



# **GIG HARBOR FIRE & MEDIC ONE**

## **2025 ANNUAL PERFORMANCE REPORT**

ACCOUNTABILITY • CONTINUOUS IMPROVEMENT • CUSTOMER SERVICE • EXCELLENCE • INTEGRITY • SAFETY • TEAMWORK

## MESSAGE FROM THE FIRE CHIEF



Greetings from Gig Harbor Fire & Medic One –

As Fire Chief, I am proud to share a look back at 2025, a year marked by growth, progress, and an unwavering commitment to the safety of our community. Our department continued to evolve, strengthening the people, programs, and infrastructure that allow us to respond with precision, professionalism, and compassion every day.

Our firefighters, paramedics, and support staff showed up for our community all year long, whether responding to emergencies or supporting the many projects and initiatives that keep our department moving forward. Growth was a theme this year, starting with nine new firefighters who joined our ranks, alongside continued investment in training for our crews. Construction projects across the district also called for real teamwork, as station closures and temporary relocations required close coordination between our crews and facilities team to keep operations running smoothly throughout, a reminder of how well this organization works together when it matters most.

Beyond emergency response, we remained focused on building strong partnerships and staying connected to the community we serve, working to ensure residents have the knowledge and resources to stay safe and that our department remains ready for whatever comes next.

I am incredibly proud to lead Gig Harbor Fire & Medic One and to work alongside such a dedicated and professional team. We are grateful for the trust and support of our community, and we will continue to serve with integrity, excellence, and an unwavering focus on safety.

If you have any questions or would like to connect, please reach out at (253) 851-3111 or [ddoan@gigharborfire.org](mailto:ddoan@gigharborfire.org).

Thank you for your continued support.

Fire Chief Dennis Doan  
Gig Harbor Fire & Medic One



## BOARD OF FIRE COMMISSIONERS

Gig Harbor Fire & Medic One operates under a chain of command established by the Board of Fire Commissioners, whose members are elected by and accountable to the residents of the district. Governance of the District is vested in a five-member Board, with each Commissioner representing the interests of the entire service area. Commissioners serve staggered terms to ensure continuity in leadership and oversight.

As elected representatives of the community, Board members play a vital role in ensuring that the priorities, values, and interests of district residents are reflected in organizational decision-making. Through their combined civic, professional, and business experience, the Commissioners provide strategic direction and governance that support the District's mission and long-term success.

The Board of Fire Commissioners meets twice each month to establish policy, adopt budgets, and provide administrative and fiscal oversight of District operations. Regular meetings are held on the second and fourth Tuesday of each month at 5:00 p.m. Meetings are conducted in person at District Headquarters and are also accessible through a virtual attendance option. Meeting agendas, minutes, resolutions, and virtual meeting information are available on the District's website at [www.gigharborfire.org](http://www.gigharborfire.org).



## DEPARTMENT HISTORY

In the spring of 1944, a devastating fire in north Gig Harbor destroyed several shoreside businesses, including a restaurant, barber shop, Johnson Motors, post office, and shipyard. Meeting in Honest John's Café, known today as Anthony's, John Finholm and several friends and neighbors discussed setting up a fire department.

By the fall of 1944, a petition signed by 15% of the qualified voters in the Gig Harbor community was presented to the Board of Commissioners of Pierce County, requesting permission to form a fire protection district for the peninsula. A formal "Notice of Hearing on Petition for the Formation of a Suburban Fire District" was published for three weeks in October 1944 in the *Tacoma Daily Index*. After public hearings, Pierce County Fire Protection District No. 5 was officially created on January 6, 1945, as a volunteer fire department serving the unincorporated portion of the Gig Harbor Peninsula and contracted to serve the City of Gig Harbor.

The newly formed fire district needed equipment, apparatus, and a location to store them. However, in the mid-1940s, access to vehicles, equipment, and materials was limited due to war efforts in Europe and the Pacific. The founding members petitioned the Secretary of War, who granted permission to purchase an olive drab Ford freight truck from the assembly plant in Dearborn, Michigan, for \$6,000. Once delivered to Cornelius, Oregon, Western States Fire Apparatus retrofitted the truck, now known as Engine 1, and painted it red. In 1995, "Old No. 1" was restored and is now displayed in the main lobby of the district administration building.



The first temporary fire station was located northeast of the intersection of North Harborview Drive and Burnham Drive, in the garage of a volunteer firefighter's home. To access the fire engine, responding crews had to enter through the primary bedroom, where three sets of heavy canvas coats were available on a first-come, first-served basis.

The district later leased land for its first fire station at the intersection of Stinson Avenue and Harborview Drive, which was eventually donated to the district. Construction of the fire station began in 1949, and upon completion, Engine 1 was relocated to the new station.

Gig Harbor Fire & Medic One began service to Raft Island in 1958 following the completion of the Raft Island Bridge. Fox Island officially joined the district in 1964, once the Fox Island Bridge allowed the district's equipment and personnel to access the island. In 1973, the district hired its first paid personnel, and by March 1974, the first three paid firefighters were working 24-hour shifts. The City of Gig Harbor merged with the district by a vote of its citizens in 1986. Other areas now protected by the district include the eastbound Tacoma Narrows Bridge (since its completion in 2007) and the Tacoma Narrows Airport (since 2008, when it was transferred from the City of Tacoma to Pierce County).

