

In the Council Chamber of the Municipal Building, on Thursday, July 20, 1972, at 7:00 p.m., E.S.T., with Council President, Charlotte T. Zietlow, presiding.

REGULAR MEETING
COMMON COUNCIL
CITY OF BLOOMINGTON,
INDIANA

Members Present:

James Ackerman, Richard Behen, Hubert Davis, Sherwin Mizell, Jack Morrison, Brian De St. Croix, Alfred Towell, Charlotte Zietlow.

ROLL CALL

Members Absent: Wayne Fix was absent due to illness.

James Register, Corporate Counsel;
Tim Hodenfield, Administrative Aide;
Grace Johnson, City Clerk; James Wray, Director of Transportation; Tom Crossman, Director of Planning; Martha Sims, Controller; Marvard Clark, Assistant City Engineer

CITY OFFICIALS PRESENT

Councilman Morrison moved that the minutes of the June 22, 1972, council meeting be approved as distributed. The motion was seconded by Councilman Towell and carried by a unanimous voice vote.

MINUTES

None.

EXAMINATION OF CLAIMS

None.

MESSAGE FROM THE MAYOR

Councilman Towell moved that the Council adjourn at the end of whatever business is being conducted at 11:00 p.m. Councilman Morrison seconded the motion and it was carried by a voice vote in favor of the motion.

ADJOURNMENT MOTION

Alfred Cuzan presented a petition to the Council requesting that the vacancy on the Animal Control Commission be filled by someone who has been recommended by PALS. He said that PALS has been keeping stray animals and finding permanent homes for them, and that they would like to have some permanent input into the Animal Control Commission.

PETITIONS AND COMMUNICATION

PALS petition for representative on the animal control commission

Councilman Towell pointed out that it is incumbent upon anyone who becomes a member of a board or commission to NOT be an officer in any other organization. Mr. Cuzan said that the members of PALS understood that.

Councilman Ackerman said that the vacancy on the Animal Control Commission is not really a vacancy; it is the seat that is supposed to be held, according to ordinance, by one of the County Commissioners. He said that a County Commissioner has not been in attendance at any of the Commission's meetings to date. He said that all of the appointments expire in March and there would at that time be openings on the Commission.

Councilwoman Zietlow said that though there was nothing the Council could do at this time, they would keep the petition for consideration in the future.

None.

REPORTS FROM CITY OFFICIALS AND DEPARTMENT HEADS

None.

REPORTS FROM OFFICIAL BOARD AND COMMISSIONS

None.

REPORTS FROM STANDING
COMMITTEES

Councilman De St. Croix introduced the report prepared by the Manpower Task Force. He passed out to the Council copies of the report from the Retired Employees Subcommittee and noted that the report from the Women's Employment Subcommittee should be ready for distribution to the Council in the near future.

REPORTS FROM SPECIAL
COMMITTEES

Manpower Task Force

Councilman De St. Croix said that the report was very comprehensive and begins to point to some directions in terms of needs and problems and special conditions that exist in the greater Bloomington area as regards employment and manpower. He said the report represents a jumping-off point for analysis of manpower and employment and the relationship of employment to other community needs.

Councilman De St. Croix said that a representative from each subcommittee was present to address the Council and answer questions concerning the subcommittee reports.

(NOTE: The entire report is included in the minutes)
(following the transcription of the discussion.)

Mr. Dale Brickner presented a brief summary of the Business and Labor Subcommittee report and answered questions from the Council.

Councilman Mizell said that he would like to see more specific facts and figures on several points raised by the subcommittee: the possibilities of having to import labor should the construction industry expand in Bloomington; needs and sites for low cost housing; types, sizes, and distribution of industrial sites involved in efforts to attract additional industry to Bloomington. Councilman Mizell said that this information would be helpful to the Plan Commission, along with any recommendations that the Subcommittee had to offer.

Mr. Brickner said that there was no clear cut agreement amongst the members of the subcommittee as to how (or whether or not) low cost housing could be provided in Bloomington to attract employees. He noted that the question of getting down to specific kinds of industries and firms that might locate in Bloomington is also a difficult problem. He said that the subcommittee could give the Council and the Plan Commission their figures on population and labor force projections through 1990 if that would be of any use to them. He noted that they had obtained these figures from the I.U. Business School.

In response to a question from Councilwoman Zietlow, Mr. Brickner said that the subcommittee obtained its information through public hearings at which a wide range of interests were represented: labor, business, and industry. He said that the statistical information came from the standard employment data collected by the Indiana Employment Security Division. He noted that the subcommittee consisted of three personnel directors, 1 local labor union leader, 1 member of the University faculty, 1 lawyer who has been involved in industrial development.

Mr. Ed Kubaitis reported on the work of the subcommittee on new jobs and federal programs. He said that the bulk of the information was obtained through library research and letters and phone calls to federal agencies. Mr. Kubaitis said that the subcommittee hoped to compile all of the handbooks and program information for federal programs so that these would be in one place and available to community organizations and anyone who was interested.

In reference to the work on new jobs, Mr. Kubaitis said that the subcommittee found that there was not a consensus in the community as to whether or not there is a need to substantially increase job opportunities in Bloomington.

Mr. Kubaitis noted that one of the members of the subcommittee had talked with the statistician for the Indiana Employment Security Division in Indianapolis and that the statistician had suggested that the unemployment figures for Monroe County should not be accepted without taking the following points into account: 1. in a county which experiences net in migration of labor, the unemployment figures are most likely to end up calculated on the low side.; 2. there is no way to deal with new entrants into the labor force who are over 22 years old (they simply are not considered and this would include student and faculty wives in Bloomington); and 3. a number of "guestimates" are built into the calculations that do not apply to Monroe County.

Mr. Kubaitis suggested that absenteeism and high turnover rates could be related to uninteresting, monotonous jobs. He noted that this could be a factor in the difficulty industries have in recruiting here in Bloomington.

Mr. Kubaitis also noted that wages in Monroe County are depressed, particularly for skilled, semi-skilled and unskilled jobs. He said that, according to 1969 Chamber of Commerce figures, over 35% of the households in Bloomington had net incomes less than \$5,000.00 per annum, and that these figures for the County are somewhat better than for the City. He noted that there are some companies in the community, the employees of which, working a forty hour week, will take home much less money than the federally defined poverty level.

He said that, according to some of the data collected by the Task Force, there are only two companies in Bloomington where an hourly worker could earn enough to bring him up to the national median salary (about \$5.00 an hour); the vast majority of the hourly workers in Bloomington are below that.

Mr. Kubaitis said that according to the industry spokesman of the Chamber of Commerce resource panel, the University is the source of many problems in Monroe County - for the industries and for the semi-and unskilled labor in the County. Many students, in order to make ends meet, are forced to compete in the labor market for jobs that would otherwise be taken by towns people. He said that one ideal solution proposed was to bring to Bloomington an industry that needed large numbers of educated, literate people and that could tolerate heavy turnover of personnel.

Mr. Kubaitis said he thought it would be the advice of the subcommittee that it would not be a wise idea to take the professional opinion of representatives of current major large industries in Bloomington as the sole criterion for determining the need for new industry. The opinion of this segment of the community has generally been that new industry should not be encouraged to come into the community; the findings of the subcommittee, according to Mr. Kubaitis, suggest that this is not a simple question and should be given careful scrutiny.

Mr. Kubaitis noted that it was in the interest of existing industries in Bloomington to maintain the current wage structure.

Councilman Mizell said that he appreciated hearing a more detailed explanation of the statistics involved because he found the statement in the report that wages in the County are depressed to be in conflict with statements that the County has low unemployment.

In response to a question from Councilwoman Zietlow concerning the nature of the high absenteeism and turnover rates, Councilman De St. Croix said that none of the major employers could accurately give any particular reasons for Bloomington being above the national average in terms of absenteeism and turnover; some of the factors cited were the seasonal impact of university semesters; large incidence of inter-related families working in the larger companies (a problem for funerals, family illness, etc.); family problems such as day care; and transportation.

In response to a question from Councilman Mizell concerning the informal phone conversation with the EDA representative who said it was his understanding that Bloomington needs less industry, not more, Mr. Kubaitis said that he was not sure how this conclusion was arrived at. He pointed out that the EDA is part of the Department of Commerce and suggested that the conclusion was reached by talking with members of the business community. He said that eventhough it was an informal phone conversation, he felt it should be included in the report as it represents the current thinking of the EDA which is the agency which would provide assistance to a community interested in promoting economic development.

In response to a question from Councilman Towell, Mr. Kubaitis said that he did not think there was a body of opinion that says that Bloomington does not have substantial unemployment and therefore does not need additional employment but that he disagreed with this conclusion. He cited the fact the IESD received 14,000 applications for employment last year and only placed 5,000 people in jobs; CAP receives 50 applications for every job opening; IU has 2000 applications on file for service and maintenance jobs. He said that it was his opinion (and he thought of a majority of the members of the new jobs subcommittee also) that new industry is needed, though it is not clear as to what kind or just how many jobs. He said that status quo, in his opinion, was not satisfactory.

In response to a question from Councilman Mizell, Mr. Kubaitis said that the subcommittee was under the impression, after researching the Act, that Bloomington, as a part of Monroe County, would qualify for funding under the Emergency Employment Act of 1971 but that the County would have to make the application as the Act relates to governmental units with populations over 75,000.

Rachael Rice gave the report for the subcommittee on Schools and Job-Related Training Programs in Monroe County. She noted several points which she felt were of major importance:

1. that we are just coming to realize that the assumption that everyone should have a college education is not necessarily valid. (she noted that in Bloomington about 50% of the high school graduates go on to college but about 50% of those students drop out or flunk out during the first year.);
2. vocational education and job training programs are primarily geared toward "special" children (she said that we need to have more programs for the so-called "normal" individual who is not emotionally or behaviorally or intellectually very far "out-of-pocket". She said that out of over 500 graduates from high school, only about 50 of the "normal" children come out with some kind of employable skill. She said that most high school graduates have not been well prepared -or prepared at all - for entering the labor force.)

Mrs. Rice noted that the community could possibly obtain more state and federal funding in vocational education than it presently does if the criteria could be met. She cited scheduling and curricula changes such as providing larger blocks of time for certain courses, that would need to be made in order to establish eligibility for some of these funds.

Mrs. Rice said that many students and parents are totally uninformed as to what the alternatives are for individuals who do not go on to college. She said that her understanding was that, at present, there is no vocational counseling being carried out in the high schools, though she was not sure whether this was part of the stated intentions of the school system or a result of case load or other problems. She noted that the directors of various vocational and training programs complain because they cannot get students into their programs and the students say they have never heard of the programs. She also said that Mr. Stroh said the Chamber of Commerce had prepared a film to be shown to high school students about job opportunities in Bloomington and they had had only one request to show it.

She said that in her opinion it was not so much a student-counselor problem as a problem of the curriculum so that students could learn about employment, interviews and job opportunities in various classes. She noted that the Department of Public Instruction in Indianapolis has approved the Monroe County Community Schools as one of the pilot programs for career education in the lower level (grade schools), and that junior high school classes will be beginning with industrial arts so that what is needed at this point is emphasis on the high school level with students who are there now and will be graduating without the benefit of these other programs which are just now beginning.

In response to a question from Councilwoman Zietlow, Mrs. Rice said that there is a problem in not having information on what does happen to high school graduates. She suggested that a training handbook might also be useful for high school students so that they could find out the requirements for various apprenticeship and training programs.

Mrs. Rice noted that an administrator in the county night adult vocational education program said that, within the bounds of the existing program, he could not work with the 15 and 16 year olds who have dropped out of school. She pointed out that there needs to be a different kind of approach to reach these people, and that there is a problem with "passive dropouts" - students who stay in school, cause no trouble but cease to be involved in school. She suggested that one of the main things that needs to be done is to change attitudes so that industrial arts and vocational training is not looked upon as simply the path to be taken by students who cannot make it in traditional academic subjects.

Mrs. Rice cited a projection from the Department of Labor Statistics that by 1980, 80% of the jobs will not require a college education.

Councilwoman Zietlow said that she was impressed by the fact that at one of the public hearings held by the business and labor subcommittee, many of the representatives of business and labor who spoke said that what was needed most in Bloomington was vocational training in clerical and semi-skilled areas.

Mr. Dale Brickner reported on Women's Earnings for Selected Occupations in Manufacturing Industries for Monroe County and Others. He said that, in general the picture was what one would expect in a labor market such as Bloomington's in which there are two or three dominant employers and these employers set the wage rates for the community. He noted that women's wage data is very limited.

In response to a question from Councilwoman Zietlow, Mr. Brickner said that cost of living information is only available for major population areas and, in many cases even excluding Indianapolis. He noted that in discussing women's wages, you also have to consider whether you are dealing with women who are heads of households or not and with costs of child care, etc., which makes it a rather complicated problem.

Mr. Loren Hall reported for the Support Service Subcommittee. He said that the subcommittee made the assumption that availability of adequate transportation and child care facilities would aid employee efficiency in areas of work days lost, effective workmanship and turnover. He said that the subcommittee also hoped that the availability of support services would aid in the freedom of choice of whether to work or not work and would add to job satisfaction. He said that he thought that expanded day care facilities in Monroe County would benefit every segment of the community - employer and employee alike and would, also, mean happy and healthier families.

Mr. Dale Brickner addressed the Council on the Monroe County Labor Market Report and on the Wage and Salary Survey for Monroe County and Fourteen Others. In response to a question from Councilman Mizell, Mr. Brickner explained the computations involved in the projection of growth to 1990 in the region of which Monroe County is a part. He added that this said nothing about the qualitative aspects of the labor force and job market that have been spoken to in other subcommittee reports. He noted that this does present a negative picture of the community and this puts Bloomington in a bad position in terms of attracting new industry. He said that the positive aspects of the community should be emphasized.

Councilman De St. Croix said that one problem Bloomington and Monroe County have is that of a basically frozen employee situation in that there is little in the way of skills development or new job development. He noted that, in making efforts to attract new industry, the community should be able to show that it has an adaptable labor force and the means of enabling workers to move from one skill area to another.

Meredith Adler spoke on the report of the Retired Employees Subcommittee. She said that where there was pre-retirement counseling, it was defined rather loosely by various employers and did not have a follow-up program after the employee had retired.

Councilman De St. Croix said that there is in this community a large pool of trained resource people, in a number of skill areas, who are retired and cannot find employment because of social security and pension regulations but who could be used in training and retraining programs. He said that this was a substantial resource that the community could use and that the Task Force would be looking into ways of tapping it.

Councilman Mizell and Councilman De St. Croix thanked the members of the Task Force for their work in providing the council with a "wealth of information". Councilman De St. Croix said that stencils are being cut for mimeographing and that copies would be available for wider distribution in the near future.

Councilman De St. Croix moved that the preliminary report of the Manpower Task Force be included in the official minutes of the Council meeting. Councilman Mizell seconded the motion and it was carried by a unanimous voice vote.

The "Preliminary Analysis of Manpower and Employment in the Greater Bloomington Area" prepared by the Bloomington Common Council Manpower and Employment Task Force, dated July, 1972, is here included in the minutes:

(The report is reproduced on pages 7 through 48 of the official minutes in the Minute Book.)

FINAL REPORT OF THE
BUSINESS AND LABOR SUBCOMMITTEE

The following report is based on inputs of business, professional and labor union members of the Manpower Task Force, as well as testimony presented by representatives of manufacturing firms, restaurants, medical-care providers, higher education, building contractors, realtors and building trades unions. The report makes no attempt to dictate solutions to various labor market problems but rather to present fairly a concensus view of the subcommittee on certain key issues.

The labor market in Bloomington appears to provide a greater number of job opportunities for women than men. Furthermore, the supply of labor is more seasonal than might be expected. Seasonal movements seem to center around Indiana University semesters, but also involve situations where women, for example, may prefer not to work in the summer so they can care for school-age children

Further consideration should be given to developing a local source of labor to fill key positions. Some of these positions have been identified as registered nurses, plumbers, waitresses, secretarial specialists (medical, legal, etc.) and skilled maintenance and production occupations. Layoffs of skilled workers at Indiana University and the relatively low level of contract construction do not seem to be causing serious employment problems. However, an upsurge in building could create a situation where this type of labor may have to be imported. In some occupations, such as waitresses and clerical personnel, the use of part-time help may provide a good source of manpower, but industrial employers are not geared to part-time help and feel such an adjustment cannot be readily accomplished.

