



# City of Bloomington Common Council

## Legislative Packet – Addendum

Posted on Monday, 26 August 2024

Monday, 26 August 2024

Departmental Budget  
Hearings at 5:30 pm



# Welcome & Overview

Mayor • Controller • HR

**2025 BUDGET  
PRESENTATIONS**

**AUGUST 26, 2024**

# Our Values

- **Co-Creators with Our Community**
- **Accountable Servant Leadership**
- **Demystified Government**
- **Architects of Joy**

# 1-Year Goals

- **HR Strategy Overhaul**
- **Action Plans for Community Priorities**
- **Transparency and Engagement**
- **Long-Term Budgeting and Financial Strategies**
- **Major Project Execution**
- **Annexation Planning**
- **Internal Processes Modernization**



# **Office of the Controller**

## **Introduction**

**2025 BUDGET  
PRESENTATIONS**

**AUGUST 26, 2024**

# City Overall Budget Summary

	2021	2022	2023	2024	2025
<b>Personnel</b>	\$51,987,888	\$55,351,690	\$61,399,013	\$65,808,421	\$78,045,368
<b>Supplies</b>	\$6,596,375	\$5,839,490	\$7,863,046	\$8,164,844	\$7,965,995
<b>Services &amp; Charges</b>	\$31,630,688	\$26,507,187	\$45,486,677	\$46,206,665	\$49,342,185
<b>Capital</b>	\$4,830,031	\$7,262,660	\$8,231,267	\$20,670,856	\$10,000,636
<b>Total</b>	<b>\$95,044,982</b>	<b>\$94,961,027</b>	<b>\$122,980,003</b>	<b>\$140,850,786</b>	<b>\$145,354,184</b>

# Capital Improvement Bond (CIB)

- Opportunity for debt funding of 2025 capital is within constitutional debt limit.
- \$10 million of annual capital is in operating funds.
- LIT Certified Shares are distributed by proportion of tax rate.
- City tax rate will decrease next year if no new debt is issued.
- Constitutional debt does not overextend the city financially.
- Interest rate on short-term debt is low.

# Capital Improvement Bond (CIB)

- Must advertise for debt in budget to issue debt for 2025.
- Inclusion in the budget does NOT guarantee City will issue debt.
- **Timeline:**
  - Determine bond capacity.
  - Advertise w/ 2025 budget.
  - Analyze resident fiscal impact.
  - Define 2025 projects from annual budget.
  - Send bond ordinances to Council for consideration.





# Human Resources

## Introduction

**2025 BUDGET  
PRESENTATIONS**

**AUGUST 26, 2024**

# Compensation Overview

- 3% salary increase for non-union and elected officials
- 2.9% contractual salary increase for Police (re-opening contract as well for base pay salary increase as well)
- \$15k contractual base pay salary increase for Fire
- \$16.22 per hour for Common Law (temporary) employees—a 2.98% increase
- 3.1% contractual salary increase for AFSCME, additional salary study proposed
- \$6M budgeted for salary study implementation

# Salary Study Implementation

- Expanded 14 grade pay scale approved effective Jan. 1, 2025
- Completed initial Workforce Evaluation Realignment Committee (WERC) to review 289 non-union positions
- Remaining activities:
  - Level-set WERC results across the City
  - Create job families, classifications, and series
  - Update pay grades
  - Evaluate tenure
  - Confirm FLSA compliance
  - Continuous assessment of effectiveness and equity

# Category 1 – Personnel

- 7.65% Federal Insurance Contributions Act (FICA)
- 14.2% Public Employees Retirement Fund (PERF) for non-public safety employees
- 24.3% Public Employees Retirement Fund (PERF) for sworn public safety employees, a 1.2 % increase from 2024
- \$30 per pay period, \$780 annually, in 401(a) matching contribution
- \$14,274 contribution for all benefits-eligible employees

# Benefits Highlights

- Membership in the AIM Medical Trust continued for medical, dental, and vision
- AIM Wellness Plan Incentives
- Live and Work Well
- Everside Clinic
- Basic Life and Accidental Death Insurance
- Short & Long Term Disability
- Voluntary Term Life Insurance
- ComPsych Guidance Resources
- 457(b) Deferred Compensation
- Health Savings Accounts (HSA)
- Flexible Spending Accounts (FSA)

# Benefits - Other

- Tobacco Cessation
- Health club reimbursements, message reimbursements, and vaccine incentives.
- Educational reimbursement
- Sustainable Commuter Benefits program
- Family Medical Leave (FML)
- Paid Parental Leave
- Public Service Loan Forgiveness (PSLF) program
- College 529 Saving Account
- 13 Paid Holidays
- Paid Time Off (PTO)
- Bereavement Leave
- Pre-Paid Legal Services
- Public Safety Housing Incentives and Signing Bonuses



# **BLOOMINGTON FIRE DEPARTMENT**

Roger Kerr, Fire Chief

**2025 BUDGET  
PRESENTATIONS**

**AUGUST 26, 2024**

The Fire Dept. is responsible for ensuring quality emergency service to the community through 911 responses and non-emergent programs that benefit the entire Bloomington Community.

