



GOSHEN COMMON COUNCIL

Minutes of the OCTOBER 30, 2023 Regular Meeting

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

Mayor Gina Leichty called the meeting to order at 6:01 p.m. Assisted by the Mayor, Carly Sensenig led the Pledge of Allegiance. Carly, a sixth-grader, is the daughter of Jesse and Amanda Sensenig of Goshen.

At 6:03 p.m., Mayor Leichty asked Clerk-Treasurer Aguirre to conduct the roll call.

Present: Megan Eichorn (District 4) Julia King (At-Large) Doug Nisley (District 2)
Gilberto Pérez Jr. (District 5) Donald Riegsecker (District 1) Matt Schrock (District 3)
Council President Brett Weddell (At-Large)
Youth Adviser Jessica Velazquez Valdes (Non-voting)

Absent: None

Approval of Minutes:

Mayor Leichty asked the Council's wishes regarding the minutes of the Oct. 16, 2023 Regular Meeting. Councilor Nisley moved to accept the minutes as submitted. Councilor Pérez seconded the motion. The motion passed 7-0 on a voice vote.

Approval of Meeting Agenda:

Mayor Leichty presented the agenda as submitted by the Clerk-Treasurer. Aguirre with one requested change – a presentation by Dan Hedden, a partner with Baker Tilly Municipal Advisers, about the City's wage and compensation study. Councilor King moved to accept the agenda as suggested. Councilor Eichorn seconded the motion. The motion passed 7-0 on a voice vote.

Privilege of the Floor:

At 6:04 p.m., Mayor Leichty invited public comments about matters not on the agenda.

Terry Hartman of Goshen said he wanted to address an item discussed during the Council's Oct. 16 meeting, as reflected in the meeting minutes. He said his comments could overlap with an item on this evening's agenda. Hartman said he knew there was discussion about raising the Mayor's salary and he wanted to caution the Council about doing so without providing more information to the public and conducting more research on the issue. Hartman said it would be a "hard sell" trying to persuade residents that \$105,638 is not enough compensation for the Mayor. He said he doesn't know how much work the Mayor and Deputy Mayor do, but this is among factors the public should be informed about before raising the Mayor's salary. Hartman said there was some Council discussion comparing the job of the Mayor to comparable positions in the private sector, but the public needs to be informed of this before any increase. He also said the work of the Deputy Mayor needs to be examined.

Mayor Leichty responded that the conversation at the last Council meeting actually concerned a proposed decrease in the Mayor's pay. Hartman said a pay increase also was discussed by retaining a longevity bonus for the Mayor.



Glenn Null of Goshen said wanted to raise a few concerns. He said on Indiana Avenue, between Berkey Avenue and Plymouth Avenue, a sign has been placed warning of a "bump" in the road. He said the bump actually consists of a few inches of steel plating placed on the road. He said it soon will start snowing and he is concerned about the impact of the steel plates on snowplows. He said the road had been repaired and it now has many holes. He said he hopes it will be adequately repaired. Null asked how soon the steel plates will be replaced. He also raised a concern about a vehicle that has been speeding through his neighborhood. He said he would like there to be more police patrols in the area.

Council President Weddell asked **Null** to provide more information on the vehicle so he can bring it to the attention of the City Traffic Commission and Police. **Null** said he would seek additional information. **Mayor Leichty** encouraged **Null** to ask neighbors to report the vehicle to the non-emergency police phone number.

Councilor Schrock said he has noticed increased monitoring of speed by police officers on Chicago Avenue, East Lincoln Avenue and West Wilden Avenue. He thanked Police for this extra attention.

Mayor Leichty asked **Director of Public Works & Utilities Dustin Sailor** to comment on the Indiana Avenue work. **Sailor** said NIPSCO is doing the work with a City permit. He said he hasn't received an update on when the work will be completed, and the steel plates removed. **Sailor** said he will check on the repair schedule.

There were no further public comments, so the Mayor closed Privilege of the Floor at 6:12 p.m.

1) Presentation by Dan Hedden, a partner with Baker Tilly Municipal Advisers, about the City's wage and compensation study

Mayor Leichty asked **Dan Hedden, a partner with Baker Tilly Municipal Advisers**, to make his presentation. **Hedden** began by introducing **Jada Kent**, a director with Baker Tilly's public sector human capital advisory practice, who was participating in the Council meeting via Zoom. **Hedden provided the following information:**

- Baker Tilly essentially has completed the City's wage and compensation study. Once the City completes a few more steps, Baker Tilly can conclude the final steps to close out the study with a final report and the provision of a tool for use by the City's Human Resource Office to maintain the work that has been done.
- More specifically, the City needs to approve proposed job title classifications changes and the pay plans and job grade assignments that were approved by the City's working group and approve the City's implementation plan for this year and future years.
- Those elements were developed over many months, and Hedden acknowledged that the study took too long. He said several factors were responsible for the delay and some of those factors could have been addressed at the start of the process. Hedden said Baker Tilly should have spent more time at the start because there were many decisions the City had to make about such things as job title classifications and changes and job descriptions.
- The study overhauled all of those components and standardized job descriptions and their format. Afterward, the working group determined that the job descriptions were not accurate, so Baker Tilly reviewed the entire process. He said job descriptions have now been improved, and the data is available.
- The salary ordinances before the Common Council tonight reflect the work and findings of the study. And whatever is approved by the Council will fit within the framework of the ordinance. The Council also has before it ordinances that reflect the positions and pay ranges developed by the study.



Hedden concluded his presentation by welcoming Council questions about the work done by Baker Tilly and the logic behind it. He invited additional comments from **Jada Kent**, who responded that she had nothing to add.

Mayor Leichy thanked **Hedden** for being present tonight and making himself available to answer questions. She said she wanted Councilors to have a common understanding of the study and the process. Mayor Leichy said Councilors had a data sheet made available by Baker Tilly in June and information about the 150 City job descriptions that Baker Tilly evaluated as well as recent updates.

Mayor Leichy said Councilors tonight will be passing salary ordinances under the current pay and compensation system. Before the end of the year, she will be bringing the salary ordinances back to the Council for consideration of an amendment that would implement the wages and compensation as determined by the Baker Tilly study. Essentially, **Mayor Leichy** said the City would like to take the 36 current wage categories and classifications and reduce them to 24. She said Baker Tilly has determined that all of the proposed changes fit within the classifications the Council is being asked to approve tonight. She said there would not be changes in overall classifications, but some jobs will have different numbers and overall salaries won't be affected.

Councilor King confirmed with the **Mayor** that the City will be reducing 36 classifications to 24.

Council President Weddell confirmed with the **Mayor** that classifications would be adjusted, but there would be no need to appropriate more funds for employee salaries.

Councilor King also confirmed that the Council will tonight be designating some of the \$200,000 that was passed in the 2024 budget for employee salary increases. **Mayor Leichy** affirmed that understanding.

