



OFFICE OF THE CITY CLERK

BIANCA L. TIRADO, CITY CLERK

PERSONNEL & FINANCE

JUNE 22, 2026, 4:00 P.M.

Committee Members Present:

Sheila Niezgodski, Ophelia Gooden-Rodgers, Rachel Tomas Morgan, Caz Margenau

Committee Members Absent:

Karen L. White

Councilmembers Present:

Canneth Lee, Heidi Beidinger, Dr. Oliver Davis

Others Present:

Bianca Tirado, Jasmine Jackson, Matthew Neal, Lari'onna Green, Veronica Pitt-Payne, Bob Palmer

Presenters:

Kyle Willis, Canneth Lee

Agenda:

Bill No. 33-26 - Q2 2026 Additional Appropriations

Bill No. 34-26 - Q2 2026 Budget Transfers

Bill No. 35-26 - Q2 2026 Nonbargaining Salary Ordinance Amendment

Bill No. 26-19 - Appointing an Agent/Negotiator and an Advisory Common Council Negotiating Team to Represent the Common Council in the Upcoming South Bend Fraternal Order of Police Lodge #36 Negotiations

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=410037>

Committee Chair Sheila Niezgodski called to order the Personnel and Finance Committee meeting at 4:00 P.M.

INTEGRITY | SERVICE | ACCESSIBILITY

Jasmine Jackson
CHIEF DEPUTY CITY CLERK / CHIEF OF STAFF

Matthew Neal
DEPUTY CITY CLERK / DIRECTOR OF POLICY

Margaret Gotsch
DIRECTOR OF SPECIAL PROJECTS

EXCELLENCE | ACCOUNTABILITY | INNOVATION | INCLUSION | EMPOWERMENT

455 County-City Building | 227 W. Jefferson Blvd. | South Bend, Indiana 46601 | p. 574.235.9221 | f. 574.235.9173 | www.southbendin.gov



Bill No. 33-26 - Q2 2026 Additional Appropriations

Kyle Willis, City Controller, with offices on the second (2nd) floor of City Hall, South Bend, IN 46601, stated that highlights from Bill No. 33-26 include appropriating one million five hundred thousand dollars (\$1,500,000) from Fund forty-eight (48) for street repair and maintenance expenses, appropriating seven million (\$7,000,000) of HUD lead grant funds from Fund two hundred and twelve (212), and appropriating seven hundred and twenty thousand (\$720,000) of Bloomberg grant funds from Fund two hundred and seventeen (217) for the Innovation and Technology (IT) Department.

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

Committee Member Rachel Tomas Morgan moved to send Bill No. 33-26 to the Committee of the Whole with a favorable recommendation, which was seconded by Committee Member Ophelia Gooden-Rodgers and carried by a vote of four (4) ayes with one (1) committee member absent.

Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Absent</i>
Committee Member Ophelia Gooden-Rodgers – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>
Citizen Member Caz Margenau – <i>Aye</i>	

Bill No. 34-26 - Q2 2026 Budget Transfers

Kyle Willis, City Controller, with offices on the second (2nd) floor of City Hall, South Bend, IN 46601, stated that highlights from Bill No. 34-26 include an eight hundred dollar (\$800) transfer within the General Fund to cover tool allowance for City Hall management staff and a three thousand seven hundred and ninety-nine dollar (\$3,799) transfer within the General Fund to cover travel expenses for engineering staff.

Committee Chair Niezgodski requested clarification regarding the budget transfers.

Kyle Willis stated that there are only three (3) requested transfers and they are all interfund transfers.

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

Committee Member Gooden-Rodgers moved to send Bill No. 34-26 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 with one (1) committee member absent.

Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Absent</i>
Committee Member Ophelia Gooden-Rodgers – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>
Citizen Member Caz Margenau – <i>Aye</i>	

Bill No. 35-26 - Q2 2026 Nonbargaining Salary Ordinance Amendment



Kyle Willis, City Controller, with offices on the second (2nd) floor of City Hall, South Bend, IN 46601, stated that highlights from Bill No. 35-26 amends the 2026 Nonbargaining Salary Ordinance. There is a proposed new Deputy Director for Human Rights position in the HUD division of Human Rights. The salary cap for the position is one hundred thousand two hundred and thirty-five dollars (\$100,235) and is to be funded with federal grant funds. Administration is anticipating filling the position next year. The bill also requests a salary cap increase for the Executive Director of Human Rights from one hundred and one thousand dollars (\$101,000) to one hundred and fifteen thousand dollars (\$115,000) in order to avoid salary compression between roles.

Committee Member Gooden-Rodgers requested clarification regarding the funding for the two (2) positions.

Kyle Willis stated that the new Deputy Director of Human Rights salary will be paid with federal grant funds, but the existing Executive Director position will be funded by the City's General Fund.

Committee Chair Niezgodski asked if the salaries funded by the federal grant (deputy director of Human Rights and Housing Manager) are also set by the grant.

Kyle Willis answered yes.

Committee Chair Niezgodski requested clarification that the Executive Director salary cap increase does not necessarily mean that is what they will be making.

Kyle Willis confirmed that is correct.

