



Date: July 24, 2026
9:00 am – 10:30 am

Hornet Park Community Center
5245 Hornet Avenue
Beech Grove, IN 46107

MEETING AGENDA

1. Welcome & Introductions	Chair	5 min.
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ITEMS FOR APPROVAL

2. Minutes from May 15, 2026	Chair	1 min.
3. Acceptance of Financial Report		
a) Memo		
b) Income Statement	Sean Northup	5 min.
c) Balance Sheet		
4. IMPO Financial Resolution		
a) Memo		
b) HNTB Amendment 3	Anna Gremling	5 min.
c) Resolution 2026-EXEC-010		
5. READI Resolution		
a) Memo		
b) HWC Amendment 1	Anna Gremling	5 min.
c) Resolution 2026-EXEC-009		
6. Title VI		
a) Memo		
b) Resolution 2026-EXEC-011	Anna Gremling	5 min.
c) Title VI and Non-Discrimination Policies		

STATUS UPDATES

7. Strategic Plan	Joseph Garrity	20 min.
a) Mid-Ohio Regional Planning Commission Housings		
b) Housing Toolkit		
c) Prioritization Exercise	Sean Northup	20 min.

OTHER ITEMS OF BUSINESS

8. Federal Exchange Agreement/Call for Projects for FY30 and FY31	Anna Gremling
9. IMPO Federal Certification Report	Anna Gremling
10. Adjournment	Chair

**Indianapolis Metropolitan Planning Organization
Executive Committees Meeting Minutes
May 15, 2026**

9:00 a.m.

IndyGo West Campus 1501 W Washington St, Indianapolis, IN 46222

Executive Committee Members

✓ = Present (blank) = Absent

✓	City of Indianapolis	Todd Wilson	✓	Town of Avon	Ryan Cannon
	City of Greenwood	Mark Myers	✓	City of Franklin	Steve Barnett
✓	City of Beech Grove	James Coffman	✓	Town of Plainfield*	Natasha Jensen-Matta
✓	Hamilton County	Mark Heirbrandt		IndyGo	Jennifer Pyrz
✓	Hendricks County	Eric Wathen		Proxy- Indianapolis	Nathan Sheets
	Proxy-Hamilton	Brad Davis	✓	Proxy-IndyGo	Ryan Willhite
	Proxy-Hendricks	Tim Dombrosky		Proxy-Avon	Steve Moore

*Natasha Jensen-Matta is the temporary proxy for Andrew Klinger while he is out on leave.

Others Present

Anna Gremling – Indianapolis MPO	Sean Northup – Indianapolis MPO
Krysten Sanchez – Indianapolis MPO	Jennifer Krull – Indianapolis MPO
Laura Drascic – Indianapolis MPO	Rich Overmeyer – Fourth Economy

1. WELCOME

Steve Barnett called the meeting to order at 9:03am and asked members to introduce themselves.

ITEMS FOR APPROVAL

2. MINUTES FROM MARCH 22, 2026, EXECUTIVE COMMITTEE MEETING

Steve Barnett took the vote to approve the meeting minutes.

Member	Result	Member	Result	Member	Result
City of Indianapolis	Approve	Hamilton County	Approve	Hendricks County	Approve
City of Beech Grove	Approve	City of Franklin	Approve	Town of Plainfield	Approve
Town of Avon	Approve	IndyGo	Approve		

Mark Heirbrandt moved to approve the meeting minutes.

Ryan Willhite seconded the motion. A voice vote was conducted.

Minutes from March 22, 2026, approved.

MOTION PASSES.

3. ACCEPTANCE OF FINANCIAL REPORT

Kristyn Sanchez reviewed the income statement, balance sheet and memo. Sanchez noted that the IMPO received 75% of the SFY 2026 annual allocation in Federal Funds Exchange dollars from INDOT and the remaining 25% was requested by the IMPO on April 6th, 2026. It was also stated that the IMPO has spent 16.2% on the 2026 PL account at the end of the first quarter. As of Q1, the IMPO has spent approximately \$310K of the \$480K SS4A grant and has used 49% of staff hours allotted on the grant. Willhite asked why 100% of the FFE dollars aren't received at one. Sanchez mentioned it is the FFE access to the money. The next audit will start in late summer.

Steve Barnett took the vote to accept the financial report.

Member	Result	Member	Result	Member	Result
City of Indianapolis	Approve	Hamilton County	Approve	Hendricks County	Approve
City of Beech Grove	Approve	City of Franklin	Approve	Town of Plainfield	Approve
Town of Avon	Approve	IndyGo	Approve		

Ryan Willhite moved to approve the financial report.
Mark Heirbrandt seconded the motion. A voice vote was conducted.
 Financial report was approved.
 MOTION PASSES.

4. 2026 IMPO HUMAN RESOURCES MANUAL UPDATE

Anna Gremling introduced the IMPO updated Human Resource Manual (a.k.a. the Employee Handbook) requested changes to continually improve and keep current with evolving needs and industry standards by updates and revisions. The HR Manual provides updated policies and guidance for employees and supervisors in the daily execution of their roles with the IMPO. These changes refer to Resolution 2026-EXEC-0008. The updates include accommodations for nursing mothers, hours of work, remote work, temporary remote out of state work, workers compensation insurance and final pay when leaving the IMPO.

Member	Result
City of Indianapolis	Approve
City of Beech Grove	Approve
Town of Avon	Approve

Member	Result
Hamilton County	Approve
City of Franklin	Approve
IndyGo	Approve

Member	Result
Hendricks County	Approve
Town of Plainfield	Approve

Mark Heirbrandt moved to approve Resolution 2026-EXEC-0008
Ryan Willhite seconded the motion. A voice vote was conducted.
 Resolution 2025-EXEC-0008 was approved.
 MOTION PASSES.

5. IMPO FINANCIAL RESOLUTIONS

Anna Gremling discussed the financial contract for approval, an amendment for Resolution 2026-EXEC-0009. This is the first amendment for High Street Consulting Group contract. This amendment is for additional project management hours extending the contract through 2027, MiTIP integration and technical support, and on-call assistance during the first call for projects using the new scoring criteria. Amount not to exceed \$99,990.00 utilizing 80% federal funds provided by the IMPO (\$79,992.00) and 20% match from local match membership dues (\$19,998.00). The agreement extends to December 31, 2027. Original approved amount \$214,993.00

Member	Result
City of Indianapolis	Approve
City of Beech Grove	Approve
Town of Avon	Approve

Member	Result
Hamilton County	Approve
City of Franklin	Approve
IndyGo	Approve

Member	Result
Hendricks County	Approve
Town of Plainfield	Approve

Todd Wilson moved to approve Resolution 2026-EXEC-0009
Ryan Willhite seconded the motion. A voice vote was conducted.
 Resolution 2026-EXEC-0009 was approved.
 MOTION PASSES

6. FEDERAL EXCHANGE CONTRACTS

Kristyn Sanchez discussed the Federal Funding Exchange Contracts and Resolution 2026-EXEC-007. There were seven total contracts reviewed with the committee. The five contracts for Indianapolis were Advances Traffic Management Systems, Knozone Awareness Program, High School Road over CSX, 38th Street over Little Eagle Creek Bridge and 46th Street over Indian Creek Bridge. The sixth contract is in Plainfield for Quaker Blvd and CR 750 Roundabout. The final contract discussed was for CIRT – Commuter Connect Carpool Vanpool Programs.

Member	Result
City of Indianapolis	Approve
City of Beech Grove	Approve
Town of Avon	Approve

Member	Result
Hamilton County	Approve
City of Franklin	Approve
IndyGo	Approve

Member	Result
Hendricks County	Approve
Town of Plainfield	Approve

Ryan Willhite moved to approve Resolution 2026-EXEC-0007
James Coffman seconded the motion. A voice vote was conducted.
 Resolution 2025-EXEC-0019 was approved.
 MOTION PASSES

7. STRATEGIC PLAN

Anna Gremling notified the committee that Joseph Garrity won't be presenting due to an emergency. Anna introduced Rich Overmeyer from Fourth Economy who presented the agenda packet for the Strategic Planning trip next month to Atlanta.

