

City of Bloomington, Indiana Common Council

Regular Session Agenda

Wednesday, August 5, 2026, at 6:30 p.m.
Council Chambers (Room 115), City Hall
401 N. Morton Street, Bloomington, IN 47404

The meeting may also be accessed [remotely via Zoom](#).¹

- 1. Roll Call**
- 2. Agenda Summation**
- 3. Minutes for Approval**
- 4. Reports (a maximum of twenty minutes is set aside for each part of this section)**
 - A. Council members
 - B. The Mayor, City Clerk, City Offices, and City Boards and Commissions
 - a. Community Survey Results - Communications Dir. Desiree DeMolina
 - b. Parking Rate Study and Comprehensive Review - Parking Services and Walker Consultants
 - C. Council Committees
 - D. Public*
- 5. Appointments to Boards and Commissions & Hiring**
 - A. Memo from Clerk Bolden
- 6. Legislation for First Readings**
 - A. Ordinance 2026-18 – Adopting Guidelines and Requiring Formal Written Commitments as a Condition of Eligibility for On-Premises Alcoholic Beverage Permits within Eligible Statutory Districts
Council Sponsor - CM Asare
- 7. Legislation for Second Readings and Resolutions**
 - A. Ordinance 2026-16 – To Amend an Ordinance Fixing the Salaries of Officers and Employees of the Police and Fire Departments for the City of Bloomington, Indiana for the Year 2026
Council Sponsor - N/A
 - B. Ordinance 2026-17 – To Amend the 2026 Salary Ordinance of Appointed Officers, Non-Union, and A.F.S.C.M.E. Employees for All Departments of the City

¹ <https://bloomington.zoom.us/j/83704181551?pwd=w9vVo283fgaQvfem2pah5hrJ2HFc37.1> Meeting ID: 837 0418 1551 Passcode: 436330

of Bloomington, Indiana
Council Sponsor - N/A

- C. Resolution 2026-14 - Approval of Amended Legal Representation Agreement for Common Council
Council Sponsor: CM Asare

8. Additional Public Comment* (a maximum of twenty-five minutes is set aside for this section)

9. Council Schedule

10. Adjournment

*Members of the public may speak on matters of community concern not listed on the agenda at one of the two public comment opportunities. Individuals may speak at one of these periods, but not both. Speakers are allowed up to three minutes.

Bloomington City Council meetings can be watched on the following websites:

- [Community Action Television Services \(CATS\)](#)²
- [City's YouTube Channel](#)³

[Materials for this meeting](#)⁴ are available on Council's website.

The City is committed to providing equal access to information. If you encounter difficulties accessing material in this packet, please contact the Bloomington Common Council Office at council@bloomington.in.gov or 812-349-3409 and provide your name, contact information, and a link to or description of the document or web page with which you are having problems.

² <https://catstv.net/>

³ <https://www.youtube.com/@citybloomington>

⁴ <https://bloomington.in.gov/council/meetings/2026>

Memorandum on City of Bloomington 2026 Community Survey

To: Bloomington Common Council

From: Desiree DeMolina, Communications Director

Date: July 23, 2026

Subject: 2026 Community Survey

This memo accompanies Bloomington's 2026 Community Survey, a statistically grounded measure of resident perspectives on City services, community needs, priorities, and the outcomes residents would like the City to pursue.

Since 2017, the City has engaged an independent firm to conduct resident surveys. While no survey can capture every individual experience or settle every policy question, it provides the City and Common Council with a statistically grounded measure of resident views on City services, priorities, quality of life, and differences across demographic and geographic groups.

Background

The Community Survey has historically been conducted biennially. The survey originally anticipated for 2025 was shifted to 2026 to avoid overwhelming residents during a year that already included significant public engagement for the Parks and Recreation Master Plan, Housing and Neighborhood Development's Consolidated Plan, and the City's communitywide brand initiative.

In advance of the 2026 cycle, the City reviewed previous survey processes, question structure, and public feedback related to methodology. Following that review, the City selected a new consultant, aQity Research & Insights Inc., a full-service public-opinion research firm based in Evanston, Illinois. aQity previously administered the public survey conducted as part of Bloomington's 2025 Parks and Recreation Master Plan. Building on that recent work, the City engaged aQity to administer and analyze the 2026 Community Survey.

The City's contract with aQity totaled \$37,900 and covered the professional research work necessary to design and administer the survey, develop and contact the resident sample, weight and analyze the data, and prepare the final report.

Survey Administration

The statistically valid random sample portion of the survey included responses from 561 Bloomington residents. Residents selected for the random sample received

invitations by email, postcard, or mailed paper questionnaire with a prepaid return envelope.

Of the completed surveys, 520 were submitted online and 41 were returned by mail. No respondents elected to participate by telephone. The full sample has a maximum margin of sampling error of plus or minus 4.1 percentage points at the 95% confidence level.

The random-sample process did not prevent broader participation. After the statistically valid survey period closed, the City released a separate open-participation link so residents who had not received a direct invitation could also share their perspectives. Those responses provided an additional source of public feedback but were kept separate from the statistically valid random-sample results presented in the attached report.

Use of the Results

The administration will use the survey to inform decisions about City services, priorities, and future engagement. It adds a statistically valid measure of resident experience to the City's existing body of policy, data, and public input.

The attached report gives the administration and Common Council a shared baseline for understanding resident priorities, evaluating feedback on City services and outcomes, and considering where future attention and resources may be most needed. The findings are intended to inform ongoing policy and budgeting discussions alongside operational data, adopted plans, available resources, and continued public engagement.

WELCOME TO

Bloomington

VISITBLOOMINGTON.COM

2026 Community Survey Results

May 14, 2026

Presented by aQity Research & Insights

Bloomington

DOWNTOWN INFO

ATTRACTIONS

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The findings in this report are based on a communitywide survey of n=561 Bloomington residents. The dates of data collection were February 18th through April 10th, 2026

All sampled residents were sent survey invitations by email (from a 3rd-party database) and/or by postcard or printed mail questionnaires (with a prepaid return envelope). Each invitation offered three options (with instructions) for their response:

- n=520 completed the survey online.
- n=41 completed a printed survey (sent and returned by USPS).
- No one opted to complete the survey by phone.

Based on their self-reported demographics, the respondent sample was weighted to match US Census figures for Bloomington by region, gender, age, race/ethnicity, homeowner vs. renter status, and presence of children under age 18 in the household. These targets were adjusted to focus more on permanent Bloomington residents, and slightly less on students at Indiana University.

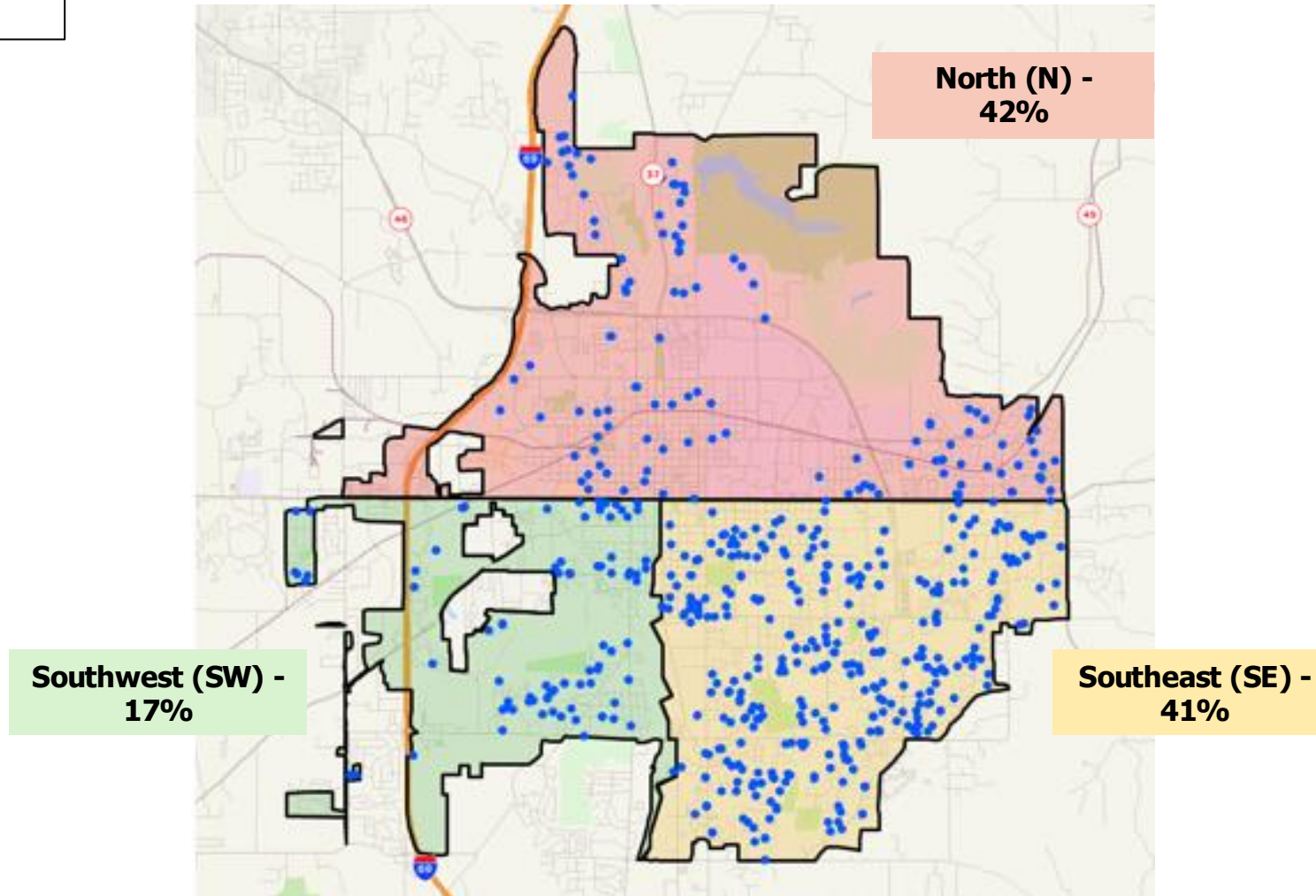
The maximum margin of error for a sample of n=561 respondents is +/- 4.1% (at the 95% confidence level).*

Percentages in this report may not always add to 100%, due to rounding.

Gender *	
Male	48%
Female	48
Other/prefer to self-describe	4
Race (multiple responses) *	
White	84%
African American/Black	6
Asian	10
Other/Multi	7
Hispanic/Latino Ethnicity *	
% Yes	5%
Children in Household Under 18? *	
% Yes	21%
Own vs. Rent Home *	
Own	53
Rent	47

Age *	
Under 30	39%
30-34	15
35-44	13
45-59	11
60+	22
<i>Mean (avg.) of adults 18+</i>	<i>45.9</i>
Length of residence in Bloomington	
Less than 5 years	16%
5-9 yrs.	20
10-19 yrs.	28
20-29 yrs.	10
30+ yrs.	25
<i>Mean (avg.)</i>	<i>19.3</i>

**Regions and Distribution
of Respondents***



* Respondent sample weighted to align with US Census tract/block group data for Bloomington (adjusted for permanent residents)

Executive Summary

**Residents Continue to
Express Strong
Satisfaction with Many
Aspects of Living In
Bloomington**

➤ **Most residents are satisfied with specific aspects and key metrics on life of Bloomington:**

< pp. 13-14 >

- 72% would likely recommend the City of Bloomington as a place to live or move to if asked by an acquaintance (scores of 6 or higher on a 0-10 scale).
 - This includes 24% who are extremely likely to recommend Bloomington (scores of 9+).
 - By comparison, nearly one in five (18%) are unlikely to recommend Bloomington. This represents a 4:1 margin of those likely vs. unlikely to recommend living in/moving to the City.
 - Based on the overall average rating of 6.7, the highest scores come from older residents and retirees, homeowners, and those in the SE region. Lower than average ratings (still favorable) tend to come from the youngest (under age 35) and more middle-aged residents (45 to 54), renters, and non-white adults.
 - The overall response is consistent with the 2023 resident survey (which found 70% likely to recommend Bloomington).

- On a series of attributes, at least two thirds also express satisfaction with the overall quality of life in Bloomington (80% , vs. only 11% dissatisfied). Similarly, many are happy with the City as a place to:
 - Find entertainment and fun in general (78% satisfied – an attribute that strongly correlates with quality of life and one’s likelihood to recommend Bloomington).
 - Raise a family (67% satisfied, vs. 20% dissatisfied) and/or work (57% satisfied, vs. 20% dissatisfied). Note that in the 2023 survey, 69% also felt that Bloomington was a good place to raise a family (little change over time).
- Residents are more divided when expressing satisfaction with Bloomington as a place to:
 - Retire (52% satisfied, vs. 28% dissatisfied) – consistent with 51% who expressed satisfaction in 2023.
 - Start or grow a business (33% satisfied, 35% dissatisfied, 32% neutral) – vs. 39% satisfied in 2023.

< pp. 24-26 >

**City of Bloomington's
Top Strengths**

➤ **When asked (in an open-ended format) what residents like most about Bloomington, a wide range of attributes are each cited by roughly a third (or more) respondents. These include:**

< pp. 15-18 >

- The City's general characteristics (48%), with many who enjoy living in a university town, or having a small town feel with a lot to offer (range of activities, entertainment options, attracting young people, proximity/access to other cities nearby).
- Specific city features or services (40%), mostly the ease of getting around Bloomington by bike, walking, or public transportation. A generally sense of safety was a distant second (cited by 7%).
- The local business community (39%), especially the number and variety of restaurants.
- Parks and recreational opportunities offered by the City (36%), especially the number of parks and access to open space, local community events and recreational programs, and the trail system.
- The people (35%), especially the strong sense of community, the diversity of residents and mix of cultures, and an inclusive environment.
- Arts/Culture/Entertainment rounded out these responses (30% overall), especially cultural events and access to the arts, music and concerts, theater and live performances, etc.

➤ **Among specific City services, residents are most satisfied with:**

< pp. 28-30 >

- Fire protection (82% satisfied) and sanitation services including curbside collection of trash/recycling/yard waste (74% satisfied, vs. 16% dissatisfied).
- Police protection and public safety (61% satisfied, vs. 18% dissatisfied – better than a 3:1 favorable to unfavorable margin).

**A Deeper Dive into
Personal Safety
Concerns in 2026**

- **While 61% are satisfied with police protection and public safety, the rest are either dissatisfied (18%) or neutral on this issue (21%).** < pp. 28-30 >
 - Safety concerns are often attributed to the unhoused population in Bloomington, especially in the downtown area (including near Kirkwood Ave. and South Walnut St.) or in specific parks and trail areas (Seminary and Switchyard Parks, or the B-Line Trail). By comparison, relatively few express safety concerns in their neighborhood. < pg. 46 >
 - In the 2023 survey, 86% felt safe downtown during the day, but this sentiment dropped to 44% feeling safe at night.
 - When asked about their sense of personal safety overall, three out of four (76%) are satisfied, with 12% unhappy. < pp. 44-46 >
 - Satisfaction is highest among the oldest residents; slightly lower scores come for ages 45 to 54 and those with children under 18.

**Residents Engaged
With City Staff/
Leadership Are
Generally Satisfied
Overall**

- **Roughly half (52%) report contacting a City staff member or Department in the past year, viewing/attending Council or Department meetings, or taking part in a public feedback event.** < pg. 61 >
 - Men, longer-term Bloomington residents, and those aged 35+ are most likely to report recent engagement.
 - At least two thirds (66%+) express satisfaction with the level of courtesy, responsiveness, and knowledge levels demonstrated by the City staff or leadership encountered. Likewise, 69% have a positive overall impression.
 - No more than 20% are dissatisfied (most likely those under age 35 or ages 45-54, and unemployed residents). < pp. 65-66 >
 - In the 2023 survey, most engaged residents likewise rated City staff as excellent or good across these attributes (75%+, with again the highest ratings for courtesy and politeness).
- **Those with no engagement attribute this to busy personal schedules (53% cite a lack of time) or a lack of awareness of these channels and opportunities (50%). Others feel that their input won't matter (39%) or express discomfort speaking in public (22%).** < pp. 62-64 >

**Residents Voice
Concerns or
Dissatisfaction with
Other City Services,
Attributes****➤ By far, the biggest challenges facing residents and/or their top priorities for the City are:**

< pp. 19-22 >

- Addressing the **lack of affordable housing**: By far the #1 issue both in an open-ended format, and also garnering the most dissatisfaction (76%, vs. 9% satisfied) in a close-ended question. Removing barriers to promote/encourage development of affordable housing is considered the #1 priority for the City to address from a list of other economic initiatives tested*.

< pp. 44-46 >

- All segments express dissatisfaction overall. This issue tends to be most important among younger residents (under age 35), renters and those in multi-family dwellings, women, and households without children.

< pp. 48-50 >

- **The unhoused population**, which ranks 2nd (in an open-ended format) as the top concern with life in Bloomington. As reported, the homeless presence downtown and in public parks/trails is cited most often and prompts many safety concerns.

- Among specific City services, residents are least satisfied with **the physical condition of City streets and sidewalks** (43% dissatisfied, vs. 41% satisfied). It also ranks third among the features that residents dislike most about the community (open-ended).

< pp. 28-34,
39-40 >

- Comments tend to center around the number of potholes, crumbling sidewalks, or lack of sidewalks in general.

- The **local economy and job market**: Residents are most divided on whether Bloomington is a good place to start or grow a business, and also on the availability of jobs and employment opportunities. City efforts to attract employers offering higher-paying jobs ranks 2nd among residents' priorities (after affordable housing) and offering business-friendly policies to support small businesses and start-ups is close behind.

< pp. 24-26,
48-50 >

* Other strategies tested alongside promoting the development of affordable housing were: attracting employers offering better/higher-paying jobs; attracting employers in manufacturing/construction/similar businesses; promoting amenities to attract younger adults and families; supporting small businesses through policies and business districts; encouraging more tourism; investing in major development areas for long-term economic growth; attracting a wider variety of retail options

**Residents Voice
Concerns or
Dissatisfaction with
Other City Services,
Attributes (cont'd)**

➤ **Other local issues emerging as concerns that residents want the City to address are:**

- **Ensuring clean, safe drinking water:** The quality of City drinking water is seldom mentioned in an open-ended format (less top-of-mind), but a direct question has residents ranking this as the City's #1 priority among local services tested (with 53% satisfied, 28% dissatisfied). < pp. 28-34 >
 - This tends to be most important among women, younger adults and residents in the SE region.
 - Beyond the smell or taste of City water, or household efforts to address the issue (filtering, boiling), some feel that City could be more transparent and provide clearer information on this issue.
- **Safety concerns,** both public safety (as reported, a sense of feeling less safe in some public areas with unhoused people nearby) as well as traffic safety (with various concerns including speeding, more enforcement, bike safety).
 - After a brief description of residential greenways and their pros and cons, residents would support installing these features in their neighborhood by more than 2:1 to ensure safer streets for pedestrians and bicyclists. < pp. 55-56 >

**Residents Rely Most on
the City's Website as
Well as Word-Of-
Mouth for Information
on Local Issues**

➤ **By far, the City of Bloomington website is the preferred source for local information, across all segments (56% their #1 source, and 85% including it in their top two sources).** < pp. 68-71 >

- The City's social media posts, and contacting a local department or staff person, rank next highest among City of Bloomington sources (36% and 20% top-two responses, respectively).

➤ **Beyond the City's website, information via word of mouth (from friends, neighbors, family) is cited by 51% as a top two source of information. This is especially true among the youngest adults (under 35) and those in the N and SE regions.**

- Local news outlets (usually the Herald Times) are cited by 24% as a top-two source, along with information channels from IU (24%, such as e-newsletters, University websites, etc.)

I. Overall Opinions of Living in Bloomington

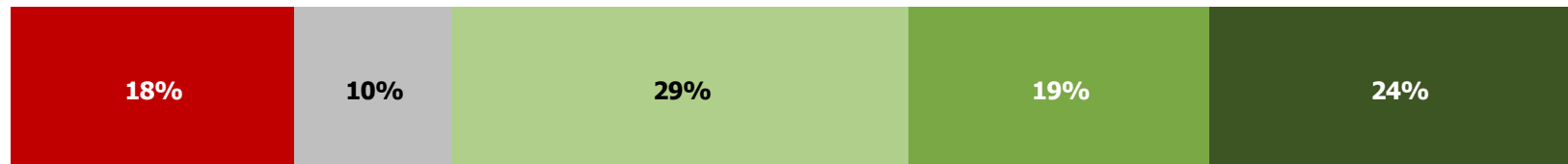
On a 0-10 scale, nearly three out of four residents (72%) are at least somewhat likely to recommend Bloomington as a place to live, including 24% who would be extremely likely to do so (scores of 9+). By comparison, 18% would be unlikely to recommend Bloomington (scores of 0-4).

➤ The remaining 10% gave a neutral rating of "5" (no strong opinion either way).

The average rating is a positive 6.7. As shown on the next page, residents most likely to recommend Bloomington as a place to live are the oldest residents, homeowners, and those in the SE region.

Conversely, lower-than-average ratings (though still positive, at least 5.9 or higher) tend to come from younger and middle-aged residents, renters, non-white adults, and those in the N and SW regions.

**Likelihood to Recommend Bloomington as a Place to Move To/Live
(0-10 scale)**



**Avg. 0-10
Rating**

6.7

**Ratio of Likely :
Unlikely
Scores**

4 : 1

■ Unlikely to recommend (0-4) ■ Neutral (5) ■ Slightly likely (6-7) ■ Very likely (8) ■ Extremely likely to recommend (9-10)

Significant Differences: Avg. 0-10 Ratings for Likelihood to Recommend Bloomington

	Avg. 0-10 Score	Lower Than Avg. Ratings	Higher Than Avg. Ratings
Likelihood to Recommend Bloomington as a Place to Move To/Live, if Asked	6.7	- Under age 35 (6.3), 45-54 (5.9) - Currently unemployed adults/students (6.0, n=49) - Non-white adults (5.9) - N (6.4) and SW regions (6.4) - Renters (6.3)	- Ages 65+ (7.9), retirees (7.8) - White adults (6.8) - SE region (7.2) - Homeowners (7.1)

When asked (in an open-ended format) what they like most about Bloomington or its top strengths, nearly half (48%) offer general characteristics of the City:

- Most often the benefits of being a university town (added cultural events, more young people), being a smaller town with much to do/offer, and its proximity to other large cities, events, highways, etc.

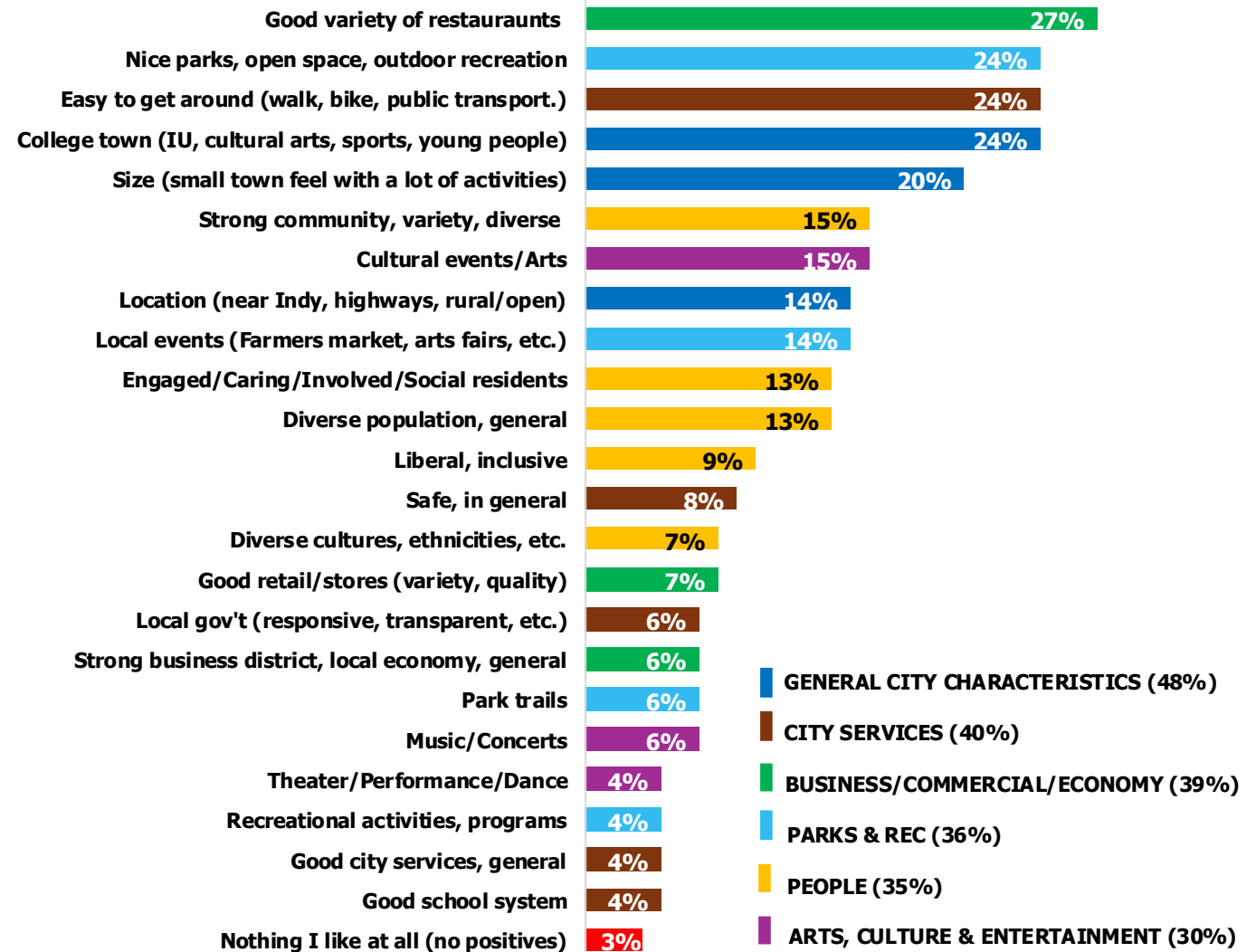
Nearly as many (40%) cite City services and benefits, mostly centered around the ease of getting around and mobility options (walkable, public transportation, bikeable, general access).

Other attributes are cited by just over a third each:

- The local business/commercial environment (39%, mostly the range and variety of restaurants);
- Local parks and recreation options (36%, especially open space/parks, local community events and programs, and trails);
- The people in general (35% -- strong, diverse community, engaged and caring residents, etc.);
- Local arts, culture and entertainment register another 30% of responses.

Example of these verbatim comments are on the next few pages.

Strengths/Likes About the City of Bloomington (most frequent open-ended responses)



Sample Verbatims: Strengths

"I like our food options, across both grocery stores and restaurant offerings. I like our high volume of coffee shops. I like the annual events (Taste of Bloomington, Granfalloon, Festival of Arts and Crafts, etc.)"

"Fabulous restaurants, many cultural events to choose from, nice and varied neighborhoods, a home-town vibe, and a vibrant college community to lend energy to the whole place."

"Friendly people, best food and restaurant options anywhere I've lived, active community, many exercise and sports facilities, great library, fast help when I've had any local government issues, easy to get around."

"Lots of great independent and locally owned restaurants and businesses. It is nice that there are non-chain options."

"The balance between nature and development, the food, the people, the things to do (local shows, game stores, gyms, etc.) the university and its museums/offering."

"Environmentally responsible and supportive of diversity and creativity. Local activities of interest and participation opportunities are plentiful."

"The City of Bloomington has access to beautiful local parks, and its proximity to Lake Monroe and Brown County make it even more desirable to live here."

"Great bike and pedestrian paths. Great parks. Lots of support for local businesses."

"The Parks and Rec department--activities, festivals, and the number of parks available. The maintained trails and access to Griffy Lake."

"I like the walkability of downtown. I like that this town attracts all different kinds of people from different walks of life from around the world."

"Ease of navigating the city - public transportation is readily available high opportunity to use Lyft and Uber so owning a car is not a necessity."

"Walkability, general cleanliness and safety, access to a variety of cheap events, especially through the campus."

"Vibrancy of downtown. Can stroll from the east end of campus to the west end arts district (and beyond, some cute shops on Kirkwood) with plenty of local biz, restaurants, and public amenities. Good food and music scenes. Great city parks dept/events. Access to hiking, camping, and boating."

"Our downtown core is thriving, with lots of walkable areas to visit shops and restaurants."

"All the benefits that stem from IU. An array of IU athletics, auditorium shows, on campus talks and events, a beautiful walkable campus, IU produced programs for kids such as foreign languages afterschool clubs and music programs."

"Access to IU's planned events music and art on campus, natural surroundings."

"Access to university programs; parks and recreation community programs...music in the parks, art gallery walk, and downtown especially when Kirkwood is closed to cars."

"Great to be in an intellectual community (from the university but also just folks who live in town) and have lots of arts and culture events to attend. Great to be in a blue dot liberal area. People are friendly and we have good local businesses. Best place in Indiana to live for sure!"

"Great place to raise a family. IU. Libraries and arts venues. Public transportation and in-town walkability. Diverse options for dining out."

Sample Verbatims: Strengths

"A small city with rich cultural life. Good climate."

"I refer to Bloomington as a 'jewel with a cornfield'. It still has a small-town feel, southern Midwestern feel, but it has a lot of charm, beauty and culture."

"Benefits of small town (low cost of living, no traffic or long commute) but still vibrant and having community events and pride."

"Small town feel with some bigger town amenities, largely due to the university. I enjoy outdoor activities and like being able to get in the woods quickly as well."

"Access to the culture of a city, traffic and driving distances of a small town."

"A welcoming, diverse, and supportive community."

"Bloomington is outstanding in the abundance of cultural groups and events."

"Diversity of cultural life. Ample opportunities to socialize in a variety of ways. Many organizations and groups that one can join. Ability to volunteer to serve the City via government agencies looking for community representatives. Good selection of different stores to shop in."

"I like the opportunity to become involved in local issues. I like the diversity of the population."

"I love the tightly knit community, the diversity, and the welcoming nature of the town. I also love that I get to enjoy a very busy, lively town during the school year and then a much calmer, more peaceful town during the summer when most of the students return home."

"Cultural offerings such as music, theatre, opera, etc. at affordable prices compared to big cities. The university library is world class, and the local library is great."

"Sense of community, caring about marginalized populations, diversity."

"In the summer I enjoy the farmers market as well as the concerts at Switchyard Park. Finally, Bloomington is an easy to get around and makes it easy to raise a family while simultaneously having a career."

"Community programs, outreach, great parks and pools. Lots of events and farmers markets."

"Active communities, sufficient food options and good grocery/farmers market availability."

"I love the focus on making sure that the environment/nature is taken and high priority."

"Arts and music. Green spaces and hiking trails. Restaurants. Benefits of living in a university town, which brings all kinds of diversity and cultures. A liberal oasis in a very conservative state. A social activism."

"Arts, restaurant, culture, sports, and nature all within 15-minute drive."

"It is family-friendly. It has lots of theater and cultural opportunities, and it has great restaurants. Bloomington also has great parks and playgrounds, and WonderLab is wonderful for young families."

Sample Verbatims: Strengths

"The cultural diversity is wonderful, and that includes dining, entertainment, K-12 education, and neighborhood diversity."

"The people and the environment are amazing. Talking to and making great friends with university professors and grad students, local brewers, and organic farmers has been the best part of moving here."

"There are quite a few events that a senior can do and enjoy. Restaurants, museums, plays, music, sightseeing, parks."

"I love how different the mindset is from most other cities in Indiana (in terms of political affiliation)."

"A relatively open-minded community. The arts scene is remarkable for a small-ish city, with Jacobs School of Music a key factor, but also the concerts and shows that include us in their tours."

"Friendly people, best food and restaurant options anywhere I've lived, active community, many exercise and sports facilities, great library, fast help when I've had any local government issues, easy to get around."

"We are safe in our neighborhood and free from most student activities. City services are excellent and City employees that we interact with are courteous and professional."

"I enjoy the safety of the community, its charm, and rich sense of academics."

"Safe, no traffic, good restaurants, scenic."

"Healthcare is close by and excellent. There are many musical venues, such as the MAC, the IU Auditorium, Buskirk Chumley."

"Health services are convenient and good, parks are beautiful and host activities, a variety of arts presentations are offered, city government works to include citizens in information and planning."

"The schools our children attend have are great. Any time we've needed emergency services it arrived promptly and we were served well. The City is kept clean. The City has a high sense of respect, caring and sharing."

"Excellent public schools, great green spaces, access to cheap, high-quality events."

"Bloomington does NOT have major traffic jams on a daily basis or long commutes, frequent violent crime, overpopulation, limited parking, inaccessible local government and representatives, or complex school infrastructure. However, Bloomington DOES have an array of quality recreational opportunities including sports, arts, outdoor recreation, restaurants and bars, and more."

Residents' top concerns (also based on open-ended responses) are clearly mostly centered around:

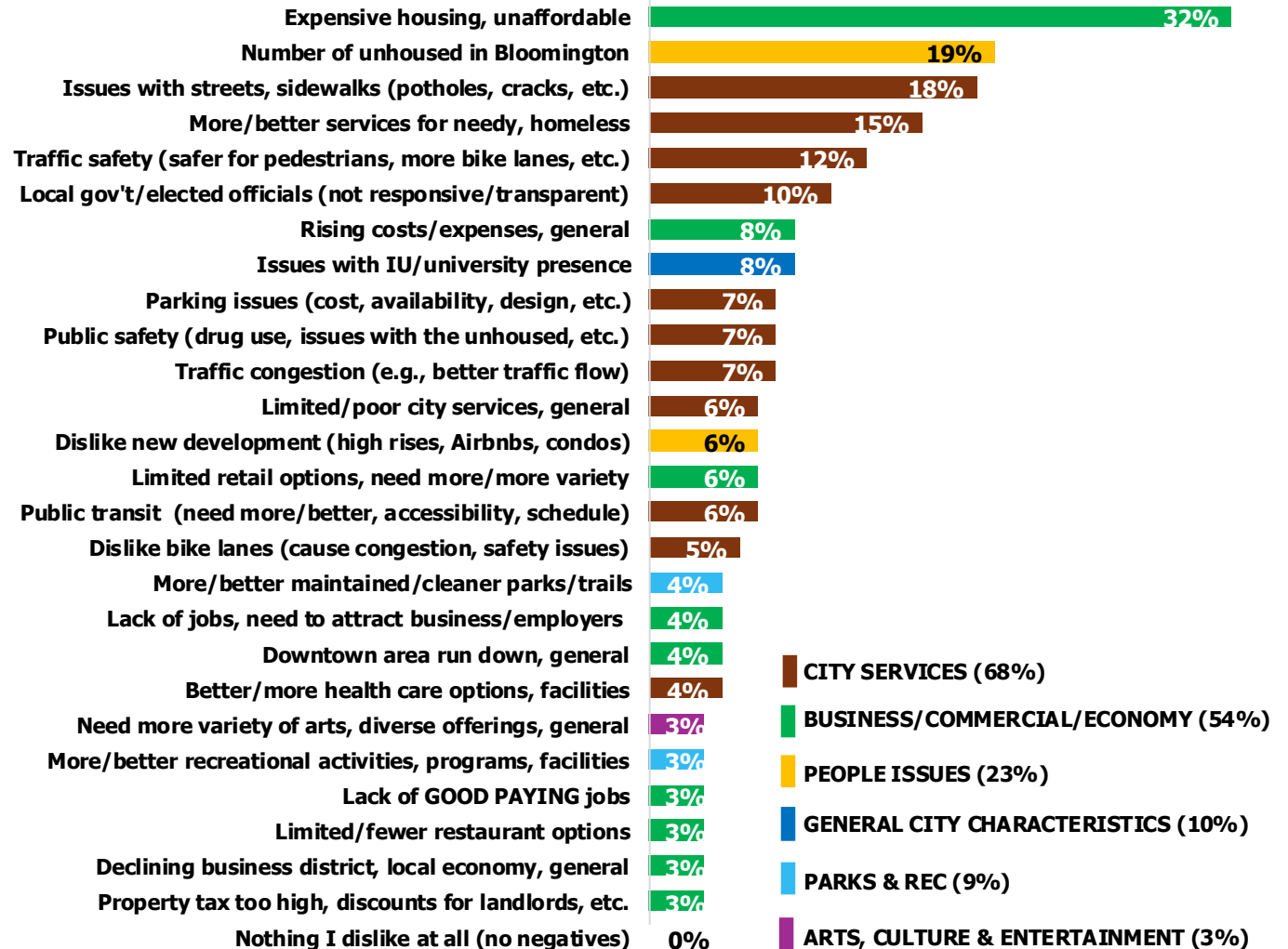
- City services (68%), especially the condition of streets and sidewalks, issues/concerns regarding the unhoused population, general public safety (mostly around traffic, followed by crime or drug use), and the responsiveness/transparency from local officials.
- Local economic issues (54%), especially the lack of affordable housing in Bloomington, with inflation in general cited as a distant second. Attracting more retail businesses, employers and jobs in general, and good-paying jobs are each mentioned by 3% to 6% overall.

Roughly one in four (23%) are most concerned about people in the community in general – again, mostly the unhoused population.

The remaining responses/concerns garner far fewer responses, with no more than 10% offering concerns about general characteristics (e.g., impact from IU's presence), need for more parks/recreational offerings, more arts and cultural opportunities, etc.

The next few pages include example comments.

Weaknesses/Dislikes About the City of Bloomington (most frequent open-ended responses)



Sample Verbatims: Weaknesses

"Have more affordable housing, and don't get rid of the existing affordable housing to build hotels and stuff that caters to hypothetical tourists/conference center attendees instead of long-term Bloomington residents."

"Housing is a big issue and there is not enough affordable housing outside of rentals. Employment is also an issue for residents. There are only a handful of major employers like IU, Ivy Tech, and the biopharma companies. More efforts need to be done to encourage employers to consider opening here."

"Affordable housing for young people starting careers."

"Housing standards being met and Housing Authority being made to comply with clean and healthy living standards. Just because people are poor doesn't mean they don't deserve to live in an environment that isn't toxic and causing health issues."

"Everything I love about Bloomington is threatened by the fact that my friends can't really afford to live here and improve their lives so they'll probably all leave soon to find better paying jobs and less expensive housing elsewhere."

"Affordable housing so folks that work in town can afford to live here. Free parking in downtown would be great. Back when garages had a 3-hour free period, I used to go downtown much more."

"Affordable housing! As a single solo parent, I cannot afford to live here. Rental prices are out of control. Living wages being paid. If a job requires a degree that should be reflected in the pay. \$40,000 a year is not a competitive salary."

"AFFORDABLE HOUSING. Enough of the high-rise apartment buildings for students, there is nowhere for everyday residents to affordably live. Expanding more green spaces, it's what Bloomington is known for."

"Getting the unhoused off the streets. They are ruining the business community and property values."

"Address homeless situation. Increase available housing. Make decisions - too many key policies seem to be stuck for years: jail location, police station, housing, etc."

"Addressing the homeless situation, the begging for money at so many areas all around town. Helping businesses that are affected by the homeless population. Safety concerns due to the homeless."

"Addressing needs of unhoused. Reducing speeding and theft. We've had porch left and a catalytic converter stolen off our car in front of our house while we were home. Our bike was also stolen."

"Homelessness, public drug use/intoxication and crime are problems. I feel far less safe and welcome in the downtown area now than 5-10 years ago. As a female I also worry about just walking by myself in the daytime in a lot of areas and will not use some trails if I can only go alone."

"A more permanent solution to the homeless, more encouragement for small businesses, including dropping some of the ridiculous regulations for small business owners."

"More support for the homeless and at-risk youth and women."

Sample Verbatims: Weaknesses

"FIX THE POTHOLES. There are still potholes from last spring, disgraceful. Stop placing obstructions and speed bumps everywhere."

"Fixing the horrible streets."

"Many roads need repaving, maintaining is as important as developing."

"My number one complaint is that the city is dirty and in disrepair. The sidewalks and curbs should not be up to the homeowners; the city should take care of that."

"I feel like traffic planning isn't practical. For example, taking E 3rd street to one lane, not putting a stoplight at ParkRidge intersection, etc. makes things dangerous. I understand that some of it is state responsibility, but the city should push harder."

"Fewer confusing bike lanes on the roads. When driving, I'm often confused what lane I'm to be in at some of the intersections. At times, the traffic calming devices actually seem to make things more dangerous."

"A designated bike lane that goes from the IU campus to the mall (east/west). The bike lane infrastructure, although improving, oftentimes makes no sense. Having designated lanes suddenly disappear so that we are forced to battle with unyielding cars nudges us to simply drive."

"More infrastructure to support local residents (not just IU students), like protected bike lanes, accessible public transportation, and a downtown designed for pedestrians, not cars."

