

## SENATE BILL No. 122

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### DIGEST OF INTRODUCED BILL

**Citations Affected:** IC 4-13-2-7; IC 5-10-9.5; IC 22-2-6-2.

**Synopsis:** Nonprofit loan center loans for state employees. Provides that not later than: (1) September 1, 2025, in the case of a state agency other than a state educational institution or a school corporation; (2) September 1, 2026, in the case of a state agency that is a state educational institution; or (3) September 1, 2027, in the case of a state agency that is a school corporation; a state agency shall partner with each nonprofit loan center (NLC) operating in Indiana to become a participating employer in the NLC's nonprofit loan center program (NLC program) by offering voluntary payroll deductions for eligible full-time employees to make payments toward the balance of a nonprofit loan center loan (NLC loan) made by a nonprofit loan center lender (NLC lender). Provides that after becoming a participating employer in an NLC program, a state agency shall allow an eligible employee to: (1) voluntarily request and establish payroll deductions for an NLC loan at any time; and (2) revoke the employee's authorization for payroll deductions for an NLC loan at any time; including any time that falls outside a designated open enrollment period for benefits. Defines an "NLC loan" as a loan that meets certain requirements with respect to the principal amount, loan term, finance charge, authorized fees, method of repayment, and other loan terms. Authorizes the state comptroller to authorize the electronic transfer of funds from the state treasury to a designated NLC lender in payment of an NLC loan on behalf of an eligible employee who has voluntarily given the state comptroller written authorization to make the transfer. Specifies that: (1) a loan made under the bill's provisions; or (2) a person that makes a loan under the bill's provisions; is subject to the  
(Continued next page)

**Effective:** July 1, 2025.

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## Deery, Bassler, Walker G

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January 8, 2025, read first time and referred to Committee on Insurance and Financial Institutions.

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Digest Continued

requirements of the Uniform Consumer Credit Code chapter governing consumer loans. Provides that a depository institution may make a loan under the same terms and conditions that apply with respect to a nonprofit loan center loan to an employee of: (1) a state agency; or (2) any other employer; as long as the loan is made in compliance with any applicable law. Allows a wage assignment to be made for the purpose of making payment to a depository institution in repayment of a loan that is made to the employee by the depository institution under the same terms and conditions that apply with respect to an NLC loan. Authorizes the electronic transfer of funds from the state treasury on behalf of an employee of a state agency in payment of a loan made by a depository institution to the employee under the same terms and conditions that apply to an NLC loan.



Introduced

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. 122



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 4-13-2-7, AS AMENDED BY P.L.9-2024,  
2 SECTION 85, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
3 JULY 1, 2025]: Sec. 7. (a) Subject to this chapter and other laws not  
4 inconsistent with this chapter, the state comptroller shall, respecting all  
5 agencies of the state, do the following:  
6 (1) Maintain the centralized accounting records for the state, keep  
7 the general books of accounts on a double entry basis, and  
8 maintain accounts as will reflect in detail or in summary, all  
9 assets, liabilities, reserves, surpluses, revenues and receipts,  
10 appropriations, allotments, expenditures, and encumbrances  
11 except as otherwise provided in this chapter. The accounting  
12 records and procedures must provide complete fiscal control over  
13 all agencies of the state and over all activities carried on by them  
14 and be upon forms, records, and systems approved by the state  
15 board of accounts.



