

Agency History

40 Years as an Active Agency:

The Indiana Department of Environmental Management (IDEM) officially began to oversee the health of Indiana's air, land, and water environment for the welfare of all citizens in 1986.

- The Indiana General Assembly created IDEM under Indiana Code Title 13 in 1985.
- This act consolidated programs previously implemented and enforced by the Indiana State Board of Health under the direction and authority of the Environmental Management Board, the Stream Pollution Control Board, and the Air Pollution Control Board.
- Title 13 created divisions for air and water pollution control, solid waste management, pollution prevention, administrative services, and offices to handle environmental emergencies, public communication, and investigations.
- IDEM began operating on July 1, 1986.

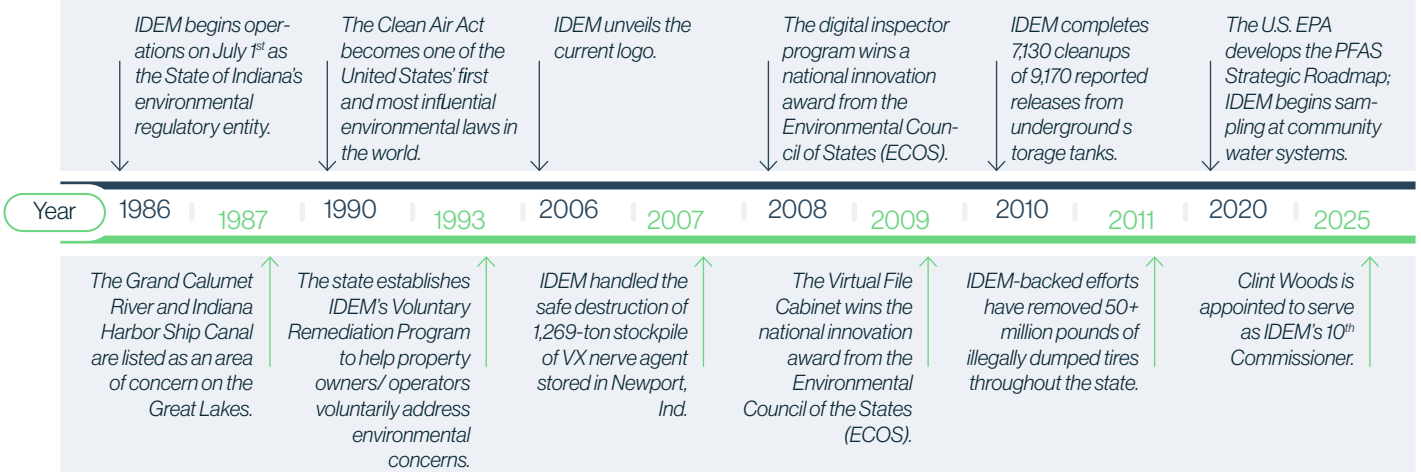
Mission:

IDEM's mission is to implement federal and state regulations to protect human health and the environment while allowing the environmentally sound operations of industrial, agricultural, commercial, and governmental activities vital to a prosperous economy.

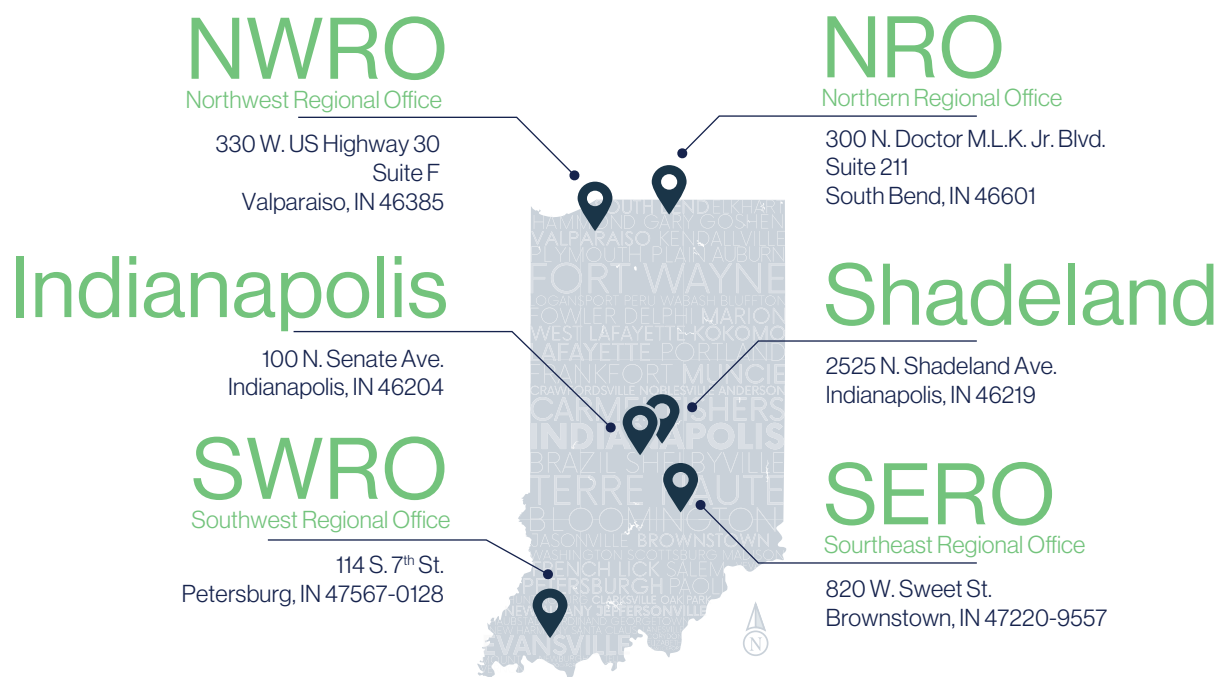
Functions:

IDEM issues air, water, and solid and hazardous waste permits that restrict discharges to environmentally safe levels. Staff members inspect and monitor regulated entities; provide compliance and technical assistance; monitor and assess air, land, and water quality; use enforcement actions as necessary to ensure compliance; and respond to incidents involving spills to soil or waters of the state.

Highlights



IDEM Locations



Head Count for
All Offices

789

Employees

IDEM's regional offices, located strategically throughout the state, provide customers access to local environmental services and staff. The four offices, Northern, Northwest, Southeast, and Southwest, house approximately 95 staff who work for IDEM's Offices of Air, Land, and Water Quality.

