



CENTRAL PIERCE FIRE & RESCUE

BOARD OF COMMISSIONERS MEETING AGENDA

Date: January 26, 2026
Place: In-Person / South Hill Business & Technology Center/ Central Pierce Fire & Rescue
• 1015 39th Avenue SE, STE 120 – Puyallup, WA 98374
Virtual / (Visit www.centralpiercefirerescue.org for instructions to join webinar)
• **Webinar ID:** 815 4923 8623
• **Passcode:** 586333
Time: 6:00 p.m.

For citizens that are present in the audience, please sign in if you would like to address the Board and you will be given 3 minutes to present during Public Comment. Citizens attending virtually that wish to address the Board during Public Comment use the "raise hand" feature on the webinar. Statements or comments for the record may be submitted to emcinnis@centralpiercefirerescue.org by 4:00pm meeting day.

1. CALL TO ORDER

A. Roll Call – District Secretary

2. PLEDGE OF ALLEGIANCE

3. CO-CHAIR ELECTIONS

4. APPROVAL OF AGENDA

A. Pg. 1: Agenda

5. OATH OF OFFICE – DISTRICT SECRETARY

6. PUBLIC COMMENT (For items not specifically listed on the Agenda.)

7. CONSENT AGENDA

A. Pg. 5: Minutes: Board Meeting of January 12, 2026

B. Pg. 9: Approval of:

Accounts Payable Warrants Numbered 63268 to 63345	\$	3,331,689.75
GRAND TOTAL	\$	3,331,689.75



CENTRAL PIERCE FIRE & RESCUE

BOARD OF COMMISSIONERS MEETING AGENDA

Pg. 29: For Informational Purposes Only - The following electronic payments totaling \$1,940,915.47 (AP Warrant Numbers 63268, 63269, 63276, 63316, 63323).

8. STANDING COMMITTEES

A. Legislative – Commissioner Samuelsen

9. UNFINISHED BUSINESS

A. **Pg. 56:** Resolution 26-01 2026 Fee Schedule – Chief Morrow

10. NEW BUSINESS

A. None

11. CONSIDERATIONS & REQUESTS

A. **Pg. 63:** Revisions to Board Policies 3.40, 3.41 and 3.45 – Director Washo

B. **Pg. 94:** Revisions to Board Policy 3.03 – Chief Morrow

C. **Pg. 98:** Merger Asset Transfers – Director Roberts

12. STAFF, FIRE CHIEF and LOCAL REPORTS

A. **Pg. 99:** Finance Directorate – Chief Morrow

B. **Pg. 141:** Business Services Directorate – DC Berdan

C. **Pg. 148:** Executive Services Directorate – Director Roberts

D. **Pg. 151:** Emergency Management Directorate – DC Gibson

E. **Pg. 153:** Fire Chief's Report – Chief Morrow

F. Local 726 Report



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BOARD OF COMMISSIONERS MEETING AGENDA

13. CORRESPONDENCE

- A. **Pg. 154:** Employee Recognition Letter – Ernst
- B. **Pg. 155:** Employee Recognition Letter – Howell
- C. **Pg. 156:** Employee Recognition Letter – Hudson
- D. **Pg. 157:** Employee Recognition Letter – Lund
- E. **Pg. 158:** Employee Recognition Letter – McDonald
- F. **Pg. 159:** Employee Recognition Letter – Murray
- G. **Pg. 160:** Employee Recognition Letter – Paramapoonya
- H. **Pg. 161:** Employee Recognition Letter – Smith
- I. **Pg. 162:** Employee Recognition Letter – Van Dijk
- J. **Pg. 163:** Employee Recognition Letter – Vanderstaay
- K. **Pg. 164:** Employee Recognition Letter – Dickson
- L. **Pg. 165:** Employee Recognition Letter – Reseck
- M. **Pg. 166:** Employee Recognition Letter – Workman
- N. **Pg. 167:** Employee Recognition Letter – Cieplik
- O. **Pg. 168:** Employee Recognition Letter – Fortner
- P. **Pg. 169:** Employee Recognition Letter – Fouraker
- Q. **Pg. 170:** Employee Recognition Letter – Nylander
- R. **Pg. 171:** Employee Recognition Letter – Githens
- S. **Pg. 172:** Employee Recognition Letter – Risley
- T. **Pg. 173:** Employee Recognition Letter – Rohaly
- U. **Pg. 174:** Employee Recognition Letter – Anderson



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V. **Pg. 175:** Employee Recognition Letter – Wiseman

W. **Pg. 176:** Employee Recognition Letter – Fisher

X. **Pg. 177:** Employee Recognition Letter – Vankekerix

Y. **Pg. 178:** Employee Recognition Letter – Sobole

14. COMMISSIONER COMMENTS

15. ADJOURNMENT

**CENTRAL PIERCE FIRE & RESCUE
BOARD OF COMMISSIONERS
January 12, 2026**

Chair Homan 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: Commissioners Barstow, Bellerive, Buttz, Caverly, Dannat, Estes, Gorder, Holm, McAfee, Mitchell, Samuelsen, and Stringfellow, Chief Morrow, Director Roberts, and EA McInnis, Recorder.

1. CALL TO ORDER

- A. Roll Call – Director Roberts conducted roll call in Director Robacker’s absence.
 - i. Excused Absences: Palombi

2. PLEDGE OF ALLEGIANCE

Chair Homan led the Pledge of Allegiance.

3. ELECTION OF OFFICERS

Director Roberts distributed written ballots to the Board of Commissioners for the purpose of electing two Co-Chair positions. The ballots were collected and tallied in accordance with established procedures.

4. APPROVAL OF AGENDA

Commissioner Mitchell moved and Commissioner Stringfellow seconded to approve the agenda as presented. Commissioner Caverly moved to amend the agenda. The motion to amend failed. **MOTION CARRIED.**

5. PUBLIC COMMENT (FOR ITEMS SPECIFICALLY ON THE AGENDA)

None

6. CONSENT AGENDA

- A. Joint Board Meeting Minutes of December 22, 2025

- B. Approval of:

Accounts Payable Warrants Numbered 63211 to 63267 totaling:	\$	11,691,891.82
Net Payroll Warrants Numbered 108483 to 108491	\$	9,579.23
Transfer from Transfer Revenue Fund to General Fund (GFR) Numbered 2303	\$	67,612.96
Transfer from Interim Revenue Fund to General Fund (GFR) Numbered 1152	\$	1,517,593.24
Accounts Payable Warrants (GFR) Numbered 36582-36590	\$	18,691.57
Net Payroll Warrants (GFR) Numbered 100999	\$	62,050.29
GRAND TOTAL	\$	13,367,419.11

Commissioner McAfee moved and Commissioner Gorder seconded to approve the Consent Agenda for Central Pierce Fire & Rescue. **MOTION CARRIED.**

7. STANDING COMMITTEES

A. Legislative Committee

Commissioner Samuelsen reported that the legislative session began today. The District currently has meetings scheduled with four Senators and three Representatives on Legislative Day. A hearing on HB 2203, Interference with Emergency Operations, is scheduled for tomorrow. Legislative Committee Meeting No. 2 will be held on January 26th at 4:00 p.m. Additional bills are under review and will be monitored.

8. UNFINISHED BUSINESS

None

9. NEW BUSINESS

None

10. CONSIDERATIONS & REQUESTS

A. District Facilities Maintenance Presentation

Deputy Chief Berdan presented the Board with the building maintenance projects planned for completion in 2026.

B. Revisions to Board Policies 3.40, 3.41, and 3.45

Director Washo presented Policies 3.40, 3.41, and 3.45. The Board requested additional information regarding domestic partnerships and bereavement. Director Washo will return with the requested information at an upcoming meeting.

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

A. Emergency Services Directorate/Chief Morrow:

Chief Morrow reviewed the Emergency Services Directorate Report.

B. Performance Directorate/Deputy Chief Jackson:

DC Jackson reviewed the Performance Directorate Report.

C. Human Resources Directorate/HR Director Washo:

Director Washo reviewed the Human Resources Directorate Report.

D. Fire Chief's Report/Chief Morrow:

Chief Morrow presented the Fire Chief's Report. During discussion, Commissioner Caverly expressed a preference for smaller committee workgroups. A consensus poll was taken, with three in favor and ten opposed.

E. Local 726 Report: President James noted the union's newly seated officers and extended New Year's greetings to the Board.

12. CORRESPONDENCE

A. Employee Recognition Letter & Commendation Letter

Chair Homan expressed appreciation for the letters and congratulated those recognized for their great work.

13. CO-CHAIR ELECTION RESULTS

Director Roberts announced that Matt Holm and Russell Barstow were elected Co-Chairs.

14. COMMISSIONER COMMENTS

Commissioner Mitchell - Commissioner Mitchell extended New Year greetings and noted well wishes for Director Robacker's recovery.

Commissioner Estes – Commissioner Estes expressed appreciation for the dialogue and thanked staff. He also extended well wishes for Director Robacker and New Year greetings to all.

Commissioner McAfee – Commissioner McAfee concurred with the prior comments.

Commissioner Samuelsen – Commissioner Samuelsen announced the Pierce County Fire Commissioners meeting scheduled for January 22 at South Sound 911 and a February meeting here at the Administrative Operations Center.

Co-Chair Barstow – Co-Chair Barstow thanked staff and the Board for their work and extended well wishes for Director Robacker's recovery.

Commissioner Dannat – Commissioner Dannat reminded the Board of the upcoming Pierce County Commissioner banquet and extended New Year greetings.

Commissioner Caverly – Commissioner Caverly expressed appreciation for staff and crews involved in recent incidents, including an MCI response, and requested information regarding membership in the Washington State Fire Commissioners Association and the Pierce County Fire Commissioners.

Commissioner Buttz – Commissioner Buttz encouraged open discussion among Commissioners and extended well wishes for Director Robacker's recovery.

Commissioner Stringfellow – Commissioner Stringfellow extended well wishes for Director Robacker's recovery.

Commissioner Bellerive – Commissioner Bellerive extended well wishes for Director Robacker's recovery.

Co-Chair Holm – Co-Chair Holm expressed concern regarding Director Robacker and extended well wishes for her full recovery.

Chair Homan – Chair Homan reminded the board that F-1 and C-4 post-election forms are due by April, congratulated the newly elected Co-Chairs, and thanked the Board for the opportunity to serve as Co-Chair.

15. ADJOURNMENT

There being no further business, Commissioner McAfee moved, and Commissioner Mitchell seconded to adjourn the meeting. **MOTION CARRIED.**

The meeting adjourned at 7:47 P.M.

Matthew Holm
Co-Chair of the Board

Russell Barstow
Co-Chair of the Board

Sandi Roberts
Interim District Secretary

Erika McInnis
Recorder



Central Pierce Fire & Rescue

Fund 686 & 687 Dept 006

Key Bank

Account No. XXXXXXXX0522

Warrant Approval

In accordance with RCW 42.24 the following warrants have been authenticated and certified by the District's Auditing Officer, that the claims are a just, due, and paid obligation against Central Pierce Fire & Rescue and are being presented to the Board of Fire Commissioners for Board approval.

<u>Issue Date</u>	<u>Warrant Numbers</u>	<u>Amount</u>
01/05/2026 - 01/15/2026	AP00063268 - AP00063345	\$3,331,689.75
	Total	\$3,331,689.75

Dustin Morrow
Fire Chief

Russell Barstow
Commissioner

Jason Bellerive
Commissioner

Margaret Buttz
Commissioner

Jonathan Caverly
Commissioner

Arlene Dannat
Commissioner

Brian Estes
Commissioner

Kevin Gorder
Commissioner

Matthew Holm
Commissioner

Robert Homan
Commissioner

Christine McAfee
Commissioner

Dale Mitchell
Commissioner

Joe Palombi
Commissioner

Neil Samuelsen
Commissioner

Steve Stringfellow
Commissioner

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel	To Note
AP CHK 00063268	CPFR	Central Pierce Fire & Rescu	01/05/26	1,242,208.00	MW	IS		

S U B T O T A L S:

Total Void Machine Written	0.00	Number of Checks Processed:	0
Total Void Hand Written	0.00	Number of Checks Processed:	0
Total Machine Written	1,242,208.00	Number of Checks Processed:	1
Total Hand Written	0.00	Number of Checks Processed:	0
Total Reversals	0.00	Number of Checks Processed:	0
Total Cancelled	0.00	Number of Checks Processed:	0
Total EFTs	0.00	Number of EFTs Processed:	0
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L 1,242,208.00

Central Pierce Fire and Rescue
Accounts Payable Warrant Approval

Start Date: 01/05/2026
End Date: 01/05/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL	
PIERCE COUNTY FIRE PROT DIST # (CPFR)						
	010526	01/05/2026	650,192.00	01/05/2026 AP EFTS	001	21110
	010526	01/05/2026	592,016.00	01/05/2026 AP EFTS	101	21110
TOTAL FOR CHECK AP 00063268:			1,242,208.00			
REPORT TOTAL:			1,242,208.00			

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
AP CHK 00063269	CPFR	Central Pierce Fire & Rescu	01/09/26	48,008.21	MW	IS	
AP CHK 00063270	DWFDRYWA	DWF DRYWALL	01/09/26	10,566.75	MW	IS	

S U B T O T A L S:

Total Void Machine Written	0.00	Number of Checks Processed:	0
Total Void Hand Written	0.00	Number of Checks Processed:	0
Total Machine Written	58,574.96	Number of Checks Processed:	2
Total Hand Written	0.00	Number of Checks Processed:	0
Total Reversals	0.00	Number of Checks Processed:	0
Total Cancelled	0.00	Number of Checks Processed:	0
Total EFTs	0.00	Number of EFTs Processed:	0
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L 58,574.96

Central Pierce Fire and Rescue
Accounts Payable Warrant Approval

Start Date: 01/09/2026
End Date: 01/09/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL	
DWF DRYWALL (DWFDRYWA)						
	2082	12/29/2025	10,566.75	ST64 DRYWALL MATERIALS/LABOR	3016049422	56241
	2082	12/29/2025	0.00	PUBLIC WORKS	3016049422	56241
TOTAL FOR CHECK AP 00063270:			10,566.75			
PIERCE COUNTY FIRE PROT DIST # (CPFR)						
	010926	01/09/2026	48,008.21	01/09/2026 AP EFTS	301	21110
TOTAL FOR CHECK AP 00063269:			48,008.21			
REPORT TOTAL:			58,574.96			

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
=====	=====	=====	=====	=====	=====	=====	=====
AP CHK 00063271	ASSOWASH	Assoc of Washington Cities	01/09/26	2,200.00	MW	IS	
AP CHK 00063272	ATTMOBI	AT&T MOBILITY II LLC	01/09/26	581.93	MW	IS	
AP CHK 00063273	BROOLUMB	Brookdale Lumber Inc	01/09/26	190.90	MW	IS	
AP CHK 00063274	CKGARAGE	C&K GARAGE DOORS & OPENERS	01/09/26	6,612.36	MW	IS	
AP CHK 00063275	CASCFRIC	Cascade Friction Materials	01/09/26	671.05	MW	IS	
AP CHK 00063276	CPFR	Central Pierce Fire & Rescu	01/09/26	490,759.45	MW	IS	
AP CHK 00063277	CHEVPUYA	CHEVROLET BUICK GMC OF PUYA	01/09/26	40.75	MW	IS	
AP CHK 00063278	CENEHARV	CHS INC	01/09/26	4,957.01	MW	IS	
AP CHK 00063279	CITYORTI	City of Orting	01/09/26	624.03	MW	IS	
AP CHK 00063280	CLERSINC	CLERKIN, SINCLAIR & MAHFOUZ	01/09/26	2,479.09	MW	IS	
AP CHK 00063281	COMCAST	COMCAST	01/09/26	2,697.92	MW	IS	
AP CHK 00063282	CDSATTOR	CSD ATTORNEYS AT LAW P.S.	01/09/26	5,384.00	MW	IS	
AP CHK 00063283	DMRECYCL	D M Recycling Co Inc	01/09/26	1,132.77	MW	IS	
AP CHK 00063284	CORESTEW	DAVID M. COREY PHD PC	01/09/26	840.00	MW	IS	
AP CHK 00063285	CRYSTAL	DS SERVICES OF AMERICA INC	01/09/26	556.63	MW	IS	
AP CHK 00063286	ELMHMUTU	ELMHURST MUTUAL POWER & LIG	01/09/26	1,326.52	MW	IS	
AP CHK 00063287	FIRGMUTU	FIRGROVE MUTUAL INC	01/09/26	169.87	MW	IS	
AP CHK 00063288	FIRSOUTF	FIRST RESPONDER OUTFITTERS,	01/09/26	1,251.74	MW	IS	
AP CHK 00063289	FROGFOG	FROGGYS FOG LLC	01/09/26	3,305.96	MW	IS	
AP CHK 00063290	GENSCO	GENSCO	01/09/26	548.85	MW	IS	
AP CHK 00063291	HDSUPPINC	HD SUPPLY, INC	01/09/26	784.36	MW	IS	
AP CHK 00063292	JJAUTO	J & J AUTO REPAIR & TOWING	01/09/26	1,297.20	MW	IS	
AP CHK 00063293	DAVI04010	JEFFERY DAVISON	01/09/26	170.00	MW	IS	
AP CHK 00063294	LEMAMOB	LEMAY MOBILE SHREDDING	01/09/26	55.28	MW	IS	
AP CHK 00063295	LEVEL3FIN	LEVEL 3 FINANCING INC	01/09/26	4,359.92	MW	IS	
AP CHK 00063296	LIGHUNIF	LIGHTHOUSE UNIFORMS CO INC	01/09/26	73.73	MW	IS	
AP CHK 00063297	MULTHEAL	MULTICARE HEALTH SYSTEM	01/09/26	2,108.00	MW	IS	
AP CHK 00063298	MURRDISP	MURREY'S DISPOSAL CO INC	01/09/26	1,357.60	MW	IS	

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
=====	=====	=====	=====	=====	=====	=====	=====
AP CHK 00063299	MYSIDEWA	MYSIDEWALK INC.	01/09/26	5,000.00	MW	IS	
AP CHK 00063300	SAMU09190	NEIL SAMUELSEN	01/09/26	34.44	MW	IS	
AP CHK 00063301	ONITNETW	ON IT NETWORKS INC	01/09/26	497.68	MW	IS	
AP CHK 00063302	ORKIN	ORKIN	01/09/26	276.27	MW	IS	
AP CHK 00063303	PARKLIGH	Parkland Light & Water Co.	01/09/26	2,641.25	MW	IS	
AP CHK 00063304	PCBUDGET	PC Budget and Finance	01/09/26	100,304.08	MW	IS	
AP CHK 00063305	WOHR08050	PETER J. WOHRLE	01/09/26	418.47	MW	IS	
AP CHK 00063306	PCREFUSE	Pierce County Refuse	01/09/26	3,518.41	MW	IS	
AP CHK 00063307	PCSEWER	Pierce County Sewer	01/09/26	893.90	MW	IS	
AP CHK 00063308	PSENERGY	Puget Sound Energy	01/09/26	842.01	MW	IS	
AP CHK 00063309	SPRIHOLD	SPRINGBROOK HOLDING COMPANY	01/09/26	1,991.27	MW	IS	
AP CHK 00063310	STEPFRIE	STEPHEN FRIEDRICK MD PS	01/09/26	7,000.00	MW	IS	
AP CHK 00063311	ROWHEAL	STEPHENIE TORNBERG	01/09/26	852.50	MW	IS	
AP CHK 00063312	HAMM01040	STEVEN HAMMOND	01/09/26	924.84	MW	IS	
AP CHK 00063313	UNHEPITT	United Health Care	01/09/26	1,042.13	MW	IS	
AP CHK 00063314	WFCA	WA FIRE COMMISSIONERS ASSN	01/09/26	9,000.00	MW	IS	
AP CHK 00063315	WASHWATE	WASHINGTON WATER SERVICE CO	01/09/26	412.91	MW	IS	

S U B T O T A L S:

Total Void Machine Written	0.00	Number of Checks Processed:	0
Total Void Hand Written	0.00	Number of Checks Processed:	0
Total Machine Written	672,187.08	Number of Checks Processed:	45
Total Hand Written	0.00	Number of Checks Processed:	0
Total Reversals	0.00	Number of Checks Processed:	0
Total Cancelled	0.00	Number of Checks Processed:	0
Total EFTs	0.00	Number of EFTs Processed:	0
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L 672,187.08

Central Pierce Fire and Rescue
Accounts Payable Warrant Approval

Start Date: 01/09/2026

End Date: 01/09/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL	
ASSOC OF WASHINGTON CITIES (ASSOWASH)						
	167352	01/01/2026	1,700.00	AWC DRUG & ALCOHOL CONSORTIUM	0012032213	54191
	167352	01/01/2026	500.00	AWC MEMBERSHIP FEE 2026	0012032213	54901
TOTAL FOR CHECK AP 00063271:			2,200.00			
AT&T MOBILITY (ATTMOBI)						
	X12132025	12/05/2025	581.93	#287297124815 OVFR 12/2025 PHN	0012102215	54202
TOTAL FOR CHECK AP 00063272:			581.93			
BROOKDALE LUMBER INC (BROOLUMB)						
	454565	12/31/2025	32.11	ST91 PROPANE	0016912250	53141
	454646	01/06/2026	12.14	ST94 PROPANE	0016202250	53141
	F22609	01/01/2026	146.65	1X2X8, 2X2X8 LUMBER	0012302240	53141
TOTAL FOR CHECK AP 00063273:			190.90			
C&K GARAGE DOORS & OPENERS LLC (CKGARAGE)						
	97545	12/24/2025	2,312.10	STN 65 SPARE BAY DOOR SPRINGS	0012042254	53146
	97548	12/26/2025	925.68	ST71 ENG BAY DOOR SPRING REPLA	0012042254	54801
	97548	12/26/2025	0.00	PUBLIC WORKS	0012042254	54801
	97549	12/26/2025	1,051.04	STN 71 SPARE BAY DOOR SPRINGS	0012042254	53146
	97552	12/29/2025	1,976.72	ST71 DFM BAY DOOR SPRING REPLA	0012042254	54801
	97552	12/29/2025	0.00	PUBLIC WORKS	0012042254	54801
	97554	12/29/2025	346.82	ST67 BAY DOOR CABLE REPAIR	0012042254	54801
	97554	12/29/2025	0.00	PUBLIC WORKS	0012042254	54801
TOTAL FOR CHECK AP 00063274:			6,612.36			
CASCADE FRICTION MATERIALS (CASCFRIC)						
	576633440	01/08/2026	671.05	GE17-1 (1) KAISER KING PIN KIT	0016502265	53143
TOTAL FOR CHECK AP 00063275:			671.05			
CENEX HARVEST STATES INC (CENEHARV)						
	54203171	01/02/2026	1,423.25	PROPANE STATION 68 1/2/26	0016202250	54705
	YA7IM3077	12/01/2025	1,212.07	ST69/SHOP 2025 PROPANE GAS - B	0016092250	54705
	YA7IM3202	12/04/2025	1,324.10	ST68 12/2025 PROPANE GAS -BULK	0016082250	54705
	YA7IM3688	12/17/2025	997.59	ST60 2025 PROPANE GAS - BULK	0016002250	54705
TOTAL FOR CHECK AP 00063278:			4,957.01			
CHEVROLET OF PUYALLUP (CHEVPUYA)						
	736527	01/07/2026	40.75	BC17-2 ENG57 GLOW PLUG	0016502265	53143
TOTAL FOR CHECK AP 00063277:			40.75			
CITY OF ORTING (CITYORTI)						
	40-251231	12/31/2025	158.81	#26650 ST40 12/2025 WATER	0016702250	54711
	40-251231	12/31/2025	410.35	#26650 ST40 12/2025 SEWER/STRM	0016702250	54721
	40I-251231	12/31/2025	54.87	#2248 ST40 IRRIGATION 12/2025	0016702250	54711
TOTAL FOR CHECK AP 00063279:			624.03			
CLERKIN, SINCLAIR & MAHFOUZ, L (CLERSINC)						
	016663759804	12/31/2025	2,479.09	TORT CLAIM-USAA/W. KING 7/2025	0012002210	54915
TOTAL FOR CHECK AP 00063280:			2,479.09			
COMCAST (COMCAST)						
	260224158	01/01/2026	2,164.22	#900009251 01/2026 94/95 INTER	0012102215	54202

Central Pierce Fire and Rescue
Accounts Payable Warrant Approval

Start Date: 01/09/2026

End Date: 01/09/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
	260224178	01/01/2026	533.70	#900353595 ST94 01/2026 PHONES	0012102215 54202
TOTAL FOR CHECK AP 00063281:			2,697.92		
COREY & STEWART (CORESTEW)					
	5965	12/29/2025	840.00	SPFR POST-OFFER EVALS	0013172220 53401
TOTAL FOR CHECK AP 00063284:			840.00		
CSD ATTORNEYS AT LAW P.S. (CDSATTOR)					
	133748	11/30/2025	5,384.00	PROFESSIONAL SERVICES 11/2025	0012002210 54151
TOTAL FOR CHECK AP 00063282:			5,384.00		
D M RECYCLING CO INC (DMRECYCL)					
	13363011S111	12/31/2025	137.00	#21116116470 ST69 12/25 RECYCL	0016092250 54741
	13363011S111	12/31/2025	137.00	#21116116470 SHOP 12/25 RECYCL	0016502265 54741
	13363240S111	12/31/2025	187.00	#21116157294 ST67 12/25 RCYCLE	0016072250 54741
	13363261S111	12/31/2025	190.43	#21116158282 ST71 12/25 RECYCL	0017012250 54741
	13363680S111	12/31/2025	179.00	#2111321737931 ST96 12/25 RCYC	0016962250 54741
	13364647S111	12/31/2025	76.34	#2111321850828 ST72 12/25 RECY	0017022250 54741
	13364934S111	12/31/2025	172.00	#2111321880674 ST66 12/25 RECY	0016062250 54741
	13364945S111	12/31/2025	54.00	#2111321881803 ST43 12/25 RECY	0016732250 54741
TOTAL FOR CHECK AP 00063283:			1,132.77		
DS SERVICES OF AMERICA INC (CRYSTAL)					
	24723044123125	12/31/2025	36.18	COOLER RENTAL 12/2025	0012042254 54502
	24723044123125	12/31/2025	308.87	WATER, 5 GALLON BOTTLE (EACH)	0012052218 53198
	24723044123125	12/31/2025	211.58	WATER, 5 GALLON BOTTLE (EACH)	0012052218 53198
TOTAL FOR CHECK AP 00063285:			556.63		
ELMHURST MUTUAL POWER & LIGHT (ELMHMUTU)					
	65-251231	12/31/2025	735.50	#65031 ST65 12/2025 ELECTRICTY	0016052250 54731
	68-251231	12/31/2025	591.02	#63497 ST68 12/2025 ELECTRIC	0016082250 54731
TOTAL FOR CHECK AP 00063286:			1,326.52		
FIRGROVE MUTUAL WATER COMPANY (FIRGMUTU)					
	69SP-251231	12/31/2025	169.87	#008511000 11-12/25 ST69 WATR	0016092250 54711
TOTAL FOR CHECK AP 00063287:			169.87		
FIRST RESPONDER OUTFITTERS, IN (FIRSOUTF)					
	258563	12/31/2025	1,251.74	EMBROIDERY POLO SHIRTS	0012042254 52011
TOTAL FOR CHECK AP 00063288:			1,251.74		
FROGGYS FOG LLC (FROGFOG)					
	324767	01/01/2026	3,305.96	TRAIN SG-Z1200 SMOKE MACHINE	0012302240 53501
TOTAL FOR CHECK AP 00063289:			3,305.96		
GENSCO (GENSCO)					
	860936249	01/07/2026	548.85	60/LOG FURNACE FILTERS	0012042254 53141
TOTAL FOR CHECK AP 00063290:			548.85		
HD SUPPLY, INC (HDSUPPINC)					
	9243948634	12/12/2025	700.21	HAIR & BODY SHAMPOO, 1000ML (E	0012052218 53198
	9244382023	01/01/2026	84.15	AEROSOL AIR FRESHENER (EACH)	0016202250 53141
TOTAL FOR CHECK AP 00063291:			784.36		
J & J AUTO REPAIR & TOWING (JJAUTO)					

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	7765	10/02/2025	1,297.20	6X CARS DELIVER/PICK UP	0012302240 53141
TOTAL FOR CHECK AP 00063292:			1,297.20		
JEFFERY DAVISON (DAVI04010)					
	18214176541	01/05/2026	170.00	PER DIEM - 2026 FDSOA	0012502210 54301
TOTAL FOR CHECK AP 00063293:			170.00		
LEMAY MOBILE SHREDDING (LEMAMOB)					
	4914209S185	12/31/2025	55.28	SHREDDING AOC 12/2025	0012002210 54191
TOTAL FOR CHECK AP 00063294:			55.28		
LEVEL 3 FINANCING INC (LEVEL3FIN)					
	768236358	01/01/2026	1,418.89	#5VVXB6VHB AOC 01/2026 COMMS	0012102215 54202
	768241134	01/01/2026	2,941.03	#5CZ7GFBGC 72/60/61 01/26 COMM	0012102215 54202
TOTAL FOR CHECK AP 00063295:			4,359.92		
LIGHTHOUSE UNIFORMS (LIGHUNIF)					
	A330735	12/17/2025	73.73	CLASS A DRESS SHIRT	0012042254 52020
TOTAL FOR CHECK AP 00063296:			73.73		
MULTICARE HEALTH SYSTEM (MULTHEAL)					
	CINV10023959	12/31/2025	1,420.00	WHOLE BLOOD UNITS	1013402680 53141
	CINV10023959	12/31/2025	532.00	RED CELLS	1013402680 53141
	CINV10023959	12/31/2025	156.00	PLASMA	1013402680 53141
TOTAL FOR CHECK AP 00063297:			2,108.00		
MURREY'S DISPOSAL (MURRDISP)					
	13366894S111	12/31/2025	7.74	#211111158740 TC 12/25 GARBAGE	0016172250 54741
	13366895S111	12/31/2025	198.88	#211111158760 ST69 12/25 GARB	0016092250 54741
	13366895S111	12/31/2025	198.88	#211111158760 SHOP 12/25 GARB	0016502265 54741
	13367864S111	12/31/2025	221.00	#211111158741 ST67 12/25 GARB	0016072250 54741
	13367984S111	12/31/2025	107.29	MED WASTE DISPOSAL/SHARPS	1013402680 54742
	13367984S111	12/31/2025	185.69	MED WASTE AND SHARPS DISPOSAL	1013402680 54742
	13368031S111	12/31/2025	213.53	#211111159042 ST96 12/25 GRBAG	0016962250 54741
	13369264S111	12/31/2025	52.87	#2111321825520 ST43 12/25 GRB	0016732250 54741
	20618416S180	12/31/2025	171.72	#2180588899002 ST95 12/25 RECY	0016952250 54741
TOTAL FOR CHECK AP 00063298:			1,357.60		
MYSIDEWALK INC. (MYSIDEWA)					
	34675	01/01/2026	5,000.00	SUBSCRIPTION TO MYSIDEWALK '26	0014002230 54813
TOTAL FOR CHECK AP 00063299:			5,000.00		
NEIL SAMUELSEN (SAMU09190)					
	12312025	12/31/2025	34.44	MILEAGE REIMBURSEMENT 12/2025	0011001100 54331
TOTAL FOR CHECK AP 00063300:			34.44		
ON IT NETWORKS INC (ONITNETW)					
	5459	12/31/2025	497.68	OVFR IT SUPPORT SERVICES 12/25	0012102215 54813
TOTAL FOR CHECK AP 00063301:			497.68		
ORKIN (ORKIN)					
	287248359	12/31/2025	132.50	ST40 2025 PEST CONTROL	0016702250 54191
	287248999	12/31/2025	143.77	ST43 2025 PEST CONTROL	0016732250 54191
TOTAL FOR CHECK AP 00063302:			276.27		

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PARKLAND LIGHT & WATER CO. (PARKLIGH)						
	61-251231	12/31/2025	1,858.77	#1408 ST61 12/2025 ELECTRICITY	0016012250	54731
	61L-251231	12/31/2025	87.61	#40956 ST61 12/2025 LIGHT	0016012250	54731
	61W-251231	12/31/2025	133.41	#1407 ST61 12/2025 WATER	0016012250	54711
	61W-251231A	12/31/2025	63.04	#1409 ST61 12/2025 WATER	0016012250	54711
	62-251231	12/31/2025	183.16	#6751 ST62 11/12 2025 WATER	0016022250	54711
	65-251231	12/31/2025	249.68	#32512 ST65 11/12 2025 WATER	0016052250	54711
	65S-251231	12/31/2025	65.58	#44386 ST65 11/12 2025 SPRNKLR	0016052250	54711
TOTAL FOR CHECK AP 00063303:			2,641.25			
PC BUDGET AND FINANCE (PCBUDGET)						
	CI379391	12/26/2025	91,653.66	11-4-25 GENERAL ELECTION CPFR	0012002210	54161
	CI379396	12/26/2025	8,650.42	11-4-25 GENERAL ELECTION OVFR	0012002210	54161
TOTAL FOR CHECK AP 00063304:			100,304.08			
PETER J. WOHRLE (WOHR08050)						
	18108138068A	12/31/2025	418.47	REIMBURSE - AIRFARE 12/2025	0014002230	54341
TOTAL FOR CHECK AP 00063305:			418.47			
PIERCE COUNTY FIRE PROT DIST # (CPFR)						
	010726	01/07/2026	42,711.36	Q4 2025 WA LONG TERM CARE	001	23147
	010726	01/07/2026	96,832.99	Q4 2025 WA PAID SICK LEAVE	001	23148
	010726	01/07/2026	(0.24)	Q4 2025 WA LONG TERM CARE	0013002220	52019
	010726	01/07/2026	(0.54)	Q4 2025 WA PAID SICK LEAVE	0013002220	52019
	010726	01/07/2026	13,961.17	Q4 2025 WA LONG TERM CARE	101	23147
	010726	01/07/2026	31,193.50	Q4 2025 WA PAID SICK LEAVE	101	23148
	010926	01/09/2026	232,398.64	01/09/2026 AP EFTS	001	21110
	010926	01/09/2026	11,281.45	01/09/2026 AP EFTS	015	21110
	010926	01/09/2026	62,381.12	01/09/2026 AP EFTS	101	21110
TOTAL FOR CHECK AP 00063276:			490,759.45			
PIERCE COUNTY REFUSE (PCREFUSE)						
	20614646S180	12/31/2025	110.69	#2180342418001 ST93 12/25 GRBG	0016932250	54741
	20614684S180	12/31/2025	368.11	#218035266001 ST61 12/25 GARB	0016012250	54741
	20614685S180	12/31/2025	151.91	#218035275001 ST64 12/25 GRBAG	0016042250	54741
	20614687S180	12/31/2025	272.99	#218035292001 ST60 12/25 GRBAG	0016002250	54741
	20614688S180	12/31/2025	364.05	#218035301001 ST66 12/25 GARB	0016062250	54741
	20614689S180	12/31/2025	194.64	#218035314001 ST68 12/25 GRB	0016082250	54741
	20615128S180	12/31/2025	203.55	#2180483001 ST91 12/25 GRBAGE	0016912250	54741
	20615254S180	12/31/2025	110.69	#2180533151001 ST95 12/25 GRBG	0016952250	54741
	20615407S180	12/31/2025	194.64	#2180588899001 ST65 12/25 GRBG	0016052250	54741
	20615428S180	12/31/2025	199.93	#2180597553 ST94 12/25 GARBGE	0016942250	54741
	20615433S180	12/31/2025	310.42	#2180599096 ST94 12/25 RECYCL	0016942250	54741
	20615744S180	12/31/2025	171.72	#2180533151002 ST95 12/25 RECY	0016952250	54741
	20616387S180	12/31/2025	110.69	#2180556556002 ST62 12/25 GARB	0016022250	54741
	20616469S180	12/31/2025	157.20	#21801047792001 ST63 12/25 GRB	0016032250	54741
	20616488S180	12/31/2025	31.96	#21801047792002 ST63 12/25 REC	0016032250	54741
	20617198S180	12/31/2025	137.82	#2180483002 ST91 12/25 RECYCL	0016912250	54741
	20617221S180	12/31/2025	31.96	#218035275002 ST64 12/25 RCYCL	0016042250	54741

