

1 | **Appomattox Town Council**  
**Regular Council Meeting**  
**January 12, 2026**

The Appomattox Town Council held a Regular Council meeting on Monday, January 12, 2026, at 6:30 p.m. at the Appomattox Municipal Building, 210 Linden Street, Appomattox, Virginia with Vice Mayor Timothy W. Garrett, presiding.

Members present: Mayor Richard Conner, Vice-Mayor Timothy W. Garrett, Council Member Mary Lou G. Spiggle, Council Member Danielle Ulmer, Council Member McKinley Cardwell, and Council Member Jack Hensley.

Members absent: Council Member James J. Boyce, Sr.

Others: Carlton Duck, Alive Media; Dianne Tanner, Deputy Town Clerk; Michael Campbell, Town Manager; Robert S. Fowler, Director of Community Development and Planning; Frank A. Wright, Esquire, Town Attorney.

Mayor Richard Conner called the meeting to order at 6:32 p.m.

Reverend Duck led the prayer and Pledge of Allegiance to the Flag of the United States of America.

Mayor's Comments:

Mayor Richard Conner: Again, we thank y'all for coming out. As always, looking towards the future, I'm hoping we have a very prosperous year. We've had a lot of projects start coming together that will improve our town, our community, and providing for its citizens.

Schedule Public Appearances:

Janet Hix, Clerk of the Appomattox Circuit Court, appeared before Council and administered the oath of office for Council Member Jack Hensley, who was elected to a two-year term commencing on January 1, 2026.

Adoption of the Consent Agenda:

Mayor Richard Conner read the rules for the Consent Agenda and the adoption of the Council Meeting Minutes for November 25, 2025, Town Council workshop meeting, and the December 15, 2025, regular Town Council meeting.

On a motion by Council Member Mary Lou Spiggle, seconded by Council Member McKinley Cardwell, the Council voted to approve the Council meeting Minutes for the November 25, 2025, Town Council workshop meeting, and December 15, 2025, regular Town Council meeting. All members voting aye. Motion carried 5-0.

Approval of the Agenda:

Unfinished Business:

Mayor Richard Conner announced the first item of unfinished business, the announcement of Danielle Ulmer as the sole candidate for the Interim Council Member position on Council to fill the Council position vacated by former Council Member Nathan Simpson. Upon a Motion by Council Member Mary Lou Spiggle to appoint Danielle Ulmer to fill the Interim Council position, seconded by Vice Mayor Timothy Garrett, and a voice vote was called for with all Council Members voting aye. The motion carried 5-0.

Mayor Richard Conner announced the second item of unfinished business, an appearance by Janet Hix, Clerk of the Appomattox Circuit Court to administer the oath of office to the newly appointed Interim Council Member. Ms. Hix administered the oath of office to Danielle Ulmer, the newly appointed Interim Council Member, who was appointed by Council to fulfill the remainder of the term for the open Council seat, which concludes on December 31, 2026.

Mayor Richard Conner announced the third item listed under unfinished business, a public hearing for consideration and adoption by Council of the Town of Appomattox Comprehensive Plan 2045. Robert Fowler, Town Community Development and Zoning Director advised Council that this matter appeared before the Planning Commission, who unanimously voted to recommend approval of the Town Comprehensive Plan 2045. Jefrado Granger, with the Central Virginia Planning District Commission, appeared to answer any remaining questions Council make have. There were no additional questions from Council. Council Member McKinley Cardwell made a motion to adopt the Town of Appomattox Comprehensive Plan 2045, seconded by Vice Mayor Timothy Garrett, and a voice vote was called with all Council Members present voting aye. Motion carried 5-0.

New Business:

Mayor Richard Conner read to the record the second item listed under New Business, a public hearing on a rezoning request from R-3 to R-2 to allow for the construction of a single-family subdivision with the parcel identification number 64A6-A-76. Council heard from Michael Bryant with Hurt & Proffitt and Robert Fowler, Director of Community Development and Planning for the Town of Appomattox, regarding the rezoning request and answered questions from Council. A Motion was made by Vice Mayor Timothy Garrett to approve the rezoning request, seconded by Council Member Mary Lou Spiggle, a voice vote was made with all council members voting aye. Motion carried 5-0.

Mayor Richard Conner read to the record the second item listed under New Business, the election by Town Council of a Vice Mayor in accordance with Section B of the Bylaws and Rules of Procedure for Appomattox Town Council. Council Member Mary Lou Spiggle nominated Council Member Timothy Garrett to be reappointed as Vice Mayor for the next two-year term. The mayor asked for any further nominations, there were no other nominations, and Council Member McKinley Cardwell moved to close the floor for nominations, seconded by

3 | **Appomattox Town Council**  
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Council Member Danielle Ulmer, with a voice vote being called and all Council Members voting aye. Motion carried 5-0. A Motion was made by Council Member McKinley Cardwell to reappoint Council Member Timothy Garrett to the position as Vice Mayor for the Appomattox Town Council, seconded by Mary Lou Spiggle, with a voice vote being called and all Council Members voting aye. Motion carried 5-0.

