



2025 ANNUAL REPORT



**CAMANO ISLAND
FIRE AND RESCUE**

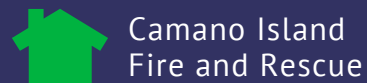
OUR SERVICE AREA



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FOLLOW US



INTRODUCTION

Our primary purpose at Camano Island Fire and Rescue is to work as a team to serve, protecting you and your property. We aim to be the safest rural community in the state; a model of excellence in service. Our annual report is a chance to review the past year's performance, highlight notable events and successes, and share information about our department.

We are the only elected body that specifically serves Camano Island. We are proud of our dedication and commitment to our community, and our ability to support their health and well-being.

BOARD OF FIRE COMMISSIONERS



Camano Island Fire and Rescue is governed by a board of five Fire Commissioners elected to serve six-year terms. The Board is responsible for financial oversight of the district, and helps develop its overall strategic plan and its long term vision. Working closely with the administrative staff, the Board ensures a balanced budget and guides the District through the adoption of policies and procedures.

In addition to their work for the residents of Camano Island, Board members are also actively involved in State and County associations that address issues related to the delivery of fire and emergency medical services.

FROM OUR FIRE CHIEF



As I reflect on 2025, my first year serving as Chief for Camano Fire, I do so with a sense of pride and appreciation. I've spent years working alongside many of you to build this agency into what it is today.

I'm eager and optimistic about where we're headed next. My priority after stepping into the role of Chief in March was continuity: Supporting our team so that they can serve our community and moving forward on important department initiatives.

We continue to make progress on the new Mabana Fire Station. Firefighters spent the first overnight shift in Camano Fire history at Mabana on Oct. 24 after temporary sleeping quarters and improved bathrooms were installed. We also received variances from Island County that allowed us to begin the formal building design process for the new station.

In July, the Medic One Foundation set up a dedicated Camano Fire Fund. We appreciate their continued partnership and are pleased that community members have a way to contribute directly to programs and equipment that will improve emergency medical services on Camano Island.

In August, voters approved our EMS levy renewal request. We are deeply grateful for

the community's continued trust in us and in our ability to deliver high-quality service.

New Assistant Chief Aaron Fields also joined us in August. A veteran of the Seattle Fire Department and founder of Nozzle

Forward, Fields is well-known across the fire service for his instruction on fireground tactics. His experience and emphasis on training and accountability have been a huge asset to our department.

Looking ahead to 2026, our priorities are focused and strategic. We are working to complete permitting and final design plans for the new Mabana Fire Station. We also expect to take delivery of a new engine – the first purchased by the department in nearly 10 years – in early summer.

We are also formally launching our Community Assistance Referral & Education Services (CARES) program. Camano CARES is designed to help residents successfully age in place by connecting them with appropriate services and resources and reducing reliance on 911 for non-emergent needs. This is a proactive approach to support community well-being and help manage long-term system demands.

I am grateful for the professionalism of our personnel, the guidance of our Board of Fire Commissioners, and the continued support of our community. Together, we remain focused on delivering responsive, accountable, and high-quality service to Camano Island. I look forward to what we will accomplish together in 2026.





OUR MISSION

We work as a team to serve, protecting you and your property.

OUR VISION

The safest rural community in the state – a model of excellence in service.



OUR VALUES

SELFLESS SERVICE

- We put others first
- We always act with compassion and empathy
- We act with courage, choosing action over personal comfort

HUMILITY

- We encourage
- We recognize strengths and work at improving weaknesses
- We are genuinely curious; we ask questions so we can learn
- We get better every shift

INTEGRITY

- We live up to the values of CIFR
- We are honest and have no hidden agendas
- We do what we say we are going to do
- We fulfill our promises

TRUST/RELIABILITY

- We work at being reliable
- We communicate directly regardless of rank
- We go to the source
- We approach one another with genuine, respectful curiosity

RESPECT/PROFESSIONALISM

- We recognize the inherent value in those we serve
- We always act professionally
- We always put our best foot forward
- We are constantly improving ourselves

STEWARDSHIP

- We take care of it better than if we owned it
- We always leave it better than we found it

CAMANO ISLAND

50

firefighters*

11

paramedics

5

elected
commissioners

10

administrative
& maintenance
personnel

*Includes career,
part-time &
volunteer firefighters

17,235
population

39.8
square miles



2025 NOTABLE EVENTS

March

Fire Chief transition



On March 12, Jason Allen became the department's sixth fire chief and the first chief promoted from within the department. Former Chief Yengoyan celebrated his retirement with a community party in April.

Spring

Lightning strikes house

Lightning struck a north-end home, blowing out windows and starting a small fire, on March 26 after rare, intense thunderstorm.



