



# CENTRAL PIERCE FIRE & RESCUE

## BOARD OF COMMISSIONERS MEETING AGENDA

**Date:** February 23, 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.centralpiercefirerescue.org](http://www.centralpiercefirerescue.org) for instructions to join webinar)  
• **Webinar ID:** 815 4923 8623  
• **Passcode:** 586333  
**Time:** 6:00 p.m.

*For citizens that are present in the audience, please sign in if you would like to address the Board and you will be given 3 minutes to present during Public Comment. Citizens attending virtually that wish to address the Board during Public Comment use the “raise hand” feature on the webinar. Statements or comments for the record may be submitted to [emcinnis@centralpiercefirerescue.org](mailto:emcinnis@centralpiercefirerescue.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.)

### 5. CONSENT AGENDA

A. **Pg. 4:** Minutes: Board Meeting of February 9, 2026

B. **Pg. 9:** Approval of:

Accounts Payable Warrants Numbered 63390 to 63447	\$	567,005.52
<b>GRAND TOTAL</b>	<b>\$</b>	<b>567,005.52</b>

**Pg. 25: For Informational Purposes Only - The following electronic payments totaling \$445,063.39 (AP Warrant Numbers 63390, 63394, 63418, 63422).**

### 6. STANDING COMMITTEES

A. Legislative – Commissioner Samuelsen



# CENTRAL PIERCE FIRE & RESCUE

## BOARD OF COMMISSIONERS MEETING AGENDA

### 7. UNFINISHED BUSINESS

- A. **Pg. 52:** Revisions to Board Policies 3.40, 3.41 and 3.45 – Director Washo
- B. **Pg. 92:** Revisions to Board Policy 3.03 – Chief Morrow

### 8. NEW BUSINESS

- A. **Pg. 95:** Board Policy 3.64 Civil Rights & Non-Discrimination – Director Roberts
- B. **Pg. 100:** Board Policy 3.031 Board-Fire Chief Relationship– Chief Morrow
- C. **Pg. 104:** Board Policy 3.032 Board Officers & Board Organization – Chief Morrow
- D. **Pg. 107:** Board Policy 3.033 Board Meetings – Chief Morrow

### 9. CONSIDERATIONS & REQUESTS

- A. **Pg. 111:** Board Policy 3.034 Ethics & Conflicts of Interest – Chief Morrow
- B. **Pg. 114:** Board Policy 3.035 Use of District Resources – Chief Morrow
- C. **Pg. 117:** Board Policy 3.036 Orientation & Continuing Education – Chief Morrow

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

- A. **Pg. 120:** Finance Directorate – Director Robacker
- B. **Pg. 121:** Business Services Directorate – DC Berdan
- C. **Pg. 122:** Executive Services Directorate – Director Roberts
- D. **Pg. 127:** Fire Chief's Report – Chief Morrow
- E. Local 726 Report

### 11. CORRESPONDENCE

- A. **Pg. 128:** Thank You Letter – Pierce Manufacturing



# CENTRAL PIERCE FIRE & RESCUE

## BOARD OF COMMISSIONERS MEETING AGENDA

B. **Pg. 129:** Employee Recognition Letter – Pugh

**12. COMMISSIONER COMMENTS**

**13. ADJOURNMENT**

**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 39<sup>th</sup> 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
<b>GRAND TOTAL</b>	<b>\$ 14,658,100.29</b>

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 Samuelsen 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 Samuelsen** 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.

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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

# Central Pierce Fire & Rescue

Fund 686 & 687 Dept 006

Key Bank

Account No. XXXXXXXX0522

## Warrant Approval

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

<u>Issue Date</u>	<u>Warrant Numbers</u>	<u>Amount</u>
02/05/2026 - 02/12/2026	<u>AP00063390 - AP00063447</u>	<u>\$567,005.52</u>
	Total	<u>\$567,005.52</u>

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Dustin Morrow  
Fire Chief

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Russell Barstow  
Co-Chair

\_\_\_\_\_  
Robert Homan  
Co-Chair

\_\_\_\_\_  
Jason Bellerive  
Commissioner

\_\_\_\_\_  
Margaret Buttz  
Commissioner

\_\_\_\_\_  
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

\_\_\_\_\_  
Christine McAfee  
Commissioner

\_\_\_\_\_  
Dale Mitchell  
Commissioner

\_\_\_\_\_  
Joe Palombi  
Commissioner

\_\_\_\_\_  
Neil Samuelson  
Commissioner

\_\_\_\_\_  
Steve Stringfellow  
Commissioner

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel	To Note
AP CHK	00063390	CPFR	Central Pierce Fire & Rescu	02/05/26	3,579.02	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	3,579.02	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                    3,579.02

Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval

Start Date: 02/05/2026  
End Date: 02/05/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>PIERCE COUNTY FIRE PROT DIST # (CPFR)</b>					
	020526	02/05/2026	3,579.02	02/05/2026 AP EFTS	301 21110
	<b>TOTAL FOR CHECK AP 00063390:</b>		<u>3,579.02</u>		
	<b>REPORT TOTAL:</b>		<u>3,579.02</u>		

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
AP CHK 00063391	ACURSYST	ACURA SYSTEMS INTERNATIONAL	02/05/26	27,533.47	MW	IS	
AP CHK 00063392	CKGARAGE	C&K GARAGE DOORS & OPENERS	02/05/26	807.35	MW	IS	
AP CHK 00063393	CARLBUSH	CARL A BUSH	02/05/26	2,220.00	MW	IS	
AP CHK 00063394	CPFR	Central Pierce Fire & Rescu	02/05/26	173,456.18	MW	IS	
AP CHK 00063395	CENEHARV	CHS INC	02/05/26	5.47	MW	IS	
AP CHK 00063396	CITYORTI	CITY OF ORTING	02/05/26	397.34	MW	IS	
AP CHK 00063397	COMCAST	COMCAST	02/05/26	365.21	MW	IS	
AP CHK 00063398	CONNBUSI	CONNELLS BUSINESS SYSTEMS	02/05/26	489.27	MW	IS	
AP CHK 00063399	CDSATTOR	CSD ATTORNEYS AT LAW P.S.	02/05/26	1,706.00	MW	IS	
AP CHK 00063400	DMRECYCL	D M DISPOSAL CO INC	02/05/26	1,132.77	MW	IS	
AP CHK 00063401	ELMHMUTU	ELMHURST MUTUAL POWER & LIG	02/05/26	643.81	MW	IS	
AP CHK 00063402	FROGFOG	FROGGYS FOG LLC	02/05/26	1,744.94	MW	IS	
AP CHK 00063403	PCREFUSE	HAROLD LEMAY ENTERPRISES IN	02/05/26	31.96	MW	IS	
AP CHK 00063404	PCREFUSE	HAROLD LEMAY ENTERPRISES IN	02/05/26	3,586.40	MW	IS	
AP CHK 00063405	KENTDBRU	Kent D Bruce Company LLC	02/05/26	142.65	MW	IS	
AP CHK 00063406	LEMAMOBI	LEMAY MOBILE SHREDDING	02/05/26	57.21	MW	IS	
AP CHK 00063407	LEVEL3FIN	LEVEL 3 FINANCING INC	02/05/26	1,418.89	MW	IS	
AP CHK 00063408	MANDALAW	MANDARICH LAW GROUP LLP	02/05/26	1,306.87	MW	IS	
AP CHK 00063409	MURRDISP	MURREY'S DISPOSAL CO INC	02/05/26	1,183.70	MW	IS	
AP CHK 00063410	PARKLIGH	PARKLAND LIGHT & WATER CO	02/05/26	2,360.13	MW	IS	
AP CHK 00063411	PCBUDGET	PC BUDGET AND FINANCE	02/05/26	210.00	MW	IS	
AP CHK 00063412	LANDRECO	PIERCE CO RECYCLNG COMPOST	02/05/26	859.00	MW	IS	
AP CHK 00063413	PSENERGY	PUGET SOUND ENERGY INC	02/05/26	466.32	MW	IS	
AP CHK 00063414	STEPFRIE	STEPHEN FRIEDRICK MD PS	02/05/26	7,000.00	MW	IS	
AP CHK 00063415	TASKFORC	TASK FORCE TIPS LLC	02/05/26	736.82	MW	IS	
AP CHK 00063416	WASHWATE	WASHINGTON WATER SERVICE CO	02/05/26	434.65	MW	IS	

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel	To	Note
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		230,296.41		Number of Checks Processed:			26
		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		230,296.41					

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

**Start Date:** 02/05/2026

**End Date:** 02/05/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>ACURA SYSTEMS INTERNATIONAL (ACURSYST)</b>					
	001760	01/29/2026	1,360.97	PRIORITY CARE PLAN (5 YEARS)	0152102215 53501
	001760	01/29/2026	3,030.50	B TO B WARRANTY EXTENSION (5 Y	0152102215 53501
	001760	01/29/2026	23,142.00	GETAC V120 CONVERTABLE 16GB	0152102215 53501
	<b>TOTAL FOR CHECK AP 00063391:</b>		27,533.47		
<b>C&amp;K GARAGE DOORS &amp; OPENERS LLC (CKGARAGE)</b>					
	97583	02/01/2026	462.42	ST67 BAY DOOR REPAIR, ISSUE WI	0012042254 54801
	97583	02/01/2026	0.00	PUBLIC WORKS	0012042254 54801
	97584	02/01/2026	344.93	ST69 POLE BLDG BAY DOOR REPAIR	0012042254 54801
	97584	02/01/2026	0.00	PUBLIC WORKS	0012042254 54801
	<b>TOTAL FOR CHECK AP 00063392:</b>		807.35		
<b>CARL A BUSH (CARLBUSH)</b>					
	123125	12/31/2025	2,220.00	LEOFF 1 2025 MEDICRE PT B PREM	0012032213 52009
	<b>TOTAL FOR CHECK AP 00063393:</b>		2,220.00		
<b>CENEX HARVEST STATES INC (CENEHARV)</b>					
	777779	01/16/2026	5.47	PROPANE TANK LEASES 2026	0012042254 54502
	<b>TOTAL FOR CHECK AP 00063395:</b>		5.47		
<b>CITY OF ORTING (CITYORTI)</b>					
	40-260201	02/01/2026	125.85	#26650 ST40 01/2026 WATER	0016202250 54711
	40-260201	02/01/2026	216.62	#26650 ST40 01/2026 SEWER/STRM	0016202250 54721
	40I-260201	02/01/2026	54.87	#2248 ST40 IRRIGATION 01/2026	0016202250 54711
	<b>TOTAL FOR CHECK AP 00063396:</b>		397.34		
<b>COMCAST (COMCAST)</b>					
	43-260128	01/28/2026	365.21	#8498350320253108 ST43 01/2026	0012102215 54202
	<b>TOTAL FOR CHECK AP 00063397:</b>		365.21		
<b>CONNELL'S BUSINESS SYSTEM (CONNBUSI)</b>					
	63336	01/28/2026	489.27	PRINTER REPAIR	0016502265 54811
	<b>TOTAL FOR CHECK AP 00063398:</b>		489.27		
<b>CSD ATTORNEYS AT LAW P.S. (CDSATTOR)</b>					
	134212	01/01/2026	1,706.00	PROFESSIONAL LEGAL SVC 12/2025	0012002210 54151
	<b>TOTAL FOR CHECK AP 00063399:</b>		1,706.00		
<b>D M RECYCLING CO INC (DMRECYCL)</b>					
	13426509S111	02/01/2026	137.00	#21116116470 ST69 01/26 RECYCL	0016202250 54741
	13426509S111	02/01/2026	137.00	#21116116470 SHOP 1/26 RECYCLE	0016502265 54741
	13426738S111	02/01/2026	187.00	#21116157294 ST67 01/2026 RECY	0016202250 54741
	13426760S111	02/01/2026	190.43	#21116158282 ST71 01/26 RECYCL	0016202250 54741
	13427177S111	02/01/2026	179.00	#2111321737931 ST96 1/26 RCYC	0016202250 54741
	13428137S111	02/01/2026	76.34	#2111321850828 ST72 01/26 RECY	0016202250 54741
	13428420S111	02/01/2026	172.00	#2111321880674 ST66 01/26 RECY	0016202250 54741
	13428430S111	02/01/2026	54.00	#2111321881803 ST43 01/26 RECY	0016202250 54741
	<b>TOTAL FOR CHECK AP 00063400:</b>		1,132.77		
<b>ELMHURST MUTUAL POWER &amp; LIGHT (ELMHMUTU)</b>					
	68-260204	02/04/2026	643.81	#63497 ST68 01/2026 ELECTRIC	0016202250 54731
	<b>TOTAL FOR CHECK AP 00063401:</b>		643.81		

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

Start Date: 02/05/2026  
 End Date: 02/05/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>FROGGYS FOG LLC (FROGFOG)</b>					
	326510	01/27/2026	1,744.94	TRAIN SMOKE MACHINE FOG FLUID	0012302240 53141
	<b>TOTAL FOR CHECK AP 00063402:</b>		1,744.94		
<b>KENT D BRUCE COMPANY LLC (KENTDBRU)</b>					
	19609	01/28/2026	142.65	FM24-1 CABLE PN# C3995P	0016502265 53141
	<b>TOTAL FOR CHECK AP 00063405:</b>		142.65		
<b>LAND RECOVERY (LANDRECO)</b>					
	44929B190H	01/31/2026	157.15	DUMP FEES FOR LOGISTICS	0012042254 54741
	44929B190H	01/31/2026	468.05	DUMP FEES FOR LOGISTICS	0012042254 54741
	44929B190H	01/31/2026	99.65	DUMP FEES FOR TRAINING	0012302240 54741
	44929B190H	01/31/2026	134.15	DUMP FEES FOR TRAINING	0012302240 54741
	<b>TOTAL FOR CHECK AP 00063412:</b>		859.00		
<b>LEMAY MOBILE SHREDDING (LEMAMOBI)</b>					
	4917814S185	02/01/2026	57.21	#2185512946001 AOC SHREDDING	0012002210 54191
	<b>TOTAL FOR CHECK AP 00063406:</b>		57.21		
<b>LEVEL 3 FINANCING INC (LEVEL3FIN)</b>					
	772231171	02/01/2026	1,418.89	#5VVXB6VHB AOC 02/2026 COMMS	0012102215 54202
	<b>TOTAL FOR CHECK AP 00063407:</b>		1,418.89		
<b>MANDARICH LAW GROUP LLP (MANDALAW)</b>					
	020526	02/05/2026	1,306.87	GARNISHMENT - CASE 760724	101 23193
	<b>TOTAL FOR CHECK AP 00063408:</b>		1,306.87		
<b>MURREY'S DISPOSAL (MURRDISP)</b>					
	13430389S111	02/01/2026	7.74	#211111158740 TC 01/26 GARBAGE	0016202250 54741
	13430390S111	02/01/2026	198.88	#211111158760 ST69 1/26 GARBGE	0016202250 54741
	13430390S111	02/01/2026	198.88	#211111158760 SHOP 1/26 GARBGE	0016502265 54741
	13431354S111	02/01/2026	218.82	#211111158741 ST67 01/26 GRBAG	0016202250 54741
	13431473S111	02/01/2026	185.69	#211111062040 SHARPS/MED DISPS	1013402680 54742
	13431473S111	02/01/2026	107.29	#211111062040 SHARPS/MED DISPS	1013402680 54742
	13431519S111	02/01/2026	213.53	#211111159042 ST96 01/2026 GRB	0016202250 54741
	13432745S111	02/01/2026	52.87	#2111321825520 ST43 01/26 GRB	0016202250 54741
	<b>TOTAL FOR CHECK AP 00063409:</b>		1,183.70		
<b>PARKLAND LIGHT &amp; WATER CO. (PARKLIGH)</b>					
	61-260203	02/03/2026	2,126.97	#1408 ST61 01/2026 ELECTRICITY	0016202250 54731
	61-260203A	02/03/2026	61.07	#1409 ST61 01/2026 WATER	0016202250 54711
	61L-260203	02/03/2026	82.02	#40956 ST61 01/2026 LIGHT	0016202250 54731
	61W-260203	02/03/2026	90.07	#1407 ST61 01/2026 WATER	0016202250 54711
	<b>TOTAL FOR CHECK AP 00063410:</b>		2,360.13		
<b>PC BUDGET AND FINANCE (PCBUDGET)</b>					
	CI380493	12/31/2025	210.00	Q4-25 WORKDAY USER FEES	0012012211 54191
	<b>TOTAL FOR CHECK AP 00063411:</b>		210.00		
<b>PIERCE COUNTY FIRE PROT DIST # (CPFR)</b>					
	020526	02/05/2026	114,687.93	02/05/2026 AP EFTS	001 21110
	020526	02/05/2026	19,710.00	02/05/2026 AP EFTS	050 21110
	020526	02/05/2026	39,058.25	02/05/2026 AP EFTS	101 21110

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>TOTAL FOR CHECK AP 00063394:</b>			173,456.18		
<b>PIERCE COUNTY REFUSE (PCREFUSE)</b>					
	20788131S180	02/01/2026	31.96	#2180342418002 ST93 01/26 RCYC	0016202250 54741
<b>TOTAL FOR CHECK AP 00063403:</b>			31.96		
	20785546S180	02/01/2026	110.69	#2180342418001 ST93 01/26 GRBG	0016202250 54741
	20785584S180	02/01/2026	368.11	#218035266001 ST61 01/26 GARB	0016202250 54741
	20785585S180	02/01/2026	151.91	#218035275001 ST64 01/2026 GRB	0016202250 54741
	20785587S180	02/01/2026	272.99	#218035292001 ST60 01/2026 GRB	0016202250 54741
	20785588S180	02/01/2026	364.05	#218035301001 ST66 1/26 GARB	0016202250 54741
	20785589S180	02/01/2026	194.64	#218035314001 ST68 01/26 GARB	0016202250 54741
	20786023S180	02/01/2026	203.55	#2180483001 ST91 01/2026 GARBA	0016202250 54741
	20786150S180	02/01/2026	110.69	#2180533151001 ST95 01/2026 GR	0016202250 54741
	20786303S180	02/01/2026	218.75	#2180588899001 ST65 01/26 GARB	0016202250 54741
	20786324S180	02/01/2026	199.93	#2180597553 ST94 01/2026 GARBA	0016202250 54741
	20786329S180	02/01/2026	310.42	#2180599096 ST94 01/2026 RECYC	0016202250 54741
	20786642S180	02/01/2026	171.72	#2180533151002 ST95 1/2026 RCY	0016202250 54741
	20787275S180	02/01/2026	110.69	#2180556556002 ST62 1/26-GARBG	0016202250 54741
	20787357S180	02/01/2026	157.20	#21801047792001 ST63 1/26 GRBG	0016202250 54741
	20787376S180	02/01/2026	31.96	#21801047792002 ST63 1/26 RECY	0016202250 54741
	20788078S180	02/01/2026	137.82	#2180483002 ST91 01/2026 RECY	0016202250 54741
	20788101S180	02/01/2026	31.96	#218035275002 ST64 01/2026 RCY	0016202250 54741
	20788102S180	02/01/2026	31.96	#218035301002 ST66 01/26-GARBG	0016202250 54741
	20788103S180	02/01/2026	63.92	#218035314002 ST68 01/26 RECY	0016202250 54741
	20788164S180	02/01/2026	171.72	#218035266002 ST61 01/2026 RCY	0016202250 54741
	20789285S180	02/01/2026	171.72	#2180588899002 ST95 01/26 RECY	0016202250 54741
<b>TOTAL FOR CHECK AP 00063404:</b>			3,586.40		
<b>TOTAL FOR PIERCE COUNTY</b>			3,618.36		
<b>PUGET SOUND ENERGY (PSENERGY)</b>					
	66-260202	02/02/2026	466.32	#200013100744 ST66 01/2026 GAS	0016202250 54701
<b>TOTAL FOR CHECK AP 00063413:</b>			466.32		
<b>STEPHEN FRIEDRICK MD (STEPFRIE)</b>					
	02012026	02/01/2026	7,000.00	02/2026 PHYSICIAN ADVISOR	1013402680 54144
<b>TOTAL FOR CHECK AP 00063414:</b>			7,000.00		
<b>TASK FORCE TIPS, INC (TASKFORC)</b>					
	9023026	01/30/2026	736.82	RH JAFFREY LEAKING	0016502265 54811
<b>TOTAL FOR CHECK AP 00063415:</b>			736.82		
<b>WASHINGTON WATER SERVICE (WASHWATE)</b>					
	96-260128	01/28/2026	401.19	#8300014177 ST96 01/2026 WATER	0016202250 54711
	96I-260128	01/28/2026	33.46	#6000069985 ST96 01/2026 IRRIG	0016202250 54711
<b>TOTAL FOR CHECK AP 00063416:</b>			434.65		
<b>REPORT TOTAL:</b>			230,296.41		

