



Prepared by:



Creating a Resilient City

Stakeholder & Investor-Focused Report

June 2024



BUILDING RESILIENCY TODAY, REDUCES RISKS, AND CREATES A BETTER ECOSYSTEM TO SUPPORT PEOPLE AND PROSPERITY IN COMMUNITIES

The City of Greenwood has assessed resiliency-related risks and opportunities. City officials recognize that resiliency related issues are not always transparent to its stakeholders and may provide meaningful insight into the sustainability of our City, today and for years to come.

Note to Investors and Stakeholders: Forward-Looking Statements

The Report includes forward-looking statements that are based upon the City's best estimates and current plans at the time of the release of this Report related to the timing, costs, financial implications, and expected results of these risks, initiatives, and projects. The City does not guarantee the accuracy of these forward-looking statements as future unknown factors may materially modify the representations, including delays in timing, financial impacts, changes in law, unidentified risks, and actual results from projects or initiatives. These representations are solely based on reasonable expectations and forecasts at the time this Report was prepared. Additionally, this Report was not prepared in conjunction with any assurances from an external firm as to the accuracy of these representations herein. The statements are best estimates and representations of the City's leadership team and have not been audited. The City may opt to update this Report but does not commit to any future updates of the Report. Additionally, the City does not commit to any ongoing or future reporting related to the Report and the topics discussed herein, including any continuing disclosure reporting. Reviewers of this Report should consider the discussion as of the date of the release on the Report as shown on the Report cover page.

Note to Investors: No Assurance Provided by Baker Tilly

This Report was prepared by Baker Tilly's advisory team and is not a report prepared under any American Institute of Certified Public Accountants (AICPA) standard therefore there is no assurance provided as part of this Report.





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Purpose of the Report

The City of Greenwood, Indiana (the “City”) has compiled this Resiliency Report (the “Report”) to allow its stakeholders, including its City leaders, employees, companies, corporations, residents, and investors, to have a better understanding of the City’s strategy concerning issues that affect its long-term stability and its plan to address these issues. Certain factors have an expected positive or negative financial impact on the City but may not be visible when reviewing the City’s financial statements. This Report when reviewed with the City’s financial statements provides a clearer picture of the City’s leadership team’s assessment of risks, risk mitigation and planning to support a sustainable community well into the future.

Highlighted in this report are issues, including risks, initiatives and projects related to the City’s plans, and actions:

- a) leadership and governance initiatives that provide financial transparency, succession planning, and risk mitigation;
- b) environmental-related issues, such as disaster mitigation planning, pollution reduction and energy transition planning; and
- c) programming to support and attract employees, residents, companies, and industries.

The topics set forth in (a)-(c) above are collectively referred to as the “Resiliency Overview” herein. When considering what content to include in the Resiliency Overview, the City considered stakeholders and uses of the information to be compiled in the Report. This graphic illustrates the stakeholders and uses for the Report identified by the City.



Report Overview

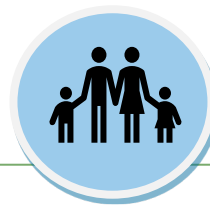
The City has identified specific initiatives and risks that it believes are the most significant topics it faces in these areas, and the City leadership team's current priorities around resiliency related issues. However, due to the depth and breadth of activities and risks that may affect the City, the Report is not intended to capture all possible risks or initiatives that have been completed, are underway, or are planned. The Report may also reference more detailed plans and reports that have been prepared by or prepared for the City, and reviewers of this Report are encouraged to review additional information for a more in-depth discussion of the specific topic.



A Resilient
Government



Creating a Resilient
Environment



Building a Resilient
Community

The Objectives

Allowing stakeholders and investors to supplement the City's financial information of with substantive issues affecting its sustainability.

This Resiliency Report was prepared to enable readers to supplement financial information of the City with substantive issues impacting the City. When identifying what information to incorporate into the Resiliency Overview, the City focused on the following objectives:

- Connecting information that is material to its current and future operations, but not apparent when reviewing the financial reports;
- Initiatives that support the City's strategic vision; and
- Providing information in a succinct and understandable format for stakeholders.

Process to Develop the Report



Greenwood retained Baker Tilly Municipal Advisors, LLC (“Baker Tilly”) to complete the City’s Resiliency Report. As part of this process, Baker Tilly worked with the City’s Controller to identify a working group that would be included in the planning and review process. The Controller instructed Baker Tilly to work with the following team members: Capital Projects Manager, City Engineer, Planning Director, Stormwater Superintendent, Director of Human Resources, Executive Director of Parks and Recreation, Corporation Counsel, Police Department Chief, and Fire Department Chief.

A kick-off meeting was held with Baker Tilly and the City’s team members referenced above to discuss the purpose, overview, objectives, and development of the Report. In that meeting, a resiliency intake form was completed to identify information that would be included in the Report, including master plans, internal controls, financial transparency, policies, social initiatives, environmental risks and initiatives, community outreach, and employee health and safety.



Team members provided Baker Tilly with the necessary documents and reports that were to be included in the Report. Baker Tilly had additional meetings with the Police and Fire Chiefs to discuss the City’s public safety efforts. Baker Tilly utilized the City’s website to obtain additional information and pictures for the Report. The City’s information was then compiled into a draft Report that highlights Greenwood’s efforts towards a transparent government, resilient environment, and community initiatives.

Baker Tilly met with Greenwood’s team members to discuss the draft Report. During that meeting, team members’ input was provided and updates to the Report were suggested. Greenwood team members answered additional questions from Baker Tilly to help finalize the Report.



After reviewing the draft Report with the Greenwood team members, Baker Tilly updated the Report based on suggestions and additional information provided during the meeting. Baker Tilly provided the updated Report to team members, the Mayor, and the Deputy Mayor for a second review and additional input before it was finalized.

Understanding Greenwood

Each City has its own unique characteristics, with opportunities and challenges. Located in central Indiana, Greenwood is just a fifteen-minute drive to Indianapolis. It is the largest city in Johnson County and has seen a population growth of 24% in the past ten years. Greenwood is a family friendly suburb that also has a diverse business presence driving the local economy. Residents benefit from several amenities including public parks and recreational facilities, commercial businesses, restaurants, ample hospitals and health care facilities, and easy access to local entertainment as well as opportunities in the greater Indianapolis area. Greenwood strives to provide residents, employees, businesses, and visitors with a great place to live, play and work.

**2ND**

CLASS CITY

**63,579**

RESIDENTS

**28**

SQUARE MILES

**600+**

CITY EMPLOYEES

**400 ACRES**

OF PARK SPACE

**50+**LINEAR MILES
OF TRAILS**80+**

POLICE OFFICERS

**70+**

FIREFIGHTERS

**3**

PUBLIC SCHOOLS

**1**

AIRPORT

**\$75,398**MEDIAN HOUSEHOLD
INCOME**27,215**

HOUSING UNITS



A Resilient Government

Overview of Government Resiliency

Resiliency in government is critical to ensure fiscal responsibility and effective, efficient, and continued operations.

The City of Greenwood has taken important steps to identify and address issues that impact its ability to provide continued operations in a transparent and cost-effective way. The City's focus includes:

- Providing information about the City's financial position in a transparent way
- Planning for the City's future with stakeholder input
- Community outreach
- Risk Mitigation
- Implementation of policies
- Cybersecurity

By focusing in these areas, the City works to create an effective government that is built on a strong foundation, incorporating best practices in governmental operations, and addressing issues that are specific to the City.

Financial transparency

As a second-class city, Greenwood has an appointed controller who oversees the City's Finance Department, and the Myers Administration has ensured that the City Controller is a licensed Certified Public Accountant. The Finance Department is committed to transparency in fiscal management, recording and reporting. The City Controller has implemented nationally recognized best practices, and Finance Department employees regularly participate in training offered by state agencies, including the Indiana State Board of Accounts and Department of Local Government, in addition to participating in state associations that offer fiscal training opportunities.

