

Town of Paoli
Minutes of the Regular Session
December 2, 2025

The Paoli Town Council met in Regular Session on the above date. President, Bobbie Bostock led the Pledge of Allegiance. Present were Donna Dillard, Arla Jean Frazier, Theron Owen and Bobbie Bostock. Mylea Pluris participated in the meeting virtually via FaceTime. Also in attendance were Clerk-Treasurer Beth Jones and Town Attorney Lyn Tucker Fullen.

At 6:00 P.M., Town Attorney Lyn Tucker Fullen opened the Safety Board Meeting. The Safety Board considered the discipline of a Police Department member for a social media post, dated 11.5.25, stating information related to an ongoing confidential investigation being conducted by the Town of Paoli. Proposed discipline - three-day suspension without pay for a violation of the following rules:

- a. Violation of the Town of Paoli Social Media Policy, 515 which states: All employees should consider and follow these guidelines when posting on social media sites: first bullet point "Do not post or ink any materials that are threatening, intimidating, coercing, or otherwise interfering with the performance of coworkers or citizens." As well as the second bullet point "Do not disclose information acquired in the course of one's work."
- b. Violation of four (4) sections of the Paoli Police Department Standard Operating Procedures Code of Conduct, General Order 2014-01, issued 1/1/2014:
 - i. Section 4.1 B. Conduct. Employees shall not engage in conduct on or off-duty, which adversely affects the efficiency of the Department, or engage in conduct on or off-duty which has a tendency to impair public respect for the employee and/or the Department and/or impair confidence in the operation of the Department.
 - ii. Section 4.8 A. Discussing Evidence. "Employees shall not discuss the evidence arising out of a criminal investigation or civil proceeding with the media, or any other person outside of the Paoli Police Department...without the knowledge and permission of their supervisor or established authority or unless otherwise mandated by law."
 - iii. Section 4.8 B. Discussing Evidence. "Employees shall not discuss the evidence arising out of a confidential investigation or (sic) any sort with anyone whatsoever...without the knowledge and permission of their supervisor or established authority or unless otherwise mandated by law."
 - iv. Section 4.9 Divulging Police Information. "Employees shall not divulge police information to which they have access or which may come to their attention, nor shall they make available any information contained in police records, radio communications, photographs, computers, teletypes or other files or information in any form whatsoever to anyone except as provided by law of established authority. For the purpose of this Section, all department information is to be considered confidential unless otherwise provided by current directives or directed by a supervisor. This section does not apply to orders that are of such

a nature that they must be communicated to others."

Motion made by Theron Owen, finding that the police department member violated Social Media Policy 515 and Sections 4.1 B, 4.8 A, 4.8 B, and 4.9 of the Paoli Police Department's Standard Operating Procedures - Code of Conduct for the social media posting of information related to an ongoing confidential investigation, which are to be entered as specific findings of fact upon the records of the Safety Board, with said police department member being suspended without pay for three (3) days. Said Motion was seconded by Arla Frazier, and passed by a vote of 4-1 with Bobbie Bostock, Arla Frazier, Mylea Pluris, and Theron Owen voting in favor of the motion and Donna Dillard voting against the motion.

Motion to adjourn the Safety Board Meeting was made by Theron Owen and seconded by Arla Jean Frazier. In a roll call vote of 4-1 with Donna Dillard voting no, motion passed.

The Regular Session Meeting opened at 6:05 P.M.

At 6:05 P.M. Lyn Tucker Fullen opened the Public Hearing regarding an unsafe premise on 215 Horton Avenue by asking Code Enforcement Officer, Benji Farris, to pass around a sign in sheet for all in attendance. Officer Farris confirmed that Mr. Martin had received his letter with his right to speak at the hearing and no compliance has been made to the removal and cleanup of this property. Since property has been affirmed an Unsafe Premise, Town Attorney Fullen suggested council adopt findings as fact as presented by Benji Farris. Town should proceed with corrective action to perform complete demolition and removal of burned trailer. Motion to accept recommendation of action was made by Mylea Pluris and seconded by Arla Jean Frazier. In a 5-0 vote, motion passed.

At 6:09 P.M. the Public Hearing closed.

Motion to approve the November 18th, 2025, Regular Session minutes was made by Theron Owen and seconded by Arla Jean Frazier. In a 4-1 vote with Donna Dillard voting no, the motion passed.

Under Old Business, Nick Pierce with Clark Dietz presented pay applications for work by Temple and Temple in regards to the Campbell Street Project. Pay application #2 for work on August 20, 2025, through September 22, 2025, in the amount of \$84,436.95. Pay application #3 for work on September 23, 2025, through October 20, 2025, in the amount of \$66,618.75. Pay application #4 for work done October 21, 2025, through November 21, 2025, in the amount of \$48,209.46. Pay application #5 with change order #2, in the amount of \$21,384.34. Final project balance came in at \$240,422.80, which was \$42,308.20 under original bid amount of \$282,731. Motion to approve pay applications #2, #3 and #4 was made by Arla Jean Frazier and seconded by Donna Dillard. In a 5-0 vote, motion passed. Pay application #5 will be retained until re-stripping can be completed in warmer weather. Motion to retain was made by Arla Jean Frazier and seconded by Theron Owen. In a 5-0 vote, motion passed.

