



Agenda for the Goshen Common Council

6:00 p.m., October 28, 2024 Regular Meeting

Council Chamber, Police & Court Building, 111 East Jefferson Street, Goshen, IN

Call to Order by Mayor Gina Leichty

Pledge of Allegiance led by Antwain Sanders (sophomore at Goshen High School)

Roll Call:

Linda Gerber (At-Large) **Phil Lederach** (District 5)

Doug Nisley (District 2)

Megan Peel (District 4) **Donald Riegsecker** (District 1)

Matt Schrock (District 3)

Council President Brett Weddell (At-Large)

Youth Adviser Tageeya Galeb (Non-voting)

Approval of Minutes: October 7, 2024 Regular Meeting

Approval of Meeting Agenda

Privilege of the Floor

1) Ordinance 5203, Amend Ordinance 5173, Known as the Cherry Creek PUD (Planned Unit Development)

2) Resolution 2024-19, Interlocal Memorandum of Understanding for 2024 Edward Byrne Memorial Justice Assistance Grant Formula Program Award

3) Ordinance 5204, Amend 2024 Compensation Ordinance 5166 for Civil City and Utilities Employees to add positions eligible to receive the Tool/Work Shoe/Inclement Weather Gear Allowance

4) Ordinance 5197, 2025 Compensation for Elected Officials (Second Reading)

5) Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees (Second Reading)

6) Ordinance 5199, 2025 Compensation for Fire Department Employees (Second Reading)

For a live stream of the meeting, go to: <https://uso2web.zoom.us/j/81652777559>



7) **Ordinance 5200**, 2025 Compensation for Police Department Employees (Second Reading)

8) **Ordinance 5201**, Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2025 (Second Reading)

9) **Ordinance 5202**, An Ordinance for Appropriations and Tax Rates (Second Reading for the proposed 2025 City of Goshen budget)

Elected Official Reports

Adjournment



GOSHEN COMMON COUNCIL

Minutes of the October 7, 2024 Regular Meeting

Convened in the Council Chambers, Police & Court Building, 111 East Jefferson Street, Goshen, Indiana

Mayor Gina Leichty called the meeting to order at 6:00 p.m. Assisted by the Mayor, Ayden Deal-Hussey led the Pledge of Allegiance. Ayden is a third-grader at Model Elementary School.

Mayor Leichty asked Clerk-Treasurer Aguirre to conduct the roll call.

Present: Linda Gerber (At-Large) Phil Lederach (District 5) Doug Nisley (District 2)
Megan Peel (District 4) Donald Riegsecker (District 1) Matt Schrock (District 3)
Council President Brett Weddell (At-Large)
Youth Adviser Tageeya Galeb (Non-voting)

Absent: None

Approval of Minutes:

Mayor Leichty asked the Council's wishes regarding the minutes of the Sept. 23, 2023 Regular Meeting. Councilor Peel moved to approve the minutes as presented. Councilor Gerber seconded the motion. **The motion passed 7-0 on a voice vote.**

Approval of Meeting Agenda:

Mayor Leichty presented the agenda as submitted by Clerk-Treasurer Aguirre. Councilor Nisley moved to approve the agenda as submitted. Councilor Schrock seconded the motion. **The motion passed 7-0 on a voice vote.**

Privilege of the Floor:

At 6:04 p.m., Mayor Leichty invited public comments regarding matters not on the agenda.

Officer Jim Ballard, the Behavioral Response Coordinator for the Goshen Police Department, said he wanted to answer any questions or concerns about the recent series of drug overdoses in downtown Goshen, near The Window, which serves people of limited incomes. He said Police have met with the leadership of The Window and are seeking solutions to mitigate the issue.

In response to questions from Councilors Peel and Nisley, Officer Ballard said response plans are in place, including education and outreach by drug treatment experts who plan to speak to their clients about what is believed to be synthetic cannabinoids that are causing the overdoses. He added there have been overdoses in nearby communities, so this issue is believed to be connected. He said Goshen residents primarily rely on The Window.

Mayor Leichty thanked Officer Ballard for the update

There were no further public comments, so the Mayor closed Privilege of the Floor at 6:06 p.m.



1) Ordinance 5202: An Ordinance for Appropriations and Tax Rates (First Reading)

Mayor Leichty called for the introduction on First Reading of Ordinance 5202- *An Ordinance for Appropriations and Tax Rates (the proposed 2025 City of Goshen budget)*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5202 by title only, which was done.

Weddell/Nisley moved to approve Ordinance 5202 on First Reading.

BACKGROUND:

Before the Council was the City of Goshen’s proposed budget for 2025 as set forth in Ordinance 5202.

If Ordinance 5202 is approved by the Common Council, it would be ordained/resolved “that the expenses of Goshen Civil City for the year ending Dec. 31, 2025, the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of GOSHEN CIVIL CITY, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.”

Ordinance 5202 would be in full force and effect after its passage and approval by the Common Council in the following amounts:

Fund Code	Fund Name	Adopted budget	Adopted Tax Levy	AdoptedTaxRate
0061	RAINY DAY	\$0	\$0	0.0000
0101	GENERAL	\$33,742,900	\$18,542,264	1.3024
0180	DEBT SERVICE	\$373,275	\$406,120	0.0285
0201	BOND PROCEEDS	\$3,149,049	\$0	0.0000
0341	FIRE PENSION	\$551,320	\$0	0.0000
0342	POLICE PENSION	\$410,050	\$0	0.0000
0706	LOCAL ROAD/STREET	\$1,000,000	\$0	0.0000
0708	MOTOR VEH HWAY	\$6,270,190	\$2,973,048	0.2088
1191	CUM FIRE SPECIAL	\$375,000	\$703,976	0.0494
1301	PARK & RECREATION	\$3,331,500	\$4,109,085	0.2886
2102	AVIATION/AIRPORT	\$711,400	\$171,808	0.0121
2379	CUM CAP IMP (CIG TAX)	\$80,000	\$0	0.0000
2391	CUM CAP DEV	\$1,022,000	\$1,023,281	0.0719
2411	ECONDEV INC.TAX CED	\$4,325,000	\$0	0.0000
6290	CUM SEWER	\$2,700,000	\$703,976	0.0494
TOTALS		\$58,041,684	\$28,633,558	2.0111

Home-Ruled Funds (not reviewed by State Department of Local Government Finance):

Fund Code	Fund Name	Adopted Budget
9500	PROBATION DEPARTMENT	\$113,650
9501	ECONOMIC IMPROVEMENT DISTRICT	\$81,000



9502	LAW ENFORCEMENT CONTINUING EDUCATION (LECE 1)	\$18,109
9503	COURT FEES	\$54,700
9504	ARP Fiscal Recovery Fund	\$2,806,655
9505	RESIDENTIAL LEASE FEES	\$48,975
9506	LAW ENFORCEMENT CONTINUING EDUCATION (LECE 2)	\$36,000
9507	TIF BOND AND INTEREST	\$820,889
9508	Public Safety LOIT	\$3,049,000
9509	Township Fire Support	\$378,000
9510	REDEVELOPMENT NON-REVERTING	\$274,550
9511	STORM WATER MANAGEMENT	\$1,937,885
9512	TIF Lippert/Dierdorff	\$0
9513	SOUTHEAST GOSHEN TIF	\$20,065,890
9514	CEMETERY CAPITAL IMPROVEMENT	\$45,800
9515	Parking Lot	\$0
9516	Opioid Settlement Unrestricted	\$0
9517	Unsafe Buildings	\$85,000
9518	Opioid Settlement Restricted	\$0
9519	Redhawk Fire/EMS Training Academy	\$12,500
9520	2015 GO BOND PROCEEDS	\$120,000
9521	CONS RR/US 33 TIF	\$4,075,000
TOTAL		\$34,023,603

After it is approved by the Common Council, the City’s Ordinance for Appropriations and Tax Rates will be submitted to the Indiana Department of Local Government Finance for review.

In an Oct. 2, 2024 letter to the Common Council, Mayor Leichty wrote:

“As we approach the 2025 budget hearings, I want to emphasize the significance of this year’s financial planning process. The 2025 budget reflects our continued commitment to providing exceptional city services while investing in key initiatives that address our community’s evolving needs.

INFRASTRUCTURE

“You will note a significant capital increase in the 2025 proposed budget. In this year’s budget, we have prioritized substantial infrastructure improvements — particularly road improvements. We have been compelled to accelerate our timeline on several projects to meet requirements from the state and federal governments. These include addressing lead lines and accommodating the timeline for a future U.S. 33 expansion on the east side of the city. We have the cash reserves to support these projects, but it is a significant increase. Our focus remains on road reconstruction, stormwater management, and sidewalk improvements to ensure that our city’s streets and utilities can meet both current and future demands.

OVERVIEW OF OTHER CHANGES

“The 2025 budget also emphasizes public safety enhancements and spending accumulated cash reserves from the COVID disruption, all while staying focused on fiscal responsibility. Some critical initiatives reflected in the 2025 budget include:



- **“Public Safety Enhancements:** Expansion of our Mobile Integrated Health (MIH) program to better address mental health and community wellness issues for Police, Fire, and EMS, as well as necessary personnel additions in the Fire Department with the opening of a new Fire Station.
- **“Operational Efficiency:** Streamlining aligned tasks across several departments (Buildings and Grounds, Community Engagement, Building Department, and Mobile Integrated Health):
 - o “Consolidating the Buildings and Grounds team into one cohesive unit will enhance collaboration and reduce the duplication of machines, facilities, and resources. This streamlined approach ensures a more effective use of equipment and personnel while minimizing redundancy. The introduction of a Purchasing Agent will also optimize purchasing decisions, improve contract management, and enhance budget efficiency.
 - o “By consolidating all Code Enforcement Officers and Building Inspectors into a single department, we aim to improve customer satisfaction through more streamlined service delivery, quicker response times, and enhanced communication. This integration will boost operational efficiency by allowing for better coordination, comprehensive oversight, and a unified approach to ordinance compliance across the city.

OPEN FOR DISCUSSION

“As always, I am available to meet with you individually or in groups to answer any questions or address concerns regarding the proposed budget. Should you wish to recommend any alterations, please contact me, and I will coordinate with the appropriate department heads to assess the potential impacts.

LOOKING AHEAD TO 2025

“The 2025 budget presents an exciting opportunity to move Goshen forward, leveraging our resources to benefit our residents today and for future generations. I look forward to working closely with all of you throughout this process and appreciate your partnership in building a bright future for Goshen. Please don’t hesitate to contact me with any questions or for further clarification.”

The Common County’s meeting packet for Oct. 7, 2024 contained: Draft Ordinance 5202, An Ordinance for Appropriations and Tax Rates; the 2025 Proposed Budget, which included summaries of proposed spending for all City departments along with 2022 and 2023 actual expenditures, and 2024 and 2025 budget figures; draft minutes of the Sept. 23, 2024 Council meeting at which Mayor Leichty provided a detailed preview of the proposed 2025 budget; a PowerPoint on the proposed budget to be presented Monday night by Baker Tilly Municipal Advisers; and minutes of the Sept. 18, 2023 Council meeting at which the 2024 budget was presented and approved on First Reading.

OCT. 7, 2024 COUNCIL DISCUSSION AND APPROVAL ON FIRST READING OF ORDINANCE 5202:

Mayor Leichty opened a public hearing at 6:07 p.m. There were no comments.

Mayor Leichty then invited a presentation from Amber Nielsen, a Manager at Baker Tilly Municipal Advisers, the City of Goshen’s financial advisors.

Nielsen provided an overview of the 2025 budget:

Nielsen said she would be discussing the City’s “Big Four+ Operating Funds (General, Motor Vehicle Highway, Motor Vehicle Highway Restricted, Parks and Public Safety Local Option Income Tax), historical financial information, the 2025 budget, and future considerations, including operational accountability.

Using a 24-page PowerPoint presentation, **Nielsen made the following points:**



- **The Big Four+** make up about 93% of the City's payroll and benefits, 91% of supplies purchased for the City 66% of services and charges, and 23% of the City's capital budget. Other locally managed funds are primarily related to: Pensioners (Police and Fire), Economic development, Capital improvements, and Debt service.
- In 2013 and 2014, the **City's revenues were slightly ahead of expenditures** and just under \$23 million and **cash balances** were just above \$5 million. However, **revenues and cash balances started to grow faster in 2015 and accelerated in 2020 and 2021, 2022 and 2023**. She said the same pattern was evident when it came to all budgeted funds.
- **Cash balances grew in 2023 due to increases in interest income and local income taxes**. So that made for a great year for the City and an increase in cash balances because revenues exceeded expenditures.

In response to a question from **Council President Weddell, Nielsen** said the City's certified income tax should continue to increase the next two years. If there is extra local income tax, she said the City will get a one-time distribution in May. She added, "The past two years the City has gotten almost \$2 million dollars of that extra in May which has really helped specifically the general fund cash balances. So that is awesome, and that is a trend we would hope to see continue. However, when we get to the graphs that show the forecasting, we don't count on that money."

Council President Weddell Weddell asked what drives the excess payment in May. **Nielsen** said, "it's simply just the data that once all tax returns are processed if the State has extra local income tax sitting there, they will distribute it to all the communities."

Continuing her presentation, Nielsen said:

- **The State requires the City to maintain a minimum 15% cash reserve, which should pay for two months of expenses if all revenue stopped immediately. Baker Tilley recommends a 50% cash reserve, which would pay for six months of expenses and which the City has maintained going back to 2014.**
- The City's **15% cash reserves and 50% cash reserves** for the Big Four+ funds and all funds also have grown similarly.
- **Between 2022 and 2023, the City managed revenues and expenditures so well that cash balances were built up** to be able to afford higher future budgets to accomplish capital projects in future years.
- **At the end of 2023, the City's cash balance reached 130%**, although that total included funds, including for Tax-Increment Financing (TIF) projects that are obligated for future expenditures and could not be used for current operating expenses.

Council President Weddell said he was glad **Nielsen** mentioned the 2023 cash balance TIF funds "because that can make that number look a lot" but is not readily available for general operations of the City and is strictly for TIF districts. He added that some people unaware of this might believe the City is "sitting on a lot of money that could be used for general fund type of things."

Nielsen agreed and responded, "It should also be noted that the City is not going to have perfect balanced budgets every single year. Your revenues aren't always going to be exactly to the dollar of your expenditures. In some years, your revenues will exceed your expenditures and your cash, balances will increase, and then the next year you might have more capital projects to tackle, so then it's going to be opposite, right? Your revenues will be less than your expenditures as long as at the end of the day that trend, that cash balance trend, is close to that 50%, or even a little bit above. That's really great news for the City."



Continuing her presentation, Amber Nielsen said:

- A city's **certified net assessed property value is an important indicator of a city's well-being and growth.** Healthy growth also keeps a city's property tax rates down and it helps keep the circuit breaker down.
- The City's historical **Certified Net Assessed Value (NAV)** dipped between 2012 and 2016, but it has grown since then, **pushing down the City's property tax rates, which is good for taxpayers and stabilizes circuit breaker credits.**

(By way of background, according to the State of Indiana, an Indiana taxpayer's property tax bill is capped at a set percentage of a property's assessed value. The difference between the gross tax bill and the net tax bill is commonly referred to as a "circuit breaker credit." Circuit breaker credits are summed together at a taxing district level and proportionally allocated to taxing units. Circuit breaker credits serve as a reduction in revenues relative to a taxing unit's levy.)

- **The City's tax levy increases every year based on increased property taxes.** So, for 2013, the levy total was \$15,023,097 compared with \$23,942,513 in 2024. Although there have been variations, the City's assessed property values also have increased, from \$1,022,953,608 in 2013 to \$1,703,366,032 in 2024.
- An analysis of historical levies, circuit breakers, assessed values and tax rates for the City of Goshen, shows that **in 2024, the City had \$3.13 million in circuit breaker credits. That means that if the circuit breaker tax credit law didn't exist, the City would have received \$3.3 million in tax revenue as well as additional revenue for other years dating back to 2010 – total lost revenue of \$48.4 million.**
- **Between 2021 and 2021, the City's circuit breaker credits were about \$2.6 million while 2022 to 2024 they increased to an average of \$3.5 million.**

In preparing the 2025 budget, Nielsen said the City:

- **Developed a proposed budget to match as closely as possible available revenues with the costs of providing services.**
- **Relied on best practices,** including: consulting with Department heads, consistency of process, recognition of future budget needs, grasping the changes in legislation, managing risk effectively, building value through the budget and the strategic use of cash reserves to meet the City's needs.

Nielsen said the City's property tax levy growth rate for 2025 is 4.0%, which is lower than the growth rate of 5% in 2023. However, that property tax growth rate has also been capped at 4% in 2025 by the Indiana Legislative Assembly. She said this will benefit homeowners, who won't face tax increases in 2025 because of rising property values, but will limit additional revenues that would otherwise go to the City.

Nielsen said because of action by the Indiana Legislative Assembly, Goshen and communities throughout Indiana are losing revenue they would otherwise get because of increases in property tax values.

Council President Weddell asked if Goshen previously benefitted from having an increase in assessed property values that were higher than the state average and that the City qualified for additional revenue.



Nielsen said that's true, but that the City this year is not eligible for the "three-year growth excess levy appeal." She said even though Goshen's 2025 net assessed value is 4.5%, to qualify for the appeal the City would be required to exceed the statewide net assessed value rate by 2%, which didn't happen. And, she said some legislators want to require communities to exceed the statewide net assessed value rate by 4%, which would make it far more difficult for communities to qualify for the appeal and to receive additional revenue.

Continuing her presentation, Nielsen said:

- **For Goshen, the certified levy between all property tax funds is just over \$24.89 million. After the estimated circuit breaker, the net new tax revenue is approximately \$21.09 million.**
- **The 2025 circuit breaker credits are estimated at \$3.8 million.**
- **The City's 2025 net assessed value has been certified by Elkhart County as increasing 4.5% over the value in 2024. As a result, the City's property tax rate will decrease to \$1.3988 from 2024 rate of \$1.4056. And the property tax rate should continue to decrease.**
- **The City only spends 85-87% of its budget each year, which has left a cash balance of about 15%.**
- **However, that is projected to change in 2024 and 2025 because the City is budgeting more conservatively in terms of revenue – because tax revenue could decline and interest income is expected to fall – and several capital projects are included in the 2025 budget.**
- **If the City spent every single dollar of the 2024 budget and every single dollar of the 2025 budget, there would be a cash balance decrease and expenditures exceeding revenues. However, that isn't expected to happen.**
- **In contrast, if the City spend its usual 85% of its budget in 2024 and 2025, in 2024 the City would be expected to have an increase in the cash balance and 2025 would have "a very balanced budget," with revenues matching expenditures.**
- **The current proposed budget included many capital projects, as well as cushion to provide adequate services for the City.**

Council President Weddell asked **Nielsen** to repeat what she said would happen if the City relied on conservative revenue estimates and that only 85% of budgets were spent. **Nielsen** said the City in 2025 would have a balanced budget and cash balances well above 15%.

In her slides, Nielsen indicated that she understood the City's priorities are to:

1. Continue to address the pressing needs of the City
2. Invest in critical infrastructure
3. Maintain a high level of service to residents

Nielsen also indicated the key measurable for this is the maintenance of cash reserves:

- Administration has controlled spending to meet minimum reserves despite circuit breaker losses
- Circuit breaker losses are still significant, but the City seeing relief from LIT and the assessed value growth
- The 2025 budget calls for targeted spending of reserves to meet key service objectives

Looking beyond the 2025 budget, **Nielsen** indicated that the circuit breaker was reduced 11% in 2024. And she advised that the City should be proactive in planning for possible future increases going forward.



Nielsen concluded her substantive presentation by showing Councilors what she characterized as a “sad” graphic documenting all of the property tax revenue the City has “lost” since 2010 because of the circuit break law.

Nielsen invited additional questions from Councilors.

Councilor Riegsecker said it was a matter of perspective whether the lost revenue slide was sad or not, adding that it depended on what side you were – paying the taxes or spending the tax revenue. He added, “Even though your net asset value increased and your tax rate reduced, you can still pay more taxes. Okay, I'm paying more taxes because my net asset value went up two years in a row very, very large, and I just let it go because I want to pay my fair share of taxes. But it doesn't help everybody.”

Nielsen responded, “That's a great point because when you as a Council say to a resident, ‘Our tax rates have decreased,’ that's not the full picture, so I totally get it. And you can pay more taxes, because that circuit breaker route is 1% of your assessed value. So, we all know all of our homes have really shot up in assessed value the past couple of years.”

Nielsen added that there is a feature on Gateway, the State's online portal for local revenues and expenditures, that can help residents estimate their taxes and learn the amount going to the city, the township, and the county.

Riegsecker laughed and said, “You probably shouldn't have told me that.”

Council President Weddell said he has worked on many City budgets. He said the first budget he voted on was in 2013 and the City's net levy was \$11.5 million compared to the 2025 net levy of \$20.8 million.

Nielsen said, “It's almost doubled pretty close. But then you think about all the things, all the increases that have happened since 2013. And so, for sure, it is a difficult thing to be on both sides, because in in one aspect the circuit breaker really does help the taxpayer so that they don't see tax bill skyrocket. But then also, the other side is supporting operations of the City. That lost revenue does can really put pressure on a City's fund balances.”

Councilor Riegsecker and **Nielsen** also discussed the impact of property tax increases on property owners.

Council President Weddell said he appreciated the consistency of Baker-Tilly's presentations. **Nielsen** asked Councilors to let her know how the presentation could be improved.

Mayor Leichty thanked Nielsen for the presentation.

Starting at 6:35 p.m., Mayor Leichty led Council members through a comprehensive review of the 2025 budget. She reviewed the 2025 Proposed Budget, which includes summaries of proposed spending for all City departments along with 2022 and 2023 actual expenditures, and 2024 and 2025 budget figures.

The proposed budget was the result of many hours of conversations, strategy sessions, and planning by the Mayor, Department heads as well as Deputy Clerk-Treasurer Weaver, Clerk-Treasurer Aguirre and Baker Tilly consultants. When approved by the City Council, it will be submitted for review by the Indiana Department of Local Government and Finance.

The 2025 Spending Plan for the City of Goshen includes schedules for the following general funds: Common Council, Mayor's Office, Clerk-Treasurer's Office, Legal Department, Court, Board of Works, Cemetery, Community Relations Commission, Engineering, Planning and Zoning, Central Garage, Police, Fire, and Environmental Resilience. **The spending plan also includes schedules for the following:** Debt Service, Fire Pension, Police Pension, Local Road and Streets, Motor Vehicle Highway, Motor Vehicle Highway Restricted, Cumulative Capital Improvement Fire, Township Fire Support, Park and Recreation, Aviation, Cumulative Capital Improvement, Cumulative Capital Development, Cumulative Capital Improvement/Storm Sewer, Economic Development,



The spending plan also included schedules for: Income Tax, Probation, Economic Improvement District, Public Safety Local Option Income Tax, Court Fees, Unsafe Building, Residential Lease Fees, Law Enforcement Continuing Education (#2), Redevelopment Non-Reverting, Storm Water Management, TIF Bond and Interest, Southeast Goshen TIF, TIF Lippert/Dierdorff, Construction River Race/U.S. 33 TIF, and American Rescue Plan Grant.

The **Mayor** began her presentation of the 2025 draft City budget with some introductory comments. She said the budget included a large number of capital projects which made it “a significantly larger budget than Goshen has seen in past years.” She said the estimated increase in roadway projects was \$12,420,495.25.

Mayor Leichty said that at the last Council meeting she talked about some of the priority projects for each of the City Departments. She said tonight she would go through each of the funds before the Council and would invite questions or comments about each budget. She encouraged Councilors to schedule a meeting with her if they were proposing changes in budgets so that department heads could discuss the impact of those proposed changes.

Mayor Leichty also expressed appreciation to the **Clerk-Treasurer and for all of the Department heads** “who spent a considerable amount of time coming up with these numbers that are before you tonight.”

Councilor Riegsecker said he wanted to comment on the roadway project estimate being above \$12 million. He said the City hasn’t been able to spend as much as possible because of shortages of materials and contractors. He asked **Amber Nielsen** the impact of putting all \$12.4 million in the 2025 budget and how it would affect the goal of spending 85% of budgets as well as where the funds would come and whether it would include encumbrances.

Nielsen said, “So, for the spending where we’re calculating that 85%, it doesn’t include encumbrances because they’re carried forward to the to the next year. Right? So that would make things a little bit different.” She briefly discussed the possible impact on one fund.

Councilor Riegsecker asked for an additional clarification and there was additional discussion with **Council President Weddell** and **Nielsen** about six or seven funds, excluding redevelopment, that would be affected by higher spending on road projects.

Councilor Peel said, “The \$92 million dollar budget that we see includes those redevelopment funds but there’s this section of the budget and then there’s the plus section of the budget.” **Mayor Leichty** said, “There’s an operating budget and then there’s capital, but it’s all in an aggregated budget.” **Councilor Peel** said, “Which makes it look excess large.” The **Mayor** said, “It does make it look very large.”

Mayor Leichty then led Councilors through a review of the proposed 2025 budget. For each, she asked if there were questions or comments. She and Departments heads paused and answered questions or provided additional information.

Council President Weddell said he appreciated meeting with Mayor Leichty to review the proposed budget and the changes that she already made.

COMMON COUNCIL (\$149,970 proposed budget for 2025)

Council President Weddell asked if the Mayor wanted to discuss the proposed changes for technology, **Mayor Leichty** said very large packets of information are prepared for Common Council meetings and there’s “inconsistency in the access that different Councilors have to that documentation. Councilors have had an annual \$500 technology stipend, which was a taxable benefit, to pay for a laptop or tablet to access information.



Mayor Leichty said she was proposing that the City issue each Councilor a tablet and software that would give Councilors access to “digital packets that would be aggregated for each of your meetings.” She said another reason for issuing tablets is that it would separate Councilors’ personal devices from their City-issued device. At present, Councilors’ personal devices, the Mayor said, could be the subject of a freedom of information request.

Mayor Leichty said the City could continue to budget \$3,500 for technology stipends in 2025, but she has proposed \$10,000 for the one-time purchase of the tablets and a software subscription.

Councilor Peel said, “I support that idea of going digital with all of the paperwork. This is something that the schools used for a long time, and it was very nice to have all of the information for all the board members on this piece of software, and it’s very simple to upload all this information, search this information. and it’s accessible anywhere. So, it’s a good idea.”

The **Mayor** said there would be training for Councilors before the change was made.

Council President Weddell noted that the **Mayor** also included an amount for a potential retreat, which Councilors didn’t end up having, but there may be some interest in having one. **Mayor Leichty** responded, “I think it’s a good thing to budget for. I found the work sessions, the public meetings that we’ve had as work sessions, to be really helpful. I’d like to continue to engage the Council for additional strategic planning efforts for the City.”

MAYOR (\$517,200 proposed budget for 2025)

Mayor Leichty said the Mayor’s budget included a reduction in salaries and wages to reflect moving the Communication Manager’s position into the new Community Engagement Department. She also said the \$10,000 budgeted for communication and transportation could be reduced to the current budgeted amount of \$6,400.

Council President Weddell said he would take notes about budget changes. He then asked Councilors if proposed budget changes should be acted on now or after reviewing the entire budget. **Councilor Nisley** suggested taking action when the specific budget was being discussed.

Weddell/Nisley then made a motion to reduce line item 1101-5-03-432 in the Mayor’s budget from \$10,000 down to \$6,400.

There were no questions or comments on the motion from Councilors.

On a voice vote, Councilors unanimously passed the motion to reduce line item 1101-5-03-432 in the Mayor’s budget from \$10,000 down to \$6,400 by a 7-0 margin, with all Councilors present voting yes at 6:46 p.m.

Mayor Leichty then raised point of order question. She asked if she had to say “passes on First Reading, or this is just the motion within the motion for a proposed amendment.” The **Council President** said it was just an amendment to the overall motion to approve the budget on First Reading.

CLERK-TREASURER (\$868,070 proposed budget for 2025)

Mayor Leichty said the Clerk-Treasurer proposed a budget increase for a potential additional staff person if an evaluation determines it is needed. The **Mayor** reported that as of today someone accepted an offer to be the new receptionist and administrative assistant for the Mayor’s Office, starting Oct. 21.

Mayor Leichty recommended keeping the additional position in the budget until the Clerk-Treasurer’s team can determine the necessity of the position.



Clerk-Treasurer Aguirre clarified that he actually requested an additional half-time position and not a full-time position. He said there is currently a vacant half-time position and he would like it increased to a full-time position.

Mayor Leichty asked for a clarification of the proposed increase for salaries and wages. The **Clerk-Treasurer** said it was included in the requested salaries and wages of \$536,100. The **Mayor** asked **Deputy Clerk-Treasurer Jeffery Weaver** for a clarification of the proposed request for salaries and wages instead of the amount requested. **Weaver** said he would need to calculate that.

Council President Weddell and Councilor Peel asked questions and clarified what was being requested – a half-time position. The **Mayor** also offered an explanation of what was being requested – a half-time position.

Council President Weddell asked the **Clerk-Treasurer** to brief the Council on the necessity of the half-position and to put some numbers together so that Councilors could adjust the budget accordingly. He added, "I don't think any of us has enough information to make a decision." The **Clerk-Treasurer** said he would do that.

LEGAL DEPARTMENT(\$960,625 proposed budget for 2025)

Mayor Leichty said there was a slight increase in salaries and wages to reflect a half-time assistant moving to full time. She said the change was anticipated to happen in 2024 and now the hope is it will happen in 2025.

Council President Weddell asked the **City Attorney** if having a full-time Assistant City Attorney would reduce the amount of contract services. **City Attorney Bodie Stegelmann** said that was a fair statement, adding, "There would be some offset. I'm not sure what the ratio would be. He added that the current Assistant City Attorney is able to work 20 hours per week, but the City Attorney would like him to work 40 hours a week to help the office operate more efficiently, "but the timing of it is kind of uncertain right now."

Mayor Leichty said the Legal Department included funds for a full-time Assistant City Attorney, but that change may not be made right away. She clarified how the assistant's salary has been paid.

Councilor Peel asked why the Legal Department's employee benefits, which include insurance, were budgeted to be lower in 2025. The **Mayor** said that was an error on her part, but if there is a delay in the Assistant City Attorney moving to full-time status, the department should be able to cover that insurance expense.

CITY COURT (\$582,200 proposed budget for 2025)

Mayor Leichty said the City Court has been much busier than it used to be, so additional funds were budgeted to cover the increase of an additional staff member, a clerk, for the entire year. She said previous increases were for the public defender. She invited comments from **City Court Judge Richard L. Mehl**.

Judge Mehl said he began his position in January 2020, right before the COVID-19 pandemic started, and the number of people going through the court dropped dramatically in 2021.

Judge Mehl said "we're back up now above the pre-pandemic numbers, both with our criminal misdemeanors and infractions." He said the Court is on a pace to have 1,000 new cases by the end of the year, which will be above the normal 800 cases, and that would exclude the current 740 pending cases. Infractions also have increased.

Judge Mehl said there also has been an increase in ordinance violations. He said, "The City decided that the Police Department was going to start filing ordinance violations. The County has done that on zoning issues. The City had not done that on zoning issues, because there was a conflict. And so, they didn't file those ordinance violations with the City. Now that conflicts resolved and the City's has been filing their ordinance or their zoning violations with us."

Judge Mehl said there have been numerous meetings to determine how that will work, but it's known there will be a substantial increase in ordinance violations.



Judge Mehl said there also was an increase in legal aid expenses. He said the cost of legal aid went from \$65 an hour to \$95 an hour, which he said was reasonable, pointing out that Elkhart County attorneys in private practice charge anywhere between \$250 to \$350 an hour.

Judge Mehl said staffing shortages at the Elkhart County Jail have made it more time-consuming for the legal aid attorney to meet with clients. So, instead of in person visits, she consults with clients by phone. He said this approach has worked well and resulted in cost savings.

Judge Mehl said he requested another full-time clerk because of the increase in the Court's caseload. He said the Court used to have a bailiff in the courtroom on Mondays and Thursday mornings to help process paperwork, but he left and won't be replaced.

Judge Mehl also discussed: the need for and costs of courtroom translators; the need for additional security in the Clerk's Office and a security evaluation which will be conducted in October to help determine the Court's needs. He also discussed long-time needs for the courtroom and Clerk's Office if both stay in their current location and the increase in traffic infraction fines that have been collected. He also mentioned that **Council Youth Adviser Tageeya Galeb** has become an intern with the court.

Mayor Leichty thanked **Judge Mehl** for the information.

COMMUNITY ENGAGEMENT (\$228,000 proposed budget for 2025)

Mayor Leichty said the Community Engagement budget reflected the addition of an additional person – the Communication Coordinator – from the Mayor's Office into this office.

Council President Weddell asked, "Didn't you say last night there might have been an error in the benefits?" The **Mayor** responded, "There's an extra \$22,150 in that line as well."

The Council President and Mayor agreed the Council could reduce that budget line now.

Weddell/Peel then made a motion to reduce Community Engagement budget line 1101-5-01-413 from \$92,000 down to \$69,850.

There were no questions or comments on the motion from Councilors.

On a voice vote, Councilors unanimously passed the motion to reduce Community Engagement budget line 1101-5-01-413 from \$92,000 down to \$69,850, by a 7-0 margin, with all Councilors present voting yes at 7:04 p.m.

Mayor Leichty also noted that the department's "other services and charges" budget line had a \$10,000 increase, to \$17,000. She explained, "We did an additional event last year, which was the International Women's Day. Those additional expenses were covered through sponsorship. So, while it looks like an increase, it's offset by revenue."

BOARD OF WORKS (\$5,602,340 proposed budget for 2025)

Councilor Nisley asked about the decrease in salaries and wages from \$272,300 in 2024 to \$24,000 in 2025 because of wage adjustments. He asked about the status of the city's wage and compensation study and where the money went.

Mayor Leichty responded that the wage ordinances that the Council will consider tonight incorporate the recommendations from the wage and compensation study by Baker Tilly Municipal Advisers.



The **Mayor** said the City "got back their working documents that had a framework for us to evaluate the grade of each position, each new position that's created, and that had recommendations based on our existing positions. So, we got that in August of this year. Mayor Leichthy said she, a representative of the legal department and the Human Resources Manager reviewed every position in the City to make sure that the evaluations that had been completed before continued to be accurate to that person's position."

Mayor Leichthy said adjustments were made when necessary and then there was an evaluation of pay ranges, with a minimum and a maximum reflected for each range. "So, basically, we went from having, like 37 different ranges down to 24. So, there's a broader range for us to work with. They also had recommendations on title changes for those positions."

Mayor Leichthy said "there were only a few cases where there were positions that were outside the range, like below the range of the minimum amount. And in those cases, we've made some adjustments to make sure that people are within range for those positions. And that is what is being incorporated and proposed into the budget for this year."

Councilor Nisley thanked the **Mayor** for the explanation.

Council President Weddell asked about a line item in the budget for professional services that would be increased from \$120,000 to \$460,000. The **Mayor** said that was for mowing contracts, legal services, cleaning services, counseling services for City staff, a county interlocal agreement for animal control services, and Baker Tilly consulting fees. She said the biggest expenses were related to legal services and accounting.

Council President Weddell said another budget increase he wanted to mention was for transportation and the increase was from the Michiana Council of Governments for the bus service in Goshen.

The **Mayor** asked **City Director of Public Works & Utilities Dustin Sailor** to explain the increase.

Sailor said, "We currently have the red line, and then in 2022 we went through a long process of evaluating routes. As part of that, there was a discussion of adding two more routes, so there'll be a northern route and a southern route. The northern route goes up off of Johnson Street and incorporates the La Casa apartments up in that area. It also goes into Oak Lawn. And the southern route, where it will now pick up the hospital, which it didn't previously do, and still goes in through Greencroft and picks up that southern portion of the red line. It's identified that it will provide a much expanded service for the City."

Councilor Peel said the cost of trash collection continues to increase even though expanded recycling has reduced the amount of trash collected. She asked why the cost continues to increase so much.

Aaron Sawatsky Kingsley, Director of the City Department of Environmental Resilience, said the numbers have to be evaluated to determine why the costs continue to increase.

Councilor Lederach said, "It just seems like that's increasing at a higher rate than what you might expect. I mean, are there extended contracts that would hold it steady for a while, or are there other ways to look at that? That's a that's a significant increase from last year."

Mayor Leichthy said she didn't have an immediate response and invited comments from the Public Works Director.

Sailor said the City had a multi-year contract already signed for trash, "and it had built in escalators associated with that. So, we'd have to go back in and get those exact numbers for you, but as far as I know, they've been following that contract and we have seen a substantial decrease because of the recycling that has occurred in the amount that we've taken to the landfill."

Council President Weddell confirmed with **Sailor** that the tonnage disposed of has declined, but the landfill fees have increased. He asked for clarification of contract. **Sailor** said he would conduct some research and provide more information to the Council at a future meeting.



TECHNOLOGY

Mayor Leichty said there was an adjustment in the anticipated salary for the person in that office. Still, she said she still hopes to hire for that position before the end of the year. The Mayor said she would need to research why the proposed retirement costs would increase from \$4,300 this year to \$35,500 in 2025.

CEMETERIES (\$483,070 proposed budget for 2025)

Mayor Leichty said there were “no significant changes” in the budget. **Council President Weddell** responded, “Good job, cemeteries.”

ENGINEERING (\$1,243,500 proposed budget for 2025)

Mayor Leichty said an additional position has been included in the wage ordinance for an administrative engineer position that has not been filled. She said, “I think it would be good for us to actually budget for that position this year. It's quite difficult to find engineers, but I think the quality of the service that we provide to the City and the distribution of workload would be greatly enhanced if we're able to add an additional person into the Engineering Department, so it will take the right person. Also, it's a good crew that is working there currently and it would be great to continue to support their good work.”

Council President said he appreciated the comment at a meeting Sunday night that another licensed engineer will be hired.

Councilor Peel pointed out that the budget for insurance was showing a decrease instead of an expected increase.

Councilor Lederach asked if the new position has been posted and the hiring process underway. The **Mayor** said the search has not yet begun.

POLICE (\$9,650,820 proposed budget for 2025)

Mayor Leichty said a couple of part-time positions have been moved from the Police Department to the Building Department. She said, “We would like to move all code and ordinance inspectors into one department, so there's improved collaboration and communication.”

“Right now, if you have a concern about an ordinance, if you call and it's inside a house, it's one phone number. If it's outside of a house, it's another number ... And if there's something going on inside their house, there's probably something going on outside the house that needs to be addressed as well. So, we want to try to make sure we've got that additional resource, and that it's easier for the public to get assistance when they need to file a concern.”

Mayor Leichty said there are currently two part-time positions and she wants to expand one of those positions to a full-time position to respond to new residential development. She said, “There will be an even greater workload for that department, so we're asking to expand one of those positions to become a full time position.”

Councilor Peel asked **Police Chief José Miller** to discuss the proposed significant increase in overtime pay.

Chief Miller said the request was based on what has happened this year and the “extensive shortage” in the overtime budget. He said, “A lot of it has to do with officers that are in training that don't count as manpower, and we still have to fill it. In addition, to a lot of extra events that we're having to pay overtime for and then with the salary increases. All those combined together is kind of what took me to that number.”

Council President Weddell asked for a clarification of the staffing changes. **Mayor Leichty** clarified that two part-time code enforcement positions are being moved out of the Police Department. Positions are also being moved to the new Building and Grounds Department and into the Building Department.



FIRE (\$8,639,800 proposed budget for 2025)

Before addressing the budget, **Mayor Leichty** asked **City Assistant Chief of Operations Anthony Powell** to discuss the two Goshen firefighters who assisted with hurricane disaster relief in North Carolina.

Chief Powell said two Goshen firefighters were deployed with South Bend and Mishawaka firefighters to North Carolina. He said, "They actually deployed prior to the hurricane hitting, so they rode the hurricane out in the mountains. There they said that the water that flowed in was like nothing they've ever seen before.

"It came in, and then it left as fast as it came in, but they deployed with boats, so their whole plan was they were going to go in boats to rescue people. However, the water was too swift for even trained personnel to go into, so they ended up doing a lot of on footwork and a lot of hiking, not what they planned for, but they were able to do it.

"We did have one firefighter, he was on a bridge, and their safety that we have set up just started frantically waving as they were removing limbs, and they were about 45 seconds from the bridge collapsing so they were able to get off that."

Chief Powell said the firefighters carried out a lot of missions, including rescuing a person and carrying them four miles. "So, a lot of good work, positive work, was done there."

Mayor Leichty asked **Chief Powell** to discuss adding firefighters for the planned new fire station.

Chief Powell said, "So when we decided that we were building a fire station five years ago, we knew that we were going to have to add personnel and we were all in the understanding ... that we were going to agree to additional nine personnel, which would be the minimum staffing to staff the station.

"So, what we've done so far is we've added six. This additional three that would be in the packet would take care of that station then. The one thing with this is, we're okay if we don't do it until the station is built. We can take care of that, absorb that for right now."

Chief Powell clarified that six firefighters are included in the budget and three would be provided from the Township Fire Support budget.

Asked about the timeline for the new station, **Chief Powell** said perhaps the beginning of 2026.

City Redevelopment Director Becky Hutsell said "Our goal is to bid the project prior to February or March. We have our design team on board. They're really narrowing down the scope, making sure we're on the same page with all the building materials and things like that. So, we anticipate that once they have their plan in place, they'll work on design over the winter months and get it out and be ready to break ground early spring. So, I would anticipate beginning of 2026 it will be open and operating."

Mayor Leichty added, "When Anthony (Powell) submitted his numbers in July, it looked a little faster than that. We thought that we would be needing to train people to start at the beginning of the year, so that's part of the reason that we included that budget. But in conversations with Chief Powell, they were willing to adapt and hire as needed. So, I would ask the Council to consider leaving that in anticipation it may not be used fully start that training process much later." **Chief Powell** added, "In order to train these people, we've got a 18 to 20 week academy that they have to go through. So, we have to prepare for that."

There were no additional questions or comments about the Fire Department budget.

BUILDING (\$669,425 proposed budget for 2025)

Mayor Leichty asked **City Building Commissioner Myron Grise** to discuss moving two code enforcement staff positions from the Police Department to the Building Department.



Commissioner Grise said, "The Building Department is going to be bringing in, hopefully, a full-time and a part-time codes persons. We're going to combine some of the neighborhood preservation (enforcement) with the codes to make that a full-time position. That way that department can take care of everything inside and outside of a property if we need to go there for inspection or need to look at anything deeper."

Mayor Leichthy said, "The plan is to add some additional desks in the area, probably in the Redevelopment conference room or reconfiguring the desk setup in the Building Department area until there's additional space within the (City) Annex to accommodate more people.

"So, in talking with **Myron (Grise)** about this, the inspectors are supposed to be out inspecting, not spending a lot of time in the office. So, they come in, and they check in in the morning they go out and do inspections during the day, and then come back and do reporting and paperwork in the afternoon. So, they're not all crammed in the office together all day, so that makes having some tighter quarters a little bit more manageable, not indefinitely, but at least to get started."

PLANNING

Mayor Leichthy said a sizable increase has been budgeted for professional services "to engage contractual services to evaluate our zoning ordinances. This is something ... we're continually updating, but to really take a deeper dive and look at how our zoning ordinances compare with other municipalities and make sure that we are addressing the needs of our Planning Department and the community. We've budgeted that additional amount there."

CENTRAL GARAGE(\$1,751,130 proposed budget for 2025)

There were no questions or comments about the budget for the Central Garage.

BUILDINGS & GROUNDS (\$463,950 proposed budget for 2025)

Mayor Leichthy said this proposed new department would shift three current employees from other departments and add a purchasing agent, a new City position.

Council President Weddell responded, "As we all know, each new (City) employees costs approximately \$100,000 when you consider wages and benefits. give or take. And the question that I had to the Mayor, and it's a hard one to answer, is would that employee save the City \$100,000 a year?"

Mayor Leichthy said, "That's certainly our intention."

Council President Weddell continued, "That's the only thing I that goes over in my mind is that in essence, is it actually saving the City that kind of money on an annual basis to consolidate and get better rates? So, that's just the as I'm thinking through this ... you know, debating."

Councilor Nisley said, "My thinking about this one is have we looked at farming out the grounds work? We would save a lot of money by doing that. And I've talked to Carl (Gaines) about I and he explained a few things in that part of it to me, too, but I think it would be something to look at, because I think by farming it out, we could save a lot of money."

Mayor Leichthy responded, "I think it's certainly worth looking at. I would say the majority of the activity from this group has been facility maintenance. So, parks maintenance of all of their buildings and grounds, and mowing as well as maintaining all of the aging infrastructure in which our buildings reside.

The **Mayor** invited comments from **City Director of Public Works & Utilities Dustin Sailor**.



Director Sailor said, “At least for the downtown buildings, buildings, and grounds, has taken care of the four primary buildings downtown. Several years ago, we did get rid of the exterior maintenance for lawns, just because there was so much activity happening. And so, they really serve as contract managers.

“We’re dealing with everything from the elevators and those contracts to all the maintenance as far as carpet replacement. They’re meeting with all these subcontractors and then overseeing these projects as they’re accomplished. So, we really are gaining a savings by them, helping manage these projects within the building envelopes themselves.”

Sailor said the Police and Court Building was an example of this. “So, this building is highly computerized as far as all the heating. And so, they actually went through and replaced all the actuators in house. So, we didn’t have to hire out a heating and plumbing contractor to do that. So, they’re doing that detailed work.

“And then they also are picking up all the painting; that’s happening in these buildings and activities like that managing floor contracts and cleaning. So, they do a lot more than just mowing the grass ... So, I just want to highlight that”

Councilor Nisley responded, “I think it would be beneficial to keep people to doing that, but the mowing part of it .. we could still save a substantial amount of money by farming that out and not having to have the equipment, buying the equipment, maintaining the equipment. Equipment isn’t cheap.”

Mayor Leichty invited comments from **City Superintendent of Parks & Recreation Tanya Heyde** about moving the new Building and Grounds Manager from the Parks and Recreation Department.

Heyde said, “Outside of what was already mentioned, there’s some snow removal also, at least from the entrances and sidewalks leading up to some of the park buildings, landscaping, some of the beautifications that you see and then there’s also some smaller maintenance items. She added, “It’s a pretty long list, however, with that being said for the Park Department, our mowing does not fall under this Building and Grounds. That remains within our maintenance division.”

Councilor Gerber asked if maintenance of the recycling center would fall under the Building and Grounds Department.

Mayor Leichty said, “At this point that has been managed by a number of departments. So, Environmental Resilience is helping to coordinate that. The Water and Sewer Department, because of their physical proximity, have stepped up to help manage that as well. I did not factor that into this consideration, but we’d have to look at what the most efficient way to approach that would be.”

The **Mayor** invited comments from **City Director of Public Works & Utilities Dustin Sailor**.

Sailor said, “We are still making modifications to that site. And so, and we have gotten authorization to put a fence in around the site so it will begin to have more limited hours. So, a lot of the time what we’re seeing is after-hour dumping. And so, we’re going to try to curb that with a control, with a fence.”

Councilors Weddell and Peel praised this idea.

Councilor Schrock asked if people would “just put the stuff outside the fence.”

Mayor Leichty joked, “We’re going to make it an electric fence. I’m kidding. I’m kidding.”

ENVIRONMENTAL RESILIENCE (\$823,670 proposed budget for 2025)

Mayor Leichty asked if there were any questions about the Environmental Resilience budget.



Councilor Peel said, “The only comment I had yesterday was, instead of purchasing two electric bikes, potentially taking the one that’s not necessarily used as much from the Mayor’s Office and giving that over to Environmental Resilience. Otherwise, I had no issue with the budget.”

Councilor Peel asked **Aaron Sawatsky Kingsley, Director of the City Department of Environmental Resilience**, if he had any thoughts about that.

Kingsley said, “We’ve made a lot of really good use of those bikes, especially during the spring and summer and into the fall. But if there is one that’s not being used somewhere, then then yeah, repurposing it back, that’s acceptable.”

The **Mayor** joked, “Maybe you can take Jose’s (Miller) bike, and I can keep mine.”

Council President Weddell asked how the AmeriCorps volunteers use the electric bikes.

Kingsley said, “They’re performing work throughout the city on a number of different things. It could be out at our nursery or at our orchard, but also moving about for some of the lead and copper (survey) work that was being done throughout the City, or going to different meetings at different departments, working with the parks department ... Our department has two vehicles. We’ve got a little hybrid car and a truck and this summer we had 8, 9, 10 people working out of our building at different times. So those bikes were essential.”

Kingsley said he would love to get his department a F-450 dump truck someday. The **Mayor** said it has been designated for a future purchase.

MOTOR VEHICLE HIGHWAY – STREETS (\$6,270,190 proposed budget for 2025)

Mayor Leichty said some expensive vehicles have been budgeted, including two single-axle trucks costing a quarter of a million each, as well as paving projects.

Councilor Riegsecker asked if the City spend the \$250,00 that had ben budgeted this year for a single axle truck.

City Fleet Manager Carl Gaines said it was purchased and two will be purchased next year.

In response to **Council President Weddell**’s question, the **Mayor** said \$400,000 in the budget was a transfer over from Board of Works, and it will be for paving, as well as additional capital outlays also for street projects.

Street Commissioner David Gibbs clarified that there was no large single axle truck purchased this year. “It was in there for some smaller equipment, smaller trucks to be replaced and beds on trucks that were rusted out and falling apart. The money for next year are the trucks that are bid out already, and that is what it’s going to require to purchase those.”

LOCAL ROADS & STREETS (\$1,000,000 proposed budget for 2025)

City Director of Public Works & Utilities Dustin Sailor said the City was seeking to raise its PASAR road conditions rating at the end of 2025 to 4.2. He said, “After this winter we anticipate it’ll be like 3.6.”

Mayor Leichty said the City hopes to spend as much as \$12 million to repair roads.

Councilor Schrock asked if the City still hoped to repair some roads by the chip and seal technique.

Sailor responded, “That number is in there. So, pre-identified four different areas to provide chip and seal in.”

PARKS & RECREATION (\$3,331,500 proposed budget for 2025)

There were no Council comments or questions about this budget.

AVIATION (\$711,400 proposed budget for 2025)



Mayor Leichty said the budget includes a slight increase to add a half-time position for the last quarter of the year to replace a volunteer for that department. She said the \$6,000 for office supplies was to bring in some additional local art

Council President Weddell noted that he hoped that the capital improvement projects will increase the airport's revenue and eventually pay for themselves.

Councilor Nisley said once the airport once moves its maintenance building and puts up another hangar in there, as a corporate hanger, they will attract more aircraft. "There's a list of people that's already wanting to get into it."

Councilor Lederach said there are many more potential renters than could be accommodated.

Councilor Nisley added that the current maintenance building is in "terrible shape." He added that the airport's glide scope also needs to be replaced.

ECONOMIC DEVELOPMENT (EDIT) (\$4,325,000 proposed budget for 2025)

Councilor Peel said Councilors and the Mayor talked yesterday about "moving the individual lines into the community partnerships line. So, I've had some questions asked of me about this and specifically just how will the money be distributed if not to specific lines and how will that be decided?"

Mayor Leichty responded, "Typically, that's been a decision that's been the purview of the Mayor's Office to identify community partnerships that are integral to the operations of the City, and to develop a legal contractual agreement with those partners. So, whether it's providing services to support downtown businesses or to support providing arts and entertainment for the community, through the theater, those have been some of the types of partnerships that we've included in the past, and that I would intend I would anticipate continuing.

"The reason they are aggregated is because we don't want to create the presumption that those partnerships will be included, but provided a review process for people to submit applications and then request what they need based on their current needs for that year. Typically, those agencies have not been able to provide that information as early as July when we begin this budget process. So, this gives us some more time to really to vet the partners that would be included for next year."

Councilor Peel said, "So do you anticipate potentially changing the funding that has been given historically?"

Mayor said, "I could see that happening in the upcoming year."

Councilor Peel said, "The only reason I ask is just because historically, they've been given specific amounts or close to specific amounts. And of course they budget for that, because it's been historically given ... I don't disagree with consolidating it, though."

Council President Weddell said, "Historically, in the past, the Council has always had purview. Yes, the Mayor's Office creates the proposal, but then we've always voted on it. I can't remember that we've altered those (recommendations) ... I know there's been conversations, but I don't think we ever actually followed through."

Mayor Leichty said, "I'm certainly open to forming a task force with Councilors to evaluate." **Council President Weddell** suggested one member from each party serving on the group. The Mayor said, "I'm totally fine with that."

Council President Weddell confirmed that \$250,00 would be designated to such entities as the Chamber of Commerce, Downtown Goshen, Inc., the Elkhart County Historical Society, and the Goshen Theater.

The **Mayor** said the budgeted amount funding would go for the Goshen Theater, downtown arts and culture events, patriotic holiday celebrations like Memorial Day, 4th of July, Veterans Day and the 9-11. Remembrance and then youth council the Kid, Council and micro grants for neighborhoods and historic preservation and housing support.



Council President Weddell pointed out that another budget line appeared to include funding for some of the same things, including neighborhood initiatives and youth initiatives. The **Mayor** said the Council could reduce that budget by \$15,000 if needed.

Council President Weddell responded, "I'm not going to worry about that right now." However, he asked what would be included in the \$300,000 budgeted for EDIT tax redevelopment. **Mayor Leichty** said it would be for things like the Chamber of Commerce, the Michiana Business Partnership, the North Central Indiana Business Partnership and the Economic Development Corporation. She added, "All the municipalities agree to chip in certain amounts every year."

Council President Weddell said he wanted to address the rumor that Republicans on the Council planned to cut funding for the Goshen Theater. He added, "I don't remember having that conversation with anyone. So, whoever started that rumor, there's no truth in that, just to let you know ... I don't know of any Republican here that said that, so I just wanted to make sure you knew that."

Councilor Peel confirmed that "the big line includes the paving and lead line replacement." She asked why the Utilities budget wasn't paying for the lead line replacements.

City Director of Public Works & Utilities Dustin Sailor said, "Indiana really doesn't have a lot of lead-line situations. So, in all, actually, we make our submittal to IDEM (Indiana Department of Environmental Management) next week. And as part of that, we have identified no lines, galvanized lines that need replacement at this time, but it is a major replacement of services. So, when we find galvanized lines, we are replacing them into the home and utilities, will cover that portion of it."

PROBATION (\$113,650 proposed budget for 2025)

There were no questions or comments on this budget.

REDEVELOPMENT OPERATING (\$274,550 proposed budget for 2025)

Mayor Leichty said she has proposed adding a project manager to assist **City Redevelopment Director Becky Hutsell**. She said, "I anticipate, with all these redevelopment projects firing up, she might need a little help, but we don't know what point exactly in the year that would be added. So, I want to make sure we get those projects on track."

Council President Weddell said, "For those of you that who aren't typically attending at Redevelopment Commission, we used to have both (Deputy Mayor) **Mark Brinson** and **Becky** working with redevelopment to do all of the work. I can't tell you how it was all divided. I don't really know, but since Mark had then been promoted up to the deputy mayor a number of years ago, Becky has taken on all of that responsibility, so she's kind of doing some double duty."

PUBLIC SAFETY LOCAL OPTION INCOME TAX (\$3,049,000 proposed budget for 2025)

There were no comments or questions.

LAW ENFORCEMENT CONTINUING EDUCATION LECE 1 (\$18,109 proposed budget for 2025)

There were no comments or questions.



LAW ENFORCEMENT CONTINUING EDUCATION LECE 2 (\$36,000 proposed budget for 2025)

There were no comments or questions.

UNSAFE BUILDING (\$85,000 proposed budget for 2025)

There were no comments or questions.

TOWNSHIP FIRE SUPPORT (\$378,000 proposed budget for 2025)

Mayor Leichty said this budget would pay for three additional firefighters.

Council President Weddell asked, "I'm assuming we are then receiving money from the township for taking over. And is it equivalent to what the cost is?"

City Assistant Chief of Operations Anthony Powell said the City was receiving \$350,000 a year.

COURT FEES (\$54,700 proposed budget for 2025)

There were no comments or questions.

RESIDENTIAL LEASE FEES (\$48,975 proposed budget for 2025)

There were no comments or questions.

STORMWATER MANAGEMENT (\$1,937,885 proposed budget for 2025)

Mayor Leichty said she increased the capital budget line to contribute to additional paving projects and paying for a new street sweeper.

City Fleet Manager Carl Gaines said, "Currently our street sweepers are on a seven-year rotation and a new one is up for next year. We set it up for bid this year and it's ordered, so it'll be here after the first of the year at a cost of \$356,000."

Council President Weddell said, "So we better allocate the money." The **Mayor** responded, "Yes, please."

ECONOMIC IMPROVEMENT DISTRICT (\$81,000 proposed budget for 2025)

Mayor Leichty said, This is a sub-council of the City Council. You appoint the members of that council, and so it's a self-tax taxing downtown district of downtown property owners who pay for beautification, advertising, promotion of the downtown district. So, they have an eligible tax levy that they can assess based on their needs."

The **Mayor** said the council is planning repairs on some of the planters downtown.

Councilor Peel said the council is "considering, not replacing the two brick containers on Washington and Main streets and in removing them. She said the council may turn those spaces into flower beds or hedges.

Council President Weddell said, "They can't spend more money than they have. They're the ones that are creating their own funds."

REDHAWK ACADEMY (\$12,500 proposed budget for 2025)

City Assistant Chief of Operations Anthony Powell said all eight enrolled students in the firefighter/EMS program received the state grant to pay for the instruction and training. He said, "They will receive \$5,000 through that grant, and then they will pay for this year to that fund which will take care of their equipment, some of the training that they're doing. It'll pay for their certifications, and that kind of thing."



CUMULATIVE CAPITAL IMPROVEMENT CIGARETTE TAX (\$80,000 proposed budget for 2025)

There were no comments or questions.

CUMULATIVE CAPITAL IMPROVEMENT FIRE (\$375,000 proposed budget for 2025)

There were no comments or questions.

COMMULATIVE CAPITAL IMPROVEMENT STORM SEWER (\$375,000 proposed budget for 2025)

Of the \$2.7 million scheduled to be spent, **Council President Weddell** said, "That large sum for the storm sewer, that's money that we have been collecting over the years. Those funds have been sitting there. So now we're going to be utilize them."

LIPPERT DIERDORFF TIF (\$0 proposed budget for 2025)

There were no comments or questions.

SOUTHEAST ECONOMIC DISTRICT TIF (\$20,065,890 proposed budget for 2025)

CONSOLIDATED RIVERACE/US 33 TIF (\$4,075,000 proposed budget for 2025)

Mayor Leichty asked **City Redevelopment Director Becky Hutsell** to discuss why the delay in state work on U.S. 33 projects was accelerating the City's road improvement projects.

Hutsell said, "So, we, as staff originally heard about INDOT (Indiana Department of Transportation) coming into town and widening U.S. 33 from County Road 40 all the way up to Monroe Street. Their original timeline was looking at 2026, 2027, getting it all going.

"As such, we knew that while they're here, we have no opportunity to shut down other routes. That's going to be very difficult for Goshen, regardless, so we were planning on doing a lot of our big road projects after their project was complete. We have since learned, and I think the most recent update we got was that they're going to be starting in 2027-2028 with utility relocation work. They're breaking it into several phases. We don't know exactly what those phases look like yet.

"And so, in knowing that certain TIFs (Tax Increment Finance districts) start to expire in 2031, we have this funding. Now we want to make sure that the roadways, especially out in our industrial parks, are as good as they can possibly be," **Hutsell** said. "So, we have identified Century Drive, Eisenhower Drive, from U.S. 33 to Dierdorf Road, and Caragana Court, from US 33 to Eisenhower. We're looking at County Road 27, Dierdorff, doing that in two different phases."

Hutsell continued, "We already have LPA (Local Public Agency) Funding for three different phases of east College Avenue, east and west College Avenue, I guess and looking at improvements for County Road 40. So, we have a lot of these projects. We're trying to get them ready and out the door, so that we can get these projects done before the state arrives, especially with not knowing for sure what their schedule is going to be."

Councilor Schrock asked, "Are you still going to squeeze in East Lincoln Avenue?"

Hutsell said, "Yes, that will start after the first of the year. Funds are already awarded and will be encumbered and all utility work and relocate work will be completed on that roadway before spring, so that there's nothing holding us back. Our biggest concern with utility work out there was our start date got pushed back and we would have not had enough time to get it fully reconstructed and open for winter and cutting off that roadway for a full winter season would have been extreme."



