

Waterloo Town Council Meeting
February 10, 2026

A meeting of the Waterloo Town Council was held on February 10, 2026, at 6:02 p.m. at the Waterloo Historic Train Depot present were:

Josh Caudill	Ken Surber
Greg Iddings	Trevor Wright
Russell Goodman	Andrew Kruse / Town Attorney
Renee Duszynski / Clerk Treasurer	

The following business was discussed, and action was taken: Unless specified all votes were unanimous.

Caudill did roll call and the pledge was recited.

Communication from the President: None

Communication from Town Manager: None

Communication from The Clerk Treasurer:

Duszynski reviewed the fund report. The Clerk's office will be doing BS&A training for the new software it will go live on February 23rd to February 25th and then March 2nd to March 5th. The Annual Financial Report is almost done for 2025.

Communication from Boards and Committees:

Waterloo Main Street will be hosting the annual Easter egg hunt on Sunday, March 29th, at 1:00 pm located at Francis Thomson Park. There will be a committee meeting on February 16th at 6:30 pm. She clarified that anyone is welcome to attend a committee meeting. They are a great way to get involved, especially if you just want to help with events or specific events.

Approval of Minutes and Claims and Adjustments:

Minutes from December 9th reviewed. Corrections made. Motion to approve as amended was made by Goodman (Iddings) passed.

Minutes from December 17th reviewed. Corrections made. Motion to approve as amended was made by Wright (Goodman) passed.

Minutes from December 31st reviewed. Corrections made. Motion to approve as amended was made by Iddings (Surber) passed.

Minutes from January 19th reviewed. Corrections reviewed. Motion to approve as amended was made by Goodman (Iddings) passed.

Minutes from January 28th reviewed. Corrections reviewed. Motion to approve as amended was made by Goodman (Surber) passed.

Claims reviewed. Motion to approve made by Surber (Wright) passed.

Adjustments reviewed. Motion to approve made by Goodman (Wright) passed.

New Business:

- 1. Midwestern Engineering:** Sullivan reviewed pay apps for January. James S Jackson Pay App No 18 in the amount of \$316,350.00, Midwestern Engineers' Invoice No 202007300-19 in the amount of \$12,284.92. API will be back February 23rd to complete the railroad boaring contingency summary remains the same. There was no construction meeting today due to the weather over the last month. Caudill asked if progress was being made. Sullivan believes the improvement in the weather will catapult it. The project is roughly 50% done in terms of dollars spent. Motion to approve James S Jackson Pay App No 18 in the amount of \$316,350.00, Midwestern Engineers' Invoice No 202007300-19 in the amount of \$12,284.92 made by Goodman (Wright) passed.
- 2. James S. Jackson:** Sullivan stated that the contractor has requested a time extension. Ben Studabaker and Dave Gerik are here to present. Studebaker read the request for an extension of 74 days due to the late payment due to the government shutdown. Parts of the project had to be deferred due to the lack of funding. Caudill questioned why they were requesting 74 days when the shutdown was only 43 days. Studabaker explained that the August payment was not processed by USDA prior to the shutdown. Caudill would have liked to have been notified of the issue and been given the option to pay until the government was open. Wright would like to know if there are going to be any other reasons for extension past the 74 days. Jackson explained that other than another shutdown or another bad snowstorm, there should be no issues. He gave an update on progress. One of the concerns is the overage in the budget for the inspector. Midwestern will adjust the onsite schedule for the inspector. Kruse noted Jackson stated their concrete would have canceled projects and wanted to know how many. Studebaker noted 3. Motion to approve extension made by Surber (Iddings) passed. Sullivan will prepare the paperwork for Caudill to sign, and then it will go to USDA for their approval. Sullivan introduced Andy Wall, the main engineer, on the project. Sullivan wanted to have a second person introduced.
- 3. Heimach Center/DART:** Kim Teegarden, DART Director, reviewed the year 2025. She noted some of the highlights such as no major accidents, 14 current drivers, 1,133 pickups, and 1,114 drop-offs with 108 Waterloo clients. Funding from the town would go to upgrading the scheduling software.

Beth Eis, reviewed the Heimach center projects and initiatives. In 2025, funding from the town upgraded parking lot lights. Funding for 2026 will be used to upgrade the exercise room. This benefits those with fixed incomes, who are unable to afford facilities such as the YMCA. The total donation to the DeKalb County Council on Aging for 2026 will be \$9,600.00. Surber noted he serves on the board and is amazed by the visitors who are there on a daily basis. Goodman recently had a wonderful experience with DART.

