Dillsboro Town Council with 2026 Budget Public Hearing

September 8, 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 September 8, 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 absent: John Watson

<u>2026 Budget Public Hearing</u>

Clerk-Treasurer, Rita Stevens, and Town Manager, Derek Walker, presented to council the 2026 Budget. Council received a copy of the Notice of Taxpayers of the budget estimates.

The Adoption Meeting is scheduled for October 13 beginning of the regular council meeting at 6:00 p.m. This meeting the council will vote on the final budget.

No further questions, the public hearing was closed.

<u>Regular Council Meeting continued.</u>

CM Fryman made a motion to approve the minutes from the regular meeting on August 11, 2025 and the executive council meeting on August 25, 2025. Seconded by CM Caldwell. All were in favor, and a motion carried.

<u>Guests</u>

Erin Thomas, Lifetime Resources Executive Director, reviewed the programs that Lifetime Resources offers. Thomas asked council of the yearly donation for 2026 of $1,500.00, CM Fryman made a motion to approve a donation of $1,500.00, seconded by CM Jackson. All were in favor, motion carried.

Sam Cecil, My I.T. Place, explained that on October 14, 2025 that the computer windows 10 will be depreciated and decade old software This means Microsoft will no longer monitor, maintain or support as well as update Windows. So there is no security updates. The town needs to upgrade to Windows 11. Cecil recommends 3 new desktops, 2 new docking stations, 1 new file share workstation and 1 workstation moved to the sewer plant. The total project would be $9,700.00.

<u>Clerk-Treasurer – Rita Stevens</u>

There is 3 sewer adjustments requests. Richard Stapleton at 12710 North Street. An adjustment of $780.92 due to a water leak in the basement. Dewayne Burris at 13225 Bank Street. An adjustment of $1,148.12 due to a water leak underneath driveway. Gwendolyn Schaefer at 12774 North Street. An adjustment of $1,563.53. CT Stevens explained why the adjustments are so high because the leaks appeared to be several months, it is a continued leak the customer didn't notice but gotten worst. Council thought it was overwhelming that these customers didn't notice the leak in the beginning. To prevent this again, an ordinance needs to be written concerning sewage adjustments. CM Benning made a motion to approve the sewer adjustments and get something together for the future in incidents like this. CM Kitchell seconded the motion. All were in favor, motion carried.

Fund Balances (as of August 31, 2025): General Fund - $176,620.65, Water Operating Fund - $165,247.14 and Sewer Operating Fund - $251.303.09.

State Board of Accounts started their audit for the town on September 8. This is an audit for the years of 2021-2024.

2025 AIM Summit is October 21-23 at French Lick. Reservations were made for CM Tim Benning, TM Derek Walker and CT Rita Stevens.

CT Stevens read a thank you card from retired employee, Dino Schmaltz, for the gift card and thanks for the opportunity and support through the years for working for the town.

CT Stevens will be on vacation on September 11 & 12. Kami Hamilton will be in the office.

Fire Department – Jason Sullivan

Presented to council the August Fire Total Incident Report of a total of 19.

The Annual Dillsboro Fire Department Hog Roast will be held on Sunday, September 28 starting at 11:00 a.m.

Police Department – Josh Cady

Cady's 2020 Tahoe air conditioning is finally fixed. But now there is a oil leak. Received an estimate of $1,700.00 to get it fixed. By fixing these problems, hopefully get a good 2-3 more years out of it. It has 87,000 miles on it which is a lot of idle hours with the K-9 in the vehicle. CM Jackson made a motion to get the Tahoe fixed for $1,700.00, seconded by CM Kitchell. All were in favor, motion carried. TM Walker and Cady will figure out how to pay for it.

Cady also stated a ballistic vest are only good for 5 years. Cady's have expired. The cost is $1,450.00. Suggests paying $800.00 from the general police fund and $650.00 from general fund. CM Jackson made a motion to purchase the ballistic vest for $1,450.00 and take it out of general police and general funds, seconded by CM Caldwell. All were in favor, motion carried.

