

# 2025 ANNUAL REPORT

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**CITY OF HOOVER**

CFAI ACCREDITED AGENCY | ISO CLASS 1



# A MESSAGE FROM FIRE CHIEF K.C. BENTLEY



On behalf of the Hoover Fire Department, I want to thank you for taking the time to review our 2025 annual report.

The Hoover fire Department has been providing professional emergency services since October 1967. Your department continues to evolve into one of the finest emergency services agencies in the nation.

The Hoover Fire Department has maintained an ISO Class 1 rating since 2017 and was the first department in the State of Alabama to achieve international accreditation through the Commission on Fire Accreditation International.

I am extremely proud of all our agency's accomplishments in 2025. I hope this report highlights those milestones. Our personnel are professional, compassionate and dedicated to the mission of the department. Each day your firefighters and paramedics serve our community with Excellence, Professionalism, Integrity and Commitment.

Thank you for the opportunity to serve,

A handwritten signature in black ink that reads "K.C. Bentley". The signature is written in a cursive, slightly stylized font.

K.C. Bentley

City of Hoover Fire Chief



# MISSION

FAITHFUL  
DEDICATION  
TO EXCELLENT  
SERVICE



# VALUES

EXCELLENCE  
PROFESSIONALISM  
INTEGRITY  
COMMITMENT



# APPARATUS

In July, 2025, the department received a 2025 Sutphen Tractor Drawn Aerial. This specialized apparatus is designed to provide maximum maneuverability and fire equipment carrying capacity, and features a 105' aerial ladder.



**CITY OF HOOVER  
FIRE DEPARTMENT**

# AWARDS



2024 Firefighter of the Year  
Ryan Harkey



2024 Paramedic of the Year  
Major Abernathy



2025 Alabama Association of Fire Chiefs  
Fire Chief of the Year  
Clay Bentley



2025 Servpro Award of Excellence  
2025 Jefferson County  
Paramedic of the Year  
Ryan Lavender

# PROMOTIONS



Battalion Chief  
Craig Sulser



Battalion Chief  
Brandon Harbison



Captain  
Landon Johnson



Captain  
Benjamin Clarke

# PROMOTIONS



Lieutenant  
Robert J. Smith



Lieutenant  
Brandon Henderson



Lieutenant  
Michael Coleman



Engineer  
Timothy Ward



Engineer  
Wesley Lopez

# RETIREES



Steven Key  
1/1/2025



Chris Fulmer  
1/1/2025



Grover Bryant  
9/1/2025



Daniel Cox  
9/30/2025



Kevin Torgerson  
11/1/2025



# NEW PARAMEDICS



Jack Black



Jayst Dorian



Andrew Pinkerton



Jackson Smitherman



Matthew Franklin



Cameron Wallis



Parker Underwood



John Wenth



Brody Clark

# ALABAMA FIRE COLLEGE RECRUIT SCHOOL GRADUATES



Carlin Austin, Brody Clark, Joshua Roberts, Sydney Baker  
David Willis, Walter Meyer, Brendan Murphy