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
AP CHK 00063417	AZURGREE	AZURE GREEN CONSULTANTS, LL	02/12/26	2,478.00	MW	IS	
AP CHK 00063418	CPFR	Central Pierce Fire & Rescu	02/12/26	32,575.51	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	35,053.51	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 35,053.51

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>AZURE GREEN CONSULTANTS, LLC (AZURGREE)</b>					
	3662202601	01/25/2026	2,478.00	N.SHOP ALTA SURVEY	3016522265 54191
	<b>TOTAL FOR CHECK AP 00063417:</b>		2,478.00		
<b>PIERCE COUNTY FIRE PROT DIST # (CPFR)</b>					
	021226	02/12/2026	32,575.51	02/12/2026 AP EFTS	301 21110
	<b>TOTAL FOR CHECK AP 00063418:</b>		32,575.51		
	<b>REPORT TOTAL:</b>		35,053.51		

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
AP CHK 00063419	APPLINDU	APPLIED INDUSTRIAL TECHNOLO	02/12/26	185.69	MW	IS	
AP CHK 00063420	CANOFINA	CANON FINANCIAL SERVICES IN	02/12/26	379.00	MW	IS	
AP CHK 00063421	CASCFRIC	Cascade Friction Materials	02/12/26	12.11	MW	IS	
AP CHK 00063422	CPFR	Central Pierce Fire & Rescu	02/12/26	235,452.68	MW	IS	
AP CHK 00063423	CRYSTAL	DS SERVICES OF AMERICA INC	02/12/26	1,766.89	MW	IS	
AP CHK 00063424	MALF11300	ELVIS MALFABON	02/12/26	301.00	MW	IS	
AP CHK 00063425	T0762	FRANCIS AUSTIN	02/12/26	149.60	MW	IS	
AP CHK 00063426	PCREFUSE	HAROLD LEMAY ENTERPRISES IN	02/12/26	96.88	MW	IS	
AP CHK 00063427	HDSUPPINC	HD SUPPLY, INC	02/12/26	950.35	MW	IS	
AP CHK 00063428	IAFF	INTL. ASSOCIATION OF FIREFI	02/12/26	3,300.00	MW	IS	
AP CHK 00063429	KAVA12210	JAMIE K KAVANAUGH	02/12/26	1,108.48	MW	IS	
AP CHK 00063430	8108PROP	JOSHUA WASHINGTON	02/12/26	3,860.50	MW	IS	
AP CHK 00063431	KENTDBRU	Kent D Bruce Company LLC	02/12/26	142.68	MW	IS	
AP CHK 00063432	ALERTSEN	KONEXUS INC	02/12/26	7,183.20	MW	IS	
AP CHK 00063433	LEVEL3FIN	LEVEL 3 FINANCING INC	02/12/26	2,673.14	MW	IS	
AP CHK 00063434	LIGHUNIF	LIGHTHOUSE UNIFORMS CO INC	02/12/26	944.10	MW	IS	
AP CHK 00063435	MERCBENZ	MERCEDES BENZ OF TACOMA	02/12/26	4,590.42	MW	IS	
AP CHK 00063436	MULTHEAL	MULTICARE HEALTH SYSTEM	02/12/26	5,060.00	MW	IS	
AP CHK 00063437	NATISAFE	NATIONAL SAFETY INC	02/12/26	2,648.76	MW	IS	
AP CHK 00063438	SAMU09190	NEIL SAMUELSEN	02/12/26	132.53	MW	IS	
AP CHK 00063439	NEWCTRAI	NEWCASTLE HEALTHCARE SERVIC	02/12/26	3,241.93	MW	IS	
AP CHK 00063440	WEHM06180	NICHOLAS WEHMHOEFER	02/12/26	2,582.64	MW	IS	
AP CHK 00063441	PCBUDGET	PC BUDGET AND FINANCE	02/12/26	360.00	MW	IS	
AP CHK 00063442	PCSEWER	PIERCE COUNTY SEWER	02/12/26	1,066.13	MW	IS	
AP CHK 00063443	PSENERGY	PUGET SOUND ENERGY INC	02/12/26	11,763.41	MW	IS	
AP CHK 00063444	ROWHEAL	STEPHENIE TORNBERG	02/12/26	2,557.50	MW	IS	
AP CHK 00063445	SUMMWATE	SUMMIT WATER & SUPPLY CO	02/12/26	507.39	MW	IS	
AP CHK 00063446	SYNTSYST	SYNTECH SYSTEMS INC	02/12/26	2,725.01	MW	IS	

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel	To Note
AP CHK 00063447	APPRIVER2	ZIX CORPORATION	02/12/26	2,334.56	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	298,076.58	Number of Checks Processed:	29
Total Hand Written	0.00	Number of Checks Processed:	0
Total Reversals	0.00	Number of Checks Processed:	0
Total Cancelled	0.00	Number of Checks Processed:	0
Total EFTs	0.00	Number of EFTs Processed:	0
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L                      298,076.58

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<b>APPLIED INDUSTRIAL TECH INC (APPLINDU)</b>					
	7033726935	01/14/2026	185.69	OVE07-1 PARKER VALVE	0016502265 53143
	<b>TOTAL FOR CHECK AP 00063419:</b>		185.69		
<b>CANON FINANCIAL SERVICES, INC. (CANOFINA)</b>					
	42465881	01/12/2026	189.50	ST40 COPIER MAINT JAN 2026	0012002210 54813
	42641494	02/09/2026	189.50	ST40 COPIER MAINT FEB 2026	0012002210 54813
	<b>TOTAL FOR CHECK AP 00063420:</b>		379.00		
<b>CASCADE FRICTION MATERIALS (CASCFRIC)</b>					
	577881440	02/10/2026	12.11	STOCK/E18-1 T-HANDLE 49005-101	0016502265 53143
	<b>TOTAL FOR CHECK AP 00063421:</b>		12.11		
<b>DS SERVICES OF AMERICA INC (CRYSTAL)</b>					
	24723044012826	01/28/2026	32.97	COOLER RENTALS	0012042254 54502
	24723044012826	01/28/2026	1,186.68	COOLER RENTALS	0012042254 54502
	24723044012826	01/28/2026	251.64	WATER, 5 GALLON BOTTLE	0012052218 53198
	24723044012826	01/28/2026	14.99	DELIVERY FEE	0016202250 53171
	24723044012826	01/28/2026	265.62	BOTTLED WATER, 5 GAL	0016202250 53171
	24723044012826	01/28/2026	14.99	DELIVERY FEE	0016202250 53171
	<b>TOTAL FOR CHECK AP 00063423:</b>		1,766.89		
<b>ELVIS MALFABON (MALF11300)</b>					
	11054175105	01/27/2026	301.00	PER DIEM STRUGGLE WELL TRAINER	0012552210 54301
	<b>TOTAL FOR CHECK AP 00063424:</b>		301.00		
<b>FRANCIS AUSTIN (T0762)</b>					
	323PCF25023487	01/20/2026	149.60	REFUND OF OVERPAYMENT	101340 34260
	<b>TOTAL FOR CHECK AP 00063425:</b>		149.60		
<b>HD SUPPLY, INC (HDSUPPINC)</b>					
	9245761417	02/10/2026	376.65	SOAP, ANTISEPTIC LOTION, 800ML	0016202250 53121
	9245761417	02/10/2026	375.55	LAUNDRY DETERGENT, 1GAL (EACH)	0016202250 53121
	9245761417	02/10/2026	171.24	SIMPLE GREEN CONCENTRATE, 1GAL	0016202250 53121
	9245761417	02/10/2026	26.91	MOP HEAD, WET, LARGE BLUE (EAC	0016202250 53121
	<b>TOTAL FOR CHECK AP 00063427:</b>		950.35		
<b>INTL. ASSOCIATION OF FIREFIGHT (IAFF)</b>					
	1155910	01/22/2026	3,300.00	IAFF RESILIENCY WORKBOOKS	0012552210 53102
	<b>TOTAL FOR CHECK AP 00063428:</b>		3,300.00		
<b>JAMIE K KAVANAUGH (KAVA12210)</b>					
	11054125241	01/22/2026	301.00	PER DIEM STRUGGLE WELL TRAINER	0012552210 54301
	11054125241	01/22/2026	362.46	MILEAGE STRUGGLE WELL TRAINER	0012552210 54331
	11133842807	01/29/2026	193.00	PER DIEM STRUGGLE WELL PART 1	0012552210 54301
	11133842807	01/29/2026	252.02	MILEAGE STRUGGLE WELL PART 1	0012552210 54331
	<b>TOTAL FOR CHECK AP 00063429:</b>		1,108.48		
<b>JOSHUA WASHINGTON (8108PROP)</b>					
	122525	12/25/2025	3,860.50	CITIZEN DOOR LABOR & REPAIRS	0013002220 54915
	<b>TOTAL FOR CHECK AP 00063430:</b>		3,860.50		
<b>KENT D BRUCE COMPANY LLC (KENTDBRU)</b>					
	19647	02/04/2026	142.68	WR23-2 WO29154 CABLE PN# C399S	0016502265 53143

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<b>TOTAL FOR CHECK AP 00063431:</b>			142.68		
<b>LEVEL 3 FINANCING INC (LEVEL3FIN)</b>					
	772237138	02/01/2026	2,673.14	#5CZ7GFBGC 72,60,61 01/26 COMM	0012102215 54202
<b>TOTAL FOR CHECK AP 00063433:</b>			2,673.14		
<b>LIGHTHOUSE UNIFORMS (LIGHUNIF)</b>					
	A330676	02/05/2026	258.15	CLASS A CHUKKA SHOES	0012042254 52020
	A330677	02/05/2026	649.95	CLASS A MASTER PACKAGE	0012042254 52020
	A330677	02/05/2026	36.00	CLASS A NAMEPLATE	0012042254 52020
<b>TOTAL FOR CHECK AP 00063434:</b>			944.10		
<b>MERCEDES BENZ OF TACOMA (MERC BENZ)</b>					
	115241	02/03/2026	156.88	RV23-1 PM-A SERVICE PARTS	0016502265 53143
	634220	02/06/2026	4,433.54	RV23-1 PM-A SERVICE AND PARTS	0016502265 54820
<b>TOTAL FOR CHECK AP 00063435:</b>			4,590.42		
<b>MULTICARE HEALTH SYSTEM (MULTHEAL)</b>					
	CINV10024586	01/31/2026	2,840.00	WHOLE BLOOD UNITS	1013402680 53141
	CINV10024586	01/31/2026	1,596.00	RED CELLS	1013402680 53141
	CINV10024586	01/31/2026	624.00	PLASMA	1013402680 53141
<b>TOTAL FOR CHECK AP 00063436:</b>			5,060.00		
<b>MYSTATEUSA.COM (ALERTSEN)</b>					
	18504	01/01/2026	7,183.20	ALERTSENSE CORE RENEWAL 2026	0012102215 54813
<b>TOTAL FOR CHECK AP 00063432:</b>			7,183.20		
<b>NATIONAL SAFETY INC (NATISAFE)</b>					
	0779682IN	02/02/2026	2,648.76	HM SAFETY SUITE RESPONDER LICN	0013202260 54902
<b>TOTAL FOR CHECK AP 00063437:</b>			2,648.76		
<b>NEIL SAMUELSEN (SAMU09190)</b>					
	02042026	02/04/2026	132.53	MILEAGE REIMBURSEMENT 01/2026	0011001100 54331
<b>TOTAL FOR CHECK AP 00063438:</b>			132.53		
<b>NEWCASTLE TRAINING (NEWCTRAI)</b>					
	6477	01/01/2026	868.61	2025 Handbook of Emergency Car	0014002230 53134
	6504	02/02/2026	476.10	2025 Handbook of Emergency Car	0014002230 53134
	6505	02/02/2026	1,897.22	2025 Handbook of Emergency Car	0014002230 53134
<b>TOTAL FOR CHECK AP 00063439:</b>			3,241.93		
<b>NICHOLAS WEHMHOEFER (WEHM06180)</b>					
	01202026	01/20/2026	250.50	WINTER 26 MED SCHOOL TEXTBOOKS	1013402680 53102
	01202026	01/20/2026	2,332.14	WINTER 2026 TUITION REIMBURSEM	1013402680 54925
<b>TOTAL FOR CHECK AP 00063440:</b>			2,582.64		
<b>PC BUDGET AND FINANCE (PCBUDGET)</b>					
	CI380496	01/01/2026	360.00	10-12/2025 GFR WORKDAY USERS	0012102215 54813
<b>TOTAL FOR CHECK AP 00063441:</b>			360.00		
<b>PIERCE COUNTY FIRE PROT DIST # (CPFR)</b>					
	021226	02/12/2026	215,093.71	02/12/2026 AP EFTS	001 21110
	021226	02/12/2026	20,358.97	02/12/2026 AP EFTS	101 21110
<b>TOTAL FOR CHECK AP 00063422:</b>			235,452.68		
<b>PIERCE COUNTY REFUSE (PCREFUSE)</b>					

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	20788132S180	02/01/2026	1.00	#218035292004 LATE FEE	0012012211 54914
	20788132S180	02/01/2026	95.88	#218035292004 ST60 1/26 RECY	0016202250 54741
<b>TOTAL FOR CHECK AP 00063426:</b>			96.88		
<b>PIERCE COUNTY SEWER (PCSEWER)</b>					
	60-260201	02/01/2026	180.37	#1812114 ST60 01/2026 SEWER	0016202250 54721
	61-260201	02/01/2026	140.40	#85900 ST61 01/2026 SEWER	0016202250 54721
	62-260201	02/01/2026	54.76	#233439 ST62 01/2026 SEWER	0016202250 54721
	63-260201	02/01/2026	140.40	#1778561 ST63 01/2026 SEWER	0016202250 54721
	65-260201	02/01/2026	94.73	#1236121 ST65 01/2026 SEWER	0016202250 54721
	67TC-260201	02/01/2026	180.37	#462454 ST67 TC 01/2026 SEWER	0016202250 54721
	68-260201	02/01/2026	180.37	#1061119 ST68 01/2026 SEWER	0016202250 54721
	69SP-260201	02/01/2026	47.36	#535508 ST69 01/2026 SEWER	0016202250 54721
	69SP-260201	02/01/2026	47.37	#535508 SHOP 01/2026 SEWER	0016502265 54721
<b>TOTAL FOR CHECK AP 00063442:</b>			1,066.13		
<b>PUGET SOUND ENERGY (PSENERGY)</b>					
	40-260210	02/10/2026	3,147.17	#220025558283 ST40 02/26 ELECT	0016202250 54731
	43-260210	02/10/2026	221.94	#220025558234 ST43 02/2026 GAS	0016202250 54701
	43-260210	02/10/2026	822.94	#220025558234 ST43 02/2026 ELC	0016202250 54731
	60-260207	02/07/2026	382.53	#220013518166:ST60 01/2026 GAS	0016202250 54701
	63-260205	02/05/2026	631.71	#220012344424 ST63 01/2026 GAS	0016202250 54701
	64-260209	02/09/2026	429.08	#200022454991 ST64 02/2026 GAS	0016202250 54701
	65-260206	02/06/2026	1,039.85	#200012556508 ST65 02/2026 GAS	0016202250 54701
	67-260205	02/05/2026	706.84	#200005777707 ST67 01/2026 GAS	0016202250 54701
	91-260210	02/10/2026	864.63	#220037581943 ST91 02/2026 GAS	0016202250 54701
	92-260210	02/10/2026	213.96	220037575333 ST92 02/2026 ELEC	0016202250 54731
	94-260210	02/10/2026	918.49	#300000720015 ST96 02/2026 GAS	0016202250 54701
	94-260210	02/10/2026	1,995.12	#300000720015 ST96 2/2026 ELEC	0016202250 54731
	OK-260210	02/10/2026	23.86	#220037575341 OK 02/26 ELCTRIC	0016202250 54731
	OKB-260210	02/10/2026	30.96	220037575291 OKBARN 02/26 ELEC	0016202250 54731
	TC-260205	02/05/2026	334.33	#200014257659 TC 01/2026 GAS	0016202250 54701
<b>TOTAL FOR CHECK AP 00063443:</b>			11,763.41		
<b>STEPHENIE TORNBERG (ROWHEAL)</b>					
	02052026	02/05/2026	2,557.50	MEDICAL EVALUATIONS 01/2026	0012552210 54911
<b>TOTAL FOR CHECK AP 00063444:</b>			2,557.50		
<b>SUMMIT WATER COMPANY (SUMMWATE)</b>					
	67-260210	02/10/2026	179.67	#1312200001 ST67 02/2026 WATER	0016202250 54711
	67T-260210	02/10/2026	327.72	#1312250001 67T 02/2026 WATER	0016202250 54711
<b>TOTAL FOR CHECK AP 00063445:</b>			507.39		
<b>SYN-TECH SYSTEMS INC (SYNTSYST)</b>					
	328958	01/31/2026	2,725.01	FUELMaster ANNUAL MAINTENANCE	0012102215 54813
<b>TOTAL FOR CHECK AP 00063446:</b>			2,725.01		
<b>ZIX CORPORATION (APPRIVER2)</b>					
	3799905	01/01/2026	1,548.89	EMAIL THREAT PROTECTION RENEWA	0012102215 54813
	3799905	01/01/2026	785.67	EMAIL MESSAGE PRIVACY RENEWAL	0012102215 54813
<b>TOTAL FOR CHECK AP 00063447:</b>			2,334.56		

Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval

Start Date: 02/12/2026  
End Date: 02/12/2026

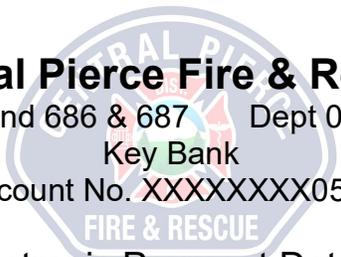
Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>REPORT TOTAL:</b>			298,076.58		

# 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>
02/05/2026	EP00021535 - EP00021535	AP00063390	\$3,579.02
02/05/2026	EP00021536 - EP00021584	AP00063394	\$173,456.18
02/12/2026	EP00021585 - EP00021590	AP00063418	\$32,575.51
02/12/2026	EP00021591 - EP00021639	AP00063422	\$235,452.68
<b>Total</b>			<b>\$445,063.39</b>

\_\_\_\_\_  
Dustin Morrow  
Fire Chief

\_\_\_\_\_  
Russell Barstow  
Co-Chair

\_\_\_\_\_  
Robert Homan  
Co-Chair

\_\_\_\_\_  
Jason Bellerive  
Commissioner

\_\_\_\_\_  
Margaret Buttz  
Commissioner

\_\_\_\_\_  
Jonathan Caverly  
Commissioner

\_\_\_\_\_  
Arlene Dannat  
Commissioner

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Brian Estes  
Commissioner

\_\_\_\_\_  
Kevin Gorder  
Commissioner

\_\_\_\_\_  
Matthew Holm  
Commissioner

\_\_\_\_\_  
Christine McAfee  
Commissioner

\_\_\_\_\_  
Dale Mitchell  
Commissioner

\_\_\_\_\_  
Joe Palombi  
Commissioner

\_\_\_\_\_  
Neil Samuelson  
Commissioner

\_\_\_\_\_  
Steve Stringfellow  
Commissioner

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel	To Note
AP EFT	00021535	LOWECOMP	LOWE'S COMPANIES	02/05/26	3,579.02	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	3,579.02	Number of EFTs Processed:	1
Total EPAYs	0.00	Number of EPAYs Processed:	0

S U B T O T A L                      3,579.02

Central Pierce Fire and Rescue  
Accounts Payable Warrant Approval

Start Date: 02/05/2026  
End Date: 02/05/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>LOWE'S COMPANIES (LOWECOMP)</b>					
	73543	01/08/2026	3,579.02	STN 64 MINI SPLIT FOR FACILITI	3016049422 56241
	<b>TOTAL FOR CHECK AP 00021535:</b>		<u>3,579.02</u>		
	<b>REPORT TOTAL:</b>		<u>3,579.02</u>		

