



SNOHOMISH REGIONAL FIRE & RESCUE

Commissioner, Union, and Executive Workshop

“COMEX”

“Professional Development, Reinforcing Infrastructure, Continuous Improvement”

October 11,12,13

The Heathman Hotel
220 Kirkland Ave
Kirkland, WA 98033
425-284-5800

Mission: Save lives, protect property, safeguard the environment, and take care of people.

Vision: We will be a proactive regional emergency services leader by partnering to provide safe communities for people to live, work, and explore.

Values: Respect, Accountability, Integrity, Teamwork, Service

Retreat Objectives

1. Build the team and develop relationships
2. Confirm the team vision
3. Review Strategic Plan
4. Review progress for 2023
5. Present and workshop the 2024 Budget
6. Address other important topics and ideas
7. Have fun and enjoy each other



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Rules of Engagement

1. Do what the Chief says (24 – 7 – 365 of course)
2. Respect everyone
3. Refer to the rules we learned in kindergarten
4. Be on time...That especially goes for the Chief!
5. Use the words “we” and “us”
6. Be prepared for the Pacific Northwest weather.

Personal Packing List

- A collaborative and open mindset
- Pacific Northwest outdoor attire
- A tale from elementary school
- The rest of the stuff you need for one of these adventures

Contact Information

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Hotel 425-284-5800
Fire/EMS 911



SNOHOMISH REGIONAL FIRE & RESCUE

Wednesday, October 11, 1200 Hrs.

Topic	Lead	Time-ish
Lunch (provided)		Noon
Welcome – Safety Plan - Ground Rules “The Leader’s Target”	KO’B	1230-1330
Teambuilder		1330-1400
Key Updates <ul style="list-style-type: none"> • Accreditation • Strategic Plan • Property / Facilities • Fleet 	Support Services	1400-1600
Team Huddles <ul style="list-style-type: none"> • Board • Executive Staff <ul style="list-style-type: none"> -Chief Officers -Admin Staff 	All	1600 – 1730
Dinner	Chianti, Kirkland	1800



SNOHOMISH REGIONAL FIRE & RESCUE

Thursday, October 12

Topic	Responsible	Time-ish
Breakfast		0830 - 0900
Welcome – Teambuilder		0900 - 0930
Review of Current Economic Conditions SRFR Financial Forecast Model Review	Professors of Economics, Western Washington University James McCafferty and Hart Hodges	0930 - 1200
Lunch		1200-1245
Teambuilder		1245-1315
2024 Budget <ul style="list-style-type: none"> • 2023 Year in Review • 2024 Goals and Budget • Budget Initiatives <ul style="list-style-type: none"> ○ Shop hiring ○ Operational hiring ○ Darkhorse Predictive Software (2 pm) ○ Ready Rebound ○ CLT Update 	The Team	1315-1630 (Break at 1430)
Team Huddles		1630-1730
Dinner	Anthony's	1830

Friday, October 13

Topic	Responsible	Time-ish
Breakfast		0830-0900
Teambuilder		0900-0930
SRFR Probationary Firefighter Program Update	The Team	0930-1030
Workshop Review		1045 - 1130
Conclusion	All	1130