

## Dillsboro Town Council

December 1, 2025

Town of Dillsboro Council meetings are live-streamed and archived on dillsboro.in as required by law.

The regular meeting of the Dillsboro Town Council was called to order at 6:00 p.m. on December 1, 2025, by Council President, Tim Benning, who led the Pledge of Allegiance.

Council present: Tim Benning, Becky Fryman, Charlie Caldwell, Jerri Jackson and Dustin Kitchell.  
Attorney present: John Watson

CM Kitchell made a motion to approve the minutes from the regular meeting on November 10 and the executive meeting and the special meeting on November 17. Seconded by CM Fryman. All were in favor, motion carried.

### Guest

Jim Deaton, Dearborn County Redevelopment Commission president, gave an update on the TIFF which is west of Dillsboro on 50 to Lake Dilldear. J. Deaton stated the commission met with the Dearborn County Planning Commission to determine that the commission is not violating anything. There was 4 people to talk but only one talked which was Tim Benning and he did a really good job. The Planning Commission was unanimous to approve. On December 2 at 8:30 a.m. will be a meeting with the County Commissioners. Then on December 8 at 5:00 p.m. there will be a public hearing for the public to speak. J. Deaton stated there has been people talking negative on the internet but it is not accurate.

### Clerk-Treasurer – Rita Stevens

There is a sewer adjustment request from Tracy Ashcraft at 10060 Mulford Street for \$99.32, the usage was 9110 gallons, due to a outside water faucet leak. CM Fryman made a motion to approve the sewer adjustment, seconded by CM Caldwell. All were in favor, motion carried.

Council has been invited to the Dillsboro Volunteer Fire Department Annual Christmas Party on December 13 at 5:00 p.m. at the Dillsboro Civic Club. If any council members are planning on attending, let CT Stevens know.

CT Stevens presented a invoice for the 2026 AIM Dues for \$1,556.00. CM Fryman made a motion to approve paying the invoice, seconded by CM Jackson. All were in favor, motion carried.

### Fire Department – Jason Sullivan, Fire Chief

CT Stevens stated J. Sullivan could not make the meeting since council changed the meeting date to the first Monday of the month. This date is the regular firemen's monthly meeting.

### Police Department – Josh Cady, Police Chief

J. Cady stated the radar sign on Rullman Drive that wasn't working. It is not the battery, will check into it more

Beautification – Charlie Caldwell

C. Caldwell stated been working on getting the flower pots ready for Christmas. Also C. Caldwell thanked the Sons of the American Legion for putting up the snowmen and soldiers.

Park – Thom Maltbie

T. Maltbie stated the Park Board next big project will be where to put the pickleball courts at the Community Park. The engineering plan was drawn up and it originally included a basketball court also. The grant requested, park board only received half of the request and that will be for the pickleball courts.

Dillsboro Arts – Thom Maltbie

T. Maltbie stated will begin the ninth year with the Dillsboro Arts. The mission is to support artists and art locally. Over the 8 years, there has been 11,000 visitors, artists, concert goers, workshop participants and students. Have given out \$56,000 to artists in sales and stipends and performance fees and awards in some of our shows. Have over 3,000 volunteer hours at a value of about \$70,000 and \$100,000 was capital building and equipment complex. Received 2 grants from the Indiana Arts Commission. First one was for \$10,000 for the Creator Space and the 2<sup>nd</sup> one was \$4,000 for 14 workshops. The biggest event is the Jazz Festival, which 250-300 people from all over the tri-state area attend. Also the exhibition that displays artist work happens several times a year. T. Maltbie thanks council for their support the last 8 years.

Main Street – Kami Hamilton, Executive Director

K. Hamilton stated at the Hometown Christmas Arts & Crafts there will be 49 vendors. The nativity scene and the class trees were put up on the green space. Will need a police officer for the lighted Vehicle Parade, Police Chief Cady stated it will be taken care of.

Attorney – John Watson

Attorney Watson stated that Andy Baudendistel, County Attorney, contacted Watson regarding the TIFF the County Redevelopment Commission are trying to get and is hoping for somebody would come to the meetings for support.

