



GOSHEN COMMON COUNCIL

Minutes of the JUNE 23, 2025 Regular Meeting

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

At 6:00 p.m., assisted by Mayor Gina Leichty, Khaiden Qaiyim (a student at Model Elementary School) called the meeting to order and led the Pledge of Allegiance.

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 Advisers Tageeya Galeb (start of meeting) and Abril Reyes (after sworn into office)

Absent: None

Approval of Minutes:

Mayor Leichty asked the Council's wishes regarding the minutes of the April 28, 2025 Regular Meeting as prepared by Clerk-Treasurer Aguirre. Councilor Nisley moved to accept the minutes as presented. Councilor Lederach seconded the motion. **Motion passed 7-0 on a voice vote.**

Approval of Meeting Agenda:

Mayor Leichty presented the agenda as prepared by the Clerk-Treasurer with the following additions: 1) *Retirement presentation: Recognition and award to Detective H. William Hubbard III for more than 25 years of service to the Goshen Police Department and 6) Ordinance 5223: Amend 2025 Compensation Ordinance 5200 for Police Department Employees to Authorize a Minimum Outside Overtime Rate.* Councilor Nisley moved to approve the agenda as amended. Councilor Riegsecker seconded the motion. **Motion passed 7-0 on a voice vote.**

Privilege of the Floor:

At 6:03 p.m., Mayor Leichty opened the public comment period.

Before inviting comments, Mayor Leichty said she wanted to explain the purpose of Privilege of the Floor and the expectations speakers are asked to help uphold. The Mayor said:

"Privilege of the Floor is a structured opportunity for the members of the public to speak directly to the City Council about matters that are not already on tonight's agenda, but that fall within the legal responsibilities of our Council. This is a business meeting of local government, and we conduct it in accordance with Indiana law and the rules that guide public proceedings.

"The City of Goshen is a Class 3 city under Indiana law. That means our powers are limited to local matters such as infrastructure, public safety, utilities, zoning, and the city budget. These are the areas we are elected — and authorized — to oversee.

"We are legally prohibited from issuing formal statements on national or international matters, including foreign policy, immigration enforcement, military aid, and global conflicts. Indiana state law and the U.S. Constitution strictly limit the authority of local government to issues within our municipal jurisdiction. Stepping outside those boundaries would violate the structure of representative government and exceed our lawful authority."



Mayor Leichty continued, "If you are here this evening to speak about matters that are germane to the Council's work, we invite you to come forward. We welcome your participation and value your investment in this City. However, if your concerns involve national or international policy, we must respectfully direct you to the appropriate elected officials — Senators Jim Banks and Todd Young or Representative Rudy Yakym — who represent you in Washington, D.C., and are empowered to address those issues."

Mayor Leichty said she also wanted to address "a concern that has weighed heavily over the past several months. Council members have listened with care and patience to voices from across this community. And many of those voices have been passionate, some have been deeply personal — and a few have included accusations that Council members are indifferent to atrocities, even genocide.

"I want to speak to everyone very plainly: That is a serious mischaracterization of the individuals on this Council. Each of them brings integrity and conscience to this work. They care deeply about justice, about human dignity, and about the people of Goshen — and beyond. And they understand the importance of governing within the limits of their legal authority."

Mayor Leichty continued, "Choosing not to speak on matters beyond our jurisdiction is not silence born of indifference; it is restraint rooted in law and ethical responsibility. Council members who focus on the work they were elected to do are demonstrating not avoidance, but a disciplined respect for the rule of law and the purpose of this body. Rather than undermining public trust, this restraint is what protects it. It is what keeps our work focused, lawful, and effective.

"And this balance between personal empathy and public responsibility is never easy, especially when someone unjustly accuses you of indifference to human suffering. But choosing restraint in those moments is one of the most important and defining qualities of the ethical leadership of members of our City Council."

Mayor Leichty said that during Privilege of the Floor, each speaker would have up to three minutes. She asked speakers to direct their remarks to the Council as a whole. Under the Council's Rules of Order, she also asked that all comments remain:

- Respectful in tone;
- Focused on matters within the Council's jurisdiction;
- And free from personal attacks or threats

Mayor Leichty thanked audience members for being present, adding, "Whether we agree or disagree, your presence reflects your commitment to this community, and we honor that. So, let's continue this conversation with clarity, civility, and a shared focus on the work of our City."

At 6:07 p.m., the Mayor then invited comments "on something that is germane to the Council that is not on our agenda this evening."

Paul Stauffer of Goshen talked about the impact on City government from Senate Bill 1, the property tax and reform bill passed in April by the Republican super majority in the Indiana Legislative Assembly and signed into law by Gov. Mike Braun. He said that while promoted as an effort to cut property taxes, SB 1 "was based on lies told by Mike Braun during his campaign regarding the cash flow situation of Indiana cities and towns."

Stauffer said City budget projections have made clear that SB 1 "will blow an enormous hole" in Goshen's revenue in the coming years and over a third of the City's annual revenue is at risk. He said that although Councilors take their fiscal responsibilities seriously, "there really isn't a lot of fat in the budget that can be cut to make up the shortfall."



Stauffer continued, "The result of this legislation, it's going to force the City of Goshen to either drastically cut services that residents rely on, or try to raise additional revenue through other taxes or fees that we don't currently collect, or probably both.

