



Agenda for the Goshen Common Council
6:00 p.m., MONDAY, OCTOBER 26, 2026 Regular Meeting
Council Chamber, Police Building, 111 East Jefferson Street, Goshen, IN
For a live stream of the meeting, go to: <https://us02web.zoom.us/j/81652777559>

Call to Order by Mayor Gina Leichty

Pledge of Allegiance

Roll Call:

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

Approval of Meeting Agenda

- 1) Presentation: Honoring Jeffrey Frank and Timothy Christner, two Goshen firefighters** for their decades of service upon their retirement Chief Powell & Mayor Leichty)
- 2) City Financial Report and Budget Update** (Clerk-Treasurer Aguirre)
- 3) Ordinance 5272, 2027 Compensation for Fire Department Employees**
- 4) Ordinance 5273, 2027 Compensation for Police Department Employees**
- 5) Ordinance 5275, Renaming the Development Fees Fund to the Building and Construction Related Fees Fund**

Privilege of the Floor

Elected Official Reports

Adjournment



**City Clerk-Treasurer
CITY OF GOSHEN**

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

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

clerktreasurer@goshencity.com • www.goshenindiana.org

TO: Mayor Gina Leichty and the Goshen Common Council
FROM: Richard Aguirre, Clerk-Treasurer
RE: Budget Reports for August 2026
DATE: October 21, 2026

Attached for the Council's review are financial reports summarizing the budget and cash balance performance for Civil City funds included in the 2026 budget, which was approved by the Council in October 2025. These reports are intended to provide a reasonable understanding of the City's financial position. They are unaudited and may require some interpretation.

Fund Balance Report

This report presents cash balances for all budgeted funds as of August 31, 2026, highlighting the City's overall liquidity. All funds currently maintain sufficient balances to support planned expenditures. Note that balances are unaudited and subject to reconciliation.

Budget Report – Revenues

This page summarizes revenue collections for each fund through August 31, 2026 showing progress toward projected revenue levels. Remember that some funds receive the levy in two allotments in June and December (General, Debt Service, MVH, Cumulative Fire, Park & Recreation, Aviation, CCD, Cumulative Sewer). New revenues this year include the municipal wheel tax funds and lane mileage direct distribution fund (2249, 2250 and 2259) which have generated approximately \$581k YTD.

Budget Report – Expenditures

Expenditures to date represent approximately 47.61% of the annual budget, leaving 52.39% remaining, which is significantly below expectations for this point in the fiscal year.

Budget Report – Expenditures in the General Fund

The final page breaks down the General Fund by department, providing a focused view of each department's budget performance to date.

Summary

As of August 31, 2026, the City of Goshen remains in a strong financial position, with total cash balances across the selected funds of approximately \$105.4 million. Through the first eight months of the year, the City has generated approximately \$42.1 million in revenues and incurred approximately \$41.5 million in expenditures, resulting in a positive year-to-date operating balance of roughly \$535,200. The General Fund maintained a cash balance of approximately \$23.5 million at month-end.

Overall expenditures have utilized approximately 48% of the current annual budget, leaving nearly 52% of appropriations available for the remainder of the year. Revenue collections have reached approximately 61.41% of budgeted revenues, although the timing of property tax distributions continues to influence activity in several funds. Most funds maintain positive cash positions, while the Debt Service Fund reflects a temporary negative balance of approximately \$92,918. General Fund expenditures total approximately \$21.8 million, with 33.49% of the current budget remaining. Based on current financial results, the City continues to maintain strong liquidity and remains well-positioned to meet its operational and financial obligations through the end of 2026.



City of Goshen, IN

Fund Balance Report

As Of 08/31/2026

Fund	Beginning Balance	Total Revenues	Total Expenses	Ending Balance
1101 - GENERAL FUND	\$ 23,413,627.44	\$ 21,825,713.19	\$ 21,784,849.50	\$ 23,454,491.13
2201 - MVH FUND	3,957,170.47	2,404,249.73	2,071,056.82	4,290,363.38
2202 - LOCAL ROAD & STREET	1,692,437.19	473,975.70	1,000,000.00	1,166,412.89
2203 - MVH-RESTRICTED	2,170,645.55	479,910.12	316,952.39	2,333,603.28
2204 - PARKS AND RECREATION	5,813,766.78	410,457.78	924,841.36	5,299,383.20
2206 - AVIATION FUND	578,272.37	286,040.53	564,952.28	299,360.62
2209 - LIT - ECONOMIC DEVELOPMENT	6,994,467.83	1,856,983.26	2,795,909.56	6,055,541.53
2214 - PROBATION FUND	114,106.61	64,482.65	82,103.94	96,485.32
2226 - REDEVELOPMENT OPERATING	467,796.89	25,956.52	173,196.19	320,557.22
2228 - LAW ENFORCEMENT CONTINUE EDUCATION	103,347.97	16,152.65	29,018.10	90,482.52
2234 - UNSAFE BUILDING FUND	140,024.05	-	100,000.00	40,024.05
2236 - RAINY DAY FUND	2,654,516.59	-	-	2,654,516.59
2240 - LIT - PUBLIC SAFETY	2,036,381.34	1,841,839.64	2,073,546.99	1,804,673.99
2249 - MUNICIPAL VEHICLE EXCISE TAX	-	459,427.19	-	459,427.19
2250 - WHEEL TAX	-	35,268.01	-	35,268.01
2256 - OPIOID SETTLEMENT UNRESTR	123,558.28	3,553.41	-	127,111.69
2257 - OPIOID SETTLEMENT RESTR	55,470.66	8,291.30	-	63,761.96
2258 - TOWNSHIP FIRE SUPPORT	577,658.01	350,000.00	272,259.22	655,398.79
2259 - LANE MILEAGE DIRECT DISTRIBUTION	-	86,651.06	-	86,651.06
2500 - COURT FEES	57,699.26	81,921.93	118,388.57	21,232.62
2501 - RESIDENTIAL LEASE FEES	85,255.87	55,251.00	32,993.48	107,513.39
2503 - ELECTRIC UTILITY SALE	3,032,547.39	86,284.61	-	3,118,832.00
2504 - OLD LAW ENFORCEMENT CONTINUE ED	-	-	-	-
2505 - STORM WATER MANAGEMNT	1,295,111.51	330,581.00	294,088.28	1,331,604.23
2506 - ECON IMPROVEMENT DISTRICT	81,256.70	40,986.29	45,398.28	76,844.71
2508 - REDHAWK ACADEMY	18,860.80	60,000.00	36,124.00	42,736.80
3301 - DEBT SERVICE	66,286.55	211,345.69	370,550.00	(92,917.76)
3311 - TIF BOND P & I PYMT FUND	791,534.28	-	-	791,534.28
4401 - CCI (CIGARETTE TAX) FUND	334,031.92	23,616.81	37,380.52	320,268.21
4402 - CUMULATIVE CAP DEVELOP	1,134,462.66	461,729.53	217,695.30	1,378,496.89
4425 - CCI FIRE STATION	687,955.54	307,663.04	63,052.83	932,565.75
4428 - CCI STORM SEWER FUND	3,722,952.68	307,663.04	74,579.11	3,956,036.61
4445 - TIF SOUTH EAST E.D.	25,918,489.25	5,627,031.82	3,852,860.20	27,692,660.87
4446 - TIF CONS RR/US 33/DT	8,803,374.54	2,421,374.64	844,545.23	10,380,203.95
4447 - TIF LIPPERT/DIERDORFF	648,551.76	147,682.24	65,159.84	731,074.16
4450 - TIF EAST COLL AVE	15,185.39	715,652.46	448,970.00	281,867.85
4451 - TIF INDIANA AVENUE	37,279.26	56,450.65	59,250.00	34,479.91
4502 - ARP FISCAL RECOV FUND	3,499,980.77	-	2,057,032.85	1,442,947.92
4651 - CEMETERY CAPITAL IMPROV.	70,219.54	6,775.37	-	76,994.91
4660 - 2015 GOB PROCEEDS	849,472.25	-	-	849,472.25
4661 - 2021 GO BOND PROCEEDS	2,095,776.67	100,000.00	195,592.30	2,000,184.37
8801 - FIRE PENSION FUND	279,948.51	234,711.31	312,396.95	202,262.87
8802 - POLICE PENSION FUND	476,340.82	167,583.89	223,329.38	420,595.33
Report Total:	\$ 104,895,821.95	\$ 42,073,258.06	\$ 41,538,073.47	\$ 105,431,006.54



