

2025 ANNUAL REPORT

BOZEMAN FIRE DEPARTMENT



Welcome

MESSAGE FROM FIRE CHIEF JOSH WALDO

The Bozeman Fire Department (BFD) achieved several significant milestones in 2025 and looks ahead to the challenges and opportunities of 2026. In 2025, BFD earned international accreditation through the Center for Public Safety Excellence, becoming one of fewer than 350 departments worldwide to achieve this distinction. The department also completed its largest recruit academy, hiring 12 new firefighters through a SAFER grant. These additions enabled the launch of a Quick Response Vehicle (QRV), increasing capacity within Bozeman's emergency response system. These accomplishments reflect the dedication and professionalism of BFD personnel.

In 2026, BFD will continue refining and improving services to the community. Priorities include addressing increased response times, particularly in southwest Bozeman, strengthening partnerships to enhance EMS transport services, and investing in ongoing training and professional development.

It is an honor to serve the residents and visitors of Bozeman. On behalf of the men and women of the Bozeman Fire Department, I am proud to present the 2025 Annual Report.

Yours in service,

Joshua L. Waldo

Joshua L. Waldo, CFO, EFO
Fire Chief

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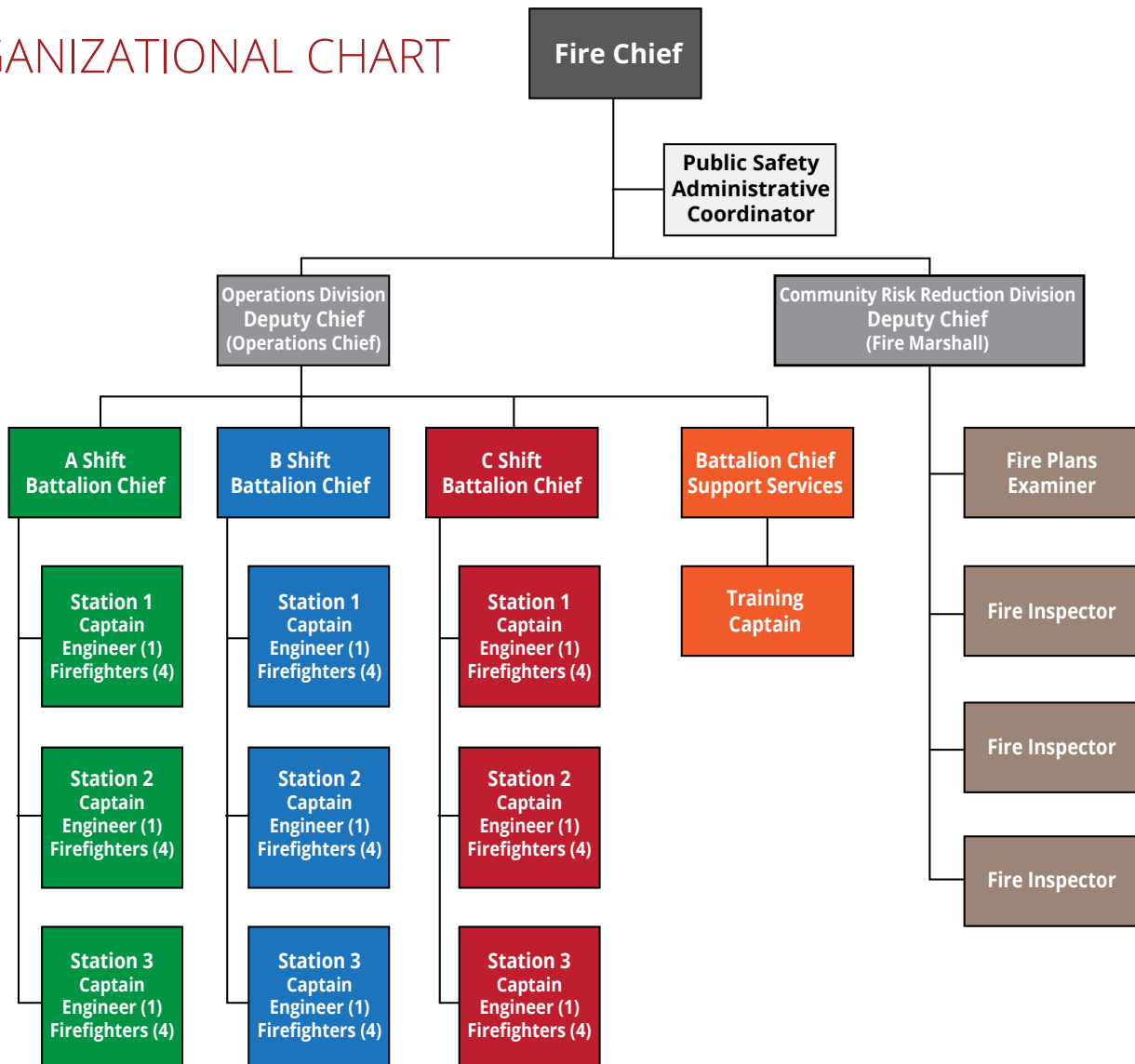
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Who We Are

