Enrolled Minutes of the Sixty-Seventh Regular Meeting or Special Meeting
For the Thirtieth Highland Town Council Regular Plenary
Business Meeting (In person) Monday, July 27, 2026

The Thirtieth Town Council of the Town of Highland, Lake County, Indiana met in its regular plenary session on Monday, July 27, 2026 at 6:30 o'clock P.M. in the regular place, the Highland Municipal Building, 3333 Ridge Road, Highland, Indiana.

*This meeting was convened as an in person meeting and lived streamed to the Town of Highland Facebook. Facebook permits the public to observe and record the proceedings but allows no interaction between and among the Town Council and members of the public. The public is able to participate in person. Councilor George Georgeff, Councilor Doug Turich, Councilor Alex Robertson, Councilor Tom Black and Councilor Philip Scheeringa all participated in person.

Pursuant to HMC Section 2.05.130(A)(2), the Town Council considered and reviewed the agenda in an informal proceeding in the plenary meeting room before the president called the meeting to order.

The Town Council President Georg Georgeff presided over the meeting. The Clerk-Treasurer, Mark Herak, was present to memorialize the proceedings. The meeting was opened with Councilor Doug Turich reciting the Pledge of Allegiance to the Flag of the United States of America and offering a prayer.

Roll Call: Present on roll call were Councilors George Georgeff, Doug Turich, Alex Robertson, Thomas Black and Philip Scheeringa present. Councilors George Georgeff and Philip Scheeringa were absent. Clerk-Treasurer, Mark Herak was also present. A quorum was attained.

Additional Officials Present: Metropolitan Police Chief Ralph Potesta; Glenn Schlesser, Fire Chief; Redevelopment Director Maria Becerra; Ed Dabrowski, Director of Information Technology; Building Commissioner Kenneth J. Mika; Park Director Mindi Ray; Public Works Director Mark Knesek were present. John Reed, Attorney with JPR Legal Services was absent.

Guests: Theresa Badovich (remotely) and Robin Carlascio (remotely) of the Idea Factory were also present.

Minutes of the Previous Meetings: The minutes of the July 6, 2026 Plenary meeting were approved by general consent.

Special Orders:

1. **Administration of Oath of Office** for Police Officer Candidate **Ryan M. Hussey**. Police Officer Candidate Hussey was appointed by the Town Board of Metropolitan Police Commissioners at its meeting of 11 June 2026, with the appointment to be effective July 12, 2026, but not earlier than approval by Indiana Public Retirement System (INPRS).

   Councilor Black moved that the Town Council of Highland hereby determines that the herein named candidate met the qualifications for such position, as determined by the Town Board of Metropolitan Police Commissioners and as now approved by the

Highland Town Council which is the Town Legislative Body on this 27th day of July, 2026. Councilor Robertson seconded the motion. Upon a roll call vote of the elected officials, there were five (5) affirmatives and no negatives. The motion passed.

(a) Instruction and Administration of Oath.

(b) Presentation of Badges by Metropolitan Police Commission Chair and/or Town Council President or the Metropolitan Police Chief. The Metropolitan Police Chief Ralph Potesta and the Metropolitan Police Commission Member Danny Stombaugh presented the police badge to Police Officer Hussey.

The Town Council President and members of the Town Council welcomed the new officers who then introduced members of their families who were in attendance.

*The motion – The Town Council of Highland hereby determines that the herein named candidate meets the qualifications for such position, as determined by the Town Board of Metropolitan Police Commissioners and as now approved by the Highland Town Council which is the Town Legislative Body on this the 27th day of July 2026.

OATH of OFFICE for POLICE OFFICER

I, Ryan M. Hussie, do solemnly (swear or affirm) that I will support the Constitution of the United States, and the Constitution of the State of Indiana, and that I will faithfully, diligently and impartially discharge my duties as a Police Officer of the Town of Highland, Indiana, according to law, and to the best of my ability, (so help me God).

____
Ryan M. Hussie

IN WITNESS, SUBSCRIBED AND SWORN OR AFFIRMED TO BEFORE ME, AN OFFICIAL AUTHORIZED TO TAKE ACKNOWLEDGEMENTS, ON THIS 13TH DAY OF JULY 2026.

MARK A. HERAK, CLERK-TREASURER
TOWN OF HIGHLAND

I.C. 5-4-1-1

Town Council	Town Board of Metropolitan Police Commissioners
President George Georgeff	Chairman Terry Krooswyk
Doug Turich	Michael Danko
Alex Robertson	Steve Jurczak
Tom Black	Danny Stombaugh
Phil Scheeringa	Shar Miller

Town Clerk-Treasurer
Mark A. Herak
Town Attorney
John P. Reed
Town Board of Metropolitan Police Commissioners Attorney
John P. Reed
Chief of Police
Ralph J. Potesta

Metropolitan Police Department Police Chiefs
Established 1955

Ted Hanson (1955)
Harold Yoder (1956-57)
William Graham (1958-62)
Stephen Ranich (1962-69)
William Needles (1969-75)
Robert Brakley (1976)
Al Prendergast (1976-79)
James M. Turoci (1979-85)
Richard Hawkins (Interim) (12/28/84-5/28/85)
Richard Rakoczy (1985-93)
Lawrence L. Woods Jr.(1994 to 1997)
Joseph A. Kwasny (1997 to 9/30/00)
Paul Gard (06/22/00-12/14/00)
James M. Turoci (12/15/00 to 02/15/02)
Peter T. Hojnicki (02/16/02 to 02/06/23)
Ralph J. Potesta (02/07/23 to present)

Metropolitan Police Department Police Chiefs
(Established 1955)

Administration
of
Police Officer's Oath
Police Officer Candidate
Ryan M. Hussie
Monday, July 13, 2026

Town of Highland, IN
Metropolitan Police Department

STATE OF INDIANA)
) SS:
COUNTY OF LAKE)

CERTIFICATE of APPOINTMENT

This is to certify that the Town Board of Metropolitan Police Commissioners for the Town of Highland, acting in accordance with applicable law, on the 11th day of June, 2026 in the Town of Highland in said County and State, in which it is set forth and declared Ryan M Hussey, being of good moral character, was duly appointed to the position of Police Officer, subject to a probationary period, in and for said Town to serve during the probationary or regular appointment if conferred, only during good behavior, subject to the terms and provisions of the Rules, Regulations and Standard Operating Procedures duly adopted and in force for the Highland Metropolitan Police Department and for the citizens of the Town of Highland, all pursuant to I.C. 36-8-9 et seq., with said appointment to be effective, upon its approval, beginning on the 12th day of July, 2026.

IN WITNESS WHEREOF, I have hereunto set my hand and send this certification to be made part of the records of the Town of Highland, Lake County, Indiana this 11th day of June , 2026.

By: Town Board of Metropolitan Police Commissioners of Highland

Terry Kooswyk, Chairman

Char Miller, Secretary

OATH OF OFFICE

I, **Ryan M Hussey,** do solemnly (swear or affirm) that I will support the Constitution of the United States, and the Constitution of the State of Indiana, and that I will faithfully and impartially discharge my duties as Police Officer of the Town of Highland, Indiana, according to law, and to the best of my ability, so help me God.

____

Ryan M Hussey

IN WITNESS WHEREOF as subscribed and sworn/affirmed before me, I hereunto set my hand and Corporate seal of the Town of Highland, Indiana this ______________, 2026. I certify that I am the duly elected, qualified, acting and serving Clerk-Treasurer for the Town of Highland, and as such empowered pursuant to IC. 33-16-4-1; IC 36-5-6-5 to make acknowledgments.

Authority Expiration: The Director of the Lake County Board of Elections and Registration Certified the Election of November 7, 2023, officially November 28, 2023. I was qualified to office upon my oath administered December 21,2023, to serve for a term of four years commencing at noon January 1,2024 and concluding before noon January 1, 2028 and a successor is elected and qualified. IC 36-5-6-2(b)

____

Mark A. Herak
Town of Highland Clerk-Treasurer

I.C. 36-8-9-4(a)(c)Highland Municipal Code § 51; I.C. 5-4-1-1

DETERMINATION of CANDIDATE QUALIFICATION BY TOWN LEGISLATIVE BODY

THE TOWN COUNCIL of HIGHLAND HEREBY DETERMINES that the HEREIN NAMED CANDIDATE MEETS the QUALIFICATIONS FOR SUCH POSITION, AS DETERMINED by the TOWN BOARD of METROPOLITAN POLICE COMMISSIONERS and as NOW APPROVED by the HIGHLAND TOWN COUNCIL which is the TOWN LEGISLATIVE BODY, UPON PROPER MOTION at its MEETING OF _______________ OF 2026.

**BY: TOWN COUNCIL of HIGHLAND,
LAKE COUNTY, INDIANA**

____
George Georgeff, President

____
Doug Turich, Vice -President

____
Phil Scheeringa, Council Member

____
Alex Robertson, Council Member

____
Thomas Black, Council Member

ATTEST:

____
**Mark A. Herak,
Town of Highland Clerk-Treasurer**

2. **Consideration of Proposed Additional Appropriations**: (controlled And non-controlled funds): Proposed Additional Appropriations in Excess of the 2026 Budget for the Municipal Cumulative Street Fund in the amount of $6,700.00.

   (a) Gateway Publication
   (b) Public Hearing.
   (c) Action on **Appropriation Enactment No. 2026-13**: An Enactment Appropriating Additional Moneys in Excess of the Annual Budget for the **Municipal Cumulative Street Fund,** all pursuant to I.C. 6-1.1-18, and I.C. 36-5-3-5

   **requires 2 readings if the Council desires to pass it on the first night.*

Councilor Black introduced and moved for the consideration of Appropriation Enactment No. 2026-13 at the same meeting of its introduction. Councilor Robertson seconded. Upon a roll call vote, a unanimous vote being necessary, there were five (5) affirmatives and no negatives. The motion passed. The enactment could be considered at the same meeting of its introduction.

Councilor Black moved for the passage adoption of Appropriation Enactment No. 2026-13 at the same meeting of its introduction. Councilor Robertson seconded. Upon a roll call vote, a two-thirds vote being necessary, there were five (5) affirmatives and no negatives. The motion passed. The enactment was passed and adopted upon the signature of the municipal executive at the same meeting of its introduction.

Town of Highland
Appropriation Enactment
Enactment No. 2026-13

AN ENACTMENT APPROPRIATING ADDITIONAL MONIES IN EXCESS OF THE ANNUAL BUDGET for the MUNICIPAL CUMULATIVE STREET FUND, ALL PURSUANT TO I.C. 6-1.1-18, and I.C. 36-5-3-5.

WHEREAS, Following a public hearing advertised pursuant to I.C. 5-3-1, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget for the **Municipal Cumulative Street Fund**;

WHEREAS, It has been determined that such additional appropriations as may be approved by this enactment, will not increase the levies set under I.C. 6-1.1-17, all pursuant to I.C. 36-5-3-5;

NOW, THEREFORE BE IT ENACTED by the Town Council of the Town of Highland, Lake County, Indiana, as follows:

Section 1. That for the expenses of said municipality, the following additional sums of money are hereby appropriated and ordered set apart out of the **Municipal Cumulative**

Street Fund herein named and for the purposes herein specified, subject to the laws governing the same:

Municipal Cumulative Street Fund

Acct. No. 4431-0000-44010 Sidewalk Replacement		$6,700.00
	Total 400 Series:	$6,700.00
	Fund Total:	**$6,700.00**

Section 2. That the Clerk-Treasurer is hereby authorized and instructed to inform the Department of Local Government Finance of this action and that these monies be made available for expenditure pursuant to I.C. 6-1.1-18.

Section 3. That in satisfaction and for the purposes of the provisions set out in I.C. 36-5-2-9.6, I.C. 36-5-3-5, I.C. 36-5-4-2, this enactment shall be deemed properly filed and introduced before the Town Council at a regular or special meeting, properly called and convened pursuant to I.C. 5-1.5-14 *et seq*.

Introduced and Filed on the 27th Day of July 2026. Consideration on the same day or at same meeting of introduction sustained by a vote of 5 in favor and 0 opposed, pursuant to I.C. 36-5-2-9.8.

DULY ORDAINED AND ADOPTED this 27th Day of July 2026, by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of 5 in favor and 0 opposed.

TOWN COUNCIL of the TOWN of HIGHLAND, INDIANA

____
George Georgeff, President (IC 36-5-2-10)

ATTEST:

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Mark Herak
Clerk-Treasurer (IC 33-42-4-1; IC 36-5-6-5)

3. **Consideration of Proposed Additional Appropriations**: (controlled And non-controlled funds): Proposed Additional Appropriations in Excess of the 2026 Budget for the Park and Recreation Fund in the amount of $85,000.00.

   (a) Gateway Publication

(b) Public Hearing.

(c) Action on **Appropriation Enactment No. 2026-18**: An Enactment Appropriating Additional Moneys in Excess of the Annual Budget for the **Park and Recreation Fund,** all pursuant to I.C. 6-1.1-18, and I.C. 36-5-3-5

**requires 2 readings if the Council desires to pass it on the first night.*

Councilor Robertson introduced and moved for the consideration of Appropriation Enactment No. 2026-18 at the same meeting of its introduction. Councilor Black seconded. Upon a roll call vote, a unanimous vote being necessary, there were five (5) affirmatives and no negatives. The motion passed. The enactment could be considered at the same meeting of its introduction.

Councilor Robertson moved for the passage adoption of Appropriation Enactment No. 2026-18 at the same meeting of its introduction. Councilor Black seconded. Upon a roll call vote, a two-thirds vote being necessary, there were five (5) affirmatives and no negatives. The motion passed. The enactment was passed and adopted upon the signature of the municipal executive at the same meeting of its introduction.

Town of Highland
Appropriation Enactment
Enactment No. 2026-18

AN ENACTMENT APPROPRIATING ADDITIONAL MONIES IN EXCESS OF THE ANNUAL BUDGET for the PARK AND RECREATION FUND, ALL PURSUANT TO I.C. 6-1.1-18, and I.C. 36-5-3-5.

WHEREAS, Following a public hearing advertised pursuant to I.C. 5-3-1, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget for the **Park and Recreation Fund**;

WHEREAS, It has been determined that such additional appropriations as may be approved by this enactment, will not increase the levies set under I.C. 6-1.1-17, all pursuant to I.C. 36-5-3-5;

NOW, THEREFORE BE IT ENACTED by the Town Council of the Town of Highland, Lake County, Indiana, as follows:

Section 1. That for the expenses of said municipality, the following additional sums of money are hereby appropriated and ordered set apart out of the **Park and Recreation Fund** herein named and for the purposes herein specified, subject to the laws governing the same:

Park and Recreation Fund

2204-0000-11102	Park Compensation of Attorney	$	15,000.00

Total for 100 Series:	$	15,000.00
2204-0000-23003 Park Miscellaneous Materials	$	15,000.00
Total for 200 Series:	$	15,000.00
2204-0000-38005 Park Contractual Services	$	40,000.00
2204-0000-38602 Park Fitness Trainers	$	15,000.00
Total for 300 Series:	$	55,000.00
Total for the Fund:		**$85,000.00**

Section 2. That the Clerk-Treasurer is hereby authorized and instructed to inform the Department of Local Government Finance of this action and that these monies be made available for expenditure pursuant to I.C. 6-1.1-18.

Section 3. That in satisfaction and for the purposes of the provisions set out in I.C. 36-5-2-9.6, I.C. 36-5-3-5, I.C. 36-5-4-2, this enactment shall be deemed properly filed and introduced before the Town Council at a regular or special meeting, properly called and convened pursuant to I.C. 5-1.5-14 *et seq*.

Introduced and Filed on the 27th Day of July 2026. Consideration on the same day or at same meeting of introduction sustained by a vote of in favor and opposed, pursuant to I.C. 36-5-2-9.8.

Duly Ordained and Adopted this 27th Day of July 2026, by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of 5 in favor and 0 opposed.

