



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 Leichty 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 Leichty invited additional comments from the petitioner.

Cystal 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 Leichty invited public comments on Ordinance 5203. There were none.

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

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

Mayor Leichty 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 Leichty 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 Leichty 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:

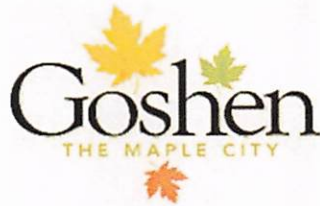
"The city will pay a Common Council Member an annual technology stipend of Five Hundred Dollars (\$500) as reimbursement for any expenses incurred for personal technology equipment or services that are used to carry out city business, including cell phone, computer or tablet, and internet or cellular 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 Leichty 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 Leichty 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	
	Annual Base Salary	Base Wage per Hour
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.

**2025 Base Wages:
POLICE OFFICERS**

Bi-Weekly Salary

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

Annual Base Salary Base

Wage per hour

Captain	\$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
TOTALS		\$58,041,684	\$28,633,558	2.0111

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

Fund Code	Fund Name	Adopted Budget
9500	PROBATION DEPARTMENT	\$113,650
9501	ECONOMIC IMPROVEMENT DISTRICT	\$81,000
9502	LAW ENFORCEMENT CONTINUING EDUCATION (LECE 1)	\$18,109
9503	COURT FEES	\$54,700
9504	ARP Fiscal Recovery Fund	\$2,806,655
9505	RESIDENTIAL LEASE FEES	\$48,975
9506	LAW ENFORCEMENT CONTINUING EDUCATION (LECE 2)	\$36,000
9507	TIF BOND AND INTEREST	\$820,889
9508	Public Safety LOIT	\$3,049,000
9509	Township Fire Support	\$378,000
9510	REDEVELOPMENT NON-REVERTING	\$274,550
9511	STORM WATER MANAGEMENT	\$1,937,885
9512	TIF Lippert/Dierdorff	\$0
9513	SOUTHEAST GOSHEN TIF	\$20,065,890
9514	CEMETERY CAPITAL IMPROVEMENT	\$45,800
9515	Parking Lot	\$0
9516	Opioid Settlement Unrestricted	\$0
9517	Unsafe Buildings	\$85,000
9518	Opioid Settlement Restricted	\$0



9519	Redhawk Fire/EMS Training Academy	\$12,500
9520	2015 GO BOND PROCEEDS	\$120,000
9521	CONS RR/US 33 TIF	\$4,075,000
TOTAL		\$34,023,603

After it 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 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 1st 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 Leichthy 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 Leichthy 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 Leichthy 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 that 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 Leichy.*

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 Leichy.*

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.*

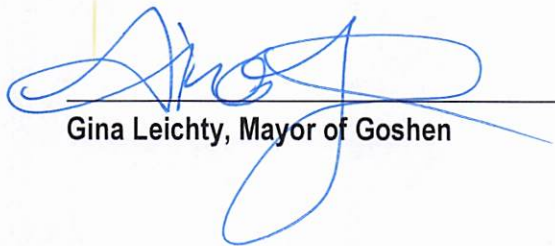
EXHIBIT #8: *The amended and final version of Ordinance 5200, 2025 Compensation for Police Department Employees, which was passed at the Oct. 28, 2024 meeting and signed by Mayor Leichy.*

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 Leichy explaining the budget request for approval of an additional half-time position in the Clerk-Treasurer's Office.*

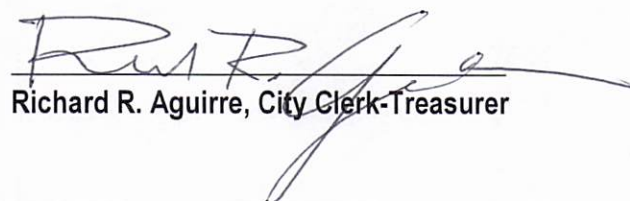
EXHIBIT #11: *The final approved version of Ordinance 5202, An Ordinance for Appropriations and Tax Rates, which was which was passed on Second (and final) Reading at the Oct. 28, 2024 meeting and signed by all Councilors and by Mayor Leichy on Oct. 28, 2024.*

APPROVED:



Gina Leichy, Mayor of Goshen

ATTEST:



Richard R. Aguirre, City Clerk-Treasurer

G.P. 2

Jan 2020

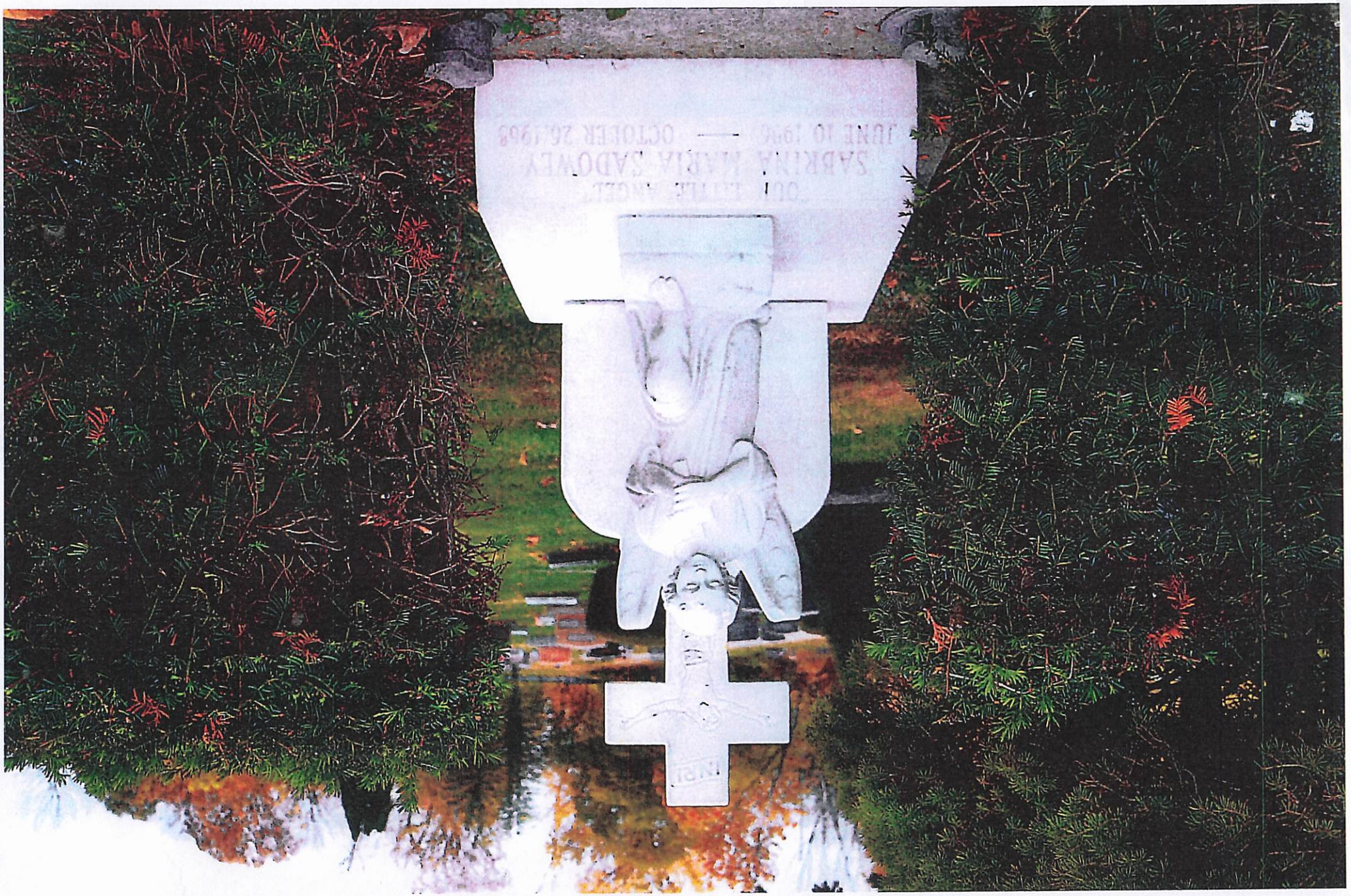


Exhibit #1



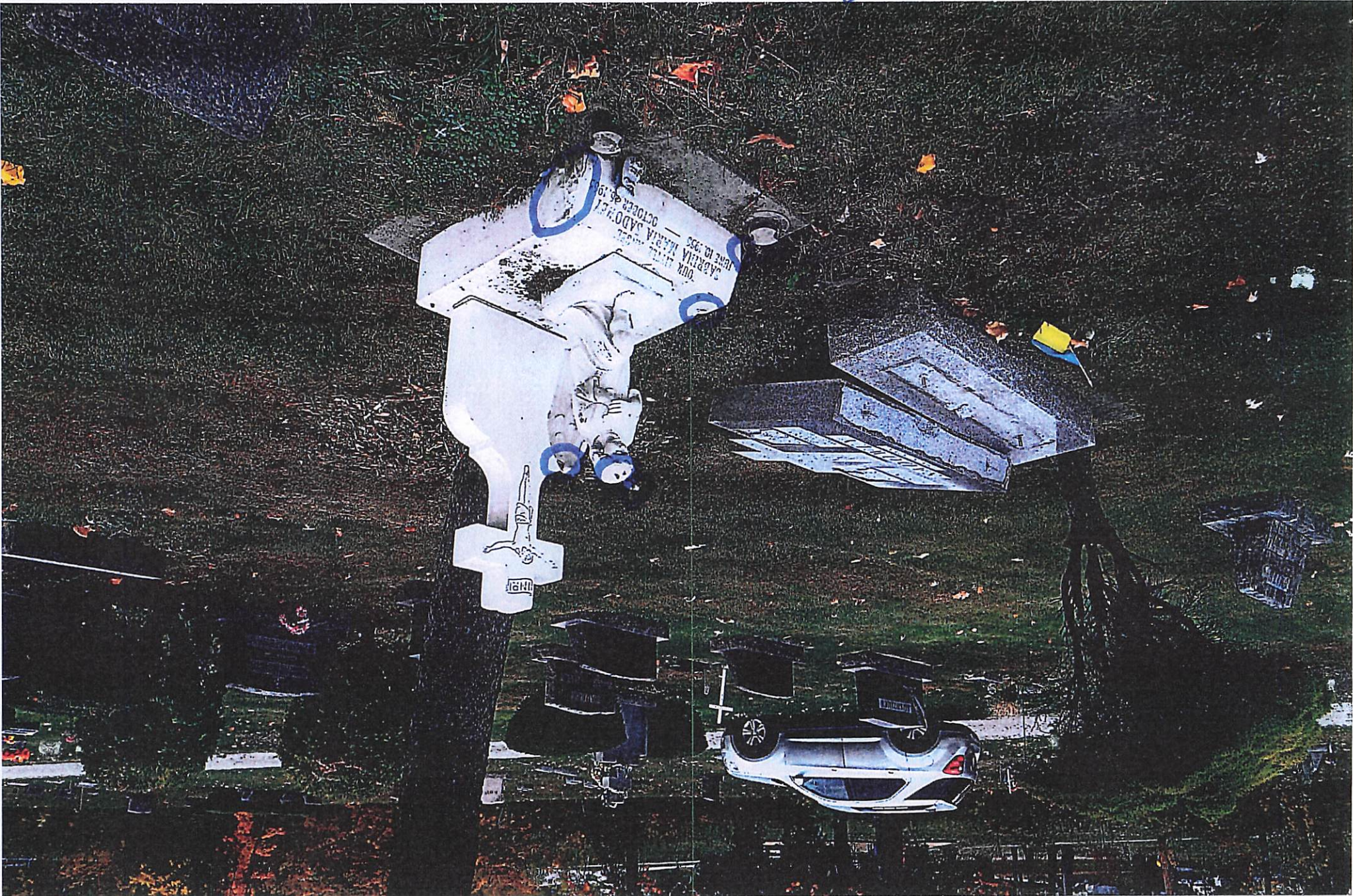
Dennis Wolf w/ Dad - John Sadoway Sr

J. P. Wolf

taken 6-12-24

take 10/23/24

R. P. R.



I went to St. John's Elementary School with Sabrina Sadowey. I even went to her 7th birthday a few months before she died. As a second grader it was very traumatic to experience the death of a classmate.

After the funeral and burial I visited Sabrina's grave several times. I would ride my bike to the cemetery to pray at her grave and leave little flowers or trinkets. The grave was like a shrine. The beautiful angel stone always made me feel safe. The inscription, "Our little angel, Sabrina Maria Sadowey," was so appropriate. I still visit her grave to this day. I am saddened by the destruction that has occurred.

Sincerely,
Sandy Swartz

Due to the # of city departments and individuals you have needed to speak with it appears that 1: no city official has been able to identify who owns oversight of the city cemetery, who owns oversight? 2: 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 3. the police stated they are only able to accept criminal complaints, there must be another city outlet to report non-criminal offenses and that needs to be articulated throughout all city departments. If the city will continue to oversee the history, preservation, and operations of the cemetery, there needs to be the same oversight and accountability in place as there is for other city landmarks and services.

10-23-2024

On October 26, 1963, my seven year old sister, Sabrina Sadouey, passed away from leukemia.

She was subsequently buried at Oakridge Cemetery, Plot NE 575. A white marble Angel headstone was imported from Italy and marks the gravesite. I have cared for it to keep the white marble as clean as possible at various times in the last 61 years.

On March 2, 1977, my mother died of cancer. On March 5, 1977, she was buried at Oakridge Cemetery, Plot NE 575. A massive granite headstone marks the site for Regina Sadouey. We have used care maintaining the appearance over the last 47 years.

As recently as June 12, 2024, my lifelong friend, Dennis Wolf and I, trimmed two shrubs at the site (photos were sent to Brandy Tom @ gashen city.com).

I visit the gravesite frequently → alone, with wife, with sons and my 99 year old father.

On Wednesday, October 23, 2024, I brought my friends, Bill + Tracy Webb, who were visiting from California to the Oakridge Cemetery graves of my sister + mother. I was shocked to see the massive, granite headstone of Regina Sawney's laying on its back. My sister Sabrina's gravestone was shifted off of its base and chipped on the right corner. Chipping was also noticed on the granite stone. There were tracks in the grass from something that may have been a Bobcat. A shrub on each side of the white marble headstone was removed. We had just trimmed those shrubs in June! I was never notified about the shrub removal nor was I told about the subsequent carnage. This behavior is appalling.

At 11:21 AM I walked up to the warehouse at Oakledge Cemetery. I noticed business cards attached to the door. I called Burt Matteson at 574-536-1478. He apparently is the Sexton of the Cemetery. I then heard a voice in the back and saw "It happened yesterday when we were pulling up shrubs. I am waiting for more muscle so that we

can repair it. I can only presume that the confessing voice was that of John Fowler, Assistant Sexton of the Cemetery. I believe that I am the victim of negligence, disrespect and heartless behavior of the ones responsible for this act.


John P. Sadoway

574-349-0701

ORDINANCE 5197

2025 Compensation for Elected Officials

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

SECTION 1 Salaries

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

SECTION 2 Additional Compensation

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

SECTION 3 Public Employee's Retirement Fund

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

SECTION 4 Health Insurance

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

SECTION 5 Cell Phone Stipend

- (A) The city will pay the Mayor, Clerk-Treasurer and Judge a cell phone stipend as reimbursement if the elected official elects to use the elected official's personal cell phone to carry out city business in lieu of the city providing the elected official with a city-owned cell phone. The cell phone stipend will be provided in accordance with the city Cell Phone Policy. The amount of the stipend will not exceed the sum of Twenty-five Dollars (\$25) per month if the elected official has voice only services, or the stipend will not exceed the sum of Fifty Dollars (\$50) per month if the elected official has voice and data communication services.
- (B) The cell phone stipend shall be paid from the fund(s) at the same percentage(s) as the salary is paid for each respective elected official. The cell phone stipend shall not be considered as part of the compensation of the elected official when considering increases or decreases in the elected official's compensation under Indiana Code § 36-4-7-2. The cell phone stipend is only available to reimburse the elected official for eligible expenses for carrying out city business.

[Continued Next Page]

EXHIBIT A

2025 Elected Officials Salaries

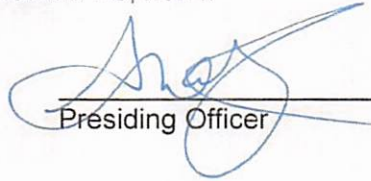
Mayor \$4,205 Bi-weekly
The salary shall be paid sixty percent (60%) from the general fund of the Civil City and forty percent (40%) from the funds of the Water and Sewer Utilities.

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

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

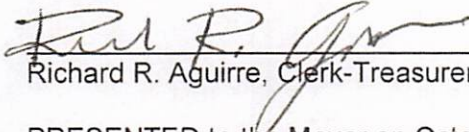
Common Council Member \$670 Bi-weekly
The salary shall be paid sixty percent (60%) from the general fund of the Civil City and forty percent (40%) from the funds of the Water and Sewer Utilities.

PASSED by the Goshen Common Council on October 28, 2024.



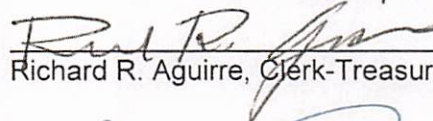
Presiding Officer

ATTEST:



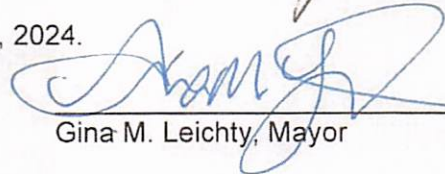
Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor on October 30, 2024, at the hour of 2 : 55 p.m.



Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on October 28, 2024.



Gina M. Leichty, Mayor

EXHIBIT A

2025 Fire Department Base Wages

(as Amended 10/28/24)

Fire Chief	\$3,956.27 Bi-weekly
Assistant Fire Chief	\$3,702.59 Bi-weekly
Certified Chief Inspector	\$39.65 per Hour
Chief Inspector	\$36.76 per Hour
Inspector I	\$33.85 per Hour
Inspector II	\$31.95 per Hour

	<u>Annual Base Salary</u>	<u>Base Wage per Hour</u>
Battalion Chief	\$87,351.93	\$31.70 per Hour
Captain	\$74,346.12	\$26.98 per Hour
Ambulance Captain	\$74,346.12	\$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

Ordinance 5199, 2025 Compensation for Fire Department Employees, EXHIBIT A, 2025 Fire Department Base Wages, shall be amended by increasing the 2025 base wages per hour for the bargaining unit positions 3.5% from the 2024 base wages per hour. The amended 2025 base wages per hour are set forth in the attached EXHIBIT A, 2025 Fire Department Base Wages (as Amended 10/28/24).

ORDINANCE 5199

2025 Compensation for Fire Department Employees

BE IT ORDAINED, pursuant to Indiana Code § 36-8-3-3(d), the Goshen Common Council approves the 2025 maximum compensation, including wages and benefits, for Goshen Fire Department employees as follows:

SECTION 1 Application of Ordinance

- (A) All positions covered by this ordinance are considered full-time positions.
- (B) For the purposes of this ordinance, when reference is made to "Non-Bargaining Unit Employees" or a category of employees that are not covered by the collective bargaining agreement, this reference shall apply to employees in the following positions:
 - (1) Fire Chief,
 - (2) Assistant Fire Chief,
 - (3) Certified Chief Inspector,
 - (4) Chief Inspector,
 - (5) Inspector I,
 - (6) Inspector II, and
 - (7) Battalion Chief.
- (C) For the purposes of this ordinance, when reference is made to "Bargaining Unit Employees," "Bargaining Unit Positions," or a category of employees that are covered by the collective bargaining agreement, this reference shall apply to employees in the following positions:
 - (1) Captain,
 - (2) Ambulance Captain,
 - (3) Lieutenant,
 - (4) Ambulance Lieutenant,
 - (5) Sergeant,
 - (6) Private, and
 - (7) Probationary Private.

- (D) This ordinance does not apply to compensation paid to any civilian employee positions not listed in paragraph (B), and the Civilian Fire Chief position. All said positions are covered by the ordinance fixing the compensation for the Civil City and Utilities Employees.

SECTION 2 Conflicting Provisions

Should the terms of the collective bargaining agreement between the City of Goshen and the Goshen Firefighters Association Local No. 1443, International Association of Firefighters, be more favorable than the provisions of this ordinance, then the Bargaining Unit Employees shall be compensated in accordance with the terms of the collective bargaining agreement.

SECTION 3 Wages

- (A) Exhibit A, 2025 Fire Department Base Wages, sets forth the maximum base wages for all employees. The executive shall set the compensation for all employees within the maximum amounts established by this ordinance and, for those Bargaining Unit Employees, in accordance with the amounts established by the collective bargaining agreement.
- (B) The Fire Chief and Assistant Fire Chief positions shall be compensated on a salary basis.
- (C) The Certified Chief Inspector, Chief Inspector, Inspector I, and Inspector II positions shall be compensated for all hours worked in a seven-day work period in accordance with the Fair Labor Standards Act.
- (D) The Battalion Chief position shall be compensated for all hours worked in a work period consistent with the terms of the collective bargaining agreement for Bargaining Unit Positions.
- (E) This subsection applies to the Battalion Chief position and each employee in a Bargaining Unit Position.
 - (1) Except as provided by subsection (E)(2), for the purposes of calculating overtime compensation, the employee shall be compensated:
 - (i) One-half (½) the applicable hourly rate for hours worked in excess of two hundred four (204) hours to two hundred sixteen (216) hours in any work period. The applicable hourly rate shall be the annual base salary plus applicable fringes divided by two thousand seven hundred fifty-six (2,756) hours.
 - (ii) Two (2) times the base hourly rate for hours worked in excess of two hundred sixteen (216) hours in any work period. The base hourly rate shall be the annual base salary divided by two thousand nine hundred twelve (2,912) hours.
 - (2) If an employee in a Bargaining Unit Position is attending mandated paramedic training to obtain the initial paramedic license, the employee shall be compensated one and one-half (1½) times the employee's hourly rate for hours worked in excess

of two hundred sixteen (216) hours in any work period for the purpose of attending mandated paramedic training. The applicable hourly rate shall be the annual base salary plus applicable fringes divided by two thousand seven hundred fifty-six (2,756) hours.

- (3) An employee called in to work overtime shall be guaranteed a minimum of two (2) hours pay at the employee's overtime rate.
- (4) In lieu of cash payment for overtime compensation,
 - (i) City may elect to provide employees compensatory time at the rate of two (2) hours compensatory time off for each hour of overtime worked, up to a maximum of four hundred eighty (480) hours of compensatory time.
 - (ii) An employee may elect to receive member elected compensatory time ("MECT") at the rate of two (2) hours compensatory time off for each hour of overtime worked, up to a maximum of forty-eight (48) hours. Unused MECT shall be paid at the base hourly rate applicable in the year in which the MECT hours were worked.
- (F) Except for the payment of unused MECT under subsection (E)(4)(ii), upon leaving city employment, an employee will be compensated for all unused compensatory time based on the higher rate of:
 - (1) The average regular rate received by the employee during the last three (3) years of employment with the city; or
 - (2) The final regular rate received by the employee.