Councilor Pérez asked why the Council needed to vote tonight instead of waiting for the completion of the Baker Tilly wage and compensation study.

Hedden responded that there is a statutory requirement that salary ordinances must be approved by Nov. 1, except for elected officials, whose salary ordinance must be approved by Dec. 31.

Councilor Pérez said the Council needs to comply with state law and take action tonight even though Councilors haven't seen the completed written study. **Hedden** responded that the study is essentially completed and has been reviewed by the City's working group.

Council President Weddell asked the Mayor to name the members of the City's working group. **Mayor Leichy** said the group consisted of the Mayor, the Human Resources Manager, the City Attorney, the Clerk-Treasurer, the Deputy Clerk-Treasurer, and the Deputy Mayor.

1) Ordinance 5166, 2024 Compensation for Civil City and Utilities Employees (Second Reading)

Mayor Leichy called for the introduction on Second Reading of Ordinance 5166, *2024 Compensation for Civil City and Utilities Employees*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5166 by title only, which was done.

Weddell/Pérez moved to approve Ordinance 5166 on Second Reading.

BACKGROUND:

Before the Council, for second reading, was Ordinance 5166, the City of Goshen's proposed 2024 Compensation for Civil City and Utilities Employees, including wages and benefits, as fixed by the Mayor, except for Police and Fire Department employees.



Ordinance 5166 is a 17-page document, with 14 pages of attachments, which sets forth the employees covered by the ordinance, lists positions, classifications, grades and wages, describes how and when wages are paid, pension and health insurance benefits, vacation leave, sick leave, holidays (13), floating holidays, increment pay, longevity bonuses, funeral leave, court duty pay, paid leave, clothing and fitness allowances, CPA license pay, state certification bonuses, cell phone stipends, collective bargaining agreement provisions, overtimes compensation and other provisions. Attached to Ordinance 5166 were five exhibits (documents) which list: all City positions, by Department, classifications and grades; the 2024 wages for all grades; the 2024 hourly wages for Teamster employees; the 2024 wages for ungraded positions; and the 2024 wages for certain temporary, intermittent or seasonal positions.

SUMMARY OF OCT. 16, 2023 COUNCIL DISCUSSION AND FIRST READING OF ORDINANCE 5166:

Mayor Leichthy and **Councilors**, led by **Councilor Nisley**, engaged in an extensive conversation about the disparity in longevity bonuses paid to non-union vs. union employees in the City of Goshen.

Mayor Leichthy **Councilors** also discussed the pay increases, included in the 2024 City budget for City employees. They also discussed the pending study of employee compensation by Baker Tiller Municipal Advisers. And they discussed union vs. non-union membership by City employees.

Mayor Leichthy said the City was trying to look holistically at salaries and benefits to make sure there was an equitable distribution of funds for compensation. She also said some unions gave up some benefits and negotiated for other benefits, so the benefits are not equal for all employees now.

Councilor Pérez and other **Councilors** asked if it would be possible to determine the number of City employees who are not eligible to join unions. **Councilor Pérez** said this could address **Councilor Nisley's** concern about the disparity in longevity pay. **Mayor Leichthy** said she would get that information for the Council.

There were no further Council questions, so Mayor Leichthy invited public comments about Ordinance 5166.

Theresa Sailor, the Grant Writer and Educator for the City Environmental Resilience Department, said Exhibit A, the listing of 2024 positions, classifications and grades for City positions, was missing a current employee – a Forestry Assistant, who was not listed under the Department of Environmental Resilience.

Tara Hetler, an employee with the City Engineering Department, discussed what non-represented employees feel – disappointment for only getting a 3.5% salary increase. She said she knew union employees were getting bigger pay increases than non-union employees. Hetler said she has had a higher workload because of absences in the Engineering and Building Departments. Even though her job title is administrative assistant, she said also functioned as the City's technical review coordinator for the City and coordinates all plan reviews for commercial projects, provides technical support for the City's online permitting system, trains staff and provides support for department employees.

Councilors expressed sympathy for **Hetler's** situation. There were no additional Council comments and **Council President Weddell** said Councilors were ready to vote.

On a voice vote, Councilors unanimously passed Ordinance 5166, 2024 Compensation for Civil City and Utilities Employees, on First Reading by a 7-0 margin, with all Councilors present voting yes.

Council President Weddell said there was not unanimous consent by Councilors to consider on Second Reading Ordinance 5166, putting it before the Common Council on Oct. 30, 2023.



After the passage on First Reading of Ordinance 5166, 2024 Compensation for Civil City and Utilities Employees, there was a further review of the Ordinance by Mayor Leichty and City staff. The following were suggested amendments to Ordinance 5166:

- (1) Move to amend Ordinance 5166, Exhibit A, 2024 Positions, Classifications and Grades, by:
 - (a) Deleting "Engineering; Utilities City Engineer, 70% Water & Sewer Utilities/30% Stormwater Utility; Covered, Exempt (Salary); 30", and adding "Engineering; Utilities City Engineer, 30% Civil City/70% Water & Sewer Utilities; Covered, Exempt (Salary); 30."
 - (b) Deleting "Engineering; Asset Manager, 50% Civil City/50% Water & Sewer Utilities; Covered, Non-Exempt (Hourly); 12", and adding "Engineering; Asset Manager, 60% Civil City/40% Water & Sewer Utilities; Covered, Non-Exempt (Hourly); 12."
 - (c) Adding "Engineering; Inspector I, 50% Water & Sewer Utilities/50% Stormwater Utility; Covered, Non-Exempt (Hourly); 10."
- (2) Move to amend Ordinance 5166, Exhibit B, 2024 Wages for All Grades, by deleting Exhibit B that is based on a 3.5% wage increase, and adding Exhibit B that is based on a 5% wage increase.
- (3) Move to amend Ordinance 5166, Exhibit D, 2024 Wages for Ungraded Positions, by deleting Exhibit D that is based on a 3.5% wage increase, and adding Exhibit D that is based on a 5% wage increase.

Note, there are no changes to Exhibit C, 2024 Hourly Wages for Teamster Employees, and Exhibit E, 2024 Wages for Certain Temporary, Intermittent, or Seasonal Positions.

The proposed amended version of Ordinance 5166 was attached to the Council meeting packet and posted online.

OCT. 30, 2023 COUNCIL DISCUSSION AND SECOND READING OF AMENDED ORDINANCE 5166:

As the meeting began, Mayor Leichty distributed to Councilors a memorandum, dated Oct. 30, that was titled "Report on Union vs. Non-Union Employees by Department" (EXHIBIT #1)

Mayor Leichty told Councilors that on page 48 of the Council meeting packet was a memorandum from **City Legal Compliance Administrator Shannon Marks** outlining proposed amendments to Ordinance 5166, 2024 Compensation for Civil City and Utilities Employees. The Mayor said staff members realized there were some corrections that needed to be made to Ordinance 5166 before final passage.

