



OFFICE OF THE CITY CLERK

BIANCA L. TIRADO, CITY CLERK

PERSONNEL & FINANCE

OCTOBER 13, 2025, 4:00 P.M.

Committee Members Present:

Sheila Niezgodski, Karen L. White, Rachel Tomas Morgan, Dr. Oliver Davis

Committee Members Absent:

None

Councilmembers Present:

Canneth Lee, Ophelia Gooden-Rodgers, Troy Warner, Sherry Bolden-Simpson

Others Present:

Bianca Tirado, Lari'onna Green, Veronica Pitt-Payne, Bob Palmer

Presenters:

Chris Kubaszak, Kyle Willis

Agenda:

Bill No. 57-25 - 2026 TRANSP0 Budget Appropriation and Property Tax Levy

Bill No. 59-25 - 2026 Teamster Salary Ordinance

Bill No. 60-25 - 2026 Non-Bargaining Salary Ordinance (*Substitute*)

Bill No. 61-25 - 2026 Mayor's Salary Ordinance

Bill No. 62-25 - 2026 Common Council Salary Ordinance

Bill No. 63-25 - 2026 City Clerk Salary Ordinance

Bill No. 64-25 - 2026 City Clerk Staff Non-Bargaining Salary Ordinance

Bill No. 66-25 - 2026 Firefighter Salary Ordinance (*Substitute*)

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Bill No. 68-25 - 2026 Police Salary
Ordinance

Members marked with an asterisk (*) are in virtual attendance.

Please note the attached link for the meeting recording:

<https://docs.southbendin.gov/WebLink/browse.aspx?dbid=0,0,0,0&mediaid=400942>

Committee Chair Sheila Niezgodski called to order the Personnel and Finance Committee meeting at 4:01 P.M.

Bill No. 57-25 - 2026 TRANSPO Budget Appropriation and Property Tax Levy

Chris Kubaszak, Interim General Manager and Chief Executive Officer (CEO) of TRANSPO, 1401 South Lafayette Boulevard, South Bend, IN 46613, gave a PowerPoint presentation detailing the 2026 TRANSPO budget.

Committee Chair Niezgodski asked Chris Kubaszak to confirm the total budget amount.

Chris Kubaszak referred to the ordinance for the total budget amount. He clarified that the lower dollar amount listed in the presentation does not include capital.

Committee Member Dr. Oliver Davis asked about the impact of the federal shutdown.

Chris Kubaszak stated that TRANSPO is not impacted by the shutdown at this time but could be if the shutdown continues into November.

Committee Vice Chair Karen L. White asked about student fares.

Chris Kubaszak explained that students ride free because the local schools and universities pay their students' fares.

Councilmember Ophelia Gooden-Rodgers asked about recruiting practices.

Chris Kubaszak said open positions are posted on Indeed and radio advertising is used to promote job fairs. He said he expects the next driving class to begin in January 2026.

Committee Chair Niezgodski held the public hearing, and nobody spoke. Committee Chair Niezgodski said if the bill advances tonight, it will be for a public hearing only, and no action will be taken on the bill until October 27, 2025.

Committee Vice Chair White moved to send Bill No. 57-25 to the Committee of the Whole with a favorable recommendation, which was seconded by Committee Member Dr. Davis and carried by a vote of four (4) ayes.

Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Aye</i>
Committee Member Dr. Oliver Davis – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>

Bill No. 59-25 - 2026 Teamster Salary Ordinance



Kyle Willis, City Controller, with offices on the second (2nd) floor of City Hall, South Bend, IN 46601, stated that this bill authorizes a three percent (3%) salary increase for Teamster employees in 2026.

Seeing no questions from the Committee, Committee Chair Sheila Niezgodski held the public hearing, and nobody spoke.

Committee Member Dr. Davis moved to send Bill No. 59-25 to the Committee of the Whole with a favorable recommendation, which was seconded by Committee Vice Chair White and carried by a vote of four (4) ayes.

Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Aye</i>
Committee Member Dr. Oliver Davis – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>

Bill No. 60-25 - 2026 Non-Bargaining Salary Ordinance (*Substitute*)

Committee Member Dr. Davis moved to accept Substitute Bill No. 60-25, which was seconded by Committee Vice Chair White and carried via a vote by voice.

Kyle Willis explained key provisions in the bill, including three (3) new positions, ten (10) higher-than-standard increases, and a two-thousand dollar (\$2,000) residency bonus.

Committee Member Rachel Tomas-Morgan asked about the duplicate and redundant positions included in the salary table.

Kyle Willis said he still needs to confirm which Venues, Parks, and Arts (VPA) positions have been eliminated or renamed for 2026, and a substitute bill with an updated salary table will be submitted.

Committee Vice Chair White asked about one (1) of the new positions.

Kyle Willis said the new City Hall administrator position was transferred from Public Works.

Committee Vice Chair White asked Kyle Willis to confirm for the record that VPA did not eliminate nine (9) positions from the Martin Luther King Jr. (MLK) Dream Center.

Kyle Willis confirmed that the eliminated positions were not from the MLK Dream Center.

Committee Chair Niezgodski added that some of the eliminated VPA positions were vacant. Committee Chair Niezgodski held the public hearing, and nobody spoke.

Committee Member Tomas-Morgan asked the procedure for moving the bill forward.