SECTION 4 Payment of Wages

- (A) The city shall issue paychecks, at minimum, on a bi-weekly basis.
- (B) Paychecks issued in 2025 will have gross wages calculated using the 2025 wage rates even if a portion of the pay period falls in 2024.

SECTION 5 Firefighters' Pension and Disability Fund

Each employee is eligible to participate in the 1977 Police Officers' and Firefighters' Pension and Disability Fund. The city shall pay the employer's percentage contribution to the pension plan as required by Indiana Code § 36-8-8-6.

SECTION 6 Health Insurance

A full-time employee that is expected to average thirty (30) or more hours of compensation per week is eligible for coverage under the city's group health insurance plan and is required to enroll in the plan. The city shall pay eighty percent (80%) (Four Hundred Twenty-five and 92/100 Dollars (\$425.92)) and the employee shall pay twenty percent (20%) (One Hundred Six and 48/100 Dollars (\$106.48)) toward the cost of the weekly health insurance premium, except the employee's

share of cost of the health insurance premium will not exceed the annual Affordable Care Act affordability percentage of the employee's annual household income.

SECTION 7 Vacation Leave

- (A) This subsection applies to the Fire Chief, Assistant Fire Chief, Certified Chief Inspector, Chief Inspector, Inspector I, and Inspector II positions.
 - (1) Each employee shall receive vacation leave beginning on the employee's first anniversary date of employment with the Fire Department and each subsequent anniversary date as follows, unless a higher amount is established by an agreement at the time the employee is hired:
 - (i) One (1) year through seven (7) full years of service, the employee shall receive one hundred twelve (112) hours vacation leave.
 - (ii) Starting eight (8) years through fourteen (14) full years of service, the employee shall receive one hundred sixty-eight (168) hours vacation leave.
 - (iii) Starting fifteen (15) years of service, the employee shall receive two hundred twenty-four (224) hours vacation leave.
- (B) This subsection applies to the Battalion Chief position and each employee in a Bargaining Unit Position.
 - (1) Each employee shall accrue vacation leave based on the following schedule:
 - (i) Up to eight (8) years of service, the employee shall accrue twelve (12) hours of vacation leave per month up to one hundred forty-four (144) hours vacation leave.
 - (ii) Upon completion of eight (8) years of service, but less than fifteen (15) years of service, the employee shall accrue eighteen (18) hours of vacation leave per month up to two hundred sixteen (216) hours vacation leave.
 - (iii) Upon completion of fifteen (15) years of service, the employee shall accrue twenty-four (24) hours of vacation leave per month up to two hundred eighty-eight (288) hours vacation leave.
 - (2) An employee with fifteen (15) or more years of service may request to receive payment for up to seventy-two (72) hours of vacation leave in lieu of the employee taking all of the employee's vacation leave. The employee's vacation leave will be adjusted accordingly based on the number of vacation leave hours converted to pay.
- (C) An employee shall receive payment for all earned and unused vacation leave upon termination of employment.
- (D) Vacation leave shall be paid at the employee's current wage rate.

SECTION 8 Sick Leave

- (A) This subsection applies to the Fire Chief, Assistant Fire Chief, Certified Chief Inspector, Chief Inspector, Inspector I, and Inspector II positions.
- (1) Each employee hired before January 1, 2013 shall accrue six (6) hours sick leave for each month of active employment up to a maximum of seven hundred twenty (720) hours sick leave.
 - (2) Each employee hired on or after January 1, 2013 shall accrue four (4) hours sick leave for each month of active employment up to a maximum of seven hundred twenty (720) hours sick leave.
 - (3) Any employee who has accrued sick leave in excess of seven hundred twenty (720) hours will not lose accrued sick leave in excess of seven hundred twenty (720) hours, but will not be allowed to add to the total sick leave hours accrued as of December 31, 2014.
 - (4) Each employee who has two hundred forty (240) hours sick leave accrued as of January 1st of any calendar year may sell the first forty-eight (48) hours of sick leave accrued that calendar year if not used during the calendar year at the rate of One Hundred Fifty Dollars (\$150) for each eight (8) hours of sick leave sold.
 - (5) Upon retirement, city will pay a retiring employee for each eight (8) hours of accrued sick leave over four hundred (400) hours, up to a maximum of eighty (80) hours, at the rate of One Hundred Dollars (\$100).
- (B) This subsection applies to the Battalion Chief position and each employee in a Bargaining Unit Position.
- (1) Each employee who began employment with the Fire Department on or after January 1, 2019 shall be assigned sick leave on January 1, 2024 in the amount of seven hundred twenty (720) hours, less any sick leave the employee has used during the employee's employment with the Fire Department. Each employee who begins employment with the Fire Department on or after January 1, 2024 shall be assigned sick leave in the amount of seven hundred twenty (720) hours. After an employee has completed five (5) years of active employment, each employee shall accrue twelve (12) hours sick leave for each month of continued active employment.
 - (2) If at the end of any calendar year an employee has seven hundred twenty (720) hours sick leave accrued (not counting sick leave to be sold back), the employee may elect to sell back to the city up to one hundred forty-four (144) hours of sick leave; however, the hours of sick leave sold back under this subsection cannot exceed the hours of sick leave earned the previous year less the sick leave used during that year.
 - (3) If an employee has more than two thousand eight hundred eighty (2,880) hours sick leave accrued at the end of any calendar year (not counting sick leave to be sold back), the employee may sell up to seventy-two (72) hours of sick leave back to city in any calendar year. The total number of hours of sick leave (adding hours

under subsections (B)(2) and (B)(3)) sold back by an employee may not exceed one hundred forty-four (144) hours in any calendar year.

- (4) Upon retirement, City will pay a retiring employee for sick leave hours accrued between one thousand six hundred eighty (1,680) hours and two thousand four hundred (2,400) hours.
 - (5) Any sick leave hours sold back to city will be sold to city at the rate of Eight and 50/100 Dollars (\$8.50) per hour.
- (C) Except as provided by subsections (A)(4) and (A)(5) and subsections (B)(2), (B)(3) and (B)(5), sick leave shall be paid at the employee's current wage rate.

SECTION 9 Personal Leave

- (A) This subsection applies to the Fire Chief, Assistant Fire Chief, Certified Chief Inspector, Chief Inspector, Inspector I, and Inspector II positions.
- (1) Each employee shall receive forty (40) hours of paid personal leave each calendar year.
 - (2) An employee may carry over not more than fifty-six (56) hours of unused personal leave from a previous calendar year.
 - (3) Upon termination, the employee shall be paid for not more than eighty (80) hours of unused personal leave.
 - (4) In the event an employee commences employment after January 31 of the current calendar year, the employee's personal leave due shall be prorated based upon the length of employment from the employee's date of hire through December 31.
- (B) This subsection applies to the Battalion Chief position and each employee in a Bargaining Unit Position.
- (1) Each employee who has accrued forty-eight (48) hours of sick leave shall be entitled to take seventy-two (72) hours of personal leave per calendar year. An employee shall not be required to reduce their accrued sick leave in order to receive paid personal leave.
 - (2) An employee may not accrue personal leave from year to year. However, if an employee has unused personal leave at the end of the year, the employee shall be paid for such unused personal leave.
- (C) Personal leave shall be paid at the employee's current wage rate.

SECTION 10 Holiday Compensation

(A) Non-Bargaining Unit Employees

- (1) Each Non-Bargaining Unit Employee shall receive two and two-tenths percent (2.2%) of the employee's annual base salary as holiday compensation for the following holidays:
 - (i) New Year's Day**
 - (ii) Martin Luther King, Jr. Day**
 - (iii) Memorial Day**
 - (iv) Independence Day**
 - (v) Labor Day**
 - (vi) Veteran's Day**
 - (vii) Thanksgiving Day**
 - (viii) Day following Thanksgiving Day**
 - (ix) Christmas Eve**
 - (x) Christmas Day****
- (2) Holiday compensation to Non-Bargaining Unit Employees shall be paid the last pay day in November.**
- (3) In the event a Non-Bargaining Unit Employee commences employment after January 1 of the current calendar year, the employee shall receive prorated holiday compensation based on the number of holidays occurring after the employee's date of hire.**
- (4) In the event a Non-Bargaining Unit Employee terminates employment before December 31 of the current calendar year, the employee's holiday compensation due shall be prorated based on the number of holidays occurring before the employee's date of termination.**

(B) Bargaining Unit Employees will not receive separate holiday compensation. Members may or may not work during a holiday observed by the City of Goshen based on normal scheduling and vacation selection. Therefore, each member's base salary takes these considerations into account.

SECTION 11 Annual Longevity Increase in Pay

(A) Each employee shall receive an annual longevity increase in pay bonus based on Two Hundred Dollars (\$200) per year of service, up to a maximum of Three Thousand Four Hundred Dollars (\$3,400) per year.

- (B) The annual longevity increase in pay due shall reflect the number of years and partial years completed by the employee at the end of the previous calendar year, and shall be included in the employee's regular bi-weekly paycheck.
- (C) Each employee in a Bargaining Unit Position shall receive a one-time bonus payment for more than twenty (20) years of continuous service to the department. The one-time payment shall be equal to fifteen percent (15%) of the current year's pay to a Private and shall be paid within thirty (30) days after the employee's 20th anniversary date.

SECTION 12 Twenty Year Bonus

- (A) An employee who has attained at least twenty (20) years of full-time employment with the Fire Department shall receive an annual twenty (20) year bonus of Two Thousand Dollars (\$2,000).
- (B) An employee who attains their twentieth year of full-time employment after January 1 shall receive a prorated portion of the annual twenty (20) year bonus based on the portion of the year remaining after the employee attains their twentieth year of full-time employment.
- (C) An employee who has attained at least twenty (20) years of full-time employment shall receive a prorated portion of the annual twenty (20) year bonus upon termination based on the portion of the year employed after January 1 of the current calendar year if:
 - (1) The employee is in good standing with the city at the time of termination.
 - (2) The employee gives the city a minimum two (2) week written notice of the employee's intent to terminate employment with the city unless the employee is terminated by the city.
 - (3) The termination is due to a health condition of the employee making it impracticable for the employee to perform the duties and responsibilities of the employee's position or the termination is due to the death of the employee.
- (D) The twenty (20) year bonus shall be paid the last pay day of December or at the time of termination of employment.

SECTION 13 Uniform Allowance

- (A) Each employee shall receive an annual uniform allowance of Two Hundred Dollars (\$200) to purchase and maintain uniforms.
- (B) The uniform allowance shall be paid the first pay day of December.

SECTION 14 Master Firefighter/Fire Officer I Certification Pay

- (A) An employee who holds a Master Firefighter/Fire Officer I certification shall receive annual certification pay in the amount One Hundred Sixty Dollars (\$160), or a prorated portion thereof.
- (B) The certification pay shall be paid the first pay day in December.

SECTION 15 Classification Pay

- (A) An employee shall receive the following annual classification pay for each classification to which the employee is appointed.
 - (1) Fire Training Instructor, Seven Hundred Fifty Dollars (\$750).
 - (2) Public Relations and Education, Five Hundred Dollars (\$500).
 - (3) Arson Investigator, Six Hundred Dollars (\$600).
 - (4) EMS Training Instructor, Seven Hundred Fifty Dollars (\$750).
 - (5) Command System Coordinator, Seven Hundred Fifty Dollars (\$750).
- (B) The classification pay will be included in the employee's regular bi-weekly paycheck.

SECTION 16 Paramedic Pay

- (A) An employee serving as an active paramedic shall receive a paramedic pay equal to nine percent (9%) of the base salary for a private.
- (B) An employee that is placed on restricted paramedic assignment shall receive thirty percent (30%) of the paramedic pay set forth in paragraph (A) for the year.
- (C) The paramedic pay will be paid the first pay day in December. In the event the employee drops or loses the paramedic license, the paramedic pay will be prorated accordingly.

SECTION 17 Working Out of Classification; Dual Classification

- (A) An employee in a Bargaining Unit Position carrying out the duties of a position or rank above which the employee normally holds shall be paid in accordance with the terms of the collective bargaining agreement.
- (B) An employee in a Bargaining Unit Position holding both Fire and EMS rank shall receive pay for both rank differentials held for as long as both ranks are held.

SECTION 18 Funeral Leave

An employee is entitled to five (5) consecutive calendar days off without the loss of pay in accordance with the terms of the collective bargaining agreement due to the death of an employee's immediate family member. An employee is entitled to one (1) day off without loss of pay in accordance with the terms of the collective bargaining agreement due to the death of an employee's family member other than an immediate family member. This section shall also apply to Non-Bargaining Unit Employees.

SECTION 19 Duty-Related Illness or Injury

An employee who suffers an injury or contracts an illness while performing the employee's duties shall receive pay and benefits and/or payment for the employee's care to treat the illness or injury

in accordance with the terms of the collective bargaining agreement. This section shall also apply to Non-Bargaining Unit Employees.

SECTION 20 Severance Pay

- (A) An employee is entitled to severance pay in accordance with the terms of the collective bargaining agreement due to an illness or injury arising out of or in the course of the employee's duties and the illness or injury is of the nature, degree and/or duration necessary to qualify the employee for benefits under the applicable pension and disability fund. This section shall also apply to Non-Bargaining Unit Employees.
- (B) The severance pay will be fifty percent (50%) of the remainder of the following:
 - (1) The employee's pay and benefits for fifty-two (52) weeks, less
 - (2) The pay and benefits paid to the employee pursuant to Section 19, Duty-Related Illness or Injury.

SECTION 21 Death Benefits

The city shall pay the beneficiary of any employee who dies during the calendar year all benefits that the employee has not yet received.

SECTION 22 Paramedic Hiring Bonus

Upon approval of the Board of Public Works and Safety, a first-time employee of the Goshen Fire Department who is a licensed/certified paramedic shall be paid a one-time bonus of Seven Thousand Five Hundred Dollars (\$7,500) in accordance with the terms and conditions of an agreement to be executed between the City of Goshen and the new employee.

SECTION 23 Cell Phone Stipend

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

SECTION 24 Tuition Reimbursement

A firefighter covered by the collective bargaining agreement is entitled to tuition reimbursement in accordance with the terms of the collective bargaining agreement for the successful completion of a college undergraduate or graduate course. Reimbursement is limited to six (6) credit hours

per calendar year, and shall be limited to the cost of a credit hour at Indiana University-Bloomington, or the actual cost, whichever is less.

SECTION 25 Local Pension Board Secretary

An employee serving as the secretary to the Local Pension Board shall receive additional compensation of Three Thousand Seven Hundred Seventy Dollars (\$3,770) per year. The additional compensation shall be included in the employee's regular bi-weekly paycheck while serving as secretary to the Local Pension Board.

[Continued Next Page]

EXHIBIT A

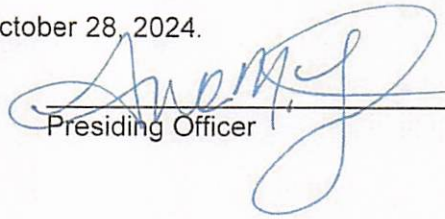
2025 Fire Department Base Wages

(as Amended 10/28/24)

Fire Chief	\$3,956.27 Bi-weekly
Assistant Fire Chief	\$3,702.59 Bi-weekly
Certified Chief Inspector	\$39.65 per Hour
Chief Inspector	\$36.76 per Hour
Inspector I	\$33.85 per Hour
Inspector II	\$31.95 per Hour

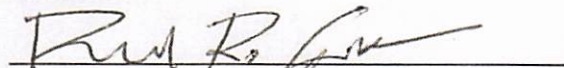
	<u>Annual Base Salary</u>	<u>Base Wage per Hour</u>
Battalion Chief	\$87,351.93	\$31.70 per Hour
Captain	\$74,346.12	\$26.98 per Hour
Ambulance Captain	\$74,346.12	\$26.98 per Hour
Lieutenant	\$70,592.18	\$25.61 per Hour
Ambulance Lieutenant	\$70,592.18	\$25.61 per Hour
Sergeant	\$66,650.90	\$24.18 per Hour
Private	\$64,977.30	\$23.58 per Hour
Probationary Private	\$64,977.30	\$23.58 per Hour

PASSED by the Goshen Common Council on October 28, 2024.



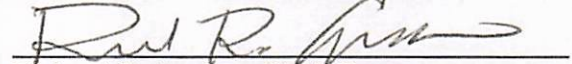
Presiding Officer

ATTEST:




Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor on October 30, 2024, at the hour of 2 : 55 p.m.



Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on October 28, 2024.



Gina M. Leichty, Mayor

EXHIBIT C
2025 Hourly Wages for Teamster Employees
(as Amended 10/28/24)

Union Category	0 to 1 Year	1 Year to 3 Years	Over 3 Years
A	\$30.43	\$32.60	\$34.78
B	\$24.93	\$27.20	\$29.46
C	\$24.33	\$26.92	\$28.71
D	\$23.78	\$26.32	\$28.35
E	\$23.04	\$25.52	\$27.34

Union Category A

Mechanic
SCADA Operator Technician

Union Category B

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

Union Category C

Assistant Water Treatment Operator/Maintenance Technician

Union Category D

Mechanic Assistant
Park Maintenance
Light Equipment Operator
Meter Service Technician

Union Category E

None

Ordinance 5198, 2025 Compensation for Civil City and Utilities Employees, EXHIBIT C, 2025 Hourly Wages for Teamsters Employees, shall be amended by increasing the 2025 hourly wages for the Teamsters positions 3.5% from the 2024 hourly wages. The amended 2025 hourly wages are set forth in the attached EXHIBIT C, 2025 Hourly Wages for Teamsters Employees (as Amended 10/28/24).

ORDINANCE 5198

2025 Compensation for Civil City and Utilities Employees

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

SECTION 1 Application of Ordinance

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

SECTION 2 Positions, Classifications, Grades and Wages

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

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

- (i) An employee in a position as of December 31, 2024, will receive a 3.5% wage increase in 2025 even if a 3.5% wage increase would result in wages that would exceed the maximum wage for the employee's same or equivalent position and assigned grade found in grading and wage plan set forth in Exhibits A and B that takes effect in 2025.
- (3) An elected official will establish the pay for the elected official's direct appointments which will be within the minimum and the maximum wage range as set forth in Exhibit B for the position's assigned grade. The elected official shall take into consideration an appointee's qualifications, an appointee's job performance, the position's duties and responsibilities, market conditions, and/or department budget.
- (C) Wages for Teamsters Employees. Exhibit C, 2025 Wages for Teamsters Employees, sets forth the hourly wages fixed for the Bargaining Unit Positions based on the employee's length of service. The Teamsters positions are also indicated by an "Ex C" in the 2025 Positions, Classifications and Grades table set forth in Exhibit A.
- (D) Wages for Ungraded Positions. Exhibit D, 2025 Wages for Ungraded Positions, sets forth the maximum wages fixed for ungraded positions. The ungraded positions are also indicated by an "Ex D" in the 2025 Positions, Classifications and Grades table set forth in Exhibit A.
- (E) Temporary, Intermittent, or Seasonal Positions. A department head, under the guidance and review of the Human Resources Manager, may establish a temporary, intermittent, or seasonal position as further described below to meet workload requirements provided the position is scheduled to work less than one thousand forty (1,040) hours each year.
 - (1) Temporary Position. A temporary position is a position lasting less than twelve (12) months to fill in for an absent employee, fill a short-term position, or to complete a specific assignment or project.
 - (2) Intermittent Position. An intermittent position is a position in which the nature of the work is sporadic and unpredictable and without a regularly recurring work schedule.
 - (3) Seasonal Position. A seasonal position is a position in which the nature of the work is in annually recurring periods of less than six (6) months each year.

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

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

(G) **Compensation.**

(1) Employees in a position that is not covered by a collective bargaining agreement and the position is classified as non-covered, eligible; non-covered, ineligible; or covered, exempt, shall be compensated on a salary basis and in accordance with the City's Hours of Work and Compensation Policy.

(2) Employees in a position that is not covered by a collective bargaining agreement and the position is classified as covered, non-exempt or covered, exempt-recreational, shall be compensated for all hours worked in a work period in accordance with the City's Hours of Work and Compensation Policy.

(3) Employees in a Bargaining Unit Position are classified as covered, non-exempt, and shall be compensated for all hours worked in a work period in accordance with the terms of the collective bargaining agreement.

(H) **Compensatory Time.**

(1) An employee, excluding an employee in a position classified as non-covered, ineligible or covered, recreational exempt, may receive compensatory time off at the rate of one and one-half (1½) hours compensatory time off for each one (1) hour of overtime worked.

(2) Upon leaving City employment, or upon transferring to a position classified as non-covered, ineligible or covered, recreational exempt, an employee will be compensated for all unused compensatory time based on the higher rate of:

(i) The average regular rate received by the employee during the last three (3) years employment with the City; or

(ii) The final regular rate received by the employee.

(3) Payment of unused compensatory time to a salaried employee shall be based on the employee's bi-weekly salary divided by eighty (80) hours.

SECTION 3 **Payment of Wages**

(A) The City shall issue paychecks, at a minimum, on a bi-weekly basis.

(B) Paychecks issued in 2025 will have gross wages calculated using the 2025 wage rates even if a portion of the pay period falls in 2024.

- (C) The wages due to a salaried employee who commences or leaves City employment in the middle of a pay period shall be prorated based on the number of scheduled days worked during that pay period.

SECTION 4 Public Employees' Retirement Fund

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

SECTION 5 Health Insurance

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

SECTION 6 Vacation Leave

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

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

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

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

SECTION 7 Sick Leave

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

SECTION 8 Holidays

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

SECTION 9 Floating Holidays

- (A) Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year who is employed with the City on January 1 or who commences

employment with the City on the first work day following January 1 is entitled to paid floating holidays each calendar year as follows:

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

SECTION 10 Increment Pay

- (A) Except for an employee in a position excluded under paragraph (G) below, each eligible employee who has completed at least one (1) year of continuous service to the City shall receive an annual increment pay bonus payable at the end of the calendar year or at the time of termination of employment with the City.
- (B) An employee shall earn one (1) year toward increment pay for each continuous calendar year of employment commencing January 1 following the employee's date of employment. The employee shall earn an additional year toward increment pay each succeeding January 1.
- (C) Notwithstanding paragraph (B) above, an employee who commences employment on January 1 or the first work day following January 1 shall be entitled to the annual increment pay bonus at the end of the calendar year in which the employee commenced employment provided the employee is still employed with the City at the time of payment. Should the employee terminate employment during the first year of service, then the employee is not entitled to receive an increment pay bonus.

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

SECTION 11 Longevity Bonus

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

- (2) The employee is terminated in the by the City and the employee is in good standing with the City at the time of termination; or
- (3) The termination is due to a health condition of the employee making it impracticable for the employee to perform the duties or the termination is due to the death of the employee.

