



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

**6:00 p.m., October 6, 2025 Regular Meeting**

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

**Call to Order by Mayor Gina Leichty**

**Pledge of Allegiance led by Andy, Nate and Lily Deranek, students at Goshen Community Schools**

### **Roll Call:**

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

**Approval of Minutes:** Sept. 12, 2025 Education/Work Session

### **Approval of Meeting Agenda**

**1) Presentation:** State Rep. Joanna King will present the Circle of Corydon Award from Gov. Mike Braun to **Goshen Police Officer James Ballard**, the City's Behavioral Health Response Coordinator

**2) Resolution 2025-16**, Acquisition of Real Estate at 1711 Eisenhower Drive North (First Reading; Second Reading on Oct. 27)

**3) Public Hearing for Ordinance 5234**, An Ordinance for Appropriations and Tax Rates (*Second Reading of the proposed 2026 City of Goshen budget*)

3A – Notice to Taxpayers (State Budget Form 3)

3B – Ordinance 5234, An Ordinance for Appropriations and Tax Rates (State Budget Form 4)

3C – 2026 Budget Overview memorandum – Short-Term Adjustments and Long-Term Preparedness by Mayor Leichty

3D – City of Goshen Budgeted Appropriations (City, Budget Form 1)

**4) Ordinance 5235**, 2026 Compensation for Elected Officials

**5) Ordinance 5236**, 2026 Compensation for Civil City and Utilities Employees



**6) Ordinance 5237**, 2026 Compensation for Fire Department Employees

**7) Ordinance 5238**, 2026 Compensation for Police Department Employees

**8) Ordinance 5239**, Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2026

**Privilege of the Floor** (Opportunity for Public Comment)

**Elected Official Reports**

**Adjournment**



## **GOSHEN COMMON COUNCIL**

### **Minutes of the SEPTEMBER 12, 2025 Education/Work Session**

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

**(NOTE: Because this was a work session there were no votes and no public testimony)**

**1) At 2:33 p.m., Mayor Gina Leichty called the education/work session to order and welcomed everyone. The Pledge of Allegiance was led by Thalia Mercado, a student at West Goshen Elementary School.**

#### **Roll Call:**

**Present:** Linda Gerber (At-Large) Phil Lederach (District 5) (via Zoom) Doug Nisley (District 2)  
Megan Peel (District 4) Donald Riegsecker (District 1) Matt Schrock (District 3)  
Council President Brett Weddell (At-Large)

**Absent:** None

#### **City of Goshen Department heads and staff present:**

Deputy Mayor Mark Brinson	City Attorney Bodie Stegelmann
Director of Administrative Affairs Michael Wanbaugh	Technology Specialist Jen Oklak
Building Commissioner Myron Grise	Director of Cemeteries Burt Matteson
Fleet Manager Carl Gaines	Clerk-Treasurer Richard R. Aguirre
Dept. of Environmental Resilience Director Aaron Sawatsky Kingsley	
Fire Chief Anthony Powell	Assistant Fire Chief Phil Schrock
GIS Coordinator Mattie Lehman	Human Resources Manager Rita Huffman
Superintendent of Parks & Recreation Tanya Heyde	Planning & Zoning Administrator Rhonda Yoder
Police Chief José Miller	Police Patrol Division Chief Ryan Adams
Redevelopment Director Becky Hutsell	Street Commissioner David Gibbs
Stormwater Coordinator Jason Kauffman	
Supt of the Water and Sewer Department Marv Shepherd	
Supt. of the City Wastewater Treatment Plant Jim Kerezman	
Utility Office Manager Kelly Saenz	

**Also present:** About 25 audience members

#### **BACKGROUND FOR THE SEPT. 12, 2025 COMMON COUNCIL EDUCATION/WORK SESSION:**

**Mayor Leichty called this meeting to help prepare the Common Council for upcoming deliberations and decisions on the 2026 City of Goshen Budget.** On Sept. 11, 2025, in preparation for this meeting, Mayor Leichty emailed Councilors the **Mayor's 2025 Budget Memo**, which summarized what she had gathered from budget discussions regarding departmental priorities, anticipated revenue reductions and adjustments related the Senate Enrolled Act. 1, legislation passed by the 2025 Legislative Assembly that reduced property taxes and other revenue for counties, schools and municipalities. The Mayor wrote that she and Councilors together would review the City Department summaries and proposed strategies, which she said were not final decisions, "but rather a first round of creative thinking from Department heads about how we might address our financial challenges."



The **Mayor's 2025 Budget Memo**, dated Sept. 10, 2025, was a 31-page document (**EXHIBIT #1**) consisting of a three page introductory memorandum and summaries of goals and objectives, tactics, possible cost reductions, revenue opportunities, key initiatives and 2026 capital projects for the following City offices and departments: **Mayor's Office, Aviation, Board of Public Works & Safety, Buildings and Grounds, Cemetery, Central Garage (Fleet), Clerk-Treasurer's Office, Community Engagement Department and Community Relations Commission, Court, Economic Improvement District, Engineering, Environmental Resilience/City Forestry, Fire and Emergency Medical Services, Legal Department, Parks and Recreation, Planning Department, Police, Redevelopment, Stormwater Department, Street Department, Technology Department, Utilities, Wastewater, Water and Sewer and Utilities Business Office.**

**Mayor Leichty's 2026 Project and Budget Overview for the City Council began with the following introduction:**

"It's fitting that the economic frostbite of Indiana's Senate Enrolled Act 1 was conjured in the bitter cold of winter 2025. Those of us who have studied the bill and are familiar with its chilling effects know just how dangerous prolonged exposure will be. At first, we shiver, then we go numb, but the real pain sets in later. The longer we remain exposed to SEA1, the more permanent the damage becomes.

**"Our Team is Ready**

"There is no silver lining to the calamity of this legislation and its inevitable fallout. But I can say with certainty: the City of Goshen is fortunate to be guided by a seasoned leadership team whose capacity is equal to the challenge. Floods, a global pandemic, national turbulence, and economic shocks have tested us in recent years. Those trials not only proved our resilience, but they also built the skill, discipline, and perspective we now bring to bear.

"If there is a team capable of rolling up our sleeves, working together for the greater good, and responding to adversity with strength and success, it is the elected officials and department leaders guiding us now.

**"What We Can Gain**

"History shows us that constraint can also force innovation. The Great Depression gave rise to lasting public works. Post-war nations rebuilt with greater efficiency and ingenuity. Scarcity can push us to rethink systems and evolve.

"That does not mean we will escape this experience unscathed. The frost's power to damage or destroy what Goshen has built is a serious threat. We would all like to believe we can avoid the pain, but unless there is a change in temperature at the Statehouse, it is coming.

**"Budget Focus for 2025 and 2026**

"In response to this new reality, our financial strategy combines reductions in overall spending, exploration of potential revenue sources, and careful stewardship of essential services.

This has required:

- Reducing staffing costs through attrition.
- Adjusting/reducing programming
- Pausing or eliminating capital projects to preserve cash balances.
- Consolidating departments to eliminate duplication and improve efficiency.
- Conducting facility and utility audits to reduce ongoing operating costs.
- Leveraging technology to streamline operations and improve customer service.
- Pursuing new revenue opportunities through user fees, grants, and sponsorships.



"This comprehensive approach strikes a balance between fiscal prudence and Goshen's long-standing commitment to quality of place.

#### **"Innovation Highlights**

"Modernization remains central to our strategy. Key initiatives underway in various departments include:

- Legal Department: Digitizing ordinances and personnel policies for public and internal access.
- Planning Department: Updating and digitizing planning/zoning ordinances
- Mayor's Office: Launching a mobile 311 service request platform.
- Clerk-Treasurer: Implementing a citywide digital time-tracking system.
- Engineering: Expanding GIS capabilities and evaluating upgrades to the Lama system.
- Utility Business Office: Exploring additional online and kiosk billing options and preparing for a potential Environmental Services management.
- Environmental Resilience: Using technology to reduce energy use and conducting data-driven building audits with AmeriCorps support.
- Fleet and Asset Management: Expanding fleet management software and rolling out new asset management tools.
- Streets Department: Using GIS mapping to optimize plowing, leaf collection, and routes, reducing fuel and labor costs.

"These projects improve efficiency, transparency, and accessibility, while reducing long-term costs.

#### **"Financial Health**

"The City of Goshen maintains cash reserves within the state-recommended range of 15%–50%, ensuring preparedness for emergencies. To remain conservative, the 2026 budget assumes that 100% of appropriations will be spent, although history shows that we typically retain at least 5% and more often closer to 10-15%. This strategy safeguards stability and positions us to invest where the need is greatest.

#### **"Looking Ahead**

"While the fiscal uncertainty created by SEA1 imposes new financial pressures, Goshen's leadership team remains committed to protecting essential services, fostering economic growth, and maintaining the character that makes Goshen an attractive place to live and invest.

#### **"Thank You**

"I thank the City Council, department heads, and colleagues across the City for their dedication. We enter the coming year sharply aware: this winter will be long, and the future will look different. Yet we will face it together: clear-eyed, committed to protecting the community we serve, and ready to light some new fires.

#### **"Next Steps**

"The full budget numbers will be posted this Friday for Council and public review. The first hearing on the 2026 budget is scheduled for Monday, September 22, at 6:00 PM.

"I am grateful for your partnership as we work together on this project."

**Pages 4-31 of the Mayor's Project and Budget Overview consisted of summaries of goals and objectives, tactics, possible cost reductions, revenue opportunities, key initiatives and 2026 capital projects for the City's Offices and Departments.**

**This document was the subject of Mayor Leichty's presentation to the Common Council at the Sept. 12, 2025 Education/Work Session.**



### **1) Overview of the proposed 2026 Budget for the City of Goshen, featuring comments by Mayor Leichty and City Department heads**

**Mayor Leichty opened the meeting with the following comments:**

"We have one agenda item today and that is to review the proposed goals, objectives, potential structural changes, revenue potential, revenue increases and some cuts that each of the department heads have contributed.

"So, yesterday (Sept. 11, 2025) I sent you a summary of all of the departmental memos that I had received and we're going to go through that today, department by department. So, I will give an overview, and then the intention of this meeting is for Councilors to be able to ask questions and department heads to jump in and fill in any of the gaps that I left out in my report that you feel are critical for the Councilors to know as they are moving into the next phase of contemplation about our budget for next year."

**Mayor Leichty said that she provided Councilors with a one-page summary document showing the total budgets of Departments, as well as the overall City budget, in 2022, 2023, 2024, 2025 and the 2026 proposed budget.** The document showed the following yearly totals (without grants): 2022, \$74,909,693; 2023, \$60,949,059; 2024, \$75,059,462; 2025, \$92,065,287; and 2026, \$82,318,015. (EXHIBIT #2)

**Mayor Leichty said the 2026 budget is expected to be \$10 million less budget than in 2025, largely because of a reduction in capital expenses.**

**Mayor Leichty** said she also provided Councilors with a three-page document that **Councilor Lederach** requested. The document, titled "Senate Enrolled Act 1 (SEA1) – Understanding Goshen's Fiscal impact," explained why the projected losses cited by Goshen's financial advisers differ from the numbers referenced by some legislators. The first page of the document was a detailed explanation of the different numbers that have been used by City officials and State Legislators. Two accompanying charts (Chart 1 and Chart 2) displayed detailed tables showing Estimated Net Levies cited by City and State officials (EXHIBIT #3).

**Mayor Leichty** explained that when Senate Bill 1 was being finalized in April, before the final vote, the Legislative Services Agency (which prepares financial analyses of bills) provided a preliminary summary of the estimated financial impact of SB 1. And she said they released the two charts that the Mayor has provided today.

**Mayor Leichty** said Chart #1 shows the anticipated impact Goshen could anticipate in net revenue after Senate Bill 1 was enacted year by year. She said it showed the financial impact in 2026, 2027 and 2028. And, she said, those are the numbers that the City has been referencing in presentations about the impact of Senate Bill 1.

**Mayor Leichty** said Chart #2 shows the year-over-year change in revenue. So, Chart 2 is just showing income while Chart 1 is showing net income.

**Mayor Leichty provided the following example of how SB 1 would affect a business:**

"So, let's say you own a motorcycle sale shop and every year the cost of your inputs increase about 5 percent. So, accordingly, you adjust the cost that you charge your customers about 5 percent a year. And let's say the State comes in and says 'Oh no, you can't charge 5% more a year even though your costs are continuing to go up each year. You can only charge 4%' and so, that's essentially what happened with Senate Bill 1."

**Mayor Leichty** continued, "So what we're seeing is that reduction in net revenue, because if your costs continue to escalate and your revenue is closed down, was reduced, then you're going to have less net income. What Chart 2 is showing us is that you're still increasing your revenue by 4%, so it will be slightly more than the previous year, but overall, there's a net loss. So, what municipalities are using as a tool is understanding that net impact."



**Mayor Leichty** cautioned that both charts only show preliminary estimates. State officials have said they won't provide a comprehensive financial analysis of SB 1 until July 2026. As a result, the Mayor said, "We are having to make decisions based on this preliminary analysis because there's no system that currently exists that would provide the data that would be needed to know precisely what kind of losses we will be facing next year."

Even though revenue is expected to increase in 2026, **Mayor Leichty** said City costs will continue to escalate.

"So, our understanding is that it would be roughly an \$800,000 loss for the City next year. By the third year ... we're talking about a \$13.2 million loss in 2028."

**Mayor Leichty** also explained, "The LIT (Local Income Tax) that we have had until now will all disappear, and so we can see what our revenue has been from income tax, about \$11 million, and we can add that up and we ended up with the \$13.2 million. So, that's where Goshen is getting its numbers."

In summary, the **Mayor** said, "State legislators are referencing Chart #2. So, when they say, 'Well, your revenues are still going to go up a little bit,' they're not taking into account the net loss that the City will experience."

**Mayor Leichty invited comments or questions from Councilors or Department heads about the SB1 impact.**

**Councilor Lederach** thanked the **Mayor** for providing this information "because it feels like in this last two or three weeks, I was having parallel conversations and we were actually talking about two different things. And just to have it clarified is very helpful in knowing that when you say that 'Yeah, we do get an increase in funding this next year,' but it seems like we've never talked about how the fixed costs continue to rise, giving us less flexibility. And secondly, that the biggest hit is in 2028, and that hardly ever comes into the conversation."

**There were no other comments or questions from Councilors or Department heads.**

**Mayor Leichty then began her overview of the 2026 budget by discussing highlights from of City Departments. She provided only a summary of the information in her 31-page Budget Memo. Along the way, she invited questions from Councilors and responses and other comments from Department heads.**

## **MAYOR'S OFFICE**

**Mayor Leichty** said her office's 2026 goal will be to focus on operational efficiency as well as modernization and transparency, "so working on bolstering our technology infrastructure and making sure that people have access to the information that they need in a quick and easy manner online." She said this will include making it easier and faster to update and access online City ordinances, zoning codes and personnel policies.

Besides supporting staff, **Mayor Leichty** said the City would support youth education programs and low cost partnerships with the public school system, as well as working with the kid counselors and youth counselors.

To reduce costs, the **Mayor** said a financial advisor/ purchasing agent will not be hired after all and the Communications Manager and Community Relations Manager will not be replaced. She said **Director of Administration Michael Wanbaugh** will take on their duties.

## **AVIATION**

**Mayor Leichty** said a few capital project are planned for the Goshen Municipal Airport this year, thanks to significant aviation grants through the Federal Aviation Administration "that will cover 80% of the costs of these infrastructure projects and they are needed in order to keep continue to operate the facility."

The Mayor said the City will be repaving the runway and is contemplating remodeling the east hanger.





She said the improvements will be possible if the airport is able to move forward with additional revenue ideas that have been identified. Those could include adjusting rental fees; adding event fees for partners utilizing the airport, tie down fees and charging for de-icing. She said other airports are charging these fees and this would bring the Goshen Airport at parity with others.

#### **BOARD OF PUBLIC WORKS & SAFETY**

**Mayor Leichty** said this Board “serves the community broadly, so it's not a single department, but it's sort of the internal operations of our entire City and so we're trying to do the minimal amount of harm by considering any cost adjustments.” She said the the Board authorizes capital expenditures, so the only things that could potentially be cut from its budget would quality of life amenities, including things like mosquito control.

“There could be some beautifications or cultural initiatives like street lights – like having less street lighting, less arts programming or community events. But those are all things that we feel contribute to the economic vitality of our community.” Still, she said if Senate Bill 1 continues to force revenue cuts, “those would be things that we might look at as reductions.”

**Mayor Leichty** said, “The elephant in the room that no one wants to talk about, including any of the City Councilors,” are environmental service fees (garbage collection fees). She said their imposition will be a possibility if there is a significant revenue shortfall and no legislative action to reduce the impact. If so, it would a phased-in fee, initially about \$7 a month and then \$14 monthly and eventually \$21 a month. The Mayor said she may ask Councilors to discuss the issues as early as next summer.

#### **BUILDING DEPARTMENT**

**Mayor Leichty** said, “The Building Department is largely staff, so there's not a lot of capital projects to really trim back and they have been very successful this year in pursuing blighted properties. So, I want to express my appreciation again to (Building Commissioner) Myron (Grise) and his team and to our Legal Department for the success that they have had in pursuing those blighted properties and holding landlords accountable.”

The **Mayor** said the City's fee study identified opportunities for Building Department fee increases. She added, “I actually had a major developer come to me and say, ‘I would be happy to pay more if we could increase efficiency in in some of those areas.’ So, I think that's something that will be certainly worth looking at for the Building Department for next year.”

**Councilor Riegsecker** said he wanted to make a “general statement.” He said, “As we look at all of this over the next year or two or three, or whatever it's going to take, there's certain things that everybody uses. Everybody needs fire, police, streets. I don't know anybody who doesn't use streets; even the trash pickup.

“So, here's not much movement (cutbacks) we can do in any of those. We will have to talk about the environmental service fee, I know.

“But other things, like if we look at the Building Department, only a small handful need to get a building permit. Not everybody in here is going to get a building permit every year, right? So, some of those things, it's like, well, maybe those are the things that we need to look at that we might have to bump up a little bit and get more current or let the people that are using those pay some of those fees. I mean, we don't want to raise fees on anybody, but I think it's going to be inevitable over time.”





**Councilor Riegsecker** concluded, "So, I don't want any surprises. And then there's out-of-town contractors that come in that don't use a lot of our current stuff to build things, so the revenue stream is what we're going to look at. So, I just want everybody to kind of get that ingrained in your mind as we move along."

## **BUILDING & GROUNDS**

**Mayor Leichty** said she wanted to acknowledge the work of **City Superintendent of Parks & Recreation Tanya Heyde, Director of Environmental Resilience Aaron Sawatsky Kingsley and Director of Cemeteries Burt Matteson** in developing a new consolidated Building and Grounds Department.

The **Mayor** said, "The City of Goshen has never had a unified Buildings and Grounds Department, and at one point we also did not have a Central Garage. And in conversations with (Fleet Manager) Carl Gaines about the efficiencies that were gained by consolidating all of the similar activities into one department, it really spurred our thinking about could there be some additional efficiencies and could we reduce the amount of equipment that we need and additional space that we need if we were to consolidate the activities of our Buildings and Grounds Department?"

**Mayor Leichty** continued, "And so we started looking across the City and who would be involved in that? And of course, parks maintenance is a huge component of buildings and grounds because they have a ton of facilities and grounds that they are already maintaining.

"But then we had folks that were working in the Fire Department. We had folks that were working within the Engineering Department. So, sort of sprinkled around the City and then in over the last couple of years as I've done the budget, I would get requests for things that seem to be redundant. And because of the spread out nature of those teams, sometimes we would have equipment that we might be able to share if people were together and we had a communication system that worked more efficiently."

**Mayor Leichty** continued, "So that is what this team is endeavoring to do. What we would be looking at doing is consolidating the efforts of our Environmental Resilience, which is focusing a significant amount on our trees, but also on our facilities efficiency and our land use efficiency along with our parks maintenance team and also supporting our cemetery team as well."

**Mayor Leichty** said the biggest coming changes will be moving some personnel of those departments (but not the Cemeteries Department) to the parks administrative offices and Tanya Heyde serving as the director of Parks, Buildings and Grounds in the coming year.

**Mayor Leichty** said the objective is to streamline operations, reduce any redundancy in equipment and reduce the footprint with facilities "while maintaining the important work that each of those teams are doing." She said another objective would be to provide backup staffing for teams.

**Councilor Peel** asked what would happen to the current department heads and department structures.

**Mayor Leichty** said the current department heads would continue to lead their departments. "So, there would be a Director of Environmental Resilience/Forestry. There would be the Director of Cemeteries. There would be a Manager for Groundskeeping and a Manager for Facilities. And they would all report directly to **Tanya (Heyde)**. And then there would also be a Parks Recreation Manager who would report directly to Tanya on the park side."

**Councilor Peel** asked if there would be a reduction in staff or whether this was just a reorganization.

The **Mayor** said, "At this point, just a reorganization. We do have one vacancy that we are planning to fill ... So, depending on the budget conversations that we have, that may or may not be feasible in the coming weeks."



## CEMETERIES

**Mayor Leichty** said she is proposing to maintain current operations. She said **Director of Cemeteries Burt Matteson** had “the most innovative idea in revenue reduction of any Department head that I talked to this year.” During a discussion on how to reduce part time staffing costs, **Matteson** said staff came up with the idea of grazing sheep in the cemetery as a natural alternative to mowing. The Mayor said, “So, if you see a sheep in the cemeteries, you know the City is looking at some innovative ideas or really hard times.”

**Mayor Leichty** said Cemeteries are considering some capital projects proposed for next year, including the replacement of the Oak Ridge cemetery building roof and one pickup truck that is 16 years old.

**Councilor Gerber** asked about the new proposed fees. **Matteson** said, “Those are actually proposed new surcharges on top of our current fees as a way of generating income and streamlining our operations.”

## CENTRAL GARAGE

**Mayor Leichty** said **Fleet Manager Carl Gaines** “does a great job of making sure that our very large fleet of much needed equipment stays operational 365 days a year. Preventive maintenance is one of the ways in which we have reduced cost significantly by anticipating problems before they arise and making sure that, you know, our ambulances stay on the road when they need to be and that our snow plows operate without a hitch when they're called into service. So, if we were to have to make any reductions, that would certainly have an inverse impact on the cost of our maintenance overall.”

**Councilor Riegsecker** said the proposal to reduce staff by 10% or 20% doesn't seem like it would save any money.

**Mayor Leichty** responded, You might save on some of those long-term commitments to personnel and retirement and some of those benefits. However, **Gaines** said, “Once we start outsourcing stuff, we're going to be paying retail prices on everything.”

## CLERK-TREASURER

**Mayor Leichty** said, “The Clerk-Treasurer's Office is continuing to help us be more efficient with the use of our ERP system as well as our digital time tracking.” She said there isn't much that could be cut for 2026, because there are not many capital expenses in this budget.

The **Mayor** also said, “The Clerk-Treasurer is currently hiring for the Deputy Clerk-Treasurer and there has been an open position for a while who was a payroll assistant. And one of the things that we've recognized with our Deputy's departure is just the importance of redundancy.

“So, transitioning that payroll assistant role into a more flexible Finance Manager will be really important for the City's stability in the long term. So, it's not the addition of position, but just a new job description and reframing of those job responsibilities.”

## COMMUNITY ENGAGEMENT & COMMUNITY RELATIONS COMMISSION

**Mayor Leichty** said the Community Engagement Department had two individuals who left and their roles and responsibilities have been merged into the responsibilities of **Director of Administrative Affairs Michael Wanbaugh** and **Mayoral Executive Assistant Sheryl Tucker**. The Mayor said, “We don't want to minimize the importance of the Community Relations Commission. We are very committed to making sure that that continues to be an important resource for our community.”



"But we also recognize that we feel that we can continue to provide that support through Michael's role at this time. And so, as we're again leading by example, we felt like that not refilling those positions at this time would be one way that we could do that for right now."

**Councilor Gerber** said, "I do have a comment in the section. The revenue opportunities you list additional event sponsorships and grants and other community fundraising for events and initiatives. And I know at this point we're focused on the budget, but I think at a future point we might want to start talking about a policy of accepting gifts or partnerships and how we would want to do that."

**Mayor Leichty** asked if the City already had such a policy. **Clerk-Treasurer Aguirre** said the City does.

**Mayor Leichty** said, "It would be helpful if we have all that online." **Clerk-Treasurer Aguirre** said, "We have many, many ways people can help, including police, fire, and parks."

The **Mayor** said, "Yes, we have many donation funds that are available, but making that easier to access and providing opportunities for donations and having some policies around that I think is a great idea if we need to revisit those or just find ways for people to give designated funds."

**Councilor Riegsecker** said, "I was kind of noticing the same thing. I mean, there's going to be more of those revenue opportunities, too, so going after grants and sponsorships. I think it's going to be vital to try and, you know, get anything that we can do, especially on the grants while they're out there available."

## COURT

**Mayor Leichty** said, "One of the things that you likely remember us talking about last year is that our evidence storage in this (Police-Court) building is at its capacity. We had planned on actually purchasing an additional building in order to be able to relocate evidence storage to another location. Given our financial constraints, we don't feel like that's appropriate to make that investment; we were looking at a couple of million dollars to be able to do that.

"So in lieu of that, **Deputy Mayor Brinson** initiated some conversations with Elkhart County and as they are vacating the historic Courthouse downtown, they had some additional office space that would be available and court space that would be available and they were willing to rent it to us essentially, at the cost of our utility cost at that location and as a small maintenance fee."

**Mayor Leichty** continued, "So, we felt like that modest adjustment of renting some additional space for our City Court and still having it downtown, so that people who are on foot can access that very important resource, would open up some space in this building and allow us to expand where we need to. Now, it's not a forever solution because we are always going to need additional space, but it should get us through the next number of years."

**Mayor Leichty** concluded, "The plan would be to move at the beginning of December of this year."

**Brinson** said only minor improvements will be needed before the City Court can move. In response to a question from the **Clerk-Treasurer**, the **Mayor** said there would be space for the Court's probation office.

**The Mayor confirmed Councilors would continue to meeting in the current space.**

**Mayor Leichty** also said the City Court "had an additional position that they had filed and then the person that was in that position actually stepped up into the deputy position. And she feels like they can continue to operate with the staff that they have for now." If that changes, the Mayor said the deputy clerk might ask for an additional position, "but for now it seems to be working OK for them with the staff that they have on duty."



### **ECONOMIC IMPROVEMENT DISTRICT (EID)**

**Mayor Leichty** said the EID “is a self-taxing district in our downtown and the Council oversees this budget and the downtown building owners add an additional tax on their properties and then that funding is utilized for downtown beautification and the promotion of the downtown.

“For a long time, it’s always been managed by a group of volunteers, but one of the things that we’ve been trying to do over the last couple of years is have a more integrated approach with our City team. So, both on the park side and public works, to make sure that there’s good communication about where things will be placed when they’re in the public right of way.”

**Mayor Leichty** said **City Superintendent of Parks & Recreation Tanya Heyde** and **City Director of Public Works & Utilities Dustin Sailor** have been attending EID meetings “and that seems to be providing some additional support to that group of volunteers and also making sure that we’re paying attention to ADA (Americans with Disabilities Act) specifications and things like that as well.”

### **ENGINEERING**

**Mayor Leichty** said, “We would anticipate that any changes in the Engineering Department would require staff layoffs, which given the fact that that team has been down an engineer or two over the last couple of years, would certainly not help in providing good customer service to the community. So, we would want to avoid that at all cost.

“We have included in their capital projects, the addition of the additional wheel tax funds and other paving programs, and we hope to be able to continue to do parking lot paving, updating some signals and City sign replacement.”

### **ENVIRONMENTAL RESILIENCE**

**Mayor Leichty** said, “As we mentioned before, we want to integrate and support that team with Buildings and Grounds, with (Director of Environmental Resilience) Aaron’s (Sawatsky Kingsley) team taking the lead both on the forestry side of things as well as operational efficiency of our buildings.”

**Mayor Leichty** continued. “One of the things that we started working on this fall is looking at is the 10 year plan that we had established, our climate action plan, and seeing what we could pull from that plan and focus on as a means to secure greater cost savings for the City by looking at how we’re utilizing energy or how we’re utilizing our land use. Are there ways that we could modify the amount of mowing that we’re doing in order to save money for the City?

“So, it has both the environmental benefit but also cost benefit to the city. And so, we’ve been really trying to re-evaluate through the lens of that plan. What can we do to aid the City as we’re looking at some challenging times ahead?”

**Councilor Riegsecker** said, “I was a little confused. So, we’re making some revenue now on the tree-sharing program. OK, So what is the watering and pruning (program) and how does that work?”

**Sawatsky Kingsley** said, “We water for two years and then we have a pruning plan where we cycle through every three years and do corrective or structural pruning and to this point, those are those are costs that we just absorb instead of sharing the cost as we do with the planting of the tree, and so this proposal would be as a revenue source to split that cost as well.”

