ANNUAL REPORT

PUGET SOUND REGIONAL FIRE AUTHORITY

2025

2025 ANNUAL REPORT

MARK JONES
FIRE CHIEF

From the Fire Chief

It is my honor to present Puget Sound Fire's 2025 Annual Report.

This year represents both a reflection on where we have been and a clear step forward in where we are going. In 2025, our members responded to nearly 45,000 calls for service—each one grounded in our mission of Professionally and Compassionately Helping People.

Across our region, the demands on the fire service continue to grow in both volume and complexity. Whether responding to major fire incidents, providing critical emergency medical care, or assisting neighboring communities through mutual aid, the women and men of Puget Sound Fire continue to deliver exceptional service with professionalism, skill, and compassion.

This past year also marked an important transition for our organization. With changes in leadership and a thoughtful reorganization of our command structure, we have taken deliberate steps to position Puget Sound Fire for the future. These changes are centered on strengthening accountability, improving service delivery, and ensuring we are aligned to meet the evolving needs of the communities we serve.

As we look ahead, our priorities are clear. We will continue to invest in our people, recognizing that a strong, supported workforce is the foundation of everything we do. We will strengthen our culture by reinforcing our values and our commitment to one another. And we will remain focused on innovation, ensuring our training, equipment, and response capabilities keep pace with a changing risk environment.

In 2025, we also made meaningful investments in our fleet and operational readiness, including the addition of new fire engines. These efforts ensure we are prepared not only for today's emergencies, but for the challenges of tomorrow.

To the communities we serve, thank you for your continued trust and support. It is a privilege to serve you, and we remain committed to providing the highest level of service every day.

To the members of Puget Sound Fire, thank you for your dedication, resilience, and unwavering commitment to this profession. You are the strength of this organization, and I am honored to serve alongside you.

- Mark

Mark Jones, Fire Chief
Puget Sound Regional Fire Authority

2025 Annual Report

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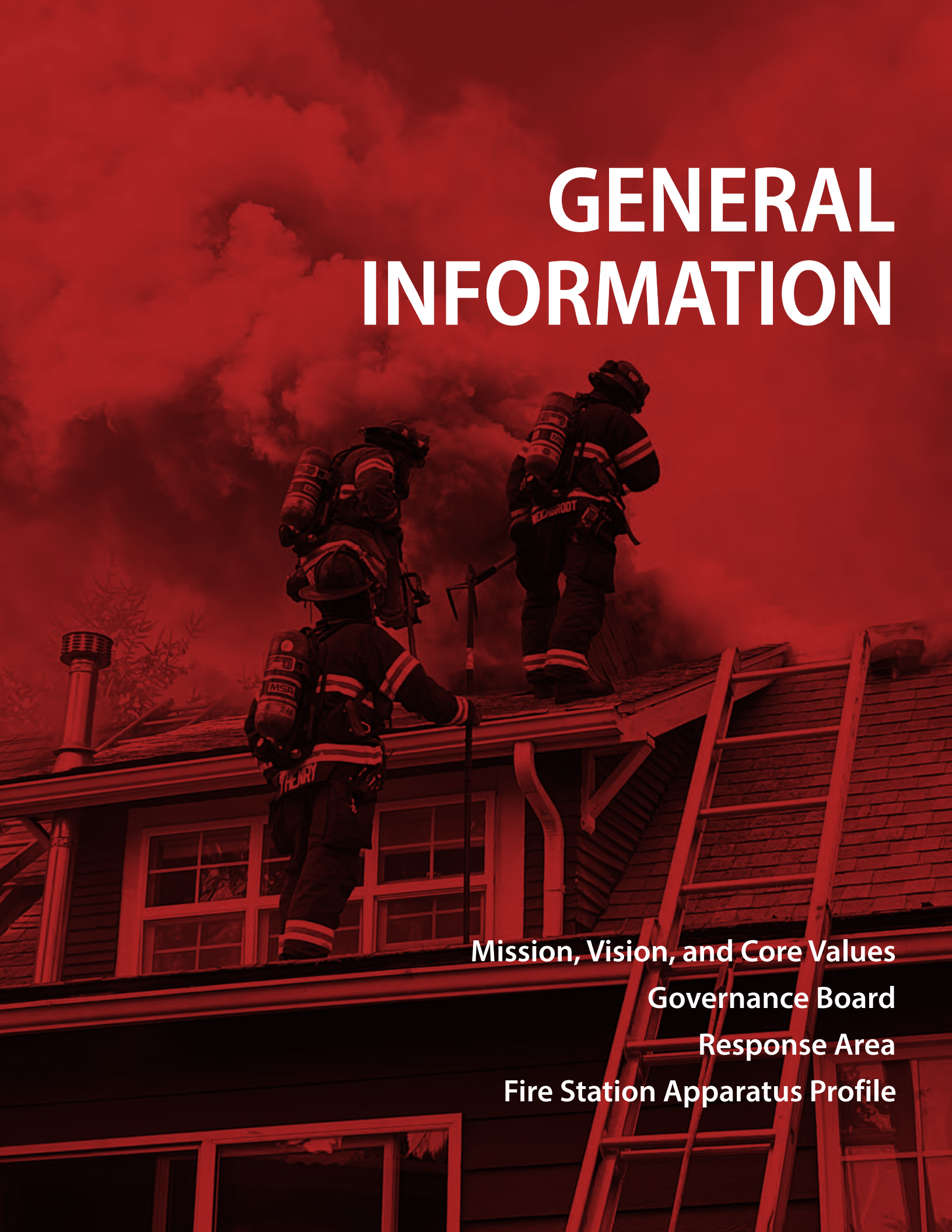
Note: The annual awards and recognitions for 2025 had not yet been announced at the time of publication.

GENERAL INFORMATION



Mission, Vision, and Core Values

Governance Board

Response Area

Fire Station Apparatus Profile

OUR GUIDING PRINCIPLES

Mission, vision, and core values.

MISSION

Professionally and compassionately helping people.

VISION

Cultivating an environment of excellence, respect, and fun.

CORE VALUES

Serve with integrity – We believe in carrying out duties, responsibilities, and actions with honesty, ethical principles, and a strong sense of moral character.

Lead by example – We believe in demonstrating the behaviors, values, and standards you expect from others through your own actions, rather than just through words or instructions.

Be resilient – We believe in having the ability to recover from setbacks, adapt to difficult situations, and keep going despite challenges or adversity.

Take care of each other – We believe in exceeding the needs of our communities through exceptional customer service and leadership.

PROGRAMS & SERVICES

Fire Suppression/EMS

FD CARES (non-emergent response)

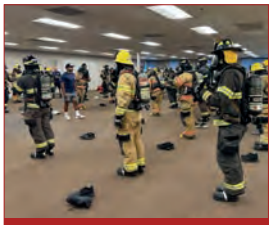
Hazardous Materials Response

High / Low-Angle Rescue

Trench Rescue

Swiftwater / Stillwater Rescue

Emergency Management



Training

Fire Marshal's Office

Community Relations

The Governance Board

The Puget Sound Fire Governance Board is comprised of three Kent City Council members, three Tukwila City Council members, three Fire District 37 Commissioners, and one non-voting Advisory Board Member each from the City of Covington, the City of SeaTac, the City of Maple Valley, and King County Fire District #43. Regular meetings are scheduled for the first and third Wednesday of each month at 5:30 p.m. and are held at 20811 84th Ave S, Suite 111, Kent WA 98032.

2025 Board Members:

Toni Troutner
City of Kent

Marli Larimer
City of Kent

John Boyd
City of Kent

Dennis Martinez
City of Tukwila

Tosh Sharp
City of Tukwila

Verna Seal
City of Tukwila

David Scalabrini
Fire District #37

Pat Sullivan
Fire District #37

Margaret Harto
Fire District #37

Sean Smith
City of Covington
Advisory Member

Mohamed Egal
City of SeaTac
Advisory Member

Les Burberry
City of Maple Valley
Advisory Member

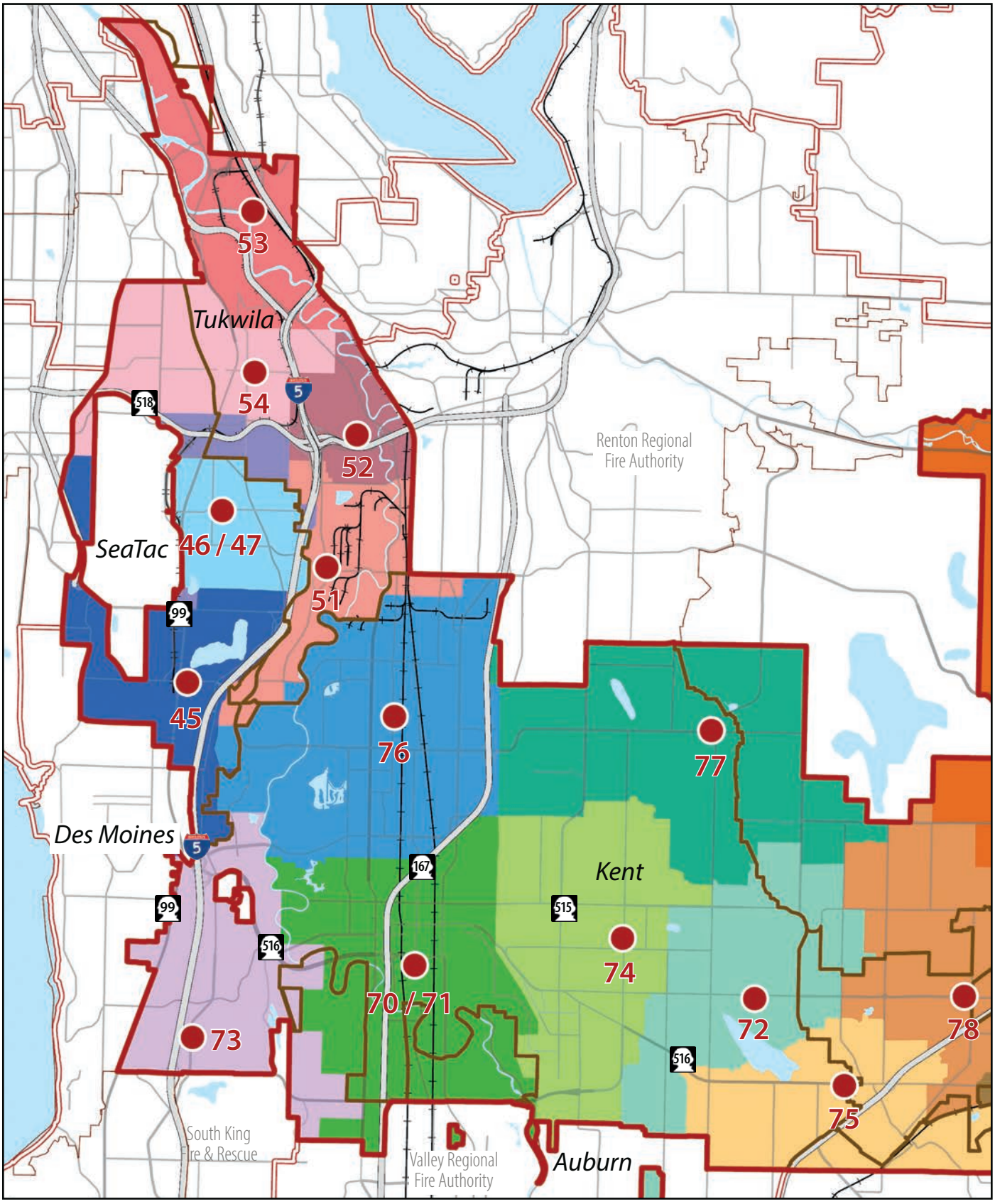
Craig Hooper
Fire District #43
Advisory Member