- 1 (2) Examine every receipt, account, bill, claim, refund, and  
2 demand against the state arising from activities carried on by  
3 agencies of the state, approve each legal, correct, and proper  
4 claim, designate the account to be charged therefor, and issue the  
5 state comptroller's warrant in payment thereof. The state  
6 comptroller may authorize the disbursement through electronic  
7 funds transfer in conformity with IC 4-8.1-2-7. All warrants and  
8 electronic funds transfers shall be payable to the vendor or  
9 claimant and in no instance shall the state comptroller issue any  
10 warrant or make any electronic funds transfer payable to an  
11 officer or agency in payment of several claims where the officer  
12 is to distribute or pay to the several claimants the amount due,  
13 except in the case of special disbursement officers as provided for  
14 in this chapter. However, the state comptroller shall not be  
15 required to audit claims for any refunds made pursuant to  
16 IC 6-6-1.1 and IC 6-6-2.5.
- 17 (3) Examine each and every payroll or salary voucher submitted  
18 for payment by each state officer or state agency and shall issue  
19 the state comptroller's warrant in payment, payable to the officer  
20 or employee or claimant, except as provided in subdivision (5). In  
21 no instance shall the state comptroller issue the state comptroller's  
22 warrant payable to any officer or agency in payment of a payroll  
23 or schedule to be distributed or paid to employees by the officer  
24 or agency.
- 25 (4) Keep an earnings record for each employee that shows gross  
26 compensation, net compensation, items withheld for federal tax,  
27 public employees' retirement, teachers' retirement, or other  
28 retirement, and any other deductions authorized to be deducted  
29 from earnings, and shall, as required by law, make settlement with  
30 the proper officers, agents, or agencies for the deductions.
- 31 (5) Authorize the electronic transfer of funds from the state  
32 treasury to a designated deposit account in payment of a payroll  
33 or salary voucher on behalf of a state employee who has given the  
34 state comptroller written authorization to make the transfer under  
35 IC 4-15-5.9-2.
- 36 **(6) Authorize the electronic transfer of funds from the state**  
37 **treasury to a designated nonprofit loan center lender (as**  
38 **defined in IC 5-10-9.5-5) in payment of a nonprofit loan**  
39 **center loan (as defined in IC 5-10-9.5-6) on behalf of an**  
40 **eligible employee (as defined in IC 5-10-9.5-3) who has**  
41 **voluntarily given the state comptroller written authorization,**  
42 **through the eligible employee's state agency, to make the**



1 transfer under IC 5-10-9.5-10(d).

2 (7) Authorize the electronic transfer of funds from the state  
3 treasury to a depository institution (as defined in  
4 IC 24-4.5-1-301.5(12)) in payment of a loan that is made to an  
5 employee of a state agency (as defined in IC 5-10-9.5-8) by the  
6 depository institution (as defined in IC 24-4.5-1-301.5(12))  
7 under the same terms and conditions that apply with respect  
8 to a nonprofit loan center loan, as set forth in  
9 IC 5-10-9.5-6(a)(1) through IC 5-10-9.5-6(a)(15), as long as the  
10 employee has voluntarily given the state comptroller written  
11 authorization, through the employee's state agency, to make  
12 the transfer.

13 ~~(8)~~ (8) Accept all documents and reports showing evidences of  
14 the collection of state revenues by state agencies, evidences of the  
15 deposit of the revenues, and evidences of the receipt thereof by  
16 the treasurer of state and designate the fund or account to be  
17 credited.

18 ~~(9)~~ (9) Have all other powers and duties respecting all agencies of  
19 the state as may be imposed upon the state comptroller by law or  
20 transferred to the state comptroller by this chapter.

21 (b) The state comptroller may issue a warrant or make an electronic  
22 funds transfer in conformity with IC 4-8.1-2-7 to a person who:

- 23 (1) has a contract with the state; and
- 24 (2) is entitled to payment under that contract;

25 without the certification required by IC 5-11-10-1.

26 (c) The state comptroller may not issue a warrant or make an  
27 electronic funds transfer under subsection (b) except in accordance  
28 with procedures adopted by the state board of accounts.

29 (d) The state comptroller is not personally liable for a warrant issued  
30 or an electronic funds transfer made under subsection (b) if:

- 31 (1) the state comptroller complies with the procedures described  
32 in subsection (c); and
- 33 (2) funds are appropriated and available to pay the warrant or  
34 electronic funds transfer.

35 (e) This subsection applies to a payment of less than five thousand  
36 dollars (\$5,000). Notwithstanding any other law, the state comptroller  
37 may elect to:

- 38 (1) not preaudit a payment; and
- 39 (2) process the payment with the state agency authorizing the  
40 payment.

41 The state agency is accountable to the state board of accounts under the  
42 board's post payment auditing procedures.



