



**COMMISSIONER
BOARD MEETING**

July 8, 2021

5:30 PM

**SRFR Station 31 Training Room
VIA BLUEJEANS**

**Snohomish Regional Fire & Rescue
WASHINGTON**

AGENDA



BOARD OF FIRE COMMISSIONERS MEETING AGENDA
 SNOHOMISH REGIONAL FIRE AND RESCUE
 Fire District 7 Station 31 Training Room/ Via Blue Jeans
 163 Village Court, Monroe, WA 98272
 July 8, 2021 1730 hours

CALL TO ORDER

PUBLIC COMMENT

UNION COMMENT

IAFF

Teamsters

CHIEFS REPORT

CONSENT AGENDA

Approve Vouchers

Benefit Vouchers: 21-01423 to 21-01445; (\$595,501.29)

AP Vouchers: 21-01446 to 21-01554; (\$181,367.30)

Approval of Payroll

June 30, 2021 \$1,521,229.89

Approval of Minutes

Approve Regular Board Meeting Minutes –June 24, 2021

CORRESPONDENCE

OLD BUSINESS

Discussion

Action

Fire Levy Letter to Board of Commissioners

Chaplains Program approval

Surplus Resolution 2021-2

Local 2871 Collective Bargaining Agreement

NEW BUSINESS

Discussion

House Bill 1310

Action



COMMISSIONER COMMITTEE REPORTS

Joint Fire Board with Mill Creek (**Fay**/Elmore/Waugh)
 Finance Committee (**Elmore**/Snyder/Waugh/ Woolery)
 Policy Committee (**Woolery**/ Elmore/Edwards/Schaub)
 Labor/Management (**Waugh**/Elmore/Fay)
 Shop Committee (**Snyder**/Edwards / Gagnon/Woolery)
 Strategic Plan Committee (**Schaub**/Fay/Snyder/Steinruck)
 Capital Facilities Committee (**Snyder**/Gagnon/Schaub/
 Woolery)

Government Liaisons:

Lake Stevens (Gagnon/Steinruck)
 Monroe (Edwards/Snyder/Woolery)
 Mill Creek (Elmore/Fay)
 Legislative (Elmore/Schaub)

Committee	Chair	Last Mtg	Next
Mill Creek	Fay		TBD
Finance	Elmore	7/8/21	8/12/21
Labor/Management	Waugh	7/5/21	8/2/21
Strategic Planning	Schaub	4/1/21	TBD
Capital Facilities	Snyder	6/28/21	7/12/21
Sno Cnty 911	Waugh	6/17/21	7/15/21
Leadership	Schaub	6/2/21	9/1/21
Sno-Isle Commr.	Fay	7/1/21	9/2/21
Revenue Planning		6/30/21	8/15/21

OTHER MEETINGS ATTENDED

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

GOOD OF THE ORDER

ATTENDANCE CHECK

Regular Commissioner Meeting, July 22, 2021 at 1730 - Station 31 Training Room/BlueJeans

EXECUTIVE SESSION

RCW 42.30.140(4) Negotiations of Labor
 RCW 42.30.110(1)(g) Review performance of a public employee

ADJOURNMENT

FIRE CHIEF REPORT

CONSENT AGENDA

Snohomish County Fire District #7 Claims Voucher Summary

07/01/2021

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
21-01423	AFLAC		623.16
21-01424	DEPARTMENT OF RETIREMENT SYSTEMS		395,569.57
21-01425	FIRE 7 FOUNDATION		442.50
21-01426	FIREPAC		964.04
21-01427	GENERAL TEAMSTERS UNION LOCAL 38		1,471.00
21-01428	HRA VEBA TRUST		63,684.51
21-01429	IAFF LOCAL 2781		800.00
21-01430	IAFF LOCAL 2781		7,729.08
21-01431	IAFF LOCAL 2781		497.50
21-01432	IAFF LOCAL 2781		482.50
21-01433	IAFF LOCAL 2781		482.50
21-01434	IAFF LOCAL 2781		7,729.08
21-01435	IAFF LOCAL 2781		800.00
21-01436	IAFF LOCAL 2781		3,862.54
21-01437	IAFF LOCAL 2781		497.50
21-01438	IAFF LOCAL 2781		3,862.54
21-01439	LOCAL IAFF 2781 PAC		514.00
21-01440	MATRIX TRUST COMPANY		34,054.18
21-01441	SNOHOMISH COUNTY FIRE DISTRICT 7		7,213.94
21-01442	TD AMERITRADE INSTITUTIONAL		388.50
21-01443	VOYA INSTITUTIONAL TRUST CO		48,625.02
21-01444	WSCFF FASTPAC		657.63
21-01445	WSCFF-EMP BENEFIT TRUST		14,550.00

Page Total 595,501.29

Cumulative Total 595,501.29



Snohomish Regional Fire & Rescue, WA

Docket of Claims Register

APPKT00753 - 07/08/2021 Board Meeting - KP

By Vendor Name

Vendor #	Vendor Name	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount	Distribution Amount
1902	ACE HARDWARE	21-01446						436.00	
		69938	Cutting Blades	Invoice	05/11/2021	Cutting Blades	001-507-522-50-35-00	30.51	
		70028	Squeegee Hndle,Wiper Blades,Washer F	Invoice	05/18/2021	Car Charger	001-504-522-20-35-00	8.71	
						Squeegee Hndle,Wiper Blades,Washer F	001-513-522-20-48-01	51.99	
		70032	Patio Chairs - ST 82	Invoice	05/19/2021	Patio Chairs - ST 82	001-507-522-50-35-00	150.35	
		70090	Fridge Lightbulbs - ST 82	Invoice	05/23/2021	Fridge Lightbulbs - ST 82	001-507-522-50-31-00	6.52	
		70144	Aluminum Flat Bar, Hinges, Drill Bits, F	Invoice	05/27/2021	Aluminum Flat Bar, Hinges, Drill Bits, F	001-507-522-50-48-00	39.86	
		70151	Painting Supplies	Invoice	05/28/2021	Painting Supplies	001-507-522-50-48-00	137.17	
		70155	Painters Tape	Invoice	05/28/2021	Painters Tape	001-507-522-50-48-00	10.89	
0028	ALL BATTERY SALES AND SERVICE	21-01447						3,225.44	
		300-10088219	Shop Parts	Invoice	06/17/2021	Shop Parts	500-511-522-60-34-01	1,521.38	
		300-10088344	Shop Parts	Invoice	06/22/2021	Shop Parts	500-511-522-60-34-01	142.98	
		300-10088629	Shop Supplies	Invoice	06/30/2021	Shop Supplies	500-511-522-60-31-05	33.72	
		800-10079009	Shop Parts	Invoice	06/25/2021	Shop Parts	500-511-522-60-34-01	527.42	
		800-10079010	Shop Parts	Invoice	06/25/2021	Shop Parts	500-511-522-60-34-01	350.35	
		800-10079011	Shop Parts	Invoice	06/25/2021	Shop Parts	500-511-522-60-34-01	175.18	
		999685251	Shop Parts	Invoice	06/18/2021	Shop Parts	500-511-522-60-34-01	474.41	
1503	ALLSTREAM BUSINESS US, INC	21-01448						114.49	
		17581353	Phone/Fax/Alarm Services - ST 32	Invoice	07/03/2021	Phone/Fax/Alarm Services - ST 32	001-513-522-50-42-01	114.49	
1503	ALLSTREAM BUSINESS US, INC	21-01449						226.35	
		17575517	Phone/Fax/Alarm Services - ST 31	Invoice	07/01/2021	Phone/Fax/Alarm Services - ST 31	001-513-522-50-42-01	226.35	
1503	ALLSTREAM BUSINESS US, INC	21-01450						325.44	
		17574685	Phone/Fax/Alarm Services - ST 71, 74,	Invoice	07/01/2021	Phone/Fax/Alarm Services - ST 71, 74,	001-513-522-50-42-01	325.44	
2106	AMAZON CAPITAL SERVICES, INC	21-01451						2,159.34	
		1RNL-364J-HVDF	Magnetic Metal Clips	Invoice	06/27/2021	Magnetic Metal Clips	001-507-522-50-35-00	9.14	
		1TY7-9MXN-NNR6	Portable AC Unit (x4)	Invoice	06/22/2021	Portable AC Unit (x4)	001-507-522-50-35-00	2,096.36	
		1WPW-FFTK-VRWK	Kitchen Sink Faucet Replacement Parts	Invoice	06/30/2021	Kitchen Sink Faucet Replacement Parts	001-507-522-50-48-00	53.84	
0040	ARAMARK UNIFORM SERVICES	21-01452						102.06	
		656000064945	Uniform/Laundry Services - Shop	Invoice	06/24/2021	Uniform/Laundry Services - Shop	500-511-522-60-41-04	85.67	
		656000064946	Floor Mat & Mop Supply Services - ST :	Invoice	06/24/2021	Floor Mat & Mop Supply Services - ST :	001-507-522-50-41-00	16.39	
1523	AT&T MOBILITY LLC	21-01453						46.71	
		287289300744X06162021	Test Modem Data Plan	Invoice	06/08/2021	Test Modem Data Plan	001-513-522-10-42-00	46.71	

Docket of Claims Register

APPKT00753 - 07/08/2021 Board Meeting - KP

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
0058	BICKFORD MOTORS INC.	21-01454					659.94
	1199527	Shop Parts	Invoice	06/16/2021	Shop Parts	500-511-522-60-34-01	80.91
	1199819	Shop Parts	Invoice	06/22/2021	Shop Parts	500-511-522-60-34-01	364.62
	1199950	Shop Parts	Invoice	06/23/2021	Shop Parts	500-511-522-60-34-01	272.16
	CM1199527	Shop Parts	Credit Memo	06/18/2021	Shop Parts	500-511-522-60-34-01	-57.75
0062	BLANCHARD ELECTRIC & FLEET S	21-01455					61.59
	308395.TK	Shop Parts	Invoice	06/16/2021	Shop Parts	500-511-522-60-34-01	47.56
	308411.TK	Shop Parts	Invoice	06/16/2021	Shop Parts	500-511-522-60-34-01	14.03

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Vendor #	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Distribution Amount
0065	BOUND TREE MEDICAL, LLC	21-01456					37,395.91
	83897164	Medications/Medical Supplies/Medica	Invoice	12/29/2020	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	76.10
					Medical Supplies	001-509-522-30-31-02	1,330.07
					Medications	001-509-522-30-31-01	86.04
	83907079	Medications & Medical Supplies	Invoice	01/07/2021	Medical Supplies	001-509-522-30-31-02	553.99
					Medications	001-509-522-30-31-01	216.59
	83907080	Medical Supplies & Medical Sm.Tools/I	Invoice	01/07/2021	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	53.97
					Medical Supplies	001-509-522-30-31-02	719.55
	83910550	Medications & Medical Supplies	Invoice	01/11/2021	Medical Supplies	001-509-522-30-31-02	464.71
					Medications	001-509-522-30-31-01	275.46
	83925471	Medications & Medical Supplies	Invoice	01/22/2021	Medical Supplies	001-509-522-30-31-02	168.02
					Medications	001-509-522-30-31-01	1,941.15
	83927173	Non-Contact Infrared Thermometer (x:	Invoice	01/25/2021	Non-Contact Infrared Thermometer (x:	001-509-522-20-35-00	98.07
	83927175	Medical Supplies & Medical Sm.Tools/I	Invoice	01/25/2021	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	26.98
					Medical Supplies	001-509-522-30-31-02	1,206.74
	83927177	Medical Supplies	Invoice	01/25/2021	Medical Supplies	001-509-522-30-31-02	177.29
	83927178	Medical Supplies & Medical Sm.Tools/I	Invoice	01/25/2021	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	110.03
					Medical Supplies	001-509-522-30-31-02	59.06
	83927181	Medical Supplies	Invoice	01/25/2021	Medical Supplies	001-509-522-30-31-02	735.02
	83927184	Medications & Medical Sm.Tools/Mino	Invoice	01/25/2021	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	19.46
					Medications	001-509-522-30-31-01	29.87
	83930887	Medications & Medical Supplies	Invoice	01/27/2021	Medical Supplies	001-509-522-30-31-02	945.07
					Medications	001-509-522-30-31-01	188.50
	83934170	Medications & Medical Supplies	Invoice	01/29/2021	Medical Supplies	001-509-522-30-31-02	1,297.33
					Medications	001-509-522-30-31-01	57.36
	83934174	Medications/Medical Supplies/Medica	Invoice	01/29/2021	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	216.81
					Medical Supplies	001-509-522-30-31-02	1,445.54
					Medications	001-509-522-30-31-01	530.30
	83934175	Medications & Medical Supplies	Invoice	01/29/2021	Medical Supplies	001-509-522-30-31-02	434.69
					Medications	001-509-522-30-31-01	134.40
	83934176	Medications & Medical Supplies	Invoice	01/29/2021	Medical Supplies	001-509-522-30-31-02	942.71
					Medications	001-509-522-30-31-01	224.54
	83934180	Medications & Medical Supplies	Invoice	01/29/2021	Medical Supplies	001-509-522-30-31-02	1,211.85
					Medications	001-509-522-30-31-01	472.05
	83934182	Medications/Medical Supplies/Medica	Invoice	01/29/2021	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	51.31
					Medical Supplies	001-509-522-30-31-02	1,325.43
					Medications	001-509-522-30-31-01	452.11
	83934183	Medications & Medical Supplies	Invoice	01/29/2021	Medical Supplies	001-509-522-30-31-02	315.21
					Medications	001-509-522-30-31-01	106.42
	83937133	Medical Supplies	Invoice	02/02/2021	Medical Supplies	001-509-522-30-31-02	208.00
	83937134	Medical Supplies	Invoice	02/02/2021	Medical Supplies	001-509-522-30-31-02	208.19
	83938876	Medical Supplies & Medical Sm.Tools/I	Invoice	02/03/2021	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	111.17
					Medical Supplies	001-509-522-30-31-02	131.67

Docket of Claims Register

APPKT00753 - 07/08/2021 Board Meeting - KP

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Distribution Amount
	83940865	Medical Supplies	Invoice	02/04/2021	Medical Supplies	001-509-522-30-31-02	6.38
	83940866	Medical Supplies	Invoice	02/04/2021	Medical Supplies	001-509-522-30-31-02	6.70
	83942909	Medications & Medical Supplies	Invoice	02/05/2021	Medical Supplies	001-509-522-30-31-02	11.73
					Medications	001-509-522-30-31-01	53.00
	83945357	Medications & Medical Supplies	Invoice	02/08/2021	Medical Supplies	001-509-522-30-31-02	134.23
					Medications	001-509-522-30-31-01	44.96
	83947449	Medications & Medical Supplies	Invoice	02/09/2021	Medical Supplies	001-509-522-30-31-02	341.46
					Medications	001-509-522-30-31-01	123.36
	83947451	Medical Supplies & Medical Sm.Tools/I	Invoice	02/09/2021	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	40.60
					Medical Supplies	001-509-522-30-31-02	48.02
	83947452	Medications & Medical Supplies	Invoice	02/09/2021	Medical Supplies	001-509-522-30-31-02	84.93
					Medications	001-509-522-30-31-01	162.21
	83947453	Medical Supplies	Invoice	02/09/2021	Medical Supplies	001-509-522-30-31-02	2.40
	83947457	Medical Supplies	Invoice	02/09/2021	Medical Supplies	001-509-522-30-31-02	278.35
	83956600	Medications & Medical Supplies	Invoice	02/17/2021	Medical Supplies	001-509-522-30-31-02	486.33
					Medications	001-509-522-30-31-01	243.00
	83956602	Medications & Medical Supplies	Invoice	02/17/2021	Medical Supplies	001-509-522-30-31-02	750.71
					Medications	001-509-522-30-31-01	385.13
	83966263	Medications/Medical Supplies/Medica	Invoice	02/25/2021	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	13.27
					Medical Supplies	001-509-522-30-31-02	1,029.28
					Medications	001-509-522-30-31-01	647.25
	83969925	Medical Supplies & Medical Sm.Tools/I	Invoice	03/01/2021	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	45.80
					Medical Supplies	001-509-522-30-31-02	1,478.29
	83973737	Medications & Medical Supplies	Invoice	03/03/2021	Medical Supplies	001-509-522-30-31-02	1,034.08
					Medications	001-509-522-30-31-01	170.06
	83973738	Medical Supplies	Invoice	03/03/2021	Medical Supplies	001-509-522-30-31-02	91.36
	83973739	Medications/Medical Supplies/Medica	Invoice	03/03/2021	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	10.26
					Medical Supplies	001-509-522-30-31-02	877.88
					Medications	001-509-522-30-31-01	213.50
	83975616	Medical Supplies	Invoice	03/04/2021	Medical Supplies	001-509-522-30-31-02	254.90
	83979405	Medical Supplies	Invoice	03/08/2021	Medical Supplies	001-509-522-30-31-02	15.64
	83983030	Medications & Medical Supplies	Invoice	03/10/2021	Medical Supplies	001-509-522-30-31-02	110.17
					Medications	001-509-522-30-31-01	0.71
	83983031	Medical Supplies	Invoice	03/10/2021	Medical Supplies	001-509-522-30-31-02	124.26
	83990962	Medical Supplies	Invoice	03/17/2021	Medical Supplies	001-509-522-30-31-02	127.54
	83992616	Medications & Medical Supplies	Invoice	03/18/2021	Medical Supplies	001-509-522-30-31-02	759.99
					Medications	001-509-522-30-31-01	28.68
	83995785	Medical Supplies	Invoice	03/22/2021	Medical Supplies	001-509-522-30-31-02	591.08
	83995786	Medications & Medical Supplies	Invoice	03/22/2021	Medical Supplies	001-509-522-30-31-02	9.66
					Medications	001-509-522-30-31-01	32.10
	83995787	Medical Supplies	Invoice	03/22/2021	Medical Supplies	001-509-522-30-31-02	72.09
	83997495	Medications & Medical Supplies	Invoice	03/23/2021	Medical Supplies	001-509-522-30-31-02	294.15
					Medications	001-509-522-30-31-01	341.60

Docket of Claims Register

APPKT00753 - 07/08/2021 Board Meeting - KP

Vendor Name		Docket/Claim #					Payment Amount
Vendor #	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Distribution Amount
	83999454	Medical Supplies	Invoice	03/24/2021	Medical Supplies	001-509-522-30-31-02	461.25
	83999457	Medications/Medical Supplies/Medica	Invoice	03/24/2021	Medical Small Tools/Minor Equip.	001-509-522-20-35-00	69.83
					Medical Supplies	001-509-522-30-31-02	630.69
					Medications	001-509-522-30-31-01	129.86
	84003075	Medications & Medical Supplies	Invoice	03/26/2021	Medical Supplies	001-509-522-30-31-02	82.24
					Medications	001-509-522-30-31-01	57.36
	84005906	Medications	Invoice	03/30/2021	Medications	001-509-522-30-31-01	1,782.70
	84005907	Medications	Invoice	03/30/2021	Medications	001-509-522-30-31-01	67.33
	84005910	Medications	Invoice	03/30/2021	Medications	001-509-522-30-31-01	578.75
	84007750	Medications	Invoice	03/31/2021	Medications	001-509-522-30-31-01	605.97
	84010750	Medications	Invoice	04/02/2021	Medications	001-509-522-30-31-01	305.40
	84013848	Medical Supplies	Invoice	04/06/2021	Medical Supplies	001-509-522-30-31-02	1,204.87
	84013849	Medical Supplies	Invoice	04/06/2021	Medical Supplies	001-509-522-30-31-02	82.24
	84017081	Medical Supplies	Invoice	04/08/2021	Medical Supplies	001-509-522-30-31-02	401.49
0068	BRAD TALLEY	21-01457					4,000.00
	JUNE2021	EMS Contract - Medical Supervising Ph	Invoice	07/01/2021	EMS Contract - Medical Supervising Ph	001-509-522-20-41-02	4,000.00
0070	BRAKE & CLUTCH SUPPLY INC	21-01458					434.97
	101148	Shop Parts	Invoice	06/16/2021	Shop Parts	500-511-522-60-34-01	227.02
	101156	Shop Parts	Invoice	06/16/2021	Shop Parts	500-511-522-60-34-01	434.97
	U101159	Shop Parts	Credit Memo	06/16/2021	Shop Parts	500-511-522-60-34-01	-227.02
0073	BRAUN NORTHWEST INC	21-01459					444.42
	31118	Shop Parts	Invoice	06/10/2021	Shop Parts	500-511-522-60-34-01	258.28
	31119	Shop Parts	Invoice	06/10/2021	Shop Parts	500-511-522-60-34-01	186.14
1909	BRAVO ENVIROMENTAL NW INC	21-01460					5,020.47
	68057	Stormwater Drain Maintenance & Rep.	Invoice	06/29/2021	Stormwater Drain Maintenance & Rep	001-507-522-50-48-00	5,020.47
0094	CDW GOVERNMENT LLC	21-01461					4,867.58
	F954219	APC UPS-Cisco 550x POE Switch	Invoice	06/22/2021	APC UPS-Cisco 550x POE Switch	001-513-522-10-35-00	1,588.58
	G084561	APC UPS-Cisco 550x POE Switch	Invoice	06/24/2021	APC UPS-Cisco 550x POE Switch	001-513-522-10-35-00	3,279.00
0095	CENTRAL SUPPLY INTERNATIONAL	21-01462					65.65
	1582	Shop Parts	Invoice	06/10/2021	Shop Parts	500-511-522-60-34-01	65.65
0096	CENTRAL WELDING SUPPLY	21-01463					360.92
	SP 861529	Oxygen Cylinder Exchange/Re-Fill (x5)	Invoice	06/24/2021	Oxygen Cylinder Exchange/Re-Fill (x5)	001-509-522-20-45-00	63.91
	WV 194218	Oxygen Cylinder Exchange/Re-Fill (x6)	Invoice	06/29/2021	Oxygen Cylinder Exchange/Re-Fill (x6)	001-509-522-20-45-00	297.01
0099	CHAMPION BOLT & SUPPLY INC	21-01464					239.26
	732154	Shop Supplies	Invoice	06/25/2021	Shop Supplies	500-511-522-60-31-05	239.26
0531	CHRISTENSEN, INC	21-01465					120.56
	0197703-IN	Shop Parts	Invoice	06/16/2021	Shop Parts	500-511-522-60-34-01	120.56
1890	CITY OF EVERETT	21-01466					3,121.50
	I21003121	Rescue Swimmer Class - L.Bagley, B.Ke	Invoice	06/03/2021	Rescue Swimmer Class - L.Bagley, B.Ke	001-506-522-45-49-02	3,121.50