"Both the city and county governments don't accomplish much when it comes to large projects. They maintain the infrastructure and civil order, but in our time here they are still discussing topics and projects that were on the table 5 years ago. With the size and less complexity compared to larger cities, Bloomington should be able to move much faster."

"I also think our schools could use targeted investment. It's wild that we are the home to the largest group of education graduates in the state every year and yet our high schools are not at the top of the state for graduation rates and college attendance. Bloomington is a real 'have and have nots' town."

"The City of Bloomington needs to bring back the complete recycling services and the pickup of leaves they used to offer. Bloomington also needs to improve city services. Such as, cleaning sidewalks downtown, covering potholes on streets, mowing public areas, and pick up trash from various areas around the city."

"I think the city can embrace more green initiatives as well such as compost pickup, and litter pickup in general my neighborhood gets very trashy."

"PARKING. More free & easily accessible parking especially for students. I intentionally avoid certain parts of Bloomington because parking is either extremely limited or paid-only."

"Public transportation feels like it's getting worse, not better. I know the dream is everyone rides their bike, but it just doesn't work for the majority of people. I wish the city would invest more in improving and expanding public transportation. Maybe if I could easily (and safely) take a bus to downtown, I would do that. Right now, I just don't go downtown because I don't want to pay for parking."

"Better public transportation: more frequent buses, more bus routes taking you to more places."

Sample Verbatims: Weaknesses

"More attention to crime, drug task force needed."

"Less needles/junk in streets, more care of road construction."

"Rampant drug use and homelessness has greatly reduced the appeal of downtown. Businesses are leaving downtown due to these issues. It is unsafe."

"The City needs to get rid of their Flock Safety (or any) ALPR cameras."

"I see lots of empty retail/office spaces (vacant for years) while we have a significant unhoused population, there must be an answer to this problem."

"Lack of competitive retail especially groceries - we need Meijer or something to compete with Kroger. Lack of retail for quality products - not Walmart and Target. The Mall is inadequate."

"Get Airbnb's out of the core neighborhoods so people can live where they work!"

"Stop building too many apartments and pigeonhole apartments all over the city. Stop building high rise apartments and hotels in downtown, it is taking away the beauty of small-town Bloomington."

"Stop building huge apartment complexes, especially those with vacant 'commercial' spaces on ground floor; supply more truly affordable housing for families."

"Cost of living in Bloomington is very expensive and doesn't match most of the local job market."

"Attract more white-collar jobs. Find a way to work with the State so that Bloomington can expand and not be left behind."

"More jobs for a diverse population and houseless situation needs to be improved."

"Attract businesses to Bloomington and jobs that pay a livable wage."

"More economic activity with locally-owned and locally-invested businesses. Additional support toward organizations and infrastructure that drive community engagement. Things that pull people from their houses and interact with each other - and not always in ways that demand spending money."

"Less bars, something for seniors to enjoy, downtown, shopping, and restaurants."

"Really going to miss having Kirkwood closed this summer."

"Healthcare, more local businesses especially restaurants."

"Water cleanliness needs work. There should never be a need for boiling, and the taste shouldn't dramatically worsen every fall with proper treatment."

"The new water rate hike set for April 2026 is really going to make it difficult for ordinary people to live in this area."

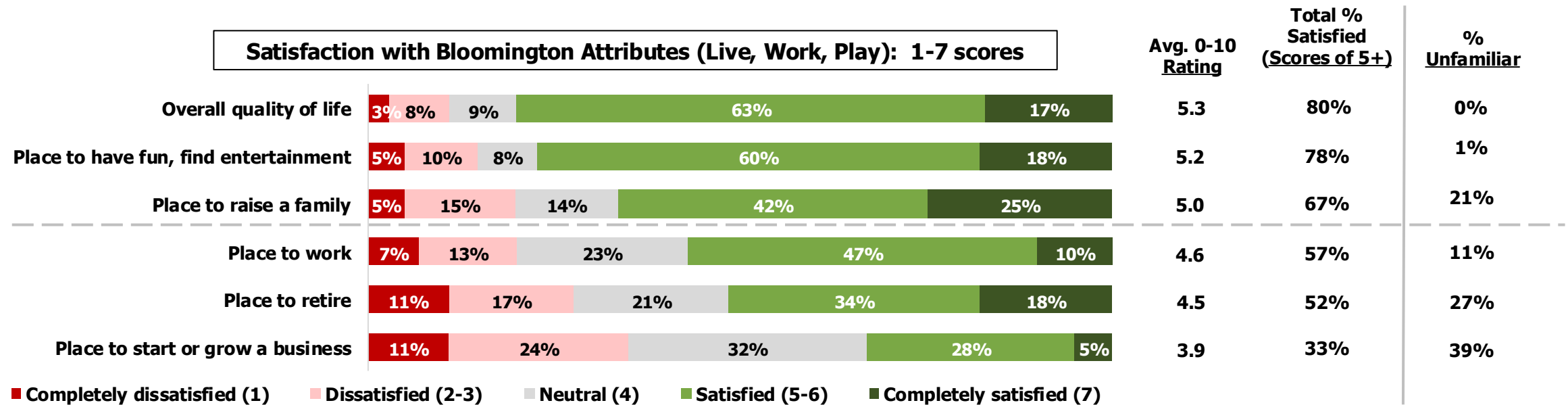
"We need more things to do. We need to have more that would attract 25-40-year-olds. It's kind of boring unless you go to games or go to the lake."

II. Satisfaction with Specific City Attributes

From a list of City attributes, at least 78% are satisfied with the overall quality of life in Bloomington, and the enjoyable activities and entertainment options that it offers (top two strengths).

At least two-thirds also feel it is a good place to raise a family, and just over half (52%+) are satisfied with Bloomington as a place to work and/or retire.

- Note, however, that one in five residents are dissatisfied with the City as a place to work or raise a family, and 28% dislike it as a place to retire (among those familiar enough to give a rating).
- Overall, only 61% were able to rate Bloomington as a place to start or grow a business, and these respondents are evenly divided (35% dissatisfied with this aspect, 32% neutral, and 33% satisfied).



Based on the average ratings for each attribute, older and more long-term City residents tend to be consistently most satisfied with Bloomington. More middle-aged adults (ages 45-54) tend to give lower-than average ratings.

- Note that the youngest adults (under age 35 and ages 35-44) tended to be divided on Bloomington as a place to raise a family.
- Regionally, SE residents tend to be more satisfied on key features (place to raise a family, work, retire) than those in the N side of the City.
- Note that lower than average ratings tend to come from newer residents, renters, and those outside of the workforce.

Significant Differences: Satisfaction with Bloomington Attributes (Live/Work/Play)

	Avg. 1-7 Satisfaction Score	Lower Than Avg. Ratings	Higher Than Avg. Ratings	% Least Familiar
Place to live/Quality of life	5.3	- Ages 45-54 (4.6) - Currently unemployed/student (4.9, n=49) - N region (5.0) - Renters (5.0)	- Ages 65+ (5.9), retirees (5.9) - SE region (5.5) - Homeowners (5.5)	0% Overall
Place to have fun/find entertainment	5.2	- Ages 45-54 (4.5) - Currently unemployed (4.4, n=32) - Non-white adults (4.3) - Hispanic/Latine adults (4.1)	- Ages 65+ (5.9), retirees (5.8) - White adults (5.4) - Non-Hispanic/Latine adults (5.3)	1% Overall <i>< no statistically meaningful differences ></i>
Raise a family	5.0	- Under age 35 (4.5) - Students (4.1, n=15) - No children in household (4.7) - Lived in Bloomington <5 yrs. (4.5), 5-9 yrs. (4.6) - N region (4.5) - Renters (4.5), multi-family residences (4.3)	- Ages 35-44 (5.4), 65+ (5.7) - Retirees (5.6) - Households with children under 18 (5.7) - Lived in Bloomington 10+ years (5.3) - SE region (5.5) - Homeowners (5.5), single-family homes (5.3)	21% Overall - Under age 35 (26%) - No children in household (26%) - Multi-family residences (30%)

Significant Differences: Satisfaction with Bloomington Attributes (Live/Work/Play – cont'd)

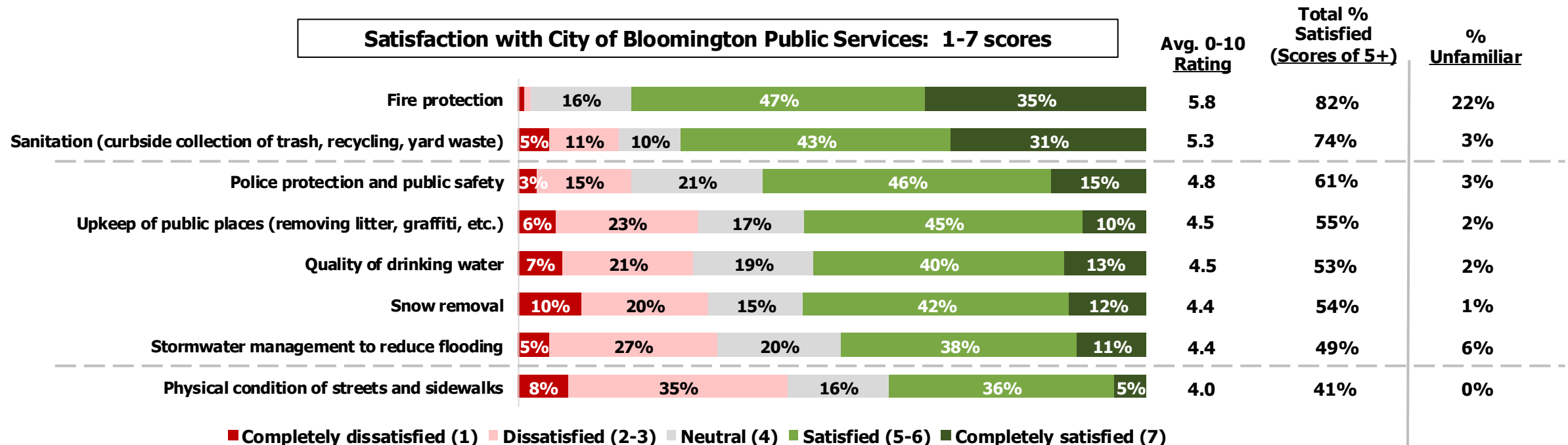
	Avg. 1-7 Satisfaction Score	Lower Than Avg. Ratings	Higher Than Avg. Ratings	% Least Familiar
Work	4.6	- Under age 45 (4.5), 45-54 (4.2) - Unemployed (4.0, n=27) and students (4.3, n=15) - N region (4.3)	- Ages 65+ (5.1), retirees (5.0) - SE region (4.9)	11% Overall - Ages 65+ (22%) - Retired (25%)
Retire	4.5	- Under age 35 (3.5, n=41 with 84% of this age group unfamiliar/unable to answer) - Lived in Bloomington <5 yrs. (3.6, with 48% of newest residents unfamiliar/unable to answer) - SW region (3.9) - Renters (3.8) - Currently employed (4.2) or unemployed (4.0, n=26)	- Ages 55-64 (4.8), 65+ (5.7), retirees (5.8) - Lived in Bloomington 10+ yrs. (4.7) - SE region (4.9) - Homeowners (5.0)	27% Overall - Under age 35 (46%), 35-44 (33%) - Lived in Bloomington <5 yrs. (32%), 5-9 yrs. (41%), 10-19 yrs. (34%) - Renters (36%, vs. 20% of homeowners) - Currently employed (36%) or students (38% of n=17)
Start or grow a business	3.9	- Ages 35-44 (3.6, n=58) and 45-54 (3.4, n=55), with 44% and 31% respectively unfamiliar/unable to answer)	- Ages 65+ (4.4, n=58 with 88% of this age group unfamiliar/unable to answer) - White adults (4.0) - SW region (4.4)	39% Overall - Under age 35 (44%), ages 65+ (45%) - Retirees (46%) - SE region (45%)

III. City Services: Satisfaction and Priorities

Most city services receive strong satisfaction scores, especially fire, sanitation, and policy/public safety (over 60% satisfied with each, and no more than 18% dissatisfied).

Just over half also give favorable scores for the level of upkeep in public spaces, the quality of drinking water, and snow removal. However, note that at least 28% are unhappy with each as well (more divided opinions).

Just under half are satisfied with the City's stormwater system to control flooding. Lowest on the list is the condition of streets and sidewalks, with about many residents expressing dissatisfaction (43%) as satisfaction (41%).



As with other satisfaction metrics, the oldest residents and retirees tend to be the most satisfied with these city services (higher scores than average). White adults also tend to be more satisfied.

- By region, residents in the SE areas are especially satisfied with sanitation services and snow removal. Those in the SW neighborhoods are more satisfied than average with the quality of drinking water but are least satisfied with the upkeep of public places. Residents in the N area tend to be less satisfied with sanitation services and the drinking water.

Younger-to-middle-aged adults (mostly 45 to 54) tend to be least satisfied across these services. These lower ratings also tend to come from those who are outside of the workforce (unemployed or students), and often include renters.

Significant Differences: Satisfaction with City of Bloomington Public Services

	Avg. 1-7 Satisfaction Score	Lower Than Avg. Ratings	Higher Than Avg. Ratings	% Least Familiar
Fire protection	5.8	- Ages 35-54 (5.4) - Not currently employed (5.4, n=28) - Non-white adults (5.4)	- Ages 55+ (6.1) - Retirees (6.2) - White adults (5.9)	22% Overall - Under age 35 (34%) - Lived in Bloomington 5-9 yrs. (40%) - Renters (28%, vs. 17% of homeowners)
Sanitation	5.3	- Ages 45-54 (4.8) - Unemployed (5.2, n=31) - Non-white adults (4.8) - N region (4.9) - Renters (5.1)	- Ages 55-64 (5.6), 65+ (5.9) - Retirees (5.9) - White adults (5.4) - SE region (5.7) - Homeowners (5.5)	3% Overall <i>< no statistically meaningful differences ></i>
Police protection/ public safety	4.8	- Under age 55 (4.5) - Currently employed (4.6), unemployed (4.7, n=32) - Non-white adults (4.1)	- Ages 55-64 (5.4), 65+ (5.6) - Retirees (5.7) - White adults (5.0)	3% Overall <i>< no statistically meaningful differences ></i>

Significant Differences: Satisfaction with City of Bloomington Public Services (cont'd)

	Avg. 1-7 Satisfaction Score	Lower Than Avg. Ratings	Higher Than Avg. Ratings	% Least Familiar
Upkeep of public places	4.5	- Ages 45-54 (4.1) - Unemployed and students (4.3, n=49) - SW region (4.0)	- Ages 65+ (4.9), retirees (4.9) - N (4.6) and SE regions (4.6)	2% Overall <i>< no statistically meaningful differences ></i>
Quality of drinking water	4.5	- Under age 45 (4.3), 45-54 (3.8) - Unemployed (4.0, n=31), students (3.6, n=15) - Non-white adults (3.9), Hispanic/Latine adults (3.4) - Lived in Bloomington <5 yrs. (4.3) - Children in household (4.1) - N region (4.2) - Renters (4.1)	- Ages 55-64 (5.0), 65+ (5.2) - Retirees (5.2) - White adults (4.6) - Lived in Bloomington 30+ yrs. (4.8) - No children in household (4.6) - SW region (5.0) - Homeowners (4.8)	2% Overall <i>< no statistically meaningful differences ></i>
Snow removal	4.4	- Under age 35 (4.1), 45-54 (4.0) - Students (3.4, n=17) - Lived in Bloomington <5 yrs. (3.8) - Hispanic/Latine adults (2.9) - Renters (4.0) - Multi-family residences (4.0)	- Ages 65+ (5.2), retirees (4.2) - Lived in Bloomington 10-29 yrs. (4.8) - SE region (4.7) - Homeowners (4.8) - Single family homes (4.7)	2% Overall <i>< no statistically meaningful differences ></i>
Stormwater management to reduce flooding	4.4	- Ages 35-54 (4.1) - Currently employed (4.3)	- Ages 55+ (4.6) - Retirees (4.6)	6% Overall - Ages 65+ (11%)
Physical condition of streets/sidewalks	4.0	<i>< no statistically meaningful differences ></i>		2% Overall <i>< no statistically meaningful differences ></i>

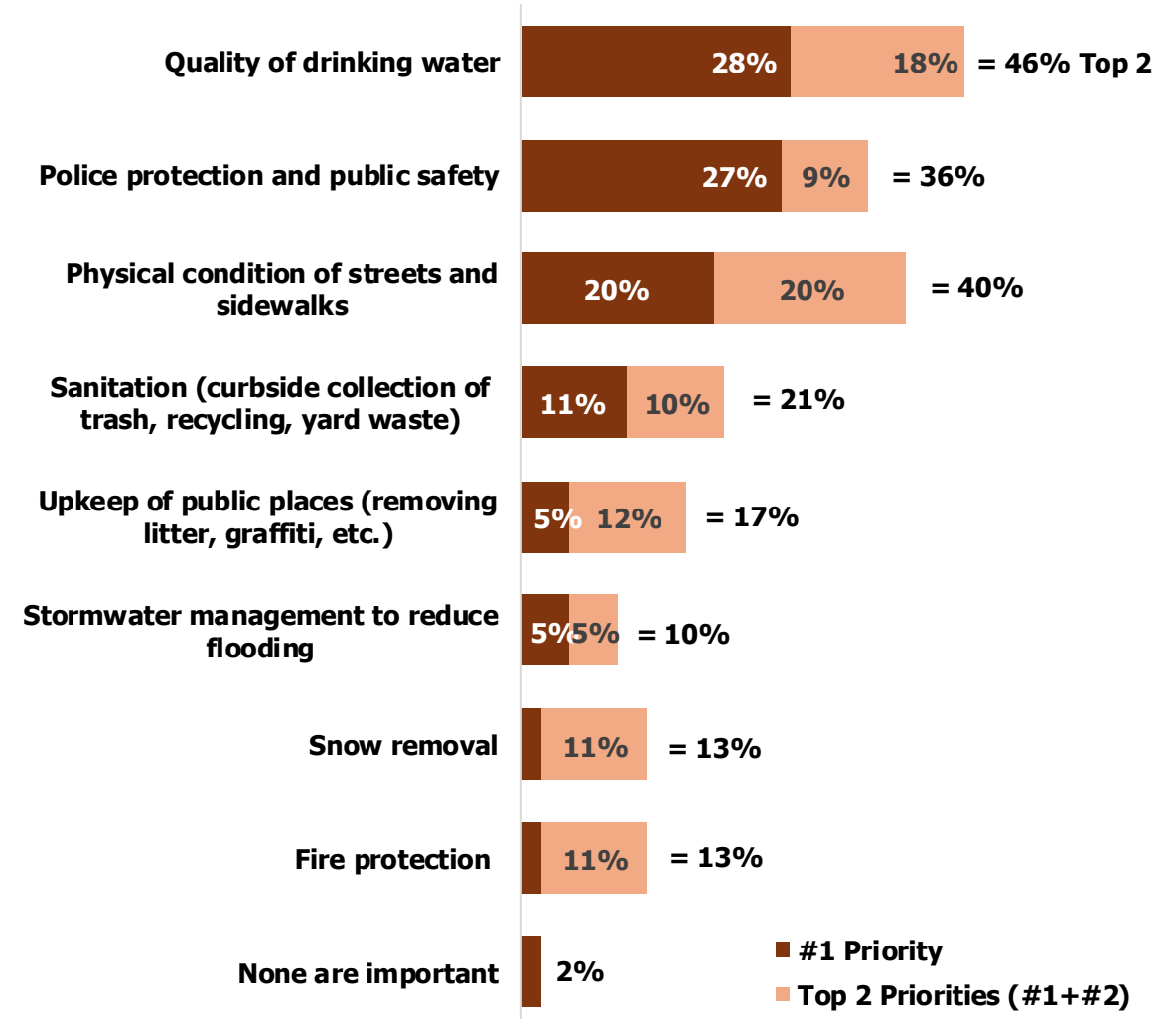
While many City services received somewhat to very strong levels of satisfaction, the three that are most important to residents are:

- Quality of drinking water: This received somewhat high satisfaction scores, but clearly those who are dissatisfied feel especially passionate about this issue.
- Police protection and public safety: One of the highest-rated services in terms of overall satisfaction, and clearly one that residents feel needs to remain a critical service. This echoes many of the concerns reported in the early open-ended question about improvements residents would like to see.
- Streets and sidewalks, by far the City service that received the lowest satisfaction scores.

Beyond these top three issues, the remaining services tested are ranked lower, with sanitation (e.g., curbside waste pickup) being the top response within this next tier.

- Snow removal, along with fire protection (with which many report a lack of familiarity but clearly feel is important) are often included as secondary priorities.

Top Priority: Most Important City Services*



The issues that matter most to specific segments of Bloomington residents are detailed on the next two pages, and summarized below (in order of priority):

- **Quality of drinking water:** Most important to women, younger adults (under age 45), residents in the SE region.
- **Police protection and public safety:** Most important among men, older adults (age 55+) and retirees, homeowners, long-term Bloomington residents.
- **Physical condition of streets and sidewalks:** Younger adults and households without children, renters and/or those in multi-family (non-single-family dwellings).
- **Sanitation:** Younger adults (under 45), N region.
- **Upkeep of public spaces:** Newer Bloomington residents, SW region, those in single-family homes.
- **Stormwater management to reduce flooding:** Ages 35-44, N region.
- **Snow removal:** Youngest residents and students (under age 35), renters and those in multi-family residences, N region, no children in household.
- **Fire protection:** Retirees and ages 65+.

Significant Differences: Top Priorities for City Services

	% #1 Priority	% Top Two Priorities
Quality of drinking water	28% Overall - Women (37%, vs. 18% of men) - Ages 35-44 (47%) - Students (44% of n=17) - SW and SE regions (33%, vs. 22% in the N region)	46% Overall - Women (53%, vs. 38% of men) - Under age 45 (55%) - SE region (52%)
Police protection and public safety	27% Overall - Men (32%, vs. 23% of women) - Ages 55-64 (45%), 65+ (52%) - Retirees (50%) - Lived in Bloomington 30+ yrs. (42%) - Homeowners (35%, vs. 18% of renters)	36% Overall - Men (42%, vs. 30% of women) - Ages 45-54 (38%), 55-64 (52%), 65+ (60%) - Retirees (59%) - Lived in Bloomington 30+ yrs. (52%) - Homeowners (44%, vs. 26% of renters)
Physical condition of streets, sidewalks	20% Overall - Under age 35 (26%), 45-54 (27%) - Currently employed (25%) - No children in household (23%, vs. 11% of those with children) - Renters (27%, vs. 14% of homeowners) - Multi-family residences (28%, vs. 15% of those in single family houses)	40% Overall - No children in household (44%, vs. 26% of those with children)
Sanitation	11% Overall - Under age 45 (15%) - Lived in Bloomington 5-19 yrs. (15%) - Children in household (17%, vs. 10% of those without children) - N region (16%)	21% Overall - Lived in Bloomington 20-29 yrs. (32%)

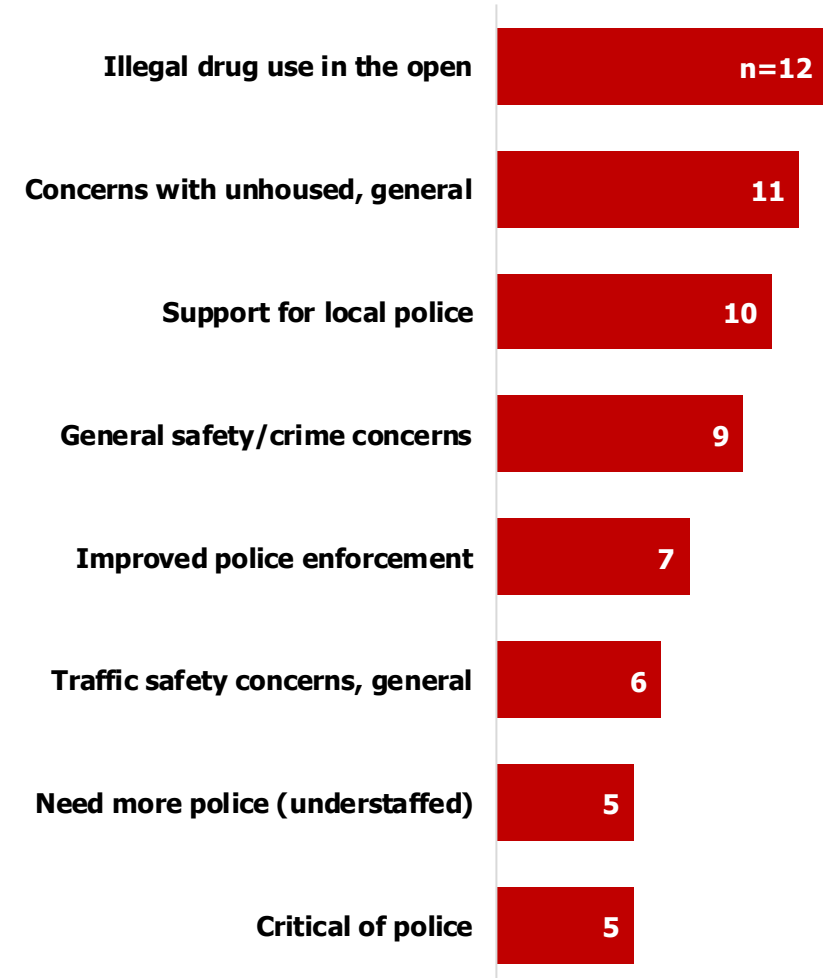
Significant Differences: Top Priorities for City Services (cont'd)

	% #1 Priority	% Top Two Priorities
Upkeep of public places	5% Overall - Men (8%, vs. 2% of women) - Lived in Bloomington 5-9 yrs. (11%) - SW region (12%) - Single family residences (7%, vs. 2% of those in multi-family residences)	17% Overall - Under age 35 (21%), 45-54 (21%) - Lived in Bloomington <5 yrs. (33%) - SW region (32%) - Single family residences (21%, vs. 11% of those in multi-family residences)
Stormwater management to reduce flooding	5% Overall < no statistically meaningful differences >	10% Overall - Ages 35-44 (20%) - White adults (11%, vs. 2% of non-white residents) - Lived in Bloomington 5-9 yrs. (18%) - N region (13%)
Snow removal	2% Overall < no statistically meaningful differences >	13% Overall - Under age 35 (18%), students (39% of n=17) - Lived in Bloomington <5 yrs. (33%) - Renters (19%, vs. 8% of homeowners) - Multi-family residence (22%, vs. 8% single family homes) - No children in household (16%, vs. 8% of those with children) - N region (18%)
Fire protection	2% Overall < no statistically meaningful differences >	13% Overall - Ages 65+ (27%), retirees (23%)
None are important	2% Overall < no statistically meaningful differences >	

Among the top priorities that received a fair amount of dissatisfaction ratings:

- Those who seek improvements from the City's police and safety services describe a variety of concerns, many of which reference the unhoused population in Bloomington (e.g., general presence, confrontations or public behaviors, open use of illegal drugs).
- About equal numbers:
 - Express support for current efforts by the police (n=10) or
 - Feel they are limited in what they can do in terms of staffing levels (n=5) or response options when dealing with the homeless, or in a few cases express dissatisfaction in general (n=5).
- Examples of the verbatim responses covering this full range of police and safety concerns are on the next page.

**Reasons for Lower Satisfaction: Police Protection and Safety
(top multiple open-ended responses; base n=60)**



Sample Verbatims: Reasons for Lower Satisfaction With Police Protection and Safety

"There continues to be reports of needles found in parking lots, issues with homeless people causing problems."

"It's not at all uncommon to see drug transactions occurring in public, people stepping out in the street to beg, pedestrians, bicyclists, cars disobeying traffic rules."

"Downtown Bloomington is impossible to enjoy with children. Drug addicts and drunks are roaming the streets, cursing and screaming and often seem hostile. Even a jewel like the public library suffers. It's a disgrace that the city allows that. We hear of more and more violent crime and all sorts of gangs coming to Bloomington..."

"Not enough police and police are not able to do much to manage the drug use/abuse in our community. The constant panhandling is unacceptable. Crime has grown and I don't feel safe on trails and parks or downtown. I have observed people crossing Kirkwood with a needle hanging out of their arms. An individual was screaming obscenities at families visiting the city for college. As a parent, I would not at all be impressed by Bloomington and safety."

"We need more resources and better pay for those helping the unhoused community and for the community members themselves."

"Regular uncomfortable interactions with individuals who are unhoused."

"Police have had their hands tied with the homeless problem we have in the city."

"Overworked and understaffed police force, political hostility to law enforcement from elected officials, higher crime rates as a result than similarly sized communities, lax enforcement of public safety in communal areas due to poor political priorities of tolerating homeless population."

*"I think it comes back to seeing people drugged out in their cars in public park areas near me like Wapehani Trail and RCA Park, while simultaneously seeing homeless encampments in the woods of both these places, and homeless traffic in my neighborhood. It makes me feel like I'm around unpredictable people and I want to not have to worry *too* much about walking with my wife and kids in the woods where there are nice trails. Of course, you always have to protect your family, but I think the issues at present need to be improved."*

"I don't really have personal experience with this, but I feel like I hear about more crime. I would not feel safe walking alone in some places in Bloomington. I do believe that our police department is not subject to abuses of power, etc. found in some other places and is community oriented. The parts of town that have a large homeless community need more support and long-term solutions."

"Crime rate kept going up. The police force is spread thin. The previous mayor even tried to cut police budget and sell off the police station, when the budget needs to be increased. The City does not seem to care about public safety but focuses only cosmetic looks of the City. This shows a severe underestimation of the expectation of a very intelligent population."

"Called for enforcement of existing noise ordinance at 2:00AM, was told there were not enough officers to address such a non-emergency request."

"Police seem indifferent to the homeless issue. Property crime and vagrancy seems largely unaddressed and is treated with a lack of urgency by the police. It's just sad, really."

"Drivers totally disobey speed limits, red lights, stop signs...don't feel safe with enormous amount of homeless."

"Freaking traffic has become a major issue with the many students driving around who seem to have gotten their driver license just because they are alive and not because they know how to. Police should be more visible on the streets and not only when something happens."

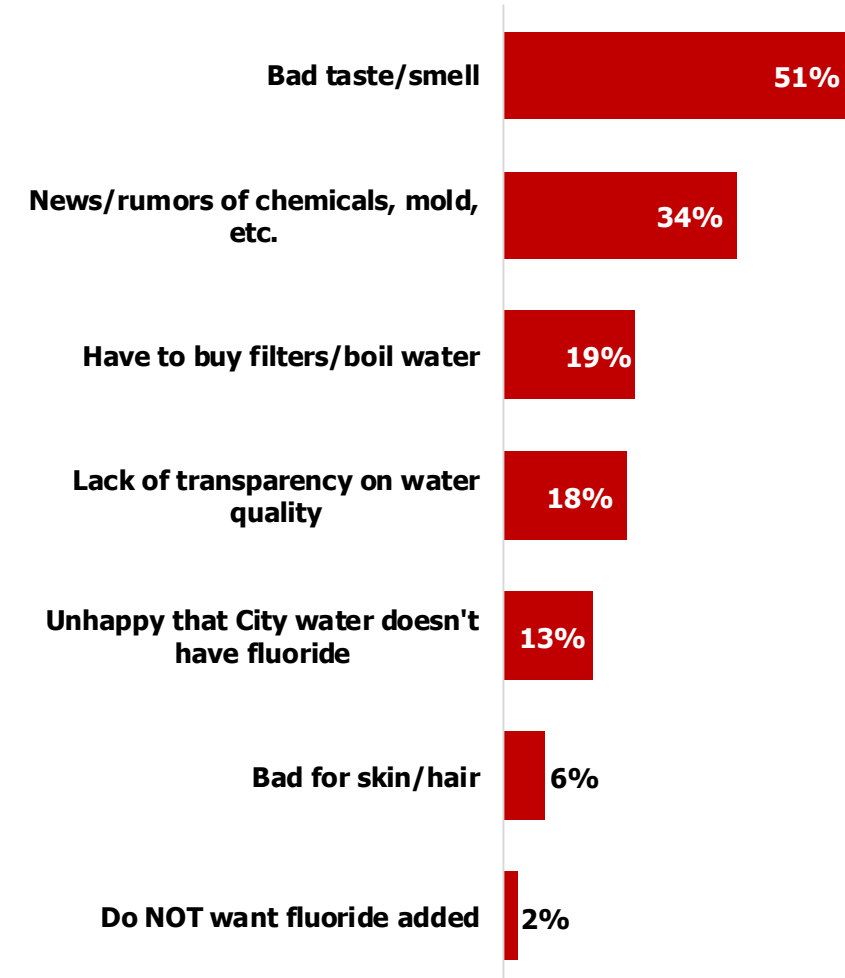
As reported, many of those who include the quality of drinking water as a top priority also gave it low satisfaction ratings.

Most often, they cite the smell or taste of the water (51%), followed by about a third who are troubled about news or rumors about elements in the water affecting possible health issues.

About one in five report taking their own measures to improve the quality of their drinking water (19%), and about as many are unhappy that the City did not do more to inform or address the issue on behalf of the public.

Note that on the specific issue of fluoridation, these respondents are more likely to express wanting fluoridated drinking water than opposing it.

Reasons for Lower Satisfaction: Quality of Drinking Water
(top multiple open-ended responses; base n=103)



Sample Verbatims: Reasons for Lower Satisfaction with Quality of Drinking Water

"The water here tastes like algae. It often smells strongly of algae."

"The taste when algae count is high."

"Terrible taste of dirt and/or chlorine, presence of forever chemicals and microplastics."

"We've had warnings each of the last two years; it smells and tastes bad in the summer; it's got a of particulates in it."

"Reports show too many chemicals in the water."

"Water tastes like chlorine or dirt. High dosage of fluoride."

"Rumors of cancer-causing agents. Questions of proper filtering. Fertilizer and pesticide runoff."

"Most recently there has been web discussion of contaminant and we occasionally have boil orders. I need to know that I am consuming safe water as a life-giving fluid. I have choices in food, but I have only one tap that provides essential water. I pay for this service, and it should be care-free when I fill the glass."

"It has a lot of contaminates in it. I test my water and run it through a filtration system so i know that the unfiltered water here is really bad. There's also almost always a boil water warning out."

"I am picky about my drinking water. I need to use a water filter before I can drink the tap water."

"The water tastes like chlorinated pond scum. I had to buy and install an RO unit under my sink."

"No notice of fluoride loss and potential due to pollutants near the lake seeping into water. Water reports are also outside of recommended limits for many things."

"You lied to us about the fluoride failure (a lie of omission). Water mains break routinely. Trust has been lost and will need to be regained."

"You know the answers already. Lake Monroe will continue to give us the smell and taste issues for a month or more and we accept that as the cost to fix it is prohibitive. The City's lack of transparency on fluoride was disappointing."

"Fluoride! Put it back."

"The recent fluoride inconsistencies makes me question other quality assurance protocols in the water supply."

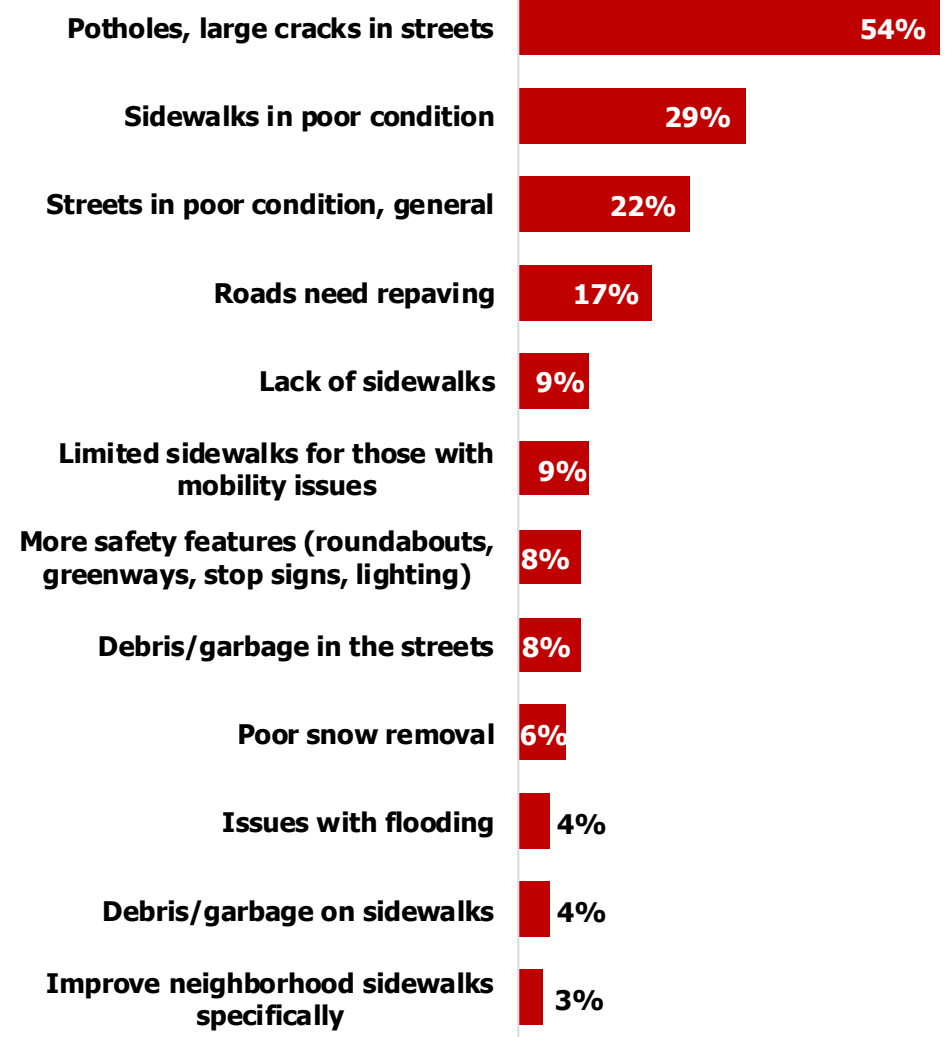
"Fluoridation of drinking water is archaic and detrimental to health. Removing fluoride from drinking water after it has been added is difficult and expensive."

Street conditions – especially potholes – is by far the top concern among those most upset about physical landscape in the City.

Sidewalks are a close second, both in terms of their physical condition (cracked, uneven), or lack of sidewalks in certain areas.

Many of the remaining complaints or priorities concern traffic safety (measures to control speed/improve enforcement, snow removal, debris in the streets and on sidewalks, etc.)

**Reasons for Lower Satisfaction: Physical Condition of Streets and Sidewalks
(top multiple open-ended responses; base n=135)**



Sample Verbatims: Reasons for Lower Satisfaction with Physical Condition of Streets and Sidewalks

"Too many potholes and many streets need to be resurfaced."

"There are potholes after the cable was installed on our street, and they are not well fixed. We always bump into the potholes."

"Roads are in terrible shape! at night it is even worse as you can not see the potholes."

"This may be the number one issue I have with this city. I see constant construction to widen streets, create bike lanes and widen sidewalks, but the quality of the asphalt or the construction process causes potholes. The lanes are painted unevenly, roads themselves have a lot of 'dips' and 'hills' and it causes more cautionary (or haphazard) driving. This can cause additional wear and tear and risk for minor accidents."

"I am a bike rider, and there are a lot of potholes and rough pavement to navigate on a bike. I sometimes submit a ureport and they are addressed pretty quickly, but I don't always remember where the holes are when I get home. I often thought it would be a good thing for the trash collectors to record/report road issues since they are driving around slowly."

"Roads on the west side seem to get overlooked for paving, while the east side seems to get more of that service."

"There are many indents in the sidewalk which can cause people to fall and, as somebody covered under ADA, it is not convenient for somebody in a wheelchair. Additionally, snow removal on city streets is awful."

"The City is constrained in what it can do related to street and sidewalk upkeep by the resources it has. They do the best they can, but it's noticeably worse than in similar sized cities in Indiana."

"A lot of sidewalks are difficult to maneuver because of deterioration. Our neighborhood recently had a major revamp of sidewalks and what a difference it made! I'd like to see more of that throughout the city."

"Look around; the streets, sidewalks, curbs are all breaking down and not being maintained and continue to get worse. Let alone with the trash and debris that is everywhere."

"Sidewalks are uneven and dangerous. Some places don't even have them. Streets are in poor condition and full of potholes. Parking is not enforced with cars being abandoned on a street for months and the city not removing them. People running a car shop business in front of their houses and blocking the sidewalks and street. Several complaints made for years without any resolution."

"I believe safety and comfort should take importance over something trivia like the historic aesthetics of brick or stone sidewalks that were always inferior to concrete. Everything wears out and viewpoints that are skewed towards a bias otherwise is not functional."

