

City of Bloomington, Indiana Common Council

Regular Session Revised Agenda

Wednesday, July 29, 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

- A. January 7, 2026 Organizational Meeting
- B. January 14, 2026 Regular Session
- C. February 4, 2026 Regular Session
- D. February 25, 2026 Special Session
- E. March 31, 2026 Special Session

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
- C. Council Committees
- D. Public*

5. Appointments to Boards and Commissions

- A. Memo from Clerk Bolden

6. Legislation for First Readings

- 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 of Bloomington, Indiana
Council Sponsor - N/A

¹<https://bloomington.zoom.us/j/84752973291?pwd=9rwAixbDlxb1NHAZMNkYlOOuqaxLPz.1> Meeting ID: 847 5297 3291 Passcode: 346114

7. Legislation for Second Readings and Resolutions

- A. Ordinance 2026-15 – Amending Title 2 of the Bloomington Municipal Code
Regarding Establishment of the Fire Merit Commission
Council Sponsor - CM Zulich

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

9. Council Schedule

10. Adjournment

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

- [Community Action Television Services \(CATS\)](https://catstv.net/)²
- [City's YouTube Channel](https://www.youtube.com/@citybloomington)³

[Materials for this meeting](https://bloomington.in.gov/council/meetings/2026)⁴ are available on Council's website.

*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.

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>

Bloomington Common Council-Organizational Meeting Minutes
Bloomington Council Chambers, City Hall, Bloomington, Indiana
Wednesday, January 07, 2026 at 6:30pm

Call to Order [6:30pm]

Council President Isak Nti Asare called the meeting to order.

1. Roll Call (*Indicates participation via Zoom) [5:00pm]

Council Members:

Isak Nti Asare	At-Large, Council President
Courtney Daily	District 5, Council Parliamentarian
Matt Flaherty	At-Large
Isabel Piedmont-Smith	District 1
Dave Rollo	District 4
Kate Rosenbarger	District 2
Andy Ruff (arrived at 6:31pm)	At-Large
Hopi Stosberg	District 3
Sydney Zulich	District 6, Council Vice President

City staff, officials, and guests present:

Nicole Bolden	City Clerk
Lisa Lehner	Common Council, Administrator/Attorney
Kari Bennett	Common Council, Deputy Administrator/Attorney

Stosberg paid tribute to Perry Township trustee Dan Combs who recently passed away.

2. Agenda Summation [6:31pm]

Stosberg summarized the agenda.

3. Reports [6:32pm]

3.1. Councilmembers:

Flaherty and Ruff thanked the outgoing Common Council leadership.

Rollo spoke about Dan Combs, also known as Carp Combs, and his public service.

Piedmont-Smith mourned the passing of Dan Combs, a dedicated public servant. She noted that the previous day was the fifth anniversary of the violent insurrection on January 06, 2025; an attempted coup by Donald Trump. She gave information on violations of international law by the Trump administration, and an incident where an Immigration and Customs Enforcement officer shot a person in the face while she was turning her car around.

Daily acknowledged the passing of Dan Combs.

Stosberg spoke about her constituent meetings.

3.2. The Mayor, City Clerk, City Offices, and City Boards and Commissions:

There were no reports.

3.3. Council Committees:

There were no reports.

3.4. Public:

Christopher Emge, Greater Bloomington Chamber of Commerce, thanked the Common Council and spoke about the chamber’s legislative priorities.

4. Election of Officers [6:43pm]

Ruff moved and Rollo seconded to elect Isak Nti Asare as President, Sydney Zulich as Vice President, and Courtney Daily as Parliamentarian.

Asare spoke briefly about his plans as the Common Council President, should he be elected. Zulich discussed her plans if elected the Common Council Vice President. Daily spoke about her serving as the Parliamentarian the previous year and believed continuity was key.

The motion was approved by voice vote.

Piedmont-Smith thanked Stosberg for her leadership throughout the previous year. Asare took the seat as Common Council President and announced the new seating order: Flaherty, Stosberg, Piedmont-Smith, Zulich, Asare, Daily, Rollo, Ruff, and Rosenbarger. Councilmembers assumed their new seating arrangement.

5. Assignments to Council Committees [6:52pm]

Asare made the assignments for the following committees:

- Jack Hopkins Social Services Funding Committee: Asare, Daily (Chair), Rollo, and Ruff.
- Committee on Council Processes: Daily, Piedmont-Smith, Stosberg (Chair), and Zulich.
- Sidewalk Committee: Daily, Rosenbarger (Chair), Ruff, and Zulich.
- Fiscal Committee: Flaherty, Piedmont-Smith (Chair), Rollo, and Stosberg.

Asare made the following assignments to board and commission Interview Committees:

- Interview Committee Team A: Asare (Chair), Rosenbarger, and Stosberg.
- Interview Committee Team B: Daily, Flaherty, and Ruff (Chair).
- Interview Committee Team C: Piedmont-Smith, Rollo, and Zulich (Chair).

6. Appointments to Boards and Commissions [6:52pm]

Zulich moved and Flaherty seconded to make the following appointments:

- Bloomington Economic Development Corporation: Asare.
- Downtown Bloomington, Inc. Board of Directors: Zulich.
- Economic Development Commission (city): Asare.

The motion was approved by voice vote.

Piedmont-Smith moved and Stosberg seconded to reappoint Flaherty to the Transportation Commission. The motion was approved by voice vote.

Zulich moved and Daily seconded to appoint Stosberg to the Metropolitan Planning Organization. The motion was approved by voice vote.

Daily moved and Zulich seconded to make the following appointments:

- Citizens Advisory Committee, Community Development Block Grants-Social Services: Daily.

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- Citizens Advisory Committee, Community Development Block Grants-Physical Improvements: Rosenbarger.

The motion was approved by voice vote.

Zulich moved and Daily seconded to make the following appointments:

- Monroe County Food and Beverage Tax Advisory Commission: Zulich.
- Public Safety Local Income Tax Allocation Committee: Daily, Piedmont-Smith, Rollo, and Ruff.

The motion was approved by voice vote.

Zulich moved and Daily seconded to reaffirm the appointment of Flaherty to the Utilities Services Board. The motion was approved by voice vote.

Piedmont-Smith moved and Stosberg seconded to make the following appointments:

- Project 46 Advisory Committee: Stosberg.
- Bloomington Commission on Sustainability: Rollo.
- Environmental Resource Advisory Council: Ruff.
- City of Bloomington Climate Action Team (internal): Piedmont-Smith.

The motion was approved by voice vote.

7. Legislation for First Reading [7:11pm]

7.1. Ordinance 2026-01

To Amend Title 20 (Unified Development Ordinance) Of The Bloomington Municipal Code – Re: Response To Resolution 2025-12 Related To Amending The Affordable Housing Incentives and Payment-In-Lieu Provisions

Daily moved and Zulich seconded that Ordinance 2026-01 be introduced and read by title and synopsis only. The motion was approved by voice vote. Clerk Nicole Bolden read the legislation by title and synopsis.

7.2. Ordinance 2026-02

To Amend Title 20 (Unified Development Ordinance) Of The Bloomington Municipal Code – Re: Response To Resolution 2025-17 Related To Amending The Eligibility Subsection, The Qualifying Standards For Planned Unit Development Subsection, and Defined Terms Section Of Title 20

Daily moved and Zulich seconded that Ordinance 2026-02 be introduced and read by title and synopsis only. The motion was approved by voice vote. Bolden read the legislation by title and synopsis.

7.3. Ordinance 2026-03

To Amend Ordinance 2025-40 To Fix The Salaries 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

Daily moved and Zulich seconded that Ordinance 2026-03 be introduced and read by title and synopsis only. The motion was approved by voice vote. Bolden read the legislation by title and synopsis.

8. Legislation for Second Reading and Resolutions [7:15pm]

8.1. Resolution 2026-01

To Update Membership Requirements And Program Funding Conditions Of The Jack Hopkins Social Services Funding Committee Of the Common Council

Daily moved and Zulich seconded that Resolution 2026-01 be introduced and read by title and synopsis only. The motion was approved by voice vote. Bolden read the legislation by title and synopsis.

Daily moved and Zulich seconded that Resolution 2026-01 be adopted.

Stosberg presented the legislation which had one change pertaining to appointing resident members via a recommendation by the chair to the full council.

There were no council questions. There were no public comments.

Daily spoke in support of the legislation. Zulich thanked Stosberg for streamlining the information.

The motion to adopt Resolution 2026-01 received a roll call vote of Ayes: 9, Nays: 0, Abstain: 0.

9. Additional Public Comment [7:21]

Kevin Keough commented on the timeliness of the city’s annual comprehensive financial report.

10. Council Schedule [7:22pm]

There was a brief review of the council’s upcoming schedule including interview committee meetings for board and commission appointments.

11. Adjournment [7:25pm]

Asare adjourned the meeting.

Approved by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this day of _____, 2026.

Approve:

Signature of Isak Nti Asare, Common Council President

Attest:

Signature of City Clerk Nicole Bolden

Clerk’s Note: The above minutes summarize the motions passed and issues discussed rather than providing a verbatim account of every word spoken. Bloomington Common Council meetings can be accessed on the following websites:

- [Community Access Television Services](https://catvstv.net)¹ (CATS)
- [City of Bloomington YouTube](https://youtube.com/@citybloomington)²

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Bloomington Common Council-Regular Session Minutes
Bloomington Council Chambers, City Hall, Bloomington, Indiana
Wednesday, January 14, 2026, at 6:30pm

Call to Order [6:30pm]

Council President Isak Nti Asare called the meeting to order.

1. Roll Call: (*indicates participation via Zoom) [6:30pm]

Council Members:

Isak Nti Asare	At-Large, Council President
Courtney Daily	District 5, Council Parliamentarian
Matt Flaherty	At-Large
Isabel Piedmont-Smith	District 1
Dave Rollo	District 4
Kate Rosenbarger (absent)	District 2
Andy Ruff	At-Large
Hopi Stosberg	District 3
Sydney Zulich	District 6, Council Vice President

City staff, officials, and guests present:

Nicole Bolden	City Clerk
Lisa Lehner	Common Council, Administrator/Attorney
Kari Bennett	Common Council, Deputy Administrator/Attorney
Anna Killion-Hanson	Housing and Neighborhood Development (HAND), Director
Matt Swinney	HAND, Program Manager
Cody Toothman	HAND, Program Manager
Sharr Pechac	Human Resources, Director
Jackie Scanlan	Planning and Transportation, Assistant Director
Kerry Thomson	Mayor

2. Agenda Summation [6:30pm]

Asare summarized the agenda.

3. Approval of Minutes [6:31pm]

Zulich moved and Daily seconded to approve the minutes of September 03, 2025, September 17, 2025 and September 24, 2025. The motion was approved by voice vote.

4. Reports [6:32pm]

4.1. Councilmembers:

Piedmont-Smith noted the recent passing of Lee Williams, the founder of the Lotus World Music and Arts Festival. She spoke about Martin Luther King, Jr. Day and Bloomington’s celebration and events.

Stosberg summarized the Plan Commission’s petitions of the Trades’ District hotel, a subdivision off of North Dunn Street, and the Hopewell Planned Unit Development.

Ruff mentioned his and Rollo’s upcoming constituent meeting.

4.2. The Mayor, City Clerk, City Offices, and City Boards and Commissions:

There were no reports.

4.3. Council Committees:

Asare noted that he was switching the chair appointments for two council committees, making Piedmont-Smith the chair of the Committee on Council Processes and Stosberg the chair of the Fiscal Committee. He clarified that the Budget Task Force was discontinued.

