



COMMISSIONER BOARD MEETING

April 23, 2020

5:30 PM

Fire District 7 Station 31 Training Room

VIA BLUEJEANS

**SNOHOMISH COUNTY FIRE DISTRICT #7
WASHINGTON**

AGENDA

Lake Stevens Fire
1825 South Lake Stevens Road
Lake Stevens, WA 98258
(425) 334-3034
www.LSfire.org



Snohomish County Fire District 7
163 Village Court
Monroe, WA 98272
(360) 794-7666
www.Snofire7.org

BOARD OF FIRE COMMISSIONERS MEETING AGENDA SNOHOMISH COUNTY FIRE DISTRICT 7

Fire District 7 Station 31 Training Room
163 Village Court, Monroe, WA 98272

April 23, 2020

1730 hours

CALL TO ORDER

UNION COMMENT

IAFF

Teamsters

CHIEFS REPORT

CONSENT AGENDA

Approve Vouchers

Benefit Vouchers: #20-01002 – #20-01009 (\$570,550.09)

Benefit Voucher: #20-1010 (\$285,808.30)

AP Vouchers: #20-01012 – #20-01133 (\$317,953.57)

Approve Payroll

April 15, 2020; \$989,710.76

Approval of Minutes

Approve Regular Board Meeting Minutes – April 9, 2020

Approve Special Board Meeting Minutes – April 16, 2020

Correspondence

Thank You Acknowledgements

OLD BUSINESS

Discussion

COVID-19

Fire District Name

Allied Construction Settlement

Executive Contracts

Negotiations Committee

COVID-19 Leave Policy and MOU

Chelan Conference

Action

COVID-19 Leave Policy and MOU

Guidance for County Assessors Office on Non-Voted Bonds R-2020-08

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NEW BUSINESS

Discussion

Paid Family and Medical Leave MOU
Surplus Bauer SCBA fill station and compressor S81 R-2020-17

Action

COMMISSIONER COMMITTEE REPORTS

Joint Fire Board with Mill Creek (Elmore / Fay / Waugh):
Finance Committee (Elmore / Snyder / Waugh / Woolery):
Policy Committee (Elmore / Edwards / Schaub / Woolery):
Labor/Management (Waugh / Fay):
Contract Bargaining (Waugh / Fay): TBD
Shop Committee (Edwards / Gagnon / Snyder / Woolery):
Strategic Plan Committee (Fay / Schaub / Snyder / Steinruck):
Capital Facilities Committee (Gagnon / Schaub / Snyder / Woolery):
Government Liaisons:
 Lake Stevens (Gagnon / Steinruck):
 Monroe (Edwards / Snyder / Woolery):
 Mill Creek (Elmore / Fay / Waugh):
 Legislative (Elmore / Schaub)

OTHER MEETINGS ATTENDED

Snohomish County 911 (Waugh)
Regional Coordination
Leadership Meeting (Fay / Schaub)
Sno-Isle Commissioner Meeting

GOOD OF THE ORDER

ATTENDANCE CHECK

Regular Commissioner Meeting, Thursday May 14 at 1730 - Station 31 Training Room/BlueJeans

EXECUTIVE SESSION

Discuss Executive Contracts per RCW 42.30.110(1)(g)

ADJOURNMENT

FIRE CHIEF REPORT



Chief's Report 4.21.20

COVID-19

District personnel remain focused on the District's mission of saving lives, protecting property, safeguarding the environment in a fiscally responsible manner. Given the current COVID-19 outbreak, extra attention has been given to the safety of our personnel and the District's response to care for our communities. We have been working closely with our Snohomish County regional partners including the other fire/EMS agencies, Snohomish County EMS, DEM, Dept. of Health, hospitals the cities we serve, the school districts we serve, and others.

- Labor disruption is stable
- Call volume has dropped below normal.
- County call volume is low
- Transports are down
- Turnaround time at the hospital has improved
- Daily training is ongoing for all responders regarding personal protective equipment (PPE), decontamination, and response protocols
- An infectious control task force has been established with the Safety Committee and DC Messer as the lead
- We are promoting social distancing in all District facilities and keep our people safe
- Preparation for the Alternative Response Units (ARUs) has been completed
- We have engaged the PEER Support Team and provided informational resources to assist employees mental health needs
- The regional Fire Coordination Center at South County Fire HQ has been suspended
- We continue to updated the IAP

Child Rescued in House Fire

Sunday, April 19 Snohomish County Fire District 7 was dispatched to a residential house fire at 11:09 am near the 16500 block of 154th Street SE in Monroe. A neighbor had called 911 after seeing smoke coming from the home. - Monroe Police Department Officers arrived on scene first and were told that there was one child still in the house. The Officers quickly entered the home and closed the door to the bedroom where the fire was located then exited the home. They did not locate the child in that short time. - Snohomish County Fire District 7's Engine 31 crew arrived on scene and entered the home with a hose line to start controlling the fire and conduct a search. Medic 31 arrived on scene and assisted with searching. Medic 31 searched an adjacent bedroom and found the child in a closed toy trunk at the end of the bed. They quickly grabbed her and brought her outside the home to safety. Paramedics evaluated the child and was not transported. Due to the quick thinking of the Police Officers by closing the bedroom door, firefighters were able to contain the fire to the bedroom and extinguish the flames. The Police Officers who entered the home were evaluated by paramedics, and were uninjured.

Fire Engine Electrical Fire

Thursday, 4/16/20 while the shop was preparing the new 2019 Rosenbauer engine for service, an electrical fire occurred in the cab. The mechanics quickly extinguished the fire. The Snohomish County Fire Investigator thinks the cause may be due to the way the wiring was installed in the

factory. We believe the insurance company will probably investigate further. The preliminary damage estimate is approximately \$50,000.

Shop Mechanic's Employment Agreement

Staff continues to work with mechanics representatives from the shop to develop an updated employment agreement.

Communications

The weekly Face Book Live educational series continues to be successful with widespread attendance. This week's topic was water safety.

Community Resource Paramedic-COVID 19 Outreach

CRP David Hanson is involved in a joint task force with law enforcement and the Snohomish County Health Department to evaluate citizens living in homeless camps for COVID 19.

Regional Leadership Training

Staff is working with our regional fire agency partners to research the benefits of participation in a regional leadership training program.