Attorney Watson presented to council the requirements for sewer adjustments and the request form. And this could be converted into an ordinance.

Attorney Watson stated the DEAU (Dillsboro Emergency Ambulance Unit) court date is January 8 at Ohio County.

CM Jackson asked about the sewer adjustments, regarding the plumber statement, contractor statement or written statement of customer. So if the customer fixes it himself, does the customer fill out the statement. Attorney Watson states yes and that is why a written statement of customer was added. Also taking a picture of it would be good and will need proof including invoices. CM

Fryman made a motion to approve the sewer adjustment requirements and the form, seconded by CM Kitchell. All were in favor, motion carried. Attorney Watson did state the customer must complete the form to the town within 60 days of the date the leak was discovered. That should give the customer enough time.

#### Town Manager – Derek Walker

The emergency service garage is nearly complete, it's insulated and just needs to hook up the electrical boxes.

Regarding the road projects, the streets are not complete, just sealing everything up for the winter. So come spring, the Guion Street will be grinded off another inch and a half and then put a surface coat and then actually going to be building up a lot on the north side, the Lenover Street. On Western Row Street, everything is finally patched up and then come back in the spring, melt it down and build it back up. And Main Street, decided to wait until spring.

The Redevelopment Commission has been busy, there is some interest in our buildings especially on Lenover Street. And Jay Knowles did state in a email someone is interested in the property on North Street, the old shoe shop building. Do know they were asking for the proposal of commercial on the first floor and apartments on the second floor, but don't know what they are actually proposing. Never received a person's name of what exactly they are doing. TM Walker recommends waiting on more information on the North Street building. Then if no proposal try to transfer that to the Redevelopment Commission.

The employee Christmas luncheon is December 19 at noon, council members are invited to attend.

#### Old Business

##### 2026 Salary Health Insurance

TM Walker reviewed the differences between the present Anthem Blue Silver Access PPO w/HSA and the Alternate United Healthcare Choice Plus Premier w/Care Cash EPQX. Anthem is \$238,680.72 a year and United Health Care is \$237,878.64 a year. The Anthem had a higher deductible with a HSA and the United Healthcare is a lower deductible and offer co pays on emergency room, urgent care, doctors and specialists appointments. Council decided to go with the United Healthcare and have the employee pay 8%. CM Jackson made a motion to go with United Healthcare for the employees and employees pay 8%. Seconded by CM Fryman. All were in favor, motion carried.

##### 2026 Salary Ordinance

TM Walker presented the 2026 Salary Ordinance 2025-12-1. CM Fryman had a concern regarding the overtime. In the Salary Ordinance, it states overtime will be earned when employees work in excess of 40 hours per week. So when an employee is taking vacation and etc, we're still paying the employee overtime. And according to the salary ordinance it states they have to work over 40

regular hours to be paid for overtime. And that is not happening now. Attorney Watson did state the sick and vacation time is your overall package and it counts just the same as you are working. But looking at the FLSA, just says the paid leave, vacation, sick or holiday pay generally does not count toward the 40 hours work threshold for required overtime. So if an employee has a vacation day and gets called in, the employee will only get his vacation time back or gets paid regular pay over 40 hours. CM Kitchell states to leave it the way it has been and can always look at it next year. CM Kitchell made a motion to approve Salary Ordinance 2025-12-1, seconded by CM Caldwell. All were in favor, motion carried.

#### Employee Christmas Bonus/Shirt Resolutions

TM Walker stated at the last month council meeting, council approved the \$150.00 Christmas bonus for employees and to purchase a town shirt for a Christmas present. Need approval of the resolutions. CM Jackson made a motion to approve Resolution 2025-12-1 “A Resolution Authorizing Christmas Bonus for all Dillsboro Employees” and Resolution 2025-12-2 “A Resolution Authorizing the Purchase of Shirts with the Dillsboro Insignia for Town Employees and Staff”. Seconded by CM Caldwell. All were in favor, motion carried.