"I live in Blue Ridge and there's no safe way to walk to town and each time we ask for sidewalks we get turned down."

"There are areas in Bloomington that lack adequate sidewalks to make walking easier and safer. The roads are in rough shape after a harsh winter. Several roads could use resurfacing and more speed bumps to slow down traffic. The street cleaners are much less frequent than they used to be."

"Most neighborhoods don't have sidewalks, and that is not safe. Even dangerous in the evening when dark."

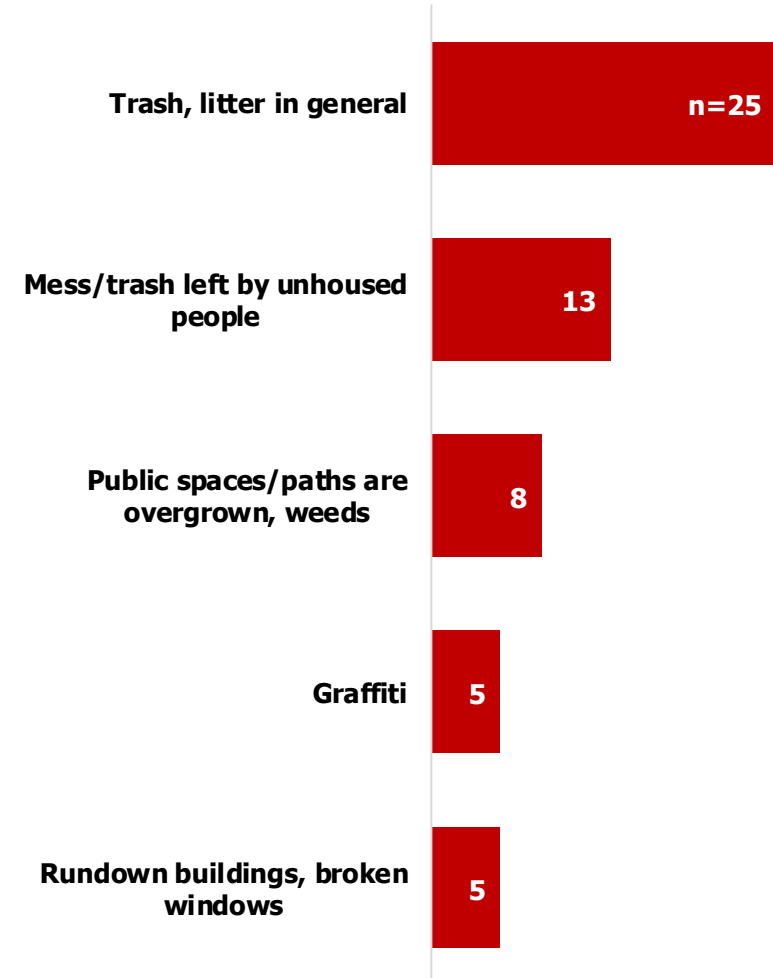
"I am a bicycle commuter and there are some streets where the bike lane is consistently filled with litter, glass, sticks and leaves which creates a safety hazard. Many streets have potholes and many sidewalks away from downtown are in considerable disrepair - not only are they not accessible, but they are unpleasant to walk on."

Upkeep of public spaces rounded out the top priorities that also received a fair amount of negative feedback (low satisfaction).

Most often, these comments center around levels of trash either in general, or from unhoused people.

A few cite public spaces that are neglected in terms of being overgrown (too many weeds, lack of landscaping), having graffiti, or run-down buildings.

**Reasons for Lower Satisfaction: Upkeep of Public Places
(top multiple open-ended responses; base n=40)**



Sample Verbatims: Reasons for Lower Satisfaction with Upkeep of Public Places

"It is becoming an unsightly mess with blowing litter, cigarette butts, and trash at every corner."

"In real estate, curb appeal is vitally important. The City needs to make this a top priority too. Too many public areas have grass and landscape areas that are not well maintained enough. On the weekends, there tends to be trash in the streets on Kirkwood and downtown. A walk at 8 am downtown on a Saturday needs to be uplifting. What is the impression we want to leave for our residents and visitors?"

"As a bicycle commuter and someone who enjoys nature, I see trash littering the side of the B-line within Switchyard Park and other parks in town. Benches downtown are dirty, and I am generally dissatisfied with how many public places we have downtown."

"Bloomington is dirty. Parks and other places aren't fully usable due to trash, fear of dirty needles, and human waste."

"Again, resources are constrained, I understand that. But Kirkwood and Seminary Square don't look great. Even when litter is picked up, curbs are banged up, paint is faded, street trees aren't looking great. Both the Square and Kirkwood would benefit from a major overhaul including a new streetscape design."

"All you have to do is take a walk around town. I don't need to explain or be specific. It takes 5 minutes. You can clearly see there are places that are neglected and there are places that are absolutely protected. West side of town is notoriously forgotten about."

"I have seen a lot of litter on sidewalks on the northwest side of Bloomington (especially around the Dillon). I also run/walk on the Switchyard Park trail, and I have seen dog poop and trash as well as sketchy individuals."

"Many spots downtown that have excess litter (mostly due to transient populations which I recognize need a place to exist)."

"There has been an increase of unhoused people near and around city square and parks. I shouldn't be afraid to take my family to the park. I am always looking for trash, bottles, needles, around these areas to make sure my children don't go near them."

"When my son walks, he finds needles everywhere. There needs to be more flowers planted and clover instead of grass. When the mowing crew cuts grass on Tapp Road Bridge, they need to clean the sidewalks. It may be a state responsibility, but still it looks awful and it's unsafe if clover was planted it wouldn't need mowed. It's not hard to plant things and saves money and the environment from mowing."

"There seems to be too much litter and too much overgrowth along public paths. Even when invasives are in right of way and utility easements, no one seems to do anything about it. Graffiti seems out of control on the 7th Street path, Highway 46 underpass/footpath."

"There is a lot of litter, graffiti and poor condition of sidewalks and common areas. Overgrown plantings are also too frequent."

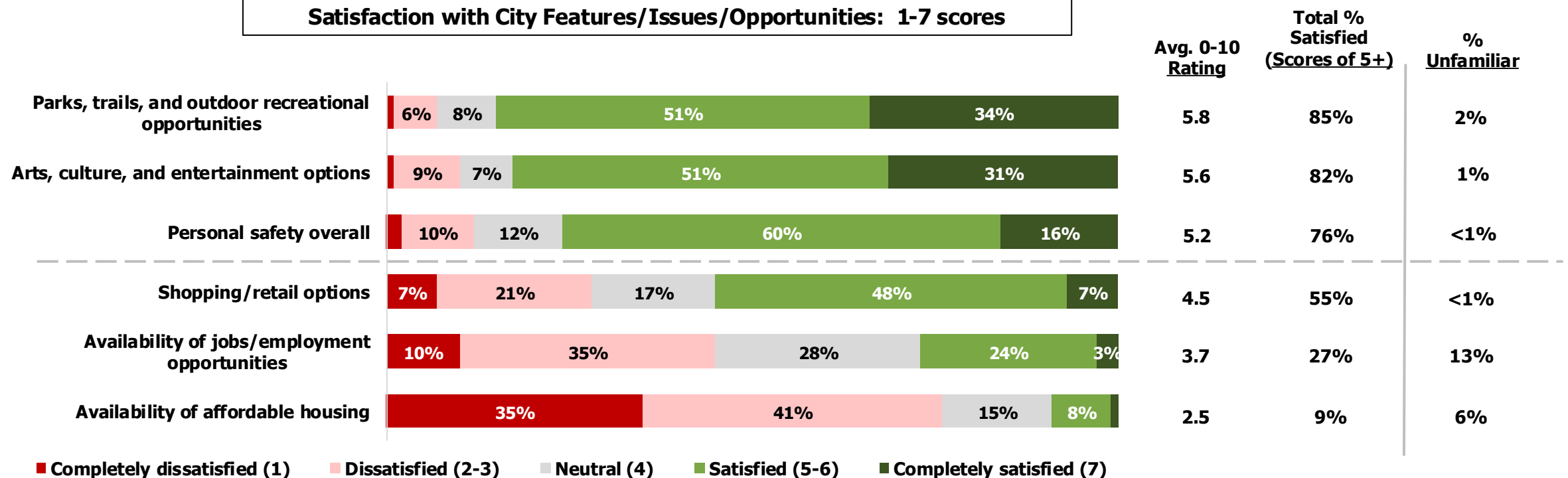
"Now that I think about it more, it's more that we need better reinvigoration of certain rundown areas. First, Walnut/College south of the square isn't broken up enough and becomes a higher speed corridor and it just seems impervious to better development. If we got rid of the Strip Mall USA feel and made it more walkable/more of a neighborhood, I think that would help a lot. Also, I know we have a sizeable unhoused population (with whom I've worked), and I think finding more solutions to help folks have support and get off the streets will help as well. The area around Seminary Park needs more love."

IV. Satisfaction with City Features, Issues, Opportunities

Bloomington residents are clearly most satisfied with the outdoor recreational options in the City (parks, trails) and the cultural and entertainment offerings available. Both were among the most highly correlated features with one's willingness to recommend Bloomington as a place to live (key differentiators).

- While some express public safety concerns in general, most (76%) are at least somewhat satisfied with feelings of personal safety.
- Residents are more evenly divided on the retail options in the City, and most are dissatisfied with the job market and certainly limited affordable housing.

Satisfaction with City Features/Issues/Opportunities: 1-7 scores



On most features, the oldest residents (ages 65+, retirees) tend to be most satisfied, with lower scores coming from those ages 45-54. The exceptions are:

- Younger residents are also more satisfied than average with the cultural and artistic offerings in Bloomington, and the shopping options.
- In addition to lower satisfaction from ages 45-54, personal safety scores are also lower among long-term Bloomington residents (20+ years) and those with children.
- The availability of jobs/employment and a lack of affordable housing are both more of an issue with the unemployed and 10+ year residents.

Significant Differences: Satisfaction with City Features/Issues/Opportunities

	Avg. 1-7 Satisfaction Score	Lower Than Avg. Ratings	Higher Than Avg. Ratings	% Least Familiar
Parks, trails, and outdoor recreational opportunities	5.8	- Ages 45-64 (5.4) - Unemployed and students (5.4, n=48) - N region (5.5)	- Ages 65+ (6.1), retirees (6.0)	2% Overall <i>< no statistically meaningful differences ></i>
Arts, culture, and entertainment options	5.6	- Ages 45-54 (5.1) - Unemployed (5.2, n=31) - Non-white adults (4.8), Hispanic/Latine residents (4.8) - Lived in Bloomington 20-29 yrs. (5.2) - SW region (5.4) - Renters (5.4)	- Ages 35-44 (5.7), 65+ (6.1) - Retirees (6.1) - White adults (5.7) - Lived in Bloomington 5-9 yrs. (5.9) - SE region (5.8) - Homeowners (5.8)	1% Overall <i>< no statistically meaningful differences ></i>
Personal safety in Bloomington overall	5.2	- Ages 45-54 (4.7) - Unemployed (4.7, n=32) - Lived in Bloomington 20+ yrs. (5.0) - Children in household (5.0)	- Ages 65+ (5.6), retirees (5.5) - Lived in Bloomington 5-9 yrs. (5.6) - No children in household (5.3)	<1% Overall <i>< no statistically meaningful differences ></i>

Significant Differences: Satisfaction with City Features/Issues/Opportunities (cont'd)

	Avg. 1-7 Satisfaction Score	Lower Than Avg. Ratings	Higher Than Avg. Ratings	% Least Familiar
Shopping/Retail options in the City	4.5	- Women (4.2) - Ages 35-44 (4.2), 45-54 (3.7), 55-64 (4.2) - Non-white adults (4.0) - Lived in Bloomington 20-29 yrs. (4.2), 30+ yrs. (3.9) - Children in household (4.2) - SE region (4.3) - Single family house (4.3)	- Men (4.8) - Under age 35 (4.9) - White adults (4.6) - Lived in Bloomington <10 yrs. (4.9) - No children in household (4.2) - SW region (4.9) - Multi-family residence (4.7)	<1% Overall <i>< no statistically meaningful differences ></i>
Availability of jobs/employment opportunities	3.7	- Ages 45-54 (3.2) - Unemployed (2.8, n=29) - Lived in Bloomington 10+ yrs. (3.5)	- Ages 65+ (4.2), retirees (4.1) - Students (4.1, n=15)* - Lived in Bloomington 5-9 yrs. (4.0)	13% Overall - Ages 65+ (33% unfamiliar) - Retirees (38%) - SE region (18%) - Homeowners (17%, vs. 10% of renters)
Availability of affordable housing	2.5	- Ages 35-44 (2.1) - Unemployed (2.0, n=30), employed (2.3) - Lived in Bloomington 10-19 yrs. (2.3), 30+ yrs. (2.3)	- Ages 65+ (3.0), retirees (3.1) - Students (3.0, n=14)* - Lived in Bloomington <5 yrs. (3.10)	6% Overall - Ages 65+ (11% unfamiliar) - Retirees (18%) - SE region (9%)

Those least satisfied with feelings of personal safety most often feel this way when they are in the downtown areas, or in parks or on local trails (especially the B-line, Seminary and Switchyard Parks).

- These safety concerns are often attributed to the presence or interactions with the unhoused at these locations or witnessing open drug use.

Specific areas or neighborhoods that are associated with safety concerns tend to include Kirkwood Avenue, south and west sides in general, and the South Walnut area.

Top Reasons for Dissatisfaction: Safety and Locations in Bloomington (n=128)

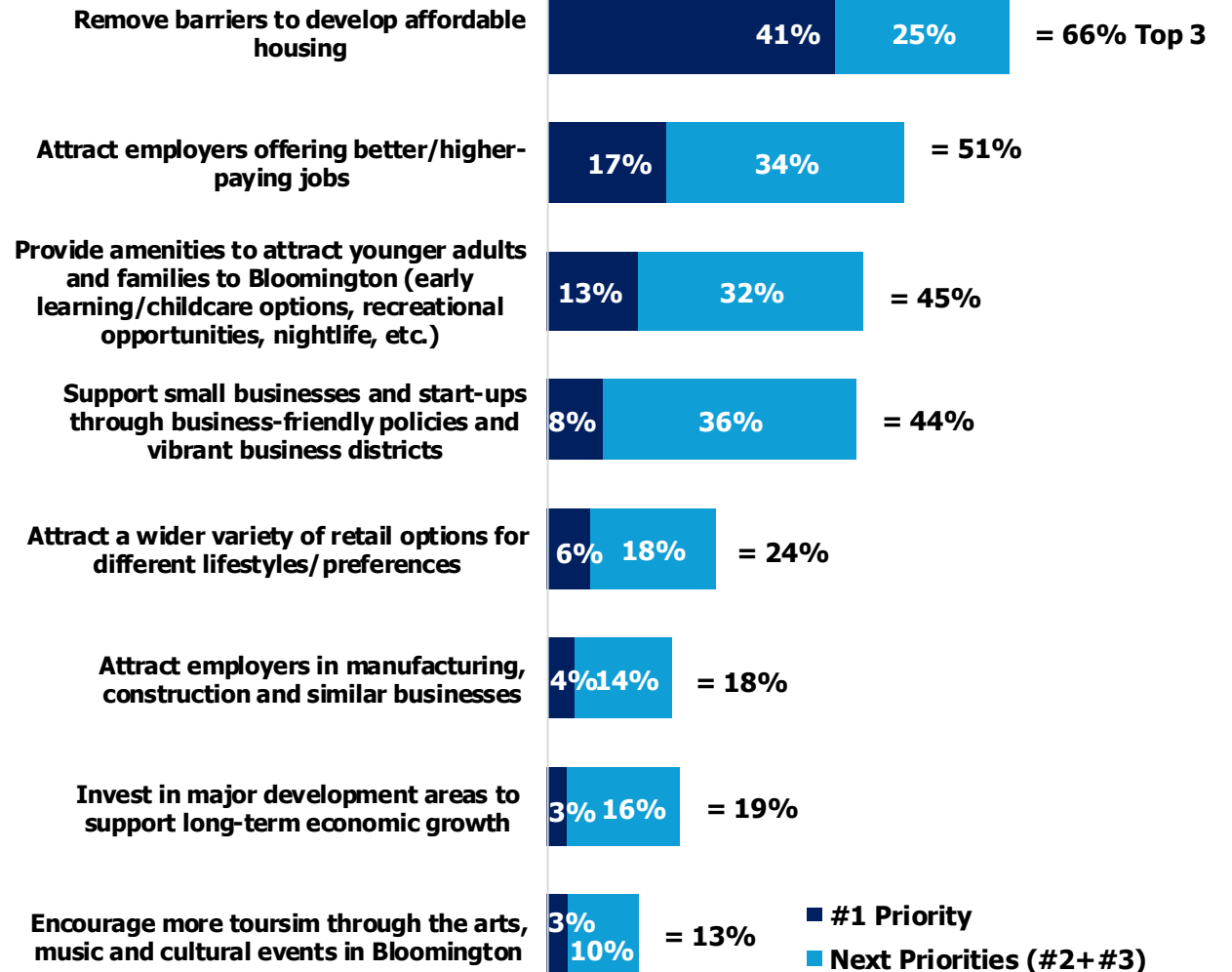
Downtown	n=45	n=23 specify unhoused, n=14 specify drug-use/suspicious individuals, n=3 issues with IU students, n=2 personal safety concerns, n=1 lack of safety features, n=1 lack of action from the City, n=1 issues with police
Parks/Trails, general	19	n=10 specify unhoused, n=7 specify drug-use/suspicious individuals, n=1 lack of safety features, n=1 personal safety concerns
B-Line Trail	17	n=7 specify unhoused, n=6 specify drug-use/suspicious individuals, n=3 personal safety concerns, n=1 lack of safety features, n=1 issues with IU students
Seminary Park/Square	16	n=5 specify unhoused, n=4 specify drug-use/suspicious individuals, n=1 personal safety concerns
Switchyard Park	15	n=5 specify unhoused, n=4 specify drug-use/suspicious individuals, n=2 lack of safety features
Everywhere in general	13	n=4 specify unhoused, n=2 personal safety concerns, n=1 specify drug-use/suspicious individuals, n=1 lack of safety features, n=1 issues with IU students
Kirkwood area	12	n=6 specify unhoused, n=3 specify drug-use/suspicious individuals
South side, general	11	n=7 specify unhoused, n=3 specify drug-use/suspicious individuals, n=1 issues with IU students, n=1 personal safety concerns
South Walnut Street	10	n=5 specify unhoused, n=1 specify drug-use/suspicious individuals
West side, general	9	n=3 specify unhoused, n=2 specify drug-use/suspicious individuals, n=2 personal safety concerns
Areas around IU	6	n=1 issues with IU students, n=1 FLOCK camera concerns, n=1 traffic safety concerns
North side, general	3	n=1 specify unhoused, n=1 specify drug-use/suspicious individuals, n=1 personal safety concerns
Don't feel unsafe, N/A	4	

From a list of proposed City strategies, efforts to provide more affordable housing, attract and encourage businesses and employers (especially those offering higher-paying wages), and providing services that attract more families and young people to Bloomington are deemed most important.

As shown on the following pages:

- The youngest residents, those without children, women, and renters are especially focused on solutions to affordable housing.
- More middle-aged adults (55 to 64) are among those most consistently interested in bringing high-paying jobs and employment opportunities to Bloomington, along with long-term residents and those in the SE region.
- Providing amenities that attract young people and families are of greatest interest to residents under age 45, those who have lived here less than 10 years, and households with children.
- Supporting small and start-up businesses tends to be a priority to older/more long-term residents, and homeowners.

Top Priority: Most Important City Strategies



Significant Differences: Most Important City Strategies

	% #1 Priority	% Top Three Priorities
Remove barriers to develop affordable housing	41% Overall - Under age 35 (54%) - Lived in Bloomington 5-9 yrs. (54%) - Currently employed (47%) - No children in household (45%, vs. 32% of those with children) - Renters (57%, vs. 27% of homeowners) - Multi-family residence (57%, vs. 33% of those in single family homes)	66% Overall - Women (72%, vs. 61% of men) - Under age 35 (80%) - Currently employed (69%) and students (78% of n=17) - White adults (70%, vs. 66% of non-white residents) - No children in household (71%, vs. 55% of those with children) - Renters (79%, vs. 56% of homeowners) - Multi-family residence (83%, vs. 57% of those in single family homes)
Attract employers offering better/higher-paying jobs	17% Overall - Women (22%, vs. 13% of men) - Ages 35-44 (27%), 55-64 (33%) - Unemployed (36% of n=32) - Lived in Bloomington 30+ yrs. (24%) - SE region (22%) - Homeowners (22%, vs. 12% of renters)	51% Overall - Ages 45-54 (71%), 55-64 (66%) - Lived in Bloomington <5 yrs. (58%), or 30+ yrs. (61%) - Children in household (60%, vs. 49% of those without children) - SE region (55%)
Providing amenities to attract younger adults and families to Bloomington	13% Overall - Under age 35 (18%), 35-44 (15%)	45% Overall - Under age 45 (56%, vs. 20% of those ages 55-64) - Lived in Bloomington <5 yrs. (58%), 5-9 yrs. (53%), 10-19 yrs. (48%) - Children in household (56%, vs. 44% of those without children) - Currently employed (53%)
Support small businesses and start-ups through business-friendly policies and vibrant business districts	8% Overall - Lived in Bloomington 30+ yrs. (14%) - Homeowners (9%, vs. 6% of renters) - Currently employed (9%) or retired (10%, vs. 1% of those unemployed)	44% Overall - Ages 55-64 (61%)

Significant Differences: Most Important City Strategies (cont'd)

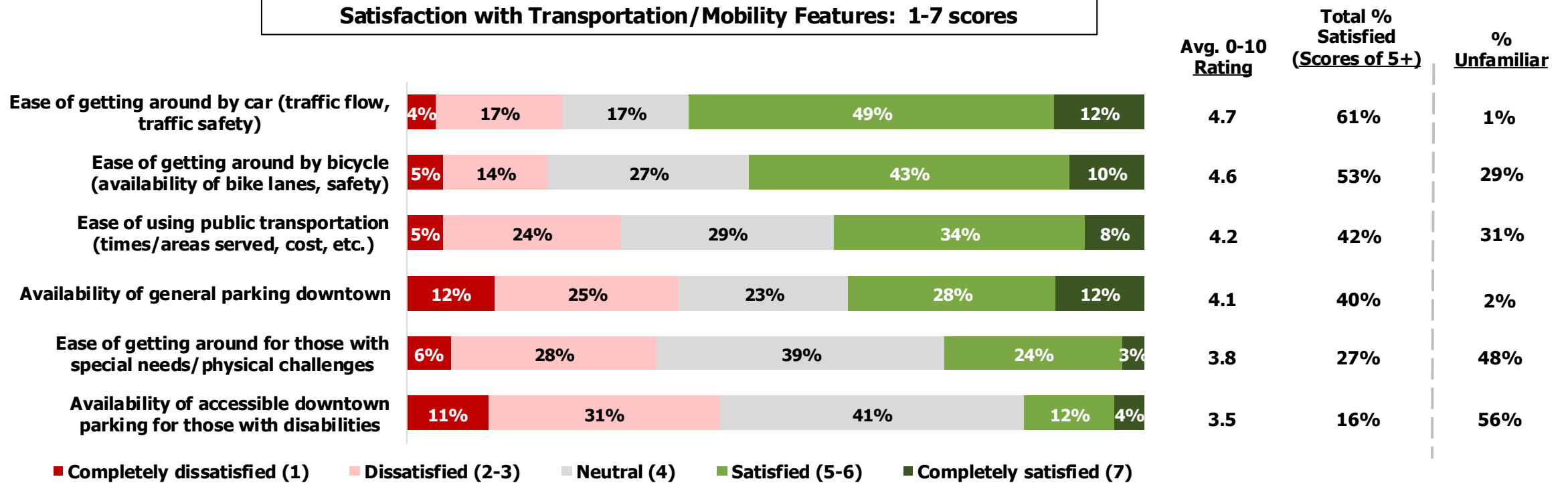
	% #1 Priority	% Top Three Priorities
Attract a wider variety of retail options for different lifestyles/preferences	6% Overall - SE (7%) and N regions (6%, vs. 1% of those in the SW) - Homeowners (7%, vs. 4% of renters) - Single family home (8%, vs. 1% in multi-family residence)	24% Overall - Women (28%, vs. 18% of men) - Non-white adults (34%, vs. 21% of white residents) - SE (27%) and SW regions (28%, vs. 18% of those in the N region)
Attract employers in manufacturing, construction and similar businesses	4% Overall - Ages 45+ (7%, vs. 2% of those under age 45)	18% Overall - Men (25%, vs. 12% of women) - Ages 65+ (24%), 45-64 (21%, vs. 13% of those under age 45) - Retirees (25%) - White adults (20%, vs. 7% of non-white residents) - Lived in Bloomington 30+ yrs. (27%)
Invest in major development areas to support long-term economic growth	3% Overall <i>< no statistically meaningful differences ></i>	19% Overall - Multi-family residence (25%, vs. 15% of those in single family homes)
Encourage more tourism through the arts, music and cultural events in Bloomington	2% Overall <i>< no statistically meaningful differences ></i>	10% Overall - Single family home (15%, vs. 8% in multi-family residence)

V. Satisfaction with City Transportation/Mobility Features

Most residents feel that Bloomington is easy to navigate by car or bicycle. Residents are more divided on the ease of getting around via public transportation, and on the availability of parking in the downtown area.

- They are far less familiar overall with the availability of accessible parking and ease of getting around for those with physical or special needs, and those offering an opinion tend to be more dissatisfied (especially with the availability of accessible downtown parking).

Satisfaction with Transportation/Mobility Features: 1-7 scores



There are relatively few meaningful differences with the transportation features garnering highest satisfaction overall (e.g., getting around by car or bicycle). Satisfaction with public transportation is slightly higher among those in the SE region, and slightly lower among residents in the SW.

- The overall availability of parking downtown receives lower ratings from women, long-term residents, renters, and those in the N region.

Significant Differences: Satisfaction with Transportation/Mobility

	Avg. 1-7 Satisfaction Score	Lower Than Avg. Ratings	Higher Than Avg. Ratings	% Least Familiar
Ease of getting around by car	4.7	- Lived in Bloomington 30+ yrs. (4.5)	- Lived in Bloomington 5-9 yrs. (5.2)	1% Overall <i>< no statistically meaningful differences ></i>
Ease of getting around by bicycle	4.6	- Currently unemployed (3.6, n=20)	<i>< no statistically meaningful differences ></i>	29% Overall - Ages 45-54 (40%), 65+ (46%) - Retirees (43%) - Lived in Bloomington 30+ yrs. (41%) - SE region (37%) - Homeowners (39%, vs. 22% of renters)
Ease of using public transportation	4.2	- SW region (3.9) - Unemployed (3.9, n=23)	- SE region (4.5) - Retirees (4.6)	31% Overall
Availability of general parking downtown	4.1	- Women (3.9) - Lived in Bloomington 30+ yrs. (3.8) - N region (3.8) - Renters (3.8) - Multi-family residence (3.7)	- Men (4.4) - Lived in Bloomington 10-19 yrs. (4.3) - SE (4.3) and SW regions (4.4) - Homeowners (4.3) - Single family residence (4.3) - Currently employed (4.3)	2% Overall <i>< no statistically meaningful differences ></i>

Again, roughly half of the respondents were unfamiliar with the ease of getting around and availability of accessible downtown parking for those with physical or other special needs.

Among those offering an opinion, the oldest adults and retirees tend to be among the most satisfied with these features. The youngest adults (under 35), renters and the relatively few full-time students tended to give lower scores.

Significant Differences: Satisfaction with Transportation/Mobility (cont'd)

	Avg. 1-7 Satisfaction Score	Lower Than Avg. Ratings	Higher Than Avg. Ratings	% Least Familiar
Ease of getting around for those with special needs/ physical challenges	3.8	- Under age 35 (3.4) - Currently employed (3.7), students (3.2, n=8) - Unemployed and students (3.4, n=49)	- Ages 55+ (4.4) - Retirees (4.4)	48% Overall - Under age 35 (54%) - SE region (68%)
Availability of accessible downtown parking for those with disabilities	3.5	- Women (3.3) - Under age 35 (3.1), students (2.7, n=7)* - N region (3.2) - Renters (3.1) - Multi-family residence (3.0)	- Men (3.8) - Ages 55-64 (4.1) - Retirees (3.9) - SE region (3.8) - Homeowners (3.8) - Single family residence (3.8)	56% Overall - Under age 35 (64%), 35-44 (61%) - SE and SW regions (65%)

After a brief description of the pros and cons of installing residential greenways to provide safety for pedestrians and bicyclists, respondents voice support for these features in their neighborhood by more than 2:1.

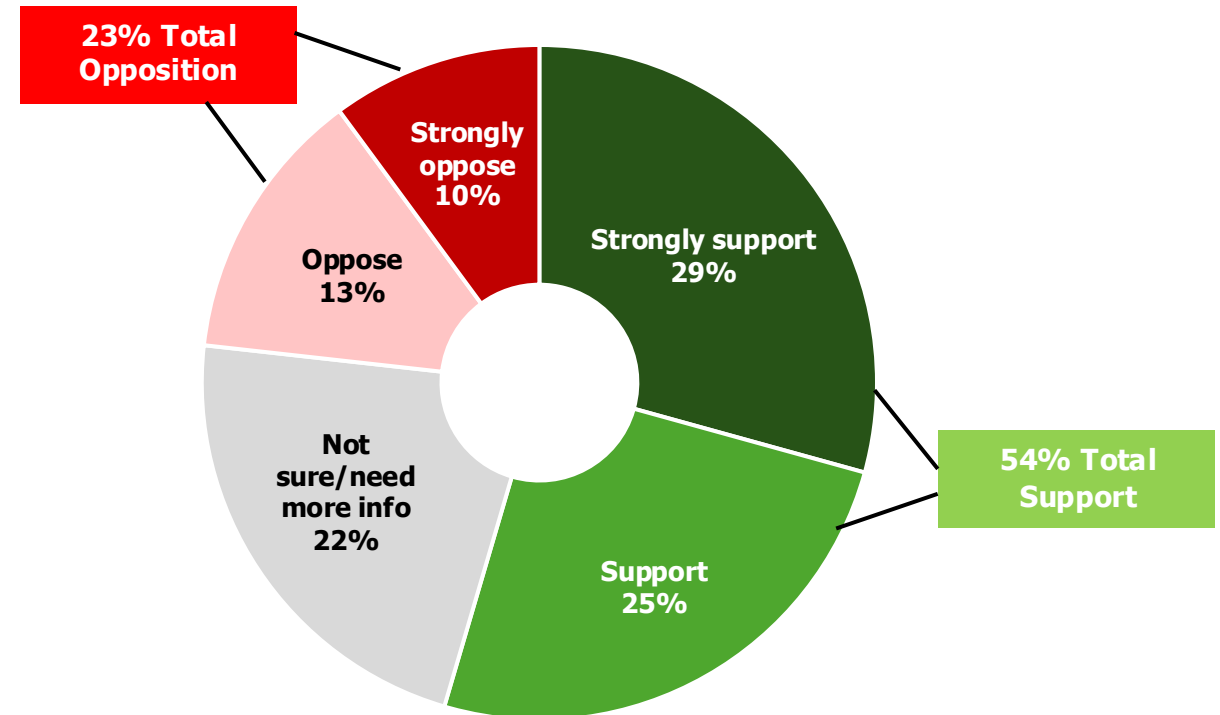
- Most of that support is strong (29%), which is greater than the total level of opposition (23% from both strong and not strong opponents).

As shown on the next page, there is no regional difference in support or opposition, meaning all areas generally reflect the overall response.

Beyond region, support tends to be strongest among the youngest adults (under age 45), newer residents (moved here in the past 10 years), and those who are currently employed.

Opposition tends to be higher among the oldest residents and retirees, and 30+ year Bloomington residents. Still, no more than 40% of any subgroup is opposed overall.

Support or Oppose Residential Greenways On Your Street/ In your Neighborhood?



Q14. One possible residential neighborhood improvement is installing greenways, which provide clear, safe pathways for pedestrians and bicyclists along residential streets. Greenways also add traffic calming features (to slow car traffic using speed bumps, more stop signs, roundabouts, speed warning signs) in those areas.

Some support residential greenways because they encourage and ensure more safety for pedestrian and bike users and offer alternative neighborhood routes. Others oppose residential greenways because they can push car traffic to other streets, increase driving times, and reduce on-street parking. In general, would you oppose or support resident greenways on your street or in your neighborhood?

Significant Differences: Support/Oppose Residential Greenways on Your Street/In Your Neighborhood

Most Likely to Be Opposed		Undecided	Most Likely to Support	
<u>Overall Opposed (23%)</u> - Ages 45-54 (29%), 55-64 (40%), 65+ (34%) - Retirees (37%) - Lived in Bloomington 30+ yrs. (40%) - Homeowners (28%, vs. 18% of renters) - Single family residence (27%, vs. 17% of those in multi-family residence)		<u>Not Sure/Need More Info (22%)</u> - Ages 65+ (29%)	<u>Overall Support (55%)</u> - Under age 35 (67%), 35-44 (66%) - Lived in Bloomington <5 yrs. (71%), 5-9 yrs. (65%) - Currently employed (59%), students (67% of n=17)*	
<u>Strongly Opposed (10%)</u> - Ages 65+ (15%), retirees (17%) - Lived in Bloomington 30+ yrs. (16%) - Single family residence (14%, vs. 5% of those in multi-family residence)	<u>Somewhat Opposed (13%)</u> - Ages 45-54 (18%), 55-64 (26%), 65+ (19%) - Retirees (20%) - Non-white adults (25%, vs. 11% of white residents) - Lived in Bloomington 30+ yrs. (24%) - No children in household (15%, vs. 6% of those with children) - Homeowners (16%, vs. 9% of renters)		<u>Somewhat Support (25%)</u> - Lived in Bloomington 5-9 yrs. (33%)	<u>Strongly Support (29%)</u> - Men (34%, vs. 25% of women) - Under age 45 (39%) - Lived in Bloomington <5 yrs. (46%), 5-9 yrs. (32%) - Currently employed (34%)

From a list of surface infrastructure and traffic/mobility improvements, residents clearly place the highest priority on repairing and repaving streets (especially potholes, from earlier open-ended questions).

- Nearly two-thirds include this among their top three priorities, and it tends to be cited by older residents (ages 55+), women (as their #1 priority), and both newer and long-term residents (see next page).

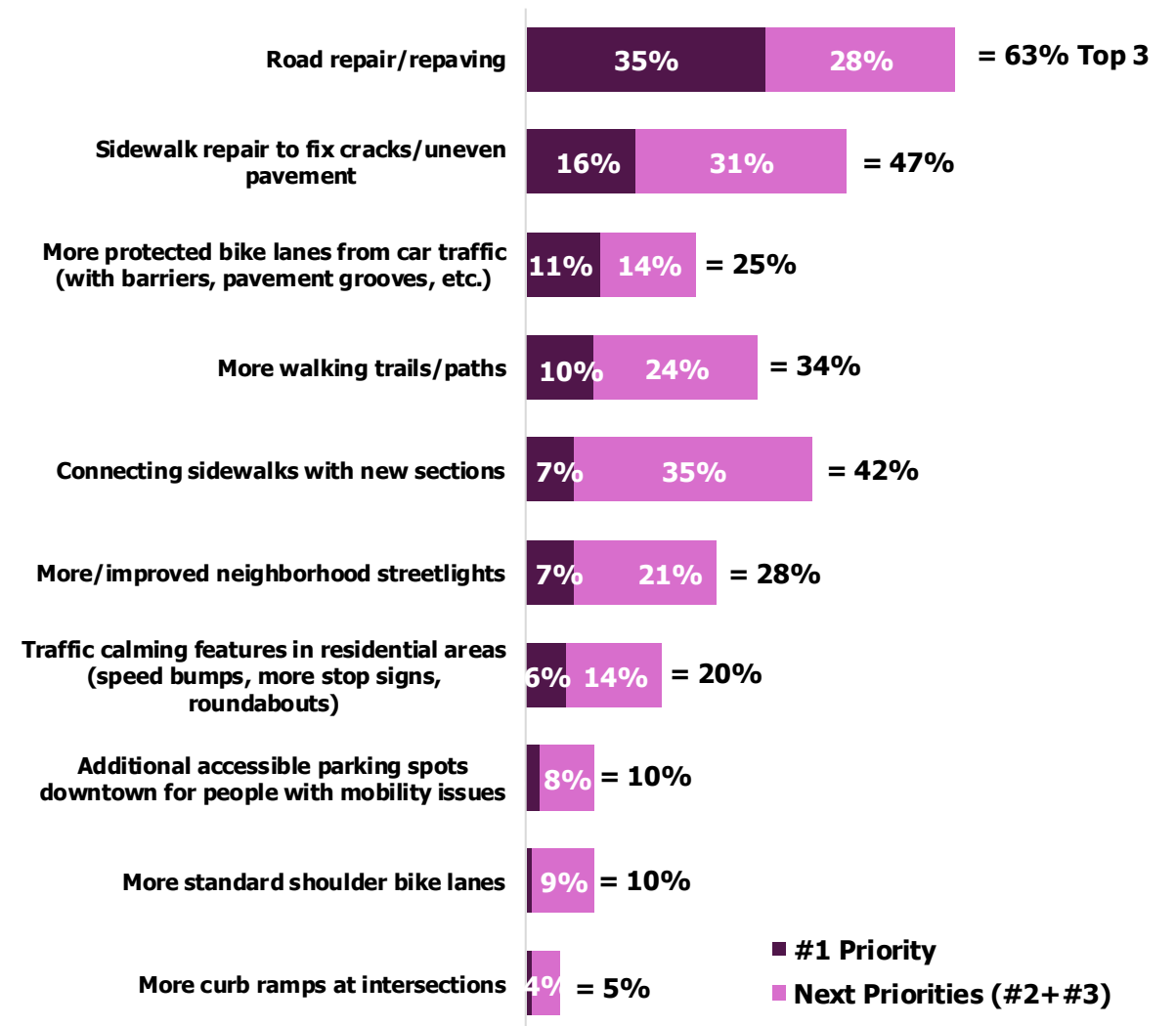
Sidewalk repairs rank second overall, followed by more added/connecting sidewalk sections (more of a secondary priority).

- Hispanic/Latine residents tend to cite sidewalk repair as their top concern, along with renters, younger and newer residents, and those without children.
- Additional sidewalks tend to be requested by those in the N region, respondents under age 55, and households with children under age 18.

One third (34%) include additional walking paths or trails among their top priorities (including 10% saying it was most important to them – mostly the youngest and newest residents, students, and those in the N region).

Added or improved streetlights ranks 6th as a top priority and tends to be most important to those on the SW side, and among women.

