

Service Driven Through Excellence and Innovation



UNITY - COMPASSION – INTEGRITY – COURAGE - HONOR

Board of Commissioners' Meeting

July 7, 2026



Clallam County Fire District 3

323 N Fifth Ave., Sequim, Washington 98382

360-683-4242, Fax: 360-683-6834

www.ccf3.org

Bill Miano
Michael Mingee
Jeffrey Nicholas
Commissioners

Justin Grider, Fire Chief

Board of Commissioners Meeting Agenda

July 7, 2026

Call to Order

Pledge of Allegiance

Changes to the Agenda

Public Comment

Consent Agenda:

- 1.) Regular Meeting Minutes, June 16th, 2026
- 2.) Claims and Payroll

Next Meeting – July 21st, 2026

Good of the Order –

Coleman – On vacation next meeting; AA Karapsotoles will be filling in for me.

Miano – WFCM Conference in October 21st – 24th – Concur on who will attend.

Regular Business:

Reports – Fire Chiefs Report

Agenda Bill 1: PenCom Letter

Agenda Bill 2: 2025 Annual Report

Executive Session

1. Collective bargaining sessions with employee organizations, including contract negotiations, grievance meetings, and discussions relating to the interpretation or application of a labor agreement; or that portion of a meeting during which the governing body is planning or adopting the strategy or position to be taken by the governing body during the course of any collective bargaining, professional negotiations, or grievance or mediation proceedings, or reviewing the proposals made in the negotiations or proceedings while in progress – RCW 42.30.140 (4).
2. To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee – RCW 42.30.110 (g);

Adjournment



Clallam County Fire District 3

Motto: Serve, Respect, Prevent and Protect

BOARD OF COMMISSIONERS – MEETING MINUTES

June 16, 2026

Chairman Miano called the Board of Commissioners Meeting for Clallam County Fire District 3 to order at 1:00 p.m. via the Zoom App and in person at 255 Carlsborg Road in Sequim. Present were: Commissioners Jeffrey Nicholas, Mike Mingee, and Bill Miano, Fire Chief Justin Grider, Deputy Chief Tony Hudson, Finance Manager Misty Shaw, District Secretary Lori Coleman, Battalion Chief Elliott Jones, Maintenance Supervisor Tharin Huisman, Community Paramedic Mark Karjalainen, and citizen Duane Chamlee. Online were: Administrative Assistant Caity Karapostoles, Capt. CCFD3, and Facilities Technician John Brygider, Volunteer Coordinator Chris Lovering and Captain Marc Lawson.

Changes to the Agenda – Chairman Miano asked to add an agenda item, “Timber Tax Survey through the Washington Fire Commissioners Association.” He also requested that this be listed as item number one on the agenda, with all other items moved down accordingly.

PUBLIC COMMENT – None

CONSENT AGENDA

- 1.) Regular Meeting Minutes, June 2, 2026.
- 2.) Claims
Accounts Payable Claim check numbers 113798 through 113834 dated June 16, 2026, totaling \$77,048.80, Payroll EFTs and IRS Deposit for Monthly Payroll dated June 10, 2026, totaling \$926,564.85, and Payroll EFTs and IRS Deposit for Monthly Draw and Quarterly Volunteer Points dated June 25, 2026, totaling \$23,731.12 and Maintenance Retroactive dated June 17, 2026, totaling \$7,339.02 for a disbursement grand total equaling \$1,034,683.79.

Commissioner Mingee moved, and Commissioner Nicholas seconded to approve the Consent Agenda with amended minutes. **MOTION CARRIED.**

Next Meeting – July 7, 2026 – Regular Board Meeting

GOOD OF THE ORDER –

Chief Grider reported –

- The HR Manager recruitment is on track, the advertising closed on June 7th, 2026, and there were a reported nineteen candidates going through the second process. More information will be forthcoming as this proceeds.

Commissioner Nicholas reported –

- That the joint fire commissioners meeting is this week.

Commissioner Mingee reported –

- He and staff have a meeting with Aetta Architects tomorrow regarding the station 33 building project.

Commissioner Miano reported –

- He and Chief Grider drafted a letter to send to PenCom addressing concerns from the Board. They received a response just prior to today's meeting and skimming it, Commissioner Miano reported that it seemed like a very defensive response. More will be forthcoming.

Deputy Chief Hudson reported –

- He is working with the Footprinters on the Chad Cate memorial plaque that they want to install. His plan is to do a temporary install in front of the TOC classrooms and then move it to a permanent place when the new station is built.

Battalion Chief Reports – BC Jones –

- BC Jones was available at the end of the meeting for comments. The group discussed the decrease in call volume and noted that the MIH-CP program may be contributing to an overall reduction in calls. While this is difficult to quantify directly, it may reasonably be inferred

Agenda Bill 1: Timber Tax Survey through Washington Fire Commissioners Association (WFCA) – Commissioner Miano reported that he received a survey from the WFCA regarding Timber Tax Revenue. Finance Manager Misty Shaw noted that any reduction in Timber Tax Revenue would affect the apparatus replacement plan, as this revenue has historically been deposited into the Capital Fund and used for apparatus purchases. Commissioner Mingee added that it is important for the WFCA to recognize this as a potential funding issue and become involved. **INFORMATION ONLY. NO ACTION TAKEN.**

Agenda Bill 2: Proclamation 2026-05 – Retirement of Leonard Horst– Chief Grider reported that Leonard Horst has served the District for 29 years and will retire July 1, 2026. He noted that the proclamation is intended to formally recognize Mr. Leonard Horst's dedication and service to the District. Commissioner Nicholas moved, and Commissioner Mingee seconded to approve 2026-05 Proclamation for Leonard Horst. **MOTION CARRIED.**

Agenda Bill 3: Johnston Home – Chief Grider reported that he had previously presented the Board with options for the property and recommended demolishing the house formerly owned by the Johnston family. Maintenance staff estimate that completing the work in-house will cost less than \$110,000. Commissioner Mingee requested that the original cover page be revised to reflect fiscal considerations in the amount of \$110,000. Commissioner Nicholas moved, and Commissioner Mingee seconded, to approve demolition of the Johnston home at a cost not to exceed \$110,000. **MOTION CARRIED.**

Agenda Bill 4: Service Delivery Presentation – Chief Grider, at the request of the commissioners, presented on service delivery. The presentation explained that the District is handling growing service demands across a large rural area, with about 9,800 annual calls, most of them EMS, while operating from three staffed stations and three volunteer stations. Currently the District is budgeted for sixteen per shift with four members allowed to be on leave per day (sick leave, extended leave and training is not included). He outlined current staffing and paramedic capacity, highlight's reliability and response-time challenges caused by overlapping calls and station coverage gaps, and recommended a phased approach that combines added staffing, adequately resourcing deployment operations, continuing strong partnerships with support agencies, and eventual station and fleet upgrades as budget allows. He added that he is currently negotiating

the Firefighter Collective Bargaining Agreement and that agreements at that level will be necessary to support the District’s growth. Commissioner Mingee said he appreciated the overlay models included in the report and encouraged a minimum daily staffing level of 12. He requested a future update on the Olympic Ambulance contract, questioned how many paramedics are truly needed each day, and noted that many career members began as volunteers and should be strongly considered in future hiring decisions. He added that staffing increases can occur only if the budget allows and that volunteers must be considered in the response model. He also discussed K-days as a longstanding concept that should be researched when evaluating staffing schedules, considering potential transport revenue if the District provided more of its own transport services, and expressed concern that the 911 system is being misused, stating that staff should explore ways to reduce non-emergent calls. The group then discussed dispatch at length. Finance Manager Misty Shaw added that the District is currently paying significantly more overtime than required under the FLSA. The Commissioners entertained audience participation, Community Paramedic Mark Karjalainen clarified Commissioner Mingee’s comments regarding K-days, noting that they are common in the fire service and that, in theory, the District should not incur overtime for K-days; however, current staffing levels require the District to offer overtime to maintain minimum staffing. **INFORMATION ONLY. NO ACTION TAKEN.**

Commissioner Miano called for a 5-minute break at 2:45.

EXECUTIVE SESSION

Chairman Miano called for an Executive Session beginning at 2:50 p.m., expected to last for sixty minutes (60) minutes, returning at 3:50 p.m. under RCW 42.30.140 (4) - Collective bargaining sessions with employee organizations, including contract negotiations, grievance meetings, and discussions relating to the interpretation or application of a labor agreement; or that portion of a meeting during which the governing body is planning or adopting the strategy or position to be taken by the governing body during the course of any collective bargaining, professional negotiations, or grievance or mediation proceedings, or reviewing the proposals made in the negotiations or proceedings while in progress, and RCW 42.30.110 (g) to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. In attendance were Commissioners Miano, Mingee, and Nicholas, Fire Chief Justin Grider, Deputy Chief Tony Hudson and Finance Manager Misty Shaw. At 2:55 p.m., Commissioner Miano excused Finance Manager Misty Shaw. Commissioner Miano called the meeting back into Regular Session at 3:50 p.m. No decisions were reached during the Executive Session.

ADJOURNMENT

Commissioner Miano called for adjournment at 3:50 p.m.

Bill Miano, Chairman

Michael Mingee, Vice Chairman

Jeffrey Nicholas, Commissioner

Attest:
Lori Coleman, District Secretary



CLALLAM COUNTY FIRE DISTRICT 3

Agenda Bill No: Consent 2

Subject: Approval of Claims and Payroll for the period ending Tuesday, July 7, 2026

Attachments: Accounts Payable Claims & Payroll Registers

Date: Tuesday, July 7, 2026

Prepared By: Misty Shaw, Finance Manager

Approved By: Justin Grider, Fire Chief

Discussion: Approval of regular claims and payroll expenses as follows:

Accounts Payable Claim Numbers:	113835-113867
dated:	July 7, 2026
Totaling:	\$ 59,704.70
Total Accounts Payable Claims and Payroll:	<u>\$ 67,043.72</u>

Recommended

Action:

Recommended Motion:

Move to approve EFTs and Accounts Payable Claim Numbers: 113835-113867

For a Disbursement Grand Total of: \$ 67,043.72

CHECK REGISTER

Clallam County FD 3

Time: 13:53:20 Date: 07/02/2026

07/07/2026 To: 07/07/2026

Page: 1

Trans	Date	Type	Acct #	Chk #	Claimant	Amount	Memo
1431	07/07/2026	Claims	1	113835	A-1 AUTO PARTS, INC	1,738.85	Shop Parts; Shop Fluid and Switches; Shop Stock Parts, G31, G32, G28 Oil Filters; Shop Supplies and Parts; D2 Parts; D2 Battery Box; Shop Breakers and Zip Ties; T42 Oil; T42 Filters
1432	07/07/2026	Claims	1	113836	ADVANCED DOOR SYSTEMS, INC	370.27	Shop Door Repair
1433	07/07/2026	Claims	1	113837	AG INVESTIGATIONS LLP	176.81	Career Background - Waters
1434	07/07/2026	Claims	1	113838	ALL BATTERY SALES & SERVICE, INC.	915.71	G28, G32 Batteries
1435	07/07/2026	Claims	1	113839	BILL'S PLUMBING & SANIKAN, INC.	370.22	ST34 Plumbing Parts; Pumping Shop/TOC
1436	07/07/2026	Claims	1	113840	Joel A Bower	131.03	Steel Toe Work Boots Reimburse
1437	07/07/2026	Claims	1	113841	CARDINAL HEALTH 112, LLC	1,419.54	EMS Supplies
1438	07/07/2026	Claims	1	113842	CENTURYLINK	1,269.77	Landline Services
1439	07/07/2026	Claims	1	113843	CLALLAM 2 FIRE-RESCUE	5,666.67	Shared Cost of Blue Card CTC in a Box
1440	07/07/2026	Claims	1	113844	CLALLAM COUNTY PUBLIC WORKS DEPT	225.01	Shop/Classroom Sewer; ST33 Sewer; Shop/Classroom Sewer
1441	07/07/2026	Claims	1	113845	CLALLAM COUNTY PUD	4,437.64	ST33 Water and Electricity; Shop Water and Electricity; Admin Ste C Electricity; Admin Ste E Electricity; ST32 Water and Electricity; Classroom Water and Electricity; Shop/Classroom Irrigation Water;;
1442	07/07/2026	Claims	1	113846	CO-OP FARM AND GARDEN, INC, THE	4,325.28	Gas/Diesel
1443	07/07/2026	Claims	1	113847	CSD ATTORNEYS AT LAW P.S.	1,224.00	Legal Services -ST33 - May 2026
1444	07/07/2026	Claims	1	113848	Lori L Coleman	260.67	Mileage to Meetings - 2023-2025
1445	07/07/2026	Claims	1	113849	FERRELLGAS	345.25	ST31 Propane; Late Charges
1446	07/07/2026	Claims	1	113850	FIRST WATCH	5,616.00	ESO/First Pass SaaS 06.19.2026-09.18.2026
1447	07/07/2026	Claims	1	113851	HELPER TEK, LLC	1,851.30	IT Consulting Services - Aug 2026
1448	07/07/2026	Claims	1	113852	JAMIE PARRISH PLUMBING, INC	647.47	ST34 Plumbing Repair
1449	07/07/2026	Claims	1	113853	JAY OEN MOTOR COMPANY	634.74	A41 Filler Cap; Stock Bulbs; G31 Parts
1450	07/07/2026	Claims	1	113854	LIFE ASSIST, INC.	3,204.26	EMS Supplies; EMS Supplies; EMS Supplies; EMS Supplies; EMS Supplies; EMS Supplies; EMS Supplies
1451	07/07/2026	Claims	1	113855	MCKESSON MEDICAL SURGICAL	1,107.32	EMS Supplies; EMS Supplies Return; EMS Supplies; EMS Supplies; EMS Supplies
1452	07/07/2026	Claims	1	113856	NORTHWEST LIFT & EQUIPMENT LLC	1,710.45	Lift Inspection for All Apparatus
1453	07/07/2026	Claims	1	113857	OLYMPIC SPRINGS, INC.	32.42	Admin Office Water
1454	07/07/2026	Claims	1	113858	PENINSULA HEAT	1,575.42	ST34 HVAC Service; Shop/Classroom HVAC Service; ST37 HVAC Service
1455	07/07/2026	Claims	1	113859	PETROCARD INC.	529.14	Shell Spirax S6 AXME 80W140 Bulk Fluid, Shell Tellus S2 VX 15 Bulk Fluid
1456	07/07/2026	Claims	1	113860	PUBLIC SAFETY TESTING, INC.	14,331.92	Captain Exam Development and Promotional Assessment Center Services
1457	07/07/2026	Claims	1	113861	SEATTLE AUTOMOTIVE DISTRIBUTING, INC	1,872.92	G31 Brake Parts; G32 Actuator; Caliper Return; Parts Return; G32 Evaporator Valve

CHECK REGISTER

Clallam County FD 3

Time: 13:53:20 Date: 07/02/2026

07/07/2026 To: 07/07/2026

Page: 2

Trans	Date	Type	Acct #	Chk #	Claimant	Amount	Memo
1458	07/07/2026	Claims	1	113862	STERICYCLE, INC.	65.75	EMS Disposal Fees
1459	07/07/2026	Claims	1	113863	TELEFLEX MEDICAL	665.00	EMS Supplies
1460	07/07/2026	Claims	1	113864	CELLULAR VERIZON WIRELESS	2,408.87	Cellular Services - 05.09.2026-06.08.2026
1461	07/07/2026	Claims	1	113865	VESTIS GROUP, INC	120.62	Cleaning services - mats and laundry - Shop; Cleaning services - mats and laundry - Shop; Cleaning services - mats and laundry - Shop; Cleaning services - mats - ST33; Cleaning services - mats - ST34;
1462	07/07/2026	Claims	1	113866	WASHINGTON WATER SERVICE COMPANY	114.20	ST35 Water
1463	07/07/2026	Claims	1	113867	ZOLL MEDICAL CORPORATION	340.18	EMS Supplies
001 Maintenance & Operations						59,704.70	
						<u>59,704.70</u>	Claims: 59,704.70

DRAFT



Fire Chiefs Report

07/07/2026



GOAL #1 – More efficient response matrix

The Fire Chief has communicated the district's desire for PenCom to move to a system that is similar to ProQA, if not that product. This discussion centered not only on triaging medical calls but also on "resource-depleting" calls for service, including smoke checks (outside a structure) and iPhone crash notifications. The discussion is also inclusive of Skilled Nursing Facilities and the borderline abuse of the 911 system. We agendaized it for the next PenCom advisory, and a workgroup is actively working on this. As this continues, service delivery via resource deployment will be reflected in run cards.

Olympic Ambulance: Goal #1 Contract began April 1, 2026, and is working as designed. Metro-West has a new director assigned to the Peninsula, Jacob Grant, whom I have not met, only emailed with. A meeting is underway to be scheduled at a later date. Operationally, we work with Devon Wyant of Olympic Ambulance.

GOAL #2 - Decentralized decision making through organizational structure, and set milestones and deadlines for projects

Projects that involve all staff are being communicated regarding impacts and necessary changes. Locution (Station Alerting) as a project is well underway. The hardware has been ordered, and the discussions with PenCom, Locution, and FD3 are underway to ensure space on a server at PenCom. Our latest quote is they need six (6) server racks at PenCom to accomplish this. PenCom IT is evaluating if they can do this or if it have to be remoted in. Quail Electric is the contractor selected (the same company that did the kitchen remodel). Timelines are fluid, and Locution is confident that the system will work great. This project cannot happen fast enough. While the stations will have the digitized voice and lights, radios and pagers are to operate as normal.

The District has been the recipient of a 25K grant from DNR to support the FireWise project. This will allow the initial grant (DOI Title III) to stretch further. The project is being scheduled and is on target with Sunland HOA. A trailer was procured with tools and wrapping and will be placed in service middle of July. This will reinforce our FireWise capability.

The Captain's promotional assessment has been completed, and Chris Darling was selected. We are very fortunate to have so many capable candidates internally. It was officially one of the most difficult decisions to make. We have some really talented and capable folks working here.

Operationally, the securing and tracking of controlled substances per the DEA update has been accomplished with a new policy being crafted. Controls are in place that meet the DEA requirements and have taken a lot of work and time from the mechanics installing of secure Knox med vaults, to the crews following the process, providing input and suggestions, plus the work put in place to draft a working document and policy statement that is dynamic enough to work through the nuances.

At the close of the posting on June 8, 2026, West Sound Workforce (WSW) had received 19 candidate applications/resumes. Of the 19 applicants, 14 were forwarded to us for review. Of those, we selected 6 to interview, leaving 4 in reserve. Interviews are scheduled for Wednesday, July 8, 2026, with a final selection interview scheduled for July 13th.

Fire Chiefs Report

07/07/2026

Staffing – GOAL # 3 We have two career personnel out on extended leave. The two members who attended the Kitsap Fire Recruit Academy graduated on June 19, 2026. Upon completion, they came back for a two-week orientation with us and are now assigned to a shift.

Grant Updates –GOAL #3: Staff has applied for a SAFER Grant for 3 firefighter/paramedics or FF/EMTs. Staff also applied for the AFG grant for a breathing air compressor and buildout at the TOC. I would like to recognize Captain Anderson, FF Ryan Hueter, and FF Jordon Cook for their work on these grants and for assisting us in getting them submitted.

GOAL # 4 - Continue to work on the Strategic Plan:

During the month of June, you received two presentations regarding the service delivery as supported by ICMA and NFPA 1750. Recognizing that, we are working to implement these steps and will codify it in an updated Strategic Plan. With BC Turners return to work, he has committed to continuing his work on the Standards of Cover document that will be the backbone for the Strategic Plan.

Jamestown S’Klallam Tribe – GOALS #4 and #6 – Dialogue is open and working on establishing meetings and connections for our strategic plan, fees, and schedules. Currently working on the new cell tower for the Carlsborg area. This will assist us with communications by placing our radio equipment on it, thus improving communications in the area, and should strengthen our reach.

GOAL # 5 - Continue to work on new Station 33 – break ground in 2027 – DC Hudson and Commissioner Mingee continued to meet with Aetta Architects in June. Items discussed were layout, CUP, stormwater, traffic engineering budget, and the orientation of the building. I met with Stephen Black and Matthew Paxton of CSD Attorneys for a contract review. Matt and Stephen came to an understanding, and I expect the language for the contract this week, with a recommendation to sign.

GOAL # 6 - Develop an impact fee schedule – I am continuing to work on this.

Sequim City Manager – GOAL #6 I continue to meet with Matt Huish monthly. We continue to have our one-on-one meeting with him this month regarding City and District interests. These include Eastern Clallam County Emergency Operations and other city/district needs.

Jamestown S’Klallam Tribe – GOALS #4 and #6 – Dialogue is open, and working on establishing meetings and connections for our strategic plan, fees, and schedules. Currently working on the new cell tower for the Carlsborg area. This will assist us with communications by placing our radio equipment on it, thus improving communications for the area, and should strengthen our reach.

County Emergency Management – I continue to meet with EOC Staff monthly and work with them on courses and meetings. The county has completed and adopted the CWPP, and we presented with DNR, ONP and others on wildfire protection, strategies, and resources.

Fire Chiefs Report

07/07/2026

Meetings and Activities for the Month of June–

- Conducted Chief Interviews for the top 3 candidates.
- Continue to represent with the Chamber of Commerce
- Negotiations are paused with bargaining units
- Continue my one-on-one discussions with the Commissioners
- Continue meetings with West Sound Work Force on the recruitment of an HR Manager
- Continue to represent the District with the City of Sequim Emergency Management
- Met with the District's legal team
- Continue weekly meetings with Chiefs of PAFD and C2FR
- Assisted with Acting Battalion Chief Scenarios
- Worked with Captain Anderson on SAFER and AFG Grants
- Represent Clallam County on the Fire Defense Council
- Met with ORCAA regarding Burn Permitting
- Attended the EMT Graduation at Peninsula College
- Attended the Recruit Graduation from Kitsap Recruit Graduation
- Continue to hold Staff and Battalion Chief Meetings
- Labor/Management Meeting was cancelled in June
- Recognized the coaches of Sequim Youth Soccer for their life-saving efforts
- Attended the Appeal of DRS ruling
- Represented at PenCom meetings
- Represented the District on the East Clallam County CERT Association Board
- Attended the MAT Clinic Community Advisory Meeting

Community Project Updates –

We continue to monitor. This is for our BOC to be aware of current projects and the community growth that is ongoing, with a number of large projects being submitted. Of note in the city of Sequim:

**new updates*

- * 12 lot subdivision off Solana
- * New application for a drive-through coffee in Sequim. Part of a larger development
- Seabrook – Master Planned Community – John Wayne Marina and Whitefeather
 - Under new review and extended a year.
- 16-bed inpatient facility – Jamestown property on 7 acres behind Costco
 - Progress is well underway
- S. Olympic View Condominiums – Proposed two 5-unit attached. – Garry Oak Drive
- Rainshadow Loop Subdivision – Proposed 35 lot – McCurdy Road
- Bell Creek Subdivision – Proposed 104 lot, single-family homes- Brownfield Rd.
- Bella Vista Estates – Proposed 24-lot, single-family homes – Miller Road
- Bradley Ridge Apartments – Proposed 2-story, 16-unit apartments. – E. Hammond
- Heckman Subdivision- 11 Parcels East of 7th Ave. & W. of Cherry Blossom Estates
- Habitat for Humanity – Proposed 50-unit development- Brownfield Road
- Rolling Hills – Currently being developed, 215 lots at McCurdy Rd. & E. of S. 7th Ave. 35% of permits issued for building.

