

REGULAR WORK SESSION OF THE FARMVILLE TOWN COUNCIL
HELD ON JANUARY 7, 2026

At the regular work session of the Farmville Town Council held on Wednesday, January 7, 2026, at 6:00 PM, in the Council Chamber of the Town Hall, located at 116 North Main Street, Farmville, Virginia, there were present Mayor Brian Vincent, presiding, and Council members Sallie Amos, A.D. “Chuckie” Reid, Daniel Dwyer, Tommy Pairet, Adam Yoelin, Donald Hunter, and John Hardy.

Staff present were Town Manager Scott Davis, Town Attorney Gary Elder, Chief of Police Andy Ellington, Deputy Town Manager/Finance Director Julie Moore, Community Development Director Ashley Atkins-Austin, Fire Chief Daniel Clark, Deputy Clerk and IT Support Jacqueline Vaughan, and Clerk of Council Mary McKay.

The Clerk called the roll, noting all Council members were present.

ADOPTION OF AGENDA

Mrs. Amos made a motion to adopt the agenda as presented, seconded by Mr. Hunter, and with all Council members stating “aye” in favor, the motion passed.

DECLARATION OF PERSONAL INTEREST

There were no declarations of personal interest made.

FINANCE REPORT

Deputy Town Manager/Finance Director Julie Moore provided a review of the November 2025 financial reports and charts for the fifth month of the FY2026 budget:

- Revenue to budget – As of the end of November, total revenues across all funds were approximately \$8.4 million or 19% of the annual budget. Several major revenues in the General Fund such as the real estate taxes, business licenses, and various state share revenues continue to come in unevenly throughout the year so the General Fund naturally appears behind budget.
- Revenue to prior year – Total revenue is slightly lower due to timing on one-time items, such as in the Transportation Fund last year, buses were purchased with reimbursement received, and there have been no buses purchased this year. Some state and local revenue mentioned every month was reported for November last year but not reported so far this year. The Water and Sewer revenue remains ahead of last year, which continues to track

normally with consumption. Overall, there is no concern with reoccurring revenue performance at this time.

- Expenses to budget - Total expenses are approximately \$11.2 million or 26% of the FY2026 budget, which is comfortably below the five-month benchmark of 42%. Overall spending remains well controlled.
- Expenses to prior year – Total expenses are approximately \$450,000 less than last year across all funds with increases related to one-time or capital-related items which were noted in the charts provided.

Mr. Pairt questioned why the total expenses are now \$450,000 lower. Ms. Moore explained that last year included major one-time purchases that did not occur this year, specifically a bus purchase in the Transportation Fund, a tractor purchase in the Airport Fund, and additional ARPA purchases in the Water Fund, which accounted for the higher amount last year.

DISCUSSION: POTENTIAL EMPLOYEE INCENTIVES RELATED TO FY26-27 BUDGET

The discussion introduced potential employee incentives for consideration during the budget planning process. The focus was the concept of investing in the Town's workforce, and two main topics were presented:

Four-day Work Week (36 hours)

- Proposed for most staff (not in public safety positions) by moving from a 40-hour to a 36-hour work week with a 30-minute paid lunch break.
- Intended benefits include flexibility to reduce burnout, improve morale, and allow employees to attend health-related appointments without the excessive use of leave.
- Some departments (Water/Wastewater, Police, Fire, Dispatch) cannot participate due to operational regulations.
- Hourly employees would receive an initial pay adjustment, with overtime starting after 40 hours.
- For employees unable to participate, higher raises were suggested to maintain fairness.
- Two scheduling options were discussed, closing offices on Fridays, and a Monday-Friday workweek with half-days on Monday and Friday. Noted was the issue of having five Monday holidays.

Council members raised some concerns about the proposed incentive:

- Equity between employees who can and cannot adopt a four-day schedule.
- Potential impacts on the public's access to Town offices and service delivery.
- Compliance with full-time employment standards, federal and state, and insurance benefits.
- Long-term implications for hourly employees receiving future pay raises based on 36 hours instead of 40 hours.
- The importance of community feedback before moving forward. It was requested that the topic be returned for discussion.

Career Development Program (Public Safety):

A description of a proposed program was shared which would incentivize advanced training, certifications, and specialized skills. Additional compensation would be tied to the professional development of staff members. There appeared to be a consensus on having a career development program.

TOWN MANAGER'S REPORT

No additional report was offered.

COMMENTS BY MAYOR AND TOWN COUNCIL

Mr. Yoelin reported an ongoing issue at a rental property on Buffalo Street where garbage cans have been left in the street for months, creating a potential public safety hazard. He emphasized that the problem persists and needs to be fixed. Town Manager Davis said he would look into the matter.

Mr. Pairet said he appreciated everyone's commitment to doing what is best for the Town and asked for a financial plan with projections to identify savings to fund wages, pay increases, and incentives without raising taxes. He emphasized being creative and efficient with spending, possibly slowing equipment purchases.

Mayor Vincent remarked on the weighty subjects brought forward in the new year, emphasizing the need to review expenses and revenues during budget season amid rising costs and aging infrastructure. He noted that Mr. Pairet's concerns are shared by many as well as the Council members who are mindful of the municipal responsibilities and burdens and those of constituents and trying to find balance in the best interests of the Town.

Farmville Town Council
Regular Work Session of January 7, 2026

With no other business and on a motion by Mr. Hunter, seconded by Mr. Pairet, with all stating “aye” in favor, the meeting adjourned at 7:21 PM.

APPROVED:

ATTEST:

Brian R. Vincent, Mayor

Mary H. McKay, Clerk of Council