



# CENTRAL PIERCE FIRE & RESCUE

## BOARD OF COMMISSIONERS MEETING AGENDA

**Date:** February 9, 2026

**Place:** In-Person / South Hill Business & Technology Center/ Central Pierce Fire & Rescue

- 1015 39<sup>th</sup> Avenue SE, STE 120 – Puyallup, WA 98374

Virtual / (Visit [www.centralpiercefire.org](http://www.centralpiercefire.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@centralpiercefire.org](mailto:emcinnis@centralpiercefire.org) by 4:00pm meeting day.*

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### 1. CALL TO ORDER

- A. Roll Call – District Secretary

### 2. PLEDGE OF ALLEGIANCE

### 3. APPROVAL OF AGENDA

- A. **Pg. 1:** Agenda

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

- A. **Pg. 4:** Email from Gene Jefferson dated January 26, 2026

### 5. CONSENT AGENDA

- A. **Pg. 6:** Minutes: Board Meeting of January 26, 2026

- B. **Pg. 10:** Approval of:

Accounts Payable Warrants Numbered 63346 to 63389	\$ 14,619,302.75
Net Payroll Warrants Numbered 108492 to 108502	\$ 38,797.54
<b>GRAND TOTAL</b>	<b>\$ 14,658,100.29</b>

**Pg. 29:** *For Informational Purposes Only - The following electronic payments totaling \$10,209,470.07 (AP Warrant Numbers 63347, 63350, 63365, 63374, 63377, 63367).*



# CENTRAL PIERCE FIRE & RESCUE

## BOARD OF COMMISSIONERS MEETING AGENDA

### 6. STANDING COMMITTEES

- A. Legislative – Commissioner Samuelsen

### 7. UNFINISHED BUSINESS

- A. None

### 8. NEW BUSINESS

- A. **Pg. 76:** Revisions to Board Policies 3.40, 3.41 and 3.45 – Director Washo
- B. **Pg. 108:** Revisions to Board Policy 3.03 – Chief Morrow
- C. **Pg. 111:** Resolution 26-02 Accepting Donations for Cardiac Survivors' Ceremony – Director Roberts

### 9. CONSIDERATIONS & REQUESTS

- A. **Pg. 114:** Board Policy 3.64 Civil Rights & Non-Discrimination – Director Roberts
- B. **Pg. 119:** Board Policy 3.031 Board-Fire Chief Relationship – Chief Morrow
- C. **Pg. 123:** Board Policy 3.032 Board Officers & Board Organization – Chief Morrow
- D. **Pg. 126:** Board Policy 3.033 Board Meetings – Chief Morrow

### 10. STAFF, FIRE CHIEF and LOCAL REPORTS

- A. **Pg. 130:** Emergency Services Directorate – DC Rosenlund
- B. **Pg. 131:** Performance Directorate – DC Jackson
- C. **Pg. 133:** Human Resources Directorate – Director Washo
- D. **Pg. 135:** Fire Chief's Report – Chief Morrow
- E. Local 726 Report



# **CENTRAL PIERCE FIRE & RESCUE**

## **BOARD OF COMMISSIONERS MEETING AGENDA**

### **11. CORRESPONDENCE**

- A. **Pg. 136:** Employee Recognition Letter – Workman
- B. **Pg. 138:** Employee Recognition Letter – Lombardo
- C. **Pg. 139:** Employee Recognition Letter – Phan
- D. **Pg. 141:** Employee Recognition Letter – Orseth

### **12. EXECUTIVE SESSION**

- A. RCW 42.30.110(1)(g) To evaluate the performance of a public employee.

### **13. COMMISSIONER COMMENTS**

### **14. ADJOURNMENT**

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## Request for Financial Clarification

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**From** Yukon Cornelius <yukoncornelius88@yahoo.com>

**Date** Mon 1/26/2026 11:25 PM

**To** Info@centralpiercefire.org <info@Centralpiercefire.org>

Please distribute this message to all Board of Commissioners and confirm that distribution.

Chair and Commissioners,

I am writing to request clarification regarding Central Pierce Fire & Rescue's long-term financial position, based on recent finance presentations and year-end projection materials provided to the Board.

The materials indicate that CPFR has balanced current operations through a combination of one-time measures, including reserve draws, interdistrict transfers, delayed hiring, deferred maintenance, reduced reserve contributions, and reliance on GEMT revenue that staff has acknowledged may be subject to federal action. The same materials note that Graham Fire & Rescue and Orting Valley Fire & Rescue fund balances are a one-time solution.

To better understand CPFR's underlying operating position, I respectfully request clarification on the following:

1. What is CPFR's annual operating surplus or deficit before applying one-time funding sources such as reserve draws, early or interdistrict transfers, and restricted or volatile revenues?
2. If CPFR cannot produce a balanced budget using only recurring revenue, what is the estimated annual dollar amount of that gap?
3. Based on current projections, how many fiscal years can CPFR continue operating under the current approach before cash flow or reserves fall below Board-adopted policy thresholds?

These questions are offered in the interest of transparency and informed governance. Understanding the magnitude and duration of any structural imbalance is essential for evaluating future service levels, staffing stability, capital planning, and potential voter impacts.

Thank you for your time and consideration. I appreciate having these matters addressed on the record.

Respectfully,

Gene Jefferson

**CENTRAL PIERCE FIRE & RESCUE  
BOARD OF COMMISSIONERS**  
**Meeting Minutes**  
**January 26, 2026**

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

**1. CALL TO ORDER**

- A. Roll Call – Director Roberts
- B. Excused Absences: None

**2. PLEDGE OF ALLEGIANCE**

Co-Chair Barstow led the Pledge of Allegiance.

**3. CO-CHAIR ELECTIONS**

A secondary election was conducted following Co-Chair Holm's decision to decline the position to which he was elected on January 12.

Commissioner Mitchell nominated Commissioner Homan for Co-Chair. The nomination was seconded by Commissioner Holm. Commissioner Homan accepted the nomination.

Commissioner Caverly nominated Commissioner McAfee for Co-Chair. The nomination was seconded by Commissioner Estes. Commissioner McAfee accepted the nomination.

A vote was taken by a show of hands. Commissioner Homan received 11 votes, and Commissioner McAfee received 3 votes. Commissioner Homan was elected to the position of Co-Chair.

**4. APPROVAL OF AGENDA**

Commissioner Dannat moved and Commissioner Estes seconded to approve the agenda, as presented. **MOTION CARRIED**.

**5. OATH OF OFFICE – DISTRICT SECRETARY**

Co-Chair Barstow swore-in Director Roberts as the District Secretary.

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

None.

**7. CONSENT AGENDA**

- A. Board Meeting Minutes of January 12, 2026
- B. Approval of:

Accounts Payable Warrants Numbered 63268 to 63345 totaling:	\$	3,331,689.75
<b>GRAND TOTAL</b>	\$	<b>3,331,689.75</b>

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

**8. STANDING COMMITTEES**

- A. Legislative Committee

Commissioner Samuelsen reported that the group held its second meeting today. Approximately six to eight members are expected to attend Legislative Day in Olympia on Thursday.

**9. UNFINISHED BUSINESS**

- A. Resolution 26-01 2026 Fee Schedule

Chief Morrow presented Resolution 26-01 to the Board for its second reading. Since the initial reading on December 8, 2025, response fees and class fees were increased to reflect updated rates and the addition of applicable taxes in accordance with Washington State Department of Revenue tax law changes.

Co-Chair Homan moved to approve Resolution 26-01, amending the response fees and labor rates to a total of \$391, revised from \$389. Commissioner Gorder seconded the motion to approve Resolution 26-01, authorizing and establishing fees, charges, and fines for 2026 as amended. **MOTION CARRIED.**

**10. NEW BUSINESS**

None.

**11. CONSIDERATIONS & REQUESTS**

- A. Revisions to Board Policies 3.40, 3.41, and 3.45

Director Washo presented revisions to Board Policies 3.40, 3.41, and 3.45. With Board approval, the revised policies will be brought forward for first reading at the February 9 Board Meeting, unless otherwise directed.

- B. Revisions to Board Policy 3.03

Chief Morrow presented Board Policy 3.03, noting that the policy contains 13 subsections, and advised that, subject to Board approval, 2–3 subsections will be brought forward for Board review beginning at the February 9 Board Meeting.

A consensus vote was taken, and with Board approval, all Board policies listed on this agenda will be moved forward to first reading.

## C. Merger Asset Transfers

Director Roberts presented the Merger Asset Transfer request. The Board was asked to authorize the Fire Chief to execute the necessary legal documents to transfer assets from Graham Fire & Rescue and Orting Valley Fire & Rescue into Central Pierce Fire & Rescue.

Commissioner Mitchell moved and Commissioner Gorder seconded, in recognition of the transfer of ownership by operation of law as a result of the merger, 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 CARRIED.**

Commissioner Holm moved and Commissioner Samuelsen seconded, in recognition of the transfer of ownership by operation of law as a result of the merger, 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. **MOTION CARRIED.**

## 12. STAFF, FIRE CHIEF, and LOCAL REPORTS

- A. Finance Directorate/Chief Morrow: Chief Morrow reviewed the Finance Directorate Report.
- B. Business Services Directorate/DC Berdan: DC Berdan reviewed the Business Services Directorate Report.
- C. Executive Services Directorate/Director Roberts: Director Roberts reviewed the Executive Services Directorate Report.
- D. Emergency Management Directorate/DC Gibson: DC Gibson reviewed the Emergency Management Directorate Report.
- E. Fire Chief's Report/Chief Morrow: Chief Morrow reviewed the Fire Chief's Report.

## 13. CORRESPONDENCE

- A. Employee Recognition Letters

Co-Chair Barstow appreciated reading the letters of recognition for our staff. Commissioner Caverly recognized M65 D-shift for their assistance following a family member's fall, and Commissioner Samuelsen expressed appreciation for shop personnel and their role in operations.

## 14. COMMISSIONER COMMENTS

**Commissioner Stringfellow** – Commissioner Stringfellow visited Director Robacker and he's impressed with her progress.

## **DRAFT – Not Official Until Approved**

**Co-Chair Homan** – Co-Chair Homan Recognized Commissioner Holm for his dedication to the District and expressed appreciation for his service and friendship.

**Commissioner Holm** – Commissioner Holm thanked everyone for their understanding and apologized for any confusion regarding the previous acceptance of the Co-Chair position.

**Commissioner Mitchell** – Commissioner Mitchell expressed his happiness.

**Commissioner Dannat** – Commissioner Dannat accompanied Commissioner Buttz to visit Director Robacker. She reported that her spirits are great.

**Commissioner Caverly** – Commissioner Caverly expressed support for Commissioner Holm's decision and understanding of busy schedules. He requested that events such as graduations and retirements be added to board calendars to ensure attendance and support for staff.

**Commissioner Samuelsen** – Commissioner Samuelsen commented on the upcoming legislative session, noting thorough preparation and thanked staff for their efforts. He expressed anticipation for the February 27th Pierce County Fire Commissioners meeting.

**Commissioner Buttz** – Commissioner Buttz encouraged Commissioner Holm to make the best decision for himself and commended all staff for their ongoing great work.

### **15. ADJOURNMENT**

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

The meeting adjourned at 7:26 p.m.

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Russell T. Barstow  
Co-Chair of the Board

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Robert L. Homan  
Co-Chair of the Board

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Sandi Roberts  
District Secretary

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Erika McInnis  
Recorder



### 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>
01/22/2026 - 02/03/2026	AP00063346 - AP00063389	\$14,619,302.75
01/30/2026 - 02/03/2026	PY00108492 - PY00108502	\$38,797.54
	Total	\$14,658,100.29

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Dustin Morrow  
Fire Chief

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Russell Barstow  
Co-Chair

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Robert Homan  
Co-Chair

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Jason Bellerive  
Commissioner

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Margaret Buttz  
Commissioner

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Jonathan Caverly  
Commissioner

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Arlene Dannat  
Commissioner

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Brian Estes  
Commissioner

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Kevin Gorder  
Commissioner

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Matthew Holm  
Commissioner

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Christine McAfee  
Commissioner

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Dale Mitchell  
Commissioner

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Joe Palombi  
Commissioner

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Neil Samuelsen  
Commissioner

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Steve Stringfellow  
Commissioner

Central Pierce SQL New 01/22/26 [BANK RECON REGISTER] BK REGISTER Page 1  
THU, JAN 22, 2026, 2:30 PM --req: VILL0716--leg: GL JL--loc: ONSITE---job:815005 J636-----prog: BK200 <1.54>--report id: CKREG--

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AP CHK	00063346	AZURGREE	AZURE GREEN CONSULTANTS, LL	01/22/26	7,323.75	MW	IS	
AP CHK	00063347	CPFR	Central Pierce Fire & Rescu	01/22/26	330.48	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	7,654.23	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 7,654.23

**Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval**

Start Date: 01/22/2026

End Date: 01/22/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>AZURE GREEN CONSULTANTS, LLC (AZURGREE)</b>					
	3662122525	12/31/2025	7,323.75	N.SHOP ALTA SURVEY 12/2025	3016522265 54191
<b>TOTAL FOR CHECK AP 00063346:</b>				7,323.75	
<b>PIERCE COUNTY FIRE PROT DIST # (CPFR)</b>					
	012226	01/22/2026	330.48	01/22/2026 AP EFTS	301 21110
<b>TOTAL FOR CHECK AP 00063347:</b>				330.48	
<b>REPORT TOTAL:</b>				7,654.23	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
AP CHK	00063348	ACURSYST	ACURA SYSTEMS INTERNATIONAL	01/22/26	1,158.20	MW	IS	
AP CHK	00063349	BROOLUMB	Brookdale Lumber Inc	01/22/26	36.98	MW	IS	
AP CHK	00063350	CPFR	Central Pierce Fire & Rescu	01/22/26	619,957.17	MW	IS	
AP CHK	00063351	CITYTACO	CITY OF TACOMA, CITY TREASU	01/22/26	47,880.00	MW	IS	
AP CHK	00063352	FIREENGI	CLARION EVENTS INC	01/22/26	57,813.51	MW	IS	
AP CHK	00063353	COMCAST	COMCAST	01/22/26	13,148.42	MW	IS	
AP CHK	00063354	COMCAST	COMCAST	01/22/26	137.12	MW	IS	
AP CHK	00063355	ROBI06120	DANIEL ROBINSON	01/22/26	515.00	MW	IS	
AP CHK	00063356	DEPTLABO	DEPARTMENT OF LABOR & INDUS	01/22/26	574.60	MW	IS	
AP CHK	00063357	LIFESECU	LifeSecure Insurance Compan	01/22/26	262.46	MW	IS	
AP CHK	00063358	LIGHUNIF	LIGHTHOUSE UNIFORMS CO INC	01/22/26	3,426.59	MW	IS	
AP CHK	00063359	OHOPMUTU	OHOP MUTUAL LIGHT COMPANY	01/22/26	517.89	MW	IS	
AP CHK	00063360	PRINSOLU	PRINT SOLUTIONS INC	01/22/26	267.24	MW	IS	
AP CHK	00063361	PSENERGY	PUGET SOUND ENERGY INC	01/22/26	10,178.75	MW	IS	
AP CHK	00063362	RIGHSYST	RIGHT! SYSTEMS INC	01/22/26	4,198.64	MW	IS	
AP CHK	00063363	WESTWASH	WASHINGTON STATE FAIR	01/22/26	2,500.00	MW	IS	
AP CHK	00063364	WASHWATE	WASHINGTON WATER SERVICE CO	01/22/26	496.54	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	763,069.11	Number of Checks Processed:	17
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 763,069.11

**Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval**

**Start Date:** 01/22/2026

**End Date:** 01/22/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>ACURA SYSTEMS INTERNATIONAL (ACURSYST)</b>					
	001758	01/20/2026	772.50	GETAC F110 G6/G7 BATTERIES	0012102215 53501
	001758	01/20/2026	385.70	GETAC G7 F110 HAND STRAPS	0012102215 53501
<b>TOTAL FOR CHECK AP 00063348:</b>			1,158.20		
<b>BROOKDALE LUMBER INC (BROOLUMB)</b>					
	454830	01/16/2026	24.30	ST61 PROPANE	0016202250 53141
	454899	01/21/2026	12.68	ST40 PROPANE REFILL	0016202250 53141
<b>TOTAL FOR CHECK AP 00063349:</b>			36.98		
<b>CITY OF TACOMA, CITY TREASURER (CITYTACO)</b>					
	91274385	01/02/2026	47,880.00	Q1 2026 PUBLIC SAFETY RADIO S	0012402880 54182
<b>TOTAL FOR CHECK AP 00063351:</b>			47,880.00		
<b>COMCAST (COMCAST)</b>					
	260559451	01/01/2026	7,989.13	#935479817 INTERNET SVC 1/2026	0012102215 54202
	260994071	01/15/2026	5,159.29	#900008762 01/2026 PHONES	0012102215 54202
<b>TOTAL FOR CHECK AP 00063353:</b>			13,148.42		
	92-260113	01/13/2026	137.12	#8498350173243842 01/2026 ST92	0012102215 54202
<b>TOTAL FOR CHECK AP 00063354:</b>			137.12		
<b>TOTAL FOR COMCAST:</b>			13,285.54		
<b>DANIEL ROBINSON (ROBI06120)</b>					
	01212026	01/21/2026	515.00	REIMBURSE - CLASS REGISTRATION	0012302240 54921
<b>TOTAL FOR CHECK AP 00063355:</b>			515.00		
<b>DEPARTMENT OF LABOR &amp; INDUSTRI (DEPTLABO)</b>					
	397019	12/31/2025	574.60	PRESSURE VESSEL INSPECTIONS	0012042254 54191
<b>TOTAL FOR CHECK AP 00063356:</b>			574.60		
<b>FIRE ENGINEERING (FIREENGI)</b>					
	CIV00422628	01/09/2026	57,813.51	FIRE ENGINEERING TRAINING 2026	0012302240 54813
<b>TOTAL FOR CHECK AP 00063352:</b>			57,813.51		
<b>LIFESECURE INSURANCE COMPANY (LIFESECU)</b>					
	012126	01/21/2026	262.46	FEB 2026 L1 RETIREE LTC	0012032213 52009
<b>TOTAL FOR CHECK AP 00063357:</b>			262.46		
<b>LIGHTHOUSE UNIFORMS (LIGHUNIF)</b>					
	A328988	11/20/2025	699.71	CLASS A MASTER PACKAGE	0012042254 52020
	A328988	11/20/2025	38.57	CLASS A NAMEPLATE	0012042254 52020
	A330213	01/14/2026	273.81	CLASS A CHUKKA SHOES	0012042254 52020
	A330214	01/14/2026	716.25	CLASS A MASTER PACKAGE	0012042254 52020
	A330214	01/14/2026	39.67	CLASS A NAMEPLATE	0012042254 52020
	A330233	01/14/2026	302.07	CLASS A CHUKKA SHOES	0012042254 52020
	A330233	01/14/2026	99.12	CLASS A HAT	0012042254 52020
	A330234	01/14/2026	716.24	CLASS A MASTER PACKAGE	0012042254 52020
	A330234	01/14/2026	39.68	CLASS A NAMEPLATE	0012042254 52020
	A331114	01/15/2026	175.88	CLASS A HAT DEVICE	0012042254 52020
	A331114	01/15/2026	325.59	CLASS A COLLAR BRASS	0012042254 52020
<b>TOTAL FOR CHECK AP 00063358:</b>			3,426.59		
<b>OHOP MUTUAL LIGHT COMPANY (OHOPMUTU)</b>					
	93-260115	01/15/2026	517.89	#2673 ST93 01/2026 ELECTRIC	0016202250 54731

**Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval**

Start Date: 01/22/2026

End Date: 01/22/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
			<b>517.89</b>		
<b>PIERCE COUNTY FIRE PROT DIST # (CPFR)</b>					
012226	01/22/2026		615,488.56	01/22/2026 AP EFTS	001 21110
012226	01/22/2026		4,468.61	01/22/2026 AP EFTS	101 21110
			<b>619,957.17</b>		
<b>PRINT SOLUTIONS, INC (PRINSOLU)</b>					
137804	01/17/2026		74.39	BUSINESS CARDS - KOVASH	0012002210 54941
137929	01/19/2026		192.85	1000 CPFR ADDRESS ENVELOPES	0012002210 54941
			<b>267.24</b>		
<b>PUGET SOUND ENERGY (PSENERGY)</b>					
40-260112	01/12/2026		2,708.46	#220025558283 ST40 01/26 ELECT	0016202250 54731
41-260115	01/15/2026		413.83	#200004724288 ST41 01/2026 GAS	0016202250 54701
41-260115	01/15/2026		205.88	#200004724288 ST41 01/2026 ELC	0016202250 54731
43-260112	01/12/2026		235.89	#220025558234 ST43 01/2026 GAS	0016202250 54701
43-260112	01/12/2026		728.34	#220025558234 ST43 01/2026 ELC	0016202250 54731
72-260114	01/14/2026		5,019.30	#220019632912 ST72 01/2026 ELC	0016202250 54731
SP-260114	01/14/2026		867.05	#200017634847 SHOP 01/26 ELCTR	0016202250 54731
			<b>10,178.75</b>		
<b>RIGHT! SYSTEMS INC (RIGHSYST)</b>					
SI-195885	01/20/2026		4,198.64	CISCO FIREPOWER 1-YEAR 2026	0012102215 54813
			<b>4,198.64</b>		
<b>WASHINGTON WATER SERVICE (WASHWATE)</b>					
64-260115	01/15/2026		19.69	#6622975043 ST64 01/2026 WATER	0016202250 54711
64T-260115	01/15/2026		87.31	#9532658329 ST64 01/2026 WATER	0016202250 54711
94-260116	01/16/2026		148.57	#7700000838 ST94 01/2026 WATER	0016202250 54711
941-260116	01/16/2026		33.46	#2890000498 ST94 01/2026 IRRIG	0016202250 54711
95-260116	01/16/2026		174.05	#5755486772 ST95 01/2026 WATER	0016202250 54711
95I-260116	01/16/2026		33.46	#9685693564 ST95 01/2026 IRRIG	0016202250 54711
			<b>496.54</b>		
<b>WESTERN WASHINGTON FAIR (WESTWASH)</b>					
012226	01/22/2026		2,500.00	CARDIAC SURVIVOR CEREM-DEPOSIT	0014002230 54502
			<b>2,500.00</b>		
			<b>763,069.11</b>		

Central Pierce SQL New 01/28/26 [BANK RECON REGISTER] BK REGISTER Page 1  
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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
AP CHK 00063365	CPFR	Central Pierce Fire & Rescu	01/28/26	1,894,774.40	MW	IS		
AP CHK 00063366	VOID.CONTINU	Void - Continued Stub	01/28/26	0.00	VM	VD		Void
AP CHK 00063367	CPFR	Central Pierce Fire & Rescu	01/28/26	11,629,142.38	MW	IS		
AP CHK 00063368	GET	Guaranteed Education Tuitio	01/28/26	509.00	MW	IS		
AP CHK 00063369	OPEIU	Office & Professional Empl	01/28/26	891.55	MW	IS		
AP CHK 00063370	ORSUPP	OREGON CHILD SUPPORT PROGRA	01/28/26	404.00	MW	IS		
AP CHK 00063371	TACOPCCH	Tacoma Pierce County Chapla	01/28/26	4,489.00	MW	IS		
AP CHK 00063372	UNITWAY	United Way	01/28/26	75.00	MW	IS		
AP CHK 00063373	BENESOLU	WCIF	01/28/26	5,055.33	MW	IS		

S U B T O T A L S:

Total Void Machine Written	0.00	Number of Checks Processed:	1
Total Void Hand Written	0.00	Number of Checks Processed:	0
Total Machine Written	13,535,340.66	Number of Checks Processed:	8
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 13,535,340.66

**Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval**

**Start Date:** 01/28/2026

**End Date:** 01/28/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>GUARANTEED EDUCATION TUITION (GET)</b>					
	2840/2601001	01/28/2026	83.99	JANUARY PAYROLL	001 23189
	2840/2601001	01/28/2026	425.01	JANUARY PAYROLL	101 23189
	<b>TOTAL FOR CHECK AP 00063368:</b>		509.00		
<b>OFFICE &amp; PROFESSIONAL EMPLOYEE (OPEIU)</b>					
	2302/2601001	01/28/2026	891.55	JANUARY PAYROLL	001 23162
	<b>TOTAL FOR CHECK AP 00063369:</b>		891.55		
<b>OREGON CHILD SUPPORT PROGRAM (ORSUPP)</b>					
	2600/2601001	01/28/2026	404.00	JANUARY PAYROLL	001 23191
	<b>TOTAL FOR CHECK AP 00063370:</b>		404.00		
<b>PIERCE COUNTY FIRE PROT DIST # (CPFR)</b>					
	012826	01/28/2026	951,305.08	JANUARY PY VENDOR EFT	001 21110
	012826	01/28/2026	943,469.32	JANUARY PY VENDOR EFT	101 21110
	<b>TOTAL FOR CHECK AP 00063365:</b>		1,894,774.40		
	1002/2601001	01/28/2026	673.59	JANUARY PAYROLL	001 23151
	1003/2601001	01/28/2026	105,123.26	JANUARY PAYROLL	001 23151
	1003/2601001	01/28/2026	60,597.12	JANUARY PAYROLL	101 23151
	1101/2601001	01/28/2026	169,200.77	JANUARY PAYROLL	101 23153
	1101/2601001	01/28/2026	239,047.52	JANUARY PAYROLL	001 23153
	1110/2601001	01/28/2026	33,882.12	JANUARY PAYROLL	001 23154
	1110/2601001	01/28/2026	1,469.99	JANUARY PAYROLL	101 23154
	1111/2601001	01/28/2026	6,705.88	JANUARY PAYROLL	001 23154
	1201/2601001	01/28/2026	9,100.96	JANUARY PAYROLL	001 23153
	1201/2601001	01/28/2026	7,454.94	JANUARY PAYROLL	101 23153
	1450/2601001	01/28/2026	13,366.92	JANUARY PAYROLL	001 23170
	1450/2601001	01/28/2026	550.00	JANUARY PAYROLL	101 23170
	1453/2601001	01/28/2026	96.00	JANUARY PAYROLL	001 23170
	1454/2601001	01/28/2026	19,872.00	JANUARY PAYROLL	001 23170
	1454/2601001	01/28/2026	19,251.00	JANUARY PAYROLL	101 23170
	1459/2601001	01/28/2026	6,210.00	JANUARY PAYROLL	101 23176
	1459/2601001	01/28/2026	3,726.00	JANUARY PAYROLL	001 23176
	1462/2601001	01/28/2026	7,882.49	JANUARY PAYROLL	001 23176
	1463/2601001	01/28/2026	14,714.81	JANUARY PAYROLL	001 23177
	1463/2601001	01/28/2026	896.13	JANUARY PAYROLL	101 23177
	1464/2601001	01/28/2026	150,282.00	JANUARY PAYROLL	101 23177
	1464/2601001	01/28/2026	111,834.41	JANUARY PAYROLL	001 23177
	1465/2601001	01/28/2026	135.00	JANUARY PAYROLL	101 23177
	2001/2601001	01/28/2026	1,120,205.69	JANUARY PAYROLL	001 23150
	2001/2601001	01/28/2026	605,155.83	JANUARY PAYROLL	101 23150
	2002/2601001	01/28/2026	673.59	JANUARY PAYROLL	001 23151
	2003/2601001	01/28/2026	105,123.26	JANUARY PAYROLL	001 23151
	2003/2601001	01/28/2026	60,597.12	JANUARY PAYROLL	101 23151
	2101/2601001	01/28/2026	271,294.66	JANUARY PAYROLL	101 23153
	2101/2601001	01/28/2026	383,283.91	JANUARY PAYROLL	001 23153
	2110/2601001	01/28/2026	32,667.63	JANUARY PAYROLL	001 23154
	2110/2601001	01/28/2026	1,417.31	JANUARY PAYROLL	101 23154

**Central Pierce Fire and Rescue**  
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**Start Date:** 01/28/2026

**End Date:** 01/28/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
	2111/2601001	01/28/2026	7,734.59	JANUARY PAYROLL	001 23154
	2201/2601001	01/28/2026	14,590.64	JANUARY PAYROLL	001 23153
	2201/2601001	01/28/2026	11,951.98	JANUARY PAYROLL	101 23153
	2408/2601001	01/28/2026	308.75	JANUARY PAYROLL	001 23158
	2413/2601001	01/28/2026	152.28	JANUARY PAYROLL	001 23158
	2413/2601001	01/28/2026	79.51	JANUARY PAYROLL	101 23158
	2414/2601001	01/28/2026	32.89	JANUARY PAYROLL	001 23158
	2415/2601001	01/28/2026	69.06	JANUARY PAYROLL	001 23158
	2415/2601001	01/28/2026	73.24	JANUARY PAYROLL	101 23158
	2416/2601001	01/28/2026	103.43	JANUARY PAYROLL	101 23158
	2416/2601001	01/28/2026	48.27	JANUARY PAYROLL	001 23158
	2417/2601001	01/28/2026	140.01	JANUARY PAYROLL	001 23158
	2427/2601001	01/28/2026	29.57	JANUARY PAYROLL	001 23158
	2427/2601001	01/28/2026	31.38	JANUARY PAYROLL	101 23158
	2450/2601001	01/28/2026	19,997.60	JANUARY PAYROLL	101 23170
	2450/2601001	01/28/2026	57,940.00	JANUARY PAYROLL	001 23170
	2455/2601001	01/28/2026	1,431.00	JANUARY PAYROLL	101 23172
	2459/2601001	01/28/2026	6,200.99	JANUARY PAYROLL	001 23176
	2459/2601001	01/28/2026	3,223.06	JANUARY PAYROLL	101 23176
	2463/2601001	01/28/2026	145,406.59	JANUARY PAYROLL	001 23177
	2463/2601001	01/28/2026	111,144.40	JANUARY PAYROLL	101 23177
	2464/2601001	01/28/2026	87,086.26	JANUARY PAYROLL	001 23172
	2464/2601001	01/28/2026	113,949.54	JANUARY PAYROLL	101 23172
	2466/2601001	01/28/2026	200.00	JANUARY PAYROLL	101 23172
	2466/2601001	01/28/2026	1,702.06	JANUARY PAYROLL	001 23172
	2600/2601001	01/28/2026	924.81	JANUARY PAYROLL	001 23191
	2600/2601001	01/28/2026	98.09	JANUARY PAYROLL	001 23191
	2600/2601001	01/28/2026	652.74	JANUARY PAYROLL	001 23191
	2600/2601001	01/28/2026	421.08	JANUARY PAYROLL	001 23191
	2600/2601001	01/28/2026	217.31	JANUARY PAYROLL	001 23191
	2600/2601001	01/28/2026	291.88	JANUARY PAYROLL	001 23191
	2600/2601001	01/28/2026	87.02	JANUARY PAYROLL	001 23191
	2600/2601001	01/28/2026	61.50	JANUARY PAYROLL	001 23191
	2600/2601001	01/28/2026	611.94	JANUARY PAYROLL	001 23191
	2600/2601001	01/28/2026	125.96	JANUARY PAYROLL	001 23191
	2600/2601001	01/28/2026	3,009.49	JANUARY PAYROLL	101 23191
	2600/2601001	01/28/2026	288.91	JANUARY PAYROLL	101 23191
	2600/2601001	01/28/2026	814.45	JANUARY PAYROLL	101 23191
	2600/2601001	01/28/2026	758.12	JANUARY PAYROLL	101 23191
	2600/2601001	01/28/2026	375.36	JANUARY PAYROLL	101 23191
	2600/2601001	01/28/2026	501.08	JANUARY PAYROLL	101 23191
	2600/2601001	01/28/2026	1,788.06	JANUARY PAYROLL	101 23191
	2600/2601001	01/28/2026	620.04	JANUARY PAYROLL	101 23191
	2816/2601001	01/28/2026	15,398.11	JANUARY PAYROLL	001 23178
	2816/2601001	01/28/2026	12,371.85	JANUARY PAYROLL	101 23178
	2817/2601001	01/28/2026	3,114.93	JANUARY PAYROLL	101 23178
	2817/2601001	01/28/2026	3,781.82	JANUARY PAYROLL	001 23178

