



Snohomish County
FIRE DISTRICT 7

Earning Trust Through Action

**COMMISSIONER
BOARD MEETING**

January 9, 2020

5:30 PM

Fire District 7 Station 31 Training Room

**SNOHOMISH COUNTY FIRE DISTRICT #7
WASHINGTON**

AGENDA

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



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

BOARD OF FIRE COMMISSIONERS MEETING AGENDA SNOHOMISH COUNTY FIRE DISTRICT 7

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

January 9, 2020

1730 hours

CALL TO ORDER

Commissioner Waugh called the meeting to order at 1730 hours.

ADDITIONAL AGENDA ITEMS

UNION COMMENT

IAFF

Teamsters

CHIEFS REPORT

CONSENT AGENDA

Approve Vouchers

AP Vouchers: #20-00001 - #20-00097; (\$592,604.70)

Approve Payroll

None

Approval of Minutes

Approve Lake Stevens Fire Regular Board Meeting Minutes – December 23, 2019

Approve Fire District 7 Fire Regular Board Meeting Minutes – December 30, 2019

Correspondence

OLD BUSINESS

Discussion

Committee Assignment

Action

Appointing Chairman and Vice Chairman of the Board

Physicians Contracts

NEW BUSINESS

Discussion

2020 Regular Board Meeting date conflicts: Oct 22 (WFCA Conference), Nov 27 (Thanksgiving), Dec 24 (Christmas Eve)

Resolution 2020-01 Authorization of Financial Signers

2020 Snohomish County Signature Authorization Form

Action

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Post Retirement Contracts: Brice, Meek, and Andrews
 Teamsters MOU – Medical & Dental Provider

COMMISSIONER COMMITTEE REPORTS

Joint Fire Board with Mill Creek (Fay / Woolery / Waugh)
 Finance Committee (Waugh / Snyder)
 Policy Committee (Woolery / Schaub)
 Risk Management (Schaub)
 Labor/Management (Waugh / Fay)
 Impact Bargaining – IAFF Local 2781 (Waugh / Fay)
 Impact Bargaining – Teamsters (Waugh)
 Shop Committee – (Snyder / Woolery / Fay)
 Strategic Plan Committee – (Fay / Schaub)
 Capital Facilities Committee - (Schaub / Snyder / Woolery)

OTHER MEETINGS ATTENDED

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

GOOD OF THE ORDER

The District we like to invite our Commissioners to join us at the Lake Stevens Chamber's Dinner & Auction on Saturday, February 22 from 5:30pm – 9pm.

EXECUTIVE SESSION

To discuss Union 2781 collective bargaining negotiations per RCW 42.30.140(4)(a)

ADJOURNMENT

FIRE CHIEF REPORT



Chief's Report 1.7.20

Snohomish County Fire District 7 and the Community of Monroe honor the passing of Gene Guptill on January 30th, 2019. Gene is Assistant Chief Steve Guptill's father. Gene was a very dedicated, longtime member of the Fire District and served in many capacities including the Fire Chief. A memorial service will be held on Sunday, January 19, 2020, 2:00 p.m. at the Monroe Fairgrounds 4H Building.

As we ring in 2020 and celebrate our success coming together as a New District, we are guided by the "New District Launch 2020" interim strategic plan. Many operational personnel throughout the North, East, and West Battalions have new station assignments. Administrative Staff have new offices at the Station 31 Campus. We look forward to a bright future!

The District and the IAFF continue merger impact bargaining.

The District and the Teamsters will begin merger impact bargaining in second week of January.

The District will work with the shop employees in January to develop an updated employment agreement.

Staff has been working with our surrounding Snohomish County Fire agencies to develop an updated Training Consortium Interlocal Agreement. The proposed agreement will be presented at the January 23 Board Meeting.

Six new recruits will be finish the post academy on January 30th. This week they are finishing up on suppression drills and will be visiting SNOCOM. Next up, six days of EMS followed by one week of Red Card training.

Snohomish County Fire Recruit Academy Company Officers Ben Taylor and Lisa Defenbaugh are back on shift.

DC Rasmussen visited Harborview Paramedic Students: Rohan Petersen, Dave Albert and Jesse Freer. All the students are doing well.

January 1, 2020 Computer Automated Dispatch and ESO migration was complete and are now operating under one FDID.