The offices also house support staff for several non-regulatory programs such as the Clean Community Program, Indiana Clean Marinas Program, Indiana BeachAlert, Lake Michigan Lakewide Areas Management Plan (LAMP), and the Grand Calumet River Remedial Action Plan (RAP). Each regional office also includes Compliance and Technical Assistance Program (CTAP) staff who provide free, confidential assistance to Indiana businesses and industries.



Clint Woods

Indiana Department of Environmental
Management Commissioner

Dear Hoosiers,

It is my pleasure to present the Indiana Department of Environmental Management's annual report. This report reflects not only the work we've accomplished, but also our ongoing commitment to protecting Indiana's environment and supporting the health and quality of life of everyone who calls our state home.

IDEM's dedicated staff work tirelessly to safeguard our air, land, and water resources, enhance community partnerships, and provide innovative solutions to environmental challenges. From improving recycling and waste management efforts to advancing clean air initiatives and protecting Indiana's waterways, our mission has remained clear: to implement environmental policies and programs that serve both our citizens and our natural resources.

IDEM continues to build strong collaborations with local governments, businesses, and community organizations to achieve meaningful results. Whether through advancing new sustainability initiatives, supporting economic growth while protecting our environment, or increasing transparency through cooperative federalism, we remain focused on creating lasting impacts that benefit all Hoosiers.

I am proud of what we've accomplished together, and I look forward to the opportunities ahead as we work to ensure a cleaner, healthier, and more sustainable Indiana for generations to come. Thank you for your continued trust and partnership in helping us achieve this mission.

Sincerely,

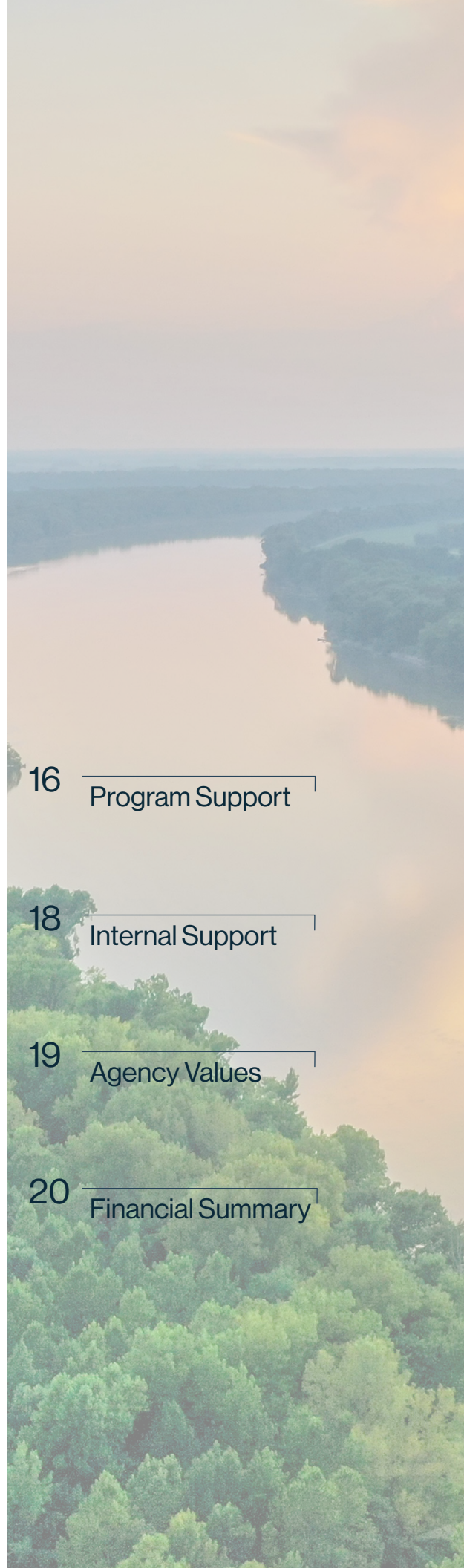
A handwritten signature in black ink, appearing to read "Clint Woods". The signature is stylized and fluid, with a shadow effect behind it.

Commissioner Clint Woods

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Agency Leadership



Clint Woods

Commissioner

Office of Legal Counsel

William Anthony
General Counsel

Valerie Tachtiris
Deputy General Counsel

Office of Air Quality

Matthew Stuckey
Assistant Commissioner

Office of Land Quality

Brian Wolff
Assistant Commissioner

Andrew Pappas
Colleen Rennaker
Deputy Assistant Commissioners

Office of Water Quality

Martha Clark Mettler
Assistant Commissioner

Paul Higginbotham
Deputy Assistant Commissioner

Office of Program Support

Robert G. Lugar
Assistant Commissioner

Carl J. Wodrich
Deputy Assistant Commissioner

Hilary Alderete

Chief of Staff

Media and Communications

Allen Carter
Director

Technology Services

Erik Winblad
Chief Technology Officer

Finance Division

Briony Towler
Chief Financial Officer

Organizational Development

Amanda Hall
Chief Development Officer

Agricultural Liaison

Megan Espinda
Director

Legislative and Intergovernmental Affairs

Joshua Bain
Director

Key Performance Indicators

Agency Efficiency ✓

Environmental permitting is IDEM's primary tool for ensuring that industrial and commercial activities are protective of human health and the environment. Permits establish clear, enforceable standards and create accountability for businesses operating in Indiana.