City of Goshen, IN

Budget Report

Group Summary

For Fiscal: 2026 Period Ending: 08/31/2026

Fund	Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Remaining
Revenue						
1101 - GENERAL FUND	\$ 32,143,882.64	\$ 32,143,882.64	\$ 1,553,493.56	\$ 21,825,713.19	\$ (10,318,169.45)	32.10%
2201 - MVH FUND	4,149,500.38	4,149,500.38	170,811.56	2,404,249.73	(1,745,250.65)	42.06%
2202 - LOCAL ROAD & STREET	651,636.74	651,636.74	65,885.09	473,975.70	(177,661.04)	27.26%
2203 - MVH-RESTRICTED	721,871.65	721,871.65	21,856.22	479,910.12	(241,961.53)	33.52%
2204 - PARKS AND RECREATION	4,164,613.86	4,164,613.86	57,242.10	410,457.78	(3,754,156.08)	90.14%
2206 - AVIATION FUND	544,071.67	544,071.67	7,052.78	286,040.53	(258,031.14)	47.43%
2209 - LIT - ECONOMIC DEVELOPMENT	2,632,315.44	2,632,315.44	230,558.62	1,856,983.26	(775,332.18)	29.45%
2214 - PROBATION FUND	-	-	8,861.67	64,482.65	64,482.65	0.00%
2226 - REDEVELOPMENT OPERATING	275,031.62	275,031.62	3,273.92	25,956.52	(249,075.10)	90.56%
2228 - LAW ENFORCEMENT CONTINUE EDUCATION	23,361.07	23,361.07	2,983.33	16,152.65	(7,208.42)	30.86%
2240 - LIT - PUBLIC SAFETY	2,620,849.00	2,620,849.00	224,990.83	1,841,839.64	(779,009.36)	29.72%
2249 - MUNICIPAL VEHICLE EXCISE TAX	-	-	63,605.00	459,427.19	459,427.19	0.00%
2250 - WHEEL TAX	-	-	1,076.84	35,268.01	35,268.01	0.00%
2256 - OPIOID SETTLEMENT UNRESTR	-	-	3,553.41	3,553.41	3,553.41	0.00%
2257 - OPIOID SETTLEMENT RESTR	-	-	8,291.30	8,291.30	8,291.30	0.00%
2258 - TOWNSHIP FIRE SUPPORT	-	-	-	350,000.00	350,000.00	0.00%
2259 - LANE MILEAGE DIRECT DISTRIBUTION	-	-	-	86,651.06	86,651.06	0.00%
2500 - COURT FEES	82,413.85	82,413.85	12,233.16	81,921.93	(491.92)	0.60%
2501 - RESIDENTIAL LEASE FEES	-	-	12,865.00	55,251.00	55,251.00	0.00%
2503 - ELECTRIC UTILITY SALE	-	-	11,317.46	86,284.61	86,284.61	0.00%
2505 - STORM WATER MANAGEMNT	628,354.92	628,354.92	425.00	330,581.00	(297,773.92)	47.39%
2506 - ECON IMPROVEMENT DISTRICT	65,000.00	65,000.00	-	40,986.29	(24,013.71)	36.94%
2508 - REDHAWK ACADEMY	-	-	-	60,000.00	60,000.00	0.00%
3301 - DEBT SERVICE	375,181.00	375,181.00	-	211,345.69	(163,835.31)	43.67%
3311 - TIF BOND P & I PYMT FUND	817,115.00	817,115.00	-	-	(817,115.00)	100.00%
4401 - CCI (CIGARETTE TAX) FUND	55,836.16	55,836.16	-	23,616.81	(32,219.35)	57.70%
4402 - CUMULATIVE CAP DEVELOP	958,556.00	958,556.00	-	461,729.53	(496,826.47)	51.83%
4425 - CCI FIRE STATION	638,398.00	638,398.00	-	307,663.04	(330,734.96)	51.81%
4428 - CCI STORM SEWER FUND	679,701.62	679,701.62	-	307,663.04	(372,038.58)	54.74%
4445 - TIF SOUTH EAST E.D.	10,598,528.90	10,598,528.90	-	5,627,031.82	(4,971,497.08)	46.91%
4446 - TIF CONS RR/US 33/DT	4,431,221.13	4,431,221.13	-	2,421,374.64	(2,009,846.49)	45.36%
4447 - TIF LIPPERT/DIERDORFF	269,694.39	269,694.39	-	147,682.24	(122,012.15)	45.24%
4450 - TIF EAST COLL AVE	-	-	-	715,652.46	715,652.46	0.00%
4451 - TIF INDIANA AVENUE	-	-	-	56,450.65	56,450.65	0.00%
4651 - CEMETERY CAPITAL IMPROV.	8,848.70	8,848.70	1,045.25	6,775.37	(2,073.33)	23.43%
4661 - 2021 GO BOND PROCEEDS	-	-	-	100,000.00	100,000.00	0.00%
8801 - FIRE PENSION FUND	550,070.00	550,070.00	-	234,711.31	(315,358.69)	57.33%
8802 - POLICE PENSION FUND	423,049.52	423,049.52	488.44	167,583.89	(255,465.63)	60.39%
Report Total:	\$ 68,509,103.26	\$ 68,509,103.26	\$ 2,461,910.54	\$ 42,073,258.06	\$(26,435,845.20)	38.59%