**Councilor Riegsecker** asked, “So it still would not be beyond that two or three-year period? This is just for that two to three-year period?”



**Sawatsky Kingsley** said, "So, the pruning, we carry on, typically it's a three-year cycle and we typically provide four cycles. So, out to 12 years and it's actually the \$73.50 that includes the cost of watering for two years, for two growing seasons, plus that that four cycles of pruning."

**Councilor Riegsecker** said, "That makes sense. Then we're done." **Sawatsky Kingsley** confirmed, "Then we're done."

**Mayor Leichty** said, "So, the purpose of that Aaron ... for making these investments and planting trees and to really assure the longevity of the trees, it's that ongoing care that's required. So, we're not out there, you know in everybody's yard, but there is a substantial amount of ongoing investment beyond just the initial planting."

**Sawatsky Kingsley** said, "Exactly. To provide that kind of additional support and maintenance to get these trees established. The data that we have for ourselves, as well as what we read in literature, is that those trees typically survive six to 10 years and then and then they die and then investments lost so. By providing those initial doses of maintenance establishes them for a long, long life."

**Council President Weddell** said, "Which I think is very important to do. If I plant a tree, I'm not going to prune it, and if I do, I'll probably prune it wrong. So, I see what Don's going on this is the cost-sharing for the pruning, but that is asking a lot. It's almost one of those things where you need to incorporate that in your initial cost share of the tree and go, 'Yes, it costs more, but you're getting 12 years of maintenance versus trying to collect after the fact.'"

**Councilor Lederach** said, "That group (Environmental Resilience) has also done a lot of cost savings for the City."

## **FIRE AND EMERGENCING MEDICAL SERVICES**

**Mayor Leichty** gave an overview of the challenges facing the Fire Department and efforts to overcome challenges. She said, "Obviously, we have national standards that we are striving to get to. It's certainly been a challenge to get to the staffing levels that we would like to see and I know that the Fire Department would like to see."

"It was a major blow this year to have to put the South Fire station on hold, but we feel that we can continue to provide the services for right now that Goshen has come to expect, but I know the Chief (Powell) has told me several times, we're looking at a record year. I think you said 6,000 calls this year are anticipated. We had 5,500 last year."

"So, as there's more economic stress, we see additional calls for help. So, this will be something that we'll be paying close attention to in the coming years."

Regarding revenue possibilities, **Mayor Leichty** said, "There are a number of things that we're looking at. One is payment in lieu of tax. So, we know that there are a number of not-for-profit organizations that we regularly provide support services to and we feel would be worth some conversations with those property owners to see whether or not those heavy users would be willing to make some regular contributions, especially as we're facing these challenging economic times so that we can continue to provide high-quality services."

The **Mayor** said another option is seeking financial support from organizations that sponsor community events that request the presence of the Fire and the Police Department. She said, "We love being out and involved with the community. There's a cost to that and we'd love to be able to provide services, whether it's at the fair or other community events. But we're going to have to adjust our fees for service in order to be able to sustain that long term."

**Mayor Leichty** added that one important initiative has been prompted because "one of our fire stations is not set up to serve both genders and so we want to make sure there's a showering location and restroom location ... we would like to be able to have living quarters for the female firefighters that are working there as well that are separate from their male colleagues."





To accomplish that renovation, **Mayor Leichty** said, the City will be moving the Fire Administration, which is currently housed in the Central Station to rented space in the nearby Elkhart County Courthouse.

#### **LEGAL DEPARTMENT**

Mayor Leichty said **City Attorney Bodie Stegelmann** is “doing a great job.”

#### **PARKS & RECREATION**

**Mayor Leichty** said the Parks and Recreation Department “faced a pretty significant hit with the loss of the pool project this year and Tonya (Heyde) and her team have been working very creatively to find alternatives to continue to provide swimming education in partnership with Goshen Community Schools, and we want to see that continue.” The **Mayor** said, The reality is we don't know if or when we will ever be able to resume work on the Shanklin Park Pool. And as I'm talking to other mayors throughout the community and the state, I'm not sure there's going to be many public pools left if the State doesn't remedy Senate Enrolled Act 1. I think they're all built around the same time and they are all facing end of life and that that is one of the particularly sad and challenging realities that we have.” **Mayor Leichty** continued, “Beyond that, Tanya (Heyde) and her team come up with some creative ideas for improving operational efficiency and some revenue opportunities that we want to explore next year. And they do have some exciting capital projects that they're looking at for next year – updating Tommy's Kid Castle and there might be more pickleball in Goshen and some other playground equipment; things that have been on the capital improvement list for a long time.”

#### **PLANNING DEPARTMENT**

**Mayor Leichty** said the Planning Department is primarily an as-needed service to people in the community but is engaged in one major initiative. She said, “One of the exciting things that the Planning Department is working on right now is updating our zoning ordinances, so we will have a unified ordinance.”

**Planning & Zoning Administrator Rhonda Yoder** said that should be completed in 2027.

**Mayor Leichty** added, “We do hope the updating process will serve as a tool to spur additional investment, particularly on the housing side, and make information more readily available.”

#### **POLICE**

**Mayor Leichty** said Police Department revenue reductions would have “catastrophic consequences on the safety and well-being of our community. So, these are not things that we want to see happen, but would potentially be difficult conversations we'd have to have with the public. We don't anticipate those happening this year, but they may be in the coming years if we don't get a remedy with SEA 1 (Senate Enrolled Act 1)

#### **REDEVELOPMENT**

Mayor Leichty said she was very grateful to have “a strong redevelopment team that is contributing a significant amount of economic development resources to the City.” She pointed to the long list of capital projects in her report, including Dierdorff Road Phase II, Lincoln Avenue restaurant row improvements, Goshen Theater alley improvements, Downtown lighting design and Police vehicle replacements. She added, “There's a lot of infrastructure needs that are supported through those redevelopment contributions.”





## STORMWATER

**Mayor Leichty** the Stormwater Department is planning to use one of the City's AmeriCorps workers to help complete an analysis of the City's stormwater basins. She said, "It's something that we're required to do, but it's something that the City has struggled to keep up with because it just takes a lot of time to go and evaluate. And so, by using this low-cost labor through the AmeriCorps program, we hope to be able to keep up with that more efficiently."

**Councilor Peel** asked for an update on the status of the AmeriCorps workers in the City.

**Mayor Leichty** said the AmeriCorps program is funded again for 2026 and the City plans to have five workers. She said that much of the City's funding for the workers will come from a grant or the Michiana Council of Governments (MACOG). The Mayor said, "Because of the success that we've had in the Engineering Department with GIS and the value that that brings to the community, not only to Goshen but the broader community, MACOG has agreed to fully fund that position on behalf of the City."

"We have two AmeriCorps members that would be funded through the (federal) forestry grant, and they would largely focus on the forestry projects that are within the specified grant region. The City would fund \$10,000 for the two members for full time to make sure because the forestry grant that we receive doesn't cover the entire geography of the City." Another worker will assist the Stormwater Department.

While the City is moving forward, the **Mayor** said she advised Department heads that if federal funding for AmeriCorps is cut again, "we would suspend their terms so we would not try to fill in as we did this past year."

## STREET DEPARTMENT

**Mayor Leichty** said the Street Department will continue improving Goshen streets despite weather-related challenges. She said, "I went on a neighborhood walk about and I was reminded once again ... just how many freeze-thaw cycles we have here in Goshen – 93 we had this past winter, making this one of the most challenging areas of the United States to maintain streets."

The **Mayor** said **Street Commissioner David Gibbs** and his team "do an excellent job, but it is an uphill battle that they are fighting all the time and they're looking at all kinds of creative ways and different materials to use and underlayment beneath the asphalt to help supplement and extend the life of roads that we are repairing, but it is a challenging job for sure."

**Mayor Leichty** said Gibbs said the purchase of another grapple truck, while a major investment for the City, would reduce the reliance on big teams to collect brush. She said another such truck "would enable us to pick up brush more frequently at a lower cost over. I certainly support that initiative and would love to be able to make that possible, so we don't see piles of brush all over the City."

## TECHNOLOGY DEPARTMENT

**Mayor Leichty** said she is planning a reorganization of the Technology Department by reassigning two current Engineering Department employees – the Capital Asset Manager and the GIS Coordinator, "so that we're not only focusing on our hardware and our software, but our use of data and information in one consolidated team." She said there would be no additional staff, but "just a more coordinated team."

## UTILITIES

**Mayor Leichty** said Utilities has a separate budget from the budget overseen by the Common Council.



Still, **Mayor Leichty** said, "That team is also thinking very conscientiously about ways that they can help contribute to the City's overall bottom line. So, you'll notice that there are some thoughts and initiatives, both on revenue ideas and ways that they can become more operationally efficient.

"I think, again, the use of technology has helped us make great strides, whether it's investments in GIS or other online technologies so that people can pay their bills and we can collect bills more effectively. But we want to continue those initiatives as well next year."

**Mayor Leichty said this concluded her presentation of the 2026 goals and objectives for the City of Goshen.**

### **CONCLUDING DISCUSSION AND QUESTIONS-ANSWERS**

**Mayor Leichty** said she had distributed to Councilors copies of the City's "Notice to Taxpayers," formally known as "State Budget Form 3," a three-page document which is used as the template for advertising the City's proposed budget information, as required by law. **(EXHIBIT 4).**

**Form 3** contains three sections of information: the time, date and location of the public hearing and adoption meeting (6 p.m. Sept. 22, 2025 and 6 p.m. Oct. 6, 2025 in the Council Chambers); lists the State-provided Estimated Max Levy by levy type, and Property Tax Cap Credit Estimate; and presents the City's summary of the proposed budget and levy, a comparison against last year's levy, and any excess levy appeals as projected by the City.

**Aguirre** said the City's Form 3 was filed today on Indiana Gateway, the State website that collects and provides public access to information about how taxes and other public dollars are budgeted and spent by Indiana's local units of government. Aguirre said the Form 3 had to be filed today because the City will hold its public hearing on the budget on Sept. 22, 2025, and 10 days public notice is required before the hearing is convened.

**Aguirre** said the City's Form 3 provides the broad strokes of the City's proposed major spending categories. He said **Mayor Leichty** has been careful to provide a margin for budget increases in this document because once filed with the State, there can be reductions but there cannot be any increases.

**Clerk-Treasurer Aguirre** told Councilors that he distributed copies of the **City's 2026 Ordinance for Appropriations and Tax Rates, formally known as "State Budget Form 4" (EXHIBIT 5).** Budget Form 4 serves as City's Ordinance for Appropriations and Tax Rates and is used to formally adopt the City's budget after it has been published for public review, and reviewed and adopted by the Common Council. It contains the final figures approved by the Council, and the approved ordinance must be signed by Council members, the Clerk-Treasurer and the Mayor and submitted to the State Department of Local Government Finance through the Indiana Gateway Portal within five business days of adoption.

**Mayor Leichty** said she would provide to Councilors next week the detail on each department's budget. She said, "The numbers that we enter into Gateway are the highest possible cost. You will see some reduced numbers in the detailed budget as you look at this next week. So, we are planning on making some additional concerted efforts to be as conscientious as we can with the City spending next year."

**Mayor Leichty invited questions and comments from Councilors.**

**Council President Weddell** asked how much lower the Mayor expected the budget to be.

**Mayor Leichty** replied, "Significantly."



**Council President Weddell** said, "Just kind of looking at the sheet, which have been scribbling on the whole time, and looking at ... your estimates that you submitted today versus the estimates for 2025, it may look like the budget is reduced by \$10 million, but as far as I can tell, we actually increased it by \$3.5 million compared to last year when you remove any TIF (Tax Increment Financing) dollars from this."

**Mayor Leichty** said, "That's put there for the placeholder, but that would be an accurate assessment."

**Council President Weddell** said that given the \$800,000 decrease in revenue and the \$3.5 million increase in the budget, "is there any way that would be a balanced budget or would it be a funded budget?"

**Mayor Leichty** said, "It is a balanced budget. There are some funds we had been spending down our cash reserves and there will be a couple of funds where we are continuing to spend down cash reserves. But in the big funds, they are balanced budgets."

**Council President Weddell** asked for an explanation of the expected bond proceeds that would be spent in 2026. There was some discussion and the Mayor said she would research and clarify the matter.

At **Councilor Riegsecker** request, there was extensive discussion by the **Mayor**, the **Council President** and **Councilor Riegsecker** about the 2026 budget numbers in State Budget Form 3.

**Clerk-Treasurer Aguirre** said the State may eventually eliminate Excess Levy Appeals listed in this form. He said the City was last eligible for an Excess Levy Appeal payment about three years ago and received about \$400,000 which was used for public safety. He said since then the Legislative Assembly has made it harder to qualify for it.

**Councilor Gerber** said, "In the memo you have a lot of actual revenue sources. How relevant will that be as to what we're doing here right now?" **Mayor Leichty** said, "We would not be considering any of those in our expenditures for next year. The plan would be to work on those for next year so that they would be ready to implement in 2027. And so, we're not calculating that revenue unless we can demonstrate that it's real revenue already."

**There were no further Council questions or comments, so Mayor Leichty thanked Councilors and Department leaders.**

#### **Adjournment:**

**Councilor Nisley** made a motion to adjourn the meeting.

**Mayor Leichty** adjourned the meeting at 3:45 p.m.

**EXHIBIT #1:** *The Mayor's 2025 Budget Memo, dated Sept. 10, 2025, a 31-page document consisting of a three page introductory memorandum and summaries of goals and objectives, tactics, possible cost reductions, revenue opportunities, key initiatives and 2026 capital projects for all City offices and departments: This document was emailed to Councilors on Sept. 11, 2025 and was presented by Mayor Leichty to Councilors during the education/work session.*

**EXHIBIT #2:** *A one-page summary document showing the total budgets of City Departments, as well as the overall City budget, in 2022, 2023, 2024, 2025 and the 2026 proposed budget. Mayor Leichty presented this document to Councilors at the start of the Sept. 12, 2025 Education/Work Session.*



**EXHIBIT #3:** *A three-page document that Mayor Leichty distributed to Councilors that was requested by Councilor Lederach. The document, titled “Senate Enrolled Act 1 (SEA1) – Understanding Goshen's Fiscal impact,” explained why the projected losses cited by Goshen’s financial advisers differ from the numbers referenced by some legislators. The first page of the document was a detailed explanation of the different numbers that have been used by City officials and State Legislators. Two accompanying charts (Chart 1 and Chart 2) displayed detailed tables showing Estimated Net Levies cited by City and State officials.*

**EXHIBIT #4:** *Mayor Leichty distributed to Councilors copies of the City’s “Notice to Taxpayers,” formally known as “State Budget Form 3,” a three-page document which is used as the template for advertising the City’s proposed budget information, as required by law. The City’s Form 3 was filed Sept. 12, 2025 on the Indiana Gateway website because the City will hold its public hearing on the budget on Sept. 22, 2025, and 10 days public notice is required before the hearing is convened.*

**EXHIBIT #5:** *Clerk-Treasurer Aguirre distributed to Councilors copies of the City’s 2026 Ordinance for Appropriations and Tax Rates, formally known as “State Budget Form 4.” This three-page document serves as City’s Ordinance for Appropriations and Tax Rates and is used to formally adopt the City’s budget after it has been published for public review, and reviewed and adopted by the Common Council. It contains the final figures approved by the Council, and this approved ordinance must be signed by Council members, the Clerk-Treasurer and the Mayor and submitted to the State Department of Local Government Finance through the Indiana Gateway web portal within five business days of its adoption.*

**APPROVED:**

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

**ATTEST:**

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

**GOSHEN COMMON COUNCIL  
RESOLUTION 2025-16**

**Acquisition of Real Estate at  
1711 Eisenhower Drive North**

WHEREAS the City of Goshen is interested needs to acquire certain real estate more commonly known as 1711 Eisenhower Drive North, Goshen for the expansion of the Kercher Wellfield.

NOW, THEREFORE, BE IT RESOLVED by the Goshen Common Council that the City of Goshen is interested in purchasing certain real estate more commonly known as 1711 Eisenhower Drive North, Goshen, as depicted on the map below.



BE IT FURTHER RESOLVED that the purchase price for the real estate shall not be greater than the average of two appraisals of the fair market value of the real estate, and the acquisition shall be subject to the terms and conditions of a written agreement between the seller of the real estate and City as approved by the Goshen Board of Public Works and Safety.

PASSED by the Goshen Common Council on October \_\_\_\_\_, 2025.

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

ATTEST:

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

PRESENTED to the Mayor of the City of Goshen on October \_\_\_\_\_, 2025, at the hour of \_\_\_\_\_:\_\_\_\_\_ .m.

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

APPROVED and ADOPTED on October \_\_\_\_\_, 2025.

\_\_\_\_\_  
Gina M. Leichty, Mayor



## NOTICE TO TAXPAYERS

The **Notice to Taxpayers** is available online at [www.budgetnotices.in.gov](http://www.budgetnotices.in.gov) or by calling (888) 739-9826.

Complete details of budget estimates by fund and/or department may be seen by visiting the office of this unit of government at **City Hall, 202 South 5th Street, Goshen IN 46528**.

Notice is hereby given to taxpayers of **GOSHEN CIVIL CITY, Elkhart County**, Indiana that the proper officers of **Goshen Civil City** will conduct a public hearing on the year **2026** budget. Following this meeting, any ten or more taxpayers may object to a budget, tax rate, or tax levy by filing an objection petition with the proper officers of **Goshen Civil City** not more than seven days after the hearing. The objection petition must identify the provisions of the budget, tax rate, or tax levy to which taxpayers object. If a petition is filed, **Goshen Civil City** shall adopt with the budget a finding concerning the objections in the petition and testimony presented. Following the aforementioned hearing, the proper officers of **Goshen Civil City** will meet to adopt the following budget:

Public Hearing Date	Monday, September 22, 2025
Public Hearing Time	6:00 PM
Public Hearing Location	Council Chambers, 111 E. Jefferson St., Goshen, IN 46528

Adoption Meeting Date	Monday, October 6, 2025
Adoption Meeting Time	6:00 PM
Adoption Meeting Location	Council Chambers, 111 E. Jefferson St., Goshen, IN 46528

Estimated Civil Max Levy	\$25,493,432
Property Tax Cap Credit Estimate	\$6,038,800

1 Fund Name	2 Budget Estimate	3 Maximum Estimated Funds to be Raised (including appeals and levies exempt from maximum levy limitations)	4 Excessive Levy Appeals	5 Current Tax Levy	6 Levy Percentage Difference (Column 3 / Column 5)
0061-RAINY DAY	\$0	\$0	\$0	\$0	
0101-GENERAL	\$36,784,787	\$23,545,800	\$0	\$16,151,832	45.78%
0180-DEBT SERVICE	\$371,350	\$555,800	\$0	\$350,585	58.54%
0201-BOND PROCEEDS	\$3,275,406	\$0	\$0	\$0	
0341-FIRE PENSION	\$624,000	\$0	\$0	\$0	
0342-POLICE PENSION	\$464,400	\$0	\$0	\$0	
0706-LOCAL ROAD & STREET	\$770,000	\$0	\$0	\$0	
0708-MOTOR VEHICLE HIGHWAY	\$5,317,820	\$3,090,500	\$0	\$2,584,008	19.60%
1191-CUMULATIVE FIRE SPECIAL	\$231,000	\$732,100	\$0	\$592,613	23.54%
1301-PARK & RECREATION	\$3,269,188	\$4,273,900	\$0	\$3,573,477	19.60%
2102-AVIATION/AIRPORT	\$630,000	\$193,700	\$0	\$161,945	19.61%

2379-CUMULATIVE CAPITAL IMP (CIG TAX)	\$100,000	\$0	\$0	\$0	
2391-CUMULATIVE CAPITAL DEVELOPMENT	\$1,568,820	\$1,058,300	\$0	\$889,810	18.94%
2411-ECONOMIC DEV INCOME TAX CEDIT	\$3,990,800	\$0	\$0	\$0	
6290-CUMULATIVE SEWER	\$1,870,000	\$732,100	\$0	\$592,613	23.54%
9500-PROBATION DEPARTMENT	\$138,130	\$0	\$0	\$0	
9501-ECONOMIC IMPROVEMENT DISTRICT	\$99,350	\$0	\$0	\$0	
9502-LAW ENFORCEMENT CONTINUING EDUCATION (LECE 1)	\$0	\$0	\$0	\$0	
9503-COURT FEES	\$62,000	\$0	\$0	\$0	
9504-ARP Fiscal Recovery Fund	\$2,750,648	\$0	\$0	\$0	
9505-RESIDENTIAL LEASE FEES	\$80,206	\$0	\$0	\$0	
9506-LAW ENFORCEMENT CONTINUING EDUCATION (LECE 2)	\$40,000	\$0	\$0	\$0	
9507-TIF BOND AND INTEREST	\$1,041,440	\$0	\$0	\$0	
9508-Public Safety LOIT	\$3,904,790	\$0	\$0	\$0	
9509-Township Fire Support	\$668,570	\$0	\$0	\$0	
9510-REDEVELOPMENT NON-REVERTING	\$343,630	\$0	\$0	\$0	
9511-STORM WATER MANAGEMENT	\$1,154,176	\$0	\$0	\$0	
9512-TIF Lippert/Dierdorff	\$275,000	\$0	\$0	\$0	
9513-SOUTHEAST GOSHEN TIF	\$7,795,000	\$0	\$0	\$0	
9514-CEMETERY CAPITAL IMPROVEMENT	\$0	\$0	\$0	\$0	
9517-Unsafe Buildings	\$0	\$0	\$0	\$0	
9518-Opioid Settlement Restricted	\$79,032	\$0	\$0	\$0	
9519-Redhawk Fire/EMS Training Academy	\$25,000	\$0	\$0	\$0	
9520-2015 GO BOND PROCEEDS	\$849,472	\$0	\$0	\$0	
9521-CONS RR/US 33 TIF	\$1,896,000	\$0	\$0	\$0	
9522-Municipal Wheel Tax	\$825,000	\$0	\$0	\$0	

9523-Aviation Federal Grant	\$4,447,500	\$0	\$0	\$0	
9525-US Forestry Grant	\$772,765	\$0	\$0	\$0	
9526-Donation	\$33,000	\$0	\$0	\$0	
9527-East College TIF	\$990,000	\$0	\$0	\$0	
Totals	\$87,538,280	\$34,182,200	\$0	\$24,896,883	

# ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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

Budget Form No. 4  
Generated 9/17/2025 9:20:57 AM

Ordinance / Resolution Number: 5234

Be it ordained/resolved by the **Goshen City Common Council** that for the expenses of **GOSHEN CIVIL CITY** for the year ending December 31, **2026** 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	10/06/2025

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0061	RAINY DAY	\$0	\$0	0.0000
0101	GENERAL	\$31,986,787	\$23,545,800	1.6539
0180	DEBT SERVICE	\$371,350	\$555,800	0.0390
0201	BOND PROCEEDS	\$2,977,606	\$0	0.0000
0341	FIRE PENSION	\$567,200	\$0	0.0000
0342	POLICE PENSION	\$422,400	\$0	0.0000
0706	LOCAL ROAD & STREET	\$700,000	\$0	0.0000
0708	MOTOR VEHICLE HIGHWAY	\$4,834,420	\$3,090,500	0.2171
1191	CUMULATIVE FIRE SPECIAL	\$210,000	\$732,100	0.0514
1301	PARK & RECREATION	\$2,971,988	\$4,273,900	0.3002
2102	AVIATION/AIRPORT	\$572,000	\$193,700	0.0136
2379	CUMULATIVE CAPITAL IMP (CIG TAX)	\$85,000	\$0	0.0000
2391	CUMULATIVE CAPITAL DEVELOPMENT	\$1,426,220	\$1,058,300	0.0743
2411	ECONOMIC DEV INCOME TAX CEDIT	\$3,628,000	\$0	0.0000
6290	CUMULATIVE SEWER	\$1,700,000	\$732,100	0.0514
		<b>\$52,452,971</b>	<b>\$34,182,200</b>	<b>2.4009</b>

# ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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

Budget Form No. 4  
Generated 9/17/2025 9:20:57 AM

Home-Ruled Funds (Not Reviewed by DLGF)		
Fund Code	Fund Name	Adopted Budget
9500	PROBATION DEPARTMENT	\$123,130
9501	ECONOMIC IMPROVEMENT DISTRICT	\$89,350
9502	LAW ENFORCEMENT CONTINUING EDUCATION (LECE 1)	\$0
9503	COURT FEES	\$56,000
9504	ARP Fiscal Recovery Fund	\$2,750,648
9505	RESIDENTIAL LEASE FEES	\$73,206
9506	LAW ENFORCEMENT CONTINUING EDUCATION (LECE 2)	\$36,000
9507	TIF BOND AND INTEREST	\$946,440
9508	Public Safety LOIT	\$3,549,790
9509	Township Fire Support	\$607,570
9510	REDEVELOPMENT NON-REVERTING	\$311,630
9511	STORM WATER MANAGEMENT	\$1,053,176
9512	TIF Lippert/Dierdorff	\$250,000
9513	SOUTHEAST GOSHEN TIF	\$7,087,000
9514	CEMETERY CAPITAL IMPROVEMENT	\$0
9517	Unsafe Buildings	\$0
9518	Opioid Settlement Restricted	\$71,832
9519	Redhawk Fire/EMS Training Academy	\$25,000
9520	2015 GO BOND PROCEEDS	\$849,472
9521	CONS RR/US 33 TIF	\$1,724,000
9522	Municipal Wheel Tax	\$750,000
9523	Aviation Federal Grant	\$4,042,500
9525	US Forestry Grant	\$701,765
9526	Donation	\$30,000
9527	East College TIF	\$900,000
		<b>\$26,028,509</b>

# ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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

Budget Form No. 4  
Generated 9/17/2025 9:20:57 AM

Name		Signature
Brett Weddell	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Donald Riegsecker	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Doug Nisley	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Matt Schrock	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Megan Peel	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Linda Gerber	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Phil Lederach	Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	

## ATTEST

Name	Title	Signature
Richard R. Aguirre	Clerk-Treasurer	

## MAYOR ACTION (For City use only)

Name		Signature	Date
Gina Leichty	Approve <input type="checkbox"/> Veto <input type="checkbox"/>		

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 ☒





**GINA M. LEICHTY**

Mayor of **Goshen, Indiana**

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

mayor@goshencity.com • [goshenindiana.org](http://goshenindiana.org)

(574) 533-9322

## MEMORANDUM

TO: Goshen City Council and Department Leaders  
DATE: September 16, 2025  
SUBJECT: 2026 Budget Overview – Short-Term Adjustments and Long-Term Preparedness

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### Thank You

I am grateful to the City Council, department heads, and colleagues across the City for their steady commitment throughout this budget cycle. Your work and perspectives have been essential as we take on the challenges of 2025 and plan responsibly for the years ahead.

### Long and Short Term Approach

As we enter our first budget hearing on September 22, I want to provide context for the 2026 budget process. We are approaching this year's budget with both a short-term plan and a long-term plan:

- **In the short term**, we are making targeted adjustments to alleviate current General Fund imbalances while protecting core services, including clean water, wastewater disposal, emergency medical response, public safety, infrastructure, and Goshen's quality of place.
- **In the long term**, we are preparing for structural changes in state policy, particularly those introduced by SEA-1, which could significantly impact our 2028 budget. This two-track strategy ensures Goshen remains financially stable today while positioning us to adapt responsibly if the legislature does not act.

The General Fund has faced growing pressure for years due to Indiana's property tax cap system, which permanently limits the amount of revenue cities can collect, even as costs rise.

### Bond and SEA-1 Impact for 2026

We've seen two impacts on our General Fund revenue for 2026: SEA1 and an additional impact from the Library Bond. Combined, those two changes have reduced overall revenue for the city by approximately \$1.3 M.

### Cash Reserves

In 2025, we were able to fund our budget with temporary boosts and one-time reserves, including state levy relief, stronger investment returns, and COVID-era cash balances that supported

infrastructure projects. Those resources are no longer available in 2026, leaving the City to manage permanent obligations with fewer tools.

To highlight the difference between last year’s planning environment and this year’s, the table below summarizes the key factors that funded the 2025 budget versus those that now define 2026.