The Planning Section has been actively working on getting offices established and teams formed. Aside from that they have worked to establish the 2020 goals for the planning division and they are reflected in the New District Launch 2020 document. The group is now beginning to work on the implementation of these goals in the organization.

Logistics Assistant Zach Lewis began employment on January 2, 2020. Welcome Zach!

Logistics continues the finishing touches to the “move out” of the Lake Stevens Fire Administration Building.

Special thanks to the Logistics Team, Chief Silva, Michael Frymire, and Brandon Vargas for their great work in moving our team members into new offices.

Special thanks to the Technical Services Team, Chief Guptill and Martin Paietta for their great work in setting up IT systems at the 31 Campus.

The sale of the North Battalion Headquarters closed on 12.31.19.

Thank you to all our New District team members for their hard work, flexibility, and dedication as we begin a new chapter in providing service to our communities.

CONSENT AGENDA

Snohomish County Fire District #7

01/07/2020

Claims Voucher Summary

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: 1-9-20

Signatures:

Voucher	Payee/Claimant	1099 Default	Amount
20-00001	ACE HARWARE		250.08
20-00002	ALLSTREAM BUSINESS US, INC		110.43
20-00003	ALLSTREAM BUSINESS US, INC		126.27
20-00004	ALLSTREAM BUSINESS US, INC		317.55
20-00005	AMERIGAS PROPANE LP		781.80
20-00006	ANDGAR CORPORATION		187.85
20-00007	ARAMARK UNIFORM SERVICES		177.98
20-00008	BABCOCK PAINTING		1,231.76
20-00009	BADGLEY'S LANDSCAPE		8,734.87
20-00010	CDW GOVERNMENT LLC		9,712.41
20-00011	CENTRAL WELDING SUPPLY		490.61
20-00012	CHINOOK LUMBER		683.65
20-00013	CITY OF SNOHOMISH		114.85
20-00014	CLEARFLY COMMUNICATIONS		1,163.15
20-00015	COMCAST		158.41
20-00016	COMCAST		303.43
20-00017	COMCAST		158.61
20-00018	COMCAST		148.41
20-00019	COMCAST		160.05
20-00020	COMCAST		158.63
20-00021	CREWSENSE LLC		2,244.97
20-00022	ELECTRONIC BUSINESS MACHINES		327.90
20-00023	EMS TECHNOLOGY SOLUTIONS, LLC		1,126.00
20-00024	FRONTIER COMMUNICATIONS NORTHWEST INC		1,107.19
20-00025	GALLS, LLC - DBA BLUMENTHAL UNIFORM		639.78
20-00026	GALLS, LLC - DBA BLUMENTHAL UNIFORM		2,346.05
20-00027	GENERAL FIRE APPARATUS		196.85
20-00028	GRAINGER		1,315.47
20-00029	HARMSSEN & ASSOCIATES, INC		665.00
20-00030	ISOUTSOURCE		25,488.31
20-00031	KAMAN FLUID POWER LLC		106.84
20-00032	KEN'S RADIATOR INC		3,372.35
20-00033	LAKE STEVENS SEWER DISTRICT		765.97

Page Total	64,873.48
Cumulative Total	64,873.48

Snohomish County Fire District #7

01/07/2020

Claims Voucher Summary

Page 2 of 3

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: 1-9-20

Signatures:

Voucher	Payee/Claimant	1099 Default	Amount
20-00034	LIFE ASSIST INC		4,833.73
20-00035	LN CURTIS & SONS		3,035.15
20-00036	LOREN KOHLER		117.91
20-00037	LOWE'S		3,153.75
20-00038	LOWE'S		712.92
20-00039	MAILFINANCE INC		511.52
20-00040	MATTHEW MILLICH		521.00
20-00041	MIKE HILL		1,512.00
20-00042	MOBILE HEALTH RESOURCES		525.30
20-00043	MONROE PARTS HOUSE		3,848.98
20-00044	MUNICIPAL EMERGENCY SERVICES, INC.		1,979.69
20-00045	NORTHWEST SAFETY CLEAN		597.33
20-00046	NW AIR & SAFETY		190.75
20-00047	OFFICE DEPOT		33.08
20-00048	OFFICE OF THE WASHINGTON STATE AUDITOR		100.10
20-00049	PRO COMM		1,436.34
20-00050	PROFESSIONAL BUILDING SERVICES		667.61
20-00051	REPUBLIC SERVICES #197		200.84
20-00052	REPUBLIC SERVICES #197		57.65
20-00053	REPUBLIC SERVICES #197		98.10
20-00054	REPUBLIC SERVICES #197		167.26
20-00055	REPUBLIC SERVICES #197		439.32
20-00056	REPUBLIC SERVICES #197		286.08
20-00057	RONALD RASMUSSEN JR		171.56
20-00058	SEQUOYAH ELECTRIC, LLC		8,478.82
20-00059	SILVER LAKE WATER		47.60
20-00060	SILVER LAKE WATER		115.85
20-00061	SILVER LAKE WATER		116.62
20-00062	SILVER LAKE WATER		47.60
20-00063	SNOHOMISH CO-OP INC		157.39
20-00064	SNOHOMISH COUNTY FIRE DISTRICT 7		1,107.22
20-00065	SNOHOMISH COUNTY FIRE DISTRICT 7		3,809.27
20-00066	SNOHOMISH COUNTY FIRE DISTRICT 7		133,960.57

Page Total 173,038.91

Cumulative Total 237,912.39

Snohomish County Fire District #7

01/07/2020

Claims Voucher Summary

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: 1-9-20

Signatures:

Voucher	Payee/Claimant	1099 Default	Amount
20-00067	SNOHOMISH COUNTY PUD		798.80
20-00068	SNOHOMISH COUNTY PUD		19.10
20-00069	SNOHOMISH COUNTY PUD		1,147.26
20-00070	SNOHOMISH COUNTY PUD		1,459.54
20-00071	SNOHOMISH COUNTY PUD		718.20
20-00072	SNOHOMISH COUNTY PUD		247.32
20-00073	SPEEDWAY CHEVROLET		1,082.18
20-00074	STATE OF WA DEPARTMENT OF REVENUE		2,627.49
20-00075	STRYKER SALES CORPORATION		797.30
20-00076	THYSSENKRUPP ELEVATOR CORPORATION		281.83
20-00077	TRUE NORTH EMERGENCY EQUIPMENT INC		4,203.85
20-00078	TYLER TECHNOLOGIES INC		24,510.36
20-00079	VERIZON WIRELESS		14.69
20-00080	WASHINGTON CITIES INSURANCE AUTHORITY		296,747.00
20-00081	WASHINGTON FIRE CHIEFS		1,750.00
20-00082	WASHINGTON FIRE COMMISSIONERS ASSOCIATION		6,000.00
20-00083	WASTE MANAGEMENT NORTHWEST		242.92
20-00084	WASTE MANAGEMENT NORTHWEST		192.23
20-00085	WASTE MANAGEMENT NORTHWEST		117.27
20-00086	WASTE MANAGEMENT NORTHWEST		143.89
20-00087	WASTE MANAGEMENT NORTHWEST		202.41
20-00088	WASTE MANAGEMENT NORTHWEST		174.45
20-00089	WASTE MANAGEMENT NORTHWEST		248.07
20-00090	WASTE MANAGEMENT NORTHWEST		117.37
20-00091	WASTE MANAGEMENT NORTHWEST		186.60
20-00092	WASTE MANAGEMENT NORTHWEST		206.94
20-00093	WASTE MANAGEMENT NORTHWEST		112.93
20-00094	WASTE MANAGEMENT NORTHWEST		258.34
20-00095	WAVE BUSINESS		550.23
20-00096	WAVE BUSINESS		1,535.49
20-00097	WISE CHOICE MOVERS LLC		7,998.25

Page Total	354,692.31
Cumulative Total	592,604.70

**BOARD OF FIRE COMMISSIONERS
MEETING MINUTES**

9811 Chapel Hill Road, Lake Stevens, WA 98258

December 23, 2019

1400 hours

CALL TO ORDER

Chairman Elmore called the meeting to order at 1400 hours.

PLEDGE OF ALLEGIANCE

ATTENDANCE

Present: Chairman Elmore, Vice Chair Steinruck, Commissioner Gagnon, Chief O'Brien, Deputy Chief Huff, Director of Finance & Administration Leah Schoof, and Deputy Chief of EMS Ron Rasmussen.

