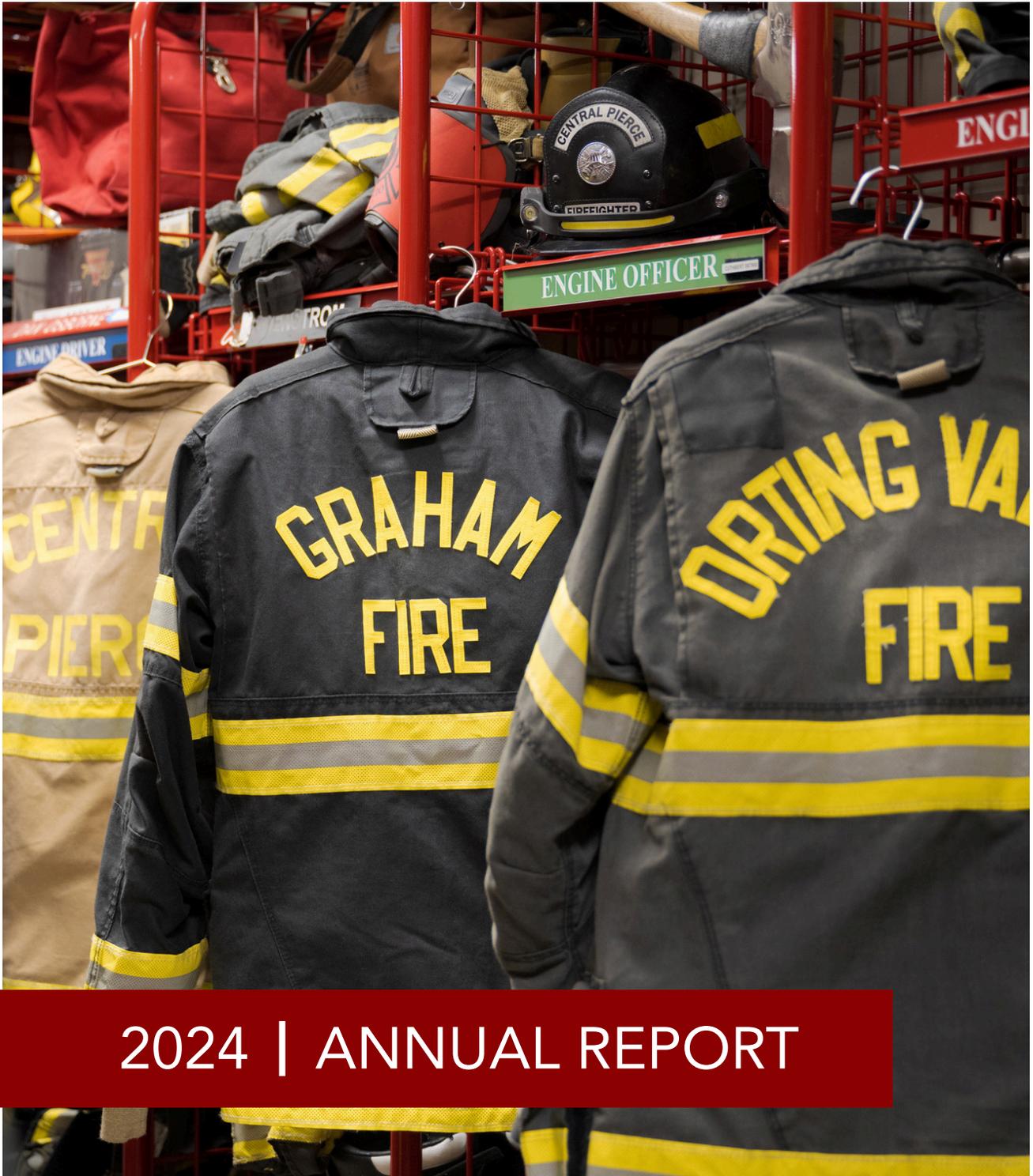


YOUR FIRE DISTRICTS: BETTER TOGETHER

CENTRAL PIERCE FIRE & RESCUE • GRAHAM FIRE & RESCUE • ORTING VALLEY FIRE & RESCUE



2024 | ANNUAL REPORT

EXECUTIVE SUMMARY

The year 2024 marked a significant period of growth and transformation for Central Pierce Fire & Rescue. It was the first full year operating under a contract for services with Orting Valley Fire & Rescue, initiated in the third quarter of 2023. This partnership brought expanded responsibilities and a broader service footprint, solidifying a strong foundation for regional collaboration.

Simultaneously, Central Pierce Fire & Rescue deepened its operational and strategic alignment with Graham Fire & Rescue throughout 2024. These efforts culminated in a formal contract for services signed in October 2024. Together, these collaborative efforts represented a bold step forward toward unification, with all agencies preparing for a merger vote in April of 2025.

