

TOWN OF RICHLANDS
REGULAR MONTHLY MEETING

The Richlands Town Council held a “Regular Monthly Meeting” on Tuesday, May 12, 2026, at 6:00 pm in the Richlands Council Chambers with the following present:

Mayor: Rod. D. Cury
Interim Town Manager: Don Marr
Town Attorney: Mike Thomas
Finance Manager: Ronnie Campbell
Town Clerk: Absent
Council Members: Seth White, Gary Jackson, Rick Wood, Jordan Bales, Jan White, and Laura Mollo.

The meeting was called to order at 6:00pm and opened with the invocation and Pledge of Allegiance by Mayor Cury.

IN RE: Additions, Deletions, or Corrections to the Agenda

The following additions/deletions were made to the Agenda:

Mayor Cury requested the following changes:

- Add Executive Session VA Code Section 2.2-3711 (A)(1) Personnel- SGA Manager Search.

Upon a motion by Rick Wood, seconded by Gary Jackson and the unanimous roll call vote of all members present, the Council voted 6-0 to approve the Agenda as amended.

IN RE: Authorization to Pay Bills (April)

Mrs. Mollo inquired about the \$14,350 payment to C&A Fencing, she didn’t remember seeing an RFP for it. Mr. Marr advised he would get back with her on this one, it was before he was there.

Mrs. Mollo also inquired about check #18748 to the Virginia Employment Commission, Mr. Thomas advised he would research this item and get back to her.

Upon a motion by Jan White, seconded by Rick Wood, and the unanimous roll call vote of all members present, the Council voted 6-0 to approve paying the bills for March.

IN RE: Minutes

Upon a motion by Laura Mollo, seconded by Jan White, and the unanimous roll call vote of all members present, the Council voted 6-0 to approve the following Meeting Minutes.

- March 10, 2026- Regular Scheduled Minutes

IN RE: Scheduled Public Comments

There were no Scheduled Public Comments.

IN RE: Unscheduled Public Comments

Mayor Cury advised there were two citizens in attendance who wished to speak during Unscheduled Comments but could not get into the room earlier to notify Council due to all of the children, Council came to a consensus to allow them to speak.

Carolyn Horton- Mrs. Horton expressed her gratitude for the Town but voiced her concern over significant utility rate increases, stating that she is a widow and her bill was \$1,100 in March.

Chief Holt presented information regarding the Certified Crime Prevention Community Program, a statewide initiative administered through the Virginia Department of Criminal Justice Services that recognizes communities who committed to implementing proactive crime prevention and public safety strategies.

Chief Holt advised that certification is achieved by implementing and maintaining a series of core public safety elements.

Chief Holt also advised that the first step in the process is submission of a Letter of Intent indicating the Towns desire to participate in the program and the second step requires approval and adoption of the presented Resolution by Town Council formally supporting the Towns participation and their commitment to the Towns public safety objectives.

Chief Holt stated this program compliments the Police Departments Accreditation Program and builds on the community policing programs that are already established.

Mrs. Mollo inquired if this program will cost the Town anything, Chief Holt advised it could potentially, but he did not anticipate any significant costs.

Upon a motion by Jan White, seconded by Seth White, and the unanimous roll call vote of all members present, the Council voted 6-0 to approve R-2026-05-01

IN RE: Fiscal Year 2027 Budget Discussion

Mr. Marr and Mr. Campbell presented the upcoming Fiscal Year Budget. Key Points included:

Restructuring: Recommendation to treat grants as separate P&Ls, separate capital from operating budgets, and break out the sanitation department into its own enterprise fund to accurately track the cost of service.

Revenue Challenges: Highlighted the need for growth and dedicated revenue to outpace inflating operational costs. It was noted that power supply purchase costs have increased 63% since 2023.

Departmental Adjustments: Council reached a consensus to restructure employee allocations so that salaries properly reflect the specific departments where employees work (e.g., removing cross-allocations from the Finance office).

Transfers Out/Misinformation: Council clarified for the public that the "transfer out" from the electric fund pays for the Town Manager and Finance personnel who manage the utility, not to pad the general fund. Forensic audits confirm this is a legal and required practice.

Capital Needs & Mowing: Addressed complaints regarding overgrown grass in town parks and right-of-ways. The Town Manager will evaluate restructuring public works and mowing schedules, potentially utilizing a hybrid contract system.

