

2025 Annual Report



Poulsbo Fire
Department



360.779.3997



www.poulsbofire.org

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In Our Community

Cover Photo: Captain Kevin Vay and Fire Commissioner Jim Ingalls share a handshake during a hose uncoupling ceremony held at the opening of Station 76, with (from left to right) Fire Commissioners Bill Whiteley and Darryl Milton looking on.

Fire Chief Report

It is my honor to present the 2025 Annual Report of the Poulsbo Fire Department to our Board of Fire Commissioners and to the community we are privileged to serve.

Arriving quickly with highly trained and properly equipped personnel is essential to our mission of saving lives and protecting our community. In 2025, we made significant progress towards our strategic plan to sustain excellent emergency response times and community risk reduction programs as our community continues to grow. As development and call volumes increase, so does demand on our personnel, apparatus, and facilities. At the same time, fire district revenues are limited and do not automatically keep pace with inflation, construction costs, or rising service demands.

Our most significant accomplishment this year was increasing daily emergency response staffing from nine (9) to eleven (11) personnel, allowing an additional response unit to be placed in service 24 hours a day, seven days a week. This change to staffing resulted in reduced strain on our busiest crews, which improved emergency response reliability and, in turn, improved response times across the district.

2025 also marked the completion and opening of Station 76 as the district's fourth staffed fire station. Its location along the Viking Avenue corridor immediately enhanced emergency response coverage to the west side of the City of Poulsbo and the Scandia and Keyport area. The new station also provides the additional capacity needed to support the continued growth projected for the City of Poulsbo's urban growth area.

Every emergency requires the rapid response of highly trained and well-equipped firefighters, but our responsibility to the community extends well beyond operational performance. We recognize that every 911 call is placed by someone in need—someone who deserves to be treated with compassion, dignity, and respect. Our vision as a department is to continue earning our community's trust by caring for those we serve as we would our own families.

We are grateful for the opportunity to protect and serve this community.



Jim Gillard

Fire Chief Jim Gillard

About Poulsbo Fire

Our Motto: "Them"

Every action is to be done with the mindset of serving those that rely upon us for their safety and well-being. It is about those we serve, those we serve with, and those who allow us to serve.

Our Values

- Professionalism
- Compassion
- Integrity
- Service
- Teamwork



Our Mission

The mission of the Poulsbo Fire Department is to protect and enhance the safety and well-being of our community.

Our Vision

Our vision is to build upon the community's trust in us to protect their family, neighbors, and property as we would our own.



Contact Us



Phone

360-779-3997



Website

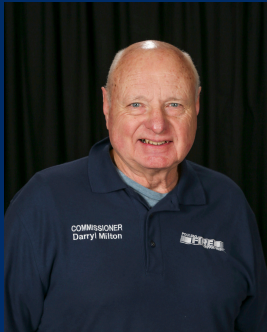
www.poulsbofire.org



Email

adminsupportservices@poulsbofire.org

Board of Fire Commisioners



Darryl Milton
Chairman



Jim Ingalls
Vice-Chairman

The Board of Fire Commissioners serves as the elected governing body responsible for representing the community and overseeing the district's operations, finances, and long-term planning. The Board establishes policies, approves the district's budget, and ensures public funds are used responsibly. Working with the Fire Chief, the Board helps guide the strategic direction of the district to ensure the effective delivery of fire protection and emergency services to the community.



Dave Ellingson
Fire Commissioner











Jeff Uberuaga
Fire Commissioner







Bill Whiteley
Finance Officer

Department Leadership

-  **Jim Gillard**
Fire Chief
-  **Jeff Russell/Shane Anderson**
Deputy Chief
-  **Justin Zeigler**
Battalion Chief - A Shift
-  **Craig Becker**
Battalion Chief - B Shift
-  **Chris Rahl**
Battalion Chief - C Shift
-  **Jake Gillanders**
Battalion Chief - Health & Safety
-  **Brian Ramey**
Deputy Fire Marshal

-  **John Warnke**
Training Officer
-  **Kurt Krech**
Battalion Chief - Volunteer

Support Services

-  **Nichole Sawyers**
Administrative Director
-  **Amy Strzalka**
Finance Director
-  **Brett Annear**
Fleet Manager
-  **Scott Pickard**
Facilities Manager

