



MINUTES

The Holly Springs Town Council met in a workshop session on Tuesday, January 13, 2026 at the Law Enforcement Center and via livestreaming. Mayor Kondratick presided, calling the meeting to order at 6:00 p.m. A quorum was established as the Mayor and four Council members were present in the room as the meeting opened.

Council Members Present in the room: Mayor Mike Kondratick, Mayor Pro Tem Annie Drees, Council members Chris Deshazor, Sarah Larson, and Kara Foster.

Council Members attending electronically: Council member Daniel Hewetson

Council Members Absent: none.

Staff Members Present in the room: Randy Harrington, Town Manager; Linda McKinney, Town Clerk (recording the minutes); Daniel Weeks, Assistant Town Manager; Scott Chase, Assistant Town Manager; John Schifano, Town Attorney; Jay Osborne, Assistant Town Attorney; Jesse Dixon, IT; Cassie Hack, Director, Communications and Marketing; Corey Petersohn, Director of Budget, Innovation, and Strategy; MaryBeth Spoehr, Budget, Innovation, and Strategy; Tina Stroupe, Director, Finance; Chris Hills, Director, Development Services; Sean Ryan and Sarah Sularz, Development Services; Irena Krstanovic, Director of Economic Development.

Mayor Kondratick called the meeting to order at 6:00 p.m.

1. Overview: Randy Harrington, Town Manager, gave an overview of the meeting agenda.

2. Nondiscrimination Ordinance

John Schifano, Town Attorney, said that this item was to discuss the Wake County Nondiscrimination Ordinance and receive guidance from Council. Wake County instituted this in 2022 and invited municipalities to sign on to it. He defined the Wake County Nondiscrimination Ordinance and explained that it applies to employment, housing, public accommodations and allows participating municipalities to opt in. He explained how the definition of “public accommodations” in the Wake County Ordinance was expanded beyond the federal definition. He showed what forms of discrimination were covered by federal law, by state law, and by the County ordinance. He outlined which municipalities in the County were participating and the various ways in which they were participating.

Mr. Schifano said they tried to get specifics from Wake County on enforcement. There have been about fifty cases that went through the restorative justice center at Campbell. Once those cases are referred to Campbell, they do not report back to the County. Cost is covered by the County through an interlocal agreement and it seems likely to be kept that way for the foreseeable future. In theory the ordinance enforcement would include injunctive relief – if mediation fails because the discrimination is so egregious – the County could go to Court for a Court Order. The ordinance is not a criminal offence, so remedies are civil, not criminal.

Council discussed the potential for litigation around employment cases and the experience of the County in this regard. They discussed costs to the Town and potential costs to businesses,

and Council member Foster said her business in Apex had not incurred any expenses when they adopted the County ordinance. They asked for more data from Wake County and Mr. Schifano said he had not been given any, and that Wake County told him that once a case is referred to Campbell Law School it is not reported back to them what the resolution was.

Council consensus was to move forward with adopting the Wake County NDO. Mr. Schifano said he could get the resolution ready for next week, but the ILA might take longer. It was suggested that he bring this back to Council in February.

3. Affordable Housing Study Primer for Annual Retreat

Chris Hills, Director of Development Services, said the purpose of this item was to define affordable housing, identify housing affordability approaches, and review the 2023 Housing Affordability Study in anticipation of the Annual Retreat. He said that working towards these challenges will take time, but he wanted to cue things up for the Retreat. He asked Council what housing affordability means to them and what success would look like.

Council member Larson said housing diversity for income diversity. Council member Deshazor said aging in place. Mayor Pro Tem Drees said for people to be able to afford to live near where they work. Mayor Kondratick said housing stock diversity. Council member Foster said she agrees with all the above: different sized houses; different lot sizes; and aging in place which is much healthier. Council member Hewetson said the ability to afford a home that fits the situation of any given family. Mr. Hills said it is important, for a policy approach, to cast a wide net.

