



## City of Goshen Board of Public Works & Safety

Regular Meeting Agenda

**4:00 p.m., JULY 9, 2026**

Goshen Police Building, 111 East Jefferson Street, Goshen, Indiana

*To access online streaming of the meeting, go to <https://goshen.in.gov/events/>*

### **Call to Order by Mayor Gina Leichty**

**Announcement by the Clerk-Treasurer:** Regarding an Executive Session of the Board of Public Works & Safety that was scheduled to be held at 3:30 p.m., July 9, 2026 in the City Council Chamber.

### **Approval of Agenda**

- 1) Bid opportunities:** Open bids received from contractors for the River Race Drive Reconstruction project, read the Total Base Proposal amount and refer the bids to the Engineering Department
- 2) Fire Department request:** Approve the promotions of **Roy Thomas, Jordan Yoder, Konnor Cabe, Morgan Dyer, and Christian Roman from the rank of Probationary Private to the rank of Private 1st Class** with the Goshen Fire Department, effective July 11, 2026
- 3) Fire Department request:** Accept the resignation of **Firefighter/Paramedic Joshua Hite** from the Goshen Fire Department, effective July 26, 2026
- 4) Legal Department/Police Department request:** Move to approve the terms and conditions and ratify the execution of the Goshen Police Department Conditional Offer of Employment Agreements with: **Gavin Ethan Guajardo**, dated Dec. 29, 2025; **Tyler Allen Haigh**, dated Dec. 29, 2025; **Brayden David Hinkel**, dated Dec. 29, 2025; **Timothy Joseph Hunter**, dated June 17, 2025; and **Victor Jonathan Reyes**, dated Dec. 29, 2025
- 5) Police Department request:** Approve the hiring of **Gavin Guajardo, Tyler Haigh, Brayden Hinkel, Timothy Hunter, and Victor Reyes as Probationary Police Officers**, retroactive to Monday, July 6, 2026
- 6) Dee and Tom Albrecht request:** Approve the partial closure of a portion of the 900 block of South Seventh Street, at Plymouth Avenue, for a driveway demolition and replacement
- 7) Signtech Sign Services request:** Approve the replacement of an existing sign in the City's right of way for the Light of World Church of God, 520 South Third Street



**8) Legal Department request:** Approve and authorize the Mayor to execute Amendment No. 3 to the Contract for Solid Waste Collection Services with Waste Management of Indiana, LLC

**9) Legal Department/Police Department request:** Consider a Goshen Police Department Personnel Matter

### **Privilege of the Floor**

#### **REVIEW/COMPLIANCE HEARINGS FOR BUILDING COMMISSIONER ORDERS**

4:00 p.m., July 9, 2026

Goshen Police Building, 111 East Jefferson Street, Goshen, Indiana

Members: Mayor Leichty, Mike Landis, Orv Myers, Mary Nichols, Barb Swartley

**10) Unsafe Building hearing:** 1006 Zollinger Road Street, due to identified multiple violations of Goshen City Code as to the current condition of the duplex (J. Bowers, LLC, property owner)

### **Approval of Civil City and Utility Claims**

### ***Adjournment***



**ENGINEERING DEPARTMENT  
CITY OF GOSHEN**

204 East Jefferson Street, Suite 1 • Goshen, IN 46528-3405  
Phone (574) 534-2201 • Fax (574) 533-8626  
engineering@goshencity.com • www.goshenindiana.org

## **MEMORANDUM**

**TO:** Board of Public Works and Safety

**FROM:** Goshen Engineering

**RE:** **RIVER RACE DRIVE RECONSTRUCTION FOR THE ROW ON THE  
MILLRACE PROJECT – PROJECT NO. 2025-2038**

**DATE:** July 9, 2026

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The Clerk-Treasurer's Office has received bids from contractors today for the River Race Drive Reconstruction for the ROW on the Millrace project and we are requesting that the Board of Public Works and Safety open these bids at today's meeting.

**Requested Motion:** **Open bids received from Contractors for the River Race Drive Reconstruction project and read the Total Base Proposal amount and refer the bids to the Engineering Department.**



**ANTHONY D. POWELL, FIRE CHIEF**

**CITY OF GOSHEN**

209 N. 3<sup>rd</sup> Street Goshen, Indiana 46526

Phone (574) 537-3853

Cell (574) 596-0940

Fax (574) 533-7263

[anthonypowell@goshencity.com](mailto:anthonypowell@goshencity.com)

[www.goshenindiana.org](http://www.goshenindiana.org)

June 29, 2026

**To:** Board of Works and Public Safety

**RE:** Promotion of Probationary Privates to Private 1<sup>st</sup> Class

**From:** Fire Chief Anthony Powell

**To the Goshen Board of Works & Public Safety,**

I respectfully request approval for the promotion of the following Probationary Private's to the position of Private 1st Class Firefighter with the Goshen Fire Department, effective July 11, 2026.

- Roy Thomas
- Jordan Yoder
- Konnor Cabe
- Morgan Dyer
- Christian Roman

These individuals have been a tremendous addition to the Goshen Fire Department. They consistently demonstrate integrity, dedication, and a strong commitment to service. Their conduct and performance reflect the values of our department and leave a positive legacy within the community we serve.

Thank you for your consideration of this request.

**Respectfully,**

Anthony Powell

**Recommended Motion:** I move to approve the promotions of Roy Thomas, Jordan Yoder, Konnor Cabe, Morgan Dyer, and Christian Roman from the rank of Probationary Private to the rank of Private 1<sup>st</sup> Class with the Goshen Fire Department effective July 11<sup>th</sup>, 2026.



**ANTHONY D. POWELL, FIRE CHIEF**  
**FIRE DEPARTMENT, CITY OF GOSHEN**  
209 N. 3<sup>rd</sup> Street Goshen, Indiana 46526  
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[www.goshenindiana.org](http://www.goshenindiana.org)

June 29, 2026

To: Board of Works and Public Safety  
RE: Resignation of Joshua Hite  
From: Fire Chief Anthony Powell

**To the Goshen Board of Works & Public Safety:**

I respectfully present the **resignation of Firefighter/Paramedic Joshua Hite from the Goshen Fire Department.**

Mr. Hite has submitted the following letter of resignation:

**Dear Chief Powell,**

Please accept this as my formal resignation from my position as a Firefighter with the Goshen Fire Department. **July 25, 2026**, will be my last shift, as I have accepted a position with the Whitestown Fire Department.

I am grateful for the opportunity to have served with the department over the past three years. It has been an honor to work alongside dedicated firefighters, paramedics, and staff who share a commitment to protecting and serving the community. The experiences, training, and relationships I have gained during my time with the Goshen Fire Department have been invaluable, both personally and professionally.

I appreciate the support, guidance, and opportunities for growth that I have received throughout my service. I am proud of the work we have accomplished and thankful to have been part of such an important organization.

I will do everything I can to ensure a smooth transition during my departure. Thank you again for the opportunity to serve the citizens of Goshen and to be part of the department. I wish the entire department continued success in the future.

**Respectfully,**  
**Joshua Hite**

On behalf of the Goshen Fire Department, I would like to express our sincere appreciation to Firefighter/Paramedic Hite for his dedicated service to our department and the citizens of Goshen. We thank him for his professionalism, commitment, and contributions over the past three years, and we wish Joshua and his family continued success and happiness as he begins this next chapter of his career.

Therefore, I respectfully request that the Board of Works and Public Safety accept the resignation of Firefighter/Paramedic Joshua Hite, effective **July 26, 2026**.

**Recommended Motion**

*"I move to accept the resignation of Firefighter/Paramedic Joshua Hite from the Goshen Fire Department, effective July 26, 2026."*

Respectfully submitted,

**Anthony Powell**  
Fire Chief  
Goshen Fire Department



## **CITY OF GOSHEN LEGAL DEPARTMENT**

City Annex  
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[www.goshenindiana.org](http://www.goshenindiana.org)

July 9, 2026

To: Goshen Board of Public Works and Safety

From: Shannon Marks, Legal Compliance Administrator

Subject: Goshen Police Department Conditional Offer of Employment Agreement with  
Gavin Ethan Guajardo

A conditional offer of employment was extended on behalf of the Board of Public Works and Safety to Gavin Ethan Guajardo for employment with the Goshen Police Department, and a Conditional Offer of Employment Agreement was entered into on December 29, 2025. It is recommended that the Board approve the terms and conditions and ratify the execution of the Conditional Offer of Employment Agreement.

Suggested Motion - Move to approve the terms and conditions and ratify the execution of the Conditional Offer of Employment Agreement with Gavin Ethan Guajardo dated December 29, 2025.

**GOSHEN POLICE DEPARTMENT  
CONDITIONAL OFFER OF EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made and entered into effective as of the latter date of the signatures hereon, by and between **Gavin Ethan Guajardo** ("Guajardo") and **City of Goshen, Indiana** ("City").

In consideration of the terms, conditions and mutual covenants contained in this agreement, City and Guajardo agree as follows:

**CONDITIONAL OFFER OF AND PREREQUISITES TO BEGINNING EMPLOYMENT**

City conditionally offers Guajardo employment as a probationary patrol officer with the Goshen Police Department. Guajardo accepts City's conditional offer of employment. City and Guajardo understand and agree that the offer of employment is contingent upon the following:

- (1) City may not currently have a personnel vacancy in the Goshen Police Department rank and file. Guajardo understands that a personnel vacancy in the rank and file of the Goshen Police Department may not currently exist. Although the Goshen Police Department is initiating the baseline statewide physical examination and baseline statewide mental examination, Guajardo understands that actual employment with the City of Goshen and Goshen Police Department will not occur until such time that a personnel vacancy is available and/or positions are being added to increase the number of police officers.
- (2) In accordance with Indiana Code § 36-8-3-21(b), Guajardo understands that Guajardo must meet the conditions for membership in the Indiana Public Retirement System's (INPRS) 1977 Police Officers' and Firefighters' Pension and Disability Fund (1977 Fund) to be a firefighter with the Goshen Police Department. Guajardo agrees to complete the INPRS Application for Membership in the 1977 Fund (State Form 4928). All terms, conditions, and understandings set forth in the Application for Membership in the 1977 Fund are incorporated into this agreement by reference. Guajardo understands that the application requires Guajardo to authorize the release of medical information, the completion of a comprehensive general medical history and the completion of the baseline statewide physical examination and baseline statewide mental examination.
- (3) City agrees to pay the cost for Guajardo to complete the baseline statewide physical examination and baseline statewide mental examination as required by Indiana Code §§ 36-8-8-7(a) and 36-8-8-19. In the event that Guajardo has certain preexisting condition(s) that would constitute an excludable medical condition (Class 3 medical condition), any reports or additional testing that may be required concerning the preexisting condition(s) shall be at Guajardo's expense. If additional reports and/or testing are required, Guajardo may elect to terminate this agreement by providing City notice in writing.
- (4) Guajardo understands that Guajardo must successfully pass the baseline statewide physical examination and the baseline statewide mental examination. In the event that Guajardo does not pass the physical and mental examinations, City withdraws this offer of employment, and Guajardo shall accept City's withdrawal and this agreement shall be terminated.
- (5) Guajardo understands that the INPRS Board of Trustees must approve Guajardo's Application for Membership to the 1977 Fund. If the INPRS Board of Trustees approves the Application for Membership to the 1977 Fund, the Goshen Police Department will request the Goshen Board of

Public Works and Safety to ratify the execution of this agreement and approve the hiring of Guajardo in a public meeting when a position opening becomes available in the Goshen Police Department. In the event that the INPRS Board of Trustees does not approve the Application for Membership in the 1977 Fund, and Guajardo does not appeal the decision, City withdraws this offer of employment, and Guajardo shall accept City's withdrawal and this agreement shall be terminated.

- (6) If Guajardo decides to decline employment with the City of Goshen and Goshen Police Department prior to the approved hiring in paragraph (5), Guajardo shall provide City notice in writing, and City shall withdraw this offer of employment and this agreement shall be terminated.

#### **AGREE TO ENROLL AND COMPLETE ALL TRAINING REQUIREMENTS**

- (1) As a condition of employment with City and Goshen Police Department, Guajardo is required to successfully complete the pre-basic course required by Indiana Code § 5-2-1-9(e) in order to exercise police powers. Guajardo agrees to attend the pre-basic course when instructed to do so, and successfully complete the pre-basic course within sixty (60) days of Guajardo's first day of employment with Goshen Police Department.
- (2) As a further condition of employment, City and Goshen Police Department shall require and Guajardo agrees to attend and successfully complete the basic training requirements established by the Indiana Law Enforcement Training Board at a certified law enforcement academy. Guajardo agrees to maintain a physical condition in order to pass the physical entrance standards to the law enforcement academy as established by the Indianan Law Enforcement Training Board.
- (3) Guajardo will be paid for the time Guajardo spends in the pre-basic course under paragraph (1) and the basic training under paragraph (2). City will pay the cost of the pre-basic course and the basic training one (1) time.
- (4) If Guajardo fails to successfully complete the pre-basic course, is unable to pass the physical entrance standards to the law enforcement academy, or fails to successfully complete the basic training requirements at any time within one (1) year of Guajardo's first day of employment with Goshen Police Department, Guajardo's employment with City and Goshen Police Department shall terminate.

#### **AMENDMENT**

This agreement may be amended only by the mutual written consent of the parties and approval by the Goshen Board of Public Works and Safety.

#### **SEVERABILITY**

The provisions of this agreement are severable, and if any provision shall be held invalid or unenforceable, in whole or in part, then such invalidity or unenforceability shall affect only such provision and shall not affect any other provision of this agreement.

#### **INDIANA LAW**

This agreement shall be governed by and construed in accordance with the laws of the State of Indiana. Proper venue to enforce the terms and conditions of this agreement shall be in Elkhart County, Indiana.

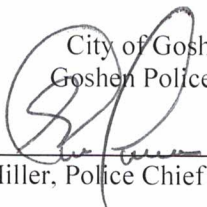
**BINDING EFFECT**

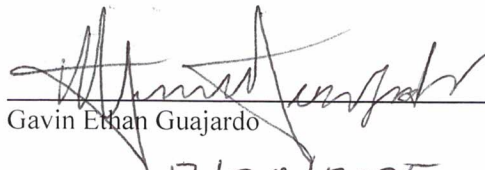
This agreement shall be binding upon and shall inure to the benefit of the parties and their respective successors and assigns.

**ENTIRE AGREEMENT**

This agreement constitutes the entire agreement between the parties, and supersedes all prior negotiations, agreements and understandings between the parties concerning the subject matter hereof.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates set forth below.

  
City of Goshen, Indiana  
Goshen Police Department  
\_\_\_\_\_  
Jose Miller, Police Chief  
or  
Shawn Turner, Assistant Police Chief  
Date: 12/29/2025

  
\_\_\_\_\_  
Gavin Ethan Guajardo  
Date: 12/29/2025

The terms and conditions of this agreement are approved, and the execution by the above individual on behalf of the City of Goshen, Indiana, Goshen Police Department, is ratified by the Goshen Board of Public Works and Safety on the date set forth below.

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



## **CITY OF GOSHEN LEGAL DEPARTMENT**

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July 9, 2026

To: Goshen Board of Public Works and Safety

From: Shannon Marks, Legal Compliance Administrator

Subject: Goshen Police Department Conditional Offer of Employment Agreement with  
Tyler Allen Haigh

A conditional offer of employment was extended on behalf of the Board of Public Works and Safety to Tyler Allen Haigh for employment with the Goshen Police Department, and a Conditional Offer of Employment Agreement was entered into on December 29, 2025. It is recommended that the Board approve the terms and conditions and ratify the execution of the Conditional Offer of Employment Agreement.

Suggested Motion - Move to approve the terms and conditions and ratify the execution of the Conditional Offer of Employment Agreement with Tyler Allen Haigh dated December 29, 2025.

**GOSHEN POLICE DEPARTMENT  
CONDITIONAL OFFER OF EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made and entered into effective as of the latter date of the signatures hereon, by and between **Tyler Allen Haigh** ("Haigh") and **City of Goshen, Indiana** ("City").