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)
Fire Plans Examiner (1)

Civilian Personnel

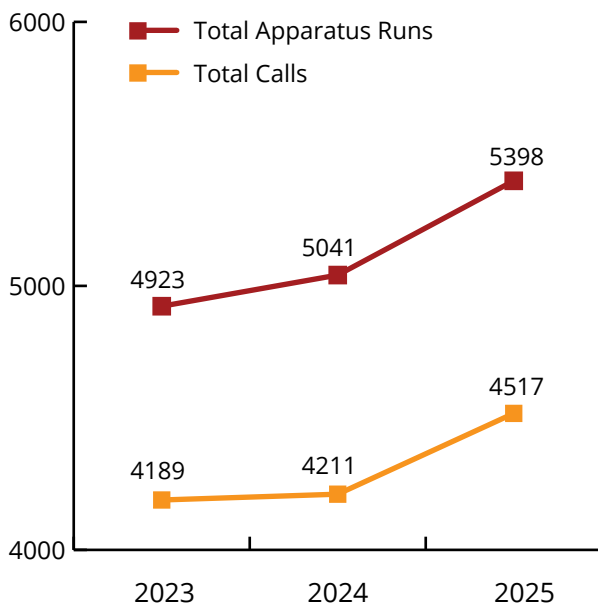
Public Safety Administrative
Coordinator (1)

Emergency Response

When the Gallatin County 911 Center receives a call requiring the Bozeman Fire Department, an incident is created in the computer-aided dispatch (CAD) system. Each incident may generate a different number of responding apparatus, depending on the type of call. While incident totals reflect the number of events, a single incident can result in multiple runs. For example, most EMS incidents involve one apparatus, while a nursing home fire alarm may require three.

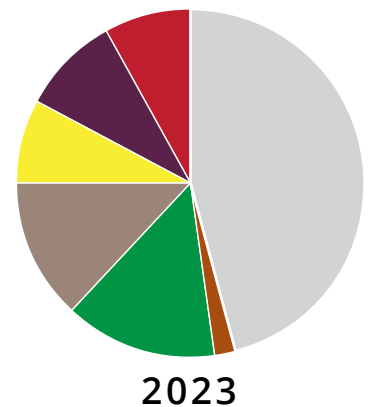
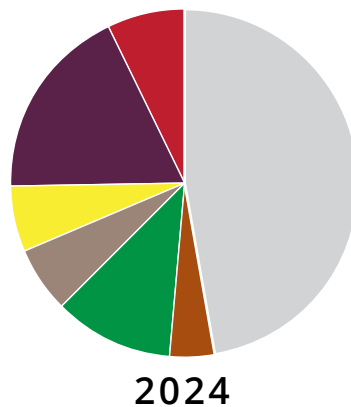
BFD uses Emergency Medical Dispatch (EMD) protocols based on national standards and best practices to screen calls and deploy ambulances to lower-acuity incidents, keeping fire apparatus available for higher-acuity responses. Tracking total runs provides a more accurate measure of system workload. The department has adjusted deployment plans to align with industry standards and best practices. Below are the total runs made by each primary unit in 2025.