CONSENT AGENDA

Snohomish County Fire District #7 Claims Voucher Summary

04/20/2020

Page 1 of 1

Fund: General Fund #001

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: _____

Signatures:

Voucher	Payee/Claimant	1099 Default	Amount
20-01002	DEPARTMENT OF RETIREMENT SYSTEMS		23,508.28
20-01003	FIRE 7 FOUNDATION		297.50
20-01004	HRA VEBA TRUST		63,124.06
20-01005	LEOFF TRUST		380,088.67
20-01006	TD AMERITRADE INSTITUTIONAL		388.50
20-01007	TD AMERITRADE TRUST CO		20,742.05
20-01008	TRUSTEED PLANS SERVICE CORP		32,312.51
20-01009	VOYA INSTITUTIONAL TRUST CO		50,088.52

Page Total	570,550.09
Cumulative Total	570,550.09

Snohomish County Fire District #7 Claims Voucher Summary

04/15/2020

Page 1 of 1

Fund: General Fund #001

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: _____

Signatures:

_____	_____	_____
_____	_____	_____
_____	_____	_____

Voucher	Payee/Claimant	1099 Default	Amount
20-01010	DEPARTMENT OF LABOR AND INDUSTRIES		285,808.30

Page Total	285,808.30
Cumulative Total	285,808.30

Snohomish County Fire District #7

04/20/2020

Claims Voucher Summary

Page 1 of 4

Fund: Shop #500

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: _____

Signatures:

Voucher	Payee/Claimant	1099 Default	Amount
20-01012	ACE EQUIPMENT RENTALS		136.50
20-01013	ALL BATTERY SALES AND SERVICE		4,556.93
20-01014	ALLEGIS CORPORATION		37.17
20-01015	ALLSTREAM BUSINESS US, INC		109.85
20-01016	AMERIGAS		890.85
20-01017	ANACONDA NETWORKS INC		2,572.00
20-01018	ANDGAR CORPORATION		104.98
20-01019	ARAMARK UNIFORM SERVICES		77.73
20-01020	BENJAMIN BLOOMQUIST		9.78
20-01021	BICKFORD MOTORS INC.		215.63
20-01022	BLANCHARD ELECTRIC & FLEET SUPPLY		75.48
20-01023	BOUND TREE MEDICAL, LLC		24,553.95
20-01024	BRAKE & CLUTCH SUPPLY INC		1,256.26
20-01025	BRAUN NORTHWEST INC		1,369.34
20-01026	BRYSON SALES & SERVICE		231.66
20-01027	CANON FINANCIAL SERVICES INC		146.58
20-01028	CASCADE FIRE & SAFETY		2,218.44
20-01029	CATHARINE RYAN KEAY		3,000.00
20-01030	CDW GOVERNMENT LLC		11,804.41
20-01031	CENTRAL WELDING SUPPLY		149.07
20-01032	CHAMPION BOLT & SUPPLY		512.05
20-01033	CHMELIK, SITKIN & DAVIS PS		4,372.00
20-01034	CHRISTENSEN, INC		2,327.44
20-01035	CITY OF MONROE		368.20
20-01036	CITY OF MONROE		33.13
20-01037	CITY OF MONROE		145.16
20-01038	CITY OF MONROE		631.35
20-01039	COACH GLASS		1,133.91
20-01040	COGDILL, NICHOLS, REIN		6,924.99
20-01041	COMCAST		146.01
20-01042	COMCAST		150.05

Page Total 70,260.90

Cumulative Total 70,260.90

Snohomish County Fire District #7

04/20/2020

Claims Voucher Summary

Page 2 of 4

Fund: Shop #500

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: _____

Signatures:

Voucher	Payee/Claimant	1099 Default	Amount
20-01043	COMCAST		160.05
20-01044	COMCAST		375.10
20-01045	COMCAST		304.79
20-01046	COMDATA NETWORK, INC		2,968.71
20-01047	CREWSENSE LLC		1,636.54
20-01048	DANIEL MURDOCK		487.96
20-01049	DAVID LEDUC		99.00
20-01050	DAVIS DOOR SERVICE		3,490.82
20-01051	DEPARTMENT GRAPHICS		164.70
20-01052	DICK'S TOWING INC		147.42
20-01053	DIRECTV		137.87
20-01054	DUNLAP INDUSTRIAL HARDWARE INC		164.22
20-01055	DUO-SAFETY LADDER CORPORATION		80.10
20-01056	DUVALL AUTO PARTS		13.02
20-01057	DYKEMAN		3,485.00
20-01058	EASTSIDE A/V LLC		1,960.14
20-01059	EVERGREEN POWER SYSTEMS, INC		12,613.98
20-01060	FASTENAL COMPANY		339.38
20-01061	FIRST WATCH		403.00
20-01062	FREIGHTLINER NORTHWEST		891.59
20-01063	GALLS, LLC - DBA BLUMENTHAL UNIFORM		1,936.33
20-01064	GENERAL FIRE APPARATUS		429.44
20-01065	GRAINGER		5,422.18
20-01066	HEALTHFORCE OCCUPATIONAL MEDICINE		9,725.00
20-01067	HIGHWAY AUTO SUPPLY		52.42
20-01068	INDUSTRIAL COMMUNICATIONS LLC		157.94
20-01069	IRON MOUNTAIN INC		356.79
20-01070	ISOUTSOURCE		15,401.81
20-01071	JUDD & BLACK ELECTRIC INC		107.75
20-01072	KAMAN INDUSTRIAL TECHNOLOGIES		249.58
20-01073	KENNY'S TRUCK PARTS AND REPAIR		6.54

Page Total

63,769.17

Cumulative Total

134,030.07

Snohomish County Fire District #7 Claims Voucher Summary

04/20/2020

Page 3 of 4

Fund: Shop #500

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: _____

Signatures:

Voucher	Payee/Claimant	1099 Default	Amount
20-01074	KENT D. BRUCE		3,803.55
20-01075	KNOX COMPANY		2,428.65
20-01076	LEMAY MOBILE SHREDDING		86.00
20-01077	LIFE ASSIST INC		3,785.03
20-01078	LN CURTIS & SONS		580.14
20-01079	MOBILE HEALTH RESOURCES		1,303.90
20-01080	MONROE PARTS HOUSE		9,115.33
20-01081	MORSE TOOLS LLC		22.13
20-01082	MUNICIPAL EMERGENCY SERVICES, INC.		60,904.81
20-01083	NORTH SOUND PRODUCTIONS		4,426.65
20-01084	NW AIR & SAFETY		201.65
20-01085	OFFICE DEPOT		237.92
20-01086	OFFICE OF THE WASHINGTON STATE AUDITOR		4,165.00
20-01087	PACIFIC POWER BATTERIES		71.59
20-01088	PACIFIC POWER GROUP		86.43
20-01089	PUGET SOUND ENERGY		556.88
20-01090	PUGET SOUND ENERGY		36.11
20-01091	PUGET SOUND ENERGY		35.87
20-01092	PUGET SOUND ENERGY		695.86
20-01093	PUGET SOUND ENERGY		435.25
20-01094	PURCELL TIRE & SERVICE CENTER		1,346.18
20-01095	REPUBLIC SERVICES #197		61.19
20-01096	REPUBLIC SERVICES #197		395.60
20-01097	REPUBLIC SERVICES #197		294.96
20-01098	REPUBLIC SERVICES #197		206.04
20-01099	REPUBLIC SERVICES #197		267.85
20-01100	REPUBLIC SERVICES #197		62.61
20-01101	REPUBLIC SERVICES #197		101.47
20-01102	REPUBLIC SERVICES #197		402.75
20-01103	REPUBLIC SERVICES #197		102.78
20-01104	REPUBLIC SERVICES #197		198.44

Page Total	96,418.62
Cumulative Total	230,448.69

Snohomish County Fire District #7

04/20/2020

Claims Voucher Summary

Page 4 of 4

Fund: Shop #500

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: _____

Signatures:

Voucher	Payee/Claimant	1099 Default	Amount
20-01105	REPUBLIC SERVICES #197		297.88
20-01106	RICE FERGUS MILLER		2,788.00
20-01107	RICK EDWARDS		57.04
20-01108	RICOH USA, INC.		569.75
20-01109	SHI INTERNATIONAL CORP		31,224.53
20-01110	SNOHOMISH COUNTY AUDITOR ELECTIONS DIVISION		12,705.15
20-01111	SNOHOMISH COUNTY FIRE DISTRICT 7		1,954.82
20-01112	SNOHOMISH COUNTY PUD		1,500.15
20-01113	SNOHOMISH COUNTY PUD		294.20
20-01114	SNOHOMISH COUNTY PUD		264.47
20-01115	SNURE LAW OFFICE		1,950.00
20-01116	SOREN JOHNSON		208.96
20-01117	SPEEDWAY CHEVROLET		670.99
20-01118	STATE OF WA DEPARTMENT OF REVENUE		593.23
20-01119	STATION AUTOMATION INC		2,462.50
20-01120	STREAMLINE AUTOMATION SYSTEMS, LLC		7,017.00
20-01121	SUBURBAN PROPANE LP		2,583.90
20-01122	SYSTEMS DESIGN WEST LLC		11,183.65
20-01123	TOWN & COUNTRY TRACTOR INC.		18.57
20-01124	TRUE NORTH EMERGENCY EQUIPMENT INC		2,673.04
20-01125	TURNOUTRENTAL, LLC		2,440.00
20-01126	VERIZON WIRELESS		652.09
20-01127	VERIZON WIRELESS		14.69
20-01128	VERIZON WIRELESS		1,285.05
20-01129	VERIZON WIRELESS		800.64
20-01130	WAVE BUSINESS		145.62
20-01131	WAVE BUSINESS		640.68
20-01132	WELLSPRING FAMILY SERVICES EAP		470.90
20-01133	WHELEN ENGINEERING COMPANY		37.38

Page Total 87,504.88

Cumulative Total 317,953.57



Snohomish County
FIRE DISTRICT 7

Earning Trust Through Action

3

Payroll Summary

04/15/2020

Check Date	04/15/2020
Period Begin	04/01/2020
Period End	04/15/2020

Direct Deposits	\$784,533.69
Paper Checks	\$628.95
Taxes	\$204,548.12
Total	\$989,710.76

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BOARD OF FIRE COMMISSIONERS MEETING MINUTES SNOHOMISH COUNTY FIRE DISTRICT 7

Fire District 7 Station 31 Training Room
163 Village Court, Monroe, WA 98272

April 9, 2020

1726 hours

CALL TO ORDER

Chairman Waugh called the meeting to order via Blue Jeans at 1726 hours. All Commissioners attended via Video Conference due to the COVID-19 ban on meeting gatherings with the exception of Commissioner Woolery and Fay who attended in person.

AGENDA CHANGES

Discussion Item: ALS Service with Fire District 5 moved to Action Item

Action Item: Leave Policy and MOU put on hold

UNION COMMENT None

CHIEFS REPORT

As presented in the packet.

CONSENT AGENDA

Approve Vouchers

Benefit Vouchers: #20-00845 – #20-00863 (\$576,762.95)

AP Vouchers: #20-00864 - #20-01000 (\$466,527.19)

Approval of Minutes

Approve Regular Board Meeting Minutes – March 26, 2020

Approve Special Board Meeting Minutes – March 31, 2020

Correspondence

Motion to approve the Consent Agenda as submitted.

Motion by Commissioner Snyder and 2nd by Commissioner Elmore.

On Vote, **Motion Carried 9/0.**

OLD BUSINESS

Discussion

COVID-19

Chief O'Brien noted information was included in his chief's report however; he wanted to mention the District has updated its District Launch to address the COVID-19 situation. He covered the key topics of the updated launch with the Board.

Commissioner Schaub questioned the possible economic decline and drop in AV. He asked what the AV decline was and Leah Schoof noted they would mirror the 2009 economic decline and recovery with a very conservative approach to begin with. CFO Tabor noted they left new construction at an increase of 2%. In 2023 dropped the AV by 8.89%, in 2024 8.54%, 2025 10.88% drop, 2026 a drop of an additional 7.77%.

Commissioner Fay encouraged District 7 to be at the table with the County to help address a better recovery

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analysis. He also recommended a review afterwards of the PPE assembly along with a debriefing of action. Commissioner Waugh voiced a concern with the financial model's equipment and apparatus replacement fund and questioned how the District will cover themselves in the event of an economic downturn? CFO Tabor noted instead of paying cash for the vehicles, an option to consider is financing while the interest rates are at historic lows.

Fire District Name

Chief O'Brien informed the board of the survey completion today April 9, 2020.

Allied Construction Settlement: No Comment

Capital Facility Plan: No Comment

ALS Service Agreement with District 5 Sultan

Motion to move the discussion to an action and approve the ALS Service Agreement with District 5 Sultan as submitted.

Motion by Commissioner Snyder and 2nd by Commissioner Elmore

On Vote, **Motion Carried 9/0.**

Commissioner's requested District 5 have no more than 30 days to activate this agreement or the District will revert to manually billing for costs occurred.

Strategic Planning No Comment

Executive Contracts: To be discussed in Executive Session

Action

2020 Budget Amendment #1:

Motion to approve the 2020 Budget Amendment #1 as submitted.

Motion by Commissioner Elmore and 2nd by Commissioner Steinruck

On Vote, **Motion Carried 9/0.**

Resolution 2020-10 Adopting Annexation

Motion to approve Resolution 2020-10 Adopting Annexation.

Motion by Commissioner Schaub and 2nd by Commissioner Snyder

On Vote, **Motion Carried 9/0.**

Resolution 2020-11 Surplus AEDs

Motion to approve Resolution 2020-11 Surplus AEDs as submitted.

Motion by Commissioner Steinruck and 2nd by Commissioner Fay

On Vote, **Motion Carried 9/0.**

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Resolution 2020-12 Surplus Helmets

Motion to approve Resolution 2020-12 Surplus Helmets as submitted.
Motion by Commissioner Elmore and 2nd by Commissioner Gagnon
On Vote, **Motion Carried 9/0.**

Union 2781 MOU #2019-07 Sharing Personnel in COVID-19 Response

Motion to approve Union 2781 MOU #2019-07 Sharing Personnel in COVID-19 Response as submitted.
Motion by Commissioner Fay and 2nd by Commissioner Woolery
On Vote, **Motion Carried 9/0.**

NEW BUSINESS

Discussion

Guidance for County Assessor's Office on Non-Voted Bond Debt

Leah Schoof noted the County had asked for guidelines regarding the non-voted debt by District 7 previous to merge. She explained the districts have combined all assets and liabilities. Resolution 2020-8 outlines guidance for the payment of the debt by the newly combined district.

Shop Contract

Leah Schoof thanked Human Resources for their work on the contract. The district will move forward and set some negotiation dates.

