TOWN OF BAILEY MEETING MINUTES
REGULAR PUBLIC MEETING – 7/20/2026

This Regular Public Meeting of the Bailey Town Board of Commissioners was held at Bailey Town Hall on July 20, 2026 at 6:30 PM.

The following Board members were present: Mayor Owen H. Strickland II, Mayor Pro Tempore/Commissioner Walter Wells, and Commissioners Richard Wilson, Dillon Bissette, and David Evans.

The following Board member was absent: Commissioner Ervin Powell.

Also present: Town Administrator/Town Clerk/CFO Joel Killion, Police Chief Adam Gelo, and Town Attorney Nick Berry.

Mayor Strickland called the meeting to order and welcomed everyone.

Invocation

Pledge of Allegiance

Adoption of Agenda:
Mayor Pro Tempore/Commissioner Walter Wells asked the Board to consider adding "Town Personnel Policy" and "Streets Commissioner Role Discussion" to the beginning of New Business in the Agenda.

After no objections, comments, or questions were raised by the Commissioners, Commissioner Evans made a motion to add "Town Personnel Policy" and "Streets Commissioner Role Discussion" to the beginning of New Business, and Commissioner Bissette seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Evans: Aye, Bissette: Aye, Wells: Aye, Wilson: Aye.

Then, Commissioner Wells made a motion to accept the Agenda as adjusted, and Commissioner Bissette seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Wells: Aye, Bissette: Aye, Evans: Aye, Wilson: Aye.

Approval of Previous Meeting Minutes:
Commissioner Bissette made a motion to adopt the meeting minutes from the Regular Public Meeting on June 15, 2026, and Commissioner Evans seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Bissette: Aye, Evans: Aye, Wells: Aye, Wilson: Aye.

Commissioner Bissette made a motion to adopt the meeting minutes from the Regular Public Meeting on June 23, 2026, and Commissioner Wells seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Bissette: Aye, Wells: Aye, Evans: Aye, Wilson: Aye.

Acceptance of Financials:
The Board of Commissioners accepted the Accounts Summary from KS Bank, the Budget vs. Actual Report, and the KS Bank Statement for the General Funding Checking Account for June 2026.

Public Hearing:
Mayor Strickland asked for a motion to open the Public Hearing for the Proposed Closure of Glover Street.

Commissioner Bissette made a motion to open the Public Hearing, and Commissioner Evans seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Bissette: Aye, Evans: Aye, Wells: Aye, Wilson: Aye.

In Zoning Administrator/Code Enforcer Shawn Lucas's absence, Town Attorney Berry approached the podium and presented Mr. Lucas's report to the Board regarding the proposed closure of Glover Street.

Then, referencing the Public Comments Sign-Up Sheet for this Public Hearing, Mayor Strickland opened the podium to the two following signers:

Mr. Larry Glover – Mr. Glover, whose family the road was named for, stated that he was neither for nor against the proposal. He said he was unsure why the issue had arisen at this time and also expressed concern about the poor condition of Finch Street.

Ms. Alexandra Bullock – Ms. Bullock objected to the proposal and stated that on paper she owns the property.

Mayor Strickland asked if anyone else wished to provide public comments. When no one stepped forward, Town Attorney Berry approached the podium and explained that, in deciding whether to close Glover Street, the Board must determine whether the closure would harm the public interest or individual property rights, including ingress and egress.

Commissioner Wells made a motion to close the Public Hearing for the Proposed Closure of Glover Street, and Commissioner Bissette seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Wells: Aye, Bissette: Aye, Wilson: Aye, Evans: Aye.

Mayor Strickland asked Town Attorney Berry for recommendations. Town Attorney Berry, agreeing with Zoning Administrator/Code Enforcer Lucas, recommended closing Glover Street because the Town has significant underground infrastructure there. He stated that the Town acted on the matter because of that infrastructure and its responsibility to maintain it.

Commissioner Wells provided a brief historical background of this matter and echoed the Town's responsibility to maintain the underground infrastructure.

Afterwards, Town Attorney Berry read the proposed Ordinance to Permanently Close Glover Street.

