



2024 ANNUAL REPORT

WELCOME

MESSAGE FROM FIRE CHIEF JOSH WALDO

The Bozeman Fire Department (BFD) had a successful 2024 and is excited about the challenges and opportunities that lie in front of us for 2025. The opening of Fire Station 2 on the campus of Montana State University, the completion of the Fire and Emergency Services Self-Assessment Manual and subsequent peer team site visit, and the securing of a Federal Emergency Management Agency (FEMA) Staffing for Adequate Fire and Emergency Response (SAFER) are just a couple of examples of accomplishments for the BFD in 2024. These accomplishments highlight another successful year for BFD that will set up the department for continued success in 2025. The department will look to bring on its largest recruit class in department history, add a quick response unit to our response capabilities, and complete our pursuit of third-party international accreditation. The continued pursuit of excellence by the men and women of the BFD is a testament to their commitment to ensuring that we are delivering the best possible services to the citizens of Bozeman.

It is an honor to serve the citizens and visitors of the City of Bozeman. On behalf of the men and women of the Bozeman Fire Department, I am happy to present you with our 2024 Annual Report.

Yours in service,

Joshua L. Waldo

Joshua L. Waldo, CFO, EFO
Fire Chief

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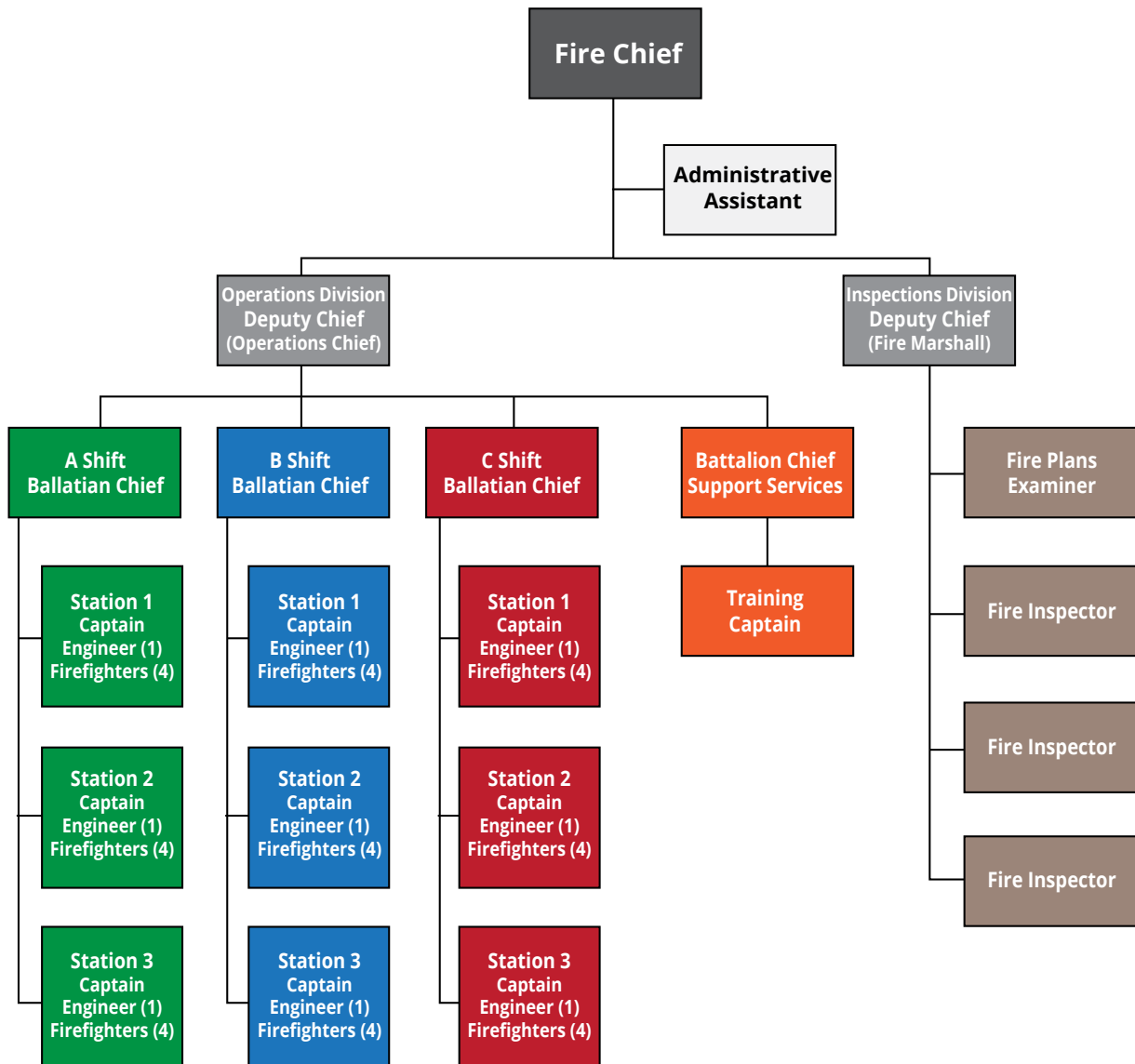
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WHO WE ARE