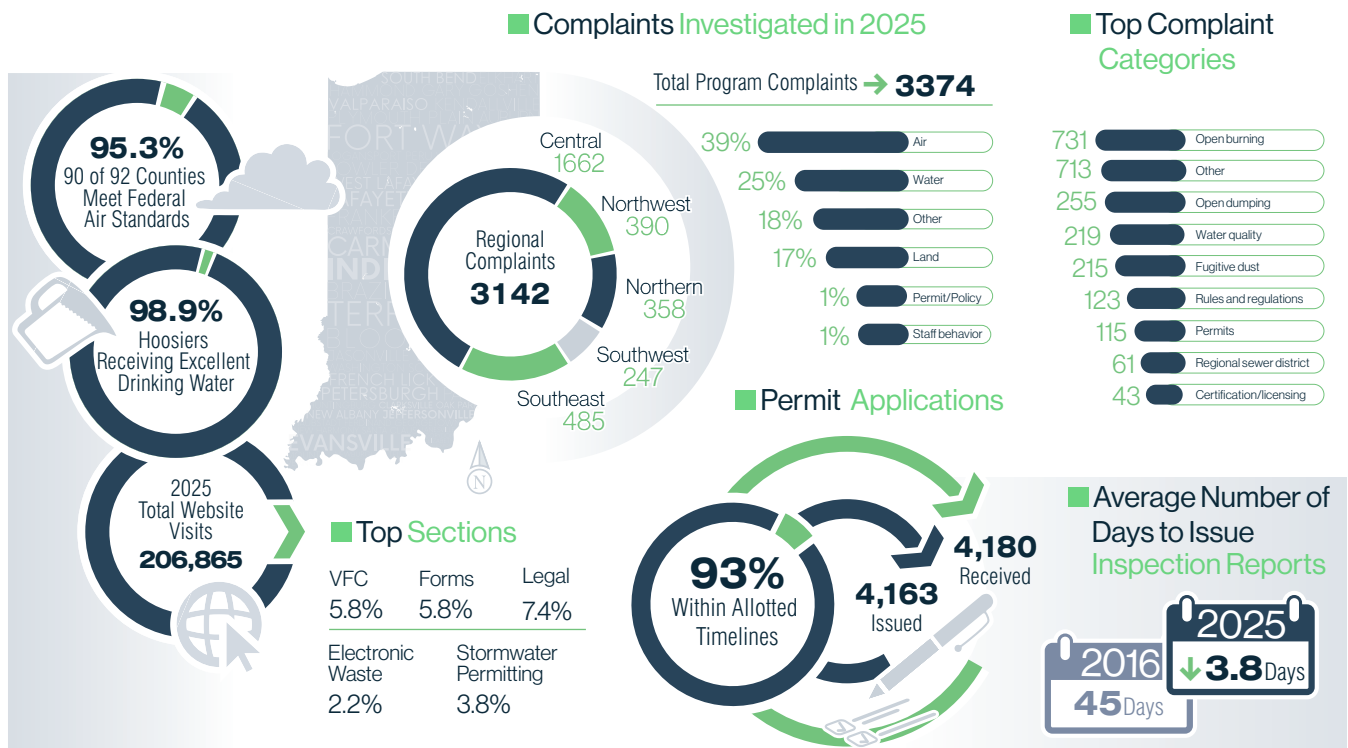
IDEM manages these programs with a focus on both environmental integrity and

operational efficiency, helping businesses move forward without unnecessary delays while ensuring citizens benefit from clean air, land, and water. Indiana's nationally recognized efficiency is built on rigorous technical review, transparent expectations, and consistent application of state and federal environmental laws.

In 2025, IDEM processed more than 4,000 environmental permits with most air, land, and water permits issued within just a few months compared to the years it can take

in other states, all while maintaining strong environmental protections.

Facility inspection reports were delivered in fewer than four days on average, making Indiana among the fastest in the nation. This speed enables businesses to quickly correct deficiencies, reducing downtime and ensuring compliance. At the same time, rapid reporting provides transparency for citizens and strengthens environmental protection by making critical information available without delay.



2025 Legislative Updates

In 2025, the Indiana General Assembly passed new laws impacting IDEM operations including:

- **SEA 103:** By Dec. 31, IDEM must perform a comprehensive evaluation of ambient air quality within nonattainment areas in Indiana and identify pollution reduction or regulatory relief strategies that could accomplish certain goals with respect to the federal Clean Air Act.
- **SEA 193:** Requires IDEM to conduct an onsite inspection of a Confined Feeding Operation (CFO) once within 45 days of an initial approval and once within 90 days of an approved renewal to verify compliance with certain requirements.
- **SEA 459:** Mandates cybersecurity measures for certain water and wastewater facilities.
- **HEA 1037:** Restricts local governments from creating stormwater management rules for construction sites that are stricter than state-level regulations but allows local governments to enforce clear violations of stormwater rules on properties smaller than one acre (e.g., housing sites).

In addition to legislation, IDEM carried out additional noteworthy initiatives and statewide projects.

Establishing Permitting Program for Coal Combustion Residuals

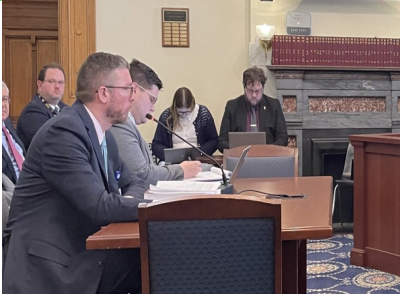


In December 2025, the Indiana Environmental Rules Board approved IDEM's Coal Combustion Residual (CCR) rule, establishing a comprehensive state permitting program for coal ash disposal and management. The rule will now be submitted to the U.S. EPA for review and approval.

Coal Combustion Residuals, also known as coal ash, are a waste byproduct produced primarily from the burning of coal in coal-fired power plants. Coal ash can contain metallic compounds, such as mercury, which may negatively impact soil and water sources if not properly managed and contained.

IDEM's CCR rule would require any facility in Indiana with CCR units to obtain a state permit. The program includes requirements for design, operation, groundwater monitoring, closure, recordkeeping, and financial assurance.

With the ERB's approval, Indiana joins a small group of states pursuing their own CCR programs. To date, just four states have received U.S. EPA approval.



Commissioner Clint Woods provides testimony to the Indiana Senate Environmental Affairs Committee.



SEA 459 mandates cybersecurity measures for certain water and wastewater facilities.



IDEM partners with Indiana's ag community to support regulatory compliance and policies that protect both farms and the environment.



PFAS foam disposal can be costly; IDEM and IDHS stepped up to help.

Executive Order 25-38



Governor Mike Braun issued a series of executive orders to streamline Indiana's environmental regulation approach, including Executive Order 25-38. EO 25-38 directs agencies responsible for environmental regulations to "identify state environmental regulations and policies that are unduly burdensome, significantly raise the cost of living for Hoosiers, are not supported by current law and the best available science, or do not benefit Indiana's environment."