Top Priority: Streets/Sidewalks/Infrastructure Improvements



Significant Differences: Top Priorities for Streets/Sidewalks/Infrastructure Improvements

	% #1 Priority	% Top Three Priorities
Road repair/repaving	35% Overall - Women (41%, vs. 31% of men) - Ages 55-64 (51%) - Currently unemployed (60%)	63% Overall - Ages 55-64 (75%), 65+ (68%) - Lived in Bloomington 5-9 yrs. (69%), 30+ yrs. (71%) - Retirees (68%), currently unemployed (83% of n=32)
Sidewalk repair to fix cracks/uneven pavement	16% Overall - Under age 35 (21%) - Hispanic/Latine residents (69% of n=12)* - Lived in Bloomington 5-9 yrs. (24%) - No children in household (18%, vs. 7% of those with children) - Renters (21%, vs. 11% of homeowners) - Students (30% of n=17)*	46% Overall - Hispanic/Latine residents (77% of n=12)* - Lived in Bloomington 10-19 yrs. (59%)
More protected bike lanes from car traffic (with barriers, pavement grooves, etc.)	11% Overall - Under age 45 (17%) - Lived in Bloomington <10 yrs. (19%) - SE (14%) and SW regions (15%, vs. 7% of N region) - Currently employed (15%)	25% Overall - Under age 35 (39%), 35-44 (33%) - Lived in Bloomington <5 yrs. (43%), 5-9 yrs. (36%) - Renters (31%, vs. 19% of homeowners) - Currently employed (29%), students (45% of n=17)*
More walking trails/paths	10% Overall - Under age 45 (13%) - Lived in Bloomington <5 yrs. (23%) - N region (15%) - Students (23% of n=17)*	34% Overall - Under age 45 (44%) - Lived in Bloomington <5 yrs. (58%) - Students (58% of n=17)*

Significant Differences: Top Priorities for Streets/Sidewalks/Infrastructure Improvements (cont'd)

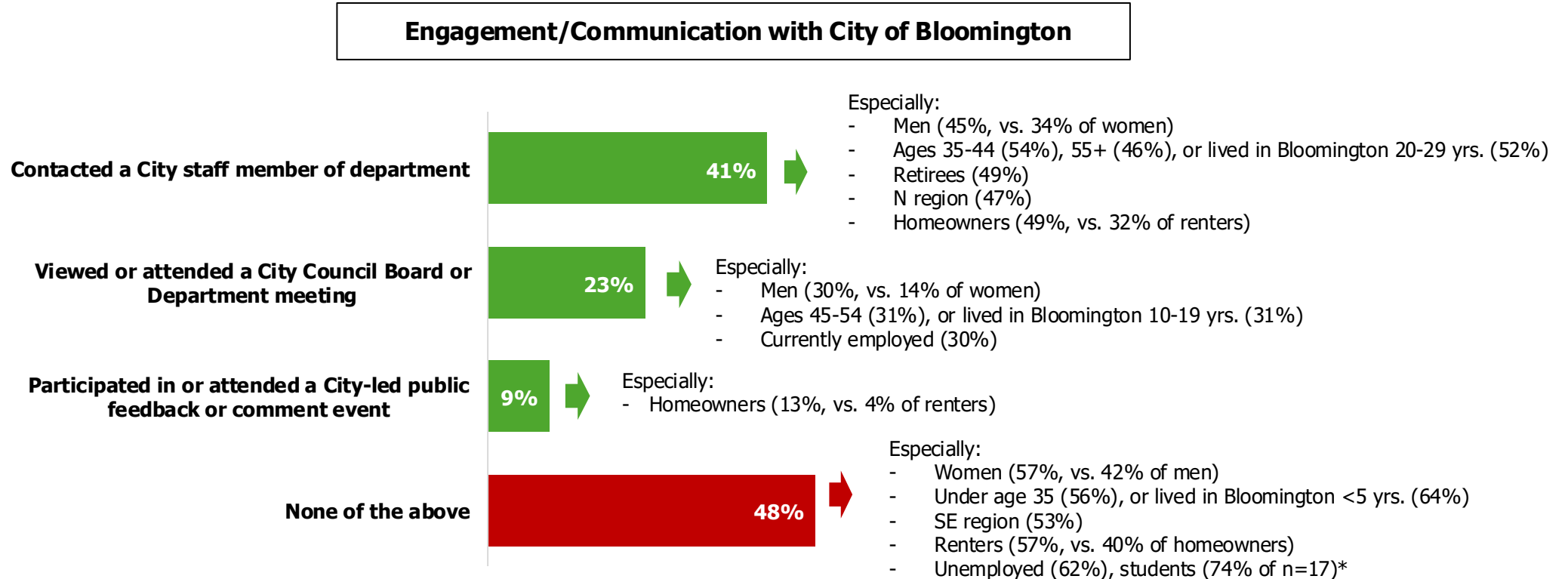
	% #1 Priority	% Top Three Priorities
Connecting sidewalks with new sections	7% Overall - Currently employed (10%)	28% Overall - Under age 45 (47%), 45-54 (52%) - Children in household (55%, vs. 40% of those without children) - N region (52%) - Currently employed (47%)
More/Improved neighborhood streetlights	7% Overall - Lived in Bloomington 20-29 yrs. (16%)	28% Overall - Women (33%, vs. 23% of men) - Ages 45-54 (43%), 55-64 (49%) - SW region (38%)
Traffic calming features in residential areas (speed bumps, more stop signs, roundabouts)	6% Overall - Men (8%, vs. 4% of women) - Lived in Bloomington 10-19 yrs. (11%)	20% Overall - Men (23%, vs. 15% of women)
Additional accessible parking spots downtown for people with mobility issues	2% Overall - Ages 65+ (7%), retirees (6%) - Lived in Bloomington 30+ yrs. (6%)	10% Overall - Women (13%, vs. 7% of men) - Ages 65+ (17%)
More standard shoulder bike lanes	1% Overall <i>< no statistically meaningful differences ></i>	10% Overall - SE (12%) an N regions (11%, vs. 5% in SW)
More curb ramps at intersections	1% Overall <i>< no statistically meaningful differences ></i>	5% Overall - Retirees (15%), currently unemployed (31% of n=32)

VI. Engagement with City Government/Staff

Overall, just over half (52%) of respondents report some engagement with the City staff or officials in the past year, most often by reaching out to a staff member or specific department (41% -- mostly men, homeowners, those in the N area).

About one in four (23%) also report attending or viewing City Council or City department meetings (again, especially men).

Younger/newer residents, women, renters, and those in the SW area are least likely to have contacted or otherwise engaged with City staff or officials.



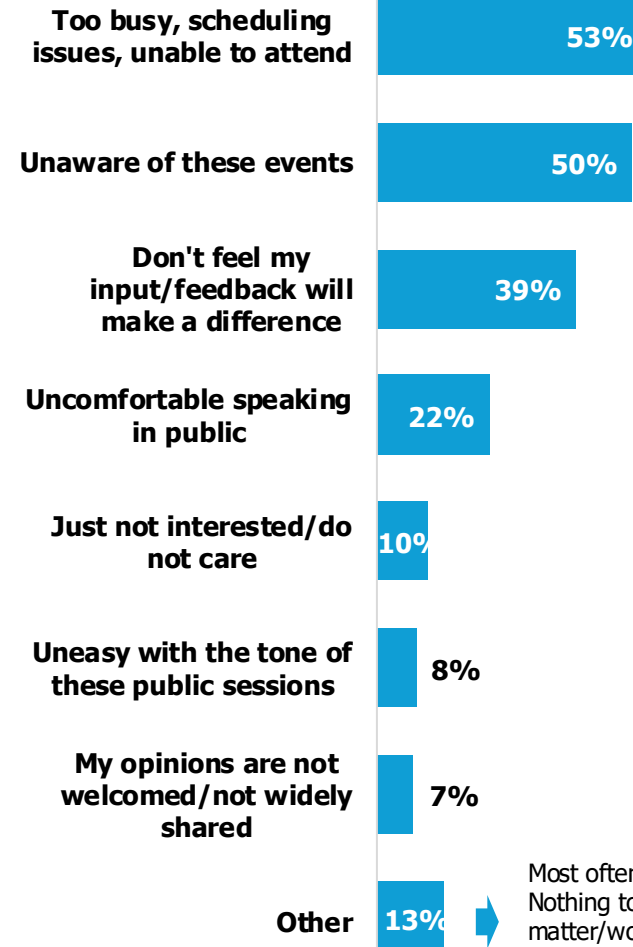
Among those who have not engaged with the City, most attribute this to busy personal schedules or a lack of awareness (e.g., not sure when or where events are held, how or whom to contact with an issue, etc.).

Two out of five (39%) feel their feedback would not be impactful or not considered (no differences, all groups feel this way).

About half as many (22%) are not comfortable speaking in public (especially younger adults, renters, and women).

Those offering “other” reasons or barriers give a variety of issues, most often citing the timing or location of these opportunities, or a lack of need (otherwise satisfied, no need to attend). Examples of this feedback are on page 64.

**Reasons for No/Limited Engagement with City
(multiple responses)**



Most often: Health/mobility issues (n=10); Nothing to say, I'm satisfied (n=10); Wouldn't matter/won't change anything (n=9); Older/age issues (n=7); Too late at night (n=7); Not aware/uninformed of issues (n=); Opposing opinions/different politics not considered (n=3); Time constraints (n=3)

Significant Differences: Reasons for No/Limited Engagement with City

	Overall Response	Most Likely to be Mentioned by...
Too busy, scheduling issues, unable to attend	53%	- Under age 35 (66%) - Lived in Bloomington <5 yrs. (62%), 5-9 yrs. (69%) - Renters (61%, vs. 45% of homeowners) - Currently employed (62%), students (70% of n=17)*
Unaware of these events	50%	- Under age 35 (64%) - Non-white adults (76%, vs. 44% of white residents) - Lived in Bloomington <5 yrs. (61%), 5-9 yrs. (66%) - SE (55%) and SW regions (53%, vs. 43% of those in the N region) - Renters (60%, vs. 40% of homeowners) - Multi-family residence (60%, vs. 42% of those in single family residence) - Students (73% of n=17)*
Don't feel my input/feedback will make a difference	39%	< no statistically meaningful differences >
Uncomfortable speaking in public	22%	- Women (28%, vs. 17% of men) - Under age 35 (29%), 45-54 (26%) - No children in household (25%, vs. 16% of those with children) - N region (28%) - Renters (27%, vs. 17% of homeowners) - Multi-family residence (39%, vs. 13% of those in single family residence)
Just not interested/do not care	10%	- Under age 35 (15%), 45-54 (14%) - Lived in Bloomington <5 yrs. (23%)
Uneasy with the tone of these public sessions	8%	- Lived in Bloomington 30+ yrs. (16%) - Single family residence (11%, vs. 4% of those in multi-family residence)
My opinions are not welcome/not widely shared	7%	- Ages 65+ (14%), retirees (13%) - Lived in Bloomington 20-29 yrs. (17%)

Sample Verbatims: Other Reasons for Non-Engagement/Participation

"Too old and hard to walk."

"My age; I don't go out at night."

"I have health issues."

"No transportation, mobility issues."

"Don't have any pressing issues to address."

"Not unhappy about any city issues."

"Satisfied with current situation and input being provided by others."

"City is stubborn; our opinions rarely matter."

"City officials are always on defensive. No action has ever been taken on the recommendations I have made, like tree planting or road repairs are too slow it takes them years to follow up."

"Got tired of trying to get issues addressed to no avail. Finally gave up. Got too old to try anymore..."

"I've been to past public feedback sessions...much of them seem pointless. My viewpoints are not uncommon, they're fairly commonplace and I'm not sure what my contribution or perspective would offer."

"I don't get out in the evenings much anymore."

"Most meetings held in evening."

"Do not feel informed enough."

"I don't feel educated enough to step into issues that people have been vigorously squabbling over for years."

"I get the impression that city is more interested in finding ways to increase taxes to carry out their woke agenda."

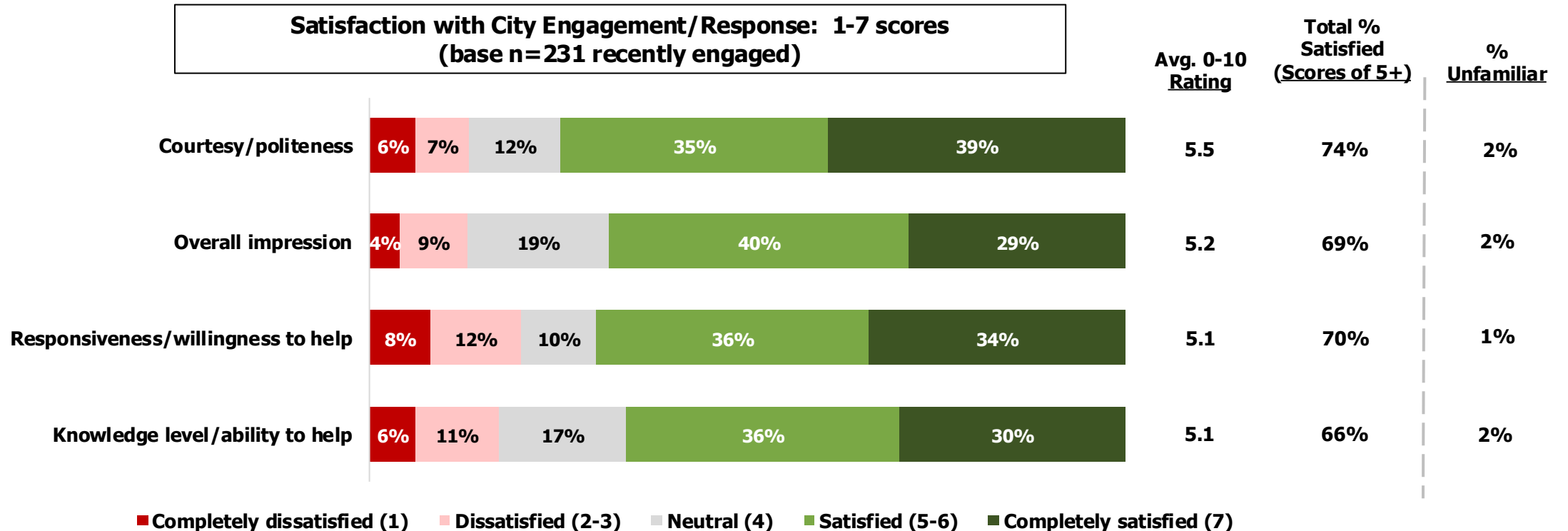
"I'm a conservative."

"Sessions are run during times whereas most Bloomingtonians are either at work, just getting off work, picking up children from aftercare programs that do not have room for opportunities past 7PM."

"(I have) small kids, busy with work."

Those who have had some interaction or connection with City staff and local officials are generally satisfied with these experiences overall. At least two-thirds express satisfaction with no more than 20% voicing dissatisfaction.

- The oldest residents (ages 65+) who have contacted or interacted somehow with City representatives and/or meetings are consistently the most satisfied (see next page). While lower ratings tend to come from younger adults under age 55, their ratings are still positive. Only the relatively few unemployed respondents who have engaged with the City express dissatisfaction on average across most attributes.



Significant Differences: Satisfaction with City Engagement/Response

	Avg. 1-7 Satisfaction Score	Lower Than Avg. Ratings	Higher Than Avg. Ratings
Courtesy/politeness	5.5	- Men (5.4) - Under age 35 (4.9) - Currently unemployed (4.3, n=11)* - N region (5.1) - Renters (5.0)	- Women (5.8) - Ages 65+ (6.1), retirees (6.1) - SE (5.8) and SW regions (5.7) - Homeowners (5.7)
Overall impression	5.2	- Ages 45-54 (4.7) - Currently unemployed (3.9, n=11)*	- Ages 65+ (5.6), retirees (5.6)
Responsiveness/willingness to help	5.1	- Under age 35 (4.8), 45-54 (4.7) - Currently unemployed (3.3, n=11)*	- Ages 65+ (5.7), retirees (5.8)
Knowledge level/ability to help	5.1	- Ages 45-54 (4.5) - Currently unemployed (3.2, n=11)*	- Ages 65+ (5.7), retirees (5.8)

VII. Sources of City of Bloomington Information

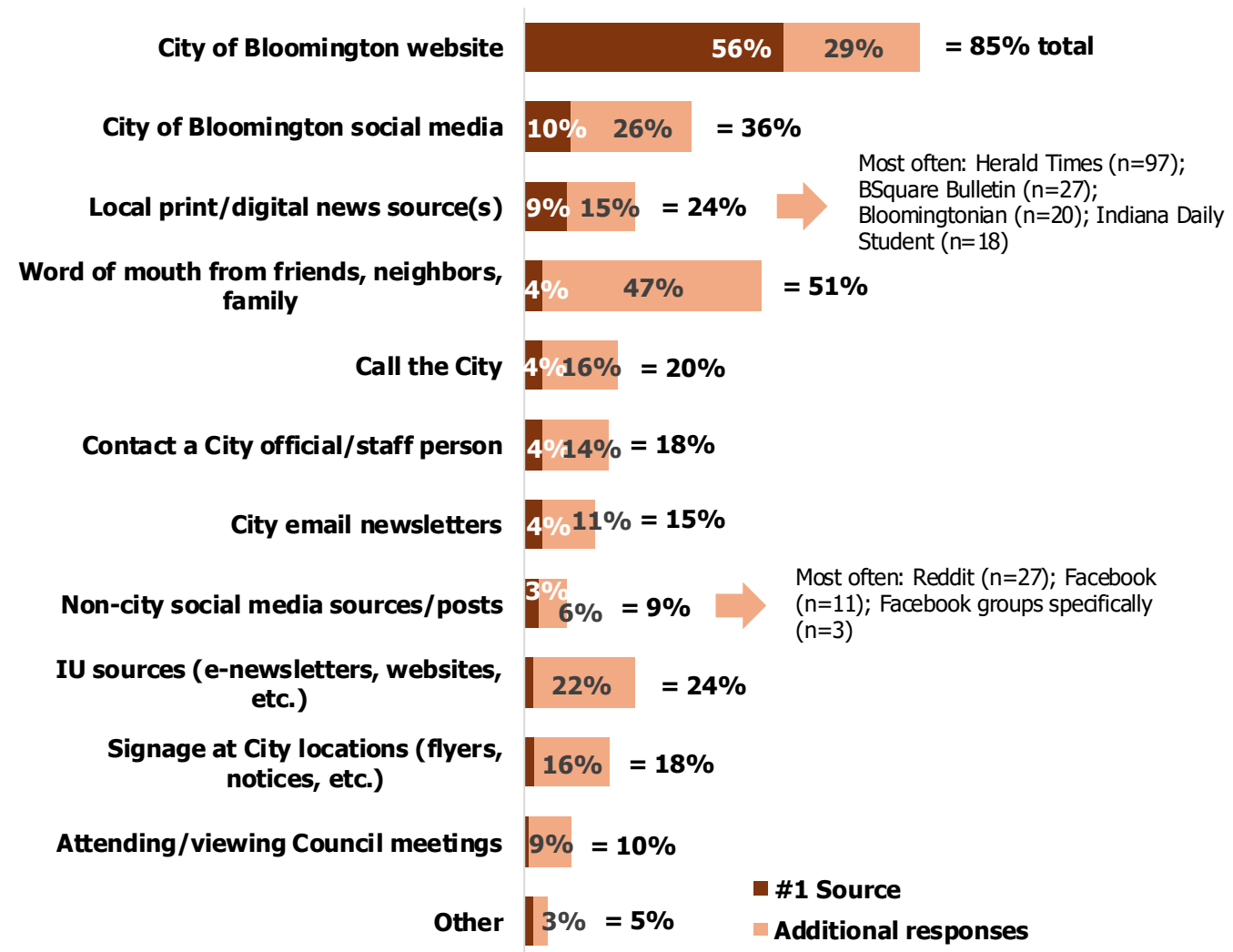
By far, the City's website is the "go-to" source for local information. This tended to be the #1 response among all segments (see next three pages).

- While the City's posts on social media ranked second as a #2 source overall, it is surpassed by word-of-mouth (higher secondary responses).
- Women, younger adults, newer Bloomington residents, and renters tend to rely more on the City's social media platforms.
- Word of mouth is also most popular among younger residents under age 35, along with students, both homeowners and renters, and among those in the N and SE regions).

Those most likely to include local media sources when seeking City information rely on the Herald Times most often, followed by roughly equal numbers citing the BSquare Bulletin, the Bloomingtonian, and/or the Indiana Daily Student.

- Note that the relatively few who report getting information from non-City social media unfortunately tended to specify the platform(s) used, and not specific user groups.

Sources Sought for City Information



Significant Differences: Top Sources for City of Bloomington Information

	% #1 Priority	% Total Responses
City of Bloomington website	56% Overall - Ages 35+ (63%, vs. 47% of those under age 35) - Homeowners (62%, vs. 50% of renters)	85% Overall - Ages 55-64 (90%) - Currently employed (88%), students (91% of n=17)*
City of Bloomington social media	10% Overall - Women (16%, vs. 4% of men) - Under age 35 (17%) - Currently employed (13%) - Lived in Bloomington <5 yrs. (22%), 5-9 yrs. (18%) - Renters (14%, vs. 7% of homeowners) - Multi-family residence (15%, vs. 8% of those in single family homes)	36% Overall - Women (46%, vs. 28% of men) - Under age 35 (53%) - Currently employed (40%), students (56% of n=17)* - Lived in Bloomington <5 yrs. (66%), 5-9 yrs. (49%) - Renters (45%, vs. 28% of homeowners)
Local print/digital media sources	9% Overall - Ages 55+ (14%) - Retirees (14%) - Lived in Bloomington 30+ yrs. (15%) - N region (14%)	24% Overall - Ages 55+ (34%) - Retirees (34%) - Lived in Bloomington 30+ yrs. (34%) - No children in household (25%, vs. 14% of those with children)
Word of mouth	4% Overall - Homeowners (7%, vs. 1% of renters)	51% Overall - Under age 35 (66%) - Students (84% of n=17)* - N (57%) and SE regions (52%, vs. 33% of those in the SW) - Multi-family residence (60%, vs. 45% of those in single family homes)

Significant Differences: Top Sources for City of Bloomington Information (cont'd)

	% #1 Priority	% Total Responses
Call the City	4% Overall - Ages 65+ (12%), retirees (12%) - Lived in Bloomington 30+ yrs. (8%)	20% Overall - Lived in Bloomington 20+ yrs. (26%) - Retirees (38%) - Homeowners (27%, vs. 12% of renters) - Single family residence (25%, vs. 12% of those in multi-family residences)
Contact a City official/staff person	4% Overall - Ages 45-54 (9%)	18% Overall - Homeowners (23%, vs. 13% of renters) - Retirees (25%)
City email newsletters	4% Overall - Lived in Bloomington 5-19 yrs. (8%) - N region (6%) - No children in household (5%, vs. 2% of those with children) - Renters (6%, vs. 2% of homeowners) - Multi-family residence (7%, vs. 2% of those in single family homes)	15% Overall - Lived in Bloomington 10-19 yrs. (23%) - Multi-family residence (23%, vs. 11% of those in single family homes) - Students (22% of n=17)*
Non-city social media sources/posts	3% Overall < no statistically meaningful differences >	9% Overall - Lived in Bloomington 20-29 yrs. (18%) - Unemployed (19% of n=32) - SE region (15%)

Significant Differences: Top Sources for City of Bloomington Information (cont'd)

	% #1 Priority	% Total Responses
IU sources	2% Overall - Ages 35-44 (5%) - Non-white adults (8%, vs. 0% of white residents) - Lived in Bloomington 10-19 yrs. (5%) - Children in household (5%, vs. 0% of those without children) - Unemployed (16% of n=32)	24% Overall - Under age 35 (36%) - Students (61% of n=17)* - Non-white adults (35%, vs. 22% of white residents) - Lived in Bloomington <10 yrs. (36%) - Renters (31%, vs. 18% of homeowners) - Multi-family residence (34%, vs. 20% of those in single family homes)
Signage at City locations	2% Overall - Men (3%, vs. 0% of women) - Under age 35 (3%, vs. 0% to 1% of all other age groups) - Hispanic/Latine adults (28% of n=11)* - Lived in Bloomington <5 yrs. (8%) - Multi-family residence (4%, vs. 0% of those in single family homes)	18% Overall - Under age 35 (30%) - Students (34% of n=17)* - White adults (20%, vs. 9% of non-white residents) - Lived in Bloomington <10 yrs. (25%) - No children in household (20%, vs. 14% of those with children) - N (21%) and SW regions (26%, vs. 12% of those in the SE) - Renters (26%, vs. 12% of homeowners) - Multi-family residence (24%, vs. 14% of those in single family homes)
Attending/viewing City Council meetings	1% Overall < no statistically meaningful differences >	10% Overall - Lived in Bloomington 10-19 yrs. (17%), 30+ yrs. (13%) - Homeowners (15%, vs. 4% of renters)

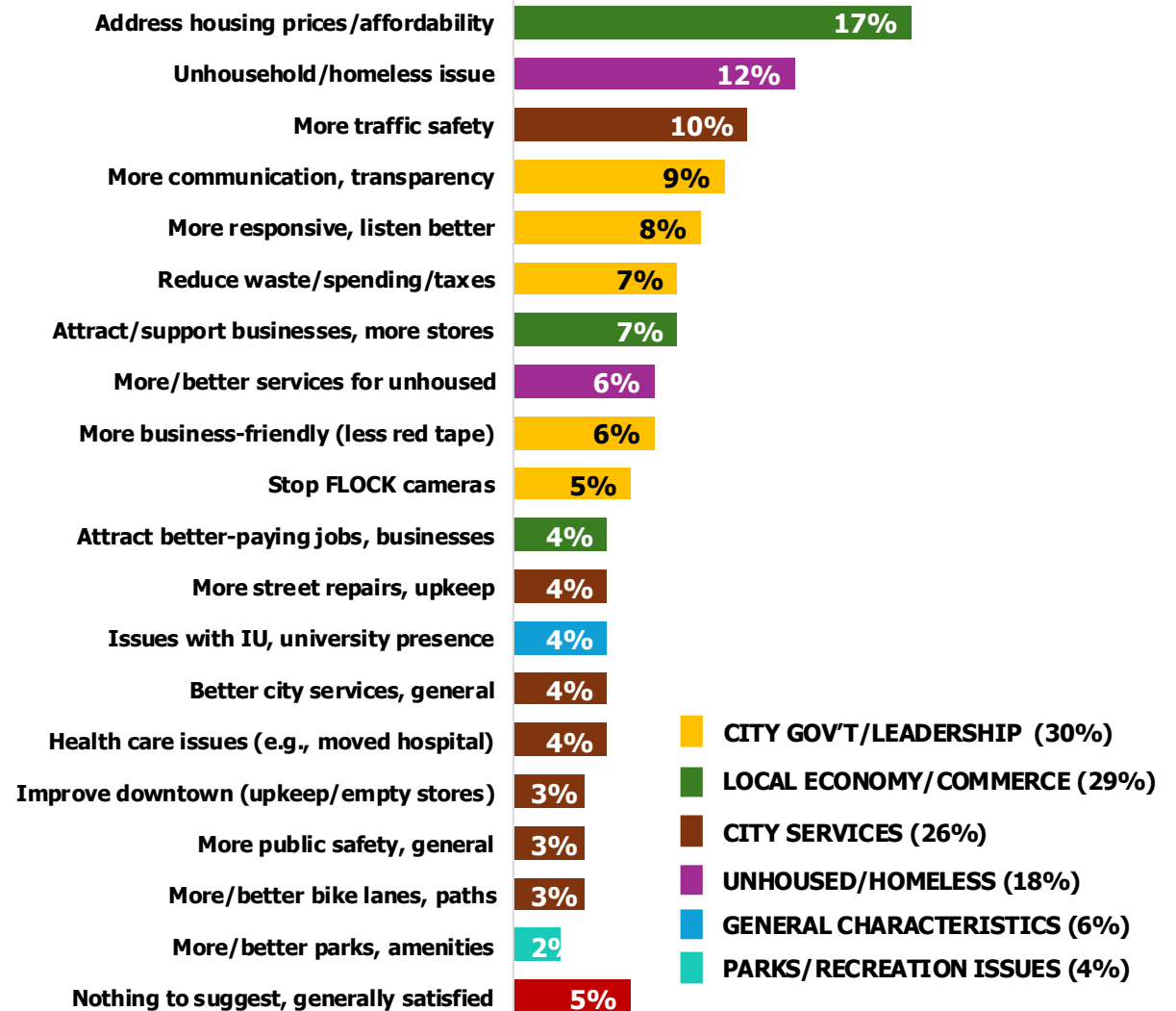
VIII. Final Suggestions/Improvements/Priorities

As a final open-ended question, respondents were given an additional opportunity to identify any remaining priorities that they would like the City to undertake. Most often, they cite similar issues and concerns as before:

- City government and leadership improvements (better outreach and transparency, responsiveness, better fiscal management, removing barriers for businesses, etc.).
- Local economic pressures, almost exclusively affordable housing, followed by attracting more commerce and jobs to the City.
- Improved city services, mostly around streets and transportation (traffic safety, road repairs, added/improved bike lanes) followed by scattered other issues (4% or fewer responses each).

While nearly one in five again cite the unhoused population as a concern (18%), a few recognize that they are uncertain what solutions might be available to the City.

Final Suggestions: Additional Priorities for City to Address
(most frequent multiple open-ended responses, n=344 responding)



Sample Verbatims: Final Priorities for City of Bloomington

"I really think it's pretty simple: 1) fix the housing, and 2) find humane ways to improve safety and cleanliness (and just as much the perception of both). I don't think Bloomington needs to add tons of stuff (other than housing). I think it needs to make clear that, even as a progressive city, it can govern the stuff it has."

"Fair housing costs, not just for low income, but fairness in rental costs which are elevated due to students."

"Corporate landlords and real estate investors are pricing out single-family home ownership."

"Put a 'cap' on rental income! Many of us are low income but yet over income for being able to afford better."

"Affordable housing and raising the minimum wage or guaranteed income program to lift people out of poverty."

"Affordability of homes discussion related to current income of employers in Bloomington. All too often the narrative is that it's on the public employees to fix housing affordability, yet our largest employers in the city and county still pay employees like it's 1999. Employers hold ALOT of the blame."

"Truly affordable housing and better paying jobs/more non-service jobs."

"Rent is just absolutely ridiculous especially when you consider how much jobs pay around here."

"People who are unhoused. Of course, I know there isn't a simple solution but many of these people are suffering, and we see it in our neighborhood every day."

"Just the homeless issue, no other complaints. Have to get them off the street and into a facility/program to get them the help they need. If taxes have to go up to support it, so be it. But hopefully could be offset with endowments, grants, corporate funding."

"I mentioned the housing and homelessness issues. I think that having all hands on deck and giving out incentives to local landowners should be part of this (i.e., additions or tiny homes) and making sure that short-term rentals don't take up more space than they should and drive housing costs up more. Emergency warming centers were lackluster or not functioning this year when they were especially needed! I wish that there were more local connections or distributed digital infrastructure (online storage, free Wi-Fi locations, internet accessibility, social networking) and more free, indoor third spaces than just the public libraries."

"There are many good people in Bloomington who work very hard to help people in extreme poverty. I am proud of our City's and citizens' efforts to help people who grew up in generational poverty and/or who have terrible addictions and live without homes and family support. I think there needs to be more discussion about how to prevent homelessness and extreme poverty in the next generations."

"The homeless population. I volunteer at the Winter shelter, and I don't know how this population survives like they do. I wish I had answers for homelessness. Hopefully, someone does."

"The survey did an excellent job covering my main concerns (but) did not mention homelessness specifically (which should be a priority to humanely address). I think that's tied with the exorbitant cost of housing."

"The City should address the 'homeless' situation. This population seems to be permanent and growing. Many seem to work for syndicates that control panhandling locations. The South Walnut Street scene is a disgrace and feels dangerous. Bloomington is sympathetic to the poor, but its outstanding services have created/offer no incentive for these folks to take action to improve their situations. This is detrimental to business and the quality of life of regular residents. In addition, all workers in service, clerical, banking, medial assistant, etc. positions seem to live in Bedford because it is more affordable. These are young to middle-aged working people, mostly Hoosier natives. Instead of serving the ungrateful and dangerous homeless population or making sweetheart deals for condo and apartment developments aimed at students, why not try to make housing that is 'affordable' for working people? (BTW, when a survey like this one asks about 'affordable housing' it should define exactly what that term means and for whom)."

Sample Verbatims: Final Priorities for City of Bloomington (cont'd)

"More roundabouts to reduce traffic congestion. There's a lot of things about Carmel, IN that I don't care for - but having a lot of roundabouts is one thing they get right. Bloomington should follow suit."

"Driving safety enforcement. I see almost daily drivers who do not obey traffic signs/lights, and I am concerned about my safety. There is not enough enforcement!"

"HPS streetlights on all streets, not just at each end, but full length (able to see people walking and dogs and deer crossing the street)."

"Increase stop sign and speed enforcement of neighborhood streets in Bryan Park."

"Please get more streetlights on Woodlawn Ave. A lot of IU students park in the free lots around Bryan Park and walk to campus and the Woodlawn sidewalks are very poorly lit at night and early morning."

"Add more roundabouts. I don't want single stoplight in this town. Roundabouts are safer, don't need to be reset in power outages, are faster, and aesthetically pleasing."

"Multi-use paths are much safer than regular bike lanes. Some intersections would flow a lot better as a roundabout. ADA-compliant curb ramps on city streets with pedestrian crossings (i.e., traffic lights)."

"Bloomington should stop placating to nonsensical agendas. In your pursuit of additional bike lanes (even in multiple areas where I see hardly anyone use a bike), you jeopardize walkers, families with strollers. Your pursuit of the project on High Street, where you aim to get rid of the sidewalks in support of more bike lanes (and put in danger everyone else, including those who use public transportation)."

"Openness and communication. Involving and informing the community in decision-making."

"The City has PR problems. There are at least a dozen hotly-debated issues from housing affordability to long-term development efforts. I rarely see City communications be honest about the debate. This comes across as steam-rolling issues or dismissing genuine concerns of entire swaths of the community. I instead rely on other sources, like the Bloomingtonian, that break down what the issues are, what ideas are being rejected, and what's moving forward. My general sense is that the biggest issues the City faces are only ever addressed when the loudest, angriest voices are in the room. And the result appears to be a lot of dysfunction, and that 99.8% of the community that are levelheaded simply aren't interested in wading into that."

"Give people the information they need collect data that is useful to disseminate true factual situation rather than boost political agenda."

"Accountability and promptness. The City has been relying heavily on consultants to make decisions, which I view as a waste of time and money when we have residents and officials with plenty of subject matter expertise. I wonder if there's an unwillingness to take full responsibility for decisions. Hopewell has sat empty for years and still has a PUD zoning that would make it the most expensive neighborhood in the City. The supposedly progressive City has taken so long to adjust the broader UDO to improve housing options that the Republican statehouse is getting to it first with HB1001. I attended the incremental development talk, and as much as I agreed with the content, I find it frustrating that I and others raised the same problems and solutions for years, but they're not taken seriously until they come out of a consultant's mouth."

"The top priority for local government is to cooperatively work together - in a civil manner - to improve and maintain our community. Practical, transparent and results-oriented should be the rule."

"The City caters to people with Democratic viewpoint/population. They need to listen and act for all of the population. I have lot of experience in town planning and town improvements since I have lived in 3 different countries and can contribute to the city's improvement."

"Listening to citizens both in and out of meetings as there are many issues being expressed and not being addressed."

"Better relationships among city employees. Feels very tense. Better communication among offices."

Sample Verbatims: Final Priorities for City of Bloomington (cont'd)

"School referendum to raise property tax on the elderly should not be imposed. My drains on the curb for rainwater have not been cleaned for months. Everyone's leaves drain to my curb and block it."

"Property taxes are high for retired citizens."

"Decreasing the number of City priorities and programs. City staff and funds are stretched too thin to be effective in any area. Please focus on a short list of priorities. Attracting high-paying jobs, increasing affordable housing and maintaining high-priority EXISTING parks, streets, programs, services and assets are important. I'm struck that biking and cycling-related issues factor so predominantly in this survey. My friends, family and I do not consider these to be important issues. High-paying jobs and affordable housing are."

"Don't give money away to people. Stop paying for other people's problems and half-baked ideas. Just do regular city work. And get some real big guns in economic development. What ever the city is doing is not real economic development. Mayor needs to be the big dog and go out there and get us business."

"We seem to spend a lot of money fighting things that we don't win – I-69, eminent domain, annexation...stop wasting money. Try to be a bit more friendly. Difficult to get building permits - even the mayor seems frustrated with Hopewell. Quit worrying about the size of signs and landscaping rocks."

"Reduce the cost of government. It is my largest expense."

"The UDO, while trying to create a unified plan, actually crushes all freedom and development a growing 'city' needs, like forcing a developer to have alley when it doesn't make sense or not allowing a driveway to remain because changes to property trigger UDO compliance. Forcing Academy to remove drive entrances and narrowing them because the deal timeline triggered UDO compliance even though those things already existed. Bloomington constantly cuts off its nose to spite its face. Why?"

"Current over regulation of individuals and small business; need to make Bloomington more accessible to working class families."

"The City needs to be less restrictive about its zoning. I get that the city wants more permanent housing, but you are not going to get permanent housing if you restrict good manufacturing businesses to develop in and around the city. I even heard that the city denied a woman from establishing a nail salon in a residential district. The city needs to accept more businesses that bring long-term jobs with them, or else it will be subject to the mercy of the University and the students that come with it."

"Emphasis on helping to grow local / small businesses in town. Cracking down on rent increases and slum-lords."

"There is a small but powerful anti-business attitude in the County and even more in the City. This manifests itself in a non-welcoming environment and in harmful regulations. This is even evident in the lack of newer and different retailers here versus other cities. Set a few basic zoning rules and environmental regs, then get out of the way and let people bring jobs and vigorous growth, which will bring more city revenues as a by product."

"Continue work supporting homelessness and substance use disorders. Not just to keep it 'out of sight' but to improve the quality of life for people impacted."

"Resources should go to actuating housing, not case studies or academic exercises. City has been studying Hopewell since 2018. Could have built out the site 2 times with resources spent 'studying' it, due to lack of actual industry knowledge. Build (actuate housing) the houses, stop purchasing consulting (studying housing) from your buddies."

"Improve support for the homeless population by building more day shelters or increasing psychiatric support services and keep improving Bloomington's lovely public libraries!"

APPENDIX:

Topline Report with Public Results



Community Survey: Preliminary Topline Report

Based on N=561 responses (stat. valid) + N=246 (public) collected Feb. 26 through May 13, 2026

NOTE: Percentages may not sum due to rounding (+/- 1%)

Q1. Which of the following best describes you?

	Stat.	Public
Total Answering	555	246
I am a permanent, year-round resident	92%	96%
I am a seasonal resident	8%	4%

Q2. How many years have you lived in Bloomington?

	Stat.	Public
Total Answering	560	246
4 years or less	16%	13%
5-9 years	20%	15%
10-19 years	28%	22%
20-29 years	12%	17%
30+ years	25%	34%
Mean	19.26	22.85
Median	13.00	20.00

Q3. How likely are you to recommend Bloomington as a place to move to or live, if asked?

	Stat.	Public
Total Answering	560	246
NET PROMOTER SCORE	-13%	-27%
Promoter (9-10)	24%	21%
Passive (7-8)	38%	31%
Detractor (0-6)	38%	48%
10	16%	12%
9	8%	9%
8	19%	14%
7	19%	17%
6	10%	13%
5	10%	9%
4	7%	6%
3	2%	6%
2	4%	6%
1	1%	2%
0	4%	7%
Mean	6.71	6.11
Median	7.00	7.00

Q4. What do you like most about living in Bloomington, or what are its top strengths?

Analysis of open-ended questions for stat. valid survey responses will be included in the final analysis.

Q5. What are the top improvements that you feel are needed to improve living in Bloomington?

Analysis of open-ended questions for stat. valid survey responses will be included in the final analysis.

Q6A. Live (quality of life overall) - Please rate your overall satisfaction with Bloomington as a place to...

	Stat.	Public
Total Answering	554	244
Completely satisfied (7)	17%	14%
Satisfied (5-6)	63%	57%
Neutral (4)	9%	11%
Dissatisfied (2-3)	8%	14%
Completely dissatisfied (1)	3%	4%
Mean	5.27	5.07
Median	6.00	6.00
Don't know/Not Relevant	*%	*%

Q6B. Raise a family - Please rate your overall satisfaction with Bloomington as a place to...

	Stat.	Public
Total Answering	443	203
Completely satisfied (7)	25%	22%
Satisfied (5-6)	42%	43%
Neutral (4)	14%	15%
Dissatisfied (2-3)	15%	12%
Completely dissatisfied (1)	5%	7%
Mean	5.02	4.93
Median	5.00	5.00
Don't know/Not Relevant	26%	21%

Q6C. Work - Please rate your overall satisfaction with Bloomington as a place to...

	Stat.	Public
Total Answering	477	229
Completely satisfied (7)	10%	12%
Satisfied (5-6)	47%	31%
Neutral (4)	23%	25%
Dissatisfied (2-3)	13%	25%
Completely dissatisfied (1)	7%	7%
Mean	4.60	4.27
Median	5.00	4.00
Don't know/Not Relevant	13%	7%

Q6D. Retire - Please rate your overall satisfaction with Bloomington as a place to...

	Stat.	Public
Total Answering	452	189
Completely satisfied (7)	18%	17%
Satisfied (5-6)	34%	41%
Neutral (4)	21%	20%
Dissatisfied (2-3)	17%	13%
Completely dissatisfied (1)	11%	10%
Mean	4.51	4.66
Median	5.00	5.00
Don't know/Not Relevant	38%	30%

Q6E. Have fun/find entertainment - Please rate your overall satisfaction with Bloomington as a place to...

	Stat.	Public
Total Answering	550	242
Completely satisfied (7)	18%	20%
Satisfied (5-6)	60%	55%
Neutral (4)	8%	12%
Dissatisfied (2-3)	10%	10%
Completely dissatisfied (1)	5%	4%
Mean	5.24	5.25
Median	6.00	6.00
Don't know/Not Relevant	1%	2%

Q6F. Start/grow a business - Please rate your overall satisfaction with Bloomington as a place to...

	Stat.	Public
Total Answering	326	162
Completely satisfied (7)	5%	5%
Satisfied (5-6)	28%	20%
Neutral (4)	32%	28%
Dissatisfied (2-3)	24%	35%
Completely dissatisfied (1)	11%	13%
Mean	3.85	3.53
Median	4.00	4.00
Don't know/Not Relevant	64%	52%

Q7A. Police protection and public safety - Please rate your satisfaction with each.