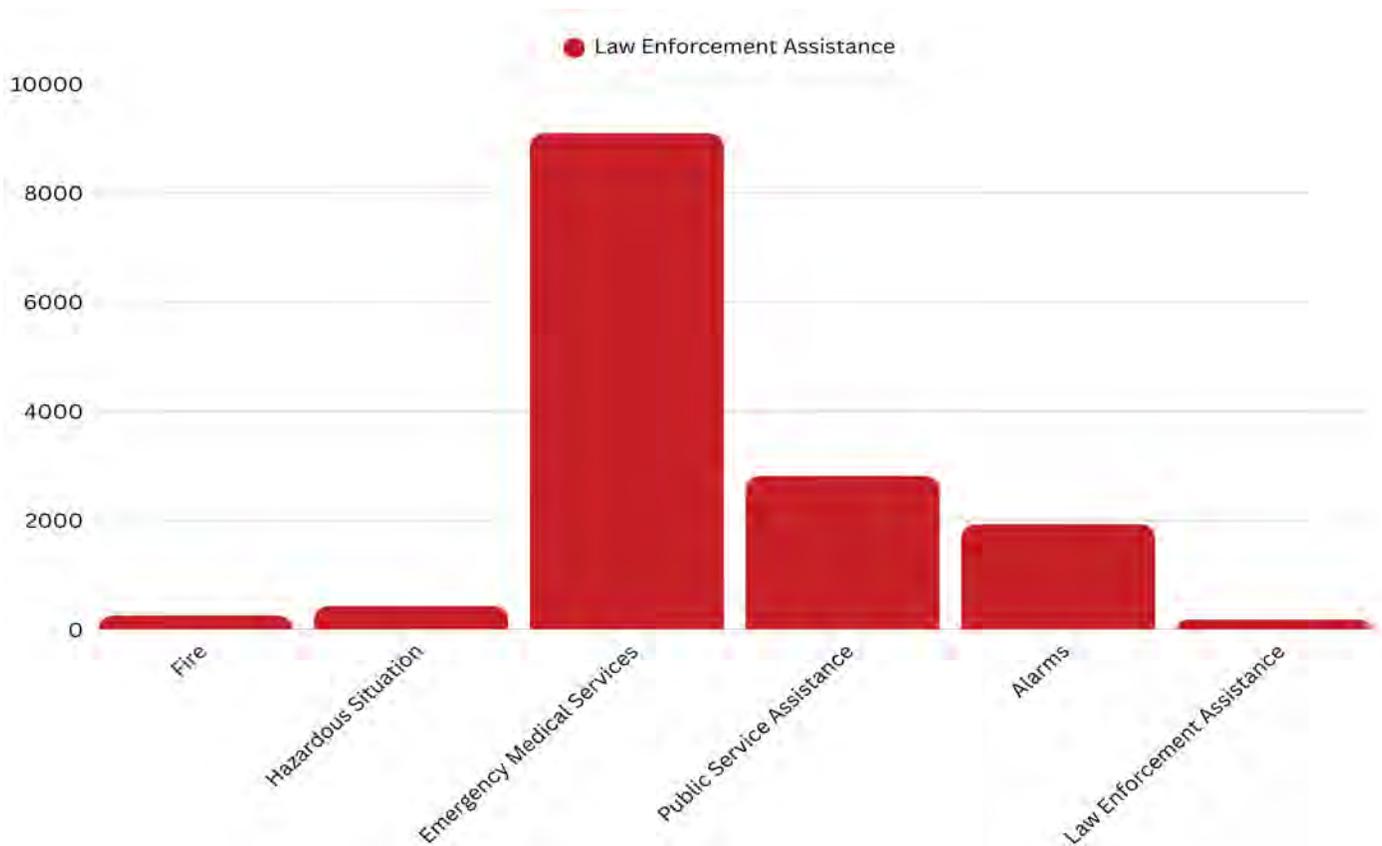
# OPERATIONS DIVISION



## Run Statistics

In 2025, the Hoover Fire Department responded to 14,750 calls for service. Run statistics were analyzed and grouped into 6 categories:

**Fire** - 257, **Hazardous Situation** - 433, **Emergency Medical Services** - 9,094, **Public Service Assistance** - 2,815, **Alarms** - 1,932, **Law Enforcement Assistance** - 180.



## Staffing

2025 was again a very busy year for staffing with the retirement of 5 personnel, the hiring of 11 new firefighters, and 9 promotions.

### New Hires

Xavier Bryant 1/6/2025	John Fleming 5/27/2025
Reese Overstreet 1/6/2025	Griffin Barron 6/9/2025
Joshua Roberts 1/6/2025	James Harris 10/6/2025
Kai O'Sullivan 2/3/2025	Sydney Baker 11/10/2025
John Redden 4/7/2025	Eli Willingham 12/8/2025
David Willis 4/28/2025	

# OPERATIONS DIVISION



## Special Events

### Hoover Fire Department Awards Ceremony

On April 15, 2025, the Hoover Fire Department hosted its annual Awards Ceremony. During this event we recognized the promotion of 1 EMS Captain, 2 Captains, 6 Lieutenants, 6 Engineers, and 1 Fire Inspector. Additionally, we recognized 10 retirees, 10 Officer Development Graduates, the Firefighter and EMT of the Year, and several members who were deployed to Buncombe County, North Carolina for Hurricane Helene.

