



GIG HARBOR FIRE & MEDIC ONE

Board of Fire Commissioners Meeting Agenda

Date: July 28, 2026

Time: 5:00 p.m.

1. Call to Order/Pledge of Allegiance
2. Approval of the Agenda
3. Commissioner Absence
4. Communications
5. Approve minutes from **July 14, 2026**, Commissioner meeting.
6. Accounts Payable & Payroll Approvals

Accounts Payable (Checks)	
Check #'s 4006 – 4039, 4050 – 4071	\$136,194.76
ACCOUNTS PAYABLE TOTALS	\$136,194.76

Payroll (Checks & ACH Transfers)	
Check #'s 4040 – 4049	\$301,469.71
ACH Payroll Transfer (Drafts)	\$287,184.25
ACH Payroll Transfer	\$667,762.24
PAYROLL TOTALS	\$1,256,416.20

GRAND TOTAL CHECKS & ACH TRANSFERS	\$1,392,610.96
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7. Local 3390 Reports
 8. Chiefs Reports
 9. Standing Committee Reports
 10. Financial Report – Krystal Hackmeister

11. Chairman's Report

12. 2022 Bond Update

13. **OLD BUSINESS**

14. **NEW BUSINESS**

a. Retiree Medical Program – Lt. Hughes

15. Open Public Comment (state your name for the record, you will have 3 minutes)

16. **GOOD OF THE ORDER**

17. **SPECIAL INTERESTS/UPCOMING EVENTS**

Adjourn Meeting. Next regular meeting: **Tuesday, August 11, 2026, at 5:00 PM**



GIG HARBOR FIRE & MEDIC ONE
Board of Fire Commissioners Meeting Minutes
Date: July 14, 2026

Chairman Entze called the meeting to order at 5:00 p.m. and led the Pledge of Allegiance.

Present: Commissioners Entze, Nelson, Hayden, and Fleming; Fire Chief D. Doan; Deputy Chiefs N. Langlow, T. Wescott, Finance Director K. Hackmeister (virtually), IS Manager T. Wagenmann, Technology & Communications Specialist M. Herzog, and EA L. Medved.

APPROVAL OF THE AGENDA

Commissioners Nelson and Hayden moved and seconded approval of the agenda. With no further discussion, the MOTION CARRIED by unanimous roll call vote.

COMMISSIONER ABSENCE

Commissioner Nelson moved to excuse Commissioner Urvina's absence from the July 14, 2026 meeting. Commissioner Fleming seconded. With no further discussion, the MOTION CARRIED by unanimous roll call vote.

Commissioner Nelson notified the board he will be absent from the July 28, 2026 meeting.

COMMUNICATIONS

MINUTES AND VOUCHERS

Commissioners Fleming and Hayden moved and seconded approval of the 6/23/2026 meeting minutes. With no further discussion, the MOTION CARRIED by unanimous roll call vote.

Commissioners Nelson and Fleming moved and seconded approval of payable checks #3884 – 3940, 3953 – 4005 and payroll checks #3874 – 3883, 3941 – 3952, as outlined in the agenda for a total consideration of \$5,014,252.24. With no further discussion, the MOTION CARRIED by unanimous roll call vote.

LOCAL 3390 REPORTS

CHIEFS REPORTS

FC Doan reported:

- A video update was filmed today and will be sent out tomorrow.
- With sadness, shared that a department friend, Jim Braden, Fox Island's emergency manager, recently passed away.

- The Deputy Chief of Admin and Finance candidate pool has been narrowed to six, including two internal candidates, Phillips and Peterson. Command Staff and the Admin Finance Teams will conduct interviews and recommend finalists for the Chief's review.
- Hosted a BBQ to thank the team for preparing the training campus and ceremony.
- Out of office for the remainder of the week.

DC Langlow reported:

- New apparatus in service: BC51 at Station 56 and a new Rosenbauer tender at Station 57; Tender 53 remains on Fox Island.
- Paramedics Dana Pirolo and Evan Pearson are on a deployment in Colorado with DNR partners, returning late July.
- Developing a name/image license agreement with the WA EMS Foundation, through Dr. Constance, allowing limited, non-commercial use of training photos. This serves as a good name-recognition opportunity.

