

2025 ANNUAL REPORT



BELLEVUE FIRE DEPARTMENT



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MESSAGE FROM THE FIRE CHIEF



Greetings to the Bellevue Community!

The Bellevue Fire Department reached a significant milestone in 2025 by earning reaccreditation through the Commission on Fire Accreditation International (CFAI) for the sixth consecutive time since our initial accreditation in 1998. This achievement reflects our firm commitment to continual improvement, organizational excellence, and delivering the highest level of service to the Bellevue community. This process includes not only self-assessment, but also a site visit with external peer assessors that evaluate all aspects of this fire department. Accreditation challenges us to measure our performance, evaluate our outcomes, and continuously seek better ways to serve. We also successfully completed our Washington Surveying and Rating Bureau (WSRB) site visit, reinforcing our dedication to maintaining and improving the systems that contribute to effective fire protection and favorable insurance ratings for our community.

This year was marked by tremendous growth and progress across our organization. We bid farewell to Fire Chief Jay Hagen, welcomed the new Deputy Chief of Operations, and several talented administrative staff members whose expertise strengthens our ability to support both our employees and the public. We celebrated the graduation of three new firefighter/paramedics and 16 recruit firefighters, ensuring that our department remains prepared to meet the evolving needs of the community for years to come.

Investing in our people means investing in the tools they use every day. During 2025, we modernized significant portions of our fleet and equipment, including the replacement of four medic units, all department automated external defibrillators (AEDs), and our self-contained breathing apparatus (SCBAs). With the assistance of the Gary Sinise Foundation, Amazon, and the Bellevue Fire Foundation we purchased thermal imaging cameras for all firefighters and protective headsets for our driving instructors. These investments improve reliability, enhance firefighter safety, and ensure our responders have the equipment necessary to provide exceptional care and service.

We expanded our surface water rescue capabilities by placing four new rescue watercraft in service. Two respond out of Meydenbauer Bay on Lake Washington, and two from Vasa Park on Lake Sammamish. These jet skis improve our ability to respond quicker

and further to emergencies on the water. This would not have been possible without the generous support of the Bacon Foundation.

Recognizing the needs of patients beyond emergency response, we introduced a wheelchair transport van to ensure individuals being transported to the hospital can have their mobility devices arrive at the hospital as well. This preserves independence and improves our continuity of care.

Behind the scenes, we embraced new technology platforms that, while challenging to implement, seek to reduce operational and administrative burdens and create efficiencies that allow our personnel to spend more time focused on serving the community.

Our Office of Emergency Management made significant strides in strengthening Bellevue's resilience by updating foundational planning documents including: the Hazard Mitigation Plan, Comprehensive Emergency Management Plan, Shelter Management Plan, Debris Management Plan, and Continuity of Operations Plan. Together, these plans enhance our readiness to respond to disasters and ensure continuity of critical city services during emergencies.

Looking proactively at the future, we completed a comprehensive Community Risk Assessment, identifying key opportunities to reduce preventable emergencies through focused community risk reduction initiatives. This data-driven approach will guide future prevention and education efforts. In parallel, our Fire Prevention Division introduced a fast-track permitting process for qualifying projects improving customer service while maintaining our commitment to safety.

The accomplishments highlighted in this report represent the dedication, professionalism and innovation of every member of the Bellevue Fire Department. I am thankful for the support we received from the elected officials, city management and the other departments within the City of Bellevue. I am proud of what this organization achieved together in 2025 and grateful for the opportunity to be your fire chief. I hope you enjoy this glimpse of what was achieved in 2025 and know that we stand ready to serve in 2026!

Respectfully,



Dave Tait





ABOUT BELLEVUE FIRE

The Bellevue Fire Department serves a broad and diverse region, providing fire and emergency medical services to the City of Bellevue and the communities of Newcastle, Medina, Clyde Hill, Hunts Point, Yarrow Point, and the Village of Beaux Arts. Our department has a long history of safeguarding people and property and is recognized throughout the region for dependable, high quality service.

As our communities grow and their needs evolve, we remain committed to delivering effective, equitable, and responsive service. Our work is grounded in professionalism and public trust, and guided by the mission, vision, and values below.

MISSION

The Bellevue Fire Department exists to serve the evolving needs of the community by protecting people, property, and the environment with courage, compassion, and commitment.

VISION

Our vision is to deliver the highest level of public service while enabling a safe and healthy workforce. We will be a collaborative fire service leader, empowering our team and community with the knowledge and skills to prevent and mitigate emergencies while responding to evolving needs.

We commit to being an exceptional and diverse organization guided by excellence, professionalism, and respect. We aspire to be at the forefront of our profession, fostering a culture of innovation, and leveraging the latest technologies and techniques to keep our community safe and secure.

VALUES

Bellevue Fire embraces the City of Bellevue's core values of exceptional public service, stewardship, commitment to employees, integrity, innovation and diversity, equity and inclusion. We are committed to upholding and embodying them in our policies, culture, and daily actions.

SERVICE

7

COMMUNITIES SERVED

39

SQUARE MILES PROTECTED

179,279

POPULATION SERVED
(356,055 INCLUDING ALS
SERVICE AREA)

