

REGULAR MEETING OF THE FARMVILLE TOWN COUNCIL
HELD ON JANUARY 14, 2026

At the regular meeting of the Farmville Town Council held on Wednesday, January 14, 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, Adam Yoelin, Donald Hunter, and John Hardy.

Staff present were Town Manager C. Scott Davis, Town Attorney Gary Elder, Deputy Town Manager/Finance Director Julie Moore, Police Chief Andy Ellington, Emergency Communications Director Crystal Barton, Captain William Hogan, Fire Chief Daniel Clark, Community Development Director Ashley Atkins-Austin, Human Resources Manager Amanda Zirkle, Public Works Director Stephen Edwards, Deputy Clerk and IT Support Jacqueline Vaughan, and Clerk of Council Mary McKay.

Mayor Vincent called the meeting to order, and all guests were welcomed.

The Clerk called the roll, noting Council members Daniel Dwyer and Thomas Pairet were absent.

An invocation was led by Mayor Vincent for anyone wishing to join in prayer. Vice-Mayor Reid led the Pledge of Allegiance.

ADOPTION OF AGENDA

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

DECLARATION OF PERSONAL INTEREST

There were no declarations of personal interest made.

RECOGNITION OF EMPLOYEES WITH 25 YEARS OF SERVICE

Town Manager Davis recognized Clarence R. Thomas, Chuck Gallamore, Robert Brown, and Timothy W. Seamster for their 25 years of service with the Town. Mr. Gallamore was not in attendance. A brief overview of their service was provided. The Town recognizes employees with a milestone of 25 years of service by providing a watch with the Town of Farmville logo. A group photo was taken. Mayor Vincent thanked all for their dedication to serving the citizens of Farmville.

PUBLIC COMMENT

With no one signed up to provide a public comment, Mayor Vincent moved to the next agenda item.

CONSENT AGENDA

Mr. Reid made a motion to accept the Consent Agenda as presented, seconded by Mr. Yoelin and with all stating “aye” in favor, the motion passed. The Consent Agenda included the draft minutes of the November 5, 2025, Work Session, December 3, 2025, Work Session, and the December 10, 2025, Regular Meeting.

FINANCE REPORT

Mr. Reid made a motion to accept the Finance Report, seconded by Mrs. Amos, and with all stating “aye” in favor, the motion passed.

BACKGROUND: Finance Director Julie Moore reported on the December 2025 Finance Report and reviewed the amounts of earned income:

- Local Government Investment Pool (LGIP) – \$23,388;
- Benchmark Community Bank sweep accounts \$4,451;
- Virginia Investment Pool (VIP) – \$12,669.
- Total earned for December 2025 - \$40,508.

Council member Yoelin mentioned the slightly lower balances and asked whether the principal in the VIP and LGIP accounts had changed. Ms. Moore explained that the decline is due to lower interest rates, not a change in principal, except for a temporary \$2.1 million withdrawal to make the fire truck advance payment, which was replaced within about a week after bond funds were received. She also reported that business license renewals were mailed and are due February 28th with no penalties to be waived for late payment. She reported that 95% of real estate taxes and 86% of personal property taxes have been collected. A brief discussion was held after an inquiry was made by Council member Hardy on why a 3% discount is offered for early payment of food tax.

DISCUSSION ON POTENTIAL EMPLOYEE INCENTIVES

Town Manager Davis reported that cost information and spreadsheets were sent to Council members for review. Council member Pairet was not present but had asked for information to be shared that if the four-day work week is moved forward, he would like to see hourly employees, who are mostly public works staff, be eligible for overtime after 36 hours instead of 40. The majority of staff are in favor of a four-day work week. Public works staff were provided detailed

information, and the topic was raised about being paid straight time for call-ins. Council member Dwyer who also was not present reported being in favor of the four-day work week and supported Mr. Pairet's suggestion. Additional data is being gathered until the next work session on in-person office traffic into the Town Hall Monday through Friday on each of those days.

From the conversation at the last work session, it appears the majority of Council is in favor of a Career Development Program incentive. A policy is being developed with the public safety offices to be reviewed at a later date.

Mr. Hardy provided comments from input received about the proposed four-day work week and stated he was not in favor at this time. Additional discussion was held with Council members providing input and clarification being made of the proposed incentive specifics.

REQUEST ADOPTION OF THE CODE OF ETHICS AND CONDUCT AND ETHICS PLEDGE

Mr. Reid made a motion to adopt the Code of Ethics and Conduct and the Ethics Pledge, seconded by Mr. Hunter, and with a recorded vote of Council members Reid, Yoelin, Hunter, Hardy, and Amos voting "yes", the motion passed.

BACKGROUND: In 2016, the Ethics Committee established a Code of Ethics and Conduct and Ethics Pledge. The Committee recommended that Council annually review and adopt both the Code of Ethics and Conduct and the Ethics Pledge.

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TOWN OF FARMVILLE CODE OF ETHICS AND CONDUCT

This Code and its associated Ethics Pledge are aspirational in nature. As such, they are subordinate to federal, state and local law and do not confer and/or mandate any additional duties beyond those required under existing law, nor do they confer any right or cause of action that does not otherwise apply under existing law.