Jovita McConnell
City of Tukwila
Term ended 5/12/2025

Joy Ratigan
Fire District #37
Term ended 8/20/2025

De'Sean Quinn
City of Tukwila
Term ended 1/28/2025

Response Area



Fire Administration

20811 84th Ave. S
Kent, WA 98032

Station 45
3011 S 200 St.
SeaTac, WA 98198

Station 46/47
3521 S 170 St.
SeaTac, WA 98188

Station 51
17951 Southcenter Pkwy
Tukwila, WA 98188

Station 52
15447 65th Ave S
Tukwila, WA 98188

Station 53
4202 S 115th St.
Tukwila, WA 98168

Station 54
4237 South 144th St.
Tukwila, WA 98168

Station 70/71
504 W Crow St.
Kent, WA 98032

Station 72
25620 140 Ave SE
Kent, WA 98042

Station 73
26512 Military Rd S
Kent, WA 98032

Station 74
24611 116 Ave SE
Kent, WA 98030

Station 75
15635 SE 272nd St.
Kent, WA 98042

Station 76
20676 72nd Ave S
Kent, WA 98032

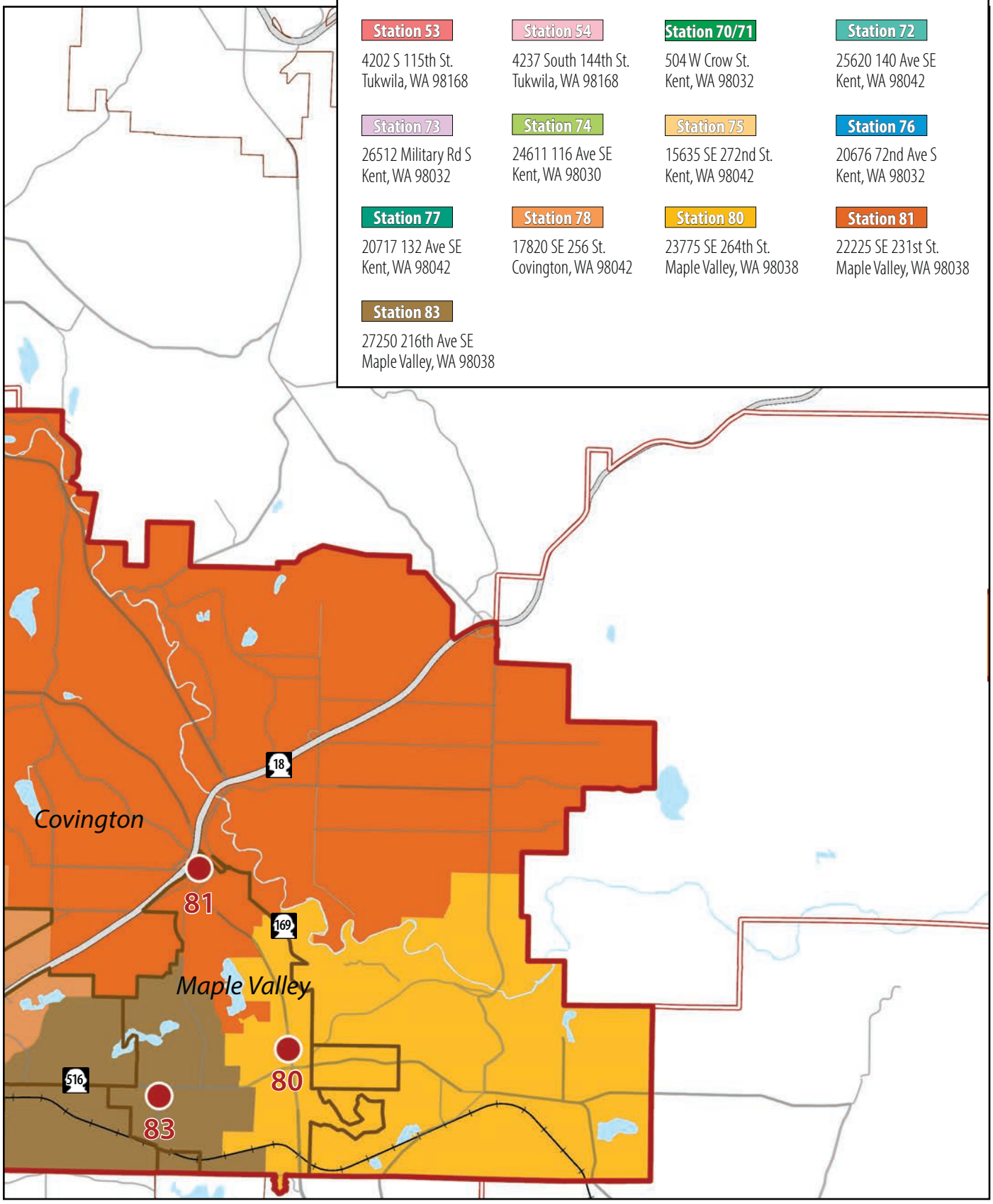
Station 77
20717 132 Ave SE
Kent, WA 98042

Station 78
17820 SE 256 St.
Covington, WA 98042

Station 80
23775 SE 264th St.
Maple Valley, WA 98038

Station 81
22225 SE 231st St.
Maple Valley, WA 98038

Station 83
27250 216th Ave SE
Maple Valley, WA 98038



Fire Station Apparatus Profile

As of March, 2026

Station 45
SeaTac

Battalion Chief 345
Engine 345

Station 46/47
SeaTac

Engine 347
Ladder 346
FD CARES 346
Brush 347

Station 51
Tukwila

Ladder 351

Station 52
Tukwila

Battalion Chief 352
Engine 352
FD CARES 352

Station 53
Tukwila

Engine 353
Rescue Boat 353

Station 54
Tukwila

Engine 354

Station 71
Kent

Engine 371
Heavy Rescue 307
Aid 371

Station 72
Kent

Engine 372
Rescue Boat 372
ATV 375

Station 73
Kent

Engine 373
Engine 473
Foam Trailer 373
(Zone 3 asset)

Station 74
Kent

District Chief 307
Engine 374
Ladder 374
Aid 374
Air Rig 374

Station 75
Kent

Engine 375
HAZMAT/Decon 375
Tender 375

Station 76
Kent

Engine 376
HAZMAT 376
Vehicle Maintenance

Station 77
Kent

Engine 377
FD CARES 377
Brush 377

Station 78
Covington

Engine 378
Brush 378
Tender 378

Station 80
Maple Valley

Engine 380
ATV 380

Station 81
Maple Valley

Battalion Chief 381
Engine 381
Brush 381
Tender 381

Station 83
Maple Valley

Engine 383

BUSINESS SERVICES

Finance

Strategy, Planning, and Accreditation

Human Resources

Information Technology

Support Services

Fire Marshal's Office

Finance

The Finance Division handles all financial activity of Puget Sound Fire, including accounts payable, accounts receivable, budget development, financial reporting, payroll, and audited financial statements.

Finance Accomplishments (2025)

- Maple Valley bookkeeping was successfully established as a separate entity in the Tyler Munis ERP system.
- The payroll team attended the 2025 Payroll Congress in May, gaining insights into new payroll practices, regulatory updates, and system optimization.
- The 20-year Capital Improvement Plan has been completed, including detailed cost and schedule estimates for both concentration and distribution stations.
- Puget Sound Fire hired a contracts and grants administrator and is developing a standardized, system-based approach to contract and grant management within existing ERP modules and supplemental tools.
- Service Level Agreements (SLAs) are in place across accounting, including payroll, with metrics reviewed quarterly. Month-End Close (MEC) reporting now includes monthly and quarterly AR reporting, and Accounts Receivable has implemented a recurring monthly reconciliation.
- Financial planning and analysis has been strengthened, with enhanced focus on capital outlay, revenue forecasts, and cash projections incorporated into the 10-year cash forecast. Quarterly KPIs are now reported through a quarterly business review.

Finance Goals (2026)

- Develop a new costing model for the FD CARES program based of the FD CARES strategic plan. The model will allocate costs by agency served incorporating both resource consumption, success metrics, and revenue constraints such as MIH funding available for certain agencies.
- Onboard and implement a new Fire Prevention application that will incorporate invoicing, tracking, customer payment, digital payments, accounts receivable and payable, as well as bank reconciliation.
- Develop comprehensive standard operating procedures for all major financial processes including budget development, ILA revenue models, capital planning, cash flow modeling, and variance analysis.
- Strengthen the Accounting functions by supporting all team members across AP, AR, Payroll, and Accounting in earning, maintaining, and continuing education for role-specific certifications.