Motion to approve donation of \$9,600.000 to the DeKalb County Council on Aging made by Goodman (Iddings) passed.

4. **Inspiration Ministries:** Andy Foster, President of Inspiration Ministries, informed the council that in December that they were notified they did not receive the grant. In hindsight they are glad it did not go through due to terms of the grant. He would like the council to consider the \$5,000.00 commitment of opioid restricted funds to subsidize the cost of purchasing a van. They serve DeKalb County and have 125 properties. Most vehicles are over 10 years old. Iddings would like confirmation of the vehicle that is purchased. Kruse suggested an acknowledgment letter be issued. Motion to approve \$5,00.00 for transportation in DeKalb made by Wright (Surber) passed.
5. **Bad Debt:** Duszynski presented. She explained that anything under \$25 cannot be sent to TRECS. Motion to approve writing off \$582.21 in bad debt made by Goodman (Iddings) passed.
6. **DeKalb County Chamber:** Duszynski presented renewal options for the Chamber membership. She explained that they are currently at the visionary level and that is \$1,100 a year, but by being a chamber member, the Town receives a \$12,000 per year discount on health insurance through PHP. Also, if the town retains the visionary level, the chamber will include assistance to the Main Street as well, this is how they were able to do the ribbon cutting for the 2 Amigos last year. Motion to approve visionary option by Goodman (Surber) passed.
7. **United Way:** Duszynski reviewed the day of caring and sponsorship. The town has never done this before. Council would like to put out a notification that we are a sponsor and can apply at United Way for Day of Caring. Motion to approve a \$300.00 sponsorship by Wright (Goodman) passed.
8. **Comp Time Policy:** Duszynski presented the policy. She explained that currently the policy states that comp time is not allowed; however, when the Town added full-time fire personnel, they were to be given comp time. The policy needs to be updated to be compliant. She explained that public safety can be qualified as salary non-exempt, which means that even though they are salaried, they still qualify for overtime or comp time. Since the Town was unsure how the first year would be, they offered the fire department comp time. Caudill stated that there needed to be clarification on the uses of the comp time. He does not feel that they should earn comp time from the Town for working at football games or fundraising activities. Duszynski stated police are sent 1099's for working security detail and are paid by the school. Discussion was held. Caudill would like all comp time to be approved by the liaison. He noted that comp time was earned for an employee voluntarily coming in to help another department work on the plow truck and to plow sidewalks. The amount of comp time being earned needs to be under control. Kruse advised that an employee cannot volunteer their time, and that comp time needs to be paid out, but it could lead to a disciplinary issue if it was not authorized yet still had to be paid. Goodman noted that there was a redundant phrasing in the way it was written. Corrections made. Motion to approve as amended by Goodman (Iddings) passed.
9. **LOS-Poke-bache:** Pokabache is applying for a grant and needs a letter of support from the town. Caudill would like council approval. It was noted that the year needs to be corrected before it is sent. Motion to approve made by Iddings (Wright) passed.

10. Resolution 26-02 Resolution for transfer of appropriations: Duszynski presented. Appropriations cannot be transferred between departments but can be transferred from categories within the departments. This does not increase the overall budget; it just moves approved appropriations from one line item to another. Motion to approve Resolution 26-02 Resolution for transfer of appropriations made by Goodman (Surber) passed.

Other:

Floor:

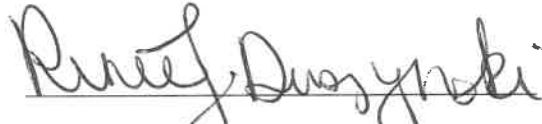
Hjelm is present and would like to address the council on lack of raise. He came to support the engineers but wanted to know the reason for certain roles. All jobs have ceilings. Hjelm believes the ceiling should rise for the cost of living. Caudill stated that in years past, increasing is not sustainable. Hjelm noted the increase in his health insurance rate. Duszynski reviewed the budget process and Baker Tilley's advised to increase rates. Caudill noted longevity pay. Hjelm wanted to voice his opinion. He also mentioned he wanted a take home vehicle.

I, Renee Duszynski, the duly qualified Clerk Treasurer, do hereby certify that the above and foregoing is a true and exact excerpt of minutes of the meeting of the Waterloo Town Council, Waterloo, Indiana, at which a quorum was in attendance and acting throughout, and held January 13, 2026, and, as such appears in the official minutes of said Waterloo Town Council, in my custody.

Meeting was adjourned at 8:01 p.m.



President, Josh Caudill



Clerk Treasurer, Renee Duszynski