From serving a population of approximately 2,000 people in 1960, the district has grown to serve around 53,000 residents across 54 square miles of suburban and rural areas on the Gig Harbor Peninsula. As the area and population have grown, so too have the services provided by the district. Initially, the district's primary function was fire protection. In 1973, it began offering Basic Life Support (BLS) medical services after the first EMTs completed their training. The district purchased its first ambulance in 1988. In 1989, the district hired its first Advanced Life Support (ALS) paramedics, becoming the second district in Pierce County to offer emergency transport services. During the 1990s, the district expanded to include technical rescue, hazardous materials response, and wildland fire suppression services.



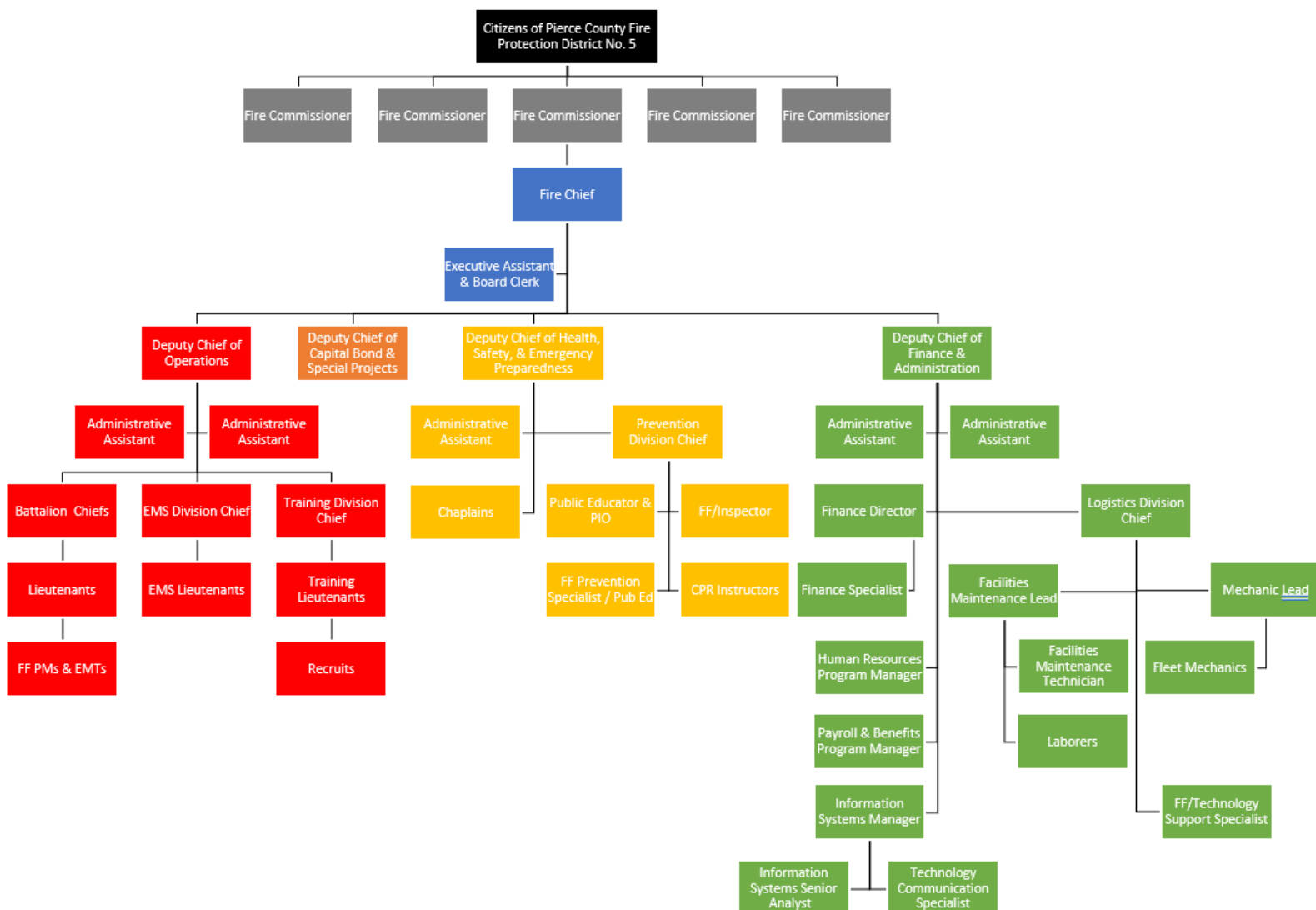
## MISSION STATEMENT

Gig Harbor Fire & Medic One will provide exceptional service to our citizens and our members with dedication, compassion, and respect, while continually striving for improvement.

## VISION STATEMENT

Gig Harbor Fire & Medic One will be an innovative leader in providing emergency medical services, fire suppression, and injury reduction and prevention services. We will lead by responding quickly to our community's needs, acting compassionately, and performing superbly.

