



## **Agenda for the Goshen Common Council**

**6:00 p.m., December 30, 2024 Regular Meeting**

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

**Call to Order by Mayor Gina Leichty**

**Pledge of Allegiance led by Xander Holcombe**

### **Roll Call:**

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

**Doug Nisley** (District 2)

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

**Matt Schrock** (District 3)

**Council President Brett Weddell** (At-Large)

**Youth Adviser Tageeya Galeb** (Non-voting)

**Approval of Minutes:** Oct. 28 and Nov. 18 Regular Meetings

**Approval of Meeting Agenda**

**Privilege of the Floor**

**1) Request for approval of a Memorandum of Understanding (MOU)** with Lacasa for Lot 3 of the Lincoln Avenue subdivision and authorization for the Mayor to Execute the MOU

**2) Public hearing and consideration of Ordinance 5213: Additional Appropriations**

**3) Resolution 2024-24: A Resolution Providing for the Transfer of Appropriations**

**Elected Official Reports**

***Adjournment***

***For a live stream of the meeting, go to: <https://us02web.zoom.us/j/81652777559>***



## GOSHEN COMMON COUNCIL

### Minutes of the OCTOBER 28, 2024 Regular Meeting

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

Assisted by Mayor Gina Leichty, Antwain Sanders called the meeting to order at 6:01 p.m. and then led the Pledge of Allegiance. Antwain is a sophomore at Goshen High School and a 2024 National Junior Olympian. Sanders discussed his participation in the boxing program at the Hit-Fit Boxing Studio in Goshen and two upcoming matches. The audience responded with applause.

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 Oct. 7, 2024 Regular Meeting. Councilor Nisley made a motion to approve the minutes as presented. Councilor Schrock seconded the motion. **The motion passed 7-0 on a voice vote.**

#### Approval of Meeting Agenda:

Mayor Leichty presented the meeting agenda as submitted by the Clerk-Treasurer. Councilor Weddell made a motion to approve the agenda as presented. Councilor Peel seconded the motion. **The motion passed 7-0 on a voice vote.**

#### Privilege of the Floor:

At 6:06 p.m., Mayor Leichty invited public comments regarding matters not on the agenda.

Doug Kaufman of Goshen asked the Common Council to add Level 3 electric vehicle fast-charging stations to the City's infrastructure. As an electric vehicle owner for more than 10 years, and aware that electric vehicles have advanced and added more charging capacity, Kaufman said it's important to have chargers that can add 100 miles to an electric vehicle after about 45 minutes of charging.

Kaufman said the City has a pretty good infrastructure when it comes to Level 2 chargers, which is good for residents and those who want some "extra juice," but a Level 3 charger would benefit people who want to go further. He said adding Level 3 chargers also would make Goshen a more attractive destination for traveling EV owners. He said when he travels in his Bolt EV, he looks for chargers that are near restaurants and shops and walking places.

Kaufman said the only local Level 3 charger is at Tom Naquin Chevrolet in Elkhart,. He added that adding a Level 3 charger would help the City keep its commitment to young people when it approved its Climate Action Plan.



**John Sadowey of Goshen** informed the Council about recent damage to the gravesites of his sister and mother at Oak Ridge Cemetery. He said 61 years ago his sister, Sabrina, died of leukemia at the age of 7 and his father purchased a beautiful white marble angel to place at the grave site. He said shrubs were planted 60 years ago on each side of his sister's grave. He said after his mother died of pancreatic cancer in 1977, she was buried next to Sabrina and the family placed a granite stone engraved with images of the Virgin Mary, a crucifix and St. Joseph. **Sadowey** said when he visited Oakridge Ridge with friends last week, he saw that his mother's granite monument was toppled backward, the shrubs had been removed and his sister's marble stone was badly chipped. He said he reported the damage to cemetery staff, but was unable to get an explanation of what happened or how the damage could be repaired. He said he visited City employees at City Hall, the Police Department and the City Annex Building, but also wasn't able to get information about who was responsible for addressing the matter.

**Sadowey** said, "The process to address a grievance for the cemetery is an endless loop of unaccountability. There needs to be a stated procedure for identifying and resolving issues and risks inherent to this property ... There needs to be the same oversight and accountability in place as there is for other City landmarks and services. I felt like the victim of a hit and run. There was no one to turn to. I appreciate you listening to me tonight."

**Sadowey** provided Councilors with photocopies of a document which had color photographs of the two grave monuments at Oak Ridge Cemetery, before and after they were damaged, a letter from a friend discussing the meaning of Sabrina Sadowey's grave, and letter of concern from John P. Sadowey (**EXHIBIT #1**).

**Mayor Leichty** express her condolences to Sadowey for the loss of his sister, adding "while it happened many years ago, I can only imagine how painful that experience was for your family, and continues to be, and I'm saddened to know that when you visited to pay your respects that you encountered the demolition that you had."

The **Mayor** also said, "I assure you it is something that we will make sure that we rectify and we'll also take a look at the procedure that you encountered to see if there's a better way for reporting such incidents."

**Mayor Leichty** asked Sadowey to provide his contact information to City Director of Administrative Affairs **Michael Wanbaugh**, who was present, so the Mayor could follow up.

**Sadowey** responded, "The retired judge that I spoke with said that I would find compassion here and I have. So, I appreciate the time." The **Mayor** said, "Thank you. And again, I'm sorry for your loss."

**John Stoltzfus of Goshen** said he's had the pleasure of living in Goshen after having lived in Elkhart. He said at the Indigenous People's Day celebration in Goshen, a land acknowledgement was read that stated that the Potawatomi and Miami people were "the original caretakers of this land and their descendants, who still inhabit this land and continue to practice their traditional language and culture." Also acknowledged, he said, was "the lasting legacy of colonization, namely, the loss of life, land, and culture, and the very intentional role the United States government played in the name of westward expansion."

**Stoltzfus** said, "We know that we will never be able to fully undo the catastrophic harm done by these policies, but hope that events like this (celebration) present learning opportunities, so that we may continue cultivating an open and inclusive community for everyone. With respect and humility, we pledge to continue learning from our Potawatomi and Miami neighbors so that we can truly become good stewards of these lands."

**Stoltzfus** also shared about the people of Palestine and in the West Bank "who have been blasted for more than a year." He mentioned conversation about people in Gaza and called for a ceasefire in that war.



**Dan Emery of Goshen**, who worked with the City to develop its new ordinance allowing off-road vehicles on City roads, said that when advocating for the ordinance he promised that its passage would bring more money to Goshen. And he said that would happen next Saturday.

**Emery** said a 93-mile ride is planned with 55 off-road vehicles and involving 112 people, including from Michigan and Ohio. He said five Goshen businesses will welcome the visitors and participants will spend money in the City, adding, "Expect to see a lot of machines and hopefully, a lot of happy faces taking in the Maple City this Saturday."

**Mayor Leichty** thanked **Emery** and asked him to provide the event details to her staff.

There were no further public comments, so the Mayor closed Privilege of the Floor at 6:23 p.m.

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

Mayor Leichty called for the introduction on First Reading of Ordinance 5203 *Amend Ordinance 5173, Known as the Cherry Creek PUD (Planned Unit Development)*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5203 by title only, which was done.

**Weddell/Nisley moved to approve Ordinance 5203 on First Reading.**

**BACKGROUND:**

Before the Common Council was Ordinance 5203, which would Amend Ordinance 5173, Known as the Cherry Creek PUD (Planned Unit Development). It would allow a major change to a previously approved Planned Unit Development (Overlay).

In a memorandum to the Board, dated Oct. 28, 2024, **City Planner Rhonda Yoder** wrote that the Goshen City Plan Commission met Oct. 15, 2024, in regular session and considered a PUD major change and PUD preliminary site plan approval for changes to Cherry Creek PUD, a mixed use residential/commercial development, zoned Residential R-3PUD, generally located west of Dierdorff Road, north of Waterford Mills Parkway, east of Regent Street, and south of Waterford Mills Parkway on both sides of Regent Street, containing ±235 acres, including adjacent right of way and parcels intended for right of way, with the following outcome:

**Forwarded to the Goshen Common Council with a favorable recommendation by a vote of 5-0.** The recommendation was based upon the following:

1. The proposed major change and preliminary site plan are consistent with the approved Cherry Creek PUD.
2. The PUD major change approves the following:
  - Shared access across multiple lots for townhome style buildings;
  - Conditional Uses of pickleball/tennis courts, community centers, child care centers, parks/playgrounds, and swimming pools located on the same lot as a residential use without screening and with no minimum setback for buildings/structures adjacent to residential use/zoning;
  - Non-permanent food vendors (food trucks) allowed in mixed use areas with no Conditional Use permit, only during Cherry Creek approved events, with electrical hookups provided and no generators;
  - Bollard style light fixtures added along walkways, trails and in common spaces;
  - Entrance signs updated and a new interior freestanding sign added;
  - Typical landscaping per Exhibit E (no change to existing Cherry Creek standards); and



- Active Transportation Network updated per Exhibit G.

3. Except as modified by specific PUD conditions, the approved PUD preliminary site plan is Cherry Creek, Planned Unit Development, Sheets 1-3, dated 09-18-24, by Abonmarche Consultants, Inc., and for reference the preliminary land use map, dated 9/18/2024.

**Review process conditions included the following:**

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

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

**OCT. 28, 2024 COUNCIL DISCUSSION AND APPROVAL OF ORDINANCE 5203:**

**Mayor Leichy** invited a presentation on Ordinance 5203..

**City Planner Rhonda Yoder** summarized key points from her Oct. 28, 2024 memorandum to the Common Council. She discussed the background and context of Ordinance 5203, including the amendments to Ordinance 5173, known as the Cherry Creek PUD (Planned Unit Development).

**Yoder** said one of the main reasons for this change was that a number of townhome style buildings were replacing six of the condo units that were originally planned in the center part of the development. The proposed PUD major change would also approve such conditional uses as pickleball courts, community centers, childcare centers, parks, playgrounds, and swimming pools located on the same lot as a residential use without screening and with no minimum setback for buildings and structures adjacent to residential use and zoning. There also would be non-permanent food trucks allowed during Cherry Creek approved events with electrical hookups provided and no generators, bollard style light fixtures along walkways, trails, and common spaces, typical landscaping and an active transportation network.

**Mayor Leichy** invited additional comments from the petitioner.

**Crystal Welsh**, a senior urban planner with Abonmarche, invited questions from Councilors. She added, "This will be a big project, and we'll be kind of hanging out together for the next 10 years or so, hopefully. So, we're here locally and if you have any questions during the process or you get any comments from the public that are communicating with you, please reach out to us ... and we'll make sure that we get those questions answered for you."

**At 6:27 p.m.**, Mayor Leichy invited public comments on Ordinance 5203. There were none.

**Mayor Leichy** asked if Councilors were ready to vote. Council President Weddell said Councilors were ready.



On a voice vote, Councilors unanimously passed Ordinance 5203, *Amend Ordinance 5173, Known as the Cherry Creek PUD (Planned Unit Development)*, on First Reading by a 7-0 margin, with all Councilors present voting yes at 6:28 p.m.

Councilors gave unanimous consent to proceed with the Second Reading of Ordinance 5203.

Mayor Leichty called for the introduction on Second Reading of Ordinance 5203 *Amend Ordinance 5173, Known as the Cherry Creek PUD (Planned Unit Development)*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5203 by title only, which was done.

Weddell/Riegsecker moved to approve Ordinance 5203 on Second Reading.

Mayor Leichty asked if Councilors or the public had additional questions or comments on Ordinance 5203. There were none.

On a voice vote, Councilors unanimously passed Ordinance 5203, *Amend Ordinance 5173, Known as the Cherry Creek PUD (Planned Unit Development)*, on Second Reading by a 7-0 margin, with all Councilors present voting yes at 6:28 p.m.

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

Mayor Leichty called for the introduction of Resolution 2024-19, *Interlocal Memorandum of Understanding for 2024 Edward Byrne Memorial Justice Assistance Grant Formula Program Award*. Council President Weddell asked the Clerk-Treasurer to read Resolution 2024-19 by title only, which was done.

Weddell/Schrock made a motion to approve Resolution 2024-19.