Mayor Leichty said that to implement the recommendations of the Baker Tilley wage and compensation study, there were also proposed changes in Ordinance 5166 that she was bringing to the Council. Reading from Shannon's memo, the Mayor summarized and explained the proposed changes to Ordinance 5166, including a 5% wage increase to all Civil City employees.

Mayor Leichty asked if Councilors had any questions or comments about Ordinance 5166.

Council President Weddell said Councilors first had to amend Ordinance 5166 as suggested by the Mayor. He suggested that be done through a series of motions.

Council President Weddell/Councilor Eichorn then made a motion to amend Ordinance 5166 as described by **City Legal Compliance Administrator Shannon Marks** by incorporating the suggested deletions and additions detailed in point 1, Exhibit A, 2024 Positions, Classifications and Grades, sections A, B, C of her Oct. 30, 2023 memorandum.

There were no Council questions or comments, so at 6:27 p.m., Mayor Leichty invited public comments on the Weddell/Eichorn motion to amend Ordinance 5166. There were none.



Council President Weddell indicated that Councilors were ready to vote on the amendment.

On a voice vote, at 6:27 p.m., Councilors unanimously passed the Weddell/Eichorn motion to amend Ordinance 5166, 2024 Compensation for Civil City and Utilities Employees, by incorporating the suggested deletions and additions detailed in point 1, Exhibit A, 2024 Positions, Classifications and Grades, sections A, B, C of City Legal Compliance Administrator Shannon Marks' Oct. 30, 2023 memorandum to the Council.

Council President Weddell/Councilor Nisley then made a motion to amend Ordinance 5166 as described by City Legal Compliance Administrator Shannon Marks in her Oct. 30, 2023 memorandum to the Council by incorporating the suggested deletion and addition detailed in point 2, Exhibit B, 2024 Wages for All Grades, which substituted a 3.5% wage increase with a 5% wage increase for Civil City employees.

Mayor Leichty asked if Councilors had any questions or comments.

Council President Weddell said it appeared that the Council would be passing the salary ordinance to meet a state-mandated deadline and also amending it to implement one of the recommendations of the Baker Tilly wage and compensation study without actually reviewing the study. He asked if the study was finalized.

Dan Hedden, a partner with Baker Tilly Municipal Advisers, said the work has been completed and the written report would conform to the action on compensation taken tonight by the Council. He said data and other elements of the report were available now.

Mayor Leichty said administratively, the City has the data needed to make budgetary decisions and the City has used the data provided by Baker Tilly in its financial recommendations.

Hedden said in some respects this was similar to any other supporting documentation the Council would have for a budget it was considering. He said the only difference in this case is that the Council will be getting a final report after passing the salary ordinances.

Council President Weddell said the difference in this case is he hasn't seen the underlying data.

Councilor Eichorn said she believed she reviewed the data. Mayor Leichty clarified that Councilors haven't seen all the data.

Council President Weddell said Councilors have trusted Baker Tilly for years and also trust the Mayor. However, he said it seemed "out of sorts" to be taking action before reviewing all of the data.

Councilor Eichorn said the Council set aside \$200,000 for employee raises and would only be expending half of that. Mayor Leichty said the City budgeted adequate funds to provide a 5% salary increase for employees and may be proposing additional pay raises for some employees. In response to a question from Councilor Schrock, Mayor Leichty confirmed non-union employees will get a 5% wage increase.

Council President Weddell asked if the 5% increase had to be approved tonight or could it wait for further action on wages in November or December.

Hedden said Councilors could approve a 3.5% or 5% increase or something else tonight. He added that Baker Tilly conceded that the final report was not available, but added it will conform to the action the Council takes tonight.

Council President Weddell said it was possible the Council might not be making the best decision by taking action tonight, but was being asked to trust that it was the right decision. Councilor King acknowledged Weddell's concerns, said that Baker Tilly is a trusted firm, the Council will get access to the study and could take further action.

Councilor Nisley asked if the recommendation before the Council included a larger longevity bonus for non-union employees.



Mayor Leichty said there was enough room in budget to make that adjustment for 16 people who would be affected. She said she believe that was included in the amended ordinance. **City Attorney Bodie Stegelmann** said he didn't believe that provision was included in the proposed amendments to Ordinance 5166.

Council President Weddell reminded Councilors of the pending motion to amend Ordinance 5166. **Councilors Riegsecker and Pérez** asked questions clarifying the 5% increase, which the **Mayor** addressed.

There were no further Council comments, so at 6:38 p.m., **Mayor Leichty** invited public comments on the proposed amendment to Ordinance 5166 by Councilors **Weddell** and **Nisley**.

James Loewen of Goshen said he got the impression that Councilors were being asked to vote based on incomplete information. He asked about the penalties for non-compliance. He also asked if provisional action could be taken that would allow a later amendment.

Councilor Eichorn affirmed the question and asked about the penalties for non-compliance; not passing a salary ordinance by Nov. 1.

Hedden said he didn't know the answer. However, he said if the salary ordinance isn't passed by Nov. 1, the existing salary ordinance will remain in effect. He said he would seek to confirm that information.

Councilor King asked if further action could be taken after reviewing the final Baker Tilly report. **Hedden** said he believed that would be the case. **Clerk-Treasurer Aguirre** said the salary ordinance must be approved by Nov. 1 and it can be amended, but whatever the City does will be subject of an audit by the State Board of Accounts.

Glenn Null of Goshen noted that the Teamsters union negotiated a 5% for its workers, who paid dues to the union to represent them. He said if he was one of those union members, he wouldn't be happy if all other City employees also got a 5% wage increase. He also cautioned Councilors about taking action without reviewing all necessary information. He suggested that Councilors approve a 3.5% increase now and raise it later if adequate funds were available or provide the money as a one-time bonus.

Mayor Leichty responded that the City's union members negotiated for other benefits besides wages that other city employees do not receive. She also said not all City employees are eligible to join a union and that the City was seeking to treat all employees equitably. She also said City staff have carefully evaluated data and were making a careful recommendation.

There were no further public comments. There also were no further Council comments. **Council President Weddell** said Councilors were ready to vote on the amendment and he requested a roll call vote.

On a roll call vote, at 6:45 p.m., Councilors by a 6-1 margin passed the **Weddell/Nisley** motion to amend Ordinance 5166 as described by **City Legal Compliance Administrator Shannon Marks** in her Oct. 30, 2023 memorandum to the Council by incorporating the suggested deletion and addition detailed in point 2, Exhibit B, 2024 Wages for All Grades, which substituted a 3.5% wage increase with a 5% wage increase for Civil City employees. Councilors **Eichorn, King, Pérez, Riegsecker, Schrock** and **Weddell** voted "yes" and **Councilor Nisley** initially voted "pass." Asked if he wanted to change his vote, **Councilor Nisley** changed his "pass" vote to "no," making the final vote 6-1.



