

2026 Budget Presentation

Indianapolis Fire Department

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Agency Overview – Indianapolis Fire Department

Mission Statement

The mission of the Indianapolis Fire Department (IFD) is to protect lives, property and the environment while serving our community with courage, commitment and compassion.

Structure

The IFD has 44 stations divided into seven strategically placed battalions. An organization made up of men and women with diverse cultural backgrounds, department members work closely with city residents, businesses and other stakeholders. Successful partnerships are developed by maintaining strong relationships through meaningful interaction and by listening to neighborhood needs well beyond emergency response. No matter where your interests lie within the fire service, IFD has skilled professionals ready to serve.

Office of The Chief

The department's management structure has four major service bureaus reporting directly to the Chief of Fire. These include Administration, Logistics, Community Risk Reduction and Operations. Each bureau is led by a chief officer. Additional direct reports include Assistant Chief of Fire, Finance, Media Relations, Indiana Task Force 1 (INTF1) and Health & Safety (including Risk Reduction, Peer Support and Firefighter Fitness Programs). The administrative personnel working in each of these areas is made up of both sworn and civilian employees dedicated to providing the best possible service to the citizens and visitors of our community while also attending to the needs of firefighters.

Administration Bureau

The Administration Bureau is responsible for all Human Resource functions in the organization including the oversight of recruiting, hiring, training, promotions and maintaining personnel records. Additionally, the Administration Bureau coordinates Personnel Allocation, Information Technology, and Pension Services.

Logistics Support Bureau

The Logistics Bureau is comprised of Support Services, Air Program Management and the Quartermaster. Each respective division oversees the daily operations which support the 1324 firefighters and civilians of the IFD. These responsibilities range from the distribution and inventory of clothing, turnout gear and SCBA to the purchase and maintenance of 290 operational and administrative vehicles. The Logistics Bureau is also responsible for working with city officials to acquire land and construct new fire stations. It maintains the IFD Headquarters and provides supplies and repairs to all 44 Fire Stations plus other work sites and support locations.

Community Risk Reduction & Fire Marshal's Bureau

The Community Risk Reduction Bureau (CRR) has direct oversight of the Fire Investigations Section, Planning Division and ISO/Accreditation. Additional service areas that report to this bureau include all components of the Fire and Life Safety Division including the Fire Marshal's office with a staff of certified inspectors who oversee and are responsible for enforcement of fire codes, building inspections, Plans Review, Public Education and Survive Alive.

Operations Bureau

The Operations Bureau is responsible for all emergency calls for services, responding to over 170,000 apparatus responses each year, including Fire Suppression, Emergency Medical Services and Special Operations. Special Operations includes Vehicle Extrication, Dive and Water Rescue, Rope Rescue, Confined Space, Trench Rescue, Hazardous Materials incidents and Urban Search and Rescue. This bureau also manages several aspects of the Emergency Response System including station/firefighter readiness to respond, activation of the Incident Management System, implementation of an appropriate incident mitigation strategy and assisting with incident recovery efforts.

Staffing & Organization Structure

- 1276 SWORN AND 48 CIVILIAN
- 76 ADMIN (94% OF OUR FIREFIGHTERS ARE ON THE STREET)
- 65 RECRUITS TO REPLACE ANTICIPATED RETIREMENTS
- 285 SQUARE MILES
- 7 BATTALIONS
- 44 STATIONS (43 IFD +1 STATION DUAL STAFFED WITH CITY OF LAWRENCE)
- 88 FRONTLINE APPARATUS – (295 DAILY STAFFING REQUIREMENT)

Sworn Demographics (as of 09-10-2025)

Total IFD	1264
Avg. Age	44
Avg. Year of Service	15

Gender	
Male	1188
Female	76

Race	
White	991
Black	210
Hispanic	28
Asian	9
Other	18
2 or More	8

Executive Leadership	
Gender	
Male	17
Female	4
Race	
WM	10
BM	7
WF	2
BF	2

Male Officers 324	
Lieutenants 172	
White	143
Black	22
Hispanic	4
Asian	2
Other	1
2 or More	0
Captains 111	
White	83
Black	26
Hispanic	2
Asian	0
Other	0
2 or More	0
Battalion Chiefs 41	
White	30
Black	11
Hispanic	0
Asian	0
Other	0
2 or More	0

