

Bloomington Common Council
2021 Departmental Budget Hearings
Written Questions Submitted on August 27, 2020
Answers Submitted on September 9, 2020

General Questions and Comments:

Volan:

There are two significant themes in my questions this year. One is the topic of the year (if not the century), regarding public safety in the city and how criminal law is enforced. There are extensive questions for the Police Department budget.

1. The other is centered around transportation policy, which in 2014 was centralized in the Planning Department. With the creation of an Engineering department, a consolidation of Parking Services into a division of Public Works, and a TDM manager being hired but placed in ESD, I see a new and problematic fragmentation of authority over transportation policy. The people who should have the last word on determining it (besides the mayor) should be planners — not economic-development officials, not public-works officials, not engineers. I'm looking for written statements of administrative, if not mayoral, policy regarding how transportation decisions will be made, and why we should support this significant erosion of authority of the Planning *and Transportation* Department.

The suggestion that there is any “erosion of authority” in the placement of a position in a department assumes that each department is autonomous and only provides input and expertise on a narrow focus related to the name of that department. The administration does not view any of our departments as silos. All are part of a larger organization under the direction of the mayor. Transportation policy has never entirely been in the purview of the Planning and Transportation Department. Our planning experts provide subject matter expertise that initiates the discussion about transportation policy throughout our organization. Other departments, including Public Works, Transit, Legal, Economic & Sustainable Development and the Mayor's office, are involved in transportation policy discussion. In addition, the boards and commissions of each of the above departments, and the City Council, also have input, and in some cases final say, on transportation policy for the city as an organization.

2. Also, please create a simple table, or add a column to an existing related table, that lists the number of FTEs in each department or division of the city making a budget presentation, for FY2020 and proposed 2021.

Department	2020	2021
Clerk	2	2
Council	2.8	2.8
CFRD	9	9
Controller's Office	13	13
ESD	6	7
Engineering		10
Fire	110	110
HAND	17	17
HR	6	6.6
ITS	20	20
Legal	13	13
Office of the Mayor	7	7
Parks & Recreation	57.75	57.75
Planning & Transportation	26	16
Police	177	168.5
Public Works	112	130
Utilities	180	180

Piedmont-Smith:

- Under each program area budget for each department, it says Funding Source: X. Often this is Funding Source, General, Other. Next year please be more specific what the “Other” is for each program area.

Thank you for your request and we will add this to next year's memos.

Sgambelluri:

- So since we’re proposing the use of reserves (GF Balances + Rainy Day Fund), would that mean that we are projecting -0- GF balances at the end of 2021? And would that mean that, going forward, any reserves that we spend would come exclusively from the Rainy Day Fund?

We are actually proposing to use \$2M from the Rainy Day fund in the 2021 budget. Reserves consist of the unencumbered balances at the end of the year of the total of the General Fund plus

the Rainy Day Fund. We are proposing to spend the reserves down from 42.8% at the end of 2019 to 29.3% at the end of 2021.

Human Resources:

Piedmont Smith:

5. Have you provided guidance to supervisors on how to supervise employees working remotely due to COVID-19?

Human Resources distributed a Temporary Telecommuting Policy in March that included expectations for supervisors of telecommuters. You may view this policy [here](#) (the policy has been extended beyond the date listed). This policy is also located on the Knowledge Base.

In addition, Human Resources created a [Remote Worker Resources](#) page on the Knowledge Base that includes suggested team activities for remote workers, reminders for supervisors, and other resources.

Smith:

6. What is the turnover rate at the Bloomington Police Department?

The average annual turnover rate from 2015-August 23, 2020 is 13%. Turnover rate is the number of separations from a period of time divided by the average number of employees employed during that same period of time. Annual turnover rates are determined by dividing the number of terminations by the average number of employees paid over 26 pay periods within the designated year.

7. What are the retention rates for patrol officers at 2 years, at 5 years and average at the Bloomington Police Department?

Please note that we use “sworn officers” as a category in our system, not “patrol officers.”

Retention Rates (Sworn)	2015	2016	2017	2018	2019	2020	Average
Annual	92%	92%	89%	91%	91%	91%	91%

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	Average
2 years	84%	82%	81%	82%	86%	83%

	2015-2020
5 years	59%

The retention rate represents the number of employees who remain employed for a time period divided by the number of employees at the beginning of the time period. Those hired during the time period are not counted in either the numerator or the denominator.

8. On the exit survey for the police department patrol officers what are the top 3 reasons for leaving the department?

The Police Department collects reasons for separations, when known, and the top three reasons since 2015 that officers leave are for other law enforcement jobs, retirement, and not successfully completing their initial training.

9. How does the Human Resources department assist the BPD in retaining staff?

Besides the services that we provide to all departments, we do not do anything additional for BPD. Human Resources often coaches managers and department heads on how to resolve or address personnel issues, and works with employees to resolve their issues with management.

10. Is there a Wellness Plan for the BPD staff?

There is no specific wellness plan for BPD staff, beyond the wellness services and offerings provided to all city employees. However, the Social Worker is available to speak with officers, and the department has organized onsite mental health support when officers have been involved with a traumatic incident.

Sims:

11. Please provide details on your goal of assisting efforts addressing racial equity in Bloomington, including specific efforts/initiatives with the Bloomington Human Rights Commission?

a. What are budget impacts, if any?

12. Please provide deeper details on "pre-determined biases" and how would this goal be measured for effectiveness.

a. What are anticipated budget effects, if any?

Without further explanation about the context of these questions, we were unable to answer them by the September 9 deadline. We request that Councilmember Sims reach out to help us understand the questions, and then we will supplement this document with those answers. Thank you for your understanding.

Legal:

Piedmont-Smith:

13. I understand all city facilities were audited for ADA compliance a few years ago and are now being re-audited. Please give me a status update on this crucial legal compliance task.

In late June, Barbara McKinney and Michael Shermis completed surveying most of the City buildings that are open to the public, evaluating their accessibility. They did not survey Showers or the downtown police station because both had been surveyed fairly recently and were found to

be in compliance. They surveyed only the portions of the buildings that are open to the public – for example, they did not survey the areas of fire stations where the firefighters sleep. But it’s also important to plan ahead, for when we have an employee with a disability who needs access to that area, as an example. As was noted by Legal during the budget presentation, some barriers can be removed fairly quickly and affordably, and we will be doing so as soon as possible. Some barriers are more challenging; for those, we are developing plans for how to remove them as funding and time permits. A memo summarizing the results of the survey was sent to Parks and Public Works, and they are working on a plan for their areas.

a. Related to this, how are the inspectors who look at city facilities for ADA compliance qualified to do such a task?

Inspectors are qualified by training and experience. There is not a standard or required license or accreditation for them.

Michael Shermis has been with the City since April 2015. One of his duties is to serve as liaison with the Council for Community Accessibility (CCA). In his time with us, he's done 125+ accessibility screenings. Additionally, he has trained a couple of dozen other individuals to do screenings. Below is a partial listing of ADA trainings he has attended since 2015:

February 2017	What Every Tenant and Landlord Needs to Know About ADA Access Violations
April 2017	Accessibility in Existing Facilities: Title II and Title III of the ADA
May 2017	A Few Things You Might Not Know about Accessible Parking
February 2018	Top 5 Things to Know about Braille Signage
May 2018	Project Sidewalk: Mapping Accessibility through Google Street View
July 2018	Communicating with People who have Hearing, Vision, and Speech Disabilities: ADA Requirements for Facilities, Vehicles, and Services
August 2018	Embracing Accessibility in the Whole Organization: New Approaches/Resources
September 2018	Walking Towards Justice Online Discussion Connecting and Allying with the Disability Rights Movement
October 2018	Walking and Walkability in Policy Issues
April 2019	Obligations and Sidewalk Basics
May 2019	Safe and Accessible Intersections
May 2019	Curbside Access
May 2019	Stronger Together: Partnering with the Disability Rights Movement
June 2019	2019 National ADA Symposium (Texas). Sessions Attended: 2010 Standards for Accessible Design Parts 1 & 2 Role of the ADA Coordinator Understanding and Applying Critical ADA Terms and Concepts Title III ADA Coordinator Issues Accessible Social Media How To Do an Accessibility Field Review De-puzzling Web Accessibility Best of the Worst: Architectural Barriers Tour Music Festivals and Temporary Events
July 2019	Reflections on the ADA: Past, Present and Future

January 2020	Jotform Accessibility
March 2020	ADA and Religious Institutions
April 2020	Using the ADA and ABA Standards Series, Chapter 3: Building Blocks
April 2020	Accessible Parking: What Does That Mean?
July 2020	Digital Accessibility
August 2020	Where Do I File A Complaint? A Quick Review of ADA Enforcement Options
August 2020	ADA Transition Plans

Barbara McKinney has been with the City since 1989 and has been the City's ADA compliance officer since the ADA went into effect. Throughout her time with the City, she has used her legal training to become very familiar with the ADA regulations, and helped the CCA devise its ADA checklist in accordance with ADA regulations. She has been to numerous ADA conferences and trainings over the years. When she was the chair of the Chamber of Commerce's diversity team, she won a grant from ADA-Indiana to help the Chamber publish a handbook called Making Places of Public Accommodation Accessible to All, which has been borrowed by other communities. She won the ADA-Title VI coordinator of the year award in 2018 from the Indiana ADA-Title VI Coordinator's Association. In addition, Barbara and Michael were asked to give a presentation to the ADA Access Board a couple of years ago on how the CCA and the City encourage businesses to become more accessible.

Information Technology:

Volan:

14. Is it safe to assume that some kind of citywide broadband program is no longer being seriously pursued?

We are still pursuing opportunities, including continuing to explore securing a fiber broadband partner. We have had some recent conversations with interested parties, but these remain speculative. Beyond this effort, we also are seeking to address digital equity in our community. Digital equity refers to the fairness of the distribution of benefits of the internet and modern technology throughout society. Digital equity disparities often track other societal equity gaps like income, race, age, gender, and geographic location, among others. Digital equity gaps are now more salient than ever as the past several months of the COVID-19 pandemic have clarified how critical digital access is, and how damaging inequities can be. To that end ITS has recently conducted and released a scientific survey of the community's broadband status, established a digital equity grants fund under the Recover Forward initiative and is on schedule to complete a Digital Equity Strategic Plan by the end of the year.

15. When will employees have cameras on their new desktop computers?

At the onset of COVID-19 there were significant supply chain disruptions for computers and peripherals, which continue today. It has been challenging to find cameras from reliable vendors in the sub-\$100 price range which are not on backorder. We currently are working to acquire

new camera inventory and will deploy cameras in the order requests are received. We encourage any department interested in supplemental USB cameras for members of their staff to place a request through the ITS Helpdesk.

16. What is the status of IT upgrades to the Council chambers?

Several upgrade requests were discussed with ITS and Public Works Facilities staff early in the year. These upgrades were delayed due to higher priority COVID-19 activities and the lack of use of the Council Chambers, but the projects have resumed and we anticipate substantial completion in October.

The main project priority ITS has tackled in the Council Chambers since the onset of COVID-19 has been to reconfigure the Audio/Visual system to support hybrid meetings -- where some participants are in the Council Chambers room and others are participating remotely via Zoom. This project includes an additional computer configured to serve as the Council Chambers Zoom conferencing computer and changes to audio processing to address the more complicated audio feedback environment. This configuration has been tested by ITS, OOTM and Council staff.

17. When was ITS planning on issuing an opinion on whether or not it will acquire Granicus, since it has escalated the decision out of the Clerk's office?

ITS continues to evaluate Granicus to support the operational needs of the Clerk and Council. The agenda, minutes and packet management modules look more promising than others at this time. There is some overlap with existing systems including the City website, CATS services, and document management but there also is a lot of functionality in the Granicus platform that would improve efficiency and transparency for the Clerk, Council and public. Instead of purchasing Granicus with budget funding we see support for acquisition under the CARES act, as it appears to meet the funding requirements in support of COVID-19 operations. ITS is continuing its evaluation.

18. Does ITS have a policy on the appropriateness of the use of city-owned drones for surveillance?

Yes, the City's Unoccupied Aerial Vehicle (UAV) policy is available here:

<https://bloomington.in.gov/departments/its/uav-policy>. Surveillance is not a permitted use by any department except for the Bloomington Police Department and then only with a court warrant.

Smith:

19. Does the IT budget request an increase of \$199,467 as on the 3rd slide of the IT slide presentation, or the \$214,466 increase on page 14 of the overall budget slide presentation? Additional on the ITS Budget Summary near the end of the slide presentation neither \$199,467 nor \$214, 466 is displayed.

We're not certain about the origin of the \$214,466 number; it is not present in the ITS budget or the ITS presentation slidedeck. Regardless of that discrepancy, the budget ITS proposes for 2021 covers four separate funds. The 2021 ITS requests are as follows:

- General Fund: Increase of \$199,467, from \$2,370,280 to \$2,569,747.
- Telecommunications Non-reverting Fund: Decrease of \$220,532, from \$1,185,706 to \$965,174.
- Map Generation Fund: Increase of \$3750, from \$0 to \$3750.
- Digital Access Fund: Increase of \$3750, from \$0 to \$3750.

