

RIVERSIDE FIRE AUTHORITY

2025 ANNUAL REPORT



Adopted by the Board of Fire Commissioners

April 22, 2026

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1. EXECUTIVE SUMMARY

This annual report summarizes the Authority's performance, accomplishments, and resource stewardship in 2025, including service-delivery metrics, financial results, incident trends, community outreach, and strategic initiatives. These data support informed decision-making to ensure the Authority continues to fulfill its mission of protecting life, property, and the environment.

Chief's Message:

2025 marked a significant year of resource enhancement for the Authority. Following voter approval of a six-year lid lift in 2024, the Authority realized its first year of increased operating revenue, enabling staffing gains, program development, and essential fleet and equipment purchases.

Career firefighter staffing reached 28—its highest level since 2013, when funding was reduced by the legislative devaluation of TransAlta. A third Chief Officer position was also restored and assigned as Fire Marshal, returning the Chief Officer complement to its 2013 level.

With grant support, the Authority launched the Community Assistance, Referral, and Education Services (CARES) program to identify and address the root causes driving patient high-frequency 911 use.

The wildland firefighting program also achieved its strongest training levels to date and participated in the first State Mobilization deployment by Authority resources in more than a decade.

A four-year federal grant awarded in 2021 helped strengthen volunteer recruitment and retention. Against a target of 30 new volunteers, the Authority enrolled 50 by the end of the grant period in 2025. Of these, 38 continue to serve in 2026, with 16 additional applications in process.

Several members completed rescue technician training, and new equipment was added to enhance response capabilities for water and rope-related incidents.

Capital facility improvements included delivery of a new fire engine for Station 8 (Garrard Creek), upgraded audio/visual systems in the Station 2 training room, and enhancements to the Station 2 training ground prop facility.

In 2025, the Board of Fire Commissioners also adopted an updated strategic planning process to improve transparency and clarify organizational priorities, actions, and challenges.

Looking forward, adequately adapting to the additional demand of community growth is a center area of focus and one of the most prominent challenges.

Kevin Anderson, Fire Chief

2. GOVERNANCE & ORGANIZATIONAL PROFILE

Mission, Vision & Values

“The Riverside Fire Authority is committed to creating safer communities through prevention, preparedness, and effective emergency response.”

Shared Vision

Our planning efforts are designed to support and build on the shared vision and principles that are familiar to every member of The Riverside Fire Authority. We invite all members of the community we serve, along with our partner governmental agencies, to join us in supporting a shared vision for the safety of our community:

- Where safety from fire, medical, and other emergencies is increasingly achieved through prevention, yet when emergencies occur, speed and quality response are effective.
- Where homes and businesses are equipped with effective life safety technology and maintained in a manner that ensures early detection, alerting, and intervention.
- Where citizens, businesses and the RFA do their part and participate in an active emergency preparedness partnership.
- Where cooperative resource sharing and collaborative partnerships ensure a highly effective and efficient emergency response system.
- Where human, financial, and natural resources are stewarded in a sustainable manner.

In fulfilling this community vision, we want our community partners to know that we are committed to being an organization that:

- Anticipates, influences, and adapts to change in order to ensure that excellent service is available to every community we serve.
- Remains aligned to serving the greater community good, where the actions of every member model the highest values of public service and, together, we are recognized as an organization that exemplifies the concept of good government.

Core Values

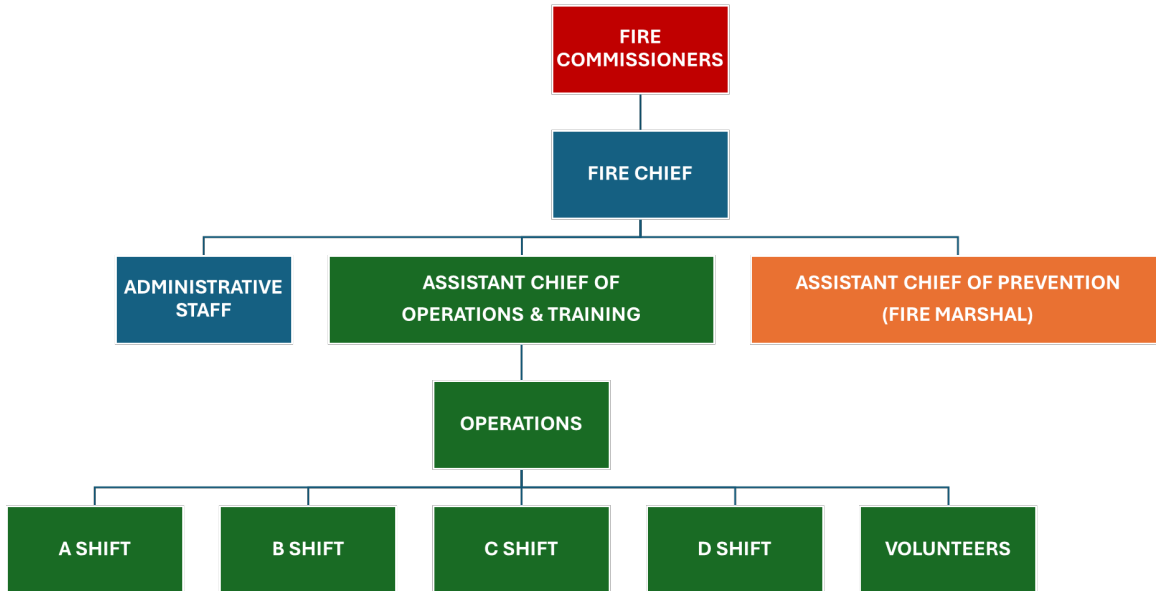
Stewardship

Commitment to Employees and Volunteers

Integrity

Innovation

Organizational Structure



An expanded organizational chart is included in the Appendices section.