- **Staffing levels:** 120 FTE, 1 PT
  - Fire - 109 personnel
  - MIH - 7 personnel
  - Inspection - 3 personnel
  - Administration Civilian - 1.5 personnel
- **Key programs**
  - Emergency Response, Mobile Integrated Healthcare, Inspection and Investigation, and Community Outreach



# Current Status

- **Successes**

- Fully staffed by the end of 2024 ( 21+ short in 2023)
- Training Hours
  - Exceeded 2023 goal of 42,000 hrs with 45,077 hrs
  - Ahead of the 2024 goal; achieved 52% as of July 1
- Inspections
  - Exceeded the 2023 goal
  - Fulfilled the 2024 goal
- Mobile Integrated Healthcare Growth
  - 2023 - 122 total referrals
  - 2024 - 74 YTD referrals

# Current Status

- **Challenges & Needs**
  - Retention of current personnel
- **Opportunities**
  - Ability to provide training and logistical services to the department with added efficiency
  - Growth of the Mobile Integrated Health program
  - Full staffing will allow for additional community engagement.

# 2025 Goals

- **Goal 1: Complete Building Projects**
- **Goal 2: Recruitment & Retention**
- **Goal 3: Rescue Company**

This will allow BFD to upgrade facilities, to recruit and retain personnel to make for a more proficient department, and to provide an all-hazards approach to public safety.

# Department Budget Summary

	2022 Actual	2023 Actual	2024 Budget	2025 Budget	Change (\$)	Change (%)
100 - Personnel Services	10,623,730	11,641,610	12,340,178	15,692,529	3,352,351	27%
200 - Supplies	350,609	286,198	762,453	1,079,201	316,748	42%
300 - Other Services	1,048,001	2,117,963	2,661,655	1,399,931	(1,261,724)	-47%
400 - Capital Outlays	539,823	1,482,030	2,316,000	2,400,000	84,000	4%
<b>Total</b>	<b>12,562,162</b>	<b>15,527,800</b>	<b>18,080,286</b>	<b>20,571,661</b>	<b>2,491,375</b>	<b>14%</b>

# Budget Notes

- **Personnel +27%**
  - The collective bargaining agreement will increase base salary to be competitive with surrounding agencies.
- **Supplies +46%**
  - Purchase of new radios, stop light controls, and moving to a full quarter master system
- **Other Services -2%**
  - Station 1 completion
  - Design phase of Station 3

# Goal 1: Complete Building Projects

- **The Need**
  - To complete projects in the Fire department's portion of the 2024 public safety bond
    - Station 3 remodel
    - Training and Logistics facility construction

# Goal 1: Complete Building Projects

- **Budget Impact**
  - No impact to the 2025 budget as all funds were covered in the public safety bond

# Goal 1: Complete Building Projects

- **Outputs and Outcomes**

- Station 3 will better serve a diversified workforce.
- Training and Logistics facility will allow for efficient training and equipment storage.
- Both projects are estimated to be completed in 2025.



# Goal 2: Recruitment & Retention

- **The Need**
  - Recruiting new firefighters and additional personnel
  - Ability to retain current staff:
    - In 2023 Bloomington Fire Department was 21+ personnel short.
    - The new Collective Bargaining Agreement and the salary study will position the department to better recruit and retain personnel.

# Goal 2: Recruitment & Retention

- **Budget Impact**
  - +\$3,352,351 in personnel increases

# Goal 2: Recruitment & Retention

- **Outputs and Outcomes**
  - Strengthen the BFD with enhanced training and more experienced personnel.
  - Lower turnover and draw a larger candidate pool.
- **Timeline**
  - Completion of the 2024 negotiations
- **Plans, Partners, Public Input (optional)**
  - The cooperation of the Local 586
  - Implementation of salary study

# Goal 3: Rescue Company

- **The Need**
  - To provide all-hazard emergency response capabilities
  - Acquire equipment and train personnel to perform special rescues

# Goal 3: Rescue Company

- **Budget Impact**
  - \$18,000 Supplies
    - New and upgraded equipment
  - \$1,000,000 Capital Outlays
    - New Rescue Truck

# Goal 3: Rescue Company

- **Outputs and Outcomes**

- The ability to use unique equipment on scene based on the situation
- Specialized service to the community

- **Timeline**

- First quarter of 2025

# Department Budget by Fund

Category	General Fund	ED LIT	Public Safety LIT	Total
1	15,275,013	417,516	0	15,692,529
2	735,131	0	344,070	1,079,201
3	1,394,431	5,500	0	1,399,931
4	0	0	2,400,000	2,400,000
<b>Total</b>	<b>17,404,575</b>	<b>423,016</b>	<b>2,744,070</b>	<b>20,571,661</b>

# Conclusion

The 2025 proposed budget will allow the Bloomington Fire Department to continue to serve the residents of Bloomington. The expansion of services will also help those who are visiting or passing through Bloomington to receive first-rate emergency care. The support of this budget will help in retaining personnel, upgrading stations that will better serve a diversified workforce and offer tactical rescues.

**Thank you** for your consideration. I look forward to your questions.





# BLOOMINGTON POLICE DEPARTMENT

Mike Diekhoff, Police Chief

**2025 BUDGET  
PRESENTATIONS**

**AUGUST 26, 2024**

The Bloomington Police Department is tasked with responding to the overall law enforcement and public safety needs of the City of Bloomington. The Department answered in excess of 74,163 calls for service in 2023, which resulted in well over 125,000 police service runs, an increase of 37.1% from 2022.

- **Staffing levels:**

- 105 Sworn FTE authorized, 89 current
- 67 Non-sworn FTE authorized, 49 current

# Current Status

- **Successes**

- Violent Crime decreased by 30.7%
- Police Social Worker contacts increased by 5%
- Community Engagement increased by 18%

# Current Status

- **Challenges & Needs**

- Currently the Department is severely understaffed due to problems in recruiting and retaining officers.
- At present the Department has 89 of 105 officers hired. However, of that number, only 68 are available for duty as some of the officers are in training, some are on long-term medical (injury) leave, and yet others are deployed with the U.S. Military.