The major employers have been required to import labor from the surrounding communities because of the lack of local unskilled and semi-skilled applicants. Most of these employes continue to commute great distances (i.e. Bicknell, Washington, Paoli, Brazil, Martinsville, etc.) rather than move into the community. Although low-cost housing may not be a complete solution, improved and more varied types of low-cost housing might induce movement of non-resident workers. There are other obstacles, however, to relocation: (1) worker feelings of kinship to nearby communities in which they were raised; (2) lack of available jobs for the other members of the family; (3) higher monthly payments

for local housing. The community must also consider whether such in-migration is desirable: Will an average family with two or three children add more to tax expenditures than to revenues?

The desirability of a mass transit system was also discussed. The presently contemplated service area --- five miles around the city --- was generally deemed to be rather limited with respect to the size of the Bloomington labor pool. It was concluded that such a system might be useful to smaller employers, and a relatively small number of nearby employes of large firms.

Turnover and absenteeism in the larger firms continues to run above national averages. Turnover also is a significant factor with some of the smaller employers, especially in the restaurant business where direct employee-customer contact may have a significant effect on the business. No one appears able to identify completely the reasons for high turnover and absentee rates.

A considerable amount of time was spent discussing vocational training and guidance counselling in the Monroe County school systems. Most comments about the situation were negative. Present program plans for the new vocational high school appear to be moving in a desirable direction, but two very serious problems must be resolved before these programs will have maximum value to the community. First, the great majority of parents in the community seem to be orienting their children toward college, and thereby fostering an attitude that only inferior children might opt for occupations with lower formal educational requirements. As a result, many youths start college and drop out with a total lack of job skills. Ideally, they might have been directed toward some type of vocational training.

The second problem involves the apparent heavy workload of guidance counsellors at the local high schools. Some effort must also be made to assure that counsellors are aware of the types of work available in the community, and have greater interface with employers. Furthermore, it appears that the employers need to develop a greater awareness of the programs presently available in Monroe County school systems.

Although the subcommittee members tended to agree that attempts should not be made to attract additional large industrial employers to the area, there was not complete agreement on the size and type of industry that should be sought. Some members felt the area could sustain male-dominated firms as large as 1000 employees, and smaller male-female firms in the 100-200 employee range. Other members thought that small feeder firms for existing industry, in the 40-50 employee range, would be desirable. All members seemed to feel, however, that there was room for expansion of male employment opportunities.

REPORT OF THE NEW JOBS & FEDERAL PROGRAMS SUBCOMMITTEE

ACKNOWLEDGEMENT

We would like to express our appreciation to Cynthia Metzler and Archie Walker for their substantial contributions to this report.

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Objectives of Federal and State Manpower Policy

The thrust and level of federal aids for manpower and employment problems are determined in part by the objectives and priorities of the federal government. Since many federal programs are administered by state agencies, the objectives of state government also affect the operation of these programs.

The 1972 Report of the President on Manpower Policy sets forth the following goals:

- Reducing unemployment
- Increasing productivity
- Restraining wage and price increases
- Expanding job opportunities
- Raising the income of the poor
- Achieving equal employment opportunity
- Influencing the size and distribution of population
- Linking education and manpower policy to match educational programs to manpower needs

The Indiana Comprehensive Manpower Plan lists the following objectives:

- * To increase the welfare of the disadvantaged through earned income
- * To provide steady paying jobs with wages above the poverty level
- * To raise the income of the hardcore disadvantaged by upgrading skills and improving work habits
- * To create more job opportunities for the unskilled
- * To persuade public and private employers to lower hiring standards

It would not be overly cynical to assume that other factors affect the direction and operation of federal manpower programs. Among them, effectiveness of congressional representation, vigor of local officials, bureaucratic inertia, and political influence.

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Problems of Manpower & Employment in Monroe County

Anyone surveying federal programs for manpower and employment would do well to keep one eye on the specific problems of Bloomington and Monroe County. The object of the exercise is to fit programs to problems, not the other way around. Below are some of the local problems itemized by various subcommittees of the Task Force.

Depressed Wages - According to figures published by the Bloomington Chamber of Commerce, over 35% of the households in Bloomington in 1969 had net incomes of less than \$5000. Statistics compiled by the task force show that Monroe County ranks near the bottom of 15 comparable counties in wages paid for several classifications of employment.

Underemployment - Bloomington has a large pool of highly educated people (students, former students, student and faculty spouses) who are unable to find employment suitable for their educational background. Economic necessity often leads these people to compete for and pre-empt jobs that would otherwise be available to the semi-skilled and unskilled laborer in the community.

Exodus of Skilled Labor/Influx of Unskilled Labor - Between 1968 and 1970 there was a 30% increase in the number of unskilled jobs for men in Monroe County, while skilled and semi-skilled jobs declined by over 20% during the same period.

Female Dominance of the Labor Market - Bloomington ranks second among 27 Indiana counties surveyed by the Indiana State Employment Security Division (IESD) in percentage of women employed in manufacturing. There is some data to indicate that female dominance in the labor market tends to depress area wages.

Non-Resident Employees - A substantial portion of the labor force in Bloomington area industries comes from outside Monroe County, often as far as sixty or seventy miles. This fact underscores the regional nature of Bloomington's employment problems. The presence of non-resident employees causes the unemployment rate for Monroe County to be optimistically skewed. (See page 13 .)

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Lack of Day Care Facilities - As mentioned earlier, 48% of the Bloomington area manufacturing labor force is female. Yet in 1971, there were day care and nursery facilities for only about 1000 of Monroe County's 12,000 pre-school children.

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Federal Programs For Manpower and Employment

Federal programs related to manpower and employment problems may be grouped into several broad areas:

Economic Development - providing more jobs by expanding the industrial and economic base of an area

Vocational Education and Job Training - providing the skills necessary to hold a job or qualify for a better job

Public Works & Public Service Employment - Federal subsidies for jobs in public service, government and education

Equal Opportunity - Federal assistance for those discriminated against on the basis of race, religion, color, sex, place of national origin, or age

Another significant federal aid is the substantial level of Department of Labor funding for Indiana's network of Employment Security Division offices. These offices supply basic aids of referral and counseling, as well as participating in and administering other federal manpower programs.

We shall survey programs in each of these areas in the following pages.

Economic Development

The need for economic development in the Bloomington area is a matter of local controversy. Representatives of major local industries maintain that the area labor force has been exhausted by existing industry. Some have flatly denied that Bloomington could support another major industry (over 1000 employees). Monroe County's relatively low unemployment rate, difficulties in recruiting, and problems of turnover and absenteeism are cited as evidence for this position. There is some feeling that small (50-100 employees) companies dealing in supportive goods and services could "feed" established local industries without impacting the ability of those industries to recruit employees.

Other community sources dispute this position. They question the accuracy of the unemployment rate calculated for Monroe County. They point out the relatively high unemployment rates of counties within commuting distance of Bloomington. And they attribute the recruiting difficulties experienced by some companies to the low wages offered.

(See page 13)

Assistance in area economic development is provided chiefly by two agencies: the Small Business Administration (SBA) and the Economic Development Administration (EDA) of the Department of Commerce.

The SBA's 502 Program for Local Development Companies provides a loan of up to \$350,000 for each small business to be assisted by a development company project. The loans may be used for plant construction, conversion or expansion, including the purchase of land, buildings, equipment and machinery. The development companies must be incorporated under State statute. They may be operated on a profit or non-profit basis.

The SBA's Small Business Investment Company (SBIC) program provides direct loans and loan guarantees to privately owned and operated investment companies. SBICs are licensed by the SBA to provide "equity" or "venture" capital and long term loans to small firms. SBICs are intended to be profit-making operations. The initial capital for an SBIC is provided by private investors. The amount of capital provided ranges upward from a minimum of \$150,000.

EDA Planning Grants for Economic Development provide funds for staff salaries and associated administrative expenses of organizations devoted to economic development planning. Grants are made to public or private nonprofit district or local organizations organized under State law. The EDA Technical Assistance program provides information, data, and know-how in evaluating and shaping specific projects and programs in economic development. EDA can provide assistance in the form of outside services, or it can grant funds directly to the applicant to carry out an approved program. EDA Grants and Loans for Public Works and Development Facilities are available to provide facilities needed to attract new industry and encourage business expansion.

EDA Technical Assistance is available to any qualified organization with an approved program. The other two EDA programs are available only to an organization within a designated Redevelopment Area or Economic Development District. Although final designation is made by the EDA, to qualify for designation an area (generally a county) must be certified by the Department of Labor to have an unemployment rate of 6% or more for the preceding 12 months. After this certification, two steps are needed: a letter of request for designation to the EDA from the county commissioners, and submission of an Overall Economic Development Plan composed by a wide-based citizen committee within the prospective area. A multi-county development district may be formed which consists of several counties sharing common economic problems, at least two of which are designated redevelopment areas. One or more "growth centers" within the district are designated to provide a focus for development efforts. ~~Development~~

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The growth centers need not themselves be in redevelopment areas.

There is currently one Economic Development District in Indiana. The West Central Indiana Development District comprises Vermillion, Park, Clay, Sullivan, and Vigo counties with the city of Terre Haute designated as a growth center. Another district, with several counties near Monroe County is currently being formed. The new district will include Lawrence, Greene, Washington, Orange, Crawford, Martin, Dubois and Daviess counties.

In an informal phone conversation, an EDA representative termed "plausible" a development district with Bloomington as a growth center. He expressed doubt over the likelihood of forming such a district, however. He said it was his understanding that "Bloomington" needs less industry, not more."

Vocational Education and Job Training

While there has been much discussion recently about an over-emphasis of college education in some schools, there is also some indication that children from poor families are by-passed in counseling for college, and not encouraged either in the school or at home. The Office of Education of HEW has a program called Talent Search which has as its objective providing educational opportunity for those young people who have been bypassed by traditional educational procedures. Funds are awarded to institutions and agencies that identify youths with financial or cultural need and exceptional potential for post secondary education. No state plan is required for this program.

HEW's Dropout Prevention program provides grants to local public education agencies for the development and demonstration of educational practices which show promise of reducing the school dropout rate.

Project grants are available from HEW under the ~~XXXXXXXXXX~~ Vocational Education - Innovation program to develop, establish, and operate exemplary and innovative occupational education projects to serve as models for use in vocational education ~~XXXXXXXXXX~~ programs. The projects must give special emphasis to youths who have academic, socioeconomic or other handicaps. Grants are available to local educational agencies and other public or non-profit agencies, organizations and institutions.

The Apprenticeship Outreach program of the Manpower Administration of the Department of Labor provides grants for local organizations to seek out qualified applicants from minority groups and assist them in entering apprenticeship programs, primarily in the construction trades. The Journeyman Training program offers grants for retraining or upgrading persons to be journeyman-tradesmen in the various building and construction crafts.

The Neighborhood Youth Corps, currently operational in Bloomington, provides part-time and summer work to students from low-income families. The work is intended to provide useful work experience while allowing the students to earn enough money to remain in school. The Bloomington NYC is administered by the Farmers Union and cooperates with the Community Action Program (Cap) and the Work Experience and Career Education Program (WECEP) of the Monroe County Community Schools. NYC also has an out-of-school program to provide practical work experience and skills to dropouts.

The Job Corps provides training to disadvantaged youth in a residence away from his normal environment. Job Corps enrollees receive room and board, medical and dental care, a monthly living allowance, and family allotments to ~~XXXXXXX~~ dependent relatives. ~~xxxxxxx~~ The program aims to place disadvantaged youths in jobs, training programs, secondary schools and colleges, or in the Armed Forces.

The Manpower Development and Training (MDTA) Institutional program provides, through the State Employment service, income support and classroom occupational training for certain unemployed persons.

Manpower Experimental and Demonstration grants provide funds for operating costs of projects which develop, through actual operation, new ideas and improved techniques in meeting the manpower, employment, and training problems of particularly disadvantaged worker groups. The projects focus on the distinctive needs of the unemployed and underemployed who are not being aided effectively through established manpower programs. Financially responsible organizations and individuals capable of fulfilling the program objectives are eligible to apply for these grants.

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Public Works and Public Service Employment

The program of federally supported public service jobs authorized by the Emergency Employment Act of 1971 was the federal government's response to the states' expressed need for help in providing essential public services and also for additional job creation in their local areas. Under this authority \$1 billion of new funds was provided for in fiscal 1972, and \$1.25 billion is authorized for 1973 to create transitional employment opportunities in state and local governments.

The act has two basic funding provisions. First, when unemployment reaches 4.5% nationally and remains at that level for three consecutive months, federal money becomes available for public service jobs. (The national unemployment rate has been above 4.5% since April, 1970.) Second, additional financial assistance is provided for local areas with particularly severe employment problems, defined as an unemployment rate of 6% or more for three consecutive months. Of the \$1 billion appropriated for fiscal 1972, three-fourths is ~~x~~ for the national program and the remainder is for special area programs. The federal government will pay up to 90% of the cost of approved programs with the remaining 10% contributed by the participants — chiefly State and local governments.

All unemployed and underemployed persons are eligible for the new public service jobs, with preference accorded to Vietnam era

veterans. The legislation permits governments to use the money to rehire employees who were laid off because of budget shortages, or to hire new employees to improve public services. The jobs created must be transitional -- that is, they must lead to permanent jobs in public service or private industry. The jobs must provide prospects for skill development and advancement, and the legal minimum wage or prevailing wage, whichever is higher, must be paid, together with existing fringe benefits. Because the objective is to create employment, Emergency Employment funds cannot be used for jobs that would otherwise be financed by local revenues or existing federal programs.

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The funds are available to governmental units having a population in excess of 75,000. Monroe County is such a unit and has in fact received over \$50,000 which will be used to create jobs in the County Highway Department. Monroe County is authorized to apply for, receive and disburse funds under this program to smaller governmental units within its jurisdictional boundaries according to need. It would seem that the city of Bloomington is eligible for and entitled to a share of whatever funds have been allocated to the county or state for distribution.

Grants are available to local governments and private agencies under the Public Service Careers program to hire and train disadvantaged persons for jobs. Each trainee must be guaranteed a job upon successful completion of training and must receive all benefits and privileges accorded to other full-time employees.

The Office of Education Work-Study program provides grants to pay for 80% of earnings of eligible students for part-time employment. Indiana University has received funds under this program and IU work-study students are currently employed both at the university and by the city government.

Monroe County participates in the Manpower Administration's Green Thumb and HEW's Foster Grandparent programs. These programs provide part-time employment for needy older citizens in public and community service projects. The number of jobs available is limited, and there is a waiting list for participation in the programs.

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Equal Employment Opportunity

The Equal Employment Opportunity Commission, the Civil Rights Division of the Department of Justice, and the Office of Federal Contract Compliance of the Department of Labor provide various remedies to persons discriminated against with regard to employment on grounds of race, religion, color, sex, place of national origin, or age. Of special interest is the recent broadening of requirements for federal contractors to file a written Affirmative Action Program (AAP). The AAP is the contractor's program and timetable for implementing equal employment opportunity. The new requirements state that every contractor with 50 or more employees and a contract of \$50,000 or more must file an AAP

Indiana will shortly begin to participate in the Manpower Administration's Work Incentive (WIN) program. This program is administered by the State Employment Security Division. The goal of the program is to move men, women, and out-of-school youths over 16 from the welfare rolls into meaningful permanent productive employment through appropriate training and related services. The compulsory nature of participation in WIN has caused some concern that the program may become merely a source of cheap, captive labor. One new benefit of the program is that welfare mothers who qualify for training are entitled to receive day-care services for their children without charge.

There are many programs which, while not focused on manpower and employment, seem to allow for a component of vocational training and expansion of local job opportunities. The programs are aimed at such areas as soil and resource conservation, air pollution control and solid waste management, and environmental education.

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Considering the Need For New Industry

While we realize that federal programs are of a temporary nature and are not substitutes for jobs, we would be remiss in not pointing out that there is controversy about the need for federal programs and new jobs. The controversy that surrounds new jobs or the need for new industry seems to focus on two aspects: one, the degree in which new

industry would compete for the existing labor market; and two, the kinds of industry that would be truly supportive of existing industry while not robbing them of their existing labor force.