Of special note to this subdivision, BC Turner and FCT McKenzie have had great communication with city staff as they monitor termination areas of streets and are quick to get our input for emergency access/egress.

Fire Chiefs Report

07/07/2026

- Cedar Ridge III – 25 lots as the 3rd phase of this development
- Foothills-Bell Creek – Proposed 90 lots between 3rd Ave and 7th Ave.
- Lavender Meadows. The development is filling in. Allotted 217 lots for the subdivision. Approximately 25% of this site is filled.
- Proposed shopping center/retail stores located at Priest Road, East Washington, and Brackett Road. Still in review.
- Expansion to the Westerra subdivision off of Galloway Blvd and Cameron Farm Rd between West Fir and West Hendrickson. An additional 20 homesites.
- New proposal for a new building at 505 S. 5th Ave. Sunbelt apartments to have a 2-story, with 36 1-bedroom apartments with additional common space and laundry room.

Staff continue to work by gathering information from the county on their developments in our area.

- Runnion Development – 6 Duplexes & 2 Triplexes. Intersection of Carlsborg Rd. and E. Runnion. The second phase is underway
- Blue Fern Development – 220 homes. Located between W. Runnion and Spath Rd off of Carlsborg Road. This subdivision is rapidly being built.
- New construction has started at the intersection of Dragonfly and Critter Country for 9-12 homes
- A new development in Gardiner for 3-4 homes has started on Daisy King Lane near Old School House
- Proposed Development - Carlsborg Manufactured Homes on Atterberry and Hooker. 66 single-family manufactured homes

Property Updates – Local properties of issue

Nothing new to report

Fire Chiefs Report

07/07/2026

2026 Annual Priorities



1) More efficient response matrix

- Update Dispatch Agreement to include call screening using a medical control program
- Update SOP on resource deployment for resource efficiency
- Update Run Cards

2) Decentralized decision making through organizational structure and set milestones and deadlines for projects

- Communicate up and down the chain to include updates to the BOC monthly

3) Staffing @ 16 people per shift (12-person minimum staffing)

- Fill vacancies as soon as possible
- Explore staffing Grants
- Promote for vacancies and backfill hires

4) Continue to work on the Strategic Plan

- Recognizing the current strategic plan should always be referenced to and updated accordingly
- Present to BOC the status on the Strategic Plan
- Expand on Service Delivery components of the Strategic Plan, including updates to Standards of Cover

5) Continue to work on new Station 33 – break ground in 2027

- Facility committee to move forward with the replacement of Station 33
- Including picking a funding mechanism, developer, and contractor

6) Develop an impact fee schedule

- Conduct Nexus Study to analyze the cost
- Negotiate with City of Sequim to implement a fair and consistent impact fee
- Ensure consistency and work with the County to implement impact fee within the County

CLALLAM COUNTY FIRE DISTRICT 3

Agenda Bill No. 1

Board of Commissioners meeting **7/7/2026**

To: Board of Commissioners
From: Fire Chief Justin Grider
Subject: Follow up to PenCom Letter

Recommendation: None currently.

Background: Staff have been in discussions with PenCom, its dispatch center, and more recently Commissioner Miano sent a letter outlining the District's concerns. PenCom has since provided a response. Commissioners would like to discuss this with the Board.

Discussion: Commissioner Mingee would like to discuss this with the Board.

Attachments: None

Alternatives: None

Fiscal Considerations: Annual user fees.

Impact to the Community: The public is best served when the District reviews and oversees partnership relationships and associated fees, as those arrangements directly impact service delivery, interagency effectiveness, and the responsible use of public funds.

CLALLAM COUNTY FIRE DISTRICT 3

Agenda Bill No. 2

Board of Commissioners meeting **7/7/2025**

To: Board of Commissioners
From: Lori Coleman, Executive Assistant
Subject: 2025 Annual Report

Recommendation: Approve the 2025 Annual report as presented.

Background: The District compiles an annual report to publish annually.

Discussion: TBD

Attachments: 2025 Annual Report

Alternatives: TBD

Fiscal Considerations: None

Impact to the Community: Annual administrative reports support transparency and accountability by showing how resources are used, highlighting accomplishments, and identifying challenges. They help build public trust, encourage community engagement, and support future resource requests by demonstrating trends and progress toward strategic goals.



FIRE DISTRICT 3



2025 Annual Report

PREPARED BY :

Lori Coleman, Executive Assistant



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Introduction

CLALLAM COUNTY FIRE DISTRICT 3 (FD3) PROUDLY SERVES THE CITY OF SEQUIM AND SURROUNDING AREAS, EXTENDING FROM EAST OF DIAMOND POINT TO DEER PARK ROAD IN PORT ANGELES. AS A VITAL RESOURCE FOR MUTUAL AID, THE DISTRICT ALSO PROVIDES ESSENTIAL SUPPORT TO NEIGHBORING COMMUNITIES ACROSS THE OLYMPIC PENINSULA. TO FULFILL ITS MISSION, THE DISTRICT RELIES ON A DEDICATED TEAM OF BOTH CAREER AND VOLUNTEER MEMBERS WHO ARE ALWAYS PREPARED TO DELIVER COMPASSIONATE, PROFESSIONAL SERVICE TO THE CITIZENS OF OUR COMMUNITY.

FD3 SERVES THE EASTERN PORTION OF CLALLAM COUNTY, INCLUDING THE GARDINER COMMUNITY IN JEFFERSON COUNTY. AS THE LARGEST PROVIDER OF FIRE AND EMERGENCY SERVICES IN CLALLAM COUNTY, THE DISTRICT DELIVERS FIRE, RESCUE, AND EMS RESPONSE ACROSS AN APPROXIMATELY 142-SQUARE-MILE SERVICE AREA, PROTECTING AN ESTIMATED 40,000 RESIDENTS.

THE DISTRICT RESPONDS TO ALL TYPES OF FIRE, MEDICAL AND RESCUE RELATED EMERGENCIES FROM SIX FIRE STATIONS DISTRIBUTED THROUGHOUT THE DISTRICT. THREE OF THESE STATIONS ARE STAFFED 24-HOURS A DAY, SEVEN DAYS A WEEK, WITH A COMBINATION OF ON-DUTY CAREER MEMBERS, SUPPLEMENTED BY ON-CALL VOLUNTEERS. THE OTHER THREE STATIONS ARE STAFFED EXCLUSIVELY WITH ON-CALL VOLUNTEERS.

ON-DUTY CAREER FIREFIGHTERS WORK 48-HOUR SHIFTS AT STATION 33 (CARLSBORG), STATION 34 (SEQUIM) AND STATION 37 (BLYN). THE DISTRICT HAS THREE VOLUNTEER ONLY STATIONS, ST 32 (R-CORNER), ST 31 (SEQUIM DUNGENESS), AND ST 35 (DIAMOND POINT). VOLUNTEERS TYPICALLY RESPOND WHEN CALLED UPON FROM HOME, WORK, OR WHEREVER THEY HAPPEN TO BE WITHIN THE COMMUNITY.

MISSION STATEMENT: CLALLAM COUNTY FIRE DISTRICT 3 IS DEDICATED TO EXCELLENCE IN SERVING, EDUCATING, AND PROTECTING OUR COMMUNITY THROUGH EMERGENCY MEDICAL SERVICES, FIRE SUPPRESSION, AND PUBLIC EDUCATION.

VISION STATEMENT: SERVICE DRIVEN THROUGH EXCELLENCE AND INNOVATION

CORE VALUES: UNITY ~ COMPASSION ~ INTEGRITY ~ COURAGE ~ HONOR

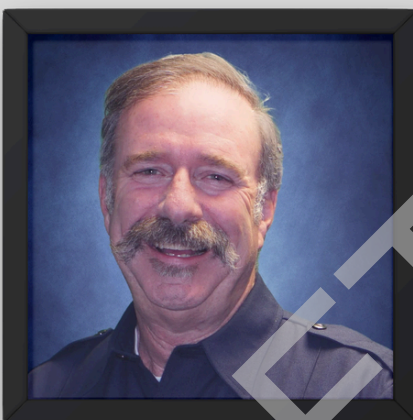
MOTTO: *SERVE, RESPECT, PREVENT & PROTECT*



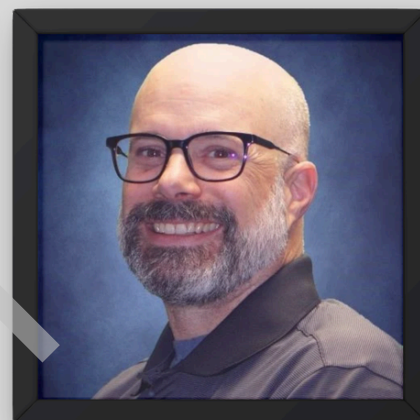
Commissioners



CHAIRMAN OF THE BOARD
JEFFREY NICHOLAS
TERM 2021-2027



VICE CHAIR
MICHAEL MINGEE
TERM 2024-2029



COMMISSIONER
BILL MIANO
TERM 2026-2031

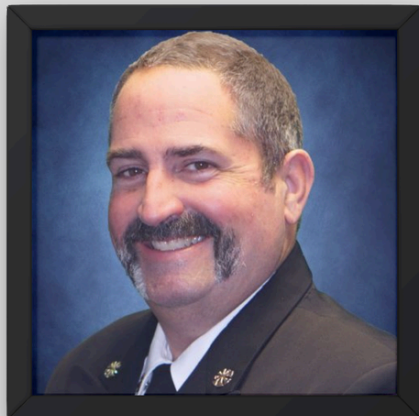
THE BOARD MEETS EVERY FIRST AND THIRD TUESDAY OF THE MONTH AT 1 PM, AT THE DISTRICT'S TRAINING OPERATIONS CENTER LOCATED AT 255 CARLSBORG ROAD IN CARLSBORG, WA. BOARD MEETINGS ARE OPEN TO THE PUBLIC.