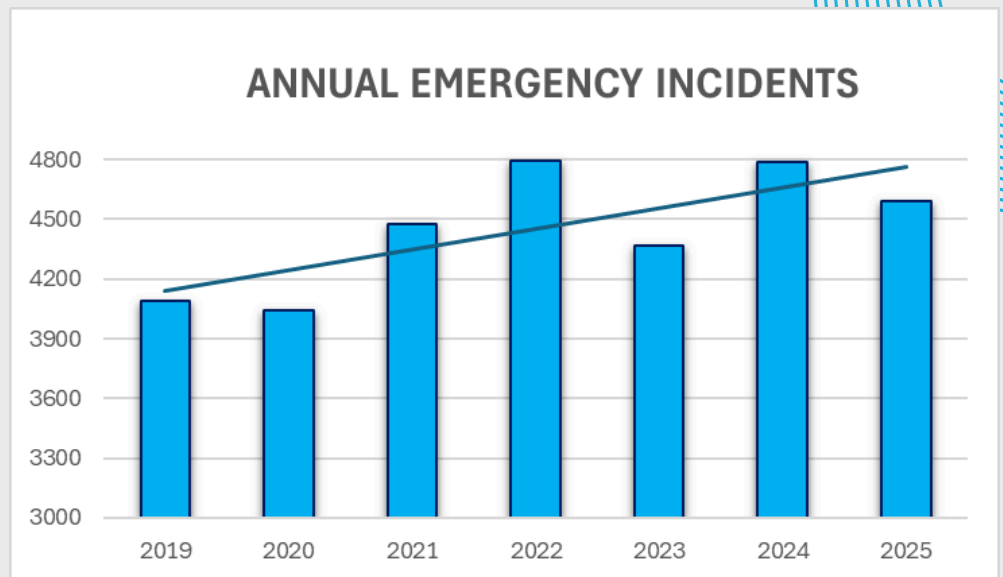


Operations Report



In 2025, the Poulsbo Fire Department responded to 4,594 emergency incidents. Despite a small decrease from 2024, the department has seen an average annual increase of 3.14% in emergency calls since 2020. Emergency Medical Services comprised 3,262 incidents, accounting for 71% of total responses, with 2,779 basic life support calls and 483 advanced life support calls. The department also coordinated mutual aid efforts, receiving assistance on 306 incidents while providing assistance on 337 incidents to neighboring agencies.

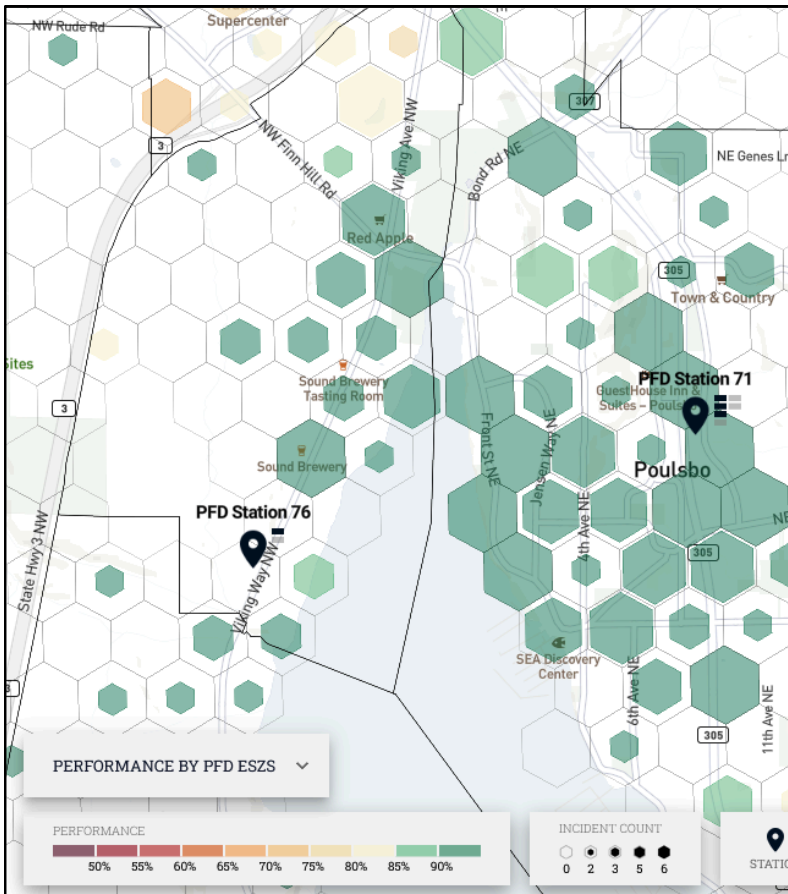
Poulsbo Fire maintained faster average response times than the Kitsap County average for Priority 1 and 2 calls—those presenting immediate threats to life or property. This performance achievement demonstrates the department's operational efficiency and commitment to excellence even under increased demand. The increase in emergency incidents, coupled with our response times and expanded community programs, demonstrates both the growing needs of our community and our department's adaptability to meet those evolving public safety demands.



Operations Summary

In 2025, we responded to 4,594 calls (including 337 mutual aid responses assisting other fire departments) while maintaining a faster average response time than the Kitsap County average.

For additional information and insight into our response times, please review our [Emergency Response Service Level Objectives Report](#).



Station 76 Exceeds Expectations

The opening of Station 76 made an immediate and measurable impact on emergency response times across the district. While specifically improving service to the Viking Avenue corridor, Scandia area, and Finn Hill, the benefits were felt districtwide. In December 2025, the average response time across the entire fire district decreased by 43 seconds compared to the previous eleven-month average—dropping from 6:43 to 6:01—demonstrating the station’s significant contribution to faster, more effective emergency response.

The graphic to the left illustrates our service level performance covering the City of Poulsbo and the Viking Way Corridor.

Patient Survey Cards

As part of our ongoing commitment to delivering exceptional care to the community we serve, we send hundreds of cards to patients we have provided care for, seeking feedback concerning response times and quality of care. The survey also provides patients the opportunity to share additional comments for the crews. These comments are collected and shared with our personnel each month, providing meaningful recognition that greatly impacts and motivates our teams.



"I appreciate the service your people provided. It was a frightening time for me. However, your people were wonderful! They were gentle, patient, and professional. Their performance is why I am, and have always been, a strong supporter of the Poulso Fire Dept. We are so blessed to have you! Thank you."