Mayor Richard Conner read to the record the third item listed under New Business, the discussion and approval of continued funding and execution of a fireworks show in 2026. Vice Mayor Timothy Garrett briefed Town Council on the status of obtaining a new vendor, Daniel Harvey, with Mr. Pyro.com to put on the fireworks show on July 3, 2026 (rain date July 5, 2026), since the former fireworks vendor was already booked for another fireworks show. A Motion was made by Council Member McKinley Cardwell to approve the execution of a contract by the Town Manager with Mr. Pyro.com for the 2026 fireworks show with the amount of the contract to not exceed \$19,000, seconded by Council Member Mary Lou Spiggle, with a voice vote being called and all council members voting aye. Motion carried 5-0.

Standing Committee Reports:

Council Member McKinley Cardwell provided Council with an update on the committee for the Council for A Day project and provided Council with a progress summary.

Citizen Comment:

Mayor Richard Conner asked for any citizen comments. There were no citizen comments.

Town Manager's Report:

Michael Campbell: Speaking to Councilor Cardwell's Council for A Day program, I have checked with staff, and for your scheduling purposes, we're going to put together and provide basically a block out. Any time we have a Planning Commission meeting, EDA meeting, or obviously a Council meeting then those times wouldn't be available. Otherwise, for your scheduling, you would just work with your team and Dianne to see when, you know, when you want to do it.

Council Member McKinley Cardwell: That's good.

Michael Campbell: As far as expanding the...if you decide to go that route that Ms. Spiggle recommended, with actually maybe doing to Richmond trip, or whatever, that's something I can speak to Rob about and see if...coordinate with Rob at VML to see what...how he thinks that could look...you know he's so connected that might be useful. If you'd like, just let me know and I'll go ahead with that.

Just for your information, I believe the last bit of news I heard was that WSET was going to be at the Garment Factory tomorrow morning between 5 and 7 a.m. doing a live spot regarding the grant that we received. So, they did ask for permission to be on site, and as the Town owns the

site, I gave them permission. So nobody needs to worry about if they see anyone out there, it should just be a camera person and Rachel Tillapaugh, I believe.

As far as our budget is concerned, I think I've told you previously we started...I started sort of working on our budget in October. We are getting deeper and deeper into that. We have a draft budget schedule that I intend to bring you at the workshop. The intention is for the budget to be completed by May 31<sup>st</sup>.

We are also working on consolidating all of our budget amendments. We have quite a few that we need to make, from projects to salaries. We want to do that all-in-one movement. So hopefully we'll have that for you if not at the work session at the next regular meeting. That's a little more complicated to put together. I think, as everybody is aware now, we are down two EDA members. Jeff Garrett came in today and we spoke for a little bit. I know I appreciate his service. I think he was on the EDA for eight years, and I think he was the chair for seven. We have advertised to look for new EDA members.

Council Member Mary Lou Spiggle: Who's the other member of the EDA that...?

Town Manager, Michael Campbell: Oh, um, ...

Council Member Mary Lou Spiggle: Who is the other vacancy?

Town Manager, Michael Campbell: Dianne, do you remember?

Council Member Mary Lou Spiggle: Kelsey.

Council Member McKinley Cardwell: Yes, Kelsey.

Council Member Mary Lou Spiggle: It's Kelsey.

Council Member McKinley Cardwell: Kelsey Moore.

Town Manager, Michael Campbell: Yes. Thank you so much.

Council Member Mary Lou Spiggle: Okay. She's not...does not...? Okay.

Council Member McKinley Cardwell: Yeah.

Town Manager, Michael Campbell: So, we have two slots available for now.

Vice Mayor Timothy Garrett: Who?

Council Member Mary Lou Spiggle: Kelsey Moore from Nina Belle's. She just served...what did she just serve? Two? Two years, I think. Okay.

Town Manager, Michael Campbell: So, obviously if you know anyone. I am not sure when the deadline is. I'd have to look back at the advertisement, but it's probably fairly soon.

Council Member Mary Lou Spiggle: We've got it on our Facebook page.

Town Manager, Michael Campbell: Yes.

Council Member Mary Lou Spiggle: I want to take an application or two home with me and if I can...if I know of somebody and I talk with somebody I can give them the application. When is the deadline for the application?

Deputy Town Clerk, Dianne Tanner: The deadline is February 2<sup>nd</sup>.

Council Member Mary Lou Spiggle: It's when?

