

**REGULAR JOINT MEETING MINUTES
CPFR, GFR, AND OVFR JOINT BOARD MEETING
December 22, 2025**

Chair Holm called the Regular Meeting of the Board of Commissioners to order at the Fire District Administrative & Operations Center – 1015 39th Ave SE Suite #120 Puyallup, WA 98374 at 6:00 p.m. Present were: Chair Holm, Vice Chair Stringfellow, Commissioners Mitchell and Caverly, Chair Homan, Vice Chair Barstow, Commissioners McAfee, Estes, and Samuelsen, Chair Bellerive, Vice Chair Palombi, Commissioners Buttz, Dannat, and Gorder, Chief Morrow, Director Robacker, Director Roberts, Deputy Director Kemp, and EA McInnis, Recorder.

1. ROLL CALL – DISTRICT SECRETARY

A. Excused Absences: Commissioner Willis, Ex-Officio Door

2. PLEDGE OF ALLEGIANCE

Chair Holm led the Pledge of Allegiance.

3. APPROVAL OF AGENDA

Commissioner Caverly moved and Commissioner Mitchell seconded to approve the agenda, as presented. **MOTION CARRIED.**

4. PUBLIC COMMENT (FOR ITEMS NOT SPECIFICALLY ON THE AGENDA)

None.

5. JOINT BOARD CONSENT AGENDA

A. Joint Board Meeting Minutes of December 8, 2025

Commissioner Mitchell moved and Vice Chair Palombi seconded to approve the Minutes of December 8, 2025, as presented. **MOTION CARRIED.**

6. CONSENT AGENDA: Central Pierce Fire & Rescue (Single Motion)

A. Approval of:

Accounts Payable Warrants Numbered 63153 to 63210 totaling:	\$	656,376.95
GRAND TOTAL	\$	656,376.95

Vice Chair Stringfellow moved and Commissioner Mitchell seconded to approve the Consent Agenda for Central Pierce Fire & Rescue. **MOTION CARRIED.**

7. STANDING COMMITTEES

A. Legislative Committee

Commissioner Samuelsen provided a brief update on a legislative coordination meeting held earlier in the afternoon. Priority attention is being given to legislation with potential financial impacts to the district. The upcoming session is expected to be short.

8. UNFINISHED BUSINESS

A. Board Policy: Compensation Philosophy & Classification Program
Director Washo presented a draft Compensation Philosophy and Classification Program Board Policy for Board consideration. The policy establishes a formal compensation philosophy, including target compensation percentiles for employee classifications.

Chair Homan moved and Vice Chair Barstow seconded to approve the Compensation Philosophy and Classification Program Board Policy as presented. **MOTION CARRIED.**

9. NEW BUSINESS

None.

10. CONSIDERATIONS & REQUESTS

A. 2026 Salary Schedules – FF's, Chiefs, Guild
Director Washo presented the 2026 Salary Schedules for personnel in the 726 Firefighter's Unit, the 726 Chief's Bargaining Unit, and the Graham Guild Bargaining Unit. Commissioner McAfee moved and Commissioner Mitchell seconded to approve the 2026 Salary Schedule for the following bargaining units: 726 Chiefs, 726 Firefighters, and Guild. **MOTION CARRIED.**

11. STAFF, LOCAL, FIREFIGHTER'S ASSOCIATION and FIRE CHIEF REPORTS

- A. Finance Directorate/Director Robacker: Director Robacker reviewed the Finance Directorate Report.
- B. Business Services Directorate/DC Berdan: DC Berdan reviewed the Business Services Directorate Report.
- C. Executive Services Directorate/Director Roberts: Director Roberts reviewed the Executive Services Directorate Report.
- D. Fire Chief's Report/Chief Morrow: Chief Morrow reviewed the Fire Chief's Report.
- E. Local 726 Report: President James shared that Retiree Hamrick passed away, with a celebration of life planned at the Hall this spring. Members supported Winterfest and the Orting Giving Tree by wrapping presents and sponsoring families. The Benevolent fund continues to provide support to the community.

12. CORRESPONDENCE

A. Employee Recognition Letter & Thank You Letters
Chair Holm enjoyed reading all of the letters and noted that the Annis Levings family letter hit close to home and he appreciated it greatly.

13. OATH OF OFFICE

Commissioners Buttz, Barstow, Bellerive, Dannat, Estes, Gorder, Holm, Homan, McAfee, Palombi, Samuelsen, and Stringfellow were sworn in by the District Secretary.

14. NOMINATION OF 2026 BOARD OF COMMISSIONERS CO-CHAIRS

Nominations for 2026 Board of Commissioners Co-Chairs were as follows:

Commissioner Mitchell nominated Commissioner Holm, seconded by Commissioner Stringfellow.

Commissioner Holm nominated Commissioner Homan, seconded by Commissioner Bellerive.