Daily moved and Rollo seconded to make the following resident appointments for the Jack Hopkins Social Services Funding Committee: to appoint Katherine Ntiamoah, and to reappoint Camryn Greer, and Eddy Riou. The motion was approved by voice vote.

4.4. Public:

Kevin Keough spoke about financial reports and data.

5. Appointments to Boards and Commissions [6:43pm]

There were no appointments to boards and commissions.

6. Legislation for First Reading [6:43pm]

There was no legislation for first reading.

7. Legislation for Second Reading and Resolutions [6:44pm]

7.1. Resolution 2026-02

To Approve Recommendations For Distribution of Community Development Block Grant (CDBG) Funds for 2026

Daily moved and Zulich seconded that Resolution 2026-02 be introduced and read by title and synopsis only. The motion was approved by voice vote. Clerk Nicole Bolden read the legislation by title and synopsis.

Daily moved and Zulich seconded that Resolution 2026-02 be adopted.

Anna Killion-Hanson, Housing and Neighborhood Development department (HAND), Director presented the legislation and summarized the purpose of and regulations for the Community Development Block Grant (CDBG). She gave examples of applicants, projects, and the process. She discussed the Citizen Advisory Committee (CAC) and allocations by type. Matt Swinney, HAND, Program Manager, summarized the physical improvement grants and projects for 2026 as well as contingency plans. Cody Toothman, HAND, Program Manager, discussed the social services projects for 2026. He noted the contingency plans, too. The contingency plans were required because the CDBG calculations were not yet final. Killion-Hanson gave final comments on the success of the CDBG funds since fiscal year 2005-2024 in Indiana and Bloomington.

There were council questions about the composition of the CAC, recruitment needs, decrease in funding, the timeline for grant recipients, federal requirements, and the administrative costs.

Terry Amsler commented in favor of the CDBG.

Daily spoke about having served on the CDBG social services program. Rollo discussed the incremental cuts to CDBG over time, and ways to cover community needs. Asare expressed interest in streamlining different grant programs across the city and reaching out to legislators.

The motion to adopt Resolution 2026-02 received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0.

7.2. Ordinance 2026-03

To Amend Ordinance 2025-40 To Fix The Salaries 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

Daily moved and Zulich seconded that Ordinance 2026-03 be introduced and read by title and synopsis only. The motion was approved by voice vote. Bolden read the legislation by title and synopsis.

Daily moved and Zulich seconded that Ordinance 2026-03 be adopted.

Sharr Pechac, Human Resources, Director presented the legislation. She noted that the agreement had been voted on by and passed 82-7 in December 2025. Pechac summarized the updates and highlights of the agreement.

There were no council questions. There were no public comments. Piedmont-Smith and Stosberg thanked all for their work on the agreement.

The motion to adopt Ordinance 2026-03 received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0.

7.3. Ordinance 2026-02

To Amend Title 20 (Unified Development Ordinance) Of The Bloomington Municipal Code – Re: Response To Resolution 2025-17 Related To Amending The Eligibility Subsection, The Qualifying Standards For Planned Unit Development Subsection, and Defined Terms Section Of Title 20

Daily moved and Zulich seconded that Ordinance 2026-02 be introduced and read by title and synopsis only. The motion was approved by voice vote. Bolden read the legislation by title and synopsis.

Daily moved and Zulich seconded that Ordinance 2026-02 be adopted.

Jackie Scanlan, Planning and Transportation, Assistant Director presented the legislation and briefly noted Resolution 2025-17, which directed the Plan Commission to prepare the legislation. The directive was to include an Average Median Income (AMI) requirement, adjust the minimum qualifying standards for affordability applicable to Planned Unit Developments (PUD), and more. She gave examples.

There were no council questions. There were no public comments. Stosberg noted her work on the legislation and thanked all for their work.

The motion to adopt Ordinance 2026-02 received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0.

7.4. Ordinance 2026-01

To Amend Title 20 (Unified Development Ordinance) Of The Bloomington Municipal Code – Re: Response To Resolution 2025-12 Related To Amending The Affordable Housing Incentives and Payment-In-Lieu Provisions

Daily moved and Zulich seconded that Ordinance 2026-01 be introduced and read by title and synopsis only. The motion was approved by voice vote. Bolden read the legislation by title and synopsis.

Daily moved and Zulich seconded that Ordinance 2026-01 be adopted.

Scanlan presented the legislation in response to Resolution 2026-12 which directed the Plan Commission to assess the incentive structure and payment-in-lieu as well as consider additional incentives for affordable housing and increase in the qualifying standard for developments utilized in payment-in-lieu procedures. She gave additional information and detailed examples.

There were council questions about impervious surface, storm water service, and cases of significant rain. Mayor Kerry Thomson spoke about a proposed change which sought to make the legislation feasible for owner-occupied as well as rental. She noted that lenders would not lend on deed restrictions like permanent affordability. There was council discussion on the proposed change and options for council.

Stosberg moved and Zulich seconded to postpone further consideration on Ordinance 2026-01 until the next regular session on February 04, 2026. Stosberg withdrew the motion to receive public comment.

Christopher Emge, Greater Bloomington Chamber of Commerce, spoke about the legislation.

Stosberg moved and Zulich seconded to postpone further consideration on Ordinance 2026-01 until the next regular session on February 4, 2026.

Rollo commented on the down side of streamlining things like PUDs which often resulted in units primarily for students instead of mixed use housing.

The motion to postpone Ordinance 2026-01 received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0.

8. Additional Public Comment [8:21pm]

Steve Volan commented on the recent passing of Lee Williams, a promoter of live music. Volan gave a brief history of the Lotus Festival.

9. Council Schedule [8:24pm]

Bolden noted upcoming interview committee meetings for board and commission appointments.

10. Adjournment [8:25pm]

Asare adjourned the meeting.

January 14, 2026

APPROVED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this day: of , 2026.

APPROVE:

Signature of Isak Nti Asare, COUNCIL PRESIDENT

ATTEST:

Signature of City Clerk Nicole Bolden

Clerk's Note: The above minutes summarize the motions passed and issues discussed rather than providing a verbatim account of every word spoken. Bloomington Common Council meetings can be accessed on the following websites:

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Bloomington Common Council-Regular Session Minutes
Bloomington Council Chambers, City Hall, Bloomington, Indiana
Wednesday, February 04, 2026 at 6:30pm

Call to Order [6:30pm]

Council President Isak Nti Asare called the meeting to order.

1. Roll Call: (*indicates participation via Zoom) [6:30pm]

Council Members:

Isak Nti Asare	At-Large, Council President
Courtney Daily	District 5, Council Parliamentarian
Matt Flaherty	At-Large
Isabel Piedmont-Smith	District 1
Dave Rollo	District 4
Kate Rosenbarger (absent)	District 2
Andy Ruff	At-Large
Hopi Stosberg	District 3
Sydney Zulich	District 6, Council Vice President

City staff, officials, and guests present:

Nicole Bolden	City Clerk
Lisa Lehner	Common Council, Administrator/Attorney
Kari Bennett	Common Council, Deputy Administrator/Attorney
Jane Kupersmith	Economic & Sustainable Development (ESD), Director
Chaz Mottinger	ESD, Special Projects Manager
Adam Wason	Public Works, Director
Jackie Scanlan	Planning & Transportation, Assistant Director

2. Agenda Summation [6:30pm]

Asare summarized the agenda.

3. Approval of Minutes [6:31pm]

Rollo moved and Zulich seconded to approve the minutes of August 06, 2025, September 30, 2025, and October 08, 2025. The motion received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0.

4. Reports [6:32pm]

4.1. Councilmembers:

Zulich reminded councilmembers of their role as liaisons to boards and commissions.

Stosberg mentioned her constituent meetings and spoke about the Metropolitan Planning Organization meeting.

Piedmont-Smith spoke about community concerns and a petition on the city’s use of Flock security cameras for license plate readings. She did not believe Flock would keep the data safe and believed the city should end the contract with Flock.

Stosberg spoke about the children that were in the Immigration and Customs Enforcement (ICE) detention. She noted Liam Ramos who was used as bait to detain his father.

Zulich acknowledged the passing of Lee Hamilton.

4.2. The Mayor, City Clerk, City Offices, and City Boards and Commissions:

Jane Kupersmith, Economic and Sustainable Development (ESD) department, Director, spoke about the 2026 outdoor dining program and the many departments communicating about the program with community members. The administration's position was to suspend the closure of Kirkwood via the City Engineer. Chaz Mottinger, ESD Special Projects Manager, spoke about the recommendation to keep Kirkwood Avenue open to cars, and expand the parklets. She gave extensive details on plans for strengthening the Kirkwood corridor.

Zulich asked if Kirkwood would be closed for Indiana University (IU) home football games, and Adam Wason, Public Works Director said no. Flaherty noted that the intent was to create multiyear certainty for the businesses and community in general. He asked about the decision to suspend the closure and referenced Ordinance 2025-02. Kupersmith said the program was impractical especially with reduced resources and staffing. Zulich asked about impacts on The Beverly, formerly the IU Poplars building, and Kupersmith did not have data. Rosenbarger asked why the administration was doing a study one year after the closure was passed by council for multiple years. Kupersmith said it was due diligence. Mottinger added that she and Cassie Werne, Public Works, Special Projects and Operations Manager, met with multiple businesses and community members to obtain feedback.

Asare extended the time for reports for twenty minutes without objection.

Flaherty spoke against suspending the closure of Kirkwood to cars and appreciated the work and outreach as well as the proposed creative solutions. Rosenbarger commented on the suspension and believed the reasoning behind it was flawed. Asare asked about next steps; Kupersmith said the guidelines needed to be updated via the Board of Public Works (BPW), and the suspension was not intended to be underhanded.

Adam Martinez spoke in favor of the closure of Kirkwood to cars and gave a variety of reasons. Nathan Petri commented in favor of the closure and as an Uber driver, it was safer. Matt Gleason believed it was ideal to keep Kirkwood open to pedestrians. Greg Alexander said it was most important to prioritize pedestrians and gave reasons why. Bob Costello noted the importance of a multiyear program for business owners. Sue Aquila said that the Kirkwood Community Association, a major stakeholder, had not been contacted and spoke against the suspension.

Asare extended the time for reports for ten minutes without objection.

Collin Nielsen spoke in favor of not having vehicles on Kirkwood. Galen Cassady, Uptown Cafe, said it was ideal to have a more pedestrian friendly Kirkwood. Talisha Coppock, Bloomington Downtown, Inc., thanked everyone for their work. Christopher Emge gave ideas on a permanent closure to cars on Kirkwood and city owned infrastructure on the closed blocks.

Stosberg spoke about the lack of stability of closing Kirkwood to cars. Piedmont-Smith said council's goal was to give stability to businesses' outdoor dining for multiple years. She urged the continuity of the street closure. Rosenbarger spoke in favor of closing Kirkwood to cars and gave reasons why.

4.3. Council Committees:

There were no council committee reports.

4.4. Public:

Susan Brackney commented on the authoritarian administration at the federal level and the facism present in the nation. She spoke against ICE tactics. She urged council and other elected officials to be prepared. Christopher Emge, Greater Bloomington Chamber of Commerce, spoke generally about Bloomington. Greg Alexander expressed disdain for snow covered, and poor quality, sidewalks. He spoke about a recent car-related death on Kirkwood. Paul Rousseau talked about snow covered sidewalks. Vicki Veenker, Mayor of Palo Alto, California, Bloomington’s sister city, noted that she was an IU graduate and congratulated the American football team on its national championship win.