The agency received more than 1,400 pages of public feedback. On Dec. 31, IDEM provided a written report to the Governor and Legislative Council identifying potential regulations. The review included Indiana Administrative Code Titles 326, 327, 328, and 329. Based on IDEM's review, the subset of regulations in this category is relatively small. For decades, Indiana Code, as well as previous gubernatorial administrations, have limited IDEM's ability to promulgate rules that are more restrictive than federal regulations.

IDEM is committed to ensuring that its regulatory actions are consistent with statutory authority, supported by the best available science, and not unduly burdensome. IDEM has identified opportunities to clarify or rescind existing policies and regulations, and intends to revisit and revise, or possibly rescind, any policies or regulations that do not protect the environment, support economic growth, thereby reducing unduly burdensome requirements.

IDEM Helps Collect Nearly 50,000 Gallons of PFAS Foam



PFAS foam is used to suppress or extinguish Class-B (toxic chemical) fires. The U.S. EPA found that exposure to PFAS can lead to adverse health outcomes in humans. In 2020, the Indiana General Assembly passed HEA 1189, prohibiting the use of firefighting foam containing PFAS for training purposes.

A collaboration with the Indiana Department of Homeland Security to collect and safely dispose of PFAS foam from Indiana fire agencies officially concluded in early 2025.

Since April 2022, the free program collected and safely disposed of 48,000 gallons of foam collected from 300 Hoosier fire departments across the state, saving fire departments thousands of dollars in disposal costs while protecting Hoosiers and the Indiana environment.

Air

Every time we step outside, we trust and expect that the air we breathe is safe and free of harmful levels of pollution. Good air quality helps us live our lives with vitality and energy. Poor air quality can cause harm to our health and the environment.

IDEM's Office of Air Quality (OAQ) is chiefly responsible for implementing the requirements of the Clean Air Act in Indiana. The Clean Air Act is a federal law passed in 1970 that authorized the establishment of National Ambient Air Quality Standards (NAAQS) to protect public health and welfare, as well as to regulate emissions of hazardous air pollutants.

As identified in the Clean Air Act, OAQ monitors for the six criteria air pollutants: carbon monoxide, lead, nitrogen dioxide, ozone, particulate matter, and sulfur dioxide.

Since 2002, Indiana has seen measurable and significant decreases in the emissions of these criteria pollutants.

Permitting



There are more than 1,100 entities in Indiana that require authorization from OAQ's Permits Branch to construct and operate their facilities, ensuring their operations comply with Clean Air Act Requirements. These approvals include permits, registrations, permit modifications, renewals and Source Specific Operating Agreements (SSOAs).



Understanding public interest and a commitment to transparency, OAQ conducted six public meetings or hearings at various locations around the state in 2025. These meetings and hearings offer citizens the opportunity to engage directly with the permitting process and ask questions about facility operations in their communities.

Inspecting



To uphold state and federal air quality standards, IDEM inspectors regularly conduct site visits to evaluate whether operators are complying with the conditions of their permits. The team assesses regulated sources of air emissions across Indiana by overseeing stack testing requirements, reviewing documentation such as annual compliance certifications, and performing on-site inspections.

When significant non-compliance is identified, the team takes appropriate enforcement actions to promote adherence to regulatory expectations and safeguard clean air.

Additional responsibilities include issuing approvals for fire training and open burning activities, enforcing asbestos regulations, responding to pollution complaints, and promoting best practices for residential open burning activities, hydronic heaters, and fugitive dust.

In Federal Fiscal Year (FFY) 2025, OAQ's compliance and enforcement branch exceeded the U.S. EPA's estimated inspection total. Throughout 2025, staff conducted 1,905 site inspections and investigated more than 1,000 air pollution complaints.



IDEM's SmogWatch provides daily air quality forecasts for ozone and fine particulates. For more details visit smogwatch.IN.gov

■ IDEM Air Monitors



Monitoring ⏵

OAQ maintains a robust air monitoring network, which collects air quality data from across the state. The data provided is used to determine compliance with the NAAQS for six criteria pollutants.

IDEM considers several factors when drafting air monitoring network plans, including data trends, population changes, current and updated regulations, and environmental best practices.

The agency's 2026 plan maintains 68 monitors across the state, providing Hoosiers with accurate and real-time air quality data.

IDEM employs 27 air monitor technicians, whose job is to maintain our monitors and provide quality checks on the data they produce.

Forecasting ⏵

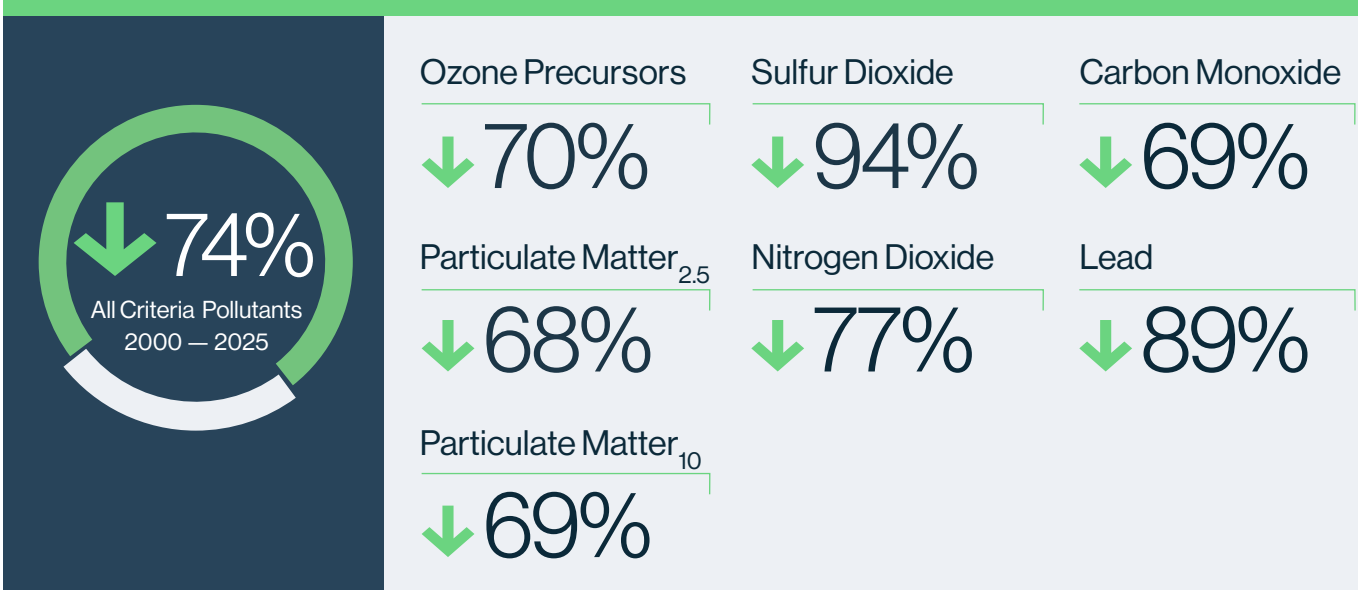
Based on data provided by IDEM's monitoring network, OAQ can provide real-time information to Hoosiers.