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
AP EFT 00021536	ACTIONWO	ACTIONWORKS	02/05/26	286.27	MW	CX	
AP EFT 00021537	AMAZON	AMAZON CAPITAL SERVICES	02/05/26	4,165.46	MW	CX	
AP EFT 00021538	CASCAUTO	CASCADE AUTO GLASS INC	02/05/26	710.15	MW	CX	
AP EFT 00021539	CATCENVI	CATCHALL ENVIRONMENTAL LLC	02/05/26	5,266.16	MW	CX	
AP EFT 00021540	QWEST	CENTURYLINK COMMUNICATIONS	02/05/26	168.90	MW	CX	
AP EFT 00021541	CHRIINC	CHRISTENSEN INC	02/05/26	1,235.52	MW	CX	
AP EFT 00021542	CHUCKALS	Chuckals Inc	02/05/26	1,762.76	MW	CX	
AP EFT 00021543	CITYTREA	CITY OF TACOMA	02/05/26	2,107.61	MW	CX	
AP EFT 00021544	KELLGREEN	COLLITA VENTURES LLC	02/05/26	462.84	MW	CX	
AP EFT 00021545	COPINORT	COPIERS NORTHWEST INC	02/05/26	15.29	MW	CX	
AP EFT 00021546	DNR	Department of Natural Resou	02/05/26	9,091.18	MW	CX	
AP EFT 00021547	DRALIGNM	DUGAN REPAIR & ALIGNMENT LL	02/05/26	1,104.76	MW	CX	
AP EFT 00021548	VALLFREI	FREIGHTLINER NORTHWEST	02/05/26	2,077.62	MW	CX	
AP EFT 00021549	FRUIMUTU	FRUITLAND MUTUAL WATER CO	02/05/26	575.72	MW	CX	
AP EFT 00021550	GRIMCO	GRIMCO INC	02/05/26	1,284.84	MW	CX	
AP EFT 00021551	HONEYWEL	HONEYWELL INTERNATIONAL INC	02/05/26	5,300.90	MW	CX	
AP EFT 00021552	INNOCONT	INNOVATIVE CONTROLS	02/05/26	739.49	MW	CX	
AP EFT 00021553	LNCURTIS	L.N. CURTIS & CURTIS	02/05/26	7,252.86	MW	CX	
AP EFT 00021554	LIFEASSI	LIFE-ASSIST INC	02/05/26	19,632.28	MW	CX	
AP EFT 00021555	LOWECOMP	LOWE'S COMPANIES	02/05/26	1,074.68	MW	CX	
AP EFT 00021556	MASHTELE	MASHELL TELECOM INC	02/05/26	42.15	MW	CX	
AP EFT 00021557	MATTDEPO	MATTRESS DEPOT USA INC	02/05/26	611.62	MW	CX	
AP EFT 00021558	MESIACQU	MES I ACQUISITION INC	02/05/26	1,276.84	MW	CX	
AP EFT 00021559	MICHCUST	MICHAEL'S CUSTOM UPHOLSTERY	02/05/26	501.51	MW	CX	
AP EFT 00021560	NTEGCONS	NTEGRATED CONSULTING LLC	02/05/26	504.27	MW	CX	
AP EFT 00021561	OREIAUTO	O'REILLY AUTO PARTS	02/05/26	64.47	MW	CX	
AP EFT 00021562	PCFCA	PIERCE COUNTY FIRE CHIEFS A	02/05/26	1,500.00	MW	CX	
AP EFT 00021563	PCFIRECO	PIERCE COUNTY FIRE COMMISSI	02/05/26	1,080.00	MW	CX	

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
AP EFT 00021564	RINGCENT	RINGCENTRAL INC	02/05/26	7,201.93	MW	CX	
AP EFT 00021565	ROMAQUI	ROM AQUISITION CORP	02/05/26	560.76	MW	CX	
AP EFT 00021566	RTGENECO	RT GENERAL CONSTRUCTION LLC	02/05/26	19,710.00	MW	CX	
AP EFT 00021567	SSTIREPU	S&S TIRE SERVICE INC	02/05/26	5,423.14	MW	CX	
AP EFT 00021568	SNETCOMM	S-NET COMMUNICATIONS INC	02/05/26	196.79	MW	CX	
AP EFT 00021569	SCHNSIMP	SCHNEIDER-SIMPSON	02/05/26	639.74	MW	CX	
AP EFT 00021570	SITECRAFT	SITECRAFTING INC	02/05/26	677.27	MW	CX	
AP EFT 00021571	STANPART	Standard Parts Corp	02/05/26	3,170.10	MW	CX	
AP EFT 00021572	SUMNLAWN	SUMNER LAWN 'N SAW	02/05/26	1,327.24	MW	CX	
AP EFT 00021573	TACOSCRE	Tacoma Screw Products Inc	02/05/26	327.17	MW	CX	
AP EFT 00021574	TELEFLEX	TELEFLEX LLC	02/05/26	11,000.00	MW	CX	
AP EFT 00021575	MALLSAFE	THE MALLORY CO	02/05/26	5,855.27	MW	CX	
AP EFT 00021576	WILLBURT	THE WILL-BURT COMPANY	02/05/26	4,084.02	MW	CX	
AP EFT 00021577	TRUENORT	TRUE NORTH EMERGENCY EQUIPM	02/05/26	21,732.87	MW	CX	
AP EFT 00021578	UNITPARC	UNITED PARCEL SERVICE INC	02/05/26	78.71	MW	CX	
AP EFT 00021579	USBANKBU	US BANK NATIONAL ASSN	02/05/26	7,125.62	MW	CX	
AP EFT 00021580	ESTE10290	BRIAN ESTES	02/05/26	34.80	MW	CX	
AP EFT 00021581	GROU5LLC	DARCY DEFREES	02/05/26	4,740.00	MW	CX	
AP EFT 00021582	KENNNOLL	KENNETH J. NOLL	02/05/26	674.60	MW	CX	
AP EFT 00021583	LILAOMAH	LILA N OMAHONY	02/05/26	7,000.00	MW	CX	
AP EFT 00021584	TOMMASON	THOMAS MASON	02/05/26	2,000.00	MW	CX	

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel	To Note
=====								
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		173,456.18		Number of EFTs Processed:		49
		Total EPAYs		0.00		Number of EPAYs Processed:		0
		S U B   T O T A L		173,456.18				

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

**Start Date:** 02/05/2026

**End Date:** 02/05/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>ACTIONWORKS (ACTIONWO)</b>					
	6553	01/26/2026	286.27	SHIRTS FOR COMMISSIONERS	0011001100 53131
	<b>TOTAL FOR CHECK AP 00021536:</b>		286.27		
<b>AMAZON CAPITAL SERVICES (AMAZON)</b>					
	139TYR9CRG4D	01/12/2026	174.30	HR BROTHER TONER TN433C	0012032213 53141
	139TYR9CRG4D	01/12/2026	165.93	HR BROTHER TONER TN433M	0012032213 53141
	139TYR9CRG4D	01/12/2026	165.93	HR BROTHER TONER TN433Y	0012032213 53141
	139TYR9CRG4D	01/12/2026	103.11	HR BROTHER TONER TN433BK	0012032213 53141
	14GHGJGPD LH	01/27/2026	(476.77)	LOG STERLING ROPE BAG LARGE	0012042254 53501
	1637LWF4JWJ7	01/29/2026	10.07	GE17-1 HD BUCKLE REPLACEMENT	0016502265 53143
	16THCXK93	02/01/2026	39.15	ST72 PORTABLE SAW BLADES	0016202250 53141
	16THCXK93	02/01/2026	23.90	ST60 BUG/LICE/DUST MITE SPRAY	0016202250 53141
	16THCXK93	02/01/2026	22.58	ST61 LITHIUM BATTERY PACK	0016202250 53141
	16THCXK93	02/01/2026	74.00	ST60 POWER LITHIUM ION BATTERY	0016202250 53501
	16THCXK93	02/01/2026	990.25	EMS WATERPROOF HARD CASE	1013402680 53501
	16THCXK93	02/01/2026	364.32	EMS VACCUUM SEALER	1013402680 53501
	1CCLNH1JGT11	02/04/2026	171.88	ST65 COFFEE MAKER	0016202250 53501
	1DGVD7MJ1PY	01/30/2026	14.28	DRY ERASE MARKER, CHISLE TIP,	0016202250 53101
	1DGVD7MJ1PY	01/30/2026	14.81	DRY ERASE MARKER, CHISLE TIP,	0016202250 53101
	1DGVD7MJ1PY	01/30/2026	83.07	MEGUIARS DETAILER HYPER-WASH,	0016202250 53141
	1DGVD7MJ1PY	01/30/2026	7.73	SCISSORS, 8" (EACH)	0016202250 53141
	1DGVD7MJ1PY	01/30/2026	250.20	HYDRATION ELECTROLYTE POWDER	0016202250 53141
	1P6GWWDN1M	01/04/2026	26.16	ST63 20PK VACUUM BAGS	0016202250 53141
	1RLRHXLDFRX	01/25/2026	350.93	LOG ELECTRIC ROVER LIGHT	0012042254 53501
	1RLRHXLDFRX	01/25/2026	180.62	LOG 8" ADJUSTABLE WRENCH	0012042254 53501
	1RLRHXLDFRX	01/25/2026	715.75	LOG 6-IN-1 RESCUE TOOL	0012042254 53501
	1TKVGW1N61D	01/30/2026	409.38	ST67 4-COLOR TONER SET	0016202250 53141
	1TKVGW1N61D	01/30/2026	128.32	ST67 MAGENTA TONER	0016202250 53141
	1TY6JX31KKYQ	02/02/2026	20.14	GE17-1 HD BUCKLE REPLACEMENT	0016502265 53143
	1WC9LWWLJ4J	01/28/2026	135.42	PR40 ALL PURPOSE WIPERS (12 BX	0016502265 53141
	<b>TOTAL FOR CHECK AP 00021537:</b>		4,165.46		
<b>BRIAN ESTES (ESTE10290)</b>					
	01312026	01/31/2026	34.80	MILEAGE REIMBURSEMENT 01/2026	0011001100 54331
	<b>TOTAL FOR CHECK AP 00021580:</b>		34.80		
<b>CASCADE AUTO GLASS INC (CASCAUTO)</b>					
	3656649	02/02/2026	710.15	GU21-2 WINDSHIELD REPLACEMENT	0016502265 54820
	<b>TOTAL FOR CHECK AP 00021538:</b>		710.15		
<b>CATCHALL ENVIRONMENTAL (CATCENVI)</b>					
	196390	01/13/2026	0.00	**PUBLIC WORKS**	0012042254 54801
	196390	01/13/2026	3,201.78	CO-1: ST40 STORMWATER SVC	0012042254 54801
	196460	01/28/2026	2,064.38	ST67 VAULT-10 FILTERS	0012042254 54801
	196460	01/28/2026	0.00	*PUBLIC WORKS*	0012042254 54801
	<b>TOTAL FOR CHECK AP 00021539:</b>		5,266.16		
<b>CHRISTENSEN INC (CHRIINC)</b>					
	0816109IN	01/28/2026	1,235.52	#1003291 ST61 FUEL	0012042254 53201

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

**Start Date:** 02/05/2026

**End Date:** 02/05/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>TOTAL FOR CHECK AP 00021541:</b>			1,235.52		
<b>CHUCKALS INC (CHUCKALS)</b>					
	11475690	01/30/2026	1,762.76	PAPER, 8.5"x11" WHITE (REAM)	0016202250 53101
<b>TOTAL FOR CHECK AP 00021542:</b>			1,762.76		
<b>CITY TREASURER (CITYTREA)</b>					
	63-260202	02/02/2026	1,027.85	#100983903 ST63 01/2026 ELECTR	0016202250 54731
	63A-260202	02/02/2026	251.77	#101079231 ST63A 1/26 WATER	0016202250 54711
	63L-260130	01/30/2026	18.35	#100227813 ST63 01/2026 LIGHT	0016202250 54731
	63W-260202	02/02/2026	105.73	#101079232 ST63 01/2026 WATER	0016202250 54711
	64-260203	02/03/2026	616.45	#100560576 ST64 01/26 ELECTRIC	0016202250 54731
	64S-260203	02/03/2026	87.46	#101439160 ST64 01/2026 ELECTR	0016202250 54731
<b>TOTAL FOR CHECK AP 00021543:</b>			2,107.61		
<b>COLLITA VENTURES LLC (KELGREEN)</b>					
	1035	02/01/2026	462.84	ANNEX HORTICULTURE SVCS 2/2026	0012002210 54191
<b>TOTAL FOR CHECK AP 00021544:</b>			462.84		
<b>COPIERS NORTHWEST INC (COPINORT)</b>					
	INV3134036	01/31/2026	15.29	01/2026 ST40 COPIER CHARGES	0012002210 54813
<b>TOTAL FOR CHECK AP 00021545:</b>			15.29		
<b>DARCY DEFREES (GROU5LLC)</b>					
	01312026	01/31/2026	4,740.00	2026 ATHLETIC TRAINING/COACHIN	0012552210 54911
<b>TOTAL FOR CHECK AP 00021581:</b>			4,740.00		
<b>DEPARTMENT OF NATURAL RESOURCE (DNR)</b>					
	18026079	02/03/2026	1,124.16	WL RADIO BKR BATTERY	0013352685 53501
	18026079	02/03/2026	395.28	WL RADIO BKR ANTENNA	0013352685 53501
	18026079	02/03/2026	427.84	WL RADIO BKR CLONING CABLE	0013352685 53501
	18026079	02/03/2026	351.04	WL RADIO BKR ADAP CABLE	0013352685 53501
	18026079	02/03/2026	3,534.20	WL RADIO BKR RADIO UNIT	0013352685 53501
	18026079	02/03/2026	3,229.04	WL RADIO MOBILE KNG-M150LP-RCP	0013352685 53501
	18026079	02/03/2026	29.62	SHIPPING WILDLAND RADIO	0013352685 53501
<b>TOTAL FOR CHECK AP 00021546:</b>			9,091.18		
<b>DUGAN REPAIR &amp; ALIGNMENT LLC (DRALIGNM)</b>					
	3731	01/30/2026	490.39	E18-4 FOUR WHEEL ALIGNMENT	0016502265 54820
	3732	01/30/2026	614.37	GE17-1 ALIGNMENT	0016502265 54820
<b>TOTAL FOR CHECK AP 00021547:</b>			1,104.76		
<b>FRUITLAND MUTUAL WATER COMPANY (FRUIMUTU)</b>					
	66-260131	01/31/2026	209.56	#42720 ST66 01/2026 WATER	0016202250 54711
	72-260131	01/31/2026	325.68	#41122 ST72 01/2026 WATER	0016202250 54711
	72I-260131	01/31/2026	40.48	#41130 ST72 01/2026 IRRIG	0016202250 54711
<b>TOTAL FOR CHECK AP 00021549:</b>			575.72		
<b>GRIMCO INC (GRIMCO)</b>					
	3507338101	01/26/2026	223.89	WSI ORAJET WHITE VINYL FILM	0016202250 53141
	3507338101	01/26/2026	153.18	WSI HP LATEX INK CYAN	0016202250 53141
	3507338101	01/26/2026	153.18	WSI HP LATEX INK MAGENTA	0016202250 53141
	3507338101	01/26/2026	153.18	WSI HP LATEX INK YELLOW	0016202250 53141
	3507338101	01/26/2026	153.18	WSI HP LATEX INK BLACK	0016202250 53141

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

**Start Date:** 02/05/2026

**End Date:** 02/05/2026

Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
	3507338101	01/26/2026	153.18	WSI HP LATEX INK LIGHT CYAN	0016202250 53141
	3507338101	01/26/2026	153.18	WSI HP LATEX INK LIGHT MAGENTA	0016202250 53141
	3509926601	02/02/2026	141.87	WSI DURATEX GLOSS BANNER	0016202250 53501
<b>TOTAL FOR CHECK AP 00021550:</b>			<u>1,284.84</u>		
<b>HONEYWELL (HONEYWEL)</b>					
	5272053077	01/28/2026	5,300.90	STN 61 ROOM REMOTE AND SPEAKER	0012042254 53501
<b>TOTAL FOR CHECK AP 00021551:</b>			<u>5,300.90</u>		
<b>INNOVATIVE CONTROLS (INNOCONT)</b>					
	881569	02/03/2026	739.49	E18-5 TANK LEVEL SENSOR +STOCK	0016502265 53143
<b>TOTAL FOR CHECK AP 00021552:</b>			<u>739.49</u>		
<b>KENNETH J. NOLL (KENNNOLL)</b>					
	012326	01/23/2026	48.00	12/15/25 L1 DENTAL CLAIM	0012032213 52009
	012326	01/23/2026	626.60	2/01/2026-4/30/26 L1 MEDICARE	0012032213 52009
<b>TOTAL FOR CHECK AP 00021582:</b>			<u>674.60</u>		
<b>L.N. CURTIS AND SONS (LNCURTIS)</b>					
	INV1024857	01/01/2026	539.98	LOG BLUE #2 ROPE BAG	0012042254 53501
	INV1024857	01/01/2026	1,333.23	LOG ORANGE LIFELINE ROPE	0012042254 53501
	INV1032060	01/26/2026	937.80	ST94 CALIBRATION GAS CYLINDER	0016202250 53141
	INV1032800	01/28/2026	3,285.68	GL26-1 UPFITTING ITEMS	0013009422 56401
	INV1035440	02/03/2026	1,156.17	DIRECTIONAL CONTROL VALVE, LAD	0016502265 53143
<b>TOTAL FOR CHECK AP 00021553:</b>			<u>7,252.86</u>		
<b>LIFE-ASSIST INC (LIFEASSI)</b>					
	2051125	01/28/2026	585.38	OHMEDA QUICK CONNECT COUPLER	1013402680 53501
	2059201	01/30/2026	596.62	S GUIDE, ADULT BOUGIE	1013402680 53141
	2059201	01/30/2026	618.00	ANGIOCATH, 10GA x 3" (IV CATH)	1013402680 53141
	2059201	01/30/2026	89.26	GAUZE SPONGE, 2"x2" STERILE (B	1013402680 53141
	2059201	01/30/2026	5,307.23	ELECTRODES, BLUE SENSOR, ADULT	1013402680 53141
	2059201	01/30/2026	93.67	RING CUTTER, ECONOMY (EACH)	1013402680 53141
	2059201	01/30/2026	733.93	MAD DEVICE W/O SYRINGE (EACH)	1013402680 53141
	2059201	01/30/2026	125.63	SYRINGE, 10CC, LUER LOCK (EACH	1013402680 53141
	2059201	01/30/2026	92.57	SYRINGE, 20CC, LUER LOCK (EACH	1013402680 53141
	2059201	01/30/2026	172.00	IV CATHETER, 22GAx1", PROTECTI	1013402680 53141
	2059201	01/30/2026	86.68	SYRINGE, 3CC, LUER LOCK (EACH)	1013402680 53141
	2059201	01/30/2026	84.67	SYRINGE, 5CC, LUER LOCK (EACH)	1013402680 53141
	2059201	01/30/2026	36.37	SYRINGE, 60CC, LUER LOCK (EACH	1013402680 53141
	2059201	01/30/2026	142.16	NEEDLE, HYPODERMIC 23GAx1" (EA	1013402680 53141
	2059201	01/30/2026	89.00	IV CATHETER 14GAx1.25" PROTECT	1013402680 53141
	2059201	01/30/2026	60.61	NASO-GASTRIC TUBE, 10FR (EACH)	1013402680 53141
	2059201	01/30/2026	81.55	NASAL CANNULA, NON-FLARED, ADUL	1013402680 53141
	2059201	01/30/2026	869.48	FILTERLINE SET, ADULT/PEDI (EA	1013402680 53141
	2059201	01/30/2026	270.32	TOURNIQUET, LATEX FREE (ROLL/1	1013402680 53141
	2059201	01/30/2026	316.94	OXYMETAZOLINE .05% 15ML SPRAY	1013402680 53151
	2059201	01/30/2026	280.35	GLUCOSE 15GM, TUBE (PASTE)	1013402680 53151
	2059201	01/30/2026	495.35	LP15 ADULT CUFF	1013402680 53501
	2059201	01/30/2026	232.41	BP UNIT, ADULT STANDARD (EACH)	1013402680 53501