5. Appointments to Boards and Commissions [7:46pm]

On behalf of Interview Committee Team A, Stosberg moved to make the following recommendations:

- Reappoint Sita Cohen to seat C-1 on the Animal Control Commission.
- Reappoint Siddhu McLeod to seat C-2 on the Commission on the Status of Black Males.
- Reappoint Wendy Rubin to seat C-1, and Stacy Bruce to seat C-2, on the Commission on Aging.
- Reappoint Jo Throckmorton to seat C-1 on the Board of Zoning Appeals.
- Reappoint Kathleen Bensberg to seat C-2 on the Bloomington/Monroe County Human Rights Commission.
- Reappoint Zoe Zollman to seat C-2 on the Board of Housing Quality Appeals.

Flaherty asked for information on the Board of Zoning Appeals (BZA). Stosberg noted that the staff liaison had recommended the reappointment. Flaherty asked that the recommendation for the reappointment of Jo Throckmorton to the Board of Zoning Appeals receive a separate vote with no objection from Stosberg.

On behalf of Interview Committee Team B, Ruff moved to make the following recommendations:

- Reappoint Andy Koop to seat C-2 to the Digital Underground Advisory Committee.
- Reappoint Cee-Cee Swalling to seat C-1, Shayla George to seat C-2, and Patty Moon to seat C-3 on the Commission on the Status of Women.
- Reappoint James Sanders to seat C-2 on the Dr. Martin Luther King, Jr., Birthday Celebration Commission.
- Appoint Michael Burton to seat C-2, reappoint Sharon Qainshilbam to seat C-3, and reappoint Karshin Nair to seat C-5 on the Community Advisory on Public Safety Commission.
- Reappoint Mitchell Owens to seat C-3 and Shannon Gayk to seat C-4 on the Environmental Commission.
- Reappoint Megan Parmenter to seat C-1 on the Utilities Service Board.

On behalf of Interview Committee Team C, Zulich moved to make the following recommendations:

- Reappoint Randy Cassady to seat C-1 and Deborah Myerson to seat C-2 on the Redevelopment Commission.
- Reappoint Dinorah Sapp to seat C-1 and Maria Puscama to seat C-4 on the Commission on Hispanic and Latiné Affairs.
- Appoint Christopher Miles to seat C-4 and reappoint Zachary Ammerman to seat C-5 on the Commission on Sustainability.
- Reappoint Joseph Shing to seat C-2 and appoint Treyanna Moten to seat C-4 on the Commission on the Status of Children and Youth.

Zulich moved and Ruff seconded that the interview committee recommendations be approved. The motion received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0.

Stosberg noted that there had been only one application for the BZA, but someone had recently applied. She declined to make the separate recommendation for the BZA so that Interview Committee Team A could potentially consider that applicant.

Zulich moved and Rollo seconded to approve the following mayoral appointments to the Historic Preservation Commission* (HPC): Jeff Goldin to seat M-4, Karen Duffy to seat M-7, John Butler to seat M-8, and Abby Hanson to seat M-9. **Per Bloomington Municipal Code 2.16, appointments made by the mayor to the HPC are subject to the approval of the Common Council.*

Zulich thanked the outgoing chair of the HPC, Sam DeSollar for his service on the commission.

The motion received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0.

6. Legislation for First Reading [7:57pm]

6.1. Ordinance 2026-04

To Amend Title 2 of the Bloomington Municipal Code Entitled “Administration and Personnel” to Consolidate and Amend Boards and Commissions Provisions in Chapters 2.02, 2.08, and 2.12

Rollo moved and Zulich seconded that Ordinance 2026-04 be introduced and read by title and synopsis only. The motion received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0. Clerk Nicole Bolden read the legislation by title and synopsis.

6.2. Ordinance 2026-05

To Amend Title 2 of the Bloomington Municipal Code Entitled “Administration and Personnel” to Allow Discussion at First Readings of Ordinances and to Clarify the Ordinance and Resolution Readings Provisions in Chapter 2.04

Rollo moved and Zulich seconded that Ordinance 2026-04 be introduced and read by title and synopsis only. The motion received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0. Bolden read the legislation by title and synopsis.

7. Legislation for Second Reading and Resolutions [8:00pm]

7.1. Resolution 2026-03

To Rename Sidewalk Standing Committee of the Common Council

Rollo moved and Zulich seconded that Resolution 2026-03 be introduced and read by title and synopsis only. The motion received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0. Bolden read the legislation by title and synopsis.

Rollo moved and Zulich seconded that Resolution 2026-03 be adopted.

Stosberg presented the legislation including the reasoning behind the change.

There were no council questions. There was no public comment.

Stosberg thanked her colleagues for their collaboration.

The motion to adopt Resolution 2026-03 received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0.

7.2. Ordinance 2026-01

To Amend Title 20 (Unified Development Ordinance) of the Bloomington Municipal Code - Re: Response to Resolution 2025-12 Related To Amending The Affordable Housing Incentives and Payment-in-Lieu Provisions

Rollo moved and Zulich seconded that Ordinance 2026-01 be introduced and read by title and synopsis only. The motion received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0. Bolden read the legislation by title and synopsis.

Rollo moved and Zulich seconded that Ordinance 2026-01 be adopted.

Jackie Scanlan, Planning and Transportation department, Assistant Director presented the legislation. She discussed the financial impacts, forthcoming nexus study works, financial losses to the city.

Stosberg asked if environmental standards still applied, and Scanlan confirmed they would apply even if Ordinance 2026-01 passed. Flaherty asked if previous versions of the UDO were more stringent on when payments-in-lieu could be done. Scanlan said yes; the previous administration under John Hamilton had prioritized affordable units on site, then units off site, and last payments-in-lieu. That changed in 2022. Piedmont-Smith asked about ensuring that units were owner occupied. Scanlan explained options for enforcement. Rollo asked if the Environmental Commission had weighed in on the legislation and Scanlan said yes. Rosenbarger asked about lot size, structure size, and things like planned unit developments (PUD). Scanlan clarified the restrictions in city code and said staff preferred to update the city code to what was wanted and to not use PUDs.

Rollo moved and Rosenbarger seconded to adopt Amendment 01 to Ordinance 2026-01. Rollo presented Amendment 01.

Amendment 01 Synopsis: This amendment, sponsored by Councilmembers Rollo and Ruff, revises the impervious surface incentives in the R1, R2, R3, and R4 zoning districts.

Flaherty asked why a uniform 80% was used as opposed to tiered percentages, based on the zone. Scanlan said it was for ease of understanding and to encourage the use of the incentive. There was discussion on lot sizes, division of larger lots, and structures that could be built. Scanlan gave examples like Habitat for Humanity's neighborhood on the northwest side, off the BLine. Additional discussion included permanent affordability, rentals and ownership, deed restrictions, and land trusts. Stosberg asked how subdivision developments worked and Scanlan explained the process and noted things like water detention and tree preservation. Rollo asked about the impact on a quarter acre lot; Scanlan clarified that many of the lots were established and the likelihood of subdividing a home in a neighborhood like Park Ridge in order to build two houses was very low. She further clarified that the legislation was in response to a prior resolution, with the goal of incentivizing affordability.

Matt Caldie, Environmental Commission Plan Committee, stated that the committee reviewed the legislation and appreciated the efforts for housing affordability. However, there were concerns with negative environmental impacts like increasing the allowed impervious surface, stormwater issues, the heat island effect, and tree canopy cover and health. He gave additional details. Heidi Brown spoke about the Comprehensive Plan which called for limiting the impervious surface allowed. Jami Scholl spoke against increasing the allowed impervious surface and in favor of locally grown foods. Caldie expressed his conflict between housing affordability and an increase in impervious surface.

Flaherty spoke about the big picture of adding modest housing, potentially owner-occupied, that might be more affordable than current homes. He noted things like smaller minimum lot sizes. He would vote for Amendment 01. Piedmont-Smith also supported Amendment 01 and commented on

environmental considerations though she was less worried about storm water detention. Stosberg said it was important to focus on the intent; to subdivide. She spoke about having a tiered amount of impervious surface space in zoning districts, but different than what was proposed in Amendment 01. She gave detailed examples. Rollo commented that the percent of impervious surface should be defined. Ruff spoke about unintended negative impacts on other homeowners, like drainage and runoff of water.

The motion to adopt Amendment 01 to Ordinance 2026-01 received a roll call vote of Ayes: 6, Nays: 2 (Stosberg, Zulich), Abstain: 0.

There was no public comment on Ordinance 2026-01 as amended.

Rosenbarger asked why the minimum lot size had not been lowered. Scanlan stated there were restrictions on what could be changed. Rosenbarger reminded all that the legislation regarding lot sizes had not been introduced by the council for consideration. She said Ordinance 2026-01 was not effective and would vote against it. Rollo asked if staff was tracking how many units were added to the city and Scanlan said that had been done under the previous administration but not the current one. Rollo asked that it be initiated. Stosberg expressed frustration with the council's lack of understanding of the UDO and gave examples of what would change with Ordinance 2026-01. Piedmont-Smith stated that the UDO needed a full overhaul, and she would support the legislation. Flaherty clarified that hundreds of lots could be subdivided if the lot sizes were reduced, in the R3 and R4, but not through the affordability incentive. He commented on the payment-in-lieu language in Resolution 2025-12, and the ability to compare an affordable unit with a market-rate unit, and the negative financial impact of payments-in-lieu, generally.

The motion to adopt Ordinance 2026-01 as amended received a roll call vote of Ayes: 6, Nays: 2 (Flaherty, Rosenbarger), Abstain: 0.

8. Additional Public Comment [9:17pm]

There was no additional public comment.

9. Council Schedule [9:17pm]

Council Attorney Lisa Lehner reviewed the council's upcoming schedule. Stosberg noted an upcoming Fiscal Committee meeting. Zulich stated it was difficult for council staff to draft amendments at the last minute and requested that councilmembers let council staff know of a planned amendment seven days after the first reading of proposed legislation.

10. Adjournment [9:20pm]

Asare adjourned the meeting.

APPROVED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this day: of , 2026.

APPROVE:

Signature of Isak Nti Asare, Common Council President

ATTEST:

Signature of City Clerk Nicole Bolden

Clerk’s Note: The above minutes summarize the motions passed and issues discussed rather than providing a verbatim account of every word spoken. Bloomington Common Council meetings can be accessed on the following websites:

- [Community Access Television Services](#)¹ (CATS)
 - [City of Bloomington YouTube](#)²
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² <https://youtube.com/@citybloomington>
³ <https://bloomington.in.gov/council/meetings>

Bloomington Common Council-Special Session Minutes
Bloomington Council Chambers, City Hall, Bloomington, Indiana
Wednesday, February 25, 2026 at 5:00pm

Call to Order [5:00pm]

Council President Isak Nti Asare called the meeting to order.