\$117

BILLION ASSESSED
PROPERTY VALUE
PROTECTED



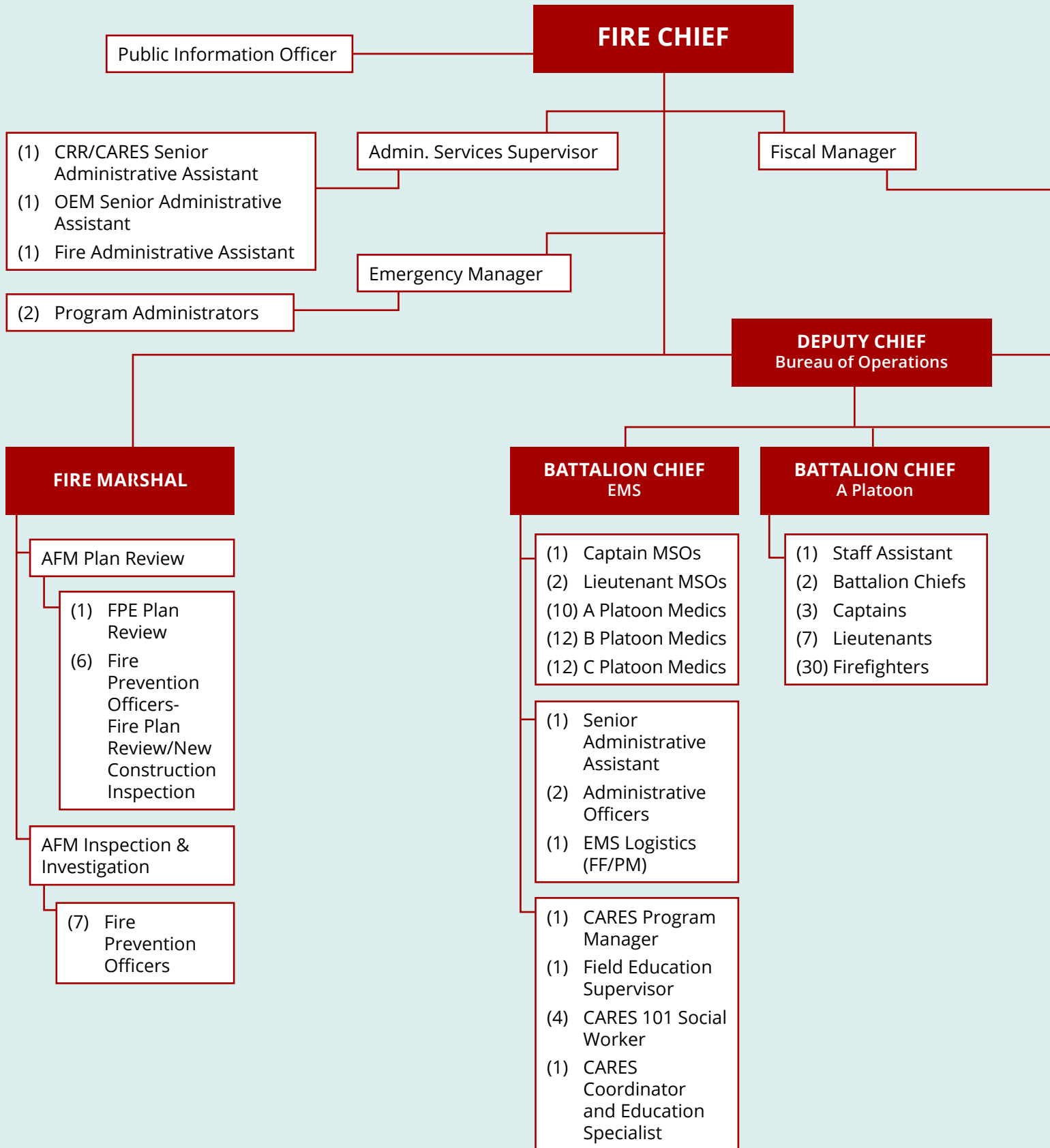
CONTINUOUSLY
ACCREDITED SINCE 1998



2

WSRB RATING CLASS

BELLEVUE FIRE ORGANIZATION CHART



2025 PERSONNEL

289 EMPLOYEES

12 CHIEF OFFICERS

186 FIREFIGHTER-EMTs

34 FIREFIGHTER-PARAMEDICS

57 CIVILIAN EMPLOYEES

- (1) Timekeeping Administrative Assistant
- (1) Procurement Specialist
- (1) Senior Budget Analyst
- (1) Grant Administrator

DEPUTY CHIEF Bureau of Support Services

BATTALION CHIEF Health and Safety

FIRE BUSINESS SYSTEMS MANAGER Data and Systems

- (1) Senior Business Process Analyst
- (1) Program Analyst
- (1) Systems Analyst
- (1) Data Analyst

BATTALION CHIEF Training

- (1) Special Operations Lieutenant
- (1) Administrative Assistant
- (1) Training Captain
- (1) Training Lieutenant

- (1) Fire Facility Operations Specialist

FIRE FACILITIES / FAM
Facility Operations Division
Facility Planning Division
Fleet & Communications Division

BATTALION CHIEF B Platoon

- (1) Staff Assistant
- (2) Battalion Chiefs
- (4) Captains
- (6) Lieutenants
- (30) Firefighters

BATTALION CHIEF C Platoon

- (1) Staff Assistant
- (2) Battalion Chiefs
- (3) Captains
- (7) Lieutenants
- (30) Firefighters

FINANCE



ERIC LEE
Fiscal Manager

OVERVIEW OF FUNDS

\$72,700,410
ANNUAL OPERATING
BUDGET

\$29,402,842
ANNUAL REVENUE BUDGET

40.4%
PERCENTAGE OF
BUDGET SUPPORTED BY
OUTSIDE REVENUE

91.4%
PERCENTAGE OF BUDGET
UTILIZED TO PROVIDE
EMERGENCY SERVICES

3.2%
PERCENTAGE OF
BUDGET TO SUPPORT
ADMINISTRATIVE SERVICES

The department's primary mission remains the delivery of essential emergency services to the community, including fire response, emergency medical care, emergency management, fire inspections, and fire investigations.

In 2025, BFD's amended annual budget for the following funds:

- General Fund \$72.7M
- Capital Investment Plan \$23.5M (does not include carryforward budget)

FINANCIAL PRIORITIES IN 2025

Ground Emergency Medical Transport (GEMT) Revenue -

2025 marked the seventh year in receiving federal reimbursement of BLS transports as a Medicaid provider, totaling \$3.7 million in reimbursements from eligible transports.

Grant Funding – Secured \$1.0M in financial support from the following agencies:

- Urban Areas Security Initiative (UASI)
- Emergency Management Performance Grant (EMPG)
- Central Regional Emergency Medical Services (CREMS)
- Fire Prevention & Safety (FP&S)