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	20617222S180	12/31/2025	31.96	#218035301002 ST66 12/25 GARBG	0016062250 54741
	20617223S180	12/31/2025	63.92	#218035314002 ST68 12/25 RECY	0016082250 54741
	20617251S180	12/31/2025	31.96	#2180342418002 ST93 12/25 RCYC	0016932250 54741
	20617252S180	12/31/2025	95.88	#218035292004 ST60 12/25 RECY	0016002250 54741
	20617285S180	12/31/2025	171.72	#218035266002 ST61 12/25 RECYC	0016012250 54741
TOTAL FOR CHECK AP 00063306:			3,518.41		
PIERCE COUNTY SEWER (PCSEWER)					
	60-251231	12/31/2025	161.16	#1812114 ST60 12/2025 SEWER	0016002250 54721
	61-251231	12/31/2025	144.81	#85900 ST61 12/2025 SEWER	0016012250 54721
	62-251231	12/31/2025	41.34	#233439 ST62 12/2025 SEWER	0016022250 54721
	65-251231	12/31/2025	90.36	#1236121 ST65 12/2025 SEWER	0016052250 54721
	67TC-251231	12/31/2025	172.04	#462454 ST67 12/2025 SEWER	0016072250 54721
	68-251231	12/31/2025	182.94	#1061119 ST68 12/2025 SEWER	0016082250 54721
	69SP-251231	12/31/2025	50.62	#535508 ST69 12/2025 SEWER	0016092250 54721
	69SP-251231	12/31/2025	50.63	#535508 SHOP 12/2025 SEWER	0016502265 54721
TOTAL FOR CHECK AP 00063307:			893.90		
PUGET SOUND ENERGY (PSENERGY)					
	63-251231	12/31/2025	628.21	#220012344424 ST63 12/2025 GAS	0016032250 54701
	66-251231	12/31/2025	213.80	#200013100744 ST66 12/2025 GAS	0016062250 54701
TOTAL FOR CHECK AP 00063308:			842.01		
SPRINGBROOK HOLDING COMPANY, L (SPRIHOLD)					
	INVB002315	01/01/2026	1,991.27	2026 FINANCIAL ESSENTIALS OVFR	0012102215 54813
TOTAL FOR CHECK AP 00063309:			1,991.27		
STEPHEN FRIEDRICK MD (STEPFRIE)					
	01012026	01/01/2026	7,000.00	01/2026 PHYSICIAN ADVISOR	1013402680 54144
TOTAL FOR CHECK AP 00063310:			7,000.00		
STEPHENIE TORNBERG (ROWHEAL)					
	12312025	12/31/2025	852.50	MEDICAL EVALUATIONS 2025	0012552210 54911
TOTAL FOR CHECK AP 00063311:			852.50		
STEVEN HAMMOND (HAMM01040)					
	010526	01/05/2026	924.84	REIMBURSEMENT -DUTY BOOTS	0012032213 53501
TOTAL FOR CHECK AP 00063312:			924.84		
UNITED HEALTH PITTSBURGH (UNHEPITT)					
	26359774	12/12/2025	1,042.13	REFUND OF OVERPAYMENT	101340 34260
TOTAL FOR CHECK AP 00063313:			1,042.13		
WA FIRE COMMISSIONERS ASSOC (WFCA)					
	300002238	01/01/2026	7,692.00	2026 MEMBERSHIP DUES.	0011001100 54901
	300002370	01/06/2026	1,308.00	ADDTL MEMBER FEES FOR GFR/OVFR	0011001100 54901
TOTAL FOR CHECK AP 00063314:			9,000.00		
WASHINGTON WATER SERVICE (WASHWATE)					
	96-251229	12/29/2025	379.45	#8300014177 ST96 12/2025 WATER	0016962250 54711
	96I-251229	12/29/2025	33.46	#6000069985 ST96 12/2025 IRRIG	0016962250 54711
TOTAL FOR CHECK AP 00063315:			412.91		
REPORT TOTAL:			672,187.08		

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel	To Note
AP CHK 00063316	CPFR	Central Pierce Fire & Rescu	01/15/26	5,000.00	MW	IS		

S U B T O T A L S:

Total Void Machine Written	0.00	Number of Checks Processed:	0
Total Void Hand Written	0.00	Number of Checks Processed:	0
Total Machine Written	5,000.00	Number of Checks Processed:	1
Total Hand Written	0.00	Number of Checks Processed:	0
Total Reversals	0.00	Number of Checks Processed:	0
Total Cancelled	0.00	Number of Checks Processed:	0
Total EFTs	0.00	Number of EFTs Processed:	0
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L 5,000.00

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PIERCE COUNTY FIRE PROT DIST # (CPFR)						
	011526	01/15/2026	5,000.00	01/15/2026 AP EFTS	301	21110
TOTAL FOR CHECK AP 00063316:			5,000.00			
REPORT TOTAL:			5,000.00			

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
=====	=====	=====	=====	=====	=====	=====	=====
AP CHK 00063317	INTETELE	ALLSTREAM BUSINESS US INC	01/15/26	4,679.13	MW	IS	
AP CHK 00063318	AMAZON	AMAZON CAPITAL SERVICES	01/15/26	421.22	MW	IS	
AP CHK 00063319	ATTENTER	AT&T DW HOLDINGS, INC	01/15/26	2,106.00	MW	IS	
AP CHK 00063320	BROOLUMB	Brookdale Lumber Inc	01/15/26	12.68	MW	IS	
AP CHK 00063321	CKGARAGE	C&K GARAGE DOORS & OPENERS	01/15/26	6,226.44	MW	IS	
AP CHK 00063322	CASCFRIC	Cascade Friction Materials	01/15/26	181.11	MW	IS	
AP CHK 00063323	CPFR	Central Pierce Fire & Rescu	01/15/26	339,638.05	MW	IS	
AP CHK 00063324	CENEHARV	CHS INC	01/15/26	2,339.75	MW	IS	
AP CHK 00063325	COLUBANK	COLUMBIA BANK	01/15/26	1,059.86	MW	IS	
AP CHK 00063326	COMCAST	COMCAST	01/15/26	330.27	MW	IS	
AP CHK 00063327	DEPTLABO	Department of Labor & Indus	01/15/26	946,519.46	MW	IS	
AP CHK 00063328	ELMHMUTU	ELMHURST MUTUAL POWER & LIG	01/15/26	527.67	MW	IS	
AP CHK 00063329	GALLSLLC	GALLS, LLC.	01/15/26	1,586.88	MW	IS	
AP CHK 00063330	HDSUPPINC	HD SUPPLY, INC	01/15/26	2,025.06	MW	IS	
AP CHK 00063331	PALO06170	JOE PALOMBI	01/15/26	69.52	MW	IS	
AP CHK 00063332	CLEASIGN	JOHN C. SEVENER	01/15/26	3,306.00	MW	IS	
AP CHK 00063333	LEVEL3FIN	LEVEL 3 FINANCING INC	01/15/26	1,346.33	MW	IS	
AP CHK 00063334	LIGHUNIF	LIGHTHOUSE UNIFORMS CO INC	01/15/26	1,023.87	MW	IS	
AP CHK 00063335	FLOHAWKS	LIQUID ENVIRONMENTAL SOLUTI	01/15/26	5,213.16	MW	IS	
AP CHK 00063336	MURRDISP	MURREY'S DISPOSAL CO INC	01/15/26	2,279.51	MW	IS	
AP CHK 00063337	SAMU09190	NEIL SAMUELSEN	01/15/26	69.52	MW	IS	
AP CHK 00063338	PARKLIGH	Parkland Light & Water Co.	01/15/26	105.80	MW	IS	
AP CHK 00063339	PCBUDGET	PC Budget and Finance	01/15/26	2,168.14	MW	IS	
AP CHK 00063340	PCSEWER	Pierce County Sewer	01/15/26	128.47	MW	IS	
AP CHK 00063341	PSENERGY	Puget Sound Energy	01/15/26	14,705.39	MW	IS	
AP CHK 00063342	RIGHSYST	RIGHT! SYSTEMS INC	01/15/26	14,627.83	MW	IS	
AP CHK 00063343	SCDEPTLA	STATE OF SOUTH CAROLINA	01/15/26	400.00	MW	IS	
AP CHK 00063344	SUMMWATE	Summit Water Company	01/15/26	262.59	MW	IS	

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel	To Note
AP CHK 00063345	TPCHD	TACOMA-PIERCE COUNTY HEALTH	01/15/26	360.00	MW	IS		

S U B T O T A L S:

Total Void Machine Written	0.00	Number of Checks Processed:	0
Total Void Hand Written	0.00	Number of Checks Processed:	0
Total Machine Written	1,353,719.71	Number of Checks Processed:	29
Total Hand Written	0.00	Number of Checks Processed:	0
Total Reversals	0.00	Number of Checks Processed:	0
Total Cancelled	0.00	Number of Checks Processed:	0
Total EFTs	0.00	Number of EFTs Processed:	0
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L 1,353,719.71

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AMAZON CAPITAL SERVICES (AMAZON)					
	113MRY6KKK1	01/12/2026	9.91	CS UTILITY SCOOP Rubbermaid	0012052218 53501
	113MRY6KKK1	01/12/2026	56.69	WR Air Pump Pressure Gauge	0013252685 53501
	113MRY6KKK1	01/12/2026	354.62	DISH DETERGENT, FINISH (BOX)	0016202250 53121
TOTAL FOR CHECK AP 00063318:			421.22		
AT&T DW HOLDINGS, INC (ATTENTER)					
	EYD122025	01/04/2026	2,106.00	#500723737 12/2025 DATA SERVIC	0012102215 54202
TOTAL FOR CHECK AP 00063319:			2,106.00		
BROOKDALE LUMBER INC (BROOLUMB)					
	454762	01/13/2026	12.68	62 propane	0016202250 53141
TOTAL FOR CHECK AP 00063320:			12.68		
C&K GARAGE DOORS & OPENERS LLC (CKGARAGE)					
	97540	12/21/2025	3,415.96	STN 94 SET OF SPRINGS BAY DOOR	0012042254 53146
	97562	01/07/2026	537.26	ST94 BAY DOOR REPAIR AND PHOTO	0012042254 54801
	97562	01/07/2026	0.00	*PUBLIC WORKS*	0012042254 54801
	97563	01/09/2026	1,145.37	ST60 BAY DOOR PANEL REPLACEMENT	0012042254 54801
	97563	01/09/2026	0.00	*PUBLIC WORKS*	0012042254 54801
	97563	01/09/2026	1,127.85	CO-1: INITIAL CALL OUT &	0012042254 54801
TOTAL FOR CHECK AP 00063321:			6,226.44		
CASCADE FRICTION MATERIALS (CASCFRIC)					
	576875440	01/13/2026	181.11	GE17-1 TIE ROD END PN#310-395	0016502265 53143
TOTAL FOR CHECK AP 00063322:			181.11		
CENEX HARVEST STATES INC (CENEHARV)					
	52103164	01/08/2026	1,016.16	PROPANE STATION 69 1/8/25	0016202250 54705
	54203231	01/12/2026	1,323.59	PROPANE ST60	0016202250 54705
TOTAL FOR CHECK AP 00063324:			2,339.75		
COLUMBIA BANK (COLUBANK)					
	0625001778	12/31/2025	275.21	#C09700189480 ANALYSIS FEE	0012012211 54912
	0925001824	12/31/2025	784.65	#C09700189480 ANALYSIS FEE	0012012211 54912
TOTAL FOR CHECK AP 00063325:			1,059.86		
COMCAST (COMCAST)					
	AB-260112	01/12/2026	130.76	#8498350232177247 01/2026 INTE	0012102215 54202
	SPN-260104	01/04/2026	199.51	#8498350177299113 SPN 01/2026	0012102215 54202
TOTAL FOR CHECK AP 00063326:			330.27		
DEPARTMENT OF LABOR & INDUSTRI (DEPTLABO)					
	011426	12/31/2025	614,298.80	Q4-2025 L&I RETURN	001 23152
	011426	12/31/2025	52.07	Q4-2025 L&I RETURN	0013002220 52005
	011426	12/31/2025	332,207.70	Q4-2025 L&I RETURN	101 23152
	011426	12/31/2025	(39.11)	Q4-2025 L&I RETURN	1013402680 52005
TOTAL FOR CHECK AP 00063327:			946,519.46		
ELMHURST MUTUAL POWER & LIGHT (ELMHMUTU)					
	62-251231	12/31/2025	527.67	#5147 ST62 12/2025 ELECTRICITY	0016022250 54731
TOTAL FOR CHECK AP 00063328:			527.67		
GALLS, INC. (GALLSLLC)					

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	033687671	01/08/2026	1,586.88	PARKAS	0012042254 52011
TOTAL FOR CHECK AP 00063329:			1,586.88		
HD SUPPLY, INC (HDSUPPINC)					
	9243782221	01/01/2026	596.62	LINER, 40x46 (1.25MIL) (BOX)	0016202250 53121
	9243782221	01/01/2026	344.38	WIPES,WYPALL (BOX)	0016202250 53121
	9243782221	01/01/2026	199.24	SPONGE, SCRUBBING (EACH)	0016202250 53121
	9243782221	01/01/2026	281.76	DIVERSEY SPITFIRE SC POWER CLE	0016202250 53121
	9243782221	01/01/2026	74.05	STAINLESS STEEL CLEANER (EACH)	0016202250 53121
	9243782221	01/01/2026	376.66	SOAP, ANTISEPTIC LOTION, 800ML	0016202250 53121
	9243782221	01/01/2026	152.35	TOILET BOWL CLEANER (EACH)	0016202250 53121
TOTAL FOR CHECK AP 00063330:			2,025.06		
INTEGRA TELECOM (INTETELE)					
	22119903	01/08/2026	2,070.00	#637153 01/2026 PHONE SVC CHG	0012102215 54202
	22132159	01/11/2026	2,609.13	#727925 01/2026 PHONE SVC CHG	0012102215 54202
TOTAL FOR CHECK AP 00063317:			4,679.13		
JOE PALOMBI (PALO06170)					
	10648534195	01/01/2026	23.00	PER DIEM LEGISLATIVE DAY 2026	0011001100 54301
	10648534195	01/01/2026	46.52	MILEAGE - LEGISLATIVE DAY 2026	0011001100 54331
TOTAL FOR CHECK AP 00063331:			69.52		
JOHN C. SEVENER (CLEASIGN)					
	5475	01/09/2026	3,306.00	50 ALUMINUM SIGNS	0012042254 54191
TOTAL FOR CHECK AP 00063332:			3,306.00		
LEVEL 3 FINANCING INC (LEVEL3FIN)					
	768248418	01/01/2026	1,346.33	#5RSCR4BYJ AOC 01/2026 COMMS	0012102215 54202
TOTAL FOR CHECK AP 00063333:			1,346.33		
LIGHTHOUSE UNIFORMS (LIGHUNIF)					
	A328987	11/20/2025	284.48	CLASS A CHUKKA SHOES	0012042254 52020
	A329582	12/22/2025	699.71	CLASS A MASTER PACKAGE	0012042254 52020
	A329582	12/22/2025	39.68	CLASS A NAMEPLATE	0012042254 52020
TOTAL FOR CHECK AP 00063334:			1,023.87		
LIQUID ENVIRONMENTAL SOLUTIONS (FLOHAWKS)					
	66290058	08/16/2025	1,513.29	ST43 SEPTIC BACKUP; EMERGENT S	0012042254 54801
	66290058	08/16/2025	0.00	*PUBLIC WORKS*	0012042254 54801
	66297508	11/12/2025	712.35	ST67 CALL OUT FOR SEWER REPAIR	0012042254 54801
	66297508	11/12/2025	0.00	PUBLIC WORKS	0012042254 54801
	66297560	11/12/2025	1,240.66	ST67 PUMP TRUCK & DISPOSAL 11/	0012042254 54801
	66297560	11/12/2025	0.00	PUBLIC WORKS	0012042254 54801
	66297669	11/14/2025	837.18	ST67 ADDL PUMP CHAMBER & DISPO	0012042254 54801
	66297669	11/14/2025	0.00	PUBLIC WORKS	0012042254 54801
	66297766	11/15/2025	909.68	ST67 REPAIR CHAMBER DISCHARGE	0012042254 54801
	66297766	11/15/2025	0.00	PUBLIC WORKS	0012042254 54801
TOTAL FOR CHECK AP 00063335:			5,213.16		
MURREY'S DISPOSAL (MURRDISP)					
	13413817S111	01/01/2026	642.53	#211147000358 ST71 1-2/26 GARB	0016202250 54741
	13421913S111	01/01/2026	1,290.73	#2111321850595 S72 1-2/26 GRB	0016202250 54741

Central Pierce Fire and Rescue
Accounts Payable Warrant Approval

Start Date: 01/15/2026

End Date: 01/15/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL	
	13423660S111	01/01/2026	346.25	#2111321887533 AB 1-2/2026 GRB	0016202250	54741
TOTAL FOR CHECK AP 00063336:			2,279.51			
NEIL SAMUELSEN (SAMU09190)						
	10648491073	01/01/2026	23.00	PER DIEM LEGISLATIVE DAY 2026	0011001100	54301
	10648491073	01/01/2026	46.52	MILEAGE LEGISLATIVE DAY 2026	0011001100	54331
TOTAL FOR CHECK AP 00063337:			69.52			
PARKLAND LIGHT & WATER CO. (PARKLIGH)						
	65I-251231	12/31/2025	105.80	#35355 ST65 11/12 2025 IRRIGA	0016052250	54711
TOTAL FOR CHECK AP 00063338:			105.80			
PC BUDGET AND FINANCE (PCBUDGET)						
	CI364759	02/11/2025	2,123.55	ORTING EME RADIO SHOP SERVICES	0012042254	54182
	CI367447	04/09/2025	44.59	ORTING EME RADIO SHOP SERVICES	0012042254	54182
TOTAL FOR CHECK AP 00063339:			2,168.14			
PIERCE COUNTY FIRE PROT DIST # (CPFR)						
	011526	01/15/2026	274,326.20	01/15/2026 AP EFTS	001	21110
	011526	01/15/2026	65,311.85	01/15/2026 AP EFTS	101	21110
TOTAL FOR CHECK AP 00063323:			339,638.05			
PIERCE COUNTY SEWER (PCSEWER)						
	63-251231	12/31/2025	128.47	#1778561 ST63 12/2025 SEWER	0016032250	54721
TOTAL FOR CHECK AP 00063340:			128.47			
PUGET SOUND ENERGY (PSENERGY)						
	200022454991	01/09/2026	488.40	#200022454991 ST64 01/2026 GAS	0016202250	54701
	60-251231	12/31/2025	421.01	#220013518166 ST60 12/2025 GAS	0016002250	54701
	65-260107	01/07/2026	1,050.76	#200012556508 ST65 01/2026 GAS	0016202250	54701
	67-251231	12/31/2025	562.31	#200005777707 ST67 12/2025 GAS	0016072250	54701
	69-260114	01/14/2026	2,170.73	#200012220444 ST69 01/2026 ELC	0016202250	54731
	91-260112	01/12/2026	1,147.00	#220037581943 ST91 01/2026 GAS	0016202250	54701
	92-260112	01/12/2026	187.15	220037575333 ST92 01/2026 ELEC	0016202250	54731
	94-260112	01/12/2026	1,109.33	#300000720015 ST96 01/202 GAS	0016202250	54701
	94-260112	01/12/2026	1,638.14	#300000720015 ST96 1/2026 ELEC	0016202250	54731
	94-260113	01/13/2026	1,746.54	#220037573775 ST94 01/26 GAS	0016202250	54701
	95-260113	01/13/2026	1,202.10	#220037488313 ST95 01/2026 GAS	0016202250	54701
	N72-260114	01/14/2026	1,324.47	#220024114682 N72 01/2026 GAS	0016202250	54701
	N72-260114	01/14/2026	837.81	#220024114682 N72 01/2026 ELEC	0016202250	54731
	OK-260112	01/12/2026	22.26	#220037575341 OK 01/26 ELCTRIC	0016202250	54731
	OKB-260112	01/12/2026	29.86	220037575291 OKBARN 01/26 ELEC	0016202250	54731
	SPN-260114	01/14/2026	446.49	#220039522226 SHOP N 01/26 ELC	0016202250	54731
	TC-251231	12/31/2025	321.03	#200014257659 TC 12/2025 GAS	0016172250	54701
TOTAL FOR CHECK AP 00063341:			14,705.39			
RIGHT! SYSTEMS INC (RIGHSYST)						
	SI195744	01/08/2026	14,627.83	SPLUNK ENTERPRISE RENEWAL	0012102215	54813
TOTAL FOR CHECK AP 00063342:			14,627.83			
STATE OF SOUTH CAROLINA (SCDEPTLA)						
	2026010610324	01/06/2026	400.00	LODGING SC FIRE DORMS CRR 2026	0014002230	54311
TOTAL FOR CHECK AP 00063343:			400.00			

Central Pierce Fire and Rescue
Accounts Payable Warrant Approval

Start Date: 01/15/2026
End Date: 01/15/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
SUMMIT WATER COMPANY (SUMMWATE)					
	67-260110	01/10/2026	173.27	#1312200001 ST67 01/2026 WATER	0016202250 54711
	67T-260110	01/10/2026	89.32	#1312250001 67T 01/2026 WATER	0016202250 54711
	TOTAL FOR CHECK AP 00063344:		262.59		
TACOMA-PIERCE COUNTY HEALTH DE (TPCHD)					
	3710494	12/23/2025	180.00	ST43 WATER SYSTEM PERMIT	0012042254 54912
	3710832	12/23/2025	180.00	ST93 WATER SYSTEM PERMIT	0012042254 54912
	TOTAL FOR CHECK AP 00063345:		360.00		
	REPORT TOTAL:		1,353,719.71		

Central Pierce Fire & Rescue

Fund 686 & 687 Dept 006

Key Bank

Account No. XXXXXXXX0522

Electronic Payment Details

In accordance with RCW 42.24 the electronic payments detailed in the attachments have been authenticated and certified by the District's Auditing Officer, that the claims are a just, due, and paid obligation against Central Pierce Fire & Rescue. This is presented to the Board of Fire Commissioners for Board informational purposes only. Board authorization occurred with the approval of warrants noted below. Warrants issued transfer funds to the bank account in which the electronic payments are drawn.

<u>Issue Date</u>	<u>EFT Numbers</u>	<u>EFT Transfer Warrant</u>	<u>Amount</u>
01/05/2026	EP00021325 - EP00021326	AP00063268	\$1,242,208.00
01/09/2026	EP00021327 - EP00021327	AP00063269	\$48,008.21
01/09/2026	EP00021328 - EP00021399	AP00063276	\$306,061.21
01/15/2026	EP00021400 - EP00021400	AP00063316	\$5,000.00
01/15/2026	EP00021401 - EP00021444	AP00063323	\$339,638.05
Total			\$1,940,915.47

Dustin Morrow
Fire Chief

Russell Barstow
Commissioner

Jason Bellerive
Commissioner

Margaret Buttz
Commissioner

Jonathan Caverly
Commissioner

Arlene Dannat
Commissioner

Brian Estes
Commissioner

Kevin Gorder
Commissioner

Matthew Holm
Commissioner

Robert Homan
Commissioner

Christine McAfee
Commissioner

Dale Mitchell
Commissioner

Joe Palombi
Commissioner

Neil Samuelson
Commissioner

Steve Stringfellow
Commissioner

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
AP EFT 00021325	LOCA726	IAFF LOCAL 726 HEALTH AND	01/05/26	1,106,208.00	MW	CX	
AP EFT 00021326	HRAVEBA	HRA VEBA TRUST	01/05/26	136,000.00	MW	CX	

S U B T O T A L S:

Total Void Machine Written	0.00	Number of Checks Processed:	0
Total Void Hand Written	0.00	Number of Checks Processed:	0
Total Machine Written	0.00	Number of Checks Processed:	0
Total Hand Written	0.00	Number of Checks Processed:	0
Total Reversals	0.00	Number of Checks Processed:	0
Total Cancelled	0.00	Number of Checks Processed:	0
Total EFTs	1,242,208.00	Number of EFTs Processed:	2
Total EPAYs	0.00	Number of EPAYs Processed:	0
S U B T O T A L	1,242,208.00		

Central Pierce Fire and Rescue
Accounts Payable Warrant Approval

Start Date: 01/05/2026

End Date: 01/05/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL	
HRA VEBA TRUST (HRAVEBA)						
	010526	01/05/2026	8,000.00	2026 VEBA CONTRIBUTION	0012002210	52017
	010526	01/05/2026	36,000.00	2026 VEBA CONTRIBUTION	0012012211	52017
	010526	01/05/2026	4,000.00	2026 VEBA CONTRIBUTION	0012022210	52017
	010526	01/05/2026	24,000.00	2026 VEBA CONTRIBUTION	0012032213	52017
	010526	01/05/2026	4,000.00	2026 VEBA CONTRIBUTION	0012062210	52017
	010526	01/05/2026	12,000.00	2026 VEBA CONTRIBUTION	0012082210	52017
	010526	01/05/2026	8,000.00	2026 VEBA CONTRIBUTION	0012102215	52017
	010526	01/05/2026	8,000.00	2026 VEBA CONTRIBUTION	0012302240	52017
	010526	01/05/2026	4,000.00	2026 VEBA CONTRIBUTION	0012322240	52017
	010526	01/05/2026	8,000.00	2026 VEBA CONTRIBUTION	0012552210	52017
	010526	01/05/2026	4,000.00	2026 VEBA CONTRIBUTION	0013002220	52017
	010526	01/05/2026	4,000.00	2026 VEBA CONTRIBUTION	0014002230	52017
	010526	01/05/2026	4,000.00	2026 VEBA CONTRIBUTION	0016502265	52017
	010526	01/05/2026	8,000.00	2026 VEBA CONTRIBUTION	1013402680	52017
TOTAL FOR CHECK AP 00021326:			136,000.00			
LOCAL 726 FIREFIGHTERS TRUST (LOCA726)						
	010526	01/05/2026	2,208.00	2026 VEBA CONTRIBUTION	0012002210	52017
	010526	01/05/2026	4,416.00	2026 VEBA CONTRIBUTION	0012012211	52017
	010526	01/05/2026	2,208.00	2026 VEBA CONTRIBUTION	0012022210	52017
	010526	01/05/2026	24,288.00	2026 VEBA CONTRIBUTION	0012042254	52017
	010526	01/05/2026	7,728.00	2026 VEBA CONTRIBUTION	0012052218	52017
	010526	01/05/2026	1,104.00	2026 VEBA CONTRIBUTION	0012062210	52017
	010526	01/05/2026	2,208.00	2026 VEBA CONTRIBUTION	0012082210	52017
	010526	01/05/2026	17,664.00	2026 VEBA CONTRIBUTION	0012102215	52017
	010526	01/05/2026	16,560.00	2026 VEBA CONTRIBUTION	0012302240	52017
	010526	01/05/2026	3,312.00	2026 VEBA CONTRIBUTION	0012322240	52017
	010526	01/05/2026	6,624.00	2026 VEBA CONTRIBUTION	0012502210	52017
	010526	01/05/2026	2,208.00	2026 VEBA CONTRIBUTION	0012552210	52017
	010526	01/05/2026	380,880.00	2026 VEBA CONTRIBUTION	0013002220	52017
	010526	01/05/2026	25,392.00	2026 VEBA CONTRIBUTION	0014002230	52017
	010526	01/05/2026	25,392.00	2026 VEBA CONTRIBUTION	0016502265	52017
	010526	01/05/2026	584,016.00	2026 VEBA CONTRIBUTION	1013402680	52017
TOTAL FOR CHECK AP 00021325:			1,106,208.00			
REPORT TOTAL:			1,242,208.00			

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel	To Note
AP EFT 00021327	MARSDESI	MARSHALL DESIGN + MANAGEMEN	01/09/26	48,008.21	MW			

S U B T O T A L S:

Total Void Machine Written	0.00	Number of Checks Processed:	0
Total Void Hand Written	0.00	Number of Checks Processed:	0
Total Machine Written	0.00	Number of Checks Processed:	0
Total Hand Written	0.00	Number of Checks Processed:	0
Total Reversals	0.00	Number of Checks Processed:	0
Total Cancelled	0.00	Number of Checks Processed:	0
Total EFTs	48,008.21	Number of EFTs Processed:	1
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L 48,008.21

Central Pierce Fire and Rescue
Accounts Payable Warrant Approval

Start Date: 01/09/2026
End Date: 01/09/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
MARSHALL DESIGN + MANAGEMENT L (MARSDESI)					
	1538	12/31/2025	5,812.00	WO-19 PHASE 2: ARTWORK	3016069422 56242
	1539	12/31/2025	42,196.21	ST92 PHASE 2 PER WO-20 CONCEPT	3016929422 56242
TOTAL FOR CHECK AP 00021327:			48,008.21		
REPORT TOTAL:			48,008.21		

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
=====	=====	=====	=====	=====	=====	=====	=====
AP EFT 00021328	ACMECONS	ACME CONSTRUCTION SUPPLY CO	01/09/26	428.68	MW	CX	
AP EFT 00021329	ACRACBSB	ACRANET - CBS BRANCH	01/09/26	78.17	MW	CX	
AP EFT 00021330	AIREXCHA	Air Exchange Inc.	01/09/26	988.26	MW	CX	
AP EFT 00021331	AIRGAS	Airgas Nor Pac Inc	01/09/26	2,480.18	MW	CX	
AP EFT 00021332	AMAZON	AMAZON CAPITAL SERVICES	01/09/26	4,797.40	MW	CX	
AP EFT 00021333	AMERSAFE	AMERI SAFE INC	01/09/26	528.63	MW	CX	
AP EFT 00021334	BLUEGIS	BLUE RIDGE GIS CONSULTING L	01/09/26	4,680.00	MW	CX	
AP EFT 00021335	BRINBUSI	BRINTON BUSINESS VENTURES I	01/09/26	481.11	MW	CX	
AP EFT 00021336	BRISINC	BRISCO INC	01/09/26	2,728.34	MW	CX	
AP EFT 00021337	CWNIELSE	C.W. NIELSEN MANUFACTURING	01/09/26	121.11	MW	CX	
AP EFT 00021338	CPFREFT	Central Pierce Fire & Rescu	01/09/26	528.69	MW	CX	
AP EFT 00021339	QWEST	CENTURYLINK COMMUNICATIONS	01/09/26	1,578.90	MW	CX	
AP EFT 00021340	CHRIINC	CHRISTENSEN INC	01/09/26	18,590.77	MW	CX	
AP EFT 00021341	CITYTREA	CITY OF TACOMA	01/09/26	2,074.11	MW	CX	
AP EFT 00021342	CIVIPLUS	CIVICPLUS, LLC	01/09/26	7,547.40	MW	CX	
AP EFT 00021343	COMMBRAK	Commercial Brake	01/09/26	3,428.22	MW	CX	
AP EFT 00021344	CONSCLOU	CONSENSUS CLOUD SOLUTIONS I	01/09/26	278.69	MW	CX	
AP EFT 00021345	COPINORT	COPIERS NORTHWEST INC	01/09/26	55.78	MW	CX	
AP EFT 00021346	CREAORGA	CREATION ORGANICS LLC	01/09/26	1,774.16	MW	CX	
AP EFT 00021347	CRITCORP	CRITERIA CORP.	01/09/26	6,142.95	MW	CX	
AP EFT 00021348	DELLMARK	Dell Marketing	01/09/26	4,197.56	MW	CX	
AP EFT 00021349	EMSCONNE	EMSCONNECT LLC	01/09/26	8,380.71	MW	CX	
AP EFT 00021350	TRSMECHA	ENERGY SYSTEMS MGMT - TRS I	01/09/26	1,348.99	MW	CX	
AP EFT 00021351	ERICQUIN	ERIC QUINN	01/09/26	500.00	MW	CX	
AP EFT 00021352	VALLFREI	FREIGHTLINER NORTHWEST	01/09/26	2,633.55	MW	CX	
AP EFT 00021353	FRUIMUTU	FRUITLAND MUTUAL WATER CO	01/09/26	558.97	MW	CX	
AP EFT 00021354	GOVEJOBS	GOVERNMENTJOBS.COM INC.	01/09/26	13,358.62	MW	CX	
AP EFT 00021355	GRAIPART	Grainger Parts	01/09/26	991.69	MW	CX	

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
=====	=====	=====	=====	=====	=====	=====	=====
AP EFT 00021356	HILIELEC	HI-LINE ELECTRIC COMPANY IN	01/09/26	323.49	MW	CX	
AP EFT 00021357	HUGHFIRE	HUGHES FIRE EQUIPMENT INC	01/09/26	1,809.89	MW	CX	
AP EFT 00021358	IMSALLI	JUSTICE FAMILY ENTERPRISES	01/09/26	19.19	MW	CX	
AP EFT 00021359	KELLCONN	KELLEY CREATE CO	01/09/26	11,281.45	MW	CX	
AP EFT 00021360	LNCURTIS	L.N. Curtis and Sons	01/09/26	41,267.19	MW	CX	
AP EFT 00021361	LIFEASSI	Life-Assist Inc	01/09/26	23,649.41	MW	CX	
AP EFT 00021362	LIONTOTA	LION TOTAL CARE INC	01/09/26	12,488.97	MW	CX	
AP EFT 00021363	LOWECOMP	Lowe's Companies	01/09/26	10,008.72	MW	CX	
AP EFT 00021364	MASHTELE	MASHELL TELECOM INC	01/09/26	42.15	MW	CX	
AP EFT 00021365	MCLOEARD	McLoughlin & Eardley Co	01/09/26	949.45	MW	CX	
AP EFT 00021366	MESIACQU	MES I ACQUISITION INC	01/09/26	1,121.91	MW	CX	
AP EFT 00021367	MULTWORK	MULTICARE HEALTH SYSTEM	01/09/26	7,436.00	MW	CX	
AP EFT 00021368	NEXTSTEP	NEXT STEP APPAREL	01/09/26	294.22	MW	CX	
AP EFT 00021369	NTEGCONS	NTEGRATED CONSULTING LLC	01/09/26	504.27	MW	CX	
AP EFT 00021370	NWCASCAD	NW CASCADE, INC.	01/09/26	116.00	MW	CX	
AP EFT 00021371	ONSPOFNO	ONSPOT OF NORTH AMERICA INC	01/09/26	102.07	MW	CX	
AP EFT 00021372	SUPERION	RAMUNDSEN SUPERIOR HOLDINGS	01/09/26	964.65	MW	CX	
AP EFT 00021373	RESCRESP	RED IBEX SOLUTIONS INC	01/09/26	797.00	MW	CX	
AP EFT 00021374	RINGCENT	RINGCENTRAL INC	01/09/26	7,231.64	MW	CX	
AP EFT 00021375	ROBBPREC	ROBB PRECISION TOOL	01/09/26	148.00	MW	CX	
AP EFT 00021376	SSTIREPU	S&S TIRE SERVICE INC	01/09/26	1,048.91	MW	CX	
AP EFT 00021377	SNETCOMM	S-NET COMMUNICATIONS INC	01/09/26	196.88	MW	CX	
AP EFT 00021378	SEAWESTE	Sea-Western Inc	01/09/26	94.29	MW	CX	
AP EFT 00021379	SITECRAFT	SITECRAFTING INC	01/09/26	473.40	MW	CX	
AP EFT 00021380	SMARSH	SMARSH INC	01/09/26	2,453.50	MW	CX	
AP EFT 00021381	STANPART	Standard Parts Corp	01/09/26	1,641.33	MW	CX	
AP EFT 00021382	STATAUDI	State Auditor's Office	01/09/26	17,024.95	MW	CX	
AP EFT 00021383	SUMMLAW	SUMMIT LAW GROUP	01/09/26	6,776.50	MW	CX	