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
	2818/2601001	01/28/2026	1,286.71	JANUARY PAYROLL	001 23178
	2818/2601001	01/28/2026	621.25	JANUARY PAYROLL	101 23178
	2819/2601001	01/28/2026	684.77	JANUARY PAYROLL	001 23178
	2901/2601001	01/28/2026	2,656,276.99	JANUARY PAYROLL	001 23199
	2901/2601001	01/28/2026	1,393,885.06	JANUARY PAYROLL	101 23199
	2902/2601001	01/28/2026	670,264.11	JANUARY PAYROLL	101 23199
	2902/2601001	01/28/2026	1,333,692.91	JANUARY PAYROLL	001 23199
	2903/2601001	01/28/2026	417,621.47	JANUARY PAYROLL	001 23199
	2903/2601001	01/28/2026	207,895.73	JANUARY PAYROLL	101 23199
	2904/2601001	01/28/2026	223,301.28	JANUARY PAYROLL	101 23199
	2904/2601001	01/28/2026	277,450.46	JANUARY PAYROLL	001 23199
	2905/2601001	01/28/2026	129,751.14	JANUARY PAYROLL	001 23199
	2905/2601001	01/28/2026	64,051.17	JANUARY PAYROLL	101 23199
	2906/2601001	01/28/2026	31,318.13	JANUARY PAYROLL	101 23199
	2906/2601001	01/28/2026	28,607.64	JANUARY PAYROLL	001 23199
<b>TOTAL FOR CHECK AP 00063367:</b>			<u>11,629,142.38</u>		
<b>TOTAL FOR PIERCE COUNTY FIRE</b>			<u>13,523,916.78</u>		
<b>TACOMA PIERCE COUNTY CHAPLAINC (TACOPCCH)</b>					
	2806/2601001	01/28/2026	2,731.87	JANUARY PAYROLL	001 23187
	2806/2601001	01/28/2026	1,757.13	JANUARY PAYROLL	101 23187
<b>TOTAL FOR CHECK AP 00063371:</b>			<u>4,489.00</u>		
<b>UNITED WAY (UNITWAY)</b>					
	2801/2601001	01/28/2026	55.23	JANUARY PAYROLL	001 23186
	2801/2601001	01/28/2026	<u>19.77</u>	JANUARY PAYROLL	101 23186
<b>TOTAL FOR CHECK AP 00063372:</b>			<u>75.00</u>		
<b>WCIF (BENESOLU)</b>					
	1460/2601001	01/28/2026	265.52	JANUARY PAYROLL	101 23157
	1460/2601001	01/28/2026	4,245.82	JANUARY PAYROLL	001 23157
	2710/2601001	01/28/2026	314.40	JANUARY PAYROLL	001 23155
	2712/2601001	01/28/2026	200.77	JANUARY PAYROLL	001 23155
	2712/2601001	01/28/2026	10.72	JANUARY PAYROLL	101 23155
	2715/2601001	01/28/2026	18.10	JANUARY PAYROLL	001 23155
<b>TOTAL FOR CHECK AP 00063373:</b>			<u>5,055.33</u>		
<b>REPORT TOTAL:</b>			<u>13,535,340.66</u>		

Central Pierce SQL New 01/29/26 [BANK RECON REGISTER] BK REGISTER Page 1  
THU, JAN 29, 2026, 1:19 PM --req: VILL0716--leg: GL JL--loc: ONSITE---job:817219 J353-----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
AP CHK	00063374	CPFR	Central Pierce Fire & Rescu	01/29/26	23.74	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	23.74	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 23.74

**Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval**

**Start Date:** 01/29/2026

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>PIERCE COUNTY FIRE PROT DIST # (CPFR)</b>					
	012926	01/29/2026	23.74	01/29/2026 AP EFTS	301 21110
<b>TOTAL FOR CHECK AP 00063374:</b>			<u>23.74</u>		
<b>REPORT TOTAL:</b>			<u>23.74</u>		

Central Pierce SQL New 01/29/26 [BANK RECON REGISTER] BK REGISTER Page 1  
 THU, JAN 29, 2026, 1:23 PM --req: VILL0716--leg: GL JL--loc: ONSITE---job:817225 J354-----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
AP CHK 00063375	ATTMOBI	AT&T MOBILITY II LLC	01/29/26	12,904.68	MW	IS		
AP CHK 00063376	BROOLUMB	Brookdale Lumber Inc	01/29/26	364.84	MW	IS		
AP CHK 00063377	CPFR	Central Pierce Fire & Rescu	01/29/26	265,518.19	MW	IS		
AP CHK 00063378	CENEHARV	CHS INC	01/29/26	1,433.22	MW	IS		
AP CHK 00063379	COLUBANK	COLUMBIA BANK	01/29/26	264.02	MW	IS		
AP CHK 00063380	COMCAST	COMCAST	01/29/26	347.63	MW	IS		
AP CHK 00063381	ELMHMUTU	ELMHURST MUTUAL POWER & LIG	01/29/26	698.81	MW	IS		
AP CHK 00063382	HDSUPPINC	HD SUPPLY, INC	01/29/26	8,132.67	MW	IS		
AP CHK 00063383	PCBUDGET	PC BUDGET AND FINANCE	01/29/26	716.48	MW	IS		
AP CHK 00063384	PRINSOLU	PRINT SOLUTIONS INC	01/29/26	341.63	MW	IS		
AP CHK 00063385	PSENERGY	PUGET SOUND ENERGY INC	01/29/26	4,194.15	MW	IS		
AP CHK 00063386	TMOBILE	T-MOBILE USA INC.	01/29/26	2,514.85	MW	IS		
AP CHK 00063387	ULIN	ULINE INC	01/29/26	281.01	MW	IS		
AP CHK 00063388	WASHWATE	WASHINGTON WATER SERVICE CO	01/29/26	347.13	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	298,059.31	Number of Checks Processed:	14
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 298,059.31

**Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval**

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>AT&amp;T MOBILITY (ATTMOBI)</b>					
	X01132026	01/05/2026	581.92	#287297124815 OVFR 01/2026 PHN	0012102215 54202
	X01272026	01/19/2026	12,322.76	#287315267353 01/2026 PHONES	0012102215 54202
	<b>TOTAL FOR CHECK AP 00063375:</b>		12,904.68		
<b>BROOKDALE LUMBER INC (BROOLUMB)</b>					
	454879	01/20/2026	303.60	TRAIN LUMBER FOR TRAINING PR	0012302240 53141
	454963	01/26/2026	26.96	ST40 PROPANE	0016202250 53141
	454963	01/26/2026	11.08	ST91 PROPANE	0016202250 53141
	455002	01/28/2026	23.20	ST61 PROPANE	0016202250 53141
	<b>TOTAL FOR CHECK AP 00063376:</b>		364.84		
<b>CENEX HARVEST STATES INC (CENEHARV)</b>					
	54203337	01/23/2026	1,433.22	ST68 PROPANE	0016202250 53141
	<b>TOTAL FOR CHECK AP 00063378:</b>		1,433.22		
<b>COLUMBIA BANK (COLUBANK)</b>					
	1225001879	01/28/2026	264.02	ACCT#C09700189480 ANALYSIS FEE	0012012211 54912
	<b>TOTAL FOR CHECK AP 00063379:</b>		264.02		
<b>COMCAST (COMCAST)</b>					
	40-012426	01/24/2026	182.51	#8498350320229520 ST40 01/2026	0012102215 54202
	92-260114	01/14/2026	165.12	#8498350176294891 01/2026 INTR	0012102215 54202
	<b>TOTAL FOR CHECK AP 00063380:</b>		347.63		
<b>ELMHURST MUTUAL POWER &amp; LIGHT (ELMHMUTU)</b>					
	65-260128	01/28/2026	698.81	#65031 ST65 01/2026 ELECTRICITY	0016202250 54731
	<b>TOTAL FOR CHECK AP 00063381:</b>		698.81		
<b>HD SUPPLY, INC (HDSUPPINC)</b>					
	904569472	01/01/2026	211.06	GLASS CLEANER, FOAMING (EACH)	0016202250 53121
	904569472	01/01/2026	444.33	PAPER TOWELS, KITCHEN WHITE, P	0016202250 53121
	904569472	01/01/2026	1,467.86	PAPER TOWELS, WHITE 800'(ROLL)	0016202250 53121
	904569472	01/01/2026	1,107.91	TOILET TISSUE, 2 PLY JUMBO (RO	0016202250 53121
	904569472	01/01/2026	82.12	MOP HEAD, WET, LARGE BLUE (EAC	0016202250 53121
	904569472	01/01/2026	49.60	SQUEEGEE, FLOOR FOAM RUBBER (E	0016202250 53121
	9244977823	01/18/2026	195.89	DIVERSEY CREW BATHROOM CLEANER	0016202250 53121
	9244977823	01/18/2026	212.25	TOILET BOWL CLEANER (EACH)	0016202250 53121
	9244977823	01/18/2026	171.25	SIMPLE GREEN INDUSTRY CLEANER	0016202250 53121
	9244977823	01/18/2026	1,108.17	TOILET TISSUE, 2 PLY JUMBO (RO	0016202250 53121
	9244977823	01/18/2026	740.54	PAPER TOWELS, KITCHEN WHITE, P	0016202250 53121
	9244977823	01/18/2026	344.38	WYPALL TOWEL WIPES (BOX)	0016202250 53121
	9244977823	01/18/2026	85.12	GAIN AIR FRESHENER 8.8OZ	0016202250 53121
	9244977823	01/18/2026	375.56	LAUNDRY DETERGENT, 1GAL (EACH)	0016202250 53141
	9244977823	01/18/2026	1,466.54	PAPER TOWELS, WHITE 800'(ROLL)	0016202250 53141
	9244977823	01/18/2026	70.09	TISSUE, WHITE FACIAL (BOX)	0016202250 53141
	<b>TOTAL FOR CHECK AP 00063382:</b>		8,132.67		
<b>PC BUDGET AND FINANCE (PCBUDGET)</b>					
	CI380085	01/06/2026	90.00	RECERTIFICATION FEES	1013402680 54922
	CI380086	01/06/2026	30.00	RECERTIFICATION FEES A. PETTIS	1013402680 54922
	CI380279	12/31/2025	596.48	ST96 TRAFFIC LIGHT MAINTENANCE	0012042254 54191

**Central Pierce Fire and Rescue  
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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>TOTAL FOR CHECK AP 00063383:</b>				716.48	
<b>PIERCE COUNTY FIRE PROT DIST # (CPFR)</b>					
012926	01/29/2026		245,533.90	01/29/2026 AP EFTS	001 21110
012926	01/29/2026		19,984.29	01/29/2026 AP EFTS	101 21110
<b>TOTAL FOR CHECK AP 00063377:</b>				265,518.19	
<b>PRINT SOLUTIONS, INC (PRINSOLU)</b>					
137799	01/17/2026		66.12	OPS 400X COMMAND WORKSHEETS	0013002220 54941
138030	01/24/2026		35.82	DFM BUSINESS CARDS	0012002210 54941
138031	01/24/2026		35.82	WL BUSINESS CARDS	0012042254 54941
138032	01/24/2026		203.87	500-SAHN FLYER	1013402680 54941
<b>TOTAL FOR CHECK AP 00063384:</b>				341.63	
<b>PUGET SOUND ENERGY (PSENERGY)</b>					
71-260121	01/21/2026		969.64	#200018917720 ST71 01/2026 GAS	0016202250 54701
71-260121	01/21/2026		1,505.47	#200018917720 ST71 01/2026 ELC	0016202250 54731
AB-260121	01/21/2026		825.92	#220028910879 ARM 01/2026 GAS	0016202250 54701
AB-260121	01/21/2026		893.12	#220028910879 ARM 01/2026 ELEC	0016202250 54731
<b>TOTAL FOR CHECK AP 00063385:</b>				4,194.15	
<b>T-MOBILE USA INC. (TMOBILE)</b>					
20260121	01/21/2026		2,514.85	#990518645 01/2026 PHONE SVC	0012102215 54202
<b>TOTAL FOR CHECK AP 00063386:</b>				2,514.85	
<b>ULINE (ULIN)</b>					
201691660	12/10/2025		(1,190.16)	N. SHOP STEM RUBBER CASTER	3016522265 53501
201691660	12/10/2025		(2,005.64)	N SHOP CASTERS FOR PACKING TBL	3016522265 53501
201691660	12/10/2025		(462.84)	N. SHOP STEM RUBBER CASTER	3016522265 53501
201853999	12/15/2025		1,983.60	S62 HEAVY DUTY STORAGE CABINET	0016022250 53501
201853999	12/15/2025		209.38	ST62 55 GALLON PLASTIC DRUM	0016022250 53501
201853999	12/15/2025		99.14	SHIPPING - ST62 EQUIPMENT	0016022250 53501
202055285	12/18/2025		99.14	FREIGHT ON RETURNED ITEMS	3016522265 53501
202339814	01/02/2026		166.06	EZ-POUR JUGS BULK PACK	0012042254 53501
203343590	01/26/2026		1,344.02	STACKING BINS AND DIVIDERS FOR	0012042254 53141
203343590	01/26/2026		38.31	ONE GALLON CONTAINERS (12)	0016502265 53141
<b>TOTAL FOR CHECK AP 00063387:</b>				281.01	
<b>WASHINGTON WATER SERVICE (WASHWATE)</b>					
91-260126	01/26/2026		240.51	#7300000184 ST91 01/2026 WATER	0016202250 54711
91I-260126	01/26/2026		106.62	#1000000274 ST91 01/2026 IRR	0016202250 54711
<b>TOTAL FOR CHECK AP 00063388:</b>				347.13	
<b>REPORT TOTAL:</b>				298,059.31	

Central Pierce SQL New 02/03/26 [BANK RECON REGISTER] BK REGISTER Page 1  
TUE, FEB 03, 2026, 12:46 PM --req: RES00131--leg: GL JL--loc: BI-TECH---job:818223 J481-----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
AP CHK	00063389	CPFR	Central Pierce Fire & Rescu	02/03/26	15,155.70	MW	IS	

G R A N D 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	15,155.70	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

G R A N D T O T A L 15,155.70

**Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval**

Start Date: 02/03/2026

End Date: 02/03/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>PIERCE COUNTY FIRE PROT DIST # (CPFR)</b>					
	1003/2601101	02/03/2026	586.92	JANUARY SEPCHECKS	001 23151
	1450/2601101	02/03/2026	9,135.27	JANUARY SEPCHECKS	001 23170
	2001/2601101	02/03/2026	5,869.34	JANUARY SEPCHECKS	001 23150
	2003/2601101	02/03/2026	586.92	JANUARY SEPCHECKS	001 23151
	2463/2601101	02/03/2026	(1,022.75)	JANUARY SEPCHECKS	001 23177
<b>TOTAL FOR CHECK AP 00063389:</b>			<u>15,155.70</u>		
<b>REPORT TOTAL:</b>			<u>15,155.70</u>		
<hr/>					

Central Pierce SQL New 01/28/26 [BANK RECON REGISTER] BK REGISTER 01001-DP Page 1  
 WED, JAN 28, 2026, 3:01 PM --req: RES00131--leg: GL JL--loc: BI-TECH---job:816929 J263-----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
PY CHK 00108492	ARNE06180	ARNETT, JOSHUA	01/30/26	0.00	MW	IS	PA	
PY CHK 00108493	CROS11230	CROSS, EVELYN	01/30/26	0.00	MW	IS	PA	
PY CHK 00108494	KROG05060	KROGH, AVA	01/30/26	0.00	MW	IS	PA	
PY CHK 00108495	MART11030	MARTIN, JOHN	01/30/26	0.00	MW	IS	PA	
PY CHK 00108496	OSBU12040	OSBURN, JASON	01/30/26	0.00	MW	IS	PA	
PY CHK 00108497	THOM10050	THOMPSON, WILLIAM M	01/30/26	13,324.16	MW	IS	PA	
PY CHK 00108498	TOST09300	TOST, BENJAMIN N	01/30/26	0.00	MW	IS	PA	
PY CHK 00108499	VANN09230	VAN NATTA, KIRK	01/30/26	0.00	MW	IS	PA	
PY CHK 00108500	WEST11300	WESTFALL, JULIE ANN	01/30/26	0.00	MW	IS	PA	

G R A N D 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	13,324.16	Number of Checks Processed:	9
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
G R A N D T O T A L	13,324.16		

Central Pierce SQL New 02/03/26 [BANK RECON REGISTER] BK REGISTER 01101-DP Page 1  
TUE, FEB 03, 2026, 12:23 PM --req: RES00131--leg: GL JL--loc: BI-TECH---job:818203 J476-----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
PY CHK	00108501	FORT01060	FORTNER, BRIAN N	02/03/26	24,675.63	MW	IS	PA
PY CHK	00108502	VANK01260	VANKEULEN, BRENT D	02/03/26	797.75	MW	IS	PA

G R A N D 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	25,473.38	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

G R A N D T O T A L 25,473.38

## 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>
01/22/2026	EP00021445 - EP00021445	AP00063347	\$330.48
01/22/2026	EP00021446 - EP00021483	AP00063350	\$619,957.17
01/28/2026	EP00021484 - EP00021490	AP00063365	\$1,894,774.40
01/29/2026	EP00021491 - EP00021491	AP00063374	\$23.74
01/29/2026	EP00021492 - EP00021534	AP00063377	\$265,518.19
01/30/2026	EF00074477 - EF00075067	AP00063367	\$7,428,866.09
<b>Total</b>			<b>\$10,209,470.07</b>

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Dustin Morrow  
Fire Chief

Russell Barstow  
Co-Chair

Robert Homan  
Co-Chair

---

Jason Bellerive  
Commissioner

Margaret Buttz  
Commissioner

Jonathan Caverly  
Commissioner

---

Arlene Dannat  
Commissioner

Brian Estes  
Commissioner

Kevin Gorder  
Commissioner

---

Matthew Holm  
Commissioner

Christine McAfee  
Commissioner

Dale Mitchell  
Commissioner

---

Joe Palombi  
Commissioner

Neil Samuelsen  
Commissioner

Steve Stringfellow  
Commissioner

Central Pierce SQL New 01/22/26 [BANK RECON REGISTER] BK REGISTER Page 2  
THU, JAN 22, 2026, 2:30 PM --req: VILL0716--leg: GL JL--loc: ONSITE---job:815005 J636-----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
AP EFT	00021445	AMAZON	AMAZON CAPITAL SERVICES	01/22/26	330.48	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	330.48	Number of EFTs Processed:	1
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L 330.48

**Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval**

**Start Date:** 01/22/2026

**End Date:** 01/22/2026

<b>Vendor</b>	<b>Invoice #</b>	<b>Inv. Date</b>	<b>Invoice Amt</b>	<b>Description</b>	<b>GL</b>
<b>AMAZON CAPITAL SERVICES (AMAZON)</b>					
	1IMPQHFVDFJR	01/20/2026	330.48	LOG 4 INCH CASTER WHEELS,	3016522265 53501
<b>TOTAL FOR CHECK AP 00021445:</b>			330.48		
<b>REPORT TOTAL:</b>			330.48		

Central Pierce SQL New 01/22/26 [BANK RECON REGISTER] BK REGISTER Page 2  
 THU, JAN 22, 2026, 2:36 PM --req: VILL0716--leg: GL JL--loc: ONSITE---job:815007 J638-----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
AP EFT 00021446	LOCA726	IAFF LOCAL 726 HEALTH AND	01/22/26	101,296.81	MW	CX		
AP EFT 00021447	HRAVEBA	HRA VEBA TRUST	01/22/26	4,076.94	MW	CX		
AP EFT 00021448	LINDHICK	LINDA HICKS-GREEN	01/22/26	1,200.00	MW	CX		
AP EFT 00021449	ROBE11290	SANDI ROBERTS	01/22/26	23.00	MW	CX		
AP EFT 00021450	GIBS09290	ZANE GIBSON	01/22/26	23.00	MW	CX		
AP EFT 00021451	AMAZON	AMAZON CAPITAL SERVICES	01/22/26	3,692.46	MW	CX		
AP EFT 00021452	AMERSAFE	AMERI SAFE INC	01/22/26	387.99	MW	CX		
AP EFT 00021453	BDINDUINC	B&D INDUSTRIAL INC	01/22/26	888.37	MW	CX		
AP EFT 00021454	CABLISS	CABLECRAFT ISS LLC	01/22/26	181.10	MW	CX		
AP EFT 00021455	CPFREFT	Central Pierce Fire & Rescu	01/22/26	593.76	MW	CX		
AP EFT 00021456	QWEST	CENTURYLINK COMMUNICATIONS	01/22/26	147.91	MW	CX		
AP EFT 00021457	CHRIINC	CHRISTENSEN INC	01/22/26	11,765.02	MW	CX		
AP EFT 00021458	CITYPUYA	CITY OF PUYALLUP	01/22/26	16,766.94	MW	CX		
AP EFT 00021459	CITYTREA	CITY OF TACOMA	01/22/26	3,680.82	MW	CX		
AP EFT 00021460	CUMMNW	CUMMINS INC.	01/22/26	13,531.92	MW	CX		
AP EFT 00021461	VALLFREI	FREIGHTLINER NORTHWEST	01/22/26	759.35	MW	CX		
AP EFT 00021462	GRAIPART	Grainger Parts	01/22/26	131.51	MW	CX		
AP EFT 00021463	HILIELEC	HI-LINE ELECTRIC COMPANY IN	01/22/26	96.89	MW	CX		
AP EFT 00021464	IMSALLI	JUSTICE FAMILY ENTERPRISES	01/22/26	19.19	MW	CX		
AP EFT 00021465	KUSSELEC	KUSSMAUL ELECTRONICS LLC	01/22/26	519.74	MW	CX		
AP EFT 00021466	LNCURTIS	L.N. CURTIS & CURTIS	01/22/26	1,241.60	MW	CX		
AP EFT 00021467	LIFEASSI	LIFE-ASSIST INC	01/22/26	4,468.61	MW	CX		
AP EFT 00021468	NWCASCAD	NW CASCADE, INC.	01/22/26	580.00	MW	CX		
AP EFT 00021469	PACIOFFI	PACIFIC OFFICE AUTOMATION I	01/22/26	253.23	MW	CX		
AP EFT 00021470	FIRECOM	SONETICS CORPORATION	01/22/26	214.70	MW	CX		
AP EFT 00021471	SOUTSOUN	SOUTH SOUND 911	01/22/26	399,275.00	MW	CX		
AP EFT 00021472	STANPART	Standard Parts Corp	01/22/26	763.89	MW	CX		
AP EFT 00021473	STAPINC	STAPLES INC.	01/22/26	209.17	MW	CX		

Central Pierce SQL New 01/22/26 [BANK RECON REGISTER] BK REGISTER Page 3  
THU, JAN 22, 2026, 2:36 PM --req: VILL0716--leg: GL JL--loc: ONSITE---job:815007 J638-----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
AP EFT	00021474	STATAUDI	STATE AUDITOR'S OFFICE	01/22/26	13,347.00	MW	CX
AP EFT	00021475	TARGSAFE	TARGETSOLUTIONS LEARNING LL	01/22/26	18,067.50	MW	CX
AP EFT	00021476	FIRESTOR	THE FIRE STORE	01/22/26	4,197.99	MW	CX
AP EFT	00021477	GITTPSPRI	TLI INC	01/22/26	2,151.20	MW	CX
AP EFT	00021478	TRUENORT	TRUE NORTH EMERGENCY EQUIPM	01/22/26	1,704.53	MW	CX
AP EFT	00021479	KRONOS	UKG KRONOS SYSTEMS LLC	01/22/26	344.68	MW	CX
AP EFT	00021480	UNITPARC	UNITED PARCEL SERVICE INC	01/22/26	15.44	MW	CX
AP EFT	00021481	USBANKBU	US BANK NATIONAL ASSN	01/22/26	11,477.13	MW	CX
AP EFT	00021482	VERIWIRE	VERIZON WIRELESS SERVICES L	01/22/26	1,818.41	MW	CX
AP EFT	00021483	WILLOILF	WOFSCO INC	01/22/26	44.37	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	619,957.17	Number of EFTs Processed:	38
Total EPAYS	0.00	Number of EPAYS Processed:	0

S U B T O T A L 619,957.17

**Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval**

**Start Date:** 01/22/2026

**End Date:** 01/22/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>AMAZON CAPITAL SERVICES (AMAZON)</b>					
	11JL4RWD99M	01/20/2026	243.30	DLS45/IQ4 BATTERY CHARGER	0016502265 53143
	11T9RLJV1XP3	12/21/2025	15.31	ST62 ADJUSTABLE WRENCH	0016022250 53501
	11T9RLJV1XP3	12/21/2025	19.88	ST62 7 GALLON WATER CONTAINER	0016022250 53501
	11T9RLJV1XP3	12/21/2025	52.83	ST62 CARBON MONOXIDE DETECTOR	0016022250 53501
	11T9RLJV1XP3	12/21/2025	16.01	ST62 ALUMINUM DRUM WRENCH	0016022250 53501
	11T9RLJV1XP3	12/21/2025	47.82	ST62 HEAVY DUTY BARREL PUMP	0016022250 53501
	11T9RLJV1XP3	12/21/2025	32.72	ST62 EMERGENCY RADIO	0016022250 53501
	11T9RLJV1XP3	12/21/2025	79.33	ST62 2-BURNER CAMP STOVE	0016022250 53501
	11T9RLJV1XP3	12/21/2025	48.48	ST62 STAINLESS STEEL STOCKPOT	0016022250 53501
	11T9RLJV1XP3	12/21/2025	66.10	ST62 WATER STRAW FILTERS	0016022250 53501
	11T9RLJV1XP3	12/21/2025	118.91	ST62 GAS LANTERN	0016022250 53501
	11T9RLJV1XP3	12/21/2025	54.84	ST62 PROPANE TANK	0016022250 53501
	11T9RLJV1XP3	12/21/2025	28.64	ST62 5-GALLON WHITE BUCKET	0016022250 53501
	14MTH3VR7W	01/01/2026	39.56	ST62 DP LARGE PAPER PLATES	0016202250 53141
	14MTH3VR7W	01/01/2026	42.53	ST62 12FT PROPANE HOSE	0016202250 53501
	14MTH3VR7W	01/01/2026	40.77	ST62 PROPANE CYLINDERS 4PK	0016202250 53501
	1DQ3HN3WYVP	01/20/2026	143.25	IT IPAD KEYBOARD	0012102215 53501
	1J97VPXWH69J	01/16/2026	306.95	LOG TASCO BINOCULARS	0012042254 53501
	1JJPJFLVTPMC	01/12/2026	69.13	ST73 WALL LOCKING CABINET	0016202250 53501
	1LC1P1TKVKV	01/15/2026	109.68	PLUG-IN ELECTRIC COOLERS	0012042254 53501
	1LC1P1TKVKV	01/15/2026	257.59	HW BLUETOOTH SPEAKER	0012552210 53501
	1N9MKTY66QT	01/16/2026	113.37	HR BLACK TONER	0012032213 53141
	1N9MKTY66QT	01/16/2026	174.30	HR COLOR TONER	0012032213 53141
	1NMXJLLQRVD	01/18/2026	27.54	ST71 IPAD CASE	0016202250 53501
	1NMXJLLQRVD	01/18/2026	153.18	ST40 SHOP VACUUM	0016202250 53501
	1NMXJLLQRVD	01/18/2026	23.95	ST40 DISH DRYING RACK	0016202250 53501
	1NMXJLLQRVD	01/18/2026	13.75	ST96 BROOM W/ DUST PAN	0016202250 53501
	1Q1114M71VW9	01/20/2026	35.53	LOG BOX CUTTER BLADES	0012042254 53141
	1Q1114M71VW9	01/20/2026	198.22	LOG HAND CLAMP 4"	0012042254 53501
	1Q1114M71VW9	01/20/2026	297.76	LOG ROPE RATCHET HOIST	0012042254 53501
	1Q1114M71VW9	01/20/2026	65.77	TARP, SOFT (EACH)	0016202250 53501
	1TNK6QP7RFC	01/15/2026	108.35	HR BROTHER HIGH-YIELD TONER	0012032213 53141
	1TNK6QP7RFC	01/15/2026	83.12	ST62 8-POCKET TAG BOARD	0016202250 53501
	1V9X17Y7CYRL	01/01/2026	48.64	ST73 EXERCISE RESISTANCE BANDS	0016202250 53501
	1V9X17Y7CYRL	01/01/2026	28.72	ST73 CAR DUSTER	0016202250 53501
	1V9X17Y7CYRL	01/01/2026	28.64	ST73 LARGE CUTTING BOARDS	0016202250 53501
	1V9X17Y7CYRL	01/01/2026	66.10	ST73 EXERCISE RESISTANCE BANDS	0016202250 53501
	1VGRNL99RLX	01/20/2026	72.46	STN67 LED BULBS FOR EXTERIOR	0012042254 53146
	1XCLW1WTNM	01/20/2026	102.62	15378-CWP RECEPTACLE, STOCK	0016502265 53143
	1XNXDJYWH3	12/21/2025	21.05	PENS, PATIENT, BOX/12 (EACH)	0012052218 53198
	1XNXDJYWH3	12/21/2025	130.00	FLAG, AMERICAN, 4'x6' (EACH)	0012052218 53198
	1YLGTVW3KPK	01/17/2026	65.76	TARP, SOFT (EACH)	0016202250 53501
<b>TOTAL FOR CHECK AP 00021451:</b>				3,692.46	
<b>AMERI SAFE INC (AMERSAFE)</b>					
	83346	01/13/2026	181.50	HYDRO O2 BOTTLES	0012042254 54191

**Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval**

**Start Date:** 01/22/2026

**End Date:** 01/22/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
	83361	01/19/2026	206.49	HYDRO TEST	0012042254 54191
<b>TOTAL FOR CHECK AP 00021452:</b>			387.99		
<b>B&amp;D INDUSTRIAL INC (BDINDUINC)</b>					
	114683700	01/05/2026	888.37	L21-1 LADDER WELDING	0016502265 54820
<b>TOTAL FOR CHECK AP 00021453:</b>			888.37		
<b>CABLECRAFT ISS LLC (CABLISS)</b>					
	4694677	01/09/2026	181.10	PN MEI2410 VALVE, WATER	0016502265 53143
<b>TOTAL FOR CHECK AP 00021454:</b>			181.10		
<b>CHRISTENSEN INC (CHRIINC)</b>					
	0811577IN	01/15/2026	1,446.61	#1003291 ST64 FUEL	0012042254 53201
	0811602IN	01/15/2026	2,218.17	#1003291 ST69 FUEL	0012042254 53201
	0812057IN	01/16/2026	1,437.85	#1003291 ST66 FUEL	0012042254 53201
	0813111IN	01/20/2026	1,828.17	#1003291 ST71 FUEL	0012042254 53201
	0813113IN	01/20/2026	1,826.51	#1003291 ST61 FUEL	0012042254 53201
	0813114IN	01/20/2026	3,007.71	#1003291 ST72 FUEL	0012042254 53201
<b>TOTAL FOR CHECK AP 00021457:</b>			11,765.02		
<b>CITY OF PUYALLUP (CITYPUYA)</b>					
	2856	01/14/2026	13,104.00	Q1 2026 RADIO ACCESS SUBSCRIBE	0012402880 54182
	2858	12/31/2025	87.07	#10032 ST73 09/2025 PSE GAS	0017032250 54701
	2858	12/31/2025	93.49	#10032 ST73 10/2025 PSE GAS	0017032250 54701
	2858	12/31/2025	103.06	#10032 ST73 09/2025 WATER	0017032250 54711
	2858	12/31/2025	123.13	#10032 ST73 10/2025 WATER	0017032250 54711
	2858	12/31/2025	270.20	#10032 ST73 09/2025 SEWER/STRM	0017032250 54721
	2858	12/31/2025	272.19	#10032 ST73 10/2025 SEWER/STRM	0017032250 54721
	2858	12/31/2025	999.77	#10032 ST73 09/2025 PSE ELECTR	0017032250 54731
	2858	12/31/2025	984.55	#10032 ST73 10/2025 PSE ELECTR	0017032250 54731
	2858	12/31/2025	3.72	#10032 ST73 09/2025 LANDFILL F	0017032250 54741
	2858	12/31/2025	3.72	#10032 ST73 10/2025 LANDFILL F	0017032250 54741
	72-260115	01/15/2026	707.17	#966308 ST72 01/2026 SWR/STRMW	0016202250 54721
	72-260115	01/15/2026	14.87	#966308 ST72 LANDFILL FEE 1/26	0016202250 54741
<b>TOTAL FOR CHECK AP 00021458:</b>			16,766.94		
<b>CITY TREASURER (CITYTREA)</b>					
	67-260116	01/16/2026	1,541.25	#100808872 ST67 01/2026 ELEC	0016202250 54731
	67T-260117	01/17/2026	397.15	#100560648 ST67T 01/2026 ELEC	0016202250 54731
	91-260120	01/20/2026	1,014.25	#101402801 ST91 01/2026 ELECTR	0016202250 54731
	95-250121	01/21/2026	725.25	#101402803 ST95 01/2026 ELECTR	0016202250 54731
	95L-260120	01/20/2026	2.92	#101402804 ST95L 01/2026 ELECT	0016202250 54731
<b>TOTAL FOR CHECK AP 00021459:</b>			3,680.82		
<b>CUMMINS NORTHWEST LLC (CUMMNW)</b>					
	01251167567	11/26/2025	814.87	SG05-2 ST94 GENERATOR SVC *PW*	0016502265 54811
	01251269158	12/19/2025	(1,817.21)	M22-1 NOX SENSOR CREDIT	0016502265 54820
	01260171190	01/21/2026	14,534.26	E18-4 OIL LEAK, HOUSING, NOX S	0016502265 54820
<b>TOTAL FOR CHECK AP 00021460:</b>			13,531.92		
<b>FIRECOM (FIRECOM)</b>					
	INV370263	01/19/2026	214.70	HEADSET REPAIR - UHW505 HEADSE	0012402880 54811

**Central Pierce Fire and Rescue  
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	<b>TOTAL FOR CHECK AP 00021470:</b>		214.70		
<b>GITT'S SPRING INC (GITTSPRI)</b>					
056744	01/21/2026		2,151.20	GE17-1 LEAF SPING ASSY (PAIR)	0016502265 53143
	<b>TOTAL FOR CHECK AP 00021477:</b>		2,151.20		
<b>GRAINGER PARTS (GRAIPART)</b>					
9773251245	01/15/2026		131.51	LEVER DOOR HOLDER	0016202250 53501
	<b>TOTAL FOR CHECK AP 00021462:</b>		131.51		
<b>HI-LINE ELECTRIC COMPANY INC (HILIELEC)</b>					
3213835	01/19/2026		96.89	CRIMP N SEAL	0016502265 53141
	<b>TOTAL FOR CHECK AP 00021463:</b>		96.89		
<b>HRA VEBA TRUST (HRAVEBA)</b>					
012126	01/21/2026		4,076.94	FEB 2026 L2 RETIREE VEBA	0012032213 52016
	<b>TOTAL FOR CHECK AP 00021447:</b>		4,076.94		
<b>IMS ALLIANCE (IMSALLI)</b>					
260195	01/13/2026		19.19	6EA. WHITE TAGS	0012042254 53141
	<b>TOTAL FOR CHECK AP 00021464:</b>		19.19		
<b>KRONOS INCORPORATED (KRONOS)</b>					
I10010050686	12/31/2025		344.68	UKG TELESTAFF SERVICE 11/2025	0012102215 54813
	<b>TOTAL FOR CHECK AP 00021479:</b>		344.68		
<b>KUSSMAUL ELECTRONICS CO INC (KUSSELEC)</b>					
0000288168	01/13/2026		519.74	AUTO EJECT 20 FOR STOCK	0016502265 53143
	<b>TOTAL FOR CHECK AP 00021465:</b>		519.74		
<b>L.N. CURTIS AND SONS (LNCURTIS)</b>					
CM51209	12/31/2025		(1,589.84)	LT07-1 RET PART CM INV998205	0016502265 53143
CM51306	01/08/2026		(111.48)	RETURN NOZZLE D1024TFT	0016502265 53143
INV1006463	10/31/2025		1,406.15	SCBA G1 TESTING (11)	0012042254 54812
INV1030040	12/31/2025		1,536.77	FLOW TESTING LABOR	0012042254 54812
	<b>TOTAL FOR CHECK AP 00021466:</b>		1,241.60		
<b>LIFE-ASSIST INC (LIFEASSI)</b>					
2049422	01/14/2026		137.50	ST65 SAFETY IV CATHETER BX-50	1013402680 53141
2049454	01/14/2026		172.00	NEEDLE, HYPODERMIC 21GAX1-1/2"	1013402680 53141
2049454	01/14/2026		258.00	NEEDLE, HYPODERMIC 18GAX1-1/2"	1013402680 53141
2049454	01/14/2026		176.70	BURETROL SET (EACH)	1013402680 53141
2049454	01/14/2026		2,713.80	GLUCAGEN 1MG VIAL WITH DILUTEN	1013402680 53151
2049454	01/14/2026		178.00	LIDOCAINE 2% 100MG 5ML SYRINGE	1013402680 53151
2049454	01/14/2026		383.68	ONDANSETRON VIAL, 4MG 2ML	1013402680 53151
2049454	01/14/2026		127.50	ALBUTEROL,0.083% 2.5MG/3ML - S	1013402680 53151
2051003	01/16/2026		47.83	EMS ROLL PIN FOR TOGGLE	1013402680 53141
2051003	01/16/2026		273.60	QUICK CONNECT PIGTAIL	1013402680 53501
2051017	01/16/2026		44.30	SUDECON DECONTAMINATION WIPES	0016202250 53141
2052975	01/20/2026		(44.30)	CREDIT - SUDECON WIPES	0016202250 53141
	<b>TOTAL FOR CHECK AP 00021467:</b>		4,468.61		
<b>LINDA HICKS-GREEN (LINDHICK)</b>					
54	12/31/2025		1,200.00	HEALTH/LIFE COACHING 12/2025	0012552210 54911
	<b>TOTAL FOR CHECK AP 00021448:</b>		1,200.00		

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<b>LOCAL 726 FIREFIGHTERS TRUST (LOCA726)</b>					
	012126	01/21/2026	6,168.20	FEB 2026 L1 RETIREE MED PREM	0012032213 52009
	012126	01/21/2026	95,128.61	FEB 2026 L2 RETIREE VEBA	0012032213 52016
<b>TOTAL FOR CHECK AP 00021446:</b>			101,296.81		
<b>NW CASCADE INC (NWCASCAD)</b>					
	0555293384	01/01/2026	232.00	HONEY BUCKET WEEKLY ST60 TC	0012042254 54502
	0555316046	01/05/2026	116.00	HONEY BUCKET SVC 01/2026	0012042254 54502
	0555340501	01/19/2026	232.00	HONEY BUCKET WEEKLY ST60 2/26	0012042254 54502
<b>TOTAL FOR CHECK AP 00021468:</b>			580.00		
<b>PACIFIC OFFICE AUTOMATION INC (PACIOFFI)</b>					
	595469538	01/21/2026	242.78	ST91 PRINTER MAINT 01/2026	0012002210 54813
	992241	12/31/2025	10.45	ST91 PRINT OVERAGES 10-12/2025	0012002210 54813
<b>TOTAL FOR CHECK AP 00021469:</b>			253.23		
<b>PIERCE COUNTY FIRE PROT. DIST. (CPFREFT)</b>					
	123125	12/31/2025	86.70	12/25 B&O TAX RETURN	001 23700
	123125	12/31/2025	332.82	12/25 B&O TAX RETURN	0012002210 54961
	123125	12/31/2025	90.70	12/25 B&O TAX RETURN	0014002230 54961
	260195	01/13/2026	1.96	6EA. WHITE TAGS	0012042254 53141
	PC.000.260125.7	12/31/2025	0.10	APPLE ICLOUD STORAGE	0012552210 54902
	PC.000.260125.8	01/21/2026	81.48	ROM DOOR PARTS STOCK	0016502265 53143
<b>TOTAL FOR CHECK AP 00021455:</b>			593.76		
<b>QWEST COMMUNICATIONS COMPANY LL (QWEST)</b>					
	260111	01/11/2026	147.91	#501965371 01/2026 PHONES	0012102215 54202
<b>TOTAL FOR CHECK AP 00021456:</b>			147.91		
<b>SANDI ROBERTS (ROBE11290)</b>					
	10609543853	01/01/2026	23.00	PER DIEM LEGISLATIVE DAY 2026	0012082210 54301
<b>TOTAL FOR CHECK AP 00021449:</b>			23.00		
<b>SOUTH SOUND 911 (SOUTSOUN)</b>					
	222	01/06/2026	399,275.00	Q1-2026 CPFR FIRE COMM'S	0012402880 54181
<b>TOTAL FOR CHECK AP 00021471:</b>			399,275.00		
<b>STANDARD PARTS CORP (STANPART)</b>					
	317943	01/02/2026	143.02	ST94 DEF DELIVERED (10)	0012042254 53201
	319931	01/15/2026	(118.91)	BATTERY CORE CREDITS (8)	0016502265 53143
	319953	01/15/2026	298.78	STN60 DEF STOCK (14CASES)	0012042254 53201
	319954	01/15/2026	82.07	STOCK WIPER, TOGGLE SWITCH	0016502265 53143
	319954	01/15/2026	41.81	QUICK SILVER OIL (3QTS)	0016502265 53181
	319957	01/15/2026	20.91	QUICK SILVER OIL (3QTS)	0016502265 53181
	320472	01/20/2026	270.34	SC22-2 AMSOIL 0W20 (8) QTS.	0016502265 53181
	320527	01/20/2026	13.19	GE17-1 DRY SILICONE SPRAY (2)	0016502265 53143
	320590	01/20/2026	12.68	SHOP SUPPLY BATTERY CLEANER	0016502265 53141
<b>TOTAL FOR CHECK AP 00021472:</b>			763.89		
<b>STAPLES, INC. (STAPINC)</b>					
	6052989731	01/15/2026	123.28	TRAINING -FILE BOX	0012302240 53501
	6053100716	01/16/2026	85.89	LAMINATING POUCHES, LETTER (PK	0016202250 53101
<b>TOTAL FOR CHECK AP 00021473:</b>			209.17		

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<b>STATE AUDITOR'S OFFICE (STATAUDI)</b>					
	L172888	12/31/2025	13,347.00	2024 AUDIT SERVICES - GFR	0012012211 54101
<b>TOTAL FOR CHECK AP 00021474:</b>			13,347.00		
<b>TARGETSAFETY.COM (TARGSAFE)</b>					
	INV133299	01/01/2026	18,067.50	EVAULATIONS PLUS ONLY FOR 2026	0012302240 54902
<b>TOTAL FOR CHECK AP 00021475:</b>			18,067.50		
<b>THE FIRE STORE (FIRESTOR)</b>					
	INV774758	11/04/2025	1,346.29	GL26-1 FIRE SUPPRESSION TOOLS	0013009422 56401
	INV817324	01/12/2026	2,851.70	GATED WYE BALL TYPE VALVE (10)	0012042254 53501
<b>TOTAL FOR CHECK AP 00021476:</b>			4,197.99		
<b>TRUE NORTH EMERGENCY EQUIPMENT (TRUENORT)</b>					
	A24833	01/20/2026	519.17	GE17-1 TORQUE ARMS	0016502265 53143
	A24839	01/20/2026	728.01	GE17-1 ELECTRIC WATER VALVE	0016502265 53143
	A24847	01/21/2026	457.35	GE17-1 OFFICER SEAT CUSHION	0016502265 53143
<b>TOTAL FOR CHECK AP 00021478:</b>			1,704.53		
<b>UNITED PARCEL SERVICE (UNITPARC)</b>					
	00005Y5731036	01/17/2026	15.44	SONETIC HEADSET TO REPAIR RMA	0012042254 54221
<b>TOTAL FOR CHECK AP 00021480:</b>			15.44		
<b>US BANK BUSINESS CARD (USBANKBU)</b>					
	PC.000.251125.C	12/31/2025	16.00	PARKING FOR IT CONVENTION	0012102215 54331
	PC.000.251225.8	12/31/2025	99.02	LOGS KEROSENE HEATER	0012042254 53141
	PC.000.251225.8	12/31/2025	479.70	NORTH SHOP TRIM FOR WINDOWS	0012042254 53146
	PC.000.251225.8	12/31/2025	55.08	SHOP NORTH TRIM, CAULK	0012042254 53146
	PC.000.251225.8	12/31/2025	70.19	STN 60 BLINDS FOR DORM ROOM	0012042254 53146
	PC.000.251225.8	12/31/2025	23.08	STN64 SHOP FIRE EXTING. SIGNS	0012042254 53146
	PC.000.251225.8	12/31/2025	7.68	LOGS SPACE HEATER & SCREWS	0012042254 53146
	PC.000.251225.8	12/31/2025	591.27	STN71 RESTROOM DOOR LOCKS	0012042254 53146
	PC.000.251225.8	12/31/2025	340.21	LOGS KEROSENE HEATER	0012042254 53501
	PC.000.251225.8	12/31/2025	88.04	LOGS SPACE HEATER & SCREWS	0012042254 53501
	PC.000.251225.8	12/31/2025	56.64	LOGS MOP, SQUEEGEE, PINS	0012042254 53501
	PC.000.260125.7	12/31/2025	0.99	APPLE ICLOUD STORAGE	0012552210 54902
	PC.000.260125.8	01/21/2026	88.09	AOC COFFEE PODS	0012002210 53171
	PC.000.260125.8	01/21/2026	10.50	POLICE REPORT FOR ACCIDENT	0012002210 54191
	PC.000.260125.8	01/21/2026	1.25	GFR POB CHANGE OF ADDRESS	0012002210 54221
	PC.000.260125.8	01/21/2026	75.00	2026 WFOA MEMBERSHIP DUES	0012002210 54901
	PC.000.260125.8	01/21/2026	1,157.00	BLINKIST APP YEARLY RENEWAL	0012002210 54902
	PC.000.260125.8	01/21/2026	10.78	GFR 1099 PROCESSING	0012012211 54191
	PC.000.260125.8	01/21/2026	99.02	STN 64 KEROSENE FOR HEATER	0012042254 53141
	PC.000.260125.8	01/21/2026	170.82	STN 40 HEATER FAN MOTOR	0012042254 53142
	PC.000.260125.8	01/21/2026	69.36	STN 64 ROOF BOOT	0012042254 53146
	PC.000.260125.8	01/21/2026	22.03	Bate station for station 66	0012042254 53146
	PC.000.260125.8	01/21/2026	55.03	bait station st 66	0012042254 53146
	PC.000.260125.8	01/21/2026	8.10	plumbing sealant for st 69	0012042254 53146
	PC.000.260125.8	01/21/2026	17.61	drain cleaner 94	0012042254 53146
	PC.000.260125.8	01/21/2026	65.45	plumbing repair 61.	0012042254 53146

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	PC.000.260125.8	01/21/2026	796.15	PAINT AND SUPPLIES	0012042254 53146
	PC.000.260125.8	01/21/2026	41.77	PAINTING SUPPLIES	0012042254 53146
	PC.000.260125.8	01/21/2026	43.87	BATTERIES AND TEXTURE	0012042254 53146
	PC.000.260125.8	01/21/2026	49.16	pipe fittings	0012042254 53146
	PC.000.260125.8	01/21/2026	14.30	pipe fittings	0012042254 53146
	PC.000.260125.8	01/21/2026	50.33	pipe fittings	0012042254 53146
	PC.000.260125.8	01/21/2026	9.10	supply hose/Teflon tape	0012042254 53146
	PC.000.260125.8	01/21/2026	25.81	supply valve/ sb cap	0012042254 53146
	PC.000.260125.8	01/21/2026	23.75	pipe fittings	0012042254 53146
	PC.000.260125.8	01/21/2026	50.61	pipe fittings	0012042254 53146
	PC.000.260125.8	01/21/2026	40.91	pipe fittings	0012042254 53146
	PC.000.260125.8	01/21/2026	22.98	pipe fittings	0012042254 53146
	PC.000.260125.8	01/21/2026	902.08	light fixtures	0012042254 53146
	PC.000.260125.8	01/21/2026	214.60	light fixtures	0012042254 53146
	PC.000.260125.8	01/21/2026	43.96	DEP. CHIEF-Z.GIBSON - FUEL	0012042254 53201
	PC.000.260125.8	01/21/2026	582.38	LOGS METAL SHEERS, NIBBLERS	0012042254 53501
	PC.000.260125.8	01/21/2026	10.49	gloves for snake	0012042254 53501
	PC.000.260125.8	01/21/2026	1,655.64	ANNUAL SUBSCRIPTION RENEWAL	0012302240 54902
	PC.000.260125.8	01/21/2026	10.00	ZOOM CLOUD RECORDING FEE	0012302240 54902
	PC.000.260125.8	01/21/2026	78.81	GFCI RECEPT STOCK	0016502265 53143
	PC.000.260125.8	01/21/2026	350.16	LT07-1 VALVE CONTROLLER GAUGE	0016502265 53143
	PC.000.260125.8	01/21/2026	910.94	WINDOW TINT/MEDIC UNITS	0016502265 53143
	PC.000.260125.8	01/21/2026	806.74	ROM DOOR PARTS STOCK	0016502265 53143
	PC.000.260125.8	01/21/2026	(27.13)	LATE UPS DELIVERY ON PART	0016502265 53143
	PC.000.260125.8	01/21/2026	95.28	ROUND CORE MAG. DOOR SWITCHES	0016502265 53143
	PC.000.260125.8	01/21/2026	225.00	NFPA MEMBERSHIP	0016502265 54901
	PC.200.260125.2	01/21/2026	185.00	STAMPS.COM POSTAGE PURCHASE	0012002210 54221
	PC.200.260125.2	01/21/2026	286.51	STAMPS.COM POSTAGE PURCHASE	0012002210 54221
	PC.203.260125.3	01/21/2026	299.99	Job Ad Mechanic	0012032213 54111
<b>TOTAL FOR CHECK AP 00021481:</b>			11,477.13		
<b>VALLEY FREIGHTLINER INC (VALLFREI)</b>					
	PC30184255401	12/16/2025	229.05	M19-2 ROTORS (RETURNED FOR CM)	0016502265 53143
	PC30184933901	01/15/2026	492.23	FILTERS, STOCK	0016502265 53143
	PC30184935001	01/15/2026	38.07	M19-3 PN2963379 ROCKER LVR HOU	0016502265 53143
<b>TOTAL FOR CHECK AP 00021461:</b>			759.35		
<b>VERIZON WIRELESS (VERIWIRE)</b>					
	6133655929	01/15/2026	1,818.41	#96420683500001 GFR 01/2026 PH	0012102215 54202
<b>TOTAL FOR CHECK AP 00021482:</b>			1,818.41		
<b>WILLIAMS OIL FILTER SERVICE (WILLOILF)</b>					
	711222	01/20/2026	44.37	LT07-1 HYDRAULIC HOSE	0016502265 53143
<b>TOTAL FOR CHECK AP 00021483:</b>			44.37		
<b>ZANE GIBSON (GIBS09290)</b>					
	10609476024	01/01/2026	23.00	PER DIEM LEGISLATIVE DAY 2026	0012062210 54301
<b>TOTAL FOR CHECK AP 00021450:</b>			23.00		
<b>REPORT TOTAL:</b>			619,957.17		

Central Pierce SQL New 01/28/26 [BANK RECON REGISTER] BK REGISTER Page 2  
 WED, JAN 28, 2026, 5:17 PM --req: RES00131--leg: GL JL--loc: BI-TECH---job:816986 J284-----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
AP EFT 00021484	LOCA726	IAFF LOCAL 726 HEALTH AND	01/28/26	1,590,483.37	MW	CX		
AP EFT 00021485	COFFFUND	CP Coffee Fund	01/28/26	4,785.00	MW	CX		
AP EFT 00021486	FLOWFUND	Flower Fund	01/28/26	65.00	MW	CX		
AP EFT 00021487	GUILD	GFR PROF FIRE SERVICE ADMIN	01/28/26	786.77	MW	CX		
AP EFT 00021488	NWFFT	NORTHWEST FIRE FIGHTERS TRU	01/28/26	59,295.64	MW	CX		
AP EFT 00021489	PCPROFFF	PC Professional Firefighter	01/28/26	234,702.38	MW	CX		
AP EFT 00021490	REHNASSO	REHN & ASSOCIATES	01/28/26	4,656.24	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	1,894,774.40	Number of EFTs Processed:	7
Total EPAYs	0.00	Number of EPAYs Processed:	0
S U B T O T A L	1,894,774.40		

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<b>COFFEE FUND (COFFFUND)</b>					
	2800/2601001	01/28/2026	2,601.51	JANUARY PAYROLL	001 23184
	2800/2601001	01/28/2026	2,183.49	JANUARY PAYROLL	101 23184
	<b>TOTAL FOR CHECK AP 00021485:</b>		4,785.00		
<b>FLOWER FUND (FLOWFUND)</b>					
	2802/2601001	01/28/2026	60.29	JANUARY PAYROLL	001 23184
	2802/2601001	01/28/2026	4.71	JANUARY PAYROLL	101 23184
	<b>TOTAL FOR CHECK AP 00021486:</b>		65.00		
<b>GFR PROF FIRE SERVICE ADMIN GU (GUILD)</b>					
	2304/2601001	01/28/2026	687.54	JANUARY PAYROLL	001 23162
	2304/2601001	01/28/2026	99.23	JANUARY PAYROLL	101 23162
	<b>TOTAL FOR CHECK AP 00021487:</b>		786.77		
<b>LOCAL 726 FIREFIGHTERS TRUST (LOCA726)</b>					
	1400/2601001	01/28/2026	759,740.77	JANUARY PAYROLL	001 23157
	1400/2601001	01/28/2026	828,394.66	JANUARY PAYROLL	101 23157
	1711/2601001	01/28/2026	182.24	JANUARY PAYROLL	001 23155
	2716/2601001	01/28/2026	1,307.25	JANUARY PAYROLL	001 23155
	2716/2601001	01/28/2026	678.83	JANUARY PAYROLL	101 23155
	2717/2601001	01/28/2026	61.39	JANUARY PAYROLL	101 23155
	2717/2601001	01/28/2026	118.23	JANUARY PAYROLL	001 23155
	<b>TOTAL FOR CHECK AP 00021484:</b>		1,590,483.37		
<b>NORTHWEST FIREFIGHTERS TRUST (NWFFT)</b>					
	1401/2601001	01/28/2026	54,359.50	JANUARY PAYROLL	001 23157
	1401/2601001	01/28/2026	4,936.14	JANUARY PAYROLL	101 23157
	<b>TOTAL FOR CHECK AP 00021488:</b>		59,295.64		
<b>PC PROFESSIONAL FIREFIGHTERS L (PCPROFFF)</b>					
	2300/2601001	01/28/2026	85,640.81	JANUARY PAYROLL	001 23160
	2300/2601001	01/28/2026	70,727.56	JANUARY PAYROLL	101 23160
	2303/2601001	01/28/2026	300.31	JANUARY PAYROLL	101 23160
	2303/2601001	01/28/2026	433.70	JANUARY PAYROLL	001 23160
	2440/2601001	01/28/2026	42,879.41	JANUARY PAYROLL	001 23160
	2440/2601001	01/28/2026	34,720.59	JANUARY PAYROLL	101 23160
	<b>TOTAL FOR CHECK AP 00021489:</b>		234,702.38		
<b>REHN &amp; ASSOCIATES (REHNASSO)</b>					
	1500/2601001	01/28/2026	49.52	JANUARY PAYROLL	001 23157
	1500/2601001	01/28/2026	16.98	JANUARY PAYROLL	101 23157
	2452/2601001	01/28/2026	586.12	JANUARY PAYROLL	101 23197
	2452/2601001	01/28/2026	1,470.22	JANUARY PAYROLL	001 23197
	2453/2601001	01/28/2026	1,774.09	JANUARY PAYROLL	001 23197
	2453/2601001	01/28/2026	759.31	JANUARY PAYROLL	101 23197
	<b>TOTAL FOR CHECK AP 00021490:</b>		4,656.24		
	<b>REPORT TOTAL:</b>		1,894,774.40		

Central Pierce SQL New 01/29/26 [BANK RECON REGISTER] BK REGISTER Page 2  
THU, JAN 29, 2026, 1:19 PM --req: VILL0716--leg: GL JL--loc: ONSITE---job:817219 J353----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
AP EFT	00021491	USBANKBU	US BANK NATIONAL ASSN	01/29/26	23.74	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	23.74	Number of EFTs Processed:	1
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L 23.74

**Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval**

**Start Date:** 01/29/2026  
**End Date:** 01/29/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>US BANK BUSINESS CARD (USBANKBU)</b>					
	PC.000.260125.9	01/29/2026	23.74	STN64 DRIVE IN PINS FOR CONCRE	3016049422 56241
<b>TOTAL FOR CHECK AP 00021491:</b>			23.74		
<b>REPORT TOTAL:</b>			23.74		

Central Pierce SQL New 01/29/26 [BANK RECON REGISTER] BK REGISTER Page 2  
 THU, JAN 29, 2026, 1:23 PM --req: VILL0716--leg: GL JL--loc: ONSITE---job:817225 J354-----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
AP EFT 00021492	DICK02040	ADAM DICKSON	01/29/26	302.76	MW	CX		
AP EFT 00021493	AMAZON	AMAZON CAPITAL SERVICES	01/29/26	3,453.42	MW	CX		
AP EFT 00021494	BATTEPLUS	Batteries Plus #245	01/29/26	593.89	MW	CX		
AP EFT 00021495	CATCENVI	CATCHALL ENVIRONMENTAL LLC	01/29/26	7,887.28	MW	CX		
AP EFT 00021496	CPFREFT	Central Pierce Fire & Rescu	01/29/26	527.49	MW	CX		
AP EFT 00021497	QWEST	CENTURYLINK COMMUNICATIONS	01/29/26	153.50	MW	CX		
AP EFT 00021498	CHRIINC	CHRISTENSEN INC	01/29/26	9,615.76	MW	CX		
AP EFT 00021499	CITYPUYA	CITY OF PUYALLUP	01/29/26	1,497.21	MW	CX		
AP EFT 00021500	CITYTREA	CITY OF TACOMA	01/29/26	5,401.21	MW	CX		
AP EFT 00021501	ROGUFITN	COULTER VENTURES LLC	01/29/26	2,402.93	MW	CX		
AP EFT 00021502	CUMMNW	CUMMINS INC.	01/29/26	815.65	MW	CX		
AP EFT 00021503	DSQULLC	D SQUARE ENERGY LLC	01/29/26	730.91	MW	CX		
AP EFT 00021504	DARKLPLUS	DARKHORSE EMERGENCY LP	01/29/26	119,712.19	MW	CX		
AP EFT 00021505	DUOSAFET	DUO-SAFETY LADDER CORPORATI	01/29/26	2,246.21	MW	CX		
AP EFT 00021506	ENTEHOLD	ENTERPRISE HOLDINGS INC	01/29/26	363.35	MW	CX		
AP EFT 00021507	VALLFREI	FREIGHTLINER NORTHWEST	01/29/26	1,176.01	MW	CX		
AP EFT 00021508	GRAIPART	Grainger Parts	01/29/26	3,278.79	MW	CX		
AP EFT 00021509	HUGHFIRE	HUGHES FIRE EQUIPMENT INC	01/29/26	864.10	MW	CX		
AP EFT 00021510	INSIPUBL	INSIGHT PUBLIC SECTOR, INC	01/29/26	1,353.34	MW	CX		
AP EFT 00021511	IMSALLI	JUSTICE FAMILY ENTERPRISES	01/29/26	115.63	MW	CX		
AP EFT 00021512	LNCURTIS	L.N. CURTIS & CURTIS	01/29/26	2,341.98	MW	CX		
AP EFT 00021513	LIFEASSI	LIFE-ASSIST INC	01/29/26	14,080.28	MW	CX		
AP EFT 00021514	LIONTOTA	LION TOTAL CARE INC	01/29/26	12,488.97	MW	CX		
AP EFT 00021515	LOWECOMP	LOWE'S COMPANIES	01/29/26	255.15	MW	CX		
AP EFT 00021516	MESIACQU	MES I ACQUISITION INC	01/29/26	831.67	MW	CX		
AP EFT 00021517	NWAIR2	NORTHWEST AIR & SAFETY LLC	01/29/26	2,890.80	MW	CX		
AP EFT 00021518	NWCASCAD	NW CASCADE, INC.	01/29/26	232.00	MW	CX		
AP EFT 00021519	PACIFENC	PACIFIC FENCE SPECIALISTS L	01/29/26	3,908.55	MW	CX		

Central Pierce SQL New 01/29/26 [BANK RECON REGISTER] BK REGISTER Page 3  
 THU, JAN 29, 2026, 1:23 PM --req: VILL0716--leg: GL JL--loc: ONSITE---job:817225 J354-----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
AP EFT	00021520	QWESCORP	QWEST CORPORATION	01/29/26	1,743.93	MW	CX	
AP EFT	00021521	RESCSOUR	RESCUE SOURCE GEAR	01/29/26	234.63	MW	CX	
AP EFT	00021522	ROMAQUI	ROM AQUISITION CORP	01/29/26	171.52	MW	CX	
AP EFT	00021523	SSTIREPU	S&S TIRE SERVICE INC	01/29/26	7,128.64	MW	CX	
AP EFT	00021524	SEATAUTO	SEATTLE AUTOMOTIVE DISTRIBU	01/29/26	578.11	MW	CX	
AP EFT	00021525	STANPART	Standard Parts Corp	01/29/26	237.67	MW	CX	
AP EFT	00021526	SUMMLAW	SUMMIT LAW GROUP	01/29/26	9,858.50	MW	CX	
AP EFT	00021527	SUMNLAWN	SUMNER LAWN 'N SAW	01/29/26	101.27	MW	CX	
AP EFT	00021528	TACOSCRE	Tacoma Screw Products Inc	01/29/26	858.22	MW	CX	
AP EFT	00021529	TERRBROW	TERRY A BROWN	01/29/26	5,754.63	MW	CX	
AP EFT	00021530	UNIFIRST	UNIFIRST CORPORATION	01/29/26	552.16	MW	CX	
AP EFT	00021531	UNITPARC	UNITED PARCEL SERVICE INC	01/29/26	113.37	MW	CX	
AP EFT	00021532	UNITSAFE	United Safety & Survivabili	01/29/26	4,915.52	MW	CX	
AP EFT	00021533	USBANKBU	US BANK NATIONAL ASSN	01/29/26	23,297.55	MW	CX	
AP EFT	00021534	VERIWIRE	VERIZON WIRELESS SERVICES L	01/29/26	10,451.44	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	265,518.19	Number of EFTs Processed:	43
Total EPAYS	0.00	Number of EPAYS Processed:	0