The controversy points up that we do not have an adequate data base on which to make general recommendations regarding the needs for new industry or specific industrial job training programs. For example, Indiana State Employment Division figures are frequently referred to when discussing general employment needs in the county. Recent criticism in Manpower and Employment Task Force meetings, statements by President Nixon and the Department of Labor, etc. have cast doubt on the reliability, validity, and applicability of some of these measures.

For example, "Insured Unemployment Rate" is defined as the rate of unemployment for those employees covered by unemployment compensation. However, in determining the ratio of insured employed to insured unemployed, "insured employed" includes anyone who has worked at all during the previous quarter, including part-time employees, laid-off employees, etc., while "insured unemployed" does not include those who have exhausted their benefits during that quarter. (Total exhaustion of benefits for the Bloomington office for the first four months of 1972 was 350 persons.) The net effect of this accounting procedure is to depress the unemployment rate.

In addition, "Total Work Force" is defined as total employment plus total unemployment. However, "total employment" is employment in the county regardless of residence, while "total unemployment" is computed on the basis of county statistics. Therefore, if a net immigration of workers into Monroe County (workers whose residence is outside the county) is assumed, the unemployment rate is again understated.

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This subcommittee will continue to explore the bases for employment and unemployment statistics in the county in an effort to elucidate the grounds for current controversy and to provide a more accurate picture of employment needs.

One feature of the current job picture which shows the origins of the controversy is illustrated by the fact that there are 100 applicants for every teaching job within the Monroe County Community School Corporation, 50 applicants for every job opening in the Community Action Program, 2141 active applications on file for service and maintenance jobs at Indiana University and approximately 2100 individuals seek employment each month through the Indiana Employment Security Division. Underlying the divergent opinions being expressed by some employees and those familiar with unemployment and underemployment is the disparity between the unemployment indicated by these statistics and the official unemployment rate.

Moreover, in a sampling of fifteen Indiana counties in the semi-skilled and unskilled production category, Monroe County rates 12th out of 15 in terms of wage rate. Although women generally comprise around 50% of the local work force in production jobs at all skill levels, Monroe County's wage rate for women is 8th. This is significant in view of the fact that the greater Bloomington area was compared with other counties of comparable work force, e.g. Tippecanoe County.

Recent reports from the local Employment Service show that during fiscal 1971, total new applications filed were 14,006. Of this figure, 7,729 were males and 6,277 were females. Total placements for 1971 were 5,542. Of this, 1,869 were male and 3,673 were female indicating many more job opportunities for females than for males in the county. These statistics indicate the need for an aggressive program to create more jobs for men. Also, further investigation into industries that would be truly supportive rather than competitive seems to be indicated.

A possibility of putting the unemployment picture into perspective is to initiate the Bureau of Labor Statistics sampling technique in Monroe County through IU and a poverty-oriented agency such as CAP.

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Planning for Manpower and Employment

When the scope and complexity of manpower, employment, and economic development programs are considered, the value of planning and coordination becomes apparent. Too often, to cite one example, have people been promised a job at the end of a training program, only to find that there is no such job available.

There are many organizations involved in manpower and employment programs. ~~XXXXXXXX~~ They all have a stake in planning, or at the very least, coordination of programs in the area. These organizations include:

- * Indiana State Employment Security Division
- * Schools
- * Welfare agencies
- * Community action agencies
- * public and private employers
- * Organizations of client groups such as health rights, welfare rights, and older citizens
- * Unions
- * City, township, and county governments

A council of such organizations, or even a few informal meetings, can begin to lay the groundwork for an integrated attack on problems of manpower and employment in the city, the county, and the area.

JOB RELATED TRAINING PROGRAMS IN MONROE COUNTY

JOB RELATED TRAINING PROGRAMS IN MONROE COUNTY
COMMITTEE REPORT FOR THE
MANPOWER AND EMPLOYMENT TASK FORCE
JUNE 15, 1972

The Monroe County Community Schools and other agencies are providing extensive job training programs for adults, retarded children and adults, handicapped people, disadvantaged young people, but there are very few normal young people involved in good vocational training programs. Bloomington High School is offering a few vocational courses and a few which could be job oriented but do not meet the standards for vocational reimbursement. The number of students enrolling in these courses has been diminishing somewhat in the past few years and, therefore, the number and kinds of courses have been cut back. The new area vocational school which should be operational sometime in 1973 will offer more technical type courses at the upper level for high school juniors and seniors and adults. Industrial arts is offered at the junior high school level and some at the high school level. Industrial arts will be very limited at Bloomington High School North because facilities are not being provided. Freshman and sophomore opportunities for exploratory programs will be very few. The middle schools are planning extensive sampling industrial arts programs.

There are various other programs which supplement the work of the Monroe County Schools in job training. One of these is the Monroe County Community Action Youth Development Program which provides for hiring and training disadvantaged youth. The Neighborhood Youth Corps also provides extensive employment and on the job training. The Bloomington Youth Incorporated project supported by the school and by Community Action is also providing training and employment for several.

A brief description of the school programs and other programs is as follows:

1. Adult Education - Chester Taylor, Director
This program serves Monroe County and all surrounding counties. The following needs are served by this program:
 - a. Academic courses helping lead to high school diploma
 - b. Hobby courses
 - c. Vocational and technical education
 - d. Apprenticeship programs
 - e. Adult Basic Education for GED Diploma Tests

2. High School Vocational Education - Chester Taylor, Director
The vocational education programs and those that meet the standards for vocational reimbursement. For occupational oriented programs, this means about 50% state and federal funds for Monroe County. In 1971-72 these programs were:
 - a. Auto Mechanics
 - b. Distributive Education - co-op
 - c. Business Office Education - co-op
 - d. Work Experience and Career Exploration - co-op for disadvantaged students (WECEP)
 - e. Automotive Services for disadvantaged
 - f. Homemaking
 - g. Vocational job training for handicapped people.

3. Vocational and pre-vocational type courses not meeting the standards for vocational reimbursement. These courses may or may not be as good as regular vocational courses. Usually the reason for non-reimbursement is the length of time per week devoted to instruction. Some courses are held for one hour only and are considered pre-vocational. Others are for two or more hours in length and could highly resemble vocational courses. Bloomington High School is well equipped in these areas. They are:

- a. Drafting - Architectural and Machines
- b. Printing
- c. Machine Shop
- d. Horticulture
- e. Welding
- f. Electronics
- g. Woodworking

4. High School Industrial Arts Programs

- a. General Shop - included in all five high schools and include some work in:
 - Woodworking
 - Small engines
 - Metal work
 - Drafting

5. Junior High School Industrial Arts. All 6 Junior High Schools have some industrial arts and are equipped for teaching:

- a. Woodworking
- b. Small engines
- c. Limited metal work
- d. Drafting

6. Area Vocational Program - To be implemented in 1973 at Bloomington High School North and South. Courses will tentatively be offered to Juniors and Seniors in the following areas:

- a. Architectural Drafting
- b. Machine Drafting
- c. Small Engines
- d. Carpentry
- e. Auto Body and Fender
- f. Auto Mechanics
- g. Arc and Gas Welding
- h. Sheet Metal
- i. Data Processing
- j. Interior Decorating
- k. Intensive Office Lab - Stenographic
- l. Intensive Office Lab - Clerical
- m. Intensive Office Lab - Bookkeeping & Accounting
- n. Graphic Arts
- o. Distributive Ed - Laboratory
- p. Electronics
- q. Electricity
- r. Machine Shop and Tool & Die
- s. Horticulture
- t. Forestry and Grounds Keeping

- u. Home Economics - Consumer
- v. Cook - Chef
- w. Baker
- x. Nurses' Aide

7. High School vocational type programs reimbursed from other sources.

- a. Special education on job training. In this program special education students spend their sophomore year in a workshop part time along

with academic courses. They are not paid. In their junior year they work half time in a school workshop and are paid from Vocational Rehabilitation funds. In their senior year they go out to work on a job in the community full time for pay and have classes one day a week. They receive a regular diploma.

- b. Vocational training for handicapped people. These programs are operated at the Stonebelt Council for Retarded Children Center. A high school program is operated there by the Monroe County Community Schools as a vocational program for the handicapped. Another is operated by the Council for high school age children. This training includes anything they are capable of learning from breathing up to working independently.

At age 18 they leave the school program and go into an adult activity program or sheltered workshop program. They are all paid in the adult program.

- c. Bloomington Youth Incorporated
This is a non-profit organization functioning for the purpose of training and employing students from the WECEP program who cannot find jobs elsewhere. It consists of a regular Gulf Service Station at 2nd and Adams Street and a garage and used car lot. A full time instructor is placed there by the Monroe County Schools. Students are paid by the Monroe County Community Action Youth Development Program and by the Neighborhood Youth Corps. This is considered the Automotive Service program.

8. Other Youth programs which aid in training and employing youth.

- a. Neighborhood Youth Corps.

This is a federal program sponsored by the Indiana Farmers Union. It provides employment during the school year for in school youth for 8 hours per week at \$1.60 per hour. In the summer this jumps to 23 hours. Out of school youth may work 27 hours per week the year round. Here they work at any public or non-profit agency and on the job training is encouraged.

- b. Monroe County Community Action Youth Development Program

This program has provided funds for hiring about 10 youth at a time to work at the Bloomington Youth Incorporated service station and garage. It has also provided for some management and instruction at that project. During the past year, the emphasis has shifted to Academic training and this program has provided housing and instruction for the alternative school.

Monroe County Community Schools WECEP Program Description

The WECEP program was started in January 1970 by Kenneth Bales as one of the first programs to be legally operated in the United States providing on the job training for 14 and 15 year old students. At the beginning of the school year it was still the only one operating in Indiana. The Monroe County Schools have expanded it each year and some students from all schools are now enrolled. This program takes students who are not interested in what the regular school program has to offer and places them on a job for a half day and leaves them in special classes for half days. This program includes a variety of abilities and interests. Jobs in private business are sought, but these are hard to find. It is then necessary to take advantage of many types of substitute job programs, such as the Neighborhood Youth Corps, Youth Development, Work Study and others.

The program now includes all ages up through high school and a special course of study has been developed which will enable them to continue to work half days and receive a regular diploma.

ENROLLMENT FIGURES FOR VOCATIONAL
TRAINING PROGRAMS IN MONROE COUNTY
SCHOOLS AND COOPERATIVE PROGRAMS
1971-72 SCHOOL YEAR

Monroe County Community Schools

Adult Education (all types)	350	(average for 7 wk. qtrs.)
Adult Basic Education	25	
Adult and Handicapped - (Stone Belt)	40	
High School Programs - (Vocational)		
WECEP - Co-op	85	
Business Office Occupations Co-op	27	
Special Ed - job training	42	
Automotive services for disadvantaged	15	
Auto Mechanics	12	
Vocational job training for handicapped	21	
Distributive Ed - Co-op	<u>12</u>	

TOTAL VOCATIONAL JOB STUDENTS 214

Vocational Homemaking non-occupational - 823

Vocational type courses - BHS

Course	1st year Pre-vocational enrollment	Beyond 1st year Vocational Type
Drafting	46	29
Printing	44	10
Machine Shop & Welding	58	27
Horticulture	83	8
Electronics	30	12
Woodworking	58	45
Auto Mechanics	101	(vocational)
Neighborhood Youth Corps in school		12
" " " out of school		20
" " " in school summer program		60

WOMEN'S EARNINGS

Selected Occupations in
Manufacturing Industries
Monroe County and Others

1970

Background

The following analysis of earnings of women is extracted from a more general comparative wage study involving Monroe and fourteen other counties surveyed by I.E.S.D. in 1970. The earnings data are collected for selected occupations in manufacturing industries. It should be carefully noted that none of the data includes service industries or governmental units such as Indiana University. Counties are normally designated by their largest city, and in this survey include: Bedford (Lawrence); Bloomington (Monroe); Columbus (Bartholomew); Connorsville (Fayette); Elkhart (Elkhart); Evansville (Vanderburgh); Fort Wayne (Allen); Lafayette (Tippecanoe); Logansport (Cass); Muncie (Delaware); Peru (Miami); Richmond (Wayne); Shelbyville (Shelby); Terre Haute (Vigo); Vincennes (Knox).

The I.E.S.D. Occupational Wage Surveys provide specific data on women's wages only for production jobs. However, separate data are provided for secretarial and typist occupations, and the assumption is made here that these are so heavily female dominated that they can be treated as women's earnings. Other occupations which may have the same characteristics --- keypunch and tabulating machine operators ---- are excluded because of lack of relevant male-female distribution data.

Sex Composition of the Labor Force

Among the 15 areas surveyed, Bloomington ranks first in the percentage of women employed in manufacturing. In fact, among 27 counties surveyed by I.E.S.D. in 1970, Bloomington, with 48.0%, ranked second in the State, being exceeded only by Linton with 57%.

The percentage figures for the 15 counties are: Bedford (17.4); Bloomington (48.0); Columbus (16.4); Connorsville (17.2); Elkhart (31.7); Evansville (17.3); Fort Wayne (19.4); Lafayette (21.5); Logansport (47.4); Muncie (9.8); Peru (37.0); Richmond (26.7); Shelbyville (33.4); Terre Haute (30.6); Vincennes (33.0).

The sex compositions of Bloomington's labor force rather clearly reflects the dominant position of Electrical Machinery manufacturing in the local economy. In Indiana, women provide 57% of the labor force in the production of radios, tvs, telephones, and electrical components. For the United States, the comparable figure is 46%. Thus Bloomington's 48% seems to compare favorably with expected employment ratios in this manufacturing group.

Salaries

Secretarial Classification

The I.E.S.D. has established the following description for the secretarial classification.

Secretary. Takes dictation and transcribes notes, may answer routine correspondence on own initiative. Makes appointments and reminds supervisor of appointments. May interview and screen people coming into office. May keep records and supervise other office workers; may relieve company officials of minor executive and clerical duties.

Among the 15 counties surveyed, Bloomington was tied with Richmond for places 3 and 4, with a median weekly salary of \$122. Elkhart had the highest median salary at \$137, and Columbus ranked second with \$127. At the very bottom of the distribution, Peru's median salary was \$82.

The range of secretarial salaries in Bloomington was \$70 to \$174, and the average weekly salary was \$119.42.

The median weekly salaries in the 15 counties were: (1) Elkhart, \$137; (2) Columbus, \$127; (3-4) Bloomington, \$122; (3-4) Richmond, \$122; (5) Ft. Wayne, \$117; (6) Connorsville, \$114.50; (7-9) Lafayette, \$112; (7-9) Logansport, \$112; (7-9) Terre Haute, \$112; (10) Shelbyville, \$109.50; (11-12) Evansville, \$107; (11-12) Muncie, \$107; (13) Bedford, \$97; (14) Vincennes, \$89.50; (15) Peru, \$82.

Salaries

Typist Classification

The I.E.S.D. has established the following description for the typist classification.

Typist. Uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May include typing of stencils, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports or sorting and distributing incoming mail.

The median weekly salary for a typist in Bloomington was \$92, which placed it in the 7-8 rank with Lafayette among the 15 counties. The highest median weekly salary of \$112 was paid in Elkhart, and the lowest salary of \$77 prevailed in Peru. The Bloomington salary range for typists was \$70 to \$119, and the average salary was \$93.57.

The median weekly salaries in the 15 counties were: (1) Elkhart, \$112; (2-4) Columbus, \$102; (2-4) Logansport, \$102; (2-4) Richmond, \$102; (5-6) Connorsville, \$97; (5-6) Muncie, \$97; (7-8) Bloomington, \$92; (7-8) Lafayette, \$92; (9-11) Bedford, \$87; (9-11) Ft. Wayne, \$87; (9-11) Terre Haute, \$87; (12-14) Evansville, \$82; (12-14) Shelbyville, \$82; (12-14) Vincennes, \$82; (15) Peru, \$77.

Production Workers

Average Straight Time

Weekly Earnings

Bloomington's women production workers earned an average of \$102.80 per week (A.S.T.H.E. = \$2.55), which placed them eighth among the 15 counties. Weekly wages ranged in Bloomington from \$64 to \$156 per week.