SECTION 12 Funeral Leave

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

SECTION 13 Court Duties

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

SECTION 14 Declared Emergency Paid Leave

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

SECTION 15 Clothing/Work Boot/Physical Fitness Allowance

- (A) Each employee in a position scheduled to work at least one thousand forty (1,040) hours each year who has completed at least six (6) months of continuous employment with the City, is not a Bargaining Unit Employee, and is not otherwise provided uniforms by the City is eligible to receive a clothing/work boot/physical fitness allowance in accordance with current City policy.
- (B) Each eligible employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year may be reimbursed up to One Hundred Dollars (\$100) per calendar year as a clothing/work boot/physical fitness allowance.
- (C) Each eligible employee in a position scheduled to work at least one thousand forty (1,040) hours each year but less than one thousand five hundred sixty (1,560) hours each year may be reimbursed up to Fifty Dollars (\$50) per calendar year as a clothing/work boot/physical fitness allowance.

SECTION 16 Tool/Work Shoe/Inclement Weather Gear Allowance

- (A) Each employee in a position set forth in paragraph (B) below is eligible to receive a tool/work shoe/inclement weather gear allowance. The employee may be reimbursed up to Three Hundred Fifty Dollars (\$350) per year for the purchase of tools, work shoes, and/or inclement weather gear to be used in their employment. The reimbursement shall be processed in the same manner as the clothing/work boot/physical fitness allowance.

(B) Positions eligible to receive the tool/work shoe/inclement weather gear allowance include:

- (1) Central Garage - Fleet Maintenance Director**
- (2) Central Garage - Fleet Maintenance Manager**
- (3) Central Garage – Assistant Fleet Maintenance Manager**
- (4) Parks and Recreation Department - Park Maintenance Manager**
- (5) Street Department - Street Commissioner**
- (6) Street Department - Assistant Street Commissioner**
- (7) Street Department – Street Foreman**
- (8) Wastewater Department - Wastewater Superintendent**
- (9) Wastewater Department - Environmental Compliance Administrator**
- (10) Wastewater Department – Wastewater Maintenance Manager**
- (11) Wastewater Department - Assistant Wastewater Maintenance Manager**
- (12) Water and Sewer Departments - Water and Sewer Superintendent**
- (13) Water and Sewer Departments - Water Quality Manager**
- (14) Water and Sewer Departments – Water and Sewer Construction and Distribution Supervisor**
- (15) Environmental Resilience Department – Environmental Resilience Director**
- (16) Environmental Resilience Department – Urban Forester**
- (17) Environmental Resilience Department – Urban Forester Assistant**
- (18) Engineering Department – Engineering Inspector**
- (19) Engineering Department – Stormwater Coordinator**
- (20) Engineering Department – Stormwater Inspector**
- (21) Engineering Department – Stormwater Specialist**

SECTION 17 CPA License Pay

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

SECTION 18 State Certification Bonus

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

SECTION 19 ASE Certification Bonus

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

SECTION 20 Cell Phone Stipend

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

sum of Fifty Dollars (\$50) per month if the employee is required to have voice and data communication services.

SECTION 21 Civilian Police Chief and Civilian Fire Chief

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

SECTION 22 Collective Bargaining Agreement Provisions

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

(A) Overtime.

(1) Overtime Compensation.

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

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

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

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

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

SECTION 23 Share of Cost for Wages and Benefits

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

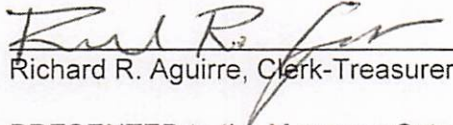
[Continued Next Page.]

PASSED by the Goshen Common Council on October 28, 2024.



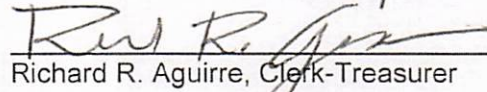
Presiding Officer

ATTEST:



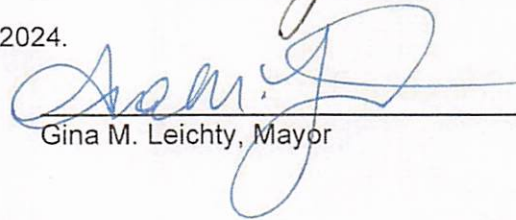
Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor on October 30, 2024, at the hour of 2 : 55 p.m.



Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on October 28, 2024.



Gina M. Leichty, Mayor

EXHIBIT A
2025 Positions, Classifications and Grades

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

EXHIBIT A
2025 Positions, Classifications and Grades

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

EXHIBIT A
2025 Positions, Classifications and Grades

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

EXHIBIT A
2025 Positions, Classifications and Grades

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

EXHIBIT A
2025 Positions, Classifications and Grades

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

EXHIBIT A
2025 Positions, Classifications and Grades

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

EXHIBIT A
2025 Positions, Classifications and Grades

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

EXHIBIT A
2025 Positions, Classifications and Grades

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

EXHIBIT B
2025 Wages for All Grades

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

EXHIBIT C
2025 Hourly Wages for Teamster Employees
(as Amended 10/28/24)

Union Category	0 to 1 Year	1 Year to 3 Years	Over 3 Years
A	\$30.43	\$32.60	\$34.78
B	\$24.93	\$27.20	\$29.46
C	\$24.33	\$26.92	\$28.71
D	\$23.78	\$26.32	\$28.35
E	\$23.04	\$25.52	\$27.34

Union Category A

Mechanic
 SCADA Operator Technician

Union Category B

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

Union Category C

Assistant Water Treatment Operator/Maintenance Technician

Union Category D

Mechanic Assistant
 Park Maintenance
 Light Equipment Operator
 Meter Service Technician

Union Category E

None

EXHIBIT D
2025 Wages for Ungraded Positions

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

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

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

EXHIBIT A
2025 Police Department Base Wages
(as Amended 10/28/24)

POLICE OFFICERS

		<u>Bi-Weekly Salary</u>
Police Chief		\$3,867.88
Assistant Police Chief		\$3,662.63
Division Chief		\$3,495.01
	<u>Annual Base Salary</u>	<u>Base Wage per Hour</u>
Captain	\$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

	<u>Base Wage per Hour</u>
Special Police Officer	\$28.32
Special Police Officer – Investigations & Community Relations	\$28.89
Special Police Officer – Mobile Integrated Health Officer	\$30.05
Administrative Assistant	\$25.31

Ordinance 5200, 2025 Compensation for Police Department Employees, EXHIBIT A, 2025 Police Department Base Wages, shall be amended by increasing the 2025 base wages per hour for the bargaining unit positions 3.5% from the 2024 base wages per hour. The amended 2025 base wages per hour are set forth in the attached EXHIBIT A, 2025 Police Department Base Wages (as Amended 10/28/24).

ORDINANCE 5200

2025 Compensation for Police Department Employees

BE IT ORDAINED, pursuant to Indiana Code § 36-8-3-3(d), the Goshen Common Council approves the 2025 maximum compensation, including wages and benefits, for Goshen Police Department employees as follows:

SECTION 1 Application of Ordinance

- (A) All positions covered by this ordinance are considered full-time positions.
- (B) For the purposes of this ordinance, when reference is made to “Non-Bargaining Unit Employees” or a category of employees that are not covered by the collective bargaining agreement, this reference shall apply to employees in the following positions:
 - (1) Police Chief,
 - (2) Assistant Police Chief,
 - (3) Division Chief,
 - (4) Special Police Officer,
 - (5) Special Police Officer – Investigations & Community Relations,
 - (6) Special Police Officer – Mobile Integrated Health Officer, and
 - (7) Administrative Assistant.
- (C) For the purposes of this ordinance, when reference is made to “Bargaining Unit Employees”, a “Bargaining Unit Position”, or a category of employees that are covered by the collective bargaining agreement, this reference shall apply to employees in the following positions:
 - (1) Captain,
 - (2) Lieutenant,
 - (3) Detective,
 - (4) Sergeant,
 - (5) Patrol Officer,
 - (6) Probationary Patrol Officer, and
 - (7) School Resource Officer.

- (D) For the purposes of this ordinance, when reference is made to a "Civilian Employee" or a "Civilian Employee Position" covered by this ordinance, this reference shall apply to the following positions:
- (1) Special Police Officer,
 - (2) Special Police Officer – Investigations & Community Relations,
 - (3) Special Police Officer – Mobile Integrated Health Officer, and
 - (4) Administrative Assistant.
- (E) This ordinance does not apply to compensation paid to a Civilian Employee Position not listed in paragraph (D), and the Civilian Police Chief position. All said positions are covered by the ordinance fixing the compensation for the Civil City and Utilities Employees.

SECTION 2 Conflicting Provisions

Should the terms of the collective bargaining agreement between the City of Goshen and Elkhart FOP Lodge 52, Inc., representing all full-time sworn police officers of the Goshen Police Department, be more favorable than the provisions of this ordinance, then the Bargaining Unit Employees shall be compensated in accordance with the terms of the collective bargaining agreement.

SECTION 3 Wages

- (A) Exhibit A, 2025 Police Department Base Wages, sets forth the maximum base wages for all employees. The executive shall set the compensation for all employees within the maximum amounts established by this ordinance and, for those Bargaining Unit Employees, in accordance with the amounts established by the collective bargaining agreement.
- (B) The Police Chief, Assistant Police Chief, and Division Chief positions shall be compensated on a salary basis.
- (C) The Special Police Officer, Special Police Officer – Investigations & Community Relations, Special Police Officer – Mobile Integrated Health Officer, and Administrative Assistant positions shall be compensated for all hours worked in a seven (7) day work period in accordance with the Fair Labor Standards Act.
- (D) This subsection applies to each employee in a Bargaining Unit Position.
- (1) With the exception of employees attending the basic Indiana Law Enforcement Training Academy, any employee who works in excess of nine (9) hours in one (1) work day shall be compensated either overtime pay at the rate of one and one-half (1½) times the employee's prevailing hourly rate, or compensatory time off at the rate of one and one-half (1½) hours for each hour of overtime worked. In the event the regular workday is extended pursuant to the collective bargaining agreement, the reference to nine (9) hours in this paragraph shall be updated to reflect the extended regular workday.

- (2) An employee attending the basic Indiana Law Enforcement Training Academy shall receive compensatory time off at the rate of one and one-half (1½) hours for each hour worked in excess of eighty-one (81) hours in the work period. In the event the regular workday is extended pursuant to the collective bargaining agreement, the reference to eighty-one (81) hours in this paragraph shall be updated accordingly but in no event shall it be greater than eighty-four (84) hours.
- (E) Upon leaving city employment, an employee will be compensated for all unused compensatory time based on the higher rate of:
 - (1) The average regular rate received by the employee during the last three (3) years employment with the city; or
 - (2) The final regular rate received by the employee.

SECTION 4 Payment of Wages

- (A) The city shall issue paychecks, at minimum, on a bi-weekly basis.
- (B) Paychecks issued in 2025 will have gross wages calculated using the 2025 wage rates even if a portion of the pay period falls in 2024.

SECTION 5 Police Officers' Pension and Disability Fund

Each police officer, excluding a Special Police Officer, Special Police Officer – Investigations & Community Relations, and Special Police Officer – Mobile Integrated Health Officer, is eligible to participate in the 1977 Police Officers' and Firefighters' Pension and Disability Fund. The city shall pay the employer's percentage contribution to the pension plan as required by Indiana Code § 36-8-8-6, and the city will pay two percent (2%) of the employee's contribution to the pension plan to the extent the contribution is required by Indiana Code § 36-8-8-8.

SECTION 6 Public Employees' Retirement Fund

Each Civilian Employee is eligible to participate in the Public Employees' Retirement Fund (PERF). The city shall pay both the employer's and employee's contributions to the PERF.

SECTION 7 Health Insurance

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

SECTION 8 Vacation Leave

- (A) Each employee shall receive vacation leave beginning on the employee's first anniversary date of employment with the Police Department and each subsequent anniversary date

as set forth below, unless a higher amount is established by an agreement at the time the employee is hired:

- (1) One (1) year through seven (7) full years of service, the employee shall receive one hundred twenty-six (126) hours vacation leave.
 - (2) Starting eight (8) years through fourteen (14) full years of service, the employee shall receive one hundred eighty-nine (189) hours vacation leave.
 - (3) Starting fifteen (15) years of service, the employee shall receive two hundred fifty-two (252) hours vacation leave.
- (B) An employee shall receive payment for all earned and unused vacation leave upon termination of employment.
- (C) Vacation pay shall be paid at the employee's current wage rate.

SECTION 9 Sick Leave

- (A) Each employee shall accrue six and three-quarter (6.75) hours sick leave for each month of employment up to a maximum of eight hundred ten (810) hours sick leave.
- (B) Any employee who has accrued sick leave in excess of eight hundred ten (810) hours, but less than one thousand six hundred twenty (1,620) hours will not lose the accrued sick leave, but will not be allowed to add to the total sick leave hours accrued as of December 31, 2001.
- (C) Each employee who has two hundred seventy (270) hours sick leave accrued as of January 1st of any calendar year may sell the first fifty-four (54) hours of sick leave accrued that calendar year if not used during the calendar year at the rate of One Hundred Fifty Dollars (\$150) for each nine (9) hours of sick leave sold.
- (D) Upon retirement, city will pay a retiring employee for each nine (9) hours of accrued sick leave over four hundred fifty (450) hours, up to a maximum of ninety (90) hours, at the rate of One Hundred Dollars (\$100).
- (E) Except as provided by subsections (C) and (D), sick leave shall be paid at the employee's current wage rate.

SECTION 10 Personal Leave

- (A) Each employee shall receive forty-five (45) hours of paid personal leave per calendar year.
- (B) An employee may carry over not more than sixty-three (63) hours of unused personal leave from a previous calendar year.
- (C) Upon termination, the employee shall be paid for not more than ninety (90) hours of unused personal leave.
- (D) In the event an employee commences employment after January 31 of the current calendar year, the employee's personal leave due shall be prorated based upon the length of employment from the employee's date of hire through December 31.

(E) Personal leave shall be paid at the employee's current wage rate.

SECTION 11 Holiday Compensation

(A) Each employee shall receive holiday compensation based on the number of days equal to the number of holidays established by the Common Council under the Compensation Ordinance for Civil City and Utilities Employees, but such number shall not be less than eleven (11) days.

(1) Holiday compensation for the Police Chief, Assistant Police Chief and Division Chief positions shall be based on the employee's regular daily wage (annual base salary divided by two thousand one hundred six (2,106) multiplied by nine (9)) and multiplied by the number of holidays per calendar year as established pursuant to paragraph (A).

(2) Holiday compensation for each employee in a Civilian Employee Position shall be based on the employee's base wage per hour, multiplied by eight (8) hours per holiday, and multiplied by the number of holidays per calendar year as established pursuant to paragraph (A).

(3) Holiday compensation for each employee in a Bargaining Unit Position shall be based on the employee's regular daily wage (nine (9) hours multiplied by the regular hourly rate of base pay) multiplied by the number of holidays per calendar year as established pursuant to paragraph (A).

(B) Holiday compensation shall be paid the first pay day in November.

(C) In the event an employee commences employment after January 1 of the current calendar year, the employee's holiday compensation due shall be prorated based upon the length of employment from the employee's date of hire through December 31.

(D) In the event an employee terminates employment before December 31 of the current calendar year, the employee's holiday compensation due shall be prorated on an annual calendar year basis.

SECTION 12 Longevity Increase

(A) Each employee shall receive an annual longevity increase in accordance with the following schedule up to a maximum of Five Thousand Four Hundred Dollars (\$5,400). The employee shall continue to receive Five Thousand Four Hundred Dollars (\$5,400) each subsequent year after the employee's twentieth year of employment with the Department.

	Annual Longevity Increase	Annual Total
Year 1	\$200	\$200
Year 2	\$200	\$400
Year 3	\$200	\$600
Year 4	\$200	\$800
Year 5	\$200	\$1,000
Year 6	\$200	\$1,200
Year 7	\$200	\$1,400

Year 8	\$200	\$1,600
Year 9	\$200	\$1,800
Year 10	\$200	\$2,000
Year 11	\$200	\$2,200
Year 12	\$200	\$2,400
Year 13	\$200	\$2,600
Year 14	\$200	\$2,800
Year 15	\$200	\$3,000
Year 16	\$200	\$3,200
Year 17	\$200	\$3,400
Year 18	\$660	\$4,060
Year 19	\$670	\$4,730
Year 20	\$670	\$5,400
Year 21+	\$0	\$5,400

- (B) The annual longevity increase is to be included in the employee's regular biweekly check on a pro rata basis and adjusted annually.

SECTION 13 On-Call Pay

The officer assigned to be on-call as a detective, the officer assigned to be on-call as an evidence technician, and the Administrative Assistant assigned to be on-call as an evidence technician will be paid Eleven and 43/100 Dollars (\$11.43) per day as on-call pay.

SECTION 14 Clothing Allowance

- (A) Each employee who has completed at least one (1) year of employment with the Police Department shall receive an annual clothing allowance to purchase and maintain uniforms based on the following schedule:

- (1) Police officers, excluding a Special Police Officer, Special Police Officer – Investigations & Community Relations, and Special Police Officer – Mobile Integrated Health Officer, One Thousand Five Hundred Dollars (\$1,500).
- (2) Civilian Employees, One Thousand Three Hundred Sixty-nine Dollars (\$1,369).

- (B) The clothing allowance shall consist of two (2) equal checks payable the first pay day of April and the first pay day of October.

SECTION 15 Technical Skills Pay

- (A) An employee certified to have a technical skill beneficial to the Department shall receive annual technical skills pay based on the following schedule for up to five (5) technical skills certifications.

- (1) First technical skill, Five Hundred Dollars (\$500).
- (2) Second technical skill, Three Hundred Dollars (\$300).

- (3) Third technical skill, Three Hundred Dollars (\$300).
- (4) Fourth technical skill, Two Hundred Fifty Dollars (\$250)
- (5) Fifth technical skill, Two Hundred Fifty Dollars (\$250).

(B) The technical skills pay shall be included in the employee's regular bi-weekly paycheck.

SECTION 16 Patrol Officer in Charge of Shift

- (A) A patrol officer covered by the collective bargaining agreement who serves as the officer in charge of a shift or half-shift shall receive a bonus of Twenty-five Dollars (\$25) for each shift, or Twelve and 50/100 Dollars (\$12.50) for each half-shift.
- (B) The patrol officer in charge pay shall be included in the employee's next regular bi-weekly paycheck.
- (C) This section does not apply to a Sergeant, Lieutenant, Captain, Detective, or appointed rank such as School Resource Officer.

SECTION 17 Field Training Officer

- (A) A police officer covered by the collective bargaining agreement acting as a field training officer with a new recruit shall receive specialty pay in the amount of Thirty Dollars (\$30) for each shift, or Fifteen Dollars (\$15) for each half-shift.
- (B) The specialty pay shall be included in the employee's next regular bi-weekly paycheck.
- (C) This section does not apply to a Detective or appointed rank such as School Resource Officer.

SECTION 18 Other Specialty Pay

- (A) A police officer covered by the collective bargaining agreement acting in the following positions shall receive the following additional annual compensation as specialty pay:
 - (1) Detective Team Leader, One Thousand Two Hundred Dollars (\$1,200).
 - (2) Field Training Officer Supervisor, One Thousand Two Hundred Dollars (\$1,200).
 - (3) Honor Guard Commander, One Thousand Two Hundred Dollars (\$1,200).
 - (4) S.W.A.T. Commander, One Thousand Two Hundred Dollars (\$1,200).
 - (5) S.W.A.T. Assistant Commander, One Thousand Two Hundred Dollars (\$1,200).
- (B) The specialty pay shall be paid quarterly and prorated based on the actual time the officer spends in a position.

SECTION 19 Non-Rank Departmental Positions

- (A) A police officer covered by the collective bargaining agreement appointed to the School Resource Officer position shall receive the pay as authorized in Exhibit A while assigned to the School Resource Officer position unless the officer is a Probationary Patrol Officer. If the officer is a Probationary Patrol Officer, the officer will receive pay as a Probationary Patrol Officer until the end of the officer's probationary period.
- (B) A police officer covered by the collective bargaining agreement appointed as Training Officer shall receive the pay of the officer's actual rank or Lieutenant's pay, whichever is higher, while assigned to the Training Officer position unless the officer is a Probationary Patrol Officer. If the officer is a Probationary Patrol Officer, the officer will receive pay as a Probationary Patrol Officer until the end of the officer's probationary period.
- (C) A police officer covered by the collective bargaining agreement appointed to a position in the Drug Unit shall receive the pay of the officer's actual rank or Lieutenant's pay, whichever is higher, while assigned to the position in the Drug Unit unless the officer is a Probationary Patrol Officer. If the officer is a Probationary Patrol Officer, the officer will receive pay as a Probationary Patrol Officer until the end of the officer's probationary period.
- (D) A police officer covered by the collective bargaining agreement placed in charge of the Elkhart County Drug Unit shall receive the pay of the officer's actual rank or Captain's pay, whichever is higher, while placed in charge of the Elkhart County Drug Unit.

SECTION 20 Shift Differential

- (A) A police officer covered by the collective bargaining agreement that is regularly assigned to work an afternoon or night watch shall receive annual shift differential pay, or a prorated portion thereof, based on the following schedule.
 - (1) Afternoon watch, Three Hundred Fifty Dollars (\$350).
 - (2) Night watch, Five Hundred Dollars (\$500).
- (B) The shift differential pay shall be included in the employee's regular bi-weekly paycheck.

SECTION 21 Tuition Reimbursement

A police officer covered by the collective bargaining agreement is entitled to tuition reimbursement in accordance with the terms of the collective bargaining agreement for successful completion of a college undergraduate or graduate course. Reimbursement is limited to a maximum of six (6) credit hours per calendar year, and shall be limited to the cost of a credit hour at Indiana University-Bloomington.

SECTION 22 Wellness Program

Each employee is eligible to receive reimbursement for up to Two Hundred Dollars (\$200) per year for participation in a wellness program in accordance with the terms of the collective bargaining agreement. This section shall also apply to Non-Bargaining Unit Employees.

SECTION 23 Court Time Pay

- (A) Each employee in a Bargaining Unit Position is entitled to court time pay in accordance with the terms of the collective bargaining agreement. Court time pay shall be based on the employee's current overtime rate of pay, and a guaranteed minimum of two (2) hours shall be paid.
- (B) Any employee in a Bargaining Unit Position who retires or leaves the department due to a medical disability or leaves without disciplinary proceedings and is required to testify on behalf of the city or state shall be paid at the rate of pay the former employee last held in accordance with the terms of the collective bargaining agreement.

SECTION 24 Funeral Leave

An employee is entitled to three (3) work days off without loss of pay in accordance with the terms of the collective bargaining agreement due to the death of an employee's immediate family member. This section shall also apply to Non-Bargaining Unit Employees.

SECTION 25 Duty-Related Illness or Injury

A police officer who suffers an injury or contracts an illness while performing the employee's duties shall receive pay and benefits and/or payment for the employee's care to treat the illness or injury in accordance with the terms of the collective bargaining agreement. This section shall also apply to the Police Chief, Assistant Police Chief and Division Chief positions.

SECTION 26 Cell Phone Stipend

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

SECTION 27 Residency Bonus

A police officer shall receive an annual residency bonus in the amount of One Thousand Dollars (\$1,000), or a prorated portion thereof, based on the period of time the police officer resides on a permanent basis in the Goshen city limits in accordance with the current Residency Bonus Policy.