Every day, IDEM's modeling team examines pollutants that impact air quality. When the average daily levels of ground-level ozone pollution or fine particulate matter in the outdoor air are predicted to reach unhealthy levels, IDEM will forecast an Air Quality Action Day.

In 2025, IDEM forecast 21 Air Quality Action Days. A majority of the issuances were directly related to wildfire smoke migrating from Canada during the summer.

Hoosiers can monitor real-time air conditions and subscribe to receive air quality alerts on IDEM's SmogWatch page.

■ Statewide Emissions Since 2000



Land

Indiana's land is a vital part of the state's environmental health, economic strength, and community well-being. The Office of Land Quality (OLQ) plays a central role in protecting this valuable resource for future generations by enforcing environmental regulations that ensure that waste is managed responsibly across a variety of sectors, including agricultural, industrial and commercial operations



IDEM Emergency Responders receive field training and routinely participate in county, state, and federal emergency preparedness exercises.



IDEM engineers review plans and inspect CFOs before and during construction of new buildings and manure storage structures.

Site Remediation and Redevelopment



When contamination threatens public health or the environment, the Office of Land Quality's Remediation Branch coordinates with local, state, and federal partners to eliminate immediate dangers, monitor cleanup efforts, hold potentially responsible parties accountable and return sites to beneficial use. In accordance with the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA), IDEM works in close partnership with the U.S. EPA to ensure timely and effective cleanup of "Superfund" sites.

The Voluntary Remediation Program (VRP) enables property owners, operators, and local governments to voluntarily investigate and remediate contaminated sites. Through a formal agreement with IDEM, participants address environmental concerns using approved cleanup methods identified in a Remedial Work Plan and, upon successful completion, may receive a Certificate of Completion and a Covenant Not to Sue. These assurances help limit future liability and encourage the reuse of formerly contaminated properties, including industrial sites, dry cleaners, and petroleum facilities.

The State Cleanup Program administers sites that are reported to be contaminated with hazardous substances but are not included on the National Priorities List of the federal Superfund program or managed by IDEM's Resource Conservation and Recovery Act (RCRA) Corrective Action Program. Successful completion of remediation is memorialized by issuance of a No Further



IDEM referred the former Columbian Enameling site to the U.S. EPA.

Action letter which provides certainty and safety to owners and prospective purchasers who are looking to redevelop properties.

In 2025, IDEM celebrated the successful \$5+ million cleanup of asbestos-contaminated debris on the 27-acre former Columbian Enameling and Stamping site in Terre Haute, Ind. The city received a \$500,000 U.S. EPA Brownfields Assessment Grant to begin redevelopment planning for the site, which may include housing and green-space.

Confined Feeding Operations



A farm with at least 300 cattle, 600 swine or sheep, 30,000 poultry, or 500 horses is considered a CFO and requires regulation. Mismanagement of animal waste can result in significant environmental degradation, including nutrient runoff and groundwater contamination, which can harm local ecosystems. Such lapses may also lead to non-compliance with environmental regulations, triggering enforcement actions.

Solid and Hazardous Waste



OLQ administers solid and hazardous waste permits, registrations, and notification programs. Staff provide compliance and technical assistance to the regulated community and inspect and monitor facilities and activities to ensure compliance.

Waste Tire Cleanup



In 2025, OLQ awarded \$300,000 in grants to Solid Waste Management Districts to support the removal of abandoned waste tires, reducing fire hazards and mosquito breeding grounds.

In February, IDEM partnered with city leaders in Gary, Ind. to remove over 300 tons of waste tires (eight semi-trailers full) from an abandoned site.

Coal Combustion Residuals



Coal combustion residuals, also known as coal ash, are a byproduct produced primarily from the burning of coal in coal-fired power plants. Coal ash can contain contaminants, such as mercury, which may negatively impact soil and water sources if not properly managed and contained.

OLQ staff review applications, monitor compliance, and ensure cleanup of any contamination.

Underground Storage Tanks



OLQ's Petroleum Branch oversees the regulation of underground storage tanks (USTs) and aboveground storage tanks (ASTs) to prevent leaks that could harm soil or groundwater and administers the Federal Leaking Underground Storage Tank (LUST) Prevention and LUST Corrective Action



Regulated tanks that do not meet requirements must be properly closed or upgraded.

Programs. The Petroleum Branch also oversees UST contractor certifications, provides free online training for UST operators, and provides oversight for the remediation of petroleum leaks into the environment.

Financial assistance for UST owners and operators to proactively decommission or replace units and to address contamination from regulated tanks is available from the Excess Liability Trust Fund.

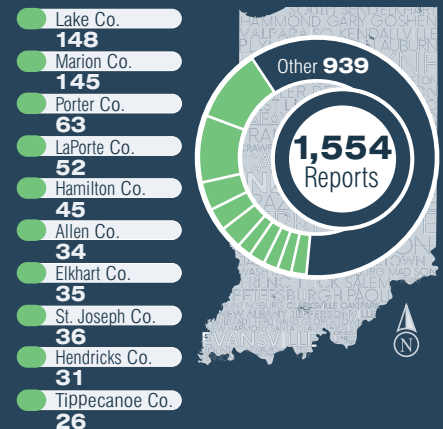
Spill Reporting and Emergency Response



OLQ's Emergency Response Program plays a vital role in addressing environmental incidents involving spills to soil or Indiana's waterways whenever and wherever they happen. IDEM emergency responders are stationed across the state and coordinate closely with local, state, and federal agencies and contractors as needed. The agency's Emergency Spill Line and responders are available 24/7. The spill line received 1554 reports in 2025; over 500 of which came outside normal business hours.