#### New Business

##### Reimbursement of Water Main Site Restoration – 9379 State Road 262

TM Walker stated the property owner turned in some receipts for some materials to seed his grass because the customer wasn't satisfied with the work the contractor did on the water project in 2023. This wasn't brought up to TM Walker and the customer did talk to the former Utility Superintendent regarding this. The customer did use his own equipment. CM Fryman made a motion to approve the invoice for \$290.00, seconded by CM Jackson. All were in favor, motion carried.

##### Request for Sanitary Sewer Adjustment – 12550 North Street

TM Walker stated after reading the meters, the customer had a high usage and was notified. Customer verifies he did not have a leak because the valve is turned on when somebody is at the property and turned off when somebody leaves. TM Walker stated the data was pulled off the meter and it showed there was a huge spike for using 200 gallons an hour for 2 days. This happened in October and the customer was back to normal usage in November. The customer is asking for a sewer adjustment and don't understand what happened there was no evidence inside or outside of a leak. Council decided not to give a sewer adjustment. CM Kitchell made a motion to deny the sewer adjustment, seconded by CM Fryman. All were in favor, motion carried.

##### INDOT LPA/North Street Streetscaping Grant Application & Financial Commitment Letter

TM Walker stated that submitting a grant application for the project, separate from Stellar. If the town is able to get awarded, this grant is 80% for the construction, engineering fees, surveying fees

and all our other project expenses. The preliminary cost estimate is \$1,310,000. The grant is due December 5<sup>th</sup>. TM Walker needs the council approval to apply for the grant, a financial commitment letter signed (20% of the project expenses) and an ADA compliance commitment letter signed (commitment to the ADA improvements). CM Fryman made a motion to apply for the grant, a financial commitment and a ADA compliance commitment. Seconded by CM Kitchell. All were in favor, motion carried

#### Aurora Emergency Rescue, Inc. Lease Agreement

TM Walker stated this agreement is proposed for Aurora Emergency Rescue to pay \$250.00 a month for a one bay of the new garage. This would be for the utilities and insurance expenses. This is a month-to-month agreement. The AES director, David Phelps, has agreed to the agreement but needs to present it to their board. CM Jackson made a motion to approve the agreement, seconded by CM Fryman. All were in favor, motion carried.

#### CCMG 2024-2 Change Order: Guion Street Sidewalk

TM Walker stated for a change order regarding the knee wall behind the Side Street Station. When tearing the old sidewalk out, realized there were some old railroad ties stacked up along the sidewalk on the back of the Side Street Station. In replacing it with a small 18-inch concrete wall that just kind of tapered down to the sidewalk, almost like a curb on the back side of the curb. Rohe quoted a price of \$7,502.49. The town can't legally negotiate outside of the contract, unless Rohe signs off on it. Council agree to have Rohe go ahead and do the wall. CM Kitchell made a motion for the change order for Guion Street for a curb addition of \$7,502.49. CM Fryman seconded the motion. All were in favor, motion carried.

#### 2025 Pavement Asset Management Plan

TM Walker has submitted the annual pavement asset management plan. This is a plan on spending on road projects in 5 years, within our budget and applying for community crossing projects. It can be changed at any point.

#### 2026 Meeting Schedule

Council agreed to leave the monthly council meetings the same. The second Monday of the month at 6:00 p.m. All council members were in favor.

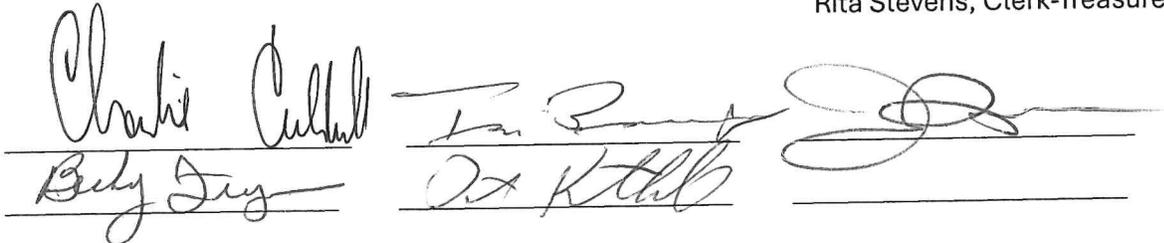
#### Public Comment

CM Fryman asked how come the town don't have a big Christmas tree like the town use to have. There use to be one at the fire house but it was cut down. The kids would come to the tree and see Santa. Other towns and cities have live or artificial trees. It is too late this year, but need to have one for next year.