Docket of Claims Register

APPKT00753 - 07/08/2021 Board Meeting - KP

Vendor #	Vendor Name Payable Number	Docket/Claim # Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount Distribution Amount
0112	CLEARFLY COMMUNICATIONS INV358536	21-01467 Phone/Fax Services - Admin Bldg, ST 3:	Invoice	07/01/2021	Phone/Fax Services - Admin Bldg, ST 3:	001-513-522-50-42-01	772.02 772.02
0126	COMCAST ST32-JULAUG21	21-01468 Internet Services - ST 32	Invoice	06/25/2021	Internet Services - ST 32	001-513-522-50-42-01	150.07 150.07
0126	COMCAST ST77-JULAUG21	21-01469 Internet Services - ST 77	Invoice	06/26/2021	Internet Services - ST 77	001-513-522-50-42-01	150.27 150.27
0126	COMCAST ST73-JULAUG21	21-01470 Internet Services - ST 73	Invoice	07/04/2021	Internet Services - ST 73	001-513-522-50-42-01	150.05 150.05
0126	COMCAST ST72-JULAUG21	21-01471 Internet Services - ST 72	Invoice	06/27/2021	Internet Services - ST 72	001-513-522-50-42-01	150.05 150.05
0126	COMCAST ST76-JULAUG21	21-01472 Internet Services - ST 76	Invoice	06/27/2021	Internet Services - ST 76	001-513-522-50-42-01	150.29 150.29
0126	COMCAST ST31-JULAUG21	21-01473 Internet Services - ST 31	Invoice	06/27/2021	Internet Services - ST 31	001-513-522-50-42-01 500-511-522-60-42-00	155.07 132.29 22.78
0080	CREWSENSE LLC 0020774 0020854	21-01474 CrewSense Pro Support Plan CrewSense Pro Monthly Subscription	Invoice Invoice	07/01/2021 07/05/2021	CrewSense Pro Support Plan CrewSense Pro Monthly Subscription	001-513-522-10-49-04 001-513-522-10-49-04	1,228.09 99.99 1,128.10
0080	CREWSENSE LLC 0020933	21-01475 CrewSense Pro Mnthly Subscrptn & Pri	Invoice	07/05/2021	CrewSense Pro Mnthly Subscrptn & Pri	001-513-522-10-49-04	508.44 508.44
0154	DELL MARKETING LP C/O DELL U: 10483759181	21-01476 Dell Server ProSupport (LSF Server)	Invoice	04/28/2021	Dell Server ProSupport (LSF Server)	001-513-522-10-49-04	10,971.31 10,971.31
0156	DEPT. GRAPHICS 11208	21-01477 Apparatus Graphics/Decal Installations	Invoice	06/25/2021	Apparatus Graphics/Decal Installations	001-512-522-10-49-06	823.50 823.50
0164	DRUG FREE BUSINESS 418646	21-01478 Random Drug Test	Invoice	06/30/2021	Random Drug Test	500-511-522-60-41-06	10.00 10.00
1642	EVERGREEN POWER SYSTEMS, IN 31055	21-01479 New Dedicated Circuit & Receptacle In	Invoice	06/22/2021	New Dedicated Circuit & Receptacle In	001-507-522-50-48-00	1,803.45 1,803.45
0212	FIRST WATCH FW108088	21-01480 FirstPass Monthly Subscription	Invoice	07/01/2021	FirstPass Monthly Subscription	001-509-522-20-49-02	403.00 403.00

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0226	GALLS, LLC - DBA BLUMENTHAL U	21-01481					2,837.18
	018485427	S/S Chief Shirt	Invoice	06/01/2021	S/S Chief Shirt	001-504-522-20-31-07	231.37
	018562288	1/2 Zip Turtleneck Sweatshirt	Invoice	06/10/2021	1/2 Zip Turtleneck Sweatshirt	001-504-522-20-31-07	99.32
	018572326	Blank Embroiderable Patch - Dark Nav	Invoice	06/11/2021	Blank Embroiderable Patch - Dark Nav	001-504-522-20-31-07	29.27
	018617354	S/S Chief Shirt (x2)	Invoice	06/17/2021	S/S Chief Shirt (x2)	001-504-522-20-31-07	246.80
	018617355	Industrial Pants	Invoice	06/17/2021	Industrial Pants	001-504-522-20-31-07	120.57
	018617356	Industrial Pants (x2)	Invoice	06/17/2021	Industrial Pants (x2)	001-504-522-20-31-07	257.22
	018638646	Duty Boots	Invoice	06/21/2021	Duty Boots	001-504-522-20-31-07	224.54
	018638699	Duty Boots	Invoice	06/21/2021	Duty Boots	001-504-522-20-31-07	168.55
	018648796	Firefighter Pants	Invoice	06/22/2021	Firefighter Pants	001-504-522-20-31-07	127.52
	018648797	Industrial Pants	Invoice	06/22/2021	Industrial Pants	001-504-522-20-31-07	124.25
	018659414	Diamond Quilted Jacket	Invoice	06/23/2021	Diamond Quilted Jacket	001-504-522-20-31-07	78.29
	018659482	1/2 Zip Turtleneck Sweatshirt	Invoice	06/23/2021	1/2 Zip Turtleneck Sweatshirt	001-504-522-20-31-07	95.22
	018659483	1/2 Zip Turtleneck Sweatshirt (x2)	Invoice	06/23/2021	1/2 Zip Turtleneck Sweatshirt (x2)	001-504-522-20-31-07	200.60
	018659484	1/2 Zip Turtleneck Sweatshirt	Invoice	06/23/2021	1/2 Zip Turtleneck Sweatshirt	001-504-522-20-31-07	95.04
	018659485	Softshell Fleece Jacket	Invoice	06/23/2021	Softshell Fleece Jacket	001-504-522-20-31-07	177.29
	018659486	1/2 Zip Turtleneck Sweatshirt	Invoice	06/23/2021	1/2 Zip Turtleneck Sweatshirt	001-504-522-20-31-07	99.41
	018659487	1/2 Zip Turtleneck Sweatshirt (x2)	Invoice	06/23/2021	1/2 Zip Turtleneck Sweatshirt (x2)	001-504-522-20-31-07	187.66
	018659488	Softshell Fleece Jacket	Invoice	06/23/2021	Softshell Fleece Jacket	001-504-522-20-31-07	177.76
	018659492	1/2 Zip Turtleneck Sweatshirt	Invoice	06/23/2021	1/2 Zip Turtleneck Sweatshirt	001-504-522-20-31-07	96.50
1979	GROUNDWORKS	21-01482					3,133.90
	9651-2106	Landscaping Maintenance - ST 81	Invoice	06/30/2021	Landscaping Maintenance - ST 81	001-507-522-50-41-00	670.35
	9652-2106	Landscaping Maintenance - ST 82	Invoice	06/30/2021	Landscaping Maintenance - ST 82	001-507-522-50-41-00	834.94
	9653-2106	Landscaping Maintenance - ST 83	Invoice	06/30/2021	Landscaping Maintenance - ST 83	001-507-522-50-41-00	887.19
	9653-2106-1	Landscaping CleanUp - ST 83 (Training	Invoice	06/14/2021	Landscaping CleanUp - ST 83 (Training	001-507-522-50-41-00	741.42
0218	HONEY BUCKET	21-01483					221.50
	0552118599	Honey Bucket Rental - Tech Rescue Tra	Invoice	05/24/2021	Honey Bucket Rental - Tech Rescue Tra	001-514-522-20-45-00	221.50
0277	ISOUTSOURCE	21-01484					9,791.38
	CW254474	IT Services	Invoice	06/30/2021	IT Services	001-513-522-10-41-04	9,791.38
0312	KENNY'S TRUCK PARTS & REPAIR	21-01485					12.56
	56566	Shop Parts	Invoice	03/18/2021	Shop Parts	500-511-522-60-34-01	39.30
	56582	Shop Parts	Credit Memo	03/18/2021	Shop Parts	500-511-522-60-34-01	-39.30
	58163	Shop Parts	Invoice	06/17/2021	Shop Parts	500-511-522-60-34-01	12.56
0349	LN CURTIS & SONS	21-01486					2,736.82
	INV498596	Hurst eDraulic Battery (E83)	Invoice	06/15/2021	Hurst eDraulic Battery (E83)	001-504-522-20-35-00	626.91
	INV498694	Hurst eDraulic Battery (E33)	Invoice	06/15/2021	Hurst eDraulic Battery (E33)	001-504-522-20-35-00	626.91
	INV500721	Structural Bunker Boots	Invoice	06/21/2021	Structural Bunker Boots	303-504-522-20-35-04	469.53
	INV501823	Hydrant Gate Valve Handle	Invoice	06/24/2021	Hydrant Gate Valve Handle	001-504-522-20-35-00	74.07
	INV502361	Structural Bunker Boots	Invoice	06/25/2021	Structural Bunker Boots	303-504-522-20-35-04	469.70
	INV502471	Structural Bunker Boots	Invoice	06/25/2021	Structural Bunker Boots	303-504-522-20-35-04	469.70

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0352	LOWE'S 909681	21-01487 Shovel (E32)	Invoice	05/18/2021	Shovel (E32)	001-504-522-20-35-00	60.18 60.18
0387	MUNICIPAL EMERGENCY SERVICE IN1592213 IN1592725	21-01488 Breathing Air Compressor Service Call Structural Fire Gloves (x24)	Invoice Invoice	06/23/2021 06/24/2021	Breathing Air Compressor Service Call Structural Fire Gloves (x24)	001-504-522-20-48-12 303-504-522-20-35-04	3,848.99 1,468.77 2,380.22
2119	NOREGON SYSTEMS INC. INV00083603	21-01489 Allison DOC Premium Software Subscri	Invoice	05/11/2021	Allison DOC Premium Software Subscri	500-511-522-60-41-08	464.53 464.53
0416	NORTH SOUND HOSE & FITTINGS N033361 N033522	21-01490 Shop Parts Shop Parts	Invoice Invoice	06/22/2021 06/25/2021	Shop Parts Shop Parts	500-511-522-60-34-01 500-511-522-60-34-01	537.48 124.67 412.81
2011	NORTHWEST FIBER, LLC ST71-JUNJUL21	21-01491 Fax & Fire Alarm Services - ST 71	Invoice	06/14/2021	Fax & Fire Alarm Services - ST 71	001-513-522-50-42-01	217.26 217.26
0424	NORTHWEST SAFETY CLEAN 21-30139 21-30247 21-30248 21-30249 21-30250	21-01492 Training/Work Jacket Logo & Name Pai Bunker Gear Cleaning, Repairs & Alter Bunker Gear Cleaning, Repairs & Alter Bunker Gear Cleaning, Repairs & Alter Bunker Gear Cleaning, Repairs & Alter	Invoice Invoice Invoice Invoice Invoice	06/16/2021 06/24/2021 06/24/2021 06/24/2021 06/24/2021	Training/Work Jacket Logo & Name Pai Bunker Gear Cleaning, Repairs & Alter Bunker Gear Cleaning, Repairs & Alter Bunker Gear Cleaning, Repairs & Alter Bunker Gear Cleaning, Repairs & Alter	001-506-522-45-31-03 001-504-522-20-48-11 001-504-522-20-48-11 001-504-522-20-48-11 001-504-522-20-48-11	13,115.09 101.07 3,892.10 4,301.54 3,949.95 870.43
0434	OFFICE DEPOT 177700518001	21-01493 Printable Labels	Invoice	06/23/2021	Printable Labels	001-502-522-10-31-00	53.86 53.86
0185	OPERATIVE IQ 39047	21-01494 Operative IQ License/Maintenance Fee	Invoice	07/01/2021	Fleet Mgmt Licenses/Sandbox Maint Operative IQ Inventory/Asset Mngmnt RFID Data Service License Fee	001-513-522-10-49-04 001-509-522-20-49-02 001-513-522-10-49-04	2,115.00 695.00 1,320.00 100.00
0451	PACIFIC POWER BATTERIES 17129617	21-01495 Shop Parts	Invoice	06/18/2021	Shop Parts	500-511-522-60-34-01	16.77 16.77
0479	PROFESSIONAL BUILDING SERVICE 10729 10730 10731	21-01496 Janitorial Services & All Windows - Adr Janitorial Services - ST 31 Janitorial Services & All Windows - DS	Invoice Invoice Invoice	07/01/2021 07/01/2021 07/01/2021	Janitorial Services & All Windows - Adr Janitorial Services - ST 31 Janitorial Services & All Windows - DS	001-507-522-50-41-00 001-507-522-50-41-00 300-507-522-50-41-00	5,534.88 1,011.73 587.50 3,935.65
0483	PUGET SOUND ENERGY ST71-MAYJUN21	21-01497 Natural Gas - ST 71	Invoice	06/15/2021	Natural Gas - ST 71	001-507-522-50-47-03	128.44 128.44
0483	PUGET SOUND ENERGY ST77-MAYJUN21	21-01498 Natural Gas - ST 77	Invoice	06/17/2021	Natural Gas - ST 77	001-507-522-50-47-03	149.35 149.35
0483	PUGET SOUND ENERGY ST76-MAYJUN21	21-01499 Natural Gas - ST 76	Invoice	06/17/2021	Natural Gas - ST 76	001-507-522-50-47-03	157.70 157.70
0483	PUGET SOUND ENERGY ST72-MAYJUN21	21-01500 Natural Gas - ST 72	Invoice	06/17/2021	Natural Gas - ST 72	001-507-522-50-47-03	117.09 117.09

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1937	RAIRDON'S OF MONROE 87866	21-01501 Shop Parts	Invoice	06/23/2021	Shop Parts	500-511-522-60-34-01	490.54 490.54
1533	REHN & ASSOCIATES IN0000143755	21-01502 ARPA AEI 2021 Subsidy Eligibility Notic	Invoice	05/31/2021	ARPA AEI 2021 Subsidy Eligibility Notic	001-502-522-10-41-01	100.00 100.00
0494	REPUBLIC SERVICES #197 0197-002809381	21-01503 Refuse - ST 32	Invoice	06/30/2021	Refuse - ST 32	001-507-522-50-47-04	104.94 104.94
0494	REPUBLIC SERVICES #197 0197-002809319	21-01504 Refuse - Admin Building	Invoice	06/30/2021	Refuse - Admin Building	001-507-522-50-47-04 300-507-522-50-47-00	252.29 63.07 189.22
0494	REPUBLIC SERVICES #197 0197-002809293	21-01505 Recycling - ST 31	Invoice	06/30/2021	Recycling - ST 31	001-507-522-50-47-04 500-511-522-60-47-01	487.27 415.69 71.58
0494	REPUBLIC SERVICES #197 0197-002809716	21-01506 Recycling - ST 32	Invoice	06/30/2021	Recycling - ST 32	001-507-522-50-47-04	70.96 70.96
0494	REPUBLIC SERVICES #197 0197-002808576	21-01507 Refuse - ST 31	Invoice	06/30/2021	Refuse - ST 31	001-507-522-50-47-04 500-511-522-60-47-01	308.38 263.08 45.30
0501	RICOH USA, INC. 105099367	21-01508 Copier Machine - Admin Bldg	Invoice	06/21/2021	Copier Machine Lease - Admin Bldg Copier Machine Usage - Admin Bldg	001-512-522-10-45-00 001-502-522-10-31-00	289.28 254.54 34.74
1534	ROMAINE ELECTRIC 5-032263	21-01509 Shop Parts	Invoice	06/17/2021	Shop Parts	500-511-522-60-34-01	374.06 374.06
0514	ROTARY CLUB OF MONROE 4	21-01510 Rotary Club Quarterly Dues (July/Aug/!	Invoice	06/25/2021	Rotary Club Quarterly Dues (July/Aug/!	001-502-522-10-49-01	100.00 100.00
0517	S&P DESIGN 12373	21-01511 SRFR Uniforms/Apparel - Commissione	Invoice	06/23/2021	SRFR Uniforms/Apparel - Commissione	001-512-522-10-49-06	74.87 74.87
1921	SEA-WESTERN INV11281	21-01512 Turnout/Bunker Gear - Suspenders (x3	Invoice	06/11/2021	Turnout/Bunker Gear - Suspenders (x3	303-504-522-20-35-04	1,257.59 1,257.59
0558	SNOHOMISH COUNTY I1000557369	21-01513 Cathcart Facility Usage - Tech Tescue	Invoice	05/31/2021	Cathcart Facility Usage - Tech Tescue	001-506-522-45-45-00	100.00 100.00
1536	SNOHOMISH COUNTY FIRE DISTF 6312 6331	21-01514 LSF Correction Deed Recording Fee (Pr Summer Newsletter Postage	Invoice Invoice	03/10/2021 06/25/2021	LSF Correction Deed Recording Fee (Pr Summer Newsletter Postage	001-512-522-10-49-06 001-515-522-30-42-01	10,792.55 1.00 10,791.55
0565	SNOHOMISH COUNTY PUD 128701168	21-01515 Electricity & Water - ST 82	Invoice	06/21/2021	Electricity - ST 82 Water - ST 82	001-507-522-50-47-01 001-507-522-50-47-02	1,193.66 979.17 214.49
0565	SNOHOMISH COUNTY PUD 105597611	21-01516 Electricity - ST 74	Invoice	06/24/2021	Electricity - ST 74	001-507-522-50-47-01	167.94 167.94

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0565	SNOHOMISH COUNTY PUD 151758920	21-01517 Electricity - Admin Bldg	Invoice	06/22/2021	Electricity - Admin Bldg	001-507-522-50-47-01 300-507-522-50-47-00	1,913.70 287.06 1,626.64
0565	SNOHOMISH COUNTY PUD 105593527	21-01518 Electricity - ST 72	Invoice	06/17/2021	Electricity - ST 72	001-507-522-50-47-01	445.02 445.02
0565	SNOHOMISH COUNTY PUD 151758919	21-01519 Electricity - ST 31	Invoice	06/22/2021	Electricity - ST 31	001-507-522-50-47-01 500-511-522-60-47-01	1,815.00 1,548.38 266.62
0565	SNOHOMISH COUNTY PUD 155009323	21-01520 Electricity - ST 32	Invoice	06/25/2021	Electricity - ST 32	001-507-522-50-47-01	222.82 222.82
0565	SNOHOMISH COUNTY PUD 145174942	21-01521 Electricity - ST 33	Invoice	06/25/2021	Electricity - ST 33	001-507-522-50-47-01	625.82 625.82
0565	SNOHOMISH COUNTY PUD 138521462	21-01522 Electricity - ST 77	Invoice	06/16/2021	Electricity - ST 77	001-507-522-50-47-01	334.16 334.16
0565	SNOHOMISH COUNTY PUD 118791041	21-01523 Electricity - ST 82 Storage	Invoice	06/17/2021	Electricity - ST 82 Storage	001-507-522-50-47-01	16.85 16.85
0565	SNOHOMISH COUNTY PUD 148464851	21-01524 Electricity - ST 73	Invoice	06/21/2021	Electricity - ST 73	001-507-522-50-47-01	281.27 281.27
0565	SNOHOMISH COUNTY PUD 158200795	21-01525 Electricity & Water - ST 81	Invoice	06/17/2021	Electricity - ST 81 Water - ST 81	001-507-522-50-47-01 001-507-522-50-47-02	675.39 557.09 118.30
0572	SPEEDWAY CHEVROLET 128408	21-01526 Shop Parts	Invoice	06/15/2021	Shop Parts	500-511-522-60-34-01	305.53 197.57
	128430	Shop Parts	Invoice	06/16/2021	Shop Parts	500-511-522-60-34-01	65.15
	128573	Shop Parts	Invoice	06/24/2021	Shop Parts	500-511-522-60-34-01	42.81
2057	SPRAGUE PEST SOLUTIONS 4543958	21-01527 Monthly Pest Control Services - Admin	Invoice	06/14/2021	Monthly Pest Control Services - Admin	001-507-522-50-41-00 300-507-522-50-41-00	1,002.83 22.54 67.63
	4543960	Pest Control Perimeter Servcs (Triannu	Invoice	06/14/2021	Pest Control Perimeter Servcs (Triannu	001-507-522-50-41-00 300-507-522-50-41-00	27.32 81.98
	4543962	Monthly Pest Control Services - ST 73	Invoice	06/14/2021	Monthly Pest Control Services - ST 73	001-507-522-50-41-00	90.83
	4543963	Pest Control Perimeter Services (Triannu	Invoice	06/14/2021	Pest Control Perimeter Services (Triannu	001-507-522-50-41-00	110.10
	4543973	Monthly Pest Control Services - ST 76	Invoice	06/10/2021	Monthly Pest Control Services - ST 76	001-507-522-50-41-00	91.08
	4543974	Pest Control Perimeter Services (Triannu	Invoice	06/10/2021	Pest Control Perimeter Services (Triannu	001-507-522-50-41-00	110.40
	4543975	Monthly Pest Control Services - ST 72	Invoice	06/14/2021	Monthly Pest Control Services - ST 72	001-507-522-50-41-00	91.08
	4543976	Pest Control Perimeter Services (Triannu	Invoice	06/14/2021	Pest Control Perimeter Services (Triannu	001-507-522-50-41-00	110.40
	4543983	Monthly Pest Control Services - ST 31	Invoice	06/14/2021	Monthly Pest Control Services - ST 31	001-507-522-50-41-00	90.17
	4543984	Pest Control Perimeter Services (Triannu	Invoice	06/14/2021	Pest Control Perimeter Services (Triannu	001-507-522-50-41-00	109.30