Budget Report

For Fiscal: 2026 Period Ending: 08/31/2026

Fund	Original	Current	Period	Fiscal	Variance	Percent
	Total Budget	Total Budget	Activity	Activity	Favorable (Unfavorable)	Remaining
Expense						
1101 - GENERAL FUND	\$ 31,986,787.00	\$ 32,753,147.73	\$ 2,476,506.72	\$ 21,784,849.50	\$ 10,968,298.23	33.49%
2201 - MVH FUND	3,979,920.00	4,047,939.53	247,244.19	2,071,056.82	1,976,882.71	48.84%
2202 - LOCAL ROAD & STREET	700,000.00	1,700,000.00	-	1,000,000.00	700,000.00	41.18%
2203 - MVH-RESTRICTED	854,500.00	1,176,841.77	-	316,952.39	859,889.38	73.07%
2204 - PARKS AND RECREATION	2,971,988.00	2,971,988.00	162,434.79	924,841.36	2,047,146.64	68.88%
2206 - AVIATION FUND	572,000.00	845,554.43	35,649.82	564,952.28	280,602.15	33.19%
2209 - LIT - ECONOMIC DEVELOPMENT	3,628,000.00	7,399,582.18	1,470,462.34	2,795,909.56	4,603,672.62	62.22%
2214 - PROBATION FUND	123,130.00	123,130.00	9,434.62	82,103.94	41,026.06	33.32%
2226 - REDEVELOPMENT OPERATING	311,630.00	311,630.00	20,351.76	173,196.19	138,433.81	44.42%
2228 - LAW ENFORCEMENT CONTINUE EDUCATION	36,000.00	52,000.00	1,414.59	29,018.10	22,981.90	44.20%
2234 - UNSAFE BUILDING FUND	-	140,024.05	-	100,000.00	40,024.05	28.58%
2240 - LIT - PUBLIC SAFETY	3,549,790.00	3,549,790.00	223,789.21	2,073,546.99	1,476,243.01	41.59%
2249 - MUNICIPAL VEHICLE EXCISE TAX	-	-	-	-	-	0.00%
2250 - WHEEL TAX	750,000.00	750,000.00	-	-	750,000.00	100.00%
2257 - OPIOID SETTLEMENT RESTR	71,832.00	71,832.00	-	-	71,832.00	100.00%
2258 - TOWNSHIP FIRE SUPPORT	607,570.00	607,570.00	1,703.68	272,259.22	335,310.78	55.19%
2259 - LANE MILEAGE DIRECT DISTRIBUTION	-	-	-	-	-	0.00%
2500 - COURT FEES	56,000.00	77,813.61	14,431.56	118,388.57	(40,574.96)	-52.14%
2501 - RESIDENTIAL LEASE FEES	73,206.00	73,206.00	3,685.85	32,993.48	40,212.52	54.93%
2505 - STORM WATER MANAGEMNT	1,053,176.00	1,090,296.90	23,425.16	294,088.28	796,208.62	73.03%
2506 - ECON IMPROVEMENT DISTRICT	89,350.00	89,350.00	1,010.52	45,398.28	43,951.72	49.19%
2508 - REDHAWK ACADEMY	25,000.00	25,000.00	23,913.46	36,124.00	(11,124.00)	-44.50%
3301 - DEBT SERVICE	371,350.00	371,350.00	-	370,550.00	800.00	0.22%
3311 - TIF BOND P & I PYMT FUND	946,440.00	946,440.00	-	-	946,440.00	100.00%
4401 - CCI (CIGARETTE TAX) FUND	85,000.00	85,000.00	3,479.43	37,380.52	47,619.48	56.02%
4402 - CUMULATIVE CAP DEVELOP	1,426,220.00	1,447,320.00	25,854.36	217,695.30	1,229,624.70	84.96%
4425 - CCI FIRE STATION	210,000.00	210,000.00	15,924.78	63,052.83	146,947.17	69.97%
4428 - CCI STORM SEWER FUND	1,700,000.00	1,700,000.00	16,606.21	74,579.11	1,625,420.89	95.61%
4445 - TIF SOUTH EAST E.D.	7,087,000.00	7,590,175.00	53,053.66	3,852,860.20	3,737,314.80	49.24%
4446 - TIF CONS RR/US 33/DT	1,724,000.00	4,915,609.42	239,476.13	844,545.23	4,071,064.19	82.82%
4447 - TIF LIPPERT/DIERDORFF	250,000.00	250,000.00	-	65,159.84	184,840.16	73.94%
4450 - TIF EAST COLL AVE	900,000.00	900,000.00	-	448,970.00	451,030.00	50.11%
4451 - TIF INDIANA AVENUE	-	-	1,250.00	59,250.00	(59,250.00)	0.00%
4502 - ARP FISCAL RECOV FUND	2,750,648.00	6,154,335.92	703,608.85	2,057,032.85	4,097,303.07	66.58%
4660 - 2015 GOB PROCEEDS	849,472.00	849,472.00	-	-	849,472.00	100.00%
4661 - 2021 GO BOND PROCEEDS	2,977,606.00	2,977,606.00	-	195,592.30	2,782,013.70	93.43%
8801 - FIRE PENSION FUND	567,200.00	567,200.00	37,219.40	312,396.95	254,803.05	44.92%
8802 - POLICE PENSION FUND	422,400.00	422,400.00	28,215.69	223,329.38	199,070.62	47.13%
Report Total:	\$ 73,707,215.00	\$ 87,243,604.54	\$ 5,840,146.78	\$ 41,538,073.47	\$ 45,705,531.07	52.39%
Report Surplus (Deficit):	\$ (5,198,111.74)	\$ (18,734,501.28)	\$ (3,378,236.24)	\$ 535,184.59	\$ 19,269,685.87	102.86%



City of Goshen, IN

Budget Report

Group Summary

For Fiscal: 2026 Period Ending: 08/31/2026

Department	Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Remaining
Fund: 1101 - GENERAL FUND						
Expense						
01 - COMMUNITY RELATIONS	\$ 30,000.00	\$ 30,000.00	\$ -	\$ 11,632.91	\$ 18,367.09	61.22%
02 - COUNCIL	153,723.00	153,723.00	10,400.50	93,924.50	59,798.50	38.90%
03 - MAYOR	543,775.00	543,775.00	40,181.41	352,863.48	190,911.52	35.11%
04 - CLERK-TREASURER	793,700.00	793,700.00	51,608.57	458,957.86	334,742.14	42.17%
05 - LEGAL	948,575.00	954,071.00	58,622.29	500,502.31	453,568.69	47.54%
06 - COURT	533,200.00	533,200.00	40,399.74	358,570.64	174,629.36	32.75%
07 - BOARD OF WORKS	3,401,580.00	3,576,304.52	232,702.20	3,427,849.05	148,455.47	4.15% *
08 - TECHNOLOGY	643,794.00	780,856.90	62,660.25	537,903.93	242,952.97	31.11%
09 - CEMETERY-GENERAL	443,009.00	443,009.00	37,774.50	288,322.55	154,686.45	34.92%
10 - ENGINEERING	1,153,713.00	1,153,713.00	74,043.45	691,656.95	462,056.05	40.05%
11 - POLICE DEPARTMENT	9,806,023.00	10,063,948.31	737,479.22	5,991,753.07	4,072,195.24	40.46%
12 - FIRE DEPARTMENT	8,510,374.00	8,511,009.00	713,557.24	5,822,529.73	2,688,479.27	31.59%
15 - BUILDING DEPARTMENT	707,082.00	707,082.00	51,016.92	454,619.83	252,462.17	35.70%
16 - PLANNING DEPARTMENT	448,054.00	575,094.00	33,046.32	348,469.00	226,625.00	39.41%
18 - CENTRAL GARAGE	1,780,938.00	1,780,938.00	149,371.72	1,072,709.13	708,228.87	39.77%
19 - BUILDINGS-GROUNDS	1,479,768.00	1,479,768.00	140,945.21	837,140.98	642,627.02	43.43%
46 - ENVIRONMENTAL RESILIENCE	609,479.00	672,956.00	42,697.18	477,302.46	195,653.54	29.07%
90 - UNAPPROPRIATED	-	-	-	58,141.12	(58,141.12)	0.00%
Expense Total:	\$31,986,787.00	\$32,753,147.73	\$ 2,476,506.72	\$21,784,849.50	\$10,968,298.23	33.49%
Fund: 1101 - GENERAL FUND Total:	\$31,986,787.00	\$32,753,147.73	\$ 2,476,506.72	\$21,784,849.50	\$10,968,298.23	33.49%
Report Total:	\$31,986,787.00	\$32,753,147.73	\$ 2,476,506.72	\$21,784,849.50	\$10,968,298.23	33.49%