1. Roll Call: (*indicates participation via Zoom) [5:00pm]

Council Members:

Isak Nti Asare	At-Large, Council President
Courtney Daily	District 5, Council Parliamentarian
Matt Flaherty	At-Large
Isabel Piedmont-Smith	District 1
Dave Rollo (absent)	District 4
Kate Rosenbarger *	District 2
Andy Ruff	At-Large
Hopi Stosberg	District 3
Sydney Zulich	District 6, Council Vice President

City staff, officials, and guests present:

Nicole Bolden	City Clerk
Sofia McDowell	Chief Deputy Clerk

2. Agenda Summation [5:01pm]

Asare amended the agenda to review the charge document and then to appoint the Hiring Committee with no objection from the council. He then summarized the agenda. *Clerk’s note: The Hiring Committee charge document is attached to these minutes.*

3. Deliberation and Approval of Charge Document [5:02pm]

Asare explained that the council would be authorizing a hiring committee to coordinate the council’s processes for recruiting and recommending candidates to fill council’s legal and administrative staff roles to ensure continuity of the Common Council’s operations and long term structure of the positions. He referenced and summarized the draft charge document. The first deliverable was to consider the structure of the council office and consider continuing with the current structure of two attorneys and one legal researcher, or, exploring the role of the council attorney/administrator. He noted the importance of having all councilmembers be involved throughout the process.

Piedmont-Smith found it problematic to have the current legal researcher and the O’Neill Fellows report to the Hiring Committee. There was discussion on having a point person instead of the committee. Stosberg mentioned that currently, there was one employee that reported to the Common Council and the others reported to that person. She did not believe that a hiring committee would have the expertise to rewrite those job descriptions because they did not know everything that council staff did. There was discussion on options. Flaherty understood that the intent of the hiring committee was to bring options to the full council who would then select the next steps; the Hiring Committee would not hire one or two attorneys on its own. Rosenbarger said the process could be very long, and appreciated that one or more hirings could be done, depending on the candidates. She wondered if it was ideal to hire a consulting firm. Stosberg asked about the supervision of current council staff. Council discussed supervising council staff, and liaising with external temporary

counsel. Asare asked Clerk Nicole Bolden for her input. Bolden stated that it was ideal to start with the Hiring Committee appointments, have a draft charge, assess work load, and examine the options for supervising interns and staff. She noted that the Office of the City Clerk had stepped in before when the Common Council was understaffed and could do so again. Clerk staff could assist in ensuring the council was able to continue the work of the city. There was discussion on motions.

Stosberg moved and Daily seconded to authorize the committee to fulfill the scope of work for items 1, 2, 3, 4, 6, and 7, and research and recommend external legal support options to the council as a body. The motion received a roll call vote of Ayes: 8, Nays: 0, Abstain: 0.

4. Appointment of Hiring Committee [5:24pm]

Asare appointed Piedmont-Smith, Zulich, Rollo, and Asare to the Hiring Committee, and Daily as the liaison.

Stosberg believed the full council would vote on the liaison. Rosenbarger expressed concern with confidentiality regarding candidates.

Asare amended his motion to exclude Daily as the liaison.

Asare appointed Piedmont-Smith, Zulich, Rollo, and Asare to the Hiring Committee, and Zulich seconded. The motion received a roll call vote of Ayes: 6, Nays: 2 (Piedmont-Smith, Rosenbarger), Abstain: 0.

Asare discussed scheduling an Executive Session before the next regular session.

5. Adjournment [5:30pm]

Asare adjourned the meeting.

APPROVED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this day: of , 2026.

APPROVE:

Signature of Isak Nti Asare, Common Council President

ATTEST:

Signature of City Clerk Nicole Bolden

Clerk's Note: The above minutes summarize the motions passed and issues discussed rather than providing a verbatim account of every word spoken. Bloomington Common Council meetings can be accessed on the following websites:

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DRAFT CHARGE
Ad Hoc Council Hiring Committee

Purpose

The Ad Hoc Council Hiring Committee is established to lead and coordinate the Council's process for recruiting and recommending candidates to fill vacant Council legal and administrative roles, ensure continuity of Council operations during the transition, and advise Council on the appropriate long-term structure of these positions. This charge establishes the Committee's purpose, scope, authorities, limitations, and accountability to the full Council.

Scope of Work

1. Role Structure & Design

- Evaluate whether the functions of Council Attorney and Council Administrator should remain combined or be separated into distinct positions.
- Develop structural options, including reporting relationships, responsibilities, and compensation ranges.
- Present recommended structure(s) to the full Council for approval prior to job posting.

2. Council-Wide Engagement

- Serve as liaison to the full Council.
- Provide multiple opportunities for Council members to offer input on:
 - Role structure
 - Job descriptions
 - Required and preferred qualifications
 - Interview process
- Ensure all Council members have an opportunity to meet finalists.

3. Recruitment & Search Process

- Work with Human Resources and appropriate City entities to:
 - Draft and finalize job descriptions (subject to Council approval)
 - Develop outreach and recruitment strategies
 - Screen applications
 - Conduct interviews
- Prioritize inclusive recruitment practices and transparent communication throughout the process.
- Conduct due diligence and reference checks.

4. Candidate Recommendations

- Bring forward no fewer than two qualified candidates for each open role to the full Council for consideration and final vote.
- Provide written rationale for all recommendations.

5. Continuity of Operations

- Be authorized to:
 - Identify and contract, in coordination with appropriate City processes, with external or temporary legal counsel as necessary to ensure uninterrupted functioning of the Council Office.
 - Oversee and supervise the work of Council interns, fellows, or temporary support personnel during the transition period.
 -

6. Timeline & Reporting

- Propose an initial hiring timeline to the Council within **15 days** of formation.

February 25, 2026

- Provide a status update at every regular Council meeting until the process is complete.
- Present major structural decisions to the full Council prior to implementation.
- The Committee shall aim to complete its work in a timely manner while prioritizing quality and institutional stability.

7. Documentation & Recordkeeping

- Maintain and archive:
 - Job descriptions
 - Evaluation criteria
 - Interview protocols
 - Rationale for structural recommendations
 - Rationale for candidate recommendations

Authority

The Committee is authorized to:

- Collaborate with HR, City Legal, the Clerk's Office, and other appropriate bodies.
- Request comparative information from peer municipalities.
- Engage temporary or external legal support consistent with City procurement and contracting policies.
- Manage day-to-day supervision of Council interns or fellows during the transition.

Limitations

The Committee shall not:

- Make final hiring decisions.
- Extend employment offers.
- Finalize permanent structural changes without Council approval.
- Bind the Council to long-term contractual obligations beyond transitional support without Council vote.

All final structural and hiring decisions remain with the full Council.

Duration

The Committee shall sunset upon confirmation of permanent hires unless extended by Council vote.

Bloomington Common Council-Special Session Minutes
Bloomington Council Chambers, City Hall, Bloomington, Indiana
Tuesday, March 31, 2026, 2026 at 6:00pm

Gretchen Knapp, Deputy Mayor, welcomed everyone and thanked Kathleen Bennett, for her work as the American Sign Language interpreter. Knapp introduced the color guard and Caleb Brinson, Police Officer, who sang the National Anthem. Knapp introduced Roger Kerr II, Fire Chief and Michael Diekhoff, Police Chief.

Kerr reflected on public safety over the previous year, and said that in September 2025, Fire had reached full staffing for the first time in nearly one decade. He noted the improvements to fire stations and discussed Fire’s mobile integrated healthcare program which provided things like screenings, vaccines, and follow-up care for mental health care and more.

Diekhoff spoke about the progress with staffing which had led to improvements in the community including decreases in property crime and crimes involving weapons. He spoke about focused enforcement, continued community engagement, and work across department divisions.

Knapp introduced Clerk Nicole Bolden and Council President Isak Nti Asare, to start the official proceedings.

Call to Order [6:11pm]

Asare called the meeting to order. Bolden called the roll. Asare noted the meeting would adjourn following the mayor’s remarks and introduced Mayor Kerry Thomson.

1. Roll Call: (*indicates participation via Zoom) [6:11pm]

Council Members:	
Isak Nti Asare	At-Large, Council President
Courtney Daily	District 5, Council Parliamentarian
Matt Flaherty (absent)	At-Large
Isabel Piedmont-Smith	District 1
Dave Rollo	District 4
Kate Rosenbarger (absent)	District 2
Andy Ruff	At-Large
Hopi Stosberg (absent)	District 3
Sydney Zulich	District 6, Council Vice President

City staff, officials, and guests present:	
Nicole Bolden	City Clerk
Gretchen Knapp	Deputy Mayor
Roger Kerr II	Fire Chief
Michael Diekhoff	Police Chief
Kerry Thomson	Mayor

1. Topics Discussed [6:12pm]

Mayor Kerry Thomson offered remarks regarding the state of the city. The remarks, as provided by the Office of the Mayor, are attached to these minutes.

2. Mayors Remarks Concluded [7:07pm]

March 31, 2026

APPROVED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this day: of , 2026.

APPROVE:

Signature of Isak Nti Asare, Common Council President

ATTEST:

Signature of City Clerk Nicole Bolden

Clerk’s Note: The above minutes summarize the motions passed and issues discussed rather than providing a verbatim account of every word spoken. Bloomington Common Council meetings can be accessed on the following websites:

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5:30 p.m. - Doors open to the public.

6 p.m. - Program begins. **Gretchen Knapp** to the podium; welcomes the audience & introduces Color Guard & Officer Caleb Brinson to sing the National Anthem.

Gretchen Knapp

- Good evening, everyone! Welcome to the 2026 State of the City Address.
- I'm Deputy Mayor Gretchen Knapp. Thank you for being here tonight.
- Tonight is our chance to take a look at the work happening across Bloomington and the opportunities ahead.
- To begin, we'll start with the Presentation of Colors by the Bloomington Police and Fire Departments, followed by the National Anthem, performed by Officer Caleb Brinson.
- Officer Brinson joined the Bloomington Police Department in May of last year. His time as a student at Indiana University—and his experiences across Bloomington—shaped a lasting connection to this city, one that led him to serve it.
- Please rise.

6:02 p.m. - **Gretchen** steps back to the podium, but remains on stage. **Color Guard presents**, followed by the National Anthem (**Officer Brinson**).

Color Guard and National Anthem

Gretchen Knapp

- Thank you to our Police and Fire Departments and to Officer Brinson for that powerful opening.
- You may be seated.
- Now, to begin tonight's program, I'd like to introduce Fire Chief Roger Kerr II and Police Chief Michael Diekhoff.
- Chiefs, the stage is yours.

6:07 p.m. - **Chief Kerr and Chief Diekhoff** walk to the stage together - Kerr goes to the podium to speak and Diekhoff stands slightly off to his left. After **Kerr** is finished speaking, he returns to the audience and sits down. **Diekhoff** moves to the podium and sits down after presenting his remarks.

Chief Kerr

- Good evening. I'm honored to stand alongside Chief Diekhoff as we reflect briefly on the past year in public safety.
- For many years, Bloomington Fire lost trained firefighters to neighboring departments offering higher pay, and maintaining minimum staffing required frequent reassignment and overtime.

- In September of 2025, our Fire Department reached full staffing for the first time in nearly a decade.

[Applause and pause]

- Since then, staffing levels have remained stable.
- We also completed long-overdue improvements to Fire Station 3, located on IU's campus.
- The station opened in 1963 and had not seen major modernization until last year. The renovation improved firefighter safety and added updated cancer-prevention features.
- Construction continues on the Operations and Training Center, which will bring training, logistics, and equipment into one place and strengthen training and daily operations when it opens this September.
- Another important part of our system is our Mobile Integrated Health program, whether that's at a residence, at a nursing home, or on the street.
- Led by the fire department, community paramedics provide screenings, vaccinations, and follow-up care, while helping connect people to mental health services, substance use resources, and ongoing support.
- I am proud to announce MIH handled 220 unique responses last year.
- Later this evening, the Mayor will speak in more detail about public safety and the work ahead.