The data for all counties survey are: (1) Elkhart, \$131.60; (2) Connorsville, \$130.80; (3) Muncie, \$122.80; (4) Columbus, \$112.40; (5) Ft. Wayne, \$110.80; (6) Richmond, \$109.20; (7) Terre Haute, \$104.80; (8) Bloomington, \$102.80; (9) Vincennes, \$100.80; (10) Evansville, \$99.20; (11) Lafayette, \$89.20; (12) Logansport,

\$86.40; (13) Shelbyville, \$84.80; (14) Peru, \$79.60 (15) Bedford, \$75.60.

Summary

Overall, Bloomington ranks relatively high (3-4) in secretarial salaries, and is at about the midpoint of the distributions both for typists (7-8) and for production workers (8). Many factors influence inter-regional wage differentials, and one is left to speculate as to exactly which of these factors most strongly conditions the final wage level. Is it skill level, unionization, mix of heavy and light industry, area wage standards, etc.?

Do Bloomington's relatively high secretarial salaries in manufacturing reflect competition from non-manufacturing employers in the community? Do the relatively lower typist salaries reflect the influx of students and student wives? Would wages of women production workers be higher if the economy were less dominated by light industry and service trades?

One additional point should be considered. A preliminary look at wages of male production workers seems to indicate that there is some inverse relationship between men's wages and female dominance of the labor supply. For example, among the five counties that rank highest in the percentage of women in the manufacturing labor force, four counties rank 12 through 15 in male wages. Therefore, one impact of a female dominated labor force may be its depressing effect on the earnings of men.

SUPPORT SERVICES

In the total employment picture there are a number of factors which affect whether or not a person is employed, and whether or not his or her employment is steady and maximally productive and rewarding, but which are not central to the availability of jobs. The present study covers the most frequently mentioned of these support services: transportation, guidance and counseling, and child-care facilities.

The transportation situation in Bloomington is almost totally privately operated. There is a university operated bus system which serves only the students, faculty, and staff in the immediate campus area; there is a municipal mini-bus system with three regularly scheduled routes:

Route 1 North (18 tours daily) - 11th and Adams to North Plaza to 14th and Walnut Grove to 5th and Washington;

Route 2 South (19 tours daily) - 1st and Henderson to Nancy and Hillside to Tarzians to Hillside and Lincoln to Grimes and Rogers to 2nd and Rogers to 5th and Washington;

Route 3 East (12 tours daily) - Atwater and Jordan to Eastland to College Mall to Smith and Morningside to Eastgate and 7th to 3rd and Jordan to 5th and Washington.

The charge for each tour is \$.25, with family and individual passes available for \$10.00 per month. Beyond these bus routes there are two cab companies: Campus Cab and Yellow Cab. The minimum rate is \$.70 for the first person, \$.35 for each additional person within the central area. For areas beyond downtown, rates of destination and origin are totalled and \$.25 is subtracted.

Sample Fares: (one person)

- square to Hillside and Henderson \$.70
- square to Otis Elevator \$1.40
- Eastland to Otis \$2.05
- Sunnyslopes to Crestmont \$1.75

The City of Bloomington has submitted an application for a technical studies grant to the federal government with the hope of eventually operating a full scale mass-transit system together with the University in the full metropolitan area (including the four

mile fringe). This grant application has been approved by the state and sent on to the Department of Transportation in Washington, D.C. If granted the technical study would assess the need for mass transit and determine an optimum system for the area. The City and University then would have to realize this plan, hopefully with capital grants and further assistance from the federal government. For the immediate future, the main burden of transportation is carried by private automobiles, motorcycles and, increasingly, bicycles.

Between 48% and 51% of the labor work force in Monroe County is made up of women ^(compared to 20% nationally). According to Children's Bureau (of HEW) and Women's Bureau (Department of Labor) statistics, the number of married women with small children employed has increased over 50% in the last 15 years and shows no signs of receding. Whenever women with children are employed, the question of adequate care for these children becomes of utmost importance. Studies by these same bureaus, experience of employers and employees have shown that good child care not only results in happier, healthier children, but in less turnover, lower rates of absenteeism, and higher and better quality production. For mothers to be able to work and to work well and happily, they need to be able to choose the type of child care of good quality which best suits their needs and means. When they must be separated from their children to work (84% of all women work out of economic necessity), they need a variety of options from which to choose.

In Monroe County there are approved options for ca. 1072 children as of September 1971. (See Table No. 1) However, only 334 of these actually are for children of working mothers; the nursery schools were only part-time and mainly for children of mothers who do not work or who do not work full-time. There were at the time 12,240 pre-school children. In addition, there are certainly vast numbers of private, unlicensed baby-sitting arrangements, many of which are undoubtedly satisfactory. There is no systematic way of determining the number, however, except by polling all the working mothers in the community, a mammoth task which the subcommittee has considered but not yet done. Most of these arrangements, it seems, are mainly custodial in nature and

do not involve educational or recreational programs as such. Also, although the overwhelming majority of such situations must be assumed to be adequate, there is an increasing number of child abuse cases in the county, and a number of these are connected with babysitters. The average cost of full-time baby-sitters per child per week is \$15-20; nursery school ranges from \$50 a semester on up, for part-time care.

To try to determine the child-care situation in the county, the subcommittee met with personnel directors of the major industrial employers in the area. Generally, each of the employers had similar experiences with their women employees. When hiring women with young children, they maintained they always inquired about provisions for child-care. The response of the mothers is almost always "I've taken care of it", and the employer's inquiry usually stops there. All of the people interviewed acknowledged that child-care was a factor which had to be considered when hiring women. Several of them felt women with problems of providing good care would simply not even apply for jobs; there was general agreement that if a woman did not have satisfactory arrangements, but needed the job, she very well might not indicate her problem. For these reasons and the fact that break-out in male/female employee records is interpreted as a violation of civil rights, the employers were not able to provide an accurate picture of their employees' child care needs. However, there was general agreement that turnover would be lower if employees were not concerned about child-care, and that absenteeism would be lower. Typical comments were, "We're very concerned about this, but... never have considered child-care tho' we might be coming to that." "If the problem seems crucial, (we'd) provide our own." "It will probably cut down on turnover." "We have an interest in this, but probably wouldn't help." "We recognize the the need and would be willing to help if necessary." The consensus, with one exception, seemed to prefer a community operated center to one run by the company itself. Objections raised are generally disinterest, "it will take care of itself," philosophical (disruption of the family; mainly against hiring women generally), cost, and fears of liability.

The following is a summary of data about the employment situation at several major employers in Monroe County.

Sarkes Tarzian:

Total employees: 1200
 Female employees: 600
 App. no. of female employees with young children: 150
 % of work force from Monroe County: 50%
 Average working wage: ?
 Shift times: 7:00 a.m. - 3:30 p.m.
 4:00 p.m. - 12:00 a.m.

Indiana University - Service-maintenance staff:

Total employees: 5500
 Salaried employees: 3980
 Total female: 3500
 Average salary: \$171.20 - \$261.70

Westinghouse:

Total employees: app. 800
 Female employees: 160-170 (mainly hourly)
 App. no. of females on production line: 100
 Average salary, code 7: \$482.65-609.35/mo.
 Hourly wage range: \$2.495 - 5.03
 App. no. of work force from Monroe Co. 500
 Shift times: 7:30 a.m. - 4:00 p.m.
 4:00 p.m. - 12:00 a.m.

Otis Elevator:

Total employees: 739
 Female employees-plant: 83
 salaried: 47
 Women with pre-school children: 27
 Work force from Monroe County: 484
 Hourly wage range: \$2.49 - 3.59
 Average working wage: \$3.00
 Shift times -
 plant: 7:00 a.m. - 3:30 p.m.
 salaried: 8:00 a.m. - 4:30 p.m.

Bloomington Hospital:

Total employees: 596
 Female employees: 494
 Work force from Monroe County: app. 80%
 Hourly wage range: \$1.85 - 4.50
 Average wage range: \$2.25 - 3.00
 Shift times: 7:00 a.m. - 3:30 p.m.
 3:00 p.m. - 11:00 p.m.
 11:00 p.m. - 7:00 a.m.

RCA:

Total employees: 6980
 Female employees: 4550
 % of work force from Monroe County: 15% (varies according to recruitment drives)
 Average hourly wage: \$2.60
 Shift times: 7:30 a.m. - 4:00 p.m.
 5:00 p.m. - 1:30 a.m.

General Electric:

Total employees: 1300
 % of female: 40% (app. 520)

House of Pizza:

Minimum hourly wage: \$2.80

Currently the day care cooperatives at the University are expanding to create an eighth center. One of these centers is now opening in the evening, with a second ready to do so. These cooperatives are run by the parents who use them and some volunteers.

The cost for the user (\$15.00 to \$20.00 per month) is very low for full-time care. The centers are licensed; there are educational and recreational programs. The directorship is voluntary and composed of parents--there are no professionally-trained early childhood people in charge-- a point which the cooperatives find good, which professionally-oriented critics point at with reservation.

Among those staffed by professionals, a new proprietary school is being formed on Leonard Springs Road for 50 to 60 children. This will be a day care center; fees are not yet determined. Bloomington Hospital has agreed to consider starting a center similar to others run by hospitals for the children of their employees. (At least 98 centers in the country are operated by hospitals.) The Southside Center has expressed interest in a day-care center, possible cooperative. The Broadview Knolls apartment complex has also expressed interest in day-care. Most significantly the 4-C (Community Coordinated Child Care) committee, which has long studied the day care situation, on June 28th took a major step towards action by electing a Policy Board to consider present and future action for the community in the area of day care.

POTENTIAL SOURCES OF FUNDING FOR DAY CARE CENTERS

The Social Security Act, Title IV, makes matching funds for day care centers available to states which have promulgated a state plan for day care funding. Indiana has such a plan whereby the State Welfare Department will pay the "full cost of day care for each eligible child." (The funds are 75% federal and 25% state.) The grant is made directly to an approved day care center rather than to the family whose child attends the center. To participate in the program and to receive payment for the cost of eligible children attending the day care center, the center must meet certain state and federal requirements and must apply for approval from the State Department of Public Welfare. The role of the local Department of Public Welfare is to certify eligible participants.

Eligibility is determined by income level. The cut-off level is higher than the Headstart level, so more families will be able to obtain day care for their children under this program. However, before a family which would be eligible to participate can do so, a day care center(s) must have signed a contract with the State

so the center can receive funding. Currently, according to the latest issue of the Communigram, a low-income newsletter, one day care center has applied to participate in this program.

The Work Incentive Program (WIN), a program of job training for AFDC recipients, is scheduled to begin in Bloomington on July first. Persons involved in the program can receive day care for their children without cost. The State welfare agency receives funding from the federal government to pay 75% of the state cost of child care services. Under this program, child care services in or out of the home are provided for WIN enrollees and those getting jobs afterward. (All WIN slots in Bloomington are to be on-the-job training.) Persons employed as a result of WIN continue to receive financial help with child care until other satisfactory child care arrangements can be made.

Through innovative thinking and coordinated planning to include a health care program in a day care proposal, funds are available through the Office of Education or the Health Services and Mental Health Administration of the Department of Health, Education, and Welfare.

Social welfare students who are on Work Study can be employed in Day Care Centers for 15 hours per week during the school year. The federal government pays 80% of their salary and the center would pay 20%.

Day care centers which serve either a large proportion of children from low income families or from families with working mothers can receive assistance in purchasing food under the National School Lunch Act (administered by the Consumer and Marketing Service of the USDA). Or centers can receive assistance in purchasing milk under the Child Nutrition Act.

Centers which are participating in the matching fund program authorized under the Social Security Act can also receive money for the full cost of transporting eligible children to the center. (This does not include money to purchase a bus.)

HOUSE

The Senate recently passed a Child Care Bill which authorizes approximately two billion dollars in funding for day care facilities over a three year period. The bill is similar to one which was passed by both houses of Congress but which was vetoed by the President; the Senate Committee report delineates how the new Senate bill meets some of the President's objections.

The bill provides that, in any city with a population over 25,000, the local government or a public or private non-profit agency can be designated a prime sponsor of child development and family service programs and can receive a federal grant from the Department of Health, Education, and Welfare. The sponsor must establish a planning council, one half the membership of which must be drawn from parents of children participating.

Free services for a family of four with an annual income of less than \$4,320.00 are authorized. The bill also provides for a sliding fee scale for parents with higher incomes, the scale to be based on ability to pay.

TABLE ONE

NUMBER OF PRE-SCHOOL CHILDREN IN MONROE COUNTY

In July, 1971 there were approximately 12,420 pre-school children in Monroe County. In September, 1971, there were approximately 1,072 places in day care centers and homes:

135	Headstart
120	Student cooperative
165	Private nursery school (half-days)
238	Cooperative nursery school (half-days)
414	Day care homes

THE MONROE COUNTY LABOR MARKET

Dale G. Brickner, Assistant Director
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MONROE COUNTY LABOR MARKET

Age, Race and Sex Composition - Very little specific information is available concerning the age and ~~sex~~^{RACIAL} composition of the labor force in Monroe County. Some inferences can be drawn, however, from the 1970 census of population.

Compared with large metropolitan areas, Bloomington has a very small proportion of Blacks to total population. In 1970 this group accounted for less than 2% (1.69%) of the population, and the distribution bulge in the age range 20-29 suggests that a high percentage were Indiana University students. For purposes of comparison, Blacks comprise 6.9% of Indiana's population, and in the Indianapolis and Gary-Hammond-East Chicago S.M.S.A. the percentages are 12.7 and 18.1 respectively.

Census data also indicate that Monroe County's population is relatively young. The median age here is 23.2 years, compared with the national average of 27.6. These figures are not easily translated to the labor force because of the bias introduced by the University's student population. But part of this bias is probably transmitted to the labor market in the form of student and student-spouse employment. It is likely, therefore, that the resident portion of the Monroe County labor force will be younger than average.

It can hardly be disputed that the labor force is female dominated. In the manufacturing sector alone 48% of the workers are women, placing Bloomington second only to Linton in the entire State. Although exact figures are not available for non-manufacturing, some indication of the male-female ratio can be inferred from the fact that this sector is dominated by government, retail trade and other service establishments. The government sector, in turn, is dominated by Indiana University and the county's two school districts. Among the roughly 4000 non-academic staff employees at I.U. about 55% are female. National averages would also suggest a pattern of female dominance in public school education.

In summary, the Monroe County labor force is female dominated, and the resident members of the labor force tend to be young and overwhelmingly white.

Participation Rate - The ratio of labor force to population in Monroe County is much higher than State and national averages. Part of this inflation might be explained by the availability of jobs for women, which attract a higher than average proportion to the labor market. However, population figures --- the divisor in labor force/population--- are inflated by non-job-seeking students. Data adjustments, therefore, tend to confirm the observation of local employers that their labor force is drawn from a multi-county area, defined by a perimeter as wide as Vincennes, Martinsville, Columbus and Jasper. The actual number of non-resident workers is difficult to estimate precisely, but it is likely to be around 20% of the work force.

Unemployment - Over the five year period 1967-1971, the average unemployment rate in Monroe County was 2.7%. This figure is below the level usually deemed to be "full employment". Indeed, the highest level of unemployment in the past five years was 3.7% in 1970, a rate which is not often achieved by the national economy. It has generally been true that the Indiana unemployment rate is lower than the national rate, and that Bloomington, in turn, is lower than the State.

Although seasonal unemployment is likely to be substantial in certain sectors of the labor force, there seem to be counterbalancing factors which keep aggregate seasonal unemployment swings rather low.

In 1971, for example, unemployment rates were highest in January, February and March, and lowest in September and October. Employment in manufacturing peaked in June, and in non-manufacturing the peak was October. Total employment was highest in October, but had two slightly lower peaks in November and June.

Total work force, the sum of those employed and unemployed, has an interesting pattern. As might be expected, it rises sharply between May and June when students typically enter the market. But between June and July, it drops to its lowest point of the year --- a loss of 4,675 workers in 1971. At the same time, the aggregate unemployment rate increased a bare .3% from 2.3% to 2.6%. A most unusual phenomenon.

