

**REGULAR MEETING MINUTES**

Town of Weber City Town Council

Tuesday, July 15, 2025 – 7:00 pm

Weber City, Virginia Town Hall – Assembly Room

**\*\*Corrected as requested by Keltie Kerney on August 19, 2025 Meeting\*\***

The Regular meeting of the Town Council of Weber City was called to order at **7:00 PM** on Tuesday, **July 15, 2025**. Mayor Justin Addington presiding.

Opening prayer led by **Eileen Deckard, Council Member**. The Pledge of Allegiance was led by: **Mayor Justin Addington** and joined by all in attendance.

**Roll Call**

PRESENT:

- Mayor Justin Addington
- Vice Mayor Wendell Tipton
- Town Attorney Mike Carrico
- Council Member Eileen Deckard
- Council Member Keltie Kerney
- Council Member Zackary Salyer (joined 7:09 pm via Deckard’s phone)
- Council Member Teresa Tilson
- Council Member Jeff Flanary

ABSENT: None (vote totals are reflective of those who joined late)

OTHERS PRESENT

- Rhonda Neeley, Town Treasurer
- Penney Capps, Town Clerk
- Donald Harding III, Police Chief
- Frank Tittle, Public Works

**APPROVAL OF MINUTES and FINANCIAL REPORT**

- **June 10, 2025**, Public Hearing Meeting: Motion to approve by Teresa Tilson, seconded by Wendell Tipton. Motion passed. **4 AYES 1 ABSENT 1 ABSTAIN**
- **June 10, 2025**, Regular Meeting: Motion to approve by Wendell Tipton, seconded by Teresa Tilson. Motion passed. **4 AYES 1 NAY 1 ABSENT**
- **June 24, 2025**, Special Called Meeting – Personnel: Motion to approve by Teresa Tilson, seconded by Jeff Flanary. Motion passed. **5 AYES 1 ABSENT**
- **June 24, 2025**, Special Called Meeting – Budget Adoption: Motion to approve by Teresa Tilson, seconded by Jeff Flanary. **4 AYES 1 NAY 1 ABSENT**
- **May 21, 2025**, Special Called Meeting - Vote for Preliminary FY25-26 Budget to Publish: Revisited Minutes that remain unapproved. Motion to approve by Teresa Tilson; seconded by Wendell Tipton. Motion passed. **4 AYES 2 NAYS**
- **June 2025** Financial Report Motion to approve the by Teresa Tilson, seconded by Wendell Tipton. Motion passed unanimously. **5 AYES 1 NAY**

**Mayor Report and Comments:**

Mayor Justin Addington made a statement calling for meetings to be conducted respectfully and professionally, with formal address and structured communication. He discouraged contacting staff outside work hours and emphasized operational directives to go through the Mayor.

“As we move forward, all meetings will be conducted in a respectful and professional manner. I ask that I be addressed as Mayor Addington or Mr. Mayor during town meetings. In order to maintain order, please wait to speak until you are recognized and given permission to do so. Our town attorney and staff should not be contacted outside of official matters. We need to stop micro-managing; employees should feel supported and not fearful for their jobs. All day-to-day operations will be directed through the Mayor, not through office personnel. If there are any concerns or matters that require attention, they will be reviewed during our scheduled town council meetings. Finally, to protect everyone’s time and privacy, please refrain from contacting staff outside of work hours. All correspondence should go through town phones or official town email only.”

Keltie Kerney asked Mayor Addington when the Council may discuss that statement. She asked for clarification on whether office personnel can be contacted at all. Mayor Addington explained that work requests and or projects should come through the council collectively and not by one person only. He further stated that if there is a problem, it can be addressed at a council meeting, or even at a Special Called meeting if necessary. Personnel should not be followed in town and council members should not stop in to order work requests/projects that hinder day-to-day operations.

**OLD BUSINESS:**

Accept Miller Resignation

Motion to accept the June 22, 2025, resignation letter of Officer Justin C. Miller of the Weber City Police Department made by Teresa Tilson, seconded by Zackary Salyer. Keltie Kerney asked if this motion included the conditions listed in his resignation letter. Mike Carrico stated it will follow the Town’s policy regarding distribution of his final check.

