



Minutes of the Goshen Common Council Special Meeting of March 30, 2021

6:00 p.m. Council Chambers, Police & Court Building, 111 East Jefferson Street, Goshen, Indiana

Mayor Jeremy Stutsman called the meeting to order and led in the Pledge of Allegiance

Present: Megan Eichorn (District 4), Julia King* (At-Large), Jim McKee (District 1),
Doug Nisley (District 2), Gilberto Pérez, Jr.* (District 5), Matt Schrock (District 3),
Council President Brett Weddell (At-Large), Youth Advisor Hazany Palomino (Non-voting)

*Present electronically (Perez joined at 6:04 p.m. after roll call)

Absent: None

Ordinance 5079 Amend Ordinance 5067, 2021 Compensation for Police Department Employees, to Increase Goshen Police Officers Base Wages

Weddell/Nisley moved for passage of Ordinance 5079 on first reading.

Mayor presented Council with updated letter (*Attached as Exhibit A*). Explained changes, including comparisons with other agencies. Commented on compensation package comparison, including health insurance. Said doesn't want Goshen to be lowest paid department in the area.

Police Chief Jose' Miller discussed agency comparisons for comparable positions.

COUNCIL DISCUSSION

King asked how overtime figures into calculations. Miller replied, including staffing/scheduling considerations.

Mayor commented that wage and compensation study will begin soon.

Discussion about union negotiation schedule, budgetary considerations.

Eichorn asked about applications coming in. Miller said some are coming in, but given hiring and training processes present hires would not benefit department manpower until 2022.

Weddell commented that retention is best option.

McKee said he is not happy but will support. Mentioned water/sewer cost increases, additional appropriations not being desirable. Suggested outside party perform exit interviews.



Mayor commented that reality of a budget of this size and complexity is that it needs adjustments. Commented in increasing property taxes. Noted current raise proposal does not increase taxes.

Scharf said if additional budget option is not made available, department heads will need to plan for worst case scenario in every line, inflating budget.

Pérez asked about retention and employee evaluation. Miller summarized PD evaluation process.

Eichorn commented on teacher, police officer relatively low pay, difficult jobs.

PUBLIC COMMENT

Glenn Null, Goshen, asked what total dollar amount would be. Advocated for bonus rather than raise.

Mayor replied \$179,080 additional. Defended raise rather than bonus.

Voice Vote to pass Ordinance 5079 on first reading: PASSED 7-0

All councilors consented to hear second reading.

Weddell/McKee moved for passage of Ordinance 5079 on second and final reading.

Roll call vote to pass Ordinance 5079 on second and final reading. PASSED 7-0 as:

Eichorn:	Yes
King:	Yes
McKee:	Yes
Nisley:	Yes
Pérez:	Yes
Schrock:	Yes
Weddell:	Yes

Ordinance 5080

Amend Ordinance 5066, 2021 Compensation for Fire Department Employees, and Ordinance 5067, 2021 Compensation for Police Department Employees, to Provide Compensation for Local Pension Board Secretary

Weddell/Nisley moved for passage of Ordinance 5080 on first reading.

Mayor said pension secretaries have been paid for a long time, but pay was not in salary ordinance so needs to be included. Included raise rationale: pay instead of cell phone stipend, said pay has not been increased recently and will not be in upcoming years.

COUNCIL DISCUSSION on history of payment, where paid from. Nisley asked if every found during audit. Fire Chief Dan Sink said 40 years has been done this way. Scharf explained accounts payable and 1099 is current, will shift to regular payroll and tax withholdings.



Voice Vote to pass Ordinance 5080 on first reading: PASSED 7-0

All councilors consented to hear second reading.

Weddell/Nisley moved for passage of Ordinance 5080 on second and final reading.

Voice Vote to pass Ordinance 5080 on second and final reading: PASSED 7-0

Ordinance 5081 Amend Ordinance 5065, 2021 Compensation for Civil City and Utilities Employees, for Multiple Purposes

Weddell/Eichorn moved for passage of Ordinance 5081 on first reading.