What seems to be happening is that a seasonal upswing in manufacturing occurs in late spring, and absorbs a good share of new job entrants. At about the same time, non-manufacturing jobs take a sharp plunge, which is about evenly ~~balanced~~ ^{MATCHED} by withdrawals from the labor force. Unemployment, therefore, remains low. A possible explanation for this phenomenon may be found in the out-migration of University students and spouses. In other words, as employment opportunities decline, so do the number of persons seeking employment. Hence, low unemployment rates and modest seasonal swings.

The positive aspects of seasonal employment patterns should not obscure the fact that total employment in Bloomington does have substantial fluctuations. In 1971, the employment peak was 8.3% higher than the yearly average and the trough was 6.1% lower. Similarly, the low employment and low unemployment figures for July and August may indicate that young-potential workers withdraw from the market after an early-unsuccessful job search.

On balance, however, Monroe County would have to be categorized as having a sellers labor market. Normal frictional factors would usually account for a higher percentage unemployment rate than is found in County statistics. It should be noted, however, that these figures show neither underemployment nor hidden unemployment in the market. Exploration of these subjects would require a special study.

Labor Force Trends - Labor force data are usually divided into four major employment categories: (1) manufacturing; (2) non-manufacturing; (3) all other non-agricultural; (4) agriculture. Both the manufacturing and non-manufacturing sectors are subdivided into functional employment groupings. Determining growth/decay rates for these sectors provides some useful clues as to potential job openings.

The benchmark figure for Labor force growth in Monroe County was about 3.5% per year over the five year period 1967-71. Total employment rose an average of 3.6% per year in this period. A very slight employment decline (100 jobs) between 1969-70 was reflected in an unemployment rate rise from 2.0% to 3.7%. Similarly, the work force (total employment plus unemployment) rose at an average annual rate of 3.5%, with the smallest increase (1.6%) occurring between 1969 and 1970, and the largest (6.0%) between 1970 and 1971.*

A first appraisal of the four major employment categories provides some significant insights about the Monroe County labor market.

*Non-manufacturing employment dominates the labor market. In 1971, about two-thirds of all jobs were in this sector. Among non-manufacturing employers, government service provides 57% of the jobs. It is a somewhat startling fact that government also provided 40% of all-jobs in Monroe County in 1970.

*Manufacturing employers accounted for 11,800 of 42,100 jobs in 1971 (28%). Within the manufacturing group, electrical machinery firms provide 3 out of 4 jobs, and almost 20% of all jobs in the County.

*One aspect of "hidden unemployment" may be revealed in the 1969-1970 data. The increase in work force (employed plus unemployed) was considerably less than half the rate in other years. At the same time, 1970 was the highest unemployment year. Why should the rate of increase in the work force decline as unemployment increases? One explanation is based on the cliché that "jobs create people to fill them." If some people simply stop seeking gainful employment when jobs become scarce, they are counted neither as a member of the labor force nor as unemployed. The point can be illustrated somewhat dramatically by noting that if the work force had increased by the five-year average of 3.5% between 1969-70, then the unemployment rate would have been 5.6%. The number of persons tabulated as unemployed would have been about 50% greater than existing figures indicate.

*Agriculture and all other non-agricultural employment accounted for a nearly constant 2300 jobs between 1967 and 1971. Agriculture provided a yearly average of about 300 jobs, approximately three-fourths of one percent of total employment.

Growth Rates - Over the past five years, the Manufacturing Sector of the Monroe County economy has manifest considerable instability in employment. Growth rates have been +8.2% (1967-68); -2.0% (1968-69); -7.6% (1969-70); +26.9% (1970-71).

The employer subgroups within manufacturing had the following average annual growth rates from 1967-1970.

<u>Durable Goods</u>	- .7%
Stone, Clay and Glass	-11.0%
Electrical Machinery	+ .2%
Lumber, Wood & Fabricated Metals	- 8.4%
Non-Electrical Machinery	+ 1.4%
<u>Non-Durable Goods</u>	+ 4.0%
Food & Kindred Products	- 5.0%
Printing, Publishing & Chemicals	+10.5%

Although 1971 figures for manufacturing subgroups are not yet available, it is evident from the large increase (27%) in all manufacturing jobs that a substantial upturn occurred in this sector. The largest share of this increase will probably appear in the electrical machinery subgroup.

Among other subgroups, both stone-clay-glass, and food and kindred products have declined substantially over the entire period. Lumber, wood and fabricated metals increased substantially in 1967 - 68, but declined at almost double the previous rate of increase in both 1968-69 and 1969-70. Non-electrical machinery held steady in 1967-68, declined slightly in 1968-69, and increased rather substantially in 1969-70. Printing, publishing and chemicals ran counter to the general trend, declining somewhat in 1967-68, and increasing substantially thereafter.

The Non-Manufacturing Sector expanded over the five-year period at an average annual rate of 3.3%. Overall, non-manufacturing has been very stable, showing a 2.7% increase in employment in 1970 when the unemployment rate was rising. Since 1969, however, non-manufacturing jobs have increased at a decreasing rate, i.e., the 1967-68 and 1968-69 changes were 3.4% and 5.5% respectively, but the 1969-70 and 1970-71 changes were 2.7% and 1.6% respectively.

The following subgroup totals for 1967 to 1970 show some of the basic patterns evolving this classification.

Mining & Misc.	- 7.8%
Construction	+10.3%
Transportation, Communications & Utilities	+ 1.9%
Wholesale & Retail Trade	+ 6.2%
Finance Insurance and Real Estate.	+ 3.3%
Services	+ 5.2%
Government	+ 3.0%

Because it looms so large in the non-manufacturing group, government's 3% average annual growth rate contributed materially to overall stability. However, construction, retail and wholesale trade, and services had significant positive employment changes for each of the years tabulated. Conversely, mining and miscellaneous declined each year. Transportation, communications and utilities, and finance, insurance ^{AND} real estate declined slightly in 1968-69, but expanded in the following years.

General Conclusions - The characteristics of the Monroe County labor force and the basic employment and unemployment patterns are rather clearly drawn, and probably do not require reiteration. However, three additional observations should be made.

First, the readers may have already correctly concluded that the data is limited in both detail and time span. It would be unwise, therefore, to attempt any sort of trend projection from this type of five-year sample. Similarly, it should be reemphasized that some

conclusions are drawn on inferential evidence, and although the guesses are educated, they are nevertheless guesses.

Second, data does not tell us how employers view the Monroe County labor market and its unique set of strengths and weaknesses. But the employer's view of the labor market is a crucial determinant of the expansion potential in the local economy. Some of these issues were considered by the Subcommittee on Business and Labor whose finding on turnover, absenteeism, and related labor market factors are of considerable significance in a qualitative evaluation of the labor market.

Finally, mention should be made of the area's potential for employment expansion. The Indiana Regional Economic and Planning Study, 1975-1990 has rendered one judgement on this issue.

The growth of employment in Bloomington has drawn on the labor supply over a large part of the region (Owen, Monroe, Green and Lawrence Counties). Further growth is apt to be limited by the labor supply. Additional labor in large quantity can only come from more distant areas or from migration to the

Bloomington area. It appears unlikely that the labor force will grow rapidly enough to sustain growth as fast as that of the 1958-69 period. The demand for labor by the two major activities (Indiana University and the electronics industry) is not likely to grow very fast in the near future. Therefore, we expect region 10 to grow at a slower rate than the state average from 1970 to 1990.

This conclusion, which tends to be supported by local professional opinion, indicates that Monroe County has entered a new phase in its economic existence. A relatively mature economy, limited by modest increases in work force will have problems different from a vigorously expanding economy. Discussions of Bloomington's economic future should also not ignore the fact that the industrial base of the community is built on firms subject to substantial foreign competition, and the development of American owned production facilities, in other countries.

WAGE - SALARY SURVEYMonroe County andFourteen Others1970

The following analysis of wages and salaries is based on the Indiana Employment Security Division's reports of occupational wages in manufacturing and a now discontinued series of building trades rates. The I.E.S.D. surveys Monroe County every two years, and the most current set of data are for 1970. (A new survey is scheduled for December 1972.) The fourteen other counties used in this comparison are those surveyed on the even-year base. Fortunately, the group includes the nearby communities of Bedford and Columbus, as well as the large university city of Lafayette.

The fifteen counties, with their principal metropolitan areas are: Lawrence (Bedford), Monroe (Bloomington), Bartholomew (Columbus), Fayette (Connorsville), Elkhart (Elkhart), Vanderburgh (Evansville), Allen (Ft. Wayne), Tippecanoe (Lafayette), Cass (Logansport), Delaware (Muncie), Miami (Peru), Wayne (Richmond), Shelby (Shelbyville), Vigo (Terre Haute), Vincennes (Knox). Because some counties had an inadequate sample of wages for certain job types, the ranks are not always on a base of fifteen. These variations are indicated as 7/8, for a rank of 7 on a base of 8, for example.

Office JobsManufacturing

Secretaries - With a median weekly salary of \$122 (range \$70-\$174), secretarial salaries ranked 3-4 among the 15 counties. Key county salaries and ranks: Bedford (\$93) 13; Columbus (\$127) 2; Lafayette (\$112) 7-9.

Typists - The median weekly salary was \$92 (range \$70-\$119), and the rank 7-8. Key county salaries and ranks: Bedford (\$87) 9-11; Columbus (\$102) 2-4; Lafayette (\$92) 7-8.

Shipping and Receiving Clerk - The median weekly salary was \$102 (range \$70-\$144) and the rank 13. Key county salaries and ranks: Bedford (\$112) 10-12; Columbus (\$132) 4-5; Lafayette (\$127) 6.

Stock Clerk - The median weekly salary was \$122 (range \$70-\$139), and the rank 8-9. Key county salaries and ranks: Bedford (\$142) 3; Columbus (\$117) 10-12; Lafayette (\$152) 1-2.

General Clerk - The median weekly salary was \$117 (range \$65-\$174), and the rank was 2. Key county ~~labor market~~ ^{SALARIES AND RANKS:} Bedford (\$122) 1; Columbus (\$102) 7-8; Lafayette (\$92) ~~rank~~ 10-11.

Data Processing

Programmer - Only two positions reported in Monroe County data. Sample insufficient for comparison.

Computer Operator - Only three positions reported in Monroe County data. Sample insufficient for comparison.

Tabulating Machine Operator - Only five positions reported in Monroe County data. Sample insufficient for comparison.

Keypuncher - The median weekly salary was \$112 (range \$70-\$129), and the rank was 2-3/11. Key county salaries and ranks: Bedford, insufficient data; Columbus (\$102) 7-8/11; Lafayette (\$107) 4-5/11.

Summary - Office Jobs - Bloomington ranks relatively high among the 15 counties in the secretarial (3-4) general clerk (2) and keypuncher(2-3/11) categories. It is at the midpoint of the distributions for typists (7-8) and stock clerks (8-9), and very low for shipping and receiving clerks (13). Bloomington salaries are higher than Bedford for secretaries and typists and lower for the three clerk categories. Compared with Columbus, Bloomington salaries are higher only for general clerks and keypunchers. Lafayette secretarial rates are lower than Bloomington and typists rates are equal. For shipping and receiving clerks & stock clerks, Lafayette has higher rates, but for general clerks and keypunchers, Lafayette is lower.

SkilledNon-Production JobsManufacturing

Tool and Die Makers - The hourly rate was \$4.12 (range \$3.30-\$4.89) and the rank 8-9. Key county earnings and ranks: Bedford, (\$5.16)1; Columbus (\$3.83) 15; Lafayette (\$4.43) 5.

Machinists - The hourly rate was \$3.48 (range \$2.50-\$4.29) and the rank was 12-13. Key county earnings and ranks: Bedford (\$3.56) 11; Columbus, (\$3.60) 10; Lafayette (\$4.02) 2.

Stationary Engineers - The hourly rate was \$3.65 (range \$3.60-\$3.69) and the rank was 10-11. Key county earnings and ranks: Bedford (\$4.85) 1; Columbus (\$3.77) 7-8; Lafayette (\$3.99) 4.

Job Setter - The hourly rate was \$3.48 (range \$2.60-\$5.55) and the rank was 10. Key county earnings and ranks: Bedford (\$3.65) 5; Columbus (\$3.55) 7; Lafayette (\$3.51) 8-9.

Electrical Repairman - The hourly rate was \$3.93 (range \$3.00-\$4.39), and the rank was 9. Key county earnings and ranks: Bedford (\$4.45) 1; Columbus (\$4.00) 7; Lafayette (\$4.16) 4.

Millwright - The hourly rate was \$3.95 (range \$3.20-\$4.39), and the rank was 6. Key county earnings and ranks: Bedford (\$4.76) 1; Columbus (\$3.80) 9; Lafayette (\$3.86) 7.

Mechanic - The hourly rate was \$3.92 (range \$3.20 - \$4.39), and the rank was 5. Key county earnings and ranks: Bedford (\$4.34) 1; Columbus (\$3.73) 11; Lafayette (\$3.84) 9.

Summary: Skilled Non-Production Jobs - Bloomington comes out rather poorly in this category with five of seven job classifications in the lower half of the distribution, and mechanics and millwrights ranking 5 and 6 respectively. By contrast, Bedford ranks first in five classifications, has only one in the lower half, and exceeds Bloomington rates in every job. The picture for Columbus is similar to Bloomington, except the high and low paying job classification mix is different. Overall, Lafayette ranks higher than Bloomington in all but two categories---millwright and mechanic.

Production Jobs

Male

Skilled - The average hourly rate was \$3.91, and the rank was 2. Key county earnings and ranks: Bedford (\$3.61) 10-11; Columbus (\$3.80) 5; Lafayette (\$3.39) 12.

Semi-Skilled - The average hourly rate was \$3.06, and the rank was 12. Key county earnings and ranks: Bedford (\$3.64) 4; Columbus (\$3.55) 9; Lafayette (\$3.43) 6.

Unskilled - The average hourly rate was \$2.68, and the rank was 12. Key county earnings and ranks: Bedford (\$3.13) 5; Columbus (\$3.02) 9; Lafayette (\$3.08) 6.

Total - All Production Jobs - Male - The average hourly rate was \$2.85 and the rank was 12. Key county earnings and ranks: Bedford (\$3.48) 6; Columbus (\$3.56) 4; Lafayette (\$3.24) 8.

Summary: Production Jobs - Male - Except for skilled jobs, which involve a very small fraction of production workers in Bloomington, wages rates of men were quite low: rank 12/15 overall and 12/15 for both semi-skilled and unskilled. All key county labor markets are higher than Bloomington, again with the exception of skilled workers.

Production Jobs

Female

The data for production jobs for women is not broken down by skill category. For all skill levels the average hourly rate was \$2.55, and the rank 8. (The \$2.55 female rate compares with the \$2.85 male rate.) The

Bedford rate of \$1.89 gave it a rank of 15; the Columbus rate of \$2.81, a rank of 4; and the Lafayette rate of \$2.23, a rank of 11. Thus Bloomington was at about the midpoint among all counties, and higher than Bedford and Lafayette.

Building Trades

Hourly pay rates for building trades occupations were available for 11 of the 15 counties surveyed for industrial wages. The excluded areas are Bedford, Evansville, Peru and Shelbyville. For certain occupations, comparable rates were available in only nine counties. It should also be noted that the data are taken from union negotiated base rates, which do not include fringe benefits and may not, in fact, reflect the rate actually paid.

Overall, building trades rates in Bloomington are relatively low. Only lathers, with a 4/9 rank, appear in the top half of the wage rate distributions. Operating engineers (10/10) and painters (9/9) appear at the bottom of the distributions for their crafts. Very close to the bottom were electricians (8/9), plumbers (7-8/9) and teamsters (9/11). The largest group of crafts were ranked 7 or 8 among the areas surveyed: boilermakers (8/11), bricklayers (8/11), carpenters (7/11), cement finishers (8/11), elevator constructors (7/11), glassiers (8-10/11), iron workers (8/11). Asbestos workers (5/9) and roofers (5/9) fared somewhat better, but were still in the lower half of their distributions. Laborers ranked 8/10 and plasters 7/9.

If all Bloomington crafts are taken together, the rank is almost exactly at the three-quarter point, i.e., about seven areas are higher and three lower.

General Summary

With a few notable exceptions --- e.g., skilled production workers, mechanics and millwrights --- Bloomington wages are relatively low in male-dominated occupations. Women's wages are about midrange for production workers and typists, and above average for secretaries and keypunchers.

