



CONOVER

North Carolina

Conover City Council

Special Meeting Minutes

Wednesday, October 22, 2025 at 12:00 PM

Downtown Cary Park

Academy Pavilion

327 S. Academy St

Cary, NC 27511

A Special Meeting of the Conover City Council was held on Wednesday, October 22, 2025 at 12:00 PM in the Downtown Cary Park Academy Pavilion, 327 S. Academy St, Cary, NC 27511.

I. CALL TO ORDER

Presiding Official:

Mayor Kyle Hayman

Council Members Present:

Mayor Kyle Hayman
Mayor Pro Tem / Council Member Mark Canrobert
Council Member Joie Fulbright
Council Member Jim Green
Council Member Brenda Powell

Council Members Absent:

None

Staff Present:

City Manager Tom Hart, City Clerk Stephanie Watson, Human Resources Madeleine Epley, Planning Director Erik Schlichting, Public Works Director Terry R. Jones, Public Utilities Director Brian Bradshaw, Fire Chief Mark Stafford, Police Chief Robert Houston, Information Technology Director Chris Niver, Deputy Fire Chief Jackie Lail, Police Major Jeff Barkley, Assistant Public Works Director Ken Colf, and Assistant Public Utilities Director Eric Williams

City Attorney Susan Matthews was available by conference phone.

II. INVOCATION

Mayor Kyle J. Hayman

III. BUSINESS AGENDA

Item 1: Discussion of the Strategic Plan for the Upcoming Fiscal Year

City Manager Tom Hart emphasized the importance of strategic planning and the importance of aligning City goals with available resources. He then spoke briefly about the 2025-2026 Focus Areas which have been condensed from five focus areas to three. These included Prosperity

(Economic Development, Core Infrastructure, and Growth Control), Well-Being (Citizen Preparedness, Safe Neighborhoods and Vibrant & Walkable Places), and Innovation & Excellence (Preferred Employer, Engaged City Council, and Inviting Parks & Facilities).

Under Prosperity, Mr. Hart highlighted different areas around Conover that hold potential for economic development opportunities. Other topics included development of the City's infrastructure (updates made to the treatment plant), the concerns connected with the Charlotte IBT, the Lyle Creek Line, and the push for a potential future train stop at Conover Station. A comparison between zoning approvals and actual build out was made, with the latest population growth numbers (2020-2023) showing a 1.16% average in growth per year. The development of the UDO is underway but will need a more thorough staff review before review by a committee and there is also the result of Session Law 2024-57 that has and will continue to cause challenges. Flooding and stormwater concerns were briefly discussed.

Mayor Hayman called for a recess at 2:25 p.m. The meeting reconvened at 2:36 p.m.

Under Well-being, Mr. Hart spoke of the steps the City has taken to protect and serve its citizens with highlights including hiring more Police and Fire personnel, updates to practical health and safety equipment for Police and Fire, working with the County on a HazMat team, updates to the city's code to support Code Enforcement efforts with public nuisances, work to prepare citizens for moments of crisis ("First, First Responders") and the City's efforts to create more vibrant and walkable spaces (ex: the reading garden located at Conover Park). The Fire Department is working towards accreditation readiness in the future. There was also some discussion about speeding and traffic concerns. A joint feasibility study was funded by Thread Trail grants to examine the potential for a multi-use path connecting the Hickory and Conover area.

Under Innovation & Excellence, Mr. Hart reiterated the City's steps to update its walkable areas noting the installation of sidewalks in the downtown area that were made possible due to a Rural Transformation Grant with the goal being interconnectivity. He also spoke of potential, future plans and goals for the downtown area, which included beautification efforts through grants, economic development, and a tree initiative. The City of Conover continues its efforts to remain a preferred employer by investing in its employees and understanding the challenges that they are now facing, which currently includes a lack of affordable childcare options. He then spoke about the continued engagement of City Council. Continuing improvements to City parks were also discussed with a goal to improve on the strong foundation that is already there. This included incorporating more walking paths, picnic tables/seating areas, etc. Updates to City buildings and facilities to make them more welcoming to the public are underway. He spoke of the potential for a park additions/improvements on Northern Drive.

Next steps would be to set budget priorities for the next fiscal year in early 2026, revisit the current strategic plan next fall, and consider if a longer strategic planning cycle is needed.

No formal action was taken.

IV. ADJOURNMENT

There being no further business, the meeting was adjourned at 4:20 p.m.

Kyle J. Hayman, Mayor

Stephanie C. Watson, City Clerk