INCIDENT NUMBERS

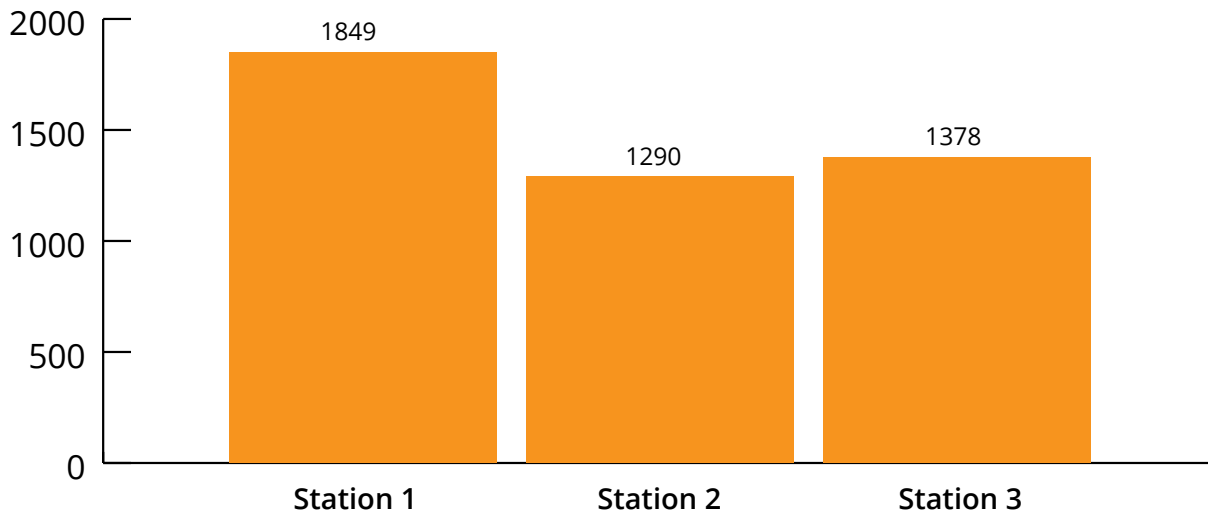


RESPONSE BREAKDOWN

	2025	2024	2023
Fire	3%	4%	2%
EMS	46%	47%	46%
Vehicle Accidents	7%	6%	8%
Service Calls	9%	7%	8%
Good Intent Calls	12%	6%	13%
False Calls	8%	11%	14%
Hazardous Condition	16%	18%	9%
TOTAL RUNS:	5398	5041	4923

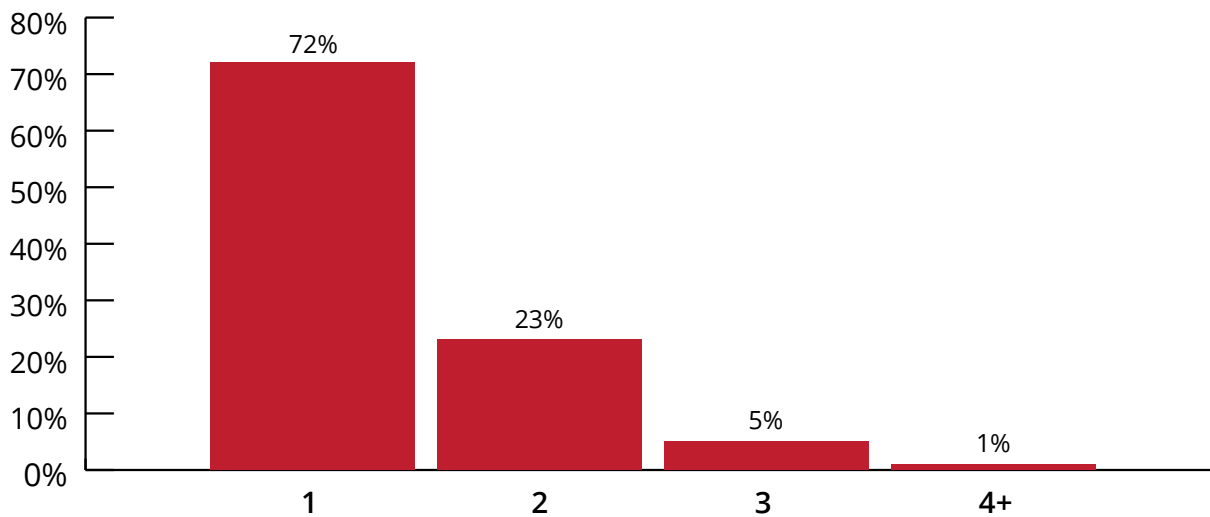


RESPONSES PER STATION



CONCURRENT (OVERLAPPING) INCIDENTS

Call Concurrency measures the number of incidents occurring simultaneously within an agency's response area. It is defined as the count of incidents in progress at the starting time of each new incident, including the new incident itself. For example, a concurrency value of 1 means the incident started when no other incidents were in progress.