## General Fund Pressures: 2025 vs. 2026

2025 Budget Planning	2026 Budget Planning
Temporary relief available: Extra state levy funding boosted revenues in 2023, carried into 2025.	No levy relief: 2024 did not qualify, so no additional state funding in 2026.
Investment returns stronger: As the economy strengthened in 2022–24, the City’s conservative investments generated modest gains that helped fund the 2025 budget.	Market volatility: With continued instability in financial markets, conservative city investments are no longer producing the returns seen in prior years, leaving little support for the 2026 budget.
COVID-era reserves: Deferred infrastructure funds allowed unprecedented one-time paving and roadwork in 2025.	Reserves spent: One-time funds have been committed.
Wages adjusted: Raises above cost-of-living granted for public safety in 2024–25 to narrow the pay gap with regional peers.	Pay gap remains: Recruitment and retention still strained; competitive wages continue to pressure the General Fund.
Inflation already high: Construction costs climbing more than 30% annually, shrinking purchasing power.	Inflation persists: Rising costs continue across services, equipment, and materials.
Federal and state funding intact: Public safety saw regular grant support.	Grant volatility and cuts at both state and federal level shift more cost burden to local revenues.
No new major bond obligations.	New obligations: The Library bond reduces revenues by about \$500,000 annually; state law changes (SEA-1) reduce revenues by another \$800,000.
LOIT revenues stable: Local Option Income Tax supported public safety, economic development, and infrastructure.	LOIT eliminated in 2028: SEA-1 will phase out existing LOIT within two years, replacing it with a weaker option requiring annual adoption.

## Short-Term Adjustments

To adapt to these pressures, the City has taken deliberate steps to manage costs while protecting the services and values that make Goshen unique. This has required:

- Reducing staffing costs through attrition, rather than widespread layoffs, to preserve service levels where possible.
- Adjusting or reducing programming in lower-priority areas to protect core services.
- Pausing capital projects to preserve cash balances for essential operations.
- Consolidating departments to reduce duplication and improve efficiency.
- Conducting facility and utility audits to identify ways to lower ongoing operating costs.
- Leveraging technology to streamline operations and improve customer service.
- Identifying new revenue opportunities through user fees, grants, and sponsorships in 2024 and 2025, with implementation beginning in 2026.

This comprehensive approach is designed to strike a balance between fiscal responsibility and Goshen's long-standing commitment to quality of place.

## Staffing Adjustments

To manage costs responsibly, the City has reduced personnel expenses primarily through attrition and by holding positions vacant.

### Eliminated through Attrition

- Community Relations Manager
- Communications Manager
- Clerk in the City Court
- Paralegal

### Unfilled Positions from the 2025 Budget

- Maintenance (1.5 FTE)
- Finance Manager and Purchasing Agent
- Payroll Clerk
- Three additional Firefighters intended for full staffing and training of the South Fire Station

## Support for Our Team in Challenging Times

Even as we make adjustments to relieve General Fund pressures, this budget continues to prioritize support for our team. Our colleagues are the City's greatest asset, and investing in them is essential to maintaining high-quality services.

- The 2026 budget assumes a **3% cost-of-living adjustment (COLA), with an additional .5% budgeted for merit-based increases as warranted**. This approach keeps Goshen closer in line with regional peers and strengthens our ability to attract and retain qualified employees, especially in competitive fields like public safety.
- We will also continue to provide a robust healthcare program, including strong mental health support, ensuring that our workforce remains healthy and resilient.
- The City will also continue staff appreciation events such as the annual picnic, holiday open house, and birthday recognitions to express gratitude for the contributions of colleagues, board members, and council members alike.

These commitments are a vital part of balancing fiscal responsibility with our obligation to maintain a high-performing, dedicated team that serves the community well.

### Other Organizational Shifts

In addition to cost-saving measures, the City is making targeted organizational adjustments to better align funding with operations and long-term priorities. These include:

- **Engineering to Technology:** Funding for GIS, interns, and asset management is moving from the Engineering Department to Technology, under the supervision of the Information and Technology Director.
- **Clerk-Treasurer's Office to Technology:** One part-time administrative assistant is shifting from the Clerk-Treasurer's Office to the Technology Department, where they will work under the Information and Technology Director.
- **Parks to Buildings and Grounds:** Parks Maintenance is transferring to the Buildings and Grounds Department, with corresponding funding moved to reflect the new structure.
- **Parks Revenue to General Fund:** Because the Parks Department currently holds an unusually large cash balance, the City will shift 100% of the property tax levy from the Parks Fund to the General Fund for 2026. Beginning in 2027, the Parks levy will resume at a reduced rate, aligned with the department's ongoing operational needs. At the same time, Parks Maintenance expenses will be carried within the General Fund.
- **Infrastructure Spending:** Overall spending on infrastructure will decline compared to 2025, as major planned projects (Shanklin Pool reconstruction, Annex ADA remodel, South Fire Station, Police Evidence Storage Facility) were budgeted in the prior year but are now paused indefinitely due to financial uncertainty at the federal and state levels.
- **Environmental Services:** Costs for brush, recycling, and trash services are now shared between the Board of Works and the Economic Development Income Tax (EDIT) fund to balance responsibilities and ensure sustainable management.

## Paving and Infrastructure Investments

Council has requested evidence that paving expenditures in 2026 will exceed those in 2025, particularly in light of the recently adopted wheel tax. It is important to clarify that this is not possible.

In 2025, paving expenditures reached anomalously high levels because they were funded with accumulated cash reserves from prior years when projects were delayed during COVID due to staffing shortages and supply chain challenges. Those reserves allowed for a one-time surge in road and paving work.

In 2026, paving expenditures will return to levels comparable to 2022 or 2023, which reflect the City's sustainable annual funding capacity. The wheel tax will provide a modest increase over those historical levels, but the City cannot replicate the 2025 spending spike because the accumulated reserves have been spent.

This distinction is critical: the 2025 spike was an anomaly, not a new baseline. Going forward, paving will be funded at consistent, sustainable levels that balance available revenues with long-term infrastructure needs.

## Community Partnerships and Economic Development Investments

While fiscal pressures require significant restraint, the City must remain committed to preserving key community partnerships and economic development incentives. These investments are critical to Goshen's vitality and long-term growth.

In 2025, I introduced a new review process to enhance transparency and accountability over our Community Partnership and Economic Development Partnership processes. After the Council appropriated funding, I invited prior applicants to reapply. Each applicant presented their case to the Community Relations Commission, which deliberated and made recommendations to the Mayor on how to allocate the approved funding block. Councilor Lederach served as the Council liaison to this initiative.

I intend to continue this practice in 2026. The overall level of spending will remain essentially flat compared to the previous year, with only modest adjustments, including a reduction of approximately \$10,000 in arts funding.

These partnerships remain a cornerstone of Goshen's quality of place, supporting cultural programming, events, and nonprofit services that make our community a destination for residents, businesses, and visitors alike.

## Looking Ahead Summary

### **Short-Term Adjustments and Long-Term Preparedness**

Our approach is twofold.

**Short term (2026)**, we are making careful adjustments to relieve current General Fund imbalances while keeping a close eye on the looming state policy changes that could impact our 2028 budget.

**Long term (2027 and beyond)**, we will be watching the 2026 state legislative session closely, and advocating loudly, for meaningful reform to correct the imbalances created by SEA-1.

If the legislature does not make significant changes, Goshen will need to adopt more drastic measures to realign operations, starting with the 2027 budget. We have already begun that planning with department heads this year and have outlined a plan of action for staffing and operational reductions, should they become necessary.

We have a little time, about eight months, before we will know whether reform is forthcoming. That time allows us to prepare responsibly. **Our goal is to avoid disruptive cuts that would disrupt resident services or hike fees until we are certain they are unavoidable.**

State legislators have pledged to revisit these issues in the 2026 session, but have been noncommittal about the scope or specifics. Until clarity emerges, we remain prepared to adapt.

## Key Takeaway

The 2025 budget was funded with unusual, short-term resources, state levy relief, stronger investment returns, and leftover COVID-era reserves. By contrast, the 2026 budget faces lasting pressures: the loss of temporary revenues, ongoing inflation, continued workforce challenges, and new permanent obligations from the Library bond and SEA-1 changes.

Our short-term adjustments keep Goshen financially stable today, while our long-term planning ensures that we are prepared for the structural challenges ahead.

Thank you again for your thoughtful consideration to this process.

Respectfully,



Mayor Gina Leichty



CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101 GENERAL FUND					
Board of Works					
1101-5-07-4110130 BD WORKS/FULLTIME PERSONNEL	\$ 60,224	\$ -	\$ -	\$ -	
1101-5-07-4110140 BD WORKS/PARTTIME PERSONNEL	\$ 18,381	\$ 24,434	\$ 24,000	\$ 22,368	
1101-5-07-4110151 BD WORKS/INCREMENT PAY	\$ 1,142	\$ -	\$ -	\$ -	
1101-5-07-4130100 BD WORKS/SOCIAL SECURITY	\$ 4,663	\$ 1,515	\$ 1,490	\$ 1,387	
1101-5-07-4130200 BD WORKS/MEDICARE TAX	\$ 1,091	\$ 354	\$ 350	\$ 324	
1101-5-07-4130300 BD WORKS/RETIREMENT	\$ 34,972	\$ -	\$ -	\$ -	
1101-5-07-4130400 BD WORKS/UNEMPLOYMENT	\$ -	\$ 1,368	\$ -	\$ -	
1101-5-07-4130501 BD WORKS/HEALTH INSURANCE	\$ 19,895	\$ -	\$ -	\$ -	
1101-5-07-4130701 BD WORKS/CLOTHING/BOOT/FITNES	\$ 150	\$ -	\$ -	\$ -	
1101-5-07-4210101 BD WORKS/LEGAL NOTICES PUB	\$ 1,655	\$ 1,539	\$ 3,000	\$ 2,000	
1101-5-07-4210500 BD WORKS/OTHER OFFICE EXP	\$ 13,131	\$ 21,737	\$ 30,000	\$ -	
1101-5-07-4210501 BD WORKS/COPIER SUPPLIES	\$ 3,380	\$ 4,506	\$ 4,000	\$ 4,000	
1101-5-07-4230110 BD WORKS/BLDG MATERIAL & SUPP	\$ -	\$ 20	\$ -	\$ -	
1101-5-07-4290001 BD WORKS/OTHER OPERATING SUPP	\$ 12,152	\$ 15,816	\$ 15,000	\$ -	
1101-5-07-4290002 BD WORKS/ELECTRICAL SUPPLIES	\$ 3,289	\$ 4,920	\$ 25,000	\$ 25,000	
1101-5-07-4310501 BD WORKS/SERVICES CONTRACTUAL	\$ 468,987	\$ 315,199	\$ 461,145	\$ 350,000	
1101-5-07-4310502 BD WORKS/MAINTEN CONTRACTS	\$ 3,669	\$ 7,233	\$ -	\$ -	
1101-5-07-4310503 BD WORKS/MEDICAL EXPENSES	\$ 50	\$ 50	\$ -	\$ -	
1101-5-07-4310504 BD WORKS/MOSQUITO CONTROL	\$ 32,186	\$ 38,097	\$ 40,000	\$ 50,000	
1101-5-07-4310505 BD WORKS/PROFESSIONAL SERVICE	\$ 74,167	\$ 70,999	\$ 50,000	\$ 50,000	
1101-5-07-4310506 BD WORKS/MAYOR'S ART COUNCIL	\$ 10,122	\$ -	\$ 20,000	\$ 10,000	
1101-5-07-4310507 BD WORKS/ERP MAINT UPGRAD	\$ 52,162	\$ 125,733	\$ 22,825	\$ -	
1101-5-07-4310508 BD WORKS/Professional Services	\$ -	\$ 232,992	\$ 240,000	\$ 300,000	
1101-5-07-4320401 BD WORKS/TELEPHONE	\$ 50,941	\$ 50,304	\$ 60,000	\$ 60,000	
1101-5-07-4320501 BD WORKS/OTHER COMM-TRANSPTN	\$ 62,000	\$ 67,167	\$ 325,000	\$ 150,000	MACOG Adjusted from 2025 without north loop
1101-5-07-4330101 BD WORKS/OTHER PRINT-ADV	\$ 569	\$ 537	\$ 1,000	\$ 1,000	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-07-4340501 BD WORKS/OTHER INSURANCE	\$ 660,796	\$ 701,981	\$ 800,000	\$ 750,000	
1101-5-07-4350101 BD WORKS/ELECTRICITY	\$ 361,491	\$ 400,387	\$ 450,000	\$ 460,000	
1101-5-07-4350201 BD WORKS/GAS	\$ 48,645	\$ 22,261	\$ 50,000	\$ 50,000	
1101-5-07-4350401 BD WORKS/WATER	\$ 26,982	\$ 26,493	\$ 30,000	\$ 30,000	
1101-5-07-4350501 BD WORKS/STORMWATER FEES	\$ 3,311	\$ 13,867	\$ 8,000	\$ 8,000	
1101-5-07-4360102 BD WORKS/ELECTRICAL MAINTENAN	\$ 11,826	\$ 40,182	\$ 60,000	\$ 60,000	
1101-5-07-4370501 BD WORKS/CATCH BASIN RENTAL	\$ 68,537	\$ 54,454	\$ 60,000	\$ 60,000	
1101-5-07-4390301 BD WORKS/SUBSCRIPTIONS & DUES	\$ 23,562	\$ 858	\$ 20,000	\$ 20,000	
1101-5-07-4390400 BD WORKS/OFFICIAL BONDS	\$ 3,300	\$ 4,050	\$ 7,000	\$ 7,000	
1101-5-07-4390501 BD WORKS/MEMORIAL DAY EXP	\$ 932	\$ 1,000	\$ 2,500	\$ 2,500	
1101-5-07-4390901 BD WORKS/APP-RECORDER FEES	\$ 353	\$ 1,117	\$ 1,000	\$ 1,000	
1101-5-07-4390902 BD WORKS/BANK CHARGES	\$ 67,780	\$ -	\$ -	\$ -	
1101-5-07-4390903 BD WORKS/ OTHER SERVICE CHARG	\$ 4,096	\$ 1,203	\$ -	\$ -	
1101-5-07-4390910 BD WORKS/EDUCATION & PROMOTIO	\$ 590	\$ 14,163	\$ 15,000	\$ 15,000	
1101-5-07-4390930 BD WORKS/TRASH COLLECTION	\$ 2,034,907	\$ 2,097,857	\$ 2,674,442	\$ 912,000	60% of this budget moved to CEDIT
1101-5-07-4420001 BD WORKS/CAPITAL PROJECTS	\$ 67,592	\$ -	\$ -	\$ -	
1101-5-07-4450201 BD WORKS/OTHER EQUIPMENT	\$ 744,805	\$ 413,602	\$ -	\$ -	
<b>Board of Works Total</b>	<b>\$ 5,058,482</b>	<b>\$ 4,777,993</b>	<b>\$ 5,500,752</b>	<b>\$ 3,401,580</b>	
Building					
1101-5-15-4110130 BLDG DEPT/FULL-TIME PERSONNEL	\$ 260,789	\$ 298,280	\$ 340,000	\$ 376,869	Moved 2 employees from PD to Building (Ordinance)
1101-5-15-4110140 BLDG DEPT/PART TIME	\$ -	\$ -	\$ 56,700	\$ 34,983	
1101-5-15-4110151 BLDG DEPT/INCREMENT	\$ 2,700	\$ 2,675	\$ 3,300	\$ 2,800	
1101-5-15-4130100 BLDG DEPT/SOCIAL SECURITY	\$ 14,670	\$ 17,061	\$ 24,800	\$ 25,535	
1101-5-15-4130200 BUILDING/MEDICARE	\$ -	\$ 3,990	\$ 5,800	\$ 5,972	
1101-5-15-4130201 BUILDING/MEDICARE	\$ 3,431	\$ -	\$ -	\$ -	
1101-5-15-4130300 BLDG DEPT/RETIREMENT	\$ 41,974	\$ 43,158	\$ 48,300	\$ 58,483	
1101-5-15-4130501 BLDG DEPT/INSURANCE	\$ 94,407	\$ 101,494	\$ 121,825	\$ 121,825	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-15-4130700 BLDG DEPT/CELL PHONE	\$ 1,400	\$ 1,450	\$ 2,700	\$ 1,890	
1101-5-15-4130701 BLDG DEPT/CLOTHING/BOOT/FITNE	\$ -	\$ 300	\$ 500	\$ 2,025	
1101-5-15-4210500 BLDG DEPT/OTHER OFC EXPENSE	\$ -	\$ 2,539	\$ 4,000	\$ 6,500	
1101-5-15-4210502 BLDG DEPT/OTHER OFC EXPENSE	\$ 2,014	\$ -	\$ -	\$ -	
1101-5-15-4220210 BLDG DEPT/GAS,DIESEL,PROPANE	\$ 3,267	\$ 2,768	\$ 8,000	\$ 9,500	
1101-5-15-4310301 BLDG DEPT/PROFESSIONAL SERVIC	\$ 31,394	\$ 21,159	\$ 35,000	\$ 38,000	
1101-5-15-4320201 BLDG DEPT/POSTAGE	\$ 3,210	\$ 2,883	\$ 7,000	\$ 8,000	
1101-5-15-4320301 BLDG DEPT/TRAVEL EXPENSES	\$ 778	\$ 1,374	\$ 5,000	\$ 6,200	
1101-5-15-4360201 BLDG DEPT/EQUIPMENT REPAIRS	\$ -	\$ -	\$ 1,449	\$ 2,500	
1101-5-15-4390301 BLDG DEPT/SUBSCRIPTION-DUES	\$ 405	\$ 710	\$ 1,000	\$ 1,500	
1101-5-15-4390910 BLDG DEPT/INSTRUCTION	\$ 281	\$ 2,803	\$ 4,500	\$ 4,500	
<b>Building Total</b>	<b>\$ 460,721</b>	<b>\$ 502,644</b>	<b>\$ 669,874</b>	<b>\$ 707,082</b>	
Building & Grounds					
1101-5-19-4110130 B&G/Salaries & Wages - Full Time	\$ -	\$ -	\$ 202,000	\$ 601,179	Merged Parks Maintenance Team with B&G
1101-5-19-4110140 B&G/salaries & Wages - Part Time	\$ -	\$ -	\$ 21,000	\$ 122,000	Merged Parks Maintenance Team with B&G
1101-5-19-4110151 B&G/Increment	\$ -	\$ -	\$ 2,200	\$ 11,200	
1101-5-19-4130100 B&G/Social Security	\$ -	\$ -	\$ 13,970	\$ 46,043	
1101-5-19-4130200 B&G/Medicare	\$ -	\$ -	\$ 3,320	\$ 11,674	
1101-5-19-4130300 B&G/Retirement	\$ -	\$ -	\$ 29,000	\$ 88,222	
1101-5-19-4130501 B&G/Health Insurance	\$ -	\$ -	\$ 66,450	\$ 177,200	
1101-5-19-4130700 B&G/Cell Phone	\$ -	\$ -	\$ 1,800	\$ 3,000	
1101-5-19-4130701 B&G/Clothing/Boot/Fitness	\$ -	\$ -	\$ -	\$ 10,125	
1101-5-19-4210500 B&G/Office Expenses	\$ -	\$ -	\$ -	\$ 3,000	
1101-5-19-4220151 B&G/Other Operating Supplies	\$ -	\$ -	\$ -	\$ 2,500	Moved from BOW
1101-5-19-4220152 B&G/Paint	\$ -	\$ -	\$ -	\$ 3,500	Moved from BOW
1101-5-19-4220210 B&G/Gasoline, Diesel, Propane	\$ -	\$ -	\$ -	\$ 55,000	
1101-5-19-4220251 B&G/Other Garage & Motor	\$ -	\$ -	\$ -	\$ 1,200	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-19-4230110 B&G/Building Materials & Supplies	\$ -	\$ -	\$ 6,000	\$ 36,000	
1101-5-19-4230125 B&G/Street, Alley, & Sewer Materials	\$ -	\$ -	\$ -	\$ 33,475	
1101-5-19-4230201 B&G/Repair Parts	\$ -	\$ -	\$ -	\$ 5,000	
1101-5-19-4230301 B&G/Machinery & Tools	\$ -	\$ -	\$ -	\$ 4,500	
1101-5-19-4290001 B&G/Other Operating Supplies	\$ -	\$ -	\$ -	\$ 15,450	
1101-5-19-4310505 B&G/Landscaping	\$ -	\$ -	\$ -	\$ 18,000	
1101-5-19-4320300 B&G/Travel Expenses	\$ -	\$ -	\$ -	\$ 6,000	
1101-5-19-4320401 B&G/Telephone	\$ -	\$ -	\$ -	\$ 6,000	
1101-5-19-4350101 B&G/Electricity & Gas	\$ -	\$ -	\$ -	\$ 11,000	
1101-5-19-4350401 B&G/Water & Sewer	\$ -	\$ -	\$ -	\$ 11,000	
1101-5-19-4360101 B&G/Repairs To Bldg & Structures	\$ -	\$ -	\$ -	\$ 70,000	
1101-5-19-4360201 B&G/Repairs To Equipment	\$ -	\$ -	\$ -	\$ 12,000	
1101-5-19-4360500 B&G/Maintenance Contracts	\$ -	\$ -	\$ 12,000	\$ 12,000	
1101-5-19-4360501 B&G/Maintenance Contracts	\$ -	\$ -	\$ -	\$ 39,000	
New Account B&G/Education	\$ -	\$ -	\$ -	\$ 8,000	
New Account B&G/Institutional & Medical	\$ -	\$ -	\$ -	\$ 19,000	
New Account B&G/Other Professional Service	\$ -	\$ -	\$ -	\$ 30,000	
New Account B&G/Rental Equipment	\$ -	\$ -	\$ -	\$ 4,000	
New Account B&G/Stormwater Fees	\$ -	\$ -	\$ -	\$ 2,000	
New Account B&G/Subscription & Dues	\$ -	\$ -	\$ -	\$ 1,500	
<b>Building &amp; Grounds Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 357,740</b>	<b>\$ 1,479,768</b>	
Cemetery					
1101-5-09-4110130 CEMETERIES/FULLTIME PERSONNEL	\$ 150,622	\$ 168,952	\$ 176,800	\$ 183,529	
1101-5-09-4110140 CEMETERIES/PARTTIME PERSONNEL	\$ 77,465	\$ 92,015	\$ 87,000	\$ 95,000	
1101-5-09-4110151 CEMETERIES/INCREMENT	\$ 2,068	\$ 2,300	\$ 2,600	\$ 2,300	
1101-5-09-4110160 CEMETERIES/OVERTIME	\$ 3,205	\$ 765	\$ 3,600	\$ 3,600	
1101-5-09-4130100 CEMETERIES/SOCIAL SECURITY	\$ 13,616	\$ 15,464	\$ 16,700	\$ 17,641	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-09-4130200 CEMETERIES/MEDICARE	\$ 3,184	\$ 3,617	\$ 3,900	\$ 4,126	
1101-5-09-4130300 CEMETERIES/RETIREMENT	\$ 22,137	\$ 24,390	\$ 25,000	\$ 26,913	
1101-5-09-4130501 CEMETERIES/INSURANCE	\$ 58,220	\$ 62,479	\$ 66,450	\$ 66,450	
1101-5-09-4130701 CEMETERIES/CLOTHING/BOOT/FITN	\$ 175	\$ 100	\$ 300	\$ 300	
1101-5-09-4210500 CEMETERIES/OTHER OFFICE SUPPLI	\$ -	\$ 57	\$ 300	\$ 300	
1101-5-09-4210501 CEMETERIES/OTHER OFFICE SUPPL	\$ 515	\$ -	\$ -	\$ -	
1101-5-09-4220210 CEMETERIES/GAS, DIESEL, PROPANE	\$ 12,477	\$ 12,706	\$ 17,000	\$ 17,000	
1101-5-09-4220500 CEMETERIES/PPE	\$ -	\$ 282	\$ 300	\$ 350	
1101-5-09-4230110 CEMETERIES/BLDG MATERIAL & SU	\$ 267	\$ 4	\$ 1,500	\$ 1,500	
1101-5-09-4230125 CEMETERIES/REPAIRS BLDG/STEET	\$ 1,482	\$ 2,782	\$ 2,700	\$ 2,500	
1101-5-09-4230201 CEMETERIES/REPAIR PARTS	\$ 827	\$ -	\$ -	\$ 1,800	
1101-5-09-4230300 CEMETERIES/SECURITY MONITORING	\$ -	\$ 732	\$ 720	\$ 800	
1101-5-09-4290001 CEMETERIES/OTHER OPERATING SU	\$ 4,611	\$ 3,113	\$ 4,200	\$ 4,000	
1101-5-09-4310501 CEMETERIES/TREE TRIM & REMOVA	\$ 4,450	\$ 6,859	\$ 7,000	\$ 6,800	
1101-5-09-4310502 CEMETERIES/FOR TREE PURCHASE	\$ 240	\$ 345	\$ 400	\$ 500	
1101-5-09-4360201 CEMETERIES/EQUIPMENT REPAIRS	\$ 4,240	\$ 2,959	\$ 1,900	\$ 1,200	
1101-5-09-4360301 CEMETERIES/STREET, ALLEY & SEW	\$ 522	\$ 110	\$ 600	\$ 600	
1101-5-09-4360503 CEMETERIES/REPAIR BLDG-STRUCT	\$ 247	\$ 2,067	\$ 2,300	\$ 2,200	
1101-5-09-4360505 CEMETERIES/ROCKRUN MOVES	\$ 2,250	\$ 2,535	\$ 3,800	\$ 3,600	
1101-5-09-4450501 CEMETERIES/MACHINERY & TOOLS	\$ 40,000	\$ 100,770	\$ 30,000	\$ -	
1101-5-09-4490000 CEMETERIES/CAPITAL PROJECTS	\$ -	\$ -	\$ 28,000	\$ -	
<b>Cemetery Total</b>	<b>\$ 402,822</b>	<b>\$ 505,401</b>	<b>\$ 483,070</b>	<b>\$ 443,009</b>	
Central Garage					
1101-5-18-4110130 CENTRAL GARAGE/FULL TIME PERS	\$ 532,986	\$ 655,986	\$ 730,000	\$ 755,000	
1101-5-18-4110151 CENTRAL GARAGE/INCREMENT	\$ 4,400	\$ 5,400	\$ 6,100	\$ 7,000	
1101-5-18-4110152 CENTRAL GARAGE/CER	\$ 3,523	\$ 4,800	\$ 9,620	\$ 4,800	
1101-5-18-4110160 CENTRAL GARAGE/OVERTIME	\$ 14,728	\$ 13,744	\$ 25,000	\$ 25,000	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-18-4130100 CENTRAL GARAGE/SOCIAL SECURIT	\$ 32,107	\$ 39,509	\$ 48,100	\$ 49,896	
1101-5-18-4130200 CENTRAL GARAGE/MEDICARE	\$ 7,509	\$ 9,240	\$ 11,250	\$ 11,599	
1101-5-18-4130300 CENTRAL GARAGE/RETIREMENT	\$ 85,956	\$ 111,789	\$ 103,660	\$ 113,593	
1101-5-18-4130501 CENTRAL GARAGE/INSURANCE	\$ 183,299	\$ 217,455	\$ 221,500	\$ 221,500	
1101-5-18-4130700 CENTRAL GARAGE/CELL PHONE	\$ 1,485	\$ 1,800	\$ 1,800	\$ 1,800	
1101-5-18-4130701 CENTRAL GARAGE/CLOTH/BOOT/FIT	\$ 3,425	\$ 7,300	\$ 4,000	\$ 8,150	
1101-5-18-4210500 CENTRAL GARAGE/OTHER OFFICE	\$ 1,415	\$ 4,198	\$ 4,200	\$ 4,200	
1101-5-18-4210502 CENTRAL GARAGE/POSTAGE	\$ 291	\$ 385	\$ 400	\$ 400	
1101-5-18-4220210 CENTRAL GARAGE/GAS, DIESEL &	\$ 2,136	\$ 2,478	\$ 5,000	\$ 5,000	
1101-5-18-4220212 CENTRAL GARAGE/LUBRICANTS	\$ 51,971	\$ 62,056	\$ 80,000	\$ 80,000	
1101-5-18-4220251 CENTRAL GARAGE/GARAGE & MOTOR	\$ 352,395	\$ 383,106	\$ 400,000	\$ 400,000	
1101-5-18-4220351 CENTRAL GARAGE/SMALL TOOLS	\$ 9,488	\$ 10,707	\$ 4,500	\$ 12,000	
1101-5-18-4230110 CENTRAL GARAGE/BUILDING MAINT	\$ 1,585	\$ 36,164	\$ 27,000	\$ 3,000	
1101-5-18-4310501 CENTRAL GARAGE/MEDICAL EXAMS	\$ 981	\$ 2,022	\$ 2,000	\$ 2,000	
1101-5-18-4320501 CENTRAL GARAGE/SVCS CONTRACTU	\$ 12,379	\$ 14,826	\$ 15,000	\$ 41,000	
1101-5-18-4360202 CENTRAL GARAGE/OUTSIDE REPAIR	\$ 44,410	\$ 20,290	\$ 25,000	\$ 25,000	
1101-5-18-4370502 CENTRAL GARAGE/RENTAL UNIFORM	\$ 2,323	\$ 3,607	\$ 4,500	\$ 5,000	
1101-5-18-4390910 CENTRAL GARAGE/EDUCATION	\$ 931	\$ 2,941	\$ 5,000	\$ 5,000	
1101-5-18-4450501 CENTRAL GARAGE/MACHINERY/TOOL	\$ -	\$ 7,731	\$ 17,500	\$ -	
<b>Central Garage Total</b>	<b>\$ 1,349,723</b>	<b>\$ 1,617,532</b>	<b>\$ 1,751,130</b>	<b>\$ 1,780,938</b>	
City Council					
1101-5-02-4110140 COUNCIL/PART TIME	\$ 113,750	\$ 117,754	\$ 122,400	\$ 126,072	Based on .25 FTE (10 hours/week)
1101-5-02-4110159 COUNCIL/TECHNOLOGY STIPEND	\$ 2,701	\$ 1,862	\$ -	\$ -	
1101-5-02-4130100 COUNCIL/SOCIAL SECURITY	\$ 7,220	\$ 7,416	\$ 7,590	\$ 7,818	
1101-5-02-4130200 COUNCIL/MEDICARE	\$ 1,689	\$ 1,734	\$ 1,780	\$ 1,833	
1101-5-02-4210200 COUNCIL/STATIONERY/PRINTING	\$ -	\$ -	\$ 1,000	\$ 1,000	
1101-5-02-4210501 COUNCIL/RETREAT	\$ -	\$ -	\$ 3,500	\$ 3,500	