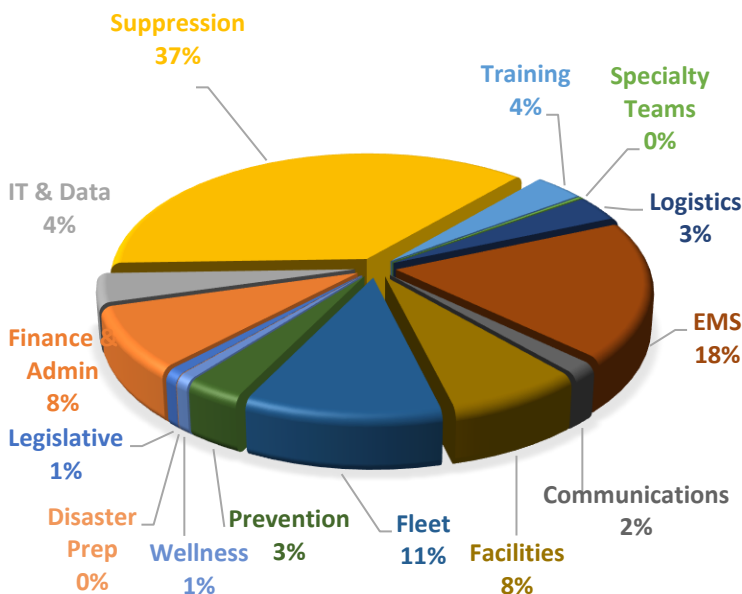
## ORGANIZATIONAL CHART





## BUDGET & FINANCE

Gig Harbor Fire & Medic One is primarily funded by two voter-approved tax levies, a General Fire levy and an Emergency Medical Services (EMS) levy. These levies are based on the assessed value of property within the jurisdiction. These two levies contributed 78.8% of the overall budget in 2025.



| Program               | Department         | 2025 Adopted Budget |
|-----------------------|--------------------|---------------------|
| Legislative           | Legislative        | 372,219             |
| Legislative Total     |                    | 372,219             |
| Finance & Admin       | Admin              | 3,832,684           |
|                       | HR                 | 111,864             |
|                       | IT & Data          | 1,806,125           |
| Finance & Admin Total |                    | 5,750,673           |
| Operations            | Suppression        | 17,199,514          |
|                       | EMS                | 8,592,479           |
|                       | Training           | 1,679,822           |
|                       | Specialty Teams    | 15,000              |
| Operations Total      |                    | 27,486,815          |
| Logistics             | Logistics          | 1,584,538           |
|                       | Communications     | 718,097             |
|                       | Facilities         | 3,554,095           |
|                       | Vehicles           | 5,252,133           |
|                       | Specialty Teams    | 83,046              |
|                       | Capital Facilities | -                   |
| Logistics Total       |                    | 11,191,909          |
| Health & Safety       | Prevention         | 1,508,757           |
|                       | Wellness           | 365,807             |
|                       | Disaster Prep      | 10,000              |
| Health & Safety Total |                    | 1,884,564           |
| Operating Fund Total  |                    | 46,686,180          |
| Capital               | Debt               | 4,689,955           |
| Debt Fund Total       |                    | 4,689,955           |
| Bond                  | Bond Project Mgmt  | 443,416             |
|                       | Training Campus    | 13,528,637          |
|                       | Fire Station 51    | 7,863,623           |
|                       | Fire Station 53    | 2,643               |
|                       | Fire Station 57    | 2,643               |
|                       | Fire Station 59    | 817,970             |
|                       | Logistics Facility | 185,185             |
|                       | Fire Station 58    | 382,609             |
|                       | Fire Station 50    | 1,200,000           |
| Capital Fund Total    |                    | 24,426,726          |
| Total All Funds       |                    | 75,802,861          |



## SERVICES & PROGRAMS

Gig Harbor Fire & Medic One provides a comprehensive range of services designed to protect life, property, and the environment. While emergency response services such as fire suppression and emergency medical care remain core functions of the District, the organization also delivers a variety of prevention, preparedness, and specialty response programs that enhance community safety and resilience. In addition to responding to 9-1-1 emergencies, the District provided the following programs and services during 2025:

- ♦ **Community Risk Reduction:** A proactive program that utilizes data analysis to identify risks and hazards within the community. Through targeted education, outreach, and intervention strategies, the program works to reduce the likelihood and impact of future emergencies.
- ♦ **Emergency Preparedness, Planning and Response:** A collaborative program that supports community readiness through planning, coordination, and preparedness efforts. The District works closely with the Pierce County Department of Emergency Management and other partner agencies to strengthen emergency preparedness and response capabilities throughout the region.
- ♦ **Public Education:** A program focused on delivering fire and life safety education to residents, businesses, schools, and community organizations. Public education efforts provide the foundation for informed decision-making and help reduce preventable emergencies.
- ♦ **Technical Rescue:** Specialized rescue services that address complex and high-risk incidents requiring advanced training and equipment. Capabilities include high-angle rescue, confined space rescue, machinery and industrial rescue, water rescue, trench rescue, and structural collapse operations.
- ♦ **Wildland Fire:** Specialized firefighting services focused on fires occurring in wooded, brush-covered, or otherwise undeveloped areas. These capabilities help protect natural resources, structures, and communities that may be threatened by wildland fire incidents.