Action None

COMMISSIONER COMMITTEE REPORTS None

OTHER MEETINGS ATTENDED None

GOOD OF THE ORDER

Commissioner Elmore thanked the staff for all their extra efforts in managing COVID-19.

Commissioner Snyder asked if there was anything to report on the riots at the prison the previous night. The concern of the inmates had to do with the prison protocol of COVID-19 now that there were confirmed cases. It was contained quickly.

Commissioner Gagnon noted he was proud to see labor and management share resources during the COVID-19 response.

ATTENDANCE CHECK

All commissioners in attendance will be at the next Regular Commissioner Meeting, Thursday April 23 at 1730 – via Blue Jeans video.

EXECUTIVE SESSION

At 1800 hours Chairman Waugh called for an executive session to discuss Executive Contracts per RCW 42.30.110(1) (g) for thirty (30) minutes.

Chief O'Brien, AC Guptill, Business Administrator Leah Schoof, HR Director Pamella Holtgeerts, and District Attorney Brian Snure also attended the executive session.

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The Commissioners decided to meet in small Executive Contract sub-committees as they proceed. These sub-committees will take place on Monday April 13, 2020 and Tuesday April 14, 2020.

Chairman Waugh reconvened the open public meeting at 1830 hours with no action as a result.

ADJOURNMENT Chairman Waugh adjourned the meeting at 1830 pm.

Snohomish County Fire District #7

Commissioner Randy Fay

Commissioner Rick Edwards

Vice Chairman Troy Elmore

Commissioner Paul Gagnon

Commissioner Jeff Schaub

Commissioner William Snyder

Commissioner Jim Steinruck

Chairman Roy Waugh

Commissioner Randal Woolery

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Chief Kevin K. O'Brien

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**BOARD OF FIRE COMMISSIONERS SPECIAL MEETING MINUTES
SNOHOMISH COUNTY FIRE DISTRICT 7**

Fire District 7 Station 31 Training Room
163 Village Court, Monroe, WA 98272

April 16, 2020

1730 hours

CALL TO ORDER

Chairman Waugh called the special meeting to order via Blue Jeans at 1737 hours due to technical issue. Commissioners attended via Video Conference due to the COVID-19 ban on meeting gatherings.

EXECUTIVE SESSION

At 1740 hours Chairman Waugh called for an executive session to discuss Executive Contracts per RCW 42.30.110(1)(g) for 30 minutes.

Chief O'Brien also attended the executive session.

At 1810 hours, Chairman Waugh extended the executive session an additional 30 minutes.

Chairman Waugh reconvened the open public meeting at 1840 hours with no action to follow.

ADJOURNMENT Chairman Waugh adjourned the meeting at 1840.

Snohomish County Fire District #7

Commissioner Randy Fay

Commissioner Rick Edwards

Vice Chairman Troy Elmore

Commissioner Paul Gagnon

Commissioner Jeff Schaub

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Commissioner William Snyder

Commissioner Jim Steinruck

Chairman Roy Waugh

Commissioner Randal Woolery

Chief Kevin K. O'Brien

CORRESPONDENCE



**Behind the Badge Foundation and the Jayme Biendl Memorial Run Committee
would like to thank you for your support**

Your generosity, in kind donations and volunteer hours raised over \$6000.00 for the Behind the Badge Foundation.

Your participation has huge ripple effects.

Picture the smile on a child's face as she successfully catches a fish
at BtBF's annual "Goin' Fishin" event for surviving children of fallen officers.

Or law enforcement officers and their significant others tackling the topics of wellness and resiliency
at the annual Law Enforcement Family Network Conference.

Training and networking to equip law enforcement officers and their families
to not only survive but thrive during the tough times.

-The Jayme Biendl Memorial Run Committee

-Behind the Badge Foundation Staff & Board of Directors

Just a note . . .



A note to THANK YOU ²⁷
for your presence + superb
help all year! 864 Village
Way must seem like "your
grandma's house!" From all
of us you've picked up off
the floor, THANK YOU!

GOD BLESS YOU ALL,
AND YOUR FAMILIES!

TAKE A MINUTE TO
FEEL PROUD
OF EACH OTHER!

Praying for all of you,
old Jane Kelly ☺

Dear staff at Lake Stevens Station,

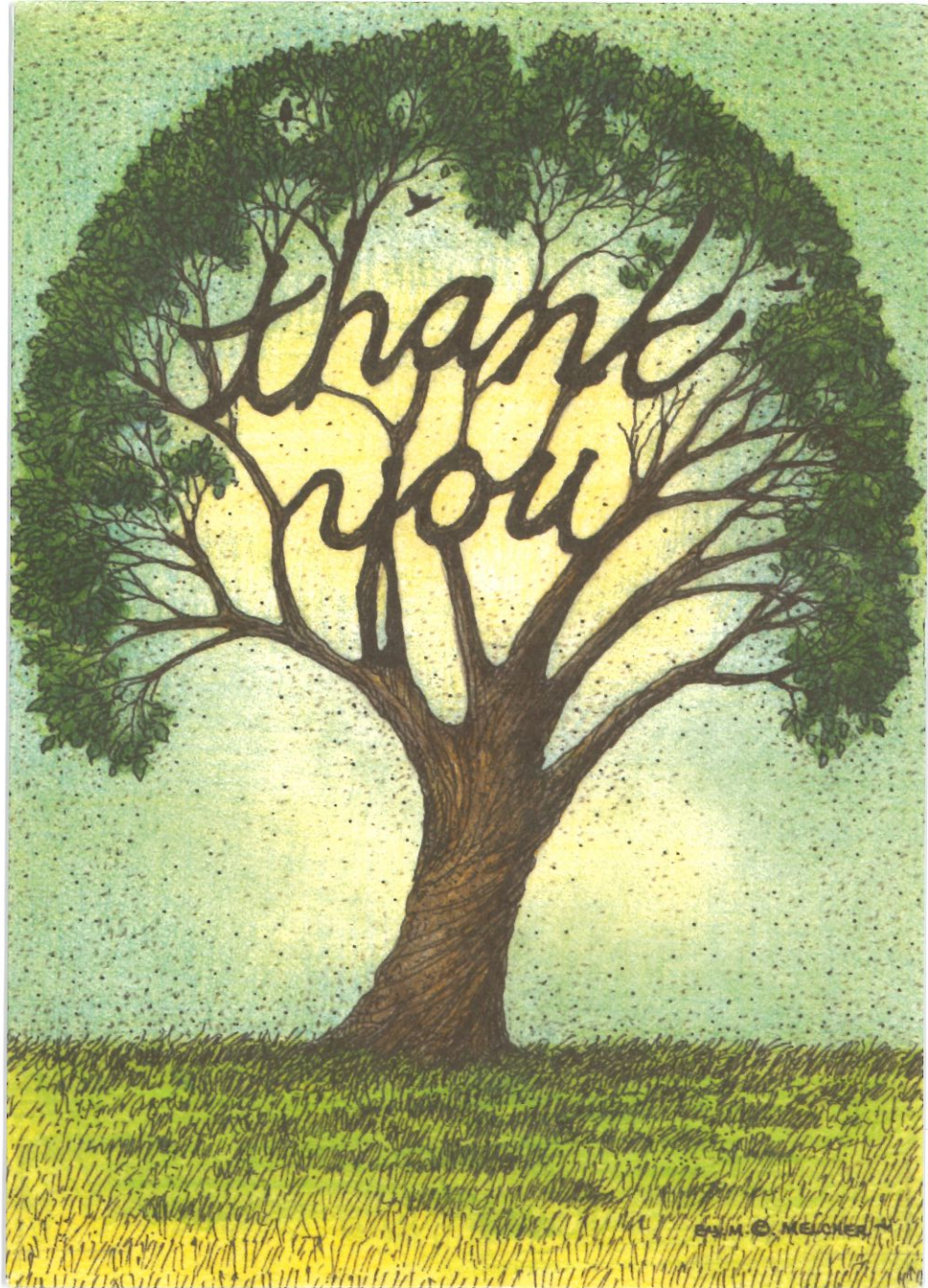
We would like to extend our most sincere appreciation to those of you responding to our recent 911 call. Despite your determination and best efforts, Dewey passed last night. He was 84 years old, lived a good life, and had a multitude of family there to say goodbye.