S U B T O T A L 265,518.19

**Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval**

**Start Date:** 01/29/2026

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>ADAM DICKSON (DICK02040)</b>					
	01282026A	01/28/2026	302.76	SAFETY TOE WORK BOOTS-CONTRACT 0016502265	52011
<b>TOTAL FOR CHECK AP 00021492:</b>					
<b>AMAZON CAPITAL SERVICES (AMAZON)</b>					
	13LK99FTY6DM	01/26/2026	453.50	CS BROTHER TN436BK TONER	0012052218 53101
	13LK99FTY6DM	01/26/2026	61.54	LABEL MAKER TAPE, BRT TZ231,	0016202250 53141
	13LK99FTY6DM	01/26/2026	23.11	PENCILS, #2 WOOD (BX/12)	0016202250 53141
	14L7X7TMF796	01/25/2026	22.03	ST40 OVEN MITTS	0016202250 53501
	16PGV61J1WCJ	01/26/2026	93.61	ST91 BATHROOM RUG	0016202250 53501
	16PGV61J1WCJ	01/26/2026	65.84	ST91 SHOWER CURTAIN	0016202250 53501
	17VCN7JXYTH1	01/26/2026	14.31	LOB EXTENSION CORD	0012042254 53501
	1DYY1XJYJCG4	01/28/2026	20.93	ST60 DOUBLE-SIDED TAPE	0016002250 53141
	1DYY1XJYJCG4	01/28/2026	11.10	ST60 UNIVERSAL HANDLE	0016202250 53501
	1DYY1XJYJCG4	01/28/2026	65.77	ST60 TIRE INFLATOR	0016202250 53501
	1H94YV19JTGN	01/10/2026	138.81	MILITARY TACTICAL BACKPACK	0012042254 53501
	1H94YV19JTGN	01/10/2026	81.63	CLOSE-TOP TOOL BAG	0012042254 53501
	1H94YV19JTGN	01/10/2026	113.88	FOLDING HAND TRUCK CART	0012042254 53501
	1H94YV19JTGN	01/10/2026	37.47	DUCT TAPE (ROLL)	0016202250 53141
	1H94YV19JTGN	01/10/2026	17.19	ELECTRICAL TAPE (ROLL)	0016202250 53141
	1H94YV19JTGN	01/10/2026	167.02	FLAG, POW/MIA 3'x5' (EACH)	0016202250 53141
	1H94YV19JTGN	01/10/2026	157.70	HEARING PROTECTION, EAR MUFFS	0016202250 53141
	1H94YV19JTGN	01/10/2026	313.08	MEGUIARS DETAILER HYPER-WASH	0016202250 53141
	1H94YV19JTGN	01/10/2026	77.69	DISPOSABLE EAR PLUGS	0016202250 53141
	1HT44PGH3H66	01/25/2026	156.58	SHOP DISPOSABLE GLOVES X-LARGE	0016502265 53141
	1HT44PGH3H66	01/25/2026	313.19	SHOP DISPOSABLE GLOVES LARGE	0016502265 53141
	1HT44PGH3H66	01/25/2026	156.59	SHOP DISPOSABLE GLOVES X-LARGE	0016502265 53141
	1HT44PGH3H66	01/25/2026	156.59	SHOP DISPOSABLE GLOVES MEDIUM	0016502265 53141
	1J6JXMR39RR4	01/22/2026	118.18	ST67 SYLVANIA TUBE LIGHT BULBS	0016202250 53141
	1J6JXMR39RR4	01/22/2026	52.84	ST63 VEVOR GARDEN HOSE	0016202250 53501
	1J6JXMR39RR4	01/22/2026	31.95	COMMERCIAL DUST MOP	0016502265 53501
	1J6JXMR39RR4	01/22/2026	33.62	FIBERGLASS WET MOP HANDLE	0016502265 53501
	1NFKCRTJ71TX	01/28/2026	16.51	LOB PACKING TAPE DISPENSER	0012042254 53501
	1NFKCRTJ71TX	01/28/2026	59.49	LOB BROOM W/ DUSTPAN	0012042254 53501
	1NFKCRTJ71TX	01/28/2026	119.31	TRAIN THERMAL LAMINATOR	0012302240 53101
	1NFKCRTJ71TX	01/28/2026	31.40	TRAIN 3-RING BINDER	0012302240 53141
	1NJXXKGKY7Q	01/27/2026	18.77	MAGNETIC PHONE CASE	0016202250 53501
	1VPTXXL3T9N	01/21/2026	38.15	SHOP KITCHEN WARE	0016502265 53501
	1Y44R3FW9XC	01/13/2026	214.04	LOG DEWALT SHOP VAC	0012042254 53501
<b>TOTAL FOR CHECK AP 00021493:</b>					
<b>BATTERIES PLUS #245 (BATTEPLUS)</b>					
	P89253600	01/28/2026	593.89	BATTERY C ALKALINE (EACH)	0016202250 53141
<b>TOTAL FOR CHECK AP 00021494:</b>					
<b>CATCHALL ENVIRONMENTAL (CATCENVI)</b>					
	196121	12/05/2025	5,423.53	ST67 STORMWATER SERVICE 12/25	0012042254 54801
	196121	12/05/2025	0.00	**PUBLIC WORKS**	0012042254 54801
	196122	12/05/2025	2,463.75	ST60 STORMWATER SERVICE 12/25	0012042254 54801

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
	196122	12/05/2025	0.00	**PUBLIC WORKS**	0012042254 54801
<b>TOTAL FOR CHECK AP 00021495:</b> <b>CHRISTENSEN INC (CHRIINC)</b>			7,887.28		
0813740IN	01/21/2026		1,596.70	#1003291 ST67 FUEL	0012042254 53201
0814173IN	01/22/2026		2,475.53	#1003291 ST60 FUEL	0012042254 53201
0815023IN	01/26/2026		1,997.30	#1003291 ST64 FUEL	0012042254 53201
0815032IN	01/24/2026		1,718.40	#1003291 ST69 FUEL	0012042254 53201
0815698IN	01/27/2026		1,861.49	#1003291 ST66 FUEL	0016202250 54731
800682CCM	01/20/2026		(3,289.23)	#1003291 ST72 FUEL	0012042254 53201
800682RDM	01/20/2026		3,281.17	#1003291 ST72 FUEL	0012042254 53201
801213CCM	01/20/2026		(1,301.15)	#1003291 ST64 FUEL	0012042254 53201
801213RDM	01/20/2026		1,298.15	#1003291 ST64 FUEL	0012042254 53201
802084CCM	01/20/2026		(2,017.72)	#1003291 ST61 FUEL	0012042254 53201
802084RDM	01/20/2026		2,012.82	#1003291 ST61 FUEL	0012042254 53201
803546CCM	01/20/2026		(1,214.19)	#1003291 ST67 FUEL	0012042254 53201
803546RDM	01/20/2026		1,211.22	#1003291 ST67 FUEL	0012042254 53201
804498CCM	01/20/2026		(2,585.55)	#1003291 ST69 FUEL	0012042254 53201
804498RDM	01/20/2026		2,579.33	#1003291 ST69 FUEL	0012042254 53201
804986CCM	01/20/2026		(1,677.62)	#1003291 ST71 FUEL	0012042254 53201
804986RDM	01/20/2026		1,673.59	#1003291 ST71 FUEL	0012042254 53201
805480CCM	01/20/2026		(1,864.37)	#1003291 ST61 FUEL	0012042254 53201
805480RDM	01/20/2026		1,859.89	#1003291 ST61 FUEL	0012042254 53201
<b>TOTAL FOR CHECK AP 00021498:</b> <b>CITY OF PUYALLUP (CITYPUYA)</b>			9,615.76		
2849	01/14/2026		2.00	EQUIPMENT/BUILDING LEASE 2026	0012042254 54911
41-260130	01/30/2026		41.54	#460195 ST41 01/2026 WATER	0016202250 54711
41-260130	01/30/2026		213.40	#460195 ST41 06/2025 SWR/STRMW	0016202250 54721
41-260130	01/30/2026		1.27	#460195 ST41 01/2026 LANDFILL	0016202250 54741
71-260130	01/30/2026		90.60	#050094 ST71 01/2026 WATER	0016202250 54711
71-260130	01/30/2026		487.86	#050094 ST71 01/26 SEWER/STORM	0016202250 54721
71-260130	01/30/2026		14.87	#050094 ST71 01/2026 LANDFILL	0016202250 54741
71I-260130	01/30/2026		25.61	#050095 ST71 01/2026 IRRIG	0016202250 54711
AB-260130	01/30/2026		41.54	#660630 AB 01/2026 WATER	0016202250 54711
AB-260130	01/30/2026		49.67	#660630 AB 05/2025 SEWER/STORM	0016202250 54721
AB-260130	01/30/2026		14.87	#660630 AB 1/2026 LANDFILL FEE	0016202250 54721
N73-260130	01/30/2026		19.90	#660460 N73 01/2026 WATER	0016202250 54711
N73-260130	01/30/2026		494.08	#660460 N73 01/2026 SWR/STRM	0016202250 54721
<b>TOTAL FOR CHECK AP 00021499:</b> <b>CITY TREASURER (CITYTREA)</b>			1,497.21		
60PC-260127	01/27/2026		3,506.50	#101016331 ST60 01/2026 ELECTR	0016202250 54731
66-260122	01/22/2026		1,445.19	#100221552 ST66 01/2026 ELECTR	0016202250 54731
68-260129	01/29/2026		449.52	#100364328 ST68 1/2026 WATER	0016202250 54711
<b>TOTAL FOR CHECK AP 00021500:</b> <b>CUMMINS NORTHWEST LLC (CUMMNW)</b>			5,401.21		
01260171185	01/21/2026		815.65	E21-3 FLYWHEEL LEAK REPAIR	0016502265 54820
<b>TOTAL FOR CHECK AP 00021502:</b>			815.65		

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>D SQUARE ENERGY LLC (DSQULLC)</b>					
	WO70294	01/16/2026	730.91	SG80-1, ST64 GENERATOR REPAIR	0012042254 54801
<b>TOTAL FOR CHECK AP 00021503:</b>					
			730.91		
<b>DARKHORSE EMERGENCY LP (DARKLPUS)</b>					
	INVEUS0081	01/01/2026	42,023.72	2026 DARKHORSE - CPFR	0012002210 54911
	INVEUS0081	01/01/2026	32,418.31	2026 DARKHORSE - PIERCE COUNTY	0012002210 54911
	INVEUS0081	01/01/2026	45,270.16	2026 RISK SOFTWARE	0012002210 54911
<b>TOTAL FOR CHECK AP 00021504:</b>					
			119,712.19		
<b>DUO SAFETY LADDER CORP (DUOSAFET)</b>					
	493990000	01/26/2026	2,246.21	24' LADDER/14' LADDER	0016502265 53501
<b>TOTAL FOR CHECK AP 00021505:</b>					
			2,246.21		
<b>ENTERPRISE HOLDINGS INC (ENTEHOLD)</b>					
	234QRZ	01/22/2026	363.35	TRUCK RENTAL, LOGS MOVING	0012042254 54502
<b>TOTAL FOR CHECK AP 00021506:</b>					
			363.35		
<b>GRAINGER PARTS (GRAIPART)</b>					
	9787949214	01/28/2026	3,278.79	PRINTER, DESKTOP, LOGS BLD A	0012042254 53501
<b>TOTAL FOR CHECK AP 00021508:</b>					
			3,278.79		
<b>HUGHES FIRE EQUIPMENT INC (HUGHFIRE)</b>					
	636494	01/28/2026	864.10	E07-1 COOLER PN 12694317	0016502265 53143
<b>TOTAL FOR CHECK AP 00021509:</b>					
			864.10		
<b>IMS ALLIANCE (IMSALLI)</b>					
	260271	01/21/2026	31.13	6-WHITE TAGS	0012042254 53141
	260342	01/27/2026	84.50	PASSPORT COLLECTOR	0012042254 53141
<b>TOTAL FOR CHECK AP 00021511:</b>					
			115.63		
<b>INSIGHT PUBLIC SECTOR, INC (INSIPUBL)</b>					
	1101354217	12/31/2025	1,353.34	MICROSOFT AZURE OVERAG 12/2026	0012102215 54813
<b>TOTAL FOR CHECK AP 00021510:</b>					
			1,353.34		
<b>L.N. CURTIS AND SONS (LNCURTIS)</b>					
	INV1030656	01/21/2026	341.71	E60 RED VINYL HALL RUNNER MAT	0016202250 53501
	INV1031160	01/22/2026	2,000.27	TOMAHAWK EXTRICATION RESC TOOL	0012042254 53501
<b>TOTAL FOR CHECK AP 00021512:</b>					
			2,341.98		
<b>LIFE-ASSIST INC (LIFEASSI)</b>					
	2044849	01/22/2026	690.62	02MAX BITRAC DISPOSABLE CPAP	1013402680 53141
	2053513	01/21/2026	380.85	I-GEL/KING AIRWAY, 4 ADULT (EA	1013402680 53141
	2053513	01/21/2026	44.96	ENDO TUBE, CUFFED, 7.0MM (EACH	1013402680 53141
	2053513	01/21/2026	67.44	ENDO TUBE, CUFFED, 7.5MM (EACH	1013402680 53141
	2053513	01/21/2026	38.61	ADHESIVE BANDAGES, 1"x3", CLOT	1013402680 53141
	2053513	01/21/2026	15.43	BIO BAG 12"x15" SMALL 5/ROLL	1013402680 53141
	2053513	01/21/2026	1,118.09	CHAIR TRANSPORT, EA	1013402680 53141
	2053513	01/21/2026	218.86	COLLAR, EXTRICATION, ADJUSTABL	1013402680 53141
	2053513	01/21/2026	1,216.17	ELECTRODE, PHYSIO QUICK-COMBO,	1013402680 53141
	2053513	01/21/2026	418.76	ELECTRODE, PHYSIO QUICK-COMBO,	1013402680 53141
	2053513	01/21/2026	806.22	BLOOD GLUCOSE TEST STRIPS (BOX	1013402680 53141
	2053513	01/21/2026	41.33	GASKET, O2 YOKE, BRASS/RUBBER	1013402680 53141

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
	2053513	01/21/2026	652.11	FILTERLINE SET, ADULT/PEDI (EA	1013402680 53141
	2053515	01/21/2026	440.00	IV ADMIN SET, 10 DROP (EACH)	1013402680 53151
	2053515	01/21/2026	168.96	SODIUM CHLORIDE .09% 100ML BAG	1013402680 53151
	2053515	01/21/2026	113.76	DEXTROSE 25% 250ML BAG	1013402680 53151
	2053515	01/21/2026	174.96	SODIUM CHLORIDE, INJECTION, 25	1013402680 53151
	2055016	01/23/2026	213.04	GERMICIDAL SUPER SANI WIPES -	1013402680 53141
	2055016	01/23/2026	66.12	UNDERPADS, 23"x36" (EACH)	1013402680 53141
	2055016	01/23/2026	6,911.74	MEGAMOVER TRANSPORT UNIT (EA)	1013402680 53141
	2055016	01/23/2026	49.19	HOT PACK (EACH)	1013402680 53141
	2055016	01/23/2026	178.79	BVM (BAG VALVE MASK), PEDI/TOD	1013402680 53141
	2055016	01/23/2026	25.07	THERMOMETER, RECTAL (EACH)	1013402680 53141
	2055016	01/23/2026	25.07	THERMOMETER, ORAL (EACH)	1013402680 53141
	2055016	01/23/2026	4.13	BULB SYRINGE, 2OZ	1013402680 53141
<b>TOTAL FOR CHECK AP 00021513:</b>				<b>14,080.28</b>	
<b>LION TOTAL CARE, INC (LIONTOTA)</b>					
	300050433	01/13/2026	12,488.97	PPE CLEANING & REPAIR 01/2026	0012042254 54814
<b>TOTAL FOR CHECK AP 00021514:</b>				<b>12,488.97</b>	
<b>LOWE'S COMPANIES (LOWECOMP)</b>					
	81412	01/28/2026	187.21	SATIN BASE INTERIOR PAINT	0014002230 53501
	82260	01/13/2026	67.94	15-AMP 125-VOLT LIGHTED PLUG	0012052218 53501
<b>TOTAL FOR CHECK AP 00021515:</b>				<b>255.15</b>	
<b>MES I ACQUISITION INC (MESIACQU)</b>					
	IN2426928	01/26/2026	831.67	R66/E91 ASAP LOCK AXESS KIT	0013302685 53501
<b>TOTAL FOR CHECK AP 00021516:</b>				<b>831.67</b>	
<b>NORTHWEST AIR &amp; SAFETY LLC (NWAIR2)</b>					
	1220	12/31/2025	2,890.80	2025 4TH QTR AIR SAMPLES SCBA	0012042254 54815
<b>TOTAL FOR CHECK AP 00021517:</b>				<b>2,890.80</b>	
<b>NW CASCADE INC (NWCASCAD)</b>					
	0555340500	01/19/2026	116.00	HONEY BUCKET SVC 2/2026	0012042254 54502
	0555348981	01/23/2026	116.00	HONEY BUCKET FOR ST. 64 MAINTEN	0012042254 54502
<b>TOTAL FOR CHECK AP 00021518:</b>				<b>232.00</b>	
<b>PACIFIC FENCE SPECIALISTS LLC (PACIFENC)</b>					
	65440	01/21/2026	3,908.55	ST69 2 GATE REPLACEMENTS	0012042254 54801
	65440	01/21/2026	0.00	PUBLIC WORKS	0012042254 54801
<b>TOTAL FOR CHECK AP 00021519:</b>				<b>3,908.55</b>	
<b>PIERCE COUNTY FIRE PROT. DIST. (CPFREFT)</b>					
	11347863	01/28/2026	23.12	DUAL RATCHET HANDLE #83V10283-	0016502265 53143
	260271	01/21/2026	3.18	6-WHITE TAGS	0012042254 53141
	260342	01/27/2026	8.62	PASSPORT COLLECTOR	0012042254 53141
	493990000	01/26/2026	226.87	24' LADDER/14' LADDER	0016502265 53501
	PC.000.260125.9	01/29/2026	68.65	COONAN K FDIC REGISTRATION 26	0012302240 54921
	PC.000.260225.1	01/29/2026	50.49	SMITH R FDIC CLASS REG 2026	0012302240 54921
	PC.000.260225.1	01/29/2026	50.49	COONAN K FDIC CLASSES 495	0012302240 54921
	PC.000.260225.1	01/29/2026	68.65	SMITH R FDIC REGISTRATION 26	0012302240 54921
	PC.230.260125.1	01/29/2026	10.10	SHRM-SCP CERT EXAM WEBINAR	0012032213 54921

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	ROM000222168	11/04/2025	17.32	GE09-2 DOOR PARTS	0016502265 53143
<b>TOTAL FOR CHECK AP 00021496:</b>			527.49		
<b>QWEST COMMUNICATIONS COMPANY LL (QWEST)</b>					
	01212026	01/21/2026	153.50	#471687197 OVFR 01/2026 PHONES	0012102215 54202
<b>TOTAL FOR CHECK AP 00021497:</b>			153.50		
<b>QWEST CORPORATION (QWESCORP)</b>					
	260123	01/23/2026	1,175.64	#333630110 GFR 01/2026 SVC	0012102215 54202
	96-260115	01/15/2026	568.29	#410778484 ST96 01/2026 SVC	0012102215 54202
<b>TOTAL FOR CHECK AP 00021520:</b>			1,743.93		
<b>RESCUE SOURCE GEAR (RESCSOUR)</b>					
	138945	01/20/2026	176.87	WR MUSTANG RAPID REPAIR TOOL K	0013252685 53501
	138945	01/20/2026	57.76	FREIGHT - REPAIR TOOL KIT	0013252685 53501
<b>TOTAL FOR CHECK AP 00021521:</b>			234.63		
<b>ROGUE FITNESS (ROGUFITN)</b>					
	13945098	01/20/2026	192.63	HW/91 HG BUMPER 45LB	0012552210 53501
	13945098	01/20/2026	376.88	HW/67 TRAINING BAR	0012552210 53501
	13945098	01/20/2026	51.84	HW/91 ECHO SLAM BALL 15LBS	0012552210 53501
	13945098	01/20/2026	43.97	HW/AOC TRICEP ROPE ATTACHMENT	0012552210 53501
	13945098	01/20/2026	243.76	HW/66 VERTICAL PLATE TREE	0012552210 53501
	13945098	01/20/2026	800.47	HW/67 3-TIER STORAGE SYSTEM	0012552210 53501
	13945098	01/20/2026	137.75	HW/60A FLAT PACK GAMES BOX	0012552210 53501
	13945098	01/20/2026	555.63	SHIPPING -ROGUE FITNESS EQUIPM	0012552210 53501
<b>TOTAL FOR CHECK AP 00021501:</b>			2,402.93		
<b>ROM AQUISITION CORP (ROMAQUI)</b>					
	ROM000222168	11/04/2025	171.52	GE09-2 DOOR PARTS	0016502265 53143
<b>TOTAL FOR CHECK AP 00021522:</b>			171.52		
<b>S&amp;S TIRE (SSTIREPU)</b>					
	1173115	01/26/2026	71.18	OVU21-1 REPLACE TPMS SENSORS	0016502265 54820
	1173259	01/26/2026	708.40	GU08-3 NEW TIRES	0016502265 54820
	1173495	01/20/2026	1,052.20	GM24-1 FRONT TIRES	0016502265 54820
	1173536	01/27/2026	54.75	M17-2 FLAT REPAIR	0016502265 53143
	1173613	01/26/2026	5,177.56	L21-1 8 DRIVE TIRES/SWAP OVER	0016502265 54820
	1173694	01/27/2026	64.55	GM16-4 FLAT REPAIR	0016502265 53143
<b>TOTAL FOR CHECK AP 00021523:</b>			7,128.64		
<b>SEATTLE AUTOMOTIVE DISTRIBUTIN (SEATAUTO)</b>					
	S210580876	01/27/2026	285.13	683 REAR BRAKE PADS AND ROTORS	0016502265 53143
	S210584129	01/28/2026	292.98	683 REAR PAD/ROTORS BRF1383 AN	0016502265 53143
<b>TOTAL FOR CHECK AP 00021524:</b>			578.11		
<b>STANDARD PARTS CORP (STANPART)</b>					
	320656	01/21/2026	14.39	GME24-1 HYDRAULIC FILTER	0016502265 53142
	320656	01/21/2026	124.18	GM24-1 MOTOR OIL (4) 20W50 10W	0016502265 53181
	320961	01/22/2026	66.74	STOCK 109995 PURGE VALVE KIT	0016502265 53143
	321518	01/27/2026	32.36	683 TRANS FILTER AND GASKET	0016502265 53143
<b>TOTAL FOR CHECK AP 00021525:</b>			237.67		
<b>SUMMIT LAW GROUP (SUMMLAW)</b>					

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	169112	12/31/2025	9,858.50	LEGAL SERVICES IN DEC 2025	0012032213 54151
<b>TOTAL FOR CHECK AP 00021526:</b>			9,858.50		
<b>SUMNER LAWN 'N SAW (SUMNLAWN)</b>					
	161668	01/21/2026	101.27	GME24-1 FILTERS	0016502265 53142
<b>TOTAL FOR CHECK AP 00021527:</b>			101.27		
<b>TACOMA SCREW PRODUCTS INC (TACOSCRE)</b>					
	30001603300	01/26/2026	707.10	CABLE TIES, NUTS, BRAKE CLEAN,	0016502265 53141
	30001642600	01/26/2026	83.15	GLASS CLEANER, SHOP SUPPLIES	0016502265 53141
	30001642700	01/26/2026	67.97	GE17-1 TORQUE ARM NUT/BOLTS	0016502265 53143
<b>TOTAL FOR CHECK AP 00021528:</b>			858.22		
<b>TERRY A BROWN (TERRBROW)</b>					
	02012026	02/01/2026	754.63	02/2026 NNN -SHARED EXPENSES	0016522265 54911
	02012026	02/01/2026	5,000.00	BLDG-A LEASE 02/2026	0016529122 57000
<b>TOTAL FOR CHECK AP 00021529:</b>			5,754.63		
<b>UNIFIRST CORPORATION (UNIFIRST)</b>					
	2220281974	01/21/2026	276.08	JAN21 SHOP UNIFORMS/RUGS	0016502265 54931
	2220283931	01/28/2026	276.08	JAN-28 SHOP UNIFORMS/RUGS	0016502265 54931
<b>TOTAL FOR CHECK AP 00021530:</b>			552.16		
<b>UNITED PARCEL SERVICE (UNITPARC)</b>					
	00005Y5731046	01/24/2026	18.54	FRT OUT TORNBERG	0012002210 54221
	00005Y5731046	01/24/2026	73.98	SHIP JAFFREY TO TFT FOR REPAIR	0012042254 54221
	00005Y5731046	01/24/2026	20.85	RETURN (4) GSS6299UC GAS SPRIN	0012042254 54221
<b>TOTAL FOR CHECK AP 00021531:</b>			113.37		
<b>UNITED SAFETY &amp; SURVIVABILITY (UNITSAFE)</b>					
	11347409	01/15/2026	4,686.65	REPLACEMENT SEATS, STOCK	0016502265 53143
	11347863	01/28/2026	228.87	DUAL RATCHET HANDLE #83V10283-	0016502265 53143
<b>TOTAL FOR CHECK AP 00021532:</b>			4,915.52		
<b>US BANK BUSINESS CARD (USBANKBU)</b>					
	PC.000.251125.D	12/31/2025	10.72	FUEL FOR JET 40	0012042254 53201
	PC.000.251225.9	12/31/2025	744.80	VILLA S ACCT 202 PAYMENT	0012012211 54921
	PC.000.260125.9	01/29/2026	4,740.00	2026 NW LEADERSHIP SEMINAR REG	0011001100 54921
	PC.000.260125.9	01/29/2026	48.72	POST NET RECEIPT 48.72	0012002210 54221
	PC.000.260125.9	01/29/2026	250.08	W2 FORMS AND ENVELOPES	0012012211 53101
	PC.000.260125.9	01/29/2026	13.20	Station 68 dishwasher.	0012042254 53142
	PC.000.260125.9	01/29/2026	54.51	LOGS STAPLE GUN	0012042254 53146
	PC.000.260125.9	01/29/2026	64.71	station 67 lighting.	0012042254 53146
	PC.000.260125.9	01/29/2026	110.63	lighting station 67.	0012042254 53146
	PC.000.260125.9	01/29/2026	492.59	Shore power for station 64.	0012042254 53146
	PC.000.260125.9	01/29/2026	78.02	MOLD PAINT KILLS AND SUPPLIES	0012042254 53146
	PC.000.260125.9	01/29/2026	83.29	DRYWALL SUPPL's	0012042254 53146
	PC.000.260125.9	01/29/2026	218.20	WHITE BOARD SIDING	0012042254 53146
	PC.000.260125.9	01/29/2026	235.40	PRIMER AND SUPPLS	0012042254 53146
	PC.000.260125.9	01/29/2026	10.98	drain pipe fittings	0012042254 53146
	PC.000.260125.9	01/29/2026	17.48	drain pipe fittings	0012042254 53146
	PC.000.260125.9	01/29/2026	21.77	pipe fittings	0012042254 53146

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	PC.000.260125.9	01/29/2026	21.79	pipe fittings	0012042254 53146
	PC.000.260125.9	01/29/2026	24.08	pipe fittings	0012042254 53146
	PC.000.260125.9	01/29/2026	25.14	Drain Cleaner/Silicone Lube	0012042254 53146
	PC.000.260125.9	01/29/2026	28.64	Retro Can Light	0012042254 53146
	PC.000.260125.9	01/29/2026	36.09	Drain Cleaner	0012042254 53146
	PC.000.260125.9	01/29/2026	427.86	LOGS TOOL BOXES	0012042254 53501
	PC.000.260125.9	01/29/2026	384.59	LOGS STAPLE GUN	0012042254 53501
	PC.000.260125.9	01/29/2026	385.00	BERNISON J BLUE CARD 385.00	0012302240 54921
	PC.000.260125.9	01/29/2026	50.00	MARTINAZZI REGISTRATION 50	0012302240 54921
	PC.000.260125.9	01/29/2026	50.00	COX L REGISTRATION 50	0012302240 54921
	PC.000.260125.9	01/29/2026	385.00	RICE A BLUE CARD ONLINE 385	0012302240 54921
	PC.000.260125.9	01/29/2026	673.00	COONAN K FDIC REGISTRATION 26	0012302240 54921
	PC.000.260125.9	01/29/2026	770.00	COX L BROWN L BLUE CARD ONLINE	0012302240 54921
	PC.000.260125.9	01/29/2026	352.48	STENSTROM B AIRFARE 352.48	0014002230 54341
	PC.000.260125.9	01/29/2026	99.00	GSM Association Membership	0014002230 54901
	PC.000.260125.9	01/29/2026	24.50	CO FACEBOOK AD	0018112230 54111
	PC.000.260125.9	01/29/2026	132.10	BLUE CARD CLASS FOOD 132.10	1013402680 53171
	PC.000.260125.9	01/29/2026	132.10	BLUE CARD CLASS FOOD 132.10	1013402680 53171
	PC.000.260125.9	01/29/2026	1,641.41	RISE 360 SUBSCRIPTION	1013402680 54902
	PC.000.260225.1	01/29/2026	44.07	Fuel Hose	0012042254 53142
	PC.000.260225.1	01/29/2026	131.06	dorm lighting station 67.	0012042254 53146
	PC.000.260225.1	01/29/2026	24.22	Retro Can Light	0012042254 53146
	PC.000.260225.1	01/29/2026	25.87	Dimmer Switch	0012042254 53146
	PC.000.260225.1	01/29/2026	38.33	LOG LANDFILL FEES	0012042254 54741
	PC.000.260225.1	01/29/2026	495.00	SMITH R FDIC CLASS REG 2026	0012302240 54921
	PC.000.260225.1	01/29/2026	495.00	COONAN K FDIC CLASSES 495	0012302240 54921
	PC.000.260225.1	01/29/2026	673.00	SMITH R FDIC REGISTRATION 26	0012302240 54921
	PC.000.260225.1	01/29/2026	1.70	FACEBOOK AD - MECHANIC	0014002230 54111
	PC.000.260225.1	01/29/2026	56.44	4402-A SWITCH, SET STOCK	0016502265 53143
	PC.200.260125.3	01/29/2026	22.98	STAMPS.COM MONTHLY CHARGE	0012002210 54221
	PC.200.260125.3	01/29/2026	148.00	STAMPS.COM POSTAGE PURCHASE	0012002210 54221
	PC.200.260125.3	01/29/2026	296.00	STAMPS.COM POSTAGE PURCHASE	0012002210 54221
	PC.201.260225.1	01/29/2026	50.00	ROBACKER 2026 WPTA MEMBERSHIP	0012012211 54901
	PC.203.260125.4	01/29/2026	292.60	Record Request from Archives	0012032213 54191
	PC.203.260125.4	01/29/2026	299.00	SHRM Annual Membership	0012032213 54901
	PC.203.260125.4	01/29/2026	1,657.62	SHRM Certification	0012032213 54921
	PC.203.260225.1	01/29/2026	22.02	Monthly ChatGPT Subscription	0012032213 54902
	PC.204.251225.6	12/31/2025	143.70	ML MATADOR ROGUE	0012552210 53501
	PC.230.260125.1	01/29/2026	99.00	SHRM-SCP CERT EXAM WEBINAR	0012032213 54921
	PC.230.260125.1	01/29/2026	1,423.64	SHRM-SCP CERTIFICATION LMS AND	0012032213 54921
	PC.230.260225.1	01/29/2026	22.02	OPEN AI CHATGPT	0012032213 54902
	PC.340.260125.1	01/29/2026	3,998.40	PALS RENEWALS Q1 2026	1013402680 54922
<b>TOTAL FOR CHECK AP 00021533:</b>			23,297.55		
<b>VALLEY FREIGHTLINER INC (VALLFREI)</b>					
	PC30185026501	01/20/2026	233.01	M19-3 PN#5367847 Integrated W	0016502265 53143
	PC30185088702	01/23/2026	46.43	M19-3 OIL DRAIN TUBE 5255740	0016502265 53143