OTHER UPDATES

8. IMPO CERTIFICATION OVERVIEW

Anna Gremling stated the IMPO certification was complete. The results have not been shared yet – the report should be coming late July.

9. UPCOMING INDOT DISCUSSIONS

Anna Gremling meeting to discuss the importance of the Federal Funds Exchange agreement. Agreement to add a tolling module for the possibility of tolling in the future. Sean Northup has started on the 2027 budget.

Sean Northup stated the MIBOR Community Performance survey is complete and will be presented later. The information will be shared with the committee.

10. ADJOURNMENT

Mayor Steve Barnett made a motion for adjournment.

Todd Wilson moved to adjourn the May 15, 2026, Executive Committee meeting at 9:57am.

Eric Wathen seconded the motion. A voice call was conducted.

The May 15, 2026, Executive Committee meeting was adjourned.

MOTION PASSES.

Indianapolis Metropolitan Planning Organization Membership List

Updated: May 10, 2026

Local Public Agency	Executive Committee	Role	Term Start	Term End	Appointing Authority
City of Greenwood	Mayor Mark Myers	Chair <i>Proxy</i>	2/11/2025	2/17/2027	IMPO Policy Committee Mayor Mark Myers
City of Indianapolis	Todd Wilson Nathan Sheets	Member <i>Proxy</i>	2/21/2024	2/18/2026	IMPO Policy Committee Mayor Joe Hogsett
City of Franklin	Mayor Steve Barnett	Vice Chair <i>Proxy</i>	2/11/2025	2/17/2027	IMPO Policy Committee Mayor Steve Barnett
Town of Avon	Ryan Cannon Steve Moore	Member <i>Proxy</i>	2/21/2026	2/18/2028	IMPO Policy Committee Avon Town Council
City of Beech Grove	James Coffman	Member <i>Proxy</i>	2/21/2026	2/18/2028	IMPO Policy Committee Mayor James Coffman
Hamilton County	Mark Heirbrandt Brad Davis	Member <i>Proxy</i>	2/21/2026	2/18/2028	IMPO Policy Committee Hamilton County Commissioners
Town of Plainfield	Andrew Klinger Natasha Jenson-Matta	Member <i>Proxy</i>	2/11/2025	2/17/2027	IMPO Policy Committee Plainfield Town Council
Hendricks County	Eric Wathen Tim Dombrosky	Member <i>Proxy</i>	2/11/2025	2/17/2027	IMPO Policy Committee Hendricks County Commissioners
IndyGo	Jennifer Pyrz Ryan Wilhite	Member <i>Proxy</i>	2/21/2026 2/21/2026	2/18/2028 2/18/2028	IMPO Policy Committee IndyGo Board of Directors



Memo

To: IMPO Exec Committee

From: Kristyn Sanchez

Date: July 17, 2026

Re: Financial Statements

Revenue

- Reimbursed from INDOT for 2026 PL funding through May 2026.
- 2027 local match dues are being sent to Policy & Technical Committee reps.
- Over \$800k in interest earned on FFE investments for Jan – June 2026

Expenses

- Q1 + Q2 spent 40% of the IMPO's 2026 PL purchase order.
- READI regions are 92.6% disbursed.
- 2026 FFE has sent 27.8% of funding to LPAs

**Indianapolis Metropolitan Planning Organization
Income Statement
From Jan 2026 to Jul 2026**

Financial Row	2024 PL Amount	2025 FFE Amount	2025 PL Amount	2025 PL 2.5% S&A Amount	2026 FFE Amount	2026 PL Amount	2027 PL Amount	EPA Climate Pollution Reduction Amount	READI - 180 Alliance Amount	READI - 70-40 Amount	SS4A Amount	zzz N/A Amount	Total Amount
Ordinary Income/Expense													
Income													
4000 - Revenue from													
4010 - Federal grants	\$0.00	\$0.00	\$641,932.09	\$0.01	\$0.00	\$1,153,645.34	\$0.00	\$7,498.12	\$0.00	\$0.00	\$248,232.51	\$0.00	\$2,051,308.07
4030 - Local government grants	\$0.00	\$206,007.60	\$0.00	\$0.00	\$0.00	\$94,566.60	\$0.00	\$0.00	\$1,942,298.84	\$523,486.73	\$0.00	\$0.00	\$2,766,359.77
Total - 4000 - Revenue from	\$0.00	\$206,007.60	\$641,932.09	\$0.01	\$0.00	\$1,248,211.94	\$0.00	\$7,498.12	\$1,942,298.84	\$523,486.73	\$248,232.51	\$0.00	\$4,817,667.84
5000 - Revenue local match	\$0.00	\$0.00	\$0.00	\$0.00	\$15,943,936.00	\$85,900.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$16,029,836.00
5100 - Revenue from membership dues	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,000.00	\$224,026.09	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$234,026.09
5200 - Revenue from investments													
5210 - Interest on Excess	\$0.00	\$19,483.37	\$0.00	\$0.00	\$51,779.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$71,262.90
5220 - FFE Bond Interest	\$0.00	\$728,000.67	\$0.00	\$0.00	\$89,216.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$817,216.82
Total - 5200 - Revenue from investments	\$0.00	\$747,484.04	\$0.00	\$0.00	\$140,995.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$888,479.72
Total - Income	\$0.00	\$953,491.64	\$641,932.09	\$0.01	\$16,084,931.68	\$1,344,111.94	\$224,026.09	\$7,498.12	\$1,942,298.84	\$523,486.73	\$248,232.51	\$0.00	\$21,970,009.65
Gross Profit	\$0.00	\$953,491.64	\$641,932.09	\$0.01	\$16,084,931.68	\$1,344,111.94	\$224,026.09	\$7,498.12	\$1,942,298.84	\$523,486.73	\$248,232.51	\$0.00	\$21,970,009.65
Expense													
6000 - Expenses	\$0.00	\$0.00	\$0.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.08
7200 - Salaries & related expenses													
7210 - Regular Salaries & wages	\$0.00	\$0.00	\$130,690.73	\$0.00	\$0.00	\$388,962.32	\$0.00	\$4,123.59	\$5,859.09	\$3,346.67	\$21,199.24	\$0.00	\$554,181.64
7212 - Other Pay	\$0.00	\$0.00	\$266.09	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$266.09
7214 - Benefit leave pay	\$0.00	\$0.00	\$56,997.57	\$0.00	\$0.00	\$70,193.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$127,191.53
7218 - Disability insurance	\$0.00	\$0.00	\$1,070.54	\$0.00	\$0.00	\$3,395.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,466.50
7220 - PERF hybrid	\$0.00	\$0.00	\$16,573.44	\$0.00	\$0.00	\$36,533.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$53,107.07
7221 - My Choice	\$0.00	\$0.00	\$4,328.01	\$0.00	\$0.00	\$10,660.44	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,988.45
7222 - Millie Morgan	\$0.00	\$0.00	\$562.34	\$0.00	\$0.00	\$1,769.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,331.49
7230 - Health insurance	\$0.00	\$0.00	\$23,779.89	\$0.00	\$0.00	\$77,684.28	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$101,464.17
7234 - Life insurance	\$0.00	\$0.00	\$159.58	\$0.00	\$0.00	\$506.82	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$666.40
7242 - HSA contribution	\$0.00	\$0.00	\$2,500.00	\$0.00	\$0.00	\$1,562.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,062.50
7244 - Admin fee & stop loss	\$0.00	\$0.00	\$240.00	\$0.00	\$0.00	\$120.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$360.00
7250 - Social security	\$0.00	\$0.00	\$12,026.73	\$0.00	\$0.00	\$27,942.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$39,968.88
7252 - Medicare ER	\$0.00	\$0.00	\$2,812.69	\$0.00	\$0.00	\$6,534.87	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,347.56
7256 - SUTA	\$0.00	\$0.00	\$675.81	\$0.00	\$0.00	\$400.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,076.34
Total - 7200 - Salaries & related expenses	\$0.00	\$0.00	\$252,683.42	\$0.00	\$0.00	\$626,266.61	\$0.00	\$4,123.59	\$5,859.09	\$3,346.67	\$21,199.24	\$0.00	\$913,478.62
7500 - Contract service expenses													
7520 - Legal fees	\$0.00	\$0.00	\$7,048.04	\$0.00	\$0.00	\$12,221.26	\$0.00	\$0.00	\$2,239.62	\$0.00	\$0.00	\$0.00	\$21,508.92
7580 - Public Notices	\$0.00	\$0.00	\$199.68	\$0.00	\$0.00	\$341.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$541.00
Total - 7500 - Contract service expenses	\$0.00	\$0.00	\$7,247.72	\$0.00	\$0.00	\$12,562.58	\$0.00	\$0.00	\$2,239.62	\$0.00	\$0.00	\$0.00	\$22,049.92
8000 - Contractual consulting services	\$192.00	\$0.00	\$273,539.66	\$0.00	\$0.00	\$709,731.59	\$0.00	\$0.00	\$1,537,957.02	\$50,765.87	\$342,989.09	\$0.00	\$2,915,175.23
8100 - Nonpersonnel expenses													
8110 - Office Supplies	\$0.00	\$0.00	\$1,569.54	\$0.00	\$0.00	\$3,999.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,569.15
8111 - Food & Beverage	\$0.00	\$0.00	\$300.16	\$0.00	\$0.00	\$1,041.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,341.41
8115 - Miscellaneous Expense	\$0.00	\$0.00	\$350.00	\$0.00	\$0.00	(\$60.62)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$289.38
8120 - Contractual data services	\$0.00	\$0.00	\$15,896.90	\$0.00	\$0.00	\$128,101.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$143,998.53
8130 - Telephone & cell phone	\$0.00	\$0.00	\$1,300.00	\$0.00	\$0.00	\$7,645.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,945.63
8140 - Postage & shipping	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$30.39	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$30.39
8170 - Printing & copying	\$0.00	\$0.00	\$455.00	\$0.00	\$0.00	\$1,615.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,070.66
8180 - Books, subscriptions, references	\$0.00	\$0.00	\$89.94	\$0.00	\$0.00	\$13,585.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,675.42
Total - 8100 - Nonpersonnel expenses	\$0.00	\$0.00	\$19,961.54	\$0.00	\$0.00	\$155,959.03	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$175,920.57
8200 - Facility & equipment expenses													
8210 - Rent and other occupancy expense	\$0.00	\$0.00	\$31,932.50	\$0.00	\$0.00	\$36,092.47	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$68,024.97
8220 - Parking garage expense	\$0.00	\$0.00	\$850.00	\$0.00	\$0.00	\$1,955.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,805.00
8265 - Capital Assets	\$0.00	\$0.00	\$1,453.47	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,453.47
8270 - Depreciation expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,702.90	\$6,702.90
Total - 8200 - Facility & equipment expenses	\$0.00	\$0.00	\$34,235.97	\$0.00	\$0.00	\$38,047.47	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,702.90	\$78,986.34