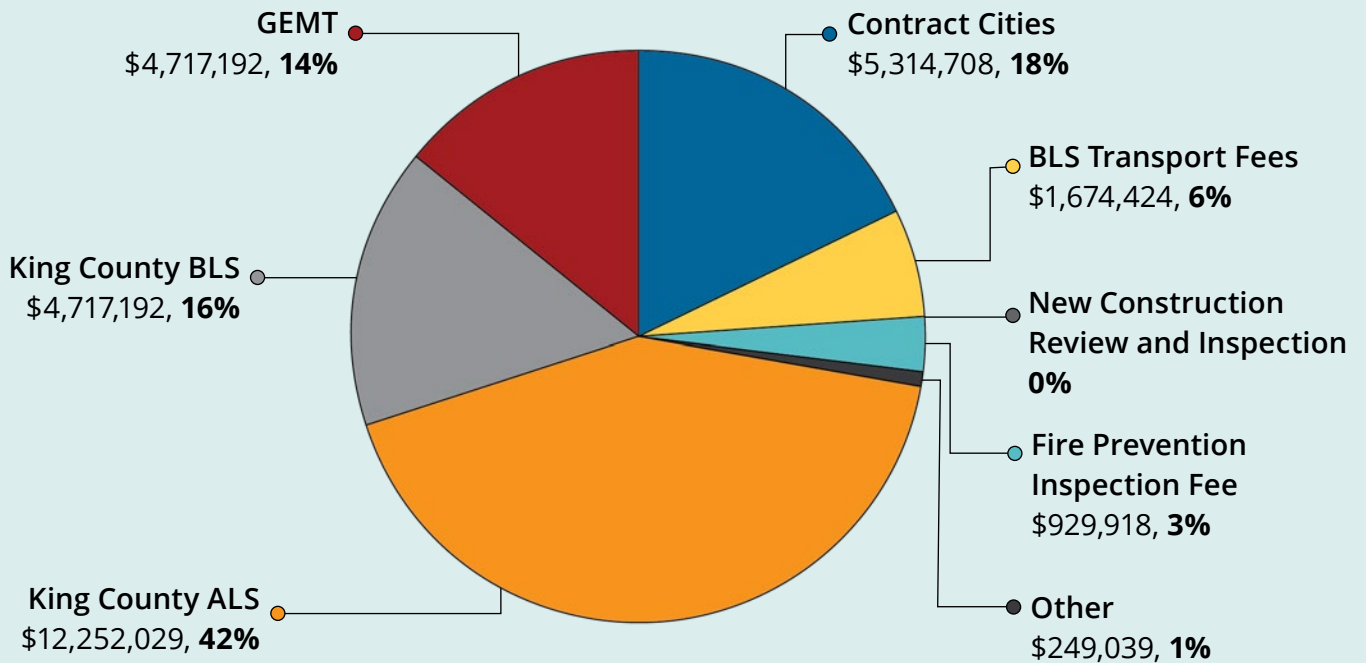
Fire Facilities Levy - 2025 marked year nine of funding from the voter approved 2016, 20-year Fire Facility Levy. Approximately \$8 million is anticipated annually from the levy for the next 11 years. Continued implementation of the Fire Levy includes building downtown Fire Station 10, rebuilding Stations 4 and 6, and funding other improvements to fire facilities.

EMTG - Continued to participate as the Fiscal Agent through 2025.

EMS Levy – Provided financial oversight of EMS levy 2020-2025) spend, ensuring the Citizen Advocates for Referral and Education Services (CARES) Mobile Integrated Health (MIH) division had the financial resources needed to meet the growing demand on the program.