"So, I want everyone to remember and have it on the record over the next year, as Goshen residents start to realize that we're not getting the new fire station that was planned for the south side of the City or that the Shanklin Pool is not going to reopen or that maybe they now have to pay for trash collection that used to be free, I want everyone to remember that it is the Republican elected officials in this State who bear full responsibility for this financial crisis, and I hope the voters remember that during next year's elections. I know I'll be doing my best to remind everyone of that."

Nancy Graber of Goshen said commended Mayor Leichty for restoring funding, eliminated by the federal government, and allowing AmeriCorps workers to remain in Goshen. She asked to learn more about what happened. **Mayor Leichty** responded, "The credit really goes to our City department heads. So, we called everyone together to see if we could find a way to ensure that the work that our AmeriCorps members were doing; they were actually looking at ways that the City could become more efficient in our services, and their term was cut.

"It was supposed to be a 12-month term. It would have been cut short by about four of those months, so we were able to find those resources within an existing grant that the State had to make sure that those terms were completed, the full 12 months. So, I commend our City department heads for coming together to make that happen." **Graber** thanked the Mayor.

John Stoltzfus of Goshen thanked the Mayor and Council for their "deep listening" in the City and for their work, especially as it connects to the state and the world beyond.

Stoltzfus said there is "tension" in the City's history in regard to Native Americans, African-Americans and because the City of Goshen used to be a "sundown town," one in which African-Americans were not allowed at night. He continued, "When I think about this town and its relationship with people of color more broadly, I am grateful that when there were flyers in this town, thanks to the (Ku Klux) Klan – and white supremacy still very much alive in this country – there was a local response that both gathered flyers and spoke more clearly to matters of welcome. Thank you for all that work."

Stoltzfus mentioned arms export law, lay law and international law and then provided Councilors with a copy of "The Sarajevo Declaration," an eight-page document that criticizes the alleged Israeli "genocide" in Gaza (EXHIBIT #1). He said he welcomed further conversation "around these things that do matter to all of us that have everything to do with who we are as individuals, as a City and in this time in history."

At 6:15 p.m., Mayor Leichty closed the public comment period.

1) Retirement presentation: Recognition and award to Detective H. William Hubbard III for more than 25 years of service to the Goshen Police Department

Before presenting an award, **Mayor Leichty** said she wanted to reflect on the service of Detective Hubbard whose impact she said, "reaches far beyond his badge." The Mayor then read the following statement:



"In my time with the City, I've come to know Bill as someone who is thoughtful, well-read, and deeply reflective. He sees public service not as a job, but as a moral calling – a commitment to show up with courage, clarity, and conscience, even when it's hard.

"Over the past 25 years, Bill has responded to calls most of us will never witness, made decisions in moments most of us will never face, and mentored colleagues in ways that ripple far beyond his own shift. That legacy deserves our attention and our respect.

"In his farewell message to his fellow officers, Bill wrote with candor and conviction about what this work truly demands. He reminded his team that law enforcement isn't just about enforcing laws; it's about showing up in the hardest moments of people's lives. And in those moments, each officer has a choice: to be a warrior or a peacemaker.

"Bill championed something he called meekness – not weakness, but a form of strength that comes rooted in patience, humility, and self-restraint. It's the quiet discipline that builds trust where fear might otherwise take hold. And that intention – leading with deliberation, humanity, and principle – defined his philosophy of policing.

"His parting message to colleagues offered wisdom as practical as it was profound:

- The best officers lead with humility, knowing that calm judgment outperforms ego every time.
- Use persuasion, not power.
- And treat every person the way you'd want an officer to treat your most beloved family member.

"These weren't just instructions; they were reminders of the ethical and emotional weight of this work. And they came from someone who walked the path with integrity, vigilance, and heart for more than two decades.

"Here in Goshen, we reserve the Key to the City for those who have dedicated more than 25 years of service to our community. This is not just a routine recognition; it's our highest civic honor. It symbolizes our deep gratitude to those who have committed themselves, year after year, to public service with integrity, purpose, and heart."

Mayor Leichty then invited Detective Hubbard to come forward and she presented him with a plaque and the Key to the City "for 25 years of service in the Goshen Police Department. With steadfast dedication, you've upheld the safety and well-being of our community. Thank you for serving with integrity, vigilance, and heart."

Invited to respond, **Detective Hubbard** said, "I don't know exactly what to say, but joining the Police Department and retiring from the Police Department are probably both top 10 decisions in my life. So, new chapter, new marriage, new life. And God bless everybody. It's been my privilege to serve this community and I'm very grateful for this token. Thank you."

The audience responded with applause.

BACKGROUND:

In May, the City Board of Public Works and Safety approved the retirement of **Detective H. William Hubbard III**, badge #130, effective May 31, 2025. His final active day on the books was May 30, 2025.

Police Chief José Miller said Detective Hubbard began his full-time service with the Goshen Police Department on Sept. 3, 1999, and over the past 25-plus years, he "demonstrated unwavering dedication to our department and to the citizens of Goshen. Throughout his career, Detective Hubbard has served in numerous roles."

Chief Miller said Detective Hubbard "began as a patrol officer and rose to the rank of patrol lieutenant. He later joined the Detective Bureau, where he was instrumental in the resolution of numerous critical cases impacting our community. His contributions extended into administrative leadership when he served as the Division Chief of Patrol."



Chief Miller said Detective Hubbard has also been “deeply involved in officer development and department readiness. He served as a departmental trainer on multiple subjects, playing a key role in preparing new recruits. He was a member of the Emergency Response Team (E.R.T.), and he retires while serving with the Proactive Investigation Team (P.I.T.).”