Throughout the year, extensive collaboration between Central Pierce, Graham, and Orting Valley Fire & Rescue shaped not only how we responded to emergencies, but also how we trained, communicated, and planned for the future. The data within this report tell that story. While the financials presented reflect only the Central Pierce Fire & Rescue budget, including the Orting Valley contract, the programmatic and operational figures represent the collective achievements of all three agencies working as one.

This spirit of cooperation and shared vision defines 2024 and sets the stage for a stronger, more unified fire service moving forward.

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MESSAGE FROM THE FIRE CHIEF



2024 was a year of remarkable progress and purposeful collaboration. It was also a year filled with courage, discovery, and some frustrations. Together, Central Pierce Fire & Rescue, Graham Fire & Rescue, and Orting Valley Fire & Rescue continued advancing toward a shared future. A future defined by improved service to our communities, a strong and unified culture, and a clear vision for being better together in the years ahead.

Improved Service. Throughout the year, our people worked diligently to align operations, strengthen training, and coordinate staffing, ensuring consistent, high-quality service across district boundaries regardless of the legacy service areas. Efforts to standardize equipment, enhance communication systems, and streamline emergency response have positioned us to serve the public more efficiently and effectively than ever before. These steps have not only improved day-to-day operations but also reinforced the trust our communities place in us.

Intentional Culture. Equally significant has been our commitment to building a healthy and unified culture. Through our Purpose & Ethos workshops, leadership development programs, and continued focus on our shared values of trust, courage, compassion, ownership, and humility, we've reinforced what it means to belong to this combined organization and to each other. These values have guided our decisions, strengthened our relationships, and shaped the way we lead. These efforts are setting a foundation for a lasting culture built on our purpose and our behaviors.

The Future. All of our efforts this year, from governance discussions to operational planning, have been guided by a commitment to long-term success as a new organization. The ongoing work toward unification is not simply about combining organizations; it is about creating a stronger, more resilient fire service system that can meet the evolving needs of the communities we serve. By approaching this process thoughtfully and collaboratively, we are building an organization that is prepared to thrive for decades to come, with the continued capacity to grow as demand presents itself.

I am deeply proud of the progress we have made and grateful for the professionalism, adaptability, and dedication of every member of Central Pierce, Graham, and Orting Valley.

The achievements of 2024 are a testament to your hard work and to the enduring spirit of service that defines our collective mission. As we look ahead, we do so with confidence and optimism, grounded in the belief that we are, and will continue to be, People Helping People.

Fire Chief Dustin Morrow

BOARD OF COMMISSIONERS

The Boards of Fire Commissioners from Central Pierce Fire & Rescue, Graham Fire & Rescue, and Orting Valley Fire & Rescue began holding joint board meetings in 2024 as a step towards unification. While the boards meet as one, they remain representative of the agency they were elected to serve.

Voters elect Fire Commissioners to represent the fire district. The Board of Fire Commissioners is responsible for providing administrative oversight, defining the district's long-term vision, and setting budgets.

CENTRAL PIERCE FIRE & RESCUE



*Matt Holm
Board Chair*



*Steve Stringfellow
Board Vice Chair*



*Dale Mitchell
Commissioner*



*Bob Willis
Commissioner*



*Rich Coleman
Commissioner*



*Julie Door
Ex-Officio from the
City of Puyallup*

GRAHAM FIRE & RESCUE



*Robert Homan
Board Chair*



*Russ Barstow
Board Vice Chair*



*Chris McAfee
Commissioner*



*Brian Estes
Commissioner*



*Neil Samuelsen
Commissioner*

ORTING VALLEY FIRE & RESCUE



*Jason Bellerive
Board Chair*



*Joe Palombi
Board Vice Chair*



*Arlene Dannat
Commissioner*



*Kevin Gorder
Commissioner*



*Margaret O'Harra Buttz
Commissioner*

ABOUT OUR FIRE DISTRICT



OUR PURPOSE

PEOPLE HELPING PEOPLE

Our purpose is rooted in the idea that we are all driven to this career because we have a strong desire to serve others. It's all about helping people regardless of who they are or what role you fill.