Service Area Overview

The Authority provides service across 184 square miles. The service area extends from the TransAlta Centralia Mining properties on the east, the Grays Harbor and Pacific County lines on the west, the Thurston County line on the north and the boundaries with the City of Chehalis and Lewis County Fire District 6 to the south. The area has seen steady growth in both population and call volume over the past decade. Per the City of Centralia and Lewis County comprehensive plans, this growth is estimated to continue at an annual pace between 1-2% per year over the next 20 years. The service area has seen consistent development in all types including single and multifamily residential, small and large footprint commercial and industrial.

Resources are positioned across the service area, as follows, with a goal of maximizing efficiency and reliability:

Station 1 – 512 N Pearl, Centralia		
Personnel	Apparatus	Primary Response Zones*
Career & Volunteer	Engines 1 & 1A Medic 1 & 3 Brush 1 Rescue 1	RF1A, 1B, 1E, 3A, 3B, 3C
Station 2 – 1818 Harrison Ave, Centralia		
Personnel	Apparatus	Primary Response Zones
Career & Volunteer	Engines 2 & 2A Ladder 2 Medic 2 Brush 2 Tender 2 Air 2	RF1D, 1C, 1E, 4A, 4B
Station 3 – 161 Big Hanaford Rd, Centralia		
Personnel	Apparatus	Primary Response Zones
Volunteer	Engine 3 Tender 3 Rescue 2	RF1E, 3A, 3B
Station 4 – 2378 Seminary Hill Rd, Centralia		
Personnel	Apparatus	Primary Response Zones
Resident Volunteer	Engine 4	RF3B, RF3C
Station 5 – 3715 Cooks Hill Rd, Centralia		
Personnel	Apparatus	Primary Response Zones
Resident Volunteer	Engine 5 Aid 5	RF4B, 4A, 1C
Station 6 – 2237 Lincoln Creek Rd, Rochester		
Personnel	Apparatus	Primary Response Zones
Volunteer	Engine 6 Tender 6 Aid 6	RF5B, 5C, 5A, 5D
Station 7 – 649 Independence Rd, Rochester		
Personnel	Apparatus	Primary Response Zones
Volunteer	Engine 7 Tender 7	RF5A, 5B, 5D, 5C
Station 8 – 3715 Cooks Hill Rd, Centralia		
Personnel	Apparatus	Primary Response Zones
Volunteer	Engine 8 Brush 8	RF5D, 5A, 5B, 5C
<i>*Coding for Response Zones is included in the Response Zone Map in the Appendices section</i>		

3. COMMUNITY RISK ASSESSMENT SUMMARY

Summarize risk profile consistent with Master Plan and Standards of Cover.

The Authority serves a population of roughly 26,000 residents across Centralia and nearby unincorporated areas, a region characterized by modest population growth, an aging demographic profile, and socioeconomic vulnerability. As the population center of the service area Centralia's population—19,061 as of 2024—has grown about 4% since 2020, with 20.7% of residents aged 65 or older, a proportion significantly higher than the national average, increasing demand for EMS and welfare checks. Economic indicators show that Centralia's poverty rate is 19.6% and median household income is \$56,219, both of which correlate with higher medical call volumes and reduced access to preventive healthcare. The city's racial composition—77.3% White, with small but present minority populations—combined with a largely English-speaking community shapes outreach and risk-reduction programming. Beyond the city limits, RFA's rural service areas introduce additional challenges: lower population density, longer travel distances, and limited infrastructure, all of which slow response times and complicate fire suppression due to sparse hydrant networks. Together, these demographic and socioeconomic factors directly influence staffing needs, EMS demand, community risk-reduction priorities, and long-term planning for equitable service delivery across the Authority's 184-square-mile district.