Thank you for handling our dad with respect and urgency. We felt comforted by your professionalism and organized approach to his emergency. It takes strong people to face your job every day and we are so thankful you are willing to come when we need you.

Most sincerely

Ed and Katie Tenney

22123 Dubuque Road



To members of Fire Dist. #7 - Monroe,

First of all I want to say how much I appreciate your hard work & commitment to our community & your willingness to face risk & danger every day - virus or not.

Specifically, though, I want to thank those who helped a dear friend of mine a few weeks ago. For four nights & four mornings, you showed up to lift Starr Walz in & out of bed.

Her electric chair had broken & she was in a crisis until a loaner chair was delivered. She said how kind you all were, never making her feel like she was a burden. She felt like you cared & even made her laugh.

You sent David Hanson to visit & find out her needs & he has been a great help. Again, she felt important enough for you to take time for her.

We are praying for ^{you} all at this difficult time - for your health, safety, endurance.

Thanks for caring so much for our citizens. God bless you! Stephanie Einig

OLD BUSINESS - DISCUSSION

OLD BUSINESS - ACTION

COVID-19 RELATED PANDEMIC LEAVE & CLOSURE PAY POLICY

Issue Date: April 23, 2020

1. Background and Purpose.

- A. On February 29, 2020, Washington State Governor Jay Inslee issued Emergency Proclamation 20-05, as follows: "On January 21, 2020, the Washington State Department of Health confirmed the first case of the novel coronavirus (COVID-19) in the United States in Snohomish County, Washington. I, Jay Inslee, Governor of the state of Washington, as a result of the above noted situation, and under Chapters 38.08, 38.52 and 43.06 RCW, do hereby proclaim that a State of Emergency exists in all counties in the state of Washington... "
- B. On January 31, 2020, the U.S. Department of Health and Human Services declared a public health emergency for COVID-19.
- C. On March 11, 2020, the World Health Organization declared COVID-19 a global pandemic.
- D. On March 13, 2020, the President of the United States declared a public national emergency relating to COVID-19.
- E. On February 29, 2020, Governor Jay Inslee proclaimed a state of emergency within the State of Washington due to COVID-19; and
- F. On March 04, 2020, County Executive Dave Somers issued a Proclamation of Emergency in response to the COVID-19 outbreak.
- G. COVID-19 is a respiratory disease caused by a new virus called SARS- CoV-2. The most common symptoms of the disease are fever, cough, and shortness of breath (the "Common Symptoms"). It is expected that most people with COVID-19 will have mild disease symptoms, but some people will get sicker and may need to be hospitalized. Others may be quarantined, either at home or in a health care facility. COVID-19 may result in death among vulnerable members of the population.
- H. COVID-19 is spread by asymptomatic people for up to fourteen (14) days before showing symptoms. Accordingly, the disease may be spread by individuals who do not know they are infected, which is underlying federal, state, and local health officials strongly encouraging and, in some areas, mandating social distancing. These health and safety orders have required organizations to quarantine employees, minimize and, in some cases, close operations completely in order to protect employees, families, and the local community.
- I. Snohomish County Fire District No. 7 (the "Fire District") needs to ensure that its employees remain operational to assist in continuity of operations efforts, emergency efforts, and to return when this emergency is complete with their original sick and vacation leave banks intact to the maximum extent possible to help minimize disruption when operations return to normal.

- J. Given the seriousness of COVID-19 and its rapid transmission, preemptive action may be necessary to prevent widespread transmission of COVID-19 amongst Fire District employees by closing certain Fire District facilities, instituting telecommuting procedures for non-uniform personnel, reassigning work duties to help cover increased and unanticipated continuity of operations. Therefore, the Fire District intends to take such action with the intent not to compromise employee's normal compensation and benefits.
- K. This Policy does not establish any precedent for how the Fire District may respond to the same or similar such event(s) in the future and shall not be read as setting any precedent on how the Fire District will respond to future emergency situations. It shall not be evidence of a past practice.
- L. The Fire Chief may modify or revoke this Policy at any time and for any reason. For represented employees, the Fire District will bargain impacts of any modifications in compliance with applicable law.
- M. The Fire District's primary purpose in enacting this Policy is to protect, promote and preserve the public health and safety of its employees and the community. The Fire District finds this to be a fundamental purpose of government, especially given the public health crisis our community is facing. Any private benefit from this Policy is incidental to this primary purpose.
- N. Sections 1, 2, 5 and 6 of this Policy applies to all Fire District Employees. Sections 3 and 4 do **not** apply to represented IAFF bargaining unit members.
- O. Effective April 1, 2020, the Families First Coronavirus Response Act (H.R. 6201) ["FFCRA"] gave certain employees leave, including up to eighty (80) hours of paid leave under the Emergency Paid Sick Leave Act ("Emergency Paid Sick Leave") and twelve (12) weeks of expanded Family and Medical Leave ("Expanded FMLA Leave") (collectively, "FFCRA Leave").
- P. The FFCRA provides that an employee on Emergency Paid Sick Leave may receive his or her full wage up to five hundred eleven dollars (\$511)/day or five thousand one hundred ten dollars (\$5,110) in the aggregate if the employee is home due to his/her own isolation/quarantine, or two thirds (2/3rd) of his or her wage up to two hundred dollars (\$200)/day or two thousand dollars (\$2,000) in the aggregate if the employee is home caring for a family member with the virus or due to a child's school closure. An employee on Expanded FMLA Leave may receive two thirds (2/3rd) of his or her wage up to two hundred dollars (\$200)/day or ten thousand dollars (\$10,000) in aggregate after the first two (2) weeks of unpaid leave.
- Q. The Fire District does not exempt its health care providers and emergency responders from FFCRA Leave.
- R. The Fire District intends to supplement the FFCRA Leave with its own Supplemental Pandemic Leave and Closure Pay as provided herein.

