

**CENTRAL PIERCE FIRE & RESCUE
BOARD OF COMMISSIONERS
February 9, 2026**

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

1. CALL TO ORDER

- A. Roll Call was called by District Secretary Roberts.
- B. Excused Absences: Estes

2. PLEDGE OF ALLEGIANCE

Commissioner Samuelsen led the Pledge of Allegiance.

3. APPROVAL OF AGENDA

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

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

- A. Email from Gene Jefferson dated January 26, 2026.

Chair Homan announced receipt of an email from resident Gene Jefferson dated January 26, 2026. Chair Homan read the email into the record and responded to the questions presented.

5. CONSENT AGENDA

- A. Board Meeting Minutes of January 26, 2026
- B. Approval of:

Accounts Payable Warrants Numbered 63346 to 63389 totaling:	\$ 14,619,302.75
Net Payroll Warrants Numbered 108492 to 108502	\$ 38,797.54
GRAND TOTAL	\$ 14,658,100.29

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

6. STANDING COMMITTEES

- A. Legislative Committee

Commissioner Samuelsen reported on Legislative Day, held January 29, 2026. He stated that the group met with three Representatives and three Senators. During those meetings, priority legislation from Central Pierce Fire & Rescue, the Washington State Fire Chiefs, and the Washington Fire Commissioners Association were discussed. Commissioners were advised to expect an email tomorrow from Erika McInnis with instructions for logging in to register support or opposition on priority bills.

7. UNFINISHED BUSINESS

None

8. NEW BUSINESS

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

Director Washo presented proposed revisions to Board Policies 3.40, 3.41, and 3.45 for first reading. Board members asked questions and provided comments. Additional feedback will be accepted over the next two weeks and incorporated into revised drafts for review at the next meeting.

1. Board Policy 3.40

a. Bereavement Leave (Page 81)

The Board reviewed the proposed revisions to the bereavement section. Discussion included concerns regarding payout dollar amounts. Following discussion, consensus was reached to retain the existing verbiage without change. Vote: 11 in favor of retaining current language, 2 opposed.

b. Grievance procedures (Page 84)

The Board reviewed the existing grievance procedure and discussed a streamlined dispute resolution process beginning with the Supervisor, advancing to the Chief, and concluding at the Board level. The Board requested a side-by-side comparison of the current process and the proposed streamlined process for further review. Vote: 11 in favor, 0 opposed, 2 abstentions.

2. Board Policy 3.41

a. Severance Provisions (Page 93)

The Board reviewed the severance provisions, including discussion regarding severance amounts for employees with two (2) to five (5) years of service. Following discussion, a motion was made to retain the existing severance language without change. Vote: 11 in favor, 2 opposed.

b. Grievance procedures (Page 94)

The Board reviewed the existing grievance procedure and discussed a streamlined dispute resolution process beginning with the Supervisor, advancing to the Chief, and concluding at the Board level. The Board requested a side-by-side comparison of the current process and the proposed streamlined process for further review. Vote: 12 in favor, 0 opposed, 1 abstention.

3. Board Policy 3.45

a. Vehicle Allowance (Page 102)

The Board reviewed the vehicle allowances and requested that more information be brought back for review. Vote: 14 in favor, 0 opposed.

B. Revisions to Board Policy 3.03

Chief Morrow presented Board Policy 3.03 Board of Commissioners, for First Reading. All revisions from the Board over the next two weeks will be considered at the Second Reading.

C. Resolution 26-02 Accepting Donations for Cardiac Survivors' Ceremony

Director Roberts presented Resolution 26-02 Accepting Donations for Cardiac Survivors' Ceremony.

Commissioner Holm moved and Commissioner Mitchell seconded to waive the second reading for Resolution 26-02 Accepting Donations for Cardiac Survivors' Ceremony. **MOTION CARRIED.**

Commissioner Holm moved and Commissioner Caverly seconded to approve Resolution 26-02 Accepting Donations for the Cardiac Survivors' Ceremony. **MOTION CARRIED.**

9. CONSIDERATIONS & REQUESTS

A. Board Policy 3.64 Civil Rights & Non-Discrimination

Director Roberts presented Board Policy 3.64, Civil Rights & Non-Discrimination, to the Board. Following the presentation, the Board indicated consensus to move the policy forward to First Reading.

B. Board Policy 3.031 Board – Fire Chief Relationship

Chief Morrow presented Board Policy 3.031, Board–Fire Chief Relationship, to the Board. Following the presentation, the Board indicated consensus to move the policy forward to First Reading.

During discussion, Commissioner Holm referenced Procedure I.A., *Collective Authority*, which states: "The Board acts as a collective body. Individual commissioners have no authority to act on behalf of the Board except when expressly authorized." Commissioner Holm emphasized the importance of adhering to this provision, noting that individual commissioners may not speak or represent positions on behalf of the Board unless formal authorization has been granted. The Board acknowledged this clarification.