**Indianapolis Metropolitan Planning Organization
Income Statement
From Jan 2026 to Jul 2026**

Financial Row	2024 PL Amount	2025 FFE Amount	2025 PL Amount	2025 PL 2.5% S&A Amount	2026 FFE Amount	2026 PL Amount	2027 PL Amount	EPA Climate Pollution Reduction Amount	READI - 180 Alliance Amount	READI - 70-40 Amount	SS4A Amount	zzz N/A Amount	Total Amount
8300 - Travel expenses (lodging transportation and per diem)													
8310 - Mileage	\$0.00	\$0.00	\$10.15	\$0.00	\$0.00	\$1,692.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,702.47
8320 - Registration fees	\$0.00	\$0.00	\$920.75	\$0.00	\$0.00	\$4,633.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,554.73
8399 - Travel expenses - other	\$0.00	\$0.00	(\$815.24)	\$0.00	\$0.00	\$13,614.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,799.65
Total - 8300 - Travel expenses (lodging transportation and per diem)	\$0.00	\$0.00	\$115.66	\$0.00	\$0.00	\$19,941.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20,056.85
8400 - Federal Funds Exchange	\$0.00	\$25,330,619.76	\$0.00	\$0.00	\$7,014,673.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$32,345,292.76
Total - Expense	\$192.00	\$25,330,619.76	\$587,784.05	\$0.00	\$7,014,673.00	\$1,562,508.47	\$0.00	\$4,123.59	\$1,546,055.73	\$54,112.54	\$364,188.33	\$6,702.90	\$36,470,960.37
Net Ordinary Income	(\$192.00)	(\$24,377,128.12)	\$54,148.04	\$0.01	\$9,070,258.68	(\$218,396.53)	\$224,026.09	\$3,374.53	\$396,243.11	\$469,374.19	(\$115,955.82)	(\$6,702.90)	(\$14,500,950.72)
Other Income and Expenses													
Other Expense													
8500 - Other expenses													
8520 - Insurance - non-employee related	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$19,647.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$19,647.00
8530 - Membership dues - organization	\$0.00	\$0.00	\$2,000.00	\$0.00	\$0.00	\$12,575.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,575.75
8560 - Outside computer services (IT)	\$0.00	\$0.00	\$207.94	\$0.00	\$0.00	\$714.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$922.54
8570 - Advertising expenses	\$0.00	\$0.00	\$280.97	\$0.00	\$0.00	\$735.01	\$0.00	\$67.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,082.98
8590 - Software licenses	\$0.00	\$0.00	\$89,717.28	\$0.00	\$0.00	\$29,799.79	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$119,517.07
8598 - Sponsorships	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,750.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,750.00
8599 - Other expenses - other	\$0.00	\$0.00	\$51.19	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$51.19
Total - 8500 - Other expenses	\$0.00	\$0.00	\$92,257.38	\$0.00	\$0.00	\$68,222.15	\$0.00	\$67.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160,546.53
Total - Other Expense	\$0.00	\$0.00	\$92,257.38	\$0.00	\$0.00	\$68,222.15	\$0.00	\$67.00	\$0.00	\$0.00	\$0.00	\$0.00	\$160,546.53
Net Other Income	\$0.00	\$0.00	(\$92,257.38)	\$0.00	\$0.00	(\$68,222.15)	\$0.00	(\$67.00)	\$0.00	\$0.00	\$0.00	\$0.00	(\$160,546.53)
Net Income	(\$192.00)	(\$24,377,128.12)	(\$38,109.34)	\$0.01	\$9,070,258.68	(\$286,618.68)	\$224,026.09	\$3,307.53	\$396,243.11	\$469,374.19	(\$115,955.82)	(\$6,702.90)	(\$14,661,497.25)

Indianapolis Metropolitan Planning Organization
Balance Sheet
As of July 14, 2026