Motion carries. **5 AYES 1 NAY**

Schedules for Officers

Motion to clarify an item voted on during the June 10, 2025, meeting regarding the request for Police officer’s schedules to be made available in the Clerk’s office, to include shift times and not just dates only, was made by Keltie Kerney. No vote was required, therefore did not require a second.

**\*\*Correction to these minutes as requested by Keltie Kerney August 19, 2025 meeting\*\***

Town Attorney, Mike Carrico, reread the original motion by Zackary Salyer for clarification. It says, “I make a motion to post a schedule, of officers on the wall in the clerk’s office of the town of Weber City – Schedules A and B officers, no names, for the shifts that they will be working”. He asked the Mayor if that was being complied with. The Mayor replied that since it includes the word “shifts”, it legally requires the time to be included on it. Town Attorney, Carrico, concluded that the Council needs to ask the Police Chief to re-do the schedule by adding the time on it, and since this item has already been voted on, no additional vote is required.

Town Owned Building on Roland Street

Gutter repairs completed; confirmed by Maintenance Committee. No further action is required.

Clarification of a Previous Vote Regarding ECO/TDO pay rate

Council member, Jeff Flanary, referred to an item discussed at the previous meeting on June 10, 2025. He specifically made a motion at the meeting of June 18, **2024**, that officers receive the rate of time and a half during the hours working ECO/TDO transports. This rate was to be paid at any time that the officer was engaged in this type of transport, not only when the officer went beyond their full-time hours. Due to this being state funded reimbursement for this type of transport and using the excess funds available for Town expenses incurred during the transport. Jeff Flanary offered to make a motion to clarify this item. Town Attorney, Mike Carrico said, in his legal opinion, that the item was settled upon June 18, 2024, voted as town policy, and required no further clarification. Keltie Kerney asked for information regarding the frequency of these transports, so it can properly be planned for financially. The answer: 1 or 2 a year.

New Timesheets for Town Employees and Adapted Policy

Keltie Kerney asked to table this item until the next Regular Council Meeting to allow time to present a sample document. The proposal was to implement a detailed timesheet for accountability.

Roll-Call Voting Implemented

Council member, Wendell Tipton, requested roll-call voting protocol to assist with accurate records.

**NEW BUSINESS:**

America 250 Celebration

Council member, Keltie Kerney, noted the America 250 Celebration for July 4, 2026 – requested the council to consider involvement and inclusion to the budget FY26-27.

Utility Trailer Purchase – Public Works

Motion to purchase a 77 x 10 Utility Trailer from Addington Oil in the amount of **\$2,899.00** was made by Eileen Deckard, second by Keltie Kerney. Three quotes have been presented, with Addington Oil having the best price. Motion carried.

**4 AYES, 2 NAYS**

Appoint Town Clerk FY25-26

Motion to reappoint the current Town Clerk, Penney Capps was made by Teresa Tilson, second by Wendell Tipton. Motion carried **6 AYES**

Appoint Town Attorney FY 25-26

Motion to reappoint the current Town Attorney, Michael Carrico, was made by Jeff Flanary, second by Keltie Kerney. Motion carried. **6 AYES**

Appoint Police Chief FY 25-26

Motion to reappoint the current Police Chief, Donald Harding, III, was made by Jeff Flanary, second by Teresa Tilson. Motion carried. **5 AYES, 1 NAY**

**Legal Affairs – by Attorney Mike Carrico**

None at this time.

**Committee Reports:**

Mayor Addington chose to table until the next meeting the appointment/changes of Committees for FY25-26.

***Finance Committee Report: Teresa Tilson and Wendell Tipton***

Nothing new since the last meeting. Teresa Tilson wanted to note that she and Wendell review each expense before signing off on it.

***Personnel Committee Report: Jeff Flanary and Keltie Kerney***

Handbook updates are still pending.