Female Officers 15	
Lieutenants 8	
White	5
Black	2
Hispanic	1
Asian	0
Other	0
2 or More	0
Captains 4	
White	4
Black	0
Hispanic	0
Asian	0
Other	0
2 or More	0
Battalion Chiefs 3	
White	3
Black	0
Hispanic	0
Asian	0
Other	0
2 or More	0

Chief of Fire 1	
Male	1
Female	0
White	0
Black	1
Hispanic	0
Asian	0
Other	0
2 or More	0

Deputy Chiefs 4	
Male	4
Female	0
White	2
Black	2
Hispanic	0
Asian	0
Other	0
2 or More	0

Asst. Chief of Fire 1	
Male	1
Female	0
White	1
Black	0
Hispanic	0
Asian	0
Other	0
2 or More	0

Division Chiefs 13	
Male	12
Female	1
White	9
Black	4
Hispanic	0
Asian	0
Other	0
2 or More	0

Hiring, Training, Retention & Culture

- Hiring
 - CPAT, interview, practice opportunities and information sessions
- Training, Continuing Education & Advancement Opportunities
 - Ongoing EMS, Firefighting & Special Ops Training
 - Career Development Manual & College Bridge Program with Reduced Tuition Costs
 - IFD Professional Development

Hiring, Training, Retention & Culture

- Retention

- Annual Physicals and Wellness, Fitness & Peer Support
- Leadership values ideas & contributions, encourages engagement & collaboration, offers performance feedback and provides transparent department updates

- Supportive Workforce Culture

- IFD fosters an environment where members feel a sense of acceptance, belonging and have merit-based opportunities for advancement
- Recognize the importance of our members mental, physical, emotional and spiritual well-being
- Opportunities to participate in competitive activities and attend discounted local community events
- Monthly lunch gatherings
- Relationships with fitness organizations who have donated equipment & reduced membership fees

INDIANAPOLIS FIRE DEPARTMENT

Motto

“Our Family Serving Your Family”

Mission Statement

Protecting lives, property, and the environment while serving our community with courage, commitment and compassion.

CPR

Providing courteous, professional, and respectful service to the citizens and visitors of Indianapolis.

Success Indicators

- Serve Our Customers
- Run the Business
- Manage Resources
- Develop Our Employees

IDEAL Values

Integrity Diversity Excellence Accountability Leadership



Programmatic & Fiscal Successes

- Successfully maintained our international accreditation through the Commission on Fire Accreditation International (2025-29)
- Indianapolis became the 8th largest community in the world served by an accredited fire department that is also ISO Class 1
- The Fire & Life Safety Division's Neighborhood Initiatives revolutionized how fire safety and education programs are delivered to our most at-risk neighborhoods
- Provisioned and implemented three major software programs to significantly improve time and cost efficiencies and service delivery (First Due, InQremental, and Fire Engineering Training)
- Construction projects including Stations 20, 32, and 33

Community Engagement & Outreach

- Our Neighborhood Initiative has focused efforts on Indianapolis communities most in need. Events like the Fire Safety Olympics, IFD Showcase and Festival, and Safety Festival were strategically held in areas identified as “high risk” by our risk matrix.
- Partnerships with community organizations have helped us better understand neighborhood-specific needs, allowing us to tailor programs accordingly. For example, instances where many children walk or bike to school—we provided bicycle helmets and pedestrian safety courses.
- The Fire and Life Safety Division also conducted smoke alarm blitzes in trailer parks and underserved areas and provided safety education to the unhoused population to reduce fires in encampments. A highlight of this effort was the citywide “Smoke Alarm Initiative,” which installed over 300 ten-year smoke alarms in just two days.

2026 Goals, Priorities & Outcomes

- Launch PulsePoint, a 911-connected app that alerts trained bystanders to nearby cardiac arrest events needing CPR
- Perform a comprehensive review of our response model
- Complete the formal succession and continuity of operations plans
- Reevaluate how Advanced Life Support personnel, equipment, and apparatus are recruited, retained, and utilized to meet community needs
- Improve bilateral stakeholder communication at all levels
- Produce public information in multiple languages/address the translation needs on emergency incidents

IFD Budget Breakdown – by Character

2026 Introduced: \$283,316,620	2025	2025	2026	Change
	Adopted	Revised*	Introduced	from 2025 Revised
Character 1 - Personnel	\$ 221,703,684	\$ 230,646,484	\$ 241,970,568	\$ 11,324,084
Character 2 - Supplies	\$ 3,752,516	\$ 3,752,516	\$ 3,444,525	\$ (307,991)
Character 3 - Services	\$ 14,946,989	\$ 17,211,239	\$ 17,212,125	\$ 886
Character 4 - Capital	\$ 12,402,776	\$ 13,684,679	\$ 12,835,140	\$ (849,539)
Character 5 - Chargebacks	\$ 5,937,828	\$ 5,937,828	\$ 7,854,262	\$ 1,916,434
Total	\$ 258,743,793	\$ 271,232,746	\$ 283,316,620	\$ 12,083,874