Summing these funds, the ITS total budget request for 2021 is a decrease of \$13,565 from 2020, from \$3,555,986 to \$3,542,421.

20. If \$199,467 or \$214,466 is requested, or a 9.05 % increase, what is the rationale for the increase at this difficult revenue period?

The ITS **total** budget request is a decrease of \$13,565, from \$3,555,986 to \$3,542,421. This is in keeping with our efforts to maintain high quality services and adapt to new demands under COVID-19 while being prudent stewards of limited City resources.

The ITS **General Fund** budget is proposed to increase by \$199,467, from \$2,370,280 to \$2,569,746.93. This is largely due to the 2% salary increase, aggregating cell phone billing into ITS (with corresponding drops in other Department's General Fund budgets), and continuing expenses due to COVID (i.e., Zoom licenses).

Sims:

21. Regarding the "digital divide" goal, what are the departments more detailed views on how to bridge this divide encompassing our more vulnerable community populations and areas?

The state of digital equity in every community is different, and to bridge the digital divide in Bloomington we knew we needed to better understand it. To that end we conducted a scientific survey to gather high quality data and analyze it for insights. We are now building upon that survey with targeted interviews. This information will be incorporated into the Digital Equity Strategic Plan, to be completed by the end of the year. We have ideas about how to help bridge the digital divide (like the funds identified in Recover Forward), but the Strategic Plan will provide us with a broader range of programs to consider.

a. Any budgetary impacts?

At the moment the expected budgetary impacts of this effort include the Digital Equity Grants program established under the Recover Forward initiative. This includes \$35,000 in 2020 and \$50,000 proposed in 2021. The Digital Equity Strategic Plan will identify additional opportunities for investment toward the end of this year.

Controller:

Volan:

22. How much is the new community development and document software you referred to?
Including software and installation, the total cost is approximately \$518,000.

a. What is its benefit?

There are many benefits, including providing electronic workflows for processes in ESD, Planning & Transportation, Public Works, Engineering and HAND. The software also will provide a customer portal to allow for applying for permits and other documents online, allow for uploading documents and documentation online, and have the ability to track applications through each process. This should make processes more streamlined and transparent for the public.

Piedmont-Smith:

23. Could you please provide some more detail as to how the additional \$114K in Recover Forward funds will be used in your department?

These funds will be used to provide administrative support to any department that has Recover Forward funds, in order to help those departments accomplish the initiatives identified in the Recover Forward plan. For example, an additional contract employee may be needed to facilitate a Recover Forward initiative as current City staff have other responsibilities in addition to the projects in the Recover Forward program. The amount was determined by an overall estimate of internal administrative support, between 4-5% likely to be needed with new programs and activities.

Rosenbarger:

24. What is the rationale for moving the alternative transportation budget out of Planning and Transportation and into Engineering?

Engineering is responsible for implementing capital projects, and therefore all capital funds related to construction are moving to the new department. In other words, the money follows the entity responsible for delivering, constructing and managing the project.

Council's Office:

Volan:

25. What are the immediate short-term expenses to maintain the John Waldron Arts Center until a new receiver is found? (This is under the Council budget only because the BCT subsidy is there, but this may well be a better question for Parks or the Deputy Mayor.)

Generally, expenses include

1) personnel expenses in managing and maintaining the facility, assuming a minimum amount of activity in the building

2) contractual services, including custodial and security services

3) utilities and other supplies for the building's operations

Many of the expenses will of course be variable and will match the scale of the building's operating posture -- i.e., if it's used less, expenses will be less, etc.

Mayor's Office:

Piedmont-Smith:

26. One of your goals is to meet at least quarterly with county colleagues and relevant stakeholders to discuss convention center expansion. Given the recession, is this the best use of your time in 2021? Or do you expect plans to move forward in 2021 despite the recession?

While the Convention Center project is currently on hold until at least the end of 2020, we expect to continue discussions about the viability and timing of the project at some point in 2021. It will be important to continue to evaluate the recovery of our economy, particularly the food and beverage industry, as we determine the future of this project.

27. The mayor proposes that the Board of Public Safety form a community task force to look at public safety more broadly. Would the administration be averse to the formation of a committee by the City Council to include a broad representation of members of the public, especially those often marginalized such as people experiencing homelessness, residents who are Black, indigenous, or People of Color, and experts in mental health intervention?

The Administration believes it is critical to have a very inclusive community dialogue about the future of policing in Bloomington, and what that should look like in coming years/decades. We believe that coordinating that review in a coherent and integrated process makes sense. We are receptive to discussing the appropriate membership of such a committee and where and how such a committee would be organized and staffed. We also believe that recommendations initiated by a committee would be helpful to inform development of the 2022 budget (ideally by the end of June 2021).

Sgambelluri:

28. Is there a point at which we'll evaluate the ROI on our investment in an Innovation Director? (Assuming the answer is yes.) When? After three years? After five years? How will we do so?

We evaluate the performance of our employees regularly, through annual performance goals publicized and scored. The goals we have for our respective departments articulate the expectations of employees in those areas. Specific to this position, and using the ROI example in your question, one surface level response is that the current Innovation Director has secured a

Bloomberg Philanthropy training grant valued at \$160,000. That's basically two years of their salary. The departments involved in this training program will take lessons learned and knowledge gained to improve processes and result in a more efficient delivery of services across our organization. The specific project being undertaken this year by the cohort of the Bloomberg initiative is improving the efficiency of the City leafing program -- a program costing more than \$500,000 annually. We will know more about what that entails after the Bloomberg training, and results from the pilot program being initiated later this year, are evaluated. Broadly, the Innovation Director will continue to seek out ways to improve the efficiency of City services by creating a culture of innovation for the organization as a whole. We will look forward to continuing to evaluate the effectiveness of this position/program, as we do all programs, through the budget process and annual performance metrics.

Sometimes it is not easy to calculate ROI because process improvements and culture change result in being able to shift resources to higher order tasks or to improve customer/resident satisfaction, neither of which may have direct cost savings. An example is CBU's Advanced Metering Initiative: this new technology allowed for more accurate usage measuring, real-time monitoring by customers and CBU, and eliminated the need for meter reading. Rather than eliminate positions of meter readers -- and directly reducing a CBU budget line -- the employees were freed to accomplish different tasks CBU previously had been unable to pursue.

Instead of using ROI, we might otherwise demonstrate the value or impact of the position by defining three areas of focus and looking at metrics of each process or service improved within these areas:

- Improving processes and services
- Establishing a culture of innovation
- Preparing the organization for the future

If interested in a more lengthy explanation of the concepts above, please let us know and we will provide that information.

a. How is our current Innovation Director documenting her impact on our work? The salary associated with this position is significant. At the same time, the deliverables and the measures of success are somewhat "fuzzy." (I saw that we eventually want to have 50 "success stories" on our website, but I've only seen about 20 so far.)

The Innovation Director has been working with IU students this summer to develop a prototype of a dashboard for Innovation, with the intent of making the activity and impact of the role clearer to the public and to Council. In terms more specific to success stories, if we are having an impact on culture, we should see more success stories overall as well as more stories that originate with employees as opposed to supervisors, directors, or the mayor. The Innovation

Director's approach has been to use the collection of success stories to understand how innovation happens right now and over time, and to train and involve employees in cross-departmental collaboration, problem-solving and design-thinking, and public engagement to improve/redesign city services. If the training is having an impact, we should see more success stories happening.

Sims:

29. Regarding the city's portion of F&B tax revenues, what are future plans for any convention center expansion plans?

The Convention Center project is currently on hold through 2020. We anticipate reengaging with the County and community in 2021 to discuss the future of this project. Economic uncertainties, along with the unknown end to the COVID-19 pandemic, make the future of the project uncertain at this time.

What are plans for these reduced revenues in the interim and are funds counted as reserves for use in Recovery Forward initiatives? What are possible budget impacts?

The City's portion of Food & Beverage tax proceeds continues to be collected and held in a discrete fund. While 2020 revenue is down 22% this year, \$1.56 million as of July 2020 (the City portion is \$1.38 million) versus \$2.0 million as of July 2019, the funds are still being reserved to use for future Convention Center or other tourism-related activities. In the interim, the City has used approximately \$2.0 million of its previously collected revenue from this source as part of the grants/loans extended to local businesses in the tourism industry over the past 4 months. If the Convention Center expansion project proceeds, it is possible that the downturn in revenue in 2020, and possibly beyond, may impact the total amount available to issue debt service for the project. At this point, there are too many variables to know the potential impact on the project.

Fire:

Volan:

30. What is the cost and the turn-around time to clean carcinogens from a used fire-gear set so it can be used again? Is that cost reflected in the budget somewhere?

With our current configuration of washers located at two of the stations we are able to clean and return used fire gear to service within 48-72 hours. By consolidating the service into a central wash facility and adding another gear washer (both included in the 2021 budget), we will be able to return fire gear within 8-12 hours. The total cost includes the hourly rate of our logistics officer (\$29.60/hour) who oversees the cleaning process, and less than one dollar per set for detergent; our current cleaning process, including personnel hours, is approximately \$10.73 per set. Contracting this service we've learned would cost nearly \$200 per set (including the cleaning and shipping) and have a 4-20 day turnaround time.

31. How does the new wash facility work logistically — will it be available 24/7, or will engines sit in them until the next day when they can be cleaned?

The new wash facility is not for apparatus such as vehicles, which will continue to be washed at the stations. The new facility is available 24/7 for small equipment and fire gear. Between our logistics officer and other available personnel, we will not delay service from this facility. There are areas in the new wash facility designated for contaminated gear, washing, and storage of clean gear. Each area is subdivided to prevent cross contamination. When we have a fire, the logistics officer or designee brings the clean gear to exchange at the scene and takes the contaminated gear in sealed containers back to be washed. This prevents the largest source of carcinogens from ever returning to the fire stations or entering the apparatus, thus containing the contamination while simultaneously getting our fire resources back in service quicker than before.

32. What is the status of false alarms — what was the record in 2019?

One reason to update the City's fire ordinance is to improve our enforcement mechanism and reduce the administrative burden for false or nuisance alarms. Since that goal has not yet been completed, we have not made significant progress on reducing false alarms. In 2019 we responded to 1,169 false alarms (17 more than the previous year), and 499 of those were at Indiana University (28 more than the previous year). As of mid-year 2020 we are below our annual norm, responding to 433 total false alarms, with 170 being at Indiana University. Some of the reduction is due to the lower number of students present, but we also know that Indiana University used the down time to pursue several projects that replaced older alarm systems.

33. We are in the midst of an American reckoning over the policing of people of color. Fire departments, as public safety agencies, frequently work with police departments, including being involved in the medical aspects of emergency calls. How often and to what extent does the BFD take part in 911 calls for police?

Our department works very closely with police and emergency medical transport agencies on a routine basis. There are many situations where all three public safety providers are engaged; the type of emergency dictates which entity takes the lead. This level of interaction happens several times a day, every single day of the year. We often respond to calls for service that start with a police officer as lead -- examples include vehicle accidents with injuries, wellness checks requiring medical care, and crimes that cause injuries (shootings/stabbings) requiring medical care. They also respond to our calls for service when we require police services for scene safety, traffic control, crime scene processing, or to establish a perimeter -- examples include structure fires, hazmat scenes, suspected arson scenes, and vehicle extrications.

a. Does the BFD find itself involved in cases where a person's mental health is at issue?

We routinely respond to calls where the patient is having a mental health issue. From our experience, the three service providers work together to find the best solution for each individual.

Piedmont-Smith:

34. In Capital Outlays there is \$11,576 proposed for a new printer at HQ. That's quite a lot for a printer - please explain.

This budget request covers not only a replacement for BFD Headquarters, but also a new copier for the new BFD Operations Center on South McIntire Drive. This pricing is in line with the current needs of BFD HQ and BFD Ops for print/copy capacity, networking capabilities, and the 7-year or greater productive lifespan we expect for new copiers. These units are not considered solely printers, but they are robust multifunction office copiers, with scanning, direct network storage, email and fax capabilities. That said, when the time comes to make these purchases in 2021 we will negotiate the best possible price prior to placing the order and may see savings over the current estimate.

Sgambelluri:

35. Possible to share more about the forthcoming proposed revisions in fire ordinances? What can we expect and when? (Not urgent. Just interested in a preview when possible.)

The draft ordinance is a complete redraft of the current City fire ordinance. We are following the State of Indiana template, which clarifies the level of authority of our department and provides local input on the safety of our jurisdiction. Changes from our current practice include a slight expansion of legal open burning conditions, a flexible fee schedule to give us tools to manage false alarms, re-inspections, and other hazardous conditions, and providing a mechanism for both BFD and HAND to resolve a lack of adequate safety systems in a building. We anticipate bringing ordinance changes to Council before the end of 2020.

Sims:

36. Please provide details on your strategies for workplace diversification (racial, gender, other) initiatives.

We have several strategies to not only improve our workplace diversification but to transform our culture to better support diversity. The strategies can be categorized into three main efforts: preparing, educating, and adding.