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	PC30185215701	01/27/2026	896.57	ES COOLANT/ 530360 FILTER	0016502265 53143
<b>TOTAL FOR CHECK AP 00021507:</b>			1,176.01		
<b>VERIZON WIRELESS (VERIWIRE)</b>					
	6134123110	01/21/2026	3,653.75	#74200269700001 01/2026 PHONES	0012102215 54202
	6134123111	01/21/2026	3,680.46	#74200269700002 01/2026 PHONES	0012102215 54202
	6134123112	01/21/2026	398.04	#74200269700004 01/2026 PHONES	0012102215 54202
	6134123113	01/21/2026	211.23	#74200269700005 01/2026 PHONES	0012102215 54202
	6134123115	01/21/2026	2,507.96	#74200269700010 01/2026 PHONES	0012102215 54202
<b>TOTAL FOR CHECK AP 00021534:</b>			10,451.44		
<b>REPORT TOTAL:</b>			265,518.19		

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074477	ABSH01160	ABSHER, KATIE	01/30/26	4,329.24	MW	IS	PA	
EF CHK 00074478	AGUI01190	AGUIRRE JR, FIDENCIO	01/30/26	12,898.69	MW	IS	PA	
EF CHK 00074479	ALLE07110	ALLEN, ERIC M	01/30/26	3,426.90	MW	IS	PA	
EF CHK 00074480	ALLW11200	ALLWINE, TYLER F	01/30/26	8,633.26	MW	IS	PA	
EF CHK 00074481	AMPE01210	AMPE, MICHAEL G	01/30/26	54.05	MW	IS	PA	
EF CHK 00074482	ANDE08020	ANDERSEN, DARWIN A	01/30/26	9,963.70	MW	IS	PA	
EF CHK 00074483	ANDE05150	ANDERSON, ERIC R	01/30/26	10,971.00	MW	IS	PA	
EF CHK 00074484	ANDE04300	ANDERSON, SEAN M	01/30/26	7,246.07	MW	IS	PA	
EF CHK 00074485	ANTO03010	ANTONSON, DYLAN T	01/30/26	8,340.19	MW	IS	PA	
EF CHK 00074486	ARON10160	ARONOW, CHRISTIAN A	01/30/26	28,904.62	MW	IS	PA	
EF CHK 00074487	AUSE05040	AUSENHUS, LUKE	01/30/26	14,931.58	MW	IS	PA	
EF CHK 00074488	AUVI12010	AUVIL, MICHAEL E	01/30/26	17,754.20	MW	IS	PA	
EF CHK 00074489	BACA02140	BACA, JOHN	01/30/26	11,230.57	MW	IS	PA	
EF CHK 00074490	BAKE11280	BAKER, WILLIAM D	01/30/26	12,256.95	MW	IS	PA	
EF CHK 00074491	BALE11180	BALES, RANDALL J	01/30/26	23,130.70	MW	IS	PA	
EF CHK 00074492	BAMF03010	BAMFORD, DANIEL E	01/30/26	14,696.30	MW	IS	PA	
EF CHK 00074493	BARN05210	BARNES, AUSTIN T	01/30/26	16,682.35	MW	IS	PA	
EF CHK 00074494	BARS08130	BARSTOW, RUSSELL	01/30/26	438.65	MW	IS	PA	
EF CHK 00074495	BART02050	BARTROFF, KALE B	01/30/26	11,349.10	MW	IS	PA	
EF CHK 00074496	BAUG09050	BAUGH, RYAN S	01/30/26	15,410.72	MW	IS	PA	
EF CHK 00074497	BAUM12030	BAUMGARDNER, ERIC A	01/30/26	9,346.02	MW	IS	PA	
EF CHK 00074498	BEAL12070	BEAL, MARC J	01/30/26	9,952.72	MW	IS	PA	
EF CHK 00074499	BEAU03040	BEAUCHAMP, JOHN ROBERT	01/30/26	9,134.35	MW	IS	PA	
EF CHK 00074500	BEAU05190	BEAUSOLEIL, KEVIN	01/30/26	9,219.29	MW	IS	PA	
EF CHK 00074501	BEEN06250	BEENE, DYLAN C	01/30/26	11,858.84	MW	IS	PA	
EF CHK 00074502	BELL04200	BELLERIVE, JASON	01/30/26	292.44	MW	IS	PA	
EF CHK 00074503	BELL06020	BELLERIVE, ROGER M	01/30/26	5,287.79	MW	IS	PA	
EF CHK 00074504	BENN09190	BENNING, DALE R	01/30/26	29,574.02	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074505	BENN09240	BENNING, DAVID M	01/30/26	12,406.46	MW	IS	PA	
EF CHK 00074506	BENN08280	BENNING, TYLER I	01/30/26	10,311.11	MW	IS	PA	
EF CHK 00074507	BENS02130	BENSON, ADAM P	01/30/26	4,790.33	MW	IS	PA	
EF CHK 00074508	BERD04150	BERDAN, KEVIN M	01/30/26	19,141.51	MW	IS	PA	
EF CHK 00074509	BERD11180	BERDAN, SCOTT R	01/30/26	25,377.43	MW	IS	PA	
EF CHK 00074510	BERN05110	BERNISON, JAMES	01/30/26	21,045.67	MW	IS	PA	
EF CHK 00074511	BERR12170	BERRY, PIERCE	01/30/26	18,905.00	MW	IS	PA	
EF CHK 00074512	BEST07180	BEST, BLUE J	01/30/26	12,531.58	MW	IS	PA	
EF CHK 00074513	BICE09240	BICE, JACOB E	01/30/26	6,612.50	MW	IS	PA	
EF CHK 00074514	BIGE11200	BIGELOW, GIANI D	01/30/26	7,616.71	MW	IS	PA	
EF CHK 00074515	BISH08130	BISHOP, KYLEE C	01/30/26	9,373.51	MW	IS	PA	
EF CHK 00074516	BLAC11240	BLACK, MATTHEW D	01/30/26	20,979.40	MW	IS	PA	
EF CHK 00074517	BODE08040	BODE, TYLER	01/30/26	11,311.52	MW	IS	PA	
EF CHK 00074518	BONE11020	BONE, BRIDGETT C	01/30/26	6,006.22	MW	IS	PA	
EF CHK 00074519	BOTT11130	BOTTENBERG, JACKSON	01/30/26	8,656.12	MW	IS	PA	
EF CHK 00074520	BOUC09170	BOUCHARD, JOSEPH R	01/30/26	37,011.83	MW	IS	PA	
EF CHK 00074521	BOYL04180	BOYLE, AARON	01/30/26	5,425.29	MW	IS	PA	
EF CHK 00074522	BOYL01120	BOYLE, TREVOR D	01/30/26	17,225.28	MW	IS	PA	
EF CHK 00074523	BRAG02260	BRAGG, DAVID B	01/30/26	13,585.08	MW	IS	PA	
EF CHK 00074524	BRIZ10180	BRIZENDINE, JACK R	01/30/26	12,135.95	MW	IS	PA	
EF CHK 00074525	BROG01220	BROGAN, KEITH STINSON	01/30/26	13,158.49	MW	IS	PA	
EF CHK 00074526	BRON03130	BRONOSKE, MATTHEW J	01/30/26	17,686.74	MW	IS	PA	
EF CHK 00074527	BROW04140	BROWN, JASON B	01/30/26	7,003.22	MW	IS	PA	
EF CHK 00074528	BROW04280	BROWN, JASON K	01/30/26	14,837.89	MW	IS	PA	
EF CHK 00074529	BROW08210	BROWN, JONATHAN	01/30/26	16,922.91	MW	IS	PA	
EF CHK 00074530	BROW11160	BROWN, LANE	01/30/26	13,463.53	MW	IS	PA	
EF CHK 00074531	BROW03260	BROWN, TYLER T	01/30/26	19,016.46	MW	IS	PA	
EF CHK 00074532	BRUN10060	BRUNTON, CHAD	01/30/26	9,590.94	MW	IS	PA	

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EF CHK 00074533	BRYA08020	BRYAN, QUENTIN L	01/30/26	15,708.17	MW	IS	PA	
EF CHK 00074534	BUDD09160	BUDD, BRIAN W	01/30/26	20,268.12	MW	IS	PA	
EF CHK 00074535	BURG09220	BURGOS, JONATHAN	01/30/26	11,985.33	MW	IS	PA	
EF CHK 00074536	BURK07120	BURKE, RYAN K	01/30/26	13,461.42	MW	IS	PA	
EF CHK 00074537	BUTL12200	BUTLER, BRANDON J	01/30/26	8,720.15	MW	IS	PA	
EF CHK 00074538	BUTT08220	BUTTZ, MARGARET	01/30/26	97.16	MW	IS	PA	
EF CHK 00074539	BYKE03270	BYKERK, CHAD	01/30/26	209.59	MW	IS	PA	
EF CHK 00074540	BONE04020	Bonea, Jared R	01/30/26	21,677.34	MW	IS	PA	
EF CHK 00074541	CABL08140	CABLE, JEFFREY P	01/30/26	19,638.51	MW	IS	PA	
EF CHK 00074542	CABL02060	CABLE, MICHAEL A	01/30/26	10,738.49	MW	IS	PA	
EF CHK 00074543	CALD12300	CALDIER, BRIAN L	01/30/26	21,479.02	MW	IS	PA	
EF CHK 00074544	CALL12300	CALLIHAM, ERIC M	01/30/26	5,243.73	MW	IS	PA	
EF CHK 00074545	CAMP04240	CAMPBELL, JEFFERY	01/30/26	27,884.28	MW	IS	PA	
EF CHK 00074546	CAMP07240	CAMPBELL, MEGAN	01/30/26	5,341.42	MW	IS	PA	
EF CHK 00074547	CANT03260	CANTU, SANTOS J	01/30/26	18,369.80	MW	IS	PA	
EF CHK 00074548	CAPI04110	CAPITO, FAITH	01/30/26	4,927.18	MW	IS	PA	
EF CHK 00074549	CARA12110	CARAMANDI, DUSTIN T	01/30/26	12,568.73	MW	IS	PA	
EF CHK 00074550	CARL01060	CARLSON, JACOB	01/30/26	8,906.01	MW	IS	PA	
EF CHK 00074551	CARO09080	CAROLAN, CALEB P	01/30/26	15,869.25	MW	IS	PA	
EF CHK 00074552	CARR10110	CARRIGAN, CHRISTOPHER M	01/30/26	13,925.82	MW	IS	PA	
EF CHK 00074553	CARS11100	CARSON, ANDREW	01/30/26	6,764.50	MW	IS	PA	
EF CHK 00074554	CART07070	CARTER-HOSKINSON, STEPHANY	01/30/26	14,161.47	MW	IS	PA	
EF CHK 00074555	CAVE08110	CAVERLY, JONATHAN	01/30/26	593.80	MW	IS	PA	
EF CHK 00074556	CENT10050	CENTEN, JACOB A	01/30/26	7,657.96	MW	IS	PA	
EF CHK 00074557	CERM04190	CERMAK, ZACHARY C	01/30/26	15,833.41	MW	IS	PA	
EF CHK 00074558	CERR03070	CERRILLO, MASON	01/30/26	10,317.27	MW	IS	PA	
EF CHK 00074559	CHIL01100	CHILDEARS, TREVOR R	01/30/26	9,711.90	MW	IS	PA	
EF CHK 00074560	CHIV10030	CHIVINGTON, JEREMY	01/30/26	6,640.53	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074561	CHRI04250	CHRISTIANSON, BRYAN D	01/30/26	16,874.96	MW	IS	PA	
EF CHK 00074562	CIEP05270	CIEPLIK, JINA C	01/30/26	5,469.84	MW	IS	PA	
EF CHK 00074563	CLAR02010	CLARK, ANDREW	01/30/26	9,609.49	MW	IS	PA	
EF CHK 00074564	CLAR10100	CLARK, JORDAN P	01/30/26	15,945.04	MW	IS	PA	
EF CHK 00074565	CLAY08290	CLAYTON, MARK E	01/30/26	14,289.78	MW	IS	PA	
EF CHK 00074566	CLIN02260	CLINE, BRANDON RYEE	01/30/26	12,647.38	MW	IS	PA	
EF CHK 00074567	CLIN08080	CLINE, JOSHUA T	01/30/26	5,752.71	MW	IS	PA	
EF CHK 00074568	COBU10210	COBUN, JACOB C	01/30/26	15,138.36	MW	IS	PA	
EF CHK 00074569	COFF10070	COFFEY, JOSEPH B	01/30/26	12,333.18	MW	IS	PA	
EF CHK 00074570	COKL05160	COKL, ERICK M	01/30/26	14,384.17	MW	IS	PA	
EF CHK 00074571	COLE01210	COLEMAN, ALEC	01/30/26	15,349.22	MW	IS	PA	
EF CHK 00074572	COOK06160	COOK, ANGELA	01/30/26	7,497.59	MW	IS	PA	
EF CHK 00074573	COON03230	COONAN, KYLE	01/30/26	14,564.50	MW	IS	PA	
EF CHK 00074574	CORA04150	CORAK, JOHN D	01/30/26	15,406.82	MW	IS	PA	
EF CHK 00074575	COTT10310	COTTER, KENDALL J	01/30/26	7,467.40	MW	IS	PA	
EF CHK 00074576	COUR06190	COURTNEY, LUKE P	01/30/26	14,075.06	MW	IS	PA	
EF CHK 00074577	COX09010	COX, LAUREN	01/30/26	10,484.70	MW	IS	PA	
EF CHK 00074578	CRAF04130	CRAFT JR, RICHARD	01/30/26	14,581.90	MW	IS	PA	
EF CHK 00074579	CRAI04100	CRAIG, CHRISTOPHER T	01/30/26	14,030.53	MW	IS	PA	
EF CHK 00074580	CUNN06090	CUNNINGHAM, LEAH N	01/30/26	13,107.06	MW	IS	PA	
EF CHK 00074581	CURN11150	CURNUTT, DANIEL G	01/30/26	19,727.05	MW	IS	PA	
EF CHK 00074582	CURR11200	CURRIE, MATTHEW A	01/30/26	13,748.12	MW	IS	PA	
EF CHK 00074583	CUTH08310	CUTHBERT, SHAUN D	01/30/26	12,197.11	MW	IS	PA	
EF CHK 00074584	CUTR01230	CUTRIGHT, DAWSON	01/30/26	19,778.41	MW	IS	PA	
EF CHK 00074585	DLEN03030	D'LEN, JILL LEANNE	01/30/26	7,965.14	MW	IS	PA	
EF CHK 00074586	DLEN11240	D'LEN, ZACHARIAH P	01/30/26	15,638.88	MW	IS	PA	
EF CHK 00074587	DALY05110	DALY, PATRICK J	01/30/26	10,367.51	MW	IS	PA	
EF CHK 00074588	DANE11090	DANEKER, JASON E	01/30/26	7,778.59	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074589	DANN02160	DANNAT, ARLENE M	01/30/26	534.86	MW	IS	PA	
EF CHK 00074590	DAVI01210	DAVIS, JACOB R	01/30/26	13,462.07	MW	IS	PA	
EF CHK 00074591	DAVI04010	DAVISON, JEFFERY A	01/30/26	32,870.49	MW	IS	PA	
EF CHK 00074592	DEES05300	DEESE, SPENCER	01/30/26	16,366.04	MW	IS	PA	
EF CHK 00074593	DEGA09060	DEGAGNE, JUSTIN DENNIS	01/30/26	10,789.85	MW	IS	PA	
EF CHK 00074594	DEMO01160	DEMOTT, JASON R	01/30/26	9,978.32	MW	IS	PA	
EF CHK 00074595	DENM01040	DENMAN, BRYAN	01/30/26	12,818.12	MW	IS	PA	
EF CHK 00074596	DEVE02150	DEVEGLIO, PAUL M	01/30/26	17,147.32	MW	IS	PA	
EF CHK 00074597	DEVI06170	DEVINE, JEFFREY A	01/30/26	8,634.58	MW	IS	PA	
EF CHK 00074598	DEYE11050	DEYETTE, ZACKARY H	01/30/26	5,995.88	MW	IS	PA	
EF CHK 00074599	DICK09260	DICKENS, KYLE	01/30/26	8,970.36	MW	IS	PA	
EF CHK 00074600	DICK02040	DICKSON, ADAM C	01/30/26	7,633.61	MW	IS	PA	
EF CHK 00074601	DINK06110	DINKINS, CHRIS	01/30/26	20,930.33	MW	IS	PA	
EF CHK 00074602	DOOL04040	DOOLEY, BRANDON M	01/30/26	11,035.81	MW	IS	PA	
EF CHK 00074603	DORS10070	DORSEY, JAMES P	01/30/26	8,801.73	MW	IS	PA	
EF CHK 00074604	DUBA09230	DUBAY, MORGAN FREYA	01/30/26	18,240.50	MW	IS	PA	
EF CHK 00074605	DURA01060	DURANT, ERICK J	01/30/26	14,982.04	MW	IS	PA	
EF CHK 00074606	EDEN07150	EDENFIELD, JEFFREY A	01/30/26	14,019.49	MW	IS	PA	
EF CHK 00074607	EDWA05020	EDWARDS, WAYNE R	01/30/26	13,200.74	MW	IS	PA	
EF CHK 00074608	EICH07240	EICHNER, DAVID F	01/30/26	8,470.38	MW	IS	PA	
EF CHK 00074609	EKBE01200	EKBERG, IAN	01/30/26	11,586.60	MW	IS	PA	
EF CHK 00074610	ELER11160	ELERY, COLE J	01/30/26	12,007.91	MW	IS	PA	
EF CHK 00074611	ELFE05240	ELFERT, BENJAMIN J	01/30/26	13,306.28	MW	IS	PA	
EF CHK 00074612	ENGL07130	ENGLEDOW, RYAN	01/30/26	5,753.59	MW	IS	PA	
EF CHK 00074613	ERIC12120	ERICSON, STEVEN B	01/30/26	7,088.23	MW	IS	PA	
EF CHK 00074614	ERNST04120	ERNST, JONATHAN T	01/30/26	13,141.28	MW	IS	PA	
EF CHK 00074615	ERNST02240	ERNST, SUZANNE M	01/30/26	5,682.18	MW	IS	PA	
EF CHK 00074616	ESCO07090	ESCOBEDO, RAY C	01/30/26	16,343.64	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074617	ESPI04170	ESPINO, FERNANDO	01/30/26	11,800.06	MW	IS	PA	
EF CHK 00074618	ESPI05090	ESPITIA, ARMANDO R	01/30/26	14,603.67	MW	IS	PA	
EF CHK 00074619	ESTE10290	ESTES, BRIAN D	01/30/26	484.86	MW	IS	PA	
EF CHK 00074620	EVAN12170	EVANS, LORI A	01/30/26	5,506.09	MW	IS	PA	
EF CHK 00074621	FACC08150	FACCHINI, ANDREW R	01/30/26	16,298.05	MW	IS	PA	
EF CHK 00074622	FALL06200	FALLSTEAD, BAILEY	01/30/26	13,405.11	MW	IS	PA	
EF CHK 00074623	FARI10080	FARIAS, JUSTEN	01/30/26	17,038.52	MW	IS	PA	
EF CHK 00074624	FARR03180	FARRIS, JOSHUA L	01/30/26	13,939.03	MW	IS	PA	
EF CHK 00074625	FAUB02200	FAUBION, ROBERT ANDY	01/30/26	17,017.49	MW	IS	PA	
EF CHK 00074626	FERG08310	FERGUSON, SAM	01/30/26	20,361.77	MW	IS	PA	
EF CHK 00074627	FERR08150	FERRIER, BRIAN S	01/30/26	18,177.34	MW	IS	PA	
EF CHK 00074628	FIEL04230	FIELDMAN, SCOTT J	01/30/26	17,561.09	MW	IS	PA	
EF CHK 00074629	FISH05180	FISHER, TYLER	01/30/26	8,104.35	MW	IS	PA	
EF CHK 00074630	FLOW09180	FLOWERS, TROY M	01/30/26	20,076.14	MW	IS	PA	
EF CHK 00074631	FOLD12030	FOLDEN, JORDAN	01/30/26	12,190.08	MW	IS	PA	
EF CHK 00074632	FORD03060	FORD, CHRISTOPHER A	01/30/26	12,445.61	MW	IS	PA	
EF CHK 00074633	FORT07160	FORTIER, MICHAEL J	01/30/26	17,910.01	MW	IS	PA	
EF CHK 00074634	FORT01060	FORTNER, BRIAN N	01/30/26	9,663.87	MW	IS	PA	
EF CHK 00074635	FOUR07200	FOURAKER, GARRETT	01/30/26	8,164.90	MW	IS	PA	
EF CHK 00074636	FOX05220	FOX, JESSE C	01/30/26	13,393.33	MW	IS	PA	
EF CHK 00074637	FRAN10200	FRANZ, JONATHON G	01/30/26	16,072.96	MW	IS	PA	
EF CHK 00074638	FUNK11150	FUNK, JUSTIN L	01/30/26	10,911.97	MW	IS	PA	
EF CHK 00074639	GAFF03230	GAFFIN, DEVIN	01/30/26	9,921.45	MW	IS	PA	
EF CHK 00074640	GAFF05180	GAFFNEY, DEVON	01/30/26	407.63	MW	IS	PA	
EF CHK 00074641	GAGE01050	GAGE, JUSTIN M	01/30/26	13,585.73	MW	IS	PA	
EF CHK 00074642	GALL08210	GALLAGHER, PATRICK J	01/30/26	10,780.28	MW	IS	PA	
EF CHK 00074643	GAND08060	GANDY, JEREMIAH	01/30/26	15,171.78	MW	IS	PA	
EF CHK 00074644	GARE04170	GAREAU, MICHAEL S	01/30/26	7,651.44	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074645	GARZ06240	GARZA, LOGAN	01/30/26	12,464.52	MW	IS	PA	
EF CHK 00074646	GEOR11060	GEORGE, JAMAL A	01/30/26	10,333.86	MW	IS	PA	
EF CHK 00074647	GIBS11300	GIBSON JR, JAMES J	01/30/26	9,670.55	MW	IS	PA	
EF CHK 00074648	GIBS09290	GIBSON, ZANE	01/30/26	16,640.54	MW	IS	PA	
EF CHK 00074649	GILK10180	GILKEY, MALAC S	01/30/26	9,386.43	MW	IS	PA	
EF CHK 00074650	GILL05280	GILLESPIE, JOSEPH	01/30/26	13,526.84	MW	IS	PA	
EF CHK 00074651	GILL04290	GILLESPIE, QUENTIN	01/30/26	6,634.19	MW	IS	PA	
EF CHK 00074652	GIRT07050	GIRT, JAMES A	01/30/26	18,511.24	MW	IS	PA	
EF CHK 00074653	GITH05170	GITHENS, MITCHELL R	01/30/26	7,608.87	MW	IS	PA	
EF CHK 00074654	GLAS04300	GLASS, STEPHANIE L	01/30/26	11,856.72	MW	IS	PA	
EF CHK 00074655	GONZ06220	GONZALEZ, SAMUEL	01/30/26	12,012.94	MW	IS	PA	
EF CHK 00074656	GOOD08200	GOODENOUGH, JENNIFER	01/30/26	6,377.74	MW	IS	PA	
EF CHK 00074657	GOOD03270	GOODWIN, STEVEN	01/30/26	19,645.34	MW	IS	PA	
EF CHK 00074658	GORD02130	GORDER, KEVIN	01/30/26	584.86	MW	IS	PA	
EF CHK 00074659	GOUG05180	GOUGH, JAMES L	01/30/26	15,920.18	MW	IS	PA	
EF CHK 00074660	GRAB05020	GRABINSKI, BRENT E	01/30/26	8,307.44	MW	IS	PA	
EF CHK 00074661	GRAU06270	GRAUERT, JOHN H	01/30/26	6,147.07	MW	IS	PA	
EF CHK 00074662	GRAY05050	GRAYBEAL, COLIN	01/30/26	13,652.79	MW	IS	PA	
EF CHK 00074663	GREC05180	GRECO, MICHELLE A	01/30/26	6,779.88	MW	IS	PA	
EF CHK 00074664	GREE06100	GREEN, DONALD L	01/30/26	12,263.12	MW	IS	PA	
EF CHK 00074665	GREE04260	GREEN, SAMUEL L	01/30/26	13,588.43	MW	IS	PA	
EF CHK 00074666	GREG05050	GREGORY, DANIEL	01/30/26	15,364.32	MW	IS	PA	
EF CHK 00074667	GREG12140	GREGORY, SHAWN C	01/30/26	21,587.16	MW	IS	PA	
EF CHK 00074668	GUEN04280	GUENTHER, DEREK A	01/30/26	15,200.17	MW	IS	PA	
EF CHK 00074669	GUND02110	GUNDERMANN, BLADE T	01/30/26	6,823.45	MW	IS	PA	
EF CHK 00074670	HACK05250	HACKETT, BRIAN D	01/30/26	15,545.55	MW	IS	PA	
EF CHK 00074671	HALL12280	HALL, CORBIN M	01/30/26	11,901.66	MW	IS	PA	
EF CHK 00074672	HAMM01040	HAMMOND, STEVEN D	01/30/26	19,204.67	MW	IS	PA	