### BACKGROUND:

Resolution 2024-19 would approve the terms and conditions of the Interlocal Memorandum of Understanding for the 2024 Edward Byrne Memorial Justice Assistance Grant Formula Program Award for Elkhart County, the City of Elkhart, and the City of Goshen attached to the Council packet and made a part of the resolution.

According to Resolution 2024-19:

- In accordance with the Edward Byrne Memorial Justice Assistance Grant (JAG) Program, the County of Elkhart, the City of Elkhart and the City of Goshen have submitted a joint application for fiscal year 2024 JAG funding to be used for permissible criminal justice purposes;
- Pursuant to Indiana Code § 36-1-7 et seq., a power that may be exercised by one governmental entity may be exercised by one entity on behalf of another entity if the entities enter into a written agreement; and
- The Interlocal Memorandum of Understanding between the three participating units of local government identifies the County of Elkhart as the fiscal agent for the JAG funding, and sets forth the amount of funding to be distributed to each unit.





**SUMMARY OF OCTOBER 28, 2024 COUNCIL CONSIDERATION & APPROVAL OF RESOLUTION 2024-19:**  
City Attorney Stegelmann said the Interlocal Memorandum of Understanding was for a grant the City has participated in for close to 20 years. He said the funding is used to buy equipment for the Police Department and the program is a joint effort with the Elkhart County and the City of Elkhart.

Mayor Leichty asked if Councilors had questions or comments about Resolution 2024-19. They did not.

At 6:30 p.m., Mayor Leichty asked if there were any questions or comments about Resolution 2024-19 from the audience. There were not.

*On a voice vote, Councilors then unanimously passed Resolution 2024-19, Interlocal Memorandum of Understanding for 2024 Edward Byrne Memorial Justice Assistance Grant Formula Program Award, by a 7-0 margin, with all Councilors voting yes, at 6:30 p.m.*

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

Mayor Leichty called for the introduction on First Reading of Ordinance 5204 *Amend 2024 Compensation Ordinance 5166 for Civil City and Utilities Employees to add positions eligible to receive the Tool/Work Shoe/Inclement Weather Gear Allowance*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5204 by title only, which was done.

*Weddell/Peel moved to approve Ordinance 5204 on First Reading.*

**BACKGROUND:**

If approved by the Common Council, Ordinance 5204 would amend Ordinance 5166, 2024 Compensation Ordinance for Civil City and Utilities Employees, Section 16, Tool/Work Shoe/Inclement Weather Gear Allowance, paragraph (B) by adding the following positions:

(15) Environmental Resilience Department - Environmental Resilience Director

(16) Environmental Resilience Department - Urban Forester

According to Ordinance 2024:

- Ordinance 5166 approves the 2024 minimum and maximum compensation, including wages and benefits, for Civil City and Utilities employees.
- City Administration wishes to add certain positions to the list of positions eligible to receive the \$350 tool/work show/inclement weather gear allowance in 2024.

**OCT. 28, 2024 COUNCIL DISCUSSION AND APPROVAL OF ORDINANCE 5204:**

Mayor Leichty asked if Councilors had questions or comments about Ordinance 5204.

Council President Weddell clarified that Ordinance 5204 was before Councilors for First Reading.

City Attorney Bodie Stegelmann said Ordinance 5204 would apply only to the current-year budget and not for 2025. The Mayor said these proposed changes already have been incorporated into the 2025 salary ordinance.



At 6:32 p.m., Mayor Leichty invited public comments on Ordinance 5204. There were none.

*On a voice vote, Councilors unanimously passed Ordinance 5204, Amend 2024 Compensation Ordinance 5166 for Civil City and Utilities Employees to add positions eligible to receive the Tool/Work Shoe/Inclement Weather Gear Allowance, on First Reading by a 7-0 margin, at 6:32 p.m.*

Councilors gave unanimous consent to proceed with the Second Reading of Ordinance 5204.

Mayor Leichty called for the introduction on Second Reading of Ordinance 5204 *Amend 2024 Compensation Ordinance 5166 for Civil City and Utilities Employees to add positions eligible to receive the Tool/Work Shoe/Inclement Weather Gear Allowance*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5204 by title only, which was done.

*Weddell/Lederach moved to approve Ordinance 5204 on Second Reading.*

Mayor Leichty asked if there were questions or comments from Councilors or the public. There were not.

*On a voice vote, Councilors unanimously passed Ordinance 5204, Amend 2024 Compensation Ordinance 5166 for Civil City and Utilities Employees to add positions eligible to receive the Tool/Work Shoe/Inclement Weather Gear Allowance, Second Reading by a 7-0 margin, at 6:33 p.m.*

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

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

*Weddell/Peel moved to approve Ordinance 5197 on Second Reading.*

#### **BACKGROUND:**

Before the Council, for Second 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 60% from the general fund of the Civil City and 40% from the funds of the Water and Sewer Utilities.

**Ordinance 5197 also:** would establish 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.

On Oct. 7, 2024, Councilors approved Ordinance 5197 on First Reading after the following discussion:

- Mayor Leichthy said this ordinance reflected a 3.5% raise for Councilors and other elected officials.
- Council President Weddell noted that Ordinance 5197 still included the \$500 annual technology stipend for elected officials. He asked if it should be removed. Mayor Leichthy said it should be removed but added, "We have to pass this twice. So, I would suggest waiting until we pass the budget before we remove this."
- Council President Weddell said Councilors should remember to do that.

#### OCT. 28, 2024 COUNCIL DISCUSSION AND APPROVAL ON SECOND READING OF ORDINANCE 5197:

Mayor Leichthy said she believed there was going to be a change related to equipment.

Council President Weddell said Councilors received from the Legal Department proposed amendments to Ordinance 5197. He said Councilors could make amendments line by line, which he would not suggest, or Councilors could replace the original Ordinance 5197, which was passed on First Reading (on Oct. 7, 2024), with the version presented for Second Reading.

Weddell/Nisley then made a motion to replace the original Ordinance 5197, which was passed on First Reading, with the version that was provided in the packet.

Mayor Leichthy invited questions or comments from Councilors or the public. There were none.

**On a voice vote, Councilors unanimously voted to replace the original Ordinance 5197, which was passed on First Reading, with the version that was provided in the packet. by a 7-0 margin, at 6:35 p.m.**

Mayor Leichthy asked if there were additional questions or comments or requests for modifications.

Weddell/Peel then made a motion to eliminate Section 5B of Ordinance 5197, which required:

*"The city will pay a Common Council Member an annual technology stipend of Five Hundred Dollars (\$500) as reimbursement for any expenses incurred for personal technology equipment or services that are used to carry out city business, including cell phone, computer or tablet, and internet or cellular services used with personal technology equipment. The Common Council Member shall submit an expense claim to the Clerk-Treasurer in order to be reimbursed."*

Mayor Leichthy asked if there were questions or comments from Councilors about the motion.

Council President Weddell said the reason for the motion was that the City's proposed budget for 2025 includes funding to provide iPads (tablet computers) and software for Councilors. He explained the impact of this vote.

At 6:37 p.m. Mayor Leichthy invited questions or comments from the audience. There were none.

Councilors indicated they were ready to vote.



On a voice vote, Councilors unanimously passed the motion to eliminate Section 5B (\$500 technology stipend) of Ordinance 5197, by a 7-0 margin, with all Councilors present voting yes at 6:37 p.m.

Mayor Leichty said the Council now had to approve, on Second Reading, the amended version of Ordinance 5197.

Mayor Leichty invited questions or comments from Councilors or the public. There were none.

On a voice vote, Councilors unanimously passed on Second Reading the amended version of motion of Ordinance 5197, *Compensation for Elected Officials Employees*, by a 7-0 margin, with all Councilors present voting yes at 6:38 p.m. (EXHIBIT #2).

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

Mayor Leichty called for the introduction on Second 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/Nisley moved to approve Ordinance 5198 on Second Reading.

#### BACKGROUND:

Before the Council, for Second 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 was a 17-page document, with 11 pages of attachments, which set 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 listed: 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.

At its Oct. 7, 2024 meeting, Councilors unanimously passed Ordinance 5198 on First Reading.

#### OCT. 28, 2024 COUNCIL DISCUSSION AND APPROVAL ON SECOND READING OF ORDINANCE 5198:

Mayor Leichty said Ordinance 5198 had numerous changes from the version approved Oct. 7, 2024 on First Reading. The Mayor said Councilors received a list of the redline changes to Ordinance 5198. She said the Council could discuss the proposed changes first or discuss them after moving to approve the proposed amendments.

Weddell/Peel made a motion to replace Ordinance 5198 as passed on First Reading (on Oct. 7, 2024) with the version presented in the Council meeting packet tonight, the redline version.

Mayor Leichty invited questions or comments from the Council. There were none.



At 6:39 p.m., Mayor Leichty invited questions from the audience.

Goshen City Court Judge Richard Mehl asked about the pay differences between his first deputy clerk (chief clerk) and his second deputy clerks. He said it appeared the pay differences had been reduced. Council President Weddell addressed Mehl's question, assuring him that his concerns had been resolved.

**Councilors then voted to replace Ordinance 5198 as passed on First Reading (on Oct. 7, 2024) with the version presented in the Council meeting packet tonight, the redline version, by a 7-0 vote at 6:43 p.m.**

Mayor Leichty invited additional Council questions, comments or changes to Ordinance 5198.

Councilor Riegsecker asked about a newly approved provision in Section 2, Positions, Classifications, Grades and Wages, specifically paragraph (B) (2) (i), which stated:

*"An employee in a position as of December 31, 2024, will receive a 3.5% wage increase in 2025 even if a 3.5% wage increase would result in wages that would exceed the maximum wage for the employee's same or equivalent position and assigned grade found in grading and wage plan set forth in Exhibits A and B that takes effect in 2025."*

Councilor Riegsecker asked how this would be fixed next year, adding, " Then, so that it doesn't, if someone does exceed it this year that next year they'll fall in the range?"

Mayor Leichty responded, "Yes, that's the plan, to make sure that those are adjusted. So, part of the issue came with Baker Tilly's recommendation to smash three different office assistant positions into one. And so that it's a wide range, but that has meant that some people are on the fringe of either side. So, we need to look at segmenting those positions and we've made those efforts. And as some department heads came and presented those concerns, we've looked at adjustments.

"So, that's why there are additional positions that have been identified so they can be more appropriately segmented. But it's something that we need to continue to look at. So, the maintenance documents provided by Baker Tilly will help provide a guide for us going forward, but it is something that we'll need to continue to assess."

Councilor Riegsecker said it appeared that "going back to 2022, 2023 and 2024, and for next year that that the increases in those previous years were probably the same amount that we approved for all employees. Like, if it was a 3% (raise), then it went up 3% or 3.5% or whatever. So, that will continue every year so that at least everybody's reaching the cost of living, because once you reach the max, you would need to have a new position."

Mayor Leichty said at that point there would need to be an evaluation "whether or not that's an appropriate position or there's more administrative responsibilities." Councilor Riegsecker thanked the Mayor for the explanation.

Mayor Leichty asked if there were additional questions or comments from Councilors.

In response to a question from Council President Weddell, Judge Mehl said he was satisfied and didn't have further concerns.

At 6:45 p.m., Mayor Leichty invited questions or comments from the audience. There were none.

Mayor Leichty asked if Councilors were ready to vote. They indicated they were.



On a voice vote, Councilors unanimously passed the amended version of Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees, on Second Reading by a 7-0 margin, with all Councilors present voting yes at 6:46 p.m.

(NOTE: See pages 12 and 13 of the minutes for additional Council action on Ordinance 5198.)

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

Mayor Leichty called for the introduction on Second 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 Second Reading.

