

INDIANA  
STATE ETHICS COMMISSION

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315 WEST OHIO STREET, ROOM 104, INDIANAPOLIS, IN 46202 317.232.3850

**Public Meeting Packet**  
Indiana State Library  
Author's Room  
March 12, 2026

Note: Any documents for consideration by the State Ethics Commission (waivers, orders, agreed settlements, etc.) are not official or final until approval by the Commission.

INDIANA  
STATE ETHICS COMMISSION

315 WEST OHIO STREET, ROOM 104, INDIANAPOLIS, IN 46202 317.232.3850

March 12, 2026

10:00 a.m.

Indiana State Library, Second Floor, Author's Room  
315 West Ohio Street, Indianapolis, Indiana 46202

Commission Member	Term Began	Term Ends	Appointing Authority
Katherine Noel, Chair	January 1, 2026	December 31, 2029	Governor
Ray Biederman	January 1, 2026	December 31, 2029	Governor
Sue Anne Gilroy	March 1, 2024	December 31, 2027	Governor
Rafael Sanchez	January 1, 2024	December 31, 2027	Governor
Robert Duncan	January 6, 2025	July 31, 2026	Governor

**Public Meeting**

**I. Adoption of the Agenda** **10:00 a.m.**

**II. Approval of Minutes of February 12, 2026**

**III. Consideration of Post-Employment Waivers**

a. Indiana Department of Transportation – James Colonis; Presented by Ethics

Officer Chris Devlin

**IV. State Ethics Commission Director's Report**

Join the meeting via livestream here:

<https://teams.microsoft.com/meet/27487001355266?p=XKB2R4MsxxUps92D1I>

INDIANA  
STATE ETHICS COMMISSION

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315 WEST OHIO STREET, ROOM 104, INDIANAPOLIS, IN 46202 317.232.3850

Minutes of the  
Indiana State Ethics Commission  
February 12, 2026  
At 10:00 am

Indiana State Library  
Author's Room  
315 West Ohio Street, Second Floor  
Indianapolis, IN 46202

**Commission Members Present:**

Katherine Noel, Chair  
Rafael Sanchez  
Ray Biederman  
Robert Duncan  
Sue Anne Gilroy

**OIG Members Present:**

Regan Perrodin, State Ethics Commission Director  
Adam Garrigus  
Jared Prentice  
Rachel Gallagher  
Will Deane  
Elaine Vullmahn  
Teresa Henson  
Sam Stearley

**I. Call to Order and Establishment of Quorum 10:12 am**

Katherine Noel calls the meeting to order.

**II. Adoption of Agenda**

Commissioner Gilroy made a motion to adopt the agenda. Commissioner Sanchez seconded.

Approved: 5/0

### **III. Approval of Minutes from January 8, 2026**

Commissioner Sanchez made a motion to approve the minutes. Commissioner Gilroy seconded.

Approved: 5/0

### **IV. Consideration of Post-Employment Waivers**

- a. Indiana Department of Transportation – Matt Rhoads; Presented by Ethics Officer Chris Devlin

Commissioner Gilroy made a motion to approve. Commissioner Duncan seconded.

Approved: 5/0

### **V. Consideration of Formal Advisory Opinions**

- a. Indiana Economic Development Corporation – J. Brock Herr; Presented by Ethics Officer David Staples

Commissioner Gilroy made a motion to approve. Commissioner Sanchez seconded.

Approved: 3/2

### **VI. Approval of Meeting Policies**

- a. SEC Electronic Meeting Policy

Commissioner Sanchez made a motion to approve. Commissioner Gilroy seconded.

Approved: 5/0

- b. SEC Post-Employment Waiver Policy

Commissioner Biederman made a motion to approve. Commissioner Sanchez seconded.

Approved: 5/0

### **VII. State Ethics Commission Director's Report**

1. There have been 25 IAOs since the last meeting.
2. This is Regan Perrodin's last meeting as State Ethics Commission Director. Will Deane will be the new State Ethics Commission Director.

## **VIII. Adjournment**

Commissioner Sanchez made a motion to adjourn; Commissioner Duncan seconded.

Approved: 5/0

The meeting adjourned at approximately 11:17 am.