Deputy Town Clerk, Dianne Tanner: February 2<sup>nd</sup>.

Council Member Mary Lou Spiggle: February 2<sup>nd</sup>.

Mayor Richard Conner: Be here before you know it.

Council Member Mary Lou Spiggle: Cause we didn't we work for a while with a vacancy? For a couple of years cause we couldn't convince anybody to serve.

Town Manager, Michael Campbell: So, the idea is that our applicants will be in by February 2<sup>nd</sup>. Council would choose who to seat at the first meeting in February, right behind that.

Council Member Mary Lou Spiggle: Okay.

Town Manager, Michael Campbell: And then they would follow that up almost immediately with the first EDA meeting with the new people.

Council Member Mary Lou Spiggle: Mhm.

Town Manager, Michael Campbell: And Megan Lucas would come from Lynchburg Regional Business Alliance and spend a couple of hours with the EDA training, answering questions, and making sure that everybody on the EDA making sure they understand what their responsibilities and duties are. So very thankful to Megan for being willing to come do that. You couldn't ask for a better economic development professional in the region than her. So, we're blessed to have that.

And then, just as an FYI, we instituted this essentially the first of the year. The way that Public Works has historically done...Public Works and Utilities has historically done on call. They had three people on call and they were...the way that it was set up is the on call it was paid two hours

a pop and they had the option of banking the time for vacation or annual leave. This has been what's been happening for forever.

Mayor Richard Conner: Many years.

Town Manager, Michael Campbell: So, essentially, totally revamped that, and did away with that. What we are doing now is one person is on call. Everybody has the understanding that they're essential employees and just because you're not on call, if we call you, we still expect you to come in. Compensation starts from the time they leave their house. The on-call pay is flat rate. So, if you are on call from Monday to Friday, it's twenty dollars a day. Weekends are thirty-five and holidays are forty. In doing it this way, we still ensure that we have...and we have an on-call phone, a physical cellphone that goes with the person that's on call. There also won't be any more two people on staff being the on-call person for the whole year. Everyone is required to do it. They will be assigned their schedule. If they would like to shift something or they need move something, it's totally fine. They just need to work it out with their supervisor and another employee and then I have to approve it. So, I can make sure that everybody is actually doing their part. The end run of all of this is a projected savings per year of \$23,000. So, pretty happy to make this change. What we are doing is in compliance with the law. This will obviously be, you know, we've kind of... a lot of what we have done over the last year has just been, you know, by the say so of the Town Manager. This is something that is...we've got written and it's going into the Employee Handbook. I know that you all are awaiting with baited breath. But, again, I think I told you at the last meeting, or the meeting before, that was also...that it was not a document that we could...it wasn't like the Comp Plan. The Employee Handbook was not a document that we could just tweak. It needed to go in the garbage. So, we have started from scratch, but we're almost...we're getting there and it's been great to have somebody here doing Human Resources. Amy Porter has done a fantastic job. So hopefully we'll have that to you soon. I think that...Chris Macnamara with Virginia Housing is supposed to meet with Phillip and myself later this month to execute the agreement for the grant for the Garment Factory. For your information, and the information of the residents, I wanted to be clear about a couple of things. First, it is affordable housing, and people kind of...that's a...people, some people don't understand what affordable housing means. The units, once built, should rent between \$900 and \$1,200 a month. It should be two- and three-bedroom units. We don't know what they're going to look like. I know that Jamerson has talked about ensuring that there are, you know, possibly a few one floor units on the ground level. At the end of the day, that is a decision left up to him...to them on how they want to do that. Our part of the grant is making this economically feasible to do by paying for a large part of the demolition of the building. Which, the last estimate that I heard was \$650,000. So, about the affordable housing, its not a voucher program. It's not...

Council Member Mary Lou Spiggle: Not Section 8.

Town Manager, Michael Campbell: It's not Section 8.

Mayor Richard Conner: It's not rent controlled.

Town Manager, Michael Campbell: What the constraints are and how we qualified for this is that the renters are required to make between eighty percent and one hundred fifty percent of the adjusted median income for the area. Which is actually...you can actually make a pretty good living at one hundred fifty percent of the AMI. Typically, it would only be eighty to one twenty, but according to Virginia Housing...I know we had a discussion about another agency with whether there was some confusion if we are designated as rural or not, but according to Virginia Housing, we qualify for eighty to one fifty. So, it is a workforce housing grant. That is what it's for. That's who it's intended for. Chris, when we discussed the requirements for tenants and leases...Chris McNamara kind of jokingly said, you know, it's not for somebody to have a weekend house, a place to stay on the weekends. The schedule on that is going to be a little protracted, and I don't necessarily mean the demo. The demo should happen fairly quickly, I hope. But just good business sense and not servicing a lot of debt in talks with the developer. The intention is to build eight units at a time. You build the eight units, you fill the eight units, and then you build the next eight units and all that is just about debt service and not having...borrowing a bunch of money up front when there is no need to. So, I would imagine that we would see the absolute total buildout, you know, a maximum of five years. But the very good thing about this is initially just losing the Garment Factory.