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
AP EFT 00021384	TACOSCRE	Tacoma Screw Products Inc	01/09/26	285.83	MW	CX	
AP EFT 00021385	TELEFLEX	TELEFLEX LLC	01/09/26	4,400.00	MW	CX	
AP EFT 00021386	TERRBROW	TERRY A BROWN	01/09/26	6,042.36	MW	CX	
AP EFT 00021387	MALLSAFE	THE MALLORY CO	01/09/26	242.44	MW	CX	
AP EFT 00021388	GITSPRI	TLI INC	01/09/26	119.61	MW	CX	
AP EFT 00021389	JULOTA	TOUCHPHRASE DEVELOPMENT LLC	01/09/26	26,128.89	MW	CX	
AP EFT 00021390	TRUENORT	TRUE NORTH EMERGENCY EQUIPM	01/09/26	849.38	MW	CX	
AP EFT 00021391	UNIFIRST	UNIFIRST CORPORATION	01/09/26	555.17	MW	CX	
AP EFT 00021392	USBANKBU	US Bank Business Card	01/09/26	4,777.78	MW	CX	
AP EFT 00021393	ZOHO	ZOHO CORPORATION	01/09/26	7,537.68	MW	CX	
AP EFT 00021394	ESTE10290	BRIAN ESTES	01/09/26	33.60	MW	CX	
AP EFT 00021395	GROU5LLC	DARCY DEFREES	01/09/26	4,320.00	MW	CX	
AP EFT 00021396	ROSS01150	Denise Ross	01/09/26	1,138.80	MW	CX	
AP EFT 00021397	LILAOMAH	LILA N OMAHONY	01/09/26	7,000.00	MW	CX	
AP EFT 00021398	HOMA09060	ROBERT HOMAN	01/09/26	82.60	MW	CX	
AP EFT 00021399	TOMMASON	THOMAS MASON	01/09/26	1,000.00	MW	CX	

S U B T O T A L S:

Total Void Machine Written	0.00	Number of Checks Processed:	0
Total Void Hand Written	0.00	Number of Checks Processed:	0
Total Machine Written	0.00	Number of Checks Processed:	0
Total Hand Written	0.00	Number of Checks Processed:	0
Total Reversals	0.00	Number of Checks Processed:	0
Total Cancelled	0.00	Number of Checks Processed:	0
Total EFTs	306,061.21	Number of EFTs Processed:	72
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L 306,061.21

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ACME CONSTRUCTION SUPPLY CO IN (ACMECONS)					
	S4844145001	12/31/2025	428.68	91 MILWAUKEE BLOWER 3017-21HD	0016912250 53501
TOTAL FOR CHECK AP 00021328:			428.68		
ACRANET CBS BRANCH INC (ACRACBSB)					
	30021	12/31/2025	78.17	BACKGROUND CHECKS FOR M ALGEO	0012032213 54191
TOTAL FOR CHECK AP 00021329:			78.17		
AIR EXCHANGE (AIREXCHA)					
	91616418	01/01/2026	988.26	6" TAILPIPE ADAPTER FOR THE MA	0016502265 53143
TOTAL FOR CHECK AP 00021330:			988.26		
AIRGAS NOR PAC INC (AIRGAS)					
	9167337245	12/31/2025	48.84	MEDICAL O2 ST40 12/2025	1013402680 53141
	9167337260	12/31/2025	74.11	MEDICAL O2 ST60 12/2025	1013402680 53141
	9167379849	12/31/2025	113.74	MEDICAL O2 ST66 12/2025	1013402680 53141
	9167379864	12/31/2025	74.25	MEDICAL O2 ST71 12/2025	1013402680 53141
	9167462957	12/31/2025	1,389.92	6EA. WESTS9-4-1 W240 1TRANSFIL	1013402680 53501
	9167465824	12/31/2025	123.90	DELIVERY CANCELLATION FEE ST65	1013402680 54912
	9167591624	12/31/2025	73.78	MEDICAL O2 ST60 12/2025	1013402680 53141
	9167791737	12/31/2025	90.99	MEDICAL O2 ST66 12/2025	1013402680 53141
	9167791747	12/31/2025	73.15	MEDICAL O2 ST71 12/2025	1013402680 53141
	9167832125	12/31/2025	73.08	MEDICAL O2 ST65 12/2025	1013402680 53141
	9167879061	01/01/2026	72.14	MEDICAL O2 ST60 12/2025	1013402680 53141
	9167908152	01/01/2026	272.28	ACETYLENE UN1001	0016502265 53141
TOTAL FOR CHECK AP 00021331:			2,480.18		
AMAZON CAPITAL SERVICES (AMAZON)					
	14MTH3VRCK9	12/30/2025	168.06	PN 7615 SOLENOID/CAP, RESERVOI	0016502265 53143
	19MX9JQCFWJ	01/07/2026	79.33	ST72 WATER FILTERS FOR FOUNTAI	0012042254 53141
	1C9LVKVH6WF	01/06/2026	25.53	ST66 2026 WALL CALENDAR	0016062250 53501
	1D3FMCVWMC	12/29/2025	179.76	FLAG, AMERICAN, 4'x6' (EACH)	0012052218 53198
	1D3JX6NN9Y4Q	12/30/2025	248.73	STN 41 SPRINKLER HEADS & TRIM	0012042254 53146
	1F1MJWJ7KVC	12/23/2025	76.27	ST69 O-CEDAR WOODEN HANDLE	0016092250 53501
	1F1MJWJ7KVC	12/23/2025	85.76	ST69 FLOOR SQUEEGEE	0016092250 53501
	1GGN7Q6WYT	12/30/2025	163.64	96 BLOWER Milwaukee M18	0016962250 53501
	1HKDRNP4C4T	01/05/2026	17.59	SHOP SUPPLY, RUBBER BUMPER FEE	0016502265 53141
	1JX36LXK1GY6	01/05/2026	187.33	ST60 POP-UP CANOPY	0016002250 53501
	1NJV9CDXCF6	12/30/2025	31.31	LOG FLAT HEAD NAILS	0012042254 53141
	1NJV9CDXCF6	12/30/2025	7.47	LOG ARROW FASTENER STAPLES	0012042254 53141
	1NJV9CDXCF6	12/30/2025	10.96	LOG FOLDING SAW	0012042254 53501
	1NJV9CDXCF6	12/30/2025	11.47	LOG LOCKING PLIERS	0012042254 53501
	1NJV9CDXCF6	12/30/2025	18.72	LOG ALLAN WRENCH SET	0012042254 53501
	1NJV9CDXCF6	12/30/2025	37.40	LOG HAMMER TACKER	0012042254 53501
	1NJV9CDXCF6	12/30/2025	143.41	LOG METAL AMMO CAN	0012042254 53501
	1NJV9CDXCF6	12/30/2025	768.04	LOG ADULT LIFE JACKET	0012042254 53501
	1NJV9CDXCF6	12/30/2025	137.68	LOG AFP STEEL CARABINER	0012042254 53501
	1NJV9CDXCF6	12/30/2025	138.77	LOG MESH DUFFLE BAG	0012042254 53501
	1P4GYDL9W79	12/29/2025	(173.40)	FLAG, AMERICAN, 4'x6' (EACH)	0012182215 53198

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	1QXFNFKKFRV	01/02/2026	66.11	ST73 CAST IRON SKILLET	0017032250 53501
	1QXFNFKKFRV	01/02/2026	198.35	ST73 INSTANT POT	0017032250 53501
	1QXFNFKKFRV	01/02/2026	40.75	ST73 BLACKOUT CURTAINS	0017032250 53501
	1QXFNFKKFRV	01/02/2026	118.65	ST73 BATH TOWELS	0017032250 53501
	1QXFNFKKFRV	01/02/2026	660.10	ST73 TRAEGER GRILL	0017032250 53501
	1TCW4PGRC3C	01/08/2026	36.80	TRAIN ACME GASKET	0012302240 53141
	1WCJP9N99DX	01/07/2026	396.71	CRR RETRACTABLE BANNER STAND	0014002230 53501
	1WKHCPVDL74	01/03/2026	155.26	ST94 HP TONER CARTRIDGE	0016942250 53141
	1XLMX1H1FHY	01/06/2026	16.52	LOGS STEAK KNIVES	0012042254 53501
	1XLMX1H1FHY	01/06/2026	38.56	LOG SILVERWARE SET	0012042254 53501
	1XLMX1H1FHY	01/06/2026	44.62	LOG DINNERWARE SET	0012042254 53501
	1YDFW4QGCY	01/08/2026	661.14	FLAG, WASHINGTON STATE, 3'x5'	0016202250 53141
TOTAL FOR CHECK AP 00021332:			4,797.40		
AMERI SAFE INC (AMERSAFE)					
	82948	12/22/2025	121.11	SCBA HYDRO	0012042254 54812
	83204	01/06/2026	407.52	EXTING/O2 HYDRO	0012042254 54191
TOTAL FOR CHECK AP 00021333:			528.63		
BLUE RIDGE GIS CONSULTING LLC (BLUEGIS)					
	0034	12/31/2025	4,680.00	12/2025 GIS CONSULTANT SERVICE	0012002210 54191
TOTAL FOR CHECK AP 00021334:			4,680.00		
BRIAN ESTES (ESTE10290)					
	12312025	12/31/2025	33.60	MILEAGE REIMBURSEMENT 12/2025	0011001100 54331
TOTAL FOR CHECK AP 00021394:			33.60		
BRINTON BUSINESS VENTURES INC (BRINBUSI)					
	29605339178	12/31/2025	481.11	12/2025 VENDING MACHINE SVC	0012002210 54911
TOTAL FOR CHECK AP 00021335:			481.11		
BRISCO INC (BRISINC)					
	DEC25	12/31/2025	2,728.34	12/2025 OVFR FUEL CHARGES	0012042254 53201
TOTAL FOR CHECK AP 00021336:			2,728.34		
C.W. NIELSEN MANUFACTURING COR (CWNIELSE)					
	56321	12/17/2025	121.11	GOLD CHIEF BADGE FOR RETIREMEN	0012032213 53132
TOTAL FOR CHECK AP 00021337:			121.11		
CHRISTENSEN INC (CHRIINC)					
	0806275IN	12/29/2025	1,957.69	#1003291 ST64 FUEL	0012042254 53201
	0806289IN	12/30/2025	2,970.59	#1003291 ST60 FUEL	0012042254 53201
	0806677IN	12/31/2025	1,524.59	#1003291 ST60 FUEL	0012042254 53201
	0806679IN	12/31/2025	1,833.16	#1003291 ST69 FUEL	0012042254 53201
	0807106IN	12/31/2025	2,002.53	#1003291 ST72 FUEL	0012042254 53201
	0808006IN	01/06/2026	1,507.80	#1003291 ST66 FUEL	0012042254 53201
	0808008IN	01/06/2026	2,211.44	#1003291 ST69 FUEL	0012042254 53201
	0808009IN	01/06/2026	1,777.46	#1003291 ST71 FUEL	0012042254 53201
	0808157IN	01/06/2026	1,595.92	#1003291 ST67 FUEL	0012042254 53201
	0808354IN	01/06/2026	1,209.59	#1003291 ST61 FUEL	0012042254 53201
TOTAL FOR CHECK AP 00021340:			18,590.77		
CITY TREASURER (CITYTREA)					

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	63-251231	12/31/2025	966.65	#100983903 ST63 12/2025 ELECTR	0016032250 54731
	63A-251231	12/31/2025	236.44	#101079231 ST63A 12/25 WATER	0016032250 54711
	63W-251231	12/31/2025	99.13	#101079232 ST63 12/25 WATER	0016032250 54711
	64-251231	12/31/2025	592.65	#100560576 ST64 12/25 ELECTRIC	0016042250 54731
	64-251231A	12/31/2025	89.62	#101439160 ST64 12/2025 ELECTR	0016042250 54731
	64S-251231	12/31/2025	89.62	#101439160 ST64 12/2025 ELECTR	0016042250 54731
TOTAL FOR CHECK AP 00021341:			2,074.11		
CIVICPLUS, LLC (CIVIPLUS)					
	355132	01/01/2026	7,547.40	2026 SOCIAL MEDIA ARCHIVING	0014002230 54902
TOTAL FOR CHECK AP 00021342:			7,547.40		
COMMERCIAL BRAKE (COMMBRAK)					
	209286	12/29/2025	361.99	E02-1 ABS BRAKE VALVE PN 40061	0016502265 53143
	209397	01/02/2026	87.20	PN E-6000A BIG RIG WHEEL LUG N	0016502265 53143
	209398	01/02/2026	(880.80)	BRAKE SHOE CORES (4)	0016502265 53143
	209567	12/31/2025	(990.90)	CALIPER CORE CREDITS (2)	0016502265 53143
	209568	01/07/2026	3,920.53	CALIPERS / CALIPER CORES	0016502265 53143
	209576	01/07/2026	930.20	BRAKE PARTS, STOCK 5005037 AD9	0016502265 53143
TOTAL FOR CHECK AP 00021343:			3,428.22		
CONSENSUS CLOUD SOLUTIONS INC (CONSCLOU)					
	5820081	12/31/2025	278.69	12/2025 MONTHLY EFAX SVCS	0012102215 54191
TOTAL FOR CHECK AP 00021344:			278.69		
COPIERS NORTHWEST INC (COPINORT)					
	INV3118988	12/31/2025	55.78	12/2025 ST40 COPIER CHARGES:	0012002210 54813
TOTAL FOR CHECK AP 00021345:			55.78		
CREATION ORGANICS LLC (CREAORGA)					
	6028	01/06/2026	1,774.16	ABSORBANT (BAG)	0016202250 53141
TOTAL FOR CHECK AP 00021346:			1,774.16		
CRITERIA CORP. (CRITCORP)					
	US13558	01/01/2026	6,142.95	CRITERIA SUBSCRIPTION 2026	0012032213 54902
TOTAL FOR CHECK AP 00021347:			6,142.95		
DARCY DEFREES (GROU5LLC)					
	12312025	12/31/2025	4,320.00	INSTRUCTOR - PEER FITNESS	0012552210 54143
TOTAL FOR CHECK AP 00021395:			4,320.00		
DELL MARKETING (DELLMARK)					
	10854954004	12/11/2025	553.55	THUNDERBOLT 5 SMART DOCK	0012042254 53501
	10855202862	12/28/2025	3,644.01	DELL 16 PREMIUM LAPTOP	0012042254 53501
TOTAL FOR CHECK AP 00021348:			4,197.56		
DENISE MENGE (ROSS01150)					
	01062026A	01/06/2026	1,138.80	HOSE STRAPS, 5IN (16) STOCK	0016502265 53143
TOTAL FOR CHECK AP 00021396:			1,138.80		
EMSCONNECT LLC (EMSCONNE)					
	14398	12/31/2025	8,380.71	GFR EMS SUBSCRIPTION 3-12/2025	1013402680 54813
TOTAL FOR CHECK AP 00021349:			8,380.71		
ERIC QUINN (ERICQUIN)					

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	2264	12/31/2025	500.00	12/2025 CONTRACT LEGAL SERVICE	0012002210	54151
TOTAL FOR CHECK AP 00021351:			500.00			
FRUITLAND MUTUAL WATER COMPANY (FRUIMUTU)						
	66-251231	12/31/2025	204.37	#42720 ST66 12/2025 WATER	0016062250	54711
	72-251231	12/31/2025	314.12	#41122 ST72 12/2025 WATER	0017022250	54711
	72I-251231	12/31/2025	40.48	#41130 ST72 12/2025 IRRIG	0017022250	54711
TOTAL FOR CHECK AP 00021353:			558.97			
GITT'S SPRING INC (GITTSPRI)						
	056572	12/30/2025	119.61	PN UBK7/8X30 UBOLTS (4)	0016502265	53143
TOTAL FOR CHECK AP 00021388:			119.61			
GOVERNMENTJOBS.COM INC. (GOVEJOBS)						
	INV148684	01/01/2026	13,358.62	INSIGHT SUBSCRIPTION RENEWAL	0012102215	54813
TOTAL FOR CHECK AP 00021354:			13,358.62			
GRAINGER PARTS (GRAIPART)						
	9756080173	12/30/2025	255.49	PN 5C991 HUBBELL WP COVER (3)	0016502265	53143
	9762699891	01/07/2026	608.95	STN 91,92,93,94,95,96 FILTERS	0012042254	53141
	9762699909	01/07/2026	127.25	STN 69 FAUCET FOR MOP SINK	0012042254	53146
TOTAL FOR CHECK AP 00021355:			991.69			
HI-LINE ELECTRIC COMPANY INC (HILIELEC)						
	3204935	01/05/2026	170.96	CRIMP N SEAL, TUBING. ETC.	0016502265	53141
	551767376596	01/02/2026	152.53	CONNECTORS, SPLICER, TUBING	0016502265	53141
TOTAL FOR CHECK AP 00021356:			323.49			
HUGHES FIRE EQUIPMENT INC (HUGHFIRE)						
	635219	01/05/2026	362.99	OVE20-1 CONVEX MIRROR GLASS (2	0016502265	53143
	635251	01/06/2026	763.18	STOCK, PIN PIVOT BUSHING, PN#	0016502265	53143
	635465	01/08/2026	683.72	OVE07-1 HEADLIGHT BEZEL ASSEMB	0016502265	53143
TOTAL FOR CHECK AP 00021357:			1,809.89			
IMS ALLIANCE (IMSALLI)						
	253099	01/01/2026	19.19	6ea. green tags	0012502210	53141
TOTAL FOR CHECK AP 00021358:			19.19			
KELLEY IMAGING SYSTEMS INC (KELLCONN)						
	IN2175296	12/19/2025	11,281.45	ST60 NEW PRINTER	0152009422	56431
TOTAL FOR CHECK AP 00021359:			11,281.45			
L.N. CURTIS AND SONS (LNCURTIS)						
	INV1024359	12/30/2025	28,396.75	G1 RIT KIT PN#10169711 MSA	0012042254	53147
	INV1024648	12/31/2025	11,011.31	GL26-1 UPFITTING	0013009422	56401
	INV1024987	01/01/2026	1,807.24	HURST PARTS STOCK	0016502265	53142
	INV1024987	01/01/2026	51.89	X170 KIT-TFT (2)	0016502265	53143
TOTAL FOR CHECK AP 00021360:			41,267.19			
LIFE-ASSIST INC (LIFEASSI)						
	2037782	01/01/2026	6,911.74	MEGAMOVER TRANSPORT UNIT (EA)	1013402680	53141
	2038971	12/26/2025	80.45	ET TUBE HOLDER, ADULT (EACH)	0012052218	53198
	2038971	12/26/2025	22.48	ENDO TUBE, CUFFED, 8.5MM (EACH	0012052218	53198
	2038971	12/26/2025	19.79	PROVIDINE (PVP) PREP PADS (100	0012052218	53198

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	2038971	12/26/2025	1,329.01	PRESSURE INFUSER BAG (EACH)	0012052218	53198
	2038971	12/26/2025	366.97	MAD DEVICE W/O SYRINGE (EACH)	0012052218	53198
	2038971	12/26/2025	15.43	ASPIRIN, CHEWABLE, 81MG	0012052218	53198
	2038971	12/26/2025	40.77	NASAL CANNULA, NON-FLARED, ADUL	0012052218	53198
	2038971	12/26/2025	6.61	BEDPAN, FRACTURE STYLE (EACH)	0012052218	53198
	2038972	12/26/2025	878.00	EPI/ADREN	0012052218	53198
	2038972	12/26/2025	227.80	NOREPINEPHRINE BITARTRATE VIAL	0012052218	53198
	2038972	12/26/2025	1,286.00	EPINEPHRINE 1:10,000 1MG 10ML	0012052218	53198
	2038972	12/26/2025	504.00	AMIDATE/ETOMIDATE 40MG 20ML PR	0012052218	53198
	2038972	12/26/2025	26.22	SYRINGE, 3CC, LUER LOCK (EACH)	0012052218	53198
	2038972	12/26/2025	113.76	DEXTROSE 25% 250ML BAG	0012052218	53198
	2044391	01/06/2026	68.50	SYRINGE, IRRIGATION 60CC (CATH	0012042254	53141
	2044391	01/06/2026	66.00	SYRINGE, 1CC TB W/25GA NEEDLE	1013402680	53141
	2044391	01/06/2026	26.22	SYRINGE, 3CC, LUER LOCK (EACH)	1013402680	53141
	2044391	01/06/2026	87.00	DIPHENHYDRAMINE/BENADRYL 50MG	1013402680	53151
	2044391	01/06/2026	5,721.60	SODIUM CHLORIDE 0.9% 10ML FLUS	1013402680	53151
	2044391	01/06/2026	2,572.00	EPINEPHRINE 1:10,000 1MG 10ML	1013402680	53151
	2044391	01/06/2026	3,104.10	NALOXONE 2MG 2ML LUER JET	1013402680	53151
	2044391	01/06/2026	174.96	SODIUM CHLORIDE, INJECTION, 25	1013402680	53151
TOTAL FOR CHECK AP 00021361:			23,649.41			
LILA N OMAHONY (LILAOMAH)						
	01012026	01/01/2026	7,000.00	01/2026 PHYSICIAN ADVISOR	1013402680	54144
TOTAL FOR CHECK AP 00021397:			7,000.00			
LION TOTAL CARE, INC (LIONTOTA)						
	300049820	12/12/2025	12,488.97	PPE CLEANING & REPAIR 12/2025	0012042254	54814
TOTAL FOR CHECK AP 00021362:			12,488.97			
LOWE'S COMPANIES (LOWECOMP)						
	75574	01/01/2026	10,008.72	CRR CARBON MONOXIDE DETECTORS	0014002230	53501
TOTAL FOR CHECK AP 00021363:			10,008.72			
MASHELL TELECOM INC (MASHTELE)						
	92-260101	01/01/2026	42.15	#9064266 ST92 01/2026 PHONES	0012102215	54202
TOTAL FOR CHECK AP 00021364:			42.15			
MCLOUGHLIN & EARDLEY CO (MCLOEARD)						
	0286956	01/06/2026	290.00	WHELEN 600 SERIES FLASHER, RED	0016502265	53143
	0286967	01/06/2026	659.45	BEACON LIGHTS STOCK	0016502265	53143
TOTAL FOR CHECK AP 00021365:			949.45			
MES I ACQUISITION INC (MESIACQU)						
	IN2409737	01/01/2026	709.73	R66/E91 ASAP 20 LOCK KIT	0013302685	53501
	IN2409737	01/01/2026	85.96	R66/E91 PETZL STEEL QUICK LINK	0013302685	53501
	IN2409737	01/01/2026	307.46	R66/E91 H-FRAME PULLEY CARABIN	0013302685	53501
	IN2409737	01/01/2026	18.76	SHIPPING - TR TOOLS	0013302685	53501
TOTAL FOR CHECK AP 00021366:			1,121.91			
MULTICARE HEALTH WORKS (MULTWORK)						
	161877	12/31/2025	7,436.00	SPFR NEW HIRE PHYSICALS 12/25	0013172220	53401
TOTAL FOR CHECK AP 00021367:			7,436.00			

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NEXT STEP APPAREL (NEXTSTEP)						
	251066	01/01/2026	62.81	3EA. SEW ON AND VELCRO BLUE/WH	0012042254	52011
	251069	12/09/2025	128.93	UNIFORM EMBRIODERY GOLD/RED	0012042254	52011
	251110	01/01/2026	39.67	3EA. VELCRO	0012042254	52011
	251113	01/01/2026	62.81	3EA. SEW ON AND VELCRO BLUE/WH	0012042254	52011
TOTAL FOR CHECK AP 00021368:			294.22			
NTEGRATED CONSULTING LLC (NTEGCONS)						
	227881	01/01/2026	504.27	#10453 STARLINK INTRNET 1/2026	0012102215	54202
TOTAL FOR CHECK AP 00021369:			504.27			
NW CASCADE INC (NWCASCAD)						
	0555302242	01/01/2026	116.00	HONEY BUCKET ST64 MAINTENANCE	0012042254	54502
TOTAL FOR CHECK AP 00021370:			116.00			
ONSPOT OF NORTH AMERICA INC (ONSPOFNO)						
	224356	12/30/2025	40.00	TOGGLE SWITCH (2)	0016502265	53143
	224571	01/08/2026	62.07	PN 9004 12V DASH SWITCH, ONSPO	0016502265	53143
TOTAL FOR CHECK AP 00021371:			102.07			
PIERCE COUNTY FIRE PROT. DIST. (CPFREFT)						
	224356	12/30/2025	4.04	TOGGLE SWITCH (2)	0016502265	53143
	224571	01/08/2026	6.27	PN 9004 12V DASH SWITCH, ONSPO	0016502265	53143
	253099	01/01/2026	1.96	6ea. green tags	0012502210	53141
	34675	01/01/2026	510.00	SUBSCRIPTION TO MYSIDEWALK '26	0014002230	54813
	PC.000.251225.7	12/31/2025	6.12	STUDIO- ICLOUD STORAGE SUBSCRP	0012002210	54902
	PC.000.260125.3	01/08/2026	0.30	ICLOUD STORAGE	0014002230	54902
TOTAL FOR CHECK AP 00021338:			528.69			
QWEST COMMUNICIONS COMPANY LL (QWEST)						
	251223	01/01/2026	1,176.56	#333630110 GFR 12/2025 PHONES	0012102215	54202
	AOC-251228	12/28/2025	233.28	#333714524 12/2025 PHONES	0012102215	54202
	ARM-251226	12/26/2025	169.06	#334177461 ARMORY 12/2025 PHON	0012102215	54202
TOTAL FOR CHECK AP 00021339:			1,578.90			
RESCUE RESPONSE GEAR INC (RESCRESP)						
	CF3AD9000005	01/05/2026	797.00	12/1/25-12/1/26 TEAM MEMBERSHP	0013302685	54901
TOTAL FOR CHECK AP 00021373:			797.00			
RINGCENTRAL INC (RINGCENT)						
	INVA844308994	01/01/2026	7,231.64	#23442 CPFR 01/2026 PHONES	0012102215	54202
TOTAL FOR CHECK AP 00021374:			7,231.64			
ROBB PRECISION TOOL (ROBBPREC)						
	109476	12/22/2025	148.00	TORQUE WRENCH CALIBRATION	0012042254	54812
TOTAL FOR CHECK AP 00021375:			148.00			
ROBERT HOMAN (HOMA09060)						
	123125	12/31/2025	82.60	MILEAGE REIMBURSEMENT 12/2025	0011001100	54331
TOTAL FOR CHECK AP 00021398:			82.60			
S&S TIRE (SSTIREPU)						
	1171538	11/13/2025	372.30	M13-2 STUDDDED TIRE INSTALL	0016502265	54820
	1172176	12/06/2025	372.30	M22-2 STUD TIRE INSTALL	0016502265	54820

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
	1172892	12/30/2025	229.90	PN 2251QC CHAIN HIWAY	0016502265 53143
	1173051	01/02/2026	74.41	E18-6 TIRE REPAIR	0016502265 54820
TOTAL FOR CHECK AP 00021376:			1,048.91		
S-NET COMMUNICATIONS INC (SNETCOMM)					
	294835	01/01/2026	196.88	#100264345 OVFR 12/2025 SVC	0012102215 54202
TOTAL FOR CHECK AP 00021377:			196.88		
SEA-WESTERN INC (SEAWESTE)					
	INV49866	01/01/2026	79.34	3ea. Haix Laces for XR1 BOOT	0012042254 52011
	INV49866	01/01/2026	14.95	SHIPPING / LACES	0012042254 52011
TOTAL FOR CHECK AP 00021378:			94.29		
SITECRAFTING INC (SITECRAFT)					
	47187	01/01/2026	199.00	MANAGED WEBSITE HOSTING 1/2026	0014002230 54191
	47187	01/01/2026	274.40	WEBSITE SEARCH/ENGAGEMENT 1/26	0014002230 54191
TOTAL FOR CHECK AP 00021379:			473.40		
SMARCH INC (SMARSH)					
	INV323127	12/31/2025	2,453.50	12/2025 TEXT ARCHIVING PER	0012102215 54813
TOTAL FOR CHECK AP 00021380:			2,453.50		
STANDARD PARTS CORP (STANPART)					
	272933	01/05/2026	170.84	ST 40 (10) DEF STOCK	0012042254 53201
	317575	12/29/2025	14.51	WIPER 62065	0016502265 53143
	317575	12/29/2025	63.82	10W30 AMSOIL QUARTS	0016502265 53181
	318037	01/02/2026	316.54	STOCK FILTERS, CLAMPS	0016502265 53143
	318040	01/02/2026	30.78	BALL ENDS FOR LIFT SUPPORT	0016502265 53143
	318250	01/05/2026	16.38	(6) 1/4" HOSE COUPLER, TIRE HA	0016502265 53141
	318312	12/31/2025	(14.51)	WIPER 62065 RETURNS	0016502265 53143
	318312	12/31/2025	(27.53)	CORE RETURN 5004341XCORE	0016502265 53143
	318328	01/05/2026	(138.73)	BATTERY CORE RETURNS	0016502265 53143
	318507	01/06/2026	127.62	CABIN FILTER, WIPERS	0016502265 53143
	318613	01/07/2026	846.91	FILTERS, BATTERY, WIPERS STOCK	0016502265 53143
	318614	01/07/2026	47.86	ALMQT 5W20 QTS OIL (3)	0016502265 53181
	318624	01/07/2026	43.69	PN RP-33SS10 LUG NUTS 20	0016502265 53143
	499270	01/05/2026	143.15	ST 71 (10) DEF DELIVERED	0012042254 53201
TOTAL FOR CHECK AP 00021381:			1,641.33		
STATE AUDITOR'S OFFICE (STATAUDI)					
	L172294	12/09/2025	17,024.95	2024 AUDIT SERVICES - GFR	0012012211 54101
TOTAL FOR CHECK AP 00021382:			17,024.95		
SUMMIT LAW GROUP (SUMMLAW)					
	168412	12/19/2025	6,776.50	PROFESSIONAL LEGAL SERVICES RE	0012032213 54151
TOTAL FOR CHECK AP 00021383:			6,776.50		
SUPERION LLC (SUPERION)					
	454114	12/30/2025	964.65	12/2025 CONSULTING SVC	0012012211 54911
TOTAL FOR CHECK AP 00021372:			964.65		
TACOMA SCREW PRODUCTS INC (TACOSCRE)					
	30001528200	01/01/2026	112.31	PARTS CLEANER, SEALANT, TIES	0016502265 53141
	30001559300	01/05/2026	173.52	MISTY CONTACT CLEANER (12)	0016502265 53141

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TOTAL FOR CHECK AP 00021384:			285.83		
TELEFLEX LLC (TELEFLEX)					
	9510520750	09/11/2025	4,400.00	IO KIT, BARIATRIC: YELLOW (EAC	0012052218 53198
TOTAL FOR CHECK AP 00021385:			4,400.00		
TERRY A BROWN (TERRBROW)					
	01012026	01/01/2026	287.73	LATE PAYMENT FEE	0012012211 54914
	01012026	01/01/2026	754.63	NNN - SHARED EXPENSES 01/2026	0016522265 54911
	01012026	01/01/2026	5,000.00	BLDG-A LEASE 01/2026	0016529122 57000
TOTAL FOR CHECK AP 00021386:			6,042.36		
THE MALLORY CO (MALLSAFE)					
	6325621	01/02/2026	242.44	HM HYDROGEN SULFIDE PPM 10, CA	0013202260 53141
TOTAL FOR CHECK AP 00021387:			242.44		
THOMAS MASON (TOMMASON)					
	123125	12/31/2025	1,000.00	WSRB CONSULTANT CONTRACT 12/25	0012002210 54911
TOTAL FOR CHECK AP 00021399:			1,000.00		
TOUCHPRASE DEVELOPMENT LLC (JULOTA)					
	251178	01/01/2026	26,128.89	JULOTA SOFTWARE/SUPPORT 2026	1013402680 54813
TOTAL FOR CHECK AP 00021389:			26,128.89		
TRS MECHANICAL INC (TRSMecha)					
	1020123	11/19/2025	0.00	PUBLIC WORKS	0012042254 54801
	1020123	11/19/2025	550.43	ST60 SERVICE CALL / MINI SPLIT	0012042254 54801
	1020174	11/24/2025	798.56	ST60 FC-17: REPLACE CONDENSATE	0012042254 54801
	1020174	11/24/2025	0.00	PUBLIC WORKS	0012042254 54801
TOTAL FOR CHECK AP 00021350:			1,348.99		
TRUE NORTH EMERGENCY EQUIPMENT (TRUENORT)					
	A24756	01/06/2026	63.97	E21-1 HYDRAULIC HOSE FOR FOAM	0016502265 53143
	A24762	01/07/2026	785.41	GE17-1 UBOLTS/WASHERS, SPR LEA	0016502265 53143
TOTAL FOR CHECK AP 00021390:			849.38		
UNIFIRST CORPORATION (UNIFIRST)					
	2220275803	12/31/2025	276.08	DEC31 SHOP UNIFORMS/RUGS	0016502265 54931
	2220278066	01/07/2026	279.09	JAN07 SHOP UNIFORMS/RUGS	0016502265 54931
TOTAL FOR CHECK AP 00021391:			555.17		
US BANK BUSINESS CARD (USBANKBU)					
	PC.000.251225.7	12/31/2025	80.00	2026 LEGISTLATIVE DAY REG	0011001100 54921
	PC.000.251225.7	12/31/2025	84.34	STRUGGLE WELL TRAINING	0012002210 53171
	PC.000.251225.7	12/31/2025	27.12	STRUGGLE WELL TRAINING	0012002210 53171
	PC.000.251225.7	12/31/2025	233.40	MEAL-SPFR ILA MTG W/ COMM'RS	0012002210 53171
	PC.000.251225.7	12/31/2025	59.99	STUDIO- ICLOUD STORAGE SUBSCRIP	0012002210 54902
	PC.000.251225.7	12/31/2025	27.51	oven thermostat station 63.	0012042254 53142
	PC.000.251225.7	12/31/2025	17.59	Gutter repair Armory.	0012042254 53146
	PC.000.251225.7	12/31/2025	25.27	outlet replacement 60 tower.	0012042254 53146
	PC.000.251225.7	12/31/2025	494.00	GIBSON Z REGISTRATION IMTA 494	0012062210 54921
	PC.000.251225.7	12/31/2025	10.00	ZOOM CLOUD RECORDING FEE	0012302240 54902
	PC.000.251225.7	12/31/2025	257.28	DAVISON J CAR RENTAL 257.28	0012502210 54331
	PC.000.251225.7	12/31/2025	676.00	STEPHENS V IMTA REG 676	0012502210 54921