Preparing includes initiating a survey of our current culture and diversity (planned in 2020). We only have data on our new employees (starting in 2017 to current) who have chosen to self-disclose, and we assume we have very little diversity based on preconceived notions, which leads to misrepresentation and failing to recognize the diversity we do have. This category also has assessed our potential hiring pool which until the State statute, restricting the distance a public safety officer could live from their jurisdiction, changed was extremely limited to Monroe

County and those adjacent to Monroe County. With the change we now are allowed to hire someone who lives within 50 miles of our furthest jurisdictional border, potentially improving the diversity of our hiring pool. The final initiative under preparing includes the evaluation of our fire stations. As we remodel or rebuild, we are factoring in additional needs for privacy to better serve gender diversity, provide appropriate spaces for lactating parents, and other needs that were not previously considered when our stations were constructed many years ago.

Educating includes working with trained professionals in alignment with other City-sponsored training programs to ensure 100% of our employees are educated on topics related to diversity, equity, and inclusion. We are one year into the development of a multi-year training program that centers on self-awareness and reflection to help improve understanding of our interactions, impulsive thoughts/actions, and our implicit/explicit biases. While every employee will receive this education, those in supervisory positions or who assist with any hiring decisions will receive additional training. This will be considered an ongoing expense and will be built into our annual training programs to maintain continuity and opportunities to constantly improve.

Adding diversity to our department requires an adaptive approach that will adjust every hiring cycle to become better. Our first evolution under this strategy:

- Increased our recruitment beyond word of mouth and a single post in the Herald Times. We expanded to include social media, national job search sites, veteran resources, job resource fairs, publication in various CFRD newsletters, and flyers at local minority-owned businesses.
- Replaced our written test with one that is nationally accepted, has scientifically valid study on the disparate impact, and was focused on the general aptitude knowledge needed to be a successful firefighter. It also removed the fiscal burden of a study guide that had to be purchased for candidates who wanted to be successful as with our previous test.
- Adjusted our interview process to use HR-appropriate questions, removed ability to judge a candidate on non-essential criteria, and used a panel interview system to allow a review of scores to determine if an interviewer had a positive or negative bias for a potential candidate.
 - We also required interviewers to disclose if they had a personal or professional relationship with any of the candidates.
 - Interviewers participating on the hiring committee had to attend training on what was appropriate for an interview.
 - We solicited membership for the hiring committee from the entire department and ensured the available diversity of the department was represented on the committee.

- We moved the requirement for the Candidate Physical Ability Test (CPAT) to the end of the process to further reduce the fiscal burden for applicants. As a required step in the process we offered a fiscal impact waiver to help anyone who could not afford the test.
- We reduced the number of steps in the hiring process to reduce the impact to applicants with families, jobs, or had to travel to Bloomington. This was another reduction of fiscal burden.
- Realigned the minimum qualifications to remove the need for prior experience. Since we instruct and certify every new employee this greatly improved the number of eligible candidates.
- Since the State of Indiana requires a hiring preference for veterans or public safety officers who were laid off, we ensured it was balanced to not override a candidate's performance on the written test or interview process.

a. What are the budget impacts of this goal/initiative?

A majority of the impact is included in the personnel hours to build the programs, review the processes, and directly work on recruitment activities. Other impacts include \$3,000 per year in diversity training, \$7,500 for written testing materials (only for even years), and \$1,200 for recruitment advertisements (only for even years). The biggest budget impact issue came from our engineering assessment of the five fire stations. Three of the five are recommended for replacement due to their age, condition, or cost to meet our goals of inclusive space, energy efficiency, or functional use at an estimated cost of \$5.5 million each. The remaining two stations will require \$600,000-\$1.1 million each to support a more inclusive environment.

37. **Comment:** I'd like to know departmental progress on FF career community development programs (e.g.; Ivy Tech, Hoosier Hills, other volunteer operations, Chief mentioned recruiting IU athletes upon graduation, etc.), so I'd like to know plans to reach a more diverse racial and gender pool of career-oriented participants, eventually potential applicants.

We are active participants and supporters of the Hoosier Hills Fire and Emergency Medical Service (EMS) program, Ivy Tech Fire Science program, and Indiana University's Crisis Technology Innovation Lab. While currently focused on the instructional aspect through personnel hours and logistical support, we are working on plans for a regional training center to combine our efforts. Until we fully combine our efforts, we do not have a direct impact on the diversity of their programs. Indirectly, we are engaged in public outreach programs with our community's youth to educate diverse groups of individuals about our career and how they set themselves up for success as a public safety official. In addition to creating awareness opportunities at the K-12 level, we found that those who had high school and/or college sport experience excelled in our team environment and so we added college athletics to our list of community development opportunities.

a. Any budget impacts anticipated on such proposed and/or current initiatives?

Our current initiatives include personnel hours to assist these programs and the donation of used equipment. No budget impacts are directly attributed to the support of these programs but a portion of the Fire Prevention Officer's salary indirectly supports our community development and recruitment activities. If the regional training center makes fiscal sense and meets all of our needs there will be a future budget impact to build the facilities and training props to support this new initiative but it is currently still in an exploratory committee stage.

Flaherty:

38. I appreciate the Fire Department's efforts on gender diversity, which were discussed briefly during the budget hearings. I would like to know more about what the Department is doing to work on inclusion with regard to transgender and gender non-binary people, both in planning within its facilities as well as with recruitment.

We are not targeting any particular diversity group over another. Instead, we are working to recruit from as many sources as possible to increase our diversity, which we recognize is historically and still today lacking. Our goal is to attract the best candidates to serve our community and provide them with the skills, education, and certifications that maintain our high level of service. We work with our Board of Public Safety members, many of whom have an active role in community diversity initiatives, have solicited input and direction from Indiana University's Office of Diversity, Equity, and Inclusion, and have relied on the various resources and personnel available in the City's Human Resources Department, Community & Family Resources Department, and Legal Department (Human Rights Attorney). In regards to our facility plans, as we remodel or rebuild we are looking to avoid group sleeping quarters, locker rooms, restrooms, showers, or other spaces that create privacy concerns when your workforce consists of more than a single gender. As we are recruiting a younger workforce at various stages of their life, we are also being mindful of future pregnant/postpartum members that may need additional privacy for their needs.

Police:

Volan:

39. Defining terms

a. Is the primary goal of the BPD "public safety" or "law enforcement"?

The goal is always "public safety" which is sometimes -- but not always -- accomplished through "law enforcement." Many Calls for Service (CFS) do not have any underlying crime component where enforcing a law is not even an option because none exists for the situation. We respond, however, because public safety may be an issue and we work through the situation to accomplish it.

b. The phrase “the Bloomington Police Department” is cumbersome, so many people simply refer to it as “the police.” When department leaders and staff use the generic term “the police” with respect to the BPD, are they only talking about sworn officers who patrol? In other words, are BPD's resource officers and social workers also “cops”, or are they something other than “cops”?

Sworn officers are those who have taken an oath and have “sworn” to uphold and enforce Indiana criminal law which their arrest powers allow them to do. They would commonly be referred to as police officers or “cops.” Downtown Resource Officers (DROs) are, in fact, sworn police officers who have a more specific role with a specific population in our community. The “civilian” (non-sworn) employees of the Department include the Police Social Worker, the Neighborhood Resource Specialists, the Community Engagement and CALEA Accreditation Specialist, the Evidence Technicians/Property Room Managers, the Police Data Analyst, Records Clerks, Administrative Office Staff and the Custodian.

c. Please define the term “civilian” and compare it to the phrase “civil city budget” (not to be confused with the long-used “Safe and Civil City” motto). Are police part of the “civil city”, or are they something else because they're not “civilians”?

The term “civilian” refers to employees of the police department who are not sworn officers. The General Fund budget is commonly referred to as the “Civil City Budget” and as such, part of BPD’s funding is derived from that source. BPD is additionally funded from the Public Safety Local Income Tax (PS-LIT).

40. Resource officers, social workers, and patrol officers

a. Are Downtown or Neighborhood Resource Officers (DROs) considered part of the Uniform Section of BPD’s Operations Division, or has a new section been created to oversee DROs, NROs and the social worker?

The DROs are sworn police officers, under the Operations Division of BPD. The Neighborhood Resource Specialists (NRSs) interact primarily with the Operations Division and are overseen by the Captain of Operations. The Police Social Worker (PSW) is overseen by the Administrative Captain. For day-to-day operations, a Sergeant oversees the DRO and NRS personnel.

b. If they are not considered part of the Uniform section, are they not required to wear some kind of uniform to execute their duties?

The DROs have intentionally been issued a “softer” uniform of a white polo shirt and dark utilitarian cargo pants to differentiate them from the more traditional police uniform. This was done to make them more readily identifiable to those with whom they would be interacting and providing services. They wear a badge of authority and carry firearms and other necessary equipment just like any other police officer. The NRSs and PSW are issued clothing that

identifies their role and their affiliation with BPD, but they do not carry firearms since they are civilian (non-sworn) employees.

c. Are these employees of the Operations Division considered “sworn” officers?

Yes.

d. How are the standards for their hiring different from the typical Uniform Section officer?

The DROs are selected from any sworn personnel who have indicated an interest in working with the mostly transient population served by those officers. In short, they are already police officers and are not hired exclusively for the purpose of directly becoming a DRO. The NRS and PSW positions are filled by those who apply because of the interest in pursuing the specific job due to the information contained within the job description for the respective positions. As always, we try to select the best personnel for any available positions within the Department.

e. Do they require the same kind of training — say, at the ILEA -- as other officers in the Uniform division?

DROs already have received the required ILEA training as part of becoming a certified police officer in the state of Indiana. Neither the NRS nor PSW positions are required to complete ILEA training since that training is not for civilians. We conduct “in-house” training for the NRSs and PSW so they have better understanding of BPD procedures and operations, along with ensuring they have adequate information about various community and City resources to perform their jobs.

f. Is weapons use a required part of the training of someone who becomes a Resource Officer?

Firearms qualification requirements for DROs are the same as they are for any other sworn officer. As indicated previously, NRSs and the PSW do not carry firearms.

g. Do DROs ever carry weapons of any kind?

Yes, see above.

h. Is a social worker considered a BPD “officer”? Is a social worker sworn in?

The social worker is not considered an officer and is not sworn in.

i. What kind of metrics will be captured at BPD, and at the new Stride Center starting August 24, that would give you a sense of how well this new program and the presence of ROs reduces the burden on patrol officers?

BPD will be gathering data on referrals to the Stride Center including the identifiers of the individual referred, the reason the person was referred/placed at Stride, as well as the demographics of all individuals referred. Additionally, any other data required by law or policy

will be collected including the frequency of our interactions with individuals referred to Stride both before and after said referral. The Stride Center also will be collecting data for its own use.

41. Public Safety response after hours

a. How often does an interaction with the public that would benefit from a social worker happen in the middle of the night?

The PSW has not been used in this way to date, but many traumatic events (death, sexual assault, domestic violence) happen during the overnight hours and those are the type of calls where the availability and services of the PSW can be valuable.

Will hiring more SWs mean their availability during a greater part of a 24-hr day?

The majority of the PSWs' assigned work hours will continue to be during the day when other social service agency partners are open for business. Those daytime hours could, however, be flexed to cover longer periods of the day and into the early evening hours. Increasing the number of PSWs will allow us to consider having a rotating nighttime "call out" schedule for the PSW and expand the types of calls they might routinely respond to in an effort to provide even more services to the community

b. Same question for DROs. Will non-armed officers be available 24/7 like armed patrol officers?

DROs are armed police officers and their current work hours cover much of the day from early morning until late evening. This schedule has worked out well and there is no indication that it should be expanded. Non-armed NRSs are not typically needed on a 24/7 basis.

c. Does "police dispatch" as written on the budget-highlights slide mean simply that dispatch is managed by the police department, or does it imply that there are fire or some other kind of specialty dispatcher?

"Police Dispatch" is a generic term to indicate that Dispatch is included in the Police Department budget presentation as it is generally overseen by the Chief of Police for day-to-day operations and management.

42. General questions: For proposed FYs 2019, 2020 and 2021, what is the proportion of the police budget...

a. ...to the General Fund portion of the budget?

Comparing the Police General Fund budget to the total overall General Fund budget:

2019	27.7%
2020	28.1%

2021	28.1%
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b. ...to the Civil City portion of the budget?

Comparing the Police General Fund budget (with and without Dispatch) to the Civil City portion of the budget:

	Including Dispatch	Without Dispatch
2019	18.9%	16.1%
2020	18.1%	14.4%
2021	19.5%	15.6%

c. ...to the entire budget, including BHA, BT, and CBU?

Comparing the Police General Fund budget to the entire budget, including BHA, BT and CBU:

	Including Dispatch	Without Dispatch
2019	11.8%	9.2%
2020	10.3%	8.2%
2021	11.2%	8.9%

d. What has been the maximum actual staffing of patrol officers, compared to the total authorized number of positions? Please go back at least five years.

Over the past five years, the maximum actual staffing of patrol officers is as follows:

2016	96/100
2017	100/100 (March, April), then began declining
2018	99/102 (March, October and December)
2019	100/103 (February, March)
2020	100/105 (March), but has declined since and we currently have 95/105

Of note, it is common that our available staffing runs 8-10 officers shorter than our “actual staffing” due to injuries, military leave, and new officers in training who must attend the Law Enforcement Academy (15 weeks) and complete the Field Training Program, where they are paired with a certified Field Training Officer (FTO) for 14-16 weeks before they can work as a solo patrol officer.

e. Can we start our own training academy to get around the bottleneck at the state?