### RECORDS REQUESTS



Public Records Requests

85



Patient Care Records Requests

78



### COMMUNITY OUTREACH & PREVENTION



Community Members Reached Through Events/Training

15,266



CPR Certifications

1,183



Fire Inspections

969



Prevention Education Visits/  
Station Tours

120



Fire Extinguisher Training-  
Individuals

65



Wildfire Ready Residences

59



Safe Sitter Graduates

36



Hydrants Serviced

369



## TRAINING

At Gig Harbor Fire & Medic One, our training division is tasked with developing training practices and establishing standards to evaluate proficiency levels. Training and education in the fire service contributes to the overall effectiveness and safety of firefighters and the communities that they serve. By equipping our firefighters with the necessary skills, knowledge, and a proactive mindset, training enables them to effectively respond to emergencies, protect lives and property, and serve our community with professionalism and dedication.

In addition to continuously training our firefighters to maintain and improve their skills and abilities, our training division manages several key programs. These include driver operator certification, development and certification for company officers and battalion chiefs, special operations program management, recruitment programs, onboarding of new employees, and conducting promotional processes. At Gig Harbor Fire & Medic One, we strive to fulfill our core value of continuous improvement, therefore train to optimize our firefighters' preparedness to respond to the community's emergency needs.



## STATIONS & STAFFING

Gig Harbor Fire & Medic One serves approximately 54 square miles in suburban and rural areas. The district serves an estimated population of over 53,000, with approximately 13,000 of its residents within Gig Harbor city limits. In 2025, the department employed 124 uniformed firefighters and paramedics. Each full-time firefighter holds a certification as either an emergency medical technician (EMT) or paramedic, enabling them to respond to medical emergencies and fires.

Emergency response coverage is provided through five fully staffed fire stations operating 24 hours a day, seven days a week, with personnel assigned to four rotating shifts. The District also operates an administrative headquarters and four additional stations that are not regularly staffed. In September 2025, Station 51 temporarily closed for reconstruction.

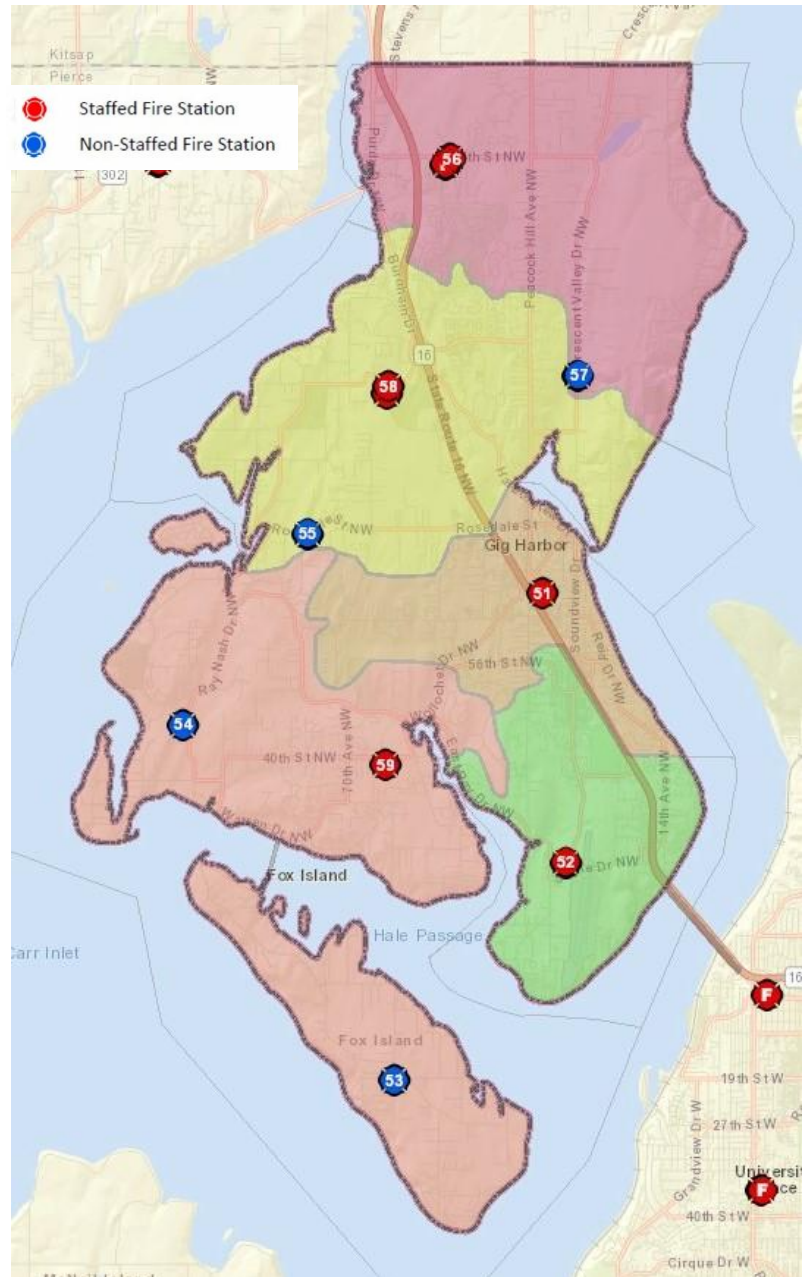
The Station 51 project is part of the 2022 voter-approved capital bond and is expected to take 18–24 months. The new 20,740-square-foot, two-story station will be larger, safer, and designed to accommodate future growth.