Councilor Lederach asked how traffic will be re-routed when the U.S. 33 road project begins.

“Well, it depends because they do have it broken out in phases,” **Hutsell** said. “They're not doing it all at once.”

City Director of Public Works & Utilities Dustin Sailor said, “For that project they have to redirect whether it's a federal or state highway back to a state highway system, so most likely the nearest one to the south will be U.S. 6 with the reroute to, and then probably 20 to the north will be the INDOT designated routes. But through the City people are naturally going to find an alternative way.”

AMERICAN RECOVERY PLAN FISCAL RECOVERY PLAN (\$2,806,655 proposed budget for 2025)

Mayor Leichty reminded the Council that these funds have already been received and the City must designate them for use before the end of the year by making contractual obligations and spend the funds next year.

“We currently have funded our behavioral health coordinator and I'm proposing that we add a one year contractual position for a mobile integrated health social worker and that would give us a year to find additional grant resources to sustain that position beyond 2025. But rather than creating a position that we don't have funding for long term, we would hire on a contractual basis.”

The **Mayor** invited **Sailor** to comment on infrastructure projects using ARP funds.

Sailor said, “The better part of the ARP funds were directed towards East Lincoln Avenue, so that's where the bulk of where the infrastructure (funds) went. So, they are committed.”

Councilor Schrock thanked Sailor and the Mayor.

Council President Weddell said he appreciated the additional year of proposed funding, by contract, for the behavioral health coordinator. He said he briefly discussed mobile integrated health unit concept with the Police Chief and hopes to discuss it with the Fire Chief before coming to a decision about it, adding, “I need to apologize because I think that I accidentally offended you at our last meeting, and no way was I intending to do that.”

CEMETERY CAPITAL IMPROVEMENT (\$45,800 proposed budget for 2025)

2015 GENERAL OBLIGATION BOND PROCEEDS (\$151,557 proposed budget for 2025)

2021 GENERAL OBLIGATION BOND PROCEEDS (\$3,117,492 proposed budget for 2025)

Mayor Leichty invited **Deputy Clerk-Treasurer Jeffery Weaver** to provide a primer for the Council on the purpose of general obligation bonds.

Weaver said, “These are the proceeds from bonds that we had taken out over time, over the past few years. So specifically, a bond is basically a loan that we take out. So, we have a certain cash amount that then sits in a fund and then is spent down.”

Weaver said the 2015 bond was related to some possible construction work out near Kercher Road. The 2021 bond was for construction related to the City's Annex building. He added, “So those are cash balances that we're trying to spend down.”

City Director of Public Works & Utilities Dustin Sailor said the 2015 bond was for the Violett Cemetery. “If you go out there, the posts are leaning towards the river, so, the intent, when the county was replacing the bridge, was to go in there. What we found out ... is that to make any bank modifications was going to be more than the funds we have available. So, at this point, we really need to look at alternatives for Violett. And so that's kind of where we're at with that one. And if we can agree on an acceptable alternative, we'll spend those funds relatively quickly on making that change.”



Sailor said that for the Annex building, “We’re currently in the design phase of that. A construction manager is going to be selected. I think it’s out for proposals right now, and then we’ll get that project started and hopefully under construction late this year, early spring of 2025.”

Council President Weddell asked for more information about the 2015 general obligation bond, which was provided by **Sailor**. He detailed the amounts spent. **Weaver also** discussed the repayment terms..

2015 GENERAL OBLIGATION BOND PROCEEDS (\$151,557 proposed budget for 2025)

2021 GENERAL OBLIGATION BOND PROCEEDS (\$3,117,492 proposed budget for 2025)

There were no comments or questions.

FIRE PENSION FUND(\$551,320 proposed budget for 2025)

POLICE PENSION FUND (\$410,050 proposed budget for 2025)

There were no comments or questions.

SUMMARY COMMENTS AND DISCUSSION:

Mayor Leichty said that **Deputy Clerk-Treasurer Weaver** just mentioned the Debt Service Fund, which is a missing page from the budget document provided to the Council but was included in the budget detail sheet. So, she said there should have been details about the Cumulative Cap Fund, the Debt Service bank fee and another TIF fund. She said these would be provided to the Council.

The **Mayor** added that information on those funds was included in the budget announcement and in the information submitted to the state Gateway online site. It was just omitted from the printed packet.

At 8:15 p.m., Mayor Leichty invited more public comments on Ordinance 5202, An Ordinance for Appropriations and Tax Rates, which was before the Council for First Reading. There were none.

Mayor Leichty accepted additional questions or comments from the Council.

Councilor Riegsecker said, “I just wanted to say that I appreciate all of the notes that are on the bottom (of the budgets summary), and it helps a lot to understand and help speed things up a little bit. And I think it’s just a good way to keep going as we go forward.”

Councilor Peel said, “When (Councilors) Linda (Gerber) and Phil (Lederach) and I were meeting with you yesterday, we did talk about, and this would probably be on Jeffrey (Weaver), and I hate to ask this, but when we heard that something like the golf cart was going to be grant funded, or something that was had external like sponsoring, and the money was going to be funded by something that’s super helpful to have, and I don’t know if you could highlight that.”

Mayor Leichty said, “There’s something we can look at that together and see if there’s a way that way.”

Council President Weddell said that doing so might be challenging.

Council President Weddell said, “I appreciate the detail very much for most of them. I don’t maybe need to have it broken down to see, for instance. our firefighters, their wages. I may not have to see all the breakdowns for all of those. But specifically for EDIT, it’s kind of nice to see those breakdowns and a few other ones. So, I appreciate the availability of that.”



Council President Weddell added, "I still have some questions that I'm not going to address here. I want to speak with some department heads ... and I'll reach out through you or through them before the next meeting."

There were no further questions or comments from Councilors.

Council President Weddell said it would now be appropriate for the **Mayor** to call for a roll call vote on First Reading approval of the budget. The Mayor asked the Clerk-Treasurer to conduct a roll call vote.

On a roll call vote, Councilors unanimously passed Ordinance 5202, An Ordinance for Appropriations and Tax Rates, on First Reading by a 7-0 margin, with all Councilors present voting yes at 8:18 p.m. The Second Reading of Ordinance 5202 is scheduled for Oct. 28, 2024.

Mayor Leichty called for a brief break. She resumed the meeting at 8:24 p.m.

2) Ordinance 5197, 2025 Compensation for Elected Officials

Mayor Leichty called for the introduction on First Reading of Ordinance 5197, 2025 Compensation for Elected Officials. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5197 by title only, which was done.

Weddell/Nisley moved to approve Ordinance 5197 on First Reading.

BACKGROUND:

Before the Council, for First Reading, was Ordinance 5197, the City of Goshen's proposed 2025 Compensation for Elected Officials, including wages and benefits.

Under Ordinance 5197, Goshen elected officials would receive the following bi-weekly salaries in 2025:

(A) **Mayor – \$4,205 bi-weekly.** The salary shall be paid 60% from the general fund of the Civil City and 40% from the funds of Water and Sewer Utilities.

(B) **Clerk-Treasurer –\$3,205 bi-weekly.** The salary shall be paid 70% from the general fund of the Civil City and 30% from the funds of Water and Sewer Utilities.

(C) **Judge – \$2,303 bi-weekly.** The salary shall be paid 100% from the general fund of the Civil City.

(D) **Common Council Members – \$670 bi-weekly.** The salary shall be paid sixty percent 60% from the general fund of the Civil City and 40% from the funds of the Water and Sewer Utilities.

Ordinance 5202 also: establishes additional compensation for a Common Council member serving on a collective bargaining unit negotiation team (\$500 stipend); and describes the Public Employee's Retirement Fund benefits for the Mayor, Clerk-Treasurer and Judge.

Ordinance 5197 also: describes the health insurance benefits for the Mayor and Clerk-Treasurer; sets the cell phone stipends for the Mayor, Clerk-Treasurer and Judge (\$50 maximum per month) and establishes the annual technology stipend (\$500) for Common Council members.



OCT. 7, 2024 COUNCIL DISCUSSION AND FIRST READING OF ORDINANCE 5197:

Mayor Leichthy asked Councilors if they had comments or questions about Ordinance 5197. There were none.

At 8:25 p.m., Mayor Leichthy invited public comments on Ordinance 5197, *2025 Compensation for Elected Officials*, which was before the Council for First Reading. There were none.

Mayor Leichthy said this ordinance reflected a 3.5% raise for Councilors and other elected officials.

Council President Weddell noted that Ordinance 5197 still included the \$500 annual technology stipend for elected officials. He asked if it should be removed.

Mayor Leichthy said it should be removed but added, "We have to pass this twice. So, I would suggest waiting until we pass the budget before we remove this."

Council President Weddell said Councilors should remember to do that.

Council President Weddell said Councilors were ready to vote.

On a voice vote, Councilors unanimously passed Ordinance 5197, *2025 Compensation for Elected Officials*, on First Reading by a 7-0 margin, with all Councilors present voting yes at 8:26 p.m.

The Second Reading of Ordinance 5197 is scheduled for Oct. 28, 2024.

3) Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees

Mayor Leichthy called for the introduction on First Reading of Ordinance 5198, *2025 Compensation for Civil City and Utilities Employees*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5198 by title only, which was done.

Weddell/Schrock moved to approve Ordinance 5198 on First Reading.

BACKGROUND:

Before the Council, for first reading, was Ordinance 5198, the City of Goshen's proposed 2025 Compensation for Civil City and Utilities Employees, including wages and benefits, as fixed by the Mayor, except for Police and Fire Department employees.

Ordinance 5198 is a 17-page document, with 11 pages of attachments, which sets forth the employees covered by the ordinance, lists positions, classifications, grades and wages, describes how and when wages are paid, pension and health insurance benefits, vacation leave, sick leave, holidays (13), floating holidays, increment pay, longevity bonuses, funeral leave, court duty pay, paid leave, clothing and fitness allowances, CPA license pay, state certification bonuses, cell phone stipends, collective bargaining agreement provisions, overtimes compensation and other provisions. Attached to Ordinance 5198 were five exhibits (documents) which list: all City positions, by Department, classifications and grades; the 2025 wages for all grades; the 2025 hourly wages for Teamster employees; and the 2025 wages for ungraded positions.

OCT. 7, 2024 COUNCIL DISCUSSION AND FIRST READING OF ORDINANCE 5198:

Mayor Leichthy asked Councilors if they had any comments or questions about Ordinance 5198. There were none.



At 8:27 p.m., Mayor Leichty invited public comments on Ordinance 5198, *2025 Compensation for Civil City and Utilities Employees*, which was before the Council for First Reading. There were none. Councilors indicated they were ready to vote.

On a voice vote, Councilors unanimously passed Ordinance 5198, 2025 2025 Compensation for Civil City and Utilities Employees, on First Reading by a 7-0 margin, with all Councilors present voting yes at 8:27 p.m. The Second Reading of Ordinance 5198 is scheduled for Oct. 28, 2024.

NOTE: Amended draft Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees. The ordinance was revised and updated from the version provided in advance of the meeting by including 11 pages of exhibits Copies were distributed to Councilors at the meeting (EXHIBIT #1).

4) Ordinance 5199, 2025 Compensation for Fire Department Employees

Mayor Leichty called for the introduction on First Reading of Ordinance 5199, *2025 Compensation for Fire Department Employees*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5199 by title only, which was done.

Weddell/Peel moved to approve Ordinance 5199 on First Reading.

BACKGROUND:

Before the Council, for First Reading, was Ordinance 5199, the City of Goshen’s proposed 2025 Compensation for Fire Department Employees, including wages and benefits.

Ordinance 5199 is a 13-page document that sets forth a wide range of compensation provisions for Fire Department employees, including who is covered, wages, benefits, vacation and sick leave, holiday compensation, longevity increases in pay, uniform allowances, certification pay, classification pay, additional benefits and more.

	2025 Base Wages:	
Fire Chief	\$3,956.27 Bi-weekly	
Assistant Fire Chief	\$3,702.59 Bi-weekly	
Certified Chief Inspector	\$39.65 per hour	
Chief Inspector	\$36.76 per hour	
Inspector I	\$33.85 per hour	
Inspector II	\$31.95 per hour	
	Annual Base Salary	Base Wage per Hour
Battalion Chief	\$87,352	\$31.70 per hour
Captain	\$73,987	\$26.85 per hour
Ambulance Captain	\$73,987	\$26.85 per hour
Lieutenant	\$70,251	\$25.49 per hour
Ambulance Lieutenant	\$70,251	\$25.49 per hour
Sergeant	\$66,329	\$24.07 per hour
Ambulance Sergeant	\$66,329	\$24.077 per hour
Private	\$64,663	\$23.46 per Hour
Probationary Private	\$64,663	\$23.46 per hour



OCT. 7, 2024 COUNCIL DISCUSSION AND FIRST READING OF ORDINANCE 5199:

Mayor Leichty asked if there were any comments or questions by Councilors about Ordinance 5199. There were none.

At 8:28 p.m., Mayor Leichty invited public comments on Ordinance 5199, *2025 Compensation for Fire Department Employees*, which was before the Council for First Reading. There were none.

Councilors said they were ready to vote.

On a voice vote, Councilors unanimously passed Ordinance 5199, 2025 Compensation for Fire Department Employees, on First Reading by a 7-0 margin, with all Councilors present voting yes at 8:28 p.m.

The Second Reading of Ordinance 5199 is scheduled for Oct. 28, 2024.

5) Ordinance 5200, 2025 Compensation for Police Department Employees

Mayor Leichty called for the introduction on First Reading of Ordinance 5200, *2025 Compensation for Police Department Employees*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5200 by title only, which was done.

Weddell/Riegsecker moved to approve Ordinance 5200 on First Reading.

BACKGROUND:

Before the Council, for first reading, was Ordinance 5200, the City of Goshen’s proposed 2025 Compensation for Police Department Employees.

Ordinance 5200 is an 12-page document that sets forth a wide range of compensation provisions for Police Department employees, including who is covered, wages, benefits, vacation, sick and personal leave, holiday compensation, longevity increases in pay, clothing allowances, technical skills pay, specialty pay, shift differentials, court time pay, a residency bonus, a hiring bonus, and more.

2025 Base Wages:

POLICE OFFICERS

Bi-Weekly Salary

Police Chief	\$3,867.88
Assistant Police Chief	\$3,662.63
Division Chief	\$3,495.01

	<i>Annual Base Salary Base</i>	<i>Wage per hour</i>
Captain	\$79,884	\$37.93
Lieutenant	\$74,695	\$35.47
School Resource Officer	\$74,695	\$35.47
Detective	\$74,695	\$35.47
Sergeant	\$72,585	\$34.47



Patrol Officer	\$70,086	\$33.28
Probationary Patrol Officer	\$62,198	\$29.53

CIVILIAN EMPLOYEES

	Base Wage per Hour
Special Police Officer	\$28.32
Special Police Officer – Investigations & Community Relations	\$28.89
Special Police Officer – Mobile Integrated Health Officer	\$30.05
Secretary	\$25.31

OCT. 7, 2024 COUNCIL DISCUSSION AND FIRST READING OF ORDINANCE 5200:

Mayor Leichty asked if there were any comments or questions by Councilors on Ordinance 5200. There were none.

At 829 p.m., Mayor Leichty invited public comments on Ordinance 5200, *2025 Compensation for Police Department Employees*, which was before the Council for First Reading. There were none.

As the vote was being taken, City Bodie Stegelmann said Shannon Marks, the Legal Compliance Administrator for the City Legal Department, provided a revised copy of Ordinance 5200 for consideration tonight. He added, “So I want to make sure the Council is looking at the appropriate version.”

NOTE: Amended draft Ordinance 5200, 2025 Compensation for Police Department Employees was provided in advance of the meeting by email. Copies were distributed to Councilors at the meeting (EXHIBIT #2).

Mayor Leichty said the amended ordinance add a special resource officer, for Officer Jim Ballard, which would be titled a “Mobile Integrated Health Officer.” He said it is the same responsibilities but just a new title.

Peel/Nisley made a motion to amend Ordinance 5200 to add the position and title of Mobile Integrated Health Officer.

Council President Weddell asked if the salary for the position was the same. The Mayor said there would be an adjustment on his salary from before. She said it would be a slight increase in pay.

On a voice vote, Councilors unanimously voted to amend Ordinance 5200 to add the position and title of Mobile Integrated Health Officer, by a 7-0 margin, with all Councilors present voting yes at 8:31 p.m.

Council President Weddell said the Council now needed to approve amended Ordinance 5200 on First Reading.

On a voice vote, Councilors unanimously passed amended Ordinance 5200, 2025 Compensation for Police Department Employees, on First Reading by a 7-0 margin, with all Councilors voting yes at 8:28 p.m. The Second Reading of Ordinance 5200 is scheduled for Oct. 28, 2024.



Clerk-Treasurer Aguirre advised the Mayor and Councilors that the Legal Department also provided Councilors – before the meeting – with an amended version of Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees. He said the City Attorney might recommend that, adding that version of the ordinance in the Council packet didn't include the exhibits.

City Attorney Stegelmann said copies were distributed to Councilors before the meeting (**EXHIBIT #1**)

Weddell/Peel made a motion to amend Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees, to the copy of the ordinance provided by the Legal Department.

On a voice vote, Councilors unanimously passed amended Ordinance 5198, Compensation for Civil City and Utilities Employees, on First Reading by a 7-0 margin, with all Councilors voting yes at 8:33 p.m.

The Second Reading of Ordinance 5198 is scheduled for Oct. 28, 2024.

Council President Weddell thanked the Clerk-Treasurer.

6) Ordinance 5201, Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2025
Mayor Leichty called for the introduction on First Reading of Ordinance 5201, *Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2025*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5169 by title only, which was done.

Weddell/Nisley moved to approve Ordinance 5201 on First Reading.

BACKGROUND:

Before the Council, for first reading, was Ordinance 5201, the City of Goshen's proposed Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2025.

Ordinance 5201 would authorize the City Board of Public Works and Safety to appoint up to 10 Police Reserve Officers to be utilized by the Goshen Police Department. It also would establish the compensation for Police Reserve Officers, which would include a uniform allowance (\$500), court appearance compensation (which is the current overtime rate per hour for a Probationary Patrol Officer) and coverage and pay for a duty-related illness or injury.

OCT. 7, 2024 COUNCIL DISCUSSION AND FIRST READING OF ORDINANCE 5201:

Mayor Leichty asked if there were any comments or questions by Councilors on Ordinance 5201, *Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2025*. There were none.

At 8:34 p.m., Mayor Leichty invited public comments on Ordinance 5201, *Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2025*, which was before the Council for First Reading. There were none.

On a voice vote, Councilors unanimously passed Ordinance 5201, Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2025, on First Reading by a 7-0 margin, with all Councilors present voting yes at 8:34 p.m.

The Second Reading of Ordinance 5201 is scheduled for Oct. 28, 2024.



Elected Official Reports:

Mayor Leichthy asked if there were any reports from Councilors.

Councilor Peel said she gave a report on the action by the Economic Improvement District earlier in the meeting, during consideration of the budget.

There were no further comments by the Mayor or by Councilors.

Councilor Nisley made a motion to adjourn the meeting, which was seconded by Councilor Peel. Councilors unanimously approved the motion to adjourn the meeting.

Mayor Leichthy adjourned the meeting at 8:35 p.m.

EXHIBIT #1: Amended draft Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees. The ordinance was revised and updated from the version provided in advance of the meeting by including 11 pages of exhibits. Copies were distributed to Councilors at the meeting.

EXHIBIT #2: Amended draft Ordinance 5200, 2025 Compensation for Police Department Employees. The ordinance was revised and updated from the version provided in advance of the meeting. Copies were distributed to Councilors at the meeting.

APPROVED:

Gina Leichthy, Mayor of Goshen

ATTEST:

Richard R. Aguirre, City Clerk-Treasurer



Rhonda L. Yoder, AICP
PLANNING & ZONING DEPARTMENT, CITY OF GOSHEN
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MEMORANDUM

TO: Goshen Common Council
FROM: Rhonda L. Yoder, City Planner
DATE: October 28, 2024
RE: Ordinance 5203 – Major Change to Cherry Creek PUD

The Goshen City Plan Commission met October 15, 2024, in regular session and considered a PUD major change and PUD preliminary site plan approval for changes to Cherry Creek PUD, a mixed use residential/commercial development, zoned Residential R-3PUD, generally located west of Dierdorff Road, north of Waterford Mills Parkway, east of Regent Street, and south of Waterford Mills Parkway on both sides of Regent Street, containing ±235 acres, including adjacent right of way and parcels intended for right of way, with the following outcome:

Forwarded to the Goshen Common Council with a favorable recommendation by a vote of 5-0.

The recommendation is based upon the following:

1. The proposed major change and preliminary site plan are consistent with the approved Cherry Creek PUD.
2. The PUD major change approves the following:
 - Shared access across multiple lots for townhome style buildings;
 - Conditional Uses of pickleball/tennis courts, community centers, child care centers, parks/playgrounds, and swimming pools located on the same lot as a residential use without screening and with no minimum setback for buildings/structures adjacent to residential use/zoning;
 - Non-permanent food vendors (food trucks) allowed in mixed use areas with no Conditional Use permit, only during Cherry Creek approved events, with electrical hookups provided and no generators;
 - Bollard style light fixtures added along walkways, trails and in common spaces;
 - Entrance signs updated and a new interior freestanding sign added;
 - Typical landscaping per Exhibit E (no change to existing Cherry Creek standards); and
 - Active Transportation Network updated per Exhibit G.
3. Except as modified by specific PUD conditions, the approved PUD preliminary site plan is *Cherry Creek, Planned Unit Development, Sheets 1-3*, dated 09-18-24, by Abonmarche Consultants, Inc., and for reference the preliminary land use map, dated 9/18/2024.

Review process conditions include:

1. The overall primary subdivision, and the secondary subdivision for each phase, shall be reviewed and approved before development occurs, excluding earth work with an approved permit.
2. A PUD final site plan application, including landscaping and lighting plans, shall be submitted with each subdivision phase, for review by Staff on behalf of Plan Commission. Each PUD final site plan shall be approved prior to a zoning clearance form/building permit being issued.
3. Site plan approval by Goshen Engineering is required for site drainage, post construction, site utilities and right-of-way access, as applicable, before a zoning clearance/building permit is issued.
4. The Goshen Fire Department shall approve the plan for fire protection (including hydrant placement and access) as part of PUD final site plan approval.

Prior to the Plan Commission meeting, one inquiry was made to the Planning office asking for a copy of the proposed PUD plan and layout.

Please Note: Exhibits E, G and K of Ordinance 5203 are not duplicated in the Staff Report.

Ordinance 5203

Amend Ordinance 5173, Known as the Cherry Creek PUD (Planned Unit Development)

WHEREAS Cherry Creek, LLC, Waterford Commons Business Park, LLC, and City of Goshen submitted an application on the 18th day of September 2024 to allow a major change to a previously approved Planned Unit Development (Overlay) ordinance, and the Goshen City Plan Commission did after proper legal notice conduct a hearing on said Petition as provided by the Law on the 15th day of October 2024, and did recommend the adoption of this Ordinance by a vote of 5-0.

NOW, THEREFORE be it ordained by the Common Council of the City of Goshen, Indiana, that:

Property generally located west of Dierdorff Road, north of Waterford Mills Parkway, east of Regent Street, and south of Waterford Mills Parkway on both sides of Regent Street, including adjacent right of way and City parcels intended for public right of way, containing ± 235 acres, and more particularly described as follows:

A PART OF THE SOUTH HALF OF SECTION 27 AND A PART OF THE WEST HALF OF SECTION 26, ALL IN TOWNSHIP 36 NORTH, RANGE 6 EAST, CITY OF GOSHEN, ELKHART TOWNSHIP, ELKHART COUNTY, INDIANA, MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT THE SOUTHEAST CORNER OF SAID SOUTHEAST QUARTER; THENCE NORTH 01 DEGREE 04 MINUTES 08 SECONDS WEST ALONG THE EAST LINE OF SAID SOUTHEAST QUARTER, A DISTANCE OF 250.00 FEET TO THE NORTHEAST CORNER OF A TRACT OF LAND DESCRIBED IN INSTRUMENT NUMBER 94-009769 IN THE OFFICE OF THE ELKHART COUNTY RECORDER AND THE POINT OF BEGINNING OF THIS DESCRIPTION; THENCE SOUTH 89 DEGREES 19 MINUTES 17 SECONDS WEST ALONG THE NORTH LINE OF SAID TRACT, ALONG THE NORTH LINE OF SOUTHSIDE ESTATES SUBDIVISION AS RECORDED IN PLAT BOOK 13, PAGE 28, IN THE OFFICE OF THE RECORDER OF ELKHART COUNTY, AND ALONG THE NORTH LINES OF THOSE TRACTS DESCRIBED IN INSTRUMENTS NUMBERED 2000-14804, 2004-22086, AND DEED RECORD 371, PAGE 358 IN THE OFFICE OF THE RECORDER OF ELKHART COUNTY, A DISTANCE OF 2301.82 FEET TO THE EAST LINE OF A TRACT OF LAND DESCRIBED IN INSTRUMENT NUMBER 2000-28350 IN THE OFFICE OF THE RECORDER OF ELKHART COUNTY; THENCE NORTH 01 DEGREE 02 MINUTES 18 SECONDS WEST ALONG SAID EAST LINE, 50.00 FEET TO THE NORTHEAST CORNER OF SAID TRACT; THENCE SOUTH 89 DEGREES 19 MINUTES 17 SECONDS WEST ALONG THE NORTH LINE OF SAID TRACT AND ALONG THE NORTH LINE OF A TRACT OF LAND DESCRIBED IN INSTRUMENT NUMBER 2002-45062 IN THE OFFICE OF RECORDER OF ELKHART COUNTY, 325.01 FEET TO THE WEST LINE OF SAID SOUTHEAST QUARTER; THENCE NORTH 01 DEGREE 02 MINUTES 18 SECONDS WEST ALONG SAID WEST LINE, 134.19 FEET TO THE NORTHEAST CORNER OF PLEASANT PRAIRIE SUBDIVISION AS RECORDED IN PLAT BOOK 3, PAGE 122, IN THE OFFICE OF THE RECORDER OF ELKHART COUNTY, INDIANA; THENCE SOUTH 89 DEGREES 09 MINUTES 13 SECONDS WEST ALONG THE NORTH LINE OF SAID PLEASANT PRAIRIE SUBDIVISION, 1000.35 FEET TO THE NORTHEAST CORNER OF LOT 8 IN SAID SUBDIVISION; THENCE SOUTH 89 DEGREES 09 MINUTES 13 SECONDS WEST ALONG SAID NORTH LINE, 21.41 FEET TO A POINT ON THE CURVED EASTERLY BOUNDARY ON REGENT STREET AS DEDICATED AND DESCRIBED IN INSTRUMENT NUMBER 2003-14265; THENCE NORTHERLY ALONG SAID EASTERLY BOUNDARY 607.90 FEET ALONG A NON-TANGENT ARC TO THE RIGHT HAVING A RADIUS OF 2759.89 FEET AND SUBTENDED BY A LONG CHORD BEARING NORTH 06 DEGREES 26 MINUTES 03" EAST, 606.67 FEET TO THE SOUTH CORNER OF A TRACT OF LAND DESCRIBED IN INSTRUMENTS NUMBERED 2001-42758 AND 2001-42579; THENCE NORTH 59 DEGREES 55 MINUTES 11 SECONDS EAST ALONG THE SOUTHEASTERLY LINE OF SAID TRACTS, 108.20 FEET; THENCE NORTH 89 DEGREES 24 MINUTES 48 SECONDS EAST ALONG THE SOUTH LINE OF SAID INSTRUMENTS, 165.83 FEET; THENCE ALONG THE FOLLOWING TWENTY COURSES, SAID COURSES BEING ALONG THE SOUTH LINE OF SAID CITY OF GOSHEN, INDIANA TRACTS; THENCE NORTH 89 DEGREES 47 MINUTES

39 SECONDS EAST, 104.02 FEET; THENCE NORTH 60 DEGREES 18 MINUTES 28 SECONDS EAST, 234.99 FEET; THENCE SOUTH 79 DEGREES 41 MINUTES 43 SECONDS EAST, 125.01 FEET; THENCE NORTH 12 DEGREES 12 MINUTES 50 SECONDS WEST, 175.01 FEET; THENCE NORTH 24 DEGREES 44 MINUTES 47 SECONDS EAST, 370.10 FEET; THENCE NORTH 52 DEGREES 50 MINUTES 22 SECONDS EAST, 250.01 FEET; THENCE SOUTH 60 DEGREES 09 MINUTES 38 SECONDS EAST, 200.00 FEET; THENCE SOUTH 05 DEGREES 09 MINUTES 38 SECONDS EAST, 165.00 FEET; THENCE NORTH 65 DEGREES 05 MINUTES 22 SECONDS EAST, 120.00 FEET; THENCE SOUTH 79 DEGREES 24 MINUTES 38 SECONDS EAST, 170.00 FEET; THENCE SOUTH 15 DEGREES 24 MINUTES 38 SECONDS EAST, 190.00 FEET; THENCE SOUTH 77 DEGREES 09 MINUTES 38 SECONDS EAST, 260.00 FEET; THENCE SOUTH 36 DEGREES 09 MINUTES 38 SECONDS EAST, 150.00 FEET; THENCE NORTH 29 DEGREES 50 MINUTES 22 SECONDS EAST, 285.00 FEET; THENCE NORTH 43 DEGREES 15 MINUTES 22 SECONDS EAST, 370.00 FEET; THENCE NORTH 53 DEGREES 42 MINUTES 07 SECONDS EAST, 40.41 FEET; THENCE NORTH 07 DEGREES 59 MINUTES 59 SECONDS WEST, 120.00 FEET TO A REBAR; THENCE NORTH 26 DEGREES 45 MINUTES 01 SECOND EAST, 150.00 FEET; THENCE NORTH 65 DEGREES 30 MINUTES 01 SECOND EAST, 150.00 FEET; THENCE SOUTH 77 DEGREES 59 MINUTES 59 SECONDS EAST, 180.00 FEET TO THE MOST EASTERLY CORNER OF SAID CITY OF GOSHEN, INDIANA PARCEL; THENCE SOUTH 26 DEGREES 59 MINUTES 59 SECONDS EAST ALONG THE WESTERLY LINE OF A PARCEL OF LAND CONVEYED TO THE GOSHEN COMMUNITY SCHOOLS AS DESCRIBED AND RECORDED IN THE OFFICE OF THE RECORDER OF ELKHART COUNTY IN INSTRUMENT NUMBER 2004-35409, A DISTANCE OF 150.00 FEET TO THE SOUTHWEST CORNER OF SAID GOSHEN COMMUNITY SCHOOLS PARCEL; THENCE NORTH 88 DEGREES 57 MINUTES 41 SECONDS EAST ALONG THE SOUTH LINE OF SAID GOSHEN COMMUNITY SCHOOLS PARCEL, A DISTANCE OF 830.89 FEET TO THE SOUTHEAST CORNER OF SAID GOSHEN COMMUNITY SCHOOLS PARCEL; THENCE NORTH 00 DEGREES 42 MINUTES 46 SECONDS WEST ALONG THE EAST LINE OF SAID GOSHEN COMMUNITY SCHOOLS PARCEL AND THE WEST LINE OF THE SOUTHWEST QUARTER OF SAID SECTION 26, A DISTANCE OF 735.01 FEET TO THE WEST QUARTER CORNER OF SECTION 26, TOWNSHIP 36 NORTH, RANGE 6 EAST; THENCE NORTH 00 DEGREES 52 MINUTES 41 SECONDS WEST ALONG THE WEST LINE OF THE NORTHWEST QUARTER OF SAID SECTION 26, 496.54 FEET TO THE SOUTHWEST CORNER OF THE RECORD PLAT OF THE VILLAS OF WATERFORD COMMONS SECOND PUD AS RECORDED IN PLAT BOOK 36, PAGE 71, IN THE OFFICE OF THE RECORDER OF ELKHART COUNTY; THENCE NORTH 89 DEGREES 31 MINUTES 40 SECONDS EAST ALONG THE SOUTH LINE OF SAID PLAT AND THE EASTERLY EXTENSION THEREOF, 1272.70 FEET TO A POINT ON THE WESTERLY RIGHT-OF-WAY LINE OF DIERDORFF ROAD; THENCE CONTINUING NORTH 89 DEGREES 31 MINUTES 40 SECONDS EAST, 47.50 FEET TO THE CENTERLINE OF DIERDORFF ROAD; THENCE SOUTH 00 DEGREES 38 MINUTES 19 SECONDS EAST ALONG SAID CENTERLINE, 3142.18 FEET TO A POINT ON THE SOUTH LINE OF THE SOUTHWEST QUARTER OF SAID SECTION 26; THENCE SOUTH 89 DEGREES 15 MINUTES 58 SECONDS WEST ALONG SAID SOUTH LINE, 694.71 FEET TO THE EAST LINE OF SOUTHSIDE MINOR SUBDIVISION AS RECORDED IN PLAT BOOK 22, PAGE 56 IN THE OFFICE OF THE RECORDER OF ELKHART COUNTY; THENCE NORTH 01 DEGREE 04 MINUTES 08 SECONDS WEST ALONG SAID EAST LINE, 230.00 FEET TO THE NORTHEAST CORNER OF SAID SOUTHSIDE MINOR SUBDIVISION; THENCE SOUTH 89 DEGREES 15 MINUTES 58 SECONDS WEST ALONG THE NORTH LINE OF SAID SUBDIVISION, 330.01 FEET TO THE EAST LINE OF A TRACT OF LAND DESCRIBED IN INSTRUMENT NUMBER 96-01755 IN THE OFFICE OF THE RECORDER OF ELKHART COUNTY, INDIANA; THENCE NORTH 01 DEGREE 04 MINUTES 08 SECONDS WEST ALONG SAID EAST LINE, 20.00 FEET TO THE NORTHEAST CORNER OF SAID TRACT; THENCE SOUTH 89 DEGREES 15 MINUTES 59 SECONDS WEST, 290.00 FEET TO THE POINT OF BEGINNING. CONTAINING 199.72 ACRES, MORE OR LESS.

And

A PART OF THE SOUTHWEST QUARTER OF SECTION 27, TOWNSHIP 36 NORTH, RANGE 6 EAST, CITY OF GOSHEN, ELKHART TOWNSHIP, ELKHART COUNTY, INDIANA, BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT THE NORTHWEST CORNER OF LOT NUMBER ONE (1) AS THE SAID LOT IS KNOWN AND DESIGNATED ON THE PLAT OF PLEASANT PRAIRIE SUBDIVISION, A SUBDIVISION IN ELKHART TOWNSHIP, SAID PLAT BEING RECORDED IN THE OFFICE OF THE RECORDER OF ELKHART COUNTY IN PLAT BOOK 3, PAGE 122; THENCE ON AN ASSUMED BEARING ALONG THE EAST LINE OF THE RIGHT OF WAY OF THE C. C. C. & ST. LOUIS RAILROAD, 599.44 FEET TO THE SOUTHWEST CORNER OF A PARCEL OF LAND CONVEYED TO THE CITY OF GOSHEN, INDIANA AS DESCRIBED AND RECORDED IN THE OFFICE OF THE RECORDER OF ELKHART COUNTY IN INSTRUMENT NUMBER 2008-19890; THENCE NORTH 89 DEGREES 26 MINUTES 23 SECONDS EAST ALONG THE SOUTH LINE OF SAID CITY OF GOSHEN PARCEL, 868.26 FEET TO THE SOUTHEAST CORNER OF SAID CITY OF GOSHEN PARCEL; THENCE SOUTHERLY ALONG THE WESTERLY RIGHT OF WAY LINE OF REGENT STREET, A SIXTY FOOT RIGHT OF WAY AS DEDICATED TO THE CITY OF GOSHEN, INDIANA IN A DOCUMENT RECORDED IN THE OFFICE OF THE RECORDER OF ELKHART COUNTY IN INSTRUMENT NUMBER 2003 14265, BEING ON THE ARC OF A 2819.89 FOOT RADIUS CURVE TO THE LEFT, CONCAVE TO THE EAST, 606.34 FEET (CHORD BEARING SOUTH 06 DEGREES 39 MINUTES 14 SECONDS WEST, CHORD DISTANCE 605.17 FEET) TO THE POINT OF TANGENCY OF SAID CURVE; THENCE SOUTH 00 DEGREES 29 MINUTES 41 SECONDS WEST ALONG THE WEST LINE OF THE RIGHT OF WAY OF SAID REGENT STREET, 0.02 FEET TO THE NORTH LINE OF THE PLAT OF AFORESAID PLEASANT PRAIRIE SUBDIVISION; THENCE SOUTH 89 DEGREES 30 MINUTES 32 SECONDS WEST ALONG THE NORTH LINE OF THE PLAT OF SAID PLEASANT PRAIRIE SUBDIVISION, 791.35 FEET TO THE POINT OF BEGINNING OF THIS DESCRIPTION. CONTAINING 11.278 ACRES, MORE OR LESS.

And

A PART OF SECTION 27, TOWNSHIP 36 NORTH, RANGE 6 EAST, ELKHART TOWNSHIP, ELKHART COUNTY, INDIANA, AND MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT A STEEL PLATE MARKING THE NORTHEAST CORNER OF THE NORTHEAST QUARTER OF SAID SECTION 27; THENCE NORTH 89 DEGREES, 39 MINUTES, 36 SECONDS WEST, 1700.87 FEET, ALONG THE NORTH LINE OF SAID NORTHEAST QUARTER, AND COUNTY ROAD 38; THENCE SOUTH 00 DEGREES, 06 MINUTES, 15 SECONDS WEST, 211.71 FEET, ALONG THE CENTERLINE OF WEYMOUTH BOULEVARD, TO THE POINT OF CURVATURE OF A CURVE TO THE RIGHT HAVING A RADIUS OF 770.0 FEET AND A DELTA ANGLE OF 14 DEGREES, 29 MINUTES, 29 SECONDS; THENCE SOUTHWARDLY AND SOUTHWESTWARDLY, 194.75 FEET, ALONG SAID CURVE AND CENTERLINE, TO THE POINT OF TANGENCY OF SAID CURVE; THENCE SOUTH 14 DEGREES, 35 MINUTES, 44 SECONDS WEST, 319.31 FEET, ALONG SAID CENTERLINE, TO THE POINT OF CURVATURE OF A CURVE TO THE LEFT HAVING A RADIUS OF 1546.92 FEET AND A DELTA ANGLE OF 45 DEGREES, 19 MINUTES, 09 SECONDS; THENCE SOUTHWESTWARDLY, SOUTHWARDLY, AND SOUTHEASTWARDLY, 1223.57 FEET, ALONG SAID CURVE AND CENTERLINE, TO THE POINT OF TANGENCY OF SAID CURVE; THENCE SOUTH 30 DEGREES, 43 MINUTES, 25 SECONDS EAST, 128.9 FEET, ALONG SAID CENTERLINE, TO THE POINT OF INTERSECTION OF THE CENTERLINE OF WEYMOUTH BOULEVARD WITH THE CENTERLINE OF REGENT STREET; THENCE SOUTH 59 DEGREES, 07 MINUTES, 27 SECONDS WEST, 330.06 FEET, ALONG THE CENTERLINE OF REGENT STREET, TO THE POINT OF CURVATURE OF A CURVE TO THE LEFT HAVING A RADIUS OF 4218.54 FEET; THENCE SOUTHWESTWARDLY, 21.2 FEET, ALONG SAID CURVE AND CENTERLINE; THENCE SOUTH 31 DEGREES, 09 MINUTES, 50 SECONDS EAST, 30 FEET, ALONG A LINE RADIAL TO SAID CURVE, TO A REBAR ON THE SOUTHEASTERLY RIGHT-OF-WAY OF REGENT STREET, MARKING THE NORTHERNMOST CORNER OF WATERFORD CROSSING; THENCE SOUTHWESTWARDLY, 1249.72 FEET, ALONG A CURVE TO THE LEFT HAVING A RADIUS OF 4188.54 FEET AND A DELTA ANGLE OF 17 DEGREES, 05 MINUTES, 42.5 SECONDS, TO A REBAR MARKING THE WESTERNMOST CORNER OF WATERFORD CROSSING, THE POINT OF BEGINNING OF THIS DESCRIPTION; THENCE SOUTH 38 DEGREES, 53 MINUTES, 39 SECONDS EAST, 330.00 FEET, TO A REBAR; THENCE NORTH 64 DEGREES, 38 MINUTES, 02 SECONDS EAST, 342.67 FEET, TO A REBAR; THENCE SOUTH 33 DEGREES, 44 MINUTES, 57 SECONDS EAST, 325.91

FEET, TO A REBAR; THENCE SOUTH 78 DEGREES, 44 MINUTES, 59 SECONDS EAST, 182.34 FEET, TO A REBAR; THENCE SOUTH 19 DEGREES, 51 MINUTES, 13 SECONDS EAST, 268.86 FEET, TO A REBAR; THENCE SOUTH 77 DEGREES, 56 MINUTES, 50 SECONDS EAST, 216.85 FEET, TO A REBAR; THENCE NORTH 34 DEGREES, 13 MINUTES, 30 SECONDS EAST, 641.01 FEET, TO A REBAR; THENCE NORTH 74 DEGREES, 01 MINUTE, 26 SECONDS EAST, 350.42 FEET; THENCE SOUTH 26 DEGREES, 59 MINUTES, 59 SECONDS EAST, 200.0 FEET; THENCE NORTH 77 DEGREES 59 MINUTES, 59 SECONDS WEST, 180.0 FEET; THENCE SOUTH 65 DEGREES, 30 MINUTES, 01 SECOND WEST, 150.0 FEET; THENCE SOUTH 26 DEGREES, 45 MINUTES, 01 SECOND WEST, 150.0 FEET; THENCE SOUTH 07 DEGREES, 59 MINUTES, 59 SECONDS EAST, 120.0 FEET; THENCE SOUTH 53 DEGREES, 42 MINUTES, 07 SECONDS WEST, 40.41 FEET; THENCE SOUTH 43 DEGREES, 50 MINUTES, 22 SECONDS WEST, 370.00 FEET; THENCE SOUTH 29 DEGREES, 50 MINUTES, 22 SECONDS WEST, 285.0 FEET; THENCE NORTH 36 DEGREES, 09 MINUTES, 38 SECONDS WEST, 150.0 FEET; THENCE NORTH 77 DEGREES, 09 MINUTES, 38 SECONDS WEST, 260.0 FEET; THENCE NORTH 15 DEGREES, 24 MINUTES, 38 SECONDS WEST, 190.0 FEET; THENCE NORTH 79 DEGREES, 24 MINUTES, 38 SECONDS WEST, 170.0 FEET; THENCE SOUTH 65 DEGREES, 05 MINUTES, 22 SECONDS WEST, 120.0 FEET; THENCE NORTH 05 DEGREES, 09 MINUTES, 38 SECONDS WEST, 165.0 FEET; THENCE NORTH 60 DEGREES, 09 MINUTES, 38 SECONDS WEST, 200.0 FEET; THENCE SOUTH 52 DEGREES, 50 MINUTES, 22 SECONDS WEST, 250.01 FEET; THENCE SOUTH 24 DEGREES, 44 MINUTES, 47 SECONDS WEST, 370.1 FEET; THENCE SOUTH 12 DEGREES, 12 MINUTES 50 SECONDS EAST, 175.01 FEET; THENCE NORTH 79 DEGREES, 41 MINUTES 43 SECONDS WEST, 125.01 FEET; THENCE SOUTH 60 DEGREES, 18 MINUTES, 28 SECONDS WEST, 234.99 FEET; THENCE SOUTH 89 DEGREES, 47 MINUTES, 39 SECONDS WEST, 270.14 FEET; THENCE SOUTH 60 DEGREES, 18 MINUTES, 02 SECONDS WEST, 108.2 FEET, TO A POINT ON THE EASTERLY RIGHT-OF-WAY OF REGENT STREET; THENCE NORTHEASTWARDLY, 1343.69 FEET, ALONG A CURVE TO THE RIGHT HAVING A RADIUS OF 2759.89 FEET AND A DELTA ANGLE OF 27 DEGREES, 53 MINUTES, 42 SECONDS, TO THE POINT OF TANGENCY OF SAID CURVE; THENCE NORTH 41 DEGREES, 01 MINUTE, 13 SECONDS EAST, 76.95 FEET, ALONG SAID RIGHT-OF-WAY, TO THE POINT OF CURVATURE OF A CURVE TO THE RIGHT HAVING A RADIUS OF 4188.54 FEET AND A DELTA ANGLE OF 00 DEGREES, 43 MINUTES, 15 SECONDS; THENCE NORTHEASTWARDLY, 52.7 FEET, ALONG SAID CURVE AND RIGHT-OF-WAY, TO THE POINT OF BEGINNING CONTAINING 26.3 ACRES, MORE OR LESS.

LESS AND EXCEPTING:

A PART OF THE SOUTH HALF (S 1/2) OF SECTION 27, TOWNSHIP 36 NORTH, RANGE 6 EAST, ELKHART TOWNSHIP, ELKHART COUNTY, INDIANA, BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT A HARRISON MONUMENT FOUND FLUSH WITH THE ASPHALT MARKING THE NORTHEAST CORNER OF SECTION 27, TOWNSHIP 36 NORTH, RANGE 6 EAST, ELKHART TOWNSHIP, ELKHART COUNTY, INDIANA. THENCE NORTH 89 DEGREES 39 MINUTES 36 SECONDS WEST ALONG THE NORTH LINE OF THE NORTHEAST QUARTER (NE 1/4) OF SAID SECTION 27, A DISTANCE OF 1700.87 FEET, TO THE CENTERLINE OF WEYMOUTH BOULEVARD; THENCE SOUTH 00 DEGREES 06 MINUTES 15 SECONDS WEST ALONG THE SAID CENTERLINE OF WEYMOUTH BOULEVARD, A DISTANCE OF 211.71 FEET TO THE POINT OF CURVATURE OF A CURVE TO THE RIGHT, CONCAVE TO THE NORTHWEST; THENCE ALONG SAID CURVE TO THE RIGHT (RADIUS=770.00 FEET, ARC=194.75 FEET, DELTA=14 DEGREES 29 MINUTES 29 SECONDS, CHORD=194.35 FEET, CHORD DIRECTION=SOUTH 07 DEGREES 21 MINUTES 16 SECONDS WEST), A DISTANCE OF 194.75 FEET; THENCE CONTINUING ALONG THE CENTERLINE OF WEYMOUTH BOULEVARD ON A BEARING OF SOUTH 14 DEGREES 35 MINUTES 44 SECONDS WEST, A DISTANCE OF 319.31 FEET TO THE POINT OF CURVATURE OF A CURVE TO THE LEFT, CONCAVE TO THE EAST; THENCE ALONG SAID CURVE TO THE LEFT (RADIUS=1546.92 FEET, ARC=1223.57 FEET, DELTA=45 DEGREES 19 MINUTES 09 SECONDS, CHORD=1191.92 FEET, CHORD DIRECTION=SOUTH 08 DEGREES 03 MINUTES 51 SECONDS EAST), ALONG SAID CENTERLINE, A

DISTANCE OF 1223.57 FEET; THENCE SOUTH 30 DEGREES 43 MINUTES 25 SECONDS EAST, ALONG SAID CENTERLINE, A DISTANCE OF 128.90 FEET TO THE INTERSECTION OF SAID CENTERLINE OF WEYMOUTH BOULEVARD WITH THE CENTERLINE OF REGENT STREET; THENCE SOUTH 59 DEGREES 07 MINUTES 27 SECONDS WEST ALONG THE CENTERLINE OF SAID REGENT STREET, A DISTANCE OF 330.06 FEET TO THE POINT OF CURVATURE OF A CURVE TO THE LEFT, CONCAVE TO THE SOUTHEAST; THENCE ALONG SAID CURVE TO THE LEFT (RADIUS=4218.54 FEET, ARC=21.20 FEET, DELTA=00 DEGREES 17 MINUTES 17 SECONDS, CHORD=21.20 FEET, CHORD DIRECTION=SOUTH 58 DEGREES 58 MINUTES 49 SECONDS WEST), A DISTANCE OF 21.20 FEET; THENCE SOUTH 31 DEGREES 09 MINUTES 50 SECONDS EAST, A DISTANCE OF 30.00 FEET TO A POINT ON THE SOUTHEASTERLY RIGHT OF WAY LINE OF SAID REGENT STREET; THENCE SOUTHWESTERLY ALONG SAID SOUTHEASTERLY RIGHT OF WAY LINE OF REGENT STREET AND BEING ALONG A CURVE TO THE LEFT, CONCAVE TO SOUTHEAST (RADIUS=4188.54 FEET, ARC=1249.72 FEET, DELTA=17 DEGREES 05 MINUTES 43 SECONDS, CHORD=1297.16 FEET, CHORD DIRECTION=SOUTH 49 DEGREES 55 MINUTES 41 SECONDS WEST), A DISTANCE OF 1249.72 FEET TO THE WESTERN MOST CORNER OF WATERFORD CROSSING, LLC AS RECORDED IN INSTRUMENT NUMBER 0099-21688 IN THE OFFICE OF THE RECORDER OF ELKHART COUNTY; THENCE SOUTH 38 DEGREES 53 MINUTES 39 SECONDS EAST, A DISTANCE OF 330.00 FEET TO A SET REBAR WITH CAP STAMPED BRADS-KO 0041 AND BEING THE POINT OF BEGINNING OF THIS DESCRIPTION; THENCE NORTH 64 DEGREE 38 MINUTES 02 SECONDS EAST, A DISTANCE OF 342.67 FEET TO A SET REBAR WITH CAP STAMPED BRADS-KO 0041; THENCE SOUTH 33 DEGREE 44 MINUTES 57 SECONDS EAST, A DISTANCE OF 325.91 FEET TO A SET REBAR WITH CAP STAMPED BRADS-KO 0041; THENCE SOUTH 78 DEGREES 44 MINUTES 59 SECONDS EAST, A DISTANCE OF 66.88 FEET TO A SET REBAR WITH CAP STAMPED BRADS-KO 0041; THENCE SOUTH 11 DEGREES 26 MINUTES 45 SECONDS WEST, A DISTANCE OF 95.37 FEET TO A SET REBAR WITH CAP STAMPED BRADS-KO 0041; THENCE NORTH 82 DEGREES 12 MINUTES 30 SECONDS WEST, A DISTANCE OF 339.65 FEET TO A SET REBAR WITH CAP STAMPED BRADS-KO 0041 AND ALSO BEING THE POINT OF CURVATURE OF A CURVE TO THE RIGHT, CONCAVE TO THE NORTHEAST; THENCE ALONG SAID CURVE TO THE RIGHT (RADIUS=220.00 FEET, ARC=172.56 FEET, DELTA=44 DEGREES 56 MINUTES 24 SECONDS, CHORD=168.17 FEET, CHORD DIRECTION=NORTH 59 DEGREES 54 MINUTES 14 SECONDS WEST), A DISTANCE OF 172.56 FEET TO A SET REBAR WITH CAP STAMPED BRADS-KO 0041; THENCE NORTH 37 DEGREES 26 MINUTES 02 SECONDS WEST, A DISTANCE OF 56.26 FEET TO A SET REBAR WITH CAP STAMPED BRADS-KO 0041, ALSO BEING THE POINT OF CURVATURE OF A CURVE TO THE LEFT, CONCAVE TO THE SOUTHWEST; THENCE ALONG SAID CURVE TO THE LEFT (RADIUS=80.82 FEET, ARC=33.30 FEET, DELTA=23 DEGREES 36 MINUTES 35 SECONDS, CHORD=33.07 FEET, CHORD DIRECTION=NORTH 47 DEGREES 36 MINUTES 05 SECONDS WEST), A DISTANCE OF 33.30 FEET TO A SET REBAR WITH CAP STAMPED BRADS-KO 0041; THENCE NORTH 56 DEGREES 45 MINUTES 59 SECONDS WEST, A DISTANCE OF 25.65 FEET TO A SET REBAR WITH CAP STAMPED BRADS-KO 0041; THENCE NORTH 51 DEGREES 06 MINUTES 21 SECONDS EAST, A DISTANCE OF 30.92 FEET TO THE AFOREMENTIONED POINT OF BEGINNING, CONTAINING 2.663 ACRES, MORE OR LESS.

NOW, THEREFORE be it ordained by the Common Council of the City of Goshen, Indiana, that:

Ordinance 5173 of the Cherry Creek PUD be amended as follows:

1. In addition to requirements established by Ordinance 5173, additional requirements are established by this Ordinance.
2. That the Goshen Plan Commission did after a public hearing determine the amendment to be a major change.
3. The PUD major change approves the following:
 - Shared access across multiple lots for townhome style buildings;
 - Conditional Uses of pickleball/tennis courts, community centers, child care centers, parks/playgrounds, and swimming pools located on the same lot as a residential use without screening and with no minimum setback for buildings/structures adjacent to residential use/zoning;

- Non-permanent food vendors (food trucks) allowed in mixed use areas with no Conditional Use permit, only during Cherry Creek approved events, with electrical hookups provided and no generators;
 - Bollard style light fixtures added along walkways, trails and in common spaces;
 - Entrance signs updated and a new interior freestanding sign added per Cherry Creek Signs: Exhibit A, (September 18, 2024 Amendment);
 - Typical landscaping per Cherry Creek PUD Amendment: Exhibit E (no change to existing Cherry Creek standards); and
 - Active Transportation Network updated per Cherry Creek PUD - Exhibit G.
4. Except as modified by specific PUD conditions, the approved PUD preliminary site plan is *Cherry Creek, Planned Unit Development, Sheets 1-3*, dated 09-18-24, by Abonmarche Consultants, Inc., incorporated as Exhibit K, and for reference the preliminary land use map, dated 9/18/2024 is incorporated as Exhibit L.

PASSED by the Common Council of the City of Goshen on _____, 2024.

 Presiding Officer

Attest:

 Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor of the City of Goshen on _____, 2024 at _____ a.m./p.m.

 Richard R. Aguirre, Clerk-Treasurer

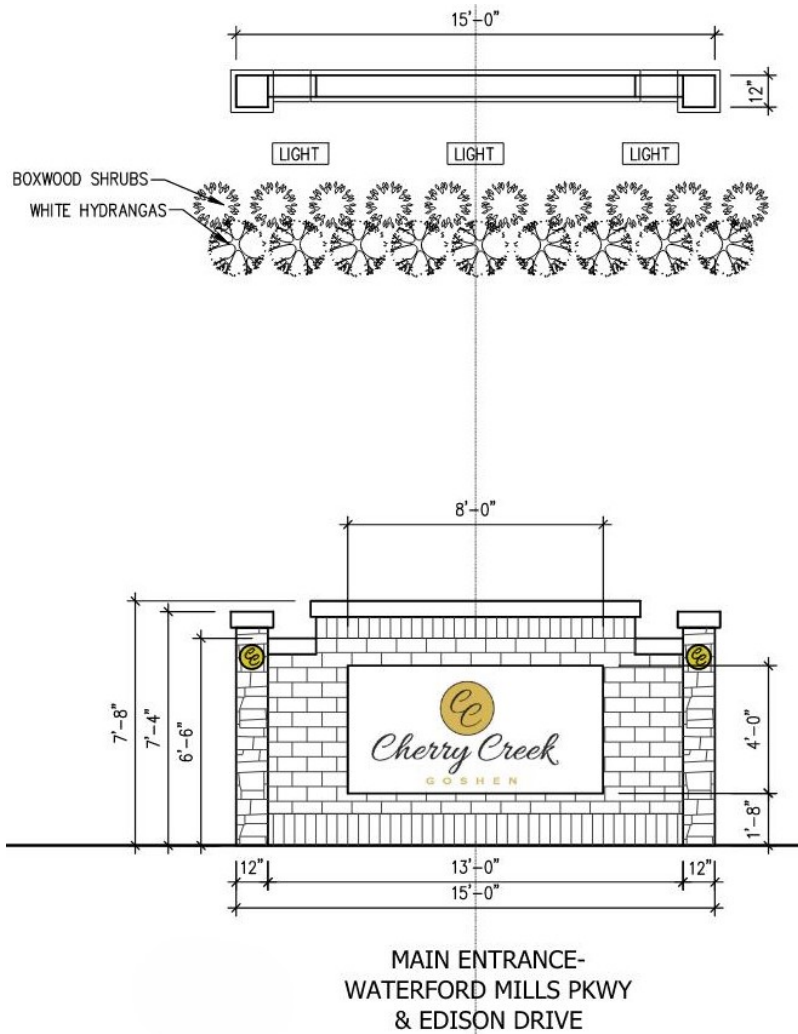
APPROVED AND ADOPTED by the Mayor of the City of Goshen on _____, 2024.