In consideration of the terms, conditions and mutual covenants contained in this agreement, City and Haigh agree as follows:

**CONDITIONAL OFFER OF AND PREREQUISITES TO BEGINNING EMPLOYMENT**

City conditionally offers Haigh employment as a probationary patrol officer with the Goshen Police Department. Haigh accepts City's conditional offer of employment. City and Haigh understand and agree that the offer of employment is contingent upon the following:

- (1) City may not currently have a personnel vacancy in the Goshen Police Department rank and file. Haigh understands that a personnel vacancy in the rank and file of the Goshen Police Department may not currently exist. Although the Goshen Police Department is initiating the baseline statewide physical examination and baseline statewide mental examination, Haigh understands that actual employment with the City of Goshen and Goshen Police Department will not occur until such time that a personnel vacancy is available and/or positions are being added to increase the number of police officers.
- (2) In accordance with Indiana Code § 36-8-3-21(b), Haigh understands that Haigh must meet the conditions for membership in the Indiana Public Retirement System's (INPRS) 1977 Police Officers' and Firefighters' Pension and Disability Fund (1977 Fund) to be a firefighter with the Goshen Police Department. Haigh agrees to complete the INPRS Application for Membership in the 1977 Fund (State Form 4928). All terms, conditions, and understandings set forth in the Application for Membership in the 1977 Fund are incorporated into this agreement by reference. Haigh understands that the application requires Haigh to authorize the release of medical information, the completion of a comprehensive general medical history and the completion of the baseline statewide physical examination and baseline statewide mental examination.
- (3) City agrees to pay the cost for Haigh to complete the baseline statewide physical examination and baseline statewide mental examination as required by Indiana Code §§ 36-8-8-7(a) and 36-8-8-19. In the event that Haigh has certain preexisting condition(s) that would constitute an excludable medical condition (Class 3 medical condition), any reports or additional testing that may be required concerning the preexisting condition(s) shall be at Haigh's expense. If additional reports and/or testing are required, Haigh may elect to terminate this agreement by providing City notice in writing.
- (4) Haigh understands that Haigh must successfully pass the baseline statewide physical examination and the baseline statewide mental examination. In the event that Haigh does not pass the physical and mental examinations, City withdraws this offer of employment, and Haigh shall accept City's withdrawal and this agreement shall be terminated.
- (5) Haigh understands that the INPRS Board of Trustees must approve Haigh's Application for Membership to the 1977 Fund. If the INPRS Board of Trustees approves the Application for

Membership to the 1977 Fund, the Goshen Police Department will request the Goshen Board of Public Works and Safety to ratify the execution of this agreement and approve the hiring of Haigh in a public meeting when a position opening becomes available in the Goshen Police Department. In the event that the INPRS Board of Trustees does not approve the Application for Membership in the 1977 Fund, and Haigh does not appeal the decision, City withdraws this offer of employment, and Haigh shall accept City's withdrawal and this agreement shall be terminated.

- (6) If Haigh decides to decline employment with the City of Goshen and Goshen Police Department prior to the approved hiring in paragraph (5), Haigh shall provide City notice in writing, and City shall withdraw this offer of employment and this agreement shall be terminated.

#### **AGREE TO ENROLL AND COMPLETE ALL TRAINING REQUIREMENTS**

- (1) As a condition of employment with City and Goshen Police Department, Haigh is required to successfully complete the pre-basic course required by Indiana Code § 5-2-1-9(e) in order to exercise police powers. Haigh agrees to attend the pre-basic course when instructed to do so, and successfully complete the pre-basic course within sixty (60) days of Haigh's first day of employment with Goshen Police Department.
- (2) As a further condition of employment, City and Goshen Police Department shall require and Haigh agrees to attend and successfully complete the basic training requirements established by the Indiana Law Enforcement Training Board at a certified law enforcement academy. Haigh agrees to maintain a physical condition in order to pass the physical entrance standards to the law enforcement academy as established by the Indianan Law Enforcement Training Board.
- (3) Haigh will be paid for the time Haigh spends in the pre-basic course under paragraph (1) and the basic training under paragraph (2). City will pay the cost of the pre-basic course and the basic training one (1) time.
- (4) If Haigh fails to successfully complete the pre-basic course, is unable to pass the physical entrance standards to the law enforcement academy, or fails to successfully complete the basic training requirements at any time within one (1) year of Haigh's first day of employment with Goshen Police Department, Haigh's employment with City and Goshen Police Department shall terminate.

#### **AMENDMENT**

This agreement may be amended only by the mutual written consent of the parties and approval by the Goshen Board of Public Works and Safety.

#### **SEVERABILITY**

The provisions of this agreement are severable, and if any provision shall be held invalid or unenforceable, in whole or in part, then such invalidity or unenforceability shall affect only such provision and shall not affect any other provision of this agreement.

#### **INDIANA LAW**

This agreement shall be governed by and construed in accordance with the laws of the State of Indiana. Proper venue to enforce the terms and conditions of this agreement shall be in Elkhart County, Indiana.

### BINDING EFFECT

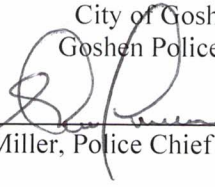
This agreement shall be binding upon and shall inure to the benefit of the parties and their respective successors and assigns.

### ENTIRE AGREEMENT

This agreement constitutes the entire agreement between the parties, and supersedes all prior negotiations, agreements and understandings between the parties concerning the subject matter hereof.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates set forth below.

City of Goshen, Indiana  
Goshen Police Department

  
\_\_\_\_\_  
Jose Miller, Police Chief

or  
Shawn Turner, Assistant Police Chief

Date: 12-29-2025

  
\_\_\_\_\_  
Tyler Allen Haigh

Date: 12-29-2025

The terms and conditions of this agreement are approved, and the execution by the above individual on behalf of the City of Goshen, Indiana, Goshen Police Department, is ratified by the Goshen Board of Public Works and Safety on the date set forth below.

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

Date: \_\_\_\_\_



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July 9, 2026

To: Goshen Board of Public Works and Safety

From: Shannon Marks, Legal Compliance Administrator

Subject: Goshen Police Department Conditional Offer of Employment Agreement with  
Brayden David Hinkel

A conditional offer of employment was extended on behalf of the Board of Public Works and Safety to Brayden David Hinkel for employment with the Goshen Police Department, and a Conditional Offer of Employment Agreement was entered into on December 29, 2025. It is recommended that the Board approve the terms and conditions and ratify the execution of the Conditional Offer of Employment Agreement.

Suggested Motion - Move to approve the terms and conditions and ratify the execution of the Conditional Offer of Employment Agreement with Brayden David Hinkel dated December 29, 2025.

**GOSHEN POLICE DEPARTMENT  
CONDITIONAL OFFER OF EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made and entered into effective as of the latter date of the signatures hereon, by and between **Brayden David Hinkel** ("Hinkel") and **City of Goshen, Indiana** ("City").

In consideration of the terms, conditions and mutual covenants contained in this agreement, City and Hinkel agree as follows:

**CONDITIONAL OFFER OF AND PREREQUISITES TO BEGINNING EMPLOYMENT**

City conditionally offers Hinkel employment as a probationary patrol officer with the Goshen Police Department. Hinkel accepts City's conditional offer of employment. City and Hinkel understand and agree that the offer of employment is contingent upon the following:

- (1) City may not currently have a personnel vacancy in the Goshen Police Department rank and file. Hinkel understands that a personnel vacancy in the rank and file of the Goshen Police Department may not currently exist. Although the Goshen Police Department is initiating the baseline statewide physical examination and baseline statewide mental examination, Hinkel understands that actual employment with the City of Goshen and Goshen Police Department will not occur until such time that a personnel vacancy is available and/or positions are being added to increase the number of police officers.
- (2) In accordance with Indiana Code § 36-8-3-21(b), Hinkel understands that Hinkel must meet the conditions for membership in the Indiana Public Retirement System's (INPRS) 1977 Police Officers' and Firefighters' Pension and Disability Fund (1977 Fund) to be a firefighter with the Goshen Police Department. Hinkel agrees to complete the INPRS Application for Membership in the 1977 Fund (State Form 4928). All terms, conditions, and understandings set forth in the Application for Membership in the 1977 Fund are incorporated into this agreement by reference. Hinkel understands that the application requires Hinkel to authorize the release of medical information, the completion of a comprehensive general medical history and the completion of the baseline statewide physical examination and baseline statewide mental examination.
- (3) City agrees to pay the cost for Hinkel to complete the baseline statewide physical examination and baseline statewide mental examination as required by Indiana Code §§ 36-8-8-7(a) and 36-8-8-19. In the event that Hinkel has certain preexisting condition(s) that would constitute an excludable medical condition (Class 3 medical condition), any reports or additional testing that may be required concerning the preexisting condition(s) shall be at Hinkel's expense. If additional reports and/or testing are required, Hinkel may elect to terminate this agreement by providing City notice in writing.
- (4) Hinkel understands that Hinkel must successfully pass the baseline statewide physical examination and the baseline statewide mental examination. In the event that Hinkel does not pass the physical and mental examinations, City withdraws this offer of employment, and Hinkel shall accept City's withdrawal and this agreement shall be terminated.
- (5) Hinkel understands that the INPRS Board of Trustees must approve Hinkel's Application for Membership to the 1977 Fund. If the INPRS Board of Trustees approves the Application for

Membership to the 1977 Fund, the Goshen Police Department will request the Goshen Board of Public Works and Safety to ratify the execution of this agreement and approve the hiring of Hinkel in a public meeting when a position opening becomes available in the Goshen Police Department. In the event that the INPRS Board of Trustees does not approve the Application for Membership in the 1977 Fund, and Hinkel does not appeal the decision, City withdraws this offer of employment, and Hinkel shall accept City's withdrawal and this agreement shall be terminated.

- (6) If Hinkel decides to decline employment with the City of Goshen and Goshen Police Department prior to the approved hiring in paragraph (5), Hinkel shall provide City notice in writing, and City shall withdraw this offer of employment and this agreement shall be terminated.

#### **AGREE TO ENROLL AND COMPLETE ALL TRAINING REQUIREMENTS**

- (1) As a condition of employment with City and Goshen Police Department, Hinkel is required to successfully complete the pre-basic course required by Indiana Code § 5-2-1-9(e) in order to exercise police powers. Hinkel agrees to attend the pre-basic course when instructed to do so, and successfully complete the pre-basic course within sixty (60) days of Hinkel's first day of employment with Goshen Police Department.
- (2) As a further condition of employment, City and Goshen Police Department shall require and Hinkel agrees to attend and successfully complete the basic training requirements established by the Indiana Law Enforcement Training Board at a certified law enforcement academy. Hinkel agrees to maintain a physical condition in order to pass the physical entrance standards to the law enforcement academy as established by the Indianan Law Enforcement Training Board.
- (3) Hinkel will be paid for the time Hinkel spends in the pre-basic course under paragraph (1) and the basic training under paragraph (2). City will pay the cost of the pre-basic course and the basic training one (1) time.
- (4) If Hinkel fails to successfully complete the pre-basic course, is unable to pass the physical entrance standards to the law enforcement academy, or fails to successfully complete the basic training requirements at any time within one (1) year of Hinkel's first day of employment with Goshen Police Department, Hinkel's employment with City and Goshen Police Department shall terminate.

#### **AMENDMENT**

This agreement may be amended only by the mutual written consent of the parties and approval by the Goshen Board of Public Works and Safety.

#### **SEVERABILITY**

The provisions of this agreement are severable, and if any provision shall be held invalid or unenforceable, in whole or in part, then such invalidity or unenforceability shall affect only such provision and shall not affect any other provision of this agreement.

#### **INDIANA LAW**

This agreement shall be governed by and construed in accordance with the laws of the State of Indiana. Proper venue to enforce the terms and conditions of this agreement shall be in Elkhart County, Indiana.

### BINDING EFFECT

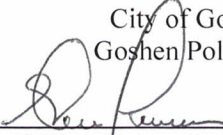
This agreement shall be binding upon and shall inure to the benefit of the parties and their respective successors and assigns.

### ENTIRE AGREEMENT

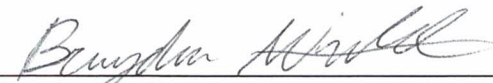
This agreement constitutes the entire agreement between the parties, and supersedes all prior negotiations, agreements and understandings between the parties concerning the subject matter hereof.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates set forth below.

City of Goshen, Indiana  
Goshen Police Department

  
\_\_\_\_\_  
Jose Miller, Police Chief  
or  
Shawn Turner, Assistant Police Chief

Date: 12-29-2025

  
\_\_\_\_\_  
Brayden David Hinkel

Date: 12-29-25

The terms and conditions of this agreement are approved, and the execution by the above individual on behalf of the City of Goshen, Indiana, Goshen Police Department, is ratified by the Goshen Board of Public Works and Safety on the date set forth below.

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

Date: \_\_\_\_\_



## **CITY OF GOSHEN LEGAL DEPARTMENT**

City Annex  
204 East Jefferson Street, Suite 2  
Goshen, Indiana 46528-3405

Phone (574) 537-3820 • Fax (574) 533-8626 • TDD (574) 534-3185  
[www.goshenindiana.org](http://www.goshenindiana.org)

July 9, 2026

To: Goshen Board of Public Works and Safety

From: Shannon Marks, Legal Compliance Administrator

Subject: Goshen Police Department Conditional Offer of Employment Agreement with Timothy Joseph Hunter

A conditional offer of employment was extended on behalf of the Board of Public Works and Safety to Timothy Joseph Hunter for employment with the Goshen Police Department, and a Conditional Offer of Employment Agreement was entered into on June 17, 2025. It is recommended that the Board approve the terms and conditions and ratify the execution of the Conditional Offer of Employment Agreement.

Suggested Motion - Move to approve the terms and conditions and ratify the execution of the Conditional Offer of Employment Agreement with Timothy Joseph Hunter dated June 17, 2025.

**GOSHEN POLICE DEPARTMENT  
CONDITIONAL OFFER OF EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made and entered into effective as of the latter date of the signatures hereon, by and between **Timothy Joseph Hunter** ("Hunter") and **City of Goshen, Indiana** ("City").

In consideration of the terms, conditions and mutual covenants contained in this agreement, City and Hunter agree as follows:

**CONDITIONAL OFFER OF AND PREREQUISITES TO BEGINNING EMPLOYMENT**

City conditionally offers Hunter employment as a probationary patrol officer with the Goshen Police Department. Hunter accepts City's conditional offer of employment. City and Hunter understand and agree that the offer of employment is contingent upon the following:

- (1) City may not currently have a personnel vacancy in the Goshen Police Department rank and file. Hunter understands that a personnel vacancy in the rank and file of the Goshen Police Department may not currently exist. Although the Goshen Police Department is initiating the baseline statewide physical examination and baseline statewide mental examination, Hunter understands that actual employment with the City of Goshen and Goshen Police Department will not occur until such time that a personnel vacancy is available and/or positions are being added to increase the number of police officers.
- (2) In accordance with Indiana Code § 36-8-3-21(b), Hunter understands that Hunter must meet the conditions for membership in the Indiana Public Retirement System's (INPRS) 1977 Police Officers' and Firefighters' Pension and Disability Fund (1977 Fund) to be a firefighter with the Goshen Police Department. Hunter agrees to complete the INPRS Application for Membership in the 1977 Fund (State Form 4928). All terms, conditions, and understandings set forth in the Application for Membership in the 1977 Fund are incorporated into this agreement by reference. Hunter understands that the application requires Hunter to authorize the release of medical information, the completion of a comprehensive general medical history and the completion of the baseline statewide physical examination and baseline statewide mental examination.
- (3) City agrees to pay the cost for Hunter to complete the baseline statewide physical examination and baseline statewide mental examination as required by Indiana Code §§ 36-8-8-7(a) and 36-8-8-19. In the event that Hunter has certain preexisting condition(s) that would constitute an excludable medical condition (Class 3 medical condition), any reports or additional testing that may be required concerning the preexisting condition(s) shall be at Hunter's expense. If additional reports and/or testing are required, Hunter may elect to terminate this agreement by providing City notice in writing.
- (4) Hunter understands that Hunter must successfully pass the baseline statewide physical examination and the baseline statewide mental examination. In the event that Hunter does not pass the physical and mental examinations, City withdraws this offer of employment, and Hunter shall accept City's withdrawal and this agreement shall be terminated.
- (5) Hunter understands that the INPRS Board of Trustees must approve Hunter's Application for Membership to the 1977 Fund. If the INPRS Board of Trustees approves the Application for

Membership to the 1977 Fund, the Goshen Police Department will request the Goshen Board of Public Works and Safety to ratify the execution of this agreement and approve the hiring of Hunter in a public meeting when a position opening becomes available in the Goshen Police Department. In the event that the INPRS Board of Trustees does not approve the Application for Membership in the 1977 Fund, and Hunter does not appeal the decision, City withdraws this offer of employment, and Hunter shall accept City's withdrawal and this agreement shall be terminated.