Chief Miller added that Detective Hubbard’s “compassion and leadership are evident through his work on the Peer Support Team. Officers like Detective Hubbard are foundational to the strength and integrity of our department. His impact will continue to be felt long after his retirement. I want to personally thank Detective Hubbard for his exemplary service, leadership, and dedication. On behalf of the entire Goshen Police Department, I wish him nothing but the best in his well-earned retirement and future endeavors.”

2) Presentation of plaques to outgoing (2024-2025) Youth Advisers

Tageeya Galeb, City Council; Peter Moser, Mayor's Environmental Advisory Committee; Kimberly Cazabal Gonzalez, Board of Zoning Appeals; Brayden Wiese, Traffic Commission; Magdalena Bridger-Ulloa, Shade Tree Board; Katherine Orellana Pineda, Parks & Recreation Board; Adamaris Cortes, Board of Aviation Commissioners; and Savira Singh, GCS School Board

Mayor Leichty said that the City has youth advisers who serve on boards throughout the City and this is the meeting to say goodbye to outgoing advisers while welcoming incoming advisers.

The **Mayor** said program started with one Council youth adviser in 2016 and has expanded to six advisers serving various boards as well as the district school board. She said the advisers help shape policy, ask questions, offer their perspective on important decisions “and help us build a more inclusive, forward-looking community.” The Mayor said the fact the advisers are elected by their Goshen High School peers makes this program especially meaningful.

After being elected, **Mayor Leichty** said the advisers form the Youth Advisory Commission and work on their own leadership initiatives, “learning firsthand what it means to engage, advocate, and lead in local government.”

Mayor Leichty thanked the youth advisers for their contributions, which included attending at least one meeting a month, as well as meeting preparation time, and related activities. She said she appreciated all of the students and their families who have supported the program.

To thank the advisers for their service, **Mayor Leichty** awarded certificates and name plates to the following students, who were praised for their contributions and invited to mention a highlight from their service:

- **Tageeya Galeb, City Council;**
- **Peter Moser, Mayor's Environmental Advisory Committee;**
- **Kimberly Cazabal Gonzalez, Board of Zoning Appeals;**
- **Brayden Wiese, Traffic Commission;**
- **Magdalena Bridger-Ulloa, Shade Tree Board;**
- **Katherine Orellana Pineda, Parks & Recreation Board;**
- **Adamaris Cortes, Board of Aviation Commissioners;**
- **Savira Singh, GCS School Board**

Audience members applauded the advisers for their service.



3) Introduction and Oaths of Office for Incoming (2025-2026) Youth Advisers Abril Reyes, City Council; Anna Jaime Raymundo, Parks & Recreation Board, Brianna Garcia, Shade Tree Board; Ezra Tice, Board of Zoning Appeals; Kimberly Montalva, GCS School Board; Perla Cervantes, Traffic Commission; and Valerie Ortega Avila, Board of Aviation Commissioners.

Mayor Leichty introduced and swore into office the following youth advisers for the coming year:

- Abril Reyes, City Council;
- Anna Jaime Raymundo, Parks & Recreation Board;
- Brianna Garcia, Shade Tree Board;
- Ezra Tice, Board of Zoning Appeals;
- Kimberly Montalva, GCS School Board;
- Perla Cervantes, Traffic Commission;
- Valerie Ortega Avila, Board of Aviation Commissioners

After the oaths were administered, audience members responded with applause.

4) City financial report and budget update (Clerk-Treasurer's Office)

Deputy Clerk-Treasurer Jeffery Weaver delivered a financial and budget update to Councilors.

BACKGROUND:

In a June 23, 2025 memorandum to the Common Council, Deputy Clerk-Treasurer Weaver wrote that he was attaching financial reports summarizing the budget and cash balance performance for Civil City funds included in the 2025 budget, which was approved by the Council in October 2024. These reports were intended to provide a reasonable understanding of the City's financial position. They were unaudited and may require some interpretation. Weaver wrote that the reports looked different this time because he condensed information and made reports easier to read and understand. He provided a description of the four-page report.

Fund Balance Report

Weaver wrote that this report provided the cash balance of the budgeted funds for May 31, 2025, illustrating the City's liquidity position across all funds and demonstrating that each fund maintained a sufficient balance to support budgeted expenditures

Budget Report – Revenues

Weaver wrote that this page summarized revenue collections for each fund through May 31, 2025, showing progress toward projected revenue levels. He wrote that some funds receive the levy in two allotments in June and December (General, Debt Service, MVH, Cumulative Fire, Park & Recreation, Aviation, CCD, Cumulative Sewer).

Budget Report – Expenditures

Weaver wrote that in order to save space, this report displayed expenditures incurred to date for each fund, allowing for an assessment of spending trends relative to annual appropriations, with an expected 58% of the budget remaining at this point in the year.

Budget Report – Expenditures in the General Fund

Weaver also wrote that he included this report on a separate page to streamline the presentation of information. It broke down the General Fund by department, providing a focused view of each department's budget performance to date.



SUMMARY OF JUNE 23, 2025 COUNCIL DISCUSSION OF CITY FINANCIAL REPORT:

Mayor Leichty invited a presentation from Deputy Clerk-Treasurer Jeffery Weaver.