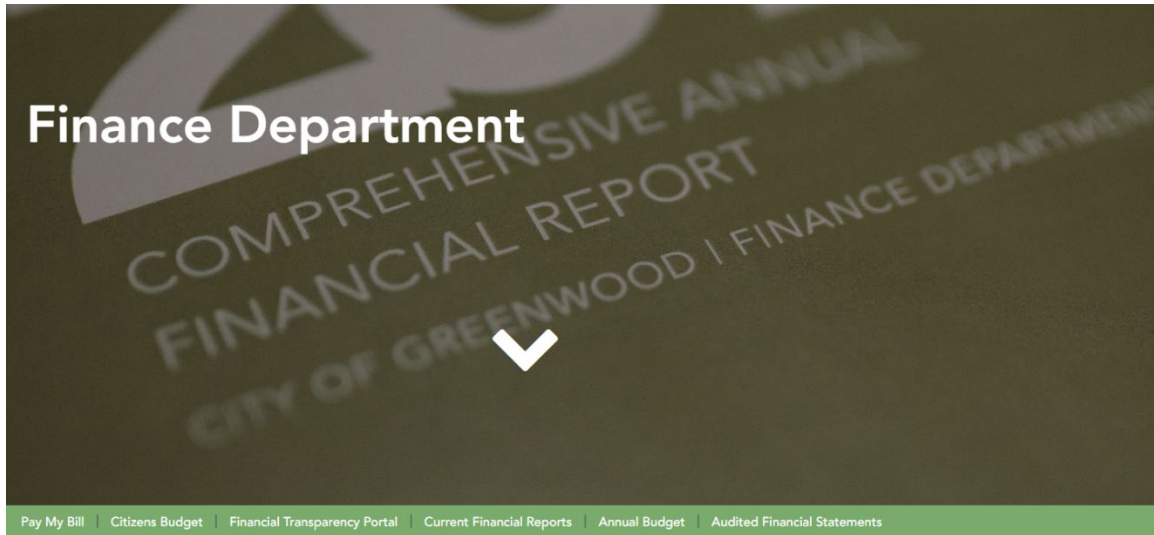


Mayor Mark Myers currently serves as the President of Accelerate Indiana's Municipalities (Indiana's association for municipalities) and regularly participates in National League of Cities conferences.

"My involvement in these organizations has enabled me to learn best practices and strategies for Greenwood, and we have a great team implementing our strategies to create a resilient City. From a fiscal transparency perspective, our controller's office has consistently received national recognition for its financial reporting. Our human resources team serves multiple roles to ensure the City's employees are supported and qualified to do their jobs. Municipalities are tasked with so many considerations to keep the community safe, keep the government operating smoothly and make it a great place to live. While no municipality is able to plan for every resiliency-related risk and scenario, planning and active management places us in a strong position,"

Mayor Mark Myers

City Initiatives Promoting Financial Transparency and Implementing Best Practices



Finance Department's Webpage

From the City's website, the Finance Department has a comprehensive page, with links to important financial updates that are updated nightly. On its webpage, the Finance Department posts its completed quarterly reports that highlight budget performance and relevant financial information of the City. The quarterly review measures the City's long-term financial goals to:

- practice fiscal discipline;
- operate within structurally balanced budgets;
- maintain and rebuild balances for major funds;
- issue highest level of financial reporting available; and
- increase financial transparency and compliance.

The current financial report breaks out the budget process, highlights, and trends. The Redevelopment Commission also publishes a financial report that provides recent City redevelopment activities and financial information including transparency surrounding the City's tax increment (TIF) funds.

See: Finance Department Webpage



Shared Financial Insights for City Leaders and Citizens

Interactive Financial Transparency Portal

Through an interactive financial reporting platform, the Finance Department has created a platform designed for fiscal transparency to citizens and stakeholders. The site is available to the public from the City's website for the purpose of understanding the City's operations and financial performance, mainly, the City budgets and its revenues and expenses.

The Financial Transparency Portal offers easily accessible budgetary reports and charts that monitor the City's current financial performance. The portal is updated nightly with year-to-date financial information to provide current and relevant information regarding the City's budget. Historical and current revenue and expense reports by fund, department, and type are available. While many Indiana municipalities provide regular financial updates to their fiscal bodies, the City makes this same information available to the public through this portal, providing equal access to anyone who is interested in learning more about the City's finances.

Detailed Financial Reporting

Since 2014, the City has received a Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association, a prestigious award that signals high standards of transparency, accountability, and best practices, providing financial reports that are clear and accurate representations of the City's financial position. It is recognized nationally and is viewed favorably by investors and other market stakeholders.

Every year, the City publishes an annual Citizen's Budget to provide high-level and easily digestible financial information to its residents. The report provides an overview of the City's financial and budget goals for the year and details a breakdown of budgeted revenues and expenditures. Planned capital investments and their significance to infrastructure, public safety, and quality of life are also highlighted.

The City also prepares a Citizen's Guide to Property Taxes. The webpage is designed to educate and provide information to stakeholders about the City's property taxes, which are one of the primary sources of revenues for Indiana municipalities.

Employee Training and Safety

Human Resources Role

Through the City's Human Resources (HR) Department, Greenwood has systems in place to ensure that any applicant meets the city-wide hiring requirements prior to employment and provides ongoing screening to make sure that employees maintain substance free workplace and the necessary credentials and licenses. Additionally, HR provides employee training and provides employee oversight to make sure that the City's policies are followed.

Employee Training

To maintain a respectful and safe work environment for City employees, the City has an Anti-Harassment Policy that addresses all forms of harassment, including for reasons of race, sex, sexual orientation, gender identity, religion, color, age, national origin or ancestry, genetic information, disability, or veteran status. The policy outlines steps to report harassment with appropriate City employees and details the process of the investigation. Employees who engage in any form of harassment are subject to disciplinary action, including immediate termination.

Greenwood also provides employees with training to prevent sexual harassment and encourage diversity and inclusion. Each City employee is required to complete the required training and provide a signature of acknowledgment. Training for employees is provided each year through multiple sources including videos, webinars and online classes.

Employee Safety

Greenwood established a Safety Committee through the Board of Public Works and Safety to oversee training and compliance with federal and state regulations and the City's safety standards. To promote a safe working environment for all employees, the Safety Committee reviews workplace injuries and illnesses to reduce workplace accidents. The Safety Committee, consisting of 17 members, establishes rules and regulations and holds monthly meetings. The Safety Committee uses historic safety and injury information to update procedures and discuss any preventative measures to increase workplace safety.

Within the City Center, employees are trained to handle crisis management, and there are cameras in place and the ability to automatically lock doors.



Background Checks and Requirements for City Vehicle Use

Prior to employment, all applicants over the age of 18 are subject to a limited criminal history search through the City's HR Department via the Indiana State Police. For positions that operate City vehicles, all employees, regardless of age, licenses are run through the Bureau of Motor Vehicles by HR and checked annually to ensure a valid license and safe driving record. For commercial driver's license required positions, the HR Director is responsible for drug and alcohol testing including a pre-employment urine screening, complete driver qualification file, and FMCSA Clearinghouse to ensure qualification prior to onboarding.

Maintaining a Drug and Substance-Free Workplace

The Board of Public Works and Safety adopted a Resolution to address substance use and drug and alcohol testing to maintain a high level of employee safety. To ensure a drug-free and alcohol-free workplace, all employee positions are subject to a pre-employment saliva drug test through the Human Resources Department. The HR Director is certified to perform Department of Transportation (DOT) drug and alcohol testing requirements and non-DOT drug and alcohol testing. The HR Assistant is certified to perform non-DOT saliva testing. The City can perform in-house drug and alcohol testing which saves the City more than 50% compared to a third-party administrator conducting the drug and alcohol tests. The City utilizes a third-party administrator to select the employees who are subject to quarterly random drug and alcohol testing. The positions subject to quarterly random testing include Safety Sensitive, Public Safety, Airport, and FMCSA .