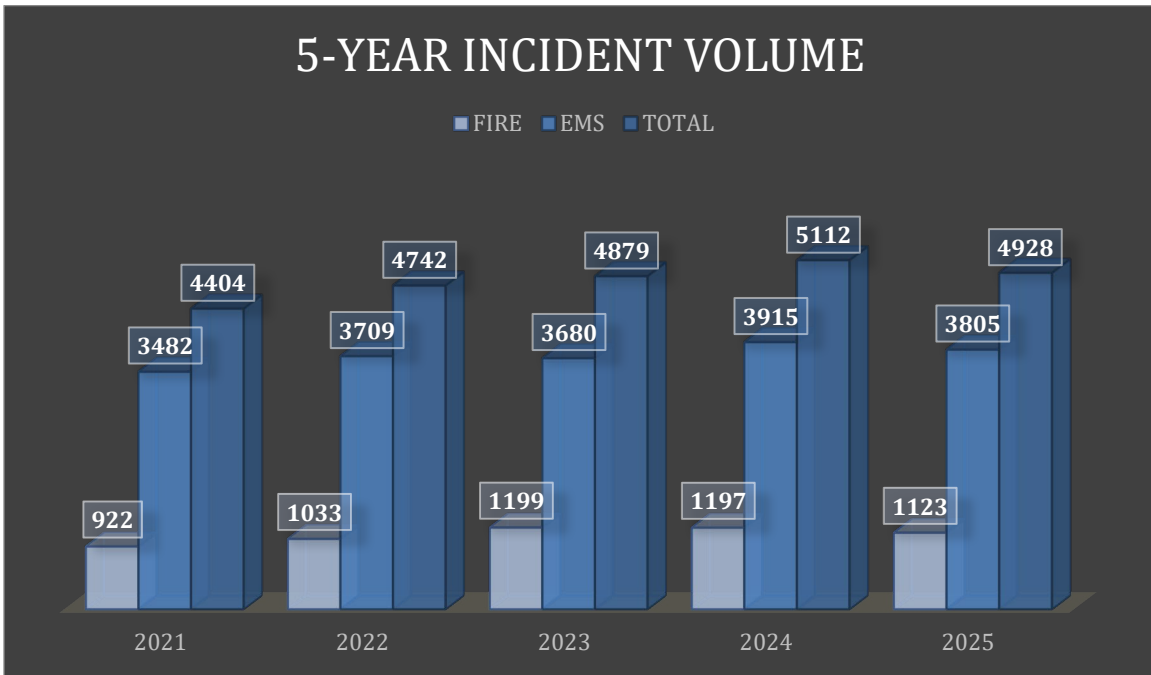
The Authority service area contains a range of target hazards, including:

- Nursing homes
- Elementary and Secondary Schools
- Multifamily apartments
- Hospital complex
- Specialized industrial facilities
- Hazardous materials use and storage
- Critical transportation, utilities and communications infrastructure

The top 3 causes of emergency medical service (EMS) incidents in 2025 were General Illness, Chest Pain and Altered Mental Status.

The vast rural landscape of the service area equates to abundant vegetation that can become a concern during the summer months. Outdoor burning restrictions are a regular occurrence during this period. Where populated areas contain or are bordered by lightweight fuels (grasses, Scotch broom, etc.), fires occurring here can pose a greater threat to life and property. As development expands into rural areas, this risk can also expand if unmitigated. Prevention messaging to emphasize attention to this hazard is important.

4. EMERGENCY RESPONSE PERFORMANCE



Incident Type Summary			
Incident Type	Total Incidents	Prior Year	% Change
Structure Fires	50	69	(-27.5)
Vehicle Fires	10	9	11.1
Vegetation Fires	29	29	0.0
EMS Responses	3639	3733	(-2.5)
Motor Vehicle Collisions	166	182	(-8.7)
Other (Good Intent, Service, Alarms, etc.)	1034	1090	(-5.1)

Incident Demand by Hour & Day	
Peak Hour	Peak Day
16:00	MON

Response Time Performance		
Dispatched to Arrived		
Apparatus Name	Total Responses	Average Response Time
Medic 1	1816	06:28
Medic 2	1733	07:52
Engine 1	140	07:33
Engine 1A	882	07:42
Engine 2	250	08:53
Engine 2A	570	08:24
Aid 6 (Volunteer)	62	16:27
Brush 8 (Volunteer)	52	15:35

5. FIRE PREVENTION & COMMUNITY RISK REDUCTION

The Authority provides administration of the International Fire Code as adopted by the Centralia City Council, including plan review, permitting and inspection of development fire & life safety systems and features.

In addition to weekly participation with the City of Centralia's Site Plan Review Committee to review proposed development, the Authority issued 36 permits in 2025:

- 11 Fire Alarm Installations
- 11 Fire Sprinkler System Installations
- 2 Fireworks Display Permits
- 12 Other Type Permits (commercial kitchen hoods, hazardous materials systems, energy storage systems, etc.)

The Authority investigates the origin and cause of all fires within its jurisdiction. Routine incidents may be handled by front-line responders, while cases involving significant damage or unclear causes are referred to the Fire Investigation Team (FIT). In 2025, the FIT conducted 21 investigations.

The Authority provided the following number of hours of scheduled educational opportunities to its community:

- 7 Preschool age
- 44 Elementary age
- 23 High School age
- 15 Adult

In addition to these hours, Authority personnel participated in the delivery of life safety education at the following events:

- 24 SW Washington Fair
- 16 Spring Fair
- 16 Safety City

Authority personnel assisted with the replacement or installation of smoke alarms in 4 homes.

The Authority's CARES program launched in 2025 with grant funding that supported the addition of a Community Paramedic. The program focuses on identifying frequent system users and addressing the underlying causes of their repeated emergency calls. The Community Paramedic engages these individuals outside the emergency response setting to determine their needs and connect them with appropriate community resources. Since March 2025, CARES personnel have contacted 114 patients and completed 493 follow-up interactions.