STANDING COMMITTEE REPORTS

Local 3390 will be presenting the District's latest proposal to the membership for a vote.

CHAIRMAN'S REPORT

Chairman Entze thanked everyone for their hard work preparing for the ceremony, and for the planning, video, and photo updates.

2022 CAPITAL BOND PROJECTS UPDATE

DC Johnson reported:

- Stations 58/59:
 - The design committee is discussing layout options, and the Chief has requested that RFM evaluate whether to tear down or remodel. He recommends a tear-down but will bring further detail and cost analysis before proceeding.
 - Commissioner Nelson noted that the existing stations were originally designed for volunteer use, not EMS operations. Commissioner Fleming asked about the projected lifespan of each option; the Chief will follow up.
- Station 51:
 - Walls up on the north side and apparatus bay; first steel delivery next week, roof/trusses a few weeks later. On schedule.
- Training Tower:
 - Punch list ongoing; final sign-off on the tower is expected soon.

OLD BUSINESS

NEW BUSINESS

Board Meeting Frequency

Raised as a discussion item, not a staff recommendation, to check whether the current cadence is the best use of the board's time and whether commissioners want more detail on items like the capital plan ahead of budget season. West Pierce recently moved to monthly meetings, which would cut the commissioner's stipend here in half.

- General consensus leaned toward keeping the current schedule.
- Meetings have trended shorter over the past year and a half, suggesting the cadence is working well.
- More frequent meetings help maintain in-person connection, especially when a commissioner is absent or remote.
- A schedule change would not affect payroll timing, per the Chief.
- Newer commissioners find the current pace easy to follow and helpful for staying up to speed.
- Less frequent meetings could create larger gaps in coverage when commissioners or chiefs are unavailable.
- No staff-level concerns were raised; the topic came up due to lighter agendas and West Pierce's shift to monthly meetings.
- Suggested rotating in staff from other divisions to periodically brief the board.

PUBLIC COMMENT

GOOD OF THE ORDER

SPECIAL INTERESTS/UPCOMING EVENTS

ADJOURNMENT

There being no further business to discuss, Chairman Entze adjourned the meeting at 5:27 p.m. The next regular meeting will be 7/28/2026 at 5:00 p.m.

Chairman/Commissioner

Commissioner

Commissioner

Commissioner

Commissioner

Attest: District Secretary

Checks/Bank Drafts 7/11/26 - 7/25/26

ACCOUNTS PAYABLE:

Dollar Amount

TOTAL

Bank Drafts:	DFT0001731	through	DFT0001741	7/24 Payroll	\$	287,184.25	\$	287,184.25
TOTAL BANK DRAFTS:					\$	287,184.25	\$	287,184.25
Check Numbers:	4006	through	4039	General	\$	65,927.48	\$	65,927.48
	4040	through	4049	7/24 Payroll	\$	301,469.71	\$	301,469.71
	4050	through	4071	General	\$	70,267.28	\$	70,267.28
TOTAL CHECKS:					\$	437,664.47	\$	437,664.47

ACCOUNTS PAYABLE TOTAL:							\$	724,848.72
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ACH Payroll Transfer :				7/24 Payroll	\$	667,762.24	\$	667,762.24
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GRAND TOTAL:	\$	1,392,610.96
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** ALL CHECKS WERE PRINTED BY PCFD5 **