Mayor noted that some of these amendments are, like previous ordinance, cleaning up what has been practice. Noted departments with Teamsters members are included. Explained rationale for First Deputy certification pay. Noted changes can be covered with current budget, if even from Board of Works.

COUNCIL DISCUSSION

Weddell asked if CPA was key, or if experience and work background was. Mayor noted CPA was key to entering BakerTilly. Scharf said Weddell had fair point, but hard to identify objective certification criteria.

Nisley asked if job description has changed since Weaver was hired. Scharf replied that Weaver is supervising accounts payable and receivable.

Pérez discussed ranking of job skills and duties, professional development. Mayor replied that wage and compensation study will help inform.

Nisley raised issue of other employees being paid for certifications. Asked to hold over until rate study is done. Mentioned job offer to Weaver from other entity.

Further discussion.

Voice Vote to pass Ordinance 5081 on first reading: PASSED 7-0

All councilors consented to hear second reading.

Weddell/McKee moved for passage of Ordinance 5081 on second and final reading.

Voice Vote to pass Ordinance 5081 on second and final reading: PASSED 7-0



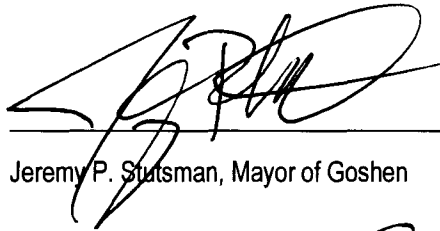
Mayor commented that pay increases and taking care of employees can be a cost savings via retention. Said State of City address is waiting on American Rescue Plan news.

Eichorn/King moved to adjourn. PASSED 7-0

Meeting Adjourned 7:07 p.m.


Exhibit A (3 pgs): Mayor Stutsman updated packet letter

APPROVED:



Jeremy P. Stutsman, Mayor of Goshen

ATTEST:



Adam C. Scharf, Goshen City Clerk-Treasurer

3-30-21 COUNCIL MINUTES - EXHIBIT A



Jeremy P. Stutsman, Mayor

CITY OF GOSHEN

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March 25, 2021 (updated March 30, 2021)

Special March 30 Council Meeting

Council President Weddell and Council Members,

I am thankful for the opportunity to have this special council meeting to address an issue that has arisen with our compensation for our Police Department. The special meeting is the result of needing to address a pay issue sooner than later. Unfortunately, our first meeting in April was canceled making our only other option to address this issue at our April 20 meeting which is still several weeks away.

I will be presenting amendments to our 2021 pay Ordinance on March 30th. In order to better inform you I will be giving you some background, where we are today, and what I have learned over the last few weeks.

Background:

Goshen Police Department at one time was on the higher end of the pay spectrum when comparing to surrounding departments. The departments we are in competition for staff with are Nappanee, Elkhart County, Elkhart, South Bend, and Mishawaka. Over the last 6-7 years these other communities have had significant pay raises to their Police Departments. Goshen has continued to build our wages as we have been able to but the reality is that we are mostly competing with Government entities with much larger budgets than us.

City/County	2020 Receipts (numbers pulled from Gateway)
Nappanee	\$17,290,217.04
Goshen	\$59,021,889.40
Mishawaka	\$100,776,271.72
Elkhart	\$138,343,661.07
South Bend	\$385,043,059.66
Elkhart County	\$706,877,197.88

Over a two-week period within the last month we have had 4 officers resign to accept jobs in the private sector. Chief Miller has talked with these officers to learn that the pay of their new jobs is considerably higher, we cannot compete with the private sector. However, we have also learned the reason they were looking was due to the fact that we are currently the lowest paid department in the area. This we can fix.

