



POLICE DEPARTMENT

Chief Drake Sterling

Function

Protecting life and property

The Carmel Police Department is committed to excellence in everything we do. The department pledges to sustain a working partnership with the community to protect life and maintain a safe and peaceful environment for all.

With the approval of those we serve, the Police Department performs its sworn duties ethically, maintaining respect for individual rights, human dignity, cultural diversity and community values.

Here to serve

On behalf of the members of the Carmel Police Department, I want to assure you that our officers and employees work diligently in partnership with the Carmel community to ensure that the city remains a safe and secure environment in which to live and work.

Our commitment to service to the community remains foremost as we carry out our daily duties. Working together, we will meet the public safety needs and generate the community support necessary to continue on our path of excellence.



Personnel

- *2025 Personal Services Costs: **\$32,407,428.08** – 161 Sworn, 34 Professional Staff, 9 PT
- 2024 Personal Services Costs: **\$30,904,301.46** – 153 Sworn, 30 Professional Staff, 9 PT
- 2023 Personal Services Costs: **\$28,243,100.00** – 148 Sworn, 28 Professional Staff, 7 PT
- 2022 Personal Services Costs: **\$25,254,100.00** – 142 Sworn, 26 Professional Staff, 7 PT

Current Capital Leases

This is our current capital lease obligations. It is an existing program and indicates some decrease due to payoffs.

2025 Request: \$291,784

2024: \$1,113,738

2023: \$846,669

Training and Travel

Our training budget has not supported the amount of training that is required of our officers for some time. Historically, we exceed our budgeted amount, many times near mid-year. This increase represents the true cost of training our personnel.

2025 Request: \$130 ,500

2024: \$105,500

2023: \$87,900

Uniformed Employee Costs

This program represents the costs to employ our sworn officers, crime scene investigators, and community service officers. It includes uniforms, gasoline, firearms, ammunition, PPE equipment, vests, medical exam fees, mental health counseling, body/in-car cameras, and car cleaning. The increases in this program are due to our Axon contract increasing as a result of our Drone First Responder program and expanded technology.

2025 Request: \$2,168,605

2024: \$2,002,487

2023: \$1,896,782

Overhead and Operating Costs

These overhead expenses are necessary to maintain the building (electricity, gas, water, trash, etc.), office equipment and furniture, and to print required permits to carry out the city's ordinances. There is a very slight increase due to a better understanding of the maintenance needs of the new facility.

2025 Request: \$456,359

2024: \$425,348

2023: \$652,095

Maintenance Garage Costs

This program includes oil, tires and tubes, garage supplies, repair parts, small tools, etc. The 2025 request reflects an incremental increase due to costs of parts across the board.

2025 Request: \$124,000

2024: \$100,800

2023: \$103,720

Preventative Maintenance

This program includes the costs to maintain equipment within the police department. The amount decreased from 2024 due to elevator upgrades that took place that year.

2025 Request: \$112,000

2024: \$217,800

2023: \$117,861

Other Personal Services

The police department did not previously have a records management system in place to identify the reason for overtime. Much of our overtime is mandatory due to the 12-hour shifts (approx. \$350,000). The remainder is spread between special events, shift coverage, major incidents, investigations, court, training, George District patrols, callouts, etc. It should also be noted that we receive a reimbursement from CCS for all school-related OT. It also includes \$30,000 for tuition reimbursement and \$229,500 for uniform allowances which was increased from \$1,400 to \$1,500 per officer. This program also includes two grade increases for professional staff members totaling \$26,356.

2025 Request: \$1,435,856

2024: \$1,527,064

2023: \$1,413,201

Professional Services

This program includes a \$75,000 agreement with the Cherish Center, our Forte trainer, biennial promotional testing, and our in-house prosecutor. The increase is due to an additional ask from the Humane Society and the expected improved graphic package on all vehicles due to the rebranding project.

2025 Request: \$574,689

2024: \$403,574

2023: \$369,647

Software Maintenance Contracts

This program includes all existing software contracts the police department expects to require in 2025. There are no significant changes in this program.