Parks and Recreation: Agreed to earmark program-generated revenue (e.g., basketball, volleyball fees) to directly fund recreation facility and equipment needs.

Mrs. Mollo requested to go through each department.

Mr. Campbell advised that the Revenues on the Enterprise Fund are set to break even and the General Fund still has the \$300k shortfall,

Mr. Marr advised the \$300k shortfall is primarily two capital items.

Legal Services

Mr. Campbell advised no change.

Town Council

Mrs. Mollo inquired about the Council salaries and wages being set at \$11k and asked if it should it be set at \$10,500 since it doesn't fluctuate. Mr. Campbell advised he would reduce it to \$10,500.

Mrs. Mollo inquired about the Clerk salary, advised hers should be set to \$12k and won't fluctuate either. Mr. Campbell advised he would correct it.

Town Manager

Mrs. Mollo inquired if the Life Insurance budgeted at \$119.00 was correct, Mr. Campbell advised it was accurate.

Mrs. Mollo inquired about Dues & Membership, Mr. Campbell advised that was for D & L primarily.

Mr. Marr advised he's always been a member of ICMA, which has not been funded historically, but would like to see whoever is in the role to have those resources and be able to grow.

Human Resources

Mrs. Mollo inquired about the Salaries and Wages being set at \$98k when the Salary is \$92,732, with no open positions, and asked if they could lower it. Mr. Marr advised he used a formula of 7 actual and 5 budget, could have a slight difference.

Finance Department

Mrs. Mollo inquired about the Salaries and Wages are \$424k and they have \$469k listed in the budget.

Mr. Marr advised they will make the adjustments.

Mr. Marr and Council had a brief discussion about employees needing to be listed in the correct department and salaries.

Mr. Bales inquired if there was any COLA built into this budget, Mr. Campbell advised there was none.

Mr. Marr spoke about potentially raising the salaries in the future, and advised he wants the employees to get something, their costs are changing and they are worth it.

Mrs. Mollo stated that she agrees and doesn't think anyone on Council would disagree and would like to see the ones who haven't gotten increases get something.

Mr. Marr advised the Town has an aging and talented workforce and they would not be able to get anyone to replace them by going to market today, they have been able to retain them because they love the Town. Mr. Marr advised they need to be competitive if they want good people.

Mrs. Mollo inquired about the \$2500 donations and advised she was good with cutting that if everyone else was. Mr. Marr stated that he wanted to encourage them to not do that, because they are the only Town not supporting events such as the fair.

Council had a brief discussion regarding donations.

Electric Fund

Mr. White spoke to Mrs. Horton and the Council regarding the Electric Fund and advised the cost to Purchase Power has risen 63% since 2023.

Mrs. Mollo stated the Town was projected to collect \$11,301,988 from electrical collections and projected to purchase \$8,892,000 worth of electricity, which is \$3.1 million over.

Council had a brief discussion on the Electrical Fund and Rates.

Mayor Cury declared a ten-minute recess.

IT

Mr. Campbell advised the current version has Firewalls in it, but not Routers.

Police Grants

Chief Holt advised it is hard to forecast grants, but they have listed the ones they know they are getting and will continue to pursue others.

Police Department

Chief Holt advised they have 1 open position, and they need to keep it there, and advised he is right on point with his salary.

Mrs. Mollo inquired if the salary for the employee who works both Police and Rescue is divided between the two departments, Chief Holt advised it was.

Mrs. Mollo also inquired if the \$27k Training Expense includes per diems, Chief Holt advised it was.

Chief Holt advised the \$15k was going to help buy a slightly used vehicle this year and they had been able to pull down a lot of grant funding to help with fleet replacement as well.

Mr. Bales inquired if the building was in good shape and Chief Holt advised it was.

Mr. Bales also inquired if the Server had been moved up yet and Chief Holt advised it had not due to grant restrictions, so the funds was shifted to the generator at the Wastewater Plant.

Mr. Bales stated that he would feel more comfortable in the Towns server wasn't close to being flooded, Chief Holt stated it is desperately needed.

Mrs. Mollo asked if Special Projects could be lowered, and Chief Holt advised it depends on what her priorities were, several events are funded through it including their Shop with a Cop Program and Trunk or Treat.

