

## Minutes of the Goshen Common Council Regular Meeting of June 16, 2020

5:30 p.m. Council Chambers, Police & Court Building, 111 East Jefferson Street, Goshen, Indiana

*Clerk's note: Timestamps of the audio recording are included in brackets, e.g. [1:15] means one minute, fifteen seconds into the audio recording. Technical difficulties occurred at the outset of the June 16 meeting. Audio recording effectively begins capturing meeting proceedings at approximately [6:00] during approval of agenda.*

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

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

Absent: None

Clerk-Treasurer Adam Scharf read a legal disclaimer with regard to the virtual public meeting being held under a declared health emergency and related executive orders and legal guidance.

No minutes were presented.

Mayor Stutsman requested the following changes to the agenda:

1. Remove swearing in of Youth Advisor Hazany Palomino
2. Add presentation about COVID-19 by Randy Christophel, Goshen Health System
3. Move Privilege of Floor to after presentations
4. Discussion of council meeting time change

**Weddell/Nisley moved to approve the agenda as amended. PASSED 7-0**

### Elected Official Reports

[8:04] King: Elk. Co. Visitors Bureau, Parks Board

[8:31] Eichorn: Meeting with Chief Sink re: construction at fire station

[8:46] Pérez: Meeting with Patrol Division Chief Mario Mora; May 31 protest follow-up work by Chief Miller

[10:40] Mayor: Creating new Policing/Policy FAQ page on website, should be ready in 1-2 weeks



[12:11] Nisley and Mayor: Aviation Board and Community Relations Commission to resume meeting soon

[13:04] King: Council planning retreat

[13:59] Special Presentation: COVID-19 Update - Randy Christophel, CEO, Goshen Health System

[25:30] Fire Chief Dan Sink re: Incident Command, GFD updates

[26:42] Council Q&A, discussion

[31:20] Special Presentation: Climate Action Plan Update –

Kolt Vaughn, Dept. of Environmental Resilience 2020 Extern

Introduction by Director of Environmental Resilience Aaron Kingsley

*Handout, attached as Exhibit A, was distributed to council via email*

[44:40] Special Presentation and Recognition: Youth Advisor Zoe Eichorn

[46:30] Mayor's comments, plaque presentation

[48:02] King, Weddell, Pérez, Nisley: thanks and affirmations

#### Privilege of the Floor

[49:30] Abraham Medellin, Goshen, requested council guidance and support for proposal to paint "Black Lives Matter" on Main St. & Washington St.

[57:38] Mayor comments

[59:00] Weddell, Pérez, King, Zoe Eichorn comments

[1:02:07] Glenn Null, Goshen, thanked to PD for professional response at recent protest; Street & Sewer Dept. for response & cleanup for water main break in West Goshen; Mayor for checking in at scene. Affirmed Youth Advisor on CRC. Commented on wearing masks for COVID-19.

[1:10:30] Mayor, Pérez mentioned various testing sites

[1:12:20] Jesse Miller, Goshen, spoke in support of Abraham Medellin street art proposal. Announced formation of new local chapter of "SURJ" ("Showing Up for Racial Justice").

[1:13:42] Erin Floyd, Goshen, spoke in solidarity with people of color; said society must address racial justice issues.

[1:14:25] Mayor reply



[1:14:44] Allan Kauffman, Goshen, asked that Police Dept. not be asked to transfer manpower or funds to diversity training, community policing, etc.; rather, add funds for those priorities.

[1:19:07] Further council discussion on COVID-19, racial justice.

[1:25:30] Resolution 2020-14      An Emergency Resolution Providing for the Transfer of Funds for Community Development & Planning Department Office Furniture / Supplies

**Weddell/Pérez moved for passage of Resolution 2020-14.**

Community Development Director Mark Brinson explained that new position requires a new office work setup.

**Roll call vote on Resolution 2020-14. PASSED 7-0**

[1:27:46] Ordinance 5046      Amend 2020 Compensation Ordinance 5008 for Civil City and Utilities Employees (for Legal / Human Resources Office Assistant I)

**Weddell/Eichorn moved for passage of Ordinance 5046 on first reading.**

City Attorney Bodie Stegelmann explained that especially this year, workload of assistant to HR Manager has skyrocketed. Said plan is also to shift some duties of current HR Manager to new position.