2025 Request: \$119,685

2024: \$119,860

2023: \$113,574

New Capital Lease or Vehicle Purchase

The capital lease plan calls for the replacement of 33 vehicles and 8 new vehicles to match the 8 new positions in 2025. This replacement plan allows our team to replace older vehicles on a 5-year rotation to save on maintenance and trade-in value. There are two options for this program. Below, you will find the costs for lease and outright purchase. For this presentation, Option 1 was utilized.

Option #1 – Capital Lease

2025 Request: \$284,927

*Amortization schedule increases to \$263,359.36 biannually in 2026 through 2029, with the last payment taking place in May 2030. If the lease is not opened until after April 15th, only interest (\$10,347.59) would be charged in 2025.

Option #2 – Outright Purchase – Vehicles and Equipment

2025 Request: \$2,289,589

New Officers

The addition of 8 new officers would allow adequate staffing for all districts including the Midtown area while reducing overtime. It would also support the addition of four patrol officers (one on each shift), two investigators, and two uniformed officers with flexible assignments to address quality of life issues and interdict the criminal element. This includes all personal services costs, ammunition, equipment, uniforms, vehicles, etc.

2025 Request: \$1,515,935

New Professional Staff Positions

Four new professional staff positions are being requested for 2025. These positions include a criminal intelligence analyst who will be assigned to the real-time information center, an additional garage mechanic, a property room manager, and an additional community service officer.

2025 Request: \$466,100

GENERAL FUND TOTAL

Program	Fund	2024 Cost	2025 Request
Existing Personal Services	101 – General Fund	\$30,904,301.46	\$29,332,496.85
Capital Lease (Existing)	101 - General Fund	\$1,113,738	\$291,784
Training and Travel	101 – General Fund	\$105,500	\$130,500
Uniformed Employee Costs	101 - General Fund	\$2,002,487	\$2,168,605
Overhead and Operating Costs	101 – General Fund	\$425,348	\$456,359
Maintenance Garage Expenses	101 - General Fund	\$100,800	\$124,000
Preventative Maintenance	101 - General Fund	\$217,800	\$112,000
Other Personal Services	101 - General Fund	\$1,527,064	\$1,435,856
Professional Services	101 - General Fund	\$403,574	\$574,689
Software Contracts	101 - General Fund	\$119,860	\$119,685
Capital Lease (New)	101 - General Fund	-	\$42,263
New Sworn Officers	101 - General Fund	-	\$1,515,935
New Professional Staff	101 - General Fund	-	\$466,100
Total		\$35,826,272.46	\$36,770,272.85

LAW ENFORCEMENT AID FUND

This is a fund that is supported by forfeitures and seizures and does not have an impact on the general fund.

Program	Fund	2025 Request
Operating Expenses	911 – Law Enforcement Aid	\$9,450
Training and Travel	911 – Law Enforcement Aid	\$15,000
Equipment and Vehicle Repair	911 – Law Enforcement Aid	\$4,000
Equipment	911 – Law Enforcement Aid	\$8,000
Vehicle Purchase/Lien Payoff	911 – Law Enforcement Aid	\$20,000
Vehicle Rental	911 – Law Enforcement Aid	\$63,000
Contractual Services	911 – Law Enforcement Aid	\$35,000
Special Investigations Fees	911 – Law Enforcement Aid	\$30,000
Software Contracts	911 – Law Enforcement Aid	\$12,500
Total		\$196,950

PENSION FUND

The Pension Fund is supported through reimbursements from the Indiana State Pension Board for sworn officers still receiving a pension from the previous pension program. It does not have an impact on the general fund.

Program	Fund	2025 Request
Retirement Full Time	801 – Police Pension Fund	\$755,864
Official Forms	801 – Police Pension Fund	\$300
Legal Fees	801 – Police Pension Fund	\$2,500
Other Professional Fees	801 – Police Pension Fund	\$2,500
General Insurance	801 – Police Pension Fund	\$150
Total		\$761,314

USER FEES AND DEFFERALS FUND

This is a fund that is supported by court fees, accident report revenue, fingerprints, as well as a gun permit grant that the department has received since 2021.

Program	Fund	2025 Request
Continuing Education	210 – User Fees and Deferrals	\$80,000
Total		\$80,000