Recognizing that persons holding public office have been given a public trust and that the stewardship of such office demands that performance be at the highest level of ethical and moral conduct, the Town of Farmville adopts this Code of Ethics and Conduct. To honor the public trust and to serve with integrity, civility, and impartiality, the Mayor, the members of Town Council, and those officials who are appointed by Council pledge to do the following:

1. Provide the highest quality of service to the public, acting in a way that is conscientious, diligent, and transparent.
2. Perform the functions of the office with integrity, avoiding any improper use or influence of the office.
3. Not act on a matter in which a conflict of interest exists and be diligent in avoiding even the appearance of a conflict of interest by disclosing the same and acting in accord with the principles underlying this Code.
4. Behave in a manner that inspires public confidence.
5. Treat the public, town employees, and fellow public officials with professionalism, courtesy, and respect.
6. Serve the public interest by upholding the letter and the spirit of Town, Commonwealth, and Federal statutes, regulations, and policies.

The Mayor and members of Town Council will work together to implement and monitor this Code of Ethics and Conduct and to make changes as needed.

Brian R. Vincent, Mayor

A. D. "Chuck" Reid, Vice-Mayor

Sallie O. Amos, Council Member

John Hardy, Council Member

Thomas M. Pairet, Council Member

Adam B. Yoelin, Council Member

Donald L. Hunter, Council Member

Daniel E. Dwyer, Council Member

TOWN OF FARMVILLE ETHICS PLEDGE

1. I understand that as a Town representative, I am entrusted with protecting and preserving the integrity of the Town government.

2. I will honor this trust by:
 - a. Upholding the Town of Farmville Code of Ethics and Conduct;
 - b. Putting the public interest first;
 - c. Conducting myself at all times in a manner that brings credit to the Town;
 - d. Serving with integrity, impartiality and transparency;
 - e. Fostering a culture of cordiality and professionalism;
 - f. Taking no action that will result in or create the appearance of personal gain or conflict of interest.
 - g. Making no private promises of any kind that will bind the duties of any office, since a public servant has no word that can be binding on public duty.

3. I will communicate openly and civilly, listening to all views, seeking common ground as a starting point, and being respectful even in areas of disagreement.

REQUEST APPROVAL FOR TOWN MANAGER TO SIGN AUTHORIZATION TO PROCEED WITH AN ENGINEERING STUDY (REPAIRS TO HIGH STREET SEWER PUMP STATION)

Mr. Hardy made a motion to proceed with the study, seconded by Mrs. Amos, and with a recorded vote of Council members Yoelin, Hunter, Hardy, Amos, and Reid voting “yes”, the motion passed.

BACKGROUND: The Town Manager explained that the High Street Sewer Pump Station handles the highest volume of wastewater and during routine maintenance, issues were discovered that require a study to be done. This occurred not during the normal budget cycle and because the funds needed were not budgeted, money would need to come from the wastewater reserve account, which requires Council approval before any contract can be signed. A future meeting will address the transfer of funds.

The Public Works Director provided details about the findings and the purpose of the needed study so that repairs can be made.

Council members were provided with the proposal from TRC for the engineering study

and the related costs:	Pump Station Engineering Study	\$50,211
	CCTV Inspection	\$31,050
	TOTAL FEE	\$81,261

A request to approve the Town Manager to sign the Authorization to Proceed with an Engineering Study for Repairs to the High Street Sewer Pump Station was brought forward for the Council's consideration.

TOWN MANAGER'S REPORT

- The wastewater treatment plant conversion is progressing as planned, with demolition underway and preparation for new UV and disc filtration systems. About 15–16% of the total project has been completed.
- The lead and copper service line inventory is a federally mandated requirement, not a local initiative. Residents are encouraged to participate by voluntarily reporting their service line status, with a \$20 credit offered, or allowing inspections as responses from all properties are required within the next few years.
- An update was provided on the facility located at 1611 West Third Street for possible use as the splashpad park bathroom. Ian Brock with Brock Construction provided feedback that renovating the existing structure would likely cost about 10% more than building a new stick-built facility, and the location may be too far to adequately serve users at the park, especially families with young children.
- The RFPs for the Venable Street stormwater tunnel assessment have been received with two bidders. A contract would need to be funded from reserves since no funds were appropriated and will be brought forward for review at a work session.
- The consultant for the pay scale study will present the findings and answer questions at the February work session.
- A special called meeting is scheduled next week for Council approval of the Comprehensive Agreement for the Fire Station Addition, followed by a joint meeting with the Planning Commission to review Chapters 1–4 of the Comprehensive Plan.

COMMENTS BY MAYOR AND TOWN COUNCIL

Council member Hardy reported that he wants to set aside more money in reserves due to the aging pump stations and asked the Finance Director to report on current reserve amounts. A brief report was provided by Ms. Moore, and she noted this could be looked at during the budget process.

Council member Reid asked if there had been many complaints about the proposed four-day work week noting he is in favor but there needs to be more study.

Mayor Vincent shared that America has entered its 250th anniversary, making this a meaningful time to reflect on shared principles and values. With the Fireworks After Dark Committee gearing up again soon, he encouraged anyone with ideas for enhancing the 250th celebration to reach out.

There being no other business and on a motion by Mr. Hardy, seconded by Mrs. Amos, with all stating “aye” in favor, the meeting adjourned at 6:53 PM.

APPROVED:

ATTEST:

Brian R. Vincent, Mayor

Mary H. McKay, Clerk of Council