Key features of the new Station 51 include:

- Three large pull-through apparatus bays for current and future apparatus.
- Two smaller bays for command units.
- A dedicated decontamination facility and proper bunker gear storage.
- Dormitory space for up to 11 personnel.
- Updated technology and compliance with current Washington State energy codes, including solar panels.
- A fire service-themed public plaza to welcome residents and visitors.

To ensure uninterrupted emergency response during the construction of Station 51, resources will be strategically relocated throughout the District:

- Engine 51 → Station 53
- Medic 51 → Station 52
- Battalion 51 → Station 56
- Engine 56 → Station 57





## STATION MINIMUM STAFFING

UNITS RELOCATED DURING STATION 51 CONSTRUCTION

STATION 51 – 6711 KIMBALL DR  
TEMPORARILY CLOSED

STATION 52 – 2217 POINT FOSDICK DR  
ENGINE: 3 | MEDIC UNIT: 2

STATION 53 – 906 KAMUS DR  
ENGINE: 3

STATION 56 – 5210 144<sup>TH</sup> ST NW  
BATTALION CHIEF

STATION 57 – 10521 CRESCENT VALLEY DR NW  
ENGINE: 3

STATION 58 – 10302 BUJACICH RD NW  
ENGINE: 3 | MEDIC UNIT: 2

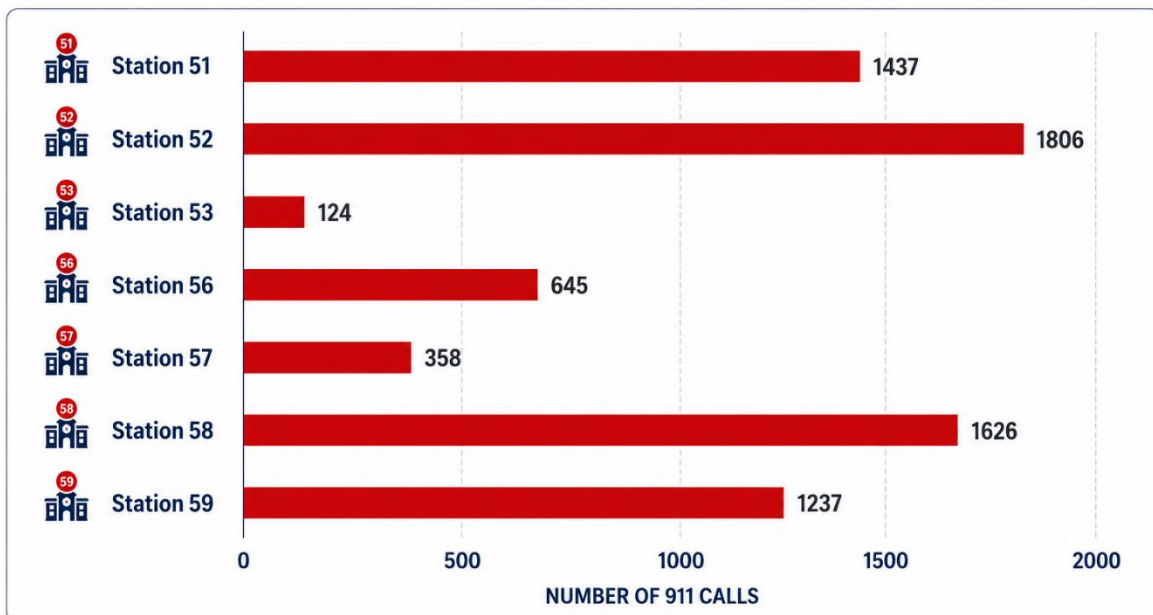
STATION 59 – 3828 62<sup>ND</sup> AVE CT NW  
ENGINE: 3 | MEDIC UNIT: 2

As the Gig Harbor community continues to grow, the demand for fire protection, emergency medical services, and other District programs is expected to increase accordingly. To meet these evolving needs, Gig Harbor Fire & Medic One will continue to monitor and evaluate operational performance, response effectiveness, and service delivery outcomes. Performance measures will be used to identify opportunities for improvement and support efforts to enhance response times where feasible. Future goals and performance objectives will be established based on available resources while taking into consideration the District's unique geographic characteristics, transportation network, and other factors that influence emergency response capabilities.



## TOTAL 911 CALLS BY STATION

Total number of 911 calls for all stations.