- (6) If Hunter decides to decline employment with the City of Goshen and Goshen Police Department prior to the approved hiring in paragraph (5), Hunter shall provide City notice in writing, and City shall withdraw this offer of employment and this agreement shall be terminated.

#### **AGREE TO ENROLL AND COMPLETE ALL TRAINING REQUIREMENTS**

- (1) As a condition of employment with City and Goshen Police Department, Hunter is required to successfully complete the pre-basic course required by Indiana Code § 5-2-1-9(e) in order to exercise police powers. Hunter agrees to attend the pre-basic course when instructed to do so, and successfully complete the pre-basic course within sixty (60) days of Hunter's first day of employment with Goshen Police Department.
- (2) As a further condition of employment, City and Goshen Police Department shall require and Hunter agrees to attend and successfully complete the basic training requirements established by the Indiana Law Enforcement Training Board at a certified law enforcement academy. Hunter agrees to maintain a physical condition in order to pass the physical entrance standards to the law enforcement academy as established by the Indianan Law Enforcement Training Board.
- (3) Hunter will be paid for the time Hunter spends in the pre-basic course under paragraph (1) and the basic training under paragraph (2). City will pay the cost of the pre-basic course and the basic training one (1) time.
- (4) If Hunter fails to successfully complete the pre-basic course, is unable to pass the physical entrance standards to the law enforcement academy, or fails to successfully complete the basic training requirements at any time within one (1) year of Hunter's first day of employment with Goshen Police Department, Hunter's employment with City and Goshen Police Department shall terminate.

#### **AMENDMENT**

This agreement may be amended only by the mutual written consent of the parties and approval by the Goshen Board of Public Works and Safety.

#### **SEVERABILITY**

The provisions of this agreement are severable, and if any provision shall be held invalid or unenforceable, in whole or in part, then such invalidity or unenforceability shall affect only such provision and shall not affect any other provision of this agreement.

#### **INDIANA LAW**

This agreement shall be governed by and construed in accordance with the laws of the State of Indiana. Proper venue to enforce the terms and conditions of this agreement shall be in Elkhart County, Indiana.

**BINDING EFFECT**

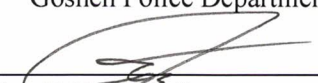
This agreement shall be binding upon and shall inure to the benefit of the parties and their respective successors and assigns.

**ENTIRE AGREEMENT**

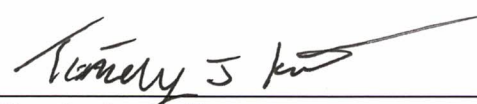
This agreement constitutes the entire agreement between the parties, and supersedes all prior negotiations, agreements and understandings between the parties concerning the subject matter hereof.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates set forth below.

City of Goshen, Indiana  
Goshen Police Department

  
\_\_\_\_\_  
Jose Miller, Police Chief

Date: 6/17/2025

  
\_\_\_\_\_  
Timothy Joseph Hunter

Date: 6-17-2025

The terms and conditions of this agreement are approved, and the execution by the above individual on behalf of the City of Goshen, Indiana, Goshen Police Department, is ratified by the Goshen Board of Public Works and Safety on the date set forth below.

\_\_\_\_\_  
Gina M. Leichthy, Mayor

Date: \_\_\_\_\_



## **CITY OF GOSHEN LEGAL DEPARTMENT**

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July 9, 2026

To: Goshen Board of Public Works and Safety

From: Shannon Marks, Legal Compliance Administrator

Subject: Goshen Police Department Conditional Offer of Employment Agreement with Victor Jonathan Reyes

A conditional offer of employment was extended on behalf of the Board of Public Works and Safety to Victor Jonathan Reyes for employment with the Goshen Police Department, and a Conditional Offer of Employment Agreement was entered into on December 29, 2025. It is recommended that the Board approve the terms and conditions and ratify the execution of the Conditional Offer of Employment Agreement.

Suggested Motion - Move to approve the terms and conditions and ratify the execution of the Conditional Offer of Employment Agreement with Victor Jonathan Reyes dated December 29, 2025.

**GOSHEN POLICE DEPARTMENT  
CONDITIONAL OFFER OF EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made and entered into effective as of the latter date of the signatures hereon, by and between **Victor Jonathon Reyes** ("Reyes") and **City of Goshen, Indiana** ("City").

In consideration of the terms, conditions and mutual covenants contained in this agreement, City and Reyes agree as follows:

**CONDITIONAL OFFER OF AND PREREQUISITES TO BEGINNING EMPLOYMENT**

City conditionally offers Reyes employment as a probationary patrol officer with the Goshen Police Department. Reyes accepts City's conditional offer of employment. City and Reyes understand and agree that the offer of employment is contingent upon the following:

- (1) City may not currently have a personnel vacancy in the Goshen Police Department rank and file. Reyes understands that a personnel vacancy in the rank and file of the Goshen Police Department may not currently exist. Although the Goshen Police Department is initiating the baseline statewide physical examination and baseline statewide mental examination, Reyes understands that actual employment with the City of Goshen and Goshen Police Department will not occur until such time that a personnel vacancy is available and/or positions are being added to increase the number of police officers.
- (2) In accordance with Indiana Code § 36-8-3-21(b), Reyes understands that Reyes must meet the conditions for membership in the Indiana Public Retirement System's (INPRS) 1977 Police Officers' and Firefighters' Pension and Disability Fund (1977 Fund) to be a firefighter with the Goshen Police Department. Reyes agrees to complete the INPRS Application for Membership in the 1977 Fund (State Form 4928). All terms, conditions, and understandings set forth in the Application for Membership in the 1977 Fund are incorporated into this agreement by reference. Reyes understands that the application requires Reyes to authorize the release of medical information, the completion of a comprehensive general medical history and the completion of the baseline statewide physical examination and baseline statewide mental examination.
- (3) City agrees to pay the cost for Reyes to complete the baseline statewide physical examination and baseline statewide mental examination as required by Indiana Code §§ 36-8-8-7(a) and 36-8-8-19. In the event that Reyes has certain preexisting condition(s) that would constitute an excludable medical condition (Class 3 medical condition), any reports or additional testing that may be required concerning the preexisting condition(s) shall be at Reyes's expense. If additional reports and/or testing are required, Reyes may elect to terminate this agreement by providing City notice in writing.
- (4) Reyes understands that Reyes must successfully pass the baseline statewide physical examination and the baseline statewide mental examination. In the event that Reyes does not pass the physical and mental examinations, City withdraws this offer of employment, and Reyes shall accept City's withdrawal and this agreement shall be terminated.
- (5) Reyes understands that the INPRS Board of Trustees must approve Reyes's Application for Membership to the 1977 Fund. If the INPRS Board of Trustees approves the Application for

Membership to the 1977 Fund, the Goshen Police Department will request the Goshen Board of Public Works and Safety to ratify the execution of this agreement and approve the hiring of Reyes in a public meeting when a position opening becomes available in the Goshen Police Department. In the event that the INPRS Board of Trustees does not approve the Application for Membership in the 1977 Fund, and Reyes does not appeal the decision, City withdraws this offer of employment, and Reyes shall accept City's withdrawal and this agreement shall be terminated.

- (6) If Reyes decides to decline employment with the City of Goshen and Goshen Police Department prior to the approved hiring in paragraph (5), Reyes shall provide City notice in writing, and City shall withdraw this offer of employment and this agreement shall be terminated.

#### **AGREE TO ENROLL AND COMPLETE ALL TRAINING REQUIREMENTS**

- (1) As a condition of employment with City and Goshen Police Department, Reyes is required to successfully complete the pre-basic course required by Indiana Code § 5-2-1-9(e) in order to exercise police powers. Reyes agrees to attend the pre-basic course when instructed to do so, and successfully complete the pre-basic course within sixty (60) days of Reyes's first day of employment with Goshen Police Department.
- (2) As a further condition of employment, City and Goshen Police Department shall require and Reyes agrees to attend and successfully complete the basic training requirements established by the Indiana Law Enforcement Training Board at a certified law enforcement academy. Reyes agrees to maintain a physical condition in order to pass the physical entrance standards to the law enforcement academy as established by the Indianan Law Enforcement Training Board.
- (3) Reyes will be paid for the time Reyes spends in the pre-basic course under paragraph (1) and the basic training under paragraph (2). City will pay the cost of the pre-basic course and the basic training one (1) time.
- (4) If Reyes fails to successfully complete the pre-basic course, is unable to pass the physical entrance standards to the law enforcement academy, or fails to successfully complete the basic training requirements at any time within one (1) year of Reyes's first day of employment with Goshen Police Department, Reyes's employment with City and Goshen Police Department shall terminate.

#### **AMENDMENT**

This agreement may be amended only by the mutual written consent of the parties and approval by the Goshen Board of Public Works and Safety.

#### **SEVERABILITY**

The provisions of this agreement are severable, and if any provision shall be held invalid or unenforceable, in whole or in part, then such invalidity or unenforceability shall affect only such provision and shall not affect any other provision of this agreement.

#### **INDIANA LAW**

This agreement shall be governed by and construed in accordance with the laws of the State of Indiana. Proper venue to enforce the terms and conditions of this agreement shall be in Elkhart County, Indiana.

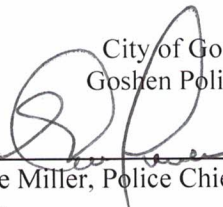
### BINDING EFFECT

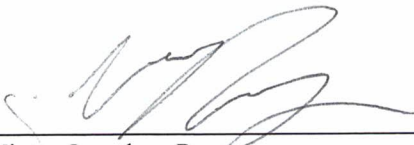
This agreement shall be binding upon and shall inure to the benefit of the parties and their respective successors and assigns.

### ENTIRE AGREEMENT

This agreement constitutes the entire agreement between the parties, and supersedes all prior negotiations, agreements and understandings between the parties concerning the subject matter hereof.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates set forth below.

  
City of Goshen, Indiana  
Goshen Police Department  
\_\_\_\_\_  
Jose Miller, Police Chief  
or  
Shawn Turner, Assistant Police Chief  
Date: 12-29-2025

  
\_\_\_\_\_  
Victor Jonathon Reyes  
Date: 12/29/2025

The terms and conditions of this agreement are approved, and the execution by the above individual on behalf of the City of Goshen, Indiana, Goshen Police Department, is ratified by the Goshen Board of Public Works and Safety on the date set forth below.

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



Andy Stephenson  
Chief of Police  
Goshen Police Dept.  
111 E. Jefferson St.  
Goshen, Indiana 46528

TO: Goshen Board of Public Works & Safety  
Mayor Gina Leichty  
Member Mike Landis  
Member Mary Nichols  
Member Barb Swartley  
Member Orv Myers

Date: July 6, 2026

From: Andy Stephenson

Reference: Hiring of Probationary Police Officers Victor Reyes, Timothy Hunter, Brayden Hinkel, Gavin Guajardo, and Tyler Haigh

We are requesting that the Board of Public Works & Safety approve the terms and conditions, and ratify the execution, of the *Conditional Offer of Employment Agreements* and approve the hiring of Gavin Guajardo, Tyler Haigh, Brayden Hinkel, Timothy Hunter, and Victor Reyes as Probationary Police Officers retroactive to Monday, July 6, 2026.

All the candidates have successfully completed the hiring process and have been approved by the local and state pension boards.

We are excited for all of them to begin serving the residents of the City of Goshen.

Respectfully,

A handwritten signature in black ink, appearing to be "A. Stephenson", written over a horizontal line.

Andy Stephenson

**GOSHEN POLICE DEPARTMENT  
CONDITIONAL OFFER OF EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made and entered into effective as of the latter date of the signatures hereon, by and between **Gavin Ethan Guajardo** ("Guajardo") and **City of Goshen, Indiana** ("City").

In consideration of the terms, conditions and mutual covenants contained in this agreement, City and Guajardo agree as follows:

**CONDITIONAL OFFER OF AND PREREQUISITES TO BEGINNING EMPLOYMENT**

City conditionally offers Guajardo employment as a probationary patrol officer with the Goshen Police Department. Guajardo accepts City's conditional offer of employment. City and Guajardo understand and agree that the offer of employment is contingent upon the following:

- (1) City may not currently have a personnel vacancy in the Goshen Police Department rank and file. Guajardo understands that a personnel vacancy in the rank and file of the Goshen Police Department may not currently exist. Although the Goshen Police Department is initiating the baseline statewide physical examination and baseline statewide mental examination, Guajardo understands that actual employment with the City of Goshen and Goshen Police Department will not occur until such time that a personnel vacancy is available and/or positions are being added to increase the number of police officers.
- (2) In accordance with Indiana Code § 36-8-3-21(b), Guajardo understands that Guajardo must meet the conditions for membership in the Indiana Public Retirement System's (INPRS) 1977 Police Officers' and Firefighters' Pension and Disability Fund (1977 Fund) to be a firefighter with the Goshen Police Department. Guajardo agrees to complete the INPRS Application for Membership in the 1977 Fund (State Form 4928). All terms, conditions, and understandings set forth in the Application for Membership in the 1977 Fund are incorporated into this agreement by reference. Guajardo understands that the application requires Guajardo to authorize the release of medical information, the completion of a comprehensive general medical history and the completion of the baseline statewide physical examination and baseline statewide mental examination.
- (3) City agrees to pay the cost for Guajardo to complete the baseline statewide physical examination and baseline statewide mental examination as required by Indiana Code §§ 36-8-8-7(a) and 36-8-8-19. In the event that Guajardo has certain preexisting condition(s) that would constitute an excludable medical condition (Class 3 medical condition), any reports or additional testing that may be required concerning the preexisting condition(s) shall be at Guajardo's expense. If additional reports and/or testing are required, Guajardo may elect to terminate this agreement by providing City notice in writing.
- (4) Guajardo understands that Guajardo must successfully pass the baseline statewide physical examination and the baseline statewide mental examination. In the event that Guajardo does not pass the physical and mental examinations, City withdraws this offer of employment, and Guajardo shall accept City's withdrawal and this agreement shall be terminated.
- (5) Guajardo understands that the INPRS Board of Trustees must approve Guajardo's Application for Membership to the 1977 Fund. If the INPRS Board of Trustees approves the Application for Membership to the 1977 Fund, the Goshen Police Department will request the Goshen Board of

Public Works and Safety to ratify the execution of this agreement and approve the hiring of Guajardo in a public meeting when a position opening becomes available in the Goshen Police Department. In the event that the INPRS Board of Trustees does not approve the Application for Membership in the 1977 Fund, and Guajardo does not appeal the decision, City withdraws this offer of employment, and Guajardo shall accept City's withdrawal and this agreement shall be terminated.

- (6) If Guajardo decides to decline employment with the City of Goshen and Goshen Police Department prior to the approved hiring in paragraph (5), Guajardo shall provide City notice in writing, and City shall withdraw this offer of employment and this agreement shall be terminated.