**BACKGROUND:**

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

Ordinance 5199 was a 13-page document that set 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

	<b>Annual Base Salary</b>	<b>Base Wage per Hour</b>
Battalion Chief	\$87,351.93	\$31.70 per hour
Captain	\$74,356.12	\$26.98 per hour
Ambulance Captain	\$74,356.12	\$26.98 per hour
Lieutenant	\$70,592.18	\$25.61 per hour
Ambulance Lieutenant	\$70,592.18	\$25.61 per hour
Sergeant	\$66,650.90	\$24.18 per hour
Private	\$64,977.30	\$23.58 per Hour
Probationary Private	\$64,977.30	\$23.58 per hour

On Oct. 7, 2024, Councilors approved Ordinance 5199 on First Reading

**OCT. 28, 2024 COUNCIL DISCUSSION AND APPROVAL ON SECOND READING OF ORDINANCE 5199:**

Mayor Leichty said there needed to be an amendment to Ordinance 5199 to reflect the 3.5% cost-of-living wage increase that was proposed by the City this year. She said that in its wage negotiations for a contract last year, the City and the firefighters union agreed on a 3% increase, so a half-percent additional increase was now proposed. The City Legal Department proposed this increase so that everyone in the City would get the same 3.5% increase.



Council President Weddell confirmed with the Mayor that the half-percent increase was reflected in Exhibit A, "2025 Fire Department Base Wages, as amended 10/28/24," a proposed amendment to Ordinance 5199 that was distributed to City Attorney Bodie Stegelmann (EXHIBIT #3).

Weddell/Nisley then made a motion to amend Ordinance 5199 to replace the current. Exhibit A with what was presented to the Council by City Attorney Stegelmann.

Mayor Leichty asked if Councilors or members of the audience had questions or comments on the proposed amendment. They did not.

Councilors confirmed they were ready to vote.

Councilors then voted to replace to replace the current. Exhibit A in Ordinance 5199 with the version that was presented to the Council by City Attorney Stegelmann, by a 7-0 vote, at 6:48 p.m.

Councilors said they were prepared vote on the amended version of Ordinance 5199.

On a voice vote, Councilors unanimously passed the final amended version of Ordinance 5199, 2025 Compensation for Fire Department Employees, on Second Reading by a 7-0 margin, with all Councilors present voting yes at 6:46 p.m. (EXHIBIT #4).

#### ADDITIONAL AMENDMENT TO & RE-PASAGE OF ORDINANCE 5198:

Council President Weddell pointed out that City Attorney Stegelmann had provided a proposed amendment to Ordinance 5198 – similar to that for Ordinance 5199 – that the Council had not addressed. Stegelmann agreed and advised that the Council reopen and vote again on Ordinance 5198 as newly amended.

Weddell/Lederach made a motion to revisit Ordinance 5198 in order to amend its Exhibit C, "2025 Hourly Wages for Teamster Employees (as Amended 10/28/24)" (EXHIBIT #5).

On a voice vote, Councilors then voted unanimously to reopen Ordinance 5198 for consideration to amend Exhibit C, "2025 Hourly Wages for Teamster Employees (as Amended 10/28/24), at 6:50 p.m.

Weddell/Nisley then made a motion to amend Ordinance 5198 to replace. Exhibit C with the version provided today by City Attorney Stegelmann.

Mayor Leichty asked if there were questions or comments on the proposed amendment by Councilors or members of the audience. There were not.

Councilors confirmed they were ready to vote.



On a voice vote, Councilors unanimously passed the amendment to Ordinance 5198, in order to substitute Exhibit C, "2025 Hourly Wages for Teamster Employees (as Amended 10/28/24), for the previous version of Exhibit C, at 6:52 p.m.

Mayor Leichty asked if Councilors were ready for a final vote on Ordinance 5158. They indicated they were.

On a voice vote, Councilors unanimously passed the re-amended final version of Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees, on Second Reading at 6:51 p.m. (EXHIBIT #6).

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

Mayor Leichty called for the introduction on Second 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/Schrock moved to approve Ordinance 5200 on Second Reading.

**BACKGROUND:**

Before the Council, on Second Reading, was Ordinance 5200, the City of Goshen's proposed 2025 Compensation for Police Department Employees.

Ordinance 5200 was an 12-page document that set 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.

	<b>2025 Base Wages:</b>	
	<b>POLICE OFFICERS</b>	
	<i>Bi-Weekly Salary</i>	
Police Chief	\$3,867.88	
Assistant Police Chief	\$3,662.63	
Division Chief	\$3,495.01	
	<i>Annual Base Salary Base</i>	<i>Wage per hour</i>
Captain	\$80,271.50	\$38.12
Lieutenant	\$75,057.17	\$35.64
School Resource Officer	\$75,057.17	\$35.64
Detective	\$75,057.17	\$35.64
Sergeant	\$72,937.49	\$34.63
Patrol Officer	\$70,426.58	\$33.44
Probationary Patrol Officer	\$62,499.51	\$29.68





## 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

On Oct. 7, 2024, Councilors approved Ordinance 5200 on First Reading after amending it to add the position and title Mobile Integrated Health Officer, which included a slight pay increase.

OCT. 28, 2024 COUNCIL DISCUSSION AND APPROVAL ON SECOND READING OF ORDINANCE 5200:  
Mayor Leichty asked Councilors if they had questions and comments about Ordinance 5200.

Weddell/Peel motion to amend Ordinance 5200 to replace Exhibit A in the version of the ordinance approved on First Reading (Oct. 7, 2024) with Exhibit A, "2025 Police Department Base Wages (as Amended 10/28/24)," which was provided by the Legal Department today (EXHIBIT #7).

Mayor Leichty asked if there were questions or comments on the proposed amendment by Councilors or members of the audience. There were not.

Councilors confirmed they were ready to vote.

*On a voice vote, Councilors voted unanimously to amend Ordinance 5200 to replace Exhibit A in the version of the ordinance approved on First Reading (Oct. 7, 2024) with Exhibit A, "2025 Police Department Base Wages (as Amended 10/28/24)," which was provided by the Legal Department today.*

Mayor Leichty asked if Councilors were ready for a final vote on Ordinance 5200, as just amended. They indicated that they were.

*On a voice vote, Councilors voted unanimously to pass amended Ordinance 5200, 2025 Compensation for Police Department Employees, on Second Reading by a 7-0 margin, with all Councilors present voting yes at 6:52 p.m.*

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

Mayor Leichty called for the introduction on Second 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 5201 by title only, which was done.

*Weddell/Nisley to approve Ordinance 5201 on Second Reading.*



**BACKGROUND:**

Before the Council, for Second 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.

On Oct. 7, 2024, Councilors approved Ordinance 5201 on First Reading.

**OCT. 28, 2024 COUNCIL DISCUSSION AND APPROVAL ON SECOND READING OF ORDINANCE 5201:**

Mayor Leichty asked if there were any questions or comments from Councilors on Ordinance 5201.

Council President Weddell stated and confirmed that there were no amendments to Ordinance 5201.

At 6:53 p.m., Mayor Leichty invited public comments on Ordinance 5201. There were none.

Council President Weddell said Councilors were ready to vote.

*On a voice vote, Councilors unanimously passed Ordinance 5201, Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2025, on Second Reading by a 7-0 margin, with all Councilors present voting yes at 6:54 p.m.*

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

Mayor Leichty called for the introduction on Second Reading of Ordinance 5202, *An Ordinance for Appropriations and Tax Rates*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5202 by title only, which was done.

*Weddell/Riegsecker moved to approve Ordinance 5202 on Second Reading.*

**BACKGROUND:**

Before the Council for Second Reading and final passage on Oct. 28, 2024, was the City of Goshen's proposed budget for 2025 as set forth in Ordinance 5202.

If Ordinance 5202 was 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
<b>TOTALS</b>		<b>\$58,041,684</b>	<b>\$28,633,558</b>	<b>2.0111</b>

**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
<b>TOTAL</b>		<b>\$34,023,603</b>

After it was approved by the Common Council, the City's Ordinance for Appropriations and Tax Rates would 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 contained:** Draft Ordinance 5202, An Ordinance for Appropriations and Tax Rates and 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.

**At the Oct. 7, 2024 meeting, Amber Nielsen, a Manager at Baker Tilly Municipal Advisers,** provided an comprehensive overview of the 2025 budget.

**Mayor Leichty** then led Councilors through a review of 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.

**The 2025 Spending Plan for the City of Goshen included 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.

During the Mayor's presentation of the budget, Councilors occasionally asked questions and passed motions to amend portions of the budget, as detailed in the minutes of the Oct. 7, 2024 meeting.

**Afterward, and 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.**

## OCT. 28, 2024 COUNCIL DISCUSSION AND APPROVAL ON SECOND READING OF ORDINANCE 5202:

**Mayor Leichty** said she would guide Councilors through the budget and pause for questions and discussion. She said included in the Council packet were an updated budget detail sheets (**EXHIBIT #9**).

Starting at 6:55 p.m., **Mayor Leichty** led Council members through a second comprehensive review of the 2025 budget, including summaries of proposed spending for all City departments along with 2022 and 2023 actual expenditures, and 2024 and 2025 budget figures. For each department or fund, she asked if there were questions or comments. She and Departments heads paused and answered questions or provided additional information.



#### **COMMON COUNCIL (\$149,770 proposed budget)**

There were no Council questions or comments.

#### **MAYOR'S OFFICE (\$621,380 proposed budget)**

Mayor Leichty agreed with Council President Weddell that there should be amendments to this budget based on what was passed on First Reading.

Weddell/Nisley made a motion to increase the Mayor's full-time personnel budget line from \$335,00 to \$404,000.

At 6:56 p.m., Mayor Leichty asked if there were any questions or comments on the motion from the audience. There were none.

Councilors indicated they were ready to vote.

**Councilors then voted unanimously, 7-0, to increase the Mayor's full-time personnel budget line from \$335,00 to \$404,000 at 6:56 p.m.**

Weddell/Peel then made a motion to adjust budget lines of insurance, Medicare, retirement, and Social Security from what was passed on First Reading to what is in the new packet for all City employees.

**Councilors then voted unanimously, 7-0, to adjust budget lines adjust lines of insurance, Medicare, retirement, and Social Security from what was passed on First Reading to what is in the new packet for all City employees at 6:57 p.m.**

Council President Weddell thanked the Mayor combining the purchasing manager and the budget assistant manager positions, adding "that is a good combination of positions."

#### **CLERK-TREASURER'S OFFICE (\$868,070 proposed budget)**

At 6:59 p.m., Mayor Leichty asked if there were questions about the Clerk-Treasurer's Office budget.

Clerk-Treasurer Aguirre asked if Deputy Clerk-Treasurer Weaver could address the proposed budget.

Mayor Leichty agreed. She noted that the Clerk-Treasurer and Weaver emailed Councilors a two-page memorandum, dated Oct. 25, 2024, explaining the request for an additional half-time position in the Clerk-Treasurer's Office (EXHIBIT #10).

Weaver said that at the last budget meeting, on Oct. 7, 2024, there were questions regarding the Clerk-Treasurer's request to convert a half-time position to a full-time position. He said, "We have quite a few tasks that we would like to be sitting in this position that are currently handled either by me or are not getting done."

Weaver said those tasks include managing the City's Amazon account, its credit card accounts, both of which need to be streamlined, as well as maintaining City records in the office. He said, "All of these would probably make a lot more sense with somebody who can actually focus on this as their full time job instead of somebody who's part time coming in doing some things and then leaving and not really focusing on this as their sole responsibility."

Council President Weddell asked if any of these tasks would overlap with the Mayor's executive assistant as well as the purchasing agent, who would be hired next year. Mayor Leichty said she has discussed with the Clerk-Treasurer the executive assistant helping prepare Council and Board of Works packets. She said the purchasing agent could help with Amazon purchases, but not in the management, bookkeeping and reconciliation of accounts.

Council President Weddell responded, "So, you talk about Amazon accounts. Isn't that purchasing?"

Weaver said "one of the City's biggest challenges with Amazon is that the State Board of Accounts requires the City to be invoiced, so we can't just make purchases, throw them on our credit card and then figure everything out later."





"So, Amazon invoices us, we send them payments and they take the payments and just throw it in a big pot and hope everything reconciles. Right now, we have a two-year backlog of payments to Amazon that have gone unreconciled because the largest company in the world somehow hasn't figured out how to do that and we are trying to get them to line up. But of course, trying to talk to a company like Amazon has become very, very challenging," Weaver said. Weaver said even though the management of Amazon spending has improved, office staff hasn't had the time to fully reconcile the payments, which has been an unexpected major issue.