* The Board of Works has reached its fiscal year budget as of the end of August, primarily due to higher-than-budgeted expenditures in several areas. Copier supplies and telephone expenses have slightly exceeded their respective annual budget allocations. The most significant contributors to the department reaching its overall budget are contractual services, insurance, and the trash collection contract. Going forward, expenses associated with the trash collection contract will be transitioned to CEDIT, which should reduce the impact on the Board of Works budget.

ORDINANCE 5272

2027 Compensation for Goshen Fire Department Employees

BE IT ORDAINED by the Goshen Common Council, pursuant to Indiana Code § 36-8-3-3(d), that the 2027 compensation, including salaries, wages and benefits, for Goshen Fire Department employees shall be as follows:

SECTION 1. Application of Ordinance

(A) This ordinance applies to all full-time positions of the Goshen Fire Department except for the civilian positions that are covered by the ordinance fixing the compensation for the Goshen Civil City and Utilities Employees.

(B) For the purposes of this ordinance, the term “Non-Bargaining Unit Position” means a position that is not covered by a collective bargaining agreement and applies to the employees in the following positions:

- (1) Fire Chief
- (2) Assistant Fire Chief
- (3) Division Chief
- (4) Fire Inspector
- (5) Mobile Integrated Health (MIH) Coordinator
- (6) Mobile Integrated Health (MIH) Paramedic
- (7) Battalion Chief

(C) For the purposes of this ordinance, the term “Bargaining Unit Position” means a position that is covered by a collective bargaining agreement and applies to the employees in the following positions:

- (1) Captain
- (2) Lieutenant
- (3) Private First-Class
- (4) Private
- (5) Probationary Private

SECTION 2. Collective Bargaining Agreement Provisions

(A) Employees represented by the Goshen Firefighters Association Local No. 1443, International Association of Firefighters, shall receive the compensation and benefits as provided by the collective bargaining agreement in effect between the City of Goshen and the Goshen Firefighters Association Local No. 1443, International Association of Firefighters, as such agreement may be amended from time to time, including any duly executed memoranda of understanding (hereinafter collectively, “Agreement”). The compensation and benefits provisions of the Agreement are incorporated into this ordinance by reference as though fully set forth herein. In the event of a conflict

between the provisions of this ordinance and the Agreement, the terms of the Agreement shall govern with respect to the employees covered by that Agreement.

(B) Although the Battalion Chief is a Non-Bargaining Unit Position, for the purposes of this ordinance, the Battalion Chief shall receive compensation and benefits consistent with the terms of the Agreement except the Battalion Chief is not eligible for paramedic pay.

SECTION 3. Base Salaries and Wages

(A) The maximum base salaries and wages for all employees are set forth in Exhibit A, 2027 Goshen Fire Department Base Salaries and Wages. The amounts set forth in Exhibit A for Bargaining Unit Positions are contingent upon the City of Goshen and the Goshen Firefighters Association Local No. 1443, International Association of Firefighters reaching a new agreement for 2027. In the event a new agreement is not reached for 2027, then the base wages established for 2026 shall apply for 2027 for the Bargaining Unit Positions.

(B) Each employee in a Non-Bargaining Unit Position shall not be paid more than the maximum amounts established by this ordinance. Each employee in a Bargaining Unit Position shall not be paid less than the amount established by the terms of the Agreement in effect.

(C) The Fire Chief and Assistant Fire Chief positions shall be compensated on a salary basis.

(D) The Division Chief, MIH Coordinator, MIH Paramedic, and Fire Inspector positions shall be compensated based on all hours worked for each seven (7) day work period in accordance with the Fair Labor Standards Act.

(E) Upon leaving City employment, an employee will be compensated for all unused compensatory time based on the higher rate of:

- (1) The average regular rate received by the employee during the last three (3) years of employment with the City; or
- (2) The final regular rate received by the employee.

SECTION 4. Payment of Salaries and Wages

(A) Salaries and wages established by this ordinance shall be effective January 1 and shall be paid in accordance with the City's regular payroll process on a bi-weekly basis.

(B) If a salaried employee's service begins or ends during a bi-weekly pay period, or if a bi-weekly pay period includes days occurring in more than one calendar year, the salary for the affected pay period shall be prorated based on the number of calendar days for which the employee is entitled to compensation at the applicable pay rate. For both salaried and hourly employees, compensation shall be calculated using the applicable pay rate established for the calendar year in which the day occurs.

SECTION 5. Firefighters' Pension and Disability Fund

Each employee shall be eligible to participate in the 1977 Police Officers' and Firefighters' Pension and Disability Fund. The City shall pay the employer's percentage contribution to the pension plan as required by Indiana Code § 36-8-8-6.

SECTION 6. Health Insurance

A full-time employee that is expected to average thirty (30) or more hours of compensation per week is eligible for coverage under the City's group health insurance plan and is required to enroll in the plan. The City shall pay eighty percent (80%) and the employee shall pay twenty percent (20%) toward the cost of the weekly health insurance premium, provided the employee's share of cost of the health insurance premium will not exceed the annual affordability limitations established by federal law.

SECTION 7. Vacation Leave

- (A) This Section applies to a Non-Bargaining Unit position excluding the Battalion Chief.
- (B) Each employee shall receive vacation leave beginning on the employee's first anniversary date of employment with the Fire Department and each subsequent anniversary date as follows, unless a higher amount is established by an agreement at the time the employee is hired:
 - (1) One (1) year through seven (7) full years of service, the employee shall receive one hundred twelve (112) hours vacation leave.
 - (2) Starting eight (8) years through fourteen (14) full years of service, the employee shall receive one hundred sixty-eight (168) hours vacation leave.
 - (3) Starting fifteen (15) years of service, the employee shall receive two hundred twenty-four (224) hours vacation leave.
- (C) An employee shall receive payment for all earned and unused vacation leave upon termination of employment.
- (D) Vacation leave shall be paid at the employee's current pay rate.

SECTION 8. Sick Leave

- (A) This Section applies to a Non-Bargaining Unit position excluding the Battalion Chief.
- (B) Each employee hired before January 1, 2013 shall accrue six (6) hours sick leave for each month of active employment up to a maximum of seven hundred twenty (720) hours sick leave.
- (C) Each employee hired on or after January 1, 2013 shall accrue four (4) hours sick leave for each month of active employment up to a maximum of seven hundred twenty (720) hours sick leave.
- (D) Any employee who has accrued sick leave in excess of seven hundred twenty (720) hours will not lose accrued sick leave in excess of seven hundred twenty (720) hours but will not be allowed to add to the total sick leave hours accrued as of December 31, 2014.
- (E) Each employee who has two hundred forty (240) hours sick leave accrued as of January 1st of any calendar year may sell the first forty-eight (48) hours of sick leave accrued that

calendar year if not used during the calendar year at the rate of One Hundred Fifty Dollars (\$150) for each eight (8) hours of sick leave sold.