 Gina Leichty, Mayor

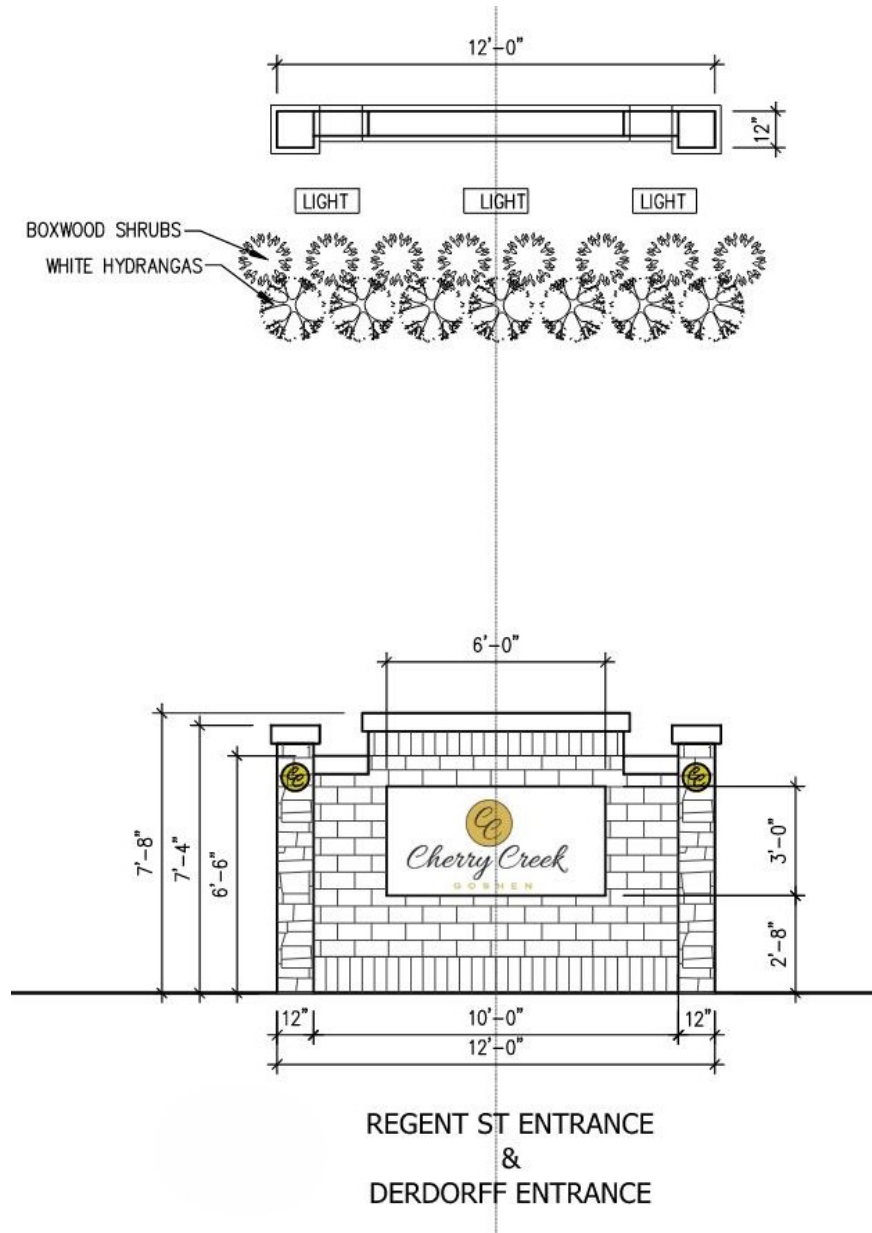
Cherry Creek Signs: Exhibit A
(September 18, 2024 Amendment)

SIGNAGE

UPDATE: Prototype for Main Entrance Sign (F-1)



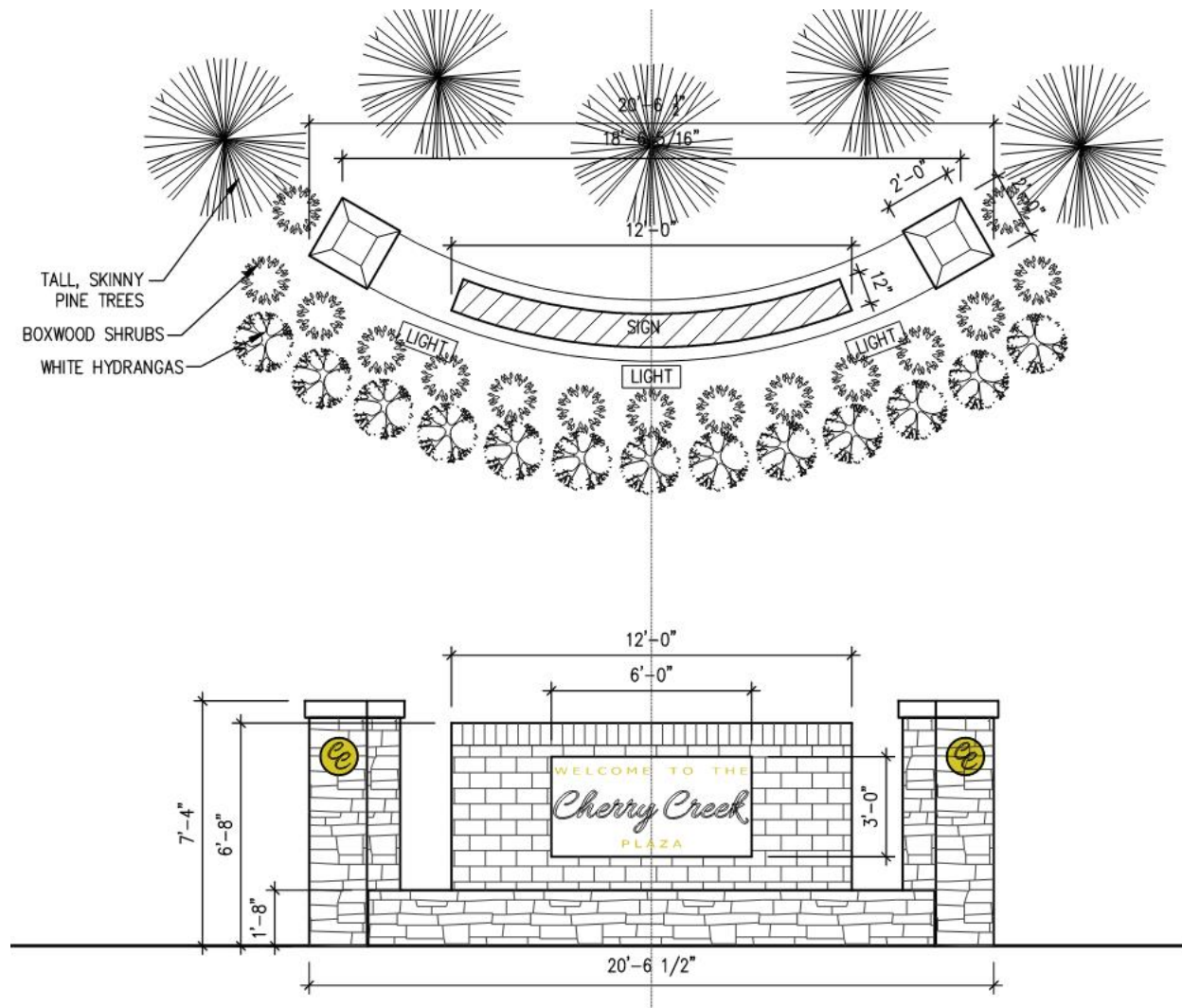
UPDATE: Prototype for Secondary Entrance Signs (F-2)



NEW: F-5 MONUMENT-STYLE, FREESTANDING SIGN – CHERRY CREEK PLAZA

One monument-style, freestanding sign will be installed within a landscaped plaza by the two main condominium buildings, facing Cherry Creek Lane. The sign face is proposed to be 3 feet high and 6 feet wide, up to 18 square feet. The sign will follow City of Goshen requirements for landscaping around a freestanding sign and will have exterior illumination from spotlights that will be focused directly on the sign face. Proposed location for this sign is shown on the Site Plan (Exhibit K).

Prototype for Cherry Creek Plaza Sign (F-5)



303 River Race Drive, Unit 206
 Goshen, IN 46526
 T 574.533.9913
 F 574.533.9911
 abonmarche.com

Benton Harbor
 Portage
 Grand Haven
 Fort Wayne
 Goshen
 Hobart
 Lafayette
 South Bend
 Valparaiso
 Engineering · Architecture · Land Surveying

CONDOMINIUM STYLE / MIXED USE MULTIFAMILY LANDSCAPE

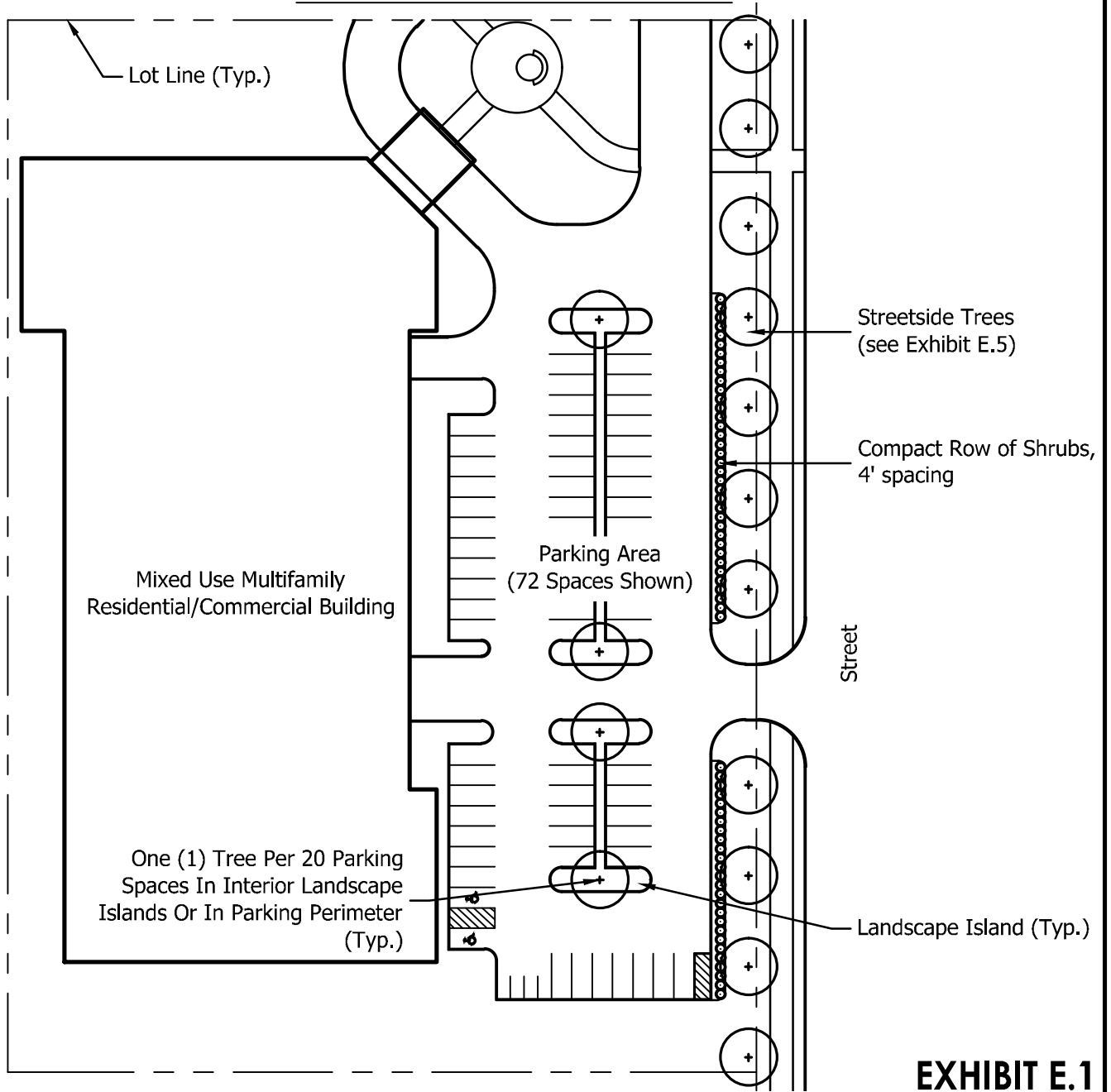


EXHIBIT E.1

PROJECT: CHERRY CREEK WATERFORD COMMONS

PROJECT LOCATION:
 S 1/2 SEC. 27-T36N-R6E, CITY OF GOSHEN, ELKHART
 TOWNSHIP, ELKHART COUNTY, INDIANA

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DATE OF FIELDWORK: N/A

FIELDBOOK: N/A

REVIEWED BY: BEM

SCALE: NOT TO SCALE

DATE: 09/18/2024

DRAWN BY: TR

SECTION: 27-T36N-R6E

SHEET 1 OF 1

JOB NO. 22-1784

TOWNHOUSE STYLE / MIXED USED MULTIFAMILY LANDSCAPE

Street

Streetside Trees
 (see Exhibit E.5)

Lot Line (Typ.)

One (1) Tree Per 20
 Parking Spaces In
 Interior Landscape
 Islands Or In Parking
 Perimeter (Typ.)

Landscape Island
 (Typ.)

Street

Multifamily
 Residential Building

Parking Area
 (78 Spaces Shown)

Multifamily
 Residential Building

EXHIBIT E.2

PROJECT: CHERRY CREEK WATERFORD COMMONS

PROJECT LOCATION:
 S 1/2 SEC. 27-T36N-R6E, CITY OF GOSHEN, ELKHART
 TOWNSHIP, ELKHART COUNTY, INDIANA

COPYRIGHT 2024 - ABONMARCHE CONSULTANTS, INC.

DATE OF FIELDWORK: N/A

FIELDBOOK: N/A

REVIEWED BY: BEM

SCALE: NOT TO SCALE

DATE: 09/18/2024

DRAWN BY: TR

SECTION: 27-T36N-R6E

SHEET 1 OF 1

JOB NO. 22-1784

SINGLE FAMILY ATTACHED RESIDENTIAL LANDSCAPE

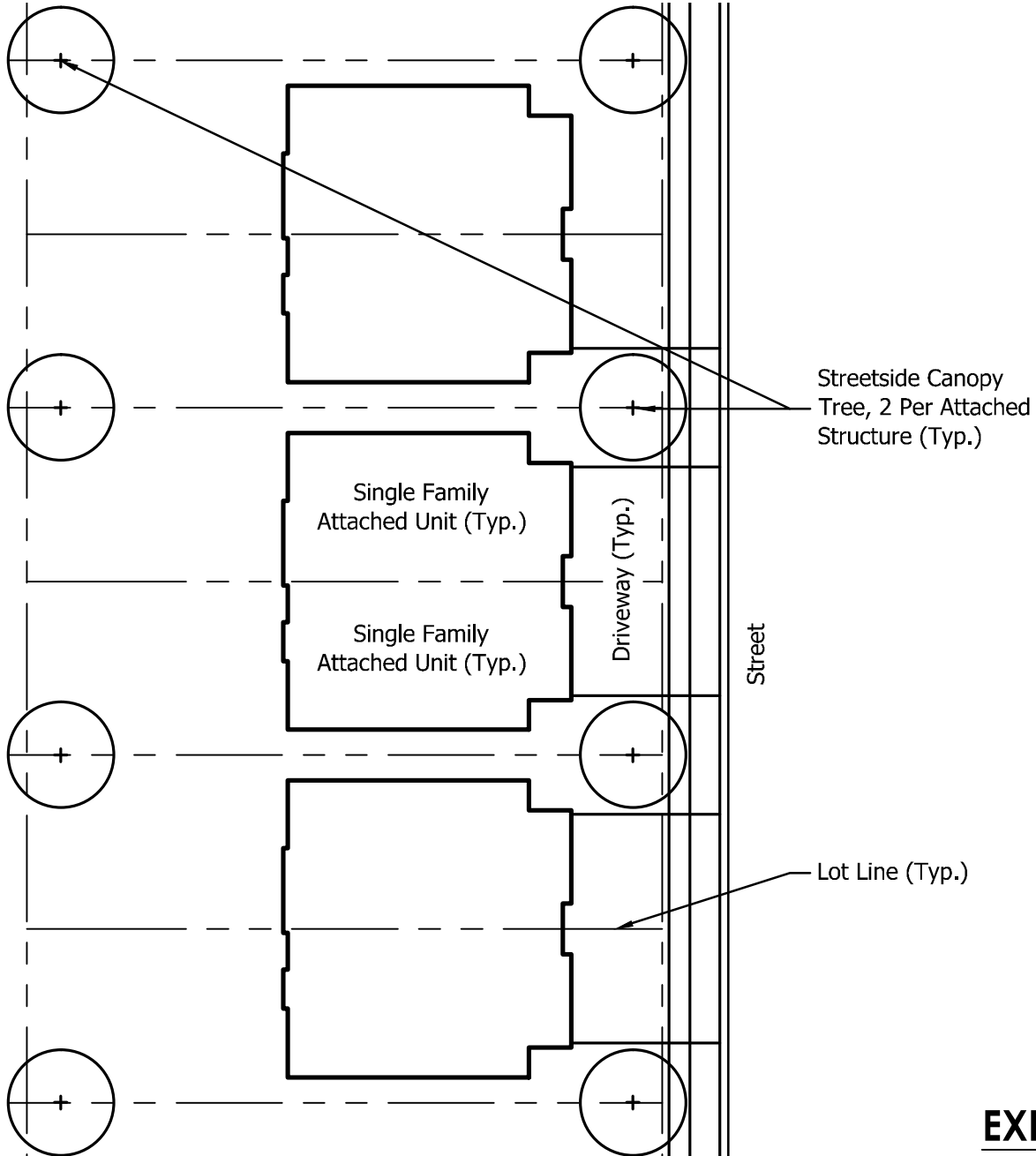


EXHIBIT E.3

PROJECT: CHERRY CREEK WATERFORD COMMONS

PROJECT LOCATION:
 S 1/2 SEC. 27-T36N-R6E, CITY OF GOSHEN, ELKHART
 TOWNSHIP, ELKHART COUNTY, INDIANA

COPYRIGHT 2024 - ABONMARCHE CONSULTANTS, INC.

DATE OF FIELDWORK: N/A

FIELDBOOK: N/A

REVIEWED BY: BEM

SCALE: 1"=40'

DATE: 09/18/2024

DRAWN BY: TR

SECTION: 27-T36N-R6E

SHEET 1 OF 1

JOB NO. 22-1784

SINGLE FAMILY DETACHED RESIDENTIAL LANDSCAPE

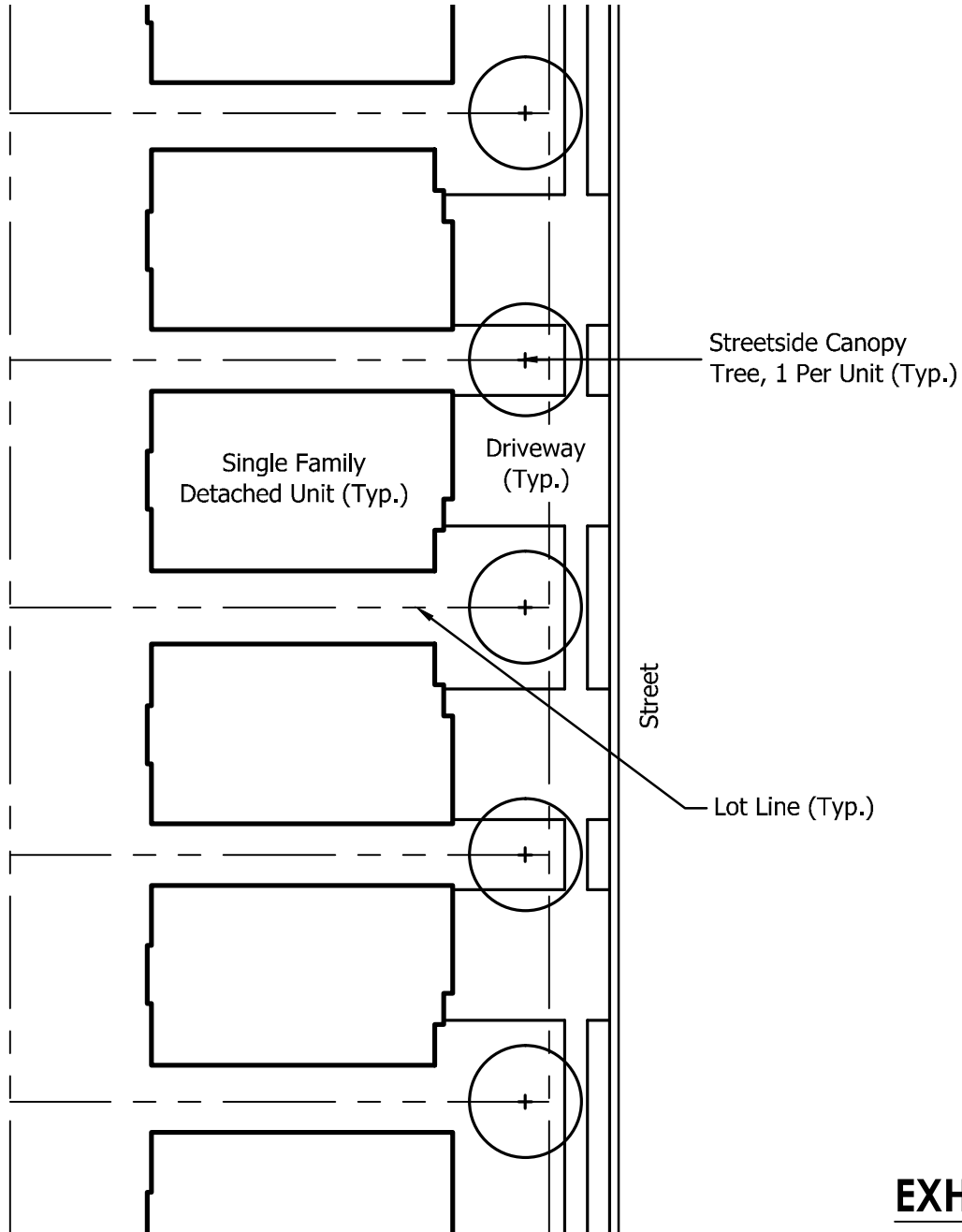


EXHIBIT E.4

PROJECT: CHERRY CREEK WATERFORD COMMONS

PROJECT LOCATION:
 S 1/2 SEC. 27-T36N-R6E, CITY OF GOSHEN, ELKHART
 TOWNSHIP, ELKHART COUNTY, INDIANA

COPYRIGHT 2024 - ABONMARCHE CONSULTANTS, INC.

DATE OF FIELDWORK: N/A

FIELDBOOK: N/A

REVIEWED BY: BEM

SCALE: 1"=40'

DATE: 09/18/2024

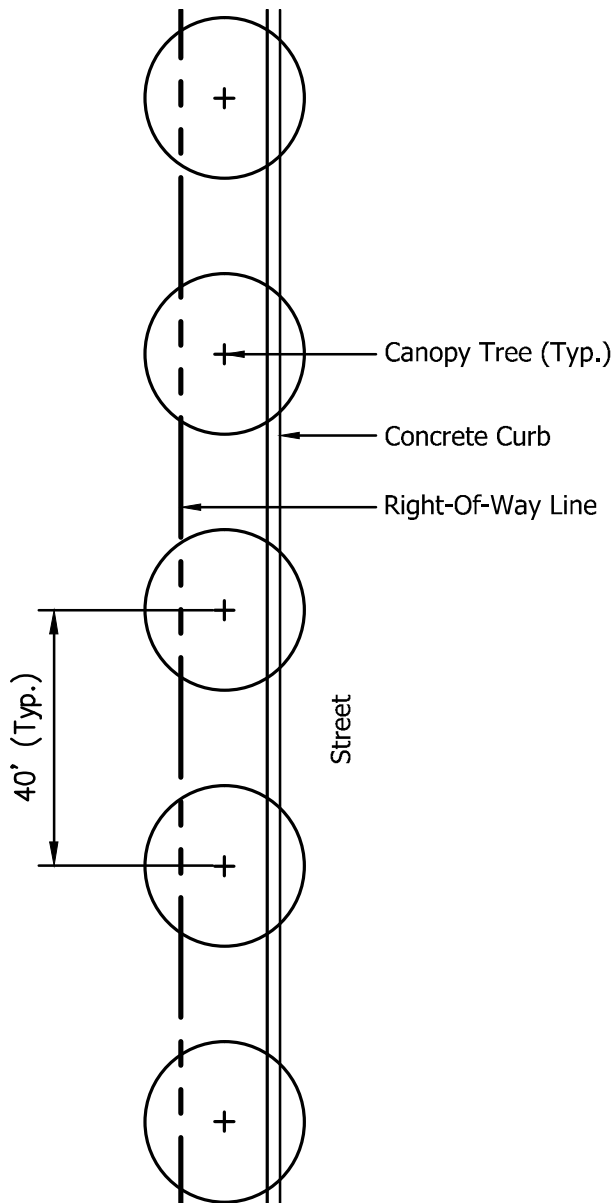
DRAWN BY: TR

SECTION: 27-T36N-R6E

SHEET 1 OF 1

JOB NO. 22-1784

TYPICAL STREETSIDE TREE PLANTING - CANOPY TREES



TYPICAL STREETSIDE TREE PLANTING - ORNAMENTAL TREES

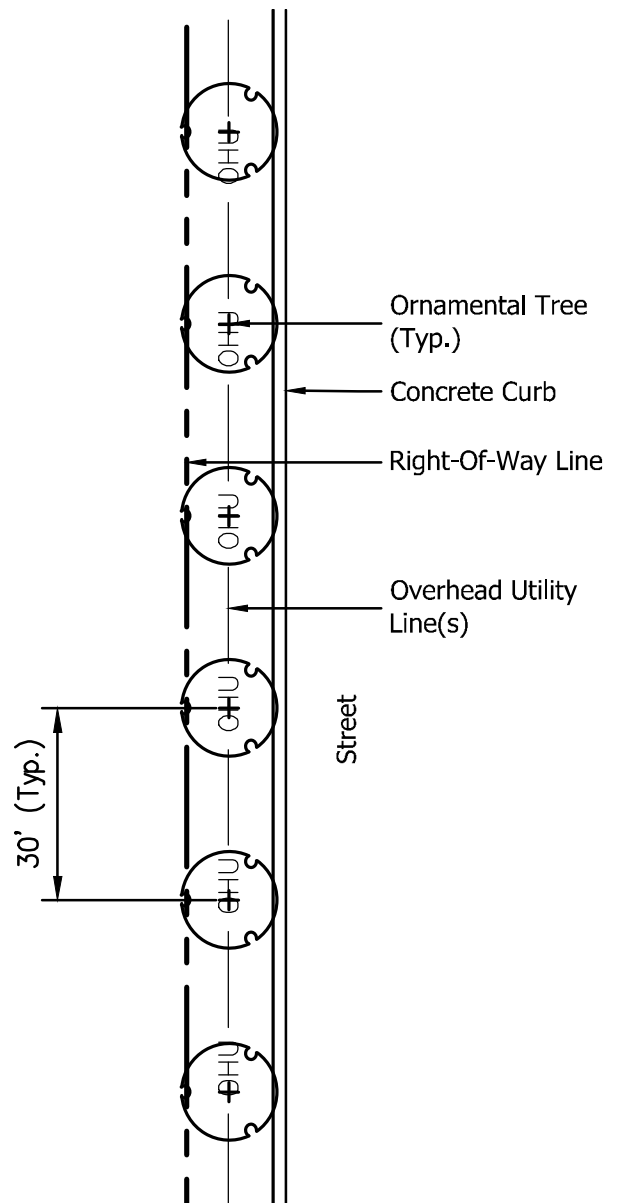


EXHIBIT E.5

PROJECT: CHERRY CREEK WATERFORD COMMONS

PROJECT LOCATION:
 S 1/2 SEC. 27-T36N-R6E, CITY OF GOSHEN, ELKHART
 TOWNSHIP, ELKHART COUNTY, INDIANA

COPYRIGHT 2024 - ABONMARCHE CONSULTANTS, INC.

DATE OF FIELDWORK: N/A

FIELDBOOK: N/A

REVIEWED BY: BEM

SCALE: 1" = 30'

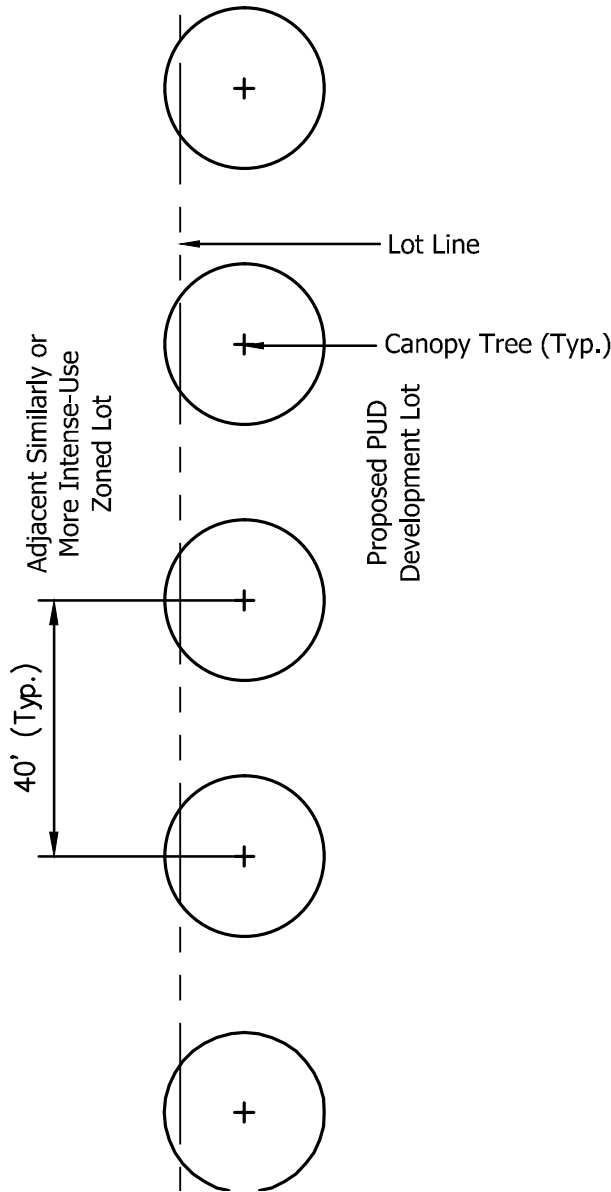
DATE: 09/18/2024

DRAWN BY: TRR

SECTION: 27-T36N-R6E

SHEET 1 OF 1

BUFFERYARD LANDSCAPING - OPEN LANDSCAPING WITH CANOPY TREES



BUFFERYARD LANDSCAPING - OPEN LANDSCAPING WITH ORNAMENTAL TREES

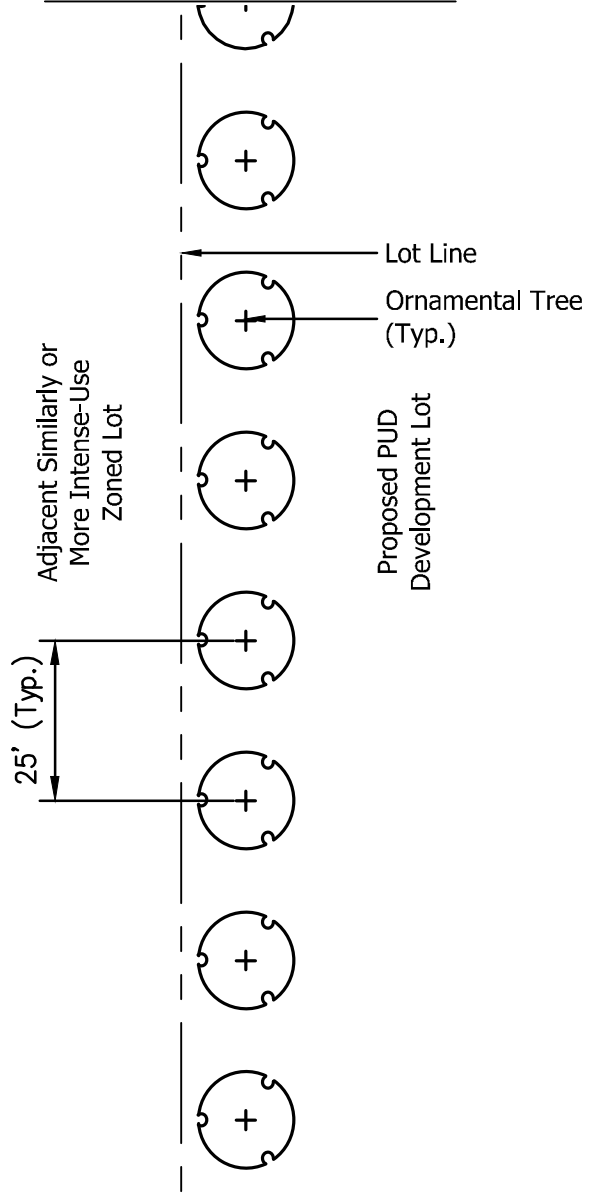


EXHIBIT E.6

PROJECT: CHERRY CREEK WATERFORD COMMONS

PROJECT LOCATION:
 S 1/2 SEC. 27-T36N-R6E, CITY OF GOSHEN, ELKHART
 TOWNSHIP, ELKHART COUNTY, INDIANA

COPYRIGHT 2024 - ABONMARCHE CONSULTANTS, INC.

DATE OF FIELDWORK: N/A

FIELDBOOK: N/A

REVIEWED BY: BEM

SCALE: 1" = 30'

DATE: 09/18/2024

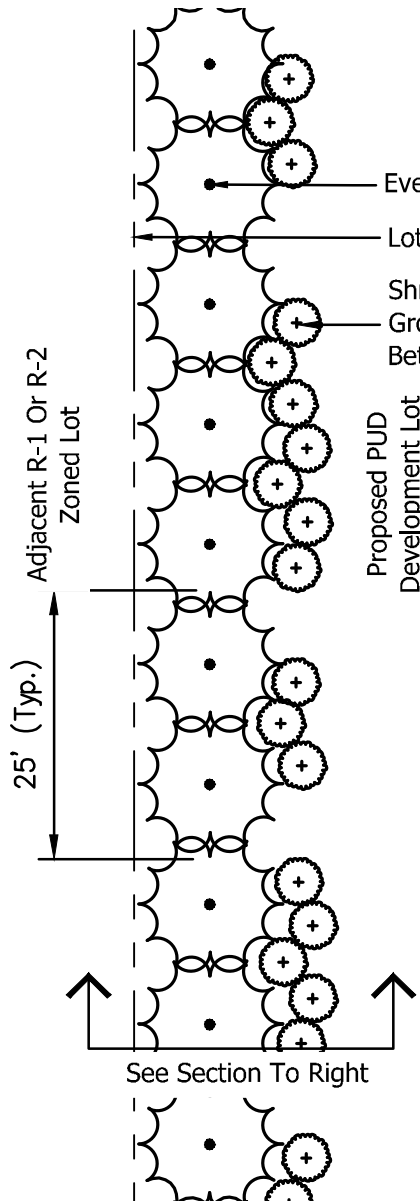
DRAWN BY: TR

SECTION: 27-T36N-R6E

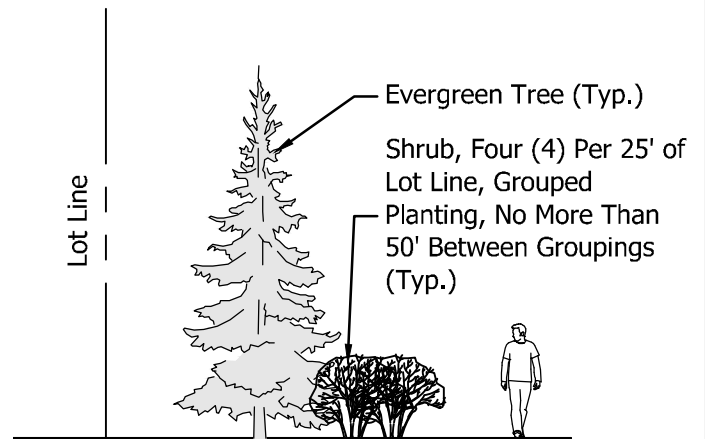
SHEET 1 OF 1

JOB NO. 22-1784

BUFFERYARD LANDSCAPING - PARTIAL LANDSCAPING OPTION 1



PLAN



SECTION

EXHIBIT E.7

PROJECT: CHERRY CREEK WATERFORD COMMONS

PROJECT LOCATION:
 S 1/2 SEC. 27-T36N-R6E, CITY OF GOSHEN, ELKHART
 TOWNSHIP, ELKHART COUNTY, INDIANA

COPYRIGHT 2024 - ABONMARCHE CONSULTANTS, INC.

DATE OF FIELDWORK: N/A

FIELDBOOK: N/A

REVIEWED BY: BEM

SCALE: 1" = 20'

DATE: 09/18/2024

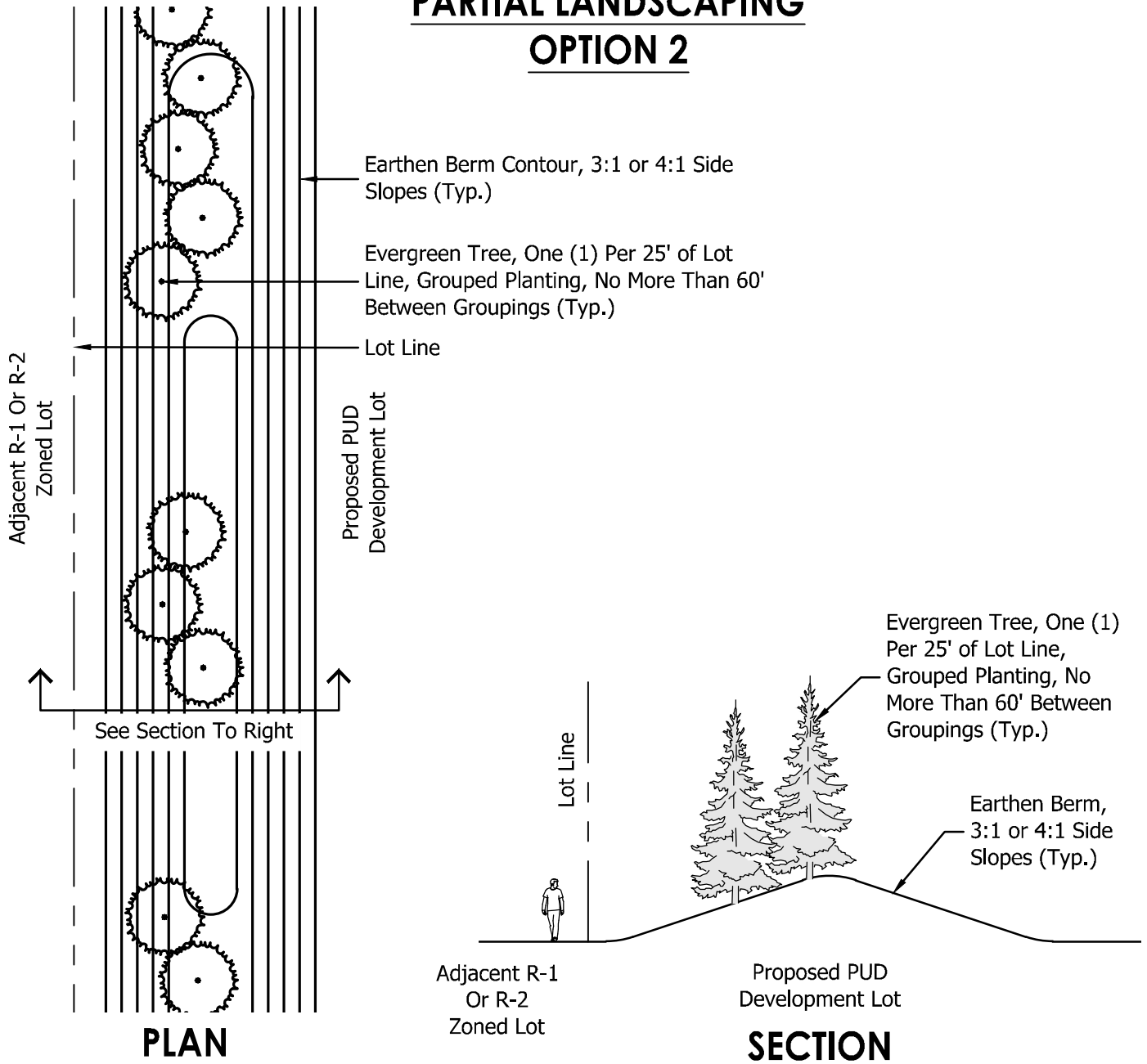
DRAWN BY: TR

SECTION: 27-T36N-R6E

SHEET 1 OF 1

JOB NO. 22-1784

BUFFERYARD LANDSCAPING - PARTIAL LANDSCAPING OPTION 2



PLAN

SECTION

EXHIBIT E.8

PROJECT: CHERRY CREEK WATERFORD COMMONS

PROJECT LOCATION:
 S 1/2 SEC. 27-T36N-R6E, CITY OF GOSHEN, ELKHART
 TOWNSHIP, ELKHART COUNTY, INDIANA

COPYRIGHT 2024 - ABONMARCHE CONSULTANTS, INC.

DATE OF FIELDWORK: N/A

FIELDBOOK: N/A

REVIEWED BY: BEM

SCALE: 1" = 30'

DATE: 09/18/2024

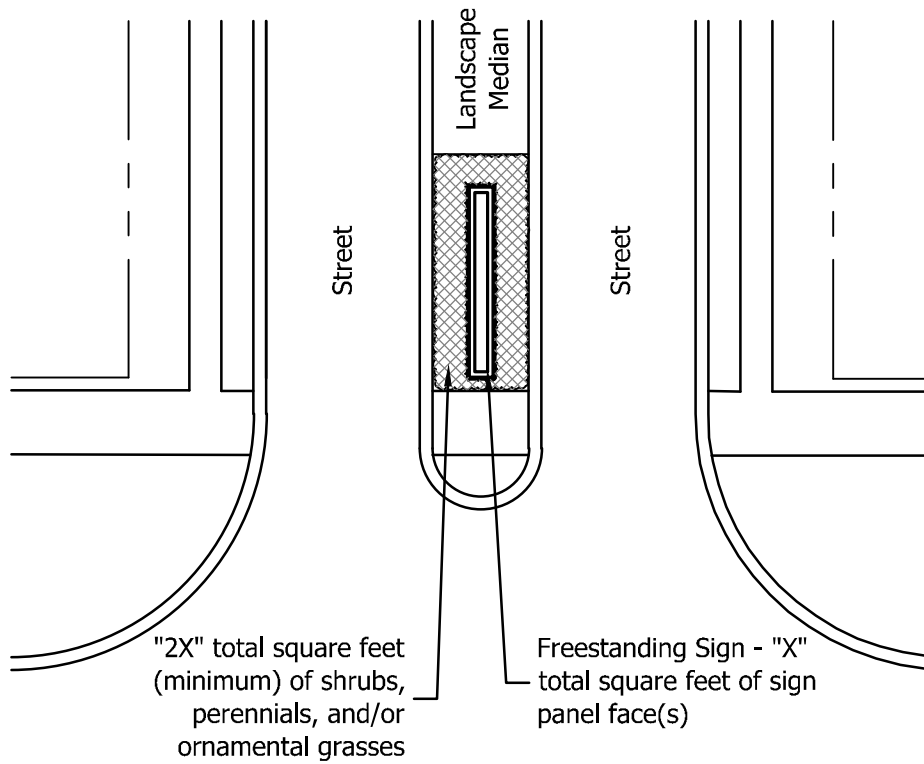
DRAWN BY: TR

SECTION: 27-T36N-R6E

SHEET 1 OF 1

JOB NO. 22-1784

SIGNAGE LANDSCAPING



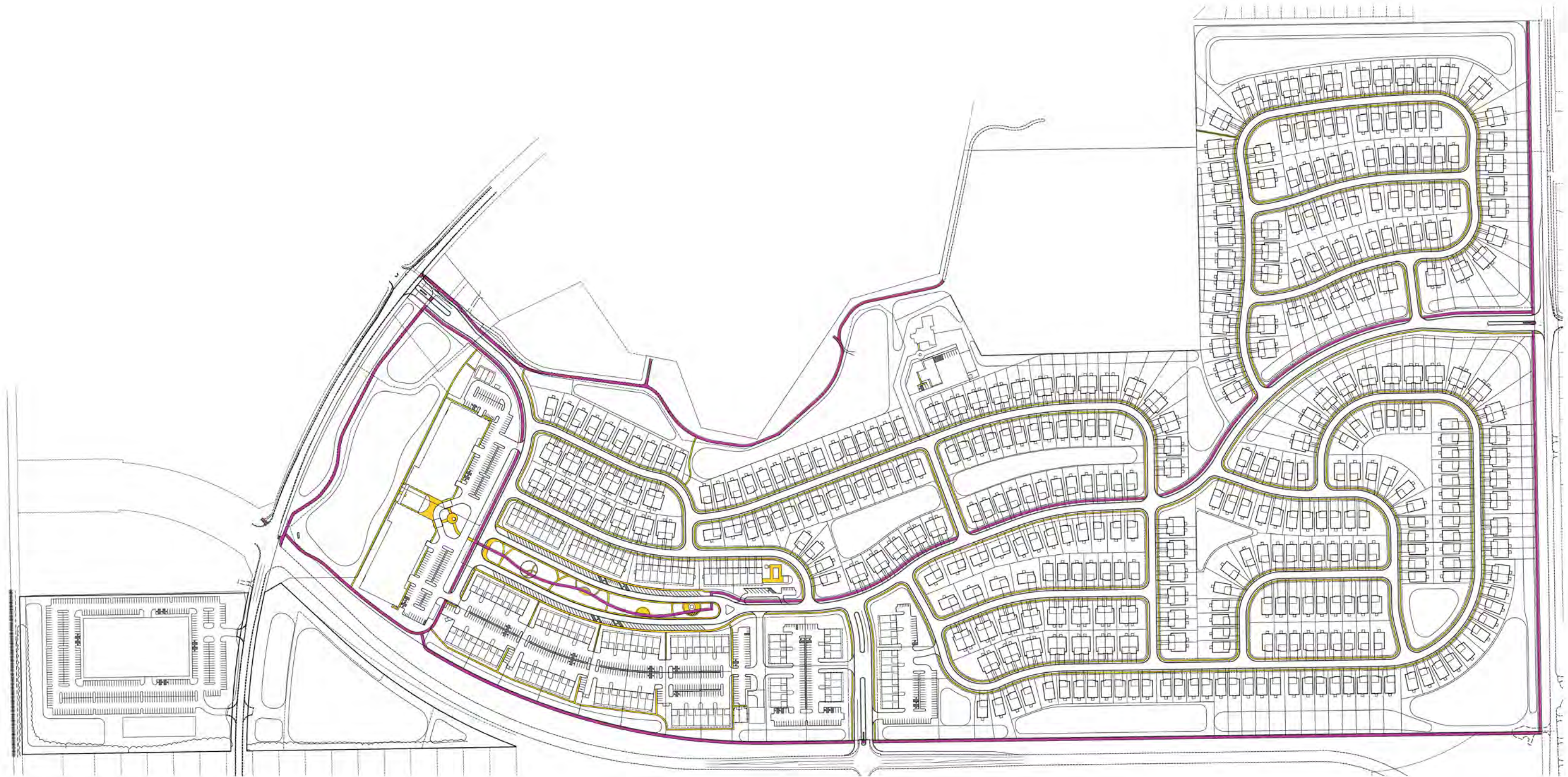
Note: Sign locations and orientation vary throughout the site.
 Signs located outside of medians shall still provide a minimum landscape area equal to 2X the total square footage of the respective sign panel face(s).

EXHIBIT E.9

PROJECT: CHERRY CREEK WATERFORD COMMONS PROJECT LOCATION: S 1/2 SEC. 27-T36N-R6E, CITY OF GOSHEN, ELKHART TOWNSHIP, ELKHART COUNTY, INDIANA COPYRIGHT 2024 - ABONMARCHE CONSULTANTS, INC.	DATE OF FIELDWORK: N/A	DATE: 09/18/2024
	FIELDBOOK: N/A	DRAWN BY: TR
	REVIEWED BY: BEM	SECTION: 27-T36N-R6E
	SCALE: 1" = 30'	SHEET 1 OF 1

LEGEND

- 10-foot Biking & Walking Trail
- Sidewalk / Pedestrian Space

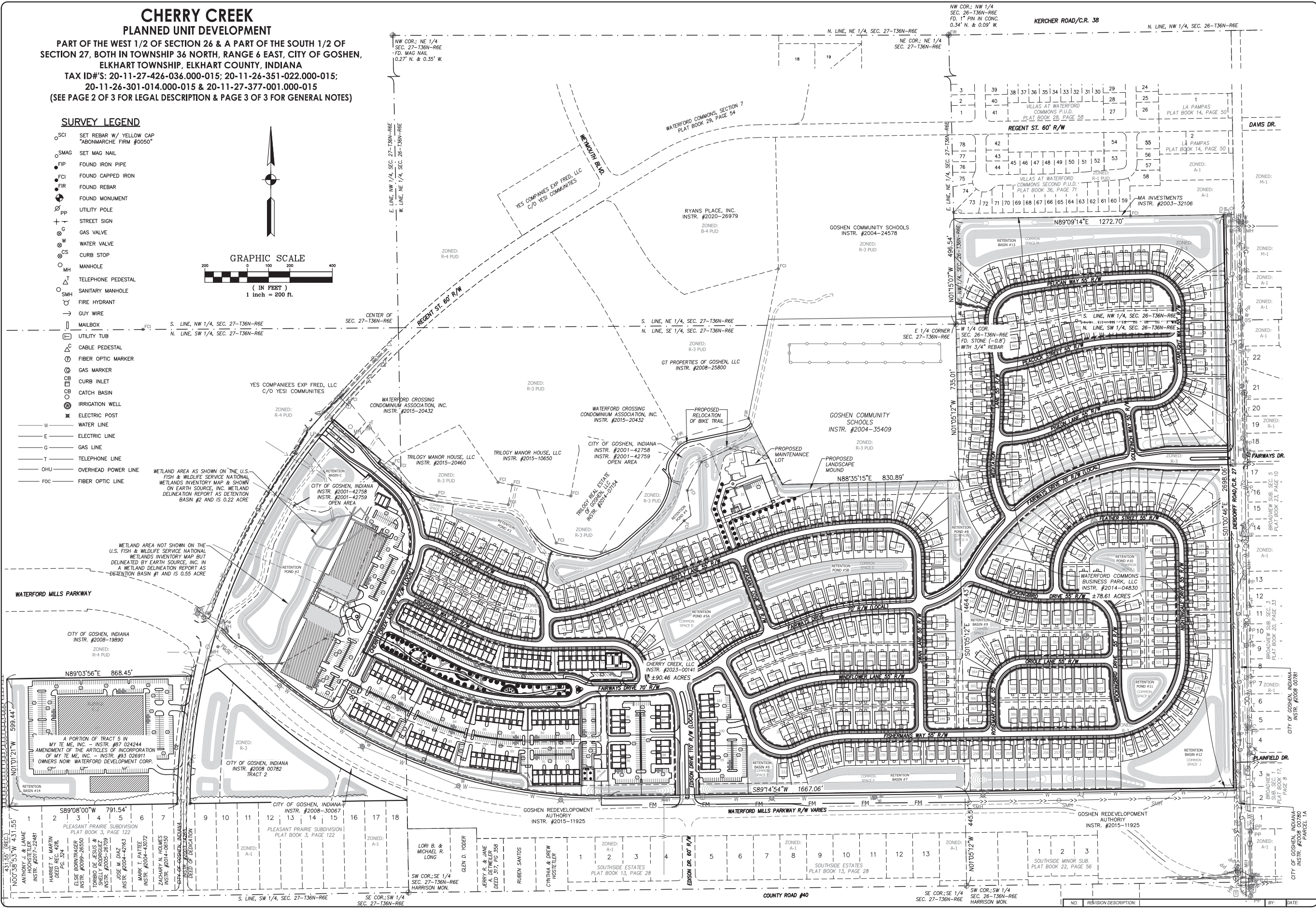
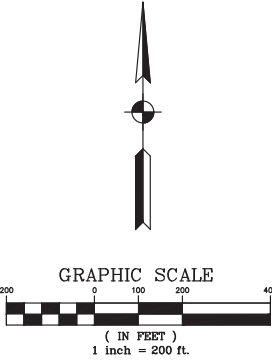


CHERRY CREEK PLANNED UNIT DEVELOPMENT

PART OF THE WEST 1/2 OF SECTION 26 & A PART OF THE SOUTH 1/2 OF SECTION 27, BOTH IN TOWNSHIP 36 NORTH, RANGE 6 EAST, CITY OF GOSHEN, ELKHART TOWNSHIP, ELKHART COUNTY, INDIANA
 TAX ID#S: 20-11-27-426-036.000-015; 20-11-26-351-022.000-015; 20-11-26-301-014.000-015 & 20-11-27-377-001.000-015
 (SEE PAGE 2 OF 3 FOR LEGAL DESCRIPTION & PAGE 3 OF 3 FOR GENERAL NOTES)

SURVEY LEGEND

- SCI SET REBAR W/ YELLOW CAP "ABONMARCHÉ FIRM #0050"
- SMAG SET MAG NAIL
- FIP FOUND IRON PIPE
- FCI FOUND CAPPED IRON
- FIR FOUND REBAR
- FIM FOUND MONUMENT
- PP UTILITY POLE
- S STREET SIGN
- G GAS VALVE
- W WATER VALVE
- CS CURB STOP
- MH MANHOLE
- TP TELEPHONE PEDESTAL
- SMH SANITARY MANHOLE
- FHY FIRE HYDRANT
- GW GUY WIRE
- M MAILBOX
- UT UTILITY TUB
- CP CABLE PEDESTAL
- FM FIBER OPTIC MARKER
- GM GAS MARKER
- CI CURB INLET
- CB CATCH BASIN
- IW IRRIGATION WELL
- EP ELECTRIC POST
- WL WATER LINE
- EL ELECTRIC LINE
- GL GAS LINE
- TL TELEPHONE LINE
- OHP OVERHEAD POWER LINE
- FOC FIBER OPTIC LINE



ABONMARCHÉ
 Valparaiso, IN 46286
 303 River Race Drive, Unit 206
 Goshen, IN 46526
 Phone: (765) 874-3333
 Fax: (765) 874-3331
 Email: abonmarche.com

**CHERRY CREEK
WATERFORD MILLS PARKWAY
REGENT STREET/DIERDORFF ROAD
GOSHEN, IN 46526**

PROJECT: CHERRY CREEK PLANNED UNIT DEVELOPMENT

SHEET TITLE: CHERRY CREEK PLANNED UNIT DEVELOPMENT

DRAWN BY: TRM/KG
 DESIGNED BY: KG
 PM REVIEW: BEM
 QA/QC REVIEW: RAN
 DATE: 09-18-24
 SEAL: MICHAEL J. ROZICKI, REGISTERED LAND SURVEYOR, STATE OF INDIANA, LICENSE #LS20500010

SIGNATURE: [Signature]
 DATE: [Blank]
 SCALE: 1" = 200'
 ACI JOB #: 22-1784
 SHEET NO: 1 of 3

CHERRY CREEK PLANNED UNIT DEVELOPMENT

PART OF THE WEST 1/2 OF SECTION 26 & A PART OF THE SOUTH 1/2 OF SECTION 27, BOTH IN TOWNSHIP 36 NORTH, RANGE 6 EAST, CITY OF GOSHEN, ELKHART TOWNSHIP, ELKHART COUNTY, INDIANA

TAX ID#'S: 20-11-27-426-036.000-015; 20-11-26-351-022.000-015; 20-11-26-301-014.000-015 & 20-11-27-377-001.000-015

Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)	Lot Area (SQ FT)	Lot Area (Acres)			
LOT 1	162,431	3.73	LOT 41	7,132	0.16	LOT 81	29,087	0.67	LOT 121	5,649	0.13	LOT 161	7,233	0.17	LOT 201	4,875	0.11	LOT 241	6,158	0.14	LOT 281	8,167	0.19	LOT 321	7422.00	0.17	LOT 361	8,820	0.20	LOT 401	6,728	0.15	LOT 441	8,306	0.19	LOT 481	6,609	0.15
LOT 2	170,381	3.91	LOT 42	7,418	0.17	LOT 82	20,743	0.48	LOT 122	5,888	0.14	LOT 162	7,252	0.17	LOT 202	4,972	0.11	LOT 242	6,158	0.14	LOT 282	8,162	0.19	LOT 322	7422.00	0.17	LOT 362	10,357	0.24	LOT 402	6,708	0.15	LOT 442	8,238	0.19	LOT 482	7,072	0.16
LOT 3	10,841	0.25	LOT 43	7,260	0.17	LOT 83	29,663	0.68	LOT 123	6,153	0.14	LOT 163	7,119	0.16	LOT 203	5,240	0.12	LOT 243	6,158	0.14	LOT 283	8,156	0.19	LOT 323	7422.00	0.17	LOT 363	13,929	0.32	LOT 403	6,662	0.15	LOT 443	8,132	0.19	LOT 483	7,184	0.16
LOT 4	7,174	0.16	LOT 44	7,069	0.16	LOT 84	20,652	0.47	LOT 124	6,489	0.15	LOT 164	7,122	0.16	LOT 204	5,216	0.12	LOT 244	6,158	0.14	LOT 284	8,151	0.19	LOT 324	7422.00	0.17	LOT 364	14,160	0.33	LOT 404	6,555	0.15	LOT 444	9,428	0.22	LOT 484	7,828	0.18
LOT 5	7,126	0.16	LOT 45	6,920	0.16	LOT 85	30,060	0.69	LOT 125	6,927	0.16	LOT 165	7,228	0.17	LOT 205	5,333	0.12	LOT 245	6,562	0.15	LOT 285	8,194	0.19	LOT 325	7307.00	0.17	LOT 365	8,210	0.19	LOT 405	6,440	0.15	LOT 445	13,351	0.31	LOT 485	9,912	0.23
LOT 6	7,242	0.17	LOT 46	6,813	0.16	LOT 86	20,528	0.47	LOT 126	7,391	0.17	LOT 166	6,955	0.16	LOT 206	5,262	0.12	LOT 246	6,755	0.16	LOT 286	13,009	0.30	LOT 326	6252.00	0.14	LOT 366	7,554	0.17	LOT 406	6,286	0.14	LOT 446	12,343	0.28	LOT 486	8,770	0.20
LOT 7	7,267	0.17	LOT 47	7,900	0.18	LOT 87	31,374	0.72	LOT 127	7,725	0.18	LOT 167	7,099	0.16	LOT 207	7,025	0.16	LOT 247	6,562	0.15	LOT 287	17,180	0.39	LOT 327	6252.00	0.14	LOT 367	7,553	0.17	LOT 407	6,103	0.14	LOT 447	19,986	0.46	LOT 487	8,478	0.19
LOT 8	7,292	0.17	LOT 48	7,655	0.18	LOT 88	20,915	0.48	LOT 128	7,641	0.18	LOT 168	6,950	0.21	LOT 208	11,672	0.27	LOT 248	6,562	0.15	LOT 288	24,489	0.56	LOT 328	6252.00	0.14	LOT 368	9,669	0.22	LOT 408	5,883	0.14	LOT 448	19,709	0.45	LOT 488	8,049	0.18
LOT 9	7,341	0.17	LOT 49	6,543	0.15	LOT 89	35,478	0.81	LOT 129	7,575	0.17	LOT 169	10,687	0.25	LOT 209	5,119	0.12	LOT 249	6,562	0.15	LOT 289	16,765	0.38	LOT 329	6254.00	0.14	LOT 369	10,698	0.25	LOT 409	6,302	0.14	LOT 449	13,368	0.31	LOT 489	7,516	0.17
LOT 10	7,177	0.16	LOT 50	6,543	0.15	LOT 90	19,756	0.45	LOT 130	7,426	0.17	LOT 170	9,337	0.21	LOT 210	5,153	0.12	LOT 250	12,418	0.29	LOT 290	13,756	0.32	LOT 330	6500.00	0.15	LOT 370	7,846	0.18	LOT 410	8,197	0.19	LOT 450	12,194	0.28	LOT 490	9,414	0.22
LOT 11	6,467	0.15	LOT 51	6,543	0.15	LOT 91	32,483	0.75	LOT 131	7,210	0.17	LOT 171	8,670	0.20	LOT 211	5,264	0.12	LOT 251	12,422	0.29	LOT 291	12,121	0.28	LOT 331	10515.00	0.24	LOT 371	7,887	0.18	LOT 411	10,107	0.23	LOT 451	10,107	0.23	LOT 491	5,036	0.12
LOT 12	6,378	0.15	LOT 52	6,543	0.15	LOT 92	18,298	0.42	LOT 132	7,426	0.17	LOT 172	8,204	0.19	LOT 212	5,123	0.12	LOT 252	12,425	0.29	LOT 292	10,868	0.25	LOT 332	10161.00	0.23	LOT 372	7,887	0.18	LOT 412	15,154	0.35	LOT 452	12,068	0.28	LOT 492	5,004	0.11
LOT 13	6,900	0.16	LOT 53	6,567	0.15	LOT 93	30,411	0.70	LOT 133	9,726	0.22	LOT 173	7,979	0.18	LOT 213	5,366	0.12	LOT 253	12,429	0.29	LOT 293	10,868	0.25	LOT 333	10668.00	0.24	LOT 373	7,887	0.18	LOT 413	8,400	0.19	LOT 453	12,244	0.28	LOT 493	4,866	0.11
LOT 14	4,658	0.11	LOT 54	78,361	1.80	LOT 94	13,413	0.31	LOT 134	11,214	0.26	LOT 174	7,506	0.17	LOT 214	5,490	0.13	LOT 254	14,649	0.34	LOT 294	8,455	0.19	LOT 334	8426.00	0.19	LOT 374	7,887	0.18	LOT 414	7,207	0.17	LOT 454	8,811	0.20	LOT 494	7,038	0.16
LOT 15	4,658	0.11	LOT 55	35,108	0.81	LOT 95	28,443	0.65	LOT 135	13,744	0.32	LOT 175	6,971	0.16	LOT 215	5,192	0.12	LOT 255	14,520	0.33	LOT 295	8,321	0.19	LOT 335	7293.00	0.17	LOT 375	7,887	0.18	LOT 415	5,192	0.12	LOT 455	8,392	0.19	LOT 495	9,900	0.23
LOT 16	4,695	0.11	LOT 56	8,841	0.20	LOT 96	43,483	1.00	LOT 136	16,310	0.37	LOT 176	6,593	0.15	LOT 216	5,171	0.12	LOT 256	12,440	0.29	LOT 296	8,031	0.18	LOT 336	8412.00	0.19	LOT 376	7,887	0.18	LOT 416	5,076	0.12	LOT 456	8,458	0.19	LOT 496	6,239	0.14
LOT 17	4,695	0.11	LOT 57	7,100	0.16	LOT 97	29,498	0.68	LOT 137	10,393	0.24	LOT 177	8,897	0.20	LOT 217	5,175	0.12	LOT 257	12,444	0.29	LOT 297	9,766	0.22	LOT 337	8295.00	0.19	LOT 377	10,386	0.24	LOT 417	5,044	0.12	LOT 457	8,483	0.19	LOT 497	8,108	0.19
LOT 18	4,749	0.11	LOT 58	7,100	0.16	LOT 98	45,834	1.05	LOT 138	7,477	0.17	LOT 178	8,304	0.19	LOT 218	5,110	0.12	LOT 258	12,444	0.29	LOT 298	7,554	0.17	LOT 338	7333.00	0.17	LOT 378	11,672	0.27	LOT 418	5,074	0.12	LOT 458	8,705	0.20	LOT 498	7,362	0.17
LOT 19	4,754	0.11	LOT 59	7,100	0.16	LOT 99	53,064	1.22	LOT 139	5,904	0.14	LOT 179	9,140	0.21	LOT 219	5,109	0.12	LOT 259	12,451	0.29	LOT 299	8,548	0.20	LOT 339	7362.00	0.17	LOT 379	6,881	0.16	LOT 419	5,044	0.12	LOT 459	8,669	0.20	LOT 499	7,358	0.17
LOT 20	4,717	0.11	LOT 60	7,100	0.16	LOT 100	28,872	0.66	LOT 140	5,246	0.12	LOT 180	9,563	0.22	LOT 220	5,092	0.12	LOT 260	12,454	0.29	LOT 300	7,790	0.18	LOT 340	6743.00	0.15	LOT 380	6,881	0.16	LOT 420	5,040	0.12	LOT 460	8,632	0.20	LOT 500	6,868	0.16
LOT 21	4,872	0.11	LOT 61	7,100	0.16	LOT 101	37,390	0.86	LOT 141	4,802	0.11	LOT 181	10,688	0.25	LOT 221	7,205	0.17	LOT 261	12,458	0.29	LOT 301	8,161	0.19	LOT 341	8380.00	0.19	LOT 381	6,881	0.16	LOT 421	5,050	0.12	LOT 461	9,646	0.22	LOT 501	7,903	0.18
LOT 22	5,155	0.12	LOT 62	7,100	0.16	LOT 102	9,610	0.22	LOT 142	4,701	0.11	LOT 182	10,729	0.25	LOT 222	10,538	0.24	LOT 262	16,386	0.38	LOT 302	8,064	0.19	LOT 342	10909.00	0.25	LOT 382	6,881	0.16	LOT 422	11,260	0.26	LOT 462	11,260	0.26	LOT 502	8,812	0.20
LOT 23	4,947	0.11	LOT 63	7,030	0.16	LOT 103	9,160	0.21	LOT 143	8,258	0.19	LOT 183	11,152	0.26	LOT 223	12,344	0.28	LOT 263	6,077	0.14	LOT 303	9,458	0.22	LOT 343	7259.00	0.17	LOT 383	6,881	0.16	LOT 423	6,511	0.15	LOT 463	14,288	0.33	LOT 503	7,019	0.16
LOT 24	9,929	0.23	LOT 64	6,846	0.16	LOT 104	7,484	0.17	LOT 144	12,287	0.28	LOT 184	11,762	0.27	LOT 224	6,829	0.16	LOT 264	6,703	0.15	LOT 304	10,481	0.24	LOT 344	8133.00	0.19	LOT 384	6,881	0.16	LOT 424	5,059	0.12	LOT 464	6,684	0.15	LOT 504	6,791	0.16
LOT 25	6,335	0.15	LOT 65	6,846	0.16	LOT 105	11,582	0.27	LOT 145	6,603	0.15	LOT 185	6,918	0.16	LOT 225	8,049	0.18	LOT 265	6,465	0.15	LOT 305	11,916	0.27	LOT 345	8990.00	0.21	LOT 385	6,881	0.16	LOT 425	5,048	0.12	LOT 465	6,420	0.15	LOT 505	6,481	0.15
LOT 26	4,872	0.11	LOT 66	7,514	0.17	LOT 106	5,204	0.12	LOT 146	6,721	0.15	LOT 186	6,629	0.15	LOT 226	8,427	0.19	LOT 266	6,465	0.15	LOT 306	13,019	0.30	LOT 346	7355.00	0.17	LOT 386	11,974	0.27	LOT 426	5,068	0.12	LOT 466	8,824	0.20	LOT 506	6,425	0.15
LOT 27	4,872	0.11	LOT 67	7,656	0.18	LOT 107	5,143	0.12	LOT 147	6,596	0.15	LOT 187	6,795	0.16	LOT 227	6,251	0.14	LOT 267	6,465	0.15	LOT 307	13,881	0.32	LOT 347	7819.00	0.18	LOT 387	9,946	0.23	LOT 427	5,096	0.12	LOT 467	7,875	0.18	LOT 507	6,383	0.15
LOT 28	4,834	0.11	LOT 68	6,661	0.15	LOT 108	5,246	0.12	LOT 148	6,739	0.15	LOT 188	6,795	0.16	LOT 228	5,746	0.13	LOT 268	12,440	0.29	LOT 308	9,853	0.23	LOT 348	719.00	0.16	LOT 388	6,144	0.14	LOT 428	5,019	0.12	LOT 468	5,262	0.12	LOT 508	8,527	0.20
LOT 29	4,846	0.11	LOT 69	8,209	0.19	LOT 109	5,141	0.12	LOT 149	6,596	0.15	LOT 189	6,795	0.16	LOT 229	5,746	0.13	LOT 269	12,444	0.29	LOT 309	8,026	0.18	LOT 349	7099.00	0.16	LOT 389	6,131	0.14	LOT 429	5,078	0.12	LOT 469	9,530	0.22	LOT 509	13,699	0.31
LOT 30	4,860	0.11	LOT 70	8,640	0.20	LOT 110	4,861	0.11	LOT 150	6,739	0.15	LOT 190	6,795	0.16	LOT 230	5,746	0.13	LOT 270	12,451	0.29	LOT 310	7,707	0.18	LOT 350	7093.00	0.16	LOT 390	5,021	0.12	LOT 470	7,755	0.18	LOT 510	7,148	0.16			
LOT 31	4,869	0.11	LOT 71	27,406	0.63	LOT 111	4,993	0.11	LOT 151	6,596	0.15	LOT 191	8,60																									

LEGEND

- Single-Family Residential (Detached and Attached Units)
- Multi-Family: Townhome Style
- Multi-Family: Townhome Style / Mixed Use
- Multi-Family: Townhome Style / Mixed Use (Commercial Kitchens Allowed)
- Multi-Family: Condominium Style / Mixed Use
- Commercial (Showroom and Maintenance Building)
- Public and Quasi-Public Parks and Recreation
- Conditional Use Location
- Utility (Lift Station)
- Accessory Structure

CONDITIONAL USES

- 1 Allow structures for Pickleball / Tennis Courts (Quasi-Public) to be located on the same lot as and within 50 feet of a residential use building.
- 2 Allow Non-Permanent Food Vendors ("food trucks") on multi-family condominium / mixed use lots in designated areas.
- 3 Allow structures for Community Centers and Childcare Centers to be located on the same lot as and within 50 feet of a residential use building.
- 4 Allow structures for Parks and Playgrounds to be located on the same lot as and within 50 feet of a residential use building.
- 5 Allow structures and equipment for Swimming Pools (Quasi-Public) to be located on the same lot as and within 50 feet of a residential use building.