Fiscal Stability

Puget Sound Fire is committed to the communities we serve, and that commitment includes outstanding stewardship of the public funds we are entrusted with. We will always seek economic efficiency and full financial transparency.

Funding for the annexed areas of Puget Sound Fire is provided by a two-part system. The first part is a property tax at the rate of $0.89757 per $1,000 of assessed valuation. The second component is the Fire Benefit Charge (FBC), which is based primarily on the size and use of a structure. The FBC can constitute no more than 60% of a regional fire authority's annual operating budget. For 2026, Puget Sound Fire's FBC represents 43.81% of the annual budget for the annexed service area.

Funding for Puget Sound Fire in contracted cities and fire districts are received directly from those communities based on projected costs. We would like to thank you for your continued support and trust in Puget Sound Fire.

Budget

Puget Sound Fire is a special purpose local government agency that provides fire protection and medical emergency responses to the general public. Puget Sound Fire uses the general fund as the primary operating fund for the organization. Puget Sound Fire is audited annually by the Office of the Washington State Auditor.

36% **Taxes** *(Property, EMS Levy, Other)*

30% **Fire Benefit Charge**

29% **ILAs** *(Suppression, Garage, EM)*

5% **Other** *(Leases, TriMed, SKCFTC, Investment Interest, Other)*

53% **Salaries - $67,073,207**

18% **Benefits - $22,551,640**

16% **Goods & Services - $20,949,291**

7% **Transfers to Capital - $9,020,439**

6% **Overtime - $7,773,168**

Procurement

The Procurement team at Puget Sound Fire plays a key support role in ensuring firefighters have the tools and resources needed for safe, effective service. The team connects crews with essential equipment, medical supplies, and rescue tools, while managing vendor relationships and coordinating deliveries to support uninterrupted operations. Through competitive bidding, established vendor lists, and strong controllership practices, Procurement helps ensure fiscal responsibility, compliance, and the best balance of quality and cost for the department.

Procurement Accomplishments (2025)

- Completed the procurement guide, a handbook enabling correct and efficient procurement across the organization.
- Fully incorporated Asana for work management across all procurement activities effectively allowing teams to collaborate, coordinate, and track projects and requests.
- Improved use and functionality of the contracts module in ERP including key specializations such as retainage that were previously manual.
- Attended the national Institute of Government Purchasing forum.
- Hired a Procurement Manager to oversee the team, develop new and improve existing processes, and ensure controllership over the procurement process.

Procurement Goals (2026)

- Develop a center-led Procurement Target Operating Model that documents end-to-end procurement processes and workflows, defines key procurement activities and decision rights, and establishes clear service level agreements (SLAs).
- Implement metrics, reporting mechanisms, and governance standards to scale procurement operations, strengthen controllership, and improve the internal customer experience.
- Revisit vendor punchout systems for a better buying experience and improved speed for high volume repeat purchase type vendors.

Strategy, Planning, & Accreditation

The Strategy, Planning & Accreditation (SPA) Division exists to replace unpredictability with intentionality, develop and maintain a continuous improvement mindset through Accreditation, and provide leaders at all levels the tools, training, guidance, and oversight to effectively execute programs and projects.

SPA is responsible for managing the Strategy and Planning process, the annual Rhythm of Business, Accreditation, the Fire Benefit Charge, and the Project Management Office (PMO). SPA provides value by ensuring efficient and effective utilization of resources by:

- Developing strategic priorities and alignment within Puget Sound Fire and helping to communicate strategy.
- Leading the accreditation process to support a culture of continuous improvement and to ensure alignment with current CFAI requirements.

Strategy, Planning, & Accreditation Accomplishments (2025)

- Completed a transfer of the responsibilities of the SPA division to Deputy Chief Kelch.
- Completed a transfer of the responsibilities of FBC to Captain Rees.
- Completed a transfer of the responsibilities of Accreditation to Division Chief Blatt.
- Improved the system for the Fire Benefit Charge (FBC) process.
- Reorganized the PMO to include a PMO Manager, and two project coordinators.
- Completed and published a 20-year Capital Facilities & Staffing Master Plan.

Strategy, Planning, & Accreditation Goals (2026)

- Develop a Succession Planning document that encompasses all key positions in the division and identifies the needed education, training and certifications by end of Q1.
- Conduct a 5-year Response Analysis by the end of 2026 that assesses/updates including; Density, Percentage of population covered within response goals, Run orders, RD destination point location and splits, Hydrant mapping, First due areas, Methodologies for each piece of the analysis.
- Develop an "Accreditation Team" of four trained members to support the Accreditation Manager in prioritizing and accomplishing objectives identified in the CFAI Accreditation Report, by mid-2026.
- Rewrite the 20-year capital facilities plan to include predicted maintenance and remodels identified by the Support Services division, prior to completion of 2027 budget and develop a transition plan to hand off the CF&S Master Plan to the Deputy Chief of Support Services.
- Re-define the Job Description for the "FBC Captain" to include a proactive planning aspect.

Human Resources

The Human Resources Department provides comprehensive, full-service support to Puget Sound Fire by advancing a culture of exceptional service, accountability, and organizational excellence. Through inclusive and welcoming practices, Human Resources partners with leadership to attract, develop, and retain a highly qualified and engaged workforce.

Core services include recruitment and onboarding, employee and labor relations, classification and compensation, benefits administration, training and professional development, compliance, and workplace safety. The department is committed to delivering responsive, strategic support that promotes employee well-being, operational effectiveness, and long-term organizational success.

Main Functions of Human Resources

- Talent management through recruitment, selection, and retention.
- Compensation and benefits.
- Labor and employee relations.
- Maintaining compliance with HR-related laws, policies, etc.
- Organizational training.
- Risk management/records.

Human Resources Accomplishments (2025)

- Implementation of NextRequest- an automated platform for public records requests.
- Continued with ERP system improvement and reporting.
- Updated numerous HR policies.
- Negotiated and implemented successor collective bargaining agreements for firefighters/captains and battalion chiefs/district chiefs/division chiefs.
- Negotiated and implemented successor collective bargaining agreement for nurses/social workers.

Human Resources Goals (2026)

- Negotiate successor collective bargaining agreement for mechanics.
- Implement surveys for new and separating employees.
- Digitize employee personnel records.
- Implement a new applicant tracking system (ATS) and provide training to hiring managers.
- Select and begin implementation of a Human Resources Information System (HRIS).
- Develop new competencies for each rank as well as corresponding performance evaluations.

Information Technology

The Information Technology (IT) division is responsible for providing secure, reliable, and forward-looking technology services that support Puget Sound Fire's operational, administrative, and strategic needs. IT balances innovation with risk mitigation while enabling day-to-day operations and long-term organizational objectives.

These services are delivered through four functional areas. Technical Support addresses user and device needs, Infrastructure Services ensures reliable networks, servers, connectivity, and mobility, Application Services maintains core business and operational systems, and Data Support delivers analytics, reporting, GIS, and data platforms that inform decision-making and performance measurement.

Information Technology Accomplishments (2025)

- Improved the agency's cybersecurity by expanding multi-factor login protections, tightening account controls, and adding dedicated security staff.
- Upgraded parts of the agency's network by replacing aging equipment, improving backup connectivity, and increasing connection speeds between facilities.
- Completed the migration of agency files to secure cloud storage, improving access, reliability, and consistency across the organization.
- Expanded the use of data and reporting tools, allowing leadership and staff to begin using dashboards instead of manual reports.
- Improved technical support and new-hire onboarding by automating routine tasks and standardizing processes.

Information Technology Goals (2026)

- Continue strengthening cybersecurity by improving device standards, physical security at facilities, and preparedness for security incidents.
- Finish network and connectivity upgrades to make systems more reliable and reduce the risk of outages.
- Improve the reliability of core business systems and simplify workflows while preparing for a future financial system replacement.
- Expand data, mapping, and reporting tools to better support decision-making, accreditation, and operational planning.
- Strengthen IT service delivery through training, documentation, and team development to support consistent, high-quality service.

Facilities **(Support Services)**

The Facilities Division is responsible for asset preservation across Puget Sound Fire's 17 fire stations and numerous support buildings. This is accomplished through a proactive approach, supported by a strong preventative maintenance program designed to reduce costly repairs. We also prioritize maintenance requests to ensure mission-critical needs are addressed promptly, allowing crews to remain fully prepared to respond to emergency incidents.

Facilities Accomplishments (2025)

- Completed **749** maintenance requests.
- Completed **34** project requests.
- Completed annual Plymovent preventative maintenance.
- Completed annual apparatus bay door preventative maintenance.
- Completed required annual backflow prevention device testing.
- Completed required annual fire alarm confidence testing.
- Completed required annual fire protection sprinkler system confidence testing.
- Completed required annual fire extinguisher inspections.

Fire Training Center office space (2024)

Facilities Key Projects (2025)

- New Fire Administration office and conference space for deputy chiefs.
- Full build-out of the Fire Marshal's Office (relocated from Kent Centennial Building).
- EV charging stations installed at Fire Administration Business Center and Stations 74, 76, and 78.
- Renovation of Station 72 exercise room (in partnership with the Fitness Committee).
- Security gate installations at Stations 72 and 80.

Facilities Goals (2026)

- Continue exercise room upgrades with the Fitness Committee.
- Implement recommendations from the system-wide security assessment.
- Submit pre-permit applications for Stations 70 and 87.
- Complete renovation of Station 84.
- Hire a fourth facilities maintenance worker.
- Complete preventative maintenance on HVAC systems, exhaust extraction equipment, and apparatus bay doors.

Fire Garage **(Support Services)**

The Fire Garage performs maintenance and repairs on fire apparatus, and support vehicles. This service is provided to eleven fire departments in the south King County area. There are seven repair facilities located in partner agencies as well as a mobile service truck and mobile inspection van. These facilities are supported by twenty mechanics, three supervisors, three parts room specialists, administrative assistant and a small power equipment tech. Puget Sound Fire is a Pierce Fleet customer, and all vehicle purchases including fire apparatus and staff vehicles are done through the Fire Garage.