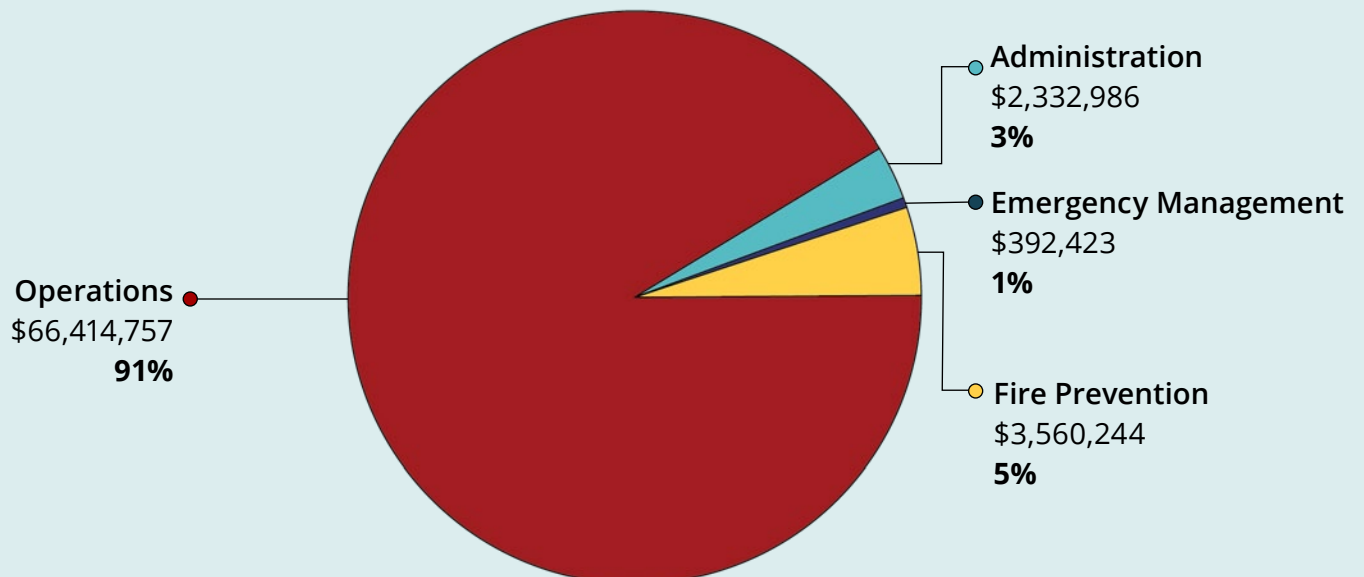
GENERAL FUND REVENUE 2025 - FIRE

Total \$29,402,842



EXPENDITURES BY FUNCTION 2025

Total \$72,700,410



FIRE STATIONS

FIRE STATIONS

9
STATIONS +
1 TEMPORARY STATION

8
ENGINES

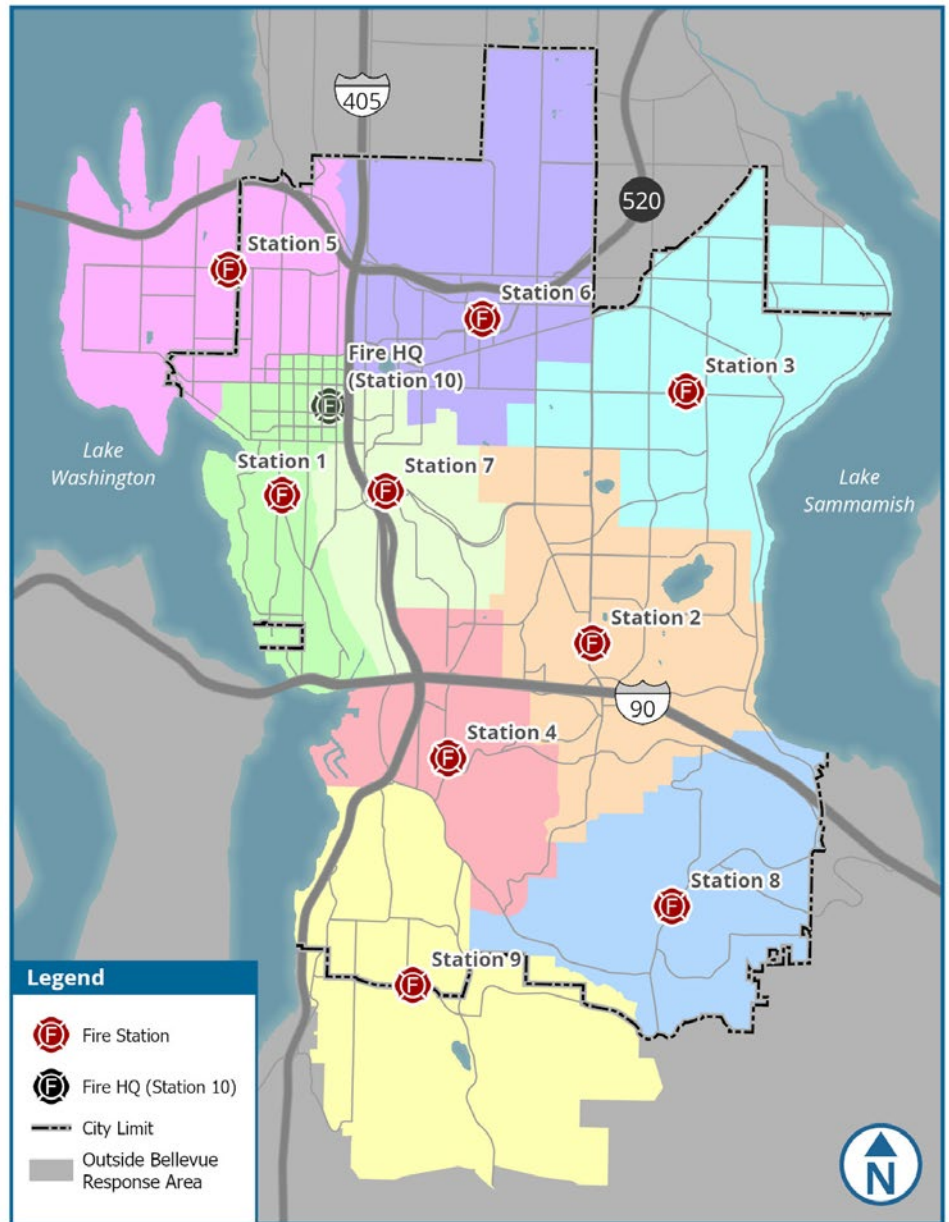
2
LADDER COMPANIES

3
AID CARS
(BASIC LIFE SUPPORT)

4
PARAMEDIC UNITS
(ADVANCE LIFE SUPPORT)

52
FIREFIGHTERS ON DUTY

2
OPERATIONAL
BATTALION CHIEFS



Date: 7/13/2026

File Name: V:\Fire\ArcGISPro\NeighborhoodFireStations\NeighborhoodFireStations.aprx

STRATEGIC PLACEMENT

Stations are staffed twenty-four hours a day, seven days a week, by three separate shifts.

RESOURCE DEPLOYMENT



RESPONSES BY UNIT



Engine 101	1,219
Engine 102	1,163
Ladder 103	1,340
Engine 104	1,677
Engine 105	1,298
Engine 106	2,116
Hazmat 106	1
Ladder 107	1,442
Engine 108	735
Engine 109	1,500
Engine 110	1,144



Aid 101	2,300
Aid 102	2,007
Aid 103	2,231
Medic 101	1,288
Medic 102	1,373
Medic 103	453
Medic 104	1,007



Battalion 101	532
Battalion 102	255
MSO 105	514

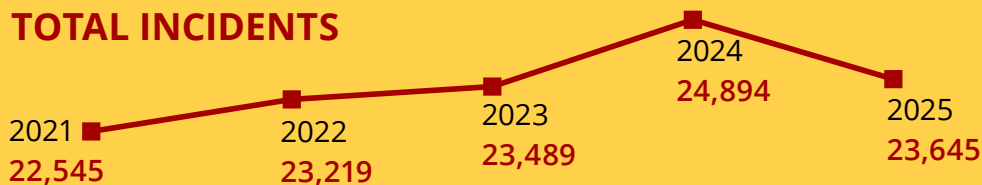
23,645
TOTAL INCIDENTS
IN 2025



INCIDENTS BY STATION AREA

Station 1	1,429
Station 2	2,762
Station 3	3,348
Station 4	1,609
Station 5	1,487
Station 6	2,143
Station 7	788
Station 8	697
Station 9	1,805
Station 10	3,382

TOTAL INCIDENTS

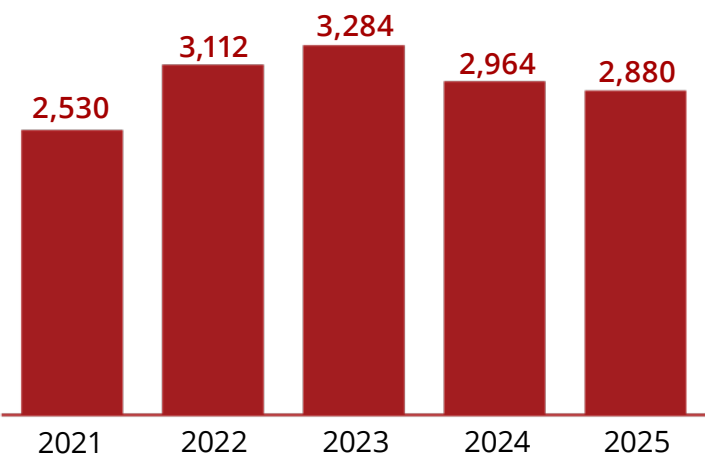


DOWNTOWN



BY THE NUMBERS

TOTAL INCIDENTS



DOWNTOWN INCIDENTS BY TYPE				
YEAR	FIRE	AFA	SERVICE	EMS
2021	61	275	352	1,774
2022	40	354	475	2,146
2023	75	384	525	2,256
2024	21	408	374	2,059
2025	56	364	289	1,938

RESPONSE TIME STANDARDS



When someone calls 911, several steps determine how quickly help arrives. Alarm handling time is how long it takes NORCOM 911 to answer the call, gather the necessary information and dispatch fire department units. Once crews are notified, turnout time begins. This is the period firefighters use to move from their current activity into the apparatus and begin responding. After that, travel time measures how long it takes to reach the location of the emergency, which can vary depending on weather, traffic and time of day.

Together these three parts, alarm handling, turnout and travel, make up the total response time. Tracking each component helps us understand how efficiently our resources are positioned and identify opportunities to improve how quickly we reach those who need help.