CITY OF GOSHEN, INDIANA  
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	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-02-4230300 Other Equipm	\$ -	\$ -	\$ 10,000	\$ 10,000	
1101-5-02-4320301 COUNCIL/TRAVEL EXPENSES	\$ 1,363	\$ 1,297	\$ 3,500	\$ 3,500	
1101-5-02-4390700 COUNCIL/ELECTION EXPENSE	\$ 59,166	\$ 35,834	\$ -	\$ -	
<b>City Council Total</b>	<b>\$ 185,889</b>	<b>\$ 165,897</b>	<b>\$ 149,770</b>	<b>\$ 153,723</b>	
Clerk					
1101-5-04-4110130 C-T/FULL TIME PERSONNEL	\$ 400,889	\$ 426,275	\$ 492,600	\$ 485,000	
1101-5-04-4110140 C-T/PART-TIME PERSONNEL	\$ 27,752	\$ 34,598	\$ 30,500	\$ -	Part-time Admin Asst. moved to Technology
1101-5-04-4110151 C-T/INCREMENT	\$ 3,000	\$ 3,650	\$ 3,000	\$ 2,800	
1101-5-04-4110160 C-T/OVERTIME	\$ 966	\$ 4,886	\$ 10,000	\$ -	
1101-5-04-4130100 C-T/SOCIAL SECURITY	\$ 24,630	\$ 26,823	\$ 32,800	\$ 31,800	
1101-5-04-4130200 C-T/MEDICARE	\$ 5,760	\$ 6,273	\$ 7,670	\$ 7,100	
1101-5-04-4130300 C-T/RETIREMENT	\$ 53,073	\$ 61,765	\$ 70,700	\$ 69,500	
1101-5-04-4130501 C-T/INSURANCE	\$ 137,888	\$ 149,570	\$ 177,200	\$ 155,050	
1101-5-04-4130700 C-T/CELL PHONE	\$ 600	\$ 600	\$ 1,200	\$ 1,200	
1101-5-04-4130701 C-T/CLOTHING/BOOT/FITNESS	\$ 100	\$ 100	\$ 900	\$ 750	
1101-5-04-4210500 C-T/OTHER OFFICE EXPENSES	\$ 10,081	\$ 10,221	\$ 15,000	\$ 15,000	
1101-5-04-4310000 C-T/PROFESSIONAL SERVICES	\$ 49	\$ 880	\$ 5,000	\$ 5,000	
1101-5-04-4320201 C-T/POSTAGE	\$ 5,727	\$ 4,284	\$ 6,000	\$ 5,000	
1101-5-04-4320301 C-T/TRAVEL EXPENSES	\$ 1,464	\$ 7,127	\$ 7,500	\$ 7,500	
1101-5-04-4390301 C-T/SUBSCRIPTION & DUES	\$ 936	\$ 1,724	\$ 3,000	\$ 3,000	
1101-5-04-4390910 C-T/INSTRUCTION	\$ 4,721	\$ 2,380	\$ 5,000	\$ 5,000	
<b>Clerk Total</b>	<b>\$ 677,638</b>	<b>\$ 741,156</b>	<b>\$ 868,070</b>	<b>\$ 793,700</b>	
Community Engagement					
1101-5-01-4110130 CRC/FULL-TIME PERSONNEL	\$ 33,998	\$ 52,535	\$ 110,000	\$ -	2 FTE Merged with Dir. Admin in Mayor's office.
1101-5-01-4110151 CRC/INCREMENT	\$ 200	\$ 100	\$ 500	\$ -	
1101-5-01-4130100 CRC/SOCIAL SECURITY	\$ 2,033	\$ 3,012	\$ 6,850	\$ -	
1101-5-01-4130200 CRC/MEDICARE	\$ 475	\$ 704	\$ 1,600	\$ -	



CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-01-4130300 CRC/RETIREMENT	\$ 4,586	\$ 7,529	\$ 15,650	\$ -	
1101-5-01-4130501 CRC/INSURANCE	\$ 16,316	\$ 21,367	\$ 44,350	\$ -	
1101-5-01-4130700 CRC/CELL PHONE	\$ 288	\$ 389	\$ 1,200	\$ -	
1101-5-01-4130701 CRC/CLOTHING/BOOT/FITNESS	\$ -	\$ 100	\$ 200	\$ -	
1101-5-01-4210500 CRC/OTHER OFFICE EXPENSES	\$ -	\$ 490	\$ 200	\$ -	
1101-5-01-4310501 CRC/PROFESSIONAL SERVICES	\$ 1,450	\$ 3,250	\$ 1,500	\$ 5,000	
1101-5-01-4310502 CRC/CONTRACTUAL SERVICES	\$ -	\$ 900	\$ 3,000	\$ -	
1101-5-01-4320301 CRC/TRAVEL EXPENSES	\$ -	\$ -	\$ 3,000	\$ -	
1101-5-01-4330501 CRC/OTHER PRINTING & ADVERTIS	\$ 110	\$ 672	\$ 1,000	\$ -	
1101-5-01-4390501 CRC/DIVERSITY DAY EXPENSES	\$ 3,045	\$ 2,341	\$ 10,000	\$ 15,000	Fund Title should be Events
1101-5-01-4390910 CRC/EDUCATION & PROMOTION	\$ 2,936	\$ 5,964	\$ 7,000	\$ 10,000	Community outreach, communication, education
<b>Community Engagement Total</b>	<b>\$ 65,436</b>	<b>\$ 99,354</b>	<b>\$ 206,050</b>	<b>\$ 30,000</b>	
Court					
1101-5-06-4110130 COURT/FULLTIME PERSONNEL	\$ 255,709	\$ 288,587	\$ 330,000	\$ 300,000	Elimination of 1 full-time position
1101-5-06-4110140 COURT/PART-TIME PERSONNEL	\$ 4,003	\$ 4,670	\$ 12,000	\$ -	Elimination of 1 part time position
1101-5-06-4110151 COURT/INCREMENT	\$ 2,600	\$ 3,100	\$ 3,500	\$ 2,800	
1101-5-06-4130100 COURT/SOCIAL SECURITY	\$ 15,166	\$ 17,129	\$ 21,440	\$ 18,500	
1101-5-06-4130200 COURT/MEDICARE	\$ 3,547	\$ 4,006	\$ 5,030	\$ 4,350	
1101-5-06-4130300 COURT/RETIREMENT	\$ 29,964	\$ 41,029	\$ 46,880	\$ 42,800	
1101-5-06-4130501 COURT/INSURANCE	\$ 78,531	\$ 87,497	\$ 110,750	\$ 88,750	
1101-5-06-4130701 COURT/CLOTHING/BOOT/FITNESS	\$ -	\$ -	\$ 600	\$ 400	
1101-5-06-4310500 COURT/OTHER PROFESSIONAL FEES	\$ 25,026	\$ 38,220	\$ 50,000	\$ 62,400	Cost established by outside agencies.
1101-5-06-4320300 COURT/TRAVEL EXPENSE	\$ 510	\$ 548	\$ 2,000	\$ 1,200	
NEW ACCOUNT COURT/RENT	\$ -	\$ -	\$ -	\$ 12,000	
<b>Court Total</b>	<b>\$ 415,055</b>	<b>\$ 484,785</b>	<b>\$ 582,200</b>	<b>\$ 533,200</b>	
Engineering					
1101-5-10-4110130 ENGINEER/FULLTIME PERSONNEL	\$ 599,890	\$ 587,930	\$ 768,100	\$ 730,000	GIS, Intems, Asst. Mgr transitioned to Technology.
1101-5-10-4110140 ENGINEER/PARTTIME PERSONNEL	\$ 42,138	\$ 24,925	\$ 47,500	\$ 35,000	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-10-4110151 ENGINEER/INCREMENT	\$ 8,004	\$ 6,800	\$ 8,000	\$ 9,300	
1101-5-10-4110160 ENGINEERING/OVERTIME	\$ 730	\$ 6,976	\$ 15,000	\$ 15,000	
1101-5-10-4130100 ENGINEER/SOCIAL SECURITY	\$ 37,429	\$ 35,978	\$ 51,990	\$ 45,000	
1101-5-10-4130200 ENGINEER/MEDICARE	\$ 8,753	\$ 8,414	\$ 12,160	\$ 10,355	
1101-5-10-4130300 ENGINEER/RETIREMENT	\$ 82,070	\$ 94,207	\$ 109,100	\$ 101,208	
1101-5-10-4130501 ENGINEER/INSURANCE	\$ 174,420	\$ 209,748	\$ 221,500	\$ 177,200	
1101-5-10-4130700 ENGINEER/CELL PHONE	\$ 4,731	\$ 3,555	\$ 5,000	\$ 3,000	
1101-5-10-4130701 ENGINEER/CLOTHING/BOOT/FITNES	\$ 250	\$ 452	\$ 1,000	\$ 800	
1101-5-10-4210200 ENGINEER/STATIONERY & PRINT	\$ -	\$ 1,000	\$ 1,500	\$ 1,500	
1101-5-10-4210500 ENGINEER/OTHER OFFICE EXPENSE	\$ 203	\$ 2,816	\$ 6,000	\$ 6,000	
1101-5-10-4220210 ENGINEER/GAS,DIESEL,PROPANE	\$ 2,025	\$ 1,482	\$ 2,500	\$ 2,500	
1101-5-10-4290001 ENGINEER/OTHER SUPPLIES	\$ 3,211	\$ 3,827	\$ 4,000	\$ 4,000	
1101-5-10-4290002 ENGINEER/OTHER SUPPLIES & EQUIPM	\$ -	\$ -	\$ 500	\$ 500	
1101-5-10-4310201 ENGINEER/PROFESSIONAL SERVICE	\$ 968	\$ 1,300	\$ 2,000	\$ 2,000	
1101-5-10-4320201 ENGINEER/POSTAGE	\$ 888	\$ 343	\$ 1,200	\$ 1,200	
1101-5-10-4320301 ENGINEER/TRAVEL EXPENSES	\$ 1,817	\$ 2,034	\$ 5,062	\$ 5,000	
1101-5-10-4330101 ENGINEER/OTHER PRINTING & ADVERT	\$ -	\$ 25	\$ 400	\$ 400	
1101-5-10-4360201 ENGINEER/EQUIPMENT REPAIRS	\$ 3,000	\$ 194	\$ 3,000	\$ 3,000	
1101-5-10-4390301 ENGINEER/SUBS & DUES	\$ 461	\$ 519	\$ 700	\$ 750	
1101-5-10-4450001 ENGINEERING/OTHER EQUIPMENT	\$ 373	\$ -	\$ 500	\$ -	
<b>Engineering Total</b>	<b>\$ 971,360</b>	<b>\$ 992,525</b>	<b>\$ 1,266,712</b>	<b>\$ 1,153,713</b>	
ENV/Forestry					
1101-5-46-4110130 ENV/FULL TIME PERSONNEL	\$ 270,074	\$ 291,137	\$ 310,000	\$ 284,300	Part of 1 Forestry position paid through USDA Grant
1101-5-46-4110140 ENV/PART TIME PERSONNEL	\$ -	\$ 2,900	\$ 2,000	\$ 2,000	
1101-5-46-4110151 ENV/INCREMENT PAY	\$ 4,045	\$ 4,500	\$ 4,500	\$ 4,800	
1101-5-46-4130100 ENV/FICA MATCH	\$ 15,420	\$ 17,045	\$ 19,650	\$ 20,240	
1101-5-46-4130200 ENV/MEDICARE	\$ 3,606	\$ 3,986	\$ 4,600	\$ 4,738	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-46-4130300 ENV/RETIREMENT	\$ 26,957	\$ 33,701	\$ 44,670	\$ 46,011	
1101-5-46-4130501 ENV/HEALTH INSURANCE	\$ 98,163	\$ 106,836	\$ 110,750	\$ 110,750	
1101-5-46-4130700 ENV/CELL PHONE	\$ 600	\$ 600	\$ 800	\$ 800	
1101-5-46-4130701 ENV/CLOTHING/BOOT/FITNESS	\$ 300	\$ 897	\$ 1,000	\$ 1,440	
1101-5-46-4130702 ENV/CLOTHING	\$ 1,295	\$ 1,202	\$ 1,500	\$ 500	
1101-5-46-4210200 ENV/STATIONERY & PRINTING	\$ 4,000	\$ 3,342	\$ 4,000	\$ 4,000	
1101-5-46-4210500 ENV/OTHER OFFICE EXPENSES	\$ 1,700	\$ 2,209	\$ 1,700	\$ 2,000	
1101-5-46-4220151 ENV/OTHER OPERATING SUPPLIES	\$ 3,140	\$ 3,066	\$ 3,300	\$ 2,000	
1101-5-46-4220153 ENV/GENERAL PROGRAM	\$ 2,403	\$ 3,566	\$ 4,000	\$ 4,000	
1101-5-46-4220210 ENV/GASOLINE,DIESEL, PROPANE	\$ 1,844	\$ 3,524	\$ 3,500	\$ 4,500	
1101-5-46-4230301 ENV/MACHINERY & TOOLS PURCHAS	\$ 5,000	\$ 4,593	\$ 4,000	\$ 4,000	
1101-5-46-4310500 ENV/SERVICES CONTRACTUAL	\$ 33,368	\$ 40,000	\$ 40,000	\$ 10,000	Costs shifted to USDA Grant
1101-5-46-4310501 ENV/TREE PROGRAM	\$ 62,751	\$ 64,821	\$ 75,000	\$ 10,000	Costs shifted to USDA Grant
1101-5-46-4310502 ENV/TREES PLANTED	\$ 2,665	\$ 2,970	\$ 3,000	\$ -	
1101-5-46-4310503 ENV/OTHER PROFESSIONAL SERVIC	\$ 58,138	\$ 66,619	\$ 45,000	\$ 25,000	Costs shifted to USDA Grant
1101-5-46-4310504 ENV/STREET TREE MAINT/REMOVAL	\$ 78,800	\$ 81,807	\$ 80,000	\$ 20,000	Costs shifted to USDA Grant
1101-5-46-4310506 ENV/TREE TRIM REMOVAL	\$ 13,000	\$ 3,703	\$ 13,000	\$ -	
1101-5-46-4320201 ENV/POSTAGE	\$ -	\$ 2,717	\$ 3,000	\$ 3,000	
1101-5-46-4320301 ENV/TRAVEL EXPENSE	\$ 5,280	\$ 9,670	\$ 6,000	\$ 6,000	
1101-5-46-4320401 ENV/TELEPHONE	\$ 5,480	\$ 5,809	\$ 5,900	\$ 5,200	
1101-5-46-4330200 ENV/PUBLICATION LEGAL NOTICES	\$ -	\$ -	\$ 200	\$ 200	
1101-5-46-4330501 ENV/OTHER PRINTING & ADVERTIS	\$ 2,440	\$ 2,050	\$ 3,500	\$ 3,000	
1101-5-46-4350101 ENV/ELECTRICITY & GAS	\$ 8,237	\$ 7,008	\$ 11,000	\$ 9,000	
1101-5-46-4350401 ENV/WATER & SEWER	\$ 437	\$ 1,602	\$ 1,600	\$ 2,000	
1101-5-46-4360201 ENV/REPAIRS TO EQUIPMENT	\$ 1,027	\$ 1,572	\$ 2,000	\$ 5,500	
1101-5-46-4370200 ENV/RENTAL EQUIPMENT	\$ -	\$ 270	\$ 1,500	\$ 1,500	
1101-5-46-4390301 ENV/SUBSCRIPTIONS & DUES	\$ 991	\$ 6,000	\$ 3,000	\$ 3,000	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-46-4390901 ENV/EDUCATION	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	
1101-5-46-4420100 ENV/INFRASTRUCTURE CAPITAL	\$ 59,103	\$ 8,683	\$ -	\$ -	
1101-5-46-4424601 ENV/CAPITAL PROJECTS	\$ 40,965	\$ -	\$ -	\$ -	
<b>ENV/Forestry Total</b>	<b>\$ 821,230</b>	<b>\$ 798,403</b>	<b>\$ 823,670</b>	<b>\$ 609,479</b>	
Fire					
1101-5-12-4110130 FIRE/FULLTIME PERSONNEL	\$ 4,164,764	\$ 4,615,244	\$ 5,135,000	\$ 5,037,317	Costs for 3 FTE salaries shifted to Township, .5 to Opioid
1101-5-12-4110150 FIRE/HOLIDAY PAY	\$ 4,953	\$ 27,569	\$ 26,000	\$ 24,335	
1101-5-12-4110151 FIRE/SICK DAY BUYBACK	\$ 68,847	\$ 62,488	\$ 50,000	\$ 50,000	
1101-5-12-4110152 FIRE/VACATION BUY BACK	\$ 5	\$ -	\$ 30,000	\$ 30,000	
1101-5-12-4110153 FIRE/SPECIALTY-MASTER PAY	\$ 4,159	\$ 5,736	\$ 20,000	\$ 20,000	
1101-5-12-4110154 AMBULANCE/CERTIFICATION PAY	\$ -	\$ -	\$ 222,000	\$ 247,660	
1101-5-12-4110155 AMBULANCE/EMS BONUS	\$ 176,651	\$ 178,416	\$ 20,000	\$ 15,000	
1101-5-12-4110156 FIRE/INCREMENT PAY	\$ 9,177	\$ 6,598	\$ 137,000	\$ 137,000	
1101-5-12-4110160 FIRE/OVERTIME	\$ 243,006	\$ 388,215	\$ 200,000	\$ 200,000	
1101-5-12-4130100 FIRE/SOCIAL SECURITY	\$ 12,231	\$ 16,826	\$ 37,500	\$ 8,000	
1101-5-12-4130110 FIRE/FLSA	\$ 103,808	\$ 109,885	\$ 138,500	\$ 140,000	
1101-5-12-4130200 FIRE/MEDICARE	\$ 65,626	\$ 74,269	\$ 84,700	\$ 81,180	
1101-5-12-4130300 FIRE/RETIREMENT PERF	\$ 30,592	\$ 40,008	\$ 49,300	\$ 17,530	
1101-5-12-4130501 FIRE/HEALTH INSURANCE	\$ 1,276,364	\$ 1,459,854	\$ 1,550,500	\$ 1,528,350	
1101-5-12-4130700 FIRE/CELL PHONE	\$ 4,100	\$ 13,196	\$ 5,500	\$ 9,000	
1101-5-12-4130701 FIRE/CLOTHING/BOOT/FITNESS	\$ -	\$ -	\$ 300	\$ 200	
1101-5-12-4130702 FIRE/PPE	\$ 11,442	\$ 26,937	\$ 45,000	\$ 45,000	
1101-5-12-4130703 FIRE/SAVED CLOTHING ALLOWANCE	\$ 144,666	\$ 107,120	\$ 160,000	\$ 160,000	
1101-5-12-4131101 FIRE/LONGEVITY	\$ 40,602	\$ 54,491	\$ 34,000	\$ 24,100	
1101-5-12-4131102 FIRE/TUITION REIMBURSEMENT	\$ -	\$ -	\$ 10,000	\$ 10,000	
1101-5-12-4131103 FIRE/ONE-TIME LONGEVITY	\$ -	\$ -	\$ 19,500	\$ 30,702	
1101-5-12-4200701 FIRE/CLOTHING	\$ 17,577	\$ 34,339	\$ 22,000	\$ 22,000	

CITY OF GOSHEN, INDIANA  
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	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-12-4210200 FIRE/STATIONERY & PRINTING	\$ 920	\$ 867	\$ 2,000	\$ 2,000	
1101-5-12-4210500 FIRE/OTHER OFFICE EXPENSES	\$ 9,399	\$ 10,961	\$ 9,500	\$ 9,500	
1101-5-12-4220151 FIRE/OTHER OPERATING SUPPLIES	\$ 58,686	\$ 94,307	\$ 95,000	\$ 95,000	
1101-5-12-4220300 AMBULANCE/MEDICAL SUPPLIES	\$ 26,641	\$ 97,120	\$ 118,000	\$ 118,000	
1101-5-12-4300901 FIRE/OTHER SERVICE CHGS	\$ 140,266	\$ 164,284	\$ 150,000	\$ 165,000	
1101-5-12-4310501 FIRE/MEDICAL EXAMS	\$ 71,489	\$ 68,834	\$ 70,000	\$ 70,000	
1101-5-12-4310502 FIRE/OTHER PROFESSIONAL SERV	\$ 16,503	\$ 4,508	\$ -	\$ -	
1101-5-12-4320201 FIRE/POSTAGE	\$ 429	\$ 773	\$ 1,000	\$ 1,000	
1101-5-12-4320301 FIRE/TRAVEL EXPENSES	\$ 22,996	\$ 25,275	\$ 23,000	\$ 20,000	
1101-5-12-4360201 FIRE/MAINTENANCE CONTRACTS	\$ 38,188	\$ 35,830	\$ 62,500	\$ 62,500	
1101-5-12-4360503 FIRE/EQUIPMENT REPAIRS	\$ 9,532	\$ 26,932	\$ 18,000	\$ 18,000	
1101-5-12-4360504 AMBULANCE/EQUIPMENT REPAIR	\$ 2,848	\$ 9,737	\$ 12,000	\$ 12,000	
1101-5-12-4390301 FIRE/SUBSCRIPTION & DUES	\$ 15,904	\$ 7,341	\$ 6,000	\$ 6,000	
1101-5-12-4390910 FIRE/INSTRUCTION	\$ 33,827	\$ 41,095	\$ 35,000	\$ 35,000	
1101-5-12-4390911 AMBULANCE/INSTRUCTION	\$ 17,716	\$ 23,520	\$ 41,000	\$ 41,000	
1101-5-12-4450201 AMBULANCE/OTHER EQUIPMENT	\$ 16,752	\$ 48,665	\$ -	\$ -	
1101-5-12-4450502 FIRE/OTHER EQUIPMENT	\$ 10,520	\$ 9,180	\$ -	\$ -	
NEW ACCOUNT FIRE/RENT	\$ -	\$ -	\$ -	\$ 18,000	
<b>Fire Total</b>	<b>\$ 6,871,188</b>	<b>\$ 7,890,418</b>	<b>\$ 8,639,800</b>	<b>\$ 8,510,374</b>	
Legal					
1101-5-05-4110130 LEGAL/FULLTIME PERSONNEL	\$ 455,281	\$ 474,072	\$ 615,990	\$ 583,050	Reduction of 1 FTE Paralegal
1101-5-05-4110140 LEGAL/PART-TIME PERSONNEL	\$ 11,009	\$ 23,735	\$ -	\$ 36,800	
1101-5-05-4110151 LEGAL/INCREMENT	\$ 3,700	\$ 4,350	\$ 5,000	\$ 5,350	
1101-5-05-4130100 LEGAL/SOCIAL SECURITY	\$ 26,759	\$ 28,588	\$ 39,040	\$ 38,810	
1101-5-05-4130200 LEGAL/MEDICARE	\$ 6,258	\$ 6,686	\$ 9,080	\$ 9,080	
1101-5-05-4130300 LEGAL/RETIREMENT	\$ 63,957	\$ 67,015	\$ 88,130	\$ 83,655	
1101-5-05-4130501 LEGAL/INSURANCE	\$ 134,097	\$ 147,542	\$ 143,975	\$ 148,235	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-05-4130701 LEGAL/CLOTHING/BOOT/FITNESS	\$ 100	\$ -	\$ 700	\$ 700	
1101-5-05-4210500 LEGAL/OTHER OFFICE EXPENSES	\$ 3,587	\$ 2,247	\$ 5,138	\$ 5,000	
1101-5-05-4310000 LEGAL/PROFESSIONAL SERVICES	\$ 20,950	\$ 3,775	\$ 15,735	\$ 15,732	
1101-5-05-4320201 LEGAL/POSTAGE	\$ 537	\$ 798	\$ 3,000	\$ 3,000	
1101-5-05-4320301 LEGAL/TRAVEL EXPENSES	\$ 383	\$ 403	\$ 1,500	\$ 1,500	
1101-5-05-4330501 LEGAL/OTHER PRINTING & ADVERT	\$ 2,577	\$ -	\$ 19,000	\$ 3,000	
1101-5-05-4390800 LEGAL/SUBSCRIPTIONS AND DUES	\$ 776	\$ 925	\$ 1,985	\$ 1,900	
1101-5-05-4390901 LEGAL/OTHER SERVICES AND CHAR	\$ 9,297	\$ 10,090	\$ 11,680	\$ 10,830	
1101-5-05-4390910 LEGAL/INSTRUCTION	\$ 320	\$ 964	\$ 2,635	\$ 1,933	
<b>Legal Total</b>	<b>\$ 739,588</b>	<b>\$ 771,190</b>	<b>\$ 962,588</b>	<b>\$ 948,575</b>	
Mayor					
1101-5-03-4110130 MAYOR/FULLTIME PERSONNEL	\$ 305,326	\$ 368,973	\$ 404,000	\$ 360,000	Reduction of 1 FTE Financial Manager
1101-5-03-4110151 MAYOR/INCREMENT	\$ 2,500	\$ 1,800	\$ 600	\$ 1,000	
1101-5-03-4110152 MAYOR/LONGEVITY	\$ 1,165	\$ -	\$ -	\$ -	
1101-5-03-4130100 MAYOR/SOCIAL SECURITY	\$ 18,036	\$ 21,468	\$ 25,050	\$ 22,154	
1101-5-03-4130200 MAYOR/MEDICARE	\$ 4,218	\$ 5,021	\$ 5,880	\$ 5,181	
1101-5-03-4130300 MAYOR/RETIREMENT	\$ 44,046	\$ 53,658	\$ 57,500	\$ 50,740	
1101-5-03-4130501 MAYOR/INSURANCE	\$ 83,080	\$ 112,526	\$ 110,750	\$ 88,600	
1101-5-03-4130700 MAYOR/CELL PHONE	\$ 1,037	\$ 1,193	\$ 2,400	\$ 2,400	
1101-5-03-4130701 MAYOR/CLOTHING/BOOT/FITNESS	\$ 200	\$ 100	\$ 400	\$ 400	
1101-5-03-4210200 MAYOR/STATIONERY AND PRINTING	\$ 340	\$ 726	\$ 500	\$ 500	
1101-5-03-4210500 MAYOR/OTHER OFFICE EXPENSES	\$ 8,997	\$ 9,096	\$ 4,000	\$ 4,000	
1101-5-03-4320201 MAYOR/POSTAGE	\$ 145	\$ 129	\$ 2,000	\$ 500	
1101-5-03-4320301 MAYOR/TRAVEL EXPENSES	\$ 4,695	\$ 4,985	\$ 6,000	\$ 6,000	
1101-5-03-4330501 MAYOR/OTH PRINT & ADVERTISING	\$ 180	\$ -	\$ 1,000	\$ 1,000	
1101-5-03-4390301 MAYOR/SUBSCRIPTION-DUES	\$ 859	\$ 1,546	\$ 1,300	\$ 1,300	
<b>Mayor Total</b>	<b>\$ 474,824</b>	<b>\$ 581,220</b>	<b>\$ 621,380</b>	<b>\$ 543,775</b>	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
<b>Planning</b>					
1101-5-16-4110130 PLANNING/FULL TIME PERSONNEL	\$ 247,728	\$ 260,112	\$ 270,000	\$ 278,700	
1101-5-16-4110151 PLANNING/INCREMENT	\$ 4,000	\$ 4,600	\$ 4,900	\$ 5,200	
1101-5-16-4110160 PLANNING/OVERTIME	\$ 7,560	\$ 5,070	\$ 10,650	\$ 6,305	
1101-5-16-4130100 PLANNING/SOCIAL SECURITY	\$ 14,678	\$ 15,238	\$ 17,680	\$ 18,010	
1101-5-16-4130200 PLANNING/MEDICARE	\$ 3,433	\$ 3,564	\$ 4,135	\$ 4,224	
1101-5-16-4130300 PLANNING/RETIREMENT	\$ 36,819	\$ 38,309	\$ 39,900	\$ 40,465	
1101-5-16-4130501 PLANNING/INSURANCE	\$ 78,531	\$ 85,469	\$ 88,600	\$ 88,600	
1101-5-16-4130701 PLANNING/CLOTHING/BOOT/FITNES	\$ 200	\$ 82	\$ 400	\$ 300	
1101-5-16-4210500 PLANNING/OTHER OFFICE EXPENSE	\$ 2,365	\$ 438	\$ 2,250	\$ 1,000	
1101-5-16-4310101 PLANNING/LEGAL NOTICES PUBLIC	\$ 1,156	\$ 1,268	\$ 1,500	\$ 1,500	
1101-5-16-4310501 PLANNING/PROFESSIONAL SERVICES	\$ -	\$ -	\$ 150,000	\$ -	
1101-5-16-4320201 PLANNING/POSTAGE	\$ 1,625	\$ 1,332	\$ 2,000	\$ 2,000	
1101-5-16-4320301 PLANNING/TRAVEL EXPENSES	\$ 743	\$ 3,117	\$ 5,500	\$ 1,000	
1101-5-16-4390301 PLANNING/PROFESSIONAL LIBRARY	\$ 200	\$ -	\$ 500	\$ -	
1101-5-16-4390302 PLANNING/SUBSCRIPTION-DUES	\$ 504	\$ 496	\$ 1,000	\$ 750	
<b>Planning Total</b>	<b>\$ 399,542</b>	<b>\$ 419,096</b>	<b>\$ 599,015</b>	<b>\$ 448,054</b>	
<b>Police</b>					
1101-5-11-4110130 POLICE/FULLTIME PERSONNEL	\$ 4,606,524	\$ 5,224,473	\$ 5,574,000	\$ 5,717,428	
1101-5-11-4110140 POLICE/PARTTIME PERSONNEL	\$ 50,944	\$ 50,435	\$ -	\$ -	
1101-5-11-4110150 POLICE/HOLIDAY PAY	\$ 218,990	\$ 322,301	\$ 306,300	\$ 366,609	
1101-5-11-4110151 POLICE/WEELLNESS	\$ 9,541	\$ 10,905	\$ 16,400	\$ 16,400	
1101-5-11-4110153 POLICE/SPECIALTY PAY	\$ 92,594	\$ 75,463	\$ 140,400	\$ 140,400	
1101-5-11-4110154 POLICE/COM ORTD POLICING	\$ 7,226	\$ -	\$ 5,300	\$ 5,300	
1101-5-11-4110155 POLICE/SHIFT DIFFERENTIAL	\$ 20,059	\$ 21,258	\$ 28,400	\$ 28,400	
1101-5-11-4110156 POLICE/INCREMENT PAY	\$ 27,890	\$ -	\$ -	\$ -	
1101-5-11-4110157 POLICE/DUI ENFORCE PAY	\$ 2,306	\$ 1,216	\$ 13,200	\$ 13,200	