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1634	STRYKER SALES CORPORATION	21-01528					1,104.66
	3403546M	Medical Supplies	Invoice	05/24/2021	Medical Supplies	001-509-522-30-31-02	779.68
	3417567M	Disinfecting Wipes	Invoice	06/07/2021	Disinfecting Wipes	001-509-522-30-31-02	324.98
1645	TELEFLEX, LLC	21-01529					2,023.00
	9504067633	Medical Supplies	Invoice	06/08/2021	Medical Supplies	001-509-522-30-31-02	1,345.50
	9504140480	Medical Supplies	Invoice	06/25/2021	Medical Supplies	001-509-522-30-31-02	677.50
0610	TRUE NORTH EMERGENCY EQUIP	21-01530					1,285.17
	A08072	Shop Parts	Invoice	04/28/2021	Shop Parts	500-511-522-60-34-01	155.53
	A08244	Shop Parts	Invoice	05/12/2021	Shop Parts	500-511-522-60-34-01	707.19
	A08299	Shop Parts	Invoice	05/17/2021	Shop Parts	500-511-522-60-34-01	48.08
	A08526	Shop Parts	Invoice	06/11/2021	Shop Parts	500-511-522-60-34-01	33.12
	A08571	Shop Parts	Invoice	06/16/2021	Shop Parts	500-511-522-60-34-01	254.67
	A08588	Shop Parts	Invoice	06/17/2021	Shop Parts	500-511-522-60-34-01	86.58
0614	TYLER TECHNOLOGIES INC	21-01531					408.41
	025-337910	Tyler University Support Software	Invoice	06/14/2021	Tyler University Support Software	001-513-522-10-49-04	408.41
1569	US BANK VOYAGER	21-01532					15,274.90
	8693676982123	Fuel	Invoice	06/01/2021	Fuel - EMS	001-509-522-20-32-00	7,427.92
					Fuel - Shop	500-511-522-60-32-00	279.86
					Fuel - Suppression	001-504-522-20-32-00	7,427.91
					Fuel (Shop Parts)	500-511-522-60-32-00	139.21
0631	VERATHON MEDICAL	21-01533					211.68
	12032034	Medical Supplies	Invoice	05/28/2021	Medical Supplies	001-509-522-30-31-02	211.68
0633	VERIZON WIRELESS SERVICES LLC	21-01534					2,233.95
	9881989501	District Cell Phones (Legacy 7)	Invoice	06/15/2021	District Cell Phones - Fire	001-513-522-10-42-00	2,107.92
					District Cell Phones - Shop	500-511-522-60-42-00	126.03
0633	VERIZON WIRELESS SERVICES LLC	21-01535					3,192.57
	9881989500	District Mifi Plans	Invoice	06/15/2021	District Mifi Plans	001-513-522-10-42-00	3,192.57
0648	WASTE MANAGEMENT NORTHW	21-01536					134.70
	0748750-2677-0	Recycling - ST 72	Invoice	07/01/2021	Recycling - ST 72	001-507-522-50-47-04	134.70
0648	WASTE MANAGEMENT NORTHW	21-01537					207.40
	0750331-2677-4	Refuse - ST 33	Invoice	07/01/2021	Refuse - ST 33	001-507-522-50-47-04	207.40
0648	WASTE MANAGEMENT NORTHW	21-01538					236.38
	0748535-2677-5	Refuse & Recycle - ST 77	Invoice	07/01/2021	Refuse & Recycle - ST 77	001-507-522-50-47-04	236.38
0648	WASTE MANAGEMENT NORTHW	21-01539					187.06
	0748313-2677-7	Refuse - ST 71	Invoice	07/01/2021	Refuse - ST 71	001-507-522-50-47-04	187.06
0648	WASTE MANAGEMENT NORTHW	21-01540					117.64
	0748394-2677-7	Refuse - ST 76	Invoice	07/01/2021	Refuse - ST 76	001-507-522-50-47-04	117.64
0648	WASTE MANAGEMENT NORTHW	21-01541					117.54
	0748312-2677-9	Refuse - ST 72	Invoice	07/01/2021	Refuse - ST 72	001-507-522-50-47-04	117.54

Docket of Claims Register

APPKT00753 - 07/08/2021 Board Meeting - KP

Vendor #	Vendor Name Payable Number	Docket/Claim # Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount Distribution Amount
0648	WASTE MANAGEMENT NORTHW 0748458-2677-0	21-01542 Refuse & Recycle - ST 74	Invoice	07/01/2021	Refuse & Recycle - ST 74	001-507-522-50-47-04	134.99 134.99
0648	WASTE MANAGEMENT NORTHW 9121000-4968-9	21-01543 Refuse & Recycle - ST 83	Invoice	07/01/2021	Refuse & Recycle - ST 83	001-507-522-50-47-04	177.56 177.56
0648	WASTE MANAGEMENT NORTHW 0748749-2677-2	21-01544 Recycling - ST 71	Invoice	07/01/2021	Recycling - ST 71	001-507-522-50-47-04	489.45 489.45
0648	WASTE MANAGEMENT NORTHW 0748839-2677-1	21-01545 Recycling - Admin Bldg	Invoice	07/01/2021	Recycling - Admin Bldg	001-507-522-50-47-04 300-507-522-50-47-00	338.61 84.65 253.96
0648	WASTE MANAGEMENT NORTHW 0872813-4968-5	21-01546 Recycling - ST 81	Invoice	07/01/2021	Recycling - ST 81	001-507-522-50-47-04	129.16 129.16
0648	WASTE MANAGEMENT NORTHW 0872565-4968-1	21-01547 Refuse & Recycle - ST 82	Invoice	07/01/2021	Refuse & Recycle - ST 82	001-507-522-50-47-04	243.70 243.70
0648	WASTE MANAGEMENT NORTHW 0750332-2677-2	21-01548 Recycling - ST 33	Invoice	07/01/2021	Recycling - ST 33	001-507-522-50-47-04	310.75 310.75
0648	WASTE MANAGEMENT NORTHW 0749209-2677-6	21-01549 Refuse & Recycle - ST 73	Invoice	07/01/2021	Refuse & Recycle - ST 73	001-507-522-50-47-04	226.15 226.15
0648	WASTE MANAGEMENT NORTHW 0872814-4968-3	21-01550 Refuse - ST 81	Invoice	07/01/2021	Refuse - ST 81	001-507-522-50-47-04	162.93 162.93
0648	WASTE MANAGEMENT NORTHW 0748751-2677-8	21-01551 Recycling - ST 76	Invoice	07/01/2021	Recycling - ST 76	001-507-522-50-47-04	214.49 214.49
1598	WEIDNER & ASSOCIATES, INC 59756	21-01552 Exhaust Systm Annual Preventative Ma	Invoice	06/15/2021	Exhaust Systm Annual Preventative Ma	001-507-522-50-48-00	1,545.98 1,545.98
0657	WELLSPRING FAMILY SERVICES E 272344	21-01553 Employee Assistance Program Monthly	Invoice	06/30/2021	Employee Assistance Program Monthly	001-510-522-20-20-15	470.90 470.90
0665	WHELEN ENGINEERING COMPAN 910837	21-01554 Shop Parts	Invoice	05/03/2021	Shop Parts	500-511-522-60-34-01	280.68 280.68
Total Claims: 109						Total Payment Amount:	181,367.30

Snohomish County Fire District #7

Claims Voucher Summary

07/07/2021

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
21-01446	ACE HARDWARE		436.00
21-01447	ALL BATTERY SALES AND SERVICE		3,225.44
21-01448	ALLSTREAM BUSINESS US, INC		114.49
21-01449	ALLSTREAM BUSINESS US, INC		226.35
21-01450	ALLSTREAM BUSINESS US, INC		325.44
21-01451	AMAZON CAPITAL SERVICES, INC		2,159.34
21-01452	ARAMARK UNIFORM SERVICES		102.06
21-01453	AT&T MOBILITY LLC		46.71
21-01454	BICKFORD MOTORS INC.		659.94
21-01455	BLANCHARD ELECTRIC & FLEET SUPPLY		61.59
21-01456	BOUND TREE MEDICAL, LLC		37,395.91
21-01457	BRAD TALLEY		4,000.00
21-01458	BRAKE & CLUTCH SUPPLY INC		434.97
21-01459	BRAUN NORTHWEST INC		444.42
21-01460	BRAVO ENVIROMENTAL NW INC		5,020.47
21-01461	CDW GOVERNMENT LLC		4,867.58
21-01462	CENTRAL SUPPLY INTERNATIONAL		65.65
21-01463	CENTRAL WELDING SUPPLY		360.92
21-01464	CHAMPION BOLT & SUPPLY INC		239.26
21-01465	CHRISTENSEN, INC		120.56
21-01466	CITY OF EVERETT		3,121.50
21-01467	CLEARFLY COMMUNICATIONS		772.02
21-01468	COMCAST		150.07
21-01469	COMCAST		150.27
21-01470	COMCAST		150.05
21-01471	COMCAST		150.05
21-01472	COMCAST		150.29
21-01473	COMCAST		155.07
21-01474	CREWSENSE LLC		1,228.09
21-01475	CREWSENSE LLC		508.44
21-01476	DELL MARKETING LP C/O DELL USA LP		10,971.31
		Page Total	77,814.26
		Cumulative Total	77,814.26

Snohomish County Fire District #7

Claims Voucher Summary

07/07/2021

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
21-01477	DEPT. GRAPHICS		823.50
21-01478	DRUG FREE BUSINESS		10.00
21-01479	EVERGREEN POWER SYSTEMS, INC		1,803.45
21-01480	FIRST WATCH		403.00
21-01481	GALLS, LLC - DBA BLUMENTHAL UNIFORM		2,837.18
21-01482	GROUNDWORKS		3,133.90
21-01483	HONEY BUCKET		221.50
21-01484	ISOUTSOURCE		9,791.38
21-01485	KENNY'S TRUCK PARTS & REPAIR		12.56
21-01486	LN CURTIS & SONS		2,736.82
21-01487	LOWE'S		60.18
21-01488	MUNICIPAL EMERGENCY SERVICES, INC.		3,848.99
21-01489	NOREGON SYSTEMS INC.		464.53
21-01490	NORTH SOUND HOSE & FITTINGS INC		537.48
21-01491	NORTHWEST FIBER, LLC		217.26
21-01492	NORTHWEST SAFETY CLEAN		13,115.09
21-01493	OFFICE DEPOT		53.86
21-01494	OPERATIVE IQ		2,115.00
21-01495	PACIFIC POWER BATTERIES		16.77
21-01496	PROFESSIONAL BUILDING SERVICES		5,534.88
21-01497	PUGET SOUND ENERGY		128.44
21-01498	PUGET SOUND ENERGY		149.35
21-01499	PUGET SOUND ENERGY		157.70
21-01500	PUGET SOUND ENERGY		117.09
21-01501	RAIRDON'S OF MONROE		490.54
21-01502	REHN & ASSOCIATES		100.00
21-01503	REPUBLIC SERVICES #197		104.94
21-01504	REPUBLIC SERVICES #197		252.29
21-01505	REPUBLIC SERVICES #197		487.27
21-01506	REPUBLIC SERVICES #197		70.96
21-01507	REPUBLIC SERVICES #197		308.38

Page Total

50,104.29

Cumulative Total

127,918.55

Snohomish County Fire District #7

07/07/2021

Claims Voucher Summary

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
21-01508	RICOH USA, INC.		289.28
21-01509	ROMAINE ELECTRIC		374.06
21-01510	ROTARY CLUB OF MONROE		100.00
21-01511	S&P DESIGN		74.87
21-01512	SEA-WESTERN		1,257.59
21-01513	SNOHOMISH COUNTY		100.00
21-01514	SNOHOMISH COUNTY FIRE DISTRICT 7		10,792.55
21-01515	SNOHOMISH COUNTY PUD		1,193.66
21-01516	SNOHOMISH COUNTY PUD		167.94
21-01517	SNOHOMISH COUNTY PUD		1,913.70
21-01518	SNOHOMISH COUNTY PUD		445.02
21-01519	SNOHOMISH COUNTY PUD		1,815.00
21-01520	SNOHOMISH COUNTY PUD		222.82
21-01521	SNOHOMISH COUNTY PUD		625.82
21-01522	SNOHOMISH COUNTY PUD		334.16
21-01523	SNOHOMISH COUNTY PUD		16.85
21-01524	SNOHOMISH COUNTY PUD		281.27
21-01525	SNOHOMISH COUNTY PUD		675.39
21-01526	SPEEDWAY CHEVROLET		305.53
21-01527	SPRAGUE PEST SOLUTIONS		1,002.83
21-01528	STRYKER SALES CORPORATION		1,104.66
21-01529	TELEFLEX, LLC		2,023.00
21-01530	TRUE NORTH EMERGENCY EQUIPMENT INC		1,285.17
21-01531	TYLER TECHNOLOGIES INC		408.41
21-01532	US BANK VOYAGER		15,274.90
21-01533	VERATHON MEDICAL		211.68
21-01534	VERIZON WIRELESS SERVICES LLC		2,233.95
21-01535	VERIZON WIRELESS SERVICES LLC		3,192.57
21-01536	WASTE MANAGEMENT NORTHWEST		134.70
21-01537	WASTE MANAGEMENT NORTHWEST		207.40
21-01538	WASTE MANAGEMENT NORTHWEST		236.38

Page Total	48,301.16
Cumulative Total	176,219.71

Snohomish County Fire District #7 Claims Voucher Summary

07/07/2021

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
21-01539	WASTE MANAGEMENT NORTHWEST		187.06
21-01540	WASTE MANAGEMENT NORTHWEST		117.64
21-01541	WASTE MANAGEMENT NORTHWEST		117.54
21-01542	WASTE MANAGEMENT NORTHWEST		134.99
21-01543	WASTE MANAGEMENT NORTHWEST		177.56
21-01544	WASTE MANAGEMENT NORTHWEST		489.45
21-01545	WASTE MANAGEMENT NORTHWEST		338.61
21-01546	WASTE MANAGEMENT NORTHWEST		129.16
21-01547	WASTE MANAGEMENT NORTHWEST		243.70
21-01548	WASTE MANAGEMENT NORTHWEST		310.75
21-01549	WASTE MANAGEMENT NORTHWEST		226.15
21-01550	WASTE MANAGEMENT NORTHWEST		162.93
21-01551	WASTE MANAGEMENT NORTHWEST		214.49
21-01552	WEIDNER & ASSOCIATES, INC		1,545.98
21-01553	WELLSPRING FAMILY SERVICES EAP		470.90
21-01554	WHELEN ENGINEERING COMPANY		280.68

	Page Total	5,147.59
	Cumulative Total	181,367.30



Payroll Summary and Authorization Form for the

June 30, 2021 Payroll

I, the undersigned, do hereby certify that the foregoing payroll is, just, true and correct, that the persons whose names appear thereon actually performed labor as stated on the dates shown, that the amounts are actually due, and that the salary warrants and related benefit warrants shall be issued.

District Name: Snohomish Regional Fire and Rescue

Direct Deposits: \$1,154,732.06

Paper Checks: \$15,989.66

Taxes: \$350,508.17

Allowed in the sum of: \$1,521,229.89

Reviewed by:

[Handwritten Signature]
District Administrative Coordinator

Prepared by:

[Handwritten Signature]
Payroll Specialist

Approved by Commissioners: _____



BOARD OF FIRE COMMISSIONERS MEETING MINUTES
 SNOHOMISH REGIONAL FIRE AND RESCUE
 Fire District 7 Station 31 Training Room/ Via Blue Jeans
 163 Village Court, Monroe, WA 98272
 June 24, 2021 1730 hours

CALL TO ORDER: Chairman Waugh called the meeting to order at 1730 hours, in attendance were Commissioner Edwards, Commissioner Elmore, Commissioner Fay, Commissioner Schaub and Commissioner Woolery. In attendance via video were Commissioner Gagnon Commissioner Snyder and Commissioner Steinruck.

PUBLIC COMMENT: None

UNION COMMENT

IAFF: President McConnell thanked the Chief for his message regarding continued and sustainable funding for our service and the fire district. He pledged support of the IAFF to communicate the value of this message to the public.

Teamsters: None

CHIEFS REPORT: Highlights include –

Recognition to Lieutenant Harrott and crew on the successful water rescue on June 23.
 Appreciation to Operations partnering with our communities to provide a cooling shelter to help those in need during the record heat projected.

CONSENT AGENDA

Approve Vouchers

Benefit Vouchers: 21-01317 to 21-01325; (\$595,949.73)
 AP Vouchers: 21-01326 to 21-01421; (\$163,690.83)

Approval of Payroll

June 15, 2021 \$1,028,318.61

Approval of Minutes

Approve Regular Board Meeting Minutes –June 10, 2021

Motion to approve the Consent Agenda as submitted.

Motion by Commissioner Woolery and 2nd by Commissioner Edwards
 On Vote, **Motion carried 8/o.** Commissioner Gagnon Abstained due to absence at previous meeting.

CORRESPONDENCE

Thank you/Recognition from Everett Fire appreciating Battalion Chief Adolf, Lieutenant Eagle and Battalion Chief Fisher.

OLD BUSINESS

Discussion

Action



NEW BUSINESS

Discussion

Sale of District Properties: On the recommendation of the Facility Committee we are looking to sell some properties owned by Snohomish Regional Fire & Rescue. They are the training property, rental house, and Administration Building. We are working with CBRE to facilitate these transactions. Recommend move to action next Board of Commissioner's meeting.

Fire Levy Letter to Board of Commissioners: Revenue Planning Committee recommends seeking a levy lid lift to \$1.50 per \$1000 bringing this to vote in the November elections. Recommend move to action next Board of Commissioner's meeting.

Chaplains Program: Assistant Chief Huff overviewed the newly updated Chaplain Program and yearly cost to be associated with it. Deputy Chief Rasmussen acted as developer for the program. The Chaplain's will be put on volunteer status and should be able to respond to calls after July 5, 2020. Recommend move to action next Board of Commissioner's meeting.

Surplus Resolution 2021-2: Chief O'Brien explained items that are to be surplussed. Recommend move to action next Board of Commissioner's meeting.

SEPA Responsible Officer Change Resolution 2021-3: Change SEPA responsible officer to Assistant Chief of Operations for the District.

Motion to move the SEPA Responsible Officer Change Resolution 2021-3 to an action item.

Motion by Commissioner Woolery, and 2nd by Commissioner Fay.

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

2021 Finance Report: First Quarter: Commissioner Elmore reported on the Finance Committee review of the 2021 First Quarter Finance Report. He stated overall things are looking well.

Action

Motion to approve the SEPA Responsible Officer Change Resolution 2021-3 to Assistant Chief of Operations for the District.

Motion by Commissioner Woolery, and 2nd by Commissioner Schaub.

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

COMMISSIONER COMMITTEE REPORTS

Joint Fire Board with Mill Creek (**Fay**/Elmore/Waugh):NA

Finance Committee (**Elmore**/Snyder/Waugh/ Woolery): See 2021 Finance Report

Policy Committee (**Woolery**/ Elmore/Edwards/Schaub):NA

Labor/Management (**Waugh**/Elmore/Fay): NA

Shop Committee (**Snyder**/Edwards / Gagnon/Woolery): NA



Strategic Plan Committee (**Schaub**/Fay/Snyder/Steinruck): NA

Capital Facilities Committee (**Snyder**/Gagnon/Schaub/ Woolery): Commissioner Woolery confirmed the committee’s recommendation on the selling of properties.

Government Liaisons:

- Lake Stevens (Gagnon/Steinruck)
- Monroe (Edwards/Snyder/Woolery)
- Mill Creek (Elmore/Fay)
- Legislative (Elmore/Schaub)

OTHER MEETINGS ATTENDED

Snohomish County 911 (Waugh): Commissioner Waugh updated the Board on last Sno 911 meeting.

Leadership Meeting (Fay/Schaub): NA

Sno-Isle Commissioner Meeting (Fay): Commissioner Fay stated the next Sno-Isle meeting topic of discussion will be Fire Benefit Charge.

Good of the order: Chairman Waugh reviewed proposed topics for the upcoming Commissioner’s Conference.

ATTENDANCE CHECK

All Board Members will be available for the Regular Commissioner Meeting on July 8, 2021 at 1730. The meeting will be held at Station 31 Training Room/BlueJeans.

EXECUTIVE SESSION

At 1803 hours Chairman Waugh called for an executive session pursuant to RCW 42.30.140(4) to update on Labor Negotiations and RCW 42.30.110(1)(g) to review the performance of a public employee. Chairman Waugh asked for thirty (30) minutes. Chairman Waugh reconvened the open public meeting at 1832 hours with no action taken.

Adjournment: Chairman Waugh adjourned the meeting at 1832 hours.

Snohomish Regional Fire and Rescue

Commissioner Rick Edwards

Vice Chairman Troy Elmore

Commissioner Randy Fay



Commissioner Paul Gagnon

Commissioner Jeff Schaub

Commissioner William Snyder

Commissioner Jim Steinruck

Chairman Roy Waugh

Commissioner Randal Woolery

Chief Kevin K. O'Brien

CORRESPONDENCE

OLD BUSINESS - DISCUSSION



June 22, 2021

Dear Commissioners,

At all hours of the day and night, 365 days a year, Snohomish Regional Fire & Rescue is committed to our mission of saving lives, protecting property, safeguarding the environment, and taking care of people. Whether attending to the needs of a cardiac patient, responding to a vehicle accident, extinguishing a house fire, or helping a COVID-19 patient; our team of dedicated professionals is committed to the health, safety, and well-being of the communities we serve.

Through community support, Snohomish Regional Fire & Rescue has built an advanced emergency response system in Snohomish County with highly trained personnel and progressive rescue programs. Our team has been on the frontlines during the COVID-19 Pandemic, including transporting critical patients and assisting with an unprecedented community vaccination effort. Our personnel have diligently responded when the community needed us most. We appreciate the public's consistent support which maintains quick response times, ongoing training for our firefighters, and the equipment we need to serve you.

As we perform our services, we are committed to being responsible stewards of the citizens' hard earned tax dollars. We make sure that every dollar spent is directly connected to our mission. Through our comprehensive budgeting process, we evaluate, plan, execute, and monitor every expenditure. Each year, our financial and business practices are audited by the State of Washington. Demonstrated by our diligent accountability, we have a successful track record of clean audits by the State of Washington.