Clerk-Treasurer Adam Scharf commented on 60% / 40% split between Civil City and Utilities; intention to simplify in future. Introduced new payroll employee who will work closely with HR: Emily Bush-Pearson.

**Roll call vote on Ordinance 5046 on first reading. PASSED 7-0**

All councilors consented to hear second reading.

**Weddell/Eichorn moved for passage of Ordinance 5046 on second and final reading.**

**Roll call vote on Ordinance 5046 on second and final reading. PASSED 7-0**

[1:32:52] Ordinance 5047      COVID-19 Early Retirement

**Weddell/Pérez moved for passage of Ordinance 5047 on first reading.**

Mayor Stutsman introduced the ordinance, noting two known employees in high risk categories who may qualify for this incentive. Also mentioned changes in redlined version (attached as *Exhibit B*) to include Police and Fire Department Employees.

**Roll call vote on Ordinance 5047 on first reading. PASSED 7-0**



All councilors consented to hear second reading.

**Weddell/Nisley moved for passage of Ordinance 5047 on second and final reading.**

Clerk-Treasurer Scharf requested amendment to change minimum years of continuous service from ten to five.

**Weddell/King moved to amend Ordinance 5047 to change minimum years of continuous service from ten to five.**

**Roll call vote to amend Ordinance 5047: PASSED 7-0**

**Roll call vote on Ordinance 5047 on second and final reading. PASSED 7-0**

[1:42:05] Discussion: Council Meeting Time

**Weddell/McKee moved to change regular council meeting time to 6:00 p.m.**

**Voice vote to change regular council meeting time to 6:00 p.m. PASSED 7-0**


**Weddell/King moved to adjourn. PASSED 7-0**

*Meeting Adjourned*

*Exhibit A (1 pg): 2020 Climate Action Plan Workplace Survey Highlights*

*Exhibit B (3 pgs): Redlined version of Ordinance 5047: COVID-19 Early Retirement*

APPROVED:

  
\_\_\_\_\_  
Jeremy P. Stutsman, Mayor of Goshen

ATTEST:

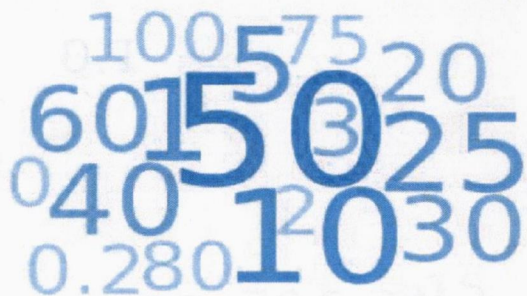
  
\_\_\_\_\_  
Adam C. Scharf, Goshen City Clerk-Treasurer

# 2020 Climate Action Plan | Workplace Survey Highlights

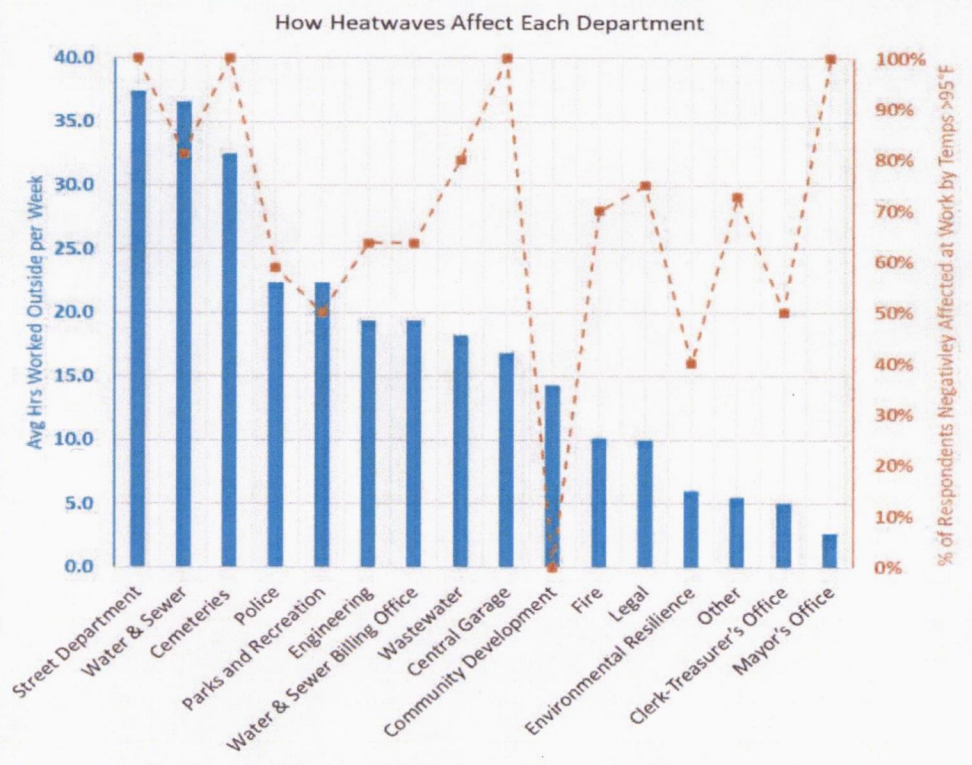
City of Goshen | Department of Environmental Resilience | by Kolt Vaughn | 6/16/2020