There being no further business. CM Kitchell made a motion to adjourn the meeting at 7:20 p.m., seconded by CM Jackson. Motion carried unanimously.



Rita Stevens, Clerk-Treasurer



Charlie Culhane  
Betty Gray  
Tom Roney  
CM Kitchell

TOWN OF DILLSBORO ORDINANCE 2025-12-01

An ordinance setting salary and wages for the employees, Town Council and Clerk Treasurer of the Town of Dillsboro for the 2026 fiscal year.

WHEREAS the town council has a lawful obligation and duty to set amounts of compensation and increases and decreases from time to time of the Town's employees; and

WHEREAS, it has been determined that certain employees should have salaries and wages for the year 2026 and are effective upon December 22, 2025, unless otherwise noted herein.

NOW THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL, TOWN OF DILLSBORO THAT:

1. Carson Deamron, General Laborer, shall receive a regular hourly wage of \$18.54 per hour, an overtime wage of \$27.81 per hour, a Sunday wage of \$37.08 per hour, and be reimbursed \$600.00 annually for cell phone usage. Compensation for this position shall be allocated as follows: 45% from the Water Works Fund, 45% from the Sanitary Sewage Fund, and 10% from the Park and Recreation Fund.
2. Michael J. Beach, Foreman, shall receive a regular hourly wage of \$27.50 per hour, an overtime wage of \$41.25 per hour, and a Sunday wage of \$55.00 per hour, and be reimbursed \$600.00 annually for cell phone usage. Compensation for this position shall be allocated as follows: 20% from the Motor Vehicle Highway (MVH) Fund, 40% from the Water Works Fund, and 40% from the Sanitary Sewage Fund.
3. Brian Graver, Foreman, shall receive a regular hourly wage of \$28.25 per hour, an overtime wage of \$42.38 per hour, and a Sunday wage of \$56.60 per hour, and be reimbursed \$600.00 annually for cell phone usage. Compensation for this position shall be allocated as follows: 20% from the Motor Vehicle Highway MVH Fund, 40% from the Water Works Fund, and 40% from the Sanitary Sewage Fund.
4. Eric R. Graver, Wastewater Operator, shall receive a regular hourly wage of \$29.50 per hour, an overtime wage of \$44.25 per hour, and a Sunday wage of \$59.00 per hour, and be reimbursed \$600.00 annually for cell phone usage. Compensation for this position shall be allocated as follows: 100% from the Sanitary Sewage Fund.
5. Kami Hamilton, Main Street Executive Director / Administrative Assistant, shall receive a regular wage of \$18.04 per hour, an overtime wage of \$27.06 per hour, and a Sunday wage of \$36.08 per hour. The position is part-time, being offered 32

hours per week, and no overtime is expected. Compensation for this position shall be allocated as follows: 20 hours week (62.5%) from the Riverboat Fund, 3 hours per week (9.375%) from the General Fund, 3 hours per week (9.375%) from the Water Works Fund, and 3 hours per week (9.375%) from the Sanitary Sewage Fund.