To: Goshen City Plan Commission/Goshen Common Council
From: Rhonda L. Yoder, Planning & Zoning Administrator
Subject: 24-02MA, PUD Major Change & PUD Preliminary Site Plan
Cherry Creek PUD
Date: October 15, 2024

ANALYSIS

Cherry Creek, LLC, Waterford Commons Business Park, LLC, City of Goshen, and Abonmarche Consultants request a PUD major change and PUD preliminary site plan approval for changes to Cherry Creek PUD, a mixed use residential/commercial development, zoned Residential R-3PUD (Planned Unit Development). The Cherry Creek PUD is ±235 acres, including adjacent right of way and parcels intended for right of way, generally located west of Dierdorff Road, north of Waterford Mills Parkway, east of Regent Street, and south of Waterford Mills Parkway on both sides of Regent Street. The Cherry Creek PUD major change/PUD preliminary site plan proposes:

- New mixed use townhome style buildings in place of some mixed use condo style buildings, with shared access across multiple lots;
- Conditional Uses of pickleball/tennis courts, community centers, child care centers, parks/playgrounds, and swimming pools located on the same lot as a residential use without screening and with no minimum setback for buildings/structures adjacent to residential use/zoning;
- Non-permanent food vendors (food trucks) allowed in mixed use areas with no Conditional Use permit, only during Cherry Creek approved events, with electrical hookups provided and no generators;
- Bollard style light fixtures added along walkways, trails and in common spaces;
- Entrance signs updated and a new interior freestanding sign added;
- Typical landscaping exhibits added to PUD (no change to standards); and
- Active transportation network updated.

The Cherry Creek PUD was established in December 2023 by Ordinance 5173 (copy of text enclosed). The current request is to amend the original PUD and adopt a new PUD preliminary site plan. The Cherry Creek PUD is a mixed use residential/commercial development with ±180 acres (excluding City of Goshen land and existing right of way), with the current update proposing:

- ±88 acres – single unit residential lots (detached and attached units)
- ±38 acres – mixed use buildings with residential units & commercial space
- ±0.8 acres – maintenance lot
- ±0.3 acres – lift station lot
- ±21 acres – common spaces, including recreation areas and drainage areas
- ±32 acres – right of way (to be dedicated)

When a PUD is developed, it contains specific use and developmental requirements that are in addition to, or in place of, the underlying zoning district requirements. A PUD is always tied to a site plan, with a PUD preliminary site plan adopted when a PUD is established or modified, and a detailed PUD final site plan reviewed as development occurs. Changes to a PUD are defined by the Zoning Ordinance, and may be minor or major. Major changes include those that change use, character or intensity of the development, and those that increase traffic or utility issues, reduce parking, or encroach into required setbacks. Changing stated conditions of a PUD are also typically major changes. PUD major changes and PUD preliminary site plans require review as a public hearing at Plan Commission, with final approval by Council. As a PUD develops, the original PUD conditions remain in place unless specifically changed. A PUD is intended to provide unified development, streamline the review process, and provide flexibility based on specific site conditions.

Items enclosed for reference include *Development Project Overview* (pages 3-12); Exhibit E, typical landscaping; Exhibit G, Active Transportation Network; and Exhibit K, preliminary PUD drawings, Sheets 1-3.

Townhome Lots Shared Access

The current amendment proposes a new, three-story townhome style building with four attached structures and a possible total of 12 units, with each unit on a single story. Some townhomes would be residential only and some are proposed with commercial on the first floor and residential on the second and third floors. Townhomes are proposed in place of six condo buildings in the southwest section of the main development. The townhome use is permitted by the existing Cherry Creek PUD, but the townhome lots propose shared access across multiple lots, which requires approval.

Conditional Uses & Food Trucks

In addition to the uses permitted and prohibited by Ordinance 5173, the current amendment proposes to allow Conditional Uses (CU) of pickleball/tennis courts, community centers, child care centers, parks/playgrounds, and swimming pools located on the same lot as a residential use without screening and with no minimum setback for buildings/structures adjacent to residential use/zoning. CU are uses which are allowed if additional requirements are met, and are reviewed administratively if all requirements are met. This is a reasonable request based on the mixing of commercial and residential uses.

The current amendment also proposes to allow non-permanent food vendors (food trucks) in mixed use areas with no Conditional Use permit, only during Cherry Creek approved events, with electrical hookups provided and no generators. This approval would allow food trucks only at approved events and not general vending. Licensed food vendors would receive a written invitation from Cherry Creek for an event.

Lighting

The current amendment proposes an additional lighting type, with bollard style light fixtures added along walkways, trails and in common spaces.

Signs

The current amendment proposes updates to the entrance signs and a new interior freestanding sign on the plaza near the two condo buildings in the main development, as detailed on pages 8-10 of the *Development Project Overview* document. Signs as proposed are consistent with the existing Cherry Creek PUD.

Landscaping

The current amendment includes typical landscaping in Exhibit E with no change to standards. The typical landscape exhibits will be incorporated into the PUD amendment to provide guidance on general placement. Detailed landscape plans will be required as part of any PUD final site plan. The partial landscaping options approved as part of Ordinance 5173 remain in place.

Sidewalks & Trails

Based on the modified PUD preliminary site plan, an updated Active Transportation Network layout has been provided, Exhibit G, and will replace the exhibit in Ordinance 5173.

PUD Preliminary Site Plan (Exhibit K)

The updated PUD preliminary site plan for Cherry Creek PUD is shown in Exhibit K, and is consistent with the approved Cherry Creek PUD, except as modified by the current major change. PUD preliminary site plan approval is a conceptual site plan approval, and PUD final site plan review, including landscaping and lighting plans, is required as the development progresses. PUD final site plan applications are submitted as part of the City's administrative site plan review, Technical Review, and may be reviewed by Staff on behalf of the Plan Commission. Subdivision review is a separate process.

RECOMMENDATIONS

Staff recommends the Plan Commission forward a favorable recommendation to Goshen Common Council for the PUD major change and PUD preliminary site plan, based upon the following:

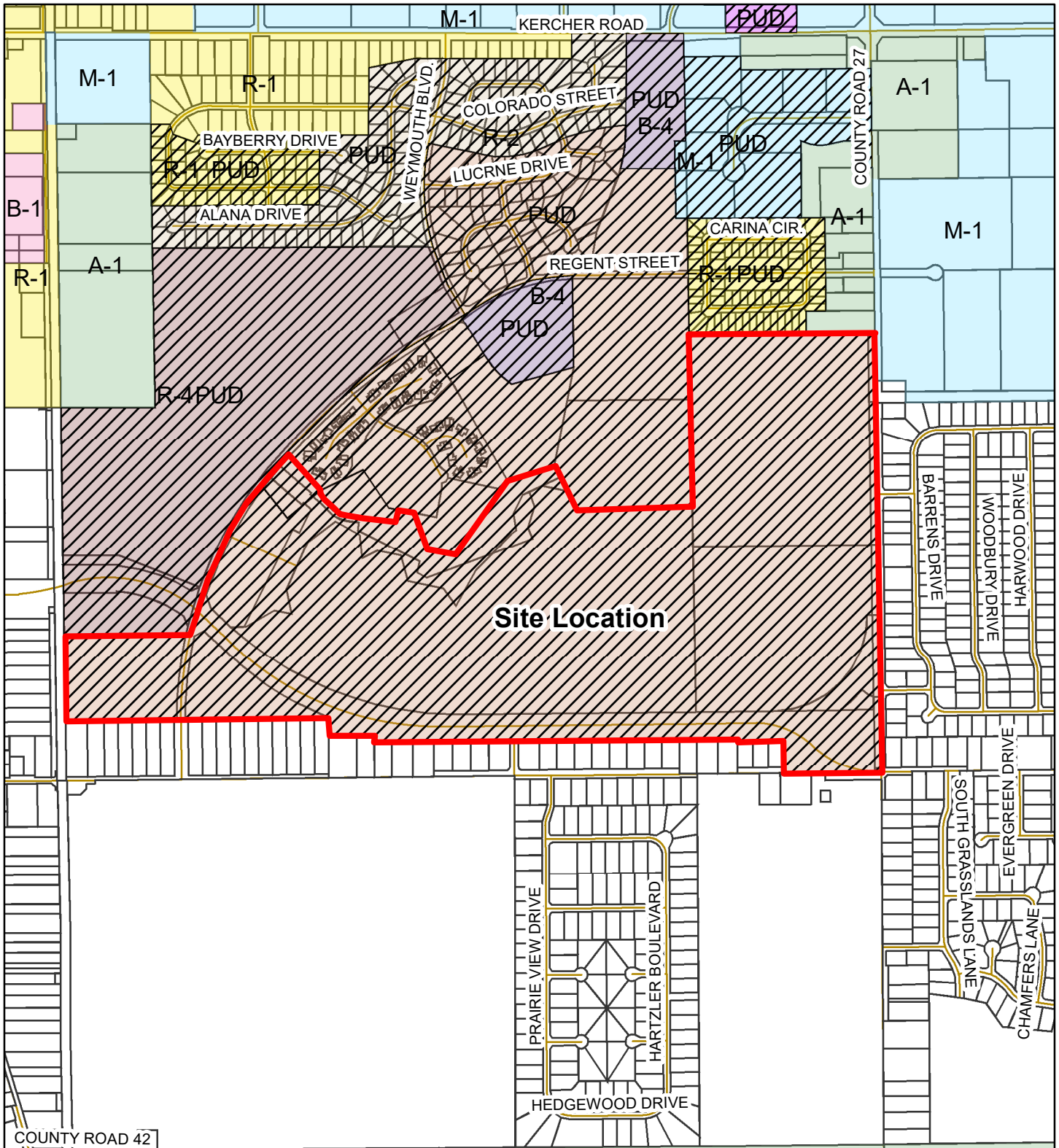
1. The proposed major change and preliminary site plan are consistent with the approved Cherry Creek PUD.

The recommendation includes the following PUD standards for the major change ordinance:

1. The PUD major change approves the following:
 - Shared access across multiple lots for townhome style buildings;
 - Conditional Uses of pickleball/tennis courts, community centers, child care centers, parks/playgrounds, and swimming pools located on the same lot as a residential use without screening and with no minimum setback for buildings/structures adjacent to residential use/zoning;
 - Non-permanent food vendors (food trucks) allowed in mixed use areas with no Conditional Use permit, only during Cherry Creek approved events, with electrical hookups provided and no generators;
 - Bollard style light fixtures added along walkways, trails and in common spaces;
 - Entrance signs updated and a new interior freestanding sign added;
 - Typical landscaping per Exhibit E (no change to existing Cherry Creek standards); and
 - Active Transportation Network updated per Exhibit G.
2. Except as modified by specific PUD conditions, the approved PUD preliminary site plan is *Cherry Creek, Planned Unit Development, Sheets 1-3*, dated 09-18-24, by Abonmarche Consultants, Inc., and for reference the preliminary land use map, dated 9/18/2024.

Review process conditions include:

1. The overall primary subdivision, and the secondary subdivision for each phase, shall be reviewed and approved before development occurs, excluding earth work with an approved permit.
2. A PUD final site plan application, including landscaping and lighting plans, shall be submitted with each subdivision phase, for review by Staff on behalf of Plan Commission. Each PUD final site plan shall be approved prior to a zoning clearance form/building permit being issued.
3. Site plan approval by Goshen Engineering is required for site drainage, post construction, site utilities and right-of-way access, as applicable, before a zoning clearance/building permit is issued.
4. The Goshen Fire Department shall approve the plan for fire protection (including hydrant placement and access) as part of PUD final site plan approval.



The City of Goshen's Digital Data is the property of the City of Goshen and Elkhart County, Indiana. All graphic data supplied by the city and county has been derived from public records that are constantly undergoing change and is not warranted for content or accuracy. The city and county do not guarantee the positional or thematic accuracy of the data. The cartographic digital files are not a legal representation of any of the features depicted, and the city and county disclaim any assumption of the legal status they represent. Any implied warranties, including warranties of merchantability or fitness for a particular purpose, shall be expressly excluded. The data represents an actual reproduction of data contained in the city's or county's computer files. This data may be incomplete or inaccurate, and is subject to modifications and changes. City of Goshen and Elkhart County cannot be held liable for errors or omissions in the data. The recipient's use and reliance upon such data is at the recipient's risk. By using this data, the recipient agrees to protect, hold harmless and indemnify the City of Goshen and Elkhart County and its employees and officers. This indemnity covers reasonable attorney fees and all court costs associated with the defense of the city and county arising out of this disclaimer.



1 inch = 1,000 feet

Cherry Creek Planned Unit Development (PUD)

Zoning Map: R-3PUD
 Printed September 30, 2024


The City of Goshen
 Department of
 Planning & Zoning
 204 East Jefferson Street, Goshen, Indiana 46528
 Phone: 574-534-3600 Fax: 574-533-8626

A SET REBAR WITH CAP STAMPED BRADS-KO 0041; THENCE NORTH 51 DEGREES 06 MINUTES 21 SECONDS EAST, A DISTANCE OF 30.92 FEET TO THE AFOREMENTIONED POINT OF BEGINNING, CONTAINING 2.663 ACRES, MORE OR LESS.

The Cherry Creek PUD includes the following specific PUD standards:

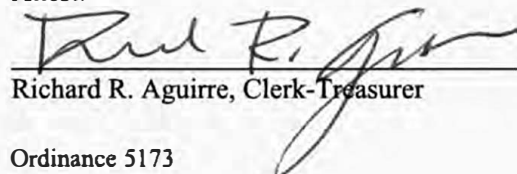
1. Except as modified by specific PUD conditions, the approved PUD preliminary site plan is *Cherry Creek Planned Unit Development, Sheets 1-12*, dated 10-30-2023, by Abonmarche Consultants, Inc., incorporated as Exhibit C.
2. Cherry Creek PUD is a mixed use, residential and commercial development, and permitted and conditional uses will follow the R-3 District and the B-2 District, with the following exceptions:
 - Restaurants with drive-through permitted;
 - Landscaping companies (non-retail) permitted;
 - Bus terminals prohibited;
 - Gas stations prohibited;
 - Land reclamation projects prohibited.
3. Maximum residential unit density will be calculated using the overall Cherry Creek area, including common areas but excluding public right of way.
4. Sidewalks and trails will be installed generally per Exhibit B, Active Transportation Network, with final locations determined during subdivision review. In phase two, the trail along the north property line, adjacent to Villas at Waterford Commons Second, should be relocated south of the berm/landscaping.
5. Minimum parking requirements will be calculated as follows:
 - One vehicle space per 400 square feet of commercial gross floor area;
 - Two bicycle spaces per 10,000 square feet of commercial gross floor area;
 - Stacking spaces for drive through uses per the Zoning Ordinance;
 - No minimum parking for common area uses;
 - Residential parking per the Zoning Ordinance; and
 - On street parking spaces included in total space count for provided parking.
6. Partial landscaping will be implemented with two options, option one following the Zoning Ordinance formula and option two an undulating berm with one evergreen tree for every 25' of applicable lot line, with grouped planting.
7. Maximum building length up to 400' is permitted for mixed use buildings.
8. Signs will generally follow the PUD sign plan in Exhibits A and A-1. Signs for phase two mixed-use buildings will follow signs as proposed for the phase one mixed use buildings. Changes to the sign plan shall be reviewed by the Plan Commission as a minor change.
9. For mixed use buildings, lighting shall be directed down and away from adjacent residential properties, and shall minimize illumination, glare or reflection onto adjacent residential properties, with a lighting plan required as part of the PUD final site plan submittal.
10. Lot size, lot width, building height, building coverage and setbacks are not subject to specific standards, but provided lot size, lot width, setbacks and building coverage must ensure adequate space to meet all developmental requirements, such as landscaping and parking, and to maintain access for all services (fire protection, utilities, mail delivery, trash collection, for example).

PASSED by the Common Council of the City of Goshen on Dec 4, 2023.



Presiding Officer

Attest:



Richard R. Aguirre, Clerk-Treasurer

DEVELOPMENT PROJECT OVERVIEW

UPDATE/REWRITE: List of Amenities

Amenities planned at this time include pickleball courts, dog park, neighborhood swimming pool, community center, park and recreations spaces, a pavilion and large open space, wide walking and biking path connected to the city trail to get downtown, numerous ponds with fountains, fitness center, childcare, retail, bank, and restaurants.

UPDATE: LAND USE SUMMARY

Acreage by Land Use	
Single-Family Residential Lots	88 Acres +/- (43%)
Multi-Family Mixed Use Lots	38 Acres +/- (18%)
Commercial (Showroom and Maintenance Lot)	0.8 Acre +/- (0.4%)
Utility / Lift Station	0.3 Acre +/- (0.2%)
Common Spaces (Cherry Creek)	21 Acres +/- (10%)
Owned by City of Goshen	24 Acres +/- (12%)
Right of Way	33 Acres +/- (16%)
Total	204 Acres +/- (100%)

UPDATE/NEW:

Residential Units by Building Type	
Single-Family	487 Units
Single-Family Detached	255 Units
Single-Family Attached	232 Units
Multi-Family	731 units
Townhome Style	96 Units
Townhome Style / Mixed Use	184 Units
Condominium Style / Mixed Use	451 Units
Total Residential Units	1,218 Units
Residential Density (Calculated using the overall Cherry Creek area, including Common Spaces, but excluding public right-of-way.)	8 Units per Acre

UPDATE/NEW: A mix of commercial uses are anticipated to be located on the first floors of the Townhome Style and Condominium Style mixed-use buildings.

Commercial Space	
Townhome Style / Mixed Use	81,903 Square Feet
Condominium Style / Mixed Use	76,771 Square Feet
Total	158,674 Square Feet

NEW: CONDITIONAL USES

Cherry Creek will allow structures for the following proposed conditional uses to be located on the same lot as and within 50 feet of a residential use building.

- Pickleball / Tennis Courts (Quasi-Public)
- Community Centers and Childcare Centers
- Parks and Playgrounds (including Dog Park)
- Swimming Pools (Quasi-Public)

The development will also allow Non-Permanent Food Vendors (“food trucks”) on multi-family condominium / mixed use lots. Food trucks will be allowed only in designated areas of the parking lots next to the condominium / mixed use buildings on Lots 1 and 2 and only during Cherry Creek-approved events. The maximum number of food trucks during any one event is 10. Electrical hook-ups will be provided, eliminating the need for individual generators.

See map on the following page for proposed land use and conditional use locations.

Cherry Creek PUD - Land Use and Conditional Use Map

LEGEND

- Single-Family Residential (Detached and Attached Units)
- Multi-Family: Townhome Style
- Multi-Family: Townhome Style / Mixed Use
- Multi-Family: Townhome Style / Mixed Use (Commercial Kitchens Allowed)
- Multi-Family: Condominium Style / Mixed Use
- Commercial (Showroom and Maintenance Building)
- Public and Quasi-Public Parks and Recreation
- Conditional Use Location
- Utility (Lift Station)
- Accessory Structure

CONDITIONAL USES

- 1 Allow structures for Pickleball / Tennis Courts (Quasi-Public) to be located on the same lot as and within 50 feet of a residential use building.
- 2 Allow Non-Permanent Food Vendors ("food trucks") on multi-family condominium / mixed use lots in designated areas.
- 3 Allow structures for Community Centers and Childcare Centers to be located on the same lot as and within 50 feet of a residential use building.
- 4 Allow structures for Parks and Playgrounds to be located on the same lot as and within 50 feet of a residential use building.
- 5 Allow structures and equipment for Swimming Pools (Quasi-Public) to be located on the same lot as and within 50 feet of a residential use building.



EASEMENTS

UPDATE/REWRITE:

- Stormwater drainage easements granted by the City of Goshen for benefit to Cherry Creek LLC to construct and maintain retention ponds and basins on City owned property for the proposed project as outlined in the approved development agreement.
- Stormwater drainage easements within proposed Lots and Common Spaces containing retention in Cherry Creek PUD granted by Cherry Creek LLC for benefit to the City of Goshen to maintain storm sewer discharge pipes.
- Access and maintenance easements granted by the City of Goshen for benefit to Cherry Creek LLC on City owned property included in the Cherry Creek PUD as outlined in the approved development agreement.
- Access, drainage, landscape, and maintenance easements established across individual lots within the Cherry Creek subdivision plat for Cherry Creek LLC to construct and maintain stormwater management systems, landscaping and mounding, and to perform general maintenance.
- Access easements granted by Cherry Creek LLC for benefit to the City of Goshen and public for non-dedicated trails in Cherry Creek.
- Utility easements adjacent to public right-of-way where specified on the subdivision plat.

NEW:

- Sanitary sewer easement from Cherry Creek LLC to City of Goshen.
- Access easement from Cherry Creek LLC to City of Goshen to access lift station on lot 94.
- Access and utility easement across Lots 54 and 55 for shared drive.
- Blanket Easement for Shared Access, Parking, Drainage, Sanitary Sewer, and Water Service for lots 1&2, 78-93, 95-98, and 99&100.
- Blanket Access Easement for public use of parking, driving aisles, and public and quasi-public parks and recreation areas identified on the PUD Land Use and Conditional Use Map.

UPDATE: PROJECT PHASING

Proposed Mix Phase 1:	
Single-Family Detached	Up to 110 Units, including single-family residence
Single-Family Attached	Up to 110 Units
Multi-Family, Townhome Style	Up to 100 Units
Multi-Family, Townhome Style / Mixed Use	Up to 190 Units and 82,000 square feet commercial space
Multi-Family, Condominium Style / Mixed Use	Up to 170 Units (in 2 buildings) and 77,000 square feet commercial space
Showroom and Maintenance Lot	1 Showroom (1,280 square feet) with attached Maintenance Barn (4,000 square feet)

Proposed Mix Phase 2:	
Single-Family Detached	Up to 160 Units
Single-Family Attached	Up to 135 Units
Multi-Family, Condominium Style / Mixed Use	Up to 290 Units (in 2 buildings) and 50,000 square feet commercial space

UPDATE/REWRITE: ALLOWABLE USES ON COMMON SPACES AND MIXED USE LOTS

Amenities planned at this time include pickleball courts, dog park, neighborhood swimming pool, community center, park and recreations spaces, a pavilion and large open space, wide walking and biking path connected to the city trail to get downtown, numerous ponds with fountains, fitness center, childcare, retail, bank, and restaurants.

UPDATE: PARKING SUMMARY

Proposed Number of Parking Spaces	Includes ADA Spaces
SF Garages	974
MF Garages (Townhome Style)	248
MF Garages (Condominium Style)	178
Mixed Use Lots	1,179
On-Street	111
Showroom and Maintenance Lot	10
Total	2,700

UPDATE: Car parking required based on Cherry Creek standards is 2,634.

NEW: Cherry Creek will provide parking spaces for golf carts, located strategically near amenities, services, and retail. The standard size of these spaces will be 8 feet by 10 feet.

NEW: Parking spaces will be provided for horse and buggy use. All horse and buggy parking spaces will meet City of Goshen standards, and the design details will be provided with the construction plans and maintenance will be address in the PSSMP.

LIGHTING

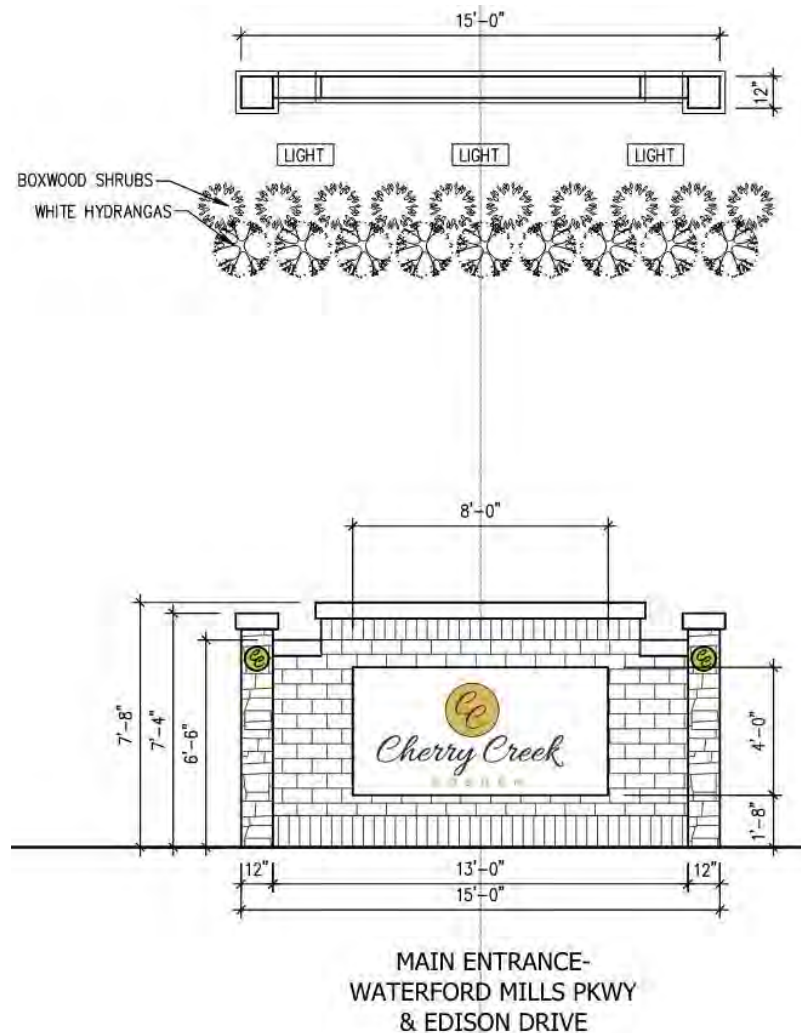
PRIVATE LIGHTING

NEW: Bollard-style light fixtures designed for pedestrians will be allowed along walkways and trails in the Common Spaces of Cherry Creek.

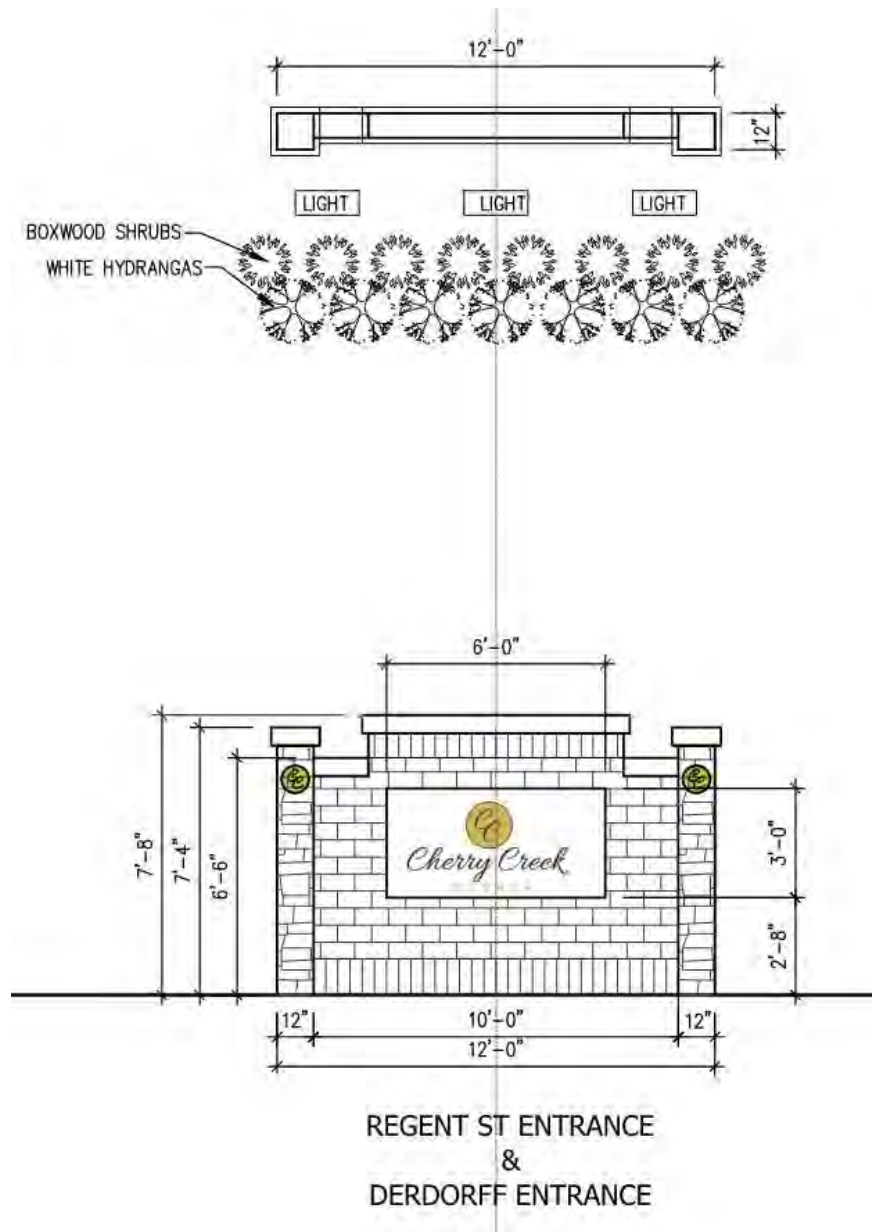
Outdoor centralized mailbox units may be illuminated by light fixtures located under the shelter roof such that light does not impact adjacent residential uses. One freestanding light will also be allowed adjacent to the mailbox structure to provide additional illumination.

SIGNAGE

UPDATE: Prototype for Main Entrance Sign (F-1)



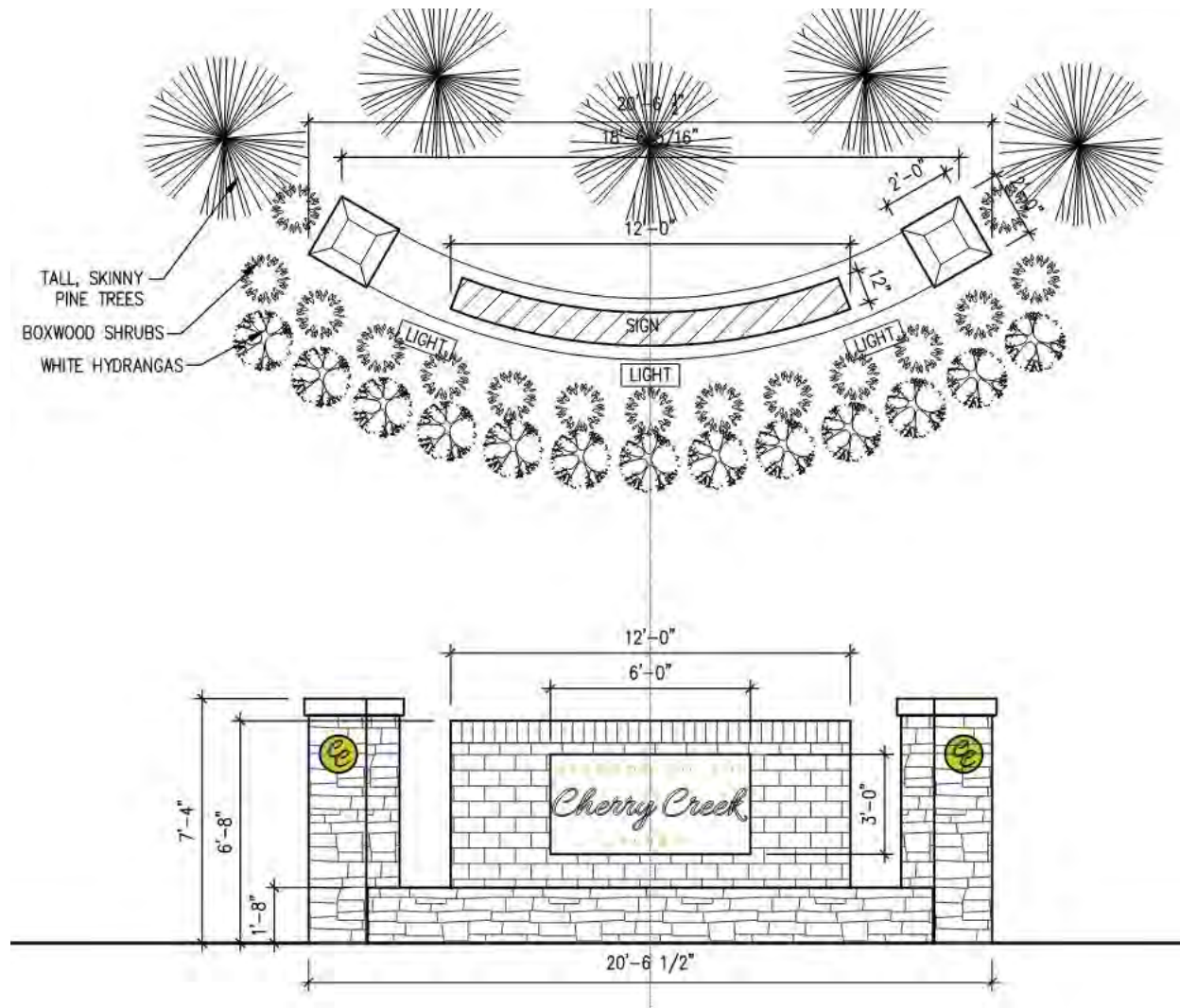
UPDATE: Prototype for Secondary Entrance Signs (F-2)



NEW: F-5 MONUMENT-STYLE, FREESTANDING SIGN – CHERRY CREEK PLAZA

One monument-style, freestanding sign will be installed within a landscaped plaza by the two main condominium buildings, facing Cherry Creek Lane. The sign face is proposed to be 3 feet high and 6 feet wide, up to 18 square feet. The sign will follow City of Goshen requirements for landscaping around a freestanding sign and will have exterior illumination from spotlights that will be focused directly on the sign face. Proposed location for this sign is shown on the Site Plan (Exhibit K).

Prototype for Cherry Creek Plaza Sign (F-5)



LANDSCAPE

UPDATE/REWRITE: STREETSIDE TREE CALCULATIONS

Using the standard of 1 canopy tree per 40 feet of street frontage less and excepting the width of access drives, up to a maximum of 24 feet in width, it was calculated that 1,026 trees were needed for this project (including street trees on Waterford Mills Parkway and Dierdorff Road). As described in the single-family sections above, we have requested 1 canopy tree per unit to meet the streetside requirement. This request is based on the determination that due to the proximity of driveways, potential conflicts with underground utilities, and limited planting space, it may not be practical or beneficial for the health of the tree to plant a tree every 40 feet in the tree lawn in these sections of the development. If the requested planting ratio creates an overall deficit of trees for the project, we propose to plant the required additional trees in landscaped areas throughout the development or as additional streetside trees in the right-of-way. This solution will ensure that the total number of trees in the project meets the city standard but in a manner that reduces potential conflicts.

The 1 canopy tree per 40 feet of street frontage less and excepting the width of access drives, up to a maximum of 24 feet in width has not changed from the original submission.

SINGLE-FAMILY RESIDENTIAL DEVELOPMENT STANDARDS

UPDATE/REWRITE: MAIL DELIVERY

Mail to single-family residences will be delivered to a central mailbox unit. The proposed unit for Phase 1 single-family residences is approximately 4 feet deep, 10 feet wide, and 6 feet tall. The unit is proposed to be enclosed within a 3-sided structure with a roof. The proposed location of the mailbox unit is to the east of the pickleball courts on Lot 1. This location was selected for ease and safety of access by both vehicular and pedestrian traffic. The location and construction specifications will need to be approved by the US Postal Service before secondary plat approval.

MIXED-USE AND MULTI-FAMILY DEVELOPMENT STANDARDS

NEW: TYPICAL CONSTRUCTION SPECIFICATIONS

Cherry Creek will offer multi-family residential uses in three building types:

- Townhome Style will be 3-story buildings with residential units on all 3 stories. Each unit will be on a single story. The first-story units will be 1-bedroom units. All other units will be 3-bedroom units.
- Townhome Style / Mixed Use will be 3-story buildings with residential units on the top 2 stories and commercial space on the first story. Each unit will be on a single story. All residential units will be 3-bedroom units.
- Condominium Style / Mixed Use will be 4-story buildings with commercial uses on the first story and a mix of 1-, 2-, and 3-bedroom units on the top 3 stories.

The ownership structure of the multi-family residential units has not been finalized but will likely be a mix of both owner-occupied and renter-occupied units.

PARKING

NEW: Some multi-family residential buildings will include partial parking allotment in an interior parking garage. Each Townhome Style building (either with or without mixed use) will include 2 parking spaces on the first floor, one for each unit on the second and third story. Condominiums on Lots 1 and 2 will have up to 100 parking spaces each on the first floor of the building reserved for tenants.

UPDATE/REWRITE: MAIL DELIVERY

Mail will be delivered to a common mail area inside each mixed use or multi-family building.

MAINTENANCE LOT DEVELOPMENT STANDARDS

UPDATE/REWRITE: MAIL DELIVERY

Mail to the Showroom Office and Maintenance Building will be delivered to a central mailbox unit, shared with single-family residences.

NEW: ACCESS EASEMENT

Access to the lot will be maintained via a shared access easement with the adjacent single-family residential lot.

**GOSHEN COMMON COUNCIL
RESOLUTION 2024-19**

**Interlocal Memorandum of Understanding for
2024 Edward Byrne Memorial Justice Assistance Grant Formula Program Award**

WHEREAS in accordance with the Edward Byrne Memorial Justice Assistance Grant (JAG) Program, the County of Elkhart, City of Elkhart and City of Goshen have submitted a joint application for fiscal year 2024 JAG funding to be used for permissible criminal justice purposes;

WHEREAS pursuant to Indiana Code § 36-1-7 et seq., a power that may be exercised by one governmental entity may be exercised by one entity on behalf of another entity if the entities enter into a written agreement; and

WHEREAS the attached Interlocal Memorandum of Understanding between the three participating units of local government identifies the County of Elkhart as the fiscal agent for the JAG funding, and sets forth the amount of funding to be distributed to each unit.

NOW, THEREFORE, BE IT RESOLVED that the Goshen Common Council approves the terms and conditions of the Interlocal Memorandum of Understanding for 2024 Edward Byrne Memorial Justice Assistance Grant Formula Program Award between County of Elkhart, City of Elkhart, and City of Goshen attached to and made a part of this resolution.

PASSED by the Goshen Common Council on _____, 2024.

Presiding Officer

ATTEST:

Clerk-Treasurer

PRESENTED to the Mayor of the City of Goshen on _____, 2024, at _____
a.m./p.m.

Clerk-Treasurer

APPROVED and ADOPTED on _____, 2024.

Mayor

OJP/USDOJ OPPORTUNITY NUMBER O-BJA-2024-172239

THE STATE OF INDIANA

KNOW ALL BY THESE PRESENT

COUNTY OF ELKHART

INTERLOCAL MEMORANDUM OF UNDERSTANDING (MOU) FOR
2024 EDWARD BYRNE MEMORIAL JUSTICE ASSISTANCE GRANT (JAG) FORMULA
PROGRAM AWARD

This Interlocal Memorandum of Understanding (MOU) is made and entered into effective this 6th day of September, 2024 by and between the County of Elkhart, Indiana acting by and through its governing body the Board of Commissioners of the County of Elkhart, Indiana for and on behalf of the Elkhart County Sheriff's Office, hereinafter referred to as "COUNTY;" the City of Elkhart, Indiana acting by and through its Mayor for and on behalf of the Elkhart Police Department, hereinafter referred to as "ELKHART;" and the City of Goshen, Indiana acting by and through Board of Public Works and Safety with the approval of the Goshen Common Council on behalf of the Goshen Police Department, hereinafter referred to as "GOSHEN;"

WITNESSETH:

WHEREAS each governing body, in performing governmental functions or in paying for the performance of governmental functions hereunder, shall do so in a manner in compliance with applicable law from current funds legally available to that party;

WHEREAS COUNTY, ELKHART, and GOSHEN believe it to be in the best interests of the community to reallocate the JAG funds as provided herein;

WHEREAS each governing body finds that the terms, provisions, and performance of this MOU with respect to the 2024 Byrne Justice Assistance Grant (JAG) Program Award is in the best interests of the parties, that the undertaking will benefit the public, and that the allocation of funds fairly compensates the performing parties for the services or functions contemplated herein;

NOW, THEREFORE, in consideration of the premises and the terms and provisions contained herein, COUNTY, ELKHART, and GOSHEN agree as follows:

Section 1 The COUNTY agrees to be the fiscal agent for the joint funds and submit a joint application for the aggregate funds allocated.

Section 2 The COUNTY assumes the responsibility for the administration of the funds including distribution of the funds, monitoring the award, submitting reports including performance measurements and program assessment data, and providing ongoing assistance to ELKHART and GOSHEN.

Section 3 The JAG funds must be used to supplement existing funds for program activities and cannot replace, or supplant, nonfederal funds that have been appropriated for the same purpose. JAG funds cannot be used, directly or indirectly, for security enhancements or equipment to non-governmental entities not engaged in criminal justice or public safety.

OJP/USDOJ OPPORTUNITY NUMBER O-BJA-2024-172239

Section 4 The COUNTY will establish a non-interest-bearing trust fund in which to deposit the JAG funds and will be responsible for assuring that all award monies are expended within the 4-year grant period.

Section 5 All parties agree that ELKHART and GOSHEN shall each utilize their full individual allocation amounts – eighteen thousand seven hundred twenty-eight dollars (\$18,728) each of the aggregate JAG funds allocated herein for officer and community safety in activities of prevention and crime control. ELKHART and GOSHEN shall each timely submit one or more appropriately completed and executed claim forms to COUNTY for processing of a distribution or distributions of the aggregate JAG funds allocated herein for them.

Section 7 All parties agree that the COUNTY shall utilize their full individual allocation amount of – eighteen thousand seven hundred twenty-eight dollars (\$18,728) of the aggregate JAG funds allocated herein for officer and community safety in activities of prevention and crime control.

Section 8 ELKHART and GOSHEN agree to provide timely and appropriate data to assist the COUNTY in monitoring the award and submitting reports.

Section 9 ELKHART and GOSHEN agree to maintain open communications with the COUNTY in regard to the expenditure of JAG funds.

Section 10 ELKHART and GOSHEN agree that any program adjustments must be approved by the Bureau of Justice Assistance Program compliance personnel through the COUNTY and that they will provide the COUNTY a minimum of thirty (30) days notice of program changes allowing the COUNTY to obtain approval of the program adjustment.

Section 11 Each party to this MOU will be responsible for its own actions in providing services or in receiving funding herein and shall not be responsible for any civil liability that may arise from the furnishing of the services or the receipt of funding by the other parties.

Section 12 By entering into this MOU, the parties do not intend to create any obligations, express or implied, other than those set out herein. Further this MOU shall not create any rights in any party not a signatory hereto.

Section 13 All parties understand that all activities related to the JAG Program are bound by and compliance must be made with Title II – Improving the Department of Justices Grant Programs; Subtitle A - Assisting Law Enforcement and Criminal Justice Agencies Sec. 500 - 508 and the Justice Assistance Grant Application submitted to the Bureau of Justice Assistance, in addition to requirements that may be later added. COUNTY, ELKHART, and GOSHEN each respectfully agree to defend, indemnify, and hold harmless the other parties hereto from any claims, demands, damages, liabilities, fines and penalties arising from each party's own respective violation of or failure to comply with these legal requirements.

Section 14 This MOU shall be binding upon the parties hereto and their respective successors. This MOU may be executed in multiple counterparts and separate signature pages with the multiple counterparts and separate signature pages constituting but one single, complete, and entire document.

OJP/USDOJ OPPORTUNITY NUMBER O-BJA-2024-172239

COUNTY:

BOARD OF COMMISSIONERS OF THE
COUNTY OF ELKHART, INDIANA

By _____
Bradley Rogers, President

Attest: _____

Title: _____

Date: _____

ELKHART:

ELKHART CITY

By: _____
Title: Rod Roberson, Mayor of Elkhart

Attest: _____

Title: _____

Date: _____

GOSHEN:

BOARD OF PUBLIC WORKS

By: _____
Title: Gina Leichty, Mayor of Goshen

Attest: _____

Title: _____

Date: _____

ORDINANCE 5204

**Amend 2024 Compensation Ordinance 5166 for Civil City and Utilities Employees
to Add Positions Eligible to Receive
the Tool/Work Shoe/Inclement Weather Gear Allowance**

WHEREAS Ordinance 5166 approves the 2024 minimum and maximum compensation, including wages and benefits, for Civil City and Utilities employees.

WHEREAS City Administration wishes to add certain positions to the list of positions eligible to receive the \$350 tool/work show/inclement weather gear allowance in 2024.

NOW, THEREFORE, BE IT ORDAINED that the Goshen Common Council amends Ordinance 5166, 2024 Compensation Ordinance for Civil City and Utilities Employees, Section 16, Tool/Work Shoe/Inclement Weather Gear Allowance, paragraph (B) by adding the following positions:

- (15) Environmental Resilience Department - Environmental Resilience Director
- (16) Environmental Resilience Department - Urban Forester

PASSED by the Goshen Common Council on _____, 2024.

Gina M. Leichty, Presiding Officer

ATTEST:

Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor of the City of Goshen on _____, 2024, at the hour of _____:_____.m.

Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on _____, 2024.

Gina M. Leichty, Mayor

ORDINANCE 5197

2025 Compensation for Elected Officials

BE IT ORDAINED, pursuant to Indiana Code § 36-4-7-2, the Goshen Common Council fixes the 2025 compensation, including wages and benefits, for Goshen elected officials as follows:

SECTION 1 Salaries

Exhibit A, 2025 Elected Officials Salaries, sets forth the bi-weekly salary to be paid to each Goshen elected official.

SECTION 2 Additional Compensation

- (A) Negotiation Team. A Common Council Member who serves on a collective bargaining agreement negotiation team shall receive a stipend in the amount of Five Hundred Dollars (\$500). A Common Council Member serving in such capacity shall receive the stipend only in years where a collective bargaining agreement is actively negotiated with one of the unions. If negotiations are with either the Fire union or Police union, the additional compensation shall be paid one hundred percent (100%) from the general fund of the Civil City. If the negotiations are with the Teamsters union, the additional compensation shall be paid sixty percent (60%) from the general fund of the Civil City and forty percent (40%) from the funds of the Water and Sewer Utilities. This stipend shall not be considered as part of the compensation for a Common Council Member when considering increases or decreases in a Common Council Member's compensation under Indiana Code § 36-7-4-2.
- (B) Longevity Increase in Pay. Commencing at the beginning of the Mayor's fifth (5th) year in office as Mayor, the Mayor shall receive a longevity increase in pay in the amount of Zero Dollars (\$0) during each year the Mayor serves as Mayor. The longevity increase in pay shall be included in the Mayor's regular bi-weekly paycheck, and shall be paid sixty percent (60%) from the general fund of the Civil City and forty percent (40%) from the funds of the Water and Sewer Utilities. This longevity increase in pay shall not be considered as part of the compensation of the Mayor when considering increases or decreases in the Mayor's compensation under Indiana Code § 36-4-7-2.

SECTION 3 Public Employee's Retirement Fund

- (A) The Mayor, Clerk-Treasurer and Judge are eligible to participate in the Public Employee's Retirement Fund (PERF). The Common Council Members are not eligible to participate in the PERF.
- (B) The city shall pay both the employer's and employees' contributions to the PERF for the participating elected official. The contributions to the PERF shall be paid from the fund(s) at the same percentage(s) as the salary is paid for each respective elected official.

SECTION 4 Health Insurance

- (A) A full-time employee that is expected to average thirty (30) or more hours of compensation per week is eligible for coverage under the city's group health insurance plan and is required to enroll in the plan. For the purposes of this section, the Mayor and Clerk-Treasurer are employees eligible for coverage under the city's group health insurance plan. The Judge and Common Council Members are not employees eligible for coverage under the city's group health insurance plan.
- (B) The city shall pay eighty percent (80%) (Four Hundred Twenty-five and 92/100 Dollars (\$425.92)) and the employee shall pay twenty percent (20%) (One Hundred Six and 48/100 Dollars (\$106.48)) toward the cost of the weekly health insurance premium, except the employee's share of cost of the health insurance premium will not exceed the annual Affordable Care Act affordability percentage of the employee's annual household income. The health insurance premiums paid by city shall be paid from the fund(s) at the same percentage(s) as the salary is paid for each respective elected official.

SECTION 5 Cell Phone Stipend and Technology Stipend

- (A) The city will pay the Mayor, Clerk-Treasurer and Judge a cell phone stipend as reimbursement if the elected official elects to use the elected official's personal cell phone to carry out city business in lieu of the city providing the elected official with a city-owned cell phone. The cell phone stipend will be provided in accordance with the city Cell Phone Policy. The amount of the stipend will not exceed the sum of Twenty-five Dollars (\$25) per month if the elected official has voice only services, or the stipend will not exceed the sum of Fifty Dollars (\$50) per month if the elected official has voice and data communication services.
- (B) The city will pay a Common Council Member an annual technology stipend of Five Hundred Dollars (\$500) as reimbursement for any expenses incurred for personal technology equipment or services that are used to carry out city business, including cell phone, computer or tablet, and internet or cellular services used with personal technology equipment. The Common Council Member shall submit an expense claim to the Clerk-Treasurer in order to be reimbursed.
- (C) The cell phone or technology stipend shall be paid from the fund(s) at the same percentage(s) as the salary is paid for each respective elected official. The cell phone stipend and technology stipend shall not be considered as part of the compensation of the elected official when considering increases or decreases in the elected official's compensation under Indiana Code § 36-4-7-2. The cell phone stipend and technology stipend are only available to reimburse the elected official for eligible expenses for carrying out city business.

[Continued Next Page]

EXHIBIT A

2025 Elected Officials Salaries

Mayor\$4,205 Bi-weekly
The salary shall be paid sixty percent (60%) from the general fund of the Civil City and forty percent (40%) from the funds of the Water and Sewer Utilities.

Clerk-Treasurer\$3,205 Bi-weekly
The salary shall be paid seventy percent (70%) from the general fund of the Civil City and thirty percent (30%) from the funds of the Water and Sewer Utilities.

Judge\$2,303 Bi-weekly
The salary shall be paid one hundred percent (100%) from the general fund of the Civil City.

Common Council Member\$670 Bi-weekly
The salary shall be paid sixty percent (60%) from the general fund of the Civil City and forty percent (40%) from the funds of the Water and Sewer Utilities.

PASSED by the Goshen Common Council on _____, 2024.

Presiding Officer

ATTEST:

Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor on _____, 2024, at the hour of ____:____
____.m.

Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on _____, 2024.

Gina M. Leichty, Mayor



GINA M. LEICHTY

Mayor of **Goshen, Indiana**

City Hall • 202 South Fifth Street, Suite 1 • Goshen, IN 46528-3714

mayor@goshencity.com • goshenindiana.org

(574) 533-9322

MEMO: Wage Ordinance Modifications

To: Goshen City Council and Goshen City Colleagues
From: Mayor Gina Leichy
Re: Wage Ordinance Modifications to Ordinance 5198
Date: October 23, 2024

Thank you

First and foremost, thank you to my city colleagues for your dedication throughout the last four years in completing and implementing the Baker Tilly wage study. I appreciate your tenacity and support in completing this project and beginning its implementation despite the many complications along the way.

Summary of Changes to the 2025 Wage Ordinance

In July 2024, Baker Tilly provided the final wage evaluation maintenance tool to the City's Human Resources and Legal Departments. (The SAFE Evaluation guide, which guides the evaluation of each role within the City, is attached to this document.)

While preparing the 2025 budget, the Mayor, along with the Legal and HR teams, identified several inaccuracies in the initial Baker Tilly summary for grade assignments that required correction. It's important to note that some of this data originated from years past when the study began.

The Mayor and the Legal and HR teams reviewed all positions and grades to ensure the new grading system was implemented as accurately and equitably as possible. After carefully reviewing each position, the Mayor confirmed that each employee's current wage exceeded the minimum wage recommended by the new grading system. The updated grading system and wage table for Civil City and Utilities employees was then presented to the Council on October 7, where the Council approved the Wage Ordinance, incorporating the new position grading and wage table, on its first reading.

Following the initial reading, several Department Directors contacted the Mayor's office to request modifications to the new grade assignments. These requests highlighted that some positions had either (a) increased responsibilities requiring a reevaluation of their grade or (b) the proposed grade that did not align with current market rates.

It is important to note that the initial Baker Tilly Study included a Market Study, and some positions

were placed in higher grades to account for market conditions. When reevaluating positions for consistency using Baker Tilly's SAFE evaluation tool, the revaluation did not take into account the market adjustments. Therefore, some of the proposed amendments to this ordinance reflect the reinstatement of the recommended grading due to market adjustments.

These adjustments will not increase the 2025 budget.

Below is a list of the adjustments to the Civil City and Utilities Wage Ordinance that have been updated since the first reading. The legal Department will also have a separate email with additional proposed amendments.