OUR ETHOS

- COMPASSION
- TRUST
- COURAGE
- HUMILITY
- OWNERSHIP

CONTACT US



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BY THE NUMBERS

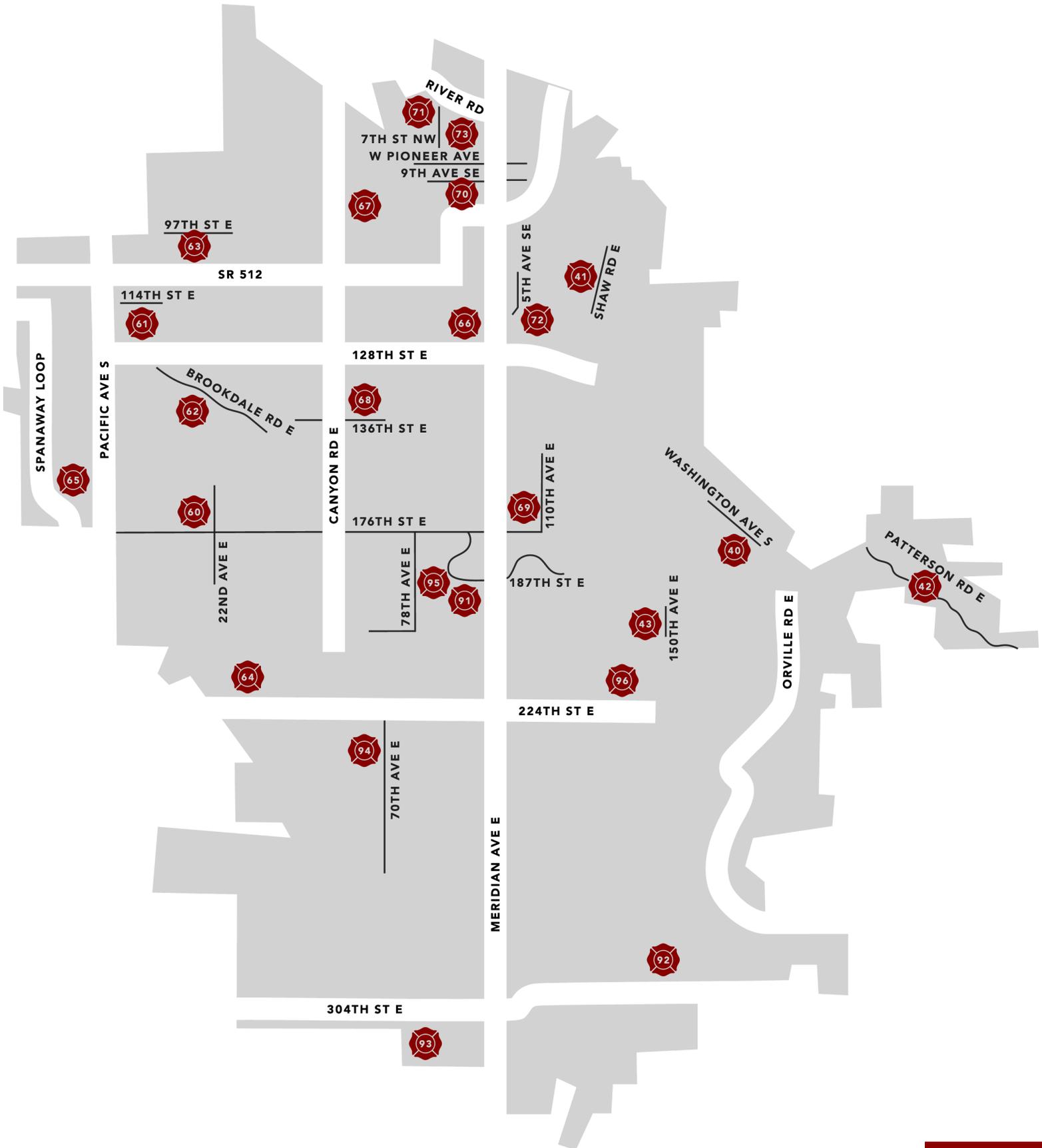
178 square miles protected.

328,000 community members served.

48,020 emergency calls in 2024, averaging 131 emergency responses per day.

490 dedicated firefighters and paramedics protecting our community.

RESPONSE AREA



FINANCE

While Central Pierce Fire & Rescue, Graham Fire & Rescue, and Orting Valley Fire & Rescue operated under contracts for services in 2024, they remained separate legal entities. The following information provides a high-level overview of revenues and expenses for the districts, for more detailed information please view the Washington State Auditor’s Office Financial Intelligence Tool at www.portal.sao.wa.gov/FIT/explore.