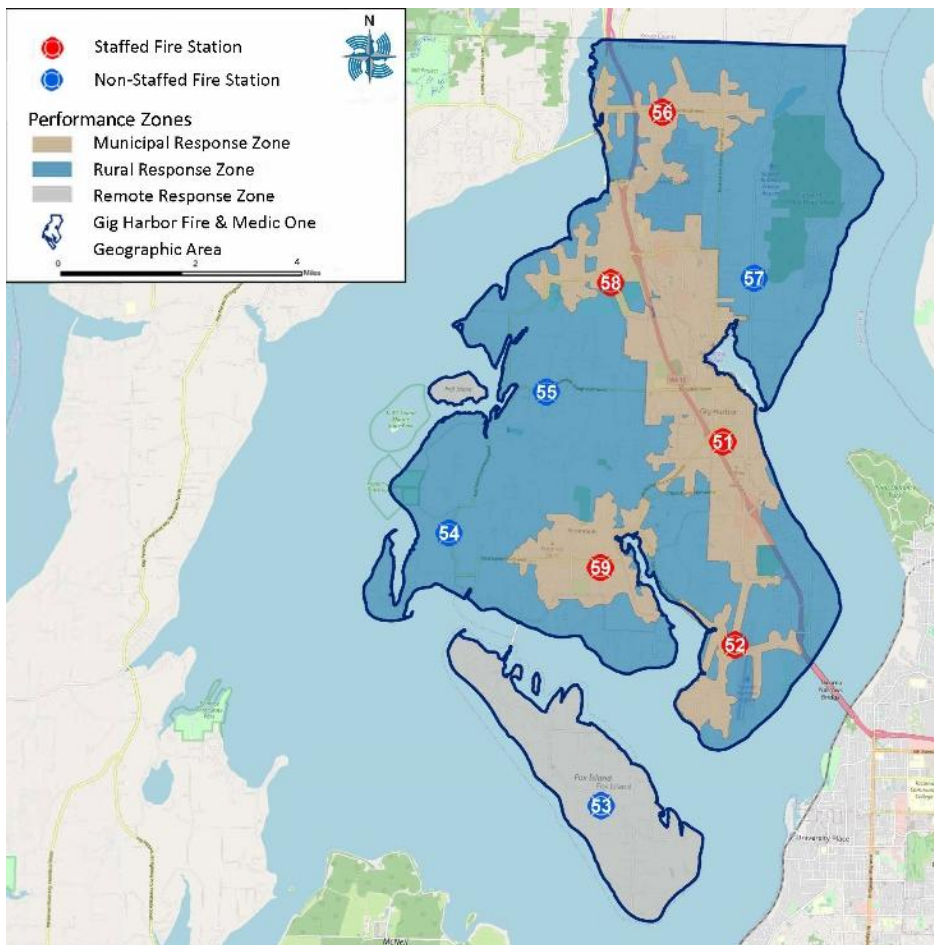


## RESPONSE AREA

The Gig Harbor Peninsula encompasses approximately 7 miles at its widest point and extends roughly 13 miles in length. While the area's geography contributes to its exceptional natural beauty, it also creates unique challenges for emergency service delivery. Surrounded on three sides by approximately 59.2 miles of shoreline and characterized by numerous bays, coves, and inlets, the peninsula contains waterways that extend as much as two miles inland. These geographic features can significantly impact travel routes and response efficiency during emergency incidents.

Transportation infrastructure presents additional operational challenges. Much of the road network was originally developed to serve a small fishing community and seasonal residences prior to World War II and was not designed to support the population density and traffic volumes experienced today. As a result, direct travel routes are limited in many areas, reducing roadway connectivity and creating constraints for emergency response operations.

Further complicating response efforts, a 10-mile segment of Washington State Highway 16 divides the District, with relatively few crossing points available for emergency apparatus. This limited access can affect the ability to efficiently deploy multiple response units to incidents occurring on opposite sides of the highway. Collectively, these geographic and transportation factors have a measurable impact on response times, particularly in the District's rural and remote service areas, where travel distances and route limitations present ongoing operational challenges.



### RESPONSE ZONES

**Municipal:** The municipal boundaries of the City of Gig Harbor and areas lying within 1.5 miles of a staffed station.

**Rural:** All other areas outside of the Municipal Response Zone and connected to the Kitsap Peninsula.

**Remote:** Fox Island, Raft Island and Tanglewood Island.



## RESPONSE TYPES

### FIRE

Fire-related incidents represent a relatively small portion of the District's total call volume but are often among the most complex and high-risk emergency responses. These incidents frequently require the deployment of multiple units and personnel to effectively protect life, property, and the environment.

### EMERGENCY MEDICAL SERVICES

Emergency Medical Services (EMS) responses account for the majority of the District's call volume. These incidents involve providing medical care and assistance to patients through Basic Life Support (BLS) and Advanced Life Support (ALS) services. EMS responses range from minor medical concerns to life-threatening emergencies requiring immediate intervention and transportation.

### HAZARDS

Hazard-related incidents involve situations that pose a threat to public safety or the environment. These responses may include combustible or flammable liquid spills, hazardous material releases, structural collapse incidents, downed power lines, explosions, and other dangerous conditions requiring specialized mitigation and response.

### SERVICE CALLS

Service calls include a variety of non-emergency requests for assistance that support community safety and well-being. Examples include patient lift assists, water-related issues, smoke or odor investigations, and assistance provided to other public agencies.

### GOOD INTENT

Good intent incidents occur when emergency resources are dispatched in response to a reported hazard, emergency, or safety concern that is ultimately determined to be non-threatening upon investigation. Although no emergency action is required, these responses ensure that potential risks are evaluated and public safety concerns are addressed.

### FALSE CALL AND OTHER –

False alarms and other related incidents include responses to reported emergencies that are determined to be unfounded or accidental after investigation by responding personnel. These calls may originate from alarm system activations, mistaken reports, or other circumstances where no actual emergency exists.