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
	2059201	01/30/2026	653.60	NO TOUCH THERMOMETER	1013402680 53501
	2059202	02/02/2026	931.50	ADENOCARD 6MG/2ML ANSYR SYRING	1013402680 53151
	2059202	02/02/2026	1,332.00	CALCIUM CHLORIDE 1GM, 10ML SYR	1013402680 53151
	2059202	02/02/2026	300.00	SODIUM BICARBONATE 8.4% 50ML	1013402680 53151
	2059202	02/02/2026	1,752.00	NITRO SPRAY	1013402680 53151
	2059202	02/02/2026	1,756.00	EPI/ADREN 1:1000 1MG/1ML VIAL	1013402680 53151
	2059202	02/02/2026	455.60	NOREPINEPHRINE BITARTRATE VIAL	1013402680 53151
	2059202	02/02/2026	228.00	TXA/TRANEXAMIC ACID 100ML BAG	1013402680 53151
	2059202	02/02/2026	279.00	AMIODARONE 150MG 3ML VIAL	1013402680 53151
	2059202	02/02/2026	484.40	ATROPINE 1MG 10ML SYRINGE	1013402680 53151
<b>TOTAL FOR CHECK AP 00021554:</b>			<u>19,632.28</u>		
<b>LILA N OMAHONY (LILAOMAH)</b>					
	02012026	02/01/2026	7,000.00	02/2026 PHYSICIAN ADVISOR	1013402680 54144
<b>TOTAL FOR CHECK AP 00021583:</b>			<u>7,000.00</u>		
<b>LOWE'S COMPANIES (LOWECOMP)</b>					
	92680	02/03/2026	130.75	TRAIN KLEAN STRIP	0012302240 53141
	94909	01/19/2026	943.93	STN 60 DOOR FOR TRAIING IN DRIL	0012042254 53146
<b>TOTAL FOR CHECK AP 00021555:</b>			<u>1,074.68</u>		
<b>MASHELL TELECOM INC (MASHTELE)</b>					
	92-260201	02/01/2026	42.15	#9064266 ST92 02/2026 PHONES	0012102215 54202
<b>TOTAL FOR CHECK AP 00021556:</b>			<u>42.15</u>		
<b>MATTRESS DEPOT USA (MATTDEPO)</b>					
	11582856	02/02/2026	611.62	ST67 TWIN XL MATTRESS	0016202250 53501
<b>TOTAL FOR CHECK AP 00021557:</b>			<u>611.62</u>		
<b>MES I ACQUISITION INC (MESIACQU)</b>					
	IN2428983	01/29/2026	267.39	E21-2 SIDE TRIM PIECES	0016502265 53143
	IN2429044	01/29/2026	280.99	E21-1 MOTOR MOUNT BUSHINGS (4)	0016502265 53143
	IN2433761	02/03/2026	269.49	LT07-1 SOS WINDOW MOULDING/SEA	0016502265 53143
	IN2433775	02/03/2026	313.27	E21-2 RIGHT SIDE FRONT CAB STE	0016502265 53143
	IN2433776	02/03/2026	145.70	L21-1 SOLENOID VALVE, AERIAL	0016502265 53143
<b>TOTAL FOR CHECK AP 00021558:</b>			<u>1,276.84</u>		
<b>MICHAEL'S CUSTOM UPHOLSTERY (MICHCUST)</b>					
	159843	02/02/2026	501.51	GE17-1- REUPHOLSTER OFFICER SE	0016502265 54820
<b>TOTAL FOR CHECK AP 00021559:</b>			<u>501.51</u>		
<b>NTEGRATED CONSULTING LLC (NTEGCONS)</b>					
	237142	02/01/2026	504.27	MONTHLY STARLINK SATELITE 2/26	0012102215 54202
<b>TOTAL FOR CHECK AP 00021560:</b>			<u>504.27</u>		
<b>O'REILLY AUTO PARTS (OREIAUTO)</b>					
	3702355260	10/23/2025	(233.22)	RETURN NEW ALTERNATOR	0016502265 53143
	3702355260	10/23/2025	(82.58)	ALTERNATOR CORE GL8857	0016502265 53143
	3702355415	10/24/2025	56.19	CAPSULE BULB 9005SU/2BP	0016502265 53143
	3702358607	11/13/2025	27.20	GE09-1 (10FT) 1.5" EXH FLEX P	0016502265 53143
	3702358611	11/13/2025	(27.20)	CM FOR 3702358607 INCORR PART	0016502265 53143
	3702360281	11/24/2025	79.31	WIPER BLADE 5079281-2	0016502265 53143
	3702361734	12/03/2025	56.19	OVM21-1 9006 HEADLIGHTS (2)	0016502265 53143

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	3702361742	12/03/2025	(79.31)	RETURN WIPERS, INCORRECT	0016502265 53143
	3702362405	12/08/2025	77.64	OVM21-1 HEADLIGHTS PT#H11SZG/2	0016502265 53143
	3702362421	12/08/2025	(56.19)	BULBS RETURNED CREDIT 9006SU/2	0016502265 53143
	3702363972	12/18/2025	27.03	DORMAN HOSE TO TEST FIT	0016502265 53143
	3702364007	12/18/2025	24.63	HOSE PN#96004	0016502265 53143
	3702364214	12/19/2025	33.26	FUEL HOSE - RET CM 3702364232	0016502265 53143
	3702364232	12/19/2025	(33.26)	CM FOR 3702364214 FUEL HOSE	0016502265 53143
	3702364775	12/23/2025	(27.03)	RETURN 96006 WRONG HOSE	0016502265 53143
	3702370116	01/26/2026	31.86	PE35- FILTER 2-5195	0016502265 53143
	3702370427	01/28/2026	44.06	ZEREX ANTIFREEZE (2) STOCK	0016502265 53143
	3702370599	01/29/2026	121.00	UT18-1 BATTERY 24DCMJ	0016502265 53143
	3702370843	01/30/2026	(24.24)	BATTERY CORE CREDIT	0016502265 53143
	4940234518	11/10/2025	49.13	UT24-1 COUPLER PN74280	0016502265 53143
<b>TOTAL FOR CHECK AP 00021561:</b>			64.47		
<b>PIERCE COUNTY FIRE CHIEFS ASSO (PCFCA)</b>					
	01262026CPFR	01/26/2026	1,500.00	MEMBERSHIP DUES 2026	0012002210 54901
<b>TOTAL FOR CHECK AP 00021562:</b>			1,500.00		
<b>PIERCE COUNTY FIRE COMMISSIONE (PCFIRECO)</b>					
	01262026CPFR	01/26/2026	1,080.00	2026 MEMBERSHIP DUES CPFR	0011001100 54901
<b>TOTAL FOR CHECK AP 00021563:</b>			1,080.00		
<b>QWEST COMMUNICIONS COMPANY LL (QWEST)</b>					
	ARM-260126	01/26/2026	168.90	#334177461 ARMORY 01/2026 PHON	0012102215 54202
<b>TOTAL FOR CHECK AP 00021540:</b>			168.90		
<b>RINGCENTRAL INC (RINGCENT)</b>					
	INVA844397719	02/01/2026	7,201.93	#23442 CPFR 01/2026 PHONES	0012102215 54202
<b>TOTAL FOR CHECK AP 00021564:</b>			7,201.93		
<b>ROM AQUISITION CORP (ROMAQUI)</b>					
	ROM000225301	01/30/2026	560.76	GE17-1 R00163 OPERATOR ASSY/	0016502265 53143
<b>TOTAL FOR CHECK AP 00021565:</b>			560.76		
<b>RT GENERAL CONSTRUCTION LLC (RTGENECO)</b>					
	01302026	01/30/2026	19,710.00	ST64 BRICK REPAIR PROGRESS	0506049422 56250
	01302026	01/30/2026	0.00	*PUBLIC WORKS*	0506049422 56250
<b>TOTAL FOR CHECK AP 00021566:</b>			19,710.00		
<b>S&amp;S TIRE (SSTIREPU)</b>					
	1173783	01/30/2026	2,371.27	E21-1 NEW DRIVE TIRES	0016502265 54820
	1173824	01/30/2026	2,983.98	PE35-1 NEW TIRES	0016502265 54820
	1173956	02/04/2026	67.89	GME24-1 TIRE REPAIR	0016502265 54820
<b>TOTAL FOR CHECK AP 00021567:</b>			5,423.14		
<b>S-NET COMMUNICATIONS INC (SNETCOMM)</b>					
	298781	01/28/2026	196.79	#100264345 OVFR 01/2026 COMMNI	0012102215 54202
<b>TOTAL FOR CHECK AP 00021568:</b>			196.79		
<b>SCHNEIDER-SIMPSON (SCHNSIMP)</b>					
	104062	02/02/2026	639.74	E18-2 FILLER NECKS CUSTOM BUIL	0016502265 53143
<b>TOTAL FOR CHECK AP 00021569:</b>			639.74		

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<b>SITECRAFTING INC (SITECRAFT)</b>					
	47331	02/01/2026	423.17	WEBSITE HOSTING AND SUPPORT	0014002230 54191
	47331	02/01/2026	254.10	WEBSITE SEARCH, USER ENGAGEMEN	0014002230 54191
	<b>TOTAL FOR CHECK AP 00021570:</b>		677.27		
<b>STANDARD PARTS CORP (STANPART)</b>					
	318257	01/05/2026	3,195.26	(6) AGM31 ODX BATTERY	0016502265 53143
	320487	01/20/2026	(994.62)	M19-2 WARRANTY BATTERIES (2).	0016502265 53143
	321807	01/29/2026	55.03	WC22-1 & 2 BATTERY CHARGER/MAI	0016502265 53143
	321815	01/29/2026	143.02	ST 66. DEF DELIVERED (10)	0012042254 53201
	321839	01/29/2026	121.23	FILTERS, WIPERS, AMSOIL	0016502265 53143
	321846	01/29/2026	119.11	ALM1G 5W20 AMSOIL (2) GALLONS	0016502265 53181
	322003	01/29/2026	214.58	STN95 DEF STOCK (10) CASES	0012042254 53201
	322102	01/30/2026	104.60	OVE07-1 SOLENOID PN# H00550A	0016502265 53143
	322482	02/03/2026	98.11	BC17-2 AIR FILTER # 200695	0016502265 53143
	322497	02/03/2026	97.93	5 QTS ATF AMSOIL FUEL EFF SIGN	0016502265 53181
	322530	02/03/2026	15.85	STOCK LUG NUT COVERS (RW5696)	0016502265 53143
	<b>TOTAL FOR CHECK AP 00021571:</b>		3,170.10		
<b>SUMNER LAWN 'N SAW (SUMNLAWN)</b>					
	224453	02/02/2026	343.85	GME19-1 ANNUAL SERVICE	0016502265 54811
	224454	02/02/2026	249.56	HS56CE 24' HEDGE TRIMMER PM	0016502265 54811
	224455	02/02/2026	219.79	GME16-1 ANNUAL SERVICE	0016502265 54811
	224457	02/02/2026	232.53	BR600 BLOWER GM PM SERVICE	0016502265 54811
	224459	02/02/2026	281.51	GME18-2 ANNUAL SERVICE	0016502265 54811
	<b>TOTAL FOR CHECK AP 00021572:</b>		1,327.24		
<b>TACOMA SCREW PRODUCTS INC (TACOSCRE)</b>					
	10043733800	02/02/2026	156.94	PURPLE CLEAN SHOP SUPPLIES	0016502265 53141
	10043765500	02/02/2026	18.18	UTB24-1 NUTS, SCREWS	0016502265 53141
	30001654100	02/02/2026	152.05	SHOP SUPPLIES, CLEANER, BRUSHE	0016502265 53141
	<b>TOTAL FOR CHECK AP 00021573:</b>		327.17		
<b>TELEFLEX LLC (TELEFLEX)</b>					
	9511030005	01/07/2026	5,500.00	IO KIT, PEDI: PINK (EACH)	1013402680 53141
	9511030005	01/07/2026	5,500.00	IO KIT, BARIATRIC: YELLOW (EAC	1013402680 53141
	<b>TOTAL FOR CHECK AP 00021574:</b>		11,000.00		
<b>THE MALLORY CO (MALLSAFE)</b>					
	6345986	01/29/2026	868.63	HM STATION CONDITIONING SENSOR	0013202260 53501
	6345986	01/29/2026	1,590.25	HM 458 AUTORAE2 CRADLE	0013202260 53501
	6345986	01/29/2026	3,396.39	HM 458 AUTORAE2 CONTROLLER	0013202260 53501
	<b>TOTAL FOR CHECK AP 00021575:</b>		5,855.27		
<b>THE WILL-BURT COMPANY (WILLBURT)</b>					
	10076534	01/29/2026	4,084.02	E18-8 SCENE LIGHT (1) FT-SL-1	0016502265 53143
	<b>TOTAL FOR CHECK AP 00021576:</b>		4,084.02		
<b>THOMAS MASON (TOMMASON)</b>					
	01302026	01/30/2026	2,000.00	WSRB CONSULTANT PER CONTRACT	0012002210 54911
	<b>TOTAL FOR CHECK AP 00021584:</b>		2,000.00		
<b>TRUE NORTH EMERGENCY EQUIPMENT (TRUENORT)</b>					

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	A24865	01/23/2026	(457.35)	GE17-1 INCORR SEAT RETURNED	0016502265	53143
	A24957	02/04/2026	220.38	GE17-1 TORQUE ARM 721115 + FRE	0016502265	53143
	W01517	01/29/2026	21,969.84	WR23-2 UPFITTING	0016509422	56431
<b>TOTAL FOR CHECK AP 00021577:</b>			21,732.87			
<b>UNITED PARCEL SERVICE (UNITPARC)</b>						
	00005Y5731056	01/31/2026	14.71	SHIPPING VALVE CONTROLLER TO A	0012042254	54221
	00005Y5731056	01/31/2026	18.36	WIRING HARNESS RETURN TO AKRON	0012042254	54221
	00005Y5731056	01/31/2026	45.64	FUEL SURCHARGE - UPS SHIPPING	0012042254	54221
<b>TOTAL FOR CHECK AP 00021578:</b>			78.71			
<b>US BANK BUSINESS CARD (USBANKBU)</b>						
	PC.000.260125.A	02/04/2026	118.26	ANNUAL LUCID CHART SUBSCRIPTN	0012002210	54902
	PC.000.260125.A	02/04/2026	44.08	JAN 2026 PROMOTIONAL CEREMONY	0012032213	53171
	PC.000.260125.A	02/04/2026	1,045.95	REFRIGERATOR, LOG. BLDG. A	0012042254	53501
	PC.000.260125.A	02/04/2026	60.60	IMAGING FOR MANDATORY PHYSICAL	0012552210	54171
	PC.000.260125.A	02/04/2026	60.60	IMAGING FOR MANDATORY PHYSICAL	0012552210	54171
	PC.000.260125.A	02/04/2026	60.60	IMAGING FOR MANDATORY PHYSICAL	0012552210	54171
	PC.000.260125.A	02/04/2026	60.60	IMAGING FOR MANDATORY PHYSICAL	0012552210	54171
	PC.000.260125.A	02/04/2026	60.60	IMAGING FOR MANDATORY PHYSICAL	0012552210	54171
	PC.000.260125.A	02/04/2026	158.79	KAVANAUGH J AIRFARE 158.79	0012552210	54341
	PC.000.260125.A	02/04/2026	271.79	CAMPBELL J AIRFARE 271.79	0012552210	54341
	PC.000.260125.A	02/04/2026	490.17	TRAINERIZE MEMBER ACCOUNTS	0012552210	54902
	PC.000.260125.A	02/04/2026	(4.95)	OFFICE DEPOT	0014002230	53105
	PC.000.260125.A	02/04/2026	877.18	CONDENSER FAN ASSEMBLY, STOCK	0016502265	53143
	PC.000.260125.A	02/04/2026	95.28	MAGNETIC DOOR SWITCHES, STOCK	0016502265	53143
	PC.000.260125.A	02/04/2026	71.40	PALS CLASS	1013402680	54922
	PC.000.260225.2	02/04/2026	43.80	PE35-1 DIST. CAP	0016502265	53143
	PC.000.260225.2	02/04/2026	500.84	WL12-1 BOOT, RUBBER, OUTER	0016502265	53143
	PC.000.260225.2	02/04/2026	256.80	M17-1 RELAY GEN PURPOSE, SPST	0016502265	53143
	PC.000.260225.2	02/04/2026	197.79	FORTNER RETIREMENT PARTY FOOD	0016502265	53171
	PC.000.260225.2	02/04/2026	25.32	CO FACEBOOK AD	0018112230	54111
	PC.000.260225.2	02/04/2026	28.63	CO FACEBOOK AD	0018112230	54111
	PC.000.260225.2	02/04/2026	12.08	68 DISHWASHER CLEANER	0012042254	53142
	PC.000.260225.2	02/04/2026	44.07	Fuel Hose	0012042254	53142
	PC.000.260225.2	02/04/2026	30.59	Drywall for station 64.	0012042254	53146
	PC.000.260225.2	02/04/2026	37.42	72 PLYMOVENT REPAIR SUPPLIES	0012042254	53146
	PC.000.260225.2	02/04/2026	52.44	DRYWALL	0012042254	53146
	PC.000.260225.2	02/04/2026	102.56	DRYWALL AND SUPPLS	0012042254	53146
	PC.000.260225.2	02/04/2026	24.08	BATTERIES FOR DOORS	0012042254	53146
	PC.000.260225.2	02/04/2026	76.93	light fixture/wire nuts	0012042254	53146
	PC.000.260225.2	02/04/2026	2.99	ICLOUD STORAGE	0012092210	54902
	PC.000.260225.2	02/04/2026	177.01	SMITH R AIRFARE 177.01	0012302240	54341
	PC.000.260225.2	02/04/2026	351.81	COONAN K AIRFARE 351.81	0012302240	54341
	PC.000.260225.2	02/04/2026	275.50	REBRANDING FEE	0012552210	54191
	PC.000.260225.2	02/04/2026	376.53	CAMPBELL J LODGING DEP 376.53	0012552210	54311
	PC.000.260225.2	02/04/2026	153.38	MALFABON E AIRFARE FLIGHT 1	0012552210	54341
	PC.000.260225.2	02/04/2026	352.48	ZIMMERMAN H AIRFARE 352.48	0014002230	54341

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	PC.000.260225.2	02/04/2026	66.12	ENEWSLETTER PLATFORM	0014002230 54902
	PC.204.260225.1	02/04/2026	166.50	PE PRINT JOB	0014002230 54941
	PC.230.260225.2	02/04/2026	299.00	SHRM ANNUAL MEMBERSHIP	0012032213 54901
<b>TOTAL FOR CHECK AP 00021579:</b>			7,125.62		
<b>VALLEY FREIGHTLINER INC (VALLFRED)</b>					
	PC30185081301	01/21/2026	179.74	E21-2 WABCO PN 4006110340	0016502265 53143
	PC30185081501	01/23/2026	79.89	E21-1 EXAUST V BAND CLAMP # 38	0016502265 53143
	PC30185088701	01/22/2026	65.44	M19-3 OIL DRAIN TUBE 5255740	0016502265 53143
	PC30185209501	01/30/2026	116.07	M19-3 INTEGRATED GASKET CONNEC	0016502265 53143
	PC30185271101	01/29/2026	25.10	GASKET 2208E1123 STOCK	0016502265 53143
	PC30185376201	02/03/2026	718.47	ROTORS, GASKET, SEALS STOCK	0016502265 53143
	PC30185376202	02/04/2026	594.26	ROTORS, BRAKE, STOCK	0016502265 53143
	PC30185396501	02/03/2026	298.65	M19-3 PAD, BOLTS, WASHER, ETC	0016502265 53143
<b>TOTAL FOR CHECK AP 00021548:</b>			2,077.62		
<b>REPORT TOTAL:</b>			173,456.18		

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
AP EFT 00021585	AMAZON	AMAZON CAPITAL SERVICES	02/12/26	778.91	MW	CX	
AP EFT 00021586	CAPILUMB	CAPITAL LUMBER INC	02/12/26	6,448.74	MW	CX	
AP EFT 00021587	CPFREFT	Central Pierce Fire & Rescu	02/12/26	1,172.75	MW	CX	
AP EFT 00021588	DIAMPOLI	DIAMOND POLISHING SYSTEMS I	02/12/26	12,258.97	MW	CX	
AP EFT 00021589	COMPCEIL	JUSTIN UTHMAN	02/12/26	11,497.50	MW	CX	
AP EFT 00021590	USBANKBU	US BANK NATIONAL ASSN	02/12/26	418.64	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	32,575.51	Number of EFTs Processed:	6
Total EPAYs	0.00	Number of EPAYs Processed:	0
S U B T O T A L	32,575.51		