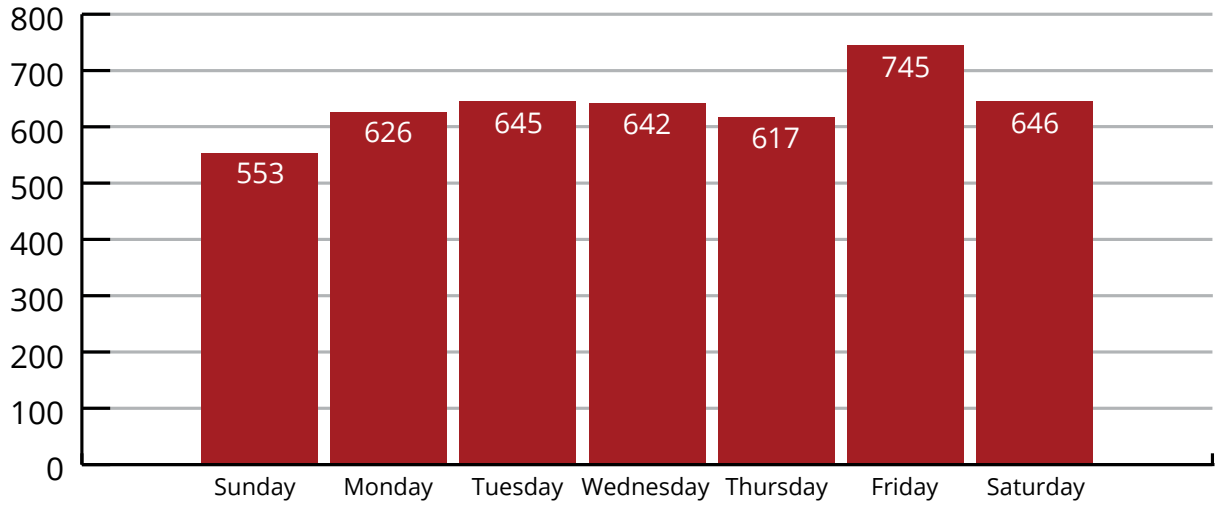


RESPONSE RELIABILITY: 72%

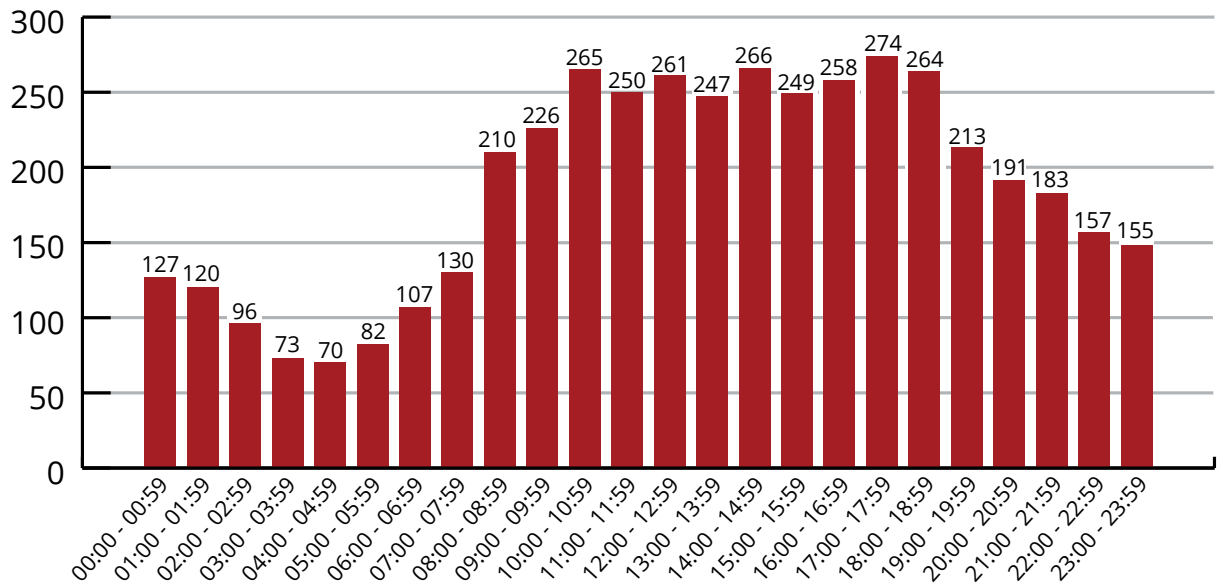
Station Response Reliability expresses the percentage of incidents within a station's response zone to which the station is available to respond.