6. Rita Stevens, Utilities Clerk, shall receive a regular wage of \$17.73 per hour, an overtime wage of \$26.60 per hour, a Sunday wage of \$35.46 per hour, and shall be reimbursed for \$600 annually for cell phone usage. Compensation for this position shall be allocated as follows: 50% from the Water Works Fund and 50% from the Sanitary Sewage Fund.
7. Derek Walker, Town Manager, shall receive an annual salary of \$79,567.50 and shall be reimbursed \$600 annually for cell phone usage. He shall receive five weeks' vacation. Compensation for this position shall be allocated as follows: 1/3<sup>rd</sup> from the General Fund, 1/3<sup>rd</sup> from the Water Works Fund, and 1/3<sup>rd</sup> from the Sanitary Sewage Fund.
8. Alexander Sears, Patrol Officer, shall receive a regular wage of \$25.46 per hour, an overtime wage of \$38.19 per hour, and a Sunday wage of \$50.92 per hour. Compensation for this position shall be allocated as follows: 80% from the General Fund and 20% from the Local Income Tax Public Safety Fund.
9. Joshua Cady, Police Chief, shall receive a regular wage of \$30.98 per hour, an overtime wage of \$46.47 per hour, and a Sunday wage of \$61.96 per hour. Compensation for this position shall be allocated as follows: 80% from the General Fund and 20% from the Local Income Tax Public Safety Fund.
10. Part Time / Seasonal Laborers shall receive \$13.25 to \$14.75 per hour. Part Time / Seasonal Laborers are ineligible for benefits and shall remain seasonal as defined by federal law. Compensation for this position shall be allocated as follows: 100% from the Riverboat Fund.
11. The Town Council shall receive \$6,991.83 per year. They will be paid the last pay period of every month. Council members may miss up to two meetings without loss of pay annually, absences in excess of two meetings annually, except for emergency circumstances, will result in reduced compensation. Compensation for this position shall be allocated as follows: 1/3<sup>rd</sup> from the Sanitary Sewage Fund, 1/3<sup>rd</sup> from the Water Works Fund, and 1/3<sup>rd</sup> from the General Fund.
12. The Clerk-Treasurer shall receive \$17,789.73 per year. The Clerk-Treasurer will be paid the last pay period of every month. Compensation for this position shall be allocated as follows: 1/3<sup>rd</sup> from the Sanitary Sewage Fund, 1/3<sup>rd</sup> from the Water Works Fund, and 1/3<sup>rd</sup> from the General Fund.

CELL PHONE REIMBURSEMENT: Employees who receive the \$600.00 cell phone

allowance shall receive reimbursement in two installments, the first on or about June 1, 2026, and the second, or about December 1, 2026. Compensation for this benefit shall be allocated as follows: 50% from the Water Operating Fund and 50% from the Sewer Operating Fund.

**ON CALL PAY:** Utility employees who have on call duty will be paid \$200.00 per week. Compensation for this benefit shall be allocated as follows: 50% from the Water Works Fund and 50% from the Sanitary Sewage Fund.

**OVERTIME PAY:** Overtime will be earned when employees work in excess of 40 hours per week, overtime earned on Sunday will be paid double time. Overtime will be limited to emergencies, i.e., water line breaks, sewage problems, snow removal or as seen necessary by the Town Manager or with prior approval of the Town Council.

**COMPENSATORY TIME:** Employees who work overtime may also opt to take overtime hours as compensatory time rather than receiving overtime pay. Employees shall arrange compensatory time with their immediate supervisor, which will not be unreasonably denied. The employee will also report compensatory time scheduled and taken promptly to the clerk treasurer. Compensatory time will be granted so long as the compensatory time sought does not cause a serious disruption of town operations and/or services.

**VACATION ENTITLEMENT:** All permanent full-time employees shall earn vacation in accordance with the Town Employee Policies and Procedures policy. All vacation time accumulated in 2026 shall be used in 2026, with the exception to 40 hours which may be either paid out and/or rolled over to the following year. Vacation entitlement for new hires shall be subject to the discretion of the Council as outlined in the personnel policy.

**SICK LEAVE:** All permanent full-time employees shall receive twelve (12) days per year from January to December. All new employees shall receive one (1) sick day per month from date of employment to December. Sick days can be accumulated to a maximum of 90 days. Sick leave entitlement for new hires shall be subject to the discretion of the Council as outlined in the personnel policy.

#### **HEALTH INSURANCE BENEFIT:**

All full-time employees — defined as employees in positions regularly requiring thirty-five (35) or more hours per week calculated over the course of a calendar year — shall be eligible to receive major medical and dental insurance effective on the first day of employment, except as otherwise provided herein.

