

SENATE BILL No. 95

DIGEST OF INTRODUCED BILL

Citations Affected: IC 5-2.

Synopsis: Law enforcement training cost reimbursement. Allows the state, a state agency, or a political subdivision (public employer) to be reimbursed for the costs of employing and training a law enforcement officer by a public employer that subsequently employs the officer. Provides that the reimbursement amount decreases over time and is eliminated three years after the officer is certified by the law enforcement training board to act as an officer. Allows a public employer to require, as a condition of hiring, that the individual enter into a contract or agreement to reimburse the public employer for employment and training costs, if the individual is subsequently hired by a private or governmental employer that is not defined by statute as a public employer.

Effective: July 1, 2025.

Byrne

January 8, 2025, read first time and referred to Committee on Homeland Security and Transportation.



First Regular Session of the 124th General Assembly (2025)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2024 Regular Session of the General Assembly.

SENATE BILL No. 95

A BILL FOR AN ACT to amend the Indiana Code concerning state and local administration.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 5-2-1.5 IS ADDED TO THE INDIANA CODE AS
2 A **NEW** CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY
3 1, 2025]:
4 **Chapter 1.5. Reimbursement of Law Enforcement Officer**
5 **Employment and Training Costs**
6 **Sec. 1. This chapter does not:**
7 **(1) affect, modify, or amend a collective bargaining agreement**
8 **or employment agreement or contract executed or renewed**
9 **before July 1, 2025; and**
10 **(2) apply to the reimbursement of law enforcement**
11 **employment and training costs by an individual under an**
12 **employment contract entered into under IC 5-2-1.6.**
13 **Sec. 2. A public employer that wants to obtain reimbursement**
14 **for costs incurred in employing and training a law enforcement**
15 **officer from another public employer must comply with this**
16 **chapter.**
17 **Sec. 3. This chapter only applies to an individual who:**



1 (1) is hired by a public employer; and
 2 (2) successfully completes basic training;
 3 after June 30, 2025.

4 Sec. 4. As used in this chapter, "basic training" means the basic
 5 training (Tier 1 training) requirements established by the law
 6 enforcement training board under IC 5-2-1-9(d).

7 Sec. 5. As used in this chapter, "certification date" means the
 8 date that an individual, upon completion of basic training, is
 9 certified by the law enforcement training board created by
 10 IC 5-2-1-3 to act as a law enforcement officer.

11 Sec. 6. As used in this chapter, "claim" means a public
 12 employer's claim for reimbursement of costs under this chapter.

13 Sec. 7. As used in this chapter, "costs" means the following costs
 14 incurred by the first public employer:

15 (1) The cost of qualifying examinations administered in hiring
 16 the individual.

17 (2) The individual's basic training course fees and costs.

18 (3) Fees and costs for any specialized training provided to the
 19 individual not later than one (1) year after the individual's
 20 certification date.

21 (4) Any supplies and equipment provided to the individual
 22 that:

23 (A) cannot be reused; and

24 (B) were provided to the individual not later than one (1)
 25 year after the individual's certification date.

26 (5) The base salary and benefits provided to the individual
 27 during:

28 (A) the first year of employment, if the individual was
 29 employed at least one (1) year by the first employer; or

30 (B) the period of employment, if the individual was
 31 employed less than one (1) year by the first employer.

32 Sec. 8. As used in this chapter, "first public employer" means
 33 the public employer that employs an individual and incurs the costs
 34 for an individual to become a law enforcement officer.

35 Sec. 9. As used in this chapter, "public employer" means any of
 36 the following that employ an individual to serve as a law
 37 enforcement officer:

38 (1) The state or a state agency, including a state educational
 39 institution.

40 (2) A county, city, or town.

41 (3) A school corporation or governing board of a charter
 42 school.



1 **(4) An airport authority.**

2 **(5) A hospital licensed under IC 16-21-2 or health system that**
 3 **is:**

4 **(A) a unit of state or local government; or**

5 **(B) owned or operated by a unit of state or local**
 6 **government.**

7 **Sec. 10. (a) Except as provided in subsection (c), if an individual:**

8 **(1) leaves a public employer by resigning; and**

9 **(2) is hired by another public employer;**

10 **the public employer in subdivision (1) may claim reimbursement**
 11 **of costs from the public employer in subdivision (2).**

12 **(b) The amount of a public employer's claim is determined as**
 13 **follows:**

14 **(1) A first public employer's claim is equal to the product of**
 15 **the amount of the first public employer's costs, multiplied by**
 16 **the percentage determined under section 11 of this chapter.**