Financial Row	Amount
ASSETS	
Current Assets	
Bank	
1000 - Cash	
1010 - Checking Account	\$1,126,069.34
1012 - Federal Funds Exchange	\$206,988.97
Total - 1000 - Cash	\$1,333,058.31
Total Bank	\$1,333,058.31
Accounts Receivable	
1100 - Accounts Receivable	
1110 - Accounts receivable/Member receivable	\$91,003.47
Total - 1100 - Accounts Receivable	\$91,003.47
1120 - Receivables - Matching Funds	\$326,228.19
Total Accounts Receivable	\$417,231.66
Other Current Asset	
1500 - Investments	
1510 - Federal Funds Exchange	\$46,185,230.32
Total - 1500 - Investments	\$46,185,230.32
Total Other Current Asset	\$46,187,171.65
Total Current Assets	\$47,937,461.62
Fixed Assets	
1600 - Fixed operating assets	
1620 - Furniture, fixtures, & equip	\$89,067.58
Total - 1600 - Fixed operating assets	\$89,067.58
1700 - Accum deprec - fixed operating assets	
1745 - Accum deprec - furn,fix,equip	(\$107,234.27)
Total - 1700 - Accum deprec - fixed operating assets	(\$107,234.27)
Total Fixed Assets	(\$18,166.69)
Total ASSETS	\$47,919,294.93
Liabilities & Equity	
Current Liabilities	
Accounts Payable	
2000 - Accounts Payable	
2010 - Accounts payable	\$12,575.75
Total - 2000 - Accounts Payable	\$12,575.75
Total Accounts Payable	\$12,575.75
Other Current Liability	
2100 - Accrued liabilities	
2138 - Disability insurance withholding	(\$617.13)
2140 - MyChoice withholding	(\$236.58)
2141 - Health insurance withholding	\$10,066.39
2142 - Dental insurance withholding	(\$395.92)
2143 - Vision insurance withholding	\$65.79
2144 - Life insurance withholding	\$364.16
2145 - HSA contribution withholding	\$1,500.05
2146 - Dependent Care FSA Withholding	\$2,917.76
2148 - SUTA withholding	(\$355.79)
2149 - Millie Morgan withholding	(\$27.75)
Total - 2100 - Accrued liabilities	\$10,993.37
Total Other Current Liability	\$10,993.37
Total Current Liabilities	\$23,569.12
Equity	
Retained Earnings	\$62,690,245.68
Net Income	(\$14,794,519.87)
Total Equity	\$47,895,725.81
Total Liabilities & Equity	\$47,919,294.93



Memo

To: IMPO Exec Committee
From: Anna Gremling
Date: July 24, 2026
Re: Resolution 2026-EXEC-010

Resolution 2026- EXEC-010 includes one amendment, which enables the Executive Director to amend agreements with vendors for products and services as described:

HNTB Corporation – Indianapolis Regional Transportation Improvement Program (IRTIP) Call for Projects Engineering Support

- a. This second amendment is to add scope and fee for additional project work and cost estimate reviews associated with the IMPO's Call for Projects for state fiscal years 2030 and 2031.
- b. RFP
- c. Total Cost: \$25,000.00 (\$20,000 / 80% federal funding and \$5,000 / 20% local match). The initial contract was \$99,500, and the first amendment was \$10,500. The overall total cost including the initial contract and both amendments is \$135,000.
- d. Term extends to 12/31/27.

**A RESOLUTION OF THE EXECUTIVE COMMITTEE OF
THE INDIANAPOLIS METROPOLITAN PLANNING ORGANIZATION
APPROVING AN AMENDMENT TO THE CURRENT CONTRACT WITH HNTB
CORP.**

Resolution Number 2026-EXEC-010

WHEREAS, the Indianapolis Metropolitan Planning Organization (the “IMPO”) is charged with the responsibility of providing for the continuing, cooperative and comprehensive transportation planning process for the Indianapolis Metropolitan Planning Area (“Planning Area”); and

WHEREAS, the IMPO Executive Committee (“Executive Committee”), a committee of the IMPO, is the overseeing body for the IMPO, other than for transportation-related funding activities of the IMPO under applicable U.S. Department of Transportation regulations; and

WHEREAS, it is the desire of the Executive Committee to authorize and approve certain actions as further set forth in this Resolution.

NOW, THEREFORE, BE IT RESOLVED, by the Executive Committee of the IMPO as follows:

SECTION 1: That the Executive Director is approved and authorized to negotiate and enter into the contracts and agreements listed in Exhibit A attached hereto and incorporated by reference.

SECTION 2: That any prior action taken by the Executive Director or any staff necessary in connection with the item or items approved herein is hereby ratified and adopted as actions on behalf of the IMPO.

SECTION 3: That any officer, including but not limited to the Executive Director of the IMPO, and each of them, is authorized and empowered to take any and all action necessary and to execute all agreements, instruments and other documents, in such form and as each of such officer(s) considers necessary or desirable to effectuate the foregoing resolutions and to carry out the purposes thereof; the taking of any such action and execution of any such agreement, instrument or document to be conclusive evidence of the due authorization thereof by the Executive Committee of the IMPO.

SECTION 4: This Resolution shall be effective immediately upon its passage.

* * * * *

PASSED by the Executive Committee of the Indianapolis Metropolitan Planning Organization this 24th day of July 2026.

Chair, Indianapolis MPO Executive Committee

Anna M. Gremling, Executive Director
Indianapolis Metropolitan Planning Organization

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HNTB Corporation

To negotiate and execute a second amendment to the agreement with HNTB Corporation for additional consulting services related to engineering review of project cost estimates. The amount of the second amendment is \$25,000 (\$20,000 / 80% federal funding and \$5,000 / 20% local match). The initial contract was \$99,500, and the first amendment was \$10,500. The overall total cost including the initial contract and both amendments is \$135,000. The agreement extends to December 31, 2027.



Memo

To: Executive Board
From: IMPO
Date: 07/24/26
Re: READI-Resolution 2026 -EXEC-012

READI Resolution 2026- EXEC-0012 includes the following, which enable the Executive Director to amend and implement the READI agreements as described:

A. HANNUM, WAGLE & CLINE ENGINEERING – AMENDMENT #3

Requested Action: Authorize \$96,415.00 in additional funds be allocated to this third amendment to create a READI 1.0 summary report with updated photos on 49 projects (excluding 180 in color and 180 Makeover Projects)

Justification: An evaluation of project budgets and disbursements for the 180 Alliance READI 1.0 program has been completed. We have been advised by IEDC to try to spend all Administration Funds. We are working to get IEDCs approval to include the White River Region

**A RESOLUTION OF THE EXECUTIVE COMMITTEE OF
THE INDIANAPOLIS METROPOLITAN PLANNING ORGANIZATION
AMENDING CERTAIN ACTIONS REGARDING THE REGIONAL
ECONOMIC ACCELERATION AND DEVELOPMENT INITIATIVE
PROGRAM**

Resolution Number 2026-EXEC-012

WHEREAS, the Indianapolis Metropolitan Planning Organization (the "IMPO") is established under IC 36-7-7.7 *et seq.* with the purpose to institute and maintain a comprehensive planning and programming process for the Indianapolis Metropolitan Planning Area ("Planning Area"); and

WHEREAS, the IMPO Executive Committee ("Executive Committee"), a committee of the IMPO, is the overseeing body for the IMPO, other than for transportation-related funding activities of the IMPO under applicable U.S. Department of Transportation regulations; and

WHEREAS, pursuant to Resolution Number 2023-Exec-013, the IMPO has received a grant (the "Grant") under the State of Indiana's Regional Economic Acceleration and Development Initiative ("READI") from the Indiana Economic Development Corporation which was memorialized in a Grant Agreement; and

WHEREAS, the Grant funds used for READI program by the State of Indiana are pass through federal monies granted from Coronavirus State and Local Fiscal Recovery Funds, a part of the American Rescue Plan Act, which will be distributed and used both inside and outside of the Planning Area; and

WHEREAS, the IMPO has previously entered into a Memorandum of Understanding with the members of the 180 Alliance, which memorialized and otherwise documented the 180 Alliance's agreement for the IMPO to serve as 180 Alliance's fiscal agent and grantee responsible for receiving and administering the READI Grant dollars for the READI program; and

WHEREAS, the IMPO desires to select certain subrecipients and vendors to provide certain services relating to the Grant; and

WHEREAS, pursuant to Resolution Number 2023-Exec-013, the Executive Committee authorized the Executive Director or any staff necessary to select vendors and subrecipients and enter into Subrecipient Agreements and Vendor Agreements; and

WHEREAS, it is the desire of the Executive Committee to authorize and approve certain actions as set forth in this Resolution; and

WHEREAS, Resolution 2023 EXEC-013 was approved by Executive Committee of the IMPO on May 19, 2023, the READI 180 unused funds be for administrative needs provided by HWC for READI projects.