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<b>AMAZON CAPITAL SERVICES (AMAZON)</b>					
	1NN3P6C947P6	01/30/2026	778.91	STN41 SINKS AND FAUCETS FOR KI	3016719422 56241
	<b>TOTAL FOR CHECK AP 00021585:</b>		778.91		
<b>CAPITAL LUMBER INC (CAPILUMB)</b>					
	2601826408	01/23/2026	6,448.74	STN 41 INTERIOR DOOR PACKAGE,	3016719422 56241
	<b>TOTAL FOR CHECK AP 00021586:</b>		6,448.74		
<b>DIAMOND POLISHING SYSTEMS INC (DIAMPOLI)</b>					
	95171	01/01/2026	5,103.14	LOB CONCRETE POLISHING	3016522265 54801
	95171	01/01/2026	0.00	PUBLIC WORKS PROJECT	3016522265 54801
	95241	02/05/2026	7,155.83	ST64 FACILITIES OFFICE FLOOR	3016049422 56241
	95241	02/05/2026	0.00	PUBLIC WORKS	3016049422 56241
	<b>TOTAL FOR CHECK AP 00021588:</b>		12,258.97		
<b>JUSTIN UTHMAN (COMPCEIL)</b>					
	CC19934	01/26/2026	11,497.50	STN64 DROP CEILING INSTALLATIO	3016049422 56241
	CC19934	01/26/2026	0.00	PUBLIC WORKS	3016049422 56241
	<b>TOTAL FOR CHECK AP 00021589:</b>		11,497.50		
<b>PIERCE COUNTY FIRE PROT. DIST. (CPFREFT)</b>					
	CC19934	01/26/2026	1,172.75	STN64 DROP CEILING INSTALLATIO	3016049422 56241
	<b>TOTAL FOR CHECK AP 00021587:</b>		1,172.75		
<b>US BANK BUSINESS CARD (USBANKBU)</b>					
	PC.000.260225.3	02/12/2026	418.64	STN 64 BASE	3016049422 56241
	<b>TOTAL FOR CHECK AP 00021590:</b>		418.64		
	<b>REPORT TOTAL:</b>		32,575.51		

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
AP EFT 00021591	ACRACBSB	ACRANET - CBS BRANCH	02/12/26	462.42	MW	CX	
AP EFT 00021592	AIRGAS	AIRGAS NORPAC INC	02/12/26	511.94	MW	CX	
AP EFT 00021593	AMAZON	AMAZON CAPITAL SERVICES	02/12/26	4,613.81	MW	CX	
AP EFT 00021594	BATTEPLUS	Batteries Plus #245	02/12/26	593.88	MW	CX	
AP EFT 00021595	BENACOMP	BENAROYA CAPITAL COMPANY LL	02/12/26	97,972.42	MW	CX	
AP EFT 00021596	BLUEGIS	BLUE RIDGE GIS CONSULTING L	02/12/26	4,500.00	MW	CX	
AP EFT 00021597	BRAUNW	Braun Northwest Inc	02/12/26	362.43	MW	CX	
AP EFT 00021598	BRISINC	BRISCO INC	02/12/26	2,263.16	MW	CX	
AP EFT 00021599	CPFREFT	Central Pierce Fire & Rescu	02/12/26	4,992.39	MW	CX	
AP EFT 00021600	QWEST	CENTURYLINK COMMUNICATIONS	02/12/26	233.13	MW	CX	
AP EFT 00021601	CHRIINC	CHRISTENSEN INC	02/12/26	25,301.42	MW	CX	
AP EFT 00021602	CITYTREA	CITY OF TACOMA	02/12/26	1,665.06	MW	CX	
AP EFT 00021603	COMMBRAK	Commercial Brake	02/12/26	1,239.95	MW	CX	
AP EFT 00021604	CONSCLOU	CONSENSUS CLOUD SOLUTIONS I	02/12/26	269.23	MW	CX	
AP EFT 00021605	DELULLC	DELUX LLC	02/12/26	8,816.00	MW	CX	
AP EFT 00021606	DNR	Department of Natural Resou	02/12/26	13,135.41	MW	CX	
AP EFT 00021607	DUOSAFET	DUO-SAFETY LADDER CORPORATI	02/12/26	186.95	MW	CX	
AP EFT 00021608	EMSCONNE	EMSCONNECT LLC	02/12/26	7,229.06	MW	CX	
AP EFT 00021609	TRSMecha	ENERGY SYSTEMS MGMT - TRS I	02/12/26	798.56	MW	CX	
AP EFT 00021610	VALLFREI	FREIGHTLINER NORTHWEST	02/12/26	1,667.62	MW	CX	
AP EFT 00021611	GENETOWI	GENE'S TOWING INC	02/12/26	3,698.95	MW	CX	
AP EFT 00021612	GRAIPART	Grainger Parts	02/12/26	715.11	MW	CX	
AP EFT 00021613	STRYSALE	HOWMEDICA OSTEONICS CORP	02/12/26	249.66	MW	CX	
AP EFT 00021614	IMSALLI	JUSTICE FAMILY ENTERPRISES	02/12/26	31.13	MW	CX	
AP EFT 00021615	LNCURTIS	L.N. CURTIS & CURTIS	02/12/26	5,049.05	MW	CX	
AP EFT 00021616	ELLEMILL	LEILA MILLER	02/12/26	600.00	MW	CX	
AP EFT 00021617	LIFEASSI	LIFE-ASSIST INC	02/12/26	51.71	MW	CX	
AP EFT 00021618	LOWECOMP	LOWE'S COMPANIES	02/12/26	12.44	MW	CX	

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel To Note
AP EFT 00021619	NEXTSTEP	NEXT STEP APPAREL	02/12/26	39.67	MW	CX	
AP EFT 00021620	NOBLSUPP	NOBLE SUPPLY & LOGISTICS LL	02/12/26	14,125.50	MW	CX	
AP EFT 00021621	NWCASCAD	NW CASCADE, INC.	02/12/26	116.00	MW	CX	
AP EFT 00021622	OREIAUTO	O'REILLY AUTO PARTS	02/12/26	76.00	MW	CX	
AP EFT 00021623	PRESIDIO	PRESIDIO HOLDINGS INC	02/12/26	289.78	MW	CX	
AP EFT 00021624	SSTIREPU	S&S TIRE SERVICE INC	02/12/26	2,681.86	MW	CX	
AP EFT 00021625	SAMCARBI	SAM CARBIS SOLUTIONS GROUP,	02/12/26	636.10	MW	CX	
AP EFT 00021626	SMARSH	SMARSH INC	02/12/26	970.70	MW	CX	
AP EFT 00021627	STANPART	Standard Parts Corp	02/12/26	2,813.88	MW	CX	
AP EFT 00021628	STAPINC	STAPLES INC.	02/12/26	47.28	MW	CX	
AP EFT 00021629	STATAUDI	STATE AUDITOR'S OFFICE	02/12/26	70.55	MW	CX	
AP EFT 00021630	TACOSCRE	Tacoma Screw Products Inc	02/12/26	218.04	MW	CX	
AP EFT 00021631	TELEFLEX	TELEFLEX LLC	02/12/26	551.00	MW	CX	
AP EFT 00021632	GITTSPRI	TLI INC	02/12/26	49.01	MW	CX	
AP EFT 00021633	TRUENORT	TRUE NORTH EMERGENCY EQUIPM	02/12/26	259.62	MW	CX	
AP EFT 00021634	KRONOS	UKG KRONOS SYSTEMS LLC	02/12/26	149.01	MW	CX	
AP EFT 00021635	UNIFIRST	UNIFIRST CORPORATION	02/12/26	122.47	MW	CX	
AP EFT 00021636	USBANKBU	US BANK NATIONAL ASSN	02/12/26	19,584.66	MW	CX	
AP EFT 00021637	VERATHON	VERATHON INC	02/12/26	1,980.88	MW	CX	
AP EFT 00021638	WHOLONLI	WHOLESALE ONLINE GROUP	02/12/26	3,102.24	MW	CX	
AP EFT 00021639	ROHA05270	RYAN ROHALY	02/12/26	345.54	MW	CX	

Document	Payee ID	Payee Name	Date	Amount	Type	Stat	Rel	To	Note
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		235,452.68		Number of EFTs Processed:			49
		Total EPAYs		0.00		Number of EPAYs Processed:			0
		S U B    T O T A L		235,452.68					

**Central Pierce Fire and Rescue**  
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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>ACRANET CBS BRANCH INC (ACRACBSB)</b>					
	30212	01/31/2026	462.42	ANNUAL OUT-OF-STATE DRIVER LIC	0012032213 54191
	<b>TOTAL FOR CHECK AP 00021591:</b>		462.42		
<b>AIRGAS NOR PAC INC (AIRGAS)</b>					
	9168061538	02/01/2026	50.60	MEDICAL O2 ST60 01/2026	1013402680 53141
	9168102490	02/01/2026	72.53	MEDICAL O2 ST65 01/2026	1013402680 53141
	9168232637	02/01/2026	71.59	MEDICAL O2 ST60 01/2026	1013402680 53141
	9168441675	02/01/2026	50.05	MEDICAL O2 ST60 01/2026	1013402680 53141
	9168523706	02/01/2026	50.37	MEDICAL O2 ST71 01/2026	1013402680 53141
	9168523710	02/01/2026	71.98	MEDICAL O2 ST65 01/2026	1013402680 53141
	9168651888	02/01/2026	71.59	MEDICAL O2 ST60 01/2026	1013402680 53141
	9168841722	02/01/2026	73.23	MEDICAL O2 ST60 01/2026	1013402680 53141
	<b>TOTAL FOR CHECK AP 00021592:</b>		511.94		
<b>AMAZON CAPITAL SERVICES (AMAZON)</b>					
	11QHDDLRF4G	02/05/2026	157.80	DISPOSABLE EAR PLUGS	0016202250 53141
	14D7XNJGKJQH	02/07/2026	111.00	CREDIT ON 1TRJLW7DGY9J	0016202250 53101
	14D7XNJGKJQH	02/07/2026	265.80	NUUN ACTIVE MIX (BOX/10)	0016202250 53171
	14NWPNCNPL3	01/26/2026	44.55	STN 67 DIMMING STABILIZER FOR	0012042254 53146
	14VM6P716KM	02/10/2026	20.92	TRAIN Basket Coffee Filters	0012302240 53141
	14VM6P716KM	02/10/2026	88.12	LOG UTILITY KNIFE, Premium	0016502265 53501
	14VM6P716KM	02/10/2026	221.12	LOG SHOVEL, Tru Pro 48-In	0016502265 53501
	179FYCN6KK3V	02/07/2026	(265.80)	CREDIT INV 14D7XNJGKJQH	0016202250 53141
	1CX7KC9GJYD7	01/21/2026	359.80	STN72 WIRE FOR PLYMOVENT REPAI	0012042254 53146
	1D6FTFHLLQ4T	02/09/2026	376.84	LOG CAMERA CASE, All Weather	0013202260 53501
	1D6FTFHLLQ4T	02/09/2026	58.39	60A 4 Packs F2 A2 Replacement	0016002250 53141
	1J4XJ3113J4T	01/11/2026	124.02	7615 SOLENOID TIMER (1) STOCK	0016502265 53143
	1J4XJ3113J4T	01/11/2026	99.10	OFFICE VACUUM (SMALL TOOL)	0016502265 53501
	1JT1M6RTPQQ	02/07/2026	14.27	PE VALENTINE HEART/ARROW PROP	0014002230 53501
	1KH3GFVNHYV	02/03/2026	319.57	ARMORY LED LIGHTS	0012042254 53146
	1MGXYLJ6YX6	01/04/2026	146.98	CS VELCRO ADHESIVE LOOP-SIDE	0012052218 53141
	1MGXYLJ6YX6	01/04/2026	140.59	CS VELCRO ADHESIVE HOOK-SIDE	0012052218 53141
	1MGXYLJ6YX6	01/04/2026	28.64	HM FOLDABLE PLASTIC POOL	0013202260 53501
	1MGXYLJ6YX6	01/04/2026	18.72	TR PACKING STORAGE CUBES	0013302685 53501
	1MGXYLJ6YX6	01/04/2026	120.49	TR NEON YELLOW LED LIGHT	0013302685 53501
	1MGXYLJ6YX6	01/04/2026	47.32	ST60 GRILL BRUSH	0016202250 53501
	1MGXYLJ6YX6	01/04/2026	35.21	ST60 STAINLESS STEEL COLANDER	0016202250 53501
	1MGXYLJ6YX6	01/04/2026	21.36	ST60 GLASS BAKING DISH	0016202250 53501
	1MGXYLJ6YX6	01/04/2026	21.60	ST60 PAN SCRAPERS	0016202250 53501
	1MGXYLJ6YX6	01/04/2026	22.02	ST60 KITCHEN TONGS	0016202250 53501
	1MGXYLJ6YX6	01/04/2026	26.43	ST60 METAL KITCHEN TONGS	0016202250 53501
	1MGXYLJ6YX6	01/04/2026	34.41	ST60 OVEN MITTS	0016202250 53501
	1MGXYLJ6YX6	01/04/2026	8.44	ST60 SOFT SILICONE POT HOLDERS	0016202250 53501
	1MGXYLJ6YX6	01/04/2026	31.23	ST60 MUFFIN BAKING PAN	0016202250 53501
	1MGXYLJ6YX6	01/04/2026	44.07	ST72 GARAGE WALL SHELF	0016202250 53501
	1MGXYLJ6YX6	01/04/2026	47.35	ST65 WOODEN CUTTING BOARDS	0016202250 53501
	1N9MJKL7G7T6	02/05/2026	94.88	STN 40 GATE REMOTES	0012042254 53501

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
	1RVF61C9MGW	01/31/2026	127.83	CS CYAN TONER	0016202250 53101
	1RVF61C9MGW	01/31/2026	274.12	CS COLOR TONER SET	0016202250 53101
	1RVF61C9MGW	01/31/2026	31.74	DRY ERASE MARKER, CHISEL TIP,	0016202250 53101
	1RVF61C9MGW	01/31/2026	62.05	LAMINATING POUCHES, LETTER (PK	0016202250 53101
	1RVF61C9MGW	01/31/2026	103.14	PEN, BALLPOINT, BK (BX/12)	0016202250 53141
	1RVF61C9MGW	01/31/2026	195.05	MEGUIARS DETAILER HYPER-WASH,	0016202250 53141
	1RVF61C9MGW	01/31/2026	84.10	SQUEEGEE, FLOOR FOAM RUBBER (E	0016202250 53141
	1RVF61C9MGW	01/31/2026	387.56	HYDRATION ELECTROLYTE POWDER	0016202250 53141
	1TRJLW7DGY9J	02/07/2026	(111.00)	CREDIT INV 14D7XNJGKJQH	0016202250 53141
	1VKGK3K9JVP	01/29/2026	492.20	LOG TRIM/MOLDING REMOVAL TOOL	0012042254 53501
	1WW9N3HYGY	02/05/2026	19.82	IT TAKAGI USB TO USB C CABLE	0012102215 53501
	1WW9N3HYGY	02/05/2026	22.58	ST95 LITHIUM BATTERY 12PK	0016202250 53141
	1YVJ3YWN16F	02/06/2026	15.60	CS DESKTOP TAPE DISPENSER	0012052218 53501
	1YVJ3YWN16F	02/06/2026	8.36	ST65 32FT REUSABLE CABLE TIES	0016202250 53501
	1YVJ3YWN16F	02/06/2026	15.42	ST71 OUTDOOR ELECTRICAL BOX	0016202250 53501
<b>TOTAL FOR CHECK AP 00021593:</b>			4,613.81		
<b>BATTERIES PLUS #245 (BATTEPLUS)</b>					
	P89491368	02/06/2026	593.88	BATTERY C ALKALINE (EACH)	0016202250 53141
<b>TOTAL FOR CHECK AP 00021594:</b>			593.88		
<b>BENEROYA CAPITAL COMPANY LLC (BENACOMP)</b>					
	03012026	03/01/2026	14,728.48	AOC-STE120 CAM 03/26	0012002210 54911
	03012026	03/01/2026	16,295.82	ANNEX-STE200 CAM 03/26	0012002210 54911
	03012026	03/01/2026	31,499.14	AOC-STE120 LEASE 03/26	0012009122 57000
	03012026	03/01/2026	24,953.66	ANNEX-STE200 LEASE 03/26	0012009122 57000
	03012026	03/01/2026	9,720.34	CS-B30-WH LEASE 03/26	0012059122 57000
	03012026	03/01/2026	285.52	P&E-B110 LEASE 03/26	0014009122 57000
	03012026	03/01/2026	489.46	P&E-B118 LEASE 03/26	0014009122 57000
<b>TOTAL FOR CHECK AP 00021595:</b>			97,972.42		
<b>BLUE RIDGE GIS CONSULTING LLC (BLUEGIS)</b>					
	0035	02/03/2026	4,500.00	01/2026 GIS CONSULTANT SERVICE	0012002210 54911
<b>TOTAL FOR CHECK AP 00021596:</b>			4,500.00		
<b>BRAUN NORTHWEST INC (BRAUNW)</b>					
	7366573	02/06/2026	362.43	OVM20-1 IV WARMER REPLACEMENT	0016502265 53143
<b>TOTAL FOR CHECK AP 00021597:</b>			362.43		
<b>BRISCO INC (BRISINC)</b>					
	JAN26	02/04/2026	2,263.16	ORTING STATIONS FUEL 01/2026	0012042254 53201
<b>TOTAL FOR CHECK AP 00021598:</b>			2,263.16		
<b>CHRISTENSEN INC (CHRIINC)</b>					
	0816954IN	02/03/2026	5,600.39	#1003291 ST72 FUEL	0012042254 53201
	0817818IN	02/03/2026	2,450.72	#1003291 ST71 FUEL	0012042254 53201
	0817860IN	02/03/2026	3,446.46	#1003291 ST69 FUEL	0012042254 53201
	0817907IN	02/03/2026	1,808.01	#1003291 ST61 FUEL	0012042254 53201
	0817947IN	02/03/2026	4,833.82	#1003291 ST60 FUEL	0012042254 53201
	0819439IN	02/06/2026	1,848.60	#1003291 ST64 FUEL	0012042254 53201
	0820753IN	02/10/2026	1,594.19	#1003291 ST66 FUEL	0012042254 53201

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
	0820754IN	02/10/2026	1,866.13	#1003291 ST67 FUEL	0012042254 53201
	0820755IN	02/10/2026	1,853.10	#1003291 ST61 FUEL	0012042254 53201
<b>TOTAL FOR CHECK AP 00021601:</b>			<u>25,301.42</u>		
<b>CITY TREASURER (CITYTREA)</b>					
	94-260211	02/11/2026	1,620.75	#101402806 ST94 02/2026 ELEC	0016202250 54731
	94L-260210	02/10/2026	44.31	#101402800 ST94 02/2026 ELEC	0016202250 54731
<b>TOTAL FOR CHECK AP 00021602:</b>			<u>1,665.06</u>		
<b>COMMERCIAL BRAKE (COMMBRAK)</b>					
	211010	02/03/2026	755.22	AIR DRYER, D-2 VALVE, PADKIT	0016502265 53143
	211142	02/05/2026	484.73	BRAKE PAD KIT STOCK	0016502265 53143
<b>TOTAL FOR CHECK AP 00021603:</b>			<u>1,239.95</u>		
<b>CONSENSUS CLOUD SOLUTIONS INC (CONSCLOU)</b>					
	5869448	01/31/2026	269.23	2026 MONTHLY EFAX SVCS	0012102215 54191
<b>TOTAL FOR CHECK AP 00021604:</b>			<u>269.23</u>		
<b>DELUX LLC (DELULLC)</b>					
	1468	01/16/2026	8,816.00	EASY ASSIST STRAP (EACH)	1013402680 53141
<b>TOTAL FOR CHECK AP 00021605:</b>			<u>8,816.00</u>		
<b>DEPARTMENT OF NATURAL RESOURCE (DNR)</b>					
	18026118	02/10/2026	6,434.40	WL SHELTER FIRE TRAINING LARGE	0013352685 53141
	18026118	02/10/2026	6,594.72	WL SHELTER FIRE COMPLETE REGUL	0013352685 53501
	18026118	02/10/2026	106.29	SHIPPING / SHELTERS	0013352685 53501
<b>TOTAL FOR CHECK AP 00021606:</b>			<u>13,135.41</u>		
<b>DUO SAFETY LADDER CORP (DUOSAFET)</b>					
	499312000	02/09/2026	186.95	HEAT DOTS 200	0016502265 53142
<b>TOTAL FOR CHECK AP 00021607:</b>			<u>186.95</u>		
<b>EMSCONNECT LLC (EMSCONNE)</b>					
	14584	01/01/2026	3,614.53	EMS CONNECT 01/2026	1013402680 54813
	14778	02/01/2026	3,614.53	EMS CONNECT 02/2026	1013402680 54813
<b>TOTAL FOR CHECK AP 00021608:</b>			<u>7,229.06</u>		
<b>GENE'S TOWING INC (GENETOWI)</b>					
	260119911	02/04/2026	661.20	TOW GE98-1 FROM SHOP TO ARMORY	0016502265 54191
	260119912	02/04/2026	661.20	TOW GE98-2 FROM SHOP TO ARMORY	0016502265 54191
	260119921	02/04/2026	462.42	TOW M10-2 FROM SHOP TO ARMORY	0016502265 54191
	26014936	02/04/2026	385.70	TOW GU98-1 FROM STN94 TO ARMOR	0016502265 54191
	26014937	02/04/2026	385.70	TOW GU98-1 FROM STN94 TO ARMOR	0016502265 54191
	26014941	02/04/2026	660.60	TOW GM10-3 FROM STN94 TO ARMOR	0016502265 54191
	26014942	02/04/2026	482.13	GU98-5 TOW VAN	0016502265 54191
<b>TOTAL FOR CHECK AP 00021611:</b>			<u>3,698.95</u>		
<b>GITT'S SPRING INC (GITTSPRI)</b>					
	056858	02/04/2026	49.01	UBOLT NUTS/WASHERS	0016502265 53143
<b>TOTAL FOR CHECK AP 00021632:</b>			<u>49.01</u>		
<b>GRAINGER PARTS (GRAIPART)</b>					
	9797725042	02/05/2026	87.99	OVE07-1 AIR HORN SOLENOID	0016502265 53143
	9801059982	02/09/2026	627.12	ARMORY SERVER RACKS	0012042254 53146
<b>TOTAL FOR CHECK AP 00021612:</b>			<u>715.11</u>		