With the support of our community, daily operations at Snohomish Regional Fire and Rescue are funded primarily by two voter-approved levies paid through property taxes for fire and emergency medical services. These levy rates fall over time as property values rise. This limits the fire district's ability to keep up with rising operational costs.

In response to rising costs and given the need to maintain our levels of service to our Communities, the SRFR Staff and Revenue Planning Committee recommends the restoration of the Fire Levy Lid Lift to \$1.50 per thousand of assessed property value. The current Fire Levy is \$1.275 per thousand of assessed property value. We recommend placing the proposition on the November 2021 Election ballot. If approved by voters, the restored levy is expected to provide sufficient revenue to address rising costs, replace and maintain equipment and facilities; and importantly, ensure SRFR emergency responders are well trained, equipped, and ready to respond to any alarm.

With the potential approval of this proposal, we look forward to engaging our public to share more about Snohomish Regional Fire and Rescue and the opportunities and challenges that lie before us.

Please let me know if you have any questions or concerns.

Respectfully,

Kevin K. O'Brien, Your Fire Chief

SNOHOMISH REGIONAL FIRE & RESCUE

RESOLUTION NO. 2021-4
RESOLUTION PROVIDING FOR THE SUBMISSION OF LEVY
GENERAL ELECTION

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF SNOHOMISH REGIONAL FIRE & RESCUE PROVIDING FOR THE SUBMISSION TO THE QUALIFIED ELECTORS OF THE DISTRICT AT AN ELECTION TO BE HELD WITHIN THE DISTRICT ON NOVEMBER 2, 2021, IN CONJUNCTION WITH THE STATE GENERAL ELECTION TO BE HELD ON THE SAME DATE, OF A PROPOSITION RESTORING THE LEVY OF A PROPERTY TAX NOT TO EXCEED \$1.50 PER \$1,000.00 OF TRUE AND ASSESSED VALUATION SUBJECT TO OTHERWISE APPLICABLE STATUTORY LIMITATIONS.

Background: WHEREAS, it is the judgment of the Board of Commissioners of the District that it is essential and necessary for the protection of the health and life of the residents of the District that the fire and emergency medical services be provided by the District.

WHEREAS, The Board of Commissioners has determined that the accelerated demands for, and increasing costs of, providing services will necessitate the expenditure of revenues for improved capital facilities and firefighter safety, additional apparatus, maintenance and operations in excess of those which can be provided by the District's regular tax revenue levied at the current rate of approximately \$1.25 per \$1,000.00 of assessed valuation of taxable property within the District as limited by the 101% limitation.

WHEREAS, The District previously levied at the rate at \$1.50 per thousand of assessed valuation in 2007.

WHEREAS, The Board of Commissioners has determined that it is in the best interest of the District that the maximum allowable levy authorized by this Resolution serve as the levy base for purposes of applying the limit factor established by RCW 84.55.010 in subsequent years.

Resolution: NOW, THEREFORE BE IT RESOLVED by the Board of Commissioners of Snohomish Regional Fire & Rescue Snohomish County, Washington as follows:

Section 1. It is necessary for the District to operate and maintain emergency fire and medical service vehicles, to acquire and improve station and other capital facilities and to retain properly trained personnel equipped with proper firefighting and emergency medical equipment. The revenues generated by this lid lift will allow the District to cover the gap between inflation and the statutory one percent limit on increases to the Districts' budget to fund apparatus replacement and facility upgrades and to provide for investments in firefighter safety all of which are necessary to maintain and improve the level of fire protection, prevention, emergency medical services and the protection of life and property in the District.

Section 2. In order to provide the revenue adequate to pay the costs of maintaining and providing the services described in Section 1 and to assure the continuation and improvement of such services the District shall, in accordance with RCW 84.55.050, remove the one percent limitation on regular property taxes imposed by RCW 84.55.010, and levy beginning in 2021 and collect beginning in 2022, pursuant to RCW 52.16.130, RCW 52.16.140 and RCW 52.16.160, a general tax on taxable

property within the District at a rate of \$1.50 per \$1,000.00 of assessed valuation subject to otherwise applicable statutory limits.

Section 3. The amount levied in 2021 shall serve as the District’s tax levy base for purposes of applying the limit factor established by RCW 84.55.010 in subsequent years.

Section 4. There shall be submitted to the qualified electors of the District for their ratification or rejection, at an election on November 2, 2021, in conjunction with the state general election to be held on the same date the question of whether or not the regular property tax levy of the District should be restored to \$1.50 per \$1,000.00 of true and assessed valuation, subject to otherwise applicable statutory limitations. The Board of Commissioners hereby requests the auditor of Snohomish County, as ex-officio Supervisor of Elections, to call such election, and to submit the following proposition at such election, in the form of a ballot title substantially as follows:

Snohomish Regional Fire & Rescue
Proposition Restoring Property Tax Levy for Fire Protection
and Emergency Medical Services.

The Board of Snohomish Regional Fire & Rescue adopted Resolution No. 2021-4 concerning a proposition to maintain and adequately fund District operations.

This proposition authorizes the District to restore its regular property tax levy to \$1.50 per \$1,000 of assessed value to be assessed in 2021 and collected in 2022. The funds will maintain and improve fire protection and emergency medical services, replace apparatus, equipment and facilities and provide for firefighter safety. The maximum allowable levy in 2021 shall serve as the base for subsequent levy limitations as provided by chapter 84.55 RCW.

Should this proposition be:

Approved

Rejected

Section 5. Pursuant to RCW 84.55.050(1), the measure requires a simple majority vote to be approved.

Section 6. The Board of Commissioners finds and declares that it is in the best interest of the District to have information regarding the ballot measure included in the local voters’ pamphlet. Furthermore, that the appropriate costs thereof shall be paid for by the District. The Board of Commissioners further authorizes and directs the Fire Chief to provide such information to the County Elections department for inclusion and to take other actions as necessary to that end.

Section 7. The Board hereby assigns to the Fire Chief or designee the task of appointing members to a committee to advocate voters’ approval of the proposition and to a committee to prepare arguments advocating voters’ rejection of the proposition.

Section 8. For purposes of receiving notice of any matters related to the ballot title, as provided in RCW 29A.36.080, the Board hereby designates the Fire Chief as the individual to whom the County Auditor shall provide such notice.

Section 9. The Chief is authorized to implement such administrative procedures as may be necessary to carry out the directives of this resolution, including modifying the text of the ballot title and any other text, language and/or descriptions relative thereto necessary to conform such ballot title, text, language and/or descriptions to the intent of the parties, consistent with the objectives of this resolution.

Section 10. The Chief, or designee, is hereby authorized and directed, no later than August 3, 2021, to provide to the County Auditor a certified copy of this resolution and the proper District officials are authorized to perform such other duties or take such other actions as are necessary or required by law to the end that the proposition described in this resolution appear on the ballot before the voters at the November 2, 2021 election.

Section 11. If any section, subsection, paragraph, sentence, clause or phrase of this resolution is declared unconstitutional or invalid for any reason, such decision shall not affect the validity of the remaining portions of this resolution.

Section 12. Any act consistent with the authority and prior to the effective date of this resolution is hereby ratified and affirmed.

Section 13. This resolution shall take effect and be in force immediately upon its passage.

Adoption: ADOPTED by the Board of Commissioners of Snohomish Regional Fire & Rescue (at an open public meeting of such Board on the 8th day of July 2021, the following Commissioners being present and voting:

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:

Leah Schoof, District Secretary



Classification Description

Job Title: Chaplain – Volunteer Position	Reports to: Deputy Chief
Former Job Title:	Department/Division: Emergency Medical Services
Union: N/A	Bargaining Unit: N/A
Supervisory: N/A	FLSA: N/A
Date Reviewed: June 21, 2021	EEO:

Summary

The Chaplain position responds to critical scenes where there has been or is expected to be loss of life due to natural or traumatic causes. They provide guidance, counseling and solace to people of all ages and belief systems and act as a liaison between surviving victims, first responders and other agencies when dealing with the dynamic circumstances associated with expected or unexpected deaths. The Chaplain provides support to surviving household members during and immediately following the event which allows first responders to focus on scene control and then return to an available status in a timely and efficient manner.

Distinguishing Career Features

This position is a volunteer position and as such, donates their time/labor of their own free will. The position is not paid, nor does the volunteer receive something of monetary value in exchange for their work.

Essential Duties and Responsibilities

- Responds, as dispatched, to emergencies where family and/or resident care and support is needed.
- Act as the on-scene victim and/or survivor liaison with responding agencies (e.g. law enforcement, fire, Red Cross, etc.).
- Educate and guide victims and/or survivors through the processes that occur during lifesaving efforts and investigations.
- Assist victims and survivors in identifying and contacting surviving family and friends.
- Provide short-term grief counseling and provide resources/referrals for long-term services.
- Provide assistance and guidance to the decedent's family after the Medical Examiner (ME) has released the decedent to the family. Assist the family through the next steps regarding interfacing with the ME office and ultimately, if desired by the family, selecting and arranging transportation for their loved one. If the ME is going to transport, explain that process and stay on scene to completion.
- As needed, coordinate with various agencies (e.g. Red Cross, etc.) for local assistance with temporary housing/clothing, food, etc.

- As requested by agencies perform Death Notifications.
- When directed, assist in notifying the affected school(s) of a tragic death involving one of their students to allow school officials time to prepare and respond to classmates in an appropriate and planned manner.
- On request provide services to all First Responders.
- Chaplain services shall be provided on a secular non-denominational counseling basis and shall not be used to advance the religious beliefs of the chaplain.

Qualifications

- Knowledge of and Skills in

- Use of interpersonal skillset to build relationships and teamwork with first responders and community members.
- Various types/techniques in counseling to support individuals experiencing traumatic and stressful events
- Ensure confidentiality regarding all records and compliance with Snohomish Regional Fire and Rescue and other agency policy and procedures applicable to the position.
- Present oral and written information both internally and externally using correct punctuation, grammar, and content. Communicates clearly
- Demonstrate an awareness of cultural diversity while communicating with individuals

- Abilities

- Strong attention to detail and follow-through on assignments and deadlines
- Demonstrate proficiency in basic computer and cell phone skills for reporting and communication purposes
- Maintain composure and remain calm in stressful environments
- Public speaking to small and large groups dependent on situation
- Care for all people regardless of individual backgrounds, environments and/or situations
- Understand and respect different perspectives, backgrounds and cultural differences
- Listen, identify and share potential resources dependent on individual circumstances and needs

- Physical Abilities and Working Conditions

Work is performed in widely diverse environments depending on the situational demands. The Chaplain may be exposed to a wide variety of health and safety hazards in these environments. Work requires movement to and around various locations as well as the ability to be on-call 24/7 to address critical incidents. The work requires sitting, standing, talking and hearing; frequently requires the use of hands-to-fingers, handling writing instruments; Occasionally, requires reaching with arms and hands, climbing, stooping, kneeling, bending or crawling. Ambulate on emergency scenes (e.g. outdoor/indoor, day/night, all weather conditions, etc.).

- Education and Experience

- Successfully complete the training of the International Chaplain's Ministry entitled 'Introduction to Emergency Service Chaplaincy and Basic Crisis Care Management' or equivalent training and/or experience as approved by Snohomish Regional Fire & Rescue.
- Participate and be signed-off of a minimum of 6 responses under the supervision of an experienced Chaplain approved by the Snohomish Regional Fire & Rescue department.
- Any combination of education and experience that provides the desired knowledge, skills and abilities to perform the essential duties of the position

- Licenses and Certificates

- Have a current and valid Washington State Driver's License.

This class description describes the general nature of the work performed, representative duties as well as the typical qualifications needed for acceptable performance. It is not intended to be a complete list of all responsibilities, duties, and skills required of the job.

Chaplaincy Program

506.1 PURPOSE

The purpose of this policy is to establish guidelines for the use of volunteers to help improve service to the community by providing scene support for District personnel as well as for the public we serve.

506.2 DEFINITIONS

CHAPLAIN – An individual who is grounded in their faith and serves as a volunteer to assist the District and community on a non-denominational basis without promise, expectation, or receipt of compensation for services rendered.

CHAPLAIN COORDINATOR – An individual who has been a volunteer chaplain with the District, has seniority within the chaplain cadre, is familiar with the personnel, operations of the District and emergency service in general. This person will be appointed by the Fire Chief or their designee.

DISTRICT – Snohomish Regional Fire & Rescue.

SHIFT – The twenty-four (24) hour on call time beginning at 07:00 and ending at 07:00 the following day.

506.3 PERSONNEL AFFECTED

All District personnel

506.4 REFERENCE

Chaplain – Job Classification

506.5 POLICY

It shall be the policy of the District to maintain a Chaplaincy Program utilizing volunteer personnel who are not a part of the Operations staff of the District.

506.6 RESPONSIBILITY

It shall be the responsibility of the Fire Chief or designee to enforce the tenants of this policy, establish the criteria for selecting volunteers who are capable of fulfilling the duties of a Chaplain and be the immediate supervisor for the persons selected to be involved in the program.

It shall be the responsibility of the Fire Chief or designee to establish training criteria to assure that volunteers have the skills and information to perform the duties as outlined in the applicable job description.

It shall be the responsibility of the chaplain(s) to adhere to the requirements of the job classification and this policy.

Chaplaincy Program

506.7 PROCEDURE

General:

- (a) Chaplains are accountable to the Fire Chief or designee as immediate supervisor.
- (b) Chaplains recognize that all appointed officers or acting officers of the District have the authority granted by the District to supervise and give direction to any person paid or volunteer providing services for the District.
- (c) Chaplains shall comply with all orders and directives, either oral or written, issued by the District. Whenever a policy, rule, regulation or guideline refers to a paid, career, part-time or volunteer employee, it shall also apply to the chaplain, unless otherwise specified in this policy or by nature the policy, rule, regulation or guideline is inapplicable.
- (d) No provision of this policy confers any guarantee of continued association with the District to a chaplain. Chaplains understand that District disciplinary policies and procedures are not applicable to chaplains and they serve at-will and their status may be terminated at any time without cause or reason.
- (e) All apparel, protective equipment and other equipment issued to a chaplain is the property of the District unless specifically designated. The care and protection of these items is the responsibility of each individual and that individual will be held accountable for these items which will be returned to the District upon leaving the service. The chaplain will receive a yearly uniform allowance. The amount of the allowance will be established by the District each year.
- (f) No chaplain will represent themselves as a District spokesperson and/or Public Information Officer on behalf of the District in any situation on- or off-duty.
- (g) Any chaplain, after having received the authority to do so by the District, and having been suitably trained, may engage in other support activities for the District. Examples of this are public education (CERT, CPR, first aid, etc.), ICS overhead training.

Chaplain Coordinators:

1. Shall be assigned by and accountable to the Fire Chief or their designee.
2. Shall show respect for the District, its elected officials, its staff, and defend the adopted policies and accepted procedures/practices as established by the District and discourage disrespect by other members.
3. Shall provide leadership and guidance to the chaplains, promote comradery and professionalism, and encourage continuing education.
4. Will coordinate with the Fire Chief or their designee in charge of chaplain program on scheduling and all other matters regarding the chaplain program.

Selection:

- (a) Volunteers will be recruited on an as needed basis.
- (b) All standard application and screening practices in accordance with the District hiring policy will be used to select chaplains.

Chaplaincy Program

- (c) All prospective chaplains must be able to meet the minimum acceptable standards for the position.
- (d) New chaplains accepted for the program will receive a letter from the Fire Chief confirming their position with the District.

Training:

1. The District training standard as amended will specify the minimum training required of a chaplain.
2. Chaplains will be responsible to complete all minimum training required for chaplains. Chaplains failing to maintain training may be subject to dismissal.
3. Chaplains requesting to attend training out of the District shall submit completed forms to the Fire Chief or designee. The District cannot guarantee fund disbursement for training, travel, lodging, food, or fuel without prior approval.

Scheduling:

- (a) Chaplain coordinators will assist the Fire Chief or their designee in-charge of the chaplain program with the monthly chaplain schedule.
- (b) Chaplain coordinators will assure the monthly staffing calendar is filled out and sent to the Fire Chief or their designee in-charge of the chaplain program at least ten (10) days before the start of the next month.
- (c) Chaplains will sign up to be on-shift in one-week blocks (7 consecutive 24 hour shifts, beginning at 07:00 on Sunday and ending 07:00 on the following Sunday). A Chaplain that cannot sign up for a one-week block during the calendar month can fill in any of the days open on the Calendar. Chaplains will be asked to be on shift at least five (5) days a month. Chaplains may fill in for each other if the chaplains have other obligations.
- (d) The District will staff one (1) Chaplain per battalion for each 24-hour shift, for a total of 3 chaplains per 24-hour shift. When the District is unable to staff a chaplain in a specific battalion and a chaplain request is made for that specific battalion, the District will request another chaplain or request a mutual aid chaplain.

Response:

1. Chaplains will be required to carry District issued identification any time they are serving the District or are on District property.
2. Chaplains shall be issued appropriate apparel and protective equipment and shall be responsible for wearing that when acting in the service of the District.
3. Chaplains understand that a significant part of the chaplain function is to interact with the public and District personnel who may have experienced a tragedy and are distraught or possibly distressed/despondent/depressed. In this capacity the chaplain is required to maintain confidentiality regarding the persons and situation. Although they are not medical first responders the chaplain is an agent of the District and must abide by the rules of confidentiality established by HIPAA, the Washington State Health Care Information Act and District policy.

Chaplaincy Program

4. Chaplains understand that when providing services as District chaplains they should counsel persons that they are District chaplains and cannot guarantee any type of confidentiality in the role of District chaplain. Chaplains understand the records they create when providing services are subject to the Washington State Public Records Act.
5. The first arriving Chaplain to a major incident will be the Liaison between the Incident Commander and the later arriving chaplains.
6. Chaplains will respond to incidents at the request of a District Officer.

Communications:

1. The District will pay for applicable phone apps in order that chaplains may receive dispatches on their personal cell phones. The use of this service is voluntary.

Documentation – Reports:

1. Chaplains are required to complete response reports to record their activities at incidents. All reports shall be filed in a timely manner to the Fire Chief or their designee in-charge of the chaplain program.

Finance:

1. Chaplains will be paid a stipend of fifteen (\$15) dollars per 24-hour shift for which they are scheduled, as reimbursement for minor expenses. Stipends will be paid annually on November 30th of each year for those scheduled shifts beginning November 1st of the previous year thru October 31st of the current year.
2. Chaplains may submit appropriate forms in consideration for reimbursement of lost or damaged personal items, or for personal funds that they may have spent in the service of the District.
3. Chaplains MAY NOT receive or solicit donations of cash, equipment, or services from the public in the name of the District.

506.8 APPENDIX

Job Classification

SNOHOMISH REGIONAL FIRE AND RESCUE

RESOLUTION #2021-2

A RESOLUTION TO SURPLUS EQUIPMENT AND COMPUTERS

WHEREAS, Snohomish Regional Fire and Rescue 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 REGIONAL FIRE AND RESCUE THIS 8th DAY OF JULY, 2021.

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

Item	Quantity	Serial number	Inventory Number
MSA ALTAIR 4X Monitor	1	00533623	
MSA ALTAIR 4X Monitor	1	00394125	
MSA ALTAIR 4X Monitor	1	00156840	
MSA ALTAIR 4X Monitor	1	00107259	LS-00140
MSA ALTAIR 4X Monitor	1	00483946	
MSA ALTAIR 4X Monitor	1	00483623	
MSA ALTAIR 4X Monitor	1	00416944	LS-102197
MSA ALTAIR 4X Monitor	1	00042916	
MSA ALTAIR 4X Monitor	1	00483944	
MSA ALTAIR 4X Monitor	1	00416919	LS-102200
MSA ALTAIR 4X Monitor	1	00394151	
MSA ALTAIR 4X Monitor	1	00396512	D7-06718
MSA ALTAIR 4X Monitor	1	00454566	
MSA ALTAIR 4X Monitor	1	00436128	
MSA ALTAIR 4X Monitor	1	00483966	
MSA ALTAIR HCN Pro	1	01700168	
MSA ALTAIR HCN Pro	1	01700169	
MSA ALTAIR HCN Pro	1	01700166	
MSA ALTAIR HCN Pro	1	01700171	
MSA Universal Pump Probe	1	A1-41662	LS-102075
MSA Universal Pump Probe	1	A1-18584	
Quantifit OHD	1	86103103P	D7-70000374
Impres adaptive Single Chargers	39	N/A	N/A
AdvanceTec Battery Charger	1	27939	
AdvanceTec Battery Charger	1	26108	
AdvanceTec Battery Charger	1	20766	D7-06105
AdvanceTec Battery Charger	1	28377	
AdvanceTec Battery Charger	1	20767	SCFD7702
AdvanceTec Battery Charger	1	21282	
Motorola Charger- 6 radio	11	N/A	N/A
Motorola Lapel Mic	133	N/A	N/A
Fire Com HH-22X adapter	1	N/A	LS-1139
Fire Com HH-22X adapter	1	N/A	LS-100305
Fire Com HH-22X adapter	1	N/A	Unknown
Fire Com HH-22X adapter	1	N/A	Unknown
Sigtronics PRA-809 adapter	1	3301933	D7-05711
Sigtronics PRA-809 adapter	1	3301942	D7-05718
Sigtronics PRA-809 adapter	1	3301941	D7-05717
Access point	1	2ce6cc3442d0	

Access point	1	2ce6cc388920	
Access point	1	2ce6cc346aa0	
Access point	1	2ce6cc340010	
Polycom phone	1	0004F281ACB0	
Polycom phone	1	0004F2823CEB	
Polycom phone	1	0004F28243DC	
MSA ALTAIR 4X Monitor	1	394159	
Polycom phone	1	0004F2818D49	
Polycom phone	1	0004F281AD0E	
Polycom phone	1	0004F2823D37	
Polycom phone	1	0004F2818D47	
Polycom phone	1	0004F2818D67	
Polycom phone	1	0004F2818D2D	
Polycom phone	1	0004F28243DD	
Polycom phone	1	0004F281AD0C	
Polycom phone	1	0004F2824402	
Allworx phone	1	9204000ADD876D95	
Polycom phone	1	0004F281145E	
Dell Monitor	1	CN0CFV9NQDC007810N5SA04	
Polycom phone	1	0004F2818D5A	
Polycom phone	1	0004F281C2CB	
Polycom phone	1	0004F281C2F8	
Polycom phone	1	0004F281DBC8	
Polycom phone	1	0004F2818D77	
Polycom phone	1	0004F281C2A3	
Polycom phone	1	0004F281DC10	
Polycom phone	1	0004F2818D7B	
Polycom phone	1	0004F281F31D	
Polycom phone	1	0004F281C2D2	
HP Computer	1	CZC70801TR	
HP Computer	1	CZC7355T4C	D7 06793
HP Computer	1	80213SH	D7 06848
HP Computer	1	2CE309013T	SCFD760005
HP Computer	1	2CE3060FDK	
HP Computer	1	2CE3171PV4	SCFD7774
HP Computer	1	2CE309013Y	
HP Computer	1	CNC1110CWW	EMW2009FRS27
HP Computer	1	CNC1110CWZ	EMW2009FRS98
HP Computer	1	L\$HYR7483FJ8X1	LS0164
Mower	1	1D173H30089	
Trimmer	1	N/A	D7-06895

Trimmer	1	N/A	31D08-100570
Trimmer	1	SRM-300AE	
Trimmer	1	HO1502289	
Trimmer	1		D7-06648
Mower	1	1J050K31671	
Pump	1	5050911	



Collective Bargaining Agreement

By and Between

Snohomish Regional Fire and Rescue

AND

**International Association of Firefighters
(IAFF) Local 2781**

January 1, 2020 through December 31, 2022

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PREAMBLE

This agreement is entered into by and between Snohomish Regional Fire and Rescue, hereinafter referred to as the "District" or "Employer" and the International Association of Firefighters, Local 2781, hereinafter referred to as the "Union". Individuals of the Bargaining Unit shall be referred to as "Employees".