6. TRAINING & PROFESSIONAL DEVELOPMENT

The Authority Training Division coordinates all opportunities for personnel to gain knowledge and practice skills in all aspects of operations including career, volunteer, fire, EMS, technical rescue, wildland fire and more.

In 2025, 675 hours were scheduled to meet training requirement needs. These included classroom lectures, hands-on practice, virtual offerings, table-top exercises and more. With multiple personnel attending each of these opportunities, a total of over 7500 documented hours of training was tallied across the Authority's entire roster.

7. PERSONNEL & WORKFORCE DEVELOPMENT

In 2025, the operating budget provided for 28 front line firefighters. This is a level that has not been seen at the Authority since 2013 and was lost due to the devaluation of TransAlta.

These firefighting positions are arranged as 4 Captains, 8 Lieutenants, 8 Firefighter/Paramedics and 8 Firefighter/Emergency Medical Technicians. In 2025, all of these budgeted positions were filled.

In addition to front line firefighters, the Authority budgeted for 3 Chief Officer positions, arranged as: Fire Chief, Assistant Chief of Operations/Training and Assistant Chief of Prevention/Fire Marshal. In 2025, all of these positions were filled.

Operations positions are supported by 3.5 Administrative positions arranged as: Board Secretary/HR, Finance Officer, Recruitment & Retention Coordinator and part-time Administrative Assistant. In 2025, all of these positions were filled.

Augmenting the career firefighting positions were 56 volunteer firefighters and 17 volunteer fire corps/support personnel.

Career Personnel

New Hires

Matthew Burrow	FF/EMT
Tyler Correia	FF/EMT
Joseph Hamilton	FF/EMT
Colton Moorhead	FF/Paramedic
Zach Brotherson	FF / Paramedic
Pat Glover	FF/EMT
Jesse O'Camb	FF/EMT

Promotions

Terry Ternan	From Captain to Assistant Chief of Prevention/Fire Marshal
Jesse Berry	From Lieutenant to Captain
Spencer Schwiesow	From FF/EMT to Lieutenant
Travis McCarthy	From FF/EMT to Lieutenant

Retirements

Rick Lebeouf	Lieutenant
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Departures

Rob Smith	Paramedic
Jade Gross	Driver/Engineer

Volunteers

New Volunteers

16

Retired Volunteers

Jerry Blum, Ron Music

Departed Volunteers

3 were hired as career firefighters at the Authority

1 was hired by another career fire agency

5 did not complete the Authority's basic firefighter academy

1 moved from the area

Workforce demographics		
	AVG Years of RFA Service	AVG Age
Total Career Workforce	7	38
Firefighter/EMT	2.5	38.1
Firefighter/Paramedic	3	29.7
Lieutenant	9.7	41.1
Captain	21.75	52.7
Volunteer	8.25	38.4

Time Loss

1 career firefighter experienced an on duty orthopedic injury resulting in 6.5 months of time lost.

8. CAPITAL ASSETS & INFRASTRUCTURE

The Authority strategically plans a replacement interval for fleet assets at 25 years for fire engines at staffed stations and 35 years for fire engines at volunteer stations, water tenders and wildland fire engines. Paramedic ambulances are replaced or remounted (the patient care box is installed on a new chassis) at 80,000 miles. Support vehicles are replaced at 20, 25 or 30 years depending on type and use.

Fleet Age Profile	
Apparatus Type	Average Age (Years)
Fire Engine	20.5
Staffed Station Fire Engine	10.25
Volunteer Station Fire Engine	21.8
Aerial	21
Water Tender	22.5
Paramedic Ambulance	6.3
Wildland Fire Engine	17.6

In 2025, a new tactical (typing definition that includes specialized fire suppression configuration and equipment) water tender was delivered and funded by federal grant. A new pumper/tender (fire engine configuration with a larger water carrying capacity) was placed in service in 2025, for the Station 8 – Garrard Creek area. This apparatus was funded in full by local resources and consistent with the Authority apparatus replacement schedule.

The Authority's "Air" apparatus, a support vehicle with specialized equipment to refill firefighter breathing air at emergency scenes and provide firefighter rehabilitation, was scheduled for replacement but deferred pending disposition of a federal grant application. Confirmation was received in late 2025 that the application would not be funded and this project is scheduled within the Authority's apparatus replacement schedule for 2026.

Upcoming in 2026, the Authority plans to acquire a new paramedic ambulance consistent with its replacement schedule. The current build timeline for an aerial apparatus can exceed multiple years from the time of order; to maintain the targeted timeline of 25 years for replacement of its only aerial apparatus, the Authority intends to finalize a purchase project in 2026. Replacement of the 1972 maintenance vehicle is also a targeted plan for 2026.

In addition to routine and incidental maintenance, capital facilities projects included updating AV equipment in the Station 2 training room and continued build-out of the Station 2 training structure.

Projects to refresh and reconfigure the administrative office space at Station 2 were deferred until 2027 to further evaluate the necessary and appropriate scope.

In 2026, parking lot maintenance projects are planned for Stations 2, 4 and 5. Exterior painting is planned for Station 4.

9. FINANCIAL REPORT

The Authority maintains an established overall financial management framework by policy. There are two main operating funds – 1) the *General* fund that receives revenue and supports expenditures pertaining primarily to firefighting operations and 2) the *EMS* fund that receives revenue primarily from the voter approved EMS levy to support the delivery of basic and advanced life support.