1 SECTION 2. IC 5-10-9.5 IS ADDED TO THE INDIANA CODE  
 2 AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE  
 3 JULY 1, 2025]:

4 **Chapter 9.5. Payroll Payments to Nonprofit Loan Center**  
 5 **Lenders**

6 **Sec. 1. As used in this chapter, "consumer reporting agency that**  
 7 **compiles and maintains files on consumers on a nationwide basis"**  
 8 **has the meaning set forth in 15 U.S.C. 1681a(p).**

9 **Sec. 2. As used in this chapter, "depository institution" has the**  
 10 **meaning set forth in IC 24-4.5-1-301.5(12).**

11 **Sec. 3. As used in this chapter, "eligible employee" means an**  
 12 **individual who:**

13 (1) **is employed full time by a state agency; and**

14 (2) **resides in a community in Indiana that is served by a**  
 15 **nonprofit loan center.**

16 **Sec. 4. As used in this chapter, "nonprofit loan center", or**  
 17 **"NLC", means a nonprofit organization that operates a nonprofit**  
 18 **loan center program that is offered to residents in one (1) or more**  
 19 **communities in Indiana.**

20 **Sec. 5. As used in this chapter, "nonprofit loan center lender",**  
 21 **or "NLC lender", means a lender that is:**

22 (1) **licensed by the department of financial institutions under**  
 23 **IC 24-4.5-3; and**

24 (2) **regularly engaged in making nonprofit loan center loans**  
 25 **through a nonprofit loan center program.**

26 **Sec. 6. (a) As used in this chapter, "nonprofit loan center loan",**  
 27 **or "NLC loan", means a loan that is offered through a nonprofit**  
 28 **loan center program and that meets the following requirements:**

29 (1) **The loan is made primarily for personal, family, or**  
 30 **household purposes.**

31 (2) **The principal (as defined in IC 24-4.5-3-107(3)) of the loan**  
 32 **does not exceed one thousand dollars (\$1,000).**

33 (3) **The term of the loan is at least twelve (12) months.**

34 (4) **The loan finance charge, calculated according to the**  
 35 **actuarial method, does not exceed eighteen percent (18%) per**  
 36 **year on the unpaid balances of the principal (as defined in**  
 37 **IC 24-4.5-3-107(3)).**

38 (5) **Any prepaid finance charge (however denominated by the**  
 39 **NLC lender) that is imposed under IC 24-4.5-3-201(3)(d):**

40 (A) **does not exceed thirty-five dollars (\$35); and**

41 (B) **notwithstanding IC 24-4.5-3-201(10), may, at the**  
 42 **option of the NLC lender, be refunded to the borrower**



- 1           upon the borrower's completion of one (1) or more  
2           consumer financial education courses.
- 3           **(6) The loan is not subject to any additional permitted charges**  
4           **under IC 24-4.5-3-202 other than the charge permitted under**  
5           **IC 24-4.5-3-202(1)(f) for each returned payment by a bank or**  
6           **other depository institution of a dishonored check, electronic**  
7           **funds transfer, negotiable order of withdrawal, or share draft**  
8           **issued by the borrower, as applicable.**
- 9           **(7) The loan is not subject to any other fees or charges not**  
10           **described in subdivisions (4) through (6) other than the**  
11           **following, at the option of the NLC lender:**
- 12               **(A) A delinquency charge permitted under**  
13               **IC 24-4.5-3-203.5 on any installment or minimum payment**  
14               **due that is not paid in full not later than ten (10) days after**  
15               **its scheduled due date.**
- 16               **(B) An application fee or administrative fee (however**  
17               **denominated by the NLC lender) that:**
- 18                   **(i) does not exceed thirty-five dollars (\$35);**  
19                   **(ii) is not a condition for, or an incident to, the extension**  
20                   **of credit; and**
- 21                   **(iii) is imposed by the NLC lender on all applicants for a**  
22                   **loan, regardless of whether a loan is made.**
- 23           **(8) The NLC lender does not take a security interest in any**  
24           **real or personal property of the borrower in connection with**  
25           **the loan.**
- 26           **(9) The borrower is not subject to a credit check, or any other**  
27           **investigation into the borrower's creditworthiness, in**  
28           **connection with the loan application, other than verification**  
29           **that the borrower:**
- 30               **(A) is employed full time by an employer that participates**  
31               **in the nonprofit loan center program;**
- 32               **(B) has an open checking account in a depository**  
33               **institution; and**
- 34               **(C) meets any applicable monthly gross income**  
35               **requirements that the NLC lender has established with**  
36               **respect to different loan amounts or ranges of loan**  
37               **amounts.**
- 38           **(10) The loan application may be completed online through**  
39           **the NLC lender's website.**
- 40           **(11) The proceeds of the loan are deposited directly into the**  
41           **borrower's checking account with a depository institution.**
- 42           **(12) Repayment of the loan may be made through payroll**



1           deductions that:

2           (A) are made by the borrower's employer on the  
3           borrower's behalf; and

4           (B) are:

5           (i) voluntarily authorized by the borrower; and

6           (ii) revokable by the borrower at any time;

7           in compliance with IC 24-4.5-3-403.