SECTION 28 Hiring Bonus

A new employee meeting the eligibility prerequisites set forth in the collective bargaining agreement between the City of Goshen and Elkhart FOP Lodge 52, Inc. before beginning employment as a police officer with the Goshen Police Department is eligible to receive a hiring bonus. The prospective employee must enter an agreement with the City of Goshen consistent

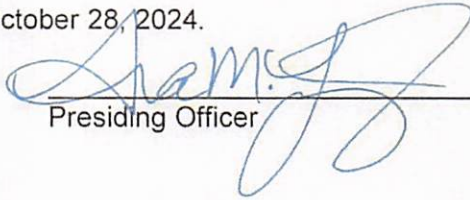
with the terms of the collective bargaining agreement, unless the eligibility prerequisites set forth in the collective bargaining agreement are formally waived by the Elkhart FOP Lodge 52, Inc. The amount of the hiring bonus and when it will be paid will be determined by the Board of Public Works and Safety. In addition, upon commencement of employment, the eligible police officer will receive a base wage equal to the base wage paid to a patrol officer as set forth in Exhibit A and the eligible police officer will receive forty-five (45) hours of paid sick leave.

SECTION 29 Local Pension Board Secretary

An employee serving as the secretary to the Local Pension Board shall receive additional compensation of Three Thousand Seven Hundred Seventy Dollars (\$3,770) per year. The additional compensation shall be included in the employee's regular bi-weekly paycheck while serving as secretary to the Local Pension Board.

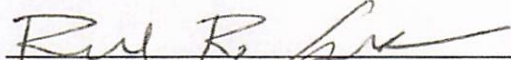
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PASSED by the Goshen Common Council on October 28, 2024.



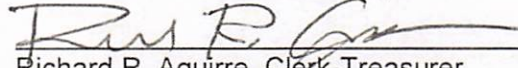
Presiding Officer

ATTEST:



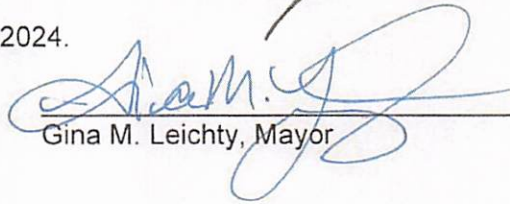
Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor on October 30, 2024, at the hour of 2:55 p.m.



Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on October 28, 2024.



Gina M. Leichty, Mayor

EXHIBIT A
2025 Police Department Base Wages
(as Amended 10/28/24)

POLICE OFFICERS

	<u>Annual Base Salary</u>	<u>Bi-Weekly Salary</u>	<u>Base Wage per Hour</u>
Police Chief		\$3,867.88	
Assistant Police Chief		\$3,662.63	
Division Chief		\$3,495.01	
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

	<u>Base Wage per Hour</u>
Special Police Officer	\$28.32
Special Police Officer – Investigations & Community Relations	\$28.89
Special Police Officer – Mobile Integrated Health Officer	\$30.05
Administrative Assistant	\$25.31