### Battle of the Badges Blood Drive

On June 18, 2025, the Hoover Fire Department and the Hoover Police Department hosted the 5th Annual Boots and Badges Blood drive at Hoover City Hall. This year's title went to the Hoover Police Department and the American Red Cross was able to collect 124 units of blood, which could potentially save over 200 lives.

### World Police and Fire Games/Firefighter Challenge

– In July, the City of Hoover proudly hosted several World Police and Fire Games events. The Hoover Fire Department assisted in hosting the Ultimate Firefighter competition and the Firefighter Challenge from June 28th through July 3rd. These two competitions featured over 300 firefighters from across the globe.



# OPERATIONS DIVISION



## Special Events

### Hoover Climb to Remember

On September 6, 2025, the Hoover Fire Department hosted the 2025 Hoover Climb To Remember. This event included a 9/11 remembrance ceremony and a 110-Story stair climb honoring those who lost their lives on September 11, 2001. This year's climb saw more than 70 attendees with proceeds benefiting the Hoover Public Safety Charity Foundation.



### Operation Toy Soldier

The Hoover Fire Department, along with Rocky Ridge and North Shelby Fire Districts participated in the annual Alabama National Guard's Operation Toy Soldier collecting three large truck loads of toys to send to the children of service members across the State of Alabama.



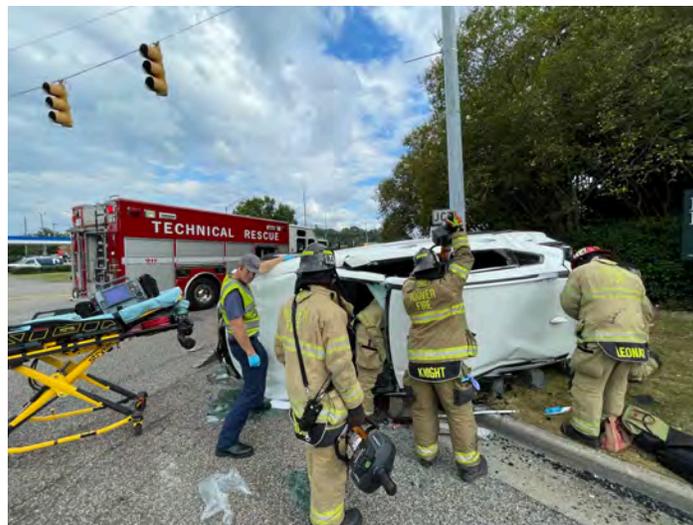
# OPERATIONS DIVISION



## Special Operations

### Technical Rescue

In 2025, the Hoover Fire Department Technical Rescue Team responded to multiple technical rescue calls, demonstrating expertise in Vehicle and Machinery Extrication, Rope Rescue, Surface and Swift Water Rescue, Watercraft Operations, Confined Space Rescue, Trench Rescue, and Structural Collapse Rescue. The team also deployed out of state with Alabama Task Force 2, assisting in rescue and recovery efforts after catastrophic flooding in Kerr County Texas. Their specialized skills and commitment to excellence remain invaluable both locally and nationally, ensuring the highest standards of service and preparedness throughout the year. The team also received a grant for a new Polaris Ranger for use in all types of disaster response.



### Hazmat

In 2025, Hazmat 2 purchased supplies for calibration and maintenance of its Hazardous materials monitors and obtained a grant to purchase a new updated grounding and bonding kit, which dissipates static electricity from containers and equipment, preventing sparks that could ignite flammable liquids or vapors. Hazmat 2 responded to 10 incidents requiring a moderate level of response, including large spills of hazardous materials. The Hoover Fire Department also responded to 27 carbon monoxide incidents, 34 hazardous conditions, and 106 combustible liquid or gas incidents. These incidents were handled by engine companies that have a small amount of Hazmat monitoring and mitigating equipment.