# INDIANA DEPARTMENT OF TRANSPORTATION

100 North Senate Avenue  
Room N758  
Indianapolis, Indiana 46204

PHONE: (855) 463-6848

**Mike Braun, Governor**  
**Lyndsay Quist, Commissioner**

March 6, 2026

Katherine Noel, Chair  
Indiana State Ethics Commission  
315 West Ohio Street, Room 104  
Indianapolis, IN 46202

## IC 4-2-6-11

### Post-employment waiver – James Colonis

As the Appointing Authority of the Indiana Department of Transportation (INDOT), I am filing this waiver of the application of the Code of Ethics post-employment restriction as it applies to James Colonis (“Colonis”) in his post-employment with WSP USA, INC, (“WSP”).

I understand I must file and present this waiver to the State Ethics Commission at its next available meeting. I further understand that this waiver is not final until approved by the State Ethics Commission.

**A. This waiver is provided pursuant to IC 4-2-6-11(g) and specifically waives the application of (Please indicate the specific restriction in 42 IAC 1-5-14 (IC 4-2-6-11) you are waiving):**

- IC 4-2-6-11(b)(1): 365 day required “cooling off” period before serving as a lobbyist.
- IC 4-2-6-11(b)(2): 365 day required “cooling off” period before receiving compensation from an employer for whom the state employee or special state appointee was engaged in the negotiation or administration of a contract and was in a position to make a discretionary decision affecting the outcome of such negotiation or administration.
- IC 4-2-6-11(b)(3): 365 day required “cooling off” period before receiving compensation from an employer for which the former state employee or special state appointee made a directly applicable regulatory or licensing decision.
- IC 4-2-6-11(c): Particular matter restriction prohibiting the former state employee or special state appointee from representing or assisting a person in a particular matter involving the state if the former state officer, employee, or special state appointee personally and substantially participated in the matter as a state worker. (Please provide a brief description of the specific particular matter(s) to which this waiver applies below):

**B. IC 4-2-6-11(g)(2) requires that an agency’s appointing authority, when authorizing a waiver of the application of the post-employment restrictions in IC 4-2-6-11(b)-(c), also include specific information supporting such authorization. Please provide the requested information in the following five (5) sections to fulfill this requirement.**

**1. Please explain whether the employee's prior job duties involved substantial decision-making authority over policies, rules, or contracts:**

Colonis currently serves as the Construction Director at the INDOT Greenfield District. Colonis oversees the administration of construction contracts and projects for the Greenfield District, supervises the district's Area Engineers and field staff working on INDOT construction contracts and maintains final change order signature authority up to \$750,000.

Colonis has had limited interaction with WSP while at INDOT. As the Construction Director, he believes that he might have attended construction progress meetings where WSP employees were present. Most decisions regarding on-call construction contracts, such as WSP's, were addressed by the INDOT District's Area Engineers. The Area Engineers, rather than Colonis, make the assignments to the contracts that vendors, including WSP, would oversee. As Construction Director, he would discuss the need for consultants on INDOT projects, once a year, with the Office Area Engineer. Occasionally, he would have additional conversations if an INDOT employee or consultant left their employment and additional consultants were needed.

He also had subsequent conversations once a consultant, including WSP, sent over proposed personnel. These conversations were about matching proposed consultants to INDOT's needs. The personnel were proposed by consulting firms with existing contracts that were selected during the Request for Proposals, (RFP), process. Colonis has not scored RFPs in years. Colonis only discussed personnel when approached by the Office Area Engineer. Most often the question was when a firm would propose someone with limited experience. For example, firms often propose a graduate engineer for an inspector role if the engineer doesn't have any experience.

Additionally, Colonis filed a notice of potential conflict and screening document regarding WSP on February 17, 2026, which has prohibited any contact or review of WSP's consulting work and from scoring Letters of Interest (LOIs) from WSP seeking work with the Greenfield District. LOI scoring does not award any contract, it only reviews to ensure applicants are qualified to do the work they are bidding on.

**2. Please describe the nature of the duties to be performed by the employee for the prospective employer:**

In his post-INDOT employment, Colonis will serve as Vice President and for WSP, a firm that does business with INDOT. As a project engineer, he will be responsible for on-site work on the project level. Colonis' will work on projects with INDOT and local public agencies (local governments). His name would be listed on Letters of Interest as a potential project supervisor when WSP submits bids for construction inspection work on INDOT projects.

Colonis will not be involved in the contracting process for projects involving INDOT or any other agency. His involvement on any project, INDOT funded or local agency-funded transportation projects, would begin after WSP is selected as a firm to provide construction inspection services for a specific project.