Commissioner Wells made a motion to approve the adoption of the Ordinance to Permanently Close Glover Street, and Commissioner Bissette seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Wells: Aye, Bissette: Aye, Wilson: Aye, Evans: Aye. [Note: Since this was an Ordinance, Mayor Strickland asked for a roll-call vote to be conducted by Town Administrator/Clerk Killion and it was done.]

Public Comments:
Mr. Earl Foster – Mr. Foster stated that the Town, through Zoning Administrator/Code Enforcer Lucas, hired a contractor to clean his property. He requested photographs of the Town-issued violations that led to the clean-up, as well as a copy of the Post Office receipt showing that notice was mailed to "a deceased woman that everyone knows is deceased." He also stated that his stepdaughter, who was renting the property, never received notice of the violations. Mr. Foster said the items removed from the property belonged to him, including building materials, and that a list of those items had been provided to the Bailey Police Department.

Mr. Foster then stated that the property includes two lots and asked whether the Town would restore both sewer taps during the current sewer projects.

Commissioner Wells, who is over the sewer/water department, said he would discuss this with Mr. Foster after the meeting.

Ms. Pam Finch – Ms. Finch expressed concern about Finch Street's poor driving condition.

Mr. Cecil Hawley – Mr. Hawley shared concerns about limited visibility when pulling out of Williams Street onto HWY 581 and looking toward Mount Pleasant. He then asked for a map of the new sewer and water lines being put in during the current construction that was underway.

Commissioner Wells said he would discuss this with Mr. Hawley after the meeting, since it would be a detailed discussion.

Mr. Hawley also requested that the Town send a letter addressing the security of personal data.

He also asked whether, as someone who buys and sells houses, he could have water temporarily turned on to test a property's water system without paying all costs associated with opening a new utility billing account.

Ms. Donna Boswell – Declined to speak.

Mayor Strickland then asked if anyone else wished to provide public comments. When no one stepped forward, he closed the Public Comments portion of the meeting.

Administrative Reports:
Sewer & Water Department – Envirolink Inc. – Mr. Chris Riat (COO with Envirolink), who was present in Mr. Josh Powers' absence, directed the Board's attention to the Monthly Activity Report for June included in their packets and asked for any questions the Board may have.

No questions were asked.

Cemetery & Landscaping Department – Mr. John Thompson, Owner/Operator of Top Notch Lawn Care – Mr. Thompson was absent due to completing work for the Town.

Regulatory Department – Mr. Shawn Lucas, Zoning Administrator/Code Enforcer – Zoning Administrator/Code Enforcer Lucas was absent.

Police Department – Chief Adam Gelo, with Mr. Andy Cone by his side, made a special presentation to former Lt. Cone for his retirement as of June 30, 2026, presenting him with his badge from the Bailey Police Department, his duty weapon, and a plaque honoring his many years of public law enforcement service.

Ms. Lisa Matthew, Ms. Donna Boswell, and Mrs. Kaye Folsom then came forward to share personal testimonies of how Lt. Cone had served them, their families and our community well in times of desperate need.

Chief Gelo then closed by sharing personal sentiments regarding former Lt. Cone's service.

Administration – Mr. Joel Killion, Town Administrator/Town Clerk/CFO – Administrator Killion directed the Board's attention to the 25/26 FY Audit Contract from S. Preston Douglas & Associates included in the Board packets and asked the Board to please vote on it so the Town can proceed with the audit.

Commissioner Evans made a motion to approve the 25/26 FY Audit Contract, and Commissioner Wilson seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Evans: Aye, Wilson: Aye, Bissette: Aye, Wells: Aye.

He then discussed an email between Zoning Administrator/Code Enforcer Lucas and himself related to the possible addition of a Commercial Zoning Permit fee to the current Fee Schedule. A copy of this email was included in the Board packets. Since Regulatory Commissioner Ervin Powell and Zoning Administrator/Code Enforcer Lucas were absent, Commissioner Bissette made a motion to table this matter until a future meeting, and Commissioner Wells seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Bissette: Aye, Wells: Aye, Evans: Aye, Wilson: Aye.

Committee Reports: None

Old Business:
WWTP Permit Renewal Discussion – Commissioner Wells updated the Board and the public that the NCDEQ requested information from the Town associated with upgrades at the wastewater treatment plant (WWTP) and how it impacts the permit. And he shared that the Town's engineering firm is completing this request.