Adjustments

- Aviation: Add Administrative Assistant, Grade 9
- Central Garage: Assistant Fleet Maintenance Manager, change to Grade 14.
- Clerk-Treasurer: Administrative Assistant, change the split from 60/40 to 80/20.
- Clerk-Treasurer: Change the title of Payroll Specialist to Payroll Assistant.
- Court: Second Deputy, change to Grade 10.
- Engineering: Public Works Director, remove the 20/80 split. The position will be paid entirely from one budget or fund.
- Engineering: Add Public Works Director & City Civil Engineer, Grade 27. (See Legal's memo for an explanation.)
- Engineering: Utilities Engineer, City Civil Engineer, and Administrative Engineer, change all to Grade 23.
- Engineering: GIS Coordinator, change to Grade 17.
- Engineering: Stormwater Coordinator, change to Grade 15.
- Engineering: Add Executive Assistant, Grade 11.
- Legal: Human Resources Manager, change to Grade 20.
- Mayor: Deputy Mayor, change to Grade 26.
- Mayor: Change the title of Administrative Assistant and Receptionist to Executive Assistant.
- Mayor: Add Budget and Purchasing Manager, Non-Covered, Eligible (Salary), Grade 17. Delete the Purchasing Agent from the Buildings and Grounds Department.
- Redevelopment: Delete the Community Development Director position.
- Redevelopment: Redevelopment Director, change to Grade 22.
- Streets: Street Commissioner, change to Grade 22.
- Utilities Billing: Change the title of Utilities Office Manager to Utilities Office Administrator and change to Grade 19.
- Utilities Billing: Delete the Administrative Assistant position.
- Utilities Billing: Add these three positions: Accounts Payable Clerk, Accounts Receivable Clerk, and Billing Clerk, all Grade 10.

Additional Adjustments

Segmenting Administrative Assistant Roles

Baker Tilly initially recommended merging all Administrative Assistant (Office Assistant) positions into one broad category with a single grade and title, assuming that one grade would sufficiently encompass the wage ranges for this combined role. However, this approach has caused significant issues across various departments because the responsibilities, supervision, and duties vary widely. A single grade does not offer enough flexibility to account for the diverse range of responsibilities.

To resolve this issue and provide the necessary differentiation, the general category of Administrative Assistant has been reclassified into distinct roles in certain departments or offices, each reflecting tasks, training, experience, and levels of responsibility.

- Administrative Assistant: Grade 9
- Accounts Receivable Clerk: Grade 10
- Accounts Payable Clerk: Grade 10
- Billing Clerk: Grade 10
- Payroll Assistant: Grade 10
- Executive Assistant: Grade 11

Position Modification

Budget and Purchasing Manager: The Mayor is revising her initial request to add a Purchasing Agent in the new Buildings and Grounds department. To enhance cost-effectiveness, she will take direct responsibility for this financial role, adding to this purchasing responsibility the additional tasks of assisting with budget development and management within the Mayor's office.

Add positions to the Gear Allowance.

In Section 16, **Tool/Work Shoe/Inclement Weather Gear Allowance**, the following positions involve extensive outdoor work and should be eligible for this benefit.

- Engineering - Engineering Inspector
- Engineering - Stormwater Specialist
- Environmental Resilience - Urban Forester
- Environmental Resilience Director
- Environmental Resilience. - Urban Forester Assistant

Going Forward

The Baker Tilly SAFE evaluation tool is a valuable resource for consistently assessing each position and ensuring fairness. To maintain timely and accurate evaluations of city positions and avoid further amendments after the initial reading, the Mayor, HR, and Legal teams will collaborate with department heads each spring to review all positions using Baker Tilly's SAFE evaluation tool. This process ensures that each position's grade in every department is reviewed at least once a year.

We have taken the initial step toward implementation, but there is always room for improvement, and we will continue to refine our practices as we move forward.

I am especially grateful to the Legal and Human Resources teams, who have given considerable time and effort to this process.

Respectfully,

Gina



Class Evaluation System Manual

Master Copy and Guide Charts
January 2022



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This document contains confidential material that is proprietary to Baker Tilly US, LLP, and other related entities (collectively referred to herein as Baker Tilly). The materials, ideas, and concepts contained herein are to be used exclusively to evaluate the capabilities of Baker Tilly. The confidential information and ideas herein may not be disclosed to anyone outside parties and may not be used for purposes other than the evaluation of Baker Tilly's capabilities.



1. Background

Public employers recognize that employees are an organization's most valuable asset and that organizations accomplish their mission largely through the efforts of employees. Employee-related costs represent a significant investment, considering that nearly 75 percent of an organization's budget goes towards compensation and benefits. In light of this organizational investment, treating employees fairly and equitably is important to the well-being of every organization.

Classification and compensation plans provide organizations with a systematic approach for determining employee compensation. A classification plan defines the internal relationship among positions. This relationship is developed based on an evaluation of each position within an organization. For each position within an organization a job description is developed which includes the essential duties of a position or class of positions, the required education, experience, training, licensure and certification requirements and the level of knowledge, skills and abilities required to perform the essential duties of a position. Positions are then evaluated based on this information to determine the relationships of positions within an organization. A compensation plan establishes the amount that the organization is willing to pay for a position; it is developed based on market wage and benefit information, job evaluation and the organization's pay philosophy.

The Systematic Analysis and Factor Evaluation[®] (SAFE) System developed by Baker Tilly gives organizations a proven approach to establishing job points based on an assessment of how the position rates among a series of job factors. The assessment is made based on a review of information about each position. This assessment generally includes the job or class description and a Position Analysis Questionnaire completed by the employee and the employee's supervisor. Ongoing use of the SAFE system assists organizations in maintaining their classification and compensation plans by ensuring a consistent and equitable method of evaluating jobs and relating jobs to compensation.

The SAFE system generates numerical values for each position based on defined values associated with six (6) skill levels comprised of sixteen (16) work characteristics and nine (9) job factors. Evaluators are trained in how to apply SAFE skill levels and job factors to ensure objectivity in the use of the system.

2. System Philosophy and Concept

A job evaluation system is a systematic method of assessing the responsibilities and requirements of positions or classes of positions and the application of value judgments in a standardized and structured way to ensure the consistency and equity of the results. In the SAFE job evaluation system, trained evaluators make value judgments by determining the general work characteristic of a position or class of positions and then applying the work characteristic to a series of job factors to develop a numerical value for each position. The point total represents the value assigned to a position based on the requirements of the position.

3. Applying the System

The first step in applying the SAFE job evaluation system is to develop job or class descriptions for all positions within an organization. Positions may be grouped together into job classes on the basis of their similarity of essential duties, responsibilities, and job requirements. For example, an organization may have several job descriptions for administrative assistants that vary in specific tasks but have a similar general definition of work. In this example, the organization has an administrative assistant job class in which specific tasks assigned to each position may vary while the general work characteristics are the same. For many organizations, a job position is the same as a job class.

The job or class descriptions developed should include a general definition of the work performed, the essential duties of a position, education, training, licenses, or certifications required of the position, the required knowledge, skills, and abilities, supervisory relationships, along with the physical requirements and working conditions of a position.

After the job or class specifications are completed, the process of job evaluation begins. Job information is evaluated to determine the degree to which each job factor is present in the position being evaluated. Evaluators must have a thorough understanding of the standard definitions associated with each SAFE job factor and receive training to establish shared judgments and uniform guidelines for interpreting the SAFE system. Training promotes the consistent application of SAFE definitions, which is essential to ensuring the system's integrity.

To begin the evaluation process the evaluator must first determine the general work characteristic of the position and then determine the skill level of that work characteristic. The position is then evaluated utilizing the nine job factors. The position's point total is then calculated and the total point value is utilized to assign the position to the appropriate salary grade in the organization's compensation plan.

When evaluating or re-evaluating a position or class of positions it is important to consider how the position relates to other positions within the organization including those that the position reports to or supervises. It is always helpful to make cross-comparisons of positions of the values assigned for each job factor. This assists the evaluator in ensuring a consistent application of the SAFE job evaluation system.

4. Characteristics of Work by Skill Level

Characteristics of work can be defined as that general character of the scope of the work performed by a position or class of positions that serves to distinguish it from other positions and serves to designate the position in an organizations classification system.

Listed and defined below are sixteen work characteristics grouped by skill level that, when used in conjunction with the nine job factors, determines the value of the position or class of positions as it relates to all other positions within the organization. As the first step of job evaluation the work characteristic and skill level for the position must be determined.

Skill Level I

Manual – work requiring the use of basic physical skills in performing uncomplicated tasks.

Skill Level II

Administrative Support – work requiring the use of basic language, mathematical and social skills in the orderly reproduction, processing, recording and maintenance of informational and financial documents requiring word processing, data entry and/or typing skills.

Human Support – work requiring the use of basic social and physical skills in aiding in the care, comfort, and well-being of human beings.

Semiskilled – work requiring the use of specialized physical skills, tools, and light equipment in performing routine to complicated tasks.

Skill Level III

Skilled Administrative Support – work requiring the use of highly developed language, mathematical, social, and specialized skills in the orderly production, processing, recording and maintenance of informational and financial documents and requiring word-processing, data entry and spreadsheet skills.

Skilled Human Support – work requiring the use of specialized social and physical skills in aiding in the care, comfort, and well-being of human beings.

Skilled Trades – work requiring the use of specialized physical skills and heavy and specialized equipment in performing complicated tasks.

Technical – work requiring the use and application of basic technical procedures and techniques in performing and responding to routine tasks, situations, or problems. Work may also require specialized physical skills.

Skill Level IV

Administrative – work requiring the application of specialized procedural knowledge and communication skills in the planning, organizing, coordinating, supervising, managing, and or directing programs, department or division activities, procedures, and practices.

Advanced Human Support – work requiring the use of highly developed and specialized social and physical skills in aiding in the care, comfort, and well-being of human beings.

Protective Services – work requiring the use of basic and specialized social and physical skills and the application of specialized knowledge in the protection of life and property from criminal, negligent or natural acts in accordance with federal, state, and local laws, regulations and procedures.

Skilled Technical – work requiring the use and skilled application of detailed technical procedures and techniques to recurring situations or problems. Work may also require specialized physical skills.

Skill Level V

Advanced Protective Services – work requiring the use of highly developed and specialized social and physical skills and the application of specialized knowledge in the protection of life and property from criminal, negligent or natural acts in accordance with federal, state and local laws, regulations and procedures.

Advanced Technical – work requiring the use and application of highly developed and detailed technical procedures and techniques to a variety of situations or problems. Work may also require specialized physical skills.

Professional – work in providing highly developed planning or implementation of professional activities requiring the application of advanced knowledge and communication skills, research, data analysis, client assistance and/or other activities.

Skill Level VI

Executive – work requiring the application of advanced knowledge, communication skills, personal integrity, creativity, judgment, evaluation, or related input to the solution of complex problems or situations.

5. Job Factors

Listed and defined below are the nine job factors that, when used in conjunction with the skill level of the work characteristic, determine the value of the positions as it relates to all of the positions in the organization. The sum of the numerical values for each factor determines the total point value for each position.

Factors	Point Brackets
I. Training and Ability	10 - 160
II. Experience	0 - 125
III. Level of Work	10 - 140
IV. Human Relations Skills	0 - 80
V. Physical Demands	0 - 50
VI. Working conditions and Hazards	0 - 70
VII. Independence of Action	0 - 120
VIII. Impact on End Results	0 - 140
IX. Supervision Exercised	0 - 140

It should be noted that some factors have degrees at “0” point value, indicating that the factor may not be present at all in some positions. Other factors are presumed to be present at least to some extent, in all positions.

Training and Ability

This factor evaluates the job requirements in terms of training and ability which an employee should have acquired to do the job satisfactorily, whether acquired in school or by independent study.

Point Value

- | | |
|----------------------|---|
| 10 | Less than High School Diploma/GED -Can read sentences with common vocabulary; can copy information from one record to another accurately; can add, subtract, multiply and divide whole numbers. (Equivalent - less than high school graduation.) |
| 20 | High School/GED -Can read and prepare a variety of written or non-technical reports; communicates effectively with others; can make a variety of mathematical calculations, such as fractions, decimals and percentages, or can operate machines, tools or equipment requiring extended instruction and some formal on-the-job training; comprehends moderately complex technical instructions and graphic material. (Equivalent to high school/vocational school graduation.) |
| 40 | Associates/Technical -Fundamental study of a specialized field such as sociology, accounting, sub-professional engineering, recreation, business studies; or high school diploma or GED and completion of specialized training, and/or attainment of required licenses and certifications; able to research and compose related original material; able to apply basic theoretical principles in the solution of practical problems; or the knowledge and ability to operate highly specialized machinery, tools or equipment requiring extended theoretical study and training. (Equivalent to completion of technical school/junior college graduate.) |
| 80 | Bachelor's -Thorough study of a social, technical or artistic field of study (i.e., business, social work, art, engineering, nursing, social work, journalism, accounting, etc.); or Vocational/Associates Degree, and completion of specialized training, and/or attainment of required licenses and certifications; must be able to define problems, collect data, establish and interpret facts and draw valid conclusions; manipulates data with complex mathematical or other systems related to the field of work. (Equivalent - Bachelor's degree.) |
| 1.5 times Bachelor's | Master's -Advanced study of the principles, philosophies, methods, procedures, management, and administration of a complex field of study. Able to develop theories and approaches to solve highly complex or technical problems. (Equivalent - graduate degree.) |
| 2.0 times Bachelor's | PhD -Comprehensive study of a specialized and complex field of study requiring extensive independent research and creative work; ability to write and edit complex theoretical and informational material; ability to define and resolve complex and intricate problems and to develop corresponding theory. (Equivalent - postgraduate degree.) |

Experience

This factor evaluates the time usually required for a person with the requisite educational background to develop the necessary skills and abilities to do a specific job under normal supervision. Only that experience acquired through related work qualifies for consideration.

Minimal Experience-Experience sufficient to enable an employee to acquire some familiarity with the methods and procedures found in common work situations of the occupational field. Usually less than one year of related experience.

Moderate Experience-Experience sufficient to enable an employee to acquire moderate familiarity with the methods and procedures found in common work situations of the occupational field. Usually one to three years of related experience.

Considerable Experience-Experience sufficient in an occupational field to enable an employee to perform work as assigned with little direct supervision; work calls for a proficient comprehension of standard work situations. Usually three to five years of related experience.

Extensive Experience-Broad experience in both commonplace and unusual work situations and problems of the occupational field; sufficient to enable an employee to plan and administer major work programs. Usually six years or more of related experience.

Experience Level	Skill Level					
	I	II	III	IV	V	VI
None	0	0	0	0	0	0
Minimal	5	10	15	20	30	40
Moderate	10	20	30	40	50	60
Considerable	15	25	35	50	65	85
Extensive	-	35	45	65	95	125

Level of Work

This factor, when applied to the characteristic of work/skill level, determines a uniform foundation upon which the balance of the factor evaluation process builds. It also serves to refine and evaluate the position or rank of the specific position to all positions in the organization.

Basic-Typically entry level of the type of work performed requiring the incumbent to handle a restricted scope of fundamental assignments or problems.

Intermediate-Intermediate level of the type of work performed requiring the incumbent to handle a variety of assignments or problems independently.

Difficult-Advanced and often supervisor level of this type of work requiring the incumbent to handle all assignments or problems except those requiring unit or departmental policy or procedural change.

Complex-Highest level of mastery of this type of work and is an expert and often a managerial position. It requires the incumbent to handle or direct the handling of all assignments or problems including the establishment of policy and procedures, in the field of work.

Experience Level	Skill Level					
	I	II	III	IV	V	VI
Basic	10	15	20	35	45	60
Intermediate	15	20	30	45	60	80
Difficult	-	30	40	60	80	100
Complex	-	40	55	80	110	140

Human Relations Skills

This factor evaluates the responsibility for working with or through other people to achieve the desired results. The rating should be based on the extent, frequency and purpose of the contacts and the importance of the resulting actions.

Point Value

- | | |
|----|--|
| 0 | Limited -Little or no contact required except with immediate associates and direct supervisor. |
| 10 | General -Requires regular contact within the department and periodic contacts with other departments, outside agencies and the general public, supplying or seeking information on non-specialized matters. |
| 15 | Reactive -Requires regular contact within the department and periodic contacts with other departments, outside agencies and the general public, supplying or seeking information on specialized matters. |
| 30 | Proactive -Requires outside and inside contacts to carry out organization programs and to explain specialized matters or occasional contacts with officials at higher levels on matters requiring cooperation, explanation and persuasion or work requiring continuing personal contact with the public involving the enforcement of laws, ordinances, policies and procedures. |
| 50 | Influential -Requires regular contacts with persons of importance and influence involving considerable tact, discretion, and persuasion in obtaining desired actions and/or the handling of difficult interpersonal relationships. |
| 80 | Managerial -Requires continuing contacts involving difficult negotiations calling for well-developed sense of timing and strategy and detailed explanation and interpretation of policies, rules and regulations and/or the handling of very difficult interpersonal relationships. |

Physical Demands

This factor measures the job requirements which induce physical fatigue through exertion and strain.

Point Value

- | | |
|----|--|
| 0 | Sedentary -Requires little or no physical effort or exertion. |
| 10 | Light -Requires light physical effort working almost exclusively with lightweight materials (up to 25 pounds) or short periods in difficult work positions. |
| 20 | Medium -Requires moderate physical effort working regularly with lightweight materials and occasionally with heavy weight materials (over 60 pounds) or occasional requirements for continuing periods in difficult work positions. |
| 40 | Heavy -Requires considerable physical effort working continuously with average and frequently with heavy weight or frequent requirements for long periods in difficult work positions. |
| 50 | Substantial -Requires heavy physical effort continually working with heavy weight materials for the entire work period. |

Working Conditions and Hazards

This factor measures the surroundings and environmental or physical conditions under which the job must be done and/or the hazards present on the job, even though all reasonable safety precautions have been taken, the frequency and duration of undesirable conditions or hazards encountered are also taken into consideration. The mental effort and/or stress of the position are included under this factor.

Point Value

- 0 **Excellent**-Working conditions with absence of disagreeable conditions and little or no accident or health hazards (or) limited mental effort and/or stress.
- 5 **Good**-Working conditions, may be slightly dirty or involve occasional exposure to some disagreeable elements (dust, heat, fumes, cold, noise, vibration or wetness) and accidents are improbable other than minor injuries such as abrasions, cuts or bruises; health hazards negligible (or) some mental effort and stress involved resulting in inconvenience and frustration.
- 15 **Somewhat Disagreeable**-Working conditions due to exposure to one or more of the elements listed above; may be exposed to one element regularly or several elements occasionally, but usually not at the same time; work involves frequent exposure to hazards where lost-time accidents are definitely possible, such as injuries to a hand or foot, etc.; some exposure to health hazards, although probably not incapacitating (or) considerable mental effort and stress involved which could result in tension or anxiety.
- 25 **Disagreeable**-Working conditions where several of the above elements are occasionally present to the extent of being objectionable or regular exposure to work situations which could result in incapacitating accidents or health hazards that could result in serious injury or, on occasion, loss of life (or) serious mental stress involved which could, over a period of time, result in a temporary mental disorder, severe mental anguish, and/or physical illness.
- 45 **Hazardous**-Working conditions where one or more of the above elements are regularly present and objectionable, or continuing exposure to work situations which could result in incapacitating accidents or periodic exposure of work situations involving hazards that could result in total disability, critical illness or loss of life, despite the provision and/or implementation of available safety measures (or) severe mental stress involved that could result in a serious mental disorder, psychosis, mental instability and/or impair physical health.
- 70 **Very Hazardous**-Constant exposure to work situations involving hazards which could result in total disability, critical illness, or loss of life despite the provision and/or implementation of available safety measures.

Independence of Actions

This factor evaluates the extent to which the job requires or allows the employee to work independently.

Prescribed-Work subject to direct and detailed instruction with close supervision.

Standardized-Work subject to general instructions, established routines and/or standardized practices and procedures with supervision of progress and results.

Directed-Work subject to general policy direction, practices and procedures covered by precedents and general supervisory review.

Broad-Work, by nature and scope, is subject to functional policies and goals under general managerial direction.

Strategic-Work, by reason and scope, complexity, and effect on overall organizational results, is subject only to broad policy and general management guidance.

Experience Level	Skill Level					
	I	II	III	IV	V	VI
Prescribed	0	0	10	20	30	40
Standardized	5	10	20	30	40	50
Directed	15	20	30	40	60	80
Broad	-	-	40	60	80	100
Strategic	-	-	-	80	100	120

Impact of End Results

This factor evaluates the extent to which the job directly influences and affects actions impacting the end results.

Incidental-Supportive, informational, recording, or other service to assist others to meaningful and correct end results. (Minor consequences)

Advisory-Work efforts and actions assisting and supporting others or individually providing data or facilitating services for use by others. (Moderate consequences)

Operational-Daily actions or services affect individual clients/citizens; activity has meaningful impact on specific cases within service area. (Moderate consequences)

Contributory-Participating with others (within and/or outside organizational unit) in program development, service delivery and supervision of subordinate staff. (Serious consequences)

Primary-Major individual impact on and accountability for end results affecting organizational unit or total organization. (Serious consequences)

Experience Level	Skill Level					
	I	II	III	IV	V	VI
Incidental	0	5	15	20	30	40
Advisory	0	15	20	30	40	50
Operational	5	20	30	40	60	80
Contributory	-	-	40	60	80	100
Primary	-	-	-	80	120	140

Supervision Exercised

This factor evaluates the employee's responsibility for exercising supervision over other employees. The determination of the point rating for supervisory responsibility is based on the organizational level, the size and the work characteristics of the group over which the supervision is exercised, and the level of supervisory responsibility of the position.

Number of Staff	Point Value
0	0
1-5	5
6-10	15
11 - 19	30
20 - 49	40
50 - 99	50
100 - 199	60
200 - or more	70

Occasional or Limited Supervision-Above value x 0.5

Continuous and/or Full Supervision-Above value

Division Head or Assistant Department Head-Above value x 1.5

Department Head-Above value x 2.0

Supervision of Volunteers-Utilize occasional or limited supervision value multiplied by percentage of time involved in supervision of volunteers.

Appendix I: Evaluation Sheet

Position or Class Title: _____

Skill Level: _____

Factor	Value
I. Training and Ability	
II. Experience	
III. Level of Work	
IV. Human Relations Skills	
V. Physical Demands	
VI. Working Conditions and Hazards	
VII. Independence of Action	
VIII. Impact on End Results	
IX. Supervision Exercised	
Point Total	

Appendix II: Comparison Chart

Comparison Chart Systematic Analysis & Factor Evaluation																	
Group	T I T L E																
Series																	
Skill Level																	
Evaluation Factors		pts	pts	pts	pts	pts	pts	pts	pts	pts	pts	pts	pts	pts	pts	pts	pts
I. Training and Ability																	
II. Experience																	
III. Level of Work																	
IV. Human Relations Skills																	
V. Physical Demands																	
VI. Working Conditions																	
VII. Independence of Action																	
VIII. Impact on End Results																	
IX. Supervision Exercised																	
Total Evaluation Points																	
Range Equivalent																	
Recommended Range																	



CITY OF GOSHEN LEGAL DEPARTMENT

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October 28, 2024

To: Goshen Common Council Members
Mayor Gina Leichty
Clerk-Treasurer Richard Aguirre

From: Shannon Marks, Legal Compliance Administrator

Subject: Proposed Amendments to Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees

At the October 7, 2024 meeting, the Common Council passed on first reading Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees. In addition to the amendments proposed by Mayor Leichty, it is recommended that the following proposed amendments be made to Ordinance 5198. The copy of Ordinance 5198 attached to this memo shows the proposed changes based the adoption of all proposed amendments.

- (1) There are some employees that are currently paid at the maximum wage for their position's grade under the 2024 compensation ordinance. With the regrading of the positions, some employees would not receive the entire 3.5% wage increase in wages in 2025. The following amendment to **SECTION 2, Positions, Classifications, Grades and Wages**, will provide an exception to the requirement that each employee will be paid not more than the maximum wage for the position's assigned grade.

SECTION 2, Positions, Classifications, Grades and Wages, paragraph (B), subparagraph (2) shall be amended to read as follows:

- (2) Except as provided in (2)(i) below, each employee will be paid not less than the minimum wage and not more than the maximum wage for the position's assigned grade. A new employee will receive not less than the minimum wage for the position's assigned grade, but may receive more than the minimum wage depending on the employee's qualifications and/or market conditions. Under the guidance and review of the Human Resources Manager, subject to the final approval of the Mayor, a department head may establish the level of pay for an employee in position within their department or office that is not covered by a collective bargaining agreement, which pay shall be within the minimum and the maximum wage range as set forth in Exhibit B for the position's assigned grade. The department head shall take into consideration an employee's qualifications, an employee's job performance, the position's duties and responsibilities, market conditions, and/or department budget.

- (i) An employee in a position as of December 31, 2024, will receive a 3.5% wage increase in 2025 even if a 3.5% wage increase would result in wages that would exceed the maximum wage for the employee's same or equivalent position and assigned grade found in grading and wage plan set forth in Exhibits A and B that takes effect in 2025.
- (2) The following amendment to **SECTION 10, Increment Pay**, will cap the annual increment pay bonus at \$2,000 for all Civil City and Utilities employees, and will make the language consistent with the language of the 2024 compensation ordinance.

SECTION 10, Increment Pay, paragraph (D) shall be amended to read as follows:

- (D) Each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year shall receive an annual increment pay bonus of One Hundred Dollars (\$100) per calendar year of continuous service, up to a maximum of Two Thousand Dollars (\$2,000) per year.
- (3) The following amendment to **Section 16, Tool/Work Shoe/Increment Weather Gear Allowance**, will authorize the reimbursement of up to \$350 per year for the purchase of tools, work shoes, and/or increment weather gear to be used by the employees in their employment for the positions listed. Mayor Leichty proposed adding five (5) positions to the list. After further discussion, it is recommended that the amendment include the following (7) positions.

Section 16, Tool/Work Shoe/Increment Weather Gear Allowance, paragraph (B) shall be amended to add the following additional positions:

- (15) Environmental Resilience Department – Environmental Resilience Director
 - (16) Environmental Resilience Department – Urban Forester
 - (17) Environmental Resilience Department – Urban Forester Assistant
 - (18) Engineering Department – Engineering Inspector
 - (19) Engineering Department – Stormwater Coordinator
 - (20) Engineering Department – Stormwater Inspector
 - (21) Engineering Department – Stormwater Specialist
- (4) In addition to the recommended adjustments in Mayor Liechty's memo, following are additional amendments necessary to **Exhibit A, 2025 Positions, Classifications and Grades**:
 - Building Department: Building Commissioner, change to Grade 22.
 - Building Department: Code Compliance Officer, change to Grade 14.

- Building Department: Code Compliance Officer, 50% Civil City/50% Residential Lease Fee Fund, change to Grade 14.
- Central Garage: Fleet Maintenance Director, change to Grade 21.
- Wastewater: Laboratory Chemist, change to Grade 14.

Also, Mayor Leichty proposed to add an Executive Assistant position in the Engineering Department. With the proposed amendment to **SECTION 2, Positions, Classifications, Grades and Wages**, paragraph (B), subparagraph (2) set forth above, it has been decided to not add the Executive Assistant position in the Engineering Department to Exhibit A.

- (5) Finally, the addition of the Public Works Director & City Civil Engineer position is requested in order to fill a position on the City's Plan Commission. Under Indiana Code § 36-7-4-207, a city plan commission consists of nine (9) members, one member being the city civil engineer, or a qualified assistant appointed by the city civil engineer. Adding City Civil Engineer to position title of Public Works Director will give that position the authority to appoint a qualified assistant to serve on the City's Plan Commission. This position is in addition to the Public Works Director position, but the City will fill only one of the two positions.

ORDINANCE 5198

2025 Compensation for Civil City and Utilities Employees

BE IT ORDAINED, pursuant to Indiana Code § 36-4-7-3, the Goshen Common Council approves the 2025 minimum and maximum compensation, including wages and benefits, as fixed by the Mayor for the Civil City and Utilities employees as follows:

SECTION 1 Application of Ordinance

- (A) This ordinance applies to the appointive officers, deputies and other employees of the Civil City of Goshen, the Goshen Water and Sewer Utilities, and the Goshen Stormwater Utility. This ordinance also applies to certain civilian positions of the Goshen Police Department and civilian positions of the Goshen Fire Department.
- (B) For the purposes of this ordinance, when reference is made to “Bargaining Unit Employees”, “Bargaining Unit Positions”, or a category of employees that are covered by a collective bargaining agreement, this reference shall apply to employees in the positions represented by the Teamsters Local Union No. 364.
- (C) This ordinance does not apply to compensation paid to elected officials, sworn members of the Goshen Fire Department, sworn members of the Goshen Police Department, and certain civilian positions of the Goshen Police Department.

SECTION 2 Positions, Classifications, Grades and Wages

- (A) Positions, Classifications and Grades. Exhibit A, 2025 Positions, Classifications and Grades, sets forth all positions covered by this ordinance. The Exhibit also sets forth the position’s classification under the City’s Hours of Work and Compensation Policy, and the assigned grade for the position or reference to another Exhibit.
- (B) Wages for All Grades. Exhibit B, 2025 Wages for All Grades, sets forth the wages fixed for each assigned grade. Exhibit B applies to all positions except Bargaining Unit Positions, and ungraded positions.
 - (1) Each grade has established a minimum and a maximum level of pay. The minimum is the level of pay established for a position at the assigned grade for an inexperienced employee that meets the City’s minimum qualifications for the position. The maximum is the level of pay established for a position at the assigned grade for an employee that performs duties well beyond those required for the position at the highest possible efficiency and/or for an employee who has qualifications that well exceed the City’s requirements for the position.

- (2) Except as provided in (2)(i) below, Each employee will be paid not less than the minimum wage and not more than the maximum wage for the position's assigned grade. A new employee will receive not less than the minimum wage for the position's assigned grade, but may receive more than the minimum wage depending on the employee's qualifications and/or market conditions. Under the guidance and review of the Human Resources Manager, subject to the final approval of the Mayor, a department head may establish the level of pay for an employee in position within their department or office that is not covered by a collective bargaining agreement, which pay shall be within the minimum and the maximum wage range as set forth in Exhibit B for the position's assigned grade. The department head shall take into consideration an employee's qualifications, an employee's job performance, the position's duties and responsibilities, market conditions, and/or department budget.
- (i) An employee in a position as of December 31, 2024, will receive a 3.5% wage increase in 2025 even if a 3.5% wage increase would result in wages that would exceed the maximum wage for the employee's same or equivalent position and assigned grade found in grading and wage plan set forth in Exhibits A and B that takes effect in 2025.
- (3) An elected official will establish the pay for the elected official's direct appointments which will be within the minimum and the maximum wage range as set forth in Exhibit B for the position's assigned grade. The elected official shall take into consideration an appointee's qualifications, an appointee's job performance, the position's duties and responsibilities, market conditions, and/or department budget.
- (C) Wages for Teamsters Employees. Exhibit C, 2025 Wages for Teamsters Employees, sets forth the hourly wages fixed for the Bargaining Unit Positions based on the employee's length of service. The Teamsters positions are also indicated by an "Ex C" in the 2025 Positions, Classifications and Grades table set forth in Exhibit A.
- (D) Wages for Ungraded Positions. Exhibit D, 2025 Wages for Ungraded Positions, sets forth the maximum wages fixed for ungraded positions. The ungraded positions are also indicated by an "Ex D" in the 2025 Positions, Classifications and Grades table set forth in Exhibit A.
- (E) Temporary, Intermittent, or Seasonal Positions. A department head, under the guidance and review of the Human Resources Manager, may establish a temporary, intermittent, or seasonal position as further described below to meet workload requirements provided the position is scheduled to work less than one thousand forty (1,040) hours each year.
- (1) Temporary Position. A temporary position is a position lasting less than twelve (12) months to fill in for an absent employee, fill a short-term position, or to complete a specific assignment or project.
- (2) Intermittent Position. An intermittent position is a position in which the nature of the work is sporadic and unpredictable and without a regularly recurring work schedule.

- (3) Seasonal Position. A seasonal position is a position in which the nature of the work is in annually recurring periods of less than six (6) months each year.

The wage for a temporary, intermittent, or seasonal position shall be based on the same grade as a regular position as set forth in Exhibit B, 2025 Wages for All Grades. A temporary, intermittent, or seasonal position is not eligible to receive any employment benefit.

- (F) Intern Positions. A department head, under the guidance and review of the Human Resources Manager, may establish an intern position for a fixed duration to provide an individual with experience in a particular occupation or field of study under the close and constant supervision of a regular employee. The internship experience is for the benefit of the intern, and the intern shall not displace an employee in a regular position. An intern shall be a voluntary position, serve without compensation, and shall not be considered in an employment relationship with the City.

(G) Compensation.

- (1) Employees in a position that is not covered by a collective bargaining agreement and the position is classified as non-covered, eligible; non-covered, ineligible; or covered, exempt, shall be compensated on a salary basis and in accordance with the City's Hours of Work and Compensation Policy.
- (2) Employees in a position that is not covered by a collective bargaining agreement and the position is classified as covered, non-exempt or covered, exempt-recreational, shall be compensated for all hours worked in a work period in accordance with the City's Hours of Work and Compensation Policy.
- (3) Employees in a Bargaining Unit Position are classified as covered, non-exempt, and shall be compensated for all hours worked in a work period in accordance with the terms of the collective bargaining agreement.

(H) Compensatory Time.

- (1) An employee, excluding an employee in a position classified as non-covered, ineligible or covered, recreational exempt, may receive compensatory time off at the rate of one and one-half (1½) hours compensatory time off for each one (1) hour of overtime worked.
- (2) Upon leaving City employment, or upon transferring to a position classified as non-covered, ineligible or covered, recreational exempt, an employee will be compensated for all unused compensatory time based on the higher rate of:
- (i) The average regular rate received by the employee during the last three (3) years employment with the City; or
- (ii) The final regular rate received by the employee.
- (3) Payment of unused compensatory time to a salaried employee shall be based on the employee's bi-weekly salary divided by eighty (80) hours.

SECTION 3 Payment of Wages

- (A) The City shall issue paychecks, at a minimum, on a bi-weekly basis.
- (B) Paychecks issued in 2025 will have gross wages calculated using the 2025 wage rates even if a portion of the pay period falls in 2024.
- (C) The wages due to a salaried employee who commences or leaves City employment in the middle of a pay period shall be prorated based on the number of scheduled days worked during that pay period.

SECTION 4 Public Employees' Retirement Fund

Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year is eligible to participate in the Public Employees' Retirement Fund (PERF). The City shall pay both the employer's contributions and employee's mandatory contributions to the PERF.

SECTION 5 Health Insurance

A full-time employee that is expected to average thirty (30) or more hours of compensation per week, and the position of Planning and Zoning Attorney, is eligible for coverage under the city's group health insurance plan and is required to enroll in the plan. The City shall pay eighty percent (80%) (Four Hundred Twenty-five and 92/100 Dollars (\$425.92)) and the employee shall pay twenty percent (20%) (One Hundred Six and 48/100 Dollars (\$106.48)) toward the cost of the weekly health insurance premium, except the employee's share of cost of the health insurance premium will not exceed the annual Affordable Care Act affordability percentage of the employee's annual household income.

SECTION 6 Vacation Leave

- (A) Each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year shall receive the following vacation leave beginning sixty (60) days after the employee's first day of employment, and on the anniversary dates of the employee's first day of employment, unless a higher amount is established by an agreement between City and the employee at the time the employee is hired:
 - (1) Upon completion of sixty (60) consecutive days of employment with the City, the employee shall receive forty (40) hours of vacation leave that the employee may use during the employee's first (1st) year of employment.
 - (2) Upon completion of one (1) year of continuous service to the City (the employee's first anniversary date), the employee shall receive forty (40) hours of vacation leave that the employee may use during the employee's second (2nd) year of employment.
 - (3) Upon completion of two (2) years, three (3) years, and four (4) years of continuous service to the City (the employee's second, third and fourth anniversary dates), the employee shall receive eighty (80) hours of vacation leave that the employee may use during the employee's third (3rd), fourth (4th), and fifth (5th) years of employment, respectively.

- (4) Upon completion of five (5) years, six (6) years, seven (7) years, eight (8) years, and nine (9) years of continuous service to the City (the employee's fifth, sixth, seventh, eighth and ninth anniversary dates), the employee shall receive one hundred twenty (120) hours of vacation leave that the employee may use during the employee's sixth (6th), seventh (7th), eighth (8th), ninth (9th), and tenth (10th) years of employment, respectively.
 - (5) Upon completion of ten (10) years of continuous service to the City (the employee's tenth and each subsequent anniversary date), the employee shall receive one hundred sixty (160) hours of vacation leave that the employee may use during the employee's eleventh (11th) year of employment. The employee shall continue to receive one hundred sixty (160) hours of vacation leave on each subsequent anniversary date of the employee's first day of employment.
- (B) Each employee in a position scheduled to work at least one thousand forty (1,040) hours each year but less than two thousand eighty (2,080) hours each year shall receive one-half (1/2) the hours of vacation leave an employee in a position scheduled to work at least two thousand eighty (2,080) hours each year would be entitled under paragraph (A)(1) through (5) above beginning sixty (60) days after the employee's first day of employment, and on the anniversary dates of the employee's first day of employment, unless a higher amount is established by an agreement between City and the employee at the time the employee is hired.
- (C) Upon termination of employment, an employee who has worked for the City for at least one hundred eighty (180) days shall receive payment for all unused vacation leave and all vacation leave accrued since the last anniversary date of the employee's first day of employment (as determined under paragraph (D) below), if:
- (1) The employee gives the City a minimum two (2) week written notice of the employee's intent to terminate employment and the employee is in good standing with the City at the time of termination;
 - (2) The employee is terminated by the City and the employee is in good standing with the City at the time of termination; or
 - (3) The termination is due to a health condition of the employee making it impracticable for the employee to perform the duties and responsibilities of the employee's position or the termination is due to the death of the employee.
- (D) For the purposes of paragraph (C) above, an employee's vacation leave accrued since the last anniversary date of the employee's first day of employment shall be calculated as follows:
- (1) An employee in a position scheduled to work at least two thousand eighty (2,080) hours each year will receive payment for sixteen (16) hours vacation leave accrued (or eight (8) hours vacation leave accrued if the employee has less than two (2) years of continuous service with the City) for every ten (10) weeks of employment since the last anniversary date of the employee's first day of employment with the City. This payment will only be made in sixteen (16) hour increments (or eight (8) hour increments if the employee has less than two (2) years of continuous service with the City) and will not be prorated based on a partial ten (10) week period. The

payment of sixteen (16) hours of vacation leave accrued for every ten (10) weeks of employment also applies to an employee with five (5) or more years of continuous service.

- (2) An employee in a position scheduled to work at least one thousand forty (1,040) hours each year but less than two thousand eighty (2,080) hours each year will receive payment for eight (8) hours vacation leave accrued (or four (4) hours vacation leave accrued if the employee has less than two (2) years continuous service with the City) for every ten (10) weeks of employment since the last anniversary date of the employee's first day of employment. This payment will only be made in eight (8) hour increments (or four (4) hour increments if the employee has less than two (2) years of continuous service with the City) and will not be prorated based on a partial ten (10) week period. The payment of eight (8) hours of vacation leave accrued for every ten (10) weeks of employment also applies to an employee with five (5) or more years of continuous service.
- (E) Vacation leave shall be paid at the employee's current wage rate. Payment of unused vacation leave and vacation leave accrued since the last anniversary date of the employee's first day of employment upon termination under paragraph (D) above to a salaried employee shall be based on the employee's bi-weekly salary divided by eighty (80) hours.

SECTION 7 Sick Leave

- (A) Each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year shall receive twenty-four (24) hours of sick leave upon hire, and earn six (6) hours of sick leave on the first (1st) day of each month, starting on the first (1st) day of the month after the employee has completed at least thirty (30) days of service to the City.
- (B) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year but less than two thousand eighty (2,080) hours each year shall receive twelve (12) hours of sick leave upon hire, and earn three (3) hours of sick leave on the first (1st) day of each month, starting on the first (1st) day of the month after the employee has completed at least thirty (30) days of service to the City.
- (C) An employee who has accumulated two hundred forty (240) hours of sick leave may sell up to thirty-two (32) hours of sick leave back to City during January of each year at the rate of Seventeen and 50/100 Dollars (\$17.50) per hour provided the sell back does not reduce the employee's accumulated sick leave to less than two hundred forty (240) hours.
- (D) An employee who has completed more than ten (10) years employment with the City will be paid for unused sick leave in excess of four hundred eighty (480) hours up to a maximum of two hundred forty (240) hours upon termination of employment if:
 - (1) The employee gives the City a minimum two (2) week written notice of the intent to terminate employment with the City and the employee is in good standing with the City at the time of termination;
 - (2) The employee is terminated by the City and the employee is in good standing with the City at the time of termination; or

- (3) The termination is due to a health condition of the employee making it impracticable for the employee to perform the duties or the termination is due to the death of the employee.
- (E) Except as provided by paragraph (C) above, sick leave shall be paid at the employee's current wage rate. Payment of unused sick leave hours upon termination under paragraph (D) above to a salaried employee shall be based on the employee's bi-weekly salary divided by eighty (80) hours.

SECTION 8 Holidays

- (A) The City shall observe the following holidays:
 - (1) New Year's Day (January 1) – observed Wednesday, January 1, 2025
 - (2) Martin Luther King, Jr.'s Birthday (Third Monday in January) – observed Monday, January 20, 2025
 - (3) Good Friday – observed Friday, April 18, 2025
 - (4) Memorial Day (Last Monday in May) – observed Monday, May 26, 2025
 - (5) Juneteenth National Independence Day (June 19) – observed Thursday, June 19, 2025
 - (6) Independence Day (July 4) – observed Friday, July 4, 2025
 - (7) Labor Day (First Monday in September) – observed Monday, September 1, 2025
 - (8) Indigenous Peoples' Day/Columbus Day (Second Monday in October) – observed Monday, October 13, 2025
 - (9) Veterans Day (November 11) – observed Tuesday, November 11, 2025
 - (10) Thanksgiving Holiday (Fourth Thursday in November and following Friday) – observed Thursday and Friday, November 27 and 28, 2025
 - (11) Christmas Holiday (December 24 and December 25) – observed Wednesday and Thursday, December 24 and 25, 2025
- (B) After thirty (30) days of employment, each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year and paid on an hourly basis shall receive holiday pay based on the employee's current wage rate and the number of hours the employee would otherwise have been regularly scheduled to work on that holiday.
- (C) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year and paid on an hourly basis who is required to work on a holiday shall receive one and one-half (1½) times the employee's regular rate per hour for all hours worked in addition to the holiday pay. For the purposes of this paragraph, the employee must work the actual holiday which may not necessarily be the date observed by the City.

- (D) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year and paid on a salary basis shall not have their salary reduced in weeks in which a holiday is observed.

SECTION 9 Floating Holidays

- (A) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year who is employed with the City on January 1 or who commences employment with the City on the first work day following January 1 is entitled to paid floating holidays each calendar year as follows:
 - (1) Each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year shall receive forty (40) hours paid floating holidays.
 - (2) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year but less than two thousand eighty (2,080) hours each year shall receive thirty (30) hours paid floating holidays.
- (B) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year who commences employment with the City after the first work day following January 1 but before July 1 is entitled to paid floating holidays in the first partial year of employment ending December 31 as follows:
 - (1) Each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year shall receive sixteen (16) hours paid floating holidays.
 - (2) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year but less than two thousand eighty (2,080) hours each year shall receive twelve (12) hours paid floating holidays.
- (C) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year who commences employment with the City on or after July 1 is not entitled to any floating holidays in the first partial year of employment ending December 31.
- (D) Employees may not accumulate floating holidays from year to year.
- (E) Unused floating holidays will not be paid to an employee upon termination of employment.
- (F) Floating holidays shall be paid at the employee's current wage rate.

SECTION 10 Increment Pay

- (A) Except for an employee in a position excluded under paragraph (G) below, each eligible employee who has completed at least one (1) year of continuous service to the City shall receive an annual increment pay bonus payable at the end of the calendar year or at the time of termination of employment with the City.
- (B) An employee shall earn one (1) year toward increment pay for each continuous calendar year of employment commencing January 1 following the employee's date of employment.

The employee shall earn an additional year toward increment pay each succeeding January 1.

- (C) Notwithstanding paragraph (B) above, an employee who commences employment on January 1 or the first work day following January 1 shall be entitled to the annual increment pay bonus at the end of the calendar year in which the employee commenced employment provided the employee is still employed with the City at the time of payment. Should the employee terminate employment during the first year of service, then the employee is not entitled to receive an increment pay bonus.
- (D) Each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year, ~~excluding an employee in a Bargaining Unit Position, shall receive an annual increment pay bonus of One Hundred Dollars (\$100) per calendar year of continuous service, up to a maximum of One Thousand Seven Hundred Dollars (\$1,700) per year.~~ Each employee in a Bargaining Unit Position shall receive an annual increment pay bonus of One Hundred Dollars (\$100) per calendar year of continuous service, up to a maximum of Two Thousand Dollars (\$2,000) per year.
- (E) Each employee in a position scheduled to work at least one thousand forty (1,040) hours each year but less than two thousand eighty (2,080) hours each year shall receive one-half (1/2) the increment pay bonus an employee in a position scheduled to work at least two thousand eighty (2,080) hours each year would be entitled to under paragraph (D) above.
- (F) Upon termination of employment, increment pay will be paid to an employee based on the number of calendar years of continuous service to the City as of January 1 of the current calendar year if:
 - (1) The employee gives the City a minimum two (2) week written notice of the employee's intent to terminate employment and the employee is in good standing with the City at the time of termination;
 - (2) The employee is terminated by the City and the employee is in good standing with the City at the time of termination; or
 - (3) The termination is due to a health condition of the employee making it impracticable for the employee to perform the duties and responsibilities of the employee's position or the termination is due to the death of the employee.
- (G) This section does not apply to an employee in the position(s) of:
 - (1) Planning and Zoning Attorney; and
 - (2) Probation Officer. (The structure of the salary schedule for Probation Officers adopted by the Judicial Conference of Indiana provides additional compensation based on years of service.)

SECTION 11 Longevity Bonus

- (A) This section applies to each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year and who commenced employment with the City in the position before January 1, 1990, except for the Planning and Zoning Attorney.
- (B) Each qualifying employee who has attained at least twenty (20) years of continuous employment shall receive an annual longevity bonus of Two Thousand Dollars (\$2,000) payable at the end of the calendar year or at the time of termination of employment with the City.
- (C) A qualifying employee who has attained their twentieth year of employment shall receive a prorated portion of the annual longevity bonus upon termination based on the portion of the year employed after January 1 of the current calendar year if:
 - (1) The employee gives the City a minimum two (2) week written notice of the employee's intent to terminate employment with the City and the employee is in good standing with the City at the time of termination;
 - (2) The employee is terminated in the by the City and the employee is in good standing with the City at the time of termination; or
 - (3) The termination is due to a health condition of the employee making it impracticable for the employee to perform the duties or the termination is due to the death of the employee.

SECTION 12 Funeral Leave

Each employee in a position scheduled to work at least one thousand forty (1,040) hours each year is entitled to paid funeral leave in accordance with the current City policy or in accordance with the terms of the collective bargaining agreement for Bargaining Unit Employees.

SECTION 13 Court Duties

Each employee in a position scheduled to work at least one thousand forty (1,040) hours each year is entitled to court duty pay for either serving as a juror or being subpoenaed as a witness in a legally-constituted court in accordance with the current City policy or in accordance with the terms of the collective bargaining agreement for Bargaining Unit Employees.

SECTION 14 Declared Emergency Paid Leave

An employee, excluding a seasonal employee, that is unable to work due and ordered to stay home due to a declared national emergency, declared state disaster emergency, or a declared local disaster emergency affecting the City of Goshen is entitled to declared emergency paid leave in accordance with current City policy. The declared emergency paid leave shall be paid at the rate of three-quarters (3/4) of an employee's regular rate of pay for the hours allocated.

SECTION 15 Clothing/Work Boot/Physical Fitness Allowance

- (A) Each employee in a position scheduled to work at least one thousand forty (1,040) hours each year who has completed at least six (6) months of continuous employment with the

City, is not a Bargaining Unit Employee, and is not otherwise provided uniforms by the City is eligible to receive a clothing/work boot/physical fitness allowance in accordance with current City policy.

- (B) Each eligible employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year may be reimbursed up to One Hundred Dollars (\$100) per calendar year as a clothing/work boot/physical fitness allowance.
- (C) Each eligible employee in a position scheduled to work at least one thousand forty (1,040) hours each year but less than one thousand five hundred sixty (1,560) hours each year may be reimbursed up to Fifty Dollars (\$50) per calendar year as a clothing/work boot/physical fitness allowance.

SECTION 16 Tool/Work Shoe/Inclement Weather Gear Allowance

- (A) Each employee in a position set forth in paragraph (B) below is eligible to receive a tool/work shoe/inclement weather gear allowance. The employee may be reimbursed up to Three Hundred Fifty Dollars (\$350) per year for the purchase of tools, work shoes, and/or inclement weather gear to be used in their employment. The reimbursement shall be processed in the same manner as the clothing/work boot/physical fitness allowance.
- (B) Positions eligible to receive the tool/work shoe/inclement weather gear allowance include:
 - (1) Central Garage - Fleet Maintenance Director
 - (2) Central Garage - Fleet Maintenance Manager
 - (3) Central Garage – Assistant Fleet Maintenance Manager
 - (4) Parks and Recreation Department - Park Maintenance Manager
 - (5) Street Department - Street Commissioner
 - (6) Street Department - Assistant Street Commissioner
 - (7) Street Department – Street Foreman
 - (8) Wastewater Department - Wastewater Superintendent
 - (9) Wastewater Department - Environmental Compliance Administrator
 - (10) Wastewater Department – Wastewater Maintenance Manager
 - (11) Wastewater Department - Assistant Wastewater Maintenance Manager
 - (12) Water and Sewer Departments - Water and Sewer Superintendent
 - (13) Water and Sewer Departments - Water Quality Manager
 - (14) Water and Sewer Departments – Water and Sewer Construction and Distribution Supervisor

[\(15\) Environmental Resilience Department – Environmental Resilience Director](#)

[\(16\) Environmental Resilience Department – Urban Forester](#)

[\(17\) Environmental Resilience Department – Urban Forester Assistant](#)

[\(18\) Engineering Department – Engineering Inspector](#)

[\(19\) Engineering Department – Stormwater Coordinator](#)

[\(20\) Engineering Department – Stormwater Inspector](#)

[\(21\) Engineering Department – Stormwater Specialist](#)

SECTION 17 CPA License Pay

An individual appointed as First Deputy in the Clerk-Treasurer's Office that possesses and maintains an Indiana Certified Public Accountant License shall receive additional compensation of Five Thousand Dollars (\$5,000) per year. The CPA license pay shall be included in the employee's regular bi-weekly paycheck.

SECTION 18 State Certification Bonus

- (A) Each employee of the Water and Sewer Utilities that is scheduled to work at least one thousand five hundred sixty (1,560) hours each year and is not a Bargaining Unit Employee is eligible to receive Two Hundred Dollars (\$200) for each water treatment license, wastewater treatment license, water distribution license, sewer collection license or industrial certification license received through the State of Indiana if the license is required for the performance of the employee's position.
- (B) A Utilities Department or Wastewater Treatment Department Bargaining Unit Employee is eligible to receive Two Hundred Dollars (\$200) for each wastewater treatment plant operator certificate or water plant operator license received which is above and beyond the City's job description training requirements. Provided the employee passes the certification test, the City will pay for the cost of the test and the cost of the periodic renewal of the certification.

SECTION 19 ASE Certification Bonus

- (A) This section applies to the positions of Central Garage Fleet Maintenance Director, Fleet Maintenance Manager and Assistant Fleet Maintenance Manager.
- (B) Each employee is eligible to receive an annual bonus of Four Hundred Dollars (\$400) for each approved ASE certification test passed, and provided the ASE certification is current, up to a maximum of One Thousand Two Hundred Dollars (\$1,200) annually. The ASE certification bonus shall be included in the employee's regular bi-weekly paycheck.
- (C) The ASE certification test must be within one of the following disciplines:
 - (1) Automobile/Light Truck Certification (A Series)
 - (2) Medium/Heavy Duty Truck Certification (T Series)

- (3) Truck Equipment Certification (E Series)
- (4) Electronic Diesel Engine Diagnosis Specialist Certification (L2)
- (D) In addition, the City shall reimburse each employee passing the certification tests required to obtain the Master Automotive Certification or Master Heavy Truck Certification the cost of the test registration and test fee up to a maximum of One Hundred Thirty-five Dollars (\$135) per test.

SECTION 20 Cell Phone Stipend

- (A) For those employees who, for substantial business purposes, are regularly required to use a cell phone to perform the employees' job duties and responsibilities, the City will pay the employee a cell phone stipend as reimbursement if the employee elects to use the employee's personal cell phone for City business in lieu of the City providing the employee with a City-owned cell phone.
- (B) The cell phone stipend will be provided in accordance with City Cell Phone Policy. The amount of the stipend will not exceed the sum of Twenty-five Dollars (\$25) per month if the employee is required to have voice services only, or the stipend will not exceed the sum of Fifty Dollars (\$50) per month if the employee is required to have voice and data communication services.

SECTION 21 Civilian Police Chief and Civilian Fire Chief

- (A) The Mayor may appoint a person that meets the requirements of Indiana Code §§ 36-8-4-1 through 36-8-4-12 to fill the position of Civilian Police Chief instead of the position of Police Chief described in the current ordinance for Compensation for Police Department Employees in Section 1, paragraph (B)(1) and Exhibit A of that ordinance.
- (B) The Mayor may appoint a person that meets the requirements of Indiana Code §§ 36-8-4-1 through 36-8-4-12 to fill the position of Civilian Fire Chief instead of the position of Fire Chief described in the current ordinance for Compensation for Fire Department Employees in Section 1, paragraph (B)(1) and Exhibit A of that ordinance.
- (C) The positions of Civilian Police Chief and Civilian Fire Chief shall be eligible to participate in PERF, and receive health insurance, vacation leave, sick leave, holidays, floating holidays, increment pay, longevity bonus, funeral leave, court duties, clothing/work boot/physical fitness allowance, and cell phone stipend as provided in this ordinance. For calculation of fringe benefits, excluding PERF, all time spent as a police officer or firefighter for the City of Goshen will count as years of service when applying the terms of benefits under this ordinance.

SECTION 22 Collective Bargaining Agreement Provisions

The following additional compensation applies specifically to bargaining unit positions. The additional compensation will be paid to the Bargaining Unit Employee in accordance with the terms of the collective bargaining agreement. In the event the terms of the collective bargaining agreement between the City of Goshen and Teamsters Local Union No. 364 are more favorable than the provisions of this ordinance, then the Bargaining Unit Employees shall be compensated in accordance with the terms of the collective bargaining agreement.

(A) Overtime.

(1) Overtime Compensation.

- (i) A Street Department Bargaining Unit Employee shall receive overtime compensation equal to one and one-half (1½) times the employee's regular rate of pay for all hours worked in excess of eight (8) hours a work day, and one and one-half (1½) times the employee's regular rate of pay for all hours worked in excess of forty (40) hours a work week.
- (ii) A Bargaining Unit Employee, excluding a Street Department Bargaining Unit Employee, shall receive overtime compensation equal to the greater of one and one-half (1½) times the employee's regular rate of pay for all hours worked in excess of ten (10) hours a work day, or one and one-half (1½) times the employee's regular rate of pay for all hours worked in excess of forty (40) hours a work week.

(2) Compensatory Time.

- (i) In lieu of overtime compensation, a Bargaining Unit Employee may request to receive compensatory time at the rate of one and one-half (1½) hours for every hour worked exceeding forty (40) hours in a work week up to a maximum of two hundred forty (240) hours.
- (ii) An employee may sell up to forty (40) hours of accrued compensatory time back to the City. The employee will be paid for compensatory time at the rate of pay received by the employee at the time the employee requests to sell back the compensatory time.

(B) Call-In Pay. A Bargaining Unit Employee shall receive call-in pay equal to the greater of the pay to which the employee is entitled for the hours worked at the applicable regular or overtime hourly rate; or a minimum of three (3) hours of pay at the employee's regular hourly rate.

(C) Shift Differential.

- (1) A Bargaining Unit Employee shall receive a shift differential of Thirty-five Cents (\$0.35) per hour.
- (2) A Utilities Department Bargaining Unit Employee who is scheduled to work outside of their regular scheduled shift to flush hydrants shall receive Forty-five Cents (\$0.45) per hour in addition to the shift differential pay provided in paragraph (C)(1) above.

(D) Holidays. Each Bargaining Unit Employee shall have the holidays each calendar year as established by the Common Council in this ordinance. Each employee working a full year shall have at least twelve (12) holidays in a given year. If the Common Council recognizes less than twelve (12) holidays in a given year, then each Bargaining Unit Employee shall have floating holidays to the extent that the sum of the holidays established by the Common Council, plus the floating holidays equal twelve (12). If an employee is hired mid-year, the employees shall have the holidays remaining in the calendar year.

- (E) Uniforms. The City shall provide and maintain uniforms for Bargaining Unit Employees.
- (F) Substitution Pay. A Bargaining Unit Employee filling in the roll of an absent employee in a higher job classification for one (1) day or longer shall receive pay of the higher job classification.
- (G) Work Shoe/Inclement Weather Gear Allowance. A Bargaining Unit Employee shall receive up to Four Hundred Dollars (\$400) in reimbursement toward the cost to purchase or repair work shoes or inclement weather gear.
- (H) Commercial Driver's License (CDL).
- (1) The City will pay the cost of a basic physical required by state or federal regulations for a Bargaining Unit Employee to maintain his or her CDL if the physical is provided by a physician designated by the City. Alternatively, if the employee chooses to have the required physical provided by his or her own physician, the City will pay an amount not exceeding the amount the City would have paid if the physical was provided by a physician designated by the City.
 - (2) The City will pay the cost of the CDL renewal or upgrade for a Bargaining Unit Employee.
 - (3) An employee assigned by a Department Head to train fellow employees in obtaining their CDL shall receive Two and 00/100 Dollars (\$2.00) per hour for all hours spent in such training.
- (I) Vaccinations. The City will pay the cost for a Parks and Recreation Department Bargaining Unit Employee to receive a hepatitis B vaccination.
- (J) CPO and CPSI Certifications. A Parks and Recreation Department Bargaining Unit Employee who obtains both the Certified Pool & Spa Operator (CPO) and Certified Playground Safety Inspector (CPSI) certifications shall receive a total of Two Hundred and 00/100 Dollars (\$200.00) per year.
- (K) On-Call Pay. A Utilities Department or Wastewater Treatment Department Bargaining Unit Employee designated to take home a laptop computer and a communication device in order to respond to warning signals from the wastewater treatment facility shall receive on-call pay in the amount of Ten Dollars (\$10) if on a day the Bargaining Unit Employee is scheduled to work, and Fifteen Dollars (\$15) if on a day the Bargaining Unit Employee is not scheduled to work.
- (L) Mechanic Tool Insurance. A Central Garage Bargaining Unit Employee will be reimbursed for insurance covering theft and fire damage of mechanic-owned tools, or the City will pay the employee's insurance company directly upon presentation of an invoice.
- (M) Mechanic Tool Allowance.
- (1) A Central Garage Bargaining Unit Employee may use all or any portion of the work shoe/inclement weather gear allowance toward the cost to purchase tools to be used in their employment. In addition to applying all or a portion of the work shoe/inclement weather gear allowance, a mechanic shall receive Seven Hundred

Fifty and 00/100 Dollars (\$750.00) to purchase tools to be used in their employment.

- (2) A mechanic who holds a Master Automotive Certification or Master Heavy Truck Certification shall receive Eight Hundred Fifty and 00/100 Dollars (\$850.00) to purchase tools to be used in their employment.

(N) ASE Certification.

- (1) A Central Garage Bargaining Unit Employee shall receive an annual Four Hundred Dollars (\$400) certification bonus, up to a maximum of One Thousand Two Hundred Dollars (\$1,200), for each approved ASE certification test the employee has passed, and provided the certification is kept current.
- (2) A Central Garage Bargaining Unit Employee who passes the certification tests required to obtain the Master Automotive Certification or Master Heavy Truck Certification shall be reimbursed the cost of the test registration and the test fee up to a maximum of One Hundred Thirty-five Dollars (\$135) per test. If there is no testing option except during normal work hours, any mechanic will be given time off to take the test with pay.

SECTION 23 Share of Cost for Wages and Benefits

The cost of wages and employment benefits of certain positions are paid from more than one fund or budget. The percentage share of cost of wages and employment benefits for those positions that are to be paid from more than one budget or fund are set forth in Exhibit A under the position title. The Department or Office shall determine on an annual basis which employees in that position are to be paid from more than one budget or fund based on the percentage share of cost as set forth in Exhibit A. A Department or Office may pay other employees with the same position title entirely from one fund or budget.