	Stat.	Public
Total Answering	540	238
Completely satisfied (7)	15%	15%
Satisfied (5-6)	46%	39%
Neutral (4)	21%	26%
Dissatisfied (2-3)	15%	13%
Completely dissatisfied (1)	3%	7%
Mean	4.84	4.62
Median	5.00	5.00
Don't know/Not Relevant	3%	3%

Q7B. Fire protection - Please rate your satisfaction with each.

	Stat.	Public
Total Answering	458	202
Completely satisfied (7)	35%	40%
Satisfied (5-6)	47%	38%
Neutral (4)	16%	19%
Dissatisfied (2-3)	1%	2%
Completely dissatisfied (1)	*%	*%
Mean	5.82	5.77
Median	6.00	6.00
Don't know/Not Relevant	28%	21%

Q7C. Sanitation (curbside collection of trash, recycling, yard waste) - Please rate your satisfaction with each.

	Stat.	Public
Total Answering	543	227
Completely satisfied (7)	31%	30%
Satisfied (5-6)	43%	43%
Neutral (4)	10%	15%
Dissatisfied (2-3)	11%	8%
Completely dissatisfied (1)	5%	4%
Mean	5.32	5.33
Median	6.00	6.00
Don't know/Not Relevant	3%	8%

Q7D. Quality of drinking water - Please rate your satisfaction with each.

	Stat.	Public
Total Answering	547	243
Completely satisfied (7)	13%	15%
Satisfied (5-6)	40%	42%
Neutral (4)	19%	20%
Dissatisfied (2-3)	21%	21%
Completely dissatisfied (1)	7%	3%
Mean	4.51	4.70
Median	5.00	5.00
Don't know/Not Relevant	2%	1%

Q7E. Physical condition of streets and sidewalks - Please rate your satisfaction with each.

	Stat.	Public
Total Answering	557	246
Completely satisfied (7)	5%	5%
Satisfied (5-6)	36%	31%
Neutral (4)	16%	12%
Dissatisfied (2-3)	35%	41%
Completely dissatisfied (1)	8%	11%
Mean	4.00	3.68
Median	4.00	3.00
Don't know/Not Relevant	*%	-

Q7F. Upkeep of public places (removing litter, graffiti, etc.) - Please rate your satisfaction with each.

	Stat.	Public
Total Answering	553	243
Completely satisfied (7)	10%	9%
Satisfied (5-6)	45%	45%
Neutral (4)	17%	18%
Dissatisfied (2-3)	23%	20%
Completely dissatisfied (1)	6%	7%
Mean	4.52	4.48
Median	5.00	5.00
Don't know/Not Relevant	2%	1%

Q7G. Snow removal - Please rate your satisfaction with each.

	Stat.	Public
Total Answering	553	241
Completely satisfied (7)	12%	13%
Satisfied (5-6)	42%	41%
Neutral (4)	15%	19%
Dissatisfied (2-3)	20%	21%
Completely dissatisfied (1)	10%	7%
Mean	4.43	4.49
Median	5.00	5.00
Don't know/Not Relevant	1%	1%

Q7H. Stormwater management to reduce flooding - Please rate your satisfaction with each.

	Stat.	Public
Total Answering	520	231
Completely satisfied (7)	11%	11%
Satisfied (5-6)	38%	39%
Neutral (4)	20%	22%
Dissatisfied (2-3)	27%	23%
Completely dissatisfied (1)	5%	6%
Mean	4.41	4.40
Median	4.00	5.00
Don't know/Not Relevant	6%	6%

Q8. TOP #1 - Which of these services is most important?

	Stat.	Public
<i>Total Answering</i>	548	237
Police protection and public safety	27%	29%
Fire protection	2%	3%
Sanitation (curbside collection of trash, recycling, yard waste)	11%	4%
Quality of drinking water	28%	32%
Physical condition of streets and sidewalks	20%	22%
Upkeep of public places (removing litter, graffiti, etc)	5%	6%
Snow removal	2%	*%
Stormwater management to reduce flooding	5%	4%
N/A, DK, don't use	10%	-

Q8. TOP 2 - Which two of these of these services are most important to you/your household?

	Stat.	Public
<i>Total Answering</i>	560	246
Police protection and public safety	36%	38%
Fire protection	13%	11%
Sanitation (curbside collection of trash, recycling, yard waste)	21%	19%
Quality of drinking water	46%	40%
Physical condition of streets and sidewalks	40%	41%
Upkeep of public places (removing litter, graffiti, etc)	17%	25%
Snow removal	13%	7%
Stormwater management to reduce flooding	10%	11%
None of the above	2%	4%

Q9. Please indicate below why you are not more satisfied.

Analysis of open-ended questions for stat. valid survey responses will be included in the final analysis.

Q10A. Availability of affordable housing - Rate your satisfaction with this characteristic.

	Stat.	Public
<i>Total Answering</i>	516	238
Completely satisfied (7)	1%	3%
Satisfied (5-6)	8%	5%
Neutral (4)	15%	5%
Dissatisfied (2-3)	41%	39%
Completely dissatisfied (1)	35%	47%
Mean	2.50	2.11
Median	2.00	2.00
Don't know/Not Relevant	7%	3%

Q10B. Shopping/retail options in the City - Rate your satisfaction with this characteristic.

	Stat.	Public
<i>Total Answering</i>	557	245
Completely satisfied (7)	7%	9%
Satisfied (5-6)	48%	31%
Neutral (4)	17%	24%
Dissatisfied (2-3)	21%	29%
Completely dissatisfied (1)	7%	7%
Mean	4.46	4.07
Median	5.00	4.00
Don't know/Not Relevant	*%	*%

Q10C. Availability of jobs/employment opportunities - Rate your satisfaction with this characteristic.

	Stat.	Public
<i>Total Answering</i>	458	217
Completely satisfied (7)	3%	2%
Satisfied (5-6)	24%	14%
Neutral (4)	28%	20%
Dissatisfied (2-3)	35%	47%
Completely dissatisfied (1)	10%	17%
Mean	3.68	3.06
Median	4.00	3.00
Don't know/Not Relevant	16%	13%

Q10D. Arts, culture and entertainment options - Rate your satisfaction with this characteristic.

	Stat.	Public
Total Answering	551	243
Completely satisfied (7)	31%	29%
Satisfied (5-6)	51%	53%
Neutral (4)	7%	12%
Dissatisfied (2-3)	9%	5%
Completely dissatisfied (1)	1%	2%
Mean	5.62	5.61
Median	6.00	6.00
Don't know/Not Relevant	1%	1%

Q10E. Personal safety in Bloomington overall - Rate your satisfaction with this characteristic.

	Stat.	Public
Total Answering	557	246
Completely satisfied (7)	16%	13%
Satisfied (5-6)	60%	52%
Neutral (4)	12%	11%
Dissatisfied (2-3)	10%	18%
Completely dissatisfied (1)	2%	5%
Mean	5.24	4.82
Median	6.00	5.00
Don't know/Not Relevant	*%	-

Q10F. Parks, trails and outdoor recreational opportunities - Rate your satisfaction with this characteristic.

	Stat.	Public
Total Answering	544	243
Completely satisfied (7)	34%	37%
Satisfied (5-6)	51%	49%
Neutral (4)	8%	7%
Dissatisfied (2-3)	6%	4%
Completely dissatisfied (1)	1%	2%
Mean	5.78	5.79
Median	6.00	6.00
Don't know/Not Relevant	2%	1%

Q11. In which part(s) of Bloomington do you feel unsafe, and why?

Analysis of open-ended questions for stat. valid survey responses will be included in the final analysis.

Q12A. Ease of getting around by car (traffic flow, traffic safety) - Rate your satisfaction with this characteristic.

	Stat.	Public
Total Answering	553	239
Completely satisfied (7)	12%	13%
Satisfied (5-6)	49%	42%
Neutral (4)	17%	19%
Dissatisfied (2-3)	17%	23%
Completely dissatisfied (1)	4%	4%
Mean	4.75	4.59
Median	5.00	5.00
Don't know/Not Relevant	1%	3%

Q12B. Ease of using public transportation (times/areas served, cost, etc.) - Rate your satisfaction with this characteristic.

	Stat.	Public
Total Answering	337	162
Completely satisfied (7)	8%	6%
Satisfied (5-6)	34%	21%
Neutral (4)	29%	29%
Dissatisfied (2-3)	24%	33%
Completely dissatisfied (1)	5%	10%
Mean	4.20	3.75
Median	4.00	4.00
Don't know/Not Relevant	45%	50%

Q12C. Ease of getting around by bicycle (availability of bike lanes, safety) - Rate your satisfaction with this characteristic.

	Stat.	Public
Total Answering	398	195
Completely satisfied (7)	10%	7%
Satisfied (5-6)	43%	42%
Neutral (4)	27%	28%
Dissatisfied (2-3)	14%	19%
Completely dissatisfied (1)	5%	4%
Mean	4.56	4.43
Median	5.00	4.00
Don't know/Not Relevant	42%	25%

Q12D. Ease of getting around for those with special needs/physical challenges - Rate your satisfaction with this characteristic.

	Stat.	Public
Total Answering	283	141
Completely satisfied (7)	3%	3%
Satisfied (5-6)	24%	14%
Neutral (4)	39%	34%
Dissatisfied (2-3)	28%	38%
Completely dissatisfied (1)	6%	11%
Mean	3.84	3.43
Median	4.00	4.00
Don't know/Not Relevant	94%	74%

Q12E. Availability of general parking downtown - Rate your satisfaction with this characteristic.

	Stat.	Public
Total Answering	550	238
Completely satisfied (7)	12%	16%
Satisfied (5-6)	28%	33%
Neutral (4)	23%	18%
Dissatisfied (2-3)	25%	23%
Completely dissatisfied (1)	12%	9%
Mean	4.10	4.37
Median	4.00	4.00
Don't know/Not Relevant	2%	3%

Q12F. Availability of accessible downtown parking for those with disabilities - Please rate your satisfaction with the following characteristics.

	Stat.	Public
Total Answering	243	110
Completely satisfied (7)	4%	6%
Satisfied (5-6)	12%	17%
Neutral (4)	41%	40%
Dissatisfied (2-3)	31%	20%
Completely dissatisfied (1)	11%	16%
Mean	3.48	3.71
Median	4.00	4.00
Don't know/Not Relevant	128%	122%

Q13. Rank the top #1 strategy that you think the City should prioritize.

	Stat.	Public
Total Answering	561	246
Remove barriers to developing affordable	41%	41%
Attract employers offering better/higher-paying jobs	17%	21%
Attract employers in manufacturing, construction and similar business	4%	4%
Encourage more tourism through the arts, music, and cultural events	3%	4%
Invest in major development areas to support long-term economic	3%	5%
Attract a wider variety of retail options for different lifestyles/preferences	6%	3%
Provide amenities to attract younger adults and families in Bloomington	13%	10%
Support small businesses through policies and business districts	8%	8%

Q13. Rank the TOP THREE strategies that you think the City should prioritize.

	Stat.	Public
Total Answering	561	246
Remove barriers to developing affordable	66%	66%
Attract employers offering better/higher-paying jobs	51%	61%
Attract employers in manufacturing, construction and similar business	18%	23%
Encourage more tourism through the arts, music, and cultural events	13%	16%
Invest in major development areas to support long-term economic	19%	21%
Attract a wider variety of retail options for different lifestyles/preferences	24%	15%
Provide amenities to attract younger adults and families in Bloomington	45%	43%
Support small businesses through policies and business districts	44%	37%

Q14. Would you oppose or support resident greenways on your street or in your neighborhood?

	Stat.	Public
Total Answering	560	246
SUPPORT	55%	54%
OPPOSE	23%	26%
Strongly support	29%	33%
Support	25%	20%
Not sure, need more info	22%	20%
Oppose	13%	13%
Strongly oppose	10%	13%

Q15. Select the #1 street/sidewalk/infrastructure improvement that is most important.

	Stat.	Public
Total Answering	561	246
More standard shoulder bike lanes	1%	2%
More protected bike lanes from car traffic	11%	12%
Sidewalk repair to fix cracks/uneven pavement	16%	9%
Connecting sidewalks with new sections	7%	11%
Road repair/repaving	35%	39%
More/Improved neighborhood streetlights	7%	4%
Traffic calming features in residential areas	6%	7%
More walking trails/paths	10%	9%
More curb ramps at intersections	1%	1%
Additional accessible parking spots downtown for people with mobility issues	2%	3%

Q15. Select the THREE street/sidewalk/infrastructure improvements that are most important.

	Stat.	Public
Total Answering	561	246
More standard shoulder bike lanes	10%	12%
More protected bike lanes from car traffic	25%	27%
Sidewalk repair to fix cracks/uneven pavement	47%	54%
Connecting sidewalks with new sections	42%	37%
Road repair/repaving	63%	63%
More/Improved neighborhood streetlights	28%	22%
Traffic calming features in residential areas	20%	22%
More walking trails/paths	34%	31%
More curb ramps at intersections	5%	6%
Additional accessible parking spots downtown for people with mobility issues	10%	11%

Q16. Please rate the overall value that the City represents given its 40 percent share of property taxes.

	Stat.	Public
Total Answering	559	246
Excellent value (9-10)	9%	15%
Great value(8)	19%	13%
Good value (6-7)	29%	26%
Average value (5)	22%	23%
Poor value (0-4)	21%	24%
Mean	5.88	5.82
Median	6.00	6.00

Q17. Which of the following have you recently done.

	Stat.	Public
Total Answering	560	246
Viewed or attended a City Council Board Department meeting	23%	43%
Participated in or attended a City-led public feedback or comments event	9%	25%
Contacted a City staff member or Department	41%	56%
None of the above	48%	29%

Q18. What has prevented you from recently participating in City-led public events?

	Stat.	Public
Total Answering	500	185
Too busy/scheduling issues/unable to attend	53%	55%
Unaware of these events	50%	32%
My opinions are not welcome/not widely shared	7%	11%
Uncomfortable speaking publicly	22%	18%
Don't feel my input/feedback will make a	39%	45%
Uneasy with the tone of these public sessions	8%	15%
Just not interested/don't really care	10%	7%
Other	13%	13%

Q19A. Overall impression - Rate your satisfaction with your most recent interaction with City staff in terms of...

	Stat.	Public
Total Answering	239	135
Completely satisfied (7)	29%	24%
Satisfied (5-6)	40%	42%
Neutral (4)	19%	18%
Dissatisfied (2-3)	9%	10%
Completely dissatisfied (1)	4%	5%
Mean	5.22	5.10
Median	5.00	5.00
Don't know/Not Relevant	5%	1%

Q19B. Courtesy/politeness - Rate your satisfaction with your most recent interaction with City staff in terms of...

	Stat.	Public
Total Answering	236	133
Completely satisfied (7)	39%	42%
Satisfied (5-6)	35%	34%
Neutral (4)	12%	13%
Dissatisfied (2-3)	7%	8%
Completely dissatisfied (1)	6%	4%
Mean	5.45	5.59
Median	6.00	6.00
Don't know/Not Relevant	6%	3%

Q19C. Responsiveness/willingness to help - Rate your satisfaction with your most recent interaction with City staff in terms of...

	Stat.	Public
Total Answering	239	134
Completely satisfied (7)	34%	29%
Satisfied (5-6)	36%	40%
Neutral (4)	10%	14%
Dissatisfied (2-3)	12%	12%
Completely dissatisfied (1)	8%	5%
Mean	5.15	5.19
Median	6.00	6.00
Don't know/Not Relevant	4%	2%

Q19D. Knowledge level/ability to help - Rate your satisfaction with your most recent interaction with City staff in terms of...

	Stat.	Public
Total Answering	231	131
Completely satisfied (7)	30%	27%
Satisfied (5-6)	36%	39%
Neutral (4)	17%	20%
Dissatisfied (2-3)	11%	8%
Completely dissatisfied (1)	6%	6%
Mean	5.10	5.16
Median	5.00	6.00
Don't know/Not Relevant	7%	2%

Q20. Which sources would you use to seek information about the City?

	Stat.	Public
Total Answering	560	246
City of Bloomington website	85%	88%
City email newsletters	15%	18%
Call the City	20%	19%
Contact a City official or staff	18%	23%
City of Bloomington's pages or postings on social media	36%	41%
Non-City social media	9%	20%
Signage at City locations	18%	19%
Attending or viewing City Council meetings	10%	19%
Word of mouth from friends, neighbors, family	51%	50%
Local print or digital news sources	24%	33%
Indiana University sources	24%	22%
Other source	5%	4%

Q21. Select your preferred source when seeking information about the City of Bloomington.

	Stat.	Public
Total Answering	546	246
City of Bloomington website	56%	50%
City email newsletters	4%	3%
Call the City	4%	3%
Contact a City official or staff	4%	3%
City of Bloomington's social media pages or posts	10%	13%
Non-City social media	3%	8%
Signage at City locations	2%	1%
Attending or viewing City Council meetings	1%	1%
Word of mouth from friends, neighbors, family	4%	5%
Local print or digital news sources	9%	10%
Indiana University sources	2%	2%
Other source	2%	*%

Q22. In what year were you born? Age shown below.

	Stat.	Public
Total Answering	556	244
Under 35	40%	28%
35-44	15%	22%
45-54	13%	17%
55-64	11%	12%
65 or older	22%	21%
Mean	45.66 yrs old	47.45 yrs old
Median	41.00 yrs old	44.50 yrs old

Q23. Please note your gender.

	Stat.	Public
Total Answering	559	245
Male	48%	40%
Female	48%	54%
Prefer to self-describe	4%	7%

Q24A. live there (total)? - How many people in your household...

	Stat.	Public
Total Answering	554	245
One (I live alone)	28%	28%
Two	41%	45%
Three	13%	14%
Four	13%	9%
Five or more	5%	4%
Mean	2.28	2.16
Median	2.00	2.00

Q24B_1. are under age 18 - How many people in your household...

	Stat.	Public
Total Answering	357	166
None	70%	70%
One	13%	17%
Two	12%	10%
Three or more	5%	4%

Q24B_2. are age 65 or older - How many people in your household...

	Stat.	Public
Total Answering	475	200
None	66%	68%
One	20%	20%
Two	14%	11%

Q25. Do you own or rent your current residence?

	Stat.	Public
Total Answering	560	246
Own	53%	70%
Rent	47%	30%
Live in a dorm	-	*%

Q26. Which of the following best describes your home/current residence?

	Stat.	Public
Total Answering	559	246
Single family home	61%	71%
Multi-family home	36%	27%
Mobile home	1%	*%
Other	2%	1%

Q27. What is your current employment status/life stage?

	Stat.	Public
Total Answering	559	245
Employed full-time	54%	62%
Employed part-time	8%	6%
Student (full or part-time)	10%	6%
Retired, not currently employed	18%	16%
Retired, still working at least part-time	3%	4%
Unemployed, actively seeking employment	3%	1%
Unemployed, not seeking employment	1%	-
Homemaker	1%	3%
Unable to work/on disability	2%	2%

Q28. Are you self-employed?

	Stat.	Public
Total Answering	337	177
Yes, work out of my home	10%	11%
Yes, work out of an office/business in Bloomington	16%	12%
Yes, work out of an office/business outside of Bloomington	1%	2%
No, I'm not self-employed	73%	75%

Q29. Which best describes your work location(s) for your primary employment?

	Stat.	Public
Total Answering	244	132
I work out of my home in Bloomington	28%	17%
I work outside of my home within Bloomington	60%	74%
I work outside of my home outside of Bloomington	12%	8%

Q30. Where do you attend school?

	Stat.	Public
Total Answering	17	15
Indiana University	89%	87%
Ivy Tech Community College	1%	13%
Other	10%	-

Q31. Which of the following identifies your ethnicity?

	Stat.	Public
Total Answering	553	245
American Indian or Alaska Native	2%	2%
Asian	10%	2%
Black/African American	6%	2%
Middle Eastern or North African	1%	1%
Native Hawaiian or Other Pacific Islander	-	*%
White	84%	93%
Other	5%	4%

Q32. Are you of Hispanic, Latino/Latine, or Spanish ethnicity?

	Stat.	Public
Total Answering	547	244
Yes	5%	4%
No	95%	96%

Q33. What else do you think should be a top priority that the City of Bloomington needs to address or improve?

Analysis of open-ended questions for stat. valid survey responses will be included in the final analysis.



Community Survey: Preliminary Topline Report

Based on N=561 responses collected Feb. 26 through April 10, 2026

NOTE: Percentages may not sum due to rounding (+/- 1%)

Q1. Which of the following best describes you?

	Total
Total N (unweighted)	555
Permanent, year-round resident	92%
Seasonal resident	8%

Q2. How many years have you lived in Bloomington?

	Total
Total N (unweighted)	560
4 years or less	16%
5-9 years	20%
10-19 years	28%
20-29 years	12%
30+ years	25%
Mean	19.26
Median	13.00

Q3. How likely are you to recommend Bloomington as a place to move to or live, if asked?

	Total
Total N (unweighted)	560
NET PROMOTER SCORE	-13
Promoter (9-10)	24%
Passive (7-8)	38%
Detractor (0-6)	38%
10	16%
9	8%
8	19%
7	19%
6	10%
5	10%
4	7%
3	2%
2	4%
1	1%
0	4%
Mean	6.71
Median	7.00

Q4. What do you like most about living in Bloomington, or what are its top strengths?

*Coding of open-ended questions is in progress.
Results will be included in the final analysis.*

Q5. What are the top improvements that you feel are needed to improve living in Bloomington?

*Coding of open-ended questions is in progress.
Results will be included in the final analysis.*

Q6A. Live (quality of life overall) - Rate your satisfaction with Bloomington as a place to...

	Total
<i>Total N (unweighted)</i>	554
Completely satisfied (7)	17%
Satisfied (5-6)	63%
Neutral (4)	9%
Dissatisfied (2-3)	8%
Completely dissatisfied (1)	3%
Mean	5.27
Median	6.00
NA/Don't know	<1%

Q6B. Raise a family - Rate your satisfaction with Bloomington as a place to...

	Total
<i>Total N (unweighted)</i>	443
Completely satisfied (7)	25%
Satisfied (5-6)	42%
Neutral (4)	14%
Dissatisfied (2-3)	15%
Completely dissatisfied (1)	5%
Mean	5.02
Median	5.00
NA/Don't know	26%

Q6C. Work - Rate your satisfaction with Bloomington as a place to...

	Total
<i>Total N (unweighted)</i>	477
Completely satisfied (7)	10%
Satisfied (5-6)	47%
Neutral (4)	23%
Dissatisfied (2-3)	13%
Completely dissatisfied (1)	7%
Mean	4.60
Median	5.00
NA/Don't know	13%

Q6D. Retire - Rate your satisfaction with Bloomington as a place to...

	Total
<i>Total N (unweighted)</i>	452
Completely satisfied (7)	18%
Satisfied (5-6)	34%
Neutral (4)	21%
Dissatisfied (2-3)	17%
Completely dissatisfied (1)	11%
Mean	4.51
Median	5.00
NA/Don't know	38%

Q6E. Have fun/find entertainment - Rate your satisfaction with Bloomington as a place to...

	Total
<i>Total N (unweighted)</i>	550
Completely satisfied (7)	18%
Satisfied (5-6)	60%
Neutral (4)	8%
Dissatisfied (2-3)	10%
Completely dissatisfied (1)	5%
Mean	5.24
Median	6.00
NA/Don't know	1%

Q6F. Start/grow a business - Rate your satisfaction with Bloomington as a place to...

	Total
<i>Total N (unweighted)</i>	326
Completely satisfied (7)	5%
Satisfied (5-6)	28%
Neutral (4)	32%
Dissatisfied (2-3)	24%
Completely dissatisfied (1)	11%
Mean	3.85
Median	4.00
NA/Don't know	64%

Q7A. Police protection and public safety - Rate your satisfaction with each service.

	Total
<i>Total N (unweighted)</i>	540
Completely satisfied (7)	15%
Satisfied (5-6)	46%
Neutral (4)	21%
Dissatisfied (2-3)	15%
Completely dissatisfied (1)	3%
Mean	4.84
Median	5.00
NA/Don't know	3%

Q7B. Fire protection - Rate your satisfaction with each service.

	Total
<i>Total N (unweighted)</i>	458
Completely satisfied (7)	35%
Satisfied (5-6)	47%
Neutral (4)	16%
Dissatisfied (2-3)	1%
Completely dissatisfied (1)	<1%
Mean	5.82
Median	6.00
NA/Don't know	28%

Q7C. Sanitation (curbside collection of trash, recycling, yard waste) - Rate your satisfaction with each service.

	Total
<i>Total N (unweighted)</i>	<i>543</i>
Completely satisfied (7)	31%
Satisfied (5-6)	43%
Neutral (4)	10%
Dissatisfied (2-3)	11%
Completely dissatisfied (1)	5%
Mean	5.32
Median	6.00
NA/Don't know	3%

Q7D. Quality of drinking water - Rate your satisfaction with each service.

	Total
<i>Total N (unweighted)</i>	<i>547</i>
Completely satisfied (7)	13%
Satisfied (5-6)	40%
Neutral (4)	19%
Dissatisfied (2-3)	21%
Completely dissatisfied (1)	7%
Mean	4.51
Median	5.00
NA/Don't know	2%

Q7E. Physical condition of streets and sidewalks - Rate your satisfaction with each service.

	Total
<i>Total N (unweighted)</i>	<i>557</i>
Completely satisfied (7)	5%
Satisfied (5-6)	36%
Neutral (4)	16%
Dissatisfied (2-3)	35%
Completely dissatisfied (1)	8%
Mean	4.00
Median	4.00
NA/Don't know	<1%

Q7F. Upkeep of public places (removing litter, graffiti, etc.) - Rate your satisfaction with each service.

	Total
<i>Total N (unweighted)</i>	<i>553</i>
Completely satisfied (7)	10%
Satisfied (5-6)	45%
Neutral (4)	17%
Dissatisfied (2-3)	23%
Completely dissatisfied (1)	6%
Mean	4.52
Median	5.00
NA/Don't know	2%

Q7G. Snow removal - Rate your satisfaction with each service.

	Total
<i>Total N (unweighted)</i>	<i>553</i>
Completely satisfied (7)	12%
Satisfied (5-6)	42%
Neutral (4)	15%
Dissatisfied (2-3)	20%
Completely dissatisfied (1)	10%
Mean	4.43
Median	5.00
NA/Don't know	1%

Q7H. Stormwater management to reduce flooding - Rate your satisfaction with each service.

	Total
<i>Total N (unweighted)</i>	<i>520</i>
Completely satisfied (7)	11%
Satisfied (5-6)	38%
Neutral (4)	20%
Dissatisfied (2-3)	27%
Completely dissatisfied (1)	5%
Mean	4.41
Median	4.00
NA/Don't know	6%

Q8. TOP 2 - Which of these of these services are most important to you/your household?

	Total
<i>Total N (unweighted)</i>	560
Police protection and public safety	36%
Fire protection	13%
Sanitation (curbside collection of trash, recycling, yard waste)	21%
Quality of drinking water	46%
Physical condition of streets and sidewalks	40%
Upkeep of public places (removing litter, graffiti, etc.)	17%
Snow removal	13%
Stormwater management to reduce flooding	10%
None of the above	2%

Q8. TOP #1 - Which of these services is most important?

	Total	
<i>Total N (unweighted)</i>	548	560
	#1	Top 2
Police protection and public safety	27%	36%
Fire protection	2%	13%
Sanitation (curbside collection of trash, recycling, yard waste)	11%	21%
Quality of drinking water	28%	46%
Physical condition of streets and sidewalks	20%	40%
Upkeep of public places (removing litter, graffiti, etc.)	5%	17%
Snow removal	2%	13%
Stormwater management to reduce flooding	5%	10%
None of the above	2%	

Q9. If you are dissatisfied with any services, please indicate why you are not more satisfied.

*Coding of open-ended questions is in progress.
Results will be included in the final analysis.*

Q10A. Availability of affordable housing - Rate your satisfaction with the following characteristics.

	Total
<i>Total N (unweighted)</i>	<i>516</i>
Completely satisfied (7)	1%
Satisfied (5-6)	8%
Neutral (4)	15%
Dissatisfied (2-3)	41%
Completely dissatisfied (1)	35%
Mean	2.50
Median	2.00
NA/Don't know	7%

Q10B. Shopping/retail options in the City - Rate your satisfaction with the following characteristics.

	Total
<i>Total N (unweighted)</i>	<i>557</i>
Completely satisfied (7)	7%
Satisfied (5-6)	48%
Neutral (4)	17%
Dissatisfied (2-3)	21%
Completely dissatisfied (1)	7%
Mean	4.46
Median	5.00
NA/Don't know	<1%

Q10C. Availability of jobs/employment opportunities - Rate your satisfaction with the following characteristics.

	Total
<i>Total N (unweighted)</i>	<i>458</i>
Completely satisfied (7)	3%
Satisfied (5-6)	24%
Neutral (4)	28%
Dissatisfied (2-3)	35%
Completely dissatisfied (1)	10%
Mean	3.68
Median	4.00
NA/Don't know	16%

Q10D. Arts, culture and entertainment options - Rate your satisfaction with the following characteristics.

	Total
<i>Total N (unweighted)</i>	<i>551</i>
Completely satisfied (7)	31%
Satisfied (5-6)	51%
Neutral (4)	7%
Dissatisfied (2-3)	9%
Completely dissatisfied (1)	1%
Mean	5.62
Median	6.00
NA/Don't know	1%

Q10E. Personal safety in Bloomington overall - Rate your satisfaction with the following characteristics.

	Total
<i>Total N (unweighted)</i>	<i>557</i>
Completely satisfied (7)	16%
Satisfied (5-6)	60%
Neutral (4)	12%
Dissatisfied (2-3)	10%
Completely dissatisfied (1)	2%
Mean	5.24
Median	6.00
NA/Don't know	<1%

Q10F. Parks, trails and outdoor recreational opportunities - Rate your satisfaction with the following characteristics.

	Total
<i>Total N (unweighted)</i>	<i>544</i>
Completely satisfied (7)	34%
Satisfied (5-6)	51%
Neutral (4)	8%
Dissatisfied (2-3)	6%
Completely dissatisfied (1)	1%
Mean	5.78
Median	6.00
NA/Don't know	2%

Q11. In which part(s) of Bloomington do you feel unsafe, and why?

*Coding of open-ended questions is in progress.
Results will be included in the final analysis.*

Q12A. Ease of getting around by car (traffic flow, traffic safety) - Rate your satisfaction with the following characteristics.

	Total
<i>Total N (unweighted)</i>	553
Completely satisfied (7)	12%
Satisfied (5-6)	49%
Neutral (4)	17%
Dissatisfied (2-3)	17%
Completely dissatisfied (1)	4%
Mean	4.75
Median	5.00
NA/Don't know	1%

Q12B. Ease of using public transportation (times/areas served, cost, etc.) - Rate your satisfaction with the following characteristics.

	Total
<i>Total N (unweighted)</i>	337
Completely satisfied (7)	8%
Satisfied (5-6)	34%
Neutral (4)	29%
Dissatisfied (2-3)	24%
Completely dissatisfied (1)	5%
Mean	4.20
Median	4.00
NA/Don't know	45%

Q12C. Ease of getting around by bicycle (availability of bike lanes, safety) - Rate your satisfaction with the following characteristics.

	Total
<i>Total N (unweighted)</i>	398
Completely satisfied (7)	10%
Satisfied (5-6)	43%
Neutral (4)	27%
Dissatisfied (2-3)	14%
Completely dissatisfied (1)	5%
Mean	4.56
Median	5.00
NA/Don't know	42%

Q12D. Ease of getting around for those with special needs/physical challenges - Rate your satisfaction with the following characteristics.

	Total
<i>Total N (unweighted)</i>	283
Completely satisfied (7)	3%
Satisfied (5-6)	24%
Neutral (4)	39%
Dissatisfied (2-3)	28%
Completely dissatisfied (1)	6%
Mean	3.84
Median	4.00
NA/Don't know	94%

Q12E. Availability of general parking downtown - Rate your satisfaction with the following characteristics.

	Total
<i>Total N (unweighted)</i>	551
Completely satisfied (7)	12%
Satisfied (5-6)	28%
Neutral (4)	23%
Dissatisfied (2-3)	25%
Completely dissatisfied (1)	12%
Mean	4.10
Median	4.00
NA/Don't know	2%

Q12F. Availability of accessible downtown parking for those with disabilities - Rate your satisfaction with the following characteristics.

	Total
<i>Total N (unweighted)</i>	243
Completely satisfied (7)	4%
Satisfied (5-6)	12%
Neutral (4)	41%
Dissatisfied (2-3)	31%
Completely dissatisfied (1)	11%
Mean	3.48
Median	4.00
NA/Don't know	128%

Q13. Rank the TOP THREE strategies that you think the City should prioritize.

	Total	
<i>Total N (unweighted)</i>	<i>561</i>	
	#1	Top 3
Remove barriers to developing affordable housing	41%	66%
Attract employers offering better/higher-paying jobs	17%	51%
Attract employers in manufacturing, construction and similar business	4%	18%
Encourage more tourism through the arts, music, and cultural events	3%	13%
Invest in major development areas to support long-term economic	3%	19%
Attract a wider variety of retail options for different lifestyles/preferences	6%	24%
Provide amenities to attract younger adults and families in Bloomington	13%	45%
Support small businesses through policies and business districts	8%	44%

Q14. Would you oppose or support resident greenways on your street or in your neighborhood?

	Total
<i>Total N (unweighted)</i>	<i>560</i>
SUPPORT	55%
OPPOSE	23%
Strongly support	29%
Support	25%
Not sure, need more info	22%
Oppose	13%
Strongly oppose	10%

Q15. Which three street/sidewalk/infrastructure improvements are most important?

	Total	
<i>Total N (unweighted)</i>	<i>561</i>	
	#1	Top 3
More standard shoulder bike lanes	1%	10%
More protected bike lanes from car traffic	11%	25%
Sidewalk repair to fix cracks/uneven pavement	16%	47%
Connecting sidewalks with new sections	7%	42%
Road repair/repaving	35%	63%
More/Improved neighborhood streetlights	7%	28%
Traffic calming features in residential areas	6%	20%
More walking trails/paths	10%	34%
More curb ramps at intersections	1%	5%
Additional accessible parking spots downtown for people with mobility issues	2%	10%

Q16. Rate the overall value that the City represents given its 40% share of property taxes.

	Total
<i>Total N (unweighted)</i>	<i>559</i>
Excellent value (9-10)	9%
Great value(8)	19%
Good value (6-7)	29%
Average value (5)	22%
Poor value (0-4)	21%
Mean	5.88
Median	6.00

Q17. Which of the following have you recently done.

	Total
<i>Total N (unweighted)</i>	<i>560</i>
Viewed or attended a City Council Board or Department meeting	23%
Participated in or attended a City-led public feedback or comment event	9%
Contacted a City staff member or Department	41%
None of the above	48%

Q18. What has prevented you from recently participating in City-led public events?

	Total
<i>Total N (unweighted)</i>	<i>500</i>
Too busy/scheduling issues/unable to attend	53%
Unaware of these events	50%
My opinions are not welcome/not widely shared	7%
Uncomfortable speaking publicly	22%
Don't feel my input/feedback will make a difference	39%
Uneasy with the tone of these public sessions	8%
Just not interested/don't really care	10%
Other	13%

Q19A. Overall impression - Rate your satisfaction with your most recent interaction with City staff in terms of...

	Total
<i>Total N (unweighted)</i>	239
Completely satisfied (7)	29%
Satisfied (5-6)	40%
Neutral (4)	19%
Dissatisfied (2-3)	9%
Completely dissatisfied (1)	4%
Mean	5.22
Median	5.00
NA/Don't know	5%

Q19B. Courtesy/politeness - Rate your satisfaction with your most recent interaction with City staff in terms of...

	Total
<i>Total N (unweighted)</i>	236
Completely satisfied (7)	39%
Satisfied (5-6)	35%
Neutral (4)	12%
Dissatisfied (2-3)	7%
Completely dissatisfied (1)	6%
Mean	5.45
Median	6.00
NA/Don't know	6%

Q19C. Responsiveness/willingness to help - Rate your satisfaction with your most recent interaction with City staff in terms of...

	Total
<i>Total N (unweighted)</i>	239
Completely satisfied (7)	34%
Satisfied (5-6)	36%
Neutral (4)	10%
Dissatisfied (2-3)	12%
Completely dissatisfied (1)	8%
Mean	5.15
Median	6.00
NA/Don't know	4%

Q19D. Knowledge level/ability to help - Rate your satisfaction with your most recent interaction with City staff in terms of...

	Total
<i>Total N (unweighted)</i>	<i>231</i>
Completely satisfied (7)	30%
Satisfied (5-6)	36%
Neutral (4)	17%
Dissatisfied (2-3)	11%
Completely dissatisfied (1)	6%
Mean	5.10
Median	5.00
NA/Don't know	7%

Q20. Which sources would you use to seek information about the City?

	Total	
<i>Total N (unweighted)</i>	<i>546</i>	<i>560</i>
	#1	All sources
City of Bloomington website	56%	85%
City email newsletters	4%	15%
Call the City	4%	20%
Contact a City official or staff	4%	18%
City of Bloomington's pages or postings on social media	10%	36%
Non-City social media	3%	9%
Signage at City locations (flyers, notices, etc.)	2%	18%
Attending or viewing City Council meetings	1%	10%
Word of mouth from friends, neighbors, family	4%	51%
Local print or digital news sources	9%	24%
Indiana University sources (e-newsletters, websites, etc.)	2%	24%
Other source	2%	5%

Q22. In what year were you born?

	Total
<i>Total N (unweighted)</i>	<i>556</i>
Under 35	40%
35-44	15%
45-54	13%
55-64	11%
65 or older	22%
Mean	46 years old
Median	41 years old

Q23. Please note your gender.

	Total
<i>Total N (unweighted)</i>	559
Male	48%
Female	48%
Prefer to self-describe	4%

Q24A. live there (total)? - How many people in your household...

	Total
<i>Total N (unweighted)</i>	554
One (I live alone)	28%
Two	41%
Three	13%
Four	13%
Five	4%
Six or more	1%
Mean	2.3 people
Median	2 people

Q24B_1. are under age 18 - How many people in your household...

	Total
<i>Total N (unweighted)</i>	491
None	79%
One	9%
Two	8%
Three or more	4%

Q24B_2. are age 65 or older - How many people in your household...

	Total
<i>Total N (unweighted)</i>	475
None	66%
One	20%
Two or more	14%

Q25. Do you own or rent your current residence?

	Total
<i>Total N (unweighted)</i>	560
Own	53%
Rent	47%

Q26. Which of the following best describes your home/current residence?

	Total
<i>Total N (unweighted)</i>	559
Single family home	61%
Multi-family home	36%
Mobile home	1%
Other	2%

Q27. What is your current employment status/life stage?

	Total
<i>Total N (unweighted)</i>	559
Employed full-time	54%
Employed part-time	8%
Student (full or part-time)	10%
Retired, not currently employed	18%
Retired, still working at least part-time	3%
Unemployed, actively seeking employment	3%
Unemployed, not currently looking for employment	1%
Homemaker	1%
Unable to work/on disability	2%

Q28. (IF EMPLOYED FULL- OR PART-TIME OR WORKING IN RETIREMENT): Are you self-employed?

	Total
<i>Total N (unweighted)</i>	337
Yes, work out of my home	10%
Yes, work out of an office/business in Bloomington	16%
Yes, work out of an office/business outside of Bloomington	1%
No, I'm not self-employed	73%

Q29. (IF NOT SELF-EMPLOYED): Which of the following best describes your work location(s) for your primary employment?

	Total
<i>Total N (unweighted)</i>	<i>244</i>
I work out of my home in Bloomington (work remotely)	28%
I work outside of my home within Bloomington	60%
I work outside of my home outside of Bloomington	12%

Q30. (IF STUDENT IN Q27): Where do you attend school?

	Total
<i>Total N (unweighted)</i>	<i>17</i>
Indiana University	89%
Ivy Tech Community College	1%
Other	10%

Q31. Which of the following identifies your ethnicity?

	Total
<i>Total N (unweighted)</i>	<i>553</i>
American Indian or Alaska Native	2%
Asian	10%
Black/African American	6%
Middle Eastern or North African	1%
White	85%
Other	4%

Q32. Are you of Hispanic, Latino/Latine, or Spanish ethnicity?

	Total
<i>Total N (unweighted)</i>	<i>547</i>
Yes	5%
No	95%

Q33. What else do you think should be a top priority that the City of Bloomington needs to address or improve?