"Your fire personnel were very efficient and caring. Although my being very nervous and upset about the situation, they made me feel comfortable. They knew just how to take care of me. Thank you for doing what you do. We are blessed to have you all as our first responders."

"Master-class of professionalism, subject matter knowledge, compassion, and community service."

"You were all so compassionate, so patient, and so professional! I will never forget you and the wonderful care you gave! Please NEVER underestimate the importance of the work you do! Thank you from the bottom of my heart."

"The crew that responded to my medical issue were caring, responsive, and thorough in their medical assistance."

"ALWAYS TRUE PROFESSIONALS AND HAVE A SUPER RESPONSE TIME. I LOVE OUR LOCAL FIREFIGHTERS, THEY ARE THE BEST."

"The team came to my aid quickly. They were incredibly professional and kind. They understood the situation, provided me with clear instructions and information and made me feel both at ease and confident in their care. I'm incredibly grateful and Poulso should be very proud to have such an exceptional response team. Thank you."

"The response time was very quick. The paramedics we're excellent! I would rate my level of care 10 out of 10. Thank you so very much Poulso Fire Department for giving outstanding service not only to me but to our community."

"The crew who cared for me during my emergency were highly skilled and compassionate. Due to the scarce availability of a room at the hospital, one crew member made time to assist the hospital staff with getting a room ready for me to receive care. Exemplary performance, and many thanks to all!"

"I was so frightened and the team offered me a sense of calm. I cannot say enough how grateful I was that they came quickly to help me."

"Such caring and capable young men. I was very comforted in a terrifying situation with how they were concerned for me. Their commitment to their duties was excellent and felt more like friends helping. Thank you so much for being there."

Special Operations



Wildland



The Poulsbo Fire Department currently has 12 career members and several volunteers that make up the Poulsbo Wildland Team (PWT). The PWT is specially trained and equipped for local, state, and federal mobilization.

In January 2025, Poulsbo Fire deployed a four-person engine as part of a Kitsap Strike Team—FF Shane Keeley, FF Curtis Lightner, FF Josh France and Lt. Josh Warter—to Southern California in response to the Los Angeles-area wildfires. The team was assigned to the Palisades sector with primary responsibilities including patrol operations, extinguishment of remaining hot spots, systematic gridding informed by aerial thermal imagery, and providing a visible presence to deter looting while enhancing safety for supporting crews operating in our area.

The Palisades assignment proved to be one of the most severely impacted portions of the incident. Team assessment estimated that approximately 50–75% of structures in the affected zone were consumed down to their foundations. The scale of destruction and the resulting loss of property and community fabric were profound, and the weight of that loss left a lasting impression on every member of the deployed team.

Amid the devastation, our crews also experienced powerful expressions of gratitude from the local population that underscored the human impact of the mission. Encounters of this nature occurred frequently throughout the deployment and were a meaningful source of encouragement for personnel operating under difficult and emotionally taxing conditions.

The level of professionalism and dedication demonstrated by the deployed members is admirable. Their work contributed to protecting lives and infrastructure in a community facing catastrophic loss, and the team is grateful for the opportunity to serve alongside allied agencies during this historic incident.





Marine

Poulsbo Fire Department's Marine Program provides critical fire and rescue services across more than 20 miles of shoreline within the district. The program operates two specialized marine units designed for rapid response on both the Hood Canal and Puget Sound.

- Marine 74 - A 28-foot North River Fire Boat is stationed at the Port of Poulsbo, supporting response operations in Liberty Bay and the broader Puget Sound. Marine 74 has 16 qualified pilots, and all response personnel are trained as deckhands.
- Marine 75 - A 19-foot S.A.F.E. Boat strategically positioned to serve the Hood Canal region. All career personnel are trained to operate Marine 75.



2025 Response Summary

In 2025, Poulsbo Fire's marine units were dispatched a total of 40 times, including 32 water rescue calls, five service calls for boats adrift, and one incident involving marina or vessel fires. These marine responses reflect our commitment to protecting the unique waterfront and boating communities within our jurisdiction. With ongoing training and dedicated marine assets, Poulsbo Fire remains ready to respond to a wide range of marine emergencies.



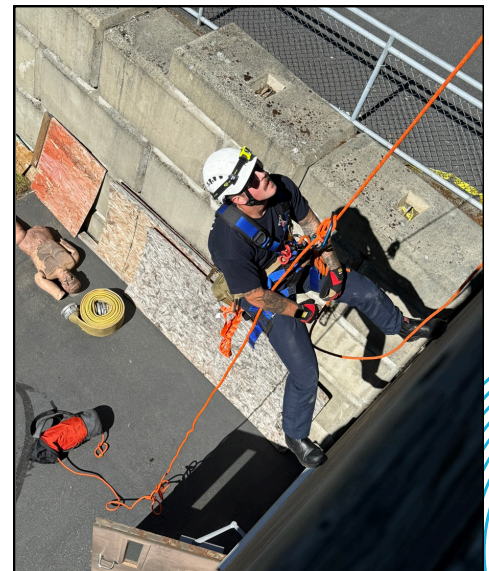
Rapid Entry Rescue Swimmer

Poulsbo Fire Department currently has eight active rescue swimmers trained to respond to emergencies that involve water rescue, assessment, and rendering medical aid to persons in distress. The department's rescue swimmers are exposed to all elements, including the waters of the Puget Sound, which has an average temperature of 46.4 degrees. Training involves a 40-hour class, specific fitness requirements, and ongoing training to ensure their safety. Our rescue swimmers are all issued specialty equipment in order to safely work in the environment they are responsible for operating in.