[Continued Next Page.]

PASSED by the Goshen Common Council on _____, 2024.

Presiding Officer

ATTEST:

Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor on _____, 2024, at the hour of ____:____
____.m.

Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on _____, 2024.

Gina M. Leichty, Mayor

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Aviation	Airport Manager	Non-Covered, Ineligible (Salary)	20
Aviation	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Board of Public Works & Safety	Board of Public Works & Safety Member, excluding Mayor 60% Civil City/40% Water & Sewer Utilities	Non-Covered, Ineligible (Salary)	Ex D
Building	Building Commissioner	Non-Covered, Ineligible (Salary)	18 <u>22</u>
Building	Code Compliance Officer	Covered, Non-Exempt (Hourly)	42-14 <u>44</u>
Building	Code Compliance Officer 50% Civil City/50% Residential Lease Fee Fund	Covered, Non-Exempt (Hourly)	42-14 <u>44</u>
Building	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Buildings & Grounds	Buildings & Grounds Director 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	16
Buildings & Grounds	Buildings & Grounds Manager 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	15
Buildings & Grounds	Buildings & Grounds Maintenance Assistant	Covered, Non-Exempt (Hourly)	7
Buildings & Grounds	Buildings & Grounds Maintenance Assistant 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	7
Buildings & Grounds	Custodian	Covered, Non-Exempt (Hourly)	1
Buildings & Grounds	Custodian 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	1
Buildings & Grounds	Purchasing Agent	Covered, Non-Exempt (Hourly)	42
Cemetery	Cemeteries Director	Non-Covered, Ineligible (Salary)	19
Cemetery	Cemeteries Manager	Covered, Non-Exempt (Hourly)	13
Cemetery	Cemeteries Operations Assistant	Covered, Non-Exempt (Hourly)	7
Central Garage	Fleet Maintenance Director 50% Civil City/50% Water & Sewer Utilities	Non-Covered, Ineligible (Salary)	49 <u>21</u>
Central Garage	Fleet Maintenance Manager 80% Civil City/20% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	16

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Central Garage	Assistant Fleet Maintenance Manager 80% Civil City/20% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	44 <u>14</u>
Central Garage	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Central Garage	Mechanic	Covered, Non-Exempt (Hourly)	EX C
Central Garage	Mechanic Assistant	Covered, Non-Exempt (Hourly)	EX C
Clerk-Treasurer	First Deputy	Non-Covered, Eligible (Salary)	17
Clerk-Treasurer	Payroll Administrator 80% Civil City/20% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	12
Clerk-Treasurer	Payroll Specialist <u>Assistant</u> 80% Civil City/20% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	10
Clerk-Treasurer	Accounts Payable Clerk	Covered, Non-Exempt (Hourly)	10
Clerk-Treasurer	Accounts Receivable Clerk	Covered, Non-Exempt (Hourly)	10
Clerk-Treasurer	Grants Coordinator	Covered, Non-Exempt (Hourly)	10
Clerk-Treasurer	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Clerk-Treasurer	Administrative Assistant 60 80% Civil City/ <u>40</u> 20% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	9
Community Engagement	Community Relations Manager	Covered, Non-Exempt (Hourly)	14
Community Engagement	Communications Manager	Covered, Non-Exempt (Hourly)	14
Court	Court First Deputy	Non-Covered, Eligible (Salary)	16
Court	Court Second Deputy	Covered, Non-Exempt (Hourly)	9 <u>10</u>
Court	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Court	Bailiff	Covered, Non-Exempt (Hourly)	7
Court	Court Operations Assistant	Covered, Non-Exempt (Hourly)	6

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Court	Probation Officer	Covered, Exempt (Salary)	EX D
Engineering	Public Works Director 20% Civil City/80% Water & Sewer Utilities	Non-Covered, Ineligible (Salary)	27
Engineering	Public Works Director & City Civil Engineer	Non-Covered, Ineligible (Salary)	27
Engineering	City Civil Engineer 50% Civil City/50% Water & Sewer Utilities	Covered, Exempt (Salary)	22-23
Engineering	Utilities City Engineer 20% Civil City/80% Water & Sewer Utilities	Covered, Exempt (Salary)	22-23
Engineering	Administrative City Engineer 50% Civil City/50% Water & Sewer Utilities	Covered, Exempt (Salary)	22-23
Engineering	GIS Coordinator 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	45 17
Engineering	Engineering Project Manager 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	16
Engineering	Asset Manager 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	15
Engineering	Stormwater Coordinator	Covered, Non-Exempt (Hourly)	44-15
Engineering	Engineering Technician 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	11
Engineering	Engineering Inspector 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	10
Engineering	Stormwater Inspector 50% Water & Sewer Utilities/50% Stormwater Utility	Covered, Non-Exempt (Hourly)	10
Engineering	Stormwater Specialist	Covered, Non-Exempt (Hourly)	9
Engineering	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Engineering	Administrative Assistant 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	9
Environmental Resilience	Environmental Resilience Director	Non-Covered, Ineligible (Salary)	19
Environmental Resilience	Grants & Education Manager	Covered, Non-Exempt (Hourly)	15
Environmental Resilience	Urban Forester	Covered, Non-Exempt (Hourly)	14

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Environmental Resilience	Urban Forester Assistant	Covered, Non-Exempt (Hourly)	8
Environmental Resilience	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Fire	Civilian Fire Chief	Non-Covered, Ineligible (Salary)	25
Fire	Mobile Integrated Health Officer - Social Worker	Covered, Non-Exempt (Hourly)	14
Fire	Special Firefighter	Covered, Non-Exempt (Hourly)	10
Fire	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Legal	City Attorney 50% Civil City/50% Water & Sewer Utilities	Non-Covered, Ineligible (Salary)	27
Legal	Assistant City Attorney 50% Civil City/50% Redevelopment Non-Reverting Op Fund	Covered, Exempt (Salary)	25
Legal	Assistant City Attorney 30% Civil City/70% Redevelopment Non-Reverting Op Fund	Covered, Non-Exempt (Hourly)	EX D
Legal	Planning & Zoning Attorney	Non-Covered, Ineligible (Salary)	EX D
Legal	Legal Compliance Administrator 50% Civil City/50% Water & Sewer Utilities	Covered, Exempt (Salary)	22
Legal	Human Resources Manager 60% Civil City/40% Water & Sewer Utilities	Covered, Exempt (Salary)	49-20
Legal	Paralegal 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	12
Legal	Administrative Assistant 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	9
Legal	Administrative Assistant 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	9
Mayor	Deputy Mayor	Non-Covered, Ineligible (Salary)	24-26
Mayor	Director of Administrative Affairs 60% Civil City/40% Water & Sewer Utilities	Non-Covered, Eligible (Salary)	17
Mayor	Budget and Purchasing Manager	Non-Covered, Eligible (Salary)	17
Mayor	Administrative Assistant & Receptionist Executive Assistant 60% Civil City/40% Water & Sewer Utilities	Non-Covered, Eligible (Salary)	11

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Non-specified	Laborer 3	Covered, Non-Exempt (Hourly)	10
Non-specified	Laborer 2	Covered, Non-Exempt (Hourly)	7
Non-specified	Laborer 1	Covered, Non-Exempt (Hourly)	1
Parks & Recreation	Parks Superintendent	Non-Covered, Ineligible (Salary)	23
Parks & Recreation	Parks & Recreation Supervisor	Covered, Non-Exempt (Hourly)	17
Parks & Recreation	Parks Maintenance Manager	Covered, Non-Exempt (Hourly)	16
Parks & Recreation	Recreation Coordinator	Covered, Non-Exempt (Hourly)	12
Parks & Recreation	Program Director	Covered, Non-Exempt (Hourly)	11
Parks & Recreation	Program Director - Pool	Covered, Exempt-Recreational (Hourly)	13
Parks & Recreation	Program Director - Discovery Day Camp	Covered, Exempt-Recreational (Hourly)	11
Parks & Recreation	Program Director - Softball League	Covered, Exempt-Recreational (Hourly)	11
Parks & Recreation	Water Safety Instructor	Covered, Exempt-Recreational (Hourly)	9
Parks & Recreation	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Parks & Recreation	Lifeguard	Covered, Exempt-Recreational (Hourly)	5
Parks & Recreation	Program Leader	Covered, Non-Exempt (Hourly)	5
Parks & Recreation	Program Leader - Discovery Day Camp	Covered, Exempt-Recreational (Hourly)	5
Parks & Recreation	Cashier	Covered, Non-Exempt (Hourly)	1
Parks & Recreation	Cashier - Pool	Covered, Exempt-Recreational (Hourly)	1
Parks & Recreation	Laborer 1 - Softball Field Maintenance	Covered, Exempt-Recreational (Hourly)	1

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Parks & Recreation	Scorekeeper	Covered, Non-Exempt (Hourly)	1
Parks & Recreation	Scorekeeper - Softball League	Covered, Exempt-Recreational (Hourly)	1
Parks & Recreation	Parks Maintenance	Covered, Non-Exempt (Hourly)	EX C
Parks & Recreation	Parks Ranger/Pavilion Manager & Maintenance	Covered, Non-Exempt (Hourly)	EX C
Planning & Zoning	Planning Director	Non-Covered, Ineligible (Salary)	21
Planning & Zoning	Planning & Zoning Administrator	Covered, Exempt (Salary)	21
Planning & Zoning	Assistant Planning & Zoning Administrator	Covered, Non-Exempt (Hourly)	15
Planning & Zoning	Community Development Specialist	Covered, Non-Exempt (Hourly)	15
Planning & Zoning	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Police	Civilian Police Chief	Non-Covered, Ineligible (Salary)	25
Police	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Redevelopment	Community Development Director - 30% Civil City/70% Redevelopment Non-Reverting Op Fund	Non-Covered, Ineligible (Salary)	22
Redevelopment	Redevelopment Director	Non-Covered, Ineligible (Salary)	19 <u>22</u>
Redevelopment	Redevelopment Project Manager 50% Civil City/50% Redevelopment Non-Reverting Op Fund	Covered, Non-Exempt (Hourly)	16
Redevelopment	Administrative Assistant 25% Civil City/75% Redevelopment Non-Reverting Op Fund	Covered, Non-Exempt (Hourly)	9
Street	Street Commissioner	Non-Covered, Ineligible (Salary)	20 <u>22</u>
Street	Assistant Street Commissioner	Covered, Non-Exempt (Hourly)	17
Street	Street Foreman	Covered, Non-Exempt (Hourly)	16
Street	Administrative Assistant	Covered, Non-Exempt (Hourly)	9

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Street	Heavy Equipment Operator	Covered, Non-Exempt (Hourly)	EX C
Street	Light Equipment Operator	Covered, Non-Exempt (Hourly)	EX C
Street	Paint & Sign Technician	Covered, Non-Exempt (Hourly)	EX C
Technology	Technology Director 60% Civil City/40% Water & Sewer Utilities	Non-Covered, Ineligible (Salary)	20
Technology	Technology Coordinator 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	16
Technology	Technology Assistant	Covered, Non-Exempt (Hourly)	13
Technology	Technology Assistant 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	13
Utilities Billing	Utilities Office Manager Administrator	Non-Covered, Ineligible (Salary)	48 19
Utilities Billing	Accounts Payable Clerk	Covered, Non-Exempt (Hourly)	10
Utilities Billing	Accounts Receivable Clerk	Covered, Non-Exempt (Hourly)	10
Utilities Billing	Billing Clerk	Covered, Non-Exempt (Hourly)	10
Utilities Billing	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Wastewater	Wastewater Superintendent	Non-Covered, Ineligible (Salary)	22
Wastewater	Environmental Compliance Administrator	Covered, Non-Exempt (Hourly)	15
Wastewater	Wastewater Maintenance Manager	Covered, Non-Exempt (Hourly)	17
Wastewater	Assistant Wastewater Maintenance Manager	Covered, Non-Exempt (Hourly)	15
Wastewater	FOG (Fats, Oils & Grease) Inspector	Covered, Non-Exempt (Hourly)	14
Wastewater	Laboratory Chemist	Covered, Non-Exempt (Hourly)	40 14
Wastewater	Administrative Assistant	Covered, Non-Exempt (Hourly)	9

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Wastewater	SCADA Operator Technician	Covered, Non-Exempt (Hourly)	EX C
Wastewater	Wastewater Maintenance Technician	Covered, Non-Exempt (Hourly)	EX C
Wastewater	Wastewater Treatment Operator	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Water & Sewer Superintendent	Non-Covered, Ineligible (Salary)	22
Water & Sewer	Water & Sewer Construction & Distribution Supervisor	Covered, Non-Exempt (Hourly)	16
Water & Sewer	Water Quality Manager	Covered, Non-Exempt (Hourly)	14
Water & Sewer	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Water & Sewer	Assistant Water Treatment Operator/Maintenance Technician	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Inspection Crew Technician	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Meter Service Technician	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	SCADA Operator Technician	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Sewer Maintenance Technician	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	TVI Specialist	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Water & Sewer Construction & Distribution Technician	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Water Plant Operator	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Water Treatment Operator	Covered, Non-Exempt (Hourly)	EX C

EXHIBIT B
2025 Wages for All Grades

Grade	Minimum Hourly Wage	Maximum Hourly Wage	Minimum Bi-Weekly Salary	Maximum Bi-Weekly Salary	Minimum Annually	Maximum Annually	Grade
1	\$14.51	\$20.32			\$30,188	\$42,263	1
2	\$15.17	\$21.23			\$31,546	\$44,164	2
3	\$15.85	\$22.19			\$32,965	\$46,151	3
4	\$16.56	\$23.19			\$34,448	\$48,227	4
5	\$17.31	\$24.23			\$35,998	\$50,397	5
6	\$18.09	\$25.32			\$37,618	\$52,665	6
7	\$18.90	\$26.46			\$39,311	\$55,035	7
8	\$19.75	\$27.65			\$41,080	\$57,512	8
9	\$20.64	\$28.89			\$42,928	\$60,099	9
10	\$21.57	\$30.19			\$44,860	\$62,804	10
11	\$21.64	\$32.45	\$1,730.88	\$2,596.35	\$45,003	\$67,505	11
12	\$22.61	\$33.91	\$1,808.77	\$2,713.15	\$47,028	\$70,542	12
13	\$23.63	\$35.44	\$1,890.15	\$2,835.23	\$49,144	\$73,716	13
14	\$24.69	\$37.04	\$1,975.19	\$2,962.81	\$51,355	\$77,033	14
15	\$25.80	\$38.70	\$2,064.08	\$3,096.12	\$53,666	\$80,499	15
16	\$26.96	\$40.44	\$2,157.00	\$3,235.50	\$56,082	\$84,123	16
17	\$28.18	\$42.26	\$2,254.08	\$3,381.12	\$58,606	\$87,909	17
18	\$29.73	\$44.59	\$2,378.04	\$3,567.08	\$61,829	\$92,744	18
19	\$31.36	\$47.04	\$2,508.85	\$3,763.27	\$65,230	\$97,845	19
20	\$33.09	\$49.63	\$2,646.85	\$3,970.27	\$68,818	\$103,227	20
21	\$34.90	\$52.36	\$2,792.38	\$4,188.58	\$72,602	\$108,903	21
22	\$37.00	\$55.50	\$2,959.92	\$4,439.88	\$76,958	\$115,437	22
23	\$39.22	\$58.83	\$3,137.54	\$4,706.31	\$81,576	\$122,364	23
24	\$41.57	\$62.36	\$3,325.77	\$4,988.65	\$86,470	\$129,705	24
25	\$44.07	\$66.10	\$3,525.31	\$5,287.96	\$91,658	\$137,487	25
26	\$46.71	\$70.07	\$3,736.85	\$5,605.27	\$97,158	\$145,737	26
27	\$49.51	\$74.27	\$3,961.04	\$5,941.58	\$102,987	\$154,481	27

EXHIBIT C
2025 Hourly Wages for Teamster Employees

Union Category	0 to 1 Year	1 Year to 3 Years	Over 3 Years
A	\$30.28	\$32.45	\$34.61
B	\$24.81	\$27.07	\$29.31
C	\$24.22	\$26.79	\$28.57
D	\$23.67	\$26.19	\$28.21
E	\$22.93	\$25.40	\$27.21

Union Category A

Mechanic
 SCADA Operator Technician

Union Category B

Park Ranger/Pavilion Manager and Maintenance
 Heavy Equipment Operator
 Paint and Sign Technician
 Inspector Crew Technician
 Sewer Maintenance Technician
 TVI Specialist
 Wastewater Treatment Operator
 Wastewater Maintenance Technician
 Water and Sewer Construction and Distribution Technician
 Water Plant Operator
 Water Treatment Operator

Union Category C

Assistant Water Treatment Operator/Maintenance Technician

Union Category D

Mechanic Assistant
 Park Maintenance
 Light Equipment Operator
 Meter Service Technician

Union Category E

None

EXHIBIT D
2025 Wages for Ungraded Positions

Department/Office	Position	Classification	Wage
Board of Public Works & Safety	Board of Public Works & Safety Member, excluding Mayor 60% Civil City/40% Water & Sewer Utilities	Non-Covered, Ineligible (Salary)	\$207.81 Bi-Weekly
Court	Probation Officer ¹	Covered, Exempt (Salary)	See Below
Legal	Assistant City Attorney ² 30% Civil City/70% Redevelopment Non-Reverting Op Fund	Covered, Non-Exempt (Hourly)	\$54.57 per Hour
Legal	Planning & Zoning Attorney	Non-Covered, Ineligible (Salary)	\$358.45 Bi-Weekly

¹ A Probation Officer shall be compensated in accordance with the Judicial Conference of Indiana's 2025 minimum salary schedule for probation officers, and the salary of a Probation Officer that is currently paid above the minimum salary schedule shall not be reduced. A Probation Officer position that is scheduled to work less than 2,080 hours each year shall be paid in accordance with the minimum salary schedule on a pro rata basis.

² This Assistant City Attorney position is expected to average less than thirty (30) hours of compensation per week.



CITY OF GOSHEN LEGAL DEPARTMENT

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October 7, 2024

To: Goshen Common Council Members
Mayor Gina Leichty
Clerk-Treasurer Richard Aguirre

From: Shannon Marks, Legal Compliance Administrator

Subject: Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees

Exhibit A, 2025 Positions, Classifications and Grade, and Exhibit B, 2025 Wages for All Grades, have been inserted into Ordinance 5198 attached to this memo. Please introduce this version of the ordinance.

ORDINANCE 5198

2025 Compensation for Civil City and Utilities Employees

BE IT ORDAINED, pursuant to Indiana Code § 36-4-7-3, the Goshen Common Council approves the 2025 minimum and maximum compensation, including wages and benefits, as fixed by the Mayor for the Civil City and Utilities employees as follows:

SECTION 1 Application of Ordinance

- (A) This ordinance applies to the appointive officers, deputies and other employees of the Civil City of Goshen, the Goshen Water and Sewer Utilities, and the Goshen Stormwater Utility. This ordinance also applies to certain civilian positions of the Goshen Police Department and civilian positions of the Goshen Fire Department.
- (B) For the purposes of this ordinance, when reference is made to “Bargaining Unit Employees”, “Bargaining Unit Positions”, or a category of employees that are covered by a collective bargaining agreement, this reference shall apply to employees in the positions represented by the Teamsters Local Union No. 364.
- (C) This ordinance does not apply to compensation paid to elected officials, sworn members of the Goshen Fire Department, sworn members of the Goshen Police Department, and certain civilian positions of the Goshen Police Department.

SECTION 2 Positions, Classifications, Grades and Wages

- (A) Positions, Classifications and Grades. Exhibit A, 2025 Positions, Classifications and Grades, sets forth all positions covered by this ordinance. The Exhibit also sets forth the position’s classification under the City’s Hours of Work and Compensation Policy, and the assigned grade for the position or reference to another Exhibit.
- (B) Wages for All Grades. Exhibit B, 2025 Wages for All Grades, sets forth the wages fixed for each assigned grade. Exhibit B applies to all positions except Bargaining Unit Positions, and ungraded positions.
 - (1) Each grade has established a minimum and a maximum level of pay. The minimum is the level of pay established for a position at the assigned grade for an inexperienced employee that meets the City’s minimum qualifications for the position. The maximum is the level of pay established for a position at the assigned grade for an employee that performs duties well beyond those required for the position at the highest possible efficiency and/or for an employee who has qualifications that well exceed the City’s requirements for the position.
 - (2) Each employee will be paid not less than the minimum wage and not more than the maximum wage for the position’s assigned grade. A new employee will receive not less than the minimum wage for the position’s assigned grade, but may receive more than the minimum wage depending on the employee’s qualifications and/or market conditions. Under the guidance and review of the Human Resources

Manager, subject to the final approval of the Mayor, a department head may establish the level of pay for an employee in position within their department or office that is not covered by a collective bargaining agreement, which pay shall be within the minimum and the maximum wage range as set forth in Exhibit B for the position's assigned grade. The department head shall take into consideration an employee's qualifications, an employee's job performance, the position's duties and responsibilities, market conditions, and/or department budget.

- (3) An elected official will establish the pay for the elected official's direct appointments which will be within the minimum and the maximum wage range as set forth in Exhibit B for the position's assigned grade. The elected official shall take into consideration an appointee's qualifications, an appointee's job performance, the position's duties and responsibilities, market conditions, and/or department budget.
- (C) Wages for Teamsters Employees. Exhibit C, 2025 Wages for Teamsters Employees, sets forth the hourly wages fixed for the Bargaining Unit Positions based on the employee's length of service. The Teamsters positions are also indicated by an "Ex C" in the 2025 Positions, Classifications and Grades table set forth in Exhibit A.
 - (D) Wages for Ungraded Positions. Exhibit D, 2025 Wages for Ungraded Positions, sets forth the maximum wages fixed for ungraded positions. The ungraded positions are also indicated by an "Ex D" in the 2025 Positions, Classifications and Grades table set forth in Exhibit A.
 - (E) Temporary, Intermittent, or Seasonal Positions. A department head, under the guidance and review of the Human Resources Manager, may establish a temporary, intermittent, or seasonal position as further described below to meet workload requirements provided the position is scheduled to work less than one thousand forty (1,040) hours each year.
 - (1) Temporary Position. A temporary position is a position lasting less than twelve (12) months to fill in for an absent employee, fill a short-term position, or to complete a specific assignment or project.
 - (2) Intermittent Position. An intermittent position is a position in which the nature of the work is sporadic and unpredictable and without a regularly recurring work schedule.
 - (3) Seasonal Position. A seasonal position is a position in which the nature of the work is in annually recurring periods of less than six (6) months each year.

The wage for a temporary, intermittent, or seasonal position shall be based on the same grade as a regular position as set forth in Exhibit B, 2025 Wages for All Grades. A temporary, intermittent, or seasonal position is not eligible to receive any employment benefit.

- (F) Intern Positions. A department head, under the guidance and review of the Human Resources Manager, may establish an intern position for a fixed duration to provide an individual with experience in a particular occupation or field of study under the close and constant supervision of a regular employee. The internship experience is for the benefit of the intern, and the intern shall not displace an employee in a regular position. An intern

shall be a voluntary position, serve without compensation, and shall not be considered in an employment relationship with the City.

(G) Compensation.

- (1) Employees in a position that is not covered by a collective bargaining agreement and the position is classified as non-covered, eligible; non-covered, ineligible; or covered, exempt, shall be compensated on a salary basis and in accordance with the City's Hours of Work and Compensation Policy.
- (2) Employees in a position that is not covered by a collective bargaining agreement and the position is classified as covered, non-exempt or covered, exempt-recreational, shall be compensated for all hours worked in a work period in accordance with the City's Hours of Work and Compensation Policy.
- (3) Employees in a Bargaining Unit Position are classified as covered, non-exempt, and shall be compensated for all hours worked in a work period in accordance with the terms of the collective bargaining agreement.

(H) Compensatory Time.

- (1) An employee, excluding an employee in a position classified as non-covered, ineligible or covered, recreational exempt, may receive compensatory time off at the rate of one and one-half (1½) hours compensatory time off for each one (1) hour of overtime worked.
- (2) Upon leaving City employment, or upon transferring to a position classified as non-covered, ineligible or covered, recreational exempt, an employee will be compensated for all unused compensatory time based on the higher rate of:
 - (i) The average regular rate received by the employee during the last three (3) years employment with the City; or
 - (ii) The final regular rate received by the employee.
- (3) Payment of unused compensatory time to a salaried employee shall be based on the employee's bi-weekly salary divided by eighty (80) hours.

SECTION 3 Payment of Wages

- (A) The City shall issue paychecks, at a minimum, on a bi-weekly basis.
- (B) Paychecks issued in 2025 will have gross wages calculated using the 2025 wage rates even if a portion of the pay period falls in 2024.
- (C) The wages due to a salaried employee who commences or leaves City employment in the middle of a pay period shall be prorated based on the number of scheduled days worked during that pay period.

SECTION 4 Public Employees' Retirement Fund

Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year is eligible to participate in the Public Employees' Retirement Fund (PERF). The City shall pay both the employer's contributions and employee's mandatory contributions to the PERF.

SECTION 5 Health Insurance

A full-time employee that is expected to average thirty (30) or more hours of compensation per week, and the position of Planning and Zoning Attorney, is eligible for coverage under the city's group health insurance plan and is required to enroll in the plan. The City shall pay eighty percent (80%) (Four Hundred Twenty-five and 92/100 Dollars (\$425.92)) and the employee shall pay twenty percent (20%) (One Hundred Six and 48/100 Dollars (\$106.48)) toward the cost of the weekly health insurance premium, except the employee's share of cost of the health insurance premium will not exceed the annual Affordable Care Act affordability percentage of the employee's annual household income.

SECTION 6 Vacation Leave

- (A) Each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year shall receive the following vacation leave beginning sixty (60) days after the employee's first day of employment, and on the anniversary dates of the employee's first day of employment, unless a higher amount is established by an agreement between City and the employee at the time the employee is hired:
- (1) Upon completion of sixty (60) consecutive days of employment with the City, the employee shall receive forty (40) hours of vacation leave that the employee may use during the employee's first (1st) year of employment.
 - (2) Upon completion of one (1) year of continuous service to the City (the employee's first anniversary date), the employee shall receive forty (40) hours of vacation leave that the employee may use during the employee's second (2nd) year of employment.
 - (3) Upon completion of two (2) years, three (3) years, and four (4) years of continuous service to the City (the employee's second, third and fourth anniversary dates), the employee shall receive eighty (80) hours of vacation leave that the employee may use during the employee's third (3rd), fourth (4th), and fifth (5th) years of employment, respectively.
 - (4) Upon completion of five (5) years, six (6) years, seven (7) years, eight (8) years, and nine (9) years of continuous service to the City (the employee's fifth, sixth, seventh, eighth and ninth anniversary dates), the employee shall receive one hundred twenty (120) hours of vacation leave that the employee may use during the employee's sixth (6th), seventh (7th), eighth (8th), ninth (9th), and tenth (10th) years of employment, respectively.
 - (5) Upon completion of ten (10) years of continuous service to the City (the employee's tenth and each subsequent anniversary date), the employee shall receive one hundred sixty (160) hours of vacation leave that the employee may use during the

employee's eleventh (11th) year of employment. The employee shall continue to receive one hundred sixty (160) hours of vacation leave on each subsequent anniversary date of the employee's first day of employment.

- (B) Each employee in a position scheduled to work at least one thousand forty (1,040) hours each year but less than two thousand eighty (2,080) hours each year shall receive one-half (1/2) the hours of vacation leave an employee in a position scheduled to work at least two thousand eighty (2,080) hours each year would be entitled under paragraph (A)(1) through (5) above beginning sixty (60) days after the employee's first day of employment, and on the anniversary dates of the employee's first day of employment, unless a higher amount is established by an agreement between City and the employee at the time the employee is hired.
- (C) Upon termination of employment, an employee who has worked for the City for at least one hundred eighty (180) days shall receive payment for all unused vacation leave and all vacation leave accrued since the last anniversary date of the employee's first day of employment (as determined under paragraph (D) below), if:
 - (1) The employee gives the City a minimum two (2) week written notice of the employee's intent to terminate employment and the employee is in good standing with the City at the time of termination;
 - (2) The employee is terminated by the City and the employee is in good standing with the City at the time of termination; or
 - (3) The termination is due to a health condition of the employee making it impracticable for the employee to perform the duties and responsibilities of the employee's position or the termination is due to the death of the employee.
- (D) For the purposes of paragraph (C) above, an employee's vacation leave accrued since the last anniversary date of the employee's first day of employment shall be calculated as follows:
 - (1) An employee in a position scheduled to work at least two thousand eighty (2,080) hours each year will receive payment for sixteen (16) hours vacation leave accrued (or eight (8) hours vacation leave accrued if the employee has less than two (2) years of continuous service with the City) for every ten (10) weeks of employment since the last anniversary date of the employee's first day of employment with the City. This payment will only be made in sixteen (16) hour increments (or eight (8) hour increments if the employee has less than two (2) years of continuous service with the City) and will not be prorated based on a partial ten (10) week period. The payment of sixteen (16) hours of vacation leave accrued for every ten (10) weeks of employment also applies to an employee with five (5) or more years of continuous service.
 - (2) An employee in a position scheduled to work at least one thousand forty (1,040) hours each year but less than two thousand eighty (2,080) hours each year will receive payment for eight (8) hours vacation leave accrued (or four (4) hours vacation leave accrued if the employee has less than two (2) years continuous service with the City) for every ten (10) weeks of employment since the last anniversary date of the employee's first day of employment. This payment will only

be made in eight (8) hour increments (or four (4) hour increments if the employee has less than two (2) years of continuous service with the City) and will not be prorated based on a partial ten (10) week period. The payment of eight (8) hours of vacation leave accrued for every ten (10) weeks of employment also applies to an employee with five (5) or more years of continuous service.

- (E) Vacation leave shall be paid at the employee's current wage rate. Payment of unused vacation leave and vacation leave accrued since the last anniversary date of the employee's first day of employment upon termination under paragraph (D) above to a salaried employee shall be based on the employee's bi-weekly salary divided by eighty (80) hours.

SECTION 7 Sick Leave

- (A) Each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year shall receive twenty-four (24) hours of sick leave upon hire, and earn six (6) hours of sick leave on the first (1st) day of each month, starting on the first (1st) day of the month after the employee has completed at least thirty (30) days of service to the City.
- (B) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year but less than two thousand eighty (2,080) hours each year shall receive twelve (12) hours of sick leave upon hire, and earn three (3) hours of sick leave on the first (1st) day of each month, starting on the first (1st) day of the month after the employee has completed at least thirty (30) days of service to the City.
- (C) An employee who has accumulated two hundred forty (240) hours of sick leave may sell up to thirty-two (32) hours of sick leave back to City during January of each year at the rate of Seventeen and 50/100 Dollars (\$17.50) per hour provided the sell back does not reduce the employee's accumulated sick leave to less than two hundred forty (240) hours.
- (D) An employee who has completed more than ten (10) years employment with the City will be paid for unused sick leave in excess of four hundred eighty (480) hours up to a maximum of two hundred forty (240) hours upon termination of employment if:
 - (1) The employee gives the City a minimum two (2) week written notice of the intent to terminate employment with the City and the employee is in good standing with the City at the time of termination;
 - (2) The employee is terminated by the City and the employee is in good standing with the City at the time of termination; or
 - (3) The termination is due to a health condition of the employee making it impracticable for the employee to perform the duties or the termination is due to the death of the employee.
- (E) Except as provided by paragraph (C) above, sick leave shall be paid at the employee's current wage rate. Payment of unused sick leave hours upon termination under paragraph (D) above to a salaried employee shall be based on the employee's bi-weekly salary divided by eighty (80) hours.

SECTION 8 Holidays

- (A) The City shall observe the following holidays:
- (1) New Year's Day (January 1) – observed Wednesday, January 1, 2025
 - (2) Martin Luther King, Jr.'s Birthday (Third Monday in January) – observed Monday, January 20, 2025
 - (3) Good Friday – observed Friday, April 18, 2025
 - (4) Memorial Day (Last Monday in May) – observed Monday, May 26, 2025
 - (5) Juneteenth National Independence Day (June 19) – observed Thursday, June 19, 2025
 - (6) Independence Day (July 4) – observed Friday, July 4, 2025
 - (7) Labor Day (First Monday in September) – observed Monday, September 1, 2025
 - (8) Indigenous Peoples' Day/Columbus Day (Second Monday in October) – observed Monday, October 13, 2025
 - (9) Veterans Day (November 11) – observed Tuesday, November 11, 2025
 - (10) Thanksgiving Holiday (Fourth Thursday in November and following Friday) – observed Thursday and Friday, November 27 and 28, 2025
 - (11) Christmas Holiday (December 24 and December 25) – observed Wednesday and Thursday, December 24 and 25, 2025
- (B) After thirty (30) days of employment, each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year and paid on an hourly basis shall receive holiday pay based on the employee's current wage rate and the number of hours the employee would otherwise have been regularly scheduled to work on that holiday.
- (C) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year and paid on an hourly basis who is required to work on a holiday shall receive one and one-half (1½) times the employee's regular rate per hour for all hours worked in addition to the holiday pay. For the purposes of this paragraph, the employee must work the actual holiday which may not necessarily be the date observed by the City.
- (D) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year and paid on a salary basis shall not have their salary reduced in weeks in which a holiday is observed.

SECTION 9 Floating Holidays

- (A) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year who is employed with the City on January 1 or who commences employment with the City on the first work day following January 1 is entitled to paid floating holidays each calendar year as follows:
 - (1) Each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year shall receive forty (40) hours paid floating holidays.
 - (2) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year but less than two thousand eighty (2,080) hours each year shall receive thirty (30) hours paid floating holidays.
- (B) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year who commences employment with the City after the first work day following January 1 but before July 1 is entitled to paid floating holidays in the first partial year of employment ending December 31 as follows:
 - (1) Each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year shall receive sixteen (16) hours paid floating holidays.
 - (2) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year but less than two thousand eighty (2,080) hours each year shall receive twelve (12) hours paid floating holidays.
- (C) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year who commences employment with the City on or after July 1 is not entitled to any floating holidays in the first partial year of employment ending December 31.
- (D) Employees may not accumulate floating holidays from year to year.
- (E) Unused floating holidays will not be paid to an employee upon termination of employment.
- (F) Floating holidays shall be paid at the employee's current wage rate.

SECTION 10 Increment Pay

- (A) Except for an employee in a position excluded under paragraph (G) below, each eligible employee who has completed at least one (1) year of continuous service to the City shall receive an annual increment pay bonus payable at the end of the calendar year or at the time of termination of employment with the City.
- (B) An employee shall earn one (1) year toward increment pay for each continuous calendar year of employment commencing January 1 following the employee's date of employment. The employee shall earn an additional year toward increment pay each succeeding January 1.
- (C) Notwithstanding paragraph (B) above, an employee who commences employment on January 1 or the first work day following January 1 shall be entitled to the annual increment

pay bonus at the end of the calendar year in which the employee commenced employment provided the employee is still employed with the City at the time of payment. Should the employee terminate employment during the first year of service, then the employee is not entitled to receive an increment pay bonus.

- (D) Each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year, excluding an employee in a Bargaining Unit Position, shall receive an annual increment pay bonus of One Hundred Dollars (\$100) per calendar year of continuous service, up to a maximum of One Thousand Seven Hundred Dollars (\$1,700) per year. Each employee in a Bargaining Unit Position shall receive an annual increment pay bonus of One Hundred Dollars (\$100) per calendar year of continuous service, up to a maximum of Two Thousand Dollars (\$2,000) per year.
- (E) Each employee in a position scheduled to work at least one thousand forty (1,040) hours each year but less than two thousand eighty (2,080) hours each year shall receive one-half (1/2) the increment pay bonus an employee in a position scheduled to work at least two thousand eighty (2,080) hours each year would be entitled to under paragraph (D) above.
- (F) Upon termination of employment, increment pay will be paid to an employee based on the number of calendar years of continuous service to the City as of January 1 of the current calendar year if:
 - (1) The employee gives the City a minimum two (2) week written notice of the employee's intent to terminate employment and the employee is in good standing with the City at the time of termination;
 - (2) The employee is terminated by the City and the employee is in good standing with the City at the time of termination; or
 - (3) The termination is due to a health condition of the employee making it impracticable for the employee to perform the duties and responsibilities of the employee's position or the termination is due to the death of the employee.
- (G) This section does not apply to an employee in the position(s) of:
 - (1) Planning and Zoning Attorney; and
 - (2) Probation Officer. (The structure of the salary schedule for Probation Officers adopted by the Judicial Conference of Indiana provides additional compensation based on years of service.)

SECTION 11 Longevity Bonus

- (A) This section applies to each employee in a position scheduled to work at least two thousand eighty (2,080) hours each year and who commenced employment with the City in the position before January 1, 1990, except for the Planning and Zoning Attorney.
- (B) Each qualifying employee who has attained at least twenty (20) years of continuous employment shall receive an annual longevity bonus of Two Thousand Dollars (\$2,000)

payable at the end of the calendar year or at the time of termination of employment with the City.

- (C) A qualifying employee who has attained their twentieth year of employment shall receive a prorated portion of the annual longevity bonus upon termination based on the portion of the year employed after January 1 of the current calendar year if:
- (1) The employee gives the City a minimum two (2) week written notice of the employee's intent to terminate employment with the City and the employee is in good standing with the City at the time of termination;
 - (2) The employee is terminated in the by the City and the employee is in good standing with the City at the time of termination; or
 - (3) The termination is due to a health condition of the employee making it impracticable for the employee to perform the duties or the termination is due to the death of the employee.

SECTION 12 Funeral Leave

Each employee in a position scheduled to work at least one thousand forty (1,040) hours each year is entitled to paid funeral leave in accordance with the current City policy or in accordance with the terms of the collective bargaining agreement for Bargaining Unit Employees.

SECTION 13 Court Duties

Each employee in a position scheduled to work at least one thousand forty (1,040) hours each year is entitled to court duty pay for either serving as a juror or being subpoenaed as a witness in a legally-constituted court in accordance with the current City policy or in accordance with the terms of the collective bargaining agreement for Bargaining Unit Employees.

SECTION 14 Declared Emergency Paid Leave

An employee, excluding a seasonal employee, that is unable to work due and ordered to stay home due to a declared national emergency, declared state disaster emergency, or a declared local disaster emergency affecting the City of Goshen is entitled to declared emergency paid leave in accordance with current City policy. The declared emergency paid leave shall be paid at the rate of three-quarters (3/4) of an employee's regular rate of pay for the hours allocated.

SECTION 15 Clothing/Work Boot/Physical Fitness Allowance

- (A) Each employee in a position scheduled to work at least one thousand forty (1,040) hours each year who has completed at least six (6) months of continuous employment with the City, is not a Bargaining Unit Employee, and is not otherwise provided uniforms by the City is eligible to receive a clothing/work boot/physical fitness allowance in accordance with current City policy.
- (B) Each eligible employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year may be reimbursed up to One Hundred Dollars (\$100) per calendar year as a clothing/work boot/physical fitness allowance.

- (C) Each eligible employee in a position scheduled to work at least one thousand forty (1,040) hours each year but less than one thousand five hundred sixty (1,560) hours each year may be reimbursed up to Fifty Dollars (\$50) per calendar year as a clothing/work boot/physical fitness allowance.

SECTION 16 Tool/Work Shoe/Inclement Weather Gear Allowance

- (A) Each employee in a position set forth in paragraph (B) below is eligible to receive a tool/work shoe/inclement weather gear allowance. The employee may be reimbursed up to Three Hundred Fifty Dollars (\$350) per year for the purchase of tools, work shoes, and/or inclement weather gear to be used in their employment. The reimbursement shall be processed in the same manner as the clothing/work boot/physical fitness allowance.
- (B) Positions eligible to receive the tool/work shoe/inclement weather gear allowance include:
- (1) Central Garage - Fleet Maintenance Director
 - (2) Central Garage - Fleet Maintenance Manager
 - (3) Central Garage – Assistant Fleet Maintenance Manager
 - (4) Parks and Recreation Department - Park Maintenance Manager
 - (5) Street Department - Street Commissioner
 - (6) Street Department - Assistant Street Commissioner
 - (7) Street Department – Street Foreman
 - (8) Wastewater Department - Wastewater Superintendent
 - (9) Wastewater Department - Environmental Compliance Administrator
 - (10) Wastewater Department – Wastewater Maintenance Manager
 - (11) Wastewater Department - Assistant Wastewater Maintenance Manager
 - (12) Water and Sewer Departments - Water and Sewer Superintendent
 - (13) Water and Sewer Departments - Water Quality Manager
 - (14) Water and Sewer Departments – Water and Sewer Construction and Distribution Supervisor

SECTION 17 CPA License Pay

An individual appointed as First Deputy in the Clerk-Treasurer’s Office that possesses and maintains an Indiana Certified Public Accountant License shall receive additional compensation of Five Thousand Dollars (\$5,000) per year. The CPA license pay shall be included in the employee’s regular bi-weekly paycheck.

SECTION 18 State Certification Bonus

- (A) Each employee of the Water and Sewer Utilities that is scheduled to work at least one thousand five hundred sixty (1,560) hours each year and is not a Bargaining Unit Employee is eligible to receive Two Hundred Dollars (\$200) for each water treatment license, wastewater treatment license, water distribution license, sewer collection license or industrial certification license received through the State of Indiana if the license is required for the performance of the employee's position.
- (B) A Utilities Department or Wastewater Treatment Department Bargaining Unit Employee is eligible to receive Two Hundred Dollars (\$200) for each wastewater treatment plant operator certificate or water plant operator license received which is above and beyond the City's job description training requirements. Provided the employee passes the certification test, the City will pay for the cost of the test and the cost of the periodic renewal of the certification.

SECTION 19 ASE Certification Bonus

- (A) This section applies to the positions of Central Garage Fleet Maintenance Director, Fleet Maintenance Manager and Assistant Fleet Maintenance Manager.
- (B) Each employee is eligible to receive an annual bonus of Four Hundred Dollars (\$400) for each approved ASE certification test passed, and provided the ASE certification is current, up to a maximum of One Thousand Two Hundred Dollars (\$1,200) annually. The ASE certification bonus shall be included in the employee's regular bi-weekly paycheck.
- (C) The ASE certification test must be within one of the following disciplines:
 - (1) Automobile/Light Truck Certification (A Series)
 - (2) Medium/Heavy Duty Truck Certification (T Series)
 - (3) Truck Equipment Certification (E Series)
 - (4) Electronic Diesel Engine Diagnosis Specialist Certification (L2)
- (D) In addition, the City shall reimburse each employee passing the certification tests required to obtain the Master Automotive Certification or Master Heavy Truck Certification the cost of the test registration and test fee up to a maximum of One Hundred Thirty-five Dollars (\$135) per test.

SECTION 20 Cell Phone Stipend

- (A) For those employees who, for substantial business purposes, are regularly required to use a cell phone to perform the employees' job duties and responsibilities, the City will pay the employee a cell phone stipend as reimbursement if the employee elects to use the employee's personal cell phone for City business in lieu of the City providing the employee with a City-owned cell phone.
- (B) The cell phone stipend will be provided in accordance with City Cell Phone Policy. The amount of the stipend will not exceed the sum of Twenty-five Dollars (\$25) per month if

the employee is required to have voice services only, or the stipend will not exceed the sum of Fifty Dollars (\$50) per month if the employee is required to have voice and data communication services.

SECTION 21 Civilian Police Chief and Civilian Fire Chief

- (A) The Mayor may appoint a person that meets the requirements of Indiana Code §§ 36-8-4-1 through 36-8-4-12 to fill the position of Civilian Police Chief instead of the position of Police Chief described in the current ordinance for Compensation for Police Department Employees in Section 1, paragraph (B)(1) and Exhibit A of that ordinance.
- (B) The Mayor may appoint a person that meets the requirements of Indiana Code §§ 36-8-4-1 through 36-8-4-12 to fill the position of Civilian Fire Chief instead of the position of Fire Chief described in the current ordinance for Compensation for Fire Department Employees in Section 1, paragraph (B)(1) and Exhibit A of that ordinance.
- (C) The positions of Civilian Police Chief and Civilian Fire Chief shall be eligible to participate in PERF, and receive health insurance, vacation leave, sick leave, holidays, floating holidays, increment pay, longevity bonus, funeral leave, court duties, clothing/work boot/physical fitness allowance, and cell phone stipend as provided in this ordinance. For calculation of fringe benefits, excluding PERF, all time spent as a police officer or firefighter for the City of Goshen will count as years of service when applying the terms of benefits under this ordinance.

SECTION 22 Collective Bargaining Agreement Provisions

The following additional compensation applies specifically to bargaining unit positions. The additional compensation will be paid to the Bargaining Unit Employee in accordance with the terms of the collective bargaining agreement. In the event the terms of the collective bargaining agreement between the City of Goshen and Teamsters Local Union No. 364 are more favorable than the provisions of this ordinance, then the Bargaining Unit Employees shall be compensated in accordance with the terms of the collective bargaining agreement.

- (A) Overtime.
 - (1) Overtime Compensation.
 - (i) A Street Department Bargaining Unit Employee shall receive overtime compensation equal to one and one-half (1½) times the employee's regular rate of pay for all hours worked in excess of eight (8) hours a work day, and one and one-half (1½) times the employee's regular rate of pay for all hours worked in excess of forty (40) hours a work week.
 - (ii) A Bargaining Unit Employee, excluding a Street Department Bargaining Unit Employee, shall receive overtime compensation equal to the greater of one and one-half (1½) times the employee's regular rate of pay for all hours worked in excess of ten (10) hours a work day, or one and one-half (1½) times the employee's regular rate of pay for all hours worked in excess of forty (40) hours a work week.

- (2) Compensatory Time.
- (i) In lieu of overtime compensation, a Bargaining Unit Employee may request to receive compensatory time at the rate of one and one-half (1½) hours for every hour worked exceeding forty (40) hours in a work week up to a maximum of two hundred forty (240) hours.
 - (ii) An employee may sell up to forty (40) hours of accrued compensatory time back to the City. The employee will be paid for compensatory time at the rate of pay received by the employee at the time the employee requests to sell back the compensatory time.
- (B) Call-In Pay. A Bargaining Unit Employee shall receive call-in pay equal to the greater of the pay to which the employee is entitled for the hours worked at the applicable regular or overtime hourly rate; or a minimum of three (3) hours of pay at the employee's regular hourly rate.
- (C) Shift Differential.
- (1) A Bargaining Unit Employee shall receive a shift differential of Thirty-five Cents (\$0.35) per hour.
 - (2) A Utilities Department Bargaining Unit Employee who is scheduled to work outside of their regular scheduled shift to flush hydrants shall receive Forty-five Cents (\$0.45) per hour in addition to the shift differential pay provided in paragraph (C)(1) above.
- (D) Holidays. Each Bargaining Unit Employee shall have the holidays each calendar year as established by the Common Council in this ordinance. Each employee working a full year shall have at least twelve (12) holidays in a given year. If the Common Council recognizes less than twelve (12) holidays in a given year, then each Bargaining Unit Employee shall have floating holidays to the extent that the sum of the holidays established by the Common Council, plus the floating holidays equal twelve (12). If an employee is hired mid-year, the employees shall have the holidays remaining in the calendar year.
- (E) Uniforms. The City shall provide and maintain uniforms for Bargaining Unit Employees.
- (F) Substitution Pay. A Bargaining Unit Employee filling in the roll of an absent employee in a higher job classification for one (1) day or longer shall receive pay of the higher job classification.
- (G) Work Shoe/Inclement Weather Gear Allowance. A Bargaining Unit Employee shall receive up to Four Hundred Dollars (\$400) in reimbursement toward the cost to purchase or repair work shoes or inclement weather gear.
- (H) Commercial Driver's License (CDL).
- (1) The City will pay the cost of a basic physical required by state or federal regulations for a Bargaining Unit Employee to maintain his or her CDL if the physical is provided by a physician designated by the City. Alternatively, if the employee chooses to have the required physical provided by his or her own physician, the

City will pay an amount not exceeding the amount the City would have paid if the physical was provided by a physician designated by the City.

- (2) The City will pay the cost of the CDL renewal or upgrade for a Bargaining Unit Employee.
 - (3) An employee assigned by a Department Head to train fellow employees in obtaining their CDL shall receive Two and 00/100 Dollars (\$2.00) per hour for all hours spent in such training.
- (I) Vaccinations. The City will pay the cost for a Parks and Recreation Department Bargaining Unit Employee to receive a hepatitis B vaccination.
- (J) CPO and CPSI Certifications. A Parks and Recreation Department Bargaining Unit Employee who obtains both the Certified Pool & Spa Operator (CPO) and Certified Playground Safety Inspector (CPSI) certifications shall receive a total of Two Hundred and 00/100 Dollars (\$200.00) per year.
- (K) On-Call Pay. A Utilities Department or Wastewater Treatment Department Bargaining Unit Employee designated to take home a laptop computer and a communication device in order to respond to warning signals from the wastewater treatment facility shall receive on-call pay in the amount of Ten Dollars (\$10) if on a day the Bargaining Unit Employee is scheduled to work, and Fifteen Dollars (\$15) if on a day the Bargaining Unit Employee is not scheduled to work.
- (L) Mechanic Tool Insurance. A Central Garage Bargaining Unit Employee will be reimbursed for insurance covering theft and fire damage of mechanic-owned tools, or the City will pay the employee's insurance company directly upon presentation of an invoice.
- (M) Mechanic Tool Allowance.
- (1) A Central Garage Bargaining Unit Employee may use all or any portion of the work shoe/inclement weather gear allowance toward the cost to purchase tools to be used in their employment. In addition to applying all or a portion of the work shoe/inclement weather gear allowance, a mechanic shall receive Seven Hundred Fifty and 00/100 Dollars (\$750.00) to purchase tools to be used in their employment.
 - (2) A mechanic who holds a Master Automotive Certification or Master Heavy Truck Certification shall receive Eight Hundred Fifty and 00/100 Dollars (\$850.00) to purchase tools to be used in their employment.
- (N) ASE Certification.
- (1) A Central Garage Bargaining Unit Employee shall receive an annual Four Hundred Dollars (\$400) certification bonus, up to a maximum of One Thousand Two Hundred Dollars (\$1,200), for each approved ASE certification test the employee has passed, and provided the certification is kept current.
 - (2) A Central Garage Bargaining Unit Employee who passes the certification tests required to obtain the Master Automotive Certification or Master Heavy Truck

Certification shall be reimbursed the cost of the test registration and the test fee up to a maximum of One Hundred Thirty-five Dollars (\$135) per test. If there is no testing option except during normal work hours, any mechanic will be given time off to take the test with pay.

SECTION 23 Share of Cost for Wages and Benefits

The cost of wages and employment benefits of certain positions are paid from more than one fund or budget. The percentage share of cost of wages and employment benefits for those positions that are to be paid from more than one budget or fund are set forth in Exhibit A under the position title. The Department or Office shall determine on an annual basis which employees in that position are to be paid from more than one budget or fund based on the percentage share of cost as set forth in Exhibit A. A Department or Office may pay other employees with the same position title entirely from one fund or budget.

[Continued Next Page.]

PASSED by the Goshen Common Council on _____, 2024.

Presiding Officer

ATTEST:

Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor on _____, 2024, at the hour of ____:____
____.m.

Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on _____, 2024.

Gina M. Leichty, Mayor

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Aviation	Airport Manager	Non-Covered, Ineligible (Salary)	20
Board of Public Works & Safety	Board of Public Works & Safety Member, excluding Mayor 60% Civil City/40% Water & Sewer Utilities	Non-Covered, Ineligible (Salary)	Ex D
Building	Building Commissioner	Non-Covered, Ineligible (Salary)	18
Building	Code Compliance Officer	Covered, Non-Exempt (Hourly)	12
Building	Code Compliance Officer 50% Civil City/50% Residential Lease Fee Fund	Covered, Non-Exempt (Hourly)	12
Building	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Buildings & Grounds	Buildings & Grounds Director 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	16
Buildings & Grounds	Buildings & Grounds Manager 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	15
Buildings & Grounds	Buildings & Grounds Maintenance Assistant	Covered, Non-Exempt (Hourly)	7
Buildings & Grounds	Buildings & Grounds Maintenance Assistant 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	7
Buildings & Grounds	Custodian	Covered, Non-Exempt (Hourly)	1
Buildings & Grounds	Custodian 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	1
Buildings & Grounds	Purchasing Agent	Covered, Non-Exempt (Hourly)	12
Cemetery	Cemeteries Director	Non-Covered, Ineligible (Salary)	19
Cemetery	Cemeteries Manager	Covered, Non-Exempt (Hourly)	13
Cemetery	Cemeteries Operations Assistant	Covered, Non-Exempt (Hourly)	7
Central Garage	Fleet Maintenance Director 50% Civil City/50% Water & Sewer Utilities	Non-Covered, Ineligible (Salary)	19
Central Garage	Fleet Maintenance Manager 80% Civil City/20% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	16
Central Garage	Assistant Fleet Maintenance Manager 80% Civil City/20% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	11

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Central Garage	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Central Garage	Mechanic	Covered, Non-Exempt (Hourly)	EX C
Central Garage	Mechanic Assistant	Covered, Non-Exempt (Hourly)	EX C
Clerk-Treasurer	First Deputy	Non-Covered, Eligible (Salary)	17
Clerk-Treasurer	Payroll Administrator 80% Civil City/20% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	12
Clerk-Treasurer	Payroll Specialist 80% Civil City/20% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	10
Clerk-Treasurer	Accounts Payable Clerk	Covered, Non-Exempt (Hourly)	10
Clerk-Treasurer	Accounts Receivable Clerk	Covered, Non-Exempt (Hourly)	10
Clerk-Treasurer	Grants Coordinator	Covered, Non-Exempt (Hourly)	10
Clerk-Treasurer	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Clerk-Treasurer	Administrative Assistant 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	9
Community Engagement	Community Relations Manager	Covered, Non-Exempt (Hourly)	14
Community Engagement	Communications Manager	Covered, Non-Exempt (Hourly)	14
Court	Court First Deputy	Non-Covered, Eligible (Salary)	16
Court	Court Second Deputy	Covered, Non-Exempt (Hourly)	9
Court	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Court	Bailiff	Covered, Non-Exempt (Hourly)	7
Court	Court Operations Assistant	Covered, Non-Exempt (Hourly)	6
Court	Probation Officer	Covered, Exempt (Salary)	EX D

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Engineering	Public Works Director 20% Civil City/80% Water & Sewer Utilities	Non-Covered, Ineligible (Salary)	27
Engineering	City Civil Engineer 50% Civil City/50% Water & Sewer Utilities	Covered, Exempt (Salary)	22
Engineering	Utilities City Engineer 20% Civil City/80% Water & Sewer Utilities	Covered, Exempt (Salary)	22
Engineering	Administrative City Engineer 50% Civil City/50% Water & Sewer Utilities	Covered, Exempt (Salary)	22
Engineering	Engineering Project Manager 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	16
Engineering	GIS Coordinator 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	15
Engineering	Asset Manager 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	15
Engineering	Stormwater Coordinator	Covered, Non-Exempt (Hourly)	14
Engineering	Engineering Technician 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	11
Engineering	Engineering Inspector 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	10
Engineering	Stormwater Inspector 50% Water & Sewer Utilities/50% Stormwater Utility	Covered, Non-Exempt (Hourly)	10
Engineering	Stormwater Specialist	Covered, Non-Exempt (Hourly)	9
Engineering	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Engineering	Administrative Assistant 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	9
Environmental Resilience	Environmental Resilience Director	Non-Covered, Ineligible (Salary)	19
Environmental Resilience	Grants & Education Manager	Covered, Non-Exempt (Hourly)	15
Environmental Resilience	Urban Forester	Covered, Non-Exempt (Hourly)	14
Environmental Resilience	Urban Forester Assistant	Covered, Non-Exempt (Hourly)	8
Environmental Resilience	Administrative Assistant	Covered, Non-Exempt (Hourly)	9

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Fire	Civilian Fire Chief	Non-Covered, Ineligible (Salary)	25
Fire	Mobile Integrated Health Officer - Social Worker	Covered, Non-Exempt (Hourly)	14
Fire	Special Firefighter	Covered, Non-Exempt (Hourly)	10
Fire	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Legal	City Attorney 50% Civil City/50% Water & Sewer Utilities	Non-Covered, Ineligible (Salary)	27
Legal	Assistant City Attorney 50% Civil City/50% Redevelopment Non-Reverting Op Fund	Covered, Exempt (Salary)	25
Legal	Assistant City Attorney 30% Civil City/70% Redevelopment Non-Reverting Op Fund	Covered, Non-Exempt (Hourly)	EX D
Legal	Planning & Zoning Attorney	Non-Covered, Ineligible (Salary)	EX D
Legal	Legal Compliance Administrator 50% Civil City/50% Water & Sewer Utilities	Covered, Exempt (Salary)	22
Legal	Human Resources Manager 60% Civil City/40% Water & Sewer Utilities	Covered, Exempt (Salary)	19
Legal	Paralegal 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	12
Legal	Administrative Assistant 50% Civil City/50% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	9
Legal	Administrative Assistant 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	9
Mayor	Deputy Mayor	Non-Covered, Ineligible (Salary)	24
Mayor	Director of Administrative Affairs 60% Civil City/40% Water & Sewer Utilities	Non-Covered, Eligible (Salary)	17
Mayor	Administrative Assistant & Receptionist 60% Civil City/40% Water & Sewer Utilities	Non-Covered, Eligible (Salary)	11
Non-specified	Laborer 3	Covered, Non-Exempt (Hourly)	10
Non-specified	Laborer 2	Covered, Non-Exempt (Hourly)	7
Non-specified	Laborer 1	Covered, Non-Exempt (Hourly)	1

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Parks & Recreation	Parks Superintendent	Non-Covered, Ineligible (Salary)	23
Parks & Recreation	Parks & Recreation Supervisor	Covered, Non-Exempt (Hourly)	17
Parks & Recreation	Parks Maintenance Manager	Covered, Non-Exempt (Hourly)	16
Parks & Recreation	Recreation Coordinator	Covered, Non-Exempt (Hourly)	12
Parks & Recreation	Program Director	Covered, Non-Exempt (Hourly)	11
Parks & Recreation	Program Director - Pool	Covered, Exempt-Recreational (Hourly)	13
Parks & Recreation	Program Director - Discovery Day Camp	Covered, Exempt-Recreational (Hourly)	11
Parks & Recreation	Program Director - Softball League	Covered, Exempt-Recreational (Hourly)	11
Parks & Recreation	Water Safety Instructor	Covered, Exempt-Recreational (Hourly)	9
Parks & Recreation	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Parks & Recreation	Lifeguard	Covered, Exempt-Recreational (Hourly)	5
Parks & Recreation	Program Leader	Covered, Non-Exempt (Hourly)	5
Parks & Recreation	Program Leader - Discovery Day Camp	Covered, Exempt-Recreational (Hourly)	5
Parks & Recreation	Cashier	Covered, Non-Exempt (Hourly)	1
Parks & Recreation	Cashier - Pool	Covered, Exempt-Recreational (Hourly)	1
Parks & Recreation	Laborer 1 - Softball Field Maintenance	Covered, Exempt-Recreational (Hourly)	1
Parks & Recreation	Scorekeeper	Covered, Non-Exempt (Hourly)	1
Parks & Recreation	Scorekeeper - Softball League	Covered, Exempt-Recreational (Hourly)	1
Parks & Recreation	Parks Maintenance	Covered, Non-Exempt (Hourly)	EX C

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Parks & Recreation	Parks Ranger/Pavilion Manager & Maintenance	Covered, Non-Exempt (Hourly)	EX C
Planning & Zoning	Planning Director	Non-Covered, Ineligible (Salary)	21
Planning & Zoning	Planning & Zoning Administrator	Covered, Exempt (Salary)	21
Planning & Zoning	Assistant Planning & Zoning Administrator	Covered, Non-Exempt (Hourly)	15
Planning & Zoning	Community Development Specialist	Covered, Non-Exempt (Hourly)	15
Planning & Zoning	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Police	Civilian Police Chief	Non-Covered, Ineligible (Salary)	25
Police	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Redevelopment	Community Development Director 30% Civil City/70% Redevelopment Non-Reverting Op Fund	Non-Covered, Ineligible (Salary)	22
Redevelopment	Redevelopment Director	Non-Covered, Ineligible (Salary)	19
Redevelopment	Redevelopment Project Manager 50% Civil City/50% Redevelopment Non-Reverting Op Fund	Covered, Non-Exempt (Hourly)	16
Redevelopment	Administrative Assistant 25% Civil City/75% Redevelopment Non-Reverting Op Fund	Covered, Non-Exempt (Hourly)	9
Street	Street Commissioner	Non-Covered, Ineligible (Salary)	20
Street	Assistant Street Commissioner	Covered, Non-Exempt (Hourly)	17
Street	Street Foreman	Covered, Non-Exempt (Hourly)	16
Street	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Street	Heavy Equipment Operator	Covered, Non-Exempt (Hourly)	EX C
Street	Light Equipment Operator	Covered, Non-Exempt (Hourly)	EX C
Street	Paint & Sign Technician	Covered, Non-Exempt (Hourly)	EX C

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Technology	Technology Director 60% Civil City/40% Water & Sewer Utilities	Non-Covered, Ineligible (Salary)	20
Technology	Technology Coordinator 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	16
Technology	Technology Assistant	Covered, Non-Exempt (Hourly)	13
Technology	Technology Assistant 60% Civil City/40% Water & Sewer Utilities	Covered, Non-Exempt (Hourly)	13
Utilities Billing	Utilities Office Manager	Non-Covered, Ineligible (Salary)	18
Utilities Billing	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Wastewater	Wastewater Superintendent	Non-Covered, Ineligible (Salary)	22
Wastewater	Environmental Compliance Administrator	Covered, Non-Exempt (Hourly)	15
Wastewater	Wastewater Maintenance Manager	Covered, Non-Exempt (Hourly)	17
Wastewater	Assistant Wastewater Maintenance Manager	Covered, Non-Exempt (Hourly)	15
Wastewater	FOG (Fats, Oils & Grease) Inspector	Covered, Non-Exempt (Hourly)	14
Wastewater	Laboratory Chemist	Covered, Non-Exempt (Hourly)	10
Wastewater	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Wastewater	SCADA Operator Technician	Covered, Non-Exempt (Hourly)	EX C
Wastewater	Wastewater Maintenance Technician	Covered, Non-Exempt (Hourly)	EX C
Wastewater	Wastewater Treatment Operator	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Water & Sewer Superintendent	Non-Covered, Ineligible (Salary)	22
Water & Sewer	Water & Sewer Construction & Distribution Supervisor	Covered, Non-Exempt (Hourly)	16
Water & Sewer	Water Quality Manager	Covered, Non-Exempt (Hourly)	14

EXHIBIT A
2025 Positions, Classifications and Grades

Department/Office	Position	Classification	Grade
Water & Sewer	Administrative Assistant	Covered, Non-Exempt (Hourly)	9
Water & Sewer	Assistant Water Treatment Operator/Maintenance Technician	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Inspection Crew Technician	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Meter Service Technician	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	SCADA Operator Technician	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Sewer Maintenance Technician	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	TVI Specialist	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Water & Sewer Construction & Distribution Technician	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Water Plant Operator	Covered, Non-Exempt (Hourly)	EX C
Water & Sewer	Water Treatment Operator	Covered, Non-Exempt (Hourly)	EX C

EXHIBIT B
2025 Wages for All Grades

Grade	Minimum Hourly Wage	Maximum Hourly Wage	Minimum Bi-Weekly Salary	Maximum Bi-Weekly Salary	Minimum Annually	Maximum Annually	Grade
1	\$14.51	\$20.32			\$30,188	\$42,263	1
2	\$15.17	\$21.23			\$31,546	\$44,164	2
3	\$15.85	\$22.19			\$32,965	\$46,151	3
4	\$16.56	\$23.19			\$34,448	\$48,227	4
5	\$17.31	\$24.23			\$35,998	\$50,397	5
6	\$18.09	\$25.32			\$37,618	\$52,665	6
7	\$18.90	\$26.46			\$39,311	\$55,035	7
8	\$19.75	\$27.65			\$41,080	\$57,512	8
9	\$20.64	\$28.89			\$42,928	\$60,099	9
10	\$21.57	\$30.19			\$44,860	\$62,804	10
11	\$21.64	\$32.45	\$1,730.88	\$2,596.35	\$45,003	\$67,505	11
12	\$22.61	\$33.91	\$1,808.77	\$2,713.15	\$47,028	\$70,542	12
13	\$23.63	\$35.44	\$1,890.15	\$2,835.23	\$49,144	\$73,716	13
14	\$24.69	\$37.04	\$1,975.19	\$2,962.81	\$51,355	\$77,033	14
15	\$25.80	\$38.70	\$2,064.08	\$3,096.12	\$53,666	\$80,499	15
16	\$26.96	\$40.44	\$2,157.00	\$3,235.50	\$56,082	\$84,123	16
17	\$28.18	\$42.26	\$2,254.08	\$3,381.12	\$58,606	\$87,909	17
18	\$29.73	\$44.59	\$2,378.04	\$3,567.08	\$61,829	\$92,744	18
19	\$31.36	\$47.04	\$2,508.85	\$3,763.27	\$65,230	\$97,845	19
20	\$33.09	\$49.63	\$2,646.85	\$3,970.27	\$68,818	\$103,227	20
21	\$34.90	\$52.36	\$2,792.38	\$4,188.58	\$72,602	\$108,903	21
22	\$37.00	\$55.50	\$2,959.92	\$4,439.88	\$76,958	\$115,437	22
23	\$39.22	\$58.83	\$3,137.54	\$4,706.31	\$81,576	\$122,364	23
24	\$41.57	\$62.36	\$3,325.77	\$4,988.65	\$86,470	\$129,705	24
25	\$44.07	\$66.10	\$3,525.31	\$5,287.96	\$91,658	\$137,487	25
26	\$46.71	\$70.07	\$3,736.85	\$5,605.27	\$97,158	\$145,737	26
27	\$49.51	\$74.27	\$3,961.04	\$5,941.58	\$102,987	\$154,481	27

EXHIBIT C
2025 Hourly Wages for Teamster Employees

Union Category	0 to 1 Year	1 Year to 3 Years	Over 3 Years
A	\$30.28	\$32.45	\$34.61
B	\$24.81	\$27.07	\$29.31
C	\$24.22	\$26.79	\$28.57
D	\$23.67	\$26.19	\$28.21
E	\$22.93	\$25.40	\$27.21

Union Category A

Mechanic
 SCADA Operator Technician

Union Category B

Park Ranger/Pavilion Manager and Maintenance
 Heavy Equipment Operator
 Paint and Sign Technician
 Inspector Crew Technician
 Sewer Maintenance Technician
 TVI Specialist
 Wastewater Treatment Operator
 Wastewater Maintenance Technician
 Water and Sewer Construction and Distribution Technician
 Water Plant Operator
 Water Treatment Operator

Union Category C

Assistant Water Treatment Operator/Maintenance Technician

Union Category D

Mechanic Assistant
 Park Maintenance
 Light Equipment Operator
 Meter Service Technician

Union Category E

None

EXHIBIT D
2025 Wages for Ungraded Positions

Department/Office	Position	Classification	Wage
Board of Public Works & Safety	Board of Public Works & Safety Member, excluding Mayor 60% Civil City/40% Water & Sewer Utilities	Non-Covered, Ineligible (Salary)	\$207.81 Bi-Weekly
Court	Probation Officer ¹	Covered, Exempt (Salary)	See Below
Legal	Assistant City Attorney ² 30% Civil City/70% Redevelopment Non-Reverting Op Fund	Covered, Non-Exempt (Hourly)	\$54.57 per Hour
Legal	Planning & Zoning Attorney	Non-Covered, Ineligible (Salary)	\$358.45 Bi-Weekly

¹ A Probation Officer shall be compensated in accordance with the Judicial Conference of Indiana's 2025 minimum salary schedule for probation officers, and the salary of a Probation Officer that is currently paid above the minimum salary schedule shall not be reduced. A Probation Officer position that is scheduled to work less than 2,080 hours each year shall be paid in accordance with the minimum salary schedule on a pro rata basis.