**Council President Weddell** said this seemed like a "nightmare."

**Clerk-Treasurer Aguirre** said, "We've had four different (Amazon) customer service representatives, each of whom promised to resolve the problem, and each of them has been unable to do so. We've had many frustrating conversations with them about this issue, and, as Jeffrey said, it's amazing to us that they cannot credit properly the invoices that we pay."

**Council President Weddell** said hopefully the City's new purchasing agent will ensure the City doesn't have 30 different Amazon accounts. The **Mayor** responded, "That would be the goal."

**Councilor Riegsecker** said it appeared the Clerk-Treasurer wanted a new full time employee to resolve a two-year backlog. He asked what would be done with the employee after the problem was resolved.

**Aguirre** answered, "The full time employee will be one that's divided at least half the time on records, including the increasing burden of digital records. The State of Indiana continues to require us to provide more and more records, every year. Every (legislative) session they seem to add things that we have to report, and so we have to upload tons of documents and that's something we have to maintain for the State Board of Accounts also. So, it will be that, plus the financial information that Jeffrey outlined that we would have that person address."

**Mayor Leichty** said, "I know one consideration that I presented in relationship to the mobile, integrated health, so as a parallel was the creation of a temporary employee position rather than a permanent employee position that would be contractual, maybe be time limited."

**Councilor Peel** said that might not be a bad idea. She said the Clerk-Treasurer's Office workload could be reduced if the work of preparing Council and Board of Works packets was moved to the Mayor's Office. She also said moving the new payroll system from paper to digital could also eventually free staff time.

**Councilor Peel** added, "It's going to be time consuming for a period of time but then, after that, what? And so, I hadn't heard the thought of maybe making this a temporary full time position just like we are considering for the mobile integrated health. So, I would feel better about that. There's just so much uncertainty amongst how much workload there will be for long term to make me feel comfortable making it a full time long term."

**Mayor Leichty** said what the Council would be approving could be the requested budget "with the stated acknowledgement that you would want to evaluate that over the period of the year and determine whether or not you'd want to continue to fund that position. So that would shape that department's decision about what type of position that they would want to create."

**Councilor Riegsecker** asked if a person would be hired under a contract or if it would be a temporary employee

**Mayor Leichty** clarified that there currently is an unfilled half-time position and the Clerk-Treasurer proposed making it a full-time position. She added, ".So I'm just trying to put different options on the table to get Jeffrey the assistance that he needs to make sure that he can move forward within a prudent way. So, I'm just offering ideas for the Council's consideration."

**Councilor Riegsecker** said that assuming a temporary employee received regular pay with benefits what would happen after a year. He also asked how it could be arranged to have a one-year contractor.



**Mayor Leichty** said the Clerk-Treasurer could arrange for a time-limited, full-time position, such as from January 1st to December 31st. "And at the end of that there's not an understanding that the position continues beyond December 31st of 2025, so ... the job would terminate unless that contract was extended beyond one year."

**Councilor Schrock** asked if this would be a contract employee.

**City Attorney Stegelmann** said, "It would be an at-will employee with the clear expectation that there would be a termination date unless that position was funded for another year."

**Councilor Gerber** asked, "Is there a law that says that you can only have a full-time, temporary employee for a certain amount of time and you cannot extend beyond that unless you offer them full-time employment?"

**Stegelmann** responded; "I think this position would be a full-time position with the clear expectation of a time frame or an end date to the employment."

**Mayor Leichty** said this would be like when Goshen College hires for grant-funded positions that are open for three years, and if there's not funding for that grant funded position beyond three years, those positions are terminated." The Mayor added, "The other way that we've talked about it is you could allocate a portion of those services to a different line, which would be contractual services. But it sounds like the preference of the Clerk-Treasurer's office is just to have a full-time position rather than hiring contractual services."

**Councilor Lederach** asked if Councilors would need to amend the budget if it pursued that option or if there was an understanding it would only be a one-year position.

**Mayor Leichty** said, "I do not see a need for an amendment. It would just be noted in the minutes that that would be the understanding that this would be limited and re-evaluated at some point during 2025 whether or not that funding would continue for that position."

**Council President Weddell** asked if Councilors could move funds from full time personnel and put it in the contractual services. **Mayor Leichty** said that was one possibility, but that she wanted to Clerk-Treasurer's Office to make that decision on the optimal type of hire for the office.

**Council President Weddell** said, "A number of us think that it is appropriate on the short term to get things caught up, reconciled, but then, is it needed long term? That's the real question ... under what I'm hearing from some."

**Mayor Leichty** asked if the Clerk-Treasurer or Deputy Clerk-Treasurer was willing to speak to the openness of having be a contractual position to complete that specific project or whether it would be significantly better to have that as a full-time employee, even if it was a temporary position.

**Clerk-Treasurer Aguirre** responded, "One thing about a contractual position, as you know, is you could get someone with the high-level skills that would be able to do this kind of work. It would likely cost us more to get that, because we're paying for a higher experience level.

"The other thing I'll say is, in the going on four years I've been in the office, I have seen the workload on our office continue to increase dramatically, not only because of things like an increase in departments using Amazon.

**Aguirre** continued, "The credit card purchases. when there's a fraud alert, we have to immediately respond to that. There's a limited number of people who can do that, and that is, can sometimes be a detriment to our employees. There was a situation last year where there was a police employee who was out of town at a conference and there was a fraud alert and he wasn't able to use his card. We had to resolve that as quickly as possible.

"There's an increasing workload that's been put on the Deputy Clerk-Treasurer to handle these kind of things because it does take a higher level of expertise. And that's also another thing we're trying to address through what we think it's a very modest request for a half-time position," **Aguirre** said.



**Councilor Gerber** cited the final paragraph of the Deputy Clerk-Treasurer's memo "where he mentioned the higher level work that the office is able to bring with his expertise focused on that. And if he, if he's looking at these other admin or having to fill in and backstop these other admin functions, it takes away from that and I think that's a benefit to freeing up his time to be able to do that."

**Deputy Clerk-Treasurer Weaver** said, "I appreciate **Richard** mentioning, as well, the credit card things there, because that is one of those things that in the last week I dealt both with Amazon and a credit card fraud, which I still haven't had a chance to go back and catch that. Those are things that pop up in the middle of the day. They show up. They happen. We deal with them.

"I've taken the approach with my position that there are things that I should take on, and I need to do, otherwise they don't get done. But I also recognize as well that we do have a person in payroll full time dedicated to that. A second person in payroll who, we're pretty sure, is going to need to spend full time with that, especially with some changes coming up there."

**Weaver** said he hopes another person in the office will be able to take on other tasks, beyond the Amazon account and credit cards, such as making pension payments, the health insurance payments which I have still been taking care of from when I started. Similarly, there are higher level budget questions that I've been getting pulled away from. My phone does ring quite a bit throughout the day"

**Weaver** said the City's new financial management software should eventually enable department staff to pull their own reports, but this has taken longer than anticipated.

Of the Amazon work, **Weaver** cautioned that this was not a project that would be completed and not need continual attention, adding, "Once we have Amazon caught up, it is going to need maintenance. It is not something that we're going to fix once, and then we'll be done with it, because those invoices are always coming in. We just simply have not set up a good process for that, and we need to establish a process and then we need to maintain that process.

"The same thing for the credit cards. That's that one is a little bit smoother, but at the same time it takes time to establish a process for that. So, instead of somebody downloading something from the statements from the website, printing them out and then scanning them into the computer and then sending them to departments, we can actually find something that is a little bit more streamlined, and better yet integrated into our system.

"But that's a process that takes a lot of time to adjust and move into. There's probably 20 or 30 different processes in our department that we just haven't adapted to our new system yet, that we would love to get on board. But it's these day-to-day activities and tasks that are pretty much falling on my desk, and other's desks as well, that with some help and continued help that would be fantastic."

**Mayor Leichty** thanked **Weaver** for the explanation.

In response to the comments by the **Clerk-Treasurer** and **Deputy Clerk-Treasurer**, **Council President Weddell** acknowledged that a high-level contractual employee could cost most. He then added, "My concern, then, is the opposite. If you hire a full-time (employee) that doesn't have those same capabilities, they're still going to be pulling you non-stop to come show them how to do things. Are we better off paying more for a contractual service that has a higher level of ability and quality to actually do the work and actually take your workload down versus you still having to hold that person's hand, for I don't know how long, to work them through all of these this bundle of spaghetti thrown together?"

**Council Nisley** said if the office hired a contractual person, the City wouldn't have to pay benefits "so we can pay a little bit more higher on that contractual (worker) because we're not having to pay that benefit package."

**Councilor Schrock** said the City also wouldn't have to pay workman's comp benefits.



**Councilor Lederach** said, "I find Jeffrey's argument compelling. I think his workload, everything I hear, it's a lot. And getting an employee and getting them on board, I would be more in favor of keeping it as budgeted with the caveat of saying, if that position really isn't necessary at the end of the year, let's re-evaluate it then. But it sounds like there's plenty to do (and) ... I don't see a workload decreasing for the Clerk-Treasurer's Office in the coming years."

**Councilor Nisley** asked, "Why is everything being put on Jeffrey's desk? I mean, why is he getting that much of a workload? Because we don't have people in there that can't do it or they haven't been trained to do it?" He asked if there needed to be a make a motion to require a contractual person to be hired.

**Mayor Leichty** responded, "The only decision that the Council would be making is budget related. So, whether we're maintaining the budget, as is, or if you're proposing a modification to the budget."

**Councilor Nisley** said he would prefer a modification of the budget for a contractual position with a sunset provision and a Council vote recorded in the minutes.

**City Attorney Stegelmann** said, "If you put it in the budget, it will be there for this year. I think what you'll have to do is make a note that this time next year be aware that that money was committed for 2025 and then make a decision whether you're going to commit that money to 2026 as well."

**Councilor Nisley** said, "So the person that you would be hiring would have to know that there's a chance of that not being re-budget."

**Stegelmann** said, "Yeah, I would want to make sure that's absolutely clear to whoever's hired in that position."

**Council President Weddell** asked **Stegelmann** if he was recommending that a hiring condition be that the person hired understand that the position may or may not be renewed. **Stegelmann** responded, "I guess I'm not making a recommendation between an employee or contract."

**Councilor Nisley** again said he would prefer a contractual hire for the position.

**Councilor Riegsecker** asked, "Once we have the budget established, can any department determine whether they want to hire someone as a as a City employee, or do it as contract labor? I mean, you're not changing the total of the budget, but you're changing a line item."

**Councilor Nisley** asked whether this would just be a matter of moving funds for contractual services.

**Mayor Leichty** said, "The lines could be amended anytime. So, we leave the total amount there. Jeffrey and Richard could come back to the Council and say, 'We've looked at our hiring options. It actually looks like we could contract these services,' and they could request a line transfer."

**Councilor Riegsecker** said, "We'd have to do that before they hired that person right?" The **Mayor** said, "To get the authorization for spending, yes."

**Councilor Riegsecker** said, "The money's already there. So, when we're moving, like at the end of the year, we're always moving pockets. Yes, right, and that stuff's already happened. Right, Jeffrey?"

**Deputy Clerk-Treasurer Weaver** said, "I'm smiling because, Don, I'm so proud of you. You've paid attention. So, yes, if it's in here right now, it would be under the payroll category, so we would move it from the payroll binder to the other services and charges binder, but we would need Council approval for that "

**Councilor Riegsecker** asked, "Before or after the fact?"

**Weaver** responded, "Either right now would be the before, or we can come to you January 1<sup>st</sup> and say, we did say we're going to move it and right now we would ask you if we can move."

**Councilor Riegsecker** said, "I'm kind of trying to figure out, do we give you the latitude as running your own department to make some choices, and then you can decide. And so, we're just going to say that the amount that we have in there for a full-time employee, plus their benefits, is equal to what you can do for contract labor"



Weaver affirmed that understanding.

**Council President Weddell** said to **Aguirre and Weaver**, "I guess I would look at both of you. It's your department. You're the one that we're trying to help out because of the workload. Being able to hire someone at a higher contractual wage that might be more qualified. Is that sound interesting? Versus, again, yeah, you don't know who's going apply. I don't know who to really direct that necessarily to."

**Weaver** responded, "We hadn't considered that."

**Council President Weddell** said, "Well, I think that **Councilman Riegsecker** kind of hit on a decent middle ground."