*Coding of open-ended questions is in progress.
Results will be included in the final analysis.*

City of Bloomington, Indiana Staff Memorandum

To: Bloomington Common Council

From: Michelle Wahl, Parking Services Director

Subject: Parking Rate Study & Comprehensive Parking Review – Walker Consultants

Contact Person

Michelle Wahl, Parking Services Director, Public Works Department, (812)-349-3436,
michelle.wahl@bloomington.in.gov

Relevant Materials

- Parking Rate Study & Comprehensive Review – Walker Consultants
- Staff Memo

Background

In 2025, the City retained Walker Consultants to conduct a comprehensive review of Bloomington's parking system and evaluate current parking rates, operations, policies, facilities, and long-term financial sustainability. The study was commissioned to provide an objective assessment of the City's parking assets and to identify opportunities to improve customer service, operational efficiency, parking utilization, and revenue performance while supporting broader community and economic development goals.

The review included an analysis of on-street parking, parking garages, surface lots, permit programs, enforcement practices, utilization patterns, peer city comparisons, and the financial performance of the parking system. Walker Consultants also evaluated current parking rates and demand management practices and developed recommendations intended to guide future parking policy decisions.

Study Findings

Walker Consultants found that Bloomington's parking system generally functions effectively and continues to provide an important public service to residents, businesses, employees, and visitors. However, the report identifies several areas where adjustments to rates, policies, technology, and operational practices may better align the parking system with current market conditions and long-term system needs.

The study notes that parking rates have not consistently kept pace with inflation, operating costs, and capital maintenance needs. Additionally, utilization patterns vary significantly by location and time of day, suggesting opportunities to better manage parking demand through strategic pricing and operational adjustments.

The report also highlights the importance of maintaining sufficient revenues to support ongoing maintenance, future capital investments, technology upgrades, and customer service improvements without placing undue burdens on taxpayers.

Consultant Recommendations

The report includes recommendations related to:

- Parking rate structures and pricing strategies;
- Permit programs and monthly parking management;
- Technology and payment system enhancements;
- Parking operations and customer service improvements;
- Enforcement practices and administrative processes;
- Utilization monitoring and performance measurement; and
- Long-term planning for parking facilities and capital investments.

Walker Consultants recommends that the City consider a phased approach to implementation, allowing staff and policymakers to evaluate impacts and make adjustments as needed.

Fiscal Impact

The report itself does not authorize any changes to parking rates, fees, or policies. Any future recommendations requiring Council action would be presented separately through the appropriate legislative process and would include detailed fiscal analyses and implementation plans.

Next Steps

The Parking Services Division is providing the attached report to the Common Council for review and discussion. Following Council feedback, staff will evaluate the consultant's recommendations and return with any proposed policy changes, operational adjustments, or rate modifications for future consideration.

Attachments

1. [Walker Consultants Parking Rate Study & Comprehensive Parking Review.pdf](#)

Date: May 22, 2026
To: Michelle Wahl
Company: City of Bloomington
Address: 206 S. Walnut
Bloomington, Indiana 47404
Copy To: David Lieb, Lauren Ahlgrim
From: Jon Martens
Project Name: City of Bloomington Rate Study & Comprehensive Review
Project Number: 13-003225.00

We appreciate the written feedback from the Transportation Commission. The following is in response to the request to respond to the written comments. The final document will include information from this document for future use.

General comment concerning a summary and full document. The initial section of the document is labeled “Executive Summary”, which is what we referred to as the summary. The full document referenced starts on page 16, which has a section page titled “01 Introduction and Background”.

P7 – Date of past study and when the Parking Services Division was established:

- Updating to reflect the finalized date of the Desman study to 2018.
- The Parking Services Division will be clarified to include the hiring of the first Parking Services Director in 2019 to help establish the Parking Services Division, which initially only included off-street parking and customer service, but expanded to include on-street parking meters and enforcement in January 2021.

P23 – Garage Data – Average – Peak – Missing November – Recalculated occupancy

- Adding in more detail the source of the data and limitations.
- It is also important to note that it is limited to only the two time periods. The existing parking system (Amano Opus) was not able to provide a detail report of occupancy counts over the course of the day. A new parking system can provide parking counts for all hours of the day. This will require regular reconciliation to keep the counts accurate, which can be done by using the manual daily count to keep the system calibrated, but would be an improvement.
- Removing the term “Peak” from Table 2 to remove any assumptions on what we were trying to convey. For context, the “peak” was only in reference to the peak value in each column, which is the average observation by month for each time period. It does not represent a peak observation, only the average of the data for the month. While the calculation of the average is provided, it is only to give a general frame of reference of how the facilities are generally used. It also covers both weekdays and weekends when occupancy can vary widely and excludes Holidays. It is important to consider each garage separately, as the garages support different areas and users. It is worth noting that when considering parking demand, the peak observation or near the peak is used, as supply only the average will result in insufficient parking.
- Tables 2 and 3 are basically the same average data, so simplifying is good. They have been combined and modified to reflect the data more closely match what was requested. Notes have been added and includes a graph of the data.

- Reviewing the data in detail and summarizing based on the inventory has been helpful. Digging into the data, we found that the order of the data changed in January and February for the 4th Street and Trades District. This has been corrected.

Table 2 and 3 Combined: Observed Average Monthly Occupancy 10:00 AM and 10:00 PM - by Garage

	Average Monthly Occupancy - Limited to 10:00 AM and 10:00 PM							
	4th St Garage		Morton Street Garage		Trades District Garage		Walnut Street Garage	
	10am	10pm	10am	10pm	10am	10pm	10am	10pm
June 24	38%	13%	38%	30%	12%	3%	18%	23%
July 24	33%	8%	30%	27%	8%	2%	17%	22%
Aug 24	32%	9%	35%	27%	8%	7%	21%	22%
Sept 24	54%	39%	52%	50%	13%	14%	38%	44%
Oct 24	48%	34%	46%	48%	11%	14%	36%	42%
Dec 24	46%	27%	44%	34%	14%	11%	38%	31%
Jan 25	29%	29%	32%	35%	8%	12%	28%	35%
Feb 25	48%	34%	49%	44%	15%	13%	39%	41%
Mar 25	45%	32%	44%	41%	14%	12%	33%	35%
Apr 25	47%	36%	49%	45%	16%	13%	36%	38%
May 25	43%	21%	36%	31%	12%	9%	35%	25%

	4th St Garage		Morton Street Garage		Trades District Garage		Walnut Street Garage	
Garage Inventory	524		511		360		346	
Observation Period	Morning	Evening	Morning	Evening	Morning	Evening	Morning	Evening
Average Available	287	369	266	284	308	315	248	242
Average Occupancy	237	155	245	227	52	45	98	104
Avg % Occupancy	45%	30%	48%	45%	14%	13%	28%	30%

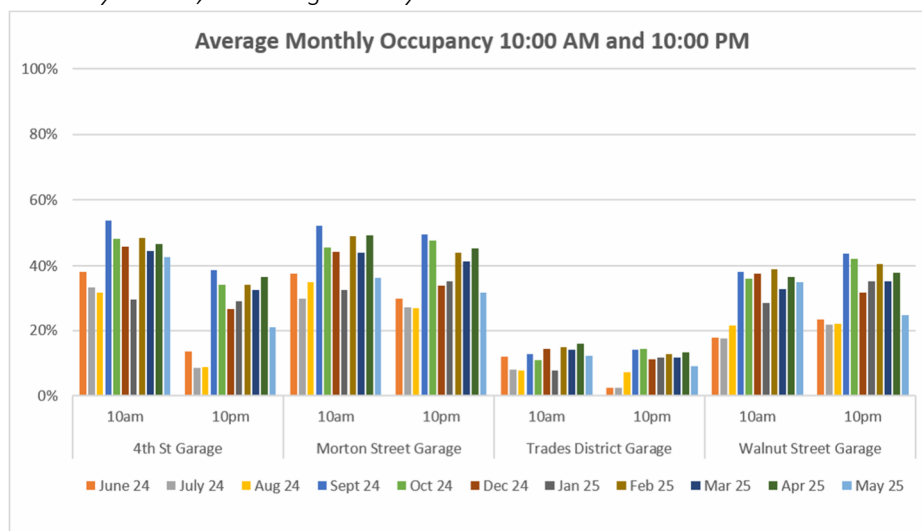
Notes:

Manual counts at each location limited to 10:00 am and 10:00 pm (other hours may have higher occupancy)

No data for November 2024 due to staffing

Data available for most days of the other 12 months; less than 5% of days missed in other months due to staffing

Includes Monday – Sunday counts, excluding Holidays



Overall, the Trades District experienced the lowest **average** occupancy during both of the time periods. The Morton Street had the highest **average** observation during the two time periods. September was generally found to be the highest average month for the garages during the two time periods, with the exception of the Trades District Garage, which recorded an average high in April during the two time periods.

- Missing November Data – we will point this out and the reason, which was due to short staff.
- Tables 4 and 5 show peak observations, not averages. Although the explanation appears on the previous page, the tables on their own may be unclear. To address this, we are providing an updated table with clearer labeling. We will also note that peak observations are more appropriate than averages when evaluating whether parking is adequate. If further analysis is needed, we recommend collecting multiple counts throughout the day to capture parking activity beyond the two observed time periods.

Tables 4 and 5 Combined – Observed Monthly Peak at 10:00 am and 10:00 pm by Garage

	Observed Peak Occupancy by Month - Limited to 10:00 AM and 10:00 PM							
	4th St Garage		Morton Street Garage		Trades District Garage		Walnut Street Garage	
	10am	10pm	10am	10pm	10am	10pm	10am	10pm
June 24	53%	17%	43%	36%	24%	5%	28%	40%
July 24	44%	15%	40%	31%	13%	4%	27%	40%
Aug 24	52%	15%	50%	30%	14%	8%	40%	40%
Sept 24	63%	65%	67%	67%	24%	18%	51%	71%
Oct 24	60%	55%	57%	60%	25%	16%	56%	84%
Dec 24	57%	47%	50%	46%	18%	14%	49%	73%
Jan 25	37%	45%	40%	49%	11%	16%	41%	56%
Feb 25	55%	45%	50%	55%	22%	14%	48%	71%
Mar 25	60%	56%	50%	59%	22%	14%	46%	78%
Apr 25	53%	51%	60%	52%	21%	18%	60%	64%
May 25	55%	40%	43%	43%	16%	14%	44%	49%

	4th St Garage		Morton Street Garage		Trades District Garage		Walnut Street Garage	
Garage Inventory	524		511		360		346	
Observation Period	Morning	Evening	Morning	Evening	Morning	Evening	Morning	Evening
Peak Observation	332	343	342	341	89	66	207	290
% Occupancy	63%	65%	67%	67%	25%	18%	60%	84%

Notes:

Manual counts at each location at 10:00 am and 10:00 pm (other hours may be higher)

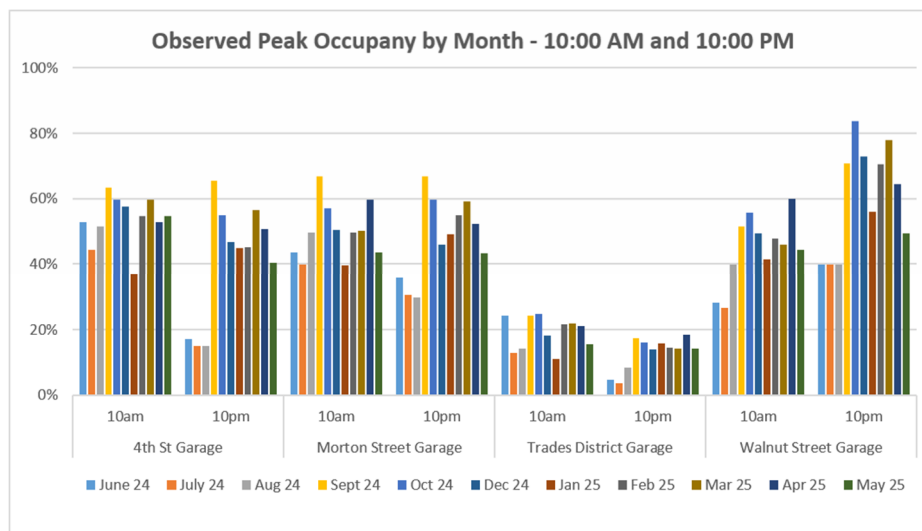
No data for November 2024 due to staffing

Data available for most days of the other 12 months; less than 5% missed in other months due to staffing

Includes Monday – Sunday counts, excluding Holidays

IU Homecoming Weekend – October

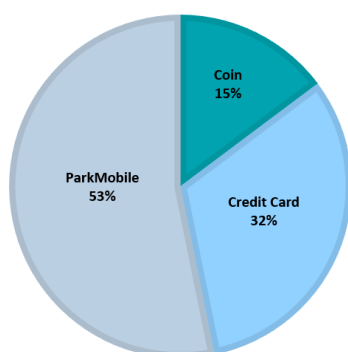
IU Family Weekend - September



P. 26 – The exclusion of the ParkMobile data for occupancy. Revenue and payments are annual and do not occur equally over time, thus the occupancy would be inaccurate. Physical counts are not done for on-street parking. The point of the analysis is to determine where meters generate revenue and to use this data to eliminate physical meters where appropriate. We detailed this by revenue at the meter using the data and GIS mapping of the meters.

We are including a review of the revenue by source as follows:

- The percentage of payments from ParkMobile, Coin and credit card will be included. ParkMobile accounts for just over half the payments, with the remainder taking place at the meter. Coins account for 15% of the payments at the meter.



We did use the ParkMobile payment data to calculate usage by block on the revenue side, but this does not provide an accurate picture of parking occupancy, as occupancy would not occur equally across the board. This information can be provided in the appendix.

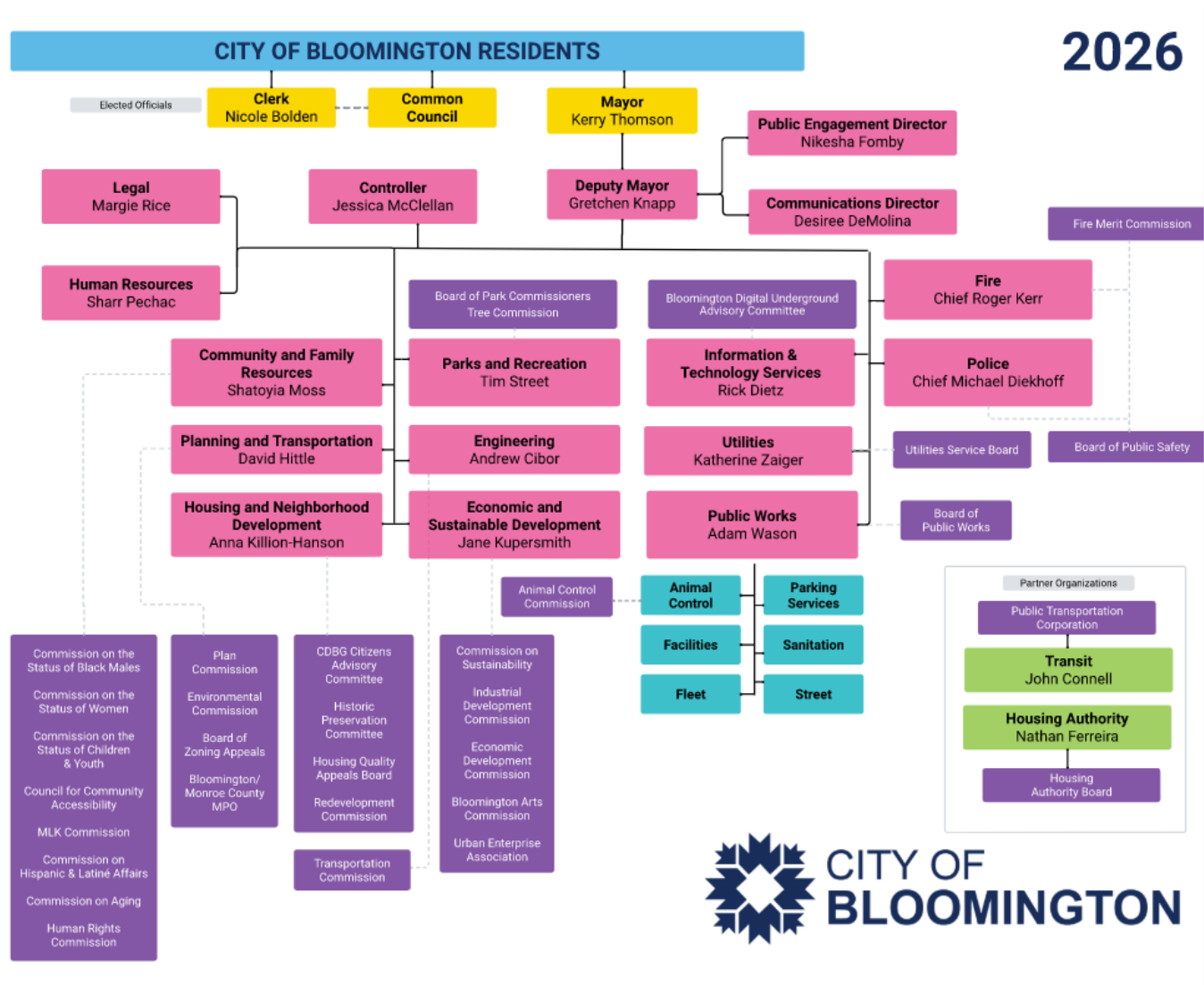


Block #	Cash	Credit	ParkMobile	Total Revenue
1	\$235.30	\$845.85	\$2,833.50	\$3,914.65
2	\$139.15	\$447.60	\$2,691.25	\$3,278.00
3	\$2,867.00	\$7,879.95	\$621.60	\$11,368.55
4	\$860.50	\$3,252.05	\$10,070.20	\$14,182.75
5	\$550.80	\$1,980.30	\$5,707.40	\$8,238.50
6	\$654.60	\$1,784.95	\$6,718.65	\$9,158.20
7	\$666.40	\$2,278.60	\$12,958.40	\$15,903.40
8	\$206.45	\$603.85	\$2,985.65	\$3,795.95
9	\$643.70	\$1,214.45	\$11,927.25	\$13,785.40
10	\$4,174.45	\$8,316.10	\$14,903.85	\$27,394.40
11	\$194.15	\$479.00	\$2,112.30	\$2,785.45
12	\$828.55	\$1,719.55	\$3,854.95	\$6,403.05
13	\$2,904.00	\$6,615.80	\$11,771.60	\$21,291.40
14	\$1,655.85	\$4,779.80	\$7,571.00	\$14,006.65
15	\$856.90	\$3,012.85	\$2,979.95	\$6,849.70
16	\$12,076.70	\$18,030.85	\$25,800.95	\$55,908.50
17	\$1,574.15	\$4,663.80	\$8,333.20	\$14,571.15
18	\$3,637.50	\$10,858.10	\$10,551.40	\$25,047.00
19	\$8,929.60	\$8,815.15	\$8,315.20	\$26,059.95
20	\$18,724.80	\$24,874.50	\$32,505.20	\$76,104.50
21	\$3,106.95	\$5,961.80	\$12,972.95	\$22,041.70
22	\$6,425.85	\$20,342.60	\$20,225.95	\$46,994.40
23	\$10,426.10	\$17,657.55	\$21,928.05	\$50,011.70
24	\$15,341.40	\$32,289.05	\$38,391.60	\$86,022.05
25	\$14,782.55	\$32,052.25	\$38,898.80	\$85,733.60
26	\$15,027.60	\$30,110.70	\$43,147.50	\$88,285.80
27	\$5,794.95	\$14,665.60	\$19,434.90	\$39,895.45
28	\$6,888.70	\$15,119.80	\$18,354.25	\$40,362.75
29	\$3,187.60	\$8,063.20	\$18,097.85	\$29,348.65
30	\$4,769.55	\$16,501.55	\$29,476.85	\$50,747.95

Block #	Cash	Credit	ParkMobile	Total Revenue
31	\$3,355.15	\$6,739.20	\$8,821.65	\$18,916.00
32	\$10,380.40	\$24,000.40	\$20,462.75	\$54,843.55
33	\$19,178.50	\$38,536.55	\$54,905.95	\$112,621.00
34	\$40,171.35	\$81,200.15	\$110,639.00	\$232,010.50
35	\$20,120.70	\$35,203.90	\$47,153.25	\$102,477.85
36	\$16,974.65	\$36,543.30	\$40,529.50	\$94,047.45
37	\$14,597.15	\$27,918.75	\$34,822.90	\$77,338.80
38	\$10,878.45	\$23,096.65	\$39,264.25	\$73,239.35
39	\$8,211.35	\$19,874.75	\$43,394.85	\$71,480.95
40	\$2,570.10	\$5,864.40	\$6,512.20	\$14,946.70
41	\$8,438.65	\$16,993.20	\$17,373.70	\$42,805.55
42	\$8,870.00	\$20,096.35	\$22,090.05	\$51,056.40
43	\$28,047.30	\$56,722.05	\$52,996.85	\$137,766.20
44	\$29,538.60	\$68,751.85	\$95,021.15	\$193,311.60
45	\$11,686.75	\$28,372.35	\$36,524.65	\$76,583.75
46	\$12,048.95	\$26,414.65	\$45,597.15	\$84,060.75
47	\$19,370.65	\$65,486.90	\$139,637.75	\$224,495.30
48	\$13,704.95	\$31,955.45	\$68,998.30	\$114,658.70
49	\$4,471.55	\$8,523.65	\$8,785.15	\$21,780.35
50	\$2,596.40	\$5,159.00	\$4,428.55	\$12,183.95
51	\$643.00	\$1,992.75	\$1,623.00	\$4,258.75
52	\$2,185.75	\$4,969.10	\$14,088.80	\$21,243.65
53	\$5,675.40	\$10,539.30	\$12,661.35	\$28,876.05
54	\$2,496.05	\$6,826.95	\$7,835.00	\$17,158.00
55	\$6,420.20	\$16,706.55	\$16,000.75	\$39,127.50
56	\$5,159.00	\$12,155.50	\$31,504.75	\$48,819.25
57	\$9,724.40	\$26,075.80	\$55,909.90	\$91,710.10
58	\$2,202.70	\$4,760.10	\$11,632.95	\$18,595.75
59	\$0.00	\$0.00	\$0.00	\$0.00
60	\$803.60	\$979.60	\$686.30	\$2,469.50
61	\$1,530.85	\$2,382.60	\$3,655.30	\$7,568.75
Total	\$470,184.35	\$1,020,058.95	\$1,499,699.90	\$2,989,943.20

Note: Surface Lot revenues included, Lot 1=47, Lot 3=44, Lot 5=36, Lot 6=60

P. 44 City Organizational Chart. The chart in the report was taken directly from the City website in 2025. We did manually make a correction to the Controller position to Geoff McKim on the chart that was publicly available in 2025. Since it is now 2026, we did another search and found the following Organizational Chart, although it was from a PDF and not directly from the City website. It includes some updates, but still includes some old names. We will again update the Controller to Geoff McKim and remove Nikesha Famby, as the Public Engagement Director, as we have been informed she is no longer in that position. If there is a better organizational chart made available, we are happy to include but can't be held responsible for what is publicly available or provided.



Source: City of Bloomington, 2026 Org Charts

P. 51 – We will reference the Comprehensive Parking Policy and provide insight as suggested.

- Happy to discuss the recommendations, survey of similar cities, and policy settings.

P. 61 Citations – the data provided on the appeals is provided below. We will include this in the report.

APPEAL YEARS	Citations Issued	Appeal	% Appealed	Citations Upheld	% Upheld	Dismissed	% Dismissed	Appeals Cancelled
2009	29,804	6582	22%	1947	29%	4620	70%	15
2010	48,288	5301	11%	1957	37%	3294	62%	50
2011	44,514	4631	10%	1270	27%	3397	73%	30
2012	42,695	4325	10%	1583	36%	3167	73%	21
2013	46,417	3690	8%	1779	48%	2147	58%	28
2014	50,031	3915	8%	1707	43%	2335	59%	48
2015	39,310	3155	8%	1398	44%	1888	59%	8
2016 BPD	28,124	2419	9%	1180	48%	1257	52%	8
2017 BPD	28,195	2660	9%	1310	49%	1385	52%	1
2018 BPD	31,817	3414	11%	1736	50%	1706	50%	7
2009-2018 Total/Average	389,195	40,092	11%	15,867	39%	25,196	61%	216
2019 BPD	20,437	3,006	14.7%	940	31%	2066	69%	4
2020 BPD	14,672	1,935	13.2%	1,212	63%	725	37%	3
2021	28,124	2,419	11.6%	1,180	49%	1,257	52%	8
2022	23,650	2865	12%	1,164	41%	1,743	61%	1
2023	56,671	7652	13.5%	2,540	33%	5,176	68%	1
2024	52,402	7546	14.4%	3079	44%	4519	60%	5
2025-June	21,201	2908	14%	1703	59%	1181	41%	49
2023-June 2025 Total/Average %	130,274	18106	13.9%	7,322	40%	10,876	60%	71

COVID YEARS- 5 OFFICERS SHORT 2020-2022

The number of citations written between 2009 – 2018 was 389,195. Of these, 25,196 were dismissed. This equates to 6% (6.47%) of the written citations being dismissed. We should also include the cancelled appeals, bringing the total percentage that were not upheld to 7% (6.53%).

We only considered the citations from 2023 and 2024, which were full years not impacted by Covid and short staffing. During these two years, the total citations issued were 109,073. Dismissed was 9,695, or 9% (8.89%). We should include the cancelled appeals, which does not change the total percentage that were not upheld (8.89%)

It is a small increase (from 6.53% to 8.89%) but it is an increase, albeit a small up-tick. We will go into more detail on this item and provide some additional recommendations. The table above indicates 49 appeals were cancelled in the first six months of 2025, compared to single digit cancelled appeals for the full years between 2015 and 2024.

Bloomington Parking Rate Study & Comprehensive Review

August 2026



WALKER
CONSULTANTS

Executive Summary



Purpose

Provide a review and recommendations on parking rates, policies, and technology to deliver effective parking services while aligning with the City's goals.



Overview of Findings

Bloomington's parking system is well-utilized and well-managed with strong assets and opportunities to modernize, communicate better, and strengthen long-term financial sustainability.

At a Glance



~ 3,400

Downtown parking spaces (on-street & off-street)



Financial Opportunity

Rate and policy updates can strengthen long-term sustainability



Strong Support

Stakeholders value parking investments and improvements

Findings to Recommendations

Our recommendations are informed by what we heard, what the data show, and best practices.



Findings

Data, analysis, and stakeholder input reveal needs and opportunities



Insight

Identify key themes



Recommendations

Actions and strategies designed to address the needs and advance City goals



Outcomes

An updated and user-friendly parking system that supports mobility and economic vitality

Key Findings



On-street rates are outdated and do not encourage turnover

Rates have not kept pace with costs or market conditions



Parking technology is outdated

On-street and off-street technology is at the end of its life and inconsistent, which limits user convenience and operational efficiency



Communication opportunity

Parking information can be difficult to find, and signage lacks consistency, creating user confusion



Financial Sustainability

Strategic rate adjustments and operational efficiencies are needed to fund asset maintenance and future investments



Need for transparency and accountability

Many parkers do not understand parking fees and would like to understand the cost of the parking system operations, the cost, and how the money collected is being used to benefit the City

Organizational Recommendations



Centralize citation appeals within Parking Services

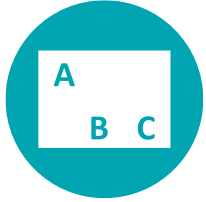


Establish a clear parking services mission statement



Adopt a data-driven approach to parking operations and management with recurring transparency of key performance indicators

Policy Recommendations



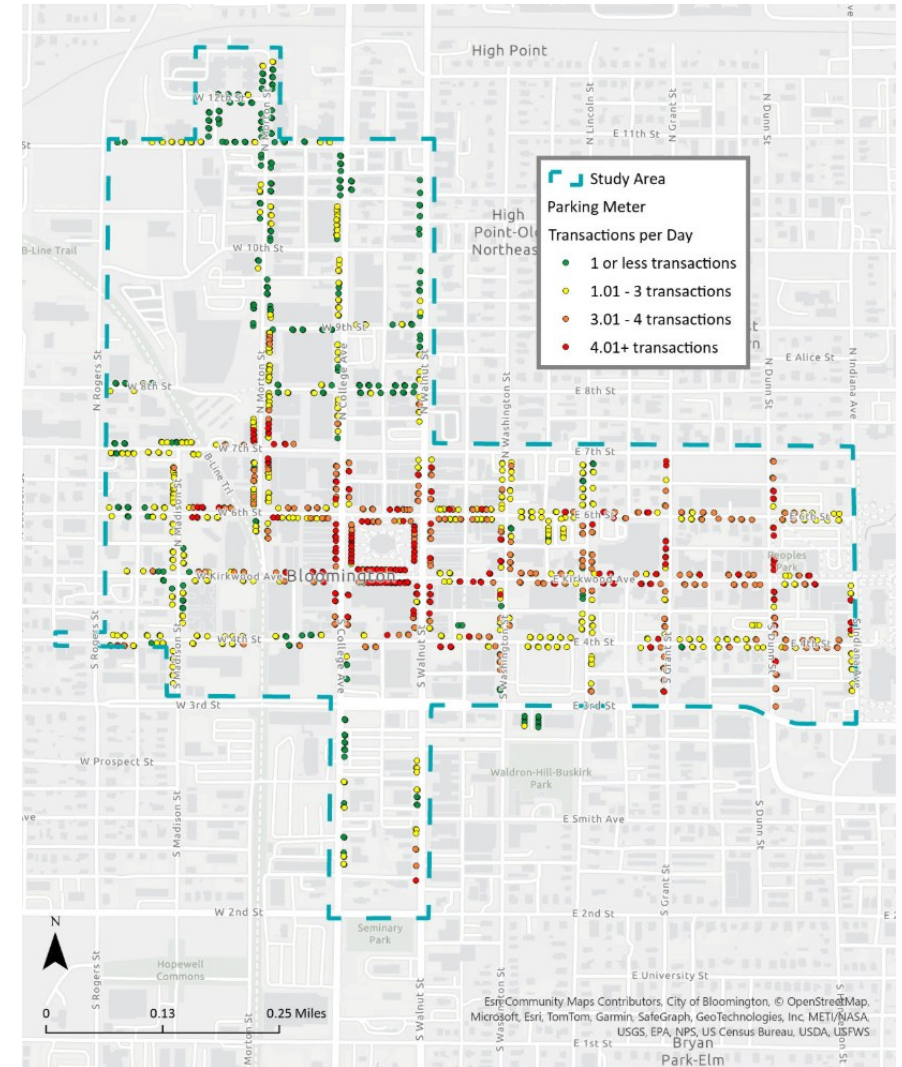
Implement zone-based pricing



Adjust parking rates



Reduce paid parking enforcement hours



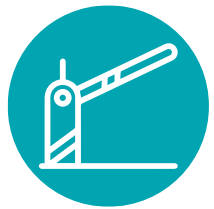
Operations and Technology Recommendations



Transition to multi-space on-street meters



Upgrade the enforcement system to include Mobile License Plate (LPR) technology and move to fully digital permits



Replace existing off-street gated parking equipment

Communications, Branding, & Wayfinding Recommendations



Create a recognizable City of Bloomington parking system logo and brand identity



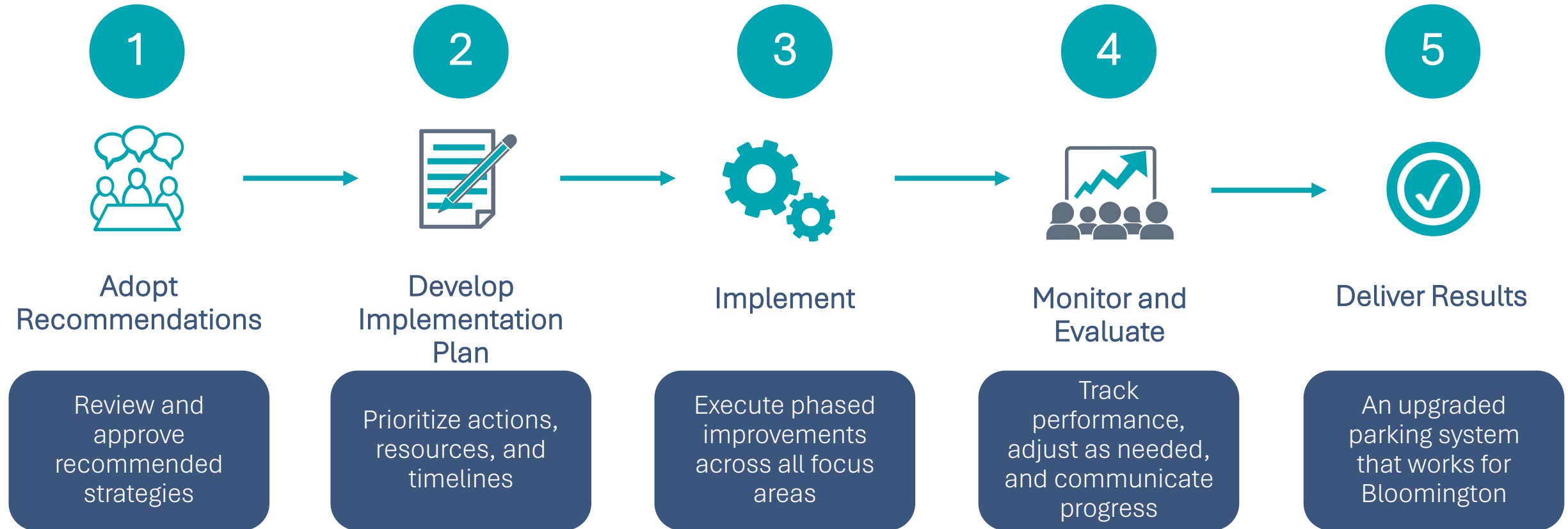
Develop and launch an ongoing parking system communications and marketing campaign



Install informational signage at key locations



Next Steps



Thank You!

Q & A





Council Staff Memorandum

To: Members of the Common Council
From: Council Staff
Date: August 5, 2026
Re: Ordinance 2026-18 Adopting Guidelines and Requiring Formal Written Commitments as a Condition of Eligibility for On-Premises Alcoholic Beverage Permits within Eligible Statutory Districts

Executive Summary

Ordinance 2026-18 establishes the City of Bloomington's guidelines and local review process for additional on-premises alcoholic beverage permits authorized under Indiana Code 7.1-3-20 ("Guidelines"). It also requires applicants to enter into formal written commitments to comply with the City's Guidelines as a condition of permit eligibility pursuant to Indiana Code 7.1-3-19-17. While the Indiana Alcohol and Tobacco Commission (IATC) retains exclusive authority to issue these permits, state law allows the City to require the formal written commitments and to make recommendations for certain permits.

The City currently has two districts that are eligible for additional alcohol beverage permits outside of the state's normal quota system: the Courthouse Square Historic District and the Downtown Redevelopment (TIF) District. The city also has the ability to create additional qualifying districts in the future via legislation under Ind. Code 7.1-3-20. These Guidelines and the formal written commitment requirement would apply to those districts. The Guidelines are meant to increase transparency and availability to a wide variety of Bloomington establishments, particularly those small, independent businesses that add to the vitality, beauty, and character of the City.

Background and Legal Authority

Indiana Code 7.1-3-20 authorizes the issuance of additional on-premises alcoholic beverage permits within a variety of qualifying districts. Indiana typically issues alcoholic beverage permits under a quota system where municipalities are issued a fixed number of permits based on population. The legislature has also allowed the IATC to issue permits outside of the existing quota system when certain criteria are met.

The City of Bloomington has two existing eligible districts. The Courthouse Square Historic District is eligible for additional permits under Indiana Code 7.1-3-20-16(g), which applies to the area around a historic district that is registered on the National Register of Historic Places and contains a county courthouse, a historic opera house, and a historic jail or sheriff's house. Businesses that are located inside of the district and within 1500 feet of the district are eligible to apply. The Courthouse Square Historic District meets these criteria.

The second existing eligible district is the Downtown Redevelopment (TIF) District. Indiana Code 7.1-3-20-16.8(q) permits the IATC to issue two additional on-premises alcoholic beverage permits within Bloomington's qualifying downtown redevelopment district (or a revitalization district, if applicable). This section of code is specific to Bloomington.

Although the permits are ultimately issued by the IATC, state law assigns municipalities an active role in the application process under Ind. Code 7.1-3.20, requiring the applicant to obtain a recommendation from the municipality. Additionally, the Common Council can require applicants to enter into a formal written commitment as a condition to eligibility and renewal for the alcoholic beverage permits under Ind. Code 7.1-3-19-17.

Description

Ordinance 2026-18 establishes the City of Bloomington's process for reviewing and recommending applications for the alcoholic beverage permits. Specifically, the ordinance:

- Recognizes Bloomington's existing eligible districts;
- Adopts the Guidelines that would apply to the existing district and any future district established by the Common Council in accordance with Ind. Code 7.1-3.20;
- Designates the Economic and Sustainable Development Department to administer the program, evaluate applications, and provide recommendations to the Common Council;
- Requires each applicant for one of these permits to enter into a formal written commitment to abide by the Guidelines, the form of which is attached and incorporated into the Ordinance as a condition of permit eligibility;
- Establishes that applicants who do not meet the Guidelines are subject to denial, enforcement, or termination procedures established under the Guidelines and available under Indiana law.

THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON, INDIANA,

ORDINANCE NO. 2026-18

ADOPTING GUIDELINES AND REQUIRING FORMAL WRITTEN COMMITMENTS AS A CONDITION OF ELIGIBILITY FOR ON-PREMISES ALCOHOLIC BEVERAGE PERMITS WITHIN ELIGIBLE STATUTORY DISTRICTS.

Preamble

Whereas, Ind. Code chapter 7.1-3-20 regulates how the Indiana Alcohol and Tobacco Commission (“IATC”) issues alcoholic beverage permits throughout the State of Indiana; and

Whereas, Indiana law generally sets a maximum permit quota for each municipality based on population under Ind. Code 7.1-3-22, except under specific circumstances where the legislature has made additional permits available outside of the quota provisions; and

Whereas, the City currently has two existing districts that are subject to additional permits outside of the quota provisions—a historic district and a downtown redevelopment district; and

Whereas, Ind. Code 7.1-3-20-16(g) authorizes the IATC to issue up to fifteen (15) additional on-premises alcoholic beverage permits throughout the state, without regard to the quota provisions of I.C. 7.1-3-22, within, or not more than 1,500 feet from, a historic district containing a county courthouse, a historic opera house, and a historic jail or sheriff’s house (“Historic District Licenses”); and

Whereas, Bloomington has a qualifying historic district known as the Courthouse Square Historic District, which is depicted in the map attached and incorporated into this Ordinance as **Exhibit A**.

Whereas, Ind. Code 7.1-3-20-16.8(q) authorizes the IATC to issue two (2) additional on-premises alcoholic beverage permits, without regard to the quota provisions of I.C. 7.1-3-22, within a downtown redevelopment district or downtown economic revitalization area in the City of Bloomington, Indiana (“Downtown Licenses”); and

Whereas, Ind. Code 7.1-3-20-16.8(q) requires an applicant for one of the Downtown Licenses to be a proprietor, an owner or lessee, or both, of a restaurant located within the city’s downtown redevelopment district or downtown economic revitalization area; and

Whereas, the City of Bloomington Common Council authorized the Bloomington Redevelopment Commission to create the City’s Downtown Redevelopment District in Resolution 85-14 and to expand it in Resolutions 90-1 and 10-36, all of which were later incorporated into the Consolidated Tax Increment Financing District in 2015;

Whereas, the map attached as **Exhibit B** depicts the Downtown Expanded Redevelopment District area; and

Whereas, the Common Council desires to establish additional criteria and guidelines for applicants to receive their recommendation for a three-way permit (“Guidelines”), and those proposed Guidelines are attached to this Ordinance as **Exhibit C**; and

Whereas, Indiana Code 7.1-3-19-17 permits the City, by ordinance, to require permit applicants for a variety of special alcohol permit district licenses to enter into formal written commitments to ensure the establishment aligns with the local economic or development goals of the city; and

Whereas, the City desires to require any applicant for Historic District Licenses, Downtown Licenses, or any other permissible licenses and provisions found under Ind.

Whereas, a copy of the proposed formal written commitment for permit applicants is attached to this ordinance as **Exhibit D**.

Section 1. The Common Council recognizes that the City currently has two qualifying districts for non-quota alcohol permits under Ind. Code sections 7.1-3-20-16 (“Courthouse Square Historic District”) and 7.1-3-20-16.8 (“Downtown Redevelopment District”), which are accurately depicted in maps attached and incorporated into this Ordinance as **Exhibit A** and **Exhibit B**. The City by and through the Common Council also has the ability under Indiana law to establish additional districts that may qualify for additional alcoholic beverage permits.

