



# OFFICE OF THE CITY CLERK

## BIANCA L. TIRADO, CITY CLERK

### PERSONNEL & FINANCE

DECEMBER 9, 2024, 5:12 P.M.

Committee Members Present:

Sheila Niezgodski, Troy Warner, Canneth Lee\*, Rachel Tomas Morgan, Karen White, Ross Deal

Committee Members Absent:

Angela Smith

Others Present:

Bianca L. Tirado, Elivet Quijada-Navarro, Matthew Neal, Talia Thornton, James Luk, Bob Palmer

Presenter(s):

Joseph Molnar

Agenda:

Bill No. 66-24 - Q4 2024 Budget Transfers  
*(Substitute)*

Bill No. 67-24 - Q4 2024 Additional Appropriations *(Substitute)*

Bill No. 68-24 - Amended 2025 Teamster Salary Ordinance

Bill No. 69-24 - Amended 2024 Teamster Salary Ordinance

Bill No. 70-24 - Amended 2024 Non-Bargaining Salary Ordinance

Bill No. 71-24 - Amended 2025 Non-Bargaining 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&mediaid=388622>

Committee Chair Sheila Niezgodski called to order the Personnel & Finance Committee meeting at 5:12 p.m.

**Substitute Bill No. 66-24 - Q4 2024 Budget Transfers**

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Elivet Quijada-Navarro  
CHIEF OF STAFF / CHIEF DEPUTY CITY CLERK

Matthew Neal  
DEPUTY CITY CLERK / DIRECTOR OF POLICY

Talia J. Thornton  
DIRECTOR OF SPECIAL PROJECTS

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Committee Member Karen White motioned to accept Substitute Bill No. 66-24, which was seconded by Committee Vice-Chair Rachel Tomas Morgan and carried by a vote of six (6) ayes, with one (1) committee member absent.

Committee Chair Sheila Niezgodski - <i>Aye</i>	Committee Vice Chair Troy Warner – <i>Aye</i>
Committee Member Canneth Lee - <i>Aye</i>	Committee Member Rachel Tomas Morgan – <i>Aye</i>
Committee Member Karen L. White - <i>Aye</i>	Citizen Member Ross Deal - <i>Aye</i>
Citizen Member Angela Smith - <i>Absent</i>	

Kyle Willis, City Controller, with offices on the 12th floor of the County-City Building, stated that there were several budget transfers to discuss. The first was a transfer of two hundred thousand dollars (\$200,000) from the General Fund for the Fire Department EMS division, covering capital lease purchase expenses and repair maintenance expenses. The second transfer was one hundred thirty thousand dollars (\$130,000) from Fund 279, Innovation and Technology, to cover supplies and equipment expenditures. Lastly, a transfer of two hundred twenty-five thousand eight hundred six dollars (\$225,806) from Fund 711, the self-funded employee benefits fund, to cover expenses related to the Wellness provider.

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

Committee Member Tomas Morgan motioned to send Substitute Bill No. 66-24 to the Committee of the Whole with a favorable recommendation, which was seconded by Citizen Member Ross Deal and carried by a vote of six (6) ayes, with one (1) committee member absent.

Committee Chair Sheila Niezgodski - <i>Aye</i>	Committee Vice Chair Troy Warner – <i>Aye</i>
Committee Member Canneth Lee - <i>Aye</i>	Committee Member Rachel Tomas Morgan – <i>Aye</i>
Committee Member Karen L. White - <i>Aye</i>	Citizen Member Ross Deal - <i>Aye</i>
Citizen Member Angela Smith - <i>Absent</i>	

**Substitute Bill No. 67-24 - Q4 2024 Additional Appropriations**

Committee Member Karen White motioned to accept Substitute Bill No. 67-24, which was seconded by Committee Vice-Chair Troy Warner and carried by a vote of six (6) ayes, with one (1) committee member absent.

Committee Chair Sheila Niezgodski - <i>Aye</i>	Committee Vice Chair Troy Warner – <i>Aye</i>
Committee Member Canneth Lee - <i>Aye</i>	Committee Member Rachel Tomas Morgan – <i>Aye</i>
Committee Member Karen L. White - <i>Aye</i>	Citizen Member Ross Deal - <i>Aye</i>
Citizen Member Angela Smith - <i>Absent</i>	

Kyle Willis, City Controller, with offices on the 12th floor of the County-City Building, stated that, unlike previous years, there are fewer budget items to highlight this year. A few key appropriations include Fund Two-Eight-Seven (287), the Fire Department Capital Fund, with an appropriation of seven hundred thousand dollars (\$700,000) for the purchase of new fire trucks. The budgeted amount for new trucks came in much higher than expected, which justifies this appropriation. Another appropriation is Fund Six-Zero-Zero (600), the Building Department,



with an allocation of one million, one hundred twenty-seven thousand, seven hundred ninety-two dollars (\$1,127,792) for county and city payments. This is the profit-sharing split between the county and city as per a local agreement. Finally, in Fund 702, the Police Pension Fund, there is an appropriation of three hundred thousand dollars (\$300,000) to cover pension-related costs for the 1925 Police Pension Plan. This appropriation will cover expenses related to pension checks for retirees, with the costs to be reimbursed by the state.