Technical Rescue

Battalion Chief Jake Gillanders leads the Kitsap County Special Operations Team (KSORT). KSORT provides technical and specialty rescue services. Currently, seven members from the Poulsbo Fire Department serve on this team. In 2025, FF France was certified as a confined space rescue technician. FF France and Van Houten were also certified as structural collapse technicians. Five of our KSORT members were able to attend Rescue Systems 1, also known as rescue operations for the engine company firefighter, to further enhance their technical abilities.



Community Risk Reduction

Commercial Fire & Life Safety Inspections

Jurisdiction	2025
City of Poulsbo	132
Kitsap County	71
Total	203



You can help keep your home and family safe by reviewing our [preparedness checklist](#). If you would like assistance in conducting a home safety inspection, please contact us to schedule a visit.

At the Poulsbo Fire Department, our mission includes educating the public on fire prevention and hazard recognition. Through the work of our Deputy Fire Marshal and the Community Risk Reduction Program, we are committed to ensuring that homes, businesses, and new developments in our community meet high safety standards.



Services our Deputy Fire Marshal provides to the community of Poulsbo are:

- Plan Reviews - Review construction and renovation plans to ensure compliance with the International Fire Code, helping to safeguard future developments from the outset.
- Code Improvement Implementation - Apply updates and improvements based on fire inspection findings to promote safer environments across the district.
- Annual Commercial Fire Inspections - Conduct inspections of commercial buildings to verify compliance with federal, state, and local fire codes, laws, and ordinances.
- Life Safety Inspections - Perform home safety checks and provide recommendations to help residents reduce fire risks and improve household safety.
- Key Box (Knox® Box) Assistance - Support both residential and commercial property owners with the issuance, installation, and inspection of Knox® Boxes for secure emergency access.
- Smoke Alarm Support - Assist with the installation and inspection of smoke alarms, ensuring early detection systems are in place and operational in community members' homes.



CARES

Community Assistance, Referral, and Education Service

The CARES program continues to serve as a trusted, community-based response for individuals experiencing behavioral health and social-service-related crises, meeting people with compassion, professionalism, and accountability. Through strong partnerships with first responders, healthcare providers, and community organizations, CARES continues to deliver timely interventions that promote stabilization, connection to care, and long-term resilience while reducing unnecessary activation of emergency systems.

2025 CARES Summary

CARES REFERRALS

- 586 CARES referrals
- 391 unique individuals referred

REFERRAL DISTRIBUTION

- Poulsbo Fire/Police: 363 (62%)
- Bainbridge Fire/Police: 118 (20%)
- North Kitsap Fire & Rescue & Suquamish PD: 102 (17%)

SERVICES PROVIDED

- 1,946 CARES contacts/encounters
- 1,707 CARES services provided

EFFECTIVENESS

- 84.2% reduction in 911 calls*
- 82.5% reduction in emergency dept. visits*

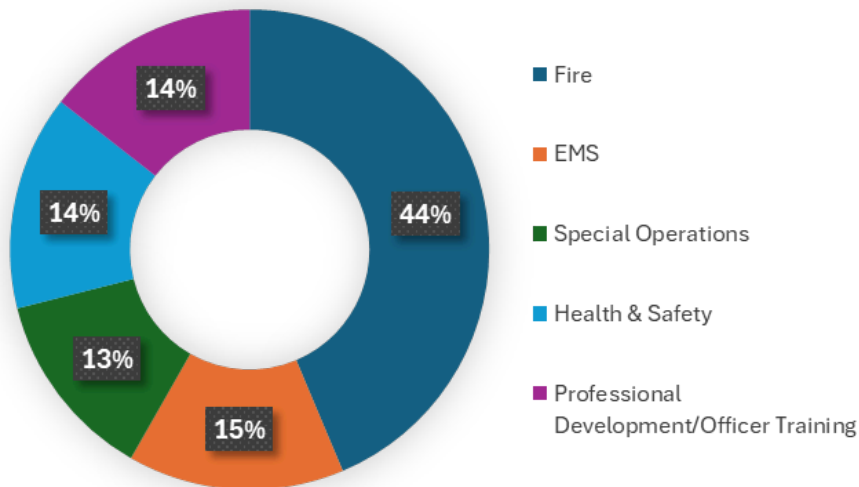
*For individuals receiving CARES services

Building on this foundation, CARES continues to evolve its service delivery model to better meet community needs, including expanding clinical depth, continuity of care, and follow-up capacity for individuals served. This builds on the program’s successful integration of behavioral health services within the fire department, with a clear trajectory toward increased capacity and reach through continued expansion across behavioral health service domains supported by the Department of Health. Additional advancements include expanded behavioral health integration, strengthened overdose prevention efforts aligned with EMS-initiated buprenorphine, and increased support through a dedicated Substance Use Disorder Professional. Together, these efforts position CARES to deepen its impact, improve outcomes, and further reduce reliance on emergency systems.



In 2025, CARES demonstrated measurable impact through continued reductions in unnecessary 911 utilization, repeat emergency department visits, and non-emergent fire/EMS responses among individuals engaged in services. Among those served, 911 call utilization decreased by 84.2% and emergency department visits decreased by 82.5%, reflecting the program’s effectiveness in diverting demand from traditional emergency systems while improving continuity of care.