*2025 Revised reflects projected year-end fiscal

Revenue

- IFD's primary revenue sources are Property & Income taxes
- The department generates a small amount of revenue for fire code inspections, as well as plan reviews for new construction
 - The Community Risk & Reduction division supports these revenue collections via 15 budgeted civilian positions which include Deputy Fire Marshall and Plan Analyst.
 - Additionally, there are 2 contracts established for Private Inspectors. These contracts ensure IFD can inspect 21,000 properties.

Grants - awards, applications & potential opportunities

- **Staffing for Adequate Fire & Emergency Response (SAFER)**
 - FY2021 – funded 50 FFs hired 02/27/23 expires 02/26/26 (57 total hires)
 - FY2022 – funded 50 FFs hired 01//08/24 expires 01/07/27 (63 total hires)
 - FY2024 – application submitted 7/3/25 to hire 50 FFs
- **Indiana Task Force-1 (IN-TF1)**
 - 240 total members, includes 57 from IFD & 38 participating agencies
 - IN-TF1 is a highly specialized, multi-disciplinary team of professionals, including firefighters, engineers, and medical personnel, trained to perform technical rescues and provide medical care in disaster situations like earthquakes, hurricanes, and terrorist attacks. These task forces provide critical support for large-scale disasters by locating and rescuing victims, assessing structural damage, and managing hazardous materials
- **Assistance to Firefighter Grant (AFG)**
 - FY2024 – application submitted 12/12/24 for fire hose & nozzles
- **Urban Areas Security Initiative (UASI)**
 - Provides financial assistance for a range of preparedness activities. Special Operations equipment is typically requested to support IFD Hazmat & Rescue response
 - UASI 23 - \$57,000 awarded, expired 8/31/25
 - UASI 24 - \$275,000 awarded, expires 8/31/26
 - UASI 25 – not released, period of performance TBD

Budget Breakdown Character 1 - personnel

IFD Character 1 budget by Fund

- Fire General funds contractual obligations for sworn personnel, which includes picking up 50 FFs covered by SAFER thru February 2026, 65 recruits, INPRS pension contribution increase & COLA for 48 civilians
- Federal Grant fund includes Indiana Task Force 1, 2022 SAFER grant award (50 FFs) and a pending 2025 SAFER application

	2025	2025	2026	Change
	Adopted	Revised*	Introduced	from 2025 Revised
15551 - FIRE GENERAL	179,237,911	187,444,961	199,015,717	11,570,756
25708 - STATE OF INDIANA GRANTS - IFD	35,000	35,000	35,000	0
25539 - FEDERAL GRANTS - DPS	16,302,850	17,038,600	15,085,510	-(1,953,090)
86201 - FIRE PENSION	26,127,924	26,127,924	27,834,342	1,706,418
Total	221,703,684	230,646,484	241,970,568	11,324,084

*2025 Revised reflects projected year-end fiscal

Budget Breakdown Character 2 - supplies

IFD Character 2 budget by Fund

- Fire General \$320,191 decrease for 2nd set of fire gear Requested appropriation will cover contract escalators for PPE items (Fire Gear, Masks, Helmet Shields, Boots, Gloves etc.)
- Federal Grant Fund includes Task Force 1 and potential AFG & UASI applications (Period of Performance TBD)

	2025	2025	2026	Change
	Adopted	Revised*	Introduced	from 2025 Revised
15551 - FIRE GENERAL	3,365,483	3,365,483	3,045,292	(320,191)
25708 - STATE OF INDIANA GRANTS - IFD	15,000	15,000	15,000	-
25539 - FEDERAL GRANTS - DPS	372,033	372,033	384,233	12,200
Total	3,752,516	3,752,516	3,444,525	(307,991)

*2025 Revised reflects projected year-end fiscal

Budget Breakdown Character 3 – services

IFD Character 3 budget by Fund

- Fire General \$1.3M increase to support property & vehicle insurance, medical services, ISA, IMCBA Rent and escalators for service contracts
- Opioid Settlement supports behavioral health services for first responders
- Federal Grant Fund includes Indiana Task-Force 1 and potential AFG & UASI applications
- Fire Cumulative supports fire station maintenance & repairs