The Bozeman Fire Department is comprised of 67 members, 66 sworn and 1 civilian, who provide the following services to the community:

- Fire Suppression
- Emergency Medical Services
- Hazardous Materials Response
- Technical Rescue Response (confined space, trench, rope, ice, and collapse)
- Wildland Fire Response
- Fire Systems Plans Review
- Car Seat Check and Installation
- Fire Inspection
- Fire Investigation
- Public Education
- Emergency Planning and Preparedness

ORGANIZATIONAL CHART



MISSION

Problem Solving
Through Professional
and Compassionate
Service since 1884

VISION

The Bozeman Fire Department is committed to improving the safety and well-being of our community while striving to be a leader in the fire service.



STAFFING NUMBERS

Sworn Personnel

Chief (1)
Deputy Chiefs (2)
Battalion Chiefs (4)
Captains (10)
Engineers (9)
Firefighters (36)
Fire Inspectors (3)

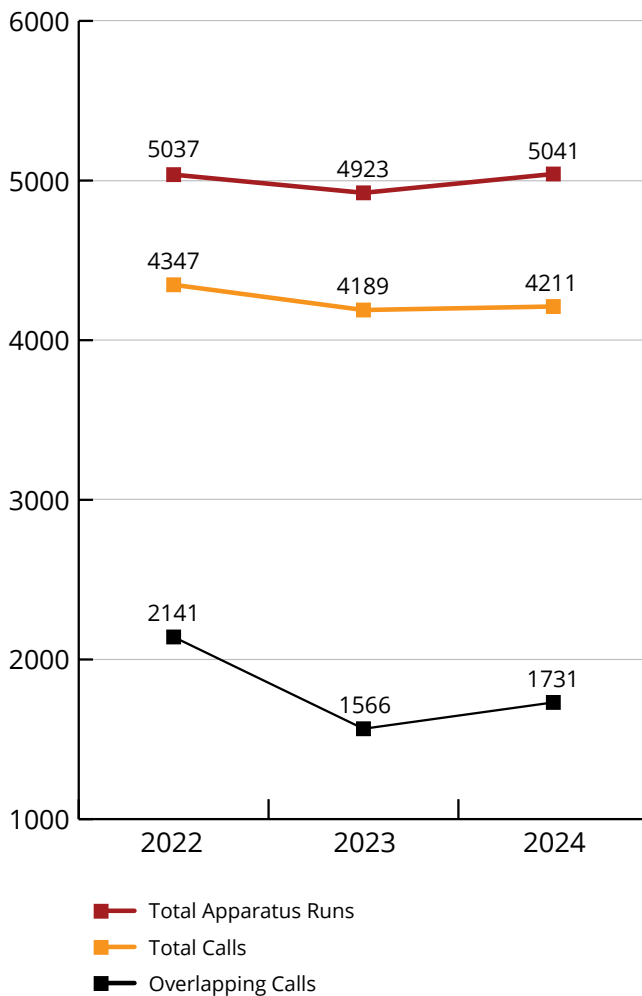
Civilian Personnel

Administrative Assistant (1)