ADDITIONAL AGENDA ITEMS

None

MINUTES

Minutes 19-12-12

Motion to approve December 12, 2019 Joint Commissioner Meeting minutes as submitted.

Motion by Commissioner Gagnon and 2nd by Commissioner Steinruck.

Vote Unanimous.

FINANCIAL REPORT

Investment Report

Vouchers

Motion to approve Expense Vouchers 191206001 through 191206028 dated December 30, 2019 in the total amount of \$74,391.26 as submitted.

Motion by Commissioner Gagnon and 2nd by Commissioner Steinruck.

Vote Unanimous.

Motion to approve Capital Initiative Voucher 191207001 dated December 30, 2019 in the total amount of \$14,225.00 as submitted.

Motion by Commissioner Gagnon and 2nd by Commissioner Steinruck.

Vote Unanimous.

Motion to approve Strategic Fund Voucher 191208001 dated December 30, 2019 in the total amount of \$2,615.00 as submitted.

Motion by Commissioner Steinruck and 2nd by Commissioner Gagnon.

Vote Unanimous.

Payroll

Motion to approve payroll in the amount of \$700,379.03 as submitted.

Motion by Commissioner Elmore and 2nd by Commissioner Gagnon.

Vote Unanimous.

Expense Line Item Review Summary & Reports



Phone: 425.334.3034
Fax: 425.334.6981
www.lsfire.org

"Touching Lives Today ~ Planning for Tomorrow"

Fire Commissioners:
Troy Elmore, Paul Gagnon, Jim Steinruck
Fire Chief Kevin K. O'Brien

1825 South Lake Stevens Road
Lake Stevens, WA 98258

CORRESPONDENCE

Thank you from Santa Rosa and Sonoma County, CA

OLD BUSINESS**Discussion****2020 District Physician Contracts**

Motion to authorize the Chief to execute the physician contracts as submitted.
 Motion by Commissioner Elmore and 2nd by Commissioner Gagnon.
 Vote Unanimous.

Action**Purchase and Sale of Headquarters**

Motion to authorize the Chief to sign the closing documents for the headquarters facility.
 Motion by Commissioner Elmore and 2nd by Commissioner Steinruck.
 Vote Unanimous.

NEW BUSINESS**Discussion**

None

Action**Budgeted SCBA Purchase Replacement**

The District planned for the purchase of replacement SCBAs in the North Battalion for 2020 and believe that acting on this purchase prior to December 31, 2019 will fiscally and operationally benefit the District.

- Dist. 7 has already executed an agreement to purchase replacement SCBAs for the East and West Battalion which have be delivered and paid for in 2019. The anticipated in-service date 1st Quarter 2020.
- Adding the purchase for the North Battalion now will facilitate a standardized and consistent implementation of the new SCBAs District-wide.
- The contract with the supplier MES ends on December 31, 2019. If the District does not execute the purchase prior to that date, a new bid process will have to be initiated which could result in price increases and more staff time and legal review.
- The purchase price is \$414,024.48 which is \$33,724.52 below the 2020 budgeted cost.
- The District will pay for the purchase in 2020.

Given the compressed time frame, our plan is to seek the Board's approval for the Fire Chief to enter into the ILA with Skagit # 6.

Motion to approve the Fire Chief to enter into the ILA with Skagit County Fire District #6 to purchase replacement SCBAs in the amount of \$414,024.48 to be paid for in 2020.
 Motion by Commissioner Steinruck and 2nd by Commissioner Gagnon.
 Vote Unanimous.

Commissioner Oath of Office

Notary Leah Schoof administered the commissioner oath of office for Commissioner Gagnon and notarized the document. Commissioner Gagnon was given his oath of office certificate.

CHIEF'S REPORT**Kevin Brice Flag Lowering Ceremony**

12.30.19 0745 hours at Fire District 7 Station 31

Annual Lake Stevens Dinner & Auction

02.2.20 1730-10 hours

Organized by Lake Stevens Chamber of Commerce

GOOD OF THE ORDER

Commissioner Elmore thanked everyone for their hard work and is looking forward to the upcoming year.

Commissioner Gagnon thanked everyone for their work and appreciates the efforts during all the changes.