- For now, it is my pleasure to introduce Chief Michael Diekhoff.

Chief Diekhoff

- On the police department side, we have made important staffing progress.
- Today, we are staffed at 94 officers out of 105 authorized positions, with 7 candidates moving through the Board of Public Safety hiring process.
- If those appointments move forward as expected, we anticipate reaching approximately 96 percent of authorized staffing in the near term.
- As staffing stabilizes, we are beginning to see improvements across our community.
- In 2025, Bloomington experienced substantial decreases in property crime and crimes involving weapons. These improvements reflect focused enforcement, continued community engagement, and the work of officers across the department's divisions.
- Patrol coverage is more consistent, specialized units are rebuilding capacity, and training schedules are returning to normal after several years of disruption caused by vacancies.
- Although staffing for both the BPD and Dispatch are improving, we must continue to prioritize how we deploy resources and focus on calls and incidents that most affect public safety.

- Even with these challenges, our officers continue to show up every day with professionalism, care, and commitment to this community.
- This progress is the result of their work—and we're proud of what's been accomplished, and what's ahead.
- Thank you.

6:11 p.m. - **Gretchen Knapp** to podium - thanks BPD & BFD, then introduces Clerk Bolden and Council President Asare.

Gretchen Knapp

- Thank you, Chief Diekhoff and Chief Kerr. To our Police and Fire Departments, THANK YOU.
- You serve with excellence and compassion every day, and when lives are on the line, the people of Bloomington know they can count on you. Thank you.
- At this time, I'd like to invite Clerk Nicole Bolden and Council President Isak Asare to begin the official proceedings.

6:12 p.m. - Transition. **Clerk Bolden** and **Council President Asare** to the podium to call the meeting to order and do roll call.

Council President Isak Asare

- Good evening, and thank you all for being here tonight. I am Council President Isak Asare. I'd like to call this Special Session of the Bloomington Common Council for Tuesday, March 31, 2026.
- Please note that this Special Session will adjourn following closing remarks from Mayor Kerry Thomson.
- And now, I'd like to invite the honorable Clerk Nicole Bolden to proceed with roll call.

Clerk Nicole Bolden

- Good evening, everyone—I am Clerk Nicole Bolden. It is nice to see so many familiar faces here tonight

[Proceeds with Council roll call]

6:15 p.m. - **Council President Asare** to the podium & introduces the Mayor.

Council President Asare

- Thank you, Clerk Bolden.
- I'm delighted to introduce Bloomington's Mayor, Kerry Thomson. Tonight, she will share the State of the City.

- Please help welcome Mayor Thomson to the stage.

6:16 p.m. - Transition. **Mayor Thomson** to take the podium and deliver the 2026 State of the City address.

Mayor Kerry Thomson

Opening—Bloomington's Moment

- Good evening, Bloomington!
- What is something happening right now that, years from now, will feel completely obvious?
- Something we'll wonder how we ever lived without.
- Because if there's one thing about this community—
- we don't always see the ending when we're in the middle of it.
- So tonight, I want to talk about what we're building now—
and what it might become.

[Transition]

- Before we go any further, I want to recognize the people whose work makes all of this possible.

- If you are a member of City Council, a county or state elected, or serve on one of our boards or commissions, please stand so we can thank you.
- And if you work for the City of Bloomington or for Monroe County, I also invite you to stand.
- These are your neighbors who solve problems most of us never see.
- They keep our City functioning—day after day and administration after administration.
- Please join me in thanking them.

[Applause and pause]

- One of the best parts of my job is how often people stop me to tell me why they love Bloomington.
- Entrepreneurs tell me about how in Bloomington, their startup business found its first investor, customer, or collaborator.
- Artists tell me about how they found a community of creatives, venues for their work, and a public that values arts and culture as central to Bloomington's identity.
- Retirees tell me about their many volunteer projects, the hours of service they've contributed, and the friends they've made while working together to improve our community.

- And of course, many people talk to me about the underrated quarterback who came to Bloomington, trained hard, and left with the Heisman Trophy and a National Championship.

[Transition]

- What is described, again and again, is a community where people make connections, invest in one another, and build businesses, nonprofits, culture, friendships, and traditions.
- Part of our job in city government is to create the conditions where those connections can happen and potential is unlocked.
- When we get those conditions right, we build and sustain a thriving community where everyone can belong.

[Transition]

- What exactly is a thriving community? First and foremost, it's well-maintained, clean, and safe.
- It has a variety of housing that meets the needs of diverse residents.
- It offers viable business and job opportunities that lead to wage growth, economic diversity, and a sustainable future for individuals and the community.
- And it has a government focused on getting the right work done, in service to the public.
- All of that makes it possible for each person to bring their gifts and talents to fruition and find community and support in a creative,

innovative culture.

- Tonight, I'd like to talk about what we're doing to build a thriving community where everyone can belong.

A City That Takes Care of What It Has

- A thriving community starts with a well-maintained, tidy city.
- Over the years, Bloomington has funded amazing assets.
- The B-line Trail, Switchyard Park, and Hopewell Commons are just a few of those.
- We also have built assets we walk and drive on every day: sidewalks, roads, and multi-use paths.
- We've invested in preserving historical assets like this building we're in tonight, City Hall, and the Waldron.

[Transition]

- it costs money to maintain those assets, as well as critical infrastructure like our water and wastewater treatment plants, our storm systems, and the facilities for the animal shelter, sanitation, fleet and street, public safety, just to name a few.
- It is also true that deferring maintenance and repairs only serves to drive costs up and increase risks.
- We've committed, first and foremost, to ensuring that City investments are well-maintained.

[Transition]

- If we're going to make decisions about bonding, infrastructure, and long-term investment, we need more than good intentions.
- We need data, clarity, and a trajectory.
- We're putting a full asset and capital plan in place.
- Now I'll touch on some of the work we've already done...

[Transition]

- In the first two years of my administration, we paved over 32 miles of streets.
- To put that in perspective, that's more than the City paved in the previous FOUR years combined.
- That investment is important to stabilize our road network and prevent further decline and increased costs.
- We have more work to do to ensure we don't fall further behind.

[Transition]

- Traditional funding sources are no longer what they used to be.
- Our road system requires an additional \$3 million annually just to maintain current conditions as they are.
- With the number of pothole calls coming into the Mayor's Office these days, we know that's the bare minimum.

- So we're getting creative, using grants and partnerships to extend our local tax dollars.

[Transition]

- Through the INDOT Community Crossing Matching Grant program, we've been able to extend our tax dollars for street paving *and* add ADA-compliant ramps, and we'll continue to leverage that resource.
- In 2026, Parking Meter funds will help us complete over \$400,000 in paving and infrastructure projects downtown that would otherwise have been very difficult, if not impossible, to achieve.
- Through a partnership with IU, we'll be able to repair and maintain the brick sidewalks along Kirkwood, keeping Bloomington safe and beautiful.
- We'll also renovate some downtown alleys, along with building on the downtown beautification efforts made last year to repair concrete and planter boxes, powerwash, and improve landscaping.

[Transition]

- In 2026, we'll implement the results of the parking and sidewalk studies begun last year, to ensure we understand the costs, the needs, and have a strategic plan for those resources.
- In April, the Transportation Commission will review the Parking Study and Comprehensive Plan.
- In May, they'll review a draft Pedestrian Facilities Operations Plan outlining sidewalk repair and maintenance.

[Transition]

- We're preparing to release the Parks Master Plan results, which will guide how we prioritize investments across our park system.
- That matters because we have real needs to address:
- Two pools and an ice rink in need of repair, sports centers and courts to maintain, and a wide range of parks to care for.
- To give you an idea, Switchyard Park alone will cost somewhere around \$125,000 to maintain annually. Our controller is working with Parks to create a sustainable future.

[Transition]

- At Utilities, fluoride is flowing again; we've secured \$1.25M for upgrades to wastewater treatment with the help of Senator Erin Houchin, and we're preparing to make long-delayed repairs to the Monroe Water plant.

[Transition]

- We're also looking at how to build and fund Public Works facilities that adequately serve the City's needs and protect our investments in sanitation trucks, snow plows, fire engines, police cars, our electric fleet, and more.
- Equipment that costs over \$100,000 or more should not be left outside to deteriorate in weather. Maintaining that equipment requires storage space and modern tools and facilities.
- Finally, we are looking at how best to use the Showers West space, given the bond restrictions, the City's need for space, and the current state of its aging systems.

[Transition]

- The Fire Department moved into its new headquarters last year, as planned in the bond, and we are now negotiating final agreements with the remaining tenants.
- Since then, we've used Showers West to meet immediate needs across the organization, supporting City Council, accommodating departments during renovations, and creating space where it's needed most.
- Most recently, Engineering relocated to Showers West, affording Planning and Housing and Neighborhood Development the space they have long needed within City Hall.
- As we look ahead, we are actively assessing how the whole building should function long-term—
- —evaluating departmental space needs, conference room capacity, how teams that work closely together are physically aligned, and how the public moves through the space.
- We are also incorporating safety planning into that assessment.
- We will soon hire the City's first Emergency Management Specialist to create a building safety plan for City Hall and other buildings, train staff, and run regular safety exercises to ensure that we are prepared to respond to emergencies.

[Transition]

Community Safety

- And that leads us to another important commitment of my administration, and a key responsibility of government: public safety.
- A city does not thrive without safety.
- Everyone in Bloomington deserves to be safe—and to feel safe.
- To do that, we must ensure our public safety teams operate at their best.
- For too many years, both BPD and BFD operated below their authorized staffing levels, which strained response, increased overtime, and made it harder to retain personnel.

[Transition]

- In the past 2 years, we made targeted changes to pay and policies to address that, enabling Bloomington to compete again.
- In 2024, we successfully negotiated two union contracts with Police and Fire to increase pay to be competitive in the market, and both passed with a unanimous vote.
- The 2026 collective bargaining discussions have already begun, and we anticipate two more successful union negotiations.
- Let's be clear— unanimous union votes are a once in a lifetime mayoral experience, but our transparent and honest process has led to negotiations that work for all.

- For the Fire department, in the most recent hiring cycle, 272 applicants applied to join BFD.
- That is a 213% increase from the number of applicants in 2024.
- That's pretty awesome, but public safety is not only about how many people we have.
- It's about how our police officers and firefighters show up in this community—building relationships, preventing harm by solving problems early, and being part of the fabric of this city.

[Transition]

- For the police department, full staffing allows us to reduce turnover, stress, the risk of injury, and overtime costs, so service is consistent, response is reliable, and the system isn't stretched too thin.
- It also creates space to be present in the community, where officers are known and where relationships come before response is needed.
- When people know their local police, trust increases—and safer, more connected neighborhoods follow.

[Transition]

- In 2025, we saw obvious forward movement.
- BPD welcomed eleven new officers in a single class—the largest group in more than three decades.

- One of those individuals was Officer Brinson, who opened this evening with the National Anthem.

[Transition]

- Several officers from that recruitment class were already certified, allowing them to enter service more quickly, and one veteran officer returned to Bloomington after more than twenty years of prior service.
- We are making progress, but we are not finished.
- Not every recruit completes training. Some officers will retire. Others may leave the profession.
- But this is my commitment: we will reach full staffing by the close of this calendar year.

[Transition]

- And just as staffing matters, so does how we respond. Not every call requires the same response.
- Some situations require enforcement. Others require medical care, mental health support, or connection to services.
- We continue to build a structure of care that reflects that reality.

