



## Memorandum

**TO:** Members of the City of Bloomington Common Council

**FROM:** Beth Cate, Corporation Counsel  
Beverly Calender-Anderson, Director, Community and Family Resources Dept.

**RE:** Ordinance 23-09 amending Title 2 to create and reflect a joint Bloomington/Monroe County Human Rights Commission

**DATE:** April 17, 2023

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On February 23, 2023, the Common Council unanimously passed Ordinance 23-02, amending Title 2 of the Bloomington Municipal Code to (1) transfer the City of Bloomington's Human Rights Commission from the Legal Department to the Community and Family Resources Department (CFRD), while retaining necessary legal support for the Commission's functions; and (2) make certain stylistic edits and updates to the language of the City's Human Rights Ordinance.

At the time, Legal and CFRD indicated that negotiations were underway with Monroe County government to create a joint city-county Human Rights Commission, and that we anticipated bringing to Council a subsequent ordinance that would further amend Title 2, and a corresponding interlocal agreement with the County, to achieve this.. The City and County have successfully negotiated the creation of a joint Commission for the benefit of residents throughout the City and the unincorporated areas of the County. Accordingly, we are bringing to Council Ordinance 23-09, which makes the necessary changes to the City's Human Rights Ordinance to create and reflect the joint Commission, and Resolution 23-07, which would approve the interlocal agreement the City and County have negotiated.

Briefly, under the interlocal agreement, the City will staff the joint Commission meetings; investigate and resolve complaints of discrimination under the City and County human rights ordinances (applying whichever ordinance is relevant given the specifics of each complaint); continue to ensure compliance by City contractors with the City's affirmative action requirements; engage in human rights education and awareness activities; and provide an annual report to the County Commissioners on activities under the agreement, in February of each year beginning February 2024.

In exchange, the County will contribute annually to Human Rights staffing by paying half of the total salary and benefits of the Human Rights Director and the Human Rights administrative support staff position, dedicated to human rights activities as a percentage of their overall work time.

That calculation for 2023, prorated for a start to the joint Commission in Q2, comes out to approximately \$35,000, and the County will pay that amount in 2023. The interlocal provides the relevant percentages of time for each of the two positions (director and support staff) for 2024-25. The interlocal has an initial 3-year term, to allow for early adjustments as needed based on experience, and then may be renewed for 5-year terms thereafter.

County legal staff are bringing the interlocal and corresponding County code revisions to the Commissioners and County Council. Once all approvals are obtained, a seven-member joint Bloomington/Monroe County Human Rights Commission will be established to replace the separate existing Bloomington and Monroe County Human Rights Commissions, and the members of the new joint Commission will be appointed by the mayor (three appointments), Common Council (2 appointments), and Commissioners (2 appointments).