SUPPRESSION RESPONSE TIME (minutes)			
YEAR	ALARM HANDLING	TURNOUT	TRAVEL
2020	2.11	1.39	6.01
2021	1.27	1.41	6.26
2022	1.55	1.43	6.02
2023	1.48	1.38	6.35
2024	1.44	1.34	7.14
2025	1.23	1.39	6.10

EMS RESPONSE TIME (minutes)			
YEAR	ALARM HANDLING	TURNOUT	TRAVEL
2020	1.51	1.47	5.54
2021	2.03	1.48	6.15
2022	1.49	1.48	6.09
2023	2.01	1.48	6.59
2024	1.54	1.38	7.52
2025	1.24	1.46	6.14

NORCOM DISPATCH CENTER

2025 HIGHLIGHTS

64
TELECOMMUNICATORS

22
AGENCIES

77,008
TOTAL FIRE/EMS
INCIDENTS DISPATCHED



Northeast King County Regional Public Safety Communication Agency (NORCOM) operates from a secure floor of city hall in downtown Bellevue, providing emergency communications services for 22 agencies across a large portion of northeast King County from Shoreline all the way to the mountain passes in Skykomish and Snoqualmie. Six police agencies and fourteen fire departments rely on NORCOM for dispatch services.

NORCOM's communications program continued to demonstrate strong regional leadership in 2025 by advancing key modernization efforts and reinforcing alignment with Zone 1 Fire agencies. Significant milestones included preparation for the upcoming NERIS data standard through updates to the Tyler database, renewed engagement across all departments on shared preplan iconography and active collaboration with the Puget Sound Emergency Radio Network (PSERN) on the transition to digitally encrypted radio communications. These accomplishments reflect NORCOM's commitment to interagency collaboration, investment in technology and the delivery of reliable and high quality support to partner agencies. Ongoing performance benchmarking, including forthcoming KPI dashboards from the Data and Systems division, will further strengthen transparency and ensure communications systems continue to meet operational expectations.

Emerging trends across the region are shaping both the workload and operational environment for fire and EMS communications. Continued development in Bellevue, Redmond and Kirkland, the introduction of new tools like drone supported dispatch and ongoing staffing challenges across 911 centers require strong coordination and adaptability. At the same time, specific program challenges such as limitations within the CrewForce application and the temporary vacancy of the Fire Liaison role highlight the need for focused improvement. NORCOM and partner agencies are addressing these gaps by evaluating third party routing solutions, supporting PSERN encryption planning and preparing for Bellevue's Drone as First Responder (DFR) integration. These efforts position the communications program to anticipate future needs while continuing to provide dependable service to the communities and agencies it supports.



OPERATIONS



CHARLIE KIMBALL
Deputy Chief,
Bureau of Operations

The Operations Bureau is responsible for providing dependable, timely, and right sized response to fires, medical emergencies, and other hazards that may impact life, property, and the environment. We work closely with neighboring fire agencies, Bellevue Police, other law enforcement agencies, as well as other regional partners to meet the growing needs of our communities.

In 2025, the Operations Bureau continued adapting to the growing demands of Bellevue's rapid development and increasing density. Major construction projects, expanding high-rise districts, and the fully built-out East Link Light Rail corridor introduced new challenges for travel and access across the city. These impacts were especially noticeable in Downtown, Crossroads and the Spring District, yet crews maintained strong performance and even improved several response measures for moderate-risk incidents. Firefighters also sustained high operational effectiveness, meeting the department's standard for keeping structure fires confined to the room of origin.

To support readiness, the department invested in several critical equipment upgrades that enhanced safety and response capability. New self-contained breathing apparatus, updated rapid intervention kits and additional thermal imaging cameras improved search effectiveness and overall situational awareness. The introduction of Rescue Watercraft added an important regional resource for water-related emergencies. The Operations Bureau also benefited from updated guidance on truck operations and continued its leadership role in coordinating technical rescue efforts across Zone 1.

Beyond equipment and operational improvements, the bureau advanced several internal priorities aimed at strengthening long-term resilience. Performance benchmarks are being used more strategically to evaluate on-scene effectiveness and guide improvements. A comprehensive review and update of Standard Operating Procedures is underway to ensure policies reflect current workforce needs and the city's changing environment. Although staffing pressures remain a concern as Bellevue's population and service demands grow, the department is actively prioritizing strategic planning and succession development to support ongoing stability.

FIRE RESPONSE

190

BRUSH/VEGETATION FIRES

31

STRUCTURE FIRES

35

DUMPSTER/RUBBISH FIRES

38

VEHICLE FIRES

83

OTHER FIRES





SPECIAL OPERATIONS

TECHNICAL RESCUE

In 2025, the Bellevue Fire Department's Technical Rescue program continued to provide round the clock rescue capability across six core disciplines. Our 48 Rescue Technicians sustained proficiency through scheduled quarterly refreshers and technician level specialty training. Job Performance Requirement task books remained central to skill tracking. This year, the department completed major updates in rope rescue after statewide equipment changes. Twelve members received tower rescue training that supports the needs created by high rise construction in the city. Water Rescue also advanced through additional Professional Association of Diving Instructors (PADI) certifications for nine rescue swimmers and the placement of new rescue craft and personal gear into service. This equipment expanded the readiness of all front line companies.

Throughout the year, Bellevue strengthened its role as a regional training leader. The department delivered its second NFPA compliant Machinery Rescue Technician course and continued to develop curriculum and task manuals that support growing needs in elevator, escalator and industrial machinery response. Light Rail Vehicle rescue training expanded as well. All three platoons participated in two technician level refresher cycles in preparation for the opening of the East Link system. These efforts ensure that our technicians are prepared for the hazards created by rapid development throughout Bellevue, including complex construction sites, large public infrastructure projects and tall structures with unique rescue profiles.

As Bellevue continues to grow, the Technical Rescue program is focused on addressing identified challenges while improving response reliability across the city. Key needs include consistent incident coding, stronger simulation based training and expanded operations level support staffing. Work is underway to standardize equipment replacement schedules and refine response plans that reflect current hazards. Additional technician certifications in Light Rail Rescue, machinery rescue and ice rescue are also planned. These improvements, combined with regional coordination and ongoing review of service trends, position Bellevue Fire to meet increasing demand with a high level of readiness, safety and technical capability.