Council President Weddell and Councilor Pérez then made a motion to amend Ordinance 5166 as described by City Legal Compliance Administrator Shannon Marks in her Oct. 30, 2023 memorandum to the Council by incorporating the suggested deletion and addition detailed in point 3, Exhibit D, Wages for Ungraded Positions, that was based on a 3.5% wage increase and adding a new Exhibit D with a 5% wage increase for Civil City employees.

Mayor Leichty asked if Councilors had any questions or comments.

Council President Weddell explained his previous concerns about taking action without all available data.

At 6:47 p.m., Mayor Leichty asked if there were any audience comments on the Weddell-Perez motion to make a third amendment to Ordinance 5166. There were none.

Councilor Nisley said he wanted to explain his "no" vote on the previous amendment. He said he didn't want his vote to be interpreted as indicating that he didn't believe City employees deserved a 5% raise. Instead, he said he wanted to have the completed Baker Tilly study before him before taking that action.

Council President Weddell requested a roll call vote.

On a roll call vote, at 6:48 p.m., Councilors by a 6-1 margin passed the Weddell/Pérez motion to amend Ordinance 5166 as described by City Legal Compliance Administrator Shannon Marks in her Oct. 30, 2023 memorandum to the Council by incorporating the suggested deletion and addition detailed in point 3, Exhibit D, Wages for Ungraded Positions, that was based on a 3.5% wage increase and adding a new Exhibit D with a 5% wage increase for Civil City employees. Councilors Eichorn, King, Pérez, Riegsecker, Schrock and Weddell voted "yes and Councilor Nisley voted "no."

In response to a question from Council President Weddell, City Attorney Stegelmann said the version of Ordinance 5166 now before the Council did not make any changes in increment pay for longer-term employees, meaning that non-union employees would still receive a smaller amount than union employees.

Stegelmann said Councilors could amend the Ordinance by amending Section 10, paragraph D as follows:

"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."

Councilor Nisley and Council President Weddell made a motion to amend Section 10, paragraph D of Ordinance 5166 so that "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."

Mayor Leichty asked if Councilors had additional comments or questions.



Council President Weddell thanked Mayor Leichty for providing information about the number of non-union employees who would have received less increment pay if this provision was not amended. He said 16 employees would be affected and the total cost to the City would be \$4,800.

Councilor Pérez pointed out that the Council had to vote on the amendment.

At 6:52 p.m., Mayor Leichty asked if there were questions or comments from the public on the proposed Nisley-Weddell amendment to Ordinance 5166. There were none.

In response to a question from Councilor Eichorn, Mayor Leichty, City Attorney Stegelmann and Council President Weddell clarified the wording of the motion and commented on its impact.

On a voice vote, at 6:53 p.m., Councilors unanimously passed the Nisley/Weddell motion to amend Section 10, paragraph D of Ordinance 5166 so that "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."

Having approved four amendments, Mayor Leichty asked if Councilors had any final comments or questions before a Second Reading vote on Ordinance 5166, as amended. There were none.

At 6:54 p.m., Mayor Leichty invited public comments on the amended version of Ordinance 5166, *2024 Compensation for Civil City and Utilities Employees*, which was before the Council for Second and Final Reading. There were none.

Council President Weddell said Councilors were ready to vote.

On a voice vote, Councilors unanimously passed Ordinance 5166, *2024 Compensation for Civil City and Utilities Employees*, as amended, on Second Reading by a 7-0 margin, with all Councilors present voting yes at 6:54 p.m.

2) Ordinance 5165 – 2024 Compensation for Elected Officials (Second Reading)

Mayor Leichty called for the introduction on Second Reading of Ordinance 5165, *2024 Compensation for Elected Officials*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5165 by title only, which was done.

Weddell/Eichorn moved to approve Ordinance 5165 on Second Reading.

BACKGROUND:

Before the Council, for second reading, was Ordinance 5165, the City of Goshen's proposed 2024 Compensation for Elected Officials, including wages and benefits.

Under Ordinance 5165, Goshen elected officials would receive the following bi-weekly salaries in 2024:



(A) **Mayor – \$4,063 bi-weekly.** The salary shall be paid 60% from the general fund of the Civil City and 40% from the funds of Water and Sewer Utilities.

(B) **Clerk-Treasurer –\$3,097 bi-weekly.** The salary shall be paid 70% from the general fund of the Civil City and 30% from the funds of Water and Sewer Utilities.

(C) **Judge – \$2,225 bi-weekly.** The salary shall be paid 100% from the general fund of the Civil City.

(D) **Common Council Members – \$647 bi-weekly.** The salary shall be paid sixty percent 60% from the general fund of the Civil City and 40% from the funds of the Water and Sewer Utilities.

Ordinance 5165 also: establishes additional compensation for a Common Council member serving on a collective bargaining unit negotiation team (\$500 stipend); sets the longevity pay increases for the Mayor (\$5,000 each year commencing at the beginning of the Mayor's fifth year in office); and describes the Public Employee's Retirement Fund benefits for the Mayor, Clerk-Treasurer and Judge.

Ordinance 5165 also: describes the health insurance benefits for the Mayor and Clerk-Treasurer; sets the cell phone stipends for the Mayor, Clerk-Treasurer and Judge (\$50 maximum per month) and establishes the annual technology stipend (\$500) for Common Council members.

SUMMARY OF OCT. 16, 2023 COUNCIL DISCUSSION AND FIRST READING OF ORDINANCE 5165:

Councilor King said she was "dissatisfied" that Councilors didn't have the final Baker Tilly study for this Council conversation and prior to voting on the salary ordinances. **Councilor King then made a motion to remove SECTION 2 Additional Compensation (B) – the longevity pay for the Mayor. Councilor Nisley seconded the motion. Councilors and the Mayor engaged in extended discussion about the merits of the motion. The discussion included affirmation about the need to review the salary study as well as differing viewpoints about whether the Mayor was paid an adequate salary. Mayor Leichty invited public comments.**

Goshen City Court Judge Richard L. Mehl said it didn't seem fair for the Mayor to receive a longevity bonus, but not the Judge, the Clerk-Treasurer and Council members. He said the longevity bonus should apply to all elected officials because all of them are likely underpaid. While he said the provision was legal, it was unfair to others. Some **Councilors** responded that they were sympathetic to **Judge Mehl's** argument. **Council President Weddell** said for years he has advocated to raise the Mayor's salary, but the proposal never passed. He said he supported the longevity pay provision because implementing it was the only way to increase the Mayor's salary. There were no further public or Council comments and Councilors indicated they were ready to vote.