Pierce County Fire Protection District No.5

Check Report

By Check Number

Date Range: 07/11/2026 - 07/25/2026

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: Payroll-Payroll						
73	DECISION POINT	07/24/2026	Bank Draft	0.00	46,891.90	DFT0001731
73	DECISION POINT	07/24/2026	Bank Draft	0.00	34,895.51	DFT0001732
73	DECISION POINT	07/24/2026	Bank Draft	0.00	39,175.16	DFT0001733
73	DECISION POINT	07/24/2026	Bank Draft	0.00	4,375.05	DFT0001734
283	DSHS - DIV OF CHILD SUPPORT	07/24/2026	Bank Draft	0.00	439.50	DFT0001735
303	FIDELITY INVESTMENTS	07/24/2026	Bank Draft	0.00	4,968.08	DFT0001736
303	FIDELITY INVESTMENTS	07/24/2026	Bank Draft	0.00	500.00	DFT0001737
303	FIDELITY INVESTMENTS	07/24/2026	Bank Draft	0.00	4,325.00	DFT0001738
14	Internal Revenue Service - EFTPS	07/24/2026	Bank Draft	0.00	28,586.36	DFT0001739
14	Internal Revenue Service - EFTPS	07/24/2026	Bank Draft	0.00	559.76	DFT0001740
14	Internal Revenue Service - EFTPS	07/24/2026	Bank Draft	0.00	122,467.93	DFT0001741

Bank Code Payroll Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	0	0	0.00	0.00
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	11	11	0.00	287,184.25
EFT's	0	0	0.00	0.00
	11	11	0.00	287,184.25