8           (13) Approval of the loan is not conditioned on the borrower's  
9           authorization of payroll deductions for repayment of the loan.

10          (14) The loan is not subject to a prepayment penalty or fee.

11          (15) The borrower's payments on the loan are reported to at  
12          least one (1) consumer reporting agency that compiles and  
13          maintains files on consumers on a nationwide basis.

14          (b) The term does not include a small loan (as defined in  
15          IC 24-4.5-7-104) that is subject to IC 24-4.5-7.

16          Sec. 7. As used in this chapter, "nonprofit loan center  
17          program", or "NLC program", means a loan program that is:

18          (1) operated by a nonprofit loan center and offered to

19          residents in one (1) or more communities in Indiana; and

20          (2) made available:

21           (A) by one (1) or more employers that partner with a  
22           nonprofit loan center lender that makes loans through the  
23           program; and

24           (B) to employees as an employee benefit;

25          at no cost to the employer.

26          Sec. 8. (a) As used in this chapter, "state agency" means any  
27          authority, board, branch, commission, committee, department,  
28          division, or other instrumentality of the executive (including the  
29          administrative), judicial, or legislative branch of state government.

30          The term includes the following:

31          (1) A state elected official's office.

32          (2) A state educational institution (as defined in  
33          IC 21-7-13-32).

34          (3) A body corporate and politic of the state created by state  
35          statute.

36          (b) The term does not include a political subdivision (as defined  
37          in IC 36-1-2-13), except for a school corporation (as defined in  
38          IC 36-1-2-17).

39          Sec. 9. As used in this chapter, "statewide coordinator" means  
40          a nonprofit organization that is responsible for:

41          (1) recruiting local lenders;

42          (2) engaging employers;





- 1           (3) raising additional capital for lending through local NLC  
2           lenders; and  
3           (4) providing other support for local NLC lenders;  
4           in connection with NLC programs in Indiana.

5           **Sec. 10. (a) Not later than:**

- 6           (1) September 1, 2025, in the case of a state agency that is not:  
7           (A) a state educational institution (as defined in  
8           IC 21-7-13-32); or  
9           (B) a school corporation (as defined in IC 36-1-2-17);  
10          (2) September 1, 2026, in the case of a state agency that is a  
11          state educational institution (as defined in IC 21-7-13-32); or  
12          (3) September 1, 2027, in the case of a state agency that is a  
13          school corporation (as defined in IC 36-1-2-17);

14          a state agency shall partner with each NLC operating in Indiana to  
15          become a participating employer in the NLC's nonprofit loan  
16          center program by offering voluntary payroll deductions for  
17          eligible employees who enter into an NLC loan offered by an NLC  
18          lender.

19          (b) The statewide coordinator shall provide any necessary  
20          assistance to enable state agencies to become participating  
21          employers in each NLC program operating in Indiana, as required  
22          by subsection (a). In providing assistance under this subsection, the  
23          statewide coordinator may work with any of the following, as  
24          appropriate:

- 25          (1) An individual state agency, including:  
26          (A) the board of trustees for an individual state  
27          educational institution (as defined in IC 21-7-13-32); or  
28          (B) the governing body of a school corporation (as defined  
29          in IC 36-1-2-17).  
30          (2) The state personnel department.  
31          (3) The legislative council.  
32          (4) The office of judicial administration.  
33          (5) Individual NLC lenders making loans through the NLC  
34          program.

35          (c) After becoming a participating employer as required under  
36          subsection (a), a state agency shall offer as an employee benefit the  
37          opportunity for the state agency's eligible employees to make  
38          payments toward the balance of an NLC loan through voluntary  
39          recurring payroll deductions under IC 22-2-6-2(b)(10). A state  
40          agency shall:

- 41          (1) allow an eligible employee to:  
42          (A) voluntarily request and establish payroll deductions



1           under this subsection at any time; and  
 2           (B) revoke the employee's authorization for payroll  
 3           deductions under this subsection at any time;  
 4           including any time that falls outside a designated open  
 5           enrollment period for employee benefits, in the manner set  
 6           forth in subsection (d); and  
 7           (2) agree, in a signed writing, to an employee's request for  
 8           payroll deductions under this subsection, as required by  
 9           IC 22-2-6-2(a)(1)(D).