Mr. Hills said the Area Median Income (AMI) is a key indicator for affordable housing. For this area the AMI is \$132,700 and he explained how affordable housing and workforce housing served the range from Extremely Low Income to Moderate Income at various points along the continuum from 0% AMI to 120% AMI. He gave examples of careers and where they would fall within this continuum in our community.

Mr. Hills defined Affordable housing as less than 30% of household income spent on housing; Cost-burdened as more than 30% up to 50% of household income spent on housing, and Severely Cost-Burdened as more than 50% of income spent on housing. He said there are four basic types of affordable housing: naturally occurring, subsidized, public, and permanent supportive housing; and he defined each type. He said the Comprehensive Plan has various provisions to support housing affordability by increasing home and neighborhood choices, increasing diversity and affordability of housing, and establishing mixed-use activity centers.

MPT Drees asked if most affordable housing is subsidized. Mr. Hills said the biggest chunk is “naturally occurring” but in areas with our economic growth there is pressure on those as well. Rent is particularly vulnerable to this. Sean Ryan, Development Services, said that one thing to think about is the range of different housing situations from affordable housing at the “extremely low” area and workforce housing at the 80 – 120% range. As you move down the scale the level of subsidy goes up.

Mr. Ryan said that there could be two approaches to addressing housing affordability, the ad-hoc approach or a policy-driven approach. He gave examples from the Town’s past of ad-hoc driven approaches and discussed which of these were no longer available or not available in the same form. He gave examples of past policy driven approaches from 2019 to the present.

Mr. Ryan gave an overview of the 2023 Housing Affordability Study starting with what the trends are, where the challenges are, which challenges are a priority to address and what options exist for the Town to consider in order to address these challenges. He offered statistics from the 2023 Study on home prices, rental availability and prices, and community sentiment in regard to

affordable housing. Council member Hewetson asked how many households Holly Springs has, and what percentage are renters. Mr. Ryan said we had between 14,000 and 15,000 households. He said 11-12% of our stock is multi-family, but we don't know the number of people in rental units. Corey Petersohn, Office of Budget, Innovation, and Strategy, said homeownership in Holly Springs is in the mid- 80%. Mr. Ryan said one important thing to note is the study looks at how many units we need to be affordable to that population. Someone in that income level may be in a unit but it may not be affordable to them. This looks at a perfect scenario. Randy Harrington, Town Manager, said one of the things the study identified is the "missing middle" - duplexes, triplexes, etc. The other thing identified is that we don't have enough high-end housing so we have more people who are not moving up the chain, which creates pressure on units at a middle price range. The importance of housing at diverse price points can reduce the pressure on the naturally occurring lower housing rates. We don't have enough housing in the high end, and that squeezes the middle.

Council member Deshazor said the identified unit shortage of 460 from 2023 – we've added a substantial number of units since then. Maybe for the Retreat staff can address what has been added so we can discuss that. Mr. Ryan said we have added units, but most are market rate or above. There is a demand for housing. As we bring new units online, the older units now become available. Mayor Kondratick asked if anything in our pipeline changes these market forces. Mr. Ryan said he was not a real estate market expert, but it is going to add inventory. And that is part of the equation. But it is not the key ticket to doing that.

Mr. Ryan offered an overview from a regional and a local perspective. He identified three categories of housing challenges: Limited housing supply; access to home ownership; and displacement pressure.

Sarah Sularz, Development Services, said the Town can impact housing affordability by using a variety of tools including Land Use and Regulatory Tools, Subsidy Tools, and Tenants' Rights Tools. She gave examples of the different tools within those three categories. She then asked what Council would like to explore further at the Retreat and how they would define success. She asked what data or analysis needs to be done prior to the Retreat and which tools Council would like to explore to impact housing affordability in the community.

Council member Deshazor said he was disappointed that the Study wasn't adopted in 2023. Some of the data points need a little bit of an update. We know the supply has changed and that is worth looking at. The other piece is the options in the Study. He would also like to look at available grants.

Mayor Kondratick said he would like to look at what are the best ways to engage with the County on this issue. Also, if there is some context for what other municipalities in our area are doing.