Check Report

Date Range: 07/11/2026 - 07/25/2026

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: Pooled Cash-Pooled Cash						
360	ARCHER CONSTRUCTION INC	07/17/2026	Regular	0.00	11,511.57	4006
VEN00098	Benjamin Constance PLLC	07/17/2026	Regular	0.00	4,116.67	4007
379	BOUND TREE MEDICAL LLC	07/17/2026	Regular	0.00	50.96	4008
836	CARDINAL HEALTH 112 LLC	07/17/2026	Regular	0.00	1,691.84	4009
3120	CENTRAL WELDING SUPPLY	07/17/2026	Regular	0.00	1,227.48	4010
1239	CENTURYLINK	07/17/2026	Regular	0.00	2,095.93	4011
3005	CINTAS CORP	07/17/2026	Regular	17.39	923.89	4012
3005	CINTAS CORP	07/17/2026	Regular	4.46	236.91	4013
2478	COMCAST	07/17/2026	Regular	0.00	1,260.37	4014
261	DOBBS PETERBILT - TACOMA 1	07/17/2026	Regular	0.00	767.75	4015
350	EAN SERVICES LLC	07/17/2026	Regular	0.00	732.39	4016
233	EMS CONNECT	07/17/2026	Regular	0.00	850.98	4017
3219	EMS TECHNOLOGY SOLUTIONS	07/17/2026	Regular	0.00	10,387.20	4018
VEN00263	Fire Innovations LLC	07/17/2026	Regular	0.00	6,900.00	4019
VEN00207	Fireshield Inc	07/17/2026	Regular	0.00	227.01	4020
542	GALLS LLC	07/17/2026	Regular	0.00	2,094.67	4021
1851	GIG HARBOR MID-DAY ROTARY	07/17/2026	Regular	0.00	250.00	4022
3257	GRAVITEC SYSTEMS INC	07/17/2026	Regular	0.00	1,937.73	4023
2598	HUGHES, DAVID	07/17/2026	Regular	0.00	66.04	4024
212	LAWSON PRODUCTS	07/17/2026	Regular	0.00	239.29	4025
587	LEVEL 3 COMMUNICATIONS LLC	07/17/2026	Regular	0.00	2,162.09	4026
528	LIFE ASSIST INC	07/17/2026	Regular	0.00	4,641.47	4027
VEN00107	Momentum Telecom Inc	07/17/2026	Regular	0.00	870.50	4028
1359	MURREYS DISPOSAL CO INC	07/17/2026	Regular	0.00	605.79	4029
3118	PACIFIC POWERSHIFTS	07/17/2026	Regular	0.00	71.07	4030
19	PENINSULA LIGHT CO - ELECTRIC	07/17/2026	Regular	0.00	1,932.97	4031
80	SPRAGUE PEST SOLUTIONS	07/17/2026	Regular	0.00	315.25	4032
302	STERICYCLE INC	07/17/2026	Regular	0.00	177.10	4033
137	SUNBELT RENTALS INC	07/17/2026	Regular	0.00	723.63	4034
1957	TITUS WILL FORD	07/17/2026	Regular	0.00	2,859.44	4035
1945	UNIFIED OFFICE SERVICES	07/17/2026	Regular	0.00	304.39	4036
610	VERATHON INC	07/17/2026	Regular	0.00	272.41	4037
1820	WESTBAY AUTO PARTS	07/17/2026	Regular	0.00	217.65	4038
3213	ZOLL MEDICAL CORPORATION	07/17/2026	Regular	0.00	3,205.04	4039
1925	AFLAC	07/20/2026	Regular	0.00	1,312.68	4040
107	DEPT LABOR & INDUSTRIES	07/20/2026	Regular	0.00	49,425.86	4041
67	EMPLOYMENT SECURITY DEPT - PFMLA	07/20/2026	Regular	0.00	10,926.98	4042
3176	Gig Harbor Firefighters Union Health & Welfare	07/20/2026	Regular	0.00	99,049.46	4043
388	GIG HARBOR PENINSULA FF ASSOCIATION	07/20/2026	Regular	0.00	415.00	4044
2307	VISION SERVICE PLAN - AT	07/20/2026	Regular	0.00	115.46	4045
515	WA CARES FUND - LTC	07/20/2026	Regular	0.00	1,996.33	4046
526	WA State Treasurer Dept of Retirement System	07/20/2026	Regular	0.00	119,716.96	4047
525	WASHINGTON PER SYSTEM EMP	07/20/2026	Regular	0.00	10,848.48	4048
980	WASHINGTON STATE TREASURER	07/20/2026	Regular	0.00	7,662.50	4049
2314	BCBS OF ARIZONA	07/22/2026	Regular	0.00	436.06	4050
2603	CANOPY WORLD INC	07/22/2026	Regular	0.00	1,873.39	4051
836	CARDINAL HEALTH 112 LLC	07/22/2026	Regular	0.00	706.38	4052
3120	CENTRAL WELDING SUPPLY	07/22/2026	Regular	0.00	146.11	4053
3005	CINTAS CORP	07/22/2026	Regular	6.55	347.82	4054
2478	COMCAST	07/22/2026	Regular	0.00	4,417.07	4055
3312	CUSTOM PRINTS NW LLC	07/22/2026	Regular	0.00	49.12	4056
44	FIDELITY SOLUTIONS	07/22/2026	Regular	0.00	2,193.76	4057
3125	HARBOR AUDIOLOGY	07/22/2026	Regular	0.00	190.00	4058
3089	HI TECH CLEANERS	07/22/2026	Regular	0.00	127.76	4059
561	HUMANA INSURANCE CO	07/22/2026	Regular	0.00	108.60	4060
22	IMS ALLIANCE	07/22/2026	Regular	0.00	51.20	4061
528	LIFE ASSIST INC	07/22/2026	Regular	0.00	7,029.93	4062
2982	PREMERA BLUE CROSS	07/22/2026	Regular	0.00	726.00	4063
80	SPRAGUE PEST SOLUTIONS	07/22/2026	Regular	0.00	226.82	4064
1945	UNIFIED OFFICE SERVICES	07/22/2026	Regular	0.00	1,341.71	4065

Check Report

Date Range: 07/11/2026 - 07/25/2026

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
3115	UNITED HEALTHCARE	07/22/2026	Regular	0.00	110.00	4066
1355	UNITED RENTALS NW INC	07/22/2026	Regular	0.00	32.15	4067
203	US BANK	07/22/2026	Regular	0.00	33,845.42	4068
532	US BANK - INSTANT CARD	07/22/2026	Regular	0.00	1,845.99	4069
2973	VERIZON WIRELESS - DALLAS	07/22/2026	Regular	0.00	2,778.20	4070
3004	WILCOX & FLEGEL	07/22/2026	Regular	0.00	11,683.79	4071

Bank Code Pooled Cash Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	140	66	28.40	437,664.47
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	0	0	0.00	0.00
EFT's	0	0	0.00	0.00
	140	66	28.40	437,664.47

All Bank Codes Check Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	140	66	28.40	437,664.47
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	11	11	0.00	287,184.25
EFT's	0	0	0.00	0.00
	151	77	28.40	724,848.72

Fund Summary

Fund	Name	Period	Amount
999	Pooled Cash	7/2026	724,848.72
			724,848.72

Authorization Signatures

Pierce County Fire District 5

I, the undersigned, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered or the labor performed as described, or that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation, and that the claim is a just, due and unpaid obligation against the district, and that I am authorized to authenticate and certify to said claim.