Summer

Medic One fund for CFR

A dedicated Camano Fire fund, managed by the Medic One Foundation, to benefit the department's programs and training formally launched in late July.

August

Voters renew EMS Levy



Voters approved the EMS levy renewal, helping to maintain service levels by funding more personnel, replacing ambulances, and supporting purchase of equipment like cardiac monitors and defibrillators

Fall

Fields starts as new AC



Aaron Fields began his role as Assistant Chief on Aug. 1. He is a 25-year veteran of Seattle Fire and national educator on fireground tactics. His experience, leadership, and dedication make him a great addition to the department.

October

24/7 staffing at Mabana

New temporary quarters allowed firefighters to spend the first overnight shift in Camano Fire history at Mabana on Oct. 24. The south end now has 24/7 staffing for the first time.

Our people are our greatest asset

Each year we welcome new firefighters and say farewell to others. We take pride in hiring and retaining people who embody the values of our department and provide professional, selfless service to the residents of our community.

New hires

Winter

- F/T FF Marker
- P/T FF Baker
- P/T FF Brown
- P/T FF Peterson
- HR Generalist Runnels

Spring

- P/T FF Catledge
- P/T FF Bingham
- P/T FF Bryant

Summer

- Asst. Chief Fields
- F/T Paramedic Becerra
- P/T FF Swanson
- P/T FF Siozopolous
- P/T FF Brook

Fall

- F/T Paramedic Tremblay
- P/T FF Hoskinson
- P/T FF Vanleirrop-Anderson

Farewells

- Chief Yengoyan retired in March after leading the department since May 2019.
- PM Speerbrecher retired in June

Accomplishments



March

Chief Allen officially sworn in as department's sixth fire chief.

July

FF Lucas graduated from Paramedic school.

September

FF Devries completed probation.

November

MSO Mauck, AC Fields officially sworn in.

December

PM Becerra and PM Tremblay completed firefighter academy. PM McIntosh completed officer academy.

2025

by the numbers



2,474

TOTAL CALLS
FOR SERVICE



OF THOSE CALLS...

1,330

WERE
AMBULANCE
TRANSPORTS

THAT WAS A

15%

INCREASE
FROM 2024

CALLS BY TYPE



53

FIRES



57

HAZARDOUS
CONDITION



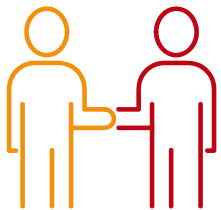
1,851

RESCUE/EMS



217

GOOD INTENT***



148

SERVICE CALL**



14

MARINE CALLS



128

FALSE ALARM



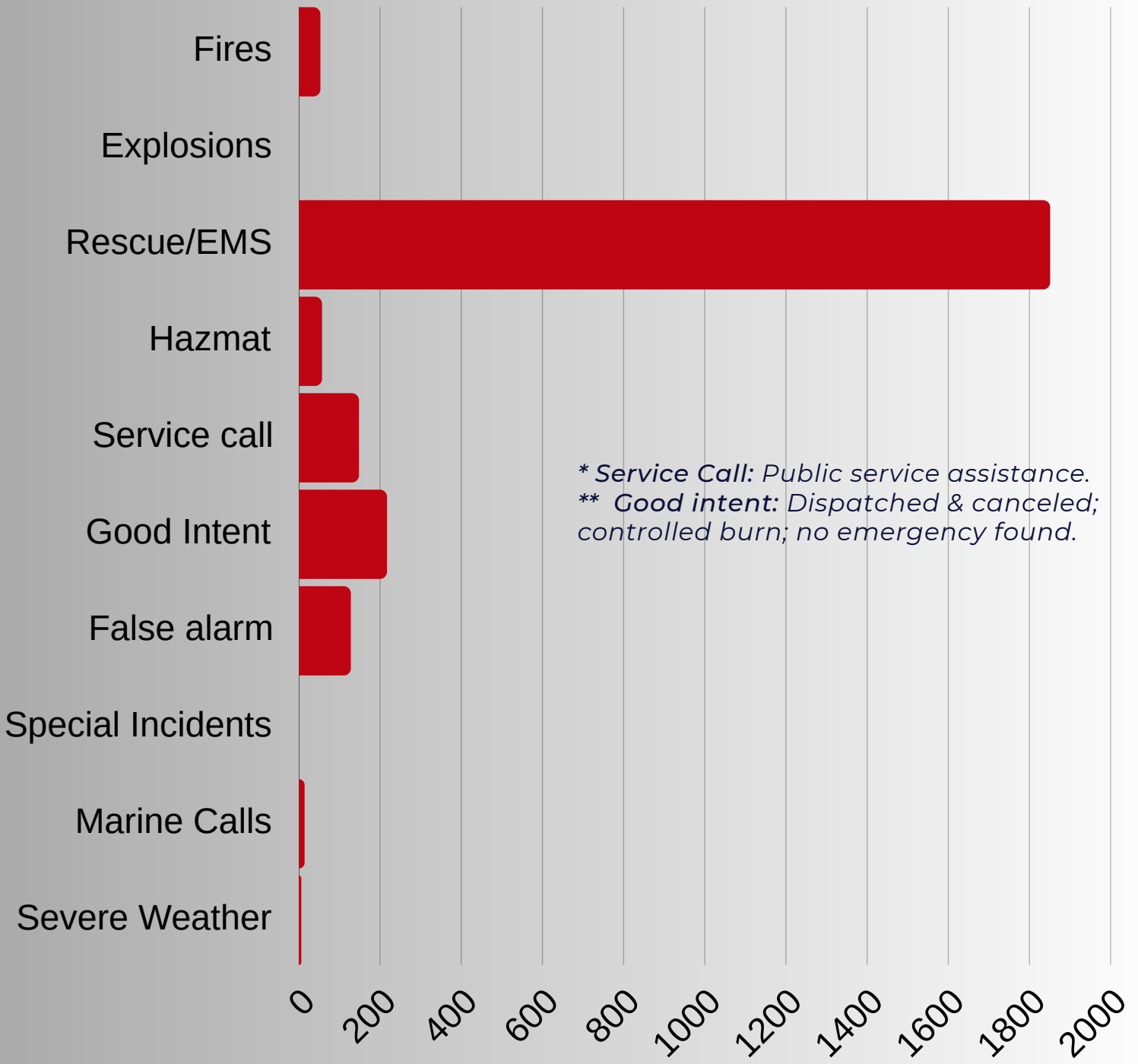
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SEVERE
WEATHER