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	PC.000.251225.7	12/31/2025	121.22	GYM EQUIPMENT	0012552210 53501
	PC.000.251225.7	12/31/2025	8.03	X (Twitter) Premium Plan	0014002230 54902
	PC.000.251225.7	12/31/2025	18.72	CO FACEBOOK AD	0018112230 54111
	PC.000.251225.7	12/31/2025	19.82	CO FACEBOOK AD	0018112230 54111
	PC.000.251225.7	12/31/2025	20.92	CO FACEBOOK AD	0018112230 54111
	PC.000.260125.2	12/31/2025	110.98	GFCI's station 94.	0012042254 53146
	PC.000.260125.2	12/31/2025	110.53	PAINT AND DRYWALL SUPPL'S	0012042254 53146
	PC.000.260125.2	12/31/2025	132.99	MC cable/MC fittings/ Bushings	0012042254 53146
	PC.000.260125.2	12/31/2025	33.14	FACEBOOK AD - OPEN HOUSES	0014002230 54111
	PC.000.260125.2	12/31/2025	23.12	CO FACEBOOK AD	0018112230 54111
	PC.000.260125.3	01/08/2026	44.06	shore power station 72.	0012042254 53142
	PC.000.260125.3	01/08/2026	219.30	garbage disposal station 73.	0012042254 53142
	PC.000.260125.3	01/08/2026	172.15	PRESSURE SWITCH	0012042254 53146
	PC.000.260125.3	01/08/2026	706.84	INFRARED HEAT LAMPS	0012042254 53146
	PC.000.260125.3	01/08/2026	9.30	DOOR KNOB	0012042254 53146
	PC.000.260125.3	01/08/2026	8.19	DOOR KNOB	0012042254 53146
	PC.000.260125.3	01/08/2026	2.99	ICLOUD STORAGE	0014002230 54902
	PC.000.260125.3	01/08/2026	185.17	KME WIPER BLADES 78-20	0016502265 53143
	PC.000.260125.4	12/31/2025	205.63	MEI2410 WATER VALVE STOCK	0016502265 53143
	PC.000.260125.4	12/31/2025	248.65	HL7425WOA RECEPTACLE PLATE ST	0016502265 53143
	PC.000.260125.5	01/09/2026	(248.65)	REFUND FOR ORD#S3120184	0016502265 53143
	PC.000.260125.5	01/09/2026	132.18	GFCI RECEIPT 15A STOCK (5)	0016502265 53143
	PC.203.260125.1	01/08/2026	275.00	World at Work Membership	0012032213 54901
	PC.203.260125.1	01/08/2026	225.00	NPELRA Membership	0012032213 54901
TOTAL FOR CHECK AP 00021392:			4,777.78		
VALLEY FREIGHTLINER INC (VALLFRED)					
	PC30184255402	12/17/2025	498.02	M19-2 WHEEL STUDS, HEX NUTS/FR	0016502265 53143
	PC30184386101	12/26/2025	129.08	E22-1 KIT225208 RETAINER KIT	0016502265 53143
	PC30184563101	12/30/2025	(60.60)	DIPSTICK RETURN CREDIT	0016502265 53143
	PC30184687701	12/31/2025	(221.78)	FREIGHT CREDIT RETURN	0016502265 53143
	PC30184703601	01/07/2026	696.60	GE17-1 CV FILTER + STOCK	0016502265 53143
	PC30184728301	01/07/2026	533.66	GE17-1 BREATHER CRANKCASE PN52	0016502265 53143
	PC30184740501	01/08/2026	1,058.57	M19-2 NOX SENSOR	0016502265 53143
TOTAL FOR CHECK AP 00021352:			2,633.55		
ZOHO CORPORATION (ZOHO)					
	5020031617	01/01/2026	7,537.68	MANAGEENGINE SVC HELPD SK RENWL0012102215	54813
TOTAL FOR CHECK AP 00021393:			7,537.68		
REPORT TOTAL:			306,061.21		

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel	To Note
AP EFT 00021400	EARTSOLU	EARTH SOLUTIONS NW LLC	01/15/26	5,000.00	MW			

S U B T O T A L S:

Total Void Machine Written	0.00	Number of Checks Processed:	0
Total Void Hand Written	0.00	Number of Checks Processed:	0
Total Machine Written	0.00	Number of Checks Processed:	0
Total Hand Written	0.00	Number of Checks Processed:	0
Total Reversals	0.00	Number of Checks Processed:	0
Total Cancelled	0.00	Number of Checks Processed:	0
Total EFTs	5,000.00	Number of EFTs Processed:	1
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L 5,000.00

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EARTH SOLUTIONS NW LLC (EARTSOLU)					
	58626	01/15/2026	5,000.00	N.SHOP PHASE 1 ENVIRONMENTAL S	3016522265 54191
TOTAL FOR CHECK AP 00021400:			5,000.00		
REPORT TOTAL:			5,000.00		

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
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AP EFT 00021401	JACK04070	ADAM JACKSON	01/15/26	23.00	MW	CX	
AP EFT 00021402	ROSE10280	ADAM ROSENLUND	01/15/26	23.00	MW	CX	
AP EFT 00021403	DAVITRAV	DAVID TRAVIS	01/15/26	2,600.00	MW	CX	
AP EFT 00021404	MORR06170	DUSTIN MORROW	01/15/26	23.00	MW	CX	
AP EFT 00021405	BERD04150	KEVIN BERDAN	01/15/26	23.00	MW	CX	
AP EFT 00021406	RALPFLUE	Ralph Flue	01/15/26	185.00	MW	CX	
AP EFT 00021407	HOMA09060	ROBERT HOMAN	01/15/26	69.52	MW	CX	
AP EFT 00021408	ROHA05270	RYAN ROHALY	01/15/26	83.62	MW	CX	
AP EFT 00021409	AIRGAS	Airgas Nor Pac Inc	01/15/26	814.39	MW	CX	
AP EFT 00021410	AMAZON	AMAZON CAPITAL SERVICES	01/15/26	3,847.38	MW	CX	
AP EFT 00021411	BENACOMP	BENAROYA CAPITAL COMPANY LL	01/15/26	97,972.42	MW	CX	
AP EFT 00021412	CASCAFIRE	CASCADE FIRE EQUIPMENT CORP	01/15/26	165.18	MW	CX	
AP EFT 00021413	CPFREFT	Central Pierce Fire & Rescu	01/15/26	7.21	MW	CX	
AP EFT 00021414	CHRIINC	CHRISTENSEN INC	01/15/26	9,554.13	MW	CX	
AP EFT 00021415	CISION	CISION US INC	01/15/26	10,511.70	MW	CX	
AP EFT 00021416	CITYTREA	CITY OF TACOMA	01/15/26	1,797.53	MW	CX	
AP EFT 00021417	KELLGREEN	COLLITA VENTURES LLC	01/15/26	925.68	MW	CX	
AP EFT 00021418	TRSMECHA	ENERGY SYSTEMS MGMT - TRS I	01/15/26	2,088.94	MW	CX	
AP EFT 00021419	VALLFREI	FREIGHTLINER NORTHWEST	01/15/26	1,236.11	MW	CX	
AP EFT 00021420	IMSALLI	JUSTICE FAMILY ENTERPRISES	01/15/26	31.13	MW	CX	
AP EFT 00021421	KELLCONN	KELLEY CREATE CO	01/15/26	544.18	MW	CX	
AP EFT 00021422	LNCURTIS	L.N. Curtis and Sons	01/15/26	2,581.37	MW	CX	
AP EFT 00021423	LIFEASSI	Life-Assist Inc	01/15/26	21,619.44	MW	CX	
AP EFT 00021424	LOWECOMP	Lowe's Companies	01/15/26	880.62	MW	CX	
AP EFT 00021425	MESIACQU	MES I ACQUISITION INC	01/15/26	249.38	MW	CX	
AP EFT 00021426	NWAIR2	NORTHWEST AIR & SAFETY LLC	01/15/26	6,391.52	MW	CX	
AP EFT 00021427	NWCASCAD	NW CASCADE, INC.	01/15/26	116.00	MW	CX	
AP EFT 00021428	ONSPOFNO	ONSPOT OF NORTH AMERICA INC	01/15/26	36.98	MW	CX	

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
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AP EFT 00021429	FIREFLEE	PAUL SPENCER	01/15/26	669.46	MW	CX	
AP EFT 00021430	PRESIDIO	PRESIDIO HOLDINGS INC	01/15/26	33,346.17	MW	CX	
AP EFT 00021431	READREBO	READY REBOUND INC	01/15/26	74,986.60	MW	CX	
AP EFT 00021432	SSTIREPU	S&S TIRE SERVICE INC	01/15/26	98.56	MW	CX	
AP EFT 00021433	STANPART	Standard Parts Corp	01/15/26	5,175.75	MW	CX	
AP EFT 00021434	STATAUDI	State Auditor's Office	01/15/26	8,476.95	MW	CX	
AP EFT 00021435	STATAUTO	STATION AUTOMATION INC	01/15/26	181.84	MW	CX	
AP EFT 00021436	SUMNLAWN	SUMNER LAWN 'N SAW	01/15/26	719.49	MW	CX	
AP EFT 00021437	SYSTDESI	SYSTEMS DESIGN WEST LLC	01/15/26	40,804.18	MW	CX	
AP EFT 00021438	FIRESTOR	THE FIRE STORE	01/15/26	494.92	MW	CX	
AP EFT 00021439	MALLSAFE	THE MALLORY CO	01/15/26	2,847.21	MW	CX	
AP EFT 00021440	TRUENORT	TRUE NORTH EMERGENCY EQUIPM	01/15/26	4,753.16	MW	CX	
AP EFT 00021441	UNIFIRST	UNIFIRST CORPORATION	01/15/26	276.08	MW	CX	
AP EFT 00021442	UNITPARC	United Parcel Service	01/15/26	14.35	MW	CX	
AP EFT 00021443	USBANKBU	US Bank Business Card	01/15/26	1,308.63	MW	CX	
AP EFT 00021444	WHOLONLI	WHOLESALE ONLINE GROUP	01/15/26	1,083.27	MW	CX	

S U B T O T A L S:

Total Void Machine Written	0.00	Number of Checks Processed:	0
Total Void Hand Written	0.00	Number of Checks Processed:	0
Total Machine Written	0.00	Number of Checks Processed:	0
Total Hand Written	0.00	Number of Checks Processed:	0
Total Reversals	0.00	Number of Checks Processed:	0
Total Cancelled	0.00	Number of Checks Processed:	0
Total EFTs	339,638.05	Number of EFTs Processed:	44
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L 339,638.05

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ADAM JACKSON (JACK04070)					
	1069559468	01/01/2026	23.00	PER DIEM LEGISLATIVE DAY 2026	0012322240 54301
TOTAL FOR CHECK AP 00021401:			23.00		
ADAM ROSENLUND (ROSE10280)					
	1609515051	01/01/2026	23.00	PER DIEM LEGISLATIVE DAY 2026	0012002210 54301
TOTAL FOR CHECK AP 00021402:			23.00		
AIRGAS NOR PAC INC (AIRGAS)					
	9167255304	12/31/2025	52.91	MEDICAL O2/ST66 DEC 2025	1013402680 53141
	9167301200	12/31/2025	124.20	MEDICAL O2/ST67 DEC 2025	1013402680 53141
	9167426353	12/31/2025	52.53	MEDICAL O2/ST63 DEC 2025	1013402680 53141
	9167465811	12/31/2025	123.90	MEDICAL O2/ST61 DEC 2025	1013402680 53141
	9167629553	12/31/2025	73.63	MEDICAL O2/ST63 DEC 2025	1013402680 53141
	9167675112	12/31/2025	73.70	MEDICAL O2/ST66 DEC 2025	1013402680 53141
	9167832143	12/31/2025	73.08	MEDICAL O2/ST63 DEC 2025	1013402680 53141
	9167832163	12/31/2025	73.08	MEDICAL O2/ST61 DEC 2025	1013402680 53141
	9167879045	12/31/2025	94.83	MEDICAL O2/ST66 DEC 2025	1013402680 53141
	9167946460	12/31/2025	72.53	MEDICAL O2/ST67 DEC 2025	1013402680 53141
TOTAL FOR CHECK AP 00021409:			814.39		
AMAZON CAPITAL SERVICES (AMAZON)					
	11KCGNV1PKT	01/12/2026	142.08	HM PIG Oil Boom, 8 pack	0013202260 53141
	141LVTFNYDM	01/01/2026	149.88	STN60 LED DRIVERS FOR HALLWAY	0012042254 53146
	14WTF6J6C1VD	01/08/2026	16.51	STN 73 DISHWASHER RACK WHEELS	0012042254 53142
	19RV719TL66G	01/12/2026	24.01	63 Pyrex MEASURING CUPS	0016032250 53501
	1DR9RWC3L4F	01/08/2026	506.85	LOG LARGE ROPE BAG	0012042254 53501
	1DR9RWC3L4F	01/08/2026	446.25	LOG MEDIUM ROPE BAG	0012042254 53501
	1F3F4LTRDN3	01/12/2026	161.98	TR Grundéns JACKET Men's Full	0013302685 53501
	1FT33CFK3DQP	01/09/2026	654.34	PE GRANT POSTER FRAMES 2Pk	0014002230 53501
	1FT33CFK3DQP	01/09/2026	778.84	PE SIGN - GRANT Black 4Pk	0014002230 53501
	1G1QXKNQ4RK	01/13/2026	56.27	CS Table 6 Feet Foldable	0012052218 53501
	1G1QXKNQ4RK	01/13/2026	352.63	63/HW Rep Adjustable Bench, AB	0012552210 53501
	1G1QXKNQ4RK	01/13/2026	168.48	91/HW SHW 40-Inch Mobile Elect	0012552210 53501
	1G1QXKNQ4RK	01/13/2026	6.58	67 CELEWELL CR1616 5 Pcs 3V Li	0016202250 53141
	1G4PKRD79HW	01/13/2026	(40.77)	CREDIT- PROPANE CYLINDERS	0016202250 53141
	1KWTQQ3K1LG	01/14/2026	35.85	SILICONE SPRAY, 11OZ (EACH)	0016202250 53141
	1NY44KDG37H	01/08/2026	87.45	HEPA FILTERS, REFILLS	0016502265 53141
	1PHHYTQ7GK6	01/10/2026	13.17	HM Plastic Hose Barb Reducer	0013202260 53501
	1PHHYTQ7GK6	01/10/2026	59.48	HM Foldable Dog Pool, Portable	0013202260 53501
	1VVJ3WTPHVH	01/12/2026	227.50	OPS CARDSTOCK Weatherproof	0013002220 53141
TOTAL FOR CHECK AP 00021410:			3,847.38		
BENEROYA CAPITAL COMPANY LLC (BENACOMP)					
	02012026	01/14/2026	14,728.48	AOC-STE120 CAM 02/2026	0012002210 54911
	02012026	01/14/2026	16,295.82	ANNEX-STE200 CAM 02/2026	0012002210 54911
	02012026	01/14/2026	31,499.14	AOC-STE120 LEASE 02/2026	0012009122 57000
	02012026	01/14/2026	24,953.66	ANNEX-STE200 LEASE 02/2026	0012009122 57000
	02012026	01/14/2026	9,720.34	CS-B30-WH LEASE 02/2026	0012059122 57000

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	02012026	01/14/2026	285.52	P&E-B110 LEASE 02/2026	0014009122 57000
	02012026	01/14/2026	489.46	P&E-B118 LEASE 02/2026	0014009122 57000
TOTAL FOR CHECK AP 00021411:			97,972.42		
CASCADE FIRE & SAFETY (CASCAFIRE)					
	INVEV11967	01/06/2026	165.18	LT07-1 WIPER WEATHER SEAL PN 0	0016502265 53143
TOTAL FOR CHECK AP 00021412:			165.18		
CHRISTENSEN INC (CHRIINC)					
	0808446IN	01/07/2026	1,050.26	#1003291 ST64 FUEL	0012042254 53201
	0808957IN	01/08/2026	2,927.51	#1003291 ST72 FUEL	0012042254 53201
	0809955IN	01/12/2026	245.35	#1003291 ST68 FUEL	0012042254 53201
	0810405IN	01/11/2026	1,790.92	#1003291 ST61 FUEL	0012042254 53201
	0811165IN	01/14/2026	3,540.09	#1003291 ST60 FUEL	0012042254 53201
TOTAL FOR CHECK AP 00021414:			9,554.13		
CISION US INC (CISION)					
	INVUS60120222	01/04/2026	10,511.70	2026 MEDIA MONITORING PER CONT	0014002230 54911
TOTAL FOR CHECK AP 00021415:			10,511.70		
CITY TREASURER (CITYTREA)					
	94-260113	01/13/2026	1,515.53	#101402806 ST94 01/2026 ELEC	0016202250 54731
	94L-260113	01/13/2026	44.99	#101402800 ST94 01/2026 ELEC	0016202250 54731
	TC-260114	01/14/2026	237.01	#100808871 TC 01/2026 ELEC	0016202250 54731
TOTAL FOR CHECK AP 00021416:			1,797.53		
COLLITA VENTURES LLC (KELLGREEN)					
	INV191	01/01/2026	462.84	ANNEX HORTICULTURE SVCS 1/2026	0012002210 54191
	INV192	01/01/2026	462.84	AOC-HORTICULTURE SVCS 1/2026	0012002210 54191
TOTAL FOR CHECK AP 00021417:			925.68		
DAVID TRAVIS (DAVITRAV)					
	08	12/31/2025	2,600.00	2025 CONSULTING CONTRACT	0012012211 54911
TOTAL FOR CHECK AP 00021403:			2,600.00		
DUSTIN MORROW (MORR06170)					
	10609434248	01/01/2026	23.00	PER DIEM LEGISLATIVE DAY 2026	0012002210 54301
TOTAL FOR CHECK AP 00021404:			23.00		
IMS ALLIANCE (IMSALLI)					
	260137	01/06/2026	31.13	6 WHITE TAGS	0012042254 53141
TOTAL FOR CHECK AP 00021420:			31.13		
KELLEY IMAGING SYSTEMS INC (KELLCONN)					
	IN2193107	01/09/2026	109.57	ST71 COPIER OVERAGES	0012002210 54813
	IN2193107	01/09/2026	434.61	ST71 COPIER MAINT - BASE RATE	0012002210 54813
TOTAL FOR CHECK AP 00021421:			544.18		
KEVIN BERDAN (BERD04150)					
	10609575541	01/01/2026	23.00	PER DIEM LEGISLATIVE DAY 2026	0012002210 54301
TOTAL FOR CHECK AP 00021405:			23.00		
L.N. CURTIS AND SONS (LNCURTIS)					
	INV1023082	12/31/2025	343.59	CO-1: FREIGHT FOR SCBA BRACKET	0012042254 53501
	INV1027054	01/09/2026	595.88	GL26-1 UPFITTING	0013009422 56401

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	INV1027899	01/13/2026	1,641.90	LT07-1 WIRING HARNESS PN72135	0016502265 53143
TOTAL FOR CHECK AP 00021422:			2,581.37		
LIFE-ASSIST INC (LIFEASSI)					
	2036610	12/19/2025	(1,720.00)	IV CATHETER, 20GAx1.25", PROTE	0012052218 53198
	2036610	12/19/2025	(172.00)	IV CATHETER, 22GAx1", PROTECTI	0012052218 53198
	2037634	01/13/2026	212.01	KTD/OTD REPLACEMENT PARTS	1013402680 53501
	2044389	01/06/2026	545.49	MASK NRB (NON-REBREATHER) ADLT	1013402680 53141
	2044389	01/06/2026	5,620.20	SMART CAPNOLINE, ADULT/INTERME	1013402680 53141
	2044389	01/06/2026	322.34	10-VACCUUM SPLINT MEDIUM	1013402680 53141
	2044389	01/06/2026	439.37	10-VACCUUM SPLINT LARGE	1013402680 53141
	2044389	01/06/2026	50.69	NASOPHARYNGEAL AIRWAY, 32FR (E	1013402680 53141
	2044389	01/06/2026	761.70	I-GEL/KING AIRWAY SIZE4 ADULT	1013402680 53141
	2044389	01/06/2026	761.70	I-GEL/KING AIRWAY SIZE 5 ADULT	1013402680 53141
	2044389	01/06/2026	16.53	ENDO TUBE, UNCUFFED, 2.0MM	1013402680 53141
	2044389	01/06/2026	177.87	BANDAGE, COBAN WRAP 2" (EACH)	1013402680 53141
	2044389	01/06/2026	48.66	BANDAGE, CONFORMING 4" STRETCH	1013402680 53141
	2044389	01/06/2026	98.58	HOT PACK (EACH)	1013402680 53141
	2044389	01/06/2026	81.46	COLD PACK (EACH)	1013402680 53141
	2044389	01/06/2026	1,216.29	ELECTRODE, PHYSIO QUICK-COMBO,	1013402680 53141
	2044389	01/06/2026	484.88	IV DRESSING, VENI-GARD, ADULT	1013402680 53141
	2044389	01/06/2026	94.77	FLUID DISPENSING CONNECTOR	1013402680 53141
	2044389	01/06/2026	2,589.70	EXTENSION SET REMOVE CLAVE 7"	1013402680 53141
	2044389	01/06/2026	177.73	SUCTION CANISTER, 1200CC (EACH	1013402680 53141
	2044389	01/06/2026	26.51	SUCTION CATHETER, 12FR (EACH)	1013402680 53141
	2044389	01/06/2026	2,917.21	BVM (BAG VALVE MASK), ADULT	1013402680 53141
	2044389	01/06/2026	47.39	NOSE CLIP (EACH)	1013402680 53141
	2044389	01/06/2026	214.89	INFANT LP15 CUFF	1013402680 53141
	2044389	01/06/2026	44.96	ENDO TUBE, CUFFED 8.0MM (EACH)	1013402680 53141
	2044389	01/06/2026	6,215.61	Q2-MAX CPAP ADULT MASK	1013402680 53141
	2044810	01/08/2026	344.90	NALOXONE 2MG 2ML LUER JET	1013402680 53151
TOTAL FOR CHECK AP 00021423:			21,619.44		
LOWE'S COMPANIES (LOWECOMP)					
	70068	01/01/2026	330.45	ST66 12FT STEP LADDER	0016062250 53501
	70068	01/01/2026	102.55	ST66 6FT STEP LADDER	0016062250 53501
	70068	01/01/2026	447.62	ST66 32FT EXTENSION LADDER	0016062250 53501
TOTAL FOR CHECK AP 00021424:			880.62		
MES I ACQUISITION INC (MESIACQU)					
	IN2411040	01/01/2026	249.38	R66/E91 CMC RESCUE ROPE BAG	0013302685 53501
TOTAL FOR CHECK AP 00021425:			249.38		
NORTHWEST AIR & SAFETY LLC (NWAIR2)					
	1197	09/14/2025	6,391.52	ANNUAL PM FOR BREATHING AIR	0012042254 54815
	1197	09/14/2025	0.00	*** PUBLIC WORKS***	0012042254 54815
TOTAL FOR CHECK AP 00021426:			6,391.52		
NW CASCADE INC (NWCASCAD)					
	0555293383	12/22/2025	116.00	HONEY BUCKET: WEEKLY SVC @ 67	0016172250 54502
TOTAL FOR CHECK AP 00021427:			116.00		

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ONSPOT OF NORTH AMERICA INC (ONSPOFNO)						
	224525	01/07/2026	36.98	9006 SWITCH, ONSPOT	0016502265	53143
TOTAL FOR CHECK AP 00021428:			36.98			
PAUL SPENCER (FIREFLEE)						
	6026	01/13/2026	669.46	MULTIPLUS 12/1200/50 INVERTER	0016502265	53143
TOTAL FOR CHECK AP 00021429:			669.46			
PIERCE COUNTY FIRE PROT. DIST. (CPFREFT)						
	224525	01/07/2026	3.73	9006 SWITCH, ONSPOT	0016502265	53143
	260137	01/06/2026	3.18	6 WHITE TAGS	0012042254	53141
	PC.000.260125.6	01/15/2026	0.30	APPLE SUBSCRIPTION	0014002230	54902
TOTAL FOR CHECK AP 00021413:			7.21			
PRESIDIO HOLDINGS INC (PRESIDIO)						
	6013226000203	01/15/2026	33,346.17	ZOOM LICENSES 9/5/25-9/5/26	0012102215	54813
TOTAL FOR CHECK AP 00021430:			33,346.17			
RALPH FLUE (RALPFLUE)						
	011326	12/31/2025	185.00	12/2025 LEOFF 1 RETIREE/ME PTB	0012032213	52009
TOTAL FOR CHECK AP 00021406:			185.00			
READY REBOUND INC (READREBO)						
	2953	01/14/2026	74,986.60	2026 CPFR TACTICAL ATHLETE CON	0012552210	54911
TOTAL FOR CHECK AP 00021431:			74,986.60			
ROBERT HOMAN (HOMA09060)						
	10609597557	01/01/2026	23.00	PER DIEM LEGISLATIVE DAY 2026	0011001100	54301
	10609597557	01/01/2026	46.52	MILEAGE LEGISLATIVE DAY 2026	0011001100	54331
TOTAL FOR CHECK AP 00021407:			69.52			
RYAN ROHALY (ROHA05270)						
	01082026A	01/08/2026	83.62	TOOL REPLACEMENT 7PC LEAD SET	0016502265	53501
TOTAL FOR CHECK AP 00021408:			83.62			
S&S TIRE (SSTIREPU)						
	1173250	01/14/2026	27.38	BC17-2 REPAIR RT REAR TIRE	0016502265	54820
	1173298	01/14/2026	71.18	645 TPMS TIRE SENSORS REPLACED	0016502265	54820
TOTAL FOR CHECK AP 00021432:			98.56			
STANDARD PARTS CORP (STANPART)						
	318298	01/05/2026	(17.66)	PN90677 TIRE ADAPTERS CM	0016502265	53141
	318395	01/06/2026	61.85	INCORR PARTS/LUG NUT COVERS	0016502265	53143
	318651	01/07/2026	(61.85)	CM FOR INV318395	0016502265	53143
	318737	01/07/2026	15.99	PN90674 ADAPTER, TIRE HARDWARE	0016502265	53141
	318818	01/08/2026	(13.65)	CM FOR 90-624 318818	0016502265	53141
	319318	01/12/2026	328.27	TENSIONER, BELTS, CAP	0016502265	53143
	319432	01/13/2026	3,978.49	ODX-AGM31 (8) BATTERIES/CORES	0016502265	53143
	319437	01/13/2026	122.99	SCOTSEAL, RAD CAP, STOCK	0016502265	53143
	319592	01/14/2026	214.53	ST61 (15) DEF DELIVERED	0012042254	53201
	319776	01/15/2026	146.06	GU08-3, AIR FILTER PN# 2484	0016502265	53143
	319777	01/15/2026	103.47	GU08-3 FRONT FACTORY FOGLIGHT	0016502265	53143
	319791	01/15/2026	297.26	GU08-3 RADIATOR	0016502265	53143

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TOTAL FOR CHECK AP 00021433:			5,175.75			
STATE AUDITOR'S OFFICE (STATAUDI)						
L172661	12/31/2025	8,476.95	2024 AUDIT SERVICES - CPFR	0012012211	54101	
TOTAL FOR CHECK AP 00021434:			8,476.95			
STATION AUTOMATION INC (STATAUTO)						
9260	01/01/2026	181.84	2026 PSTRAX BLOOD MODULE LICEN	1013402680	54813	
TOTAL FOR CHECK AP 00021435:			181.84			
SUMNER LAWN 'N SAW (SUMNLAWN)						
161295	01/12/2026	296.29	ER SHROUD BROKEN... REPAIR AS	0012042254	54811	
161296	01/12/2026	315.30	ER INSTALL RDR SIDE COVER AND	0012042254	54811	
161383	01/14/2026	107.90	CHAIN SHARPENING	0012042254	54191	
TOTAL FOR CHECK AP 00021436:			719.49			
SYSTEMS DESIGN WEST LLC (SYSTDESI)						
20260074	12/31/2025	40,804.18	TRANSPORT BILLING 12/2025	1013402680	54913	
TOTAL FOR CHECK AP 00021437:			40,804.18			
THE FIRE STORE (FIRESTOR)						
INV783212	11/18/2025	277.68	GL26-1 FIRE SUPPRESSION TOOLS	0013009422	56401	
INV787487	11/25/2025	217.24	ADJUSTABLE HYDRANT WRENCH (1)	0012042254	53501	
TOTAL FOR CHECK AP 00021438:			494.92			
THE MALLORY CO (MALLSAFE)						
6331791	01/08/2026	2,847.21	HM T020103000 AUTORAE2 CRADLE	0013202260	53501	
TOTAL FOR CHECK AP 00021439:			2,847.21			
TRS MECHANICAL INC (TRSMECHA)						
1020354	12/22/2025	0.00	PUBLIC WORKS	0012042254	54801	
1020354	12/22/2025	1,294.84	ST60 SERVICE CALL FOR MINISPLI	0012042254	54801	
1020358	12/22/2025	794.10	ST60 FC-17: REPLACE CONDENSATE	0012042254	54801	
1020358	12/22/2025	0.00	PUBLIC WORKS	0012042254	54801	
TOTAL FOR CHECK AP 00021418:			2,088.94			
TRUE NORTH EMERGENCY EQUIPMENT (TRUENORT)						
A24771	01/09/2026	4,753.16	GE17-1 U-BOLTS, WASHER, NUT,	0016502265	53143	
TOTAL FOR CHECK AP 00021440:			4,753.16			
UNIFIRST CORPORATION (UNIFIRST)						
2220280190	01/14/2026	276.08	JAN14 SHOP UNIFORMS/RUGS	0016502265	54931	
TOTAL FOR CHECK AP 00021441:			276.08			
UNITED PARCEL SERVICE (UNITPARC)						
00005Y5731026	01/10/2026	14.35	SHIPPING / NOZZLE RMA43071	0012042254	54221	
TOTAL FOR CHECK AP 00021442:			14.35			
US BANK BUSINESS CARD (USBANKBU)						
PC.000.260125.6	01/15/2026	95.83	STUDIO- CREATIVE CLOUD SUBSCRP	0012002210	54902	
PC.000.260125.6	01/15/2026	52.80	PROMOTIONAL CEREMONY SUPPLIES	0012032213	53132	
PC.000.260125.6	01/15/2026	268.38	CONTROL BOARD	0012042254	53142	
PC.000.260125.6	01/15/2026	19.23	HARDWARE	0012042254	53146	
PC.000.260125.6	01/15/2026	209.06	NFPA 1582 BOOK	0012552210	53501	
PC.000.260125.6	01/15/2026	143.23	WEIGHTED VEST	0012552210	53501	

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	PC.000.260125.6	01/15/2026	42.94	SURVIVOR CEREMONY	0014002230 53105
	PC.000.260125.6	01/15/2026	2.99	APPLE SUBSCRIPTION	0014002230 54902
	PC.200.260125.1	01/15/2026	224.17	STAMPS.COM POSTAGE PURCHASE	0012002210 54221
	PC.203.260125.2	01/15/2026	125.00	Wildfire Apprentice Job Ad	0012032213 54111
	PC.203.260125.2	01/15/2026	125.00	Mechanic Job Ad	0012032213 54111
TOTAL FOR CHECK AP 00021443:			1,308.63		
VALLEY FREIGHTLINER INC (VALLFRED)					
	PC30184330901	12/16/2025	(229.05)	PN 54771P-65 RETURN CREDIT	0016502265 53143
	PC30184827301	01/12/2026	1,242.02	ROTORS , RAD CAP, STOCK	0016502265 53143
	PC30184827302	01/13/2026	223.14	SENSOR PN 29544139 (1)	0016502265 53143
TOTAL FOR CHECK AP 00021419:			1,236.11		
WHOLESALE ONLINE GROUP (WHOLONLI)					
	INV001276	12/30/2025	1,083.27	HELMET MAGNET PANELS	0012042254 52010
TOTAL FOR CHECK AP 00021444:			1,083.27		
REPORT TOTAL:			339,638.05		



Board Meeting Agenda Item Summary

Agenda Date: January 26, 2026

Item Title: Authorizing and establishing fees, charges and fines for 2026

Attachments: Resolution 26-01, 2026 Fees Charges & Fines

Submitted by: Chief Morrow

RECOMMENDED ACTION BY THE BOARD:

- ☐ First reading
- ☒ Second reading
- ☐ Motion to approve
- ☐ For information only
- ☐ Other: _____

SUMMARY:

The fee schedule has been revised to include increased fees.

Response fees, hazmat fees, and transport rates based on CPI, as well as class fees increased with tax added per WA State Dept of Revenue tax law changes.

The hazmat permit fees have been updated since the first reading on December 8, 2025 in order to align with International Fire Code. This will provide more transparency, clear guidance for businesses, and greater efficiency with inspections.

FINANCIAL IMPACT:

See attached resolution schedule.

CENTRAL PIERCE FIRE & RESCUE

RESOLUTION NO. 26-01

A RESOLUTION TO THE BOARD OF FIRE COMMISSIONERS FOR CENTRAL PIERCE FIRE & RESCUE ESTABLISHING FEES, CHARGES, AND FINES FOR CALENDAR YEAR 2026.