**Councilor Riegsecker** responded, "Yes. I say, yes."

**Mayor Leichty** suggested moving on to the next department budget.

**Weaver** said, "I appreciate this discussion. At the same time, I don't want to overshadow some of the work that our other departments, all of the work that our other departments are doing as well. I have seen a lot of other department heads honestly work more hours than I do. And the astounding amount of work that they do is just incredible. So, I mean, again, not to minimize the request, but we're not the only department that that needs help, and we really, really appreciate and see what others do as well."

**Councilors** thanked **Weaver** for his comments.

**Councilor Nisley** said, "So this will be at the end of 2025 we will have to look at it again." The **Mayor** responded, "Correct."

**Councilor Riegsecker** said "Yeah, it's a one-year position?" **Mayor Leichty** said, "Right. I mean, it would be a determination when we are budgeting for 2026 whether or not that would be continued."

**Councilor Lederach** said, "Unless they start the hiring process and find that they're better off doing contract. " The **Mayor** said, "Then they could come back and ask for a line transfer to contractual services."

**Councilor Riegsecker** asked how much the City is spending on Amazon a year. **Mayor Leichty** suggested that **Weaver** track down the figure and provide it later unless the answer was necessary before concluding consideration of the Clerk-Treasurer's budget. **Councilor Riegsecker** said he was just wondering.

**Clerk-Treasurer Aguirre** added, "At some future point I will provide the Council with a list of the reports we have to provide to the State, and how they have increased. I was at a conference two weeks ago and I asked if any had been reduced over the years, and the State answer was, 'No. It's only been an increase in reporting and any of you who have been in through the State audit know that process is very in depth."

The Council concluded consideration of the Clerk-Treasurer's budget at 7:30 p.m.

#### **LEGAL DEPARTMENT(\$960,625 proposed budget)**

There were no Council questions or comments.

#### **CITY COURT (\$582,200 proposed budget)**

**Mayor Leichty** said that on Oct. 7, Councilors asked to have sections highlighted where there was income offsetting expenses. So, **Weaver** went through and highlighted those things for you in purple, so they could be seen in the notes. **Councilors** thanked **Weaver** for doing this.

#### **COMMUNITY ENGAGEMENT (\$206,050 proposed budget)**

**Councilor Geber** asked if the insurance lines needed to be amended. **Mayor Leichty** said the adjustments were already made.





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

Mayor Leichty proposed transferring \$300,000 from Board of Works trash collection to the Technology Department. Peel/Weddell made a motion to transfer \$300,000 from Board of Works trash collection to Technology Department.

**On a voice vote, Councilors voted unanimously to transfer \$300,000 from the Board of Works trash collection to the Technology Department, at 7:33 p.m.**

Mayor Leichty said City staff research determined that the City's overall trash volume has been reduced due to residents' recycling efforts. She added, "Kudos, Goshen. Keep that up because if we are able to continue on that trajectory that will minimize the increases that are imposed."

In response to a question from the Mayor, City Director of Public Works & Utilities Dustin Sailor said the City's trash collection company is allowed to seek an increase in rates yearly based upon the Consumer Price Index. The Mayor responded, "Keep recycling Goshen, please."

**TECHNOLOGY DEPARTMENT (\$811,000 proposed budget)**

Councilors discussed and determined there was no need for a further motion to transfer funds from the previous motion on the Board of Works budget. The Clerk-Treasurer concurred with that opinion.

**CEMETERY DEPARTMENT (\$483,070 proposed budget)**

There were no Council questions or comments.

**ENGINEERING DEPARTMENT (\$1,265,650 proposed budget)**

There were no Council questions or comments.

**POLICE DEPARTMENT (\$9,650,820 proposed budget)**

There were no Council questions or comments.

**FIRE DEPARTMENT (\$8,639,800 proposed budget)**

There were no Council questions or comments.

**BUILDING DEPARTMENT (\$669,425 proposed budget)**

There were no Council questions or comments.

**PLANNING & ZONING DEPARTMENT (\$598,480 proposed budget)**

Mayor Leichty asked Deputy Clerk-Treasurer Weaver to explain the two changes that were identified during the First Reading approval of this budget.

Weaver briefly explained the changes, which were additions in increment pay, Social Security and Medicare. City Planning & Zoning Administrator Rhonda Yoder provided the exact amounts of necessary increases.

Weddell/Nisley then made a motion to increase the Planning Department increment pay from \$4,100 to \$4,900, Social Security from \$17,600 to \$17,680 and Medicare from \$4,130 to \$4,135.

**On a voice vote, Councilors unanimously approved the motion to increase the Planning Department budget as detailed by City staff at 7:39 p.m.**





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

There were no Council questions or comments.

**BUILDINGS & GROUNDS (\$357,740 proposed budget)**

Councilor Peel said there needed to be a motion to accept the revised amounts for personnel.

Mayor Leichty said "this would be moving that position from this department into the Mayor's Office. She asked if there was a motion to adjust the full time personnel and associated wages and benefits.

Weddell/Peel made a motion that the Council reduce each of those salary lines accordingly.

**On a voice vote, Councilor's unanimously approved the motion at 7:40 p.m.**

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

Council President Weddell thanked Aaron Sawatsky Kingsley, Director of the City Department of Environmental Resilience, for responding to his questions. He also thanked Theresa Sailor, Grant Writer and Educator for the City Environmental Resilience Department, for her grant writing and administration.

**MOTOR VEHICLE HIGHWAY – STREET DEPARTMENT (\$6,270,190 proposed budget)**

There were no Council questions or comments.

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

There were no Council questions or comments.

**PARKS & RECREATION DEPARTMENT (\$3,331,500 proposed budget)**

At the Mayor's request, Deputy Clerk-Treasurer Weaver explained a non-appropriated line, which technically doesn't have an appropriation to it. "If we get in money that's supposed to go back out, it goes out through a non-appropriated line. So, the biggest thing that would fall in this line would be the rental deposits. Somebody pays a deposit to rent a facility at the Parks Department ... and leave it in nice shape, and then they get their money back."

**AVIATION DEPARTMENT-AIRPORT (\$711,400 proposed budget)**

There were no Council questions or comments.

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

There were no Council questions or comments.

**PROBATION (\$113,650 proposed budget)**

There were no Council questions or comments.

**REDEVELOPMENT OPERATING (\$274,550 proposed budget)**

There were no Council questions or comments.

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

There were no Council questions or comments.



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

There were no Council questions or comments.

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

There were no Council questions or comments.

**UNSAFE BUILDING (\$85,000 proposed budget)**

There were no Council questions or comments.

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

There were no Council questions or comments.

**COURT FEES (\$54,700 proposed budget)**

There were no Council questions or comments.

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

There were no Council questions or comments.

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

There were no Council questions or comments.

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

Councilor Peel asked Aaron Sawatsky Kingsley, Director of the City Department of Environmental Resilience, if he had investigated not using brick on downtown planters that needed to be replaced. Sawatsky Kingsley said there are some options. Peel said the work might be done at a reduced cost.

**REDHAWK ACADEMY (\$12,500 proposed budget)**

There were no Council questions or comments.

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

There were no Council questions or comments.

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

There were no Council questions or comments.

**COMMULATIVE CAPITAL IMPROVEMENT STORM SEWER (\$2,700,000 proposed budget)**

There were no Council questions or comments.

**LIPPERT Diredorff TIF (\$0 proposed budget)**

There were no Council questions or comments.



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

There were no Council questions or comments.

**CONSOLIDATED RIVER RACE/US 33 TIF (\$4,075,000 proposed budget)**

There were no Council questions or comments.

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

There were no Council questions or comments.

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

There were no Council questions or comments.

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

There were no Council questions or comments.

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

There were no Council questions or comments.

**CCD (\$1,022,000 proposed budget)**

There were no Council questions or comments.

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

There were no Council questions or comments.

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

There were no Council questions or comments.

**DEBT SERVICE (\$370,000 proposed budget)**

There were no Council questions or comments.

**OTHER BUDGET LINES (NOT DISCUSSED):**

2015 GENERAL OBLIGATION BOND PROCEEDS (\$120,000 proposed budget)

2021 GENERAL OBLIGATION BOND PROCEEDS/PROF SVC (\$31,5577 proposed budget)

2021 GENERAL OBLIGATION BOND PROCEEDS/BUILDINGS (\$3,117,492 proposed budget)

**REVISED BUDGET TOTAL: \$92,063607**

**SUMMARY COMMENTS AND CONCLUDING COUNCIL DISCUSSION ON ORDINANCE 5202:**

Mayor Leichty asked if Councilors had additional comments or questions.



**Council President Weddell** asked where capital projects for the Environmental Resilience Department were located. **Mayor Leichty** said they were in the Cumulative Capital Development and Central Garage funds.

**At 7:47 p.m., Council President Weddell** asked about electric vehicle (EV) purchases, including the two owned by the City – the Ford F-150 Lightning pickup truck and the Tesla Model 3 sedan. He asked who used the F-150 Lightning (the Building Department) and about the Tesla (part of the city fleet). He said he wanted to discuss the proposed new Level 3 EV chargers and from which funds (Board of Works) they would be paid.

**Council President Weddell** said he had major concerns about the EV chargers, adding, "I don't recall the City ever building a gas station or providing free gas to anybody who wants to come to our community. And so, I'm a little confused on the fact that we have two electric vehicles in our City fleet (and) I'm not sure we're expanding that. "I talked to the Police Chief about his plans and the Police Department doesn't have any intentions of pursuing E-vehicles. They want to continue pursuing hybrids, which I think is brilliant. And so, I'm just not sure that it makes any sense for this government entity to be funding the building of E-chargers.

"If it was actually going to be a long term, successful idea, private industry would be doing it, but we're seeing private industry dumping the whole concept of E-vehicles," the **Council President** said. "And I just question why we're even considering doing that, because if it was going to be successful, government wouldn't have to do it."

**Council President Weddell** said the E-chargers are a joint project with the Michiana Council of Government (MACOG) who increased the City's costs for expanded bus routes, which the Council President said he supported. But he said he didn't support the City paying \$50,000 toward the \$250,000 that would be spent for new chargers.

**Council President Weddell then made a motion to reduce by \$50,000 the planned expenditures for the new EV chargers as a match to the MACOG E-chargers grant. Council Nisley seconded the motion.**

**Councilor Lederach** said the reason the City isn't subsidizing gas stations is because it's not part of the City's Climate Action Plan, which is seeking to move the City away from its reliance on fossil fuels.

**Council President Weddell** said, "I don't disagree with that. I don't know that EV is the actual future away from fossil fuels. If it was, it would actually be successful right now and it's not."

**Councilor Lederach** responded, "It depends on what you're looking for success immediately. Today? No, but part of it is because we don't have the infrastructure available. We heard tonight from a community member saying ... this is something that that would help the City.

"It's not necessarily to charge our City vehicles, but those that do have electric vehicles plan their trips around where these things are. It may not be that much different than these side-by-sides (vehicles), coming into town. If we have opportunities for them to stop, charge, walk across street, go to a restaurant, go to downtown, learn a little bit about Goshen as we're traveling through," **Councilor Lederach** said. "So, it's part of a larger plan."

**Council President Weddell** said there are already two City-owned EV chargers near the farmers market.

**Councilor Lederach** responded that fast chargers are different than the current slow chargers.

**Council President Weddell** said he was surprised to learn it can take an hour to charge an electric vehicle to travel 100 or 180 miles. He added, "So, I traveled to Ohio and back over this weekend, and I stopped at two different travel plazas, and they all had a line of EV chargers, and no one was there."

**Council President Weddell** continued, "It was the worst part of my travel, getting from Goshen to the toll road, and I can't imagine anyone would be traveling 40 minutes off the toll road to come to Goshen to charge for 180 miles for an hour when you're on the toll road, and you go from plaza to plaza and have those chargers as well.

"Again, I'm all in favor of moving away from fossil fuels. We looked at an EV and it certainly wasn't to protect the environment (but) for the performance.



"But it made zero sense to our family with the cost of them and the zero infrastructure that's out there. And I just don't know that it's government's responsibility to put infrastructure in when it's obviously not something that is successful." **Mayor Leichty** said, "The only counter that I would offer to that is that this government body did commit specifically to expanding EV infrastructure in the City and compelled the Environmental Resilience Department to apply for grants to fulfill that mission."