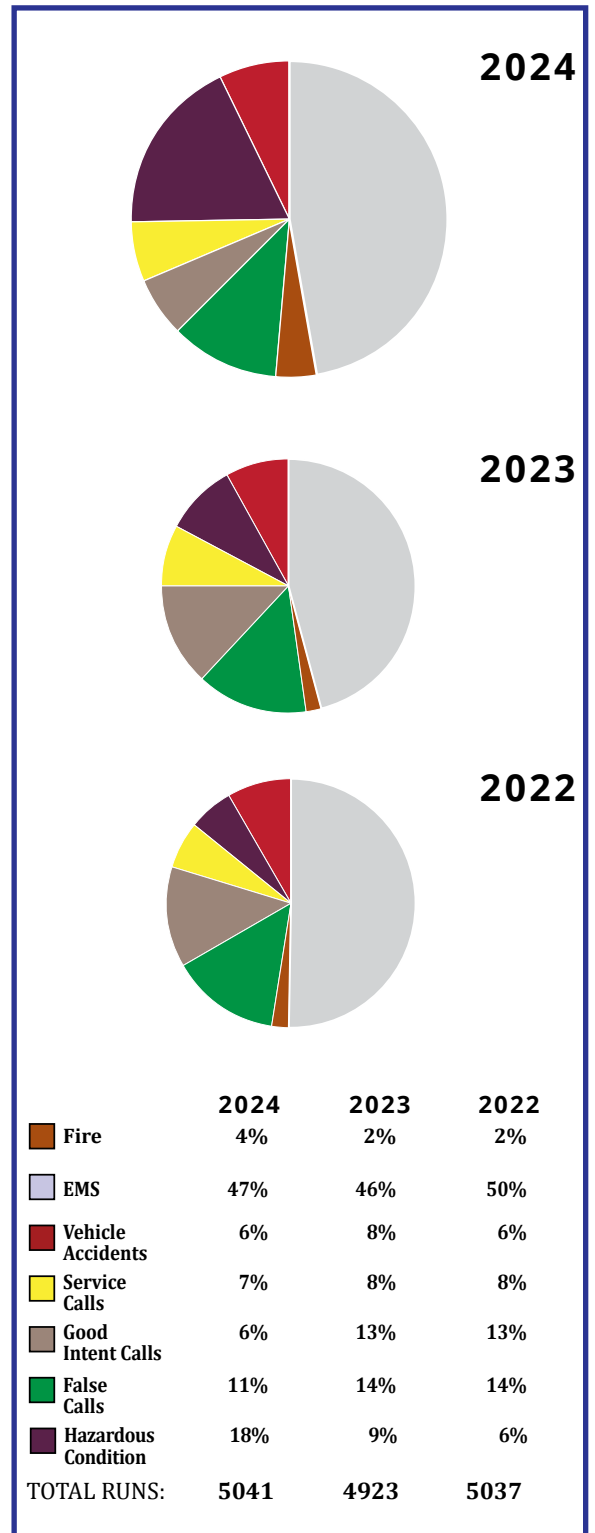
EMERGENCY RESPONSE OVERVIEW

When a call is received by the Gallatin County 911 Center that requires the response of the Bozeman Fire Department, a call is created in the system. While each call can generate a different number of apparatus / units to run the call, the numbers above reflect the total number of events that BFD responded to over the last three years. The Fire Department utilizes the Emergency Medical Dispatch (EMD) protocols, which utilize national standards and best practice to screen calls and send ambulances only to low acuity calls, leaving fire trucks available for more high acuity calls.