10          The statewide coordinator shall provide any necessary assistance  
 11          to enable state agencies to offer and administer payroll deductions  
 12          under this subsection, including by communicating or promoting  
 13          the availability of the payroll deductions as an employee benefit for  
 14          eligible employees. In providing this assistance, the statewide  
 15          coordinator may work with any of the entities set forth in  
 16          subsection (b)(1) through (b)(5).

17          (d) Upon receiving approval for an NLC loan, an eligible  
 18          employee may make a written request, in accordance with  
 19          IC 22-2-6-2(a), to the state agency employing the eligible employee,  
 20          that a specified portion of any compensation due from the state  
 21          agency to the eligible employee be credited to the eligible  
 22          employee's account with the applicable NLC lender to be applied  
 23          as payment toward the NLC loan balance. Upon receipt of an  
 24          eligible employee's request to a state agency under this subsection,  
 25          the state comptroller, or another appropriate official or payroll  
 26          administrator, shall:

27                (1) draw a warrant in favor of the NLC lender set forth in the  
 28                eligible employee's request;  
 29                (2) in the event more than one (1) eligible employee of the  
 30                state agency designates the same NLC lender, draw a single  
 31                warrant in favor of the NLC lender for the total amount due  
 32                on behalf of the eligible employees and transmit the warrant  
 33                to the NLC lender identifying each eligible employee and the  
 34                amount to be credited to each eligible employee's account; or  
 35                (3) make a direct deposit to the NLC lender by electronic  
 36                funds transfer;  
 37          in the manner set forth in IC 4-15-5.9-2(a). An eligible employee's  
 38          written or electronic request under this subsection shall authorize  
 39          in advance the direct credit by warrant or electronic funds transfer  
 40          of the specified portion of the eligible employee's earnings each  
 41          time a payroll warrant or electronic funds transfer is issued on the  
 42          eligible employee's behalf. The eligible employee's written or



1 electronic authorization must designate an NLC lender and an  
 2 account number to which the payment is to be credited. The  
 3 eligible employee's authorization remains in effect until the eligible  
 4 employee revokes it in writing or by electronic means.

5 **Sec. 11. Any:**

6 (1) loan made under this chapter; or

7 (2) person (as defined in IC 24-4.5-1-301.5) that makes a loan  
 8 under this chapter;

9 is subject to the requirements of IC 24-4.5-3 and any related rules,  
 10 orders, or guidance documents adopted or issued by the  
 11 department of financial institutions.

12 **Sec. 12. This chapter does not prohibit a depository institution**  
 13 **(as defined in IC 24-4.5-1-301.5(12)) from making a loan under the**  
 14 **same terms and conditions that apply with respect to an NLC loan,**  
 15 **as set forth in section 6(a)(1) through 6(a)(15) of this chapter, to an**  
 16 **employee of:**

17 (1) a state agency; or

18 (2) any other employer;

19 **as long as the loan is made in compliance with any applicable law.**

20 SECTION 3. IC 22-2-6-2, AS AMENDED BY P.L.147-2019,  
 21 SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
 22 JULY 1, 2025]: Sec. 2. (a) Any assignment of the wages of an  
 23 employee is valid only if all of the following conditions are satisfied:

24 (1) The assignment is:

25 (A) in writing;

26 (B) signed by the employee personally;

27 (C) by its terms revocable at any time by the employee upon  
 28 written notice to the employer; and

29 (D) agreed to in writing by the employer.

30 (2) An executed copy of the assignment is delivered to the  
 31 employer within ten (10) days after its execution.

32 (3) The assignment is made for a purpose described in subsection  
 33 (b).

34 (b) A wage assignment under this section may be made for the  
 35 purpose of paying any of the following:

36 (1) Premium on a policy of insurance obtained for the employee  
 37 by the employer.

38 (2) Pledge or contribution of the employee to a charitable or  
 39 nonprofit organization.

40 (3) Purchase price of bonds or securities, issued or guaranteed by  
 41 the United States.