## 2025 TOTAL CALLS

|  <b>EMERGENT CALLS</b>   |              |              |              |              |              |
|-----------------------------------------------------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|
| CALL TYPE                                                                                                 | 2021         | 2022         | 2023         | 2024         | 2025         |
|  <b>FIRE</b>             | 127          | 109          | 95           | 87           | 101          |
|  <b>EMS</b>              | 4,919        | 5,462        | 5,560        | 5,842        | 5,997        |
|  <b>HAZARDS</b>          | 70           | 84           | 64           | 82           | 130          |
|  <b>SERVICE CALL</b>     | 270          | 350          | 331          | 341          | 455          |
|  <b>GOOD INTENT</b>      | 227          | 191          | 213          | 202          | 204          |
|  <b>FALSE CALL/OTHER</b> | 273          | 320          | 354          | 363          | 363          |
| <b>TOTAL EMERGENT CALLS</b>                                                                               | <b>5,886</b> | <b>6,516</b> | <b>6,617</b> | <b>6,917</b> | <b>7,250</b> |
|  <b>TOTAL CALLS</b>     | <b>6,316</b> | <b>7,016</b> | <b>7,095</b> | <b>7,531</b> | <b>7,919</b> |

## ANNUAL SERVICE DEMAND



Non-emergency call types, such as cancelled enroute or assist other agency have been removed from emergent service call totals, as these types are typically non-emergent and not representative of true emergency responses. Total calls include all call types.

## 2025 RESPONSES



### FIRE RESPONSES

Fire-related incidents are among the most hazardous emergencies to which District personnel respond. These events often involve significant risks to responders, occupants, property, and the surrounding community and frequently require the deployment of multiple personnel and specialized resources. Effective management of fire incidents depends on advanced training, specialized equipment, and coordinated response strategies to safely mitigate hazards and protect life and property.

| FIRE DISPATCHES                                                                                             | INCIDENT COUNT |
|-------------------------------------------------------------------------------------------------------------|----------------|
|  Special Outside           | 4              |
|  Mobile Property (Vehicle) | 19             |
|  Structure                 | 25             |
|  Outside Rubbish          | 10             |
|  Other                   | 8              |
|  Natural Vegetation      | 35             |



**TOTAL FIRE INCIDENTS**

**101**



### EMS RESPONSES

As an emergency transport agency, the majority of Gig Harbor Fire & Medic One's service demand is associated with Emergency Medical Services (EMS) responses. EMS encompasses the delivery of emergency medical care outside of a hospital setting and includes the assessment, treatment, stabilization, and transportation of patients experiencing illness, injury, or other medical emergencies. These services are provided through both Basic Life Support (BLS) and Advanced Life Support (ALS) capabilities and represent the largest component of the District's emergency response workload.

| EMS DISPATCHES                                                                                                | INCIDENT COUNT |
|---------------------------------------------------------------------------------------------------------------|----------------|
|  Motor Vehicle Accident      | 246            |
|  Rescue                      | 40             |
|  Emergency Medical Service | 5,711          |



**TOTAL EMS INCIDENTS**

**5,997**

Gig Harbor Fire & Medic One has established organizational performance goals that define the minimum service levels necessary to deliver effective and efficient fire suppression and emergency medical services. These response objectives are intended to safeguard the residents and visitors of the Gig Harbor community while also supporting the occupational safety, health, and well-being of District personnel.

Consistent with the District's core value of continuous improvement, Gig Harbor Fire & Medic One regularly evaluates response performance and explores innovative strategies to improve service delivery, particularly in rural and remote areas where geographic and transportation challenges can affect response times. The District continues to invest in programs and initiatives designed to enhance emergency response capabilities, including PulsePoint Verified Responder and Community CPR programs, which help increase the availability of immediate lifesaving assistance prior to the arrival of emergency personnel.

The District is equally committed to the responsible and efficient management of public resources. Through strategic planning and data-driven decision-making, Gig Harbor Fire & Medic One strives to optimize the deployment and utilization of personnel, apparatus, equipment, and other operational resources. This approach helps maximize service effectiveness, improve operational efficiency, and ensure the highest level of emergency response capability for the community.