The Office of Land Quality remains committed to protecting Indiana's environment while supporting economic growth and community well-being. Through strengthened regulations, innovative cleanup programs, and collaborative partnerships, we continue to turn challenges into opportunities for progress. Looking ahead, OLQ will build on these successes to ensure that Indiana's land and water resources are preserved for future generations.

Emergency Response 2025 Spill Data



Water

The Clean Water Act and Safe Drinking Water Act are the two primary federal laws protecting water quality in the United States. The U.S. EPA delegated authority to implement and enforce these laws in Indiana to IDEM.

IDEM's Office of Water Quality (OWQ) works to monitor, protect, and improve Indiana's water so it remains safe to drink, supports wildlife, offers recreation, and strengthens the economy.

OWQ carries out its mission by evaluating water quality, overseeing drinking water and wastewater systems, safeguarding watersheds and wetlands, and offering support to both the public and regulated entities.



IDEM staff collect water chemistry, E. coli, fish, macroinvertebrate, aquatic habitat, and algae data for assessments, planning and restorations.

Drinking Water



Every time we turn on our faucets, or take a shower, we trust that the water is safe and clean. IDEM's Drinking Water Branch is responsible for upholding the standards ensuring water entering Hoosier homes and businesses from public water systems that is adequate in quantity and is safe to drink.

The branch oversees approximately 4,000 public water systems throughout the state. This is done by concentrating on the water from the source all the way to the customer's tap.

IDEM's Drinking Water Branch includes 20 inspectors, responsible for conducting site visits and documenting compliance of water utilities. Drinking water suppliers are inspected on a regular schedule, but also on an as needed basis in the event of an emergency or complaint.

To help protect the public from lead in drinking water, for the past two years the branch has undertaken significant outreach to assist water systems in producing lead service line inventories to comply with new federal requirements. The Drinking Water team has also developed an online portal for utilities to efficiently submit their inventories. To date, 98% of Indiana's community systems submitted a service line inventory.

Surface Water



Surface water is any body of water above ground, including streams, rivers, lakes, wetlands, and reservoirs. Surface water monitoring involves collecting water and biological samples from rivers, streams, and lakes and analyzing those samples to assess the status of water quality across the state. OWQ's Watershed Assessment and Planning Branch conducts this work in accordance with the Indiana Surface Water Quality Monitoring Strategy, which guides and prioritizes the type of monitoring IDEM must do to meet Clean Water Act requirements.

Staff evaluate water chemistry, E. coli, fish, macroinvertebrate, aquatic habitat, and algae data on a rotating and, in some cases, seasonal basis. The data collected provides a statewide snapshot of water quality and is used for developing the Integrated Water Monitoring and Assessment Report for planning and restoration projects.

As of 2025, IDEM has sampled more than 32,000 miles of rivers and streams throughout the state. When adjusted for state size, Indiana has tested more water miles than any other state in the country.

In 2025, Indiana ranked as the national leader in nonpoint source reduction by having 13 "Success Stories" recognized by the U.S. EPA. These success stories highlight measurable water quality improvements.



Hoosier Riverwatch volunteers include over 3,000 trained stream monitors and over 30 certified instructors.

Wetlands



A wetland is an area of land that is either permanently, seasonally, or intermittently flooded by water. Wetlands provide habitat to many wildlife species, including migrating birds and waterfowl. Wetlands are not only important to wildlife, but they can be natural flood controllers, acting like sponges in the landscape as they capture, store, and slowly release run-off water.

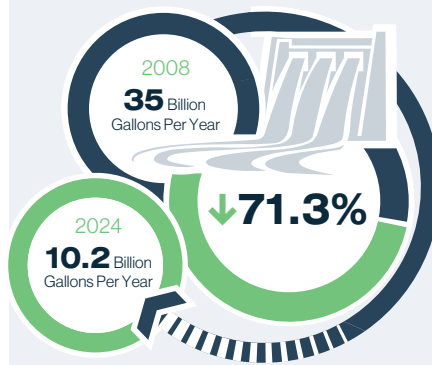
In 2025, OWQ's Waterways Program processed more than 700 federal water quality certifications and state regulated wetland permits, allowing economic development projects across the state to proceed, while maintaining water quality and retaining the balance of vital biological ecosystems.

Wastewater and Stormwater



Wastewater is used water, collected from commercial and industrial sources, that has been impacted by human activities and must be treated before it can be safely returned to the environment.

■ Indiana Total CSO Discharges



Some municipalities operate Combined Sewer Systems for wastewater collection where sanitary wastewaters and storm water through a single pipe system to a Publicly Owned Treatment Works. During periods of excessive wet weather, sanitary systems may become overwhelmed and discharge pretreated wastewater in rivers and streams, an occurrence known as Combined Sewer Overflow (CSO).

However, Indiana has seen significant progress reducing overflow events. In 2008, more than 35 billion gallons of untreated sewage were released from CSO events across Indiana. By 2024, that figure dropped to 10.2 billion gallons, a 71.3% reduction.

In 2025 there were approximately 1652 active permits for industrial stormwater general permit coverage, approximately 8652 construction sites with coverage under the Construction Stormwater General Permit (CSGP), and 207 municipal separate storm sewer system (MS4) entities designated and regulated through MS4 General Permits (MS4GP).

Cybersecurity



In 2025 Indiana began implementation of new water sector cybersecurity requirements under IC 13-18-16.5 in 2025.

The new law requires certain water utilities to report cybersecurity incidents to Indiana officials, requires annual assessments of cyber vulnerabilities, and requires the submittal of a specific contact person at each regulated facility.

Both OWQ's Drinking Water and Wastewater programs continue to conduct outreach and support as Indiana implements the new law.



Program Support

IDEM's Office of Program Support (OPS) continues to serve as the agency's hub for environmental education and outreach, pollution prevention, recycling, compliance assistance, environmental stewardship and stakeholder engagement. OPS encompasses a wide array of programs that reflect IDEM's commitment to a cleaner, healthier Indiana and a strong economy. In addition, OPS also manages IDEM's four regional offices which are located strategically throughout the state to provide faster access to environmental services and staff for those who reside outside central Indiana.

By empowering businesses, communities, and individuals to adopt sustainable practices, OPS is building a foundation for long-term environmental stewardship and economic resilience.