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
<b>HOWMEDICA OSTEONICS CORP (STRYSALE)</b>					
	9211488117	02/05/2026	249.66	6390001021S TRANSFER TROLLEY C	0016502265 53142
	<b>TOTAL FOR CHECK AP 00021613:</b>		249.66		
<b>IMS ALLIANCE (IMSALLI)</b>					
	260381	02/02/2026	31.13	6EA. WHITE TAGS	0012042254 53141
	<b>TOTAL FOR CHECK AP 00021614:</b>		31.13		
<b>KRONOS INCORPORATED (KRONOS)</b>					
	I10010055215	02/04/2026	149.01	UKG TELESTAFF IVR SVC 12/2025	0012102215 54813
	<b>TOTAL FOR CHECK AP 00021634:</b>		149.01		
<b>L.N. CURTIS AND SONS (LNCURTIS)</b>					
	INV1037300	02/10/2026	5,049.05	GL26-1 JACKRABBIT TOOL, UPFITT	0013009422 56401
	<b>TOTAL FOR CHECK AP 00021615:</b>		5,049.05		
<b>LEILA MILLER (ELLEMILL)</b>					
	24	02/01/2026	600.00	MENTAL HEALTH SERVICES 01/2026	0012552210 54911
	<b>TOTAL FOR CHECK AP 00021616:</b>		600.00		
<b>LIFE-ASSIST INC (LIFEASSI)</b>					
	2050121	02/05/2026	51.71	EMS VACUTAINER, LAVENDER, BOX	1013402680 53141
	<b>TOTAL FOR CHECK AP 00021617:</b>		51.71		
<b>LOWE'S COMPANIES (LOWECOMP)</b>					
	96474	02/05/2026	12.44	CS FULL-LENGTH MIRROR	0012052218 53501
	<b>TOTAL FOR CHECK AP 00021618:</b>		12.44		
<b>NEXT STEP APPAREL (NEXTSTEP)</b>					
	260021	01/15/2026	39.67	3EA. BLU/WHITE VELCRO TAGS	0012042254 52011
	<b>TOTAL FOR CHECK AP 00021619:</b>		39.67		
<b>NOBLE SUPPLY &amp; LOGISTICS LLC (NOBLSUPP)</b>					
	V2394981	02/06/2026	14,125.50	2/3 + 2/4/26 HAZMAT TRNG:	0013202260 54143
	<b>TOTAL FOR CHECK AP 00021620:</b>		14,125.50		
<b>NW CASCADE INC (NWCASCAD)</b>					
	0555363619	02/02/2026	116.00	HONEY BUCKET SVC 02/2026	0012042254 54502
	<b>TOTAL FOR CHECK AP 00021621:</b>		116.00		
<b>O'REILLY AUTO PARTS (OREIAUTO)</b>					
	3702371772	02/06/2026	76.00	(3) ROTELLA T15-40-1 T4	0016502265 53181
	<b>TOTAL FOR CHECK AP 00021622:</b>		76.00		
<b>PIERCE COUNTY FIRE PROT. DIST. (CPFREFT)</b>					
	1155910	01/22/2026	336.60	IAFF RESILIENCY WORKBOOKS	0012552210 53102
	18026079	02/03/2026	114.66	WL RADIO BKR BATTERY	0013352685 53501
	18026079	02/03/2026	40.32	WL RADIO BKR ANTENNA	0013352685 53501
	18026079	02/03/2026	43.64	WL RADIO BKR CLONING CABLE	0013352685 53501
	18026079	02/03/2026	35.81	WL RADIO BKR ADAP CABLE	0013352685 53501
	18026079	02/03/2026	360.49	WL RADIO BKR RADIO UNIT	0013352685 53501
	18026079	02/03/2026	329.36	WL RADIO MOBILE KNG-M150LP-RCP	0013352685 53501
	18026079	02/03/2026	3.02	SHIPPING WILDLAND RADIO	0013352685 53501
	18026118	02/10/2026	656.31	WL SHELTER FIRE TRAINING LARGE	0013352685 53141
	18026118	02/10/2026	672.66	WL SHELTER FIRE COMPLETE REGUL	0013352685 53501

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Vendor	Invoice #	Inv. Date	Invoice Amt	Description	GL
	18026118	02/10/2026	10.84	SHIPPING / SHELTERS	0013352685 53501
	24723044012826	01/28/2026	3.36	COOLER RENTALS	0012042254 54502
	24723044012826	01/28/2026	1.53	DELIVERY FEE	0016202250 53171
	260381	02/02/2026	3.18	6EA. WHITE TAGS	0012042254 53141
	326510	01/27/2026	177.98	TRAIN SMOKE MACHINE FOG FLUID	0012302240 53141
	499312000	02/09/2026	18.88	HEAT DOTS 200	0016502265 53142
	881569	02/03/2026	74.69	E18-5 TANK LEVEL SENSOR +STOCK	0016502265 53143
	9023026	01/30/2026	74.42	RH JAFFREY LEAKING	0016502265 54811
	CI074138	01/01/2026	64.25	UTB24-1, 6' WALL LADDER	0012322240 53501
	PC.000.260125.A	02/04/2026	7.28	PALS CLASS	1013402680 54922
	PC.000.260225.2	02/04/2026	0.30	ICLOUD STORAGE	0012092210 54902
	PC.000.260225.3	02/12/2026	16.79	STN69 BATHROOM FAN MOTOR REPLA	0012042254 53146
	PC.000.260225.3	02/12/2026	119.14	HUCKE K FDIC REGISTRATION	0012302240 54921
	PC.000.260225.3	02/12/2026	145.86	BEAL M FDIC REGISTRATION 1430	0012302240 54921
	PC.000.260225.3	02/12/2026	71.48	NFPA LINK SUBSCRIPTION 700.79	0012322240 54902
	PC.000.260225.3	02/12/2026	112.10	HELMER B REGISTRATION 1099	1013402680 54921
	ROM000225301	01/30/2026	56.64	GE17-1 R00163 OPERATOR ASSY/	0016502265 53143
	V2394981	02/06/2026	1,440.80	2/3 + 2/4/26 HAZMAT TRNG:	0013202260 54143
<b>TOTAL FOR CHECK AP 00021599:</b>			4,992.39		
<b>PRESIDIO HOLDINGS INC (PRESIDIO)</b>					
	6013226000969	02/09/2026	289.78	ZOOM ROOM LICENSE ADD-ON	0012102215 54813
<b>TOTAL FOR CHECK AP 00021623:</b>			289.78		
<b>QWEST COMMUNICATIONS COMPANY LL (QWEST)</b>					
	AOC-260128	01/28/2026	233.13	#333714524 02/2026 PHONES.	0012102215 54202
<b>TOTAL FOR CHECK AP 00021600:</b>			233.13		
<b>RYAN ROHALY (ROHA05270)</b>					
	02052026A	02/03/2026	345.54	ROHALY SAFETY BOOTS, CONTRACTU	0016502265 52011
<b>TOTAL FOR CHECK AP 00021639:</b>			345.54		
<b>S&amp;S TIRE (SSTIREPU)</b>					
	1174079	02/09/2026	27.38	GU23-3 LEFT REAR TIRE REPAIR	0016502265 54820
	1174089	02/09/2026	2,654.48	SO19-1 NEW TIRES/LABOR	0016502265 54820
<b>TOTAL FOR CHECK AP 00021624:</b>			2,681.86		
<b>SAM CARBIS SOLUTIONS GROUP, LL (SAMCARBI)</b>					
	CI074138	01/01/2026	636.10	UTB24-1, 6' WALL LADDER	0012322240 53501
<b>TOTAL FOR CHECK AP 00021625:</b>			636.10		
<b>SMARCH INC (SMARSH)</b>					
	INV329975	01/31/2026	970.70	01/2026 PROFESSIONAL ARCHIVE	0012102215 54813
<b>TOTAL FOR CHECK AP 00021626:</b>			970.70		
<b>STANDARD PARTS CORP (STANPART)</b>					
	275363	02/10/2026	320.42	STN43 DEF STOCK 15 CASES	0012042254 53201
	322700	02/04/2026	79.19	RV23-1 AIR FILTER, WIPER BLADE	0016502265 53143
	322700	02/04/2026	169.45	RV23-1 (10 QTS) AELQT 5W30 AMS	0016502265 53181
	322811	02/04/2026	214.58	ST67 DEF STOCK (10 CASES)	0012042254 53201
	322840	02/04/2026	49.48	ELECTRICAL TAPE, 5 PACK	0016502265 53141
	322840	02/04/2026	2,048.68	BATTERIES, WIPERS, STOCK	0016502265 53143

**Central Pierce Fire and Rescue  
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	322898	02/05/2026	45.41	OVM20-1 SERP BELT W/DUAL ALTER	0016502265 53143
	322971	02/05/2026	214.58	STN69 DEF STOCK (10CASES)	0012042254 53201
	323124	02/06/2026	(79.28)	BATTERY CORE CREDITS	0016502265 53143
	323124	02/06/2026	(79.19)	RV23-1 FILTERS RETURN CREDIT	0016502265 53143
	323124	02/06/2026	(169.44)	RV23-1 PARTS RETURN CREDIT	0016502265 53181
<b>TOTAL FOR CHECK AP 00021627:</b>			2,813.88		
<b>STAPLES, INC. (STAPINC)</b>					
	6055329887	02/07/2026	47.28	66 PLASTIC, Vinyl Coated	0016062250 53141
<b>TOTAL FOR CHECK AP 00021628:</b>			47.28		
<b>STATE AUDITOR'S OFFICE (STATAUDI)</b>					
	L173336	02/11/2026	70.55	2024 AUDIT SERVICES - CPFR	0012012211 54101
<b>TOTAL FOR CHECK AP 00021629:</b>			70.55		
<b>TACOMA SCREW PRODUCTS INC (TACOSCRE)</b>					
	30001678800	02/09/2026	218.04	GLASS CLEANER, HEAT SHRINK,	0016502265 53141
<b>TOTAL FOR CHECK AP 00021630:</b>			218.04		
<b>TELEFLEX LLC (TELEFLEX)</b>					
	9511130110	02/03/2026	551.00	EMS EZ-IO DRIVER	1013402680 53501
<b>TOTAL FOR CHECK AP 00021631:</b>			551.00		
<b>TRS MECHANICAL INC (TRSMECHA)</b>					
	1020646	02/10/2026	798.56	ST60 CONTROL BOARD REPLACEMENT	0012042254 54801
	1020646	02/10/2026	0.00	PUBLIC WORKS	0012042254 54801
<b>TOTAL FOR CHECK AP 00021609:</b>			798.56		
<b>TRUE NORTH EMERGENCY EQUIPMENT (TRUENORT)</b>					
	A24957	02/04/2026	220.38	GE17-1 TORQUE ARM 721115 + FRE	0016502265 53143
	A24999	02/10/2026	39.24	L21-1 BOLTS & WASHERS FOR CALI	0016502265 53143
<b>TOTAL FOR CHECK AP 00021633:</b>			259.62		
<b>UNIFIRST CORPORATION (UNIFIRST)</b>					
	2220285897	02/04/2026	300.14	FEB04 SHOP UNIFORMS/RUGS	0016502265 54931
	9990917492	01/31/2026	(177.67)	CREDIT ON ACCOUNT	0016502265 54931
<b>TOTAL FOR CHECK AP 00021635:</b>			122.47		
<b>US BANK BUSINESS CARD (USBANKBU)</b>					
	PC.000.260125.B	02/12/2026	1,517.49	FDIC LODGING RECEIPT 1517.49	0012302240 54311
	PC.000.260125.B	02/12/2026	5,000.00	FDIC LODGING DEPOSIT	0012302240 54311
	PC.000.260125.B	02/12/2026	22.02	Station 70 Supplies	0014002230 53501
	PC.000.260125.B	02/12/2026	38.22	Station 70 Supplies	0014002230 53501
	PC.000.260225.3	02/12/2026	1,099.00	HELMER B REGISTRATION 1099	1013402680 54921
	PC.000.260225.3	02/12/2026	199.83	NFPA 1700 PUBLICATION 199.83	0012302240 53102
	PC.000.260225.3	02/12/2026	283.00	COONAN K AIRFARE UG 283	0012302240 54341
	PC.000.260225.3	02/12/2026	283.00	SMITH R AIRFARE UG 283	0012302240 54341
	PC.000.260225.3	02/12/2026	506.80	HUCKE K AIRFARE 506.80	0012302240 54341
	PC.000.260225.3	02/12/2026	506.80	BEAL M AIRFARE 506.80	0012302240 54341
	PC.000.260225.3	02/12/2026	1,168.00	HUCKE K FDIC REGISTRATION	0012302240 54921
	PC.000.260225.3	02/12/2026	385.00	KORBY A REGISTRATION 385	0012302240 54921
	PC.000.260225.3	02/12/2026	1,430.00	BEAL M FDIC REGISTRATION 1430	0012302240 54921
	PC.000.260225.3	02/12/2026	700.79	NFPA LINK SUBSCRIPTION 700.79	0012322240 54902

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

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	PC.000.260225.3	02/12/2026	846.59	KAVANAUGH J LODGING 846.59	0012552210 54311
	PC.000.260225.3	02/12/2026	153.38	KAVANAUGH J AIRFARE 158.79	0012552210 54341
	PC.000.260225.3	02/12/2026	0.99	ICLOUD STORAGE	0012552210 54902
	PC.000.260225.3	02/12/2026	629.12	OLSEN K LODGING 629.12	0014002230 54311
	PC.000.260225.3	02/12/2026	1,295.00	STENSTROM B REGISTRATION 1295	0014002230 54921
	PC.000.260225.3	02/12/2026	39.37	OFFICE BROOM & MOP PAD REFILL	0016502265 53141
	PC.000.260225.3	02/12/2026	68.76	L21-1 AERIAL SOLENOID AND CAP	0016502265 53143
	PC.000.260225.3	02/12/2026	617.54	50A03ZAR WHELEN LIGHT STOCK	0016502265 53143
	PC.000.260225.3	02/12/2026	(395.00)	HOLM M REG REFUND -395	0011001100 54921
	PC.000.260225.3	02/12/2026	144.13	Garbage cans/broom	0012042254 53141
	PC.000.260225.3	02/12/2026	58.00	Sink parts 95.	0012042254 53142
	PC.000.260225.3	02/12/2026	37.58	Sink parts station 91.	0012042254 53142
	PC.000.260225.3	02/12/2026	14.31	STN 64 SIDING SCREWS	0012042254 53146
	PC.000.260225.3	02/12/2026	164.57	STN69 BATHROOM FAN MOTOR REPLA	0012042254 53146
	PC.000.260225.3	02/12/2026	98.84	PAINT AND SUPPLS	0012042254 53146
	PC.000.260225.3	02/12/2026	14.29	DRYWALL MUD	0012042254 53146
	PC.000.260225.3	02/12/2026	279.73	PAINTING SUPPLS AND CASORON	0012042254 53146
	PC.000.260225.3	02/12/2026	86.88	light fixtures/lamps	0012042254 53146
	PC.000.260225.3	02/12/2026	5.21	screws	0012042254 53146
	PC.000.260225.3	02/12/2026	72.67	door stops	0012042254 53146
	PC.000.260225.3	02/12/2026	55.02	sheet metal	0012042254 53146
	PC.000.260225.3	02/12/2026	43.33	WATER RESCUE FUEL	0012042254 53201
	PC.000.260225.3	02/12/2026	49.47	WATER RESCUE FUEL	0012042254 53201
	PC.000.260225.3	02/12/2026	16.62	WATER RESCUE FUEL	0012042254 53201
	PC.000.260225.3	02/12/2026	34.88	WATER RESCUE FUEL	0012042254 53201
	PC.000.260225.3	02/12/2026	35.20	WATER RESCUE FUEL	0012042254 53201
	PC.000.260225.3	02/12/2026	46.76	WATER RESCUE FUEL	0012042254 53201
	PC.000.260225.3	02/12/2026	24.25	WATER RESCUE FUEL	0012042254 53201
	PC.210.260225.1	02/12/2026	42.72	PiercfireNET renewal	0012102215 54902
	PC.650.260225.1	02/12/2026	1,864.50	AUTEL LICENSE RE-NEWAL	0016502265 54813
<b>TOTAL FOR CHECK AP 00021636:</b>			<u>19,584.66</u>		
<b>VALLEY FREIGHTLINER INC (VALLFRED)</b>					
	PC30185396502	02/05/2026	43.35	M19-3 COLLAR, BOLT, SOS	0016502265 53143
	PC30185396503	02/05/2026	10.57	M19-3 WASHERS SOS	0016502265 53143
	PC30185433501	02/05/2026	57.63	E18-4 GASKETS, SEAL, HOSE	0016502265 53143
	PC30185477101	02/06/2026	1,556.07	OVE07-1 BENDIX AIR COMPRESSOR	0016502265 53143
<b>TOTAL FOR CHECK AP 00021610:</b>			<u>1,667.62</u>		
<b>VERATHON INC (VERATHON)</b>					
	81325773	02/06/2026	1,980.88	GLIDESCOPE S3 BLADE #0270-1145	1013402680 53141
<b>TOTAL FOR CHECK AP 00021637:</b>			<u>1,980.88</u>		
<b>WHOLESALE ONLINE GROUP (WHOLONLI)</b>					
	INV001290	01/31/2026	1,074.45	PPE WHITE OUTER MAGNET PANELS	0012042254 52010
	INV001290	01/31/2026	869.48	PPE RATCHET SUSPENSION LINER (	0012042254 52010
	INV001290	01/31/2026	878.40	PPE UPGRADE TO DELUXE LEATHER	0012042254 52010
	INV001290	01/31/2026	115.71	PPE ID BRACKET WITH SCREWS	0012042254 52010
	INV001290	01/31/2026	132.24	PPE D-RING FOR REAR BRIM OF FI	0012042254 52010

**Central Pierce Fire and Rescue**  
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	INV001290	01/31/2026	31.96	SHIPPING / PPE	0012042254 52010
<b>TOTAL FOR CHECK AP 00021638:</b>			<u>3,102.24</u>		
<b>REPORT TOTAL:</b>			<u>235,452.68</u>		



## Board Meeting Agenda Item Summary

**Agenda Date:** February 23, 2026

**Item Title:** 7A - 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, Vehicle Cost Comparisons

**Submitted by:** HR Director Washo

### RECOMMENDED ACTION BY THE BOARD:

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

### THREE SUGGESTED MOTIONS:

*"I move to approve BOD 3.40 FLSA Exempt, Non-Represented, Non-Uniformed Employee Common Benefits as presented by Staff."*

*"I move to approve BOD 3.41 Non-Exempt, Non-Represented, Non-Uniformed Employee Common Benefits as presented by Staff."*

*"I move to approve BOD 3.45 Common Benefits for Executive Leadership as presented by Staff."*

### 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 second reading of the revised policies.

Based on feedback provided by the Board at the prior meeting, staff have incorporated the following revisions:

- Replaced the "Grievance" section with a "Dispute Resolution" section in each policy.
- In 3.45, updated the Vehicle Allowance section with stronger language regarding insurance and adding in a requirement to provide proof of insurance annually.

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, ~~2024~~[2026](#)

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 ~~CPFR~~the District.

### II. SALARY

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

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

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

III. VACATION ACCRUAL AND USAGE

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

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

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

IV. SICK LEAVE ACCRUAL AND USAGE

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

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

1. **Mandatory Accrued Sick Leave Contribution**

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

Options –

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

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

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

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

V. HOLIDAYS

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

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

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

New Year's Day	January 1 <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, sister~~ siblings\*
5. ~~grandchildren\*~~
- 1-6. ~~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 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 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 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.B. 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.~~

## XVII. DISPUTE RESOLUTION PROCEDURE

### A. Purpose and Intent

The purpose of this procedure is to provide an internal administrative method for addressing disputes concerning the interpretation or application of District policies, OR administrative procedures applicable to non-represented employees.