Attorney Bob Palmer, with offices on the third (3rd) floor of City Hall, South Bend, IN 46601, said the bill can be moved out of the Personal and Finance Committee, and a substitute bill with an updated salary table will be heard by the Committee of the Whole.

Committee Member Dr. Davis moved to send Substitute Bill No. 60-25 to the Committee of the Whole with a favorable recommendation, which was seconded by Committee Vice Chair White and carried by a vote of four (4) ayes.



Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Aye</i>
Committee Member Dr. Oliver Davis – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>

Bill No. 61-25 - 2026 Mayor's Salary Ordinance

Kyle Willis stated that the bill authorizes a three percent (3%) salary increase for the Mayor.

Committee Member Dr. Davis asked if the Mayor is also eligible for a residency bonus.

Kyle Willis confirmed that is correct.

Committee Chair Niezgodski held the public hearing, and nobody spoke.

Committee Vice Chair White moved to send Substitute Bill No. 61-25 to the Committee of the Whole with a favorable recommendation, which was seconded by Committee Member Dr. Davis and carried by a vote of four (4) ayes.

Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Aye</i>
Committee Member Dr. Oliver Davis – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>

Bill No. 62-25 - 2026 Common Council Salary Ordinance

Council President Canneth Lee, 1929 North Huey Street, South Bend, IN 46628, presented the Common Council salary table for 2026.

Committee Member Tomas-Morgan asked about the non-Council positions listed on the salary table.

City Clerk Bianca Tirado, with offices on the third (3rd) floor of City Hall, South Bend, IN 46601, stated that part-time positions do not require a separate salary ordinance.

Kyle Willis said the table includes old positions that were previously part of the Council budget.

Committee Chair Niezgodski confirmed that the bill is only for Council salaries.

Committee Member Dr. Davis asked about the vacant positions.

Kyle Willis confirmed the Council could seek authorization to fill those positions later in the year if needed.

Committee Chair Niezgodski held the public hearing, and nobody spoke.

Committee Member Dr. Davis moved to send Substitute Bill No. 62-25 to the Committee of the Whole with a favorable recommendation, which was seconded by Committee Vice Chair White and carried by a vote of four (4) ayes.

Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Aye</i>
Committee Member Dr. Oliver Davis – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>



Committee Member Dr. Davis moved to hear Bill Nos. 63-25 and 64-25 together, which was seconded by Committee Member Tomas-Morgan and carried via a vote by voice.

Bill No. 63-25 - 2026 City Clerk Salary Ordinance

Bill No. 64-25 - 2026 City Clerk Staff Non-Bargaining Salary Ordinance

Clerk Tirado presented a salary table and stated that the bills authorize a three percent (3%) salary increase for the City Clerk and Clerk-appointed staff, respectively.

Committee Chair Niezgodski asked the procedure for hearing two (2) bills together.

Attorney Palmer said the public hearing can be held jointly, but the vote will be separate.

Committee Chair Niezgodski held the joint public hearing, and nobody spoke.

Committee Member Dr. Davis moved to send Bill No. 63-25 to the Committee of the Whole with a favorable recommendation, which was seconded by Committee Member Tomas-Morgan and carried by a vote of four (4) ayes.

Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Aye</i>
Committee Member Dr. Oliver Davis – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>

Committee Member Tomas-Morgan moved to send Bill No. 64-25 to the Committee of the Whole with a favorable recommendation, which was seconded by Committee Member Dr. Davis and carried by a vote of four (4) ayes.

Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Aye</i>
Committee Member Dr. Oliver Davis – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>

Bill No. 66-25 - 2026 Firefighter Salary Ordinance (*Substitute*)

Committee Member Dr. Davis moved to accept Substitute Bill No. 66-25, which was seconded by Committee Member Tomas-Morgan and carried via a vote by voice.

Kyle Willis said the bill authorizes a four percent (4%) salary increase for members of the firefighters' union.

Committee Chair Niezgodski asked about the status of contract negotiations.

Kyle Willis confirmed the contracts were ratified today.

Committee Member Dr. Davis asked how long the contracts are valid.

Kyle Willis replied that the contracts have a one (1) year term.

Committee Chair Niezgodski held the public hearing, and nobody spoke.

Committee Vice Chair White moved to send Substitute Bill No. 66-25 to the Committee of the Whole with a favorable recommendation, which was seconded by Committee Member Dr. Davis and carried by a vote of four (4) ayes.



Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Aye</i>
Committee Member Dr. Oliver Davis – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>

Bill No. 68-25 - 2026 Police Salary Ordinance

Committee Chair Niezgodski stated that the petitioner requested to table the bill until October 27, 2025, due to ongoing contract negotiations.

Committee Member Dr. Davis asked if that would delay the City budget.

Committee Chair Niezgodski confirmed it would not.

Councilmember Gooden-Rodgers asked about salaries.

Committee Chair Niezgodski said a substitute bill including salary information will be introduced once contracts have been ratified.

Committee Member Dr. Davis moved to table Bill No. 68-25 until October 27, 2025, which was seconded by Committee Vice Chair White and carried by a vote of four (4) ayes.

Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Aye</i>
Committee Member Dr. Oliver Davis – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>

With no further business, Committee Chair Niezgodski adjourned the Personnel and Finance Committee meeting at 4:45 P.M.

Respectfully Submitted,

Sheila Niezgodski, Committee Chair

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