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Exhibit #9

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-02-411	COUNCIL/PART TIME	\$ 110,428	\$ 113,750	\$ 117,900	\$ 122,400	\$ 122,400	
	COUNCIL/TECHNOLOGY STIPEND	\$ 1,990	\$ 2,701	\$ 3,500		\$ -	
1101-5-02-413	COUNCIL/MEDICARE	\$ 1,630	\$ 1,689	\$ 1,760	\$ 1,780	\$ 1,780	
	COUNCIL/SOCIAL SECURITY	\$ 6,970	\$ 7,220	\$ 7,530	\$ 7,590	\$ 7,590	
1101-5-02-421	COUNCIL/RETREAT	\$ 71	\$ -	\$ 1,000	\$ 3,500	\$ 3,500	
	COUNCIL/STATIONERY/PRINTING	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	
1101-5-02-423	COUNCIL/TECHNOLOGY SUPPLIES				\$ 10,000	\$ 10,000	
1101-5-02-432	COUNCIL/TRAVEL EXPENSES	\$ -	\$ 1,363	\$ 3,500	\$ 3,500	\$ 3,500	
1101-5-02-439	COUNCIL/ELECTION EXPENSE	\$ -	\$ 59,166	\$ 30,834	\$ -	\$ -	
		\$ 121,089	\$ 185,889	\$ 167,024	\$ 149,770	\$ 149,770	
1101-5-03-411	MAYOR/FULLTIME PERSONNEL	\$ 367,546	\$ 305,326	\$ 384,300	\$ 335,000	\$ 404,000	Move Budget + Purchasing Manager from Building and Grounds to Mayor's Office.
	MAYOR/INCREMENT	\$ 2,336	\$ 2,500	\$ 300	\$ 600	\$ 600	
	MAYOR/LONGEVITY	\$ 2,925	\$ 1,165	\$ -	\$ -	\$ -	
1101-5-03-413	MAYOR/CELL PHONE	\$ 1,975	\$ 1,037	\$ 2,400	\$ 2,400	\$ 2,400	
	MAYOR/CLOTHING/BOOT/FITNESS	\$ 300	\$ 200	\$ 400	\$ 400	\$ 400	
	MAYOR/INSURANCE	\$ 95,899	\$ 83,080	\$ 105,500	\$ 88,600	\$ 110,750	Adjusted benefits to reflect move of Budget + Purchasing Manager to Mayor's Department.
	MAYOR/MEDICARE	\$ 5,099	\$ 4,218	\$ 5,580	\$ 4,900	\$ 5,880	
	MAYOR/RETIREMENT	\$ 53,093	\$ 44,046	\$ 54,620	\$ 47,700	\$ 57,500	
	MAYOR/SOCIAL SECURITY	\$ 21,803	\$ 18,036	\$ 23,850	\$ 20,800	\$ 25,050	
1101-5-03-421	MAYOR/OTHER OFFICE EXPENSES	\$ 1,438	\$ 8,997	\$ 3,000	\$ 4,000	\$ 4,000	
	MAYOR/STATIONERY AND PRINTING	\$ -	\$ 340	\$ 500	\$ 500	\$ 500	
1101-5-03-432	MAYOR/POSTAGE	\$ -	\$ 145	\$ 400	\$ 2,000	\$ 2,000	
	MAYOR/TRAVEL EXPENSES	\$ 6,167	\$ 4,695	\$ 6,000	\$ 8,000	\$ 6,000	Reduced with employee transferred to Community Engagement.
1101-5-03-433	MAYOR/OTH PRINT & ADVERTISING	\$ -	\$ 180	\$ 200	\$ 1,000	\$ 1,000	
1101-5-03-439	MAYOR/SUBSCRIPTION-DUES	\$ 1,308	\$ 859	\$ 1,000	\$ 1,300	\$ 1,300	
		\$ 559,889	\$ 474,824	\$ 588,050	\$ 517,200	\$ 621,380	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-04-411	C-T/FULL TIME PERSONNEL	\$ 377,500	\$ 400,889	\$ 417,800	\$ 492,600	\$ 492,600	
	C-T/INCREMENT	\$ 2,536	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	
	C-T/OVERTIME	\$ 9,697	\$ 966	\$ 10,000	\$ 10,000	\$ 10,000	
	C-T/PART-TIME PERSONNEL	\$ 13,563	\$ 27,752	\$ 53,000	\$ 30,500	\$ 30,500	
1101-5-04-413	C-T/CELL PHONE	\$ 600	\$ 600	\$ 1,200	\$ 1,200	\$ 1,200	
	C-T/CLOTHING/BOOT/FITNESS	\$ 339	\$ 100	\$ 800	\$ 900	\$ 900	
	C-T/INSURANCE	\$ 126,158	\$ 137,888	\$ 148,000	\$ 177,200	\$ 177,200	
	C-T/MEDICARE	\$ 5,344	\$ 5,760	\$ 7,100	\$ 7,670	\$ 7,670	
	C-T/RETIREMENT	\$ 54,219	\$ 53,073	\$ 61,200	\$ 70,700	\$ 70,700	
	C-T/SOCIAL SECURITY	\$ 22,849	\$ 24,630	\$ 30,000	\$ 32,800	\$ 32,800	
1101-5-04-421	C-T/OTHER OFFICE EXPENSES	\$ 5,840	\$ 10,081	\$ 13,000	\$ 15,000	\$ 15,000	
1101-5-04-431	C-T/PROFESSIONAL SERVICES	\$ -	\$ 49	\$ 3,000	\$ 5,000	\$ 5,000	
1101-5-04-432	C-T/POSTAGE	\$ 3,952	\$ 5,727	\$ 4,500	\$ 6,000	\$ 6,000	
	C-T/TRAVEL EXPENSES	\$ 5,530	\$ 1,464	\$ 4,500	\$ 7,500	\$ 7,500	
1101-5-04-439	C-T/INSTRUCTION	\$ 6,896	\$ 4,721	\$ 6,000	\$ 5,000	\$ 5,000	
	C-T/SUBSCRIPTION & DUES	\$ 2,493	\$ 936	\$ 2,000	\$ 3,000	\$ 3,000	
		\$ 637,515	\$ 677,638	\$ 765,100	\$ 868,070	\$ 868,070	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-05-411	LEGAL/FULLTIME PERSONNEL	\$ 438,016	\$ 455,281	\$ 527,100	\$ 620,650	\$ 620,650	
	LEGAL/INCREMENT	\$ 3,529	\$ 3,700	\$ 4,200	\$ 5,000	\$ 5,000	
	LEGAL/PART-TIME PERSONNEL	\$ 17,766	\$ 11,009	\$ 64,200	\$ -	\$ -	
1101-5-05-413	LEGAL/CLOTHING/BOOT/FITNESS	\$ 97	\$ 100	\$ 700	\$ 700	\$ 700	
	LEGAL/INSURANCE	\$ 124,060	\$ 134,097	\$ 172,900	\$ 155,050	\$ 155,050	Keeping this amount the same for now. Transition date for part time to full-time employee still TBD.
	LEGAL/MEDICARE	\$ 6,158	\$ 6,258	\$ 8,640	\$ 9,080	\$ 9,080	
	LEGAL/RETIREMENT	\$ 61,177	\$ 63,957	\$ 84,600	\$ 88,130	\$ 88,130	
	LEGAL/SOCIAL SECURITY	\$ 26,329	\$ 26,759	\$ 36,920	\$ 39,040	\$ 39,040	
1101-5-05-421	LEGAL/OTHER OFFICE EXPENSES	\$ 3,038	\$ 3,587	\$ 5,732	\$ 5,000	\$ 5,000	
1101-5-05-431	LEGAL/PROFESSIONAL SERVICES	\$ 35,844	\$ 20,950	\$ 4,000	\$ -	\$ -	
1101-5-05-432	LEGAL/POSTAGE	\$ 1,704	\$ 537	\$ 3,000	\$ 3,000	\$ 3,000	
	LEGAL/TRAVEL EXPENSES	\$ 271	\$ 383	\$ 1,400	\$ 1,500	\$ 1,500	
1101-5-05-433	LEGAL/OTHER PRINTING & ADVERTI	\$ 3,959	\$ 2,577	\$ 21,000	\$ 19,000	\$ 19,000	
1101-5-05-439	LEGAL/INSTRUCTION	\$ 439	\$ 320	\$ 1,400	\$ 2,310	\$ 2,310	
	LEGAL/OTHER SERVICES AND CHARG	\$ 7,606	\$ 9,297	\$ 11,505	\$ 10,265	\$ 10,265	
	LEGAL/SUBSCRIPTIONS AND DUES	\$ 1,011	\$ 776	\$ 1,900	\$ 1,900	\$ 1,900	
		\$ 731,003	\$ 739,588	\$ 949,197	\$ 960,625	\$ 960,625	
1101-5-06-411	COURT/FULLTIME PERSONNEL	\$ 242,682	\$ 255,709	\$ 276,000	\$ 330,000	\$ 330,000	
	COURT/INCREMENT	\$ 2,200	\$ 2,600	\$ 3,000	\$ 3,500	\$ 3,500	
	COURT/PART-TIME PERSONNEL	\$ -	\$ 4,003	\$ 12,000	\$ 12,000	\$ 12,000	Reimbursed about \$85k for Judicial Salary, Court Administrative Fee, Court Docket Fees
1101-5-06-413	COURT/CLOTHING/BOOT/FITNESS	\$ -	\$ -	\$ 500	\$ 600	\$ 600	
	COURT/INSURANCE	\$ 75,203	\$ 78,531	\$ 84,400	\$ 110,750	\$ 110,750	
	COURT/MEDICARE	\$ 3,293	\$ 3,547	\$ 4,220	\$ 5,030	\$ 5,030	
	COURT/RETIREMENT	\$ 27,105	\$ 29,964	\$ 39,620	\$ 46,880	\$ 46,880	
	COURT/SOCIAL SECURITY	\$ 14,080	\$ 15,166	\$ 18,100	\$ 21,440	\$ 21,440	
1101-5-06-431	COURT/OTHER PROFESSIONAL FEES	\$ 18,546	\$ 25,026	\$ 30,000	\$ 50,000	\$ 50,000	
1101-5-06-432	COURT/TRAVEL EXPENSE	\$ 452	\$ 510	\$ 2,000	\$ 2,000	\$ 2,000	
		\$ 383,560	\$ 415,055	\$ 469,840	\$ 582,200	\$ 582,200	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-01-411	CE/INCREMENT	\$ -	\$ 200	\$ -	\$ 500	\$ 500	
	CE/FULLTIME PERSONNEL	\$ -	\$ 33,998	\$ 56,900	\$ 110,000	\$ 110,000	
1101-5-01-413	CE/CLOTHING/BOOT/FITNESS	\$ -	\$ -	\$ 100	\$ 200	\$ 200	
	CE/CELL PHONE	\$ -	\$ 288	\$ 600	\$ 1,200	\$ 1,200	
	CE/MEDICARE	\$ -	\$ 475	\$ 830	\$ 1,600	\$ 1,600	
	CE/SOCIAL SECURITY	\$ -	\$ 2,033	\$ 3,530	\$ 6,850	\$ 6,850	
	CE/RETIREMENT	\$ -	\$ 4,586	\$ 8,080	\$ 15,650	\$ 15,650	
	CE/INSURANCE	\$ -	\$ 16,316	\$ 21,100	\$ 66,500	\$ 44,350	
1101-5-01-421	CE/OTHER OFFICE EXPENSES	\$ -	\$ -	\$ 200	\$ 200	\$ 200	
1101-5-01-431	CE/PROFESSIONAL SERVICES	\$ -	\$ 1,450	\$ 1,500	\$ 1,500	\$ 1,500	
	CE/CONTRACTUAL SERVICES	\$ -	\$ -	\$ 3,000	\$ 3,000	\$ 3,000	
1101-5-01-432	CE/TRAVEL EXPENSES	\$ -	\$ -	\$ 1,000	\$ 3,000	\$ 3,000	
1101-5-01-433	CE/OTHER PRINTING & ADVERTISI	\$ 336	\$ 110	\$ 1,000	\$ 1,000	\$ 1,000	
1101-5-01-439	CE/EDUCATION & PROMOTION	\$ 1,636	\$ 2,936	\$ 4,000	\$ 7,000	\$ 7,000	
	CE/EVENTS EXPENSES	\$ 2,900	\$ 3,045	\$ 3,000	\$ 10,000	\$ 10,000	\$7,000 covered by sponsorship income for special events.
		\$ 4,872	\$ 65,436	\$ 104,840	\$ 228,200	\$ 206,050	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-07-411	BD WORKS/COMP TIME BUYOUT	\$ -	\$ -	\$ 250,000	\$ -	\$ -	
	BD WORKS/FULLTIME PERSONNEL	\$ 63,088	\$ 60,224	\$ -	\$ -	\$ -	
	BD WORKS/INCREMENT PAY	\$ 1,027	\$ 1,142	\$ 1,300	\$ -	\$ -	
	BD WORKS/PARTTIME PERSONNEL	\$ 18,986	\$ 18,381	\$ 21,000	\$ 24,000	\$ 24,000	
1101-5-07-413	BD WORKS/CLOTHING/BOOT/FITNESS	\$ 50	\$ 150	\$ -	\$ -	\$ -	
	BD WORKS/HEALTH INSURANCE	\$ 18,801	\$ 19,895	\$ -	\$ -	\$ -	
	BD WORKS/MEDICARE TAX	\$ 1,145	\$ 1,091	\$ 330	\$ 350	\$ 350	
	BD WORKS/RETIREMENT	\$ 6,208	\$ 34,972	\$ -	\$ -	\$ -	
	BD WORKS/SOCIAL SECURITY	\$ 4,897	\$ 4,663	\$ 1,390	\$ 1,490	\$ 1,490	
1101-5-07-421	BD WORKS/COPIER SUPPLIES	\$ 3,069	\$ 3,380	\$ 2,000	\$ 4,000	\$ 4,000	
	BD WORKS/LEGAL NOTICES PUB	\$ 1,211	\$ 1,655	\$ 3,000	\$ 3,000	\$ 3,000	
	BD WORKS/OTHER OFFICE EXP	\$ 27,168	\$ 13,131	\$ 25,000	\$ 30,000	\$ 30,000	
1101-5-07-423	BD WORKS/BLDG MATERIAL & SUPPL	\$ -	\$ -	\$ 6,000	\$ -	\$ -	
1101-5-07-429	BD WORKS/ELECTRICAL SUPPLIES	\$ 21,000	\$ 3,289	\$ 25,000	\$ 25,000	\$ 25,000	
	BD WORKS/OTHER OPERATING SUPPL	\$ 9,738	\$ 12,152	\$ 15,000	\$ 15,000	\$ 15,000	
1101-5-07-431	BD WORKS/ENVIRONMENTAL CTR	\$ -	\$ -	\$ 220,000	\$ 240,000	\$ 240,000	
	BD WORKS/MAINTEN CONTRACTS	\$ 1,478	\$ 3,669	\$ 14,000	\$ -	\$ -	
	BD WORKS/MAYOR'S ART COUNCIL	\$ -	\$ 10,122	\$ 20,000	\$ 20,000	\$ 20,000	
	BD WORKS/MEDICAL EXPENSES	\$ 50	\$ 50	\$ -	\$ -	\$ -	
	BD WORKS/MOSQUITO CONTROL	\$ 26,293	\$ 32,186	\$ 33,000	\$ 40,000	\$ 40,000	
	BD WORKS/PROFESSIONAL SERVICE	\$ 52,885	\$ 74,167	\$ 50,000	\$ 50,000	\$ 50,000	
	BD WORKS/SERVICES CONTRACTUAL	\$ 479,757	\$ 468,987	\$ 120,000	\$ 460,000	\$ 460,000	
1101-5-07-432	BD WORKS/OTHER COMM-TRANSPTN	\$ 56,983	\$ 62,000	\$ 75,000	\$ 325,000	\$ 325,000	
	BD WORKS/POSTAGE	\$ 118	\$ -	\$ 500	\$ -	\$ -	
	BD WORKS/TELEPHONE	\$ 43,015	\$ 50,941	\$ 45,000	\$ 60,000	\$ 60,000	
	BD WORKS/TRAVEL EXPENSES	\$ 9,455	\$ -	\$ 12,000	\$ -	\$ -	
1101-5-07-433	BD WORKS/OTHER PRINT-ADV	\$ 272	\$ 569	\$ 2,000	\$ 1,000	\$ 1,000	
1101-5-07-434	BD WORKS/OTHER INSURANCE	\$ 596,793	\$ 660,796	\$ 600,000	\$ 800,000	\$ 800,000	
1101-5-07-435	BD WORKS/ELECTRICITY	\$ 310,796	\$ 361,491	\$ 400,000	\$ 450,000	\$ 450,000	
	BD WORKS/GAS	\$ 71,987	\$ 48,645	\$ 75,000	\$ 50,000	\$ 50,000	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
	BD WORKS/STORMWATER FEES	\$ 6,636	\$ 3,311	\$ 10,000	\$ 8,000	\$ 8,000	
	BD WORKS/WATER	\$ 24,665	\$ 26,982	\$ 25,000	\$ 30,000	\$ 30,000	
1101-5-07-436	BD WORKS/ELECTRICAL MAINTENANC	\$ 13,641	\$ 11,826	\$ 58,841	\$ 60,000	\$ 60,000	
1101-5-07-437	BD WORKS/CATCH BASIN RENTAL	\$ 49,696	\$ 68,537	\$ 53,000	\$ 60,000	\$ 60,000	
	BD WORKS/LEASE RENTAL FEES	\$ -	\$ -	\$ -	\$ -	\$ -	
1101-5-07-439	BD WORKS/ OTHER SERVICE CHARGE	\$ 4,555	\$ 4,096	\$ -	\$ -	\$ -	
	BD WORKS/APP-RECORDER FEES	\$ 655	\$ 353	\$ 2,000	\$ 1,000	\$ 1,000	
	BD WORKS/BANK CHARGES	\$ 90,136	\$ 67,780	\$ -	\$ -	\$ -	
	BD WORKS/EDUCATION & PROMOTION	\$ 13,073	\$ 590	\$ 15,000	\$ 15,000	\$ 15,000	
	BD WORKS/EMERGENCY SUPP SVCS	\$ 37,430	\$ -	\$ -	\$ -	\$ -	
	BD WORKS/MEMORIAL DAY EXP	\$ 1,000	\$ 932	\$ 2,500	\$ 2,500	\$ 2,500	
	BD WORKS/OFFICIAL BONDS	\$ 4,075	\$ 3,300	\$ 7,000	\$ 7,000	\$ 7,000	
	BD WORKS/SUBSCRIPTIONS & DUES	\$ 125	\$ 23,562	\$ 20,000	\$ 20,000	\$ 20,000	
	BD WORKS/TRASH COLLECTION	\$ 1,613,752	\$ 2,034,907	\$ 2,368,898	\$ 2,800,000	\$ 2,500,000	Reimbursed \$63k annually from County for Recycling Center. Reduced by \$300,000 which should have been allocated for Technology department.
1101-5-07-442	BD WORKS/CAPITAL PROJECTS	\$ 1,621,203	\$ 67,592	\$ 650,000	\$ -	\$ -	
1101-5-07-444	BD WORKS/LANDSCAPE STREETS	\$ -	\$ -	\$ -	\$ -	\$ -	
1101-5-07-445	BD WORKS/OTHER EQUIPMENT	\$ 134,667	\$ 744,805	\$ 400,000	\$ -	\$ -	
		\$ 5,441,578	\$ 5,006,320	\$ 5,628,759	\$ 5,602,340	\$ 5,302,340	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-08-411	TECH/FULL TIME PERSONNEL	\$ -	\$ -	\$ 300,000	\$ 250,000	\$ 250,000	
	TECH/PART TIME PERSONNEL	\$ -	\$ -	\$ 28,000	\$ 30,000	\$ 30,000	
1101-5-08-413	TECH/CELL PHONE	\$ -	\$ -	\$ 1,800	\$ 2,400	\$ 2,400	
	TECH/CLOTHING/BOOT/FITNESS	\$ -	\$ -	\$ 450	\$ 350	\$ 350	
	TECH/INSURANCE	\$ -	\$ -	\$ 85,000	\$ 88,750	\$ 88,750	
	TECH/MEDICARE	\$ -	\$ -	\$ 4,800	\$ 4,100	\$ 4,100	
	TECH/RETIREMENT	\$ -	\$ -	\$ 4,300	\$ 35,500	\$ 35,500	
	TECH/SOCIAL SECURITY	\$ -	\$ -	\$ 20,400	\$ 17,400	\$ 17,400	
1101-5-08-421	TECH/OTHER OFFICE SUPPLIES	\$ -	\$ -	\$ 10,000	\$ 2,500	\$ 2,500	
1101-5-08-423	TECH/CONTRACTUAL SERVICES	\$ -	\$ -	\$ 50,000	\$ -	\$ -	
	TECH/OTHER EQUIPMENT	\$ -	\$ -	\$ 20,000	\$ 20,000	\$ 20,000	
1101-5-08-431	TECH/PROFESSIONAL SERVICES	\$ -	\$ -	\$ 50,000	\$ 40,000	\$ 40,000	
1101-5-08-436	TECH/Cybersecurity Measures				\$ 10,000	\$ 10,000	
1101-5-08-439	TECH/SOFTWARE	\$ -	\$ -	\$ 118,000	\$ -	\$ 300,000	Moved \$300,000 from BD WORKS/TRASH COLLECTION
	TECH/SUBSCRIPTIONS & DUES	\$ -	\$ -	\$ 20,000	\$ 10,000	\$ 10,000	
		\$ -	\$ -	\$ 712,750	\$ 511,000	\$ 811,000	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-09-411	CEMETERIES/FULLTIME PERSONNEL	\$ 115,560	\$ 150,622	\$ 169,920	\$ 176,800	\$ 176,800	Cemeteries partially reimbursed through 90% of Cemetery Billings, roughly \$70k
	CEMETERIES/INCREMENT	\$ 1,800	\$ 2,068	\$ 2,300	\$ 2,600	\$ 2,600	
	CEMETERIES/OVERTIME	\$ 2,465	\$ 3,205	\$ 3,600	\$ 3,600	\$ 3,600	
	CEMETERIES/PARTTIME PERSONNEL	\$ 47,816	\$ 77,465	\$ 85,000	\$ 87,000	\$ 87,000	
1101-5-09-413	CEMETERIES/CLOTHING/BOOT/FITNE	\$ 200	\$ 175	\$ 300	\$ 300	\$ 300	
	CEMETERIES/INSURANCE	\$ 37,601	\$ 58,220	\$ 63,290	\$ 66,450	\$ 66,450	
	CEMETERIES/MEDICARE	\$ 2,298	\$ 3,184	\$ 3,785	\$ 3,900	\$ 3,900	
	CEMETERIES/RETIREMENT	\$ 16,958	\$ 22,137	\$ 24,970	\$ 25,000	\$ 25,000	
	CEMETERIES/SOCIAL SECURITY	\$ 9,824	\$ 13,616	\$ 16,175	\$ 16,700	\$ 16,700	
1101-5-09-421	CEMETERIES/OTHER OFFICE SUPPLI	\$ 193	\$ 515	\$ 300	\$ 300	\$ 300	
1101-5-09-422	CEMETERIES/GAS, DIESEL, PROPANE	\$ 11,935	\$ 12,477	\$ 16,700	\$ 17,000	\$ 17,000	
	CEMETERIES/PPE	\$ -	\$ -	\$ -	\$ 300	\$ 300	
1101-5-09-423	CEMETERIES/BLDG MATERIAL & SUP	\$ 1,242	\$ 267	\$ 1,500	\$ 1,500	\$ 1,500	
	CEMETERIES/REPAIR PARTS	\$ 717	\$ 827	\$ -	\$ -	\$ -	
	CEMETERIES/REPAIRS BLDG/STEET	\$ 1,601	\$ 1,482	\$ 2,700	\$ 2,700	\$ 2,700	
	CEMETERIES/SECURITY MONITORING	\$ -	\$ -	\$ 650	\$ 720	\$ 720	
1101-5-09-429	CEMETERIES/OTHER OPERATING SUP	\$ 4,817	\$ 4,611	\$ 3,950	\$ 4,200	\$ 4,200	
1101-5-09-431	CEMETERIES/TREE PURCH & MOVE	\$ 100	\$ 240	\$ 4,400	\$ 400	\$ 400	
	CEMETERIES/TREE TRIM & REMOVAL	\$ 6,000	\$ 4,450	\$ 6,800	\$ 7,000	\$ 7,000	
1101-5-09-436	CEMETERIES/EQUIPMENT REPAIRS	\$ 743	\$ 4,240	\$ 1,800	\$ 1,900	\$ 1,900	
	CEMETERIES/GRAVE & MONUMT MOVE	\$ 3,510	\$ 2,250	\$ 3,800	\$ 3,800	\$ 3,800	
	CEMETERIES/REPAIR BLDG-STRUCTU	\$ 1,012	\$ 247	\$ 2,300	\$ 2,300	\$ 2,300	
	CEMETERIES/STREET, ALLEY & SEWE	\$ 480	\$ 522	\$ 600	\$ 600	\$ 600	
1101-5-09-445	CEMETERIES/MACHINERY & TOOLS	\$ 40,665	\$ 40,000	\$ 105,000	\$ 30,000	\$ 30,000	
1101-5-09-449	CEMETERIES/OTHER CAPITAL	\$ -	\$ -	\$ -	\$ 28,000	\$ 28,000	
		\$ 307,537	\$ 402,822	\$ 519,840	\$ 483,070	\$ 483,070	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-10-411	ENGINEER/FULLTIME PERSONNEL	\$ 619,335	\$ 599,890	\$ 623,000	\$ 768,100	\$ 768,100	
	ENGINEER/INCREMENT	\$ 7,634	\$ 8,004	\$ 8,500	\$ 8,000	\$ 8,000	
	ENGINEER/PARTTIME PERSONNEL	\$ 26,403	\$ 42,138	\$ 17,000	\$ 47,500	\$ 47,500	
	ENGINEERING/OVERTIME	\$ 219	\$ 730	\$ 10,000	\$ 15,000	\$ 15,000	
1101-5-10-413	ENGINEER/CELL PHONE	\$ 4,630	\$ 4,731	\$ 7,000	\$ 5,000	\$ 5,000	
	ENGINEER/CLOTHING/BOOT/FITNESS	\$ 349	\$ 250	\$ 1,150	\$ 1,000	\$ 1,000	
	ENGINEER/INSURANCE	\$ 180,200	\$ 174,420	\$ 233,000	\$ 199,350	\$ 221,500	
	ENGINEER/MEDICARE	\$ 8,803	\$ 8,753	\$ 9,550	\$ 12,160	\$ 12,160	
	ENGINEER/RETIREMENT	\$ 89,060	\$ 82,070	\$ 91,100	\$ 109,100	\$ 109,100	
	ENGINEER/SOCIAL SECURITY	\$ 37,640	\$ 37,429	\$ 40,830	\$ 51,990	\$ 51,990	
1101-5-10-421	ENGINEER/OTHER OFFICE EXPENSES	\$ 2,176	\$ 203	\$ 6,000	\$ 6,000	\$ 6,000	
	ENGINEER/STATIONERY & PRINT	\$ 168	\$ -	\$ 1,000	\$ 1,500	\$ 1,500	
1101-5-10-422	ENGINEER/GAS, DIESEL, PROPANE	\$ 2,064	\$ 2,025	\$ 2,500	\$ 2,500	\$ 2,500	
1101-5-10-429	ENGINEER/OTHER SUPPLIES	\$ 3,595	\$ 3,211	\$ 4,000	\$ 4,000	\$ 4,000	
	ENGINEER/OTHER SUPPLIES & EQUIPMENT				\$ 500	\$ 500	
1101-5-10-431	ENGINEER/PROFESSIONAL SERVICES	\$ -	\$ 968	\$ 2,000	\$ 2,000	\$ 2,000	
1101-5-10-432	ENGINEER/POSTAGE	\$ 1,054	\$ 888	\$ 1,200	\$ 1,200	\$ 1,200	
	ENGINEER/TRAVEL EXPENSES	\$ 951	\$ 1,817	\$ 3,000	\$ 4,000	\$ 4,000	
1101-5-10-433	ENGINEER/OTHER PRINTING & ADV	\$ -	\$ -	\$ 400	\$ 400	\$ 400	
1101-5-10-436	ENGINEER/EQUIPMENT REPAIRS	\$ 1,320	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	
1101-5-10-439	ENGINEER/SUBS & DUES	\$ 522	\$ 461	\$ 700	\$ 700	\$ 700	
1101-5-10-445	ENGINEERING/OTHER EQUIPMENT	\$ 1,231	\$ 373	\$ -	\$ 500	\$ 500	
		\$ 987,355	\$ 971,360	\$ 1,064,930	\$ 1,243,500	\$ 1,265,650	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-11-411	POLICE/COM ORTD POLICING	\$ 6,778	\$ 7,226	\$ 5,300	\$ 5,300	\$ 5,300	
	POLICE/DUI ENFORCE PAY	\$ 777	\$ 2,306	\$ 13,200	\$ 13,200	\$ 13,200	
	POLICE/FULLTIME PERSONNEL	\$ 4,346,174	\$ 4,606,524	\$ 5,562,000	\$ 5,574,000	\$ 5,574,000	Reimbursed \$20k in Police Alarms
	POLICE/HOLIDAY PAY	\$ 201,955	\$ 218,990	\$ 345,000	\$ 306,300	\$ 306,300	
	POLICE/INCREMENT PAY	\$ 6,235	\$ 27,890	\$ -	\$ -	\$ -	
	POLICE/OPERATION PULLOVER	\$ 1,188	\$ 891	\$ 10,000	\$ 2,000	\$ 2,000	Reimbursed from State, about \$2,500 per year
	POLICE/OVERTIME	\$ 387,726	\$ 392,523	\$ 393,000	\$ 500,000	\$ 500,000	
	POLICE/PARTTIME PERSONNEL	\$ 55,884	\$ 50,944	\$ 90,100	\$ -	\$ -	
	POLICE/RESIDENCY BONUS	\$ 13,600	\$ 12,000	\$ 17,000	\$ 17,000	\$ 17,000	
	POLICE/SHIFT DIFFERENTIAL	\$ 27,935	\$ 20,059	\$ 28,820	\$ 28,400	\$ 28,400	
	POLICE/SPECIALTY PAY	\$ 94,754	\$ 92,594	\$ 141,000	\$ 140,400	\$ 140,400	
	POLICE/WELLNESS	\$ 9,286	\$ 9,541	\$ 16,400	\$ 16,400	\$ 16,400	
1101-5-11-413	POLICE/2002 BENEFIT	\$ 10,000	\$ 5,400	\$ 13,000	\$ 20,000	\$ 20,000	
	POLICE/CELL PHONE	\$ 12,923	\$ 16,779	\$ 20,600	\$ 24,000	\$ 24,000	
	POLICE/CLOTHING	\$ 110,789	\$ 98,899	\$ 115,560	\$ 115,600	\$ 115,600	
	POLICE/CLOTHING/BOOT/FITNESS	\$ 288	\$ 50	\$ 350	\$ 400	\$ 400	
	POLICE/EARNED TIME BUY BACK	\$ 55,143	\$ 22,443	\$ 46,500	\$ 60,000	\$ 60,000	
	POLICE/HEALTH INSURANCE	\$ 1,383,123	\$ 1,458,570	\$ 1,670,000	\$ 1,727,700	\$ 1,727,700	
	POLICE/LONGEVITY	\$ 161,240	\$ 141,365	\$ 181,400	\$ 176,500	\$ 176,500	
	POLICE/MEDICARE	\$ 72,111	\$ 77,093	\$ 91,000	\$ 99,900	\$ 99,900	
	POLICE/RESERVES CLOTHING ALLOW	\$ 3,688	\$ 1,500	\$ 6,000	\$ 6,000	\$ 6,000	
	POLICE/RETIREMENT PERF	\$ 77,781	\$ 79,831	\$ 78,500	\$ 109,500	\$ 109,500	
	POLICE/SOCIAL SECURITY	\$ 34,370	\$ 35,058	\$ 50,150	\$ 52,400	\$ 52,400	
1101-5-11-421	POLICE/OTHER OFFICE EXPENSES	\$ 10,659	\$ 12,417	\$ 14,000	\$ 20,000	\$ 20,000	
	POLICE/STATIONERY & PRINTING	\$ 9,852	\$ 12,334	\$ 12,500	\$ 12,500	\$ 12,500	
1101-5-11-422	POLICE/DRUG UNIT	\$ 1,459	\$ 107	\$ 6,800	\$ 6,800	\$ 6,800	
	POLICE/ERT SUPPLIES & TRAINING	\$ 9,981	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	
	POLICE/GAS/DIESEL,PROPANE	\$ 40,591	\$ -	\$ -	\$ -	\$ -	
	POLICE/K-9 SUPPLIES,CARE,EQUIP	\$ 4,277	\$ 4,804	\$ 5,000	\$ 5,000	\$ 5,000	
	POLICE/OTHER EQUIPMENT	\$ 114,874	\$ 194,337	\$ 214,000	\$ 200,600	\$ 200,600	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
	POLICE/OTHER SUPPLIES	\$ 17,694	\$ 15,341	\$ 15,000	\$ 15,000	\$ 15,000	
	POLICE/PPE	\$ 20,000	\$ 10,929	\$ 22,296	\$ 20,000	\$ 20,000	
1101-5-11-431	POLICE/MEDICAL EXPENSES	\$ 15,547	\$ 7,974	\$ 19,500	\$ 18,000	\$ 18,000	
	POLICE/PAST EMP COURT PAY	\$ 381	\$ 251	\$ 500	\$ 1,000	\$ 1,000	
1101-5-11-432	POLICE/POSTAGE	\$ 2,855	\$ 1,844	\$ 4,000	\$ 4,000	\$ 4,000	
	POLICE/TRAVEL EXPENSES	\$ 22,369	\$ 26,494	\$ 31,872	\$ 40,000	\$ 40,000	
1101-5-11-436	POLICE/EQUIPMENT REPAIRS	\$ 17,544	\$ 21,891	\$ 20,000	\$ 35,000	\$ 35,000	
	POLICE/MAINTENANCE CONTRACTS	\$ 21,459	\$ 20,995	\$ 47,554	\$ 31,720	\$ 31,720	
1101-5-11-437	POLICE/OTHER RENTALS	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	
1101-5-11-439	POLICE/CRIME STOPPERS	\$ -	\$ -	\$ 500	\$ 500	\$ 500	
	POLICE/EDUCATION & PROMOTION	\$ 29,967	\$ 60,661	\$ 58,226	\$ 60,000	\$ 60,000	
	POLICE/GOODWIN SCHOLARSHIP	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	
	POLICE/INSTRUCTION	\$ 45,000	\$ 37,947	\$ 52,000	\$ 55,000	\$ 55,000	
	POLICE/IT SERVICES	\$ 9,509	\$ 8,301	\$ 12,400	\$ 12,400	\$ 12,400	
	POLICE/OTHER SERVICE CHARGES	\$ 32,436	\$ 59,113	\$ 70,300	\$ 70,300	\$ 70,300	
	POLICE/PIT	\$ 24,680	\$ 23,546	\$ 24,000	\$ 24,000	\$ 24,000	
	POLICE/SUBSCRIPTION & DUES	\$ 2,924	\$ 2,695	\$ 3,000	\$ 3,000	\$ 3,000	
1101-5-11-499	POLICE NON APPROPRIATED	\$ -	\$ -	\$ -	\$ -	\$ -	
		\$ 7,537,805	\$ 7,920,456	\$ 9,549,328	\$ 9,650,820	\$ 9,650,820	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-12-411	AMBULANCE/CERTIFICATION PAY	\$ 2,500	\$ -	\$ 200,000	\$ 222,000	\$ 222,000	
	AMBULANCE/EMS BONUS	\$ 167,246	\$ 176,651	\$ 17,500	\$ 20,000	\$ 20,000	
	FIRE/FULLTIME PERSONNEL	\$ 3,925,651	\$ 4,164,764	\$ 4,580,000	\$ 5,135,000	\$ 5,135,000	Reimbursed \$20k in Fire Alarms. Reimbursed about \$1.2m in Ambulance Fees
	FIRE/HOLIDAY PAY	\$ 3,657	\$ 4,953	\$ 20,000	\$ 26,000	\$ 26,000	
	FIRE/INCREMENT PAY	\$ 3,400	\$ 9,177	\$ 133,000	\$ 137,000	\$ 137,000	
	FIRE/OVERTIME	\$ 235,592	\$ 243,006	\$ 200,000	\$ 200,000	\$ 200,000	
	FIRE/SICK DAY BUYBACK	\$ 15,370	\$ 68,847	\$ 30,600	\$ 50,000	\$ 50,000	
	FIRE/SPECIALTY-MASTER PAY	\$ 4,693	\$ 4,159	\$ 20,000	\$ 20,000	\$ 20,000	
	FIRE/VACATION BUY BACK	\$ -	\$ 5	\$ 30,000	\$ 30,000	\$ 30,000	
1101-5-12-413	FIRE/CELL PHONE	\$ 4,400	\$ 4,100	\$ 5,000	\$ 5,500	\$ 5,500	
	FIRE/CLOTHING/BOOT/FITNESS	\$ -	\$ -	\$ 300	\$ 300	\$ 300	
	FIRE/FLSA	\$ 105,421	\$ 103,808	\$ 115,000	\$ 138,500	\$ 138,500	
	FIRE/HEALTH INSURANCE	\$ 1,182,787	\$ 1,276,364	\$ 1,350,000	\$ 1,550,500	\$ 1,550,500	
	FIRE/LONGEVITY	\$ 34,923	\$ 40,602	\$ 29,000	\$ 34,000	\$ 34,000	
	FIRE/MEDICARE	\$ 60,719	\$ 65,626	\$ 71,690	\$ 84,700	\$ 84,700	
	FIRE/ONE-TIME LONGEVITY				\$ 19,500	\$ 19,500	
	FIRE/PPE	\$ 10,462	\$ 11,442	\$ 45,000	\$ 45,000	\$ 45,000	
	FIRE/RETIREMENT PERF	\$ 29,530	\$ 30,592	\$ 39,000	\$ 49,300	\$ 49,300	
	FIRE/SAVED CLOTHING ALLOWANCE	\$ 86,378	\$ 144,666	\$ 160,000	\$ 160,000	\$ 160,000	
	FIRE/SOCIAL SECURITY	\$ 11,873	\$ 12,231	\$ 17,660	\$ 37,500	\$ 37,500	
	FIRE/TUITION REIMBURSE	\$ -	\$ -	\$ 5,000	\$ 10,000	\$ 10,000	
1101-5-12-420	FIRE/CLOTHING	\$ 16,467	\$ 17,577	\$ 27,200	\$ 22,000	\$ 22,000	
1101-5-12-421	FIRE/OTHER OFFICE EXPENSES	\$ 8,916	\$ 9,399	\$ 9,500	\$ 9,500	\$ 9,500	
	FIRE/STATIONERY & PRINTING	\$ 354	\$ 920	\$ 3,000	\$ 2,000	\$ 2,000	
1101-5-12-422	AMBULANCE/MEDICAL SUPPLIES	\$ 103,570	\$ 26,641	\$ 124,785	\$ 118,000	\$ 118,000	
	FIRE/OTHER OPERATING SUPPLIES	\$ 50,182	\$ 58,686	\$ 80,000	\$ 95,000	\$ 95,000	
1101-5-12-430	FIRE/OTHER SERVICE CHGS	\$ 147,630	\$ 140,266	\$ 130,000	\$ 150,000	\$ 150,000	
1101-5-12-431	FIRE/MEDICAL EXAMS	\$ 37,564	\$ 71,489	\$ 55,000	\$ 70,000	\$ 70,000	
1101-5-12-432	FIRE/POSTAGE	\$ 104	\$ 429	\$ 2,000	\$ 1,000	\$ 1,000	
	FIRE/TRAVEL EXPENSES	\$ 12,711	\$ 22,996	\$ 23,000	\$ 23,000	\$ 23,000	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-12-436	AMBULANCE/EQUIPMENT REPAIR	\$ 3,357	\$ 2,848	\$ 12,000	\$ 12,000	\$ 12,000	
	FIRE/EQUIPMENT REPAIRS	\$ 15,134	\$ 9,532	\$ 16,000	\$ 18,000	\$ 18,000	
	FIRE/MAINTENANCE CONTRACTS	\$ 26,618	\$ 38,188	\$ 62,500	\$ 62,500	\$ 62,500	
1101-5-12-439	AMBULANCE/INSTRUCTION	\$ 19,211	\$ 17,716	\$ 41,000	\$ 41,000	\$ 41,000	
	FIRE/INSTRUCTION	\$ 24,202	\$ 33,827	\$ 36,690	\$ 35,000	\$ 35,000	
	FIRE/SUBSCRIPTION & DUES	\$ 6,322	\$ 15,904	\$ 6,000	\$ 6,000	\$ 6,000	
1101-5-12-445	AMBULANCE/OTHER EQUIPMENT	\$ 38,475	\$ 16,752	\$ 89,144	\$ -	\$ -	
	FIRE/OTHER EQUIPMENT	\$ 13,501	\$ 10,520	\$ 20,000	\$ -	\$ -	
1101-5-12-460	AMBULANCE/NON-APPROPRIATED	\$ 1,995	\$ 593	\$ -	\$ -	\$ -	
		\$ 6,410,915	\$ 6,855,278	\$ 7,806,569	\$ 8,639,800	\$ 8,639,800	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-15-411	BLDG DEPT/FULL-TIME PERSONNEL	\$ 243,902	\$ 260,789	\$ 293,500	\$ 340,000	\$ 340,000	
	BLDG DEPT/INCREMENT	\$ 2,125	\$ 2,700	\$ 2,100	\$ 3,300	\$ 3,300	
	BLDG DEPT/PART TIME	\$ -	\$ -	\$ 21,600	\$ 56,700	\$ 56,700	
1101-5-15-413	BLDG DEPT/CELL PHONE	\$ 1,800	\$ 1,400	\$ 1,950	\$ 2,700	\$ 2,700	
	BLDG DEPT/CLOTHING/BOOT/FITNES	\$ 345	\$ -	\$ 400	\$ 500	\$ 500	
	BLDG DEPT/INSURANCE	\$ 85,712	\$ 94,407	\$ 84,400	\$ 121,825	\$ 121,825	1 FTE Split 50/50 between Building and Residential Lease Fund
	BLDG DEPT/RETIREMENT	\$ 34,519	\$ 41,974	\$ 42,000	\$ 48,300	\$ 48,300	
	BLDG DEPT/SOCIAL SECURITY	\$ 13,655	\$ 14,670	\$ 19,670	\$ 24,800	\$ 24,800	
	BUILDING/MEDICARE	\$ 3,194	\$ 3,431	\$ 4,600	\$ 5,800	\$ 5,800	
1101-5-15-421	BLDG DEPT/OTHER OFC EXPENSE	\$ 2,920	\$ 2,014	\$ 4,000	\$ 4,000	\$ 4,000	
1101-5-15-422	BLDG DEPT/GAS, DIESEL, PROPANE	\$ 5,924	\$ 3,267	\$ 8,000	\$ 8,000	\$ 8,000	
1101-5-15-431	BLDG DEPT/PROFESSIONAL SERVICE	\$ 17,250	\$ 31,394	\$ 33,600	\$ 35,000	\$ 35,000	
1101-5-15-432	BLDG DEPT/POSTAGE	\$ 2,481	\$ 3,210	\$ 7,000	\$ 7,000	\$ 7,000	
	BLDG DEPT/TRAVEL EXPENSES	\$ 489	\$ 778	\$ 5,000	\$ 5,000	\$ 5,000	
1101-5-15-436	BLDG DEPT/EQUIPMENT REPAIRS	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	
1101-5-15-439	BLDG DEPT/INSTRUCTION	\$ 1,211	\$ 281	\$ 4,500	\$ 4,500	\$ 4,500	
	BLDG DEPT/SUBSCRIPTION-DUES	\$ 605	\$ 405	\$ 1,000	\$ 1,000	\$ 1,000	
		\$ 416,131	\$ 460,721	\$ 534,320	\$ 669,425	\$ 669,425	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-16-411	PLANNING/FULL TIME PERSONNEL	\$ 229,583	\$ 247,728	\$ 256,500	\$ 270,000	\$ 270,000	Reimbursed \$48k in fees and permits for salaries
	PLANNING/INCREMENT	\$ 3,900	\$ 4,000	\$ 4,200	\$ 4,100	\$ 4,400	Adjustment per request of Planning Department.
	PLANNING/OVERTIME	\$ 9,366	\$ 7,560	\$ 10,200	\$ 10,650	\$ 10,650	
1101-5-16-413	PLANNING/CLOTHING/BOOT/FITNESS	\$ 200	\$ 200	\$ 400	\$ 400	\$ 400	
	PLANNING/INSURANCE	\$ 75,929	\$ 78,531	\$ 84,400	\$ 88,600	\$ 88,600	
	PLANNING/MEDICARE	\$ 3,221	\$ 3,433	\$ 4,000	\$ 4,130	\$ 4,130	
	PLANNING/RETIREMENT	\$ 36,222	\$ 36,819	\$ 38,500	\$ 39,900	\$ 39,900	
	PLANNING/SOCIAL SECURITY	\$ 13,773	\$ 14,678	\$ 16,850	\$ 17,600	\$ 17,650	Adjustment per request of Planning Department.
1101-5-16-421	PLANNING/OTHER OFFICE EXPENSES	\$ 487	\$ 2,365	\$ 2,250	\$ 2,250	\$ 2,250	
1101-5-16-431	PLANNING/LEGAL NOTICES PUBLICA	\$ 1,137	\$ 1,156	\$ 1,500	\$ 1,500	\$ 1,500	
	PLANNING/PROFESSIONAL SERVICES				\$ 150,000	\$ 150,000	
1101-5-16-432	PLANNING/POSTAGE	\$ 2,182	\$ 1,625	\$ 1,500	\$ 2,000	\$ 2,000	
	PLANNING/TRAVEL EXPENSES	\$ 1,220	\$ 743	\$ 5,500	\$ 5,500	\$ 5,500	
1101-5-16-439	PLANNING/PROFESSIONAL LIBRARY	\$ -	\$ 200	\$ 500	\$ 500	\$ 500	
	PLANNING/SUBSCRIPTION-DUES	\$ 739	\$ 504	\$ 1,000	\$ 1,000	\$ 1,000	
		\$ 377,960	\$ 399,542	\$ 427,300	\$ 598,130	\$ 598,480	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-18-411	CENTRAL GARAGE/CER	\$ 3,800	\$ 3,523	\$ 9,600	\$ 9,620	\$ 9,620	
	CENTRAL GARAGE/FULL TIME PERSO	\$ 437,596	\$ 532,986	\$ 690,000	\$ 730,000	\$ 730,000	County and Utilities Vehicle Repair/Maintenance about \$75k
	CENTRAL GARAGE/INCREMENT	\$ 5,300	\$ 4,400	\$ 5,400	\$ 6,100	\$ 6,100	
	CENTRAL GARAGE/OVERTIME	\$ 12,933	\$ 14,728	\$ 25,000	\$ 25,000	\$ 25,000	
1101-5-18-413	CENTRAL GARAGE/CELL PHONE	\$ 1,235	\$ 1,485	\$ 1,800	\$ 1,800	\$ 1,800	
	CENTRAL GARAGE/CLOTH/BOOT/FITN	\$ 2,882	\$ 3,425	\$ 4,500	\$ 4,000	\$ 4,000	
	CENTRAL GARAGE/INSURANCE	\$ 147,662	\$ 183,299	\$ 232,000	\$ 221,500	\$ 221,500	
	CENTRAL GARAGE/MEDICARE	\$ 6,222	\$ 7,509	\$ 10,650	\$ 11,250	\$ 11,250	
	CENTRAL GARAGE/RETIREMENT	\$ 66,323	\$ 85,956	\$ 104,000	\$ 103,660	\$ 103,660	
	CENTRAL GARAGE/SOCIAL SECURITY	\$ 26,606	\$ 32,107	\$ 45,500	\$ 48,100	\$ 48,100	
1101-5-18-421	CENTRAL GARAGE/OTHER OFFICE	\$ 3,986	\$ 1,415	\$ 4,200	\$ 4,200	\$ 4,200	
	CENTRAL GARAGE/POSTAGE	\$ 287	\$ 291	\$ 400	\$ 400	\$ 400	
1101-5-18-422	CENTRAL GARAGE/GARAGE & MOTOR	\$ 306,811	\$ 352,395	\$ 392,269	\$ 400,000	\$ 400,000	
	CENTRAL GARAGE/GAS, DIESEL & P	\$ 12,985	\$ 2,136	\$ 5,000	\$ 5,000	\$ 5,000	
	CENTRAL GARAGE/LUBRICANTS	\$ 46,099	\$ 51,971	\$ 75,000	\$ 80,000	\$ 80,000	
	CENTRAL GARAGE/SMALL TOOLS	\$ 9,647	\$ 9,488	\$ 10,000	\$ 12,000	\$ 12,000	
1101-5-18-423	CENTRAL GARAGE/BUILDING MAINTEN	\$ 5,918	\$ 1,585	\$ 36,000	\$ 27,000	\$ 27,000	
1101-5-18-431	CENTRAL GARAGE/MEDICAL EXAMS	\$ 452	\$ 981	\$ 1,500	\$ 2,000	\$ 2,000	
1101-5-18-432	CENTRAL GARAGE/SVCS CONTRACTUA	\$ 11,481	\$ 12,379	\$ 15,000	\$ 15,000	\$ 15,000	
1101-5-18-436	CENTRAL GARAGE/OUTSIDE REPAIRS	\$ 113,006	\$ 44,410	\$ 40,000	\$ 25,000	\$ 25,000	
