essential employees of the City of Virginia Beach, deserve better pay and fairness. The city works because we do. The City of Virginia Beach is the largest city in the state and has a high cost of living compared to other surrounding cities, yet our pay lags behind.

We request that the City Council, City Manager and Department Heads work with us to make the following changes:

- 1. A complete re-evaluation of the entire pay scale to bring up our wages** based on the work we do to meet standards of wage scales in other cities our size with similar cost-of-living.
- 2. 10% hazard pay.** In addition to working during the global coronavirus pandemic, the essential work that we do is hazardous and has long-term health impacts that should be compensated for.
- 3. Stop management threats and abuse of power.** There are many situations of unfair management treatment in our departments without effective oversight from the City. We call for a systematic investigation.
- 4. Provide a seat at the table for worker leaders in each department, democratically elected by their co-workers,** to meet with the City Manager to ensure safety and fairness for all workers. We appreciate the city being willing to meet with a committee of workers in Waste Management, but this should be expanded to other departments.

Kevin Rudolph  
Ronald Bacote Jr.  
ButchS. Nicholson  
Joktan "Jock" Hill  
Marvin Tatem  
Rohan Vines  
George Roulhac  
Corey Jones  
Antione Cuffee  
Marvin Jones  
James Miller  
Cory Drew  
David Gallagher  
Deionte Hall  
Ed Spicely  
Howard Parham  
Linwood Hughes  
Mark James  
Jerrod Wilson

Kenneth Palmer  
Lamont Cornick  
George Stinson  
Melvin Bryant  
James Stringfield  
Ryan Perry  
Terrence Robinson  
Travis Spence  
Cam Williams  
Vartaz Rimm  
Will Spence  
Theodore Everett  
Sam Johnson  
Antonio Allen  
Corey Nixon  
Dayyon Frasier  
DONALD MOORE  
EVERETTE BOYD  
TERRY MASON  
Tyler Harmanson  
Giovanni Passaro  
Jiles Stieff  
Floyd Thomas Hines  
TERRY GREEN  
Brian Mullen  
Joe Conway  
Marcus Dunston  
Jay Huff  
Travis Baker  
RONALD THIGPEN  
JEROME MOORE  
Tom Lane  
COREY Crofford  
Sharfon "Renee"Woodhouse  
Bruce Wilkins  
Charles Dewar III  
Kenny Dozier  
Domnick Bethea  
Chris Moran

Mark Alphin  
Oliver Owens  
Brooke Richardson  
Ian Lucero  
Terrance Davis  
Carl Miller  
Beatrice Downing  
Christopher Spellman  
James Washington  
Keyon George  
Zachary Joyner  
BEN HARRISON  
DONTREL AMA  
Norman DOYLE  
Larry Baker  
Darien Baker  
Ed Whitaker  
Keon Talley  
Efrain Ruiz  
NINA Etheridge RICHARDSON  
Sherri White  
Jason Smith  
Bob Hart  
Aaron Cason  
Clay Smith  
JEROME CAMP  
JOANNE SMITH  
Kathron Lee  
Minnie Baker  
Renita Gatlin  
Tarry White  
James  
Jeanetta Jones  
Bryan  
Anthony Goodson  
Mike Hilton  
Cynthia Edwards  
Jennifer Edwards  
Oscar Northington

FELICIA Perry-Riddick  
William Gregory  
Andrew Wolford  
DAMON Caldwell  
Klaudio Plaku  
Tyrone Sykes  
christopher gilbert  
Brian Overacre  
John Swan  
Devon Conley  
D'ANGELO FLETCHER  
Louis Spencer  
Wesley Brown  
Ronald Moore  
Tramayne Griffin Sr.  
Robert "Alan" Ingram  
Brian Langley  
Chris Hyman  
Corey Smith  
Enoch Morales  
Jose Rodriguez  
Julie Burton  
MARSHALL MORRIS  
Malik Thourogood  
Steven Taitague  
Jack Holister  
William Land  
Kevin Kirby  
Calvin "CJ" JOHNSON  
Mike Harrison  
Raymond Conway  
Matt Forehand  
Sam  
ARRON MOORE  
Carmen Czako  
Daryl Gregory  
DWAYNE LAMB  
Elbert Knight  
Eric Wooten