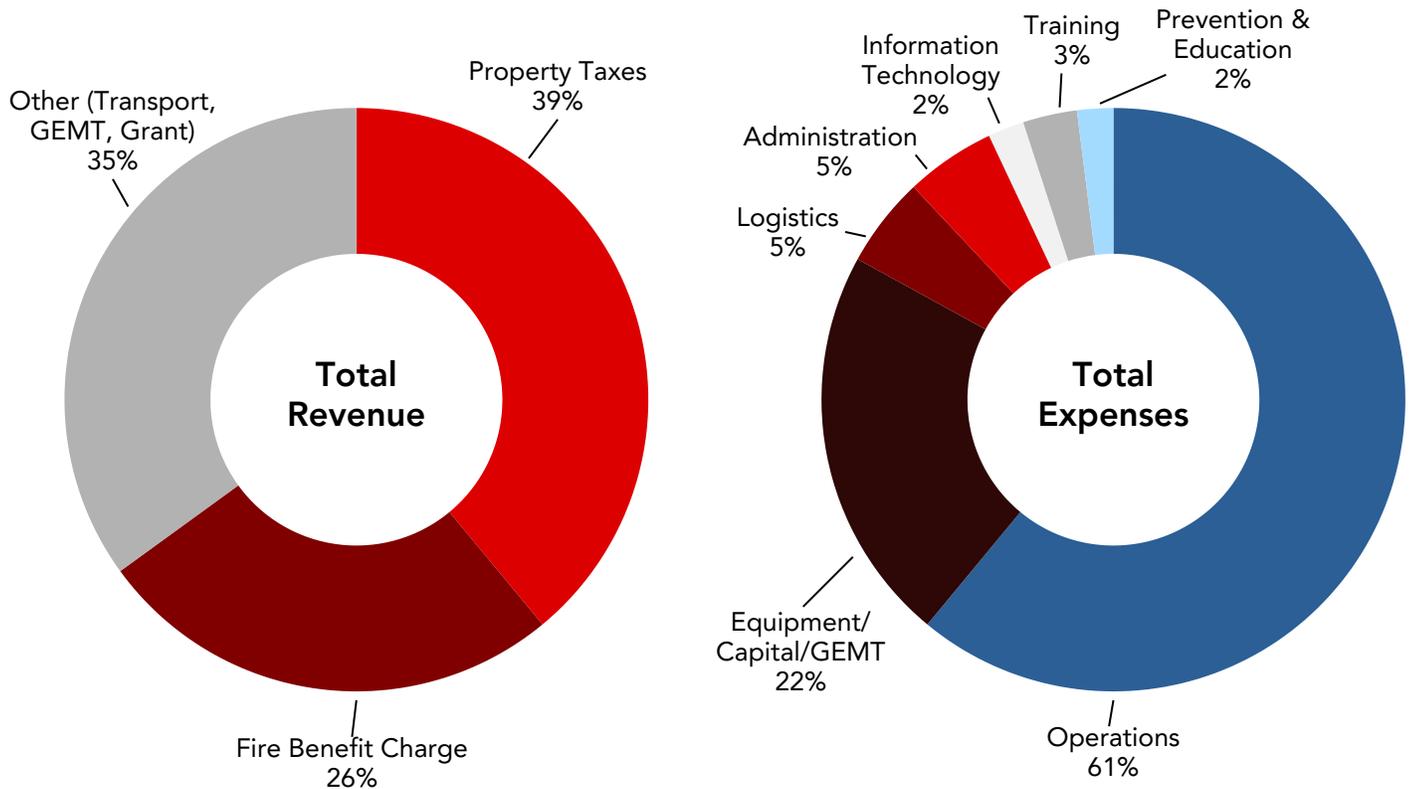
CENTRAL PIERCE FIRE & RESCUE

Central Pierce Fire & Rescue is primarily funded through three voter-approved funding measures—the regular fire levy, EMS levy, and Fire Benefit Charge. These measures contributed to 65% of the overall budget in 2024.

The Central Pierce Fire & Rescue budget is broken down into seven major divisions:

- Operations (Fire Suppression & EMS)
- Logistics (Fleet, Facilities & Central Stores)
- Administration
- Information Technology
- Training
- Prevention & Education
- Equipment/Capital/GEMT*