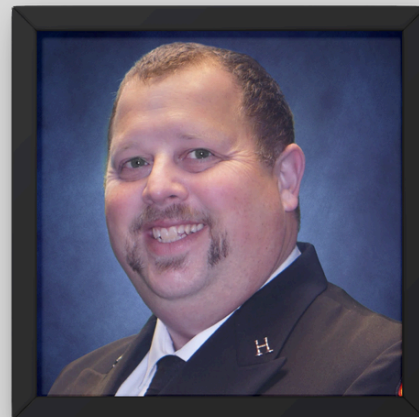
Administration



JUSTIN GRIDER
FIRE CHIEF



TONY HUDSON
DEPUTY CHIEF



CHRISTIAN TURNER
A-SHIFT BATTALION CHIEF



STEFANIE ANDERSON
B-SHIFT BATTALION CHIEF



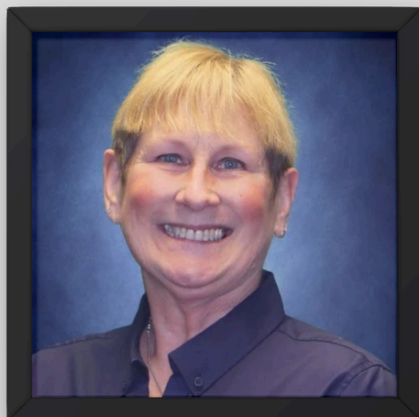
ELLIOTT JONES
C-SHIFT BATTALION CHIEF



MISTY SHAW
FINANCE MANAGER



LORI COLEMAN
EXECUTIVE ASSISTANT



CAITY KARAPOSTOLES
ADMINISTRATIVE ASSISTANT

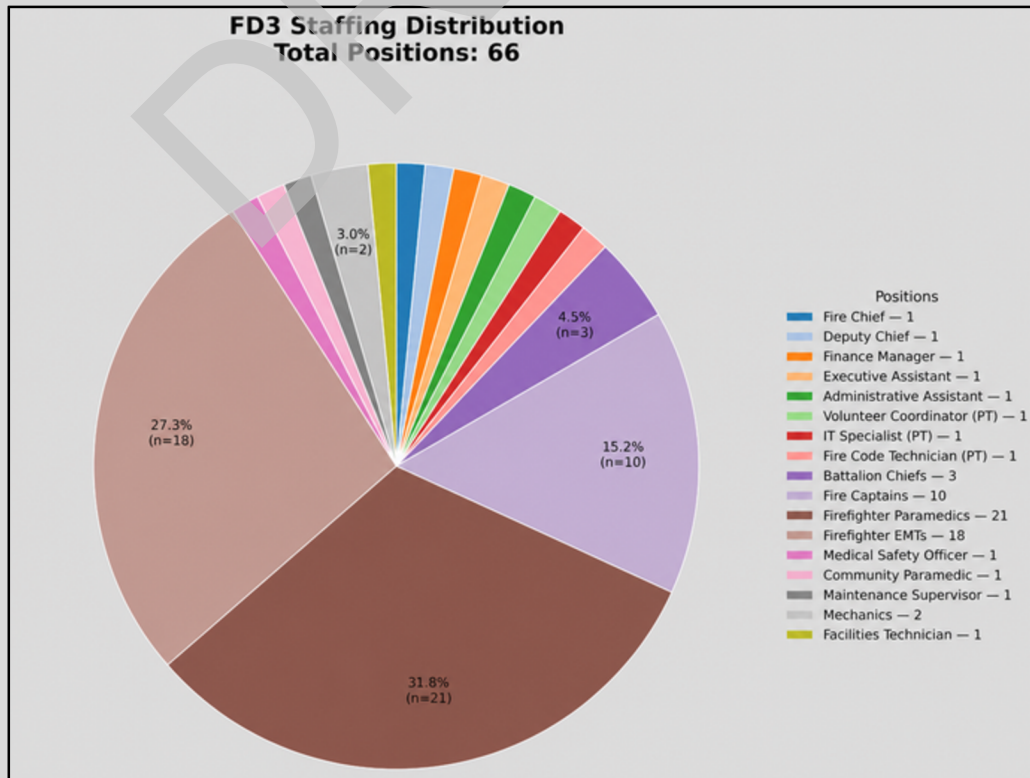


Administration Cont.

THE DISTRICT RESPONDED TO 9,824 REQUESTS FOR SERVICE IN 2025. EMS SERVICE REQUESTS ACCOUNT FOR 82% OF THAT TOTAL NUMBER, WITH 75% OF THOSE BEING BASIC LIFE SUPPORT (BLS) AND 25% OF THEM CLASSIFIED AS ADVANCED LIFE SUPPORT (ALS). FIRE RELATED CALLS ACCOUNT FOR ABOUT 1.06% OF THAT TOTAL, WITH THE BALANCE BEING A VARIETY OF BURN COMPLAINTS, SERVICE CALLS, FALSE ALARMS, UNINTENTIONAL, AND CANCELLED CALLS.

THE DISTRICT EMPLOYED 63 FULL-TIME AND 3 PART-TIME EMPLOYEES WHO ARE CLASSIFIED AS FOLLOWS:

- 1 - FIRE CHIEF
- 1 - DEPUTY CHIEF
- 1 - FINANCE MANAGER
- 1 - EXECUTIVE ASSISTANT
- 1 - ADMINISTRATIVE ASSISTANT
- 1 - VOLUNTEER COORDINATOR (PART-TIME)
- 1 - IT SPECIALIST (PART-TIME)
- 1 - FIRE CODE TECHNICIAN (PART-TIME)
- 3 - BATTALION CHIEFS
- 10 - FIRE CAPTAINS
- 21- FIREFIGHTER PARAMEDICS
- 18 FIREFIGHTER EMTS
- 1 - MEDICAL SAFETY OFFICER
- 1 - COMMUNITY PARAMEDIC
- 1 - MAINTNANCE SUPERVISOR
- 2 - MECHANICS
- 1 - FACILITIES TECHNICIAN





Administration Cont.

THE BOARD OF COMMISSIONERS ASSIGNED GOALS IN 2025; THESE GOALS WERE:

- **STAFFING**
- **PROFESSIONAL DEVELOPMENT**
- **SERVICE DELIVERY**
- **OLYMPIC AMBULANCE CONTRACT**
- **BOND/FACILITIES**
- **STRATEGIC PLAN**
- **LEVY**

2025 ANNUAL REPORT – PRIORITIES UPDATE

STAFFING

- IN 2025, THE DISTRICT FOCUSED ON MAINTAINING AND STRENGTHENING STAFFING LEVELS TO SUPPORT OPERATIONAL READINESS. RECRUITMENT EFFORTS ARE CURRENTLY UNDERWAY, WITH TWO POSITIONS IDENTIFIED FOR HIRING WITHIN THE YEAR.
- ADDITIONALLY, CONTINGENT UPON THE SUCCESSFUL PASSAGE OF THE LEVY, THE DISTRICT PLANS TO HIRE THREE ADDITIONAL LINE PERSONNEL TO FURTHER ENHANCE SERVICE CAPACITY AND RESPONSE EFFECTIVENESS.

PROFESSIONAL DEVELOPMENT

- THE DISTRICT CONTINUED TO EMPHASIZE LEADERSHIP DEVELOPMENT, COMMUNICATION, AND ORGANIZATIONAL ALIGNMENT ACROSS ALL RANKS.
- CHIEFS MET WITH BATTALION CHIEFS (BC) ON A BI-MONTHLY BASIS TO ENSURE STRATEGIC ALIGNMENT.
- BATTALION CHIEFS CONDUCTED DAILY ENGAGEMENT WITH CAPTAINS TO SUPPORT OPERATIONAL CONTINUITY.
- CHIEFS AND ADMINISTRATIVE STAFF HELD BI-MONTHLY MEETINGS TO COORDINATE ADMINISTRATIVE AND ORGANIZATIONAL PRIORITIES.
- MONTHLY OPERATIONS MEETINGS WERE CONDUCTED TO REVIEW PERFORMANCE, INITIATIVES, AND FIELD OPERATIONS.
- MEMBERS AT ALL LEVELS WERE ENCOURAGED TO PURSUE ONGOING EDUCATION AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES.
- ADMINISTRATIVE CHIEFS COLLABORATED WITH BATTALION CHIEFS ON ASSIGNED PROJECTS, FOSTERING AUTONOMY, LEADERSHIP GROWTH, AND ACCOUNTABILITY.



2025 ANNUAL REPORT – PRIORITIES UPDATE CONTINUED

SERVICE DELIVERY

SIGNIFICANT PROGRESS WAS MADE IN ENHANCING SERVICE DELIVERY AND OPERATIONAL EFFECTIVENESS:

- DEPUTY CHIEF HUDSON LED EFFORTS TO IMPROVE RUN CARD FUNCTIONALITY TO OPTIMIZE RESPONSE CONFIGURATIONS.
- A NEW RESPONSE MATRIX WAS DEVELOPED AND IS CURRENTLY BEING TRIALED AND REFINED.
- A MOBILE REPEATER WAS INSTALLED IN THE BATTALION CHIEF VEHICLE, AND GRANT FUNDING WAS PURSUED TO EXPAND THIS CAPABILITY ACROSS ALL RESPONSE APPARATUS.
- APPARATUS ENHANCEMENTS INCLUDE:
 - ONE NEW BRUSH TRUCK WAS RECEIVED IN 2025
 - THREE NEW ENGINES WERE PURCHASED

OLYMPIC AMBULANCE CONTRACT

THE DISTRICT CONTINUED TO EVALUATE AND STRENGTHEN ITS EMS TRANSPORT PARTNERSHIP. CHIEF GRIDER IS ACTIVELY WORKING ON CONTRACT DEVELOPMENT WITH OLYMPIC AMBULANCE.

BOND AND FACILITIES

THE DISTRICT EXPLORED LONG-TERM INFRASTRUCTURE AND FUNDING STRATEGIES:

- ADMINISTRATIVE STAFF RESEARCHED GRANT OPPORTUNITIES TO SUPPORT FACILITY IMPROVEMENTS.
- CHIEF GRIDER ENGAGED IN DISCUSSIONS WITH PARTNER AGENCIES REGARDING REGIONAL COLLABORATION.
- INITIAL DISCUSSIONS WERE HELD REGARDING THE POTENTIAL PURSUIT OF A BOND MEASURE TO ADDRESS FUTURE FACILITY NEEDS.

STRATEGIC PLAN

DEVELOPMENT OF A COMPREHENSIVE STRATEGIC PLAN IS UNDERWAY. CHIEF GRIDER IS DRAFTING A FOUNDATIONAL DOCUMENT THAT WILL GUIDE THE DISTRICT'S LONG-TERM PLANNING, ORGANIZATIONAL PRIORITIES, AND RESOURCE ALLOCATION.

LEVY

THE DISTRICT WAS ABLE TO SUCCESSFULLY PASS THE OPERATIONS AND MAINTENANCE LEVY LID LIFT:

- THE LEVY COMMITTEE MET BI-WEEKLY TO COORDINATE OUTREACH EFFORTS, INCLUDING ADVERTISING, PROMOTION, AND COMMUNITY EDUCATION.

SUMMARY

THROUGHOUT 2025, CLALLAM COUNTY FIRE DISTRICT 3 REMAINED FOCUSED ON STRENGTHENING STAFFING, ENHANCING OPERATIONAL EFFECTIVENESS, INVESTING IN PROFESSIONAL DEVELOPMENT, AND PLANNING FOR LONG-TERM SUSTAINABILITY. THESE EFFORTS REFLECT THE DISTRICT'S ONGOING COMMITMENT TO PROVIDING HIGH-QUALITY SERVICE TO THE COMMUNITY WHILE PREPARING FOR FUTURE GROWTH AND CHALLENGES.



New Hires in 2025



JORDON COOK
FIREFIGHTER/EMT
HIRED AUGUST 1, 2025



BEN FRAME
FIREFIGHTER/EMT
HIRED AUGUST 1, 2025



ELLIOT NOKES
FIREFIGHTER/EMT
HIRED AUGUST 1, 2025



LIBBY SWANBERG
FIREFIGHTER/EMT
HIRED AUGUST 1, 2025



JARED KNEIDL
FIREFIGHTER/EMT
HIRED AUGUST 1, 2025

NOT PICTURED
ERIK HICKERSON
FIREFIGHTER/EMT
HIRED AUGUST 1, 2025
RESIGNED AUGUST 11, 2025



Retirements



LEE ROY FORDERER
FIREFIGHTER/EMT

LEE FORDERER BEGAN VOLUNTEERING WITH CLALLAM COUNTY FIRE DISTRICT 3 ON SEPTEMBER 3, 2002.

HE WAS HIRED AS A CAREER FIREFIGHTER/EMT ON JUNE 1, 2009.

HE FAITHFULLY SERVED CLALLAM COUNTY FIRE DISTRICT 3 FOR 23 YEARS.

FIREFIGHTER/EMT FORDERER RETIRED ON SEPTEMBER 30, 2025, CONCLUDING A DISTINGUISHED CAREER WITH A TOTAL OF 23 YEARS OF SERVICE TO THE DISTRICT.



LEE AND HIS WIFE ALICIA AT
HIS RETIREMENT PARTY
GATHERING AT STATION 34



Annual Banquet

THE ANNUAL BANQUET RECOGNIZES SERVICE FOR THE PREVIOUS YEAR (2024).