This procedure is intended to promote communication and resolution at the lowest possible administrative level.

Nothing in this procedure limits or waives any rights provided by federal or state law.

This procedure shall not be used to amend, modify, or invalidate Board policy, legislative action, budgetary decisions, or management rights reserved to the District.

There shall be no suspension of work or interference with District operations as a result of the filing of a dispute.

B. Scope

This procedure applies only to non-represented employees.

This procedure does not apply to:

- Disciplinary action, including verbal or written reprimands, suspension, demotion, or termination;
- Performance evaluations;
- Decisions regarding hiring, promotion, compensation setting, classification, reorganization, or staffing levels;
- Legislative or policy decisions of the Board of Commissioners; or
- Any matter for which a separate statutory or contractual appeal process exists.

C. Timeliness and Waiver

An employee must initiate this procedure within fourteen (14) calendar days of the date the employee knew or reasonably should have known of the issue giving rise to the dispute.

Failure to comply with stated timelines shall constitute a waiver of the dispute.

Failure of the District to respond within stated timelines shall not constitute acceptance of the employee's position but may allow the employee to proceed to the next step.

Timelines may be extended by mutual written agreement.

A. Step One

The employee shall request a meeting with their immediate Supervisor within the timeline stated above for the purpose of discussing the issue and attempting informal resolution.

The Supervisor may respond verbally or in writing within seven (7) calendar days following the meeting.

B. Step Two

If the issue is not resolved at Step One, the employee may submit a written statement to the Fire Chief within seven (7) calendar days following the Supervisor's response.

The written submission shall include:

1. A brief statement of the issue and relevant facts;

2. Identification of the policy or written agreement provision at issue, if applicable; and
3. The requested resolution.

The Fire Chief, or designee, may review the matter in such manner as deemed appropriate and shall issue a written decision within fourteen (14) calendar days of receipt.

The Fire Chief's review is administrative in nature and shall not be considered a formal evidentiary hearing.

C. Step Three

If the employee is dissatisfied with the Step Two decision, the employee may submit a written request for review to the District Secretary within seven (7) calendar days of receipt of the Fire Chief's decision.

The Board of Commissioners may review the matter based upon the written record and may, in its discretion, allow oral presentation. The Board is not required to conduct an evidentiary hearing.

The Board's review under this section is administrative and shall not be deemed a quasi-judicial proceeding.

The Board shall issue a written decision within twenty-one (21) calendar days following its review.

The decision of the Board of Commissioners shall be final and shall conclude the District's internal administrative review process. There shall be no arbitration or further internal appeal.

D. Authority and Limitations

The Supervisor, Fire Chief, and Board of Commissioners shall have no authority under this procedure to:

- Add to, subtract from, or modify District policy;
- Override legislative or budgetary decisions of the Board;
- Establish new compensation obligations;
- Bind future Boards; or
- Grant relief inconsistent with law.

The Board expressly reserves all legislative, managerial, and budgetary discretion.

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, ~~2024~~[2026](#)

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

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

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

AUTHORITY & RESPONSIBILITY:

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

I. DEFINITIONS

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

~~AUTHORITY & RESPONSIBILITY:~~

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

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

PROCEDURE:

I. HOURS OF WORK

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

II. OVERTIME

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

III. SALARY

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

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

IV. VACATION ACCRUAL AND USAGE

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

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

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

V. SICK LEAVE ACCRUAK AND USAGE

- A. Employees shall accrue sick leave hours at the rate of seventeen (17) hours for each full month of service. Maximum sick leave accrual bank is 1,560 hours.
- B. ~~CPRR~~ [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  
Christmas Day

Friday following Thanksgiving  
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~~ and
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
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- 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.
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- 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
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- 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.~~

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

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

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- ~~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.~~
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~~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. DISPUTE RESOLUTION PROCEDURE

### A. Purpose and Intent

The purpose of this procedure is to provide an internal administrative method for addressing disputes concerning the interpretation or application of District policies, administrative procedures, or written employment agreements applicable to non-represented employees.

This procedure is intended to promote communication and resolution at the lowest possible administrative level.

Nothing in this procedure limits or waives any rights provided by federal or state law.

This procedure shall not be used to amend, modify, or invalidate Board policy, legislative action, budgetary decisions, or management rights reserved to the District.

There shall be no suspension of work or interference with District operations as a result of the filing of a dispute.

B. Scope

This procedure applies only to non-represented employees.

This procedure does not apply to:

- Disciplinary action, including verbal or written reprimands, suspension, demotion, or termination;
- Performance evaluations;
- Decisions regarding hiring, promotion, compensation setting, classification, reorganization, or staffing levels;
- Legislative or policy decisions of the Board of Commissioners; or
- Any matter for which a separate statutory or contractual appeal process exists.

C. Timeliness and Waiver

An employee must initiate this procedure within fourteen (14) calendar days of the date the employee knew or reasonably should have known of the issue giving rise to the dispute.

Failure to comply with stated timelines shall constitute a waiver of the dispute.

Failure of the District to respond within stated timelines shall not constitute acceptance of the employee's position but may allow the employee to proceed to the next step.

Timelines may be extended by mutual written agreement.

A. Step One

The employee shall request a meeting with their immediate Supervisor within the timeline stated above for the purpose of discussing the issue and attempting informal resolution.

The Supervisor may respond verbally or in writing within seven (7) calendar days following the meeting.

B. Step Two

If the issue is not resolved at Step One, the employee may submit a written statement to the Fire Chief within seven (7) calendar days following the Supervisor's response.

The written submission shall include:

1. A brief statement of the issue and relevant facts;
2. Identification of the policy or written agreement provision at issue, if applicable; and
3. The requested resolution.

The Fire Chief, or designee, may review the matter in such manner as deemed appropriate and shall issue a written decision within fourteen (14) calendar days of receipt.

The Fire Chief's review is administrative in nature and shall not be considered a formal evidentiary hearing.

C. Step Three

If the employee is dissatisfied with the Step Two decision, the employee may submit a written request for review to the District Secretary within seven (7) calendar days of receipt of the Fire Chief's decision.

The Board of Commissioners may review the matter based upon the written record and may, in its discretion, allow oral presentation. The Board is not required to conduct an evidentiary hearing.

The Board's review under this section is administrative and shall not be deemed a quasi-judicial proceeding.

The Board shall issue a written decision within twenty-one (21) calendar days following its review.

The decision of the Board of Commissioners shall be final and shall conclude the District's internal administrative review process. There shall be no arbitration or further internal appeal.

D. Authority and Limitations

The Supervisor, Fire Chief, and Board of Commissioners shall have no authority under this procedure to:

- Add to, subtract from, or modify District policy;
- Override legislative or budgetary decisions of the Board;
- Establish new compensation obligations;
- Bind future Boards; or
- Grant relief inconsistent with law.

The Board expressly reserves all legislative, managerial, and budgetary discretion.

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 [CPFRthe 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 [CPFRthe 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:

\_\_\_\_\_  
RUSSELL T. BARSTOW  
BOARD CO-CHAIR

\_\_\_\_\_  
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 ~~CPEFR~~ the District.

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

AUTHORITY & RESPONSIBILITY:

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

I. DEFINITIONS

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

POLICY:

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

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

PROCEDURE:

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

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

III. VACATION ACCRUAL AND USAGE

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

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

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

IV. SICK LEAVE ACCRUAL AND USAGE

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

V. HOLIDAYS

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

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

New Year's Day	January 1 <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 [after consultation with the Board.](#)

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~~Maintain automobile liability insurance meeting Washington State minimum requirements.
    - a. Coverage shall not exclude business use.
    - b. Employee must provide proof of insurance annually.
    - c. Failure to maintain required insurance or provide proof upon request will result in:
      - i. Immediate suspension of authorization to operate a personal vehicle on District business; and
      - ii. Suspension of vehicle allowance until compliance is restored.
  - 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 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 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 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.B. 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.~~

## XVII. DISPUTE RESOLUTION PROCEDURE

### A. Purpose and Intent

The purpose of this procedure is to provide an internal administrative method for addressing disputes concerning the interpretation or application of District policies, administrative procedures, or written employment agreements applicable to non-represented employees.

This procedure is intended to promote communication and resolution at the lowest possible administrative level.

Nothing in this procedure limits or waives any rights provided by federal or state law.

This procedure shall not be used to amend, modify, or invalidate Board policy, legislative action, budgetary decisions, or management rights reserved to the District.

There shall be no suspension of work or interference with District operations as a result of the filing of a dispute.

### B. Scope

This procedure applies only to non-represented employees.

This procedure does not apply to:

- Disciplinary action, including verbal or written reprimands, suspension, demotion, or termination;
- Performance evaluations;
- Decisions regarding hiring, promotion, compensation setting, classification, reorganization, or staffing levels;
- Legislative or policy decisions of the Board of Commissioners; or
- Any matter for which a separate statutory or contractual appeal process exists.

### C. Timeliness and Waiver

An employee must initiate this procedure within fourteen (14) calendar days of the date the employee knew or reasonably should have known of the issue giving rise to the dispute.

Failure to comply with stated timelines shall constitute a waiver of the dispute.

Failure of the District to respond within stated timelines shall not constitute acceptance of the employee's position but may allow the employee to proceed to the next step.

Timelines may be extended by mutual written agreement.

A. Step One

The employee shall request a meeting with their immediate Supervisor within the timeline stated above for the purpose of discussing the issue and attempting informal resolution.

The Supervisor may respond verbally or in writing within seven (7) calendar days following the meeting.

B. Step Two

If the issue is not resolved at Step One, the employee may submit a written statement to the Fire Chief within seven (7) calendar days following the Supervisor's response.

The written submission shall include:

1. A brief statement of the issue and relevant facts;
2. Identification of the policy or written agreement provision at issue, if applicable; and
3. The requested resolution.

The Fire Chief, or designee, may review the matter in such manner as deemed appropriate and shall issue a written decision within fourteen (14) calendar days of receipt.

The Fire Chief's review is administrative in nature and shall not be considered a formal evidentiary hearing.

C. Step Three

If the employee is dissatisfied with the Step Two decision, the employee may submit a written request for review to the District Secretary within seven (7) calendar days of receipt of the Fire Chief's decision.

The Board of Commissioners may review the matter based upon the written record and may, in its discretion, allow oral presentation. The Board is not required to conduct an evidentiary hearing.

The Board's review under this section is administrative and shall not be deemed a quasi-judicial proceeding.

The Board shall issue a written decision within twenty-one (21) calendar days following its review.

The decision of the Board of Commissioners shall be final and shall conclude the District's internal administrative review process. There shall be no arbitration or further internal appeal.

D. Authority and Limitations

The Supervisor, Fire Chief, and Board of Commissioners shall have no authority under this procedure to:

- Add to, subtract from, or modify District policy;
- Override legislative or budgetary decisions of the Board;
- Establish new compensation obligations;
- Bind future Boards; or
- Grant relief inconsistent with law.

The Board expressly reserves all legislative, managerial, and budgetary discretion.

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 [CPFRthe District](#). However, nothing in this Section 3.16 shall be construed to require [CPFRthe District](#) to pay any fees or other expenses incurred as a result of employment of such additional counsel.
  
- D. The rights provided for in this Section 3.16 shall not be deemed exclusive of any other rights to which Employee may be entitled under any statute, ordinance, agreement, insurance or policy of [CPFRthe District](#).

APPROVED:

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RUSSELL T. BARSTOW  
BOARD CO-CHAIR

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ROBERT L. HOMAN  
BOARD CO-CHAIR

- 4 Deputy Directors receive vehicle allowance
- 5 Directors receive vehicle allowance
- 4 Deputy Chiefs receive vehicle allowance
- 1 Fire Chief receives vehicle allowance

rough estimate of a car allowance

	annual		Values used
maintenance	\$1500/10,000mi	2,700.00	18,000
Fuel	.44 / mi	7,920.00	18,000
insurance	2500/yr	2,500.00	2,500
Depreciation 10 yr life	=\$65,000/10	6,500.00	\$65,000
		<u>19,620.00</u>	
	Monthly gross :	\$ 1,635.00	

Position	Monthly Rate	Annual Cost
Fire Chief	\$ 1,650.00	\$ 19,800.00
Deputy Chief - Emergency Services	\$ 1,650.00	\$ 19,800.00
Deputy Chief - Performance	\$ 1,650.00	\$ 19,800.00
Deputy Chief - Business Services	\$ 1,650.00	\$ 19,800.00
Deputy Chief - Emergency Management	\$ 1,650.00	\$ 19,800.00
Executive Services Director	\$ 800.00	\$ 9,600.00
Finance Director	\$ 800.00	\$ 9,600.00
HR Director	\$ 800.00	\$ 9,600.00
IT Director	\$ 800.00	\$ 9,600.00
Logistics Director	\$ 800.00	\$ 9,600.00
Executive Services Deputy Director	\$ 400.00	\$ 4,800.00
Controller	\$ 400.00	\$ 4,800.00
Deputy HR Director	\$ 400.00	\$ 4,800.00
Deputy Director - Professional Development	\$ 400.00	\$ 4,800.00
		<b>\$ 166,200.00</b>

Cost of one District Vehicle

	Per Car Initial Cost (including light packages and graphics)	Annual Cost to Maintain (Gas, Insurance, etc.) - using IRS mileage rate at an annual mileage of 12,000 miles	Initial Investment	# of years equivalent of allowances (\$166,200)
<b>Scenario #1</b>				
14 Cars (1 per person)	\$ 81,000.00	\$ 121,800.00	<b>\$ 2,839,200.00</b>	17.08

**Scenario #2**

11 cars (FC and DC get their own, the rest we purchase 1 car for every 1.5 positions (common for admin fleets)	\$ 81,000.00	\$ 95,700.00	<b>\$ 1,943,700.00</b>	11.69
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**Scenario #3**

8 cars (FC and DC get their own, the rest we purchase 1 car for every 3 positions (not common, creates scheduling issues, and based on location of personnel, may not be feasible)	\$ 81,000.00	\$ 69,600.00	<b>\$ 1,204,800.00</b>	7.25
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## Board Meeting Agenda Item Summary

<b>Agenda Date:</b> February 23, 2026
<b>Item Title:</b> Revisions to Board Policy 3.03
<b>Attachments:</b> Board Policy 3.03
<b>Submitted by:</b> Chief Morrow

**RECOMMENDED ACTION BY THE BOARD:**

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

**SUGGESTED MOTION:**

*"I move to approve Revised Policy 3.03 as presented by staff".*

**SUMMARY:**

Board Policy 3.03 has been revised in accordance with the discussion at the previous Board Meeting. The policy is now presented to the Board for Second Reading, approval, and adoption.

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 23, 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 first reading. 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@centralpiercefirerescue.org](mailto:info@centralpiercefirerescue.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](mailto: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@centralpiercefirer.org](mailto:info@centralpiercefirer.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

<b>Agenda Date:</b> February 23, 2026
<b>Item Title:</b> Board Policy 3.031 – Board – Fire Chief Relationship
<b>Attachments:</b> Board Policy 3.031
<b>Submitted by:</b> 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, addressing the relationship between the Board of Commissioners and the Fire Chief, was presented at the February 9, 2026 Board Meeting. The Board’s suggested revisions have been incorporated, and the updated policy is attached for First Reading.

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~~may 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.

A-B. Should the Board choose to establish annual goals and conduct the Fire Chief Evaluation, the process should commence by the Fire Chief addressing the Board in Executive Session with a list of annual goals and a self-evaluation for the Board to consider. At the Board's discretion, they may use or disregard the items submitted by the Fire Chief. This process is to commence and conclude within the first four Regular Meetings of the New Year.

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 23, 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, was presented at the February 9, 2026, Board Meeting. The Board had no suggested revisions during the February 9, 2026, meeting, and therefore the policy has no modifications since originally discussed. The policy is attached for First Reading.

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 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 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 23, 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, was presented at the February 9, 2026 Board Meeting. The Board's suggested revisions have been incorporated, and the updated policy is attached for First Reading.

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. Individual Commissioners may submit, to the Co-Chairs, topics that they would like considered on an upcoming meeting agenda. The Co-Chairs will either place the item on the meeting agenda as requested or bring the agenda topic back to the Full Board for agenda consideration at a future meeting.

~~C.~~ AGENDA DISTRIBUTION. Agendas and supporting materials shall be provided to Commissioners in advance of meetings when possible. Distribution shall occur electronically.

C.

### 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. A quorum constitutes fifty percent of the current Commissioner county plus one.

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~~ always conduct themselves in a respectful and professional manner while at any meeting or event of the District or that represents the District's interests.

### 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~~ act 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 and must be listed as one of the following: Agenda.

1. RCW 42.30.110(1)(b) To consider a site for acquisition of real estate by lease
2. RCW 42.30.110(1)(b) To consider a site for acquisition of real estate by purchase
3. RCW 42.30.110(1)(c) To consider the price at which real estate will be offered for sale or lease
4. RCW 42.30.110(1)(d) To review negotiations on the performance of publicly bid contracts
5. RCW 42.30.110(1)(d) To consider the content of a professional services contract
6. RCW 42.30.110(1)(f) To receive and evaluate complaints or charges brought against a public officer or employee
7. RCW 42.30.110(1)(g) To evaluate the qualifications of an applicant for public employment
8. RCW 42.30.110(1)(g) To evaluate the performance of a public employee
9. RCW 42.30.110(1)(h) To evaluate the qualifications of a candidate for appointment to elective office
10. RCW 42.30.110(1)(i) To discuss with legal counsel matters relating to agency enforcement actions
11. RCW 42.30.110(1)(i) To discuss with legal counsel matters relating to litigation or potential litigation
- ~~12.~~ RCW 42.30.140(4)(a) To review the proposals made in negotiations of a collective bargaining agreement

CONFIDENTIALITY. Commissioners shall maintain confidentiality regarding executive session discussions.

B.

## 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

<b>Agenda Date:</b> February 23, 2026
<b>Item Title:</b> Board Policy 3.034 Ethics & Conflicts of Interest
<b>Attachments:</b> Board Policy 3.034
<b>Submitted by:</b> Chief Morrow

**RECOMMENDED ACTION BY THE BOARD:**

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

**SUMMARY:**

A draft of Board Policy 3.034 that pertains to ethics and conflicts of interests 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 March 9, 2026, Regular Board Meeting.

CENTRAL PIERCE FIRE & RESCUE  
BOARD POLICY  
NUMBER 3.034

ORIGINATED: February 23, 2026  
APPROVED: TBD  
EFFECTIVE: TBD

SUBJECT: ETHICS AND CONFLICTS OF INTEREST

PURPOSE: To establish ethical standards and conflict-of-interest expectations for the Board of Fire Commissioners to promote integrity, transparency, public trust, and lawful governance.

AUTHORITY & RESPONSIBILITY:

The Board of Fire Commissioners is responsible for establishing ethical expectations for its members. Individual Commissioners are responsible for complying with ethical standards, applicable law, and Board policy.

POLICY: Fire Commissioners shall conduct themselves with the highest ethical standards, avoid conflicts of interest, and act in a manner that preserves public confidence in the governance of the District.

PROCEDURE:

I. ETHICAL STANDARDS

- A. PUBLIC TRUST. Commissioners shall act in the best interests of the District and the public, placing public service above personal, professional, or political interests.
- B. INTEGRITY AND IMPARTIALITY. Commissioners shall perform their duties honestly, fairly, and impartially.
- C. PROFESSIONAL CONDUCT. Commissioners shall conduct themselves in a manner that reflects positively on the Board and the District.

II. CONFLICTS OF INTEREST

- A. DEFINITION. A conflict of interest exists when a Commissioner's personal, financial, or professional interests could influence, or appear to influence, the performance of official duties.
- B. DISCLOSURE. Commissioners shall disclose actual or potential conflicts of interest in accordance with applicable law and Board policy.

- C. RECUSAL. A Commissioner with a conflict of interest shall recuse themselves from participation in discussion, deliberation, and voting on the matter, as required by law.
- D. OPENNESS-SPECIFIC MATTERS. Individual Commissioners, unless authorized by the Board, should not represent their individual positions on a District matter in a way that suggests it is the Board's position on the matter.