# Current Status

- **Opportunities**

- With changes to benefits, including take home vehicles and with the improved compensation envisioned by this budget request, we believe the Department will once again be competitive with other area agencies. As a result, recruiting and retention should improve.

# 2025 Goals

- **Goal 1: Improve Recruiting and Retention Capabilities**

Improve the recruiting and retention capabilities of the Department by coming to parity in terms of pay and benefits with neighboring agencies.

- **Goal 2: Achieve Full Staffing**

Achieve full staffing by retaining current officers and by hiring an additional sixteen (16) officers to bring the total number of officers to the authorized one hundred and five (105).

# 2025 Goals

- **Goal 3: Improve Recruiting and Retention of Dispatch Staff**

Improve the recruiting and retention capabilities of the Center by coming to parity in terms of pay and benefits with neighboring agencies.

- **Goal 4: Achieve Full Staffing for Dispatch**

Achieve full staffing by retaining current staff and hiring an additional sixteen (16) dispatchers to bring the total number to the authorized level.

# Department Budget Summary

Summary Budget Allocation	2022 Actual	2023 Actual	2024 Budget	2025 Budget	Change (\$)	Change (%)
100 - Personnel Services	14,294,540	16,391,940	19,390,633	21,391,201	2,000,567	10%
200 - Supplies	784,067	692,121	808,447	732,281	(76,166)	-9%
300 - Other Services	1,180,628	1,967,426	3,156,556	1,434,380	(1,722,176)	-55%
400 - Capital Outlays	489,952	1,911,293	1,387,500	2,071,500	684,000	49%
<b>Total</b>	<b>16,749,187</b>	<b>20,962,781</b>	<b>24,743,136</b>	<b>25,629,362</b>	<b>886,225</b>	<b>4%</b>



# Budget Notes

- **Personnel + 10%**

- The 2025 BPD budget request reflects significant increases in compensation to sworn officers as the result of the goal to recruit and retain more personnel so that the Department can be fully staffed.

- **Supplies -9%**

- The changes here are due to the removal of several one-time purchases, which offset increases directly attributed to inflation.

# Budget Notes

- **Other Services -55 %**

- The decrease here is due to the removal of several one-time purchases, which more than compensates for increases directly attributed to inflation.

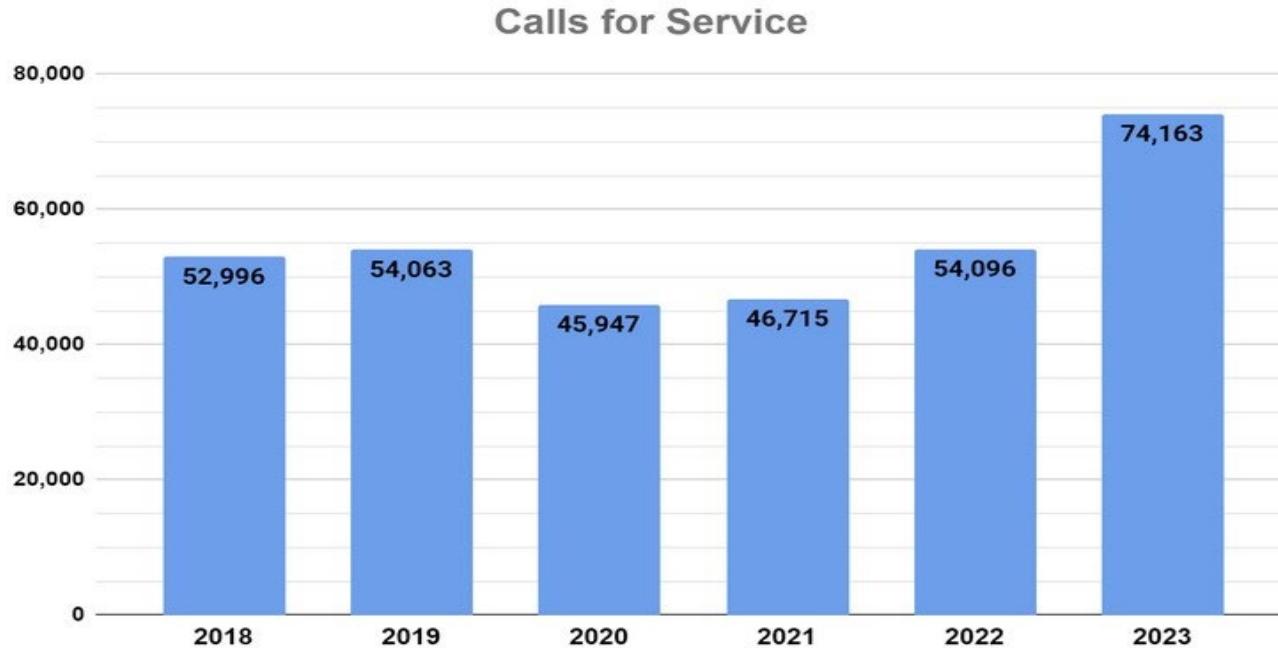
- **Capital Outlays +49%**

- The increase here reflects following the established replacement cycle for equipment.

# Goal 1: Recruiting and Retention of Sworn Personnel

- It is imperative that BPD reach recruiting and retention goals in order to be able to effectively service the volume of calls that require a law enforcement response each year, and at the same time attempt to lower the total incidents of crime that are occurring.