NOW THEREFORE, BE IT FURTHER RESOLVED, by the Executive Committee of the IMPO as follows:

SECTION 1: That Resolution 2023-EXEC-013 approved by the Executive Committee of the IMPO on May 19, 2023, is hereby amended.

SECTION 2: This resolution shall be effective immediately upon passage.

PASSED by the Executive Committee of the Indianapolis Metropolitan Planning Organization this 24th day of July 2026.

Chair, Indianapolis MPO Executive Committee

Anna M. Gremling, Executive Director Indianapolis Metropolitan Planning Organization

EXHIBIT A

Hannum, Wagle & Cline Engineering

Requested Action: Authorize \$95,415 additional funds be allocated to this amendment to create a READI 1 summary report with updated photos on 49 projects (excluding 180 in color and 180 Makeover Projects). The initial contact cost was \$223,200. The first amendment had a total cost of \$44,500. The total cost of the initial contract and two amendments will not exceed \$363,115



Memo

To: Indianapolis MPO Policy Committees Members
From: Laura Drascic, IMPO
Date: July 17, 2026
Re: 2026 Title VI Policy Updates

As a recipient of federal funds, the IMPO conforms to Title VI of the Civil Rights Act of 1964 (Title VI) and all related statutes, regulations, and directives, which provide that no person shall be excluded from participation in, denied benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance from the IMPO.

Federal regulation [23 CFR 200.9\(b\)\(1\)](#) and INDOT [Title VI Compliance](#) require all subrecipients of federal funds, directly or indirectly, to designate a Title VI Coordinator.

Additionally, in 2025 the federal administration implemented Executive Orders [14168](#), [14154](#), [14151](#), [14173](#), [14148](#), [14224](#), directly impacting Title VI regulations, and revoking previous federal administration initiatives and Executive Orders ([13166](#), [12898](#), [Justice40](#)).

The IMPO, in an effort to remain in compliance with federal regulations ([23 CFR 200.9\(b\)\(1\)](#)), INDOT [Title VI Compliance](#), and federal Executive Orders, revised the Title VI Policy in the following ways:

- Updated the Title VI Coordinator contact information to reflect the following:
Laura Drascic
Indianapolis Metropolitan Planning Organization
200 East Washington Street Suite 2322 Indianapolis, IN 46204
317-327-5108 / Laura.Drascic@indympo.gov
- Removed direct language in regard to:
 - “Benefits and burdens”
 - “Environmental Justice”
 - “Limited English Proficiency (LEP)”
 - “Disparate Impact”

The updated Title VI Policies and Complaint Form are available on the [IMPO Website](#). Please contact laura.drascic@indympo.gov with any questions.

**A RESOLUTION OF THE TRANSPORTATION EXECUTIVE COMMITTEE OF
THE INDIANAPOLIS METROPOLITAN PLANNING ORGANIZATION
APPROVING THE 2026 TITLE VI POLICY UPDATES**

Resolution Number 2026-EXEC-011

WHEREAS, the Indianapolis Metropolitan Planning Organization (the “IMPO”) is charged with the responsibility of providing for the continuing, cooperative and comprehensive planning process for the Indianapolis Metropolitan Planning Area (“Planning Area”); and

WHEREAS, the Congress of the United States has enacted certain legislation known generally as the Title VI Act of 1964 and the Civil Rights Restoration Act of 1987 ("Title VI Legislation");

WHEREAS, the Title VI Legislation and related federal regulations direct federal agencies to ensure no person is excluded from participation, denied a resulting benefit, or subjected to discrimination, on the basis of race, color, national origin, age, sex, disability, or religion under any program or activity receiving financial assistance; and

WHEREAS, federal regulations clarify the intent of Title VI to include all programs and activities of federal-aid recipients, sub-recipients, and contractors whether those programs and activities are federally funded or not; and

WHEREAS, the MPO is required by the Federal Highway Administration to comply with federal regulations in establishing a Title VI Coordinator (23 CFR 200.9(b)(1)) and revising policies when updates to federal regulations occur;

WHEREAS, it is the desire of the Executive Committee to authorize and approve certain actions as further set forth in this Resolution.

NOW, THEREFORE, BE IT RESOLVED, by the Executive Committee of the IMPO as follows:

SECTION 1: That the MPO Executive Committee adopts the updates to the Title VI Policy attached hereto as Attachment A in compliance with Executive Orders 14168, 14154, 14151, 14173, 14148, 14224, and 23 CFR 200.9(b)(1).

SECTION 2: This Resolution shall be effective immediately upon its passage.

* * * * *

PASSED by the Executive Committee of the Indianapolis Metropolitan Planning Organization this 24th day of July, 2026.

Chair, Indianapolis MPO Transportation Executive Committee

Anna M. Gremling, Executive Director
Indianapolis Metropolitan Planning Organization

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INDIANAPOLIS METROPOLITAN PLANNING ORGANIZATION



TITLE VI & NON-DISCRIMINATION

2026 TITLE VI AND NON-DISCRIMINATION
POLICIES AND COMPLAINT PROCEDURES

Updated: 2/6/2026

INDIANAPOLIS MPO

TITLE VI AND NON-DISCRIMINATION COMPLAINT POLICIES AND PROCEDURES

Prepared by

Indianapolis Metropolitan Planning Organization

200 East Washington Street, Suite 2322

Indianapolis, IN 46204

Phone: (317) 327-8601 (voicemail) / Email: Info@indympo.gov

www.IndyMPO.gov

The Indianapolis Metropolitan Planning Organization (IMPO) values each individual's civil rights. As a recipient of federal funds, the IMPO conforms to Title VI of the Civil Rights Act of 1964 (Title VI) and all related statutes, regulations, and directives, which provide that no person shall be excluded from participation in, denied benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance from the IMPO. The IMPO further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, regardless of whether those programs and activities are federally funded. For any and all inquiries regarding the application of this accessibility statement and related policies, please view the IMPO Title VI page, indympo.gov/about/title-vi.

In accordance with Title II of ADA and Section 504, no qualified person with a disability shall be denied participation or benefits of IMPO programs

This plan was prepared in cooperation with the State of Indiana, the Indiana Department of Transportation, and the Federal Highway Administration. This financial assistance notwithstanding, the contents of this document do not necessarily reflect the official view or policies of the funding agencies.

If information is needed in another language, contact 317-327-8601 (voicemail) or info@indympo.gov.

Si se necesita información en otro idioma, comuníquese con 317-327-8601 (correo de voz) o envíenos un correo electrónico a info@indympo.gov.

For alternative formats, translation services, or accommodation needs for persons with disabilities, or to view documents in person at our offices please contact us at info@indympo.gov, 317-327-8601 (voicemail), or visit our offices at 200 East Washington Street, Suite 2322, Indianapolis, IN 46204.

1 OVERVIEW

Every urbanized area with a population of 50,000 or more (as defined by the US Census) is required by federal regulations to have a designated Metropolitan Planning Organization (MPO). MPOs are responsible for conducting a continuing, cooperative, and comprehensive transportation planning process.

MPO Program oversight is a joint Federal Highway Administration (FHWA) / Federal Transit Administration (FTA) responsibility. The MPO planning process is a prerequisite to the area receiving certain federal funds for urban planning and transportation construction projects.

The Indianapolis Metropolitan Planning Organization (IMPO) is Central Indiana's federally-designated regional planning organization. The IMPO develops short and long-range plans to support local governments and advance the region's goals in transportation, economic development, housing, safety, sustainability, and other quality-of-life issues. The IMPO collects, analyzes, and communicates regional data to inform planning efforts and guide decision-making. The IMPO also tracks and distributes specific grant funds to local governments for the planning and construction of roads, trails, transit, and other infrastructure that moves people and goods throughout Central Indiana. Our planning area spans nearly 1,500 square miles and includes Marion County and parts of Boone, Hancock, Hamilton, Hendricks, Johnson, Morgan, and Shelby counties. The IMPO serves 36 member jurisdictions and approximately 1.78 million residents.