Effective Management of Worker's Compensation Claims

Greenwood has established procedures related to workplace illness and injuries to provide the appropriate level of care for employees and reduce costs by utilizing City resources when appropriate. If an employee sustains a minor or moderate injury, they are first sent to the Greenwood Fire Department Station 91 for evaluation by an on-duty firefighter. The firefighter determines if the injury is within their scope and ability to treat or if the employee should seek further medical assistance. If the injury needs non-emergent care, the employee will be referred to a partnering healthcare clinic (Franciscan Working Well or Franciscan Express Care). If treated at Fire Department Station 91, the employee and firefighter must complete and sign an acknowledgement form that is given to the employee's supervisor and filed with HR for internal record keeping. If an injury is severe and needs immediate medical attention, a Greenwood Fire Department Engine and medic will respond to the incident and determine if the injury is within their scope of treatment or if the employee needs to be transported to a healthcare facility for non-emergent care. If the injury is severe or life-threatening, the Fire Department will call for an ambulance to escort the employee to the appropriate emergency room care facility.

Planning for Resiliency

"Good fortune is what happens when opportunity meets with planning."

- Thomas Edison

Planning for the City's Future with Stakeholder Input

Perhaps the most important tool that a City can employ to determine its future is planning. Since City departments cover a multitude of operations, there are also multiple plans in place to guide City leaders to execute priorities and visions for the future. The City's planning provides investors and developers with an assurance of what type of development is planned for the City. It is also a useful tool when the City seeks funding to support projects.

Comprehensive Planning

To guide the City's development, including land use, social and economic development goals, the City follows a Comprehensive Plan. Originally adopted in 2007, the City's current Comprehensive Plan, covers a twenty-year period ranging from 2007-2027. Greenwood is currently undertaking the process of updating this Plan. The current Comprehensive Plan was established to answer the questions:

- (1) Where is the City now;
- (2) Where is the City going;
- (3) Where does the City want to go; and
- (4) How does the City get there.

Since 2007, many of the City's goals have been accomplished and due to continued growth, the updated Comprehensive Plan will enable the City to establish new goals and recommendations that better align with the City's current trajectory. The updated Plan will serve as a guide for development, infrastructure, and community investment while identifying potential strategies to address future challenges. With continued growth in the City, the new Plan will focus on reinvestment and development and look to address economic development, land use, infrastructure, natural resources/environment, quality of life and housing.

Aligning with the City's Four Pillars: Public Safety, Infrastructure, Economic Development and Quality of Life, the new plan will serve as a blueprint for the City's goal of remaining attractive and desirable to current residents and businesses while also attracting new ones.

FOUR PILLARS



The Comprehensive Planning Process

Greenwood has sought extensive public input during the Plan development. With this input, City leaders' goal is to create a plan that best serves residents. Multiple methods of public outreach have been deployed to capture the needed public engagement, including in-person and online workshops, stakeholder meetings, and pop-up events.

The Comprehensive Plan involved an evaluation of the City, its conditions, trends and assets, development of a vision and goals, the creation of actionable recommendations to meet the identified vision and goals and engaging the community to ensure successful implementation.



The purpose of the Plan is to strategically position Greenwood to secure grants for various initiatives and developments.

In July 2023, the City began creating a new Comprehensive Plan, which is expected to be completed in 2024 and will cover the years 2024-2044.



The Unified Development Ordinance

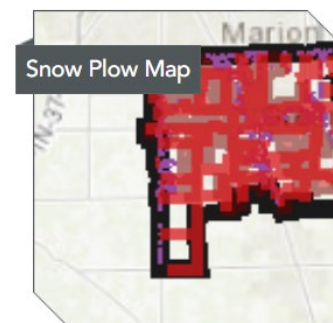
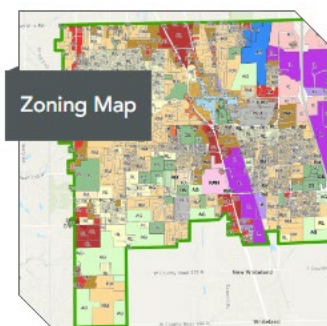
The City Council worked with a consulting firm and staff to assist with drafting its Unified Development Ordinance (“UDO”) based upon the Comprehensive Plan; current conditions, the character of current structures and uses in each district and zone, and the conservation of property values to provide for responsible development and growth within the City. The purpose of the UDO is to promote public health, safety, general welfare, and to guide development in Greenwood. The UDO establishes zones for various residential, commercial, industrial, open space, and “Old Town” areas. Greenwood’s districts and zones include:

Residential Large	Industrial - Medium Format
Residential Medium	Industrial - Large Format
Residential - Attached Single-Family	Interstate Commerce
Residential - Multi-Unit Complex	Agricultural
Residential - Mobile Homes	Airport Commerce District
Commercial - Small Format	Open Space
Commercial - Medium Format	Old Town
Commercial - Large Format	Old Town Residential

The current UDO was adopted by the City Council in October 2020 and is consistently reviewed and updated to meet best practices by the City Planning Division.

Utilization of GIS Mapping

Greenwood has made extensive investments in its Geographic Information System (GIS). The City’s GIS is used to create and manipulate maps and other types of geographic data. By mapping the City’s utility assets, the City is better able to operate its facilities, investing in GIS to locate lines and utility infrastructure. The City also provides interactive mapping on its website, including links to 18 mapping overlays providing important community information, such as zoning, trash pickup, snow plowing and construction notices. These overlays maps, located at [Greenwood GIS](#), include:



Risk Mitigation

The City has planned for and implemented policies, strategies, and procedures to address and mitigate various risks to the City's operations, the community, and its residents. It has partnered with Johnson County, its Police Department, and its Fire Department on various efforts to protect the City, property within the City, and its residents. To develop policies, procedures and training for its Police and Fire Departments, the City utilized nationally recognized consulting firms to ensure that best practices were incorporated into their operations. To assist with maintaining adherence to policies, officers receive daily lessons.

Johnson County Multi-Hazard Mitigation Plan

Johnson County maintains a Multi-Hazard Mitigation Plan that was first established in 2008 and updated in 2015 and most recently in 2020. The City participated in the County's planning process along with other municipalities, organizations, school corporations and emergency services in Johnson County. Maintaining a Multi-Hazard Mitigation Plan also enables the County to be eligible to receive Federal Emergency Management Agency (FEMA) funding.

The Multi-Hazard Mitigation Plan provides guidance to protecting, preventing, responding, and recovering from natural and man-made disasters specific to Johnson County. The plan outlines historical hazards as well as risks for potential future hazards and gives guidance to mitigation strategies. In conjunction with the plan, a risk assessment was completed to analyze loss estimates from events such as tornados, floods, earthquakes, and hazardous materials released within the County. The top hazards identified by the County are severe thunderstorms, mass casualty-traumas, snow events, terrorism-active shooter, ice storms, tornados, floods, terrorism-radiation, earthquakes, temperature extremes, and hazardous materials release.



Other Risk Management Efforts of the City

The City has worked to identify potential risks within its operations and have implemented policies and procedures to manage and reduce these risks. The City's HR Department requires training for every employee on internal controls, Title 6, handbook policies, and safety as a part of the employee onboarding process. The table below provides an overview of some of the City's risk mitigation efforts.