WHEREAS, the Board of Fire Commissioners finds it in the best interest of the District and its citizens to provide a single, efficient, and convenient listing of all fees, charges, and fines charged by the District; and

WHEREAS, such a listing will better facilitate the updating and uniform review of all such fees, charges, and fines on a periodic basis; and

WHEREAS, previous Resolutions provide for fees and charges that require review from time to time, are hereafter amended;

NOW THEREFORE BE IT RESOLVED, by the Board of Commissioners for Central Pierce Fire & Rescue that the following fees, charges, and fines be established:

Transport Fees:	
ALS1 Transport	\$13 42 11.00
ALS2 Transport	\$1 61 9582.00
BLS Transport	\$ 999 976.00
GEMT	\$4521.00
Mileage Rate	\$25 per mile
Treat & Refer	\$700.00
Medic Unit Standby Fees:	
Washington State: Spring & Fall Fair	Contract plus CPI
Special Events	\$ 70 68.00 per person per hour
Football Standby	\$ 70 68.00 per person per hour
Class Fees:	
CPR/First Aid Class	\$ 98 5.00 <u>includes tax</u>
CPR/First Aid Class: Group Rate (up to 15 students at Station 71)	\$ 650.00 720.00 <u>includes tax</u>
CPR only: Group Rate (up to 15 students at Station 71)	\$ 500.00 555.00 <u>includes tax</u>
Safe Sitter Class	\$ 39.00 45.00 <u>includes tax</u>
Safe Sitter Class: Group Rate (up to 24 students, off-site)	\$ 798.00 880.00 <u>includes tax</u>
Rental Fees:	
Tower Rental Fee	See Training Tower Fees
Resale Items:	
Bicycle Helmet	Free
Multi-Sport Helmet	Free

Operational Permit Fees:		
Haz Mat Storage & Handling		
<u>Liquids</u> <u>GallonsTier:</u>	<u>Solids</u> <u>Pounds# of Reportable</u> <u>Products:</u>	<u>Fee:</u>
<u>55I</u>	<u>4991-2</u>	<u>\$125.00</u>
<u>II500</u>	<u>31,000</u>	<u>\$250.00</u>
<u>946III</u>	<u>2,0004</u>	<u>\$375.00</u>
<u>IV1,836</u>	<u>5+3,000</u>	<u>\$500.00</u>
4,500	4,000	
15,180	5,000	
65,581	10,000	
70,000	11,000	
75,000	12,000	
85,000	15,000	
150,000	17,000	
225,000	20,000	
300,000	25,000	
400,000	30,000	
500,000	40,000	
600,000	50,000	
700,000	60,000	
800,000	75,000	
900,000	90,000	
1,000,000	125,000	
1,500,000	150,000	
2,000,000		
2,500,000		
3,000,000		
3,500,000		
4,000,000		
4,500,000		
5,000,000		
\$114.00 for Ranges 1—3 \$152.00 for Range 4 \$189.00 for Range 5 \$227.00 for Range 6 \$265.00 for Range 7 \$302.00 for Range 8 \$340.00 for Range 9 \$377.00 for Range 10 Add \$39 for each additional range over 28. Contact Prevention Division for details.		
Open Flame – Candles	\$1 120 9.00	
Open Flame – Cooking	\$1 120 9.00	
Public Assembly	\$112.00 \$109.00	
Tents & Temp Structures	\$112.00 \$109.00	
Temp Stands	\$112.00 \$109.00	
Hot Works	\$112.00 \$109.00	
Pyrotechnic Displays	\$112.00 \$109.00	
Residential Underground Storage Tanks	\$112.00 \$109.00	
High Piled Storage	\$112.00 \$109.00	
Liquid Petroleum Gas - Propane	\$112.00 \$109.00	
Misc Permits	\$112.00 \$109.00	

Inspection Fee (includes gate with knox box/opticom)	\$ 91 88.00 for 1 st hour. \$4 64 .00 per half-hour after first hour
Re-Inspection Fee (non-compliance or code violations)	\$ 91 88.00 for 1 st hour. \$4 64 .00 per half-hour after first hour
Plan Review Fee	\$4 64 .00 per half-hour
Christmas Tree Stand Inspection Fee	\$4 64 .00 per half-hour
Late Fee for permits applied for less than 30 days from event:	\$1 12 09.00
NSF Fees:	
NSF Handling Fee	\$37.00 or the amount of the check, whichever is less
Shop Fees:	
Pump Test Fee	\$8 53 .00 (includes tax)
Outside Service Work	\$12 85 /hr labor plus tax and full cost of parts
Fuel Administration Fee	\$0.05/gal
Records Request Fees for Medical Records:	
Copying Charges	Medical records 10 or less pages: no charge Medical records more than 10 pages: \$1.00 per page for first 30 pages copied, and \$.75 per page thereafter
Clerical Fee	\$20.00 for each medical record(s) request that is greater than 10 pages
Requested Documents on CD	\$5.00 each
Public Records Request for Non-Medical Records	
First 10 pages or copies	No Charge
Each page after 10 pages or copies	\$.17 per page or copy (Color \$.26 per page)
Requested Documents on CD	\$5.00 each
Use of District Equipment Fees:	
Laser Color Printers	B/W \$.17 Color \$.26 per page
Laser B/W or Ink Jet	B/W \$.04 Color \$.13 per page
Copy Machine	B/W \$.17 Color \$.26 per page
Fax Machine Received	B/W \$.04 Color N/A per page
Fax Machine Sent	All Applicable Phone Charges
Plotter	Full color \$60 per copy (ANSI E) Full color \$100 per copy (60" x 48")
Training Tower Fees:	
Training Tower Rental	\$2 11 06.00 up to 4hrs, \$5 42 /hr each hr after

Smoke Fluid	\$6 4 2/gallon
OSB Plywood	\$1 6 5/sheet
Replace Ventilation panels with OSB	\$5 4 2/panel
Note: Other Training Tower fees charged on as needed basis, Propane see above	
Other Fees:	
Fire Commissioner Compensation	\$161/day; \$23,184/yr max (144 mtgs)
Chargepoint (Electric Vehicle Charging)	\$0.50 per hour
Fire Watch	\$91.00 per person per hour
Runner Services	\$38 per day
Fire Protection Services	By inter-local agreement
Administrative Services	Actual Personnel Cost
Haz Mat Team Response	Actual Personnel & Supply Cost
Special Ops Team Response	Actual Personnel & Supply Cost
Non-Emergency Responses	
(include apparatus & 3 person crew)	\$332.00 per hour
(include apparatus & 2 person crew)	\$194.00 per hour
(include apparatus & 1 person crew)	\$133.00 per hour
Web Hosting (Chief/Comm Groups)	\$36/hr
Response Fees & Labor Rates:	
Minimum 1 hr Charge – Response includes:	\$ 389/ea
Engine - \$145	
3 person crew - \$189	
Priority - \$57	

District/Div Chief	\$ 13 30 /hr regular, \$ 200 195 /hr overtime
Assistant Chief	\$ 124/hr regular, overtime Exempt
Battalion Chief	\$ 95 98 /hr regular, \$ 143 147 /hr overtime
Deputy Fire Marshal	\$ 9 30 /hr regular, \$1 40 35 /hr overtime
Captain Medic	\$ 9 30 /hr regular, \$1 40 35 /hr overtime
Captain	\$ 8 75 /hr regular, \$1 31 27 /hr overtime
Medical Services Officer (MSO)	\$ 87/hr regular, \$131/hr overtime \$ 85/hr regular, \$127/hr overtime
Lieutenant	\$ 8 20 /hr regular, \$1 23 20 /hr overtime
Firefighter Paramedic	\$ 7 64 /hr regular, \$1 14 11 /hr overtime
Firefighter	\$ 6 42 /hr regular, \$9 63 /hr overtime
Rescue/Engine/Ladder Driver	\$ 2/hr per driver
Medic Unit Driver	\$ 2/hr per driver
Engine – Type 1	\$ 141/hr
Ladder/Aerial	\$ 222/hr
Medic Unit on Scene (Non-Transport)	\$ 7 64 /hr
Command Vehicle	\$ 5 75 /hr
MSO Vehicle	\$ 5 75 /hr
Police Report Gathering	\$ 2 32 /ea
Battery Powered Tools	\$ 1 64 /hr
Electrical Powered Tools	\$ 1 62 /hr
Extrication Power Plant with Tools	\$ 16/hr
Pneumatic Tools	\$ 16/hr
Scene Lighting	\$ 6/hr
Absorbent Pads	\$ 3/ea
Absorbent Material	\$ 19/bag
Caution Tape	\$ 1/ft
De-icer	\$ 6/ea
Extrication Gloves	\$ 1/pr
Foam (Gallons)	\$ 19/gal
Foam (16oz Bottles)	\$ 6/ea
Fusees (Flares)	\$ 1/ea
Polypropylene Tarp	\$ 11/ea
Sawz All Blades	\$ 3/ea
Soft Foam Tarp	\$ 9/ea

ADOPTED by the Board of Fire Commissioners of Central Pierce Fire & Rescue, Pierce County, Washington, at a regular meeting held this ____ day of _____, 2026, by a majority of the members.

Russell Barstow, Commissioner

Jason Bellerive, Commissioner

Margaret Buttz, Commissioner

Jonathan E. Caverly, Commissioner

Arlene Dannat, Commissioner

Brian Estes, Commissioner

Kevin Gorder, Commissioner

Matthew Holm, Commissioner

Robert L. Homan, Commissioner

Christine McAfee, Commissioner

Dale Mitchell, Commissioner

Joe Palombi, Commissioner

Neil Samuelson, Commissioner

Steve Stringfellow, Commissioner

ATTEST: _____
Sandi Roberts, District Secretary



Board Meeting Agenda Item Summary

Agenda Date: January 26, 2026

Item Title: 10A - Revisions to BOD's 3.40, 3.41 and 3.45 (Non-Represented & Executive Leadership Common Benefits)

Attachments: BOD's 3.40, 3.41 and 3.45 redlined

Submitted by: HR Director Washo

RECOMMENDED ACTION BY THE BOARD:

- ☐ First reading
- ☐ Second reading
- ☐ Motion to approve
- ☒ For information only
- ☐ Other: _____

SUMMARY:

This item continues the Board's review of proposed updates to the Board policies (BODs) applicable to non-represented personnel and Executive Leadership. The proposed updates will be presented for two readings prior to final Board approval. No benefit changes are proposed. The revisions are administrative in nature and are intended to ensure accuracy, consistency with current Board policies, and alignment with existing agreements.

Based on feedback received at the prior meeting, additional revisions have been made, including:

- Replacing references to "Central Pierce Fire & Rescue" with "District" for consistency
- Updating the clothing allowance section to ensure alignment across all applicable provisions

At the Board's request, additional research and background information have also been prepared for discussion at the meeting, including:

- Severance pay
- Car allowance
- Bereavement provisions

Chief Morrow and I will be present at the meeting to address these items and respond to any questions from the Board.

CENTRAL PIERCE FIRE & RESCUE
BOARD POLICY
NUMBER 3.40

ORIGINATED: January 1, 2024
REVISED: December 31, 2025
APPROVED: February 23, 2026
EFFECTIVE: January 1, 2024~~2026~~

SUBJECT: FLSA EXEMPT, NON-REPRESENTED, NON-UNIFORMED EMPLOYEES ~~S~~ COMMON BENEFITS

PURPOSE: This policy is intended to be a source of information and a general statement of the Employer's personnel policies and procedures applicable to Non-Uniformed Exempt Employees. It summarizes some of the standard benefits that Non-Uniformed Exempt Employees may receive and some of the duties and responsibilities expected by ~~CPFR~~the District. If there is a special provision applicable to a particular benefit or program, it will be noted in the individual Personal Services Contract (employment agreement).

AUTHORITY & RESPONSIBILITY:

The Fire Chief and Human Resources Director have the authority and responsibility to ensure the components of this Board Policy are carried out as outlined.

I. DEFINITIONS

- A. **Accrual:** Accumulation of leave over time.
- B. **HRA:** Health Reimbursement Arrangement is an IRS-approved, employer-funded, tax advantaged health benefit used to reimburse employees for out-of-pocket medical expenses.
- C. **VEBA:** A Voluntary Employees' Beneficiary Association (VEBA) is a tax-exempt, irrevocable Trust under Section 501 (c)(9) of the Internal Revenue Code. This type of trust is used as a vehicle for employers to fund Health Reimbursement Accounts (HRA).
- D. **Grievance:** An official statement of a complaint over something believed to be wrong or unfair.
- E. **PERC:** The Public Employee Relations Commission (PERC) is the state agency with jurisdiction over public sector labor relations and collective bargaining, which assists parties in resolving labor-management disputes.

POLICY:

- I. This FLSA Exempt, Non-Represented, Non-Uniformed Employees Policy ("Policy") covers the following ~~CPFR~~District positions:

- A. Senior Human Resources Analyst
- ~~A.B.~~ Human Resources Analyst
- ~~B.C.~~ C.A.R.E.S. Manager
- ~~C.D.~~ Community Health Worker (or C.A.R.E.S. RN)
- ~~D.E.~~ Crisis Intervention Coordinator
- ~~E.~~ Strategic Program Manager[#]
- F. Communications Manager

~~CPFR~~The District may in the future add additional positions that are subject to this Policy. Employees covered by this Policy are collectively referenced as "Exempt Employees."

~~Positions noted with an # above are positions that have come from other agencies through contracts/mergers/inter-local agreements, etc. and will be subject to individual employment agreements for the length of the agreement between the District and the respective agency. All other positions will not have an individual employment agreement and all benefits and programs are pursuant to policy/SOG's.~~

PROCEDURE:

I. HOURS OF WORK

- A. Exempt employees, by the nature of their work, and/or responsibilities, are exempt from state and federal wage and salary (e.g., overtime) rules.
- B. Employees are generally assigned to work a standard business week, forty (40) hours per week, Monday through Friday, 8:00 am to 5:00 pm, including a one (1) hour lunch period, but may work a flexible schedule with supervisor approval. It is recognized that exempt employees are required to spend additional time over and above their regular work week engaged in activities for ~~CPFR~~the District.

II. SALARY

- A. The salaries for employees are set annually by the Board of Fire Commissioners.
 - 1. Except as otherwise provided, the salary for exempt employees will generally be based on a salary schedule consisting of five (5) steps (A through E), with a fixed 5% differential between steps starting from the base step.

2. New employees will start at the “A” step in the schedule unless otherwise determined by the Fire Chief.
3. Each step is for a period of one (1) year, unless otherwise determined by the Fire Chief.
4. This salary step schedule will be identified in individual employment agreements as Appendix “A”.

- B. ~~Every three years, a market wage study may be conducted and salaries may be adjusted to market results, subject to Board approval during the budget process. A market wage survey may include smaller cities, regional fire authorities and fire districts with similar positions, responsibilities and workloads.~~ Please refer to BOD 2.52 (Compensation Philosophy and Classification Program) and SOG 2.53 (Classification Program and Compensation Administration) for more detailed information.

III. VACATION ACCRUAL AND USAGE

- A. The following vacation accrual schedule will be used to calculate vacation hours earned. Vacation will be awarded on a monthly basis and vacation bank carry-over will be capped at the value of two (2) years of vacation accrual plus two (2) years of exempt leave outlined in (C).

Years of Service	Annual Accrual	Months Covered	Monthly Accrual	Carry-Over Limit
1 year of service	80 hours	1-12 months	6.67 hours	260 hours
2 – 5 years	120 hours	13-60 months	10.00 hours	340 hours
6 – 10 years	160 hours	61-120 months	13.34 hours	420 hours
11 – 14 years	180 hours	121-168 months	15.00 hours	460 hours
15 – 19 years	200 hours	169-228 months	16.67 hours	500 hours
20 – 24 years	265 hours	229-288 months	22.09 hours	630 hours
25+ years	280 hours	289+ months	23.34 hours	660 hours

- B. The Fire Chief may place a newly hired Exempt Employee anywhere on the vacation schedule as determined by their experience and qualifications.
- C. In recognition of the extended hours of work that is required of exempt employees, an additional fifty (50) hours of leave will be credited to an employee’s vacation accrual each January 1.

IV. SICK LEAVE ACCRUAL AND USAGE

- A. Employees shall accrue sick leave hours at the rate of seventeen (17) hours for each full month of service. Maximum sick leave accrual bank is 1560 hours.

- B. CPFR-The District buys back sick leave hours in excess of the employee's maximum accrual at the rate of 25% of the employee's base pay. Sick leave buy back will be paid in November of each year, and shall be paid accordingly:
 - 1. One hundred percent (100%) shall be contributed into the members HRA account.
- C. Upon voluntary separation, sick leave banks will be bought out at 25% of base salary for all accrued sick leave hours and shall be paid accordingly:

1. Mandatory Accrued Sick Leave Contribution

Upon the employee's voluntary separation from the District and on behalf of the employee, irrevocably contribute on a pre-tax basis to any one, or a combination of the two (2) options, as designated by the employee, an amount equal in value to 50% of the payments that would otherwise be paid to the employee for unused sick leave. The remaining 50% of the accrued sick leave payout entitled under the Agreement shall be paid directly to the employee upon separation.

Options –

- 1) The employee's HRA account.
- 2) The employee's 457 Deferred Compensation plan

No Individual Employee Election. The employee shall not have the option to receive a payout in cash for the value of up to 50% the accrued sick leave contributed to any of the above options.

REMITTANCE OF CONTRIBUTIONS. The District shall remit the above accrued sick leave contributions directly to the designated plan(s) for the duration of the Agreement. Those contributions shall be remitted directly to the custodian of the selected plan option within 30 days of the date the payment would have been payable to the employee.

- D. CPFR-The District complies with the Family Medical Leave Act (FMLA), Washington's Paid Family and Medical Leave, Washington Family Care Act, and other federal and state laws covering absences. Please refer to SOG 2.11 and 2.14 for specific information.

V. HOLIDAYS

- A. Employees shall be awarded 120 holiday hours on an annual basis, to include holidays used as listed below, plus any floating holiday hours. Employees may elect to receive a cash payment of base pay at the straight time rate for up to

120 hours each year, in lieu of holidays worked. This will be paid in November of each year.

- B. The business offices of CPFR-the District will be closed to the public on the following Washington State legal holidays:

New Year's Day	January 1 st
Martin Luther King Jr's Birthday	3 rd Monday in January
President's Day	3 rd Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19 th
Independence Day	July 4 th
Labor Day	1 st Monday in September
Veteran's Day	November 11 th
Thanksgiving Day	4 th Thursday in November
Day Following Thanksgiving Day	Friday following Thanksgiving
Christmas Day	December 25 th

- C. If the Washington State legal holiday falls on a Saturday, employees will normally be granted Friday off for the holiday. If the Washington State legal holiday falls on a Sunday, employees will normally be granted Monday off for the holiday.

VI. BEREAVEMENT LEAVE

- A. In the event of a death in the immediate family of an employee, the employee shall be granted up to 40 hours off with pay.
- B. Immediate family shall be defined as the spouse and children of the employee, parents or step parents, brother, sister, grandchildren, grandparents of the employee, and those of the employee's current spouse. Also covered is the loss of a child in the event the employee would have qualified for prenatal or postnatal medical leave or family leave to bond with the child, for the seven days following the loss of a child.
- C. Additional leave for covered relationships, or non-covered relationships, may be allowed with the use of accrued vacation or holiday leave.

VII. LONGEVITY

- A. CPFR-The District pays additional compensation based on longevity, on a monthly basis according to the following schedule:

5–9 years	(61 – 120 months) of employment	= 2% of current salary
10–14 years	(121 – 180 months) of employment	= 4% of current salary

15–19 years	(181 – 240 months) of employment	= 6% of current salary
20–24 years	(241 – 300 months) of employment	= 8% of current salary
25–29 years	(301 – 360 months) of employment	= 11% of current salary
30+ years	(361+ months) of employment	= 13% of current salary

VIII. MEDICAL, DENTAL, VISION AND LIFE INSURANCE COVERAGE

- A. Full medical and vision insurance coverage shall be paid through the Northwest Firefighters Trust (NWFFT) ~~for 2024~~. Dental and basic life coverage will be paid through the Washington Counties Insurance Fund (WCIF) ~~for 2024~~. Nothing in this policy precludes ~~CPFR~~ the District from changing policies of insurance to equitable coverage.
- B. Employees may choose to waive medical coverage through ~~CPFR~~ the District if they have qualifying medical coverage through a spouse or domestic partner elsewhere. In this instance, ~~CPFR~~ the District distributes an additional amount of \$4,000 annually, paid out 1/12 monthly, as an additional benefit for the employee.

IX. HEALTH REIMBURSEMENT ACCOUNT

- A. ~~CPFR~~ The District contributes annually to a HRA/VEBA account in the amount of \$4,000 to help offset out of pocket costs to the employee due to enrollment in a high deductible medical/vision coverage plan. Funds will be frontloaded into the HRA on or before January 5 of each year. It is understood that at year end, any remaining funds will be rolled directly into a HRA/VEBA for the benefit of the employee.
- B. Employees covered under this policy will vote annually on how to distribute leave (vacation and holiday) buy-outs at the time of retirement or termination of employment with ~~CPFR~~ the District. The vote of the group will be reported to the HRA/VEBA provider utilizing Attachment 340.A in the last quarter of the preceding year.

X. DEFERRED COMPENSATION

- A. The District shall contribute four and one-half percent (4.5%) of the employee's base wage per month, or Four Hundred Dollars (\$400), whichever is greater, per employee, to the deferred compensation plan with no employees matching required.

XI. RETIREMENT

- A. Employees covered under this policy are enrolled in State of Washington Department of Retirement System Plans as appropriate, with employer/employee contributions.

XII. SEVERANCE PROVISIONS

- A. Employees terminated for any reason other than “just cause” when they are willing and able to perform their duties, shall receive severance pay as outlined below, based on their years of service:

Years of Service	Months Covered	Severance Provided
1 – 5 years of service	1-60 months	None
5 – 10 years	61-120 months	2 weeks
11 – 14 years	121-168 months	1 month
15 – 19 years	169-228 months	6 weeks
20 – 24 years	229-288 months	2 months
25+ years	289+ months	10 weeks

- B. For purposes of this Policy, “just cause” means failure to perform duties and responsibilities of job assignment at a consistently satisfactory level; failure to follow the rules, regulations and policies of the Employer; an act of dishonesty related to employment; conduct that constitutes a misdemeanor involving moral turpitude, dishonesty, misrepresentation or public office misconduct; or employee’s ineligibility for continued employment for failure to maintain license/certification requirements.
 - 1. For the avoidance of doubt, no severance shall be due in the event employee’s employment ends due to one of the following: Employee is terminated for just cause, including inability to perform job duties or employee’s death; or the employee resigns or retires.

XIII. CLOTHING ALLOWANCE

- A. Upon hire, ~~CPFR the District~~ will provide five (5) articles from the company “store” and an additional two (2) items per year. Employees who are provided uniforms through the District are not eligible for this provision.

XIV. WELLNESS PROGRAM

- A. Employees will be provided 30 minutes each work day for exercise fitness.

XV. PROFESSIONAL DEVELOPMENT

- A. If approved, employees may attend schools, seminars, conferences, workshops, and ~~CPFR the District~~ shall pay reasonable expenses incurred in accordance with the general policy of ~~CPFR the District~~ regarding reimbursement of expenses.

XVI. PROFESSIONAL AND CIVIC CLUB MEMEBERSHIPS

- A. The District recognizes the desirability of representation in and before professional, local civic and other organizations, and upon approval of the Board, the employee is authorized to become a member of professional, civic clubs and other such organizations for which the District shall pay all membership-related expenses including dues and assessments.

XVII. GRIEVANCE PROCEDURES

- A. The purpose of this procedure is to provide an orderly method of resolving all disputes involving interpretation of this Policy or the employment agreement between [CPFR the District](#) and an employee. This procedure shall not be used to change, add to, delete provisions of an employment agreement, or in any other way modify this Policy. A determined effort shall be made to settle any such differences at the lowest possible level in the grievance procedure, and there shall be no suspension of work or interference with the operation of [CPFR the District](#) as a result of the filing of a grievance.
- B. An employee's failure to use the procedure in a timely manner shall constitute a full and complete waiver of the grievance. [CPFR's The District's](#) failure to comply with time limits shall not constitute a waiver of defenses or acceptance of the employee's grievance, but permits the employee to advance the grievance to the next step of the grievance process. Any time limits in this grievance procedure may, however, be extended for stated periods of time by the appropriate parties by mutual agreement in writing; and the parties may, by mutual agreement, waive any step or steps in an effort to expedite the matter.
- C. STEP ONE. The aggrieved employee shall meet with his/her Supervisor within fourteen (14) calendar days of the knowledge of the alleged grievance, to attempt to resolve the difference at that level.
- D. STEP TWO. In the event the grievance is not resolved at Step One the aggrieved party shall reduce the grievance to written form which shall include the following: (1) statement of the grievance and relevant facts; (2) specific provisions of the agreement violated, if any; (3) remedy sought. The grievance, in written form shall be filed with the Fire Chief, or the Fire Chief's designee within seven (7) calendar days after the Step One meeting with his/her supervisor. The Fire Chief, or the designee, shall conduct an investigation and shall notify the aggrieved employee in writing of the decision and the reasons therefore, within seven (7) calendar days after receipt of the written grievance.

- E. STEP THREE. If the aggrieved employee is dissatisfied with the Step Two decision, the aggrieved employee may appeal to the Board of Commissioners. The request for review shall be filed in writing, with the ~~CPFR~~-District Secretary or in the absence of the ~~CPFR~~-District Secretary, with any member of the Board of Commissioners within seven (7) calendar days after completion of Step Two. The Board of Commissioners shall conduct an informal hearing within twenty-one (21) calendar days of said request for review. Within twenty-one (21) calendar days following the hearing, the decision of the Board of Commissioners shall be transmitted, in writing, to the aggrieved employee.
- F. STEP FOUR. In the event the grievance is not satisfactorily settled at Step Three, the aggrieved employee may within seven (7) calendar days request that the matter be submitted to an arbitrator to be appointed by mutual agreement of the parties through PERC, or if PERC does not appoint an arbitrator, then the presiding Judge of Pierce County Superior Court shall be requested to appoint an arbitrator from a list of 3-arbitrators submitted by each of the parties to the grievance.
- G. The arbitrator shall have no power to render a decision that will add to, subtract from, or alter, change or modify the terms of an employment agreement, and the arbitrator's power shall be limited to interpretation and application of the express terms of such an Agreement and this policy.
- H. Each party shall initially bear the cost of presenting his/her own case.
- I. The arbitrator's decision shall be final and binding, and made in writing and shall be issued to the parties within thirty (30) calendar days after the arbitration hearing.
- J. If the arbitrator orders additional compensation or back-pay and benefits for the aggrieved employee, such compensation and benefits shall not extend further back than sixty (60) days before the initial filing of the grievance.

XVIII. INDEMNIFICATION

- A. ~~CPFR~~-The District shall in all cases provide competent legal counsel of its choosing, to defend employees when the employee is a party, or is threatened to be made a party of any threatened, pending or contemplated action, suit or proceeding arising within the scope and course of employee's ~~CPFR-District~~ employment, whether civil, administrative or investigative, by reason of the fact of ~~CPFR-District~~ employment; and shall indemnify and hold harmless employees against all expenses, fees, judgments, fines and amounts paid in settlement actually and reasonably incurred by an employee in connection with such action, suit or proceeding, except as otherwise provided in this Section.

- B. Nothing in this Section shall be construed to require ~~CPFR~~the District to provide legal counsel or such indemnification for an employee for the following situations:
1. In civil matters, where employee is the plaintiff or moving party; or where it shall be finally adjudicated in any action, suit or proceeding that the employee shall not have acted in good faith and in the reasonable belief that the employee's action was in the best interest of ~~CPFR~~the District.
 2. In criminal matters, where employee is the defendant or complaining party.
- C. Nothing in this Section shall be construed to prohibit employee from seeking additional legal counsel other than that provided by ~~CPFR~~the District. However, nothing in this Section shall be construed to require ~~CPFR~~the District to pay any fees or other expenses incurred as a result of employment of such additional counsel.
- D. The rights provided for in this Section shall not be deemed exclusive of any other rights to which employee may be entitled under any statute, ordinance, agreement, insurance or policy of ~~CPFR~~the District.

APPROVED:

[name here]
BOARD CO-CHAIR

[name here]
BOARD CO-CHAIR

CENTRAL PIERCE FIRE & RESCUE
BOARD POLICY
NUMBER 3.41

ORIGINATED: January 1, 2024
REVISED: December 31, 2025
APPROVED: February 23, 2026
EFFECTIVE: January 1, 20242026

SUBJECT: NON-EXEMPT, NON-REPRESENTED, NON-UNIFORMED EMPLOYEE COMMON BENEFITS

PURPOSE: This policy is intended to be a source of information and a general statement of the Employer's personnel policies and procedures applicable to Non-Exempt, Non-Represented, Non-Uniformed Employees.

It summarizes some of the standard benefits that these employees may receive and some of the duties and responsibilities expected by ~~CPFR~~the District. If there is a special provision applicable to a particular benefit or program, it will be noted in the individual Personal Services Contract (employment agreement).

AUTHORITY & RESPONSIBILITY:

The Fire Chief and Human Resources Director have the authority and responsibility to ensure the components of this SOG are carried out as outlined.

I. DEFINITIONS

- A. **Accrual:** Accumulation of leave over time.
- B. **HRA:** Health Reimbursement Arrangement is an IRS-approved, employer-funded, tax advantaged health benefit used to reimburse employees for out-of-pocket medical expenses.
- C. **VEBA:** A Voluntary Employees' Beneficiary Association (VEBA) is a tax-exempt, irrevocable Trust under Section 501 (c)(9) of the Internal Revenue Code. This type of trust is used as a vehicle for employers to fund Health Reimbursement Accounts (HRA).
- D. **Grievance:** An official statement of a complaint over something believed to be wrong or unfair.
- E. **PERC:** The Public Employee Relations Commission (PERC) is the state agency with jurisdiction over public sector labor relations and collective bargaining, which assists parties in resolving labor-management disputes.

~~AUTHORITY & RESPONSIBILITY:~~

~~The Fire Chief and Human Resources Director have the authority and responsibility to ensure the components of this SOG are carried out as outlined.~~

POLICY: This FLSA Non-Exempt, Non-Represented, Non-Uniformed Employees Policy ("Policy") covers the following CPFR-District positions: Central Stores Manager, Lead Runner/Purchasing AssistantHuman Resources Assistant and Runner. CPFR-The District may in the future add additional positions that are subject to this Policy.

PROCEDURE:

I. HOURS OF WORK

A. Normal working hours will be forty (40) hours per week, Monday through Friday, from 8:00 am to 5:00 pm excluding an unpaid lunch period. With supervisor approval, this schedule may be adjusted to meet the needs of the District.

II. OVERTIME

- A. Hours worked above and beyond the normal scope of a work day in order to achieve the objectives of the District will be paid overtime at 1.5 x hourly rate of the employee.
- B. Approval to work overtime must be approved by the Supervisor or the Fire Chief.

III. SALARY

- A. The salaries for employees are set annually by the Board of Commissioners.
- B. The salary for employees covered under this policy will be based on a salary schedule consisting of five (5) steps (A through E), with a fixed 3% differential between steps.
- C. New employees shall start at the "A" step in the schedule unless otherwise determined by the Fire Chief.
- D. Each step is for a period of one (1) year, unless otherwise determined by the Fire Chief.
- E. Every three years, a market wage study may be conducted and salaries may be adjusted to market results, subject to Board approval during the budget

~~process. A market wage survey may include smaller cities, regional fire authorities and Fire Districts with similar positions, responsibilities and workloads. Please refer to BOD 2.52 (Compensation Philosophy and Classification Program) and SOG 2.53 (Classification Program and Compensation Administration) for more detailed information.~~

IV. VACATION ACCRUAL AND USAGE

- A. The following vacation accrual schedule will be used to calculate vacation hours earned. Vacation will be awarded on a monthly basis and vacation bank carry-over will be capped at the value of two (2) years accrual.

Years of Service	Annual Accrual	Months Covered	Monthly Accrual	Carry-Over Limit
1 year of service	80 hours	1-12 months	6.67 hours	160 hours
2 – 5 years	120 hours	13-60 months	10.00 hours	240 hours
6 – 10 years	160 hours	61-120 months	13.34 hours	320 hours
11 – 14 years	180 hours	121-168 months	15.00 hours	360 hours
15 – 19 years	200 hours	169-228 months	16.67 hours	400 hours
20 – 24 years	265 hours	229-288 months	22.09 hours	530 hours
25+ years	280 hours	289+ months	23.34 hours	560 hours

- B. The Fire Chief may place a newly hired employee anywhere on the vacation schedule as determined by their experience and qualifications.

V. SICK LEAVE ACCRUAK AND USAGE

- A. Employees shall accrue sick leave hours at the rate of seventeen (17) hours for each full month of service. Maximum sick leave accrual bank is 1,560 hours.
- B. ~~CPFR~~ The District buys back sick leave hours in excess of the employee's maximum accrual at the rate of 25% of the employee's base pay. Sick leave buy back will be paid in November of each year, and shall be paid accordingly:
- One hundred percent (100%) shall be contributed into the members HRA account.
- C. Upon voluntary separation, sick leave banks will be bought out at 25% of base salary for all accrued sick leave hours and shall be paid accordingly:

1. **Mandatory Accrued Sick Leave Contribution**

Upon the employee's voluntary separation from the District and on behalf of the employee, irrevocably contribute on a pre-tax basis to any one, or a combination of the two (2) options, as designated by the employee, an amount equal in value to 50% of the payments that would otherwise be paid to the employee for unused sick leave. The remaining

50% of the accrued sick leave payout entitled under the Agreement shall be paid directly to the employee upon separation.

Options –

- 1) The employee's HRA account.
- 2) The employee's 457 Deferred Compensation plan

No Individual Employee Election. The employee shall not have the option to receive a payout in cash for the value of up to 50% the accrued sick leave contributed to any of the above options.

REMITTANCE OF CONTRIBUTIONS. The District shall remit the above accrued sick leave contributions directly to the designated plan(s) for the duration of the Agreement. Those contributions shall be remitted directly to the custodian of the selected plan option within 30 days of the date the payment would have been payable to the employee.

- D. ~~CPFR~~ The District complies with the Family Medical Leave Act (FMLA), Washington's Paid Family and Medical Leave, Washington Family Care Act, and other federal and state laws covering absences. Please refer to SOG 2.11 and 2.14 for specific information.

VI. HOLIDAYS

- A. Employees shall be awarded 120 holiday hours on an annual basis, to include holidays used as listed below, plus any floating holiday hours. Employees may elect to receive a cash payment of base pay at the straight time rate for up to 120 hours each year, in lieu of holidays worked. This will be paid in November of each year.
- B. The business offices of ~~CPFR~~ the District will be closed to the public on the following Washington State legal holidays:

New Year's Day	January 1 st
Martin Luther King Jr's Birthday	3 rd Monday in January
President's Day	3 rd Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19 th
Independence Day	July 4 th
Labor Day	1 st Monday in September
Veteran's Day	November 11 th
Thanksgiving Day	4 th Thursday in November

Day Following Thanksgiving Day
Christmas Day

Friday following Thanksgiving
December 25th

- C. If the Washington State legal holiday falls on a Saturday, employees will normally be granted Friday off for the holiday. If the Washington State legal holiday falls on a Sunday, employees will normally be granted Monday off for the holiday.

VII. BEREAVEMENT LEAVE

- A. In the event of a death in the immediate family of an employee, the employee shall be granted up to 40 work hours off with pay.
- B. Immediate family shall be defined as the spouse and children of the employee, parents or step parents, brother, sister, grandchildren, grandparents of the employee, and those of the employee's current spouse. Also covered is the loss of a child in the event the employee would have qualified for prenatal or postnatal medical leave or family leave to bond with the child, for the seven days following the loss of a child.
- C. Additional leave for covered relationships, or non-covered relationships, may be allowed with the use of accrued vacation or holiday leave.

VIII. EMERGENCY LEAVE

- A. In the event of an emergency in the immediate family of the employee that requires the presence of the employee, the employee shall be granted immediate leave with pay, with leave time being deducted from the employee's appropriate accrued leave.
 - 1. The employee shall return to work within two hours or call the Supervisor to give an update on the situation.
 - 2. "Emergency" is defined as an event sudden in onset and unexpected, and which demands immediate action by the employee.

IX. LONGEVITY

- A. [CPFR-The District](#) pays additional compensation based on longevity, on a monthly basis according to the following schedule:

5–9 years	(61 – 120 months) of employment	= 2% of current salary
10–14 years	(121 – 180 months) of employment	= 4% of current salary
15–19 years	(181 – 240 months) of employment	= 6% of current salary
20–24 years	(241 – 300 months) of employment	= 8% of current salary

25–29 years	(301 – 360 months) of employment	= 11% of current salary
30+ years	(361+ months) of employment	= 13% of current salary

X. MEDICAL, DENTAL, VISION AND LIFE INSURANCE COVERAGE

- A. Full medical and vision insurance coverage shall be paid through the Northwest Firefighters Trust (NWFFT) ~~for 2024~~. Dental and basic life coverage will be paid through the Washington Counties Insurance Fund (WCIF) ~~for 2024~~. Nothing in this policy precludes CPFR the District from changing policies of insurance to equitable coverage.
- B. Employees may choose to waive medical coverage through CPFR the District if they have qualifying medical coverage through a spouse or domestic partner elsewhere. In this instance, CPFR the District distributes an additional amount of \$4,000 annually, paid out 1/12 monthly, as an additional benefit for the employee.

XI. HEALTH REIMBURSEMENT ACCOUNT

- A. CPFR The District contributes annually to a HRA/VEBA account in the amount of \$4,000 to help offset out of pocket costs to the employee due to enrollment in a high deductible medical/vision coverage plan. Funds will be frontloaded into the HRA on or before January 5 of each year. It is understood that at year end, any remaining funds will be rolled directly into a HRA/VEBA for the benefit of the employee.