TOWN COUNCIL of the TOWN of HIGHLAND, INDIANA

____

George Georgeff, President (IC 36-5-2-10)

ATTEST:

____

Mark Herak

Clerk-Treasurer (IC 33-42-4-1; IC 36-5-6-5)

4. **Consideration of Proposed Additional Appropriations:** (controlled And non-controlled funds): Proposed Additional Appropriations in Excess of the 2026 Budget for the Gaming Revenue Fund in the amount of $81,645.92.

   (a) Gateway Publication
   (b) Public Hearing.
   (c) Action on **Appropriation Enactment No. 2026-19**: An Enactment Appropriating Additional Moneys in Excess of the Annual Budget for the **Gaming Revenue Fund**, all pursuant to I.C. 6-1.1-18, and I.C. 36-5-3-5

   **requires 2 readings if the Council desires to pass it on the first night.*

Councilor Black introduced and moved for the consideration of Appropriation Enactment No. 2026-19 at the same meeting of its introduction. Councilor Robertson seconded. Upon a roll call vote, a unanimous vote being necessary, there were four (4) affirmatives and one (1) negatives, Councilors Georgeff, Robertson, Black and Scheeringa voting in the affirmative and Councilor Turich voting in the negative. The motion failed. The enactment could not be considered at the same meeting of its introduction.

Town of Highland
Appropriation Enactment
Enactment No. 2026-19

AN ENACTMENT APPROPRIATING ADDITIONAL MONIES IN EXCESS OF THE ANNUAL BUDGET for the GAMING FUND, ALL PURSUANT TO I.C. 6-1.1-18, and I.C. 36-5-3-5.

WHEREAS, Following a public hearing advertised pursuant to I.C. 5-3-1, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget for the **Gaming Fund**;

WHEREAS, It has been determined that such additional appropriations as may be approved by this enactment, will not increase the levies set under I.C. 6-1.1-17, all pursuant to I.C. 36-5-3-5;

NOW, THEREFORE BE IT ENACTED by the Town Council of the Town of Highland, Lake County, Indiana, as follows:

Section 1. That for the expenses of said municipality, the following additional sums of money are hereby appropriated and ordered set apart out of the **Gaming Fund** herein named and for the purposes herein specified, subject to the laws governing the same:

Gamine Fund

Acct. No. 4437-0000-41040 179th Resurfacing		$81,645.92
	Total 400 Series:	$81,645.92
	Fund Total:	**$81,645.92**

Section 2. That the Clerk-Treasurer is hereby authorized and instructed to inform the Department of Local Government Finance of this action and that these monies be made available for expenditure pursuant to I.C. 6-1.1-18.

Section 3. That in satisfaction and for the purposes of the provisions set out in I.C. 36-5-2-9.6, I.C. 36-5-3-5, I.C. 36-5-4-2, this enactment shall be deemed properly filed and introduced before the Town Council at a regular or special meeting, properly called and convened pursuant to I.C. 5-1.5-14 *et seq*.

Introduced and Filed on the 27th Day of July 2026. Consideration on the same day or at same meeting of introduction sustained by a vote of 4 in favor and 1 opposed, pursuant to I.C. 36-5-2-9.8.

TOWN COUNCIL of the TOWN of HIGHLAND, INDIANA

George Georgeff, President (IC 36-5-2-10)

ATTEST:

Mark Herak
Clerk-Treasurer (IC 33-42-4-1; IC 36-5-6-5)

Comments from the Public or Visitors: none

Staff Reports: The following staff reports were received and filed.

Building Report June, 2026

PERMIT TYPE	#	Res.	Comm.	Est. Cost	Fee Collected
Commercial Buildings	0			$ -	$ -
Comm. Additions/Remodel	7		7	$ 547,498.00	$ 9,930.00
Signs	3		3	$ 7,303.00	$ 675.00
Single Family	0			$ -	$ -
Duplex/Condo	0			$ -	$ -
Residential Additions	1	1		$ 38,290.00	$ 987.00
Residential Remodeling	71	71		$ 1,044,589.00	$ 21,631.50
Concrete/Asphalt/Flatwork	15	15		$ 152,404.00	$ 3,493.50
Garages	0			$ -	$ -
Sheds	1	1		$ 7,034.00	$ 223.50
Decks & Porches	9	9		$ 75,000.00	$ 2,416.50
Fences	17	17		$ 55,533.00	$ 2,562.00
Above/In ground pools	4	4		$ -	$ 216.00
Drain Tile/Waterproofing	2	2		$ 17,185.00	$ 480.00
Misc: Demo (4); Road Cut (11)	15	15		$ -	$ 2,241.50
Total Building Permits	145	135	10	$ 1,944,836.00	$ 44,856.50
Electrical Permits	18	14	4	$ -	$ 2,049.00
Mechanical Permits	44	41	3	$ -	$ 5,177.00
Plumbing Permits	12	10	2	$ -	$ 1,828.40
Water Meters	0			$ -	$ -
Water taps	0			$ -	$ -
Sewer/Storm Taps	2		2	$ -	$ 1,000.00
Total Plumbing Permits	14	10	4	$ -	$ 2,828.40

June 2026 Code Enforcement: 313 Investigations, 97 Warnings & 10 Citations were issued.
Inspections done for the month of June 2026 were as follows: 36 Building Inspections, 23 Plumbing Inspections, 13 HVAC and 28 Electrical Inspections. There was 1 Electrical Exam given.

Submitted By:

Kenneth J. Mika

Communications:

Movie in the Park, Friday, July 17, 2026, dusk at Main Square - Zootopia
Hazardous Waste Day, Saturday, July 25, 2026 at Public Works Facility
Highland Park & Recreation Musical in the Park – The 25th Annual Putnam County Spelling Bee. Weekend of July 23rd to 25th - July 30th to August 1st
Main Street Restaurant Crawl July 28th
Rotary Club Annual Corn Roast – August 7th at Main Square

Appointments:

- **Statutory Boards and Commissions**
  Executive Appointments *(May be made in meeting or at another time)*

Regional Statutory Commissions or Boards

Home Rule Boards and Commissions

Legislative Appointments

Regional Statutory Commissions or Boards

Home Rule Commissions

1. **Main Street Bureau Board:** (17) appointments to be made by the Town Council. Term: Two years ending 1 Jan 2027. *Currently only 8 of 17 appointed.*

General Orders and Unfinished Business: None

New Business:

1. **Resolution No. 2026-15**: A Resolution Designating the Distribution of the Financial Institutions Tax Fund (FIT) and the Commercial Vehicle Excise Tax Fund (CVET) pursuant to HEA 1392 into the General Fund pursuant to I.C. 6-5.5-8-2(C).

Councilor Robertson moved the passage and adoption of Resolution No. 2026-15. Councilor Black seconded. Upon a roll call vote, there were five (5) aaffirmatives, no negatives. The motion passed. The resolution was adopted pending the signature of the municipal executive.

TOWN COUNCIL of the TOWN of HIGHLAND
RESOLUTION NO. 2026-15

A Resolution Designating the Distribution of the Financial Institution Tax Fund (FIT) and the Commercial Vehicle Excise Tax Fund (CVET) pursuant to HEA 1392 into the General Fund pursuant to I.C. 6-5-5-8-2 (C).

WHEREAS, The State of Indiana has established a Financial Institutions Tax and a Commercial Vehicle Excise Tax, a portion of which is distributed to local taxing units (including the Town of Highland);

WHEREAS, Distributions are made semiannually at the same time as distributions of real property taxes to each taxing unit;

WHEREAS, Pursuant to I.C. 6-5.5-8-2 (C), a taxing unit may deposit these distributions into any fund maintained by the taxing unit and the distribution maybe used for any purposed allowed by law;

WHEREAS, The Clerk-Treasurer of the Town of Highland has determined that the Funds are immaterial in nature to the funds allocated and is directing the distribution of the FIT and CVET Funds into the General Fund;

WHEREAS, The Town Council now accepts the recommendation of the Clerk-Treasurers and wishes to deposit all CVET and FIT Funds into the General Fund;

NOW, THEREFORE BE IT RESOLVED by the Town Council of the Town of Highland, Lake County, Indiana as follows:

Section 1. All Financial Institution Tax Funds distributed to the Town of Highland shall be distributed into the General Fund;

Section 2. All Commercial Vehicle Excise Tax Funds of the Town of Highland shall be distributed into the General Fund;

DULY RESOLVED and ADOPTED this 27th Day of July 2026 by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of 5 in favor and 0 opposed.

TOWN COUNCIL of the TOWN of HIGHLAND, INDIANA

____

George Georgeff, President (IC 36-5-2-10)

Attest:

____

Mark Herak
Clerk-Treasurer (IC 33-42-4-1; IC 36-5-6-5)

2. **Introduced Ordinance No. 1842-E:** An Ordinance to amend Ordinance No. 1842 to establish the Wage and Salary Rates of the Elected Officers, the Non-Elected Officers, and the Employees of the Town of Highland, Indiana particularly modifying the job description of and changing the compensation package as it pertains to the Chief of the Department. *(introduce only)*

Councilor Black introduced and filed proposed Ordinance 1842-E. There was no further action.

ORDINANCE No. 1842-E
of the
TOWN of HIGHLAND, INDIANA

AN ORDINANCE to AMEND ORDINANCE No. 1842 to ESTABLISH THE WAGE and Salary Rates of the Elected Officers, the NON-ELECTED Officers, and the Employees of the TOWN of HIGHLAND, INDIANA Particularly Modifying the Job Title of and Changing the Compensation Package as it pertains to the Chief of the Department.

WHEREAS, Title 36, Article 1 Chapter 4 of the Indiana Code confers certain general corporate powers on the several units of government in Indiana;

WHEREAS, Section fifteen of that chapter specifically provides that a unit of government may fix the level of compensation of its officers and employees;

WHEREAS, I.C. 36-5-3-2 provides in pertinent part that the town legislative body shall provide reasonable compensation for the other town officers and employees;

WHEREAS, I.C. 36-5-3-2(b), further provides that the Town Legislative body shall, by ordinance fix the compensation of its own members and the Town

Clerk-Treasurer;

WHEREAS, I.C. 36-5-3-2(c) still further provides that the compensation of an elected town officer may not be changed in the year for which it is fixed, nor may it be reduced below the amount fixed for the previous year;

WHEREAS, The Town Council of the Town of Highland, as the Town Legislative body, now desires to amend the ordinance that was adopted to fix the compensation of its elected officers, appointed officers and employees of the Town for the year 2026 and thereafter as amended;

WHEREAS, The Town Council of the Town of Highland, as the town legislative body, has been advised that it is necessary change the COMPENSATION RANGE for the Fire Chief/Fire Inspector within the Fire Department; and

WHEREAS, The Town Council of the Town of Highland, as the town legislative body, now desires to amend the wage and salary ordinance as it pertains to the Fire Department; and,

NOW, THEREFORE, BE IT HEREBY ORDAINED by the Town Council of the Town of Highland, Lake County, Indiana, that the Salary of the Chief of the Department/Fire Inspector is modified and a compensation range created, pursuant to the provisions indicated herein and as follows:

Section 1. That Section 3 (C) of Ordinance No. 1842 be amended by repealing Section 3 (C) of that Ordinance in its entirety and replacing with the following section, which shall be numbered as Section 3 (C) and read as follows:

(C) *Master's Degree Pay*. All Department heads and senior supervisory workers, with the exception of the Fire Chief who earn a graduate degree from an accredited University or College in a discipline relevant to their administrative responsibilities, shall have an additional compensatory adjustment added to the base rate in the bi-weekly amount of $112.32;

Section 2. That Section 3 of Ordinance No. 1842 be amended by adding Section 3 (D) of that Ordinance, which shall be numbered as Section 3 (D) and read as follows:

(D) *Master's Degree Pay*. Per the Contract Incentive, when the Fire Chief earns a graduate degree from an accredited University or College in a discipline relevant to his administrative responsibilities, he shall have an additional compensatory adjustment added to the base rate in the bi-weekly amount of $288.46. This is a contract incentive and sunsets when Chief Glenn Schlesser ends his employment with the Town of Highland;

Section 3. That Section 12 (A) Chief of the Department/Fire Inspector of Ordinance No. 1842 be amended by repealing Section 12 (A) of that Ordinance in its entirety and replacing with the following section, which shall be numbered as Section 12 (A) and read as follows:

Section 12. *Fire Department.* That subject to the provisions of this ordinance, the salary and wages for the non-elected officers and employees of the Town of Highland are hereby fixed for its **Fire Department** as follows:

(A) Chief of Department (1)

That the salary of the Chief of the Department shall be paid biweekly and shall be hereby fixed as set forth below:

(1) That subject to subdivision (D), the compensation for a Chief of the Department-possessing a **baccalaureate** level degree in a related field granted from an accredited University or College is hereby fixed at $4230.77 bi-weekly;
(2) That per his negotiated contract, the Chief of the Department is eligible to receive Two Thousand and no Cents ($2000) per annum for Chief Fire Officer Designation s from the Center for Public Safety Excellence;
(3) That per his negotiated contract, the Chief of the Department is eligible to receive overtime payments, for work in excess of 50 per week, in the amount of $42.00 per hour;

Section 4. That all portions of ordinances in conflict with this ordinance are hereby repealed and are of no further force nor effect;

Section 5. That except where otherwise noted herein, other compensation and benefits matters not expressly provided herein for salaried and hourly employees and the Clerk-Treasurer shall be as set forth in the Compensation and Benefits Ordinance, commonly called the Employee Handbook as amended from time to time;

Section 6. That an emergency exists for the immediate taking effect of this Ordinance which, shall become effective and shall remain in full force and effect from and ***after the date of its passage and adoption*** pursuant to any constrains currently in force in Ordinance No. 1842 and until its repeal or amendment by subsequent enactment, subject to any express provisions of this ordinance, in all other instances not sooner than August 2, 2026;

Section 7. That the provisions set forth in Section 1, shall be effective from July 27, 2026 and continue thereafter until amended , modified or repealed by passage and adoption of a successor ordinance.

(B) That the Clerk-Treasurer shall have authority to implement the provisions of this ordinance pursuant to the authority expressly set forth in IC 36-5-6-6 (a) (3) & (4).

Introduced and Filed 13th day of July 2026. Consideration on same day or at same meeting of introduction was not considered, pursuant to IC 36-5-2-9.8.

DULY ORDAINED and ADOPTED this 27th Day of July 2026, by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of in favor, opposed and abstention. .

TOWN COUNCIL of the TOWN of HIGHLAND, INDIANA

____
George Georgeff, President (IC 36-5-2-10)

Attest:

____
Mark Herak
Clerk-Treasurer (IC 33-42-4-1; IC 36-5-6-5;IC 36-5-2-10.2)

3. Introduced Ordinance No. 1854: An Ordinance to Amend the Compensation, Benefits and Personnel Program of the Municipality, to be known as the Compensation and Benefits Ordinance Commonly known as the Employee Handbook, Pursuant to IC 36-1-3 and other Relevant Statutes. (making the Fire Chief eligible to receive overtime payments for work in excess of 50 hours per week, without express written permission of the President or Chair of the relevant Board of Jurisdiction. *(Introduce only)*

Councilor Black introduced and filed proposed Ordinance 1854. There was no further action.

ORDINANCE NO. 1854
OF THE
TOWN OF HIGHLAND, INDIANA

AN ORDINANCE TO AMEND THE COMPENSATION, BENEFITS AND PERSONNEL PROGRAM OF THE MUNICIPALITY, TO BE KNOWN AS THE COMPENSATION AND BENEFITS ORDINANCE COMMONLY KNOWN AS THE EMPLOYEES HANDBOOK, PURSUANT TO IC 36-1-3 AND OTHER RELEVANT STATUTES MAKING THE FIRE CHIEF ELIGIBLE TO RECEIVE OVERTIME PAYMENTS FOR WORK IN EXCESS OF 50 HOURS PER WEEK, WITHOUT EXPRESS WRITTEN PERMISSION OF THE PRESIDENT OR CHAIR OF THE RELEVANT BOARD OF JURISDICTION.