Deputy Clerk-Treasurer Weaver provided an overview of his City financial report and budget update. Key points:

- The May budget report "is probably the most awkward and frustrating report to work with, because we're 5/12ths of the way through the year" when most people only want to discuss the financial status halfway through the year which will happen at the next Council meeting.
- Actually, this report reflects the City's financial status halfway through June;
- Although the Legislative Assembly approved Senate Bill 1, which will reduce property taxes, the City's 2025 revenues will not be affected by this legislation and budgeted spending can continue;
- In about a week, the City will receive about half of its levy payments for the year and that will increase available cash in the General Fund, MVH, Parks, Aviation and LIT Economic Development.
- The current negative balance for Debt Service also will be eliminated when the City receives the levy, just in time for the City's July 1 payment on that.
- The Redevelopment Operating Fund has received almost \$230,000, mostly from the sales of some redevelopment properties.
- As for expenditures, the City has about 58% remaining to spend in most of its funds, with some of them higher and some lower.
- The Opioid Settlement Restricted Fund is lower because of an additional appropriation in July.
- Otherwise, "everything seems to be moving along as we would have expected."

Councilor Riegsecker said he had no questions, but added, "I'm looking forward to next month, because 50% is easy to figure up and down."

Mayor Leichty invited a motion to approve the financial and budget report.

Councilor Peel and Councilor Riegsecker made a motion to approve the Clerk-Treasurer's budget and financial report. On a voice vote, the motion passed unanimously, a by a 7-0 vote.

5) Resolution 2025-13 – Resolution of the Common Council of the City of Goshen approving Order of the Goshen Plan Commission

Mayor Leichty called for the introduction of Resolution 2025-11, *Resolution of the Common Council of the City of Goshen approving Order of the Goshen Plan Commission*. Council President Weddell asked the Clerk-Treasurer to read Resolution 2025-13 by title only, which was done.

Weddell/Nisley made a motion to approve Resolution 2025-13.

BACKGROUND:

In a June 23, 2025 memorandum to the Council, City Redevelopment Director Becky Hutsell wrote that staff members were working with consultants Ice Miller and Baker Tilly and the City Legal Department to amend the City's existing Tax Increment Financing (TIF) areas to extend them each to their full term as presented on a map provided by Baker Tilly.

In addition, Hutsell said the City was seeking to amend two areas to include additional parcels:



SOUTHEAST HOUSING TIF – Intent is to add the three parcels that were transferred to Cherry Creek, LLC after the initial TIF was established.

CONSOLIDATED RIVER RACE/US 33 AREA – Intent is to include two additional groupings of parcels that are likely to need development assistance and infrastructure improvements over the next several years.

Hutsell wrote that these amendments went before the Goshen Plan Commission in May and it passed an order confirming that the amendments are in line with the City's Comprehensive Plan and making a recommendation to continue forward with the amendments. She requested that the Council approve Resolution 2025-13 approving the Plan Commission order.

If Resolution 2025-13 was passed and adopted by the Council, it would be resolved that "the action of the Plan Commission on May 20, 2025, determining that the Area Resolutions and the Original Plans, each as amended, conform to the plan of development of the City is in all respects approved by the Common Council."

SUMMARY OF JUNE 23, 2025 COUNCIL CONSIDERATION & APPROVAL OF RESOLUTION 2025-13:

Mayor Leichty invited a presentation on Resolution 2025-13.

City Redevelopment Director Becky Hutsell said that for the past several months, beginning last fall, the City Redevelopment Commission has been working with (consultants) Ice Miller and Baker Tilley to consider extending the timeline on some of the city's TIF districts.

Hutsell asked Councilors to review page three of the packet which has information on the City's key TIF areas, which were set at a 30 year timeline. She said legislation has been passed setting the timeline at 25 years and the City has passed amendments setting the expiration of the TIFs to the earliest date, although several can extend two, three or five years. She said the City is now seeking to extend TIF expirations to their full terms.

Hutsell said, "Nothing about that is inappropriate. We have just always been very conservative in how we have done this, and in seeing the amount of work that the Commission still chooses to do, we would like to keep those extended as each area falls off, those taxes get released back. So, we're not pushing them beyond what's allowed; it will allow us to continue projects for an additional, probably 10 to 15 years."

Hutsell said the process of extending the TIF expirations also includes two different amendments. She said one is for the City's housing TIF, adding the three parcels that were purchased from the City for the Cherry Creek housing development. And in the Consolidated River Race area, she said the City wants to add two small areas along Elkhart Road and Pike Street where development has begun to occur, so funding will be available to facilitate and help future development if needed.

Hutsell said the Redevelopment Commission has approved these requests. She said before the Council tonight was an order to move forward. She said everything being requested was in line with the City's Comprehensive Plan and consistent with its goals. She asked the Council to approve the Plan Commission's order.

Mayor Leichty invited Council comments or questions.

Councilors asked many questions and made comments, which Hutsell addressed. There were discussions about:

- The creation of the TIF districts and for how long they could exist.
- The fact that if a TIF district is expanded, the new area can be renewed for another 25 years.
- The State has reduced the lifespan of TIFs from 30 to 25 years.
- The exact purpose of Resolution 2025-13.



- Some of the development opportunities in the new TIF areas.
- How the City can spur development in TIF areas by strategic investments.
- The amount of money the Redevelopment Commission puts back into the City, not only in infrastructure improvements but also for quality of place initiatives.
- The original boundaries of the River Race TIF and the opportunities for future development.
- The City plans to eventually make available, on its website, a map of all its TIF districts.

At 6:50 p.m., Mayor Leichty invited questions from members of the audience. There were none.

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

On a voice vote, Councilors unanimously passed Resolution 2025-13, Resolution of the Common Council of the City of Goshen approving Order of the Goshen Plan Commission, by a 7-0 margin, with all Councilors voting "yes," at 6:50 p.m.