2. Supplemental Pandemic Leave

- 2.1 **Purpose.** Recognizing the public health directives regarding COVID-19, the Fire District hereby provides Supplemental Pandemic Leave for the sole purpose of allowing employees to maintain their normal compensation during COVID-19 related leaves under the Emergency Paid Sick Leave Act.

It is recognized that Emergency Paid Sick Leave may not provide an employee with their normal compensation due to FFCRA COVID-19 qualifying events in all cases, to wit: (i) the 80 hours of paid leave is designed for traditional work schedules and does not fully cover all shift hours for a 24 hour shift employee, (ii) certain qualifying reasons under the FFCRA do not allow an employee to receive their full wages, (iii) the dollar value of such leave is capped on a daily and total basis, and (iv) once Emergency Paid Sick Leave under FFCRA has been exhausted, it is not available for subsequent COVID-19 illnesses or subsequent mandated quarantine/isolation due to on-the-job exposures (“Re-Occurrences”). This Supplemental Pandemic Leave is intended to allow an employee receiving Emergency Paid Sick Leave to receive their normal compensation and to provide leave for Re-Occurrences.

- 2.2 **Eligibility.** Supplemental Pandemic Leave is available only if an employee is required to be quarantined/isolated for any of the following authorized reasons set forth in the FFCRA:

- A. The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
- B. The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
- C. The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- D. The employee is caring for an individual who is subject to an order as described in subsection 2A or 2B.
- E. The employee is caring for a dependent and the school or place of care of the dependent has been closed, or the child care provider of such dependent is unavailable, due to COVID-19 precautions.
- F. The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and Secretary of Labor.

- 2.3 **Amount of Payment.** If an employee receives his or her full wage under Emergency Paid Sick Leave, no Supplemental Pandemic Leave will be paid. If an employee receives less than his or her full wage during the period of Emergency Paid Sick Leave, the District shall make only such Supplemental Pandemic Leave payment as to enable the employee to receive their normal compensation.

- 2.3.1 In addition to the foregoing supplementation, employees who work a 24 hour shift will receive an additional 16 hours of Pandemic Leave

once they have exhausted their 80 hours of Emergency Paid Sick Leave.

- 2.4 **Supervision of Program.** Supervisors will utilize the “Question to ask Employees when they call in Sick- Form” when an employee calls in sick. (Appendix B).
- 2.5 **Re-Occurrences.** In the case of Re-Occurrences, the employee will qualify for Supplemental Pandemic Leave as approved by the Fire Chief or designee not to exceed the following hours for each subsequent exposure requiring quarantine or L&I approved illness: 80 hours for day shift employees or 96 hours for 24 hour shift employees.
- 2.6 **No Cash Out.** Unused Supplemental Pandemic Leave has no cash out value.
- 2.7 **Regular Work Hours.** Supplemental Pandemic Leave will only be paid for regularly scheduled work (Regular Time (RT) and Debit Day (DD)).
- 2.8 **Extended Leave.** For any leave that extends beyond the Emergency Paid Sick Leave under the FFCRA (plus the additional 16 hours granted herein for 24 hour shift employees), the employee may utilize their accrued sick leave and/or accrued vacation leave.
- 2.9 **Use of Other Leaves.** Any person who is not eligible for telecommuting (i.e., working remotely) or is not eligible for Emergency Paid Sick Leave may choose to self-isolate and use their accumulated sick or vacation leave.
- 2.10 **Unemployment or Workers Compensation.** Employees who are receiving L&I time loss or unemployment compensation as a result of a COVID-19 illness or COVID-19 related reason, may utilize Supplemental Pandemic Leave to top off their benefits so that they receive their normal compensation; provided, however, that such supplementation shall not extend beyond 80 hours (or 96 hours for 24 hour shift employees) of time-loss or unemployment benefits. Other employees who are receiving either L&I time loss benefits or unemployment benefits for other reasons are not entitled to receive Supplemental Pandemic Leave.

3. **Fire District Administration Closure and Telecommuting Obligations.**

- 3.1 **Administration Closure.** The Fire Chief may determine that it is necessary to close all or some of the Fire District administrative facilities (“Administration Closure”) and direct that only certain administrative employees report to Fire District work sites to complete essential Fire District functions. During such Administration Closure, staff who are reasonably able to telecommute and/or capable of modified duties and are directed to do so by the Fire Chief or designee shall do so. To the extent that employees are not able to fully or partially telecommute, and have been directed not to report to the worksite during such Administration Closure, such employees will be provided Closure Pay in accordance with the provisions in this policy.
- 3.2 **Purpose and Calculation.** Closure Pay is intended to maintain an employee’s normal compensation during a Period of Administration Closure without depleting their paid leaves. It may not be used in conjunction with any other paid leave. The

combination of an employee's regular pay and Closure Pay shall be equal to, and shall not exceed, the employee's normal compensation.

- 3.3 **Employees On Other Leave.** Employees who are on a planned absence, such as vacation leave, and are not recalled back to work will not receive Closure Pay. Any employee already on sick leave shall be eligible for Closure Pay in lieu of continued use of sick leave once Closure Pay is in effect under this Policy.
- 3.4 **Non-Exempt Employees.** In the event of Administration Closure, FLSA Non-Exempt staff (i.e. hourly staff) will receive Closure Pay for their regularly scheduled work hours for which they are unable to telecommute. Closure Pay will only be made available to hourly staff to cover their regularly scheduled work hours.
- 3.5 **Exempt Employees.** FLSA Exempt (i.e. salaried staff) employees shall continue to receive their normal salary during Administration Closure, regardless of whether they are able to telecommute.
- 3.6 **Normal Compensation for Working.** Administrative employees who are directed by the Fire Chief or designee to work during Administration Closure will receive their normal compensation for such work.
- 3.7 **Overtime and Compensatory Time.** Closure Pay shall not count as hours worked for overtime or compensatory time purposes.
- 3.8 **No Cash Value.** Closure Pay has no cash out value.
- 3.9 **Cap on Closure Pay.** In the absence of an extension authorized by the Fire Chief or designee, Closure Pay shall not be paid in excess of four (4) weeks.
- 3.10 **Unemployment or Workers Compensation.** Employees (i) who are receiving L&I time loss or unemployment compensation as a result of a COVID-19 illness or COVID-19 related reason and (ii) who would otherwise be entitled to Closure Pay, may receive Closure Pay to top off their benefits so that they receive their normal compensation during the period of Administration Closure. Employees who are receiving either L&I time loss benefits or unemployment benefits for other reasons are not entitled to receive Closure Pay.

4. Telecommuting and Work During Administration Closure.

- A. All Employees who are able to work from home/telecommute shall conduct normal and assigned business during their normally scheduled work shift.
- B. All Employees are required to be available during their normally scheduled work shift and to be ready to accept work assignments from their Director or Supervisor.
- C. All Employees must be fit for duty during the time of Administration Closure and remain at their primary residence during their normally scheduled work shift unless required to attend to a Fire District facility.
- D. During the time of the Administration Closure, there may be a limited number of Employees required to attend Fire District facilities to maintain core and essential

functions. These employees shall be covered for pay purposes as detailed above.

