



# Carmel Fire Department

Fire Chief Joel Thacker

---



*Committed to protecting life  
and property 24 hours a day.*

- **Fire Suppression**

- Daily minimum staffing level of 46 on-duty personnel to provide continuous delivery of core services throughout the jurisdiction

- **Emergency Medical Services (EMS)**

- 66% of the department's call volume is medical related

- **Rescue and Hazardous Materials Mitigation**

- Vehicle/machinery rescue, extrication, surface level water rescue, hazardous materials response.

- **Community Risk Reduction**

- Fire pre-plans, new and existing construction plan review, code enforcement, fire inspections, fire investigations, and public education for all residents from school-age children to senior citizens in the Carmel/Clay jurisdiction.
- Determine origin, cause, and preliminary loss assessment
- Fire Protection compliance by conducting inspections and pre-plan reviews on all businesses, educational facilities, and churches; inspected annually.



2025 Count:

176 Sworn

12 Civilian

7 Part-time

2024 Count:

168 Sworn

11 Civilian

3 Part-time

2025 Personal  
Services Budget=

**\$39,037,074**  
(salaries and OT)

## Fire Chief

PIO (2), Accreditation, Community Liaison, Chaplain

### Operations Division

- Chief of Operations
- Battalion Chiefs (3)
  - Executive Officers (3)
- EMS Chief
  - EMS Captain
    - EDO(3) & MIHP
    - EMS Billing
- Planning & Communications Chief
- Training & Safety Chief
  - Safety Training Officer (3)

### Administration Division

- Logistics Chief
  - Maintenance Technician
- Facilities Chief
- Quartermaster
- Payroll Administrator
- Fire Prevention Bureau
  - Fire Marshal
    - Deputy Fire Marshal (2)
    - Public Education Officer
    - Kasey Program
- Professional Staff



# Personal Services

This program covers all the salaries and benefit package for full time and part time employees, which includes step/grade increases as well as longevity for civilians, and new matrix for sworn.

---

Total Program Expenses= \$34,864,074

# Overtime

This program covers all FLSA, Scheduled and Unscheduled Overtime for CFD. This also covers the overtime expenses for city sponsored events.

This program covers all FLSA, Scheduled and Unscheduled Overtime, city sponsored events and backfilling the Safety Training Officer and EMS Duty Officer. Overtime funding in accordance with Section 2, 3 and 4 of the Local 4444 Carmel Professional Firefighters Contract. Backfilling EDO and STO is Strategic Plan Driven.

## Historical Data:

2022: \$3,057,470.40

2023: \$3,511,696.30

2024 Projected OT:  
\$3,690,002.47

---

FLSA OT= 856,000

Unscheduled OT= 3,317,000

Total Program Expenses= \$4,173,000



# Community Risk Reduction

CFD has a risk reduction program in place directed towards reducing risks within the community through public education, inspections, pre-plans, public information programs.

This program also includes the new SAFE House program and is a CFD Strategic Plan item.

---

Total Program Expenses= \$104,000



# Emergency Response

Provides emergency response to the Carmel Clay Community to protect members of the community from fires, hazardous materials, water rescue, injury, death, property loss. CFD also provides pre-hospital emergency care.

Funds will be used to purchase supplies necessary for all emergency responses provided by the Carmel Fire Department. This includes all training items and continuing education.

---

Total Program Expense: \$688,312



# Special Programs

Provides event, parade, funeral, and ceremonial details. This program also covers the related expenses for the continuation of the Center for Public Safety Excellence Accreditation model.

As part of the Carmel Fire history and tradition this program displays a wide range of professionalism and support to not only our community, but the surrounding departments and communities. Funds are used for uniforms, training, software and annual accreditation fees.

---

Total Program Expenses= \$26,050



# Hiring, Recruits, Promotions

The program covers the all aspects of the hiring of new members, outfitting those members with all necessary items and the promotion process of members for succession planning.

People are the most valuable asset CFD has. Firefighters perform all functions of public safety to the community. These funds allow CFD to onboard new firefighters. This includes outfitting recruits with all applicable safety items.

---

Total Program Expense= \$231,850

# Health & Safety

This program is responsible for ensuring the health and safety of all members of the department from unnecessary injuries.

This program contains CFD Strategic Plan items. Provides medical exams, mental health counseling for the health of all firefighters and also provides for the safety, training and rehabilitation of our firefighters.

---

Total Program Expense= \$398,000

# Vehicles & Buildings

This program maintains the usefulness of all vehicles, apparatus, and buildings.

Funds provide supplies, equipment, and contracted repairs to ensure proper operation of emergency, non-emergency vehicles and facilities.

## Buildings:

6 Fire Stations  
1 Training Center  
1 HQ

---

Total Program Expense= \$1,892,191

# Administrative Overheard

This program is for the day-to-day operations of the department not directly ties to other programs or can be tied to multiple programs.

Funds are used for administrative needs and daily operational needs of the department.

---

Total Program Expense= \$278,825

# General Fund

- Personal Services
- Overtime
- Community Risk Reduction
- Emergency Response
- Special Programs
- Hiring, Recruitment, Promotions
- Firefighter Health & Safety
- Vehicles & Buildings
- Administrative Overhead

= \$42,656,302

# Other Funds

## Ambulance Fund

Lease/Bond Obligations= \$1,035,300

Misc. Equipment/Supplies= \$798,887

---

Total Program Expense= \$1,834,187

## Pension Fund

This covers all professional fees related to the CFD Pension Fund. These line cover attorney, medical and transcription fees relating to medical retirements of CFD members.

---

Total Program Expense= \$811,961