Committee Member Tomas Morgan asked if the amount was being reduced by five hundred thousand dollars (\$500,000) from the General Fund.

Kyle Willis explained that the original amount was advertised higher to account for any last-minute additional requests, but since no additional requests came in, the amount could be reduced. The amount would be adjusted from three point nine million dollars (\$3.9 million) down to three million, four hundred eighty-seven thousand dollars (\$3,487,000).

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

Committee Member Tomas Morgan motioned to send Substitute Bill No. 67-24 to the Committee of the Whole with a favorable recommendation, which was seconded by Citizen Member Deal and carried by a vote of six (6) ayes, with one (1) committee member absent.

Committee Chair Sheila Niezgodski - <i>Aye</i>	Committee Vice Chair Troy Warner – <i>Aye</i>
Committee Member Canneth Lee - <i>Aye</i>	Committee Member Rachel Tomas Morgan – <i>Aye</i>
Committee Member Karen L. White - <i>Aye</i>	Citizen Member Ross Deal - <i>Aye</i>
Citizen Member Angela Smith - <i>Absent</i>	

**Bill No. 68-24 - Amended 2025 Teamster Salary Ordinance**

Kyle Willis, City Controller, with offices on the 12th floor of the County-City Building, stated that this Bill amends the 2025 Teamster salary ordinance. The bill addresses corrections to wages in the Water Works Construction and Maintenance group. Additionally, it changes the language regarding the residency incentive payment, which was originally stated as January, to now be set in December. Kyle Willis introduced City Attorney Jenna Throw, who worked on the amendment, and asked if she would like to provide any further information or address additional questions.

Jenna Throw, City Attorney, with offices on the 12th floor of the County-City Building, explained that this Bill amends the 2025 Teamster salary ordinance in two (2) parts. The first (1<sup>st</sup>) addresses a wage correction for the Construction and Maintenance workgroup, as some wages were inadvertently left off the wage table, though they were part of the agreement. Additionally, two (2) positions previously known as Heavy Equipment Operator One (I) and Two (II) are now reclassified as Construction and Maintenance One (I) and Two (II), and a new position, Construction and Maintenance Three (III), has been added. The lead position has also been renamed to Construction Maintenance Lead. These changes were included in the agreement but were unintentionally left off in the last update to the salary ordinance. The second (2<sup>nd</sup>) part of the bill addresses amendments to the residency bonus language in multiple salary ordinances. Originally, payments were set for January, but the intent is for these payments to be made in December. This change will apply to both the 2024 and 2025 salary ordinances, which reflect



this adjustment. All four (4) salary ordinances before the Council this evening contain the same change regarding the residency pay.

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

Committee Member White motioned to send Bill No. 68-24 to the Committee of the Whole with a favorable recommendation, which was seconded by Committee Vice-Chair Warner and carried by a vote of six (6) ayes, with one (1) committee member absent.

Committee Chair Sheila Niezgodski - <i>Aye</i>	Committee Vice Chair Troy Warner – <i>Aye</i>
Committee Member Canneth Lee - <i>Aye</i>	Committee Member Rachel Tomas Morgan – <i>Aye</i>
Committee Member Karen L. White - <i>Aye</i>	Citizen Member Ross Deal - <i>Aye</i>
Citizen Member Angela Smith - <i>Absent</i>	

**Bill No. 69-24 - Amended 2024 Teamster Salary Ordinance & Bill No. 70-24 - Amended 2024 Non-Bargaining Salary Ordinance**

Committee Vice-Chair Warner motioned to hear Bills No. 69-24 and 70-24 together, which was seconded by Committee Member Tomas Morgan and carried by a vote of six (6) ayes, with one (1) committee member absent.

Committee Chair Sheila Niezgodski - <i>Aye</i>	Committee Vice Chair Troy Warner – <i>Aye</i>
Committee Member Canneth Lee - <i>Aye</i>	Committee Member Rachel Tomas Morgan – <i>Aye</i>
Committee Member Karen L. White - <i>Aye</i>	Citizen Member Ross Deal - <i>Aye</i>
Citizen Member Angela Smith - <i>Absent</i>	

Kyle Willis, City Controller, with offices on the 12th floor of the County-City Building, stated that the language for the residency incentive payment is being changed from January to December in both bills. This adjustment reflects the intent to have the payments made in December instead of January.