INDOT relies on the private engineering and construction industry to design and build the state's transportation infrastructure. WSP is a significant player in the field of transportation engineering in the state of Indiana and is involved in many transportation projects throughout the state, those funded through INDOT and those funded with local dollars. In his new role, Colonis will be reviewing INDOT's construction vendor's work, not WSP's work, to ensure compliance with INDOT specifications

**3. Please explain whether the prospective employment is likely to involve substantial contact with the employee's former agency and the extent to which any such contact is possible to include matters where the agency has the discretion to make decisions based on the work of the employee:**

WSP has at least eighty (80) open contracts with INDOT state-wide. Colonis anticipates that in his new position he will have contact with INDOT personnel, but he expects that his interaction will be similar to the contact of other Construction Managers without an INDOT background.

For projects involving federal funding, either through INDOT or the LPA program, there is INDOT oversight by the Area Engineers in the district construction department. The Area Engineers review work such as change orders that consultants, including Colonis, submit. Again, the work Colonis will be doing for WSP is inspecting non-WSP construction and reporting those results to INDOT for review by the INDOT Area Engineers.

Colonis and WSP understand that he cannot work on any project for WSP that he participated in while at INDOT. His INDOT work for WSP on pending projects will be limited to projects outside the Greenfield District and will not begin work on projects in the Greenfield District until new projects are awarded after his departure from INDOT.

**4. Please explain whether the prospective employment may be beneficial to the state or the public, explicitly stating how the intended employment is consistent with the public interest:**

Mr. Colonis has thirty-eight (38) years of experience in the transportation engineering field, all with INDOT. Mr. Colonis' knowledge and expertise in the transportation engineering and construction field would be beneficial to the public because he has a thorough knowledge of what INDOT expects in its construction projects and how to efficiently provide that quality of work. His knowledge will ensure INDOT's vision and priorities will continue to be implemented by its private sector partners.

**5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:**

Within INDOT, there are few opportunities for advancement of position and salary for Mr. Colonis. Short of joining the executive team, there is no other higher or relevant position for Mr. Colonis at INDOT. His experience is in the transportation engineering industry and it is government that builds roads with the assistance of the private sector. Denying the post-employment waiver would require Mr. Colonis to either remain at INDOT, enter a new field of engineering, or fully retire.

**C. Signatures**

1. Appointing Authority/state officer of the agency

By signing below, I authorize the waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(A). In addition, I acknowledge that this waiver is limited to an employee who obtains the waiver before engaging in the conduct that would give rise to a violation.



Lyndsay Quist, Commissioner  
INDIANA DEPARTMENT OF TRANSPORTATION

3-6-2026

DATE

2. Ethics Officer of agency

By signing below, I attest to the form of this waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(B).



Chris Devlin, Ethics Officer  
INDIANA DEPARTMENT OF TRANSPORTATION

3-9-2026

DATE

**D. Approval by the State Ethics Commission**

**FOR OFFICE USE ONLY**

Approved by State Ethics Commission

\_\_\_\_\_  
Katherine Noel, Chair, State Ethics Commission

\_\_\_\_\_  
Date

Mail to:

Office of Inspector General  
315 West Ohio Street, Room 104  
Indianapolis, IN 46202

OR

Email scanned copy to: [info@ig.in.gov](mailto:info@ig.in.gov)

*Upon receipt you will be contacted with details regarding the presentation of this waiver to the State Ethics Commission.*

DRAFT



## INDIANA DEPARTMENT OF TRANSPORTATION

100 North Senate Avenue  
Room N758  
Indianapolis, Indiana 46204

PHONE: (855) 463-6848

**Mike Braun, Governor**  
**Lyndsay Quist, Commissioner**

March 6, 2026

Indiana State Ethics Commission  
c/o Office of the Inspector General  
315 West Ohio Street, Room 104  
Indianapolis, IN 46202

Re: Delegation Letter

Dear Commissioner:

I serve as the Commissioner of the Indiana Department of Transportation (INDOT) and am the appointing authority for the staff of INDOT, including Greenfield District Construction Director, James Colonis. I have submitted a post-employment waiver for Mr. Colonis for your consideration.

While I will be unavailable to attend the State Ethics Commission's meeting on March 12, 2026, I hereby designate Chris Devlin, Senior Attorney and Ethics Officer for INDOT, to present the above-referenced waiver on my behalf. Please feel free to direct any questions concerning the filing to Mr. Devlin.

Thank you for your consideration on this waiver request.

Sincerely,

A handwritten signature in blue ink that reads "Lyndsay Quist". The signature is written in a cursive, flowing style.

Lyndsay Quist  
Commissioner, Indiana Department of Transportation.