# Goal 1: Recruiting and Retention of Sworn Personnel



# Goal 1: Recruiting and Retention of Sworn Personnel

## The Need

- Between 2022 and 2023 there was a 37.1% increase in calls for service and an increase in the instance of crime by 11.3%. During that time, BPD was, on average, 20% short of full personnel staffing.
- Past recruiting efforts have been hampered by the fact that BPD officers—the undisputed busiest in the County (all other agencies combined do not equal BPD’s call volume)—were the lowest-paid officers in Monroe County, in comparison to the Sheriff’s Department, Indiana University Police, Ellettsville Police Department, and the Indiana State Police.

# Goal 1: Recruiting and Retention of Sworn Personnel

## The Need

- Efforts at retention have likewise been met with extremely limited success as BPD has long been renowned for having some of the best trained officers in the state; consequently, tenured officers have been heavily recruited by other agencies.
- From 2017-2024, if examined cumulatively, there has been an exceedingly high turnover rate with a total loss of ninety-one (91) officers, most with multiple years of experience. During the same period of time only eighty-three (83) recruits were hired as replacements. The vast majority of officers who left BPD were recruited to other central Indiana law enforcement agencies, including those within Monroe County.

# Goal 1: Recruiting and Retention of Sworn Personnel

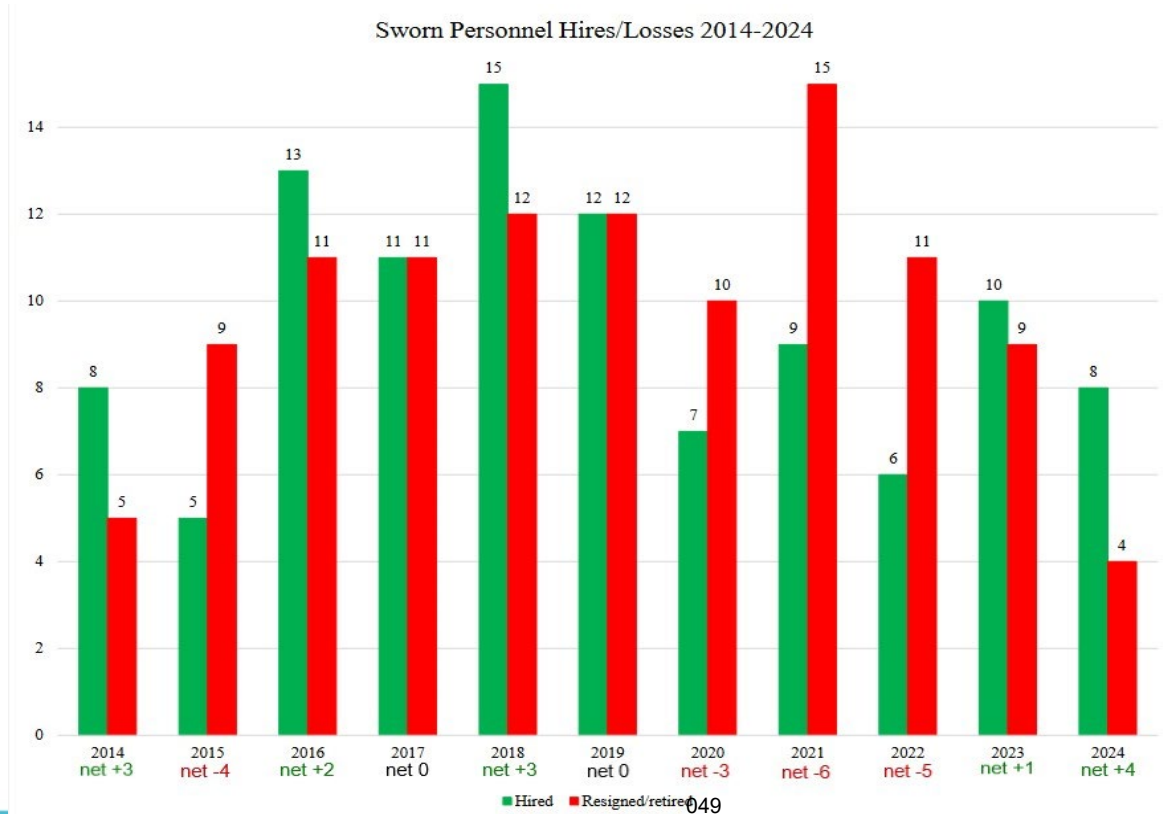
OUTPUTS	OUTCOMES
Increased pay and benefits for sworn personnel	Reduced employee loss to neighboring agencies Improved ability to attract lateral transfers Improved safety outcomes from retention and growth of trained officers

## Goal 2: Achieve Full Staffing

- As stated it is imperative that BPD achieve full staffing to adequately service the volume of calls received for law enforcement assistance each year.



# Goal 2: Achieve Full Staffing



# Goal 2: Achieve Full Staffing

## The Need

- Full staffing will allow for officers to be assigned to proactively mitigate crime.
- Additionally, full staffing will negate the need for (current) officers to work lengthy overtime assignments just to cover standard patrol assignments, which adversely affects retention and is also exceedingly costly and a financial drain on City resources.

# Goal 2: Achieve Full Staffing

## The Need

- In 2023 the Department incurred overtime well in excess of \$1.5 million dollars, over 600% of the budgeted amount, the vast majority of which was to provide adequate daily staffing. While some overtime will always be necessary, being adequately staffed will likely save \$1 million or more. Spending that million dollars on additional staff, rather than overtime, will reduce risk and turnover.
- While hiring processes are ongoing, we simply are not attracting the amount and quality of recruits to offset officers who leave the department, most often for employment with another law enforcement agency. In the past it was not uncommon for several hundred applicants to appear at hiring processes, vying for limited positions. Now, there are routinely more open positions than applicants.