Cybersecurity

The City's Information Technology (IT) Department has developed security policies and procedures for employees. Networks are secured by utilizes a multi-factor authentication process and firewalls, intrusion detection and prevention systems, and other security measures are in place to monitor network activity, prevent unauthorized access and protect the City's data. IT provides employees with training, so they can understand best practices to allow them to avoid security incidents. Additionally, there are regular backups of critical data.

Internal Controls

The City has developed internal controls that include:

1. The separation of duties to keep one person from sole control over key transactions;
2. Maintaining adequate records of financial transactions and activities;
3. An established process and procedures for authorizing financial transactions;
4. Protection against the unauthorized access, use, or disposal of assets;
5. Training for employees on internal controls; and
6. Audits of the internal control system.

Investment Policy

The City has a policy that has been formally approved by the City Common Council for investing city funds. The investment policy complies with state requirements for investing as outlined within I.C. § 5-13-9.

Conflicts of Interest

The City has adopted a conflicts of interest policy. Under this policy, City employees and board members are annually required to complete a conflicts of interest disclosure and provide it to the City's Human Resources Department. Prior to the hiring of an employee or an appointment of a board member, the City's legal department reviews all names and addresses, and any potential conflicts of interest or related employees/board members must be disclosed to the Common Council, and HR maintains records of these disclosures and approvals.

The Stormwater Master Plan

In 2020, the City prepared a Stormwater Master Plan that includes a management plan and capital plan. The Stormwater Management Plan explains the City's approach to watershed-based management and includes an inventory of existing assets and resources. The Stormwater Capital Plan is a five-year plan that addresses the City's capital needs related to system maintenance, operational expenses, drainage improvements, water quality initiatives and Public/Private Partnerships. The capital plan portion is used as a part of the Stormwater's rate study to ensure rates are set properly to complete necessary capital projects. The City's Stormwater Utility meets federal, state, and local regulations and implements a Stormwater Quality Management plan that is submitted annually to the Indiana Department of Environmental Management.

The Stormwater Utility manages rainfall runoff and works to prevent flooding and pollutants from flowing into streams and rivers. The Stormwater Management Program protects infrastructure while improving the ecological health of the City. There are a number of floodplains located along waterways in the City. The City complies with regulations and protections of the floodplains by limiting development to allow for preservation of wildlife and greenspace for recreational use. According to the Stormwater Management Plan, prior to any development in floodplains, a Floodplain Development Permit is required to locate developments away from areas with risk of flooding and to also protect the safety and public health of the community from impacts of potential flooding.

The Stormwater Department participates in the Hazard Mitigation Grant Program that provides grant funds from the Federal Emergency Management Agency (FEMA) to purchase certain properties located in a floodway to reduce the risk of flood damage.



The Parks Master Plan

The City has a five-year Parks Master Plan in place that was updated in 2020 for the 2021-2025 period and is expected to be updated in 2025. To create the plan, the City conducted a community survey to better understand its residents' perspectives around current usage of Parks resources, including its facilities, any barriers to use and access of parks space, the types of park resources that residents would like to see enhanced or developed within the City, and how additional parks improvements should be funded. The Parks Master Plan guides the City's investments in important quality of life resources. The Parks and Recreation Department often collaborates with other departments to complete projects that may enhance infrastructure or other community needs in addition to providing needed recreational amenities.



Community Development Block Grant Plan

The U.S. Department of Housing and Urban Development (HUD) awards Community Development Block Grant (CDBG) funds to qualifying communities. To receive funding each year, a city must complete a five-year consolidated plan that assesses its needs for housing, social and public services, and public infrastructure as well as outlining the community's goals and priorities to address those needs. In 2019, Greenwood completed its Consolidate Plan Five-Year Plan for 2019-2023 and has been awarded funds annually to support the City's priorities and goals outlined in the plan. These include (1) expand and sustain the supply of safe, decent affordable housing, (2) support programs that help the most vulnerable households with basic daily living needs, (3) invest in public facility and public infrastructure needs of low-income neighborhoods, and (4) improve institutional structures and coordination among providers across the City and advocate for fair housing. At the beginning of each year, the City develops an Action Plan that outlines projects and funding sources to help meet the goals. Each year, a performance and evaluation summary is prepared on the progress of the Consolidated Plan. Most recently, in 2023, the City received approximately \$287,000 of CBDG funding for the October 1, 2023 to September 30, 2024 period, representing the last year of the current Consolidated Plan. The City will develop a new Consolidated Plan for 2024-2028.

An Award-Winning City

Greenwood's projects and efforts have been recognized on a state and national level. The team's commitment to creating and maintaining quality community assets and environmentally responsible projects are supported by this recognition. Additionally, the City's Finance Department focuses on responsible and transparent financial reporting. Below are a few of the City's recent awards.

Stormwater Utility

- 2017 Engineering Excellence Awards Competition - Fry Road Rain Trail
- 2019 Municipal Separate Storm Sewer System - Award of Excellence to employee Mike Weaver
- 2019 Municipal Separate Storm Sewer System - Award of Excellence for Hoosier River Watch at the Stormwater Nature Center
- 2021 National Municipal Stormwater and Green Infrastructure Awards Program
- 2021 INAFSM Excellence in Stormwater Management Award - Christopher Jones
- 2022 INAFSM Outstanding Stormwater Project - Old City Park

City Finance Office

- 2014-2022 - Certificate of Achievement for Excellence from the Government Finance Officers Association in Financial Reporting

City Parks and Recreation Department

- 2021 - Association of Indiana Municipalities (AIM) Innovation Award - Creativity to Continue Operating through the COVID-19 Pandemic for its commitment to safely continuing to provide recreational outlets to the community
- Old City Park was recognized with two new accolades, including the Indy Chamber's Honor Award in Landscape Architecture and the Associated Builders & Contractors of Indiana/Kentucky's Award of Excellence in Public Works





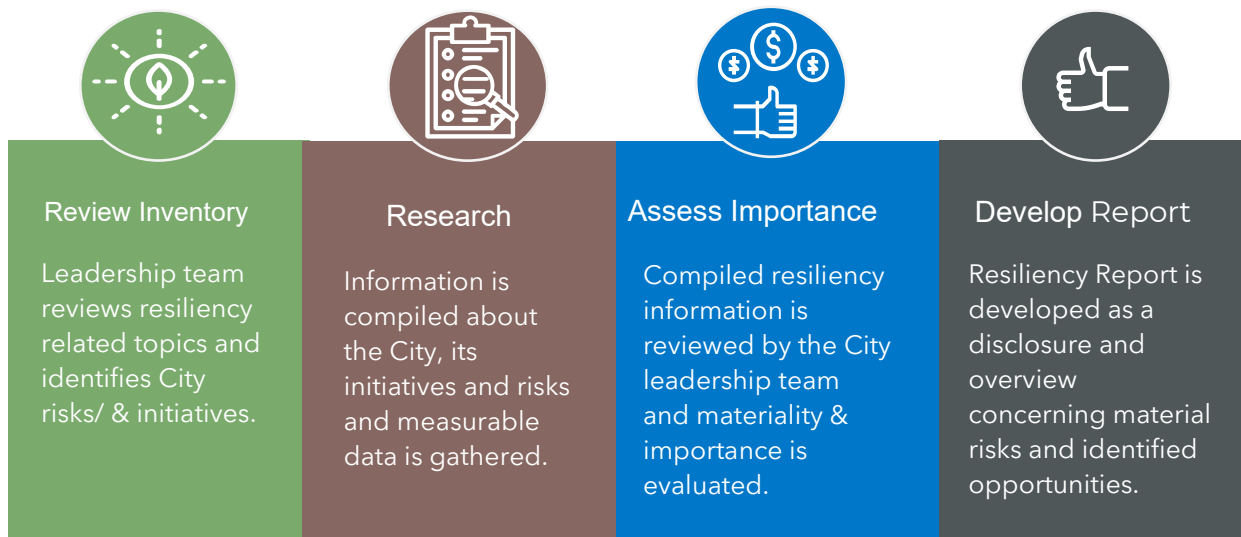
Creating a Resilient Environment

"The efficient maintenance schedule of the City's storm sewer system by the Utility fosters community resilience by mitigating flood risks, safeguarding water quality, and strengthening city infrastructure against environmental stressors." **Christopher Jones, Stormwater Management Director**

Focusing on environmental risks based upon the importance to the City and likely interest from investors and stakeholders.