Council member Foster said developers' plans seem to have a lot of similar units. She asked if there was a way to expand the diversity within the plan that developers are bringing in. Putting smaller units into an area with larger homes to help with aging in place, for example. How can we encourage that? Mr. Hills said a lot of it comes in the form tradeoffs. There may be tradeoffs with regard to density or tree preservation, etc. Most of the cases that come before us are far below the allowed diversity. Council member Foster asked if creating pockets of mixed-use would lower traffic by having small businesses in a residential development. Mr. Hills said that conversations like this help us adjust the comprehensive plan and we can take those to developers.

Council member Larson said having an action plan is helpful and knowing how to balance that with diversity housing but not having corporate landlords come in and buy all the affordable housing. Maybe a fee-in-lieu towards affordable housing. She would like to look at an action plan, steps we could take.

MPT Drees said the water resource plan with the percentage of affordable housing could maybe have a fee-in-lieu towards affordable housing. She wants to see about areas that are ideal for affordable housing being zoned or districted to make it more likely to happen. Increasing water bills is a high pain point, so improving affordability of housing is important.

Council member Hewetson said the data points are important and she would like to see the gap is between supply and demand to understand what we need to fill.

Council member Deshazor said the Central Pines Council of Governments has their own committee on aging and they are doing a lot. It is a resource we can tap into. But the other piece, ad-hoc v. policy, what would feel like a huge win to him would be a policy that states if you do X you get Y, so that people know what they are getting. It would help us get more from the developers. He knows it would take time but he would like to move in that direction.

Mayor Kondratick said he would like to get to the point where staff has enough information to go off and create an Affordable Housing Plan, so we have a firm set of policies that we can apply. Mr. Hills said that staff shares that goal. We are going to navigate through state legislation that allows us to do some things and not do others. We will discuss this at the Retreat.

Mr. Harrington said the predictability piece for staff, the Council, and developers, would help all of those groups. Also part of the challenge is formulating all of these great ideas into something Council can all agree on as to what success looks like and what we can do to get there. There might be value at the Retreat to first have the conversation about what success looks like, so we can create policies that will have the most impact. These conversations are big. We want to go at Council's pace, but it is a bit of a journey to get to the right sweet spot.

Council member Drees suggested prioritizing with easy wins, mid-range, and long-range options. Mayor Kondratick asked if we could have a policy that would drive to that. Mr. Harrington said that would be an important piece of any policy. And maybe even several policies. But the conversation is important to identify the plan of action. Mr. Hills said he heard that Council wants additional information and data points on what we need to do to move things forward. Retreat for focusing on Town business. He said it was also a great way to build and strengthen the team. It is a great tool for long-range planning and big conversations at the high, strategic level, rather than the specific little things. It is important to keep things at the strategic level and to use this as an opportunity to bring everyone to the table at the same level.

He asked Dr. Carlson to address some themes she heard when talking to them. Dr. Carlson said she got great answers about what success would look like at the Retreat. The first theme was on giving staff a strategic direction. There were some short-term goals discussed, but also some longer-term items that came through from everyone. Talking about the event being something to guide and inform the budget process was a theme. The next theme was about building strong relationships with each other and with the Senior Leadership Team (SLT) to give staff a better understanding of what matters to Council and why. She also heard about the "how." What communication channels and decision-making processes would be. Third theme was about incorporating the perspectives of SLT throughout. She asked Council if that aligned with what their understanding was.

Dr. Carlson said that in the process of figuring out this agenda, she is asking what good framing questions for each portion of the Retreat agenda would be and figuring out timing.

Mr. Harrington then outlined possible topics for discussion and framing questions. He said the first day would be team building and setting the stage and would include working with Dr. Carlson on governance and working together. The end of the day would be the Community Satisfaction Survey results. On day two the Budget and General Debt Affordability Outlooks are the first part of the day. After that discussions will be around Infrastructure Investments in transportation, public facilities, and other infrastructure. Housing Affordability would be the next conversation. Later in the afternoon the discussion would be on Utility Infrastructure Investments including utility rate modeling. On Saturday there will be a discussion on Stormwater Management. This would be followed by follow-up to make sure we have achieved expectations and answer any “parking lot” issues that come up during the Retreat or that Council wants to add now. Including asking if there was consensus to consider Eagles Landing Park naming as a Parking Lot item on Saturday or if there were other topics Council would like to discuss at that time.