Vice-Mayor Timothy Garrett: Gone.

Town Manager, Michael Campbell: Yeah, absolutely. That would be such a tremendous difference.

Mayor Richard Conner: Removal of the eyesore.

Town Manager, Michael Campbell: Yeah, that'll make a tremendous difference. And the...

Council Member Mary Lou Spiggle: It isn't just an eyesore, it is blighted and it's right smack dab in the middle of our town. And when you drive down Confederate Boulevard and you look at that and you think, eh, who wants to live here?

Town Manager, Michael Campbell: I think it's very exciting that most of the public feedback that I've seen has been good. You're never going to please everyone. I think it's exciting that it's exciting that the media is actually interested in it and I know it's going to be good for the Town. I will say, speaking with Jeff Garrett this afternoon, you know everyone, myself included, would like to have new restaurants. We'd like to have new businesses. We'd like to have...I have heard people say bowling alleys and all kinds of things, but you can't...just like we would never get a Chick-fil-a. You have to have a population to support these things. And you have to have housing for that population. And, between this project, the Garment Factory, the zoning that you approved tonight for the single-family housing, and now Jamerson is also talking about, you know, the development across the street. I would say that inside of the next five years, we'll have, just through Jameson real estate, one hundred new rooftops, which could mean two to three hundred people. We have the ability to serve those customers and that just makes all the difference in the world in staffing and what the Town is able to attract.

8 | **Appomattox Town Council**  
**Regular Council Meeting**  
**January 12, 2026**

Council Member Mary Lou Spiggle: Is that zoning for the old Garment Factory? Don't...won't that have to be changed?

Town Manager, Michael Campbell: We started that actually tonight. So that will...we will...

Council Member Mary Lou Spiggle: To residential...

Town Manager, Michael Campbell: We will be rezoning that to residential.

Council Member Mary Lou Spiggle: Because the acreage across the street...that's already residential.

Town Manager, Michael Campbell: You went from R-3 to R-2 for the development of the houses. This will be going from commercial or industrial to R-3. Because R-3 is for townhomes and apartments.

Council Member Mary Lou Spiggle: Mhm.

Town Manager, Michael Campbell: The end result should be thirty-two units. In all likelihood, at the intersection of Patricia Anne and Confederate or that triangle...the property is kind of in a triangle shape. That would likely end up being a small park. A green space. And I think it's going to be an excellent development.

And then, I feel like I had one more thing for you. Oh, I did. So, I finally had a chance to meet with AVAIO and just kind of a FYI, I'm sure you've all seen, and I wish I had the date and time in front of me, there is supposed to be a public meeting.

Council Member Mary Lou Spiggle: September 30<sup>th</sup> I think...not September. I think it's January 30<sup>th</sup>, but I'll try to find it.

Town Manager, Michael Campbell: Upcoming and uh it's a county thing with with uh with AVAIO. Um and so but I guess the the...

Council Member Mary Lou Spiggle: No, it's January 26.  
January 26th at 5:30 at the Taj Mahal. I mean at the...

Mayor Richard Conner: Two weeks from Wednesday. No, two weeks from today.

Council Member Mary Lou Spiggle: January 26.

Town Manager, Michael Campbell: So, uh...

Council Member Mary Lou Spiggle: Whatever day that is... beginning at 5:30.

Town Manager, Michael Campbell: It may... I just want to make sure you... you were all aware of that because you know that's something that impacts everybody especially us. If you feel like attending. Um, uh, I will very likely be there. Um, and it's just good. I don't know, uh, you know, where it'll lead, but it's good to finally be talking directly with AVAIO.

Council Member Mary Lou Spiggle: Monday, January 26, 5:30. Um, I think that's a good thing for them to do because there have been so many comments and questions. I know I've received several. I'm sure other council people have, you know, what is it? What are...what does it mean for us? Is our electric bill going up? What about the water? Blah blah blah. So, this can answer some of their questions if it's well attended.

Town Manager, Michael Campbell: The last thing I'd say about that is.. is, again whether... whether or not anyone is for or against the data center. One thing that uh that that I always like to try to point out to people, especially when it comes to the energy bills, um if you live in Virginia, you're going to pay for energy bill for the energy for data centers. If you live in this state, you are going to pay for the energy for data centers. The question you're left with, do you want to benefit and... and collect tax revenue off of those or would you rather your neighboring locality have the data center.