To develop its disclosure around environmental risks and opportunities, the City reviewed an inventory of environmental related impacts that affect governments. From the list, the leadership team assessed the areas that were relevant to Greenwood. The City, in conjunction with its advisors, worked with its departments to collect information about risks, risk mitigation efforts and City initiatives to include. Due to the breadth of areas that could be included, the City assessed the importance of the disclosure and added in information that it found to be most relevant to its current efforts. This disclosure was developed through this process. The City makes no representations that it has identified all risks that it faces. However, it has made a good faith effort to provide stakeholders and investors with information it deems to be relevant.

In order for the City to build and sustain itself, it must know its environmental risks and vulnerabilities. Areas in the Midwest are subject to flooding, drought, and heat waves. In 2023, a neighboring Johnson County community, Whiteland, experienced a devastating tornado, and FEMA declared the tornado a federal disaster. While it is impossible to alleviate all environmental risks, cities can plan for mitigating impacts when events occur. Within this section is a discussion about some of the risks the City faces, and how it is planning for and reducing them.



Natural Disaster Risk: Greenwood

As a midwestern city located in central Indiana, some major natural disaster events, such as hurricane impacts and wildfires, are remote. Nevertheless, the City is still prone to certain environmental-related risks such as fires, and extreme weather events resulting from wind, rain, snow, drought, and heat. Below is a discussion related to the City's natural disaster risk assessment.



FLOODING

Greenwood's flooding risk is relatively low, with 8.8% of the City's properties having a greater than 26% chance of being severely flooded over the next 30 years. Commercial properties and roads are at a higher risk of flooding impact based on property use and flooding depth.



FIRE

Greenwood has approximately 678 properties that have some wildfire exposure risk over the next 30 years, and this is approximately 2% of all the City's properties. Wildfire risks have increased due to higher temperatures and drier weather conditions.



WIND

Properties in the City are at risk of wind related damage. Current wind speeds are higher now than 30 years ago. Based on historical information, the risk of a tornado is considered high.



THUNDERSTORMS

Severe thunderstorm risk is high with the potential of significant impact related to hail, lightning and severe winds. Severe thunderstorms occur more frequently in the spring and summer months.



WINTER STORMS

In recent years, City winters have been warmer with less snow and more rain. The risk of ice and sleet as well as snowstorms is considered moderate based on historical information and warmer winters.



DROUGHT

The risk for future droughts in Greenwood is considered low but possible as temperatures increase during periods of lack of rainfall.

Environmental Risk Mitigation and Opportunities

Sewer Overflow Projects

Over the last decade, Greenwood has made unprecedented investments in its utility infrastructure. The City completed \$120 million in sewer projects to add capacity at its sanitary sewer to reduce overflow issues, finishing the last phase in 2023, with a regional interceptor project for its western sanitary sewer area. This project relieved the City's existing interceptors in the old downtown area and east side that were experiencing surcharging and overflows. These improvements allowed for 10 lift stations to be decommissioned and included multiple sections that were completed with trenchless technology. Through clay pipe replacement, the City reduced inflow and infiltration and relining of sewer lines. Solar energy will be used to offset some of the energy used at the lift station and will result in significant energy savings. This portion of the project utilized a guaranteed savings project delivery method. Additionally, the City opted for larger pipe infrastructure and added a lift station to support future growth.

Stormwater Management Projects

As the City completes road projects and improvements, stormwater drainage improvements are incorporated into these projects. The City's Stormwater Department has a public-private partnership approach (P3 Approach) to encourage responsible development that includes innovative green infrastructure. The incentive program includes support of many types of efforts to facilitate the safe and efficient capture and conveyance of stormwater run-off, mitigation of damage from stormwater run-off and the effective stormwater collection and conveyance programs. Residential and non-residential stormwater customers are eligible to participate in the P3 Approach, and the Stormwater Department evaluates applications based on the following criteria:

- Total volume of run-off managed
- Water quality benefits of the project
- Amount of area of individuals impacted by the project
- Use of innovative green technology or messaging
- Public education and outreach components of the project
- Ability to leverage other funding sources including private money, grants, and donations
- Creativity
- Timing and length of the project
- Budgeting and financial considerations
- Project's compatibility with the overall aims and goals of the Department

The City empowers citizens to actively assist with addressing stormwater issues by providing online resources to report a drainage problem or any illegal dumping.

Johnson County Emergency Management Agency

The City is served by Johnson County's Emergency Management Agency ("Emergency Management"), and the Agency plans for, responds to, works to mitigate disasters and also notifies residents of natural disasters. Hearing impaired citizens may also sign up for text alerts and residents are also encouraged to either receive cell phone weather alerts or to use weather radio.

Smart Metering and Advanced Metering Infrastructure

Beginning in 2023, utilities serving Greenwood upgraded utility meters to smart meters and also are able to use an advanced metering infrastructure (AMI) system. The project is expected to be completed in 2024. With the AMI system, the utilities will be able to:

- Produces more-timely meter reads;
- Eliminate physical meter reading;
- Respond sooner to an outage or utility issue; and
- Have connection services available in the Utility office.

Water Utility and Water Quality

The City is served by Indiana American Water (IAW), Citizens Utilities, and Bargersville Water Utility. IAW performs regular water quality testing and complies with federal regulations, consistently scoring among the highest of all water companies. An annual water quality report (also referred to as a Consumer Confidence Report) is posted on the IAW website and is specific to Greenwood/Johnson County. Testing includes 100 regulated contaminants, as required by state and federal drinking water standards, as well as numerous unregulated compounds, including certain fer- and polyfluoroalkyl substances (PFAS). Within the CCR are tips for water customers to assist with ensuring a safe water supply including, safely disposing of chemicals and testing homeowners' service lines to determine whether they are lead pipes. See:

<https://www.amwater.com/ccr/johnsoncounty.pdf>

Electric Power Providers

Duke Indiana and the Johnson County REMC supply electric power to the City. Each utility continues to transition to more renewable resources within their respective portfolios. Additionally, both utilities provide programs to customers to support energy efficiency improvements, distributed renewable energy resources, and electric vehicles. See the webpages of the utilities: [Duke Energy RFP](#) and [Johnson County REMC](#)

Energy Transition and Pollution Reduction

When evaluating the types of projects on which to focus, the City considers benefits to its residents and community as well as operational savings and benefits to the environment. Such projects include road improvements, trail extension and development and infrastructure improvements. Below are some projects that the City has completed, is in the process of completing or has committed to complete. The City maintains on its website a lists of current projects to keep stakeholders informed about current and recently completed projects.

Parks, Trails & Greenspace

Parks are essential to providing venues for activities, entertainment, and exercise for families and for community events. Trails are essential for exercise, but they also provide for alternative transportation, reducing local greenhouse gas emissions generated by vehicular traffic. Many of the parks assets will be discussed in the “City Initiatives for Community Well Being”. However, the City Parks are also critical to providing greenspace within the community, and the parks and trails are important components to reducing pollution and greenhouse gas emissions. Additionally, the City has planned its park space around areas that may be prone to flooding and are advantageous to its stormwater management needs.