Beautification – Charlie Caldwell. – CM Caldwell stated there is nothing to report.

Main Street – Kami Hamilton, Executive Director

The September monthly meeting has been cancelled for September 8 and is rescheduled for September 9.

Working on the Hometown Christmas and going to have some kid friendly events. Have contacted three bell choirs to come and play for entertainment. Will not be selling Christmas Trees and wreaths this year. There wasn't a big profit and it was a big trip to go to Michigan to get them. Will still have the classrooms decorate a tree and maybe purchase the trees from Lowes.

Heritage Days is September 20-21 which Main Street is participating.

Old Business

Stellar Pathways

Tim Hunt from HWC talked about the Sidewalk Improvement Project. This is a grant and 20% is paid by the town. CM Kitchell made a motion to approve the HWC Contract Amendment, seconded by CM Caldwell. All were in favor, motion carried.

12916 North Street Appraisals & RFP (Request for Proposals)

TM Walker stated that 2 appraisals have been received, the average of both is a value for the property was $64,000. Anybody interested in submitting a proposal, the deadline is October 31. The proposal should overview of their vision and mission, provide their redevelopment plan outlining their intended use, rehabilitation scope, provide us with a timeline and assuming 12 month completion. Then the design committee of CM Fryman, CM Jackson and TM Walker will evaluate the proposals. Hopefully have a recommendation to council at the November 10 council meeting. TM Walker did suggest move 12 month completion to 18 month completion. CM Kitchell made a motion that we approve the redevelopment revitalization for 12916 North Street, as long as the amendment is moved from 12 months to 18 months. Seconded by CM Fryman. All were in favor, motion carried.

12827 Lenover

TM Walker stated the contract period will be expiring with Keller Williams River Town Realty. The amendment is to the end of December and also reduce the price from $295,000 to $275,000. A appraisal has not been done, so get a couple appraisals on the property and see what the average would be. CM Benning made a motion to lower it to $259,000 and extend the contract for 3 months, seconded by CM Jackson. All were in favor, motion carried.

Emergency Services Garage

Received 4 bids for the concrete. The bids was for the 40 ft. x 40 ft. building and 2 exterior concrete pads. A 40 ft. x 15 ft. east pad that connects to asphalt alley and a 24 ft. x 10 ft. west pad. The concrete materials the town will purchase since the town can get a tax exempt. The square footage of the garage floor is 1,600 and the two pads is 840 square footage. 1st bid is from John P. Tumlin & Sons at $9,188.00. 2nd bid is from Graf & Byard Concrete Construction is $8,500.00. 3rd bid is from Straight Line Concrete is $24,200.00 4th bid is from Top Line Hands, LLC is $17,200.00. The lowest bid is Graf & Byard Concrete Construction.

Received 4 bids for the electric work. 1st bid is from The Electrical Connections is $16,490.00. 2nd bid is from RC Electric is $8,925.00. 3rd bid is from Whiskey City Electric is $23,082.00. 4th bid is EQSi, Inc. is $26,421.74. The lowest bid is RC Electric.

CM Fryman made a motion to accept Graff & Byard Concrete Construction bid for $8,500 for the concrete and RC Electric bid for $8,925.00 for the electric. CM Jackson seconded the motion. All were in favor, motion carried.

Pickleball/Basketball Courts

TM Walker stated he hasn't heard anything from the Dearborn Community Foundation regarding the grant for the pickleball court. Should know at the October meeting if the town got awarded the grant or not.

Dearborn County Regional Sewer District (DCRSD) Easement

Received the easement for a sanitary sewer, low-pressure force main through the towns sewer plant. It is coming off from the north of the property, around the west side of the towns lagoons, bends around by the garage and it comes into our sewer plant. CM Kitchell made a motion to approve the DCRSD easement, seconded by CM Fryman. All were in favor, motion carried.

Sewer Rates

The town had a cost of service study completed, assuming the DCRSD became one of the towns customers. This is not an increase for the towns sewer customers, it is a restructuring the town rate schedule. A public hearing will be held at the October council meeting.