Mr. Marr advised these events are important to maintain.

Mr. Jackson inquired about Veterinary Services increasing, Chief Holt advised they have 2 K-9s now instead of just one, Nala and Moose.

Fire Department

Mrs. Mollo inquired about Auditing and Legal, Mr. Campbell advised this was a shared portion where everyone shares the Auditing expense.

Mrs. Mollo advised it was not listed in Rescue, and Mr. Campbell advised he would follow-up.

Mrs. Mollo inquired about building repairs and asked if anything was planned, Mr. Campbell advised it was in case something comes up.

Rescue Department

Mrs. Mollo inquired if the Capital Needs were built into this, Mr. Campbell advised it was.

Council had a brief discussion about renewing the contract for rescue services with the County.

Public Works

Mrs. Mollo inquired about Capital Needs, asked if the 2-3 people for mowing were already listed in the Salaries, Mr. Shepherd advised it was not.

Council had a brief discussion regarding mowing.

IN RE: I/EDA, Board of Zoning Appeals, and Planning Commission
Appointments

Upon a motion by Jordan Bales, seconded by Jan White, and the unanimous roll call vote of all members present, the Council voted 6-0 to table the I/EDA, Board of Zoning Appeals, and Planning Commission appointments until the June Meeting.

IN RE: Monthly Financial Report

Mr. Campbell advised if Council has any questions, they can reach out to him regarding the Monthly Financial Report.

Mrs. Mollo inquired about why the Town was giving money (\$672) to the Teen Center this period and stated that Mr. Campbell can email her with the answer.

There were no other questions from Council regarding the Monthly Financial Report.

IN RE: Attorney Report

Mr. Thomas read the first presentment (Titles Only) for the following proposed ordinances. No voting action was taken; these will be voted on at the June meeting:

O-2026-06-01: Amending Garbage Rates (\$1 increase).

O-2026-06-02: Amending Water and Sewer rates (\$1.10 increase).

O-2026-06-03 through O-2026-06-07: Amending various Electric Rates (adjusting customer charges, demand charges, and kWh usage fees).

O-2026-06-08: Amending Real Estate Tax (proposed increase from \$0.18 to \$0.21).

IN RE: Town Manager Report

Mr. Marr advised he has nothing.

IN RE: Council Member Reports

Seth White- Waived

Gary Jackson- Waived

Rick Wood- Waived

Jordan Bales- Waived

Jan White- Waived

Laura Mollo-

Upon a motion by Laura Mollo, seconded by Seth White, and the unanimous roll call vote of all members present, the Council voted 6-0 to suspend issuing citations for overgrown grass for 45 days until the Town gets its own public spaces adequately mowed.

IN RE: Mayor Comments

Mayor Cury thanked everyone.

IN RE: Executive Session

Mayor Cury advised the Council would be going into Executive Session pursuant to:

VA Code Section 2.2-3711 (A)(1) Personnel-

- SGA Manager Search

VA Code Section 2.2-3711 (A)(6) Contract Negotiations-

- Reviewing Legal RFP

Upon a motion by Jan White, seconded by Laura Mollo and the unanimous roll call vote of all members present, the Council voted 6-0 to go into Executive Session.

Upon a motion by Rick Wood, seconded by Seth White and the unanimous roll call vote of all members present, the Council voted 6-0 to return to Open Session.

Upon a motion by Rick Wood, seconded by Seth White and the unanimous roll call vote of all members present, the Council certified 6-0 that only the following VA Code Sections were discussed during the Executive Session.

VA Code Section 2.2-3711 (A)(1) Personnel-

- SGA Manager Search

VA Code Section 2.2-3711 (A)(6) Contract Negotiations-

- Reviewing Legal RFP

IN RE: **Legal RFP**

Upon a motion by Seth White, seconded by Jordan Bales and the roll call vote of all members present, Council voted 5-1 with Laura Mollo voting no, to award the Legal RFP to Musick Peeler law Firm.

Mrs. Mollo advised she was voting no due to funds being spent out of the Electrical Fund.

IN RE: **Adjournment**

Upon a motion by Rick Wood, seconded by Jan White and the unanimous roll call vote of all members present, the meeting was adjourned.


Amanda Beheler, Town Clerk


Rodney D. Cury, Mayor