(F) Upon retirement, City will pay a retiring employee for each eight (8) hours of accrued sick leave over four hundred (400) hours, up to a maximum of eighty (80) hours, at the rate of One Hundred Dollars (\$100).

(G) Except as provided by Subsections (E) and (F), sick leave shall be paid at the employee's current pay rate.

SECTION 9. Personal Leave

(A) This Section applies to a Non-Bargaining Unit position excluding the Battalion Chief.

(B) Each employee shall receive forty (40) hours of paid personal leave each calendar year.

(C) An employee may carry over not more than fifty-six (56) hours of unused personal leave from the previous calendar year.

(D) Upon termination, the employee shall be paid for not more than eighty (80) hours of unused personal leave.

(E) In the event an employee commences employment after January 31 of the current calendar year, the employee's personal leave due shall be prorated based upon the length of employment from the employee's date of hire through December 31.

(F) Personal leave shall be paid at the employee's current pay rate.

SECTION 10. Holiday Compensation

(A) This Section applies to a Non-Bargaining Unit Position, including the Battalion Chief.

(B) Each employee shall receive two and two-tenths percent (2.2%) of the employee's base annual salary or annual wage as holiday compensation for the following holidays:

- (1) New Year's Day
- (2) Martin Luther King, Jr. Day
- (3) Memorial Day
- (4) Independence Day
- (5) Labor Day
- (6) Veteran's Day
- (7) Thanksgiving Day
- (8) Day following Thanksgiving Day
- (9) Christmas Eve
- (10) Christmas Day

(C) Holiday compensation shall be paid the last pay day in November.

(D) Holiday compensation shall be prorated for any employee who begins employment after January 1 or whose employment terminates before December 31 of the calendar year. The prorated holiday compensation shall be based on the number of holidays occurring during the employee's period of employment in that calendar year.

SECTION 11. Annual Longevity Increase in Pay

- (A) This Section applies to a Non-Bargaining Unit position excluding the Battalion Chief.
- (B) Each employee shall receive an annual longevity increase in pay bonus based on Two Hundred Dollars (\$200) per year of service, up to a maximum of Three Thousand Four Hundred Dollars (\$3,400) per year.
- (C) The annual longevity increase in pay due shall reflect the number of years and partial years completed by the employee at the end of the previous calendar year, and shall be included in the employee's regular bi-weekly pay.
- (D) Each employee shall receive a one-time bonus payment for more than twenty (20) years of continuous service to the department. The one-time payment shall be equal to fifteen percent (15%) of the current year's pay to a Private and shall be paid within thirty (30) days after the employee's 20th anniversary date.

SECTION 12. Twenty Year Bonus

- (A) This Section applies to a Non-Bargaining Unit position excluding the Battalion Chief.
- (B) An employee who has attained at least twenty (20) years of full-time employment with the Fire Department shall receive an annual twenty (20) year bonus of Two Thousand Dollars (\$2,000).
- (C) An employee who attains their twentieth year of full-time employment after January 1 shall receive a prorated portion of the annual twenty (20) year bonus based on the portion of the year remaining after the employee attains their twentieth year of full-time employment.
- (D) An employee who has attained at least twenty (20) years of full-time employment shall receive a prorated portion of the annual twenty (20) year bonus upon termination based on the portion of the year employed after January 1 of the current calendar year if:
 - (1) The employee is in good standing with the City at the time of termination.
 - (2) The employee gives the City a minimum two (2) week written notice of the employee's intent to terminate employment with the City unless the employee is terminated by the City.
 - (3) The termination is due to a health condition of the employee making it impracticable for the employee to perform the duties and responsibilities of the employee's position or the termination is due to the death of the employee.
- (E) The twenty (20) year bonus shall be paid the last pay day of December or at the time of termination of employment.

SECTION 13. Uniform Allowance

- (A) This Section applies to a Non-Bargaining Unit position excluding the Battalion Chief.
- (B) Each employee shall receive an annual uniform allowance of Two Hundred Dollars (\$200) to purchase and maintain uniforms.
- (C) The uniform allowance shall be paid the first pay day of December.

SECTION 14. Master Firefighter/Fire Officer I Certification Pay

(A) An employee who holds a Master Firefighter/Fire Officer I certification shall receive annual certification pay in the amount One Hundred Sixty Dollars (\$160), or a prorated portion thereof.

(B) The certification pay shall be paid the first pay day in December.

SECTION 15. Classification Pay

(A) This Section applies to a Non-Bargaining Unit position excluding the Battalion Chief.

(B) An employee shall receive the following annual classification pay for each classification to which the employee is appointed.

- (1) Fire Training Instructor, Seven Hundred Fifty Dollars (\$750)
- (2) Public Relations and Education, Five Hundred Dollars (\$500)
- (3) Arson Investigator, Six Hundred Dollars (\$600)
- (4) EMS Training Instructor, Seven Hundred Fifty Dollars (\$750)
- (5) Command System Coordinator, Seven Hundred Fifty Dollars (\$750)

(C) The classification pay will be included in the employee's regular bi-weekly pay.

SECTION 16. Paramedic Pay

(A) This Section applies to the MIH Coordinator and MIH Paramedic position.

(B) An employee serving as an active paramedic shall receive a paramedic pay equal to nine percent (9%) of the base salary for a private.

(C) An employee that is placed on restricted paramedic assignment shall receive thirty percent (30%) of the paramedic pay set forth in paragraph (B) for the year.

(D) The paramedic pay will be paid the first pay day in December. In the event the employee drops or loses the paramedic license, the paramedic pay will be prorated accordingly.

SECTION 17. Funeral Leave

(A) This Section applies to a Non-Bargaining Unit position.

(B) An employee is entitled to five (5) consecutive calendar days off without the loss of pay consistent with the terms of the Agreement due to the death of an employee's immediate family member. An employee is entitled to one (1) day off without loss of pay consistent with the terms of the Agreement due to the death of an employee's family member other than an immediate family member.

SECTION 18. Duty-Related Illness or Injury

(A) This Section applies to a Non-Bargaining Unit position.

(B) An employee who suffers an injury or contracts an illness while performing the employee's duties shall receive pay and benefits and/or payment for the employee's care to treat the illness or injury consistent with the terms of the Agreement.

SECTION 19. Severance Pay

- (A) This Section applies to a Non-Bargaining Unit position.
- (B) An employee is entitled to severance pay consistent with the terms of the Agreement due to an illness or injury arising out of or in the course of the employee's duties and the illness or injury is of the nature, degree and/or duration necessary to qualify the employee for benefits under the applicable pension and disability fund.
- (C) The severance pay will be fifty percent (50%) of the remainder of the following:
 - (1) The employee's pay and benefits for fifty-two (52) weeks, less
 - (2) The pay and benefits paid to the employee pursuant to Section 18, Duty-Related Illness or Injury.

SECTION 20. Death Benefits

The City shall pay the beneficiary of any employee who dies during the calendar year all benefits that the employee has not yet received.