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

Committee Member Warner motioned to send Bill No. 69-24 to the Committee of the Whole with a favorable recommendation, which was seconded by Citizen Member Deal and carried by a vote of six (6) ayes, with one (1) committee member absent.

Committee Chair Sheila Niezgodski - <i>Aye</i>	Committee Vice Chair Troy Warner – <i>Aye</i>
Committee Member Canneth Lee - <i>Aye</i>	Committee Member Rachel Tomas Morgan – <i>Aye</i>
Committee Member Karen L. White - <i>Aye</i>	Citizen Member Ross Deal - <i>Aye</i>
Citizen Member Angela Smith - <i>Absent</i>	

Committee Member Warner motioned to send Bill No. 70-24 to the Committee of the Whole with a favorable recommendation, which was seconded by Citizen Member Deal and carried by a vote of six (6) ayes, with one (1) committee member absent.

Committee Chair Sheila Niezgodski - <i>Aye</i>	Committee Vice Chair Troy Warner – <i>Aye</i>
Committee Member Canneth Lee - <i>Aye</i>	Committee Member Rachel Tomas Morgan – <i>Aye</i>



Committee Member Karen L. White - <i>Aye</i>	Citizen Member Ross Deal - <i>Aye</i>
Citizen Member Angela Smith - <i>Absent</i>	

**Bill No. 71-24 - Amended 2025 Non-Bargaining Salary Ordinance**

Kyle Willis, City Controller, with offices on the 12th floor of the County-City Building, stated that there are several amendments that need to be made to the ordinance. The first (1<sup>st</sup>) amendment involves changing the residency payment language from January to December. The second amendment is a title change from Foreman Four (4) and Foreman Five (5) to Golf Hospitality Events Manager in the Venues, Parks and Arts (VPA) Department's Golf Division. Additionally, the salary cap for the chief development and marketing officer is being reduced from one hundred thirteen thousand three hundred eight dollars (\$113,308) to one hundred ten thousand six hundred twenty-two dollars (\$110,622) to align with the salary caps for other chief positions within the VPA. Next, the deputy director position is being removed from the VPA Department, and the title of the director of development is being changed to director of development and special events, with a correction to the 2025 salary cap, now set at eighty-four thousand three dollars (\$84,003). The final amendment is the removal of the director of experience position.

Committee Vice-Chair Warner asked why these amendments are being made now, considering the budget was just passed.

Kyle Willis explained that this does not affect the budget. The positions were accurately budgeted for with the amounts previously stated, but the titles were incorrect in the ordinance when it was passed.

Committee Vice-Chair Warner clarified that the only change would be in the title, not the salary caps.

Kyle Willis confirmed, stating that the only adjustments are to correct the titles, not the salary amounts. He added that while some positions were incorrectly listed in the salary ordinance, they were correct in the budget. These amendments are simply a cleanup to ensure the titles are accurately reflected before the start of 2025. The changes have already been accounted for in the budget; the issue was that these entries weren't correctly reflected in the ordinance. Kyle Willis further explained that these changes are more administrative corrections.

Committee Chair Niezgodski added that this has all been budgeted for in the budget we just passed, but for some reason, these entries were not reflective of that budget.

Kyle Willis then confirmed that this is reflected in the budget.

Committee Member Rachel Thomas Morgan stated that there is not a salary increase, just a reinstatement of the correct titles.

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

Committee Vice-Chair Warner motioned to send Bill No. 71-24 to the Committee of the Whole with a favorable recommendation, which was seconded by Committee Member Tomas Morgan



and carried by a vote of six (6) ayes, with one (1) committee member absent.

Committee Chair Sheila Niezgodski - <i>Aye</i>	Committee Vice Chair Troy Warner – <i>Aye</i>
Committee Member Canneth Lee - <i>Aye</i>	Committee Member Rachel Tomas Morgan – <i>Aye</i>
Committee Member Karen L. White - <i>Aye</i>	Citizen Member Ross Deal - <i>Aye</i>
Citizen Member Angela Smith - <i>Absent</i>	

Committee Vice-Chair Warner thanked Committee Chair Niezgodski for her time, effort, and work throughout the year. He acknowledged that Committee Chair Niezgodski has had the biggest responsibility on the Council, and he commended her for handling it so well. Committee Vice-Chair Warner expressed appreciation for her dedication on behalf of both the Council and the residents, concluding with recognition of her great work.

With no further business, Committee Chair Niezgodski adjourned the Personnel & Finance Committee meeting at 5:33 p.m.

Respectfully Submitted,

Sheila Niezgodski, Committee Chair

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