THE DISTRICT FORMALLY RECOGNIZES ITS MEMBERS THROUGH AN ESTABLISHED AWARDS AND COMMENDATION PROGRAM, AS OUTLINED IN ITS RECOGNITION FOR MERITORIOUS SERVICE POLICY (SOP 2750). THIS PROGRAM ACKNOWLEDGES EXCEPTIONAL INDIVIDUAL AND GROUP ACHIEVEMENTS, INCLUDING COMMENDATIONS FOR PERFORMANCE, MERITORIOUS SERVICE, LIFE-SAVING ACTIONS, AND ACTS OF VALOR, AS WELL AS YEARS-OF-SERVICE MILESTONES AND OTHER NOTABLE CONTRIBUTIONS. RECOGNITION MAY INCLUDE PINS, CERTIFICATES, PLAQUES, OR OTHER AWARDS AS APPROPRIATE.

THESE HONORS ARE TYPICALLY PRESENTED AS PART OF THE DISTRICT'S ANNUAL AWARDS BANQUET, WHICH CELEBRATES MEMBER ACCOMPLISHMENTS FROM THE PREVIOUS YEAR. THE 2024 ANNUAL AWARDS BANQUET WAS HELD ON APRIL 18, 2025.

**THEME FOR EVENING WAS:
MUSICAL ERAS AND GENRE**



**40 YEARS OF SERVICE
DEPUTY CHIEF TONY HUDSON**



**MEMBER OF THE YEAR
CHRIS LOVERING
VOLUNTEER COORDINATOR**



**10 YEARS OF SERVICE
LORI COLEMAN
EXECUTIVE ASSISTANT**



Annual Banquet

MEMBERS RECOGNIZED FOR **5 YEARS OF SERVICE** (NOT PICTURED): BRENT LOVELL, ERIK PAYNE, NICK PETTIT, AND JAYME WILLIAMS.



RECOGNIZED MEMBERS FOR **3 YEARS OF SERVICE**, FLANKED BY FIRE CHIEF JUSTIN GRIDER AND DEPUTY CHIEF TONY HUDSON WERE (LEFT TO RIGHT): MARK KARJALAINEN, BRYANT KROH, JEREMY LONG, KEITH KOEHLER, AND CHRIS LOVERING. NOT PICTURED: JEREMY CHURCH, KATHY KIRSCH, CHASE LAUBACH, MIKE WALSH AND ELIZA WINNE.



B-SHIFT WAS RECOGNIZED FOR THE **MOST CALLS IN ON 24-HOUR SHIFT**. IN ATTENDANCE WERE (LEFT TO RIGHT): MARC LAWSON, CHIEF GRIDER, JEREMY LONG, STEFANIE ANDERSON, IVAN HUETER, MARQUITA ESPINOZA, JON DONAHUE, BEAU SYLTE AND BRYANT KROH. NOT PICTURED: TANNER CUPPS, ELIZA WINNE, NIKKI SIMSON, KEVIN VANDEWEGE, CHRIS CORBIN AND PAUL LANG.



Annual Banquet

COMMENDATION AWARDS WERE GIVEN TO:

- TRAVIS ANDERSON
- STEFANIE ANDERSON
- NEIL BORGGARD
- SANDRA BOUDROU
- TYLER CAMPBELL
- JEREMY JACOBS
- CAITY KARAPOSTOLES
- BRYANT KROH
- PAUL LANG
- CHRIS LOVERING
- JOHN MCKENZIE
- STEVE OBERLY
- LEE OMAN
- ERIK PAYNE
- JARED ROMBERG
- MIKE SPRENGER
- BEAU SYLTE
- BRANDAN TUCKER
- CHRIS TURNER
- TERRY WOOD



LIFE SAVING AWARDS WERE GIVEN TO:

- JON DONAHUE
- MARQUITA ESPINOZA
- MARC LAWSON
- JEREMY LONG
- BEAU SYLTE





Finance

REVENUE – THE COUNTY TREASURER ACTS AS AN AGENT TO COLLECT PROPERTY TAX LEVIED ON BEHALF OF THE DISTRICT. IN 2025, THE DISTRICT’S GENERAL LEVY RATE WAS \$1.112739 PER \$1,000 OF ASSESSED VALUE. BASED ON THE ASSESSED VALUATION OF \$9,580,500,303 THE GENERAL LEVY TOTALED \$10,660,595. THE 2025 EMS LEVY RATE WAS \$0.351799 PER \$1,000 OF ASSESSED VALUE. BASED ON THE ASSESSED VALUATION OF \$9,627,602,892 THE EMS LEVY TOTALED \$3,386,980. A SUMMARY OF THE DISTRICT’S 2025 REVENUE IS SHOWN BELOW IN THE TABLE.



MISTY SHAW
FINANCE MANAGER

LEVY STATUS – DURING 2025, THE DISTRICT:
RAN AN OPERATIONS AND MAINTENANCE LEVY. THE DISTRICT ASKED VOTERS TO APPROVE INCREASING THE LEVY AMOUNT TO THE MAXIMUM \$1.50 ALLOWANCE WITH A CPI INFLATOR. THE CITIZENS APPROVED THIS LEVY AND THE FUNDS WILL BEGIN TO BE COLLECTED IN 2026.

GRANT STATUS – DURING 2025, THE DISTRICT:

- RECEIVED \$778 FROM THE WASHINGTON DEPARTMENT OF HEALTH FOR EMS TRAUMA CARE.
- RECEIVED \$110,983 FROM THE UNITED STATES DEPARTMENT OF AGRICULTURE FOR APPARATUS PURCHASES.
- RECEIVED \$78,222 FROM CLALLAM COUNTY AS AN INDIRECT GRANT FROM THE DEPARTMENT OF THE INTERIOR BUREAU OF LAND MANAGEMENT FOR FIREWISE COMMUNITIES.
- RECEIVED \$2,289 FROM THE WA STATE COMMUNITY EMERGENCY RESPONSE TEAM PROGRAM FOR RADIO EQUIPMENT.

Revenue Statement				
Revenue Source	Budget	Actual	Difference	% of Budget
General Property Tax	\$10,512,599	\$10,654,858	\$142,259	101%
EMS Property Tax	\$3,340,001	\$3,388,943	\$48,942	101%
Leasehold Excise Tax	\$14,000	\$12,933	(1,067)	92%
Timber Excise Tax	\$10,500	\$23,082	\$12,582	220%
Total Taxes	\$13,877,100	\$14,079,817	\$202,717	101%
State & Local Grant Revenue	\$650	\$3,067	\$2,417	472%
Federal Grant Revenue	\$99,000	\$189,205	\$90,205	191%
Sale of County Timber	\$50,000	\$209,451	\$159,451	419%
Charges For Services	\$137,200	\$412,789	\$275,589	301%
Ambulance Services	\$150,000	\$323,585	\$173,585	216%
Miscellaneous	\$381,900	\$726,769	\$344,869	190%
Total Revenue	\$14,695,850	\$15,944,684	\$1,248,834	108%



Finance Cont.

EXPENDITURES – THE DISTRICT ADOPTS AN ANNUAL APPROPRIATED BUDGET FOR THE GENERAL FUND AND THE BUDGET CONSTITUTES THE LEGAL AUTHORITY FOR EXPENDITURES AT THAT LEVEL. THE BUDGET IS FURTHER APPROPRIATED AT THE DEPARTMENT LEVEL AND ANNUAL APPROPRIATIONS FOR THESE FUNDS LAPSE AT THE FISCAL YEAR END.

THE DISTRICT MAINTAINS A POLICY STATEMENT THAT ON-GOING OPERATIONAL EXPENSES ARE TO BE FUNDED BY ON-GOING REVENUE (NEW FUNDS, NOT RESERVES). THE 2025 EXPENDITURE BUDGET TOTALED \$17,506,889, INCLUDING \$3,028,072 FOR CAPITAL PURCHASES AND PROJECTS. THE OPERATING EXPENSE BUDGET OF \$14,478,817 WAS UNDER THE ANTICIPATED REVENUE FOR THE YEAR, THUS MEETING DISTRICT POLICY REQUIREMENTS.

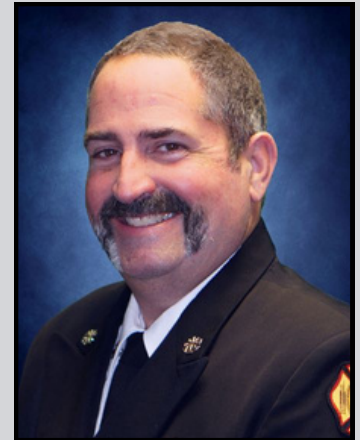
THE APPROPRIATED AND ACTUAL 2025 EXPENDITURES FOR THE GENERAL FUND, BY DEPARTMENT WERE AS FOLLOWS:

Expenditures Statement				
Department	Budget	Actual	Difference	% of Budget
Commissioners	\$152,662	\$112,553	(40,109)	74%
Administration	\$1,720,596	\$1,733,974	\$13,378	101%
Volunteers	\$192,514	\$179,944	(12,570)	93%
Suppression	\$1,885,773	\$1,834,411	(51,362)	97%
Prevention & Risk Reduction	\$69,817	\$66,995	(2,822)	96%
EMS	\$9,213,669	\$9,137,550	(76,120)	99%
Other Response	\$68,700	\$99,915	\$31,215	145%
Emergency Mgmt	\$6,000	\$15,881	\$9,881	265%
Facilities	\$619,705	\$558,472	(61,233)	90%
Vehicles	\$549,381	\$542,253	(7,128)	99%
Capital	\$3,028,072	\$2,352,430	(675,642)	78%
Total	\$17,506,889	\$16,634,377	(872,512)	95%



Operations

DEPUTY CHIEF TONY HUDSON REPORTED THAT IN 2025, FIRE DISTRICT 3 REMAINED FOCUSED ON MAINTAINING DEPENDABLE EMERGENCY RESPONSE WHILE ADVANCING KEY OPERATIONAL PRIORITIES. THE DISTRICT MANAGED EXTENDED STAFFING SHORTAGES ACROSS MULTIPLE SHIFTS, CONTINUED RECRUITMENT AND HIRING EFFORTS, AND WELCOMED SIX NEW MEMBERS IN AUGUST; FOLLOWING AN IN-HOUSE ACADEMY TRAINING, FD3 WELCOMED FIVE NEW MEMBERS TO SHIFT. DISTRICT LEADERSHIP ALSO CONTINUED LABOR DISCUSSIONS, WORKFORCE PLANNING, AND REGULAR ALL-HANDS AND OFFICER MEETINGS TO SUPPORT COMMUNICATION, READINESS, AND SERVICE CONTINUITY.



TONY HUDSON
DEPUTY CHIEF

OPERATIONALLY, FIRE DISTRICT 3 STRENGTHENED COORDINATION WITH REGIONAL AND LOCAL PARTNERS, INCLUDING THE CITY OF SEQUIM, CLALLAM COUNTY EMERGENCY MANAGEMENT, PENCOM, OLYMPIC AMBULANCE, NEIGHBORING FIRE AGENCIES, TRIBAL AND COMMUNITY ORGANIZATIONS. STAFF UPDATED RUN CARDS, ADVANCED STATION ALERTING IMPROVEMENTS (WITH INSTALLATION PLANNED FOR 2026), PARTICIPATED IN EMERGENCY MANAGEMENT EXERCISES, AND CONTINUED PLANNING FOR LARGE COMMUNITY EVENTS AND REGIONAL DISASTER RESPONSE.