Goshen's Department of Environmental Resilience is working to develop a Climate Action Plan by late 2020. To that end, a workplace survey of local government behaviors and perceptions was conducted to understand where there is room for efficiency improvements, emissions reductions, and enhancing community resiliency. These results represent a survey conducted from 6/10/20 - 6/17/20. The response rate (42%) equals the number of responses (139) divided by all City of Goshen employees (333).

The 'number-cloud' below shows employee's perception of the percent chance that a flood, like the 2018 Goshen Flood, occurs within the next year. This graphic demonstrates that employees are highly concerned about flood events. This is likely due to 8 of the top 10 historic crests having occurred since 1979.<sup>1</sup>



The bar-graph to the right demonstrates which city departments self-identify as being susceptible to heat-related risks. It also highlights which departments may not recognize such issues.



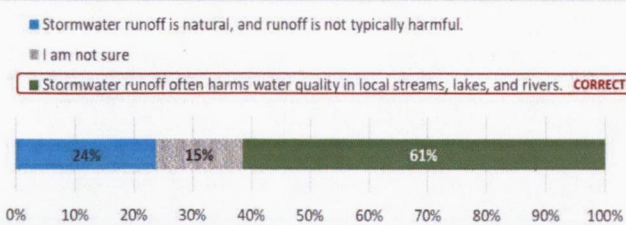
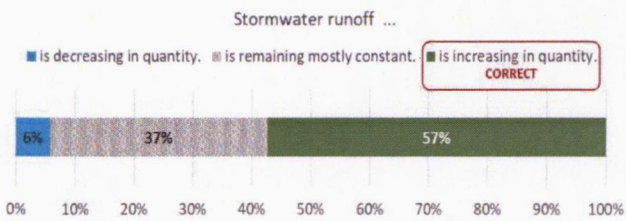
### Effect of Heat Waves

68 - 74 % of all employees' work productivity is negatively affected, at least somewhat, by daily temperatures over 95°F<sup>2</sup>

Number of days per year over 95°F<sup>3</sup>

1971-2000: 1 day

2050s: ≈ 30 days



The two graphs to the left demonstrate City employees' perception of flood issues and stormwater quality problems. Most employees acknowledge that stormwater is increasing in quantity, but not everyone realizes the resulting water quality impacts. The correct answer is circled in red.

### Employees' Roundtrip Commute to and from Work

20.9 (± 3.8) miles traveled per day per employee<sup>2</sup>

490 (± 88.5) Metric Tons CO<sub>2</sub> emitted annually by City of Goshen employees<sup>2</sup>

### Questions or Comments?

Visit our website at: <https://goshenindiana.org/environmental-resilience>

Email us:  
Aaron Sawatsky-Kingsley [aaronkingsley@goshencity.com](mailto:aaronkingsley@goshencity.com)  
Theresa Sailor [theresasailor@goshencity.com](mailto:theresasailor@goshencity.com)

<sup>1</sup> Statistics source: <https://water.weather.gov/ahps2/hydrograph.php?wfo=iwx&gage=gsh13>

<sup>2</sup> 95% Confidence Interval

<sup>3</sup> Statistics source: [https://ag.purdue.edu/indianacclimate/wp-content/uploads/2019/01/ClimateFacts\\_Elkhart\\_03262018\\_reduced.pdf](https://ag.purdue.edu/indianacclimate/wp-content/uploads/2019/01/ClimateFacts_Elkhart_03262018_reduced.pdf)

**ORDINANCE 5047**

**COVID-19 EARLY RETIREMENT**

WHEREAS the spread of the Coronavirus Disease 2019 (COVID-19) is expected to result in over 2,500 deaths in Indiana by early August.