CALLS FOR SERVICE BY DAY OF THE WEEK



CALLS FOR SERVICE BY HOUR OF THE DAY



RESPONSE TIMES

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.

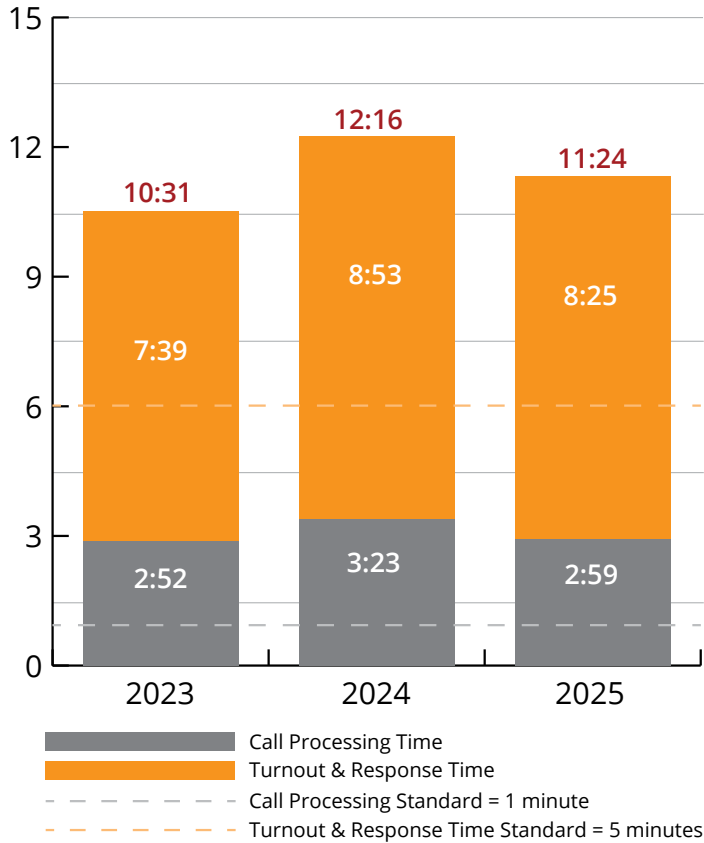
- NFPA 1221, 2022 Edition: *Standard Emergency Services Communications*
- NFPA 1710, 2026 Edition: *Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Services, Special Operations, and Fire Prevention Activities*

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.