TIM YAW
Special Operations Lieutenant

SPECIAL OPERATIONS

11 DISCIPLINES

VEHICLE RESCUE, ROPE,
CONFINED SPACE, TRENCH,
STRUCTURAL COLLAPSE,
SURFACE WATER RESCUE,
HAZ MAT, HIGH THREAT
PREPAREDNESS, WILDLAND,
LIGHT RAIL / TUNNEL,
HEAVY MACHINERY

ACROSS 3 PLATOONS

12

HAZ-MAT TECHS

33

RESCUE SWIMMERS

50

WILDLAND FIREFIGHTERS

48

RESCUE TECHNICIANS

HAZARDOUS MATERIALS RESPONSE



KEVIN McKEAN
Captain, Hazmat Lead

In 2023 the Hazardous Materials Response Program strengthened its role as a regional leader through the Eastside Hazardous Materials Consortium, which includes nine fire agencies across King County Zone 1. Bellevue Fire transitioned into the operational lead agency for the consortium in mid 2025, reinforcing its long-standing role as the administrative lead and helping unify a multijurisdictional approach to hazardous materials readiness and response. This leadership supported continued improvement of deployment models including the rollout of a tiered HazMat Minor and HazMat Major response system and the integration of Shoreline Fire as a new consortium member.

The program advanced technician capabilities and interoperability through robust training initiatives. Crews participated in ongoing HazMat Saturday exercises, quarterly zone-wide drills and joint regional training with Zone 3 and Zone 5 partners to promote consistent countywide standards. Technicians also completed 24 hours of annual refresher training and engaged in specialized courses focused on emerging hazards such as electric vehicle and lithium ion battery incidents. Partnerships with Seattle Fire and other regional agencies enabled the team to assist with response planning and staffing for major sporting events including the 2025 FIFA Club Cup.

Investment in equipment and technology further strengthened response capabilities. The program procured new electric vehicle and lithium ion battery mitigation tools along with updated detection equipment funded through the Olympic Pipeline Grant. Additional gas meters were placed in service to modernize monitoring capabilities. The consortium also moved forward with plans to add two new HazTac units using Zone 1 reserve funds which will expand response coverage in Bellevue and the north end of the service area. This progress positions the program to keep pace with growing regional risks including increased development, rising population density and expanding transportation infrastructure.

EMERGENCY MEDICAL SERVICES

The Bellevue Fire Department continues to demonstrate excellence in prehospital cardiac and stroke care, earning the American Heart Association Mission: Lifeline EMS Gold Award: Target Heart Attack Honor Roll again this year. This recognition reflects strong performance across the full continuum of prehospital care. Rapid call handling, efficient response times, skilled patient evaluation, timely ECG transmission, coordinated transport, and effective treatment were all evaluated to determine eligibility. The department’s sustained success highlights a reliable chain of survival supported by consistent collaboration, clinical review, and a commitment to high-quality patient outcomes.

Bellevue Fire also strengthened regional EMS training through a multi-agency EMT class for new firefighter recruits. The program, taught by Bellevue’s Senior EMT Instructors and aligned with county standards, included participants from Bellevue, Redmond, Bothell and Shoreline. This regional approach supports both preparedness and workforce development. Bellevue had 13 recruits advance to the Fire Academy after completing the course, reinforcing a strong pipeline of trained responders ready to serve the community.

Bellevue Fire contributed throughout the 2024 King County EMS levy planning process, which resulted in the successful passage of the new levy in 2025. The department participated in regional meetings that shaped the strategic and financial plan for EMS services in King County and ensured that local service needs were represented. With voter approval, the levy will support EMS operations through 2031 and help sustain system performance during a period of increased call volumes, growing population density, and heavier road congestion. Continued involvement in regional planning efforts positions the department to adapt to these challenges and maintain reliable service delivery.



MATT BURROW
Battalion Chief, EMS Division

EMS HIGHLIGHTS

3
PARAMEDICS
COMPLETED HARBORVIEW/
UWMC TRAINING

48%
CARDIAC ARREST
SURVIVOR RATE BASED ON
UTSTEIN CRITERIA

245
STUDENTS TRAINED
THROUGH OUR
COMMUNITY CPR
PROGRAM

MEDICAL/AID INCIDENTS						
	2020	2021	2022	2023	2024	2025
Total	13,791	15,951	17,120	16,975	15,012	15,433
BLS	9,115	10,693	11,678	14,200	11,484	11,868
ALS	4,676	5,258	5,442	2,775	3,466	3,565

BLS: basic life support ALS: advanced life support

BELLEVUE FIRE CARES



NATASHA GROSSMAN
CARES Program Manager

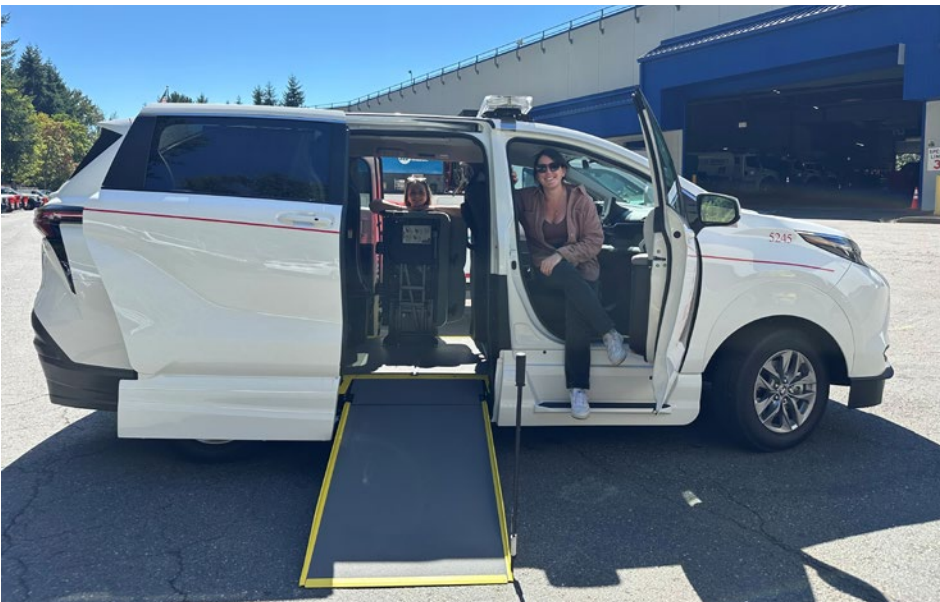
Training and development remained a significant focus for the CARES program as the team continued to expand its expertise and responsibilities. The program added a third Field Education Supervisor which increased its capacity to support more complex client cases. Leadership also launched a formal training guide for new Crisis Response Social Workers and built an internal training team. Program staff contributed to statewide efforts as legislation on co-response was passed through House Bill 1811, which formally defined co-response as a multidisciplinary partnership between first responders and human services professionals.