WHEREAS, The Town Council is the fiscal and legislative body of the Town of Highland;

WHEREAS, IC 36-1-3-2 confers upon all local units the powers that they need for the effective operation of government as to local affairs;

WHEREAS, IC 36-1-3-6 (b)(1) prescribes that any such exercise of power shall be authorized through enactment of an ordinance passed by the legislative body; and

WHEREAS, IC 36-1-4, sections 14 and 15 provide in pertinent parts for the establishment of a system of employment for any class of employee and for fixing the level of compensation of its officers and employees; and

WHEREAS, IC 5-10 in several pertinent chapters further authorizes Indiana political subdivisions to participate in and provide for certain compensation plans, and group benefits for its public workforce and officers, some of which have been duly adopted and established by ordinance of the Town; and

WHEREAS, IC 36-5, Chapters 3 and 4 provide additional authority and guidelines for fixing the level of compensation of officers and employees in towns; and

WHEREAS, The Town Council has determined that certain modifications to the program for compensation, benefits and personnel management for its public workforce, consistent with Indiana Statutes, would be of benefit to support and carryout the public purposes of the municipality; and

WHEREAS, The Town Council now desires to authorize and establish such a compensation, benefits and personnel program;

NOW, THEREFORE, BE IT HEREBY ORDAINED BY the Town Council of the Town of Highland, Lake County, Indiana, as follows:

Section 1. That ***Section 2.01*** of the Compensation and Benefits Ordinance Commonly Known as the Municipal Employees Handbook be amended by placing an * next to the name of the Fire Chief, which shall read as follows:

§ 2.01 Exempt Employees

Exempt employees refers to workers who are exempt from certain provisions of the Fair Labor Standards Act pertaining to overtime. It also means that you are in a supervisory or professional position as further defined in 29 CFR 541.200 et. sq., and not eligible for overtime payments for work In excess of 40 over per week, except as provided by this handbook.

Exempt Salaried Positions

Director of Public Works	Street Supervisor
Water & Sewer Supervisor	Facilities Supervisor
Maintenance Supervisor	Deputy Clerk-Treasurer
Building Commissioner/Chief Inspector	Fiscal Analyst
Superintendent of Parks & Recreation	Park Director
Director of Recreation	Recreation Supervisor(s)
Metropolitan Police Division Commander(s)	Chief of Police
Metropolitan Police Ass't. Div. Commander(s)	Assistant Chief of Police
Metropolitan Police Administration Officer(s)	Fire Chief*
Redevelopment Director	Operations Director
Information Technology Director	

*Overtime payments: The Fire Chief is eligible to receive overtime payments in the amount of $42.00 per hour for work in excess of 50 hours per week.

(Ord. 1717.1691-C27, 7/2020; Ord.1719.1691-D, 8/20; Ord 1733.1726-A, 6/14/2021; Ord. 1744.1726-D, 10/11/2021)

Section 2. That *Section 4.03.03* of the Compensation and Benefits Ordinance Commonly Known as the Municipal Employees Handbook be repealed in its entirety, which shall read as follows:

§ 4.03.03 Department Head Overtime

§ 4.03.03 Department Head Overtime: With the exception of the Fire Chief, No department head may receive overtime pay or compensatory time off, without the express written permission of the President or Chair of the relevant Board of Jurisdiction. Per his negotiated contract, the Fire Chief is eligible to receive overtime payment at a rate $42 per hour for work in excess of 50 hours per week..

Section 3. That *Section 4.03.04* of the Compensation and Benefits Ordinance Commonly Known as the Municipal Employees Handbook be repealed in its entirety, which shall read as follows:

§ 4.03.04 Exempt Supervisory Worker Overtime

§ 4.03.04 Exempt Supervisory Worker Overtime : With the exception of the Fire Chief, In all cases, when the overtime assignment involves a task or duty that is not part of the regular task or duty associated with the exempt supervisory worker, the rate of pay must be authorized in an ordinance of the Town Council. Per his negotiated contract, the Fire Chief is eligible to receive overtime payment at a rate $42 per hour for work in excess of 50 hours per week.

Section 4. That this ordinance is to be construed as a companion ordinance complimentary to any ordinance passed from time to time establishing wages and rates of pay and known as the salary ordinance;

(A) That this ordinance shall be effective to the extent that it is not in conflict with Federal or State law;

(B) That all other ordinances and resolutions related to the subject matter of this ordinance and not in conflict with its provisions, and the enabling instruments dealing with public employee retirement plans, remain in full force and effect;

(C) That all other ordinances and resolutions in conflict with the provisions of this ordinance are hereby repealed and have no further force or effect;

Section 5. That this ordinance shall become and remain in full force and effect from and after the date of its passage and adoption upon its signature by the executive as attested thereto by the clerk-treasurer, in the manner prescribed by IC 36-5-2-10(a).

Introduced on the 27th day of July 2026. Consideration on same day or at same meeting of introduction was not considered, pursuant to IC 36-5-2-9.8.

DULY ORDAINED and ADOPTED this 10th Day of August 2026, by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of in favor and opposed and abstention.

TOWN COUNCIL of the TOWN of HIGHLAND, INDIANA

____
George Georgeff, President (IC 36-5-2-10)

Attest:

____
Mark Herak
Clerk-Treasurer (IC 33-16-4-1;IC 36-5-6-5)

4. Commendation Letter for Day Off and Signature Authorization. Action to approve Letters of Commendation for exemplary public service leading to the award of a single paid day off for several workers in the Metropolitan Police Department. Pursuant to Section 4.13 of the Compensation and Benefits Ordinance, for the day off to be effective requires the approval of the board of jurisdiction and the Town Council. The Town Board of Metropolitan Police Commissioners has granted preliminary approval to several letters of commendation who have worked six (6) months without calling off sick and without experiencing an "at fault at-fault accident for the following:

Patrol Cmdr John Banasiak
Commander Jason Hildenbrand
Admin Cmdr Shawn Anderson
Dept. Cmdr Glenn Cox
Det. Sgt Lee Natelborg
Det. Sgt Brian Stanley
Sgt David Byers
Corporal Michael Yonkman
Corporal Corey Anderson
Corporal John Hinkel
Corporal Richard Hoffman
Officer Brian Orth
Officer Vernon Jimerson-Bell
Officer Tony Kowal
Detective Frank Peckler
Officer Justin O'Malley
Detective Tiffany Perez
Officer Glenn DuRocher
Detective Ken Norsweather
Officer Joshua Kempke
Officer Kyle Rhein
Officer Tristan Baker
Officer Alex Anaya
Officer Tyler Wilson

Councilor Turich moved the passage and adoption of Commendation Letter with one (1) day off and the Town Council to sign the letters of commendation. Councilor Scheeringa seconded. Upon a roll call vote of the elected officials, there were five (5) affirmatives and no negatives. The motion passed. The Commendation Letter with one (1) day off was adopted pending the signature of the five (5) Councilors.

HIGHLAND POLICE DEPARTMENT
3315 RIDGE ROAD
HIGHLAND, IN 46322-2097
(219) 838-3184
RALPH J. POTESTA, CHIEF OF POLICE

July 1 , 2026

Patrol Commander John Banasiak
Admin Commander Shawn Anderson
Commander Jason Hildenbrand
Dept Commander Glenn Cox
Det Sgt Lee Natelborg
Det Sgt Brian Stanley
Sgt Dave Byers
Corporal Michael Yonkman
Corporal Corey Anderson
Corporal John Hinkel
Corporal Richard Hoffman
Officer Brian Orth
Detective Tony Kowal
Detective Frank Peckler
Officer Justin O'Malley
Detective Tiffany Perez
Officer Glenn DuRocher
Detective Ken Norsweather
Officer Joshua Kempke
Officer Kyle Rhein
Officer Tristan Baker
Officer Alex Anaya
Officer Tyler Wilson
Officer Vernon Jimerson-Bell

Working six months without calling off sick and not having an at-fault accident is a tremendous achievement that exemplifies the conscientious effort you have put forth. This accomplishment reflects your concern for the welfare of your fellow officers and a conscientious attitude toward the department and the community.

On behalf of the Metropolitan Board of Police Commissioners, I commend you for your dedication.

Highland Board of Metropolitan Police Commissioners

Highland Town Council

6. **Resolution No. 2026-16**: A Resolution Approving the Design, the Form and the Logo of the Signage for the Pedestrian Entrances and Exits, the To-Go Orders Containers of Alcoholic Beverages in the Refreshment Area (DORA), the Sign/Decals to be placed on the Premises of the Designated Permittees and Sign/Decals to be placed on the Premises of Businesses that do not allow DORA Beverages inside their Business.

Councilor Turich moved the passage and adoption of Resolution No. 2026-16. Councilor Scheeringa seconded. Upon a roll call vote, there were five (5) Affirmatives, no negatives. The motion passed. The resolution was adopted pending the signature of the municipal executive.

TOWN COUNCIL of the TOWN of HIGHLAND
RESOLUTION NO. 2026-16

A Resolution Approving the Design, the form and the logo of the signage for the pedestrian entrances and exits, the to-go orders containers of alcoholic beverages in the refreshment area (DORA) , the signs/Decals to be placed on the premises of the designated Permittees, and signs/Decals to be placed on the premises of Businesses that do not allow DORA beverages inside their business.

WHEREAS, The Town of Highland (the "Town"), pursuant to Indiana Code 7.1-3-31 et seq., may establish a designated outdoor refreshment area "DORA"); and

WHEREAS, the Town has a vibrant central core with many thriving restaurants, public walkways, Main Square Park, and festivals; and

WHEREAS, The Town Council of Highland, wishing to facilitate economic development and benefit the municipality, adopted Ordinance Number 1844 on the 22nd day of December by vote of four affirmatives, no negatives and one abstention, amending Title 11 –Culture and Recreation, creating a new chapter 11.35 establishing the Highland Downtown Designated Refreshment Area (DORA); and

WHEREAS, Each Designated Permittee, Vendor, and business within the Dora will be required to post at each entrance and exit a sign/decal which will be in compliance with the zoning code for the Town of Highland;

WHEREAS, Specially branded/logo cups or containers are to be used by the designated permittee or vendor for "to-go" orders. No designated permittee or vendor within DORA shall permit glass containers to be taken from their licensed premises. The specially branded/logo cups, containers, plastic or paper cups must be used to dispense lawful DORA beverages;

WHEREAS, The Town has reviewed the various styles and formats and made the determination for the entrance and exit signs, the logo for the to-go order containers of alcoholic beverages, the signs/decals to be displayed on the premises of the designated permittees and businesses within the DORA boundary;

NOW, THEREFORE BE IT RESOLVED by the Town Council of the Town of Highland, Lake County, Indiana as follows:

Section 1. The foregoing recitals are fully incorporated herein by this reference.

Section 2. The Town Council hereby approves and adopts the design for the sign/decal, to be displayed at each exit of a designated permittee and on a vendor's premises, attached hereto as "Exhibit A" and is expressly made a part hereof by reference;

Section 3. The Town Council hereby approves and adopts the entrance sign/decal design for designated permittees and vendors who sell DORA beverages attached hereto as "Exhibit B" and is expressly made a part hereof by reference;

Section 4. The Town Council hereby approves and adopts the logo design for the containers of alcoholic DORA beverages is attached hereto as "Exhibit C" and is expressly made a part hereof by reference;

Section 5. The Town Council hereby approves and adopts the entrance sign/decal design to be displayed by the businesses within the DORA who allow DORA beverages to enter their premises hereto as "Exhibit D" and is expressly made a part hereof by reference;

Section 6. The Town Council hereby approves and adopts the entrance sign/decal design to be displayed on the premises prohibiting DORA beverages attached hereto as "Exhibit E" and is expressly made a part hereof by reference;

DULY RESOLVED and ADOPTED this 27th Day of July 2026 by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of 5 in favor and 0 opposed.

TOWN COUNCIL of the TOWN of
HIGHLAND, INDIANA

____

George Georgeff, President (IC 36-5-2-10)

Attest:

____

Mark Herak
Clerk-Treasurer (IC 33-42-4-1; IC 36-5-6-5)

Exhibit A

Exhibit B

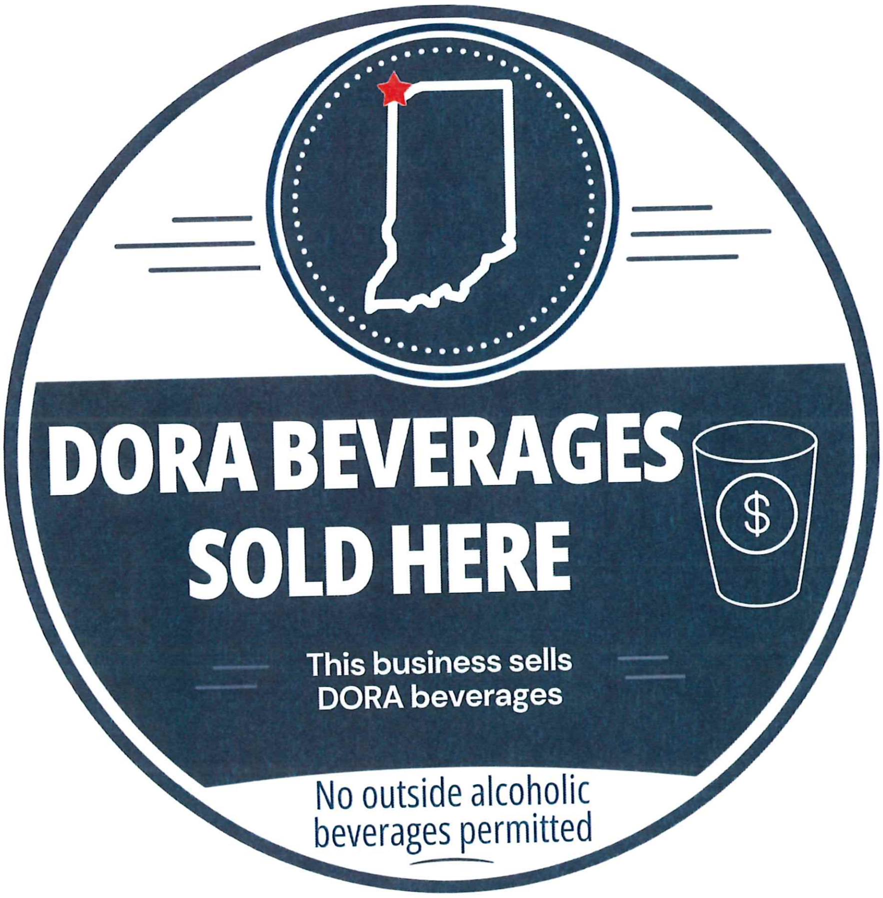

DORA BEVERAGES
SOLD HERE
This business sells
DORA beverages
No outside alcoholic
beverages permitted