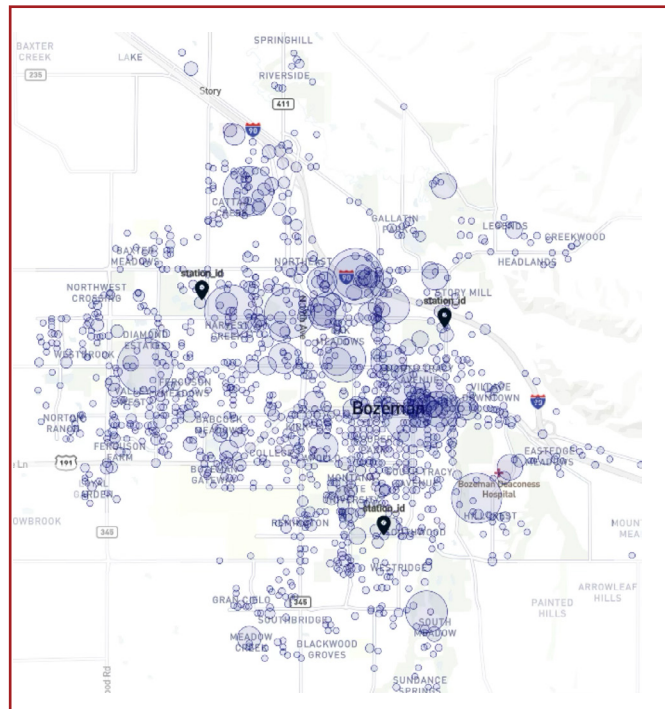
Turnout Time: The time interval that begins when the emergency response facilities and emergency response units notification process begins by either an audible alarm or visual annunciation, or both, and ends at the beginning point of travel time.

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.



Times measured at the 90th percentile

CALL DISTRIBUTION



Notable Accomplishments



Achieved International Accreditation via the Center for Public Safety Excellence

After completing a Community Risk Assessment / Standards of Cover, a Fire and Emergency Services Self-Assessment, and updating the department Strategic Plan, the BFD went before the Commission on Fire Accreditation International in April. The department was reviewed and awarded accredited status, becoming one of less than 350 departments in the world and the first in Montana to achieve this status.



Completed the Largest Recruit Academy in BFD History

In the Fall of 2024 BFD was awarded a Staffing for Adequate Fire and Emergency Response (SAFER) grant from the Federal Emergency Management Agency (FEMA) to hire 12 new firefighters. The new firefighters began their career with BFD on March 24, 2025, and were an instrumental piece in the department adding the quick response vehicle. The 12 new firefighters represented the largest class of recruits ever brought on at one time by BFD and the largest single increase in staffing in the BFDs 141 year history.



Engineer / Paramedic Luke Szymanski Awarded Montana EMS Responder of the Year and BFD Medical Director Bret Birrer Awarded EMS Support of the Year

In May, at a ceremony at the State Capitol in Helena hosted by the Department of Health and Human Services, Engineer/Paramedic Luke Szymanski was honored as the 2024 Montana Career EMS Responder of the Year and BFD Medical Director Bret Birrer was honored as the 2024 Montana EMS Supporter of the Year. Engineer / Paramedic Szymanski was recognized for his exemplary quality of care and dedication to the department and the Bozeman community. Dr. Birrer was recognized for his exceptional support of BFD and the entire Gallatin County EMS system.



Four Members Obtain Professional Designations via the Center for Public Safety Excellence

BFD continues to prioritize professional development of its' members, with 10 members currently holding credentials through the Center for Public Safety Excellence.

In 2025 several members of the department worked via the Center for Public Safety Excellence Commission on Professional Credentialing process to obtain new professional designations.

- Deputy Chief James Short, Chief Fire Officer
- Deputy Chief Shane Brandhorst, Fire Marshal
- Captain Levi Shugart, Fire Officer
- Engineer / Paramedic Luke Szymanski, Fire Officer

These members continue a trend of BFD members setting the standard for professional excellence in Montana and the nation's fire service.

Implementation of the Quick Response Vehicle — Squad 2

Thanks in part to the addition of 12 new firefighters via a FEMA SAFER grant the department was able to place Squad 2 in service in November at Station 2. The implementation of a quick response vehicle had been a goal of the department for the previous five years and a project that continued to receive support from the City Commission and the community. The new Squad 2 adds response capacity to the emergency response system and helps keep large fire apparatus available and in their stations by answering lower acuity calls that traditionally would have been answered by fire engines or ladder trucks.