Parks and Trail Resources

Within the City is nearly 400 acres of park space across 17 city parks. More than fifty linear miles of multi-use trails and walkways have been developed, providing a pedestrian and bike friendly environment. Parks, greenspace and greenways connect to city trails. Below are a few of the Parks that provide for needed green space for the communities:



Community Garden

One of the City’s parks that allows residents to rent 20x20 plots to grow plants, flowers, fruits, and vegetables as well as to provide fresh local food to underserved populations.



Freedom Park

Incorporating some of the City’s most popular attractions, including the Freedom Springs Aquatics Center, the park also features a 1.5-mile walking trail, and sports fields. It was planted with over 480 of 1.5-to-2-inch caliper trees over 15 years ago and has a 2-acre stormwater retention pond that is stocked with a variety of fish.



Northwest Park and Northwest Annex Park

Northwest Park includes a natural landscape, enabling residents to immerse in nature with an established tree canopy. Northwest Annex Park provides an immersive forest experience, spanning over 20 acres and crisscrosses Pleasant Run Creek. During flooding events, the park assists with flooding mitigation.



Westside Park

Offering 27 acres of land, the park provides walking trails that trace a Pleasant Creek’s path and meander through a tree canopy and woods, providing walkers and joggers with a scenic natural backdrop and assists with flood mitigation.

Old City Park

Located in downtown Greenwood, Old City Park follows Pleasant Creek from Meridian Street to Madison Avenue and connects Craig Park to the City Cetner Building and Greenwood Public Library.

Additional Green Initiatives



CIRDA Priority Climate Action Plan

The Central Indiana Regional Development Authority ("CIRDA") has completed a climate action plan (CAP) for the greater Indianapolis region, and the City is participating in this planning process. CIRDA received a Climate Pollution Reduction Grant (CPRG) to complete the CAP, and as a part of the completion of the plan, information on both the City and CIRDA region will be compiled related to GhG emission levels, goals/priorities for the reduction of GhG, and CIRDA will be able to track progress toward these goals. The completion of the CAP is the first phase of a two-phase grant program, and its completion positions the region to be eligible for \$4.6 billion in federal funding set aside for project implementation.

Roundabout Development

There are many benefits to the construction of roundabouts related to creating more fluid traffic flow and reducing congestion. By reducing traffic congestion and stoppage, the City is also able to reduce emissions from vehicular traffic that contribute to air pollution and increase greenhouse gas emissions. Greenwood has created multiple roundabouts to assist with traffic flow in the City, and plans to create an additional roundabout at Averitt & Smith Valley Road, near the Greenwood Community High School and the Southwest Elementary School.

Electric Vehicle Charging Stations located in the City

The City recognizes that electric vehicles are currently and will continue to increase in the community, and this necessitates an increase in infrastructure to support this change. Currently, there are 16 charging stations, 12 of which are Level 2 stations and 4 of which are Level 3 stations.

Renewable Energy Resources at City Facilities

Utilizing energy efficient lighting and equipment allows the City to reduce its carbon footprint and also save on operational costs at city facilities. The fieldhouse, community center, streetlights and all stoplights have LED lighting. Variable refrigerant flow (VRF) HVAC systems have been installed at the City's Department of Public Works and its fire station, and the VRF provides improved air quality, reduces energy consumption and is less costly to operate. Additionally, the City has included renewable energy on several city projects, including using geothermal energy at its fire stations and in the plans for a future fire station.



Greenwood Goes Green Initiative

The City's Greenwood Goes Green initiative works to educate and inspire residents and businesses to create a healthy, vibrant, connected community. The initiative includes recycling bins in city offices, adoption of a green purchasing policy to encourage recycled products where economically feasible, and the use of recycled paper for all utility bills. Greenwood Goes Green promotes public awareness and participation through volunteer events and resources supporting a sustainable economy.

City Employee Sustainability/Green Policy

Within the Employee Handbook, the City has established a Sustainability/Green Policy to protect, support and sustain the natural resources and the environment of the community. The City employees comply with the City's Green Committee's initiatives, policies, and programs, all applicable local, state and federal environmental laws and regulations, development plans to protect the health and safety of City employees and citizens and improve environmental performance of City facilities and services.

Waste Management and Recycling

The City, through a third-party provider, has fully automated waste management service. Recycling services are no additional fees or costs to City residents within the City limits. Additionally for over 30 years, the City has recycled tree waste into mulch.

Air Filtration System in City Center

As City employees and citizens returned to the City Center after the COVID-19 pandemic, City leadership was very aware of the importance of maintaining strong air quality in the buildings. The City installed a purification system in the City Center that reduces the spread of viruses that cause airborne illness and other containments.



Building a Resilient Community

"Every amenity that we create in Greenwood, makes the City better for the people and families we serve, and it is certainly a part of the reason the City continues to thrive and grow. "

- Rob Taggart, Executive Director of Parks and Recreation.

Creating a Resilient Community to Support People

Overview

Community resiliency focuses on how a community responds, adapts, and recovers from social challenges and disruptions. Resiliency efforts help instill strong social connections, fostering inclusivity, and ensuring well-being of residents. Greenwood has created initiatives to create an inclusive and supportive environment that enhances the overall well-being of residents and city employees.

In this section, the City's efforts to create a community where all residents can flourish and feel safe. The City plans and provides a myriad of resources to protect its citizens and create an environment that offers a high quality of life.

As an employer, the City provides training to its employees to encourage a welcoming work environment.

Greenwood's growth is not by accident, but rather it is supported by the type of community assets that have been created to support its residents.



City Initiatives for Community Well-Being

Safety First

To have a sustainable community, the City must prioritize safety. Greenwood has active Police and Fire Departments that are both protecting the City on a day-to-day basis and actively planning to reduce the risks and challenges faced by every community. As the City has grown, its public safety employees have also increased, doubling in size.

These departments work together as well as with other agencies and organizations within the City and Johnson County.

Greenwood's Police Department

Police Response to a 2022 Shooting

On July 17, 2022, a gunman opened fire in a mall food court, killing three civilians and injuring several others. The gunman was fatally shot by a legally armed citizen. After this first-time tragic incident, the Greenwood Police Department learned from the experience and trained to better prepare in the future. The Department published an action report to provide a review of law enforcement's response to the incident. The action report includes information from multi-agency debriefing, personal observations, investigative reports, interviews, and digital evidence. The report provides detailed information regarding police process, including the 911 center, law enforcement response, tactical operations, unified command and communications, media relations, criminal investigation, support services, and victim assistance. Within each category, a summary of events is provided, and recommendations are outlined. Based on the action report's recommendations, the Police Department held an immersive active shooter training. The City responded to the shooting by upgrading security and communications in public areas and providing education trainings for active shoot events.

Emergency Management Planning and Training

The Police Department actively plans with community stakeholders, such as the Fire Department and local school districts to address future threats, such as an active shooter. Once a year, there is a multi-jurisdictional training to simulate the need for an emergency response, and this planning and active engagement helps prepare the community coordinated effort to prepare and mitigate the harm resulting from any emergency situation.

The Police Department utilizes Lexipol, an online public safety training platform, for officer training and police officers are required to complete regular target shooting. Recently, the Greenwood Police Department became the first Indiana police agency to integrate virtual reality simulation training to supplement the live ammunition training. Axon, the virtual reality training program, provides realistic scenarios including training to respond to mental health and victim crisis situations.



Mental Health Response Training

In 2022, all Greenwood police officers attended training and were certified in Crisis Intervention Training (CIT). The training focuses on developing collaborative relationships between law enforcement, mental health providers, and individuals impacted by mental illness. The training gives officers the necessary tools and knowledge to achieve more positive outcomes when dealing with people suffering from mental illness. All police officers are required to attend the 40-hour critical incident training.