** Service Call: Public service assistance.

*** Good intent: Dispatched & canceled; controlled burn; no emergency found.

2025 INCIDENT TYPES



2,474

Number of
dispatched calls

80

Mutual aid
given

50

Mutual aid
received



RESPONSE TIMELINE

CIFR Standards

2025 Crew performance

TURNOUT TIME/FIRST UNIT DEPARTS

<90 seconds
90% of the time for priority calls

90th Percentile*:
1 min. 36 seconds

90th PERCENTILE* RESPONSE TIMES

Camano Fire has adopted a first arriving unit response time standard of 9 minutes and 30 seconds 90% of the time for all priority calls.

	2025	2024
Department-wide	11:02	12:03
By response zone		
Station 2	9:30	11:08
Station 3	9:54	10:25
Station 4	11:36	11:58
Station 5	14:36	16:13

911 call

Someone calls 911



dispatch

911 dispatch center processes call and dispatches appropriate units



turnout

Time from unit dispatch to time when crew is geared up, in vehicle & leaving for the call



travel

Time from unit leaving to when it physically arrives at the call



*90th Percentile means that 90% of the time we responded at the time listed or more quickly.
** Longer response times can be due to overlapping calls or ability to rapidly move apparatus from their current location to the location of the emergency.

RESPONSE ANALYSIS

Predictable consequences

Response standards within the fire service are based on certain critical time factors, e.g. time to flash-over in a burning room, decrease in survival rates over time following a cardiac arrest without defibrillation, and a decrease in survival rates over time following severe traumatic injuries prior to arrival at a trauma facility. We understand the critical importance of these measures and acknowledge the significance of meeting these standards to ensure the safety and well-being of our community members.

All departments face individual challenges in meeting critical time points and national standards are especially difficult to meet for

rural districts like Camano Island. In addition, Camano Fire faces unique challenges, such as geographically dispersed populations, fewer firefighters and paramedics per capita, and a single access point for mutual aid response. We rely on mutual aid resources from neighboring departments and have agreements in place to supplement our fire and medical personnel when needed. Our isolated geography limits our ability to receive mutual aid which can exacerbate staffing and response challenges.

Our commitment to community safety remains a top priority, and working collaboratively with neighboring agencies strengthens our capacity to efficiently meet the needs of our residents.

Plan of Action

Voter approval of an EMS Levy renewal in 2025 means the District has a predictable funding source to support the hiring of EMTs and paramedics, replacement of ambulances, and the purchase of updated equipment like cardiac monitors and defibrillators.

Camano Fire fulfilled its 2025 action items by hiring two new paramedics, one new full-time firefighter, and 11 new part-time firefighters. Two additional firefighters completed paramedic school and resumed work on the island. The district continues to reinvest in its members with a goal of maintaining 12 firefighter/paramedics on staff and sending all future officers to officer training academy.