Chair

Commissioner

Commissioner

Commissioner

Commissioner

District Secretary



Pierce County Fire Protection District No.5
Monthly Financial Dashboard Report
May-2026 May 31, 2026 Unaudited

OPERATING REVENUES	Budget	May	YTD	% of Budget	Highlights:
Taxes	42,072,359	3,205,966	22,939,866	55%	
Intergovernmental	1,510,941	115,290	567,977	38%	
Charges for Service	2,760,000	280,433	1,266,686	46%	
Other/Non-Revenue	346,700	34,857	177,285	51%	
Total Revenues:	46,690,000	3,636,546	24,951,815	53%	

OPERATING EXPENSES:	Budget	May	YTD	% of Budget	Highlights:
Salaries	26,494,588	2,056,485	10,262,768	39%	
Benefits	7,551,823	607,505	3,070,012	41%	
Supplies	2,183,533	93,030	492,259	23%	
Services	4,940,247	292,326	1,415,713	29%	
Transfers/Other Decreases	5,519,809	1,989,638	2,099,999	38%	Planned Capital & Debt Payments
Total Expenses:	46,690,000	5,038,984	17,340,750	37%	

EXPENSES BY DIVISION:	Budget	May	YTD	% of Budget	Highlights:
Legislative	361,722	21,674	105,262	29%	
Finance & Admin	4,918,829	321,922	1,658,213	34%	
Operations	28,703,960	2,197,148	11,007,906	38%	
Logistics	5,223,417	337,788	1,649,380	32%	
Health & Safety	1,922,282	142,384	668,328	35%	
Capital/Bond	39,981	28,430	151,662	379%	Planned Reimbursement to Capital Fund
Transfers	5,519,809	1,989,638	2,099,999	38%	Planned Transfers to other Funds
Total Expenses:	46,690,000	5,038,984	17,340,750	37%	

CAPITAL FUND (BOND):	Budget	May	YTD	% of Budget	Highlights:
Project Management	514,231	-	3,500	1%	
Training Campus	4,572,180	744,837	3,012,611	66%	Nearing completion Q3
Station 51	10,508,426	693,696	2,514,270	24%	
Station 53	-	428	428	-	
Station 59	950,000	11,211	11,211	1%	
Station 58	950,000	11,211	12,455	1%	
Total Bond Projects:	17,494,837	1,461,383	5,554,475	32%	

CAPITAL FUND (NON-BOND)	Budget	May	YTD	% of Budget	Highlights:
Capital (Multi-location)	340,000	-	-	0%	
Station 50	100,000	-	15,816	16%	
Station 56	150,000	-	-	0%	
Station 52	150,000	-	-	0%	
Station 55	1,685,000	35,204	113,889	7%	A/E and permits underway
Fleet Replacement	2,714,497	625,015	656,807	24%	Asset Arrivals expected in Q2/Q3
Equipment Replacement	910,000	-	44,044	5%	
Total Capital Projects:	6,049,497	660,219	830,555	5%	

ENDING CASH:	12/31/2024	12/31/2025	5/31/2026	Highlights:
General Expense	19,280,485	12,635,251	20,502,791	
Reserve Fund	9,052,001	7,980,817	8,363,632	Reserve Policy & Commitments
Capital Fund	41,823,903	44,743,293	40,681,381	*Restricted use for eligible projects
Debt Fund (GO BOND)	77,763	83,339	2,456,503	*Restricted for debt service payments
Total:	70,234,151	65,442,700	72,004,306	



Gig Harbor Fire & Medic One

RESOLUTION 2025-01

July 22, 2025

RESOLUTION by the Board of Fire Commissioners of Pierce County Fire Protection District No. 5 establishing a Retiree Medical Program for LEOFF II, PERS II, and PERS III employees.