XII. DEFERRED COMPENSATION

- A. The District shall contribute four and one-half percent (4.5%) of the employee's base wage per month, or Four Hundred Dollars (\$400), whichever is greater, per employee, to the deferred compensation plan with no employees matching required.

XIII. RETIREMENT

- A. Employees covered under this policy are enrolled in State of Washington Department of Retirement System Plans as appropriate, with employer/employee contributions.

XIV. SEVERANCE PROVISIONS

- A. Employees terminated for any reason other than “just cause” when they are willing and able to perform their duties, shall receive severance pay as outlined below, based on their years of service:

Years of Service	Months Covered	Severance Provided
1 – 5 years of service	1-60 months	None
5 – 10 years	61-120 months	2 weeks
11 – 14 years	121-168 months	1 month
15 – 19 years	169-228 months	6 weeks
20 – 24 years	229-288 months	2 months
25+ years	289+ months	10 weeks

- B. For purposes of this Policy, “just cause” means failure to perform duties and responsibilities of job assignment at a consistently satisfactory level; failure to follow the rules, regulations and policies of the Employer; an act of dishonesty related to employment; conduct that constitutes a misdemeanor involving moral turpitude, dishonesty, misrepresentation or public office misconduct; or employee’s ineligibility for continued employment for failure to maintain license/certification requirements.

1. For the avoidance of doubt, no severance shall be due in the event employee’s employment ends due to one of the following: Employee is terminated for just cause, including inability to perform job duties or employee’s death; or the employee resigns or retires.

XV. CLOTHING ALLOWANCE

- A. Upon hire, the District CPFR will provide five (5) articles from the company “store” and an additional two (2) shirts-items per year. with the CPFR emblem when approved by the Deputy Chief on an as needed basis. Employees are eligible to receive one article from the company “store” each year.

XVI. WELLNESS PROGRAM

- A. Employees will be provided 30 minutes each work day for exercise fitness.

XVII. PROFESSIONAL DEVELOPMENT

- A. If approved, employees may attend schools, seminars, conferences, workshops, and ~~CPFR~~the District shall pay reasonable expenses incurred in accordance with the general policy of ~~CPFR~~the District regarding reimbursement of expenses.

XVIII. GRIEVANCE PROCEDURES

- A. The purpose of this procedure is to provide an orderly method of resolving all disputes involving interpretation of this Policy or the employment agreement

between ~~CPFR~~ the District and an employee. This procedure shall not be used to change, add to, or delete provisions of an employment agreement, or in any other way modify this Policy. A determined effort shall be made to settle any such differences at the lowest possible level in the grievance procedure, and there shall be no suspension of work or interference with the operation of ~~CPFR~~ the District as a result of the filing of a grievance.

- B. An employee's failure to use the procedure in a timely manner shall constitute a full and complete waiver of the grievance. ~~CPFR's~~ The District's failure to comply with time limits shall not constitute a waiver of defenses or acceptance of the employee's grievance, but permits the employee to advance the grievance to the next step of the grievance process. Any time limits in this grievance procedure may, however, be extended for stated periods of time by the appropriate parties by mutual agreement in writing; and the parties may, by mutual agreement, waive any step or steps in an effort to expedite the matter.
- C. STEP ONE. The aggrieved employee shall meet with his/her Supervisor within fourteen (14) calendar days of the knowledge of the alleged grievance, to attempt to resolve the difference at that level.
- D. STEP TWO. In the event the grievance is not resolved at Step One the aggrieved party shall reduce the grievance to written form which shall include the following: (1) statement of the grievance and relevant facts; (2) specific provisions of the agreement violated, if any; (3) remedy sought. The grievance, in written form shall be filed with the Fire Chief, or the Fire Chief's designee within seven (7) calendar days after the Step One meeting with his/her supervisor. The Fire Chief, or the designee, shall conduct an investigation and shall notify the aggrieved employee in writing of the decision and the reasons therefore, within seven (7) calendar days after receipt of the written grievance.
- E. STEP THREE. If the aggrieved employee is dissatisfied with the Step Two decision, the aggrieved employee may appeal to the Board of Commissioners. The request for review shall be filed in writing, with the ~~CPFR~~ District Secretary or in the absence of the ~~CPFR~~ District Secretary, with any member of the Board of Commissioners within seven (7) calendar days after completion of Step Two. The Board of Commissioners shall conduct an informal hearing within twenty-one (21) calendar days of said request for review. Within twenty-one (21) calendar days following the hearing, the decision of the Board of Commissioners shall be transmitted, in writing, to the aggrieved employee.
- F. STEP FOUR. In the event the grievance is not satisfactorily settled at Step Three, the aggrieved employee may within seven (7) calendar days request that the matter be submitted to an arbitrator to be appointed by mutual agreement of the parties through PERC, or if PERC does not appoint an arbitrator, then the

presiding Judge of Pierce County Superior Court shall be requested to appoint an arbitrator from a list of 3-arbitrators submitted by each of the parties to the grievance.

- G. The arbitrator shall have no power to render a decision that will add to, subtract from, or alter, change or modify the terms of an employment agreement, and the arbitrator's power shall be limited to interpretation and application of the express terms of such an Agreement and this policy.
- H. Each party shall initially bear the cost of presenting his/her own case.
- I. The arbitrator's decision shall be final and binding, and made in writing and shall be issued to the parties within thirty (30) calendar days after the arbitration hearing.
- J. If the arbitrator orders additional compensation or back-pay and benefits for the aggrieved employee, such compensation and benefits shall not extend further back than sixty (60) days before the initial filing of the grievance.

XIX. INDEMNIFICATION

- A. ~~CPFR-The District~~ shall in all cases provide competent legal counsel of its choosing, to defend employees when the employee is a party, or is threatened to be made a party of any threatened, pending or contemplated action, suit or proceeding arising within the scope and course of employee's ~~CPFR-District~~ employment, whether civil, administrative or investigative, by reason of the fact of ~~CPFR-District~~ employment; and shall indemnify and hold harmless employees against all expenses, fees, judgments, fines and amounts paid in settlement actually and reasonably incurred by an employee in connection with such action, suit or proceeding, except as otherwise provided in this Section.
- B. Nothing in this Section shall be construed to require ~~CPFR-the District~~ to provide legal counsel or such indemnification for an employee for the following situations:
 - 1. In civil matters, where employee is the plaintiff or moving party; or where it shall be finally adjudicated in any action, suit or proceeding that the employee shall not have acted in good faith and in the reasonable belief that the employee's action was in the best interest of ~~CPFR~~the District.
 - 2. In criminal matters, where employee is the defendant or complaining party.

C. _____ Nothing in this Section shall be construed to prohibit employee from seeking additional legal counsel other than that provided by ~~CPFR~~the District. However, nothing in this Section shall be construed to require ~~CPFR~~the District to pay any fees or other expenses incurred as a result of employment of such additional counsel.

D. _____ The rights provided for in this Section shall not be deemed exclusive of any other rights to which employee may be entitled under any statute, ordinance, agreement, insurance or policy of ~~CPFR~~the District.

APPROVED:

[name here]
BOARD CO-CHAIR

[name here]
BOARD CO-CHAIR

CENTRAL PIERCE FIRE & RESCUE
BOARD POLICY
NUMBER 3.45

ORIGINATED: January 1, 2022

REVISED: ~~February 13, 2024~~ December 31, 2025

APPROVED: ~~March 11, 2024~~ February 23, 2026

EFFECTIVE: January 1, ~~2024~~ 2026

SUBJECT: COMMON BENEFITS FOR EXECUTIVE LEADERSHIP

PURPOSE: This policy is intended to be a source of information and a general statement of the Employer's personnel policies and procedures applicable to Executive Employees. It summarizes some of the standard benefits that Executive Employees may receive and some of the duties and responsibilities expected by ~~CPEF~~ the District.

If there is a special provision applicable to a particular benefit or program, it will be noted in the individual Personal Services Contract (employment agreement).

AUTHORITY & RESPONSIBILITY:

The Fire Chief and Human Resources Director have the authority and responsibility to ensure the components of this SOG are carried out as outlined.

I. DEFINITIONS

- A. **Accrual:** Accumulation of leave over time.
- B. **HRA:** Health Reimbursement Arrangement is an IRS-approved, employer-funded, tax advantaged health benefit used to reimburse employees for out-of-pocket medical expenses.
- C. **VEBA:** A Voluntary Employees' Beneficiary Association (VEBA) is a tax-exempt, irrevocable Trust under Section 501 (c)(9) of the Internal Revenue Code. This type of trust is used as a vehicle for employers to fund Health Reimbursement Accounts (HRA).
- D. **Grievance:** An official statement of a complaint over something believed to be wrong or unfair.
- E. **PERC:** The Public Employee Relations Commission (PERC) is the state agency with jurisdiction over public sector labor relations and collective bargaining, which assists parties in resolving labor-management disputes.

POLICY:

- I. This Executive Leadership Policy ("Policy") covers the following [CPFR-District](#) positions: Fire Chief, Deputy Chiefs, Directors (Finance, HR, IT, Support Services) and Deputy Directors and Controller. [CPFR-The District](#) may in the future add additional positions that are subject to this Policy. Employees covered by this Policy are collectively referenced as "Executive Employees."
- II. Executive Employees are subject to individual employment agreements with [CPFRthe District](#). In the event of a conflict, the terms of an individual's employment agreement prevails over this Policy. The Fire Chief has the authority to determine the level of benefits provided to each covered employee and any exceptions to this Policy shall be addressed in the individual employment agreement.
- III. Benefits or programs in an individual's employment agreement that will remain separate from this Policy and may be included in such an agreement are:
 - A. Duties and Responsibilities
 - B. At-Will Employment
 - C. Compensation & Benefits
 - D. Term
 - E. Termination – Resignation
 - F. At-Will Employment
 - G. Performance Standards and Evaluation
 - H. Expenses
 - I. Integration/Entire Agreement
 - J. Arbitration

The above list is not exclusive and each agreement remains subject to the mutual agreement of both [CPFR-the District](#) and an Executive Employee.

PROCEDURE:

- I. HOURS OF WORK
 - A. Executive Employees, by the nature of their work, and/or responsibilities, are exempt from state and federal wage and salary (e.g., overtime) rules.
 - B. Employees are generally assigned to work a standard business week, but may work a flexible schedule. It is recognized that Executive Employees are required to spend additional time over and above their regular work week engaged in activities for [CPFRthe District](#).
- II. SALARY

- A. The salaries for Executive Employees covered under this policy are set annually by the Board of Fire Commissioners.

III. VACATION ACCRUAL AND USAGE

- A. The following vacation accrual schedule will be used to calculate vacation hours earned. Vacation will be awarded on a monthly basis and vacation bank carry-over will be capped at the value of two (2) years of vacation accrual plus two (2) years of Executive leave outlined in III (C).

Years of Service	Annual Accrual	Months Covered	Monthly Accrual	Carry-Over Limit
1 year of service	80 hours	1-12 months	6.67 hours	260 hours
2 – 5 years	120 hours	13-60 months	10.00 hours	340 hours
6 – 10 years	160 hours	61-120 months	13.34 hours	420 hours
11 – 14 years	180 hours	121-168 months	15.00 hours	460 hours
15 – 19 years	200 hours	169-228 months	16.67 hours	500 hours
20 – 24 years	265 hours	229-288 months	22.09 hours	630 hours
25+ years	280 hours	289+ months	23.34 hours	660 hours

- B. The Fire Chief may place a newly hired Executive Employee anywhere on the vacation schedule as determined by their experience and qualifications.
- C. In recognition of the extended hours of work that is required of Executive Employees, an additional fifty (50) hours of leave will be credited to an employee's vacation accrual each January 1.

IV. SICK LEAVE ACCRUAL AND USAGE

- A. Executive Employees shall accrue sick leave hours at the rate of seventeen (17) hours for each full month of service. Maximum sick leave accrual bank is 1,560 hours.
- B. [CPFR-The District](#) buys back sick leave hours in excess of the employee's maximum accrual at the rate of 25% of the employee's base pay. Sick leave buy back will be paid in November of each year, and will be treated as regular income (e.g. subject to income taxes). Upon retirement, sick leave banks will be bought out at 25% of base salary for all accrued sick leave hours.
- C. [CPFR-The District](#) complies with the Family Medical Leave Act (FMLA), Washington's Paid Family and Medical Leave, Washington Family Care Act, and other federal and state laws covering absences. Please refer to [Policy SOG 2.11](#) and 2.14 for specific information.

V. HOLIDAYS

- A. Executive Employees shall be awarded 120 holiday hours on an annual basis, to include holidays used as listed below, plus any floating holiday hours. Employees may elect to receive a cash payment of base pay at the straight time rate for up to 120 hours each year, in lieu of holidays worked. This will be paid in November of each year.

- B. The business offices of [CPFR-the District](#) will be closed to the public on the following Washington State legal holidays:

New Year's Day	January 1 st
Martin Luther King Jr's Birthday	3 rd Monday in January
President's Day	3 rd Monday in February
Memorial Day	Last Monday in May
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Independence Day	July 4 th
Labor Day	1 st Monday in September
Veteran's Day	November 11 th
Thanksgiving Day	4 th Thursday in November
Day Following Thanksgiving Day	Friday following Thanksgiving
Christmas Day	December 25 th

- C. If the Washington State legal holiday falls on a Saturday, employees will normally be granted Friday off for the holiday. If the Washington State legal holiday falls on a Sunday, employees will normally be granted Monday off for the holiday.
- D. It is understood that employees may choose to work on any holiday, with Chief approval.

VI. BEREAVEMENT LEAVE

- A. In the event of a death in the immediate family of an employee, the employee shall be granted up to 40 hours off with pay.
- B. Immediate family shall be defined as the spouse and children of the employee, parents or step parents, brother, sister, grandchildren, grandparents of the employee, and those of the employee's current spouse. Also covered is the loss of a child in the event the employee would have qualified for prenatal or postnatal medical leave or family leave to bond with the child, for the seven days following the loss of a child.
- C. Additional leave for covered relationships, or non-covered relationships, may be allowed with the use of accrued vacation or holiday leave.

VII. LONGEVITY

- A. ~~CPFR~~The District pays additional compensation based on longevity, on a monthly basis according to the following schedule:

5–9 years	(61 – 120 months) of employment	= 2% of current salary
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20–24 years	(241 – 300 months) of employment	= 8% of current salary
25–29 years	(301 – 360 months) of employment	= 11% of current salary
30+ years	(361+ months) of employment	= 13% of current salary

VIII. MEDICAL, DENTAL, VISION AND LIFE INSURANCE COVERAGE

- A. All positions except Deputy Chiefs - Full medical, vision and EAP insurance coverage shall be paid through the IAFF Health & Wellness Trust ~~for 2024~~. Dental and basic life coverage will be paid through the Washington Counties Insurance Fund (WCIF) ~~for 2024~~. Nothing in this policy precludes ~~CPFR~~the District from changing policies of insurance to equitable coverage.
1. An employee may choose to waive medical coverage through ~~CPFR~~the District if they have qualifying medical coverage through a spouse or domestic partner elsewhere. In this instance, ~~CPFR~~the District distributes an additional amount of \$4,000 annually, paid out 1/12 monthly, as an additional benefit.
- B. Deputy Chief(s) – The same benefits provided to Uniformed 726 members shall be offered to the Deputy Chiefs.
1. The District will submit the contributions for these benefits pursuant to the “Deputy Chief Health and Welfare Benefits – Move to IAFF Local 726 Health and Welfare Trust” MOU.
 2. Increases for ~~the 2024~~each plan year will follow the Agreement outlined in ~~Section 2(A) of the “Healthcare Contract.”~~the “Trust Contributions” article in the Local 726 Firefighter’s collective bargaining agreement.

IX. HEALTH REIMBURSEMENT ACCOUNT

- A. All positions except Deputy Chiefs –~~CPFR~~The District contributes annually to a HRA/VEBA account in the amount of \$4,000 to help offset out of pocket costs to the employee due to enrollment in a high deductible medical/vision coverage plan. Funds will be frontloaded into the HRA on or before January 5 of each year. At year end, any unused funds will remain in the HRA/VEBA for the benefit of the employee.

B. Deputy Fire Chief(s) – ~~CPFR~~The District contributes annually to a HRA/VEBA account in the amount set in the ~~“Healthcare Contract Trust Contributions”~~article in the Local 726 Firefighter’s collective bargaining agreement.

~~C. Employees covered under this policy will vote annually on how to distribute leave bank buy outs at the time of retirement or termination of employment with CPFR. The vote of the group will be reported to the HRA/VEBA provider utilizing Attachment 345.A in the last quarter of the preceding year.~~

X. RETIREMENT

A. Employees covered under this policy are enrolled in State of Washington Department of Retirement System Plans as appropriate, with employer/employee contributions.

XI. DEFERRED COMPENSATION

A. The District shall contribute to the deferred compensation plan of the employee’s choice. The amount and any matching requirements will be set forth in Appendix “A”.

XII. VEHICLE ALLOWANCE

A. Executive employees who are required to use their personal vehicles for District business are eligible for a vehicle allowance.

B. The vehicle allowance amount will be determined based on the employee's job responsibilities and the frequency of business-related travel. The allowance will be a fixed amount and will be subject to periodic review and adjustment by the Fire Chief.

Position Held	Monthly Allowance
Fire Chief	\$1,650
Deputy Chief	\$1,650
Director	\$800
Deputy Director/Controller	\$400

C. Employees eligible for a vehicle allowance are not entitled to mileage reimbursement for business-related travel.

D. Employees receiving a vehicle allowance must comply with the following usage requirements:

1. The vehicle must be maintained in good working condition.

2. The employee must possess a valid driver's license and adhere to all traffic laws.
3. The vehicle should be properly insured.
4. The employee is responsible for all costs associated with maintaining and operating the vehicle, including but not limited to fuel, repairs, and maintenance.

XIII. MISCELLANEOUS BENEFITS

A. Professional Liability Insurance – The District recognizes the importance of mitigating risks associated with professional liability for its executive employees.

1. The professional liability insurance must cover the executive employee for liabilities arising from their professional duties and responsibilities.
2. Eligible insurance policies may include, but are not limited to, Directors and Officers (D&O) insurance, Errors and Omissions (E&O) insurance, and Employment Practices Liability (EPL) insurance.
3. The insurance policy must be in the name of the executive employee, and the coverage must align with the scope of their responsibilities within the District.

B. Home Office Stipend

1. All executive employees are expected to maintain a dedicated home office space that meets the following criteria:
 - a. Adequate space to perform work-related tasks
 - b. A comfortable and ergonomic chair and desk
 - c. Reliable high-speed internet access
 - d. Necessary technology equipment (to be furnished by the District)
2. To support executive employees in maintaining a home office, the District will provide a monthly stipend of \$75.00 to cover expenses related to remote work. This stipend is intended to assist with costs such as internet fees, utilities and office supplies.

C. Clothing Allowance

1. Uniformed Personnel – ~~CPFR-The District~~ will provide one (1) Class A Fire District Uniform for use at special ~~CPFR-District~~ occasions. ~~CPFR's-The District's~~ Quartermaster System will be available for other uniforms as needed.
2. Non-Uniformed Personnel - Upon hire, ~~CPFR-the District~~ will provide five (5) articles from the company “store” and an additional two (2) items per year.

XIV. WELLNESS PROGRAM

- A. Employees will be provided 30 minutes each work day for exercise fitness.

XV. PROFESSIONAL DEVELOPMENT

- A. If approved, Employees may attend schools, seminars, conferences, workshops, and ~~CPFR the District~~ shall pay reasonable expenses incurred in accordance with the general policy of ~~CPFR the District~~ regarding reimbursement of expenses.

XVI. PROFESSIONAL AND CIVIC CLUB MEMBERSHIPS

- A. The District recognizes the desirability of representation in and before professional, local civic and other organizations, and upon approval of the Board, the Employee is authorized to become a member of professional, civic clubs and other such organizations for which the District shall pay all membership-related expenses including dues and assessments.

XVII. GRIEVANCE PROCEDURES

- A. The purpose of this procedure is to provide an orderly method of resolving all disputes involving interpretation of this Policy or the employment agreement between ~~CPFR the District~~ and an Executive Employee. This procedure shall not be used to change, add to, or delete provisions of an employment agreement, or in any other way modify this Policy. A determined effort shall be made to settle any such differences at the lowest possible level in the grievance procedure, and there shall be no suspension of work or interference with the operation of ~~CPFR the District~~ as a result of the filing of a grievance.
- B. An Employee's failure to use the procedure in a timely manner shall constitute a full and complete waiver of the grievance. ~~CPFR's the District's~~ failure to comply with time limits shall not constitute a waiver of defenses or acceptance of the Employee's grievance, but permits the employee to advance the grievance to the next step of the grievance process. Any time limits in this grievance procedure may, however, be extended for stated periods of time by the appropriate parties by mutual agreement in writing; and the parties may, by mutual agreement, waive any step or steps in an effort to expedite the matter.
- C. STEP ONE. The aggrieved Employee shall meet with their Supervisor within fourteen (14) calendar days of the knowledge of the alleged grievance, to attempt to resolve the difference at that level.
- D. STEP TWO. In the event the grievance is not resolved at Step One the aggrieved party shall reduce the grievance to written form which shall include the

following: (1) statement of the grievance and relevant facts; (2) specific provisions of the agreement violated, if any; (3) remedy sought. The grievance, in written form shall be filed with the Fire Chief, or the Fire Chief's designee within seven (7) calendar days after the Step One meeting with his/her supervisor. The Fire Chief, or the designee, shall conduct an investigation and shall notify the aggrieved Employee in writing of the decision and the reasons therefore, within seven (7) calendar days after receipt of the written grievance.

- E. STEP THREE. If the aggrieved Employee is dissatisfied with the Step Two decision, the aggrieved Employee may appeal to the Board of Commissioners. The request for review shall be filed in writing, with the ~~CPFR~~-District Secretary or in the absence of the ~~CPFR~~-District Secretary, with any member of the Board of Commissioners within seven (7) calendar days after completion of Step Two. The Board of Commissioners shall conduct an informal hearing within twenty-one (21) calendar days of said request for review. Within twenty-one (21) calendar days following the hearing, the decision of the Board of Commissioners shall be transmitted, in writing, to the aggrieved Employee.
- F. STEP FOUR. In the event the grievance is not satisfactorily settled at Step Three, the aggrieved Employee may within seven (7) calendar days request that the matter be submitted to an arbitrator to be appointed by mutual agreement of the parties through PERC, or if PERC does not appoint an arbitrator, then the presiding Judge of Pierce County Superior Court shall be requested to appoint an arbitrator from a list of 3 arbitrators submitted by each of the parties to the grievance.
- G. The arbitrator shall have no power to render a decision that will add to, subtract from, or alter, change or modify the terms of an employment agreement, and the arbitrator's power shall be limited to interpretation and application of the express terms of such an Agreement and this policy.
- H. Each party shall initially bear the cost of presenting their case.
- I. The arbitrator's decision shall be final and binding, and made in writing and shall be issued to the parties within thirty (30) calendar days after the arbitration hearing.
- J. If the arbitrator orders additional compensation or back-pay and benefits for the aggrieved employee, such compensation and benefits shall not extend further back than sixty (60) days before the initial filing of the grievance.

XVIII. INDEMNIFICATION

- A. ~~CPFR-The District~~ shall in all cases provide competent legal counsel of its choosing, to defend Executive Employees when the Employee is a party, or is threatened to be made a party of any threatened, pending or contemplated action, suit or proceeding arising within the scope and course of Employee's ~~CPFR-District~~ employment, whether civil, administrative or investigative, by reason of the fact of ~~CPFR-District~~ employment; and shall indemnify and hold harmless Executive Employees against all expenses, fees, judgments, fines and amounts paid in settlement actually and reasonably incurred by an Executive Employee in connection with such action, suit or proceeding, except as otherwise provided in this Section.
- B. Nothing in this Section shall be construed to require ~~CPFR-the District~~ to provide legal counsel or such indemnification for an Executive Employee for the following situations:
1. In civil matters, where Employee is the plaintiff or moving party; or where it shall be finally adjudicated in any action, suit or proceeding that the Employee shall not have acted in good faith and in the reasonable belief that the Employee's action was in the best interest of ~~CPFRthe District~~.
 2. In criminal matters, where Employee is the defendant or complaining party.
- C. Nothing in this Section 3.16 shall be construed to prohibit Employee from seeking additional legal counsel other than that provided by ~~CPFRthe District~~. However, nothing in this Section 3.16 shall be construed to require ~~CPFR-the District~~ to pay any fees or other expenses incurred as a result of employment of such additional counsel.
- D. The rights provided for in this Section 3.16 shall not be deemed exclusive of any other rights to which Employee may be entitled under any statute, ordinance, agreement, insurance or policy of ~~CPFRthe District~~.

APPROVED:

[name here]
BOARD CO-CHAIR

[name here]
BOARD CO-CHAIR



Board Meeting Agenda Item Summary

Agenda Date: January 26, 2026

Item Title: Board Policy 3.03 Revisions

Attachments: Board Policy 3.03

Submitted by: Chief Morrow

RECOMMENDED ACTION BY THE BOARD:

☐ First reading

☐ Second reading

☐ Motion to approve

☒ For information only

☐ Other: _____

SUMMARY:

Purpose of the new BOD 3.03 Structure

Provide a concise structure that moves away from the legacy Board Policy Manual that was written around representing a Joint Board and the three legacy organizations. The new format is more dynamic and represents the needs of a new organization.

Why the Change Is Necessary

The Legacy Board Policy Manual blended governance policy with operational guidance, relied on informal practices, and was developed for a pre-merger environment. As the organization matured into a merged single entity. Together, the Board and Staff have identified the need for clearer governance boundaries, modern best practices based on legal authority, and policies that support consistency, accountability, and reduced risk.

What is Staying the Same

The Board retains full statutory authority and responsibility for policy, strategy, and oversight.

The Fire Chief remains accountable to the Board for administration and operations.

Transparency, ethics, and public trust continue to be foundational expectations.

What is Changing

- Clear separation between governance and operations
- Explicit definition of the Board–Fire Chief relationship
- Clear processes for conflict and debate handling
- Defined standards for Commissioner access, conduct, uniforms, and use of District resources
- Formal guidance for media engagement and social media use
- Structured Commissioner orientation, continuing education, and Board self-evaluation
- Established continuity of governance during emergencies



Board Meeting Agenda Item Summary

Benefits of the New BOD Framework

- Stronger role clarity and unity of direction
- Reduced legal, labor, and reputational risk
- Consistent expectations for all Commissioners & Fire Chief
- Improved accountability and governance effectiveness
- Policies designed for a merged, modern District of our size

Summary

The transition to the new BOD 3.03 Structure modernizes Board governance for the new merged District, without diminishing authority. It strengthens oversight, clarifies expectations, and positions the Board to govern effectively, professionally, and consistently into the future.

FINANCIAL IMPACT:

N/A

CENTRAL PIERCE FIRE & RESCUE

BOARD POLICY
NUMBER 3.03

ORIGINATED: August 25, 1997

REVIEWED: January 21, 2026

APPROVED:

EFFECTIVE:

SUBJECT: BOARD OF COMMISSIONERS

PURPOSE: To adopt policy and procedures for the Board of Commissioners for Central Pierce Fire & Rescue.

AUTHORITY & RESPONSIBILITY:

The Board of Fire Commissioners, District Secretary, Fire Chief, and Executive Assistant have the authority and responsibility to ensure the expectations of this Board Policy are followed.

POLICY: It shall be the policy of the Central Pierce Fire & Rescue Board of Fire Commissioners to operate the District, and conduct its meetings, in a manner that is consistent with Washington State Law Governing Fire Districts.

PROCEDURE:

I. BOARD POLICY 3.03 STRUCTURE

- A. This Board Policy is structured in subsections that can easily be updated and amended by the Board.
- B. The subsections are broken into the areas of governance, or business, that is the work of the Board.
- C. The subsections are outlined as follows:
 - 1. BOD 3.031- Board-Fire Chief Relationship
 - 2. BOD 3.032- Board Officers & Board Organization
 - 3. BOD 3.033- Board Meetings
 - 4. BOD 3.034- Ethics & Conflicts of Interest
 - 5. BOD 3.035- Use of District Resources
 - 6. BOD 3.036- Orientation & Continuing Education
 - 7. BOD 3.037- Professional Development
 - 8. BOD 3.038- Identification, Attire & Uniforms
 - 9. BOD 3.039- Access, Visits & Interaction with Personnel

- 10. BOD 3.0310- Communications, Media Relations & Public Statements
- 11. BOD 3.0311- Self-Evaluation & Governance Review
- 12. BOD 3.0312- Compensation
- 13. BOD 3.0313- Emergency Governance & Continuity of Board Operations

II. MEDIA REPRESENTATION AT BOARD MEETINGS

- A. All public meetings of the Board of Commissioners shall be open to the media, freely subject to recording by radio, television and photographic services.

APPROVED:

APPROVED:

[name here]
BOARD CO-CHAIR

[name here]
BOARD CO-CHAIR



Board Meeting Agenda Item Summary

Agenda Date: January 26, 2026

Item Title: Merger Asset Transfers

Attachments: N/A

Submitted by: Director Roberts

RECOMMENDED ACTION BY THE BOARD:

- ☐ First reading
- ☐ Second reading
- ☒ Motion to approve
- ☐ For information only
- ☐ Other: _____

TWO SUGGESTED MOTIONS:

Motion #1 - "In recognition of the transfer of ownership by operation of law as a result of the merger, I move to authorize the Fire Chief to execute all deeds, bills of sale, and other documents necessary to transfer the title of real and personal property previously owned by Graham Fire & Rescue into the name of Central Pierce Fire & Rescue."

Motion #2 - "In recognition of the transfer of ownership by operation of law as a result of the merger, I move to authorize the Fire Chief to execute all deeds, bills of sale, and other documents necessary to transfer the title of real and personal property previously owned by Pierce County Fire District No. 18, also known as Orting Valley Fire & Rescue, into the name of Central Pierce Fire & Rescue."

SUMMARY:

This is another step towards completion of the legal side of the mergers. We are asking the Board to authorize the Fire Chief to sign the necessary legal documents on behalf of Graham Fire & Rescue and Orting Valley Fire & Rescue, to transfer assets from those agencies into Central Pierce Fire & Rescue. With the Board's authorization, Chief Morrow will sign the Quit Claim Deeds and the Real Estate Excise Tax Affidavits for the real properties and the Bills of Sale for the personal properties.

FINANCIAL IMPACT:

There is no financial impact related to the signing of these documents and the transfer of the assets.



Board Meeting Agenda Item Summary

Agenda Date: January 26, 2026

Item Title: Finance Directorate Report

Attachments: 2024 Final Financial, Single and Accountability Audits

Submitted by: Director Robacker

RECOMMENDED ACTION BY THE BOARD:

☐ First reading

☐ Second reading

☐ Motion to approve

☒ For information only

☐ Other: _____

SUMMARY:

1. Reappropriations Summary

- a. 2025 Projects will be brought to the Board in April for reappropriation of balances that are needed to complete capital purchases and projects authorized in 2025 that were not fully expended. Operating expenditures do not qualify for reappropriation. Historically capital is allowed to continue to be expended based on prior years authorization, but still needs a formal motion of the Board for the budget appropriation. Capital projects are anticipated to include:

- i. Station 41 Remodel
- ii. Armory HVAC
- iii. Station 66 Generator
- iv. Haz Mat Purchase
- v. Graham Ladder (Remaining Upfit)
- vi. Final projects are not yet available, these are estimates only and may not be all inclusive.

2. REMINDER: Finance Updates are Delayed at Year-end

- a. Pierce County will close December 2025 in February 2026.
- b. CPFR Impact:
 - i. December 2025 DRAFT reports will go to the Board March 9th.
 - ii. January 2026 reports will go to the Board March 23rd.
 - iii. February 2026 Report will go to the Board April 13th.
 - iv. March forward will be on the regular schedule.
- c. There will be one report starting for January 2026 - GFR and OVFR schedules will be removed from the finance update packet.

3. 2024 State Audit Reports

- a. Financial Statements and Federal Single Audit Report 2024
- b. Accountability Audit Report 2024



Office of the Washington State Auditor
Pat McCarthy

Financial Statements and Federal Single Audit Report

Central Pierce Fire & Rescue

For the period January 1, 2024 through December 31, 2024

Published December 22, 2025

Report No. 1038754



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**Office of the Washington State Auditor
Pat McCarthy**

December 22, 2025

Board of Commissioners
Central Pierce Fire & Rescue
Spanaway, Washington

Report on Financial Statements and Federal Single Audit

Please find attached our report on Central Pierce Fire & Rescue's financial statements and compliance with federal laws and regulations.

We are issuing this report in order to provide information on the District's financial activities and condition.

Sincerely,

Pat McCarthy, State Auditor
Olympia, WA

Americans with Disabilities

In accordance with the Americans with Disabilities Act, we will make this document available in alternative formats. For more information, please contact our Office at (564) 999-0950, TDD Relay at (800) 833-6388, or email our webmaster at webmaster@sao.wa.gov.

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SCHEDULE OF FINDINGS AND QUESTIONED COSTS

Central Pierce Fire & Rescue January 1, 2024 through December 31, 2024

SECTION I – SUMMARY OF AUDITOR’S RESULTS

The results of our audit of Central Pierce Fire & Rescue are summarized below in accordance with Title 2 U.S. Code of Federal Regulations (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance).

Financial Statements

We issued an unmodified opinion on the fair presentation of the District’s financial statements in accordance with its regulatory basis of accounting. Separately, we issued an adverse opinion on the fair presentation with regard to accounting principles generally accepted in the United States of America (GAAP) because the financial statements are prepared using a basis of accounting other than GAAP.

Internal Control over Financial Reporting:

- *Significant Deficiencies:* We reported no deficiencies in the design or operation of internal control over financial reporting that we consider to be significant deficiencies.
- *Material Weaknesses:* We identified no deficiencies that we consider to be material weaknesses.

We noted no instances of noncompliance that were material to the financial statements of the District.

Federal Awards

Internal Control over Major Programs:

- *Significant Deficiencies:* We reported no deficiencies in the design or operation of internal control over major federal programs that we consider to be significant deficiencies.
- *Material Weaknesses:* We identified no deficiencies that we consider to be material weaknesses.

We issued an unmodified opinion on the District’s compliance with requirements applicable to its major federal program.

We reported no findings that are required to be disclosed in accordance with 2 CFR 200.516(a).

Identification of Major Federal Programs

The following program was selected as a major program in our audit of compliance in accordance with the Uniform Guidance.

<u>ALN</u>	<u>Program or Cluster Title</u>
97.044	Assistance to Firefighters Grant

The dollar threshold used to distinguish between Type A and Type B programs, as prescribed by the Uniform Guidance, was \$750,000.

The District did not qualify as a low-risk auditee under the Uniform Guidance.

SECTION II – FINANCIAL STATEMENT FINDINGS

None reported.

SECTION III – FEDERAL AWARD FINDINGS AND QUESTIONED COSTS

None reported.

INDEPENDENT AUDITOR'S REPORT

Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

Central Pierce Fire & Rescue January 1, 2024 through December 31, 2024

Board of Commissioners
Central Pierce Fire & Rescue
Spanaway, Washington

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of Central Pierce Fire & Rescue, as of and for the year ended December 31, 2024, and the related notes to the financial statements, which collectively comprise the District's financial statements, and have issued our report thereon dated December 12, 2025.

