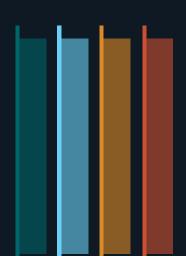
INDYCHAMBER

PATHWAYS TO OPPORTUNITY & VIBRANT COMMUNITIES

2024 LEGISLATIVE AGENDA



A NOTE FROM THE CEO & BOARD CHAIR

When it comes to core drivers of economic growth, the availability of highly skilled talent in an environment where it can thrive is the greatest predictor of an economy's success. People are the engines that drive growth, innovation, and, ultimately, prosperity.

But whether people can participate in a growing economy depends on their access to education and work experiences that equip them with skills employers need. To remain competitive, Indiana must ensure greater access to, participation in, and completion of postsecondary education, including alternative pathways, such as modern youth apprenticeships.

We must also retain more graduates and compete for new talent by investing in safe and vibrant communities people want to call home, whether they grew up in Indiana or become Hoosiers by choice.

Right now, Hoosier students face an uncertain future. Only around 23 percent of Hoosier high school graduates complete a two- or four-year degree at an in-state, public postsecondary institution. For students of color the rates are even lower, with only 11 percent of Black Hoosier students and 16 percent of Hispanic or Latino students completing college at public universities in the state.

The need for skilled talent is anticipated to rise, particularly with the advent of AI and continued automation. By 2027, 70 percent of jobs will require a postsecondary degree or credential. Proactive solutions are needed to create more accessible pathways that directly align to the needs of employers. This necessitates broad collaboration across education, business, and government.

While a high school diploma is no longer sufficient to provide the skills needed for most to succeed in our modern economy, a traditional college degree is not the only path to success. It is imperative to construct alternative pathways to high-skill, high-wage career opportunities—such as modern youth apprenticeship. Inspired by the Swiss model, and studied at length by Hoosier leaders from education, business, government, and philanthropy, youth apprenticeship programs are being piloted across the state in diverse industries such as healthcare, advanced manufacturing, financial services, and technology.

The business community is eager to expand these programs' reach. Legislative support is essential to ensure high school and postsecondary credit is offered for apprenticeship experience, to involve employers in performance evaluation and academic standard development, to develop appropriate safety and liability standards, and to maintain current levels of school funding by counting apprentices toward average daily matriculation. These policies are vital for expanding work-based pathways to high-skill opportunities for Hoosier students.

Alongside efforts to construct new, experiential pathways to high-skill, high-wage jobs, it remains critical to make traditional college degrees more accessible for Hoosier students. Automatic enrollment of eligible students into the 21st Century Scholars program in 2023 was a move in the right direction. The next step is to allow in-state tuition at Indiana public universities for eligible undocumented students—an important strategy to open pathways to high-wage careers for a diverse and fast-growing population that already calls Indiana home.

When it comes to investing in Hoosier communities as talent-magnets, there is no more important place to start than downtown Indianapolis. Downtown's Economic Enhancement District (EED)—supported by the business community, authorized by the General Assembly, and enacted by the Indianapolis City-County Council in 2023—dedicates sustainable funding toward public safety, cleanliness, homelessness response, and economic growth in the Mile Square. These are necessary ingredients to a commercial and residential environment that attracts and protects property owners' investments. Downtown belongs to all Hoosiers, and the EED will be critical to supporting its vibrancy for years to come.

The connection between cultivating a skilled workforce and fostering dynamic communities with robust economic development is inextricable and indispensable for Indiana's long-term success. Central Indiana must establish a resilient and adaptable framework to meet the demands of a rapidly evolving economy.

Legislative support, strong partnerships, and a shared commitment to Indiana's future growth and competitiveness will be instrumental in achieving these goals. The Indy Chamber looks forward to working with the General Assembly to advance these priorities in the 2024 Legislative Session.



MATT MINDRUM
President & CEO
Indy Chamber



JOHN HIRSCHMAN
President & CEO
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PRIORITY ISSUES



TALENT

Enhance the state's education and workforce pipelines by supporting private sector efforts to expand apprenticeship and work-based learning.