WHEREAS, to date, over 90% of the COVID-19 related fatalities in Indiana were of individuals over 60 years old, and in Elkhart County, 28 out of the 29 COVID-19 related deaths were of individuals over 60 years of age.

WHEREAS a COVID-19 vaccine is not expected to be available until 2021.

WHEREAS according to the Centers for Disease Control and Prevention (CDC) based on currently available information and clinical expertise, certain groups of individuals are at high-risk for severe illness from COVID-19.

WHEREAS the City administration wishes to offer an early retirement to certain employees who need to take extra precautions to reduce the risk of contracting COVID-19.

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

(1) This ordinance applies to all City employees excluding elected officials.

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(2) Employees meeting the eligibility requirements set forth in paragraph (23) and electing to voluntarily retire early from City employment shall receive a lump sum payment up to a maximum of Fifteen Thousand Dollars (\$15,000). The early retirement incentive shall be based on the number of hours for which the employee received compensation for the 2019 calendar year (but not greater than two thousand eighty (2,080) hours) divided by two thousand eighty hours (2,080) hours and multiplied by Fifteen Thousand Dollars (\$15,000) Ten Thousand Dollars (\$10,000) for employees with ten (10) years of continuous service to the City. The Ten Thousand Dollars (\$10,000) multiplier shall increase by One Thousand Dollars (\$1,000) for each continuous year of service over ten (10) years, e.g. the actual hours worked shall be multiplied by Thirteen Thousand Dollars (\$13,000) for an employee with thirteen (13) years of continuous service to the City.

(3) The employee must meet the following requirements to be eligible for the early retirement incentive:

(a) The employee must be in a position that is covered by Ordinance 5008, 2020 Compensation for Civil City and Utilities Employees. Employees covered by the 2020 Compensation Ordinances for Fire Department Employees (Ordinance 5009), Police Department Employees (Ordinance 5010), or Elected Officials (Ordinance 5007) are not eligible for the early retirement incentive.

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(a) The employee must have at least ten (10) years of continuous service in a position that is not considered a temporary, intermittent or seasonal position immediately prior to retirement.

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(b) ~~The employee must not have previously announced their intention to retire from City employment.~~

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(c) The employee must meet at least one of the CDC's following designated groups of people that are considered at high-risk for severe illness from COVID-19. These high-risk individuals include:

- (i) People 65 years and older; or
- (ii) People of all ages with underlying medical conditions, particularly if not well controlled, including people with chronic lung disease, moderate to severe asthma, serious heart condition, severe obesity (body mass index of 40 or higher), diabetes, chronic kidney disease being treated with dialysis, chronic liver disease, hemoglobin disorders, and people who are immunocompromised.

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~~The employee must provide certification issued by a health care provider identifying one or more of the medical conditions that the CDC determines places the individual at high risk for severe illness.~~

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(3)(4) An employee meeting the above eligibility requirements that elects to retire early from City employment must articulate their apprehension of continued working for the City due to COVID-19 by submitting application for early retirement to the Human Resources Department by August 1, 2020, ~~and provide certification issued by a health care provider identifying one or more of the medical conditions that the CDC determines places the individual at high risk of severe illness.~~ The employee's retirement date must occur on or before October 1, 2020.

(4)(5) The early retirement incentive will be paid to eligible employees pursuant to the terms and conditions of an agreement with the employee as approved by the Board of Public Works and Safety.

PASSED by the Goshen Common Council on \_\_\_\_\_, 2020.

\_\_\_\_\_  
Presiding Officer

ATTEST:

\_\_\_\_\_  
Adam C. Scharf, Clerk-Treasurer

PRESENTED to the Mayor of the City of Goshen on \_\_\_\_\_, 2020, at \_\_\_\_\_  
a.m./p.m.

\_\_\_\_\_  
Adam C. Scharf, Clerk-Treasurer

APPROVED and ADOPTED on \_\_\_\_\_, 2020.

\_\_\_\_\_  
Jeremy P. Stutsman, Mayor