

STATE OF INDIANA
EXECUTIVE DEPARTMENT
INDIANAPOLIS

EXECUTIVE ORDER 25-16

FOR: BRINGING THE PUBLIC SERVANT WORKFORCE BACK TO THE OFFICE

TO ALL WHOM THESE PRESENTS MAY COME, GREETINGS.

WHEREAS, in March 2020, the COVID-19 pandemic disrupted global activities, severely impacting many aspects of daily life in the State of Indiana;

WHEREAS, the State of Indiana took swift action to protect the lives and health of Hoosiers by allowing state agencies to function to the best of their ability amidst the ongoing pandemic, including allowing state employees to work remotely to protect themselves and their families from COVID-19;

WHEREAS, the Public Health Emergency for COVID-19 was ended in the State of Indiana on March 3, 2022, by Executive Order 22-09, and the conditions necessitating non-traditional work environments have significantly improved;

WHEREAS, provision of efficient government requires all agencies to be accountable to taxpayers by ensuring state employees operate at the best of their abilities while being compensated by taxpayer dollars;

WHEREAS, a significant portion of the state workforce remains in hybrid or remote work arrangements;

WHEREAS, in 2024, the Executive Branch reported 7,317,984 hours of remote work under 10,588 approved remote work agreements;

WHEREAS, while remote work was appropriate during the COVID-19 pandemic, its continued scale must be reevaluated to align with the fundamental mission of public service: ensuring accountability, responsiveness, and efficient service delivery to Hoosiers;

WHEREAS, the COVID-19 pandemic has ended, and Hoosiers expect their elected leaders to promptly restore the public servant workforce to its pre-pandemic status; and

WHEREAS, a return to in-person work will strengthen collaboration, oversight, and direct engagement, maximizing the effectiveness of the State of Indiana's civil service workforce;

NOW, THEREFORE, I, Michael K. Braun, by virtue of the authority vested in me as the Governor of the State of Indiana, do hereby order that:


1. Except as provided below, all state agencies will require all full-time employees to work in the office, facility, or field location assigned by their agency, and not from a remote location, by July 1, 2025.
2. The Secretary of Management and Budget, in conjunction with the Indiana State Personnel Department, is directed to develop policies for granting limited exceptions to this executive order. The policies authorizing remote work must consider:
 - a. The purpose of this Executive Order.
 - b. The needs of the agencies.
 - c. The essential functions of the jobs authorized for remote work

- d. The space available for employees to work in person, and the abilities of affected employees to perform assigned duties in alternate locations.
3. The policies must provide that employees who have not yet demonstrated satisfactory performance in their job functions or are not currently demonstrating satisfactory performance are not eligible for remote work.
4. The policies must provide that, unless approved by Indiana State Personnel Department as a business necessity exception, remote work must be performed within the geographical boundaries of the State of Indiana unless traveling for official functions.
5. Executive Order 22-10 is hereby rescinded in its entirety, effective immediately.



IN TESTIMONY WHEREOF, I,
Michael K. Braun, have hereunto set
my hand and caused to be affixed the
Great Seal of the State of Indiana on
this 14th day of January, 2025.


Michael K. Braun Governor of Indiana

ATTEST: 
Diego Morales
Secretary of State