INCIDENT NUMBERS

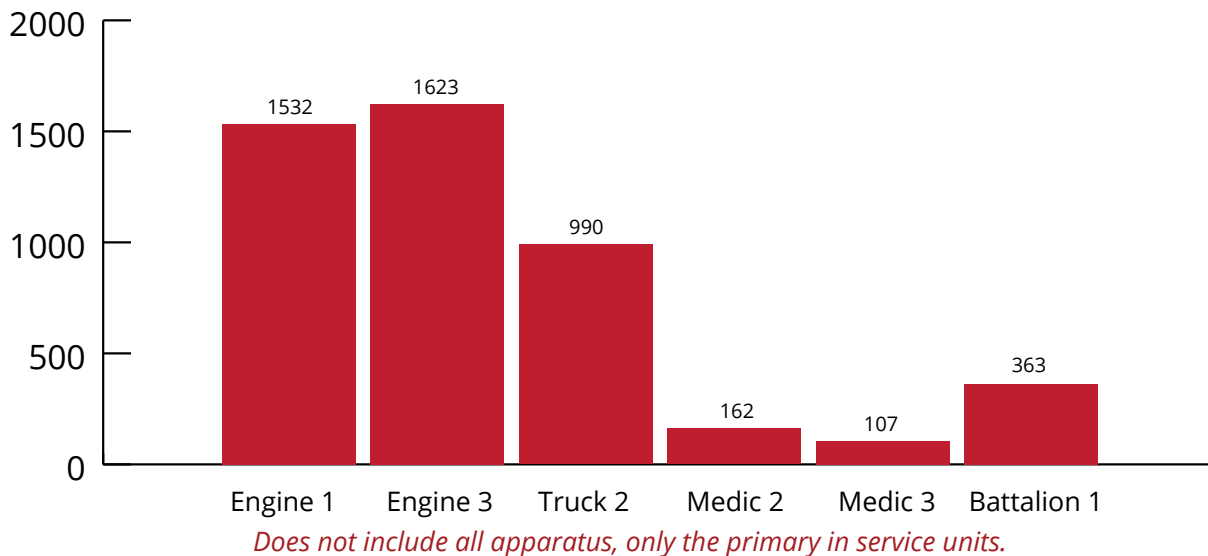


RESPONSE BREAKDOWN



RESPONSES PER APPARATUS

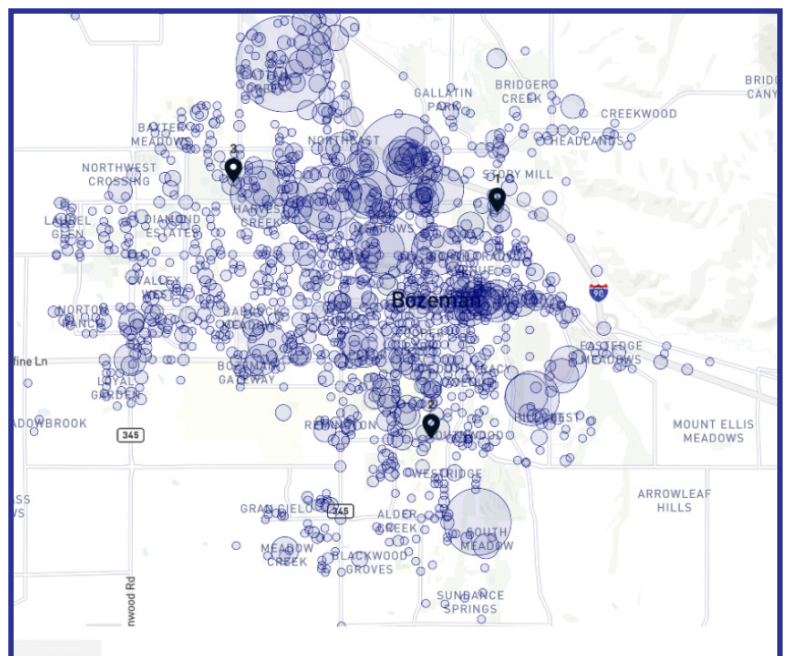
When a request for fire department response is made, an incident is created in the computer aided dispatch (CAD) system. Depending on the type of incident, the number of fire department apparatus / units that respond will vary. Incidents are different from runs, as each incident can create a number of different run totals. For most EMS type events, a single apparatus would run the incident, whereas a fire alarm at a nursing home would trigger three fire apparatus to run on the incident. It is important to track the total number of runs that a department makes as it is a more accurate reflection of the workload on the emergency response system. The fire department has made multiple adjustments in our deployment plans to ensure response to incidents is in line with industry standards and best practices. Below are the total number of runs each primary unit made in 2024.



OVERLAPPING INCIDENTS

2024 — 1,741 (41%) **2023 — 1,566 (39%)**
2022 — 1,965 (42%)

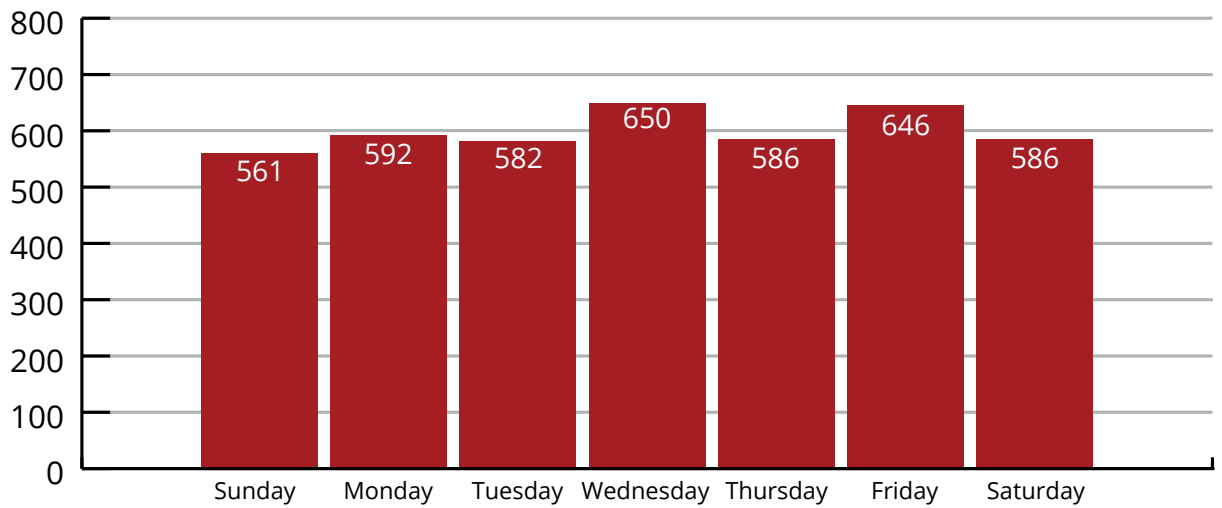
Overlapping incidents occur when the department has more than one incident response going on at the same time. This is an important data point to track as some incidents require more than one fire department unit to respond. Having two or more calls overlapping at the same time can result in a situation where not enough units are available for response, or units experience extended response times as they are responding across town to cover additional calls.