² This Assistant City Attorney position is expected to average less than thirty (30) hours of compensation per week.

ORDINANCE 5199

2025 Compensation for Fire Department Employees

BE IT ORDAINED, pursuant to Indiana Code § 36-8-3-3(d), the Goshen Common Council approves the 2025 maximum compensation, including wages and benefits, for Goshen Fire Department employees as follows:

SECTION 1 Application of Ordinance

- (A) All positions covered by this ordinance are considered full-time positions.
- (B) For the purposes of this ordinance, when reference is made to “Non-Bargaining Unit Employees” or a category of employees that are not covered by the collective bargaining agreement, this reference shall apply to employees in the following positions:
 - (1) Fire Chief,
 - (2) Assistant Fire Chief,
 - (3) Certified Chief Inspector,
 - (4) Chief Inspector,
 - (5) Inspector I,
 - (6) Inspector II, and
 - (7) Battalion Chief.
- (C) For the purposes of this ordinance, when reference is made to “Bargaining Unit Employees,” “Bargaining Unit Positions,” or a category of employees that are covered by the collective bargaining agreement, this reference shall apply to employees in the following positions:
 - (1) Captain,
 - (2) Ambulance Captain,
 - (3) Lieutenant,
 - (4) Ambulance Lieutenant,
 - (5) Sergeant,
 - (6) Private, and
 - (7) Probationary Private.

- (D) This ordinance does not apply to compensation paid to any civilian employee positions not listed in paragraph (B), and the Civilian Fire Chief position. All said positions are covered by the ordinance fixing the compensation for the Civil City and Utilities Employees.

SECTION 2 Conflicting Provisions

Should the terms of the collective bargaining agreement between the City of Goshen and the Goshen Firefighters Association Local No. 1443, International Association of Firefighters, be more favorable than the provisions of this ordinance, then the Bargaining Unit Employees shall be compensated in accordance with the terms of the collective bargaining agreement.

SECTION 3 Wages

- (A) Exhibit A, 2025 Fire Department Base Wages, sets forth the maximum base wages for all employees. The executive shall set the compensation for all employees within the maximum amounts established by this ordinance and, for those Bargaining Unit Employees, in accordance with the amounts established by the collective bargaining agreement.
- (B) The Fire Chief and Assistant Fire Chief positions shall be compensated on a salary basis.
- (C) The Certified Chief Inspector, Chief Inspector, Inspector I, and Inspector II positions shall be compensated for all hours worked in a seven-day work period in accordance with the Fair Labor Standards Act.
- (D) The Battalion Chief position shall be compensated for all hours worked in a work period consistent with the terms of the collective bargaining agreement for Bargaining Unit Positions.
- (E) This subsection applies to the Battalion Chief position and each employee in a Bargaining Unit Position.
 - (1) Except as provided by subsection (E)(2), for the purposes of calculating overtime compensation, the employee shall be compensated:
 - (i) One-half ($\frac{1}{2}$) the applicable hourly rate for hours worked in excess of two hundred four (204) hours to two hundred sixteen (216) hours in any work period. The applicable hourly rate shall be the annual base salary plus applicable fringes divided by two thousand seven hundred fifty-six (2,756) hours.
 - (ii) Two (2) times the base hourly rate for hours worked in excess of two hundred sixteen (216) hours in any work period. The base hourly rate shall be the annual base salary divided by two thousand nine hundred twelve (2,912) hours.
 - (2) If an employee in a Bargaining Unit Position is attending mandated paramedic training to obtain the initial paramedic license, the employee shall be compensated one and one-half ($1\frac{1}{2}$) times the employee's hourly rate for hours worked in excess

of two hundred sixteen (216) hours in any work period for the purpose of attending mandated paramedic training. The applicable hourly rate shall be the annual base salary plus applicable fringes divided by two thousand seven hundred fifty-six (2,756) hours.

- (3) An employee called in to work overtime shall be guaranteed a minimum of two (2) hours pay at the employee's overtime rate.
- (4) In lieu of cash payment for overtime compensation,
 - (i) City may elect to provide employees compensatory time at the rate of two (2) hours compensatory time off for each hour of overtime worked, up to a maximum of four hundred eighty (480) hours of compensatory time.
 - (ii) An employee may elect to receive member elected compensatory time ("MECT") at the rate of two (2) hours compensatory time off for each hour of overtime worked, up to a maximum of forty-eight (48) hours. Unused MECT shall be paid at the base hourly rate applicable in the year in which the MECT hours were worked.
- (F) Except for the payment of unused MECT under subsection (E)(4)(ii), upon leaving city employment, an employee will be compensated for all unused compensatory time based on the higher rate of:
 - (1) The average regular rate received by the employee during the last three (3) years of employment with the city; or
 - (2) The final regular rate received by the employee.

SECTION 4 Payment of Wages

- (A) The city shall issue paychecks, at minimum, on a bi-weekly basis.
- (B) Paychecks issued in 2025 will have gross wages calculated using the 2025 wage rates even if a portion of the pay period falls in 2024.

SECTION 5 Firefighters' Pension and Disability Fund

Each employee is eligible to participate in the 1977 Police Officers' and Firefighters' Pension and Disability Fund. The city shall pay the employer's percentage contribution to the pension plan as required by Indiana Code § 36-8-8-6.

SECTION 6 Health Insurance

A full-time employee that is expected to average thirty (30) or more hours of compensation per week is eligible for coverage under the city's group health insurance plan and is required to enroll in the plan. The city shall pay eighty percent (80%) (Four Hundred Twenty-five and 92/100 Dollars (\$425.92)) and the employee shall pay twenty percent (20%) (One Hundred Six and 48/100 Dollars (\$106.48)) toward the cost of the weekly health insurance premium, except the employee's

share of cost of the health insurance premium will not exceed the annual Affordable Care Act affordability percentage of the employee's annual household income.

SECTION 7 Vacation Leave

- (A) This subsection applies to the Fire Chief, Assistant Fire Chief, Certified Chief Inspector, Chief Inspector, Inspector I, and Inspector II positions.
 - (1) Each employee shall receive vacation leave beginning on the employee's first anniversary date of employment with the Fire Department and each subsequent anniversary date as follows, unless a higher amount is established by an agreement at the time the employee is hired:
 - (i) One (1) year through seven (7) full years of service, the employee shall receive one hundred twelve (112) hours vacation leave.
 - (ii) Starting eight (8) years through fourteen (14) full years of service, the employee shall receive one hundred sixty-eight (168) hours vacation leave.
 - (iii) Starting fifteen (15) years of service, the employee shall receive two hundred twenty-four (224) hours vacation leave.
- (B) This subsection applies to the Battalion Chief position and each employee in a Bargaining Unit Position.
 - (1) Each employee shall accrue vacation leave based on the following schedule:
 - (i) Up to eight (8) years of service, the employee shall accrue twelve (12) hours of vacation leave per month up to one hundred forty-four (144) hours vacation leave.
 - (ii) Upon completion of eight (8) years of service, but less than fifteen (15) years of service, the employee shall accrue eighteen (18) hours of vacation leave per month up to two hundred sixteen (216) hours vacation leave.
 - (iii) Upon completion of fifteen (15) years of service, the employee shall accrue twenty-four (24) hours of vacation leave per month up to two hundred eighty-eight (288) hours vacation leave.
 - (2) An employee with fifteen (15) or more years of service may request to receive payment for up to seventy-two (72) hours of vacation leave in lieu of the employee taking all of the employee's vacation leave. The employee's vacation leave will be adjusted accordingly based on the number of vacation leave hours converted to pay.
- (C) An employee shall receive payment for all earned and unused vacation leave upon termination of employment.
- (D) Vacation leave shall be paid at the employee's current wage rate.

SECTION 8 Sick Leave

- (A) This subsection applies to the Fire Chief, Assistant Fire Chief, Certified Chief Inspector, Chief Inspector, Inspector I, and Inspector II positions.
- (1) Each employee hired before January 1, 2013 shall accrue six (6) hours sick leave for each month of active employment up to a maximum of seven hundred twenty (720) hours sick leave.
 - (2) Each employee hired on or after January 1, 2013 shall accrue four (4) hours sick leave for each month of active employment up to a maximum of seven hundred twenty (720) hours sick leave.
 - (3) Any employee who has accrued sick leave in excess of seven hundred twenty (720) hours will not lose accrued sick leave in excess of seven hundred twenty (720) hours, but will not be allowed to add to the total sick leave hours accrued as of December 31, 2014.
 - (4) Each employee who has two hundred forty (240) hours sick leave accrued as of January 1st of any calendar year may sell the first forty-eight (48) hours of sick leave accrued that calendar year if not used during the calendar year at the rate of One Hundred Fifty Dollars (\$150) for each eight (8) hours of sick leave sold.
 - (5) Upon retirement, city will pay a retiring employee for each eight (8) hours of accrued sick leave over four hundred (400) hours, up to a maximum of eighty (80) hours, at the rate of One Hundred Dollars (\$100).
- (B) This subsection applies to the Battalion Chief position and each employee in a Bargaining Unit Position.
- (1) Each employee who began employment with the Fire Department on or after January 1, 2019 shall be assigned sick leave on January 1, 2024 in the amount of seven hundred twenty (720) hours, less any sick leave the employee has used during the employee's employment with the Fire Department. Each employee who begins employment with the Fire Department on or after January 1, 2024 shall be assigned sick leave in the amount of seven hundred twenty (720) hours. After an employee has completed five (5) years of active employment, each employee shall accrue twelve (12) hours sick leave for each month of continued active employment.
 - (2) If at the end of any calendar year an employee has seven hundred twenty (720) hours sick leave accrued (not counting sick leave to be sold back), the employee may elect to sell back to the city up to one hundred forty-four (144) hours of sick leave; however, the hours of sick leave sold back under this subsection cannot exceed the hours of sick leave earned the previous year less the sick leave used during that year.
 - (3) If an employee has more than two thousand eight hundred eighty (2,880) hours sick leave accrued at the end of any calendar year (not counting sick leave to be sold back), the employee may sell up to seventy-two (72) hours of sick leave back to city in any calendar year. The total number of hours of sick leave (adding hours

under subsections (B)(2) and (B)(3)) sold back by an employee may not exceed one hundred forty-four (144) hours in any calendar year.

- (4) Upon retirement, City will pay a retiring employee for sick leave hours accrued between one thousand six hundred eighty (1,680) hours and two thousand four hundred (2,400) hours.
 - (5) Any sick leave hours sold back to city will be sold to city at the rate of Eight and 50/100 Dollars (\$8.50) per hour.
- (C) Except as provided by subsections (A)(4) and (A)(5) and subsections (B)(2), (B)(3) and (B)(5), sick leave shall be paid at the employee's current wage rate.

SECTION 9 Personal Leave

- (A) This subsection applies to the Fire Chief, Assistant Fire Chief, Certified Chief Inspector, Chief Inspector, Inspector I, and Inspector II positions.
- (1) Each employee shall receive forty (40) hours of paid personal leave each calendar year.
 - (2) An employee may carry over not more than fifty-six (56) hours of unused personal leave from a previous calendar year.
 - (3) Upon termination, the employee shall be paid for not more than eighty (80) hours of unused personal leave.
 - (4) In the event an employee commences employment after January 31 of the current calendar year, the employee's personal leave due shall be prorated based upon the length of employment from the employee's date of hire through December 31.
- (B) This subsection applies to the Battalion Chief position and each employee in a Bargaining Unit Position.
- (1) Each employee who has accrued forty-eight (48) hours of sick leave shall be entitled to take seventy-two (72) hours of personal leave per calendar year. An employee shall not be required to reduce their accrued sick leave in order to receive paid personal leave.
 - (2) An employee may not accrue personal leave from year to year. However, if an employee has unused personal leave at the end of the year, the employee shall be paid for such unused personal leave.
- (C) Personal leave shall be paid at the employee's current wage rate.

SECTION 10 Holiday Compensation

(A) Non-Bargaining Unit Employees

- (1) Each Non-Bargaining Unit Employee shall receive two and two-tenths percent (2.2%) of the employee's annual base salary as holiday compensation for the following holidays:
 - (i) New Year's Day
 - (ii) Martin Luther King, Jr. Day
 - (iii) Memorial Day
 - (iv) Independence Day
 - (v) Labor Day
 - (vi) Veteran's Day
 - (vii) Thanksgiving Day
 - (viii) Day following Thanksgiving Day
 - (ix) Christmas Eve
 - (x) Christmas Day
- (2) Holiday compensation to Non-Bargaining Unit Employees shall be paid the last pay day in November.
- (3) In the event a Non-Bargaining Unit Employee commences employment after January 1 of the current calendar year, the employee shall receive prorated holiday compensation based on the number of holidays occurring after the employee's date of hire.
- (4) In the event a Non-Bargaining Unit Employee terminates employment before December 31 of the current calendar year, the employee's holiday compensation due shall be prorated based on the number of holidays occurring before the employee's date of termination.

- (B) Bargaining Unit Employees will not receive separate holiday compensation. Members may or may not work during a holiday observed by the City of Goshen based on normal scheduling and vacation selection. Therefore, each member's base salary takes these considerations into account.

SECTION 11 Annual Longevity Increase in Pay

- (A) Each employee shall receive an annual longevity increase in pay bonus based on Two Hundred Dollars (\$200) per year of service, up to a maximum of Three Thousand Four Hundred Dollars (\$3,400) per year.

- (B) The annual longevity increase in pay due shall reflect the number of years and partial years completed by the employee at the end of the previous calendar year, and shall be included in the employee's regular bi-weekly paycheck.
- (C) Each employee in a Bargaining Unit Position shall receive a one-time bonus payment for more than twenty (20) years of continuous service to the department. The one-time payment shall be equal to fifteen percent (15%) of the current year's pay to a Private and shall be paid within thirty (30) days after the employee's 20th anniversary date.

SECTION 12 Twenty Year Bonus

- (A) An employee who has attained at least twenty (20) years of full-time employment with the Fire Department shall receive an annual twenty (20) year bonus of Two Thousand Dollars (\$2,000).
- (B) An employee who attains their twentieth year of full-time employment after January 1 shall receive a prorated portion of the annual twenty (20) year bonus based on the portion of the year remaining after the employee attains their twentieth year of full-time employment.
- (C) An employee who has attained at least twenty (20) years of full-time employment shall receive a prorated portion of the annual twenty (20) year bonus upon termination based on the portion of the year employed after January 1 of the current calendar year if:
 - (1) The employee is in good standing with the city at the time of termination.
 - (2) The employee gives the city a minimum two (2) week written notice of the employee's intent to terminate employment with the city unless the employee is terminated by the city.
 - (3) The termination is due to a health condition of the employee making it impracticable for the employee to perform the duties and responsibilities of the employee's position or the termination is due to the death of the employee.
- (D) The twenty (20) year bonus shall be paid the last pay day of December or at the time of termination of employment.

SECTION 13 Uniform Allowance

- (A) Each employee shall receive an annual uniform allowance of Two Hundred Dollars (\$200) to purchase and maintain uniforms.
- (B) The uniform allowance shall be paid the first pay day of December.

SECTION 14 Master Firefighter/Fire Officer I Certification Pay

- (A) An employee who holds a Master Firefighter/Fire Officer I certification shall receive annual certification pay in the amount One Hundred Sixty Dollars (\$160), or a prorated portion thereof.
- (B) The certification pay shall be paid the first pay day in December.

SECTION 15 Classification Pay

- (A) An employee shall receive the following annual classification pay for each classification to which the employee is appointed.
 - (1) Fire Training Instructor, Seven Hundred Fifty Dollars (\$750).
 - (2) Public Relations and Education, Five Hundred Dollars (\$500).
 - (3) Arson Investigator, Six Hundred Dollars (\$600).
 - (4) EMS Training Instructor, Seven Hundred Fifty Dollars (\$750).
 - (5) Command System Coordinator, Seven Hundred Fifty Dollars (\$750).
- (B) The classification pay will be included in the employee's regular bi-weekly paycheck.

SECTION 16 Paramedic Pay

- (A) An employee serving as an active paramedic shall receive a paramedic pay equal to nine percent (9%) of the base salary for a private.
- (B) An employee that is placed on restricted paramedic assignment shall receive thirty percent (30%) of the paramedic pay set forth in paragraph (A) for the year.
- (C) The paramedic pay will be paid the first pay day in December. In the event the employee drops or loses the paramedic license, the paramedic pay will be prorated accordingly.

SECTION 17 Working Out of Classification; Dual Classification

- (A) An employee in a Bargaining Unit Position carrying out the duties of a position or rank above which the employee normally holds shall be paid in accordance with the terms of the collective bargaining agreement.
- (B) An employee in a Bargaining Unit Position holding both Fire and EMS rank shall receive pay for both rank differentials held for as long as both ranks are held.

SECTION 18 Funeral Leave

An employee is entitled to five (5) consecutive calendar days off without the loss of pay in accordance with the terms of the collective bargaining agreement due to the death of an employee's immediate family member. An employee is entitled to one (1) day off without loss of pay in accordance with the terms of the collective bargaining agreement due to the death of an employee's family member other than an immediate family member. This section shall also apply to Non-Bargaining Unit Employees.

SECTION 19 Duty-Related Illness or Injury

An employee who suffers an injury or contracts an illness while performing the employee's duties shall receive pay and benefits and/or payment for the employee's care to treat the illness or injury

in accordance with the terms of the collective bargaining agreement. This section shall also apply to Non-Bargaining Unit Employees.

SECTION 20 Severance Pay

- (A) An employee is entitled to severance pay in accordance with the terms of the collective bargaining agreement due to an illness or injury arising out of or in the course of the employee's duties and the illness or injury is of the nature, degree and/or duration necessary to qualify the employee for benefits under the applicable pension and disability fund. This section shall also apply to Non-Bargaining Unit Employees.
- (B) The severance pay will be fifty percent (50%) of the remainder of the following:
 - (1) The employee's pay and benefits for fifty-two (52) weeks, less
 - (2) The pay and benefits paid to the employee pursuant to Section 19, Duty-Related Illness or Injury.

SECTION 21 Death Benefits

The city shall pay the beneficiary of any employee who dies during the calendar year all benefits that the employee has not yet received.

SECTION 22 Paramedic Hiring Bonus

Upon approval of the Board of Public Works and Safety, a first-time employee of the Goshen Fire Department who is a licensed/certified paramedic shall be paid a one-time bonus of Seven Thousand Five Hundred Dollars (\$7,500) in accordance with the terms and conditions of an agreement to be executed between the City of Goshen and the new employee.

SECTION 23 Cell Phone Stipend

- (A) For those employees who, for substantial business purposes, are regularly required to use a cell phone to perform the employees' job duties and responsibilities, the city will pay the employee a cell phone stipend as reimbursement if the employee elects to use the employee's personal cell phone for city business in lieu of the city providing the employee with a city-owned cell phone.
- (B) The cell phone stipend will be provided in accordance with city Cell Phone Policy. The amount of the stipend will not exceed the sum of Twenty-five Dollars (\$25) per month if the employee is required to have voice services only, or the stipend will not exceed the sum of Fifty Dollars (\$50) per month if the employee is required to have voice and data communication services.

SECTION 24 Tuition Reimbursement

A firefighter covered by the collective bargaining agreement is entitled to tuition reimbursement in accordance with the terms of the collective bargaining agreement for the successful completion of a college undergraduate or graduate course. Reimbursement is limited to six (6) credit hours

per calendar year, and shall be limited to the cost of a credit hour at Indiana University-Bloomington, or the actual cost, whichever is less.

SECTION 25 Local Pension Board Secretary

An employee serving as the secretary to the Local Pension Board shall receive additional compensation of Three Thousand Seven Hundred Seventy Dollars (\$3,770) per year. The additional compensation shall be included in the employee's regular bi-weekly paycheck while serving as secretary to the Local Pension Board.

[Continued Next Page]

EXHIBIT A

2025 Fire Department Base Wages

Fire Chief	\$3,956.27 Bi-weekly
Assistant Fire Chief	\$3,702.59 Bi-weekly
Certified Chief Inspector	\$39.65 per Hour
Chief Inspector	\$36.76 per Hour
Inspector I	\$33.85 per Hour
Inspector II	\$31.95 per Hour

	<u>Annual Base Salary</u>	<u>Base Wage per Hour</u>
Battalion Chief	\$87,352	\$31.70 per Hour
Captain	\$73,987	\$26.85 per Hour
Ambulance Captain	\$73,987	\$26.85 per Hour
Lieutenant	\$70,251	\$25.49 per Hour
Ambulance Lieutenant	\$70,251	\$25.49 per Hour
Sergeant	\$66,329	\$24.07 per Hour
Ambulance Sergeant	\$66,239	\$24.07 per Hour
Private	\$64,663	\$23.46 per Hour
Probationary Private	\$64,663	\$23.46 per Hour

PASSED by the Goshen Common Council on _____, 2024.

Presiding Officer

ATTEST:

Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor on _____, 2024, at the hour of ____:____
____.m.

Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on _____, 2024.

Gina M. Leichty, Mayor

ORDINANCE 5200

2025 Compensation for Police Department Employees

BE IT ORDAINED, pursuant to Indiana Code § 36-8-3-3(d), the Goshen Common Council approves the 2025 maximum compensation, including wages and benefits, for Goshen Police Department employees as follows:

SECTION 1 Application of Ordinance

- (A) All positions covered by this ordinance are considered full-time positions.
- (B) For the purposes of this ordinance, when reference is made to “Non-Bargaining Unit Employees” or a category of employees that are not covered by the collective bargaining agreement, this reference shall apply to employees in the following positions:
 - (1) Police Chief,
 - (2) Assistant Police Chief,
 - (3) Division Chief,
 - (4) Special Police Officer,
 - (5) Special Police Officer – Investigations & Community Relations,
 - (6) Special Police Officer – Mobile Integrated Health Officer, and
 - (7) Administrative Assistant.
- (C) For the purposes of this ordinance, when reference is made to “Bargaining Unit Employees”, a “Bargaining Unit Position”, or a category of employees that are covered by the collective bargaining agreement, this reference shall apply to employees in the following positions:
 - (1) Captain,
 - (2) Lieutenant,
 - (3) Detective,
 - (4) Sergeant,
 - (5) Patrol Officer,
 - (6) Probationary Patrol Officer, and
 - (7) School Resource Officer.

- (D) For the purposes of this ordinance, when reference is made to a “Civilian Employee” or a “Civilian Employee Position” covered by this ordinance, this reference shall apply to the following positions:
- (1) Special Police Officer,
 - (2) Special Police Officer – Investigations & Community Relations,
 - (3) Special Police Officer – Mobile Integrated Health Officer, and
 - (4) Administrative Assistant.
- (E) This ordinance does not apply to compensation paid to a Civilian Employee Position not listed in paragraph (D), and the Civilian Police Chief position. All said positions are covered by the ordinance fixing the compensation for the Civil City and Utilities Employees.

SECTION 2 Conflicting Provisions

Should the terms of the collective bargaining agreement between the City of Goshen and Elkhart FOP Lodge 52, Inc., representing all full-time sworn police officers of the Goshen Police Department, be more favorable than the provisions of this ordinance, then the Bargaining Unit Employees shall be compensated in accordance with the terms of the collective bargaining agreement.

SECTION 3 Wages

- (A) Exhibit A, 2025 Police Department Base Wages, sets forth the maximum base wages for all employees. The executive shall set the compensation for all employees within the maximum amounts established by this ordinance and, for those Bargaining Unit Employees, in accordance with the amounts established by the collective bargaining agreement.
- (B) The Police Chief, Assistant Police Chief, and Division Chief positions shall be compensated on a salary basis.
- (C) The Special Police Officer, Special Police Officer – Investigations & Community Relations, Special Police Officer – Mobile Integrated Health Officer, and Administrative Assistant positions shall be compensated for all hours worked in a seven (7) day work period in accordance with the Fair Labor Standards Act.
- (D) This subsection applies to each employee in a Bargaining Unit Position.
- (1) With the exception of employees attending the basic Indiana Law Enforcement Training Academy, any employee who works in excess of nine (9) hours in one (1) work day shall be compensated either overtime pay at the rate of one and one-half (1½) times the employee’s prevailing hourly rate, or compensatory time off at the rate of one and one-half (1½) hours for each hour of overtime worked. In the event the regular workday is extended pursuant to the collective bargaining agreement, the reference to nine (9) hours in this paragraph shall be updated to reflect the extended regular workday.

- (2) An employee attending the basic Indiana Law Enforcement Training Academy shall receive compensatory time off at the rate of one and one-half (1½) hours for each hour worked in excess of eighty-one (81) hours in the work period. In the event the regular workday is extended pursuant to the collective bargaining agreement, the reference to eighty-one (81) hours in this paragraph shall be updated accordingly but in no event shall it be greater than eighty-four (84) hours.
- (E) Upon leaving city employment, an employee will be compensated for all unused compensatory time based on the higher rate of:
 - (1) The average regular rate received by the employee during the last three (3) years employment with the city; or
 - (2) The final regular rate received by the employee.

SECTION 4 Payment of Wages

- (A) The city shall issue paychecks, at minimum, on a bi-weekly basis.
- (B) Paychecks issued in 2025 will have gross wages calculated using the 2025 wage rates even if a portion of the pay period falls in 2024.

SECTION 5 Police Officers' Pension and Disability Fund

Each police officer, excluding a Special Police Officer, Special Police Officer – Investigations & Community Relations, and Special Police Officer – Mobile Integrated Health Officer, is eligible to participate in the 1977 Police Officers' and Firefighters' Pension and Disability Fund. The city shall pay the employer's percentage contribution to the pension plan as required by Indiana Code § 36-8-8-6, and the city will pay two percent (2%) of the employee's contribution to the pension plan to the extent the contribution is required by Indiana Code § 36-8-8-8.

SECTION 6 Public Employees' Retirement Fund

Each Civilian Employee is eligible to participate in the Public Employees' Retirement Fund (PERF). The city shall pay both the employer's and employee's contributions to the PERF.

SECTION 7 Health Insurance

A full-time employee that is expected to average thirty (30) or more hours of compensation per week is eligible for coverage under the city's group health insurance plan and is required to enroll in the plan. The city shall pay eighty percent (80%) (Four Hundred Twenty-five and 92/100 Dollars (\$425.92)) and the employee shall pay twenty percent (20%) (One Hundred Six and 48/100 Dollars (\$106.48)) toward the cost of the weekly health insurance premium, except the employee's share of cost of the health insurance premium will not exceed the annual Affordable Care Act affordability percentage of the employee's annual household income.

SECTION 8 Vacation Leave

- (A) Each employee shall receive vacation leave beginning on the employee's first anniversary date of employment with the Police Department and each subsequent anniversary date

as set forth below, unless a higher amount is established by an agreement at the time the employee is hired:

- (1) One (1) year through seven (7) full years of service, the employee shall receive one hundred twenty-six (126) hours vacation leave.
 - (2) Starting eight (8) years through fourteen (14) full years of service, the employee shall receive one hundred eighty-nine (189) hours vacation leave.
 - (3) Starting fifteen (15) years of service, the employee shall receive two hundred fifty-two (252) hours vacation leave.
- (B) An employee shall receive payment for all earned and unused vacation leave upon termination of employment.
- (C) Vacation pay shall be paid at the employee's current wage rate.

SECTION 9 Sick Leave

- (A) Each employee shall accrue six and three-quarter (6.75) hours sick leave for each month of employment up to a maximum of eight hundred ten (810) hours sick leave.
- (B) Any employee who has accrued sick leave in excess of eight hundred ten (810) hours, but less than one thousand six hundred twenty (1,620) hours will not lose the accrued sick leave, but will not be allowed to add to the total sick leave hours accrued as of December 31, 2001.
- (C) Each employee who has two hundred seventy (270) hours sick leave accrued as of January 1st of any calendar year may sell the first fifty-four (54) hours of sick leave accrued that calendar year if not used during the calendar year at the rate of One Hundred Fifty Dollars (\$150) for each nine (9) hours of sick leave sold.
- (D) Upon retirement, city will pay a retiring employee for each nine (9) hours of accrued sick leave over four hundred fifty (450) hours, up to a maximum of ninety (90) hours, at the rate of One Hundred Dollars (\$100).
- (E) Except as provided by subsections (C) and (D), sick leave shall be paid at the employee's current wage rate.

SECTION 10 Personal Leave

- (A) Each employee shall receive forty-five (45) hours of paid personal leave per calendar year.
- (B) An employee may carry over not more than sixty-three (63) hours of unused personal leave from a previous calendar year.
- (C) Upon termination, the employee shall be paid for not more than ninety (90) hours of unused personal leave.
- (D) In the event an employee commences employment after January 31 of the current calendar year, the employee's personal leave due shall be prorated based upon the length of employment from the employee's date of hire through December 31.

(E) Personal leave shall be paid at the employee's current wage rate.

SECTION 11 Holiday Compensation

(A) Each employee shall receive holiday compensation based on the number of days equal to the number of holidays established by the Common Council under the Compensation Ordinance for Civil City and Utilities Employees, but such number shall not be less than eleven (11) days.

(1) Holiday compensation for the Police Chief, Assistant Police Chief and Division Chief positions shall be based on the employee's regular daily wage (annual base salary divided by two thousand one hundred six (2,106) multiplied by nine (9)) and multiplied by the number of holidays per calendar year as established pursuant to paragraph (A).

(2) Holiday compensation for each employee in a Civilian Employee Position shall be based on the employee's base wage per hour, multiplied by eight (8) hours per holiday, and multiplied by the number of holidays per calendar year as established pursuant to paragraph (A).

(3) Holiday compensation for each employee in a Bargaining Unit Position shall be based on the employee's regular daily wage (nine (9) hours multiplied by the regular hourly rate of base pay) multiplied by the number of holidays per calendar year as established pursuant to paragraph (A).

(B) Holiday compensation shall be paid the first pay day in November.

(C) In the event an employee commences employment after January 1 of the current calendar year, the employee's holiday compensation due shall be prorated based upon the length of employment from the employee's date of hire through December 31.

(D) In the event an employee terminates employment before December 31 of the current calendar year, the employee's holiday compensation due shall be prorated on an annual calendar year basis.

SECTION 12 Longevity Increase

(A) Each employee shall receive an annual longevity increase in accordance with the following schedule up to a maximum of Five Thousand Four Hundred Dollars (\$5,400). The employee shall continue to receive Five Thousand Four Hundred Dollars (\$5,400) each subsequent year after the employee's twentieth year of employment with the Department.

	<u>Annual Longevity Increase</u>	<u>Annual Total</u>
Year 1	\$200	\$200
Year 2	\$200	\$400
Year 3	\$200	\$600
Year 4	\$200	\$800
Year 5	\$200	\$1,000
Year 6	\$200	\$1,200
Year 7	\$200	\$1,400

Year 8	\$200	\$1,600
Year 9	\$200	\$1,800
Year 10	\$200	\$2,000
Year 11	\$200	\$2,200
Year 12	\$200	\$2,400
Year 13	\$200	\$2,600
Year 14	\$200	\$2,800
Year 15	\$200	\$3,000
Year 16	\$200	\$3,200
Year 17	\$200	\$3,400
Year 18	\$660	\$4,060
Year 19	\$670	\$4,730
Year 20	\$670	\$5,400
Year 21+	\$0	\$5,400

- (B) The annual longevity increase is to be included in the employee's regular biweekly check on a pro rata basis and adjusted annually.

SECTION 13 On-Call Pay

The officer assigned to be on-call as a detective, the officer assigned to be on-call as an evidence technician. and the Administrative Assistant assigned to be on-call as an evidence technician will be paid Eleven and 43/100 Dollars (\$11.43) per day as on-call pay.

SECTION 14 Clothing Allowance

- (A) Each employee who has completed at least one (1) year of employment with the Police Department shall receive an annual clothing allowance to purchase and maintain uniforms based on the following schedule:
- (1) Police officers, excluding a Special Police Officer, Special Police Officer – Investigations & Community Relations, and Special Police Officer – Mobile Integrated Health Officer, One Thousand Five Hundred Dollars (\$1,500).
 - (2) Civilian Employees, One Thousand Three Hundred Sixty-nine Dollars (\$1,369).
- (B) The clothing allowance shall consist of two (2) equal checks payable the first pay day of April and the first pay day of October.

SECTION 15 Technical Skills Pay

- (A) An employee certified to have a technical skill beneficial to the Department shall receive annual technical skills pay based on the following schedule for up to five (5) technical skills certifications.
- (1) First technical skill, Five Hundred Dollars (\$500).
 - (2) Second technical skill, Three Hundred Dollars (\$300).

- (3) Third technical skill, Three Hundred Dollars (\$300).
 - (4) Fourth technical skill, Two Hundred Fifty Dollars (\$250)
 - (5) Fifth technical skill, Two Hundred Fifty Dollars (\$250).
- (B) The technical skills pay shall be included in the employee's regular bi-weekly paycheck.

SECTION 16 Patrol Officer in Charge of Shift

- (A) A patrol officer covered by the collective bargaining agreement who serves as the officer in charge of a shift or half-shift shall receive a bonus of Twenty-five Dollars (\$25) for each shift, or Twelve and 50/100 Dollars (\$12.50) for each half-shift.
- (B) The patrol officer in charge pay shall be included in the employee's next regular bi-weekly paycheck.
- (C) This section does not apply to a Sergeant, Lieutenant, Captain, Detective, or appointed rank such as School Resource Officer.

SECTION 17 Field Training Officer

- (A) A police officer covered by the collective bargaining agreement acting as a field training officer with a new recruit shall receive specialty pay in the amount of Thirty Dollars (\$30) for each shift, or Fifteen Dollars (\$15) for each half-shift.
- (B) The specialty pay shall be included in the employee's next regular bi-weekly paycheck.
- (C) This section does not apply to a Detective or appointed rank such as School Resource Officer.

SECTION 18 Other Specialty Pay

- (A) A police officer covered by the collective bargaining agreement acting in the following positions shall receive the following additional annual compensation as specialty pay:
- (1) Detective Team Leader, One Thousand Two Hundred Dollars (\$1,200).
 - (2) Field Training Officer Supervisor, One Thousand Two Hundred Dollars (\$1,200).
 - (3) Honor Guard Commander, One Thousand Two Hundred Dollars (\$1,200).
 - (4) S.W.A.T. Commander, One Thousand Two Hundred Dollars (\$1,200).
 - (5) S.W.A.T. Assistant Commander, One Thousand Two Hundred Dollars (\$1,200).
- (B) The specialty pay shall be paid quarterly and prorated based on the actual time the officer spends in a position.

SECTION 19 Non-Rank Departmental Positions

- (A) A police officer covered by the collective bargaining agreement appointed to the School Resource Officer position shall receive the pay as authorized in Exhibit A while assigned to the School Resource Officer position unless the officer is a Probationary Patrol Officer. If the officer is a Probationary Patrol Officer, the officer will receive pay as a Probationary Patrol Officer until the end of the officer's probationary period.
- (B) A police officer covered by the collective bargaining agreement appointed as Training Officer shall receive the pay of the officer's actual rank or Lieutenant's pay, whichever is higher, while assigned to the Training Officer position unless the officer is a Probationary Patrol Officer. If the officer is a Probationary Patrol Officer, the officer will receive pay as a Probationary Patrol Officer until the end of the officer's probationary period.
- (C) A police officer covered by the collective bargaining agreement appointed to a position in the Drug Unit shall receive the pay of the officer's actual rank or Lieutenant's pay, whichever is higher, while assigned to the position in the Drug Unit unless the officer is a Probationary Patrol Officer. If the officer is a Probationary Patrol Officer, the officer will receive pay as a Probationary Patrol Officer until the end of the officer's probationary period.
- (D) A police officer covered by the collective bargaining agreement placed in charge of the Elkhart County Drug Unit shall receive the pay of the officer's actual rank or Captain's pay, whichever is higher, while placed in charge of the Elkhart County Drug Unit.

SECTION 20 Shift Differential

- (A) A police officer covered by the collective bargaining agreement that is regularly assigned to work an afternoon or night watch shall receive annual shift differential pay, or a prorated portion thereof, based on the following schedule.
 - (1) Afternoon watch, Three Hundred Fifty Dollars (\$350).
 - (2) Night watch, Five Hundred Dollars (\$500).
- (B) The shift differential pay shall be included in the employee's regular bi-weekly paycheck.

SECTION 21 Tuition Reimbursement

A police officer covered by the collective bargaining agreement is entitled to tuition reimbursement in accordance with the terms of the collective bargaining agreement for successful completion of a college undergraduate or graduate course. Reimbursement is limited to a maximum of six (6) credit hours per calendar year, and shall be limited to the cost of a credit hour at Indiana University-Bloomington.

SECTION 22 Wellness Program

Each employee is eligible to receive reimbursement for up to Two Hundred Dollars (\$200) per year for participation in a wellness program in accordance with the terms of the collective bargaining agreement. This section shall also apply to Non-Bargaining Unit Employees.

SECTION 23 Court Time Pay

- (A) Each employee in a Bargaining Unit Position is entitled to court time pay in accordance with the terms of the collective bargaining agreement. Court time pay shall be based on the employee's current overtime rate of pay, and a guaranteed minimum of two (2) hours shall be paid.
- (B) Any employee in a Bargaining Unit Position who retires or leaves the department due to a medical disability or leaves without disciplinary proceedings and is required to testify on behalf of the city or state shall be paid at the rate of pay the former employee last held in accordance with the terms of the collective bargaining agreement.

SECTION 24 Funeral Leave

An employee is entitled to three (3) work days off without loss of pay in accordance with the terms of the collective bargaining agreement due to the death of an employee's immediate family member. This section shall also apply to Non-Bargaining Unit Employees.

SECTION 25 Duty-Related Illness or Injury

A police officer who suffers an injury or contracts an illness while performing the employee's duties shall receive pay and benefits and/or payment for the employee's care to treat the illness or injury in accordance with the terms of the collective bargaining agreement. This section shall also apply to the Police Chief, Assistant Police Chief and Division Chief positions.

SECTION 26 Cell Phone Stipend

- (A) For those employees who, for substantial business purposes, are regularly required to use a cell phone to perform the employee's job duties and responsibilities, the city will pay the employee a cell phone stipend as reimbursement if the employee elects to use the employee's personal cell phone for city business in lieu of the city providing the employee with a city-owned cell phone.
- (B) The cell phone stipend will be provided in accordance with city Cell Phone Policy. The amount of the stipend will not exceed the sum of Twenty-five Dollars (\$25) per month if the employee is required to have voice services only, or the stipend will not exceed the sum of Fifty Dollars (\$50) per month if the employee is required to have voice and data communication services.

SECTION 27 Residency Bonus

A police officer shall receive an annual residency bonus in the amount of One Thousand Dollars (\$1,000), or a prorated portion thereof, based on the period of time the police officer resides on a permanent basis in the Goshen city limits in accordance with the current Residency Bonus Policy.

SECTION 28 Hiring Bonus

A new employee meeting the eligibility prerequisites set forth in the collective bargaining agreement between the City of Goshen and Elkhart FOP Lodge 52, Inc. before beginning employment as a police officer with the Goshen Police Department is eligible to receive a hiring bonus. The prospective employee must enter an agreement with the City of Goshen consistent

with the terms of the collective bargaining agreement, unless the eligibility prerequisites set forth in the collective bargaining agreement are formally waived by the Elkhart FOP Lodge 52, Inc. The amount of the hiring bonus and when it will be paid will be determined by the Board of Public Works and Safety. In addition, upon commencement of employment, the eligible police officer will receive a base wage equal to the base wage paid to a patrol officer as set forth in Exhibit A and the eligible police officer will receive forty-five (45) hours of paid sick leave.

SECTION 29 Local Pension Board Secretary

An employee serving as the secretary to the Local Pension Board shall receive additional compensation of Three Thousand Seven Hundred Seventy Dollars (\$3,770) per year. The additional compensation shall be included in the employee's regular bi-weekly paycheck while serving as secretary to the Local Pension Board.

[Continued Next Page]

EXHIBIT A
2025 Police Department Base Wages

POLICE OFFICERS

	<u>Annual Base Salary</u>	<u>Bi-Weekly Salary</u>
Police Chief		\$3,867.88
Assistant Police Chief		\$3,662.63
Division Chief		\$3,495.01
	<u>Annual Base Salary</u>	<u>Base Wage per Hour</u>
Captain	\$79,884	\$37.93
Lieutenant	\$74,695	\$35.47
School Resource Officer	\$74,695	\$35.47
Detective	\$74,695	\$35.47
Sergeant	\$72,585	\$34.47
Patrol Officer	\$70,086	\$33.28
Probationary Patrol Officer	\$62,198	\$29.53

CIVILIAN EMPLOYEES

	<u>Base Wage per Hour</u>
Special Police Officer	\$28.32
Special Police Officer – Investigations & Community Relations	\$28.89
Special Police Officer – Mobile Integrated Health Officer	\$30.05
Administrative Assistant	\$25.31

PASSED by the Goshen Common Council on _____, 2024.

Presiding Officer

ATTEST:

Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor on _____, 2024, at the hour of ____:____
____.m.

Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on _____, 2024.

Gina M. Leichty, Mayor

ORDINANCE 5201

Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2025

WHEREAS the Goshen Police Department utilizes Police Reserve Officers in accordance with Indiana Code § 36-8-3-20.

NOW, THEREFORE, BE IT ORDAINED by the Goshen Common Council the following:

SECTION 1 Police Reserve Officers

Pursuant to Indiana Code § 36-8-3-20(b), the Goshen Board of Public Works and Safety is authorized to appoint up to ten (10) Police Reserve Officers to be utilized by the Goshen Police Department.

SECTION 2 Uniform Allowance

Pursuant to Indiana Code § 36-8-3-20(f)(1) and to the extent that money is appropriated for this purpose in 2025, a Police Reserve Officer who has completed at least one (1) year of service with the Goshen Police Department shall receive an annual uniform allowance to purchase and maintain uniforms. The annual uniform allowance shall be Five Hundred Dollars (\$500) and payable in December.

SECTION 3 Court Appearance Compensation

Pursuant to Indiana Code § 36-8-3-20(f)(2) and to the extent that money is appropriated for this purpose in 2025, a Police Reserve Officer who must take time off work from his or her regular employment in order to appear in court on behalf of the Goshen Police Department shall receive compensation for the actual time lost from other employment because of the court appearance. The amount of compensation will be the current overtime rate per hour for a Probationary Patrol Officer based on the current base wage only, and a guaranteed minimum of two (2) hours shall be paid. The court appearance compensation shall be paid to the Police Reserve Officer on the Department's next regularly schedule pay day.

SECTION 4 Duty-Related Illness or Injury

- (A) Pursuant to Indiana Code § 36-8-3-20(l), a Police Reserve Officer who is injured or contracts an illness in the course of or as the result of the performance of duties as a Police Reserve Officer shall be provided the coverage specified in Indiana Code § 36-8-3-22 for the care of such duty-related illness or injury.
- (B) Pursuant to Indiana Code § 36-8-3-20(l), a Police Reserve Officer who is unable to pursue the officer's usual vocation as the result of an injury or illness occurring in the course of or as the result of the performance of duties as a Police Reserve Officer shall be paid a weekly amount as specified in Indiana Code § 36-8-3-23.

PASSED by the Goshen Common Council on _____, 2024.

Presiding Officer

ATTEST:

Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor on _____, 2024, at the hour of ____:____
____.m.

Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on _____, 2024.

Gina M. Leichty, Mayor

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 10/2/2024 3:19:40 PM

Ordinance / Resolution Number: 5202

Be it ordained/resolved by the **Goshen City Common Council** that for the expenses of **GOSHEN CIVIL CITY** for the year ending December 31, **2025** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **GOSHEN CIVIL CITY**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Goshen City Common Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Goshen City Common Council	Common Council and Mayor	10/07/2024

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0061	RAINY DAY	\$0	\$0	0.0000
0101	GENERAL	\$33,742,900	\$18,542,264	1.3024
0180	DEBT SERVICE	\$373,275	\$406,120	0.0285
0201	BOND PROCEEDS	\$3,149,049	\$0	0.0000
0341	FIRE PENSION	\$551,320	\$0	0.0000
0342	POLICE PENSION	\$410,050	\$0	0.0000
0706	LOCAL ROAD & STREET	\$1,000,000	\$0	0.0000
0708	MOTOR VEHICLE HIGHWAY	\$6,270,190	\$2,973,048	0.2088
1191	CUMULATIVE FIRE SPECIAL	\$375,000	\$703,976	0.0494
1301	PARK & RECREATION	\$3,331,500	\$4,109,085	0.2886
2102	AVIATION/AIRPORT	\$711,400	\$171,808	0.0121
2379	CUMULATIVE CAPITAL IMP (CIG TAX)	\$80,000	\$0	0.0000
2391	CUMULATIVE CAPITAL DEVELOPMENT	\$1,022,000	\$1,023,281	0.0719
2411	ECONOMIC DEV INCOME TAX CEDIT	\$4,325,000	\$0	0.0000
6290	CUMULATIVE SEWER	\$2,700,000	\$703,976	0.0494
		\$58,041,684	\$28,633,558	2.0111

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 10/2/2024 3:19:40 PM

Home-Ruled Funds (Not Reviewed by DLGF)		
Fund Code	Fund Name	Adopted Budget
9500	PROBATION DEPARTMENT	\$113,650
9501	ECONOMIC IMPROVEMENT DISTRICT	\$81,000
9502	LAW ENFORCEMENT CONTINUING EDUCATION (LECE 1)	\$18,109
9503	COURT FEES	\$54,700
9504	ARP Fiscal Recovery Fund	\$2,806,655
9505	RESIDENTIAL LEASE FEES	\$48,975
9506	LAW ENFORCEMENT CONTINUING EDUCATION (LECE 2)	\$36,000
9507	TIF BOND AND INTEREST	\$820,889
9508	Public Safety LOIT	\$3,049,000
9509	Township Fire Support	\$378,000
9510	REDEVELOPMENT NON-REVERTING	\$274,550
9511	STORM WATER MANAGEMENT	\$1,937,885
9512	TIF Lippert/Dierdorff	\$0
9513	SOUTHEAST GOSHEN TIF	\$20,065,890
9514	CEMETERY CAPITAL IMPROVEMENT	\$45,800
9515	Parking Lot	\$0
9516	Opioid Settlement Unrestricted	\$0
9517	Unsafe Buildings	\$85,000
9518	Opioid Settlement Restricted	\$0
9519	Redhawk Fire/EMS Training Academy	\$12,500
9520	2015 GO BOND PROCEEDS	\$120,000
9521	CONS RR/US 33 TIF	\$4,075,000
		\$34,023,603

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 10/2/2024 3:19:40 PM

Name		Signature
Linda Gerber	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Phil Lederach	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Doug Nisley	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Megan Peel	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Donald Riegsecker	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Matt Schrock	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Brett Weddell	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	

ATTEST

Name	Title	Signature
Richard R. Aguirre	Clerk-Treasurer	

MAYOR ACTION (For City use only)

Name		Signature	Date
Gina Leichty	Approve <input type="checkbox"/> Veto <input type="checkbox"/>		10/28/2024

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes No

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes No



GOSHEN, INDIANA 2025 PROPOSED BUDGET

Prepared by Mayor Gina Leichty in partnership with Deputy Mayor Mark Brinson, Clerk-Treasurer Richard Aguirre, Deputy Clerk-Treasurer Jeffery Weaver, Legal Compliance Administrator Shannon Marks, Human Resources Manager Rita Huffman, Baker-Tilly Municipal Financial Consultants Amber Nielson and Nicole Grzybowski and the following department directors:

Department Directors

Aviation: Randy Sharkey
Building: Myron Grise
Cemetery: Burt Matteson
Central Garage: Carl Gaines
Clerk-Treasurer: Richard Aguirre
Engineering: Dustin Sailor
Fire: Dan Sink and Anthony Powell
HR: Rita Huffman
Legal: Bodie Stegelmann
Parks: Tanya Heyde
Planning: Rhonda Yoder
Police: José Miller
Redevelopment: Becky Hutsell
Stormwater: Jason Kauffman
Streets: David Gibbs
Technology: Fred Schafer

OCTOBER 2, 2024
CITY OF GOSHEN, IN
202 S. 5th St. Goshen, IN 46528

**2025 Budget Proposal
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GINA M. LEICHTY

Mayor of **Goshen, Indiana**

City Hall • 202 South Fifth Street, Suite 1 • Goshen, IN 46528-3714

mayor@goshencity.com • goshenindiana.org

(574) 533-9322

October 2, 2024

Dear Council President Weddell and Council Members,

As we approach the 2025 budget hearings, I want to emphasize the significance of this year's financial planning process. The 2025 budget reflects our continued commitment to providing exceptional city services while investing in key initiatives that address our community's evolving needs.

INFRASTRUCTURE

You will note a significant capital increase in the 2025 proposed budget. In this year's budget, we have prioritized substantial infrastructure improvements—particularly road improvements. We have been compelled to accelerate our timeline on several projects to meet requirements from the state and federal governments. These include addressing lead lines and accommodating the timeline for a future US 33 expansion on the east side of the city. We have the cash reserves to support these projects, but it is a significant increase. Our focus remains on road reconstruction, stormwater management, and sidewalk improvements to ensure that our city's streets and utilities can meet both current and future demands.

OVERVIEW OF OTHER CHANGES

The 2025 budget also emphasizes public safety enhancements and spending accumulated cash reserves from the COVID disruption, all while staying focused on fiscal responsibility. Some critical initiatives reflected in the 2025 budget include:

- **Public Safety Enhancements:** Expansion of our Mobile Integrated Health (MIH) program to better address mental health and community wellness issues for Police, Fire, and EMS, as well as necessary personnel additions in the Fire Department with the opening of a new Fire Station.
- **Operational Efficiency:** Streamlining aligned tasks across several departments (Buildings and Grounds, Community Engagement, Building Department, and Mobile Integrated Health):
 - Consolidating the Buildings and Grounds team into one cohesive unit will enhance collaboration and reduce the duplication of machines, facilities, and resources. This streamlined approach ensures a more effective use of equipment and personnel while minimizing redundancy. The introduction of a Purchasing Agent will also optimize purchasing decisions, improve contract management, and enhance budget efficiency.
 - By consolidating all Code Enforcement Officers and Building Inspectors into a single department, we aim to improve customer satisfaction through more streamlined service delivery, quicker response times, and enhanced communication. This integration will boost operational efficiency by allowing for better coordination, comprehensive oversight, and a unified approach to ordinance compliance across the city.

OPEN FOR DISCUSSION

As always, I am available to meet with you individually or in groups to answer any questions or address concerns regarding the proposed budget. Should you wish to recommend any alterations, please contact me, and I will coordinate with the appropriate department heads to assess the potential impacts.

LOOKING AHEAD TO 2025

The 2025 budget presents an exciting opportunity to move Goshen forward, leveraging our resources to benefit our residents today and for future generations. I look forward to working closely with all of you throughout this process and appreciate your partnership in building a bright future for Goshen.

Please don't hesitate to contact me with any questions or for further clarification.

Sincerely,

Gina Leichty

Mayor of Goshen

Staffing Changes

Proposed New Full-Time Positions

Department	Position	Count	Notes
Buildings & Grounds	Purchasing Agent	1	
MIH	Social Worker	1	ARP Grant
MIH – Fire	MIH Coordinator	1	Indiana Dept. Homeland Security Grant
Clerk-Treasurer	Administrative Assistant	1	TBD – Depending on need assessment
Fire	Probationary Firefighters	3	Township Funding
Redevelopment	Project Manager	1	Redevelopment Fund – Hire mid-year
Aviation	Administrative Assistant	.5	Half time for ¼ Year
Engineering	Engineering Director	1	TBD – Depending on Funding Availability
Fire	Administrative Assistant	1	EMS Support
		10.5	

Expanded Role or Promotions

Department	Position	Count	Notes
Fire	Fire Instructor	3	Promotion
Fire	EMS Lieutenant	3	Promotion
Fire	Shift Lieutenant	2	Promotion
Fire	Assist. Chief of Operations	1	Promotion
Fire	Division Chief Training	1	Promotion
Building	Code Enforcement	.5	Move from .5 to 1 FTE

Departmental Transitions

Department	Position	Count	Notes
Mayor	Communication Mgr.	1	Move to Community Engagement
BOW	Custodian	1	Position Eliminated
Engineering	Buildings and Grounds	1.5	Moved to Buildings and Grounds
Parks	Buildings and Grounds	1	Moved to Buildings and Grounds
Fire	Civil (Buildings, Facilities, and Grounds, Driver)	1	Moved to Buildings and Grounds
Police	Code Enforcement	1	Moved to Building

Potential Capital Projects

Potential Capital Projects: The budget includes funding allocations for proposed 2025 capital projects as presented by department heads, though these amounts are subject to funding availability. The budgeted figures may not represent the total project costs, as many projects are funded from multiple sources, including funds outside the annual appropriations. Projected spending amounts for specific projects may change as additional information becomes available, and final decisions on which projects move forward will depend on the availability of funds.