	2025	2025	2026	Change
	Adopted	Revised*	Introduced	from 2025 Revised
15551 - FIRE GENERAL	11,912,389	11,912,389	13,271,525	1,359,136
25707 - OPIOID SETTLEMENT-IC 4-6-15-4	200,000	200,000	200,000	-
25708 - STATE OF INDIANA GRANTS - IFD	50,000	50,000	50,000	-
25539 - FEDERAL GRANTS - DPS	1,834,600	4,098,850	2,740,600	(1,358,250)
46501 - FIRE CUMULATIVE FUND	950,000	950,000	950,000	-
Total	14,946,989	17,211,239	17,212,125	886

*2025 Revised reflects projected year-end fiscal

Budget Breakdown Character 4 – Capital

IFD Character 4 budget by Fund

- Fire General funds a vehicle lease thru 9/1/2030 which purchased 20 fire apparatus
- Federal Grant fund includes Task Force 1, an AFG pending application for fire hose/nozzles, as well as a potential UASI application
- Fire Cumulative supports apparatus lease payments and fire equipment

	2025	2025	2026	Change
	Adopted	Revised*	Introduced	from 2025 Revised
15551 - FIRE GENERAL	3,483,339	3,483,339	3,483,339	-
25539 - FEDERAL GRANTS - DPS	4,021,413	4,021,413	4,423,477	402,064
46501 - FIRE CUMULATIVE FUND	4,898,024	6,179,927	4,928,324	(1,269,700)
Total	12,402,776	13,684,679	12,835,140	(867,636)

*2025 Revised reflects projected year-end fiscal

Budget Breakdown Character 5 – chargebacks

Total Character 5 budget by Fund

- Fire General increases for fleet maintenance, fleet management and OCC chargebacks; Decrease in fuel
- Grant Fund supports Task Force 1

	2025	2025	2026	Change
	Adopted	Revised*	Introduced	from 2025 Revised
15551 - FIRE GENERAL	5,897,828	5,897,828	7,814,262	1,916,434
25539 - FEDERAL GRANTS - DPS	40,000	40,000	40,000	-
Total	5,937,828	5,937,828	7,854,262	1,916,434