Addressing Racial Profiling through Training and Awareness

In 2023, the Greenwood Police Department contracted with a nationally recognized consulting firm for an outside, independent evaluation of its vehicle traffic stops and citation issuing practices as a result of concerns related to five patrol officers engaging in racist electronic messaging. The electronic messages transmitted on police department computers raised concerns that evidence of biased policing could be a police department wide behavior. The purpose of the investigation was to discern any race or ethnicity bias. The consulting group evaluated vehicle stops, traffic citations, and criminal-investigative stops by the Greenwood Police Department from July 1, 2022 through June 30, 2023 and compared enforcement actions against benchmarks in order to determine any patterns of bias. After evaluating nearly 10,000 vehicle stops that did not result in a criminal arrest and 430 vehicle stops that did result in a criminal arrest, the consultant determined there was little to no evidence that bias against persons of color exists within the Greenwood Police Department. Disciplinary actions were commenced against the 5 officers, and 4 officers resigned, and one was fired.

As a result of the evaluation and upon recommendations from the consulting group, diversity training has been added to the Police Department's existing training curriculum.

Police Force Community Outreach

The Police Department hosts a police citizens academy to provide the public with a first-hand view of the Police Department. The Department encourages community engagement through participation in school programs, community events, including Shop-With-A-Cop and Crime Stopper events. The Police Department actively works to share pertinent information to the public and uses its social media pages to share information about public safety concerns, updates, and community news.



Greenwood's Fire Department

Overview of the Department and Plans for Growth

The Greenwood Fire Department consists of over 100 employees and provides fire, explosion, rescue, the Emergency Management Agency services (EMS), and hazardous material response for the City. The Department currently operates four fire stations and 12 safety vehicles. The Fire Department monitors data from calls and its response time to ensure the safety of its residents and to maintain and improve its Insurance Services Office (ISO) rating, that is used by insurance companies to determine insurance rates and premiums for properties located within the City. Based upon the City's growth and the data analysis, the City plans to build an additional fire station to serve the growing population in the City's southeast corridor.

Prioritizing Training

While Greenwood's Fire Department has been successful in recruiting new firefighters, much of the Department's team is relatively new, with 77% of the firefighters with less than five years of experience. To mitigate risk, training is mandated at all levels, and firefighters are tasked with additional training to assist newer employees. Weekly shift trainings are coordinated in all areas of fire service and special operations response, keeping firefighters up-to-date on new techniques and familiar with existing industry standards.

Evaluating Operational Efficiencies and Maximizing Resources

Using data analytics, the Fire Department is analyzing use of its engines, ladder trucks and squad vehicles. Based upon an eight-week study in 2023, the Fire Department determined that it saved \$18,800 in November and \$24,600 in December by prioritizing use of its squad cars when appropriate for the type of call/run. Equally, important the ladder and engine trucks were available if needed for more urgent community needs, such as major wrecks and fires. The Fire Chief reports that data drives much of the Department's planning and enables them to better serve the needs of the community and work towards achieving the best ISO rating possible.

Supporting Mental Health Needs

The Greenwood Fire Department Chaplain and Victim Assistance Division provide services to assist victims of illness, injury, fire or disaster with emotional care and available resources. The Chaplain Service also supports Fire Department employees as well as the public cope with traumatic or challenging situations.

Mobile Integrated Healthcare

The Fire Department developed the Mobile Integrated Healthcare program to proactively respond and support residents after an accident. In order to support public health and safety, Mobile Integrated Healthcare guides citizens struggling with mental and behavioral health issues towards providers able to support their needs. This helps decrease non-emergency calls by proactively addressing mental health needs of the community.



Firefighter Recruitment and Retention

One of the main goals of the Fire Department is recruiting and retention of firefighters. City leadership also recognizes the need for more firefighters to support the growing community. To attract more applicants, the Fire Department expanded its hiring prerequisites to allow individuals with little to no experience to apply for the position of firefighter. This process takes place through Public Safety Answers, a company that works with fire departments nationwide to promote hiring and recruitment by offering online applications and interviews, online training, and social media advertising. Through this recruitment process, the Greenwood Fire Department received over 200 applicants for 6 positions in 2023, a nearly 500% applicant increase. In 2024, the Fire Department saw another increase and received over 300 applications for 24 new firefighter positions. Due to the continued growth in Greenwood, the City is planning to construct a new fire station in the southeast corridor. Data from GIS mapping and response time tracking was collected to decide the location of the new fire station that would provide the most benefit to the needs of the community as well as maintain and improve the Fire Department's response time goals.

Community Outreach

The Fire Department hosts training opportunities around fire prevention and severe weather training and look for opportunities to be visible within the community. The Fire Department hosts Touch-a-Truck events and provide station tours to allow children to learn about their operations and equipment. Firefighters also visit schools throughout the community and make presentations to students. Additional CPR training is taught in conjunction with other training. Ride along opportunities are made available to the public. The Fire Department has a public engagement officer who assists the Department with posting news and updates to social media platforms, designed to target different demographics within the community.



Community Recreational Facilities

Greenwood is committed to providing residents with amenities that serve the well-being of the community. As was discussed in the Environmental Resiliency section of this report the City has developed and continues to maintain a robust parks and trail system, comprised of 17 parks spanning nearly 400 acres and more than 50 miles of multi-use trails and walkways. These amenities are not only providing residents with greenspace, but they also provide the community with places to gather, play, explore and to have fun. The City has an outdoor amphitheater for performing arts and hosts an outdoor summer concert series. The Parks Department also supports events such as Arts on the Trail, events at the municipal airport, and Freedom Feast. In the summer, camps are offered to support families. Below are a few highlights of some of the other City-supported amenities.

The Fieldhouse

In 2022, the City celebrated the grand opening of the Greenwood Fieldhouse. The fieldhouse features indoor turf fields, basketball courts, pickleball courts, golf simulators, batting cages, and a walking track.

Freedom Park Pickleball

In June 2024, the City completed the construction of a 16 court pickleball facility at Freedom Park. The new complex has the ability to host national pickleball tournaments and increase tourism throughout the City.

Greenwood Community Center

The Greenwood Community Center was renovated in 2016 to provide a workout area, a two-story space for children that offers STEAM-focused play (KiD CiTY), two full-court basketball courts, and meeting spaces. The Community Center provides a space for residents to work out and offers an educational play area for kids. To enjoy the Community Center, individuals can purchase a day pass, a multiple day punch card or an annual membership. Silver Sneakers programming and Prime memberships are offered at the center.



Community & Economic Development



Greenwood Redevelopment Commission

The Greenwood Redevelopment Commission (RDC) works to grow and attract businesses to the community through a variety of initiatives such as funding, execution and strategic design of various development projects. The RDC promotes grants to other taxing units' projects that align with economic development.

Local Business Support

The Greenwood RDC encourages private business investment through G.R.O.W. initiatives to help drive economic growth. The Greenwood Revitalization and Opportunity for Workplace (G.R.O.W.) Initiative offers local businesses matching funds to restore, upgrade, and enhance building exteriors including facades, signage, art installation, landscaping, green infrastructure, lighting, decorative fencing, and other exterior improvements. The G.R.O.W. Sign Initiative offers matching funds to restore, upgrade, and enhance business signs and lighting.

Central Nine Career Center

The Central Nine Career Center, located in Greenwood, provides technical education allowing students the opportunity to make workforce connections, gain work experience, and explore different career paths. The City has supported the Central Nine Career Center through a grant program for the purpose of funding security equipment and security programs.

Aspire Economic Development + Chamber Alliance

Aspire Economic Development + Chamber Alliance - Greenwood is part of Aspire Johnson County, the local economic development organization working to attract, retain and expand business in the County. Aspire offers resources to entrepreneurs, small businesses, and large corporations. Aspire hosts several events and programs including community and networking events to bring together organizations and businesses. Its five-year Economic Development Strategic Plan has targeted two key measures of success by 2025 to: (1) attract/develop 50% more advanced industries jobs, and (2) grow average annual wage by 15% for all workers. The plan also includes five goals and strategies focused on boosting business and industry development, site development, creating community collaboration and engagement, embracing and pursuing opportunities for livability and quality of place, and delivering robust education and workforce.