Training



In 2025, Poulsbo Fire Department personnel logged a total of 12,887 hours of training through the Kitsap Fire Training Consortium, Kitsap County EMS, Trauma Care Council, and in-house training.



Training within the fire service spans a wide range of critical skills, from foundational tool care to complex vehicle extrication, live fire, and rescue scenarios. These evolutions allow firefighters to strengthen capabilities in incident command, tactical decision-making, advanced pump operations, fire suppression, and search and rescue.

EMS training is delivered through structured lesson plans, knowledge-based testing, and hands-on skills scenarios that challenge providers to excel in customer service, leadership, patient assessment, decision-making, and high-quality patient care.

Special Operations training prepares personnel for complex incidents, including marine response, brush fires, wildland/urban interface incidents, and technical rescue. These efforts are coordinated through participation in the Kitsap County Special Operations Team (KSORT).

Recognizing the inherently dangerous nature of the profession, firefighters complete annual training focused on respiratory protection, decontamination, fall prevention, and stress management to support overall health and safety.

Professional Development opportunities further support career growth and organizational excellence, including college coursework, officer development, and training that promotes a safe, inclusive, and equitable workplace.



Did you know that of our cardiac arrest responses in 2024, 72.2% of patients received bystander CPR? You can train to gain vital knowledge that could help save a life by attending one of our [monthly trainings](#).

Stations & Staffing



Station 71 - 911 NE Liberty Rd

Station 71 has five personnel on duty, 24 hours a day: Engine 71 with a company officer and FF/EMT; Medic 71 with a FF/Paramedic and a FF/EMT; and Battalion 71 with the shift Battalion Chief.



Station 72 - 28882 Falkner Rd NE Station

72 is located in the Surfrest neighborhood, serving the Port Gamble and Edgewater communities 24 hours a day, staffed with two personnel: a company officer and a FF/EMT or FF/Paramedic cross-staffing Engine 72 and Medic 72.



Station 76 - 19145 Viking Ave NE

Station 76 serves the west side of the City of Poulsbo and the Scandia/Keyport areas. Station 76 is staffed 24 hours a day and cross-staffed with the following apparatus: Medic 76 and Engine 76.



Station 77 - 1305 NW Pioneer Hill Rd

Station 77 protects the Viking Ave corridor, Olhava, and Clear Creek communities. Station 77 is staffed with two personnel 24 hours a day; a company officer and FF/EMT staff Engine 77.

Other Facilities



Station 73

Located on Pacific Ave in Keyport, this station houses Aid-73, a reserve engine, and the department's antique Model-T fire engine. Aid-73 is staffed by volunteer EMTs for emergency responses.

Station 77 - Training Tower

Co-located at Station 77 on Pioneer Hill Rd. The 4-story training tower and drill grounds allow for firefighting and technical rescue training for our on-duty crews and is utilized by the Kitsap County Fire Training Consortium for regional fire training.



Port of Poulsbo Boathouse

Located at the Port of Poulsbo on Liberty Bay, the facility houses Marine 74, providing emergency response to Liberty Bay and Port Orchard Bay. Marine-74 is operated by crews from Station 71 for emergency response.

Fleet/Facilities Maintenance

Co-located within the apparatus bay of Station 71 on 10th Ave NE, the fleet facility consists of two work bays and office space to support the repair and maintenance of the fleet of nine fire apparatus, six medic units, 12 support vehicles, two marine units, and one ORV.



Capital Improvements



Capital Improvements Supporting Operations

Personnel are the foundation of our service, but effective emergency response also depends on safe facilities, reliable apparatus, and modern equipment. In 2024, the department adopted a comprehensive [Capital Improvement Plan](#) to guide long-term investments necessary to sustain current operations and prepare for continued community growth. Our challenge is balancing the infrastructure required to maintain today's service levels while making strategic investments to support increasing demand.

The construction of Station 76 represents the most significant capital investment since Station 77 was built in 2005. The station dramatically improved response times to the west side of the City of Poulsbo and the Scandia area, functionally replaced Station 73 in Keyport—which cannot support 24/7 staffing—and added capacity for future personnel increases. Its location strengthens system-wide deployment and positions resources closer to developing urban growth areas.

Additional facility needs remain. Station 71, our headquarters, has outgrown its original design after 35 years of service and will require renovations to support increasing operational and logistics capacity. Originally constructed in the 1970s; Station 72, serving Lofall, Surfrest, and Port Gamble, will require significant renovation, including seismic upgrades and modernization, to ensure it can safely support personnel and increase service demands associated with growth in Port Gamble and the Twelve Trees industrial area.

The department has also worked to rebuild its emergency apparatus fleet following a 15-year gap in replacement during the economic downturn. While substantial progress has been made, continued investment is necessary to replace aging apparatus that have exceeded their intended service life and to ensure the safety and reliability of our response fleet.

Funding these capital improvements remains a significant challenge. Construction and apparatus costs continue to escalate, while revenue growth remains constrained. Conservative financial planning has allowed the department to complete many projects using reserve funds; however, this approach is not sustainable indefinitely. To protect operational funding, the department is actively pursuing growth-related impact fees and other dedicated capital funding sources to ensure that infrastructure keeps pace with development without compromising service delivery.

Fleet & Apparatus

One of the most critical tools our personnel rely on is the department's fleet of 30 emergency response and utility vehicles. These vehicles must perform reliably under extreme conditions and are maintained by our Fleet Manager and Fleet Technician to ensure they are ready to respond at all times.