SECTION 21. Paramedic Hiring Bonus

Upon approval of the Board of Public Works and Safety, a first-time employee of the Goshen Fire Department who is a licensed/certified paramedic shall be paid a one-time bonus of Seven Thousand Five Hundred Dollars (\$7,500) in accordance with the terms and conditions of an agreement to be executed between the City of Goshen and the new employee.

SECTION 22. Cell Phone Stipend

In lieu of being provided a City-owned cell phone, those employees who, for substantial business purposes, are regularly required to use a cell phone to perform the employees' job duties and responsibilities, may elect to use a personal cell phone for City business and receive a monthly cell phone stipend in accordance with the City's Cell Phone Policy. The stipend shall not exceed Fifty Dollars (\$50) per month for voice and data service.

SECTION 23. Local Pension Board Secretary

An employee serving as the secretary to the Local Pension Board shall receive additional compensation of Four Thousand One Hundred Dollars (\$4,100) per year. The additional compensation shall be included in the employee's regular bi-weekly pay while serving as secretary to the Local Pension Board.

SECTION 24. Effective Date

This ordinance shall be in full force and effect from and after its passage, approval and adoption according to the laws of the State of Indiana, however, its provisions shall apply to the 2027 budget year.

EXHIBIT A

2027 Goshen Fire Department Base Salaries and Wages

Non-Bargaining Unit Positions

	<u>Annual Salary</u>	<u>Bi-weekly Salary</u>
Fire Chief	\$108,600.00	\$4,176.92
Assistant Fire Chief	\$101,650.00	\$3,909.62
Division Chief	\$87,078.00	\$3,349.15

	<u>Annual Wage</u>	<u>Hourly Wage</u>
Fire Inspector	\$83,578.00	\$40.18
Mobile Integrated Health (MIH) Coordinator	\$83,578.00	\$40.18
Mobile Integrated Health (MIH) Paramedic	\$79,578.00	\$38.26
Battalion Chief	\$92,078.00	\$33.41

Bargaining Unit Positions

	<u>Annual Wage</u>	<u>Hourly Wage</u>
Captain	\$83,578.00	\$30.33
Lieutenant	\$79,578.00	\$28.87
Private First-Class	\$77,500.00	\$28.12
Private	\$74,674.00	\$27.10
Probationary Private	\$66,926.00	\$24.28

PASSED by the Goshen Common Council on _____, 2026.

Gina M. Leichty, Presiding Officer

ATTEST:

Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor of the City of Goshen on _____, 2026, at the hour
of ____:____ __.m.

Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on _____, 2026.

Gina M. Leichty, Mayor

ORDINANCE 5273

2027 Compensation for Goshen Police Department Employees

BE IT ORDAINED by the Goshen Common Council, pursuant to Indiana Code § 36-8-3-3(d), that the 2027 compensation, including salaries, wages and benefits, for Goshen Police Department employees shall be as follows:

SECTION 1. Application of Ordinance

(A) This ordinance applies to all full-time positions of the Goshen Police Department except for certain civilian positions that are covered by the ordinance fixing the compensation for the Goshen Civil City and Utilities Employees.

(B) For the purposes of this ordinance, the term “Non-Bargaining Unit Position” means a position that is not covered by a collective bargaining agreement and applies to the employees in the following positions:

- (1) Police Chief
- (2) Assistant Police Chief
- (3) Captain
- (4) Special Police Officer
- (5) Special Police Officer – Internal Affairs & Community Relations
- (6) Evidence Manager
- (7) Evidence Clerk
- (8) Intelligence Analyst
- (9) Executive Assistant
- (10) Administrative Assistant

(C) For the purposes of this ordinance, the term “Bargaining Unit Position” means a position that is covered by a collective bargaining agreement and applies to the employees in the following positions:

- (1) Captain (Incumbent)
- (2) Lieutenant
- (3) Sergeant
- (4) Detective/Corporal/Specialty Assignment
- (5) Police Officer 1
- (6) Police Officer 2
- (7) Police Officer 3
- (8) Probationary Police Officer
- (9) Police Recruit

(D) For the purposes of this ordinance, the term “Civilian Employee Position” means a position that is covered by this ordinance and applies to the employees in the following positions:

- (1) Special Police Officer

- (2) Special Police Officer – Internal Affairs & Community Relations
- (3) Evidence Manager
- (4) Evidence Clerk
- (5) Intelligence Analyst
- (6) Executive Assistant
- (7) Administrative Assistant

SECTION 2. Collective Bargaining Agreement Provisions

Employees represented by the Lodge #81 Fraternal Order of Police, Inc., shall receive the compensation and benefits as provided by the collective bargaining agreement in effect between the City of Goshen and the Lodge #81 Fraternal Order of Police, Inc., as such agreement may be amended from time to time, including any duly executed memoranda of understanding (hereinafter collectively, “Agreement”). The compensation and benefits provisions of the Agreement are incorporated into this ordinance by reference as though fully set forth herein. In the event of a conflict between the provisions of this ordinance and the Agreement, the terms of the Agreement shall govern with respect to the employees covered by that Agreement.

SECTION 3. Base Salaries and Wages

(A) The maximum base salaries and wages for all employees are set forth in Exhibit A, 2027 Goshen Police Department Base Salaries and Wages. The amounts set forth in Exhibit A for Bargaining Unit Positions are contingent upon the City of Goshen and the Lodge #81 Fraternal Order of Police, Inc. reaching a new agreement for 2027. In the event a new agreement is not reached for 2027, then the base wages established for 2026 shall apply for 2027 for the Bargaining Unit Positions.

(B) Each employee in a Non-Bargaining Unit Position shall not be paid more than the maximum amounts established by this ordinance. Each employee in a Bargaining Unit Position shall not be paid less than the amount established by the terms of the Agreement in effect.

(C) The Police Chief and Assistant Police Chief positions shall be compensated on a salary basis.

(D) The Captain, Special Police Officer, Special Police Officer – Internal Affairs & Community Relations, Evidence Manager, Evidence Clerk, Intelligence Analyst, Executive Assistant, and Administrative Assistant positions shall be compensated based on all hours worked for each seven (7) day work period in accordance with the Fair Labor Standards Act.

(E) Upon leaving City employment, an employee will be compensated for all unused compensatory time based on the higher rate of:

- (1) The average regular rate received by the employee during the last three (3) years employment with the City; or
- (2) The final regular rate received by the employee.

SECTION 4. Payment of Salaries and Wages

(A) Salaries and wages established by this ordinance shall be effective January 1 and shall be paid in accordance with the City's regular payroll process on a bi-weekly basis.

(B) If a salaried employee's service begins or ends during a bi-weekly pay period, or if a bi-weekly pay period includes days occurring in more than one calendar year, wages for the affected pay period shall be prorated based on the number of calendar days for which the employee is entitled to compensation at the applicable pay rate. For both salaried and hourly employees, compensation shall be calculated using the applicable pay rate established for the calendar year in which the day occurs.

SECTION 5. Police Officers' Pension and Disability Fund

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

SECTION 6. Public Employees' Retirement Fund

Each employee in a Civilian Position shall be eligible to participate in the Public Employees' Retirement Fund (PERF). The City shall pay both the employer's and employee's required contributions to PERF.