Council Member Mary Lou Spiggle: Exactly.

Town Manager, Michael Campbell: And use those resources that you will still pay for?

Council Member Mary Lou Spiggle: It's an excellent point, an excellent question.

Town Manager, Michael Campbell: That is all I have.

Vice-Mayor Timothy Garrett: Can I go back to the employee one on call?

Town Manager, Michael Campbell: Mhm.

Vice-Mayor Timothy Garrett: Yeah, we need to make sure the training backs up cause I think in the past some of these areas the... the... we have people inspecting areas that are chlorine. We have chlorine spots. We have confined space. I think we need to make sure our staff is trained. They're going from two to one. And I I didn't know we had two...

Town Manager, Michael Campbell: Away from three.

Council Member Mary Lou Spiggle: I... I didn't either.

Vice-Mayor Timothy Garrett: Well, I know coming out to work on a... a leak or something, but I mean just to be on call, you had three all the time? Is what you're saying?

Town Manager, Michael Campbell: That's what... that's what the town has had. Not anymore.

Vice-Mayor Timothy Garrett: We just need to make sure that duties that they going to be performing are not duties that one person can do by themselves, cause OSHA and all these rules, which you be on top of.

Town Manager, Michael Campbell: We... we... we've addressed all of this. When you have, whether you have one or three people, uh if one person comes in, all they're doing is identifying the issue. I mean unless it's something like turning a valve off or something.

Council Member Mary Lou Spiggle: There's something they can so...

Town Manager, Michael Campbell: When a person gets called the person being on call that person is just responsible for actually making coming in making the site visit and the determination. Um, at the end of the day David is still going to get called.

Council Member Jack Hensley: You said you said somebody would be on call every day right?

Town Manager, Michael Campbell: Yes.

Council Member Jack Hensley: So, what does that mean? Is that after hours? After?

Town Manager, Michael Campbell: Absolutely. Yeah, that's that's... that's....

Council Member Mary Lou Spiggle: They're... like a water mane break.

Council Member Jack Hensley: I mean...

Town Manager, Michael Campbell: Everybody does a week at a time.

Council Member Jack Hensley: It does what?

Town Manager, Michael Campbell: They do a week at a time.

Council Member Mary Lou Spiggle: And... and, I let me just say to make you feel better about it, Lynchburg's....what he was describing, and I have a son who has worked for Lynchburg City for years in maintenance, and uh what you were describing was so similar to what he has done ever since he's been.... He was in the water department, and... and, he was in the building department, and now he's with the um the parks, and they have the rotation one person knows I'll be on call in two weekends. I'll be on call. They have a schedule and it's one person and nor but normally the difference is like they can uh if it's a simple fix, they're able to do it.

Town Manager, Michael Campbell: That... correct, like I said if somebody needs to shut off a valve.

Council Member Mary Lou Spiggle: Right.

Town Manager, Michael Campbell: Or, you know, this

Council Member Mary Lou Spiggle: yeah... but that... That's typ... that's the typical way that a city government or town government works. I can't... I did not know we had three people at the same that... that...

Town Manager, Michael Campbell: Yeah.

Vice-Mayor Timothy Garrett: Some reason behind that...

Council Member Mary Lou Spiggle: There might have been. Yeah.

Vice-Mayor Timothy Garrett: Cause you have three people if they hanging around, they ain't going to Town and got a two hour time limit to get back if we got water blowing out or the building flooding.

Council Member Mary Lou Spiggle: And... if they....

Town Manager, Michael Campbell: We... but we were totally out of compliance with the law by... by making somebody by giving them a window of time to... to.... And, by tying them there, we actually owed...well, let's.... I don't want to go too much into it. What we... what we've done is what is necessary to be compliant with federal and state employment law.

Vice-Mayor Timothy Garrett: I'm fine with that. My whole bringing that up again is I don't want ...uh, after our employee come in, cause he's by himself, one person and they go into where we treat chlorine into the system and thinks he can go in there and cut a valve off, cause we got a problem, and get overcome. That's what I don't want to see happen. I just we just going to have to do some training.

Council Member Mary Lou Spiggle: Yeah.

Vice-Mayor Timothy Garrett: The place can burn down before they go in and do that.

Town Manager, Michael Campbell: Yes, I understand your concerns and we've got it under control.

Vice-Mayor Timothy Garrett: Make sure we got that covered.

Council Member Mary Lou Spiggle: Yeah.

Town Manager, Michael Campbell: So yeah, I mean I...I, as you are well aware my previous position, I was a director of public works, the department of about 60 people, um, and \$35 million budget, one person on call. City of Lynchburg, one person on call.

Council Member Mary Lou Spiggle: And you can easily, if it's an extreme emergency, you can easily call with your....with your cell phone, your city cell phone, or whatever... town cell, you can call for backup and... and, you can call David and say, "We need extra."