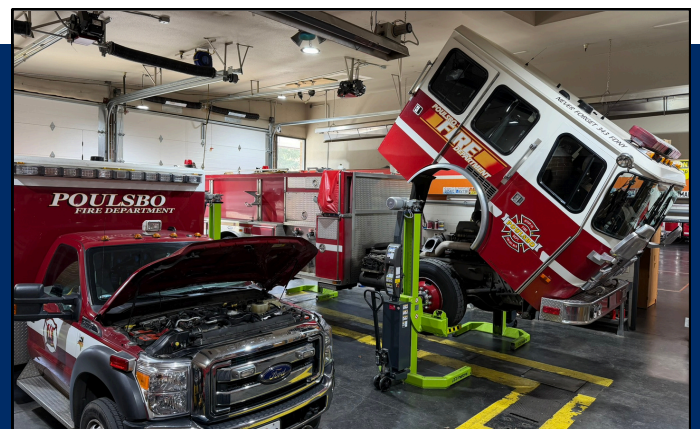
The primary fire protection fleet includes six fire engines and two water tenders. Due to a 15-year gap in engine replacement between 2001 and 2016, several engines have exceeded the 25-year service life recommended by the National Fire Protection Association (NFPA) standards, which specify 15 years of frontline use and 10 years as a reserve. As vehicles age, maintenance and repair needs become a growing concern—especially as older apparatus lack the modern safety features designed to prevent accidents and better protect firefighters. Replacing aging apparatus is essential to maintaining safe, reliable operations. Following the addition of a new 'quint' in 2026, which will fill the role of a fire engine and ladder truck, the department's capital plan prioritizes replacing the oldest engine (built in 1992) by 2028.



The department's six medic units (ambulances) are the most heavily used vehicles in the fleet. To manage costs while maintaining reliability, the department has implemented re-chassis and re-power programs—reusing patient compartments on new chassis and replacing drivetrains. Over the past 15 years, this approach has been used seven times, saving approximately \$75,000 to \$100,000 per unit compared to full replacement. Even with these cost-saving strategies, timely replacement remains necessary. The capital plan schedules replacement of the oldest medic unit (1999) in 2028 and the next oldest (2001) in 2032, both of which are no longer eligible for re-chassis due to the age of their patient compartments.

The department maintains a range of specialized apparatus to support operations across its diverse service area, including a brush truck for wildland fire response, an off-road vehicle designed for wildland-urban interface incidents, and two marine units serving Liberty Bay and Hood Canal. Together, these resources ensure the department is equipped to respond effectively across varied terrain and environments.

A significant and growing challenge is the department's maintenance facility, built in 1991 and located within the Station 71 apparatus bay. The facility is undersized for modern fire apparatus, limiting maintenance efficiency and restricting the use of equipment needed to service the vehicles. As the apparatus grow larger and more complex, these limitations increase downtime and reduce operational efficiency. The capital plan includes expanding the fleet maintenance facility, along with storage and workspace within the station, to better support the department's operations.



Financial Statement

Poulsbo Fire strives for fiscal responsibility, controlling costs, and transparency. As a public agency, our major revenue sources are linked to stable income from taxes, limited by state law. These limitations make it necessary to regularly ask for voter approval to ensure tax rates keep pace with inflation and costs to sustain service levels for our growing community.

In 2025, the current fire and EMS levies represent a total of 77% of the district's total revenue. To reduce taxpayer impact and provide a stable funding source, levies are staggered on a six-year cycle. The department also continues to pursue revenue sources to reduce the community burden, including expanding fees for service, growth impact fees, and state and federal grants. In 2025, the department was awarded grants in excess of \$675,000 to provide funding for our growing CARES program.

The annual expenditure budget is approved by the elected Board of Fire Commissioners. Adoption of the district's five-year financial projections is used as a planning tool to ensure financial sustainability and the ability to grow with the community while maintaining service levels.

The Washington State Auditor's Office conducts biennial financial audits of the department. In our 30+ year history of audits, the department is proud to be free of any findings. You are invited to review the [Financial Statements](#) and [Accountability Reports](#) from our most recent audit conducted in 2025, which presents the results of our independent audit.



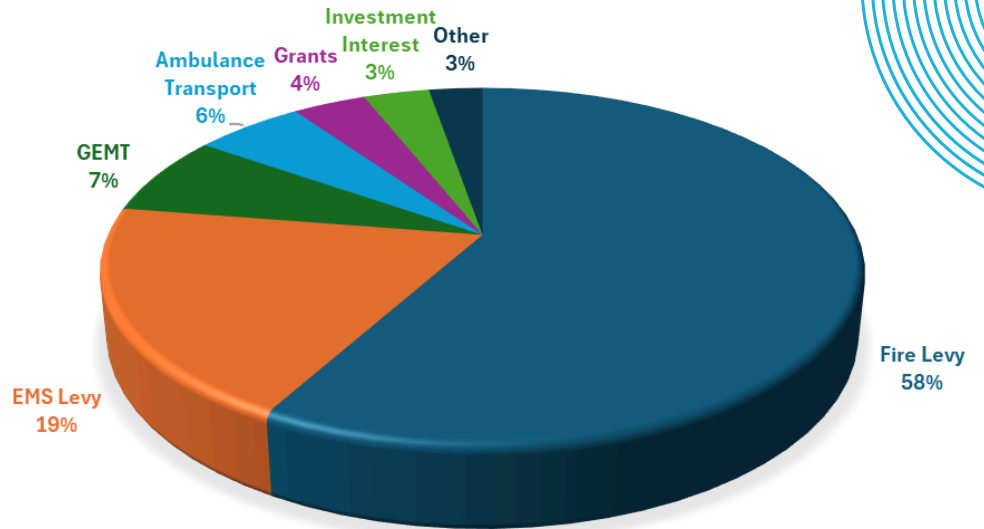
The Strategic Advisory Board serves as a collaborative group made up of citizens from within the fire district who provide input and recommendations to support the district's long-term strategic direction and funding priorities. The board brings together community members from across the district to help evaluate operational challenges, identify opportunities, and consider future service demands. While it does not have governing authority, the Strategic Advisory Board helps inform the fire chief and the Board of Fire Commissioners as they make strategic decisions for the district.