5. Termination of Policy.

- A. This Policy may be modified, revised, or terminated by the Fire Chief, in his sole discretion, at any time.

6. Summary Chart.

- A. A summary of scenarios and potential benefits available is attached as **Appendix A**. In the event of any conflict between this policy and Appendix A, this policy shall control.

Effective this ____ day of April, 2020.

Fire Chief

Snohomish County Fire District No. 7 COVID-19 Scenarios & Benefits Available

COVID-19 Scenarios	Use of Paid Sick Leave	Use of Paid Vacation Leave	Extra _ Hours of Pandemic Leave*	L & I	Paid Family Medical Leave thru Employment Security	Normal compensation Paid by District in Lieu of Unemployment
Employee has Confirmed Case of COVID-19 – Isolation for 7 days from onset of symptom or 3 days fever free.	✓	✓	✓	✓	✓	✗
Employee is exposed to a Confirmed Documented Case of COVID-19 – Quarantined for 2 Weeks	✓	✓	✓	✗	✓	✗
Employee is Severely Ill with COVID-19 symptoms and is seeking diagnosis	✓	✓	✓	✓	✓	✗
Employee caring for an individual: having COVID-19 or Self Quarantines as advised by a health care provider or quarantine/isolation order related to COVID-19.	✓	✓	✓	✗	✓	✗
Employee Cannot Work Due to Day Care Needs of a dependent due to COVID-19 precautions.	✓	✓	✓	✗	✗	✗
Employee does not want to be Exposed – Self Quarantines and is not eligible for Telecommuting due to Nature of Position	✓	✓	✗	✗	✗	✗
Administration Offices Close by Mandate of the Government or Order of Fire Chief (Note: benefit capped at level in applicable Fire District Policy)	✓	✓	✗	✗	✗	✓

*Pandemic Leave will be immediately replaced by Emergency Paid Sick Leave as provided in the Families First Coronavirus Response Act upon its effective date

Lake Stevens Fire
1825 South Lake Stevens Road
Lake Stevens, WA 98258
(425) 334-3034
www.LSfire.org



Snohomish County Fire District 7
163 Village Court
Monroe, WA 98272
(360) 794-7666
www.Snofire7.org

Questions to ask Employees when they call in Sick -Form (During COVID-19 Epidemic)

The intent of the following questions is not to determine eligibility for sick leave usage, but for the purposes of identifying possible exposures and related quarantine periods related to the COVID-19 outbreak. **Discontinue use after COVID-19 State of Emergency is lifted.** Please ask all employees the following yes or no questions and record responses:

Employee: _____ Date: _____

1. Is this absence for your own condition or to care for a family member (circle answer below)?

Self

Family member

2. Is this absence due to injury/illness (circle answer below)?

Injury

Illness (skip to question #4)

3. If due to injury, determine if it was on or off duty and anticipated duration if known (circle answer below):

On-duty Injury
(fill out OTJ injury form)

Off-Duty

CONTINUE WITH QUESTIONS 4 & 5 ONLY IF ABSENCE IS DUE TO ILLNESS

4. Is ill employee (or ill family member) exhibiting any of the following systems (check all that apply)?

- Fever $\geq 100.2^\circ$ or felt feverish
- Cough
- Shortness of Breath
- Fatigue or Body Aches

5. Has the ill employee (or ill family member) been in recent contact with a known COVID POSITIVE person? _____

6. If employee answers yes to any of the symptoms in #4, place employee on sick leave with sub-type "Disaster" for the next 72 hours and direct employee to contact Pamella Holtgeerts in HR at 425-287-7411 and the EMS Division [On-duty MSO (425) 308-8880 or DC Rasmussen (360) 926-4053]. If OT is needed, include project code "Disaster" to the OT callback. Scan or email all forms to HR@snofire7.org.

7. If employee answers no to all of the symptoms in #5, place employee on sick leave and scan or email form to HR@snofire7.org.

AGAIN, IF EMPLOYEE ANSWERS YES TO ANY PORTION OF QUESTIONS IN #4 OR #5 NOTIFY HR & EMS IMMEDIATELY FOR FURTHER FOLLOW-UP.

**Memorandum of Understanding
By and Between the
SNOHOMISH COUNTY FIRE DISTRICT NO. 7
and IAFF LOCAL NO. 2781**

WHEREAS, the World Health Organization has declared a pandemic for the novel coronavirus 19 (COVID-19) that has resulted in thousands of deaths worldwide and dozens in Washington State; and,

WHEREAS, the Washington State Department of Health has confirmed the person-to-person spread of COVID-19 and is finding an increasing risk of exposure and infection to the general public due to its potential to spread unknowingly and quickly through asymptomatic individuals and otherwise infected people; and,

WHEREAS, the U.S. Department of Health and Human Services declared a public health emergency for COVID-19 on January 31, 2020; and,

WHEREAS, on February 29, 2020, Governor Inslee declared a State of Emergency for Washington State; and,

WHEREAS, on March 13, 2020, Governor Inslee ordered the closure of all schools in Washington State until April 27, 2020; and,

WHEREAS, On March 13, 2020, the President of the United States declared a National Emergency in response to the pandemic; and,

WHEREAS, On March 04, 2020, County Executive Dave Somer issued a Proclamation of Emergency in response to the COVID-19 outbreak; and,

WHEREAS, novel Coronavirus COVID-19, a respiratory disease that can result in serious illness or death, is caused by a new strain of coronavirus that had not been previously identified in humans and has proven it can easily spread from person to person; and,

WHEREAS, the U.S. Center for Disease Control and Prevention (CDC) has identified a potential public health threat posed by COVID-19 both globally and within the United States, including within Washington State; and,

WHEREAS, there are thousands and growing number of documented cases of COVID-19, including deaths caused thereby, within Washington State; and,

NOW, THEREFORE, based upon the foregoing recitals, the District and Union find that:

The District and Union share the interest of preserving, promoting and protecting the District workforce and want to treat all District employees fairly and equitably across the force.

The District has adopted a COVID-19 Emergency Sick Leave & Closure Pay Policy ("Pandemic Policy") as attached hereto as Exhibit A to address this pandemic emergency health crisis.

NOW, THEREFORE, in mutual consideration and in consideration of the forgoing recitals and findings, the District and Union agree that:

- A. The Pandemic Policy is endorsed by the Union after an opportunity to bargain its impacts.
- B. In order to appropriately implement the attached Policy, any provisions of the collective bargaining agreement that conflict with the Pandemic Policy are hereby suspended until the Pandemic Policy is terminated by the Fire Chief or such other action by the Board of Fire Commissioners. Upon termination, the suspended provisions of the CBA shall be fully restored without amendment by this action and without the necessity of bargaining the impacts/effects.
- C. The District and Union agree to review this MOU on or before December 31, 2020 to determine if the pandemic emergency situation underlying this MOU remains in effect and whether this MOU should remain in place, be modified by mutual agreement to better deal with the quickly changing situation, or be terminated.
- D. The attached Policy and this MOU does not set a precedent, but, rather, is a reasonable response by the parties to the extreme circumstances outside of the parties' control and a desire to work together in the best interests of the District and its workforce.