**Ground Emergency Medical Transportation program*



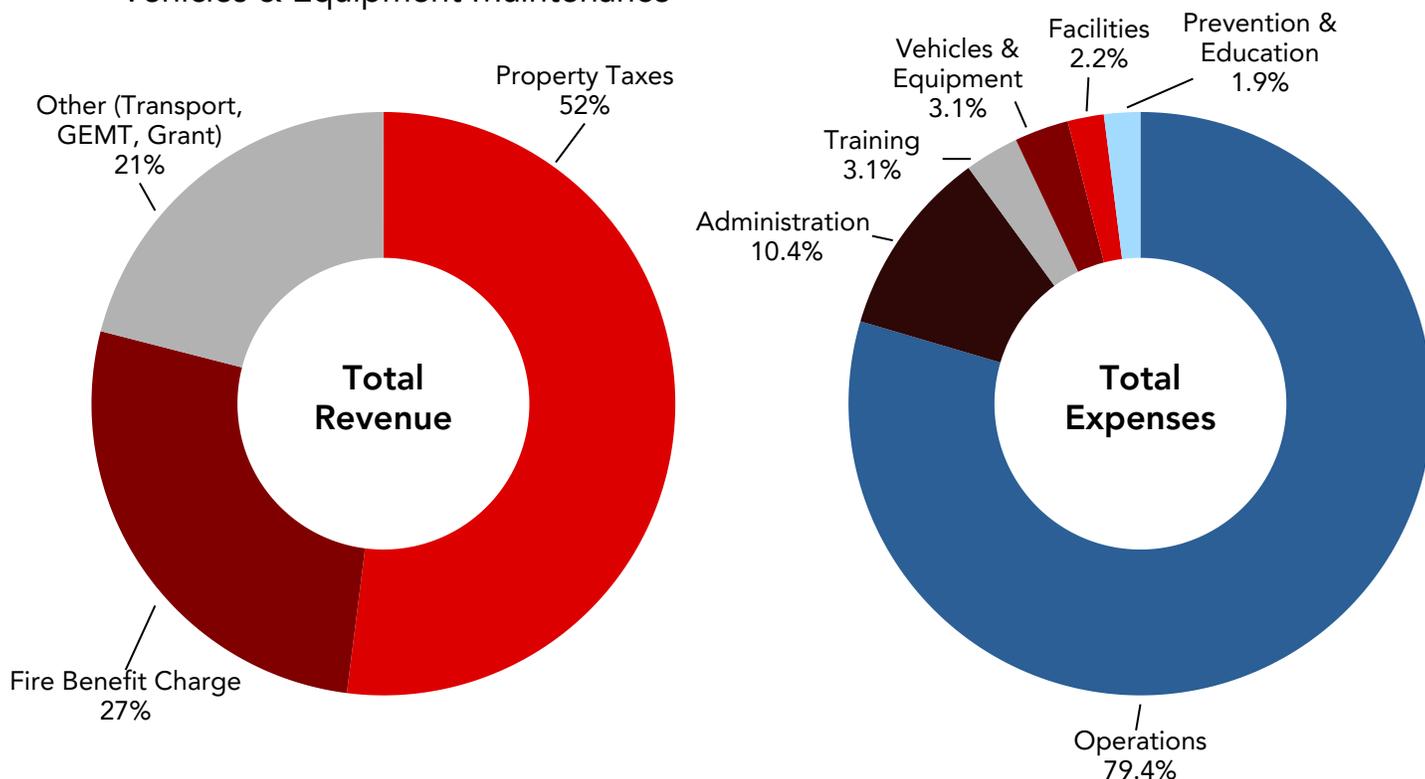
FINANCE

GRAHAM FIRE & RESCUE

Graham Fire & Rescue is primarily funded through three voter-approved funding measures—the regular fire levy, EMS levy, and Fire Benefit Charge. These measures contributed to 79% of the overall budget in 2024.

The Graham Fire & Rescue budget is broken down into six major divisions:

- Operations (Fire Suppression & EMS)
- Administration
- Training
- Prevention & Education
- Facilities
- Vehicles & Equipment Maintenance



ORTING VALLEY FIRE & RESCUE

Orting Valley Fire & Rescue is primarily funded through three voter-approved funding measures—the regular fire levy, EMS levy, and Fire Benefit Charge. These measures contributed to 94% of the overall budget in 2024.

Orting Valley Fire & Rescue was under a contract with Central Pierce Fire & Rescue for the entirety of 2024. Approximately \$7 million in revenues were passed through to Central Pierce Fire & Rescue for the deployment of emergency services within the Orting community.

HUMAN RESOURCES

In 2024, Human Resources (HR) played a critical role in navigating the complexities of growing partnerships, onboarding new personnel, and supporting employee wellness and development across multiple agencies. This year emphasized adaptability, collaboration, and strategic workforce planning to meet the evolving needs of a unified fire service. In 2024, the HR division:

- Expanded its service delivery by assuming responsibility for all HR functions for Graham Fire & Rescue. This transition required close coordination and adaptability, as employees operated under varying policies and collective bargaining agreements.
- Successfully onboarded 136 Graham Fire & Rescue employees in preparation for their January 1, 2025, start with Central Pierce Fire & Rescue. This large-scale effort was executed across multiple shifts and weeks to ensure a smooth and timely transition.
- Played an instrumental role in negotiating a groundbreaking new labor agreement with IAFF Local 726. Bargaining sessions began in February and continued throughout the year, culminating in the ratification of a contract that prioritizes firefighter health and wellness, including a reduced work schedule, while improving overall quality of life for employees.



PERSONNEL ONBOARDED

The HR division onboarded 36 new employees in 2024.

Entry-Level Firefighter	12
Firefighter/Paramedic	3
Lateral Firefighter	1
Administrative/Support Positions	18
Volunteer Chaplains	2



HUMAN RESOURCES

PROMOTIONAL PROCESSES

The HR division held three promotional processes in 2024.