Section 3. Any District Permit Applicant located within the boundaries of a qualifying district as outlined in Ind. Code chapter 7.1-3-20 and that meet the City's Guidelines outlined in **Exhibit C** may be recommended by the Council to the IATC.

Section 4: ESD shall receive and evaluate applications against the Guidelines and advise Council regarding whether to recommend the business for a District Permit to the IATC.

Section 5. Any new or renewal application for a District Permit approved by the ESD shall abide by the Guidelines set forth in this ordinance. In the event that an applicant is not in compliance with the Guidelines and their formal written commitment, ESD shall follow the process for revocation, denial or termination as set forth in Indiana Code.

Section 6. Severability. If any section, sentence or provision of this ordinance, or the application thereof to any person or circumstances shall be declared invalid, such invalidity shall not affect any of the other sections, sentences, provisions or applications of this ordinance which can be given effect without the invalid provision or application, and to this end the provisions of this ordinance are declared to be severable.

Section 7. Effective Date. This Ordinance shall be in full force and effect from and after its adoption by the Common Council and approval by the Mayor.

Passed by the Common Council of the City of Bloomington, Monroe County, Indiana,
upon the day of , 2026.

Isak Nti Asare
President, City of Bloomington

Attestation of Bloomington City Clerk:

Nicole Bolden
Clerk, City of Bloomington

Presentation by Bloomington City Clerk:

Presented by me to the Mayor of Bloomington, Monroe County, Indiana, upon this
day of _____, 2026:

Nicole Bolden
Clerk, City of Bloomington

Approval by Mayor

Signed and approved by me upon this _____ day of _____, 2026:

Kerry Thomson
Mayor, City of Bloomington

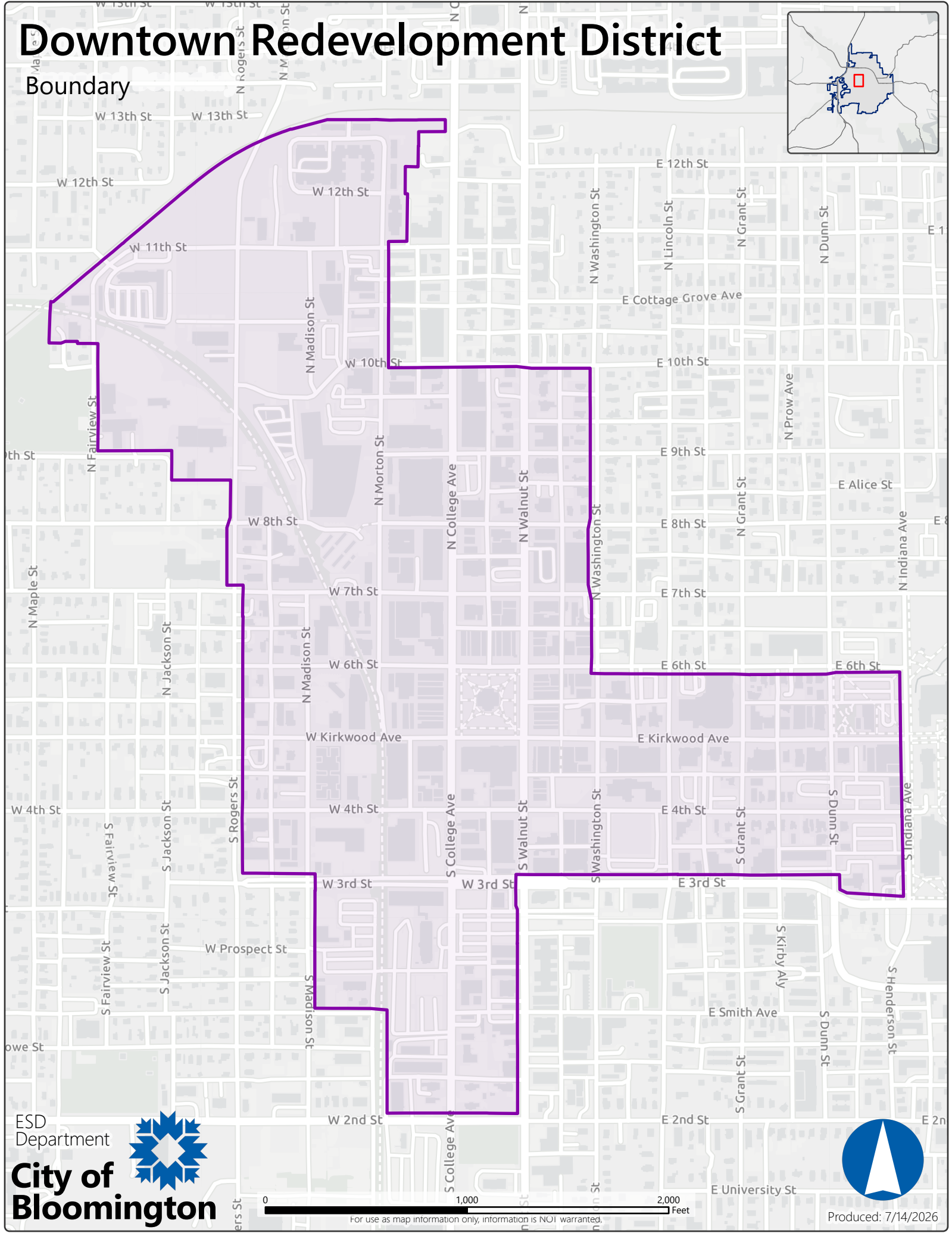
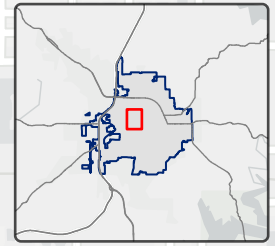
Synopsis
This Ordinance establishes guidelines for any applicant to eligible alcohol permit programs found in Ind. Code 7.1-3-20, including those eligible licenses within the City’s existing Downtown Redevelopment District and Historic District. This Ordinance requires applicants to enter into a formal written commitment pursuant to Ind. Code 7.1-3-19-17 as a condition of eligibility.

Exhibit A
Map of Courthouse Square Historic District
with 1,500 Foot Fringe

Exhibit B
Map of Downtown Redevelopment District

Downtown Redevelopment District

Boundary



ESD
Department



**City of
Bloomington**

0 1,000 2,000 Feet
For use as map information only, information is NOT warranted.



Produced: 7/14/2026

Exhibit C
Alcoholic Beverage District Guidelines

RULES, PROCEDURES, AND PUBLIC-INTEREST GUIDELINES FOR CITY-RECOMMENDED, CITY-CONTROLLED, OR CITY-INFLUENCED ALCOHOLIC BEVERAGE PERMITS

Indiana Code § 7.1-3-20 authorizes the issuance of certain alcoholic beverage permits for restaurants located in or associated with specified redevelopment, riverfront, historic, cultural, economic development, or other qualifying areas (“Eligible District”). The City of Bloomington (“City”) recognizes that such permits are scarce public economic development tools and should be allocated, recommended, supported, conditioned, renewed, or objected to through a transparent, predictable, low-burden, public-interest-oriented process;

The City seeks to ensure that City-recommended alcoholic beverage permits support restaurants, locally rooted entrepreneurship, economic vitality, responsible alcohol service, public safety, workforce standards, neighborhood compatibility, quality of place, public input, and adopted City plans. To that end the City has established the following rules to protect the public interest but also to permit access and support for small, independent, and locally owned restaurants.

These Guidelines are intended to:

1. separate the establishment of an eligible district from the later review of specific permit applicants;
2. ensure that special alcoholic beverage permits serve public economic development purposes;
3. Provide pathways for local input before City support is provided;
4. prioritize restaurant-oriented uses over alcohol-consumption-focused uses;
5. support locally rooted businesses and neighborhood-compatible development;
6. establish predictable and low-burden procedures for applicants;
7. provide ongoing accountability after City support is given.

Covered Permits

These Guidelines apply to any City-Influenced District Permit (“District Permit”), meaning any alcoholic beverage permit for which Indiana Code provides the City of Bloomington, the Bloomington Common Council, or another City entity with authority and discretion to recommend, support, condition, object to, monitor, or otherwise participate in the permit process, including:

1. permits associated with a municipal riverfront development project under Indiana Code § 7.1-3-20-16(d) and Indiana Code § 7.1-3-20-16.1;
2. permits associated with a historic district or other qualifying district under Indiana Code § 7.1-3-20-16;
3. permits authorized for the City of Bloomington under Indiana Code § 7.1-3-20-16.8;
4. permits issued without regard to ordinary quota limitations and tied to economic development, redevelopment, downtown vitality, riverfront development, historic preservation, or similar public purposes; and
5. any alcoholic beverage permits for which Indiana Code provides a role for municipal recommendation, approval, written commitment, objection, or other municipal action.

Minimum Eligibility Requirements

Unless Council expressly waives a requirement where waiver is legally permissible and in the public interest, an applicant seeking City support for a District Permit must satisfy the following minimum eligibility requirements:

1. **City Location.** The proposed permit premises must be located within the corporate boundaries of the City of Bloomington.
2. **Eligible District.** The proposed permit premises must be located within the Eligible District or geographic area required by the applicable Indiana Code provision.

3. **Restaurant Requirement.** The applicant must operate, or propose to operate, a Retailer Restaurant with at least sixty percent (60%) of gross retail income being attributed to food sales (excluding carry-out and catering).
4. **Proprietor Requirement.** The applicant must be the proprietor, as owner or lessee, or both, of the Restaurant and proposed permit premises where required by applicable Indiana Code.
5. **Indiana Formation and Local Office.** If the applicant is an entity, the applicant's jurisdiction of formation must be Indiana, and the applicant's principal office address must be located in Monroe County, Indiana.
6. **Local Ownership.** More than fifty percent (50%) of the ownership interests in the applicant must be owned by one or more individuals whose primary home address is located in Monroe County, Indiana, unless Council determines that a different ownership structure substantially advances the public purposes of these Guidelines.
7. **No Existing Three-Way Permit for Proposed Premises.** The applicant may not hold or use an existing three-way alcoholic beverage permit for the proposed permit premises unless the applicant transfers the existing permit, places the existing permit in escrow, or otherwise resolves the existing permit in accordance with Indiana Alcohol and Tobacco Commission requirements and applicable Indiana Code before receiving City support for a District Permit.
8. **Minimum Operations.** The business must be open and operational for at least two hundred sixteen (216) days each calendar year, unless Council grants a written exception for good cause.
9. **Closing Time.** The business shall not remain open to the public past 12:00 a.m., unless Council expressly approves a different closing time in the Written Agreement.
10. **Living Wage Compliance.** The business shall comply with the City of Bloomington's Living Wage Ordinance to the extent applicable. Compliance shall be demonstrated by an annual affidavit submitted to the City.
11. **City Good Standing.** The business must be in good standing with all applicable departments of the City of Bloomington, as verified by City staff.
12. **External Good Standing.** The business must provide evidence of good standing, as applicable, with the Monroe County Health Department, the Indiana Department of Revenue, and the Indiana Secretary of State.
13. **Insurance.** The business must submit proof of compliance with all applicable local, state, and federal insurance requirements.
14. **Application Compliance.** The business must comply with all application procedures required by the City and the Indiana Alcohol and Tobacco Commission.
15. **Written Agreement.** The business must execute a Written Agreement with the city of Bloomington before the City transmits a favorable recommendation, approval, support letter, or other supporting action to the Indiana Alcohol and Tobacco Commission.
16. **Economic Vitality Statement.** The applicant must submit a written statement describing the expected impact of the District Permit on business operations and explaining how the business will contribute to the economic vitality of the applicable Eligible District.
17. **Continuing Compliance.** The business must remain in compliance with these Guidelines, applicable Indiana Code, applicable local ordinances, Indiana Alcohol and Tobacco Commission requirements, any applicable Written Agreement and its Formal Written Commitment throughout the period in which it seeks issuance, renewal, or operation of a District Permit.

Application Process

The application for District Permits will be available online via the City's Enterprise Licensing Platform and may require:

1. applicant name and contact information;
2. ownership and management information;
3. proposed permit premises;
4. proof of ownership, lease, or site control;
5. description of business;

6. proposed menu;
7. proposed hours of operation;
8. responsible alcohol service plan;
9. economic vitality statement;
10. ownership certification;
11. good-standing certifications;
12. insurance documentation;
13. signed acknowledgment of these Guidelines; and
14. willingness to execute a Written Agreement.

The City and the Bloomington Common Council may require additional materials when necessary to evaluate eligibility, public impact, or compliance.

Public Input and Public Presentation

The City may require Applicants to make a public presentation before the Common Council or a committee of Council before Council takes final action on a recommendation, approval, support letter, Formal Written Commitment, or other City action related to a District Permit.

Council may receive written public comment before acting on an application.

A public presentation may include:

1. the proposed business concept;
2. the proposed premises;
3. ownership and management structure;
4. menu and service model;
5. expected hours of operation;
6. responsible alcohol service plan;
7. anticipated public benefits;
8. compliance with the City's eligibility requirements;
9. consistency with permit-cycle preferences;
10. any requested exception, waiver, or special condition.

Council may use a streamlined public process for applications that clearly satisfy the eligibility requirements, present no material compliance concerns, and align with the City's stated preferences.

Evaluation Criteria

After determining whether an applicant satisfies the minimum eligibility requirements, the City may evaluate the application using public-interest criteria, including:

1. contribution to the beauty and vitality of downtown, riverfront, or district;
2. local ownership and local entrepreneurship;
3. activation of vacant, underused, or strategically important properties;
4. public safety impacts;
5. accessibility and walkability;
6. consistency with adopted City plans;
7. workforce practices;
8. responsible alcohol service;
9. likelihood of year-round operation;
10. ability to draw residents and visitors to the district; and
11. consistency with permit-cycle preferences adopted or published by Council and/or city offices.

The City may weigh these criteria as it determines appropriate for the permit type, district, application cycle, and public purpose.

Non-transferability and Anti-Speculation

A District Permit shall not be transferred, sold, assigned, relocated, pledged, monetized, or otherwise conveyed except to the extent expressly allowed by Indiana Code and approved in writing by the City.

The City shall not support the transfer, sale, assignment, relocation, or other conveyance of a District Permit unless the City determines that the action is lawful, consistent with Indiana Code, consistent with the applicable Written Agreement, and consistent with the public purposes of these Guidelines.

The City may require documentation showing that the value of a District Permit is not being sold, capitalized, or transferred as part of a business sale or ownership transaction, except to the extent permitted by Indiana Code.

Notice of Material Changes

A Permit Holder shall provide written notice to the City before making any material change, or within a reasonable time if advance notice is impracticable.

A material change made without required notice or approval may constitute grounds for Council to withdraw support, object to renewal, object to transfer, notify the Indiana Alcohol and Tobacco Commission of noncompliance, or pursue any other lawful remedy.

Annual Compliance Affidavit

Each Permit Holder operating under a District Permit for which the City has provided a recommendation, approval, Written Agreement, Formal Written Commitment, or other required municipal action shall submit an annual compliance affidavit on a form approved by the City.

The affidavit shall certify, at minimum, that the business:

1. remains in operation as a Restaurant;
2. remains located at the approved permit premises;
3. remains in good standing with applicable public agencies;
4. maintains required insurance;
5. has not transferred or attempted to transfer the District Permit except as allowed by Indiana Code and approved by Council;
6. has provided notice of any Material Change;
7. has complied with applicable wage requirements;
8. has complied with applicable operating-day and operating-hour requirements;
9. has complied with its Written Agreement;
10. continues to satisfy the public-purpose commitments made in its application.

The City may request reasonable supporting documentation if the affidavit is incomplete, if staff identifies a compliance concern, or if Council receives credible information suggesting noncompliance.

Cessation of Operations

If business operations cease at the permit premises for more than six consecutive months, the District Permit shall be handled in accordance with applicable Indiana Code.

Where applicable Indiana Code provides that a District Permit reverts to the Indiana Alcohol and Tobacco Commission after business operations cease for more than six months, the City may notify the Indiana Alcohol and Tobacco Commission of the cessation of operations and request action consistent with Indiana Code.

Council may recognize good-cause circumstances when deciding whether to withdraw support, object to renewal, or notify the Indiana Alcohol and Tobacco Commission, including casualty, fire, flood, construction, major repairs, health department closure, force majeure, or other circumstances beyond the Permit Holder's reasonable control.

City Objection or Withdrawal of Support

The City may withdraw support, object to renewal, object to transfer, object to relocation, notify the Indiana Alcohol and Tobacco Commission of noncompliance, or pursue any other lawful remedy if a Permit Holder:

1. materially changes the business concept without required notice or approval;
2. ceases to operate as a Restaurant;
3. ceases operations for more than six consecutive months;
4. violates its Written Agreement or Formal Written Commitment;
5. violates applicable Indiana Code;
6. violates applicable local ordinances;
7. violates Indiana Alcohol and Tobacco Commission requirements;
8. creates persistent nuisance conditions;
9. fails to maintain good standing;
10. fails to maintain required insurance;
11. misrepresents material facts to the City or to the Indiana Alcohol and Tobacco Commission;
12. attempts to transfer, sell, assign, relocate, monetize, or otherwise convey the District Permit contrary to Indiana Code or these Guidelines.

Communications During Application Period

To protect fairness and transparency, applicants, owners, representatives, agents, employees, or persons acting on behalf of applicants shall direct substantive communications through a designated City contact or through the public meeting process.

The City may disregard or treat as a negative factor any attempt to circumvent published application procedures or communication rules.

Nothing in this section shall prohibit public comment, legally protected petitioning activity, or communications required by law.

Over-Subscription and Competitive Cycles

If more eligible applicants seek City support than there are available District Permits, the City may conduct a competitive review.

In a competitive review, the City may consider the Evaluation Criteria, any adopted and published permit-cycle preferences, public input, staff analysis, and any other lawful public-interest factor.

The City may recommend one applicant, multiple applicants, no applicants, or fewer applicants than the number of District Permits available.

Periodic Review

These Guidelines shall be reviewed by the Common Council not less than once every two years.

Council may conduct an earlier review after the first District Permit application cycle under these Guidelines, after establishment of any municipal riverfront development project, or upon request of Council members.

The review may include consideration of:

1. permit utilization;
2. compliance history;
3. economic development outcomes;
4. geographic distribution;
5. applicant diversity;
6. public safety impacts;
7. neighborhood impacts;
8. administrative burden;
9. legal developments;
10. whether these Guidelines continue to advance the City's public purposes.

The Common Council may amend, replace, suspend, or repeal these Guidelines by resolution or ordinance.

Relationship to Indiana Code and ATC Authority

The Indiana Alcohol and Tobacco Commission retains authority over the issuance, renewal, transfer, suspension, and revocation of alcoholic beverage permits as provided by Indiana Code.

If any provision of these Guidelines conflicts with Indiana Code or binding Indiana Alcohol and Tobacco Commission requirements, Indiana Code and binding Indiana Alcohol and Tobacco Commission requirements shall control.

Exhibit D
Written Commitment Form

FORMAL WRITTEN COMMITMENT

between
[BUSINESS NAME]
and the
CITY OF BLOOMINGTON, INDIANA
for a
District Alcohol Permit

This Formal Written Commitment ("Agreement") is between the City of Bloomington, Indiana ("City"), and [Restaurant Business Name] ("Business") and arises out of the following circumstances:

- A. Ind. Code chapter 7.1-3-20, allows the Indiana Alcohol and Tobacco Commission ("IATC") to issue alcoholic beverage permits outside of the state's quota system for certain established districts ("District Permit").
- B. The Common Council in Ordinance 2026-18, and pursuant to Indiana Code 7.1-3-19-17, requires District Permit applicants to enter into this Agreement as a condition of approval to ensure the applicant aligns with the public welfare and goals of the city.
- C. Council has set additional requirements for restaurants seeking the City's recommendation to the IATC to issue or renew a District Permit, which are attached hereto as **Exhibit A** ("Guidelines").
- D. The Business meets all eligibility requirements under Indiana law and the Guidelines for a District Permit.

NOW, therefore, in consideration of the above, the Parties agree as follows:

- 1. The Recitals above are incorporated into this Agreement, by reference.
- 2. Business's Responsibilities:
 - a. The Business is a "Restaurant," pursuant to the definition listed in Ind. Code § 7.1-3-20-9.
 - b. The Business complies with the "Eligibility Criteria" listed in the Guidelines, attached hereto and incorporated as **Exhibit A**.
 - c. The Business shall certify its compliance in accordance with the Eligibility Criteria and maintain compliance with and eligibility under the Guidelines while applying for, seeking the renewal of, or operating with a District Permit.

- d. If the Business ceases operations for six months, the District Permit reverts to the IATC.

3. City's Responsibilities:

- a. The Department of Economic and Sustainable Development ("ESD") on behalf of the City shall administer the application and renewal process for permit applicants. This includes, but is not limited to, creating and reviewing applications and processes, collecting necessary documents from the Business, and making recommendations regarding the Business's approval or renewal to Council.
 - b. In the event the Business is not compliant with the Guidelines, ESD shall initiate the process outlined under the "Enforcement" section of the Guidelines.
 - c. Upon review of the Business's application, documentation, and ESD's recommendation, the Bloomington Common Council shall either approve or deny this Agreement. Should Council approve this Agreement, it will provide a letter to the ATC recommending the Business for a District Permit.
 - d. Council may, upon recommendation from ESD, adopt a recommendation to either not renew or to revoke the Business's District Permit and send such recommendation to the ATC.
4. Recommending a Business to receive a District Permit or renewal is discretionary on the part of the City. The Business has no right to a recommendation or a District Permit, and no right to a recommendation for a District Permit based on any timelines. Thus, the City is not liable under any circumstances for the Business's failure to be granted a recommendation, a District Permit, or a renewal of a District Permit.
5. The Business understands that neither the Council nor ESD can guarantee the Business will receive a District Permit or renewal of such from the ATC; the City may only make recommendations to the ATC.
6. In the event the Business's alcohol permit is denied, revoked, not renewed, terminated, or ended for any reason, this Agreement shall automatically terminate. Furthermore, the Business shall not be entitled to a refund or compensation from Council, ESD, or the City of Bloomington.
7. Permits are not transferable, not portable within or without the district, and any renewal is subject to compliance with the terms of the City's ordinances, the

Guidelines, and this Agreement. The permits shall not be pledged as collateral or subject to any lien, judgment, property settlement agreement, or third-party claim.

8. The Business shall defend, indemnify, and hold harmless the Common Council, ESD, and City of Bloomington, and the officers, agents and employees of such from any and all claims, demands, damages, losses, liabilities, costs, and expenses or other liability including cybercrime perpetrated by or attributable to the Business, its employees, the Business's employees or agents (regardless of whether committed with or without the Business's knowledge or consent) arising out of or related to this Agreement, or occasioned by the reckless or negligent performance of any provision thereof, including, but not limited to, any reckless or negligent act or failure to act or any misconduct on the part of the Business or its agents or employees, or any independent contractors directly responsible to it (collectively "Claims").
9. Any notice required by this Agreement shall be made in writing to the individuals/addresses specified below:

City of Bloomington

- A. City of Bloomington Common Council
401 N Morton St., Suite 110
Bloomington, IN 47404
- B. City of Bloomington Legal Department
401 N Morton St., Suite 220
Bloomington, IN 47404
- C. City of Bloomington Economic and Sustainable Development Department
401 N Morton St., Suite 150
Bloomington, IN 47404

BUSINESS

[Business Address]

Copy to: [Business Register Agent or Attorney]

Nothing contained in this Article shall be construed to restrict the transmission of routine communications between representatives of the Council, ESD, or the City of Bloomington and the Business.

10. This Agreement shall be governed by the laws of the State of Indiana. Venue of any disputes arising under this Agreement shall be in the Monroe Circuit Court, Monroe County, Indiana.

11. Neither the City, ESD, Council, nor the Business may assign any rights or duties under this Agreement without the prior written consent of the other party. Unless otherwise stated in the written consent to an assignment, no assignment will release or discharge the assignor from any obligation under this Agreement.
12. The Business shall comply with City of Bloomington Ordinance 2.23.100, et seq., and all other federal, state and local laws and regulations governing non-discrimination, including but not limited to employment. The Business understands that the City of Bloomington prohibits its employees from engaging in harassment or discrimination of any kind. If the Business believes that a City employee engaged in such conduct towards the Business and/or any of its employees, the Business or its employees may file a complaint with ESD, and/or with the City of Bloomington Human Resources department. The City takes all complaints of harassment and discrimination seriously and will take appropriate disciplinary action if it finds that any City employee engaged in such prohibited conduct. Any breach of this section is a material breach and will be cause for termination of this Agreement.
13. This Agreement has been duly authorized, executed and delivered by the Parties and is the legal, valid and binding obligation of the Parties, enforceable in accordance with its terms and conditions. The undersigned signatories for each Party represent that the undersigned signatories have been and are duly authorized to execute this Agreement for and on behalf of their respective Party.

City of Bloomington Common Council

, Council President Date

**City of Bloomington Economic and Sustainable
Development Department**

, Director Date

[BUSINESS NAME]

Signature Date

Printed Name, Title

EXHIBIT A

[Guidelines Attached]



TO: City Council members

FROM: Sharr Pechac, Human Resources Director

CC: Mayor Kerry Thomson, Deputy Mayor Gretchen Knapp, Controller Geoff McKim, and Council Administrator Larry Allen

DATE: July 31, 2026

SUBJECT: Amendment to 2026 Salary Ordinance 2025-38 for Officers of the Police and Fire Departments.

Ordinance 2025-38 fixed the salaries of officers within both the Police and Fire Departments for January 1st through December 31st of 2026. Ordinance 2026-16 amends 2025-38.

This amended ordinance includes the entire 2026 Salary Ordinance so it can be reviewed and approved as one complete document. Doing so makes the ordinance easier to understand and implement, avoids confusion caused by multiple amendments over time, and ensures staff and the public do not have to piece together changes from different sources as future updates are made.

The administration requests to add a fifth Lieutenant position assigned to Administration to oversee training, support recruitment and hiring, lead special projects, and manage compliance responsibilities. The inclusion of this position will allow the current training Sergeant to return to patrol duties and support leadership succession planning.

Fiscal Impact: Budget neutral. Estimated fiscal impact of \$19,969.87 will be offset through existing vacancies and unfilled budgeted positions. No additional personnel will be added; the position will be filled through the promotion of existing department personnel.

Your approval of Ordinance 2026-16 is requested. Please feel free to contact me if you have any questions.

Bloomington Common Council Ordinance Number 2026-16 To Amend An Ordinance Fixing The Salaries Of Officers And Employees Of The Police And Fire Departments For The City Of Bloomington, Indiana, For The Year 2026

Preamble

Whereas, IC 36-4-7-3 authorizes the Council to fix the compensation of appointed officers, non-union, and A.F.S.C.M.E employees; and

Whereas, IC 36-8-3-3(d) authorizes the Council to fix the compensation of safety officers; and

Whereas, salaries for 2026 for City of Bloomington Safety Officers were set by Ordinance 25-38 which was passed by the City of Bloomington Common Council (“Council”) on October 23, 2025; and

Whereas, the Mayor has determined that it is in the best interest of the City to amend Ordinance 25-38 to add a fifth Lieutenant position within the Police department; and

Whereas, in the interest of including all relevant salaries and positions in one document, these changes are incorporated into Ordinance 25-38 by deleting and replacing the text of the entire ordinance, but such deletion and replacement is not intended to change the status of unaffected job titles or provisions.

NOW, THEREFORE, be it hereby ordained by the Common Council of the City of Bloomington, Monroe County, Indiana, Ordinance 2025-38, which fixed salaries for Officers and Employees of the Police and Fire Departments, is hereby deleted in its entirety and replaced as follows:

SECTION I A. From and after January 1, 2026, pursuant to Indiana Code § 36-8-3-3(d), the salary and pay schedule for the officers and employees of the Fire Department of the City of Bloomington, Indiana, shall be fixed as follows, to wit:

Civilian Non-Sworn positions are assigned a grade pursuant to the same structure as Non-Union Appointed Officers. Sworn Administrative positions are non-union but are assigned specific salaries. If a position is followed by a parenthesis containing a decimal, the position is part-time and at least thirty (30) hours per week, making it a benefits-eligible position. All positions below thirty hours per week are paid hourly, pursuant to Section III.

The amounts for each grade are further described in Section III. The maximum rates listed in Section III reflect the maximum annual salary for each job grade for a regular full-time employee. Where a position is followed by a parenthesis containing a decimal, the amount listed for that position is prorated based on the position’s hours.

Where more than one (1) position shares the same job title in the department indicated, the number of positions that share the job title is given in parentheses after the job title in the form of a whole number.

Civilian Non-Sworn

<u>Job Title</u>	<u>Grade</u>
Chief	14
Fire Marshal	9
Deputy Fire Marshal (2)	8
Program Manager	9
Community EMT/Paramedic (6)	6
Office Manager	6

Sworn Administrative Fire Department Employees

<u>Job Title</u>	<u>Grade or Max Base Salary</u>
Deputy Chief	\$121,000.10
Assistant Chief of Administration and Planning	\$113,000.16
Assistant Chief of Operations	\$113,000.16
Battalion Chief of Operations (3)	\$110,000.02
Battalion Chief of Training	\$110,000.02
Community Engagement Officer	\$93,440.00
Fire Logistics Officer	\$93,440.00
Probationary Officer	\$78,503.00

Sworn Contractual Positions

<u>Job Title</u>	<u>Max Base Salary</u>
Captain (19)	\$93,440.00
Chauffeur/Lieutenant (42)	\$86,760.00
Firefighter 1 st Class (38)	\$83,503.00

In addition to the salary and pay schedule listed above, the City also shall contribute four percent (4%) of the salary of a fully paid firefighter at base pay (Firefighter 1st Class) with twenty-five (25) years of longevity (equal to an additional \$12,500) to the Public Employees Retirement Fund on behalf of each sworn firefighter under the authority of I.C. §§ 36-8 *et seq.*

Section I B. Additional Specialty Pay.

Effective January 1, 2026, increases to the base salary described above on the basis of longevity, professional assignment, certification, and education shall be paid as reflected below.

Longevity

Additional pay for longevity shall be credited on the firefighter’s anniversary date of hire after the completion of years of service as reflected in the chart below.

Longevity Chart:

Years of Service	Amount		Years of Service	Amount		Years of Service	Amount		Years of Service	Amount
1	\$0		6	\$1,500		11	\$3,000		16	\$5,000
2	\$400		7	\$2,000		12	\$3,000		17	\$5,000
3	\$500		8	\$2,000		13	\$4,000		18	\$5,000
4	\$800		9	\$2,000		14	\$4,000		19	\$6,000
5	\$1,500		10	\$3,000		15	\$4,000		20	\$6,000

Years of Service	Amount
21	\$7,000

22	\$7,000
23	\$10,000
24	\$10,000
25+	\$12,500*

*Longevity is capped at \$12,500; however, pension contributions are made at the full 25+ longevity rate of \$12,500.

Certification

Firefighters who have achieved one or more of the 51 qualifying certifications listed in the Department’s Professional Standards and Promotion Guide shall be eligible for additional compensation in accordance with the table set forth below:

Certification

Pay Chart:

Number of Certifications	Amount per Certification
1	\$100
2	\$200
3	\$300
4	\$400
5	\$500
6	\$600
7	\$700
8	\$800
9	\$900
10	\$1,000
11	\$1,100
12	\$1,200
13	\$1,300
14	\$1,400
15	\$1,500

Maximum of fifteen (15) certificates or one thousand, five hundred dollars (\$1,500.00) shall apply. Any and all certifications must be current and on file at Headquarters to receive certification pay.

Professional & Command Classifications Chart

Additional pay for professional and command appointments shall be as follows:

Position	Amount
Squad Officer	\$1,800
Headquarters Captain	\$1,000
Station Captain	\$1,000
Squad Driver	\$900
Engineer	\$900
Shift Training Instructor	\$800
Sergeant	\$500
Shift Logistics Technician	\$500
Rescue Technician	\$200
Headquarters Station Differential	\$100

Education Pay Chart

Education Pay shall be paid to firefighters with advanced degrees from accredited institutions at two levels:

Level	Degree	Pay
Level 1	Associate 2-year degree	500
Level 2	Bachelor 4-year or higher level degree	1,200

Other Pay Chart

Pay	Amount and maximum
Unscheduled Duty Pay*	Paid at employee’s regular hourly rate. Minimum 2 hours. No maximum.
Holdover Pay	Paid at employee’s regular hourly rate. Minimum .5 hours. No maximum.
Mandatory Training Pay	Paid at employee’s regular hourly rate. Minimum 2 hours and maximum 8 hours.
Holiday Pay**	\$100 per day
Clothing Allotment	\$500
Reassignment Pay	\$10 per tour of duty
On-Call Pay***	\$100 per week spent on on-call status.
Acting Pay	Base salary increased to the base salary of the higher rank if time spent in acting capacity exceeds 15 consecutive calendar days.

* Unscheduled Duty Pay shall also be paid to Probationary Officers.
 ** Holiday Pay shall also be paid to Battalion Chiefs of Operations and Probationary Officers.
 ***On-Call Pay shall be paid only to the Fire Marshal, Deputy Fire Marshals, and Community Engagement Officer.

SECTION I C. Increases for salaries not set by the contract

Subject to the maximum salaries set by this ordinance, an increase may be included in those salaries not set by a collective bargaining agreement, and this increase is based on the compensation plan for non-union employees.

SECTION I D. Retention Pay - Base Salary

Retention pay has been permanently added to the base pay. The previously paid amounts are factored in and included in the salaries listed in section I(A).

SECTION I E. Premium Payments for Battalion Chiefs

In addition to their regular compensation, Battalion Chiefs who work a non-scheduled, twenty-four (24) hour shift will receive one hundred dollars (\$100) for each such non-scheduled twenty-four (24) hour shift.

SECTION II A. From and after January 1, 2026, pursuant to I.C. § 36-8-3-3(d), the salary and pay schedule for the officers of the Police Department of the City of Bloomington, Indiana, shall be fixed as follows, to wit:

Certain non-contractual positions have a maximum salary listed, while others are assigned a grade pursuant to the same structure as Non-Union Appointed Officers. If a position is followed by a parenthesis containing a decimal, the position is part-time and at least thirty hours per week, making it a benefits-eligible position. All positions below thirty (30) hours per week are paid hourly, pursuant to Section III.

The amounts for each grade are further described in Section III. The maximum rates listed in Section III reflect the maximum annual salary for each job grade for a regular full-time employee. Where a position is followed by a parenthesis containing a decimal, the amount listed for that position is prorated based on the position's hours.

Where more than one position shares the same job title in the department indicated, the number of positions that share the job title is given in parentheses after the job title in the form of a whole number.

<u>POLICE DEPARTMENT</u>	
<u>Job Title</u>	<u>Grade or Max Base Salary</u>
Chief	14
Deputy Chief	\$124,128.09
Captain of Operations	\$119,319.95
Captain of Administration	\$119,319.95
Lieutenant (5)	\$114,513.00
Sergeant (13)	\$98,161.86
Probationary Police Officer (11)	\$81,234 - \$84,626
<u>Administration</u>	
Senior Social Worker	9
Crime Scene Technician and Property Manager (3)	8
Social Worker (2)	8
Office and Accreditation Manager	8
Executive Assistant	7
CAD/RMS Administrator	8
Data Analyst (2)	8
Community Service Specialist (11)	5
Office Assistant and Outreach Specialist	6
Custodian	3
<u>CEDC</u>	
Telecommunications Manager	9
Social Worker	8
Telecommunications Assistant Manager	8
Telecommunications Supervisor (6)	7
Telecommunicators (32)	6
Accreditation and Quality Assurance Specialist/Telecommunicator II	6
<u>Records</u>	
Records Manager/Administrative Manager III	9
Assistant Records Manager/Administrative Assistant II	7
Special Investigations Clerk	5
Records Clerk (11)	5
Front Desk Clerk I/Administrative Clerk II	5
<u>CONTRACTUAL SALARIES</u>	
Senior Police Officer	\$87,825
Officer First Class	\$84,626

In addition to the salary and pay schedule listed above, the City shall also contribute four percent (4%) of the salary of a fully paid officer at base pay (Officer First Class) plus \$5,000 (equal to \$89,626) to the Public Employees Retirement Fund on behalf of each sworn police officer under the authority of I.C. §§ 36-8-6-4 and 36-8-8-8.

SECTION II B. Additional pay for Sergeants, Senior Police Officers, Officers First Class, and Probationary Officers, if eligible.

Effective January 1, 2025, the City added specialty pay, training pay, and education pay as reflected below to the base salary described above. The maximum additional annual pay total *except for* longevity and other pay, under Section II B. is \$4,800.00.

Longevity Pay Chart

Longevity pay shall be credited on a member’s anniversary date of hire after the completion of years of service as reflected in the table below.

<u>Years of Service</u>	<u>Longevity Pay</u>		<u>Years of Service</u>	<u>Longevity Pay</u>
1	\$200		11	\$2,200
2	\$400		12	\$2,400
3	\$600		13	\$2,600
4	\$800		14	\$2,800
5	\$1,000		15	\$3,000
6	\$1,200		16	\$3,200
7	\$1,400		17	\$3,400
8	\$1,600		18	\$3,600
9	\$1,800		19	\$3,800
10	\$2,000		20 or more	\$5,000

Training

For every twenty (20) hours per year in training = One hundred dollars (\$100).
Training must be completed during the year for credit on next year’s pay. Credit for training is not cumulative.

Specialty Pay

Specialty pay is divided into three (3) levels:

Category 1 = School Liaison Officer, Training Instructor, Breath Analyzer, Canine Officer, Bike Patrol, Motorcycle Patrol, Civil Disturbance Unit, Accident Reconstructionist, Honor Guard, Downtown Resources Officer, and Drug Recognition Expert

Category 2 = CIRT Officer, Hostage Negotiator, Dive Team

Category 3 = Field Training Officer and/or Detective

Category 1 = \$500 in pay

Category 2 = \$1,000 in pay

Category 3 = \$1,600

Employees must maintain and/or hold classification to keep associated pay.

Education

Education pay divided into three (3) levels:

Two (2) year degree = Six Hundred Dollars (\$600) in pay

Four (4) year degree = Twelve Hundred Dollars (\$1200) in pay

Masters, Law or Doctorate degree = Sixteen Hundred Dollars (\$1600) in pay

Other Pay Chart

Off-Duty pay is received at a minimum of two (2) hours.

<u>Shift Pay Differential:</u>	Amount
Afternoon Shift	\$16/week
Night Shift and High Intensity Patrol	\$20/week
Afternoon Shift*	\$50/week*

*The Fifty Dollars (\$50) per-week shift differential shall only apply to (1) senior police officers who (2) successfully bid for afternoon shift as their first or second choice in accordance with Section VIII of the Collective Bargaining Agreement between the City of Bloomington and the Fraternal Order of Police, Don Owens Memorial Lodge 88. For non-senior police officers or senior police officers who do not bid for afternoon shift as their first or second choice, the standard Sixteen Hour (\$16) per-week afternoon shift differential shall apply.

SECTION II C. Clothing Allotment

All sworn officers will receive a clothing allotment of Five Hundred Dollars (\$500).

SECTION II D. Recruitment Incentives

Eligible officers who refer a candidate who is hired as a police officer will receive One Thousand Dollars (\$1,000) in accordance with the procedures and requirements outlined in the Employee Referral Program. Newly hired certified police officers will receive Five Thousand Dollars (\$5,000) within the first year of employment. Those newly-hired officers who are not certified police officers will receive Three Thousand Dollars (\$3,000) within the first year of employment. Those who have previously been employed by the City must have a one (1) year gap in full time employment with the City to be eligible for this incentive.

SECTION II E. Police Shift Differential

Employees working in the Police Department and Central Dispatch, who are assigned to work after 1:30 p.m., shall receive a twenty-six cents (\$0.26) per hour premium shift differential for working the evening shift.

SECTION II F. Dispatch Trainer Incentive Pay

During pay periods when a dispatcher is designated as a trainer, dispatchers shall earn a

shift differential of One Dollar (\$1.00) per hour for training other, less experienced dispatchers. Proper documentation shall be provided to Human Resources and the Controller’s Office to verify which Dispatchers are trainers.

Section III A. Pay Grades and Salary Ranges

The minimum and maximum rates listed below reflect the salary ranges for each job grade for a full-time officer of the Police and Fire departments. These ranges are based on full time hours worked and will be prorated for part-time, benefits-eligible employees.