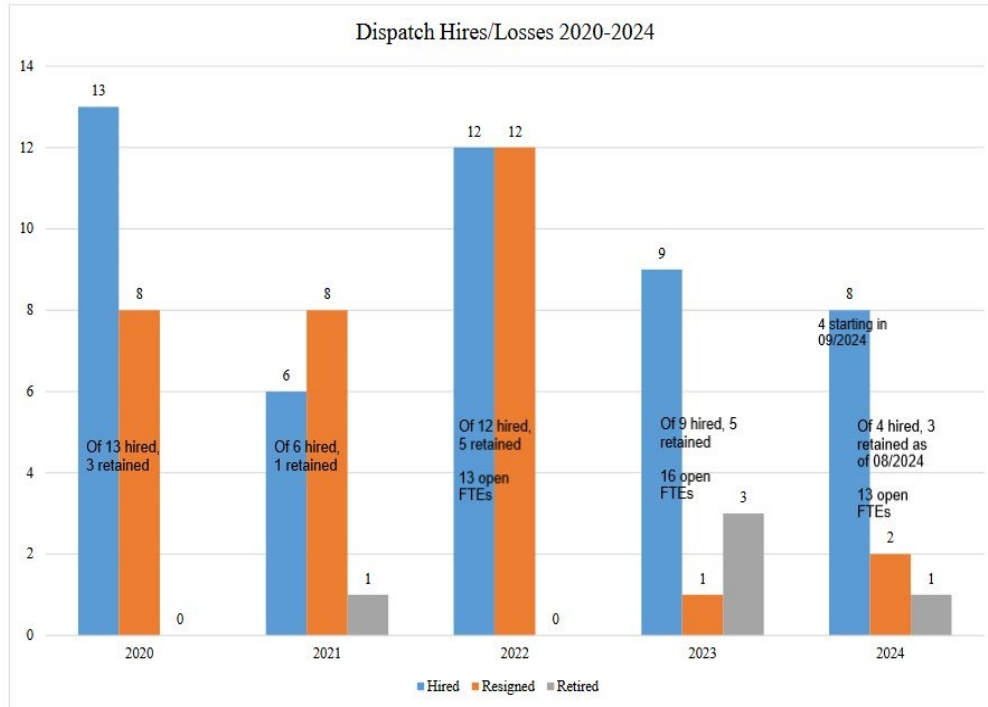
# Goal 2: Achieve Full Staffing

OUTPUTS	OUTCOMES
Full staffing	Reduced overtime costs Reduced stress / improved officer safety Increased ability for community policing Increased public safety Improved crime prevention and deterrence

# Goal 3: Improve Recruiting and Retention of Dispatch Staff

- Just as with BPD, It is imperative that the Monroe County Emergency Dispatch Center reach recruiting and retention goals in order to be able to effectively service the volume of calls that require a public safety response each year. While each year there are a number of new dispatchers hired and trained, the Center is not able to retain those same new hires as many leave for other dispatch centers with a much lower call volume, and in some cases, higher compensation.

# Goal 3: Improve Recruiting and Retention of Dispatch Staff



# Goal 3: Improve Recruiting and Retention of Dispatch Staff

## The Need

- Critical staffing shortages have led to mandatory overtime, resulting in punitive schedules that rarely afford staff two days off in a row. This is unsustainable for current staff and unacceptable for many potential hires.
- Dispatch work is stressful and requires compliance with detailed protocols. Staff must be fully rested to perform this work safely.

# Goal 3: Improve Recruiting and Retention of Dispatch Staff

## The Need

- It takes 7 months to fully train a dispatcher, so it is not possible to quickly catch up by simply hiring more people. Even lateral hires will require some degree of training for local protocols.
- Dispatch trainers currently receive only an additional \$19.23 per pay period—\$0.24 an hour—for the crucial task of training. There is little incentive to take on additional duties and little opportunity for professional growth. There are three open supervisor roles due to a similar lack of pay incentive.