As part of our ongoing commitment to the safety and well-being of our community, we invite residents of our fire district to express interest in serving on our Strategic Advisory Board. To express your interest or learn more, please email adminsupportservices@poulsbofire.org

Financial Performance

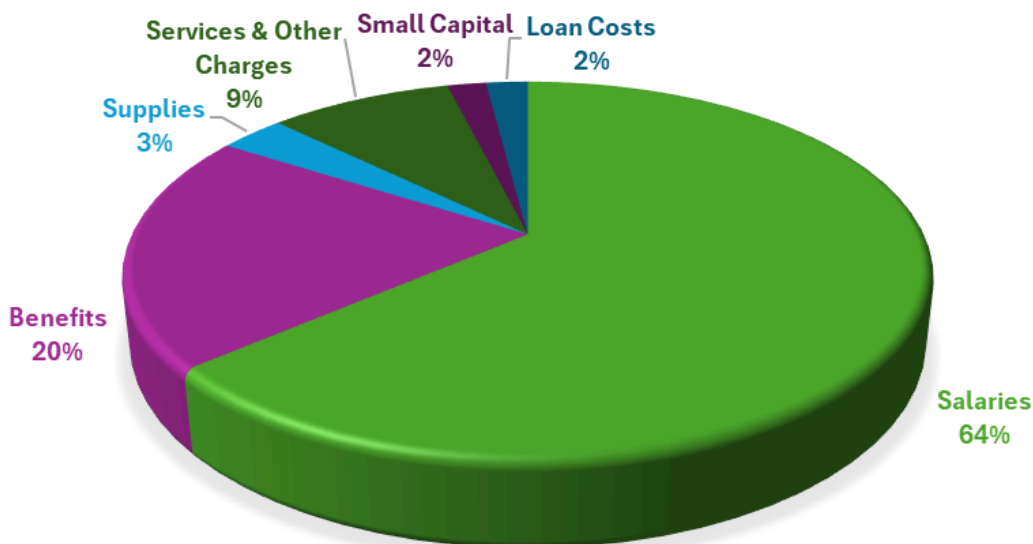
Revenue

Fire Levy	\$11,056,356
EMS Levy	\$3,687,732
GEMT	\$1,369,832
Ambulance Transport	\$1,060,640
Grants	\$705,536
Investment Interest	\$631,928
Other	\$513,944
Total 2025 Revenue	\$19,025,968



The Poulsbo Fire Department is primarily funded through property taxes. The normal levies are a permanent fire levy and a six-year EMS levy. In 2025, levy revenue provided 77% of the district's total revenue. Additional revenue is generated through a fee-for-service patient transport and Ground Emergency Medical Transportation (GEMT) program. Excess revenue has been utilized to support and fund capital projects within the fire district, such as the construction of Station 76 and the purchase of a new medic unit and ladder truck.