17 **(2) Any other public employer's claim is equal to the product**
 18 **of the amount of the first public employer's costs, multiplied**
 19 **by the percentage determined under section 11 of this chapter.**

20 **(c) The right of any public employer to make a claim terminates**
 21 **if:**

22 **(1) the public employer lays off or terminates the individual's**
 23 **employment for any reason; or**

24 **(2) the public employer fails to make a claim that meets the**
 25 **requirements of this chapter:**

26 **(A) within the time set forth in section 12(b) of this**
 27 **chapter; and**

28 **(B) before three (3) years have elapsed after the**
 29 **individual's certification date.**

30 **If a public employer's right to make a claim is terminated, the right**
 31 **of any subsequent public employer to make a claim under this**
 32 **chapter is also terminated.**

33 **Sec. 11. As provided in section 10(b) of this chapter, the amount**
 34 **of a public employer's claim decreases over time as follows:**

35 **(1) If the subsequent public employer hires an individual not**
 36 **more than one (1) year after the individual's certification**
 37 **date, one hundred percent (100%) of costs are reimbursable**
 38 **to the preceding public employer.**

39 **(2) If the subsequent public employer hires an individual:**

40 **(A) more than one (1) year; and**

41 **(B) less than two (2) years;**

42 **after the individual's certification date, sixty-six percent**



- 1 (66%) of costs are reimbursable to the preceding public
2 employer.
- 3 **(3) If the subsequent public employer hires an individual:**
4 **(A) at least two (2) years; and**
5 **(B) less than three (3) years;**
6 after the individual's certification date, thirty-three percent
7 (33%) of costs are reimbursable to the preceding public
8 employer.
- 9 **Sec. 12. (a) A subsequent public employer shall notify the**
10 **preceding public employer in writing of the individual's hiring not**
11 **later than ten (10) days after the individual's hire date.**
- 12 **(b) A public employer making a claim must, not later than thirty**
13 **(30) days after receiving notice under subsection (a), send:**
14 **(1) a claim to the subsequent public employer that complies**
15 **with:**
16 **(A) section 14 of this chapter, if the first public employer**
17 **is making the claim; or**
18 **(B) section 15 of this chapter, if any other public employer**
19 **is making the claim; and**
20 **(2) a copy of the claim to the individual.**
- 21 **Sec. 13. A public employer shall reimburse a claim that complies**
22 **with this chapter not later than one hundred twenty (120) days**
23 **after receiving the claim.**
- 24 **Sec. 14. (a) This section applies only to a claim made by the first**
25 **public employer.**
26 **(b) A claim must be on a form approved by the state board of**
27 **accounts and signed and certified as correct by the first public**
28 **employer's chief executive officer.**
29 **(c) The claim must provide the following information:**
30 **(1) The individual's full name.**
31 **(2) The individual's hire date and end date of employment**
32 **with the first public employer.**
33 **(3) The individual's certification date.**
34 **(4) A statement of the total costs incurred by the first public**
35 **employer for which the first public employer claims**
36 **reimbursement.**
37 **(5) An itemized list of costs comprising the total costs stated**
38 **in subdivision (4).**
39 **(d) The claim must be accompanied by copies of the following:**
40 **(1) The written notice, acknowledged and signed as provided**
41 **in section 16 of this chapter.**
42 **(2) Documents supporting each of the costs itemized under**



1 subsection (c)(5), including:

- 2 (A) payroll or salary vouchers;
 3 (B) earnings records;
 4 (C) invoices, claims, or billing statements;
 5 (D) accounts payable vouchers; or
 6 (E) canceled warrants or checks.

7 **Sec. 15. (a) This section applies only to a claim of a public**
 8 **employer that is not the first public employer.**

9 (b) A claim must be on a form approved by the state board of
 10 accounts and signed and certified as correct by the public
 11 employer's chief executive officer.

12 (c) The claim must provide the following information:

- 13 (1) The individual's full name.
 14 (2) The individual's hire date and end date of employment
 15 with the public employer submitting the claim.
 16 (3) The individual's certification date.
 17 (4) The total amount of the first public employer's claim.
 18 (5) The total amount for which the public employer
 19 submitting the claim seeks reimbursement in accordance with
 20 section 11 of this chapter. The amount must be expressed as:
 21 (A) a dollar amount; and
 22 (B) a percentage of the total amount stated in subdivision
 23 (4).

24 (d) The claim must be accompanied by copies of the claim forms
 25 of:

- 26 (1) the first public employer, without the copies of documents
 27 submitted under section 14(d) of this chapter; and
 28 (2) any other preceding public employer.