Agreed to by and between the District and the Union this this _____day of April, 2020.

SNOHOMISH COUNTY FIRE DISTRICT NO. 7 IAFF LOCAL NO. 2781

Fire Chief-Kevin O'Brien

President-Michael McConnell

SNOHOMISH COUNTY FIRE DISTRICT #7

RESOLUTION #2020-08

GUIDANCE FOR COUNTY ASSESSOR REGARDING NON-VOTED BONDS

WHEREAS, on January 1, 2020, Lake Stevens Fire (Snohomish County Fire District No. 8) merged into Snohomish County Fire District 7 ("District 7") pursuant to RCW 52.06.; and

WHEREAS, RCW 52.06.070 provides that the Board of Fire Commissioners of a merged fire protection district "*shall have all the powers of the two districts to levy, assess, and cause to be collected all assessments against any land in both districts that may be necessary to pay for the indebtedness thereof, and until the assessments are collected and all indebtedness of the districts paid, separate funds shall be maintained for each district as were maintained before the merger...*

WHEREAS, District 7 has outstanding non-voted bonds issued pursuant to RCW 52.16.061 and shall, pursuant to RCW 52.06.070, pay such non-voted bonds out of the general property tax levy assessed within the entire boundary of the merged district until such time as the bonds are paid in full.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

The Board authorizes staff to prepare the necessary tax resolutions to levy taxes consistent with the above recitals in time for such Resolutions to be approved by the Board and filed with the County in November 2020; and

The Board authorizes staff to provide the County Assessor with a copy of this Resolution as documentation of the Board's intent and to work with the County Assessor to ensure that no issues arise at such time as the Board levies property taxes in November, 2020.

ADOPTED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS, SNOHOMISH COUNTY FIRE DISTRICT #7 THIS ____th day of ____, 2020.

Rick Edwards, Commissioner

Troy Elmore, Commissioner

Randy Fay, Commissioner

Paul Gagnon, Commissioner

Jeff Schaub, Commissioner

William Snyder, Commissioner

Jim Steinruck, Commissioner

Roy Waugh, Commissioner

Randall Woolery, Commissioner

ATTEST:

District Secretary

NEW BUSINESS - DISCUSSION



Snohomish County FIRE DISTRICT 7

Earning Trust Through Action

DRAFT MEMORANDUM OF UNDERSTANDING

by and between the
Snohomish County Fire District 7
and the
The International Association of Fire Fighters Local No. 2781
as it applies to the Firefighters Contract (2017-19)
and the
Represented Chief Officers Contract (2017-19)

MOU 20XX-XX

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the SNOHOMISH COUNTY FIRE DISTRICT 7 (the "District") and the INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, IAFF #2781 (the "Union") (collectively, the "Parties").

Recitals:

- A. The District and the Union are parties to two collective bargaining agreements (collectively referred to herein as the "CBA") which expired December 31, 2019.
- B. Effective January 1, 2020, employees have been able to access benefits under the Washington State Paid Family & Medical Leave Law (PFML), RCW 51.50.
- C. The District has an approved Voluntary Plan as authorized by the PFML with benefits that are at least as favorable as PFML.
- D. The Parties recognize the challenge of integrating existing benefits and the new, additional PFML benefits as well as their duty to bargain the impacts of said benefit changes (expansion of paid leave costs/benefits as well as the reduction in short-term disability costs/benefits).
- E. With the advent of PFML benefits, the District's short-term disability carrier notified the District that it will not provide short-term disability benefits (other than the minimum amount/week) to a disabled employee who is otherwise eligible for short-term disability benefits under the District's short-term disability plan ("Eligible Disabled Employee") until after an employee's PFML benefits have been exhausted.
- F. The Parties desire for Employees to maintain substantially similar benefits as those benefits which existed on December 31, 2019 until such time as additional guidance from the state is received and additional benefit options have been considered and bargained through normal negotiations.

Agreement:

1. **Term.** This MOU is intended to constitute an interim solution until a new CBA is executed and shall therefore be in effect commencing retroactively to January 1st, 2020 and shall terminate upon ratification of a new CBA by both Parties.
2. **Coverage.** This MOU applies to all Employees who are IAFF bargaining unit members employed by the District.
3. **Benefits.** During the term of this MOU, any Eligible Disabled Employee who has used accrued leaves or received PFML benefits for at least a thirty (30)-day period may, beginning on the 31st day and at his/her option, utilize accrued sick leave to supplement their PFML benefit in order to supplement his/her wages during the applicable period. The combination of PFML benefits, short term disability payment, and sick leave supplement shall not exceed the Eligible Disabled Employee's normal compensation.
4. **PFML Benefit Procedures.** Except as provided herein, nothing in this MOU is intended to alter the District's administration of PFML benefits under Procedure 2-25.

This Agreement is executed by duly authorized and empowered representatives of the three parties hereto: District 7, IAFF 2781, and IAFF 2781 Represented Chief Officers. This modification to the Collective Bargaining Agreement is signed and approved by the Board of Fire Commissioners of **Snohomish County Fire District 7** at a regular meeting held on March XX, XXXX.

Commissioner Roy Waugh

Commissioner Randy Woolery

Commissioner Troy Elmore

Commissioner Randy Fay

Commissioner Jeff Schaub

Commissioner Paul Gagnon

Commissioner Jim Steinruck

Commissioner Rick Edwards

Commissioner Bill Snyder

This modification to the Collective Bargaining Agreement is approved by the membership of the International Associations of Fire Fighters, Local 2781 – Represented Chief Officers and is hereby signed by the representative thereof on _____, 2020.

Michael McConnell, President

DRAFT

SNOHOMISH COUNTY FIRE DISTRICT #7

RESOLUTION #2020-17

A RESOLUTION TO SURPLUS A BAUER SCBA COMPRESSOR & FILL STATION

WHEREAS, Snohomish County Fire District 7 presently owns the equipment listed on the attached Exhibit A "Equipment"; and

WHEREAS, The District no longer has a need for the Equipment and the Equipment is surplus to the needs of the District;

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. The Equipment is surplus to the needs of the District.
2. The Fire Chief or designee(s) is authorized to sell or otherwise dispose of the Equipment using commercially reasonable methods established by the Fire Chief or designee.

ADOPTED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS, SNOHOMISH COUNTY FIRE DISTRICT #7 THIS ___th DAY OF ____, 2020.

Rick Edwards, Commissioner

Troy Elmore, Commissioner

Randy Fay, Commissioner

Paul Gagnon, Commissioner

Jeff Schaub, Commissioner

William Snyder, Commissioner

Jim Steinruck, Commissioner

Roy Waugh, Commissioner

Randall Woolery, Commissioner

ATTEST:

District Secretary

Exhibit A "Equipment"

Manufacture	Serial Number	Description	Dept. Tag Number
Bauer		SCBA Fill Station	31D08-100065
Bauer		SCBA Compressor	31D08-100066



NEW BUSINESS - ACTION

COMMITTEE REPORTS

OTHER MEETINGS ATTENDED

EXECUTIVE SESSION