On a roll call vote, Councilors deadlocked 3-3-1 on the King/Nisley motion to amend Ordinance 5165 by removing "SECTION 2 Additional Compensation (B) – Longevity pay for the Mayor" with Councilors King, Nisley and Schrock voting "yes," Councilors Eichorn, Perez and Weddell voting "no" and Councilor Riegsecker voting "pass." Asked if he wanted to change his vote, Councilor Riegsecker voted "no," and the amendment was defeated by a 4-3 margin.

After various **Councilor comments** about the just-concluded discussion, **Mayor Leichty** invited public comments on Ordinance 5165, which was before the Council for First Reading. There were none.

There was some **Council discussion** about whether the amendment could be reconsidered and the impact of not passing Ordinance 5166. **Council President Weddell** said Councilors were ready to vote.

On a roll call vote, Councilors unanimously passed Ordinance 5165, 2024 Compensation for Elected Officials, on First Reading by a 7-0 margin, with all Councilors present voting yes.



Councilors declined to give unanimous consent to proceed with the Second Reading of Ordinance 5165. 2024 *Compensation for Elected Officials*, putting it back before the Council for Second Reading on Oct. 30, 2023.

OCT. 30, 2023 COUNCIL DISCUSSION AND SECOND READING OF ORDINANCE 5165:

Mayor Leichty asked if Councilors had questions or comments about Ordinance 5165.

Councilor King made a motion to amend Ordinance 5165, SECTION 2, Additional Compensation, paragraph B, Longevity Increase in Pay, by changing the wording as follows: "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," thus eliminating the current \$5,000 increase after five years. Councilor Schrock seconded the motion.

Councilor King said the motion was in no way a reflection on any individual mayor, past, present or future. She said this was about ensuring the same due diligence when it came to compensation for the Mayor as any other City employee. She said she has discussed the issue with Councilor Riegsecker, who would be providing some data to the Council. She said she previously examined data from many cities about mayoral salaries and housing costs.

Councilor Riegsecker said his decision to vote "pass" and then "no" on this issue at the last Council meeting was a tough one because he was struggling and didn't have enough information to make an informed decision. He said that he has since done several hours of research and evaluation.

Councilor Riegsecker said he agreed with Councilor King that his position was not a reflection on the mayor, and he understood that Council President Weddell wanted the Goshen Mayor to have the same salary comparable to other Indiana mayors.

Councilor Riegsecker then distributed to Councilors a spreadsheet that he prepared that showed the 2022 salaries of mayors of 21 Indiana cities, including Goshen. The spreadsheet included the names of the cities, their populations, their counties, the 2022 salaries and descriptive notes for 10 of the cities (EXHIBIT #2)

Councilor Riegsecker provided an overview of his findings, as reflected on the spreadsheet, as well as how he compiled the information. He said there were many variables when it came to mayoral compensation, including how much of health insurance is paid, vacation, longevity pay and whether the City has a deputy mayor. Some communities also had town or city managers. He also added the populations of selected cities and found the salaries on Indiana Gateway, a state website that collects data on Indiana cities.

Councilor Riegsecker said he determined that the average mayoral salary in 2022 of the 21 surveyed was \$98,524, compared to the Goshen mayor's salary of \$104,318. The average adjusted salary, population seven above and seven below, was \$95,420. And the average adjusted salary, removing the four large city areas, was \$90,969.

Councilor Riegsecker said he may have voted differently at the last meeting if he had been aware of this data. He said he concluded that Goshen's mayor is compensated fairly and that a longevity bonus would increase the salary to above the state average. Councilor Riegsecker said he supported dropping the longevity bonus to zero since the Council didn't have the option of removing the provision since that motion didn't pass at the last meeting.

Councilor Pérez said he appreciated Councilor Riegsecker's good work. He said it was helpful to see the data and the average adjusted salaries.

Councilor Schrock said the Council could consider this issue again after receiving the Baker Tilly study.

Mayor Leichty said the salaries of elected officials were not part of the Baker Tilly study.



Mayor Leichty said **Councilor Riegsecker's** data was somewhat dated. She noted that Elkhart's mayor is now paid more than \$117,000 as compared to the 2022 listed salary of \$109,789.

Councilor Riegsecker acknowledged that point, but said he compiled the best data available and that he assumed any salary increases would be about the same for most cities.

Council President Weddell noted that **Councilor Riegsecker** works for a major company. He asked if **Councilor Riegsecker** knew how much the CEO of a \$70 million company with more than 300 employees would be paid.

Councilor Riegsecker said he didn't, but added that wouldn't be an "apples to apples" comparison. He added that the private sector is different than the public sector, with different responsibilities and a different level of reporting and accountability.

Council President Weddell asked **Jada Kent**, a director with Baker Tilly's public sector human capital advisory practice, if the wage study just looked at government compensation. **Kent** said the study included an analysis of both government and private sector compensation.

Council President Weddell asked if the City was just in competition with other cities or also with the private sector to hire the best employees, top to bottom. He said if the City only plans to compare the salaries of employees who work for government, the City appears to have wasted a lot of hours and money on the Baker Tilly study.

Councilor King said the Baker Tilly study didn't analyze the compensation of elected officials. If that is desired, a study of that type should be requested. She said it has seemed arbitrary to increase the mayor's salary based on an "apples to oranges" comparison of public vs. private compensation. Councilor King also said that in determining the appropriate salary for the mayor, other data should be considered, including area median income and housing costs. She added that she didn't want to "shortchange" the mayor, but said the current compensation was fair.

Council President Weddell said will never run for mayor, but believes the mayor's pay should be higher because of the mayor's responsibilities and work.

Councilor King said she was grateful for the mayors Goshen has had.

Councilor Riegsecker said he understood **Council President Weddell's** position, but said the City should focus on the compensation of City employees compared with those in other cities. He said he has concluded Goshen pays a fair wage to the Mayor and doesn't need to provide longevity pay. He said a future Council could re-examine the issue and perhaps even raise the salary if that is considered fair and shouldn't do so through a longevity increase.

Councilor Eichorn said she was struggling with this issue because if the City was just comparing the compensation of Indiana mayors, Goshen's mayor is paid fairly. But having worked in the public sector as long as she did, Councilor Eichorn said it can be difficult to accept less pay for working in the public sector for work that is as difficult as in the private sector. She said it's hard work and one must go into it knowing that there will be less pay than in the private sector. She said it's especially true for positions, like that of the mayor, which require great skill. Councilor Eichorn said she didn't know how she will vote on this motion, but was concerned about the issue of comparing public vs. private sector compensation.

There were no further Council comments, so at 7:11 p.m., Mayor Leichty accepted public comments on the King-Schrock motion to amend Ordinance 5165 – 2024 Compensation for Elected Officials (Second Reading).