6) Ordinance 5223 – Amend 2025 Compensation Ordinance 5200 for Police Department Employees to Authorize a Minimum Outside Overtime Rate

Mayor Leichty called for the introduction of Ordinance 5223, *Amend 2025 Compensation Ordinance 5200 for Police Department Employees to Authorize a Minimum Outside Overtime Rate*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5223 by title only, which was done.

Weddell/Nisley made a motion to approve Ordinance 5223.

BACKGROUND:

Ordinance 5223 would amend the City's 2025 Compensation Ordinance 5200 for Police Department employees to authorize a minimum outside overtime rate. According to Ordinance 5223:

- Ordinance 5200 approved the 2025 maximum compensation, including wages and benefits, for Goshen Police Department employees.
- The City of Goshen and Elkhart FOP Lodge 52, Inc., representing all full-time sworn police officers of the Goshen Police Department, have negotiated a Memorandum of Understanding that establishes conditions for Bargaining Unit Employees to work large events (greater than 1,000 expected attendees) e.g. First Friday events; to work City Departmental events, e.g. Rock the Quarry; or to transport mental health patients as employees of the City, outside normal shift work ("Outside Overtime").
- It is necessary to authorize a minimum rate of compensation to be paid to a Bargaining Unit Employee who voluntarily agrees to work an Outside Overtime assignment.

If Ordinance 5223 was approved by the Council, it would be ordained that Ordinance 5200 shall be amended by adding a new Section 30 that reads as follows:

SECTION 30 Minimum Outside Overtime Rate. A Bargaining Unit Employee that volunteers to work an Outside Overtime assignment shall be compensated at the rate of Sixty Dollars (\$60.00) per hour, or at the Bargaining Unit Employee's overtime rate, whichever is higher.



SUMMARY OF JUNE 23, 2025 COUNCIL CONSIDERATION & APPROVAL OF ORDINANCE 5223:

Assistant City Attorney Don Shuler said Ordinance 5223, which would adjust the minimum outside overtime rate for Police union members, was a follow up or a continuation of a memorandum of understanding (MOU), that was approved at the June 12 Board of Works and Safety meeting, between the City and the police regarding voluntary overtime, for events that members of the department volunteer for as for their secondary employment.

Shuler said the MOU allows police to continue to do what was put on pause for a while, due to some concerns over insurance, and what their liability would be if the City would cover them when they were in that role. So, he said the MOU that was approved by the Board of Works "essentially specifies that when police are engaged in that secondary employment, they are not engaged in City employment, so are not covered by the City's liability insurance."

However, Shuler said "if something happens where they have to engage in law enforcement activity that results from their duties at that event, or if they just happen to be in the right place at the wrong time, so to speak, and they respond, that triggers them being on City time and being covered by the City's insurance. So, that was the impetus for developing the MOU as part of that."

Shuler said, "There needed to be a recommendation from the Board of Works what the overtime rate would be, and there was some discussion with the Union ahead of time and that's where the recommendation of the \$60 per hour for the overtime rate came from. And as that's a matter of compensation, it comes to the Council for approval."

Shuler concluded, "So the MOU has been approved by the City through the Board of Works, and has been signed and executed by the police union and we're here today to see if the Council would approve the overtime rate to amend the compensation ordinance as provided in Ordinance 5223."

Providing further background, Mayor Leichthy said that as the result of discussions with the police union and the police administration, the City has attempted to clarify what is considered secondary employment, such as traffic control for an outside employer for safety or security reasons, vs. a large municipal that would be considered outside overtime with a community partner or transportation for mental health patients to various places throughout the state. Mayor Leichthy "we wanted to establish an outside overtime rate for those community partner kinds of arrangements so, there would be a standard rate. There just isn't anything identified within the current wage ordinance for an outside overtime rate. So, we wanted to incentivize people to volunteer at this flat rate."

Police Chief José Miller said the proposed \$60 outside overtime rate would be slightly higher than the department's overtime rate for all ranks, excluding a captain. He said "hopefully, it's to inspire people to volunteer, so we don't have to force people to work these things."

Mayor Leichthy said, "Typically these outside overtime roles would be roles that the City would be compensated for by our City partners. So, we're trying to establish a rate and then we can bill for that service, essentially, to a community partner that wants to hire one of our officers."

Mayor Leichthy said "there are some situations, because of our insurance, where the insurance company does not want our officers to be performing secondary employment. So, for example, in a large municipal festival, where alcohol may be present but is not the primary focus or feature of that event ... that is permissible under outside overtime. It is not permissible under secondary employment."

Mayor Leichthy said the City has reviewed all possible events and activities that officers may be asked to work and tried to provide that clarification with the union and the officers. She said for those events, the provision of alcoholic beverages cannot be a main feature of the event. She said, "You can't perform secondary underemployment where alcohol is a primary component, period. So, people can do traffic control under secondary employment, or they could provide support for school or something like that. But for our community partners, where we're trying to provide transportation services and things like that, you can do that under outside overtime."

Councilors asked questions and made comments about Ordinance 5223 and the MOU with the union.