Eric with Commonwealth presented an update on the Water Tank Project. It is complete and we should have final closeout documentation for consideration at the next meeting. The school has expressed the need for an antenna to be installed.

Eric then presented pay application #1 to TripleTex for the US 150 Culvert Project in the amount of \$32,247.75 for work completed September 15, 2025, through November 5, 2025. Eric is still waiting on INDOT to execute the reimbursement agreement before extending more effort for field surveying to verify exact location of potholed utilities. Motion to approve was made by Arla Jean Frazier and seconded by Donna Dillard. In a 5-0 vote, motion passed.

Eric presented an update on the Lead Service Line Replacement Project. He is working with Utility Foreman Mike Compton and Wesley Reynolds to collect information for the plans. Scheduling should start in January or February with bidding to start around March.

Next, Eric presented invoice #64703 for payment in the amount of \$4,951.90. Motion to approve was made by Arla Jean Frazier and seconded by Donna Dillard. In a 5-0 vote, motion passed.

In Other Business, Clerk Treasurer Beth Jones presented the Salary Ordinance 2025-12 for 2026. Motion to approved was made by Theron Owen and seconded by Arla Jean Frazier. In a 4-1 vote with Donna Dillard voting no, the motion passed.

Next, Clerk Treasurer Jones presented the 2026 Holiday Schedule for approval. Motion to accept was made by Arla Jean Frazier and seconded by Donna Dillard. In a 5-0 vote, motion passed.

Town Attorney, Lyn Tucker Fullen, presented amendment to ordinance 2015-13, section 96.14 amendment states grass clippings, other vegetation and debris on streets is prohibited. Motion to approve amendment to Ordinance 2025-13 was made by Arla Jean Frazier and seconded by Donna Dillard. In a 5-0 vote, motion passed.

Code Enforcement Administrator, Benji Farris presented his report. The unsafe premise has already been touched upon. He asked if there is a set schedule for leaf removal. When weather permits, it will be picked up. No set schedule.

Police Chief, Randy Sanders had no report but asked if clarification on the police member's suspension could be provided on when suspension starts and council President stated as soon as possible. He also asked if any paperwork needs to be signed and he was told no. He then asked if the ruling could be challenged. Town Attorney Fullen advised that this was not a question and answer session and that the police member has retained council so he would need to speak with his legal counsel. Sanders then asked if the officer could be called out for emergencies while on suspension due to his position as the K-9 officer. Council President, Bostock asked, "Don't we have another K-9 dog and officer? Sanders responded yes.

Clerk Treasurer Beth Jones presented the November Utility Billing Adjustments for approval. Electric <\$4.25>. Electric penalties <\$506.15>, EAP <\$61.76>, Water <\$1,622.20>, Water tax <\$113.53>, Water penalties <\$84.89>, Sewer <\$4,172.04>, Sewer penalties <\$184.25>, Trash <\$13.00> for a total of \$6,762.07. Motion to approve was made by Theron Owen and seconded by Arla Jean Frazier. In a 5-0 vote, motion passed.

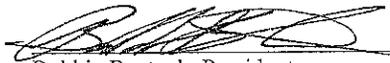
Next, Jones presented the Payroll Allowance Docket in the amount of \$152,138.81. Motion to approve was made by Arla Jean Frazier and seconded by Theron Owen. In a 4-1 vote with Donna Dillard voting no, motion passed.

Clerk Treasurer Jones then presented claims for November 19, 2025, through December 2, 2025, in the amount of \$522,392.43. Motion to approve was made by Arla Jean Frazier and seconded by Theron Owen. In a 4-1 vote with Donna Dillard voting no, motion passed.

Jones stated at the next meeting, opening bids will be taken for rock, asphalt, oil and fuel as the notice was published November 19, 2025, in the Orleans Progress Examiner newspaper.

Under Concerned Citizens, the council heard from Michael Dillard, 660 N. Sandy Hook Road, Steve Hankins, 870 Hospital Road, Priscilla Woodrum, Court Street Commons (would not give home address), and Anita Seybold who refused to give address.

There being no further business, a motion was made to adjourn by Arla Jean Frazier and seconded by Theron Owen. In a 5-0 vote, motion passed. Meeting adjourned at 6:50 p.m.

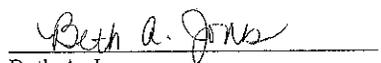

Bobbie Bostock, President


Theron Owen, Member


Mylea Pluris, 2nd Vice-President


Donna Dillard, Member

ATTEST:


Beth A. Jones
Clerk-Treasurer