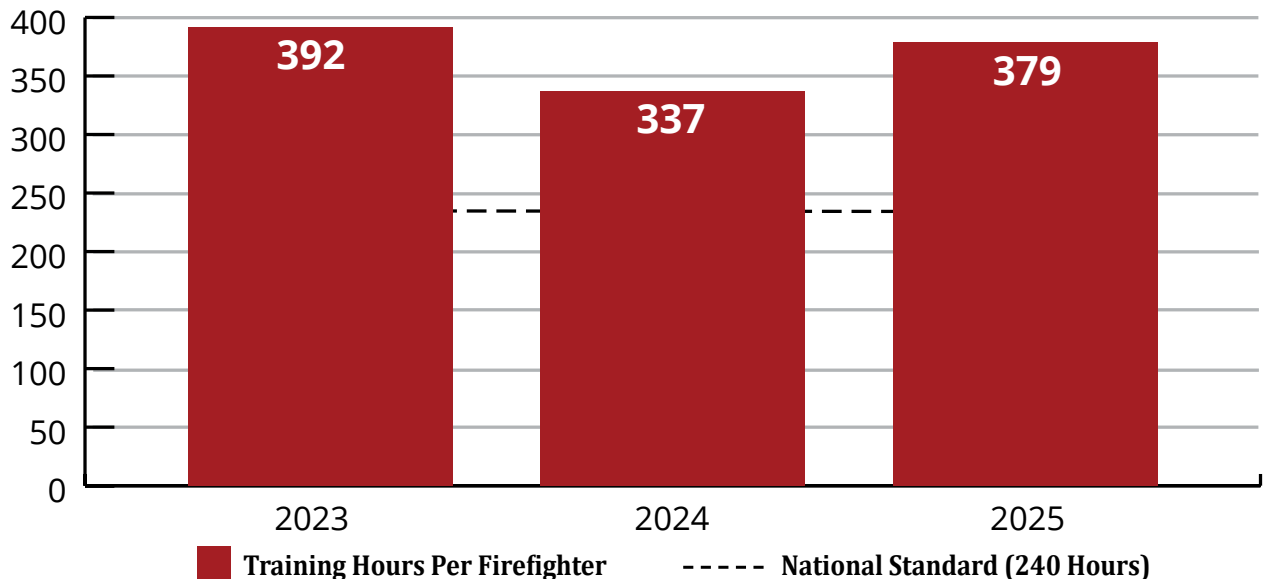


Training & Professional Development

TOTAL TRAINING HOURS

The Bozeman Fire Department ensures its members meet or exceed national training standards and best practices. The department's goal is for each member to complete at least 240 hours of training annually to meet ISO and NFPA standards. In 2025, the department logged 20,888 total training hours, averaging 379 hours per member—exceeding Insurance Services Office (ISO) and National Fire Protection Association (NFPA) minimum requirements by 7,688 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 operates a full-service Fire Prevention and Community Risk Reduction Division that provides plans review, inspections, fire investigation, public education, car seat installation, and other community programs. The division is led by the Deputy Chief–Fire Marshal and supported by three full-time fire inspectors and firefighters assigned to emergency response.

The department reviews plans for all new commercial construction within the city and conducts on-site inspections to ensure code compliance throughout the construction process.

NUMBER OF PLANS REVIEWED

2025: 1,967

2024: 2,426

2023: 1,990

NUMBER OF INSPECTIONS COMPLETED

2025: 4,311

2024: 4,412

2023: 5,663



Personnel Changes

RETIREES

Deputy Chief Jason Kolman

Deputy Chief Scott Mueller

PROMOTIONS

Deputy Chief James Short

Deputy Chief Shane Brandhorst

Training Captain Jason Frounfelker

Engineer Thomas Bates

Engineer Clayton Thomas

Engineer Christian Drab

NEW HIRES

Battalion Chief Scott Sanders

Public Safety Admin Coordinator

Heather Hegarty

FF / Medic Daniel Westlake

FF / EMT Grant Bartis

FF / EMT William Flynn

FF / EMT Reid Hill

FF / EMT Johnathon Linneman

FF / EMT Samuel Chiu

FF / EMT Austin Brown

FF / EMT Joseph Widly

FF / EMT Sarah Fondaw

FF / EMT Shane Gehring

FF / Medic Chris Destefano

FF / Medic John Carr

LEARN MORE ABOUT US

[Bozeman Fire Website](#)

[BFD Strategic Plan 2025-2029](#)

[BFD Community Risk Assessment /
Standards of Cover](#)

Facilities



STATION 1

300 E. Oak St.



STATION 2

575 W. Kagy Blvd.



STATION 3

1705 Vaquero Pkwy

 **BOZEMAN**^{MT}
FIRE DEPARTMENT

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