Commissioner Samuelsen nominated Commissioner Barstow, seconded by Commissioner Palombi.

Commissioner Mitchell moved and Commissioner Buttz seconded to close the nominations. **MOTION CARRIED.**

A ballot vote between the Board Members will take place at the next Board Meeting on January 12th, 2026.

15. COMMISSIONER COMMENTS

Commissioner Buttz – Commissioner Buttz commented that the discussions were productive and wished everyone a Merry Christmas.

Commissioner Gorder – Commissioner Gorder wished everyone happy holidays and noted concerns related to Emergency Management based on personal proximity to the levy break and stated that this issue should be reviewed. He thanked everyone for their efforts.

Commissioner Caverly – Commissioner Caverly thanked everyone and wished them happy holidays. He echoed comments regarding the need for timely and consistent information so Commissioners can effectively communicate with their communities.

Commissioner Estes – Commissioner Estes asked whether the Public Information Officer position would be returning. He expressed appreciation for the discussion and wished everyone a happy holiday.

Commissioner Dannat – Commissioner Dannat thanked those who reached out to her during the recent flooding and expressed appreciation to staff. She shared enthusiasm for seeing Commissioner Palombi return to shift, thanked participants in the Orting Candy Cane Run, and noted positive community feedback. She also wished everyone a Merry Christmas.

Commissioner Samuelsen – Commissioner Samuelsen wished everyone a Merry Christmas.

Commissioner Palombi – Commissioner Palombi shared appreciation for being able to return to work after a serious medical event earlier this year. He was thankful to everyone

who came to visit him and to those who helped at his family farm during his recovery. He wished everyone a happy holiday.

Commissioner Barstow – Commissioner Barstow thanked Deputy Chief Berdan for the station information presented. He expressed appreciation for Commissioner Palombi's return to work and wished everyone happy holidays and a safe New Year.

Commissioner McAfee – Commissioner McAfee stated she would like updates regarding Emergency Management. She thanked Deputy Chief Berdan for the Station 92 building presentation and expressed appreciation for the work being done. She wished everyone a Merry Christmas.

Commissioner Stringfellow – Commissioner Stringfellow expressed regret that Commissioner Willis was unable to attend and reflected on their shared service, noting the difficult decisions made together and the positive impacts of that work.

Commissioner Mitchell – Commissioner Mitchell thanked those who reached out following his recent fall. He reflected on the final meeting of three boards, expressed confidence in future information-sharing processes, and stated the transition to one board will be beneficial moving forward. He wished everyone a Merry Christmas and Happy New Year.

Commissioner Bellerive – Commissioner Bellerive thanked the crews for their work during recent atmospheric river events and wished everyone happy holidays.

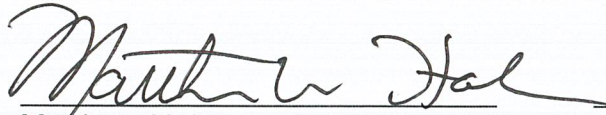
Commissioner Homan – Commissioner Homan thanked Commissioner Mitchell for his insight and leadership, Deputy Chief Berdan for the Station 92 report, and Chief Morrow for his holiday gift. He expressed appreciation for the Executive Services Report, the Struggle Well program, and Local representation throughout the district. He also wished everyone a Merry Christmas.

Commissioner Holm – Commissioner Holm thanked staff for the thorough presentations and hard work in addressing Board questions. He emphasized the importance of teamwork and open communication and expressed confidence in the district's progress. He wished everyone a wonderful holiday.

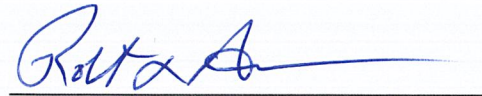
16. ADJOURNMENT

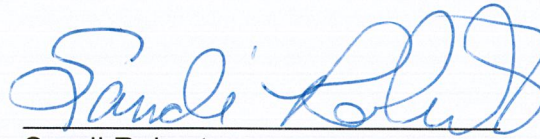
There being no further business, Vice Chair Palombi moved and Commissioner Dannat seconded to adjourn the meeting. **MOTION CARRIED.**

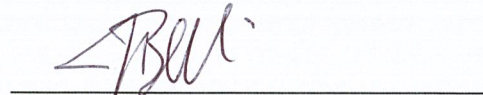
The meeting adjourned at 7:44 p.m.



Matthew Holm
Chair of the Board, CPFR

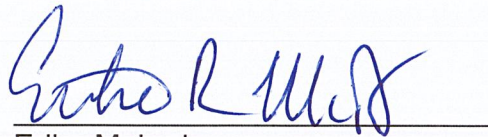
Tanya Robacker
District Secretary, CPFR


Robert L. Homan
Chair of the Board, GFR


Sandi Roberts
District Secretary, GFR


Jason Bellerive
Chair of the Board, OVFR


Kim Kemp
District Secretary, OVFR


Erika McInnis
Recorder