IMAGE

Continue to optimize the state's tax climate while prioritizing the ability of state and local government to make transformational investments in Hoosier's quality of life.



BUSINESS

Drive the Indiana healthcare market toward value-based care to ensure high-quality health outcomes and competitive costs.



PLACE

Ensure state and local collaboration to invest in regional downtowns, roads and streets, and transformational projects to enhance quality of life.

PRIORITY ONE

TALENT

Enhance the state's education and workforce pipelines by supporting private sector efforts to expand apprenticeship and work-based learning. Simultaneously, continue to remove barriers to postsecondary enrollment by allowing undocumented students to qualify for residential tuition at Indiana state-supported universities.

APPRENTICESHIPS AND WORK-BASED LEARNING:

- + Indiana legislative and executive leadership must continue to partner with private sector efforts to expand apprenticeships and work-based learning across the state.
- + Clarify that the use of the state's Career Scholarship Accounts (enabled under HEA1002-2023) for eligible work-based learning experiences counts towards high school graduation requirements and ensure that students who participate in the Modern Apprenticeship Program, and similarly qualified apprenticeship models, earn credit that can be translated to post-secondary education.
- + Provide authority to employers to define occupational standards and provide the authority for those to be incorporated into professional and academic education.
- + Enact targeted employer liability protections to support high school juniors' and seniors' participation in on-site apprenticeships.
- + Enable flexibility for high schools to participate in youth apprenticeship programs, including ensuring students participating in the Modern Apprenticeship Program are counted toward a school's average daily membership (ADM) count and are supported in their participation through transportation, scheduling, childcare, or other needs.

RESIDENTIAL TUITION RATES:

+ Allow students who are domiciled in the State of Indiana, have attended an Indiana high school for at least three years, or have graduated from an Indiana high school to be eligible for the resident tuition rate at state educational institutions.

EARLY EDUCATION & CHILDCARE: Ensure Indiana's attractiveness to prospective employers and top talent by enhancing the availability of affordable, high-quality childcare and early education.

- + Define early education and childcare as essential infrastructure for a 21st Century economy and critical to Indiana to take advantage of generational economic development opportunities, such as the CHIPS Act.
- + Streamline state regulations on early education, while maintaining quality and safety:
 - o Establish minimum licensing standards and enhance talent attraction to the profession.
 - o Enable provider micro-site creation and provider site sharing.
- + Support efforts to implement the tri-share childcare payment model.
- + Support other recommendations of the Interim Study Committee on Public Health, Mental Health, and Human Services.



PRIORITY TWO

IMAGE

Continue to optimize the state's tax climate while prioritizing the ability of state and local government to make transformational investments in Hoosier's quality of life.

STATE & LOCAL TAX REVIEW TASKFORCE: Ensure a resilient, competitive tax climate with a broad basis for all taxes and an equitable balance of burdens between state and local levels.

- + Right-Size Local Income Tax Reserve Balance: Align local government local income tax reserve requirements with state budget best practices by reducing from 15% to 11% to free up local resources while maintaining fiscal stability.
- + Government Reform: Identify and prioritize opportunities to eliminate inefficiencies in government service delivery and stewardship of taxpayer dollars. This could include steps such as township government elimination.



PRIORITY THREE

BUSINESS

Drive the Indiana healthcare market toward value-based care to ensure high-quality health outcomes and competitive costs.

- + Support the requirement (included in HEA1001-2023) for implementing value-based care in the State of Indiana's self-insured plan as a demonstration and market-shaping project.
- + Advance state level policies that support the creation of employer-driven coalitions to increase healthcare data transparency, drive improved coverage options, and result in better health outcomes.
- + Support the ongoing implementation of enhanced public health investment.
 - o This includes ongoing optimization of public health service delivery and government reform in alignment with the 2022 Governor's Public Health Commission recommendations (minimum service standards, shared service models, Indiana Department of Health technical assistance, and talent attraction).