# OPERATIONS DIVISION



## Honor Guard

The Hoover Fire Department Honor Guard consists of thirteen members. The team operates with respect and dignity at ceremonial functions and funeral services to honor the fallen and provide comfort and compassion for the survivors. Additionally, the Honor Guard routinely works with local veterans organizations and civic groups. The team members are dedicated to representing the City of Hoover and the Hoover Fire Department with pride, professionalism, and honor. In 2025, the Hoover Fire Department participated in a multitude of events, many of which are listed below:

- **Hoover Chamber of Commerce State of the City Address**
- **State of Alabama Fire Chief's Mid-Winter Conference**
- **City of Hoover Mayor's Prayer Breakfast**
- **SEC Baseball Tournament**
- **Hoover Chamber of Commerce Public Safety Awards**
- **World Police and Fire Games**
- **911 Remembrance Ceremony and Stair Climb**
- **The Firefighter Challenge U.S. National Championship**
- **Hoover Veterans Week kickoff**
- **Folds of Honor Banquet and Golf Tournament**



# TRAINING DIVISION



Throughout 2025, the Training Division's goal was to maintain a high state of readiness, support firefighter safety, and advance professional growth across the organization. Training initiatives focused on consistency, operational effectiveness, and performance expectations. This report provides an overview of the major training programs and accomplishments that contributed to the department's effectiveness over the past year.

## In-House Development Training

The Training Division works to help develop training for our personnel at all stages of their careers. These programs focus on building foundational skills, reinforcing department standards, and preparing members for increased responsibility. In 2025, we conducted several internal development courses to strengthen our personnel's knowledge and readiness in their current role.

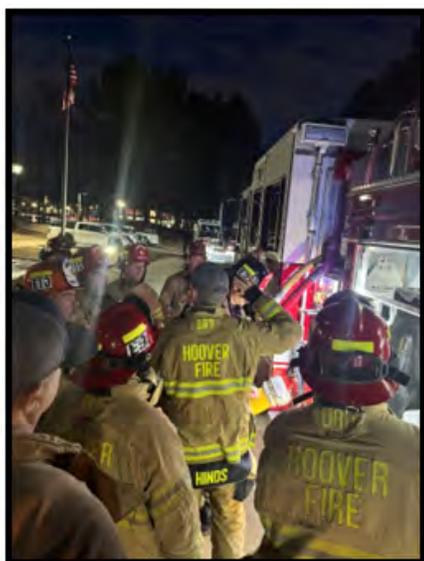
**New Employee Orientation:** In 2025, the Training Division conducted two New Employee Orientation programs for a total of 13 newly hired personnel. Each program consisted of a three-day course designed to establish a strong foundation in city and department standards, roles and responsibilities, and organizational expectations. The class combines classroom instruction, department familiarization, and hands-on fireground training to ensure new members develop both the knowledge and practical skills required for their jobs. Emphasis is placed on consistency, accountability, and operational expectations, ensuring that all personnel begin their careers with a common understanding of departmental procedures and performance standards.



# TRAINING DIVISION



**Officer Development Program:** In 2025, the Training Division conducted an Officer Development Program for 10 newly promoted personnel. The Officer Development Program is a five-day intensive course designed to prepare newly promoted officers for the expanded leadership responsibilities within the Hoover Fire Department. The program focuses on mentoring and developing newer firefighters, understanding the administrative and organizational aspects of the officer role, and reviewing fundamental skills and instructional methods.



## Job Task

Twice each year, in March and September, all members of the Hoover Fire Department complete a standardized job task agility course at the Hoover Fire Training Center. This helps provide data on physical performance, work capacity, and air management while fatigued. In 2025, the department's overall average completion decreased again, for the third consecutive year. These results reflect the ongoing emphasis on physical fitness. They also provide measurable benchmarks to track progress and guide future training initiatives.

## Hazmat Training

All Hoover Fire Department personnel participate in hazardous materials refresher training twice each year. This training reinforces department response protocols and strengthens decision-making during hazardous materials incidents. Instruction covers hazard recognition and classification, initial operational actions, and decontamination procedures, ensuring members maintain a consistent understanding of response priorities and safety considerations.

Hands-on evolutions are also conducted, allowing personnel to practice leak control techniques and to set up the decontamination corridor. All personnel receive a minimum of 6 hours of hazmat training each year.



# TRAINING DIVISION



## Health & Safety

Each July, the Training Division coordinates a department-wide Health and Safety training program at the Hoover Fire Training Center. This annual training emphasizes injury prevention, operational risk management, and overall firefighter wellness. A core component of the program is a review of accidents and injuries from the previous year, which allows personnel to examine contributing factors, reinforce safe practices, and identify opportunities to reduce future incidents. The Health and Safety program also incorporates a comprehensive review of the department's physical fitness program. All personnel participate in a prescribed workout led by a member of the department's physical fitness committee. In addition, members of this committee design daily workouts that are distributed department-wide for completion during each shift.