# Goal 3: Improve Recruiting and Retention of Dispatch Staff

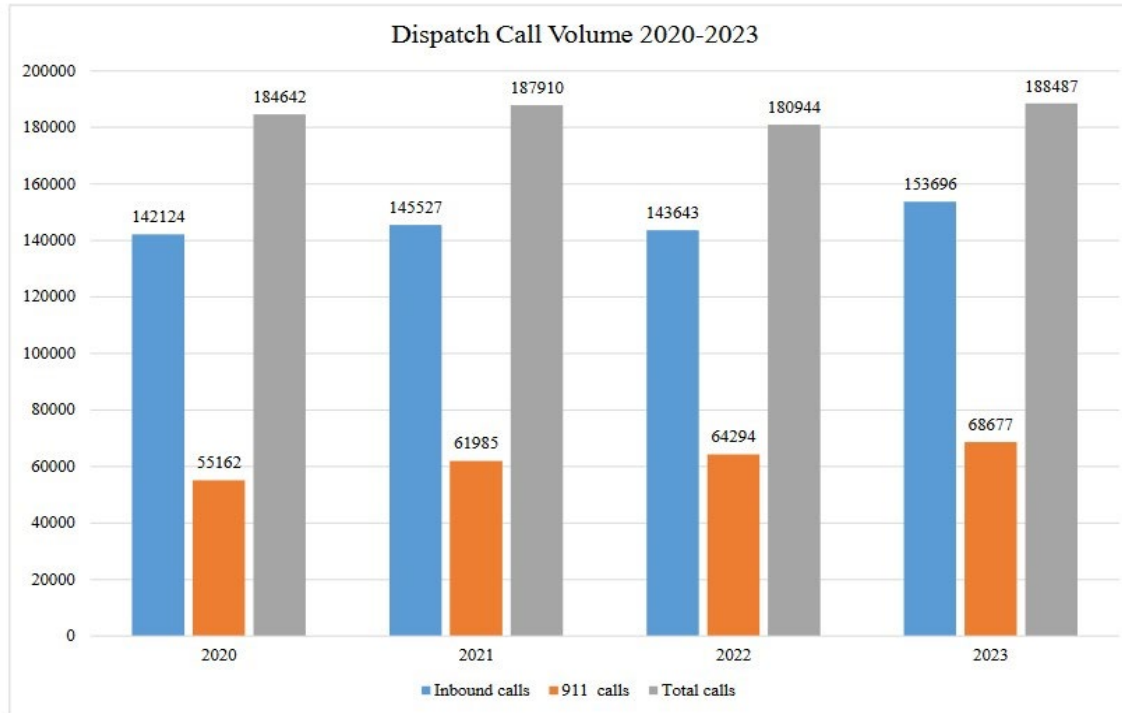
OUTPUTS	OUTCOMES
12-hour shift structure	Reduced employee loss Improved ability to attract trainees and lateral transfers Lowered risk of burnout Improved morale
Review Dispatcher salaries	Improved ability to attract new hires
Incentivize taking on Supervisor and Trainer roles,	Full staffing for Supervisor and Trainer roles Improved morale
Incentivize completing training	Increased retention of trainees

**Timeline**  
• 1 year

# Goal 4: Achieve Full Staffing in the Dispatch Center

- The Monroe County Emergency Dispatch Center must achieve full staffing in order to adequately service the volume of calls received for public safety assistance each year.

# Goal 4: Achieve Full Staffing in the Dispatch Center



# Goal 4: Achieve Full Staffing in the Dispatch Center

OUTPUT	OUTCOME
Full staffing	More effective response to calls for service Improved staff morale Lower turnover

# Department Budget by Fund

Category	General Fund	Public Safety LIT	ED LIT	Police Education	Dispatch Training	Enhanced Access	Total
1	15,734,686	3,835,462	1,821,053				21,391,201
2	692,281	40,000					732,281
3	1,203,428	147,000	16,442	50,500	17,000	10	1,434,380
4	0	2,071,500					2,071,500
<b>Total</b>	<b>17,630,395</b>	<b>6,093,962</b>	<b>1,837,495</b>	<b>50,500</b>	<b>17,000</b>	<b>10</b>	<b>25,629,362</b>

# Conclusion

The 2025 budget request for the City of Bloomington Police Department and the Monroe County Central Emergency Dispatch Center maintains the established replacement cycle for equipment and seeks to focus on achieving the stated goals of the Department. These goals are 1) improving the ability of the Department to retain and recruit officers and dispatchers and 2) achieving full staffing so that we can provide quality law enforcement services to all of our residents and visitors.

**Thank you** for your consideration. I look forward to your questions.



# COMMUNITY AND FAMILY RESOURCES DEPARTMENT

Shatoyia Moss, Director

**2025 BUDGET  
PRESENTATIONS**

**AUGUST 26, 2024**

The City of Bloomington's Community and Family Resources Department partners with community members, stakeholders, and organizations to improve quality of life. We are dedicated to addressing crucial needs in Public Safety, Engagement, Accessibility, Diversity, Equity, Inclusion, and Belonging (DEIB) through both direct resource provision and strategic collaborations.

- **Staffing levels:**

- 11 full-time employees (FTEs)
- 1 part-time employee (PT)
- 5 Interns
- 7 Commissions, 1 Council; 1 Coalition

- **Key programs**

- Downtown Outreach Grant,
- Violence Reduction Grant
- Reproductive Health Emergency Grant
- LIT Economic Equity Fund
- Administers 39 programs and 37 awards



## Current Status: Lead Initiatives from the Safety, Civility, and Justice Initiative

### ● Successes

- Distributed 5,070 Downtown Resources Map & Guides have been distributed (from January 2023 – present)
- Managed \$1,000,000 of new revenue from the Economic Development Local Income Tax (ED-LIT), which was utilized to expand equity and access for working families who are experiencing hardships in areas of medical bills, childcare and housing.
- Distributed the \$250,000 Downtown Outreach Grant across 12 different agencies supporting projects that improved the human conditions of unhouse Bloomington residents or those in jeopardy of becoming homeless.

# Current Status: Foster Community Engagement and Volunteerism

## ● Successes

- Hosted the annual Million Father March with 52 adult volunteers welcoming Fairview Elementary students on the first day of school.
- Launched Read For the Record with 21 volunteers reading to 602 children at 8 schools.
- Managed the Display Case Programs hosted 29 unique local organizations and City of Bloomington programs.



Display Case Program

# Current Status: Champion Diversity, Equity, Inclusion, and Belonging

## ● Successes

- Produced 52 weekly episodes of ¡Hola Bloomington! - the only Spanish-language public affairs program in the Bloomington area. ¡Hola Bloomington! is broadcast in south central Indiana. - in partnership with WFHB
- Coordinated the holiday gift program for 76 low-income Hispanic/Latinx families, doubling the number of children aged 0 -12 who received gifts from 75 in 2022 to 150 in 2023. |
- The Human Rights Commission investigated 60 calls and complaints alleging discrimination in Bloomington/Monroe County in 2024, which was a 50% increase from 2023.