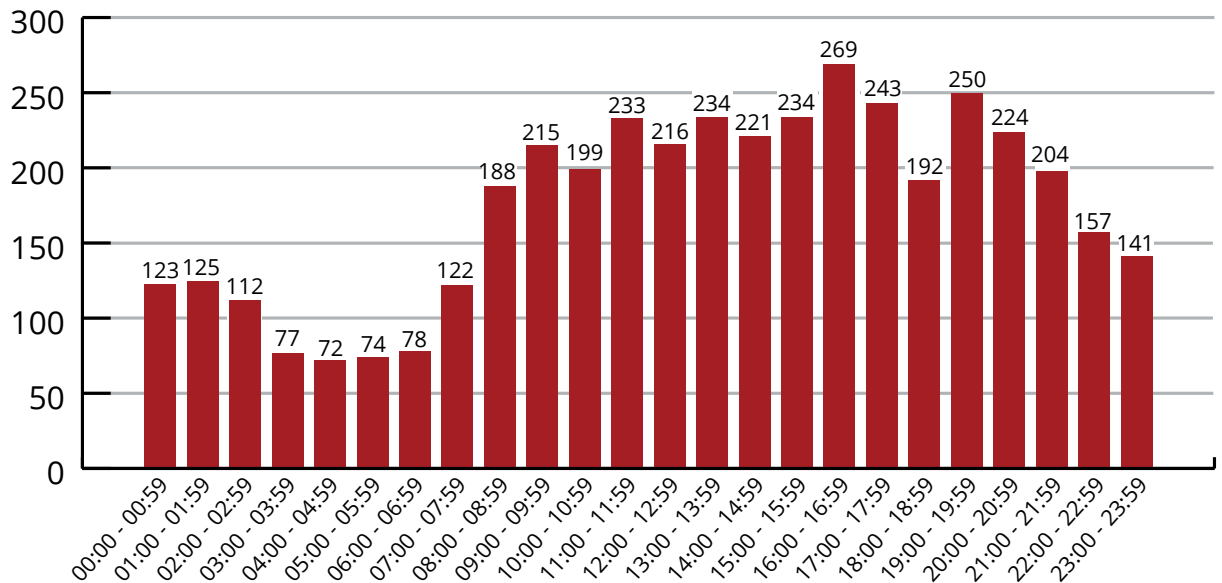
Heat map showing call distribution for 2024



CALLS FOR SERVICE BY DAY OF THE WEEK



CALLS FOR SERVICE BY HOUR OF THE DAY



RESPONSE TIMES

An emergency response can be broken down into numerous segments or intervals of an event. To measure emergency response times, the fire department uses two standards from the National Fire Protection Association (NFPA) for benchmarking and evaluating emergency response times.

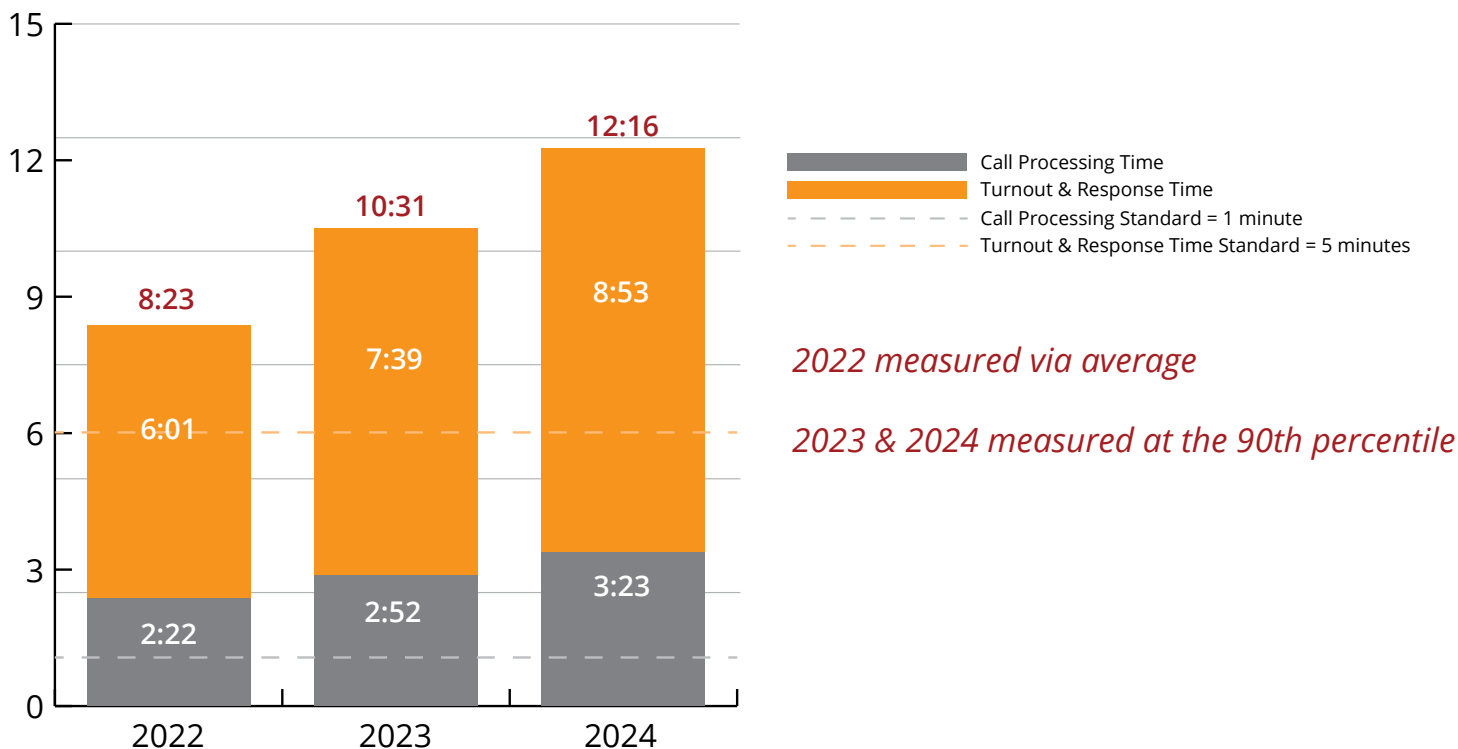
- NFPA 1221, 2019 Edition: *Standard for the Installation, Maintenance, and Use of Emergency Services Communications Systems*
- NFPA 1710, 2020 Edition: *Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Career Fire Departments*