<u>New Business</u>

My I.T. Place Windows 11 Upgrades

The price from My I.T. Place is $9,747.50 for a upgrade which seems high. Other options would be to get other prices. But with the October 14 being the timeline it is getting close. The best way would be to go ahead with My I.T. Place. The town does have a contract with them. The billing and the police computers is the biggest concerns. CM Kitchell made a motion to approve the proposal from My I.T. Place for $9,747.50 for the Windows 11 upgrades, and be paid ½ from water and ½ from sewer. CM Caldwell seconded the motion. All were in favor, motion carried.

Additional Appropriations

CT presented the Additional Appropriation Ordinance 2025-9-1 (attached) regarding $20,000 in the general fund for the health and life insurance and $100,000 in Riverboat regarding the Emergency Services Garage. The Emergency Services Garage, the town has to pay everything and once the town receives the money from the fire department and township trustee, it will be deposited into Riverboat. All council members voting aye is Tim Benning, Becky Fryman, Charlie Caldwell, Jerri Jackson and Dustin Kitchell.

Road Salt Bids

The contract with Mortons Salt is up. The town did use more salt last year. Last year it was $78.93 per ton and purchased 25 tons. Contacted two businesses for quotes for this year. Morton Salt is $113.95 per ton. Compass Minerals were unable to submit a bid. Another option is with INDOT with a whole sale purchase order. TM Walker will check into this and this is tabled until the next council meeting.

Masonic Lodge Bucket Drive Request

TM Walker stated the Masonic Lodge asked to do a fundraiser/bucket drive at the intersection of front and north streets during the spring shoot next year. This is INDOT'S right- of-way. CM Fryman stated the Legion Auxiliary did one a street back and by the grocery store which was not a state highway and just notified Josh Cady, police chief, if it was ok.. Cady did state there might be a state law where you are not allowed to stand at an intersection. This was tabled to another meeting where more information is gathered.

Ordinance 2025-9-2 Salary Ordinance Amendment (attached)

TM Walker stated this is an increase in Mike Beach, Brian Graver and Eric Graver since the Utility Superintendent position will not be filled. Mike Beach and Brian Graver positions will be foremen's. TM Walker stated he talked to the employees and they feel they are being put on probation since they will receive 50% increase now and the remainder of the 50% increase at the 90 day period which is the end of December. Council did state this is not a probation for the employees and it to see if this job will work out between the employees. Police Chief Cady stated council hired a new utility superintendent at $31.00 an hour with no experience and no license, it's almost insulting. Council stated again, the employees are not on a probation, just want to make sure the job will work out. TM Walker stated at the end of 90 days the pay for Mike Beach is $27.50, Brian Graver is $28.25 and Eric Graver is $29.50. The first 50% increase starting Monday, September 15, Mike Beach is $25.20, Brian Graver is $ 26.68 and Eric Graver is $28.10. CM Benning made a motion to approve the salary increases for Mike Beach, Brian Graver and Eric Graver beginning of the pay period September 15, 2025. Seconded by CM Kitchell. All were in favor, motion carried. Also amended is the On-Call pay increase from $100.00 to $200.00. CM Benning made a motion to approve the on-call increase to $200.00, seconded by CM Kitchell. All were in favor, motion carried.

Personnel Policy Vacation Time Carry Over

TM Walker stated that in the past years, council approve for employees to carry over 5 days/40 hours of vacation or get paid for them. This needs to be put in the personnel policy so the council doesn't have to approve this each year. CM Kitchell made a motion to approve the employees to carry the 40 hours over or get paid for them and be put into the personnel policy. CM Jackson seconded the motion. All were in favor, motion carried.

Request for Disposal 1996 Ford Vac-Con Truck

TM Walker stated the 1996 Ford Vac Con truck the town received from Greendale. The utility workers is reluctant to use it because it is an older truck. And for the truck just sitting around, need to dispose of the truck. The town has spent about $10,000 on the truck. TM Walker stated could get $10,000-$15,000 for the truck and advertise it on a government auction. CM Fryman made a motion to dispose of the 1996 truck, seconded by CM Jackson. All were in favor, motion carried.