PRIORITY FOUR

PLACE

Ensure state and local collaboration to invest in regional downtowns, roads and streets, and transformational projects to enhance quality of life.

- + Economic Enhancement District: Support the Indianapolis business community's efforts to create the Economic Enhancement District (EED) to direct sustainable, dedicated funding for safety, cleanliness, and homelessness response in downtown Indianapolis.
- + Funding Indiana's Roads for a Stronger, Safer Tomorrow Taskforce (FIRSST): Drive strategies to increase revenue to Indiana's critical infrastructure and establish equitable distribution models for sustainable, long-term maintenance.
 - o New Revenue: Increase the available resources for local roads and streets, statemaintained right of way, and transformational infrastructure investments by establishing fuel-agnostic revenue streams with long-term projected growth. These might include tolling, choice or high-occupancy toll (HOT) lanes, regionally-based tax options, or a mileage-based user fee pilot.
 - o Distribution: A sustainable model for the state's distribution of roadway maintenance dollars should prioritize infrastructure with the highest traffic counts while ensuring that all infrastructure is maintained at a high level.
- + Indianapolis Inner Loop Redesign: Drive Indiana's economic advantage by implementing a recessed design for the reconstruction of the Indianapolis Inner Loop to catalyze economic development, support quality of place, equity, and resilience, and enhance the competitiveness of Indiana's capital city.
 - o The Indianapolis downtown interstate system is nearing the end of its useful life and will need to be replaced.
 - o Reconstructing the Inner Loop constitutes a once-in-a-generation economic development and infrastructure opportunity for the state's capital city.
 - o A recessed design maintains existing traffic capacity and regional connectivity, ensures maximally efficient land use for right-of-way, and would transform the quality of place in downtown Indianapolis.







ATTRACTION

- + Veterans in the Workforce: Increase employment opportunities for returning veterans by eliminating duplicative requirements and expediting processes for military-trained personnel to obtain the equivalent civilian license. Support ongoing efforts to recruit military personnel to the state to meet the workforce needs of regional employers.
- + Healthcare Workforce: Enhance workforce pipelines and incentives to attract essential healthcare workers, public health system workforce, and mental health providers.

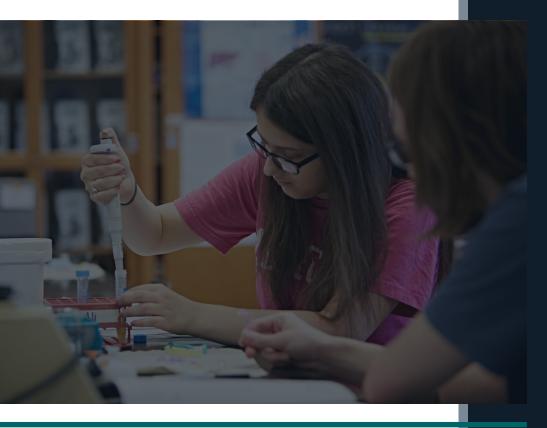
RETENTION

- + Workshare: Establish an Indiana Work Share program to save jobs, retain workforce skills, and maintain benefit coverage.
- + Food Access & Insecurity: Support innovative efforts to increase access to healthy food options and strategies to improve food security to support the health of Indiana residents and workforce. Support agency flexibility to enable SNAP benefit utilization for online ordering and home delivery on a permanent basis.
- + Tobacco Tax: Raising the state cigarette tax strengthens both fiscal and public health. Raise Indiana's cigarette tax by two dollars per pack and align the tax on e-liquids for tax parity at point-of-sale for e-cigarette and vaping products.
 - o System Supports: Direct revenue from tobacco tax increases to raise Indiana's low public health spend and address chronic public health challenges.
- + Telehealth: Continue to support the expansion of affordable telehealth options to improve access to care and enable more preventative care.
- + Racial Health Disparities: Disaggregate government data to enhance equitable decisionmaking related to racial health disparities and social determinants of health.
- + Re-entry from the Criminal Justice System: Support policies that promote reintegrating those formerly involved in the criminal justice system back into the workforce as productive contributors to our economy by increasing job training and skills opportunities, expanding pre-release education and training for literacy and entrepreneurship, and support funding for proven models for transitional employment and wrap-around services including access to housing and transportation.