We issued an unmodified opinion on the fair presentation of the District's financial statements in accordance with its regulatory basis of accounting. We issued an adverse opinion on the fair presentation with regard to accounting principles generally accepted in the United States of America (GAAP) because the financial statements are prepared by the District using accounting practices prescribed by state law and the State Auditor's *Budgeting, Accounting and Reporting System* (BARS) manual described in Note 1, which is a basis of accounting other than GAAP. The effects on the financial statements of the variances between the basis of accounting described in Note 1 and accounting principles generally accepted in the United States of America, although not reasonably determinable, are presumed to be material.

REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING

In planning and performing our audit of the financial statements, we considered the District's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, we do not express an opinion on the effectiveness of the District's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the District's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described above and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified.

Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses.

REPORT ON COMPLIANCE AND OTHER MATTERS

As part of obtaining reasonable assurance about whether the District's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion.

The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

PURPOSE OF THIS REPORT

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control and compliance. Accordingly, this communication is not suitable for any other purpose. However,

this report is a matter of public record and its distribution is not limited. It also serves to disseminate information to the public as a reporting tool to help citizens assess government operations.

A handwritten signature in black ink that reads "Pat McCarthy". The signature is written in a cursive, flowing style.

Pat McCarthy, State Auditor

Olympia, WA

December 12, 2025

INDEPENDENT AUDITOR'S REPORT

Report on Compliance for Each Major Federal Program and Report on Internal Control over Compliance in Accordance with the Uniform Guidance

Central Pierce Fire & Rescue January 1, 2024 through December 31, 2024

Board of Commissioners
Central Pierce Fire & Rescue
Spanaway, Washington

REPORT ON COMPLIANCE FOR EACH MAJOR FEDERAL PROGRAM

Opinion on Each Major Federal Program

We have audited the compliance of Central Pierce Fire & Rescue, with the types of compliance requirements identified as subject to audit in the U.S. *Office of Management and Budget (OMB) Compliance Supplement* that could have a direct and material effect on each of the District's major federal programs for the year ended December 31, 2024. The District's major federal programs are identified in the auditor's results section of the accompanying Schedule of Findings and Questioned Costs.

In our opinion, the District complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended December 31, 2024.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance)* are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the District and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination on the District's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to the District's federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the District's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards* and the Uniform Guidance will always detect a material noncompliance when it exists. The risk of not detecting a material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material, if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgement made by a reasonable user of the report on compliance about the District's compliance with the requirements of each major federal program as a whole.

Performing an audit in accordance with GAAS, *Government Auditing Standards* and the Uniform Guidance includes the following responsibilities:

- Exercise professional judgment and maintain professional skepticism throughout the audit;
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the District's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances;
- Obtain an understanding of the District's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control over compliance. Accordingly, no such opinion is expressed; and
- We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

REPORT ON INTERNAL CONTROL OVER COMPLIANCE


A *deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed. Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance and therefore, material weaknesses or significant deficiencies may exist that were not identified.

Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above.

Purpose of this Report

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose. However, this report is a matter of public record and its distribution is not limited. It also serves to disseminate information to the public as a reporting tool to help citizens assess government operations.



Pat McCarthy, State Auditor

Olympia, WA

December 12, 2025

INDEPENDENT AUDITOR'S REPORT

Report on the Audit of the Financial Statements

Central Pierce Fire & Rescue January 1, 2024 through December 31, 2024

Board of Commissioners
Central Pierce Fire & Rescue
Spanaway, Washington

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Unmodified and Adverse Opinions

We have audited the financial statements of Central Pierce Fire & Rescue, as of and for the year ended December 31, 2024, and the related notes to the financial statements, as listed in the financial section of our report.

Unmodified Opinion on the Regulatory Basis of Accounting (BARS Manual)

As described in Note 1, the District has prepared these financial statements to meet the financial reporting requirements of state law and accounting practices prescribed by the State Auditor's *Budgeting, Accounting and Reporting System* (BARS) Manual. Those accounting practices differ from accounting principles generally accepted in the United States of America (GAAP). The differences in these accounting practices are also described in Note 1.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the cash and investments of Central Pierce Fire & Rescue, and its changes in cash and investments, for the year ended December 31, 2024, on the basis of accounting described in Note 1.

Adverse Opinion on U.S. GAAP

The financial statements referred to above were not intended to, and in our opinion, they do not, present fairly, in accordance with accounting principles generally accepted in the United States of America, the financial position of Central Pierce Fire & Rescue, as of December 31, 2024, or the changes in financial position or cash flows thereof for the year then ended, because of the significance of the matter discussed below.

Basis for Unmodified and Adverse Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and *Government Auditing Standards*. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the District, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit unmodified and adverse opinions.

Matter Giving Rise to Adverse Opinion on U.S. GAAP

Auditing standards issued by the American Institute of Certified Public Accountants (AICPA) require auditors to formally acknowledge when governments do not prepare their financial statements, intended for general use, in accordance with GAAP. As described in Note 1 of the financial statements, the financial statements are prepared by the District in accordance with state law using accounting practices prescribed by the BARS Manual, which is a basis of accounting other than accounting principles generally accepted in the United States of America. The effects on the financial statements of the variances between the regulatory basis of accounting and accounting principles generally accepted in the United States of America, although not reasonably determinable, are presumed to be material and pervasive.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the financial reporting provisions of state law and the BARS Manual described in Note 1. This includes determining that the basis of accounting is acceptable for the presentation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

Performing an audit in accordance with GAAS and *Government Auditing Standards* includes the following responsibilities:


- Exercise professional judgment and maintain professional skepticism throughout the audit;
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements;
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, no such opinion is expressed;
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements;
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for a reasonable period of time; and
- We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the District's financial statements. The accompanying Schedule of Expenditures of Federal Awards is presented for purposes of additional analysis as required by Title 2 *U.S. Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). The Schedule of Liabilities is also presented for purposes of additional analysis, as required by the prescribed BARS manual. These schedules are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

OTHER REPORTING REQUIRED BY GOVERNMENT AUDITING STANDARDS

In accordance with *Government Auditing Standards*, we have also issued our report dated December 12, 2025 on our consideration of the District's internal control over financial reporting and on the tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control over financial reporting and compliance.



Pat McCarthy, State Auditor

Olympia, WA

December 12, 2025

FINANCIAL SECTION

Central Pierce Fire & Rescue January 1, 2024 through December 31, 2024

FINANCIAL STATEMENTS

Fund Resources and Uses Arising from Cash Transactions – 2024
Notes to Financial Statements – 2024

SUPPLEMENTARY AND OTHER INFORMATION

Schedule of Liabilities – 2024
Schedule of Expenditures of Federal Awards – 2024
Notes to the Schedule of Expenditures of Federal Awards – 2024

Central Pierce Fire & Rescue
Fund Resources and Uses Arising from Cash Transactions
For the Year Ended December 31, 2024

		Total for All Funds (Memo Only)	001 General Fund	101 EMS Administration	102 GEMT Administration
Beginning Cash and Investments					
308	Beginning Cash and Investments	57,552,030	31,039,320	4,073,179	10,461,040
388 / 588	Net Adjustments	-	-	-	-
Revenues					
310	Taxes	50,916,212	30,243,184	18,216,602	-
320	Licenses and Permits	25,360	25,360	-	-
330	Intergovernmental Revenues	11,047,748	1,319,512	766	9,727,362
340	Charges for Goods and Services	54,423,765	43,952,218	10,471,547	-
350	Fines and Penalties	-	-	-	-
360	Miscellaneous Revenues	2,637,906	1,707,858	321,856	225,776
Total Revenues:		119,050,991	77,248,132	29,010,771	9,953,138
Expenditures					
510	General Government	-	-	-	-
520	Public Safety	110,131,555	69,428,240	40,691,788	-
530	Utilities	-	-	-	-
540	Transportation	-	-	-	-
550	Natural/Economic Environment	-	-	-	-
560	Social Services	-	-	-	-
570	Culture and Recreation	-	-	-	-
Total Expenditures:		110,131,555	69,428,240	40,691,788	-
Excess (Deficiency) Revenues over Expenditures:		8,919,436	7,819,892	(11,681,017)	9,953,138
Other Increases in Fund Resources					
391-393, 596	Debt Proceeds	-	-	-	-
397	Transfers-In	15,000,000	-	15,000,000	-
385	Special or Extraordinary Items	-	-	-	-
381, 382, 389, 395, 398	Other Resources	101,173	101,173	-	-
Total Other Increases in Fund Resources:		15,101,173	101,173	15,000,000	-
Other Decreases in Fund Resources					
594-595	Capital Expenditures	2,222,067	(1,064,212)	-	-
591-593, 599	Debt Service	3,551,231	1,113,718	-	-
597	Transfers-Out	15,000,000	-	-	15,000,000
585	Special or Extraordinary Items	-	-	-	-
581, 582, 589	Other Uses	-	-	-	-
Total Other Decreases in Fund Resources:		20,773,298	49,506	-	15,000,000
Increase (Decrease) in Cash and Investments:		3,247,311	7,871,559	3,318,983	(5,046,862)
Ending Cash and Investments					
50821	Nonspendable	-	-	-	-
50831	Restricted	21,888,461	-	7,392,164	5,414,176
50841	Committed	10,049,112	10,049,112	-	-
50851	Assigned	18,800,000	18,800,000	-	-
50891	Unassigned	10,061,767	10,061,767	-	-
Total Ending Cash and Investments		60,799,340	38,910,879	7,392,164	5,414,176

The accompanying notes are an integral part of this statement.

Central Pierce Fire & Rescue
Fund Resources and Uses Arising from Cash Transactions
For the Year Ended December 31, 2024

		201 GO Debt Fund Administration	301 Capital Projects Fund
Beginning Cash and Investments			
308	Beginning Cash and Investments	545,312	11,433,179
388 / 588	Net Adjustments	-	-
Revenues			
310	Taxes	2,456,426	-
320	Licenses and Permits	-	-
330	Intergovernmental Revenues	108	-
340	Charges for Goods and Services	-	-
350	Fines and Penalties	-	-
360	Miscellaneous Revenues	52,870	329,546
Total Revenues:		2,509,404	329,546
Expenditures			
510	General Government	-	-
520	Public Safety	-	11,527
530	Utilities	-	-
540	Transportation	-	-
550	Natural/Economic Environment	-	-
560	Social Services	-	-
570	Culture and Recreation	-	-
Total Expenditures:		-	11,527
Excess (Deficiency) Revenues over Expenditures:		2,509,404	318,019
Other Increases in Fund Resources			
391-393, 596	Debt Proceeds	-	-
397	Transfers-In	-	-
385	Special or Extraordinary Items	-	-
381, 382, 389, 395, 398	Other Resources	-	-
Total Other Increases in Fund Resources:		-	-
Other Decreases in Fund Resources			
594-595	Capital Expenditures	-	3,286,279
591-593, 599	Debt Service	2,437,513	-
597	Transfers-Out	-	-
585	Special or Extraordinary Items	-	-
581, 582, 589	Other Uses	-	-
Total Other Decreases in Fund Resources:		2,437,513	3,286,279
Increase (Decrease) in Cash and Investments:		71,891	(2,968,260)
Ending Cash and Investments			
50821	Nonspendable	-	-
50831	Restricted	617,204	8,464,917
50841	Committed	-	-
50851	Assigned	-	-
50891	Unassigned	-	-
Total Ending Cash and Investments		617,204	8,464,917

The accompanying notes are an integral part of this statement.

Central Pierce Fire & Rescue
Notes to the Financial Statements
For the year ended 12/31/2024

Note 1 - Summary of Significant Accounting Policies

Central Pierce Fire & Rescue (CPFR) was incorporated in February 1996 as a result of a merger between Fire Districts No. 6, No. 7, and No. 9. City of Puyallup annexed into the District January 2009, and Pierce County Fire District No. 11 merged into the District in September 2009. As of September 1, 2023 CPFR is providing contracted EMS and fire suppression to Orting Valley Fire & Rescue (OVFR / aka PCFD18). As of January 1, 2025, CPFR is also providing contracted EMS and fire suppression to Graham Fire & Rescue (GFR / fka PCFD21). The Citizens of OVFR and GFR voted on April 22, 2025 to merge with CPFR effective January 1, 2026. For additional information see Note 8 *Other Disclosures*.

The District operates under the laws of the state of Washington applicable to a Fire District. The District is a special purpose local government and provides 24-hour emergency medical and fire suppression protection to the combined population of 328,604 citizens in the Parkland, Spanaway, Midland, Summit, Frederickson, South Hill, and Graham areas of Pierce County as well as the Cities of Puyallup and Orting.

The District reports financial activity in accordance with the *Cash Basis Budgeting, Accounting and Reporting System* (BARS) Manual prescribed by the State Auditor's Office under the authority of Washington State law, Chapter 43.09 RCW. This manual prescribes a financial reporting framework that differs from generally accepted accounting principles (GAAP) in the following manner:

- Financial transactions are recognized on a cash basis of accounting as described below.
- Component units are required to be disclosed, but are not included in the financial statements.
- Government-wide statements, as defined in GAAP, are not presented.
- All funds are presented, rather than a focus on major funds.
- The *Schedule of Liabilities* is required to be presented with the financial statements as supplementary information.
- Supplementary information required by GAAP is not presented.
- Ending balances for proprietary and fiduciary funds are presented using classifications that are different from the ending net position classifications in GAAP.

A. Fund Accounting

Financial transactions of the government are reported in individual funds. Each fund uses a separate set of self-balancing accounts that comprises its cash and investments, revenues and expenditures. The government's resources are allocated to and accounted for in individual funds depending on their intended purpose. Each fund is reported as a separate column in the financial statements. The total column is presented as "memo only" because any interfund activities are not eliminated. The following fund types are used:

GOVERNMENTAL FUND TYPES:

General Fund

This fund is the primary operating fund of the government. It accounts for all financial resources except those required or elected to be accounted for in another fund.

Special Revenue Funds

These funds account for specific revenue sources that are restricted or committed to expenditures for specified purposes of the government. The District has a special revenue fund for EMS (Fund 101) for the EMS Levy restricted to emergency medical service expenditures, and a special revenue fund for Ground Emergency Medical Services (GEMT Fund 102), restricted to expenditures for EMS transport services.

Debt Service Funds

These funds account for the financial resources that are restricted, committed, or assigned to expenditures for principal, interest and related costs on general long-term debt. The District has one debt service fund (Fund 201) which accounts for the excess levy that covers GO Bond Debt expenditures as approved by voters in 2013.

Capital Projects Funds

These funds account for financial resources which are restricted, committed, or assigned for the acquisition or construction of capital facilities or other capital assets. The District has one capital projects fund (Fund 301) that accounts for capital improvements over the \$5,000 threshold.

B. Basis of Accounting and Measurement Focus

Financial statements are prepared using the cash basis of accounting and measurement focus. Revenues are recognized when cash is received and expenditures are recognized when paid.

In accordance with state law the District also recognizes expenditures paid during thirty days after the close of the fiscal year for claims incurred during the previous period.

C. Cash and Investments

It is the District's policy to invest all temporary cash surpluses. The interest on investments is retained in the General Fund except where pro-rated by fund balance to the reserve, GEMT, debt service and capital projects funds. For more information see Note 4, *Deposits and Investments*.

D. Capital Assets

Capital assets are assets with an initial individual cost of more than \$5,000 and an estimated useful life in excess of 1 year. Capital assets and inventory are recorded as capital expenditures when purchased.

E. Compensated Absences

Vacation leave may be accumulated up to 720 hours and is 100% payable upon separation or retirement. Sick leave may be accumulated up to 2160 hours. If an employee meets eligibility requirements, employees receive payment for 25% of unused sick leave. Payments are recognized as expenditures when paid. All sick leave on the books as of 12/31/2024 must be paid out quarter one 2025 per a contractual labor agreement switching to paid time off (PTO). The sick leave payout is estimated at \$3,958,826.

Starting in 2025, local 726 members with PTO will be awarded 504 hrs per year, to be used and paid out annually. Short-term disability (STD) will replace sick leave, and be awarded a one time bank of 2189 hours. If an employee meets eligibility requirements, employees received between 25% and 50% of unused STD balances.

F. Liabilities

See Note 7, *Long-term Liabilities* and Note 9, *Other Post-Employment Benefits*.

G. Leases and Subscription Based Information Technology Arrangements (SBITA)

Leases are reported as liabilities if the total payments over the life of the lease is more than \$5,000. SBITAs are reported as liabilities if the total payments over the life of the SBITA is more than \$5,000. For more information, see Note 6, *Leases*, and Note 13, *SBITA*.

H. Restricted and Committed Portion of Ending Cash and Investments

Beginning and ending cash and investments are reported as restricted or committed when it is subject to restrictions on use imposed by external parties or due to internal commitments established by resolution of the Board of Fire Commissioners. When expenditures that meet restrictions are incurred, the District intends to use the most restricted resources first.

Restrictions and commitments ending cash and investments consist of \$32,067,014.

Note 2 – Budget Compliance

The District adopts annual appropriated budgets for five (5) funds. These budgets are appropriated at the fund level, and the budget constitutes the legal authority for expenditures at that level. Annual appropriations for these funds lapse at the fiscal year end, except for capital outlays, which are carried forward and reappropriated from year to year until expended or the purpose of the appropriation has been accomplished or abandoned.

Annual appropriated budgets are adopted on the same basis of accounting as used for financial reporting.

The appropriated and actual expenditures for the legally adopted budgets were as follow:

Fund/Department	Final Appropriated Amounts	Actual Expenditures	Variance
General Fund 001	\$ 74,978,354	\$ 69,477,747	\$ 5,500,607
EMS Fund 101	42,270,488	40,691,788	1,578,700
GEMT Fund 102	15,000,000	15,000,000	0
Debt Fund 201	2,500,000	2,437,512	62,488
Capital Projects Fund 301	7,400,000	3,297,806	4,102,194
	\$ 142,148,842	\$ 130,904,853	\$ 11,243,989

Budgeted amounts are authorized to be transferred between line items within divisions; however, any revisions that alter the total expenditures of a fund, or that affect the number of authorized employee positions, salary ranges, hours, or other conditions of employment must be formally approved by the District's Board of Fire Commissioners.

Note 3 – COVID-19 Pandemic

In February 2020, the Governor of the state of Washington declared a state of emergency in response to the spread of COVID-19. Precautionary measures to slow the spread of the virus continued into 2023. These measures included limitations on business operations, public events, gatherings, travel and in-person interactions.

The elected officials of the District subsequently declared a state of emergency. Immediate operational directives were put in place to protect our staff and citizens while we provided emergency responses. Cost-tracking is complete and the District pursued all levels of financial resources to recover expenditure costs.

The Federal Emergency Management Agency (FEMA) declared the COVID emergency incident closed effective May 11, 2023. Central Pierce has reimbursements owed for the effective dates of COVID continuing into 2025.

Note 4 – Deposits and Investments

Investments are reported at original cost. Investments by type at December 31, 2024 are as follows:

	District Owned Deposits and Investments
Bank Deposits	19,157,442
LGIP	41,641,898
Total	60,799,340

It is the District's policy to invest all temporary cash surpluses. The interest on investments is retained in the General Fund except where pro-rated by fund balance to the reserve, GEMT, debt service and capital

projects funds.

The District is a voluntary participant in the Local Government Investment Pool, an external investment pool operated by the Washington State Treasurer. The pool is not rated and not registered with the SEC. Rather, oversight is provided by the State Finance Committee in accordance with Chapter 43.250 RCW. Investments in the LGIP are reported at amortized cost, which is the same as the value of the pool per share. The LGIP does not impose any restrictions on participant withdrawals.

The Office of the State Treasurer prepares a stand-alone financial report for the pool. A copy of the report is available from the Office of the State Treasurer, PO Box 40200, Olympia, Washington 98504-0200, online at www.tre.wa.gov.

Custodial credit risk for deposits is the risk that, in event of a failure of a depository financial institution, the District would not be able to recover deposits or would not be able to recover collateral securities that are in possession of an outside party. The District's deposits and certificates of deposit are mostly covered by federal depository insurance (FDIC) or by collateral held in a multiple financial institution collateral pool administered by the Washington Public Deposit Protection Commission (PDPC).

All investments are insured, registered or held by the District or its agent in the government's name.

Note 5 – Joint Ventures

Information Technology Consortium (ITC)

The ITC was formed by interlocal contract in 2021 in conformity with Chapter 39.34 RCW to coordinate information technology needs between agencies. This collaboration is intended to standardize technology platforms and gain economies of scale in order to reduce duplication and costs where feasible, and increase efficiencies.

Member agencies included Central Pierce Fire & Rescue as the fiscal agency, along with Graham Fire & Rescue, Pierce County Fire Protection District No 16 (Key Peninsula Fire), and Gig Harbor Fire & Medic One. The joint venture is governed by a four person board composed of one from each agency in the consortium. The Information Technology Consortium (ITC) was dissolved December 31, 2024.

Fire Training Consortium (FTC)

The FTC was formed by interlocal contract in 2022 in conformity with Chapter 39.34 RCW to coordinate training between agencies. This collaboration is intended to standardize training to industry standards, improve operational performance and safety, reduce duplication and costs where feasible, and increase efficiency.

Member agencies include Central Pierce Fire & Rescue as the fiscal agency, along with Graham Fire & Rescue (PCFD21), West Pierce Fire & Rescue (PCFD3), Orting Valley Fire & Rescue (PCFD18) and East Pierce Fire & Rescue (PCFD22). The joint venture is governed by a five person board composed of the Fire Chiefs from each agency. The Fire Training Consortium (FTC) was dissolved December 31, 2024.

Note 6 – Leases

During the year ended December 31, 2022 the District adopted guidance for the presentation and disclosure of leases, as required by the BARS manual. This requirement resulted in the addition of a lease liability reported on the Schedule of Liabilities.

The District leases office and storage spaces from Benaroya for approximately \$69,854 per month plus community area fees. The leases have annual escalators, and range in term from three to twenty years (with extension options).

The District also leased administrative office space from Seattle Heavy Industry for \$5,895 per month plus annual escalators under a lease agreement starting 2023 for five years, but paid to leave this lease early due to infrastructure challenges.

As of December 31, 2024, the future lease payments are as follows:

	<u>TOTALS</u>
2025	784,525
2026	809,210
2027	834,681
2028	662,819
2029	554,930
2030 2030-2034	2,796,530
2035 2035-2039	2,665,984
2040 2040-2044	<u>2,045,739</u>
TOTALS	<u>\$ 11,154,418</u>

Note 7 – Long-Term Liabilities

Debt Service

The accompanying Schedule of Liabilities (09) provides more details of the outstanding debt and liabilities of the District and summarizes the District's debt transactions for year ended December 31, 2024.

The debt service requirements for general obligation bonds are as follows:

	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2025	1,550,000	884,913	2,434,913
2026	1,620,000	815,013	2,435,013
2027	1,685,000	750,213	2,435,213
2028	1,755,000	680,750	2,435,750
2029	1,830,000	606,800	2,436,800
2030-2034	10,375,000	1,793,850	12,168,850
2035-2039	2,340,000	93,600	2,433,600
TOTALS	<u>\$ 21,155,000</u>	<u>\$ 5,625,138</u>	<u>\$ 26,780,138</u>

Compensated Absences

During the year ended December 31, 2024, the following changes occurred in compensated absences:

	<u>Beginning Balance 1/1/2024</u>	<u>Additions</u>	<u>Reductions</u>	<u>Ending Balance 12/31/2024</u>
Compensated Absences	\$ 10,994,724	\$ 899,566	\$ 1,962,559	\$ 9,931,731

For additional information regarding liabilities see Note 8, *Other Disclosures*.

Note 8 – Other Disclosures – Government Combinations

On October 1, 2024 the District entered into a contract to provide all fire and emergency services to Graham Fire & Rescue (GFR / fka PCFD21) and absorbing GFR employees into the District effective January 1, 2025.

The District was already providing contracted services to Orting Valley Fire & Rescue (OVFR / aka PCFD18) since September 1, 2023.

OVFR and GFR citizens voted on April 22, 2025 to merge into Central Pierce Fire & Rescue (CPFR / The District) in 2026. As a result, all GFR tax revenue and fire benefit charge revenue will be transferred to the District monthly starting January 2025, and the span of control for services will cover the combined Districts' 21 stations and 178 square miles.

GFR's 136 employees became CPFR employees January 1, 2025. CPFR assumed all liabilities for GFR current and retired employees and retiree pay and benefits.

The following December 31, 2024 liabilities are anticipated to be assumed / transferred to the District from GFR & OVFR:

From District:	Type:	Liability at 12/13/24:	Notes:
OVFR	OPEB	0	Included in CPFR 2024 OPEB
GFR	OPEB	10,673,262	Will be included in CPFR OPEB in 2025
OVFR	Debt Svc	1,354,000	Maturity date 12/1/2032
OVFR	Cap Lease	663,292	Maturity date 5/13/2029
GFR	Debt Svc	0	GFR has no Debt Svc as of 12/31/24
OVFR	Comp Absences	0	Included in CPFR 2024 Comp Absences
GFR	Comp Absences	0	GFR Paid out leave Balances 12/31/24

Anticipated cash transfers January 1, 2026 will be all remaining fund balances, anticipated to be approximately:

From District:	Approx Cash & Investments:
OVFR	3,000,000
GFR	17,000,000

Note 9 – Other Post-Employment Benefits (OPEB Plans)

OPEB

The LEOFF I Retiree Medical Plan is a closed, single-employer, defined-benefit OPEB plan administered by the District as required by Chapter 41.26 RCW. The plan pays for 100% of eligible retirees' healthcare costs on a pay-as-you-go basis. As of December 31, 2024, the plan had 10 members, all retirees.

The District also has a commitment to pay for other post-employment benefits (OPEB) for employees that belong to LEOFF 2 (medical premiums/VEBA) per resolution no. 13-01 of the Board of Fire Commissioners. The District pays qualified members a monthly benefit toward retiree medical, which is capped at a 7.5% increase annually, and ceases at the age of 65. As of December 31, 2024 the plan had 63 LEOFF 2 retired/qualified members and 346 active employees. The present value of OPEB liability as of December 31, 2024 is \$20,025,054.

Central Pierce Fire & Rescue Fiscal Year 2024	
# of Active Members	346
# of Retired Members	77
Benefits Paid L1 & L2	\$1,044,744
Total OPEB Liability for L1 & L2	\$20,025,054

Due to a contract for services to Graham Fire & Rescue (GFR) that made GFR employees District employees effective January 1, 2025, and the subsequent citizen vote April 22, 2024 to merge GFR

with Central Pierce Fire & Rescue effective January 1, 2026, the District will also have a commitment to pay for other post-employment benefits (OPEB) for GFR employees that belong to LEOFF 2 (medical premiums/VEBA).

The District will pay qualified GFR members starting January 1, 2025 a monthly benefit toward retiree medical, which is capped at a 7.5% increase annually, and ceases at the age of 65. As of December 31, 2024 the GFR plan had 1 retired LEOFF 1 member, and 6 retired LEOFF 2 retired/qualified members and 113 active employees. The present value of OPEB liability for GFR as of December 31, 2024 that is being as assumed as District liability January 1, 2025 is \$10,673,262.

Central Pierce Fire & Rescue (GFR Employees 12/31/24) Fiscal Year 2024	
# of Active Members	123
# of Retired Members	6
Total OPEB Liability for L1 & L2	\$10,673,262

Note 10 – Pension Plans

A. State Sponsored Pension Plans

Substantially all District full-time and qualifying part-time employees participate in the following statewide retirement systems administered by the Washington State Department of Retirement Systems (DRS), under cost-sharing, multiple-employer public employee defined benefit and defined contribution retirement plans:

Public Employees' Retirement System (PERS)

Law Enforcement Officers' and Fire Fighters' Retirement System (LEOFF)

The State Legislature establishes, and amends, laws pertaining to the creation and administration of all public retirement systems.

The Department of Retirement Systems, a department within the primary government of the State of Washington, issues a publicly available Annual Comprehensive Financial Report (ACFR) that includes financial statements and required supplementary information for each plan. The DRS ACFR may be obtained downloaded from the DRS website at www.drs.wa.gov.

LEOFF Plan 1

The District participates in LEOFF Plan 1. The LEOFF Plan 1 is fully funded and no further employer contributions have been required since June 2000. If the plan becomes underfunded, funding of the remaining liability will require new legislation. Starting on July 1, 2000, employers and employees contribute zero percent.

LEOFF Plan 2

The District also participates in LEOFF Plan 2. The Legislature, by means of a special funding arrangement, appropriates money from the state general fund to supplement the current service liability and fund the prior service costs of Plan 2 in accordance with the recommendations of the

Pension Funding Council and the LEOFF Plan 2 Retirement Board. This special funding situation is not mandated by the state constitution and could be changed by statute.

At June 30, 2024, the District's proportionate share of the collective net pension liabilities/assets, as reported on the Schedule 09, was as follows:

Sch 09:	Employer Contributions	Allocation %	Liability (Asset)
PERS 1	\$ 175,055	0.029243 %	\$ 519,601
Assets Not Reported On Sch 09:			
PERS 2/3	369,021	0.037491%	(1,253,918)
LEOFF 1	0	0.039446%	(1,121,800)
LEOFF 2	2,997,397	1.223403%	(22,911,219)
Net Assets			(25,268,937)

B. Defined Contribution Pension Plans

457 (b) Plans

The District has various collective bargaining agreements and personal services contracts that define the employer contributions to eligible 457 (b) plans. In 2024, the maximum monthly contribution for most employees was \$440 per month. For the year ending December 31, 2024 the District contributed a total of \$2,165,456 to:

VOYA Financial
Decision Point Financial
DCP (State of Washington)

Note 11 - Property Tax

The county treasurer acts as an agent to collect property tax levied in the county for all taxing authorities. Collections are distributed after the end of each month.

Property Tax Calendar	
January 1	Tax is levied and becomes an enforceable lien against the properties.
February 14	Tax bills are mailed
April 30	First of two equal installment payments are due
May 31	Assessed value of property established for next year's levy at 100 percent of market value.
October 31	Second installment is due

Property tax revenues are recognized when cash is received by the District. Delinquent taxes are considered fully collectible because a lien affixes to the property after tax is levied.

The District's regular levy for the year 2024 was \$0.73 per \$1,000 on an assessed valuation of \$41,636,571,364 for a total regular levy of \$30,544,366.

The District's EMS levy for the year 2024 was \$0.50 per \$1,000 on an assessed valuation of \$41,636,571,364 for a total EMS levy of \$20,920,488.

The District's Excess levy for the year 2024 was \$0.06 per \$1,000 on an assessed valuation of \$41,531,297,873 for a total Excess levy of \$2,500,000.

Note 12 – Risk Management

The District purchases property and liability insurance on an annual basis effective October 1st of each year.

Property insurance consists of guaranteed replacement cost, special risk coverage including earthquake and flood on all real and personal property including portable firefighting equipment. There is a \$10,000 single occurrence deductible per loss. Portable equipment is covered with a \$5,000 deductible and guaranteed replacement cost. Earthquake and flood coverage provides a per occurrence and annual aggregate at each location of \$1,000,000, with an excess coverage endorsement of \$10,000,000 of earthquake coverage to be utilized for all locations. However, the deductible for earthquake and flood is \$1,000 per occurrence and location and \$25,000 for excess earthquake.

Physical damage coverage for fleet equipment differs for vehicles classed as either emergency service apparatus or those classed as private passenger type vehicles. Emergency service vehicles are covered on an agreed amount basis per the schedule in the insurance contract with a \$5,000 deductible. Private passenger type vehicles are covered on an actual cash value basis with a \$2,000 collision and a \$2,000 comprehensive deductible. Vehicle liability (\$1,000,000 combined single limit) includes liability coverage for all vehicles including non-owned and hired autos.

Employee dishonesty coverage is \$1,000,000 with no deductible. Liability coverage includes general liability, medical malpractice, personal injury and completed operations. Coverage also provides Directors and Officers liability and Employment Practices Liability coverage. The basic limits for all the above described liability coverage is \$1,000,000 per occurrence and \$10,000,000 Aggregate. The District purchases a \$10,000,000 Occurrence/\$20,000,000 Aggregate Umbrella liability policy which covers and adds to the \$1,000,000 basic liability coverage above. There are no liability deductibles and all defense costs, if any, are in addition to the policy limits.

Settlements have not exceeded coverages for each of the past three fiscal years.

The District is self-insured for unemployment benefits, and Washington State bills us on a reimbursement basis. The District is pay as you go as there is no material liability for this benefit as so few employees draw unemployment.

Note 13 – Subscription Based Information Technology Arrangements (SBITA)

During the year ended December 31, 2023, the District adopted guidance for the presentation and

disclosure of Subscription Based Information Technology Arrangements (SBITA), as required by the BARS manual. This requirement resulted in the addition of a subscription liability reported on the Schedule of Liabilities.

The District makes payments of approximately \$300,000 annually for subscriptions starting in 2022 and ending in 2027.

The total amount paid for SBITA's in 2024 was \$288,486. As of December 31, 2024, the future SBITA payments are as follows:

	<u>SBITA TOTALS</u>
2025	290,112
2026	<u>238,562</u>
TOTALS	<u>\$ 528,674</u>

Central Pierce Fire & Rescue
Schedule of Liabilities
For the Year Ended December 31, 2024

ID. No.	Debt ID Title	Description	Due Date	Beginning Balance	Additions	Reductions	Ending Balance
General Obligation Debt/Liabilities							
251.12	Voted General obligation bonds	GO Bonds - voted	12/1/2033	22,640,000	-	1,485,000	21,155,000
Total General Obligation Debt/Liabilities:				22,640,000	-	1,485,000	21,155,000
Revenue and Other (non G.O.) Debt/Liabilities							
259.12	Compensated Absences	Compensated Absences		10,994,724	899,566	1,962,559	9,931,731
264.30	Pension Liabilities	Pension Liability		586,753	-	67,152	519,601
264.40	OPEB Liabilities	OPEB Liability		18,746,096	2,323,702	1,044,744	20,025,054
263.57	Leases, SBITA, and PPPs	Capital Lease L/T- Benaroya AOC	6/22/2043	9,172,356	181,166	358,355	8,995,167
263.57	Leases, SBITA, and PPPs	Capital Lease L/T- Seattle Heavy	10/31/2024	304,818	-	304,818	-
263.57	Leases, SBITA, and PPPs	SBITA Lease - ALL LEASES COMBINED	8/31/2027	104,882	712,279	288,486	528,675
263.57	Leases, SBITA, and PPPs	Capital Lease L/T- Benaroya Annex	6/22/2028	-	1,253,250	213,025	1,040,225
263.57	Leases, SBITA, and PPPs	Cap Lease L/T Benaroya B30	6/22/2033	1,229,054	427	110,456	1,119,025
263.57	Leases, SBITA, and PPPs	Cap Lease L/T Benaroya B110/118	6/22/2028	-	33,692	-	33,692
Total Revenue and Other (non G.O.) Debt/Liabilities:				41,138,683	5,404,082	4,349,595	42,193,170
Total Liabilities:				63,778,683	5,404,082	5,834,595	63,348,170

**Central Pierce Fire & Rescue
Schedule of Expenditures of Federal Awards
For the Year Ended December 31, 2024**

Federal Agency (Pass-Through Agency)	Federal Program	ALN Number	Other Award Number	Expenditures			Passed through to Subrecipients	Note
				From Pass- Through Awards	From Direct Awards	Total		
CONSUMER PRODUCT SAFETY COMMISSION, CONSUMER PRODUCT SAFETY COMMISSION	Nicholas and Zachary Burt Memorial Carbon Monoxide Poisoning Prevention Grants	87.003	NZBCP240013- 01-00	-	90,113	90,113	-	Note 3
FEDERAL EMERGENCY MANAGEMENT AGENCY, HOMELAND SECURITY, DEPARTMENT OF (via Pierce County Dept of Emergency Management)	National Urban Search and Rescue (US&R) Response System	97.025	n/a	39,861	-	39,861	-	Note 3
FEDERAL EMERGENCY MANAGEMENT AGENCY, HOMELAND SECURITY, DEPARTMENT OF	Assistance to Firefighters Grant	97.044	EMW_2022_FG _00326	-	426,846	426,846	-	Note 3
FEDERAL EMERGENCY MANAGEMENT AGENCY, HOMELAND SECURITY, DEPARTMENT OF (via Pierce County Dept of Emergency Management)	Homeland Security Grant Program	97.067	n/a	267,878	-	267,878	-	Note 3
Total Federal Awards Expended:				307,739	516,959	824,698	-	

The accompanying notes are an integral part of this schedule.