There was discussion on the following:

- The type of events and community partners who will contract for work by off-duty police officers for which there would continue to be insurance coverage.
- Secondary employment would be for the larger functions, and when officers work those functions, they will be considered on duty as if on a special detail, like a foot patrol downtown.
- In those cases, officers would be paid a \$60 flat fee, paid for by the Police Department budget, and the department would seek reimbursement from a community partner.
- There will now be two different types of off-duty work – outside overtime in which the City will do the billing and secondary employment in which an officer is basically moonlighting, and they're an independent contractor, and they get paid directly by whoever hired them until the moment that there's an emergency and then the City will pay for their time.
- Anytime an officer wants to be hired for secondary employment, he or she must fill out a form that the Chief must review and approve in advance.
- If an officer was working a secondary job and there is an emergency, the officer would then be paid at the regular rate and would be covered by insurance.
- Part of the agreement (MOU) was that the contract specifies that if an officer is called in for overtime work, they must get a minimum of two hours pay.
- If an officer on secondary employment notifies dispatch regarding a necessary law enforcement action, the officer would then be considered on duty and be paid at the regular rate.
- Advance approval of secondary employment will now allow the Police Department to know that an officer is working off duty and may have to take official police action at some point.
- When officers are engaged in secondary employment, 90% of the time they will be in full uniform with full equipment.
- Whoever hires an officer for secondary employment is responsible for insuring an officer if there is an injury.
- A change in insurance coverage prompted the discussion about secondary employment.

Mayor Leichthy said, "It's taken a few months to work through all the negotiations and get to this point, but we feel like we have a workable solution that will be a benefit to the officers, allowing them to resume secondary employment opportunities and for the City to have a mechanism to bill for some services as well."

At 7:15 p.m., Mayor Leichthy invited questions from members of the audience. There were none.

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

On a voice vote, Councilors unanimously passed Ordinance 5223, Amend 2025 Compensation Ordinance 5200 for Police Department Employees to Authorize a Minimum Outside Overtime Rate, on First Reading by a 7-0 margin, with all Councilors voting "yes," at 7:15 p.m.

Councilors gave unanimous consent to proceed with Second Reading of Ordinance 5223.



Mayor Leichty called for the introduction of Ordinance 5223, *Amend 2025 Compensation Ordinance 5200 for Police Department Employees to Authorize a Minimum Outside Overtime Rate, on Second Reading*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5223 by title only, which was done. Weddell/Nisley made a motion to approve Ordinance 5223 on Second Reading.

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

On a voice vote, Councilors unanimously passed Ordinance 5223, *Amend 2025 Compensation Ordinance 5200 for Police Department Employees to Authorize a Minimum Outside Overtime Rate, on Second Reading* by a 7-0 margin, with all Councilors voting "yes," at 7:16 p.m.

Elected Official Reports:

Mayor Leichty invited reports from Council members.

Councilor Peel said she wasn't able to attend the meeting of the Economic Improvement District, so she had nothing to report.

Outgoing Youth Adviser Galeb said, "I want to quickly thank you guys for letting me be a part of this. It's been an amazing experience. I know April (Reyes) will be a wonderful addition to this, and she'll do great."

New Youth Adviser Reyes said, "I just want to say thank you for the opportunity. I'm looking forward to working with all of you guys."

Councilor Peel wished Galeb good luck at Goshen College, where she has enrolled for the fall semester.

Councilor Gerber asked about the date of the upcoming budget work session.

Mayor Leichty said Aug. 14 was the proposed meeting date, but it has not been confirmed. She asked if Councilors would be available after 5 p.m. on Aug. 14 because the Clerk-Treasurer will be returning from a conference later that day. Clerk-Treasurer Aguirre suggested the work session date could be confirmed at the Council's next meeting on July 28. The Mayor said a work session was necessary in August.

Adjournment:

Councilor Nisley made a motion to adjourn the meeting. Councilor Schrock seconded the motion. **By a 7-0 voice vote, Councilors unanimously approved the motion to adjourn the meeting.**

Mayor Leichty adjourned the meeting 7:20 p.m.



EXHIBIT #1: *"The Sarajevo Declaration," an eight-page document that criticizes the Israeli alleged "genocide" in Gaza. A copy of this document was provided to Councilors by John Stoltzfus of Goshen during Privilege of the Floor.*

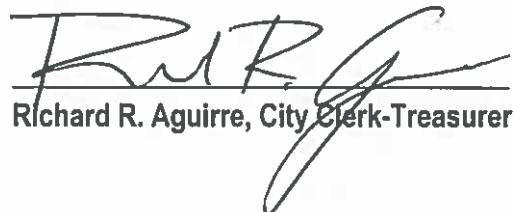
EXHIBIT #2: *A copy of the one-page Ordinance 5223, Amend 2025 Compensation Ordinance 5200 for Police Department Employees to Authorize a Minimum Outside Overtime Rate. Ordinance 5223 was added to the meeting agenda and considered (and approved) as agenda item #6.*

APPROVED:

A blue ink signature of Gina Leichty, Mayor of Goshen, written over a horizontal line.

Gina Leichty, Mayor of Goshen

ATTEST:

A black ink signature of Richard R. Aguirre, City Clerk-Treasurer, written over a horizontal line.

Richard R. Aguirre, City Clerk-Treasurer

The Sarajevo Declaration

29 May 2025

We, the members of the Gaza Tribunal, having gathered in Sarajevo from 26 to 29 May 2025, declare our collective moral outrage at the continuing genocide in Palestine, our solidarity with the people of Palestine, and our commitment to working with partners across global civil society to end the genocide and to ensure accountability for perpetrators and enablers, redress for victims and survivors, the building of a more just international order, and a free Palestine.