Per federal regulations, the functions and responsibilities of the IMPO include the development of an annual Unified Planning Work Program (UPWP), an annual list of obligated projects, a 4-year Transportation Improvement Program (TIP), a long-range Metropolitan Transportation Plan (MTP), and a Public Involvement Plan (PIP). The IMPO must also demonstrate compliance with Title VI and other nondiscrimination requirements.

The IMPO is a recipient of federal funding and assistance, and as such is subject to the provisions of various non-discrimination laws and regulations, including Title VI. MPOs serve a unique regional role that brings together members of local cities, counties, and the DOT to aid in the development of local transportation plans and programs that address the metropolitan area's needs. In this role, MPOs can help local public officials understand how Title VI requirements improve planning and decision-making.

Title VI prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance. The IMPO has developed this Title VI Plan to ensure that services, programs, and activities are offered, conducted, and administered fairly, whether those programs and activities are federally funded or not.

2 POLICY BACKGROUND

The Indianapolis Metropolitan Planning Organization (IMPO) is committed to ensuring that no person is excluded from participation in, denied the benefits of, or otherwise subjected to discrimination in any IMPO program or activity on the basis of race, color, national origin, sex, age, disability, religion, or income status. This policy implements Title VI of the Civil Rights Act of 1964 (49 U.S.C. § 2000d et seq.), applicable DOT regulations (49 C.F.R. Part 21), and related statutes and guidance.

Title VI seeks to prevent and eliminate existing discrimination and ensure that public funds are used for public benefit. Federal financial assistance is defined as any federal aid, subsidy, grant, loan, or contract from a department like the Department of Transportation (DOT) or Federal Highway Administration (FHWA) for a program or activity. Federal funds stem from tax dollars paid by all people and the programs, activities, and facilities developed from them must benefit everyone equally. Assurances must be signed by those who receive federal funds to create a mechanism for accountability to ensure these funds are equitably spent.

The Title VI obligation to not discriminate and to actively assess, address, and eliminate discrimination stems from being recipients or subrecipients of federal funds designing, building, and implementing programs and facilities for the beneficiaries (the general public) of these programs, activities, and facilities. It does not matter if a particular program or facility an entity is developing uses federal funds or not. Once they receive even \$1 worth of federal financial assistance, a city, town, or other entity must continually comply with Title VI.

Recipients of federal funds are required to have a Title VI Program Manager, grievance procedure & complaint log, evidence of regular Title VI training, signed Assurances of nondiscrimination, evidence of subrecipient monitoring, and an Annual Title VI Implementation Plan demonstrating that they have integrated Title VI requirements into their programs to remain eligible to receive federal financial assistance. Federal financial assistance means more than just money. It also includes aid that enhances the ability to improve or expand the allocation of a recipient's resources, including grants, use of property, training, tax incentives, technical assistance, and other arrangements with the intention of providing assistance.

Title VI applies to both primary recipients and subrecipients. A primary recipient is an entity or person that directly receives Federal financial assistance and/or manages a program or activity (such as INDOT). A subrecipient is an entity or person to whom federal financial assistance is indirectly extended either through a recipient or another subrecipient (such as contractors, subcontractors, or agencies receiving grants from a recipient). The definition of contractor includes any person who participates through a contract or subcontract in a DOT-assisted program.

3 DISCRIMINATION UNDER TITLE VI

There are two types of illegal discrimination prohibited under Title VI and its related statutes. One type of discrimination that may or may not be intentional is “disparate treatment.” Disparate treatment is defined as treating similarly situated persons differently because of characteristics such as their race, color, national origin, sex, disability, or age. The evidence for disparate treatment can come from a variety of sources. Disparate treatment can be shown through comments or conduct by decision-makers, which demonstrates an intent to discriminate. It can also be shown through expressly using characteristics such as race, color, or national origin in the recipient’s policies and procedures.

Just as recipients can not intentionally discriminate in their programs or activities, recipients are also prohibited from intentionally taking adverse actions against persons who exercise their rights under Title VI. This type of intentional discrimination is called retaliation.

The IMPO’s efforts to prevent such discrimination must address, but not be limited to, access, benefits, participation, treatment, services, contracting opportunities, training, investigation of complaints, allocation of funds, prioritization of projects, and the overarching functions of the organization.

4 DISCRIMINATION UNDER AMERICANS WITH DISABILITIES ACT (ADA)

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the Indianapolis Metropolitan Planning Organization (MPO) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

- The Indianapolis MPO does not exclude or treat individuals differently because of a disability.
- The MPO will provide reasonable modifications to policies and programs to ensure equal opportunity and access.
- Auxiliary aids and services are available upon request, free of charge, to individuals with disabilities to ensure effective communication.

Because the IMPO does not own or operate transportation assets, a formal ADA Transition Plan for facilities is not required here; however, the IMPO will include ADA accessibility considerations in program delivery and in any planning recommendations it makes.

Anyone who believes they have been subjected to discrimination on the basis of disability in the provision of services, activities, programs, or benefits by the Indianapolis MPO may file a complaint. ADA/Section 504 complaints are processed using the same procedures as described in this document.

5 SCOPE

The Indianapolis Metropolitan Planning Organization (IMPO) values each individual's civil rights. As a recipient of federal funds, the IMPO conforms to Title VI of the Civil Rights Act of 1964 (Title VI) and all related statutes, regulations, and directives, which provide that no person shall be excluded from participation in, denied benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance from the IMPO. The IMPO further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, regardless of whether those programs and activities are federally funded.

The Indianapolis Metropolitan Planning Organization prohibits discrimination in its programs on any basis protected by federal law, including race, color, national origin, sex, age, disability, religion, income status, or any other characteristic protected under applicable laws.

This policy applies to all programs, activities, services, and benefits administered by the IMPO and, where applicable, to IMPO subrecipients, contractors, and partners as required by federal law and contract. By contracting with the IMPO, a contractor is obligated to comply with the laws and regulations listed above and agrees to comply as part of IMPO's contracting process executed between the IMPO and the contractor.

The authorities applicable to the IMPO's Title VI/Nondiscrimination Program include, but are not limited to:

- Title VI of the Civil Rights Act of 1964 is a federal law that protects individuals, groups, and organizations from discrimination on the basis of race, color, or national origin in federally assisted programs and activities. (42 U.S.C. 2000d)
- The Civil Rights Restoration Act of 1987, further clarified the intent of Title VI to include all programs and activities of entities whether those programs and activities are federally funded or not.
- American with Disabilities Act of 1990 and Section 504 of the 1973 Rehabilitation Act (29 U.S.C. 790), as amended: Prohibits discrimination on the basis of disability.
- Federal Highway Act of 1973 - Gender Added (23 U.S.C. 324): Prohibits discrimination on the basis of sex.
- The 1975 Age Discrimination Act (42 U.S.C 6101), as amended: Prohibits discrimination on the basis of age.
- 49 CFR Part 21, (entitled Nondiscrimination in Federally Assisted Programs of the Department of Transportation-Effectuation of Title VI of The Civil Rights Act of 1964);
- 23 CFR Part 200, the Federal Highway Administration's Title VI Program Implementation and Review Procedures

In brief, these laws and regulations prohibit discrimination in federally assisted programs and activities. Title VI of the 1964 Civil Rights Act states that: "No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the

benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.”

According to the requirements of Section 504 of the Rehabilitation Act of 1973, Pub. L. No. 93-112, 87 Stat. 355, The IMPO hereby gives assurance that no qualified disabled person shall, solely because of disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination, including discrimination in employment, under any program or activity that receives or benefits from this federal financial assistance.