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EF CHK 00074673	HANS08180	HANSON, KEEFE	01/30/26	7,968.55	MW	IS	PA	
EF CHK 00074674	HARR07270	HARRIS, TRAVIS J	01/30/26	16,003.00	MW	IS	PA	
EF CHK 00074675	HARR05210	HARRISON, JHAUVON	01/30/26	13,284.90	MW	IS	PA	
EF CHK 00074676	HARR03040	HARRUFF, PAUL W	01/30/26	15,662.82	MW	IS	PA	
EF CHK 00074677	HASH07010	HASH, WILLIAM	01/30/26	16,675.06	MW	IS	PA	
EF CHK 00074678	HATC10120	HATCH, JADYN	01/30/26	5,769.26	MW	IS	PA	
EF CHK 00074679	HAUL07290	HAULMAN, THOMAS J	01/30/26	18,110.56	MW	IS	PA	
EF CHK 00074680	HELG08290	HELGESON, TREY	01/30/26	18,201.04	MW	IS	PA	
EF CHK 00074681	HELL02230	HELLEY, WYATT K	01/30/26	12,342.28	MW	IS	PA	
EF CHK 00074682	HELM09230	HELMERS, BRENNAN	01/30/26	34,992.40	MW	IS	PA	
EF CHK 00074683	HEPL03250	HEPLER, MARIAH L	01/30/26	16,367.47	MW	IS	PA	
EF CHK 00074684	HEPL10280	HEPLER, NICHOLAS	01/30/26	8,577.01	MW	IS	PA	
EF CHK 00074685	HERB04040	HERBRAND, ZACHARY K	01/30/26	12,023.63	MW	IS	PA	
EF CHK 00074686	HERG10090	HERGERT, JONATHAN S	01/30/26	7,488.14	MW	IS	PA	
EF CHK 00074687	HERN12280	HERNANDEZ, BENJAMIN	01/30/26	8,841.40	MW	IS	PA	
EF CHK 00074688	HERR05050	HERRON, DAVID	01/30/26	7,717.86	MW	IS	PA	
EF CHK 00074689	HERT10180	HERTEL, JOSEPH	01/30/26	19,229.63	MW	IS	PA	
EF CHK 00074690	HESS01180	HESS, KIANA K	01/30/26	8,921.10	MW	IS	PA	
EF CHK 00074691	HIGG04250	HIGGINS, WILLIAM D	01/30/26	11,807.31	MW	IS	PA	
EF CHK 00074692	HOAR09280	HOAR, FRANKIE	01/30/26	8,151.72	MW	IS	PA	
EF CHK 00074693	HOGE07200	HOGE, STEPHEN N	01/30/26	15,925.98	MW	IS	PA	
EF CHK 00074694	HOID02230	HOIDA, BRANDON	01/30/26	13,564.66	MW	IS	PA	
EF CHK 00074695	HOLD07140	HOLDT, GAVIN	01/30/26	7,476.54	MW	IS	PA	
EF CHK 00074696	HOLL03120	HOLLAND, FLINT R	01/30/26	6,020.76	MW	IS	PA	
EF CHK 00074697	HOLL07020	HOLLSTROM, SCOTT J	01/30/26	18,793.32	MW	IS	PA	
EF CHK 00074698	HOLM03060	HOLM, ALEXANDER J	01/30/26	13,591.04	MW	IS	PA	
EF CHK 00074699	HOLM03120	HOLM, MATTHEW W	01/30/26	1,363.67	MW	IS	PA	
EF CHK 00074700	HOLZ02230	HOLZNAGEL, MATTHEW JD	01/30/26	8,476.14	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074701	HOMA09060	HOMAN, ROBERT L	01/30/26	949.73	MW	IS	PA	
EF CHK 00074702	HORA09110	HORAK, DYLAN	01/30/26	13,001.49	MW	IS	PA	
EF CHK 00074703	HOWA01140	HOWARD, TANNER DYLAN	01/30/26	4,463.97	MW	IS	PA	
EF CHK 00074704	HOWE08170	HOWE, JOSHUA	01/30/26	12,206.43	MW	IS	PA	
EF CHK 00074705	HOWE12160	HOWELL, BRENNAN	01/30/26	10,691.11	MW	IS	PA	
EF CHK 00074706	HOWE11090	HOWELL, JASON D	01/30/26	13,001.87	MW	IS	PA	
EF CHK 00074707	HUCK06270	HUCKE, KEVIN C	01/30/26	18,927.14	MW	IS	PA	
EF CHK 00074708	HUDS09150	HUDSON, KYLER	01/30/26	12,546.97	MW	IS	PA	
EF CHK 00074709	HUDS04230	HUDSPETH, STEPHEN	01/30/26	17,464.89	MW	IS	PA	
EF CHK 00074710	HUNT04150	HUNT, MATTHEW DL	01/30/26	10,135.29	MW	IS	PA	
EF CHK 00074711	HUTC10250	HUTCHISON, ALEX D	01/30/26	20,017.56	MW	IS	PA	
EF CHK 00074712	HYAT03230	HYATT, DIANE M	01/30/26	5,732.48	MW	IS	PA	
EF CHK 00074713	HEAT11110	Heath, Hunter D	01/30/26	9,325.08	MW	IS	PA	
EF CHK 00074714	IMBE01030	IMBER, CARA	01/30/26	2,109.64	MW	IS	PA	
EF CHK 00074715	IRWI12310	IRWIN, SEAN S	01/30/26	17,010.50	MW	IS	PA	
EF CHK 00074716	JACK04070	JACKSON, ADAM D	01/30/26	18,942.86	MW	IS	PA	
EF CHK 00074717	JACK04190	JACKSON, AMY B	01/30/26	5,553.56	MW	IS	PA	
EF CHK 00074718	JACK10220	JACKSON, SHANE	01/30/26	13,467.55	MW	IS	PA	
EF CHK 00074719	JAME08270	JAMES, AARON J	01/30/26	22,505.23	MW	IS	PA	
EF CHK 00074720	JAME01080	JAMES, ELLIOT	01/30/26	8,925.97	MW	IS	PA	
EF CHK 00074721	JEAN10110	JEAN, NATHANIEL	01/30/26	13,788.97	MW	IS	PA	
EF CHK 00074722	JENN06010	JENNINGS, ANTHONY	01/30/26	17,003.59	MW	IS	PA	
EF CHK 00074723	JETT10170	JETTER, MEGAN J	01/30/26	7,995.64	MW	IS	PA	
EF CHK 00074724	JOHN06190	JOHNSON, AARON	01/30/26	10,846.94	MW	IS	PA	
EF CHK 00074725	JOHN05180	JOHNSON, MICHAEL L	01/30/26	22,151.48	MW	IS	PA	
EF CHK 00074726	JOHN06140	JOHNSON, MORGAN S	01/30/26	9,428.27	MW	IS	PA	
EF CHK 00074727	JOHN07230	JOHNSTON, BRICE A	01/30/26	16,017.57	MW	IS	PA	
EF CHK 00074728	JOHN10210	JOHNSTON, CHESTER L	01/30/26	10,471.37	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074729	JONE07170	JONES, JUSTIN T	01/30/26	12,177.66	MW	IS	PA	
EF CHK 00074730	JONE08150	JONES, KELLY	01/30/26	7,573.34	MW	IS	PA	
EF CHK 00074731	JONS08100	JONSON, NATHAN M	01/30/26	10,425.02	MW	IS	PA	
EF CHK 00074732	JUST08260	JUSTICE, COLTON J	01/30/26	8,007.19	MW	IS	PA	
EF CHK 00074733	JUER12210	Juergens, Michael P	01/30/26	16,347.29	MW	IS	PA	
EF CHK 00074734	KACH06040	KACHMAN, MICHAEL S	01/30/26	14,482.60	MW	IS	PA	
EF CHK 00074735	KAIS10010	KAISER, PHILIPP	01/30/26	16,759.40	MW	IS	PA	
EF CHK 00074736	KAMK01270	KAMKE, ALLAN R	01/30/26	18,013.65	MW	IS	PA	
EF CHK 00074737	KAMK10180	KAMKE, DAVID N	01/30/26	15,027.01	MW	IS	PA	
EF CHK 00074738	KAMP12010	KAMPFER, JANELLE	01/30/26	6,816.62	MW	IS	PA	
EF CHK 00074739	KAMP06220	KAMPS, ROBERT J	01/30/26	4,501.87	MW	IS	PA	
EF CHK 00074740	KANT01140	KANTON, BRETT J	01/30/26	10,995.75	MW	IS	PA	
EF CHK 00074741	KANU10040	KANU, CHUKWUNOMSO	01/30/26	19,961.95	MW	IS	PA	
EF CHK 00074742	KAPL10260	KAPLAN, TYLER JOEL	01/30/26	7,155.28	MW	IS	PA	
EF CHK 00074743	KAVA12210	KAVANAUGH, JAMIE K	01/30/26	10,261.86	MW	IS	PA	
EF CHK 00074744	KELL09040	KELLEY, MICHAEL R	01/30/26	14,168.71	MW	IS	PA	
EF CHK 00074745	KEMP01170	KEMP, AARON C	01/30/26	15,672.11	MW	IS	PA	
EF CHK 00074746	KEMP03070	KEMP, KIMBERLY	01/30/26	12,402.24	MW	IS	PA	
EF CHK 00074747	KENN10160	KENNEDY, CORY R	01/30/26	6,250.69	MW	IS	PA	
EF CHK 00074748	KENT12110	KENT, CARSON	01/30/26	10,568.32	MW	IS	PA	
EF CHK 00074749	KENT02060	KENT, RONALD E	01/30/26	25,679.55	MW	IS	PA	
EF CHK 00074750	KERN09040	KERNS, COLTON	01/30/26	15,423.27	MW	IS	PA	
EF CHK 00074751	KERR12260	KERRIGAN, JORDAN	01/30/26	13,712.30	MW	IS	PA	
EF CHK 00074752	KETT03030	KETTER, KYLE J	01/30/26	5,500.21	MW	IS	PA	
EF CHK 00074753	KIMB06020	KIMBALL, TAYLOR A	01/30/26	9,491.62	MW	IS	PA	
EF CHK 00074754	KIRK04110	KIRKLEY, TRYSTAN S	01/30/26	12,743.33	MW	IS	PA	
EF CHK 00074755	KISS08150	KISSNER, ISAAC	01/30/26	18,212.10	MW	IS	PA	
EF CHK 00074756	KLEM02060	KLEMM, KELLY L	01/30/26	6,386.40	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074757	KLUB04030	KLUBE, TAMRA A	01/30/26	8,858.07	MW	IS	PA	
EF CHK 00074758	KNEI09020	KNEIPP, DANIEL	01/30/26	12,470.73	MW	IS	PA	
EF CHK 00074759	KNIG03100	KNIGHTON JR, RONNIE B	01/30/26	9,134.18	MW	IS	PA	
EF CHK 00074760	KNOE08170	KNOETGEN, MATTHEW A	01/30/26	11,354.52	MW	IS	PA	
EF CHK 00074761	KOEH12270	KOEHNKE, ZACHARY C	01/30/26	13,147.22	MW	IS	PA	
EF CHK 00074762	KONA08130	KONAN, ABRAHAM	01/30/26	18,078.84	MW	IS	PA	
EF CHK 00074763	KOND01160	KONDRA, JOSHUA	01/30/26	16,132.85	MW	IS	PA	
EF CHK 00074764	KORB02180	KORBY, ADAM S	01/30/26	9,568.52	MW	IS	PA	
EF CHK 00074765	KOSI03010	KOSIANOWSKI, KYLE A	01/30/26	11,525.93	MW	IS	PA	
EF CHK 00074766	KOTH09030	KOTH, BRANDON J	01/30/26	12,045.99	MW	IS	PA	
EF CHK 00074767	KOUS12290	KOUSETTIS, STELIOS	01/30/26	17,744.50	MW	IS	PA	
EF CHK 00074768	KOVA04180	KOVASH, LOGAN T	01/30/26	17,462.97	MW	IS	PA	
EF CHK 00074769	KRAT08200	KRATTLI, KIPP J	01/30/26	14,625.55	MW	IS	PA	
EF CHK 00074770	KREK10100	KREKLING, JEFFREY S	01/30/26	16,543.54	MW	IS	PA	
EF CHK 00074771	KUEH10230	KUEHLTHAU, ERIC J	01/30/26	17,871.58	MW	IS	PA	
EF CHK 00074772	KUFF12140	KUFFLER, RYAN	01/30/26	11,989.48	MW	IS	PA	
EF CHK 00074773	KUHL08190	KUHL, COREY A	01/30/26	15,038.02	MW	IS	PA	
EF CHK 00074774	KUZA10160	KUZARO, CORY R	01/30/26	14,373.00	MW	IS	PA	
EF CHK 00074775	KOLI07150	Kolibas, Andrew E	01/30/26	21,639.37	MW	IS	PA	
EF CHK 00074776	LAMB04260	LAMB, AARON R	01/30/26	19,433.82	MW	IS	PA	
EF CHK 00074777	LAMB10110	LAMBERT, LOGAN C	01/30/26	5,648.22	MW	IS	PA	
EF CHK 00074778	LAMB10150	LAMBRECHT, GUNNAR CRAIG	01/30/26	6,698.56	MW	IS	PA	
EF CHK 00074779	LAMI12270	LAMIE, ROBERT D	01/30/26	6,419.20	MW	IS	PA	
EF CHK 00074780	LANC11250	LANCE, RIVER MARCUS	01/30/26	16,578.98	MW	IS	PA	
EF CHK 00074781	LANG03290	LANGLOW, CREIGHTON	01/30/26	7,575.98	MW	IS	PA	
EF CHK 00074782	LARS08040	LARSEN, ROMAN A	01/30/26	11,386.34	MW	IS	PA	
EF CHK 00074783	LARU03230	LARUE, ROBERT P	01/30/26	7,663.54	MW	IS	PA	
EF CHK 00074784	LAZU10170	LAZURKEVICH, LYUBOMIR	01/30/26	12,467.94	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074785	LEAT01310	LEATHERWOOD, AUSTIN	01/30/26	11,665.08	MW	IS	PA	
EF CHK 00074786	LEE11100	LEE, JEREMY	01/30/26	8,781.12	MW	IS	PA	
EF CHK 00074787	LEEZ12280	LEEEZY, RYAN	01/30/26	13,272.99	MW	IS	PA	
EF CHK 00074788	LENG06170	LENGEL, WILLIAM	01/30/26	10,333.25	MW	IS	PA	
EF CHK 00074789	LESS08200	LESSER, MONICA	01/30/26	4,354.47	MW	IS	PA	
EF CHK 00074790	LEST11030	LESTER, MATTHEW C	01/30/26	12,106.67	MW	IS	PA	
EF CHK 00074791	LEVE10200	LEVENSELLER, BRIAN P	01/30/26	14,458.15	MW	IS	PA	
EF CHK 00074792	LEWI05130	LEWIS, NATHAN T	01/30/26	13,340.58	MW	IS	PA	
EF CHK 00074793	LINC08060	LINCOLN, CHRISTINA	01/30/26	4,631.95	MW	IS	PA	
EF CHK 00074794	LIPK07300	LIPKE, JONATHAN	01/30/26	9,559.30	MW	IS	PA	
EF CHK 00074795	LITT06110	LITTLEFIELD, AUSTIN	01/30/26	17,539.04	MW	IS	PA	
EF CHK 00074796	LOMB03270	LOMBARDO, ELIZABETH M	01/30/26	5,907.53	MW	IS	PA	
EF CHK 00074797	LONG05260	LONG III, THOMAS P	01/30/26	8,096.33	MW	IS	PA	
EF CHK 00074798	LONG06060	LONG, BRIAN	01/30/26	31,579.66	MW	IS	PA	
EF CHK 00074799	LOPE09230	LOPEZ, JORGE A	01/30/26	11,867.32	MW	IS	PA	
EF CHK 00074800	LOW07120	LOW, ANDREW M	01/30/26	10,533.74	MW	IS	PA	
EF CHK 00074801	LUCA10120	LUCAS, CARSON	01/30/26	18,157.86	MW	IS	PA	
EF CHK 00074802	LUCA09190	LUCAS, DAVID M	01/30/26	21,849.05	MW	IS	PA	
EF CHK 00074803	LUCA05100	LUCAS, TREY	01/30/26	11,077.71	MW	IS	PA	
EF CHK 00074804	LUCE06290	LUCEY, MICHAEL	01/30/26	14,774.24	MW	IS	PA	
EF CHK 00074805	LUKE08170	LUKE, JOSHUA A	01/30/26	14,357.28	MW	IS	PA	
EF CHK 00074806	LUND01290	LUND, CHRISTIAN T	01/30/26	15,525.95	MW	IS	PA	
EF CHK 00074807	MACA06120	MACARTHUR, RYAN	01/30/26	13,487.82	MW	IS	PA	
EF CHK 00074808	MADI02210	MADISON, DANIKA B	01/30/26	9,374.66	MW	IS	PA	
EF CHK 00074809	MADI02270	MADISON, RYAN E	01/30/26	14,064.96	MW	IS	PA	
EF CHK 00074810	MALF11300	MALFABON, ELVIS L	01/30/26	12,132.51	MW	IS	PA	
EF CHK 00074811	MALL09190	MALLRIE, MICHAEL J	01/30/26	18,689.36	MW	IS	PA	
EF CHK 00074812	MANG11020	MANGAN, JEREMY W	01/30/26	13,043.33	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074813	MARG04040	MARGOT, MATTHEW JAMES	01/30/26	9,795.07	MW	IS	PA	
EF CHK 00074814	MARQ11140	MARQUARDT, PATRICK D	01/30/26	15,343.82	MW	IS	PA	
EF CHK 00074815	MART09130	MARTIN, KYLE D	01/30/26	11,556.28	MW	IS	PA	
EF CHK 00074816	MART05180	MARTINAZZI, REBECCA H A	01/30/26	9,571.98	MW	IS	PA	
EF CHK 00074817	MART01240	MARTINSON, BRETT R	01/30/26	16,422.71	MW	IS	PA	
EF CHK 00074818	MARZ11020	MARZOLF, ZACHARY	01/30/26	10,263.22	MW	IS	PA	
EF CHK 00074819	MASO05070	MASON, AMY	01/30/26	10,074.50	MW	IS	PA	
EF CHK 00074820	MATH02280	MATHENY, JACOB M	01/30/26	8,729.09	MW	IS	PA	
EF CHK 00074821	MCAF11270	MCAFEE, CHRISTINE L	01/30/26	484.86	MW	IS	PA	
EF CHK 00074822	MCAL09180	MCALINDON, GREGORY	01/30/26	11,666.34	MW	IS	PA	
EF CHK 00074823	MCCA01050	MCCABE, C ADAM	01/30/26	14,507.82	MW	IS	PA	
EF CHK 00074824	MCCL12100	MCCLEARY, MATTHEW J	01/30/26	11,675.87	MW	IS	PA	
EF CHK 00074825	MCCO09160	MCCORMICK, CYDNI A	01/30/26	11,136.50	MW	IS	PA	
EF CHK 00074826	MCCR07240	MCCRILLIS, EVAN	01/30/26	10,009.49	MW	IS	PA	
EF CHK 00074827	MCCU01270	MCCUTCHEON, KEVIN J	01/30/26	18,058.61	MW	IS	PA	
EF CHK 00074828	MCDO03170	MCDONALD, MICHAEL	01/30/26	14,852.44	MW	IS	PA	
EF CHK 00074829	MCDO08100	MCDOWELL, MATTHEW	01/30/26	14,248.95	MW	IS	PA	
EF CHK 00074830	MCFA07170	MCFADDEN, JOEL S	01/30/26	18,979.36	MW	IS	PA	
EF CHK 00074831	MCGA08140	MCGAVRAN, DONAL R	01/30/26	11,060.78	MW	IS	PA	
EF CHK 00074832	MCGL07210	MCGLAUF LIN, KEVIN	01/30/26	16,174.41	MW	IS	PA	
EF CHK 00074833	MCGR11300	MCGRATH, ROSS M	01/30/26	13,895.81	MW	IS	PA	
EF CHK 00074834	MCIN12080	MCINNIS, ERIKA	01/30/26	6,363.37	MW	IS	PA	
EF CHK 00074835	MCIN07070	MCINTOSH, BRANDON	01/30/26	12,504.24	MW	IS	PA	
EF CHK 00074836	MCKE10010	MCKENZIE, TAYLOR	01/30/26	5,208.24	MW	IS	PA	
EF CHK 00074837	MCKI02200	MCKINNON, JACOB	01/30/26	18,501.19	MW	IS	PA	
EF CHK 00074838	MCWH04180	MCWHIRTER, DEVIN M	01/30/26	17,104.16	MW	IS	PA	
EF CHK 00074839	MERR05270	MERRIMAN, PATRICK A	01/30/26	6,880.77	MW	IS	PA	
EF CHK 00074840	MICH04170	MICHEL, MAURICE	01/30/26	6,331.65	MW	IS	PA	

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EF CHK 00074841	MILL11300	MILLER, JOHN C	01/30/26	8,612.78	MW	IS	PA	
EF CHK 00074842	MITC10150	MITCHELL, DALE T	01/30/26	292.44	MW	IS	PA	
EF CHK 00074843	MOAN12210	MOAN, ANDREW V	01/30/26	11,314.32	MW	IS	PA	
EF CHK 00074844	MOE04030	MOE, ANDREW A	01/30/26	12,136.69	MW	IS	PA	
EF CHK 00074845	MONT03200	MONTALVO, ASHLEY N	01/30/26	437.20	MW	IS	PA	
EF CHK 00074846	MOOR09280	MOOR, ZACHARY D	01/30/26	13,507.27	MW	IS	PA	
EF CHK 00074847	MORG12310	MORGAN, CHANCELLOR	01/30/26	6,771.84	MW	IS	PA	
EF CHK 00074848	MORR06170	MORROW, DUSTIN E	01/30/26	16,948.33	MW	IS	PA	
EF CHK 00074849	MOSL04100	MOSLEY, JACKSON	01/30/26	20,237.96	MW	IS	PA	
EF CHK 00074850	MUNR10020	MUNRO, SCOTT G	01/30/26	16,456.94	MW	IS	PA	
EF CHK 00074851	MURP09030	MURPHY, PHILIP R	01/30/26	12,618.46	MW	IS	PA	
EF CHK 00074852	MURP04160	MURPHY, SAMMY L	01/30/26	15,289.10	MW	IS	PA	
EF CHK 00074853	MURR08110	MURRAY, CRAIG	01/30/26	10,586.27	MW	IS	PA	
EF CHK 00074854	MYER03100	MYERS, RICHARD MYERS	01/30/26	15,558.45	MW	IS	PA	
EF CHK 00074855	MYER07230	MYERS, TAYLOR	01/30/26	9,066.31	MW	IS	PA	
EF CHK 00074856	MORR01120	Morrow, Garrett B	01/30/26	5,495.97	MW	IS	PA	
EF CHK 00074857	NELS04050	NELSON, JACOB	01/30/26	11,309.66	MW	IS	PA	
EF CHK 00074858	NELS02190	NELSON, JUSTIN	01/30/26	14,300.80	MW	IS	PA	
EF CHK 00074859	NELS03260	NELSON, SAMUEL LEWIS	01/30/26	14,929.43	MW	IS	PA	
EF CHK 00074860	NEWP01250	NEWPORT, TYLER A	01/30/26	12,045.73	MW	IS	PA	
EF CHK 00074861	NITZ06150	NITZ, IVER J	01/30/26	20,040.11	MW	IS	PA	
EF CHK 00074862	NOBL10020	NOBLE, CHRISTOPHER D	01/30/26	6,910.24	MW	IS	PA	
EF CHK 00074863	NODA03310	NODAL, SOLON	01/30/26	16,092.66	MW	IS	PA	
EF CHK 00074864	NOLL08130	NOLL, TODD M	01/30/26	28,370.33	MW	IS	PA	
EF CHK 00074865	NORT11300	NORTON, ERIN	01/30/26	6,538.72	MW	IS	PA	
EF CHK 00074866	NYLA01010	NYLANDER, KEITH	01/30/26	7,040.90	MW	IS	PA	
EF CHK 00074867	OBRI10070	O'BRIEN JR, ANDREW	01/30/26	17,621.57	MW	IS	PA	
EF CHK 00074868	OCON09080	O'CONNELL, EDWARD W	01/30/26	11,222.12	MW	IS	PA	

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EF CHK 00074869	OTOO08280	O'TOOLE, JUSTIN	01/30/26	14,867.98	MW	IS	PA	
EF CHK 00074870	OHIR07230	OHIRA, JOEY Y	01/30/26	14,658.06	MW	IS	PA	
EF CHK 00074871	OLSE03100	OLSEN, KENDELLE J	01/30/26	5,578.33	MW	IS	PA	
EF CHK 00074872	OLSO05240	OLSON, KYLE S	01/30/26	11,400.53	MW	IS	PA	
EF CHK 00074873	ONIS03250	ONISHCHENKO, ISAAC S	01/30/26	17,006.63	MW	IS	PA	
EF CHK 00074874	ORSE08240	ORSETH, RYAN	01/30/26	10,714.58	MW	IS	PA	
EF CHK 00074875	OSBO09030	OSBORNE, DANIEL J	01/30/26	17,031.09	MW	IS	PA	
EF CHK 00074876	OTTO05240	OTTO, JOSEPH	01/30/26	11,429.88	MW	IS	PA	
EF CHK 00074877	OVER09230	OVERSTREET, JASON	01/30/26	8,529.53	MW	IS	PA	
EF CHK 00074878	PAIN07140	PAINTER, TREVOR	01/30/26	11,975.56	MW	IS	PA	
EF CHK 00074879	PALO06170	PALOMBI, JOSEPH	01/30/26	584.86	MW	IS	PA	
EF CHK 00074880	PARA10130	PARAMAPOONYA, BRADLEY D	01/30/26	10,394.75	MW	IS	PA	
EF CHK 00074881	PARM05240	PARMELEE, JAMES LOGAN	01/30/26	11,789.85	MW	IS	PA	
EF CHK 00074882	PARR02240	PARRISH, ALEX L	01/30/26	14,924.87	MW	IS	PA	
EF CHK 00074883	PARV04030	PARVINEN, DEVIN	01/30/26	13,378.97	MW	IS	PA	
EF CHK 00074884	PATT10300	PATTERSON, BROOKS R	01/30/26	16,433.93	MW	IS	PA	
EF CHK 00074885	PEAR05240	PEARSON, MITCHELL R	01/30/26	7,428.48	MW	IS	PA	
EF CHK 00074886	PERE12090	PEREDO, ANTHONY D	01/30/26	10,409.16	MW	IS	PA	
EF CHK 00074887	PETE07190	PETERSON, MATTHEW W	01/30/26	10,309.18	MW	IS	PA	
EF CHK 00074888	PETT04130	PETTIS INFANTE, AUGUSTINE R	01/30/26	8,894.46	MW	IS	PA	
EF CHK 00074889	PFEI11100	PFEIFFER, MATTHEW E	01/30/26	15,694.67	MW	IS	PA	
EF CHK 00074890	PHA02210	PHA, URA	01/30/26	6,290.94	MW	IS	PA	
EF CHK 00074891	PHAN08260	PHAN, BRYAN C	01/30/26	11,079.42	MW	IS	PA	
EF CHK 00074892	PHIL08310	PHILLIPS, RYAN	01/30/26	10,095.13	MW	IS	PA	
EF CHK 00074893	PICK03310	PICKERING, RYAN	01/30/26	14,805.28	MW	IS	PA	
EF CHK 00074894	PIER11180	PIERCE-POWELL, JUSTIN	01/30/26	4,758.06	MW	IS	PA	
EF CHK 00074895	POE11200	POE, THOMAS	01/30/26	26,987.26	MW	IS	PA	
EF CHK 00074896	PRUI12120	PRUITT, GREGORY	01/30/26	21,588.51	MW	IS	PA	

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EF CHK 00074897	PSAI07070	PSAIT, JOSEPH A	01/30/26	14,696.04	MW	IS	PA	
EF CHK 00074898	PUGH03310	PUGH, JEFFREY S	01/30/26	29,575.08	MW	IS	PA	
EF CHK 00074899	PRAT09220	Prather, Shawn P	01/30/26	19,571.34	MW	IS	PA	
EF CHK 00074900	QUIR05050	QUIRIE, JANNA	01/30/26	7,267.17	MW	IS	PA	
EF CHK 00074901	RACA04250	RACANELLI, CANON	01/30/26	8,935.46	MW	IS	PA	
EF CHK 00074902	RAGS12050	RAGSDALE, DAVID W	01/30/26	15,105.78	MW	IS	PA	
EF CHK 00074903	RAMI10200	RAMIREZ-MONTALVO, JOSE LUIS	01/30/26	6,539.70	MW	IS	PA	
EF CHK 00074904	RAWS08260	RAWSON, BENJAMIN	01/30/26	10,377.14	MW	IS	PA	
EF CHK 00074905	REAL11070	REAL, MASUM	01/30/26	13,575.04	MW	IS	PA	
EF CHK 00074906	REED01220	REED, DYLAN J	01/30/26	16,220.96	MW	IS	PA	
EF CHK 00074907	REEM05040	REEMTS, SEAN	01/30/26	7,885.86	MW	IS	PA	
EF CHK 00074908	REID11110	REID, BRANDEN	01/30/26	16,860.07	MW	IS	PA	
EF CHK 00074909	REIN08050	REINKE, CHRISTIAN D	01/30/26	5,971.37	MW	IS	PA	
EF CHK 00074910	REMU06280	REMUND, RENE J	01/30/26	14,577.52	MW	IS	PA	
EF CHK 00074911	RENN06010	RENNER, MATTHEW S	01/30/26	17,066.64	MW	IS	PA	
EF CHK 00074912	RESE12020	RESECK, BRENDON	01/30/26	8,978.59	MW	IS	PA	
EF CHK 00074913	RESO01310	RESOP, JESSICA	01/30/26	6,664.39	MW	IS	PA	
EF CHK 00074914	RHOA06090	RHOADES, JACOB	01/30/26	9,700.63	MW	IS	PA	
EF CHK 00074915	RICE08300	RICE, ANTHONY	01/30/26	18,987.83	MW	IS	PA	
EF CHK 00074916	RICH09140	RICHARDS, STEVEN L	01/30/26	37,453.16	MW	IS	PA	
EF CHK 00074917	RICH06060	RICHARDSON JR, ROBERT A	01/30/26	10,674.05	MW	IS	PA	
EF CHK 00074918	RICH08130	RICHARDSON, THAD M	01/30/26	26,976.38	MW	IS	PA	
EF CHK 00074919	RICH10210	RICHMOND, CHRISTOPHER L	01/30/26	16,718.22	MW	IS	PA	
EF CHK 00074920	RICK03190	RICKEY, JASON H	01/30/26	22,417.53	MW	IS	PA	
EF CHK 00074921	RIDD08300	RIDDELL, CHRISTIAN	01/30/26	19,549.70	MW	IS	PA	
EF CHK 00074922	RIOU07180	RIOUX, TIMOTHY J	01/30/26	12,378.18	MW	IS	PA	
EF CHK 00074923	RISL10040	RISLEY, PATRICK T	01/30/26	97.09	MW	IS	PA	
EF CHK 00074924	RIVE04040	RIVERA, AARON J	01/30/26	12,142.80	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074925	ROBA06140	ROBACKER, TANYA L	01/30/26	13,434.91	MW	IS	PA	
EF CHK 00074926	ROBE11290	ROBERTS, SANDI K	01/30/26	15,774.70	MW	IS	PA	
EF CHK 00074927	ROBE12130	ROBERTSON, SAVANNAH	01/30/26	6,885.56	MW	IS	PA	
EF CHK 00074928	ROBI06120	ROBINSON, DANIEL G	01/30/26	15,144.26	MW	IS	PA	
EF CHK 00074929	ROHA05270	ROHALY, RYAN	01/30/26	7,801.48	MW	IS	PA	
EF CHK 00074930	ROMI12270	ROMINES, TYLER R	01/30/26	11,479.98	MW	IS	PA	
EF CHK 00074931	ROSE10070	ROSELLE, BRENT W	01/30/26	11,787.77	MW	IS	PA	
EF CHK 00074932	ROSE10280	ROSENLU ND, ADAM G	01/30/26	19,743.59	MW	IS	PA	
EF CHK 00074933	ROSS01150	ROSS, DENISE M	01/30/26	5,325.15	MW	IS	PA	
EF CHK 00074934	ROZE05100	ROZELL, NICHOLAS D	01/30/26	7,794.89	MW	IS	PA	
EF CHK 00074935	RUBI07080	RUBIN, DERIK	01/30/26	13,276.66	MW	IS	PA	
EF CHK 00074936	RUTH02190	RUTHFORD, JEFFREY C	01/30/26	5,683.10	MW	IS	PA	
EF CHK 00074937	RAWL08220	Rawlins, CHRISTOPHER M	01/30/26	11,361.91	MW	IS	PA	
EF CHK 00074938	RAY02090	Ray, Michael L	01/30/26	10,325.39	MW	IS	PA	
EF CHK 00074939	REED07240	Reed, Kyler G	01/30/26	6,810.35	MW	IS	PA	
EF CHK 00074940	SABI08020	SABIN, JEREMY L	01/30/26	11,704.34	MW	IS	PA	
EF CHK 00074941	SALA11060	SALAHUDDIN, AISHA	01/30/26	10,864.89	MW	IS	PA	
EF CHK 00074942	SAMU09190	SAMUELSEN, NEIL	01/30/26	584.86	MW	IS	PA	
EF CHK 00074943	SANT01190	SANTOS, MATTHEW D	01/30/26	11,750.19	MW	IS	PA	
EF CHK 00074944	SAWY04180	SAWYER, JACQUELYN	01/30/26	4,750.42	MW	IS	PA	
EF CHK 00074945	SAYL10200	SAYLER, TANNER	01/30/26	15,092.06	MW	IS	PA	
EF CHK 00074946	SCHA11230	SCHAEFER, PETER	01/30/26	13,499.69	MW	IS	PA	
EF CHK 00074947	SCHA11120	SCHAFF, TYLER A	01/30/26	11,766.54	MW	IS	PA	
EF CHK 00074948	SCHL02140	SCHLIESMAN, NADIA	01/30/26	13,726.05	MW	IS	PA	
EF CHK 00074949	SCHM04170	SCHMIDT, MARK A	01/30/26	7,388.73	MW	IS	PA	
EF CHK 00074950	SCHN02280	SCHNEEGAS, SEAN	01/30/26	11,418.52	MW	IS	PA	
EF CHK 00074951	SCOT04050	SCOTT-RALSTON, MICAH	01/30/26	17,929.62	MW	IS	PA	
EF CHK 00074952	SEAB05020	SEABURG, COLTON	01/30/26	5,721.04	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074953	SEBE08210	SEBERSON, PETER S	01/30/26	6,824.65	MW	IS	PA	
EF CHK 00074954	SEGO08140	SEGOBIA, DEMETRIUS	01/30/26	7,283.36	MW	IS	PA	
EF CHK 00074955	SELL04110	SELLS, HAYDEN	01/30/26	19,160.89	MW	IS	PA	
EF CHK 00074956	SEVE05200	SEVERE, LETANIA P	01/30/26	6,878.22	MW	IS	PA	
EF CHK 00074957	SHEP11240	SHEPARD, BENJAMIN T	01/30/26	4,561.97	MW	IS	PA	
EF CHK 00074958	SIGE05010	SIGEL, ACHAIA	01/30/26	17,635.92	MW	IS	PA	
EF CHK 00074959	SILV06140	SILVA SIFUENES, DAVID A	01/30/26	12,007.74	MW	IS	PA	
EF CHK 00074960	SILV11090	SILVER-COLSON, EMILY	01/30/26	7,133.29	MW	IS	PA	
EF CHK 00074961	SIMA07140	SIMANJUNTAK, SAM	01/30/26	7,946.36	MW	IS	PA	
EF CHK 00074962	SIMM08080	SIMMONS, JASON D	01/30/26	18,435.39	MW	IS	PA	
EF CHK 00074963	SMAL09030	SMALL, MARIO A	01/30/26	9,303.29	MW	IS	PA	
EF CHK 00074964	SMIT03040	SMITH, BRANDON D	01/30/26	8,439.92	MW	IS	PA	
EF CHK 00074965	SMIT06270	SMITH, DEREK L	01/30/26	10,596.03	MW	IS	PA	
EF CHK 00074966	SMIT04160	SMITH, KYLE EDWARD	01/30/26	15,630.58	MW	IS	PA	
EF CHK 00074967	SMIT03150	SMITH, KYLE L	01/30/26	14,062.10	MW	IS	PA	
EF CHK 00074968	SMIT06250	SMITH, ROBERT S	01/30/26	23,006.83	MW	IS	PA	
EF CHK 00074969	SMIT12070	SMITH, RYAN J	01/30/26	10,673.11	MW	IS	PA	
EF CHK 00074970	SNOD05260	SNODGRASS, JACQUELINE	01/30/26	5,684.76	MW	IS	PA	
EF CHK 00074971	SNYD02280	SNYDER, JOSEPH S	01/30/26	16,958.65	MW	IS	PA	
EF CHK 00074972	SNYD01270	SNYDER, RYAN C	01/30/26	10,955.95	MW	IS	PA	
EF CHK 00074973	SOBO06010	SOBOLE, JAMES A	01/30/26	39,554.45	MW	IS	PA	
EF CHK 00074974	SOEL07150	SOELLING, JOHN E	01/30/26	13,811.49	MW	IS	PA	
EF CHK 00074975	SOJD09150	SOJDA, ROBERT	01/30/26	18,853.92	MW	IS	PA	
EF CHK 00074976	SOKO06070	SOKOLOV, OLEG V	01/30/26	13,584.39	MW	IS	PA	
EF CHK 00074977	SOLA03140	SOLAND, DERICK D	01/30/26	13,539.39	MW	IS	PA	
EF CHK 00074978	SONN03260	SONNEMAN, ROBERT	01/30/26	12,145.10	MW	IS	PA	
EF CHK 00074979	SOVR11040	SOVREBOV, ALAN	01/30/26	17,845.68	MW	IS	PA	
EF CHK 00074980	SOWA03310	SOWARDS, EVAN	01/30/26	11,302.63	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00074981	SPIC02130	SPICER, CATHLENE	01/30/26	4,351.19	MW	IS	PA	
EF CHK 00074982	STAN05260	STANLEY, EVAN	01/30/26	10,571.60	MW	IS	PA	
EF CHK 00074983	STED11150	STEDMAN, ANTHONY J	01/30/26	24,050.34	MW	IS	PA	
EF CHK 00074984	STEN11170	STENSTROM, BRIANNA J	01/30/26	8,048.14	MW	IS	PA	
EF CHK 00074985	STEN12260	STENSTROM, JASPER A	01/30/26	10,401.40	MW	IS	PA	
EF CHK 00074986	STEP08140	STEPHENS, DANIEL L	01/30/26	13,731.87	MW	IS	PA	
EF CHK 00074987	STEP11120	STEPHENS, KATHERINE L	01/30/26	12,021.39	MW	IS	PA	
EF CHK 00074988	STEP12290	STEPHENS, VALERIE	01/30/26	4,838.29	MW	IS	PA	
EF CHK 00074989	STEW02180	STEWART, ANDREW C	01/30/26	11,937.16	MW	IS	PA	
EF CHK 00074990	STOL06190	STOLTE, KURT WILLIAM	01/30/26	8,853.01	MW	IS	PA	
EF CHK 00074991	STOL07110	STOLTENBERG, KIM M	01/30/26	15,625.53	MW	IS	PA	
EF CHK 00074992	STON10100	STONE, CAMERON	01/30/26	8,344.67	MW	IS	PA	
EF CHK 00074993	STRIO3310	STRINGFELLOW, STEVE G	01/30/26	292.44	MW	IS	PA	
EF CHK 00074994	STUE06060	STUEVE, ERIC J	01/30/26	31,854.93	MW	IS	PA	
EF CHK 00074995	STUE08090	STUEVE, PAUL A	01/30/26	20,109.31	MW	IS	PA	
EF CHK 00074996	STUR08130	STURMAN, CHRISTOPHER A	01/30/26	9,013.99	MW	IS	PA	
EF CHK 00074997	SUSE11020	SUSEE, TIMOTHY E	01/30/26	34,992.24	MW	IS	PA	
EF CHK 00074998	SWAR08170	SWART, SARAH M	01/30/26	9,892.63	MW	IS	PA	
EF CHK 00074999	SWIN11030	Swinton, Sean A	01/30/26	13,746.62	MW	IS	PA	
EF CHK 00075000	TALK10250	TALKINGTON, MORGAN T	01/30/26	9,510.32	MW	IS	PA	
EF CHK 00075001	TAYL05140	TAYLOR, MATTHEW	01/30/26	13,701.65	MW	IS	PA	
EF CHK 00075002	TAYL07290	TAYLOR, ROBERT T	01/30/26	16,404.37	MW	IS	PA	
EF CHK 00075003	TCHO01310	TCHOBANOFF, NOAH C	01/30/26	19,952.52	MW	IS	PA	
EF CHK 00075004	TENN03070	TENNISON, JOSEPH C	01/30/26	13,525.48	MW	IS	PA	
EF CHK 00075005	TEYS04230	TEYSSEDRE, FABIEN A	01/30/26	22,801.07	MW	IS	PA	
EF CHK 00075006	THOM06260	THOMPSON, BENJAMIN A	01/30/26	12,583.84	MW	IS	PA	
EF CHK 00075007	THOM02240	THOMPSON, COURTNEY B	01/30/26	6,350.24	MW	IS	PA	
EF CHK 00075008	THOM04040	THOMPSON, EMILY	01/30/26	4,899.70	MW	IS	PA	

