



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 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 Leichty 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 Leichty 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 Leichty 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 Leichty 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 Leichty 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.

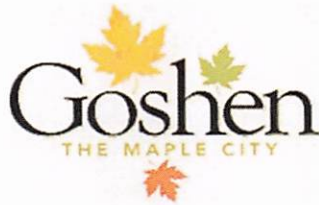
Councilor Schrock asked if the City still hoped to repair some roads by the chip and seal technique.

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?" The **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 Leichthy 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 Leichthy 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 Leichthy accepted additional questions or comments from the Council.

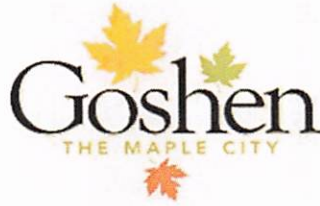
Councilor Riegsecker said, "I just wanted to say that I appreciate all of the notes that are on the bottom (of the budgets summary), and it helps a lot to understand and help speed things up a little bit. And I think it's just a good way to keep going as we go forward."

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

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

Mayor Leichty 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 Leichty 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 Leichty 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 Leichty 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

Annual Base Salary Base

Wage per hour

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 Leichy 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.

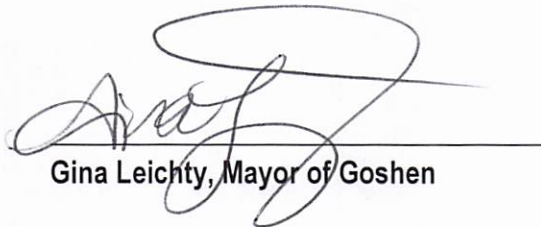
Councilor Nisley made a motion to adjourn the meeting, which was seconded by Councilor Peel. Councilors unanimously approved the motion to adjourn the meeting.

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

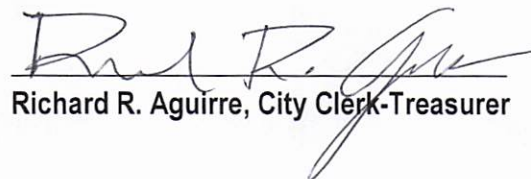
EXHIBIT #1: Amended draft Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees. The ordinance was revised and updated from the version provided in advance of the meeting by including 11 pages of exhibits. Copies were distributed to Councilors at the meeting.

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 Leichy, Mayor of Goshen

ATTEST:


Richard R. Aguirre, City Clerk-Treasurer

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. Leichy, 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	Bailliff	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 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.

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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. Leichy, Mayor