The IMPO also assures that every effort will be made to prevent discrimination through the impacts of its programs, policies, and activities on minority and low-income populations.). The IMPO will, where necessary and appropriate, revise, update, and incorporate nondiscrimination requirements into appropriate manuals, directives, and regulations.

6 RESPONSIBLE OFFICIAL

The designated Title VI Coordinator for the IMPO is:

Laura Drascic, Title VI Coordinator
 Indianapolis Metropolitan Planning Organization
 200 East Washington Street Suite 2322 Indianapolis, IN 46204
 317-327-5108 / Laura.drascic@indympo.gov

The Title VI Coordinator is responsible for administering the Title VI complaint processing for the IMPO, providing training, and ensuring compliance with Title VI policies.

7 COMPLAINT PROCESS

Any person who believes they have been subjected to discrimination under any IMPO program or activity may file a complaint. Complaints may be filed by the individual, by a representative, or by a third party with the complainant’s written consent. Complaints must be filed within 180 calendar days of the alleged discriminatory act. The IMPO may extend this deadline for good cause.

How to submit:

- Use the IMPO Civil Rights Complaint Form (combined Title VI / ADA / Section 504 / LEP). The form is available online and as a fillable/downloadable PDF at indympo.gov/about/title-vi.
- Complaints may also be mailed or emailed to the Title VI at the address above. Reasonable assistance will be provided to persons with disabilities or who need language assistance. Any person with a disability may request to file their complaint using an alternative format. The IMPO does not require a Complainant to use the IMPO complaint form.

The FHWA has jurisdiction to investigate complaints of discrimination filed under:

- The Americans with Disabilities Act/ Section 504 Program
- The Americans with Disabilities Act of 1990
- Section 504 of the Rehabilitation Act of 1973 (Section 504)

- The Title VI Program
- Title VI of the Civil Rights Act of 1964 (Title VI)

Any person who believes they, or any specific class of persons, to be subjected to prohibited discrimination based on race, color, national origin, or disability may file a written complaint individually or through a representative. A complaint must be filed no later than 180 days after the date of the alleged discrimination, unless the discrimination is ongoing, or the time for filing is extended by the FHWA.

Complaints alleging violations of Title VI by subrecipients may be filed in writing directly with the following local, state, and federal agencies:

Laura Drascic , Title VI Coordinator
 Indianapolis Metropolitan Planning Organization
 200 East Washington Street Suite 2322 Indianapolis, IN 46204
 317-327-5108 / Laura.drascic@inydmpo.gov

Indiana Department of Transportation
 100 N. Senate Avenue – Room N758-PQ
 Indianapolis, IN 46204
 U.S. Department of Transportation
 575 North Pennsylvania Street, Room 254
 Indianapolis, Indiana 46204

Federal Highway Administration Indiana Division
 575 N. Pennsylvania Street, Room 254
 Indianapolis, IN 46204
 United States
 Phone: (317) 226-7475

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

Federal Highway Administration
 Office of Civil Rights
 HCR-20, Room E81-320
 1200 New Jersey Avenue, SE
 Washington, DC 20590

Complaint Process:

Complaints are routed in the following ways:

1. All complaints are routed to the FHWA Headquarters Office of Civil Rights (HCR) for processing. HCR is responsible for all determinations regarding whether to accept, dismiss, or transfer Title VI complaints filed against the IMPO or Subrecipients of federal financial assistance.
2. Complaints are forwarded from the initial receiving company through the Federal aid highway oversight hierarchy until the complaint reaches HCR. For example, if a complaint is filed with a Subrecipient City, that receiving company should forward the complaint to the IMPO, which should forward the complaint to INDOT, which should forward the complaint to State's FHWA Division Office, which should forward the complaint to HCR. If a complaint is filed with IMPO, then INDOT should forward the complaint to the State's FHWA Division Office, which should forward the complaint to HCR.
3. IMPO and Subrecipients must log all complaints received.
4. When HCR decides on whether to accept, dismiss, or transfer the complaint, HCR will notify the Complainant, the FHWA Division Office, INDOT, IMPO, and Subrecipient (where applicable).

IMPO's Title VI Coordinator will acknowledge receipt of the complaint in writing within 10 days, will forward the complaint to INDOT's Title VI Program within 10 days, and will inform the complainant of the status (accepted, in review, etc.) once FHWA/HCR provides a determination.

Complaint and investigation files are confidential. The contents of such should only be disclosed to appropriate company personnel, and state, and federal authorities in accordance with Federal and State laws. Subrecipients will retain files in accordance with records retention schedules and all Federal guidelines.

When reviewing a complaint, the MPO will maintain all correspondence related to the complaint and the IMPO will, if available, document the following:

- 1) Each complainant by race, color, sex, or national origin
- 2) The recipient
- 3) The nature of the complaint
- 4) The dates the complaint was filed and the investigation completed
- 5) The disposition
- 6) The date of the disposition
- 7) Other pertinent information
- 8) The status of the complaint investigation or lawsuit
- 9) Corrective actions taken, if any.

All records relating to a complaint will be kept for a minimum of five years.

8 COMPLIANCE AND NONCOMPLIANCE

- a) The Indianapolis Metropolitan Planning Organization is required to complete an annual self-assessment of planning efforts to assure that planning and programming are nondiscriminatory by Title VI of the Civil Rights Act of 1964 and by FTA Circular 4702.1 Title VI Program Guidelines for Urban Mass Transportation Administration Recipients.
- b) Each contract for covered services shall contain Title VI assurances (see Attachment A for text).
- c) All consultants or contractors doing work on behalf of IMPO must adhere to Title VI and related nondiscrimination requirements; contracts will include the Title VI Assurances, and failure to comply can result in contract termination
- d) The IMPO, with the approval of its Committees, regularly distributes funding and other forms of assistance to local public agencies, including through its “call for projects”. Local agency sub-recipients are required to comply with Title VI and ADA requirements. The process to receive IMPO funding or assistance from Committee approval to implementation is often a multi-year process. The IMPO will work to determine if local public agencies selected to receive IMPO support are compliant with Title VI and ADA regulations or if they are making substantial progress on achieving compliance. Non-compliant local public agencies will be sent notice and provided time to achieve compliance. Continued non-compliance without substantial progress may result in sanctions such as withholding of payments to the recipient under the contract until the recipient complies, and/or cancellation, termination, or suspension of assistance, in whole or in part.

9 PUBLIC NOTIFICATION

The Indianapolis Metropolitan Planning Organization (IMPO) is committed to ensuring that members of the public are aware of their rights under Title VI. To this end, the IMPO will complete the following actions to provide the public notice of Title VI and nondiscrimination requirements.

- a) The Indianapolis Metropolitan Planning Organization (IMPO) shall include the following language in its major plans and documents.

The Indianapolis Metropolitan Planning Organization (IMPO) values each individual’s civil rights. As a recipient of federal funds, the IMPO conforms to Title VI of the Civil Rights Act of 1964 (Title VI) and all related statutes, regulations, and directives, which provide that no person shall be excluded from participation in, denied benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance from the IMPO. The IMPO further assures every effort will be

made to ensure nondiscrimination in all of its programs and activities, regardless of whether those programs and activities are federally funded. For any and all inquiries regarding the application of this accessibility statement and related policies, please view the IMPO Title VI page, indympo.gov/about/title-vi.

In accordance with Title II of ADA and Section 504, no qualified person with a disability shall be denied participation or benefits of IMPO programs

This plan was prepared in cooperation with the State of Indiana, the Indiana Department of Transportation, and the Federal Highway Administration. This financial assistance notwithstanding, the contents of this document do not necessarily reflect the official view or policies of the funding agencies.

If information is needed in another language, contact 317-327-8601 (voicemail) or info@indympo.gov.

Si se necesita información en otro idioma, comuníquese con 317-327-8601 (correo de voz) o envíenos un correo electrónico a info@indympo.gov.