Terry Hartman of Goshen commended **Councilor Riegsecker** for his research. He said comparing the CEO of a city to the CEO of a company was comparing apples to oranges. He said a CEO in the private sector is rewarded for generating revenue for sales of a product and that can't be compared to the success of a mayor running a city and generating revenue by taxing citizens. He said such comparisons were inaccurate.



There were no further public comments, so Mayor Leichty closed the public comment period at 7:12 p.m.

Council President Weddell asked if Councilor Riegsecker's research included the \$5,000 in longevity pay that **Mayor Stutsman** received, which would not apply to the current Mayor. **Councilor Riegsecker** said he didn't subtract that in his analysis. **Council President Weddell** that would mean Goshen's mayor current pay would be \$99,318, which would be just over the average paid to mayors in the 21 cities surveyed by **Councilor Riegsecker**.

There were no further Council comments. Mayor Leichty asked if Councilors were ready to vote.

In response to a question from **Councilor Nisley**, **Mayor Leichty** and **City Attorney Stegelmann** clarified the motion before the Council and its potential impact. **Councilor King** explained how her new motion differed from the one that she made at the last Council meeting.

Mayor Leichty asked the Clerk-Treasurer to conduct a roll call vote.

On a roll call vote, at 7:15 p.m., and by a 5-2 margin, Councilors passed the King-Schrock motion to amend Ordinance 5165, SECTION 2, Additional Compensation, paragraph B, Longevity Increase in Pay, by changing the wording as follows: "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," thus eliminating the current \$5,000 increase. Councilors King, Nisley, Pérez, Riegsecker and Schrock voted "yes" and Councilors Eichorn and Weddell voted "no."

Mayor Leichty asked if Councilors were no ready to vote on the motion to pass Ordinance 5165, 2024 *Compensation for Elected Officials* on Second Reading. Council President Weddell indicated that they were.

Clerk-Treasurer Aguirre asked for a clarification on the 2024 pay increase for elected officials. He noted that in the past, the pay increase for elected officials was tied to the increase given to Civil City employees, which previously would have been 3.5% but because of the Council's vote on Ordinance 5166 would now be 5% for 2024. He asked if elected officials would receive a 3.5% increase.

Mayor Leichty said that was correct and that was her recommendation. She said some members of collective bargaining units, including the Police Chief and Assistant Police Chiefs, made a sacrifice and agreed to accept a smaller increase and to allocate some of their bonus to their employees. In solidarity, the Mayor said she proposed that elected officials accept a smaller, 3.5%, increase.

Clerk-Treasurer Aguirre asked if Ordinance 5166 had to be amended to reflect that elected officials would not be receiving the same percentage increase as Civil City employee, as in the past.

City Attorney Stegelmann said each of the salary ordinances stands alone. He said to provide a 5% increase to elected officials would require raising all of the salaries in Ordinance 5166. And a motion would have to be made to do so. **Mayor Leichty** said she wasn't recommending that.

Stegelmann said that at the last Council meeting, Councilors approved Ordinance 5166 on first reading, with a 3.5% increase. So, to raise salaries by 5% would require a motion to do so.



There were no further Council comments Councilors indicated they were ready to vote.

On a voice vote, Councilors unanimously passed Ordinance 5165, 2024 Compensation for Elected Officials, as amended, on Second Reading by a 7-0 margin, with all Councilors present voting yes at 7:19 p.m.

3) Ordinance 5167 – 2024 Compensation for Fire Department Employees (Second Reading)

Mayor Leichty called for the introduction on Second Reading of Ordinance 5167, 2024 Compensation for Fire Department Employees. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5165 by title only, which was done.

Weddell/Schrock moved to approve Ordinance 5167 on Second Reading.

BACKGROUND:

Before the Council, for Second Reading, was Ordinance 5167, the City of Goshen’s proposed 2024 Compensation for Fire Department Employees, including wages and benefits.

Ordinance 5167 is a 12-page document that set forth a wide range of compensation provisions for Fire Department employees, including who is covered, wages, benefits, vacation and sick leave, holiday compensation, longevity increases in pay, uniform allowances, certification pay, classification pay, and more.

2024 Base Wages:

Fire Chief	\$3,822.48 Bi-weekly
Assistant Fire Chief	\$3,577.38 Bi-weekly
Certified Chief Inspector	\$38.31 per hour
Chief Inspector	\$35.52 per hour
Inspector I	\$32.71 per hour
Inspector II	\$30.87 per hour

	Annual Base Salary	Base Wage per Hour
Battalion Chief	\$84,398	\$30.62 per hour
Captain	\$71,832	\$26.06 per hour
Ambulance Captain	\$71,832	\$26.06 per hour
Lieutenant	\$68,205	\$24.75 per hour
Ambulance Lieutenant	\$68,205	\$24.75 per hour
Sergeant	\$64,397	\$23.37 per hour
Ambulance Sergeant	\$64,397	\$23.37 per hour
Private	\$62,780	\$22.78 per Hour
Probationary Private	\$62,780	\$22.78 per hour

SUMMARY OF OCT. 16, 2023 COUNCIL DISCUSSION AND FIRST READING OF ORDINANCE 5167:

Mayor Leichty invited comments or questions by Councilors about Ordinance 5167. There were none. There also were no public comments.



On a voice vote, Councilors unanimously passed Ordinance 5167, *2024 Compensation for Fire Department Employees*, on First Reading by a 7-0 margin, with all Councilors present voting yes.

After the passage on First Reading of Ordinance 5167, *2024 Compensation for Fire Department Employees*, an oversight was discovered, making it necessary to amend Section 5, Firefighters' Pension and Disability Fund. The following was the suggested motion for the amendment:

Move to amend Ordinance 5167, Section 5, Firefighters' Pension and Disability Fund, by deleting the following text from the second sentence, "and the city will pay one percent (1%) of the employee's contribution to the pension plan to the extent the contribution is required by Indiana Code § 36-8-8-8."

The proposed amended version of Ordinance 5167 was attached to the Council meeting packet and posted online.

OCT. 30, 2023 COUNCIL DISCUSSION AND SECOND READING OF ORDINANCE 5167:

Mayor Leichy asked Councilors if they had any questions or comments about Ordinance 5167. There were none.

At 7:19 p.m. Mayor Leichy asked if there were any public comments about Ordinance 5167. There were none. Mayor Leichy asked if Councilors were prepared to vote.

Clerk-Treasurer Aguirre noted that there was a requested amendment to Ordinance 5167 that needed to be considered.

City Attorney Bodie Stegelmann said City Legal Compliance Administrator Shannon Marks submitted a memorandum (included in the Council packet). He said that during negotiations with the firefighters union, one item negotiated was the removal of a provision that the City will pay 1% of the employee's contribution to the pension plan to the extent the provision is required by Indiana Code § 36-8-8-8. When Marks prepared Ordinance 5167, Stegelmann said she overlooked that provision of the contract, so the current version of Ordinance 5167 still contains the provision.