29 **Sec. 16. (a) Before hiring an individual, the first public employer**
 30 **must provide a written notice to the individual that contains at**
 31 **least the following information:**

- 32 (1) A statement that the provisions of this chapter apply.
 33 (2) A statement of costs, expressed as a dollar amount.
 34 (3) A statement to the effect that if the individual:
 35 (A) voluntarily leaves the first public employer; and
 36 (B) is hired by a subsequent public employer as a law
 37 enforcement officer;

38 the first public employer may claim reimbursement of the
 39 costs, reduced to the extent required under subdivision (5),
 40 from the individual's subsequent public employer.

- 41 (4) A statement that only a public employer may reimburse
 42 another public employer for costs. The individual may not be



1 required to reimburse or pay any portion of the costs
 2 incurred by a public employer.

3 **(5) A statement to the effect that the reimbursement amount**
 4 **that a public employer may claim decreases over time. If the**
 5 **individual is hired by the subsequent public employer:**

6 **(A) not more than one (1) year after the individual's**
 7 **certification date, the reimbursement amount is one**
 8 **hundred percent (100%) of the amount in subdivision (2),**
 9 **expressed as a dollar amount;**

10 **(B) more than one (1) year and less than two (2) years after**
 11 **the individual's certification date, the reimbursement**
 12 **amount is sixty-six percent (66%) of the amount in**
 13 **subdivision (2), expressed as a dollar amount;**

14 **(C) at least two (2) years and less than three (3) years after**
 15 **the individual's certification date, the reimbursement**
 16 **amount is thirty-three percent (33%) of the amount in**
 17 **subdivision (2), expressed as a dollar amount; and**

18 **(D) three (3) years after the individual's certification date,**
 19 **the reimbursement amount is reduced to zero (0).**

20 **(6) A statement to the effect that except as provided in**
 21 **subdivisions (7) and (8), whenever the individual voluntarily**
 22 **leaves employment as a law enforcement officer and is hired**
 23 **by a subsequent public employer as a law enforcement officer,**
 24 **the preceding employer may make a claim for reimbursement**
 25 **from the subsequent public employer:**

26 **(A) of the costs in subdivision (2); and**

27 **(B) reduced to the extent required under subdivision (5).**

28 **(7) A statement to the effect that:**

29 **(A) a public employer that makes a claim for**
 30 **reimbursement is required to provide the individual with**
 31 **a copy of the claim; and**

32 **(B) if any public employer of the individual does not make**
 33 **a claim for reimbursement within the time required under**
 34 **this chapter:**

35 **(i) the reimbursement amount is reduced to zero (0); and**

36 **(ii) the right of the employer that fails to submit the**
 37 **claim and the right of any subsequent public employer to**
 38 **submit a claim under this chapter terminates.**

39 **(8) A statement to the effect that this chapter no longer**
 40 **applies three (3) years after the individual's certification date.**

41 **(9) A statement to the effect that the provisions of this chapter**
 42 **only apply to the individual if the individual successfully**



1 completes basic training and is certified by the law
2 enforcement training board to act as a law enforcement
3 officer.

4 (10) A statement to the effect that the provisions of this
5 chapter only apply if the individual is employed as a law
6 enforcement officer by any of the following:

7 (A) The state or a state agency, including a state
8 educational institution.

9 (B) A county, city, or town.

10 (C) A school corporation or governing board of a charter
11 school.

12 (D) An airport authority.

13 (E) A hospital licensed under IC 16-21-2 or health system
14 that is:

15 (i) a unit of state or local government; or

16 (ii) owned or operated by a unit of state or local
17 government.

18 (b) The written notice must be signed and acknowledged:

19 (1) by the individual and the first public employer or first
20 public employer's agent; and

21 (2) on a date before the individual's hire date.

22 SECTION 2. IC 5-2-1.6 IS ADDED TO THE INDIANA CODE AS
23 A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY
24 1, 2025]:

25 **Chapter 1.6. Contract for Reimbursement of Law Enforcement
26 Officer Employment and Training Costs**

27 **Sec. 1. This chapter does not affect, modify, or amend a
28 collective bargaining agreement or employment agreement or
29 contract executed or renewed before July 1, 2025.**

30 **Sec. 2. This chapter only applies to an individual who:**

31 (1) is hired by a public employer; and

32 (2) successfully completes basic training;

33 after June 30, 2025.