1101-5-18-437	CENTRAL GARAGE/RENTAL UNIFORMS	\$ 2,585	\$ 2,323	\$ 3,500	\$ 4,500	\$ 4,500	
1101-5-18-439	CENTRAL GARAGE/EDUCATION	\$ 112	\$ 931	\$ 3,000	\$ 5,000	\$ 5,000	
1101-5-18-445	CENTRAL GARAGE/MACHINERY/TOOLS	\$ 11,481	\$ -	\$ 7,731	\$ 10,000	\$ 10,000	
1101-5-18-499	CENTRAL GARAGE/NON- APPROPRIAT	\$ 4,580	\$ 18,771	\$ -	\$ -	\$ -	
		\$ 1,239,989	\$ 1,368,494	\$ 1,722,050	\$ 1,751,130	\$ 1,751,130	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
1101-5-19-411	BG/FULL TIME PERSONNEL				\$ 271,000	\$ 202,000	
	BG/INCREMENT				\$ 2,200	\$ 2,200	
	BG/PART-TIME PERSONNEL				\$ 21,000	\$ 21,000	
1101-5-19-413	BG/CELL PHONE				\$ 1,800	\$ 1,800	
	BG/INSURANCE				\$ 88,600	\$ 66,450	
	BG/MEDICARE				\$ 4,300	\$ 3,320	
	BG/RETIREMENT				\$ 38,800	\$ 29,000	
	BG/SOCIAL SECURITY				\$ 18,250	\$ 13,970	
1101-5-19-423	BG/BLDG MATRS& SUPPLIES				\$ 6,000	\$ 6,000	
1101-5-19-436	BG/MAINTENANCE CONTRACTS				\$ 12,000	\$ 12,000	
					\$ 463,950	\$ 357,740	
1101-5-46-411	ENV/FULL TIME PERSONNEL	\$ 230,113	\$ 270,074	\$ 283,000	\$ 310,000	\$ 310,000	
	ENV/INCREMENT PAY	\$ 3,500	\$ 4,045	\$ 4,000	\$ 4,500	\$ 4,500	
	ENV/OVERTIME	\$ -	\$ -	\$ -	\$ -	\$ -	
	ENV/PART TIME PERSONNEL	\$ 19,716	\$ -	\$ 4,000	\$ 2,000	\$ 2,000	
1101-5-46-413	ENV/CELL PHONE	\$ 550	\$ 600	\$ 800	\$ 800	\$ 800	
	ENV/CLOTHING	\$ 1,300	\$ 1,295	\$ 1,500	\$ 1,500	\$ 1,500	
	ENV/CLOTHING/BOOT/FITNESS	\$ 300	\$ 300	\$ 1,000	\$ 1,000	\$ 1,000	
	ENV/FICA MATCH	\$ 14,368	\$ 15,420	\$ 18,500	\$ 19,650	\$ 19,650	
	ENV/HEALTH INSURANCE	\$ 79,923	\$ 98,163	\$ 107,000	\$ 110,750	\$ 110,750	
	ENV/MEDICARE	\$ 3,360	\$ 3,606	\$ 4,220	\$ 4,600	\$ 4,600	
	ENV/RETIREMENT	\$ 18,960	\$ 26,957	\$ 41,400	\$ 44,670	\$ 44,670	
1101-5-46-421	ENV/OTHER OFFICE EXPENSES	\$ 1,500	\$ 1,700	\$ 1,700	\$ 1,700	\$ 1,700	
	ENV/STATIONERY & PRINTING	\$ 2,444	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	
1101-5-46-422	ENV/GASOLINE, DIESEL, PROPANE	\$ 1,970	\$ 1,844	\$ 2,500	\$ 3,500	\$ 3,500	
	ENV/GENERAL PROGRAM	\$ 3,000	\$ 2,403	\$ 3,500	\$ 4,000	\$ 4,000	
	ENV/OTHER OPERATING SUPPLIES	\$ 3,500	\$ 3,140	\$ 3,300	\$ 3,300	\$ 3,300	
1101-5-46-423	ENV/MACHINERY & TOOLS PURCHASE	\$ 1,180	\$ 5,000	\$ 5,000	\$ 4,000	\$ 4,000	
1101-5-46-431	ENV/OTHER PROFESSIONAL SERVICE	\$ 10,194	\$ 58,138	\$ 45,000	\$ 45,000	\$ 45,000	
	ENV/SERVICES CONTRACTUAL	\$ 15,127	\$ 33,368	\$ 40,000	\$ 40,000	\$ 40,000	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
	ENV/STREET TREE MAINT/REMOVAL	\$ 75,697	\$ 78,800	\$ 80,000	\$ 80,000	\$ 80,000	
	ENV/TREE PROGRAM	\$ 73,837	\$ 62,751	\$ 65,000	\$ 75,000	\$ 75,000	Reimbursed about \$20k for Trees
	ENV/TREE TRIM REMOVAL	\$ 11,909	\$ 13,000	\$ 13,000	\$ 13,000	\$ 13,000	
	ENV/TREES PLANTED	\$ 3,000	\$ 2,665	\$ 3,000	\$ 3,000	\$ 3,000	
1101-5-46-432	ENV/POSTAGE	\$ -	\$ -	\$ 3,000	\$ 3,000	\$ 3,000	
	ENV/TELEPHONE	\$ 1,000	\$ 5,480	\$ 5,900	\$ 5,900	\$ 5,900	
	ENV/TRAVEL EXPENSE	\$ 1,570	\$ 5,280	\$ 6,000	\$ 6,000	\$ 6,000	
1101-5-46-433	ENV/OTHER PRINTING & ADVERTISI	\$ 2,737	\$ 2,440	\$ 3,500	\$ 3,500	\$ 3,500	
	ENV/PUBLICATION LEGAL NOTICES	\$ 150	\$ -	\$ 200	\$ 200	\$ 200	
1101-5-46-435	ENV/ELECTRICITY & GAS	\$ 8,613	\$ 8,237	\$ 13,500	\$ 11,000	\$ 11,000	Reimbursed about \$8k for EV Charger
	ENV/WATER & SEWER	\$ -	\$ 437	\$ 800	\$ 1,600	\$ 1,600	
1101-5-46-436	ENV/REPAIRS TO EQUIPMENT	\$ 1,900	\$ 1,027	\$ 2,200	\$ 2,000	\$ 2,000	
1101-5-46-437	ENV/RENTAL EQUIPMENT	\$ -	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	
1101-5-46-439	ENV/EDUCATION	\$ 2,324	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	
	ENV/SUBSCRIPTIONS & DUES	\$ 1,500	\$ 991	\$ 3,300	\$ 3,000	\$ 3,000	
1101-5-46-442	ENV/CAPITAL PROJECTS	\$ 14,013	\$ 40,965	\$ 30,000	\$ -	\$ -	
	ENV/INFRASTRUCTURE CAPITAL	\$ 13,781	\$ 59,103	\$ 20,000	\$ -	\$ -	
		\$ 623,034	\$ 821,230	\$ 831,320	\$ 823,670	\$ 823,670	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
2201-5-00-411	MVH/FULL-TIME PERSONNEL	\$ 1,148,547	\$ 1,222,573	\$ 1,318,000	\$ 1,390,000	\$ 1,390,000	
	MVH/INCREMENT PAY	\$ 19,850	\$ 20,216	\$ 21,800	\$ 21,000	\$ 21,000	
	MVH/LONGEVITY	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	
	MVH/OVERTIME	\$ 38,680	\$ 23,531	\$ 85,000	\$ 85,000	\$ 85,000	
	MVH/PART-TIME PERSONNEL	\$ 25,539	\$ 86,575	\$ 70,500	\$ 70,500	\$ 70,500	
2201-5-00-413	MVH/CLOTHING	\$ 3,990	\$ 3,150	\$ 4,050	\$ 7,200	\$ 7,200	
	MVH/CLOTHING/BOOT/FITNESS	\$ 643	\$ 396	\$ 775	\$ 1,150	\$ 1,150	
	MVH/FICA MATCH	\$ 69,069	\$ 72,962	\$ 93,200	\$ 97,380	\$ 97,380	
	MVH/HEALTH INSURANCE	\$ 405,990	\$ 428,966	\$ 475,000	\$ 487,300	\$ 487,300	
	MVH/MEDICARE	\$ 16,153	\$ 17,067	\$ 21,800	\$ 22,780	\$ 22,780	
	MVH/RETIREMENT	\$ 172,420	\$ 180,869	\$ 203,000	\$ 197,380	\$ 197,380	
2201-5-00-421	MVH/OTHER OFFICE EXPENSES	\$ 1,164	\$ 1,200	\$ 1,200	\$ 1,200	\$ 1,200	
2201-5-00-422	MVH/GASOLINE, DIESEL, PROPANE	\$ 151,348	\$ 128,895	\$ 144,348	\$ 140,000	\$ 140,000	
2201-5-00-423	MVH/ROAD SALT	\$ 101,476	\$ 109,057	\$ 125,000	\$ 150,000	\$ 150,000	
	MVH/SIGNS & SIGNALS & PAINT	\$ 207	\$ -	\$ 150,000	\$ 150,000	\$ 150,000	
	MVH/STREET, ALLEY & SEWER MTLs	\$ 83,722	\$ -	\$ 375,000	\$ 300,000	\$ 300,000	Driveway Cuts, about \$15k
2201-5-00-429	MVH/OTHER OPERATING SUPPLIES	\$ 77,553	\$ 142,258	\$ 130,000	\$ 130,000	\$ 130,000	Dial-A-Trailer, about \$10k
2201-5-00-431	MVH/MAINTENANCE CONTRACTS	\$ 10,739	\$ 12,088	\$ 15,000	\$ 15,000	\$ 15,000	
	MVH/MEDICAL EXAMS	\$ 1,475	\$ 2,061	\$ 2,500	\$ 2,500	\$ 2,500	
	MVH/STREET SWEEPING	\$ 20,742	\$ 18,775	\$ 40,000	\$ 30,000	\$ 30,000	
2201-5-00-432	MVH/POSTAGE	\$ 96	\$ -	\$ 100	\$ 100	\$ 100	
	MVH/TELEPHONE	\$ 4,717	\$ 5,213	\$ 6,500	\$ 6,500	\$ 6,500	
	MVH/TRAVEL	\$ 535	\$ 616	\$ 1,000	\$ 1,000	\$ 1,000	
2201-5-00-435	MVH/GAS/ELECTRIC	\$ 17,511	\$ 17,846	\$ 35,000	\$ 30,000	\$ 30,000	
	MVH/STORMWATER FEES	\$ -	\$ -	\$ 1,200	\$ 1,200	\$ 1,200	
	MVH/WATER-SEWER	\$ 4,976	\$ 5,901	\$ 7,000	\$ 7,500	\$ 7,500	
2201-5-00-436	MVH/EQUIPMENT REPAIRS	\$ 5,605	\$ 3,974	\$ 2,000	\$ 2,000	\$ 2,000	
2201-5-00-437	MVH/EQUIPMENT RENTALS	\$ 3,979	\$ -	\$ 5,500	\$ 5,500	\$ 5,500	
	MVH/RENTAL UNIFORMS	\$ 10,650	\$ 8,541	\$ 13,000	\$ 14,000	\$ 14,000	
2201-5-00-444	MVH/OTHER CAPITAL	\$ 30,027	\$ 434,824	\$ 250,000	\$ 500,000	\$ 500,000	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
2203-5-00-442	MVH RESTR/PAVING				\$ 400,000	\$ 400,000	
2203-5-00-444	MVH REST/CAPITAL PROJECTS	\$ 721,785	\$ -	\$ 1,000,000	\$ 2,000,000	\$ 2,000,000	
	MVH REST/MAINTENANCE MATERIALS	\$ 224,984	\$ 266,144	\$ 102,176	\$ -	\$ -	
	MVH REST/ROW MATERIALS	\$ 82,254	\$ 192,208	\$ -	\$ -	\$ -	
		\$ 3,460,424	\$ 3,409,906	\$ 4,703,649	\$ 6,270,190	\$ 6,270,190	
2202-5-00-431	LOCAL RD & ST/SERVICE CONTRACT	\$ 471,211	\$ 336,714	\$ 604,535	\$ 1,000,000	\$ 1,000,000	
		\$ 471,211	\$ 336,714	\$ 604,535	\$ 1,000,000	\$ 1,000,000	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
2204-5-00-411	P&R/FULL-TIME PERSONNEL	\$ 641,957	\$ 678,083	\$ 757,200	\$ 773,000	\$ 773,000	
	P&R/INCREMENT PAY	\$ 9,680	\$ 10,277	\$ 11,200	\$ 12,800	\$ 12,800	
	P&R/LONGEVITY	\$ 2,000	\$ 680	\$ -	\$ -	\$ -	
	P&R/OVERTIME	\$ 964	\$ 3,251	\$ 6,000	\$ 6,000	\$ 6,000	
	P&R/PART-TIME PERSONNEL	\$ 381,206	\$ 408,582	\$ 567,300	\$ 605,000	\$ 605,000	Program Fees, about \$266k
2204-5-00-413	P&R/CELL PHONE	\$ 2,350	\$ 2,600	\$ 3,000	\$ 3,600	\$ 3,600	
	P&R/CLOTHING	\$ 4,345	\$ 198	\$ -	\$ 6,000	\$ 6,000	
	P&R/CLOTHING/BOOT/FITNESS	\$ 1,384	\$ 475	\$ 2,500	\$ 2,700	\$ 2,700	
	P&R/FICA MATCH	\$ 60,705	\$ 64,627	\$ 83,200	\$ 86,600	\$ 86,600	
	P&R/HEALTH INSURANCE	\$ 234,685	\$ 252,192	\$ 275,000	\$ 287,950	\$ 287,950	
	P&R/MEDICARE	\$ 14,197	\$ 15,114	\$ 19,100	\$ 20,300	\$ 20,300	
	P&R/RETIREMENT	\$ 106,079	\$ 104,577	\$ 110,000	\$ 112,500	\$ 112,500	
2204-5-00-421	P&R/OTHER OFFICE EXPENSES	\$ 1,860	\$ 2,872	\$ 5,000	\$ 5,000	\$ 5,000	
	P&R/STATIONERY & PRINTING	\$ 100	\$ 25	\$ 500	\$ 600	\$ 600	
2204-5-00-422	P&R/GASOLINE, DIESEL, PROPANE	\$ 31,113	\$ 27,939	\$ 40,000	\$ 45,000	\$ 45,000	
	P&R/GENERAL PROGRAM	\$ 27,986	\$ 27,922	\$ 35,000	\$ 35,000	\$ 35,000	
	P&R/INSTITUTIONAL & MEDICAL	\$ 18,580	\$ 18,678	\$ 21,000	\$ 21,000	\$ 21,000	
	P&R/OTHER EQUIPMENT	\$ 1,401	\$ 131	\$ 3,000	\$ 3,000	\$ 3,000	
	P&R/OTHER GARAGE & MOTOR	\$ 348	\$ 280	\$ 1,000	\$ 1,000	\$ 1,000	
	P&R/OTHER OPERATING SUPPLIES	\$ 88	\$ 786	\$ 2,500	\$ 2,500	\$ 2,500	
	P&R/PAINT	\$ 2,218	\$ 1,700	\$ 2,000	\$ 2,000	\$ 2,000	
2204-5-00-423	P&R/BLDG MATRS& SUPPLIES	\$ 32,679	\$ 21,079	\$ 30,000	\$ 30,000	\$ 30,000	
	P&R/MACHINERY & TOOLS	\$ 1,023	\$ 1,717	\$ 4,000	\$ 4,000	\$ 4,000	
	P&R/REPAIR PARTS	\$ 3,905	\$ 3,037	\$ 4,000	\$ 5,000	\$ 5,000	
	P&R/STREET, ALLEY, & SEWER MATL	\$ 21,649	\$ 17,832	\$ 32,500	\$ 32,500	\$ 32,500	
2204-5-00-429	P&R/OTHER SUPPLIES	\$ 30,363	\$ 23,358	\$ 35,000	\$ 35,000	\$ 35,000	
	P&R/PROGRAM SUPPLIES	\$ 34,347	\$ 34,945	\$ 38,000	\$ 40,000	\$ 40,000	
2204-5-00-431	P&R/LANDSCAPING	\$ 4,412	\$ 13,764	\$ 17,450	\$ 17,450	\$ 17,450	
	P&R/LEGAL REIMB	\$ 2,432	\$ 4,229	\$ -	\$ 6,000	\$ 6,000	
	P&R/OTHER PROFESSIONAL SERVICE	\$ 31,539	\$ 30,025	\$ 35,000	\$ 35,000	\$ 35,000	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
	P&R/SERVICES CONTRACTUAL	\$ 94,473	\$ 90,950	\$ 110,000	\$ 110,000	\$ 110,000	
2204-5-00-432	P&R/POSTAGE	\$ 355	\$ 73	\$ 500	\$ 500	\$ 500	
	P&R/TELEPHONE	\$ 6,666	\$ 10,186	\$ 10,000	\$ 12,000	\$ 12,000	
	P&R/TRAVEL EXPENSES	\$ 344	\$ 2,074	\$ 500	\$ 6,000	\$ 6,000	
2204-5-00-433	P&R/OTHER PRINTING & ADVERT	\$ 13,652	\$ 22,475	\$ 22,000	\$ 22,000	\$ 22,000	
2204-5-00-434	P&R/COMPREHENSIVE PLAN	\$ -	\$ 37,500	\$ 7,000	\$ 7,000	\$ 7,000	
2204-5-00-435	P&R/ELECTRICITY & GAS	\$ 67,271	\$ 66,198	\$ 77,000	\$ 97,000	\$ 97,000	
	P&R/STORMWATER FEES	\$ 3,096	\$ 3,386	\$ 5,000	\$ 10,000	\$ 10,000	
	P&R/WATER & SEWER	\$ 86,282	\$ 77,811	\$ 87,000	\$ 107,000	\$ 107,000	
2204-5-00-436	P&R/MAINTENANCE CONTRACTS	\$ 19,210	\$ 32,191	\$ 25,000	\$ 30,000	\$ 30,000	
	P&R/REPAIRS TO BLDG & STRUCTUR	\$ 21,826	\$ 41,757	\$ 76,864	\$ 70,000	\$ 70,000	
	P&R/REPAIRS TO EQUIPMENT	\$ 5,148	\$ 5,000	\$ 5,000	\$ 7,000	\$ 7,000	
	P&R/SWIM POOL	\$ 14,492	\$ 17,025	\$ 30,000	\$ 35,000	\$ 35,000	
2204-5-00-437	P&R/RENTAL EQUIPMENT	\$ 451	\$ 518	\$ 4,000	\$ 4,000	\$ 4,000	
2204-5-00-439	P&R/EDUCATION	\$ 5,861	\$ 7,887	\$ 8,000	\$ 15,000	\$ 15,000	
	P&R/SUBSCRIPTION & DUES	\$ 1,129	\$ 1,250	\$ 1,500	\$ 3,500	\$ 3,500	
2204-5-00-442	P&R/CAPITAL PROJECTS	\$ 312,701	\$ 165,402	\$ 878,064	\$ 270,000	\$ 270,000	
	P&R/INFRASTRUCTURE CAPITAL EXP	\$ 36,309	\$ 1,633	\$ 360,000	\$ 50,000	\$ 50,000	
2204-5-00-445	P&R/MOTOR VEHICLES	\$ 73,786	\$ 34,482	\$ 55,000	\$ 220,000	\$ 220,000	
	P&R/PLAYGROUND EQUIPMENT	\$ 2,508	\$ 12,000	\$ 3,000	\$ 12,000	\$ 12,000	
2204-5-00-459	P&R/SALES TAX	\$ 4,793	\$ 6,066	\$ 5,000	\$ 7,000	\$ 7,000	
2204-5-00-499	P&R/NON-APPROPRIATED	\$ 51,159	\$ 73,781	\$ -	\$ -	\$ -	Rental deposits refunded through this line.
		\$ 2,527,105	\$ 2,480,619	\$ 3,910,878	\$ 3,331,500	\$ 3,331,500	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
2206-5-00-411	AVIATION/FULL TIME PERSONNEL	\$ 53,035	\$ 54,300	\$ 54,650	\$ 59,100	\$ 59,100	
	AVIATION/INCREMENT	\$ 900	\$ 1,000	\$ 1,100	\$ -	\$ -	
	AVIATION/PART TIME PERSONNEL				\$ 7,500	\$ 7,500	1 Part time Administrative Assistant added in Q4
2206-5-00-413	AVIATION/CELL PHONE	\$ 650	\$ 600	\$ 600	\$ 600	\$ 600	
	AVIATION/CLOTHING/BOOT/FITNESS	\$ -	\$ -	\$ 100	\$ 100	\$ 100	
	AVIATION/FICA	\$ 3,092	\$ 3,161	\$ 3,460	\$ 4,570	\$ 4,570	
	AVIATION/HEALTH INS	\$ 18,801	\$ 19,633	\$ 21,100	\$ 22,150	\$ 22,150	
	AVIATION/MEDICARE	\$ 723	\$ 739	\$ 810	\$ 1,070	\$ 1,070	
	AVIATION/RETIREMENT	\$ 7,751	\$ 7,938	\$ 7,920	\$ 8,400	\$ 8,400	
2206-5-00-421	AVIATION/OTHER OFFICE EXPENSE				\$ 6,000	\$ 6,000	
2206-5-00-422	AVIATION/BLDG MTLs-SUPPLY	\$ 3,875	\$ 3,612	\$ 4,000	\$ 4,000	\$ 4,000	
2206-5-00-431	AVIATION/OTHER PROF SERVICES	\$ 12,545	\$ 8,774	\$ 17,514	\$ 17,520	\$ 17,520	
	AVIATION/TRAVEL EXPENSES	\$ -	\$ -	\$ -	\$ -	\$ -	
2206-5-00-433	AVIATION/OTH PRINT& ADVERTIS	\$ 900	\$ 110	\$ 1,500	\$ 1,500	\$ 1,500	
2206-5-00-435	AVIATION/ELECTRICITY	\$ 50,141	\$ 49,801	\$ 59,400	\$ 62,000	\$ 62,000	
	AVIATION/GASOLINE,DIESEL	\$ 3,677	\$ 3,410	\$ 5,000	\$ 5,000	\$ 5,000	
	AVIATION/STORMWATER FEES	\$ 6,008	\$ 6,129	\$ 6,300	\$ 6,300	\$ 6,300	
2206-5-00-436	AVIATION/MAINT CONTRACTS	\$ 19,096	\$ 19,450	\$ 19,450	\$ 20,040	\$ 20,040	
	AVIATION/MAINTENANCE SVCS	\$ 43,322	\$ 50,420	\$ 50,000	\$ 65,000	\$ 65,000	
	AVIATION/REPAIR BLDG-STRUCT	\$ 81,557	\$ 63,553	\$ 60,000	\$ 70,000	\$ 70,000	About \$145k annually in hangar leases
2206-5-00-439	AVIATION/SUBSCRIPTION-DUES	\$ -	\$ 460	\$ 550	\$ 550	\$ 550	
2206-5-00-442	AVIATION/CAPITAL PROJECTS	\$ -	\$ 73,334	\$ 75,000	\$ 350,000	\$ 350,000	About \$200k in House and Land Leases
		\$ 306,073	\$ 366,423	\$ 388,454	\$ 711,400	\$ 711,400	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
2209-5-00-431	EDIT TAX/CHAMBER OF COMMERCE	\$ 50,000	\$ 50,000	\$ 50,000	\$ -	\$ -	
	EDIT TAX/DOWNTOWN GOSHEN INC.	\$ 70,000	\$ 75,000	\$ 75,000	\$ -	\$ -	
	EDIT TAX/ECON DEV CORP/ELK CO	\$ 65,219	\$ -	\$ 112,219	\$ -	\$ -	
	EDIT TAX/GOSHEN HISTORICAL SOC	\$ 15,000	\$ 15,000	\$ 15,000	\$ -	\$ -	
	EDIT TAX/GOSHEN THEATRE INC	\$ 75,000	\$ 75,000	\$ 75,000	\$ -	\$ -	
	EDIT TAX/MARKETING & PROMOTION	\$ 95,424	\$ 56,518	\$ 139,116	\$ 150,000	\$ 150,000	
	EDIT TAX/MICHIANA PARTNERSHIP	\$ 2,750	\$ 2,750	\$ 2,750	\$ -	\$ -	
	EDIT TAX/NO CENT IND BUS ASSIS	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	
	EDIT TAX/SERVICES CONTRACTUAL	\$ 490,758	\$ 1,073,367	\$ 807,756	\$ 660,000	\$ 660,000	Includes: Construction Inspection Services, GIS On-Call Services, Blocked Railroad Crossings Solutions: Reducing the inconvenience/hazards of blocked railroad crossings.
	EDIT/NEIGHBORHOOD INITIATIVES	\$ 465	\$ -	\$ 10,000	\$ 10,000	\$ 10,000	
	EDIT/YOUTH INITIATIVES	\$ 4,139	\$ 15,000	\$ 5,000	\$ 5,000	\$ 5,000	
	EDIT TAX/ECONOMIC DEVELOPMENT	\$ 206,714	\$ 188,050	\$ 100,000	\$ 300,000	\$ 300,000	Includes: Goshen Chamber, Michiana Partnership, North Central Indiana Business Assistance, Economic Development Corporation, New Economic Development / Infrastructure Project Studies.
2209-5-00-436	EDIT TAX/BLDG DEMO/RECEIVERSHI	\$ -	\$ -	\$ 25,000	\$ -	\$ -	
2209-5-00-439	EDIT TAX/COMMUNITY PARTNERSHIPS				\$ 250,000	\$ 250,000	Includes: Goshen Theater, First Fridays, Façade Improvement Grants, Goshen Arts & Events (RiverBend Film Festival), First Light Mission, LaCasa, Community Pro Education, Art House, Michiana Ceramics, Phoenix Arts, Historical Society, Michiana Ceramics, First In First Responder Support.
2209-5-00-442	EDIT TAX/AVIATION CAPITAL	\$ 74,293	\$ 74,849	\$ -	\$ -	\$ -	
	EDIT TAX/CAPITAL PROJECTS	\$ 1,156,813	\$ 1,171,733	\$ 2,292,330	\$ 2,950,000	\$ 2,950,000	Includes: Bridge Maintenance Program, City Parking Lot Repaving, City Sign Maintenance, Curb and Gutter, Multi-Use Paths, Sidewalk Replacement Program, Signals
2209-5-00-445	EDIT/VEHICLE PURCHASES	\$ 10,000	\$ -	\$ -	\$ -	\$ -	
		\$ 2,326,576	\$ 2,807,266	\$ 3,709,171	\$ 4,325,000	\$ 4,325,000	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
2214-5-00-411	PROBATION/FULL TIME PERSONNEL	\$ 66,974	\$ 68,282	\$ 73,695	\$ 75,000	\$ 75,000	
2214-5-00-413	PROBATION/CLOTHING/BOOT/FITNES	\$ -	\$ -	\$ 100	\$ 100	\$ 100	
	PROBATION/FICA MATCH	\$ 3,860	\$ 3,928	\$ 4,570	\$ 4,650	\$ 4,650	
	PROBATION/HEALTH INSURANCE	\$ 18,801	\$ 19,633	\$ 21,100	\$ 22,150	\$ 22,150	\$80k in Probation Service Fee receipts
	PROBATION/INCREMENT PAY	\$ -	\$ -	\$ -	\$ -	\$ -	
	PROBATION/MEDICARE	\$ 903	\$ 919	\$ 1,070	\$ 1,050	\$ 1,050	
	PROBATION/RETIREMENT	\$ 9,510	\$ 9,696	\$ 10,470	\$ 10,700	\$ 10,700	
		\$ 100,048	\$ 102,458	\$ 111,005	\$ 113,650	\$ 113,650	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
2226-5-00-411	REDV OP/PART TIME PERSONNEL	\$ 50	\$ -	\$ -	\$ -	\$ -	
	REDV OP/FULL TIME PERSONNEL	\$ 107,189	\$ 110,710	\$ 114,650	\$ 140,000	\$ 140,000	3 FTE
	REDV OP/INCREMENT PAY	\$ 2,175	\$ 2,350	\$ 2,700	\$ 2,900	\$ 2,900	
2226-5-00-413	REDV OP/CELL PHONE	\$ 550	\$ 650	\$ 600	\$ -	\$ -	
	REDV OP/CLOTHING/BOOT/FITNESS	\$ 200	\$ -	\$ 200	\$ 300	\$ 300	
	REDV OP/FICA MATCH	\$ 6,283	\$ 6,496	\$ 7,280	\$ -	\$ -	
	REDV OP/HEALTH INSURANCE	\$ 32,901	\$ 34,357	\$ 42,200	\$ 44,300	\$ 44,300	
	REDV OP/MEDICARE MATCH	\$ 1,469	\$ 1,519	\$ 1,720	\$ -	\$ -	
	REDV OP/RETIREMENT	\$ 15,597	\$ 16,147	\$ 16,670	\$ -	\$ -	
2226-5-00-429	REDV OP/OTHER SUPPLIES	\$ 858	\$ 86	\$ 1,000	\$ 1,000	\$ 1,000	
2226-5-00-431	REDV OP/CONTRACT SVCS	\$ 63,536	\$ 11,266	\$ 50,000	\$ 80,000	\$ 80,000	
	REDV OP/POSTAGE	\$ -	\$ -	\$ 100	\$ -	\$ -	
	REDV OP/TRAVEL EXPENSES	\$ -	\$ -	\$ 1,000	\$ -	\$ -	
2226-5-00-433	REDV OP/PRINTING &	\$ -	\$ 246	\$ 250	\$ 250	\$ 250	
2226-5-00-435	REDV OP/ELECTRICITY	\$ 1,074	\$ 2,327	\$ 750	\$ 1,800	\$ 1,800	
	REDV OP/GAS	\$ 830	\$ 1,800	\$ 1,200	\$ 1,500	\$ 1,500	
2226-5-00-436	REDV OP/REPAIRS - MAINTENANCE	\$ 14	\$ 433	\$ 500	\$ 500	\$ 500	
2226-5-00-439	REDV OP/OTHER SVC CHARGE	\$ 486	\$ 974	\$ 500	\$ 1,000	\$ 1,000	
	REDV OP/SUBS & DUES	\$ 598	\$ 586	\$ 2,500	\$ 1,000	\$ 1,000	
		\$ 233,810	\$ 189,947	\$ 243,820	\$ 274,550	\$ 274,550	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
2240-5-00-413	PS LOIT/FIRE RETIREMENT	\$ 759,593	\$ 843,870	\$ 925,000	\$ 1,041,600	\$ 1,041,600	
	PS LOIT/POLICE RETIREMENT	\$ 758,303	\$ 790,419	\$ 1,070,400	\$ 1,038,400	\$ 1,038,400	
2240-5-00-422	FIRE/GAS/DIESEL/PROPANE	\$ 99,013	\$ 76,361	\$ 94,000	\$ 94,000	\$ 94,000	
	PS LOIT/PD GAS/DIESEL/PROPANE	\$ 199,468	\$ 225,000	\$ 250,000	\$ 300,000	\$ 300,000	
2240-5-00-431	PS LOIT/SUBSCRIPTIONS & MANUAL	\$ -	\$ 17,093	\$ -	\$ 22,000	\$ 22,000	
	Public Safety First In Support Services				\$ 10,000	\$ 10,000	
2240-5-00-436	PS LOIT/TRAIN FACILITY MAINT	\$ 27,728	\$ 29,796	\$ 45,000	\$ 45,000	\$ 45,000	
2240-5-00-445	PS LOIT/EQUIPMENT	\$ 126,087	\$ 93,974	\$ 168,000	\$ 168,000	\$ 168,000	
	PS LOIT/MOTOR VEHICLE	\$ 48,123	\$ 388,752	\$ 330,000	\$ 330,000	\$ 330,000	
		\$ 2,018,314	\$ 2,465,265	\$ 2,882,400	\$ 3,049,000	\$ 3,049,000	
2504-5-00-452	LECE 1/TRANSFER OUT				\$ 18,109	\$ 18,109	
					\$ 18,109	\$ 18,109	
2228-5-00-429	LECE 2/OTHER SUPPLIES	\$ 15,760	\$ 15,702	\$ 16,000	\$ 16,000	\$ 16,000	
2228-5-00-431	LECE 2/FIREARMS	\$ 2,000	\$ 2,000	\$ 4,000	\$ 4,000	\$ 4,000	
	LECE 2/INSTRUCTION	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	
		\$ 33,760	\$ 33,702	\$ 36,000	\$ 36,000	\$ 36,000	
2234-5-00-436	UNSAFE BLDG/BLDG DEMO/RECEIVSH	\$ -	\$ -	\$ 60,000	\$ 60,000	\$ 60,000	
2234-5-00-439	UNSAFE BLDG/OTHER SERV CHRG	\$ 500	\$ 1,004	\$ 25,000	\$ 25,000	\$ 25,000	
		\$ 500	\$ 1,004	\$ 85,000	\$ 85,000	\$ 85,000	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
2258-5-00-411	TWPFIRE/FULLTIME PERSONNEL	\$ -	\$ -	\$ 182,181	\$ 200,000	\$ 200,000	Entirely funded by Elkhart Twp, \$350k/year
	TWPFIRE/OVERTIME	\$ -	\$ 50,000	\$ -	\$ 100,000	\$ 100,000	
2258-5-00-413	TWPFIRE/CLOTHING	\$ -	\$ 50,000	\$ -	\$ -	\$ -	
	TWPFIRE/FLSA	\$ -	\$ -	\$ 5,500	\$ -	\$ -	
	TWPFIRE/HEALTH INS	\$ -	\$ -	\$ 63,300	\$ 44,300	\$ 44,300	
	TWPFIRE/MEDICARE	\$ -	\$ -	\$ -	\$ 4,350	\$ 4,350	
	TWPFIRE/RETIREMENT PERF	\$ -	\$ -	\$ 40,100	\$ 29,350	\$ 29,350	
2258-5-00-429	TWPFIRE/SUPPLIES	\$ -	\$ 48,215	\$ -	\$ -	\$ -	
2258-5-00-431	TWPFIRE/OTHER SERVICES&CHARGES	\$ -	\$ -	\$ 58,919	\$ -	\$ -	
2258-5-00-449	TWPFIRE/CAPITAL OUTLAYS	\$ -	\$ 31,506	\$ -	\$ -	\$ -	
		\$ -	\$ 179,721	\$ 350,000	\$ 378,000	\$ 378,000	
2500-5-00-421	COURT FEES/OTHER OFFICE SUP	\$ 5,057	\$ 7,700	\$ 7,000	\$ 8,000	\$ 8,000	Funded entirely from Court Fees (County, State)
	COURT/FEES STATIONARY & PRINTI	\$ 85	\$ 965	\$ 1,500	\$ 1,500	\$ 1,500	
2500-5-00-422	COURT FEES/OFFICE EQUIPMENT	\$ 5,089	\$ 2,815	\$ 5,000	\$ 5,000	\$ 5,000	
2500-5-00-431	COURT FEES/MAINTENANCE CONTR	\$ 1,381	\$ 1,514	\$ 4,500	\$ 1,000	\$ 1,000	
2500-5-00-432	COURT FEES/POSTAGE	\$ 2,250	\$ 2,275	\$ 3,000	\$ 3,000	\$ 3,000	
2500-5-00-436	COURT FEES/COMPUTER EXPENSES	\$ -	\$ -	\$ -	\$ 1,200	\$ 1,200	
2500-5-00-439	COURT FEES/IMP OTHER THAN BLDG	\$ -	\$ -	\$ 35,000	\$ 35,000	\$ 35,000	
2500-5-00-499	COURT FEES/NON-APPROPRIATED	\$ 50,275	\$ 47,251	\$ -	\$ -	\$ -	
		\$ 64,137	\$ 62,521	\$ 56,000	\$ 54,700	\$ 54,700	
2501-5-00-411	RES LEASE FEE/FULLTIME PERSONN	\$ 53,128	\$ 27,290	\$ 28,250	\$ 30,500	\$ 30,500	Funded entirely from Residential Lease permit fees (now restricted by State)
	RES LEASE FEE/INCREMENT PAY	\$ 400	\$ 250	\$ 500	\$ 350	\$ 350	
2501-5-00-413	RES LEASE FEE/CELL PHONE	\$ 700	\$ 600	\$ 650	\$ 300	\$ 300	
	RES LEASE FEE/CLOTHING/BOOT/FIT	\$ -	\$ 100	\$ 100	\$ 50	\$ 50	
	RES LEASE FEE/HEALTH INSURANCE	\$ 18,801	\$ 9,816	\$ 21,100	\$ 11,075	\$ 11,075	
	RES LEASE FEE/MEDICARE	\$ 719	\$ 369	\$ 420	\$ 450	\$ 450	
	RES LEASE FEE/RETIREMENT	\$ 7,700	\$ 3,953	\$ 4,025	\$ 4,350	\$ 4,350	
	RES LEASE FEE/SOCIAL SECURITY	\$ 3,074	\$ 1,577	\$ 1,790	\$ 1,900	\$ 1,900	
		\$ 84,522	\$ 43,955	\$ 56,835	\$ 48,975	\$ 48,975	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
2505-5-00-411	STM WTR MGMT/FULL TIME PERSONN	\$ 266,892	\$ 155,867	\$ 169,000	\$ 182,000	\$ 182,000	
	STM WTR MGMT/INCREMENT PAY	\$ 2,800	\$ 1,300	\$ 1,600	\$ 1,900	\$ 1,900	
	STM WTR MGMT/OVERTIME	\$ 6	\$ -	\$ 16,900	\$ 18,200	\$ 18,200	
	STM WTR MGMT/PART-TIME PERSONN	\$ 13,728	\$ 7,227	\$ 18,000	\$ 18,360	\$ 18,360	
2505-5-00-413	STM WTR MGMT/CELL PHONE	\$ 2,350	\$ 1,496	\$ 1,800	\$ 1,800	\$ 1,800	
	STM WTR MGMT/CLOTHING/BOOT/FIT	\$ 200	\$ 100	\$ 300	\$ 300	\$ 300	
	STM WTR MGMT/FICA MATCH	\$ 16,392	\$ 9,239	\$ 12,745	\$ 13,670	\$ 13,670	
	STM WTR MGMT/HEALTH INSURANCE	\$ 77,018	\$ 78,990	\$ 63,300	\$ 66,450	\$ 66,450	
	STM WTR MGMT/MEDICARE MATCH	\$ 3,834	\$ 2,161	\$ 2,980	\$ 3,200	\$ 3,200	
	STM WTR MGMT/PERF	\$ 38,530	\$ 27,835	\$ 26,625	\$ 25,850	\$ 25,850	
2505-5-00-421	STM WTR MGMT/OTH OFFICE SUPPLI	\$ 3,196	\$ 1,229	\$ 5,000	\$ 5,000	\$ 5,000	
2505-5-00-422	STM WTR MGMT/GAS, DIESEL, PROP	\$ 604	\$ 793	\$ 1,200	\$ 1,200	\$ 1,200	
2505-5-00-431	STM WTR MGMT/ELK CO MS4	\$ 19,730	\$ 17,317	\$ 31,600	\$ 45,000	\$ 45,000	
	STM WTR MGMT/OTH PROF SVCS	\$ -	\$ -	\$ 6,000	\$ 6,000	\$ 6,000	
	STM WTR MGMT/SVCS CONTRACTUAL	\$ 41,677	\$ 32,439	\$ 145,897	\$ 126,850	\$ 126,850	Planning Review Fees, about \$500k/annually
2505-5-00-432	STM WTR MGMT/POSTAGE	\$ 34	\$ 26	\$ 185	\$ 155	\$ 155	
	STM WTR MGMT/TRAVEL EXPENSES	\$ 274	\$ 277	\$ 1,500	\$ 1,500	\$ 1,500	
2505-5-00-436	STM WTR MGMT/EQUIP REPAIRS	\$ 2,323	\$ 9,951	\$ 12,000	\$ 12,000	\$ 12,000	
2505-5-00-439	STM WTR MGMT/INSTRUCTION	\$ 2,215	\$ 2,862	\$ 4,640	\$ 4,700	\$ 4,700	
	STM WTR MGMT/OTH SVC CHGS	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	
	STM WTR MGMT/RECORDER FEES	\$ 400	\$ 475	\$ 750	\$ 750	\$ 750	
2505-5-00-441	STM WTR MGMT/PROP ACQUISITION	\$ -	\$ 25,420	\$ 30,000	\$ 30,000	\$ 30,000	
2505-5-00-442	STM WTR MGMT/CAPITAL EXPENSES	\$ 158,231	\$ 29,560	\$ 230,000	\$ 1,000,000	\$ 1,000,000	
2505-5-00-445	STM WTR MGMT/CAPITAL OUTLAY	\$ 3,507	\$ 1,492	\$ 20,000	\$ 372,000	\$ 372,000	
		\$ 653,941	\$ 406,057	\$ 803,022	\$ 1,937,885	\$ 1,937,885	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
2506-5-00-429	EID/DÉCOR				\$ 20,000	\$ 20,000	
	EID/OTHER SUPPLIES	\$ 660	\$ 24	\$ -	\$ -	\$ -	
2506-5-00-431	EID/CONTRACTUAL SERVICES	\$ 7,517	\$ 6,770	\$ -	\$ 24,000	\$ 24,000	
	EID/HARDSCAPING				\$ 30,000	\$ 30,000	
	EID/LANDSCAPING				\$ 4,000	\$ 4,000	
	EID/PROFESSIONAL SERVICES	\$ 57,030	\$ 53,582	\$ 57,000	\$ 1,000	\$ 1,000	
2506-5-00-433	EID/OTHER PRINTING & ADVERTISING				\$ 2,000	\$ 2,000	
2506-5-00-449	EID/CAPITAL PROJECTS	\$ 39,998	\$ 32,858	\$ -	\$ -	\$ -	
		\$ 105,206	\$ 93,234	\$ 57,000	\$ 81,000	\$ 81,000	
2508-5-00-421	RDHWK/EMS TRAINING MATERIAL	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,500	Funded by student tuition reimbursement through Goshen Community Schools.
	RDHWK/FIRE TRAINING MATERIAL	\$ -	\$ -	\$ -	\$ 2,500	\$ 2,500	
2508-5-00-422	RDHWK/EMS UNIFORMS	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	
2508-5-00-436	RDHWK/EMS EQUIPMENT	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	Funded by Wortinger Endowment and Donations
	RDHWK/FIRE EQUIPMENT	\$ -	\$ -	\$ -	\$ 5,000	\$ 5,000	Funded by Wortinger Endowment and Donations
2508-5-00-439	RDHWK/EMS ED TECHNOLOGY	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,500	
		\$ -	\$ -	\$ -	\$ 12,500	\$ 12,500	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
4401-5-00-413	CCI CIG TAX/FITNESS	\$ -	\$ -	\$ 67,000	\$ -	\$ -	
4401-5-00-439	CCI CIG TAX/EMPLOYEE INITIATIV	\$ -	\$ -	\$ 20,000	\$ 80,000	\$ 80,000	
		\$ -	\$ -	\$ 87,000	\$ 80,000	\$ 80,000	
4425-5-00-436	CCI FIRE/REPAIRS TO BLDG	\$ 288,586	\$ 109,436	\$ 93,125	\$ 25,000	\$ 25,000	
4425-5-00-445	AMBULANCE/OTHER EQUIPMENT				\$ 55,000	\$ 55,000	
	CCI FIRE/OTHER EQUIPMENT	\$ 367,228	\$ 602,236	\$ 409,525	\$ 275,000	\$ 275,000	
	FIRE/OTHER EQUIPMENT				\$ 20,000	\$ 20,000	
		\$ 655,814	\$ 711,671	\$ 502,649	\$ 375,000	\$ 375,000	
4428-5-00-431	CCI STM SEW/SVCS CONTRACT	\$ 71,807	\$ 125,194	\$ 200,000	\$ 200,000	\$ 200,000	
4428-5-00-442	CCI STM SWR/CAPITAL PROJECTS	\$ -	\$ -	\$ -	\$ 2,500,000	\$ 2,500,000	
		\$ 71,807	\$ 125,194	\$ 200,000	\$ 2,700,000	\$ 2,700,000	
4447-5-00-431	LIPPERT/DIER/CONTRACTUAL SVCS	\$ 46,612	\$ 2,155	\$ 50,000	\$ -	\$ -	
4447-5-00-445	LIPPERT/DIER/PUB SAFETY EQUIP	\$ -	\$ -	\$ 500,000		\$ -	
		\$ 46,612	\$ 2,155	\$ 550,000	\$ -	\$ -	
4445-5-00-431	SE E.D. TIF/CONTR SVCS	\$ 240,141	\$ 604,831	\$ 2,221,965	\$ -	\$ -	
	SE E.D. TIF/SALARY REIMB	\$ -	\$ 50,000	\$ -	\$ 75,000	\$ 75,000	
4445-5-00-439	SE E.D. TIF/OTHER SVC CHGS	\$ 65,748	\$ 76,163	\$ 12,000	\$ 120,000	\$ 120,000	
4445-5-00-441	SE E.D. TIF/PROPERTY ACQUISIT	\$ -	\$ 1,202,420	\$ 690,000	\$ 350,000	\$ 350,000	
4445-5-00-442	SE E.D. TIF/CAPITAL PROJ	\$ 2,152,563	\$ 5,774,904	\$ 6,619,618	\$ 18,200,000	\$ 18,200,000	
4445-5-00-445	SE E.D. TIF/PUB SAFETY EQUIPMENT				\$ 500,000	\$ 500,000	
4445-5-00-452	SE E.D. TIF/TRANSFERS OUT	\$ 823,785	\$ 817,919	\$ 817,115	\$ 820,890	\$ 820,890	
		\$ 3,282,237	\$ 8,526,237	\$ 10,360,698	\$ 20,065,890	\$ 20,065,890	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
4446-5-00-431	CONS RR/US33/CONTRACTUAL SVCS	\$ 376,383	\$ 371,935	\$ 900,000	\$ 850,000	\$ 850,000	
	CONS RR/US33/TIF SALARY REIMB	\$ -	\$ 50,000	\$ -	\$ 75,000	\$ 75,000	
4446-5-00-438	CONS RR/US33/DEBT - PRINCIPAL	\$ 59,572	\$ -	\$ -	\$ -	\$ -	
4446-5-00-439	CONS RR/US33/OTHER SVCS & CHGS	\$ 39,800	\$ 75,835	\$ 120,000	\$ 120,000	\$ 120,000	
4446-5-00-441	CONS RR/US33/PROP ACQUISITIO	\$ 750,000	\$ 673,202	\$ 275,000	\$ 150,000	\$ 150,000	
4446-5-00-442	CONS RR/US33/CAPITAL PROJECT	\$ 871,825	\$ 2,725,986	\$ 9,741,659	\$ 2,880,000	\$ 2,880,000	
		\$ 2,097,580	\$ 3,896,958	\$ 11,036,659	\$ 4,075,000	\$ 4,075,000	
4502-5-00-411	ARP/FT HOMELESSNESS COORD	\$ 56,459	\$ 56,401	\$ -	\$ 150,000	\$ 150,000	Funded by ARP Grant received in 2022
	ARP/PERSONAL SERVICES	\$ -	\$ -	\$ 100,000	\$ -	\$ -	
4502-5-00-413	ARP/HEALTH INS HOMELESSNESS CO	\$ 7,908	\$ 21,149	\$ -	\$ 44,300	\$ 44,300	Funded by ARP Grant received in 2022
	ARP/MEDICARE HOMELESSNESS COOR	\$ 829	\$ 818	\$ -	\$ 2,180	\$ 2,180	Funded by ARP Grant received in 2022
	ARP/RETIRE HOMELESSNESS COORD	\$ 8,616	\$ 8,529	\$ -	\$ 21,300	\$ 21,300	Funded by ARP Grant received in 2022
	ARP/SOCSEC HOMELESSNESS COORD	\$ 3,543	\$ 3,497	\$ -	\$ 9,300	\$ 9,300	Funded by ARP Grant received in 2022
4502-5-00-422	ARP/TEST KITS	\$ 35,437	\$ -	\$ -	\$ -	\$ -	
4502-5-00-431	ARP/NONPROFIT SUBRECIPIENT	\$ 339,664	\$ 395,000	\$ -	\$ -	\$ -	
	ARP/SERVICES & CHARGES	\$ -	\$ -	\$ 78,300	\$ -	\$ -	
4502-5-00-439	ARP/PUBLIC ART	\$ 48,703	\$ 21,000	\$ -	\$ -	\$ -	
4502-5-00-444	ARP/CAPITAL OUTLAYS	\$ -	\$ -	\$ 2,700,000	\$ 2,579,575	\$ 2,579,575	Funded by ARP Grant received in 2022
		\$ 501,158	\$ 506,394	\$ 2,878,300	\$ 2,806,655	\$ 2,806,655	