The **Mayor** conceded that while EVs were not the entire Climate Action Plan, "That was a specific item that was identified within the plan was that the City wanted to expand its infrastructure for EVs and charging stations."

In response to a question from the **Mayor, Aaron Sawatsky Kingsley, Director of the City Department of Environmental Resilience**, said there are five EV chargers in the City.

**Councilor Lederach** asked **Sawatsky Kingsley** about the City's return on its investment in the City's EV charging stations. **Sawatsky Kingsley** said he didn't know the exact figures, but it was a "small return." Still, there was continued discussion among Councilors on this issue, including the City's electricity costs for the EV chargers.

**Mayor Leichty** pointed out that in exchange for MACOG's grant, the City had to allow the public to use the chargers free for two years. After that, she said the City can impose fees for the use of EV chargers and begin to recoup its investment and perhaps eventually make money.

**Council President Weddell** said there was a big debate on the Council about how to charge fees on the existing EV chargers, either by time or by kilowatt hour and this may sometimes cost the City more money. **Mayor Leichty** said the City can and should re-evaluate such fees during a larger evaluation in 2025 of all fees the City charges.

**Councilor Nisley** pointed out that besides a \$50,000 initial grant match, the City has to pay electrical costs of the chargers and provide this service free to all, including to business vehicles and to people who might otherwise purchase their own chargers.

**Councilor Riegsecker** asked if the new proposed charger would cost \$250,000. **Sawatsky Kingsley** said that was part of the cost, but there will be additional engineering, design and installation costs. He confirmed that the City also is obligated to pay the electrical costs.

**Councilor Peel** said, "I know that a lot of people in the City have EV cars, and 90% of those people that I know have them love them and they use them. They know that at times, taking them on long trips is not the best option, but the more that we can build this infrastructure, whether or not it's private or government, I think, is important to do that. So, we're not giving up on this idea of EV."

"My sister had an EV car that would have been great had the battery not been bad in that particular model. So, she ended up getting rid of her EV car, but when she did use it, she had to go find a Level 3 charger, which was very difficult to find, even in Indianapolis ... But where she did go, she found them (Level 3 chargers) on a map, and she would go, and she would frequent whatever area was around there – get a drink, or whatever, and wait for it to charge, and it wouldn't be that long"

**Councilor Peel** said she expects future visitors to find Goshen's Level 3 charges, set aside time to charge their vehicles and will spend money in Goshen. She added, "I get what you're saying, but we did commit as a governing body to work on our Climate Action Plan, and this was part of it. So, I think you need to reconsider."

**Councilor Gerber** said, "As someone who has done a long road trip in an EV, the communities that had Level 3 chargers were gold mines, and we did plan our trip around them. And we did, as Councilor Peel, said, spend time in the community. We spent money and if I were traveling through Wisconsin, I would stop back in those communities. So again, I would also ask you to reconsider."

**Councilor Riegsecker** asked **Councilor Gerber** the cost of charging her electric vehicle.



**Councilor Gerber** said it depended on the location of Level 3 charging, adding, "Some places we ended up being charged \$15. Other places it was less. We don't do that on a normal basis, because we charge in our garage. So that was a road trip, and that was a singular incident for us."

**Councilor Schrock** asked, "So every place you stopped you had to pay for your electricity?" **Councilor Gerber** said, "Some places were offering free charging, so it just depended on the place where we stopped."

**Councilor Nisley** said, "And for me, that's tough making the taxpayers pay for somebody else's charge ... I mean, because of the two-year that we hit – they get it for free. That's just a tough thing for me."

**Sawatsky Kingsley** said he had some information to add: "We can indeed charge for the electricity from the initiation, from the beginning. A reasonable fee is what's stipulated in the language. So, that's something we would decide, but we are allowed to charge immediately."

**Council President Weddell** thanked **Sawatsky Kingsley** for the update and said, "I still have major reservations, but that definitely changes my calculus a little bit."

**Councilor Riegsecker** said the City would be obligated to spend \$50,000 to get a \$250,000 grant, but added, "My biggest concern now is what did we promise in that Climate Agreement that we are going to go back on if we're not careful here. Do you have the exact wording of that, or do we have it somewhere?"

**Mayor Leichty** said she could find the Climate Plan. **Councilor Nisley** said, "I don't think we had an agreement in there that we had to purchase them every time they were offered to us."

**Councilors** and the **Mayor** discussed the background of the Climate Action Plan and what it required the City to do. They also discussed the work that went into developing the plan.

**Council President Weddell** said, "My calculus is a little different with your new information. I still don't know that it's government's responsibility to install those things." However, he said he had a "change of heart."

**Council President Weddell** then said, "I'm going to withdraw my initial motion that was seconded by **Councilman Nisley**. If someone else wants to make a motion to replace mine, you're more than welcome to."

**Council Nisley** said, "Actually, I don't pull my second."

**Councilors** and the **Mayor** discussed the status of the original motion now that it had been withdrawn by the **Council President**. Asked if a vote was still necessary, **City Attorney Stegelmann** said, "I think of a motion, seconded, it stays on the table." It's just a matter of an up or down vote."

**Councilor Schrock** commented on a related topic. He noted that MACOG will be expanding bus service in the City and that he has long asked for benches or bus shelters to be installed at stops adding, "When I drive around in the wintertime or summer, you see people standing out there at bus stops. No protection, no benches, no nothing."

Despite that, **Council Schrock** said MACOG has not done anything to respond to this request. He said the \$250,000 dedicated by MACOG for Level 3 chargers "could be better spent on people that can't afford EVs and don't drive cars ... Those benches and those shelters sure would be handy all over town."

**Mayor Leichty** responded, "Councilor, you're the very empathetic individual and your consideration for the people using that transportation is certainly commendable."

In response to questions from **Councilor Riegsecker**, **Mayor Leichty** confirmed that the \$250,000 was secured specifically for Level 3 chargers and by withdrawing the \$50,000, the City would be reneging on that agreement. She added that doing so would not help with future applications. She also confirmed that the grant could not be used for bus shelters or benches and was part of a comprehensive regional transportation strategy.

**Councilor Riegsecker** said the Council could redirect \$50,000 to pay for benches but added, "So how do we look at down the road being cautious about what grants we apply for?"





**Council President Weddell** said, "I understand what you're saying. What I don't want to do is to start micromanaging the job that (Grant Writer and Educator for Environmental Resilience) **Theresa Sailor** does, or any department. I just mentioned her, because she must have been the one that applied for the grant. "And as long as we have that (Climate) statement in place, I personally will not be bringing that statement forward to alter it in any fashion ... I'll state again. I'm not going to be bringing that environmental action plan forward to make any alterations."

**Clerk-Treasurer Aguirre** said he wanted to add some background and context about the cost of adding benches and shelters to bus stops, noting he has taken minutes when the topic has been discussed by Councilors. **Aguirre** said, "My understanding from MACOG was until the new routes were decided, they wouldn't really be able to respond on that (request). And I remember (City Director of Public Works & Utilities) **Dustin Sailor** talking about the locations of these and the high expected costs to build shelters."

**Councilor Schrock** responded, "We didn't really even talk about the new bus stops. We talked about all the existing ones. That was my main thing with them is and that's when they said, 'Well, we're working on it.'"

**Council President Weddell** said the **Mayor** wanted a vote on the motion. He clarified the intent of the pending motion, which was to amend the budget and reduce the budget line by \$50,000, to help pay for Level 3 chargers as part of a MACOG grant. The **Mayor** further clarified the vote. A roll call vote was then requested.

**On a roll call vote, Councilors rejected the motion to amend the budget and reduce the budget line by \$50,000, to help pay for Level 3 chargers as part of a Michiana Council of Governments (MACOG) grant. The motion failed by a 1-6 margin with Councilor Nisley voting "yes" and Councilors Gerber, Lederach, Peel, Riegsecker, Schrock and Weddell voting "no" at 7:12 p.m.**

*(During the roll call, and at Councilor Schrock's request, Council President Weddell explained the motion.)*

**Council President Weddell** and **Mayor Leichty** thanked **Councilors** for the conversation.

**Mayor Leichty** asked **Councilors** if they were ready to vote.

The **Clerk-Treasurer** and **Council President** suggested the **Mayor** invite public comment.

At 8:14 p.m., **Mayor Leichty** invited public comments on Ordinance 5202, *An Ordinance for Appropriations and Tax Rates*, which was before the Council for Second and Final Reading.

**Lina Esquibel**, the Event Coordinator of the Double R Boxing Team of Goshen and whose son is a team member, said she recently organized a boxing event that attracted 800 people to Goshen from Indiana, Kentucky, Michigan, Missouri and Ohio. She said boxing benefits the boys who participate and she said her goal was to bring to Goshen even bigger boxing events, such as the Nationals and Junior Olympics.

**Esquibel** said it's difficult to pay all the travel costs to take team members to events out of town because of a lack of funds. She asked for the City to sponsor the team and pay travel and event expenses.

**Council President Weddell** asked if the club could qualify for a community sponsorship from the city. **Mayor Leichty** said that would be a possibility.

**Mayor Leichty** thanked **Esquibel** for addressing the Council. She added, "It takes a lot of guts to get up in front of Council, so you should feel good about having the courage to do that. So, thank you for sharing your story ... You're a good Mom."



Mayor Leichty asked if Councilors were ready to vote. They indicated that they were. The Mayor asked the Clerk-Treasurer to conduct a roll call vote on Ordinance 5202.

*On a roll call vote, Councilors unanimously passed Ordinance 5202, An Ordinance for Appropriations and Tax Rates (2025 City of Goshen budget), as amended, on Second and Final Reading, by a 7-0 margin, with all Councilors present voting yes at 8:20 p.m. (EXHIBIT #11)*

Mayor Leichty announced that Ordinance 5202 passed unanimously. She added, "Thank you. And I just want to extend thanks to all of the Department heads and all the Councilors for your investment of time."

#### Elected Official Reports:

Mayor Leichty asked if there were any reports from Councilors.

Council President Weddell confirmed with the Mayor that there soon would be a new application for people interested in serving on City Boards and Commissions. He then said that, pursuant to Goshen Common Council rules, he would be making an announcement about appointments to City Boards and Commissions that the Council would make early in 2025. They are the following:

- **Redevelopment Commission**, two openings, each with a one-year term;
- **Board of Zoning Appeals**, one opening, for a four-year term;
- **Shade Tree Board**, two openings, for three-year terms;
- **Economic Development Commission**, one opening, for a four-year term;
- **Board of Building Appeals**, two openings, for two-year terms.

Councilor Schrock said he received positive comments about the City announcing trick-or-treating would take place on Halloween night. Council President Weddell said the "trunk or treating" event at Shanklin Park was busy and great. Mayor Leichty said the Police and Parks and Recreation departments worked hard on those events and she extended her gratitude.

Councilor Lederach asked Youth Adviser Galeb to talk about registering Goshen High School students to vote. Youth Adviser Galeb said she worked with Councilor Lederach on this in September and in October spread awareness to students who were eligible to vote. She helped distribute voter registration forms and quite a few students registered to vote. Councilor Lederach and the Mayor thanked the youth adviser.

Councilor Gerber thanked the Mayor for making herself available through the budget review and approval process.

Councilor Riegsecker asked City Director of Public Works & Utilities Dustin Sailor for an update on the status of the Reliance Road roundabout and the reopening of Highway 33 to and from Reliance Road. Sailor said, "We're making progress, or I should say Niblock is making progress out there. We did have a hiccup this last week where the gas main was shallow. I have not heard the final report today, but they were supposed to be out there putting a 14-hour day in to lower the gas main and allow us to continue the road extension."



"So, the goal this year is to extend the road to the south entrance into the new County Courts building. We'll tie back in and then stop for the winter and then start back in the spring to extend down Reliance Road, complete the roundabout and Peddlers Road."

**Councilor Riegsecker** said he appreciated NIPSCO notifying residents that the power will be turned off tonight from 8 p.m. to 2 a.m.

**Mayor Leichty** asked **Deputy Clerk-Treasurer Weaver** if he was able to determine the amount of money the City spends on Amazon. He had not, so the Mayor said Weaver would report that at the next Council meeting.