Fire Garage Accomplishments (2025)

- In 2025, a total of 2,022 vehicle repair work orders were completed, accounting for 26,342 labor hours. This represents an annual increase of 160 work orders and 3,081 labor hours - a year-over-year (YOY) percentage increase of 9% and 13%, respectively.
- Partnered with Bates Technical College on an internship program and had two successful internships with one becoming a full-time mechanic in the beginning of 2026.
- Department switched to R99 diesel, which is a sustainable, high-performance "drop-in" fuel, reducing greenhouse gas emissions by up to 80% and particulates by 20%–30% without engine modifications. It enhances engine performance and lowers maintenance costs due to cleaner combustion.
- Replaced Battalion 345 apparatus with a full electric truck (Ford Lightning).
- One of our heavy mechanics (Charles Engle) was awarded EVT Mechanic of The Year at the Washington Fire Mechanics Conference in Wenatchee. This achievement is only given to one mechanic in the entire state.

Fire Garage Goals (2025)

- Replace District 307 apparatus with a Ford Lightning.
- Put into service the first brand new reserve pumper that will be fully outfitted with equipment to reduce out of service/swap times.
- Implement an in-field fluid service/inspection of fire apparatus to prevent down time, increase life span and help with minor repairs to expedite timeline of apparatus major annual PM maintenance.
- Continue to support our organization, neighboring departments and citizens by staying consistent with our Mission Vision and Values.

Warehouse **(Support Services)**

The Warehouse team provides critical support services to all divisions and programs within Puget Sound Regional Fire Authority. This unit oversees inventory management, coordinates the delivery of supplies and equipment, facilitates maintenance and repairs, manages receiving operations, maintains asset tracking, administers surplus distribution, and delivers a high standard of customer service. The warehouse courier route supports 17 fire stations, two worksites, more than seven vendors, and over 12 hospitals, ensuring timely and reliable service across the organization.

Warehouse Accomplishments (2025)

In 2025, the warehouse team expanded its staffing by hiring a courier and a warehouse assistant, significantly improving operational efficiency. This strategic addition enabled the team to sustain exceptional customer service while achieving the following accomplishments:

- Developed and implemented a digital tracking system for internal deliveries, improving visibility and accountability.
- Designed and installed enhanced inventory storage solutions to optimize space and organization .
- Identified and mitigated potential cross-contamination risks between bunker gear and workout apparel .
- Sized and outfitted 40 recruits for Recruit Academies 20 and 21 .
- Modified recruit issuance items to streamline processes and reduce costs.
- Improved the recruit gear return process to ensure full accountability of equipment upon recruit's release from the Recruit Academy.
- Conducted a comprehensive manual PPE audit for all operations personnel.
- Accurately entered PPE data into the Munis Asset Registry to strengthen asset management.
- Fulfilled more than 1,600 individual service requests.
- Managed over 200 monthly station restock orders.
- Participated in the 2025 Tyler Connect User Conference to enhance utilization of inventory and asset management systems.

Warehouse Goals (2026)

In 2025, the warehouse team expanded its staffing by hiring a courier and a warehouse assistant, significantly improving operational efficiency. This strategic addition enabled the team to sustain exceptional customer service while achieving the following accomplishments:

- Implementation of enhanced inventory systems and internal controls.
- Establish routine cycle counting practices to improve inventory accuracy.
- Redesign office space to support greater collaboration and efficiency.
- Review and update warehouse procedures to reflect best practices.
- Invest in staff development through professional training opportunities.

Fire Marshals Office

The Fire Marshal's Office provides development, business, and investigative services to our contract cities. The primary goal of these services is to reduce the risk of fires, property and business loss, and to promote life safety for our residents and businesses through education, engineering, and enforcement of regulations. By reducing the risk, we limit the occurrence of these potentially catastrophic loss events.

Development Services

Economic and development activities within our jurisdiction are vital to the quality of life of our communities. We support this growth by ensuring that projects meet the minimum codes and regulations for safety. We achieve this through thorough review and inspection of both new and redevelopment projects that are submitted through the city's permit centers.

Development services include:

- Review of construction documents.
- Review of land use documents.
- Inspection of new construction and tenant improvements.
- Tracking of annual fire protection system testing.

5,157 Development Activities

Business Services

Our business community is one of the most diverse in the region. The community includes neighborhood business complexes, manufacturing, industrial, and several large aerospace companies. We support these sectors through inspection, permitting, and consultation services to ensure that they are safe and resilient.

7,495 Business Activities

Business services include:

- Business license inspections.
- Annual business inspections.
- Issuance of Operational Fire Permits.
- Fire code complaint investigations.

146 Fires Investigated

Fire Investigations

The fire investigation program includes seven investigators who are available to respond 24 hours a day to fires. The investigators work in partnership with the Kent Police Department, Tukwila Police Department, King County Sheriff's Office, and the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF). The team works closely with police detectives as well as patrol officers to build comprehensive and detailed case files, which include criminal and non-criminal cases.

In 2025, this team investigated **146 fires** covering the jurisdictions of Kent, Covington, SeaTac, and Tukwila. These included **33 incendiary fires**, **86 accidental fires**, and **27 undetermined cause fire**s. The unit also assisted outside agencies with two fires. Altogether, there was an estimated fire loss of **12.4 million dollars**.

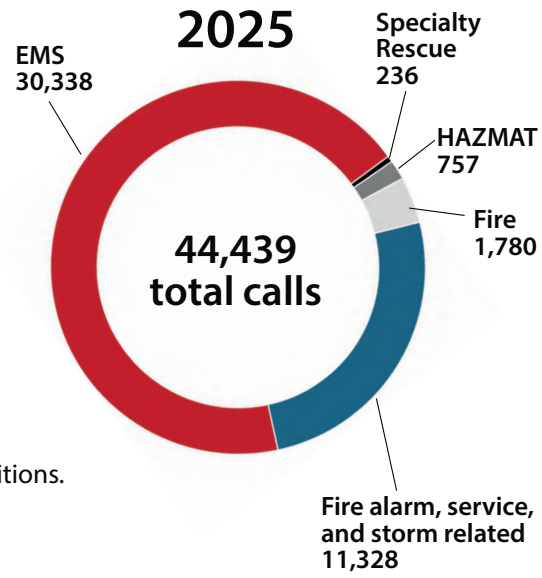
THE SALVATION ARMY
fun's in the bag
PUGET FIRE
78
CUB SCOUT PACK 712
Maple Valley, WA
CAPT. ST. CLAIR
12

RESPONSE SERVICES

Operations
Fire Training Consortium
Community Relations
Health & Safety
Medical Services
Mobile Integrated Health (FD CARES)
Emergency Management

Operations

Fire, EMS, hazardous materials (HAZMAT), and specialty rescue responses make up the foundation of what we do. In 2025, Puget Sound Fire responded to: 30,338 EMS; 1,780 fire; 757 HAZMAT; 236 specialty rescue; and 11,328 fire alarm, service, and storm related incidents.



Operations Accomplishments (2025)

- Worked with Human Resources to complete one captain, one battalion chief, and two engineer promotional exams.
- Held two specialty interview processes for rescue and ladder positions.
- Promoted two battalion chiefs to district chief positions.
- Promoted five captains to the rank of battalion chief.
- Promoted 12 firefighters/engineers to the rank of captain.
- Promoted 18 firefighters to the rank of engineer.
- Increased staffing to assign four personnel to L374 and L346.
- In 2025 we deployed total of eight times to California and Washington. Four different apparatus (Type 1, 3, 5 & Tender) and 16 different people.
- Type 1, Type 5 and Tender deployed to Eastern Washington.
- Type 1 and Type 3 deployed to California.
- Sent a Tender to the Burdion Fire on the Washington on the Oregon border.
- Managed and mitigated historic flooding on Green River throughout the Green River valley during Federally declared emergency in December 2025, to include two FEMA Swiftwater rescue teams from California.

Operations Goals (2026)

- Increase staffing to assign four personnel to L351.
- Increase minimum technician staffing on R307 to three.
- Increase minimum staffing to staff A374 full time.
- Implement Staffing Officer for each of four shifts.
- Implement clean bunker gear delivery system to all working fire scenes for crews to change into before returning to quarters.
- Place into service three new Type 1 Fire Engines.
- Place into service a new reserve Type 1 Fire Engine.
- Develop a drill field on the Station 70 property.
- Prepare for the 2026 FIFA World Cup.

Significant Events / Calls

Thursday, February 6, 2025 — Fire at Bonel Mobile Manor (Kent)

The afternoon of Thursday, February 6, Puget Sound Fire responded to a reported fire at Bonel Mobile Manor, in Kent. Responding firefighters saw a large thermal column and upgraded the incident to a working fire.

When Engine 471 arrived, the crew found a single-wide manufactured home engulfed in flames and the fire was extending to the manufactured homes on either side. Given the size of the fire and the number of mobile homes involved, a 2nd alarm was requested. In total, four manufactured homes were damaged by the fire. All total, four manufactured homes were damaged by this fire.

The management of the fire was divided to maintain span of control for the incident commander. The incident commander established Delta Division and a medical group supervisor. There were no injuries to the residents or firefighters reported. Sadly, firefighters did locate one deceased pet during their secondary search. The Public Information Officer coordinated with the Red Cross to provide emergency assistance to four families and with a board-up company. Puget Sound Fire was assisted by units from Renton Regional Fire Authority, South King Fire & Rescue, Valley Regional Fire Authority, Skyway Fire, and King County Medic One.

Sunday, March 16, 2025 — Vehicle Fire at Wrecking Yard (Kent)

Puget Sound Fire responded to a reported vehicle fire at a wrecking yard on 78th Avenue South. When Engine 371 arrived, they found a large commercial scrap yard incident involving multiple piles of crushed vehicles with extension threatening an exposure building. The incident was upgraded to a commercial response and later it was escalated to a 2-alarm fire. Due to access constraints and high fire volume, firefighters initiated a defensive attack using a 2 1/2" line and a deck gun to protect the southern exposure building.

