



Minutes of the Goshen Common Council Special Meeting of April 15, 2020

Held 4:00 p.m. Council Chambers, Police & Court Building, 111 East Jefferson Street, Goshen, Indiana

Meeting start was delayed due to first-time set-up of hybrid in-person/virtual meeting.

[4:10 p.m.]

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

Clerk stated that this meeting is being held during a declared public health emergency covering all of the State of Indiana pursuant to Governor Holcomb's Executive Orders 20-04 and 20-09, as well as guidance from Indiana Public Access Counsellor Luke Britt, then called the roll:

Present electronically:

Megan Eichorn (Dist 4),
Jim McKee (Dist 1),
Doug Nisley (Dist 2),
Gilberto Pérez, Jr. (Dist 5),
Matt Schrock (Dist 3) [via phone]
Youth Advisor Zoe Eichorn (Non-voting)

Present in-person:

Julia King (At-Large),
Council President Brett Weddell (At-Large)

Mayor thanked public for patience as Council adapts to new remote meetings.

Ordinance 5040: Amend 2020 Compensation Ordinance 5008 for Civil City and Utilities Employees (To Provide for Paid Leave During Certain Declared Emergencies)

Weddell/King moved for passage on first reading.

Mayor explained that City of Goshen is trying to stay ahead of COVID-19 pandemic, particularly city staff and the services they provide the community. Mayor explained his executive order sending particular employees home and providing 80 paid hours of paid emergency leave. Noted Family Medical Leave Act does not apply to all employees,



and Ordinance 5040 is intended to do better for employees, save already-accrued hours, and save paperwork. Ordinance would provide for staff to respond to emergencies.

Mayor addressed option to furlough employees, noting that if Council does not pass this ordinance furlough would be pursued administratively. Noted several issues with furloughing.

Deputy Clerk-Treasurer Jeffery Weaver presented fiscal analysis (attached).

King asked about the distinction between savings and reduction. Weaver explained that reduction in payroll cost from city's bank account does not account for other losses or deferred costs.

Weddell asked whether under furlough scenario employees would possibly make more than normal given the \$600 federal unemployment benefit. Weaver said it is possible.

Mayor stated that approximately 160-170 of City's 275 employees are in Police and Fire Departments. Stated maximum of 20-30 employees would be home under this ordinance.

Weddell asked whether employee could ask to be furloughed if Council voted for Scenario II (in the fiscal analysis). City Attorney Bodie Stegelmann explained that Scenario II would be administrative decision between Mayor and Department Heads.

King asked whether furlough would still be an option for the administration if Ordinance 5040 were passed. Mayor said yes, but strong argument would need to be made for that instead of invoking ordinance.

Stegelmann explained that it is another form of paid time off that is only triggered by disaster emergency, then coordination between department heads and Mayor to send people home. It does not provide choice to employees.

Mayor noted that limit is 40 days unless it returns to Council for renewal.

Nisley asked which employees would qualify. Mayor stated that permanent part-time would be included but seasonal employees would not.

King commented that salaries are already appropriated and this does not require additional funds to be appropriated.

Weddell noted costs could escalate if City needs to re-hire, re-train, etc.

Clerk-Treasurer Adam Scharf clarified that furlough under Scenario II in fiscal assessment is uncertain.

ROLL CALL VOTE to pass Ordinance 5040 on first reading: PASSED 7-0

Unanimous consent was granted to hear Ordinance 5040 on second reading.

Weddell/King moved to pass Ordinance 5040 on second and final reading.

ROLL CALL VOTE to pass Ordinance 5040 on second and final reading: PASSED 7-0



King/Perez moved to adjourn.

VOICE VOTE to adjourn: PASSED 7-0

[4:40 p.m.] Meeting Adjourned

APPROVED:

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

Jeremy P. Stutsman, Mayor of Goshen

ATTEST:

A handwritten signature in black ink, appearing to read "Adam C. Scharf", written over a horizontal line.

Adam C. Scharf, Goshen City Clerk-Treasurer