Position	Applied	Interviewed	Promoted
Deputy Chief	5	4	4*
District/Division Chief	16	14	6*
Lieutenant	29	27	11

TESTING PROCESSES

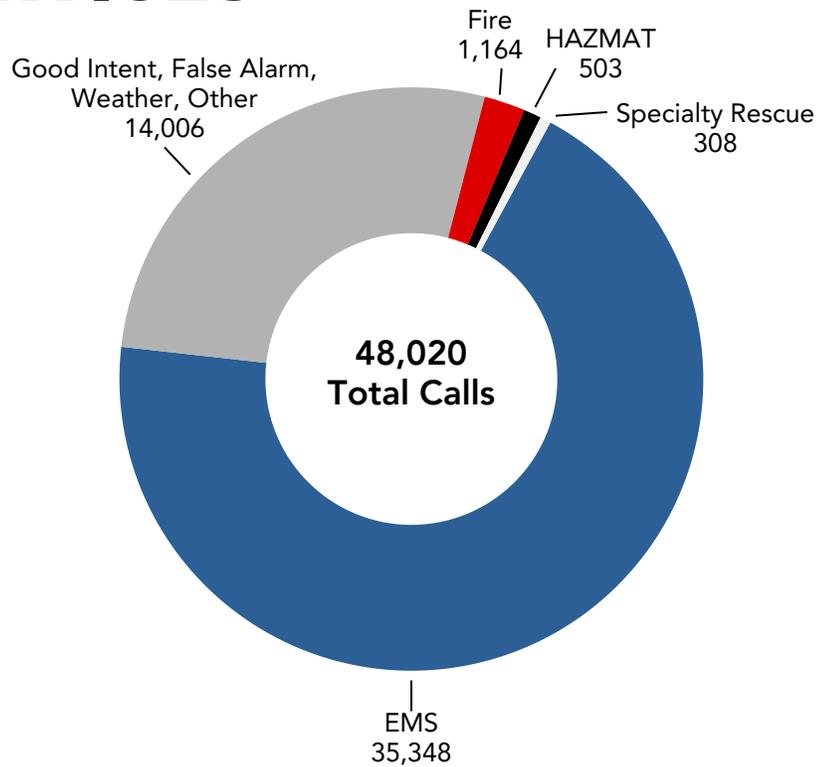
The HR division held two firefighter, and several administrative, testing processes in 2024 to establish hiring lists for 2025.

Position	Applied	Interviewed (Oral Board)	Interviewed (Chief)	Placed on List for Hire
Entry-Level Firefighter	831	75	40	16
Lateral Firefighter	171	105	46	30
Administrative/ Support Positions	442	27	9	5

EMERGENCY SERVICES

The Emergency Services directorate is responsible for the deployment of emergency resources to the community.

Fire, EMS, hazardous materials (HAZMAT), and specialty rescue responses make up the foundation of the services we provide. In 2024, your fire districts responded to: 35,348 EMS; 1,164 fire; 503 HAZMAT; 308 specialty rescue; and 14,006 good intent, false alarm, and weather related incidents.



INCIDENTS BY STATION AREA

Station 40	1,551	Station 65	3,101	Station 73	4,141
Station 43	231	Station 67	1,680	Station 91	2,394
Station 60	3,147	Station 68	1,945	Station 92	362
Station 61	4,196	Station 69	3,209	Station 93	805
Station 62	1,281	Station 70	230	Station 94	1,929
Station 63	2,193	Station 71	1,563	Station 95	2,393
Station 64	2,360	Station 72	8,171	Station 96	981

PERFORMANCE

Central Pierce Fire & Rescue's Performance directorate is dedicated to enhancing the knowledge, skills, health, and wellness of our members.

The Performance directorate includes four divisions:

- Training
- Safety
- Professional Development
- Health & Wellness

TRAINING

The Training division manages all training requirements, ensuring firefighters are proficient in their duties through diverse methods, including outside instructors, company-level training, battalion-level training, monthly reading assignments, online web-based computer training, monthly written tests, and in-house academies. Additionally, personnel attend conferences and classes outside the department for specialized training.

The Training division broadened its scope by undertaking the additional responsibility of training employees from Graham Fire & Rescue and Orting Valley Fire & Rescue. This expansion reflects the division's dedication to fostering a comprehensive and collaborative training environment across multiple departments and jurisdictions.

In 2024, the Training division provided:

- 92,829 hours of fire suppression training
- 16,939 hours of EMS training
- 4,896 hours of HAZMAT training
- 1,340 hours of technical rescue training
- 5,373 hours of Blue Card training
- 5,194 hours of officer development



PERFORMANCE

SAFETY

The Safety division exists to ensure every firefighter goes home safely. In 2024, we continued our partnership with the Washington State L&I Firefighter Injury and Illness Reduction (FIIRE) program. The FIIRE Program is a safety initiative designed to reduce occupational injuries and illnesses by implementing proactive risk management and adopting best practices. As participants in the FIIRE Program, we benefit from a 10% reduction in our L&I premium rates and are eligible to apply for grants to purchase additional equipment and gear to support best practices.