[Transition]

- Stride is our community's nonprofit, 24/7 mobile crisis response team, made up of trained mental health professionals who respond in real time to substance use and behavioral crises.

- Stride works closely with our police, fire, and dispatch teams, ensuring that calls are routed to the most appropriate response.
- They meet people where they are, on a sidewalk, in a park, at a business, and connect them to care.
- In many cases, Stride resolves situations before they escalate, reduces unnecessary emergency room visits and arrests, and builds trust with residents who may not otherwise engage with traditional systems.
- My gratitude to Cook Medical for working with us and Stride to create the bus wrappers and other marketing campaign tools to promote their work.

[Transition]

- The City's Downtown Resource Officers, Police Social Worker, and outreach teams work together to respond to individuals in crisis and reduce repeat calls for service as well.
- Last year, we embedded a mental health professional within Central Dispatch to help triage certain calls in real time and direct them to the appropriate response.

[Transition]

- Later this spring, we'll launch an analysis how we could potentially integrate an alternative response into 911 dispatch.
- LEAP, the Law Enforcement Action Partnership, will analyze current calls and community resources to identify where alternative responses can expand while maintaining a strong, fully capable police and fire presence

for the most urgent public safety needs.

- This work is deliberate, grounded in data, and informed by our local situation—our local providers, our financial constraints, our systems and staffing levels—to make sure that the results are pragmatic, actionable, and safe for all.

[Transition]

- Those same principles apply to the tools we use to support safety in our community.
- The City is currently reviewing our contract for Flock cameras and will be presenting our findings on April 15 to the City Council based on their recent resolution.

[Transition]

- Safety stabilizes a community. Housing stabilizes people.
- That's where we turn next.

[Transition]

Attainable Housing and Homelessness

- For 25 years my professional work centered solely on housing.
- It was a top commitment of mine when I ran for office, and it remains our City's greatest priority.
- We need more houses, of more sizes, for more people.

- We need housing diversity.
- The largest opportunity to do that is Hopewell.

[Transition]

- We have a community that cares deeply about getting this right—
- and in Bloomington, even when we agree on the goal and what needs to be done, it can still take a very long time to move forward.
- Government and politics in our community tend to take the scenic route.
- And the trip is never boring!

[Transition]

- This isn't the first time there have been lively conversations about problems and their solutions.
- At different points, we've debated:
- An abandoned rail line.
- The hospital leaving downtown.
- An outdated Convention Center.
- Changes around the Tech Park.

- Chickens.
- Before that, our community confronted the possible loss of the Courthouse
- And even of this very building.

[Transition]

- And look at where that process has led us.
- We saved the Courthouse.
- We developed the B-Line Trail.
- We purchased, designed, and built out the Trades District.
- We moved forward on the Convention Center.
- We built out bicycle and pedestrian infrastructure across the city.
- We constructed the Bloomington Transit Hub.
- We established the Bloomington Entertainment & Arts District—including the building we're in tonight.
- And soon, we will, one way or another, have Hopewell, a once in a generation neighborhood which all of us will be proud.

[Transition]

- We all agreed to high standards when it comes to our neighborhoods. We all want housing that is safe, sustainable, and built to last.
- But we also have to be honest about the moment we're in.
- Costs are rising. Wages are not keeping pace.
- Just yesterday, Novo announced layoffs impacting 400 people.
- At the same time, state and national decisions continue to influence wages and costs in ways we don't control locally.

[Transition]

- Like all projects of this significance, the proposal has been shaped through expansive outreach and engagement.
- We have engaged experienced planners and designers renowned throughout the country for their innovative work to advance housing that is attainable,.
- Local lenders, builders, developers, and housing experts have weighed in on what works in Bloomington to make a project like this viable.
- We have collaborated with the public,
- with City Council,
- with City departments

- and the Redevelopment Commission and Plan Commission.
- It takes time for a project to reach a point of action.
- Hopewell would be difficult to deliver in today's environment without sustained public leadership.

[Transition]

- Together with our City Council I agree: this project is worth the work.
- And we all share the same vision for it:
- Attainable housing in Bloomington.

[Transition]

- Hopewell South is the first phase of a much larger neighborhood.
- For this phase, the administration made a clear choice to focus on two things:
- HOMEOWNERSHIP that more people can attain at market rates.
- And a neighborhood that connects to opportunity.
- On those goals, this plan delivers.
- It doesn't resolve every challenge.
- No single project does.

- But it moves us forward.
- And in a housing crisis, that matters more than perfection.

[Transition]

- As an administration, we take responsibility for our part of the ongoing housing puzzle:
- Clarify expectations and legal boundaries, align departments, reduce red tape, and generate a clearer path from concept to construction.
- Our existing UDO does not always allow us to build the kind of housing we say we want.
- That is why we use tools like a PUD—to create a path to actually build housing.
- We will keep improving our code. Refining our tools. Learning from this work.
- This is not either/or.
- It's both.

[Transition]

- We have to stay focused on the outcomes.

- Where process adds costs without improving the result, it moves in the wrong direction.
- We have capable local builders and we have standards that support energy efficiency.

[Transition]

- This is where we shift from discussion to delivery.

[Transition]

- I'm confident we will get to the finish line with Hopewell, because we share the same vision for attainable housing in Bloomington—and that alignment matters most.

[Transition]

- Housing attainability also requires strengthening the systems we have.
- We have enforced Title 16 housing standards, held negligent landlords accountable, and revoked permits for chronically unsafe properties.
- In one case, a long-time property owner whose repeated life-and-safety violations persisted for decades—and spanned 31 properties within city limits—is now prohibited from operating rental units in Bloomington for the next two decades.
- Unsafe, unmaintained housing will *not* be tolerated in Bloomington.

[Transition]

- In parallel, we are working to reposition local builders and developers to succeed by shifting internal processes.
- Two permitting audits are underway—one where the City acts as a zoning petitioner to identify real friction points, and a second comprehensive review of every step in the development process across departments.
- These audits will lead to tangible change in the time and process for creating housing.
- This work is paired with updates to the Unified Development Ordinance and a redesign of permitting systems to reduce red tape and make housing development more predictable and therefore more affordable.

[Transition]

- Builders and developers consistently report shifting interpretations, conflicting departmental guidance, and unpredictable review timelines—
- Challenges that hit small single-family projects the hardest.
- And when local builders leave the table, we lose local jobs, local investment, and the ability to keep that economic activity here at home.
- When housing production slows, the entire housing system tightens—from starter homes to rental units to the safety nets people rely on when life gets difficult.
- If you are a housing builder or developer watching tonight, here is what I would say:
- Pick a lane and build it well.

- We need many kinds of housing in Bloomington. And your city wants to make it easier to create it.
-

[Transition]

- Housing supply alone does not solve the full challenge.
- We're also working to address what happens when housing is lost.

[Transition]

- Homelessness does not happen overnight. It is the result of a longer chain of housing instability
- We are seeing the same pressures that communities across the country are seeing.

[Transition]

- Many residents feel two things at once: compassion for individuals living in crisis and concern about impacts in parks, along trails, and in neighborhoods.
- Both are real. Both come from a place of caring about a thriving Bloomington.
- And both deserve a response that is thoughtful, consistent, and effective.

[Transition]

- While City government alone cannot solve homelessness, we play a direct role in response.

- We support shelter and service providers.
- We coordinate across departments.
- And we bring partners together to move people toward housing and stability.
- Our nonprofit partners do critical, day-to-day work—building relationships, providing care, and helping people take the next step.
- Our job is to support that work, strengthen it, and make sure it leads to real outcomes.

[Transition]

- Let me remain clear: we cannot arrest our way out of homelessness.
- We prioritize housing, treatment, support, and connection because *that* is how people stabilize and begin to rebuild.
- At the same time, cities must operate within the laws that govern public space.

[Transition]

- Recently, the State passed Senate Bill 285, which prohibits public camping beginning July 1.
- This is not a law we supported, but came with a mandate from the state to empty camps,

- I am determined to use this as a deadline to see just how many people we can get housed, into services, and into a place where they never have to sleep outside again.

[Transition]

- In January 2024, there were more than a dozen encampments on City-owned property.
- Today, there is only one.

[Transition]

- As a result of sustained outreach and coordinated response prior to SB 285, only one established encampment remains on City-owned property, and our teams remain engaged with those residents every day to help move them toward stability.
- This is the result of focused, coordinated work:
- Daily engagement.
- Cross-agency collaboration.
- And consistent follow-through by City teams.

[Transition]

- In 2024, our administration put clear protocols in place so that when encampments must close, they do so humanely and with structure.
- Encampments receive notice.

- Outreach teams connect residents to shelter, services,
- and reunification with family or support networks whenever that option exists.

[Transition]

- In fact, reunification is one of the tools we pursue most aggressively, because reconnecting someone with people who already know them and care about them is often the fastest path back to stability.
- Last year, our Bloomington Police Department facilitated the reunification of 50 individuals. They also identified 139 individuals experiencing homelessness who were new to Bloomington.
- Stride, our community's mobile crisis response team, reunified an additional 78 individuals.
- Even accounting for some overlap between those efforts, that means at least 117 people were reconnected to support systems in the past year.

[Transition]

- The larger reality is that Bloomington currently carries a disproportionate share of services for individuals experiencing homelessness across our region.
- Our community has stepped forward to help, but too many people are still without housing or support.
- Our current resources cannot meet the scale of the need and the need is great.

[Transition]

- If we want to make a meaningful impact on individual lives—and on the health of our community—we must acknowledge our limits.
- That means setting clearer expectations about how services are delivered across the region.
- The City continues to call for a temporary approach to regional service boundaries within our six-county HUD region.
- Regional service boundaries are not a test of whether someone belongs in Bloomington.
- Boundaries are not a barrier to immediate food, shelter, or reunification help.
- Instead, regional service boundaries are a temporary framework that prioritizes scarce shelter beds, case management, and housing resources for people whose care networks are in Bloomington and our surrounding counties, so the help we offer is real and sustainable.

[Transition]

- We are also making something clear to other jurisdictions: stop transferring people to Bloomington without a local connection or follow-up plan.
- Taking someone out of their community and dropping them somewhere they have no support and cannot access services does not lead to recovery.

- I'd like to thank Heading Home for their leadership in thinking through, and exploring training a group, on next steps for encampment closure.
- And for our County colleagues, especially Commissioner Madeira, for taking this so seriously and having an approach of partnership.
- Solving homelessness requires both compassion and structure: housing, services, and a region willing to take shared responsibility on collaborative and often times iterative solutions.

[Transition]

Economic Development

- Housing stability allows people to build a life.
- Economic opportunity allows them to build a future.
- Our commitment is to grow the workforce population, grow wages, and strengthen the economic base that supports the services our community depends on.
- The single most important action we can take to support that is removing barriers to housing.
- If families cannot find a place to live, they cannot take a job here.

[Transition]

- Housing and economic development move together. You cannot solve them in isolation.

- When housing supply grows, employers can hire the workers they need.
- When businesses grow, wages rise, and housing instability falls.
- And when the economy grows, the revenues generated by local income, property, and food and beverage taxes allow the City to reinvest directly in our built environment, safety, and public health.
- Under Senate Enrolled Act 1, or SEA 1, that connection becomes even more important.