No, the State of Indiana is unwilling to let BPD begin its own academy. While there were discussions in the recent past about expanding the use of the IUPD academy to encompass Bloomington Officers, that was denied by the State.

f. How, when and why would tear gas be used to calm a national championship celebration?

It would never be used during a *celebration*. The use of a chemical munition would be based upon a threat to life and safety or extensive destruction of property that comes when the situation has gone from celebratory to riotous, and only upon the order of the Chief of Police.

g. Do the police have an expressed written policy on the use of drones for surveillance?

The City's Unoccupied Aerial Vehicle (UAV) policy is available here:

<https://bloomington.in.gov/departments/its/uav-policy>; UAVs are housed in the City's ITS Department. Surveillance is not a permitted UAV use by any Department except for the Bloomington Police Department (BPD) and then only with a court warrant.

Piedmont-Smith:

43. What training do Neighborhood Resource Specialists have upon hire, and what training do they get on the job?

Neighborhood Resource Specialists undergo a two-month training course when first hired. The first two weeks of training are literally 'in-house' and consist of learning to use the computer resources of the Department as well as those of the City of Bloomington. Training in City ordinances, laws and the regulations which govern life in the City, as well as instruction in what resources are available and how to access those resources to assist in resolving issues, is covered in depth. Additionally each of the NRS personnel will undergo anti-bias training, mental health first aid and a variety of other courses designed to make them ready for the job. Once the 'in-house' training has been completed, the NRS personnel are assigned to ride with officers for over a month in order to learn not only what the overall job entails but also the locations in which they will likely be operating. NRS personnel learn how to direct traffic, assist officers at accident and crime scenes, and how to complete minor reports as part of their job training. Additional training is provided in use of the police radio system, unarmed self defense and verbal de-escalation techniques.

44. Please provide details of the types of vehicles to be purchased in 2021 as part of the capital outlays (\$538K).

All are slated to be patrol vehicles. Depending upon availability and cost, the vehicles are slated to be Ford Police Interceptor SUV Hybrids or Dodge Police Chargers.

45. Why is \$15K needed for air purifying respirators/gas masks? (capital budget) During the budget hearings, Chief Diekhoff said these were useful if BPD needs to use pepper balls. Is that the only use for the gas masks? In 2021 the budget is \$15K, whereas the next 7 years it's only \$7K - please explain.

Air Purifying Respirators (APRs) have filters that allow for them to filter chemical, biological, radiological and nuclear particulates. Besides being required in the environment of a methamphetamine or other clandestine laboratory, we are in a metropolitan area with one of the largest chemistry schools in the region as well as being home to a research university with a significant number of research projects underway with biological and nuclear materials. Providing appropriate personal protective gear to the officers is essential. The budget is \$15,000, as many of the masks are old which needs to be remedied in order to bring all of the APRs into OSHA compliance as rapidly as possible. We need to purchase more now than what will be required in future years, when we can revert to \$7,000 per year as part of an ongoing replacement schedule to keep all of the APRs in compliance.

46. How much does it cost a member of the public to obtain body cam video of a police interaction?

The fee for this service (not to exceed \$150 per officer recording) is calculated based upon the actual cost to search, log, download, review, upload, edit/redact and process each video associated with the incident requested. Therefore, the more videos to process for the incident, the higher the cost. (*An estimate of approximately 50-60 minutes of video time will cost roughly \$100.*) State Law caps the amount at \$150 per officer recording.

47. Why is there a 21% decrease in the budget request from the Police Education Fund?

This is a 'capped' fund and only what monies have been deposited in the account can be requested. In this case there is only that amount of money left in the account which is a 21% decrease from last year.

Sgambelluri:

48. How many times in the last, say, twenty years, have actual complaints been filed against specific officers for unnecessary use of force, discriminatory behavior, or otherwise inappropriate behavior?

To adequately address this over the 20-year period of time requested would require a hand search of the personnel files of retired officers, those officers who have left the agency and active officers, and can not be completed in the amount of time allotted to answer these questions. In regard to recent years: 2016 had 6 complaints, 2017 had 13 complaints (three from the same complainant in the same case), 2018 had 8 complaints, 2019 had 1 complaint, and as of 9/1/2020 there has been 1 complaint in 2020.

- a. Where is this data maintained and how can we access it (even if actual names are redacted for HR reasons)?

The data since 2016 is maintained on the Police Data Initiative and the BClear Portal.

49. What are the specific steps in the review/disciplinary process? Who is involved and who has final authority to decide the outcome of any disciplinary hearing?

If a complaint is filed against a sworn member of the Department, it moves through the Chain of Command to the Captain of Operations. The Captain will then notify the Chief/Deputy Chief of the complaint and, depending upon the severity of the complaint, assign it to a staff member to investigate. Once a thorough investigation has taken place it is forwarded to the Board of Lieutenants. The Board of Lieutenants will make a recommendation on the complaint in regard to whether it was proper action, improper conduct, a policy violation, or there was insufficient evidence to determine if a violation took place. Or, if the event is determined not to have taken place, the complaint is ruled as 'unfounded.' Once the Lieutenants' Board has made a recommendation, the investigation goes to the Captain of Operations who may concur with the recommendation, object to the recommendation, or order further investigation if a point of the matter is unclear. From the Captain of Operations the matter moves to the Deputy Chief of Police who will repeat that sequence. From the Deputy Chief the matter moves to the Chief of Police to act upon the recommendations as approved through the Chain of Command. The Chief may then issue a finding on the matter. If the officer or the complaining party disagrees with the finding they may appeal the decision to the Board of Public Safety. In some instances the matter may be further appealed in the form of a grievance to the Mayor of Bloomington or the Circuit Court of Monroe County, depending upon the outcome or penalty issued.

Smith:

50. What is the optimum number of patrol officers needed for a city the size of Bloomington?

There is no simple answer to this question. Police agencies across the United States vary widely in the number of officers they have per the number of inhabitants within their jurisdictions.

Every year in preparing the BPD budget, we review and analyze the need and demand for police officer services with budget and other considerations, including comparing per capita staffing levels with other jurisdictions. The Novak Consulting report that was recently provided to the City employed a model to analyze needed staffing assuming that police officers' time should be spent as follows: 33% in proactive policing and community outreach, 33% on patrol/responding to calls for service and 33% administrative workload. This is an excerpt from the report from page 21: "Although the IACP guideline calls for a target of 33% for proactive time, additional factors may impact this data-driven analysis of patrol staffing levels. For example, communities may desire a higher level of proactive policing or ask their officers to participate in special initiatives or teams that require a higher level of staffing than the 33% rule would indicate. On the other hand, some communities choose to staff at a lower level of proactive policing, due to

budget constraints or the work of specialized units that focus on community policing efforts. These are all viable approaches and reflect the service dynamics in a particular community. Many communities are unable to meet the 33% standard; their staffing level is ultimately based on assessment of workload demand, the community's service level expectations, and fiscal sustainability.”

Since that ratio is currently not in use by BPD, additional internal and community evaluation, as well as BPD review of scheduling options, will be necessary to determine any potential changes to staffing levels and approaches going forward. Novak analyzed the current scheduling model being utilized by BPD with Novak's new proposed assignment of categories and percentages of work time, and calculated that with 8.5 hour shifts, the Department would need up to 121 sworn officers to accomplish the increased dedication to community outreach (an addition of 16 over the current allotment of 105). There were additional recommendations calculating staffing for scheduling models using 10 or 12 hour shifts that suggest between 6-9 additional officers. All of the models in the Novak study assume a significant change in police officer assignments and merit further review.

51. How much of an increase would that be in the police budget?

It costs, on average, approximately \$120,000 per officer hired, including salary, benefits and equipment.

52. In the proposed budget, how many non-sworn staff (Social Workers, Resource Officers) are being added to the police department?

The proposed budget includes the addition of two Police Social Workers, two Neighborhood Resource Specialists, and one Data Analyst.

53. In the proposed budget, how are the proposed non-sworn positions (Social workers and Resource Officers) funded? What is the total cost for these positions?

The salary range posted in our previous hiring process for the position of Police Social Worker was \$41,425-\$53,853. The salary range posted in our previous hiring process for the position of Neighborhood Resource Specialist was \$35,818-\$46,564. BPD's current Data Analyst has a salary of \$47,000. All positions are funded by the General Fund.

54. What is the cost per new position to the police budget for adding sworn officers?

Approximately \$120,000 per sworn officer.

55. What is the total cost for the police patrol staff?

The total cost for police patrol staff is approximately \$12M. The estimate comes to just under \$120,000 per sworn officer, including the following assumptions:

- Personnel costs represent all salaries and benefits for 100 sworn officers, after 5 FTEs were shifted to instead add social workers, neighborhood resource specialists and a crime analyst position.
- For categories 2-4, where possible, transactions in the detailed budget were used and judgment calls were made regarding when all or a proportion of that line item should be allocated to sworn officers.

Account/Category	Amount
Total Category 1	\$9,972,555
Total Category 2	\$513,596
Total Category 3	\$819,907
Total Category 4	\$650,000
Total 2021 Budget	\$11,956,057
Cost Per Sworn Officer (est.)	\$119,561

56. How many patrol positions are funded in the current budget?

105 in 2020. In 2021, the proposed budget utilizes funds from the sworn officer allocation of 105 to add the 5 new proposed positions.

57. How many patrol positions of the total funded are in place and being paid?

As of August 31, we have 95 sworn officers on payroll of the 105 total officer positions allocated.

58. How many open positions exist on average?

It is common for BPD to have 3-5 open officer positions at any given time. If the spots cannot be filled with certified officers who are transferring from other agencies, we are at the mercy of the Indiana Law Enforcement Academy class schedule and the very limited number of available openings to get new officers in for basic officer training.

Flaherty:

59. How many BPD sworn officers live within Bloomington city limits?

Currently, 15 officers, or 15% of the department, live within the city limits.

60. How many BPD sworn officers live outside of Bloomington city limits but within Monroe County?

Currently, 70 officers, or 74% of the department, live within Monroe County.

61. How many BPD sworn officers live outside of Monroe County?

Currently, 25 officers, or 26% of the department, live outside of Monroe County. Counties of residence are: Owen (7), Greene (8), Lawrence (6), Morgan (3), and Brown (1). State law now allows an officer to live anywhere within 50 miles of the jurisdictional boundary of the agency that employs them and officers are no longer required to live in a contiguous county to the county in which they work.

62. Does BPD have a goal of increasing the number of sworn officers living within Bloomington city limits, and if so, how is it pursuing this goal?

The administration is interested in increasing the percentage of sworn officers living in Bloomington, and has explored incentives and programs to do so, including in the police collective bargaining process. The majority of officers who live within the City are young, single officers who rent apartments. The cost of living and the “amount” of home that officers can afford in neighboring communities, such as the Ellettsville area and areas of the county surrounding Bloomington in general, make living in those areas more affordable (not accounting for transportation costs). BPD will continue to explore options and incentives, to engage officers more with the community they serve in off-duty capacities (coaching, mentors, etc.).

63. Does BPD use the IADLEST National Decertification Index as part of its hiring screening process?

Yes.

64. Can BPD provide a list of each type of training its sworn officers undergo and the vendor or entity that conducts the training?

Providing a list of all of the training that each officer of the Department undergoes or has undergone and every provider of training would not be feasible to produce in the time frame allowed by these questions. Training programs that are required of officers are so extensive that to create a document of this type for all officers would take months to produce. At the very beginning of an officer’s career they undergo training at the Indiana Law Enforcement Academy or, in the case of an officer who transfers from another State, another state-certified academy. Once they return to BPD they undergo a field training process that takes months to complete and is taught by Certified Field Training Officers, each of whom is a certified instructor in the State of Indiana. After the completion of the Field Training Program, each officer is required to undergo continual training every year that they are employed by the agency. While some of this training is mandated by the State of Indiana, a large percentage of the additional ‘in-service’ training is mandated by the Department. Each training instructor who presents to officers must meet the standards of the Indiana Law Enforcement Training Board. A substantial number of

instructors, such as those who are teaching topics such as domestic violence, implicit bias, cultural awareness, mental health related courses and many others including criminal law, are not sworn police officers but are instead considered to be experts in their profession and field of study.

65. Is BPD considering changing how it schedules shifts for patrol officers, in light of the inefficiencies of our current approach highlighted in the recent Police Department Organizational Assessment?

BPDs current shift staffing is regulated by the Collective Bargaining Agreement between the FOP and City of Bloomington; changes are possible only when the contract is amended through the collective bargaining process. The administration does have an interest in continuing to explore shift schedule options.

66. How does BPD weigh or factor in the role of downtown resource officers (DROs), neighborhood resource specialists (NRSs), and social workers in its overall efforts on community policing or proactive policing?