EVERETTE ISON  
GARRICK HOLT  
Hannah B  
JAMES JOHNSON  
Jerry Smith  
JONAS PALMER  
Justin Ballard  
Kelly Harmon  
Layquan Turner  
MICHEAL GREGORY  
Tony Whitfield  
Andre Thoroughgood  
Jeremy Daughtry  
WILLIAM MILLER  
WILLIE GRAY  
Brian Roe  
Dwayne Arthur  
Cathy Evans  
Justin Oberlander  
Lamont Simmons  
Michael Robinson  
STEVEN Wilson  
William Beasley  
Emmanuel Banks  
Eric Ellerbe  
Heather Boyd  
Derrick Holley  
Carolyn  
Andre White  
Isiah Robinson  
Homer Hebert  
Jerel Joseph  
Ron Jacobs  
Detrius McPherson  
Jamelle Lewis  
William Bauer  
TARIKHAS BROUCK  
TERELL FOREMAN  
Douglas Schoeckert

Tyrone Hall  
zineth perry  
TASHAWN  
Bakari Miles  
Damel FOREMAN  
Morice Wellington  
SAM MORRIS  
Mike Lewis  
Joseph Fisher  
Andre Brown  
FENTREAL FEREBEE  
Nick Lopes  
Kaya FLETCHER  
Shermia "Mia" McDuffie  
Quasim Pugh  
Don Lightfoot  
Alan White  
Josh Stevenson  
GEORGE Waters  
DAMANION BROWN  
James "Smoke" Bryant  
Nathan Downey  
Javon Moore  
James Dancy  
Tony Antrum  
Deondre Jones  
Shawn Fuller  
James Williams  
Darryl Gregory  
Rawle Fraser  
Adam REID  
Willie Page  
Brad Belton  
Michael Jordan  
Ravon Moore  
Sherman Kittrell  
JOHN MARSHALL  
Gabriel Williams  
ALYSSIA TYLER

Andrew Brown  
Angelo Lassiter  
Anthony Andrades  
ANTONIO THORPE  
ANTONIO VANN  
Avery Spellman  
CARLE CARLES  
CARLOS CLARK  
CHRIS DAVIS  
CLIFTON RAYNOR  
COREY SMITH  
CYRUS WILLIAMS  
Delano PATTERSON  
Dakwun Garrett  
DARYL BUTLER  
DELBO BROWN  
DEVONTA WRIGHT  
George Andrades  
Jermaine PATTERSON  
Jessie Lancaster  
JOSEPH COOPER  
LANDON MURPHY  
Mason Taborn  
Mike Cooper  
NICK SPRUILL  
Papita COOK  
Patrick Perry  
RICKEY BUTLER  
RODNEY MASSEY  
Ron Smith  
Sam Reid  
STEVE CROSS  
TIFFANY WILLIAMS  
TONY WATERS  
Trent Lovette  
Tyrone Ross  
WILLIAM Dozier  
William Dial  
Andre

Colin  
Doug Nicholson  
Eddie King  
Igie  
James  
Khamari Jordan  
Mark  
Najee  
Robert Swofford  
TIMMY  
Antoine Rhodes  
Bill Chester  
Charlie Berry  
Rosalyn Williams  
Malik Robinson  
Tory Fisher  
Shefali Hegde  
CLAUD LEWMAN  
STONEY TH  
ZARRIE BRYANT  
BEVERLY WEST  
Gail Holley-Spates  
Danielle Howlett  
Latoria Bly  
Sharon White  
Julia Bordley  
Genene Anderson  
Denise Taltoan  
Deshawn Ginyard  
Mena Thomas  
Georgia Potts  
Arielle Gray  
Piper Zumbach  
Elva Salgado  
Keyo  
DAJOUR BLUNT  
Tequan Broady  
Daniel Mullen  
Kenneth Bose Jr

Randall Steverson  
Shawn Walter  
A.STROUD  
ANTHOM Coleman  
BARRY BROWN  
BRANDON BLACKBURN  
CHAD GARDNER  
DAMAN SMITH  
DAVID BROWN  
DEE LANG  
DEGUAN SILLS  
ERIC SMITH  
Gregory Sharp  
J CAMIL  
JAQUAN HOLMES  
KENNETH BOSE  
KENNY DRE  
MICHEAL KUAL  
MICHEAL WALTERS  
NAIJOE WILSON  
NASIR WRIGHT  
PATRICK GREENE  
RICH BIANCHI  
WILLIAM MARPLE  
Adam Stull  
Donna Foreman