Exhibit C

DRINK RESPONSIBLY. MUST BE 21. DORA DRINKS MUST REMAIN WITHIN BOUNDARY

HIGHLAND

DOWNTOWN

DORA

DESIGNATED OUTDOOR REFRESHMENT AREA

TWO DRINK LIMIT PER PERSON

Exhibit D

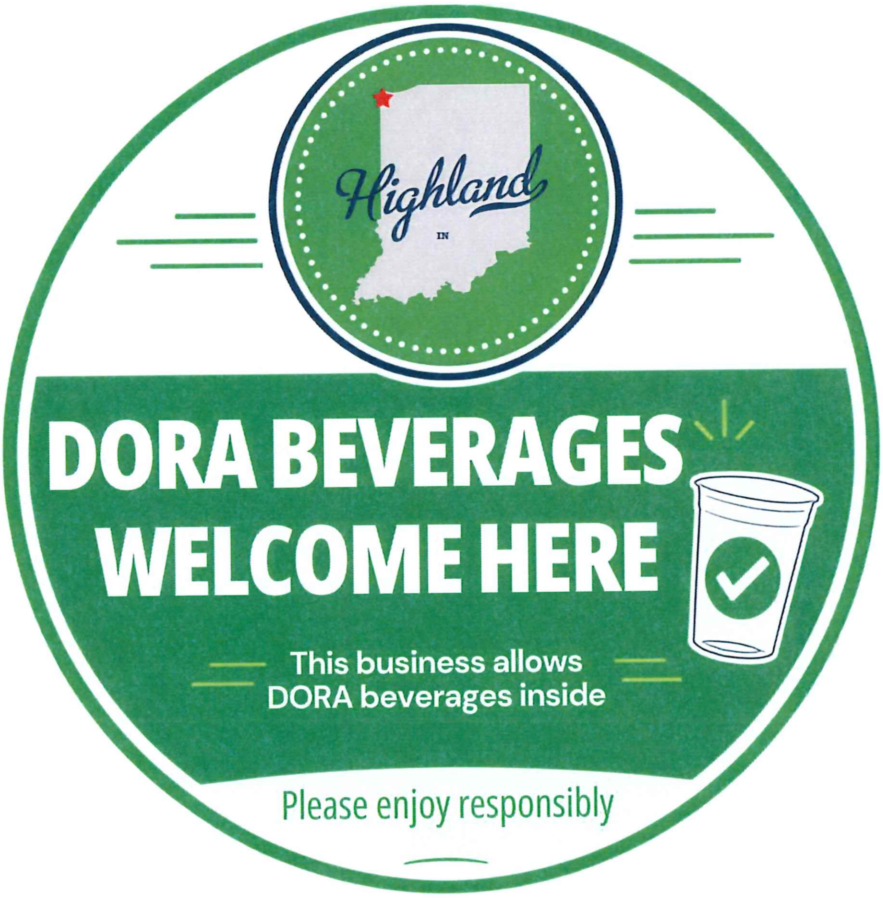
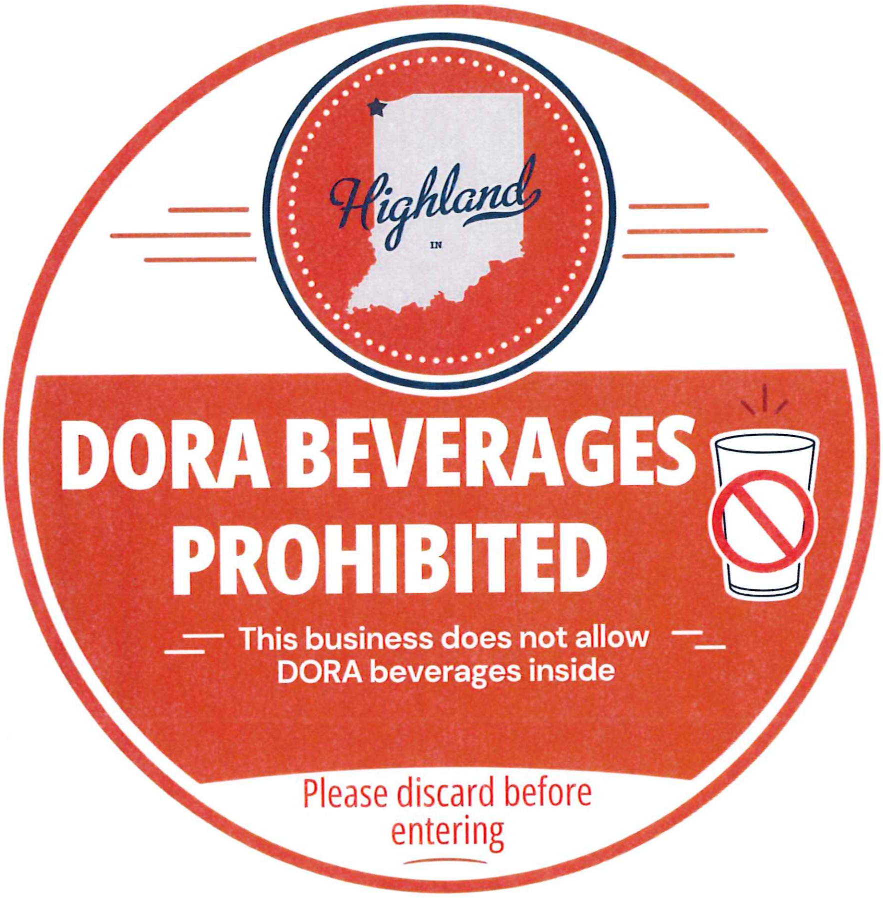

Highland
IN
DORA BEVERAGES
WELCOME HERE
This business allows
DORA beverages inside
Please enjoy responsibly

Exhibit E



7. Appropriation and Cash Transfer Resolution No. 2026-20: An Exigent **Resolution providing for the Transfer of Appropriation and Cash Balances from and Among Major Budget Classifications to the MCCD Fund as Requested by the Proper Officer** and Forwarded to the Town Council for its Action Pursuant to IC 6-1.1-18-6

   Councilor Robertson moved the passage and adoption of Appropriation and Cash Transfer Resolution 2026-20. Councilor Black seconded. Upon a roll call vote, there were five (5) affirmatives and no negatives. The motion passed. The order was adopted pending the signature of the Municipal Executive.

TOWN OF HIGHLAND
APPROPRIATION TRANSFER RESOLUTION
RESOLUTION NO. 2026-20

AN EXIGENT RESOLUTION PROVIDING for the TRANSFER of APPROPRIATION and CASH BALANCES from and AMONG MAJOR BUDGET CLASSIFICATIONS to

the MCCD FUND as REQUESTED BY THE PROPER OFFICER AND FORWARDED to the TOWN COUNCIL for its ACTION PURSUANT TO IC 6-1.1-18-6.

WHEREAS, It has been determined that certain exigent conditions have developed since adoption of the original budget and it is now necessary to transfer certain appropriations into different categories than were initially appropriated for the various functions to the **MCCD Fund**;

NOW, THEREFORE BE IT RESOLVED by the Town Council of the Town of Highland, Lake County, Indiana as follows:

Section 1. That for the expenses of said municipality, the following appropriations are hereby transferred and set apart out of the funds hereinafter named for the purposes specified, subject to the laws governing the same, such sums herein transferred unless otherwise stipulated by law;

Section 2. That is has been shown that certain existing unobligated appropriations of the **Public Safety Income Tax Fund** which are not needed at this time for the purposes for which originally appropriated, and may be transferred to a category of appropriation in order to satisfy an existing need, as follows:

Public Safety Income Tax Fund

Reduce Account:	#2240-0000-430.91 License Plate Reader	<u>$50,000.00</u>
	Total 400 Series Reductions	

$50,000.00

MCCD Fund

Increase Account:	#4402-0000-430.02 MCCD Police Cars	<u>$50,000.00</u>
	Total 400 Series Increases	$50,000.00

Total of All Fund Decreases:	**$50,000.00**
Total of All Fund Increases:	**$50,000.00**

DULY RESOLVED and ADOPTED this 27th Day of July 2026 by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of 5 in favor and 0 opposed.

TOWN COUNCIL of the TOWN of HIGHLAND, INDIANA

George Georgeff, President (IC 36-5-2-10)

Attest:

Mark Herak
Clerk-Treasurer (IC 33-16-4-1; IC 36-5-6-5)

7. Approval and instruction. Action to approve and instruct the Town Council President to affix signature to Accident and Health Program as presented by the Brown Insurance Group.

Councilor Scheeringa moved to approve and instruct the Town Council President to affix his signature to the three (3) year Agreement (2026, 2027 and 2028) with Provident (plan 5) with an annual premium of $6,674. The options include increased weekly total disability income from $1,200 to $1,300 per week, payable for lifetime for volunteers, tax free and increase the family expense benefit from $10,000 to $15,000. Councilor Robertson seconded. Upon a roll call vote, there were four (4) affirmatives, no negatives and one (1) aabstention, with Councilors Georgeff, Robertson, Black and Scheeringa voting in the affirmative and Councilor Turich abstaining. The motion passed. The agreement was adopted upon the signature of the municipal executive.

PROVIDENT

FIRST RESPONDER ASSISTANCE PROGRAM

HELP FOR FIREFIGHTERS & THEIR FAMILIES WHEN THEY NEED IT MOST

According to a recent report in *Reader's Digest,*[1] firefighting is the second most stressful job in the US, with only a position related to active military service ranking higher. Due to the high levels of risk and the unpredictability of the job, anxiety and post-traumatic stress disorders (PTSD) are prevalent among firefighters.[2]

While many companies offer employee assistance programs (EAPs) to deal with work-life issues, such services are usually not available for volunteer firefighters, who must regularly deal with traumatic events and life-or-death decisions unique to their role, as well as the everyday stresses that most people face. Over time, these pressures can take a serious toll on a firefighter's physical and emotional health.

Provident: Your Trusted Leader For Providing Customized Insurance Solutions For Emergency Service Organizations

With more than 95 years' experience providing bespoke benefits for firefighters and emergency responders, Provident continues to be a pioneer in developing insurance programs for ESOs, FDs, firefighters, EMS providers, police officers, arson investigators, and other emergency service providers.

Confidential Assistance Available 24/7 to Help Firefighters Better Cope

Provident recognizes this service gap, and as a leading provider of benefits for emergency service organizations, offers a solution tailored to the distinct needs of firefighters. *The First Responder Assistance Program is included with the Accident & Health insurance coverage available through Provident. This first-of-its-kind program provides firefighters and their household family members with confidential counseling, resources, and referrals to assistance for a range of issues, including:

- Stress Management
- Depression
- Family Conflict
- Anxiety
- Relationships
- Financial or Legal Concerns
- Substance Misuse
- Grief and Loss
- Problem Gambling
- Child and Elder Care

As needed, counselors can provide referrals related to insurance benefits and community resources.

SCAN TO VISIT OUR WEBSITE!

PO Box 11588, Pittsburgh, PA 15238
Phone: 800-447-0360
Fax: 412-963-0415

PBG-AH-004-AXI-0525

FIRST RESPONDER ASSISTANCE PROGRAM

PROVIDENT.

Managing Stress for Better Physical and Emotional Health

Stress-related issues often lead to sleep deprivation, depression, and substance misuse, and can often impact personal interactions and overall quality of life. These factors can contribute to a decline in physical and emotional health, which may be life-threatening in an emergency situation.

The First Responder Assistance Program offers a stress management program that includes up to five telephone coaching sessions provided by Masters degreed counselors who identify stress triggers, teach coping techniques and develop an ongoing stress management plan.

Useful Resources to Lighten the Load of Everyday Life

In addition to the intense stress they may face in the line of duty, first responders still have to deal with many of the same issues and problems that most people do. The First Responder Assistance Program includes consultation, resources and referrals for the everyday concerns that can cause distractions and loss of focus when it's most important. Assistance is available to firefighters for:

- ***Family Issues*** – Child care, elder care and adoption research and referrals
- ***Legal Needs*** – Access to attorneys for 30-minute phone or in-person legal consultation
- ***Financial Concerns*** – Referrals to financial consultants to assist with debt management, credit problems, retirement planning or college funding

Peace of Mind for our Local Heroes

The First Responder Assistance Program from Provident is designed to help firefighters better manage the stressors and struggles they shoulder in their efforts to protect their communities. For all that they sacrifice, let Provident help bring them the peace of mind they deserve any time they need it. Find out how you can offer Accident & Health coverage with the First Responder Assistance Program from your Provident representative.

DON'T SUFFER IN SILENCE.

1 NowakJul, Claire. "Most Stressful Jobs in America for 2018." Reader's Digest, Reader's Digest, 2018, www.rd.com/advice/work-career/stressful-jobs-2018/.
2 Kim, Jieun E. et al. "Firefighters, Posttraumatic Stress Disorder, and Barriers to Treatment: Results from a Nationwide Total Population Survey." Ed. Soraya Seedat. Web. 27 Aug. 2018.

*THE FIRST RESPONDER ASSISTANCE PROGRAM IS NOT INSURANCE AND IS NOT PROVIDED BY AXIS INSURANCE COMPANY. IT IS A SERVICE PROVIDED THROUGH PROVIDENT BY BHS™. The Accident & Health insurance coverage is underwritten by AXIS Insurance Company.

PROVIDENT

Plans of Insurance for the

Town of Highland dba Highland Fire Department

Benefits apply while performing a Covered Activity.

Class 1	All volunteer classes of membership including but not limited to a Volunteer Member, Emergency Volunteer, Auxiliary Member, Fire Corps, Community Volunteer, Board Member, Trustee, Administrative Personnel, Junior Member, Member in Training, Probationary Member, and Part-Time Employees of the Policyholder.
Class 2	Career Personnel of the Policyholder.

			Plan 3	Plan 4	Plan 5
Section I: Death Benefits					
A.	Covered Injury Death Benefit		$150,000	$150,000	$150,000
B.	Covered Illness Death Benefit		$150,000	$150,000	$150,000
C.	HIV Positive Diagnosis Lump Sum Benefit		$150,000	$150,000	$150,000
D.	Bereavement Benefit	Up to	$10,000	$10,000	$10,000
E.	Dependent Child Benefit (Per Child)		$10,000	$10,000	$10,000
F.	Seatbelt Benefit		$37,500	$37,500	$37,500
	Airbag Benefit		$37,500	$37,500	$37,500
G.	Final Expenses Benefit*	Up to	$10,000	$10,000	$10,000
H.	Spousal Benefit		$15,000	$15,000	$15,000
I.	Surviving Spouse Education Benefit	Up to	$10,000	$10,000	$10,000
J.	Dependent Child Education Benefit	Up to	$10,000	$10,000	$10,000

** Includes repatriation to the funeral home as well as other locations, cremation, burial services, grave marker/headstone.*

			Plan 3	Plan 4	Plan 5
Section II: Impairment Benefits					
A.	Dismemberment, Loss of Speech or Hearing Benefit**	Up to	$150,000	$150,000	$150,000
B.	Vision Impairment Benefit**	Up to	$150,000	$150,000	$150,000
C.	Cosmetic Disfigurement from Burns Benefit**	Up to	$150,000	$150,000	$150,000
D.	Permanent Physical Impairment Benefit**	Up to	$150,000	$150,000	$150,000
E.	Felonious Assault Benefit	Up to	$75,000	$75,000	$75,000
F.	Impairment Modification Benefit**	Up to	$50,000	$50,000	$50,000
G.	Paralysis Benefit**	Up to	$150,000	$150,000	$150,000
H.	Line of Duty Cancer Initial Diagnosis Benefit Rider^		$12,500	$12,500	$12,500

*** Benefits payable are based on the percentage of impairment or loss as defined in the Policy.*

			Plan 3	Plan 4	Plan 5
Section III: Income Protection Benefits					
A.	Weekly Total Disability Benefits	Up to	$1,300	$1,400	$1,500
A.I.	Covered Injury Minimum Weekly Total Disability Benefit		$100	$100	$100
A.ii	Covered Illness Minimum Weekly Total Disability Benefit		$100	$100	$100
A.iii.	Covered Injury Weekly Earned Income Replacement Benefit***	Up to	$1,200	$1,300	$1,400
A.iv.	Covered Illness Weekly Earned Income Replacement Benefit***	Up to	$1,200	$1,300	$1,400
B.	Partial Disability Benefit ***	Up to	$1,300	$1,400	$1,500
C.	Cost of Living Adjustment	Up to	$3,900	$4,200	$4,500
D.	First Week Disability Benefit***	Up to	$1,300	$1,400	$1,500
E.	Transition Benefit	Up to	$1,300	$1,400	$1,500
F.	Retraining Benefit	Up to	$20,000	$20,000	$20,000

**** Benefits are payable in coordination with the Loss of Earnings Coverage as defined in the Policy.*

Plans of Insurance for the Town of Highland dba Highland Fire Department
Benefits apply while performing a Covered Activity.