34 **Sec. 3. The definitions in IC 5-2-1.5 apply to this chapter.**

35 **Sec. 4. As used in this chapter, "nonpublic employer" means a
36 private or governmental entity that:**

37 (1) employs an individual, including:

38 (A) a person;

39 (B) a corporation or other business entity; or

40 (C) a political subdivision, the state, or a state agency; and

41 (2) is not a public employer.

42 **Sec. 5. Except as provided in section 8 of this chapter, a public**



1 employer may require as a condition of an individual's hiring, that
 2 the individual enter into a contract or agreement to reimburse the
 3 public employer for costs incurred in employing and training the
 4 individual as a law enforcement officer, if the individual:

- 5 (1) voluntarily leaves the public employer's employment; and
- 6 (2) is subsequently employed by a nonpublic employer.

7 Any contract or agreement for reimbursement of costs must meet
 8 the requirements of this chapter.

9 Sec. 6. (a) This section applies only to a contract or agreement
 10 executed by the first public employer.

11 (b) A contract or agreement may not require an individual to
 12 reimburse the first public employer for an amount that exceeds the
 13 first public employer's costs, multiplied by the percentage
 14 determined under section 9 of this chapter.

15 Sec. 7. (a) This section applies only to an employment contract
 16 or agreement executed by a public employer that is not the first
 17 employer.

18 (b) A contract or agreement executed by a public employer may
 19 not require an individual to reimburse the public employer for an
 20 amount that exceeds the product of the total of the first public
 21 employer's costs multiplied by the percentage determined under
 22 section 9 of this chapter.

23 Sec. 8. Termination of a public employer's right to make a claim
 24 under IC 5-2-1.5-10(c) also terminates the right of any subsequent
 25 public employer of the individual to obtain reimbursement for
 26 costs and voids any employment contract or agreement under this
 27 chapter.

28 Sec. 9. An employment contract or agreement may not require
 29 an individual to reimburse the public employer for more than the
 30 maximum reimbursement amount, which shall be calculated as
 31 follows:

32 (1) If an individual is hired by a nonpublic employer not more
 33 than one (1) year after the individual's certification date, the
 34 contract may require the individual to reimburse the public
 35 employer not more than one hundred percent (100%) of the
 36 costs, expressed as a dollar amount.

37 (2) If an individual is hired by a nonpublic employer:

38 (A) more than one (1) year; and

39 (B) less than two (2) years;

40 after the individual's certification date, the contract may
 41 require the individual to reimburse the public employer not
 42 more than sixty-six percent (66%) of costs, expressed as a



1 **dollar amount.**

2 **(3) If an individual is hired by a nonpublic employer:**

3 **(A) at least two (2) years; and**

4 **(B) less than three (3) years;**

5 **after the individual's certification date, the contract may**
 6 **require the individual to reimburse the public employer not**
 7 **more than thirty-three percent (33%) of costs, expressed as a**
 8 **dollar amount.**

9 **(4) If an individual is hired by a nonpublic employer more**
 10 **than three (3) years after the individual's certification date,**
 11 **the contract may not require individual to reimburse the**
 12 **public employer for any costs.**

13 **Sec. 10. (a) Any public employer that requires an individual to**
 14 **enter into an employment contract or agreement under this**
 15 **chapter, must provide a written notice to the individual before**
 16 **hiring. The notice must contain at least the following information:**

17 **(1) A statement that the provisions of this chapter apply.**

18 **(2) A statement of the public employer's costs at the time of**
 19 **hiring, expressed as a dollar amount.**

20 **(3) A statement to the effect that if the individual:**

21 **(A) voluntarily leaves the public employer; and**

22 **(B) is hired by a nonpublic employer;**

23 **the contract would require the individual to reimburse the**
 24 **public employer for the public employer's costs in accordance**
 25 **with section 9 of this chapter. The reimbursement amount**
 26 **must be expressed as a dollar amount.**

27 **(4) A statement to the effect that if the right of any of the**
 28 **individual's public employers to make a claim for**
 29 **reimbursement terminates under IC 5-2-1.5-10(c), the**
 30 **individual is not required to reimburse any public employer**
 31 **for costs and any employment contract or agreement for**
 32 **reimbursement is void.**

33 **(5) This subdivision applies only to the first public employer.**
 34 **A statement to the effect that a contract entered into by an**
 35 **individual is void and unenforceable if the individual does not**
 36 **successfully complete basic training and is not certified by the**
 37 **law enforcement training board to act as a law enforcement**
 38 **officer.**

39 **(b) The written notice must be signed and acknowledged:**

40 **(1) by the individual and the public employer or public**
 41 **employer's agent; and**

42 **(2) on a date before the individual's hire date.**