It is interesting to note that among the counties surveyed an inverse relationship appears between male wages and the percentage of women in the labor force. For example, among the counties that rank 1, 2, 3, 4, 5 in the percent of women in the labor force, men's wage ranks are 12, 5, 14, 15, 13. The non-conforming area (female rank 2/ male rank 5) is Logansport, a northern town where the industrial mix, prevailing area wages or major union pattern bargaining may effect the wage structure.

This data does not prove that women, per se, drive down the wages of men. It more accurately reflects the wage impact of industrial structure, regional & historical differentials. The interesting question is whether the relatively low wage rates may not be an inducement to employers seeking locations for male-dominated production, as suggested by the Business and Labor Subcommittee.

Retired Employees Committee

In 1970, there were 7,342 persons age 62 and older residing in Monroe County. Of these, 5,119 were over 65.

Social Security

In June 1972, 4,001 retired workers 62 and over were receiving Social Security benefits, as were 859 dependents, most of whom are wives of retired persons. The average Social Security benefit is \$143.00 per retired person. A wife who is 65 or over may receive an amount equal to 50% of the benefit to which her husband is entitled. Nationally, 92% of all workers are eligible for Social Security benefits.

A retired worker under 72 and receiving Social Security may earn up to \$1,680.00 in supplemental earnings without any loss of Social Security benefits. If he earns between \$1,680.00 and \$2,880.00, he loses \$1.00 in benefits for every \$2.00 earned. For amounts over \$2,880.00, the loss is \$1.00 per \$1.00 earned.

A worker aged 62 may choose to retire and still draw Social Security benefits; however, these benefits are reduced. At age 62, the reduction in benefits is 20%.

Medicare, a part of Social Security, provides health insurance for people 65 and older. Nationally, in 1971, Medicare paid 68% of all hospital and doctor bills of people over 65. This insurance includes two types of coverage, hospitalization and medical. Hospital coverage is automatic for persons over 65 who are receiving Social Security. Medical coverage is voluntary and costs \$5.60 per month. (In Indiana, 95% of those who are eligible sign up for medical coverage).

* does not include recent raise in benefits.

Medicare payments can cover recovery in nursing homes following hospitalization. Here, the insurance pays 80% of reasonable charges. Nursing homes which are approved for Medicare must be able to provide hospital type of care and need to have the facilities and licensed staff than those providing only custodial care. Locally, Hospitality House and Extended Care (Bedford) are approved for Medicare patients. In 1969, total Medicare payment in Monroe County was \$1.2 million. This included \$825,000.00 in hospital payments and \$390,000.00 out of hospital. Older Americans Center and other organizations.

In October 1971, the Older Americans Center, federally founded through the Department of Health, Education, and Welfare, was established in Bloomington. The center is located at 115 East 6th Street; its director is Wanda McKee. Emphasis in the programming of the center includes recreation, social welfare, and health.

At the present time, approximately 350-400 persons participate in center activities. The office sends out a monthly newsletter which lists planned activities.

An application has been submitted for federal funds for a local "Foster Grandparents" Program. Under the plan, a total of sixty elderly persons could be employed to assist with working with children in various custodial and remedial programs. As of July 20, no word had been received on the status of the application.

In Monroe County, other formal organizations for the elderly include:

1. Senior Citizen's House - Elmer Smith - 1109 S. Palmer
2. Crestmont - Rose Walden - 905 N. Monroe
3. Oldtimers - Marjorie Sutherland - 1016 S. Lincoln
4. Borrowed Time - Bothins -
5. Golden Age - Helen Hastings - 1417 S. Rogers
6. Ellettsville - Lexie Hardisty - 203 Sale, Ellettsville
7. Butler Senior Citizens - Gladys Burton - 1421 W. 12th
8. Retired Teachers Association - Loren Chastain - R.R. 11, Box 244
9. Retired Federal Employees (NARFE) - I.O. Ryan - R.R. 13, Bloomington
10. Christian Center for Senior Citizens - Lillie Peterson - W. 11th
11. West Side Senior Citizens - Lucille Nikirk - 1016 S. Lincoln.

Indiana Employment Security Division

While it is against the law for employers to discriminate against hiring older workers, employers can state a preference as to age range which he considers appropriate for given work. This may vary according to the nature of the job and working conditions. A small number of employers state a preference for employees over age 45, citing maturity and experience as favorable attributes.

No breakdown by age of job seekers applying at the Indiana Employment Security Division is available. An estimate of 5-10% in the over 50 age range was given. Job seekers up to age 60 are referred to local industry. No data is available on placement of job seekers by age category.

Employment Survey

A survey of a random sample of Monroe County Employers was taken in June 1972. Forty-two employers were contacted; they employ a total of 4,202 people. Categories of employment and number of employers contacted in each category are shown on the following page.

Of employers surveyed, only two perceived transportation as a problem or potential problem in the employment of older workers.

Medicare, a part of Social Security, provides health insurance for

voluntary and costs \$5.00 per month. (The maximum age of those who can

Category	# of Employers Contacted	Total # of Employees	Employers Providing Pension Plans	% of Workers in Category Surveyed Covered by Pensions	Employers Providing Pre-retirement Counseling	# Now Employing Persons Over 50 Years	# Would be Willing to Employ Over 50 Years	Would Employ Retired
Utilities	3	192	3	100%	2 (Ind'ly)	3	3	0
Retail Sales	6	566	6	100% (2 plans vol.)	3 (Ind'ly)	5	6	3
Industry	2	2,220	2	100%	1	2	2	0
Service	7	204	1	26%	0	4	6	2
Automotive & Related Business	6	161	3	35%	0	6	6	5
Banking, Insurance & Credit	5	248	5	100%	1 (dist.bklt) 1 (meets ind'ly)	3	5	3
Bldg., Construction, & Related Businesses	4	260	4	95%	1 (Ind'ly)	3	4	3*
Wholesale, Packaging & Distributor	9	351	7	92%	2	6	9	6
<u>Totals</u>	42	4,202	31**	80%	11	32	41	23
<u>% surveyed</u>			73%		26%	76%	97%	55%

*2 employers limited such employment to janitorial

**length of time necessary for person to be eligible for pension plan participation varied from 1 yr. to 20 yrs.

Councilman De St. Croix asked whether the City Attorney had determined whether it would be possible for the Council to have a continuing authorization for the Controller to invest funds in government securities as they become available rather than having to pass on each investment individually.

MESSAGES FROM COUNCIL MEMBERS

Question of a continuing investment resolution.

Jim Register, Corporate Counsel, said that it was his opinion that the Council should pass a separate resolution for each investment. He said that he thought it would be illegal to have a continuing resolution. (The City Attorney was not present as he was on vacation.)

Councilman De St. Croix also asked if any analysis had been prepared of what effect the proposed merger of the City and County park board would have on the parks and recreation bond issue.

Question of the effect of the city county park board merger on the park and recreation bond issue.

Mr. Register said that he expected that the City Attorney would have a report at the next Council meeting. At present, he said, appraisals are being made of all the plots in question; he said that the projects must be described in detail for the bond issue and this was what was being undertaken at this point.

Councilman Mizell moved that, in view of the time limit set for the meeting and the obvious interest that has been exhibited concerning some of the ordinances coming up for second reading, that item 14 (first readings of ordinances) be moved up before item 13 (the second reading of ordinances) so that the first readings could be accomplished at this meeting. Councilman Davis seconded the motion. The motion was carried by a unanimous voice vote.

Change of order of items 13 and 14 on the meeting agenda.

Councilman Morrison moved that Resolution No. 72-39 be introduced and read by the Clerk. The motion was seconded by Councilman De St. Croix and carried by a unanimous voice vote.

RESOLUTIONS
No. 72-39
Lake Monroe

Grace Johnson read resolution no. 72-39.

Councilman Morrison moved that Resolution No. 72-39 be adopted. Councilman De St. Croix seconded the motion.

In response to a question from Councilman Towell, Frank Thomas, Coordinator for the Environmental Commission, said that the Commission thought that the appropriate state agencies would be the Board of Health, the Stream Pollution Control Board, the State Department of Natural Resources, and the Department of Forestry. He said that the Commission was investigating the possibility of forming an agency composed of all the local agencies and the state which would have some kind of official power to make decisions regarding Lake Monroe but that this was still off in the future. Mr. Thomas said that the Commission was concerned that some action be taken now to guard Bloomington's interest in Lake Monroe, even though the representative referred to in the resolution would not have any official powers or authority, since the City is dependent on Lake Monroe for its water supply.

Councilman De St. Croix said that another appropriate state agency might be the Environmental Management Board which has administrative responsibilities over the air pollution and stream boards for the state.

Mr. Thomas said that the resolution would give the City an opportunity to have a voice in the developments in and around Lake Monroe and would not preclude future action to form an agency with specific authority over Lake Monroe.

The Question was called.

Roll Call Vote: Ayes 8, Nays 0.
Resolution No. 72-39 was adopted.

Councilman Morrison moved that Resolution No. 72-40 be introduced and read by the Clerk. The motion was seconded by Councilman De St. Croix and carried by a unanimous voice vote.

Resolution No. 72-40
Sediment Control

Grace Johnson read Resolution No. 72-40.

Councilman Morrison moved that resolution No. 72-40 be adopted. Councilman De St. Croix seconded the motion.

Professor Michael Roberts, a member of the Land Use Subcommittee of the Environmental Commission spoke to the Council. Mr. Roberts said that the subcommittee had three proposed ordinances on the subject of sediment control which they felt should be reviewed by the City Planner who would then make a recommendation to the Council as to an ordinance that would be most appropriate for the City of Bloomington. He said that in passing the resolution, the Council would simply be making a formal request for the preparation of an ordinance. He noted that, as the proposed zoning ordinance now stands there is no provision in it for sediment control; this resolution would encourage inclusion of such provisions in the zoning ordinance.

In response to a question from Councilman De St. Croix, Tom Crossman, City Planner, said that while the resolution was perhaps necessary, it would not be undesirable and it would give the planning department some guidelines.

The question was called.
Roll Call Vote: Ayes 7, Nays 1 (Councilman De St. Croix voted against adoption of the resolution No. 72-40)
Resolution No. 72-40 was adopted.

Councilman Morrison moved that resolution No. 72-41 be introduced and read by the Clerk. The motion was seconded by Councilman De St. Croix and carried by a unanimous voice vote.

Resolution No. 72-41
Waiver of Kennel Fee for
PALS

Grace Johnson read resolution No. 72-41.

Councilman Morrison moved that resolution No. 72-41 be adopted. Councilman De St. Croix seconded the motion.

Councilman De St. Croix said that he thought the resolution should be passed and the kennel fee waived for PALS as they were trying to provide a service that the community needs.

Mr. Carlos Ortegoza addressed the Council. He said that he has been housing animals until homes can be found for them and since he is living on a fixed income as a retired professor, he is not able to pay the license fee.

Councilman Mizell moved that the resolution be amended to include the phrase "for PALS" after the word fee in the last paragraph so that it is clear that the waiver is only for this particular organization. Councilman Davis seconded the motion.

Councilman Morrison and Councilman De St. Croix accepted the amendment to their motion for adoption of the resolution.

The last paragraph was amended to read as follows: "Therefore, be it hereby resolved, that this City Council waive the City kennel license fee for PALS in the amount of \$25.00, as prescribed in Section 7.16.170 of the Municipal Code."

Councilman Ackerman said that he thought that PALS was attempting to supplement the existing City services as regards animal control and they are seeking to experiment with other ways of solving the problems of animals in town. He said that, in reference to the request made earlier in the meeting by Mr. Cuzan, this would give PALS a chance to establish the organization and keep records of what they are doing so that they would have something to present to the Council in the spring when they ask for representation on the Animal Control Commission.

The question was called.
Roll Call Vote: Ayes 8, Nays 0.
Resolution No. 72-41 was adopted.

Councilman Morrison moved that Resolution No. 72-42 be introduced and read by the Clerk. The motion was seconded by Councilman De St. Croix and carried by a unanimous voice vote. Resolution No. 72-42
Transfer of Funds

Grace Johnson read Resolution No. 72-42.

Councilman Morrison moved that Resolution No. 72-42 be adopted. Councilman De St. Croix seconded the motion.

In response to a question from Councilman Morrison, Tim Hodenfield said that the transfer of funds is to channel the money obtained from selling the recycled paper back to the Environmental Commission.

The question was called.
Roll Call Vote: Ayes 8, Nays 0.
Resolution No. 72-42 was adopted.

Councilman Morrison moved that Resolution No. 72-43 be introduced and read by the Clerk. Councilman Davis seconded the motion. The motion was carried by a unanimous voice vote. Resolution No. 72-43
Street Lighting

Grace Johnson read Resolution No. 72-43.

Councilman Morrison moved that Resolution No. 72-43 be adopted. Councilman De St. Croix seconded the motion.

Councilman Morrison explained that the street lights requested would finish up the Dyer Hill renewal area which was started about 18 months ago. He said that the resolution also includes some street lights which have been requested by residents of various parts of the City. He noted that some of these requests are over a year old.

In response to a request from Councilman De St. Croix that a map be prepared showing the location of the street lights included in the resolution, Councilman Morrison said that he generally does not attempt to map it out unless there is an enormous amount of money involved, such as with seventh street, and fourth street ornamental street lighting.

He said that the resolution was an updating of the incandescent to mercury vapor, though 8 or 10 are new installations to finish up the Dyer Hill area. Councilman Mizell said that he would like to see a map of where the street lights are located so that he would have a better understanding and appreciation of where the City is well-lit and where it is not. He said that he thought this information would be helpful to the general public in making a determination as to how well-lit each neighborhood is.

Councilman Morrison said that the lights in the Dyer Hill area are replacements of lights that were taken out in the course of the urban renewal program.

Councilman Mizell said that he thought there were some subdivisions in the City which did not yet have complete street lighting programs in effect. Councilman Morrison said that the Dyer Hill area has been in the City much longer than many of the subdivisions and that this is just the third phase of a program started earlier.

Councilman Mizell said that he was concerned with having a total picture of the lighting situation of the City - seeing where lighting presently is, which lights are out of date and which are new and which areas have no lighting at all.

Councilman De St. Croix moved that resolution 72-43 be tabled until the next regularly scheduled Council meeting and that the planning department be asked to prepare a map showing the location of these lights for the Council for use at that meeting. Councilman Mizell seconded the motion.

Councilman Ackerman said that he thought the Council could now approve installation of those lights which were taken out by urban renewal and should be replaced and also make the request for a map for the Council's information.

Councilman Morrison said that he was concerned about the length of time that it has taken in the past between the approval of Council and the actual installation of the street lights.

Councilwoman Zietlow asked Councilman Morrison whether all street light requests are automatically filled or whether there is a limited budget for street lights. Councilman Morrison said that he will look at the Board of Works budget with this in mind; if the Board does not have enough money in its budget to cover the street lights planned by the City he said it would be up to him to ask the Board to increase its allocation for street lights. He said that at the present time the City has been spending about \$116,000.00 per year on street lights. He said that the money proposed for lights in resolution No. 72-43 is what was saved from the over-calculation of the ornamental street lighting of 4th and 7th streets.

Councilman Morrison said that he was willing to accept the tabling procedure since this was the first time this kind of business has been brought before the Council.

The question was called. The motion to table Resolution No. 72-43 was carried by a voice vote overwhelmingly in favor of the motion.

Councilwoman Zietlow instructed Mr. Crossman to prepare a map showing the location of the proposed street lights for the following Council meeting.

Councilman De St. Croix moved that Ordinance No. 72-4 be introduced and read by the Clerk. The motion was seconded by Councilman Morrison and carried by a unanimous voice vote.

INTRODUCTION OF GENERAL
AND SPECIAL ORDINANCES
Appropriations
Ordinance No. 72-4

Grace Johnson read Appropriations Ordinance No. 72-4.

Councilman De St. Croix moved that Ordinance No. 72-54 be introduced and read by the Clerk by title only. The motion was seconded by Councilman Morrison and carried by a unanimous voice vote.

Ordinance No. 72-54
Annexation Ordinance
American Legion Post

Grace Johnson read Ordinance 72-54 by title only.

Mr. Register explained that this was a request for voluntary annexation by the American Legion Post for land that would soon be the location of their new headquarters.