The Town of Dillsboro will furnish major medical and dental insurance coverage to eligible full-time employees and their families. For purposes of allocating employee and employer premium contributions, the Town adopts a standardized, actuarially-based tier rating system. The standardized monthly tier rates are established using recognized actuarial cost ratios as follows:

Single = 1.0, Employee + Child = 1.6, Employee + Spouse = 1.8, Family = 2.4.

Employee premium contributions of 8% shall be applied to these standardized tier rates. Employee contributions shall not be based on individual age-rated premiums issued by

the insurance carrier. Under this structure, employees with single coverage shall pay \$46.15 per pay period; employees covering a child shall pay \$73.85 per pay period; employees covering a spouse shall pay \$83.08 per pay period; and employees with family coverage shall pay \$110.77 per pay period. The Town of Dillsboro will pay the balance of the premium.

The Town Council may adjust the standardized tier rates and employee contribution percentages during annual renewal or as necessary to maintain the fiscal stability of the benefit program.

**RETIREMENT FUND:** All full-time employees – or those employed in positions regularly requiring 35 or more hours per week calculated over the course of a calendar year - will be covered by the Indiana Public Employees' Retirement Fund (PERF), effective first day of employment except for a newly created position which will be subject to enlargement approval from PERF.

**BONUS PAY:** Any employee that acquires a CDL, a DSS Water License, or a Class 2 Wastewater license will receive an additional \$1.00 per hour for each such license earned so long as the license is maintained by the employee. The Town of Dillsboro will pay the costs for additional training, continuing education and other similar requirements necessary to maintain any such license. Each employee having secured such a license is expected to take the necessary steps to maintain the license in good standing. Every employee who receives additional pay for acquiring a CDL, DSS Water License or a Class 2 Wastewater license will be expected as a condition of employment to perform the duties which any such license holder is entitled to perform by law, which includes agreeing to serve as the town's certified operator in charge. Failure or refusal to perform such duties when required may result in disciplinary action, reduction in pay, or termination of employment.

**TRAINING/CONTINUING EDUCATION:** All employees covered under this ordinance may receive up to five paid days for professional training or continuing education for licensure on subjects directly related to their employment with Dillsboro. These paid training/continuing education days shall be scheduled with and approved by the employee's supervisor if applicable and shall only be used for training/continuing education purposes. The employee shall provide proof of attendance at the training/continuing education to their supervisor and/or the clerk treasurer as and when requested. Training and/or education in excess of five (5) actual days shall require approval of the Town Council. The employee shall use vacation time to cover absences caused by training and/or continuing education if approved by council for days in excess of five (5) days.

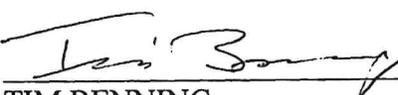
**GENERAL TERMS:** Any employee hired shall receive minimum wage. The Council may approve a higher rate depending on education and experience. All salaries and/or wages are to be paid every 2 weeks with twenty-six pay periods per year, and the overtime rate will be one and a half times the hourly rate. All salary and wage increases set forth above will be paid to those persons unless in the discretion of the Town Council

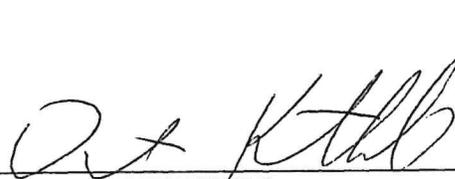
there are insufficient appropriations or amounts contained in the budget from which to pay for such increases. DILLSBORO, INDIANA

TOWN COUNCIL

Date: December 1, 2025

  
 Aye  
 Nay  
 Abstain  
CHARLIE CALDWELL

  
 Aye  
 Nay  
 Abstain  
TIM BENNING

  
 Aye  
 Nay  
 Abstain  
DUSTIN KITCHELL

  
 Aye  
 Nay  
 Abstain  
JERRI JACKSON

  
 Aye  
 Nay  
 Abstain  
BECKY FRYMAN

ATTEST

  
RITA STEVENS  
 Clerk-Treasurer

RESOLUTION 2025-12- 1

**A RESOLUTION AUTHORIZING CHRISTMAS BONUS FOR ALL DILLSBORO EMPLOYEES**

WHEREAS, Dillsboro Town employees have provided outstanding service to the town throughout 2024; and