The purpose of this Agreement is to set forth the understanding reached between the parties to promote and to provide for equitable adjustments of differences that may arise, and to establish agreed upon standards for wages, hours and working conditions.

ARTICLE 1 - Recognition

Section 1.1 – The District recognizes the Union as the exclusive bargaining representative for all full time uniformed career employees of the District, excluding any Deputy Chiefs, Assistant Chiefs, and the Fire Chief. Battalion Chiefs employed by the District are also represented by IAFF Local 2781, however such Battalion Chiefs are subject to a separate Collective Bargaining Agreement and comprise a separate bargaining unit, and are not subject to the terms of this Agreement.

ARTICLE 2 – Non Discrimination

Section 2.1 – Neither the District nor the Union shall, contrary to any provisions of the law, discriminate against an employee because of age, sex, marital status, race, creed, color, sexual orientation, national origin or disability or any other protected class as identified in state and federal law.

Section 2.2 – The District agrees not to discriminate against any employee for their membership in, or lawful activities on behalf of the Union.

ARTICLE 3 – Union Security

Section 3.1 – All full time employees covered by this Agreement shall have the right to **become members of the Union. This will be accomplished by an "opt in" or an "opt out"** letter. The employee will make the choice of being in the Union or not. If opting in, then each employee shall tender dues and initiation fees uniformly required as a condition of membership.

The Union will be provided access to all new employees represented by this Agreement within the first fifteen (15) days of employment. Such employees will be presented with the benefits of Union membership and will be offered voluntary enrollment in the Union. The Union will present a signed notification to the District of voluntary member enrollment.

Employees opting out will knowingly not be eligible for certain benefits through affiliation with the Union. Subsequently, the employee will not have any dues or fees withheld from their paycheck.

Section 3.2 – All employees who opt in to the Union shall have the opportunity to remain members for the term of this Agreement consistent with applicable laws and IAFF Constitution and Bylaws.

Section 3.3 – Upon receipt of the written and signed form from the employee authorizing payroll deduction, the District, each pay period, shall deduct fifty percent (50%) of the monthly Union dues payable to the Union from all Union members to the Union from **each such individual's pay. Once each month the District** shall issue a check to the Union equal to the amounts withheld for Union dues.

Section 3.4 – The Union agrees to hold the District harmless from any claims filed by **the employee(s) against the District arising out of the District's activities to enforce** the provisions of this Article except those caused by negligence of the District.

ARTICLE 4 – Prevailing Rights

Section 4.1 – All rights, privileges and working conditions enjoyed by the employees at the present time which are not included in this Contract shall remain in effect, unchanged and unaffected, during the term of the Contract unless changed by mutual consent. Any conflicts relating to prevailing rights will be discussed at the joint communication meeting.

ARTICLE 5 – Management Rights

Section 5.1 – Any and all rights concerned with the management and operations of the District are vested exclusively in the District unless otherwise provided for by the explicit terms and conditions of this Agreement. By way of example, the District has the authority to adopt reasonable rules for the operation of the department and the conduct of its employees; to discipline or discharge employees for just cause; to lay off employees due to financial reasons; to transfer and promote employees; to assign work and determine job content and job duties of employees; to schedule hours of work; to determine the number of personnel to be assigned to duty at any time; to establish reasonable performance and productivity standards; to introduce and use new, improved, or automated methods and equipment; to establish and/or revise the methods, processes, and means of providing departmental services; to build, move, or modify its facilities; and to take action on any matter in the event of an emergency.

ARTICLE 6 – Union Business

Section 6.1 – Two (2) members of the negotiation team shall be allowed time off with pay for meetings; provided, however that the District and the Union will cooperate in scheduling negotiation sessions so as to minimize the cost to the District.

Section 6.2 – The Union shall be allowed to conduct one Union meeting, on the third Monday of each month, at the designated, previously agreed upon Union hall or fire station. The meeting time will be 09:00-10:30. On duty Union members shall be allowed to view the union meeting, from their assigned station quarters, by way of online video streams or other equivalent means, online video **streams will be at the Union's expense.** On duty personnel shall be required to respond to emergency alarm activity. No training, tours, etc., will be scheduled between the hours of 09:00 to 11:00 on those days. The Union may schedule special meetings, as needed, only if mutually agreed to by the Union and the Fire Chief. On the days of Union meetings the scheduled workday shall be extended to 18:00 hours.

Section 6.3 – The Union shall provide standard bulletin boards for use of the Union at each manned fire station in convenient locations approved by the District, and accessible to employees.

Section 6.4 – The Union will provide an accurate copy of the current contract and by-laws to each new employee on or before their first date of membership to Local 2781.

Section 6.5 – The President, Vice-President, Secretary, Treasurer, or one additional member selected by the Union President, for a total of four, shall be granted a total of 144 hours leave per calendar year (these hours are for both this agreement and the IAFF Local 2781 Represented Chief Officers Agreement) to attend IAFF sponsored events such as WSCFF and IAFF Conventions, IAFF/WSCFF educational seminars. A maximum of two positions may be off at a time. Time off will not incur or create any overtime liability to the District. If OT is incurred or created, at the time of the request, the Union will be charged the overtime rate of one and one half (1 ½) hours.

Section 6.6 – One person from the Union Executive Board will be allowed to attend Commissioner Meetings, in person or by video conference, if on duty. That person will remain in-service with their apparatus during the meeting and only be required to leave in the event of an emergency. Typically this will be the President of the Union, but in the event he/she is unable to attend, a designee (from the Executive Board) may attend in their place.

ARTICLE 7 – Health Care

Section 7.1 – The District agrees to provide a Major Medical Plan to include Vision and Dental care throughout the life of this contract. The District will pay one hundred percent (100%) **of the employee's and dependent coverage in the plan listed in 7.1.1.** The Union

and District shall have the right to reopen this section, 7.1, and its subsections, during the 2020-2022 contract years, provided that sufficient advanced notice is given to the District so as to allow opting out of the current plan for the succeeding contract year or years should the parties agree to that in bargaining.

Section 7.1.1 – The District agrees to provide the Dental Plan provided by the Washington Fire Commissioners Association.

Section 7.1.2 –The Union agrees that the Major Medical and Vision Plan be the LEOFF Health and Welfare Trust, hereafter referred to as The Trust, Plan B. The Union also agrees to allow all employees of the District to also enroll in insurance through the Trust. Active Fire Commissioners also are able to take advantage of the Medical Plan as long as they serve in that capacity.

Section 7.1.3 –The cost savings between the former medical plan and the current plan is so substantial, the District agrees to return cost savings to the employees in the following manner.

Section 7.1.3.1 – Each single employee of this bargaining unit shall have \$3000.00 per calendar year placed into their VEBA account. This shall be made in equal contributions monthly (\$250.00) coinciding with their enrollment level in the Medical Plan.

Section 7.1.3.2 – Each employee of this bargaining unit with dependent(s) shall have \$6000.00 per calendar year placed into their VEBA account. This shall be made in equal contributions monthly (\$500.00) coinciding with their enrollment level in the Medical Plan.

Section 7.1.3.3 –Employees whose dependent(s) status changes during the year shall have the monthly contribution amounts adjusted accordingly. Employees have the obligation to notify the District of such changes.

Section 7.1.4 – If there are any significant political or monetary changes that affect this plan, both parties agree to negotiate this issue.

Section 7.2 – The District shall contribute up to \$45.00 per month, per employee, enrolled in the Plan A Short Term Disability Program selected by the District and the Union, providing twenty-four (24) hour a-day coverage, and with no more than a thirty (30) day waiting period. The employee will pay for the Plan B coverage provided under the Plan. The program currently selected is the Washington State Council of Firefighters LEOFF II Disability Plan (Plan A and B).

Section 7.3 - The District agrees that if an employee covered by this Contract becomes disabled and unable to work, then that employee may, in fact, take off time to the extent that the employee has accrued unused sick leave, holiday time, or vacation time, to satisfy any waiting or elimination period on the disability policy provided by the District. While on disability the Employee shall accrue sick leave, holiday and vacation time for the first six (6) months.

Section 7.4 – Physical fitness. The District agrees to encourage active participation in an ongoing physical fitness program for its employees. All employees will be granted one hour per working day for the participation in the program. Company officers shall have the responsibility to schedule the one hour of physical fitness during the normal work day between the hours of 0800 and 1700 hours. The exercise period shall not interfere with emergency responses. During the hour granted for physical fitness, employees shall participate in the physical fitness program or be in uniform conducting fire District business as directed by their company officer.

The annual physical examination provided by the District shall serve as medical clearance for participation in the physical fitness program.

Any additions or changes to the physical fitness program shall be first reviewed by a joint committee between the District and the Union.

Section 7.5 – The District and the Union agree to the concept of enhanced cancer and presumptive disease testing and screening and will work collectively to provide a comprehensive annual physical. As potential testing and screening options become known to the District, the District and Union will meet to discuss adding such items to the annual physical. This enhancement review of the annual physical will be conducted annually at the request of either party. An annual physical will be performed on each employee. The annual physical will be performed by Professional Health Services, Inc. (PHS), or other mutually agreed health provider, based off the information provided to L2781, including the personal wellness profile. PHS will perform no respiratory fit testing. The District shall assume all expenses associated with this physical. Appendix A is the physical used by PHS.

In the event that an employee cannot attend the physical on the date scheduled (i.e. AL, shift trade, SL, etc.), that employee will have their annual physical scheduled with HealthForce or other mutually agreed upon provider by the District and Union, which shall complete the fit for duty form (Appendix B).

All new employees will have their pre-employment physicals through HealthForce or other mutually agreed upon provider by the District and Union.

ARTICLE 8 – Substance Abuse

Section 8.1 – The District and the Union jointly recognize that alcohol and drug abuse problems can create a serious safety hazard and constitute an illness that can be debilitating. The District may require screening an employee where it has reasonable suspicions to believe said employee is under the influence of alcohol or drugs while at work.

Section 8.2 – The District agrees not to discipline an employee who voluntarily comes forward or one who is involuntarily brought forward. In such cases, and in both instances, the employee's condition shall be treated as the illness it is. The employee shall be given an unpaid leave of absence, once sick leave and other leaves have been exhausted, of sufficient duration as determined by competent medical personnel, to treat his/her problem.

ARTICLE 9 – Sick Leave

Section 9.1 – Sick Leave is accrued and intended to provide coverage for employees, or their family members, who become injured or ill and/or require care for a health condition. Employees working a forty (40) hour workweek shall accrue twelve (12) hours of sick leave per month. Employees working twenty-four (24) hour shifts will accrue fourteen (14) hours of sick leave for each calendar month of service. Employees will be allowed to accrue up to and carry over a maximum balance of 1240 hours of sick leave. On January 31st of each year, any hours over such limit will be cashed out in accordance with Article 37.1. Existing District 7 employees whose balances exceeded the 1240 maximum were grandfathered at their sick leave balance at the time of ratification of the 2017-19 agreement. Employees of Lake Stevens Fire (prior to the merger) whose balances exceeded the 1240 maximum were grandfathered at their sick leave balance at the time of the ratification of the Bargaining Impacts agreement. If on January 15th, the **employee's ending balance is less than their current year's starting balance**, the grandfathered bank shall be reset to the new lower balance. At such time that it is reduced to 1240 hours or less, the balance shall not exceed 1240. Employees with balances in excess of 1240 may elect to cash out any and all hours over the 1240 maximum in accordance with Article 37.1.

Section 9.1.1 – Employees shall be given 120 hours of sick leave upon employment, however shall not accrue any additional sick leave until the employee's twelve (12) month employment anniversary date.

Section 9.1.2 - The District shall maintain a health and wellness program that establishes a mutually agreed upon Wellness Incentive Program check sheet (Appendix C). If the employee completes the program check off requirements **and turns the incentive check off into the District's Health and Safety Officer by December 31st**, then that employee shall qualify for an additional one half

(0.5%) of a percent matching (to be paid by the District) of the **employee's** base salary per month in the Deferred Compensation Program for the following calendar year. Matching contributions will begin January 1st and go through the end of the year for employees that meet the check off requirements prior to the December 31st deadline of the preceding year. Employees must meet the check off requirements annually and by the established deadline to qualify for **the following year's contribution**. If the results from the annual physicals are not given to the employee by November 1st, then the District and Union will meet to discuss the December 31st deadline to turn in the Wellness Incentive check off form.

Section 9.2 – To qualify for sick leave, the employee must call the on duty Battalion Chief at least one hour prior to the beginning of the work shift, or if already at work, anytime during the shift. The District may require the employee to obtain a "Physicians Release to Return to Work" (1) prior to the employee returning to active duty after more than three consecutive shifts of sick leave use, and/or (2) if **the employee's absence for illness** or injury is greater than thirty (30) calendar days. The releasing physician shall be board certified in the area pertaining to the illness/injury. Employee may use a physician of their choice.

Section 9.3 – Employees seeking to return to duty after extended absences resulting from any reason shall be released to full duty in accordance with the provisions of their job description and upon completion of the return to duty release approval form attached as Appendix D to this agreement. Extended absences as described in this section shall be for 90 or more calendar days. Medical release shall be as determined by a medical doctor of the **employee's choice who is board certified** in the area pertaining to the injury or illness.

Employees shall be released and scheduled for duty by the shift Battalion Chief after receipt of the medical release approved by the medical doctor, the completion of the return to duty release form, and the forwarding of that form to the personnel administrator to be included in the employees personnel file and notification has been made to the employees immediate supervisor advising of the return to duty status. When an employee is off, for any reason, for 90 consecutive days or more, they shall be assigned to the Training Division, on the day shift, until successful completion of the return to work check off sheet as mutually developed by the District and the Union.

Section 9.4 – In the event of a catastrophic illness or injury causing an employee an extended recovery, which uses up all their benefits, employees can donate sick leave to the affected employee. Sick leave donations will be calculated on a month-to-month basis. The District and Union will identify the needed hours per month and divide the needed hours among the employees voluntarily contributing to the ill or injured employee. In order to be eligible for a sick leave donation, the employee must apply for and/or invoke all paid leaves and benefits available to them (e.g. short and/or long

term disability, Labor & Industries, Paid Family Medical Leave, etc.). To remain eligible to receive sick leave donations, the employee must submit any other form of time loss reimbursement they receive to the District within five (5) days of receipt; where it shall be used to buy back sick leave.

Section 9.5 – In the event that an employee is off work as the result of a non-job related injury/illness the employee may apply for light duty assignment after; 1. The employee **has been on sick leave for three (3) consecutive shifts, 2. The employee's physician** furnishes the HR Department with a **completed copy of the Department's "Work Restrictions for Modified/Light Duty Work Assignment" form**. Light-duty assignment(s) are subject to work availability and at the sole discretion of the District. If the employee cannot work light-duty they must notify the District in writing (physician note). The employee will not be required to work light-duty if they have adequate sick leave or annual leave available to them. In the event the employee is receiving donated sick leave from the membership, they will be required to work light duty (if able) if offered after the 30-day waiting period. In the event the injury/illness is job related, the employee will not have the 30-day waiting period for light duty assignment.

Section 9.6 – Upon separation from service the employee shall utilize their unused sick leave by rolling their remaining amount at one dollar (\$1.00) on the dollar (\$1.00) into their Deferred Compensation Program up to the annual contribution limits with any remaining funds being issued to the employee.

ARTICLE 10 – Working Hours and Shifts

Section 10.1 – The District and the Union recognize that employees covered by this Contract may be working in a standard eight (8) hour shift, a standard nine (9) hour shift, a standard ten (10) hour shift, a standard twelve (12) hour shift, a flex forty (40) hour work week, a standard twenty four (24) hour shift, or any other shift as mutually agreed upon in writing by the Union and the District.

Section 10.2 – The standard eight (8) hour shift shall consist of five (5) consecutive workdays, followed by two (2) days off. The standard schedule shall begin at 0800 hours on Monday and will run until 1700 hours with one (1) hour for lunch. (This shift may apply for employees of the rank of Recruit or Probationary Fire Fighter and employees assigned to light duty activities only.)

Section 10.3 – The standard nine (9) hour shift shall consist of five (5) consecutive workdays, followed by two (2) days off. The standard schedule shall begin at 0800 hours on Monday and will run until 1700 hours. The nine (9) hour day shall be broken down into an eight (8) hours of regular pay plus one (1) hour of overtime.

Section 10.4 – The standard ten (10) hour shift shall consist of four (4) consecutive work days followed by three (3) days off. This standard schedule shall normally begin

at 0700 hours until 1700 hours or as mutually agreed upon by the Union and the District. This shift may also be offered to employees assigned to light duty activities as well.

Section 10.5 – The standard twelve (12) hour shift shall consist of four (4) consecutive work days followed by four (4) days off with one hundred ten (110) Kelly hours to equal a forty (40) hour work week. This standard schedule shall normally begin at 0700 hours until 1900 hours or as mutually agreed upon by the Union and the District.

Section 10.6 – The standard flex forty (40) hour workweek shall consist of a forty (40) work hours in a seven (7) day cycle. This schedule can only be assigned upon the mutual consent of the District and the Union and is intended to address dynamic workloads similar to the Community Resource Paramedic (CRP).

Section 10.7 – The standard twenty-four (24) hour shift shall begin at 0800 hours on the specific day established by the District and such employees shall be on duty for twenty-four consecutive hours. The shift schedule will be a Four Platoon system. The schedule shall be 24-hours on, 24-hours off, 24-hours on, 120-hours off.

Section 10.8 – Under the terms of the Fair Labor Standards Act the Employer and the Union do hereby agree that the work period for employees covered under this Contract shall be forty (40) hours in a seven (7) day cycle and one hundred eighty-two (182) hours in a twenty-four (24) day cycle.

Employees that are required to move to multiple stations in a single shift and are required to use their private vehicles to do so while on duty for District business, shall **be compensated by the federally established rate."**

Section 10.9 – The Union and the District agree that any employee covered under this contract on off duty hours is not required to remain in the range of the Fire District alarm system and is not required to respond to any alarms.

Section 10.10 – Recruit employees assigned to the training academy, will be assigned a 40-hour workweek. This schedule is subject to change depending on training academy conditions.

Section 10.11 Constant Staffing – Prior to November 1 of each year, the District will **establish a "constant staffing" level for operations.** Constant staffing level for operations shall mean the number of employee positions to be assigned or filled for each twenty-four (24) hour shift as defined by Section 10.7, by station, vehicle(s), rank and/or qualification(s). **The District may change the "constant staffing" level from time-to-time** due to operational and business needs. Operations staffing levels will not exceed three (3) part-time firefighters in any 24 hr. period.

Section 10.11.1 The District shall notify the Union if the constant staffing level is

to be reduced below (i). Thirty-Seven (37) career personnel or (ii). Five (5) Washington State Certified Paramedics.

Section 10.11.2 Any staffed station shall be staffed with a minimum of three (3) personnel including one (1) Lieutenant, and one (1) Driver Operator.

Section 10.11.3 Part-time firefighters may be assigned to Station 31, 81, 82 or 83. Part-time firefighters will be primarily assigned to an aid unit or a cross staffed engine/aid company. Part-time employees may be assigned as a fourth (4th) person on an engine.

Section 10.12 Captain Assignments - The Training Division will have a minimum of three (3) Captains assigned. The EMS Division will have a minimum of four (4) Captains assigned. Each division will have the ability to add additional employees on a voluntary basis, of any rank, as needed to meet the objectives and needs of the division.

Section 10.13 Community Risk Reduction - The Community Risk Reduction Division will have a minimum of two (2) employees assigned at a grade commensurate with the grade requirements in Article 22.1. The Division will have the ability to add additional employees, on a voluntary basis, as needed to meet the objectives and needs of the division.

ARTICLE 11 – Shift Exchange

Section 11.1 – Any employee, with the exception of Probationary, covered under this Contract may exchange shifts with any other employee of equal rank or acting qualification. Such exchanges require standardized notification and approval by the employee's assigned Battalion Chief or debit Battalion Chief, **and the employee's** assigned Lieutenant or debit Lieutenant, (at least twenty-four (24) hours' notice) in advance of the exchange. Shift exchanges will not result in the accrual of overtime (excluding comp time hours taken during a shift exchange) and / or acting pay.