These two standards allow the fire department to measure the time from a call being answered by the 911 center until a fire department unit arrives on scene to provide service. To measure our performance, the department evaluates the following time intervals of an emergency call.

Alarm Processing Time: The time interval from when the alarm is acknowledged at the communication center until response information begins to be transmitted via voice or electronic means to emergency response facilities and emergency response units.

Turnout Time: The time interval that begins when the emergency response facilities and emergency response units notification process begins by either an audible alarm or visual annunciation, or both, and ends at the beginning point of travel time.

Travel Time: The time interval that begins when a unit is enroute to the emergency incident and ends when the unit arrives at the scene.



NOTABLE ACCOMPLISHMENTS

Opened Fire Station 2 on Montana State University Campus

The department cut the ribbon on the new Fire Station 2 in September of 2024 after nearly five years of planning, designing, and construction. The new station replaced the old Fire Station 2 located on S. 19th that had been in service since 1974. The station becomes the first fire station to be located on a Montana State University campus and is a continuation of a 40 year long partnership between the Bozeman Fire Department and Montana State to keep the campus and community safe



Citizen's Fire Academy

The department hosted two citizen's fire academies in 2024, the first time the department has ever held a citizen's academy. The two academies saw 15 citizens complete the program and graduate with an increased knowledge and awareness of the services that the BFD provides.

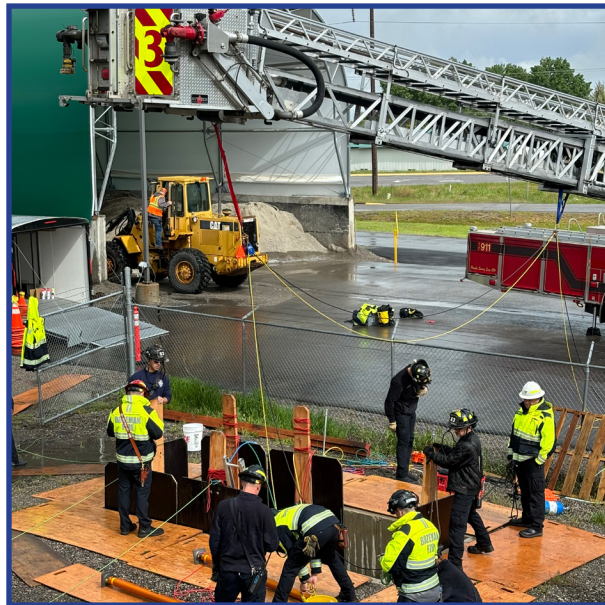


Confined Space Technician Class

In March, BFD hosted a Confined Space Technician Class here in Bozeman, where 20 members of the department were able to complete the necessary training to obtain the Confined Space Technician level certification. As the City of Bozeman and surrounding areas have several confined spaces (manholes, tunnels, grain silos, etc.), having a trained and equipped confined space team is important for the overall safety of the community.

Staffing for Adequate Fire & Emergency Response (SAFER) Grant

It turned out the fourth time was the charm for the BFD in regards to applying for a FEMA SAFER Grant in 2024. The department began applying for SAFER grants in 2021 to attempt to add needed firefighter positions for the department to address the ongoing growth in the city. The department was notified in September that the grant application to add 12 firefighters to the department had been approved. The grant covers 100 percent of the personnel cost associated with these 12 positions for 3 calendar years, at which point the city will have to pick up the funding for the positions. The grant will allow the department to add a quick response unit to response capabilities in 2025 and give the city three years to plan for the necessary funding to sustain the positions.



Strategic Plan

As the department continues to push for growth and improvement, it sees the need to maintain an up-to-date strategic plan. The first department strategic plan was drafted in 2019 with version two being drafted in 2022. The department spent 2024 developing version three of a strategic plan, including input from community stakeholders, partners, and department members. The new plan is a five-year plan that will guide the department from 2025 through 2029.