The CARES and CCAT teams saw notable trends in referrals, outcomes and program growth. CARES received over 800 referrals while CCAT continued to take on a large share of initial client contacts. Data showed a 72 percent average reduction in 911 calls after community members completed CARES services which confirmed the effectiveness of the program's early intervention model. The first full year of CCAT operations also highlighted key achievements with more than one hundred clients transitioning from CCAT units to ongoing case management through the CARES student advocate team.



The program expansion included new roles and strengthened partnerships. CARES hired an Opioid Outreach Social Worker using Opioid Settlement funds which broadened support for individuals and families affected by substance use. Staff continued close collaboration with community housing and outreach providers and maintained extensive coordination with regional partners. Trends in staffing and competition for licensed social workers remained a challenge as the growing co-response and mobile integrated health fields created increased demand. Despite these pressures the program advanced its work and continued to refine service delivery for Bellevue community members.





2025 CCAT

3,044

NUMBER OF RESPONSES
BY CCAT

1259

INDIVIDUALS CONTACTED
BY CCAT

2025 CARES PROGRAM

811

TOTAL REFERRALS TO THE
CARES PROGRAM

459

ONLINE REFERRALS TO
CARES ADVOCATES

327

REFERRALS TO CARES101

836

REFERRALS FOR CASE
MANAGEMENT FROM CCAT

336

INDIVIDUALS SERVED AND
CASES CLOSED

85

AVERAGE NUMBER OF DAYS
A CASE IS OPEN

48%

REFERRALS RELATED TO
MENTAL HEALTH

SUPPORT SERVICES



DOUG HALBERT
Deputy Chief Bureau of
Support Services

In 2025, the Bureau of Support Services continued to strengthen the Bellevue Fire Department's operational readiness across several key areas.

Supply and Maintenance ensured the department remained well equipped throughout the year, completing all major procurement needs while staying on budget. A major milestone included the department wide purchase of new SCBAs—an extensive process undertaken only once every 15 years and is critical to firefighter safety.

Support Services also oversaw the Training Division, successfully delivering a full recruit academy as part of the department's comprehensive hiring approach. This work ensured new personnel entered the field fully prepared to meet organizational standards and community expectations. The division continued to provide ongoing training and professional development for current members, supporting continual improvement and operational excellence. At the end of the year, oversight of the Training Division transitioned to the Operations Deputy Chief, representing a strategic realignment that preserves continuity and strengthens departmentwide training integration.

In partnership with Support Services, the Fleet, Communications, and Facilities Management (FAM) team supported essential operational infrastructure. The service level agreement for Fleet and Communications is currently being updated to better reflect the evolving needs of the apparatus fleet, and the partnership has remained strong throughout this process. The department also completed inspection of two new fire engines that will be placed in service soon and took delivery of four new medic units.

Facilities continued advancing Station 10 toward completion, with a post project review planned to support ongoing improvement in future capital projects. The facilities maintenance team delivered high quality support across all stations, completed exterior siding improvements at Station 1, and initiated a new security camera project to enhance the safety of department facilities.

2025 SUPPORT SERVICES

10
FIRE ENGINES

2
LADDER TRUCKS

3
AID UNITS

4
MEDIC UNITS
OPERATED DAILY BY
BELLEVUE FIREFIGHTERS

HEALTH AND SAFETY

In 2025 the Safety Program advanced several projects that strengthened firefighter protection and daily operations. The department completed the purchase and rollout of new self contained breathing apparatus, updated cleaning procedures using NFPA approved products and drafted a departmentwide safety program. It also compiled safety data sheets in a centralized online system, launched a digital reporting tool for vehicle incidents, updated procedures for SCBA care and identified needed vehicle upfitting to ensure compliance.

The program improved tracking and compliance by reviewing injuries, illnesses and vehicle incidents each quarter and using Operative IQ to monitor inspections, cleaning and maintenance. Research into emerging hazards such as chemicals released during electric vehicle fires informed planning for future documentation and testing needs. Long term preparations also began to replace aging SCBA compressors and washer extractors while building capacity to meet training and statutory requirements.

The Wellness Fitness Program is being developed with a focus on prevention, physical and mental readiness to support members across the entire department. The Peer Support program has received an Assistance to Firefighters Grant to help train our existing and new Peer Support Team members. The Peer Fitness Trainers delivered instruction to the 2025 recruit academy and completed the annual fitness evaluations.



ANDREW OLTMAN
Battalion Chief,
Health and Safety

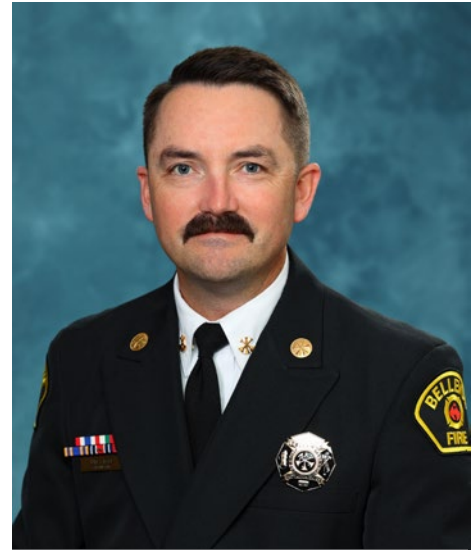


TRAINING

In 2025, the Division supported a wide range of training and administrative responsibilities while strengthening its partnership with the Redmond Fire Department through the Bellevue and Redmond Training interlocal agreement. Significant accomplishments included Company Officer Leadership Academy (COLA) participation by 22 members and the graduation of 15 new firefighters from the Entry Level Academy. These achievements reflect the Division's commitment to preparation, competence and teamwork.

The Division also supports core instructional and evaluation programs that maintain proficiency across the Operations Bureau. This includes development for acting officers and drivers, promotional processes and hands-on training that is guided by objective skill sheets and postincident evaluations. Industry trends continue to influence training priorities. Notable factors include an increase in lithium battery fires, greater highrise development in Bellevue and the expansion of regional transit systems. Through continual assessment and updates to its curriculum, the Division ensures that training reflects current operational needs and prepares firefighters for a changing environment.

The Division manages recruitment and workforce development. A larger academy class is expected in 2026 because of employee attrition, which will increase logistical demands and place added pressure on staff capacity unless carefully managed. To address these concerns, the Division is working with Redmond Fire to refine organizational roles, prioritize essential training and improve instructor preparation, including expanded involvement from HR and leadership coaching sessions. These efforts support the long-term goal of maintaining strong training programs and delivering effective service to the community.