Weddell/Nisley moved the amend Ordinance 5167, *2024 Compensation for Fire Department Employees*, as proposed by City Legal Compliance Administrator Shannon Marks. The motion would amend Ordinance 5167, Section 5, Firefighters' Pension and Disability Fund, by deleting the following text from the second sentence, "and the city will pay one percent (1%) of the employee's contribution to the pension plan to the extent the contribution is required by Indiana Code § 36-8-8-8."

Mayor Leichy invited Council or public comment on the motion to amend Ordinance 5167. There were none.

On a voice vote, Councilors unanimously passed the Weddell-Nisley motion to amend Ordinance 5167, *2024 Compensation for Fire Department Employees*, by a 7-0 margin, with all Councilors present voting yes at 7:21 p.m.

Mayor Leichy asked is Councilors were prepared to vote on final passage of Ordinance 5167. Councilors indicated they were.



On a voice vote, Councilors unanimously passed Ordinance 5167, 2024 Compensation for Fire Department Employees, on Second Reading by a 7-0 margin, with all Councilors present voting yes, at 7:21 p.m.

3) Ordinance 5168, 2024 Compensation for Police Department Employees (Second Reading)

Mayor Leichty called for the introduction on Second Reading of Ordinance 5168, 2024 Compensation for Police Department Employees. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5168 by title only, which was done.

Weddell/Nisley moved to approve Ordinance 5168 on Second Reading.

BACKGROUND:

Before the Council, for second reading, was Ordinance 5168, the City of Goshen’s proposed 2024 Compensation for Police Department Employees.

Ordinance 5169 is an 11-page document that sets forth a wide range of compensation provisions for Police Department employees, including who is covered, wages, benefits, vacation, sick and personal leave, holiday compensation, longevity increases in pay, clothing allowances, technical skills pay, specialty pay, shift differentials, court time pay, a residency bonus, a hiring bonus, and more.

**2024 Base Wages:
POLICE OFFICERS**

	<i>Bi-Weekly Salary</i>
Police Chief	\$3,737.08
Assistant Police Chief	\$3,538.77
Division Chief	\$3,376.82

	<i>Annual Base Salary Base</i>	<i>Wage per hour</i>
Captain	\$77,557	\$36.83
Lieutenant	\$72,519	\$34.43
School Resource Officer	\$72,519	\$34.43
Detective	\$72,519	\$34.43
Sergeant	\$70,471	\$33.46
Patrol Officer	\$68,045	\$32.31
Probationary Patrol Officer	\$60,386	\$28.67

CIVILIAN EMPLOYEES

	Base Wage per Hour
Special Police Officer	\$26.97
Special Police Officer – Investigations & Community Relations	\$27.51
Secretary	\$24.11



SUMMARY OF OCT. 16, 2023 COUNCIL DISCUSSION AND FIRST READING OF ORDINANCE 5168:

Mayor Leichty invited comments or questions by Councilors about Ordinance 5168. There were none. There also were no public comments.

On a voice vote, Councilors unanimously passed Ordinance 5168, *2024 Compensation for Police Department Employees*, on First Reading by a 7-0 margin, with all Councilors present voting yes.

Council President Weddell asked if there was unanimous consent by Councilors to proceed to Second Reading of Ordinance 5168, *2024 Compensation for Police Department Employees*. There was not, putting Ordinance 5168 back before the Common Council for Second Reading on Oct. 30, 2023.

OCT. 30, 2023 COUNCIL DISCUSSION AND SECOND READING OF ORDINANCE 5168:

Mayor Leichty asked Councilors if they had any questions or comments about Ordinance 5168.

Council President Weddell said there were no proposed amendments to Ordinance 5168 in the Council packet.

Mayor Leichty asked if there any public comments on Ordinance 5168, *2024 Compensation for Police Department Employees*, which was before the Council for Second Reading. There were none.

Mayor Leichty asked if Councilors were prepared to vote. Councilors Weddell and Eichorn indicated Councilors were ready to vote.

On a voice vote, Councilors unanimously passed Ordinance 5168, 2024 Compensation for Police Department Employees, on Second Reading by a 7-0 margin, with all Councilors present voting yes at 7:22 p.m.

4) Ordinance 5169, Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2024 (SECOND READING)

Mayor Leichty called for the introduction on Second Reading of Ordinance 5169, *Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2024*. Council President Weddell asked the Clerk-Treasurer to read Ordinance 5169 by title only, which was done.

Weddell/Pérez moved to approve Ordinance 5169 on Second Reading.

BACKGROUND:

Before the Council, for first passage, was Ordinance 5169, the City of Goshen's proposed Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2024.

Ordinance 5169 would authorize the City Board of Public Works and Safety to appoint up to 10 Police Reserve Officers to be utilized by the Goshen Police Department. It also would establish the compensation for Police Reserve Officers, which would include a uniform allowance (\$500), court appearance compensation (which is the current overtime rate per hour for a Probationary Patrol Officer) and coverage and pay for a duty-related illness or injury.

SUMMARY OF OCT. 16, 2023 COUNCIL DISCUSSION AND FIRST READING OF ORDINANCE 5169:

Mayor Leichty invited comments or questions by Councilors about Ordinance 5168. There were none. There also were no public comments.



On a voice vote, Councilors unanimously passed Ordinance 5169, *Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2024*, on First Reading by a 7-0 margin, with all Councilors present voting yes.

Council President Weddell asked if there was unanimous consent by Councilors to proceed to Second Reading of Ordinance 5169, *Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2024*. There was not, putting Ordinance 5169 back before the Common Council for Second Reading on Oct. 30, 2023.

OCT. 30, 2023 COUNCIL DISCUSSION AND SECOND READING OF ORDINANCE 5169:

Mayor Leichty asked Councilors if they had any questions or comments about Ordinance 5169.

Councilors Weddell and Eichorn said they didn't see any proposed amendments to Ordinance 5169.

At 7:23 p.m., Mayor Leichty invited public comments on Ordinance 5169, *Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2024*, which was before the Council for Second Reading. There were none.

Mayor Leichty asked if Councilors were prepared to vote. Council President Weddell said they were.

On a voice vote, Councilors unanimously passed Ordinance 5169, *Authorization to Appoint Police Reserve Officers and Payment of Compensation in 2024*, on Second Reading by a 7-0 margin, with all Councilors present voting yes at 7:23 p.m.

Elected Official Reports:

Councilor Nisley offered his congratulations to the Bethany Christian boys' soccer team for winning the Class 1A state championship, which was the schools first state championship in any sport.

Council President Weddell offered congratulations to the Goshen High School marching band and individual cross country runners who also competed in a state championship.

Councilor Riegsecker said it benefitted the Council to be able to consider the salary ordinances during a second Council meeting instead of approving them at a single meeting. He said this delay provided more time for the Mayor and staff to provide more information to the Council. He said the additional time was beneficial.