CITY OF GOSHEN, INDIANA  
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	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-11-4110158 POLICE/OPERATION PULLOVER	\$ 891	\$ 1,976	\$ 2,000	\$ 10,000	
1101-5-11-4110160 POLICE/OVERTIME	\$ 392,523	\$ 475,097	\$ 500,000	\$ 400,000	
1101-5-11-4110162 POLICE/RESIDENCY BONUS	\$ 12,000	\$ -	\$ 17,000	\$ 17,000	
1101-5-11-4130100 POLICE/SOCIAL SECURITY	\$ 35,058	\$ 37,682	\$ 52,400	\$ 61,453	
1101-5-11-4130200 POLICE/MEDICARE	\$ 77,093	\$ 87,002	\$ 99,900	\$ 103,830	
1101-5-11-4130300 POLICE/RETIREMENT PERF	\$ 79,831	\$ 87,616	\$ 109,500	\$ 114,383	
1101-5-11-4130501 POLICE/HEALTH INSURANCE	\$ 1,458,570	\$ 1,617,863	\$ 1,727,700	\$ 1,727,700	
1101-5-11-4130700 POLICE/CELL PHONE	\$ 16,779	\$ 12,543	\$ 24,000	\$ 18,000	
1101-5-11-4130701 POLICE/CLOTHING/BOOT/FITNESS	\$ 50	\$ -	\$ 400	\$ -	
1101-5-11-4130702 POLICE/CLOTHING	\$ 98,899	\$ 102,800	\$ 115,600	\$ 115,600	
1101-5-11-4130703 POLICE/RESERVES CLOTHING ALLO	\$ 1,500	\$ 1,134	\$ 6,000	\$ 6,000	
1101-5-11-4130704 POLICE/EARNED TIME BUY BACK	\$ 22,443	\$ 33,914	\$ 60,000	\$ 60,000	
1101-5-11-4131100 POLICE/ BENEFIT	\$ 5,400	\$ -	\$ 20,000	\$ 20,000	
1101-5-11-4131101 POLICE/LONGEVITY	\$ 141,365	\$ 134,822	\$ 176,500	\$ 163,060	
1101-5-11-4210200 POLICE/STATIONERY & PRINTING	\$ 12,334	\$ 10,782	\$ 12,500	\$ 12,500	
1101-5-11-4210500 POLICE/OTHER OFFICE EXPENSES	\$ 12,417	\$ 10,308	\$ 20,000	\$ 15,000	
1101-5-11-4220150 POLICE/PPE	\$ 10,929	\$ 22,262	\$ 20,000	\$ 20,000	
1101-5-11-4220151 POLICE/OTHER SUPPLIES	\$ 15,341	\$ 14,561	\$ 15,000	\$ 15,000	
1101-5-11-4220153 POLICE/DRUG UNIT	\$ 107	\$ 4,480	\$ 6,800	\$ 5,000	
1101-5-11-4220154 POLICE/OTHER EQUIPMENT	\$ 194,337	\$ 225,990	\$ 311,600	\$ 175,000	
1101-5-11-4220155 POLICE/K- SUPPLIES,CARE,EQUI	\$ 4,804	\$ 2,914	\$ 5,000	\$ -	
1101-5-11-4220300 POLICE/ERT SUPPLIES & TRAININ	\$ 10,000	\$ 9,921	\$ 10,000	\$ 10,000	
1101-5-11-4310501 POLICE/MEDICAL EXPENSES	\$ 7,974	\$ 21,796	\$ 18,900	\$ 20,000	
1101-5-11-4310502 POLICE/PAST EMP COURT PAY	\$ 251	\$ 827	\$ 1,000	\$ 1,000	
1101-5-11-4320201 POLICE/POSTAGE	\$ 1,844	\$ 2,466	\$ 4,000	\$ 3,000	
1101-5-11-4320301 POLICE/TRAVEL EXPENSES	\$ 26,494	\$ 35,106	\$ 40,000	\$ 40,000	
1101-5-11-4360201 POLICE/EQUIPMENT REPAIRS	\$ 21,891	\$ 19,654	\$ 36,000	\$ 36,000	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
1101-5-11-4360501 POLICE/MAINTENANCE CONTRACTS	\$ 20,995	\$ 53,805	\$ 33,160	\$ 33,160	
1101-5-11-4370501 POLICE/OTHER RENTALS	\$ 10,000	\$ 10,000	\$ 10,000	\$ 30,000	
1101-5-11-4390100 POLICE/GOODWIN SCHOLARSHIP	\$ -	\$ -	\$ 1,000	\$ -	
1101-5-11-4390101 POLICE/PIT	\$ 23,546	\$ 23,577	\$ 24,000	\$ 20,000	
1101-5-11-4390301 POLICE/SUBSCRIPTION & DUES	\$ 2,695	\$ 2,463	\$ 3,000	\$ 63,900	
1101-5-11-4390911 POLICE/INSTRUCTION	\$ 37,947	\$ 47,688	\$ 59,115	\$ 59,000	
1101-5-11-4390912 POLICE/EDUCATION & PROMOTION	\$ 60,661	\$ 55,385	\$ 60,000	\$ 60,000	
1101-5-11-4390913 POLICE/CRIME STOPPERS	\$ -	\$ -	\$ 500	\$ -	
1101-5-11-4390914 POLICE/IT SERVICES	\$ 8,301	\$ 11,551	\$ 12,400	\$ 12,400	
1101-5-11-4390951 POLICE/OTHER SERVICE CHARGES	\$ 59,113	\$ 74,027	\$ 70,300	\$ 70,300	
<b>Police Total</b>	<b>\$ 7,920,456</b>	<b>\$ 8,958,064</b>	<b>\$ 9,769,275</b>	<b>\$ 9,806,023</b>	
Technology					
1101-5-08-4110130 TECH/FULLTIME PERSONNEL	\$ -	\$ 127,318	\$ 250,000	\$ 365,749	Addition of GIS, Asst. Mgr,
1101-5-08-4110140 TECH/PARTTIME PERSONNEL	\$ -	\$ 28,691	\$ 30,000	\$ 100,301	Addition of Admin. Asst, Interns
1101-5-08-4110151 TECHNOLOGY/INCREMENT	\$ -	\$ 2,163	\$ -	\$ 2,200	
1101-5-08-4130100 TECH/SOCIAL SECURITY	\$ -	\$ 9,280	\$ 17,400	\$ 2,200	
1101-5-08-4130200 TECH/MEDICARE	\$ -	\$ 2,170	\$ 4,100	\$ 6,758	
1101-5-08-4130300 TECH/RETIREMENT	\$ -	\$ 10,169	\$ 35,500	\$ 51,936	
1101-5-08-4130501 TECH/INSURANCE	\$ -	\$ 21,367	\$ 88,750	\$ 110,750	
1101-5-08-4130700 TECH/CELL PHONE	\$ -	\$ 1,563	\$ 2,400	\$ 2,400	
1101-5-08-4130701 TECH/CLOTHING/BOOT/FITNESS	\$ -	\$ 150	\$ 350	\$ 500	
1101-5-08-4210500 TECH/OTHER OFFICE SUPPLIES	\$ -	\$ 471	\$ 2,500	\$ 1,000	
1101-5-08-4230300 TECH/OTHER EQUIPMENT	\$ -	\$ 5,697	\$ 20,000	\$ -	Paid through CCD
1101-5-08-4310501 TECH/PROFESSIONAL SERVICES	\$ -	\$ -	\$ 40,000	\$ -	Paid through CCD
1101-5-08-4360500 TECH/CYBERSECURITY MEASURES	\$ -	\$ -	\$ 10,000	\$ -	Paid through CCD
1101-5-08-4390300 TECH/SOFTWARE	\$ -	\$ 86,070	\$ 430,000	\$ -	Paid through CCD
1101-5-08-4390301 TECH/SUBSCRIPTIONS & DUES	\$ -	\$ -	\$ 10,000	\$ -	Paid through CCD

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
<b>Technology Total</b>	<b>\$ -</b>	<b>\$ 295,110</b>	<b>\$ 941,000</b>	<b>\$ 643,794</b>	
<b>1101 GENERAL FUND Total</b>	<b>\$ 26,813,953</b>	<b>\$ 29,600,788</b>	<b>\$ 34,192,096</b>	<b>\$ 31,986,786</b>	
2201 MVH FUND					
Streets					
2201-5-00-4110130 MVH/FULL-TIME PERSONNEL	\$ 1,222,573	\$ 1,257,613	\$ 1,390,000	\$ 1,408,000	
2201-5-00-4110140 MVH/PART-TIME PERSONNEL	\$ 86,575	\$ 94,838	\$ 70,500	\$ 70,500	
2201-5-00-4110151 MVH/INCREMENT PAY	\$ 20,216	\$ 21,900	\$ 21,000	\$ 20,900	
2201-5-00-4110152 MVH/LONGEVITY	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	
2201-5-00-4110160 MVH/OVERTIME	\$ 23,531	\$ 47,357	\$ 85,000	\$ 85,000	
2201-5-00-4130100 MVH/FICA MATCH	\$ 72,962	\$ 80,413	\$ 97,380	\$ 99,000	
2201-5-00-4130200 MVH/MEDICARE	\$ 17,067	\$ 18,806	\$ 22,780	\$ 23,160	
2201-5-00-4130300 MVH/RETIREMENT	\$ 180,869	\$ 188,581	\$ 197,380	\$ 216,710	
2201-5-00-4130400 MVH/UNEMPLOYMENT	\$ -	\$ -	\$ -	\$ -	
2201-5-00-4130501 MVH/HEALTH INSURANCE	\$ 428,966	\$ 492,195	\$ 487,300	\$ 487,300	
2201-5-00-4130700 MVH/CLOTHING	\$ 3,150	\$ 6,044	\$ 7,200	\$ 7,200	
2201-5-00-4130701 MVH/CLOTHING/BOOT/FITNESS	\$ 396	\$ 1,050	\$ 1,150	\$ 1,150	
2201-5-00-4210500 MVH/OTHER OFFICE EXPENSES	\$ 1,200	\$ 9,498	\$ 1,200	\$ 1,200	
2201-5-00-4220210 MVH/GASOLINE,DIESEL,PROPANE	\$ 128,895	\$ 110,598	\$ 140,000	\$ 140,000	
2201-5-00-4230125 MVH/ROAD SALT	\$ 109,057	\$ 111,732	\$ 150,000	\$ 150,000	
2201-5-00-4230135 MVH/STREET,ALLEY & SEWER MTLs	\$ -	\$ 296,313	\$ 300,000	\$ 300,000	
2201-5-00-4230136 MVH/SIGNS & SIGNALS & PAINT	\$ -	\$ 146,534	\$ 152,953	\$ 140,000	
2201-5-00-4290001 MVH/OTHER OPERATING SUPPLIES	\$ 142,258	\$ 78,063	\$ 145,894	\$ 130,000	
2201-5-00-4310500 MVH/MEDICAL EXAMS	\$ 2,061	\$ 1,802	\$ 2,500	\$ 2,500	
2201-5-00-4310501 MVH/MAINTENANCE CONTRACTS	\$ 12,088	\$ 34,262	\$ 15,000	\$ 40,000	
2201-5-00-4310506 MVH/STREET SWEEPING	\$ 18,775	\$ 18,236	\$ 30,000	\$ 25,000	
2201-5-00-4320201 MVH/POSTAGE	\$ -	\$ -	\$ 100	\$ 100	
2201-5-00-4320301 MVH/TRAVEL	\$ 616	\$ 658	\$ 1,000	\$ 1,000	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
2201-5-00-4320401 MVH/TELEPHONE	\$ 5,213	\$ 5,817	\$ 6,500	\$ 6,500	
2201-5-00-4350101 MVH/GAS/ELECTRIC	\$ 17,846	\$ 16,435	\$ 30,000	\$ 25,000	
2201-5-00-4350401 MVH/WATER-SEWER	\$ 5,901	\$ 5,744	\$ 7,500	\$ 7,500	
2201-5-00-4350501 MVH/STORMWATER FEES	\$ -	\$ -	\$ 1,200	\$ 1,200	
2201-5-00-4360201 MVH/EQUIPMENT REPAIRS	\$ 3,974	\$ 1,640	\$ 2,000	\$ 2,000	
2201-5-00-4370200 MVH/EQUIPMENT RENTALS	\$ -	\$ 390	\$ 5,500	\$ 5,500	
2201-5-00-4370502 MVH/RENTAL UNIFORMS	\$ 8,541	\$ 13,431	\$ 14,000	\$ 14,500	
2201-5-00-4440401 MVH/EQUIP MOTOR VEHICLE	\$ 434,824	\$ 261,544	\$ 91,667	\$ 525,000	Grapple Truck - Additional svc. Less labor.
2201-5-00-4440500 MVH/OTHER CAPITAL	\$ -	\$ -	\$ 500,000	\$ 40,000	
<b>Streets Total</b>	<b>\$ 2,951,553</b>	<b>\$ 3,325,492</b>	<b>\$ 3,980,703</b>	<b>\$ 3,979,920</b>	
<b>2201 MVH FUND Total</b>	<b>\$ 2,951,553</b>	<b>\$ 3,325,492</b>	<b>\$ 3,980,703</b>	<b>\$ 3,979,920</b>	
2202 LOCAL ROAD & STREET					
Engineering					
2202-5-00-4310501 LOCAL RD & ST/SERVICE CONTRAC	\$ 336,714	\$ 65,387	\$ 1,539,147	\$ 700,000	2025 was an anomaly spend down of cash reserves. (Fund anticipated to generate \$651,637 in 2026)
2202-5-00-4450401 LOCAL RD & ST/EQUIPMENT M V	\$ -	\$ -	\$ -	\$ -	
<b>Engineering Total</b>	<b>\$ 336,714</b>	<b>\$ 65,387</b>	<b>\$ 1,539,147</b>	<b>\$ 700,000</b>	
<b>2202 LOCAL ROAD &amp; STREET Total</b>	<b>\$ 336,714</b>	<b>\$ 65,387</b>	<b>\$ 1,539,147</b>	<b>\$ 700,000</b>	
2203 MVHR					
Engineering					
2203-5-00-4420000 MVH REST/PAVING	\$ -	\$ -	\$ 800,000	\$ 854,500	
2203-5-00-4440401 MVH REST/EQUIP MOTOR VEH	\$ 266,144	\$ 102,176	\$ -	\$ -	
2203-5-00-4440402 MVH REST/CAPITAL PROJECTS	\$ -	\$ -	\$ 2,000,000	\$ -	2025 was an anomaly spend down of cash reserves. (Fund anticipated to generate \$721,872 in 2026)
2203-5-00-4440403 MVH REST/STREET ROW MATERIALS	\$ 192,208	\$ -	\$ -	\$ -	
<b>Engineering Total</b>	<b>\$ 458,353</b>	<b>\$ 102,176</b>	<b>\$ 2,800,000</b>	<b>\$ 854,500</b>	
<b>2203 MVHR Total</b>	<b>\$ 458,353</b>	<b>\$ 102,176</b>	<b>\$ 2,800,000</b>	<b>\$ 854,500</b>	
2204 PARKS AND RECREATION					
Park					

CITY OF GOSHEN, INDIANA  
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	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
2204-5-00-4110130 P&R/FULL-TIME PERSONNEL	\$ 678,083	\$ 738,659	\$ 773,000	\$ 318,773	
2204-5-00-4110140 P&R/PART-TIME PERSONNEL	\$ 408,582	\$ 479,350	\$ 605,000	\$ 191,291	
2204-5-00-4110151 P&R/INCREMENT PAY	\$ 10,277	\$ 10,949	\$ 12,800	\$ 6,000	
2204-5-00-4110152 P&R/LONGEVITY	\$ 680	\$ -	\$ -	\$ -	
2204-5-00-4110160 P&R/OVERTIME	\$ 3,251	\$ 1,327	\$ 6,000	\$ 500	
2204-5-00-4130100 P&R/FICA MATCH	\$ 64,627	\$ 72,471	\$ 86,600	\$ 39,231	
2204-5-00-4130200 P&R/MEDICARE	\$ 15,114	\$ 16,949	\$ 20,300	\$ 9,175	
2204-5-00-4130300 P&R/RETIREMENT	\$ 104,577	\$ 98,365	\$ 112,500	\$ 54,208	
2204-5-00-4130501 P&R/HEALTH INSURANCE	\$ 252,192	\$ 262,244	\$ 287,950	\$ 132,900	
2204-5-00-4130700 P&R/CELL PHONE	\$ 2,600	\$ 2,500	\$ 3,600	\$ 1,800	
2204-5-00-4130701 P&R/CLOTHING/BOOT/FITNESS	\$ 475	\$ 1,562	\$ 2,700	\$ 700	
2204-5-00-4130702 P&R/CLOTHING	\$ (198)	\$ -	\$ 6,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4210200 P&R/STATIONERY & PRINTING	\$ 25	\$ 118	\$ 600	\$ 600	
2204-5-00-4210500 P&R/OTHER OFFICE EXPENSES	\$ 2,872	\$ 2,771	\$ 5,000	\$ 2,000	
2204-5-00-4220151 P&R/OTHER OPERATING SUPPLIES	\$ 786	\$ 259	\$ 2,500	\$ -	Moved to Buildings & Grounds
2204-5-00-4220152 P&R/PAINT	\$ 1,700	\$ 1,976	\$ 2,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4220153 P&R/GENERAL PROGRAM	\$ 27,922	\$ 34,884	\$ 35,000	\$ 36,050	
2204-5-00-4220154 P&R/OTHER EQUIPMENT	\$ 131	\$ -	\$ 3,000	\$ 3,000	
2204-5-00-4220210 P&R/GASOLINE,DIESEL,PROPANE	\$ 27,939	\$ 29,091	\$ 45,000	\$ 5,000	
2204-5-00-4220251 P&R/OTHER GARAGE & MOTOR	\$ 280	\$ 145	\$ 1,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4220311 P&R/INSTITUTIONAL & MEDICAL	\$ 18,678	\$ 19,199	\$ 21,000	\$ 2,000	
2204-5-00-4230110 P&R/BLDG MATRS& SUPPLIES	\$ 21,079	\$ 25,574	\$ 30,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4230125 P&R/STREET,ALLEY,&SEWER MATL	\$ 17,832	\$ 9,442	\$ 32,500	\$ -	Moved to Buildings & Grounds
2204-5-00-4230201 P&R/REPAIR PARTS	\$ 3,037	\$ 3,928	\$ 5,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4230301 P&R/MACHINERY & TOOLS	\$ 1,717	\$ 3,366	\$ 4,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4290001 P&R/PROGRAM SUPPLIES	\$ 34,945	\$ 36,526	\$ 40,000	\$ 41,200	
2204-5-00-4290002 P&R/OTHER SUPPLIES	\$ 23,358	\$ 25,837	\$ 35,000	\$ 36,050	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
2204-5-00-4310500 P&R/SERVICES CONTRACTUAL	\$ 90,950	\$ 93,422	\$ 110,000	\$ 113,300	
2204-5-00-4310503 P&R/OTHER PROFESSIONAL SERVIC	\$ 30,025	\$ 30,179	\$ 35,000	\$ 36,050	
2204-5-00-4310505 P&R/LANDSCAPING	\$ 13,764	\$ 15,345	\$ 17,450	\$ -	Moved to Buildings & Grounds
2204-5-00-4310507 P&R/LEGAL REIMB	\$ 4,229	\$ -	\$ 6,000	\$ 6,000	
2204-5-00-4320201 P&R/POSTAGE	\$ 73	\$ 27	\$ 500	\$ 500	
2204-5-00-4320300 P&R/TRAVEL EXPENSES	\$ 2,074	\$ 500	\$ 6,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4320401 P&R/TELEPHONE	\$ 10,186	\$ 9,505	\$ 12,000	\$ 6,000	
2204-5-00-4330501 P&R/OTHER PRINTING & ADVERT	\$ 22,475	\$ 20,335	\$ 22,000	\$ 22,660	
2204-5-00-4340500 P&R/COMPREHENSIVE PLAN	\$ 37,500	\$ 7,000	\$ 7,000	\$ 7,000	
2204-5-00-4350101 P&R/ELECTRICITY & GAS	\$ 66,198	\$ 66,761	\$ 97,000	\$ 86,000	
2204-5-00-4350401 P&R/WATER & SEWER	\$ 77,811	\$ 79,333	\$ 107,000	\$ 96,000	
2204-5-00-4350501 P&R/STORMWATER FEES	\$ 3,386	\$ 5,289	\$ 10,000	\$ 8,000	
2204-5-00-4360101 P&R/REPAIRS TO BLDG & STRUCTU	\$ 41,757	\$ 46,338	\$ 70,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4360201 P&R/REPAIRS TO EQUIPMENT	\$ 5,000	\$ 3,540	\$ 7,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4360501 P&R/MAINTENANCE CONTRACTS	\$ 32,191	\$ 23,246	\$ 30,000	\$ 15,000	
2204-5-00-4360502 P&R/SWIM POOL	\$ 17,025	\$ 29,159	\$ 35,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4370200 P&R/RENTAL EQUIPMENT	\$ 518	\$ 740	\$ 4,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4390301 P&R/SUBSCRIPTION & DUES	\$ 1,250	\$ 957	\$ 3,500	\$ 2,000	
2204-5-00-4390910 P&R/EDUCATION	\$ 7,887	\$ 8,000	\$ 15,000	\$ 7,000	
2204-5-00-4420001 P&R/CAPITAL PROJECTS	\$ 165,402	\$ 533,881	\$ 270,000	\$ 1,180,000	Tommy's Kids Castle, Playground Equipment & Surfacing Replacement, Rogers Park Upgrades, Powerhouse Park Utility Project, Fidler Pond Park Improvements, Pickleball Court Resurfacing, Basketball Court Resurfacing, Dam Pier Project, Canal Street Seawall Repair/Improvement
2204-5-00-4420100 P&R/INFRASTRUCTURE CAPITAL EX	\$ 1,633	\$ 204,365	\$ 50,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4450200 P&R/MOTOR VEHICLES	\$ 34,482	\$ 42,507	\$ 220,000	\$ -	Moved to Buildings & Grounds
2204-5-00-4450500 P&R/PLAYGROUND EQUIPMENT	\$ 12,000	\$ 1,924	\$ 12,000	\$ 500,000	
2204-5-00-4490000 P&R/POOL PROJECT	\$ -	\$ -	\$ 724,000	\$ -	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
2204-5-00-4590000 P&R/SALES TAX	\$ 6,066	\$ 4,537	\$ 7,000	\$ 6,000	
<b>Park Total</b>	<b>\$ 2,406,443</b>	<b>\$ 3,104,381</b>	<b>\$ 4,055,500</b>	<b>\$ 2,971,988</b>	
<b>2204 PARKS AND RECREATION Total</b>	<b>\$ 2,406,443</b>	<b>\$ 3,104,381</b>	<b>\$ 4,055,500</b>	<b>\$ 2,971,988</b>	
2206 AVIATION FUND					
Aviation					
2206-5-00-4110130 AVIATION/FULL TIME PERSONNEL	\$ 54,300	\$ 58,193	\$ 84,100	\$ 73,000	
2206-5-00-4110140 AVIATION/PART-TIME PERSONNEL	\$ -	\$ -	\$ 9,800	\$ 23,000	Funded position after volunteer "retirement"
2206-5-00-4110151 AVIATION/INCREMENT	\$ 1,000	\$ 1,100	\$ -	\$ 1,350	
2206-5-00-4130100 AVIATION/FICA	\$ 3,161	\$ 3,400	\$ 4,570	\$ 6,100	
2206-5-00-4130200 AVIATION/MEDICARE	\$ 739	\$ 795	\$ 1,070	\$ 1,500	
2206-5-00-4130300 AVIATION/RETIREMENT	\$ 7,938	\$ 8,505	\$ 8,400	\$ 10,600	
2206-5-00-4130501 AVIATION/HEALTH INS	\$ 19,633	\$ 21,367	\$ 22,150	\$ 22,150	
2206-5-00-4130700 AVIATION/CELL PHONE	\$ 600	\$ 600	\$ 600	\$ 600	
2206-5-00-4130701 AVIATION/CLOTHING/BOOT/FITNES	\$ -	\$ -	\$ 100	\$ 150	
2206-5-00-4210500 AVIATION/OTHER OFFICE EXPENSES	\$ -	\$ -	\$ 6,000	\$ -	
2206-5-00-4220400 AVIATION/BLDG MTLs-SUPPLY	\$ 3,612	\$ 3,036	\$ 4,000	\$ 5,500	
2206-5-00-4310501 AVIATION/OTHER PROF SERVICES	\$ 8,774	\$ 30,024	\$ 17,520	\$ 12,000	
2206-5-00-4320401 AVIATION/TELEPHONE	\$ -	\$ -	\$ -	\$ 5,000	
2206-5-00-4330101 AVIATION/OTH PRINT& ADVERTIS	\$ 110	\$ 312	\$ 1,500	\$ 350	
2206-5-00-4350101 AVIATION/ELECTRICITY	\$ 49,801	\$ 48,741	\$ 62,000	\$ 52,000	
2206-5-00-4350201 AVIATION/GASOLINE, DIESEL	\$ 3,410	\$ 3,044	\$ 5,000	\$ 4,000	
2206-5-00-4350501 AVIATION/STORMWATER FEES	\$ 6,129	\$ 6,090	\$ 6,300	\$ 6,200	
2206-5-00-4360500 AVIATION/MAINTENANCE SVCS	\$ 50,420	\$ 63,545	\$ 65,000	\$ 65,000	
2206-5-00-4360501 AVIATION/MAINT CONTRACTS	\$ 19,450	\$ 20,034	\$ 20,040	\$ 20,500	
2206-5-00-4360503 AVIATION/REPAIR BLGD-STRUCT	\$ 63,553	\$ 60,559	\$ 70,000	\$ 70,000	
2206-5-00-4390301 AVIATION/SUBSCRIPTION-DUES	\$ 460	\$ 460	\$ 550	\$ 500	
2206-5-00-4420001 AVIATION/CAPITAL PROJECTS	\$ 73,334	\$ 47,722	\$ 322,700	\$ 192,500	FAA grant match: Runway, apron, taxiway resurfacing.



CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
<b>Aviation Total</b>	<b>\$ 366,423</b>	<b>\$ 377,527</b>	<b>\$ 711,400</b>	<b>\$ 572,000</b>	
<b>2206 AVIATION FUND Total</b>	<b>\$ 366,423</b>	<b>\$ 377,527</b>	<b>\$ 711,400</b>	<b>\$ 572,000</b>	
2209 EDIT TAX FUND					
Aviation					
2209-5-00-4420005 EDIT TAX/AVIATION CAPITAL	\$ 74,849	\$ -	\$ -	\$ -	
<b>Aviation Total</b>	<b>\$ 74,849</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
Board of Works					
NEW ACCOUNT TRASH COLLECTION	\$ -	\$ -	\$ -	\$ 1,368,000	Moved from BOW
<b>Board of Works Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,368,000</b>	
Engineering					
2209-5-00-4310501 EDIT TAX/SERVICES CONTRACTUAL	\$ 1,073,367	\$ 188,552	\$ 1,273,204	\$ 414,000	Bridge inspections, Bridge maintenance contract development. Development of new projects, Poison Hemlock Treatment, GIS On-call Services
2209-5-00-4420006 EDIT TAX/CAPITAL PROJECTS	\$ 1,171,733	\$ 129,817	\$ 5,112,019	\$ 1,213,000	2025 was an anomaly spend down of cash reserves. Includes: Bridge Maintenance Program, City Parking Lot Repaving, City Sign Maintenance, Curb and Gutter, Multi-Use Paths, Sidewalk Replacement Program, Signals
<b>Engineering Total</b>	<b>\$ 2,245,099</b>	<b>\$ 318,368</b>	<b>\$ 6,385,223</b>	<b>\$ 1,627,000</b>	
Mayor					
2209-5-00-4310101 EDIT TAX/REDEVELOPMENT	\$ 188,050	\$ 57,561	\$ 300,000	\$ 228,000	Includes Partnership investments with community economic development partners such as Goshen Chamber, Economic Development Corporation, South Bend Elkhart Regional Partnership, North Central Indiana Business Assistance, Economic Development Corporation, and new Economic Development and Infrastructure Project studies.
2209-5-00-4310502 EDIT TAX/CHAMBER OF COMMERCE	\$ 50,000	\$ 56,000	\$ -	\$ -	
2209-5-00-4310504 EDIT TAX/DOWNTOWN GOSHEN INC	\$ 75,000	\$ 75,000	\$ -	\$ -	
2209-5-00-4310510 EDIT TAX/ECON DEV CORP/ELK CO	\$ -	\$ 50,000	\$ -	\$ -	
2209-5-00-4310512 EDIT TAX/NO CENT IND BUS ASSI	\$ 10,000	\$ -	\$ -	\$ -	
2209-5-00-4310514 EDIT TAX/GOSHEN THEATRE INC	\$ 75,000	\$ 75,000	\$ -	\$ -	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
2209-5-00-4310515 EDIT TAX/MICHIANA PARTNERSHIP	\$ 2,750	\$ 2,750	\$ -	\$ -	
2209-5-00-4310516 EDIT TAX/GOSHEN HISTORICAL SO	\$ 15,000	\$ 15,000	\$ -	\$ -	
2209-5-00-4310520 EDIT TAX/MARKETING & PROMOTIO	\$ 56,518	\$ 101,473	\$ 150,000	\$ 150,000	Includes 311 concern reporting and communication, web and media support, design, photography across all departments. Website ADA Requirements.
2209-5-00-4310900 EDIT/NEIGHBORHOOD INITIATIVES	\$ -	\$ 725	\$ 10,000	\$ 10,000	
2209-5-00-4310910 EDIT/YOUTH INITIATIVES	\$ 15,000	\$ 879	\$ 5,000	\$ 5,000	
2209-5-00-4390100 EDIT/Community Partners (Housing, Art	\$ -	\$ -	\$ 250,000	\$ 240,000	Includes Community partners who provide housing assistance, small business counseling, community cultural events, arts initiatives, homelessness assistance, food insecurity.
<b>Mayor Total</b>	<b>\$ 487,318</b>	<b>\$ 434,387</b>	<b>\$ 715,000</b>	<b>\$ 633,000</b>	
<b>2209 EDIT TAX FUND Total</b>	<b>\$ 2,807,266</b>	<b>\$ 752,755</b>	<b>\$ 7,100,223</b>	<b>\$ 3,628,000</b>	
2214 PROBATION					
Court					
2214-5-00-4110130 Salaries & Wages - Full Time	\$ 68,282	\$ 72,643	\$ 75,000	\$ 82,850	
2214-5-00-4130100 FICA Match	\$ 3,298	\$ 4,178	\$ 4,650	\$ 5,150	
2214-5-00-4130200 Medicare	\$ 919	\$ 977	\$ 1,050	\$ 1,205	
2214-5-00-4130300 Retirement	\$ 9,696	\$ 10,315	\$ 10,700	\$ 11,775	
2214-5-00-4130501 Health Insurance	\$ 19,633	\$ 21,367	\$ 22,150	\$ 22,150	
<b>Court Total</b>	<b>\$ 101,828</b>	<b>\$ 109,480</b>	<b>\$ 113,550</b>	<b>\$ 123,130</b>	
<b>2214 PROBATION Total</b>	<b>\$ 101,828</b>	<b>\$ 109,480</b>	<b>\$ 113,550</b>	<b>\$ 123,130</b>	
2226 REDEVELOPMENT OPERATING					
REDV					
2226-5-00-4110130 REDV OP/FULL TIME PERSONNEL	\$ 110,710	\$ 117,060	\$ 140,000	\$ 188,907	Portion of attorneys salary reimbursement moved here.
2226-5-00-4110140 REDV P/PART TIME PERSONNEL	\$ -	\$ 35,480	\$ 40,000	\$ -	Nixed part time project manager position.
2226-5-00-4110151 REDV OP/INCREMENT PAY	\$ 2,350	\$ 2,525	\$ 2,900	\$ 2,880	
2226-5-00-4130100 REDV OP/FICA MATCH	\$ 6,496	\$ 9,057	\$ -	\$ 11,712	
2226-5-00-4130200 REDV OP/MEDICARE MATCH	\$ 1,519	\$ 2,345	\$ -	\$ 2,739	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
2226-5-00-4130300 REDV OP/RETIREMENT	\$ 16,147	\$ 17,013	\$ 34,400	\$ 26,825	
2226-5-00-4130501 REDV OP/HEALTH INSURANCE	\$ 34,357	\$ 37,393	\$ 44,300	\$ 51,967	
2226-5-00-4130700 REDV OP/CELL PHONE	\$ 650	\$ 600	\$ -	\$ 600	
2226-5-00-4130701 REDV OP/CLOTHING/BOOT/FITNESS	\$ -	\$ -	\$ 300	\$ 250	
2226-5-00-4290001 REDV OP/OTHER SUPPLIES	\$ (86)	\$ 208	\$ 1,000	\$ 1,000	
2226-5-00-4310502 REDV OP/CONTRACT SVCS	\$ 11,266	\$ 12,833	\$ 80,000	\$ 20,000	Attorney fees previously budgeted in this line. Moved to FT
2226-5-00-4320201 REDV OP/POSTAGE	\$ -	\$ 32	\$ -	\$ 250	
2226-5-00-4320301 REDV OP/TRAVEL EXPENSES	\$ -	\$ -	\$ -	\$ 500	
2226-5-00-4330000 REDV OP/PRINTING & ADVERTIS	\$ 246	\$ 328	\$ 250	\$ 500	
2226-5-00-4350101 REDV OP/ELECTRICITY	\$ 2,327	\$ 2,894	\$ 1,800	\$ -	
2226-5-00-4350201 REDV OP/GAS	\$ 1,800	\$ 1,602	\$ 1,500	\$ 500	
2226-5-00-4350501 REDV OP/STORMWATER FEES	\$ 5,295	\$ -	\$ -	\$ 1,000	
2226-5-00-4360100 REDV OP/REPAIRS - MAINTENANCE	\$ 433	\$ 62	\$ 500	\$ 1,000	
2226-5-00-4390301 REDV OP/SUBS & DUES	\$ 586	\$ 1,094	\$ 1,000	\$ -	
2226-5-00-4390930 REDV OP/OTHER SVC CHARGE	\$ 974	\$ 54	\$ 1,000	\$ 1,000	
2226-5-00-4420000 REDV OP/CAPITAL PROJECTS	\$ 160,260	\$ -	\$ -	\$ -	
2226-5-00-4990001 REDV OP/NON-APPROPRIATED	\$ 228	\$ -	\$ -	\$ -	
<b>REDV Total</b>	<b>\$ 355,557</b>	<b>\$ 240,581</b>	<b>\$ 348,950</b>	<b>\$ 311,630</b>	
<b>2226 REDEVELOPMENT OPERATING Total</b>	<b>\$ 355,557</b>	<b>\$ 240,581</b>	<b>\$ 348,950</b>	<b>\$ 311,630</b>	
<b>2228 LECE2 FUND</b>					
<b>Police</b>					
2228-5-00-4290001 LECE /OTHER SUPPLIES	\$ 15,702	\$ 15,646	\$ 16,000	\$ 16,000	
2228-5-00-4310500 LECE /INSTRUCTION	\$ 16,000	\$ 16,000	\$ 16,000	\$ 16,000	
2228-5-00-4310501 LECE /FIREARMS	\$ 2,000	\$ 4,000	\$ 4,000	\$ 4,000	
<b>Police Total</b>	<b>\$ 33,702</b>	<b>\$ 35,646</b>	<b>\$ 36,000</b>	<b>\$ 36,000</b>	
<b>2228 LECE2 FUND Total</b>	<b>\$ 33,702</b>	<b>\$ 35,646</b>	<b>\$ 36,000</b>	<b>\$ 36,000</b>	
<b>2234 UNSAFE BUILDING</b>					

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
<b>Building</b>					
2234-5-00-4360500 UNSAFE BLDG/BLDG DEMO/RECEIVSH	\$ -	\$ 18,925	\$ 460,000	\$ -	
2234-5-00-4390000 UNSAFE BLDG/OTHER SERV CHRG	\$ 1,004	\$ -	\$ 91,000	\$ -	
<b>Building Total</b>	<b>\$ 1,004</b>	<b>\$ 18,925</b>	<b>\$ 551,000</b>	<b>\$ -</b>	
<b>2234 UNSAFE BUILDING Total</b>	<b>\$ 1,004</b>	<b>\$ 18,925</b>	<b>\$ 551,000</b>	<b>\$ -</b>	
<b>2240 PUBLIC SAFETY LOIT</b>					
<b>Fire</b>					
2240-5-00-4130912 PS LOIT/FIRE RETIREMENT	\$ 843,870	\$ 886,600	\$ 1,041,600	\$ 1,259,640	Determined by number of retirees.
2240-5-00-4220210 FIRE/GAS/DIESEL/PROPANE	\$ 76,361	\$ 84,927	\$ 94,000	\$ 94,000	
<b>Fire Total</b>	<b>\$ 920,231</b>	<b>\$ 971,527</b>	<b>\$ 1,135,600</b>	<b>\$ 1,353,640</b>	
<b>Police</b>					
2240-5-00-4130911 PS LOIT/POLICE RETIREMENT	\$ 790,419	\$ 988,143	\$ 1,038,400	\$ 1,321,150	Determined by number of retirees.
2240-5-00-4220211 PS LOIT/PD GAS/DIESEL/PROPANE	\$ 225,000	\$ 223,884	\$ 300,000	\$ 300,000	
2240-5-00-4310501 PS LOIT/SUBSCRIPTIONS & M	\$ 17,093	\$ 29,984	\$ 22,000	\$ 22,000	
2240-5-00-4310502 PS LOIT/First In Support Services	\$ -	\$ -	\$ 10,000	\$ 10,000	
2240-5-00-4360501 PS LOIT/TRAIN FACILITY MAINT	\$ 29,796	\$ 44,987	\$ 45,000	\$ 45,000	
2240-5-00-4450200 PS LOIT/MOTOR VEHICLE	\$ 388,752	\$ 1,653	\$ 658,348	\$ 330,000	
2240-5-00-4450201 PS LOIT/EQUIPMENT	\$ 93,974	\$ 96,084	\$ 168,000	\$ 168,000	
<b>Police Total</b>	<b>\$ 1,545,034</b>	<b>\$ 1,384,736</b>	<b>\$ 2,241,748</b>	<b>\$ 2,196,150</b>	
<b>2240 PUBLIC SAFETY LOIT Total</b>	<b>\$ 2,465,265</b>	<b>\$ 2,356,264</b>	<b>\$ 3,377,348</b>	<b>\$ 3,549,790</b>	
<b>2257 OPIOID RESTRICTED</b>					
<b>Fire</b>					
NEW ACCOUNT Clothing	\$ -	\$ -	\$ -	\$ 100	
NEW ACCOUNT FLSA	\$ -	\$ -	\$ -	\$ 1,100	
NEW ACCOUNT Health Insurance	\$ -	\$ -	\$ -	\$ 11,150	
NEW ACCOUNT Medicare	\$ -	\$ -	\$ -	\$ 597	
NEW ACCOUNT Overtime	\$ -	\$ -	\$ -	\$ 10,000	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
NEW ACCOUNT Retirement PERF	\$ -	\$ -	\$ -	\$ 9,130	
NEW ACCOUNT Salaries & Wages - MIH	\$ -	\$ -	\$ -	\$ 39,755	
<b>Fire Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 71,832</b>	
<b>2257 OPIOID RESTRICTED Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 71,832</b>	
2258 TOWNSHIP FIRE					
Fire					
2258-5-00-4110130 Salaries & Wages - Full Time	\$ -	\$ 33,872	\$ 200,000	\$ 200,000	3 FTE
2258-5-00-4110160 Overtime	\$ 50,000	\$ 1,768	\$ 100,000	\$ 100,000	
2258-5-00-4130110 FLSA	\$ -	\$ 548	\$ -	\$ 5,000	
2258-5-00-4130200 Medicare	\$ -	\$ -	\$ 4,350	\$ 3,000	
2258-5-00-4130300 Retirement PERF	\$ -	\$ -	\$ 29,350	\$ 45,640	
2258-5-00-4130501 Health Insurance	\$ -	\$ -	\$ 44,300	\$ 53,430	
2258-5-00-4130701 Clothing	\$ 50,000	\$ 100	\$ -	\$ 500	
2258-5-00-4290001 Supplies	\$ 48,215	\$ 20,802	\$ -	\$ -	
2258-5-00-4310501 Other Services & Charges	\$ -	\$ 28,154	\$ -	\$ -	
2258-5-00-4450500 Other Equipment	\$ -	\$ 22,348	\$ -	\$ -	
2258-5-00-4490000 Capital Outlays	\$ 31,506	\$ 46,350	\$ -	\$ 200,000	Women's restroom remodel
<b>Fire Total</b>	<b>\$ 179,721</b>	<b>\$ 153,942</b>	<b>\$ 378,000</b>	<b>\$ 607,570</b>	
<b>2258 TOWNSHIP FIRE Total</b>	<b>\$ 179,721</b>	<b>\$ 153,942</b>	<b>\$ 378,000</b>	<b>\$ 607,570</b>	
2300 DONATION					
Police					
NEW ACCOUNT K - 9 Supplies, Care, Equipment	\$ -	\$ -	\$ -	\$ 5,000	
NEW ACCOUNT Other Equipment	\$ -	\$ 74,026	\$ -	\$ 25,000	
<b>Police Total</b>	<b>\$ -</b>	<b>\$ 74,026</b>	<b>\$ -</b>	<b>\$ 30,000</b>	
<b>2300 DONATION Total</b>	<b>\$ -</b>	<b>\$ 74,026</b>	<b>\$ -</b>	<b>\$ 30,000</b>	
2500 COURT FEES					
Court					

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
2500-5-00-4210200 COURT/FEES STATIONARY & PRINT	\$ 965	\$ 265	\$ 1,500	\$ 1,300	
2500-5-00-4210500 COURT FEES/OTHER OFFICE SUP	\$ 7,700	\$ 4,990	\$ 8,000	\$ 8,000	
2500-5-00-4220151 COURT FEES/OFFICE EQUIPMENT	\$ 2,815	\$ 3,504	\$ 5,000	\$ 5,000	
2500-5-00-4310500 COURT FEES/MAINTENANCE CONTR	\$ 1,514	\$ 1,170	\$ 1,000	\$ 1,750	
2500-5-00-4320201 COURT FEES/POSTAGE	\$ 2,275	\$ 2,936	\$ 3,000	\$ 3,750	
2500-5-00-4360200 COURT FEES/COMPUTER EXPENSES	\$ -	\$ -	\$ 1,200	\$ 1,200	
2500-5-00-4390930 COURT FEES/IMP OTHER THAN BLD	\$ -	\$ -	\$ 35,000	\$ 35,000	
<b>Court Total</b>	<b>\$ 15,269</b>	<b>\$ 12,866</b>	<b>\$ 54,700</b>	<b>\$ 56,000</b>	
<b>2500 COURT FEES Total</b>	<b>\$ 15,269</b>	<b>\$ 12,866</b>	<b>\$ 54,700</b>	<b>\$ 56,000</b>	
2501 Residential Lease Fee					
Building					
2501-5-00-4110130 Salaries & Wages - Full Time	\$ 27,290	\$ 30,039	\$ 30,500	\$ 45,919	1.5 FTE from Building Dept.
2501-5-00-4110151 Increment	\$ 250	\$ 300	\$ 350	\$ 375	
2501-5-00-4130100 Social Security	\$ 1,577	\$ 1,621	\$ 1,900	\$ 2,847	
2501-5-00-4130200 Medicare	\$ 369	\$ 379	\$ 450	\$ 666	
2501-5-00-4130300 Retirement	\$ 3,953	\$ 4,194	\$ 4,350	\$ 6,521	
2501-5-00-4130501 Health Insurance	\$ 9,816	\$ 10,684	\$ 11,075	\$ 16,613	
2501-5-00-4130700 Cell Phone	\$ 600	\$ 350	\$ 300	\$ 90	
2501-5-00-4130701 Clothing/Boot/Fitness	\$ 100	\$ 100	\$ 50	\$ 175	
<b>Building Total</b>	<b>\$ 43,955</b>	<b>\$ 47,667</b>	<b>\$ 48,975</b>	<b>\$ 73,206</b>	
<b>2501 Residential Lease Fee Total</b>	<b>\$ 43,955</b>	<b>\$ 47,667</b>	<b>\$ 48,975</b>	<b>\$ 73,206</b>	
2505 STORMWATER MANAGEMENT					
Stormwater					
2505-5-00-4110130 STM WTR MGMT/FULL TIME PERSON	\$ 155,867	\$ 174,902	\$ 182,000	\$ 192,000	
2505-5-00-4110140 STM WTR MGMT/PART-TIME PERSON	\$ 7,227	\$ -	\$ 18,360	\$ -	
2505-5-00-4110151 STM WTR MGMT/INCREMENT PAY	\$ 1,300	\$ 1,600	\$ 1,900	\$ 2,200	
2505-5-00-4110160 STM WTR MGMT/OVERTIME	\$ -	\$ 167	\$ 18,200	\$ 19,200	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
2505-5-00-4130100 STM WTR MGMT/FICA MATCH	\$ 9,239	\$ 10,034	\$ 13,670	\$ 13,231	
2505-5-00-4130200 STM WTR MGMT/MEDICARE MATCH	\$ 2,161	\$ 2,347	\$ 3,200	\$ 3,094	
2505-5-00-4130300 STM WTR MGMT/PERF	\$ 27,835	\$ 25,675	\$ 25,850	\$ 27,264	
2505-5-00-4130501 STM WTR MGMT/HEALTH INSURANCE	\$ 78,990	\$ 64,101	\$ 66,450	\$ 66,450	
2505-5-00-4130700 STM WTR MGMT/CELL PHONE	\$ 1,496	\$ 1,697	\$ 1,800	\$ 1,800	
2505-5-00-4130701 STM WTR MGMT/CLOTHING/BOOT/FI	\$ 100	\$ 250	\$ 300	\$ 1,050	
2505-5-00-4210500 STM WTR MGMT/OTH OFFICE SUPPL	\$ 1,229	\$ 2,030	\$ 5,000	\$ 5,000	
2505-5-00-4220210 STM WTR MGMT/GAS, DIESEL, PRO	\$ 793	\$ 613	\$ 1,200	\$ 975	
2505-5-00-4310501 STM WTR MGMT/ELK CO MS	\$ 17,317	\$ 31,531	\$ 45,000	\$ 52,125	
2505-5-00-4310502 STM WTR MGMT/SVCS CONTRACTUAL	\$ 32,439	\$ 40,508	\$ 129,850	\$ 129,250	
2505-5-00-4310503 STM WTR MGMT/OTH PROF SVCS	\$ -	\$ -	\$ 6,000	\$ 6,000	
2505-5-00-4320201 STM WTR MGMT/POSTAGE	\$ 26	\$ -	\$ 155	\$ 492	
2505-5-00-4320301 STM WTR MGMT/TRAVEL EXPENSES	\$ 277	\$ 930	\$ 1,500	\$ 1,500	
2505-5-00-4360101 STM WTR MGMT/EQUIP REPAIRS	\$ 9,951	\$ 9,805	\$ 12,000	\$ 12,000	
2505-5-00-4390901 STM WTR MGMT/RECORDER FEES	\$ 475	\$ 250	\$ 750	\$ 750	
2505-5-00-4390910 STM WTR MGMT/INSTRUCTION	\$ 2,862	\$ 1,705	\$ 4,700	\$ 2,795	
2505-5-00-4390930 STM WTR MGMT/OTH SVC CHGS	\$ -	\$ -	\$ 1,000	\$ 1,000	
2505-5-00-4410001 STM WTR MGMT/PROP ACQUISITION	\$ 25,420	\$ -	\$ 30,000	\$ 30,000	
2505-5-00-4420001 STM WTR MGMT/CAPITAL EXPENSES	\$ 29,560	\$ 1,149	\$ 1,000,000	\$ 480,000	2025 was an anomaly spend down of cash reserves.
2505-5-00-4450201 STM WTR MGMT/CAPITAL OUTLAY	\$ 1,492	\$ 97	\$ 372,000	\$ 5,000	
<b>Stormwater Total</b>	<b>\$ 406,057</b>	<b>\$ 369,391</b>	<b>\$ 1,940,885</b>	<b>\$ 1,053,176</b>	
<b>2505 STORMWATER MANAGEMENT Total</b>	<b>\$ 406,057</b>	<b>\$ 369,391</b>	<b>\$ 1,940,885</b>	<b>\$ 1,053,176</b>	
<b>2506 ECON IMPROVEMENT DISTRICT</b>					
<b>EID</b>					
2506-5-00-4290001 EID/OTHER SUPPLIES	\$ 24	\$ -	\$ -	\$ -	
2506-5-00-4290002 EID/DECOR	\$ -	\$ -	\$ 20,000	\$ 20,000	
2506-5-00-4310300 EID/HARDSCAPING	\$ -	\$ -	\$ 30,000	\$ -	



CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
2506-5-00-4310501 EID/CONTRACTUAL SERVICES	\$ 6,770	\$ -	\$ 24,000	\$ 24,000	
2506-5-00-4310503 EID/PROFESSIONAL SERVICES	\$ 53,582	\$ 45,909	\$ 1,000	\$ 4,000	
2506-5-00-4310504 EID/LANDSCAPING	\$ -	\$ -	\$ 4,000	\$ 4,100	
2506-5-00-4330501 EID/OTHER PRINTING & ADVERTISING	\$ -	\$ -	\$ 2,000	\$ 2,000	
2506-5-00-4490000 EID/CAPITAL PROJECTS	\$ 32,858	\$ -	\$ -	\$ 35,250	
<b>EID Total</b>	<b>\$ 93,234</b>	<b>\$ 45,909</b>	<b>\$ 81,000</b>	<b>\$ 89,350</b>	
<b>2506 ECON IMPROVEMENT DISTRICT Total</b>	<b>\$ 93,234</b>	<b>\$ 45,909</b>	<b>\$ 81,000</b>	<b>\$ 89,350</b>	
2508 REDHAWK ACADEMY					
Fire					
2508-5-00-4210200 Fire Training Material	\$ -	\$ 2,150	\$ 2,500	\$ -	
2508-5-00-4210201 EMS Training Material	\$ -	\$ -	\$ 1,500	\$ -	
2508-5-00-4220310 Fire Uniforms	\$ -	\$ 2,086	\$ 1,000	\$ -	
2508-5-00-4220311 EMS Uniforms	\$ -	\$ -	\$ 1,000	\$ -	
2508-5-00-4220500 Miscellaneous Supplies	\$ -	\$ 2,440	\$ -	\$ 25,000	Class sizes have doubled.
2508-5-00-4360200 Fire Equipment	\$ -	\$ 15,017	\$ 5,000	\$ -	
2508-5-00-4390911 EMS ED Technology	\$ -	\$ 49	\$ 1,500	\$ -	
<b>Fire Total</b>	<b>\$ -</b>	<b>\$ 21,742</b>	<b>\$ 12,500</b>	<b>\$ 25,000</b>	
<b>2508 REDHAWK ACADEMY Total</b>	<b>\$ -</b>	<b>\$ 21,742</b>	<b>\$ 12,500</b>	<b>\$ 25,000</b>	
3301 DEBT SERVICE					
Debt					
3301-5-00-4380100 DEBT SERVICE/PRINCIPAL	\$ 315,000	\$ 320,000	\$ 330,000	\$ 335,000	
3301-5-00-4380200 DEBT SERVICE/INTEREST	\$ 54,950	\$ 48,600	\$ 42,525	\$ 35,550	
3301-5-00-4380301 DEBT SERVICE/BANK FEE	\$ 750	\$ -	\$ 750	\$ 800	
<b>Debt Total</b>	<b>\$ 370,700</b>	<b>\$ 368,600</b>	<b>\$ 373,275</b>	<b>\$ 371,350</b>	
<b>3301 DEBT SERVICE Total</b>	<b>\$ 370,700</b>	<b>\$ 368,600</b>	<b>\$ 373,275</b>	<b>\$ 371,350</b>	
3311 TIF BOND P & I PYMT FUND					
REDV					