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EF CHK 00075009	THOM10300	THOMPSON, KYLE H	01/30/26	11,318.40	MW	IS	PA	
EF CHK 00075010	THOM06100	THOMPSON, MAXWELL R	01/30/26	12,658.85	MW	IS	PA	
EF CHK 00075011	THOM11090	THOMPSON, REED	01/30/26	19,139.22	MW	IS	PA	
EF CHK 00075012	TIGL06080	TIGLI, JOSEPH A	01/30/26	10,189.73	MW	IS	PA	
EF CHK 00075013	TOFT06180	TOFT, JEREMY H	01/30/26	14,409.35	MW	IS	PA	
EF CHK 00075014	TOLE02180	TOLER, ETHAN E	01/30/26	16,619.25	MW	IS	PA	
EF CHK 00075015	TOVA09280	TOVAR, FRANCISCO L	01/30/26	16,240.32	MW	IS	PA	
EF CHK 00075016	TRAN12080	TRAN, DANIEL	01/30/26	18,393.29	MW	IS	PA	
EF CHK 00075017	TURN10080	TURNER, DANIEL C	01/30/26	10,319.07	MW	IS	PA	
EF CHK 00075018	VALE01300	VALE, JEFFERY	01/30/26	18,134.55	MW	IS	PA	
EF CHK 00075019	VAND09130	VAN DIJK, BJORN K	01/30/26	17,037.02	MW	IS	PA	
EF CHK 00075020	VAND10060	VANDERSTAAY, KORY	01/30/26	6,527.97	MW	IS	PA	
EF CHK 00075021	VANK10010	VANKEKERIX, MARC L	01/30/26	6,047.56	MW	IS	PA	
EF CHK 00075022	VANK01260	VANKEULEN, BRENT D	01/30/26	25,705.38	MW	IS	PA	
EF CHK 00075023	VANNO04300	VANNOY, BRIAN	01/30/26	9,846.63	MW	IS	PA	
EF CHK 00075024	VERE10310	VERELLEN, DAVID W	01/30/26	19,656.26	MW	IS	PA	
EF CHK 00075025	VILL07160	VILLA, SHER MERJETTE	01/30/26	5,719.94	MW	IS	PA	
EF CHK 00075026	VINI08310	VINING, KELLY J	01/30/26	13,424.19	MW	IS	PA	
EF CHK 00075027	VLAS12220	VLASENKO, MIKHAIL G	01/30/26	18,970.37	MW	IS	PA	
EF CHK 00075028	WADD09200	WADDELL, AARON G	01/30/26	20,047.95	MW	IS	PA	
EF CHK 00075029	WAGN07150	WAGNER, BRETT M	01/30/26	15,570.61	MW	IS	PA	
EF CHK 00075030	WAGN12250	WAGNER, SETH J	01/30/26	10,957.88	MW	IS	PA	
EF CHK 00075031	WAHL06110	WAHL, LUKE W	01/30/26	11,800.84	MW	IS	PA	
EF CHK 00075032	WALL04180	WALLACE, SOPHIA MICHAL	01/30/26	13,916.41	MW	IS	PA	
EF CHK 00075033	WALS12030	WALSH, DYLAN K	01/30/26	14,735.33	MW	IS	PA	
EF CHK 00075034	WALT01040	WALTRIP, MATTHEW R	01/30/26	21,153.93	MW	IS	PA	
EF CHK 00075035	WASH11090	WASHO, SUSAN E	01/30/26	17,079.95	MW	IS	PA	
EF CHK 00075036	WATA03160	WATAMURA, BRADLEY T	01/30/26	20,638.62	MW	IS	PA	

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Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To	Note
EF CHK 00075037	WEHM06180	WEHMHOEFER, NICHOLAS	01/30/26	14,455.79	MW	IS	PA	
EF CHK 00075038	WEID09060	WEIDMAN, RYAN	01/30/26	10,619.75	MW	IS	PA	
EF CHK 00075039	WEIG01290	WEIGLEY, JACOB	01/30/26	10,989.60	MW	IS	PA	
EF CHK 00075040	WELL11090	WELLS, PAUL	01/30/26	12,501.88	MW	IS	PA	
EF CHK 00075041	WEND10210	WENDT, AUSTIN W	01/30/26	13,421.01	MW	IS	PA	
EF CHK 00075042	WEND07300	WENDT, FRED W	01/30/26	6,876.98	MW	IS	PA	
EF CHK 00075043	WHIT07260	WHITE, NATHAN A	01/30/26	11,175.15	MW	IS	PA	
EF CHK 00075044	WIGE08240	WIGEN, WILLIAM	01/30/26	12,361.98	MW	IS	PA	
EF CHK 00075045	WILL05290	WILLADSON, KEVIN J	01/30/26	13,200.38	MW	IS	PA	
EF CHK 00075046	WILL04020	WILLETT, JEREMY	01/30/26	13,332.50	MW	IS	PA	
EF CHK 00075047	WILL12310	WILLIAMS, ANDREW J	01/30/26	9,084.48	MW	IS	PA	
EF CHK 00075048	WILL12100	WILLIAMS, CARSON R	01/30/26	9,575.59	MW	IS	PA	
EF CHK 00075049	WILL01190	WILLIAMS, KEVIN	01/30/26	34,498.05	MW	IS	PA	
EF CHK 00075050	WILL11250	WILLIAMS, OLIVER	01/30/26	16,278.23	MW	IS	PA	
EF CHK 00075051	WILL11210	WILLIAMS, TROY	01/30/26	2,366.32	MW	IS	PA	
EF CHK 00075052	WILL04150	WILLIAMSON, TROY D	01/30/26	14,339.57	MW	IS	PA	
EF CHK 00075053	WILL03290	WILLIS, ROBERT C	01/30/26	292.44	MW	IS	PA	
EF CHK 00075054	WILL12210	WILLOUGHBY, BLAKE	01/30/26	11,349.22	MW	IS	PA	
EF CHK 00075055	WILS09050	WILSON, DANIEL O	01/30/26	11,067.24	MW	IS	PA	
EF CHK 00075056	WISE07120	WISEMAN, TRACY L	01/30/26	3,888.22	MW	IS	PA	
EF CHK 00075057	WOHR08050	WOHRLE, PETER J	01/30/26	24,058.64	MW	IS	PA	
EF CHK 00075058	WOOD07110	WOOD, JACQUELYN N	01/30/26	7,883.75	MW	IS	PA	
EF CHK 00075059	WOOD05160	WOOD, JONATHAN	01/30/26	3,402.23	MW	IS	PA	
EF CHK 00075060	WORK11050	WORKMAN, BRYAN K	01/30/26	9,221.31	MW	IS	PA	
EF CHK 00075061	WORK10250	WORKMAN, LINDA S	01/30/26	4,890.36	MW	IS	PA	
EF CHK 00075062	WORR05070	WORRELL, COLBY	01/30/26	13,158.88	MW	IS	PA	
EF CHK 00075063	WRIG05030	WRIGHT, LONNIE E	01/30/26	15,770.40	MW	IS	PA	
EF CHK 00075064	WEAV05140	Weaver, Hanne L	01/30/26	12,705.06	MW	IS	PA	

Central Pierce SQL New 01/28/26 [BANK RECON EFT REGISTER] BK REGISTER 01001-DP Page 22  
 WED, JAN 28, 2026, 3:10 PM --req: RES00131--leg: GL JL--loc: BI-TECH---job:816929 J263-----prog: BK200 <1.54>--report id: CKREG--

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel	To Note
EF CHK 00075065	YARB12160	YARBROUGH, KYLE W	01/30/26	11,941.88	MW	IS	PA	
EF CHK 00075066	YOUN05220	YOUNG, ALEX	01/30/26	12,669.94	MW	IS	PA	
EF CHK 00075067	ZIMM02130	ZIMMERMAN, HANNAH M	01/30/26	5,905.63	MW	IS	PA	

G R A N D 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	7,428,866.09	Number of Checks Processed:	591
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

G R A N D T O T A L 7,428,866.09



## Board Meeting Agenda Item Summary

**Agenda Date:** February 9, 2026

**Item Title:** 8A - Revisions to BOD's 3.40, 3.41 and 3.45 (Non-Represented & Executive Leadership 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 applicable to non-represented personnel and Executive Leadership. This constitutes the first reading of the revised policies.

Based on feedback provided by the Board at the prior two meetings, staff have incorporated the following revision:

- Expanded the definition of "immediate family" to include a significant other, as well as the applicable family members of that significant other.

Chief Morrow and I will be present to present the proposed updates, answer questions, and receive any additional direction 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, 20242026

SUBJECT: FLSA EXEMPT, NON-REPRESENTED, NON-UNIFORMED EMPLOYEES 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 CPFRthe 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 CPFRthe 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 <sup>st</sup>
Martin Luther King Jr's Birthday	3 <sup>rd</sup> Monday in January
President's Day	3 <sup>rd</sup> Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19 <sup>th</sup>
Independence Day	July 4 <sup>th</sup>
Labor Day	1 <sup>st</sup> Monday in September
Veteran's Day	November 11 <sup>th</sup>
Thanksgiving Day	4 <sup>th</sup> Thursday in November
Day Following Thanksgiving Day	Friday following Thanksgiving
Christmas Day	December 25 <sup>th</sup>

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

1. the spouse or significant other
2. children or step-children\* of the employee,
3. parents or step parents\*
4. brother, sisters siblings\*
5. grandchildren\*
6. grandparents\* of the employee, and those of the employee's current spouse.

\*either through marriage or significant other

B.C. 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-D. 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 [CPFRthe 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 [CPFRthe 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 [CPFRthe 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 [CPFRthe District](#).

APPROVED:

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RUSSELL T. BARSTOW  
BOARD CO-CHAIR

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ROBERT L. HOMAN  
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 CPFRthe 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 Assistant](#)[Human 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 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 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:
  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.

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

Day Following Thanksgiving Day	Friday following Thanksgiving
Christmas Day	December 25 <sup>th</sup>

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

1. the spouse or significant other
2. children or stepchildren\* of the employee,
3. parents or step parents\*
4. brother, sister, siblings\*
5. grandchildren\*
6. grandparents\* of the employee, and those of the employee's current spouse.

\*either through marriage or significant other

B-C. 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-D. 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 CPFRthe 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 CPFRthe 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 CPFRthe District.

APPROVED:

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RUSSELL T. BARSTOW  
BOARD CO-CHAIR

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ROBERT L. HOMAN  
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 [CPFRthe 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 <sup>st</sup>
Martin Luther King Jr's Birthday	3 <sup>rd</sup> Monday in January
President's Day	3 <sup>rd</sup> Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19 <sup>th</sup>
Independence Day	July 4 <sup>th</sup>
Labor Day	1 <sup>st</sup> Monday in September
Veteran's Day	November 11 <sup>th</sup>
Thanksgiving Day	4 <sup>th</sup> Thursday in November
Day Following Thanksgiving Day	Friday following Thanksgiving
Christmas Day	December 25 <sup>th</sup>

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

1. the spouse or significant other\*and
2. children or step-children\* of the employee,
3. parents or step-parents\*,
4. brother, sister, siblings\*
5. grandchildren\*
6. grandparents\* of the employee, and those of the employee's current spouse.

\*either through marriage or significant other

B-C. 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-D. 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. 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 [CPFR](#)[the 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 [CPFR](#)[the 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 [CPFR](#)[the District](#).

APPROVED:

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RUSSELL T. BARTSOW  
BOARD CO-CHAIR

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ROBERT L. HOMAN  
BOARD CO-CHAIR



## Board Meeting Agenda Item Summary

**Agenda Date:** February 9, 2026

**Item Title:** Revisions to Board Policy 3.03

**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:**

Board Policy 3.03 has been modified as discussed in the previous Board Meeting. The policy is now in front of the Board for First Reading. Staff is requesting direction from the Board on the proposed policy in anticipation of moving it to Second Reading at the February 23, 2026, Regular Board Meeting.

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:

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RUSSELL T. BARSTOW  
BOARD CO-CHAIR

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ROBERT L. HOMAN  
BOARD CO-CHAIR



## Board Meeting Agenda Item Summary

**Agenda Date:** February 9, 2026

**Item Title:** Resolution 26-02 Accepting Donations for Cardiac Survivors' Ceremony

**Attachments:** Resolution 26-02

**Submitted by:** Executive Services Director Sandi Roberts

### RECOMMENDED ACTION BY THE BOARD:

- First reading
- Second reading
- Motion to approve
- For information only
- Other: \_\_\_\_\_

### **TWO SUGGESTED MOTIONS:**

*"I move to waive the second reading for Resolution 26-02 Accepting Donations for Cardiac Survivors' Ceremony."*

*"I move to approve Resolution 26-02 Accepting Donations for the Cardiac Survivors' Ceremony."*

### **SUMMARY:**

The District is a partner in hosting the, now annual, Cardiac Survivors' Ceremony. Several vendors and others in the area would like to make donations to help with the cost of hosting the event. The District is only able to financially participate in the "educational" piece of the event. We are requesting your approval of this Resolution to authorize the Fire Chief or his designee to accept donations which will be used as allowed by law for the costs incurred by the District for this event.

### **FINANCIAL IMPACT:**

None.

# CENTRAL PIERCE FIRE & RESCUE

## RESOLUTION NO. 26-02

### A RESOLUTION TO THE BOARD OF FIRE COMMISSIONERS FOR CENTRAL PIERCE FIRE & RESCUE ACCEPTING DONATIONS FOR CARDIAC SURVIVORS' CEREMONY.

**WHEREAS**, in furtherance of the mission of Central Pierce Fire & Rescue (CPFR), CPFR intends to hold a Cardiac Survivors' Ceremony in the first quarter of 2026 and provide CPR training at the Ceremony; and

**WHEREAS**, businesses and organizations have notified CPFR that they desire to provide donations to CPFR for the Cardiac Survivors' Ceremony; and

**WHEREAS**, CPFR, as a municipal corporation, is a tax-exempt organization under Section 170(c) of the IRS code and donations may qualify for a federal income tax contribution deduction under Code Section 190 (c); and

**WHEREAS**, the Board of Fire Commissioners finds that it is appropriate to accept the donations offered.

**NOW THEREFORE BE IT RESOLVED**, by the Board of Commissioners for Central Pierce Fire & Rescue, that:

Section 1: The donations described above are accepted and shall be used as allowed by law for costs incurred by the District for the Cardiac Survivors' Ceremony.

Section 2: The Board hereby expresses its gratitude to the donors for the foregoing donations.

**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.

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Russell Barstow, Co-Chair

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Robert L. Homan, Co-Chair

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Jason Bellerive, Commissioner

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Margaret Buttz, Commissioner

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Jonathan E. Caverly, Commissioner

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Arlene Dannat, Commissioner

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Brian Estes, Commissioner

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Kevin Gorder, Commissioner

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Matthew Holm, Commissioner

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Christine McAfee, Commissioner

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Dale Mitchell, Commissioner

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Joe Palombi, Commissioner

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Neil Samuelsen, Commissioner

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Steve Stringfellow, Commissioner

ATTEST: \_\_\_\_\_  
Sandi Roberts, District Secretary



## Board Meeting Agenda Item Summary

**Agenda Date:** February 9, 2026

**Item Title:** Board Policy 3.64 Civil Rights & Non-Discrimination

**Attachments:** Board Policy 3.64

**Submitted by:** Director Roberts

### RECOMMENDED ACTION BY THE BOARD:

First reading  
 Second reading  
 Motion to approve  
 For information only  
 Other: \_\_\_\_\_

### **SUMMARY:**

Board Policy 3.64, Civil Rights & Non-Discrimination, is presented for Board consideration. This new policy establishes civil rights and non-discrimination standards for the District's outward-facing programs and services. Existing District policies already address these protections for employees and applicants.

As a condition of receiving federal grant funding from the U.S. Department of Homeland Security, the District must complete a Civil Rights Evaluation conducted by the Office for Civil Rights and Civil Liberties. This evaluation requires the District to adopt the proposed policy. The draft policy has been reviewed by the Office for Civil Rights and Civil Liberties and has been determined to be fully compliant with all applicable requirements.

Key elements of the policy include:

- Upon request and at its own expense, the District will provide reasonable modifications to ensure individuals with disabilities have equal access to District programs, services, and activities. For example, this may include providing a sign language interpreter for a CPR class.
- Upon request and at its own expense, the District will provide language assistance services to ensure meaningful access to District programs, services and activities for individuals with limited English proficiency when a language represents at least 5% of the District's population. Currently, the languages meeting this threshold are Russian, Spanish, and Korean.
- The policy identifies two processes through which individuals may file a complaint alleging non-compliance with federal civil rights laws.

### **FINANCIAL IMPACT:**

The Washington State Department of Social and Health Services (DSHS), in partnership with the Department of Enterprise Services, provides access to sign language interpreters at hourly rates ranging from approximately \$125 to \$150.

In addition, DSHS maintains a list of certified spoken-language interpreters who work as independent contractors at varying hourly rates.

CENTRAL PIERCE FIRE & RESCUE  
BOARD POLICY  
NUMBER 3.64

ORIGINATED: February 9, 2026

APPROVED: TBD

EFFECTIVE: TBD

SUBJECT: CIVIL RIGHTS & NON-DISCRIMINATION

PURPOSE: To ensure compliance with Federal civil rights law in all its application to the business practices of the District, including as a recipient of federal financial assistance from numerous U.S. departments and agencies, and to inform all District personnel of their legal obligations and clients of District services of their rights.

AUTHORITY & RESPONSIBILITY:

The Board of Fire Commissioners and Executive Staff Members have the authority and responsibility to ensure all District Members are familiar with and operate within the parameters of this Board Policy.

POLICY:

- I. This policy applies to external-facing programs, activities and interactions with program beneficiaries (e.g., program participants, clients, customers, or consumers, etc.). The District Employee Handbook covers internal-facing programs for Equal Employment Opportunities, Affirmative Action Programs, Harassment, and the Americans with Disabilities Act for employees of the District.
- II. The District shall comply with Federal civil rights laws and shall provide its programs, activities and services without discrimination in accordance with:
  - A. Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, or national origin (including language).
  - B. Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination based on disability.
  - C. Title IX of the Education Amendments Act of 1972, which prohibits discrimination based on sex in education programs or activities.
  - D. Age Discrimination Act of 1975, which prohibits discrimination based on age.
  - E. U.S. Department of Homeland Security regulation 6 C.F.R. Part 19, which prohibits discrimination based on religion in social service programs.

III. It is against the law for the District to retaliate against anyone who takes action to oppose discrimination, files a grievance, or participates in the investigation of a grievance in accordance with the above authorities.

PROCEDURE:

- I. If an individual believes that the District has failed to comply with Federal civil rights laws regarding external-facing programs or has discriminated in another way based on race, color, national origin (including language), disability, sex, age, or religion, a complaint may be filed via the Citizen Complaint Form (Policy 346 Attachment). The form shall be posted on the District website. Complaints may also be taken over the phone or in person. The complaint must be received within 180 days of the alleged occurrence via one of the following means:
  - A. Via email: [info@centralpiercefire.org](mailto:info@centralpiercefire.org)
  - B. Via postal mail: Central Pierce Fire & Rescue, PO Box 940, Spanaway WA 98387
  - C. Via telephone: 253-538-6400
  - D. In person: Central Pierce Fire & Rescue, Administrative & Operations Center (1015 39TH Ave SE, Suite 120, Puyallup, WA 98374)
- II. Procedures for handling a complaint are outlined in Policy 346 Citizen Complaint Process.
- III. A civil rights complaint may also be filed with the U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL):
  1. Email: CRCLCompliance@hq.dhs.gov (fastest method to submit your complaint)
  2. Mail: U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties Compliance Branch, Mail Stop #0190 2707 Martin Luther King, Jr. Ave., SE Washington, D.C. 20528
  3. Phone: 202-401-1474 | 1-866-644-8360 (toll free)  
TTY: 202-401-0470 | 1-866-644-8361 (toll free)
  4. Additional information: <https://www.dhs.gov/file-civil-rights-complaint>
- IV. Information and Services for Persons with Disabilities & Persons with Limited English Proficiency (LEP).
  - A. The District is committed to providing individuals an equal opportunity to participate in and benefit from the District's programs, activities, and services.

Individuals may request reasonable modifications from the District that they believe will enable them to have such equal opportunity to participate in District programs, activities, and services.

B. A reasonable modification is a change or modification to afford a qualified individual with a disability full enjoyment of the District's programs or activities, unless modifications of policies, practices, and procedures would fundamentally alter the nature of the program, service, or activity, or result in undue financial and administrative burdens to the District.

C. Requesting Reasonable Modifications:

1. Anyone needing reasonable modifications when participating in a District meeting, program, activity or service and/or if information is needed in an alternative format shall, within two weeks of the required modification, contact the Community Risk Reduction Division for assistance.
  - a. 253-538-6400
  - b. [info@centralpiercefire.org](mailto:info@centralpiercefire.org)
2. When requested, the District shall, at no charge, provide:
  - a. Aids and services, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, etc.), to communicate effectively with persons with disabilities as requested, and
  - b. Any other reasonable modification requests that do not result in undue financial and administrative burdens to the District.
3. The District shall describe the process for making a reasonable modification request on the District website.
4. The District shall respond to all reasonable modification requests within five business days.
5. The District shall consult with the requester in an interactive process to determine what, if any, modification should be provided.
6. If the requested modification cannot be provided in time for the event, the District shall work with the requester to provide interim modification or reschedule to a date when the request can be provided.
7. All reasonable modification requests shall be considered confidential, with only those District employees with need-to-know for the specific request having access to the request information.

D. Limited English Proficiency (LEP)

1. The District shall conduct a bi-annual assessment of the number or proportion of LEP individuals eligible to be served and the frequency of its contacts with LEP persons.
2. The District shall, at no charge, offer language services, such as qualified foreign language interpreters and information written in other

languages, to ensure meaningful access to programs and activities for persons with limited English proficiency for languages covering 5% of the District population.

3. The District shall describe the process for LEP persons to request language services on the District website.

APPROVED:

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RUSSELL T. BARSTOW  
BOARD CO-CHAIR

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ROBERT L. HOMAN  
BOARD CO-CHAIR



## Board Meeting Agenda Item Summary

**Agenda Date:** February 9, 2026

**Item Title:** Board Policy 3.031 – Board – Fire Chief Relationship

**Attachments:** Board Policy 3.031

**Submitted by:** Chief Morrow

### RECOMMENDED ACTION BY THE BOARD:

- First reading
- Second reading
- Motion to approve
- For information only
- Other: \_\_\_\_\_

### **SUMMARY:**

A draft of Board Policy 3.031 that pertains to the relationship between the Board and the Fire Chief is attached for initial review. Staff is looking for initial comment by Commissioners and then a consensus to move the draft policy to First Reading for the February 23, 2026, Regular Board Meeting.

CENTRAL PIERCE FIRE & RESCUE  
BOARD POLICY  
NUMBER 3.031

ORIGINATED: February 9, 2026

APPROVED:

EFFECTIVE:

SUBJECT: BOARD – FIRE CHIEF RELATIONSHIP

PURPOSE: To establish clear governance expectations defining the relationship between the Board of Fire Commissioners and the Fire Chief in order to ensure effective leadership, accountability, and operational excellence.

AUTHORITY & RESPONSIBILITY:

The Board of Fire Commissioners is the governing body of the District and is responsible for establishing Board policy and providing strategic oversight. The Fire Chief is responsible for the administration and operation of the District in accordance with Board policy and applicable law.

POLICY: The Board of Fire Commissioners shall govern through policy and collective action while delegating authority for day-to-day administration and operations to the Fire Chief.

PROCEDURE:

I. GOVERNANCE ROLE OF THE BOARD

- A. COLLECTIVE AUTHORITY. The Board acts as a collective body. Individual Commissioners have no authority to act on behalf of the Board except when expressly authorized by Board action.
- B. POLICY GOVERNANCE. The Board establishes Board policy, sets strategic direction, and provides oversight to the Fire Chief. The Board shall refrain from involvement in day-to-day operations.

II. ROLE OF THE FIRE CHIEF

- A. CHIEF EXECUTIVE OFFICER. The Fire Chief serves as the Chief Executive Officer of the District and is responsible for implementing Board policy and managing District operations.
- B. ADMINISTRATIVE AUTHORITY. The Fire Chief has authority over personnel, operations, and resource deployment consistent with Board policy and applicable law.

III. BOARD SUPPORT AND COMMUNICATION

- A. INFORMATION FLOW. The Fire Chief shall keep the Board informed of significant District matters necessary for effective governance.
- B. COMMUNICATION CHANNELS. Commissioner requests for information shall be directed to the Fire Chief or through a Board Co-Chair, as appropriate.

IV. PERFORMANCE EXPECTATIONS

- A. ANNUAL GOALS AND EVALUATION. The Board shall establish performance expectations for the Fire Chief and conduct evaluations annually. The goals and subsequent evaluation should be established and discussed in Executive Session as allowed by RCW.

V. UNITY OF DIRECTION

- A. BOARD UNITY. Once the Board takes official action, all Commissioners shall support and uphold that decision.
- B. AVOIDANCE OF INTERFERENCE. Commissioners shall not direct staff or countermand Fire Chief decisions.

VI. PROFESSIONAL CONDUCT

- A. MUTUAL RESPECT. The Board and Fire Chief shall maintain a professional, respectful working relationship at all times.

VII. HANDLING OF COMPLAINTS AND INQUIRIES

- A. ROLE OF THE BOARD. Fire Commissioners may receive complaints, concerns, or inquiries from the public, employees, or other stakeholders. The Board's role is to ensure that appropriate processes exist for handling such matters, not to investigate or resolve individual complaints.
- B. REFERRAL TO THE FIRE CHIEF. Operational complaints, personnel concerns, or service-related issues received by individual Commissioners shall be referred to the Fire Chief for appropriate review and handling consistent with District policy and applicable law.
- C. NO INDEPENDENT ACTION. Commissioners shall not independently investigate complaints, direct staff responses, or take corrective action related to individual complaints or personnel matters.