[Transition]

- Cities like Bloomington are increasingly dependent on income tax tied directly to the workforce.
- Our role is to create the circumstances where people and businesses can succeed.
- One of the most visible investments supporting that work is the Convention Center expansion.
- Our community has worked toward this moment for nearly 20 years.
- That work required blood, sweat, tears, partnership between the City and County, the creation of the Capital Improvement Board, and a long-term commitment to investing in Bloomington's future.
- Today, that vision is becoming real—rising at 3rd and College, connecting our past to our future.

- The expanded Convention Center is expected to bring millions of dollars in new outside spending into Bloomington each year.

[Transition]

- This investment is not in isolation.
- It is part of a broader pattern of progress concentrated in the corridor stretching across South Rogers, South Walnut, and the Hopewell redevelopment area.
- For years, this area has been a gap in the center of the city.
- Now, it is becoming a place where we are intentionally restoring connection and continuity.
- The Convention Center expansion. The Hopewell neighborhood. The proposed future location of public safety infrastructure.
- When we locate housing, jobs, and services in close proximity to one another, the system works better.
- People live closer to where they work and businesses benefit from the steady base of residents and visitors.

[Transition]

- Then, just up the B-Line, The Trades District continues to grow: new employers, expanded workspaces, a new hotel, and more public art and programming on the horizon.

- In late 2024, a \$16 million Lilly Endowment grant, awarded to Indiana University in partnership with the City and The Mill—now Amplify Bloomington—is accelerating that work.
- Last year, the City added a position to deliver on that partnership and move projects forward.
- That investment is already showing up on the ground.
- The Forge, a new Class A office building, is now home to companies like Vivum AI, Folia, and Bloom.
- Amplify Bloomington is expanding inside The Mill, adding new workspaces, offices, and conference capacity.
- Next door at the Kiln, Paragraph is fueling new startups with funding, and Soma Coffee is fueling us all with caffeine.

[Transition]

- Last Wednesday, we closed on a new hotel in the Trades District.
- We're on track to break ground this summer, adding rooms, meeting space, and street-level activity that connects directly to downtown.
- When we don't have enough hotel capacity, demand spills into short-term rentals, often taking whole homes off the market for residents.
- This is about putting the right supply in the right place and staying competitive.

- **Bloomington has fewer hotel rooms than comparable markets, even if we include planned projects.**
- **The Trades District hotel will help close that gap and strengthen a key part of our economy: destination tourism and events.**

[Transition]

- **We are correspondingly investing in the district's experience by activating it with art, events and programs so it works for residents, too, not just visitors or tenants.**
- **This is economic development at its best—jobs, business activity, and investment that move beyond one district and strengthen the entire community.**

[Transition]

- **We are also making decisions about how people experience our city day to day.**
- **Kirkwood Avenue is a good example.**
- **And I want to acknowledge—Kirkwood's outdoor dining experience has meant a lot to people. I care about it too.**
- **The full closure created moments people loved.**
- **But the day-to-day reality did not consistently match the intent of the program.**

[Transition]

- The City's adopted Transportation Plan identifies Kirkwood as a shared street.
- It carries businesses, deliveries, emergency access, and daily movement. It also carries a critical sense of place at the intersection of city life and campus life.
- Our responsibility is to balance all of that, not just on the best day, but every day.

[Transition]

- We looked at the data, business participation, and overall community impact. The recommendation—and the Board of Public Works decision—is to continue with a shared street model this year.
- And this season, we're working with partners to expand activations so the space works harder for the community.
- More events. More programming. More reasons for people to be there beyond outdoor dining.
- Because how a place functions day to day shapes how people experience it.
- And how people experience a place shapes whether they stay, invest, and build something here.

[Transition]

- That brings us to something we should have done a long time ago: we need to be clear about who we are as a city.
- Nearly a decade ago, the City's Wage Growth Task Force recommended that Bloomington define a shared identity.
- That work did not move forward.
- It is now.

[Transition]

- Later this year, we will roll out Bloomington's city and place branding.
- We partnered with a national firm, CivicBrand, to build the framework, but our story comes from Bloomington.
- Over the past 12 months, residents, business owners, students, artists, and community partners have shaped it through surveys, committees, workshops, and direct conversations.
- That input continues as we refine the design and strategy in real time.

[Transition]

- If you ask someone why they love Bloomington, they will not give you a one-line answer.
- They will give you twenty or thirty minutes.
- That is a strength and also a challenge.

- Right now, Bloomington has a strong identity, but we have not always told that story clearly or consistently.

[Transition]

- Cities that compete for talent, investment, and growth do not leave their stories undefined.
- They state it clearly, reinforce it constantly, and use it to guide decisions.
- The goal is to make sure we communicate Bloomington plainly enough that people can see it, understand it, and choose to be part of it.

[Transition]

- At a time when national conversations pull attention in every direction, we stay focused on what we can actually shape.
- We can control the systems we build, the investments we make, and the expectations we set for ourselves as a community.
- When those are clear and consistent, people do not have to guess whether they belong here.
- They know.

Government That Works

- To truly build a thriving community, we have to start by listening.
- Leadership begins with listening.

- Many of you have said the same thing.
- You see Team Bloomington out and about, and you know how to reach us.
- Over the last two years, we have made listening a regular part of the job:
- Monthly door-knocking in neighborhoods.
- Town Halls and Office Hours where residents can speak directly with us.
- And regular listening sessions with nonprofit and faith leaders who see challenges up close and personal.
- Our sequence is simple: Listen. Discern. Lead. Deliver.

[Transition]

- We've worked diligently to get our financial reporting up to date.
- In 2024, we closed out the delayed 2022 audit.
- in 2025, we closed out the 2023 audit.
- and on Thursday we meet with auditors for the exit conference on the 2024 audit.
- We will now be able to complete the 2025 audit on time and be back in compliance with reporting deadlines for the first time in years.
- In addition, we completed the long-overdue update of the City's financial account numbers, to comply with State law.

[Transition]

- Our Housing and Neighborhood Development Department worked hard to return to reporting compliance with HUD and has even been invited to present at their conference.

[Transition]

- We've updated our public records request processes and uReport processes, eliminating a backlog of hundreds of overdue requests.
- There's more to do, and we continue to clean up and improve the systems.
- But increasingly, we are leading the way rather than playing catch up.

[Transition]

- We've discussed our efforts to ensure that Public Safety is fully staffed.
- The same focus has extended across the rest of the City to ensure we are staffed with skilled public servants. Implementing the salary study has been a key piece of our success.
- As a result and as of this week, Engineering is fully staffed for the first time since October 2022.
- Other departments are also receiving more applications, and more qualified applications, for their open positions.
- We continue to work closely with the City's unions to build stronger relationships and better outcomes.
- We started that work early.

- In 2024, we negotiated two public safety contracts to unanimous vote.
- In 2025, we opened the AFSCME contract a year early and successfully negotiated a new contract that passed 82-7.

[Transition]

The New Reality – SEA 1

- While we've been rebuilding our foundation, the financial landscape for cities across Indiana began to shift.
- Last year, the State passed Senate Enrolled Act 1, or SEA 1.
- This law changes how local governments are funded.
- Income tax distributions will switch. Municipal revenue growth will slow. Bonding capacity will tighten.
- Those changes will compound over time.

[Transition]

- Cities across Indiana—including Bloomington—will have to make hard choices.
- Our response must be disciplined.
- Our role is to first ensure we deliver the essential services and responsibilities that only local government can provide.

- We will honor the commitments we've made, take care of our infrastructure and assets, and deliver core services well.
- If we want to do our essential work well, we have to prioritize.

[Transition]

- In a city full of smart people, ideas are never in short supply, but progress happens when we choose a direction and stay with it long enough to deliver real results.
- We are already struggling to address high-priority capital projects.
- We must pair our limited resources with our priorities and resist the temptation to chase every new initiative that comes along.
- To do that, we need to know what we spend, what results we get, and whether those investments align with what matters most.
- That work has begun.
- With our new controller, Geoff McKim, we are reviewing our budget through that lens.

Closing

- The State of the City is strong and moving forward.
- Not without bumps and not without limitations, but with purpose, clarity, and community.

[Transition]

- In 1996 we couldn't have seen this building in its current form, we would not have envisioned a trail along that abandoned rail corridor, and I bet we would not have dreamed we would be at the precipice of a transformational housing development where our hospital was.
- What is it that we are doing this year that we couldn't imagine living without in 2056?
- If we look ahead, over just the next two years, we can envision what that looks like:
- We'll see a Convention Center alive with activity: visitors moving through our streets, gathering in our restaurants, and stepping into the culture that makes Bloomington what it is.
- We'll see homes rising in Hopewell, a once-in-a-generation neighborhood taking shape, block by block, bringing new energy, opportunity, and pathways to belonging.
- We will see a downtown that feels vibrant and cared for.
- Events that bring people together.
- Clean and well-maintained streets and sidewalks.
- A clear, distinct sense of identity is reflected in our City branding.
- We'll see more public art, more activity, and more life in our shared spaces.

- We'll see couples on dates on the roof of the new Trades district hotel, entrepreneurs and small businesses heading into the Forge, the Kiln, and Amplify Bloomington to grow their success.
- We'll see our workforce population and wages grow.
- We'll see fully staffed police, fire, and City departments that are responsive and responsible, owning their work showing up every day to ensure you are safe and well-served and your problems are resolved.

[Transition]

- That is what a thriving community looks like.
- Wages that grow our economy. Housing residents can afford. Opportunities people can pursue. Safety that our neighborhoods rely on. And a government focused on getting the work done. A place to belong.
- But there is something else we can do that matters just as much.
- In a moment where national political rhetoric lends itself to “us and them” culture, we can do better.
- We can solve problems together, sitting face-to-face, and co-creating solutions.
- We can be tough on challenges *and* respectful of everyone working on them.

- We can rise above identity and party politics and see one another for what we are: a community full of people showing up every day to transform lives and improve our community.
- I believe this even more today than when I wrote this 24 hours ago.

[Transition]

- In the coming year, I'll be looking at ways we can continue to help set a different tone in Bloomington, where we can call people in instead of calling people out.
- Where we talk in person or in written communication, rather than targeted quips on social media.
- Because while there are dozens of challenges, hundreds of issues, and thousands of opinions before us—
- We are at our best, our strongest, and our most progressive when we are one Bloomington.
- Good government is not measured by a single headline, a single announcement, or a single meeting.
- The decisions we make today may take years to be felt, but their impact reaches across generations.
- And it is the way we come together, not the things that divide us, which define us in the end. It is that courthouse that Charlotte saved and now no one can remember wanting to demolish it.

- That is the long arc of this work.
- And Bloomington does not need anyone to invent its potential.
- It is already here.
- Our job is to keep unlocking it—through thoughtful discussion and decisions and through a shared commitment to this community.
- And that work is stronger when people stay engaged, and lean towards assuming goodwill and creating common ground.
- So thank you— for showing up this evening, for paying attention, and for being part of a community that continues to grow into its potential.

[Transition]

- We'll close in that same spirit.
- Because what you'll see next—through movement, timing, and connection—is another expression of what makes this community thrive.
- Please join me in welcoming Windfall Dancers.