¡Hola Bloomington!

# Current Status

- **Challenges & Needs**

- Increase of number of unhoused
- Unfilled positions: Safe and Civil City Director, After-Hours Ambassador & Specials Projects Coordinator.
- Increase in requests for translations and services for Spanish speaking residents

- **Opportunities**

- New kiosk installed in the City Hall atrium to improve customer service for Spanish-speaking community members.
- New collaboration with NexGen Advocacy Program, which focuses on engaging high school students with local government.

# 2025 Goals

- 1. Safety, Civility, and Justice:** Lead efforts to improve downtown safety, civility, and justice by partnering with stakeholders to address homelessness, mental health, and substance use disorders through community education and grant management.
- 2. Community Engagement and Volunteerism:** Continue supporting 7 commissions, a council, and a coalition to boost volunteerism. Additionally, offer quarterly training sessions for Helping Bloomington Monroe (HBM) and the Bloomington Volunteer Network (BVN).
- 3. Diversity, Equity, Inclusion, and Belonging:** Promote accessibility, diversity, equity, inclusion, and belonging through expanded community engagement. This includes providing translation services for residents, City departments, and area agencies, as well as hosting events such as the Young Women's Leadership Summit, Asian-Pacific Islander History Month, Juneteenth, Fiesta del Otoño, and the Black y Brown Arts Festival.

# Department Budget Summary

	2022 Actual	2023 Actual	2024 Budget	2025 Budget	Change (\$)	Change (%)
100 - Personnel Services	690,396	706,410	989,218	1,015,637	26,419	3%
200 - Supplies	4,074	7,142	11,400	5,900	(5,500)	-48%
300 - Other Services	361,971	908,289	3,037,788	1,889,100	(1,148,688)	-38%
400 - Capital Outlays	-	-	-	-	0	0%
<b>Total</b>	<b>1,056,442</b>	<b>1,621,840</b>	<b>4,038,406</b>	<b>2,910,637</b>	<b>(1,127,769)</b>	<b>-28%</b>

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# Budget Notes

- **Personnel + 3%**
  - Changes are due to the Classification and Compensation Study and annual cost of living adjustments. Otherwise, personnel costs will remain stable in 2025. A major departmental restructuring is needed to better address community needs and reduce the number of direct reports.
- **Supplies - 48%**
  - Reductions stem from sustainable purchasing of program items from previous budgets.
- **Other Services - 38%**
  - Increased use of Zoom and hybrid programming has reduced costs for speakers, including travel and lodging.
- **Overall Decrease**

The reduction is mainly due to the loss of one-time ARPA funds from 2024.

# Goal 1: Lead Initiatives From the Safety, Civility, and Justice Initiative

## The Need

- Boosting outreach and safety measures, expanding educational resources, and providing essential supplies, we aim to enhance resource accessibility. This will result in a safer, more informed community with improved mental health support and greater access to life-saving resources.
- In 2024 so far, 41% of calls/emails made directly to the CFRD Front Desk requested assistance have been related to housing.
- The other 59% covered general financial assistance, utilities assistance, health, disability services, and domestic violence.

Year	Searches	Housing	Food	Health
2023	9,315	42%	13.43%	12.6%
2024 (Jan -Aug)	3,996	39.6%	12.3%	8.0%

Helping Bloomington Monroe (HBM) is an online database of free and low-cost resources searchable by zip code. It connects people with necessary services and supports providers assisting clients. CFRD Provides trainings and a direct saints related to housing, financial assistance, utilities assistance, health, disability services, and domestic violence.



# Goal 1: Lead Initiatives From the Safety, Civility, and Justice Initiative

- **Budget Impact**

- N/A personnel
- \$2,034 supplies
  - New After-Hours Ambassadors uniforms and supplies
  - Printing/Training Supplies
- \$639,275 other services
  - Services and vendors providing opioid relief resources, natural disaster support, and emergency housing
  - Grants:
    - Downtown Outreach
    - Violence Reduction
    - Reproductive Health Emergency



Narcan 101 Training

# Goal 1: Lead Initiatives From the Safety, Civility, and Justice Initiative

## ● Outputs and Outcomes

- Expand and continue Downtown Outreach Grant funding for at least 10 agencies.
  - Making homelessness “brief, rare and non repeating” for more Bloomington residents experiencing homelessness or at risk of becoming homeless
- Host informative conference with Monroe County Domestic Violence Coalition.
  - Increased awareness and education on issues surrounding domestic violence
- Offer Mental Health 101, Mental Health First Aid, and Narcan Training for up to 100 people, including front-line City staff and non-profit partners
  - Increased understanding and knowledge of mental health issues, enhanced preparedness for overdoses, and improved support for individuals



**CITY OF BLOOMINGTON**  
COMMUNITY AND FAMILY RESOURCES

The presence of fentanyl in Bloomington's drug supply has increased unintended use, causing the number of accidental overdose deaths to rise.

The City of Bloomington has launched the Narcan Behind Every Bar campaign as part of its harm reduction approach to substance use. The campaign provides free, quick, and easy training, as well as **Narcan, face shields, Deterra drug kits, and drug-related emergency pamphlets**. Bloomington restaurant and bar owners, staff, and security are encouraged to attend and learn more about naloxone during a brief training session. Refreshments provided.

Thank you to the Monroe County Health Department and the Indiana Recovery Alliance for providing training and Narcan for the event.