Council President Weddell thanked **Councilors King** and **Riegsecker** for working together and providing more information to the Council.

Councilor Pérez said he felt good about the Council's work with the **Mayor** and City staff on complex issues tonight. He said the Council didn't have all of the information it would have wanted, but there was a spirit of trust. He said he hopes the next Council has that same relationship.

Councilor Nisley said he wanted to say that his "no" votes earlier in the evening were not because he didn't trust or disagreed with others, but because he wanted to have all of the facts before him, including the completed Baker Tilly study, before final votes.



Councilor King said there is a concept of “trust but verify.” She added that there still will be an opportunity for the Council to take further action on employee salaries when more information is available.

Councilor Riegsecker said he wanted to echo **Councilor Pérez’s** comments. He said he appreciated the **Mayor** reaching out when she has questions or wants to relay information. He said this facilitates the sharing of ideas. He said that is the basis of a good relationship for the **Council** and the **Mayor**.

Mayor Leichthy said she appreciated all of the **Councilors** as well as everyone present tonight.

Mayor Leichthy asked if there were additional reports/comments by **Councilors**. There were not.

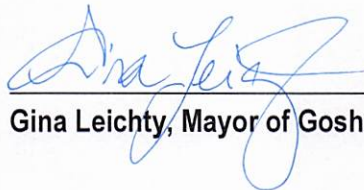
Councilor Nisley made a motion to adjourn the meeting, which was seconded by **Councilor Pérez**. **Councilors** unanimously approved the motion to adjourn the meeting.

Mayor Leichthy adjourned the meeting at 7:26 p.m.

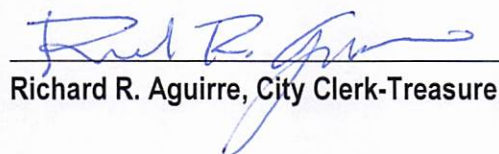
EXHIBIT #1: A memorandum, dated Oct. 30, 2023, that was titled “Report on Union vs. Non-Union Employees by Department” which was prepared by Mayor Leichthy and distributed before the meeting to Councilors for consideration of agenda item 1) Ordinance 5166, 2024 Compensation for Civil City and Utilities Employees (Second Reading).

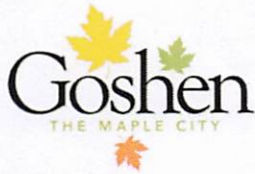
EXHIBIT #2: A spreadsheet prepared and distributed to Councilors by Councilor Riegsecker that showed the 2022 salaries of mayors of 21 Indiana cities, including Goshen. The spreadsheet included the names of the cities, their populations, their counties, the 2022 salaries and descriptive notes for 10 of the cities. It was distributed during the Council’s consideration of agenda item 2) Ordinance 5165, 2024 Compensation for Elected Officials (Second Reading).

APPROVED:


Gina Leichthy, Mayor of Goshen

ATTEST:


Richard R. Aguirre, City Clerk-Treasurer



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Memo to Goshen City Council
 October 30, 2023

Report on Union vs. Non-Union Employees by Department

Row Labels	Elected Official	FOP	Teamsters	Fire 1443	Non-Union	Grand Total
101-02 - Council	7					7
101-03 - Mayor	1				4	5
101-04 - Clerk Treasurer	1				8	9
101-05 - Legal					7	7
101-06 - Court	1				5	6
101-07 - Bow					5	5
101-09 - Cemetery					3	3
101-10 - Engineering					11	11
101-11 - Police		59			22	81
101-12 - Fire				54	11	65
101-15 - Building					4	4
101-16 - Planning					4	4
101-18 - Central Garage			5		4	9
101-46 - Environmental Resilience					5	5
201-00 - MVH Streets			18		4	22
204-00 - Parks			4		14	18
206-00 - Aviation					1	1
215-00 - Probation					1	1
277-00 - Residential Lease Fees					1	1
406-00 - Redevelopment					2	2
439-00 - Stormwater					3	3
601-10 - Engineering Wages					1	1
601-22 - Sal. Supervision Water					1	1
601-23 - Sal Supervision-W/S					5	5
601-52 - Maint. Labor-Water			3			3
601-53 - Maint. Labor-Dist.			12			12
601-55 - Utility Office Wages					6	6
601-62 - W/S Plant Office Wages					1	1
606-33 - Salaried Supervision WWTP					5	5
606-52 - Maint. Labor-Dist.			1			1
606-53 - Maintenance Labor-WWTP			6			6
Grand Total	10	59	49	54	138	310

FTE (All Employees) 284
 Part Time (All Employees) 26
 Full Time – Non-Union Employees 112
 Number of Full-Time, Non-Union Employees with more than 18 years of service (eligible for increment pay) 16

EXHIBIT #2

City	Population	County	Mayor	Salary 2022	Notes
Elkhart	53,801	Elkhart	Roberson	\$ 109,789	
Columbus	51,268	Bartholomew	Lienhoop	\$ 102,214	
Jeffersonville	51,030	Clark	Moore	\$ 131,520	Louisville Area
Mishawaka	50,913	St Joseph	Woods	\$ 87,964	
Lawrence	49,276	Marion	Collier	\$ 99,750	
West Lafayette	45,060	Tippecanoe	Dennis	\$ 106,474	
Portage	38,327	Porter	Lynch	\$ 84,156	
New Albany	37,506	Floyd	Gahan	\$ 95,729	
Merrillville	36,233	Lake	Reardon	\$ 83,313	Town Manager
Plainfield	36,074	Hendricks	Unknown	\$ 129,051	Town Manager/Indianapolis Area
Richmond	35,513	Wayne	Snow	\$ 81,807	
Valparaiso	34,565	Porter	Murphy	\$ 96,841	
Crown Point	34,526	Lake	Land	\$ 100,756	Board of PW/Mayor/Police Chief
Goshen	34,375	Elkhart	Stutsman	\$ 104,318	Leichty 2023
Zionsville	31,982	Boone	Styron	\$ 130,266	Indianapolis Area
Michigan City	31,792	LaPorte	Parry	\$ 80,212	
Brownsburg	31,193	Hendricks	Cook	\$ 131,697	Town Manager/Indianapolis Area
Marion	28,030	Grant	Alumbaugh	\$ 74,481	
East Chicago	25,968	Lake	Copeland	\$ 62,884	
Franklin	25,728	Johnson	Barnett	\$ 86,220	
Greenfield	24,785	Hancock	Fewell	\$ 89,567	
Average				\$ 98,524	Average of 21 cities listed
Average Adjusted				\$ 95,420	Population including 7 above & 7 below
Average Adjusted				\$ 90,969	Removed large city areas (4 Total)
Data from Indiana Gateway Employee Compensation Report 2022					