Community Initiatives

Community Development Block Grant Local Uses



The City uses its CDBG funding to make the City more livable. These funds help address community needs such as food insecurity, elderly programming, job training, child support and providing of wrap around services. Each year, the City provides a Consolidated Annual Performance and Evaluation Report (CAPER) to discuss accomplishments of the program. In its most recent 2022 CAPER, the City highlighted projects that expanded public services in the City, continued improvements at Northeast Park to complete a multi-use trail to connect a neighborhood and a nearby school, and inaugurating an owner-occupied repair program for homeowners through the Habitat for Humanity of Johnson County.

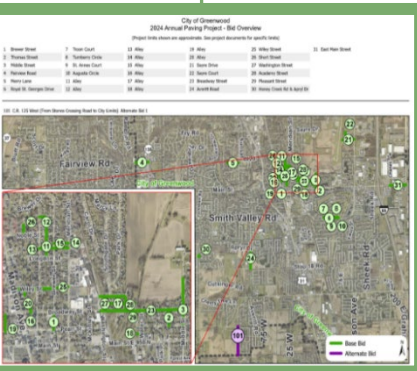
Actively Combating Addiction in the City and County



Johnson County recognizes that overdose deaths from drugs, primarily fentanyl is a community problem. According to the county coroner, 28 deaths were recorded in 2023, and this was a slight decrease from 40 in 2022 and 45 in 2021. The County has worked to make Narcan more readily available to prevent deaths and public safety employees are trained on how to use Narcan. Mental health services have also been integrated into follow up for individuals who have survived overdoses. There is a prevalence of problem-solving courts in Johnson County, including a re-entry court, a drug court, and a mental health court to help criminals who are addicts.

Upstream Prevention, supported by the Indiana Department of Health, Duke Energy Foundation and Overdose Lifeline, has installed NaloxBoxes in Johnson County, stocked with naloxone, a medication that can reverse an opioid overdose, as well as with instructions and resources for recovery. These boxes are placed throughout the County and in Greenwood are located at the Salvation Army, the public library, the Disabled American Veterans Department of Indiana and at the Valle Vista Health System outpatient center and hospital.

Maximizing Funding for Local Street Improvements



Support for City Employees

The City recognizes that the health and well-being of its employees is important. Greenwood supports employees by working to provide competitive salaries, wages and benefits. In addition to the public safety training outlined earlier, all City employees are required to complete training to ensure a positive and safe work environment.

Employee Benefits

City of Greenwood employees are provided with many benefits, including:

- Medical, dental, and vision insurance
- Flexible spending and dependent care
- Life insurance
- FMLA
- Disability leave
- Holiday pay and PTO
- Indiana Public Retirement System and 1977 Police and Fire Fund
- Employee Assistance Program

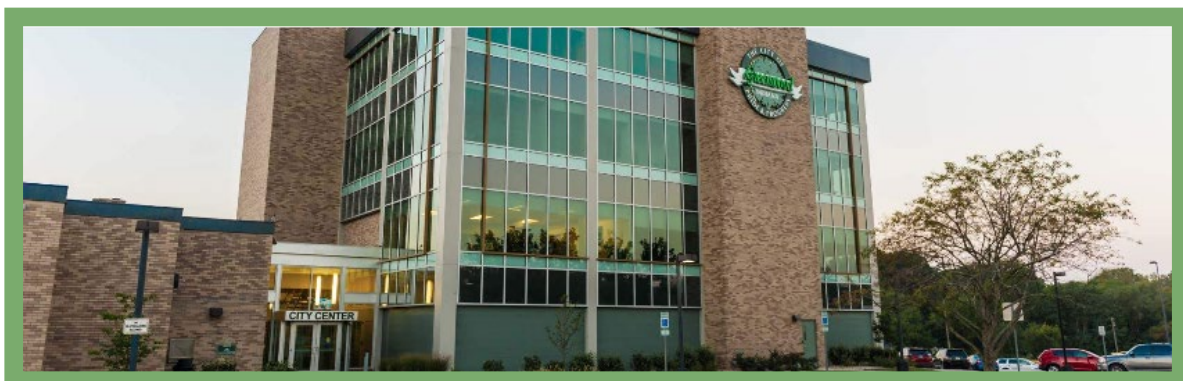
Employee Health and Wellness Center and Community Facilities Access

The City of Greenwood Employee Health and Wellness Center is a medical clinic that provides City employees with health services at no cost for employees and dependents enrolled with City benefits. Full-time employees without City benefits can also use the clinic for a small fee. In April 2022, the City launched a Wellness Program in order to combat increasing out of pocket expenses from the City's healthcare plan. This program strives to improve employees' health by proactively treating preventable health conditions while also maintaining a strong benefits package. Employees participating in the Wellness Program receive a premium credit of 30% toward medical plan costs.

Employees benefit from free memberships to community amenities such as the Greenwood Community Center and Greenwood Fieldhouse.

Employee Compensation

The City's administration recognizes the importance of having qualified, competent and dedicated employees to effectively operate the City and provide quality service to the community. Each year, the City participates in the Association of Indiana Municipality's salary survey to make sure that City employees are compensated fairly and in similar pay ranges to other Indiana municipalities. The City is able to review the completed survey to assess whether pay increases should be considered based on this data.





Resiliency Summary

Every day, each month, and year after year, Greenwood is focused on the issues discussed in this Resiliency Report. It is these initiatives, policies, services and projects that will reduce risks related to the continued and effective operation of City government and will guide the City, as a whole, in a positive direction.

City leaders have taken the time to provide information for this Report and discuss the challenges the City faces to provide its stakeholders and potential investors with a better understanding of how the City is positioned to handle these issues and to tackle future challenges that will emerge.

The City continues to evaluate policies and practices, service delivery to its constituents, and to plan for its future. All efforts of the City administration and its employees are ultimately focused on creating a Resilient Greenwood.



Team Members

Mayor Mark Myers

City of Greenwood Mayor

Deputy Mayor Terry McLaughlin

City of Greenwood Deputy Mayor

Greg Wright

City Controller

Kevin Steinmetz

Capital Projects Manager

Mark St. John

City Engineer

Gabriel Nelson

Planning Director

Christopher Jones

Stormwater Superintendent

Lisa Vest

Director of Human Resources

Robert Taggart

Executive Director of Parks and Recreation

Chief James Ison

Greenwood Police Department

Chief Jayme Washel

Greenwood Fire Department

Sam Hodson

Corporation Counsel



Document Resources

2024 Citizens Budget Report

Stormwater Master Plan

Stormwater Technical Manual

Parks Master Plan

2024 Community Engagement Report

Greenwood Police Department 2023 Annual Report

2019-2023 Community Development Block Grant Consolidated Action Plan

Examining Fairness in the Stops and Citations by the Greenwood Police Department

2022 After Action Report - Greenwood Park Mall Shooting

Greenwood Comprehensive Plan Process Presentation

Greenwood Employee Handbook

Greenwood 2024 Benefits Plan

Greenwood Harassment Policy

Johnson County Multi-Hazard Mitigation Plan

Unified Development Ordinance

Webpage Resources

[City of Greenwood](#)

[Financial Transparency Portal](#)

[Finance Department](#)

[Plan Greenwood](#)

[Greenwood Goes Green](#)

[G.R.O.W. Initiative](#)

[Community Development Block Grants](#)

[Aspire Economic Development +
Chamber Alliance](#)

[Risk Factor Greenwood](#)

[FEMA National Risk Index](#)



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