Section 11.1.1 - When required by an unforeseen emergency that arises immediately and unexpectedly, such shift exchanges may also be approved by the on-duty Battalion Chief, with less than twenty-four (24) hours advance notice. Hours exchanged are the sole responsibility of the employee agreeing to work the shift except as provided below. It is the responsibility of the employee requesting the shift exchange to make up all missed training.

Section 11.1.2 – Denial of Shift Exchanges – Shift Exchanges may be denied by the District for the following reasons:

1. For secondary employment with another agency providing fire and/or EMS services.

2. When at the time of the request training or activities are scheduled that cannot be made up by the employee (e.g. required live fire training, company evaluations etc.).
3. Exceeding forty-eight (48) hours of shift exchange per calendar month per employee, and except in the case of emergency as determined by the on-duty Battalion Chief, no employee may work (excluding overtime) more than seventy-two (72) consecutive hours between any two (2) days of regular assigned work.
4. The shift exchange exceeds ninety-six (96) hours of shift exchange time off between any two days of regularly assigned work. Leave banks and/or accrual use do not count as days worked for the purposes of this Article.
5. When at the time of request, the shift exchange adversely affects staffing, or significantly affects/impacts the operations of the District and is not in the best interest of the District.

Section 11.2 – When a shift exchange is approved as set forth herein, the employee who agrees to a shift exchange and completes the appropriate forms, takes full responsibility for the shift. In the event of any change of shift status or position assignment for an employee who owes a shift trade, no change shall occur without first fulfilling his/her obligations regarding the shift trade/exchange.

Section 11.3 – An employee may request, once per year, up to one hundred and sixty-eight (168) hours of consecutive shift exchange leave, and such a request shall not be unreasonably denied. Consecutive hours of shift exchange leave are counted and included as hours of shift exchange leave in Section 11.1.2 Part 3 for the calendar month in which they are scheduled.

Section 11.4 – An employee who agrees to a shift exchange and subsequently fails to complete the exchange shall be responsible for the hours agreed to as follows:

Section 11.4.1 An employee who fails to report for an agreed upon shift exchange shall be charged the equivalent incurred cost of the District for replacement out of their annual leave, holiday leave, or comp time bank on an hour for hour basis.

Section 11.4.2 If an employee responsible to work an exchange goes on approved disability, L&I, PFML, FMLA or Sick Leave before fulfilling that obligation, the **employee shall be charged from that employee's leave bank as if they were working their normally assigned shift.**

Section 11.5 – All shift exchanges, including request and approval, shall be administered consistent with and subject to District Policy.

ARTICLE 12 – Stand By and Call Back

Section 12.1 – Standby during a shift is allowed as long as the employee standing by is qualified for the position as outlined in ARTICLE 11, and standardized notification of the Shift Officer has been completed. Standby shall be defined as less than four (4) hours. Any hours above that shall be subject to standard rules of a shift exchange. Employees scheduled to work are solely responsible for the time scheduled.

Section 12.2 – The on duty employee being asked to stand by does not have an obligation to do so and cannot be held accountable or disciplined for finishing out their regularly scheduled shift and leaving the work place on time.

Section 12.3 - In non-emergent situations (e.g. daily staffing, special events such as Evergreen State fair or Mill Creek festival) the District shall use the regular agreed upon call back process. In emergent situations, unforeseen extended incidents (e.g. Hazardous material incidents, Technical Rescues, Fire of 2nd alarm and greater, mass casualty incidents etc.), the District will use callback lists or groups as established **in the District's** staffing program.

Examples of groups are:

- Specific Stations
- Hazardous Material Technicians
- Rescue Technicians
- State and Federal Mobilization Personnel
- Rescue Swimmer
- Swift Water

Responding personnel would be compensated according to the CBA

All Utilization of this callback system would be evaluated for its effectiveness and continued use.

ARTICLE 13 – Supplementary Leave

Section 13.1 – Jury Duty: Employees shall be granted leave to perform jury services and while performing such service shall receive their regular rate of pay, less any compensation received for regularly scheduled duty days while serving jury duty. Employees are required to report for work during all hours they are released from jury service. If less than two (2) hours remain from time of release to end of regular shift, employees shall call their supervisor for instructions.

Section 13.2 – Leave of Absence Without Pay: The District agrees that, if in the opinion of the Fire Chief, and with the approval of the District, it would be in the interest and welfare of the employee, any employee covered by this Contract may be granted a leave of absence without pay for a period not to exceed one year, unless otherwise agreed through a letter of understanding. No leave of absence shall be granted to any employee covered under this Contract until such employee has first utilized all of his/her unused vacation and holiday time. Vacation, sick leave, and holiday benefits shall not accrue during leaves of absence without pay

Section 13.3 – Bereavement Leave: Employees shall be entitled to bereavement leave in the event of the death of an employee's mother, father, brother, sister, spouse or domestic partner, child or legal dependent, grandparent, mother-in-law, father-in-law, or step-family equivalent to the above named, **or those who stood "in loco parentis"** role. Employee may receive up to forty-eight (48) hours for twenty-four (24) hour shift employees and up to forty (40) hours for day shift employees, at the discretion of the Fire Chief or their designee, per incident. Any time beyond this amount required because of travel or extenuating circumstances shall be at the discretion of the Fire Chief and must be approved in advance. Excess time allowed may be drawn from any accrued leave bank. If no accrual banks are available, leave without pay may be utilized. Bereavement leave shall be approved in advance by the Fire Chief or his designee on an as-needed basis.

Section 13.4 – Employees required to testify on their day off before any court, judge, justice, or magistrate on job related issues shall first notify the District by way of providing a copy of the order to appear, and such time will be considered as time worked for purposes of determining overtime.

Section 13.5 – Medical Leaves: Employees that satisfy the eligibility requirements are entitled to federal and state leaves regarding medical conditions for themselves and/or family members as well as qualifying bonding time with dependents as identified by the applicable law. Employees are encouraged to contact Human Resources with any questions regarding available medical leaves.

13.5.1 - Family and Medical Leave Act (FMLA): Up to (12) weeks of unpaid leave during any (12) month period to care for a new child (by birth, adoption or foster care); to care for a child, spouse or parent with a serious health condition; or the employee's own serious health condition. Leave is unpaid, except that accrued vacation, holiday leave or sick leave may substitute the absence at the request of the District or the Employee. Health benefits (medical, dental and vision) shall be continued during the leave at District expense. Employees must provide a (30) day advance notice of leave to care for a new child or planned medical treatments, except for unforeseeable circumstances. If (30) days' notice is not given, and the need and timing of the leave were clearly foreseeable, the District

may delay the leave (30) days. Return to work guidelines as established by FMLA shall apply. Part-time or intermittent leave is required if medically necessary (does not apply to care for a new child unless the child has a serious health condition or the District agrees).

13.5.2 - Paid Family and Medical Leave (PFML): PFML is a paid leave. Leave duration varies dependent on the situation(s) from up to 12 weeks to 18 weeks. The weekly benefit amount shall be consistent with the state plan. Employees may only use their leave banks to supplement PFML when they are on an approved short-term disability claim. The combination of PFML benefits, short-term disability payment and leave supplement shall not exceed the eligible **disabled employee's normal compensation**. When an employee invokes PFML, they are also invoking FMLA. FMLA shall run concurrent with PFML. As with FMLA, employees are required to provide at least 30 days written notice before taking the leave if it is foreseeable; otherwise, they must provide notice as soon as is practicable to the Human Resources Division. The District will maintain health benefits while the employee is on leave.

ARTICLE 14 – Vacation

Section 14.1 – The District agrees that any employee covered under this Contract shall be entitled to the following vacation, with pay, effective January 1, 2013 as follows:

Length of Service (Months)	Hours	Shifts
0 - 12	48	2
13 - 24	96	4
25 - 60	120	5
61 - 96	168	7
97 - 144	192	8
145 - 204	216	9
205 - 228	240	10
229 - 252	264	11
253 - 300	312	13
301 and thereafter	336	14

Section 14.2 – The minimum vacation allowance to be taken by any employee covered under this contract shall be 8, 9, 10, or 24 hours, based on the shift the employee is assigned to, and scheduled as mutually agreed by the employee and the District.

Section 14.3 – Vacation time shall be accrued on a monthly basis for the purposes of

determining vacation liability. Vacation time shall not be cumulative from year to year. Cashed out vacation days will be compensated at the employee's regular hourly rate of pay.

Section 14.4 – Vacation schedules will be submitted on a form provided by the District prior to December 15th of each year. Vacations shall be approved and scheduled by the District by December 31st of each year. In the event a scheduling change is deemed necessary, said change must be mutually agreed upon by the employee and the District. Any changes to vacation that affects sell back shall be turned in to the District by November 1st of that year. The Chief has sole discretion to allow for exceptions due to employee emergencies.

Section 14.5 – Seniority, and not rank, shall determine the order in which employees choose their Vacation/Holiday/Debit Day schedule on or near December 15th of each year. 24-hour shift personnel shall be allowed to schedule a total of six (6) picks per rotation. Picks will be scheduled for 24 hours. For the purpose of AL picks, Debit days are counted as part of the employees regularly scheduled shift assignment. Day personnel shall schedule three (3) weeks off per rotation. All employees shall be granted all their time.

Section 14.5.1 - The total accrued vacation/holiday leave hours for employees assigned to the standard twenty-four (24) hour shift covered by this contract, as of December 1st each year of this contract, shall be divided by 365 (days) then divided by 24 (hours). This number shall be determined and in the event that it is greater than a whole number that number shall be calculated into shifts (Additional shifts) and made available to the employees during the selection process. Additional shifts must round up to the next even shift.

Section 14.6 – Vacation/Holiday change requests shall be made with at least twenty-four hours (24) notice through a standardized notification process on the forms provided by the District. Final approval by **the employee's** assigned Battalion Chief or debit Battalion Chief would be necessary to make changes in scheduling. A vacation change will not incur any overtime to the District.

Section 14.7 – Any Vacation/Holiday time that is scheduled must be taken. The time scheduled can be moved to a different day, only as outlined in Section 14.6 but cannot be sold back unless approved by the Chief or designee.

Section 14.8 – The Union will be responsible for the coordination of Vacation/Holiday picks.

Section 14.9 – Employees may choose to sell back their accrued Vacation/Holiday leave hours. All Vacation/Holiday hours requested to be sold back for cash shall be submitted **with the employee's annual leave request prior to December 15th** of each year. The

employee requesting Vacation/Holiday hours sellback may split the hours to be sold back between their end of June paycheck and their end of December paycheck, or all sell back hours may be requested on their end of December paycheck. No more than 50% of the employee’s allowed hours can be sold back in June.

ARTICLE 15 – Holidays

Section 15.1 – Employees covered under this Contract shall be granted a total of one hundred and twenty (120) hours of Holiday time and shall schedule such time in the same manner as outlined in Section 14 of this Contract. Holiday time shall be granted at straight time for the recognized holidays listed below. Employees working a recognized holiday will receive straight time.

- New Year’s Day**
- Martin Luther King, Jr. Day
- Presidents Day
- Memorial Day
- Independent Day
- Labor Day
- Veteran’s Day**
- Thanksgiving Day
- The Day after Thanksgiving
- Christmas Eve
- Christmas Day
- New Year’s Eve**

Section 15.2 – Holiday time shall be accrued on a monthly basis for the purposes of determining holiday liability. Holiday time shall not be cumulative from year to year. **Unused holiday time will be compensated at the employee’s regular rate** of pay.

Section 15.3 – Holiday leave hour sellback shall be done consistent with Section 14.9.

Section 15.4 – All employees shall be allowed two unpaid holidays per calendar year for reasons of faith or conscience or for an organized activity conducted under the auspices of a religious denomination, church, or religious organization. (ref; Chapter 168, Laws of 2014, and further defined in WAC 82-56-020 and 030).

Request for unpaid holidays (described above) shall be made at least one (1) shift in advance, meaning the shift he/she is assigned to, through a standardized notification process on the forms provided by the District. Final approval by the affected Battalion Chief would be necessary to make changes in scheduling. In the event the request for unpaid holiday causes the staffing to fall below the constant staffing level established by the district, overtime coverage for the position is allowed and must be confirmed prior to final approval.

These two additional holidays do not qualify for sellback, cannot be donated to other employees and the time is not cumulative from year to year.

ARTICLE 16 – Wage Rates

Section 16.1 – The District agrees that employees covered under this Contract shall be paid a monthly wage as outlined in Article 23. Employees shall be paid on the 15th and the last working day of each month. When the normal pay day would fall on a weekend, the employee shall be paid on the preceding Friday.

Section 16.2 – Any employee who is scheduled to fill a position out of their normal job classification shall receive the scheduled acting pay rate for that position.

Section 16.3 – For the purpose of payroll, when an employee receives a pay increase or decrease, for any reason, the associated pay change shall follow the effective dates below:

Promotions & Longevity: Effective 1st of the month that the change occurs.

All other pay changes: Effective the 1st day of the pay period following the effective date of the change.

ARTICLE 17 – Overtime Pay

Section 17.1 – Overtime pay rates shall be effective for all employees covered by this Contract who have worked over forty (40) hours in a seven (7) day cycle, or one hundred eight-two (182) hours in a twenty-four (24) day cycle, depending on which cycle they have been assigned.

Section 17.2 – Approval of the on-duty Battalion Chief shall be required before any employee may work overtime, providing however, unless the employee is on emergency services and has not been relieved.

Section 17.2.1 – In the event that an employee's station assignment is changed **with less than 24 hours' notice, the moved** employee shall be eligible for overtime (as outlined in 17.2) beginning once they arrive at their regular assigned station to pick up their gear until their regularly assigned shift begins (up to a maximum of one (1) hour per shift). **The moved employee's regular shift shall remain 08:00 to 08:00.**

Section 17.3 – In the event overtime is not an extension at the beginning or end of a normal shift, the minimum payment shall be for two (2) hours at the rate of one and

one half (1 1/2) times the regular rate of pay; provided, however, that if an employee is called subsequently and within said two (2) hour period, the calls shall be deemed merged into one overtime period. Nothing herein shall be deemed to infringe upon the rights of the District, through the on-duty Chief, to determine specific personnel, the number of personnel and to designate those employees who are to be returned to an on-duty status.

Section 17.4 – Overtime shall be at the rate of one and one half (1 1/2) times the employee's regular rate of pay and shall be paid on 15 minute increments of time, except as provided in Section 17.3.

Section 17.5 – It shall be the responsibility of the Union to establish the Overtime Call in Procedure and communicate any changes to the District.

Section 17.6 – When a bargaining unit position opens from illness or injury, and that opening causes staffing to fall below the established **"constant staffing"** minimums, that position will be filled with bargaining unit employees per the call-in procedure.

Section 17.7 – When hiring overtime, the position must be filled per the overtime call in procedure and in compliance with Section 10.11. If the number of Lieutenants, Drivers or paramedics on duty **are at or above "constant staffing" minimums**, a firefighter may be called for the overtime position. If above constant staffing levels, qualified employees **(Section 33.3) may be moved to that position in the "acting" role**. If the vacancy occurs less than 24 hours before the start of the shift and staffing has fallen below the constant staffing level, the position shall be filled according to the rank required to fill the vacancy.

Section 17.8 - When an employee works an overtime shift he/she shall choose to be compensated in one (1) of two (2) ways.

- A. One and one half (1 1/2) times the **employee's regular rate of pay**.
- B. The employee may accrue a bank of comp time to be used during the year. The comp time bank will accrue at one and one half (1 1/2) times the hours worked. On December 31st of the current year all employees will have their comp time banks cashed out down to seventy-two (72) hours.
 - Only Option A is available to the employee in the event the overtime is caused from another employee taking comp time.
 - Only Option A is available to the employees working or backfilling for State or EMAC mobilizations.

Employees are allowed to transfer comp time hours from their own comp time bank to another employee's comp time bank, at straight time, in exchange for hours worked, like for like within classifications Captain, Lieutenant, Driver, Firefighter Paramedic and Firefighter.

ARTICLE 18 – Educational Incentive Plan

Section 18.1 – The District will prefund employees tuition expenses incurred for up to eight (8) classes per year leading to any fire/EMS related Associate degree for Firefighter 1 through Driver/Operator. After successful completion of the course the employee is required to provide documentation that the conditions outlined below have been met, if the conditions are not met the employee is responsible for the cost of the class.

The District will refund an **employee's** tuition expenses incurred for up two (2) approved classes per quarter leading to any fire/EMS related **Bachelor's** degree for ranks at or above Lieutenant, upon submission by the employee of proof of successful completion of the approved courses, if the following conditions are met:

- A. The class is included in the curriculum at an accredited College approved by the District; and
- B. The employee attains a grade of "C" (or 2.0), or better. (In any class where pass/fail is used as a grading certification, a "pass" grade must be attained).
- C. All books for the above approved classes shall be provided by the District. Upon completion of the course, the employee shall return the books to the District. Lost or stolen books shall be the responsibility of the employee.
- D. The District shall budget \$45,000 per year for education class pay. When that amount is spent no other college classes will be funded until the next fiscal year. In the event the education class pay budgeted amount is exhausted, the District and Union agree to discuss possible increases to the education class pay budget for the remainder of the year.

Recruits and Probationary Firefighters shall not be eligible for the educational incentive offered by the District.

Section 18.2 – The District will reimburse employees mileage at the current federal rate per mile for all travel incurred in the employee's personal vehicle to attend training that is approved by the District and is necessary to retain certifications. Mileage shall be calculated **per the District's travel policy**.

ARTICLE 19 – Uniforms and Protective Clothing

Section 19.1 – Each new employee shall be furnished clothing pursuant to District standards. Thereafter, each employee will be allowed replacement of work clothing as needed under a quartermaster system. Uniforms shall be worn according to the District

standards.

Section 19.2 – Changes in uniform standards shall be developed through a joint committee of management and labor who shall ensure that fire fighter safety and District image is maintained. The Committee shall meet every other year or more frequently as needed and consist of a maximum of 2 employees elected every odd year from the Union and the program manager. Committee members, not already on duty, will be compensated at the overtime rate.

Section 19.3 – The District will furnish all protective clothing required.

Section 19.4 – The District will provide a Class A uniform to employees in the Firefighter II or higher position. Replacement Class A uniforms shall be at the expense of the employee. The District will pay for upgrades necessary to comply with the **District's Uniform Policy**.

ARTICLE 20 – Grievance Process

Section 20.1 – The purpose of this procedure is to provide an orderly method of resolving grievances. A determined effort shall be made to settle any differences at the lowest possible level in the grievance procedure. Meetings or discussions involving grievances or these procedures shall not interfere with regular duties.

Section 20.2 – Definitions:

- A. GRIEVANT: A grievant is an employee or, in the case of the Union's contractual rights, the Union.
- B. GRIEVANCE: A grievance is defined as a dispute involving the interpretation or application of the specific terms of this Contract.
- C. DAYS: Days in this procedure are calendar days, not including weekends or holidays.

Section 20.3 – Timeliness: Grievances shall be processed in the following manner and within the stated time limits. Time limits provided in this procedure may be extended only by mutual written agreement.

Section 20.3.1 – Failure on the part of the Fire District at any step of this procedure to communicate the decision on a grievance within the specific or mutually extended time limits shall permit the grievant to lodge an appeal at the next step of this procedure.

Section 20.3.2 – Failure of the grievant (employee or Union) to present or proceed

with the grievance within the specified or mutually extended time limits will render the grievance waived.

Section 20.4 – Representation: The Union shall act as the representative of the grievant at all stages of the procedure after Step 1. The determination of whether to process, settle, or drop such grievances shall be made exclusively by the Union.

Section 20.5 – Process:

Step 1: Informal Level - Written submission of grievance to supervisor. Within THIRTY (30) days following the occurrence of the event giving rise to the grievance, or THIRTY (30) days after the event is known, or reasonably should have been known, the employee shall attempt to resolve the grievance informally with the immediate supervisor. The immediate supervisor shall respond in writing within ten (10) days of the employee's presentations.

Step 2: Formal Level - Written submission of grievance to Fire Chief. If the grievance is not resolved informally, it shall be reduced to writing and submitted to the Fire Chief within ten (10) days after receipt of the informal response. The written grievance shall contain: A clear and concise statement of the alleged grievance, including the facts upon which the grievance is based.

- A. Reference to the specific terms of the Contract which have been violated.
- B. Issues involved.
- C. Remedy sought.

The Fire Chief will inform the employee and the Union, in writing, of the disposition of the grievance within ten (10) days of the presentation of the written grievance.

Step 3: Fire Commissioner Level - Written submission of the grievance to The Board of Fire Commissioners.

- A. Individual Grievances: If the grievance is not settled at Step 2 and the grievant wishes to pursue the Grievance to Step 3, the grievant must file a grievance in writing within ten (10) days after the receipt of the Fire Chief's written response in Step 2 above. The Commissioners will review the grievance with the parties involved and provide a written statement of the disposition to the grievant with a written copy to the Union, within fifteen (15) days of receipt of the grievance.

- B. Union Grievances: A grievance which the Union may have with the Fire District, dealing with the interpretation of terms of this Contract relating to Union rights, shall be commenced by filing, in writing, (in the format of Step 2 above) with the Commissioners. Such filing shall be within (30) days after the event is known, or reasonably should have been known. The Commissioners will have fifteen (15) days from the receipt of the grievance to resolve it.

Step 4: Arbitration

If no settlement is reached in Step 3, the Union may request that the matter be submitted to an arbiter as hereinafter provided.