New Business:
Town Personnel Policy – Commissioner Wells discussed the need for Board clarification on Article II, Section 5 of the Personnel Policy regarding department heads, who are Commissioners. He suggested formalizing department-head roles for Town employees. He noted that employees currently report to the full Board and questioned whether Police personnel should report to the Police Commissioner, Zoning/Code Enforcement to the Regulatory Commissioner, and Administrative staff to a designated person. He stated that requiring staff to report to the full Board could make it difficult for employees to use the Personnel Policy when needed.

A conversation was then had regarding the need to clarify several areas of the Personnel Policy.

Then, Commissioner Wells made a motion for Commissioner Bissette and Town Attorney Berry to do the research for a new personnel policy and provide a report back to the Board of Commissioners, and Commissioner Evans seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Wells: Aye, Evans: Aye, Bissette: Aye, Wilson: Aye.

After a five-minute break, the Board allowed Ms. Latonya Dubois and Ms. Connie Constance Martin to present information regarding a new program in Bailey called Launch Nashville, NC.

Streets Commissioner Role – Commissioner Wells shared that one of his roles has been to oversee the Streets portion of the Town's responsibilities. He then stated that he had asked Commissioner Wilson to take over this role, offering to assist him as he learns the position.

Then, Commissioner Wells made a motion to approve Commissioner Wilson to be the Streets Commissioner for the Town of Bailey effective immediately, and Commissioner Evans seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Wells: Aye, Evans: Aye, Bissette: Aye, Wilson: Aye.

Part-Time Public Works Employee for Water & Sewer – Commissioner Wells stated that funding is available in the 26/27 FY for a Part-Time Public Works Employee for the Water & Sewer Department and asked the Board if he could start the process of identifying this employee as soon as possible.

Commissioner Wells made a motion that the Board allow the Sewer and Water Commissioner to facilitate identifying a part-time employee to assist with Town water and sewer needs as needed, and Commissioner Bissette seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Wells: Aye, Bissette: Aye, Evans: Aye, Wilson: Aye.

N.C. State Statute 159-25 (Dual Signatures) – Mayor Pro Tempore/Commissioner Wells summarized the statute's requirements regarding dual signatures on Town checks. He reminded the Board that when the Town moved its bank accounts to KS Bank in May 2025, Mayor Strickland, Town Administrator/Clerk/CFO Killion, and Commissioner Wells signed signature cards.

Mayor Pro Tempore/Commissioner Wells stated that it had been brought to his attention that the statute does not allow an unauthorized person to co-sign Town checks with the Finance Officer. He then stated that if the Board does not designate a second signer, that responsibility falls to the Chief Executive Officer, which is the Mayor.

He acknowledged that he had co-signed some checks on a limited basis and stated that this was not allowed under the statute. He also reported that the matter had been raised with the Local Government Commission, the N.C. League of Municipalities, the Town's auditor, and the Town Attorney, and that the recommendation was to correct the process as quickly as possible.

Mayor Pro Tempore/Commissioner Wells stated that the Board could either designate a second signer or decline to do so, in which case the duty would remain with the Mayor.

Commissioner Bissette stated that he understood either the Mayor or Mayor Pro Tempore could co-sign checks after the Finance Officer.

Mayor Pro Tempore/Commissioner Wells suggested to the Commissioners that the best dual-signature solution for them to consider as they proceed to a vote would be the one that allows the Town to process checks and pay bills efficiently.

Commissioner Evans stated that the Board should consider designating another person, in addition to the Mayor, to co-sign checks with the Finance Officer to maintain checks and balances and provide a backup if the Mayor is unavailable. He also suggested delaying the vote until Commissioner Powell was present, while acknowledging that the Board could proceed as it chose.

Mayor Pro Tempore/Commissioner Wells stated that the first check he co-signed with the Finance Officer was issued in November 2025 to Mayor Strickland for his annual elected-official salary, at the same time the Commissioners' annual salaries were paid. He explained that the intent was to have someone other than the Mayor co-sign the Mayor's approximately $1,400 check for accountability. He added that this did not excuse his co-signing the check but explained the reason for doing so.