Committee Member Tomas Morgan stated that in previous budget discussions it was unclear if the City would be receiving sufficient funds from federal grants and asked if there has been confirmation regarding the funds that will be covering the cost of these positions.

Kyle Willis stated that they are confident in receiving the federal grant funds and stated that the Housing Manager position is currently filled and will ultimately transition into the Deputy Director position for next year.

Committee Member Tomas Morgan requested clarification.

Sandra Kennedy, Corporation Counsel, with offices on the sixth (6th) floor of City Hall, South Bend, IN 46601, stated that the Deputy Director and the Housing Manager will effectively be the same person. Currently, in the Human Rights Commission (HRC) there is not a deputy, so if the Executive Director is away, there is not anyone empowered to make decisions. Administration is planning on having the current Housing Manager taking on the position, but they will have additional responsibilities which is cause for the increase in the Housing Manager's salary cap. The current Housing Manager will then train into being the new Deputy Director, and the Housing Manager position will remain unfilled. Going forward it will always be either the Housing Manager or the Employment Manager who fills the role of Deputy Director.



Committee Member Tomas Morgan requested clarification regarding the Deputy Director salary cap.

Sandra Kennedy stated that the current Housing Manager is on an H-1B visa, and the proposed Deputy Director salary cap is the lowest possible amount that will allow the current Housing Manager to keep their H-1B visa and be put into the position.

Committee Chair Niezgodski stated that Katrina Lee had mentioned during last year's budget meetings that she would be coming to Council with budget corrections in preparation for this year's upcoming budget process.

Sandra Kennedy stated that she and Katrina Lee have been working since last year to prepare for the upcoming budget cycle.

Kyle Willis stated that Bill No. 35-26 also requests a salary cap increase from forty-four thousand five hundred and fifty-eight dollars (\$44,558) to forty-nine thousand dollars (\$49,000) for the Morris' Manager of Event Service Maintenance. The current Event Service Maintenance Manager is being paid forty-five thousand dollars (\$45,000), so the salary cap increase is to make sure they are not being paid more than the cap. To keep the salary gap consistent between the Event Service Maintenance Manager position and the Assistant Facility Operations Manager position there is also a proposed salary cap increase for the Assistant Facility Operations Manager position from forty-three thousand seven hundred and forty-three dollars (\$43,743) to forty-eight thousand two hundred dollars (\$48,200). These two (2) manager positions are the two (2) lowest paid in the City, with the next highest manager being paid just over fifty thousand dollars (\$50,000). There is also a proposed salary cap increase for the current MS4 Specialist position from fifty-eight thousand five hundred and thirty dollars (\$58,530) to sixty-one thousand two hundred and sixty-eight dollars (\$61,268). Along with the salary cap change there is a proposed title change from MS4 Specialist to MS4 Coordinator. This position has taken on expanded responsibilities to maintain compliance with the Indiana Department of Environmental Management (IDEM) on storm sewer related issues.

Committee Member Tomas Morgan asked why these changes are being asked to be made now rather than during the budget cycle.

Kyle Willis stated that the Morris position changes were being considered for Quarter One (Q1), but due to administrative deadlines they were held onto until now.

Eric Horvath, Director of Public Works, with offices on the fourth (4th) floor of City Hall, South Bend, IN 46601, stated that the MS4 position change was initiated after another member of staff had left, and some of their responsibilities were moved over to the MS4 position.

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

Committee Member Gooden-Rodgers moved to send Bill No. 35-26 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 with one (1) committee member absent.



Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Absent</i>
Committee Member Ophelia Gooden-Rodgers – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>
Citizen Member Caz Margenau – <i>Aye</i>	

Bill No. 26-19 - Appointing an Agent/Negotiator and an Advisory Common Council Negotiating Team to Represent the Common Council in the Upcoming South Bend Fraternal Order of Police Lodge #36 Negotiations

Council President Canneth Lee, 1929 North Huey Street, South Bend, IN 46628, stated that Bill No. 26-19 names Attorney Bob Palmer as the Council's agent negotiator on behalf of the South Bend Common Council in the upcoming South Bend Fraternal Order of Police Lodge #36 negotiations. The bill also names the Council's advisory team which consists of Councilmember Rachel Tomas Morgan, Council Vice President Sheila Niezgodski, and Council President Canneth Lee to represent the Council during the negotiations.

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

Committee Member Gooden-Rodgers moved to send Bill No. 26-19 to the Full Council with a favorable recommendation, which was seconded by Committee Member Tomas Morgan and carried by a vote of four (4) ayes with one (1) committee member absent.

Committee Chair Sheila Niezgodski – <i>Aye</i>	Committee Vice Chair Karen L. White – <i>Absent</i>
Committee Member Ophelia Gooden-Rodgers – <i>Aye</i>	Committee Member Rachel Tomas-Morgan – <i>Aye</i>
Citizen Member Caz Margenau – <i>Aye</i>	

With no further business, Committee Chair Niezgodski adjourned the Personnel and Finance Committee meeting at 4:25 P.M.

Respectfully Submitted,

Sheila Niezgodski, Committee Chair

NOTICE FOR HEARING AND SIGHT IMPAIRED PERSONS
Auxiliary Aid or Other Services may be Available upon Request at No Charge.
Please give Reasonable Advance Request when Possible