Council member Deshazor said he would love to add a discussion of e-bikes and scooter safety to the Parking Lot, or at a future workshop if there’s not time at the Retreat. Council member Larson said she agrees and that it came up at the last Parks and Recreation Advisory Committee meeting. She asked if this could fit under the Transportation conversation. Mr. Harrington said the transportation item is more on capital investment side, so he suggests it could fit in on Saturday morning. Council agreed to discuss Eagles Landing Park and the e-bikes/scooters in the “Parking Lot” section of the Retreat. Mr. Harrington said there would be more fine tuning to the schedule.

Mayor Kondratick said he would like a lengthy discussion on how we manage community engagement. It will require staff resources, and he wants to make sure we are managing it in the best way and the Retreat seems like it might be the best place. Council discussed that it could also be a good workshop subject if there is not enough time. Dr. Carlson said there was a way to do a springboard at the Retreat. It could be added to the Governance item as a “what does Council expect in terms of communication to the Community?” She said she could see flexing the time in that part to flow into the Citizen Satisfaction Survey section. Council consensus was to take this approach.

Dr. Carlson said they would do a little more work on the housing affordability framing questions. Mr. Harrington said they would add e-bikes and Eagles Landing Park to the parking Lot and springboarding the community engagement. He said that Chief Liquorie will be at the Retreat and share observations from a public safety point of view, and then Council can discuss actions to influence behavior.

5. Open Discussion:

Council member Deshazor said he forwarded the email from a resident about e-bikes on the greenway. He said that he sees kids rolling down the street pretty fast and not paying attention to cars. He asked parents who are listening to pay attention to their kids and how fast they go. We want to be sure we’re being safe. Secondly, Council got an email about aging in place. Central Pines has a subgroup on aging which deals a lot with aging in place, working with developers to make sure buildings are designed for that. This is something he would like to discuss. He would like to hear from the public commenter. MLK Community weekend is this weekend with several events on Saturday, Sunday, and Monday. He gave a shout out to Tamara Ward, Communications and Marketing, who gave out a lot of information and things that resonated with the group.

Council member Larson said MLK weekend is important and she's excited about the events. She thanked staff for all the ribbon cuttings last week. Her Fun Fact for the day: January 15th is National Hat Day. Thank you for all the hats you wear. National popcorn day is the 18th.

Mayor Kondratick said he wanted to add an item to the February agenda for a presentation on Holly Springs Black History. Council consensus was yes. Second, all the ribbon cuttings were wonderful. He said the Holly Springs Hopper was an amazing roll-out. All the feedback has been positive.

Council member Foster said she has also gotten a lot of great feedback. She went to the first Tree Advisory Committee (TAC) meeting last night and there are a lot of exciting things that they are doing. She would like to get the word out to the community about what TAC does. She would like to add to the March business meeting an Arbor Day Proclamation and information on what the TAC does. MPT Drees would like to ask that the TAC be invited to the meeting for the proclamation.

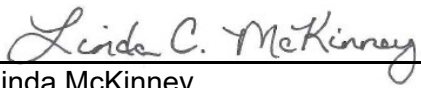
6. Closed Session: Council entered into closed session pursuant to N.C.G.S. 143-318.11(a)(4) to discuss an economic incentive with a motion by Council member Deshazor a second by Council member Larson and a unanimous vote.

Motion to leave closed session was made by Council member Deshazor with a second by MPT Drees and a unanimous vote.

7. Adjournment:

Motion to adjourn was made by Council member Deshazor seconded by Council member Larson and passed with a unanimous vote. The January 13, 2026 workshop meeting of the Holly Springs Town Council was adjourned at 8:38 pm.

Respectfully submitted on Tuesday, February 17, 2026.



Linda McKinney
Town Clerk