



BOARD OF FIRE COMMISSIONERS SPECIAL MEETING MINUTES

SNOHOMISH REGIONAL FIRE & RESCUE

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

March 10, 2025, 1800 hours

CALL TO ORDER

Chairman Elmore called the meeting to order at 1800 hours. In attendance were Commissioner Edwards, Chairman Elmore, Vice Chairman Fay, Commissioner Schaub, Commissioner Steinruck, and Commissioner Waugh; and District Secretary Snure was an excused absence.

PUBLIC COMMENT

N/A

UNION COMMENT

N/A

COMMISSIONER VACANCY PROCESS: APPLICANT INTERVIEWS

Chairman Elmore introduced the topic for this evening, the Commissioner Vacancy Process: Applicant Interviews. Each candidate will have 30 minutes total to answer 11 questions.

- 6pm Candidate Interview with Dan Lorentzen
- 6:30pm Candidate Interview with Davin Alsin
- 7pm Candidate Interview with Seth Henderson
- 7:30pm Candidate Interview with Steve Gupstill

Interview Questions:

General Background and Motivation

1. Can you tell us about your background and experience, and how it prepares you to serve on the SRFR Board of Commissioners?
2. What do you see as the primary role and responsibility of a Commissioner?

Commitment and Governance

3. Have you previously served in a public or community leadership role? If so, how did that experience shape your perspective on governance?
4. Describe a time when you worked collaboratively with a group to achieve a goal. What was your role, and what challenges did you face?



Understanding of Community and Issues

5. How would you ensure that you represent the interests and concerns of all community members, including those who may feel underrepresented?

Decision-Making and Ethics

6. As a Commissioner, you will face competing interests and perspectives. How will you approach decision-making in these situations?
7. How do you ensure transparency and integrity in your actions and decisions as a public official?

Public Meeting and Open Communication

8. How comfortable are you with participating in public meetings and responding to public input or criticism?
9. Tell us about a time you had to implement a group decision that you disagreed with? How did you approach it and what was the outcome?

Alignment and Fit

10. What skills, knowledge, or perspectives do you bring to the board that would complement the existing members?

Closing Question

11. Is there anything else you would like the board or the public to know about you?

EXECUTIVE SESSION

RCW 42.30.110(1)(h): To Evaluate the Qualifications of a Candidate for Appointment to Elected Office

Chairman Elmore called for an Executive Session to begin at 2000 hours for 15 minutes, with expected action to follow. Chairman Elmore extended the Executive Session for an additional 25 minutes. Chairman Elmore resumed the regular Board of Commissioners Meeting at 2040 hours.

Chairman Elmore announced that the Board has come to a split decision, 4-2, to appoint Davin Alsin to fill the commissioner position for the remainder of the year, effective through December 31, 2025. (Subsequent to the meeting, District legal counsel advised the Board that a decision made in executive session was neither valid nor binding and the Board had another opportunity to evaluate and then voted on the matter in an open public meeting on March 13, 2025.)

ADJOURNMENT

Chairman Elmore adjourned the meeting at 2043 hours.



SNOHOMISH REGIONAL FIRE & RESCUE

Snohomish Regional Fire & Rescue

Commissioner Rick Edwards

Chairman Troy Elmore

Vice Chairman Randy Fay

Commissioner Jeff Schaub

Commissioner Jim Steinruck

Commissioner Roy Waugh