Completed Fire and Emergency Services Self-assessment as Part of the Center for Public Safety Excellence Accreditation Process

Bozeman Fire continued its pursuit of International Accreditation via the Commission on Fire Accreditation International (CFAI), part of the Center for Public Safety Excellence (CPSE). BFD had previously completed the development of a Community Risk Assessment / Standards of Cover (CRA/SOC) as part of the accreditation process, and completing the Fire and Emergency Services Self-Assessment Manual (FESSAM) was the next step in the process. The completion of the FESSAM was followed by a site visit by a peer team to validate and verify the work completed by BFD. The peer team recommended the department for accreditation, moving the department to the last step in the process, a hearing in front of the CFAI in April of 2025 for final determination.



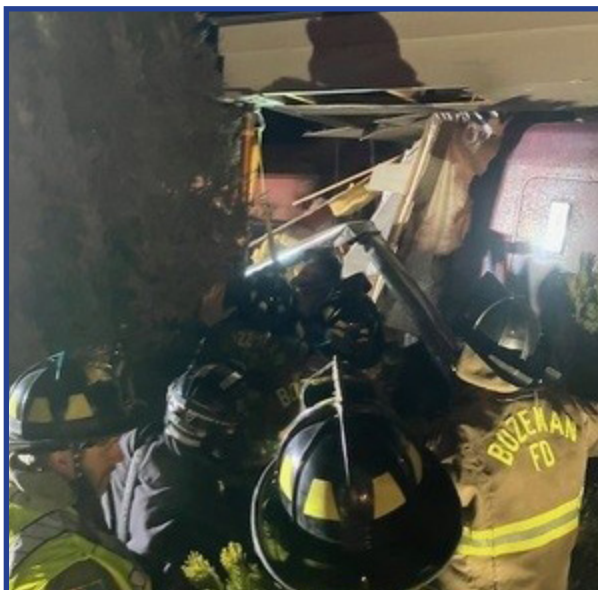
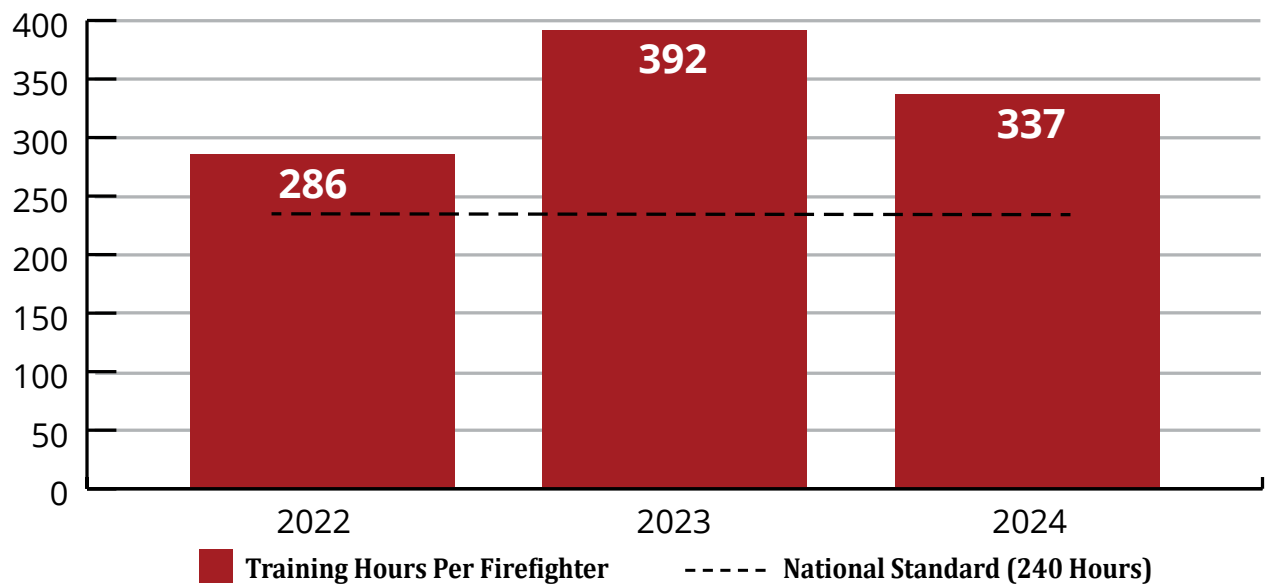
Moved Public Fireworks Display Back to Fairgrounds

After a successful return of public fireworks show in 2023, BFD worked with partners from the Gallatin County Fairgrounds to move the fireworks back to that location, allowing for more space for citizens to watch the show. The fireworks show is made possible by numerous public / private partnerships and is something that BFD is proud to organize and run.

TRAINING & PROFESSIONAL DEVELOPMENT

TOTAL TRAINING HOURS

The Bozeman Fire Department strives to ensure that its members are trained to meet or exceed consensus national standards and best practices. In 2024, the department logged 14,810 hours of training total, or 337 hours per member. The 14,810 hours exceed the required minimums set by the Insurance Service Office and the National Fire Protection Association by 4,250 hours.