SECTION 7. Health Insurance

A full-time employee that is expected to average thirty (30) or more hours of compensation per week is eligible for coverage under the City's group health insurance plan and is required to enroll in the plan. The City shall pay eighty percent (80%) and the employee shall pay twenty percent (20%) toward the cost of the weekly health insurance premium, provided the employee's share of cost of the health insurance premium will not exceed the annual affordability limitations established by federal law.

SECTION 8. Vacation Leave

(A) This Section applies to a Non-Bargaining Unit position.

(B) Each employee shall receive vacation leave beginning on the employee's first anniversary date of employment with the Police Department and each subsequent anniversary date as set forth below, unless a higher amount is established by an agreement at the time the employee is hired:

(1) One (1) year through seven (7) full years of service, the employee shall receive one hundred twenty-six (126) hours vacation leave.

(2) Starting eight (8) years through fourteen (14) full years of service, the employee shall receive one hundred eighty-nine (189) hours vacation leave.

(3) Starting fifteen (15) years of service, the employee shall receive two hundred fifty-two (252) hours vacation leave.

(C) An employee shall receive payment for all earned and unused vacation leave upon termination of employment.

(D) Vacation pay shall be paid at the employee's current pay rate.

SECTION 9. Sick Leave

(A) This Section applies to a Non-Bargaining Unit position.

(B) Each employee shall accrue six and three-quarter (6.75) hours sick leave for each month of employment up to a maximum of eight hundred ten (810) hours sick leave.

(C) Any employee who has accrued sick leave in excess of eight hundred ten (810) hours, but less than one thousand six hundred twenty (1,620) hours will not lose the accrued sick leave but will not be allowed to add to the total sick leave hours accrued as of December 31, 2001.

(D) Each employee who has two hundred seventy (270) hours sick leave accrued as of January 1st of any calendar year may sell the first fifty-four (54) hours of sick leave accrued that calendar year if not used during the calendar year at the rate of One Hundred Fifty Dollars (\$150) for each nine (9) hours of sick leave sold.

(E) Upon retirement, City will pay the retiring employee for each nine (9) hours of accrued sick leave over four hundred fifty (450) hours, up to a maximum of ninety (90) hours, at the rate of One Hundred Dollars (\$100).

(F) Except as provided by Subsections (D) and (E), sick leave shall be paid at the employee's current pay rate.

SECTION 10. Personal Leave

(A) This Section applies to a Non-Bargaining Unit position.

(B) Each employee shall receive forty-five (45) hours of paid personal leave per calendar year.

(C) An employee may carry over not more than sixty-three (63) hours of unused personal leave from the previous calendar year.

(D) Upon termination, the employee shall be paid for not more than ninety (90) hours of unused personal leave.

(E) In the event an employee commences employment after January 31 of the current calendar year, the employee's personal leave due shall be prorated based upon the length of employment from the employee's date of hire through December 31.

(F) Personal leave shall be paid at the employee's current pay rate.

SECTION 11. Holiday Compensation

- (A) This Section applies to a Non-Bargaining Unit position.
- (B) Each employee shall receive holiday compensation based on the number of holidays established by the Common Council under the Compensation Ordinance for Goshen Civil City and Utilities Employees, but such number shall not be less than eleven (11) days.
- (C) The holiday compensation for shall be calculated based on the employee's regular daily rate (either the base annual salary divided by two thousand eighty (2,080) hours or the base hourly wage, as applicable, and multiplied by eight (8) hours) and multiplied by the number of holidays per calendar year as established pursuant to paragraph (B).
- (D) Holiday compensation shall be paid the first pay day in November.
- (E) Holiday compensation shall be prorated for any employee who begins employment after January 1 or whose employment terminates before December 31 of the calendar year. The prorated amount shall be based upon the portion of the year during which the employee was employed.

SECTION 12. Longevity Increase

- (A) This Section applies to a Non-Bargaining Unit position.
- (B) Each employee shall receive an annual longevity increase beginning on the employee's first anniversary date of employment with the Police Department in accordance with the following schedule up to a maximum of Five Thousand Four Hundred Dollars (\$5,400). The employee shall continue to receive Five Thousand Four Hundred Dollars (\$5,400) each subsequent year after the employee's twentieth year of employment with the Department.

	<u>Annual Longevity Increase</u>	<u>Annual Total</u>
Year 1	\$200	\$200
Year 2	\$200	\$400
Year 3	\$200	\$600
Year 4	\$200	\$800
Year 5	\$200	\$1,000
Year 6	\$200	\$1,200
Year 7	\$200	\$1,400
Year 8	\$200	\$1,600
Year 9	\$200	\$1,800
Year 10	\$200	\$2,000
Year 11	\$200	\$2,200
Year 12	\$200	\$2,400
Year 13	\$200	\$2,600
Year 14	\$200	\$2,800

	<u>Annual Longevity Increase</u>	<u>Annual Total</u>
Year 15	\$200	\$3,000
Year 16	\$200	\$3,200
Year 17	\$200	\$3,400
Year 18	\$660	\$4,060
Year 19	\$670	\$4,730
Year 20	\$670	\$5,400
Year 21+	\$0	\$5,400

(C) The annual longevity increase is to be included in the employee's regular bi-weekly pay on a pro rata basis and adjusted annually on the employee's anniversary date.

SECTION 13. Clothing Allowance

(A) This Section applies to a Non-Bargaining Unit position.

(B) Each employee completing at least one (1) year of employment with the Police Department shall receive the following annual clothing allowance to purchase and maintain uniforms:

(1) Police officers, *excluding* a Special Police Officer and Special Police Officer – Internal Affairs & Community Relations, shall receive One Thousand Five Hundred Dollars (\$1,500).

(2) Civilian Employees shall receive One Thousand Three Hundred Sixty-nine Dollars (\$1,369).

(C) The clothing allowance shall consist of two (2) equal payments payable the first pay day of April and the first pay day of October.

SECTION 14. Technical Skills Pay

(A) This Section applies to a Non-Bargaining Unit position.

(B) An employee certified to have a technical skill beneficial to the Department shall receive annual technical skills pay based on the following schedule for up to five (5) technical skills certifications:

(1) First technical skill, Five Hundred Dollars (\$500)

(2) Second technical skill, Three Hundred Dollars (\$300)

(3) Third technical skill, Three Hundred Dollars (\$300)

(4) Fourth technical skill, Two Hundred Fifty Dollars (\$250)

(5) Fifth technical skill, Two Hundred Fifty Dollars (\$250)

(C) The technical skills pay shall be included in the employee's regular bi-weekly pay.

SECTION 15. Wellness Program

- (A) This Section applies to a Non-Bargaining Unit position.
- (B) Each employee is eligible to receive reimbursement for up to Two Hundred Dollars (\$200) per year for participation in a wellness program consistent with the terms of the Agreement.

SECTION 16. Funeral Leave

- (A) This Section applies to a Non-Bargaining Unit position.
- (B) An employee is entitled to three (3) workdays off without loss of pay consistent with the terms of the Agreement due to the death of an employee's immediate family member.

SECTION 17. Duty-Related Illness or Injury

- (A) This Section applies to a Non-Bargaining Unit position.
- (B) A police officer, *excluding* a Special Police Officer and Special Police Officer – Internal Affairs & Community Relations, who suffers an injury or contracts an illness while performing the employee's duties shall receive pay and benefits and/or payment for the employee's care to treat the illness or injury consistent with the terms of the Agreement.