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
3311-5-00-4380107 ' REDV DIST BONDS- PRINCIPA	\$ 410,000	\$ 420,000	\$ 425,000	\$ -	
3311-5-00-4380120 ' ED LEASE RENTAL BONDS	\$ 300,000	\$ 386,000	\$ 388,000	\$ 883,000	
3311-5-00-4380207 ' REDV DIST BONDS - INTERES	\$ 18,375	\$ 11,113	\$ 7,394	\$ -	
3311-5-00-4380208 ECON DEV LEASE BOND INTERE	\$ 88,830	\$ -	\$ 72,495	\$ 57,240	
3311-5-00-4380300 PAYING AGENT FEES	\$ 8,420	\$ 2,075	\$ 6,000	\$ 6,200	
<b>REDV Total</b>	<b>\$ 825,625</b>	<b>\$ 819,188</b>	<b>\$ 898,889</b>	<b>\$ 946,440</b>	
<b>3311 TIF BOND P &amp; I PYMT FUND Total</b>	<b>\$ 825,625</b>	<b>\$ 819,188</b>	<b>\$ 898,889</b>	<b>\$ 946,440</b>	
4401 CCI (CIGARETTE TAX) FUND					
Mayor					
4401-5-00-4390901 CCI CIG TAX/EMPLOYEE INITIATIV	\$ -	\$ 54,599	\$ 80,000	\$ 85,000	
<b>Mayor Total</b>	<b>\$ -</b>	<b>\$ 54,599</b>	<b>\$ 80,000</b>	<b>\$ 85,000</b>	
<b>4401 CCI (CIGARETTE TAX) FUND Total</b>	<b>\$ -</b>	<b>\$ 54,599</b>	<b>\$ 80,000</b>	<b>\$ 85,000</b>	
4402 CUMULATIVE CAP DEVELOP					
Building & Grounds					
4402-5-00-4230110 CCD/BLDG REPAIRS	\$ 208,396	\$ 113,903	\$ 160,000	\$ 370,000	
New Account B&G/Capital Improvements	\$ -	\$ -	\$ -	\$ 105,000	
New Account B&G/Motor Vehicles	\$ -	\$ -	\$ -	\$ 40,000	
<b>Building &amp; Grounds Total</b>	<b>\$ 208,396</b>	<b>\$ 113,903</b>	<b>\$ 160,000</b>	<b>\$ 515,000</b>	
Engineering					
4402-5-00-4310501 CCD/SERV CONTRACTUAL	\$ 465,008	\$ 1,938	\$ 739,228	\$ 370,000	Sidewalk Replacement
<b>Engineering Total</b>	<b>\$ 465,008</b>	<b>\$ 1,938</b>	<b>\$ 739,228</b>	<b>\$ 370,000</b>	
Mayor					
4402-5-00-4410001 CCD/PROPERTY ACQUISITION	\$ -	\$ -	\$ -	\$ -	
4402-5-00-4420100 CCD/INFRASTRUCTURE	\$ -	\$ -	\$ 70,000	\$ -	
4402-5-00-4450101 CCD/OFFICE EQUIPMENT	\$ 101,922	\$ 137,249	\$ 52,000	\$ 92,000	
4402-5-00-4450200 CCD/MOTOR VEHICLES	\$ -	\$ -	\$ 175,000	\$ -	
4402-5-00-4450201 CCD/EQUIP-MTR VEHICLE	\$ -	\$ -	\$ 165,000	\$ -	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
<b>Mayor Total</b>	<b>\$ 101,922</b>	<b>\$ 137,249</b>	<b>\$ 462,000</b>	<b>\$ 92,000</b>	
Technology					
NEW ACCOUNT CCD/CONTRACTUAL SERVICES	\$ -	\$ -	\$ -	\$ 400,000	
NEW ACCOUNT CCD/OFFICE EQUIPMENT	\$ -	\$ -	\$ -	\$ 49,220	
<b>Technology Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 449,220</b>	
<b>4402 CUMULATIVE CAP DEVELOP Total</b>	<b>\$ 775,325</b>	<b>\$ 253,090</b>	<b>\$ 1,361,228</b>	<b>\$ 1,426,220</b>	
4425 CCI FIRE					
Fire					
4425-5-00-4360501 CCI FIRE/REPAIRS TO BLDG	\$ 109,436	\$ 82,995	\$ 25,000	\$ 50,000	
4425-5-00-4450501 CCI FIRE/OTHER EQUIPMENT	\$ 602,236	\$ 327,474	\$ 275,000	\$ 160,000	
4425-5-00-4450502 CCI FIRE/AMBULANCE OTHER EQUIPM	\$ -	\$ -	\$ 97,599	\$ -	
4425-5-00-4450503 CCI FORE/FIRE OTHER EQUIPMENT	\$ -	\$ -	\$ 20,000	\$ -	
<b>Fire Total</b>	<b>\$ 711,671</b>	<b>\$ 410,469</b>	<b>\$ 417,599</b>	<b>\$ 210,000</b>	
<b>4425 CCI FIRE Total</b>	<b>\$ 711,671</b>	<b>\$ 410,469</b>	<b>\$ 417,599</b>	<b>\$ 210,000</b>	
4428 CUMULATIVE SEWER					
Stormwater					
4428-5-00-4310500 CCI STM SEW/SVCS CONTRACT	\$ 125,194	\$ 91,979	\$ 200,000	\$ 200,000	
4428-5-00-4420500 CCI STM SWR/CAPITAL PROJECTS	\$ -	\$ -	\$ 2,500,000	\$ 1,500,000	2025 was an anomaly spend down of cash reserves.
<b>Stormwater Total</b>	<b>\$ 125,194</b>	<b>\$ 91,979</b>	<b>\$ 2,700,000</b>	<b>\$ 1,700,000</b>	
<b>4428 CUMULATIVE SEWER Total</b>	<b>\$ 125,194</b>	<b>\$ 91,979</b>	<b>\$ 2,700,000</b>	<b>\$ 1,700,000</b>	
4445 SOUTHEAST E.D. TIF					
REDV					
4445-5-00-4310200 SE ED TIF/SALARY REIMB	\$ 50,000	\$ 1,268	\$ 75,000	\$ 114,000	
4445-5-00-4310502 SE ED TIF/CONTR SVCS	\$ 604,831	\$ 574,939	\$ 1,454,732	\$ 1,250,000	
4445-5-00-4390930 SE ED TIF/OTHER SVC CHGS	\$ 76,163	\$ (44,839)	\$ 120,000	\$ 100,000	
4445-5-00-4410000 SE ED TIF/PROPERTY ACQUISIT	\$ 1,202,420	\$ 603,078	\$ 350,000	\$ 640,000	
4445-5-00-4420000 SE ED TIF/CAPITAL PROJ	\$ 5,774,904	\$ 918,939	\$ 19,120,000	\$ 3,600,000	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
4445-5-00-4450200 SE E.D. TIF/PUBLIC SAFETY EQUIPMENT	\$ -	\$ -	\$ 500,000	\$ 500,000	
4445-5-00-4520000 SE ED TIF/TRANSFERS OUT	\$ 817,919	\$ 817,115	\$ 820,890	\$ 883,000	
<b>REDV Total</b>	<b>\$ 8,526,237</b>	<b>\$ 2,870,500</b>	<b>\$ 22,440,622</b>	<b>\$ 7,087,000</b>	
<b>4445 SOUTHEAST E.D. TIF Total</b>	<b>\$ 8,526,237</b>	<b>\$ 2,870,500</b>	<b>\$ 22,440,622</b>	<b>\$ 7,087,000</b>	
4446 CONS RR/US33 TIF					
REDV					
4446-5-00-4310200 CONS RR/US/TIF SALARY REIMB	\$ 50,000	\$ -	\$ 75,000	\$ 114,000	
4446-5-00-4310502 CONS RR/US/CONTRACTUAL SVCS	\$ 371,935	\$ 209,584	\$ 850,000	\$ 275,000	
4446-5-00-4350501 CONS RR/US33/STORMWATER F	\$ 8,818	\$ -	\$ -	\$ -	
4446-5-00-4390930 CONS RR/US/OTHER SVCS & CHG	\$ 75,835	\$ 35,512	\$ 120,000	\$ 100,000	
4446-5-00-4410001 CONS RR/US/PROP ACQUISITIO	\$ 673,202	\$ -	\$ 150,000	\$ 150,000	
4446-5-00-4420000 CONS RR/US/CAPITAL PROJECT	\$ 2,725,986	\$ 4,891,355	\$ 7,391,862	\$ 1,085,000	
<b>REDV Total</b>	<b>\$ 3,905,775</b>	<b>\$ 5,136,451</b>	<b>\$ 8,586,862</b>	<b>\$ 1,724,000</b>	
<b>4446 CONS RR/US33 TIF Total</b>	<b>\$ 3,905,775</b>	<b>\$ 5,136,451</b>	<b>\$ 8,586,862</b>	<b>\$ 1,724,000</b>	
4447 TIF Lippert/Dierdorff					
REDV					
4447-5-00-4310502 LIPPERT/DIER/CONTRACTUAL SVCS	\$ 2,155	\$ -	\$ -	\$ -	
4447-5-00-4450200 LIPPERT/DIER/CAPITAL PROJECT	\$ -	\$ 111,562	\$ 388,438	\$ 250,000	
<b>REDV Total</b>	<b>\$ 2,155</b>	<b>\$ 111,562</b>	<b>\$ 388,438</b>	<b>\$ 250,000</b>	
<b>4447 TIF Lippert/Dierdorff Total</b>	<b>\$ 2,155</b>	<b>\$ 111,562</b>	<b>\$ 388,438</b>	<b>\$ 250,000</b>	
4450 TIF EAST COLLEGE AVE					
REDV					
4450-5-00-4390930 Other Services and Charges	\$ -	\$ -	\$ -	\$ 5,000	
4450-5-00-4520000 Transfer Out	\$ -	\$ -	\$ -	\$ 895,000	
<b>REDV Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 900,000</b>	
<b>4450 TIF EAST COLLEGE AVE Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 900,000</b>	
4502 ARPA					

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
No Dept					
4502-5-00-4110130 ARP/FT HOMELESSNESS COORD	\$ 56,401	\$ 64,844	\$ 150,000	\$ -	
4502-5-00-4130100 ARP/SOCSEC HOMELESSNESS COORD	\$ 3,497	\$ 3,849	\$ 9,300	\$ -	
4502-5-00-4130200 ARP/MEDICARE HOMELESSNESS COO	\$ 818	\$ 940	\$ 2,180	\$ -	
4502-5-00-4130300 ARP/RETIRE HOMELESSNESS COORD	\$ 8,529	\$ 9,625	\$ 21,300	\$ -	
4502-5-00-4130501 ARP/HEALTH INS HOMELESSNESS C	\$ 21,149	\$ 23,395	\$ 44,300	\$ -	
4502-5-00-4310500 ARP/NONPROFIT SUBRECIPIENT	\$ 395,000	\$ 25,000	\$ -	\$ -	
4502-5-00-4390900 ARP/PUBLIC ART	\$ 21,000	\$ -	\$ -	\$ -	
4502-5-00-4440000 ARP/CAPITAL OUTLAYS	\$ -	\$ -	\$ 5,279,575	\$ 2,750,648	
<b>No Dept Total</b>	<b>\$ 506,394</b>	<b>\$ 127,653</b>	<b>\$ 5,506,655</b>	<b>\$ 2,750,648</b>	
<b>4502 ARPA Total</b>	<b>\$ 506,394</b>	<b>\$ 127,653</b>	<b>\$ 5,506,655</b>	<b>\$ 2,750,648</b>	
4505 AVIATION FEDERAL GRANT					
Aviation					
4505-5-00-4440501 Capital Expenses - Runway	\$ 7,314	\$ 85,265	\$ -	\$ 4,042,500	
<b>Aviation Total</b>	<b>\$ 7,314</b>	<b>\$ 85,265</b>	<b>\$ -</b>	<b>\$ 4,042,500</b>	
<b>4505 AVIATION FEDERAL GRANT Total</b>	<b>\$ 7,314</b>	<b>\$ 85,265</b>	<b>\$ -</b>	<b>\$ 4,042,500</b>	
4507 US FORESTRY GRANT					
ENV/Forestry					
4507-5-00-4110140 Salaries & Wages - Part Time	\$ -	\$ 13,342	\$ -	\$ 10,000	USDA Grant Funded
4507-5-00-4130100 FICA Match	\$ -	\$ 827	\$ -	\$ 620	USDA Grant Funded
4507-5-00-4130200 Medicare	\$ -	\$ 193	\$ -	\$ 145	USDA Grant Funded
4507-5-00-4290000 USDA Other Supplies	\$ -	\$ 1,707	\$ -	\$ 20,000	USDA Grant Funded
4507-5-00-4290001 USDA Trees	\$ -	\$ 5,851	\$ -	\$ 73,000	USDA Grant Funded
4507-5-00-4310501 USDA Contractual Services	\$ -	\$ -	\$ -	\$ 292,000	USDA Grant Funded
4507-5-00-4310502 USDA Bushelcraft	\$ -	\$ 8,804	\$ -	\$ 80,000	USDA Grant Funded
4507-5-00-4310504 Tree Removal	\$ -	\$ -	\$ -	\$ 170,000	USDA Grant Funded
4507-5-00-4320300 USDA Travel Conference	\$ -	\$ 326	\$ -	\$ 6,000	USDA Grant Funded

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
4507-5-00-4330500 Advertising & Promotion	\$ -	\$ 1,483	\$ -	\$ -	USDA GrantFunded
4507-5-00-4390910 Workforce Development & Training	\$ -	\$ -	\$ -	\$ 10,000	USDA GrantFunded
4507-5-00-4390912 Community Outreach	\$ -	\$ -	\$ -	\$ 5,000	USDA GrantFunded
NEW ACCOUNT Salaries & Wages - Full Time	\$ -	\$ -	\$ -	\$ 35,000	USDA GrantFunded
<b>ENV/Forestry Total</b>	<b>\$ -</b>	<b>\$ 32,533</b>	<b>\$ -</b>	<b>\$ 701,765</b>	
<b>4507 US FORESTRY GRANT Total</b>	<b>\$ -</b>	<b>\$ 32,533</b>	<b>\$ -</b>	<b>\$ 701,765</b>	
4651 CEMETERY CAP IMPROVEMENT					
Cemetery					
4651-5-00-4430501 CEM CAP IMPROV/COLUMBARIUM	\$ -	\$ -	\$ 10,500	\$ -	
4651-5-00-4450500 CEM CAP/CAPITAL	\$ -	\$ -	\$ 35,300	\$ -	
<b>Cemetery Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 45,800</b>	<b>\$ -</b>	
<b>4651 CEMETERY CAP IMPROVEMENT Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 45,800</b>	<b>\$ -</b>	
4660 2015 GOB PROCEEDS					
BOW					
4660-5-00-4310000 PROFESSIONAL SVCS	\$ -	\$ -	\$ 120,000	\$ 849,472	
<b>BOW Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 120,000</b>	<b>\$ 849,472</b>	
<b>4660 2015 GOB PROCEEDS Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 120,000</b>	<b>\$ 849,472</b>	
4661 2021 GOB PROCEEDS					
BOW					
4661-5-00-4310000 PROFESSIONAL SVCS	\$ -	\$ 170,257	\$ 3,149,049	\$ 2,977,606	
<b>BOW Total</b>	<b>\$ -</b>	<b>\$ 170,257</b>	<b>\$ 3,149,049</b>	<b>\$ 2,977,606</b>	
<b>4661 2021 GOB PROCEEDS Total</b>	<b>\$ -</b>	<b>\$ 170,257</b>	<b>\$ 3,149,049</b>	<b>\$ 2,977,606</b>	
8801 FIRE PENSION					
Fire					
8801-5-00-4110110 FIRE PENSION/DEPARTMENT HEAD	\$ 3,770	\$ 3,770	\$ 3,770	\$ 3,900	
8801-5-00-4130901 FIRE PENSION/DEPENDENT PENSIO	\$ 183,661	\$ 194,326	\$ 186,800	\$ 192,400	
8801-5-00-4130902 FIRE PENSION/PENSIONS	\$ 313,846	\$ 348,791	\$ 335,500	\$ 345,600	

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
8801-5-00-4131100 FIRE PENSION/DISABILITY	\$ -	\$ -	\$ 12,000	\$ 12,400	
8801-5-00-4150000 FIRE PENSION/DEATH BENEFITS	\$ -	\$ -	\$ 12,000	\$ 12,400	
8801-5-00-4210500 FIRE PENSION/OTHER OFFICE EXP	\$ -	\$ -	\$ 800	\$ -	
8801-5-00-4320201 FIRE PENSION/POSTAGE	\$ -	\$ -	\$ 100	\$ 100	
8801-5-00-4320300 FIRE PENSION/TRAVEL EXPENSE	\$ -	\$ -	\$ 150	\$ 200	
8801-5-00-4390400 FIRE PENSION/OFFICIAL BOND	\$ 210	\$ 105	\$ 200	\$ 200	
8801-5-00-4520000 TRANSFERS OUT	\$ -	\$ 29	\$ -	\$ -	
<b>Fire Total</b>	<b>\$ 501,487</b>	<b>\$ 547,022</b>	<b>\$ 551,320</b>	<b>\$ 567,200</b>	
<b>8801 FIRE PENSION Total</b>	<b>\$ 501,487</b>	<b>\$ 547,022</b>	<b>\$ 551,320</b>	<b>\$ 567,200</b>	
8802 POLICE PENSION					
Police					
8802-5-00-4110110 POL PEN/DEPT HEAD	\$ 3,770	\$ 3,770	\$ 3,800	\$ 3,900	
8802-5-00-4131001 POL PEN/PENSIONS	\$ 185,352	\$ 188,297	\$ 152,000	\$ 156,600	
8802-5-00-4131002 POL PEN/DEPENDENT PENSION	\$ 173,330	\$ 150,951	\$ 253,600	\$ 261,200	
8802-5-00-4320200 POL PEN/POSTAGE	\$ -	\$ -	\$ 350	\$ 400	
8802-5-00-4320300 POL PEN/TRAVEL EXPENSE	\$ -	\$ -	\$ 100	\$ 100	
8802-5-00-4390400 POLICE PEN/OFFICIAL BOND	\$ 105	\$ 105	\$ 200	\$ 200	
<b>Police Total</b>	<b>\$ 362,557</b>	<b>\$ 343,123</b>	<b>\$ 410,050</b>	<b>\$ 422,400</b>	
<b>8802 POLICE PENSION Total</b>	<b>\$ 362,557</b>	<b>\$ 343,123</b>	<b>\$ 410,050</b>	<b>\$ 422,400</b>	
NEW FUND MUNICIPAL WHEEL TAX					
Engineering					
NEW ACCOUNT PAVING	\$ -	\$ -	\$ -	\$ 750,000	
<b>Engineering Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 750,000</b>	
<b>NEW FUND MUNICIPAL WHEEL TAX Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 750,000</b>	
<b>Grand Total</b>	<b>\$ 56,456,733</b>	<b>\$ 52,237,233</b>	<b>\$ 108,351,764</b>	<b>\$ 78,481,479</b>	



2026 CITY OF GOSHEN  
PROPOSED CAPITAL IMPROVEMENTS

Proposed Funding	Project Description	Total
<b>Aviation</b>	Expand apron and construct taxiway	\$ 42,500
	Runway 0927 Overlay Project	\$ 150,000
<b>CCD</b>	Computer Replacements	\$ 27,000
	Equipment Replacement - 1575 John Deere Mower	\$ 40,000
	Grasshopper Mowers	\$ 32,000
	Main Switch Replacement in Server Room	\$ 22,220
	Pick-up Truck	\$ 60,000
	Replace Oakridge Roof/Siding/Doors/Gutters/Insulation	\$ 105,000
<b>Cons RR TIF</b>	Downtown Lighting Design	\$ 100,000
	Downtown Vault Closures	\$ 250,000
	East Lincoln Avenue Reconstruction - RR to Creek	\$ 175,000
	Environmental Center Improvements	\$ 85,000
	Goshen Theatre Alley Improvements	\$ 250,000
	Lincoln Avenue - Restaurant Row Improvements	\$ 500,000
	River Race Drive - Alley to Washington	\$ 150,000
<b>Cum Fire</b>	Ambulance Equipment	\$ 50,000
	Central Station Exterior Improvements (Doors, Windows)	\$ 45,000
	Central Station Remodel - Ramp/ADA Entryway	\$ 30,000
	Lawn Sprinkler System (Central)	\$ 10,000
	Vehicle Extraction Equipment	\$ 25,000
<b>EDIT</b>	Bridge Maintenance Program	\$ 120,000
	Bus Shelter Plexiglas Replacement	\$ 13,500
	City Parking Lot Repaving	\$ 400,000
	Curb and Gutter	\$ 300,000
	Denver Street Sidewalk Replacement	\$ 135,000
	E Wilden Avenue Curb and Drive Approach Improvement	\$ 87,500
	Signals	\$ 157,000
<b>EID Fund</b>	Art Alley	\$ 5,000
	Outdoor Seating & Accommodations	\$ 5,250
	Planter Replacement	\$ 20,000
	Tree Well Improvements	\$ 5,000
<b>Grant Funded</b>	Expand apron and construct taxiway	\$ 850,000
	Runway 0927 Overlay Project	\$ 3,000,000
<b>Lippert TIF</b>	Gorham Woods Traffic/Trailway Improvements	\$ 250,000
<b>LRS</b>	Annual Paving Program	\$ 700,000
<b>MVH</b>	Equipment (attachments, mowers, rollers, air comp.)	\$ 40,000
	Grapple Truck	\$ 275,000
	Tandem-Axle Plow Truck	\$ 250,000

2026 CITY OF GOSHEN  
PROPOSED CAPITAL IMPROVEMENTS

<b>MVH Restricted</b>	Annual Paving Program	\$ 700,000
	City Sign Replacement Program	\$ 154,500
<hr/>		
<b>New Wheel Tax Fund</b>	Annual Paving Program	\$ 750,000
<hr/>		
<b>Park</b>	Basketball Court Resurfacing	\$ 50,000
	Canal Street Seawall Repair/Improvement	\$ 400,000
	Concrete Repair	\$ 30,000
	Fidler Pond Park Improvements - Barn & Parking	\$ 50,000
	Pickleball Court Resurfacing	\$ 200,000
	Playground Equipment & Surfacing Replacement annually	\$ 100,000
	Powerhouse Park Utility Project	\$ 200,000
	Riverdale Park Improvements	\$ 150,000
	Rogers Park Feasibility Study and Upgrades	\$ 100,000
	Tommy's Kids Castle Update	\$ 400,000
<hr/>		
<b>Public Safety LIT</b>	Body Cameras	\$ 115,000
	Flock Cameras to Track License Plates	\$ 25,000
	Replacement Police Vehicle & Gear	\$ 10,000
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<b>Southeast TIF</b>	Cherry Creek Construction Inspection	\$ 500,000
	College Avenue Phase II - RR to East City Limit	\$ 40,000
	Corrie, Sourwood, Firethorne & Hackberry Reconstruction	\$ 2,000,000
	Dierdorff Road Lift Station/Gravity Sewer Project - US 33	\$ 1,500,000
	Dierdorff Road Phase I - Kercher to CR 40	\$ 350,000
	Dierdorff Road Phase II - Kercher to College	\$ 750,000
	GCS Manufacturing Academy	\$ 100,000
	In-Car Dispatch Radios	\$ 24,240
	Multi-Use Trailway - East College to Fidler Pond	\$ 250,000
	Replacement Police Vehicle	\$ 397,675
	Taser Lease	\$ 64,200
	Thermo Imaging Spotlight	\$ 13,885
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<b>Storm NR</b>	Alley Improvements	\$ 50,000
	Property Purchase Program (Flood Resilience)	\$ 30,000
	Stormwater Treatment Units	\$ 100,000
	Water & Sewer Special Operations	\$ 130,000
<hr/>		
<b>Township Fund</b>	Central Station interior Remodel	\$ 200,000
<hr/>		
<b>Grand Total</b>		<b>\$ 18,696,470</b>

CITY OF GOSHEN, INDIANA  
2026 BUDGETED APPROPRIATIONS - PAVING

	2023-Actual	2024-Actual	2025-Budget	2026-Budget	Notes
2202 LOCAL ROAD & STREET					
Engineering					
2202-5-00-4310501 LOCAL RD & ST/SERVICE CONTRAC	\$ 336,714	\$ 65,387	\$ 1,539,147	\$ 700,000	
Engineering Total	\$ 336,714	\$ 65,387	\$ 1,539,147	\$ 700,000	2025 Anomaly spend down of cash reserves.
2202 LOCAL ROAD & STREET Total	\$ 336,714	\$ 65,387	\$ 1,539,147	\$ 700,000	
2203 MVHR					
Engineering					
2203-5-00-4420000 MVH REST/PAVING	\$ -	\$ -	\$ 400,000	\$ 854,500	
Engineering Total	\$ -	\$ -	\$ 400,000	\$ 854,500	
2203 MVHR Total	\$ -	\$ -	\$ 400,000	\$ 854,500	
NEW FUND MUNICIPAL WHEEL TAX					
Engineering					
NEW ACCOUNT PAVING	\$ -	\$ -	\$ -	\$ 750,000	
Engineering Total	\$ -	\$ -	\$ -	\$ 750,000	
NEW FUND MUNICIPAL WHEEL TAX Total	\$ -	\$ -	\$ -	\$ 750,000	
Grand Total	\$ 336,714	\$ 65,387	\$ 1,939,147	\$ 2,304,500	

## ORDINANCE 5235

### 2026 Compensation for Elected Officials

BE IT ORDAINED, pursuant to Indiana Code § 36-4-7-2, the Goshen Common Council fixes the 2026 compensation, including wages and benefits, for Goshen elected officials as follows:

#### **SECTION 1 Salaries**

Exhibit A, 2026 Elected Officials Salaries, sets forth the bi-weekly salary to be paid to each Goshen elected official.

#### **SECTION 2 Payment of Wages**

- (A) The City shall issue paychecks, at a minimum, on a bi-weekly basis.
- (B) Paychecks issued in 2026 for the pay period beginning December 26, 2025, will have gross wages calculated using the 2026 wage rates even though a portion of the pay period falls in 2025.
- (C) The wages due to an elected official who begins or ends duties as an elected official in the middle of a pay period shall be prorated accordingly based on the number of days performing duties as an elected official during that pay period.

#### **SECTION 3 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 4 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 5 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 6 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

### 2026 Elected Officials Salaries

Mayor .....\$4,331.15 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 .....\$3,301.15 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.

Judge .....\$2,372.09 Bi-weekly  
The salary shall be paid one hundred percent (100%) from the general fund of the Civil City.

Common Council Member .....\$690.10 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 \_\_\_\_\_, 2025.

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

ATTEST:

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

PRESENTED to the Mayor on October \_\_\_\_\_, 2025, at the hour of \_\_\_\_\_:\_\_\_\_\_ \_\_\_\_\_.m.

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

APPROVED and ADOPTED on October \_\_\_\_\_, 2025.

\_\_\_\_\_  
Gina M. Leichty, Mayor



## **ORDINANCE 5236**

### **2026 Compensation for Civil City and Utilities Employees**

BE IT ORDAINED, pursuant to Indiana Code § 36-4-7-3, the Goshen Common Council approves the 2026 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, 2026 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, 2026 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 existing employee in a position as of December 31, 2024 that has remained in the same or the equivalent titled position and assigned grade throughout 2025, will receive a 3.0% wage increase in 2026 even if a 3.0% wage increase would result in wages that would exceed the maximum wage for the employee's position and assigned grade set forth in Exhibits A and B.
- (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, 2026 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 – Cat A-E" in the 2026 Positions, Classifications and Grades table set forth in Exhibit A.
- (D) Wages for Ungraded Positions. Exhibit D, 2026 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 2026 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, 2026 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 2026 for the pay period beginning December 26, 2025, will have gross wages calculated using the 2026 wage rates even though a portion of the pay period falls in 2025.

- (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 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 (1<sup>st</sup>) 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 (2<sup>nd</sup>) 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 (3<sup>rd</sup>), fourth (4<sup>th</sup>), and fifth (5<sup>th</sup>) 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 (6<sup>th</sup>), seventh (7<sup>th</sup>), eighth (8<sup>th</sup>), ninth (9<sup>th</sup>), and tenth (10<sup>th</sup>) 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 (11<sup>th</sup>) 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 (1<sup>st</sup>) day of each month, starting on the first (1<sup>st</sup>) 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 (1<sup>st</sup>) day of each month, starting on the first (1<sup>st</sup>) 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 Thursday, January 1, 2026
- (2)    Martin Luther King, Jr.'s Birthday (Third Monday in January) – observed Monday, January 19, 2026
- (3)    Good Friday – observed Friday, April 3, 2026
- (4)    Primary Election Day – (First Tuesday after first Monday in May of each year a general election is held) – observed Tuesday, May 5, 2026
- (5)    Memorial Day (Last Monday in May) – observed Monday, May 25, 2026
- (6)    Juneteenth National Independence Day (June 19) – observed Friday, June 19, 2026
- (7)    Independence Day (July 4) – observed Friday, July 3, 2026
- (8)    Labor Day (First Monday in September) – observed Monday, September 7, 2026
- (9)    Indigenous Peoples' Day/Columbus Day (Second Monday in October) – observed Monday, October 12, 2026
- (10)   General Election Day (First Tuesday after First Monday in November of each even-numbered year) – observed Tuesday, November 3, 2026
- (11)   Veterans Day (November 11) – observed Wednesday, November 11, 2026
- (12)   Thanksgiving Holiday (Fourth Thursday in November and following Friday) – observed Thursday and Friday, November 26 and 27, 2026
- (13)   Christmas Holiday (December 24 and December 25) – observed Thursday and Friday, December 24 and 25, 2026

(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 workday 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 workday 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) 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.
- (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, who 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**

Each employee in a position scheduled to work at least one thousand five hundred sixty (1,560) hours each year, is not a Bargaining Unit Employee, and is required to work outside on a regular basis or is required to purchase tools to perform the position's job duties, 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.

## **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 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 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.

[Continued Next Page.]

PASSED by the Goshen Common Council on October \_\_\_\_\_, 2025.

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

ATTEST:

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

PRESENTED to the Mayor on October \_\_\_\_\_, 2025, at the hour of \_\_\_\_\_:\_\_\_\_\_ .m.

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

APPROVED and ADOPTED on October \_\_\_\_\_, 2025.