Dearborn Community Foundation Endowment Match

TM Walker received the annual letter about the endowment which matching one-for-one program of up to $10,000. The town is a recipient of two separate endowments, the Clayton Family Dillsboro Park Maintenance Fund and the Dillsboro Quality of Life Improvement Fund. Last year, the town received around $500 distribution in the Clayton Family and around $3,500 in the Quality of Life. The town has participated in the last several years. CM Jackson made a motion for $8,000 towards the Dillsboro Quality of Life Improvement Fund and $2,000 towards the Clayton Family Dillsboro Park Maintenance Fund. Seconded by CM Caldwell. All were in favor, motion carried.

No Public Comment

There being no further business, CM Jackson made a motion to adjourn the meeting at 7:53 p.m., seconded by CM Kitchell. Motion carried unanimously

Rita Stevens

Rita Stevens, Clerk-Treasurer

ADDITIONAL APPROPRIATION ORDINANCE/RESOLUTION 2025-9-1

WHEREAS the proper officers of the Town Council of Dillsboro Civil Town, Dearborn County, Indiana have determined that it is now necessary to appropriate more money for calendar year 2025 than the amount that was fixed by the Town Council and finally determined in the annual budget under Indiana Code 6-1.1; and

WHEREAS notice was duly given to the public in accordance with IC 6-1.1-18-5(a) and IC 5-3-1-2(b) for a public hearing on a proposed additional appropriation and a public hearing was held on September 8, 2025 by the Town Council regarding the same:

THEREFORE, BE IT ORDAINED (RESOLVED) by the Town Council of Dillsboro Civil Town, Dearborn County, Indiana that a need now exists for an additional appropriation out of the following fund or funds named, and for the purposes specified, subject to laws

governing the same:

FUND INFORMATION		
Fund Name: 1101 General		
Budget Classification	**Additional Amount Requested**	**Additional Amount Adopted**
Personal Services	$ 20,000	$ 20,000
Supplies	$	$
Other Services and Charges	$	$
Township Assistance	$	$
Debt Service	$	$
Capital Outlays	$	$
Total:	$ 20,000	$20,000

FUND INFORMATION		
Fund Name: 2235 Riverboat		
Budget Classification	**Additional Amount Requested**	**Additional Amount Adopted**
Personal Services	$	$
Supplies	$	$
Other Services and Charges	$	$
Township Assistance	$	$
Debt Service	$	$
Capital Outlays	$ 100,000	$ 100,000

Duly adopted by the following vote of the members of said Town Council this 8th day of September, 2025.

ADOPTION INFORMATION			
Official Vote		**Name**	**Signature**
Nay	Aye		
	✓	Tim Benning	
	✓	Becky Fryman	
	✓	Charlie Caldwell	
	✓	Jerri Jackson	
	✓	Dustin Kitchell	

Attestation by Secretary of Governing Body	
Date	September 8, 2025

TOWN OF DILLSBORO ORDINANCE 2025-09-02

An ordinance setting salary and wages for the employees, effective Monday, September 15, 2025, Town Council and Clerk Treasurer of the Town of Dillsboro for the remainder of 2025 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 2025 and are effective upon passage of this ordinance, 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 $18.00 per hour, an overtime wage of $27.00 per hour, a Sunday wage of $36.00 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 $25.20 per hour, an overtime wage of $37.80 per hour, a Sunday wage of $50.40 per hour, and be reimbursed $600 annually for cell phone usage. After 90 days, 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. 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 $26.68 per hour, an overtime wage of $40.02 per hour, a Sunday wage of $53.36 per hour, and be reimbursed $600.00 annually for cell phone usage. After 90 days, 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. Compensation for this position shall be allocated as follows: 20% from the 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 $28.10 per hour, an overtime wage of $42.15 per hour, a Sunday wage of $56.20 per hour, and be reimbursed $600.00 annually for cell phone usage. After 90 days, 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. Compensation for this position shall be allocated as follows: 100% from the Sanitary Sewage Fund.