FIRE DISTRICT 3 ALSO MADE MEANINGFUL PROGRESS IN FLEET AND INFRASTRUCTURE PROJECTS. USDA-SUPPORTED APPARATUS PURCHASES MOVED FORWARD, INCLUDING A BRUSH TRUCK AND THREE NEW STAFF VEHICLES. STAFF ALSO PURSUED GRANT OPPORTUNITIES FOR COMMUNICATIONS EQUIPMENT, EXPLORED FUTURE STATION PLANNING, AND MONITORED COMMUNITY GROWTH AND DEVELOPMENT FOR LONG-TERM SERVICE IMPACTS. IN ADDITION, THE SUCCESSFUL LEVY VOTE PROVIDED IMPORTANT SUPPORT FOR SUSTAINING OPERATIONS AND PLANNING FOR THE DISTRICT'S FUTURE SERVICE NEEDS.

THE COMMUNITY PARAMEDIC PROGRAM CONTINUED TO RECEIVE POSITIVE FEEDBACK, AND THE DISTRICT REMAINED ENGAGED IN PUBLIC EDUCATION, RISK REDUCTION, AND COMMUNITY SUPPORT EFFORTS THROUGHOUT THE YEAR. DESPITE STAFFING CHALLENGES AND GRANT UNCERTAINTY, FIRE DISTRICT 3 CONTINUED TO INVEST IN SERVICE DELIVERY, OPERATIONAL READINESS, AND STRATEGIC PLANNING TO MEET CURRENT AND FUTURE COMMUNITY NEEDS.



CALLS FOR SERVICE



41 STRUCTURE FIRES



8,049 EMS



5 CARBON MONOXIDE



**188
VEHICLE ACCIDENTS**



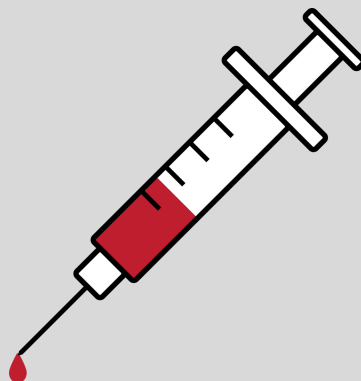
**268 SMOKE ALARM
INSTALLATIONS**



1,562 FALLS



204 FALSE ALARMS



21 OVERDOSES



188 BURN COMPLAINTS



Training Division

THE TRAINING OFFICER POSITION IS HELD BY B-SHIFT BATTALION CHIEF, STEFANIE ANDERSON.

THE TRAINING DIVISION PLAYS A VITAL ROLE IN PREPARING FD3 PERSONNEL TO RESPOND SAFELY, EFFECTIVELY, AND PROFESSIONALLY TO THE NEEDS OF OUR COMMUNITY. THROUGH ONGOING DRILLS, REQUIRED STATE TRAINING, CONTINUING EDUCATION, AND REAL-WORLD SKILL DEVELOPMENT, THE DIVISION HELPS ENSURE OUR FIREFIGHTERS AND EMS STAFF MAINTAIN A HIGH LEVEL OF READINESS. THIS COMMITMENT TO TRAINING SUPPORTS OPERATIONAL EXCELLENCE, STRENGTHENS TEAMWORK, AND REFLECTS THE DISTRICT'S FOCUS ON PROVIDING HIGH-QUALITY SERVICE TO THE PUBLIC.



STEFANIE ANDERSON
BATTALION CHIEF

IN APRIL 2025, FD3 HOSTED A 5-DAY INTERNATIONAL FIRE SERVICE ACCREDITATION CONGRESS (IFSAC) DRIVER/OPERATOR PUMP ACADEMY. THE ACADEMY INCLUDED 13 STUDENTS AND 4 INSTRUCTORS; COMBINING TWO DAYS OF CLASSROOM INSTRUCTION WITH THREE DAYS OF PRACTICAL TRAINING, FOLLOWED BY ONE DAY OF TESTING. PARTICIPANTS TESTED FOR IFSAC CERTIFICATION IN BOTH DRIVER/OPERATOR AND DRIVER/OPERATOR PUMPER.





Training Cont.

FD3 ACQUIRED A DONATED STRUCTURE ON MATSON ROAD THAT PROVIDED AN IMPORTANT HANDS-ON TRAINING OPPORTUNITY FOR BOTH CAREER AND VOLUNTEER PERSONNEL. PREPARATION BEGAN WITH INFORMATION GATHERING FROM THE GENERAL CONTRACTOR, FOLLOWED BY A WALKTHROUGH OF THE STRUCTURE WITH THE CONTRACTOR AND HOMEOWNER. TRAINING OBJECTIVES WERE IDENTIFIED, LESSON PLANS WERE DEVELOPED, AND SCHEDULES WERE COORDINATED WITH THE HOMEOWNER, CAREER SHIFTS, AND VOLUNTEER DRILL NIGHTS. THE STRUCTURE WAS PHYSICALLY PREPARED FOR TRAINING WITH ADDITIONAL SUPPORT FROM MAINTENANCE STAFF, WHO PROVIDED DOORS AND OTHER MATERIALS. THE SITE WAS THEN USED TO DELIVER ONE WEEK OF MULTI-COMPANY OPERATIONS, SEARCH, MAYDAY, AND RAPID INTERVENTION TEAM DRILLS, FOLLOWED BY ONE WEEK OF LIVE VERTICAL VENTILATION TRAINING. IN TOTAL, 14 SEPARATE TRAINING SESSIONS WERE COMPLETED FOR CAREER AND VOLUNTEER MEMBERS.



FIREFIGHTER RESCUE



VERTICAL VENTILATION



VENT, ENTER, SEARCH



VENTILATION



FIREFIGHTER SURVIVAL SKILLS



Training Cont.

THE TRAINING DIVISION ALSO COORDINATED DELIVERY OF THE CAREER PROBATIONARY FIREFIGHTER ACADEMY, WHICH BEGAN AUGUST 1, 2025, WITH SIX FIREFIGHTERS ENTERING THE DAY ACADEMY. OVER FOUR WEEKS, RECRUITS COMPLETED 168 HOURS OF TRAINING, FIVE DAYS A WEEK, WITH MORE THAN 20 INSTRUCTORS CONTRIBUTING IN A VARIETY OF ROLES. THE ACADEMY COVERED A WIDE RANGE OF TOPICS, INCLUDING DRIVING, EMERGENCY MEDICAL SERVICES, BASIC FIREFIGHTER AND ADVANCED FIREFIGHTING SKILLS, VEHICLE EXTRICATION, PUMPING, AND COMPANY OPERATIONS. FIVE FIREFIGHTERS COMPLETED THIS TRAINING ON AUGUST 26, 2025, AND TRANSITIONED TO SHIFT ASSIGNMENT BEGINNING AUGUST 31, 2025.

THE TRAINING DIVISION HOSTED A NATIONAL FIRE ACADEMY BASIC FIRE INVESTIGATION CLASS IN OCTOBER 2025. PREPARATION INCLUDED COORDINATING WITH BOTH THE NATIONAL FIRE ACADEMY AND THE STATE, AS WELL AS MANAGING THE TRAINING ON OCTOBER 25 AND 26. THE CLASS INCLUDED 20 STUDENTS, SUPPORTED BY TWO ASSISTANTS AND ONE LEAD INSTRUCTOR, WITH 13 PARTICIPANTS FROM FD3.

EXTRICATION TRAINING REMAINED A STRONG FOCUS IN LATE 2025, WITH BOTH CAREER AND VOLUNTEER PERSONNEL PARTICIPATING IN MULTIPLE HANDS-ON DRILLS DURING NOVEMBER AND DECEMBER. BUILDING ON EARLIER TRAINING AND FOLLOWING A “CRAWL, WALK, RUN” APPROACH, CREWS ADVANCED INTO FULL EXTRICATION SCENARIOS DESIGNED TO STRENGTHEN SKILLS IN REALISTIC CONDITIONS. THIS QUARTER’S TRAINING ALSO INTRODUCED NIGHT OPERATIONS, GIVING PERSONNEL VALUABLE EXPERIENCE WITH SCENE LIGHTING, EQUIPMENT PLACEMENT, AND COORDINATION IN LOW-LIGHT ENVIRONMENTS. TO ALLOW FOR SCENARIO RESETS AND MAXIMIZE PARTICIPATION, EACH CAREER SHIFT TRAINED OVER THREE NIGHTS, WHILE VOLUNTEERS ALSO TOOK PART IN THE MULTI-SESSION EFFORT. THE TRAINING WAS SUPPORTED BY LEAD EXTRICATION INSTRUCTORS FROM EACH SHIFT, ALONG WITH STAFF WHO ASSISTED WITH VEHICLE PREPARATION AND SCENARIO SETUP. THESE DRILLS HELPED IMPROVE OPERATIONAL READINESS, TEAMWORK, AND CONFIDENCE IN DELIVERING SAFE AND EFFECTIVE RESCUE OPERATIONS.



NIGHT TIME EXTRICATION DRILLS



DAY TIME EXTRICATION DRILLS



EMS Division

THE EMS DIVISION IS OVERSEEN BY C-SHIFT BATTALION CHIEF, ELLIOTT JONES.

THE EMS DIVISION REMAINED THE PRIMARY DRIVER OF SERVICE DEMAND FOR FIRE DISTRICT 3 IN 2025. TOTAL CALL VOLUME REACHED 9,824, A 6.88% INCREASE OVER 2024'S TOTAL OF 9,192, WITH EMS INCIDENTS ACCOUNTING FOR 81.9% OF ALL CALLS. THIS SUSTAINED DEMAND REFLECTS THE DISTRICT'S LONG-STANDING FOCUS ON PATIENT CARE. THROUGHOUT THE YEAR, THE DIVISION MAINTAINED OPERATIONAL STABILITY WHILE ALSO ACHIEVING SIGNIFICANT ADMINISTRATIVE, CONTRACTUAL, AND PROFESSIONAL PROGRESS. DISTRICT-COMPLETED TRANSPORTS INCREASED TO 321, UP 34.3% FROM 239 IN 2024, HIGHLIGHTING A TREND THAT WILL REQUIRE DELIBERATE CAPACITY PLANNING IN 2026.



ELLIOTT JONES
BATTALION CHIEF

CALL VOLUME & TRANSPORT DATA

THE DISTRICT'S CALL LOAD REMAINED ELEVATED IN 2025, WITH THE SEASONAL PEAK RUNNING FROM JUNE THROUGH SEPTEMBER. JULY WAS THE BUSIEST SINGLE MONTH, WITH 904 CALLS; FEBRUARY WAS THE LIGHTEST, WITH 726. THE YEAR-OVER-YEAR GROWTH REFLECTS BOTH INCREASING COMMUNITY NEED AND THE DIVISION'S EXPANDING CAPACITY TO RESPOND.

TRANSPORT ACTIVITY SHOWED MEANINGFUL SHIFTS IN 2025:

- DISTRICT-COMPLETED TRANSPORTS: 321, UP 34.3% OVER 239 IN 2024 (FD3 UNIT)
- OLYMPIC AMBULANCE-ONLY TRANSPORTS: 2,231 (ESSENTIALLY FLAT YEAR-OVER-YEAR)
- FIRE RIDER TRANSPORTS: 1,302 (OLYMPIC UNIT WITH FD3 PERSONNEL ABOARD)

OLYMPIC AMBULANCE CONTRACT

ONE OF THE MOST SIGNIFICANT ADMINISTRATIVE ACCOMPLISHMENTS OF 2025 WAS THE SUCCESSFUL CONCLUSION OF CONTRACT NEGOTIATIONS WITH OLYMPIC AMBULANCE. AFTER A SUSTAINED NEGOTIATION PROCESS CARRIED OUT IN PARTNERSHIP WITH FIRE CHIEF GRIDER AND FINANCE MANAGER MISTY SHAW, A FORMAL SERVICE AGREEMENT WAS REACHED. THE CONTRACT SOFT-LAUNCHED ON MARCH 1, 2026, WITH A FULL EFFECTIVE DATE OF APRIL 1, 2026.