# 2025 PERFORMANCE FOR EMERGENT CALLS



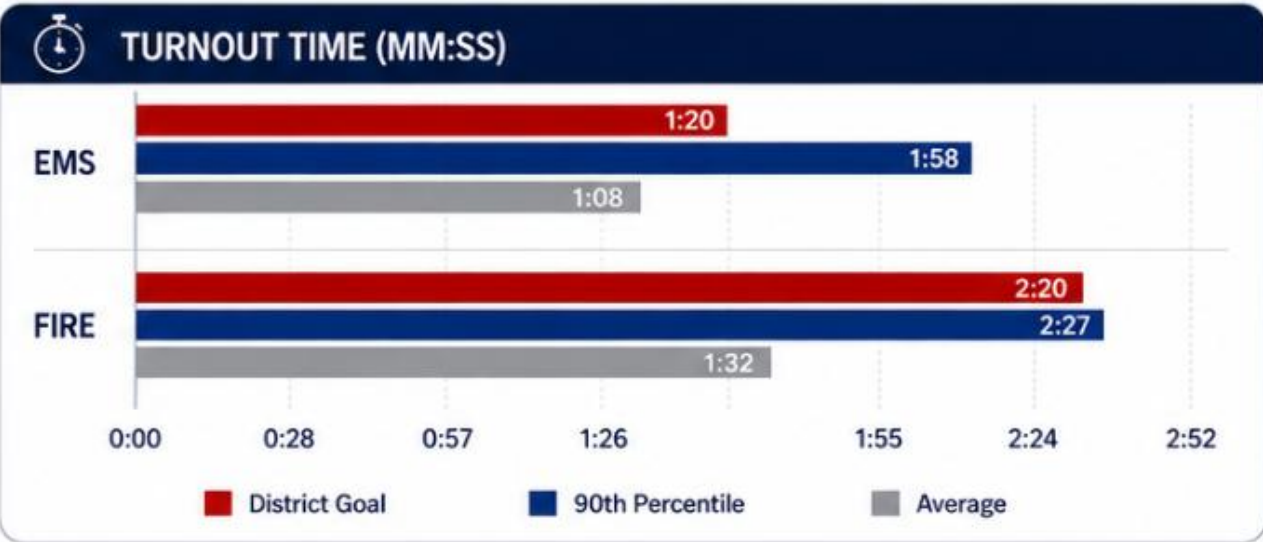
## TURNOUT TIME

Turnout time measures how quickly crews can respond to the initial notification of an incident and begin traveling to the scene.



Several factors can affect turnout performance, such as station design, cross-staffing apparatus, and other physical elements. Additionally, turnout times can vary depending on whether Personal Protective Equipment (PPE), such as helmets, turnout gear, gloves, and boots, is required for the response. For responses requiring PPE, turnout time is typically longer. For responses that do not require full PPE, such as for medical emergencies or non-fire related incidents, turnout times may be shorter.

| TURNOUT TIME SUMMARY |        |        |
|----------------------|--------|--------|
| METRIC               | FIRE   | EMS    |
| Average              | 1:32   | 1:08   |
| 90th Percentile      | 2:27   | 1:58   |
| District Goal        | 2:20   | 1:20   |
| Achieved Goal        | 88.76% | 71.48% |





## TRAVEL TIME

Travel time is the elapsed time from when a unit begins to respond until it's arrival on scene.

**i** Emergency response to the scene can vary depending upon *how far* the emergency is from the fire station.



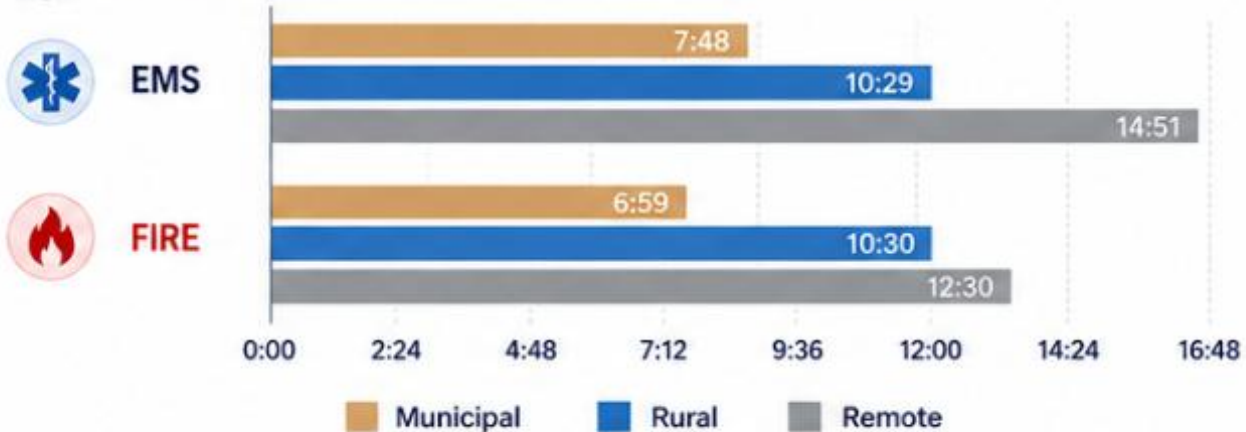
## RESPONSE TIME

Response time is the combined total of turnout and travel time.

Response time starts when crews are alerted by dispatch of an emergency to the time crews arrive at the incident scene.



### 90TH PERCENTILE TRAVEL TIME FOR FIRST ARRIVER



### FIRE & EMS RESPONSE TIMES

| Response Time   | FIRE      |       |        | EMS       |       |        |
|-----------------|-----------|-------|--------|-----------|-------|--------|
|                 | Municipal | Rural | Remote | Municipal | Rural | Remote |
| Average         | 6:54      | 8:49  | 10:06  | 6:13      | 8:06  | 10:22  |
| 90th Percentile | 9:02      | 12:09 | 13:38  | 9:08      | 11:39 | 16:00  |
| District Goal   | 9:00      | 12:00 | 16:00  | 8:00      | 11:00 | 16:00  |
| Achieved Goal   | 85.7%     | 89.7% | 100.0% | 82.0%     | 87.0% | 89.7%  |



[www.gigharborfire.org](http://www.gigharborfire.org)



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