## Live Fire Training

Each April, the Training Division conducts department-wide Live Fire Training at the Hoover Fire Training Center. All personnel complete eight hours of hands-on instruction centered on fireground operations and tactical skill development. These live fire evolutions place members in realistic training environments where fundamental techniques, crew coordination, and critical decision-making are reinforced. Live Fire Training plays a key role in allowing personnel to apply department procedures while refining practical firefighting skills.



# TRAINING DIVISION



## Training Statistics

In 2025, the Hoover Fire Department hosted and/or instructed 11 state-level certification courses. These programs were delivered by Hoover Fire Department personnel and made available to both department members and fire departments from across the state, reinforcing the department's role in regional training and professional development.

Courses conducted included:

- **Child Safety Seat Educator**
- **Emergency Vehicle Driver (four classes)**
- **Fire Apparatus Operator: Pumper**
- **Fire Apparatus Operator: Aerial**
- **TRP: Rope Rescue Awareness and Operations**
- **TRP: Surface Water Rescue Awareness, Operations, and Technician**
- **TRP: Swiftwater Rescue Awareness, Operations, and Technician**
- **TRP: Watercraft Rescue Awareness, Operations, and Technician**
- **Honor Guard**

Through these programs and additional external training opportunities, department personnel obtained more than 213 certifications from various accredited institutions throughout the year. These certifications support the department's ongoing commitment to professional excellence and service delivery.

Two personnel received their Smoke Diver certification. This course is one of the more mentally and physically challenging courses the Alabama Fire College offers. Less than 1% of firefighters in the state of Alabama have their Smoke Diver certification.

# EMERGENCY MEDICAL SERVICES



**Emergency Response:** Hoover Fire Department (HFD) EMS had an eventful year in 2025 demonstrating our consistent growth. EMS units responded to 9094 emergency medical calls, transporting 6075 patients to local Emergency Departments. Each EMS call is an opportunity to deliver potentially lifesaving services to friends and neighbors in distress. Consequently, we strive to provide excellence, professionalism, integrity, and commitment in EMS across all our neighborhoods and communities.

**Special Events:** In addition to traditional emergency services, HFD provided EMS coverage for 164 special events, including national and international events. These events include the SEC Baseball Tournament, the Regions Charity Classic Golf Tournament, the US National Firefighter Challenge Championship, and the World Police and Fire Games. Throughout 2025, HFD provided EMS protection to over 300,000 event attendees. Professional on-site EMS coverage reduces strain on emergency departments and ensures rapid medical intervention for large-scale events.



**Training and Certifications:** In 2025, we started the Hands-On Fridays with training sessions on crucial EMS skills. We trained in ACLS cardiac treatment skills, Trauma assessments and procedures, Bleeding Control during active threat situations, and Advanced Intubations Skills utilizing video laryngoscopes. This training was well received by the fire department personnel and was designed to meet their specific request for additional real-life training. Additionally, 9 HFD personnel received Paramedic licenses in 2025, and we currently have 18 firefighters enrolled today. This shows a tremendous level of commitment across our personnel.

**Fleet and Equipment:** Although we did not attain any new EMS vehicles in 2025, we are currently anticipating delivery of two new Rescue Trucks in 2026. The Fire Department currently orders one Rescue Truck each year to ensure the fleet is in excellent shape to serve the citizens of Hoover. The second Rescue Truck due to arrive in 2026 is being provided by Shelby County. The Hoover Fire Department is extremely grateful for this generous support.

**Looking Ahead:** The future of EMS in Hoover is full of plans for improvement and growth. Our immediate plans include pursuing advanced paramedic training and skills development, more physician lead training, and more transport units available to respond to emergencies. We are working hard to ensure that 2026 is a productive and innovative year for HFD EMS.

# COMMUNITY RISK REDUCTION DIVISION

The Community Risk Reduction Division of the Hoover Fire Department is managed by the Fire Marshal's office. The primary mission is to reduce the incidence of injury and property loss through enforcement of the City's adopted fire and life safety codes. The staff also participates in the City's Planning and Zoning activities to ensure that new development projects are constructed to provide the appropriate access and fire protection infrastructure to effectively provide fire and emergency medical services to all areas of Hoover.