Councilman De St. Croix request that the clerk distribute copies of the ordinance as required by law.

Mr. Harold Lindman, President, Grandview Hills Residential Association, addressed the Council. He said that he wanted to place on record his objections to the reading of Ordinance No. 72-55. His statement was as follows: "I contend that the reading of the aforementioned ordinance is improper and perhaps illegal because it concerns a rezoning petition that has not been approved by the City Plan Commission. The petition referred to was voted on by the Plan Commission last Tuesday, July 18. There were ten members present; the vote was five members in favor of approving the petition, four members against and one abstention. Article 1, Section 4 of the Bloomington City Plan Commission rules of procedure states that the majority of the eleven-member commission is required to approve such rezoning. By even the most liberal interpretation of the aforementioned rule, an absolute majority of the ten members present is required for approval. By neither interpretation was a majority obtained. I understand that Mr. Register, the City's Corporate Counsel, has ruled that my interpretation of Article 1, Section 4 is incorrect and that the petition was in fact approved by the Plan Commission. However, he ruled to my knowledge without hearing arguments from either side. I am prepared here and now to give arguments to support my claims if you wish them. However, I am seeking opinions on this matter from the state attorney general's office and from the state planning office and from any other parties from which I can get opinions and I respectfully

Ordinance No. 72-55
Rezoning Ordinance

petition the City council to delay the reading of Ordinance 72-55 while its legality is, at best, still in doubt."

Mr. Register addressed the Council. He said that it has been his observation that over the years zoning has been done by the Plan Commission when a majority of those present voted in favor of rezoning. He said that the Plan Commission is governed by its own rules of procedure and by Section 53-719 of the Burns Indiana Statutes which is also the Indiana Acts of 1947, Chapter 174, Section 19.

Mr. Register reported that he found only one case in Indiana which pertained to the problem at hand: Ratner vs. the City of Richmond, in 1964 (136 Indiana Appellate 578; 201 N.E. 2d, page 49), which dealt with the rezoning of land for a shopping center. Mr. Register said that on the basis of his research, the question is whether a majority vote of all members is required or a majority of all members attending and voting. Mr. Register said that he took the position that, assuming a quorum is present enabling the Commission to do business, all that is required is a majority of all members who are present and voting in order for a vote to be considered valid. On the basis of this Mr. Register said that it was his opinion that the ordinance could be read before the Council.

Mr. Register added that it was his opinion that if a majority of all members of the Commission was required for any action to be taken, it would in effect require 100% attendance at all meetings and he did not think that any action would ever be taken at all under such a requirement.

Mr. Lindman said that he did not think that what has been done in the past should be of consequence here since the new rules of procedure for the Plan Commission have just been formulated and he contends that they have been broken.

Councilman Mizell said that it was not the Plan Commission procedures that were being questioned here; the procedures reflect the requirements of the Burns Statutes so that the question is whether or not the Burns statutes have been adhered to.

Councilman Mizell said that he assumed that if the opinion obtained from the state attorney general's office was that the action taken on the part of the Plan Commission was not a valid vote, it would invalidate any of the proceedings of the Council.

Councilman De St. Croix moved that Ordinance No. 72-55 be introduced and read by the Clerk. Councilman Morrison seconded the motion.

In response to a question from Councilman Towell, Mr. Register said that if the Council takes action on the ordinance in question and it then turns out that the Council had acted "non-legally", then the people who contend that they have been harmed by the Council's action could file a suite to enjoin the implementation and enforcement of this ordinance, as was done in the Ratner case.

The question was called. The motion was passed by a voice vote overwhelmingly in favor.

Grace Johnson read Ordinance No. 72-55.

Councilman Morrison moved that Ordinance No. 72-56 be introduced and read by the Clerk. The motion was seconded by Councilman De St. Croix and carried by a unanimous voice vote.

Ordinance No. 72-56
Licensing and Fee
Distribution for Domestic
Animals

Grace Johnson read Ordinance No. 72-56.

Councilman De St. Croix moved that Ordinance no. 72-51 be read by the Clerk by title only. The motion was seconded by Councilman Morrison and carried by a unanimous voice vote.

ORDINANCES - SECOND READING

Ordinance No. 72-51
To Amend the Bloomington
Zoning Map

Grace Johnson read Ordinance No. 72-51 by title only.

Councilman De St. Croix moved that Ordinance No. 72-51 be adopted. Councilman Morrison seconded the motion.

Mr. David Smith, First Street, addressed the Council, speaking against the rezoning of the lot located at 821 South Washington Street. He said that the major reason for objecting to the rezoning is that the lot is in the midst of a single family residence area. He said he was also concerned about what effect the approval of this rezoning ordinance might have on future Plan Commission action as regards spot zoning.

Mr. Crossman said that if this lot were considered in and of itself it would be considered spot zoning. But, he said that the Plan Commission reviewed the planning staff report and has recommended that the general rezoning category be included in the overall rezoning plan. He said that in as much as this case would be considered part of an overall rezoning plan it would not be spot zoning.

Councilman Mizell reviewed the minutes of the Plan Commission for the Council. He noted that the petition has been before the Commission for about three months. He said that the Plan Commission was concerned as to whether or not this was in a transitional zone - that is, an area of the City which is undergoing transition from one land use to another.

Councilman Mizell said that Mr. Crossman defined "spot zoning" for the Commission as a particular piece of property being given the right to develop a potential unlike surrounding property. He said that the Plan Commission voted 6 to 4 in favor of the rezoning. He said that there was concern that something should be done for the area - the majority voting that something be done now. He interpreted the minority vote, of which he was a part, as expressing the feeling that something should be done but that it should be deliberate haste, not just haste by itself, and that this rezoning would in fact bias the consideration of the entire area. Councilman Mizell said that, for an entire area to be rezoned, the Plan Commission would have to conduct a study, make recommendations and hold public hearings then send their recommendation to the Council which would then hold public hearings and make its determination. He said that he felt to rezone this one lot would put pressure on the Commission to rezone the entire area to remove the stigma of spot zoning.

In response to a question from Councilman Davis, Mr. Crossman said that he thought they had completed the land use study of 3/4 of the maps and about 9/10 of the City, as the remaining areas are the less dense portions. Councilman Mizell said that they are very close to having completed the entire land use maps.

In response to a question from Councilwoman Zietlow, Mr. Crossman said that he expected the Plan Commission would be able to review the text for the zoning ordinance in the next month and would be setting dates for public hearings very shortly thereafter.

Mr. David Smith said that he did not consider the area to be in transition, that 80% of the larger area and 66 2/3% of the smaller area are single family residences.

In answer to a question from Councilwoman Zietlow, Mr. Ramsey, one of the petitioners, said that he had talked with some of the neighbors of the property and had found no one who adjoins the property who objects to the rezoning. He point out that for many years (some neighbors say for as many as 20 years), the house has been used as a multi-family residence, though for the last six months it has been used as a single family residence, with only one family occupying the structure, though it does contain kitchen and bath facilities for three separate apartment units.

Mr. Ramsey pointed out that, as petitioners, they have been put in somewhat of a compromising situation since they have petitioned for the rezoning rather than simply renting out the apartments without requesting official permission. He said that they would not be altering the building except for some remodeling to improve the appearance and by putting in off street parking to comply with the requirements of the ordinance.

Councilman Mizell said that if, prior to 1950 the building had been occupied by more than one family and there had been uninterrupted use as a multi-family dwelling this building would fall under the grandfather clause as this would be a pre-existing non-conforming use and would not be illegal. However, he said there was a six-month lag when the structure was occupied by only one family which breaks the grandfather clause. Councilman Mizell said that to use the structure again as an R3 use there must be a petition for rezoning.

Councilman Behen said that some of the people who live in that area approached him and asked him what he thought about the rezoning. He said he suggested that they have a meeting and discuss what they thought should be done and then get back to him. He said they never did get in touch with him again so he assumed that they did not mind having the lot rezoned.

Councilman Mizell said that the Plan Commission recognized that it was a rather large structure for a single family dwelling.

Mr. Crossman said that there was a lot nearby which was zoned R3 but since it was not in a contiguous block (contiguous to the lot in question), it did not make the question any clearer. He said that while sleeping rooms are not permitted in R1 zones, they are allowable in R2 zones if permission is specifically obtained from the Board of Zoning Appeals and that sleeping rooms are permitted as a right in R3 zones. He said that most of the area in question was R2 but that he did not have records as to whether or not permission had been obtained for sleeping rooms in these area. He also said they did not know for sure which buildings had sleeping rooms in them; those with signs in front advertising sleeping rooms he said they could assume did indeed contain rental rooms; other structures gave indications that this might be the case.

Councilman Towell moved that further consideration of Ordinance No. 72-51 be tabled until the next regularly scheduled Council meeting. Councilman Behen seconded the motion.

Councilman Behen said that in the future he would pay attention to the majority decisions of the Planning Commission and he would be influenced by their vote on this particular issue since the Council members have many things to consider and the Plan Commission is able to focus on this one area of concern.

The question was called.

Roll Call Vote: Ayes 6, Nays 2. Ordinance 72-51 was tabled.

Councilman De St. Croix moved that Ordinance No. 72-52 be introduced and read by the Clerk by title only. The motion was seconded by Councilman Morrison and carried by a unanimous voice vote.

Ordinance No. 72-52
Establishing
Animal Control

Grace Johnson read Ordinance No. 72-52 by title only.

Councilman De St. Croix moved that Ordinance No. 72-52 be approved. Councilman Morrison seconded the motion.

Councilman Towell moved to suspend the rules so that both ordinances dealing with animal control could be introduced and the Council could then entertain discussion on the issue and then vote on the two ordinances in whichever order it wishes. The motion was seconded by Councilman Davis and carried by a unanimous voice vote.

Motion to Suspend the
Rules for Discussion
or Ordinances 72-52
and 72-53.

Councilman De St. Croix moved that Ordinance No. 72-53 be introduced and read by the Clerk by title only. Councilman Morrison seconded the motion and it was carried by a unanimous voice vote.

Grace Johnson read Ordinance No. 72-53 by title only.

Councilman De St. Croix moved that Ordinance No. 72-53 be approved. Councilman Morrison seconded the motion.

Alfred Cuzan said that PALS had written up several amendments to ordinance no. 72-52. Councilman Towell said that he had reviewed the amendments and thought that they should be given consideration as the Council is considering the various sections of the ordinance.

Councilman De St. Croix noted that there were several people who had come from out of town to make presentations to the Council regarding exotic pets and he requested that they be allowed to speak first as they had come long distances to attend the meeting.

Alice Ferran of the Humane Association spoke to the Council. She said that the Humane Association opposes a regulative approach to exotic animal control, partly because of the difficulties involved in enforcing the regulations. She noted that there is at present a shortage of money and manpower needed to enforce existing regulations concerning domestic animals. She said that the Humane Association is currently engaged in trying to get the dog situation under control by issuing citations to dog owners who are offending, which she said the Association felt required their undivided effort. She said that the Association felt that the Council would be being unrealistic if at this time they expected the Humane Association to go into a whole new area of animal control, especially without granting additional funds for the extra personnel and equipment that this would require. She said that the Association thought that the taxpayers would also be reluctant to support an activity which would be for the benefit of only a small minority of the residents. Thus, she said the Humane Association opposes a regulatory approach to exotic animal control, as a matter of principle and in recognition of the harsh realities of animal control in Bloomington.

Mrs. Ferran said that the Humane Association also has some specific objections to the provisions of the Ordinance 72-53:

1. the ordinance fails to mention endangered species;
2. only a few types of animals are covered by the regulations;
3. parts of the ordinance are unenforceable, notably the section which requires the confinement of animals to the home, with no allowance for trips to the vet or even for getting them home from the pet shop. She noted that the ordinance would also make it illegal to take a dog for a walk. She noted that the ordinance would also require the animal control commission to approve all information furnished to the buyers of dogs and cats in Bloomington and she said this would be a rather large undertaking. She said that, in prohibiting wild felines, the ordinance fails to define wild and suggested that there might be some question as to a lion or tiger bred in captivity. She said that the term "wild" is suggestive and imprecise and simply would not hold up in a legal context.
4. She said that the confidence placed in Licensed breeders is misplaced; she said that, according to Chief of Wildlife Ed Hanson, to become a licensed breeder one need only pay a five dollar fee and have a conservation officer sign the application. She said there is no health check required by a vet and, according to Hanson, "no expertise required". She said there are currently over 1000 licensed breeders in Indiana.
5. She said that the provision that all primates may be returned to the animal shelter or to the seller with no payment required is a bit presumptuous since the shelter is the property of the Monroe County Humane Association. She noted that while the animal shelter is obligated by contract to accept all animals from the City, this obligation does not extend past December 31, 1972. She said that the Association does not have the cages or facilities for housing any but the tiniest species of primates.

Linda Bippen passed out to members of the Council, copies of letters and statements from zoo directors in cities around the Country. She said these zoo directors agree on several points: 1. that they receive very many calls from dissatisfied owners of exotic animals that they can no longer keep; 2. that there are very few private parties in this country who are equipped to handle exotic animals; and 3. in general they are against exotic pet sales. She cited a statement made by the Director of the Animal Protective Association of Missouri that the death rate among exotic animals shipped from foreign countries is often as high as 75% but the profits are enormous; an exporter can lose half his shipment and still make money. She noted that pet shop owners often mislead the public by leading them to believe that monkeys are like little children. She said that the St. Louis animal shelter receives a large number of bite cases from exotic animals every year, mostly from people who have purchased them without adequate information about the potential dangers involved.

She read from an article that appeared in the July 17, 1972 issue of the Bloomington Herald Telephone, citing the number of requests received by the National Humane Association Office in Washington, D.C. (over 400), concerning possible ordinances in the area of exotic pet control. She noted that New York City has a blanket prohibition against all animals which are considered wild, dangerous and ferocious. She also read from an article in the May 11, 1972 issue of the Philadelphia Inquirer entitled, "We are Killing Wildlife with Kindness". She read a statement written and signed by ecologists at Indiana University: "The undersigned ecologists wish to indicate their support for general legislation which would ban the sale of birds and mammals which have not been specifically bred in captivity....." The statement goes on to express concern for maintenance of various eco-systems and does make specific exception to a total ban of exotic animals in that such animals should be permitted in Bloomington for use in teaching and research.

She also read a statement by Kathy McCord, the coordinator of the Indiana Public Interest Research Group and the environmental branch of INPIRG, formerly known as Crisis Biology. The statement cited three reasons in favor of a total ban on exotic animals

in Bloomington which were presented as outweighing the right of any individual to own such a pet: 1. the safety and health of the community; 2. the safety and health of the animals themselves; and 3. the ecology of the World.

Ms. Bippen presented to the Council a 156-page petition with, according to her calculations, 2007 signatures, which reads as follows: "We the undersigned, as residents of Bloomington, Indiana, feel that the sale and ownership of exotic pets is dangerous and detrimental to the community and the ecology. Therefore, we would like to request that the Mayor and the City Council take immediate steps to pass city ordinances prohibiting the sale and ownership of exotic (that is, naturally wild and nondomesticated) animals in Bloomington."

Mr. Jack Inman, Regional Director of the Great Lakes Region of the Humane Society of the United States, in Fort Wayne, spoke on behalf of Ordinance no. 72-53. He explained for the Council the role of the Humane Society as a private society which has no affiliation with the federal government. He said that, in his opinion, the research done by the Monroe County Humane Association in presenting the problem of exotic animal control to the Council has been very carefully done and he therefore, as a representative of the Humane Society of the United States, urged the Council to adopt ordinance no. 72-53.

Ernest Wright, Director of Operations, Indianapolis Humane Society, addressed the Council concerning the problems of exotic animal control. He said that during his 10-15 years of service as a humane officer in California and during the last four years that he has been in Indianapolis, he has had to deal with many thousands of exotic animals both in operations and as a field man. He said that he has been called in for problems of animals running at large and in areas where the main concern was with cruelty to the animals. He pointed out the difficulties faced by the Humane Officer in trying to apprehend exotic animals running at large, and reiterated earlier statements concerning the mortality rate of animals being captured and shipped to the U.S. for sale as pets. He noted that it is illegal to declaw a wild feline and have a skunk "de-scented", as this deprives the animal of its natural protection which is guaranteed by law in Indiana.