Thanks to these grants, in 2024, we received funding to install personal protective equipment washers at two fire stations and purchased gear bags for our firefighters. These decontamination bags allow firefighters to secure contaminated bunker gear at the scene, keeping harmful toxins separate from the vehicle cab and providing a safe way to transport gear back to the station for proper cleaning. These measures help reduce occupational exposure to carcinogens, promoting a sustainable and healthy career.

The division also purchased new traffic safety cones. These collapsible traffic cones meet all relevant safety standards. They are quick to set up, highly visible in low-light situations, and enhance overall scene safety. These cones will be integrated into the Traffic Incident Management System (TIMS) program to enhance roadway safety operations.

PROFESSIONAL DEVELOPMENT

Newly created in 2024, the Professional Development division aims to foster professional and personal growth and organizational success by providing training to our members in areas that optimize team dynamics, leadership, emotional intelligence, and other soft skills necessary to be a well-rounded contributor to our organization and our community.

By offering various training tools and resources, and through collaboration with higher education partners, the Professional Development division's focus is to develop and deploy opportunities and solutions to elevate the individual member and organization.



PERFORMANCE

HEALTH & WELLNESS

The Health & Wellness division collaborates with multiple divisions and IAFF Local 726 to provide resources for fire district personnel in the eight dimensions of wellness. The eight dimensions of wellness encompass occupational, physical, behavioral, spiritual, environmental, intellectual, financial, and social wellness.

The Health & Wellness division is responsible for the following:

- Promoting and supporting the overall well-being of our personnel by fostering programs and initiatives to address unique stressors and overcome life's challenges.
- Connecting members with District provided resources such as mental health counseling, athletic training, and occupational health services.
- Coordinating annual physical testing to identify potential health concerns early on.
- Developing and implementing physical fitness programs tailored to the demands of firefighting.

Health & Wellness also provides Peer Support, Peer Fitness, Resilience Education and Coordination to Establish a Sustainable Support (R.E.C.E.S.S.) program, and Crisis Intervention programs for our personnel. Direct services to members include behavioral health counseling services, occupational health services (annual physicals), athletic training and performance services, sleep hygiene and coaching services/training, and spiritual health services (chaplain).

2024 division performance metrics:

- 2 Peer Support Team trainings
- 2 Peer Fitness Team trainings
- 292 annual physicals completed
- 557 crisis intervention operational responses
- 4 personnel sent to residential treatment
- 10 personnel participated in the R.E.C.E.S.S. program
- 16 personnel connected with athletic trainer
- 23 personnel connected with mental health providers
- 105 personnel utilized Ready Rebound
- 135 personnel enrolled in Peer Connect
- 926 Omni Yoga classes attended by personnel

BUSINESS SERVICES

The Business Services directorate is dedicated to ensuring our first responders have the appropriate facilities, vehicles, tools, personal protective equipment, and technology necessary for responding to emergencies.

The Business Services directorate includes three divisions:

- Support Services
- Central Stores
- Information Technology

SUPPORT SERVICES

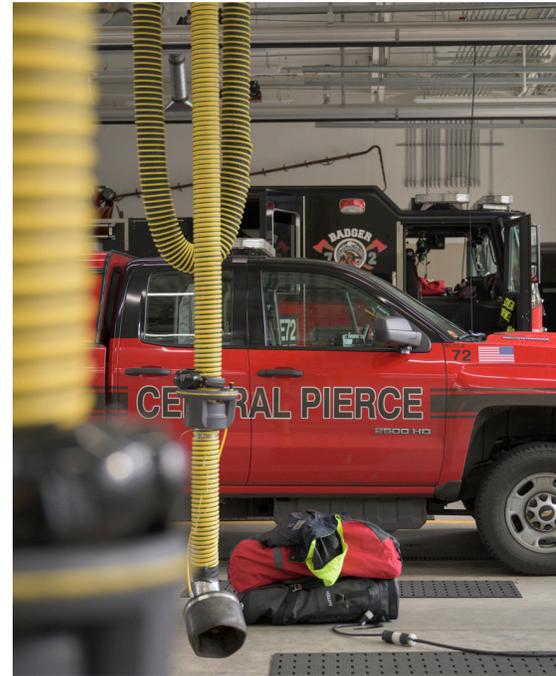
The Support Services division is responsible for our facilities and fleet maintenance, including improving stations, acquiring new property, purchasing new apparatus, and conducting preventative maintenance.