The department launched a new program in 2023 to provide a fire department liaison to all Hoover City Schools to help enhance the safety and security of all school campuses. This program is staffed by volunteers from our full time Firefighter / EMT staff. They are the primary point of contact for school administration for any needs or resources that the Hoover Fire Department can assist them with.

The Community Risk Reduction staff attended various events sponsored by the City and other private organizations to promote injury and fire prevention by providing education for residents and visitors. In 2025, the staff provided facilities and instructors for a 40 hour Fire Investigator 1 class, taught in conjunction with the Alabama Fire College. We also provided preceptors to the RC3 for job performance testing for the Hoover City Schools firefighter curriculum.

The Community Risk Reduction staff attended training on the 2021 International Fire Code, fire investigation training for structure, motor vehicle, marine vessel fire investigations and post blast investigations in coordination with the Hoover Police EOD staff. The office completed a staffing study in accordance with NFPA 1730 and participated in a regional fire investigations task force with area fire departments, the local BATFE office and the State of Alabama Fire Marshal's Office.



**CITY OF HOOVER  
FIRE DEPARTMENT**

# COMMUNITY RISK REDUCTION DIVISION

Company level pre-incident plan visits - **2,344**

Commercial and multi-family life safety inspections – **1,895**

Code compliance inspections for new and renovation  
construction - **370**

Code compliance reviews of submitted construction plans - **248**

Other fire code compliance inspections performed - **1,479**

Fire code cited violations that were mitigated - **874**

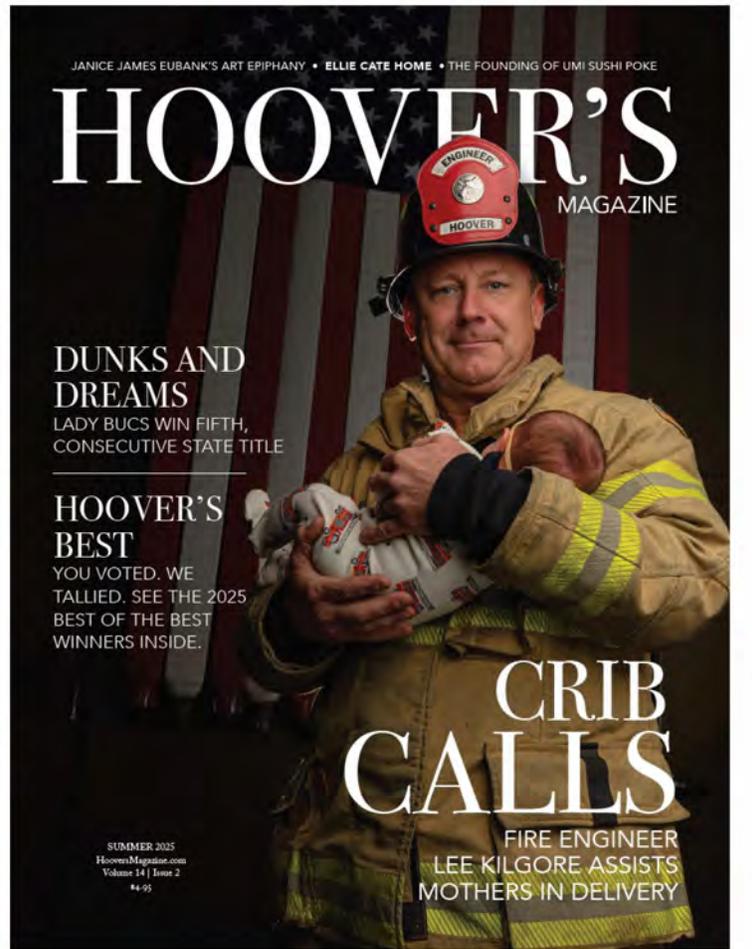
Visited all 10 elementary schools - reached **3,130** students

Engine/Truck companies visited **14** preschools/businesses -  
reached **818** children

Art contest entries from **8** schools - **230** entries



**CITY OF HOOVER  
FIRE DEPARTMENT**









# CITY OF HOOVER

CFAI ACCREDITED AGENCY | ISO CLASS 1

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