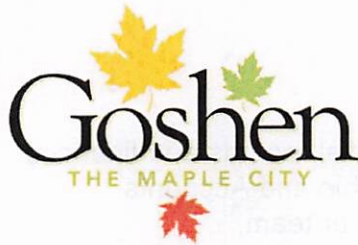
CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
4651-5-00-443	CEM CAP IMPROV/COLUMBARIUM	\$ 8,989	\$ -	\$ -	\$ 10,500	\$ 10,500	Funded by roughly \$11k in Cemetery Fees
4651-5-00-445	CEMETERY CAPITAL/CAPITAL				\$ 35,300	\$ 35,300	
		\$ 8,989	\$ -	\$ -	\$ 45,800	\$ 45,800	
4660-5-00-431	'15 GOB/PROF SVC	\$ -	\$ -	\$ -	\$ 120,000	\$ 120,000	
		\$ -	\$ -	\$ -	\$ 120,000	\$ 120,000	
4661-5-00-431	21GOB/PROF SVCS	\$ -	\$ -	\$ 50,000	\$ 31,557	\$ 31,557	
4661-5-00-443	21GOB/BUILDINGS	\$ -	\$ -	\$ -	\$ 3,117,492	\$ 3,117,492	
		\$ -	\$ -	\$ 50,000	\$ 3,149,049	\$ 3,149,049	
8801-5-00-411	FIRE PENSION/DEPARTMENT HEAD	\$ 3,770	\$ 3,770	\$ 3,770	\$ 3,770	\$ 3,770	
8801-5-00-413	FIRE PENSION/DEPENDENT PENSION	\$ 228,176	\$ 183,661	\$ 180,500	\$ 186,800	\$ 186,800	Funded from INPRS Annual Pension Relief Contributions
	FIRE PENSION/DISABILITY	\$ -	\$ -	\$ 12,000	\$ 12,000	\$ 12,000	
	FIRE PENSION/PENSIONS	\$ 303,867	\$ 313,846	\$ 324,118	\$ 335,500	\$ 335,500	Funded from INPRS Annual Pension Relief Contributions
8801-5-00-415	FIRE PENSION/DEATH BENEFITS	\$ -	\$ -	\$ 12,000	\$ 12,000	\$ 12,000	
8801-5-00-421	FIRE PENSION/OTHER OFFICE EXP	\$ 277	\$ -	\$ 800	\$ 800	\$ 800	
8801-5-00-432	FIRE PENSION/POSTAGE	\$ -	\$ -	\$ 100	\$ 100	\$ 100	
	FIRE PENSION/TRAVEL EXPENSE	\$ -	\$ -	\$ 150	\$ 150	\$ 150	
8801-5-00-439	FIRE PENSION/OFFICIAL BOND	\$ 105	\$ 210	\$ 200	\$ 200	\$ 200	
		\$ 536,195	\$ 501,487	\$ 533,638	\$ 551,320	\$ 551,320	
8802-5-00-411	POL PEN/DEPT HEAD	\$ 3,770	\$ 3,770	\$ 3,800	\$ 3,800	\$ 3,800	
8802-5-00-413	POL PEN/DEPENDENT PENSION	\$ 199,291	\$ 173,330	\$ 245,000	\$ 253,600	\$ 253,600	Funded from INPRS Annual Pension Relief Contributions
	POL PEN/PENSIONS	\$ 179,940	\$ 185,352	\$ 190,000	\$ 152,000	\$ 152,000	Funded from INPRS Annual Pension Relief Contributions
8802-5-00-415	POL PEN/DEATH BENEFIT	\$ -	\$ -	\$ -	\$ -	\$ -	
8802-5-00-432	POL PEN/POSTAGE	\$ -	\$ -	\$ 350	\$ 350	\$ 350	
	POL PEN/TRAVEL EXPENSE	\$ -	\$ -	\$ 100	\$ 100	\$ 100	
8802-5-00-439	POLICE PEN/OFFICIAL BOND	\$ 105	\$ 105	\$ 250	\$ 200	\$ 200	
		\$ 383,106	\$ 362,557	\$ 439,500	\$ 410,050	\$ 410,050	