All of the positions cited were created in an effort to fulfill a need or expand the services that could be provided by the Department. Each could be described as being “proactive” or “community policing” because the Department came up with options to work on solutions for identified problems that have been encountered over the years. DRO positions came about because of the number of calls for service related to a growing transient issue in the community. It was determined that a specialty unit could focus on that population and work with various social service agencies to assist those who needed help with the underlying issues related to homelessness. The establishment of the NRS program resulted when it became necessary for BPD to reconsider how lower level calls for service could be handled to free up sworn officers to handle more serious calls. In addition, it has become more difficult to recruit sworn officers due to a variety of factors. Also, since there is very little time for “routine patrol” in neighborhoods, an NRS can be a point of contact for individuals in neighborhoods and neighborhood associations to either address non-police situations themselves or communicate concerns and issues to patrol officers if the situation described would best be handled by them. The PSW was an innovative and unique position that was designed to supplement the work of the DROs in coordinating services for those experiencing homelessness. The PSW also can work independently by offering services to sex assault victims, families and juveniles in crisis, the elderly and other vulnerable populations, and even Department employees who may be experiencing stress in their lives. BPD is the first law enforcement agency in Indiana to have a full-time social worker on staff. This position has proven to be a very valuable resource, with the last two to three months each exceeding the number of referrals and contacts as the ones before it.

67. Are all sworn officers and BPD personnel required to read the DOJ's Task Force on 21st Century Policing report?

a. How are the goals and spirit of the report incorporated into the culture of BPD?

Currently, BPD officers and personnel are not required to read the entire report on 21st Century Policing. However, all members of the Department have been provided with BPD's Progress and Implementation of the President's Task Force on 21st Century Policing. Further, members of the Department are encouraged to read the Executive Summary of the Final Report to familiarize themselves with the findings of the Task Force to promote effective crime reduction while building public trust. The fundamental concepts of the Final Report have been ingrained into the daily policing activities of each member of the agency and BPD's General Orders, all of which meet the stringent standards required to be a CALEA-accredited agency. Most importantly, the mindset of our officers and the culture of our agency have long been affirmed and constantly emphasized as guardians of the community rather than warriors. We also have recently added a section into our mandatory new officer training that explains the 21st Century Policing Report, BPD's implementation of the recommendations of the Task Force, and why our agency strives to be a leader in transparency and community trust.

68. Are there recommendations from the Task Force on 21st Century Policing report that we have been unable to implement? If so, which ones and what are the barriers to implementing them?

There are two specific items that apply to municipal law enforcement agencies like BPD that we have not implemented. The first of these is the issuance of electric discharge weapons (tasers) as less lethal options to officers, and the second deals with flexible schedules. BPD has discussed electric discharge weapons internally, and continues to maintain a variety of other less lethal options. Schedules at BPD are governed under the collective bargaining agreement and are not subject to change outside of a change in the contract. There are other items in the document which do not apply to BPD for a variety of reasons and as such have not, and cannot, be implemented.

69. What specific initiatives does BPD have in place to build trust in areas of the community where trust is lacking?

BPD has undertaken a number of initiatives over the last several years to attempt to build trust in areas of the community which may have a distrust in or a fear of approaching law enforcement. Some examples of these include: LGBTQ+ liaisons, Latino outreach, Downtown Resource Officers, Neighborhood Resource Specialists, an on-staff Social Worker, participation with the Commission on the Status of Black Males, Domestic Violence Task Force, Drug Court, Mental Health Court, Veterans Court and many others including simple routine community engagement at 'Coffee with a Cop' meetings, Citizens Academy, Teen Academy, Baneker Blue and You,

National Night Out, and other community-based and community-oriented gatherings and interactions.

70. How is BPD implementing Recommendation 1.7 from the Task Force on 21st Century Policing report, which recommends agencies measure and report on level of trust in police, for instance through annual community surveys? (I view measuring trust in police is distinct from measuring community sense of safety, which I believe is what the City currently measures in its biennial community survey.)

We have no efficient way to measure this beyond the annual community surveys sponsored by the City of Bloomington as well as surveys taken by the Department via the NextDoor community and user group.

71. How is BPD engaging with Black Lives Matter B-Town as well as the Movement for Black Lives more broadly, and the policy reforms organizations and individuals within the movement — both locally and nationally — are calling for? (I feel these conversations, while difficult, are vital to a more just and inclusive public safety. To quote from the Task Force on 21st Century Policing: “In establishing the task force, the President spoke of the distrust that exists between too many police departments and too many communities—the sense that in a country where our basic principle is equality under the law, too many individuals, particularly young people of color, do not feel as if they are being treated fairly. ‘When any part of the American family does not feel like it is being treated fairly, that’s a problem for all of us,’ said the President.”)

We have engaged with members of these and other organizations on a variety of different topics and events. Additionally, we have engagement at the State level with the NAACP and ACLU, as well as individual and small group meetings with event organizers and concerned members of the community on a number of different issues. We seek to be, and believe we are, among the most progressive law enforcement agencies in the state and country. We welcome continued exploration of how to improve our department, including building stronger and deeper connections with all the members of our community.

72. How does BPD foster and cultivate a growth mindset within its culture, as opposed to a fixed mindset that avoids and dismisses criticism and self-reflection (e.g., assertions like “We do the right things the right way all the time and some of you are still wanting to punish us.”)?

BPD holds internal after-action reviews of critical and/or special events as well as taking guiding principles and reviews from independent outside reviewers such as CALEA and the Novak Consulting report, amongst others. BPD’s chief and other leaders also seek in all public settings and otherwise to demonstrate a culture of growth and openness to review and accountability.

73. What is BPD's response to racial disparities in local arrest rates and use of force data? What policy changes does BPD think can help to address these racial disparities?

BPD believes strongly in transparency and data, and always welcomes reviewing those for lessons to be learned and opportunities to improve. This includes reviewing any disparities in connections with BPD activities. The City of Bloomington has approximately 2 million visitors per year who are not counted in the local demographic census data. Additionally, the City of Bloomington is a regional center of shopping, entertainment and employment which draws yet more individuals to the area who are not part of the local census. The vast majority of arrests and uses of force come during calls for service which begin as 911 calls and, as such, officers have no control or advance knowledge of the racial make-up of the individuals they will be dealing with at the scene of those calls. Approximately 40% of African-American individuals arrested by BPD during 2019 reported addresses outside of the City of Bloomington. In a very short study, which is now being replicated on a larger scale, vehicle accident (driver) data was examined for demographic data and it too shows a disparity as compared to the reported local census demographics. BPD looks forward to continuing our reviews, in connection with national best practices and collaboration with community organizations and experts.

Rosenbarger:

74. What additional trainings, workshops, procedures, protocols, or precautions will the police department be taking in 2021, in light of national events of violence against black people? Has BPD considered working with the community to institute a 311 Make the Right Call program? A good example is CAHOOTS in Eugene, Oregon. This will encourage people needing help who are afraid to call 911 to call an alternative number and get the help they need.

BPD is already heavily involved in collaboration with the community in attempting to solve the root causes of criminality and in showing a preference for treatment rather than incarceration for minor, non-violent offenses. Examples include the Downtown Resource Officer Program and the hiring of an on-staff social worker as well as being a foundational pillar of the Monroe County Stride Center. The DRO Program as a whole, which is similar in many respects to the CAHOOTS project, is a synergy of law enforcement, medical and mental health professionals as well as social services agencies who all work in combination to address issues of mental health, homelessness and substance misuse. BPD looks forward to continued dialogue about and exploration of the evolution of law enforcement in our community.

Transit:

Volan:

75. Where will the new electric buses be used? I assume they can't get under the 10th St. Underpass.

Electric buses won't be able to get under the 10th Street railroad underpass due to the buses being taller than the underpass height. As such, the electric buses will operate on routes that don't use this railroad underpass (routes 1, 2, 3, 4, 5 and 7).

76. Will electric buses be chargeable at the downtown station?

The current plan is to charge the electric buses overnight at the Grimes Lane maintenance facility.

77. What timeline do you foresee for there to be solar on top of BT buildings?

As part of the proposed 2021 budget, we are planning to conduct an infrastructure assessment of the Grimes Lane maintenance facility that will include a feasibility analysis of installing solar panels on the facility. Depending on the outcome of this analysis, it is possible that solar could be installed as early as 2022 at the Grimes Lane facility. The Downtown Transit Center already has solar panels.

78. When the vast majority of riders are related to campus, why would BT implement significant new service changes in spring, during the academic year?

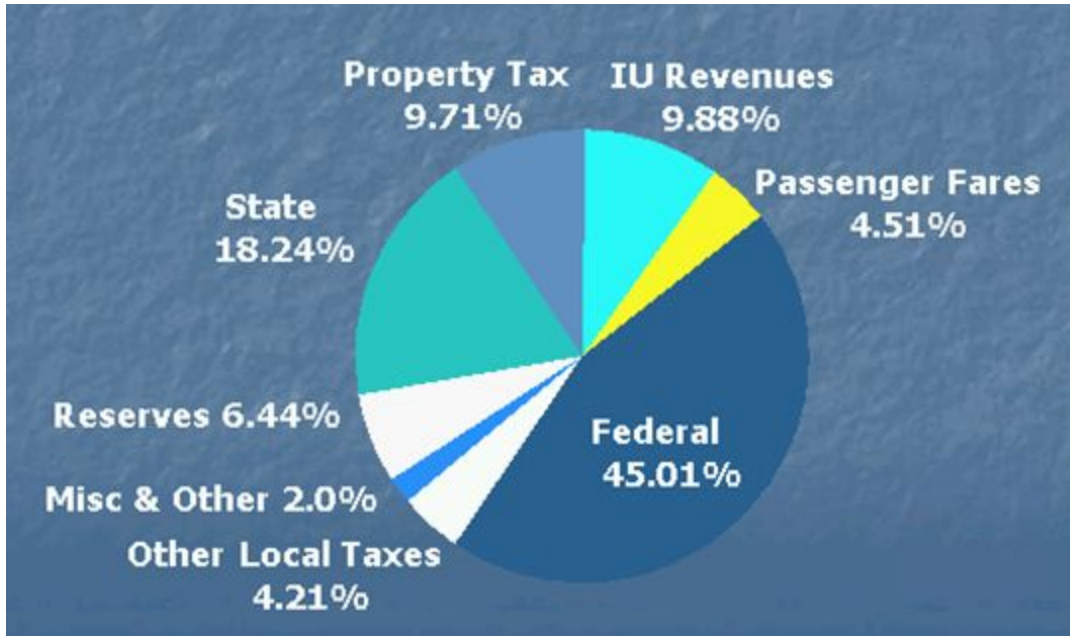
Typically service changes are implemented to coincide with the start of an IU semester. An important part of the proposed service changes is to provide service to the new hospital, which is currently planned to open for patient services in the 3rd quarter of 2021. However, the regional academic health center's current schedule for opening is spring of 2021 with the first classes there. As such, it would be important to provide service to the new hospital in the spring of 2021, assuming classes begin there at that time.

79. How much do you expect the FY2022 budget to decrease from this one?

The pace of economic recovery from COVID-19 isn't yet known so it's very difficult to project how much the FY 2022 budget will be impacted. We do think that State and local tax funding are likely to be negatively affected in 2022 but again very difficult to project how much. There is even more uncertainty with other funding sources including Federal, passenger fares and IU funding.

80. Please show a pie chart with revenue sources from last year, to compare and contrast.

The 2020 budget pie chart for revenue sources is shown below for comparison purposes.



81. What is the size of the vehicle that provides BT micro transit? Why isn't the whole system micro transit?

Microtransit vehicles can range from the size of one of our BT Access vehicles, as shown in the picture below, to as small as an Uber or Lyft sedan. Microtransit is geared to handle passenger volumes of 5-8 passengers per hour. The BT system average in 2019 was about 31 passengers per hour. When fixed route bus service falls below 8 passengers per hour, microtransit service can be a more efficient way to provide service. There are times of day, primarily at night, when our ride count on certain routes falls below 8 passengers per hour. During those times, microtransit service could be a more efficient service mode.



82. Has running fare-free during the pandemic caused IU to question its contribution to BT?
 In our conversations with IU, running fare-free during the pandemic has not been mentioned by IU. The factors most likely to affect IU’s contributions to BT would be the number of IU students using BT. Student ridership has dramatically decreased since the pandemic began due to many fewer in-person classes being held and fewer gatherings of students for other purposes.

Sgambelluri:

83. Your presentation included a slide titled “2021 & Beyond Opportunities”. To what extent do each of the items listed there represent the best use of any Sustainability LIT revenue? (In other words, is that what you think Transit should direct \$ towards if the LIT passes.”

In my view, the best use of any significant new revenue would be to improve service. Examples of service improvements could include improving service frequency, adding new Sunday service, and expanding the geographic coverage of service.

Bloomington Housing Authority:

Volan:

84. What is the count of people housed by BHA?

As of September 1, there are 3,335 total people housed in a BHA-subsidized unit in Monroe County.

a. Is that proportion of our city high or low for an Indiana city?

Here is how our program numbers compare to other Indiana cities:

City	# Low Income Units (Public Housing)	# Voucher Units	Total # Served	Housing Authority (HA) Jurisdiction Population	% of Population Served by HA Programs
Bloomington	312	1364	3359	85,755	3.92%
Vincennes	343	372	1108	17,171	6.45%
Muncie	368	914	2628	70,085	3.75%
Terre Haute	860	916	3513	60,753	5.78%
South Bend	812	2124	6950	101,860	6.82%
New Albany	915	573	2801	36,604	7.65%

I do not have access to exact housing authority data in all Indiana cities to see how their counts of total people served compare to Bloomington. The population estimates above are city population counts, however, most housing authority jurisdictions in Indiana are the City limits plus five miles.