WHEREAS, the Pierce County Fire Protection District No. 5 Board of Fire Commissioners recognizes that medical plan expenses have increased substantially and this expense has affected the ability of LEOFF II, PERS II, and PERS III employees to retire before Medicare eligibility; and

WHEREAS, continuing to keep personnel employed in mentally and physically stressful environments for this extended length of service is contrary to the District's long-held belief of the need to maintain a healthy workforce; and

WHEREAS, the District has determined that replacing employees at retirement age with new employees would provide a cost savings for the District that can be shared with retirees:

NOW, THEREFORE BE IT HEREBY RESOLVED, by the Board of Fire Commissioners of Pierce County Fire Protection No. 5 that it is in the best interest of the District and its employees to establish a Retiree Medical Program for LEOFF II, PERS II, and PERS III employees within the following parameters:

- Employees must meet the following criteria to qualify for the Retiree Medical Benefits Program:
 - The employee must be a LEOFF II, PERS II, or PERS III employee of PCFD #5.
 - The employee must have completed a minimum of 15 years of service with PCFD #5.
 - LEOFF II employees must be at least 50 years of age on the date of retirement.
 - The PERS II or PERS III employee must be at least 55 years of age on the date of retirement.
- Employees wishing to retire must notify the District by August 1st of the previous year and they must then retire between January 1st and June 30th of the following year. If an employee gives notice of retirement to the District and then does not retire, this retiree medical benefit will be forfeited forever, unless deemed to be mutually beneficial or due to an unforeseen circumstance, which will be considered on a case-by-case basis by the Board of Fire Commissioners.
 - Exceptions to the timeframes for notification and retirement will also be considered on a case-by-case basis and, if deemed to be mutually beneficial to the employee and to the District, may be approved by the Board of Fire Commissioners.
- The Fire Chief is directed to establish, through fire district policy, a specific application process and any necessary reporting requirements to properly monitor this Retiree Medical Program.

- Each employee who qualifies for the Retiree Medical Program shall receive \$527 per month as a contribution to the employee's Health Reimbursement Account (HRA).
- An employee will continue to receive benefits under the Retiree Medical Program until one of the following occurs:
 - The employee has received the benefit for twelve (12) years.
 - The employee becomes eligible for Medicare, except that Employees who retire at the age of 65 or older, and meet all other eligibility requirements, will be eligible to receive the Retiree Medical Program HRA contribution for a period of 6 months after becoming eligible for Medicare.
 - The employee voluntarily withdraws from the program.
- The Retiree Medical Program will be evaluated periodically. A three-year review period is recommended.
- Should the Board of Fire Commissioners elect to cancel the Retiree Medical Program after it is implemented and in effect, all employees who are receiving a Health Reimbursement Account (HRA) contribution from the program will continue under the conditions set forth by the resolution in effect at the time of their retirement until they are no longer eligible to participate in the Retiree Medical Program.
- Benefit and Program changes made in this resolution only apply to members retiring after adoption of this resolution. Members who retired during previous versions of the Retiree Medical Program continue to receive the program benefits under the Resolution and Program rules in effect on the date of their retirement.

Approved at a regular meeting of the Board of Fire Commissioners, Pierce County Fire District No. 5, this 22nd day of July 2025.

PIERCE COUNTY FIRE PROTECTION
DISTRICT NO. 5


Kevin L. Entze (Aug 5, 2025 13:39:06 PDT)

Chairman


Joe Urzina (Aug 5, 2025 09:05:02 PDT)

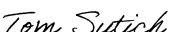
Commissioner



Commissioner


Alex Wilsie (Aug 12, 2025 07:59:43 PDT)

Commissioner


Tom Sutich (Aug 5, 2025 09:36:50 PDT)

Commissioner

Attest:

Dennis Doan

Dennis Doan (Aug 6, 2025 09:03:39 PDT)

District Secretary