Town Manager, Michael Campbell: Well, that's exactly how it'll work.

Council Member Mary Lou Spiggle: Yeah.

Town Manager, Michael Campbell: It ...it really, functionally, it's no different than what we were doing functionally. Three people were not getting...were not showing up. Three people.

Vice-Mayor Timothy Garrett: I am fine...I am fine with what you're doing.

Town Manager, Michael Campbell: Three people were getting paid.  
Three people were not showing up.

Council Member Mary Lou Spiggle: Sit home, stay in the bed, and get paid.

Council Member Jack Hensley: I don't want people paid...you know what I mean?

Town Manager, Michael Campbell: Well, when you're on call now, Monday through Friday and you you're... you're on the schedule, you get \$20 a day for Monday through Friday; Saturday, you get 35; and Sunday you get 35. If it's a holiday, you get 40. It's a standard.

It's every city I've worked for, every utility I've managed, this is how it's done.

And like I said, the savings, the projected, and I say projected savings, I mean I'm I'm this is apples to apples, \$23,000. Uh that's for the remainder of this year.

So yeah, 40 or 50 grand a year. Also, the uh that just to kind of wrap that up with a bow, we don't bank time anymore. You get paid. If you work, you get paid.

If you work 40 hours, you get paid 40 hours. If you work 45 hours, you get paid five hours overtime. Um, we're not we're not the whole thing with banking time, comp time, it's nearly impossible to budget for. It also leads to things where you know in the last year there's probably only been a handful of day of weeks where all of our employees were actually here during full business hours because of the amount of time that they would accrue from banking that.

Council Member Mary Lou Spiggle: You don't have a system. We don't have a I'm just asking. We don't have a system where you can... you have a maximum amount you reach a maximum amount of time on the books?

Town Manager, Michael Campbell: Well, we do. This is all part of the employee handbook. So we do, but this this whole thing was operating outside of the normal parameters. It was it the you know having comp time put down at you know it might be a time and a half or a holiday or this. We're just not doing anything.

Council Member Mary Lou Spiggle: Depending on when you work.

Town Manager, Michael Campbell: If you work, you get paid. You accrue the leave that you accrue and you're allowed to use that leave because you've earned that leave.

The way that the employee handbook will read when it comes to leave is uh it'll be based on years of service and VRS. The reason why I say years of service in VRS and not years of service in town of Appomattox is because you cannot recruit somebody who's been working for Lynchburg for 20 years to come work here and start over and accrue four hours of pay period.

Council Member Mary Lou Spiggle: Yep.

Town Manager, Michael Campbell: And it's not and it's not right. They've been a civil servant for 20 years. So you'll have 0 to 5 years, 0 to four, which would be four hours of annual leave accrued per pay period and 4 hours of sick leave accrued per pay period. That four hours of sick leave will never change even if you've been here 100 years. When you hit 5 years, you accrue five hours.

Council Member Mary Lou Spiggle: Wonder whose car that is?

Town Manager, Michael Campbell: Ten years, you accrue six. 15-7, 20-8, 25-9 and that's it. And you're allowed to hold on to whatever double your accrual is. So, if you accrue I think it's 108 hours or something like that. What's 26 time 4?

Mayor Richard Conner: 104 hours.

Town Manager, Michael Campbell: Then you can have 208 and you don't have to use it or lose it at the end of the year.

Council Member Jack Hensley: So, the hours don't end at the end of the year? They don't cut off...

Town Manager, Michael Campbell: And you can keep accruing. So, if you're if you're here at year one and you don't take a single day off for your first two years of employment ever, you can have 208 hours. Anything that you accrue above that you need to use by the end of the year, or you will lose it and we are not paying it out. It would be a super special weird case where I would authorize paying out leave and I can't even think of because part of everybody's responsibility is to manage their time.

Council Member Mary Lou Spiggle: Well, that's the way it works. Centra Health does that. You... you can only equip...the City of Lynchburg and...

Mayor Richard Conner: A great number of businesses around cap the accumulative.

Town Manager, Michael Campbell: And it's also nearly impossible for me to quantify the dollar amount in savings uh or the dollar amount that we could assign to actually having everyone here when they're supposed to be here Monday through Friday.

Council Member Mary Lou Spiggle: Yeah, that's it's a better way to do it.

Mayor Richard Conner: All right.

Town Manager, Michael Campbell: And I so I have a I have to give thanks to again Amy Porter, to Frank, um, to public works, and... and public utilities management for working with me on this. Um, for having to give him the news, and, um, you know, it I think it was received well enough, but ultimately it doesn't matter because, uh, we... we appreciate everything everybody does, and I want to make sure that everyone is fairly compensated, and you know we'll have those discussions in the budget. Um, I want to make sure we take good care of our employees, but I also expect our employees to take good care of us.