**Mayor Leichty** asked if there was a motion to adjourn. **Council Nisley** made that motion. Before there was a second to the motion, **Clerk-Treasurer Aguirre** asked if the **Mayor** wanted to talk about changing the date of the November Council meeting.

**Mayor Leichty** said the next Council meeting was scheduled for Nov. 25. She asked if Councilors wanted to move the meeting up to Nov. 18, saying it might be better to not meet during Thanksgiving week. Councilors discussed the request and most affirmed the change.

**Gerber/Riegsecker** then made a motion to move the date of the next Common Council meeting from Nov. 25 to Nov. 18.

**On a voice vote, Councilors unanimously passed the motion to move the date of the next Common Council meeting, from Nov. 25 to Nov. 18, 2024, at 8:29 p.m.**

#### Adjournment:

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

**Mayor Leichty** adjourned the meeting at 8:29 p.m.

**EXHIBIT #1:** *A document distributed to Councilors during Privilege of the Floor by John P. Sadowey. It had color photographs of the two grave monuments at Oak Ridge Cemetery before and after they were damaged, a letter from a friend discussing the meaning of Sabrina Sadowey's grave, and a letter of concern from John P. Sadowey.*

**EXHIBIT #2:** *The amended and final version of Ordinance 5197, Compensation for Elected Officials Employees, which was passed at the Oct. 28, 2024 meeting and signed by Mayor Leichty.*

**EXHIBIT #3:** *Exhibit A, "2025 Fire Department Base Wages, as Amended 10/28/24," an amendment to Ordinance 5199 by City Attorney Bodie Stegelmann that was approved and made part of the final version of Ordinance 5199.*



**EXHIBIT #4:** *The amended and final version of Ordinance 5199, 2025 Compensation for Fire Department Employees, which was passed at the Oct. 28, 2024 meeting and signed by Mayor Leichty.*

**EXHIBIT #5:** *Exhibit C, "2025 Hourly Wages for Teamster Employees, as Amended 10/28/24," an amendment to Ordinance 5198 by City Attorney Bodie Stegelmann that was approved and made part of the final version of Ordinance 5198.*

**EXHIBIT #6:** *The amended and final version of Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees, which was passed at the Oct. 28, 2024 meeting and signed by Mayor Leichty.*

**EXHIBIT #7:** *Exhibit A, "2025 Police Department Base Wages (as Amended 10/28/24)," an amendment to Ordinance 5200 by City Attorney Bodie Stegelmann that was approved and made part of the final version of Ordinance 5200.*

**EXHIBIT #8:** *The amended and final version of Ordinance 5200, 2025 Compensation for Police Department Employees, which was passed at the Oct. 28, 2024 meeting and signed by Mayor Leichty.*

**EXHIBIT #9:** *The City of Goshen 2025 Budgeted Appropriations, also known as budget detail sheets, which consisted of 34 pages of summaries of proposed spending for all City departments along with 2022 and 2023 actual expenditures, 2024 and 2025 budget figures and revisions made since the First Reading of the budget on Oct. 7, 2024.*

**EXHIBIT #10:** *A two-page memorandum, dated Oct. 25, 2024, from Clerk-Treasurer Richard Aguirre and Deputy Clerk-Treasurer Jeffery Weaver to Common Council members and Mayor Leichty explaining the budget request for approval of an additional half-time position in the Clerk-Treasurer's Office.*

**EXHIBIT #11:** *The final approved version of Ordinance 5202, An Ordinance for Appropriations and Tax Rates, which was which was passed on Second (and final) Reading at the Oct. 28, 2024 meeting and signed by all Councilors and by Mayor Leichty on Oct. 28, 2024.*

**APPROVED:**

\_\_\_\_\_  
Gina Leichty, Mayor of Goshen

**ATTEST:**

\_\_\_\_\_  
Richard R. Aguirre, City Clerk-Treasurer



**Department of Community Development  
CITY OF GOSHEN**

204 East Jefferson Street, Suite 2 • Goshen, IN 46528-3405

Phone (574) 537-3824 • Fax (574) 533-8626 • TDD (574) 534-3185  
communitydevelopment@goshencity.com • www.goshenindiana.org

# Memorandum

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TO: City Council

FROM: Becky Hutsell, Redevelopment Director

RE: Request for Approval of a Memorandum of Understanding (MOU) with Lacasa for Lot 3 of the Lincoln Avenue Subdivision and Authorization for the Mayor to Execute the MOU

DATE: December 30, 2024

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As detailed in Lacasa's presentation at the last City Council meeting, a Memorandum of Understanding (MOU) is being brought to this meeting and they are requesting approval of the MOU. The details of the MOU are very straightforward in that they're requesting confirmation that the City will provide a 99-year lease for the portion of Lot 3 of the Lincoln Avenue subdivision that lies outside of the floodplain. This agreement allows Lacasa to proceed with the zoning requests necessary for the lot and, subsequently, to apply for funding to construct the project. The official lease agreement will not be executed until Lacasa receives confirmation of the funding for the project.

A copy of a letter from Brad Hunsberger, VP of Real Estate Development for Lacasa, is attached along with the Memorandum of Understanding for this property. We're requesting approval of the MOU to allow this project to continue moving forward.



December 23, 2024

Re: Multi family housing project, 700 Block of E. Lincoln Ave., Goshen, IN 46528

City Council

Thank you for your time at your meeting on December 9, 2024. As I stated in that meeting Lacasa's goal is to build a multi-family affordable housing building on the city owned land on East Lincoln Ave. We feel that this particular use is good for this location and will bring much needed affordable housing to Goshen. As this project has developed over the last month or so we have decided to slightly modify the unit mix of the building to better align with the newly published HOME funds scoring matrix. The proposed building will now consist of six total units with 2 of the units being three bedroom and 4 of the units to be two-bedroom units. This unit mix also slightly lessens the required parking for the building and will have a much better chance of being funded by IHCDA in this HOME grant round. The overall footprint of the building will be shrunk slightly to better accommodate the revised unit configuration and to allow slightly more flexibility on site.

To realize the construction of this building Lacasa respectfully asks the City Council for the following resolutions:

1. Agree to allow Mayor Leichty to enter into a memorandum of the intent to lease the subject parcel for 99 years to Lacasa pending award of HOME funds from IHCDA in the 2025 HOME funding cycle.
2. Agree to allow Mayor Leichty to petition the Plan commission to make the following changes to the current zoning and land use present at the site.
  - a. Rezone the parcel from R-1 to R-3
  - b. Vacate the platted front setback along Lincoln Ave. from the originally platted 35' to the revised and presented 9'.

Lacasa - Goshen  
202 N. Cottage Ave.  
Goshen, IN 46528  
(574) 533-4450

Lacasa - Elkhart  
516 S. Main Street  
Elkhart, IN 46516  
(574) 533-4450







Schedule:

December 2024	Site control with City Council
January 2025	Plan Commission hearing on rezoning and partial vacation of platted setback
February 2025	Approval by City Council of the vacation and rezoning
March 2025	Application to IHCDA for HOME funds
May 2025	Award announcement from IHCDA's board of directors
November 2025	Assuming award of the HOME funds we will get release of funds sometime in Nov.2025
December 2025	Execution of the 99-year lease upon receipt of ROF from IHCDA
January 2026	Submittal of plan for technical review by city
April 2026	Break ground on project
December 2026	Completion of building and residents moving in

Respectfully submitted.

Brad Hunsberger  
VP Real Estate Development  
Lacasa of Goshen Inc.

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202 N. Cottage Ave.  
Goshen, IN 46528  
(574) 533-4450

Lacasa - Elkhart  
516 S. Main Street  
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December 23, 2024

Re: Multi family housing project, 700 Block of E. Lincoln Ave., Goshen, IN 46528

City Council

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To realize the construction of this building Lacasa respectfully asks the City Council for the following resolutions:

1. Agree to allow Mayor Leichy to enter into a memorandum of the intent to lease the subject parcel for 99 years to Lacasa pending award of HOME funds from IHCDA in the 2025 HOME funding cycle.
2. Agree to allow Mayor Leichy to petition the Plan commission to make the following changes to the current zoning and land use present at the site.
  - a. Rezone the parcel from R-1 to R-3
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Respectfully submitted.

Brad Hunsberger  
VP Real Estate Development  
Lacasa of Goshen Inc.

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Elkhart, IN 46516  
(574) 533-4450



## MEMORANDUM OF INTENT TO EXECUTE 99 YEAR LEASE

This is a Memorandum of Lease made and entered into as of this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, by and between City of Goshen, Indiana, a municipal corporation and political subdivision of the State of Indiana (hereinafter "City"), residing at 202 S. 5<sup>th</sup> St., Goshen, IN 46528, and Lacasa of Goshen Inc. a Indiana not for profit corporation (hereinafter "Lacasa"), residing at 202 N. Cottage Ave., Goshen, IN 46528 upon the following terms:

This document is intended to be used as a binding commitment to enter into a 99 year lease agreement at a point in the future when certain conditions are met. Nothing in this document shall be construed or implied to be considered a "choice limiting action" The execution of the permanent 99 year lease for the land shall be contingent upon the following items:

1. Lacasa securing adequate funding to construct the improvements contemplated in its presentation to the Goshen City Council on December 16 and December 30, 2024 (hereinafter the "Project").
2. Lacasa receiving federal/IHCDA release of funds during the 2025 HOME Grant funding cycle, which will allow for the initiation of a contractual relationship between City and Lacasa as to the Demised Premises, as hereinafter defined.
3. Lacasa does not have and will not use eminent domain power to secure the Demised Premises.

A. **Lease.** The provisions of a written lease agreement between the parties to be executed after receipt by Lacasa of Release of Funds from IHCDA for the Project (the "Lease") shall include, in addition to other terms and conditions agreed to by the parties, the following terms:

1. **Rent:** Rent shall be paid on a yearly basis pursuant to the schedule below, with rent charged starting 30 days after receipt of release of funds for each phase.  
**\$500/ year commencing within in 1 month after Lacasa receives release of funds from IHCDA for the Project.**
2. **Density:** The maximum number of dwelling units Lacasa can build on the Demised Premises is 6 units.
3. **Style:** Building constructed on site shall be consistent with the size and aesthetic presented to the Goshen City Council on December 16 and December 30, 2024.
4. **Affordability:** All units constructed on this land shall be reserved for affordable housing as defined by tenant incomes at or below 80% of the Area Median Income as published by the State Housing Agency.
5. **Tenants:** All units on site shall be occupied by tenants meeting the income requirement of IHCDA.
6. **Infrastructure:** The improvements contemplated in this Memorandum and the Lease shall be permitted to hook into the to be constructed water and sewer services along Lincoln Ave.
7. **Real Estate:** The City shall execute the required IHCDA lien and restrictive covenant as required by IHCDA to commence construction of the project.
8. **Demised Premises.** The Demised Premises that will be the subject of the lease are more particularly described as follows: **See Attached Exhibit "A"**. NOTE: A full recorded legal description will replace the preliminary site plan in the final Lease.
9. **Term.** The Term of the Lease shall be 99 years from the Commencement Date as stated in the Lease. Various rights of extensions will be enumerated in the final full lease document.

10. **Duplicate Copies.** Duplicate Copies of the originals of the Lease will be in the possession of City and Lacasa and reference should be made thereto for a more detailed description thereof and for resolution of any questions pertaining thereto. The addresses for City and Lacasa are as follows:

CITY: \_\_\_\_\_ City of Goshen  
202 S. 5<sup>th</sup> St.  
Goshen, IN 46528  
Attn: Mayor Gina Liechty

LACASA: Lacasa of Goshen Inc.  
202 N. Cottage Ave.  
Goshen, IN 46528  
Attn: Jeremy Stutsman, President/CEO

B. **Purpose.** It is expressly understood and agreed by all parties that the sole purpose of this Memorandum of Lease is to give record notice of the terms of a future binding Lease; it being distinctly understood and agreed that said Lease will constitute the entire lease and agreement between Landlord and Tenant with respect to the Demised Premises and is hereby incorporated by reference. The Lease will contain additional rights, terms, conditions, duties, and obligations not enumerated within this instrument which govern the Lease. This Memorandum is for information purposes only and nothing contained herein may be deemed in any way to modify or vary any of the terms or conditions of the Lease. In the event of any inconsistency between the terms of the Lease and this instrument, the terms of the Lease shall control. The rights and obligations set forth herein shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, representatives, successors, and assigns.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Lease pursuant to due authorization on the dates herein acknowledged.