#### **AGREE TO ENROLL AND COMPLETE ALL TRAINING REQUIREMENTS**

- (1) As a condition of employment with City and Goshen Police Department, Guajardo is required to successfully complete the pre-basic course required by Indiana Code § 5-2-1-9(e) in order to exercise police powers. Guajardo agrees to attend the pre-basic course when instructed to do so, and successfully complete the pre-basic course within sixty (60) days of Guajardo's first day of employment with Goshen Police Department.
- (2) As a further condition of employment, City and Goshen Police Department shall require and Guajardo agrees to attend and successfully complete the basic training requirements established by the Indiana Law Enforcement Training Board at a certified law enforcement academy. Guajardo agrees to maintain a physical condition in order to pass the physical entrance standards to the law enforcement academy as established by the Indianan Law Enforcement Training Board.
- (3) Guajardo will be paid for the time Guajardo spends in the pre-basic course under paragraph (1) and the basic training under paragraph (2). City will pay the cost of the pre-basic course and the basic training one (1) time.
- (4) If Guajardo fails to successfully complete the pre-basic course, is unable to pass the physical entrance standards to the law enforcement academy, or fails to successfully complete the basic training requirements at any time within one (1) year of Guajardo's first day of employment with Goshen Police Department, Guajardo's employment with City and Goshen Police Department shall terminate.

#### **AMENDMENT**

This agreement may be amended only by the mutual written consent of the parties and approval by the Goshen Board of Public Works and Safety.

#### **SEVERABILITY**

The provisions of this agreement are severable, and if any provision shall be held invalid or unenforceable, in whole or in part, then such invalidity or unenforceability shall affect only such provision and shall not affect any other provision of this agreement.

#### **INDIANA LAW**

This agreement shall be governed by and construed in accordance with the laws of the State of Indiana. Proper venue to enforce the terms and conditions of this agreement shall be in Elkhart County, Indiana.

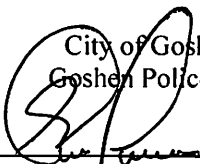
### BINDING EFFECT

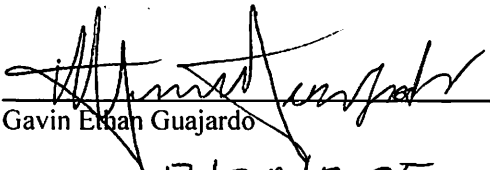
This agreement shall be binding upon and shall inure to the benefit of the parties and their respective successors and assigns.

### ENTIRE AGREEMENT

This agreement constitutes the entire agreement between the parties, and supersedes all prior negotiations, agreements and understandings between the parties concerning the subject matter hereof.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates set forth below.

  
City of Goshen, Indiana  
Goshen Police Department  
\_\_\_\_\_  
Jose Miller, Police Chief  
or  
Shawn Turner, Assistant Police Chief  
Date: 12/19/2025

  
\_\_\_\_\_  
Gavin Ethan Guajardo  
Date: 12/29/2025

The terms and conditions of this agreement are approved, and the execution by the above individual on behalf of the City of Goshen, Indiana, Goshen Police Department, is ratified by the Goshen Board of Public Works and Safety on the date set forth below.

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

**GOSHEN POLICE DEPARTMENT  
CONDITIONAL OFFER OF EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made and entered into effective as of the latter date of the signatures hereon, by and between **Tyler Allen Haigh** ("Haigh") and **City of Goshen, Indiana** ("City").

In consideration of the terms, conditions and mutual covenants contained in this agreement, City and Haigh agree as follows:

**CONDITIONAL OFFER OF AND PREREQUISITES TO BEGINNING EMPLOYMENT**

City conditionally offers Haigh employment as a probationary patrol officer with the Goshen Police Department. Haigh accepts City's conditional offer of employment. City and Haigh understand and agree that the offer of employment is contingent upon the following:

- (1) City may not currently have a personnel vacancy in the Goshen Police Department rank and file. Haigh understands that a personnel vacancy in the rank and file of the Goshen Police Department may not currently exist. Although the Goshen Police Department is initiating the baseline statewide physical examination and baseline statewide mental examination, Haigh understands that actual employment with the City of Goshen and Goshen Police Department will not occur until such time that a personnel vacancy is available and/or positions are being added to increase the number of police officers.
- (2) In accordance with Indiana Code § 36-8-3-21(b), Haigh understands that Haigh must meet the conditions for membership in the Indiana Public Retirement System's (INPRS) 1977 Police Officers' and Firefighters' Pension and Disability Fund (1977 Fund) to be a firefighter with the Goshen Police Department. Haigh agrees to complete the INPRS Application for Membership in the 1977 Fund (State Form 4928). All terms, conditions, and understandings set forth in the Application for Membership in the 1977 Fund are incorporated into this agreement by reference. Haigh understands that the application requires Haigh to authorize the release of medical information, the completion of a comprehensive general medical history and the completion of the baseline statewide physical examination and baseline statewide mental examination.
- (3) City agrees to pay the cost for Haigh to complete the baseline statewide physical examination and baseline statewide mental examination as required by Indiana Code §§ 36-8-8-7(a) and 36-8-8-19. In the event that Haigh has certain preexisting condition(s) that would constitute an excludable medical condition (Class 3 medical condition), any reports or additional testing that may be required concerning the preexisting condition(s) shall be at Haigh's expense. If additional reports and/or testing are required, Haigh may elect to terminate this agreement by providing City notice in writing.
- (4) Haigh understands that Haigh must successfully pass the baseline statewide physical examination and the baseline statewide mental examination. In the event that Haigh does not pass the physical and mental examinations, City withdraws this offer of employment, and Haigh shall accept City's withdrawal and this agreement shall be terminated.
- (5) Haigh understands that the INPRS Board of Trustees must approve Haigh's Application for Membership to the 1977 Fund. If the INPRS Board of Trustees approves the Application for

Membership to the 1977 Fund, the Goshen Police Department will request the Goshen Board of Public Works and Safety to ratify the execution of this agreement and approve the hiring of Haigh in a public meeting when a position opening becomes available in the Goshen Police Department. In the event that the INPRS Board of Trustees does not approve the Application for Membership in the 1977 Fund, and Haigh does not appeal the decision, City withdraws this offer of employment, and Haigh shall accept City's withdrawal and this agreement shall be terminated.

- (6) If Haigh decides to decline employment with the City of Goshen and Goshen Police Department prior to the approved hiring in paragraph (5), Haigh shall provide City notice in writing, and City shall withdraw this offer of employment and this agreement shall be terminated.

#### **AGREE TO ENROLL AND COMPLETE ALL TRAINING REQUIREMENTS**

- (1) As a condition of employment with City and Goshen Police Department, Haigh is required to successfully complete the pre-basic course required by Indiana Code § 5-2-1-9(e) in order to exercise police powers. Haigh agrees to attend the pre-basic course when instructed to do so, and successfully complete the pre-basic course within sixty (60) days of Haigh's first day of employment with Goshen Police Department.
- (2) As a further condition of employment, City and Goshen Police Department shall require and Haigh agrees to attend and successfully complete the basic training requirements established by the Indiana Law Enforcement Training Board at a certified law enforcement academy. Haigh agrees to maintain a physical condition in order to pass the physical entrance standards to the law enforcement academy as established by the Indianan Law Enforcement Training Board.
- (3) Haigh will be paid for the time Haigh spends in the pre-basic course under paragraph (1) and the basic training under paragraph (2). City will pay the cost of the pre-basic course and the basic training one (1) time.
- (4) If Haigh fails to successfully complete the pre-basic course, is unable to pass the physical entrance standards to the law enforcement academy, or fails to successfully complete the basic training requirements at any time within one (1) year of Haigh's first day of employment with Goshen Police Department, Haigh's employment with City and Goshen Police Department shall terminate.

#### **AMENDMENT**

This agreement may be amended only by the mutual written consent of the parties and approval by the Goshen Board of Public Works and Safety.

#### **SEVERABILITY**

The provisions of this agreement are severable, and if any provision shall be held invalid or unenforceable, in whole or in part, then such invalidity or unenforceability shall affect only such provision and shall not affect any other provision of this agreement.

#### **INDIANA LAW**

This agreement shall be governed by and construed in accordance with the laws of the State of Indiana. Proper venue to enforce the terms and conditions of this agreement shall be in Elkhart County, Indiana.

**BINDING EFFECT**

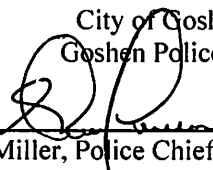
This agreement shall be binding upon and shall inure to the benefit of the parties and their respective successors and assigns.

**ENTIRE AGREEMENT**

This agreement constitutes the entire agreement between the parties, and supersedes all prior negotiations, agreements and understandings between the parties concerning the subject matter hereof.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates set forth below.

City of Goshen, Indiana  
Goshen Police Department

  
\_\_\_\_\_  
Jose Miller, Police Chief  
or  
Shawn Turner, Assistant Police Chief

Date: 12-29-2025

  
\_\_\_\_\_  
Tyler Allen Haigh

Date: 12-29-2025

The terms and conditions of this agreement are approved, and the execution by the above individual on behalf of the City of Goshen, Indiana, Goshen Police Department, is ratified by the Goshen Board of Public Works and Safety on the date set forth below.

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

Date: \_\_\_\_\_

**GOSHEN POLICE DEPARTMENT  
CONDITIONAL OFFER OF EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made and entered into effective as of the latter date of the signatures hereon, by and between **Brayden David Hinkel** ("Hinkel") and **City of Goshen, Indiana** ("City").

In consideration of the terms, conditions and mutual covenants contained in this agreement, City and Hinkel agree as follows:

**CONDITIONAL OFFER OF AND PREREQUISITES TO BEGINNING EMPLOYMENT**

City conditionally offers Hinkel employment as a probationary patrol officer with the Goshen Police Department. Hinkel accepts City's conditional offer of employment. City and Hinkel understand and agree that the offer of employment is contingent upon the following:

- (1) City may not currently have a personnel vacancy in the Goshen Police Department rank and file. Hinkel understands that a personnel vacancy in the rank and file of the Goshen Police Department may not currently exist. Although the Goshen Police Department is initiating the baseline statewide physical examination and baseline statewide mental examination, Hinkel understands that actual employment with the City of Goshen and Goshen Police Department will not occur until such time that a personnel vacancy is available and/or positions are being added to increase the number of police officers.
- (2) In accordance with Indiana Code § 36-8-3-21(b), Hinkel understands that Hinkel must meet the conditions for membership in the Indiana Public Retirement System's (INPRS) 1977 Police Officers' and Firefighters' Pension and Disability Fund (1977 Fund) to be a firefighter with the Goshen Police Department. Hinkel agrees to complete the INPRS Application for Membership in the 1977 Fund (State Form 4928). All terms, conditions, and understandings set forth in the Application for Membership in the 1977 Fund are incorporated into this agreement by reference. Hinkel understands that the application requires Hinkel to authorize the release of medical information, the completion of a comprehensive general medical history and the completion of the baseline statewide physical examination and baseline statewide mental examination.
- (3) City agrees to pay the cost for Hinkel to complete the baseline statewide physical examination and baseline statewide mental examination as required by Indiana Code §§ 36-8-8-7(a) and 36-8-8-19. In the event that Hinkel has certain preexisting condition(s) that would constitute an excludable medical condition (Class 3 medical condition), any reports or additional testing that may be required concerning the preexisting condition(s) shall be at Hinkel's expense. If additional reports and/or testing are required, Hinkel may elect to terminate this agreement by providing City notice in writing.
- (4) Hinkel understands that Hinkel must successfully pass the baseline statewide physical examination and the baseline statewide mental examination. In the event that Hinkel does not pass the physical and mental examinations, City withdraws this offer of employment, and Hinkel shall accept City's withdrawal and this agreement shall be terminated.
- (5) Hinkel understands that the INPRS Board of Trustees must approve Hinkel's Application for Membership to the 1977 Fund. If the INPRS Board of Trustees approves the Application for

Membership to the 1977 Fund, the Goshen Police Department will request the Goshen Board of Public Works and Safety to ratify the execution of this agreement and approve the hiring of Hinkel in a public meeting when a position opening becomes available in the Goshen Police Department. In the event that the INPRS Board of Trustees does not approve the Application for Membership in the 1977 Fund, and Hinkel does not appeal the decision, City withdraws this offer of employment, and Hinkel shall accept City's withdrawal and this agreement shall be terminated.

- (6) If Hinkel decides to decline employment with the City of Goshen and Goshen Police Department prior to the approved hiring in paragraph (5), Hinkel shall provide City notice in writing, and City shall withdraw this offer of employment and this agreement shall be terminated.

#### **AGREE TO ENROLL AND COMPLETE ALL TRAINING REQUIREMENTS**

- (1) As a condition of employment with City and Goshen Police Department, Hinkel is required to successfully complete the pre-basic course required by Indiana Code § 5-2-1-9(e) in order to exercise police powers. Hinkel agrees to attend the pre-basic course when instructed to do so, and successfully complete the pre-basic course within sixty (60) days of Hinkel's first day of employment with Goshen Police Department.
- (2) As a further condition of employment, City and Goshen Police Department shall require and Hinkel agrees to attend and successfully complete the basic training requirements established by the Indiana Law Enforcement Training Board at a certified law enforcement academy. Hinkel agrees to maintain a physical condition in order to pass the physical entrance standards to the law enforcement academy as established by the Indianan Law Enforcement Training Board.
- (3) Hinkel will be paid for the time Hinkel spends in the pre-basic course under paragraph (1) and the basic training under paragraph (2). City will pay the cost of the pre-basic course and the basic training one (1) time.
- (4) If Hinkel fails to successfully complete the pre-basic course, is unable to pass the physical entrance standards to the law enforcement academy, or fails to successfully complete the basic training requirements at any time within one (1) year of Hinkel's first day of employment with Goshen Police Department, Hinkel's employment with City and Goshen Police Department shall terminate.

#### **AMENDMENT**

This agreement may be amended only by the mutual written consent of the parties and approval by the Goshen Board of Public Works and Safety.

#### **SEVERABILITY**

The provisions of this agreement are severable, and if any provision shall be held invalid or unenforceable, in whole or in part, then such invalidity or unenforceability shall affect only such provision and shall not affect any other provision of this agreement.

#### **INDIANA LAW**

This agreement shall be governed by and construed in accordance with the laws of the State of Indiana. Proper venue to enforce the terms and conditions of this agreement shall be in Elkhart County, Indiana.

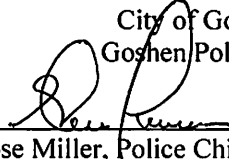
### BINDING EFFECT

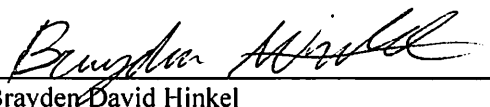
This agreement shall be binding upon and shall inure to the benefit of the parties and their respective successors and assigns.

### ENTIRE AGREEMENT

This agreement constitutes the entire agreement between the parties, and supersedes all prior negotiations, agreements and understandings between the parties concerning the subject matter hereof.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates set forth below.

City of Goshen, Indiana  
Goshen Police Department  
  
\_\_\_\_\_  
Jose Miller, Police Chief  
or  
Shawn Turner, Assistant Police Chief  
Date: 12-29-2025

  
\_\_\_\_\_  
Brayden David Hinkel  
Date: 12-29-25

The terms and conditions of this agreement are approved, and the execution by the above individual on behalf of the City of Goshen, Indiana, Goshen Police Department, is ratified by the Goshen Board of Public Works and Safety on the date set forth below.

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

**GOSHEN POLICE DEPARTMENT  
CONDITIONAL OFFER OF EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made and entered into effective as of the latter date of the signatures hereon, by and between **Timothy Joseph Hunter** ("Hunter") and **City of Goshen, Indiana** ("City").