DEVELOPMENT

+ Curriculum & Student Supports:

- Reverse Credit: Support course credit to be transferable and reciprocal between Indiana's accredited two-year schools and other state-supported colleges and universities to encourage statewide postsecondary certification and degree attainment.
- Teacher Training: Work with school system leaders to require and fund all teachers in the State of Indiana to complete cultural competency and implicit bias training without creating additional burdens or unfunded mandates.
- Achievement Gap & Disciplinary Policies: Support comprehensive, ongoing review of the racial achievement gap and disciplinary policies resulting in inequitable outcomes.
- STEM: Support dedicated funding and policies to deploy high-quality classroom science, technology, engineering, and math (STEM) curricula and STEM-focused professional development for educators. Specifically, emphasize access to computer science and engineering courses at the K-12 level to prepare graduates for college and career opportunities in high-demand STEM fields. Explore the creation of incentives to retain recent STEM-degreed individuals committed to remaining in-state for five years, emphasizing those graduates who enter the teaching profession.



 High school Career Counselors: Decrease the student-to-counselor ratio, require regular professional development for school counselors, and ensure academic coursework aligns with students' desired career pathways. Explore modification of counselor licensure to differentiate career counseling from social/emotional counseling. Require school counselors to advise students in middle school (6th, 7th, and 8th grades) of their eligibility to enroll in various state financial aid programs.

o Postsecondary Attainment

- Free Application for Federal Student Aid (FAFSA) Completion: Continue to monitor and enhance matriculation to postsecondary educational institutions through support for FAFSA completion.
- Scholarship Programs: Continue to monitor and enhance enrollment to programs like 21st Century Scholars and Frank O'Bannon Grant to drive diverse student enrollment to Indiana postsecondary institutions.
- Financial Literacy: Promote financial literacy education through existing k-12 curriculum requirements and encourage the Department of Education (DOE) to develop a sample curriculum for local schools to implement.

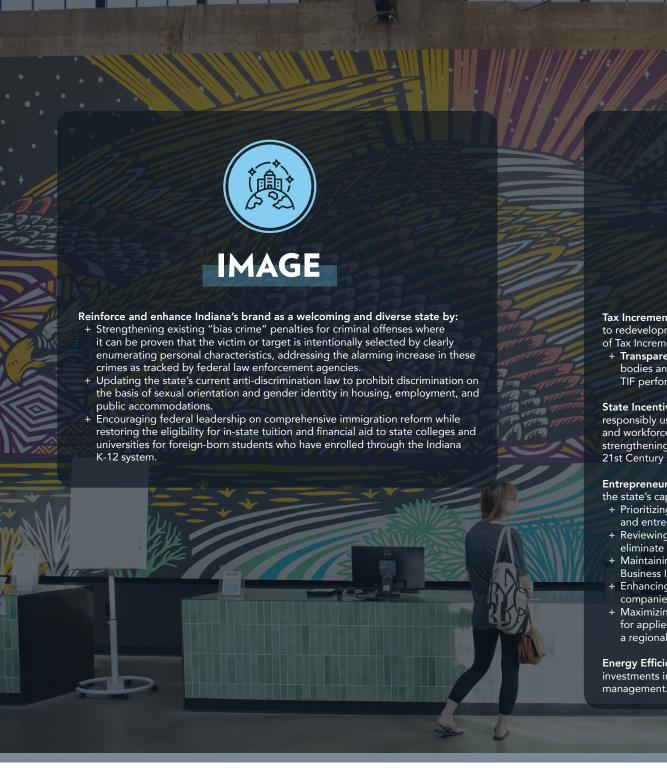
+ School Operations:

- Autonomy: Provide school districts flexibility to pay teachers based on high need
 and specialized subject matter areas. Empower local education officials to make
 administrative and structural decisions affecting individual school performance,
 including the option to extend school hours, merit pay options, and providing voluntary
 alternative retirement benefits options such as defined contribution plans for new
 teachers.
- Operational Efficiency & Facilities: Support school corporations' operational efficiency
 efforts by removing the Dollar Law for school corporations with a proven willingness
 and ability to partner with charter schools as evidenced by:
 - 20% of the school corporation's student population attends innovation network school or innovation network charter school
 - Equitable distribution of district operating referendum dollars to all innovation network schools, both in-LEA innovation network schools and out-of-LEA innovation network charter schools
 - Proven overcapacity of facilities within the district as demonstrated by independent analysis and verification.
 - Commitment to address operational efficiencies as demonstrated by undergoing strategic facilities optimization study on current and future population/enrollment projections and implementation of strategic operational efficiency plans through strategic disposition of the properties previously subject to the Dollar Law.

+ School Funding:

- Taxation: Carefully consider how changes to the local property tax base (e.g., further exemption or restructuring of the personal property tax) impact school funding and referendum revenues.
- Complexity Index: Aid to students in poverty continues to fall further behind the foundation grant per student, to the detriment of at-risk students and high-poverty districts:
 - Capture an accurate reflection of complexity by considering the population of students with trauma histories (measured by Adverse Childhood Experiences scores), English as Second Language students, and those with developmental difficulties.
 - Eliminate racial gaps in per pupil funding allocation and address the findings of the 2020 report on Indiana school funding commissioned by the Richard M. Fairbanks Foundation.
 - Study these and other issues related to the challenges beyond the classroom faced by students living in poverty.
- Charter Authority: Expand the authority of the Mayor of Indianapolis to charter Pre-K
 educational institutions and require local public hearings for re-chartering schools
 attempting to switch charter authorizers after a charter has been revoked.

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BUSINESS

Tax Increment Financing: Maximize the ability of local government units to respond to redevelopment and economic development opportunities through the utilization of Tax Increment Financing (TIF) districts:

+ **Transparency:** Establish a schedule of performance reports to local governing bodies and encourage the establishment of public online resources for tracking TIF performance metrics funded by TIF revenue.

State Incentives: Maintain Indiana's economic competitiveness by preserving and responsibly using existing state tax incentives, emphasizing skills enhancement and workforce training to attract investment from diverse industry sectors (e.g., strengthening the state Skills Enhancement Fund to assist companies in addressing 21st Century skills gaps).

Entrepreneurship and Innovation Investments: Support policies that can improve the state's capital environment, nurture innovation, and advance racial equity by:

- + Prioritizing increased access to capital and technical assistance for businesses and entrepreneurs of color.
- + Reviewing state entrepreneurship and innovation support operations to eliminate process barriers to equitable access.
- + Maintaining permanence of the state's research and development, Hoosier Business Investment, and venture capital investment tax credit programs.
- + Enhancing flexibility for public investment in venture capital funds in Indiana companies.
- + Maximizing funding for university-sponsored grant programs and seed funding for applied research and commercialization, including pursuing opportunities as a regional technology hub.

Energy Efficiency: Secure state incentives for business and local government investments in energy-efficient commercial and industrial rehabilitation and fleet management.

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Mental Health Infrastructure: Support the continued implementation of the Indiana Behavioral Health Commission recommendations, including the rollout of the 988 mental health hotline system and establishing the Community Mental Health Center model across the state.