[SIGNATURES ON NEXT PAGE]

CITY:

By: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

LACASA:

By: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

STATE OF INDIANA :  
: ss.:  
COUNTY OF \_\_\_\_\_ :

On the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_ before me, the undersigned, personally appeared \_\_\_\_\_, personally known to me or proved to me on the basis of satisfactory evidence to be the individual(s) whose name(s) is(are) subscribed to within instrument and acknowledged to me that he/she/they executed the same in his/her/their capacity(ies), and that by his/her/their signature(s) on the instrument, the individual(s), or the person upon behalf of which the individual(s) acted executed the instrument.

\_\_\_\_\_  
Notary Public

STATE OF INDIANA :  
: ss.:  
COUNTY OF \_\_\_\_\_ :

On the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_ before me, the undersigned, personally appeared \_\_\_\_\_, personally known to me or proved to me on the basis of satisfactory evidence to be the individual(s) whose name(s) is(are) subscribed to within instrument and acknowledged to me that he/she/they executed the same in his/her/their capacity(ies), and that by his/her/their signature(s) on the instrument, the individual(s), or the person upon behalf of which the individual(s) acted executed the instrument.

\_\_\_\_\_  
Notary Public





City Clerk-Treasurer  
CITY OF GOSHEN

202 South Fifth Street, Suite 2 • Goshen, IN 46528-3714

Phone (574) 533-8625 • Fax (574) 533-9740

[clerktreasurer@goshencity.com](mailto:clerktreasurer@goshencity.com) • [www.goshenindiana.org](http://www.goshenindiana.org)

TO: Mayor Gina Leichty and the Goshen Common Council

FROM: Jeffery Weaver, Deputy Clerk-Treasurer

RE: Proposed Ordinance 5213, Additional Appropriations

DATE: December 30, 2024

---

Thank you for considering Ordinance 5213, Additional Appropriations, which requests authorization from the Council and Mayor to spend additional and available money from various accounts. The Mayor and Clerk-Treasurer requested this ordinance because the Common Council is the City's fiscal body which authorizes the City's budget and any budget adjustments.

An appropriation is "permission to spend available money" and is tied to a specific fund. Within a fund there are four spending categories and multiple accounts. It is possible to get permission to move budgeted spending between accounts and categories, but sometimes the total appropriations within a fund is insufficient for the fund's total spending, due to emergencies, unforeseen circumstances, or budget errors. In this case, the Mayor and Clerk-Treasurer propose an additional appropriation if the expenditures are necessary and paying the expenditure might otherwise overspend the budgeted appropriation. After Council approval, the Clerk-Treasurer submits the additional appropriation to the Department of Local Government Finance ("DLGF") for final approval. The DLGF will only approve an additional appropriation if the Clerk-Treasurer proves that the City has cash available for the additional appropriation and the following year's budget.

The Fire Department had an estimate on some costs for the Redhawk Academy Fund but was unsure what fund balances would allow until the Academy was operating for the year. At year-end we have a better idea of annual spending and cash balances for the Fund and now propose the actual supplies and equipment budgets needed for the Academy.

The Engineering Department continues to work with an engineer to manage the design of the Annex renovation project. The City budgeted \$50,000 to begin design work on the Annex, but we are seeing more design and engineering progress than originally anticipated at the beginning of the year.

Each affected fund has sufficient cash balances to spend these appropriations. If the ordinance is approved by the Council, the Clerk-Treasurer's office will submit necessary information to the DLGF for final approval.

**ORDINANCE 5213**

**Additional Appropriations**

WHEREAS it has been determined that it is necessary to appropriate more money than the amount appropriated in the current year’s annual budget,

WHEREAS pursuant to notice given, the Goshen Common Council conducted a public hearing on the proposed additional appropriation,

NOW THEREFORE, BE IT ORDAINED that Goshen Common Council makes the following additional appropriation of money in excess of the current year’s budget for the fund(s) named:

REDHAWK ACADEMY FUND

2508-5-00-4220500	RDHWK / Miscellaneous Supplies	\$6,700.00
2508-5-00-4360200	RDHWK / Fire Equipment	\$15,100.00

2021 GENERAL OBLIGATION BOND PROCEEDS

4661-5-00-4310200	21GOB / Professional Services	\$120,300.00
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PASSED by the Goshen Common Council on \_\_\_\_\_, 2024.

\_\_\_\_\_  
Presiding Officer

ATTEST:

\_\_\_\_\_  
Richard R. Aguirre, Clerk-Treasurer

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

\_\_\_\_\_  
Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on \_\_\_\_\_, 2024.

\_\_\_\_\_  
Gina Leichty, Mayor



**Richard Aguirre, City Clerk-Treasurer**  
**CITY OF GOSHEN**

202 South Fifth Street, Suite 2 • Goshen, IN 46528-3714

Phone (574) 533-8625 • Fax (574) 533-9740

[richardaguirre@goshencity.com](mailto:richardaguirre@goshencity.com) • [www.goshenindiana.org](http://www.goshenindiana.org)

**To:** Goshen City Common Council, Mayor Gina Leichty  
**From:** Jeffery Weaver, Deputy Clerk-Treasurer  
**Date:** December 30, 2024  
**Subject:** Resolution 2024-24: A Resolution Providing for the Transfer of Appropriations

---

The attached Resolution 2024-24 requests authorization from the Council and Mayor to move available resources between major categories within the City's funds. The Clerk-Treasurer's Office presents the appropriation category transfers to the Common Council at the last Council meeting each year in order to close the annual budget with all accounts within budget.

An appropriation is "permission to spend available money" and is tied to a specific fund. Within a fund there are four spending categories and multiple accounts. The Department of Local Government Finance ("DLGF") requires Council approval to move an appropriation from one category to another. The Council can approve this when a department needs additional room to spend in one category and has available appropriations in another category.

By moving an appropriation from one category to another, the Council is only changing the category from which the City pays an expenditure. The Council is not approving any additional spending, so the fund's total appropriation remains the same.

We ask the Council to approve Resolution 2024-24 because the Common Council is the City's fiscal body which authorizes the City's budget and any budget adjustments. Our auditors require each appropriation to be a zero or positive dollar amount at the end of the year. The vast majority of the City's appropriations are underspent, and these adjustments reflect a small number of the 1,200+ appropriation lines the City maintains throughout the year.

If the Council approves the category transfers at the upcoming meeting, the Clerk-Treasurer will then register the adjustments in the City's books and communicate the transfers to the departments. These category transfers are adjustments that only require Council approval to be final, and do not require notification to the DLGF.

**RESOLUTION 2024-24**

**A Resolution Providing for the Transfer of Appropriations**

AS PER REQUEST BY A DEPARTMENT HEAD OF THE CIVIL CITY OF GOSHEN, INDIANA, FOR THE YEAR 2024, AND FORWARD TO THE COMMON COUNCIL FOR THEIR ACTION AND PASSAGE.

WHEREAS certain extraordinary conditions have developed since the adoption of the existing annual budget for the year 2024 and it is now necessary to transfer the appropriated money into different categories than was appropriated in the annual budget for the various functions of the several departments to meet their obligations;

WHEREAS, it has been shown that certain existing appropriations have unobligated balances that will be available for transferring for such emergencies;

BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF GOSHEN, INDIANA, that for the expenses of the City Government the following appropriations are hereby transferred and set apart out of the funds hereinafter named for the purpose specified, subject to the laws governing the same, as follows:

**GENERAL FUND - 1101**

FROM: CRC/RETIREMENT	1101-5-01-4130300	(290.00)
TO: CRC/OTHER OFFICE EXPENSES	1101-5-01-4210500	290.00
FROM: COUNCIL/TECHNOLOGY STIPEND	1101-5-02-4110159	(1,000.00)
FROM: COUNCIL/RETREAT	1101-5-02-4210500	(2,000.00)
TO: COUNCIL/ELECTION EXPENSE	1101-5-02-4390700	3,000.00
FROM: MAYOR/FULLTIME PERSONNEL	1101-5-03-4110130	(6,500.00)
TO: MAYOR/OTHER OFFICE EXPENSES	1101-5-03-4210500	6,500.00
FROM: COURT/PART-TIME PERSONNEL	1101-5-06-4110140	(6,800.00)
TO: COURT/OTHER PROFESSIONAL FEES	1101-5-06-4310500	6,800.00
FROM: CEMETERIES/GAS,DIESEL,PROPANE	1101-5-09-4220210	(1,000.00)
TO: CEMETERIES/PARTTIME PERSONNEL	1101-5-09-4110140	1,000.00
FROM: POLICE/HEALTH INSURANCE	1101-5-11-4130501	(5,000.00)
TO: POLICE/OTHER SERVICE CHARGES	1101-5-11-4390951	5,000.00
FROM: BD WORKS/COMP TIME BUYOUT	1101-5-07-4112000	(115,000.00)
TO: FIRE/OVERTIME	1101-5-12-4110160	115,000.00

**GENERAL FUND - 1101 (CONTINUED)**

FROM: AMBULANCE/OTHER EQUIPMENT	1101-5-12-4450201	(24,000.00)
TO: FIRE/OTHER SERVICE CHGS	1101-5-12-4300901	24,000.00
FROM: ENV/ELECTRICITY & GAS	1101-5-46-4350101	(957.36)
TO: ENV/GASOLINE,DIESEL, PROPANE	1101-5-46-4220210	957.36
FROM: ENV/CAPITAL PROJECTS	1101-5-46-4420101	(21,618.89)
TO: ENV/OTHER PROFESSIONAL SERVICE	1101-5-46-4310503	21,618.89

**AVIATION FUND - 2206**

FROM: AVIATION/CAPITAL PROJECTS	2206-5-00-4420001	(18,600.00)
TO: AVIATION/FULL TIME PERSONNEL	2206-5-00-4110130	5,000.00
TO: AVIATION/MAINTENANCE SVCS	2206-5-00-4360500	13,600.00

**REDEVELOPMENT OPERATING FUND - 2226**

FROM: REDV OP/CONTRACT SVCS	2226-5-00-4310502	(35,300.00)
TO: REDV OP/PART TIME PERSONNEL	2226-5-00-4110140	35,300.00

**PUBLIC SAFETY LIT FUND - 2240**

FROM: PS LOIT/POLICE RETIREMENT	2240-5-00-4130911	(30,000.00)
TO: PS LOIT/SUBSCRIPTIONS & MANUAL	2240-5-00-4310501	30,000.00

**TOWNSHIP FIRE SUPPORT FUND - 2258**

FROM: TWPFIRE/FULLTIME PERSONNEL	2258-5-00-4110130	(89,800.00)
TO: TWPFIRE/SUPPLIES	2258-5-00-4290001	21,000.00
TO: TWPFIRE/OTHER EQUIPMENT	2258-5-00-4450500	22,400.00
TO: TWPFIRE/CAPITAL OUTLAYS	2258-5-00-4490000	46,400.00

**CUMULATIVE CAPITAL IMPROVEMENT FUND - 4401**

FROM: CCI CIG TAX/FITNESS	4401-5-00-4130701	(35,000.00)
TO: CCI CIG TAX/EMPLOYEE INITIATIV	4401-5-00-4390901	35,000.00

**AMERICAN RESCUE PLAN GRANT FUND - 4502**

FROM:	ARP/SERVICES & CHARGES	4502-5-00-4310000	(3,000.00)
TO:	ARP/FT HOMELESSNESS COORD	4502-5-00-4110130	3,000.00

PASSED AND ADOPTED BY THE COMMON COUNCIL ON THE 30TH DAY OF  
DECEMBER, 2024

\_\_\_\_\_  
Presiding Officer

ATTEST: \_\_\_\_\_  
Richard R. Aguirre, Clerk-Treasurer

Presented by me to the Mayor of the City of Goshen, Indiana, on the 30th day of December, 2024

\_\_\_\_\_  
Richard R. Aguirre, Clerk-Treasurer

\_\_\_\_\_  
Gina Leichty, Mayor