**FREE 30 MINUTE NARCAN TRAINING 1 PM AUG. 21, 2024 CITY HALL COUNCIL CHAMBERS**

Use link or code to register: [bton.in/Bar24](https://bton.in/Bar24)

**Contact Us** Charles Culp 812-349-3472 charles.culp@bloomington.in.gov  
Ambassador Program Manager Phone Email



# Goal 1: Lead Initiatives From the Safety, Civility, and Justice Initiative

## Timeline

- The rollout of these services will build on existing grants and programs, following a strategic timeline that aligns with Housing and Urban Development (HUD) Point-in-Time counts and incorporates community feedback. We will continuously improve our outreach, safety measures, educational training, and emergency resources each month to stay responsive to current needs and enhance our effectiveness.

## Plans, Partners, Public Input

- Monroe County Domestic Violence Coalition
- Monroe County Health Department
- Local Non-profit agencies

# Goal 2: Foster Community Engagement and Volunteerism

- **The Need**

- To enhance community engagement by expanding our volunteer network to improve disaster preparedness and response times for natural disasters along with Community Organizations Active in Disaster (COAD), expand kiosk access and training for Helping Bloomington Monroe (HBM), and address barriers such as forms, language and accessibility to ensure inclusive participation.

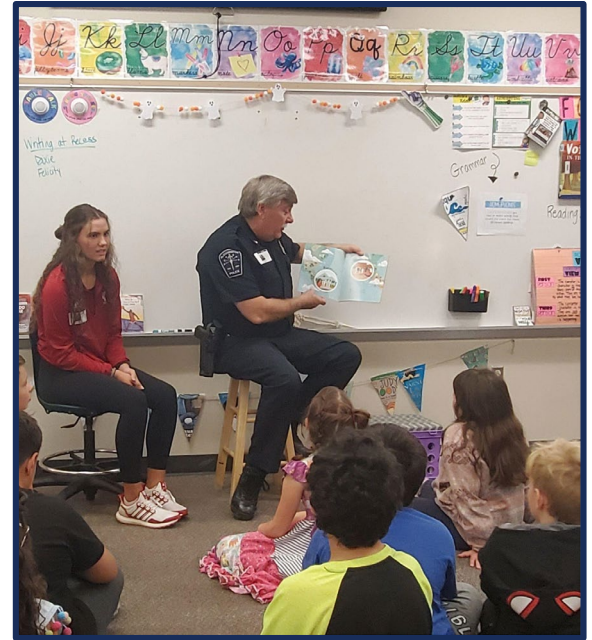


Helping Bloomington Monroe  
Training

# Goal 2: Foster Community Engagement and Volunteerism

- **Budget Impact**

- NA personnel
- \$1,812 supplies
  - Printing, distribution services
- \$667,406 other services
  - Services for programs and events that require venues,, technical setup, and ongoing support throughout the year



Read for the Record



# Goal 2: Foster Community Engagement and Volunteerism

- **Outputs and Outcomes**

- Enhance volunteer training and support
  - Updated Bloomington Volunteer Practices
  - Increased volunteer preparedness and satisfaction
- Improve transparency and public engagement (Enhance Feedback Systems, Public Workshops, Accessible Information)
  - Enhanced trust, satisfaction and accessibility within the community
  - Enhanced community awareness of available resources and volunteer opportunities



**Black Market 2024**

# Goal 3: Diversity, Equity, Inclusion, and Belonging

## ● The Need

- 25.4%\* of Bloomington's population identifies as a minority group, including Hispanic, African American, and Asian communities. This indicates the continued need for inclusion of minority groups on boards and commissions, at community events and in supportive programming.
  - From 2022 to 2023, the number of families participating in the holiday gift program for low-income Latinx families increased by 50%, serving 75 families in 2022 to 150 in 2023
  - Over 133 families attended the 2023 Winter Wonderland event, supported by 32 dedicated volunteers



**Americans with Disabilities Act Anniversary Celebration**

\*According to the U.S. Census

# Goal 3: Diversity, Equity, Inclusion, and Belonging

- **Budget Impact**

- N/A personnel
- \$2,054 supplies
  - Commission initiatives and program maintenance and materials
- \$582,419 other services
  - Youth Initiatives
  - Speaker fees/transportation
  - Services for programs and events that require venues, technical setup, and ongoing support throughout the year.



Women's History Month  
Luncheon



# Goal 3: Diversity, Equity, Inclusion, and Belonging

## ● Outputs and Outcomes

- Diversify Boards and Commissions
  - More inclusive and effective policies and programs by incorporating various perspectives. This fosters community trust, drives innovation, and ensures policies better meet the needs of all residents.
- Increased participation in youth summits
  - Enhanced support for youth
  - Targeted educational and social programs for African American and Latino youth address challenges and bridge gaps, creating pathways to success and fostering a more equitable environment.
- Continue Awards and Recognition programs
  - Increasing community pride, inclusion, recognition and elevating financial barriers for talented students, enabling them to achieve their academic and career goals.



Million Father March

# Department Budget by Fund

Category	General Fund	ED-LIT	Parking Meter Fund	Total
1	941,190	74,447	0	1,015,637
2	5,900	0	0	5,900
3	649,967	989,133	250,000	1,889,100
4	0	0	0	0
<b>Total</b>	<b>1,597,057</b>	<b>1,063,580</b>	<b>250,000</b>	<b>2,910,637</b>

# Conclusion

The City of Bloomington's Community and Family Resources Department partners with community members, stakeholders, and organizations to improve quality of life. We are dedicated to addressing crucial needs in Public Safety, Engagement, and Diversity, Equity, Inclusion, and Belonging (DEIB) through both direct resource provision and strategic collaborations.

**Thank you** for your consideration. I look forward to your questions.