Section IV: Medical Expenses		**Plan 3**	**Plan 4**	**Plan 5**
A. Medical Expense Benefit****	Up to	$75,000	$75,000	$75,000
B. Plastic Surgery Expense Benefit****	Up to	$25,000	$25,000	$25,000

***** We will not pay covered medical expenses incurred by an Insured Person that are paid or payable under Workers' Compensation, no fault auto or similar insurance.*

Section V: Additional Benefits				
A. Daily Hospital Confinement and Outpatient Treatment Benefit		$25	$25	$25
B. Daily Critical Care Benefit		$50	$50	$50
C. Family Expense Benefit	Up to	$15,000	$15,000	$15,000
D. Occupational Rehabilitation Benefit	Up to	$5,000	$5,000	$5,000
E. Mental Stress Management Benefit	Up to	$10,000	$10,000	$10,000
F. Traumatic Incident Benefit	Up to	$5,000	$5,000	$5,000
G. Health Insurance Premium Benefit	Up to	$12,000	$12,000	$12,000

	Plan 3	**Plan 4**	**Plan 5**
Annual Premium	$7,123	$7,316	$7,519
3-year Installment Premium:	$6,674	$6,854	$7,044
3-year Prepaid Premium:	$19,313	$19,835	$20,383

Annual Premium: *The annual payment option offers a one-year rate guarantee.*

3-year Installment Premium: *The installment payment option offers a three-year rate guarantee which is paid each year for three years and represents a discount off the annual premium.*

3-year Prepaid Premium: *The prepaid payment option offers a three-year rate guarantee which is paid in full at the beginning of the Policy Term and represents a discount off the annual premium.*

Preparation Date: July 13, 2026
Renewal Date: August 9, 2026
Proposal ID: 80909
This proposal is valid for 90 days from the Preparation Date or until 1 day prior to the Renewal Date, whichever is later.
Underwritten by: AXIS Insurance Company

^Please note that cancer is excluded from the policy. A Line of Duty Cancer Initial Diagnosis Benefit Rider is available for purchase.

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Benefits apply while performing a Covered Activity.

DISCLOSURE STATEMENT

All U.S. insurance coverage described in this proposal is provided by AXIS Accident & Health and underwritten by AXIS Insurance Company. Coverage may not be available in all U.S. states and jurisdictions. Product availability and plan design features, including eligibility requirements, descriptions of benefits, exclusions or limitations may vary depending on state laws. This proposal outlines in general some of the important features of the proposed insurance program. The controlling provisions will be in the Policy, and this proposal is not intended in any way to modify the provisions or their meanings. The policy will be subject to the laws of the state in which it is issued.

This insurance coverage is administered by Provident Agency, Inc. of Pittsburgh, PA.

This insurance does not apply to the extent that trade or economic sanctions or regulations prohibit AXIS Accident & Health from providing insurance, including, but not limited to, the payment of claims. Payment of claims under any insurance policy issued shall only be made in full compliance with all United States economic or trade and sanction laws or regulation, including, but not limited to, sanctions, laws and regulations administered and enforced by the U.S. Treasury Department's Office of Foreign Assets Control ("OFAC").

Insurance policies providing certain health insurance coverage issued or renewed on or after September 23, 2010 are required to comply with all applicable requirements of the Patient Protection and Affordable Care Act (PPACA). However, there are a number of types of insurance that are specifically exempt from the requirements of the PPACA.

Based on our understanding of the current law and regulations, it is our belief that the accident and health benefits provided under this program are exempt from the requirements of the PPACA. Similarly, we do not believe that this accident and health coverage qualifies as minimum essential benefits as set forth in the PPACA. AXIS Insurance Company continues to monitor PPACA laws and regulations to determine any impact on its products. Should there be any change that requires modification of this coverage, we reserve the right to change the policy and rates accordingly.

GENERAL EXCLUSIONS AND LIMITATIONS

The benefits contained in the Policy are subject to the following limitations:

1. All Covered Injuries and Covered Illnesses arising from the same Covered Activity shall be treated as a single Covered Injury or Covered Illness. If the Insured Person sustained a Covered Injury and a Covered Illness from the same Covered Activity and the amount payable or benefit period for a specific benefit is different for Covered Injuries and Covered Illnesses, the Company will pay the higher amount or adhere to the longer benefit period.
2. If an Insured Person suffers a Covered Injury or Covered Illness that is payable under more than one of the following benefits, the most the Company will pay is the greater of the largest principal sum or the largest single benefit amount payable shown on the *Policy Schedule of Benefits* for any benefit for which the Insured Person qualifies: Covered Injury Death Benefit; Covered Illness Death Benefit; HIV Positive Diagnosis Lump Sum Benefit; Dismemberment, Loss of Speech or Hearing Benefit; Vision Impairment Benefit; Permanent Physical Impairment Benefit or Paralysis Benefit.
3. If an Insured Person is covered under more than one Policyholder Blanket Accident Policy issued by the Company, the total benefits payable will not exceed those payable under the policy that provides the greatest benefit.
   This limitation may not apply when multiple Blanket Accident Policies are issued and an Insured Person is also covered under an Accidental Death & Dismemberment Policy.
   This limitation will apply when an Insured Person is covered under multiple Blanket Accident Policies; the Insured Person will not be covered under more than one local policy, more than one county policy, or more than one state policy.

In addition to any benefit or coverage specific exclusion, benefits will not be paid for any loss which directly or indirectly, in whole or in part, is caused by or results from any of the following unless coverage is specifically provided in the Policy: declared or undeclared war or act of war; suicide or any attempt at it, while sane or insane; or intentionally self-inflicted injuries while sane; mental or emotional disorders, except as specifically provided for by the Traumatic Incident Benefit or the Mental Stress Management Benefit; any Organized League Athletic Event, except as provided under the Policy; commission of a felony; or cancer. In addition, benefits will not be paid for services or treatment rendered by any person who is: employed or retained by Policyholder; living in the Insured Person's household; an Immediate Family Member of either the Insured Person or the Insured Person's Spouse; or the Insured Person.

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Benefits apply while performing a Covered Activity.

EXCLUSIONS THAT APPLY TO THE INCOME PROTECTION BENEFITS
In addition to the Exclusions provided under the Policy, no Income Protection Benefits shall be payable in the following instances, unless coverage is specifically provided: (1) during the Insured Person's incarceration in a penal or corrections institution. Payments may resume after incarceration as long as the Insured Person remains Totally Disabled and remains covered under the Policy; or (2) the Insured Person is not receiving Appropriate Care.

LIMITATIONS THAT APPLY TO THE INCOME PROTECTION BENEFITS
1. Total Disability or Partial Disability claims resulting from athletic events that are not Organized League Athletic Events will be limited to a maximum period of up to 156 weeks.
2. In no event will benefits be payable to an Insured Person for more than one disability at the same time.
3. An Insured Person may reopen his or her claim at any time up to 5 years following a period of Total Disability or Partial Disability for either Covered Injuries or Covered Illnesses for which payments were made under this Policy.
4. If an Insured Person is covered by multiple Accident Policies issued by the Company, the total amount of Income Protection Benefits payable under all policies will be a weekly benefit amount up to a maximum of $1,000.
5. If a Career Personnel Insured Person is approved for disability retirement or otherwise retires, all eligibility for Total Disability or Partial Disability terminates on the effective date of such retirement.

EXCLUSIONS FOR MEDICAL EXPENSE BENEFIT AND THE PLASTIC SURGERY EXPENSE BENEFIT
In addition to the Exclusions provided under the Policy, no Medical Expense Benefit or Plastic Surgery Expense Benefits shall be payable for the following treatments or services, unless coverage is specifically provided:
1. benefits paid or payable under any Workers' Compensation Act or similar law, or under any no fault automobile insurance plan or similar law. If an Insured Person settles a Workers' Compensation claim, including medical expenses under Workers' Compensation, medical expenses rising from the injury or occupational disease that led to the Workers' Compensation claim will be deemed to be payable under Workers' Compensation for purpose of determining Covered Medical Expenses; or
2. any elective or routine treatment, surgery, health treatment, or examination, including any service, treatment or supplies that: (a) are deemed by the Company to be experimental or investigational; and (b) are not recognized and generally accepted medical practice in the United States.

EXCLUSIONS THAT APPLY TO THE LINE OF DUTY CANCER INITIAL DIAGNOSIS BENEFIT RIDER
1. The Line of Duty Cancer Initial Diagnosis Benefit is not payable for nonmelanoma cancer including but not limited to basal cell or squamous cell carcinoma skin cancers.

LIMITATIONS THAT APPLY TO THE LINE OF DUTY CANCER INITIAL DIAGNOSIS BENEFIT RIDER
1. Once a Line of Duty Cancer has been Diagnosed and an Initial Diagnosis Benefit is paid to the Insured Person, no further benefits are payable under the rider.

Plans of Insurance for the Town of Highland dba Highland Fire Department
Benefits apply while performing a Covered Activity.

DESCRIPTION OF BENEFITS
Section I: Death Benefits

A. **Covered Injury Death Benefit** - This benefit is payable if an Insured Person sustains a Covered Injury that directly causes the loss of life.
B. **Covered Illness Death Benefit** - This benefit is payable if an Insured Person suffers a Covered Illness that directly causes the loss of life.
C. **HIV Positive Diagnosis Lump Sum Benefit** - If Insured Person tests HIV Positive as a result of participation in a Covered Activity, the Insured Person may choose to receive the HIV Positive Diagnosis Lump Sum Benefit in lieu of the Permanent Physical Impairment Benefit and/or Covered Illness Death Benefit or Covered Injury Death Benefit.
D. **Bereavement Benefit** - If a Covered Injury Death Benefit or Covered Illness Death Benefit is payable under the Policy, an amount up to the Maximum Benefit Amount will be paid for out-of-pocket expenses actually incurred by the Policyholder or Participating Organization for the following expenses that are directly associated with an Insured Person's loss of life: 1) reasonable cost of bereavement counseling and 2) the reasonable costs associated with the memorial service, wake, honor guard, or other tribute to the Insured Person. This benefit is payable to the Policyholder or Participating Organization.
E. **Dependent Child Benefit** - If a Covered Injury or Covered Illness Death Benefit is payable under the Policy, an additional benefit is payable for each Dependent Child.
F. **Seatbelt Benefit** - If a Covered Injury Death Benefit is payable under the Policy and the Insured Person's death occurred in an Accident while he or she was wearing a properly fastened automobile seatbelt, the Seatbelt Benefit is payable.
Airbag Benefit - If the Seatbelt Benefit is payable, the additional Airbag Benefit Amount will be paid if the Insured Person was also positioned in a seat protected by a properly-functioning and properly deployed Supplemental Restraint System (Airbag) when the Accident occurred.
G. **Final Expenses Benefit** - If a Covered Injury or Covered Illness Death Benefit is payable under the Policy, an additional benefit will be paid for out-of-pocket expenses actually incurred by the beneficiary for expenses directly associated with an Insured Person's loss of life.
H. **Spousal Benefit** - If a Covered Injury Death Benefit or Covered Illness Death Benefit is payable under the Policy, an additional benefit is payable to the Insured Person's Spouse.
I. **Surviving Spouse Education Benefit** - If an Insured Person suffers a Covered Injury Death or Covered Illness Death, a benefit is payable for the surviving Spouse to enroll in an institution of higher learning, professional or trade training program as set forth in a written agreement between the Spouse and the Company which can be periodically reviewed. The Company shall pay the actual costs incurred by the Insured Person for tuition, books and supplies charged by the institution up the Maximum Benefit Amount provided in the Policy.
J. **Dependent Child Education Benefit** - If an Insured Person suffers a Covered Injury Death or Covered Illness Death and a death benefit is payable under this Policy, a benefit is payable for expenses incurred by each Dependent Child for tuition, fees, books, room and board, transportation and any other costs payable directly to a school, or approved and certified by the school, up to the Maximum Benefit Amount provided in the Policy.

Section II: Impairment Benefits

A. **Dismemberment, Loss of Speech or Hearing Benefit** - If an Insured Person sustains a Covered Injury that directly causes a loss of speech, hearing or a dismemberment as defined in the Policy, an amount equal to 6.25% up to 100% of the Principal Sum is payable, based on the level of loss or dismemberment.
B. **Vision Impairment Benefit** - If the Insured Person, as a result of a Covered Injury, suffers a vision impairment as defined in the Policy, an amount equal to 2.75% up to 100% of the Principal Sum is payable. Benefits are payable for partial loss of sight as well as total loss of sight.
C. **Cosmetic Disfigurement from Burns Benefit** - If an Insured Person, as a result of a Covered Injury, suffers a Cosmetic Disfigurement from Burn due to a burn that is classified as third degree or a full thickness burn, a benefit is payable. The amount of the benefit will be based on a formula, which will be multiplied by the Principal Sum. The formula will take into account the area of the body which was burned. This benefit will be paid in addition to any other benefit payable under the Policy, with the exception of a benefit paid under the Dismemberment, Loss of Speech or Hearing Benefit for the same burned area.
D. **Permanent Physical Impairment Benefit** - If an Insured Person suffers a Covered Injury or Covered Illness which results in a Permanent Physical Impairment of a body part, we will pay a PPI Benefit. The impairment percentage assigned by the Physician is multiplied by the Principal Sum to determine the benefit payable.
E. **Felonious Assault Benefit** - If an Insured Person is participating in a Covered Activity and sustains a Covered Injury caused by a Felonious Assault directed at the Insured Person, an additional benefit is payable.

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Benefits apply while performing a Covered Activity.

F. **Impairment Modification Benefit** - This benefit may be payable if, due to Total or Partial Disability, an Insured Person's physical limitation or impairment poses a safety risk or inhibits the Insured Person's ability to maintain independence in their current transportation or living situation. The benefit may pay for alterations to make the Insured Person's residence wheelchair accessible and/or habitable, and modifications to his or her motor vehicle. Impairment modifications are subject to written agreement and other requirements outlined in the Policy.

G. **Paralysis Benefit** - If an Insured Person suffers Paralysis resulting from a Covered Injury or Covered Illness, the Company will pay a percentage of the Principal Sum based on the type of Paralysis, provided that the Paralysis occurs within 365 days.

H. **Line of Duty Cancer Initial Diagnosis Benefit Rider** - This benefit is payable If an Insured Person is Diagnosed with a new Line of Duty Cancer by a Physician in the medical specialty appropriate for the type of cancer Diagnosed, subject to the Diagnostic Requirements and Benefit Payment Conditions.

Section III: Income Protection Benefits

A. **Weekly Total Disability Benefits**

A.i. **Covered Injury Minimum Weekly Total Disability Benefit** – For Volunteers, payable up to lifetime while the Insured Person is Totally Disabled. For Career Personnel, payable for up to 5 years while the Insured Person is Totally Disabled. Paid in addition to any benefit from any source.

A.ii **Covered Illness Minimum Weekly Total Disability Benefit** – For Volunteers, payable up to later of age 67 or five years, whichever is greater while the Insured Person is Totally Disabled. For Career Personnel, payable for up to 5 years while the Insured Person is Totally Disabled. Paid in addition to any benefit from any source.

A.iii **Covered Injury Weekly Earned Income Replacement Benefit** – For Volunteers, payable up to lifetime and up to the amount listed in the Policy while the Insured Person is Totally Disabled and the Minimum Weekly Total Disability Benefit is payable. For Career Personnel, payable up to 5 years and up to the amount listed in the Policy while the Insured Person is Totally Disabled and the Minimum Weekly Total Disability Benefit is payable. The amount payable shall be computed by determining the Insured Person's Weekly Earned Income then subtracting the Minimum Weekly Total Disability Benefit and the Loss of Earnings Coverage as defined in the Policy.