- A. Written notice of a request for arbitration shall be made to the Fire Chief within ten (10) days of receipt of the disposition letter at Step 3.
- B. Arbitration shall be limited to issues involving the interpretation or application of specific terms of this Contract.
- C. When a timely request has been made for arbitration, the parties shall attempt to select an impartial arbiter to hear and decide the particular case. If the parties are unable to agree to an arbiter within the ten (10) days after submission of the written request for arbitration, the provisions of paragraph (D) below shall apply to the selection of an arbiter.
- D. In the event an arbiter is not agreed upon as provided in paragraph (C) above, the parties shall jointly request the American Arbitration Association to submit a panel (9) arbiters. Such request shall state the issues(s) of the case and ask that the nominees be qualified to handle the type of case involved. When notification of the names of the nine (9) arbiters is received, the parties shall each independently strike from the list those unacceptable arbiters and shall rank, in order of preference, the remaining arbiters. The parties shall then meet and compare their lists. From among the mutually acceptable arbiters, the one with the lowest combined preference number shall be the arbiter. In the event of a tie between two (2) or more arbiters, a single arbiter shall be chosen by lot. In the event there are no mutually acceptable arbiters on the panel, the parties, in turn, shall have the right to strike a name from the panel until only one (1) name remains. The remaining person shall be the arbiter. The right to strike the first name from the panel shall be determined by lot. In the event either party is dissatisfied with the credentials of the arbiters whose names are on the first panel offered by the American Arbitration Association, such party can summarily reject that panel and insist on a second panel. Selection

must be made from the second panel.

E. Arbitration proceedings shall be in accordance with the following:

1. The arbiter, once appointed, will inform the parties as to the procedures which will be followed.
2. The arbiter shall hear and accept pertinent evidence submitted by both parties and shall be empowered to request, through subpoena if necessary, such data and testimony as the arbiter deems pertinent to the grievance and shall render a decision in writing to both parties within thirty (30) days, unless mutually extended, of the closing of the record.
3. The arbiter shall be authorized to rule and issue a decision in writing on the issue(s) presented for arbitration which decision shall be final and binding on both parties.
4. The arbiter shall rule only on the basis of information presented in the hearing and shall refuse to receive any information after the hearing, except by mutual agreement.
5. Each party to the proceedings may call such witnesses as may be necessary in the order in which their testimony is to be heard. Such testimony shall be limited to the matters set forth in the written statement of grievance. The arguments may be supported by oral comment and rebuttal. Either or both parties may submit written briefs within a time period mutually agreed upon. Such arguments of the parties, whether oral or written, shall be confined to and directed at the matters set forth in the grievance.
6. Each party shall pay any compensation and expenses relating to its own witnesses or representatives.
7. All other costs related to this process, including the fees of the arbiter, shall be paid by the non-prevailing party.
8. The total cost of the stenographic record, if requested, will be paid by the party requesting it. If the other party also requests a copy, that party will pay one-half (1/2) of the stenographic cost.

Section 20.6 – Binding Effect of Award: All decisions arrived at under the provisions of

this article by the representatives of the District and the Union at Steps 1, 2, & 3, or by the arbiter, shall be final and binding on both parties, provided, however, that in arriving at such decisions neither of the parties nor the arbiter shall have the authority to alter this Contract in whole or in part.

Section 20.7 – Limits of the Arbiter: The arbiter cannot order the District to take action contrary to law.

Section 20.8 – Freedom From Reprisal: There will be no reprisals against the grievant or others as a result of his/her participation in this process.

ARTICLE 21 – Positions Openings, Promotions, and Transfers

Section 21.1 – Position Openings

Section 21.1.1 – If a bargaining unit position opening occurs, and it is not filled within thirty (30) days, at Union request; the District shall notify the Union of its plans concerning the vacant position.

Section 21.1.2 – New hires shall be selected from a District eligibility list utilizing **the “Rule of Five (5)”**.

Section 21.1.3 – When the District proposes to fill a firefighter (or firefighter/paramedic) position covered by this Contract with a lateral transfer from another fire department, then the District and the Union shall meet to discuss the need for such lateral transfer. Laterals shall not transfer in the Department higher than a Firefighter 2 or Firefighter Paramedic 2. All lateral transfers will be required to meet training standards for probationary firefighter.

Section 21.2 - Promotions

Section 21.2.1 – It is intended that the District shall first look to those employees then employed by the District to fill any promotion within the bargaining unit. If no qualified bid is received from presently employed personnel, then the District may advertise said vacancy or opening, seeking qualified personnel applications from individuals not then employed by the District.

Section 21.2.2 – Promotional Testing Timelines

1. Notice of promotional test dates shall be posted at least ninety (90) days prior to the examination date.
2. Letters of intent shall be submitted to the Human Resources Director. Letters shall be submitted any time following the position announcement and

seventy-five (75) days prior to the examination date.

3. Testing Materials shall be made available to the candidates at least sixty (60) days prior to the examination date.
4. Completed Application Packets shall be submitted to the Human Resources Director. Packets shall be submitted any time following the position announcement and thirty (30) days prior to the examination date.

** If stated timelines fall on a holiday or weekend then all dates adjust to the next business day.*

Section 21.2.3 - Timelines for Testing – BC, LT, Captain, and D/O tests will be conducted every two years. Other promoted positions and special assignment tests will be done on an as needed basis. Testing shall be conducted in a spring and fall test, unless the need for additional test dates arises and is mutually agreed upon by the District and the Union. The window for spring testing shall be April 15th to May 15th. The window for fall testing shall be September 15th to October 15th. If conflicts within the established testing windows arise, dates shall be adjusted by mutual consent. Tests scheduled as flows:

BC – spring odd years (beginning 2019)
 Captain – spring even years (beginning 2018)
 LT – fall odd years (beginning 2019)
 D/O – fall even years (beginning 2018)

Section 21.2.4 - Each list shall be valid for a maximum of 24 months. A list shall expire after the maximum 24 months have passed *OR* until such time as a new successor list has been certified, whichever comes first. All minimum qualifications must be met at the time of application.

Section 21.2.5 – Intentionally left blank.

Section 21.2.6 – The oral examination board for promotional examinations shall consist of persons from fire-related fields at equal or greater rank to the position being tested. External evaluators shall be the majority evaluators on all Oral Review Boards in accordance with the CBA. Internal evaluators shall be the majority on IMS and Practical sections of promotional exams as the skills and tactics being tested are specific to the organization. In the event that the Department is unable to secure qualified external evaluators, the Department and the Union will meet to discuss the use of internal evaluators. Oral Board members may disqualify themselves from examining eligible candidates whom they know on a personal and/or professional basis. For any oral exam, the Union may appoint a representative to monitor the examination.

Section 21.2.7 – When two (2) or more candidates have the same composite score, preference on the eligibility list shall be determined by the order in which they entered the Department.

Section 21.2.8 –All components will be equally weighted regardless of the number of test components and will require a minimum 70% to pass.

Section 21.2.9 – For each promotional position to be filled, the top three (3) candidates from the current eligibility list shall be submitted to the Chief. Should less than three (3) names remain on the list, however, the Chief may either: 1) make a selection from the names remaining, or 2) eliminate the list and request a new examination. Promotional eligibility lists shall be kept for a period of two (2) years.

Section 21.2.10 – All promotional eligibility lists shall be published and posted at each fire station.

Section 21.2.11 – An applicant for a promotional position shall be able to review his/her results of any exam given by the District for up to 30 days after the list is established. Any employee exercising this right must agree to maintain the confidentiality of the exam questions and answers.

Section 21.2.12 – Positions with personnel management requirements* (i.e. Captain, and Lieutenant) will consists of the following exam components.

Captain** (3 components):

IMS Scenario
Assessment Center
Oral Evaluation

Lieutenant (4 components):

Written Exam
IMS Scenario
Assessment Center
Oral Evaluation

***Exams evaluating an employee's interpersonal skill set will continue to be** utilized with positions requiring personnel management (Battalion Chief, Captain, and Lieutenant positions) and shall be administered after the eligibility list has been established.

****A single Captain's test will be utilized for all** Captain positions. The District will announce the specific position opening(s) for any and all Captain level positions

(e.g. Training Captain, EMS Captain, etc.) and candidates on the list who meet the minimum requirements of the position would be eligible to apply for the **position. The Chief's interview, utilizing the Rule of Three for those** candidates meeting minimum qualifications of the open position, would select the final candidate.

Section 21.2.13 - Positions that focus primarily on task or program management responsibilities (Driver/Operator, Community Resources Paramedic, and Special Assignments) will consist of the following three (3) exam components:

Written Exam
Assessment Center
Oral Evaluation

Section 21.2.14 – Newly promoted Lieutenants will be assigned to the Snohomish County Fire Training Academy (SCFTA) or an equivalent alternative training academy mutually agreed upon by the District and the Union, as a company officer for the assigned recruit class. If the employee has already completed this assignment with the District this requirement will be waived. This assignment should occur within the first year of promotion. While assigned to this position, the employee will be assigned to a ten (10) hour workday as defined in Section 10.4. During this time, any work outside the hours defined in 10.4 shall be compensated at time and one-half as defined in Article 17. If the employee chooses to stay at the approved training academy during the class (living accommodations), they will not be compensated for the evening hours when class is not in session. The employee will also be provided a department vehicle regardless if they chose to commute or reside there. If a vehicle is not available, he/she will be compensated for their mileage to and from the **training academy per the District's travel policy.**

Section 21.2.15 – Hazmat, Rescue Technician and Water Rescue team placement. A team eligibility list for each team shall be established from the results of an in house testing process. A three phase testing process to include a written, practical, and interview portion shall be based on Operations level skills for each discipline, as determined by the District.

Section 21.2.16 – Paramedic Program. Once assigned to the position of paramedic, if not currently certified as a paramedic, employees shall be assigned to the Harborview paramedic-training program or as mutually agreed upon by the District and the Union. While in training, the employee shall not suffer any reductions in wages or benefits. Newly assigned paramedics, upon hire or completion of the Harborview paramedic-training program, shall maintain their paramedic certification for a minimum of five (5) years. During the five (5) year **period the paramedic's normal assignment shall be a station with a Medic Unit.** Paramedics shall be required to serve a minimum of five (5) years, from the

date of initial certification or hire (whichever is later), prior to being eligible for any tested promotion.

Section 21.2.17 – Community Risk Reduction Division. Employees moving into the Division are eligible for promotion within the Division based on the certifications attained and time in grade as outlined in Article 22.1 up to the position of Deputy Fire Marshal.

Section 21.2.17.1 – Community Risk Reduction (CRR) Division entry testing. Placement within the CRR Division shall be established from the results of an in-house testing process consisting of a written exam, a practical exam, and interview portions based upon the skills necessary for an entry (fire Inspector I) position, as determined by the District.

Section 21.2.17.2 – Positions within the Community Risk Reduction (CRR) Division shall have no fire ground rank equivalency to any of the other operations division positions. Employees may move in and out of the CRR Division during their career, but it is the time in grade within the CRR Division that defines the time in grade for the promotional processes within the CRR Division. Time in grade are not interchangeable between the CRR Division and other divisions.

Section 21.2.17.3 – CRR personnel may work overtime for positions where qualified (as determined by the Training Division) during times not assigned to their primary CRR duties. Non-CRR personnel with ICC Fire Inspector I certification are eligible to work overtime within the CRR Division where openings warrant.

Section 21.3 – Transfers

Section 21.3.1 – If an opening occurs (excluding new positions) at one of the fire stations and this assignment is desirable to several existing employees, then seniority, based on date of hire would determine who is allowed to transfer. No transfer shall force any employee of the bargaining unit to also change station unless he/she agrees to such change. In the event of a shift or station re-bid, date of hire shall define employee seniority.

Section 21.3.2 - Station assignments within each shift shall be opened to rebid by seniority every two years; Shift assignments within the department shall be rebid for the year 2018 by seniority, beginning the ten (10) year cycle for shift assignment rebids. It would be the responsibility of the District to outline the positional requirements per station and per shift to meet deployment objectives and it would be the responsibility of the Union to conduct the rebid process.

ARTICLE 22 – Requirements For Employee Positions

Section 22.1 – The following is a description of the positions and the minimum requirements for the positions that any employee covered by this Contract must possess in order to either hold the position or be considered for such position. It is specifically agreed, however, that even though an employee may possess certain requirements for a position not held, an employee may not necessarily be considered or assigned to that other position, but may be assigned to the position pursuant to the other appropriate provisions of this Contract, and then only at the sole discretion of the Fire Chief and the District.

Acting Requirements – The promoted Ranks of Battalion Chief, Captain (per Division) Lieutenant, and Driver Operator shall have an established Acting Program. Any employee who is interested in a promotional test must complete the Acting Requirements Form for that position prior to testing. The District and the Union will work collaboratively on the Acting Program Requirements forms.

GRADE REQUIREMENTS

Recruit Firefighter – Pass entrance requirements as established by the District.

Recruit Firefighter Paramedic – Pass entrance requirements as established by the District. Washington State Paramedic Certification.

Probationary Firefighter – **Completion of the District’s required academy as well** as pre and post academy programs. Certification to operate as an Emergency Medical Technician (EMT) in Washington State. Must meet minimum training and performance standards of Firefighter 1 within one year of being regularly assigned to a 24-hour shift schedule. Maintain satisfactory performance evaluations during probation period.

Probationary Firefighter Paramedic – **Completion of the District’s required** academy as well as pre and post academy programs. Certification to operate as a Paramedic in Washington State. Must meet minimum training and performance standards of Firefighter 1 within one year of being regularly assigned to a 24-hour shift schedule. Maintain satisfactory performance evaluations during probation period.

Firefighter 1 – One-year time in grade as a Probationary Firefighter. IFSAC certified as a Firefighter I. EMT certificate.

Firefighter Paramedic 1 – One-year time in grade as a Probationary Firefighter Paramedic. IFSAC certified as a Firefighter 1. Paramedic certificate and meet Snohomish County Paramedic Requirements.

Firefighter 2 – One-year time in grade as Firefighter 1. IFSAC certified as Firefighter II. EMT certificate.

Firefighter Paramedic 2 – One-year time in grade as Firefighter Paramedic 1. IFSAC certified as Firefighter II. Paramedic Certificate.

Firefighter 3 – One-year time in grade as a Firefighter 2. Successful completion of the Department Training Standards for Firefighter 3. Department Training Standard for Firefighter 3 requires completion of any three (3) of four (4) subjects; Building Construction, Fire Protection Systems, Fire Prevention / Fire Codes, Water Supply / Hydraulics. The courses can be taken at any accredited College or University. The title of the college course is not specific, only the general topic matter. If a course is not available with the same title, another course similar in subject matter shall be taken in its place. Total college credits for the three courses shall be a minimum of nine (9) credit hours. EMT certificate.

Firefighter Paramedic 3 – One-year time in grade as a Firefighter Paramedic 2 or Firefighter Paramedic Trainee with successful completion of the Training Program as established by Article 21.2.16 and Snohomish County requirements, AND successful completion of the Department Training Standards for Firefighter 3. Paramedic Certificate.

Probationary Firefighter Paramedic Trainee – One (1) year time in grade as a Firefighter 2 with SRFR. EMT Certificate.

Probationary Driver Operator – One (1) year time in grade as a Fire Fighter 3; Completion of the Acting Driver/Operator Requirements Form; Current Washington State Emergency Medical Technician – Basic (EMT-B) certificate. **Preferred qualifications of an Associate's degree** in a Fire/EMS related field.

Driver Operator – One (1) year time in grade as a Probationary Driver Operator and EMT certificate

Probationary Lieutenant – **Two (2) years' time in grade as a Fire Fighter 3;** Completion of the Acting Lieutenant Requirements Form; Current Washington State Emergency Medical Technician – Basic (EMT-B) certificate. **Preferred qualifications of an Associate's degree in a Fire/EMS** related field.

Lieutenant 1 – One (1) year time in grade as a Probationary Lieutenant, certified as IFSAC Fire Officer I, and EMT certificate.

Lieutenant 2 – One (1) year time in grade as Lieutenant 1, certified as IFSAC Fire Officer II, and EMT certificate.

Captain –One year time in grade as a Lieutenant 2; Current Washington State Emergency Medical Technician EMT (Basic or Paramedic certificate based on **position requirements**). **Preferred qualifications of an Associate’s degree in a Fire/EMS related field as well as:**

Training Division:	IFSAC Instructor II
Emergency Medical Services (EMS) Division:	CBT Instructor

Community Resource Paramedic – Any member employed as a paramedic with the District or any of the ILA signatory agencies, within Snohomish County, for five (5) years and has a current Washington State Emergency Medical Technician – Paramedic (EMT-P) **certificate**. **Preferred qualifications of an Associate’s degree in a Fire/EMS related field.**

The Medical Services Administrator(s) “MSA” (to include any agencies signatory to an Inter Local Agreement (ILA) for shared CRP services) will establish the testing process. Any changes in the testing process, once established, must be negotiated with the Union. At the completion of the testing process, date of hire seniority will be used as a tiebreaker. The MSA(s) of the ILA signatory agencies will forward their recommendation to their Fire Chief(s) for a final approval. In the event that any joint funding ILA for the CRP position(s) ceases to exist the Union and the District agree to meet regarding the continuation of the CRP position.

The CRP position shall not count toward any minimum staffing numbers and shall not be used to staff an Aid Unit, Medic Unit, Engine, or Ladder (unless on overtime). This does not prevent the CRP from operating as a support position and assisting on emergency incidents.

If the CRP wishes to vacate the position they will be restored to their previously held rank and pay in accordance with Section 22.6.

In an instance where an ILA is in place for shared CRP services, and a reduction of force occurs as a result of the CRP position, the displaced employee will be **included in the District’s hiring process in accordance** with Article 27 of this agreement. Employees displaced as a result of the CRP position will be assured following conditions:

1. Retain original date of hire, rank, and current step.

2. **No pay reduction, "Redline" salaries (when exceeds new salary structure)** i.e. with no loss in salary.
3. Employee will have one year to complete any additional training requirements for hiring agency.
4. Accumulated benefits will transfer in full.
5. No additional probationary periods will be required, unless currently on probation.

Special Assignments - HazMat Technician, Rescue Technician, Water Rescue Team – One (1) year time in grade as a Fire Fighter 3 and current Washington State Emergency Medical Technician – Basic (EMT-B) certificate.

Fire Inspector I – **Five (5) or more years' employment with the fire district, or approved equivalent**; NFPA 1001 Firefighter I & II certification, or approved equivalent; ICC Fire Inspector I certification within three (3) months of appointment.

Preferred qualifications: ICC Fire Inspector I Certification at time of appointment; NFPA 1021 Fire Officer I certification; Company inspection or code enforcement experience.

Fire Inspector II – Meet all minimum qualification for Fire Inspector I; **Two (2) years' cumulative e experience working in Prevention / CRR Division as certified** ICC Fire Inspector I; ICC Fire Inspector I certification; ICC Fire Inspector II certification; NFPA 1021 Fire Officer I certification, or approved equivalent; NFPA 1041 Fire Service Instructor I certification, or approved equivalent.

Preferred qualifications: ICC Fire Plans Examiner; NFPA 1031 Inspector and Plan Examiner certification, or approved equivalent; NFPA 1035 Fire and Life Safety Educator I certification, or approved equivalent; NFPA 1035 Youth Fire setter Intervention Specialist certification, or approved equivalent; NFPA 1521 Fire Department Safety Officer certification, or approved equivalent; Blue Card IC Qualification.

Deputy Fire Marshal - Meet all minimum qualifications for Fire Inspector II; **Five (5) years' cumulative experience working within Prevention/ CRR Division as Fire Inspector I, or equivalent**; NFPA 1031 Fire Inspector and Plans Examiner certification, or approved equivalent; NFPA 1035 Fire & Life Safety Educator I certification, or approved equivalent; NFPA 1035 Youth Fire setter Interventionist certification, or approved equivalent; ICC Fire Plans Examiner certification; NFPA 1021 Fire Officer II certification, or approved equivalent; Blue Card IC Qualification; NFPA 1521 Fire Department Safety Officer certification, or approved equivalent.

Preferred Qualifications: NFPA 1035 Youth Fire setter Program Manager certification, or approved equivalent; NFPA 472 Hazardous Materials Incident Commander certification, or approved equivalent; NFPA Certified Fire Protection Specialist.

Positions listed below are based upon division and district need and shall be determined by operational need, and shall be approved by the District prior to appointment.

Fire Marshal - Meet all minimum qualifications for Deputy Fire Marshal; Ten (10) years' cumulative experience working within Prevention / CRR Division; Two (2) years' minimum active director, officer, or member of a: 1) Chamber of Commerce within the agency's jurisdiction, or approved equivalent, 2) Civic group (such as Lions Club, Rotary, non-profit group, etc.) within the agency's jurisdiction, or 3) Approved equivalent; NFPA 472 Hazardous Materials Incident Commander certification, or approved equivalent; NFPA 1037 Fire Marshal Professional Qualification certification, or equivalent; ICC Commercial Fire Alarm Plans Examiner; or Commercial Fire Sprinkler Plans Examiner; NFPA Certified Fire Protection Specialist.

Preferred Qualifications: ICC Certified Fire Marshal and Fire Marshal Professional Designation through CPSE.

Section 22.2 – Employees who are employed as Driver Operator/Paramedics or Lieutenant/Paramedics or Captain/Paramedics shall meet the requirements outlined above for each position held, and maintain Washington State and Snohomish County certification as a Paramedic.

Section 22.3 – Employees shall not be denied promotions they are otherwise qualified for solely because they possess a special skill required for performance of their current position. Except as indicated by Section 21.2.16

Section 22.4 –Voluntary demotion allows for the permanent reassignment to a previously held position, which is dependent upon the existence of an open position in that rank. An "open" position shall be defined as a vacant authorized position, which may occur as a result of attrition, addition of positions, promotion, or demotion.

ARTICLE 23 – Salaries

Section 23.1 – 2020 – 4.0% fixed wage increase; 2021 – 2.0% fixed wage increase; 2022 – 3.0% fixed wage increase.