The District completed permitting and construction of temporary quarters at its Mabana Fire station, providing for 24/7 staffing on the south end of the island and improving response times island-wide. The District continues to work with Carletti Architects on designs for the new Mabana Fire Station and with Island County to complete the permitting process for construction.

Action Items for 2026:

- Finalize funding strategy for new Mabana Fire Station
- Continue recruitment and hiring of lateral paramedics and firefighters.
- Secure funding to maintain and expand CARES program.

SERVICES

Fire suppression

Our strategy in responding to structure fires is simple – get there fast and extinguish the fire while it's small. When we arrive before flashover (when the temperature closest to the fire rises to a level where everything ignites), fires require less water or extinguishment effort.

Once flashover occurs, the smoke and heat generated reduce the chances of safe evacuation in the remainder of the building. This also presents a much greater danger to the firefighters. Unless the building is equipped with sprinklers, firefighters must take hose lines inside to extinguish the fire.

The success of fire suppression operations depends on early intervention by response crews. CIFR utilizes an aggressive attack strategy to push heat, smoke and steam away from potential survivors; if this is not possible, CIFR implements defensive operations to contain the fire to the room of origin and prevent it from spreading.



CIFR dispatches four engines, three tenders, one rescue truck, one medic truck and a chief officer to a working fire. However, quick response times are dependent on the location of the fire in relationship to the fire station and availability of firefighters.

Marine Rescue



When you live on an island, water rescue is very important. On Camano, we see more water rescues than cardiac arrests. Too often, the victim isn't wearing a life jacket, and time is everything. During crabbing and shrimp season, the number of boaters increases dramatically on the island. The department has two boats, including a 28 foot fireboat, to support marine rescue. Every firefighter with the department is trained as a fireboat operator, and career staff are trained as water rescue technicians.

SERVICES

Emergency Medical Services

All firefighters are cross-trained as EMTs or paramedics, with Medical Control taking place through the Island County Medical Direction.

Personnel maintain rigorous training and recertification processes following Washington State Department of Health guidelines and the adopted and approved continuing education plan.

Emergency Medical Services are provided through the use of engine companies and ambulance crews who are trained as paramedics or EMTs. Based on the need for services, these units will respond with either a fire engine, Basic Life Support (BLS) ambulance, or Advanced Life Support (ALS) ambulance.

Depending on the on-duty personnel available, the on-duty fire engine may be staffed either as a basic or advanced life support unit. Once patient care has been established, an appropriate care level is determined, and either the basic life support personnel, EMTs, or advanced life support paramedics provide care until arriving at a local hospital for definitive care.

A minimum of one ALS and two BLS ambulances, as well as one fire engine, are staffed 24 hours per day, 365 days per year and are strategically positioned at four stations on Camano Island to provide rapid response.



PARAMEDICS

The new recruits serving as paramedics on Camano Island have been through emergency boot camp in either Bellingham or Seattle.

Harborview Medical Center in Seattle is the region's busiest trauma center. There, each recruit responds to at least 3,000 emergencies. Those thousands of calls prepare them to serve with other veterans. There are many examples of crew members who served in high-volume areas such as Portland and Seattle. It's all been important training, since Camano Island logs more than a thousand EMS calls per year.

Training

Camano Island Fire and Rescue is committed to preparing fire and rescue personnel to deliver excellent service to the community's residents while adhering to training requirements as mandated by law. This is accomplished by proactively responding to changes, solving problems, collaborating on issues, assessing the needs of the community and personnel, and developing viable solutions.

The training division accomplishes this by incorporating the best instructional and training methods and continuously evaluating the personnel's capabilities. All Camano Fire personnel are certified in HazMat Awareness and Operations, and Firefighter 1 and Firefighter 2.

In 2025, the department had 7,700 total training hours. That means each firefighter invested an average of 121 hours on training throughout the year.



Rope Rescue



Rope rescue operations are a critical piece of the technical rescue response on Camano Island. Much of our shoreline is high bluff, and often it is a homeowner's pet that goes over a cliff. If we don't go get the dog, nine times out of 10 we'll have to go after the owner instead.

The department commits to training every career firefighter in rope rescue; many of our firefighters are at the technician level, requiring at least 40 hours of training, though most have 90 or more hours. In addition, the rope rescue equipment and methods are frequently used in other rescue operations, such as fire incidents and car accidents.

SERVICES

Community outreach & education

Camano Fire offers fire safety and health education presentations to community groups, childcare centers, and local schools as requested. We even bring Sparky the Fire Dog!

Camano Fire hosts National Night Out in August, a Halloween Party in October, and the Santa Run in December. The district also participates in local events hosted by community groups and collects food & cash donations for the Stanwood-Camano Food Bank & Thrift Store.

