



PUBLIC SAFETY PLAN

Since taking office in 2012, Sue Finkam has been committed to ensuring the City of Carmel provides world-class public safety services to residents, businesses and visitors.

“ I’m exceptionally proud of our public safety departments that I’ve had the pleasure to work with for over a decade. My vision is to instill a spirit of performance, communication, cooperation and efficiency from Day One. Like my overall vision for the community, I’ll use data, invest in people and deliver exceptional services to ensure we have the safest, most secure city in America. ”

- Sue Finkam

Collaboration

Establish **Carmel Mayor’s Advisory Council on Public Safety** with involvement from the Carmel Police Department, Carmel FOP Lodge 185, Carmel Fire Department, IAFF Local 4444, City Judge, Hamilton County Prosecutor’s Office, Hamilton County Sheriff’s Office and Hamilton County Emergency Management.

Personnel

HIRE, RETAIN AND DEVELOP KEY TALENT WHO CAN ELEVATE CARMEL’S PUBLIC SAFETY PERFORMANCE:

Prioritize physical safety and mental health above all else.

Appoint public safety leaders who possess the ability to lead with integrity, communicate effectively, engage the community authentically and operate departments that are transparent and efficient.

Ensure salaries and benefits are among, if not the best, in Indiana commensurate with the quality of service provided to the Carmel community.

Amplify recruitment efforts to boost candidate sourcing and fill our talent pipelines with dedicated, community-oriented public safety prospects.

Ensure each public safety worker has access to a personal development plan to maximize skills and opportunities within the department.

Maintain an open door with employees and leadership.

Response and Investigation

PROVIDE EXCEPTIONAL RESPONSE TO, AND INVESTIGATION OF, PUBLIC SAFETY INCIDENTS:

Maintain minimum staffing levels for effective operations.

Provide exceptional training, equipment and supplies to provide a high level of service to the community.

Develop a plan to add a seventh fire station to ensure response times remain within range.

Use data and smart technologies to enhance operations, push innovation and reduce cost of service delivery.

Community Involvement and Education

PROVIDE PUBLIC SAFETY EDUCATION TO RESIDENTS AND BUSINESSES TO KEEP PEOPLE AND PROPERTY SAFE:

Develop online curricula for businesses and families.

Ensure school resource officers have the tools and training they need to maximize value delivered to the school district, students and families.

Trust

MAINTAIN A HIGH LEVEL OF TRUST IN OUR ABILITY TO DELIVER WORLD-CLASS SERVICES:

Build strong relationships through proactive meetings with key stakeholders including the public, businesses, schools, faith-based organizations, visitors and peer county, state and federal agencies.

Maintain a high level of public safety visibility throughout our community, including maintaining the take-home vehicle program, to increase touchpoints and build long-standing relationships with community members.

Expand the online transparency portal for public safety personnel so the public understands how funds are spent and why Carmel is continually ranked as one of the safest cities in America.