Village of Michiana
Special Council Meeting
September 12, 2025 – 11:00 a.m.

The Village Council held a special meeting on Friday, September 12, 2025, at 11:00 a.m. The purpose of the meeting was to consider the hiring of a new police officer.

Call to Order
The meeting was called to order at 11:00 a.m. by President Tim McCarthy.

Roll Call
Present: Nancy Thill, Brian Cassidy, Mike Mumper, and Tim McCarthy
Tim McCarthy excused Mike Botello

Business
Tim McCarthy introduced *Kevin McGowan*, who applied for the position of police officer with the Village of Michiana. Mr. McGowan shared a brief background, stating he is from South Bend, Indiana, and has been employed with St. Joseph County, Indiana.

Chief Layman stated: Start date will be effective upon successful completion of the RPTE program set forth by MCOLES. A signing conus of $10,000 will be given over a two-year period. The payments will be paid in $5,000 increments at the end of your first and second-year anniversary. The anniversary date will be based on the date you receive your MCOLES licensure which everything listed below:

- He must sign all waivers including but not limited to MCOLES waiver, Grand Beach/Michiana waiver, medical waiver, fingerprint waiver and psychological waiver.
- Must pass a comprehensive background check including bit not limited to internet name search, employment history, references, social media, fingerprints, driving record, LEIN/NCIC search.
- Pass pre-employment medical screening.
- Pass the MMI/MMPI II, pre-employment psychological screening, psychiatric screening, or neurophysiological documents.
- Maintain a valid driver's license, and satisfactory driving record.
- Pass the RPTE program and the MCOLES licensing exam.

A motion was made by Tim McCarthy, seconded by Brian Cassidy, to hire Kevin McGowan as the police officer for the Village of Michiana. Motion carried unanimously.

Council also discussed salary adjustments. A motion was made by Tim McCarthy, supported by Brian Cassidy, to increase Heather Crooks hourly wage by $1.30 once Kevin McGowan has completed his certifications. Motion carried unanimously.

The meeting was adjourned at 11:30 a.m.

Respectfully submitted,
Anne Heywood, Clerk