Smart Justice Reforms: Support strategic criminal justice reform to enhance public safety, maximize rehabilitation, and minimize jail overcrowding, recidivism, and local fiscal impact:

- + Mental Health System: Support rehabilitative outcomes for mental health cases.
- + **Pre-release Screenings:** Administer mental health and skills assessments to inmate's pre-release, connect to treatment, services, and employment opportunities.
- + Administrative Reforms:
 - Multiple Felony Sentencing: To reduce the impact on criminal justice systems, offenders with multiple felonies should be sentenced to the Department of Correction.
 - Bail Consideration: Cash bond consideration must require a screening assessment and the ability to increase the bond, considering the severity of the criminal history.
 - Fines & Fees: Require that fines and fees not exceed the cost to administer justice processes. Where fees exceed the cost, the surplus should fund restitution and treatment.
- + Public Input and Oversight: Advance community trust and successful justice outcomes
 - Policymaking: Support efforts to establish structures for civilian input and oversight of law enforcement policymaking.
 - External Oversight: Trigger automatic external investigation for fatal use of force or misconduct cases.
- + Anti-Bias & Cultural Competency: Support community trust-building and deter bias.
 - Training: Support law enforcement job performance by funding and requiring cultural competency, implicit bias, and bias crime training for all officers statewide.
 - Bias Crimes: Amend the bias crimes statute to make it more inclusive and enforceable.
- Law Enforcement Officer Supports: Ensure officer well-being and accountability, building on the bipartisan breakthrough in police reform embodied by House Bill 1006 in 2021 (and monitoring the implementation of its key provisions).

Transit: Protect local public transit agencies from funding cuts or unfair mandates to maintain reliable transportation options that connect employers and workers.

- + Hoosier State Line: Reinstate state support to continue operations and enhance the Hoosier State Line service to better facilitate connectivity and economic opportunity between Indianapolis, Northwest Indiana, and Chicago.
- + Complete Streets: Pursue state transportation policies that encourage transportation planners and engineers to plan, design, operate, and maintain the state's road and street infrastructure that facilitates public use and physical activity and supports public health.
- + Shared & Personal Mobility: Capitalize on rapid advances in personal mobility and transportation by making new mobility options safe and accessible for Hoosiers and positioning Indiana as a center of innovation for mobility solutions.
- + Autonomous Vehicles: Advocate for regulatory changes to promote the development, testing, and deployment of autonomous vehicles in Indiana.
- + Transparent Regulatory Framework: Beyond autonomous vehicles, develop a clear and predictable regulatory framework that applies to other mobility options to avoid confusion and delays in integrating new products and services into our transportation system.
- + Emphasize equitable access to new mobility options: Work to eliminate barriers to individuals and communities taking advantage of mobility options so personal mobility can also catalyze upward mobility.
- + Create a truly comprehensive transportation strategy: Acknowledging that no single agency or organization can oversee the complex transportation system, bring together partners (state and local, public and private) to develop long-term, data-driven strategies that incorporate new and innovative mobility options and focus on critical transportation challenges.
- + Safety first: Evaluate traffic rules, street construction/configuration, and other modal regulations to ensure mobility options work together safely for pedestrians, riders, drivers, and other users.
- + **Greenways:** Support sustainable funding and equitable allocations of resources under the Next Level Trails grant program to ensure long-term funding of trail projects.
- + **Incentives:** Create state employer incentives for employee benefits for alternative modes of transportation, transit packages, workplace bike infrastructure, or other modes of transportation that encourage a healthier workforce.

Advanced Telecommunications: Support efforts by telecommunications providers to transition their networks from old legacy technology to an advanced all-IP, all-mobile, 5G supportive, all-cloud infrastructure.

Housina:

- + Housing Tax Increment Financing (HOTIF): Expand eligibility requirements to allow more communities to utilize residential and housing TIF structures to incentivize the development of affordable housing.
- + Attainable Housing Supply: Advance equity, public health outcomes, and economic growth by supporting public and private strategies to expand and maintain the supply of affordable housing options.
- + Homeownership: State and local government strategies to incentivize homeownership growth, especially in Black and brown communities, should include low-barrier, low-interest loan products and home repair resources as well as first-time homeowner education programs.
- Eviction Prevention: Reduce eviction rates through tenant and landlord education on rights, responsibilities, and resolution strategies, mediation services for housing retention, legal representation in eviction proceedings, and other services to address barriers to stable housing.