EMS Division Cont.

THIS AGREEMENT ESTABLISHES A CLEAR FRAMEWORK FOR TRANSPORT COORDINATION, SERVICE EXPECTATIONS, AND THE ONGOING WORKING RELATIONSHIP BETWEEN THE DISTRICT AND ITS PRIMARY AMBULANCE PARTNER. THIS RESOLVES A LONG-STANDING OPERATIONAL PRIORITY FOR THE DISTRICT.

EMS TRAINING & COMPLIANCE

ALL MEMBERS WERE AUDITED IN 2025 AND WERE CONFIRMED TO BE CURRENT ON REQUIRED EMS TRAINING AND CERTIFICATION. OTEP QUARTERLY REQUIREMENTS WERE COMPLETED AT 100% FOR 2025. ALL RESPONSE PERSONNEL MAINTAINED CONTINUING EDUCATION THROUGH EMS CONNECT, RUN-REVIEW/IN-SERVICE SESSIONS WITH THE DISTRICT'S MEDICAL PROGRAM DIRECTOR, AND COMPLETED SKILL SHEETS.

A NEW NARCOTIC MEDICATION CHECK-IN/CHECK-OUT SYSTEM USING VENDING MACHINES AND FOOTLOCKERS WAS PUT INTO SERVICE IN 2025, IMPROVING ACCOUNTABILITY AND REDUCING THE ADMINISTRATIVE BURDEN OF CONTROLLED SUBSTANCE TRACKING.

BUDGET PERFORMANCE

THE EMS DIVISION CLOSED 2025 WITHIN BUDGET. THIS REFLECTS CONSISTENT COST DISCIPLINE IN STAFFING, TRAINING, EQUIPMENT, AND OPERATIONS THROUGHOUT THE YEAR. IN 2026, SUPPLY CHAIN DISRUPTIONS, INFLATION, AND EQUIPMENT NEEDS WILL REQUIRE CAREFUL PLANNING TO MAINTAIN THIS STANDARD.

PROFESSIONAL DEVELOPMENT

BC JONES COMPLETED THE FIRST HALF OF THE EXECUTIVE FIRE OFFICER (EFO) PROGRAM THROUGH THE NATIONAL FIRE ACADEMY IN 2025. THE EFO PROGRAM IS A RIGOROUS, FOUR-YEAR APPLIED RESEARCH CURRICULUM DESIGNED TO DEVELOP SENIOR FIRE SERVICE LEADERS CAPABLE OF ADDRESSING COMPLEX ORGANIZATIONAL AND COMMUNITY CHALLENGES.

BC JONES EARNED BOTH THE CHIEF FIRE OFFICER (CFO) AND CHIEF EMS OFFICER (CEMS-O) DESIGNATIONS THROUGH THE CENTER FOR PUBLIC SAFETY EXCELLENCE (CPSE), BECOMING THE FIRST IN CLALLAM COUNTY FIRE DISTRICT 3 TO EARN EITHER HONOR. THE CPSE PROCESS IS RIGOROUS AND HIGHLY COMPETITIVE, REQUIRING EVIDENCE OF LEADERSHIP, EDUCATION, RISK REDUCTION, AND TECHNICAL SKILLS. APPLICATIONS ARE PEER REVIEWED BY CREDENTIALLED PROFESSIONALS.

LOOKING AHEAD: 2026 PRIORITIES

THE FOLLOWING AREAS WILL REQUIRE FOCUSED ATTENTION FROM THE EMS DIVISION IN 2026:

- PEAK-SEASON CAPACITY PLANNING (JUNE THROUGH SEPTEMBER)
- TRANSPORT SYSTEM MONITORING
- STANDARDIZED PERFORMANCE REPORTING
- EQUIPMENT AND SUPPLY CHAIN READINESS



EMS Division Cont.

Medical Safety Officer

THE MEDICAL SAFETY OFFICER POSITION IS HELD BY CAPTAIN, KOLBY KONOPASKI AND OVERSEEN BY C-SHIFT BATTALION CHIEF ELLIOTT JONES.

THIS YEAR, EMERGENCY MEDICAL SERVICES SUPPORTED CONTINUED EXCELLENCE IN TRAINING, CLINICAL OVERSIGHT, AND REGIONAL COLLABORATION. AN ANNUAL EMS TRAINING SCHEDULE WAS DEVELOPED THROUGH THE LOCAL EMS COUNCIL, HELPING ENSURE CONSISTENT AND ORGANIZED TRAINING OPPORTUNITIES THROUGHOUT THE YEAR. IN ADDITION, ALL MONTHLY PARAMEDIC RUN REVIEWS AND IN-SERVICE SESSIONS WERE ORGANIZED AND CONDUCTED TO SUPPORT ONGOING PROFESSIONAL DEVELOPMENT AND OPERATIONAL READINESS.



KOLBY KONOPASKI
CAPTAIN/MSO

QUALITY IMPROVEMENT AND QUALITY ASSURANCE (QI/QA) REMAINED A CENTRAL FOCUS. ONE HUNDRED PERCENT OF EMS CALLS UNDERWENT QI/QA REVIEW, WITH ALL IDENTIFIED IMPROVEMENTS AND HIGH-ACUITY CALLS REVIEWED IN COLLABORATION WITH FD3'S MEDICAL PROGRAM DIRECTOR, DR. CRAVEN. THIS THOROUGH REVIEW PROCESS HELPED REINFORCE CLINICAL ACCOUNTABILITY, STRENGTHEN PERFORMANCE, AND SUPPORT HIGH STANDARDS OF PATIENT CARE.

REGIONAL LEADERSHIP AND PARTNERSHIP ALSO PLAYED AN IMPORTANT ROLE. CAPTAIN KONOPASKI SERVED AS VICE CHAIR OF THE LOCAL EMS COUNCIL AND AS DISTRICT 3'S REPRESENTATIVE TO THE REGIONAL EMS COUNCIL AND TRAUMA IMPROVEMENT COMMITTEES, HELPING ENSURE ACTIVE PARTICIPATION IN REGIONAL PLANNING, SYSTEM IMPROVEMENT, AND COORDINATED EMS ADVANCEMENT ACROSS THE AREA.

A MAJOR TRAINING ACCOMPLISHMENT THIS YEAR WAS BRINGING ALERRT'S ACTIVE ATTACKER INTEGRATED RESPONSE TRAINING TO THE OLYMPIC PENINSULA. CAPTAIN KONOPASKI AND FIREFIGHTER/PARAMEDIC MCGINLEY OVERSEE THIS PROJECT; EFFORTS BY THIS TEAM RESULTED IN THE DEVELOPMENT OF FIFTEEN NEW TRAINERS AND THE ESTABLISHMENT OF A TRAINING CADRE NOW DELIVERING MULTIPLE TRAININGS EACH MONTH.

OVERSIGHT OF CONTROLLED SUBSTANCES ALSO REMAINED A CRITICAL RESPONSIBILITY, WITH ALL PURCHASING, CONTROL, AND AUDITING MANAGED TO SUPPORT COMPLIANCE, ACCOUNTABILITY, AND OPERATIONAL INTEGRITY.

TOGETHER, THESE EFFORTS REFLECT A STRONG COMMITMENT TO CLINICAL QUALITY, WORKFORCE DEVELOPMENT, REGIONAL LEADERSHIP, AND SYSTEM-WIDE EMS IMPROVEMENT.



EMS Division Cont.

Community Paramedic

MOBILE INTEGRATED HEALTHCARE – COMMUNITY PARAMEDIC PROGRAM (MIH-CP)

FIRE DISTRICT 3'S MOBILE INTEGRATED HEALTHCARE – COMMUNITY PARAMEDIC (MIH-CP) PROGRAM EXTENDS EMERGENCY MEDICAL SERVICES BEYOND EMERGENCY RESPONSE, DELIVERING PROACTIVE, PATIENT-CENTERED CARE TO RESIDENTS WHO NEED CLINICAL SUPPORT OUTSIDE OF A 911 CALL.



MARK KARJALAINEN
COMMUNITY PARAMEDIC

HOW MIH-CP DIFFERS FROM 911 EMERGENCY RESPONSE
BOTH SERVICES ARE DELIVERED BY TRAINED PARAMEDICS, BUT THEY OPERATE UNDER FUNDAMENTALLY DIFFERENT FRAMEWORKS:

Dimension	911 Emergency Response	MIH-CP Response
Activation	Citizen-initiated emergency call	Scheduled visit, clinician referral, or patient self-referral
Primary Purpose	Stabilize and transport	In-home assessment, preventive care, chronic disease management
Time Sensitivity	Immediate; life-safety priority	Appointment-based; patient-paced
Scope of Care	Emergency protocols (ALS/BLS)	Expanded assessment, care coordination, non-transport interventions
Patient Consent	Implicit emergency consent	Explicit, voluntary participation
Documentation & Follow-Up	Emergency department or hospital handoff	Longitudinal care plans, referrals, and follow-up visits
Outcome Metrics	Transport rate, response time	Emergency Department diversion, repeat-caller reduction, referral completion



EMS Division Cont.

Community Paramedic Cont.

THE 911 SYSTEM IS BUILT FOR URGENCY, MIH-CP IS BUILT FOR CONTINUITY. FD3'S COMMUNITY PARAMEDIC CONDUCTS IN-HOME CLINICAL ASSESSMENTS, CONNECTS PATIENTS TO APPROPRIATE RESOURCES, ASSISTS PATIENTS MANAGING CHRONIC CONDITIONS ON FIXED INCOMES, SUPPORTS HOSPICE AND PALLIATIVE CARE GOALS, AND COORDINATES WITH PRIMARY CARE PROVIDERS AND SOCIAL SERVICES TO PREVENT AVOIDABLE EMERGENCY CALLS.

THE SUCCESSFUL IMPLEMENTATION OF THE MIH-CP TAB WITHIN FD3'S ELECTRONIC HEALTH REPORTING SYSTEM'S FORMS SECTION HAS SIGNIFICANTLY IMPROVED WORKFLOW EFFICIENCY, PARTICULARLY IN STREAMLINING REFERRALS FROM DUTY CREWS. IN ADDITION, THE ADOPTION OF THE "CORESPONSE" APPLICATION FOR PATIENT TRACKING AND STATISTICAL REPORTING DESIGNED AND DEVELOPED BY BRIAN GERDES OF THE PA FIRE CP OFFICE HAS FURTHER STRENGTHENED PROGRAM OPERATIONS. TOGETHER, THESE SOFTWARE TOOLS HAVE BEEN INSTRUMENTAL IN SUPPORTING MY ABILITY TO EFFECTIVELY SERVE THE RESIDENTS OF EAST CLALLAM AND WEST JEFFERSON COUNTIES.

2025 PROGRAM ACTIVITY

IN 2025, THE MIH-CP PROGRAM RESPONDED TO MORE THAN 1,375 CALLS, AVERAGING APPROXIMATELY 114 RESPONSES PER MONTH. THOSE ENCOUNTERS REPRESENTED ROUGHLY 9% OF THE DISTRICT'S TOTAL CALLS FOR SERVICE.

REFERRALS CAME FROM ACROSS THE CARE ECOSYSTEM: 39% ORIGINATED FROM 911 CALLS AND FIELD REFERRALS, 13% FROM CLINICS, 13% FROM GOVERNMENT AGENCIES, 11% FROM PATIENTS AND FAMILY MEMBERS, 10% FROM OTHER PROVIDERS, AND THE REMAINDER FROM BEHAVIORAL HEALTH, IN-HOME CARE, AND COMMUNITY SOURCES. THE MOST COMMON REASONS FOR REFERRAL WERE HOME CARE ASSISTANCE, AID PROGRAM NAVIGATION, AND A GROWING NUMBER OF DEMENTIA-RELATED CASES.