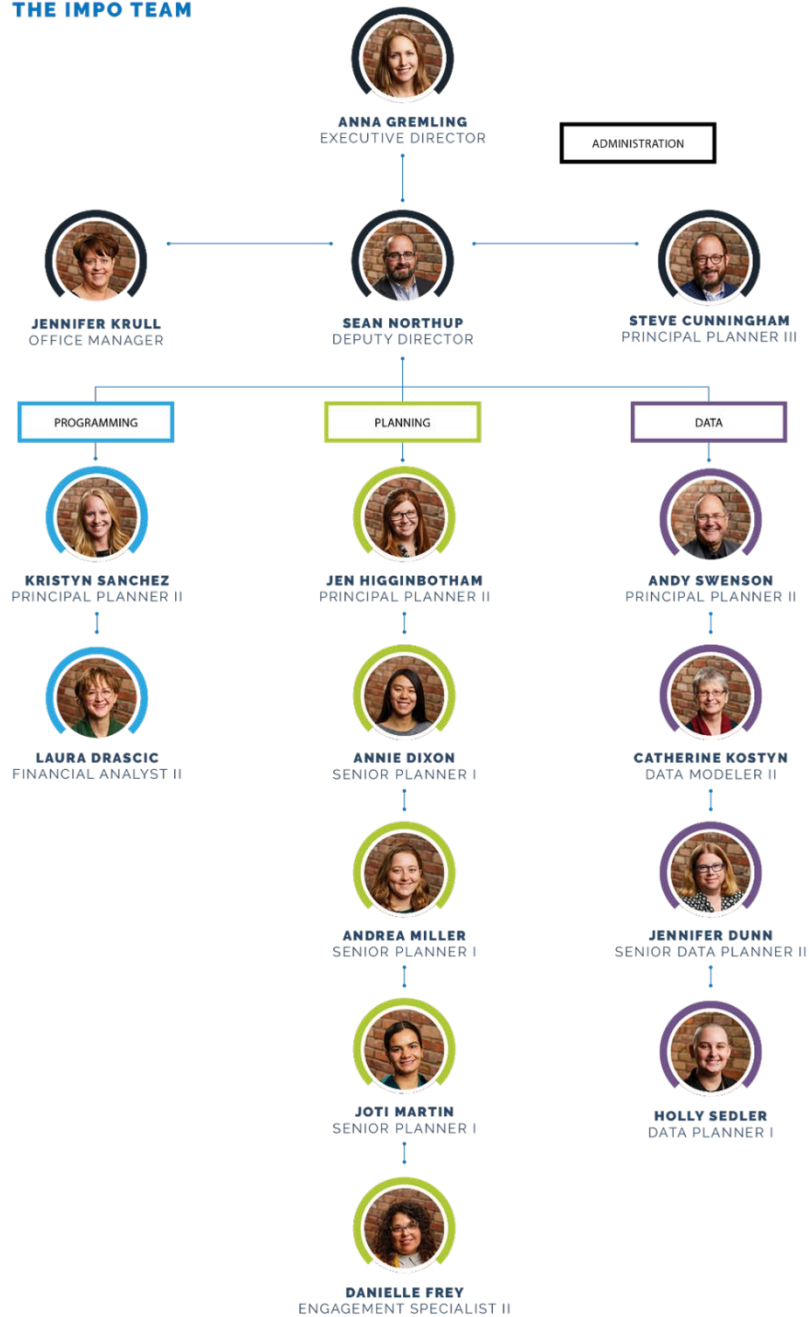
For alternative formats, translation services, or accommodation needs for persons with disabilities, or to view documents in person at our offices please contact us at info@indympo.gov, 317-327-8601 (voicemail), or visit our offices at 200 East Washington Street, Suite 2322, Indianapolis, IN 46204.

- b) The Indianapolis Metropolitan Planning Organization will maintain Title VI and nondiscrimination information on its website. The IMPO will publish short nondiscrimination notices for public materials, meeting agendas, and the website, including contact information for the Title VI & ADA Coordinator.
- c) The Indianapolis Metropolitan Planning Organization will actively seek public comment and public involvement in its plans and programs. Information about public involvement opportunities and strategies may be found in the IMPO Public Involvement Plan (PIP) attached to this document as Attachment B.
- d) The Indianapolis Metropolitan Planning Organization will post the Title VI “It’s the Law” poster to be displayed in the IMPO offices.

10 ORGANIZATIONAL CHART

The Indianapolis MPO staff is overseen by the Executive Committee and the Transportation Policy Committee. IMPO staff is made up of four sections, including an Executive Director and a Deputy Director.

THE IMPO TEAM



The Indianapolis MPO has a series of committees that serve specific purposes and needs, which include:

- **Transportation Policy Committee:** Elected officials and town managers who vote to approve all federally required IMPO transportation actions. Meets bi-monthly and meets jointly with the Transportation Technical Committee in June and December.
- **Transportation Technical Committee:** Planners and engineers who provide expertise on proposed transportation policies and plans. Meets bi-monthly two weeks before each Transportation Policy Committee meeting, and meets jointly with the Transportation Policy Committee in the months of June and December.
- **Executive Committee:** A small committee of members elected from the Transportation Policy Committee that oversees the operations of the IMPO, including contracts, IMPO operational policies, and certain financial resolutions.

11 TITLE VI 2025 ACCOMPLISHMENTS

The IMPO completed several Title VI tasks in 2025/2026.

- Reappointed Title VI coordinator (2025)
- Appointed new Title VI coordinator (2026)
- Reviewed Title VI and non-discrimination policies and procedures (2026)
- Updated Title VI policy and document (2026)

12 STAFF TITLE VI AND NON-DISCRIMINATION TRAINING LOG

Title VI and non-discrimination policy education and literature will be provided to all IMPO employees at the time of hire. IMPO employees will be required to sign an acknowledgment of receipt indicating they have received and reviewed Title VI policy guidelines. New employees will be provided with education and literature at new employee orientation. Employees will be provided with updated education and literature as IMPO deems necessary. Current employees will receive training at least biannually.

Employees will be expected to follow the Title VI policy and the guidelines set forth. In addition, IMPO employees should make every effort to alleviate any barriers to service or public use that would restrict public access or usage, take prompt and reasonable action to avoid or minimize discrimination incidences, and immediately notify the Title VI Coordinator, in writing, of any questions, complaints or allegations of discrimination.

To complete their training each employee will review this Title VI policy document, watch the Title VI Program Requirements [recording](#) published by the FTA, and review the [Contractor & Consultant Title VI & ADA Training](#) PowerPoint provided by INDOT.

Staff Training Log	
Staff Member	Title VI Training Date
Anna Gremling	August 27, 2025
Sean Northup	August 27, 2025
Anita Bjork	August 27, 2025
Annie Dixon	August 27, 2025
Steve Cunningham	August 27, 2025
Kristyn Sanchez	August 27, 2025
Jen Higginbotham	August 27, 2025
Danielle Fry	August 27, 2025
Jennifer Dunn	September 3, 2025
Andrew Swenson	August 27, 2025
Catherine Kostyn	September 4, 2025
Andrea Miller	August 27, 2025
Joti Martin	August 27, 2025
Jennifer Krull	August 27, 2025

13 TITLE VI COMPLAINT LOG

The IMPO will maintain a log of all Title VI complaints. The IMPO did not receive any Title VI complaints in 2025-2026 (to date).

2025-2026 Complaint Log	
Complaint	Result

14 DISCRIMINATION COMPLAINT LOG

The IMPO will maintain a log of all discrimination complaints. The IMPO did not receive any discrimination complaints in 2025-2026 (to date).

2025-2026 Complaint Log	
Complaint	Result

15TITLE VI 2026 GOALS

The IMPO has developed the following list of Title VI goals for 2026.

- Complete Title VI and non-discrimination training for all staff
- Continue to publish Title VI information in all major plans and documents
- Continue to review plans and programs in relation to Title VI and environmental justice
- Review Title VI sections of the website
- Identify 2027 Goals
- Identify 2026 Accomplishments

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