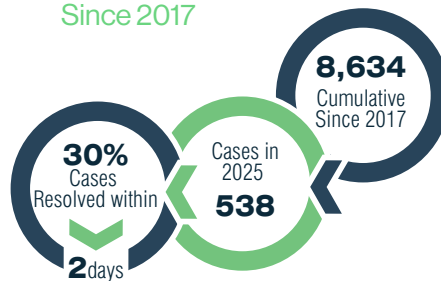
Lake Michigan and the Grand Calumet River

OPS continued its stewardship of Indiana's Lake Michigan shoreline through the Lakewide Action and Management Plan, the BeachAlert program, and the Grand Calumet River Area of Concern Remedial Action Plan. In 2025, IDEM released an interactive story map collection, "Decades in the Making: Reviving the Grand Calumet River," consisting of six individual narratives highlighting the history, setting, and restoration efforts along the Indiana Harbor Ship Canal and Grand Calumet River.

Compliance and Technical Assistance Program (CTAP)

The Compliance and Technical Assistance Program (CTAP) provides free, confidential support to regulated entities, helping them understand and comply with environmental regulations. In 2025, CTAP expanded its outreach through new training modules and virtual workshops, reaching over 300 participants statewide. Last year, CTAP assisted with 538 cases, resolving 30% within two days. Regulated entities can invite CTAP staff to conduct more in-depth compliance site assessments; and CTAP staff conducted 89 in-person site visits in 2025.

Confidential Requests for Compliance Assistance Since 2017



Clean Community

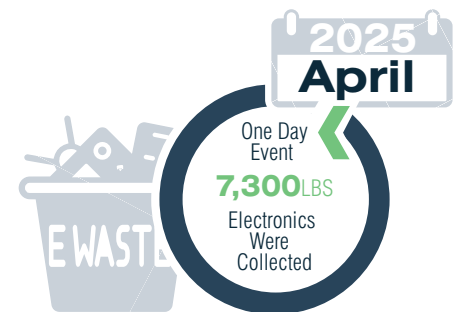
Sixteen municipalities have earned the Clean Community designation. Beech Grove was the first community to earn Gold Tier status and Evansville reached Silver Tier status in 2025.

Electronic Waste Collection

IDEM coordinated several electronic waste collection events throughout the state which kept toxic chemicals out of landfills and added sought-after materials to Indiana's circular economy. In April, the Indiana Government Center collected over 7,300 pounds of electronic materials. Additional e-waste collection events in Owen and Vermillion counties yielded a combined total of 20 tons.

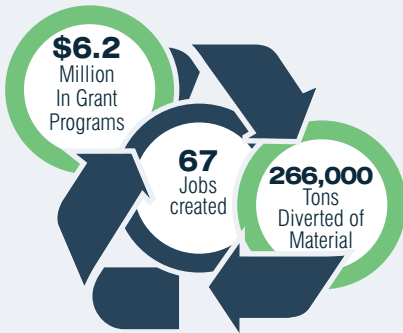


IDEM's E-Cycle Program keeps many electronic devices out of landfills and incinerators and creates e-waste recycling opportunities for Hoosiers.



Grant Programs ✔

OPS oversees three grant programs that provide \$6.2 million annually to strengthen Indiana's recycling infrastructure. Grants awarded in 2025 are expected to drive more than \$28 million in total investments, create 67 jobs, and divert over 266,000 tons of material each year.



A CIWDP grant helped fund Republic Services & Blue Polymers' PET sorter to improve sorting accuracy and increase efficiency.

Environmental Education and Outreach ✔

OPS continued to lead Indiana's environmental education efforts by developing and distributing classroom materials, hosting



IDEM provides programming and resources designed to bring environmental education to schools, educators, organizations, and communities.

Earth Day events, and participating in the Indiana State Fair. In 2025, IDEM staff delivered Earth Day presentations to more than 14,000 students across nearly 200 schools and staffed 77 shifts at the Fair, engaging Hoosiers of all ages in environmental awareness.

Pollution Prevention (P2) Program ✔

In 2025, OPS launched a new Pollution Prevention (P2) initiative to encourage Indiana's businesses, particularly small and medium sized, to implement best management practices for P2 into their business plans and day-to-day operations. The P2 Toolkit Program offers live webinars, short training videos, and downloadable resources.

Governor's Awards ✔

The Governor's Award for Environmental Excellence honors citizens, government agencies, businesses, organizations, and educational institutions for outstanding achievements that positively impact Indiana's environment. The awards are reserved for innovative programs or projects with measurable environmental, economic, and social benefits. 2025 award recipients were:

• Environmental Education and Outreach

1. Central Noble Community Schools in Albion (Noble Co.)
2. Lilly Center for Lakes and Streams in Winona Lake (Kosciusko Co.)



• Land Use and Conservation (Two Awards)

3. Muncie Sanitary District, Bureau of Water Quality (BWQ) (Delaware Co.)
4. Hamilton County Soil and Water Conservation District (Hamilton Co.)



• Recycling and Reuse (Two Awards)

5. Pepper Construction; Indianapolis (Marion Co.)
6. Jackson County Solid Waste Management District; Medora (Jackson Co.)



Internal Support

Legal Counsel

The Office of Legal Counsel (OLC) provides IDEM's legal guidance and counsel for all IDEM program areas and represents IDEM in Office of Administrative Law Proceedings. OLC focuses mainly on providing counsel on regulatory issues within Air, Land and Water program areas. OLC also oversees the Rules Development Branch, the Office of Records Management, and the Office of Criminal Investigations.

Media and Communications

IDEM's Media and Communications Services (MACS) section mirrors the services of a public relations agency and an advertising agency. MACS handles communications and design for the entire agency. The team handles photography, videography, displays, web services, fact sheets, newsletters, social media, complaints and interaction with reporters.

Technology Services

IDEM's Technology Services team is comprised of four departments: Business Relationship Management (BRM), IT Architecture & Development, Data Operations, and IT Maintenance & Operations. Collectively, Technology Services is an enabler and enhancer of the business, ensuring that the computer systems and processes it takes to run a large regulatory agency are available and operational.