Mr. Wright said that he was in favor of the complete ban on the sale and ownership of exotic animals in Bloomington in terms of the cost to the City, the safety of the residents, and the welfare of the animals. He noted that most of the zoos are now switching to natural habitats rather than cages for the animals and said he did not think it was realistic for individuals to try to house exotic animals in homes or small cages.

He said that the San Diego, California, zoo has calls daily from individuals asking them to take their monkeys but the zoo cannot accept them because the zoo's monkeys won't accept the newcomers - they would most likely be killed.

Col. Bernard Beck, Executive Director of the Indianapolis Humane Society since 1968 addressed the Council. He said that the City of Indianapolis is just beginning to consider the problem of exotic animal control and he has been asked to draft an ordinance forbidding the sale and possession and keeping of exotic animals within the consolidated city of Indianapolis which includes all of Marion County. He said they hoped to follow the lead of Bloomington and use whatever is developed by the City Council as the basis of their draft of an ordinance for Indianapolis.

Sidney Finkel, Chairman, Bloomington Animal Control Commission, addressed the Council on ordinance 72-52. He pointed out that there are some animals that cannot be bred in captivity and that this would clearly define these animals as wild by the ordinance definition of wild. In discussing the various sections of the ordinance Mr. Finkel said that he did realize that tattooing a number on an animal is not a painless procedure but said that it was a vital part of the ordinance and he hoped that, if the Council were to pass Ordinance NO. 72-52, it would not take out the provision for numbering of animals.

Mr. Finkel noted that one of the major problems in this area is that many of the exotic, non-domestic animals are bought by irresponsible people who buy them on the spur of the moment without giving due consideration to just what is involved. He said the purpose of the information requirement of the ordinance is, in a sense, to sober these people up and to attempt to make it clear to them what they are actually getting into in purchasing an exotic pet - that it is not something to be done casually.

In response to the criticism of the section concerning confinement to the premises of the owner for primates, Mr. Finkel said that the animal control commission would be amenable to having this section amended to provide for trips to the vet. In regards to the section on returning animals to the animal shelter, he said that it was presumptuous on the part of the Commission and perhaps the wording should be changed to read "to the animal control commission or its agent". He said that the purpose of this section would be to discourage people from simply letting animals loose into the countryside when they cannot take care of them or get tired of them, on the assumption that a "wild" animal could survive in the wilds of Monroe County.

He conceded that the section restricting movement of mammals may be in conflict with laws permitting dogs to be walked on a leash and taken to vets and suggested that an appropriate amendment be made here.

He noted that Indiana University is exempt from the provisions of the ordinance for research and teaching purposes and that provision was made in the ordinance for permitting the animal control commission to make a variance for specific, individual cases where adequate reason was demonstrated.

Mr. Finkel said that the Animal Control Commission held two meetings, in each of which the discussion from the floor ran over 2 and a half hours and various points of view were raised. He said that the views presented ranged from total prohibition to a situation in which no restrictions would be imposed. He said that after hearing these arguments and hearing from a subcommittee which spent more hours researching the problems, the Animal Control Commission met in executive session to discuss what they should recommend.

Mr. Finkel said that the Commission was in no way unanimous in terms of philosophy and of what should be done. He said that Ordinance No. 72-52 is what the members of the Commission feel has the best chance of acceptance by the people of the City of Bloomington as an animal control ordinance. He said that the Commission felt that if a total prohibition is adopted, this might simply drive possession of these animals "underground", as such animals will still be sold in other communities and by mail order.

He said that the Commission feels that Ordinance 72-52 represents the appropriate place to begin and that they are willing to study the situation as it goes and to make re-evaluations from time to time and make recommendations to the Council on future changes as they seem advisable. He said that the Commission was not taking the position that this was the final, absolute solution.

Sherry Sheridan, a member of the Animal Control Commission and of the Humane Association, addressed the Council, presenting the minority report of the Animal Control Commission. She said that she was opposed to Ordinance 72-52 because she felt there were enough holes in it to flood the City of Bloomington with exotic animals. She passed out to the Council a listing of some of the diseases that primates can pass on to humans. She cited research findings that monkeys harbor diseases fatal to humans and also research showing that it is often difficult for trained researchers to detect the presence of these diseases in monkeys. She cited research findings that the dangers from pet New World, or South American monkeys to humans are very real and more dangerous to children than to adults.

She further cited research showing that the fact of having been bred in captivity is no guarantee that an animal is free of disease.

Ms. Sheridan asked the Council to agree on a total ban of non-human primates where the danger to the health of the total community is too great to be ignored. She said that she felt that the worst that could happen would be for the Council to pass the Animal Control Commission prepared ordinance and the best would be the passage of ordinance no. 72-53 banning all exotic pets.

Mr. Carlos Ortegoza addressed the Council concerning the amendments proposed by PALS to ordinance no. 72-52. He spoke against the cruelty of having to keep an animal in quarantine for six months in order to determine whether or not the animal has rabies.

Sidney Rigor, a member of the Animal Control Commission and the Humane Association addressed the Council. She noted that the subcommittee was set up not to research every species of animal, only the most controversial and, as a result, large items such as the bear have not been covered by ordinance no. 72-52. She cited additional evidence concerning disease carried by monkeys.

She noted that interstate regulations are inadequate to control the spread of rabies and cited evidence that diseased shipments of monkeys have gotten into the U.S. She noted that raccoons can carry and spread rabies without showing symptoms themselves over several months.

Al Cuzan, a member of the Animal Control Commission and of PALS, addressed the Council. He noted that monkeys have a greater chance of getting our diseases than we do of contracting diseases from the monkeys. He said that PALS would be willing to take care of all animals that people do not want.

He disagreed with allegations that these exotic animals cannot adapt to environments different from their native surroundings. He said that he was opposed to tattooing the animals because it would be easy to alter a tattoo and it would be painful to the animals. He felt that a collar and tag would be sufficient identification.

Mr. Cuzan said that he would do away with fines for stray animals so that individuals would not have an incentive to change the tattoo or take off a collar with an identification tag.

Councilman Davis said that he was personally in favor of banning non-domestic pets, unusual pets, because he does not think they are needed; they cause problems that we are not equipped to handle and that the simplest way to handle the problem is to ban the animals. However, he said, that the ordinance before the Council is vague and he does not see how it could be defined precisely enough to be enforced.

Mr. Register, Corporate Counsel, said that, in his opinion Ordinance 72-53 would be enforceable. He said that when it is read in its entirety, the definition of the animals in question does get narrowed down to where it is clear that dogs and cats are not being included and that the ordinance does indeed refer to non-domestic, wild, exotic animals. Councilman Towell expressed the concern that the phrase "naturally inclined to do harm" was too vague and suggested that the wording of the ordinance should be made more precise.

Mr. Register suggested that the Council could strike out sections B and C if it felt that their inclusion only added to confusion.

Mr. Donald Schaeffer, a graduate student at the University addressed the Council. He said that he has absolutely no connection with the Humane Association. He said that he wanted to express strong support for a prohibition type of ordinance on non-domestic animals, though he does agree with Councilman Davis that the wording of 72-53 is somewhat vague and difficult. He said that ordinance 72-52 was full of too many loopholes and was too lenient.

Mr. James King, a member of PALS and an employee at the Stewart Animal Store, addressed the Council, speaking in favor of Ordinance 72-52. He said that he was in favor of some regulation and thought that his employer would not agree with him and would want absolutely no regulation at all.

In response to a question from Councilman Morrison, Mr. Finkel acknowledged that the exotic pet shop preceded the ordinances concerning the regulation and/or banning of such animals. But he said the Humane Association has been quite busy trying to get the dog and cat situation under control and had not considered the problems of exotic pets before the opening of the shop. He said that he would prefer to have more time to study the problem but, since the shop has opened, the potential exists for a serious problem in the community and the Animal Control Commission felt that some action should be taken at this time. He said that they were not trying to run anyone out of business and he did not think that either ordinance would run him out of business. He said that the owner of the Animal Fair store said that the sale of exotic pets amounts to about 3% of his sales.

Councilman Morrison asked whether this kind of business would be protected by the grandfather clause. Mr. Register said that case law goes back hundreds of years that it is inherently dangerous to harbor or sell wild animals and that this would come under the police powers to protect the public. Mr. Register said that the exotic pet shop was allowed to open eventhough there is a body of law against such activities because nobody raised the question.

Mr. Register stated that, regardless of any ordinances, it was his opinion that the harboring of any wild animals is one of the hazards that comes under the laws of torts that goes back hundreds of years. He said that this is one of the acts of peril that is considered to be an inherently dangerous thing. He said that in his opinion the Council clearly had the right to prohibit any activity which is inherently dangerous under the police powers and that if ordinance 72-53 is passed, he would say that no one would be able to file suit for damages.

John Warden, owner of a monkey, addressed the Council, speaking in favor of some regulation but also for consideration of the rights of the pet owners.

Michael Duff spoke to the Council. He said that he thought the Council should first deal with the question of whether to have a total ban on exotic animals or not and then to consider the other questions. He said that the council should make the decision as to whether it is morally correct to introduce these animals into the community. He said he thinks the main argument in favor of exotic pets has been that "we can afford them, therefore we should have them" and he feels this is insufficient.

Councilman Mizell said that no one, until Mr. Duff spoke, had raised the question of the rights of the animals, of whether we have the right to own an animal. He said the relationship between humans and already domesticated animals is one that has evolved and become essential because these animals would not be able to fend for themselves in the wild. He said that he was offended by the notions of the human's rights to own wild animals, that this reflects complete disregard of the rights of these animals.

Nancy Quinn who recently joined the Humane Association, addressed the Council. She said that she was in complete agreement with Councilman Mizell's statement; she said these animals need our protection not our love.

Councilman De St. Croix said that he felt that this Council had received as much information as it would ever receive on this subject and that action should be taken on the ordinances before it.

Councilman Davis said he agreed with Councilman De St. Croix but that he was not sure that he agreed with any of the ordinances that were before the Council or that there was time to develop the appropriate wording at this meeting.

Councilman Ackerman said he felt that both ordinances needed improvement.

Councilman Towell moved, at 12:35 a.m., that the Council adjourn. The motion was defeated by a voice vote against adjournment.

Councilman Towell said he was concerned that he was too tired to be able to do any further work on the ordinances.

Councilman De St. Croix moved that ordinance no. 72-53 be approved with the amendment that articles B and C in section 1 be deleted. Councilman Davis seconded the motion.

Councilman Davis said that he was in favor of deleting these sections and doing some further refinement of ordinance 72-53 but that he did not want to do it at this meeting, due to the lateness of the hour.

Alice Ferran said that the Humane Association would be happy to delete those sections and she added that they were taken from a New York State law which has stood the test of legal assault and she said the lawyer for the Association felt that the more words the better.

Councilman De St. Croix said that he thought that ordinance No. 72-53 was a clear and honest statement and he felt that ordinance 72-52 was a subverted attempt to ban exotic animals in legalese, quarantines and loopholes. He said that the Council would either have to deal with the problem or create a situation which was legally so harrassing to the owners that it would be unfair. He said he preferred for the Council to first decide whether it was going to ban exotic animals or not.


Councilman Davis said that he would like to see ordinance 72-53 sharpened up and brought back to the Council. He said he was uncomfortable with the provisions in it for someone who presently owns an exotic pet. Mr. Register said that, under ordinance 72-53, an individual presently owning a monkey would not be allowed to keep it once the ordinance was passed.

Councilman Towell said that he did not think that all of the issues had been covered and that he was not in a position to make a vote on either ordinance.


Councilman Ackerman said that he thought that the animal registration proposed in 72-52 would help keep the problem under control.

Councilman Davis moved that ordinance 72-53 be tabled until some unspecified time, which will be made public at least one week prior to that meeting time. Councilman Mizell seconded the motion and the motion was carried by a unanimous voice vote.

The meeting was adjourned at 1:00 a.m.


Charlotte T. Zielow, President
Common Council

ATTEST:


Amy G. Mann, Secretary

Resolution 72-39

ENVIRONMENTAL QUALITY and CONSERVATION COMMISSION

WHEREAS, the City of Bloomington, Indiana is now dependent upon Lake Monroe for 70 to 85 per cent of its water supply, and may be wholly dependent in the near future, thus a healthy Lake Monroe is vital to the economic stability and continued progress of the City of Bloomington and,

WHEREAS, five rural water systems, which purchase their water from the City of Bloomington, are also dependent upon Lake Monroe and,

WHEREAS, the metropolitan area is approaching 100,000 in population and is considered one of the fastest growing population centers in Indiana and,

WHEREAS, Lake Monroe, Bloomington, and Monroe County attract over a million visitors per year and are becoming principal recreation centers for the Midwest and,

WHEREAS, the City of Bloomington, prior to the creation of Lake Monroe, had a history of severe water shortage and,

WHEREAS, Lake Monroe provides a natural refuge for wildlife and,

WHEREAS, the future of the City of Bloomington is directly tied to the development of Lake Monroe,

NOW THEREFORE BE IT HEREBY RESOLVED THAT the Common Council of the City of Bloomington, Indiana petitions the appropriate State of Indiana agencies to allow a representative from the Bloomington City administration, named by the Mayor, to hear and assist in the decision-making process concerning proposed and future development in and around Lake Monroe.

ATTEST:

Ernest E. Johnson

Charlotte T. Zietlow
Charlotte T. Zietlow, President
Common Council

ADOPTED:

July 20, 1972

Resolution 72-40
SEDIMENT CONTROL RESOLUTION

CITY COUNCIL OF

BLOOMINGTON, INDIANA

WHEREAS. The people of the county have recognized the problems of soil erosion by creating the Monroe County Soil and Water Conservation District, now operating a voluntary conservation program in the open areas of the county, and

WHEREAS. The shifting of land use in Monroe County from agriculture to urban and suburban development has substantially increased silt and sediment problems on the lands and in the streams and lakes in the county and the City, and

WHEREAS. Property owners suffering unreasonable damage from sediment deposition or flooding of property at downstream sites as a result of disturbance of watershed areas upstream often must seek protection by the courts against such damages.

NOW THEREFORE BE IT RESOLVED:

1. That it is the policy of the City of Bloomington, Indiana to provide for control of soil erosion particularly in the urbanizing areas of the city by the adoption and implementation of a Sediment Control Ordinance for developments on the public and private lands of the city.
2. That the various departments and branches of the city government are directed to develop policies and procedures and to implement this program.
3. That the landowners and developers of the City of Bloomington are urged to cooperate in this program and to abide by its procedures and regulations.

ATTEST:

Quinn E. Johnson
Adopted: July 20, 1972

Charlotte T. Zietlow
Charlotte T. Zietlow, President
Common Council

RESOLUTION 72-41

Waiver of Kennel Fee License

WHEREAS, PALS (People's Animal Lovers Society) is a newly-founded, non-profit organization designed to provide homes for abandoned animals, and

WHEREAS, PALS intends to provide this service free of charge, and has no steady source of income to offset the expense of caring for homeless animals,

THEREFORE, BE IT HEREBY RESOLVED, that this City Council waive the City kennel license fee ^{for PALS.} in the amount of \$25.00, as prescribed in Section 7.16.170 of the Municipal Code.

Charlotte T. Zietlow

Charlotte T. Zietlow

President, Common Council
Bloomington, Indiana

ATTEST:

Grace E. Johnson

Adopted:

July 20, 1972

RESOLUTION No. 72-42

July 20, 1972

BUDGET TRANSFERS

"BE IT HEREBY RESOLVED by the Common Council of the City of Bloomington, Indiana, that the City Controller of said City may adjust the appropriations of the following budgets, to-wit:

ENVIRONMENTAL COMMISSION

FROM # 11 - Salaries & Wages, Regular		\$3,000.00
TO #263 - Work-study	\$ 180.00	
#264 - Paper Recycling	\$2,820.00	
FROM # 23 - Instruction		\$ 100.00
TO #213 - Travel Expense	\$ 100.00	

Charlotte T. Zietlow

Charlotte T. Zietlow, President
Common Council, City of Bloomington

APPROVED: July 20, 1972

Francis X. McCloskey

Francis X. McCloskey, Mayor
City of Bloomington, Indiana

ATTEST:

Grace E. Johnson

Grace E. Johnson, City Clerk