C. Board Policy 3.032 Board Officers & Board Organization

Chief Morrow presented Board Policy 3.032, Board Officers & Board Organization, to the Board. Following the presentation, the Board indicated consensus to move the policy forward to First Reading.

D. Board Policy 3.033 Board Meetings

Chief Morrow presented Board Policy 3.033, Board Meetings, to the Board. Following the presentation, the Board indicated consensus to move the policy forward to First Reading.

10. STAFF, FIRE CHIEF, and LOCAL REPORTS

A. Emergency Services Directorate/DC Rosenlund:

DC Rosenlund reviewed the Emergency Services Directorate Report.

B. Performance Directorate/Deputy Chief Jackson:
DC Jackson reviewed the Performance Directorate Report and introduced Drew Pennington of Outpatient Physical Therapy and Rehabilitation Svcs, P.S.

C. Human Resources Directorate/HR Director Washo:
Director Washo reviewed the Human Resources Directorate Report.

D. Fire Chief's Report/Chief Morrow:
Chief Morrow presented the Fire Chief's Report.

E. Local 726 Report:
President James reported on his attendance at Legislative Day two weeks prior, noting that several of the same agenda items were discussed. He also shared that planning is underway with the Benevolent Committee for the Holiday Gala in November. Dates will be announced soon.

11. CORRESPONDENCE

A. Employee Recognition Letters
Chair Homan expressed appreciation for the outstanding work and recognition of District personnel.

12. EXECUTIVE SESSION

At 8:05 p.m., Commissioner Caverly moved and Commissioner Samuelson seconded to move into Executive Session under RCW 42.30.110(1)(g) to evaluate the performance of a public employee for 10 minutes following a 3-minute break. **MOTION CARRIED.**

At 8:18 p.m., Chair Homan extended the meeting for 5 minutes.

At 8:23 p.m., Chair Homan extended the meeting for 2 minutes.

At 8:25 p.m., Commissioner McAfee moved and Commissioner Caverly seconded to return to Regular Session. **MOTION CARRIED.**

13. COMMISSIONER COMMENTS

Commissioner Caverly expressed that the meeting was productive and shared enthusiasm about moving policies forward. He noted that union partners have volunteered to assist with the Special Olympics and stated he is looking forward to the coming months.

Commissioner Gorder stated that significant progress was made during the meeting and thanked everyone for their work.

Commissioner Buttz expressed appreciation for the continued unity of the Board.

Commissioner Holm shared that he recently attended a City of Puyallup event, which was well represented. He appreciated the opportunity to connect with community members and city staff.

Commissioner Dannat inquired about maintaining a contact list of Board members, including phone numbers and birthdays. She also noted that the next Pierce County Commissioners' meeting will be held here at CPFR Admin Headquarters.

Commissioner Mitchell expressed satisfaction with the meeting and the progress accomplished.

Commissioner Bellerive thanked Chair Homan for leading an efficient meeting and noted that substantial work was completed.

Commissioner Palombi thanked those in attendance and stated he looks forward to the next meeting.

Commissioner McAfee expressed appreciation for the dialogue and the current meeting format. She inquired about receiving a list of upcoming events.

Commissioner Samuelson reminded the Board to watch for an email from EA McInnis with suggested language for contacting legislative representatives.

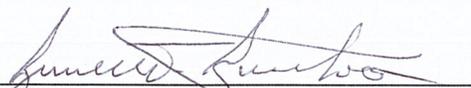
Commissioner Barstow expressed appreciation for EA McInnis and District staff.

Chair Homan reminded Commissioners to follow the Board policy regarding time reporting and what activities are eligible. He requested that Commissioners bring outside event attendance requests to the Board in advance, for approval. He also noted the substantial number of policies under review and suggested scheduling a policy-focused workshop of approximately eight hours to complete the work.

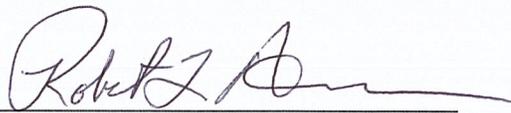
14. ADJOURNMENT

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

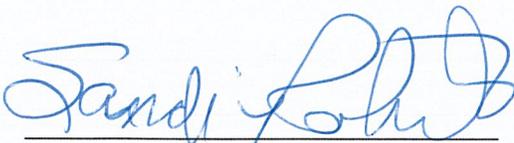
The meeting adjourned at 8:35 P.M.



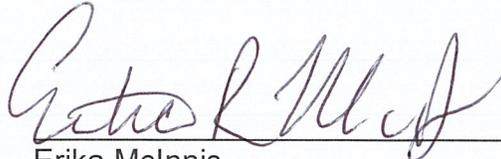
Russell T. Barstow
Co-Chair of the Board



Robert L. Homan
Co-Chair of the Board



Sandi Roberts
District Secretary



Erika McInnis
Recorder