So, um, yeah, I'm really, really happy with the way that this has worked out so far. And I, uh, I want... I want people who want to be here. So, I went on a lot longer than I intended to. I apologize. You all did so well getting through the meeting so fast and then I totally derailed it.

Mayor Richard Conner: It's alright. Yeah, we're good. Is that it? Thank you, sir.

#### Council Comments:

Council Member Mary Lou Spiggle: I have two things uh that I want to mention. The first one is on Saturday I had the privilege of being invited to the installation of officers at the Appomattox Inn and Suites for the fire department and that was a very wonderful and meaningful event, and the food was great and the camaraderie was great and I appreciate the invite. And the second thing that I would like to bring up is I would like to remind...my... and I put this... I wrote this on an index card this afternoon, because I felt so strongly that I needed to say it. I would like to remind my fellow council members, and that includes Jim Boyce who's uh at the emergency room right now. Whenever you speak to another governmental group or any other organization, please be sure I'm reminding you. I'm not your boss. I'm just reminding you. Please be sure you remind whoever you're speaking to, if it's even if it's one-on-one or everyone at this group or another uh local government, that you are not speaking for town council. That gets us into trouble. This is not Town Council's decision. This I am a speaking as a private citizen.

Sometimes we people on Council get to be private citizens. I'm speaking as a private citizen and what I'm saying is my opinion only. That way we stay out of trouble. And I think that that is a good uh thing to keep in mind when because when we're talking about all kinds of stuff, you can get wound up sometimes. And so that's just what and also uh last year at well when we met with Kim Payne those of you who remember us having that meeting he recom... it was a workshop it was about a year or so ago, he recommended something that we did not have which was our ethics policy. We had never had one before. So, I was on that committee and we created an ethics policy and in January we had every seated council member and the mayor sign it and we all got copies of it to agree to it. And that's very important. It's not part of what I said. I'm not trying to be preachy, but it's very important that we keep those. And I think um Dianne's working

on that, and we'll have that probably by the end of the month. Um that we need to pick it up and look at it as Mr. Garrett says sometimes look at our code and our mission con you know statement. Um, and remember we have one and remember that one of the things in or one of the many things in the... our ethics code is to treat each other with respect even though we may not always agree. And so that's all I have to say.

Council Member McKinley Cardwell: I think number one, just for, you know, working with the committee, Dianne has done a wonderful job being able to clerk it and to be secretary of it. I wasn't expecting too much from the minutes, but she put in marvelous effort. And, honestly, it was so helpful when we got back to going back to the drawing board and being like, okay, what questions were asked and she put down all the important stuff that I needed to remember to message Rob about, to message everybody about. So, um, thank you so much. You've added a great deal in that role. Second to that is just to add to Mary Lou's comments. You know, it's so important that I think this body practices what I like to call LUE. It's the loyalty, it's the unity, it's the edification. I feel as though all of our national politics, all of our state politics is just so down in the gutters sometimes and we have to rise above it. And I know personally from you know going to VML and going to different conferences that people are looking for um you know strong leaders who are about good faith negotiation and who are looking out for somebody else than themselves. So, you know it's definitely very important to them. And lastly, I want to say thank you Danielle for jumping in and doing first of all being here on council, but more importantly developing a relationship with me prior to this and helping me out with this committee. You know, it's one of those things that I've been passionate about. I've been wondering what I'm supposed to do with it and having a fellow educator who is not just in the role of teaching but also in the role of learning has just been so powerful. So, thank you so much and I'm very excited to be working with you.

Vice-Mayor Timothy Garrett: I have one issue I would like to bring to Mike's attention is that I've gotten a couple phone calls about the buzzard population. Vultures.

Town Manager, Michael Campbell: I'm sorry?

Vice-Mayor Timothy Garrett: Buzzards.

Town Manager, Michael Campbell: Oh.

Council Member Mary Lou Spiggle: Them. They're back.

Town Manager, Michael Campbell: That's not what I was hearing. That's why I was saying excuse me.

Vice-Mayor Timothy Garrett: Under this air you cannot hear either. But regarding the roosting on the water tank, behind the building, that we're talking about tearing down, but the water tank they are starting to roost on that again and we've been in contact in the past. There should be some documents in the past where we have uh talked to USDA about uh what

we could do and couldn't do. It's laws how you go about removing them or discouraging them to be where they at. So, I think probably we'll have to investigate that and see what we need to do that water supply that they are roosting around.

Council Member Mary Lou Spiggle: It was during it was during Gary Shannber Gary Shannberger's tenure and they are protected birds so you can't well we can't shoot in town anyway, but you can't shoot them anywhere and you have to it was you call him and he'll get him wound up about it again. We thought they were gone for good, but they're never gone for good. They're back.