In consideration of the terms, conditions and mutual covenants contained in this agreement, City and Hunter agree as follows:

**CONDITIONAL OFFER OF AND PREREQUISITES TO BEGINNING EMPLOYMENT**

City conditionally offers Hunter employment as a probationary patrol officer with the Goshen Police Department. Hunter accepts City's conditional offer of employment. City and Hunter understand and agree that the offer of employment is contingent upon the following:

- (1) City may not currently have a personnel vacancy in the Goshen Police Department rank and file. Hunter understands that a personnel vacancy in the rank and file of the Goshen Police Department may not currently exist. Although the Goshen Police Department is initiating the baseline statewide physical examination and baseline statewide mental examination, Hunter understands that actual employment with the City of Goshen and Goshen Police Department will not occur until such time that a personnel vacancy is available and/or positions are being added to increase the number of police officers.
- (2) In accordance with Indiana Code § 36-8-3-21(b), Hunter understands that Hunter must meet the conditions for membership in the Indiana Public Retirement System's (INPRS) 1977 Police Officers' and Firefighters' Pension and Disability Fund (1977 Fund) to be a firefighter with the Goshen Police Department. Hunter agrees to complete the INPRS Application for Membership in the 1977 Fund (State Form 4928). All terms, conditions, and understandings set forth in the Application for Membership in the 1977 Fund are incorporated into this agreement by reference. Hunter understands that the application requires Hunter to authorize the release of medical information, the completion of a comprehensive general medical history and the completion of the baseline statewide physical examination and baseline statewide mental examination.
- (3) City agrees to pay the cost for Hunter to complete the baseline statewide physical examination and baseline statewide mental examination as required by Indiana Code §§ 36-8-8-7(a) and 36-8-8-19. In the event that Hunter has certain preexisting condition(s) that would constitute an excludable medical condition (Class 3 medical condition), any reports or additional testing that may be required concerning the preexisting condition(s) shall be at Hunter's expense. If additional reports and/or testing are required, Hunter may elect to terminate this agreement by providing City notice in writing.
- (4) Hunter understands that Hunter must successfully pass the baseline statewide physical examination and the baseline statewide mental examination. In the event that Hunter does not pass the physical and mental examinations, City withdraws this offer of employment, and Hunter shall accept City's withdrawal and this agreement shall be terminated.
- (5) Hunter understands that the INPRS Board of Trustees must approve Hunter's Application for Membership to the 1977 Fund. If the INPRS Board of Trustees approves the Application for

Membership to the 1977 Fund, the Goshen Police Department will request the Goshen Board of Public Works and Safety to ratify the execution of this agreement and approve the hiring of Hunter in a public meeting when a position opening becomes available in the Goshen Police Department. In the event that the INPRS Board of Trustees does not approve the Application for Membership in the 1977 Fund, and Hunter does not appeal the decision, City withdraws this offer of employment, and Hunter shall accept City's withdrawal and this agreement shall be terminated.

- (6) If Hunter decides to decline employment with the City of Goshen and Goshen Police Department prior to the approved hiring in paragraph (5), Hunter shall provide City notice in writing, and City shall withdraw this offer of employment and this agreement shall be terminated.

#### **AGREE TO ENROLL AND COMPLETE ALL TRAINING REQUIREMENTS**

- (1) As a condition of employment with City and Goshen Police Department, Hunter is required to successfully complete the pre-basic course required by Indiana Code § 5-2-1-9(e) in order to exercise police powers. Hunter agrees to attend the pre-basic course when instructed to do so, and successfully complete the pre-basic course within sixty (60) days of Hunter's first day of employment with Goshen Police Department.
- (2) As a further condition of employment, City and Goshen Police Department shall require and Hunter agrees to attend and successfully complete the basic training requirements established by the Indiana Law Enforcement Training Board at a certified law enforcement academy. Hunter agrees to maintain a physical condition in order to pass the physical entrance standards to the law enforcement academy as established by the Indianan Law Enforcement Training Board.
- (3) Hunter will be paid for the time Hunter spends in the pre-basic course under paragraph (1) and the basic training under paragraph (2). City will pay the cost of the pre-basic course and the basic training one (1) time.
- (4) If Hunter fails to successfully complete the pre-basic course, is unable to pass the physical entrance standards to the law enforcement academy, or fails to successfully complete the basic training requirements at any time within one (1) year of Hunter's first day of employment with Goshen Police Department, Hunter's employment with City and Goshen Police Department shall terminate.

#### **AMENDMENT**

This agreement may be amended only by the mutual written consent of the parties and approval by the Goshen Board of Public Works and Safety.

#### **SEVERABILITY**

The provisions of this agreement are severable, and if any provision shall be held invalid or unenforceable, in whole or in part, then such invalidity or unenforceability shall affect only such provision and shall not affect any other provision of this agreement.

#### **INDIANA LAW**

This agreement shall be governed by and construed in accordance with the laws of the State of Indiana. Proper venue to enforce the terms and conditions of this agreement shall be in Elkhart County, Indiana.

**BINDING EFFECT**

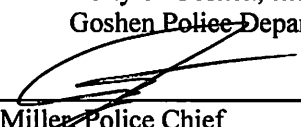
This agreement shall be binding upon and shall inure to the benefit of the parties and their respective successors and assigns.

**ENTIRE AGREEMENT**

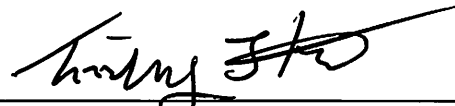
This agreement constitutes the entire agreement between the parties, and supersedes all prior negotiations, agreements and understandings between the parties concerning the subject matter hereof.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates set forth below.

City of Goshen, Indiana  
Goshen Police Department

  
\_\_\_\_\_  
Jose Miller, Police Chief

Date: 6/17/2025

  
\_\_\_\_\_  
Timothy Joseph Hunter

Date: 6-17-2025

The terms and conditions of this agreement are approved, and the execution by the above individual on behalf of the City of Goshen, Indiana, Goshen Police Department, is ratified by the Goshen Board of Public Works and Safety on the date set forth below.

\_\_\_\_\_  
Gina M. Leichy, Mayor

Date: \_\_\_\_\_

**GOSHEN POLICE DEPARTMENT  
CONDITIONAL OFFER OF EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made and entered into effective as of the latter date of the signatures hereon, by and between **Victor Jonathon Reyes** ("Reyes") and **City of Goshen, Indiana** ("City").

In consideration of the terms, conditions and mutual covenants contained in this agreement, City and Reyes agree as follows:

**CONDITIONAL OFFER OF AND PREREQUISITES TO BEGINNING EMPLOYMENT**

City conditionally offers Reyes employment as a probationary patrol officer with the Goshen Police Department. Reyes accepts City's conditional offer of employment. City and Reyes understand and agree that the offer of employment is contingent upon the following:

- (1) City may not currently have a personnel vacancy in the Goshen Police Department rank and file. Reyes understands that a personnel vacancy in the rank and file of the Goshen Police Department may not currently exist. Although the Goshen Police Department is initiating the baseline statewide physical examination and baseline statewide mental examination, Reyes understands that actual employment with the City of Goshen and Goshen Police Department will not occur until such time that a personnel vacancy is available and/or positions are being added to increase the number of police officers.
- (2) In accordance with Indiana Code § 36-8-3-21(b), Reyes understands that Reyes must meet the conditions for membership in the Indiana Public Retirement System's (INPRS) 1977 Police Officers' and Firefighters' Pension and Disability Fund (1977 Fund) to be a firefighter with the Goshen Police Department. Reyes agrees to complete the INPRS Application for Membership in the 1977 Fund (State Form 4928). All terms, conditions, and understandings set forth in the Application for Membership in the 1977 Fund are incorporated into this agreement by reference. Reyes understands that the application requires Reyes to authorize the release of medical information, the completion of a comprehensive general medical history and the completion of the baseline statewide physical examination and baseline statewide mental examination.
- (3) City agrees to pay the cost for Reyes to complete the baseline statewide physical examination and baseline statewide mental examination as required by Indiana Code §§ 36-8-8-7(a) and 36-8-8-19. In the event that Reyes has certain preexisting condition(s) that would constitute an excludable medical condition (Class 3 medical condition), any reports or additional testing that may be required concerning the preexisting condition(s) shall be at Reyes's expense. If additional reports and/or testing are required, Reyes may elect to terminate this agreement by providing City notice in writing.
- (4) Reyes understands that Reyes must successfully pass the baseline statewide physical examination and the baseline statewide mental examination. In the event that Reyes does not pass the physical and mental examinations, City withdraws this offer of employment, and Reyes shall accept City's withdrawal and this agreement shall be terminated.
- (5) Reyes understands that the INPRS Board of Trustees must approve Reyes's Application for Membership to the 1977 Fund. If the INPRS Board of Trustees approves the Application for

Membership to the 1977 Fund, the Goshen Police Department will request the Goshen Board of Public Works and Safety to ratify the execution of this agreement and approve the hiring of Reyes in a public meeting when a position opening becomes available in the Goshen Police Department. In the event that the INPRS Board of Trustees does not approve the Application for Membership in the 1977 Fund, and Reyes does not appeal the decision, City withdraws this offer of employment, and Reyes shall accept City's withdrawal and this agreement shall be terminated.

- (6) If Reyes decides to decline employment with the City of Goshen and Goshen Police Department prior to the approved hiring in paragraph (5), Reyes shall provide City notice in writing, and City shall withdraw this offer of employment and this agreement shall be terminated.

#### **AGREE TO ENROLL AND COMPLETE ALL TRAINING REQUIREMENTS**

- (1) As a condition of employment with City and Goshen Police Department, Reyes is required to successfully complete the pre-basic course required by Indiana Code § 5-2-1-9(e) in order to exercise police powers. Reyes agrees to attend the pre-basic course when instructed to do so, and successfully complete the pre-basic course within sixty (60) days of Reyes's first day of employment with Goshen Police Department.
- (2) As a further condition of employment, City and Goshen Police Department shall require and Reyes agrees to attend and successfully complete the basic training requirements established by the Indiana Law Enforcement Training Board at a certified law enforcement academy. Reyes agrees to maintain a physical condition in order to pass the physical entrance standards to the law enforcement academy as established by the Indianan Law Enforcement Training Board.
- (3) Reyes will be paid for the time Reyes spends in the pre-basic course under paragraph (1) and the basic training under paragraph (2). City will pay the cost of the pre-basic course and the basic training one (1) time.
- (4) If Reyes fails to successfully complete the pre-basic course, is unable to pass the physical entrance standards to the law enforcement academy, or fails to successfully complete the basic training requirements at any time within one (1) year of Reyes's first day of employment with Goshen Police Department, Reyes's employment with City and Goshen Police Department shall terminate.

#### **AMENDMENT**

This agreement may be amended only by the mutual written consent of the parties and approval by the Goshen Board of Public Works and Safety.

#### **SEVERABILITY**

The provisions of this agreement are severable, and if any provision shall be held invalid or unenforceable, in whole or in part, then such invalidity or unenforceability shall affect only such provision and shall not affect any other provision of this agreement.

#### **INDIANA LAW**

This agreement shall be governed by and construed in accordance with the laws of the State of Indiana. Proper venue to enforce the terms and conditions of this agreement shall be in Elkhart County, Indiana.

**BINDING EFFECT**

This agreement shall be binding upon and shall inure to the benefit of the parties and their respective successors and assigns.

**ENTIRE AGREEMENT**

This agreement constitutes the entire agreement between the parties, and supersedes all prior negotiations, agreements and understandings between the parties concerning the subject matter hereof.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates set forth below.

  
City of Goshen, Indiana  
Goshen Police Department  
\_\_\_\_\_  
Jose Miller, Police Chief  
or  
Shawn Turner, Assistant Police Chief  
Date: 12-29-2025

  
\_\_\_\_\_  
Victor Jonathon Reyes  
Date: 12/29/2025

The terms and conditions of this agreement are approved, and the execution by the above individual on behalf of the City of Goshen, Indiana, Goshen Police Department, is ratified by the Goshen Board of Public Works and Safety on the date set forth below.

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



**Richard Aguirre, City Clerk-Treasurer**  
**CITY OF GOSHEN**

202 South Fifth Street, Suite 2 • Goshen, IN 46528-3714

Phone (574) 533-8625 • Fax (574) 533-9740

[richardaguirre@goshencity.com](mailto:richardaguirre@goshencity.com) • [www.goshenindiana.org](http://www.goshenindiana.org)

**To:** City of Goshen Board of Public Works & Safety  
**From:** Clerk-Treasurer Richard R. Aguirre  
**Date:** July 9, 2026  
**Subject:** Dee and Tom Albrecht street closure request

***On July 2, 2026, the Clerk-Treasurer's Office received the following email:***

Dear Richard:

**Dee and Tom Albrecht** of 902 South 7th Street would request the Board of Public Work and Safety consider approval of our driveway project. We would like to replace existing concrete and widen the driveway entrance by 3 feet to match and sidewalk. This was approved by City Engineering last summer during the 2025 road work and sidewalk improvements on Plymouth Avenue.

This work is currently being scheduled for August 2026 with Bontrager Concrete of Nappanee, Indiana. The work would involve two days. One day to remove material and one to pour the new concrete. Each day would involve closing the street for 2-4 hours during the midday.

We have spoken with Rhonda Yoder, Lori Lipscomb, Richard Aguirre, the Engineering office and David Gibbs, Street Commissioner. I am willing to meet as needed and coordinate with Bontrager and the Goshen Street Department as needed.

Regards,

**Tom and Dee Albrecht**

902 South 7th street,

Goshen IN 46526

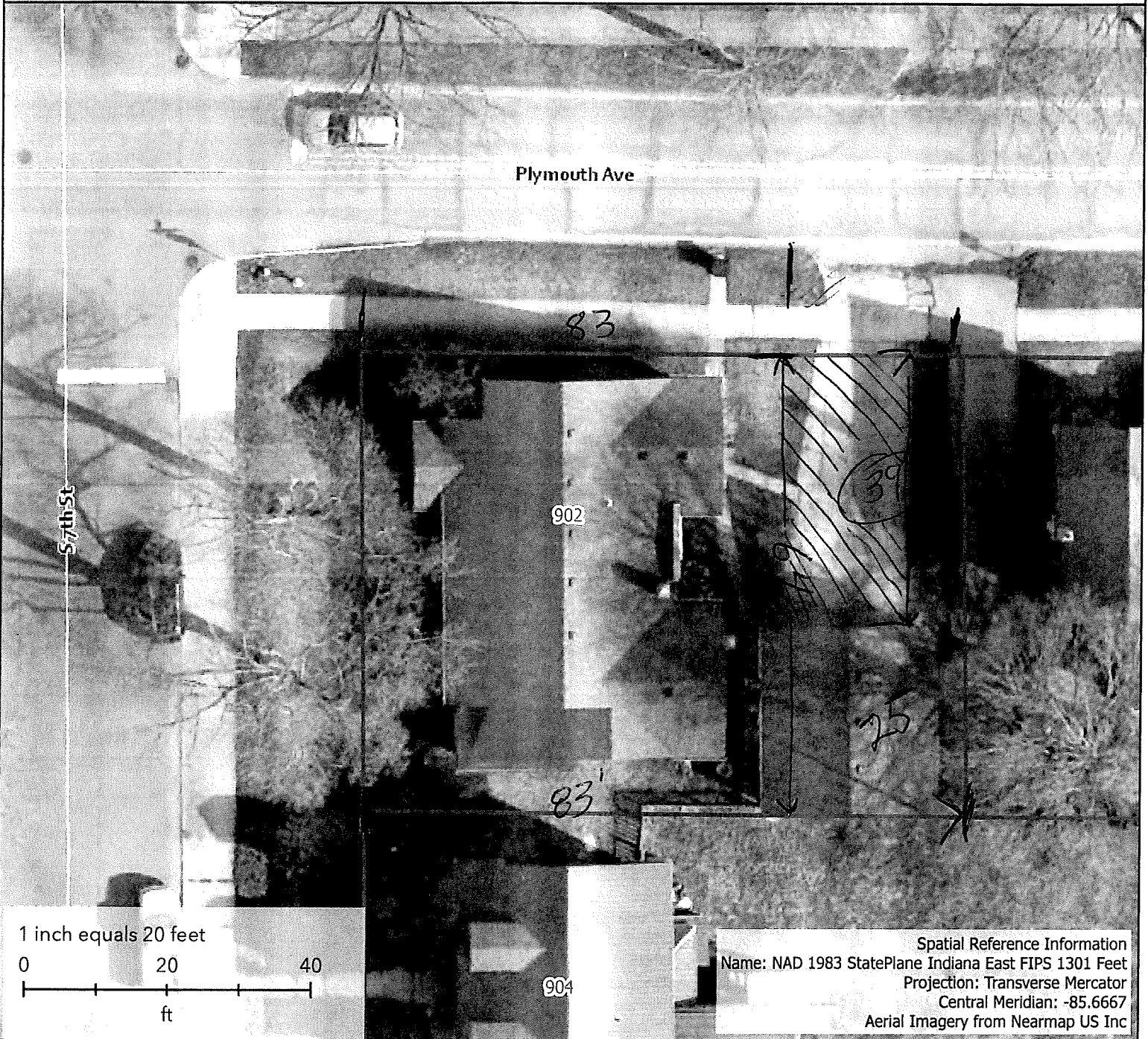
574-538-7027

[tomalbrecht7@gmail.com](mailto:tomalbrecht7@gmail.com)

# Goshen 902 S 7th Street



Printed 6/25/2026 by



The City of Goshen's Digital Data is the property of the City of Goshen and Elkhart County, Indiana. All graphic data supplied by the city and county has been derived from public records that are constantly undergoing change and is not warranted for content or accuracy. The city and county do not guarantee the positional or thematic accuracy of the data. The cartographic digital files are not a legal representation of any of the features depicted, and the city and county disclaim any assumption of the legal status they represent. Any implied warranties, including warranties of merchantability or fitness for a particular purpose, shall be expressly excluded. The data represents an actual reproduction of data contained in the city's or county's computer files. This data may be incomplete or inaccurate, and is subject to modifications and changes. City of Goshen and Elkhart County cannot be held liable for errors or omissions in the data. The recipient's use and reliance upon such data is at the recipient's risk. By using this data, the recipient agrees to protect, hold harmless and indemnify the City of Goshen and Elkhart County and its employees and officers. This indemnity covers reasonable attorney fees and all court costs associated with the defense of the city and county arising out of this disclaimer.