2026 IFD Program Budget

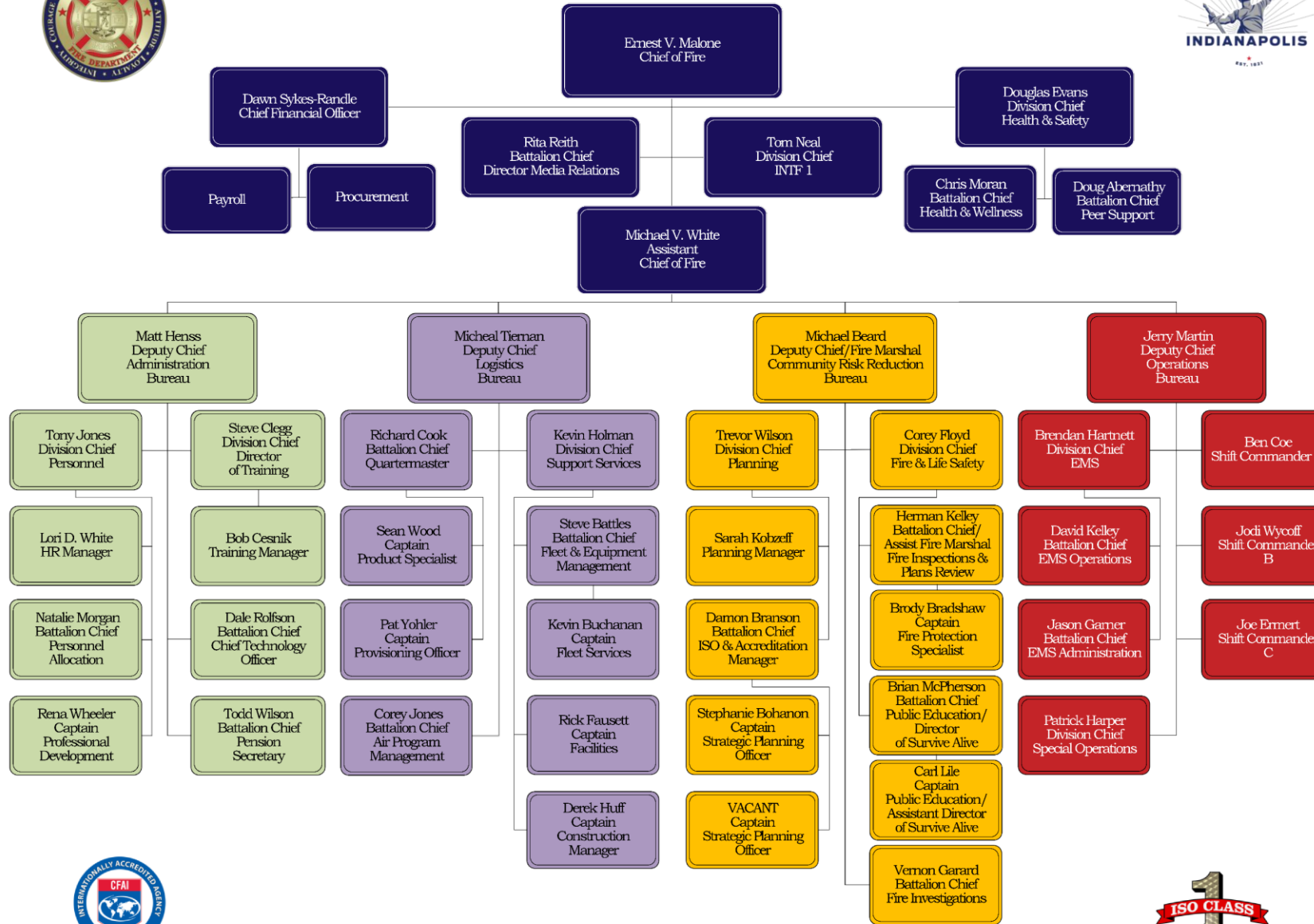
- **Administration - 1:** HR, Admin Personnel, Chiefs Office, Communications/Media, Public Safety Admin, Finance, Grant
- **Suppression:** Firefighter/Stations, Air Management
- **Law Enforcement:** Safety Equipment
- **Special Operations:** Dive, Hazmat, Rescue

Program	Introduced Budget
Administration - 1	\$ 29,019,010
Community Engagement	\$ 20,250
Community Risk Reduction	\$ 526,888
Emergency Medical Services	\$ 474,700
Facilities Maintenance	\$ 2,470,500
Fire Investigations	\$ 43,500
Fleet Management	\$ 15,137,453
Law Enforcement Operations	\$ 3,670,000
Pension Obligation	\$ 27,850,767
Quartermaster	\$ 2,084,647
Recruit, Training & Development	\$ 183,673
Special Operations	\$ 405,050
Suppression	\$ 195,536,866
Task Force One	\$ 3,875,077
Technology	\$ 1,045,739
Wellness	\$ 972,500
Total IFD Budget	\$ 283,316,620

Questions?



INDIANAPOLIS FIRE DEPARTMENT EXECUTIVE LEVEL ORGANIZATIONAL CHART



"OUR FAMILY SERVING YOUR FAMILY"
REVISED AUGUST 2025

Indianapolis Fire Department Staffing Analysis

IFD Staffing January 2026	#	Recommended	Actual Strength	Difference	Operational Total / Shift	Admin Staffing
# of firefighters as of 01-01-2026	1257	1276	1257	-19	885 / 295	76
Recruit Class (to Ops 2026)	65	1276	1322	46	885 / 295	76
FUTURE PROJECTIONS						
DROP 2026	35	1276	1287	11	885 / 295	76
DROP 2027	38	1276	1249	-27	885 / 295	76
DROP 2028	34	1276	1215	-61	885 / 295	76

METHODOLOGY							
Full Staffing	=	#FF's needed on shift per day for full staffing X 3 Shift Days			=	295 x 3	885
Total #FF's Off Duty	=	#FF's off per day X 3 Shift Days			=	105 x 3	315
Work Factor	=	$\frac{\text{Full Staffing}}{\text{Full Staffing} + \text{Total \#FF's Off Duty (Operational Staffing)}}$			=	$\frac{885}{885 + 315}$	0.7375
Operational Staffing	=	$\frac{\text{Full Staffing}}{\text{Work Factor}}$			=	$\frac{885}{0.7375}$	1200
Recommended Staffing	=	Full Staffing + Total #FF's Off Duty + Admin			=	885 + 315 + 76	1276

Revised July 2025

* new data needed to update calculations