Vice-Mayor Timothy Garrett: I was bringing it to your attention that we probably need to look at that.

Town Manager, Michael Campbell: Yeah, absolutely. And I have quite a bit of experience dealing with protective wildlife and construction.

Council Member Mary Lou Spiggle: Cause they've been roosting on the townhouses where my daughter lives and my granddaughter currently live uh on the roof and they will get on their cars and scratch, you know, just because they're walking across. You can hear them walking on there and that they've gotten that plentiful back again. I don't know what you're going to do.

Council Member Danielle Ulmer: Well, they do a lot of roosting over there at the bed and breakfast, too. I mean they just filled those trees over there.

Vice-Mayor Timothy Garrett: They're something else that we probably need to deal with.

Council Member Mary Lou Spiggle: He had some kind of a gun like a noise gun.

Mayor Richard Conner: Let's get ahead of it, please.

Council Member Mary Lou Spiggle: That they fly up in the air like the noise, but they always came back. So, because you're not allowed to hurt.

Council Member Jack Hensley: Yeah, I too would like to um to welcome Danielle. Glad you're here. Um and I know you're going to do a great job. So that's all I have.

Council Member Danielle Ulmer: Thank you.

Mayor Richard Conner: Welcome Ms. Ulmer and it's your moment for comment.

Council Member Danielle Ulmer: Thank you. Thank you. First of all, I look forward to learning under and with each of you and serving alongside of you. So, I'm very excited and I appreciate the time that I got to know some of you during the campaign. So, that was great.

Council Member Jack Hensley: How about me?

Council Member Ulmer: Yeah, even you. No, especially you, Jack.

Council Member Danielle Ulmer: Well, we're glad you're on board and to go back to what you were talking about and the visit I suggested to Richmond in today's environment, there are very few young people who get interested and excited about civics. There are some, but there are very few. And um this is a way to get peak their interest and especially if you take them to a Richmond for the day or for half a day and get them to meet some of because it takes up as we know on this small council for this small-town Appomattox. Um it takes up a lot of time and energy and thought and research um just to do this. But we need people, civic-minded young people, because they're the future. They're the future of your communities. That's all I have to say about that. I'm glad you're on board.

Council Member Danielle Ulmer: Thank you.

Mayor Richard Conner: All right. Speaking of learning, there's an opportunity for all in attendance tonight. That picture of the elected variety. Um, Lynchburg Regional Business Alliance and others are having a formational day of events about data centers. Wednesday begins with a breakfast at 7:30 at the at the Alliance uh till 9:00. At 9:00, an extended workshop session until 2 and finally a private dinner from 5:30 to 8. Is anyone interested?

Council Member McKinley Cardwell: As much as I would love to attend, it's my birthday and my wife doesn't want me to do anything.

Mayor Richard Conner: I understand that one. I I have begged I have begged out of council meetings for that very fact.

Council Member Mary Lou Spiggle: You wanted to celebrate cause you like cake.

Mayor Richard Conner: Anyway, right now I am signed up for all the events of the day.

Council Member Mary Lou Spiggle: Good for you.

Mayor Richard Conner: Yeah, it's going to be a long day, but I think it's very important for our community that we get out there and ask the questions to the people who are profound or admit to be experts and see what they know and what we need to know. So, I will be in attendance at these events. Uh, it's not last minute. The email I got from the PDC says we are all as elected officials invited to the dinner. It's complimentary. I think they would like us to tell them that we're coming. If anybody's interested, I'll be glad to pass that on.

Town Manager, Michael Campbell: I would... I believe that the time has passed for RSVPs.

Council Member Mary Lou Spiggle: That's Yes. Because I know when I get the emails from Megan Lucas.

Mayor Richard Conner: Yeah. I understand that.

Council Member Mary Lou Spiggle: The council members get them too because we are part of her...

Mayor Richard Conner: Well, I was going to give up my breakfast if somebody actually wanted to go and I was going to drive a school bus. So, but if not, I'm going to that as well. So, it'll be a long...

Council Member Mary Lou Spiggle: You can come back and fill us in then.

Mayor Richard Conner: Alright. Are going. Yep. I'll do my best to bring you as much information that we desperately need. I'm hoping that as Michael admitted earlier, we can pay the price for the energy but bear the benefit by having it local. So, good enough. Is there any other business come before the Council at this time?

Adjournment:

On a motion by Vice Mayor Timothy Garrett, seconded by Council Member McKinley Cardwell, the Council voted to adjourn at 7:56 p.m. All members present voting aye. Motion carried 5-0.

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Dianne Tanner  
Deputy Town Clerk

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Richard C. Conner  
Mayor