I am asking the Goshen City Council to approve an additional 3% raise for all GPD who have arrest powers as these are the positions that we are struggling to keep and hire. This 3% increase will cost the City of Goshen an additional \$179,080 per year.



Jeremy P. Stutsman, Mayor

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Since we are already partially through the year, the 2021 cost to the City will be \$132,867 which will require an additional appropriation at a future council meeting.

We will most likely see a saving in our full-time line due to the recent resignations. This savings comes from the reality that it will take 3 months to go through all local and state processes to hire replacements. At the same time, we will have some increases in overtime. I will not know the exact additional appropriation request until we see our over-time expenses, subtract the money saved in full-time lines, and add in the 3% increase.

City/County	First Year non-probationary Patrol Pay (Chief Miller Provided the following)
Goshen	\$52,791 (3% would put us at \$54,374)
Nappanee	\$54,533
Elkhart County	\$54,556
Mishawaka	\$54,878
Elkhart	\$58,315
South Bend	\$63,358

3% will essentially make us equal with Nappanee and Elkhart County. As we move into negotiations for 2022 we will see what we can do in future years to get closer to the top. However, I do not see a reality that allows us to be at the top pay in the near future as that would take an additional 8%. Our budget and departments have too many other needs to find a path to accomplish this at this time.

Other Changes:

1. Pension Secretary Pay– Goshen has always paid our Fire and Police Pension secretaries. Somehow this has never been added to the salary ordinance so we are fixing this mistake. They are currently paid \$2,436 per year for their work. They have requested a cell phone stipend due to the amount of calls they take. To keep it simple as this position changes, I am suggesting a new wage of \$3,770 dollars per year.
2. Special Police Officer Pay – This was meant to be a pay range to account for the different positions and duties. This offers the ability to alter pay if needed between different SPO's. This will not cause a pay increase for either of our current SPO's however they will receive the 3% being proposed.
3. Shifting Holiday pay – Our ordinance states that if a paid holiday is on a Saturday the city staff receive the Friday before off. If it is a Sunday the following Monday is off. This year Christmas Day is on a Saturday. Since we already get Friday off for Christmas Eve, we need to list what day we will observe Christmas. This change



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will allow the Board of Works to assign a day for observance of the Christmas Day paid holiday.

4. **Certification Pay for First Deputy in the Clerk Treasurers Office –** Since CT Scharf has appointed Jeffery Weaver to the position we have been seeing savings in our budget lines. Jeffery is a CPA and has brought a wealth of knowledge of local government finance to Goshen. Due to this certification he has been able to help Goshen accomplish more in-house work so we are actually using BakerTilly less than we have in the past. I have spoken with CT Scharf and he has agreed that we should pay an additional stipend to anyone in this position with a CPA certification.

After checking with BakerTilly and learning that a CPA would make \$68,000 - \$75,000 in these government roles I am proposing a certification pay, that will be paid throughout the year and not one lumpsum, of \$5,000. This will ensure we are compensating anyone in the First Deputy position fairly. After discussions with CT Scharf, recent additions to in-house work on both our budget prep and annual report alone have saved us this amount of money already.

I have had the honor of working with three Clerk Treasurers and they have all brought something new to the office. I am very appreciative of the efforts and changes Clerk Treasurer Scharf has brought to the department.

5. **Tool/boot/inclement weather gear pay for managers and department heads of Streets, Central Garage, Utilities and Parks (where applicable) -** Again this has been standard practice and recently learned it needs to be added to the salary ordinance.

Since we were bringing the ordinance forward for the Police Department pay I thought it would be wise to tackle all of the smaller items at the same time. The only item out of all of these changes that will require an additional appropriation is the PD pay increase. All other items will be handled within the already allotted 2021 budget.

Thank you for your consideration and continued support of our community and staff. If you have any questions please feel free to reach out to me at anytime before our meeting. I will make myself available on the weekend as well.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Stutsman", written over a horizontal line.

Mayor Jeremy Stutsman