85. Do you buy materials in bulk?

Materials we use frequently are bought in bulk such as printer paper, blinds, batteries, light bulbs, etc. Other items are bought to ensure a small back stock or as needed, as storage space is a concern.

86. What is the size of your maintenance staff?

10 FTE

Sgambelluri:

87. Administrative Costs generally seem high as a percentage of total program expenses. Could you comment? Are those percentages typical of such programs?

Our administrative costs have stayed within 2-5% for the past five years. Administrative costs include 22 line items, the most expensive lines being staff salaries, benefits, contract costs and management fees paid to the cost center.

Housing & Neighborhood Development:

Volan:

88. What is the status of the digitization of rental inspection files? When will the archive be fully digitized?

HAND has requested \$50,000 in its 2021 budget for digitization of rental files. Once the budget is approved, the department will develop an RFP with responses due back by the end of the year and contract award in January. Hopefully the files can be fully digitized by the end of 2021.

Piedmont-Smith:

89. Does the Bloomington Housing Authority residents board participate in CONA or any other collaborative efforts with other neighborhoods?

The Resident Council is active with some collaborative efforts such as the HAND Department's Blooming Neighborhoods celebration typically held in June at a Saturday Farmers' Market. They partner with community groups such as churches, service sororities and the school system. I am not aware of any active monthly CONA participation.

90. Please provide details as to the income and expenditures in the Housing Development Fund so far in 2020.

Income:

Interest on investments	\$4,442
Principal repayments	\$8,817
Community Foundation Fund interest	\$8,393
Revenue total to date	\$21,652

Expenditures, or disbursement to approved affordable housing projects:

SCIHO	\$35,421
Union at Crescent	\$208,083
Expenses total to date	\$243,504

The current cash balance in the Housing Development Fund is \$1,469,496. The amount appropriated for use in 2020 was \$1,200,000. We have not expended any funds in 2020. The expended amounts from 2019 were encumbered balances for SCIHO and Union at Crescent. We have committed \$215,000 to the BHA for its RAD conversion (125 units) and \$120,000 for Bloomington Cooperative Living (15 units). Neither loan funds have been expended to date.

Economic & Sustainable Development:

Volan:

91. Six members of council expressed concerns over the adequacy of bicycle and pedestrian infrastructure at this year's Budget Advance meeting. The administration has touted its new Transportation Demand Management (TDM) plan, yet the new employee — the only new full-time position being added to this year's budget -- is otherwise an afterthought. The sole mention of the position in the packet is on page 169, without any explanation; the position didn't bear a mention in the slide presentation for ESD. I have strong misgivings about this move. The position literally has the word "Transportation" in its title, as does our planning department, for a reason.

- a. How can you justify it not being in P&T?

Please see below, part (b).

- b. What specific actions does ESD intend to direct the TD Manager to take to fulfill the objectives of the TDM Plan, and why would P&T staff not have final say in that?

The position is not an afterthought. It is the single new position sought in a very tight budget year, reflecting its high priority. ESD's presentation included reference to the position on slides 10 and 13 and the TDM effort will be a departmental priority in ESD in 2021. As noted during ESD's discussion with Council on August 19, and as highlighted in the TDM plan (pgs 56-60), the primary activities of the TDM effort for the foreseeable future include promotion and communications, including outreach to employers and residents. This type of activity is solidly within ESD's existing strengths, including the department's focus on sustainability engagement with the public and employer relationships. P&T's orientation in regards to employer relationships is focused on land use development and policy, infrastructure planning, and code enforcement. To ask P&T to undertake additional outreach efforts would duplicate efforts already in place in ESD. The decision to place the very important position in ESD was made jointly by Planning & Transportation, ESD and the Mayor's Office.

Rosenbarger:

92. Looking at other city websites, it seems that Transportation Demand Management (TDM) is typically housed in transportation departments. This makes sense, because TDM focuses on encouraging sustainable modes of transportation to relieve automobile congestion on roads. It's about how people mobilize from one place to another. This is transportation. Housing TDM in Bloomington's Planning and Transportation Department means it would be managed by urban planners and transportation planners, folks who studied urban design and transportation. I worry that housing TDM in the Economic and Sustainable Development Department will only focus on TDM as it relates to businesses and employees instead of all residents. I understand that ESD has relationships with businesses, but TDM deals with policies around transit subsidies, free shuttle buses, bus stop shelters, market-rate parking, bicycle parking, showers and lockers, car and vanpooling, priority HOV parking, financial incentives for walking and biking, and many other incentives and disincentives, many of which P&T already work with in the department. Why would TDM **not** be housed in our Planning and Transportation Department?

See answer above, to question 91(b). In addition, ESD's role goes well beyond just employer/employee relationships. The department's efforts reach across the spectrum of Bloomington residents, including its very substantial sustainability efforts. Unlike many other cities, Bloomington has a progressive organizational structure in combining sustainability, business relations and the arts under a unified effort. This demonstrates a nuanced understanding of the relationship and codependence among these important areas.

In addition, TDM efforts are primarily focused on optimizing *existing* sustainable modes of transportation by promoting them and building programs that incentivize their use through

employer-based programs. ESD has a strong track record on execution of strategic plans and has established relationships that will benefit the person within the role by having it alongside ESD colleagues with access to these programs for residents and employers. This approach will help make the introduction of a new TDM position transition quickly by building important relationships that may take longer to establish if having it operate in a separate department. The TDM position could have been housed in one of several locations, but the administration is confident in the success we expect in the current plans.

Piedmont-Smith:

93. Do you see a conflict of interest between the Transportation Demand Management position being housed in ESD and ESD also being in charge of funding parking garages through the Redevelopment Commission? Why or why not?

We do not see a conflict. Recognizing that some people see the City's garage efforts as promoting single occupancy vehicle travel, that is in fact not the case. The City's support for parking garages is primarily an effort to consolidate parking into denser structures (rather than spreading it out inefficiently across underutilized surface lots) in order to lower unnecessary circulation of vehicles and promote better and more sustainable land use in the city, including the positive effect of reducing impervious surfaces to stormwater management.

94. How would the Transportation Demand Manager collaborate with colleagues in P&T, which is in charge of transportation planning?

Planning for transportation infrastructure will continue to reside within P&T. TDM's role is to promote adoption and use of the infrastructure and, to the extent possible based on that increased adoption, to provide information that planners can use for future development work. TDM will work closely with P&T's transportation planners and Bloomington Transit as with other important departmental colleagues throughout the City to ensure coordination of efforts.

95. Whom would the new TDM employee report to within the department?

ESD has a flat organizational structure and every employee in the small department reports to the Director. This ensures that each employee/role has direct access to the highest level of support they need in order to be successful. The TDM employee would similarly report to the Director.

Sims:

96. Please provide details, including materials therein, on the reported "Anti-Racism Tool-Kit" goal/plan.

- a. What could be an anticipated fiscal impact of this goal assuming city support with implementation?

The Anti-Racism Toolkit is currently in development in partnership with CFRD. ESD has cited a need from businesses in resources to help them identify and address structural racism within their

organizations. The initial target audience was cited as service industry businesses and other businesses with 50 or fewer employees. Councilmember Sims' comments during the hearing referred to a greater foundational inequity in the banking system. While ESD had not initially considered addressing banks in this initial programming, we would be amenable to including banks, and banking industry bias specifically, in our target audience.

The format of the final deliverables is not yet determined. The "toolkit" is information, and the form that it takes could be written material, webinars, web-based, and likely a combination thereof. ESD imagined that there would be a third party expert to develop and convey the material. This will be determined in partnership with CFRD.

Regarding the fiscal impact and interpreting the question as referring to the City budget, the current 2021 budget request, the initial toolkit development and implementation would be a testing and evaluation process with limited if any fiscal impact. The department expects that a more substantial rollout, if the program proves successful, may require funding in 2022.

97. **Comment:** I viewed the Lexis/Nexis website (a possible consultant/outside expert with credit worthiness assistance). I'd like to know thoughts/progress on how, for examples, this/a consultant could incentivize a bank or lending institution to get on board to consider "less safe" applicants. Also, how could "creditworthy applicants who are below the magic score or unscorable" who "exhibit prime financial behaviors" possibly move the needle on ingrained and systemic delineators based on financial risk factors as part of toolkit materials. I assume once completed, the toolkit will include many more tools/materials that could help underserved populations and I'm interested how it could, basically, alter the structural barriers within this industry.

ESD agrees that there are inherent barriers and inequalities in the banking system, which have a direct impact on the economic potential of underserved communities, including borrowers of color. This is a long-standing structural problem across the country and the world, including in the Bloomington community. ESD has begun researching the issue of "credit invisibles" and, in particular, LexisNexis' solutions geared toward helping businesses and lenders review their risk guidelines and overcome inherent biases within them. The proposed toolkit will seek to address this issue head on and provide access to solutions that can help lenders of all types to recognize that they are unwittingly suppressing their own economic success by overlooking a potential customer base traditionally regarded as "too risky." This toolkit is the beginning of a program that will be able to evolve and include industry-specific information over time.

Flaherty:

98. The Transportation Demand Management report calls for a TDM program to be housed in either the Planning and Transportation Department or the Public Works Department. What

transportation policy expertise does the Economic and Sustainable Development Department (ESD) bring that justifies setting aside the recommendation of the report?

While the department has been involved in executing and promoting sustainable transportation options as part of its various outreach programs, including sustainability, arts/culture and business outreach, the department will be seeking a candidate for the TDM position to augment existing policy expertise. Specifically, the department recruits among a growing national skill set in TDM specifically and is seeking a candidate with strong communication/engagement skills.

It should be noted, the TDM Plan further defines the activities of the position in pages 56-60 of the report as primarily including promotional, marketing, and incentive programs. It requires close coordination with employers, residents, sustainable transportation asset managers including P&T, Parks, Transit and others. It is primarily an outwardly-focused effort, which is significantly more in line with the role ESD plays in the organization than all other departments. By placing the role in ESD, the City is taking advantage of a relatively unique organizational structure that is more progressive than in other cities -- i.e., the combination of sustainability, business support, and arts and culture all under a unified effort. See also answers to questions 91-94.

99. Respectfully, I'm somewhat concerned about ESD's commitment to and understanding of a holistic view of transportation demand management, which quite clearly includes pricing, as noted many times in the TDM report. For example: "Given the City's control over parking pricing and the low administrative costs associated with implementing pricing changes, it is recommended that in the short-term Bloomington focus on increasing parking prices." Another example: "It is recommended that Bloomington establish local funding streams for the TDM program through downtown parking garage fees as well as downtown residential parking permit fees." Creating a funding stream via parking fees would, as a logical matter, require no longer subsidizing parking. However, throughout protracted policy discussions related to parking pricing in the context of new parking garages in the past several years, ESD has expressed a very strong resistance to parking pricing as an integral part of demand management, rather insisting on keeping in place very high subsidies for parking. (As an aside, to mitigate equity concerns, I support parking subsidies or supports for low-income or lower wage workers in our downtown, paired with equivalent benefits for alternative modes.) As such, if TDM is to be housed in ESD, can the Department commit to implementing the TDM report's recommendations related to parking pricing?

ESD recognizes the role parking pricing plays in the successful migration of single-occupancy vehicle (SOV) travel to more sustainable alternatives. ESD also understands the significance that individual cost-benefit calculus at play with parking pricing and the role pricing can have not only in generating TDM support revenues but in incentivizing parkers toward better alternatives. ESD is also pleased to see the support for equity issues inherent in parking fees, which is an important consideration. Further, the department understands the role consolidated parking plays

in creating parking efficiency, promoting a community's economic health, and stimulating housing density as a means of achieving more holistic sustainability efforts. To successfully implement TDM strategies, a city must balance out these various dynamics.

In regards to the requested commitment, indeed the department intends to implement the recommendations outlined in the report, including but not limited to residential parking permit and garage parking fees.

Community & Family Resources

Piedmont-Smith:

100. Has there been any consideration of changing the scope/name of the Commission on the Status of Black Males? I noticed this year they gave an award to an emerging Black female leader.

The question of changing the name and scope of the CSBM has been considered. It is important that the focus of this commission remain exclusively on men because no other entities in Bloomington address the unique and multi-faceted challenges facing African-American men in Bloomington. Because CSBM recognizes that men don't exist in a bubble, they wanted to be able to honor the contributions of up-and-coming African-American female leaders. They first advocated with the Commission on the Status of Women to create such a recognition, but realized this recognition would be best presented by CSBM along with the Outstanding Black Male Leader of Tomorrow recognition. The legislation creating CSBM felt it important to address the challenges of Black males in the areas of education, health, criminal justice and employment because the research at the time showed there was no group working specifically with and on behalf of Black males in Bloomington. Those four pillars, along with leadership development, continue to be the main mission of CSBM. The Commission on the Status of Women and the Commission on the Status of Children and Youth have expanded their focus to be more inclusive of women and children of color, including Black women and children.

101. Please describe your work with the Monroe County Election Division on ensuring accessibility of polling places. Why is the city doing this and not the county govt?