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Brownfields: Compete with peer states (especially Ohio and Tennessee) to accelerate community reinvestment and accessible employment opportunities in and around brownfield sites, driving economic development and maximizing property values through incentives to local communities and developers to investigate, remediate, and redevelop brownfield sites.

- + Restoring funding to Indiana Finance Authority's Brownfield Grant Program, adding Indiana Finance Authority (IFA) staff capacity to administer the program, reduce wait times, and extend technical assistance efforts.
- + Expanding grant and loan resources for "Phase I" and "Phase II" environmental site assessments for former brownfields.
- + Creating tax incentives based on employment on former brownfield sites.
- + Expanding flexibility of a redevelopment commission to sell or transfer a title to real property that is undeveloped, underdeveloped, or considered blighted due to the real or perceived threat of environmental contamination for private development.

Shovel-Ready Redevelopment: Support shovel-ready community redevelopment efforts by creating a statewide grant program to fund the demolition of blighted commercial properties.

Water: Support the creation of a statewide coordinating body to ensure sustained economic opportunity through responsible management of water resources, as well as:

- + Supporting the work of the Wastewater Task Force to drive federal and state resources toward needed upgrades in storm- and wastewater systems.
- + Prioritizing land use planning and redevelopment resources along Indiana waterways to capitalize on these natural assets' environmentally sustainable and equitable economic development potential.
- + Support ongoing efforts by Indiana Economic Development Corporation (IEDC) and White River Alliance to ensure sustainable water resource management for future development and community usage.

Local Government Finance:

- + Home Rule: Allow local governments greater flexibility over their own structural and fiscal matters to address the needs of their individual communities.
- + **Township Finances:** Require township funds that exceed 150% of operating expenses to be spent on infrastructure projects within the township or credited to the taxpayer.

Government Modernization:

- + **Election Reforms:** Update the State of Indiana's election system to improve efficiency, enhance representation, and increase voter turnout and civic engagement.
- + Voting Reform: Authorize a no-fault absentee or vote-by-mail system for all registered voters.
- + **UniGov:** Seek greater efficiencies in municipal service delivery and finance in Marion County by building on the principles of unified government, including county-wide consolidation of fire departments.
- Statewide: Continue efforts to streamline overlapping government functions through statewide implementation of recommendations made by the Indiana Commission on local government reform to increase local government accountability, transparency, and effectiveness.
- + Government Innovation: Continue support of Indiana's Management Performance Hub to foster a more transparent, innovative state government and encourage local governments to create Offices of Innovation to drive policies that similarly inspire open data, transparency, and efficiencies that can result in greater economic activity and workforce development.
- + **Healthcare Data:** Support strategies to improve the availability, quality, and verifiability of data on the price, quality, and utilization of healthcare services that can be easily accessed and understood by patients, healthcare providers, and employers.
- + Education Data: To support evidence-based strategies to close achievement gaps and improve educational outcomes for all Hoosier students, advance efforts (already underway at the Indiana Department of Education) to enhance the availability and transparency of educational data.

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LEGISLATIVE PROCESS

- 1 Bill is introduced in House or Senate chamber of origin (1st reading).
- **2** Bill is assigned to a committee.
- Bill is heard in committee and (a) passes as is or with amendments, (b) fails by a vote of the committee, or (c) is denied a hearing.
- Bill returns to the floor for potential amendments and engrossment (2nd reading).
- Bill passes chamber of origin (3rd reading)
- Bill repeats the process in second chamber.
- 7 If all these steps do not occur, bill dies.
- If bill completes process without amendment in second chamber, the bill is sent to the Governor.
- 9 If bill is amended in the second chamber, but its author and a majority of the chamber of origin approve the changes, the bill is sent to the Governor.
- If the bill's author doesn't agree with the amendments, a conference committee is appointed.

Conferees from both chambers negotiate changes to the bill - if they reach unanimous agreement on a conference report, the report passes the House and Senate Rules Committees and receives a majority vote in both chambers, the bill is sent to the Governor. If all of these steps aren't successful, the bill dies.

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