Battalion 431 assumed command and declared a defensive strategy. Command later transferred to Battalion 332 and finally to Battalion 345 for long-term operations. The incident was divided into Bravo and Delta Divisions. Operations were complicated by the presence of recycled oil and gasoline drums (white poly tanks), propane cylinders, and active electrical arching within the exposure structure

During fire attack, the Engine 471 officer fell waist-deep into an unmarked, hidden oil-water separator pit obscured by runoff. The officer was able to self-extricate, underwent gross decontamination, and was cleared by the Medical Group. The hazard area was subsequently marked with cones to prevent further injuries

Fire attack and overhaul continued for several hours. The Department of Ecology arrived to manage significant runoff containing oil, gasoline, and unknown chemicals. King County Sheriff Office fire investigators conducted an on-scene origin and cause investigation. After final extinguishment and "Healthy In, Healthy Out" decontamination protocols, the property was returned to the owner and units were released.

Puget Sound Fire was assisted by units from Valley Regional Fire Authority, Port of Seattle Fire Department, King County Fire District #2, Skyway Fire, and King County Medic One.

SEE NEXT PAGE FOR INCIDENT PHOTOS

Significant Events / Calls *(Continued)*

Tuesday, September 2, 2025 — Garage Fire (SeaTac)

Puget Sound Fire responded to a reported garage fire in the 21220 block of 33rd Avenue South, in SeaTac. While responding, firefighters could see a large thermal column from a distance away and upgraded the incident to a working fire. Battalion 345 was the first unit on scene and found a large amount of fire coming from the garage area and extending into the house. A second alarm was requested due to the fire extending to the house next door.

The management of the fire was divided to maintain span of control for the incident commander. The incident commander established a Main Fire Unit (MFU) Division, a Delta Division, and a medical group supervisor. The MFU Division was responsible for fire control on the original house, Delta Division was responsible for fire control on the exposure house, and the medical group supervisor was responsible for patient care and firefighter rehab. There were no injuries to the residents or firefighters reported. Firefighters remained on scene all night, monitoring hotspots.

The Public Information Officer coordinated with the Red Cross to provide emergency assistance to one family and with a board-up company. Fire investigators, from Puget Sound Fire, investigated the cause and origin of the fire. Puget Sound Fire was assisted by units from King County Fire District #2, Port of Seattle Fire Department, South King Fire & Rescue, and King County Medic One.

Bonel Mobile Manor Fire

Wrecking Yard Vehicle Fire

Garage Fire

Fire Training Consortium

The Fire Training Consortium is in its 16th year of providing unified, high-quality fire and emergency medical training in support of regional excellence. The organization continues to evolve in scope, capacity, and impact. The Consortium's mission is to deliver consistent, best-practice-driven training that enhances operational readiness, strengthens leadership, and builds a shared culture of excellence across member agencies.

In 2025, the Fire Training Consortium supported and trained approximately 1,750 personnel, reflecting continued regional growth and increasing demand for standardized training delivery. To better serve this expanding footprint, the Consortium now operates both a North and South office, improving accessibility, coordination, and instructional capacity across the region.

The Consortium completed two months of promotional testing in 2025, supporting member agencies by delivering fair, defensible, and well-structured promotional processes aligned with best practices in firefighter and officer advancement.

A major milestone in 2025 was the development and adoption of a comprehensive Strategic Plan, establishing a clear roadmap for growth, capacity expansion, leadership development, and training modernization. This plan emphasizes infrastructure investment, a "hands-on first" training model, structured leadership development, growth management, and proactive identification of emerging risks and specialized training needs.

In alignment with this strategic direction, the Fire Training Consortium also completed an update of its Mission, Vision, and Values, ensuring organizational purpose and priorities remain clearly defined, contemporary, and reflective of the expectations placed on today's fire service professionals.

In addition to the recruit academies, the Fire Training Consortium continues to provide initial and ongoing training across a broad range of disciplines, including incident management, emergency medical services, multi-company operations, apparatus operations, technical rescue, hazardous materials response, wildland firefighting, and professional development for current and future leaders. In 2025, Puget Sound Fire firefighters documented more than 110,000 hours of training, underscoring the Consortium's ongoing commitment to operational readiness, professional excellence, and community safety.

Community Relations

The Community Relations Division's top goals are to build community trust and show the public what our organization represents, which means directly engaging with the people we serve. Our public educators are focused on identifying and creating new opportunities for community outreach and education. These efforts result in special partnerships with the schools, businesses, civic groups, and neighborhoods we serve every day. This goes a long way toward increased fire safety awareness and preparedness. Community Relations also provides public information, social media and website management, internal branding, and organizational communications through a Public Information Officer (PIO) and Communications Specialist.

Public Education

Puget Sound Fire's Public Education team facilitates and provides community engagements to give members our community opportunities to learn safety and fire prevention before an emergency occurs – strategies proven to prevent injuries and save lives. At many events, a public educator works alongside operational fire personnel to teach aspects of fire safety, fire prevention, and public health training.

Public Education Accomplishments (2025)

- Implemented the IMPACT Teen Driving Program in all high schools.
- Conducted the Gift of Life Program at one high school.
- Represented the department at 241 community engagements
- Conducted 16 emergency evacuation drills and fire extinguisher training.
- Taught 111 classes for school-age children.
- Provided smoke alarm/evacuation planning to families with special needs requirements.
- Partnered with the American Red Cross on the Sound the Alarm smoke alarm installation event.
- Coordinated the first annual school supply drive.
- Provided support for the holiday program.
- Started the Puget Sound Fire school art program.

Public Education Goals (2026)

- Continue the IMPACT Teen Driving Program in most high schools.
- Conduct the Gift of Life Program at one high school.
- Continue to build a presence in the schools in all five school districts in our response area.
- Collaborate with code enforcement to revamp the curriculum for evacuation and extinguisher training for businesses.

Communications

The Communications Specialist develops, facilitates, and implements branding, strategic outreach, media relations, and communications of agency-wide initiatives for internal and external audiences, overseeing the messaging of priorities and organizational programs.

Communications Accomplishments (2025)

- Managed the content and maintenance of the RFA's external-facing website.
- Supported divisions, workgroups, and internal programs with writing and graphic design.
- Supported the Public Information Officer (PIO) with development of media releases.
- Managed the design and production of RFA publications (Annual Report, Strategic Plan, Emergency Responder newsletters, recruiting materials, etc.).
- Provided guidance to divisions, workgroups, and internal programs on branding and visual identity standards, and templates for internal and external communications.
- Re-designed the Strategic Plan for the Fire Training Consortium.
- Designed and produced specific materials for ceremonies and events including memorial services, Recruit Academy graduations, and public community events.
- Attended the City-County Communications & Marketing Association (3CMA) Conference.

Communications Goals (2026)

- Complete the Seattle Fire Department's Executive Leadership Academy at UW Foster School of Business.
- Attend the National Association of Government Communicators Communications School.
- Continue to manage external-facing website overhaul/redesign project and launch.
- Design and produce materials for 2026 election ballot measures.
- Coordinate and implement video communications for social media channels and website.
- Implement new email signature management software, with IT.
- Continue to support divisions, workgroups, and internal programs with writing and graphic design.
- Release new Brand Manual/Design and Writing Style Guide.
- Write, design, and distribute new Social Media Policy & Guidelines.

Public Information Officer

The PIO acts as the liaison between the media and the department.

PIO Accomplishments (2025)

- Responded to numerous incidents ranging from structure fires to airplane crashes and river rescues.
- Served as Chair of the Zone 3 PIO program.
- Represented Zone 3 PIOs within the King County Fire Chiefs Association.
- Coordinated two recruit academy graduation ceremonies.
- Assisted with coordination of 10 firefighter memorial services in Washington State, 2 firefighter memorial services in Idaho, and at the annual Washington State Fallen Firefighters memorial service.
- Coordinated Nurse's Week recognition for nurses working in south King County hospitals.
- Conducted numerous media interviews on heat related emergencies and preventing wildland urban interface fires.
- Coordinated a town hall meeting on preparing for wildland urban interface fires.
- Increased the number of non-emergency related social media posts that are shared with the community.

PIO Goals (2026)

- Continue to respond to emergency incidents.
- Increase the number of non-emergency related social media posts that are shared with the community.
- Coordinate a town hall meeting on preparing for wildland urban interface fires.
- Increase our social media footprint by increasing the number of different platforms we use.

Health & Safety

Puget Sound Fire's Health and Safety division is dedicated to creating a safer and healthier work environment for all employees, both uniform and non-uniform. The division takes a whole-person approach, focusing on all dimensions of wellness and prioritizing a strong culture of safety to foster an environment where safety is ingrained. The division focuses on proactive measures to prevent injuries and illnesses, mitigate occupational hazards, provide resources to improve wellness, and ensure personnel safety through education, risk assessment, and safety protocols.

Health & Safety Accomplishments (2025)

- Continued the data collection of safety reporting to include true employment cost, repair cost, and replacement cost, and started using data to identify trends.
- Continued work on developing emergency action plans for every worksite/fire station.
- Fully implemented root cause analysis reviews for all injuries and accidents.
- Completed the fourth year of participation in Washington State's Firefighter Injury and Illness Reduction (FIIRE) program.
- Moved PPE into the Health and Safety Division. Continued to work with the PPE Committee and Support Services Division to establish the liquid carbon dioxide cleaning of structural firefighting ensembles.
- Re-titled SCBA Captain as Air Management Captain and moved the position under the Health and Safety Division. The position is responsible for all air system equipment, testing, and maintenance.
- Created and assigned a new project assignment for an on-shift Battalion Chief titled Wellness BC.
- Created and staffed a new day shift position titled Health and Safety Coordinator.
- Continued to support and advise the Peer Support Team and Fitness Committee.
- Facilitated opportunity for Peer Support Team Training for new members.
- Continued access for all employees and their families to verified and experienced mental health clinicians, providing employees with 10 appointments per year, along with 24/7 crisis counselor access.
- Contracted with a Psychologist to advise the Peer Support Team on practices and develop a list of vetted clinicians for employees to access.
- Continued to work with partner departments to bring Struggle Well resilience training to Puget Sound Fire.
- Provided a four-month strength and conditioning program to employees.
- Provided four train-the-trainer events for fitness committee member development that included strength programming, movement preparation/mobility, and applied conditioning for fire ground success.
- Remodeled gym at station 72 and updated treadmills at three stations.
- Peer fitness facilitated the Work Capacity course.
- The fitness committee provided education for new-hire firefighters during both pre-academy and post-academy.
- Identified a Battalion Chief to assist with Wellness programs.