\_\_\_\_\_  
Gina M. Leichty, Mayor



**EXHIBIT A**  
**2026 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	Director of Parks, Buildings & Grounds 90% Civil City/10% Water & Sewer Utilities	Non-Covered Ineligible (Salary)	24
Buildings & Grounds	Facilities Maintenance Manager 90% Civil City/10% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	16
Buildings & Grounds	Grounds Maintenance Manager 90% Civil City/10% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	16
Buildings & Grounds	Accounts Payable Clerk 90% Civil City/10% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	10
Buildings & Grounds	Accounts Receivable Clerk 90% Civil City/10% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	10
Buildings & Grounds	Facilities Maintenance Supervisor 90% Civil City/10% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	10
Buildings & Grounds	Grounds Maintenance Supervisor 90% Civil City/10% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	10
Buildings & Grounds	Laborer 3 90% Civil City/10% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	10
Buildings & Grounds	Administrative Assistant 90% Civil City/10% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	9
Buildings & Grounds	Laborer 2 90% Civil City/10% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	7
Buildings & Grounds	Custodian 90% Civil City/10% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	1
Buildings & Grounds	Laborer 1 90% Civil City/10% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	1
Cemetery	Cemeteries Director	Non-Covered Ineligible (Salary)	19

**EXHIBIT A**  
**2026 Positions, Classifications and Grades**

Department/Office	Position	Classification	Grade
Cemetery	Cemeteries Manager	Covered Non-Exempt (Hourly)	13
Cemetery	Administrative Assistant	Covered Non-Exempt (Hourly)	9
Cemetery	Cemeteries Operations Assistant	Covered Non-Exempt (Hourly)	7
Cemetery	Laborer 1	Covered Non-Exempt (Hourly)	1
Central Garage	Fleet Maintenance Director 75% Civil City/25% Water & Sewer Utilities	Non-Covered Ineligible (Salary)	22
Central Garage	Fleet Maintenance Manager 75% Civil City/25% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	16
Central Garage	Assistant Fleet Maintenance Manager 75% Civil City/25% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	14
Central Garage	Administrative Assistant 75% Civil City/25% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	9
Central Garage	Mechanic 75% Civil City/25% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	EX C - Cat A
Central Garage	Mechanic Assistant 75% Civil City/25% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	EX C - Cat D
Clerk-Treasurer	First Deputy 60% Civil City/40% Water & Sewer Utilities	Non-Covered Eligible (Salary)	17
Clerk-Treasurer	Financial Assistant 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	12
Clerk-Treasurer	Payroll Administrator 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	12
Clerk-Treasurer	Accounts Payable Clerk 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	10
Clerk-Treasurer	Accounts Receivable Clerk 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	10
Clerk-Treasurer	Grants and Records Coordinator 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	10
Clerk-Treasurer	Administrative Assistant 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	9
Court	First Deputy	Non-Covered Eligible (Salary)	16
Court	Probation Officer	Covered Exempt (Salary)	EX D
Court	Second Deputy	Covered Non-Exempt (Hourly)	10

**EXHIBIT A**  
**2026 Positions, Classifications and Grades**

Department/Office	Position	Classification	Grade
Court	Administrative Assistant	Covered Non-Exempt (Hourly)	9
Court	Bailiff	Covered Non-Exempt (Hourly)	7
Court	Court Operations Assistant	Covered Non-Exempt (Hourly)	6
Engineering	Public Works Director 50% Civil City/50% Water & Sewer Utilities	Non-Covered Ineligible (Salary)	27
Engineering	City Civil Engineer 50% Civil City/50% Water & Sewer Utilities	Covered Exempt (Salary)	23
Engineering	Utilities City Engineer 50% Civil City/50% Water & Sewer Utilities	Covered Exempt (Salary)	23
Engineering	Engineering Project Manager 50% Civil City/50% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	16
Engineering	Stormwater Coordinator	Covered Non-Exempt (Hourly)	15
Engineering	Engineering Technician 50% Civil City/50% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	11
Engineering	Executive Assistant 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	Engineering Project Coordinator 50% Civil City/50% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	10
Engineering	Stormwater Inspector	Covered Non-Exempt (Hourly)	10
Engineering	Stormwater Specialist	Covered Non-Exempt (Hourly)	9
Engineering	Laborer 1 50% Civil City/50% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	1
Environmental Resilience	Environmental Resilience Director & City Forester	Non-Covered Ineligible (Salary)	19
Environmental Resilience	Grants & Education Manager	Covered Non-Exempt (Hourly)	15
Environmental Resilience	Urban Forester	Covered Non-Exempt (Hourly)	14
Environmental Resilience	Administrative Assistant	Covered Non-Exempt (Hourly)	9
Environmental Resilience	Urban Forester Assistant	Covered Non-Exempt (Hourly)	7

**EXHIBIT A**  
**2026 Positions, Classifications and Grades**

Department/Office	Position	Classification	Grade
Environmental Resilience	Laborer 1	Covered Non-Exempt (Hourly)	1
Fire	Civilian Fire Chief	Non-Covered Ineligible (Salary)	25
Fire	Special Firefighter	Covered Non-Exempt (Hourly)	10
Fire	Administrative Assistant	Covered Non-Exempt (Hourly)	9
Legal	City Attorney 60% Civil City/40% Water & Sewer Utilities	Non-Covered Ineligible (Salary)	27
Legal	Assistant City Attorney 60% Civil City/40% Redevelopment Non-Reverting Op Fund	Covered Exempt (Salary)	25
Legal	Legal Compliance Administrator 60% Civil City/40% Water & Sewer Utilities	Covered Exempt (Salary)	22
Legal	Human Resources Manager 60% Civil City/40% Water & Sewer Utilities	Covered Exempt (Salary)	20
Legal	Paralegal 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	12
Legal	Administrative Assistant 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	9
Legal	Research Assistant 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	7
Legal	Assistant City Attorney 30% Civil City/70% Redevelopment Non-Reverting Op Fund	Covered Non-Exempt (Hourly)	EX D
Mayor	Deputy Mayor 60% Civil City/40% Water & Sewer Utilities	Non-Covered Ineligible (Salary)	26
Mayor	Director of Administrative Affairs 60% Civil City/40% Water & Sewer Utilities	Non-Covered Eligible (Salary)	17
Mayor	Executive Assistant 60% Civil City/40% Water & Sewer Utilities	Non-Covered Eligible (Salary)	11
Non-specified	Executive Assistant	Covered Non-Exempt (Hourly)	11
Non-specified	Accounts Payable Clerk	Covered Non-Exempt (Hourly)	10
Non-specified	Accounts Receivable Clerk	Covered Non-Exempt (Hourly)	10
Non-specified	Laborer 3	Covered Non-Exempt (Hourly)	10
Non-specified	Administrative Assistant	Covered Non-Exempt (Hourly)	9

**EXHIBIT A**  
**2026 Positions, Classifications and Grades**

Department/Office	Position	Classification	Grade
Non-specified	Laborer 2	Covered Non-Exempt (Hourly)	7
Non-specified	Laborer 1	Covered Non-Exempt (Hourly)	1
Parks & Recreation	Parks & Recreation Manager	Covered Non-Exempt (Hourly)	17
Parks & Recreation	Parks Venue Manager	Covered Non-Exempt (Hourly)	13
Parks & Recreation	Recreation Coordinator	Covered Non-Exempt (Hourly)	12
Parks & Recreation	Program Director	Covered Non-Exempt (Hourly)	11
Parks & Recreation	Accounts Payable Clerk	Covered Non-Exempt (Hourly)	10
Parks & Recreation	Accounts Receivable Clerk	Covered Non-Exempt (Hourly)	10
Parks & Recreation	Administrative Assistant	Covered Non-Exempt (Hourly)	9
Parks & Recreation	Program Leader	Covered Non-Exempt (Hourly)	5
Parks & Recreation	Cashier	Covered Non-Exempt (Hourly)	1
Parks & Recreation	Scorekeeper	Covered Non-Exempt (Hourly)	1
Parks & Recreation	Parks Ranger/Pavilion Manager & Maintenance	Covered Non-Exempt (Hourly)	EX C - Cat B
Parks & Recreation	Parks Maintenance	Covered Non-Exempt (Hourly)	EX C - Cat D
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	Lifeguard	Covered Exempt-Recreational (Hourly)	5
Parks & Recreation	Program Leader - Discovery Day Camp	Covered Exempt-Recreational (Hourly)	5

**EXHIBIT A**  
**2026 Positions, Classifications and Grades**

Department/Office	Position	Classification	Grade
Parks & Recreation	Cashier - Pool	Covered Exempt-Recreational (Hourly)	1
Parks & Recreation	Laborer 1 - Softball Field Maintenance	Covered Exempt-Recreational (Hourly)	1
Parks & Recreation	Scorekeeper - Softball League	Covered Exempt-Recreational (Hourly)	1
Planning & Zoning	Planning Director	Non-Covered Ineligible (Salary)	22
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
Street	Heavy Equipment Operator	Covered Non-Exempt (Hourly)	EX C - Cat B
Street	Paint & Sign Technician	Covered Non-Exempt (Hourly)	EX C - Cat B
Street	Light Equipment Operator	Covered Non-Exempt (Hourly)	EX C - Cat D

**EXHIBIT A**  
**2026 Positions, Classifications and Grades**

Department/Office	Position	Classification	Grade
Technology	Director of Innovation & Technology 60% Civil City/40% Water & Sewer Utilities	Non-Covered Ineligible (Salary)	20
Technology	Network & Security Manager 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	16
Technology	Asset Manager 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	15
Technology	GIS Coordinator 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	15
Technology	Technology Assistant 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	13
Technology	Administrative Assistant 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	9
Technology	GIS Assistant 60% Civil City/40% Water & Sewer Utilities	Covered Non-Exempt (Hourly)	7
Utilities Billing	Utilities Office Administrator	Non-Covered Ineligible (Salary)	20
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	Wastewater Maintenance Manager	Covered Non-Exempt (Hourly)	17
Wastewater	Environmental Compliance Administrator	Covered Non-Exempt (Hourly)	15
Wastewater	Wastewater Assistant 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
Wastewater	SCADA Operator Technician	Covered Non-Exempt (Hourly)	EX C - Cat A
Wastewater	Wastewater Maintenance Technician	Covered Non-Exempt (Hourly)	EX C - Cat B

**EXHIBIT A**  
**2026 Positions, Classifications and Grades**

Department/Office	Position	Classification	Grade
Wastewater	Wastewater Treatment Operator	Covered Non-Exempt (Hourly)	EX C - Cat B
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	SCADA Operator Technician	Covered Non-Exempt (Hourly)	EX C - Cat A
Water & Sewer	Inspection Crew Technician	Covered Non-Exempt (Hourly)	EX C - Cat B
Water & Sewer	Sewer Maintenance Technician	Covered Non-Exempt (Hourly)	EX C - Cat B
Water & Sewer	TVI Specialist	Covered Non-Exempt (Hourly)	EX C - Cat B
Water & Sewer	Water & Sewer Construction & Distribution Technician	Covered Non-Exempt (Hourly)	EX C - Cat B
Water & Sewer	Water Plant Operator	Covered Non-Exempt (Hourly)	EX C - Cat B
Water & Sewer	Water Treatment Operator	Covered Non-Exempt (Hourly)	EX C - Cat B
Water & Sewer	Assistant Water Treatment Operator/Maintenance Technician	Covered Non-Exempt (Hourly)	EX C - Cat C
Water & Sewer	Meter Service Technician	Covered Non-Exempt (Hourly)	EX C - Cat D



**EXHIBIT A**  
**2026 Positions, Classifications and Grades**

<b>Department/Office</b>	<b>Position</b>	<b>Classification</b>	<b>Grade</b>
Wastewater	Wastewater Treatment Operator	Covered Non-Exempt (Hourly)	EX C - Cat B
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	SCADA Operator Technician	Covered Non-Exempt (Hourly)	EX C - Cat A
Water & Sewer	Inspection Crew Technician	Covered Non-Exempt (Hourly)	EX C - Cat B
Water & Sewer	Sewer Maintenance Technician	Covered Non-Exempt (Hourly)	EX C - Cat B
Water & Sewer	TVI Specialist	Covered Non-Exempt (Hourly)	EX C - Cat B
Water & Sewer	Water & Sewer Construction & Distribution Technician	Covered Non-Exempt (Hourly)	EX C - Cat B
Water & Sewer	Water Plant Operator	Covered Non-Exempt (Hourly)	EX C - Cat B
Water & Sewer	Water Treatment Operator	Covered Non-Exempt (Hourly)	EX C - Cat B
Water & Sewer	Assistant Water Treatment Operator/Maintenance Technician	Covered Non-Exempt (Hourly)	EX C - Cat C
Water & Sewer	Meter Service Technician	Covered Non-Exempt (Hourly)	EX C - Cat D

**EXHIBIT B**  
**2026 Wages for All Grades**

<b>Grade</b>	<b>Minimum Hourly Wage</b>	<b>Maximum Hourly Wage</b>	<b>Minimum Bi-Weekly Salary</b>	<b>Maximum Bi-Weekly Salary</b>	<b>Minimum Annually</b>	<b>Maximum Annually</b>	<b>Grade</b>
1	\$14.95	\$20.93			\$31,093.00	\$43,530.00	1
2	\$15.62	\$21.87			\$32,493.00	\$45,490.00	2
3	\$16.32	\$22.85			\$33,955.00	\$47,537.00	3
4	\$17.06	\$23.88			\$35,483.00	\$49,676.00	4
5	\$17.83	\$24.96			\$37,080.00	\$51,912.00	5
6	\$18.63	\$26.08			\$38,748.00	\$54,247.00	6
7	\$19.47	\$27.25			\$40,492.00	\$56,689.00	7
8	\$20.34	\$28.48			\$42,314.00	\$59,240.00	8
9	\$21.26	\$29.76			\$44,218.00	\$61,905.00	9
10	\$22.22	\$31.10			\$46,208.00	\$64,691.00	10
11	\$22.29	\$33.43			\$46,356.00	\$69,534.00	11
12	\$23.29	\$34.93			\$48,442.00	\$72,663.00	12
13	\$24.34	\$36.51			\$50,622.00	\$75,933.00	13
14	\$25.43	\$38.15			\$52,901.00	\$79,352.00	14
15	\$26.58	\$39.87			\$55,282.00	\$82,923.00	15
16	\$27.77	\$41.66			\$57,770.00	\$86,655.00	16
17	\$29.02	\$43.54			\$60,370.00	\$90,555.00	17
18	\$30.62	\$45.93	\$2,449.62	\$3,674.42	\$63,690.00	\$95,535.00	18
19	\$32.30	\$48.46	\$2,584.35	\$3,876.54	\$67,193.00	\$100,790.00	19
20	\$34.08	\$51.12	\$2,726.50	\$4,089.77	\$70,889.00	\$106,334.00	20
21	\$35.96	\$53.93	\$2,876.46	\$4,314.69	\$74,788.00	\$112,182.00	21
22	\$38.11	\$57.17	\$3,049.04	\$4,573.58	\$79,275.00	\$118,913.00	22
23	\$40.40	\$60.60	\$3,232.00	\$4,848.00	\$84,032.00	\$126,048.00	23
24	\$42.82	\$64.24	\$3,425.92	\$5,138.88	\$89,074.00	\$133,611.00	24
25	\$45.39	\$68.09	\$3,631.46	\$5,447.19	\$94,418.00	\$141,627.00	25
26	\$48.12	\$72.18	\$3,849.35	\$5,774.04	\$100,083.00	\$150,125.00	26
27	\$51.00	\$76.51	\$4,080.31	\$6,120.46	\$106,088.00	\$159,132.00	27

**EXHIBIT C**  
**2026 Hourly Wages for Teamster Employees**

Union Category	0 to 1 Year	1 Year to 3 Years	Over 3 Years
<b>A</b>	\$31.34	\$33.58	\$35.82
<b>B</b>	\$25.68	\$28.02	\$30.34
<b>C</b>	\$25.06	\$27.73	\$29.57
<b>D</b>	\$24.49	\$27.11	\$29.20
<b>E</b>	\$23.73	\$26.29	\$28.16

**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**  
**2026 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)	\$214.04 Bi-Weekly
Court	Probation Officer <sup>1</sup>	Covered, Exempt (Salary)	See Below
Legal	Assistant City Attorney <sup>2</sup> 30% Civil City/70% Redevelopment Non-Reverting Op Fund	Covered, Non-Exempt (Hourly)	\$56.21 per Hour

<sup>1</sup> A Probation Officer shall be compensated in accordance with the Judicial Conference of Indiana's 2026 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.

<sup>2</sup> This Assistant City Attorney position is expected to average less than thirty (30) hours of work per week.

## **ORDINANCE 5237**

### **2026 Compensation for Fire Department Employees**

BE IT ORDAINED, pursuant to Indiana Code § 36-8-3-3(d), the Goshen Common Council approves the 2026 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) Division Chief,
  - (4) EMS Supervisor,
  - (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, 2026 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. The compensation for Bargaining Unit Employees shall not be less than 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 Division Chief, EMS Supervisor, Inspector I, and Inspector II positions shall be compensated for all hours worked in a seven-day work period in accordance with the Fair Labor Standards Act.
- (D) The Battalion Chief position shall be compensated for all hours worked in a work period consistent with the terms of the collective bargaining agreement for Bargaining Unit Positions.
- (E) This subsection applies to the Battalion Chief position and each employee in a Bargaining Unit Position.
- (1) Except as provided by subsection (E)(2), for the purposes of calculating overtime compensation, the employee shall be compensated:
- (i) One-half ( $\frac{1}{2}$ ) the applicable hourly rate for hours worked in excess of two hundred four (204) hours to two hundred sixteen (216) hours in any work period. The applicable hourly rate shall be the annual base salary plus applicable fringes divided by two thousand seven hundred fifty-six (2,756) hours.
- (ii) Two (2) times the base hourly rate for hours worked in excess of two hundred sixteen (216) hours in any work period. The base hourly rate shall be the annual base salary divided by two thousand nine hundred twelve (2,912) hours.
- (2) If an employee in a Bargaining Unit Position is attending mandated paramedic training to obtain the initial paramedic license, the employee shall be compensated one and one-half ( $1\frac{1}{2}$ ) times the employee's hourly rate for hours worked in excess

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

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

#### **SECTION 4 Payment of Wages**

- (A) The city shall issue paychecks, at minimum, on a bi-weekly basis.
- (B) This paragraph applies to all Non-Bargaining Unit Positions except for the Battalion Chief position. Paychecks issued in 2026 for the pay period beginning December 26, 2025, will have gross wages calculated using the 2026 wage rates even though a portion of the pay period falls in 2025.
- (C) This paragraph applies to all Bargaining Unit Positions and the Battalion Chief position. Paychecks issued in 2026 for the 27-day work period beginning December 12, 2025, will have gross wages calculated using the 2026 wage rates even though a portion of the 27-day work period falls in 2025.

#### **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, Division Chief, EMS Supervisor, 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, Division Chief, EMS Supervisor, 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, Division Chief, EMS Supervisor, 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 20<sup>th</sup> 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 performing 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.

#### **SECTION 26 Ambulance Seat Pay**

- (A) A Bargaining Unit Employee assigned as the driver or the front seat passenger of the ambulance shall each receive ambulance seat pay of Fifteen Dollars (\$15.00) per day.
- (B) The ambulance seat pay will be included in the employee's next regular bi-weekly paycheck.

[Continued Next Page]

## EXHIBIT A

### 2026 Fire Department Base Wages

Fire Chief	\$4,074.96 Bi-weekly
Assistant Fire Chief	\$3,813.67 Bi-weekly
Division Chief	\$40.84 per Hour
EMS Supervisor	\$37.86 per Hour
Inspector I	\$34.87 per Hour
Inspector II	\$32.91 per Hour

	<u>Annual Base Salary</u>	<u>Base Wage per Hour</u>
Battalion Chief	\$89,972.49	\$32.65 per Hour
Captain	\$76,576.50	\$27.79 per Hour
Ambulance Captain	\$76,576.50	\$27.79 per Hour
Lieutenant	\$72,709.95	\$26.38 per Hour
Ambulance Lieutenant	\$72,709.95	\$26.38 per Hour
Sergeant	\$68,650.43	\$24.91 per Hour
Private	\$66,926.62	\$24.28 per Hour
Probationary Private	\$66,926.62	\$24.28 per Hour



PASSED by the Goshen Common Council on October \_\_\_\_\_, 2025.

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

ATTEST:

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

PRESENTED to the Mayor of the City of Goshen on October \_\_\_\_\_, 2025, at the hour of \_\_\_\_\_:\_\_\_\_\_ .m.

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

APPROVED and ADOPTED on October \_\_\_\_\_, 2025.

\_\_\_\_\_  
Gina M. Leichty, Mayor

## **ORDINANCE 5238**

### **2026 Compensation for Police Department Employees**

BE IT ORDAINED, pursuant to Indiana Code § 36-8-3-3(d), the Goshen Common Council approves the 2026 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, 2026 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. The compensation for Bargaining Unit Employees shall not be less than 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 2026 for the pay period beginning December 26, 2025, will have gross wages calculated using the 2026 wage rates even though a portion of the pay period falls in 2025.

#### **SECTION 5 Police Officers' Pension and Disability Fund**

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

#### **SECTION 6 Public Employees' Retirement Fund**

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

#### **SECTION 7 Health Insurance**

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

#### **SECTION 8 Vacation Leave**

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

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

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

#### **SECTION 9 Sick Leave**

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

#### **SECTION 10 Personal Leave**

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

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

## **SECTION 11 Holiday Compensation**

- (A) Each employee shall receive holiday compensation based on the number of days equal to the number of holidays established by the Common Council under the Compensation Ordinance for Civil City and Utilities Employees, but such number shall not be less than eleven (11) days.
- (1) Holiday compensation for the Police Chief, Assistant Police Chief and Division Chief positions shall be based on the employee's regular daily wage (annual base salary divided by two thousand one hundred six (2,106) multiplied by nine (9)) and multiplied by the number of holidays per calendar year as established pursuant to paragraph (A).
- (2) Holiday compensation for each employee in a Civilian Employee Position shall be based on the employee's base wage per hour, multiplied by eight (8) hours per holiday, and multiplied by the number of holidays per calendar year as established pursuant to paragraph (A).
- (3) Holiday compensation for each employee in a Bargaining Unit Position shall be based on the employee's regular daily wage (nine (9) hours multiplied by the regular hourly rate of base pay) multiplied by the number of holidays per calendar year as established pursuant to paragraph (A).
- (B) Holiday compensation shall be paid the first pay day in November.
- (C) In the event an employee commences employment after January 1 of the current calendar year, the employee's holiday compensation due shall be prorated based upon the length of employment from the employee's date of hire through December 31.
- (D) In the event an employee terminates employment before December 31 of the current calendar year, the employee's holiday compensation due shall be prorated on an annual calendar year basis.

## **SECTION 12 Longevity Increase**

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

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

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

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

### **SECTION 13 On-Call Pay**

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

### **SECTION 14 Clothing Allowance**

- (A) Each employee who has completed at least one (1) year of employment with the Police Department shall receive an annual clothing allowance to purchase and maintain uniforms based on the following schedule:
- (1) Police officers, excluding a Special Police Officer, Special Police Officer – Investigations & Community Relations, and Special Police Officer – Mobile Integrated Health Officer, One Thousand Five Hundred Dollars (\$1,500).
  - (2) Civilian Employees, One Thousand Three Hundred Sixty-nine Dollars (\$1,369).
- (B) The clothing allowance shall consist of two (2) equal checks payable the first pay day of April and the first pay day of October.

### **SECTION 15 Technical Skills Pay**

- (A) An employee certified to have a technical skill beneficial to the Department shall receive annual technical skills pay based on the following schedule for up to five (5) technical skills certifications.
- (1) First technical skill, Five Hundred Dollars (\$500).
  - (2) Second technical skill, Three Hundred Dollars (\$300).

- (3) Third technical skill, Three Hundred Dollars (\$300).
  - (4) Fourth technical skill, Two Hundred Fifty Dollars (\$250)
  - (5) Fifth technical skill, Two Hundred Fifty Dollars (\$250).
- (B) The technical skills pay shall be included in the employee's regular bi-weekly paycheck.

#### **SECTION 16 Patrol Officer in Charge of Shift**

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

#### **SECTION 17 Field Training Officer**

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

#### **SECTION 18 Other Specialty Pay**

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



## **SECTION 19 Non-Rank Departmental Positions**

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

## **SECTION 20 Shift Differential**

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

## **SECTION 21 Tuition Reimbursement**

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

## **SECTION 22 Wellness Program**

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

### **SECTION 23 Court Time Pay**

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

### **SECTION 24 Funeral Leave**

An employee is entitled to three (3) workdays 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.

### **SECTION 30 Minimum Outside Overtime**

- (A) In accordance with the Memorandum of Understanding between the City of Goshen and Elkhart FOP Lodge 52, Inc. dated June 6, 2025, when a Bargaining Unit Employee is required to initiate law enforcement action while working an Outside Secondary Employment assignment, the Bargaining Unit Employee shall be compensated by the City for the actual time working between initiating law enforcement action and when the employee's obligations are complete pursuant to Goshen Police Policy, Of- Duty Law Enforcement Actions.
- (B) In accordance with the Memorandum of Understanding between the City of Goshen and Elkhart FOP Lodge 52, Inc. dated June 6, 2025, a Bargaining Unit Employee who 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.

[Continued Next Page]

**EXHIBIT A**  
**2026 Police Department Base Wages**

<b>POLICE OFFICERS</b>		
		<u>Bi-Weekly Salary</u>
Police Chief		\$3,983.92
Assistant Police Chief		\$3,772.51
Division Chief		\$3,599.86
	<u>Annual Base Salary</u>	<u>Base Wage per Hour</u>
Captain	\$82,679.65	\$39.26
Lieutenant	\$77,308.89	\$36.71
School Resource Officer	\$77,308.89	\$36.71
Detective	\$77,308.89	\$36.71
Sergeant	\$75,125.61	\$35.67
Patrol Officer	\$72,539.38	\$34.44
Probationary Patrol Officer	\$64,374.50	\$30.57
<b>CIVILIAN EMPLOYEES</b>		
		<u>Base Wage per Hour</u>
Special Police Officer		\$29.17
Special Police Officer – Investigations & Community Relations		\$29.76
Special Police Officer – Mobile Integrated Health Officer		\$30.95
Administrative Assistant		\$26.07

PASSED by the Goshen Common Council on October \_\_\_\_\_, 2025.

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

ATTEST:

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

PRESENTED to the Mayor on October \_\_\_\_\_, 2025, at the hour of \_\_\_\_\_:\_\_\_\_\_.m.

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

APPROVED and ADOPTED on October \_\_\_\_\_, 2025.

\_\_\_\_\_  
Gina M. Leichty, Mayor

## **ORDINANCE 5239**

### **Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2026**

WHEREAS the Goshen Police Department utilizes Police Reserve Officers in accordance with Indiana Code § 36-8-3-20.

NOW, THEREFORE, BE IT ORDAINED by the Goshen Common Council the following:

#### **SECTION 1 Police Reserve Officers**

Pursuant to Indiana Code § 36-8-3-20(b), the Goshen Board of Public Works and Safety is authorized to appoint up to ten (10) Police Reserve Officers to be utilized by the Goshen Police Department.

#### **SECTION 2 Uniform Allowance**

Pursuant to Indiana Code § 36-8-3-20(f)(1) and to the extent that money is appropriated for this purpose in 2026, a Police Reserve Officer who has completed at least one (1) year of service with the Goshen Police Department shall receive an annual uniform allowance to purchase and maintain uniforms. The annual uniform allowance shall be Five Hundred Dollars (\$500) and payable in December.

#### **SECTION 3 Court Appearance Compensation**

Pursuant to Indiana Code § 36-8-3-20(f)(2) and to the extent that money is appropriated for this purpose in 2026, a Police Reserve Officer who must take time off work from his or her regular employment in order to appear in court on behalf of the Goshen Police Department shall receive compensation for the actual time lost from other employment because of the court appearance. The amount of compensation will be the current overtime rate per hour for a Probationary Patrol Officer based on the current base wage only, and a guaranteed minimum of two (2) hours shall be paid. The court appearance compensation shall be paid to the Police Reserve Officer on the Department's next regularly schedule pay day.

#### **SECTION 4 Duty-Related Illness or Injury**

- (A) Pursuant to Indiana Code § 36-8-3-20(l), a Police Reserve Officer who is injured or contracts an illness in the course of or as the result of the performance of duties as a Police Reserve Officer shall be provided the coverage specified in Indiana Code § 36-8-3-22 for the care of such duty-related illness or injury.
- (B) Pursuant to Indiana Code § 36-8-3-20(l), a Police Reserve Officer who is unable to pursue the officer's usual vocation as the result of an injury or illness occurring in the course of or as the result of the performance of duties as a Police Reserve Officer shall be paid a weekly amount as specified in Indiana Code § 36-8-3-23.

PASSED by the Goshen Common Council on October \_\_\_\_\_, 2025.

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

ATTEST:

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

PRESENTED to the Mayor on October \_\_\_\_\_, 2025, at the hour of \_\_\_\_\_:\_\_\_\_\_ \_\_\_\_\_.m.

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

APPROVED and ADOPTED on October \_\_\_\_\_, 2025.

\_\_\_\_\_  
Gina M. Leichty, Mayor