## The City of Goshen

Planning & Zoning Department

204 East Jefferson Street, Goshen, Indiana 46528  
Phone: 574-534-3600 [planning@goshencity.com](mailto:planning@goshencity.com)



1508 BASHOR RD  
GOSHEN, IN 46528

JUNE 30, 2026

CITY OF GOSHEN BOARD OF WORKS  
202 S FIFTH ST  
GOSHEN, IN 46528

We respectfully request that our petition below be reviewed by the City of Goshen Board of Works at their next July board meeting.

This request is pertaining to an existing double sided non lit road sign located at 520 S Third St in Goshen and has been in place at this address or many years.

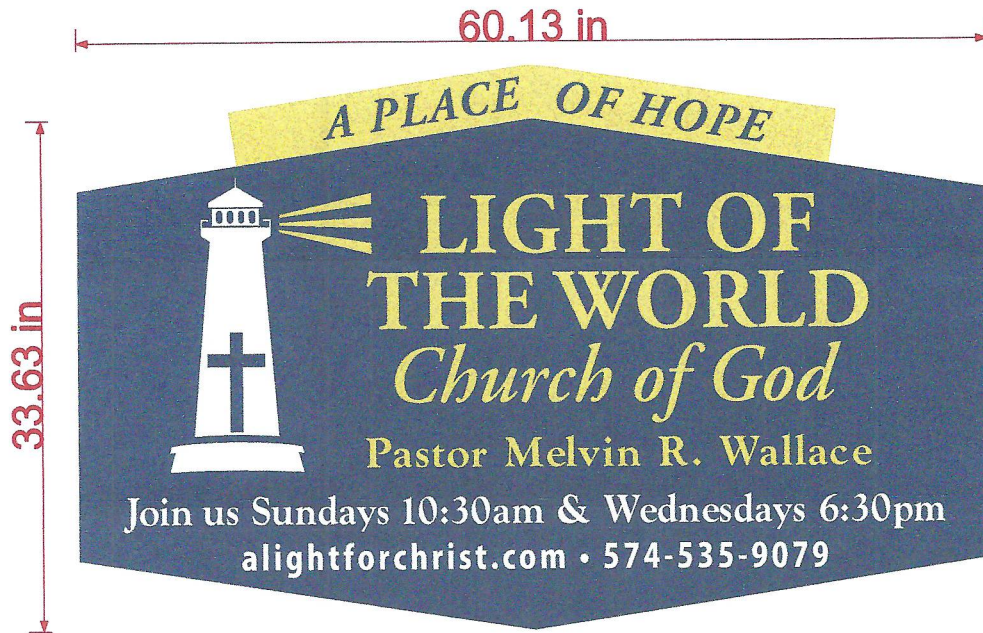
It was brought to our attention that the original sign company did not apply for a sign permit back in the day, and the sign currently sits in the right-of-way.

Our petition on behalf of Pastor Melvin & Felicia Wallace is to reface the existing sign with new sign panels that would have the same exact dimensions and shape as the existing sign, but with the new Light of the World logo.

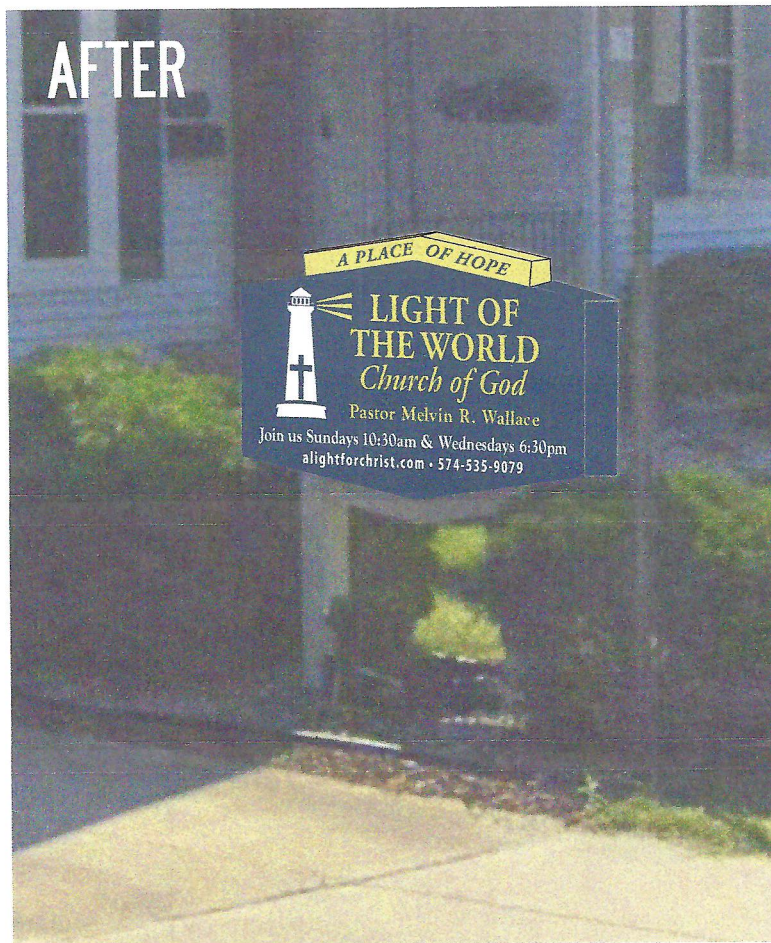
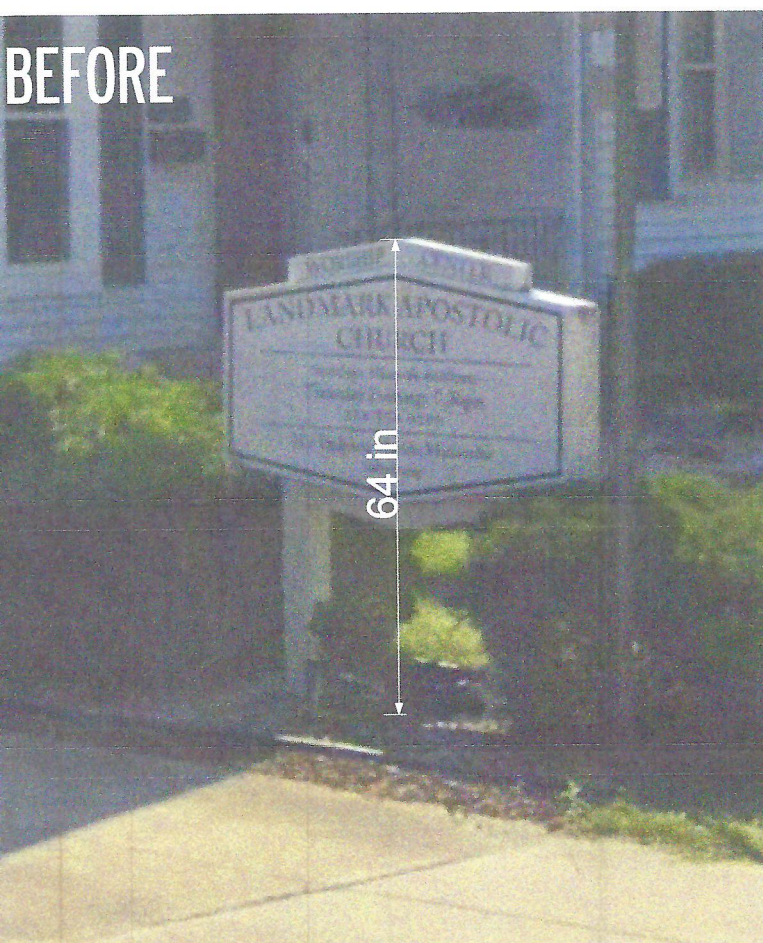
Please see our attached rendering of the before and after pictures of the sign, as well as the Utility report that was sent to us by the public utility company.

Sincerely,

Todd C Lehman



REFACE EXISTING, DOUBLE SIDED, NON-LIT ROAD SIGN



520 S. 3rd St.  
Goshen

# Elkhart County

## Property Information

|                   |                                          |
|-------------------|------------------------------------------|
| Subject Property: | 520 S THIRD STREET                       |
| Parcel ID:        | 11-16-203-004-015                        |
| State ID:         | 20-11-16-203-004.000-015                 |
| Owner(s):         | HIS HELPING HANDS MINISTRIES INC         |
| Mailing Address:  | 511 W Waverly Ave , Goshen IN 46526-4733 |
| Zoning:           |                                          |
| Township:         | GOSHEN                                   |
| Municipality:     |                                          |
| Tax District:     |                                          |

## Property Assessment Information

|                 |              |
|-----------------|--------------|
| Land Value:     | \$37,500.00  |
| Improved Value: | \$139,200.00 |
| Acres:          | 0.159        |

Legal Description: MCALLISTERS S14FT LOT 8 N 28FT LOT 7 (TIF 97)



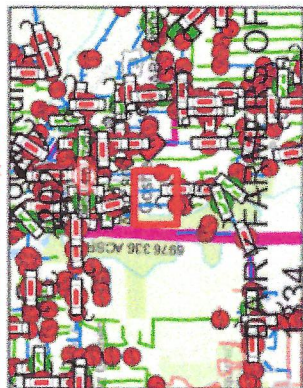
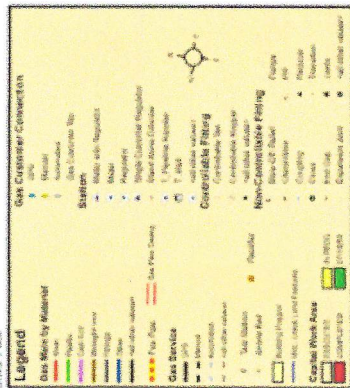
Not to Scale

Information shown on this map is not warranted for accuracy or merchantability. Reproduction or distribution of this material is not authorized.

**26062304834**

Electric  
Prepared for:  
**STEPHANIE LEHMAN**  
**SIGNTECH INC**  
Date: 6/24/2026

Property of MSource, 2026  
Map Scale: 1:180  
Coordinate System: USA Contiguous Albers Equal Area Conic  
Projection: NAD 83  
Datum: North American 1983  
Units: Feet



Note: If there are no Gas Electric features within the requested area, a township will display with no features.

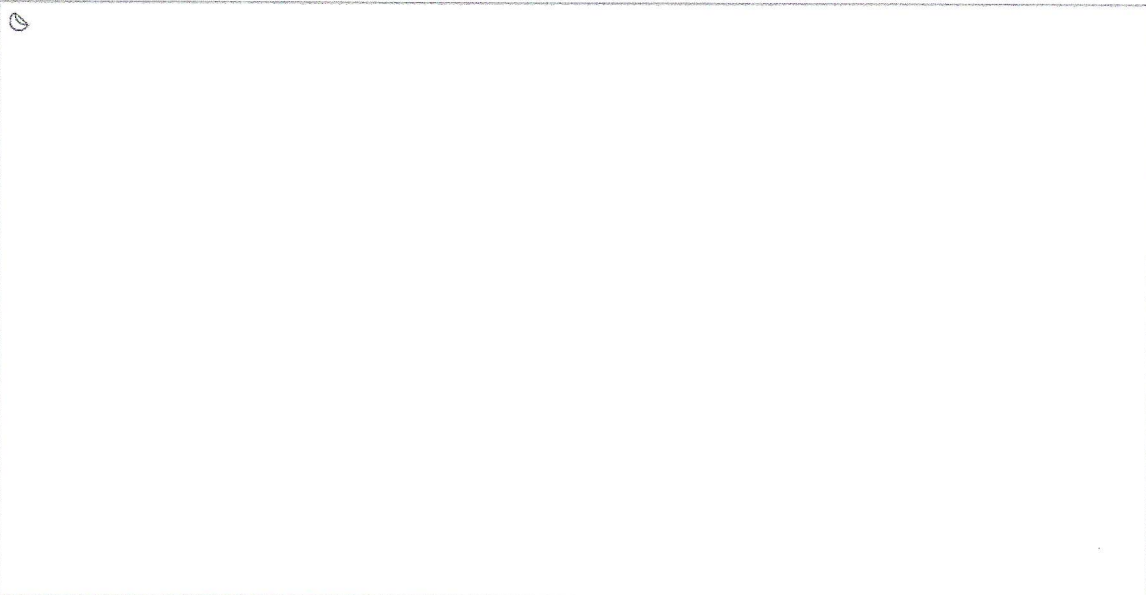


Address: 5035 Charlotte Ave, Evansville, IN  
Phone: 812-483-7923  
Website: www.otsutilities.com

# LOCATE STATUS FORM

|                                                                                                                              |                           |                                      |                                       |
|------------------------------------------------------------------------------------------------------------------------------|---------------------------|--------------------------------------|---------------------------------------|
| Request #:<br>26062304834                                                                                                    | Request Type:<br>Planning | Received Date:<br>2026/06/23 13:39   | Locate Status:<br>LOCATE COMPLETED    |
| Utilities Locating for:<br>Comcast (COMCN) (vectren)                                                                         |                           | Excavation Date:<br>2026/07/09 07:00 | Rescheduled Date:<br>2026/07/09 07:00 |
| Requested By:<br>STEPHANIE LEHMAN                                                                                            |                           | ☎<br>5745378080                      | ✉<br>SIGNTECH@SIGNTECHSIGNS.COM       |
| Company Name:<br>SIGNTECH INC                                                                                                |                           | Company Address:<br>PO BOX 835       | Work Started:<br>2026/07/09           |
| Locate Address:<br>520 S 3RD ST                                                                                              | City, State:<br>GOSHEN    | Type of Work:<br>REFACING A SIGN     |                                       |
| Description of Work:<br>IN THE FRONT OF THE PROPERTY - LOCATE A 10 FOOT RADIUS OF SIGN THAT SAYS LANDMARK APOSTOLIC CHURCH : |                           |                                      |                                       |