Health & Safety *(Continued)*

Health & Safety Accomplishments Continued (2025)

- Three fitness committee members attended the IAFF Fitness Training Course, and Jake Ayers obtained his Tactical Strength and Conditioning Certificate.
- Continued the partnership with the Ready Rebound organization that provides navigation for employees and their families seeking care for orthopedic injuries.
- Created a partnership with Pro Sport for on-site physical therapy appointments at the 84th Ave building to satisfy the goal of expanding services for injury recovery.
- Completed annual physicals using United Diagnostic Services.
- Completed the third year of providing access to the Galleri cancer screening blood test for all employees.
- Continued relationship with a University of Washington cardiologist for efficient access to full cardiac workups for employees.
- Explored options to provide an in-house medical program that would provide annual physicals, injury recovery services, behavioral health assessments, cancer screening, and primary care services. Began discussions with Heart Fit For Duty, operated by Kepra Jack out of Arizona, to come to Washington and establish a practice for Puget Sound Fire.
- Explored advanced options for early cancer detection and began developing a plan for Puget Sound Fire that resembles the Vincere Cancer Center model of full-body MRIs, chest CT scans, and liquid biopsies.
- Continued participation with the University of Arizona's Fire Fighter Cancer Cohort Study, along with adding new members to the outreach team.
- Participated in the King County Fire Chiefs Association Mental Wellness Subcommittee and assisted with the launch of the Peer Support Roadmap.
- Continued participation in the behavioral health committees for both the Washington State Council of Fire Fighters (WSCFF) and the International Association of Fire Fighters (IAFF).
- Participated as a member of the Washington State Task Force on First Responder Wellness.
- Continued monthly Safety Committee Meetings, increasing participation, and the committee selected a new chair for 2026.
- Recommended that Operations Chief implement an Accident Review Program and Drivers Training Program.
- Identified that tracking and record-keeping of PPE needs improvement.

Health & Safety *(Continued)*

Health & Safety Goals (2026)

- Continuing with year five in Washington State's Firefighter Injury and Illness Reduction (FIIRE) program.
- Contract with a clinician to oversee and implement resilience programs.
- Implement the Struggle Well resiliency program.
- Provide suicide awareness and intervention training to the department.
- Establish an in-house mental health clinician list for employees.
- Hire a strength and conditioning coach.
- Explore education/training on wellness subjects.
- Expand fitness education and training.
- Remodel gyms at stations 75 and 84.
- Implement peer fitness education course for new employees.
- Launch cancer diagnosis support plan for members and families that includes emotional and logistical support, along with Washington Labor and Industries guidance.
- Expand on the importance of sleep and good sleep hygiene.
- Incorporate wellness training into the training plan for the Fire Training Consortium.
- Finalize agreement with Heart Fit for Duty for the in-house medical program that includes advanced cancer screening.
- Continue to explore heavy metals testing, threshold, and treatment programs.
- Expand involvement in fire service research programs and develop methods to collect health information data.
- Develop an app for employees to be able to see all health information in one place and provide guidance
- Receive consultation services from Washington State Labor & Industries (L&I) for specific safety programs.
- Use the root cause analysis program to identify trends and focus on problem areas.
- Expand data collection to analyze and identify trends to support implementation of policy and practice changes.
- Explore options for instituting an on-duty incident safety officer program.
- Review all department safety policies.
- Evaluate the safety culture of the organization.
- Implement a system to exchange PPE on scene at incidents to reduce exposures.
- Develop the concept for a recovery station, including the services it provides and the crew rotation process.
- Create a full-time day shift health and safety coordinator position.

Peer Support Team

The Peer Support Team continues to evolve into a more structured and sustainable program that supports the mental and emotional wellness of all department members. As exposure to high-stress incidents remains a reality in the fire service, the Peer Support Team has strengthened its internal systems to provide accessible, trustworthy, and department-specific support at all stages of a firefighter's career. Our efforts in 2025 focused on standardizing training expectations, expanding internal education, increasing accountability through tiered roles, and growing the program's clinical partnerships and infrastructure.

The team remains grounded in the belief that cultural change begins with systematic support and peer-to-peer connection. In 2025, we laid the foundation for an internally led onboarding class, formalized tiers of engagement to clarify levels of commitment and responsibility, and made progress on several long-term goals including mentorship, suicide awareness training, and data tracking. These efforts aim to ensure that Peer Support is no longer viewed as a specialty or a side program, rather a core part of how we care for one another as a department.

Peer Support Team Accomplishments (2025)

- Reorganized the Peer Support Team into a three-tiered structure: Awareness, Operational, and Technical Levels.
- Built a comprehensive Awareness/Onboarding Class for new members and probationary firefighters that will launch in 2026.
- Created educational partnership with Seattle Fire for ASIST suicide awareness/prevention course.
- Initiated contract with a licensed mental health clinician to help with content development for ongoing training.

Peer Support Team Goals (2026)

- Deliver department-specific peer support awareness/onboarding class.
- Implement mental health clinician contract to assist with training and content.
- Ensure ongoing quarterly training for all peer support members.
- Provide suicide awareness/prevention training for all peer support members through the ASIST program.
- Build internal data-tracking platform for peer support activity.
- Worked toward stronger connections with retirees for future outreach and mentorship.
- Launch cancer diagnosis support plan for members and families (emotional, logistical, L&I guidance).
- Continue building internal training library and identify reputable external education opportunities.
- Pursue therapy dog program implementation.

Crisis Intervention / Chaplaincy

The Crisis Intervention/Chaplaincy Program provides chaplains who respond at the request of fire units to assist people after they have experienced a traumatic event such as the death of a loved one. Our chaplains provide care, comfort, and compassion supporting the emotional needs of the situation. Our Crisis Intervention/Chaplaincy Program has seven chaplains who are on-call 24 hours a day, seven days a week, and provide services to Puget Sound Fire, the Kent Police Department, and Renton Regional Fire Authority. This program would not exist without the dedication of our volunteers.

Chaplain Activities

Our chaplains do more than respond to calls for service when requested by crews. All of our chaplains participate in ride-a-longs with Kent PD and conduct station visits to Puget Sound Fire and Renton RFA fire stations. They also participate in department-related activities.

In 2025, our chaplains responded to 472 calls for service, spending 1018 hours on scenes. That included 72 calls to assist 12 other agencies within the South King County area.

Medical Services

The Medical Services Division was established in May 2025, creating a dedicated leadership role (Division Chief FTE) responsible for overseeing all emergency and non-emergency EMS services, Fire Alliance (FA) coordination, FD CARES (see page 32), and numerous critical tasks essential to delivering high-quality emergency services to the communities served.

EMS Oversight

- Personnel: Approximately 300 EMTs employed by Puget Sound Fire.
- Call Volume: Responded to 30,388 EMS call types in 2025.

Fire Alliance

We continue our public-private partnership with Tri-Med LLC through the Fire Alliance (FA) BLS transport program.

- FA Units
  - Two units were staffed 24/7, responding from fire stations 51 and 75.
  - 2025 FA Requests: 5,278
  - 2025 FA Transports: 4,234
  - Puget Sound Fire is participating in our first GEMT reimbursement process, financial sustainability is critical to any future program expansion, working closely with Finance, Performance Measurement, both labor units, Medical Services is evaluating all analytics to ensure all future expansion and success will ensure long-term program sustainability.
- Tri-Med Support
  - Provides nine additional BLS transport units to Puget Sound Fire and neighboring agencies.
  - 2025 Tri-Med Requests: 16,648
  - 2025 Tri-Med Transports: 12,865

Non-Emergency EMS Support

- Division staffed by Division Chief of Medical Services EMS Captain.
- Responsibilities include:
  - Oversight of ongoing EMT training.
  - Development and implementation of cardiac case review program.
  - Oversight of the regional first aid CPR consortium.
  - EMS equipment maintenance and inventories.
  - Local, County, and State committee involvement.
- Cardiac Case Review Program
  - Piloted over 18 months in collaboration with King County EMS.
  - Officially launched in August 2025.
  - 87 CPR cases reviewed and 78 cases debriefed with responding EMTs.
  - Serves as a critical QI/QA tool ensuring performance standards are met.
  - Influences future EMS education internally and impacts regional protocol development.

Mobile Integrated Health (FD CARES)

Puget Sound Fire's Fire Department Community Assistance, Referral, and Education Services (FD CARES) is a regional Mobile Integrated Health program serving Puget Sound Regional Fire Authority, Renton Regional Fire Authority, Enumclaw Fire Department, Skyway Fire Department, Kent Police Department, and Renton Police Department.

FD CARES helps community members who frequently rely on 911 for non-emergency medical, behavioral health, or social needs. FD CARES provides care in home and community setting to connect people to the right care, at the right time, in the right place.

Each FD CARES unit is staffed by a social worker/navigator and a registered nurse working together to provide care coordination and address medical concerns, mental health needs, substance use challenges, housing instability, and food access. FD CARES also co-responds with police on appropriate calls to support crisis intervention; and improve safety and outcomes for individuals in crisis.

In 2025, FD CARES strengthened its regional foundation by standardizing training, improving documentation/data quality; and expanding clinical and operational protocols. This includes community vaccination services, safe vaccine storage, substance use screening guidelines, and an inclement weather response program. FD CARES also supported the launch of a new FD CARES program with Sound King Fire & Rescue.