Within both of these main funds, *departments* are created to support various segments of Authority operations, including:

Administrative – front office staff and Chief Officers

Legislative – elected Fire Commissioners

Volunteer Recruitment & Retention – volunteer personnel, operations & training

Wildland Fire Suppression – operations for fire response involving natural vegetation

Operations – responses to fire, including personnel, equipment & operating costs

Facilities – operating and maintenance costs for fire stations and radio sites

Disaster Preparedness – specialized technical rescue training and equipment

Training & Safety – training for fire suppression personnel and Authority safety program

Fire Prevention – personnel, training and equipment for Fire Marshal, fire investigation and public education

Communications – radio and computer system equipment and maintenance

EMS – responses to medical incidents, including personnel, equipment and training

CARES – Community paramedicine, including personnel, equipment and training

As displayed on the next page in the 2025 Operating Budget Summary, fund *beginning balances* are maintained by policy to “carry-over” sufficient operating funds through April of the new year to support expenses until property tax revenues are received.

2025 Operating Budget Summary		
	2025 Budgeted	2025 Year End Actual
GENERAL FUND		
Beginning Balance	\$ 2,480,690.87	
General Fund Revenue	\$ 6,135,588.22	\$ 6,283,813.66
General Fund Expenditures		
Admin	\$ 755,924	\$ 660,155.72
Legislative	\$ 76,340	\$ 50,225.48
Volunteer Recruitment & Retention	\$ 296,437.80	\$ 192,160.70
Wildland Fire Suppression	\$ 42,395.58	\$ 40,001.55
Operations	\$ 3,394,775	\$ 3,319,380.01
Facilities	\$ 212,814	\$ 192,133.37
Disaster Preparedness	\$ 50,000	\$ 33,411.98
Training & Safety	\$ 311,665	\$ 260,423.83
Fire Prevention	\$ 327,355	\$ 219,567.38
Communications	\$ 93,580	\$ 70,966.51
Total GEN Fund Expenditures	\$ 5,561,286.38	\$ 5,038,426.53
GEN Transfers to Reserves	\$ 705,783	\$ 637,533
EMS FUND		
Beginning Balance	\$ 1,296,200.92	
EMS Fund Revenue	\$ 2,187,571.43	\$ 2,462,052.40
EMS Fund Expenditures		
EMS Operations	\$ 2,011,325	\$ 1,907,883.70
CARES	\$ 295,030	\$ 152,920.77
Total EMS Fund Expenditures	\$ 2,306,355	\$ 2,060,804.47
EMS Transfers to Reserves	\$ 68,250	\$ 68,250

Within the General fund are the following *Reserve* funds established by Authority policy and intended to support planned capital facilities needs and safeguard against liabilities:

Any year-end operating revenue surpluses, beyond the required “carry-over” will revert to unappropriated balances for use in maintaining reserve levels as set by policy and the Master Plan.

Emergency Reserve – fund established by policy to maintain 7.5% of the annual operating budget as a dedicated, set-aside pool of funds to ensure financial stability during unexpected, non-recurring events, such as natural disasters, infrastructure failures or sudden revenue losses.

Facilities Reserve – fund to support capital projects pertaining to the maintenance and replacement of facilities

Apparatus Reserve – fund to support the replacement and acquisition of vehicles and apparatus

Equipment Reserve – fund to support the maintenance, replacement and acquisition of capital equipment for both fire and EMS use

Employment Liability Reserve – funds maintained to provide for the anticipated retirement and/or separation of employment and pay-out of accumulated accrued leave. This fund is also required with the Authority’s practice of self-insuring employment security liability.

Within the EMS fund is the *GEMT Reserve*, which consists of funds received from the Washington Healthcare Authority / Medicaid Ground Emergency Medical Transport program. These funds are received annually and retained until the two-year period of settlement and review is completed before they are allocated to operating and/or capital project costs.