THE PROGRAM ALSO DEMONSTRATED MEASURABLE IMPACT ON REPEAT EMERGENCY SYSTEM USE. ONE PATIENT WHO HAD MADE 235 CALLS OVER THREE YEARS WAS PLACED IN A LONG-TERM CARE SETTING AND MADE NO CALLS IN THE FOLLOWING 12 MONTHS. A SECOND PATIENT REDUCED NON-EMERGENCY 911 USE TO A SINGLE TRUE MEDICAL CALL OVER 18 MONTHS. TOGETHER, THESE TWO CASES ALONE MAY ACCOUNT FOR A REDUCTION OF MORE THAN 280 CALLS FOR SERVICE ANNUALLY.

COMPLEMENTING, NOT COMPETING WITH, EMERGENCY SERVICES MIH-CP IS NOT A REPLACEMENT FOR 911. BY RESOLVING LOWER-ACUITY NEEDS BEFORE THEY ESCALATE, THE PROGRAM REDUCES AVOIDABLE SYSTEM DEMAND, STRENGTHENS PARTNERSHIPS WITH HEALTHCARE, BEHAVIORAL HEALTH, AND AGING SERVICES PROVIDERS, AND IMPROVES LONG-TERM OUTCOMES FOR THE DISTRICT'S MOST VULNERABLE RESIDENTS. THE VALUE OF COMMUNITY PARAMEDICINE IS NOT ONLY IN THE 911 CALLS PREVENTED, BUT IN THE STRONGER SUPPORT SYSTEM BUILT FOR THE WHOLE COMMUNITY.



Community Risk Reduction Division

COMMUNITY RISK REDUCTION IS OVERSEEN BY A-SHIFT BATTALION CHIEF, CHRISTIAN TURNER.

FIRE PREVENTION, FIRE INSPECTIONS, FIRE INVESTIGATIONS, COMMUNITY RELATIONS, AND SPECIAL TEAMS.

YEAR IN REVIEW: COMMUNITY RISK REDUCTION (CRR) PROGRAM

2025 WAS A YEAR OF CONTINUED GROWTH AND EXPANSION. THE “CRR CHAMPIONS” GROUP ORGANIZED AND ATTENDED OVER 98 SEPARATE EVENTS TOTALING 678 HOURS OF COMMUNITY INTERACTION. NOTABLE FIRE PREVENTION EVENTS INCLUDE ATTENDING THE YMCA FIRE/DISASTER PREVENTION CAMP, THE IRRIGATION FESTIVAL FAMILY FUN DAYS, AN OLYMPIC PENINSULA ACADEMY FIRE/EMS COURSE, MULTIPLE FOURTH OF JULY PARADES, AND THE THIRD ANNUAL SAFETY FAIR AT CARRIE BLAKE PARK.

PUBLIC EDUCATION ACCOMPLISHMENTS

- YMCA FIRE & DISASTER PREVENTION CAMP (SPRING BREAK 2025)
- KSQM “CHIEF DOOM” DISASTER PREPAREDNESS PRESENTATION
- SUNCREST VILLAGE FALL PREVENTION PRESENTATION
- YMCA HEALTHY KIDS DAY
- FIRE EXTINGUISHER TRAINING (7 CEDARS, PUD, BATTELLE)
- AGNEW READY & DOMINION TERRACE SAFETY PRESENTATION
- SEQUIM HIGH SCHOOL SPORTS STANDBY

SMOKE ALARM INSTALLATIONS

- FIRST EVER DOMINO’S PIZZA FIRE PREVENTION PARTNERSHIP
- 91 SMOKE ALARMS INSTALLED IN 2025

CPR/AED COURSE

- 12 COURSES HELD AT OUR CARLSBORG TRAINING AND OPERATIONS CENTER
- 161 STUDENTS



**CHRISTIAN TURNER
BATTALION CHIEF**





Community Risk Reduction Division Cont.

FIRE INSPECTIONS

- IN COLLABORATION WITH THE CITY OF SEQUIM FIRE MARSHALL
- 68 HYDRANT CHECKS AND/OR FLOW TESTING
- 32 CITY/COUNTY MEETINGS & COORDINATION

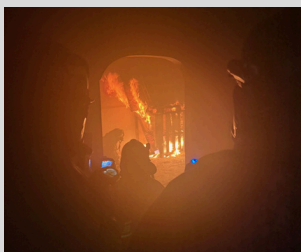
CRR GOALS FOR 2026

- INCREASE MONTHLY CRR RELATED SOCIAL MEDIA POSTS TO ONE OR TWO PERTINENT MESSAGES CONSISTENTLY
- ESTABLISH A FIRE WISE COMMUNITY UTILIZING TITLE III GRANT
- CONTINUE IMPROVING CRR ACTIVITY REPORTING AND LOGGING OF HOURS FOR ANNUAL REPORTING



THE DISTRICT RESPONDED TO 9,824 REQUESTS FOR SERVICE IN 2025. EMS SERVICE REQUESTS ACCOUNT FOR 81.9% OF THAT TOTAL NUMBER. 75% WERE BASIC LIFE SUPPORT (BLS) AND 1853 OR 25% OF THEM CLASSIFIED AS ADVANCED LIFE SUPPORT (ALS). FIRE RELATED CALLS ACCOUNT FOR ABOUT 1.60% OF THAT TOTAL, WITH THE BALANCE BEING A VARIETY OF BURN COMPLAINTS, SERVICE CALLS, FALSE ALARMS, UNINTENTIONAL, AND CANCELLED CALLS.

PROGRAMS & SERVICES



Fire Suppression



Emergency Medical Services



Hazardous Material Response



Technical Rescue



Community Paramedicine



Training



Emergency Management



Fire Inspection



Community Risk Reduction



Water Rescue

Fire Prevention Events



2025



Community Risk Reduction Division Cont.

EXECUTIVE SUMMARY

THE 2025 FIRE CODE TECHNICIAN PROGRAM COMPLETED A SUBSTANTIAL WORKLOAD ACROSS INSPECTIONS, SYSTEM REVIEWS, FIRE PREVENTION, AND PROFESSIONAL DEVELOPMENT. THE YEAR WAS MARKED BY SUCCESSFUL IMPLEMENTATION OF THE FIRST DUE INSPECTION PLATFORM, EXPANSION OF ALARM SYSTEM MANAGEMENT AND FALSE ALARM MITIGATION, ADVANCEMENT OF THE TECHNICIAN'S PROFESSIONAL CERTIFICATIONS, AND STRATEGIC COLLABORATION WITH COMMUNITY PARTNERS TO DRIVE FIRE SAFETY COMPLIANCE.



JOHN MCKENZIE
FIRE CODE TECHNICIAN

ACTIVITY CATEGORY

2025 TOTAL

FULL INSPECTIONS.....	80
TARGETED INSPECTIONS.....	59
RE-INSPECTIONS/FOLLOW-UPS.....	48
EVENT/SEP INSPECTIONS.....	25
PLANNING/PRE-OCCUPANCY INSPECTIONS.....	12
TOTAL INSPECTIONS.....	224

SUPPORTING ACTIVITIES

ALARM RESPONSES & FOLLOW-UPS.....	101
HYDRANT CHECKS AND/OR FLOW TESTING.....	68
KNOX BOX CHECKS OR KEY PLACEMENT.....	48
FIRE INVESTIGATIONS (AS VOLUNTEER).....	151
CITY/COUNTY MEETINGS & COORDINATION.....	32
PROFESSIONAL DEVELOPMENT (HOURS).....	133
SYSTEM TESTS REVIEWS.....	48
CITIZEN/BUSINESS CONSULTATIONS.....	46



THE 2025 FIRE CODE TECHNICIAN PROGRAM DELIVERED STRONG RESULTS ACROSS INSPECTION VOLUME, SYSTEM IMPROVEMENTS, HAZARD MITIGATION, AND PROFESSIONAL DEVELOPMENT. THE SUCCESSFUL FIRST DUE IMPLEMENTATION, STRATEGIC APPROACH TO PRE-INSPECTION EDUCATION, AND COLLABORATIVE ENGAGEMENT WITH BUSINESSES AND COMMUNITY PARTNERS HAVE POSITIONED THE DISTRICT WELL FOR 2026.



CPR TRAINING & FIRST AID

FIRE DISTRICT 3

2025 Community Classes:

CPR Program

Classes are certified through the American Safety and Health Institute with a minimum of 5 students.

Please visit our website to register for a class!

CPR Instructor: Sandra Boudrou

- January - 7 Attendees
- February - 8 Attendees
- March - 14 Attendees
- April - 18 Attendees
- May - 14 Attendees
- June - 18 Attendees
- July - 14 Attendees
- August - 18 Attendees
- September - 9 Attendees
- October - 11 Attendees
- November - 13 Attendees
- December - 17 Attendees

**TOTAL of 161 citizens
Trained in 2025!**



Visit www.ccfcd3.org to register for a CPR class!



Volunteer Coordinator

2025 WAS A HIGHLY PRODUCTIVE YEAR FOR FIRE DISTRICT 3 VOLUNTEERS.

WE WERE SAD TO SEE THREE LONG TIME VOLUNTEERS (PICTURED BELOW) RETIRE WITH A COMBINED 71 YEARS OF SERVICE TO THE COMMUNITY.



JOHN MCANDIE
16 YEARS
OF SERVICE



JAY JACOBSEN
25 YEARS
OF SERVICE



MARYDEE COUNTRYMAN
30 YEARS
OF SERVICE



CHRIS LOVERING
VOLUNTEER COORDINATOR

HOWEVER, FD3 DID ONBOARD 7 NEW VOLUNTEERS, BRINGING OUR TOTAL TO 46 ACTIVE VOLUNTEER MEMBERS.

THESE 46 VOLUNTEER MEMBERS WERE BUSY SUPPORTING THE DISTRICT IN A NUMBER OF DIFFERENT WAYS:

- THEY RESPONDED AS FIREFIGHTERS OR EMTS NEARLY 2,500 TIMES TO CALLS FOR SERVICE IN SUPPORT OF THE DISTRICT'S CAREER FIREFIGHTERS AND THE COMMUNITY.
- THEY INVESTED NEARLY 5,000 HOURS OF THEIR NIGHTS AND WEEKENDS TRAINING TO BE BETTER EMTS, FIREFIGHTERS, OR TO DEVELOP OTHER HIGHLY SPECIALIZED SKILLS SO THEY ARE READY TO STEP IN AND HELP WHEN IT IS NEEDED MOST.
- THEY SPENT ALMOST 1,500 HOURS DOING FIRE PREVENTION EDUCATION AT SCHOOLS, MANNING BOOTHS AT PUBLIC EVENTS, TEACHING CPR TO OUR COMMUNITY MEMBERS, CHANGING OUT SMOKE DETECTORS FOR THOSE WHO CAN'T GET ON LADDERS, AND SUPPORTING NEIGHBORHOOD EFFORTS TO LOWER FIRE RISK.
- THEY SUPPORTED THE FIRE DISTRICT WITH CLOSE TO 1,000 HOURS OF ADMINISTRATIVE, LOGISTICS, AND MAINTENANCE ACTIVITIES IN ADDITION TO ALL THE REST OF THEIR EFFORTS.

DO YOU HAVE SOME TIME TO DEDICATE AND A PASSION FOR SERVICE? FIRE DISTRICT 3 IS ALWAYS LOOKING FOR COMMITTED INDIVIDUALS WHO WANT TO SUPPORT THEIR COMMUNITY. PLEASE REACH OUT TO VOLUNTEER COORDINATOR CHRIS LOVERING (VOLUNTEER@CCFD3.ORG) FOR MORE INFORMATION.