LUKE STEERE
Battalion Chief,
Training Division

2025 TRAINING

29,084

TRAINING HOURS
(NOT INCLUDING EMS)

3

PROMOTIONAL
PROCESSES COMPLETED

1

FIREFIGHTER
RECRUIT ACADEMY

FIRE PREVENTION



TRAVIS RIPLEY
Fire Marshal

In 2025 the Bellevue Fire Department advanced its core fire prevention work through consistent and thorough inspections across commercial and multifamily properties. Fire Prevention Officers and fire crews completed 91% of assigned initial maintenance inspections despite staffing vacancies that affected the year. These inspections helped identify hazards, verify that fire and life safety systems were maintained in good working order and support safer conditions for occupants and responders. The program also achieved compliance in 66% of inspected businesses that had violations at the start of the year.

The department's inspection workload continued to grow along with the expansion of Bellevue's built environment. In 2025 Fire Prevention Officers were scheduled to inspect more than 52 million square feet of space across all occupancies. Customer service improved significantly with the launch of an over the counter fire alarm permit process for systems with ten devices or fewer, allowing immediate approvals for limited scope.

The department also continued its long-term effort to modernize secured access systems. Work funded through a multi-year FEMA grant progressed toward replacing all existing mechanical Knox Box key cores with electronic cores, which will improve responder access during emergencies.

As Bellevue's building inventory increases, the Fire Prevention Division plans to request additional Fire Prevention Officer positions in the upcoming budget cycle to maintain inspection frequency and uphold citywide safety expectations.

3,958

CONSTRUCTION PROJECT
PLAN REVIEWS

5,603

CONSTRUCTION
PROJECT INSPECTIONS

3,123

MAINTENANCE
INSPECTIONS OF EXISTING
BUILDINGS: 91% OF GOAL

19

FIRE INVESTIGATIONS

2,274

COMPLIANT FIRE AND LIFE
SAFETY SYSTEMS (I.E., FIRE
ALARMS, SPRINKLERS)

60

SPECIAL EVENT
INSPECTIONS, MANY
THROUGH THE CITY'S
SPECIAL EVENTS COMMITTEE



EMERGENCY MANAGEMENT

In 2025 the Office of Emergency Management (OEM) delivered major advancements that strengthened Bellevue's readiness for emergencies and demonstrated decisive progress across its core mission areas. OEM finalized a full update of the Comprehensive Emergency Management Plan and completed a new Continuity of Operations Plan (COOP) that ensures essential services can continue during disruptions. The team also designed and led 14 tailored COOP tabletop exercises for every department, giving staff practical experience with continuity roles and improving the city's ability to maintain operations during emergencies.

OEM expanded its planning efforts to address long term recovery and hazard reduction by advancing significant work on the Hazard Mitigation Plan and the Debris Management Plan. These plans play a critical role in reducing the impact of disasters and guiding how Bellevue manages large scale debris and community recovery after major events. OEM also strengthened local readiness by securing \$228,621 in new federal grant funding through the Emergency Management Performance Grant and Urban Area Security Initiative, adding important resources for preparedness and mitigation work.

Community operations further highlighted OEM's impact during a year of record public participation in major events. OEM supported the Fourth of July fireworks celebration which welcomed an estimated 50,000 participants and the Snowflake Lane holiday events which drew large and energetic crowds. These efforts required strong coordination with partner agencies to ensure public safety and maintain readiness for potential emergencies. The achievements of 2025 reflect OEM's commitment to advancing planning, preparedness and community protection with clarity and momentum.



CARL LUNAK
Emergency Manager



DATA AND SYSTEMS



JEFF HACKMEISTER
Data and Systems Manager

236

REPORTING AND ANALYSIS
PROJECTS COMPLETED

22

DIFFERENT DATA SYSTEMS
MANAGED

6

STAFF MEMBERS
REPRESENTING EMS,
FIRE PREVENTION,
OPERATIONS AND
SUPPORT SERVICES.

The Data and Systems team was created in 2022 in response to the growing analytical and technical needs of the department. The team coordinates technical work between the Fire Department, the City of Bellevue, and our regional partners.

During 2025, the DAS team worked on right-sizing the department's technology and systems portfolio. There was extensive work done towards preparation to transition the CARES and CCAT teams to a new case management platform (which went live in 2026) as well as improving interoperability between existing systems. The team was also heavily involved in implementing the recommendations received from the peer site team as part of maintaining accreditation through the Center for Public Safety Excellence and the Commission on Fire Accreditation International.

The DAS team also introduced the Innovation Pipeline. This new, paperless process allows any member of the department to raise suggestions for improvements to any aspect of the department's operations. These suggestions are quickly evaluated by the department's executive leadership and, if approved, are assigned an executive sponsor to help guide the idea to full implementation. The entire process is managed online, which gives full transparency to every step of the process and regularly updates the member and their supervisor of the progress being made.

Looking forward to 2026, the team will finish the implementation of the new case management system, oversee the transition of our timekeeping and scheduling system to a cloud platform, work with the EMS and Training divisions on modernizing our training platform and transition more of the existing paper processes into digital formats to increase responsiveness and efficiency.



ENGAGEMENT AND EDUCATION



Community risk reduction remains a core part of our mission to proactively strengthen public safety. Guided by our Community Risk Assessment and supported by both the Fire Prevention Division and the Public Education and CRR team, we continue to focus on hazards that pose the greatest threat to residents. Our reimagined open house model supports this work by rotating events among stations throughout the year, making it easier for people in every neighborhood to connect with firefighters and learn about prevention, preparedness and safety in ways that are timely and relevant to their needs. These efforts reflect our commitment to meeting residents where they are and ensuring that risk reduction remains accessible and responsive.

Community engagement is essential to building trust and supporting a safer city. The addition of a Fire Education Coordinator has strengthened our capacity to deliver targeted programs for all ages, including early childhood and elementary fire safety, home evacuation planning, wildfire readiness and safety presentations for community groups. Last year alone, the coordinator conducted 85 education events, reaching more than 3000 people, with another 61



presentations delivered to nearly 2300 students. These interactions help us identify emerging safety concerns, tailor materials for vulnerable populations and collaborate with partners across the city to promote a shared responsibility for community well-being.

Public education remains a critical tool for empowering residents with the knowledge to prevent emergencies before they happen. Through station tours, school visits, community events and block parties, our crews create opportunities for people to ask questions, explore equipment and gain a deeper understanding of fire and life safety.