6:49 p.m. - *Windfall Dance Company* performance: 10 min

7 p.m. - *Program concludes. Reception in the lobby begins.*



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 24, 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, Indiana Code § 36-8-3-3(d) authorizes the compensation of appointed members of the police and fire departments to be fixed by ordinance of the City’s legislative body, which is the City of Bloomington Common Council (“Council”); and

Whereas, salaries for 2026 for City of Bloomington Safety Officers were set by Ordinance 2025-38 which was passed by the Council on October 23, 2025; and

Whereas, the Mayor has determined that it is in the best interest of the City to amend Ordinance 2025-38 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 2025-38 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, that:

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 \$89,266) 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	\$175,780
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
<u>1</u>	<u>\$36,387</u>	<u>\$38,205</u>	<u>\$40,025</u>	<u>\$41,844</u>	<u>\$43,664</u>
<u>2</u>	<u>\$38,209</u>	<u>\$40,119</u>	<u>\$42,029</u>	<u>\$43,939</u>	<u>\$45,850</u>
<u>3</u>	<u>\$40,883</u>	<u>\$42,928</u>	<u>\$44,972</u>	<u>\$47,016</u>	<u>\$49,061</u>
<u>4</u>	<u>\$43,242</u>	<u>\$46,485</u>	<u>\$49,728</u>	<u>\$52,972</u>	<u>\$56,215</u>
<u>5</u>	<u>\$50,275</u>	<u>\$54,046</u>	<u>\$57,816</u>	<u>\$61,587</u>	<u>\$65,358</u>
<u>6</u>	<u>\$57,309</u>	<u>\$61,607</u>	<u>\$65,905</u>	<u>\$70,203</u>	<u>\$74,501</u>
<u>7</u>	<u>\$64,342</u>	<u>\$69,167</u>	<u>\$73,992</u>	<u>\$78,818</u>	<u>\$83,644</u>

<u>8</u>	<u>\$71,374</u>	<u>\$76,728</u>	<u>\$82,081</u>	<u>\$87,434</u>	<u>\$92,786</u>
<u>9</u>	<u>\$78,408</u>	<u>\$84,288</u>	<u>\$90,169</u>	<u>\$96,049</u>	<u>\$101,931</u>
<u>10</u>	<u>\$85,440</u>	<u>\$91,849</u>	<u>\$98,257</u>	<u>\$104,666</u>	<u>\$111,073</u>
<u>11</u>	<u>\$92,474</u>	<u>\$99,409</u>	<u>\$106,345</u>	<u>\$113,281</u>	<u>\$120,217</u>
<u>12</u>	<u>\$101,411</u>	<u>\$109,017</u>	<u>\$116,624</u>	<u>\$124,230</u>	<u>\$131,836</u>
<u>13</u>	<u>\$115,899</u>	<u>\$124,592</u>	<u>\$133,284</u>	<u>\$141,977</u>	<u>\$150,669</u>
<u>14</u>	<u>\$135,216</u>	<u>\$145,357</u>	<u>\$155,498</u>	<u>\$165,640</u>	<u>\$175,780</u>

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] day of [MONTH], [YEAR]:

Signature and Date:

Kerry Thomson
Mayor, City of Bloomington

Synopsis
This ordinance amends Ordinance 25-38 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: July 24, 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

Parks Department

Administration

Title	Grade
Director	13

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.

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

Sports

Title	Grade
Sports Services Division Director	10

General Manager/Twin Lakes Recreation Center	9
Golf Facilities Manager	8
Sports Facility/Program Manager (FSC/Pool)	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

Operations and Facilities

Title	Grade
Director	10
Facility Asset and Operations Coordinator	7
Maintenance/Custodian (2)	107

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.

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
Chemist	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
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

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:

AFSCME Pay Grades & Steps											
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

AFSCME Tenure Steps	
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-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

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] day of [MONTH], [YEAR]:

Signature and Date:

Nicole Bolden
Clerk, City of Bloomington

Approval by Mayor

Signed and approved by me upon this upon the [DAY] day of [MONTH], [YEAR]:

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.



Staff Memo

To: City Council
From: Christopher Wheeler, City Legal
Mtg Date: July 22, 2026
Subject: Ordinance 2026 – 15: Amending Title 2 (Fire Merit Commission)

On January 1, 2025, the City of Bloomington Fire Merit Commission (the “Commission”) was established by operation of law pursuant to I.C. 36-8-3.5-5.5(d). In 2023, the Indiana State Legislature passed a law (I.C. 36-8-3.5-5.5(d)) which states as follows: Effective January 1, 2025, a merit system is established for each eligible department that does not have a merit system unless, not later than December 31, 2024, the unit, territory, or district adopts a resolution rejecting establishment of a merit system.

In 2024, the Bloomington Police Department sought rejection of a merit system, and the Common Council passed a resolution rejecting a merit system for the Police Department. The Bloomington Fire Department elected not to reject a merit system, allowing it to take effect January 1, 2025.

However, the Bloomington Municipal Code (BMC) does not mention the fire merit commission. Furthermore, Chapter 2.17 of Title 2 of the BMC still states that the Board of Public Safety shall control and oversee the fire department.

This amendment to Title 2 of the BMC will clarify that, while the Bloomington Board of Public Safety still has control of and oversees the fire department, it no longer controls the hiring, promotion and discipline of the fire department’s members. With the creation of the Fire Merit Commission, those responsibilities now fall to the Fire Merit Commission.

It is appropriate to identify this delineation of responsibilities between the Board of Public Safety and the Fire Merit Commission. Furthermore, it is appropriate to amend Title 2 by adding a new chapter as Chapter 2.36. This new chapter sets forth the make-up of the Fire Merit Commission and its powers and duties in accordance with statutory provisions.

City Legal and the Board of Public Safety recommend adoption.

City Legal and the Board of Public Safety do not anticipate any fiscal impact to the City as a result of these proposed amendments to Title 2.

BLOOMINGTON COMMON COUNCIL

**ORDINANCE NUMBER 2026-15
AMENDING TITLE 2 OF THE BLOOMINGTON MUNICIPAL CODE REGARDING
ESTABLISHMENT OF THE FIRE MERIT COMMISSION**

Preamble

Whereas, the City of Bloomington (the “City”), has previously established a Board of Public Safety under Bloomington Municipal Code 2.17; and

Whereas, on January 1, 2025, the City of Bloomington Fire Merit Commission (the “Commission”) was established by operation of law pursuant to Ind. Code 36-8-3.5-5.5(d); and

Whereas, the Commission has the power and duty of hiring, promoting and disciplining members of the City of Bloomington Fire Department as set out in I.C. 36-8-3.5; and

Whereas, the Board of Public Safety continues to have control of and oversees all other aspects of the City of Bloomington Fire Department; and

Whereas, it is appropriate to identify this delineation of power between the Board of Public Safety and the Commission through an amendment to Chapter 2.17 of Title 2 of the Bloomington Municipal Code; and

Whereas, it is also appropriate to establish a new chapter 2.36 under Title 2 of the Bloomington Municipal Code that sets forth the powers and duties of the City of Bloomington Fire Merit Commission following the same or similar format set forth under Chapter 2.17; and

Whereas, on July 17, 2026, the Board of Public Safety considered the proposed amendment to Title 2 of the Bloomington Municipal Code, determined that the amendment is appropriate and necessary, and adopted a resolution recommending that the Common Council adopt the amendment in substantially the same form. A copy of the resolution is attached as Exhibit “A”; and

Whereas, the proposed amendments to Title 2 of the Bloomington Municipal Code has been duly considered by the Common Council of the City of Bloomington.

Be It Ordained by the Common Council of the City of Bloomington, Monroe County, Indiana, That:

Section 1: Section 2.17.030 shall be amended in its entirety to read as follows:

“With the exception of the hiring, promoting and discipline of members of the fire department of the city, which shall be overseen by the City of Bloomington Fire Merit Commission, the board of public safety shall have control and oversee the police and fire department of the city pursuant to statute, and shall have the authority to allow and approve claims. ”

Section 2: Chapter 2.36 shall be added to Title 2 of the Bloomington Municipal Code, shall be titled Fire Merit Commission, and shall read as follows:

2.36 - Fire Merit Commission.

2.36.000 - Establishment.

On January 1, 2025, pursuant to I.C. 36-8-3.5-5.5(d), by operation of law, a fire merit commission was established for the City of Bloomington Fire Department (the "Department") and is known as the City of Bloomington Fire Merit Commission (the "Commission").

2.36.010 - Appointments and Elections.

The Commission shall consist of five commissioners. Two commissioners, who shall be of different political parties, shall be appointed by the mayor, and shall serve at the pleasure of the mayor. One commissioner shall be appointed by the common council, and shall serve at the pleasure of the common council. Two commissioners, who shall be of different political parties, shall be elected by the active members of the Department. For purposes of this section, political affiliation shall be determined through the voter's registration records for the three most recent primary elections.

2.36.020 - Term.

The term of each commissioner shall be four years. However, one of the mayor's initial selected commissioners and one of the Department's initial elected commissioners shall initially serve a two year term.

2.36.030 - Qualifications.

Each commissioner shall:

- a. Be at least 21 years of age;
- b. Be a person of good moral character;
- c. Not be an active member of any police or fire department or agency; and
- d. Be a legal resident of the City of Bloomington for three consecutive years immediately preceding the commissioner's term.

Not more than two of the commissioners may be past members of a police or fire department or agency. No commissioners may receive any remuneration as salary from the City.

2.36.040 - Powers and Duties.

The Commission shall have the exclusive power to hire, promote and discipline members of the Department and shall have those powers and duties as are now set forth in I.C. 36-8-3.5, and as may be amended from time to time.

Section 3: 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, or 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 4: 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.

Attestation of Bloomington City Clerk:

Presentation by Bloomington City Clerk:

Signature of the Bloomington City Clerk Nicole Bolden

Signature of the Mayor Kerry Thomson

This ordinance amends Title 2 of the Bloomington Municipal Code to delineate the duties between the Bloomington Board of Public Safety and the City of Bloomington Fire Merit Commission and to create a new chapter which identifies the existence of the statutorily created City of Bloomington Fire Merit Commission.

**CITY OF BLOOMINGTON BOARD OF PUBLIC SAFETY RESOLUTION 2026-01
TO RECOMMEND AN AMENDMENT TO TITLE 2 OF THE BLOOMINGTON MUNICIPAL
CODE REGARDING THE ESTABLISHMENT OF THE BLOOMINGTON FIRE MERIT
COMMISSION**

Whereas, on January 1, 2025, the City of Bloomington Fire Merit Commission (the “Commission”) was established by operation of law pursuant to I.C. 36-8-3.5-5.5(d); and

Whereas, the Commission has the power and duty of hiring, promoting and disciplining members of the City of Bloomington Fire Department as set out in I.C. 36-8-3.5; and

Whereas, the Board of Public Safety continues to have control of and oversees all other aspects of the City of Bloomington Fire Department; and

Whereas, it is appropriate to identify this delineation of power between the Board of Public Safety and the Commission through an amendment to Chapter 2.17 of Title 2 of the Bloomington Municipal Code; and

Whereas, it is also appropriate to establish a new chapter 2.36 under Title 2 of the Bloomington Municipal Code that sets forth the powers and duties of the City of Bloomington Fire Merit Commission following the same or similar format set forth under Chapter 2.17; and

Whereas, the Board of Public Safety has duly considered the proposed amendment to Title 2 of the Bloomington Municipal Code, determined that the amendment is appropriate and necessary and recommends that the same be adopted by the City of Bloomington Common Council.

Now, therefore, be it resolved by the Board of Public Safety of Bloomington, Indiana, as follows:

1. The Board approves this Resolution and hereby recommends to the Common Council that it adopt the proposed language set forth in Exhibit “A” attached hereto and by this reference incorporated herein.
2. This Resolution shall be in full force and effect upon its adoption by the Board.

Passed and Adopted on the 17th day of July, 2026.

Barbara McKinney, acting chair
Board of Public Safety