Members of the CCA Accessibility Committee (volunteers), their staff liaison, members of the Monroe County Elections Board, County Clerk's office, and Stone Belt self-advocates visited and surveyed 36 polling sites. The purpose was to assess accessibility so that everyone who wants to cast a vote in person would have the ability to do so. Following the completion of the surveys, a report was issued which contained recommendations to address the barriers they found. The City and the County worked together on this project in a collaborative manner. As you know, the CCA surveys public facilities throughout the year for accessibility and issues decals to venues that meet accessibility guidelines This experience, skill, and ability was helpful

to our County colleagues as they attempted to ready voting locations for the upcoming election. While the CCA normally only conducts surveys within City limits, they decided that voting was an important enough reason to extend the boundaries.

Parks and Recreation:

Piedmont-Smith:

102. A member of the public claimed during the budget hearings that Parks doesn't design its trails following engineering standards. Please comment on this. Thanks!

It is not an accurate statement. The department hires only qualified, licensed consultants to oversee Civil Engineering, Landscape Architecture, and Environmental compliance and design standards on our trail projects.

Utilities:

Volan:

103. What is the nature of the authority CBU has to cease service to people violating the pandemic orders?

CBU has no such authority.

104. How would a dramatic adoption of bidets affect the solids that come through the sewer system for processing? If everyone in the city stopped using toilet paper as a result, how would it change CBU?

This is an interesting and unusual question. We would expect that the amount of loose fiber from toilet paper that arrives at the plants would be reduced, which might generate more sludge. Even so, one might expect some customers to still utilize a small amount of toilet paper. With bidets, we would anticipate a small increase in metered water usage. Overall, the impacts would be small.

105. About how much electricity does it take to deliver 1000 gal of water?

In 2019, CBU's electricity use for operating the Water Works consumed 3.155 kWh of power for every 1000 gallons (mgal) of metered sales. That equates to \$0.261/mgal. All told, purchased power costs were 9.8% of the total 2019 Water Works budget.

Piedmont-Smith:

106. Please provide a status update of the waste-to-energy exploration project with compressed natural gas from the WWTPs.

In 2019, our analysis showed that the system would only provide energy savings for operation and maintenance totaling about 30% of the total capital cost of the system. However, our study

did not examine the value of intangible benefits or the possible revenue from renewable energy credits. CBU is collaborating with Economic & Sustainable Development to examine the possibility for energy credits, and we plan to convene a larger community discussion of the intangibles. We expect to provide a report by the end of 2020.

Sims:

107. **Comment:** I'd like the results of the Cost of Services Study & Rate Reviews when finalized and prepared (1Q 2021). Prior to rate increase requests. Thx.

We will provide that information before we bring the proposal to the Utilities Service Board. Our staff anticipates that we will have the proposal ready in early January.

Planning & Transportation:

Piedmont-Smith:

108. Under Development Services/Permits, your goal for 2021 is resolution of 85% of uReports assigned to your department. What is the percentage currently? I know some of these will in future go to Engineering, but it would be interesting to know how your goal relates to your current record. And what happens to the other 15%?

The 85% in this goal is for the Development Services division only. As of September 2, 2020, the closed rate for those uReports is about 90%. The goal (and this total) do not include Engineering, so that will not change in 2021. The goal of 85% closed by December 31, 2020 leaves room for those that are still in progress (the other 15%) or new uReports submitted near the end of the year. The 85% uReport resolved rate is a year-to-year benchmark measure for resolving complaints and matches the goals of previous budgets, at least as far back as 2018.

109. The Alternative Transportation Fund is moving to the domain of the new Dept of Engineering, but the Bicycle & Pedestrian Coordinator is remaining in P&T. How will this position and other transportation planners work together with Engineering to decide how the ATF funds are spent? Who will have the final decision on this?

Engineering Services staff currently administers these funds and coordinates with Planning Services staff. Engineering staff makes decisions on issuing bids and awarding contracts through the Board of Public Works. This allows them to allocate staff resources accordingly and to manage all project funding sources, which helps to ensure projects keep moving forward. The proposed 2021 Alternate Transportation Fund (ATF) budget for the Engineering Department totals \$419,000 (\$80,000 for design and \$339,000 for construction). The same team approach to plan and administer the ATF budget (and others) will continue moving forward. Engineering staff will seek input from Planning Services staff regarding community priorities and new projects to initiate. Engineering staff will administer the funding resources and respective contracts for all capital projects. As a reminder, most if not all capital projects use a range of

funding sources through the life cycle of project implementation (design, right of way acquisition, construction inspection/management, and construction). Decision-making is often based on needs to supplement Council Sidewalk Committee projects or to provide a local match for eligible projects funded through the BMCMPPO. The Director will have the final decision on how the department ATF budget is spent.

Flaherty:

110. During budget advance, a number of Councilmembers expressed the need for a parking cash-out policy at City Hall in order to help us move towards our goals of a more equitable transportation system, reducing Greenhouse Gas emissions from commuting, and helping to lead by example in the area of transportation demand management. Is Planning and Transportation working on developing such a policy? If not, does the City plan to pursue such a policy and on what timeline?

This effort would be something that falls within the responsibilities for the new Transportation Demand Manager in 2021 and would include involvement from Human Resources. The TDM position will be under the direction of Economic & Sustainable Development. Planning & Transportation staff can assist with such an effort, but P&T staff are not currently working on a policy. It is worth noting that differential treatment of City employees at one of the many facilities where they work may create challenges regarding the fairness of a policy that applies to just one part of the organization. But we expect to consider options.

111. I would like to know a bit more about multimodal project planning. The Transportation Plan specifies: “The City should allocate funds in the annual budget cycle or create a bond package in order to implement the projects identified in the High-Priority Bicycle Network to build the network within the targeted timeframe.” More specifically, the “targeted timeframe” referenced here is as follows: “Phase 1 projects are anticipated to be implemented in the near-term, i.e. years 1 to 3 after the adoption of this Plan. Phase 2 projects are mid-term projects which are anticipated to be implemented in years 3-6.” I know the City has begun some of these projects — e.g., the 7-Line, 17th St. multiuse path — but I’m wondering if a more detailed timeline could be shared with Council. What is the six-year capital plan to fully implement the high-priority network? Will this consist of funds in the annual budget, in a bond package, or both? And which funding source is anticipated for each project in the network?

The Comprehensive/Transportation Plan is aspirational and the phase 1 and 2 projects do provide direction on the implementation priorities or the targeted time frame for 40 projects.

Implementing 40 new projects over six years is very ambitious. Currently there is no capital plan to implement all 40 projects. Both the anticipated funding and staffing needs far exceed all current resources. Despite funding questions, staff takes a strategic approach to implement a subset of high priority projects that can be reasonably matched with anticipated resources for all

phases of a project. Generally speaking, one capital project can take three to four years from design phase through completing the construction phase. Staff seeks annual funding from several sources (TIF, bond, general fund, state and federal) that will support all phases for project delivery (design, right of way acquisition, inspection, and/or construction). For most, if not all, projects listed in the Comprehensive/Transportation Plan, a mix of several funding sources is typically leveraged for one project. It's worth noting that pending the outcome of the proposed Economic Development Income Tax (LIT) 0.25% increase, many Transportation Plan projects would be funded.

Rosenbarger:

112. Who makes the decisions about how the alternative transportation budget is spent? How is the Bicycle and Pedestrian Coordinator involved in those decisions? Is the Transportation Plan consulted in this planning process?

Please see the answer to question 109 regarding the Department's proportion of the ATF budget.

Engineering:

Volan:

113. I must admit to being wholly unassured that the creation of a new department will not undermine the primacy of transportation policymaking being housed in the intentionally titled "Planning & Transportation." (See ESD for a similar issue.) What's to stop Engineering from overriding P&T on transportation policy, as they used to when they were under the aegis of Public Works? (It is not enough to simply say the personalities are different now. I am looking for an explicit expression of intent regarding administrative policy here.)

This question appears to assume that an Engineering Director would not follow the City's goals and plans for multimodal transportation infrastructure, but that a Planning & Transportation Director would. This is an incorrect assumption. Engineering essentially implements the recommendations of both the Planning and Public Works departments, in regard to transportation policy. They are the "builders" of what is recommended by those departments and their respective boards and commissions. The administration intends to fill each of these positions with persons who will support the City's adopted plans; with each of these positions being Directors, they both will have the ability to go directly to the Mayor, who appoints both directors, for support and guidance when necessary. It is important to note that the Novak organizational assessment recommended considering the establishment of a stand-alone engineering department. The administration is responsible for assuring coordinated and effective administration of consistent policy, and is committed to doing just that.

114. Will Engineering do civil or drainage engineering as well as traffic?

Transportation is a subdiscipline of civil engineering. Stormwater infrastructure will remain under the purview of CBU. The engineering group will maintain all of its current duties and will not be adding duties from other departments.

115. If there are disputes about, say, festivals to use the right of way, and the petitioner disagrees with the City Engineer, does a petitioner have recourse for appeal, or is the Engineer's decision final?

Requests for festivals to use the right of way are approved through the Board of Public Works (BPW). In general the BPW would be the recourse for appeal regarding use of the right of way.

Piedmont Smith:

116. Council Members have discussed with P&T and Public Works earlier this summer the repeated problems with sidewalk blockages during construction. Is it a 2021 goal for the new Engineering Department to propose legislation to give the city more teeth in enforcing safe pedestrian access during construction? Or will another department take the lead on this?

The Engineering Department will maintain lead on this effort. This was not listed as a 2021 goal because we are trying to accomplish it yet in 2020.

117. In the Why We Exist portion of the budget memo, it says the Engineering Department is responsible for overseeing activities in the city's right-of-way. I thought this was the job of the Board of Public Works? Will the Engineering Department staff the BPW, along with the PW Department?

BPW will continue to be staffed by Public Works. Much of the work that is conducted and overseen by Engineering is approved through BPW, and Engineering staff will continue to regularly present items to BPW.

118. How many certified engineers will work in the new department?

Current department staff include one licensed engineer; two other positions requiring licenses are vacant. The Director and Senior Project Engineer positions require a professional engineering (PE) license. The Project Engineer position requires engineering in training (EIT) certification with PE license desired.

119. It seems that the list of boards and commissions that the new department needs to work with is the same list as under P&T. Will both departments have to staff all of these boards? If one department or the other only will staff them, how will the two departments communicate about work on all those boards?

The lists of boards and commissions have significant overlap, but are not the same. It is common for multiple departments to bring items before the same board. No changes to current appointments or staffing are proposed as a result of creating a new department. Communication

about the work of these boards is already necessary among the separate divisions within Planning & Transportation, and that communication would continue to be necessary.

120. Who will go out and inspect the work of city contractors to make sure they are following submitted plans and doing their work according to the agreed-upon contract, Engineering or P&T staff?

Engineering staff will continue to inspect work within the right of way.

Sgambelluri:

121. To follow up on the \$500/day in liquidated damages that we charge contractors who do not complete a project as they contracted to do ...

a. What have you found out about our ability to charge escalating fees?

Liquidated damages are required by law to be a reasonable and fixed amount at the time the contract is executed. They are based on the damages that occur from the loss of use of the facility due to a breach of contract; in this case, it is the failure to meet the project deadline. They are not allowed to be fees or penalties, but only a means of compensation.

b. Also, what is the per/day charge for contractor(s) for the West 17th project and how much have we charged them thus far?

The liquidated damages for this project are \$500/day. These damages are totalled upon completion of the project and deducted from the amount due to the contractor. Total damages to date are estimated at \$35,000.

Public Works:

Administration

Piedmont-Smith

122. What is the timeline for the LED light installation plan? Bullet points 3 and 4 under the Administration project area goals are confusing. Is point 3 about only traffic lights, and point 4 is for other outdoor lighting? Indoor lighting? Please explain.

The City's traffic signal bulbs have already been upgraded to LED. The citywide LED conversion project consists of changing out approximately 2,469 street light fixtures (leased from Duke Energy) that are mounted on existing wooden, aluminum, or concrete poles, over a multi-year period. A planned three-year timeline is a realistic and deliverable conversion approach according to Bloomington's Duke Energy Office. During the summer of 2021 and 2022, Duke Energy crews will change out 1,000 fixtures, plus another 469 fixtures in 2023.

The Showers Government Complex LED lighting conversion project is for outdoor lighting only. Phase 1 of this conversion project will replace 18 existing, green-colored outdoor street lights located around the Showers Complex that were originally installed in 1995. The Lighting Service Agreement is a contract between the City of Bloomington and Duke Energy that details the equipment, energy, and maintenance costs for each lighting project and is presented to the Board of Public Works for final approval.

123. In regard to sidewalk repairs, is there a way to get a “bigger bang for the buck” and coordinate repairs along a whole street or neighborhood, funded partially or fully by property owners?

The Sidewalk Repair Assistance Program does exactly that. We directly target areas of the city with sidewalks that have been assigned a condition rating of poor (via the Transmap field reconnaissance project that was conducted in 2017). Staff sends out letters outlining the program, as well as press releases, neighborhood outreach, social media posts and other public information opportunities that the Public Works Department collaborates with the Mayor’s Office to encourage property owners in targeted areas to apply to the Sidewalk Repair Assistance Program. This is to get the best price from contractors doing the replacement, since mobilization of their supplies and equipment is a significant portion of the overall cost of sidewalk replacements.