- D. BOARD AWARENESS. The Fire Chief shall inform the Board, as appropriate, of trends, systemic issues, or significant matters arising from complaints, while maintaining confidentiality and legal obligations.
- E. CONFIDENTIALITY. Commissioners shall maintain confidentiality regarding complaints, personnel matters, and sensitive information and shall avoid public discussion of such matters outside authorized processes.

VIII. BOARD – LABOR INTERACTION

- A. ROLE CLARITY. The Board establishes the labor management position for the Fire Chief and authorizes collective bargaining objectives as requested by the Fire Chief. The Fire Chief, or designee, serves as the District's management representative for labor relations unless otherwise directed by the Board.
- B. COMMISSIONER INTERACTION WITH LABOR. Individual Commissioners may interact with labor representatives in a professional manner but shall not engage in bargaining, negotiation, commitments, or direction regarding labor matters.
- C. NO SIDE AGREEMENTS. Commissioners shall not make promises or informal agreements with labor organizations or employees regarding wages, benefits, working conditions, or disciplinary matters.
- D. COMMUNICATION CHANNELS. Labor-related concerns received by Commissioners shall be referred to the Fire Chief.
- E. BOARD ACTION. The Board shall act on labor matters only as a collective body through properly noticed meetings or authorized executive sessions.

APPROVED:

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RUSSELL T. BARSTOW  
BOARD CO-CHAIR

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ROBERT L. HOMAN  
BOARD CO-CHAIR



## Board Meeting Agenda Item Summary

**Agenda Date:** February 9, 2026

**Item Title:** Board Policy 3.032 – Board Officers & Board Organization

**Attachments:** Board Policy 3.032

**Submitted by:** Chief Morrow

### RECOMMENDED ACTION BY THE BOARD:

- First reading
- Second reading
- Motion to approve
- For information only
- Other: \_\_\_\_\_

### **SUMMARY:**

A draft of Board Policy 3.032 that pertains to Board Officers & Board Organization is attached for initial review. Staff is looking for initial comment by Commissioners and then a consensus to move the draft policy to First Reading for the February 23, 2026, Regular Board Meeting.

CENTRAL PIERCE FIRE & RESCUE  
BOARD POLICY  
NUMBER 3.032

ORIGINATED: February 9, 2026

APPROVED:

EFFECTIVE:

SUBJECT: BOARD OFFICERS AND ORGANIZATION

PURPOSE: To establish the structure, officer roles, and organizational framework of the Board of Fire Commissioners in order to support effective governance, leadership continuity, and orderly Board operations.

AUTHORITY & RESPONSIBILITY:

The Board of Fire Commissioners is responsible for organizing itself, selecting officers, and establishing internal governance practices consistent with Board policy and applicable law.

POLICY: The Board shall organize itself in a manner that promotes effective leadership, continuity, and accountability while supporting the collective governance role of the Board.

PROCEDURE:

I. BOARD OFFICERS

- A. OFFICER POSITIONS. The Board shall elect two officers each year, known as "Co-Chairs," from among its members. The election of these officers shall occur at the first regularly scheduled meeting of each year, unless modified by a vote of the Board. The Board will recognize the Director of the Executive Services Directorate as the Board Secretary unless modified by a vote of the Board.
- B. TERM OF OFFICE. Officers shall serve for a one-year term, unless terms are altered by Board action. Officers may be re-elected unless otherwise limited by Board policy.
- C. VACANCIES. Officer vacancies shall be filled by Board action at the first meeting following the identified vacancy.

II. DUTIES OF THE CO-CHAIRS

- A. PRESIDING ALTERNATING OFFICER. An alternating Co-Chair presides over Board meetings and ensures orderly and efficient conduct of business.

- B. AGENDA COORDINATION. The Co-Chairs works with the Fire Chief to establish meeting agendas.
- C. BOARD LEADERSHIP. The Co-Chairs provides leadership on governance matters and facilitates Board unity.

### III. COMMITTEES AND ASSIGNMENTS

- A. BOARD COMMITTEES. The Board may establish committees as necessary to support its governance role. Any committee must be established by a vote of the Board.
- B. COMMITTEE AUTHORITY. Committees serve in an advisory capacity and do not exercise independent decision-making authority unless expressly authorized by the Board.
- C. APPOINTMENTS. Committee appointments and assignments shall be made by Board action or as directed by the Co-Chairs.

### IV. ORGANIZATIONAL CONTINUITY

- A. TRANSITIONS. Officer transitions shall be managed to promote continuity and effective governance.
- B. ORIENTATION. New Officers may receive orientation or support to ensure understanding of their roles and responsibilities. This orientation or support shall be provided by the outgoing Officers.

APPROVED:

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RUSSELL T. BARSTOW  
BOARD CO-CHAIR

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ROBERT L. HOMAN  
BOARD CO-CHAIR



## Board Meeting Agenda Item Summary

**Agenda Date:** February 9, 2026

**Item Title:** Board Policy 3.033 – Board Meetings

**Attachments:** Board Policy 3.033

**Submitted by:** Chief Morrow

### RECOMMENDED ACTION BY THE BOARD:

- First reading
- Second reading
- Motion to approve
- For information only
- Other: \_\_\_\_\_

### **SUMMARY:**

A draft of Board Policy 3.033 that pertains to Board Meetings is attached for initial review. Staff is looking for initial comment by Commissioners and then a consensus to move the draft policy to First Reading for the February 23, 2026, Regular Board Meeting.

CENTRAL PIERCE FIRE & RESCUE  
BOARD POLICY  
NUMBER 3.033

ORIGINATED: February 9, 2026

APPROVED:

EFFECTIVE:

SUBJECT: BOARD MEETINGS

PURPOSE: To establish expectations for the conduct, structure, and administration of meetings of the Board of Fire Commissioners in order to ensure effective governance, transparency, and compliance with applicable law.

AUTHORITY & RESPONSIBILITY:

The Board of Fire Commissioners is responsible for conducting its meetings in a manner consistent with statutory requirements, Board policy, and principles of good governance. An alternating Co-Chair presides over meetings. The Fire Chief provides administrative support as directed by the Board.

POLICY: The Board shall conduct meetings in an orderly, professional, and transparent manner that supports effective decision-making and public accountability.

PROCEDURE:

I. TYPES OF MEETINGS

- A. REGULAR MEETINGS. The Board shall hold regular meetings at times and locations established by Board action and in compliance with applicable law.
- B. SPECIAL MEETINGS. Special meetings may be called in accordance with statutory requirements and Board policy.
- C. EMERGENCY MEETINGS. Emergency meetings may be held when immediate Board action is required, consistent with applicable law.

II. MEETING NOTICE AND AGENDA

- A. PUBLIC NOTICE. Notice of Board meetings shall be provided as required by law.
- B. AGENDA PREPARATION. The Board Co-Chairs, in coordination with the Fire Chief, shall establish the agenda for each meeting.
- C. AGENDA DISTRIBUTION. Agendas and supporting materials shall be provided to Commissioners in advance of meetings when possible. Distribution shall occur electronically.

III. CONDUCT OF MEETINGS

- A. PRESIDING OFFICER. An alternating Board Co-Chair presides over meetings and ensures orderly conduct.
- B. QUORUM. A quorum is required to conduct official Board business.
- C. PARLIAMENTARY PROCEDURE. Meetings shall be conducted using generally accepted parliamentary procedures such as those found in Roberts Rules of Order.
- D. PROFESSIONAL DECORUM. Commissioners shall conduct themselves in a respectful and professional manner.

IV. PUBLIC PARTICIPATION

- A. PUBLIC COMMENT. The Board may provide opportunities for public comment consistent with Board policy and applicable law.
- B. BOARD RESPONSE. The Board may receive public comment but is not required to engage in discussion or take action on items not on the agenda.

V. DECISION-MAKING

- A. COLLECTIVE ACTION. Board decisions shall be made by majority vote during properly noticed meetings.
- B. INDIVIDUAL AUTHORITY. Individual Commissioners have no authority to make decisions or commitments on behalf of the Board outside official action.

VI. EXECUTIVE SESSIONS

- A. AUTHORIZED PURPOSES. Executive sessions may be held only for purposes authorized by law. The Fire Chief is to ensure that the appropriate RCW for executive session is listed on the Agenda.
- B. CONFIDENTIALITY. Commissioners shall maintain confidentiality regarding executive session discussions.

VII. MEETING RECORDS

- A. MINUTES. Accurate minutes shall be prepared documenting Board actions and decisions. Video recordings of the meeting are used for accuracy of written minutes and do not establish the official record.
- B. RECORD RETENTION. Meeting records shall be maintained in accordance with applicable law and District policy.

APPROVED:

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RUSSELL T. BARSTOW  
BOARD CO-CHAIR

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ROBERT L. HOMAN  
BOARD CO-CHAIR



## Board Meeting Agenda Item Summary

**Agenda Date:** February 9, 2026

**Item Title:** Emergency Services Directorate Report

**Attachments:** N/A

**Submitted by:** DC Rosenlund

### RECOMMENDED ACTION BY THE BOARD:

- First reading
- Second reading
- Motion to approve
- For information only
- Other: \_\_\_\_\_

### **SUMMARY:**

LifePak 35 cardiac monitor/defibrillators Units are expected to arrive within the next several months. These units will replace existing cardiac monitors that have reached the end of their service life and are increasingly difficult to support.

### **Replacement of End-of-Life Equipment**

Our current cardiac monitor/defibrillators are at or beyond their intended life cycle. Replacement parts are becoming harder to acquire, maintenance costs are rising, and reliability concerns continue to grow. Transitioning to the LifePak 35 platform ensures continued operational readiness, manufacturer support, and long-term sustainability of our ALS equipment.

### **Enhanced Patient Care Capabilities**

The LifePak 35 represents a significant advancement in patient care technology, providing updated monitoring, defibrillation, and data management capabilities aligned with current clinical best practices and regional EMS standards. The new monitors are paired with LUCAS mechanical CPR devices, which deliver consistent, high-quality chest compressions during cardiac arrest events, including during patient movement and transport.

Mechanical CPR improves provider safety, reduces rescuer fatigue, and allows personnel to focus on airway management, medication administration, and overall patient care while maintaining uninterrupted compressions.

### **Operational and Workforce Benefits**

The addition of LUCAS devices enhances scene and transport safety by reducing the need for manual CPR in moving ambulances. This technology supports improved clinical outcomes through consistent compression depth and rate, while standardizing care across crews and shifts. Training and implementation planning will accompany the rollout to ensure a smooth transition.

### **Looking Forward**

The acquisition of the LifePak 35 monitors and associated LUCAS devices reflects the District's continued commitment to modernizing equipment, improving patient outcomes, and supporting the safety and effectiveness of our personnel. We look forward to the operational and clinical improvements this technology will bring as it is integrated into our EMS system.



## Board Meeting Agenda Item Summary

**Agenda Date:** February 9, 2026

**Item Title:** Performance Directorate Report

**Attachments:** N/A

**Submitted by:** DC Jackson

### RECOMMENDED ACTION BY THE BOARD:

First reading  
 Second reading  
 Motion to approve  
 For information only  
 Other: \_\_\_\_\_

**Health and Wellness-** Staff is working on the Special Teams Physicals. They are also working on the Struggle Well Program. The program is based on the Post Traumatic Growth that can come from the “struggles” we all deal with. Our senior staff have already completed the 2-day training. We would like to invite the Commissioners and Local 726 Executive Board to attend the training in 2026. The goal is to have a department wide rollout in 2027.

**Safety-** Staff rolled out a portion of our comprehensive Accident Prevention Program. The portion released is our **Managing the Incident Scene Process** package which includes:

- Program purpose and scope
- Member job aid
- Supervisor job aid
- Step-by-step response procedures for vehicle accidents
- Quick-reference tri-fold guide
- Safety envelopes for apparatus and vehicles
- QR codes providing rapid access to critical links, forms, documents, and reordering instructions

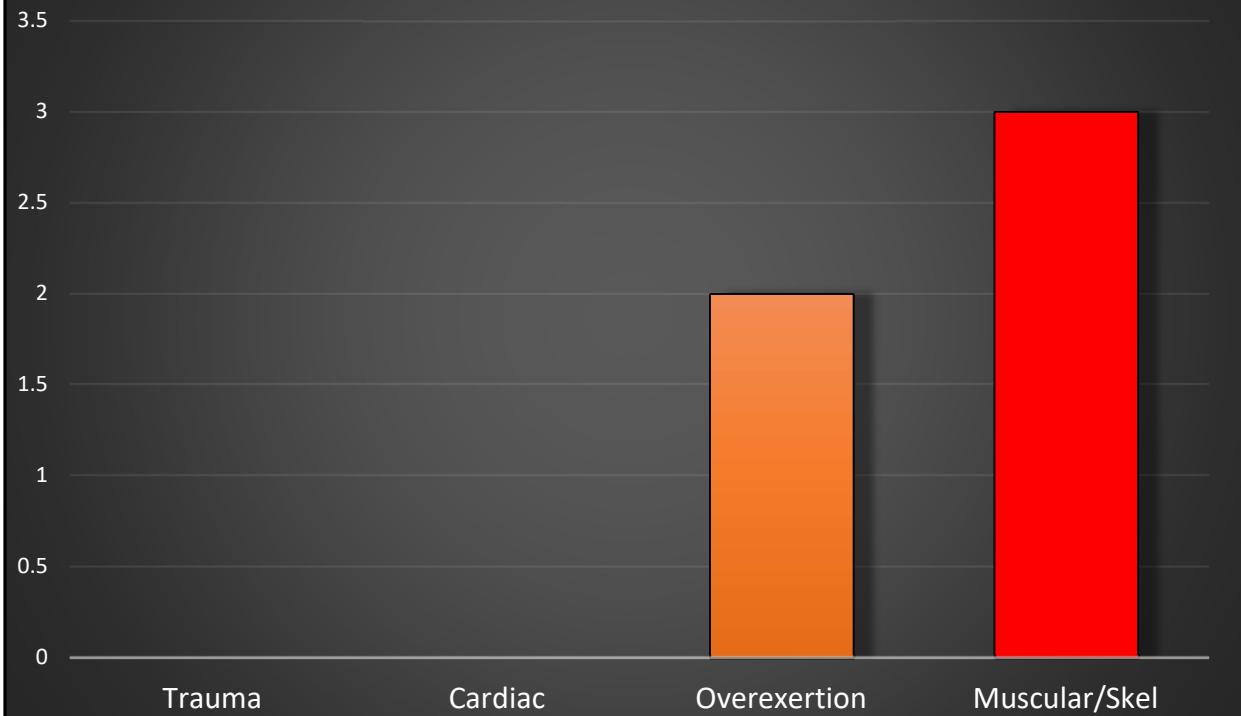
**Training-** Staff have been working with our live fire vendor “Fire Blast”. This is the company that installed the equipment in our Training Tower at Station 60 that allows us to conduct live fire training. We have had problems with the equipment for years. Through their hard work and persistence, the vendor has agreed to fix the faulty control equipment through our warranty. We are very excited for this to happen as it severely impacts our training when the equipment malfunctions.

**Professional Development-** Staff have conducted surveys from our Pierce College Fire Officer Classes. The feedback was less than stellar. They are looking at options to improve the training we provide our officers and officer candidates.

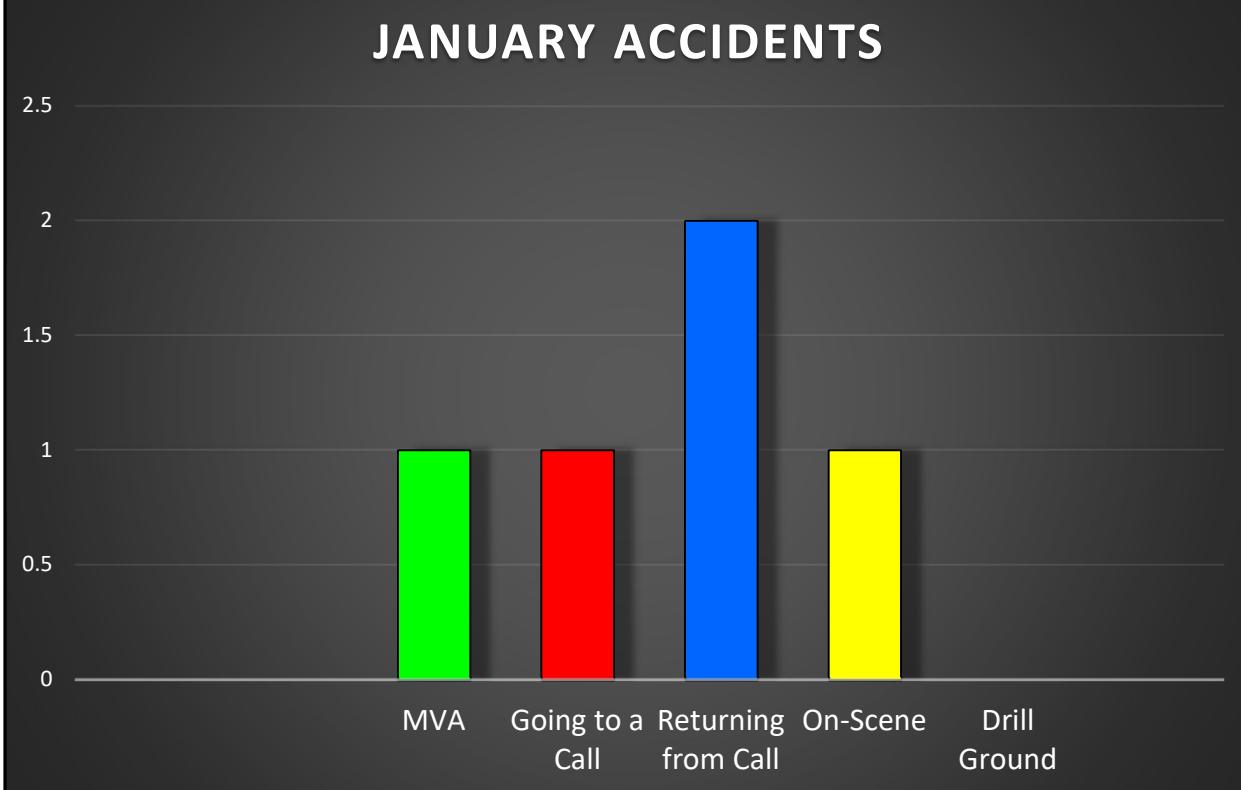


## Board Meeting Agenda Item Summary

### JANUARY INJURIES



### JANUARY ACCIDENTS





## Board Meeting Agenda Item Summary

**Agenda Date:** February 9, 2026

**Item Title:** Human Resources Directorate Report

**Attachments:** N/A

**Submitted by:** HRD Washo

### RECOMMENDED ACTION BY THE BOARD:

- First reading
- Second reading
- Motion to approve
- For information only
- Other: \_\_\_\_\_

### **SUMMARY:**

#### **Promotions**

- Lead Mechanic
  - Following the January retirement of our Lead Mechanic, we conducted a competitive internal process and are pleased to announce Mitch Githens has been promoted into the role. This supports continuity in fleet maintenance leadership and operational readiness.

#### **Labor**

- Guild Classification Project
  - After more than a year of collaborative work, we executed a Memorandum of Understanding on February 2 with the Professional Fire Service Administration Guild finalizing job descriptions, classification banding, and 2026 pay ranges. This establishes a modernized classification structure and provides a stable foundation for implementation and future workforce planning.
- OPEIU PERC Process
  - The Public Employment Relations Commission (PERC) is currently conducting a representation process for employees presently represented by OPEIU, who have petitioned to join the Guild. This is an administrative process expected to conclude by late March.
- 726 Upcoming Mediation
  - Mediation with IAFF Local 726 is scheduled for mid-March. Staff are continuing regular discussions with the Local and preparing to use the mediator's time efficiently and productively.

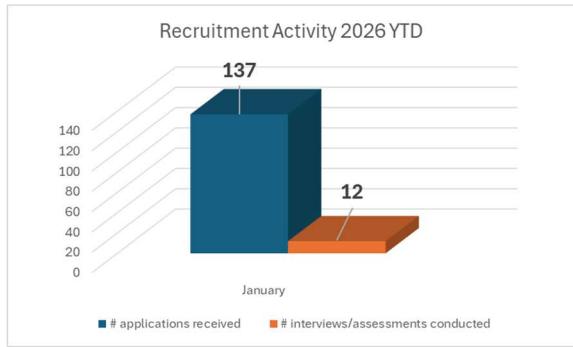
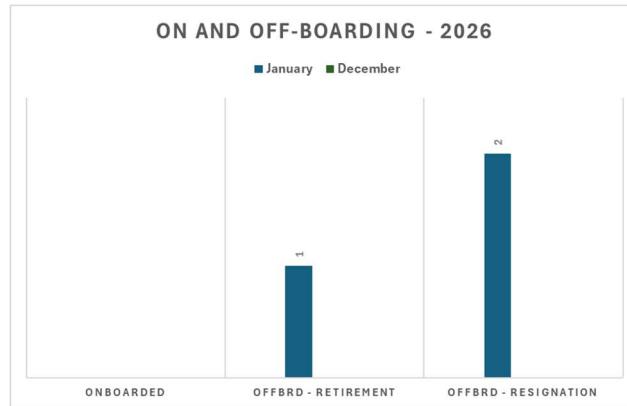
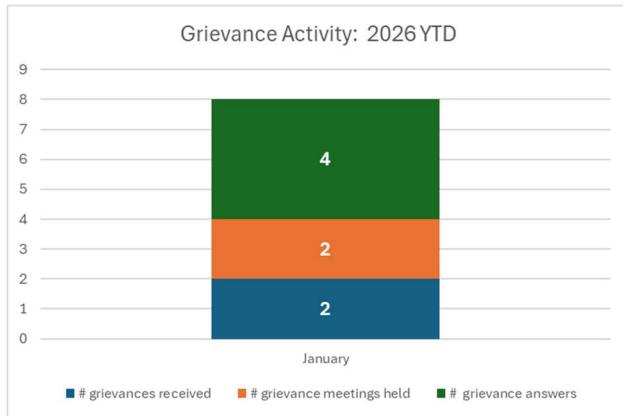
#### **Recruitment**

- Wildfire Apprentice
  - Recruitment opened in January and generated 108 applications, with 70 meeting minimum qualifications. Candidates are moving to the next phase. These seasonal hires support wildfire response capacity from mid-May through September.
- C.A.R.E.S. RN
  - Following last year's internal promotion of the C.A.R.E.S. RN to Manager, we are now recruiting to fill the RN vacancy. Applications close February 20<sup>th</sup>.
- Mechanic
  - Recruitment is underway to fill the Mechanic vacancy created by the Lead Mechanic promotion. Applications close February 10<sup>th</sup>.
- Internal Guild Positions

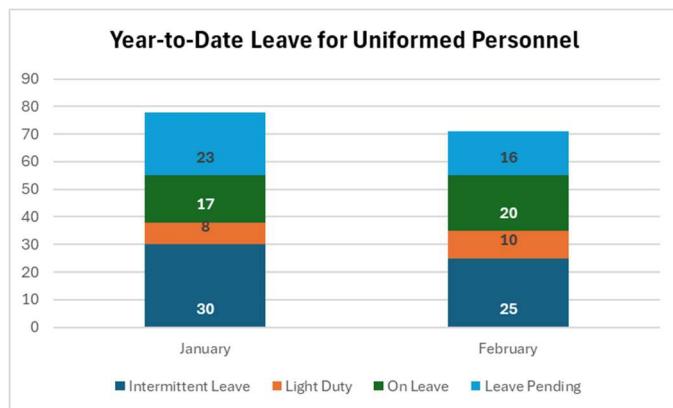
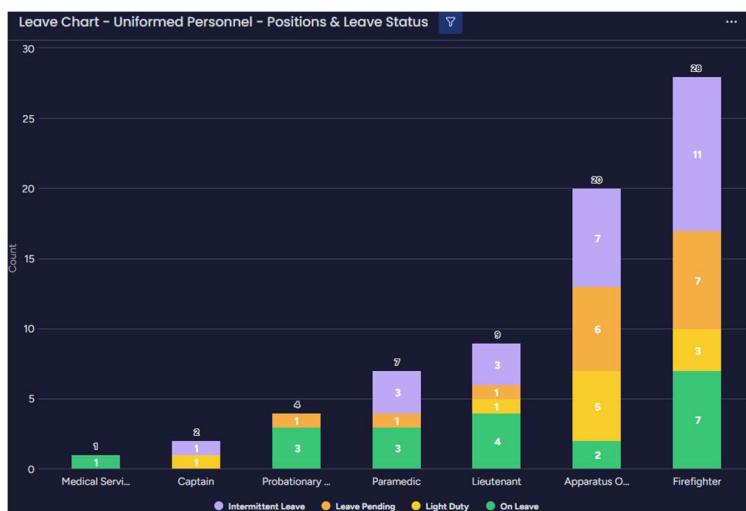


## Board Meeting Agenda Item Summary

- With the Guild classification project complete, we will begin six internal recruitments in February for current Guild and OPEIU members. Most of these positions were authorized in the 2025 budget but held pending project completion. Remaining recruitments will occur following the conclusion of the OPEIU representation process.



## Uniformed Personnel – Leave Status as of 02.02.2026





## Board Meeting Agenda Item Summary

**Agenda Date:** February 9, 2026

**Item Title:** Fire Chief's 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:**

#### **Legislative Day**

We had a fantastic legislative day organized by Staff and led by Commissioner Samuelsen. It will be important for the District to continue to follow up throughout the legislative session on the various Bills that impact the District. Again, this process emphasizes the need for the District to fill the vacant Government Affairs position.

#### **Labor Management**

On Tuesday and Wednesday (February 3<sup>rd</sup> and 4<sup>th</sup>) the District met with Local 726 to resolve the remaining issues as it pertains to the Firefighters and Chief Officers Bargaining Units. The two days were very productive, and I am optimistic that the sessions may result in the success needed to move the organization forward.

#### **Struggle Well**

Deputy Chief Jackson will be presenting his Directorates' plan to implement the Struggle Well program across the entire District, including providing that training for Commissioners. I encourage the Board to support the effort and participate in the training when it becomes available.

#### **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
- 116<sup>th</sup> Street- Project Pending
- North Puyallup- Leased to Pierce County Search & Rescue
- Armory- space being allocated to Health & Wellness and storage



January 20, 2026

Bryan Workman

Dear Bryan,

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

*"On January 18, 2026, while returning from a call, our crew identified a significant coolant leak on Engine 71 as we were backing into the apparatus bay. After notifying Battalion 72 that E71 was out of service, I was directed to contact the on-duty mechanic.*

*Bryan Workman answered the phone on the second ring. After I explained the location and severity of the leak, Bryan immediately responded, "I'm on my way." When I asked if he was coming from the shop, he informed me that he was actually coming from home during dinnertime. Despite this, Bryan arrived promptly in the shop truck with a full assortment of parts—not just to get the engine back in service, but to ensure it was fully repaired and 100% operational.*

*Bryan spent over two hours replacing the faulty valve and then took the extra step of pressurizing the cooling system, during which he identified and repaired a second leak that could have caused future operational issues. His thoroughness ensured the apparatus was returned to service in excellent mechanical condition and ready for immediate response.*

*After completing the repair, Bryan declined an invitation to eat with the crew, explaining that his wife had prepared dinner and he wanted to return home—highlighting that his response came at the sacrifice of personal and family time.*

*Bryan Workman consistently demonstrates a "duty before self" mentality. His dedication to maintaining our fleet in peak operating condition directly supports firefighter safety and operational readiness. Even on his day off, on a Sunday, Bryan answered the call without hesitation. His professionalism, commitment, and pride in his work do not go unnoticed, and this incident is a strong example of the standard he sets every day.*

*Bryan's efforts are sincerely appreciated, and he is highly deserving of recognition for his outstanding service."*

You were recognized by Paul Harruff, Captain 93 D Shift. Thank you for your devotion and loyalty.



Respectfully,

*C Spicer*

Cathy Spicer  
Employee Recognition Committee

cc: Personnel File  
Board of Commissioners



January 20, 2026

Liz Lombardo

Dear Liz,

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

*"Please recognize Liz Lombardo for her outstanding performance as a Support Specialist at Station 60. Liz is constantly going above and beyond the normal scope of her duty as the Support Specialist in the Safety Division. She is always available to assist Chief Officers as well as other staff at a moment's notice. Liz has shown up early and stayed late when work needs to be completed. She has been an asset to the District Chief's office as we work through navigating Mondays.com, building pages and forms when needed. She has helped organize email inboxes, offered to pick up lunch for Command Labs, assisted in setting up classes and is always demonstrating a positive attitude. All of this is in addition to her work in Safety, where she is helping to build robust systems that ensure our members are safe and compliant. She keeps the atmosphere in the hallway here light and is pleasure to work with. Often times she puts duty before self as a member of peer support when members need to stop by her office for a chat. Keep up the great work and thank you!"*

You were recognized by District Chief Jeff Cable. Thank you for your devotion and loyalty.

Respectfully,

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

Cathy Spicer  
Employee Recognition Committee

cc: Personnel File  
Board of Commissioners



January 26, 2026

Bryan Phan

Dear Bryan,

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

*"A citizen wrote this letter to recognize Bryan Phan's professionalism and care he demonstrated on a call while caring for this person's child."*

*The actions that are described in this letter are a testament to what I have personally witnessed from Bryan on a consistent basis. FF/PM Phan has consistently earned the respect and admiration of his crew members through his strong work ethic, positive attitude, and commitment to excellence. He approaches every assignment with professionalism and a clear sense of responsibility, setting a standard that others naturally follow. His peers recognize him as someone they can rely on in both routine operations and high-pressure situations.*

*Bryan continually demonstrates a desire for self-improvement, actively seeking opportunities to expand his skills, knowledge, and effectiveness as a firefighter and paramedic. His commitment to personal and professional growth directly enhances the safety, efficiency, and morale of the crew. He does not simply meet expectations—he works to exceed them.*

*In addition, FF/PM Phan displays strong leadership qualities through his actions. He leads by example, supports his teammates, and contributes positively to the overall cohesion of the crew. His competence on the job and willingness to step up when needed reflect a deep understanding of the responsibilities entrusted to him.*

*Firefighter/Paramedic Bryan Phan is a valuable asset to this department and the community we serve. His dedication, leadership, and professionalism are worthy of recognition."*

You were recognized by Battalion Chief Jim Girt. 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

A few months ago, my son had a series of seizures, some requiring hospital transport. One of your paramedics, Bryan Phan, came to my home to take my son David + treat him. I was very impressed with his care and professionalism. We have been transported to the hospital many times unfortunately and I've never seen such focus, respect and proficiency. I'm very grateful. Even more impressive were the men around him who clearly respected him and worked well together. He took a commanding presence and knew what to do but also took my words into consideration. When we arrived to the hospital, I was not allowed into the room for a moment and he complimented my composure. Bryan is a rare gem — I hope he receives this feedback and is applauded. Thank you so very much, it will not be forgotten.

Love,  
Crystal + David



January 27, 2026

Ryan Orseth

Dear Ryan,

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

*"Ryan continues to demonstrate strong leadership skills with our involvement in the Pierce County Skills Center Regional Firefighter Competition. He is also our lead with the State level Skills Competitions, which we hosted last year and will do again this year. He is responsible for station design, scoring, staffing, and logistics for both events. I wanted Ryan to be recognized for the outstanding work he is doing in our community."*

You were recognized by Deputy Chief Adam Jackson. Thank you for your devotion and loyalty.

Respectfully,

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

Cathy Spicer  
Employee Recognition Committee

cc: Personnel File  
Board of Commissioners