CENTRAL PIERCE FIRE & RESCUE, WASHINGTON

NOTES TO THE SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS

For the Year Ended December 31, 2024

NOTE 1 - BASIS OF ACCOUNTING

This schedule is prepared on the same basis of accounting as the District's financial statements. The District uses the CASH basis of accounting.

NOTE 2 – FEDERAL DE MINIMIS INDIRECT COST RATE

The District has elected to use the 10-percent de minimis indirect cost rate allowed under the Uniform Guidance.

NOTE 3 - PROGRAM COSTS

The amounts shown as current year expenditures represent only the federal grant portion of the program costs. Entire program costs, including the District's portion, are more than shown. Such expenditures are recognized following the cost principles in Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, wherein certain types of expenditures are not allowable or are limited as to reimbursement.

ABOUT THE STATE AUDITOR'S OFFICE

The State Auditor's Office is established in the Washington State Constitution and is part of the executive branch of state government. The State Auditor is elected by the people of Washington and serves four-year terms.

We work with state agencies, local governments and the public to achieve our vision of increasing trust in government by helping governments work better and deliver higher value.

In fulfilling our mission to provide citizens with independent and transparent examinations of how state and local governments use public funds, we hold ourselves to those same standards by continually improving our audit quality and operational efficiency, and by developing highly engaged and committed employees.

As an agency, the State Auditor's Office has the independence necessary to objectively perform audits, attestation engagements and investigations. Our work is designed to comply with professional standards as well as to satisfy the requirements of federal, state and local laws. The Office also has an extensive quality control program and undergoes regular external peer review to ensure our work meets the highest possible standards of accuracy, objectivity and clarity.

Our audits look at financial information and compliance with federal, state and local laws for all local governments, including schools, and all state agencies, including institutions of higher education. In addition, we conduct performance audits and cybersecurity audits of state agencies and local governments, as well as state whistleblower, fraud and citizen hotline investigations.

The results of our work are available to everyone through the more than 2,000 reports we publish each year on our website, www.sao.wa.gov. Additionally, we share regular news and other information via an email subscription service and social media channels.

We take our role as partners in accountability seriously. The Office provides training and technical assistance to governments both directly and through partnerships with other governmental support organizations.

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Other ways to stay in touch

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(564) 999-0950
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(866) 902-3900
- Email:
webmaster@sao.wa.gov



Office of the Washington State Auditor
Pat McCarthy

Accountability Audit Report

Central Pierce Fire & Rescue

For the period January 1, 2024 through December 31, 2024

Published December 22, 2025

Report No. 1038848



Scan to see another great way
we're helping advance
#GoodGovernment



**Office of the Washington State Auditor
Pat McCarthy**

December 22, 2025

Board of Commissioners
Central Pierce Fire & Rescue
Spanaway, Washington

Report on Accountability

Thank you for the opportunity to work with you to promote accountability, integrity and openness in government. The Office of the Washington State Auditor takes seriously our role of providing state and local governments with assurance and accountability as the independent auditor of public accounts. In this way, we strive to help government work better, cost less, deliver higher value and earn greater public trust.

Independent audits provide essential accountability and transparency for District operations. This information is valuable to management, the governing body and public stakeholders when assessing the government's stewardship of public resources.

Attached is our independent audit report on the District's compliance with applicable requirements and safeguarding of public resources for the areas we examined. We appreciate the opportunity to work with your staff and value your cooperation during the audit.

Sincerely,

Pat McCarthy, State Auditor
Olympia, WA

Americans with Disabilities

In accordance with the Americans with Disabilities Act, we will make this document available in alternative formats. For more information, please contact our Office at (564) 999-0950, TDD Relay at (800) 833-6388, or email our webmaster at webmaster@sao.wa.gov.

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AUDIT RESULTS

Results in brief

This report describes the overall results and conclusions for the areas we examined. In those selected areas, District operations complied, in all material respects, with applicable state laws, regulations, and its own policies, and provided adequate controls over the safeguarding of public resources.

However, we noted certain matters related to annual report filing that we communicated to District management and the Board of Commissioners in a letter dated December 12, 2025. We appreciate the District's commitment to resolving those matters.

In keeping with general auditing practices, we do not examine every transaction, activity, policy, internal control, or area. As a result, no information is provided on the areas that were not examined.

About the audit

This report contains the results of our independent accountability audit of Central Pierce Fire & Rescue from January 1, 2024 through December 31, 2024.

Management is responsible for ensuring compliance and adequate safeguarding of public resources from fraud, loss or abuse. This includes the design, implementation and maintenance of internal controls relevant to these objectives.

This audit was conducted under the authority of RCW 43.09.260, which requires the Office of the Washington State Auditor to examine the financial affairs of all local governments. Our audit involved obtaining evidence about the District's use of public resources, compliance with state laws and regulations and its own policies and procedures, and internal controls over such matters. The procedures performed were based on our assessment of risks in the areas we examined.

Based on our risk assessment for the year ended December 31, 2024, the areas examined were those representing the highest risk of fraud, loss, abuse, or noncompliance. We examined the following areas during this audit period:

- Compliance with interlocal agreement terms
- Payroll – gross wages, overtime and electronic funds transfers
- Accounts payable – general disbursements and credit cards
- Open public meetings – compliance with minutes, meetings and executive session requirements
- Financial condition – reviewing for indications of financial distress

RELATED REPORTS

Financial

Our opinion on the District's financial statements and compliance with federal grant program requirements is provided in a separate report, which includes the District's financial statements. That report is available on our website, <https://portal.sao.wa.gov//ReportSearch>.

Federal grant programs

We evaluated internal controls and tested compliance with the federal program requirements, as applicable, for the District's major federal program, which is listed in the Schedule of Findings and Questioned Costs section of the separate financial statement and single audit report. That report is available on our website, <https://portal.sao.wa.gov//ReportSearch>.

INFORMATION ABOUT THE DISTRICT

Central Pierce Fire & Rescue (CPFR) (formerly Pierce County Fire Protection District No. 6) was formed in 1995 following a merger with Pierce County Fire Protection District No. 6, No. 7, and No. 9. In 2008, voters approved the annexation of the City of Puyallup into Pierce County Fire District No. 6. Pierce County Fire District No. 11 merged into the District in September 2009. As of September 1, 2023, CPFR is providing contracted emergency medical services (EMS) and fire suppression to Pierce County Fire Protection District No. 18. As of January 1, 2025, CPFR is also providing contracted EMS and fire suppression to Pierce County Fire Protection District No. 21 (dba Graham Fire & Rescue). The Citizens of Pierce County Fire Protection District No. 18 and Pierce County Fire Protection District No. 21 voted on April 22, 2025 to merge with CPFR effective January 1, 2026.

The District provides services to approximately 328,604 citizens. The District's service area covers 178 square miles, encompassing the unincorporated communities of Parkland, Midland, Spanaway, South Hill, Summit, Summit View, Elk Plain, Frederickson, North Puyallup and Graham, as well as the cities of Puyallup and Orting. The District provides basic services, including 24-hour emergency medical and fire suppression protection, out of 21 fire stations. In addition, the District provides hazardous materials response, technical and water rescue services and training and information to the public.

An elected, five-member Board of Commissioners governs the District. The Board appoints a Fire Chief to oversee the District's daily operations as well as its 334 employees.

Contact information related to this report

Contact:	Tanya Robacker, Finance Director
Telephone:	(253) 538-6416
Website:	www.centralpiercefirer.org

Information current as of report publish date.

Audit history

You can find current and past audit reports for Central Pierce Fire & Rescue at <https://portal.sao.wa.gov//ReportSearch>.

ABOUT THE STATE AUDITOR'S OFFICE

The State Auditor's Office is established in the Washington State Constitution and is part of the executive branch of state government. The State Auditor is elected by the people of Washington and serves four-year terms.

We work with state agencies, local governments and the public to achieve our vision of increasing trust in government by helping governments work better and deliver higher value.

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Board Meeting Agenda Item Summary

Agenda Date: January 26, 2026

Item Title: Business Services Directorate Report

Attachments: Station 66 and Hazmat Rig Photos

Submitted by: DC Berdan

RECOMMENDED ACTION BY THE BOARD:

☐ First reading

☐ Second reading

☐ Motion to approve

☒ For information only

☐ Other: _____

SUMMARY:

Fleet

Brian Fortner, the GFR lead mechanic at the time of the merger, has submitted his paperwork and will retire on January 31st from a career that spanned 44 years with the fire service, four different fire departments and countless fire chiefs. We simply cannot thank him enough for the impact he made and the dedication he demonstrated in all facets of his job. It's hard to do a career like his justice in a simple paragraph. We owe him an immense amount of gratitude and appreciation and wish him the very best as he moves on to the next chapter.

Medic 19-2 (M71), which had been involved in a collision with a carport back in October, has been repaired and put back in service.

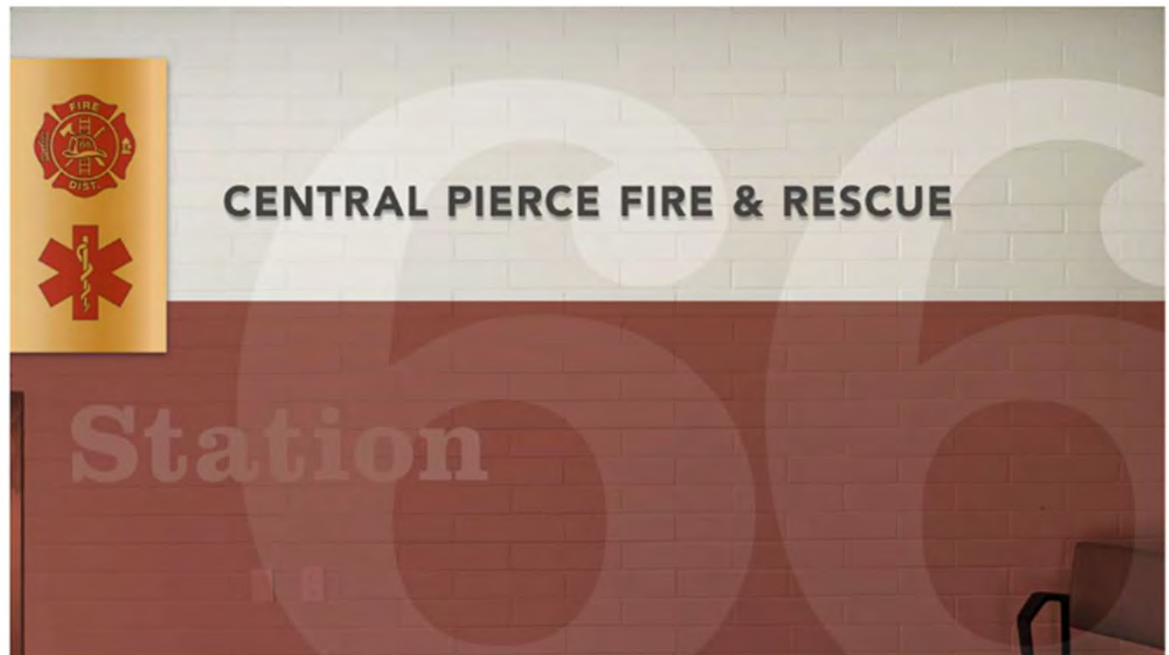
The HAZMAT rig (HM25-1) has arrived at Hughes Fire Equipment in Tacoma after being driven nearly 1,950 miles across the country from Appleton, WI. Upon arrival, a reinspection was performed by our Shop staff and final repairs are being made - Expected delivery to CPFR is early February.

The rigs that were being stored at Station 92 (the tender and wildland buggy) have been relocated to Station 172 while we work on a security plan.

Facilities

Stenciling has been completed at Station 66 in the public lobby area which effectively wraps up the last of the project's outstanding items. The station has been in service for several months and the work put into it has paid massive dividends to the community.

Station 66 Conceptual Design





Station 66 Wall Stenciling

Station 66 Conceptual Design

Remove all numbered
dimensional badges

OUR ETHOS



Trust



Courage



Compassion



Ownership



Humility



Station 66 Hallway Ethos

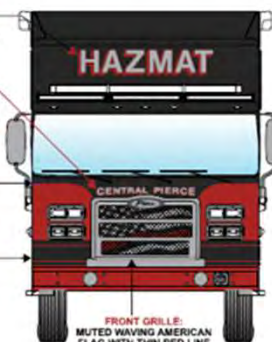


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GL LETTERS WITH BLACK OUTLINE
& BRIGHT RED SHADE; FONT HELV. MED

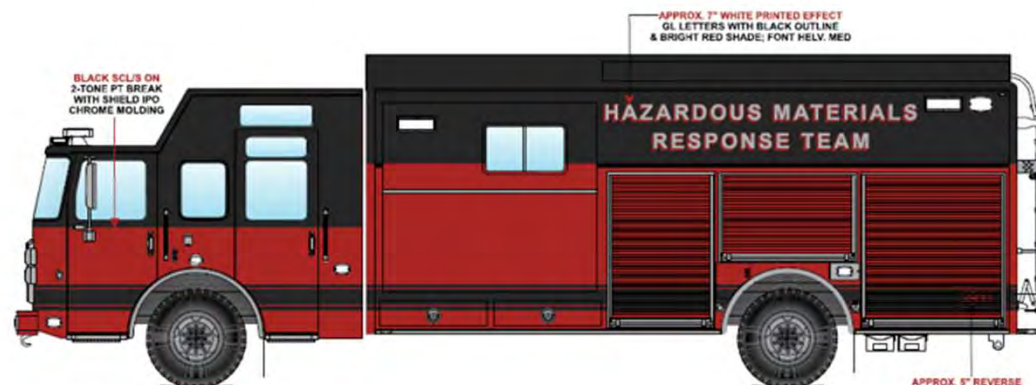
WHITE PRINTED EFFECT
GL/L WITH BLACK OUTLINE &
BRIGHT RED SHADE; LETTERS
TO HAVE STRAIGHT TOP WITH
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INSIDE LETTER HEIGHT IS 2.5" H
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BLACK SCL'S ON
2-TONE PT BREAK
WITH SHIELD IPO
CHROME MOLDING
MATCH 38816

1-4-1 BLACK
SCL'S



FRONT GRILLE:
MUTED WAVING AMERICAN
FLAG WITH THIN RED LINE



BLACK SCL'S ON
2-TONE PT BREAK
WITH SHIELD IPO
CHROME MOLDING

APPROX. 7" WHITE PRINTED EFFECT
GL LETTERS WITH BLACK OUTLINE
& BRIGHT RED SHADE; FONT HELV. MED

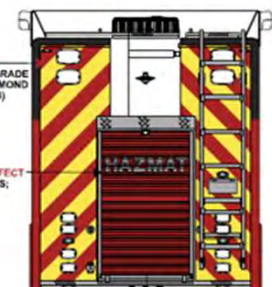
HAZARDOUS MATERIALS
RESPONSE TEAM

6" BLACK SCL'S
INSIDE CAB & CREW
CAB DOOR INTERIOR

1-4-1 BLACK
SCL'S

APPROX. 5" REVERSE
CUT LETTERS INTO
THE 4" PART OF THE
SCL'S

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GL LETTERS WITH BLACK O/S;
FONT HELV. MED



CHEVRON
6" RED DIAMOND GRADE
6" FL YEL/GRN DIAMOND
GRADE (983-23)



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REV # 3 (1-8-25)





Board Meeting Agenda Item Summary

Agenda Date: January 26, 2026

Item Title: Executive Services Directorate Report

Attachments: Media Coverage Report

Submitted by: Director Sandi Roberts

RECOMMENDED ACTION BY THE BOARD:

- ☐ First reading
- ☐ Second reading
- ☐ Motion to approve
- ☒ For information only
- ☐ Other: _____

SUMMARY:

Communications

We will be kicking off a Communications project that highlights the responsibilities of each of the directorates and divisions. The first round should be coming out within the next few weeks.

We have included a Media Coverage Report that shows the highlights of the media mentions the District has received during the reporting period.

Community Risk Reduction

Impact Teen Drivers – We are excited to share that we will be presenting a different program in the high schools this spring. This change, from Arrive Alive, allows us to reach more students in the classroom and address multiple hot button topics related to teen driving. The past few years we have had several schools opt-out or cancel planned presentations due to the length of time of the presentations and the commitment on the school's behalf. Impact Teen Drivers allows us to fit the presentations within the allotted classroom time, present at schools that we have not been able to in the past, and the presentations do not require us to pull staff from Operations. We will be able to address driving under the influence, and other risky behaviors such as driving while drowsy, distracted driving and driving at high speeds. We will also be able to tailor the education based on the specific community risks we see around each school area.

Our Public Educators are back in the classrooms providing The Great Escape program to 5th graders throughout our district. They have already completed the Sounds of Safety program for 2nd graders and the winning bookmark designs are being gathered and will be presented for our personnel and Commissioner to vote for the winners. We are proud to share that our team has added certifications and now have expanded to add car seat installation training for our communities. We have weekly appointments available to meet this significant need.

Our Deputy Fire Marshals have begun their 2026 inspections. It will be a busy year, as it is the "6th" year and we will be doing yearly, 2-year, and 3-year inspections that all are coming due this year.

Risk Management

Our insurance carrier has completed their review of our policies, post-merger, and we will be receiving a refund of a little over \$30,000. Due to the increased value of our assets and the combination of the three policies, we reached the next rate threshold level, which caused a refund to be due for this policy period.

Media Coverage Report



Central Pierce Fire & Rescue | Compiled for Central Pierce Fire & Rescue on 16 January 2026, 12:06pm

Media types: ■ Print ■ Online ■ TV ■ Radio ■ Magazine

Summary

Between January 1 and January 16, the fire district received a total of 24 media mentions across local and regional outlets. The following is a representative selection of the media coverage received during this reporting period.

Mentions - sorted by time, descending

Syndicated Mentions have been grouped for this report: Syndicated items will be combined into a single item with an indication of total syndication beneath.



Washington firefighters help deliver groceries after Instacart driver suffers accident

MSN News | 12 January 2026, 9:59pm PST

Keywords:

[View Online Item](#)

Potential Audience: 94,434,124 | AVE: \$140,432 | Media ID: ON4120698427

Syndications: MSN News, TODAY Online - NBC Television Network



King 5 News

11:00pm to 11:35pm | KING-TV (Seattle) | 11 January 2026, 11:31pm PST

The driver was okay. Vehicle was damaged, not drivable. So central pierce fire and rescue stepped in, gathered up those groceries and completed the delivery. That would be confusing. Yeah, probably. I think someone might be a little alarmed.

Keywords: central pierce fire and rescue (1)

[View TV Item](#)

Potential Audience: 11,078,197 | AVE: \$173 | Media ID: TC556345023



KOMO 4 News 4:00pm

4:00pm to 5:00pm | KOMO-TV (Seattle) | 9 January 2026, 4:05pm PST

>> Capito says. All students on board were evaluated on scene by pierce county sheriff's deputies and central pierce fire and rescue. Ten students were transported to the hospital by first responders. One more student was taken by their parents.

Keywords: central pierce fire and rescue (1)

[View TV Item](#)

Potential Audience: 52,558 | AVE: \$406 | Media ID: TC555540110



Pierce County fires displace 13, destroy storage building

The Seattle Times | by Kai Uyehara, Seattle Times Breaking News Reporter 3 January 2026, 12:00pm PST

...building caught fire in the 3500 block of Military Road East in the Spanaway area around 2 p.m. Thursday, Central Pierce Fire and Rescue said.

Keywords: Central Pierce Fire and Rescue (1)

[View in CisionOne](#)

Potential Audience: 210,156 | AVE: \$132,214 | Media ID: PR325593603



KOMO 4 News 11:00am

11:00am to 12:00pm | KOMO-TV (Seattle) | 2 January 2026, 11:30am PST

Central pierce fire and rescue says when crews arrived, that building was filled with smoke and they could see flames shooting out. Firefighters did have the fire under control within an hour. 13 people were displaced.

Keywords: Central pierce fire and rescue (1)

[View TV Item](#)

Potential Audience: 2,208,647 | AVE: \$15,328 | Media ID: TC552977139



Central Pierce Fire & Rescue Highlights 2025 Achievements and Community Impact in New Year Message

News Break | by Lucas Wright 2 January 2026, 8:01am PST

Keywords:

[View Online Item](#)

Potential Audience: 16,712,802 | AVE: \$24,868 | Media ID: ON4094525823



Separate Pierce County fires displace 13, destroy storage facility

The Seattle Times | by Kai Uyehara 2 January 2026, 6:48am PST

Three units burned when an apartment building caught fire in the 3500 block of Military Road East in the Spanaway area around 2 p.m. Thursday, Central Pierce Fire and Rescue said.

Keywords: Central Pierce Fire and Rescue (1)

[View Online Item](#)

Potential Audience: 4,097,387 | AVE: \$6,097 | Media ID: ON4092330206

Syndications: [Bellingham Herald Online](#), [The Seattle Times](#), [The Seattle Times](#)



Board Meeting Agenda Item Summary

Agenda Date: January 26, 2026

Item Title: Emergency Management Report

Attachments: N/A

Submitted by: DC Gibson

RECOMMENDED ACTION BY THE BOARD:

- ☐ First reading
- ☐ Second reading
- ☐ Motion to approve
- ☒ For information only
- ☐ Other: _____

SUMMARY:

Background

On Tuesday, December 9, 2025, a series of atmospheric rivers impacted the area, causing three separate crests of local rivers. The Puyallup River set a record for the highest flow at Orting—21,500 cfs (record flow, but not record height). The Carbon River and South Prairie Creek also reached major flood status.

This flooding resulted in the closure of SR 162 between Orting and South Prairie from Tuesday until late Friday. On Thursday, concerns arose regarding the White River due to releases from Mud Mountain Dam.

Conditions

On Tuesday, December 9, CPFR hosted PCSO's water rescue team members at Station 40. Early Wednesday morning, December 10, the Puyallup River began overtopping several levees. CPFR staff were assigned to the Orting EOC to assist Orting PD, PCSO, and Pierce County DEM with evacuation notifications using CPFR's evacuation software (primarily used for wildfires).

Several Level 2 (Get Ready) evacuation notifications were issued for areas in unincorporated Pierce County. One neighborhood in the City of Orting was placed under Level 3 (Go Now) status. Station 40 crews assisted OPD with door-to-door notifications.

DC Gibson participated in multiple briefings with the City of Orting, City of Puyallup, Pierce County Emergency Management, and the National Weather Service throughout the week.



Board Meeting Agenda Item Summary

LT Weigley and Valerie Stephens were essential for their work on evacuation planning and software operations. Brianna Stenstrom coordinated messaging with other PIOs and managed media inquiries.

On Thursday, December 11, additional evacuations were required, and more Level 3 notifications were issued. DC Kent was assigned to the Puyallup EOC to assist the city as needed. Several small areas within the City of Puyallup were evacuated.

Emergency Management Actions During the Week

1. Utilized evacuation software to assist with notifications and planning.
2. Coordinated with Operations to ensure CPFR had adequate water rescue staffing.
3. Worked closely with PCSO, PC DEM, OPD, and Puyallup EM to address emerging needs.
4. Participated in multiple conference calls with Pierce County DEM, City of Puyallup EM, and other partner agencies.

Operations Briefing from BC Johnston

The boat teams also helped evacuate the High Cedars neighborhood in Orting, and continually scouted water conditions, impacts to structures and infrastructure, and evaluated access issues to various communities.

Plans were continually adjusted and discussed to keep each of the 4-5 boat teams strategically placed for optimal response to emergencies within Puyallup, Orting, and the County, including conditions on the White River and Nisqually River.

We were also in contact with EPFR Water Rescue contingent (1 boat team) to coordinate any and all water rescue responses within PC.

CPFR effectively ran the Water Rescue Branch for PC during this historical and emergent flooding situation.

I would like to thank all the CPFR staff that assisted during this historic event.



Board Meeting Agenda Item Summary

Agenda Date: January 26, 2026

Item Title: Fire Chiefs Report

Attachments: N/A

Submitted by: Chief Morrow

RECOMMENDED ACTION BY THE BOARD:

☐ First reading

☐ Second reading

☐ Motion to approve

☒ For information only

☐ Other: _____

SUMMARY:

Pierce County Chiefs/Commissioners Banquet

Thank you to the Commissioners that attended the Banquet on Saturday, January 17th. It was nice to see our organization well represented.

Labor Management

The District continues to meet with Local 726 on a host of topics. Mediation is being scheduled for late February or early March, based on Mediator availability.

Non-Uniformed 726 bargaining continues. The group has a few articles that are in a tentative agreement status, and discussions continue about the remaining articles of interest.

BOD Policy Review- 3 Step Process

Just a reminder that with the new year, the Board should expect to see consistent policy review on the agenda each month. Staff will move the policy discussion through three steps:

1- Considerations & Requests, 2- New Business, and 3- Unfinished Business. This design is intended to allow adequate time for Commissioner input regarding policy direction set by the Board.

Continuation Items

- Station 92- schematic design / design development & construction docs continue
- Station 0- property listed for sale, price adjustments continue
- Station 42- PSTC (tower) updates to design made and permits being requested
- C Street property- PSA renewed and property is back under contract
- Station 41- (Shaw Road) space is being allocated to Community Risk Reduction
- Station 73- project pending
- Station 61- project pending
- Hall Road- Project Pending
- 116th Street- Project Pending
- North Puyallup- Leased to Pierce County Search & Rescue
- Armory- space being allocated to Health & Wellness and storage



January 12, 2026

Jon Ernst

Dear Jon,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"Despite having a physical injury from the job, Jon Ernst has a fantastic attitude every day. Despite not sleeping at home due to 3 young children, he still comes to the station with a smile and a magnetic personality, despite knowing he will never sleep a night at station 67 (Eagles nest). I do not know a firefighter that better exemplifies and embodies a distinguished conduct award."

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Firefighter Carson Williams. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink that reads "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Jason Howell

Dear Jason,

You were nominated for a Meritorious Award twice this year by your peers, who shared the following in support of your nominations:

"Lt Howell has religiously shown leadership and compassion with all things EMS. He continues to be a mentor and pass along his passion to new and seasoned employees. He has sacrificed a great amount of time and energy and has had a tremendous impact on EMS in our department. He truly treats each and every patient like they are his own family member."

and

"Jason continues to display excellent leadership as a Lt. despite stressors in his personal life, he shows up every shift ready to work and make sure his crew is taken care of before his own needs. He has gone out of his way to follow up with coworkers who had a hard time on a call or may be having problems in his or her personal life. His words to me were, "my job is to ensure my crew is taken care of and to ensure we provide the best product to our citizens". But it's not the words he says it's the actions he takes. He gives it all to every call and does what he can to help the members, like volunteering his side business to pressure wash Annis-Levings house because he just happens to think it needed to be done. Simply put, he is the example of firefighter we all think of and strive to be."

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Paramedic Jamie Kavanaugh and Firefighter Chris Richmond. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink that reads "C. Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Kyler Hudson

Dear Kyler,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"On 5/19/2025, while operating at a very difficult Attic Fire, that was getting away from us, Truck 61 was given the assignment to go to the roof and deploy a piercing nozzle along the entire roof line.

T61 performed with the utmost professionalism, showing their knowledge, skills and abilities with a difficult assignment. The overhaul was arduous difficult and unconventional work. T61 without concern for the difficult work embraced the assignment as "their work" and worked tirelessly until overhaul was completed.

Thank you Truck 61!"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by District Chief Ron Kent. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink, appearing to read "C. Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Thayer Lund

Dear Thayer,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"E63 took over a fire scene at shift change. The scene required us to stay almost till noon. M63 Thayer and Brad, made E63's crew breakfast and brought it to the scene to make sure we had food. This was above and beyond! Not to mention the breakfast burritos were amazing!"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Lieutenant Dave Kamke. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink that reads "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Mike McDonald

Dear Mike,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"On 5/19/2025, while operating at a very difficult Attic Fire, that was getting away from us, Truck 61 was given the assignment to go to the roof and deploy a piercing nozzle along the entire roof line.

T61 performed with the utmost professionalism, showing their knowledge, skills and abilities with a difficult assignment. The overhaul was arduous difficult and unconventional work. T61 without concern for the difficult work embraced the assignment as "their work" and worked tirelessly until overhaul was completed.

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Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink, appearing to read "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Craig Murray

Dear Craig,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"On May 18th, E61 and units assigned were dispatched to 404 123rd St E for a residential structure fire.

*E61 (B shift) AO Craig Murray
E61 (B shift) 3rd FF Bjorn Van Dijk
E61 (B shift) LT Will Lengel*

AO Murray and FF Van Dijk's dedication to training and motivation and discipline for the job were proven on this fire. E61 had a water supply and a knock on the fire within five minutes after arriving on scene keeping the fire to just room and contents and saving the rest of the house. Craig and Bjorn saved the citizen's house on this date.

This was a true example of dedication to excellence. AO Murray and FF Van Dijk's behaviors and actions are a true example of our values as an organization. These Firemen make my job easy and I am truly lucky to serve alongside them."

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Lieutenant Will Lengel. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink, appearing to read "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Brad Paramapoonya

Dear Brad,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"E63 took over a fire scene at shift change. The scene required us to stay almost till noon. M63 Thayer and Brad, made E63's crew breakfast and brought it to the scene to make sure we had food. This was above and beyond! Not to mention the breakfast burritos were amazing!"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Lieutenant Dave Kamke. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink, appearing to read "C. Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Kyle Smith

Dear Kyle,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"On 5/19/2025, while operating at a very difficult Attic Fire, that was getting away from us, Truck 61 was given the assignment to go to the roof and deploy a piercing nozzle along the entire roof line.

T61 performed with the utmost professionalism, showing their knowledge, skills and abilities with a difficult assignment. The overhaul was arduous difficult and unconventional work. T61 without concern for the difficult work embraced the assignment as "their work" and worked tirelessly until overhaul was completed.

Thank you Truck 61!"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by District Chief Ron Kent. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink that reads "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Bjorn Van Dijk

Dear Bjorn,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"On May 18th, E61 and units assigned were dispatched to 404 123rd St E for a residential structure fire.

*E61 (B shift) AO Craig Murray
E61 (B shift) 3rd FF Bjorn Van Dijk
E61 (B shift) LT Will Lengel*

AO Murray and FF Van Dijk's dedication to training and motivation and discipline for the job were proven on this fire. E61 had a water supply and a knock on the fire within five minutes after arriving on scene keeping the fire to just room and contents and saving the rest of the house. Craig and Bjorn saved the citizen's house on this date.

This was a true example of dedication to excellence. AO Murray and FF Van Dijk's behaviors and actions are a true example of our values as an organization. These Firemen make my job easy and I am truly lucky to serve alongside them."

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Lieutenant Will Lengel. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink that reads "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Kory Vanderstaay

Dear Kory,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"On 5/19/2025, while operating at a very difficult Attic Fire, that was getting away from us, Truck 61 was given the assignment to go to the roof and deploy a piercing nozzle along the entire roof line.

T61 performed with the utmost professionalism, showing their knowledge, skills and abilities with a difficult assignment. The overhaul was arduous difficult and unconventional work. T61 without concern for the difficult work embraced the assignment as "their work" and worked tirelessly until overhaul was completed.

Thank you Truck 61!"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by District Chief Ron Kent. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink, appearing to read 'C. Spicer'.

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Adam Dickson

Dear Adam,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink, appearing to read "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Brendon Reseck

Dear Brendon,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

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Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Bryan Workman

Dear Bryan,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink that reads "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Jina Cieplik

Dear Jina,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

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Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Brian Fortner

Dear Brian,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink that reads "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Garrett Fouraker

Dear Garrett,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

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Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Keith Nylander

Dear Keith,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

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Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Mitchell Githens

Dear Mitch,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink that reads "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Pat Risley

Dear Pat,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink that reads "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Ryan Rohaly

Dear Ryan,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink that reads "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Sean Anderson

Dear Sean,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink, appearing to read "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Tracy Wiseman

Dear Tracy,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink that reads "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Tyler Fisher

Dear Tyler,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink that reads "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 12, 2026

Marc Vankekerix

Dear Marc,

You were nominated for a Meritorious Award this year by one of your peers, who shared the following in support of your nomination:

"The Shop has continuously helped with different rig issues and repairs consistently in a timely manner. In turn providing a quality and SAFE apparatus for us to respond in. The members of our shop go above and beyond on a daily basis, sometimes answering questions on their own time when I reach out and realize its their day off. Their answer has always been, call anytime, your safety is the most important thing to them. The quality work they do is truly under recognized and needs to be rewarded. I will not fill up the below box with all the SMR's that have been written. Please contact me if you need any other information. Thanks, Lucey T61 AO D shift"

Although you were not selected as a final recipient this year, your nomination speaks to the quality and impact of your contributions, and those efforts have not gone unnoticed.

You were recognized by Apparatus Operator Mike Lucey. We appreciate the dedication, professionalism, and commitment you bring to your work.

Thank you for all that you do.

Respectfully,

A handwritten signature in blue ink, appearing to read "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners



January 14, 2026

James Sobole

Dear James,

You have been recognized by one of your peers who wrote:

"Dear Captain Sobole, I am writing this letter to formally recognize and thank you for your exceptional contributions to the Operations Division. Your technical proficiency, attention to detail, and unwavering commitment to the personnel of Central Pierce Fire & Rescue have been particularly evident during your recent work with staffing.

Your work over the past several months has significantly improved our staffing efficiency and ensured fairness across the department. Specifically, I would like to commend you for the following:

- Leave Bidding Management: Your successful administration of the 2026 Round 1 PTOS leave bidding process provided a seamless start to the year for our crews.*
- Manual Resolution of Round 2A & 2B: I recognize the immense effort required to manually complete Rounds 2A and 2B. This was a complex task that required high-level precision to ensure accuracy for all members.*
- Overtime Systems Oversight: Your initiative in fixing and resetting the 2026 OT hours corrected a critical data issue, maintaining the integrity of our tracking systems.*
- PTOAH List Optimization: By removing the "1st right of refusal" and fixing the overall PTOAH OT filling list, you have streamlined a vital process.*

Beyond the technical "heavy lifting," what truly sets you apart is your positive attitude. You consistently approach every challenge—no matter how tedious or difficult—with a willingness to help and a collaborative spirit. This approach not only solves problems but boosts the morale of the entire Operations Division. Thank you, Captain Sobole, for your dedication to excellence and for being a reliable partner to this organization. Your efforts do not go unnoticed."

You were recognized by Field Operations Captain, Noah Tchobanoff. Thank you for your devotion and loyalty.

Respectfully,

A handwritten signature in blue ink that reads "C Spicer".

Cathy Spicer
Employee Recognition Committee

cc: Personnel File
Board of Commissioners