42 (4) Purchase price of shares of stock, or fractional interests in



- 1 shares of stock, of the employing company, or of a company  
 2 owning the majority of the issued and outstanding stock of the  
 3 employing company, whether purchased from such company, in  
 4 the open market or otherwise. However, if such shares are to be  
 5 purchased on installments pursuant to a written purchase  
 6 agreement, the employee has the right under the purchase  
 7 agreement at any time before completing purchase of such shares  
 8 to cancel said agreement and to have repaid promptly the amount  
 9 of all installment payments which theretofore have been made.
- 10 (5) Dues to become owing by the employee to a labor  
 11 organization of which the employee is a member.
- 12 (6) Purchase price of merchandise, goods, or food offered by the  
 13 employer and sold to the employee, for the employee's benefit,  
 14 use, or consumption, at the written request of the employee.
- 15 (7) Amount of a loan made to the employee by the employer and  
 16 evidenced by a written instrument executed by the employee  
 17 subject to the amount limits set forth in section 4(c) of this  
 18 chapter.
- 19 (8) Contributions, assessments, or dues of the employee to a  
 20 hospital service or a surgical or medical expense plan or to an  
 21 employees' association, trust, or plan existing for the purpose of  
 22 paying pensions or other benefits to said employee or to others  
 23 designated by the employee.
- 24 (9) Payment to any credit union, nonprofit organizations, or  
 25 associations of employees of such employer organized under any  
 26 law of this state or of the United States.
- 27 (10) Payment to any person or organization regulated under the  
 28 Uniform Consumer Credit Code (IC 24-4.5) for deposit or credit  
 29 to the employee's account by electronic transfer or as otherwise  
 30 designated by the employee.
- 31 **(11) Payment to a depository institution (as defined in**  
 32 **IC 24-4.5-1-301.5(12)) in repayment of a loan that is made to**  
 33 **the employee by the depository institution (as defined in**  
 34 **IC 24-4.5-1-301.5(12)) under the same terms and conditions**  
 35 **that apply with respect to a nonprofit loan center loan, as set**  
 36 **forth in section IC 5-10-9.5-6(a)(1) through**  
 37 **IC 5-10-9.5-6(a)(15).**
- 38 ~~(11)~~ (12) Premiums on policies of insurance and annuities  
 39 purchased by the employee on the employee's life.
- 40 ~~(12)~~ (13) The purchase price of shares or fractional interest in  
 41 shares in one (1) or more mutual funds.
- 42 ~~(13)~~ (14) A judgment owed by the employee if the payment:



- 1 (A) is made in accordance with an agreement between the  
 2 employee and the creditor; and  
 3 (B) is not a garnishment under IC 34-25-3.  
 4 ~~(14)~~ **(15)** The purchase, rental, or use of uniforms, shirts, pants,  
 5 or other ~~job-related~~ **job related** clothing at an amount not to  
 6 exceed the direct cost paid by an employer to an external vendor  
 7 for those items.  
 8 ~~(15)~~ **(16)** The purchase of equipment or tools necessary to fulfill  
 9 the duties of employment at an amount not to exceed the direct  
 10 cost paid by an employer to an external vendor for those items.  
 11 ~~(16)~~ **(17)** Reimbursement for education or employee skills  
 12 training. However, a wage assignment may not be made if the  
 13 education or employee skills training benefits were provided, in  
 14 whole or in part, through an economic development incentive  
 15 from any federal, state, or local program.  
 16 ~~(17)~~ **(18)** An advance for:  
 17 (A) payroll; or  
 18 (B) vacation;  
 19 pay.  
 20 ~~(18)~~ **(19)** The employee's drug education and addiction treatment  
 21 services under IC 12-23-23.  
 22 (c) The interest rate charged on amounts loaned or advanced to an  
 23 employee and repaid under subsection (b) may not exceed the bank  
 24 prime loan interest rate as reported by the Board of Governors of the  
 25 Federal Reserve System or any successor rate, plus four percent (4%).  
 26 (d) The total amount of wages subject to assignment under  
 27 subsection ~~(b)(14)~~ **and** (b)(15) **and** ~~(b)(16)~~ may not exceed the lesser  
 28 of:  
 29 (1) two thousand five hundred dollars (\$2,500) per year; or  
 30 (2) five percent (5%) of the employee's weekly disposable  
 31 earnings (as defined in IC 24-4.5-5-105(1)(a)).  
 32 (e) Except as provided under 29 CFR Parts 1910, 1915, 1917, 1918,  
 33 and 1926, an employee shall not be charged or subject to a wage  
 34 assignment under subsection ~~(b)(14)~~ **or** (b)(15) **or** ~~(b)(16)~~ for  
 35 protective equipment including personal protective equipment  
 36 identified under 29 CFR Parts 1910, 1915, 1917, 1918, and 1926.