Organizational Development

IDEM's Organizational Development team strengthens the agency's overall effectiveness by building workforce capabilities, improving processes, and supporting change readiness. The Learning and Performance team expands employee skills and internal expertise through the IDEM Learns and IDEM Leads initiatives, providing 113 training events since August 2023. The Project Management Office leads cross functional efforts that modernize systems, improve tools, and enhance public facing services, guiding 19 agencywide projects since

November 2023. The Health and Safety team ensures employees are equipped to work safely in office and field environments. Together, these functions create a more capable, adaptable, and resilient IDEM workforce prepared to meet the agency's strategic goals.

Intergovernmental and Stakeholder Relations

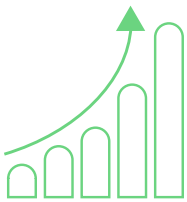
This section brings together IDEM's key liaison functions that support productive engagement with policymakers, small businesses, and agricultural stakeholders. The agency's Legislative and Intergovernmental Affairs team develops strategies to advance IDEM's priorities while safeguarding state autonomy within a cooperative federalism framework. The Small Business Liaison supports Indiana's small and medium sized businesses by improving awareness of compliance resources, overseeing CTAP effectiveness, and expanding outreach through the Crossroads to Compliance initiative. The Agricultural Liaison works with Indiana's livestock and farming communities by promoting best management practices, supporting economic vitality, and fostering environmental stewardship.

Agency Values



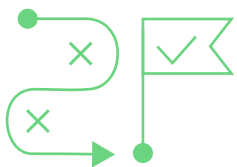
Communication

Listen. Tell others what you're doing and why you're doing it. Ask questions. Know your audience before you speak or write. Share knowledge freely.



Continuous Improvement

Don't settle for the way things have always been done. Engage in productive conflict. Look for ways to improve process, skills, and outcomes. Continue to learn.



Adaptability

Anticipate and learn to accept change. Ask for help. Be creative and proactive in finding solutions. Understand the need to be flexible.



Accountability

Accept responsibility. Consider the impact of your decisions. Act in good faith. Make timely decisions. Set high expectations for yourself and others. Provide good government service.



Respect

Consider different perspectives. Be responsive. Practice empathy, kindness, and patience. Listen to understand, not to respond. Support and help each other.

Values matter:

- Our values serve as the fundamental beliefs that guide behavior and decision-making.
- Shape our internal culture.
- Help us attract talent. Values can be a significant factor for job seekers.
- Help us build better customer relationships.
- Provide a framework for making tough decisions.
- Impact how stakeholders perceive us.
- Connect us to our work and to each other.

Agency Leadership Actions:

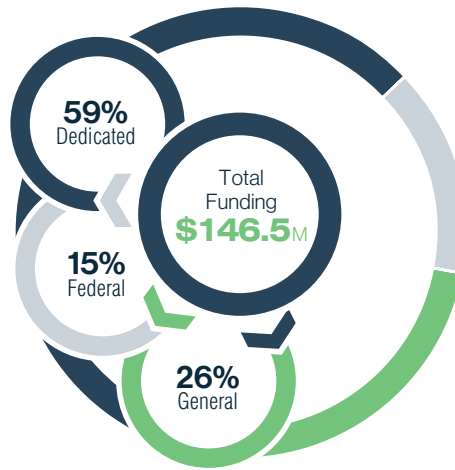
- Leadership model the way by talking about and supporting agency values.
- Consistently demonstrating IDEM values through their decisions and actions.
- Embedding values into everyday practices.
- Setting the tone for employees to follow suit.
- Building trust and credibility internally and externally.
- Helping to create an environment where employees feel connected and motivated.

Financial Summary

Funding ✓

By now, you've gotten a look at IDEM's many roles and how our almost 800 employees fulfill its mission and mandates. That work is funded through:

- Dedicated Funds \$85,687,179
- Federal Funds \$22,149,015
- General Funds \$38,628,271
as appropriated in the State's biennial budget






	FFY24 Enacted (03.09.2024)	FFY25 Enacted, full year cont. resolution (03.15.2025)	FFY26 Enacted (01.26.2026)
State and Tribal Assistance Grants (STAG) <i>*in thousands</i>			
→ Categorical grants	\$1,106,333	\$1,106,333	\$1,109,333
→ State revolving funds	\$2,764,962	\$2,764,962	\$2,764,962
→ All other STAG	\$547,643	\$510,450	\$534,814
→ STAG total	\$4,418,938	\$4,380,245	\$4,409,609

IDEM strives to be a good steward of Indiana's financial resources as well as environmental ones. In addition to a legislated 5% reduction for most state agencies' General Fund appropriations, the State Budget Agency withheld 5% of agencies' operating funds.

IDEM also distributes a portion of funding back to Hoosiers and Indiana businesses through state and federal grants.

The Environmental Rules Board sets certain fees charged by IDEM. The Board may set or change a fee if it determines that a fee is necessary or that the amount of a fee is not appropriate. However, state law (IC 13-16-1-6) limits how often and by how much fees may be changed; fee amounts may not be changed more than once in five years; may not be increased by more than 10%.

Funding challenges were discussed during the Oct. 16, 2025 Environmental Rules Board meeting. A recording of the meeting is available on YouTube. Highlights by program area are below:

-  Indiana's Title V Air Program is funded exclusively by permit fees (no general or federal funds). Due to declining emissions 82% reduction since 1986), revenue has dropped significantly. IDEM increased the base fee from \$2,381 to \$6,100 in Fiscal Year 2024 to avoid U.S. EPA sanctions and maintain program authority.
-  The IDEM Office of Land Quality (OLQ) generates approximately \$600,000 from permit applications, \$4.8 million from permitting fees and \$6.5 million in disposal management fees. However, 85% of permit applications and 30% of permits have no fee.
-  Current revenues IDEM receives from application, permit, and annual fees for the Office of Water Quality (OWQ) to administer the National Pollutant Discharge Elimination System (which sets limits on pollutant levels, requires monitoring, and covers the treatment, storage, or disposal of sewage sludge) does not cover personnel cost. IDEM is evaluating fee structures compared to neighboring states.

Administering environmental regulatory programs at the state level continues to be a fiscally responsible strategy. By leveraging local expertise, streamlining permitting processes, and adopting modern management tools, states have consistently demonstrated the ability to reduce administrative costs, often by 30–40% compared to federally-administered programs. IDEM will continue to look for ways to leverage technology and methods to increase service and efficiencies for Hoosier taxpayers and businesses.



IDEM

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