Grade Pay Range Chart

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
1	\$36,387	\$43,664
2	\$38,209	\$45,850
3	\$40,883	\$49,061
4	\$43,242	\$56,215
5	\$50,275	\$65,358
6	\$57,309	\$74,501
7	\$64,342	\$83,644
8	\$71,374	\$92,786
9	\$78,408	\$101,931
10	\$85,440	\$111,073
11	\$92,474	\$120,217
12	\$101,411	\$131,836
13	\$115,899	\$150,669
14	\$135,216	\$175,780

Section III B. Non-union Pay Steps Within Grades. The amount earned within each grade shall be determined by the employee’s tenure within the City and, if applicable, prior relevant experience. These amounts are based on full time hours worked and will be prorated for part-time employees. Employees whose 2026 salary is higher than the maximum of the salary range due to past merit/market increases or attraction/retention, shall nonetheless continue to receive their total salary.

Chart of steps within grade:

Grade	Minimum/ Hire	After Year 1	After Year 3	After Year 5	Maximum/After Year 10
1	\$36,387	\$38,205	\$40,025	\$41,844	\$43,664
2	\$38,209	\$40,119	\$42,029	\$43,939	\$45,850
3	\$40,883	\$42,928	\$44,972	\$47,016	\$49,061
4	\$43,242	\$46,485	\$49,728	\$52,972	\$56,215
5	\$50,275	\$54,046	\$57,816	\$61,587	\$65,358

6	\$57,309	\$61,607	\$65,905	\$70,203	\$74,501
7	\$64,342	\$69,167	\$73,992	\$78,818	\$83,644
8	\$71,374	\$76,728	\$82,081	\$87,434	\$92,786
9	\$78,408	\$84,288	\$90,169	\$96,049	\$101,931
10	\$85,440	\$91,849	\$98,257	\$104,666	\$111,073
11	\$92,474	\$99,409	\$106,345	\$113,281	\$120,217
12	\$101,411	\$109,017	\$116,624	\$124,230	\$131,836
13	\$115,899	\$124,592	\$133,284	\$141,977	\$150,669
14	\$135,216	\$145,357	\$155,498	\$165,640	\$175,780

SECTION III C. Part-time and Temporary Positions All positions that are filled on an ad hoc basis and are of temporary or seasonal nature are considered “Temporary Positions.” Temporary Positions and part-time positions below thirty (30) hours per week are benefits-eligible are subject to the hourly rates table, listed below. The rate ranges in the table are hourly rates, except as otherwise listed.

HOURLY RATES TABLE

<u>Job Title</u>	<u>Minimum</u>	<u>Maximum</u>
Administrative Assistant/Office Manager	\$16.66	\$23.50
Attendant	\$16.66	\$17.15
Intern/Law Clerk	\$16.66	\$17.15
Laborer	\$16.66	\$22.17
Law Clerk	\$16.66	\$17.15
Leader/Coordinator	\$16.66	\$30.50
Motor Equipment Operator	\$16.66	\$22.82
Specialist	\$16.66	\$50.00
Staff Assistant	\$17.96	\$18.71
Supervisor/Manager	\$16.66	\$38.00
Support Specialist	\$16.66	\$20.50

All temporary positions and hourly rates must be separately approved by Human Resources and the Controller’s office.

SECTION IV. If any section, sentence, or provision of this Ordinance, or the application thereof to any person or circumstances shall be declared invalid, such invalidity shall not affect any of the other sections, sentences, provisions, or applications of this Ordinance which can be given effect without the invalid provision or application, and to this end the provisions of this Ordinance are declared to be severable.

SECTION V. This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

Passed and Adopted by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this _____ day of August, 2026.

Signature Page

Council Approval

Signature and Date:

Isak Nti Asare
President, Bloomington Common Council

Attestation of Bloomington City Clerk:

Signature and Date:

Nicole Bolden
Clerk, City of Bloomington

Presentation by Bloomington City Clerk:

Presented by me to the Mayor of Bloomington, Monroe County, Indiana, upon this _____ of August, 2026:

Signature and Date:

Nicole Bolden
Clerk, City of Bloomington

Approval by Mayor

Signed and approved by me upon this upon the _____ day of August, 2026:

Signature and Date:

Kerry Thomson
Mayor, City of Bloomington

Synopsis
Ordinance 2026-16 amends Ordinance 2025-38 by adding a Lieutenant position within the Police department.



TO: City Council members

FROM: Sharr Pechac, Director, Human Resources

CC: Margie Rice, Corporation Council, Deputy Mayor Gretchen Knapp, Geoff McKim, Controller

DATE: 7/17/2026

SUBJECT: Amendment to 2026 Salary Ordinance 2025-40 and 2026-03 for Appointed Officers, Non-Union, and A.F.S.C.M.E. Employees

Ordinance 2026-17 amends the 2026 Salary Ordinance to incorporate requested changes by the administration.

This ordinance includes the entire 2026 Salary Ordinance so it can be reviewed and approved as one complete document. Doing so makes the ordinance easier to understand and implement, avoids confusion caused by multiple amendments over time, and ensures staff and the public do not have to piece together changes from different sources as future updates are made.

Summary of Changes to the Salary Ordinance:

1. Utilities Environmental Division

Request: Reorganize the Environmental Program Coordinator position from the Engineering Division to the Environmental Division to align with the division's structure. The position's duties will remain unchanged, but the move will better support regulatory compliance, backflow prevention oversight, and drinking water quality protection.

Fiscal Impact: Budget neutral (meaning no additional funds are needed for this change). The position is already budgeted, and this request is a departmental transfer only with no anticipated fiscal impact.

2. Utilities Finance

Request: Reduce the vacant Customer Relations Representative position from full-time to part-time (29 hours or less) to better align staffing levels with customer demand, operational needs, and peak service periods.

Fiscal Impact: Budget reduction of \$32,345.05. The reduction in scheduled hours will decrease ongoing salary and benefit expenditures while maintaining appropriate customer service coverage.

3. Utilities Engineering

Request: Reclassify the GIS Coordinator position from Grade 8 to Grade 10 to reflect expanded responsibilities for managing GIS data systems and the Cityworks Asset Management System, including utility asset tracking, system optimization, and cross-functional data management.

Fiscal Impact: Budget neutral. Estimated fiscal impact of \$22,333.91 associated with the reclassification and increased responsibilities will be absorbed within existing departmental appropriations and available budget resources.

4. Utilities Engineering

Request: Reclassify the Assistant GIS Coordinator position to GIS Specialist from Grade 6 to Grade 8 to align with comparable GIS roles, recognize the position's existing responsibilities, and improve retention by creating consistency across departments.

Fiscal Impact: Budget neutral. Estimated fiscal impact of \$19,755.75 associated with the position reclassification and grade adjustment will be absorbed within existing departmental appropriations and available budget resources.

5. Human Resources

Request: Reclassify the HR Talent Coordinator position, currently a Grade 5, to Talent Acquisition Specialist, set at a Grade 7, to reflect the current scope of work, including higher-level recruitment strategy, job analysis, job description development, and support for classification and compensation initiatives. The change will improve consistency, efficiency, and support for City-wide hiring needs.

Fiscal Impact: The impact is departmentally budget neutral because the estimated impact can be covered by savings in Categories 1 and 3. The estimated fiscal impact to Category 1 (personnel) is \$22,332.69. This will be funded by reducing contractual temporary services. If reducing temporary services does not cover the entire cost, a request for transfer of funds from Category 3 to Category 1 with additional year end appropriations.

6. Human Resources

Request: Retitle the Payroll Coordinator position to HRIS (Human Resources Information Systems) Coordinator and update the job description to reflect the role's actual responsibilities, including HR system management, data integrity, and support for accurate payroll and benefits administration.

Fiscal Impact: No fiscal impact. This request updates the position title and job description to reflect current responsibilities and does not change compensation.

7. Public Works - Administration

Request: Reorganize the Downtown Specialist positions from the Facilities Division to the Administration Division, reporting to the Special Projects and Operations Manager, to align reporting structure with current responsibilities, downtown coordination, and operational oversight.

Fiscal Impact: Budget neutral.

8. Public Works - Administration

Request: Reclassify the Special Projects and Operations Manager from a Grade 8 to Grade 9 to reflect the current scope of work, as well as expanded responsibilities in contract management and supervision.

Fiscal Impact: The impact is departmentally budget neutral because the estimated impact can be covered by savings in Categories 1 and 3. Estimated fiscal impact of \$11,168.79 will be absorbed within existing appropriations. This will be funded by reducing contractual temporary services. If reducing temporary services does not cover the entire cost, a request for transfer of funds from Category 3 to Category 1 with additional year end appropriations.

Bloomington Common Council Ordinance Number 2026-17 To Amend The 2026 Salary Ordinance Of Appointed Officers, Non-Union, And A.F.S.C.M.E. Employees For All The Departments Of The City Of Bloomington, Monroe County, Indiana For The Year 2026

Preamble

Whereas, IC 36-4-7-3 authorizes the Mayor, subject to the approval of the Council, to fix the compensation of appointed officers, non-union, and A.F.S.C.M.E employees; and

Whereas, salaries for 2026 for City of Bloomington employees were set by Ordinance 2025-40 which was passed by the City of Bloomington Common Council ("Council") on October 23, 2025; and

Whereas, Ordinance 2026-03 was an amendment incorporating changes made to the A.F.S.C.M.E. Work Agreement, which was passed on January 14, 2026; and

Whereas, the Mayor has determined that it is in the best interest of the City to amend Ordinances 2025-40 and 2026-03 to include the following changes:

- A. In Utilities, move the Environmental Program Coordinator position from the Engineering Division to the Environmental Division.
- B. In Utilities Finance, reduce one of the Customer Relations Representative positions from full-time to part-time (29 hours or less).
- C. In Utilities Engineering, reclassify the GIS Coordinator position from Grade 8 to Grade 10.
- D. In Utilities Engineering, reclassify the Assistant GIS Coordinator position to "GIS Specialist" and change the Grade from a Grade 6 to Grade 8.
- E. In Human Resources, reclassify the HR Talent Coordinator position to "Talent Acquisition Specialist".
- F. In Human Resources, retitle the Payroll Coordinator position to "HRIS Coordinator".
- G. In Public Works Administration, reorganize the Downtown Specialist positions from the Facilities Division to the Administration Division.
- H. In Public Works Administration, reclassify the Special Projects and Operations Manager from Grade 8 to Grade 9.

Whereas, in the interest of including all relevant salaries in one document, these changes are incorporated by deleting and replacing the text of Ordinance 2025-40, as amended by Ordinance 2026-03, but such deletion and replacement is not intended to change the status of unaffected job titles or provisions.

NOW, THEREFORE, be it hereby ordained by the Common Council of the City of Bloomington, Monroe County, Indiana, that Ordinance 2025-40, which fixed salaries for appointed officers, non-union and A.F.S.C.M.E. employees, is hereby deleted in its entirety and replaced as follows:

SECTION 1: From and after council approval, the 2026 salary and pay schedule for the following appointed officers and employees of the City of Bloomington, shall be fixed as follows:

Salary schedule as presented by Mayor Kerry Thomson to the Common Council of The City Of Bloomington:

I, Kerry Thomson, Mayor of the City of Bloomington, Indiana, as required by Indiana Code § 36-4-7-3, hereby fix the salaries and pay schedule for the following appointed officers and employees of the City of Bloomington, Indiana, upon approval by the common council and continuing thereafter until duly changed, and request that such salary rates be approved by the Common Council of said city.

In addition to the salaries of appointed officers and employees of the Civil City, this ordinance also contains the salaries of the appointed officers and employees of the City Utilities Department,

which have been approved by the Utility Services Board pursuant to Indiana Code § 8-1.5-3-4.

For employees not covered by a collective bargaining agreement (non-union), the maximum rates listed below reflect the maximum annual salary for each job grade for a regular full-time employee. Part-time positions that are at least thirty (30) hours per week are indicated by a decimal point after the position title. These positions are benefits-eligible. All other part-time positions below thirty (30) hours per week are not benefits-eligible and are paid hourly, pursuant to section 2(L).

Where more than one (1) position shares the same job title in the department indicated, the number of positions that share the job title is given in parentheses after the job title in the form of a whole number.

Department and Division

Board of Public Safety

Board Members

Common Council

Title	Grade
Council Administrator/Attorney	12
Deputy Administrator/Deputy Attorney	10
Assistant Administrator/Legal Research Assistant	6

Community and Family Resources Department

Title	Grade
Director	13
Director – Safe & Civil City	9
Ambassador Program Manager	9
CBVN Coordinator	8
Special Projects Program Specialist	8
After Hours Ambassador (2)	8
Latino Outreach Coordinator	8
Special Projects Coordinator	8
Office Manager/Program Assistant	5
Human Rights Administrative Assistant	4

Controller’s Department

Title	Grade
Controller	14
Deputy Controller	12
Director of Auditing and Financial Systems	11

Purchasing Manager	9
Accounting and Procurement Manager	8
Data Analyst and Manager	8
Grant Research and Sourcing Manager	7
Payroll Systems Manager	7
Senior Accounts Payable/Revenue Clerk	6
Accounts Payable/ Revenue Clerk (3)	5

Department of Economic and Sustainable Development

Title	Grade
Director	13
Assistant Director of Sustainability	10
Assistant Director for Small Business Development	10
Assistant Director for the Arts	10
Capital Projects Manager	9
Special Projects Manager	9
Transportation Demand Manager	9
Sustainability Program Coordinator	8
Administrative Assistant	5

Engineering Department

Title	Grade
City Engineer	14
Senior Project Engineer	12
Traffic Engineer	11
Project Engineer (2)	11
Senior Project Manager	10
Project Manager III	9
Program Manager Right-of-Way-Use	9
Project Manager (2)	8
Public Improvement Manager	8
Construction Inspector	7
Engineering Field Specialist (2)	7
Engineering Tech II (2)	7
Administrative Assistant	5

HAND Department

Title	Grade
Director	13
Assistant Director	11
Operations Manager II	10
Program Manager (5)	9
Financial Specialist	7
Grant Compliance Manager	6
Neighborhood Compliance Officer (7)	6
Program Specialist	5
Rental Specialist (3)	4

Human Resources Department

Title	Grade
Director	13
Assistant Director	11
Director of Compensation and Benefits	10
Talent Manager	10
Benefits Manager	9
Human Resources Generalist	8
Talent Acquisition Specialist (2)	7
HRIS Coordinator	5
Human Resources Coordinator (.8)	3

Information and Technology Services Department

Title	Grade
Director	14
Assistant Director of Operations	12
Assistant Director for Enterprise Applications	12
GIS Manager	11
Technology Support Manager	10
Applications Infrastructure Analyst	10
Senior Systems Administrator	10
Senior Network Administrator	9
Senior Applications Analyst	9

Applications Analyst (2)	8
Assistant System and Network Administrator	8
Digital Opportunity Specialist	8
GIS Specialist (2)	8
Accounts & Training Specialist	7
Office Manager	7
Technology Support Specialist (5)	6
GIS Technician (.75)	6

Legal Department

Legal¹

Title	Grade
Corporation Counsel	14
City Attorney	12
Assistant City Attorney/Senior Assistant City Attorney (6)	11
Assistant Administrator/Legal Research Assistant	6
Administrative Assistant	4

Risk Management

Title	Grade
Risk Manager	10
Director of Safety and Training	7
Legal/Risk Administrative Assistant	4

Office of the Mayor

Title	Grade
Deputy Mayor	14
Communications Director	10
Public Engagement Director	10
Special Assistant to the Mayor	8
Communications Coordinator	7
Program Manager - City Homelessness Response Coordinator	7
Executive Office Manager	7
Legislative Affairs Specialist	5

¹ Some departments listed herein are organized by divisions within that department for convenience. This division-based organization shall not limit the Executive Branch’s authority to reorganizing positions, as allowed by law.

Parks Department

Administration

Title	Grade
Director	13
Community Relations Manager	8
Office Manager	7
Community Relations Coordinator	6
Digital Content Coordinator	6
Community Relations Specialist	5
Employee Support Specialist	5
Customer Relations Representative (3)	4

Operations

Title	Grade
Operations and Development Division Director	11
Operations Superintendent	9
Urban Forester	8
Natural Resources Manager	7
Urban Greenspace Manager	7
Natural Resources Coordinator	6
Operations Coordinator	6
Crew Leader	110
Equipment Maintenance Mechanic	108
Equipment Maintenance Mechanic (Facilities)	108
Apprentice MEO/ Master MEO (2)	104/108
Working Foreperson (6)	108
Laborer (7)	104

Recreation

Title	Grade
Recreation Services Division Director	10
Recreation Facilities General Manager (SYP)	9
Recreation Services General Manager	9
Coordinator - Allison-Jukebox	7
Program/Facility Coordinator (4)	7
Health/Wellness Coordinator	6
Program Specialist (3)	5

Working Foreperson (2)	108
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Sports

Title	Grade
Sports Services Division Director	10
General Manager/Twin Lakes Recreation Center	9
Golf Facilities Manager	8
Sports Facility/Program Manager (FSC/Pools)	8
Program/Facility Coordinator (TLRC)	8
Sports Facility Coordinator	7
Golf Course Superintendent	7
Membership Coordinator	6
Golf Programs Coordinator	6
Sports Specialist	5
Working Foreperson	108
Apprentice MEO/Master MEO	104/108
Laborer (2)	104
Custodian	104

Planning and Transportation Department

Administration

Title	Grade
Director	13
Assistant Director	11
Office Manager	6
Administrative Assistant	4

Planning Services Division

Title	Grade
Planning Services Manager	10
Safe Streets Program Manager	9
MPO Director	9
MPO Transportation Planner	8
Long Range Planner (2)	8
Alternative Transportation Coordinator	8

Development Services Division

Title	Grade
Development Services Manager	10
Senior Zoning Compliance Planner	9
Senior Zoning Planner	9
Senior Environmental Planner	9
Zoning Planner and GIS Analyst	8
Zoning and Long Range Planner	7
Zoning Compliance Planner	7
Zoning Planner (.5) ²	7

Public Works Department

Administration

Title	Grade
Director	14
Deputy Director	12
Data Analyst and Manager	9
Special Projects and Operations Manager	9
Special Projects Coordinator	7
Office Manager	5
Downtown Specialist (2)	5
Customer Relations Representative	4
Board Members	

Animal Care and Control

Title	Grade
Director	11
Shelter Manager	9
Volunteer Program Director	7
Outreach Coordinator	6
Adoption Coordinator	5
Administrative Assistant (4)	3
Animal Control Officer (3)	107
Animal Care Technician (9)	106

² This position is benefits-eligible at .5 because it was “grandfathered-in” prior to the release of the updated Employee Handbook. If the individual leaves the position, it will be an hourly position and will no longer be benefits-eligible.

Operations and Facilities

Title	Grade
Director	10
Facility Asset and Operations Coordinator	7
Maintenance/Custodian (2)	107

Fleet

Title	Grade
Fleet Maintenance Manager	11
Service and Capital Coordinator	7
Asset and Operations Specialist	6
Inventory Coordinator	4
Apprentice Master Technician/Master Technician (8)	109/112
Shop Foreperson	113

Parking Services Division

Title	Grade
Director	10
Garage Manager	8
Enforcement Supervisor	7
Financial Coordinator	5
Garage Shift Supervisor	5
Team Leader	5
Customer Service/Security Specialist (10)	4
Customer Relations Representative (2)	4
Enforcement Officers (12)	3

Sanitation

Title	Grade
Director	11
Office Manager	5
Crew Leader (2)	110
Apprentice MEO/Master MEO (17)	104/108
Laborer (3)	104

Street Operations

Title	Grade
Director of Street Operations	12
Deputy Director	9
Traffic Manager	8
Street Maintenance Supervisor	8
Sidewalk Supervisor	8
Accounting Clerk IV (Finance and Grant Manager)	7
Asset Clerk	4
Crew Leader (6)	110
Apprentice MEO/Master MEO (17)	104/108
Laborer (17)	104

Utilities

Finance and Accounting

Title	Grade
Utilities Assistant Director – Finance	12
Finance Manager	9
Accounting Manager	8
Accounts Receivable Manager	7
Associate Accountant	6
Web/Information Manager	6
Account Collections Specialist	6
Accounts Payable Clerk	6
Accounting Clerk	5
Office Manager	5
Assistant Accounts Payable Clerk	4

Administration

Title	Grade
Director	14
Communications Manager	8
Conservation and Energy Resource Manager	8
Data Analyst	8
Office Manager	6
Administrative Assistant	4

Lead Communications Operator	4
Communications Operator (6)	3
Board Members	

Environmental

Title	Grade
Assistant Director of Environmental Programs	12
Water Quality Coordinator	9
Pretreatment Program Coordinator	9
MS4 Coordinator	9
Hazardous Materials Coordinator	9
Environmental Program Coordinator	8
Hazardous Materials Inspector	7
Pretreatment Program Inspector	7
MS4 Inspector	7
Education Specialist	6
Water Specialist	5
Administrative Assistant	4
Specialized Crew Leader	119
Utilities Specialist I/II/III (2)	111/113/115
Hydrant Maintenance Specialist (.75)	3

Operations - Blucher Poole

Title	Grade
Superintendent	10
Assistant Superintendent	9
Wastewater Plant Operator (9)	106
Apprentice/Master MEO	104/108
Utilities Specialist I/II/III	111/113/115

Finance - Customer Relations

Title	Grade
Customer Relations Manager	8
Customer Relations Specialist (2)	5
Customer Relations Representative (3)	4

Operations - Dillman

Title	Grade
Superintendent	10

Assistant Superintendent	9
Solids Handling Supervisor	9
Wastewater Plant Operator (10)	106
Apprentice MEO/Master MEO	104/108

Engineering

Title	Grade
Utilities Assistant Director – Engineering	12
Utilities Engineer (3)	11
GIS Coordinator	10
Capital Projects Manager	9
Capital Projects Coordinator	8
GIS Specialist	8
Senior Project Coordinator (2)	8
Project Coordinator (2)	7
Utilities Inspector (3)	7
Plan Central Coordinator	7
Utilities Technician (2)	6
Administrative and Project Coordinator	5

Environmental - Laboratory

Title	Grade
Chemist	9
Lab Technician I (3)	109

Meter Services

Title	Grade
Assistant Superintendent	9
Meter Services Representative/Management Technician	7
Meter Technician II	107
Meter Serviceperson (6)	105
Meter Service Laborer (3)	103

Operations - Monroe Plant

Title	Grade
Superintendent	11
Assistant Superintendent	9
Water Plant Operator (10)	106

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Finance - Purchasing

Title	Grade
Purchasing Manager	8
Inventory Coordinator	4
Purchasing Buyer	4
Purchasing Contract Specialist (.75)	4
Working Foreperson	108
Laborer (2)	104

Transmission and Distribution

Title	Grade
Utilities Assistant Director – T&D	12
Assistant Superintendent (5)	9
Engineering Field Technician (5)	6
T&D/Meter Operations Coordinator	5
Specialized Crew Leader (9)	119
Heavy Equipment Operator I/II (12)	116/118
Laborer/Utilities Specialist I/II/III(17)	104/111/113/115

Operations & Maintenance

Title	Grade
Utilities Assistant Director - Operations	12
Maintenance Superintendent	10
Assistant Maintenance Superintendent (2)	9
Instrumentation and Control Specialist	7
Administrative Assistant	4
Lift Station Mechanic Apprentice/Master (4)	113/118
Plant Maintenance Mechanic Apprentice/ Master (6)	113/118
Utilities Specialist I/II/III	111/113/115

Section 2 A. Non-Union Positions. The minimum and maximum rates listed below reflect the salary ranges for each job grade for a regular full-time employee. These ranges are based on full-time hours worked and will be prorated for part-time, benefits-eligible employees. Employees, whose 2026 salary is higher than the maximum of the salary range due to past merit/market increases or attraction/retention, shall nonetheless continue to receive their higher-than-maximum salary.

Non-Union Grades

Grade	Minimum	Maximum
1	\$36,387	\$43,664
2	\$38,209	\$45,850
3	\$40,883	\$49,061
4	\$43,242	\$56,215
5	\$50,275	\$65,358
6	\$57,309	\$74,501
7	\$64,342	\$83,644
8	\$71,374	\$92,786
9	\$78,408	\$101,931
10	\$85,440	\$111,073
11	\$92,474	\$120,217
12	\$101,411	\$131,836
13	\$115,899	\$150,669
14	\$135,216	\$175,780

Pension Secretaries	\$5,000
Board of Public Works Member	\$2,100
Board of Public Safety Members	\$635
Utility Services Board Members	\$4,279

SECTION 2 B. Non-union Pay Steps Within Grades. The amount earned within each grade shall be determined by the employee’s tenure within the City and, if applicable, prior relevant experience. These amounts are based on full-time hours worked and will be prorated for part-time employees. Employees whose 2026 salary is higher than the maximum of the salary range due to past merit/market increases or attraction/retention, shall nonetheless continue to receive their higher-than-maximum salary. Department Directors are a Grade 14 shall not be paid more than they would earn at a Step 3, regardless of tenure.

Table of Steps Within Grades

Grade	Minimum/Hire	After Year 1	After Year 3	After Year 5	Maximum/After Year 10
1	\$36,387	\$38,205	\$40,025	\$41,844	\$43,664
2	\$38,209	\$40,119	\$42,029	\$43,939	\$45,850
3	\$40,883	\$42,928	\$44,972	\$47,016	\$49,061
4	\$43,242	\$46,485	\$49,728	\$52,972	\$56,215
5	\$50,275	\$54,046	\$57,816	\$61,587	\$65,358
6	\$57,309	\$61,607	\$65,905	\$70,203	\$74,501
7	\$64,342	\$69,167	\$73,992	\$78,818	\$83,644
8	\$71,374	\$76,728	\$82,081	\$87,434	\$92,786
9	\$78,408	\$84,288	\$90,169	\$96,049	\$101,931
10	\$85,440	\$91,849	\$98,257	\$104,666	\$111,073

11	\$92,474	\$99,409	\$106,345	\$113,281	\$120,217
12	\$101,411	\$109,017	\$116,624	\$124,230	\$131,836
13	\$115,899	\$124,592	\$133,284	\$141,977	\$150,669
14	\$135,216	\$145,357	\$155,498	\$165,640	\$175,780

SECTION 2 C. A.F.S.C.M.E. Positions. The following provisions apply to A.F.S.C.M.E positions:

- I. No employee shall receive a pay reduction upon lateral transfer or promotion, but will not receive an additional increase due to promotion or longevity until so merited within the step pay system for the job classification.
- II. An employee who is demoted for disciplinary reasons or in lieu of layoff shall receive the wage for the relevant step within the job classification to which the employee is demoted.
- III. An employee’s longevity of uninterrupted service is “carried” to the employee’s new position.
- IV. Internal promotions shall be paid at ninety-five percent (95%) of the salary of the relevant grade and step for the first thirty (30) days after promotion.
- V. Employees who transfer to a pay grade below their current pay grade shall be paid one hundred percent (100%) at the relevant grade and step for the new position when they begin working in that new position.
- VI. In the event an employee’s present rate of pay is higher than indicated by the Step Charts, based on the employee’s pay grade and longevity, the employee will not receive a pay cut, but will *not* receive any increase due to longevity *until* the step chart for the year in question shows an amount greater than the employee’s current wage rate plus any across-the-board increase for the year in question.

The rates shown below for the pay grades for A.F.S.C.M.E. positions are the maximum rates based on tenure:

<u>AFSCME Pay Grades & Steps</u>											
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
104	\$22.69	\$23.33	\$23.97	\$24.61	\$25.26	\$25.71	\$26.16	\$26.62	\$27.06	\$27.54	\$27.99
105	\$22.85	\$23.49	\$24.13	\$24.78	\$25.42	\$25.87	\$26.32	\$26.78	\$27.23	\$27.68	\$28.13
106	\$23.01	\$23.65	\$24.30	\$24.94	\$25.58	\$26.04	\$26.48	\$26.93	\$27.38	\$27.85	\$28.30
107	\$23.16	\$23.81	\$24.45	\$25.10	\$25.75	\$26.19	\$26.64	\$27.10	\$27.54	\$28.02	\$28.48
108	\$23.33	\$23.97	\$24.61	\$25.26	\$25.90	\$26.36	\$26.81	\$27.26	\$27.71	\$28.16	\$28.61
109	\$23.49	\$24.13	\$24.78	\$25.42	\$26.06	\$26.52	\$26.96	\$27.42	\$27.87	\$28.35	\$28.80
110	\$23.36	\$24.30	\$24.94	\$25.58	\$26.24	\$26.67	\$27.12	\$27.58	\$28.02	\$28.50	\$28.95
111	\$24.00	\$24.62	\$25.23	\$25.85	\$26.46	\$26.89	\$27.32	\$27.76	\$28.19	\$28.62	\$29.05
112	\$25.50	\$26.15	\$26.80	\$27.43	\$28.08	\$28.52	\$28.98	\$29.44	\$29.87	\$30.32	\$30.79
113	\$25.82	\$26.45	\$27.07	\$27.70	\$28.34	\$28.78	\$29.22	\$29.66	\$30.10	\$30.56	\$31.00
115	\$26.07	\$26.69	\$27.30	\$27.92	\$28.53	\$28.96	\$29.39	\$29.83	\$30.26	\$30.69	\$31.02
116	\$26.22	\$26.84	\$27.45	\$28.07	\$28.68	\$29.11	\$29.55	\$29.98	\$30.41	\$30.84	\$31.27
118	\$27.26	\$27.87	\$28.49	\$29.10	\$29.72	\$30.15	\$30.58	\$31.01	\$31.44	\$31.87	\$32.31

119	\$27.85	\$28.47	\$29.07	\$29.69	\$30.30	\$30.73	\$31.16	\$31.59	\$32.04	\$32.47	\$32.90
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<u>AFSCME Tenure Steps</u>	
Step	Length of Time
Step 1 (minimum)	120 Days (probation)
Step 2	After 120 Days
Step 3	After 1 Year
Step 4	After 2 Years
Step 5	After 3 Years
Step 6 (midpoint)	After 5 Years
Step 7	After 8 Years
Step 8	After 10 Years
Step 9	After 15 Years
Step 10	After 20 Years
Step 11 (maximum)	After 25 Years

SECTION 2 D. Emergency Call-Out. This section applies to A.F.S.C.M.E. positions. Whenever it becomes necessary for a Department to call out an employee for emergency work at times other than such employee’s regular shift period, such employee shall receive not less than three (3) hours pay. This provision shall prevail for each time an employee is called out by a Department at periods other than their regular shift. The rate of pay for emergency call out shall be one and one-half (1 ½) times the regular hourly rate except on Sundays and holidays, when the rate of pay for emergency call-out shall be two (2) times the regular hourly rate. Any such payment for emergency call-out shall be in addition to the employee’s daily wages, if any, and in addition to any on-call pay status to which the employee is entitled.

SECTION 2 E. On-Call Status. Any employee with an A.F.S.C.M.E. position, who is required to be on-call shall be paid fifty five dollars (\$55.00) per twenty-four (24) hour period. The Fire Marshal receives one-hundred (\$100) per week when in an on-call status.

SECTION 2 F. Temporary Reassignment. This section applies to A.F.S.C.M.E. positions. An employee who is temporarily assigned to perform the duties of a job classification in a pay grade above the employee’s normal pay grade shall be compensated at the rate in effect for the higher pay grade as follows:

- I. If the assignment exceeds two (2) consecutively scheduled work days, the employee shall be paid the higher rate for all consecutive days worked in the higher classification, including the first two (2) consecutive days; or
- II. If the assignment exceeds thirty-two (32) hours in a payroll period, the employee shall be paid the higher rate for all hours worked in the higher classification during the payroll period.

SECTION 2 G. Tool Allowance and Automotive Service Excellence Testing Reimbursement. This section applies to A.F.S.C.M.E. positions. Employees classified as technicians in Fleet

Maintenance shall receive a stipend of One-Thousand Five Hundred Dollars (\$1,500) in any calendar year for either (1) the purchase of tools or (2) the cost of Automotive Service Excellence (ASE) testing, provided that the technician passes the test.

SECTION 2 H. Licenses and Certifications. This section applies to A.F.S.C.M.E. positions. Wastewater Plant Operators shall receive two dollars (\$2.00) per hour for obtaining a Class I certification. Wastewater Plant Operators who receive a Class II certification shall receive three dollars (\$3.00) per hour. Wastewater Plant Operators who receive a Class III certification shall receive four dollars (\$4.00) per hour. Wastewater Plant Operators who receive a Class IV certification shall receive five dollars (\$5.00) per hour.

Specialized Crew Leaders who obtain a Distribution Systems License (DSL) certifications, issued by the State of Indiana, Department of Environmental Management, shall receive an additional one dollar (\$1.00) per hour.

Lift Station Mechanics and Apprentice Lift Station Mechanics who obtain a Class II Collection System Certification, issued by the Indiana Water Pollution Control Association, shall receive an additional one dollar (\$1.00) per hour. Plant Maintenance Mechanics who obtain a Class II Collection Systems Certification shall receive an additional one dollar (\$1.00) per hour.

Water Plant Operators who qualify as a grade operator in training (O.I.T.) as defined by 327 IAC 8-12-3.2 will receive an additional two dollars (\$2.00) per hour. After one year of service as an O.I.T., Water Plant Operators shall receive an additional one dollar (\$1.00), for a total of three dollars (\$3.00) per hour. Water Plant Operators who obtain a grade WT-5 certification will receive additional pay in the amount of two dollars (\$2.00) per hour for a maximum of five dollars (\$5.00) per hour.

Specialized Crew Leaders, Heavy Equipment Operators (both Class I and II), Lift Station Mechanics, and Utilities Specialists (Classes I, II, and III) who are not required to hold a DSL or a Class II Collection Systems Certification may nonetheless obtain such license or certification and will receive an additional fifty cents (\$0.50) per hour for each such non-required certification. Additionally, up to two additional fifty cent (\$0.50) incentive premiums may be awarded to water plant operators and wastewater plant operators for obtaining the following licenses, provided that the below-listed license is not a required license:

- (1) Water Treatment 5 (WT5);
- (2) Wastewater Class I, Class II, Class III, or Class IV (only one Class at a time is payable);
- (3) Distribution Systems License;
- (4) Collection Systems License.

Where an employee is required to obtain a Class B CDL, they will receive eighty cents (\$0.80) per hour additional compensation. Where an employee is required to obtain a Class A CDL, they will receive one dollar (\$1.00) per hour additional compensation.

Where an employee is not required to obtain a CDL, but the employee has a CDL and the supervisor requests that the employee use their CDL from time-to-time, the employee will receive forty cents (\$0.40) per hour additional compensation for a Class B CDL and fifty cents (\$.50) per hour additional compensation for a Class A CDL.

Employees classified as mechanics in Fleet Maintenance that obtain the certification of (ASE) Automotive Service Excellence (ASE) will receive an additional forty cents (\$0.40) per hour for each test passed. A maximum of eight (8) certifications or three dollars twenty cents (\$3.20) shall apply.

Employees who possess the following certifications shall receive forty cents (\$.40) per hour additional compensation, provided said certifications remain current and are considered an essential requirement or function of an employee's job:

- 1) International Municipal Signal Association—Traffic Signal Technician, Level 1;
- 2) International Municipal Signal Association—Sign and Pavement Marking Technician Level 1;
- 3) American Concrete Institute—Flatwork Finisher and Technician;
- 4) Certified Arborist;
- 5) Certified Pool Operator;

- 6) Euthanasia Certificate;
- 7) Registered Pesticide Technician;
- 8) Certified Pesticide Applicator;
- 9) Tree Risk Assessment Certification;
- 10) Certified Playground Inspector;
- 11) Certified Bucket Truck Operator.*
- 12) NASSCO (Pipe Assessment Certification Program, Lateral ACP, Manhole ACP)
- 13) NGICP (National Green Infrastructure Certification)
- 14) Fork Truck Certification
- 15) LTAP Work Zone Safety Certification

*Bucket truck operator certifications shall be limited by department as follows:

Parks Department: Two (2) employees who are primarily assigned to the Department’s tree crew.

Street Department: Eighteen (18) employees. Those employees who are primarily assigned to the tree crew or the traffic signal crew must be bucket truck certified. Necessary backup employees who are not primarily assigned to the tree crew or traffic signal crew may also receive pay for bucket truck certification. However, in no case shall the total number of Street Department employees receiving bucket truck certification pay exceed eighteen (18) employees. Eligibility for bucket truck certification pay for Street Department employees who are not primarily assigned to the tree crew or traffic signal crew shall be offered to backup employees based upon seniority.

The Union may propose that new certifications and licenses be considered for additional pay. Addition of new certifications and corresponding additional pay is subject to approval by the City of Bloomington. The City of Bloomington has approved an additional fifty cents (\$0.50) per hour premium for Master Equipment Operators assigned to the Dillman Road Wastewater Plant who hold a landfill/solids certification.

At no time shall any employee receive compensation for more than three (3) certifications or specialty pay bonuses, unless otherwise provided for in this Agreement.

The City of Bloomington shall assume all costs related to maintaining or renewing required certifications for the position indicated in the employee’s job description.

SECTION 2 I. Night and Swing Shifts. This section applies to A.F.S.C.M.E. positions. Employees working on the evening or night shift shall receive a one dollar (\$1.00) per hour shift premium. Employees working on a swing shift shall receive a one dollar and five cent (\$1.05) per hour shift premium.

SECTION 2 J. Holiday Pay. This section applies to A.F.S.C.M.E. positions. For all paid legal holidays worked, the employee will receive a holiday allowance of two times regular pay, plus regular pay, over a twenty-four (24) hour period, and employees not working will receive regular pay.

SECTION 2 K. Shoe and Clothing Allowance. This section applies to A.F.S.C.M.E. positions. All A.F.S.C.M.E. shall receive a stipend of Six Hundred and Forty Dollars (\$640.00) in any calendar year for the purpose of purchasing appropriate shoes and clothing. The stipend will be issued in two (2) checks of Three Hundred and Twenty Dollars (\$320.00) each, one before April 15, 2026 and the second before November 15, 2026.

SECTION 2 L. Part-time and Temporary Positions. All positions that are filled on an ad hoc basis and are of temporary or seasonal nature are considered “Temporary Positions.” Temporary Positions and part-time positions below thirty (30) hours per week are benefits-elegible are subject to the hourly rates table, listed below. The rate ranges in the table are hourly rates, except as otherwise listed.

HOURLY RATES TABLE

Job Title	Minimum	Maximum
Administrative Assistant/Office Manager	\$16.66	\$23.50

Attendant	\$16.66	\$17.15
Interim Program Manager/ Director	\$25.00	\$55.00
Intern/Law Clerk	\$16.66	\$17.15
Laborer	\$16.66	\$22.17
Leader/Coordinator	\$16.66	\$23.13
Lifeguard	\$16.66	\$17.15
Motor Equipment Operator	\$16.66	\$22.82
Specialist	\$16.66	\$50.00
Staff Assistant	\$17.96	\$18.71
Supervisor/Manager	\$16.66	\$17.15
Support Specialist	\$16.66	\$20.50
Meter Service Laborer	\$16.66	\$22.04

All temporary and part-time positions and hourly rates must be separately approved by Human Resources and the Controller’s office.

SECTION 2 M. Longevity Recognition Pay. The City’s previous practice of providing longevity pay via a separate schedule has been discontinued. Employees’ tenure is now recognized and embedded in their compensation based on the individual salary steps.

SECTION 2 N. Relocation Incentive. The City may offer a relocation incentive for eligible hard-to-fill positions, in accordance with City policy, in an amount not to exceed \$6,410 and subject to required approvals under that policy.

SECTION 3. CDL Physicals. Employees required to hold a CDL will be reimbursed up to one-hundred and twenty five dollars (\$125.00) for the medical physical examination required to maintain a CDL, unless the examination was covered by insurance or available at no cost to the employee.

SECTION 4. Severability. If any section, sentence, or provision of this Ordinance, or the application thereof to any person or circumstances shall be declared invalid, such invalidity shall not affect any of the other sections, sentences, provisions, or applications of this Ordinance which can be given effect without the invalid provision or application, and to this end the provisions of this Ordinance are declared to be severable.

SECTION 5. This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

Passed and Adopted by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this _____ day of August, 2026.

Signature Page

Council Approval

Signature and Date:

Isak Nti Asare
President, Bloomington Common Council

Attestation of Bloomington City Clerk:

Signature and Date:

Nicole Bolden
Clerk, City of Bloomington

Presentation by Bloomington City Clerk:

Presented by me to the Mayor of Bloomington, Monroe County, Indiana, upon this _____ day of August, 2026:

Signature and Date:

Nicole Bolden
Clerk, City of Bloomington

Approval by Mayor

Signed and approved by me upon this upon the _____ day of August, 2026:

Signature and Date:

Kerry Thomson
Mayor, City of Bloomington

SYNOPSIS

Ordinance 2026-17 amends the 2026 Appointed and A.F.S.C.M.E. employee salary ordinance to incorporate updates to certain Civil City positions.