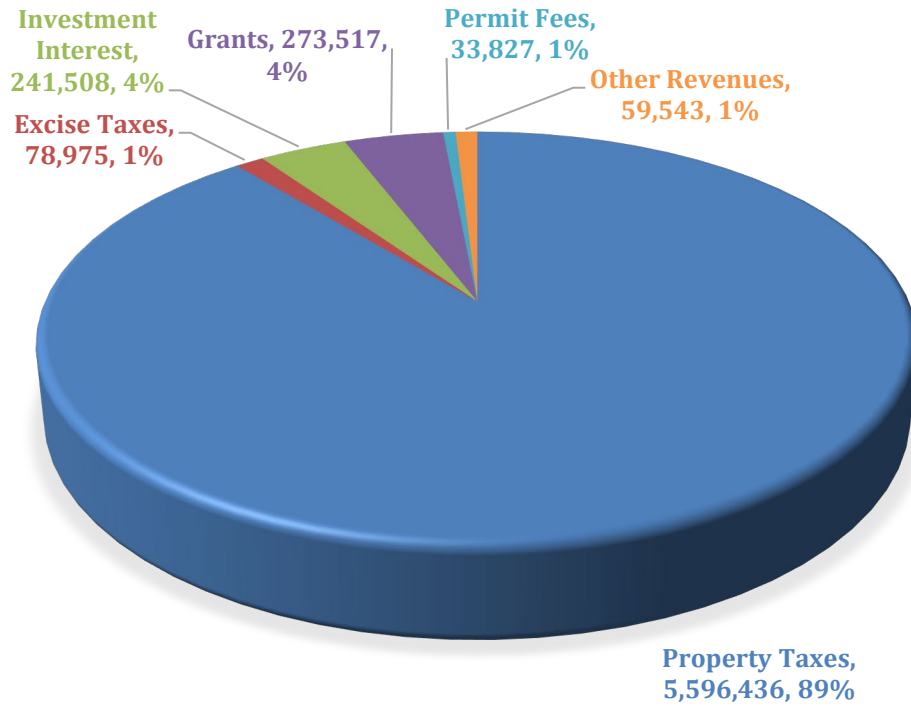
2025 Reserve Fund Balances		
	2025 Beginning Balance	2025 Ending Balance
Emergency Reserve	\$ 610,150	\$ 630,150
Facilities Reserve	\$ 554,002	\$ 696,215.47
Apparatus Reserve	\$ 1,418,537.15	\$ 1,199,246.80
Equipment Reserve	\$ 962,219.66	\$ 1,046,049.97
Employment Liability Rsrv.	\$ 483,205.92	\$ 447,693.17
GEMT Reserve	\$ 2,607,757.19	\$ 3,065,645.25

2025 Reserve Fund Expenditures		
	2025 Budgeted	2025 Year End Actual
Emergency Reserve	\$ 00.00	\$ 00.00
Facilities Reserve	\$ 132,500	\$ 13,700
Apparatus Reserve	\$ 770,000	\$ 572,281.35
Equipment Reserve	\$ 274,185	\$ 190,353.43
Employment Liability Rsrv.	\$ 190,331.94	\$ 61,690.75
GEMT Reserve*	\$ 17,450	\$ 7,500

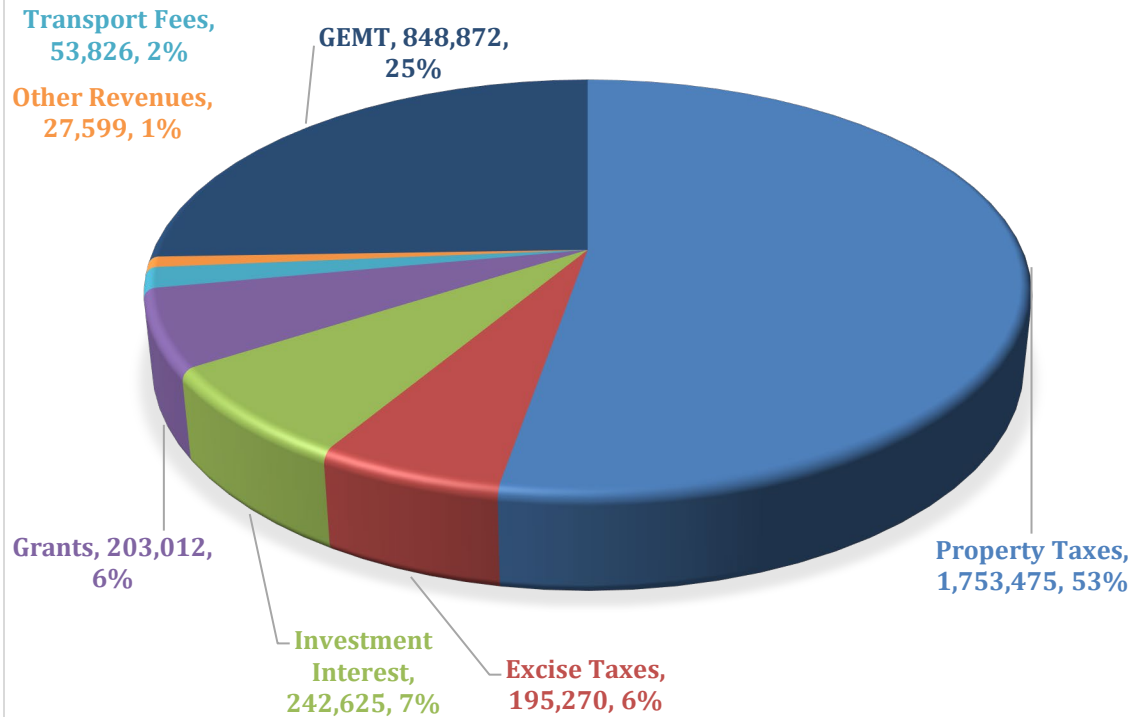
* *GEMT Reserve activity also includes \$275k transfer into GEN (\$115k) & EMS (\$160k) operating funds*

The Authority is responsible for following fiscal policy and practices as determined by the Washington State Auditor. Accountability and performance audits are conducted by the WA SAO every two years. The Authority has had no audit findings since its inception in 2008.