124. The problem of monolithic sidewalks being covered in snow that is plowed from streets was discussed during the budget hearings. Could DPW undertake a study in 2021 (in-house) to determine the most-traveled monolithic sidewalks (or those on the most-traveled streets) and how much it would cost to have the city either clear those sidewalks or reduce car travel lanes in order to not plow snow/ice onto those sidewalks?

There are concerns with reducing snow clearance on vehicle traffic lanes (see Street Division’s question #142). Staff can compile data on the areas of impact that would need further financial impact analysis including personnel staffing levels, overtime costs, new vehicles and equipment purchases, maintenance support, necessary supplies, etc.

Animal Control

Piedmont Smith:

125. A big problem with urban deer is that, to control the population costs money. Are there grant opportunities available to help with this issue (e.g. to fund deer counts, implement humane culling or birth control), and would Animal Care & Control be willing to investigate such funding sources? Is there staffing capacity within the division to convene a Wildlife Management Team?

Please see #126 and #127 for a combined response (Councilmember Sims had similar questions).

Sims:

126. Based on our neighborhood/urban deer situational impacts and reported receiving ("thousands of calls), I'd like:
- a. The formation of a wildlife management team
 - b. Include the deer concern to encompass being a "human health issue" due to the increasing transmission of tick-borne to human diseases.
 - c. Research and planning for a deer sterilization program (since we can't control deer movement).

We would have the capacity to convene a team to create wildlife management plans for the City. Action items in the plan may or may not require additional staffing for the Division. We also are happy to look into potential funding options, as well as recommendations for deer counts, sterilization, etc. One method of counting is to look at numbers of dead deer over a period of time to note changes. This is not the most reliable of methods, but is a place to start. Attached below is a table of Animal Control Calls, concerning deer, dispatched over the past 4 years.

Specifically to the tick-borne disease question: While we fully agree that tick-borne diseases are a human health issue and should be treated seriously, lumping this in with deer issues may not significantly address the problem. Deer are only one of a multitude of hosts for ticks (with mice, chipmunks, and even birds being the primary hosts) and there is currently no scientific agreement that numbers of deer correlate to tick populations. That said, Animal Control currently monitors the health of the wildlife populations and culls potential dangerous disease sources (such as distemper and rabies) and our eyes and ears are tuned to potential emerging diseases that can jump species. We rely on our partners at the County Health Department and the State Board of Animal Health for information and statewide trends.

ALL WILDLIFE INCIDENTS DISPATCHED

	2017	2018	2019	2020**
Dead Animal	175	138	140	105
Nuisance	25	34	27	23
In Living Space	80	105	74	44
Sick/Injured	146	158	168	124
Trapped or in distress	25	5	22	31
Aggressive*	4	5	2	4

*These are the number of nuisance calls noting an aggressive animal

** January thru August

DEER INCIDENTS DISPATCHED

	2017	2018	2019	2020**
Dead Animal	90	61	73	62
Nuisance	6	5	6	6
In Living Space	0	0	0	0
Sick/Injured	18	27	31	43
Trapped or in distress	4	1	11	4
Aggressive*	3	4	2	3

*These are the number of nuisance calls noting an aggressive animal

** January thru August

127. What fiscal impacts may be anticipated with these initiatives?

As far as fiscal impacts, we do not have a great gauge at this time. Some estimates put sterilization programs at three times the cost of culls. To give a general idea, the cost of the Griffy Lake deer cull conducted by Parks & Recreation in 2019 was around \$32,000. Most of this was reimbursed through the Indiana Department of Natural Resource's Community Hunting Access Program.

Parking Services

Volan:

128. To what extent will the new division prioritize non-car parking, especially for bikes?

The new Parking Services Division will begin operations starting January 1, 2021 and specific goals and objectives for this new division will need to be established. The Parking Services Director will work closely with the new TDM Manager to help incorporate and promote alternative modes of transportation, which include biking, transit, walking, carpooling, vanpooling and establishing a ride sharing program.

129. How much money is budgeted for adding bike parking in FY2021?

There will be a total of 75 new bike parking spaces and 13 new bike lockers (each capable of holding two bicycles) that will be installed in the replacement 4th Street Garage and the new Trades District Garage, and additional bicycle hoops installed on the Walnut Street side that will be available for use in FY2021. Further discussion needs to ensue with Planning & Transportation, as well as with the Bicycle/Pedestrian Coordinator, to determine the need for additional bike parking. At that point, a decision would need to be made on how much funding could be earmarked from dollars in the Alternative Transportation Fund.

130. To what extent do you envision being involved in the development of transportation policy? (See ESD and Engineering above.)

The Parking Services Director will request to be invited to all meetings involving this new policy and be in close communication with all City departments involved in the development of this policy. We will work with Engineering, ESD, and Planning & Transportation to make sure that the Parking Services Division is included in these important transportation policy discussions.

Piedmont-Smith:

131. Is the Administration in favor of the Parking Services Director serving on the Parking Commission as an ex officio member?

The administration would prefer that the Parking Services Director be a voting member of the Commission.

132. How will this new division work with the Transportation Demand Manager to try to reduce parking demand and shift transportation to non-automotive modes?

The Director of Parking Services will work closely with the new TDM Manager to help incorporate and promote alternative modes of transportation, which include biking, transit, walking, carpooling, vanpooling, and establishing a ride sharing program.

a. Do you foresee a conflict of interest between the Parking Services Director and the city’s commitment to TDM?

No. The Parking Service Director will work closely with the TDM Manager to meet the goals outlined in the Traffic Demand Management Plan. To make this plan successful, we will work together to comprehensively integrate a wide range of information, encouragement, and incentive strategies to aid residents in their daily transportation decision-making needs and increase transportation efficiency across the community. Many municipalities, universities and private organizations around the country have done this successfully.

Sanitation

Volan:

133. Rumpke’s proposed transfer station would be built in the same general location as Republic’s existing station at the intersection of SR37 and I-69. Republic’s Sycamore Ridge landfill is 61 miles away; Rumpke’s Medora landfill is 35 miles. Is there any reason not to go to Rumpke simply for the significant reduction in our carbon footprint?

With this proposal so early in the process of seeking site approvals, there are too many unknowns at this time to give a formal answer to this. Other considerations would need to be taken into account about with whom the City partners on solid waste disposal and recycling processing.

134. Will I get cart-usage data by the end of this year? (I better.)

The Routeware software implementation suffered substantial delays due to COVID-19 travel restrictions and the process is running several months behind. The hardware that was initially installed in the trucks has shown that it is not capable of withstanding the rigors of daily sanitation service (only 40% of the trucks are currently reading data because of these equipment issues). As a result, Routeware will be providing all new equipment that is more rugged and designed for commercial service. The next step following the new hardware installation will be to assign carts into the software system in order to provide more detailed usage data and information. The goal remains to have cart usage data available by the end of the year.

Traffic Control & Streets

Volan:

135. How many crews are needed to patch 300 potholes a day?

At least four or five three-person crews. Potholes are all different, requiring different quantities of asphalt and time requirements.

136. How fast are speed limits being updated to 20 or 25 mph?

All signs have been updated, per the ordinance.

137. In Toronto, where they deal with a lot more snow than we do, they have these Monolithic Sidewalk signs that direct trucks to pull away from such sidewalks. Why can't we remedy this long-standing problem of snowplows dumping on sidewalks with policy like this?

We plow to the curb mainly to uncover the storm inlets; 99% of the time this is where storm inlets are located. If the inlets are not open there will be refreezing and ponding issues on the roadway.

Piedmont-Smith:

138. What kind of ice treatment does Streets use during snow/ice conditions, and what are the environmental impacts of the material used?

We use Clearlane enhanced de-icer, which is Sodium Chloride mixed with Magnesium Chloride. It is not classified as environmentally hazardous.

Flaherty:

139. How does the Streets Division plan to address the problem of blocking sidewalks with plowed snow during the 2020-2021 winter? To quote [StreetsBlog](#): "It's one of the more remarkable double-standards — or inequities — in transportation: Clearing streets of snow is a non-negotiable priority for public agencies, but safe routes for pedestrians are left to a

piecemeal private system that mostly fails.” [Bloomberg CityLab](#) has also noted the extreme danger such a system creates for pedestrians — especially for some low-income residents who have few other transportation options. Both of these articles highlight what other cities are doing to tackle the problem, which we could explore here. These include: making plowing sidewalks a City responsibility (funded by, for instance, fees based on length of frontage, which could be included on utility bills); plowing sidewalks in high-priority or high-risk areas (e.g., monolithic sidewalks, in high-pedestrian areas, near bus stops and schools, etc.); requiring snowplows that are clearing streets to move a few feet away from monolithic sidewalks in order to pile snow in the street and not on sidewalks in these areas.

We look forward to continued discussion of this challenging issue. One concern is that our streets are typically designed with the “crown” in the center so that rain and melting snow should run to the curblin where the storm inlets are located. We plow to the curb to keep these inlets open and water flowing to prevent refreezing and “ponding” on the roadway. In most cases the bike lane is also located on the right side of the street next to the curb, along with parking areas and meter access.

We asked the Innovation Director if it was possible to make this a future project for the Bloomberg Innovation Training, and her response was that it is possible, but not an ideal project for a training cohort because it is very difficult to pilot something when you don't know when or if snow will happen. If the Assistant Director of Sustainability and the Council feel that this is a priority, we could use a non-training innovation cohort to pursue the project. Other innovation projects might be prioritized, however, such as bridging the digital divide, urban deer management, and managing non-emergency requests for information or assistance (i.e., a 3-1-1 service).

Rosenbarger:

140. At the Budget Advance meeting, most (if not all) members of council urged the city to prioritize sidewalk maintenance, repair, and installation. However, the alternative transportation budget was not even increased for inflation for the 2021 budget. I do not think it is adequate to say additional funds are being allocated to sidewalks in the Recover Forward package, because that is mostly for bus stops. We have a need for real connectivity and safe, comfortable sidewalks. Can you explain why this budget is not increasing, despite the requests from council?

The Street Division will be utilizing a total of \$650,000 in 2020 Recover Forward funding for a wide range of sidewalk and multi-use sidepath projects. This includes \$400,000 for sidewalk replacement, sidewalk grinding and sidewalk repair due to tree root damage, as well as asphalt sealing and repair for sidepaths. An additional \$250,000 is being utilized specifically to repair sidewalks and increase accessibility at Bloomington Transit bus stops.

A total of \$450,000 in 2021 Recover Forward funding is also being requested to further improve mobility options in the community. This request includes \$400,000 for accessible curb ramp improvements, pavement improvements to bike lanes and bike paths, and repairing sidewalk damage caused by street trees, with an additional \$50,000 that specifically targets sidewalk/path improvements for Bloomington Transit bus stops (such as paved landing zones, installing benches and adding crosswalks and other pedestrian infrastructure to make these bus stops more easily accessible to all members of the public). All of the Street Division's Recover Forward funds will be spent on sidewalks rated as being in poor condition and are located in low- to moderate-income areas throughout the community.

Additionally, the Alternative Transportation Fund has increased by 2% a year for the past several years. Previously this was in both Planning & Transportation's general fund and the Alternative Transportation Fund in the design (line 53110) and capital (line 54310) parts of the budget request. Those budgeted amounts are now in the proposed Engineering Department's budget. For context, P&T had \$300,000 a few years ago and for 2021 the proposal in Engineering is \$318,000 for the general fund (line 54310). For the Alternative Transportation Fund it was \$75,000 and is now proposed to be \$80,000 for design fees and from \$320,000 to \$339,000 for capital expenses. The revenue for the Alternative Transportation Fund comes from neighborhood parking permits and funds allocated from the General Fund to the Council sidewalk fund.

141. Has the city considered maintaining sidewalks in the same way it maintains streets, instead of requiring homeowners to maintain their own sidewalks? Would this require bonding or TIF dollars?

For the City to take over sidewalk maintenance would require an ordinance change and a very significant shift of financial support from other areas of the City budget, or very substantial new revenue. The use of TIF funding is specifically outlined by state regulations, but typically purchases for maintenance activities or use of funds for personnel are not allowed. The City administration is certainly willing to discuss possible funding options available, but many of the new requirements would fall on the general fund, which would have an extremely large overall impact on the City's budget. It is a difficult challenge.

142. Would the city consider saving money in the streets budget by not plowing every lane on multi-lane roads when snow falls? Meaning, what if we only plowed 1 lane on Walnut instead of all 3? Especially during COVID, this would be a good time to test out having fewer lanes drivable during big snows.

There are several major issues with this suggestion:

- Safety: police, fire and ambulance would have restricted access to respond to emergencies
- Transit service would be impacted (bus stops are located along the sidewalk)

- Not clearing off storm inlets to get the water off the street.
- College and Walnut both have bike lanes on the right hand lanes that would not be cleared if we implemented this.
- Left hand turn signals would not be activated if vehicles were not able to access turning lanes.
- Parking: it has been our experience that if the parking areas are not clear we have cars protruding out in the travel lane, causing safety issues.