The department continues to pursue professional certifications and credentials for our members and currently has 10 members who hold professional designations via the Center for Public Safety Excellence. The department's goal is to ensure that each member receives 240 hours of training per calendar year to meet the requirements of the Insurance Service Office (ISO) and the National Fire Protection Association (NFPA).

FIRE PREVENTION / COMMUNITY RISK REDUCTION



The Bozeman Fire Department has a full-service fire prevention and community risk reduction division that provides services such as plans review, inspections, fire investigation, public fire education, car seat installation, and many other public programs. The fire department prevention and risk reduction programs are under the supervision of the Deputy Chief – Fire Marshal, who is assisted by three full-time fire inspectors and support from firefighters assigned to emergency response.

The department conducts plans review of all new commercial buildings constructed in the city and completes onsite inspections of these buildings to ensure code compliance during construction.

**NUMBER OF PLANS
REVIEWED**

2022: 1,362

2023: 1,990

2024: 2,426

**NUMBER OF
INSPECTIONS
COMPLETED**

2022: 4,575

2023: 5,663

2024: 4,412

FIRE DEPARTMENT 2025-2029 STRATEGIC PLAN GOALS & OBJECTIVES

GOAL 1: The Bozeman Fire Department will ensure quality and consistent training of its members, improving life safety and property conservation

- **Objective 1.1** Develop a comprehensive training program that ensures technical proficiency of the Bozeman Fire Department.
- **Objective 1.2** Implement a comprehensive training program that ensures the technical proficiency of the Bozeman Fire Department.
- **Objective 1.3** Strengthen relationships with internal and external partners to foster joint training opportunities.
- **Objective 1.4** Establish a physical resource inventory management program that meets the training division's needs.
- **Objective 1.5** Create a comprehensive succession management strategy focused on training and leadership development.

GOAL 2: The Bozeman Fire Department will administer a multi-faceted approach to reduce risk and improve life safety in the community

- **Objective 2.1** Implement an updated inspection and code enforcement program that continues to grow with community and department needs.
- **Objective 2.2** Provide community outreach programs that improve community health and safety.
- **Objective 2.3** Improve the community's resilience to disasters and emergencies by planning, outreach, and response.





GOAL 3: The Bozeman Fire Department will develop a comprehensive workforce strategy that enhances recruitment and retention, prepares staff for future roles through succession planning, and promotes health and wellness

- **Objective 3.1** Develop a retention plan to minimize premature workforce turnover.
- **Objective 3.2** Develop and implement a recruitment strategy that captures quality candidates that meet the department’s needs.
- **Objective 3.3** Prioritize member health and wellbeing through education, screening, and tracking.

GOAL 4: The Bozeman Fire Department will enhance operational effectiveness with a focus on staffing, EMS delivery, apparatus, and equipment management

- **Objective 4.1** Analyze operations compared to industry standards to evaluate overall effectiveness.
- **Objective 4.2** Review and measure facilities, apparatus, and equipment to ensure resources are meeting the needs of the department and community.
- **Objective 4.3** Evaluate and update the Bozeman Fire human resources components to adapt to a growing community.
- **Objective 4.4** Create an evaluative approach to measuring system effectiveness and service delivery.

PESONNEL CHANGES

RETIREES

Battalion Chief Travis Barton

PROMOTIONS

Battalion Chief Jared Ridgeway

Battalion Chief Joe Capri

Captain Brian Carroll

Captain Dillon Smith

Engineer Colter Dimas

NEW HIRES

Firefighter / Paramedic Paul Arnold

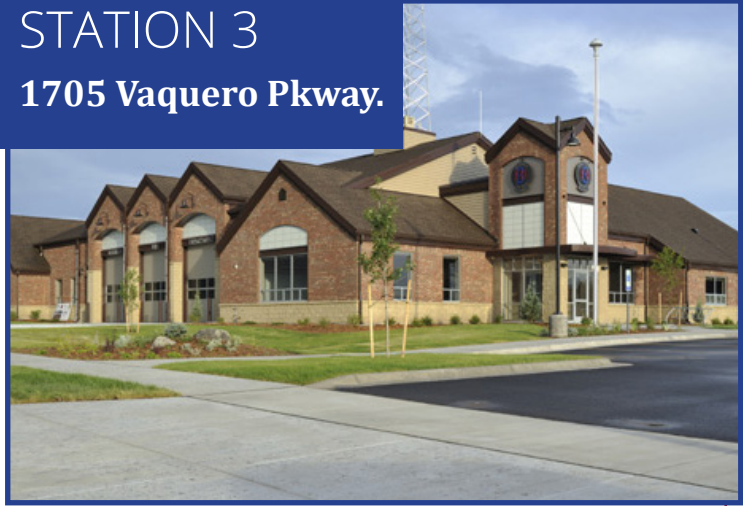
Firefighter / EMT Cole Gengo

FACILITIES

STATION 1
300 E. Oak St.



STATION 3
1705 Vaquero Pkway.



STATION 2
575 W. Kagy Blvd.



BOZEMAN^{MT}

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