Operating Expenses

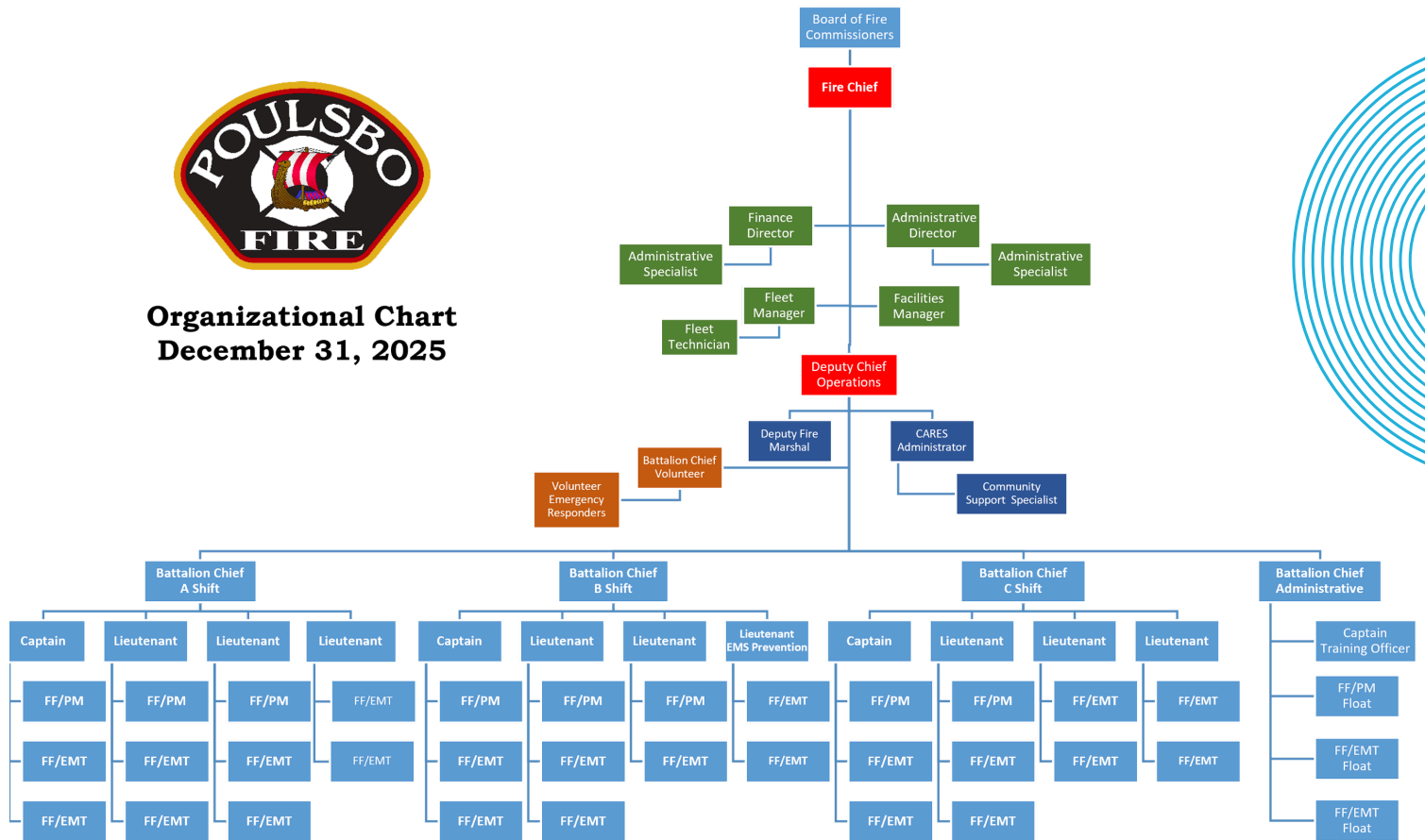


Salaries	\$9,608,402
Benefits	\$3,076,558
Supplies	\$480,381
Services & Other Charges	1,336,780
Small Capital	\$281,330
Loan Costs	\$304,295
Total 2025 Expenses	\$15,087,746

Human Resources



Organizational Chart December 31, 2025



The Poulsbo Fire Department is currently staffed by 54 firefighters/EMTs/paramedics, who provide coverage to our community 24 hours a day. Their work is supported by nine administrative and support staff, along with nine volunteer EMTs and three chaplains who provide additional assistance and support to both crews and the community.

Over the course of 2025, the department hired one firefighter/EMT and two firefighter/paramedics to cover growth and attrition within the organization.



Poulsbo Fire Department Volunteers

Human Resources

Completion of Probation



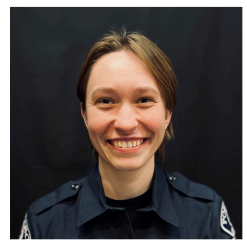
Kyleer Gracey
Firefighter/EMT



Dacre Folden
Firefighter/EMT



Lauren Tracy
Firefighter/EMT



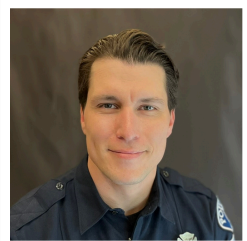
Hannah Limb
Firefighter/Paramedic



Bryce Withers
Firefighter/EMT



Mathew McKenna
Firefighter/EMT



Jesse Mooney
Firefighter/EMT



Wilson Zapata
Firefighter/EMT



Tim Quitslund
Firefighter/EMT

Promotions



Lieutenant
Chris Cribbs



Lieutenant
Curtis Lightner



Lieutenant
Martin Ellis

Human Resources



Years of Service



Cheers to
25 Years!



5

Tanner Stracener
Jeffrey Van Houten

10

Aaron Matson
Regan Sytsma

40

Dave Russo

Pictured left to right:
Justin Zeigler, Carl Johnson,
Frank Leamer, Dave Adams,
Brett Annear, Dave Ellingson



Retirement



After 34 years of “being lucky enough to do the only job that I ever wanted to do,” Deputy Chief Jeff Russell officially retired from the fire service in 2025. Jeff started his career as a firefighter in Sumner in 1991 before coming to Poulsbo in 1996 as a firefighter/EMT. He was promoted to Lieutenant in 2000, Captain in 2005, Battalion Chief in 2006, and in 2019, to the position of Deputy Chief of Operations. During his career, he also served as the Vice President of the Firefighters’ Union, I.A.F.F. Local #2819. Most importantly, Jeff was a well-respected leader and trusted mentor to our firefighters. While he will be missed, his legacy of professionalism and passion for the fire service will continue to impact our department for years to come.

In Our Community



Connecting with the community we serve—through station open houses, Fire Prevention Week school visits, touring Poulsbo neighborhoods with Santa, and many other community events is one of our greatest privileges. Thanks to the generosity of our community, we were able to donate a record-breaking 3,523 pounds of food and \$2,011 in monetary donations to Fishline, helping our neighbors in need.