A.iv. **Covered Illness Weekly Earned Income Replacement Benefit** - For Volunteers, payable up to later of age 67 or five years, whichever is greater and up to the amount listed in the Policy while the Insured Person is Totally Disabled and the Minimum Weekly Total Disability Benefit is payable. For Career Personnel, payable up to 5 years and up to the amount listed in the Policy while the Insured Person is Totally Disabled and the Minimum Weekly Total Disability Benefit is payable. The amount payable shall be computed by determining the Insured Person's Weekly Earned Income then subtracting the Minimum Weekly Total Disability Benefit and the Loss of Earnings Coverage as defined in the Policy.

B. **Partial Disability Benefit** - If a Covered Injury or Covered Illness results in a Partial Disability and permits the Insured Person to return to any Reasonable Occupation but at a lower rate of Weekly Earned Income, a benefit is payable of up to the Maximum Weekly Total Disability Benefit which would have been paid had the Insured Person been Totally Disabled. For Volunteers, benefits are payable up to later of age 67 or five years. For Career Personnel, benefits are payable for up to 5 Years.

C. **Cost of Living Adjustments** - Adjustments are made at the greater of 5% or the CPI-U (up to 8%) on the Review Date of the Covered Injury or Covered Illness continuous disability. COLA adjustments are compounded after each Review Date not to exceed three times the Maximum Weekly Total Disability Benefit amount.

D. **First Week Total Disability Benefit** - For the first week of Total Disability, a benefit of up to $1,300 is payable. The amount payable shall be computed by determining the Insured Person's Weekly Earned Income then subtracting the Minimum Weekly Total Disability Benefit, the Weekly Earned Income Replacement Benefit and the Loss of Earnings Coverage.

E. **Transition Benefit** – If an Insured Member is released to return to his or her primary employment after having received disability benefits under this Policy due to Covered Injury or Covered Illness, and their position at their primary employer has been terminated due to said Covered Injury or Covered Illness, disability benefits previously payable will continue to be paid for a period of up to 26 weeks while the Insured Person actively seeks employment.

F. **Retraining Benefit** - If as a result of a Covered Injury or Covered Illness an Insured Person cannot find and maintain a Regular Occupation, the Company will pay for the Insured Person to enroll in an institution of higher learning, professional or trade training program as set forth in a written agreement between the Insured Person and us which can be periodically reviewed. The Company shall pay the actual costs incurred by the Insured Person for tuition, books and

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Benefits apply while performing a Covered Activity.

supplies charged by the institution up the Maximum Benefit Amount provided in the Policy. Benefits for disability will continue as provided by the Policy while the Insured Person is actively participating in the program.

Section IV: Medical Expense Benefits

A. **Medical Expense Benefit** - If, as a result of a Covered Injury or Covered Illness, an Insured Person incurs charges for Covered Medical Expenses as defined in the Policy, we will pay 100% of the Reasonable and Customary Charges up to the Maximum Medical Expense Benefit Amount provided. This Maximum is payable for all Covered Medical Expenses resulting from the same Covered Injury or Covered Illness.

B. **Plastic Surgery Expense Benefit** - If an Insured Person incurs expenses that exceed the Maximum Medical Expense Benefit Amount provided under the Medical Expense Benefit, an additional amount from Covered Medical Expenses incurred for Medically Necessary plastic surgery due to a Covered Injury will be paid.

Section V: Additional Benefits

A. **Daily Hospital Confinement and Outpatient Treatment Benefit** - If, due to a Covered Injury or Covered Illness, an Insured Person:
   - is admitted to a Hospital on an Inpatient basis, a Daily Benefit Amount is payable for each full day of Inpatient Hospital confinement, not to exceed 730 days;
   - If after a period of being confined as an Inpatient in a Hospital, an Insured Person requires Outpatient physical therapy, rehabilitation and/or follow-up Physician visits, we will pay the Daily Benefit Amount for each day of such Outpatient treatment, not exceed 730 days; or
   - If an Insured Person does not require confinement as an Inpatient in a Hospital, but does require Outpatient physical therapy, rehabilitation and/or follow-up Physician visits, we will pay the Daily Benefit Amount for each day of such Outpatient treatment, not to exceed 365 days.

   For Outpatient treatment, only one payment per day will be made, regardless of the number of appointments the Insured Person attends.

B. **Daily Critical Care Benefit** - If, due to a Covered Injury or Covered Illness, an Insured Person is Hospital confined to an intensive care, trauma, critical care, burn or similar specialty unit, a Daily Benefit Amount is payable for each full day of such confinement, not to exceed 730 days. This payment is in lieu of the Daily Hospital Confinement Benefit.

C. **Family Expense Benefit** - If, as a result of a Covered Injury or Covered Illness, an Insured Person requires medical treatment that causes an Immediate Family Member or a significant other to accompany the Insured Person for treatment or to help treat the Insured Person, a benefit is payable for reasonable expenses actually incurred and not reimbursed by another source up to the Family Expense Benefit limit. Expenses may include, but are not limited to; loss of wages, out of pocket expenses, hotel accommodations, parking, and childcare.

D. **Occupational Rehabilitation Benefit** - If an Insured Person is receiving Weekly Total Disability Benefits or Partial Disability Benefits, he or she may be eligible for a rehabilitation program. The Company will pay up to the Maximum Benefit Amount for the program as set forth in a written agreement. The goal of the rehabilitation program will be to return an Insured Person to the workforce in a Reasonable Occupation for which he or she is reasonably suited considering the Covered Injury or Covered Illness sustained.

E. **Mental Stress Management Benefit** - If, as a direct result of being actively engaged in a single emergency incident or repeated active engagement in emergency incidents involving the organization, an Insured Person suffers psychiatric or mental stress, a Mental Stress Management Benefit is payable. The Insured Person must be receiving care by a Physician properly licensed to provide care appropriate for the condition causing the psychiatric or mental stress.

F. **Traumatic Incident Benefit** - A benefit is payable for reasonable expenses for the services provided by a Traumatic Incident Stress Management Team, if such services are requested and authorized by the organization as a result of a Traumatic Incident. Expenses must be incurred within one year of the Traumatic Incident and are subject to the Traumatic Incident Benefit limit in the policy. The Traumatic Incident Aggregate Maximum Benefit Amount is the maximum that will be paid per Traumatic Incident regardless of the number of persons treated.

G. **Health Insurance Premium Benefit** - If, disability benefits are paid under the Policy, and as a result of a Covered Injury or Covered Illness, the medical or health insurance premiums previously paid the Insured Person's employer have been discontinued, the Company shall pay the amount the employer previously paid for those premiums. The benefit is payable if the Insured Person incurs out of pocket costs for said premiums.

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DEFINITIONS
Accident or Accidental means a sudden, unexpected, specific and abrupt event that occurs by chance at an identifiable time and place while the Insured Person is covered under this Policy.
Appropriate Care means the determination of an accurate and medically supported diagnosis of the Insured Person's Total or Partial Disability by a Physician, or a plan established by a Physician of ongoing medical treatment and care of the Total or Partial Disability that conforms to generally accepted medical standards, including frequency of treatment and care.
Auxiliary Member means any person who is a member of the auxiliary to the Policyholder at the time of Covered Injury or Covered Illness.
Benefit Period means the period, shown on the *Policy Schedule of Benefits*, commencing with the date of the onset of the Total Disability or Partial Disability during which benefits are payable.
Career Personnel means employees or members of the organization that receive Weekly Earned Income for regularly working at least 30 cumulative hours per week as an emergency service provider for the Policyholder.
Community Volunteer means a non-member who helps the Policyholder and/or the auxiliary of the organization, in a non-emergency capacity such as fund raisers, banquets, etc.
Cosmetic Disfigurement from Burns means a cosmetic disfigurement that is due to a burn that is classified as a third degree or full-thickness burn caused by a source that is thermal, chemical, electrical, or nuclear. The surface area must be documented by a Physician according to the Rule of Nines or the Lund-Browder chart.
Covered Activity means any activity which is normal for an Insured Person while acting on behalf of the Policyholder and includes travel directly to and from such activity, as well as impromptu action (Good Samaritan) at the scene of an emergency regardless of the Policyholder's involvement. Covered Activity includes all athletic events sponsored by the Policyholder with the exception of Organized League Athletic Events, unless such coverage is purchased. The Covered Activity must be performed at the direction, or with knowledge, of an officer of the Policyholder, unless immediate action is required of the Insured Person at the scene of an emergency not on behalf of the Policyholder or any other organization.
Covered Illness means any disease, sickness or infection, other than those related to psychiatric illness or mental stress, contracted or suffered by an Insured Person during or resulting from a Covered Activity while this Policy is in force.
Covered Illness Death means any Covered Illness, other than those related to psychiatric illness or mental stress, contracted or suffered by an Insured Person during or resulting from a Covered Activity while this Policy is in force and results in the death of an Insured Person.
Covered Injury means Accidental bodily injury sustained by the Insured Person during and/or resulting directly from an Insured Person's participation in a Covered Activity while coverage under the Policy is in force (independent of sickness, disease, mental incapacity or any other cause) and which is not otherwise defined as a Covered Illness.
Covered Injury Death means a Covered Injury sustained by an Insured Person during and/or resulting directly from a Covered Activity while this Policy is in force, and which results in the death of an Insured Person.
Covered Medical Expenses means the Reasonable and Customary Charges for any of the following services: medical or surgical treatment, preventative inoculation, Hospital confinement, Home Healthcare, nursing services prescribed and monitored by a Physician, Post exposure Prophylaxis protocol (PEP) treatment, when such treatment is advised by the attending Physician, Infectious Disease screening test (s), or Post exposure preventive inoculations as a result of participation in a Covered Activity.
CPI-U means the Consumer Price Index for all Urban Consumers, published by the United States Department of Labor. The Company reserves the right to use some other similar measurement if the Department of Labor changes or stops publishing the CPI-U.
Dependent Child means any unmarried child of an Insured Person who is dependent and under the age of 26 upon an Insured Person and claimed on an Insured Person's most current federal tax return or qualified court document showing at least 50% financial responsibility.
Diagnosed/Diagnosis means a definitive and unequivocal diagnosis identifiable by a code under the most current ICD code structure made by a Physician who specializes in the condition for which benefits are being claimed: (1) based upon the use of clinical and/or laboratory investigations as supported by the Insured Person's medical records; and (2) meeting any Diagnostic Requirements set forth in this Policy for Line of Duty Cancer. The disease or infirmity shall be presumed to have been caused by or to have resulted from the work performed. This presumption shall be rebuttable by evidence meeting judicial standards.

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Emergency Volunteer means a person physically present at the time of the emergency, and who is not responding/acting as a member of any emergency service organization, who has been specifically requested to assist by the Chief, Line Officer or other officer in charge of the emergency.
Felonious Assault means any willful or unlawful use of force upon an Insured Person:
1. with the intent to cause bodily injury to an Insured Person;
2. that results in bodily harm to an Insured Person; and
3. that is a felony or misdemeanor in the jurisdiction in which it occurs.

Felonious Assault does not include any willful or unlawful use of force upon an Insured Person by another Insured Person.
HIV means Human Immunodeficiency Virus, a virus that infects lymphocytes and other cells bearing the CD4 marker, the initial infection of which is known as acute retro viral syndrome.
Home Healthcare means Medically Necessary services provided and billed by the Home Health Agency. Such services must be prescribed and supervised by a Physician in accordance with a medical treatment.
Home Health Agency means an entity engaged in arranging and providing nursing services, home health services or other therapeutic and related services. The entity and must be certified by a competent governmental authority in the jurisdiction where the services are rendered, as meeting requirement of Title XVIII of the Social Security Any, as amended, for home health agencies.
Hospital means an institution that meets all of the following:
1. it is licensed as a Hospital pursuant to applicable law;
2. it is primarily and continuously engaged in providing medical care and treatment to sick and injured persons;
3. it is managed under the supervision of a staff of medical doctors;
4. it provides 24-hour nursing services by or under the supervision of a graduate registered nurse (R.N.);
5. it has medical, diagnostic and treatment facilities, with major surgical facilities on its premises, or available on a prearranged basis; and
6. it charges for its services.

Hospital shall include a Veteran's Administration Hospital or Federal Government Hospital and the requirement that a patient must incur an expense as an Inpatient shall be waived.
Infectious Disease means a disease included within the list of potentially life-threatening infectious diseases, developed by the Secretary of Health and Human Services, pursuant to Title XXVI of the Public Health Service Act.
Immediate Family Member means a person who is related to the Insured Person in any of the following ways: Spouse, parent (includes stepparent), brother or sister (includes stepbrother or stepsister), child (includes legally adopted or stepchild), grandparent, grandchild, brother-in-law, sister-in-law, daughter-in-law, son-in-law, mother-in-law, or father-in-law.
Inpatient means confined overnight as a registered bed-patient in a Hospital or other medical facility where at least one day's room and board is charged. The confinement must be on the advice of a Physician.
Insured Person means any person who is listed as an Eligible Person on the *Policy Schedule of Benefits*.
Line of Duty Cancer means malignant neoplasms/melanoma of the following body areas and organ systems:
1. Central and Peripheral Nervous System;
2. Oropharyngeal;
3. Respiratory Tract;
4. Gastrointestinal Tract;
5. Hepatobiliary;
6. Solid Organ and Endocrine;
7. Genitourinary and Male Reproductive;
8. GYN;
9. Skin, Soft Tissue, and Breast; and
10. Bone and Blood.

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Loss of Earnings Coverage means any disability benefits or salary continuance received from:
1. the benefits payable in accordance with any Workers' Compensation Act or Occupational Disease Act or Law, or any other law which provides compensation for an occupational injury;
2. the income benefit provided by or through any automobile insurance plan or any government plan of automobile insurance or similar insurance regulation or law;
3. the salary continuation or severance allowance provided by or through the employer;
4. the disability, retirement or other income benefits provided by or through the employer, the Policyholder, or the Insured Person; and
5. the amounts paid or payable under any group plan or insurance policy.

Loss of Earnings Coverage does not include disability benefits received from individual disability insurance paid by Insured Person, or any disability benefits payable under the United States Federal Social Security Act. If an Insured Person settles a Workers' Compensation claim, including Loss of Earnings or similar provisions of Workers' Compensation, the presumed amount of those Workers' Compensation benefits shall be considered Loss Earnings Coverage for the entire duration of the Insured Person's Total Disability or Partial Disability.

Medically Necessary means medical services that: (1) are essential for diagnosis, treatment or care of the Covered Injury or Covered Illness for which it is prescribed or performed; (2) meet generally accepted standards of medical practice; and (3) are ordered by a Physician and performed under his or her care, supervision or order.

Nurse means a licensed graduate registered Nurse (R.N.) or a licensed practical Nurse (L.P.N.) who is not:
1. the Insured Person;
2. an Immediate Family Member of either the Insured Person or the Insured Person's Spouse;
3. a person living in the Insured Person's household; or
4. a person employed or retained by the Policyholder.

Named Insured means any organization listed as a Participating Organization on the *Policy Schedule of Benefits.*

Organized League Athletic Event means any type of sporting event or activity that occurs during a pre-planned schedule of practices, games, matches and/or tournaments over a specific season and may include the usage of a team roster, designated uniforms, umpires/referees, or fees paid to participate.

Organized League Athletic Covered Activity means preparation for, participation in, and travel to and from, an Organized League Athletic Event sponsored or approved by the Policyholder.

Other Valid and Collectible Insurance means: (1) any group plan, program or insurance policy; (2) any other group hospital, surgical or medical benefit plan; or (3) any union welfare plan or group employer or employee benefit program. Other valid and collectible insurance will not include benefits provided by the United States Social Security Act or any individual disability insurance plan.

Outpatient means an Insured Person who is a patient and is not hospitalized overnight but who visits a Hospital, clinic, or associated facility for diagnosis or treatment.