The Support Services division embarked on a few milestone projects in 2024:

- Started the Station 66 remodel, with the goal of reopening the station by the end of 2025.
- Secured new space for Central Stores in the Benaroya complex, moving them out of Station 66.
- Purchased the Shaw Rd and North Puyallup stations from the City of Puyallup.
- Partnered with Public Safety Towers to place infrastructure enhancing long-term evolution (LTE) and land mobile radio (LMR) coverage on the Station 42 property.
- Relocated administrative staff from all three fire districts to the Benaroya complex.
- Purchased property for a new station in the Kapowsin area to replace the old volunteer station, Station 92.
- Purchased a used tiller truck at auction for \$29,500.

Additionally, the Support Services division ensures our firefighters have well-maintained facilities and apparatus so they can focus on responding to emergency incidents. In 2024, they completed:

-  **1,126** facility maintenance requests
-  **1,372** fleet service requests



BUSINESS SERVICES

CENTRAL STORES

The Central Stores division is responsible for providing our firefighters with the personal protective equipment (PPE), supplies, and tools needed to respond to emergency incidents.

In 2024, Central Stores processed:

- 1,900 station supply orders
- 1,900 EMS supply orders

INFORMATION TECHNOLOGY

In 2024, the Information Technology division advanced the district's technology, security, and support systems—strengthening daily operations, enhancing frontline response, and ensuring reliable service for both our members and the community. 2024 division accomplishments include:

- Expanded facilities and technology infrastructure to support new stations, centralized administrative operations, and enhanced response readiness.
- Successfully integrated Graham Fire & Rescue and Orting Valley Fire & Rescue systems and staff, while retiring legacy systems from Gig Harbor and Key Peninsula to streamline support.
- Implemented new tools including iPads for field use, Single Sign-On for 850+ users, OneDrive for collaboration, and training platforms that strengthen both daily operations and professional development.
- Upgraded core systems, networks, and cybersecurity protections, including full M365 migration, enhanced backups, new servers, and endpoint monitoring that mitigated over 300,000 vulnerabilities.
- Provided rapid recovery from the global CrowdStrike outage in under 24 hours, ensuring minimal service disruption.
- Delivered reliable frontline and administrative support by maintaining 600+ devices and resolving more than 3,900 helpdesk tickets.



EXECUTIVE SERVICES

The Executive Services directorate acts as an extension of the Fire Chief's office and primarily focuses on external services and programs such as public education, investigations and inspections, risk management, government affairs, public records, strategic planning, community outreach, internal/external communications, and media relations.

The Executive Services directorate includes two divisions:

- Communications & Outreach
- Prevention & Education

COMMUNICATIONS & OUTREACH

The Communications & Outreach division fosters connection to our community members through written and digital communications.

In 2024, the division was challenged with managing messaging, website content, and social media profiles for Central Pierce Fire & Rescue, Graham Fire & Rescue, and Orting Valley Fire & Rescue. Messaging was aligned around regional collaboration.



76,744 newsletters mailed to community members ages 55+



13 e-newsletters sent to subscriber list



12 articles contributed to community newsletters



3.8 million people reached on Facebook



364,211 people reached on Instagram



4,553 people reached on Ring Neighbors



53,131 video views on YouTube



103 posts on X (formerly Twitter)



475 media mentions



\$28 million in advertising equivalency value from media mentions

Website analytics for 2024 are not included due to the absence of a tracking program such as Google Analytics.

EXECUTIVE SERVICES

PREVENTION & EDUCATION

The Prevention & Education division is committed to delivering valuable, life-saving programs to people of all ages and stages of life. Additionally, the division provides life safety regulations for all properties within Puyallup city limits, including fire investigations, administering operational permits, and conducting inspections.

In 2024, the Prevention & Education division was awarded with two grants to further its fire and life safety initiatives.

- A \$250,000 Carbon Monoxide (CO) Grant from the Federal Grant Funds from the Consumer Product Safety Commission. These funds will be used for the next two years to provide residents within our fire district with free carbon monoxide (CO) alarms.
- A \$25,115 Firehouse Subs Grant from the Firehouse Subs Public Safety Foundation. These funds were used to purchase six Industrial self-contained breathing apparatus (SCBAs), allowing us to equip our Fire Investigators with the highest level of respiratory protection while they actively work on-scene.



Events

- Participated in 161 community events
- Hosted 31 station tours
- Hosted 2 fire station open houses
- Hosted 100 attendees at our annual Scout Night event

Education

- Trained 490 people in CPR
- Provided fire extinguisher training to 363 people
- Installed 273 carbon monoxide alarms
- Provided fire and life safety curriculum to 240 classrooms
- Fitted 139 bike helmets
- Installed 80 smoke alarms
- Installed 13 car seats
- Taught 11 Safe Sitter classes
- Delivered 8 Arrive Alive presentations to high school seniors
- Conducted 2 youth fire-setter interventions

Inspections & Investigations

- Conducted 1,524 building inspections
- Found 502 violations
- Cleared 348 violations
- Issued 340 operations permits within the Puyallup city limits
- Conducted 35 fire investigations within the Puyallup city limits