

**Protocol to Screen
Recycling Market Development Board Member Debbie Hackman
from Any Matters Regarding the City of Seymour**

Ms. Debbie Hackman sits on the Recycling Market Development Board ("the Board"). Her current duties on the board include participating in the Board's grant program, where Ms. Hackman is involved in decisionmaking and voting.

Ms. Hackman currently has a business relationship with the City of Seymour (the "City"), who has submitted a proposal for the 2025 Recycling Market Development Grant Program. Therefore, both the Indiana Department of Environmental Management ("IDEM") and the Board will institute the following protocol to make sure Ms. Hackman is screened from any potential conflict of interest regarding the proposal submitted by the City.

1. Ms. Hackman shall recuse herself from the portion of any meeting in which discussions specific to the City, or any of its clients or interests are discussed or are expected to be discussed.
2. Ms. Hackman shall not discuss any matter involving the City or its clients with any other IDEM employee or member of the Board.
3. Ms. Hackman shall not participate in decisions regarding or relating to the City or any of its clients.
4. Ms. Hackman shall not access any correspondence or files relating to or involving the City or its clients. Such documents, if not a matter of public record in IDEM's Virtual File Cabinet, shall be housed with the employee assigned to the matter or kept where Ms. Hackman does not have access to alter the documents.
5. Ms. Hackman shall immediately inform IDEM Ethics Officer James French if any provision of this screening protocol is violated.
6. Ms. Hackman shall follow IC 4-2-6-9(b) and file a written disclosure statement with the State Ethics Commission.
7. All signatories to this screening protocol shall review it within thirty (30) days from the date of the last signature to assure it has been followed and determine if the circumstances have changed to make the protocol no longer necessary.



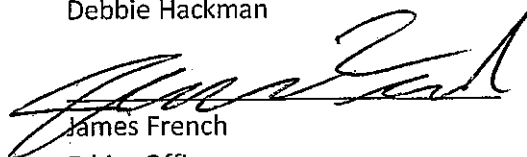
Debbie Hackman

10/23/2025

Date

10/23/25

Date



James French

Ethics Officer

Office of Legal Counsel

FILED

OCT 29 2025

INDIANA STATE
ETHICS COMMISSION



ETHICS DISCLOSURE STATEMENT
CONFLICTS OF INTEREST – DECISIONS AND VOTING
State Form 55860 (R / 10-15)
OFFICE OF THE INSPECTOR GENERAL
IC 4-2-6-9

In accordance with IC 4-2-6-9, you must file your disclosure with the State Ethics Commission no later than seven (7) days after the conduct that gives rise to the conflict. You must also include a copy of the notification provided to your agency appointing authority and ethics officer when filing this disclosure. This disclosure will be posted on the Inspector General's website.

Name (last) Hackman	Name (first) Debra	Name (middle) Kay
Name of office or agency Jackson Co. Solid Waste Mgmt District		Job title Executive Director
Address of office (number and street) 1220 Bloomington Road		City Brownstown
Office telephone number (812) 358-4277		ZIP code 47220
Office e-mail address (required) debbiehackman@aol.com		

Describe the conflict of interest:

City of Seymour - Working partnership

See attached screen

Describe the screen established by your ethics officer: (Attach additional pages as needed.)

See attached Screen

AFFIRMATION

Your signature below affirms that your disclosures on this form are true, complete, and correct to the best of your knowledge and belief. In addition to this form, you have attached a copy of your written disclosure to your agency appointing authority and ethics officer.

Signature of state officer, employee or special state appointee

Debra K. Hackman

Date signed (month, day, year)

10/23/2025

Printed full name of state officer, employee or special state appointee

Debra K. Hackman

FOR ETHICS OFFICER USE ONLY

Your signature below affirms that you have reviewed this disclosure form and that it is true, complete, and correct to the best of your knowledge and belief. You also attest that your agency has implemented the screen described above.

Signature of ethics officer

James M. French

Date signed (month, day, year)

10/23/25

Printed full name of ethics officer

James Michael French

Ethics Disclosures RMDB Part 1

From French, James M <JFrench@idem.IN.gov>

Date Wed 10/29/2025 3:00 PM

To Woods, Clint (IDEM Commissioner) <ClintWoods@idem.IN.gov>

 2 attachments (258 KB)

Burrow Disclosure and Screen 2025.pdf; Hackman Disclosure and Screen 2025.pdf;

Commissioner Woods,

This email serves as notification to the appointing authority per IC 4-2-6-9(b)(2)(D) that two members of the Recycling Market Development Board have potential conflicts of interest: Bruce Burrow and Debbie Hackman. See attached for the details. Per IC 4-2-6-9, IDEM and the RMDB have put in place the following to ensure the board members are screened from any potential conflict of interest with any grant applicant. The board members and I have discussed IC 4-2-6-9 and I instructed them to file written disclosures to the Office of the Inspector General. The RMDB has implemented a screening protocol at the meetings, also in the attached packets. Please reach out if you have any questions, thanks.

Best,
Michael

James Michael French

Attorney | IDEM

Tel: (317) 234-2170

Email: jfrench@idem.in.gov

*****PRIVILEGED AND CONFIDENTIAL*****

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