SECTION 18. Cell Phone Stipend

In lieu of being provided a City-owned cell phone, those employees who, for substantial business purposes, are regularly required to use a cell phone to perform the employee's job duties and responsibilities, may elect to use a personal cell phone for City business and receive a monthly cell phone stipend in accordance with the City's Cell Phone Policy. The stipend shall not exceed Fifty Dollars (\$50) per month for voice and data services.

SECTION 19. Residency Bonus

A police officer is eligible to receive an annual residency bonus of One Thousand Dollars (\$1,000), or a prorated portion thereof, based on the period of time the police officer resides on a permanent basis in the Goshen city limits in accordance with the current Residency Bonus Policy.

SECTION 20. Local Pension Board Secretary

An employee serving as the secretary to the Local Pension Board shall receive additional compensation of Three Thousand Seven Hundred Seventy Dollars (\$3,770) per year. The additional compensation shall be included in the employee's regular bi-weekly pay while serving as secretary to the Local Pension Board.

SECTION 21. Effective Date

This ordinance shall be in full force and effect from and after its passage, approval and adoption according to the laws of the State of Indiana, however, its provisions shall apply to the 2027 budget year.

EXHIBIT A
2027 Goshen Police Department Base Salaries and Wages

Non-Bargaining Unit Positions

	<u>Annual Salary</u>	<u>Bi-weekly Salary</u>
Police Chief	\$107,207.29	\$4,123.36
Assistant Police Chief	\$101,517.98	\$3,904.54

	<u>Annual Wage</u>	<u>Hourly Wage</u>
Captain	\$95,573.44	\$45.95
Special Police Officer–Internal Affairs & Community Relations	\$64,067.33	\$30.80
Special Police Officer	\$62,797.18	\$30.19
Evidence Manager	\$61,123.50	\$29.39
Evidence Clerk	\$56,123.50	\$26.98
Intelligence Analyst	\$80,078.26	\$38.50
Executive Assistant	\$61,123.50	\$29.39
Administrative Assistant	\$56,123.50	\$26.98

Bargaining Unit Positions

	<u>Annual Wage</u>	<u>Hourly Wage</u>
Captain (Incumbent)	\$95,573.44	\$45.38
Lieutenant	\$90,014.70	\$42.74
Sergeant	\$86,755.01	\$41.19
Detective/Corporal/Specialty Assignment	\$83,014.70	\$39.42
Police Officer 1	\$80,078.26	\$38.02
Police Officer 2	\$77,578.26	\$36.84
Police Officer 3	\$75,078.26	\$35.65
Probationary Police Officer	\$70,000.00	\$33.24
Police Recruit	\$65,482.00	\$31.09

PASSED by the Goshen Common Council on _____, 2026.

Gina M. Leichty, Presiding Officer

ATTEST:

Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor of the City of Goshen on _____, 2026, at the hour
of ____:____ __.m.

Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on _____, 2026.

Gina M. Leichty, Mayor



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.goshen.in.gov

October 26, 2026

To: Goshen Common Council

From: Shannon Marks, Legal Compliance Administrator

Subject: Ordinance 5275, Renaming the Development Fees Fund to the Building and Construction Related Fees Fund

The Goshen Common Council established the Development Fees Fund by Ordinance 5257 on April 27, 2026, for the deposit of any fee assessed and collected for approval of an application related to (1) construction or reconstruction of residential buildings, commercial buildings, industrial buildings, any other building or building space, or an appurtenance to a previously described building; or (2) zoning, development, subdivision, classification or reclassification of land; including a fee designated as a permit fee, application fee, inspection fee, processing fee, or a fee by another name.

The State Board of Accounts issued Directive 2026-01 on June 19, 2026, directing all cities imposing and collecting fees subject to Indiana Code § 36-7-2.3 after December 31, 2026, to deposit and account for such fees in a fund numbered 2260, designated as the Building and Construction Related Fees Fund.

Ordinance 5275 is to rename the Development Fees Fund to the Building and Construction Related Fees Fund to conform to the requirements of State Examiner Directive 2026-01.

ORDINANCE 5275

RENAMING THE DEVELOPMENT FEES FUND TO THE BUILDING AND CONSTRUCTION RELATED FEES FUND

WHEREAS, pursuant to Indiana Code § 36-7-2.3 et seq., the Goshen Common Council established a special fund known as the Development Fees Fund by adoption of Ordinance 5257 on April 27, 2026, for the deposit of any fee assessed and collected for approval of an application related to:

- (1) construction or reconstruction of residential buildings, commercial buildings, industrial buildings, any other building or building space, or an appurtenance to a previously described building; or
 - (2) zoning, development, subdivision, classification or reclassification of land;
- including a fee designated as a permit fee, application fee, inspection fee, processing fee, or a fee by another name.

WHEREAS, the Indiana State Board of Accounts issued State Examiner Directive 2026-01, dated June 19, 2026, directed all cities imposing and collecting fees subject to Indiana Code § 36-7-2.3 after December 31, 2026, to deposit and account for such fees in a fund numbered 2260, designated as the Building and Construction Related Fees Fund.

WHEREAS, the Common Council finds it necessary and appropriate to rename the Development Fees Fund to the Building and Construction Related Fees Fund to conform to the requirements of State Examiner Directive 2026-01.

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

Section 1. Building and Construction Related Fees Fund

Effective January 1, 2027, the special fund established by Ordinance 5257 and known as the Development Fees Fund shall be renamed the Building and Construction Related Fees Fund. Renaming of the fund shall not create a new fund but shall constitute a continuation of the existing fund under the new name.

Section 2. Sources of Funding

The sources of funding of the Building and Construction Related Fees Fund shall be from any fee assessed and collected for approval of an application related to:

- (1) construction or reconstruction of residential buildings, commercial buildings, industrial buildings, any other building or building space, or an appurtenance to a previously described building; or
 - (2) zoning, development, subdivision, classification or reclassification of land;
- including a fee designated as a permit fee, application fee, inspection fee, processing fee, or a fee by another name.

Section 3. Use of Fund

Upon appropriation, expenditures from the Building and Construction Related Fees Fund shall be dedicated solely to reimbursing the costs actually incurred by the city relating to the imposition and amount of the fees assessed and collected.

Section 4. Fiscal Year-End Balance

(1) The Building and Construction Related Fees Fund shall be maintained as a separate line item in the city's budget.

(2) Money in the fund may not at any time revert to the General Fund or any other fund of the city.

Section 5. Effect of Prior Ordinance

Ordinance No. 5257 shall remain in effect except as amended by this Ordinance.

Section 6. Effective Date

This ordinance shall be in full force and effect from and after its passage, approval and adoption according to the laws of the State of Indiana. The renaming of the fund and related accounting changes shall be effective January 1, 2027.

PASSED by the Goshen Common Council on _____, 2026.

Gina M. Leichty, Presiding Officer

ATTEST:

Richard R. Aguirre, Clerk-Treasurer

PRESENTED to the Mayor of the City of Goshen on _____, 2026, at the hour of ____:____.m.

Richard R. Aguirre, Clerk-Treasurer

APPROVED and ADOPTED on _____, 2026.

Gina M. Leichty, Mayor