5. Donald R. Schmaltz, Foreman, shall receive a regular wage of $25.03 per hour, an overtime wage of $37.54 per hour, a Sunday wage of $50.05 per hour, and shall be reimbursed $600.00 annually for cell phone usage. Donald R. Schmaltz will receive 1/5 sick days per (1) day that Utilities Superintendent is absent beginning January 1, 2023, and each year thereafter. Compensation for this position shall be allocated as follows: 60% from the Water Works Fund, 30% from the Sanitary Sewage Fund, and 10% from the Park and Recreation Fund.

6. Kami Hamilton, Main Street Executive Director / Administrative Assistant, shall receive a regular wage of $17.51 per hour, an overtime wage of $26.27 per hour, and a Sunday wage of $35.02 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.

7. Rita Stevens, Utilities Clerk, shall receive a regular wage of $17.21 per hour, an overtime wage of $25.82 per hour, a Sunday wage of $34.42 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.

8. Derek Walker, Town Manager, shall receive an annual salary of $77,250.00 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: 1/3rd from the General Fund, 1/3rd from the Water Works Fund, and 1/3rd from the Sanitary Sewage Fund.

9. Alexander Sears, Patrol Officer, shall receive a regular wage of $24.72 per hour, an overtime wage of $37.08 per hour, and a Sunday wage of $49.44 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. Joshua Cady, Police Chief, shall receive a regular wage of $30.08 per hour, an overtime wage of $45.12 per hour, and a Sunday wage of $60.16 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.

11. Part Time / Seasonal Laborers shall receive $13.25 to $14.25 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.

12. 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: 1/3rd from the Sanitary Sewage Fund, 1/3rd from the Water Works Fund, and 1/3rd from the General Fund.

13. The Clerk-Treasurer shall receive $17,271.58 per year. The Clerk-Treasurer will be paid the last pay period of every month. Compensation for this position shall be allocated as follows: 1/3rd from the Sanitary Sewage Fund, 1/3rd from the Water Works Fund, and 1/3rd 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, 2025, and the second, or about December 1, 2025. Compensation for this benefit shall be allocated as follows: 100% from the Riverboat 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 Superintendent 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 2025 shall be used in 2025, 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 days per year from January to December. All new employees shall receive one 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 – or those employed in positions regularly requiring 35 or more hours per week calculated over the course of a calendar year - will receive major medical and dental insurance effective on the first day of employment, except as otherwise provided herein, and all permanent full- time employees will be enrolled in PERF. The Town of Dillsboro will furnish major medical insurance and dental insurance to the permanent full-time employees and their families. Employees who have single coverage will pay $39.28 per pay period; employees with a child pay $73.11 per pay period; employees with a spouse pay $78.60 per pay period, and employees with family coverage will pay $113.08 per pay period. The Town of Dillsboro will pay the balance of the premium.

HEALTH SAVINGS ACCOUNT: The Town of Dillsboro will deposit $2,000.00 into any employee's Health Savings Account who is entitled to the insurance plan for the year 2025 to be taken out of the Riverboat Revenue Fund. The deposits will be as follows, March, $500.00; June, $500.00; September, $500.00; and December, $500.00.

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. Failure or refusal to perform such duties when required may result in disciplinary action 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: September 8, 2025

Charlie Caldwell
CHARLIE CALDWELL
☑ Aye
☐ Nay
☐ Abstain

TIM BENNING
☑ Aye
☐ Nay
☐ Abstain

DUSTIN KITCHELL
☑ Aye
☐ Nay
☐ Abstain

~~JERRI~~ JACKSON
☑ Aye
☐ Nay
☐ Abstain

Becky Fryman
BECKY FRYMAN
☑ Aye
☐ Nay
☐ Abstain

ATTEST

Rita Stevens
RITA STEVENS
Clerk-Treasurer