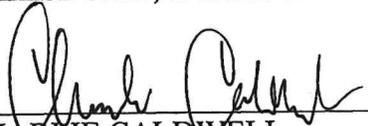
WHEREAS, the Town of Dillsboro wishes to provide a Christmas Bonus to all employees in recognition of their service to the Town for the calendar year 2025;

**NOW, THEREFORE, BE IT RESOLVED BY THE DILLSBORO TOWN COUNCIL AS FOLLOWS:**

1. The Dillsboro Town Council does hereby authorize and approve the payment of a Christmas bonus in the amount of \$150.00 per employee in recognition of their service to the Town in 2025
2. The Clerk Treasurer and Town Manager are authorized to take all necessary steps to implement the directives of this resolution

ALL OF WHICH IS RESOLVED by the Dillsboro Town Council on this 1<sup>st</sup> day of December, 2025.

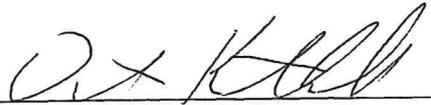
**DILLSBORO, INDIANA TOWN COUNCIL**

  
 \_\_\_\_\_  
 CHARLIE CALDWELL

Aye  
 Nay  
 Abstain

  
 \_\_\_\_\_  
 TIM BENNING

Aye  
 Nay  
 Abstain

  
 \_\_\_\_\_  
 DUSTIN KITCHELL

Aye  
 Nay  
 Abstain

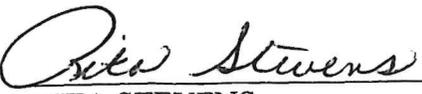
  
 \_\_\_\_\_  
 BECKY FRYMAN

Aye  
 Nay  
 Abstain

  
 \_\_\_\_\_  
 JERRI JACKSON

Aye  
 Nay  
 Abstain

**ATTEST:**

  
 \_\_\_\_\_  
 RITA STEVENS  
 Clerk-Treasurer  
 Town Council, Town of Dillsboro

RESOLUTION 2025-12- 2

**A RESOLUTION AUTHORIZING THE PURCHASE OF SHIRTS WITH DILLSBORO  
INSIGNIA FOR TOWN EMPLOYEES AND STAFF**

WHEREAS, the Town of Dillsboro provides services to the citizens of the Town; and

WHEREAS, it is desirable that Town employees and staff wear clothing with Dillsboro insignia so that employees can be properly identified by the public.

**NOW, THEREFORE, BE IT RESOLVED BY THE DILLSBORO TOWN COUNCIL AS  
FOLLOWS:**

1. The Dillsboro Town Council does hereby authorize and approve the purchase of shirts for each employee and staff with Dillsboro identifiers which can be worn from time to time so that the public can readily identify Dillsboro employees when deemed necessary.
2. The purchase shall not exceed: \$ 350.00
3. The Clerk Treasurer and Town manager are authorized to take all necessary steps to implement the directives of this resolution

ALL OF WHICH IS RESOLVED by the Dillsboro Town Council on this 15<sup>th</sup> day of December, 2025.

**DILLSBORO, INDIANA TOWN COUNCIL**

  
\_\_\_\_\_  
CHARLIE CALDWELL

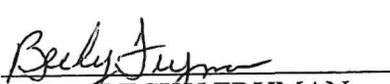
- Aye
- Nay
- Abstain

  
\_\_\_\_\_  
TIM BENNING

- Aye
- Nay
- Abstain

  
\_\_\_\_\_  
DUSTIN KITCHELL

- Aye
- Nay
- Abstain

  
\_\_\_\_\_  
BECKY FRYMAN

- Aye
- Nay
- Abstain

  
\_\_\_\_\_  
JERRI JACKSON

- Aye
- Nay
- Abstain

**ATTEST:**

  
\_\_\_\_\_  
RITA STEVENS  
Clerk-Treasurer  
Town Council, Town of Dillsboro