III. PROHIBITED CONDUCT

- A. IMPROPER USE OF POSITION. Commissioners shall not use their position for personal gain or to secure special privileges or advantages.
- B. GIFTS AND GRATUITIES. Commissioners shall not accept gifts, favors, or benefits that could reasonably be perceived as influencing official actions, except as permitted by law.
- C. CONFIDENTIAL INFORMATION. Commissioners shall not disclose or misuse confidential or non-public information obtained through their official position. This is explicit for matters discussed in executive session.

IV. APPEARANCE OF FAIRNESS

- A. AVOIDANCE OF IMPROPRIETY. Commissioners shall avoid actions that create the appearance of impropriety or bias.
- B. PUBLIC CONFIDENCE. Commissioners shall act in a manner that maintains public confidence in the integrity of the Board.

V. COMPLIANCE AND ENFORCEMENT

- A. LEGAL REQUIREMENTS. Commissioners shall comply with all applicable ethical laws, regulations, and disclosure requirements.
- B. ADDRESSING VIOLATIONS. Alleged violations of ethical standards may be addressed in accordance with applicable RCW and Board 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 23, 2026

**Item Title:** Board Policy 3.035 Use of District Resources

**Attachments:** Board Policy 3.035

**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 3.035 that pertains to use of district resources 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 March 9, 2026, Regular Board Meeting.

CENTRAL PIERCE FIRE & RESCUE  
BOARD POLICY  
NUMBER 3.035

ORIGINATED: February 23, 2026

APPROVED: TBD

EFFECTIVE: TBD

SUBJECT: USE OF DISTRICT RESOURCES

PURPOSE: To establish expectations governing the appropriate use of District resources by the Board of Fire Commissioners to ensure accountability, stewardship of public assets, and public trust.

AUTHORITY & RESPONSIBILITY:

The Board of Fire Commissioners establishes policy regarding the use of District resources. The Fire Chief is responsible for the management, control, and oversight of District resources. Individual Commissioners are responsible for complying with this policy and applicable law.

POLICY: District resources shall be used solely for legitimate District purposes and in a manner consistent with Board policy, applicable law, and principles of ethical public stewardship.

PROCEDURE:

I. GENERAL PRINCIPLES

- A. PUBLIC ASSETS. District resources are public assets and shall be used responsibly, ethically, and in furtherance of District business.
- B. NO PERSONAL USE. Commissioners shall not use District resources for personal, political, or private purposes except as expressly authorized by RCW or Board policy.

II. TYPES OF DISTRICT RESOURCES

- A. PHYSICAL RESOURCES. Physical resources include, but are not limited to, facilities, vehicles, equipment, uniforms, identification, and supplies.
- B. FINANCIAL RESOURCES. Financial resources include District funds, credit instruments, and reimbursement mechanisms.
- C. INFORMATION AND TECHNOLOGY. Information technology resources include computers, mobile devices, email systems, software, data, and communication platforms.

III. AUTHORIZED USE BY COMMISSIONERS

- A. GOVERNANCE PURPOSES. Commissioners may use District resources as reasonably necessary to perform governance, oversight, training, and official representational duties.
- B. ACCESS AND APPROVAL. Use of District resources by Commissioners shall occur in coordination with the Fire Chief or designee to ensure appropriate access, accountability, and operational awareness.

IV. PROHIBITED USES

- A. POLITICAL ACTIVITY. District resources shall not be used to support political campaigns, ballot measures, or partisan activities, except as permitted by RCW or as directed by Board policy.
- B. PERSONAL BENEFIT. Commissioners shall not use District resources for personal gain, private business interests, or non-District activities.
- C. UNAUTHORIZED COMMITMENTS. Commissioners shall not use District resources to make commitments, representations, or obligations on behalf of the District without Board authorization.

V. USE OF STAFF TIME

- A. STAFF SUPPORT. Staff support for Commissioners shall be provided at the direction of the Fire Chief and in a manner that does not interfere with operational responsibilities.
- B. NO DIRECT SUPERVISION. Commissioners shall not direct, supervise, or assign tasks to District personnel outside established channels in order to facilitate the use of a District resource.

VI. ACCOUNTABILITY AND COMPLIANCE

- A. OVERSIGHT. The Fire Chief shall maintain oversight of District resource use and may establish additional Standard Operating Guidelines (SOG) to support compliance with this policy.
- B. VIOLATIONS. Improper use of District resources may be addressed by the Board consistent with Board policy, applicable law, and ethical standards.

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

<b>Agenda Date:</b> February 23, 2026
<b>Item Title:</b> Board Policy 3.036 Orientation & Continuing Education
<b>Attachments:</b> Board Policy 3.036
<b>Submitted by:</b> Chief Morrow

**RECOMMENDED ACTION BY THE BOARD:**

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

**SUMMARY:**

A draft of Board Policy 3.036 that pertains to the orientation and continuing education required for Fire Commissioners, 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 March 9, 2026, Regular Board Meeting.

CENTRAL PIERCE FIRE & RESCUE  
BOARD POLICY  
NUMBER 3.036

ORIGINATED: February 23, 2026

APPROVED: TBD

EFFECTIVE: TBD

SUBJECT: COMMISSIONER ORIENTATION AND CONTINUING EDUCATION

PURPOSE: To establish required orientation and continuing education expectations for Fire Commissioners to ensure a consistent baseline of governance knowledge, legal compliance, and effective oversight of the District.

AUTHORITY & RESPONSIBILITY:

The Board of Fire Commissioners establishes expectations for Commissioner orientation and continuing education. Individual Commissioners are responsible for completing required orientation and education activities. The Board Co-Chairs and Fire Chief may coordinate or facilitate orientation and education as directed by the Board.

POLICY: Fire Commissioners shall complete orientation and continuing education necessary to fulfill their governance responsibilities competently, ethically, and in compliance with applicable law. Orientation and continuing education establish the minimum governance knowledge expected of all Commissioners.

PROCEDURE:

I. COMMISSIONER ORIENTATION

- A. REQUIRED ORIENTATION. Newly appointed or elected Commissioners shall complete an orientation designed to familiarize them with the District, Board governance practices, and their roles and responsibilities.
- B. ORIENTATION CONTENT. Orientation shall address, at a minimum: Governance roles and responsibilities of the Board and Fire Chief; Board policies, procedures, and meeting practices; Legal and ethical obligations of Fire Commissioners; Financial oversight, budgeting, and fiduciary responsibilities; District purpose, ethos, organizational structure, and strategic priorities.
- C. TIMING. Orientation should occur as soon as practicable following appointment or election, but no later than the first sixty (60) days of appointment or election.

- II. CONTINUING EDUCATION
  - A. ONGOING EDUCATION. Commissioners shall participate in continuing education necessary to remain informed of governance best practices, legal requirements, and issues affecting the District.
  - B. REQUIRED EDUCATION. Commissioners shall complete any training or education required by law or Board policy, especially if required for financial purposes, audit purposes, or grant funding.
- III. EDUCATION METHODS AND RESOURCES
  - A. AVAILABLE FORMATS. Orientation and continuing education may be provided through in-person training, workshops, conferences, webinars, online courses, or other formats approved by the Board.
  - B. DISTRICT SUPPORT. The District may support orientation and continuing education through reasonable allocation of staff time or resources, as approved by the Board and consistent with Board policy.
- IV. COORDINATION AND OVERSIGHT
  - A. COORDINATION. Orientation and continuing education activities should be coordinated through the Board Co-Chair or Fire Chief, as appropriate, to ensure consistency and awareness.
  - B. DOCUMENTATION. Completion of required orientation and continuing education may be documented to support Board accountability and governance continuity. Documentation of the training and continuing education will occur within the District’s Learning Management System (LMS).
- V. GOVERNANCE FOCUS
  - A. LIMITATION OF SCOPE. Orientation and continuing education activities shall focus on governance, oversight, and fiduciary responsibilities and shall not involve operational supervision, management authority, or staff direction.

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 23, 2026

**Item Title:** Finance Directorate Report

**Attachments:** N/A

**Submitted by:** Director Robacker

### RECOMMENDED ACTION BY THE BOARD:

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

### SUMMARY:

I'm back to work part-time starting 2/16/26. Grateful to be here and so thankful for all of the support!

#### 1. Reappropriations Still planned for April:

- a. 2025 Projects will be brought to the Board in April for reappropriation of balances that are needed to complete capital purchases and projects authorized in 2025 that were not fully expended. Operating expenditures do not qualify for reappropriation. Historically, capital is allowed to continue to be expended based on prior years' authorization, but still needs a formal motion of the Board for budget appropriation. Capital projects are anticipated to include:
  - i. Station 41 Remodel
  - ii. Armory HVAC
  - iii. Station 66 Generator
  - iv. Haz Mat Purchase
  - v. Graham Ladder (Remaining Upfit)
  - vi. Final projects are not yet available, these are estimates only and may not be all inclusive.

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

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



## Board Meeting Agenda Item Summary

**Agenda Date:** February 23, 2026

**Item Title:** Business Services Directorate Report

**Attachments:** N/A

**Submitted by:** DC Berdan

### **RECOMMENDED ACTION BY THE BOARD:**

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

### **SUMMARY:**

#### **Fleet**

The testing process for Lead Mechanic was completed in late January. All the participants did an excellent job. Ultimately, Mitch Githens was offered the position and took over Brian Fortner's spot after his departure on the 31<sup>st</sup>. Congratulations to Mitch – he earned the promotion and we look forward to his leadership in the Shop.

The final items on the punch list are being completed for the HAZMAT rig. Expected delivery date is 2/27/2026.

OVE25-1 warranty work is almost complete. While we wait for a door from Pierce to arrive, all of the bracket and upfitting work that can be done by our shop personnel is being completed. It will then return to Hughes for final fitment.

#### **Facilities**

Small amounts of oil contamination were found behind the new Logistics Operations Building as a part of our environmental survey of the property. After speaking with the owner/landlord, he has taken responsibility for getting the site cleaned properly so we can park rigs in that yard.

PNW PT will launch on March 2<sup>nd</sup> in the Armory building. Our facilities team is completing work for PNW's move in. The largest part of the project, HVAC replacement, remains in progress and will have to be worked around the PT practice once the contract has been awarded and permits issued. We are waiting for proposals from three contractors that attended the RFP walk-through in the last couple of weeks.

The SCBA compressor from Station 64 is being moved to the Logistics Operations Building as a part of the SCBA program transition.



## Board Meeting Agenda Item Summary

**Agenda Date:** February 23, 2026

**Item Title:** Executive Services Update

**Attachments:** Media Coverage Report

**Submitted by:** Director Sandi Roberts

### RECOMMENDED ACTION BY THE BOARD:

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

### **SUMMARY:**

#### Communications

The Communications team is continuing their work on the District's Internal Communications Plan. They are meeting with each directorate and division leader to better understand their priorities, identify communication gaps, and explore ways they can support ongoing projects.

Our Digital Content Coordinator, Garrett Morrow, is partnering with the Training Division on a major initiative to develop professional-quality performance standard videos. The long-term goal is to build an internal video library that is easy to access and provides consistent reference materials for firefighters during training, return-to-work processes, and other operational needs.

#### Public Records

As a summary of 2025, we ended the year with 501 Public Records Requests and 629 Patient Care Records Requests. Through February 18<sup>th</sup>, we have received 74 Public Records Requests and 83 Patient Care Records Requests. We continue to receive multiple broad records requests and currently have 20 open significant requests that are being responded to in installments, 10 of these were received in 2025.

#### Community Risk Reduction

DFM Captain Jason Rickey recently earned his IAAI-FIT (International Association of Arson Investigators Fire Investigation Technician) credential. Way to go Captain Rickey!

Public Educator Savannah Robertson is working with Safe Kids and neighboring agencies to bring a limited-resource, high-need car seat event to the Pierce County area. In just the past three weeks, our Educators have installed car seats for 15 local families, with new appointments coming in daily.

Our 2nd grade Sounds of Safety program bookmark design winners have been selected. A huge thank you to all who took the time to vote last month. The designs are being sent out for printing and will be distributed at the elementary schools and through our public outreach events. We received over 50 submissions this year!



## Board Meeting Agenda Item Summary

Our 5<sup>th</sup> grade Great Escape program is off to a great start and will wrap up in March. We have delivered the program to over 2,000 students across 27 schools. The students are currently working on their personal home escape plans with their families. The winning projects from each school will be displayed at the Spring Fair in April. If you are at the Fair, please stop by and check them out!

We are again offering Safe Sitter classes, and many sessions are already sold-out. Students in grades 6<sup>th</sup> – 8<sup>th</sup> join our Educators for a full day of learning about safety and childcare skills, first aid, choking rescue, CPR, and business and life skills. We are looking forward to another year as a Gold Level Provider of this training.

# Media Coverage Report



**Central Pierce Fire & Rescue** | Compiled for Central Pierce Fire & Rescue on 16 February 2026, 11:47am

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

## Summary

Between January 16 and February 16, the fire district received a total of 76 media mentions across local and regional outlets. The following is a representative selection of the media coverage received during this reporting period.

## Mentions - sorted by time, ascending

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



### 2 injured, one critically, after T-bone crash on Pierce County roadway

Peninsula Gateway | by Puneet Bsanti, The Peninsula Gateway (Gig Harbor, Wash.) 16 January 2026, 12:00pm PST

Keywords:

[View in CisionOne](#)

Potential Audience: 10,000 | AVE: \$1,638 | Media ID: PR328003862

Syndications: [Peninsula Gateway](#), [The News Tribune](#), [The News Tribune](#)



### Central Pierce Fire & Rescue Expands Board to 14 Members Following District Merger and Welcomes EMS Expert John Caverly

News Break | by Emily Tran 24 January 2026, 5:37am PST

Keywords:

[View Online Item](#)

Potential Audience: 16,726,820 | AVE: \$25,182 | Media ID: ON4163933036



### Mail Truck Collision Sparks Fire in Parkland, Washington, Injuring Two

WVAL News | 26 January 2026, 6:21pm PST

...‘Prayers for all involved, especially the mail carrier.’ The sheriff’s office also extended its gratitude to Mabee and the Central Pierce Fire Department, acknowledging the collective effort that had prevented a potential tragedy from escalating further.

Keywords: Central Pierce Fire Department (2)

[View Online Item](#)

Potential Audience: 1,000 | AVE: \$9 | Media ID: ON4164365027



### Firefighters Go Above and Beyond After Instacart Driver’s Scary Car Accident

InspireMore | by Colleen Dilthey Thomas 27 January 2026, 7:42pm PST

Keywords:

[View Online Item](#)

Potential Audience: 59,135 | AVE: \$90 | Media ID: ON4168550331

Syndications: [InspireMore](#), [News Break](#)



## Prehospital low-titer group O whole blood in a multi-agency civilian emergency medical system: Operational timelines, physiologic response, and stewardship across trauma and medical hemorrhage

Wiley Online Library | 31 January 2026, 12:01pm PST

...Search for more papers by this author Brett Martinson, Brett Martinson Department of Emergency Medical Services, Central Pierce Fire and Rescue, Puyallup, Washington, USA Search for more papers by this author Martin Schreiber, Martin Schreiber Department...

Keywords: Central Pierce Fire and Rescue (2)

[View Online Item](#)

Potential Audience: 12,047,982 | AVE: \$72,806 | Media ID: ON4181946968



## Police investigating after body found in Puyallup lake at local park

The News Tribune | by Isabela Lund 4 February 2026, 12:00pm PST

...release saying the body has been identified as an adult woman. "Central Pierce Fire and Rescue personnel recovered the deceased, an adult female, from the..."

Keywords: Central Pierce Fire and Rescue (1)

[View in CisionOne](#)

Potential Audience: 6,300 | AVE: \$1,800 | Media ID: PR331173681

Syndications: [Peninsula Gateway](#), [The News Tribune](#)



## Shelter-in-place issued after car crash leads to gas leak in Puyallup

KING-TV Online | 7 February 2026, 1:48pm PST

Keywords:

[View Online Item](#)

Potential Audience: 1,961,805 | AVE: \$2,949 | Media ID: ON4205990962

Syndications: [KING-TV Online](#), [Yahoo! News](#)



## Firefighters rescue two cats from fire in Puyallup

Yahoo! News | by Kiro 7 News Staff 8 February 2026, 5:29pm PST

Keywords:

[View Online Item](#)

Potential Audience: 367,170,974 | AVE: \$551,799 | Media ID: ON4208173258

Syndications: [KIRO-TV Online](#), [Yahoo! News](#)



## Pierce County house fire leaves one injured, home destroyed

Yahoo! News | by Janelle Pule 11 February 2026, 12:53pm PST

Keywords:

[View Online Item](#)

Potential Audience: 367,170,974 | AVE: \$552,849 | Media ID: ON4221752818

Syndications: [KING-TV Online](#), [Yahoo! News](#)



## Man arrested after baby's drug overdose in Puyallup sentenced to federal prison

LexisNexis The News Tribune | by Isabela Lund 13 February 2026, 12:00pm PST

"Law enforcement worked to get the child to respond and breathe, Central Pierce Fire and Rescue responded and continued to work on providing aid to..."

Keywords: Central Pierce Fire and Rescue (1)

[View in CisionOne](#)

Potential Audience: 6,300 | AVE: \$1,800 | Media ID: PR333305160

**Syndications:** [Peninsula Gateway](#), [The News Tribune](#)



## Fire under investigation at South Hill auto salvage yard

KIRO-TV Online | by Kiro 7 News Staff 16 February 2026, 7:56am PST

SOUTH HILL, Wash. - Central Pierce Fire and Rescue is working to learn what sparked a fire at an auto salvage yard overnight. It happened at South Hill Auto and Truck Wrecking on 128th Street...

Keywords: Central Pierce Fire and Rescue (1)

[View Online Item](#)

Potential Audience: 1,203,077 | AVE: \$1,813 | Media ID: ON4230893001

## Northwest News Radio (United States of America) | 16 February 2026, 8:15am PST

When the alarm goes off, there is no hesitation. Jeff Campbell at Central Pierce Fire and rescue knows you just spring into action, but he's also aware that sometimes First responders themselves are in need of a rescue part of the mission of our...

Keywords: Central Pierce Fire and rescue (1)

[View Radio Item](#)

Potential Audience: 231,500 | AVE: \$2,019 | Media ID: RA2203489549



## Board Meeting Agenda Item Summary

**Agenda Date:** February 23, 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:**

#### **Board Contacts**

As requested, Staff has updated the Board Contacts List with the items discussed at the February 9, 2026, meeting. This update was distributed electronically. If a Commissioner desires a paper copy of the contacts list, please bring that to Erika's attention, and we will be sure to provide the paper copy.

#### **Pierce County Charter Review Commission**

The Pierce County Charter Review Commission is very active right now. I would encourage the Board to review the Charter, understand some of the amendments being suggested, and determine if there are any amendments that the Board would like to submit ahead of the April deadline. Information can be found on the Charter Website.

#### **National Medal of Honor Museum Presentation**

I was honored to be part of a group of fire service professionals who presented on February 19<sup>th</sup> at the National Medal of Honor Museum in Arlington, Texas. I am grateful for the opportunity and for the encouragement offered by the District.

#### **Continuation Items**

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

Pierce Manufacturing Inc.

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APPLETON, WISCONSIN 54912-2017  
920-832-3000 • FAX 920-832-3208  
www.piercemfg.com

Chief Dustin Morrow  
Central Pierce Fire & Rescue  
1015 39<sup>th</sup> Ave SE Suite 120  
Puyallup, WA 98374

Dear Chief Morrow:

On behalf of all the employees of Pierce Manufacturing, I would like to thank Central Pierce Fire & Rescue for your recent purchase. Everyone at Pierce is committed to providing you and your firefighters with the finest and safest apparatus available from the engineers who designed it to the skilled craftspeople who built it. Please extend our sincere thanks to everyone who was involved in your purchase. We are extremely proud of the apparatus we build for your department and we sincerely hope that you are too.

As a Pierce customer, you can rely on more than just the high performance of your new apparatus. You also have available the best service network in the fire industry. Our customer service department is available 24-hours a day to provide you with parts, service and technical support whenever you need it, wherever you are. Be assured that we will stand behind the truck that we have built for you.

Again, on behalf of everyone at Pierce, thank you for your business.

Sincerely,

A handwritten signature in black ink that reads "Michael E. Pack".

Michael E. Pack  
President



February 9, 2026

Jeff Pugh

Dear Jeff,

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

*"On two occasions I requested specialized training related to hi-lift jacks through Captain Pugh. Captain Pugh was quick to respond, flexible, organized and an excellent instructor. His passion is evident though his requisite knowledge and skills. All members reported that Captain Pugh provided very valuable training that allowed them to grow as professional Firefighters. Captain Pugh demonstrated the foundation of People Helping People and modeled compassion and ownership. I am personally thankful to have attended his training and witness a leader truly leading!"*

You were recognized by Battalion Chief Travis Harris. 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