POSITION:	% of FF3	2020	2021	2022
Recruit/Probationary Firefighter	70%	5,881	5,999	6,180
Firefighter 1	80%	6,721	6,856	7,063
Firefighter 2	90%	7,561	7,713	7,946
Firefighter 3	100%	8,401	8,570	8,828
Probationary Driver/Operator	102%	8,570	8,742	9,005
Driver Operator	104%	8,738	8,913	9,182
Recruit/Probationary Firefighter Paramedic	76%	6,385	6,514	6,710
Firefighter Paramedic 1	95%	7,981	8,142	8,387
Firefighter Paramedic 2	105%	8,822	8,999	9,270
Probationary Firefighter Paramedic Trainee	106%	8,906	9,085	9,358
Firefighter Paramedic 3	115%	9,662	9,856	10,153
Probationary Lieutenant	109%	9,158	9,342	9,623
Lieutenant 1	113%	9,494	9,685	9,976
Lieutenant 2	119%	9,998	10,199	10,506
Captain	125%	10,502	10,713	11,035
COMMUNITY RISK REDUCTION DIVISION:				
Inspector 1	113%	9,494	9,685	9,976
Inspector 2	119%	9,998	10,199	10,506
Deputy Fire Marshall	125%	10,502	10,713	11,035
Fire Marshal	142%	11,930	12,170	12,536

Section 23.2 – Those employees who promote above the rank of Firefighter/PM and maintain their paramedic certification, shall be employed as non-primary paramedics. Non-Primary Paramedics shall receive an additional seven percent (7%) compensation per month. Should a non-primary paramedic be assigned for four (4) hours or more in a primary paramedic role, they would be compensated at 12 percent (12%) in lieu of the seven percent (7%) for that shift. The EMS Captain/Medical Services Officer and Community Resources Paramedic positions shall function as Primary Paramedics and as such shall receive the 12% additional compensation per month. All percentages in this

section are based on Firefighter 3. Percentage is based on Firefighter 3.

Section 23.2.1 – All non-primary paramedics, at the time of the 2017-19 contract ratification, will be grandfathered in at twelve percent (12%) additional compensation for the paramedic certification. At any time should they decide to change rank (promotion or demotion), they will align with the corresponding pay percentage and structure as outlined in 23.1 and 23.2. Percentages are based on Firefighter 3.

Section 23.3 – All employees holding degrees on the list of approved degrees (see Appendix E) will be given an additional compensation of two (2%) of FF3 with a limitation of one degree.

Section 23.4 – Members of the regional Hazmat, Technical Rescue or Water Rescue Teams shall receive additional compensation of one and one half (1.5%) percent of Firefighter 3 monthly. Employees may hold up to two (2) team assignments provided however, if in the future, station assignments are based upon team disciplines, then the Union and District will meet to mitigate the impacts. Employees shall be limited to two (2) teams (maximum of 3% additional compensation). Team members shall be compensated at time and one-half their regular rate of pay for all hours worked or in training while off duty in participation on such teams. The District reserves the right to regulate the time spent in such activities.

Section 23.5 - Employees ranked at Captain, LT, FFPM, D/O, or FF assigned solely to schedule 10.2 Standard eight (8) hour shift, 10.3 Standard nine (9) hour shift, 10.4 Standard ten (10), or 10.6 Standard flex forty (40) hour work week schedule , shall be granted additional compensation of five percent (5%) of FF3. This additional compensation shall not apply to employees who hold the Recruit, Probationary Firefighter, Fire Inspector I, Fire Inspector II, Deputy Fire Marshall, CRP and/or employees holding dual Captains with a Paramedic certification, nor any employee on light duty status. Employees that are assigned to a day work schedule for less than six months would have any ancillary costs cashed out at their regular classification rate (e.g. leave buy-out/cash-out, etc.).

Section 23.6 - The Community Resource Paramedic (CRP) shall be paid additional compensation of 6% of FF3 above their rank at the time of their appointment.

ARTICLE 24 – Debit Days

Section 24.1 - The debit day obligation shall be twelve (12) days per year.

Section 24.2 – The Union will be responsible for debit assignments. Initially each debit assignment will have no more than one paramedic, one D/O, and one Lieutenant assigned and the remainder of the personnel will be balanced across the debit assignments.

Section 24.3 - The EMS Chief shall be responsible for the approval of debit assignments for MSO's consistent with local, state and federal laws.

Section 24.4 - Employees holding the rank of Captain in the EMS Division (MSO position) may voluntarily move debit days to help reduce overtime.

ARTICLE 25 – Labor Management Committee

Section 25.1 – It is recognized by both parties that good communication is important to everyone at the District. As such, it is agreed that representatives of the Union and representatives from the management of the District shall regularly meet to discuss matters of interest to each party. Such meetings shall be held every two (2) months or as otherwise agreed by the parties.

ARTICLE 26 – New Regulations

Section 26.1 – It is agreed that should NFPA 1500, or similar regulations, be adopted by the District, both parties shall agree to discuss the impact upon this, Contract. For those articles or sections which are impacted both parties shall agree to open this Contract to alter said articles for compliance. All other articles and sections shall remain as agreed upon in this Contract.

ARTICLE 27 – Reduction in Force

Section 27.1 – Should the District determine that conditions require a reduction in force; the following procedures shall be followed:

1. The District shall notify those personnel affected in writing up to sixty (60) days, but no less than thirty (30) days prior to any lay-off.
2. Lay-off of personnel shall be determined by seniority.
3. Prior to any decision of lay-off, the District and the Union shall meet to discuss the effects of the lay-off.

4. Personnel with the least amount of seniority shall be laid off first.
5. Where employees have the same date of hire, lay-off shall be determined by District identification number. An employee shall be given an identification number in the order of how he/she finished overall on the entrance examination.
6. Personnel affected by lay-off shall be placed on top the current hire eligibility list. Eligibility list will be in effect for five (5) years commencing when re-hiring begins.
7. When an employee is laid off in accordance with this article, the **employee's insurance benefits shall remain in full force for the** first calendar month following lay-off.

Section 27.2 – Displaced Employee Rehire List Seniority - rehire list shall be established by original date of hire. In the event an employee is rehired from the displaced rehire list, they will regain their original date of hire, rank at the time of displacement, and seniority in that rank. Benefit accrual shall be calculated by time served.

Section 27.3 – Disability Rehire List – Employees separated from employment due to disability or medical related reasons shall be placed on a Disability Rehire List for two (2) years. During the two (2) years if the individual is cleared **by their physician as "Fit for Duty" meeting the same "Fit for Duty"** standards required of all combat ready personnel, that individual shall be qualified for rehire. Medical release shall be as determined by a medical doctor of **the employee's choice who is board certified in the** area pertaining to the injury or illness. Disability Rehire List employees, qualified for rehire, shall be blended in to any current Displaced Employee Rehire List by original date of hire. In the event an employee is rehired from the Disability Rehire List, they will regain their original date of hire, rank at the time of displacement, and seniority in that rank. Benefit accrual shall be calculated by time served.

Section 27.4 - Involuntary demotions. In the event of demotions, date of promotion shall establish seniority in rank. Any demoted positions shall remain on a reinstatement list until all positions are restored to previously held rank. Any employees demoted as a result of discipline, seeking promotion, would require participation in the promotional process as outline in Article 21.

ARTICLE 28 – Saving Clause

Section 28.1 – If any provision of this Contract or the application of such provision should be rendered or declared invalid by any court, or arbiter action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Contract shall remain in full force and effect.

ARTICLE 29 – Health and Safety

Section 29.1 – The District and the Union recognize their responsibilities to promote safe working conditions for all employees and as such will further this effort through regular safety meetings, safety training, safety notification systems and a structured Incident Command System.

Section 29.2 – Safety Committee – A Safety Committee shall be established and operated per State, Local, and Federal regulations. Employees participating in the Safety Committee shall be compensated at the overtime rate, if not on duty.

ARTICLE 30 – Military Leave

Section 30.1 – Those employees who are members of the Washington National Guard, Air Force, Coast Guard, Army, Navy or Marine Corps reserve of the United States shall be entitled to and granted military leave of absence from duty for a period not exceeding twenty-one (21) days during each calendar year. Such military leave shall be granted so the employee may take part in active training duty in such a manner and at such a time as he/she may be ordered to active training duty. Such military leave of absence shall be in addition to any vacation or sick leave to which the employee might otherwise be entitled and shall not involve any loss of efficiency rating, privileges or pay. During the period of military leave, the employee shall receive his/her normal pay.

Section 30.2 – Employees shall provide the District a copy of their military orders to report for training duty within (7) days after receiving their orders.

ARTICLE 31 – Holiday Routine

Section 31.1 – The District and the Union recognize that fire fighters must participate in evening drills to maintain proficiency. In consideration for this time, all work assignments shall terminate at 1200 hours on all legal holidays, providing that normal emergency activity and after emergency duties are not affected.

ARTICLE 32 – Discipline

Section 32.1 – The Union agrees that its employees shall comply in full with District rules, regulations, policies and procedures providing however, such rules and regulations have not violated any state or federal laws by way of implementation.

Section 32.2 – All employees shall be furnished access to a copy of the above- mentioned rules and regulations upon employment.

Section 32.3 – It is recognized that discipline is a rehabilitative process and as such no

employee shall be disciplined or discharged without just cause.

Section 32.4 – The employee shall be granted Union Representation throughout any discipline process when requested, with copies of discipline documentation provided to the employee and their Union Representation in a timely manner. Union Representation shall be defined as a member of the Executive Board or their designee. In cases involving demotion, suspension or discharge, the employee and the Union President shall be notified in writing at least five (5) calendar days before the Loudermill hearing. The notification shall state the purpose of the hearing, and the time and place of the hearing.

Section 32.5 – Recognizing that Snohomish County 911 communications dispatch center implemented Auto Vehicle Locator (AVL) technology throughout its communication system. AVL equipment may be used for computer-aided dispatch, mapping, proximity based routing, incident/accident investigation, training, service planning, system performance monitoring, and complaint resolution. AVL equipment will not be randomly used to monitor employee performance.

Section 32.6 - Involuntary Demotions as a result of discipline shall not result in any further demotions.

Section 32.7 - All video and electronic monitoring devices will not be used to randomly monitor employee performance.

ARTICLE 33 – Acting

Section 33.1 – An employee, who for any reason is required to carry out the duties of a rank above that which he/she normally holds, shall be paid at that rank.

Section 33.2 – When an employee performs the duties of a higher rank for a minimum of four (4) hours in a twenty-four (24) shift, the employee will be paid at the acting rate for the entire twenty-four (24) hour shift. Acting pay shall not be paid for less than four (4) hours worked at the higher rank.

Section 33.3 – Should the District need an employee to fill any acting position on a shift, the position shall be filled in the following manner: 1) Candidates from the promotional list, who are on duty, shall be offered the position in the order of their ranking on the list; 2) Candidates from the acting list who are on duty shall be offered the position. Seniority will determine who is chosen to act but only if it does not adversely affect the staffing, 3) If the District is below its established constant staffing level and it is more than 24 hours before the start of the shift, then, an off-duty employee who normally fills the position will be offered the position using the overtime call-in procedure; and if it is still not filled, **off-duty candidates from the position's promotional lists shall be** offered the opportunity to fill the position; and if it is still not filled, off-duty candidates from the acting list shall be offered the opportunity to fill the position. Lastly, if the opening is a Lieutenant position, off-duty candidates from the Captain list shall be offered the

opportunity to fill the position. If the vacancy occurs less than 24 hours before the start of the shift, and staffing has fallen below the established overall constant staffing level, then no reset will occur and the position shall be filled according to the rank required to fill the vacancy.

Section 33.4 – When an acting employee has, or is expected to fill a position for a period of six (6) months, the District and the Union shall meet to discuss whether it is appropriate to fill the position in accordance with Article 21. In the event the position cannot be immediately filled the District and Union shall meet to discuss the use of a Long-Term Actor.

Section 33.5 - Long-Term Actors may be placed in an open position that is expected to go unfilled for a six (6) month period. Long-Term Acting positions are filled on a voluntary basis in the following manner: 1) Candidates from the promotional list shall be offered the position in the order of their ranking on the promotional list. 2) Candidates from the Acting list shall be offered the position by their ranking on the Department Seniority list, utilizing the rule of three. If a Long-Term Actor serves in an acting position for a six (6) month period the District and Union shall meet to discuss whether it is appropriate to fill the position in accordance with Article 21.

Section 33.6 - Employees placed in Long-Term Acting positions will be compensated at the pay rate established by Article 23 for the duration of the Long-Term Acting period. Probationary wage rates and evaluations in compliance with 34.2 would apply.

Section 33.7 – Employees assigned to Long-Term Acting positions for six (6) or more months are eligible to have the time served in those positions counted toward their time in grade for those positions if the following conditions apply: 1) The Long-Term Actor is on the promotional list for the position being filled, 2) The Long-Term Actor is promoted off the same list that was in effect while they filled the Long-Term Acting position. All time eligible to be counted toward time in grade expires with the promotional list. Probationary periods would not be impacted by time served as a Long-Term Actor.

ARTICLE 34 – Probationary Periods

Section 34.1 – All new employees (including lateral entry) will be required to serve a probationary period beginning on the date of employment and ending after twelve (12) months assigned to shift work. During the probationary period Recruit or Probationary Firefighters shall be considered At-Will employees. The District shall provide each Recruit or Probationary Firefighter with an objective written evaluation of his or her job performance and progress per the Training Division's protocol. Probationary firefighters will be required to successfully complete the Probationary Workbook prior to completion of the probationary position.

Section 34.1.1 – Probationary Firefighter Paramedic Trainee (including lateral entry) shall remain in a probationary status until such time as all grade requirements are met for the Firefighter Paramedic rank.

Section 34.2 – All newly promoted positions shall serve a probationary period of twelve (12) months. The District shall provide an objective written evaluation per the Training **Division's protocol** on their performance and progress.

Section 34.3 – Failure to meet probationary standards shall be just cause for the employee to revert back to previous status for the ranks of Firefighter 1 and higher. For Recruits and Probationary Firefighters, failure to meet probationary standards shall be just cause for termination of employment.

ARTICLE 35 – Paramedic Decertification

Section 35.1 – The District recognizes that from time to time employees serving as Firefighter Paramedic (FF/PM) may request to reassign permanently to the position of Firefighter. This request for permanent reassignment is differentiated from periodic requests for temporary assignment to engine companies as a relief from paramedic duties.

Section 35.1.1 – The request will be handled on a first come first serve basis in conjunction with the needs of the District. The District will notify the employee requesting transfer within twenty (20) working days whether the request has been approved, and of an anticipated date for the return to Firefighter EMT classification.

Section 35.1.2 – An employee wishing to decertify, as a Paramedic, shall submit a letter to the District stating such request. The District shall develop a decertification plan with the employee. Decertification will not result in demotion from Lieutenant or Driver.

ARTICLE 36 – Paramedic Training

Section 36.1 – The District shall provide access to all classes necessary to maintain paramedic certifications. All employees attending class, who are not already on duty, shall be compensated at the overtime rate. Paramedics are responsible for maintaining their certification and are required to meet the continuing education requirements for their certification.

ARTICLE 37 – Deferred Compensation

Section 37.1 – The District will buy back unused sick hours in excess of 480 hours at one dollar, (\$1) on the dollar, up to a maximum of 192 hours each calendar year.

Proceeds from all sick time sold may be placed in the deferred compensation program or sold back for cash.

Section 37.2 – The District will match up to the identified percent below of the **employee's base salary per month for** employees participating in a deferred compensation program:

- Two (2%) percent in 2020
- Four (4%) percent in 2021
- Five and one-half (5.5%) percent in 2022

ARTICLE 38 – Seniority

Section 38.1 – Seniority shall be determined by the continuous service in the District calculated from the date of employment. Continuous service shall be broken only by resignation, discharge, or retirement. Employees recalled from layoff pursuant to Art. 27, shall be reinstated with the seniority as of the date of layoff. Employees with the same employment date shall be assigned an identification number in the order of how he / she finished overall on the entrance examination.

ARTICLE 39 – Comp Time

Section 39.1 – Any employee may take time off using his/her comp time, on a first come first served basis, under the following conditions:

1. For comp time requests of twelve (12) hours or more:
 - (a) After annual vacation picks are completed and
 - (b) Provided that it does not, in combination with Annual and Holiday Leaves, exceed the daily number of employees off as established for the year in Section 14.5.1.
 - (c) Request for time off using comp time shall be done as outlined in the labor agreement Article 14, Section 14.6.
2. For comp time requests of less than twelve (12) hours:
 - (a) If the coverage requires overtime by the District, the employee must be sure the shift is covered by overtime personnel prior to taking the time off. You must get coverage using existing personnel or overtime. Request for time off using comp time shall be done as outlined in the labor agreement Article 14, Section 14.6.

Section 39.2 – Comp Time may be cashed out up to two (2) times annually. Request forms for the first cash out shall be submitted to payroll by July 1st, to be paid on July 31st. Request forms for the second cash out shall be submitted to payroll by December 1st, to be paid on December 31st. The second cash out shall be in compliance with Article

17.8 (72 hours comp time bank on December 31st).

ARTICLE 40 – Longevity

Section 40.1 –Employees shall receive the following longevity pay increases based on time with the Department, and calculated on the Firefighter 3 salary:

<u>Years</u>	<u>%</u>
5	1
10	3
15	4
20	5
25	7

ARTICLE 41 – Medical Retirement Reimbursement Plan (MERP)

Section 41.1 – The Union shall have the option during the life of this agreement to direct the employer to make monthly pre-tax contributions from the base salaries for all classifications covered by the Agreement. The employer and union agree that the employer shall withhold a mandatory contribution of one-hundred and fifty dollars (\$150.00) per month and shall transmit such contributions to a trust fund designed by the Union to fund health insurance for eligible future retirees and dependents. Effective on the first day of the month following the date of ratification and not subject to the retroactive contributions.

ARTICLE 42 - State Mobilization

Section 42.1 –Employee compensation while participating in State Mobilization shall be in accordance with the current Washington State Fire Services Resource Mobilization Plan, unless specifically outlined in this agreement.

Section 42.2 – Mandatory Back Fill – All mobilized positions shall be mandatorily backfilled as per the current Washington State Fire Services Resource Mobilization Plan funding schedule. In the event mobilized positions are unable to be backfilled, mobilized employees shall return to duty after conclusion of the work period, and any necessary rest periods so as to not deplete resources in the District.

Section 42.3 – It shall be the responsibility of the Union to fill State Mobilization positions, and fill all resulting overtime positions as per the current overtime procedure. All State Mobilization requests shall be filled on a voluntary basis.

Section 42.4 – Annual Leave while on State Mobilization – employees that have annual leave scheduled while on State Mobilization will be allowed to reschedule their annual

leave as per Section 14.6, or will be allowed to submit those affected leave hours for sell back as per Section 14.9.

Section 42.5 – Mobilization Swap-out – The standard deployment of mobilized employees shall be a seven (7) day deployment, apart from unforeseen extenuating circumstances, or demobilization. Employees may remain beyond the initial deployment, but will be required to swap-out at fourteen (14) days of deployment, if another qualified employee requests to fill the position. Employees shall be provided a District vehicle, and will be compensated for swap-out travel time.

Section 42.6 – Demobilization while on duty –Employees being demobilized during their regularly scheduled work hours may request a shift exchange for the duration of their scheduled work hours without standard shift exchange notification, or may use Comp-time hours per Section 39.1 to cover the balance of the shift.

Section 42.7 – State Mobilization Apparatus Position Requirements

Brush Truck:	Lt or Acting Lt & D/O or Acting D/O & FF (FF is optional)
Tender:	Lt or Acting Lt & D/O or Acting D/O
Type I:	Lt or Acting Lt & D/O or Acting D/O & FF
Ladder:	Lt or Acting Lt & D/O or Acting D/O & FF
Aid Unit:	Two (2) EMT
Medic Unit:	One (1) Paramedic & one (1) EMT
Strike Team Leader or higher:	BC, Acting BC, or employee qualified for assignment (employees certified below Acting BC, yet qualified as a Strike Team Leader, or higher, will be compensated at their highest rate of pay when acting as a supervisor.)
Personnel:	Personnel utilized to staff non-district resources shall be compensated at the pay rate they are qualified for that is equivalent to the job functions being performed.

Section 42.8 – Equipment – The District shall provide all equipment necessary to perform work functions, and sustain the reasonable working conditions of its employees while on State Mobilization. Employees need only provide toiletries and bedding.

Section 42.9 – District resources shall first be staffed with District personnel. Any

District personnel deployed must meet the minimum position requirements as established by District training standards, and this document. In the event that District personnel do not voluntarily fill a State Mobilization request, the District may fill the State Mobilization positions with qualified personnel from other agencies.

Section 42.10 – Review Period – Two (2) years following the signing of this agreement, the Labor/Management Committee shall review this program and assess its long-term financial sustainability. While reviewing profit vs. loss, it shall be noted that profit or loss can fluctuate greatly year to year due to unique one-time expenses, and that further review may be needed to assess the long- **term pro's and con's of participating in State Mobilization.**

DRAFT

COLLECTIVE BARGAINING AGREEMENT
between
 SNOHOMISH REGIONAL FIRE and RESCUE
and
 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 2781

The Board of Fire Commissioners of Snohomish Regional Fire and Rescue and the International Association of Fire Fighters, Local 2781, do hereby agree to enter into a three (3) year Collective Bargaining Agreement (contract) as provided herein.

This Collective Bargaining Agreement shall commence at 12:01 a.m. on January 1, 2020 and shall be in place through December 31, 2022.

This Collective Bargaining Agreement shall be signed and adopted by resolution by the Board of Fire Commissioners of Snohomish Regional Fire and Rescue at a regular meeting held on the

Thursday, July 8th, 2021.

 Roy Waugh, Chairman

 Troy Elmore, Vice-Chairman

 Rick Edwards, Commissioner

 Randy Fay, Commissioner

 Paul Gagnon, Commissioner

 Jeff Schaub, Commissioner

 William Snyder, Commissioner

 Jim Steinruck, Commissioner

 Randall Woolery, Commissioner

This Collective Bargaining Agreement has been approved by the membership of the International Association of Fire Fighters, Local 2781 and is hereby signed by the representatives thereof on the

Michael McConnell, President

Darby Hepper, Vice President

Craig Fisher, Vice President

Keith Terry, Vice President

Ray Sayah, Secretary

Greg Oakes, Negotiating Team

Mike Eagle Team Member

Cory Odgers Team Member

OLD BUSINESS - ACTION

NEW BUSINESS - DISCUSSION

NEW BUSINESS - ACTION

COMMITTEE REPORTS

OTHER MEETINGS ATTENDED

EXECUTIVE SESSION