GENERAL FUND REVENUE BREAKDOWN



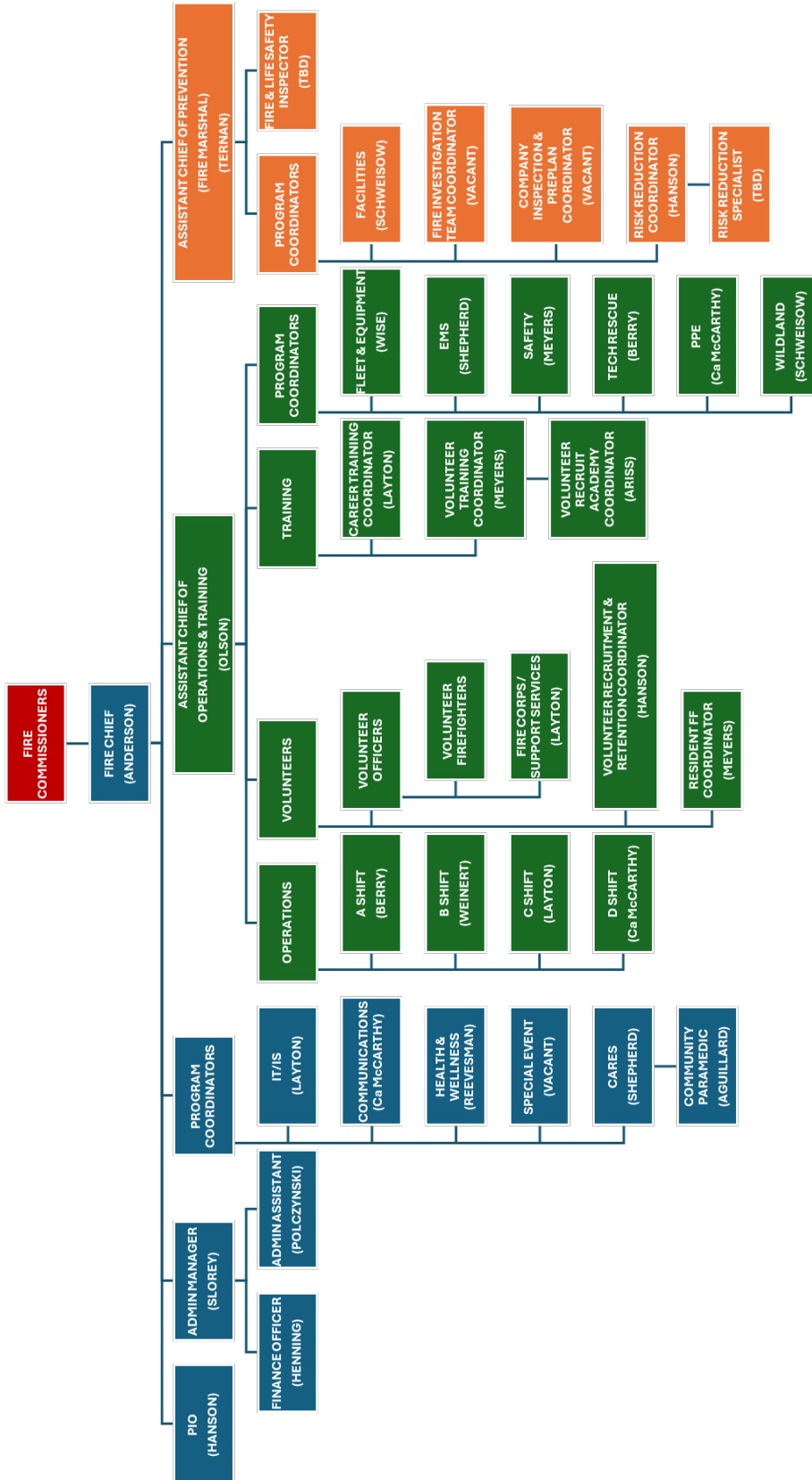
EMS FUND REVENUE BREAKDOWN



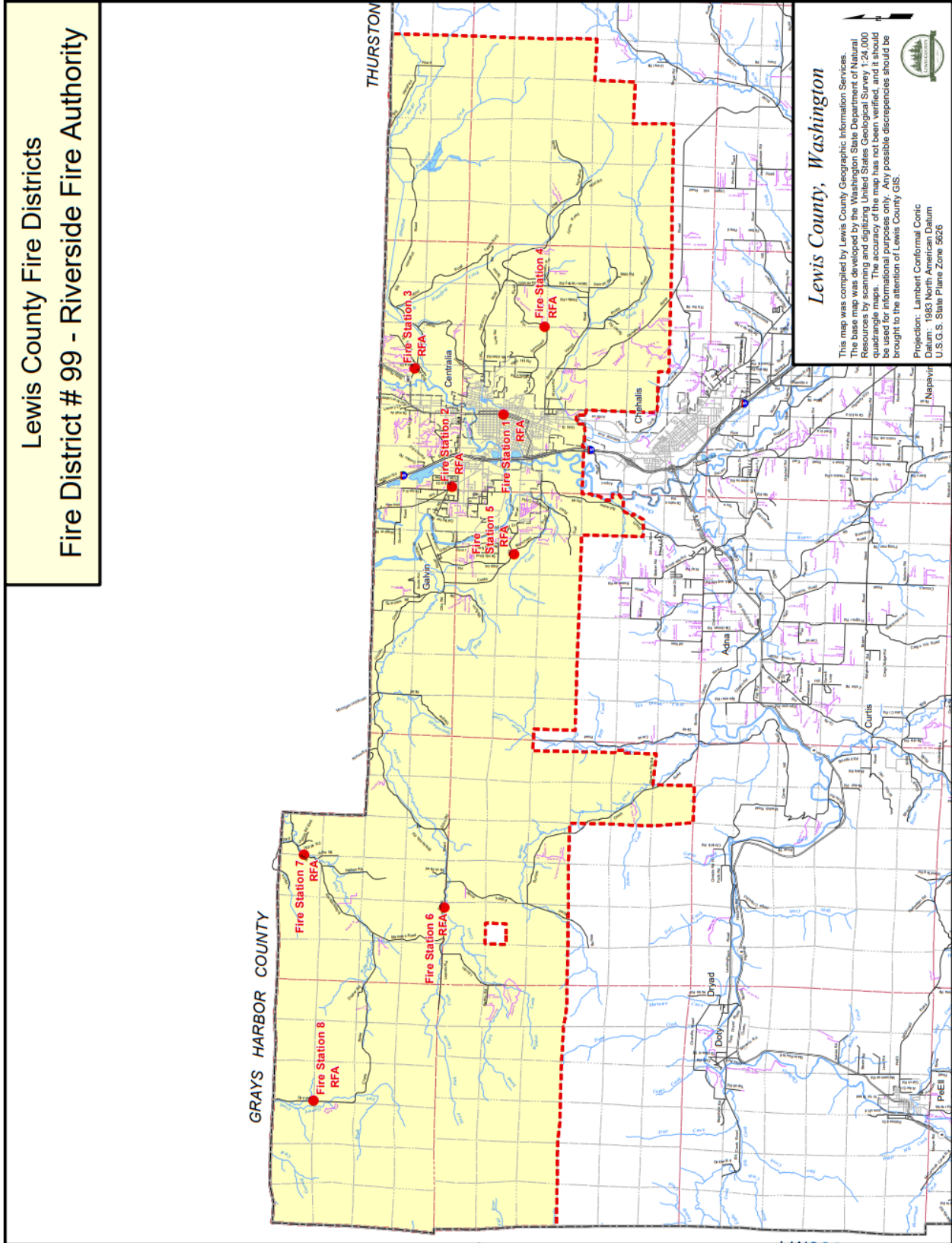
10. APPENDICES

- Organizational Chart
- Service Area and Fire Station Map
- Response District Map

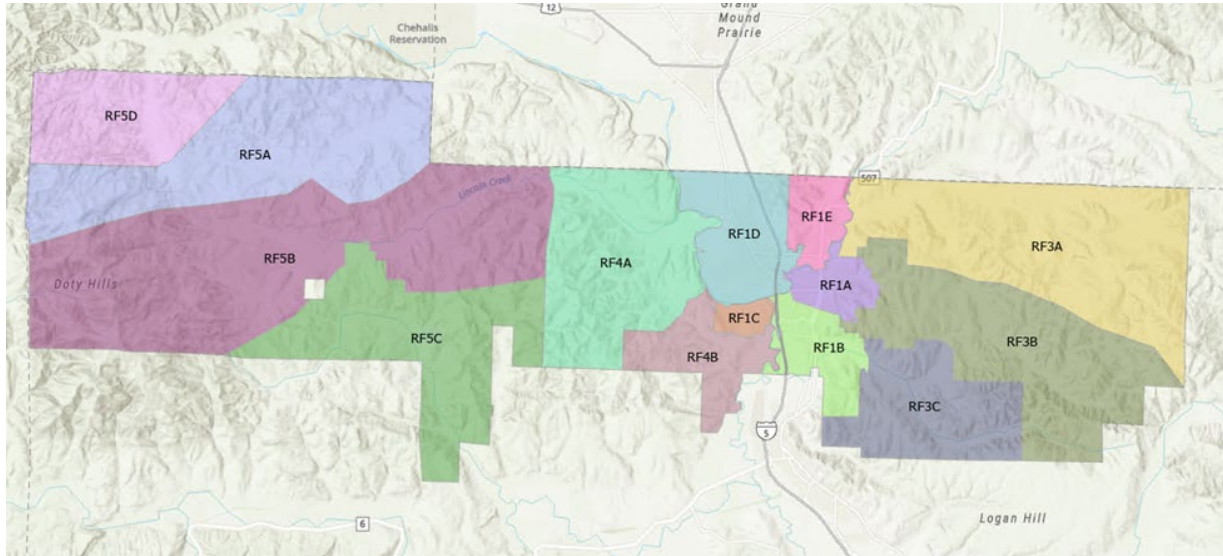
Organizational Chart (Nov 2025)



Service Area and Fire Station Maps



Response Zone Map



<i>RFA Response Zones</i>			
1A – City Center North	3A – Big Hanaford	4A - Galvin	5A - Independence
1B – City Center South	3B – Little Hanaford	4B – Scammon Creek	5B – Lincoln Creek
1C – Cooks Hill	3C – Salzer Valley		5C – Bunker Creek
1D – Fords Prairie			5D – Garrard Creek
1E – Waunches Prairie			