**LOCATED AREA: EXCAVATOR SHALL NOT WORK OUTSIDE THE LOCATED AREA WITHOUT OBTAINING ANOTHER LOCATE!**

|                                                         |                                                                                     |                                       |                                                     |                                                   |
|---------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------|---------------------------------------------------|
| <b>Color Code for Marking Underground Utility Lines</b> | Utilities are:                                                                      | <input type="checkbox"/> In Conflict  | <input checked="" type="checkbox"/> Not in Conflict | <input checked="" type="checkbox"/> Field Cleared |
| Electric                                                |                                                                                     | <input type="checkbox"/> Field Marked | <input checked="" type="checkbox"/> Not Marked      | <input type="checkbox"/> Other:                   |
| Gas / Oil                                               |  |                                       |                                                     |                                                   |
| Comms                                                   |                                                                                     |                                       |                                                     |                                                   |
| Water                                                   |                                                                                     |                                       |                                                     |                                                   |
| Sewer                                                   |                                                                                     |                                       |                                                     |                                                   |
| Reclaimed Water                                         |                                                                                     |                                       |                                                     |                                                   |
| Temporary                                               |                                                                                     |                                       |                                                     |                                                   |
| Proposed                                                |                                                                                     |                                       |                                                     |                                                   |
| Comments to Excavator:                                  |                                                                                     |                                       |                                                     |                                                   |

**CAUTION:** Any changes to location or scope of work require a documented agreement between the locator and excavator. The EXCAVATOR must not work outside the specified Locate Area without an additional or new locate request if no agreement is made. Refer to "Comments to Excavator" for agreed upon changes. Additionally, privately owned facilities may be present in Locate Area, check with property owner or call On The Spot Utility Resources, LLC for a Private Locate.

|                                  |                                                                                                                                                                                                                 |                                                                                                                        |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| Completed by:<br>Gaylord Johnson | Materials:                                                                                                                                                                                                      |                                                                                                                        |
|                                  | <input type="checkbox"/> 2in <input type="checkbox"/> 4in <input type="checkbox"/> 6in <input type="checkbox"/> 8in <input type="checkbox"/> 10in <input type="checkbox"/> 12in <input type="checkbox"/> Other: |                                                                                                                        |
|                                  | <input type="checkbox"/> Cast Iron <input type="checkbox"/> Steel <input type="checkbox"/> Plastic <input type="checkbox"/> Copper <input type="checkbox"/> Other:                                              |                                                                                                                        |
| Date:<br>2026/06/24              | Time:<br>09:59                                                                                                                                                                                                  | Method of Field Marking: <input type="checkbox"/> Paint <input type="checkbox"/> Flags <input type="checkbox"/> Other: |

**DISCLAIMER:** On The Spot Utility Resources LLC **DOES NOT** locate all the utilities within your excavation area. You must have a positive response for all utilities in conflict of your excavation.

# Legend - Gas:

## Gas Customer Connection

Placement Source:

- ◆ GPS
- ◆ Manual
- ◇ Automated
- ◆ Unknown
- Gas Customer Tap
- Abandoned Customer Tap

## Pipeline Marker

- ↑ Aerial
- Marker Ball
- MarkerBall, on Active
- Marker Ball, on Abandoned
- Other
- ↑ Post
- Tracer Wire Station
- Building Point
- <all other values>

## Station

- ⬢ Regulator
- ⬢ Meter
- ⬢ Meter with Reg
- ⬢ Single Customer Regulator
- ⬢ Stand Alone Odorizer
- ⬢ Well
- ⬢ <all other values>

## Misc. Point Land Features

- ⊙ Cable/Television Manhole
- ⊙ Cable/Television Pedestal
- ⊙ Catch Basin
- ⊙ Drain Manhole
- ⊙ Electric Manhole
- ⊙ Electric Pedestal
- ⊙ Gas Light
- ⊙ Generic Point Land Feature
- △ Guard Rail
- △ Hydrant
- Iron Pipe
- ☆ Light Pole
- ⊙ Pole
- ⊙ Process Pull Manhole
- ⊙ Property Marker
- ⊙ Sewer Manhole
- ⊙ Subdivision
- ⊙ Telephone Manhole
- ⊙ Telephone Pedestal
- Unknown Manhole
- Water Box
- Water Gate
- Witness Post
- <all other values>

## Encroachment Point

- ⬢ COMPLETE
- <all other values>

## Controllable Fitting

- Bottom Out; High Volume Tee; Service Tee; Side Out; Spherical Tee; Three Way Tee; Unknown
- ⊙ ShortStopp; ShortStopp Full Encirclement; ShortStopp Tee Full Encirclement; Stopper; Stopple
- <all other values>

## Non-Controllable Fitting

- Bell Joint; Blow-Down; Clamped Bell Joint; Ell; Encapsulated Bell Joint; Mechanical Sleeve; Pumpkin; Saddle; Tee; Unknown; Weld Insulator
- ⊙ Blow-Off; Relief
- ⊙ CheckValve
- ⊙ Coupling
- ⊙ Cross
- ⊙ End Cap
- ⊙ Expansion Joint
- ⊙ Flange
- ⊙ PIF
- ▲ Reducer
- ⊙ Transition
- Drip
- ⊙ Pipe Change
- ⊙ Anode Bed
- Bond Junction
- ⊙ Rectifier
- <all other values>

## Transmission Main by Pressure

- Foreign
- DOT Transmission
- Pseudo-Transmission

## Distribution Main by Pressure

- High Pressure
- Medium Pressure
- Low Pressure
- Unknown Pressure

## Non-Utility Owned Land Rights Point

- ▲ NiSourceAcquired
- ▲ NiSourceGranted
- Miscellaneous Linear Land Features
- <all other values>

- ⊙ Abandoned Gas Valve
- ⊙ Abandoned Controlled Fitting
- ⊙ Abandoned Non-Controlled Fitting
- ⊙ Abandoned Drip
- ⬢ Abandoned Station
- ⬢ Abandoned Leak Report
- ⬢ Abandoned Test Point
- ⊙ Abandoned Pipe Change
- ⬢ Abandoned CP Anode Bed
- Abandoned Riser
- Abandoned Gas Main Location
- ⬢ Abandoned Gas Pipe Casing
- Abandoned Gas Pipe
- ⬢ GPS
- ⬢ Manual
- ⬢ Automated
- ⬢ <all other values>

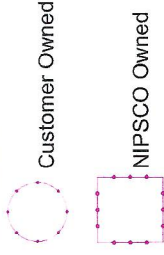


Created by: J.Lawrence (FRE) Last updated 2/17/2022  
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# Legend - Electric:

|                                                                                       |                                                   |
|---------------------------------------------------------------------------------------|---------------------------------------------------|
|    | Fault                                             |
|    | Fault Indicator                                   |
|    | FeederAll Open Point                              |
|    | Customer Generator                                |
|    | Primary Pedestal                                  |
|    | Fuse Pedestal                                     |
|    | Secondary Pedestal                                |
|    | Switch Pedestal                                   |
|    | Splice                                            |
|    | 4 Compartment Switch Gear                         |
|    | 6 Compartment Switch Gear                         |
|    | Sectionalizer Bank                                |
|    | Pole for revision                                 |
|    | Customer Pole                                     |
|    | NipSCO Pole                                       |
|    | Foreign Pole                                      |
|   | H-Frame                                           |
|  | Tower                                             |
|  | Normally Closed 3 Ø                               |
|  | Normally Closed 1 Ø or 2 Ø                        |
|  | Normally Open                                     |
|  | Closed Hook Switch                                |
|  | Closed Underground Distribution Automation Switch |
|  | Closed GOAB Switch                                |
|  | Closed Overhead Distribution Automation Switch    |
|  | Closed Underground Switch                         |
|  | Open GOAB Switch                                  |
|  | Open Overhead Distribution Automation Switch      |
|  | Open Underground Distribution Automation Switch   |

## Substation



## Transformer Bank

|                                                                                     |                                 |
|-------------------------------------------------------------------------------------|---------------------------------|
|  | SinglePhaseOverhead             |
|  | TwoPhaseOverhead                |
|  | ThreePhaseOverhead              |
|  | SinglePhaseUnderground          |
|  | ThreePhaseUnderground           |
|  | SinglePhaseOverhead, In Vault   |
|  | TwoPhaseOverhead, In Vault      |
|  | ThreePhaseOverhead, In Vault    |
|  | ThreePhaseUnderground, In Vault |

## Secondary

|                                                                                       |                              |
|---------------------------------------------------------------------------------------|------------------------------|
|    | OH 1PH Wire                  |
|    | OH 1PH Multiplex             |
|   | OH 3PH Wire                  |
|  | OH 3PH Multiplex             |
|  | UG 1PH Cable                 |
|  | UG 1PH Multiplex             |
|  | UG 3PH Multiplex             |
|  | UG 1PH Cable, In Conduit     |
|  | UG 3PH Cable, In Conduit     |
|  | UG 3PH Multiplex, In Conduit |

|                                                                                       |                         |
|---------------------------------------------------------------------------------------|-------------------------|
|  | Open Hook Switch        |
|  | Open Underground Switch |
|  | Capacitor Bank          |

## Electric Dead End

|                                                                                   |                                     |
|-----------------------------------------------------------------------------------|-------------------------------------|
|  | Closed Overhead Fuse Cutout Bank    |
|  | Closed Triple Shot Fuse Cutout Bank |
|  | Closed Underground Fuse Bank        |
|  | Open Overhead Fuse Cutout Bank      |
|  | Open Triple Shot Fuse Cutout Bank   |
|  | Open Underground Fuse Bank          |
|  | Open Point                          |
|  | Manhole                             |

|                                                                                   |                                              |
|-----------------------------------------------------------------------------------|----------------------------------------------|
|  | Single Phase Underground Primary             |
|  | Two Phase Underground Primary                |
|  | Three Phase Underground Primary              |
|  | Single Phase Underground Primary In Conduit; |
|  | Two Phase Underground Primary In Conduit     |
|  | Three Phase Underground Primary In Conduit   |
|  | <all other values>                           |

UG Primary\_FaultCurrent>7100

|                                                                                     |                                     |
|-------------------------------------------------------------------------------------|-------------------------------------|
|    | Tie Wire                            |
|    | Bus Bar                             |
|   | Underground Transmission            |
|  | Underground Transmission In Conduit |
|  | Overhead Transmission               |

|                                                                                     |                                 |
|-------------------------------------------------------------------------------------|---------------------------------|
|  | Polemount                       |
|  | Padmount                        |
|  | One Way Regulator               |
|  | Two Way Regulator               |
|  | Substation Distribution Breaker |
|  | Substation Transmission Breaker |

## Electric Service

|                                                                                   |                              |
|-----------------------------------------------------------------------------------|------------------------------|
|  | OH 1PH Wire                  |
|  | OH 1PH Multiplex             |
|  | OH 3PH Wire                  |
|  | OH 3PH Multiplex             |
|  | UG 1PH Cable                 |
|  | UG 1PH Multiplex             |
|  | UG 3PH Multiplex             |
|  | UG 1PH Cable, In Conduit     |
|  | UG 3PH Cable, In Conduit     |
|  | UG 1PH Multiplex, In Conduit |
|  | UG 3PH Multiplex, In Conduit |

Streetlight

|                                                                                     |                               |
|-------------------------------------------------------------------------------------|-------------------------------|
|    | Single Phase Overhead Primary |
|    | Three Phase Overhead Primary  |
|    | Two Phase Overhead Primary    |
|    | OH Primary_FaultCurrent>7100  |
|    | Conduit                       |
|    | Abandoned Conductor           |
|   | Abandoned Service             |
|  | <all other values>            |

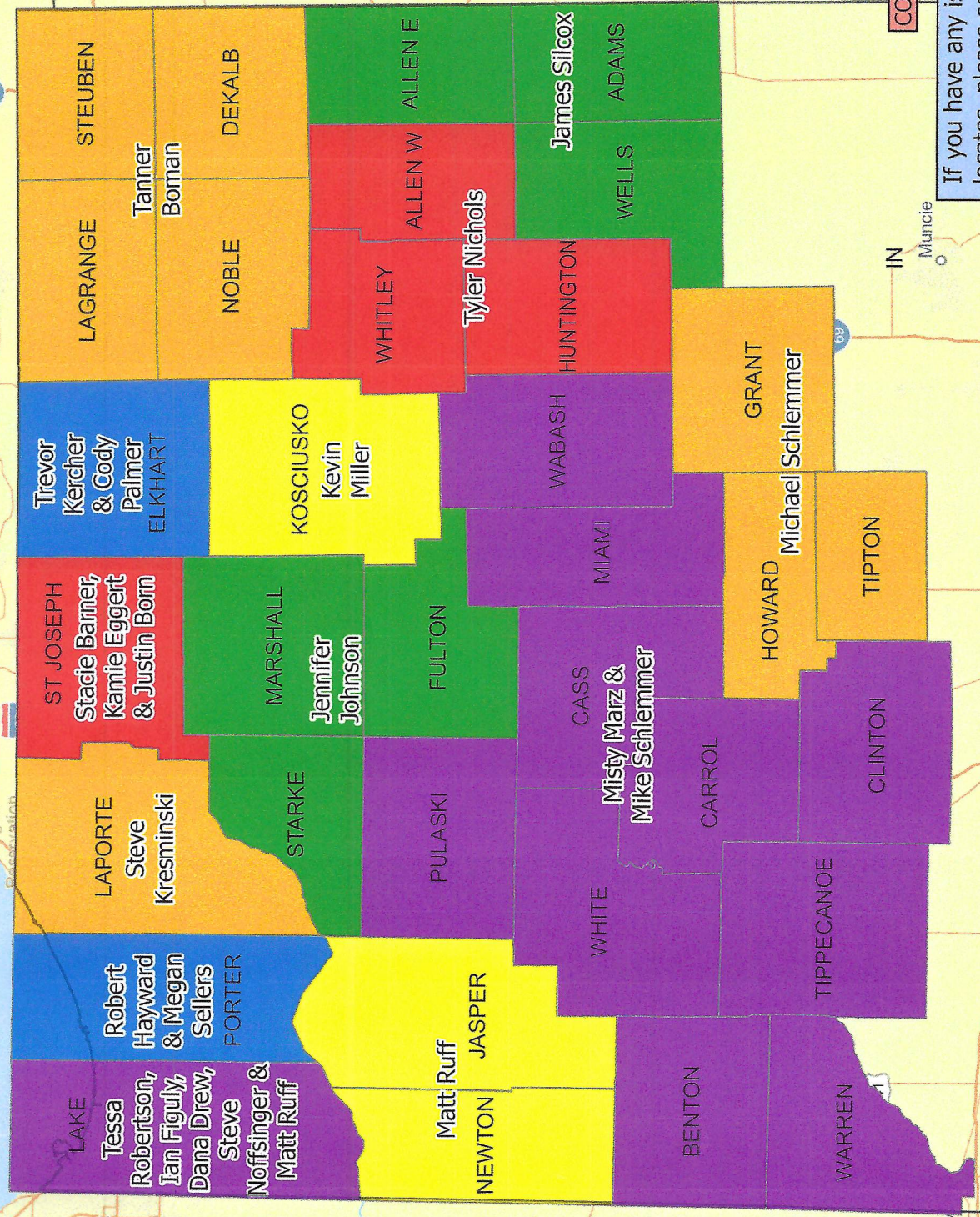
# NIPSCO

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# Damage Prevention Coordinator Area by LOA and County

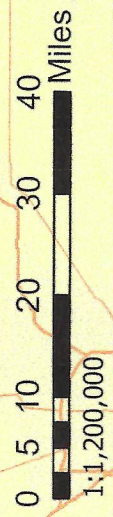


**CONTACT INFO ON BACK**

If you have any issues with NIPSCO locates, please send an email to [problem\\_locates@nisource.com](mailto:problem_locates@nisource.com)

UPDATES NEEDED TO THIS MAP? Submit at CAP Map by Liz Kienle Facility Records Enhancement  
Last Updated: 8/19/2025 Source: NiSource GIS

If you have any questions regarding NIPSCO facilities, please contact the DPC assigned to that area.