We condemn the Israeli regime, its perpetration of genocide, and its decades-long policies and practices of settler colonialism, ethno-supremacism, apartheid, racial segregation, persecution, unlawful settlements, the denial of the right to return, collective punishment, mass detention, torture and cruel and inhuman treatment and punishment, extrajudicial executions, systematic sexual violence, demolitions, forced displacement and expulsions, ethnic purges and forced demographic change, forced starvation, the systematic denial of all economic and social rights, and extermination.

We are horrified by the Israeli regime's systematic devastation of Palestinian lives, lands, and livelihoods, including its intentional destruction of all sources and systems for food, water, healthcare, education, housing, culture, as well as mosques, churches, aid facilities, and refugee shelters, and its targeting of medical personnel, journalists, aid workers, and United Nations staff, and its direct

targeting of civilians, including children and older persons, women and men, girls and boys, persons with disabilities and those with medical conditions.

We demand an immediate withdrawal of Israeli forces and an end to the genocide, to all Israeli military action, to forced displacement and expulsions, to settlement activities, to the siege of Gaza and restrictions on movement in the West Bank. We call for the immediate and unconditional release of all prisoners, including the thousands of Palestinian women, men and children held in abusive Israeli detention facilities. We insist on the immediate resumption of massive humanitarian aid to all of Gaza without restriction or interference, including food, water, shelter, medical supplies and equipment, sanitary equipment, rescue equipment, and construction materials and equipment. We call as well for a complete withdrawal of all Israeli forces from all Lebanese and Syrian territory.

We call for an end of the smearing of UNRWA and other humanitarian workers, for the free and unhindered access of UNRWA and all other United Nations and humanitarian organizations in all areas of Gaza and the West Bank, for full compensation by the Israeli regime for damage caused to UN and humanitarian facilities, alongside full compensation and reparations to the Palestinian people, and for full accountability for the harassment, abduction, torture, and murder of UNRWA and other humanitarian workers and their families.

We call on all governments and on regional and international organizations to end the historic scandal of inaction that has characterized the past nineteen months, to urgently respond with all

means at their disposal to end the Israeli assault and siege, to uphold international law, to hold perpetrators to account, and to provide immediate relief and protection to the people of Palestine.

We denounce the continued complicity of governments in the perpetration of Israeli war crimes, crimes against humanity, and genocide in Palestine, and the shameful role of many media corporations in covering up the genocide, dehumanizing Palestinians, and in the dissemination of propaganda fueling anti-Palestinian racism, war crimes, and genocide.

We equally denounce the wave of persecution and crackdowns on human rights defenders, peace activists, students, academics, workers, professionals, and others, perpetrated by Western governments, police agencies, the private sector, and educational institutions. We honor those who, despite this persecution, have had the courage and moral convictions to stand up and speak out against these historic horrors, and we insist on the full protection of the human rights of free expression, opinion, assembly, and association, as well as the right to defend human rights without harassment, retaliation, or persecution.

We reject the unjust tactic of smearing as “antisemites” or “supporters of terrorism” all those who dare to speak up and act to defend the rights of the Palestinian people and to condemn the injustices and atrocities of the Israeli regime and its perpetration of apartheid and genocide, or those who criticize the ideology of Zionism. We stand in solidarity with all those who have been smeared or punished in this way.

We are convinced that the struggle against all forms of racism, bigotry, and discrimination necessarily includes the equal rejection of Islamophobia, anti-Arab and anti-Palestinian racism, and antisemitism. It also includes an acknowledgment of the horrific effects that Zionism, apartheid, and settler-colonialism have had and continue to have on the Palestinian people. We commit to fighting all such scourges.

We also reject the destructive ideology of Zionism, as the official state ideology of the Israeli regime, of the forces that colonized Palestine and established the Israeli state on its ruins, and of pro-Israel organizations and proxies today. We insist, in the words of the Universal Declaration of Human Rights, that all human beings are born free and equal in dignity and rights, and that there are no exceptions to this rule. We call for decolonization across the land, an end to the ethno-supremacist order, and the replacement of Zionism with a dispensation founded on equal human rights for Christians, Muslims, Jews, and others.

We are inspired by the courageous resistance and resilience of the Palestinian people in the face of over a century of persecution, and by the growing movement of millions standing in solidarity with them around the world, including the principled advocacy and nonviolent action of thousands of Jewish activists who have rejected the Israeli regime and its ethnonationalist ideology, and have declared that the Israeli regime neither represents them nor acts in their name.

We recognize the right of the Palestinian people to resist foreign occupation, colonial domination, apartheid, subjugation by a racist regime, and aggression, including through the use of armed struggle,

in accordance with and as recognized in international law and as affirmed by the United Nations General Assembly.

We recall that the Palestinian right to self-determination is *jus cogens* and *erga omnes* (a universal rule not subject to exception and binding on all states) and is non-negotiable and axiomatic. We recognize that this right includes political, economic, social, and cultural self-determination, the right to return and full compensation for all harms suffered in a century of persecution, to permanent sovereignty over natural resources, and to non-aggression and non-intervention. We respect Palestinian aspirations and full Palestinian agency and leadership over all decisions affecting their lives, and we stand in solidarity with them.

We are gravely concerned at the direction of international relations, international politics, and international institutions, and by attacks on those international institutions that have challenged genocide and apartheid in Palestine. We believe that the normative foundations of the global order, grounded in human rights, the self-determination of peoples, peace, and the international rule of law, are being sacrificed at the altar of ruthless political realism and obsequious deference to power, with the people of Palestine left undefended and vulnerable on the front lines. We insist that another world is possible and intend to fight to bring it about.