Mayor Strickland reiterated his request to the Board for a report listing the checks that were co-signed by Mayor Pro Tempore/Commissioner Wells.

Mayor Pro Tempore/Commissioner Wells made a motion to appoint Commissioners Bissette and Wilson to work with the Town Attorney to review the Mayor's report and request, analyze the checks co-signed by Commissioner Wells, and compile the information into a report for the Board. Commissioner Evans seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Wells: Aye, Evans: Aye, Bissette: Aye, Wilson: Aye.

Eco World Water – Commissioner Wells directed the Board's attention to a document included in their packets regarding Eco World Water's proposal for an enhanced wastewater treatment facility, which had been brought to the Town's attention by the Town's state representative. He explained that the proposed facility would process wastewater, remove sludge, and produce reclaimed water. The proposal would be considered as a trial project in addition to the Town's existing wastewater treatment facility and would not replace the current planned improvements. Commissioner Wells stated that the project cannot move forward without funding. Eco World Water has a lobbyist working to identify potential funding in the state budget, and Mayor Strickland is also working on funding efforts. Although the project was not specifically included in the state budget, those efforts are ongoing. He noted that, if the project moves forward, the Town would need to purchase additional property for the facility and for additional spray areas. At this time, the proposal remains a plan in progress pending funding.

Mayor Strickland provided background information on the funding efforts that have been and are still underway.

Second Community Sewer & Water Project Update Meeting – Commissioner Wells stated that the Town needs to have a second public forum as soon as possible that will provide necessary updates regarding the sewer and water projects currently underway. He then made a motion requesting the Board to authorize him, working with the Town Administrator, to identify a target date and schedule a second public information forum for the Town as soon as possible. Commissioner Bissette seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Wells: Aye, Bissette: Aye, Evans: Aye, Wilson: Aye.

Commissioner's Remarks:
Dillon Bissette – No remarks.

David Evans – No remarks.

Ervin Powell – Absent

Richard Wilson – He stated that the Cemetery looks good.

Mayor Pro Tempore/Infrastructure and Sewer & Water Commissioner's Remarks:
Mayor Pro Tempore/Commissioner Wells stated that his sewer and water responsibilities for the Town have increased and thanked Commissioner Wilson for assuming oversight of the Streets Department.

Mayor's Remarks:
Mayor Strickland stated that, based on the conversations already held during the meeting, he would hold his comments at that time.

Closed Session:
Commissioner Bissette made a motion to go into closed session for Attorney-Client Privilege pursuant to G.S. 143-318.11(a)(3) and for a Personnel Matter(s) pursuant to G.S. 143-318.11(a)(6). Commissioner Wells seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Bissette: Aye, Wells: Aye, Evans: Aye, Wilson: Aye.

The Mayor and Board of Commissioners then went into closed session with Town Attorney Berry and Town Administrator Killion.

After closed session, Commissioner Bissette made a motion to move out of closed session. Commissioner Wilson seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Bissette: Aye, Wilson: Aye, Evans: Aye, Wells: Aye.

Commissioner Bissette made a motion to increase Chief Gelo's part-time salary to $46,000 a year. Commissioner Evans seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Bissette: Aye, Evans: Aye, Wilson: Aye, Wells: Aye.

Mayor Pro Tempore/Commissioner Wells stated that the Board had received an employee grievance and proposed two resolutions: first, to designate the Mayor Pro Tempore as the Board member to whom all Town staff report; and second, to authorize either the Mayor Pro Tempore or the Mayor as the second signer for Town checks.

After Mayor Pro Tempore/Commissioner Wells presented this as a motion, Commissioner Bissette seconded the motion. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Wells: Aye, Bissette: Aye, Wilson: Aye, Evans: Aye.

Commissioner Wells made a motion to recess the meeting until Tuesday, July 28 at 6:30pm, and Commissioner Bissette seconded. Motion carried.

Vote: Mayor Strickland: N/A, Commissioner Wells: Aye, Bissette: Aye, Wilson: Aye, Evans: Aye.

Meeting recessed.

Owen H. Strickland II

Owen H. Strickland II, Mayor

Joel Killion

Joel Killion, Town Administrator/Town Clerk/CFO