2025 Program Impact

- 3,318 referrals received with 2,014 patients served.
- 4,457+ hours of direct patient care provided.
- 2,417 total calls completed (proactive visits and 911 responses).
- ~55% reduction in repeat 911 calls among FD CARES patients and ~56% reduction in repeat emergency department visits among FD CARES patients (Q1–Q3 2025).
- 70 flu vaccinations administered at the Kent Senior Center Wellness Fair.
- Blood draws provided in support of firefighter cancer research.

2026 Goals Include:

- Launch a Medications for Opioid Use Disorder (MOUD) program to address opioid addiction.
- Expand FD CARES to a 24-hour operational model.
- Expand vaccination services to our community.

Emergency Management

Puget Sound Fire's Emergency Management (EM) team provides services to the Cities of Covington, Kent, and SeaTac. EM plans and prepares for emergencies as well as planned events such as town festivals, annual events and celebrations. Our core services focus on Emergency Operations Center (EOC) and Emergency Communications Center (ECC) operations, compliance (plan management), financial management, training, and public outreach. We continue to leverage our community connections to consistently improve our services, planning and response to any event.

2025 was a year for EM to implement our new team organizational practices. Emergency Management continued aligning our services and operations with the 2024-2028 Strategic Plan. The relocation of the Emergency Management consolidated office to Fire Station 46 in SeaTac was completed and has proved beneficial to the enhancement of team collaboration in providing exceptional services to the Cities of Covington, Kent and SeaTac. Another major project is the consolidation of records and a move from hard paper copies to digital records to improve historical knowledge and share relevant information across the organization.

We are connecting with our communities with enhanced communications and outreach to include an increase in training programs for both staff and community members. Our highly experienced and credentialed staff provide training throughout the year to build a strong cadre of trained staff across Puget Sound Fire and our served jurisdictions and communities.

Training and Outreach Services

Training / Event	Total Number of Attendees (2025)
Community Emergency Response Team (CERT)	93 (Spring and Fall Sessions)
Incident Command System (ICS) Classes	75
Community Outreach Events	25 Events (6,000 attendees)

Our region continues to prepare for the major world event, FIFA Men's World Cup 2026, which is being hosted in June and July 2026. The Puget Sound Fire EM team continues to collaborate with other local emergency management teams to prepare for this large event. A well-prepared regional approach will help make the FIFA Men's World Cup 2026 a safe and enjoyable event for our community.

As we prepare for FIFA Men's World Cup 2026, Puget Sound Fire's Emergency Management team shifted focus and activated the City of Kent's Emergency Coordination Center in response to the December 2025 Flooding event for a period of 6 days.

Emergency Management Goals (2026)

- Plan for and Coordinate FIFA World Cup 2026 Regional Operations.
- Increase community outreach.
- Streamline emergency management related financial grants opportunities.
- Review and update City Continuity of Government Plans and Hazard Mitigation Plans.
- Increase EOC/ECC operational efficiencies through staffing and training.

UNION / FIRE SERVICE

Local 1747 Union Outreach

Special Fire Service Community Outreach Units

Local 1747 Union Community Outreach

Local 1747 members are proud to support the communities served by Puget Sound Fire through volunteering, sponsorships, and charitable giving. The Puget Sound Firefighters Foundation is a registered 501(c)(3) nonprofit made up of Local 1747 members. We are also grateful for the support of Puget Sound Fire employees who are not members of Local 1747, along with residents, businesses, and community partners who volunteer alongside us at outreach events throughout the year. Together, we are committed to serving our neighbors with compassion, unity, and practical support.

Community Outreach Highlights (2025)

- City of SeaTac Annual Easter Egg Hunt (Angle Lake Park): Local 1747 members helped prepare the event by stuffing 3,000+ Easter eggs and supported the City of SeaTac the morning of the event by helping hide eggs throughout the park. Attendance was approximately 1,100 community members, including 400 kids.
- 16th Annual Scholarship Program: Awarded $6,000 total in scholarships to five students ($1,200 each). Eligible applicants included graduating seniors from high schools within our coverage area, Zone 3 Fire Cadets, and children of Local 1747 members.
- Local 1747 Annual Golf Tournament: Hosted our annual golf tournament and raised over $4,000 in support of Foundation programs and community outreach.
- Police vs. Fire Charity Hockey Game (Annual): In partnership with the Behind the Badge Foundation, hosted the annual Police vs. Fire charity hockey game and raised $5,800 for the Puget Sound Firefighters Foundation.
- Vine Maple Place: Supported Vine Maple Place with a monetary donations to help families in our community access safety, stability, and supportive services.
- Rotary Back-to-School Program (SeaTac–Tukwila): Partnered with the Rotary Club of SeaTac–Tukwila by providing burgers and hot dogs to families at the annual back-to-school event, which provides school supplies, backpacks, and clothing for students.
- Youth Sports Support: Sponsored City of Maple Valley youth leagues, including baseball/softball and volleyball.
- Life Jacket Loaner Stations (4 total): Continued sponsorship supporting upkeep of signage and ongoing availability of life jackets at:
    - **SeaTac** - Angle Lake Park
    - **Maple Valley** - Pipe Lake at Cherokee Bay
    - **Maple Valley** – Three stations at Lake Wilderness at the boat launch, public beach, and private beach
- Camp Eyabsut (Youth burn survivor camp): Continued annual support at Camp Eyabsut. In partnership with McCoy's Firehouse, provided and served lunch to 100+ campers and volunteer counselors, and had a Local 1747 member volunteer the full week as a camp counselor.
- Bicycle Helmet Program: Purchased bicycle helmets and distributed them to kids throughout the year.

Local 1747 Union Community Outreach *(Continued)*

Community Outreach Highlights (2025) Continued

- Awareness & Support Campaigns
  - Pink T-Shirt Campaign: Showing support for those fighting cancer.
  - Support Our Troops T-Shirt Campaign: Showing support for those who protect our freedoms, including Local 1747 members who have served or continue to serve in the military.
- Senior Center Lunches: Sponsored and participated in serving lunches at senior centers in Kent, Maple Valley, SeaTac, and Tukwila.
- First Annual Puget Sound Fire Ball: In partnership with Puget Sound Fire, hosted a community event recognizing service and raising funds for local impact. Proceeds were redirected to Vine Maple Place to ensure immediate community benefit.
- Do the Right Thing Program: Provided support to community members through practical assistance, including helping bridge short-term gaps while families wait for longer-term resources, and supporting critical safety needs when appropriate.

Holiday Programs (2025)

- **Toys for Joy:** Provided toys for kids throughout our service area by partnering with the Kent Food Bank, Maple Valley Food Bank, City of SeaTac, City of Tukwila, Vine Maple Place, and other local entities supporting children in our community.
- **Jerry Woods Santa Engines:** Collected food and monetary donations supporting the Covington Storehouse, Kent Food Bank, and Maple Valley Food Bank. In total, $21,025.55 was donated and 28,280 pounds of food were collected.
- **Shop With a Cop (Tukwila Police Department):** Supported the annual program with a monetary donation, and Puget Sound Fire enabled on-duty personnel to participate alongside law enforcement.
- **Direct Family Support:** Worked with local school districts to identify families needing additional help during the holidays. Provided 40 families (160 kids) with toys and essential items such as clothing, shoes, winter coats, diapers, and more.
- **Kids Served Across the Service Area:** Provided toys, stocking stuffers, books, and more to 1,100+ kids across our service area. Each child received at least three toys and two stocking stuffers.
- **Community Partners:** Thank you to the local partners who helped with monetary and toy donations, including Pacific NW Restoration, Bowen Scarff Ford, Pacific Cascade Mustang Club, Marlatt Funeral Home, Association of Washington Businesses (AWB), Pioneers Telephone Group, Affinity at Covington, Titusville Lodge, Harrison House, and Hilary Okrent-Grilley (Keller Williams).

Local 1747 Union Community Outreach *(Continued)*

Additional Outreach & Support (2025)

- Sponsored a hole at the Annual Lionhardt Golf Tournament.
- Sponsored and supported members participating in the 2025 Leukemia & Lymphoma Society Firefighter Stair Climb fundraiser.
- Supported two Honor Guard members attending annual Honor Guard training in Milwaukee.
- Sponsored and supported the Washington Fire Chiefs Administrative Support Group conference.
- Supported the Puget Sound/Kent Chaplains Foundation, assisting chaplains who volunteer their time to support members and community needs.
- Crisis Fund: Provided assistance to support individuals and families facing hardship, both within our organization and in the broader fire service community.

About the IAFF Local 1747

IAFF Local 1747 represents the emergency services professionals of Puget Sound Fire. Our membership includes Firefighters, Engineers, Captains, Battalion Chiefs, District Chiefs, Division Chiefs, Social Workers, Nurses, and Mechanics—a diverse team united by one mission: serving our communities with professionalism, skill, and compassion.

Looking Ahead

In 2026 and beyond, Local 1747 and the Puget Sound Firefighters Foundation will continue strengthening community partnerships, expanding opportunities to support local families, and building sustainable programs that make a measurable impact across our service area. We're proud to serve—and grateful for the community support that makes this work possible.

Shop with a Cop

Jerry Woods Holiday Engine

Toys for Joy

Special Fire Service Community Outreach Units

"I always remember a family member saying, 'I can't pick out anyone's face anymore and I can't remember anyone's name…I just remember that you were there…and that meant the world to me and my family at that time.' " — **Scott Dellinger.**

The following units play an important role in the collective community outreach efforts of Puget Sound Fire and the IAFF Local 1747. Members of these units all participate without accepting formal compensation and most of the outside costs are paid by the members. In rare instances, an event (graduations, community event) is compensated. These unit members sacrifice their time with their own families in order to honor fallen fire fighters' families during their time of need. These individuals exemplify our Puget Sound Fire core values of integrity, lead by example, resilience, and taking care of each other. We would like to illuminate a few of our outstanding members for their immense contribution throughout Washington State Fire Service for their willingness to volunteer.