Aviation

- Ground Navigation equipment, Localizer, and Glide Slope Equipment \$ 100,000
- New Maintenance Building \$ 100,000
- Runway 0927 Overlay Project City Match \$ 150,000

Buildings & Grounds

- Replace Windows - City Hall \$ 50,000

Cemetery

- Columbarium - Violet \$ 10,500
- Design and Install Cemetery Wide Signage \$ 7,000
- Grasshopper Mowers \$ 30,000
- Add Golf Drive and Extensions - South Half (grass pavers) \$ 17,000
- Building Renovations - West Goshen \$ 6,800

• Oakridge backyard fence replacement	\$	7,000
• Tree package for Violet PII	\$	4,500
Central Garage Fleet		
• Building Department Vehicle Replacement	\$	40,000
Buildings/Grounds Misc. Tools/Equipment	\$	12,000
• Buildings/Grounds Utility unit (Kubota type unit)	\$	45,000
• Buildings/Grounds Vehicles	\$	70,000
Engineering		
• Bridge Maintenance Program	\$	300,000
• City Parking Lot Repaving	\$	250,000
• City Sign Maintenance	\$	20,000
• Curb and Gutter	\$	300,000
• Multi-Use Paths	\$	150,000
• Sidewalk Replacement Program	\$	400,000
• Signals	\$	50,000
• Annual Paving Program	\$	750,000
• Downtown Streetlight Replacement	\$	550,000
• Annual Paving Program	\$	1,600,000
• Annual Paving Program (Additional Need)	\$	7,500,000
Environmental Resilience		
• Ford F150 Dump Truck	\$	90,000
• Level 3 Fast Charging Station - City Hall	\$	50,000
• E-bikes (2)	\$	7,000
Fire		
• Investigation/Drone Van	\$	85,000
• Lawn Sprinkler System (Central)	\$	10,000
• New Radios / Grant match	\$	50,000
• Vehicle Replacement - Silverado	\$	60,000
• Grass Rig Insert	\$	15,000
• Reliance Road Station Remodel	\$	65,000
• Electric Golf Cart	\$	10,000
• "MDT" Laptops for Vehicles (12)//TBD	\$	12,000
• New Station 5 - bond issue through Redevelopment	\$	7,500,000
• CAD Mobile Licenses (4)	\$	160,000
IT		
• Annex Building Remodel IT Needs	\$	2,000
• Computer Replacement	\$	33,050
• Duo Multi-Factor Authentication Subscription	\$	2,124
• Future Cyber Security Measures	\$	10,000
• Main Switch Replacement in Server Room	\$	22,220
• Microsoft 365 Subscription Licenses	\$	27,424
• Microsoft Office LTSC	\$	19,310
Park		
• Pool Renovation Project - Possible GO Bond	\$	7,500,000
• Pool Renovation Project	\$	5,000,000
• Equipment Replacement - 1575 John Deere Mower	\$	40,000
• Equipment Replacement - John Deere Diesel Gator	\$	38,000
• Riverdale Park Improvements	\$	50,000
• Rogers Park Upgrades	\$	150,000
Police		
• Replacement Police vehicle and Gear (8 per year)	\$	172,000
Police		
• Body Cameras	\$	115,000
• Flock Cameras to Track License Plates	\$	20,000

• Replacement Police vehicle and Gear (8 per year)	\$	435,800
• In-Car Dispatch Radios	\$	47,479
• Taser Lease	\$	64,200
• Thermo Imaging Spotlight	\$	13,885
Redevelopment - Buildings & Grounds		
• GCS Manufacturing Academy	\$	100,000
• Redevelopment –East Lincoln Avenue Reconstruction - RR to Creek	\$	600,000
• Redevelopment –Quiet Zone - 9th Street Corridor	\$	500,000
• Redevelopment –River Race Drive - Alley to Washington	\$	300,000
• Redevelopment –East Lincoln Avenue Reconstruction - RR to Creek	\$	400,000
• Redevelopment –Caragana Drive Reconstruction	\$	1,500,000
• Redevelopment –Century Drive Reconstruction	\$	5,000,000
• Redevelopment –Corrie Drive & Sourwood Drive Reconstruction	\$	2,000,000
• Redevelopment –Dierdorff Road Phase I - Kercher to CR 40	\$	350,000
• Redevelopment –Dierdorff Road Phase II - Kercher to College	\$	600,000
• Redevelopment –Eisenhower Drive Reconstruction - Dierdorff to US 33	\$	1,500,000
• Redevelopment – Parks Trailway Extension - Lincoln to Pike (with bridge at Lincoln)	\$	1,000,000
• Redevelopment – Parks Multi-Use Trailway - East College to Fidler Pond	\$	1,250,000
• Redevelopment – Planning Downtown Lighting Design	\$	100,000
• Redevelopment - Public Safety Downtown Alley Improvements	\$	200,000
• Redevelopment – Utilities Dierdorff Road Lift Station/Gravity Sewer Project, Plymouth	\$	500,000
• Redevelopment – Utilities Dierdorff Road Lift Station/Gravity Sewer Project - US 33	\$	200,000
• Redevelopment – Utilities South Wellfield Improvements	\$	3,500,000
Stormwater		
• Green Infrastructure Investment	\$	100,000
• Second Vehicle	\$	40,000
• Special Operations	\$	130,000
• Stormwater Treatment Units	\$	100,000
Street		
• Crack Seal - In-House	\$	25,000
• Equipment (attachments, mowers, rollers, air comp.)	\$	100,000
• Loader Parking Area Floor Coating (maybe 2024)	\$	65,000
• Road Paving - In-House	\$	225,000
• Road Stripping - In-House and Contracted	\$	125,000
• Single-Axle Plow Trucks (5)	\$	410,000
• Update Radio and GPS Equipment (maybe 2024)	\$	100,000

Common Council

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-02-411	COUNCIL/SALARIES & WAGES	112,418	116,451	121,400	122,400
PERSONAL SERVICES	Employee Benefits	1101-5-02-413	COUNCIL/EMPLOYEE BENEFITS	8,600	8,909	9,290	9,370
SUPPLIES	Office Supplies	1101-5-02-421	COUNCIL/OFFICE SUPPLIES	71	-	2,000	4,700
SUPPLIES	Repair and Maintenance Supplies	1101-5-02-423	COUNCIL/MAINTENANCE SUPPLIES	-	-	-	10,000 ¹
SERVICES AND CHARGES	Communication and Transportation	1101-5-02-432	COUNCIL/COMMUNICATION & TRANSPORT	-	1,363	3,500	3,500
SERVICES AND CHARGES	Other Services and Charges	1101-5-02-439	COUNCIL/OTHER SERVICES & CHARGES	-	59,166	30,834	-
GENERAL/COMMON COUNCIL TOTAL				\$121,089	\$185,889	\$167,024	\$149,970

Mayor

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-03-411	MAYOR/SALARIES & WAGES	372,807	308,991	384,600	335,600 ²
PERSONAL SERVICES	Employee Benefits	1101-5-03-413	MAYOR/EMPLOYEE BENEFITS	178,169	150,617	192,350	164,800
SUPPLIES	Office Supplies	1101-5-03-421	MAYOR/OFFICE SUPPLIES	1,438	9,337	3,500	4,500
SERVICES AND CHARGES	Communication and Transportation	1101-5-03-432	MAYOR/COMM & TRANSPORTATION	6,167	4,840	6,400	10,000 ³
SERVICES AND CHARGES	Printing and Advertising	1101-5-03-433	MAYOR/PRINTING & ADVERT	-	180	200	1,000
SERVICES AND CHARGES	Other Services and Charges	1101-5-03-439	MAYOR/OTHER SVCS & CHARGES	1,308	859	1,000	1,300
GENERAL/MAYOR TOTAL				\$559,889	\$474,824	\$588,050	\$517,200

¹ The tablet and document management system for City Council will reduce paper waste, ensure better document compliance, and increase efficiency by streamlining access to meeting materials and records.

² Move Communications Manager position to Community Engagement

³ This includes travel and education expenses for the Communications Manager, who has transitioned to a Community Engagement role.

Clerk-Treasurer

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-04-411	C-T/SALARIES & WAGES	403,295	432,607	483,800	536,100 ⁴
PERSONAL SERVICES	Employee Benefits	1101-5-04-413	C-T/EMPLOYEE BENEFITS	209,509	222,052	248,300	290,470
SUPPLIES	Office Supplies	1101-5-04-421	C-T/OTHER OFFICE SUPPLIES	5,840	10,081	13,000	15,000
SERVICES AND CHARGES	Professional Services	1101-5-04-431	C-T/PROFESSIONAL SERVICES	-	49	3,000	5,000
SERVICES AND CHARGES	Communication and Transportation	1101-5-04-432	C-T/COMMUNICATION & TRANSPORT	9,482	7,191	9,000	13,500
SERVICES AND CHARGES	Other Services and Charges	1101-5-04-439	C-T/OTHER SVCS & CHARGES	9,389	5,657	8,000	8,000
GENERAL/CLERK-TREASURER TOTAL				\$637,515	\$677,637	\$765,100	\$868,070

Legal

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-05-411	LEGAL/SALARIES & WAGES	459,310	469,991	595,500	625,650 ⁵
PERSONAL SERVICES	Employee Benefits	1101-5-05-413	LEGAL/EMPLOYEE BENEFITS	217,821	231,171	303,760	292,000
SUPPLIES	Office Supplies	1101-5-05-421	LEGAL/OFFICE SUPPLIES	3,038	3,587	5,732	5,000
SERVICES AND CHARGES	Professional Services	1101-5-05-431	LEGAL/PROFESSIONAL SERVICES	35,844	20,950	4,000	-
SERVICES AND CHARGES	Communication and Transportation	1101-5-05-432	LEGAL/COMMUNICATION & TRANSPORT	1,975	920	4,400	4,500
SERVICES AND CHARGES	Printing and Advertising	1101-5-05-433	LEGAL/PRINTING & ADVERT	3,959	2,577	21,000	19,000
SERVICES AND CHARGES	Other Services and Charges	1101-5-05-439	LEGAL/OTHER SVCS & CHARGES	9,056	10,393	14,805	14,475
GENERAL/LEGAL TOTAL				\$731,003	\$739,589	\$949,197	\$960,625

⁴ Clerk-Treasurer Department: Adding one full-time Assistant position (to be determined).

⁵ LEGAL: Increase half-time Assistant Attorney to Full Time

City Court

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-06-411	COURT/SALARIES & WAGES	244,882	262,312	291,000	345,500 ⁶
PERSONAL SERVICES	Employee Benefits	1101-5-06-413	COURT/EMPLOYEE BENEFITS	119,681	127,207	146,840	184,700
SERVICES AND CHARGES	Professional Services	1101-5-06-431	COURT/PROFESSIONAL SVCS	18,546	25,026	30,000	50,000
SERVICES AND CHARGES	Professional Services	1101-5-06-432	COURT/COMMUNICATION & TRANSPORT	452	510	2,000	2,000
GENERAL/CITY COURT TOTAL				\$383,561	\$415,055	\$469,840	\$582,200

Community Engagement

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-01-411	CE/SALARIES AND WAGES	-	34,198	56,900	110,500 ⁷
PERSONAL SERVICES	Employee Benefits	1101-5-01-413	CE/EMPLOYEE BENEFITS	-	23,698	34,240	92,000
SUPPLIES	Office Supplies	1101-5-01-421	CE/OFFICE SUPPLIES	-	-	200	-
SERVICES AND CHARGES	Professional Services	1101-5-01-431	CE/PROFESSIONAL SVCS	-	1,450	4,500	4,500
SERVICES AND CHARGES	Communication and Transportation	1101-5-01-432	CE/COMMUNICATION AND TRANSPORT	-	-	1,000	3,000
SERVICES AND CHARGES	Printing and Advertising	1101-5-01-433	CE/PRINTING & ADVERT	336	110	1,000	1,000
SERVICES AND CHARGES	Other Services and Charges	1101-5-01-439	CE/OTHER SVCS & CHARGES	4,536	5,981	7,000	17,000
GENERAL/CEMETERY TOTAL				\$4,872	\$65,437	\$104,840	\$228,000

⁶ COURT: Add one full-time Administrative Assistant to support the increased court caseload.

⁷ COMMUNITY ENGAGEMENT: Move the Communications Manager from the Mayor's budget to Community Engagement.

Board of Works

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-07-411	BD WORKS/SALARIES & WAGES	83,101	79,747	272,300 ⁸	24,000 ⁹
PERSONAL SERVICES	Employee Benefits	1101-5-07-413	BD WORKS/EMPLOYEE BENEFITS	31,101	60,771	1,720	1,840
SUPPLIES	Office Supplies	1101-5-07-421	BD WORKS/OFFICE SUPPLIES	31,448	18,165	30,000	37,000
SUPPLIES	Repair and Maintenance Supplies	1101-5-07-423	BD WORKS/MAINTENANCE SUPPLIES	-	-	6,000	-
SUPPLIES	Other Supplies	1101-5-07-429	BD WORKS/OTHER SUPPLIES	30,738	15,441	40,000	40,000
SERVICES AND CHARGES	Professional Services	1101-5-07-431	BD WORKS/PROFESSIONAL SVCS	560,462	589,181	457,000	810,000
SERVICES AND CHARGES	Communication and Transportation	1101-5-07-432	BD WORKS/COMM & TRANSPORT	109,571	112,941	132,500	385,000
SERVICES AND CHARGES	Printing and Advertising	1101-5-07-433	BD WORKS/PRINT & ADVERTISING	272	569	2,000	1,000
SERVICES AND CHARGES	Insurance	1101-5-07-434	BD WORKS/INSURANCE	596,793	660,796	600,000	800,000
SERVICES AND CHARGES	Utility Services	1101-5-07-435	BD WORKS/UTILITY SVCS	414,084	440,428	510,000	538,000
SERVICES AND CHARGES	Repairs and Maintenance	1101-5-07-436	BD WORKS/REPAIR & MAINT	13,641	11,826	58,841	60,000
SERVICES AND CHARGES	Rentals	1101-5-07-437	BD WORKS/RENTALS	49,696	68,537	53,000	60,000
SERVICES AND CHARGES	Other Services and Charges	1101-5-07-439	BD WORKS/OTHER SVCS & CHARGES	1,764,801	2,135,519	2,415,398	2,845,500 ¹⁰
CAPITAL OUTLAYS	Other Capital Outlays	1101-5-07-442	BD WORKS/CAPITAL OUTLAYS	1,621,203	67,592	650,000	- ¹¹
CAPITAL OUTLAYS	Machinery, Equipment & Vehicles	1101-5-07-445	BD WORKS/OTHER EQUIPMENT	134,667	744,805	400,000	- ¹²
GENERAL/BOARD OF WORKS TOTAL				\$5,441,578	\$5,006,318	\$5,628,759	\$5,602,340

⁸ Increased in 2024 to accommodate wage adjustments if needed.

⁹ Removed custodian from this number

¹⁰ Trash Expense

¹¹ Moved to Cumulative Capital Development Fund budget

¹² Moved to MVH Restricted

Technology

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-08-411	TECH/SALARIES & WAGES	-	-	328,000	280,000 ¹³
PERSONAL SERVICES	Employee Benefits	1101-5-08-413	TECH/EMPLOYEE BENEFITS	-	-	116,750	148,500
SUPPLIES	Office Supplies	1101-5-08-421	TECH/OFFICE SUPPLIES	-	-	10,000	2,500
SUPPLIES	Repair and Maintenance Supplies	1101-5-08-423	TECH/REPAIR & MAINT	-	-	70,000	20,000
SERVICES AND CHARGES	Professional Services	1101-5-08-431	TECH/PROFESSIONAL SVCS	-	-	50,000	40,000
SERVICES AND CHARGES	Repairs and Maintenance	1101-5-08-436	TECH/REPAIR & MAINT	-	-	-	10,000
SERVICES AND CHARGES	Other Services and Charges	1101-5-08-439	TECH/OTHER SVCS & CHARGES	-	-	138,000	10,000

Cemetery

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-09-411	CEMETERY/SALARIES & WAGES	167,641	233,361	260,820	270,000
PERSONAL SERVICES	Employee Benefits	1101-5-09-413	CEMETERY/EMPLOYEE BENEFITS	66,881	97,333	108,520	112,350
SUPPLIES	Office Supplies	1101-5-09-421	CEMETERY/OFFICE SUPPLIES	193	515	300	300
SUPPLIES	Operating Supplies	1101-5-09-422	CEMETERY/OPERATING SUPPLIES	11,935	12,477	16,700	17,300
SUPPLIES	Repair and Maintenance Supplies	1101-5-09-423	CEMETERY/REPAIR & MAINTENANCE	3,559	2,576	4,850	4,920
SUPPLIES	Other Supplies	1101-5-09-429	CEMETERY/OTHER SUPPLIES	4,817	4,611	3,950	4,200
SERVICES AND CHARGES	Professional Services	1101-5-09-431	CEMETERY/PROFESSIONAL SVCS	6,100	4,690	11,200	7,400
SERVICES AND CHARGES	Repairs and Maintenance	1101-5-09-436	CEMETERY/REPAIRS & MAINT	5,745	7,259	8,500	8,600
CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	1101-5-09-445	CEMETERY/MACHINERY & EQUIPMENT	40,665	40,000	105,000	30,000
CAPITAL OUTLAYS	Other Capital Outlays	1101-5-09-449	CEMETERY/OTHER CAPITAL	-	-	-	28,000
TOTAL				\$307,536	\$402,822	\$519,840	\$483,070

¹³ TECH: Adjusted (reduced) salary for full-time employee.

Engineering

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-10-411	ENGINEER/SALARIES & WAGES	653,592	650,763	658,500	838,600 ¹⁴
PERSONAL SERVICES	Employee Benefits	1101-5-10-413	ENGINEER/EMPLOYEE BENEFITS	320,682	307,652	382,630	378,600
SUPPLIES	Office Supplies	1101-5-10-421	ENGINEER/OFFICE SUPPLIES	2,344	203	7,000	7,500
SUPPLIES	Operating Supplies	1101-5-10-422	ENGINEER/OPERATING SUPPLIES	2,064	2,025	2,500	2,500
SUPPLIES	Other Supplies	1101-5-10-429	ENGINEER/OTHER SUPPLY	3,595	3,211	4,000	4,500
SERVICES AND CHARGES	Professional Services	1101-5-10-431	ENGINEER/PROFESSIONAL SVCS	-	968	2,000	2,000
SERVICES AND CHARGES	Communication and Transportation	1101-5-10-432	ENGINEER/COMM & TRANSPORT	2,006	2,704	4,200	5,200
SERVICES AND CHARGES	Printing and Advertising	1101-5-10-433	ENGINEER/PRINTING & ADVERT	-	-	400	400
SERVICES AND CHARGES	Repairs and Maintenance	1101-5-10-436	ENGINEER/REPAIR & MAINT	1,320	3,000	3,000	3,000
SERVICES AND CHARGES	Other Services and Charges	1101-5-10-439	ENGINEER/ OTHER SVCS & CHARGES	522	461	700	700
CAPITAL OUTLAYS	Other Capital Outlays	1101-5-10-445	ENGINEER/OTHER EQUIPMENT	1,231	373	-	500
TOTAL				\$987,356	\$971,360	\$1,064,930	\$1,243,500

¹⁴ Add Administrative Engineering Position (TBD - has been unfilled and unfunded for several years)

Police

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-11-411	POLICE/SALARIES & WAGES	5,152,293	5,441,487	6,621,820	6,603,000 ¹⁵
PERSONAL SERVICES	Employee Benefits	1101-5-11-413	POLICE/EMPLOYEE BENEFITS	1,921,455	1,936,988	2,273,060	2,392,000
SUPPLIES	Office Supplies	1101-5-11-421	POLICE/OFFICE SUPPLIES	20,511	24,750	26,500	32,500
SUPPLIES	Operating Supplies	1101-5-11-422	POLICE/OPERATING SUPPLIES	208,875	235,518	273,096	257,400
SERVICES AND CHARGES	Professional Services	1101-5-11-431	POLICE/PROFESSIONAL SVCS	15,928	8,225	20,000	19,000
SERVICES AND CHARGES	Communication and Transportation	1101-5-11-432	POLICE/COMM & TRANSPORT	25,224	28,338	35,872	44,000
SERVICES AND CHARGES	Repairs and Maintenance	1101-5-11-436	POLICE/REPAIR & MAINT	39,003	42,887	67,554	66,720
SERVICES AND CHARGES	Rentals	1101-5-11-437	POLICE/RENTALS	10,000	10,000	10,000	10,000
SERVICES AND CHARGES	Other Services and Charges	1101-5-11-439	POLICE/OTHER SVCS & CHARGES	144,516	192,263	221,426	226,200
GENERAL/POLICE TOTAL				\$7,537,805	\$7,920,456	\$9,549,328	\$9,650,820

¹⁵ Moved two half-time Code Enforcement positions to the Building Department. Convert one of the positions to a full-time position.

Fire

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-12-411	FIRE/SALARIES & WAGES	4,358,109	4,671,562	5,231,100	5,840,000 ¹⁶
PERSONAL SERVICES	Employee Benefits	1101-5-12-413	FIRE/EMPLOYEE BENEFITS	1,526,493	1,689,432	1,837,650	2,134,800
SUPPLIES	Other Supplies	1101-5-12-420	FIRE/SUPPLIES	16,467	17,577	27,200	22,000
SUPPLIES	Office Supplies	1101-5-12-421	FIRE/OFFICE SUPPLIES	9,270	10,319	12,500	11,500
SUPPLIES	Operating Supplies	1101-5-12-422	FIRE/OPERATING SUPPLIES	153,752	85,327	204,785	213,000
SERVICES AND CHARGES	Other Services and Charges	1101-5-12-430	FIRE/OTHER SVCS & CHARGES	147,630	140,266	130,000	150,000
SERVICES AND CHARGES	Professional Services	1101-5-12-431	FIRE/PROFESSIONAL SERVICES	37,564	71,489	55,000	70,000
SERVICES AND CHARGES	Communication and Transportation	1101-5-12-432	FIRE/COMM & TRANSPORT	12,815	23,425	25,000	24,000
SERVICES AND CHARGES	Repairs and Maintenance	1101-5-12-436	FIRE/REPAIRS & MAINT	45,109	50,569	90,500	92,500
SERVICES AND CHARGES	Other Services and Charges	1101-5-12-439	FIRE/OTHER SVCS & CHARGES	49,736	67,448	83,690	82,000
CAPITAL OUTLAYS	Machinery, Equipment & Vehicles	1101-5-12-445	FIRE/OTHER EQUIPMENT	51,976	27,272	109,144	- ¹⁷
GENERAL/FIRE TOTAL				\$6,408,921	\$6,854,686	\$7,806,569	\$8,639,800

¹⁶ Restructuring to accommodate larger department with new station: Promoted staff from within to Lieutenant, Instructor, Division Chief, Captain

¹⁷ Move capital expenditure to CCI Fire Budget

Building

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-15-411	BLDG/SALARIES & WAGES	246,027	263,489	317,200	400,000 ¹⁸
PERSONAL SERVICES	Employee Benefits	1101-5-15-413	BLDG/EMPLOYEE BENEFITS	139,225	155,883	153,020	203,925
SUPPLIES	Office Supplies	1101-5-15-421	BLDG/OFFICE SUPPLIES	2,920	2,014	4,000	4,000
SUPPLIES	Operating Supplies	1101-5-15-422	BLDG/OPERATING SUPPLIES	5,924	3,267	8,000	8,000
SERVICES AND CHARGES	Professional Services	1101-5-15-431	BLDG/PROFFESIONAL SVCS	17,250	31,394	33,600	35,000
SERVICES AND CHARGES	Communication and Transportation	1101-5-15-432	BLDG/COMM & TRANSPORTATION	2,969	3,988	12,000	12,000
SERVICES AND CHARGES	Repairs and Maintenance	1101-5-15-436	BLDG/REPAIR & MAINT	-	-	1,000	1,000
SERVICES AND CHARGES	Other Services and Charges	1101-5-15-439	BLDG/OTHER SVCS & CHARGES	1,816	686	5,500	5,500
TOTAL				\$416,131	\$460,721	\$534,320	\$669,425

Planning

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-16-411	PLANNING/SALARIES & WAGES	242,849	259,288	270,900	284,750
PERSONAL SERVICES	Employee Benefits	1101-5-16-413	PLANNING/EMPLOYEE BENEFITS	129,346	133,661	144,150	150,630
SUPPLIES	Office Supplies	1101-5-16-421	PLANNING/OFFICE SUPPLIES	487	2,365	2,250	2,250
SERVICES AND CHARGES	Professional Services	1101-5-16-431	PLANNING/PROFESSIONAL SVCS	1,137	1,156	1,500	151,500
SERVICES AND CHARGES	Communication and Transportation	1101-5-16-432	PLANNING/COMM & TRANSPORTATION	3,402	2,369	7,000	7,500
SERVICES AND CHARGES	Other Services and Charges	1101-5-16-439	PLANNING/OTHER SVCS & CHARGES	739	704	1,500	1,500

¹⁸ BUILDING: Move 2 half-time Code Enforcement positions from Police department. Increase one half-time position to a full-time position

Central Garage

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-18-411	CENTRAL GARAGE/SALARIES & WAGES	459,628	555,637	730,000	770,720 ¹⁹
PERSONAL SERVICES	Employee Benefits	1101-5-18-413	CENTRAL GARAGE/EMPLOYEE BENEFITS	250,930	313,781	398,450	390,310
SUPPLIES	Office Supplies	1101-5-18-421	CENTRAL GARAGE/OFFICE SUPPLIES	4,274	1,706	4,600	4,600
SUPPLIES	Operating Supplies	1101-5-18-422	CENTRAL GARAGE/OPERATING SUPPLIES	375,541	415,990	482,269	497,000
SUPPLIES	Repair and Maintenance Supplies	1101-5-18-423	CENTRAL GARAGE/REPAIR & MAINT SUPPLIES	5,918	1,585	36,000	27,000
SERVICES AND CHARGES	Professional Services	1101-5-18-431	CENTRAL GARAGE/PROFESSIONAL SVCS	452	981	1,500	2,000
SERVICES AND CHARGES	Communication and Transportation	1101-5-18-432	CENTRAL GARAGE/COMM & TRANSP	11,481	12,379	15,000	15,000
SERVICES AND CHARGES	Repairs and Maintenance	1101-5-18-436	CENTRAL GARAGE/REPAIRS & MAINTENANCE	113,006	44,410	40,000	25,000
SERVICES AND CHARGES	Rentals	1101-5-18-437	CENTRAL GARAGE/RENTALS	2,585	2,323	3,500	4,500
SERVICES AND CHARGES	Other Services and Charges	1101-5-18-439	CENTRAL GARAGE/OTHER SVCS & CHARGE	112	931	3,000	5,000
CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	1101-5-18-445	CENTRAL GARAGE/MACHINERY & EQUIPMENT	11,481	-	7,731	10,000
GENERAL/CENTRAL GARAGE TOTAL				\$1,235,408	\$1,349,723	\$1,722,050	\$1,751,130

¹⁹ Fully staffed team.

Buildings and Grounds

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-19-411	B&G/SALARIES & WAGES	-	-	-	294,200 ²⁰
PERSONAL SERVICES	Employee Benefits	1101-5-19-413	B&G/EMPLOYEE BENEFITS	-	-	-	151,750
SUPPLIES	Operating Supplies	1101-5-19-423	BG/OPERATING SUPPLIES	-	-	-	6,000
SERVICES AND CHARGES	Repairs and Maintenance	1101-5-19-436	BG/REPAIRS & MAINTENANCE	-	-	-	12,000 ²¹
GENERAL/BUILDINGS & GROUNDS TOTAL				\$0	\$0	\$0	\$463,950

²⁰ Move 1.5 Buildings and Grounds staff Engineering, Move 1 Facilities, Grounds Manager from Parks, Move 1 Civilian Fire (Buildings and Grounds) from Fire, add 1 Purchasing Agent.

²¹ Additional budget lines for Facilities, Buildings and Grounds Maintenance are in the Board of Works Budget.

Environmental Resilience

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	1101-5-46-411	ENV/SALARIES & WAGES	253,329	274,119	291,000	316,500 ²²
PERSONAL SERVICES	Employee Benefits	1101-5-46-413	ENV/EMPLOYEE BENEFITS	118,760	146,341	174,420	182,970
SUPPLIES	Office Supplies	1101-5-46-421	ENV/OFFICE SUPPLIES	3,944	5,700	5,700	5,700
SUPPLIES	Operating Supplies	1101-5-46-422	ENV/OPERATING SUPPLIES	8,470	7,387	9,300	10,800
SUPPLIES	Repair and Maintenance Supplies	1101-5-46-423	ENV/REPAIR & MAINT	1,180	5,000	5,000	4,000
SERVICES AND CHARGES	Professional Services	1101-5-46-431	ENV/PROFESSIONAL SVCS	189,763	248,722	246,000	256,000
SERVICES AND CHARGES	Communication and Transportation	1101-5-46-432	ENV/COMM & TRANSPORT	2,570	10,761	14,900	14,900
SERVICES AND CHARGES	Printing and Advertising	1101-5-46-433	ENV/PRINTING & ADVERT	2,887	2,440	3,700	3,700
SERVICES AND CHARGES	Utility Services	1101-5-46-435	ENV/UTILITY SVCS	8,613	8,674	14,300	12,600
SERVICES AND CHARGES	Repairs and Maintenance	1101-5-46-436	ENV/REPAIR & MAINT	1,900	1,027	2,200	2,000
SERVICES AND CHARGES	Rentals	1101-5-46-437	ENV/RENTALS	-	-	1,500	1,500
SERVICES AND CHARGES	Other Services and Charges	1101-5-46-439	ENV/OTHER SVCS & CHARGES	3,824	10,991	13,300	13,000
CAPITAL OUTLAYS	Infrastructure	1101-5-46-442	ENV/INFRASTRUCTURE CAPITAL	27,793	100,068	50,000	-
GENERAL/ENVIRONMENTAL RESILIENCE TOTAL				\$623,033	\$821,230	\$831,320	\$823,670

²² Retain an AmeriCorps member to assist with GIS data entry, enhancing our ability to track and analyze infrastructure data. Additionally, we are preparing to onboard a summer staff person to further support these initiatives.

Motor Vehicle Highway (Streets)

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	2201-5-00-411	MVH/SALARIES & WAGES	1,236,615	1,356,895	1,499,300	1,570,500
PERSONAL SERVICES	Employee Benefits	2201-5-00-413	MVH/EMPLOYEE BENEFITS	668,265	703,411	797,825	813,190
SUPPLIES	Office Supplies	2201-5-00-421	MVH/OFFICE SUPPLY	1,164	1,200	1,200	1,200
SUPPLIES	Operating Supplies	2201-5-00-422	MVH/OPERATING SUPPLY	151,348	128,895	144,348	140,000
SUPPLIES	Repair and Maintenance Supplies	2201-5-00-423	MVH/REPAIR & MAINT	185,405	109,057	650,000	600,000
SUPPLIES	Other Supplies	2201-5-00-429	MVH/OTHER SUPPLIES	77,553	142,258	130,000	130,000
SERVICES AND CHARGES	Professional Services	2201-5-00-431	MVH/PROFESSIONAL SVCS	32,956	32,923	57,500	47,500
SERVICES AND CHARGES	Communication and Transportation	2201-5-00-432	MVH/COMM & TRANSPORT	5,348	5,829	7,600	7,600
SERVICES AND CHARGES	Utility Services	2201-5-00-435	MVH/UTILITY SVCS	22,486	23,747	43,200	38,700
SERVICES AND CHARGES	Repairs and Maintenance	2201-5-00-436	MVH/REPAIR & MAINT	5,605	3,974	2,000	2,000
SERVICES AND CHARGES	Rentals	2201-5-00-437	MVH/RENTAL	14,629	8,541	18,500	19,500
CAPITAL OUTLAYS	Other Capital Outlays	2201-5-00-444	MVH/OTHER CAPITAL	30,027	434,824	250,000	500,000 ²³
CAPITAL OUTLAYS	Other Capital Outlays	2203-5-00-442	MVHRESTR/PAVING	-	-	-	400,000 ²⁴
CAPITAL OUTLAYS	Other Capital Outlays	2203-5-00-444	MVHRESTR/OTHER CAPITAL	1,029,023	458,353	1,102,176	2,000,000 ²⁵
MOTOR VEHICLE HIGHWAY TOTAL				\$3,460,424	\$3,409,907	\$4,703,649	\$6,270,190

Local Road & Streets

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SERVICES AND CHARGES	Professional Services	2202-5-00-431	LOCAL RD & ST/PROF SVCS	471,211	336,714	604,535	1,000,000
LOCAL ROAD & STREETS TOTAL				\$471,211	\$336,714	\$604,535	\$1,000,000

²³ Two replacement vehicles (single-axle trucks, \$250,000 each)

²⁴ Moved from Board of Works budget.

²⁵ Increased paving spending.

Parks & Recreation

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	2204-5-00-411	P&R/SALARIES & WAGES	1,035,807	1,100,872	1,341,700	1,396,800 ²⁶
PERSONAL SERVICES	Employee Benefits	2204-5-00-413	P&R/EMPLOYEE BENEFITS	423,746	439,784	492,800	519,650
SUPPLIES	Office Supplies	2204-5-00-421	P&R/OFFICE SUPPLIES	1,960	2,897	5,500	5,600
SUPPLIES	Operating Supplies	2204-5-00-422	P&R/OPERATING SUPPLIES	81,732	77,436	104,500	109,500
SUPPLIES	Repair and Maintenance Supplies	2204-5-00-423	P&R/REPAIR & MAINTENANCE	59,257	43,666	70,500	71,500
SUPPLIES	Other Supplies	2204-5-00-429	P&R/OTHER SUPPLIES	64,710	58,303	73,000	75,000
SERVICES AND CHARGES	Professional Services	2204-5-00-431	P&R/PROFESSIONAL SVCS	132,856	138,968	162,450	168,450
SERVICES AND CHARGES	Communication and Transportation	2204-5-00-432	P&R/COMM & TRANSPORT	7,365	12,332	11,000	18,500
SERVICES AND CHARGES	Printing and Advertising	2204-5-00-433	P&R/PRINTING & ADVERT	13,652	22,475	22,000	22,000
SERVICES AND CHARGES	Insurance	2204-5-00-434	P&R/INSURANCE	-	37,500	7,000	7,000
SERVICES AND CHARGES	Utility Services	2204-5-00-435	P&R/UTILITY SVCS	156,648	147,394	169,000	214,000
SERVICES AND CHARGES	Repairs and Maintenance	2204-5-00-436	P&R/REPAIRS & MAINT	60,676	95,973	136,864	142,000
SERVICES AND CHARGES	Rentals	2204-5-00-437	P&R/RENTALS	451	518	4,000	4,000
SERVICES AND CHARGES	Other Services and Charges	2204-5-00-439	P&R/OTHER SVCS & CHARGES	6,990	9,137	9,500	18,500
CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	2204-5-00-442	P&R/MACHINERY & EQUIPMENT	349,010	167,035	1,238,064	552,000 ²⁷
CAPITAL OUTLAYS	Other Capital Outlays	2204-5-00-445	P&R/OTHER CAPITAL OUTLAYS	76,294	46,482	58,000	-
CAPITAL OUTLAYS	Other Capital Outlays	2204-5-00-449	P&R/OTHER CAPITAL OUTLAYS	-	-	-	-
SERVICES AND CHARGES	Other Services and Charges	2204-5-00-459	P&R/OTHER NON-APPROPRIATED	4,793	6,066	5,000	7,000
PARKS & RECREATION TOTAL				\$2,475,947	\$2,406,838	\$3,910,878	\$3,331,500

²⁶ Moved 1 FTE to Buildings and Grounds

²⁷ Playground resurfacing, Abshire/Dykstra Trail parking lot improvements, Dykstra Park Pavilion

Aviation

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	2206-5-00-411	AVIATION/SALARIES & WAGES	53,935	55,300	55,750	66,600 ²⁸
PERSONAL SERVICES	Employee Benefits	2206-5-00-413	AVIATION/EMPLOYEE BENEFITS	31,017	32,070	33,990	36,890
SUPPLIES	Operating Supplies	2206-5-00-421	AVIATION/OFFICE SUPPLIES	-	-	-	6,000 ²⁹
SUPPLIES	Repair and Maintenance Supplies	2206-5-00-422	AVIATION/OPERATING SUPPLIES	3,875	3,612	4,000	4,000
SERVICES AND CHARGES	Professional Services	2206-5-00-431	AVIATION/PROFESSIONAL SVCS	12,545	8,774	17,514	17,520
SERVICES AND CHARGES	Printing and Advertising	2206-5-00-433	AVIATION/PRINTING & ADVERT	900	110	1,500	1,500
SERVICES AND CHARGES	Utility Services	2206-5-00-435	AVIATION/UTILITY SERVICES	59,825	59,339	70,700	73,300
SERVICES AND CHARGES	Repairs and Maintenance	2206-5-00-436	AVIATION/REPAIR & MAINT	143,976	133,423	129,450	155,040
SERVICES AND CHARGES	Other Services and Charges	2206-5-00-439	AVIATION/OTHER SVCS & CHARGES	-	460	550	550
CAPITAL OUTLAYS	Infrastructure	2206-5-00-442	AVIATION/INFRASTRUCTURE	-	73,334	75,000	350,000 ³⁰
AVIATION TOTAL				\$306,073	\$366,422	\$388,454	\$711,400

²⁸ Add 1 half-time Administrative Assistant in Q4

²⁹ Local art and artists program featured at Goshen Airport

³⁰ The increase in aviation-related capital expenses for this budget reflects the need to address aging equipment and facilities, specifically ground-based navigation equipment such as localizer and glide slope systems. Additionally, funds are allocated for the Runway 0927 Overlay Project, which is part of the city's contribution to a grant-funded initiative. A new maintenance building is also planned, with the possibility of grant funding reducing overall costs. These investments are critical for maintaining the safety and efficiency of our aviation infrastructure.

Economic Development (EDIT)

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SERVICES AND CHARGES	Professional Services	2209-5-00-431	EDIT TAX/PROFESSIONAL SVCS	1,085,469	1,560,685	1,391,841	1,125,000 ³¹
SERVICES AND CHARGES	Repairs & Maintenance	2209-5-00-436	EDIT TAX/REPAIRS & MAINTENANCE	-	-	25,000	-
SERVICES AND CHARGES	Other Services and Charges	2209-5-00-439	EDIT TAX/OTHER SVCS & CHARGES	-	-	-	250,000 ³²
CAPITAL OUTLAYS	Infrastructure	2209-5-00-442	EDIT TAX/INFRASTRUCTURE	1,231,107	1,246,581	2,292,330	2,950,000 ³³
CAPITAL OUTLAYS	Machinery, Equipment & Vehicles	2209-5-00-445	EDIT TAX/VEHICLE PURCHASES	10,000	-	-	-
LIT - ECONOMIC DEVELOPMENT (EDIT) TOTAL				\$2,326,576	\$2,807,266	\$3,709,171	\$4,325,000

³¹ This budget line is centered around delivering critical services and maintaining our infrastructure to ensure the wellbeing of the community. Key allocations include:

- Bridge Maintenance: Ensuring the safety and reliability of our bridges, which are essential for daily transportation and emergency services.
- Construction Inspection: Funding for quality oversight of ongoing construction projects to ensure safe and lasting public infrastructure.
- New Projects: Supporting the initiation of projects that directly benefit our residents, addressing pressing needs and enhancing the city’s infrastructure.
- GIS On-Call Services: Providing access to up-to-date mapping and information systems, crucial for urban planning and emergency response.
- Blocked Railroad Crossings Solutions: Reducing the inconvenience and potential hazards posed by blocked railroad crossings.

In addition to these core services, special projects are aimed at strengthening economic partnerships and enhancing communication with the public:

- Support for the Chamber of Commerce
- Contributions to the Michiana Partnership
- Support for the Economic Development Corporation
- Assistance for North Central Indiana Business Partnership

Furthermore, funds are allocated for website updates and other marketing activities, including the development of a 311 Resident Hotline. This system will allow residents to easily access information, report issues, and engage with city services, reflecting our commitment to transparency and responsiveness in serving the Goshen community efficiently and effectively.

³²The city is making a modest investment, representing about 0.27% of the overall budget to support arts, culture and neighborhood stabilization. This includes support for the theater, downtown, arts and culture events, and patriotic holiday celebrations such as Memorial Day, Fourth of July, Veterans Day, and 9/11 remembrance. Additional support goes to the Youth Council, City Council, and microgrants for neighborhoods and historic preservation and housing support.

³³ Major funding for Indiana Avenue and Lead line replacement

Probation

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	2214-5-00-411	PROBATION/SALARIES & WAGES	66,974	68,282	73,695	75,000
PERSONAL SERVICES	Employee Benefits	2214-5-00-413	PROBATION/EMPLOYEE BENEFITS	33,074	34,176	37,310	38,650
PROBATION TOTAL				\$100,048	\$102,458	\$111,005	\$113,650

Redevelopment Operating

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	2226-5-00-411	REDV OP/SALARIES & WAGES	109,414	113,060	117,350	142,900 ³⁴
PERSONAL SERVICES	Employee Benefits	2226-5-00-413	REDV OP/EMPLOYEE BENEFITS	57,001	59,169	68,670	44,600
SUPPLIES	Other Supplies	2226-5-00-429	REDV OP/OTHER SUPPLIES	858	86	1,000	1,000
SERVICES AND CHARGES	Professional Services	2226-5-00-431	REDV OP/PROF SERVICES	63,536	11,266	51,100	80,000
SERVICES AND CHARGES	Printing and Advertising	2226-5-00-433	REDV OP/PRINTING & ADVERT	-	246	250	250
SERVICES AND CHARGES	Utility Services	2226-5-00-435	REDV OP/UTILITY SVCS	1,904	4,126	1,950	3,300
SERVICES AND CHARGES	Repairs and Maintenance	2226-5-00-436	REDV OP/REPAIRS-MAINT	14	433	500	500
SERVICES AND CHARGES	Other Services and Charges	2226-5-00-439	REDV OP/OTHER SVCS & CHARGES	1,084	1,560	3,000	2,000
REDEVELOPMENT OPERATING TOTAL				\$233,811	\$189,946	\$243,820	\$274,550

³⁴ Add 1 full-time Project Manager sometime during the year to support increase in redevelopment projects.

Public Safety Local Option Income Tax

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Employee Benefits	2240-5-00-413	PS LOIT/EMPLOYEE BENEFITS	1,517,895	1,634,289	1,995,400	2,080,000
SUPPLIES	Operating Supplies	2240-5-00-422	PS LOIT/OPERATING SUPPLIES	298,481	301,361	344,000	394,000
SERVICES AND CHARGES	Professional Services	2240-5-00-431	PS LOIT/PROF SVCS	-	17,093	-	32,000
SERVICES AND CHARGES	Repairs and Maintenance	2240-5-00-436	PS LOIT/REPAIRS & MAINT	27,728	29,796	45,000	45,000
CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	2240-5-00-445	PS LOIT/MACHINERY & EQUIPMENT	174,210	482,726	498,000	498,000
TOWNSHIP FIRE SUPPORT TOTAL				\$2,018,314	\$2,465,265	\$2,882,400	\$3,049,000

Law Enforcement Continuing Education LECE 1

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SERVICES AND CHARGES	Other Services and Charges	2504-5-00-452	LECE1/INTERFUND TRANSFER	-	-	-	18,109
LAW ENFORCEMENT CONTINUING EDUCATION (LECE 1) TOTAL				\$0	\$0	\$0	\$18,109

Law Enforcement Continuing Education LECE 2

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SUPPLIES	Other Supplies	2228-5-00-429	LECE2/OTHER SUPPLIES	15,760	15,702	16,000	16,000
SERVICES AND CHARGES	Professional Services	2228-5-00-431	LECE2/PROFESSIONAL SVCS	18,000	18,000	20,000	20,000
LAW ENFORCEMENT CONTINUING EDUCATION TOTAL				\$33,760	\$33,702	\$36,000	\$36,000

Public Safety LOIT
 LECE 1
 LECE 2

Unsafe Building

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SERVICES AND CHARGES	Repairs and Maintenance	2234-5-00-436	UNSAFE BLDG/REPAIR & MAINT	-	-	60,000	60,000
SERVICES AND CHARGES	Other Services and Charges	2234-5-00-439	UNSAFE BLDG/OTHER SVCS & CHARGES	500	1,004	25,000	25,000
UNSAFE BUILDING TOTAL				\$500	\$1,004	\$85,000	\$85,000

Township Fire Support

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	2258-5-00-411	TWPFIRE/SALARIES & WAGES	-	50,000	182,181	300,000 ³⁵
PERSONAL SERVICES	Employee Benefits	2258-5-00-413	TWPFIRE/EMPLOYEE BENEFITS	-	50,000	108,900	78,000
SUPPLIES	Operating Supplies	2258-5-00-429	TWPFIRE/OPERATING SUPPLIES	-	48,215	-	-
SERVICES AND CHARGES	Professional Services	2258-5-00-431	TWPFIRE/PROFESSIONAL SVCS	-	-	58,919	-
CAPITAL OUTLAYS	Other Capital Outlays	2258-5-00-449	TWPFIRE/OTHER CAPITAL OUTLAYS	-	31,506	-	-
TOWNSHIP FIRE SUPPORT TOTAL				\$0	\$179,721	\$350,000	\$378,000

³⁵ 3 Probationary Firefighters

Court Fees

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SUPPLIES	Office Supplies	2500-5-00-421	COURT FEES/OFFICE SUPPLIES	5,142	8,665	8,500	9,500
SUPPLIES	Operating Supplies	2500-5-00-422	COURT FEES/OPERATING SUPPLIES	5,089	2,815	5,000	5,000
SERVICES AND CHARGES	Professional Services	2500-5-00-431	COURT FEES/PROFESSIONAL SERVICES	1,381	1,514	4,500	1,000
SERVICES AND CHARGES	Communication and Transportation	2500-5-00-432	COURT FEES/COMM & TRANSPORT	2,250	2,275	3,000	3,000
SERVICES AND CHARGES	Repairs and Maintenance	2500-5-00-436	COURT FEES/REPAIRS & MAINT	-	-	-	1,200
SERVICES AND CHARGES	Other Services and Charges	2500-5-00-439	COURT FEES/OTHER SVCS & CHARGES	-	-	35,000	35,000
COURT FEES TOTAL				\$13,862	\$15,269	\$56,000	\$54,700

Residential Lease Fees

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	2501-5-00-411	RES LEASE FEE/SALARIES & WAGES	53,528	27,540	28,750	30,850
PERSONAL SERVICES	Employee Benefits	2501-5-00-413	RES LEASE FEE/EMPLOYEE BENEFITS	30,994	16,415	28,085	18,125
LAW ENFORCEMENT CONTINUING EDUCATION (LECE 1) TOTAL				\$84,522	\$43,955	\$56,835	\$48,975

Storm Water Management

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	2505-5-00-411	STMWTR MGMT/SALARIES & WAGES	283,426	164,394	205,500	220,460
PERSONAL SERVICES	Employee Benefits	2505-5-00-413	STMWTR MGMT/EMPLOYEE BENEFITS	138,323	119,820	107,750	111,270
SUPPLIES	Office Supplies	2505-5-00-421	STMWTR MGMT/OFFICE SUPPLIES	3,196	1,229	5,000	5,000
SUPPLIES	Operating Supplies	2505-5-00-422	STMWTR MGMT/OPERATING SUPPLIES	604	793	1,200	1,200
SERVICES AND CHARGES	Professional Services	2505-5-00-431	STMWTR MGMT/PROFESSIONAL SVCS	61,408	49,757	183,497	179,505
SERVICES AND CHARGES	Communication and Transportation	2505-5-00-432	STMWTR MGMT/COMM & TRANSP	308	303	1,685	-
SERVICES AND CHARGES	Repairs and Maintenance	2505-5-00-436	STMWTR MGMT/REPAIRS & MAINTENANCE	2,323	9,951	12,000	12,000
SERVICES AND CHARGES	Other Services and Charges	2505-5-00-439	STMWTR MGMT/OTHER SVCS & CHARGES	2,615	3,337	6,390	6,450
CAPITAL OUTLAYS	Land	2505-5-00-441	STMWTR MGMT/LAND	-	25,420	30,000	30,000
CAPITAL OUTLAYS	Infrastructure	2505-5-00-442	STMWTR MGMT/INFRASTRUCTURE	158,231	29,560	230,000	1,000,000
CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	2505-5-00-445	STMWTR MGMT/MACHINERY & EQUIPMENT	3,507	1,492	20,000	372,000
STORM WATER MANAGEMENT TOTAL				\$653,941	\$406,056	\$803,022	\$1,937,885

Economic Improvement District

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SUPPLIES	Operating Supplies	2506-5-00-429	EID/OTHER SUPPLIES	660	24	-	20,000
SERVICES AND CHARGES	Professional Services	2506-5-00-431	EID/PROFESSIONAL SVCS	64,548	60,352	57,000	59,000
SERVICES AND CHARGES	Printing and Advertising	2506-5-00-433	EID/PRINTING & ADVERT	-	-	-	2,000
ECONOMIC IMPROVEMENT DISTRICT TOTAL				\$65,208	\$60,376	\$57,000	\$81,000

Redhawk Academy

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SUPPLIES	Office Supplies	2508-5-00-421	REDHWK/OFFICE SUPPLIES	-	-	-	4,000
SUPPLIES	Operating Supplies	2508-5-00-422	REDHWK/OPERATING SUPPLIES	-	-	-	1,000
SERVICES AND CHARGES	Repairs and Maintenance	2508-5-00-436	REDHWK/REPAIRS & MAINTENANCE	-	-	-	6,000
SERVICES AND CHARGES	Other Services and Charges	2508-5-00-439	REDHWK/OTHER SVCS & CHARGES	-	-	-	1,500
REDHAWK ACADEMY TOTAL				\$0	\$0	\$0	\$12,500

Cumulative Capital Improvement (Cigarette Tax)

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Employee Benefits	4401-5-00-413	CCI/EMPLOYEE BENEFITS	-	-	67,000	-
SERVICES AND CHARGES	Other Services and Charges	4401-5-00-439	CCI/OTHER SVCS & CHARGES	-	-	20,000	80,000
TOTAL				\$0	\$0	\$87,000	\$80,000

Cumulative Capital Improvement – Fire

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SERVICES AND CHARGES	Repairs and Maintenance	4425-5-00-436	CCI FIRE/REPAIRS & MAINT	288,586	109,436	93,125	25,000
CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	4425-5-00-445	CCI FIRE/MACHINERY & EQUIPMENT	367,228	602,236	409,525	350,000
CUMULATIVE CAPITAL IMPROVEMENT - FIRE TOTAL				\$655,814	\$711,672	\$502,650	\$375,000

Cumulative Capital Improvement – Storm Sewer

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SERVICES AND CHARGES	Professional Services	4428-5-00-431	CCI STM SEWER/PROFESSIONAL SVCS	71,807	125,194	200,000	200,000
CAPITAL OUTLAYS	Infrastructure	4428-5-00-442	CCI STM SWR/INFRASTRUCTURE	-	-	-	2,500,000
CUMULATIVE CAPITAL IMPROVEMENT - STORM SEWER TOTAL				\$71,807	\$125,194	\$200,000	\$2,700,000

Lippert Dierdorff TIF

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SERVICES AND CHARGES	Professional Services	4447-5-00-431	LIPP Dier TIF/PROFESSIONAL SVCS	46,612	2,155	50,000	-
CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	4447-5-00-445	LIPP DIER TIF/MACHINE & EQUIPMENT	-	-	500,000	-
LIPPERT / DIERDORFF TIF TOTAL				\$46,612	\$2,155	\$550,000	\$0

Southeast Economic District TIF

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SERVICES AND CHARGES	Professional Services	4445-5-00-431	SE TIF/PROF SVCS	240,141	654,831	2,221,965	75,000
SERVICES AND CHARGES	Other Services and Charges	4445-5-00-439	SE TIF/OTHER SVCS & CHARGES	65,748	76,163	12,000	120,000
CAPITAL OUTLAYS	Land	4445-5-00-441	SE TIF/LAND	-	1,202,420	690,000	350,000
CAPITAL OUTLAYS	Infrastructure	4445-5-00-442	SE TIF/INFRASTRUCTURE	2,152,563	5,774,904	6,619,618	18,200,000 ³⁶
CAPITAL OUTLAYS	Machinery, Equipment, and Vehicles	4445-5-00-445	SE TIF/PUBLIC SAFETY	-	-	-	500,000 ³⁷
SERVICES AND CHARGES	Other Services and Charges	4445-5-00-452	SE TIF/TRANSFER TO P&I FUND	823,785	817,919	817,115	820,890
SOUTHEAST ECONOMIC DISTRICT TIF TOTAL				\$3,282,237	\$8,526,237	\$10,360,698	\$20,065,890

³⁶ The 2025 RDC budget is significantly higher than in previous years. Initially, we believed that INDOT was planning to begin their US 33 project in 2026/2027. However, we've recently learned that INDOT will be approaching the US 33 project in phases, starting in 2028. In response, we are working to coordinate the road projects currently in the RDC's queue to avoid conflicts during INDOT's estimated 5-year timeline in Goshen. As a result, we are accelerating several projects to ensure their completion beforehand. We plan to begin reconstructing the following roads in 2025:

- Century Drive from College Avenue to Kercher Road
- Eisenhower Drive from US 33 to Dierdorff
- Caragana Court from US 33 to Eisenhower Drive
- Dierdorff Road from CR 40 to Kercher Road

In addition to these, we have other smaller projects scheduled, as well as the LPA projects for College Avenue (Phases I, II, and III). We've also identified several other roadways for 2026. We anticipate that the RDC budgets will stay elevated until INDOT's project begins.

³⁷ Moved from the Lippert/Dierdorff TIF to SE TIF for 2025 due to availability of funding.

Consolidated RiverRace/ US 33 TIF

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SERVICES AND CHARGES	Professional Services	4446-5-00-431	CONS TIF/PROF SVCS	376,383	421,935	900,000	925,000 ³⁸
SERVICES AND CHARGES	Other Services and Charges	4446-5-00-438	CONS TIF/OTHER SVCS & CHARGES	59,572	-	-	-
SERVICES AND CHARGES	Other Services and Charges	4446-5-00-439	CONS TIF/OTHER SVCS & CHARGES	39,800	75,835	120,000	120,000
CAPITAL OUTLAYS	Land	4446-5-00-441	CONS TIF/LAND	750,000	673,202	275,000	150,000
CAPITAL OUTLAYS	Infrastructure	4446-5-00-442	CONS TIF/INFRASTRUCTURE	871,825	2,725,986	9,741,659	2,880,000 ³⁹
CONSOLIDATED RIVERRACE/US 33 TIF TOTAL				\$2,097,580	\$3,896,958	\$11,036,659	\$4,075,000

American Recovery Plan Fiscal Recovery Fund

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	4502-5-00-411	ARP/SALARIES & WAGES	56,459	56,401	100,000	150,000 ⁴⁰
PERSONAL SERVICES	Employee Benefits	4502-5-00-413	ARP/EMPLOYEE BENEFITS	20,895	33,993	-	77,080
SUPPLIES	Operating Supplies	4502-5-00-422	ARP/OPERATING SUPPLIES	35,437	-	-	-
SERVICES AND CHARGES	Professional Services	4502-5-00-431	ARP/PROFESSIONAL SERVICES	339,664	395,000	78,300	-
SERVICES AND CHARGES	Other Services and Charges	4502-5-00-439	ARP/SERVICES & CHARGES	48,703	21,000	-	-
CAPITAL OUTLAYS	Other Capital Outlays	4502-5-00-444	ARP/OTHER CAPITAL OUTLAYS	-	-	2,700,000	2,579,575
ARP FISCAL RECOVERY FUND TOTAL				\$501,158	\$506,394	\$2,878,300	\$2,806,655

³⁸ The proposed design work includes projects for the US 33 gravity sewer, River Race Drive, and the Millrace Trail extension. These design phases are essential for laying the groundwork for future infrastructure improvements, addressing key areas of growth and connectivity within the city. The River Race Drive Extension is also planned as part of these efforts to improve traffic flow and accessibility in the area.

³⁹ The proposed expenditures include funding for real estate demolition, ongoing work in the Quiet Zone, improvements to West Jefferson, upgrades to the alley by Goshen Theater, and enhancements to the Plymouth gravity sewer. These projects are essential to improving city infrastructure, ensuring safety, and enhancing the quality of life for residents.

⁴⁰ Funding for a Behavioral Health Coordinator and a Mobile Integrated Health Social Worker (1-year temporary position). We are seeking grants to extend these positions beyond 2025.

Cemetery Capital Improvement

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
CAPITAL OUTLAYS	Improvements Other Than Building	4651-5-00-445	CEM CAP/IMPROVEMENTS	-	-	-	35,300 ⁴¹
CAPITAL OUTLAYS	Buildings	4651-5-00-443	CEM CAP/BUILDINGS	8,989	-	-	10,500
CEMETERY CAPITAL IMPROVEMENT TOTAL				\$8,989	\$0	\$0	\$45,800

2015 General Obligation Bond Proceeds

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SERVICES AND CHARGES	Professional Services	4660-5-00-431	2021GO BOND/PROFFESIONAL SVCS	-	-	-	151,557 ⁴²
2015 GENERAL OBLIGATION BOND PROCEEDS TOTAL				\$0	\$0	\$0	\$151,557

2021 General Obligation Bond Proceeds

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
SERVICES AND CHARGES	Professional Services	4661-5-00-431	2021GO BOND/PROF SVCS	-	-	50,000	-
CAPITAL OUTLAYS	Buildings	4661-5-00-443	2021GO BOND/BUILDINGS	-	-	-	3,117,492 ⁴³
2021 GENERAL OBLIGATION BOND PROCEEDS TOTAL				\$0	\$0	\$50,000	\$3,117,492

⁴¹ Moved Cemetery Capital expenses from General Fund to Cemetery Capital Fund.

⁴² Engineering consultation fees for Violet Road.

⁴³ Second story and ADA improvements of Annex Building.

Fire Pension Fund

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	8801-5-00-411	FIRE PENSION/SALARIES & WAGES	3,770	3,770	3,770	3,770
PERSONAL SERVICES	Employee Benefits	8801-5-00-413	FIRE PENSION/EMPLOYEE BENEFITS	532,043	497,507	516,618	534,300
PERSONAL SERVICES	Other Personal Services	8801-5-00-415	FIRE PENSION/OTHER PERSONAL SERVICES	-	-	12,000	12,000
SUPPLIES	Office Supplies	8801-5-00-421	FIRE PENSION/OFFICE SUPPLIES	277	-	800	800
SERVICES AND CHARGES	Communication and Transportation	8801-5-00-432	FIRE PENSION/COMM & TRANSPORT	-	-	250	250
SERVICES AND CHARGES	Other Services and Charges	8801-5-00-439	FIRE PENSION/OTHER SVCS & CHARGES	105	210	200	200
POLICE PENSION FUND TOTAL				\$536,195	\$501,487	\$533,638	\$551,320

Police Pension Fund

Category	Sub-Category	Line Item Code	Line Item	2022 Actual	2023 Actual	2024 Budget	2025 Budget
PERSONAL SERVICES	Salaries and Wages	8802-5-00-411	POL PENSION/SALARIES & WAGES	3,770	3,770	3,800	3,800
PERSONAL SERVICES	Employee Benefits	8802-5-00-413	POL PENSION/EMPLOYEE BENEFITS	379,231	358,682	435,000	405,600
SERVICES AND CHARGES	Communication and Transportation	8802-5-00-432	POL PENSION/COMM & TRANSPORT	-	-	450	450
SERVICES AND CHARGES	Other Services and Charges	8802-5-00-439	POL PENSION/OTHER SVCS & CHARGES	105	105	250	200
TOTAL				\$383,106	\$362,557	\$439,500	\$410,050