We fear that the nascent and flawed international normative order, built up since the Second World War, with human rights at its center, is at risk of collapse as a result of the sustained attack waged on the system by the Israeli regime's Western allies in their quest to buttress

Israeli impunity. We pledge to oppose this attack and to work to protect and advance the project of building a world in which human rights are governed by the rule of law, beginning with the struggle for Palestinian freedom. And we believe that the weaknesses and inequities hard-wired into the international system from the start, including the geopolitical right of exception codified in the United Nations Security Council veto, the disempowerment of the General Assembly, and the structural obstacles that mitigate against the enforceability of International Court of Justice (ICJ) decisions, must be reformed and rectified.

We demand immediate action to isolate, contain, and hold accountable the Israeli regime through universal boycott, divestment, sanctions, a military embargo, suspension from International organizations, and the prosecution of its perpetrators, and we commit ourselves to this cause. We equally demand individual criminal accountability for all Israeli political and military leaders, soldiers, and settlers implicated in war crimes, crimes against humanity, genocide, or gross violations of human rights, as well as accountability for all persons and organizational actors guilty of complicity in the regime's crimes, including external proxies of the Israeli regime, government officials, corporations, arms manufacturers, energy companies, technology firms, and financial institutions.

We applaud the International Court of Justice (ICJ) for its ongoing historic genocide case against the Israeli regime and for its landmark advisory opinion findings on the illegality of the Israeli occupation, of the apartheid wall, and of the Israeli practice of apartheid and racial segregation, and its findings that the rights of the Palestinian people

are not dependent upon or subject to negotiation with their oppressor and that all states are obliged to abstain from treaty, economic, trade, investment, or diplomatic relations with Israel's occupation regime. We celebrate the principled action of South Africa in bringing to the ICJ the historic genocide case against the Israeli regime.

We call on all states to ensure the implementation of all provisional measures adopted by the ICJ in the genocide case against Israel, to fully respect the findings of the ICJ in its advisory opinion of July 2024, to comply with all elements of the United Nations General Assembly resolution of 13 September 2024 (A/ES-10/L.31/Rev.1), ending all arms trade with and implementing sanctions on the Israeli regime, and to support accountability for all Israeli perpetrators. We urge civil society organizations and social movements around the world to initiate and strengthen campaigns to support the ICJ's decisions and opinions on Palestine, and to press their own governments to abide by them.

We similarly applaud the International Criminal Court for (albeit belatedly) issuing arrest warrants for two senior Israeli regime leaders and call on the ICC to both expedite action on these cases and to issue further warrants for other Israeli perpetrators, both civilian and military. We call on all ICC State Parties to urgently act on their obligations to arrest these perpetrators and hand them over for trial, and we demand that the United States lift all ICC sanctions and cease all obstruction of justice.

We express our gratitude and admiration to the independent special procedures of the United Nations Human Rights Council for their expert contributions and for their strong and principled voices in

holding the Israeli regime to account and defending the human rights of the Palestinian people. They have shown themselves to be the conscience of the organization, and we call on the United Nations and all member states to defend and support these mandate holders without fail. We applaud, as well, the principled action of those United Nations agencies that have acted to defend the rights of the Palestinian people and to provide aid and relief to the survivors of genocide in Palestine in the face of unprecedented risks and obstacles, foremost among them, UNRWA.

We believe that the world is approaching a dangerous precipice, the front edge of which is in Palestine. Dangerous forces in both the public and private spheres are pushing us toward the abyss. The events of the past nineteen months, and our own deliberations, have convinced us that both key international organizations and most countries of the world, whether acting individually or collectively, have failed in defending the human rights of the Palestinian people and in responding to the Israeli regime's genocide in Palestine. We are convinced that the challenge of justice now falls to people of conscience everywhere, to civil society and to social movements, to all of us. As such, our work in the coming months will be dedicated to meeting this challenge. Palestinian lives are at stake. The international moral and legal order is at stake. We must not fail. We will not relent.

Exhibit #2

ORDINANCE 5223

**Amend 2025 Compensation Ordinance 5200
for Police Department Employees
to Authorize a Minimum Outside Overtime Rate**

WHEREAS Ordinance 5200 approves the 2025 maximum compensation, including wages and benefits, for Goshen Police Department employees.

WHEREAS the City of Goshen and Elkhart FOP Lodge 52, Inc., representing all full-time sworn police officers of the Goshen Police Department, have negotiated a Memorandum of Understanding that establishes conditions for Bargaining Unit Employees to work large events (greater than 1,000 expected attendees) e.g. First Friday events; to work City Departmental events, e.g. Rock the Quarry; or to transport mental health patients as employees of the City, outside normal shift work ("Outside Overtime").

WHEREAS it is necessary to authorize a minimum rate of compensation to be paid to a Bargaining Unit Employee who voluntarily agrees to work an Outside Overtime assignment.

NOW, THEREFORE, BE IT ORDAINED by the Goshen Common Council that Ordinance 5200 shall be amended by adding a new Section 30 that reads as follows:

SECTION 30 Minimum Outside Overtime Rate

A Bargaining Unit Employee that volunteers to work an Outside Overtime assignment shall be compensated at the rate of Sixty Dollars (\$60.00) per hour, or at the Bargaining Unit Employee's overtime rate, whichever is higher.

PASSED by the Goshen Common Council on _____, 2025.

Presiding Officer

ATTEST:

Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor of the City of Goshen on _____, 2025, at the hour of ____:____.m.

Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on _____, 2025.

Gina M. Leichty, Mayor