Puget Sound Fire Honor Guard and Pipes & Drums

In 2025, the Puget Sound Honor Guard and Pipes & Drums unit participated in numerous trainings, memorials, and ceremonial events across the region and state, proudly representing Puget Sound Fire with dignity and professionalism. Throughout 2025, the Puget Sound Honor Guard and Pipes & Drums assisted in a minimum of two events per month, supported by a dedicated team of 20 members. Training and ceremonial events included:

- Bi-Annual Zone Honor Guard Two-Day Training (Puget Sound Fire hosted one session at Station 51)
- 2025 Police/Fire Charity Hockey Game at accesso ShoWare Center
- Participation in the two-day Washington State Honor Guard Training during the WSCFF Educational Conference in Kennewick, WA. Captain Morales also coordinated and led this training.
- Posting of Colors for the opening ceremony of the 2025 Puget Sound Fire Inaugural Fire Ball
- 2025 Washington State Fallen Firefighter Memorial
- 2025 IAFF Fallen Firefighter Memorial in Colorado Springs, CO
- City of Tacoma 9/11 Memorial Celebration
- City of SeaTac Veterans Day Memorial Celebration
- Two South King County Fire Training Consortium Recruit Graduation Ceremonies
- Puget Sound Fire Oath of Office Ceremony.

In addition to Puget Sound Fire events, several members were requested to participate in many outside functions:

- Scott Dellinger with the Puget Sound Firefighters Pipes & Drums
- Gordy Plett with the King County Firefighters Pipes & Drums
- Cathy Browning, Honor Guard member, also invited to sing the National Anthem at outside events.
- Mark Morales, Washington State Honor Guard Commander, who plays a key role in planning and leading Honor Guard operations for Line-of-Duty Death memorials throughout the state.

Special Fire Service Community Outreach Units *(Continued)*

Puget Sound Fire Honor Guard and Pipes & Drums - Continued

Memorial services supported in 2025:

- Gordon Pomeroy – East Jefferson Fire and Rescue
- Loyd McCallister – South Kitsap Fire and Rescue
- Adam Lamb – City of Bothell Fire Department
- Bill Mack – East Pierce Fire and Rescue
- Brandon Minneman – Puget Sound Fire
- Jimmy Webb – Puget Sound Fire

Fallen Brothers

This year was not a normal one for our organization. Puget Sound Fire suffered the heartbreaking loss of two family members—Brother Brandon Minneman and Brother Jimmy Webb—within months of one another. Their absence is deeply felt and they are sincerely missed. During this difficult period, the Puget Sound Honor Guard and Pipes & Drums exemplified the core values displayed on our patch: Duty, Pride, and Tradition. Our members advanced with resilience, professionalism, and compassion, providing comfort, honor, and love to our greater fire family during times of profound loss.

Brandon Minneman

Jimmy Webb

Local Assisted State Team (LAST)

Dealing with a firefighter's line-of-duty death (LODD) is one of the most challenging experiences a fire department can encounter. The immediate aftermath of such a loss profoundly impacts the recovery process for the family, the department, and the community. The culture and core values at Puget Sound Fire lay the foundation for the department to coordinate the majority of LODD services in the State Washington. The Washington State Local Assistant State Team (LAST) is led by Chaplain Pat Ellis and Division Chief Pat Pawlak. LAST is a program of the National Fallen Firefighters Foundation. The LAST Team works with members from all areas of public safety, as well as survivors of line-of-duty deaths. They are all passionate about helping those who have suffered the loss of a family member or department member in the line of duty.

IAFF 7th District Motorcycle Group

Captain Scott Dellinger coordinates the IAFF 7th District Motorcycle Group. He was appointed by the IAFF District 7 Vice President, Ricky Walsh. Scott leads the motorcycle group throughout the States of Washington, Idaho, Montana and Alaska. In the week prior to the Washington State Fallen Firefighters Memorial, the group travels to each fire department that experienced a LODD death in the previous year to retrieve a ribbon inscribed with the name of our fallen firefighters. They participate in an individualized and intimate ribbon retrieving ceremony at those fire departments and then delivering those special ribbons to our effected families on the day of the memorial in Olympia, WA. These special ribbons inscribed with our lost members name will be placed on the Washington State Ceremonial Pike Pole within the ceremony honoring them for eternity. Washington State regrettably averages around six LODD per year. Most of these ribbon retrieval events requires at least one overnight stay on the east side of the mountains to perform. Scott additionally leads the multi state Annual 7th District ride to Colorado Springs each year to attend and contribute to the International Fallen Fire Fighter Memorial to participate in the opening ceremonies of this event.

ACKNOWLEDGMENTS

Retirees
New Hires
Promotions
Remembrance

2025 Retirees

33 YEARS

Brian Carson – Fire Chief

35 YEARS

Dan Conroy – Assistant Chief

35 YEARS

Rick Cox – Deputy Chief

34 YEARS

Tim Martinsen – District Chief

34 YEARS

Kory Custer – Captain

34 YEARS

Dan Flood – Captain

33 YEARS

Ken Whitmore – Battalion Chief

33 YEARS

Shane Skladany – Engineer

30 YEARS

Linda Reeff – Admin II

27 YEARS

Roy Whitcutt – Engineer

26 YEARS

Jimmy Webb – Deputy Chief

26 YEARS

Mark Coffin – Captain

26 YEARS

Dan Hardman – Captain

26 YEARS

Brandon Kim – Engineer

25 YEARS

Beth Peterson – Admin I

18 YEARS

Rob Allen – Captain

16 YEARS

Andrew Reilly – Engineer

2 YEARS

Teri Smith – HR Director

Welcome to Puget Sound Fire!

2025 New Hires

In 2025, Puget Sound Fire hired several new firefighters and support staff. These new department members are a welcome addition to our team.

Civilian Employees

Name	Position	Division/Work Group
Courtney Mendes	Contract & Grand Administrator	Finance
Ellaine Wi	Risk Manager	Human Resources
Emily Witt	Community Health Nurse	FD CARES
Jennifer Wagner	HR Manager	Human Resources
Joseph Lorenz	Security Engineer	Information Technology
Kurt Lewandowski	Volunteer Chaplains	Fire Administration
Megan Novak	Admin II	Fire Marshals Office
Mitchell Caramello	Data Analyst	Information Technology
Nehemiah Storm	Courier	Warehouse
Robert McMartin	Procurement Manager	Finance
Summer Thomsen	Project Coordinator	Strategy, Planning, & Accreditation
Teresa Perillo	Community Social Worker	FD CARES

2025 New Hires *(Continued)*

Probationary Firefighters

2025 brought several new firefighters into our organization due to retirements and vacancies to be filled. The following completed the academy and have joined the ranks of the Operations division.

Abimael Sanchez Mancilla	Henry Corrado	Koll Ford
Alvaro Herrera	Hudson Renn	Nicolette Huntley
Amber Takara	Jackson Biggs	Robert Byers
Cade Beresford	Jake Abate	Ruben Gabriel Toledo
Cameron McDowell	Jared Tavernier	Samuel Down
Conner Van Gerven	Joshua White	Seamus Duffy
Daniel Cockson	Kaleb Magee	Taylor Olson
Garo Mazmanian	Keegan Fitzpatrick	
Graeme McAuslan	Kendall Bird	

Recruit Academy 20

"2-0 Smoke Show"

Recruit Academy 21

"Blackjack 21"

Promotions

In 2025, Puget Sound Fire promoted a group of new leaders to the ranks of District Chief, Battalion Chief, Captain and Engineer. These new leaders excelled in a series of assessments designed to determine their suitability for promotion. We are excited to see them progress in their careers!

Fire Chief	Mark Jones			
Assistant Chief	Norm Golden	Sean Penwell		
Deputy Chief	Jason Konieczka	Jeff Ziegler	Josh Kelch	Norm Golden
Division Chief	Jon Graziani			
District Chief	Rodney Carlson	Scott Galassi		
Battalion Chief	James Booth Paul Zydek	Ryan Butler Robert Mathey	Zachary Dean	
Captain	Aaron Boyce Beau Wilkins Edward Rookstool	Garrett James Joseph Paglia Kevin Goin	Madeline Dailey Meade Scarduzio Michael Knutti	Nathaniel Wheeler Pierce Beigh Reymund Mills
Engineer	Aaron Fink Alianna Hutchinson Cian Portugal Ekahi Lau Isak Swearingen	Jeremiah McNeal Joseph Nededog Julian Morales Justin Siu Kevin Ramsey	Matthew La Certe Musa Jagana Nickolas Brooks Reid Carlson Robert Drake	Seth Tobey Taylor Mueller Zachary Walsh

Civilian Promotions

Becky Cole	Promoted to Warehouse Supervisor
Dex Shrader	Promoted to Project Manager
Keoki Chee	Promoted to Parts Specialist
Kimberly Behymer	Promoted to EM Supervisor
Natalie Winecka	Promoted to HR Director
Samantha Martinez	Promoted to Admin II
Will Lugo	Promoted to EM Supervisor then EM Manager

Remembrance

Captain Brandon Minneman

End of Watch: June 24, 2025

Brandon began his fire service career as a volunteer with the McLane Fire and Life Safety, Thurston County Fire District #9, and Thurston County Fire District #11 - Littlerock Fire and Rescue. He was employed by the Kent Fire Department (now Puget Sound Fire) starting on March 17, 2008, and served for more than 17 years, holding badge #268.

Brandon was a respected leader in the organization serving in many roles. He was a member of the HazMat team for four years and was promoted to Captain on November 16, 2020 and assigned to Station 83.

Brandon's positive spirit, his unwavering passion for service, and his love for his family and friends have left an indelible mark in the hearts of all who knew him.

Deputy Chief Jimmy Webb

End of Watch: September 5, 2025

Jimmy was employed by the Kent Fire Department (now Puget Sound Fire) starting on April 1, 1999, and served for over 26 years before retiring on June 30, 2025, holding badge #208. Deputy Chief Webb held the ranks of Firefighter, Engineer, Captain, Battalion Chief, Division Chief, and Deputy Chief.

In his early years as a firefighter, he was a member of the HazMat team and the Ladder Company, but he also spent time in Training as the Fire Training Consortium was being developed. As a Captain, he proposed the idea of running our own academy to the administration and then personally designed and led the first few classes of recruits through an academy he essentially built from the ground up.

His contributions to this department and the Fire Training Consortium were immeasurable, and his impact will be forever felt.