***Zoning/Planning Committee Report: Eileen Deckard and Zackary Salyer***

Draft zoning updates underway; will be reviewed by Town Attorney before distribution to Council for review.

***Street Committee Report: Jeff Flanary and Wendell Tipton***

Wilmeth Street repairs nearing completion and looks great.

***Maintenance Committee Report: Eileen Deckard and Frank Tittle***

Eileen Deckard presented the three quotes to purchase a Utility trailer for the Public Works department.

Rural King      6x11 \$2,400      5.5x10 \$1600

Tractor Supply   6x11 \$3,699      5.5x10 \$2499

Addington Oil   77x10 \$2,899 with no tax

She recommended it be purchased from Addington Oil due to the competitive price, better quality, and supporting local business. ***The vote is recorded under New Business.***

Approval for shocks on Public Works truck under \$500.

**Police Department Report:**

June Report: 4 arrests, 114 traffic stops, 79 summons issued.

Announced National Night Out August 5, 2025, 6 pm to 9 pm. The event will include inflatables, food trucks, school back-pack distribution, fundraising dunk tank to benefit the Scott County families experiencing childhood cancer.

Job posting for full-time officer has been added to social media. Chief Harding proposed a modification to the hiring/firing process for the Police Department. The request has been referred to the Personnel Committee to address at a future meeting.

**Fire Department Report:**

No one present for report.

**Public Comment:**      *Opened: 7:56 pm    Closed 7:58 pm*

*(The purpose of Public Comment is for citizens to express their views to which the Council will address at another time. Public Comment is not a conversation.)*

Ron Bellman introduced his new business at the former Scott County Lumber building and asked for guidance on compliance processes. It will be an equipment sales/rental business and potential restaurant.

**CLOSED SESSION**

None required at this meeting.

**RETURN TO OPEN SESSION**

N/A

**CERTIFICATE OF CLOSED SESSION**

N/A

**Other Matters:**

Discussion was held on legal and liability aspects of National Night Out and fundraising protocols. Town insurance carrier (VACORP) to be contacted for liability confirmation.

**\*\*Correction to these minutes as requested by Keltie Kerney August 19, 2025 meeting\*\***

The following are the comments made regarding this:

Council member Keltie Kerney stated that she had some questions about the National Night Out that were asked in previous meetings that were not answered. Is this a town endorsed function that the town has taken responsibility, accountability, and liability for if there is an incident during this? What if someone gets hurt? Who is collecting the funds and managing the documentation of the donations? Who is writing checks out for items that are purchased? Are we a 501C3? How do we recognize donors who are making donations to this?

Town Attorney, Mike Carrico, stated the town is not a 501C3.

Council member Kerney added, that she heard that the balance of the donations is going to be given to the families of the Scott County children who have cancer. Who has made this decision to give the balance of the money to them, if this is a town endorsed function?

Mayor Addington replied, it is a fundraiser. When the town does a fundraiser, it is not usually voted on who gets the money. It goes to the group the money was raised for.

Council member Jeff Flanary asked, was this not something that the Police Department, the Police Chief started? That the Weber City part of the national event was organized by the Weber City Police Department, doing the work themselves. Council member Kerney stated that since the police department is a department of the town it would conclude that the town must endorse the event to accept liability.

Mayor Addington then asked if the suggestion was to shut the event down, asking if a vote on whether or not the event takes place is required at this time.

Council member Kerney replied that she was not suggesting to shut it down but merely suggesting that the Council clarify who's responsible for the liability for the town. Council member Wendell Tipton stated that Police Chief Harding shouldered all the responsibility for this in the past, saying that it's a good event. Urging that it should be something that the town actually participates in.

Town Attorney, Carrico, suggested, since there are many concerns, that the town's insurance company, VACORP, be advised that this is an event in the town just to get an assurance that should something happen that the insurance is ample to cover the town. He asked that office staff contact VACORP for this clarification.

**ADJOURNMENT:**

A motion to adjourn was made by **Teresa Tilson**, second by **Jeff Flanary**.

Motion passed with **6 AYES**

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**Mayor: Justin Addington**

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**Town Clerk: Penney C. Capps**