Partial Disability or Partially Disabled means, for an Insured Person with an occupation producing wages as described in the definition of Weekly Earned Income, the inability to perform one or more, but not all, of the material and substantial duties of his or her own occupation as a result of a Covered Injury or Covered Illness. If an Insured Person does not have an occupation producing wages as described in the definition of Weekly Earned Income, Partial Disability or Partially Disabled means:
1. the inability to perform one or more, but not all of the material and substantial duties of an occupation for which an Insured Person is qualified by reason of education, training or experience; or
2. the inability to perform one or more, but not all of the regular activities of an Insured Person.

An Insured Person must be under the regular care of a Physician during Partial Disability.

Permanent Physical Impairment means a physical impairment or functional abnormality of a body part or parts or loss of at least 10% whole person which remains after maximum medical rehabilitation has been achieved and which is considered stable or non-progressive by the examining Physician at the time of evaluation.

Physician means a licensed health care provider practicing within the scope of his or her license and rendering care and treatment to the Insured Person that is appropriate for the condition and locality, and who is not:
1. the Insured Person;
2. an Immediate Family Member of either the Insured Person or the Insured Person's spouse;
3. a person living in the Insured Person's household;
4. a person employed or retained by the Policyholder; or

Plans of Insurance for the Town of Highland dba Highland Fire Department
Benefits apply while performing a Covered Activity.

5. a person providing homeopathic, aroma-therapeutic, or herbal therapeutic services.

Policy Term means the time period defined for the Policyholder shown on the *Policy Schedule of Benefits.*

Reasonable and Customary Charge(s) means a charge that:

1. is made for a Covered Medical Expense;
2. does not exceed the usual level of charges for similar treatment, services or supplies in the locality where the expense is incurred (for a Hospital room and board charge, other than for a Medically Necessary stay in an intensive care unit or a cardiac care unit, does not exceed the Hospital's most common charge for semi-private room and board); and
3. does not include charges that would not have been made if no insurance existed.

Reasonable Occupation means any occupation for which an Insured Person is reasonably fitted based on education, training or experience and an Insured Person could expect to generate the lesser of $75,000 annually or at least 70% of his or her Weekly Earned Income.

Regular Occupation means the Insured Person's primary occupation at the time of disability for which he or she was receiving remuneration.

Review Date means the date after 52 weeks of continuous disability.

Spouse means the Insured Person's lawful spouse.

Total Disability or Totally Disabled means that for the first 5 years from the date of a Covered Injury or onset of a Covered Illness, an Insured Person:

1. is not able to perform the substantial and material duties of his or her occupation; and
2. is receiving Appropriate Care.

After 5 years from the date of a Covered Injury or onset of a Covered Illness, Total Disability or Totally Disabled means that due to a Covered Injury or a Covered Illness an Insured Person:

1. is not able to engage in any Reasonable Occupation;
2. is not working at any other occupation; and
3. is receiving Appropriate Care.

Traumatic Incident means an abnormal experience involving the Policyholder, outside the range of usual human experiences and that includes: 1) line of duty death or serious injury to other Insured Persons; 2) a single incident having multiple casualties; 3) death or serious injury of a child; 4) dealing with victims known to the Insured Person, and 5) similar incidents that would reasonably require mental health care for the entire Policyholder or a significant number of members of the Policyholder.

Traumatic Incident Stress Management Team means an organized group of mental health professionals and peer support individuals trained to provide support services to emergency service organization personnel. Such support services include traumatic incident stress defusing, debriefing, demobilization, stress reduction education, spousal support, one-on-one interviews, or on-the-scene support.

Weekly Earned Income means the greater of an Insured Person's:

1. average income earned on a weekly basis at the time the disability starts; or
2. average income earned on a weekly basis for the period of one year prior to the start of disability for which a claim is made.

If an employer, other than himself, employs an Insured Person, Weekly Earned Income will be computed from an Insured Person's regular, over-time and shift differential wages. Weekly Earned Income shall be substantiated by pay stubs, W-2 Forms, other employment records, tax records, and/or other records which We may reasonably request. Commission earnings will be computed using an average of 24 months of previous commission earnings.

If an Insured Person is self-employed, Weekly Earned Income will be computed from the amount reported by an Insured Person on page 1 of the IRS Form 1040 series, which includes amounts from Schedules C and F, and from qualifying income from Schedule E which is included in the amount reported by an Insured Person on page 1 of IRS Form 1040 series.

If the Insured Person is a commissioned sales person, Weekly Earned Income will be any salary or wages and commissions received from the Employer. This will be based on the Statement of Wages Earned and Taxes Withheld (Form W-2) for the fiscal year ending immediately prior to the date of the Insured Person's disability. Weekly Earned Income does not include rent, royalties, investment income, passive income, estate and trust income and REIT/REMIC income regardless of an Insured Person's active involvement in generating said forms of income, an Employer's contributions to any deferred compensation plan or pension plan on the Insured Person's behalf, stock options, or any other income not derived directly from an Insured Person's occupational activities.

Comments from the Town Council:
(Good of the order)

- **Councilor Doug Turich:** *Metropolitan Police Commission • Liaison and Plan Commission Member • Advisory Board of Zoning Appeals Liaison • Liaison to Building & Inspection Department*

Councilor Turich acknowledged Building Commissioner Ken Mika who reviewed the Building and Inspection Report as filed under staff reports for the month of July and then gave the following report:

7/27/26 TOWN OF HIGHLAND TOWN COUNCIL MEETING / BUILDING DEPARTMENT REPORT

- **Due to the way the TC meetings worked out, the Building Department Report for June wasn't gone over thought the Council received a brief summary.**
- **BZA – BZA met last Wednesday 7/22, and approved -3- prepared Findings of fact from the June meeting concerning Developmental Standard Variances. And Findings of Fact for a Use Variance which received a Favorable Recommendation from the Board to the TC which Mr Mika will discuss with at their TC Study session.**
- **PC- The PC will have a Study Session August 5th.**

Ken Mika
Ken Mika
Town of Highland
Building Commissioner

Councilor Turich then acknowledged Metropolitan Police Chief Ralph Potesta, who gave the following report:

Town Council Meeting Notes for 07/27/2026 – Police Department – ~~06~~ 07/06/2026 thru 07/27/2026– Past 3 weeks

0 – Robberies / Rapes

1 Burglary – Vacant home in the 10100 block of White Oak Lane. While owners were out of town for several weeks, unknown individuals hosted juvenile parties inside. Damage done to interior of home. Detectives working on suspects.

2 – Auto Thefts – one case had 2 vehicles rented and not returned from one of out car rental businesses.

Trailer stolen from one of our Tire businesses.

Wallet stolen out of vehicle from a worker at 41st St. / Erie. Credit cards used without authorization. Same suspect tried entering another vehicle a few blocks away but was stopped by the vehicle owner. Suspect fled the scene.

At approx.. 7am on Sunday July 19th Officers were dispatched to Round The Clock Restaurant on US 41 regarding subjects fighting in the parking lot with guns possibly being involved. Male subject from Gary charged with Felon in Possession of a firearm and male subject from Merrillville arrested on a warrant.

5 thefts of packages from porches.

13 Retail Thefts (past 3 weeks)
6 arrests
1 25 YOA male Highland resident charged – 6 Illinois residents involved – 3 suspects from surrounding Indiana towns
Losses ranged from $58 to $942

Still stopping e-bikes and mopeds.
Discussion at police commission meeting that its time to start issuing citations when warranted. Ready to do a Blitz to crack down as soon as the Ordinance is passed.

4th Festival saw zero arrests. A few minor juvenile incidents handled without arrest.
1 female intoxicated adult transported home.

Halfway through the year Patrol stats:
Arrests up from 269 to 289 UP 20
Traffic Tickets up 2,205 to 2,420 UP 215
Traffic Warning down from 2,952 to 2,355 DOWN 597
Accidents slightly down from 489 to 466 DOWN 23
DUI's up 51 to 65 UP 14
Call for Service Down 5,827 to 5,617 Down 210

JULY

BRIAN ORTH CODE ENFORCEMENT

MONTH OF JULY w/1 week off vacation

Total of 122 cases

ORDINANCE 84

JUNK VEHICES TAGGED 6

JUNK VEHICLES TOWED 3

PARKING compls. 15

misc ~~calls~~ cases •approx 14

- **Councilor Alex Robertson:** *Fire Department Liaison • Redevelopment Commission Member • Public Works Liaison • Liaison to Main Street Bureau • Liaison to the Tree Board • Liaison to the Highland Neighbor for Sustainability.*

Councilor Robertson acknowledged Fire Chief Glenn Schlesser who gave the following report:

Highland Fire Department

First 12 Months as Fire Chief – Council Update

Stabilization • Modernization • Improvement

During my first 12 months as Fire Chief, the department focused on stabilizing operations, modernizing facilities and equipment, and strengthening personnel development, firefighter safety, and community risk reduction. The progress outlined below reflects a team effort by department members, Town administration, and the Town Council, with an emphasis on responsible planning and long-term sustainability.

Apparatus, Operations, and Readiness

The department successfully ordered a new aerial tower ladder truck for delivery in early 2027. This generational investment will replace aging equipment and enhance fire suppression, rescue, elevated master-stream operations, and firefighter safety. We also repaired critical fleet assets, expanded specialized equipment capabilities, and implemented a long-range apparatus replacement plan.

Response and running procedures were revised to improve apparatus deployment from both stations, resource use, and mutual-aid coordination. The department completed its ISO evaluation process and continued strengthening accountability, operational standards, officer development, risk management, and incident safety.

Personnel and Professional Development

Training and leadership development produced measurable results:

- Seven firefighters graduated from the fire academy, and one firefighter was promoted to Lieutenant.
- Four members earned Incident Safety Officer certification; two earned Fire Inspector certifications; and one earned Fire Officer certification.
- Two members are enrolled in EMT training, and one is enrolled in paramedic training.
- Joint training with neighboring departments expanded, while additional state certification-level courses are being developed for local delivery to reduce costs and improve access.

Updated policies, clearer expectations, stronger communication, and increased accountability have helped stabilize the organization and support a culture centered on professionalism, service, training, and safety.

Facilities and Firefighter Health

The department completed more facility improvements in the past year than in the previous decade, addressing deferred maintenance while improving safety, efficiency, and daily operations.

- Central Station: bathroom and shower improvements; four replacement water heaters; insulated office, meeting-room, and apparatus-bay windows and doors; LED lighting; renovated training room and EOC/conference area; improved bay storage and floor markings; and new hallway flooring.
- South Station: new roof with an expected 20-year service life; concrete apron replacement underway; bathroom modernization; LED lighting upgrades; and continuing infrastructure improvements.
- Both stations: parking-lot seal coating, restored shower facilities, and gear washer/extractors. Central Station also received a turnout-gear drying cabinet.

These projects support post-fire decontamination, cancer-reduction efforts, faster equipment turnaround, energy efficiency, and compliance with current NFPA standards. Planned work includes Central Station bunk space, kitchen improvements, a stove, and replacement of a significant portion of the front concrete apron.

Community Risk Reduction

Community safety efforts included continued residential smoke-detector installations, development of a carbon monoxide detector program, expanded public education and outreach, and implementation of Project Lifesaver, scheduled to launch in late summer or early fall. Project Lifesaver will strengthen our ability to assist vulnerable residents who may wander because of cognitive impairments or developmental disabilities.

Leadership and the Year Ahead

During the year, I completed the Indiana Chief Fire Officer Training Program required by Indiana law, renewed my paramedic license, and earned a Master of Business Administration degree. This development directly supports stronger leadership, management, and strategic planning for the department.

The next phase will continue to emphasize personnel development, facility modernization, apparatus replacement, firefighter health and safety, operational readiness, and community risk reduction. The work completed this year has addressed long-standing needs and established a strong foundation for the future.

Thank you to the Town Council, Town administration, department members, and the citizens of Highland for their continued support. I look forward to building on this momentum and ensuring the Highland Fire Department remains prepared to serve our community for years to come.

Councilor Robertson then acknowledged Public Works Director Knesek who said they are about 3 quarters of the way done with our community crossings streets. He said behind Meijers is completed and the sod was placed week. It looks really nice. He said Terrace Estates is also completed. He said the contractor will start on Ridge Road next week. Ridge Road will be paved from Indianapolis Boulevard to the Munster line. After that, the contractor will begin on Wirth Road. He said Wirth Road will entail reconfiguring some storm sewer pipe to make the sidewalks ADA accessible. He said we didn't have rain for 45 days and in the last two (2) days you had 2-1/2 inches in 45 minutes. He said they received many calls about flooded streets. He explained that the problem is that the storm pipes are gravity fed into the Cady. And if the Cady is full, there's no place for the water to go until the Cady goes down. He said his crews are out, cleaning catch basins. He said it is better to keep the water in the streets than in the basements.

- **Councilor Tom Black:** *Redevelopment Commission Liaison and Member • Member of the Lake County Solid Waste Management District Board • Regional Planning Commission (NIPRC) • Shared Ethics Representative • Liaison Traffic Safety • Liaison to the Sanitary Board*

Councilor Black acknowledged Redevelopment Director Maria Becerra who gave the following report:

TOWN COUNCIL REPORT JULY 27, 2026 REDEVELOPMENT COMMISSION

Revision of Outdated Plans & Development of New Plans

- ***New Redevelopment Plan*** – The Redevelopment Commission has approved the Redevelopment Gateway Commercial Corridor Plan. Its available on line on the Town's Webpage on the Redevelopment Link.
- ***Update Comprehensive Master Plan*** **(updating 2007)**
  - Planning Commission has scheduled a public hearing August 19th for the Draft of the Comprehensive Plan. Once the Planning Commission approves it will be present to the Town Council for final adoption.
- ***Commercial Property Grants Program Guidelines*** **were Revised 2026 with a scoring format**
  - Two applications have been awarded this year so far.
    1. **2930 Highway** -the old Auto Van Senus Bldg, the new owners of 8,034 sq ft building are proposing the following family owned businesses. There will be a mixed Martial Arts/Wrestling Gym, a retail store for Sports Apparel and a Pilates studio.
       The owner will be investing $210,390 for improvements.
       The application was scored and awarded a Grant for $34,500 as a reimbursement when the work is complete. This is to improve both the interior and the exterior of the building.
    2. **2927 Jewett** – N.W.I. Parkinsons ADA compliant ramp access. Owners will be investing 36,996 to have a professional ADA ramp. The application was scored and will receive a $2,238, reimbursement when the work is complete.

***2909 Jewett** was awarded a grant last year, 2025 and is reaching its completions with the owner investing $150,000 in improvements the grant reimbursement amount when complete will be $40,000 when the proposed work is completed. The plan is to bring a restaurant or other business to the bldg.

Good News - These plans will be uploaded and available online for transparency on progress and implementation of short term and long-term strategies.

- **Safety Action Plan Implementation Grant was submitted to the Dept of Transportation**
  - Major Capital Improvements for Kleinman from Ridge south to 45th & Town wide safety traffic signal improvements, *awards may be announced in the Fall.*

REDEVELPOMENT OF GATEWAY KEY PARCELS

Kennedy Ave.

- **2655 Garfield - As part of the long-term Redevelopment plans for the Kennedy Ave. Gateway Corridor, the property was purchased, July 15th.**
- **8436 Kennedy – vacant abandoned gas station**
  - In July, we were informed that the Town was selected from 55 applicants down to 12 as eligible to submit a full grant application by September 9, 2026. Redevelopment Commission submitted a letter of intent proposal for a "Love Where you Live" Legacy Grant. The Proposal was submitted to turn the vacant lot into a Community Space with Art pieces, bike racks, benches and native landscaping.

Indianapolis Blvd.

- **Redevelopment 8113 – 8200 Indianapolis (6 acres) Town owned parcels**
  - Owner seeking to redevelop property (old bus station) along with the Redevelopment owned parcels. P.U.D. Planned Unit Development to be presented to the Planning Commission.
- **Redevelopment of the 8401 Indianapolis Parcel** (old Ultra parcel)
  - Attorney Reed has filed paperwork necessary to move forward with eminent domain.