CITY OF GOSHEN, INDIANA
2025 BUDGETED APPROPRIATIONS

Line Item Code	Line Item	2022 Actual.	2023 Actual.	2024 Budget.	2025 Budget.	2025 Budget REVISED	NOTES
4402-5-00-421	CCD/SOFTWARE AND HARDWARE	\$ -	\$ -		\$ -	\$ -	
4402-5-00-422	CCD/OFFICE EQUIPMENT	\$ 138,438	\$ 101,922	\$ 222,000	\$ 52,000	\$ 52,000	
4402-5-00-423	CCD/BLDG REPAIRS	\$ 156,584	\$ 208,396	\$ 187,024	\$ 160,000	\$ 160,000	
4402-5-00-431	CCD/SERV CONTRACTUAL	\$ 16,860	\$ 465,008	\$ 341,167	\$ 400,000	\$ 400,000	
4402-5-00-444	CCD/INFRASTRUCTURE				\$ 70,000	\$ 70,000	
4402-5-00-445	CCD/EQUIP-MTR VEHICLE	\$ 109,280	\$ -	\$ -	\$ 165,000	\$ 165,000	
	CCD/MOTOR VEHICLES				\$ 175,000	\$ 175,000	
		\$ 421,163	\$ 775,325	\$ 750,191	\$ 1,022,000	\$ 1,022,000	
3301-5-00-438	DEBT SERVICE/BANK FEE	\$ 375	\$ 750	\$ 750	\$ 750	\$ 750	
	DEBT SERVICE/INTEREST	\$ 43,100	\$ 54,950	\$ 48,600	\$ 42,525	\$ 42,525	
	DEBT SERVICE/PRINCIPAL	\$ 325,000	\$ 315,000	\$ 320,000	\$ 330,000	\$ 330,000	
		\$ 368,475	\$ 370,700	\$ 369,350	\$ 373,275	\$ 373,275	
3311-5-00-438	PAYING AGENT FEES	\$ 2,000	\$ 8,420	\$ 6,000	\$ 6,000	\$ 6,000	
	15 REDV DIST BONDS - INTEREST	\$ 25,419	\$ 18,375	\$ 11,114	\$ 7,394	\$ 7,394	
	ECON DEV LEASE BOND 15 INTERES	\$ 100,750	\$ 88,830	\$ -	\$ 72,495	\$ 72,495	
	15 ED LEASE RENTAL BONDS	\$ 295,000	\$ 300,000	\$ 386,000	\$ 310,000	\$ 310,000	
	15 REDV DIST BONDS- PRINCIPAL	\$ 395,000	\$ 410,000	\$ 420,000	\$ 425,000	\$ 425,000	
		\$ 818,169	\$ 825,625	\$ 823,114	\$ 820,889	\$ 820,889	
		\$ 47,357,165	\$ 56,347,749	\$ 78,420,084	\$ 92,065,287	\$ 92,063,607	

Exhibit # 10



City Clerk-Treasurer
CITY OF GOSHEN

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To: Common Council members and Mayor Leichty
From: Clerk-Treasurer Richard Aguirre & Deputy Clerk-Treasurer Jeffery Weaver
Date: Oct. 25, 2024
Subject: Clerk-Treasurer's Office request for an additional half-time position

As we informed you at the October 7 Council meeting, as part of our 2025 budget request, we are requesting approval for an additional half-time position. Specifically, we're seeking to convert a current half-time position to a full-time position in the Clerk-Treasurer's Office to manage our records, ensure better oversight of contracts and payment policies, credit card and Amazon purchases and to reduce some of the Deputy Clerk-Treasurer's routine duties so he can better focus on more impactful work.

Earlier this year, we sought to fill a vacant half-time position for office support and to assist our accounts payable and accounts receivable clerks. We temporarily suspended the search in August as it became increasingly clear that the office instead needed a new full-time employee as work processes evolved.

That is primarily because new Payroll Assistant Jean Nisley has taken on increasing payroll and financial reporting duties and is unable to dedicate the half-time necessary to adequately maintain our public records. Over the next year, Jean also will help manage our switch to a computer- and app-enabled time-keeping attendance system for about 150 City employees.

Besides managing our paper-heavy records-keeping functions, our proposed new full-time employee will take on the following:

- Digital records management. We need help managing online ordinances, minutes, agendas and other critical digital records and assist with Content Manager permissions and work flows as well as benefits and systems logins.
- Help maintain and enforce contracts and payment policies. We need help managing issues related to departments using different credit card processors and conflicts with our financial and records management system (ERP). We also want to help employees better understand spending policies designed to ensure compliance with City policies and state statutes.
- Manage City credit card accounts. We need to quickly respond to fraud alerts and establish a digital connection between our ERP and credit card company (ELAN), which has been more difficult than anticipated. We also want to update processes and communicate those to employees.
- Better oversight of the City's Amazon account. The process needs to be better organized and streamlined and we want to take advantage of some helpful features Amazon offers that we haven't been able to pursue due to time constraints. And we need to enable the interface between Amazon and our ERP.

If approved, the new full-time employee will handle these essential records and financial oversight responsibilities as well as back up our Accounts Payable and Accounts Receivable specialists and will serve as an integral member of our team.

We also believe hiring a new full-time employee will free the Deputy Clerk-Treasurer from some of these time-consuming duties. That will enable him to take on such demanding responsibilities as more closely leading our migration to a new and more powerful ERP, providing high-level input to the payroll software implementation and integration, timelier bank reconciliations and month-end closings, and to better interact and guide office staff through current and new responsibilities.

By sharing and collaborating on these duties, we hope to maximize efficiencies within the Clerk-Treasurer's Office to provide timelier, and more relevant, assistance and reporting to City departments and the Council. With more attention to the ERP migration and process development, we hope that the efficiencies can result in better decision-making by City management, as well as easier reporting to State and Federal agencies to which we are also accountable.

As you know, in our 2025 budget, the Clerk-Treasurer's Office requested a total of \$868,070, including \$536,100 for salaries and wages and \$290,470 for employee benefits. This request included the additional half-time position we are seeking.

We understand that Councilors must carefully consider adding any position because of the ongoing impact on the City's budget. In this case, however, the half-time position is a modest 7.3% (or \$55,288) increase in the Clerk-Treasurer's overall 2025 budget. We also believe it represents a small investment compared with the many resulting benefits, especially in improving efficiency and fiscal accountability.

Our office also has demonstrated that taking on higher-level work has produced tangible benefits to the City. For example, we commissioned an outside audit that is saving the City \$32,000 a year in cell phone costs. We helped streamline the process of outside contractors getting electrical and mechanical licenses from the City, which has helped them get to work faster and cut an unnecessary level of government review. And we led the negotiations for a new banking services agreement which has produced a high interest rate – annual earnings of about \$4 million, which is paying for vital City services.

We invite your questions and comments and welcome your support for our request for an additional half-time position in 2025. Thank you.

Exhibit #11

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Ordinance / Resolution Number: 5202

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

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Goshen City Common Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Goshen City Common Council	Common Council and Mayor	10/07/2024 10/28/24

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

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55885 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Fund Code	Fund Name	Adopted Budget
9500	PROBATION DEPARTMENT	\$113,650
9501	ECONOMIC IMPROVEMENT DISTRICT	\$81,000
9502	LAW ENFORCEMENT CONTINUING EDUCATION (LECE 1)	\$18,109
9503	COURT FEES	\$54,700
9504	ARP Fiscal Recovery Fund	\$2,806,655
9505	RESIDENTIAL LEASE FEES	\$48,975
9506	LAW ENFORCEMENT CONTINUING EDUCATION (LECE 2)	\$36,000
9507	TIF BOND AND INTEREST	\$820,889
9508	Public Safety LOIT	\$3,049,000
9509	Township Fire Support	\$378,000
9510	REDEVELOPMENT NON-REVERTING	\$274,550
9511	STORM WATER MANAGEMENT	\$1,937,885
9512	TIF Lippert/Dierdorff	\$0
9513	SOUTHEAST GOSHEN TIF	\$20,065,890
9514	CEMETERY CAPITAL IMPROVEMENT	\$45,800
9515	Parking Lot	\$0
9516	Opioid Settlement Unrestricted	\$0
9517	Unsafe Buildings	\$85,000
9518	Opioid Settlement Restricted	\$0
9519	Redhawk Fire/EMS Training Academy	\$12,500
9520	2015 GO BOND PROCEEDS	\$120,000
9521	CONS RR/US 33 TIF	\$4,075,000
		\$34,023,603

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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Budget Form No. 4
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Name		Signature
Linda Gerber	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	<i>Linda Gerber</i>
Phil Lederach	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	<i>Phil Lederach</i>
Doug Nisley	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	<i>Doug Nisley</i>
Megan Peel	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	<i>Megan Peel</i>
Donald Riegsecker	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	<i>DR</i>
Matt Schrock	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	<i>Matt Schrock</i>
Brett Weddell	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	<i>(Signature)</i>

Name	Title	Signature
Richard R. Aguirre	Clerk-Treasurer	<i>Richard R. Aguirre</i>

Name	Approve <input checked="" type="checkbox"/> Veto <input type="checkbox"/>	Signature	Date
Gina Leichy		<i>Gina Leichy</i>	10/28/2024

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1 Yes No

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31 Yes No