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## **CITY OF GOSHEN LEGAL DEPARTMENT**

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Goshen, Indiana 46528-3405

Phone (574) 537-3820 • Fax (574) 533-8626 • TDD (574) 534-3185  
[www.goshenindiana.org](http://www.goshenindiana.org)

July 9, 2026

To: Board of Public Works and Safety

From: Shannon Marks, Legal Compliance Administrator

Subject: Amendment No. 3 to Contract for Solid Waste Collection Services  
with Waste Management of Indiana, LLC

It is recommended that the Board approve and authorize the Mayor to execute Amendment No. 3 to the August 10, 2022 Contract with Waste Management of Indiana, LLC for Solid Waste Collection Services. Waste Management provides transport of city-owned roll-off containers to the landfill for the WWTP, and provides roll-off containers and transport of waste to the landfill for other City projects and events.

Effective November 1, 2026, the Contract unit rates will increase 2.8% which reflects the annual percentage change in the Consumer Price Index for the previous calendar year.

### **Suggested motion:**

Move to approve and authorize the Mayor to execute Amendment No. 3 to the Contract for Solid Waste Collection Services with Waste Management of Indiana, LLC.

**AMENDMENT NO. 3  
TO CONTRACT FOR  
CITY OF GOSHEN, INDIANA  
SOLID WASTE COLLECTION SERVICES**

THIS AMENDMENT NO. 3 ("Amendment") is entered into on \_\_\_\_\_, 2026, which is the last signature date set forth on the signature page, by and between **Waste Management of Indiana, L.L.C.**, ("Contractor" or "Waste Management"), whose mailing address is 20645 West Ireland Road, South Bend, IN 46614, and **City of Goshen, Indiana**, a municipal corporation and political subdivision of the State of Indiana acting through the Goshen Board of Public Works and Safety ("City").

**RECITALS**

- (A) City and Waste Management entered into a Contract dated August 10, 2022 (the "Original Contract"), effective August 1, 2022, for Waste Management to provide certain solid waste collection services in the City of Goshen, Indiana.
- (B) Upon request of either party, the Contract rates may be adjusted based on the Consumer Price Index in accordance with SECTION 5 of the Original Contract, and a rate adjustment may be made no more frequently than once every twelve (12) months.
- (C) Any modification or amendment to the terms and conditions of the Contract shall be made in writing and signed by both parties.

In consideration of the terms, conditions and mutual covenants to be kept and performed under the Original Contract, and under the terms, conditions and mutual covenants of this Amendment, the parties agree as follows:

**SECTION 1. Adjustment to Contract Rates; Compensation.**

The Contract rates shall be adjusted by increasing the unit rates **two and eight-tenths percent (2.8%)** in accordance with SECTION 5, Adjustment to Contract Rates, as amended. The adjusted unit rates shall be effective for services provided by Contractor beginning **November 1, 2026**. SECTION 4, Compensation, shall be amended accordingly to read as follows:

**4.01 City projects and events solid waste collection, including supply of roll-off containers, and transport to the Elkhart County Landfill, as needed.**

City shall pay Contractor based on the unit rates set forth below for the supply of various sizes of containers and transport of solid waste to the Elkhart County Landfill for disposal. The rates below do not include disposal costs as City will pay the Landfill directly for the disposal costs.

- (A) **Three Hundred Forty-five and 20/100 Dollars (\$345.20)** per 20 cubic yard container per haul.
- (B) **Three Hundred Ninety-four and 52/100 Dollars (\$394.52)** per 30 cubic yard container per haul.
- (C) **Four Hundred Fifty-four and 79/100 Dollars (\$454.79)** per 40 cubic yard container per haul.

4.02 **City-owned roll-off transport to Elkhart County Landfill, as needed.**

City shall pay Contractor **Three Hundred Forty-five and 20/100 Dollars (\$345.20)** per haul to transport City's roll-off container to the Elkhart County Landfill for disposal and return the container to City. The rate does not include disposal costs as City will pay the Landfill directly for the disposal costs.

**SECTION 2. Original Contract.**

In all respects, all other provisions of the Original Contract, and not affected by this Amendment, remain in full force and effect.

**SECTION 3. Authority to Execute; Counterparts and Electronic Signatures.**

- (A) The undersigned affirm that all steps have been taken to authorize execution of this Amendment, and upon the undersigned's execution, bind their respective organizations to the terms of the Amendment.
- (B) This Amendment may be executed in two or more counterparts, each of which shall be taken to be one and the same document, with the same effect as if the parties hereto had signed the same signature page. An electronic copy of any party's signature shall be deemed legally binding as the original signatures.

IN WITNESS WHEREOF, the parties have executed this Amendment on the dates as set forth below.

**City of Goshen, Indiana**  
Goshen Board of Public Works and Safety

**Waste Management of Indiana, L.L.C.**

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

Date Signed: \_\_\_\_\_

By: \_\_\_\_\_

Printed: \_\_\_\_\_

Title: \_\_\_\_\_

Date Signed: \_\_\_\_\_



**CITY OF GOSHEN LEGAL DEPARTMENT**  
**Donald R. Shuler, Assistant City Attorney**

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donshuler@goshencity.com • goshen.in.gov  
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July 9, 2026

To: Board of Public Works and Safety

From: Don Shuler, Assistant City Attorney

Subject: Hearing – 1006 Zollinger Road – Building Commissioner Order

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This matter comes before the Board in its capacity as the City's Unsafe Building Hearing Authority. An Order of the City of Goshen Building Commissioner was issued on June 12, 2026 for the property at 1006 Zollinger Road. Specifically, the Order identified multiple violations of Goshen City Code as to the current condition of the duplex structure on the premises and ordered that the duplex be repaired and rehabilitated to bring it into compliance with Goshen City Code within sixty (60) days.

The Order of the Building Commissioner was served via certified mail on the property owner – J Bowers, LLC – on June 24, 2026.

Today's hearing is to review the Building Commissioner's Order. The Board may receive reports, evidence, and arguments from the Building Department, the property owner, City staff, and any other individual wishing to speak to the property. Based on the findings the Board makes, the Board may:

1. Continue the matter for further review.
2. Modify the Order.
3. Rescind the Order.
4. Affirm the Order and, if warranted, impose a civil penalty if the Board specifically finds that there has been a willful failure to comply.
5. Take any other action permitted by law to address the unsafe premises, such as authorizing action for receivership or other legal action.

For any action resulting in an Order, the Board should make specific findings in support.

**CITY OF GOSHEN BUILDING COMMISSIONER  
UNSAFE BUILDING ENFORCEMENT AUTHORITY  
ORDER**

June 12, 2026

IN RE: Violation of Goshen City Code

Property Address: 1006 Zollinger Road

Property Tax Code: 20-11-03-401-003.000-015

Property Owner: J Bowers, LLC

Substantial Property Interest of Record: None

---

**Section 1.**

You are hereby notified that you are in violation of the City of Goshen Building Code and Neighborhood Preservation Ordinance, codified at Goshen City Code §§ 6.1.1 and 6.3.1. The violations exist at property owned by you, as evidenced by the tax records of the Elkhart County Auditor, property tax code number 20-11-03-401-003.000-015; commonly known as 1006 Zollinger Road, Goshen, Indiana, said real estate more particularly described in Exhibit A.

**Section 2.**

The following violations of Goshen City Code Title 6, Article 3, Chapter 1 exist at the residential structure at the real estate identified in Section 1:

- A. Failure to maintain all facilities, equipment, and utilities in safe working condition, as required by Code § 6.3.1.1(a).
  - 1. The plumbing system needs repair or replacement by a licensed plumber.
  - 2. The electrical system needs repair or replacement by a licensed electrician.
  - 3. The water heater needs repair or replacement by a licensed contractor.

4. The furnace needs repair or replacement by a licensed contractor.
- B. Failure to maintain all foundations, floors, walls, ceilings, and roof in a condition that is reasonably weather tight and rodent proof, and in good repair, as required by Code § 6.3.1.1(b).
  1. There are holes in the walls, floors, and ceilings that must be properly repaired.

The residential structure on the real estate is vacant and not maintained in a manner that would allow human habitation, occupancy, or use under the requirements of Goshen City Code. Before the dwelling(s) may be occupied or let for occupancy, it must, among other requirements, be brought into compliance with the minimum standards for occupancy, including heating facilities capable of safely and adequately heating all habitable rooms under Code § 6.3.1.3(e) and the safe location, installation, and maintenance of the water heater under Code § 6.3.1.2(j). In addition, the interior of the residential structure has trash, debris, and accumulated materials, and the structure is not maintained in a clean and sanitary condition.

The residential structure on the real estate has not been maintained in a manner that is compliant with the minimum standards for all structures for purposes of health and safety and is therefore unsafe within the meaning of I.C. § 36-7-9-4(a)(5). In addition, the real estate is vacant and not maintained in a manner that would permit human habitation, occupancy, or use under the requirements of Goshen City Code, and is therefore unsafe within the meaning of I.C. § 36-7-9-4(a)(6). The residential structure is vacant and has accumulated debris, waste, and other materials within the residential structure that contributes to its deterioration and dilapidated state, rendering it a public nuisance, and is therefore unsafe within the meaning of I.C. § 36-7-9-4(a)(4).

### **Section 3.**

You are hereby **ORDERED** to complete the necessary actions and repairs to the residential unit in the structure at the real estate to bring the property into compliance with the minimum housing standards that permit human habitation, occupancy, or use under the Goshen City Building Code and Neighborhood Preservation Ordinance. Said actions and repairs, among other considerations, must include attaining all proper permits, inspections, and address all listed violations, building conditions, and property conditions contained in this order.

You are hereby **FURTHER ORDERED** to make a substantial beginning toward the action required by this Order within thirty (30) days after notice of this Order is given and to complete all action required by this Order within sixty (60) days after notice of this Order is given. The Goshen Board of Public Works and Safety, as Hearing Authority, may modify this compliance schedule upon its review of this Order.

#### **Section 4.**

You are hereby notified that failure to comply with this Order may result in the City of Goshen taking action to complete the required work and bill you for the costs of such work, including, the actual costs of the work performed and an amount equal to the average processing expense the City will incur in pursuing this matter. Such amounts can become a lien upon the real estate and can ultimately be enforced in the same manner as any other judgment. In addition, failure to comply with the Order may result in the City of Goshen Building Commissioner issuing a civil penalty pursuant to I.C. § 36-7-9-7.5 or pursuing civil action remedies pursuant to I.C. § 36-7-9-17. Further, the City of Goshen Building Commissioner may schedule a compliance hearing before the City of Goshen Board of Public Works and Safety, as the City's Hearing Authority, for the purpose of determining your compliance with this Order. In the event of such a hearing, you are entitled to appear with or without legal counsel, present evidence, cross-examine opposing witnesses, and present arguments. At such a hearing, the Hearing Authority may affirm, rescind, or modify the Building Commissioner's Order, and may also impose a civil penalty pursuant to I.C. § 36-7-9-7(e) if it finds there has been a willful failure to comply with the Order.

#### **Section 5.**

You are further notified that this Order becomes final ten (10) days after notice is given, unless you request a hearing in writing and deliver such written request for hearing to the City of Goshen Building Commissioner prior to the expiration of said ten (10) days.

#### **Section 6.**

You are further notified that a hearing will be held before the Goshen Board of Public Works and Safety on **Thursday, July 9, 2026 at 4:00 p.m. (local time)**, or soon thereafter, for the

purpose of reviewing your compliance with this Order of the City of Goshen Building Commissioner. This hearing will be held in the Court Room / Council Chambers at 111 East Jefferson Street, Goshen, Indiana.

You have the right to appear at this hearing with or without counsel, to present evidence, cross-examine opposing witnesses, and present arguments. Should you fail to appear at the time set for the hearing, the hearing will be conducted in your absence.

The Goshen Board of Public Works and Safety will have the right to affirm, rescind, or modify this Order. The Goshen Board of Public Works and Safety may authorize the Building Commissioner to proceed with remedial action under Indiana Code § 36-7-9-10 or -11, or to proceed with civil action under Indiana Code § 36-7-9-17; may issue a civil penalty in an amount not to exceed Five Thousand Dollars (\$5,000.00) if it finds there has been a willful failure to comply with the Building Commissioner's Order; or take any other action permitted by law to resolve the unsafe conditions at the residential unit on the Real Estate.

#### **Section 7.**

You are hereby notified that as a result of this Order being issued you may not transfer or agree to transfer any property interest in the parcel described in Section 1 of this Order, unless you have complied with all requirements of Indiana Code § 36-7-9-27, which are as follows:

1. You must supply full information regarding this Order to the person or persons taking or agreeing to take any interest in the parcel described in Section 1 of this Order.
2. You must supply in writing to the City of Goshen Building Department, within five (5) days of any actions to transfer the interest, the following:
  - a. The full name, address, and telephone number of the person or persons taking interest in the property described in Section 1 of this Order; and
  - b. A copy of the legal instrument under which the transfer of the interest is accomplished.

**Section 8.**

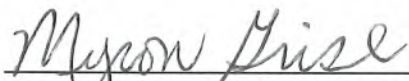
You are hereby notified that failure to comply with Section 6 of this Order may result in a judgment of liability against you in accordance with Indiana Code § 36-7-9-27.

**Section 9.**

This Order is issued by the City of Goshen Building Commissioner, Myron Grise, in accordance with the Indiana Unsafe Building Law, the Goshen City Building Code, and the City of Goshen Neighborhood Preservation Ordinance. The address of the Building Commissioner is 204 E. Jefferson Street, Suite 5, Goshen, Indiana 46528, and the telephone number is 574-534-1811.

This Order of the City of Goshen Building Commissioner is issued on June 12, 2026.

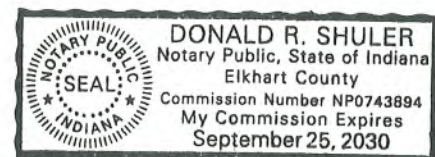
**City of Goshen Building Department**

  
\_\_\_\_\_  
Myron Grise, Building Commissioner

STATE OF INDIANA       )  
                                      ) SS:  
COUNTY OF ELKHART    )

Before me, the undersigned, a Notary Public in and for said county and State, this June 10, 2026, personally appeared Myron Grise, Building Commissioner for the City of Goshen, Indiana, who acknowledged execution of the foregoing Order for and on behalf of the City of Goshen, Indiana Building Department, as his voluntary act for the purposes stated therein, and who, having been duly sworn, stated that the representations contained therein are true.

  
\_\_\_\_\_  
Notary Public



Certificate of Service

The undersigned hereby certifies that the foregoing Order of the City of Goshen Building Commissioner for the premises at 1006 Zollinger Road, Goshen, Indiana, was served by sending a copy by certified mail, return receipt requested and by regular first-class mail to the last known address of the following persons to be notified on June 12, 2026:

J Bowers LLC  
4477 W 400 S  
Berne, Indiana 46711



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Donald R. Shuler, #26587-71  
Assistant City Attorney  
City of Goshen Legal Department  
204 East Jefferson Street, Suite 2  
Goshen, Indiana 46528

I affirm under the penalties for perjury that I have taken reasonable care to redact each social security number in this document, unless required by law (Donald R. Shuler).

This document prepared by Donald R. Shuler, Assistant City Attorney, City of Goshen Legal Department, 204 E. Jefferson Street, Suite 2, Goshen, IN 46526; Ph: 574.537.3855.

### **Exhibit A – Legal Description**

A part of the Southeast Quarter of Section 3, Township 36 North, Range 6 East, more particularly described as follows:

Beginning at the point on the West line of said Southeast Quarter which is 673.85 feet South (assumed) of the Northwest corner thereof; thence North  $89^{\circ}30'$  East, 200 feet; thence due North, 128.70 feet; thence South  $89^{\circ}30'$  West, 200 feet to the West line of the aforesaid quarter section and Zollinger Road; thence due South along the West line of said quarter section and Zollinger Road, 128.70 feet to the place of beginning.