Restaurant Crawl Tomorrow 7-28, with the $7.00 specials. Jose's, Sakura Bowl, Langels, Growlers, SIP, Relish Hot Dog, Dan Pierogies, The Counter, and Fuzzyline are all participating.

Main Street members have planned

3 Big Restaurant Crawls
Events are planned with Music and Craft Vendors, the dates are the last Tuesday's in August 25th, September 29th and the Halloween Theme Crawl is October 27th.
We are looking for Craft Vendors check town Main Street facebook page for details, we currently have 12 craft vendors. **4 - 9**

Highland Neighbors for Sustainability
Please check their webpage on the Town's website.
They meet monthly every third Tuesday at 6:30 at Greenwitch downtown.

The **Community Garden Downtown** is always in need of volunteers, please check link of the Town's webpage for more information.

• **Councilor Philip Scheeringa**: • *Park Board Liaison• Information Communications and Technology Department Liaison• Redevelopment Commission Member*

Councilor Scheeringa acknowledged Mindi Ray, the Parks and Recreation Superintendent, who thanked everybody for their patience as she's transitioning into the role and getting her my feet on the ground. She said Highland has a great park system. She said she was able to participate and observe the operations of a very, well-executed, 4th of July celebration in the community. She said she was glad to work with the Public Safety Departments as, as we navigated storms. She said she is looking forward to the fall festival, better known as the Backyard Barbecue, which will be coming up in September. She said the staff is putting together the fall and winter brochure which is set to, get that published next month. She encouraged everyone to get out and support the summer theater program. She attended last Thursday and laughed out loud many times.

Councilor Scheeringa then acknowledged IT Director Ed Dabrowski, who said the Town experienced a 10 hour outage today. He said it did impact paying customers coming into the Town Hall and it did impact staff. BS&A didn't disclose what the issue was that affected their cloud base. He said one thing that the Clerk's staff might do, similar to the police department when their system goes down, is to use a pen and pencil to record transactions and enter them into the system later, when the system is up and running. Our society has become dependent on tech tools. He said he is having some problems with the downtown lighting because some of the locations the landscaping company picked. He said we might want to bring the landscaping company to the table and review all of the positions. The lights are in the bedding inside the trees, get a natural protection and they last longer. He said the lights that get damaged are closer to the sidewalk near some of our vendors. He wasn't saying anyone did it on purpose but is makes maintenance harder.

• **Councilor George Georgeff**: *Town Executive (I.C. 36-1-2-5-(4); I.C. 36-5-2-2; I.C. 36-5-2-7);* • *Board of Trustees of the Police Pension Fund, Chair (By Law)* • *Budget Committee Chairman*
• *Redevelopment Commission Member* • *Liaison to the Board of Water Works* • *Member of the Northwestern Indiana Regional Planning Commission (NIPRC)*

Councilor Georgeff said he is scheduling a special study session for Saturday, August 8th, at 9:00 a.m. in the Community Room at the Police Station. He said the items on the study session agenda continues to grow as we can't seem to get though them.

That concluded comments from the Council and President Georgeff then turned it over to comments from visitor's or residents, reminding them to limit their comments to 2 minutes.

Comments from Visitors or Residents:

Paul Sines, Highland, said he and his wife have lived in Highland for approximately 20 years. They have a 16-year-old daughter, 15-year-old boy, both multiple sport athletes. He was asking what was being done at the house at 8143 Grace Place. He said when the house sold, the new owner turned it into a shelter for human trafficking victims. Its his house, his neighbors house and the 8143 Grace Place. He said he's been in contact with Councilor Turich and he knows Chief Potesta has been working on it. He said he was listening to the June meeting and Attorney Reed said a court date was sent for July 2nd. July 2nd has passed and nothings happened. He said he checked with the courts and there is nothing on the docket. He wanted to know what's going on and what are we going to do to get the shelter removed from a residential neighborhood. He said he loves his neighborhood but this nuisance is affecting the stability of our neighborhood. When we moved in, it was all family-owned neighborhood. He said he has five (5) rentals and one of them is a human trafficking shelter. We now have 5 rental houses, and one of them is a human trafficking shelter.

Councilor Georgeff said Attorney Reed was unable to attend tonight's meeting so he can't provide an update.

Mr. Sines said there' been no action. He said he checked the courts docket and nothing is showing up. He said he doesn't know if the case was postposed or dismissed. He said he reached out to another attorney and judge who said they could find nothing. He said he doesn't think anything's happening. It's very frustrating for him and his wife. He said his next door neighbor just picked up and moved as they couldn't deal with it anymore. That was a young family with two (2) kids. He wanted to know the plans.

Councilor Georgeff said we will be following up with our Town Attorney tomorrow.

Mr. Sines asked the fire chief since they're using it as a shelter, shouldn't have to be inspected for ingresses and egresses or fire extinguishers?

The Fire Chief said he couldn't reference specific codes off the top of his head but he would look them up and get back to him.

Mr. Mika said being with the building department, we were in there very early on, after we finally saw something happening there. First of all, it's a single-family structure, which unless it's multi-family has no jurisdiction. He said he came from the fire department. When we were in there, initially, probably back in April or March, when this all first started, there was nothing there that was obvious that was of concern as far as health and safety.

Mr. Sines said they are running a business in a zoned residential. He said it is no longer a house but a business. You have five (5) or more people living there. School buses from Merrillville and Hammond stop and pick up the girls to take them to school and then drops them off. He said there was a new person there today. He said something has to be done as it is a revolving door.

Councilor Georgeff said he will follow-up with Attorney Reed tomorrow and get back to Mr. Sines.

Kevin McNulty, Munster, said he is a representative of Just Transition of Northwest Indiana an environmental justice nonprofit to bring communities together to demand what we all need-clean water, air and soil. He was here tonight to ask the Council to stand in solidarity with the union members of local USW71. He said on Thursday, March 19th, British Petroleum or BP illegally shut its doors on more than 800 of our neighbors after they rejected BP's last, best, and final offer. He said it turns out that BP's best offer was to eliminate hundreds of union jobs, cut base wages across nearly all job classifications and to limit the union's ability to go on strike and to end seniority protections during layoffs. He said BP has proven time and time again that it will put profit over people and to this day, highly skilled union workers are still locked out while a skeleton crew runs one of the world's largest and oldest oil refineries. He said at Just Transition Northwest Indiana, we believe in a just transition, a collective shift toward a regenerative system that works for all of us, where workers do not have to face the injustice of coming home without a paycheck and a system where families no longer have to sacrifice their health and environment for corporate interests. He told the Council, the worst thing that you could do is to stay silent in this battle. I ask that you do not stay silent and pass a resolution affirming your position with your neighbors and the people of Northwest Indiana, Lake County Council, Gary, Crown Point, and many other communities have already stated which side they're on in this fight.

Scott Houldieson, Highland, said he would like to echo the sentiments of the gentleman that spoke before me. He said British Petroleum is a foreign-owned company that has locked out American workers. He said some of those workers are here with us today. He said their families are suffering and they're putting our community at risk. He said you don't mess around with a refinery. When things go sideways in a refinery, they get bad and they get bad quick. They can be catastrophic. We don't want to mess around with our neighborhood but British Petroleum doesn't care about our community. We need to make them care. He said he stands with USW71 and asks the Council to stand with them. He said he will be boycotting British Petroleum products until they come to the bargaining table in good faith to negotiate with my union brothers and sisters.

Eric Schultz, President of United Steel Workers 7-1, made the following statement:

Remarks to the Highland Town Council

Good evening, Council President Georgeff and members of the Highland Town Council.

This resolution should not be viewed through a political lens. It is about Northwest Indiana families, local jobs, collective bargaining, and the safe operation of one of the largest industrial facilities in our region.

Approximately 800 experienced workers have been locked out of the Whiting Refinery. These workers live in communities like Highland. They shop at local businesses, pay local taxes, coach youth sports, volunteer, and support our neighborhoods.

We are not asking the Council to negotiate our contract or choose every detail of one side's proposal. We are asking you to stand for a fair process: end the lockout, return to the bargaining table, and negotiate in good faith.

Supporting this resolution means supporting working families, community safety, and the economic strength of Northwest Indiana. Those should not be partisan values. They should be shared values.

I understand that tonight is a study session and that no final action can be taken. My request is simple: allow this resolution to move forward to your next plenary meeting so it can receive a public vote. When that day comes, I ask each of you to vote in favor of it—not for either side in a contract dispute, but for the principles of good-faith bargaining, community safety, and the hardworking families of Northwest Indiana.

Thank you.

Gina Holguin, Highland, said her husband works at BP and he has been locked out since March. She said they have been residents of Highland for over 40 years. She said they have a son in high school and a daughter who's in college. She said the lock-out has been very hard on them. It's actually been awful and it's not fair. She said they have been paying all of their bills and their neighbors stand with them. She said they have a solidarity sign in their window. She said her husband is doing everything he can to provide for their family and to help us. She said she is disabled and she asked if the Council wouldn't adopt the resolution and stand with them.

Darren Washington, Gary and a Gary Common Councilman at large for the City of Gary. He said the City of Gary did pass the resolution in support of the workers at BP Amoco. He said he will email Gary's resolution to the Council. He said he is the Democratic nominee for the Lake County Council District 2 and if successful, he looks forward to working with the Highland Town Council because he doesn't think the current 2nd District County Councilman has ever visited one of the Council's meetings.

Terry Steagall, Highland, said he was here tonight to speak in solidarity with USW7-1. He said this is an illegal lockout by BP, who's not acknowledging our labor laws like they should and if they don't want to follow the law, then they need to consider having an employee buyout and go back on the other side of the pond. He said this is blatant union busting and this can't be tolerated in our society if we are going to have a civil society. They are bringing people in, replacement workers and they're paying them an outrageous hourly wage to be there, which is unfair. He said the R's and D's have to work together as this is a moral and ethical thing. He said with the devastating effect SEA1 has on Lake County, to make up for the short fall, the County should consider creating a barrel tax. BP has the capacity to produce 440,000 barrels a day. If a $1 tax per barrel was implemented, the county budget shortfall would be resolved.

Councilor Georgeff asked if there were any other comments. Hearing none, he closed comments from the public and brought it back to the Council. He then asked for a motion to pay claims.

Payment of Accounts Payable Vouchers. There being no further comments from visitors or residents, Councilor Robertson moved to allow the vendors accounts payable vouchers as filed on the pending accounts payable dockets, covering the period July 8, 2026 through July 14, 2026 and July 8, 2026 through July 28, 2026 with the exception of the Fire Department Quarterly payroll. Councilor Turich seconded. Upon a roll call vote, there were five (5) affirmatives and no negatives. The motion passed. The accounts payable vouchers for the vendor docket were allowed, payments allowed in advance were ratified, the payroll dockets were ratified with the exception of the Fire Department Quarterly payroll and for all remaining invoices, the Clerk-Treasurer was authorized to make payment. The motion passed. The accounts payable vouchers for the vendor docket were allowed, payments allowed in advance were ratified, the payroll dockets were ratified, and for all remaining invoices, the Clerk-Treasurer was authorized to make payment.

Councilor Robertson then moved to approve the Fire Department Quarterly payroll for the payroll docket payday by fund of July 31, 2026 and the payroll docket for payday of July 31, 2026. Councilor Scheeringa seconded. Upon a roll call vote, there were four (4) affirmatives, no negatives and one (1) abstention, with Councilors Georgeff, Robertson, Black and Scheeringa voting in the affirmative and Councilor Turich abstaining.

Accounts payable vouchers July 8, 2026 – July 14, 2026 in the amount of **$1,425,179.01**

General Fund, $657,597.46; **MVH Fund**, $52,395.91; **LR&S**, $15,882.24; **MVH Restricted**, $8,776.10; **Public Safety Income**, $5,900.00; **Community Crossing Grant**, $80,099.59; **Corporation Bond**, $347,000.00; **CEDIT Econ Dev.**, $4,845.00; **Gaming Revenue**, $900.00; **Solid Waste**, $1,000.00; **ICT Fund** $19,617.17; **Insurance Premium**, $231,165.54

Payroll Docket for payday of July 10,2026 by fund:
General, $418,885.73

Payroll Docket for payday of July 10, 2026:

Office of Clerk-Treasurer, $17,632.50; Building and Inspection Department, $11,346.80; Metropolitan Police Department, $171,363.94; Public Works Department (Agency), $95,042.05; Fire Department, $6,817.41 and Information and Technology Department, $4,441.37

Accounts payable vouchers July 8, 2026- July 14, 2026, in the amount of **$1,425,179.01**

General Fund, $657,597.46; **MVH Fund**, $52,395.91; **LR&S**, $15,882.24; **MVH Restricted**, $8,776.10; **Public Safety Income**, $5,900.00; **Community Crossing Grant**, $80,099.59; **Corporation Bond**, $347,000.00; **CEDIT Econ Dev.**, $4,845.00; **Gaming Revenue**, $900.00; **Solid Waste**, $1,000.00; **ICT Fund** $19,617.17; **Insurance Premium**, $231,165.54

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General, $418,885.73

Payroll Docket for payday of July 10, 2026:

Office of Clerk-Treasurer, $17,632.50; Building and Inspection Department, $11,346.80; Metropolitan Police Department, $171,363.94; Public Works Department (Agency), $95,042.05; Fire Department, $6,817.41 and Information and Technology Department, $4,441.37

Accounts payable vouchers July8, 2026 – July 28,2026 in the amount of **$ 2,177,048.27**

General Fund, $1,006,668.63; **MVH Fund**, $73,036.38; **LR&S**, $15,882.24; **MVH Restricted**, $8,776.10; **Law Enforce Con't Ed** $202.93; **Public Safety Income**, $9,600.00; **Donation**, $4,266.63; **Community Crossing Grant**, $80,099.59; **Corporation Bond**, $347,000.00; **MCCD**, $205,627.26; **CEDIT Econ Dev.**, $4,845.00; **Gaming Revenue**, $900.00; **Solid Waste**, $1,000.00; **ICT Fund** $34,722.19; **Police Pension**, $152,255.78; **Insurance Premium**, $231,165.54

Payroll Docket for payday of July 10,2026 by fund:
General, $418,885.73

Payroll Docket for payday of July 10, 2026:

Office of Clerk-Treasurer, $17,632.50; Building and Inspection Department, $11,346.80; Metropolitan Police Department, $171,363.94; Public Works Department (Agency), $95,042.05; Fire Department, $6,817.41 and Information and Technology Department, $4,441.37

Total Payroll: $306,644.07

Payroll Docket for payday of July 24,2026 by fund:
General, $367,941.16

Payroll Docket for payday of July 24, 2026:

Office of Clerk-Treasurer, $17,134.00; Building and Inspection Department, $12,024.97; Metropolitan Police Department, $168,449.45; Public Works Department (Agency), $86,691.97; Fire Department, $6,817.41 and Information and Technology Department, $4,441.37
Total Payroll: $295,559.17

Payroll Docket for payday of July,31 ,2026 by fund:
Total Payroll by fund: $85,065.79

Payroll Docket for payday of July,31,2026:
Boards & Commissions. $14,141.04; Police Pension, $69,842.90
Total Payroll: $83,983.94

Fire Department Quarterly:

Payroll Docket for payday of July,31, 2026, by fund:
Total Payroll by fund: $71,980.13

Payroll Docket for payday of July,31, 2026:
Fire Department Quarterly
Total Payroll: $66,865.00

Adjournment of Plenary Meeting. There being no further business on the agenda, the Town Council President declared the regular plenary meeting of the Town Council of Monday, July 27, 2026, adjourned at 8:05 o'clock p.m.

Mark Herak
Clerk-Treasurer

Approved by the Town Council at its meeting of August 10, 2026.