Commissioner Steinruck thanked the Cultural Integration Team and everyone for their work and is looking forward to the upcoming year.

EXECUTIVE SESSION

None

ADJOURNMENT

Chairman Elmore adjourned the meeting at 1425 hours.

Chairman Troy Elmore

Vice Chair Jim Steinruck

Commissioner Paul Gagnon

Chief Kevin K. O'Brien

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BOARD OF FIRE COMMISSIONERS MEETING AGENDA FIRE DISTRICT 7

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

December 30, 2019

1730 hours

CALL TO ORDER

AGENDA CHANGES

New Action: Surplus List and Surplus Recipients

New Action: Executive Sessions to discuss employment contracts and collective bargaining negotiations per RCW 42.30.140(4)(a)

GOOD OF THE ORDER

Thank you to Commissioner Wells for her many years of service as a fire district commissioner.

UNION COMMENT None

CHIEF'S REPORT

Chief Meek noted that a flag lowering ceremony was performed on this day, December 30, for Kevin Brice's retirement that was well attended.

Last Thursday was the recruit graduation at the Performing Arts Center. There were 6 total recruits with some receiving honors. Kudos to them, and they are now in the post academy and getting up to speed on certifications and Fire District 7 training. Chief O'Brien also did a nice job giving the commencement speech.

CONSENT AGENDA

Approve Vouchers

Benefit Vouchers: 19-03076 to 19-03091; \$450,490.86

Benefit Vouchers: 19-03094 to 19-03212; \$571,178.12

Approve Payroll

December 31, 2019; \$1,486,934.30

Approval of Minutes

Approve Regular Board Meeting Minutes – December 12, 2019

Secretary's Report on Correspondence

Motion to approve Consent Agenda as submitted.
Motion by Wells and 2nd by Commissioner Schaub.
On Vote, **Motion Carried 6/0**

DISCUSSION ITEM

Physician Contracts

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Chief O'Brien noted that there are two contracts up for renewal for the physicians, for Dr. Tally and Dr. Kaye for \$3,000 a month per physician. The district recommends keeping both physicians on board for 2020 to make sure the EMS merge is a smooth transition.

It was noted that the intent was that both doctors would participate in the advisory in reviewing standard policies and procedures/protocol. Commissioner Fay commented on the vagueness of developing policy language and to possibly clarify that further. Commissioner Waugh commented on a letter from Ron Simmons on December 27, 2019 in regards to the County MPD. Unlike what the letter states, he clarified that the County MPD does in fact work for the EMS Council and everybody in the county. This position is appointed by the Department of Health but is legally responsible for all the ALS/BLS procedures that occur in this county.

ACTION ITEM

Resolution 2019-23 Create an Excise Tax Fund

Motion to approve Resolution 2019-23 to create an Excise Tax Fund.

Motion by Snyder and 2nd by Commissioner Wells.

On Vote, **Motion Carried 6/0**

SCBA Replacement

Chief O'Brien commented that North Battalion has an SCBA replacement budgeted for 2020 as does District 7. The importance of renewing all SCBAs at the same time as one agency and having an opportunity to piggy back on Skagit County #6's ILA made the timing to act on this bid a smart purchase. This bid also falls \$33,724 below what was budgeted.

Motion to authorize the chief to execute the ILA with Skagit County Fire District #6 to purchase replacement SCBAs in 2020 in the amount of \$414,024.48 from Municipal Emergency Services.

Motion by Fay and 2nd by Commissioner Schaub.

On Vote, **Motion Carried 6/0**

Surplus List and Surplus Recipients

Motion to authorize the recommended surplus list and the recipients of the surplus equipment

Motion by Schaub and 2nd by Commissioner Wells.

On Vote, **Motion Carried 6/0**

Oath District Secretary

Leah Schoof performed the oath for District Secretary given by current District Secretary Jamie Silva.

Commissioner Oaths of Office – Waugh and Edwards

Oaths of office were performed for Commissioners Waugh and Edwards to start their new term effective January 1, 2020. The oaths were given by District Secretary Leah Schoof.

OTHER MEETINGS ATTENDED

Snohomish County 911 (Waugh): On 1/23/20 at 1800 there will be a Celebration of Life for Dick Schrock at South County. Al Compaan, Police Chief of Edmonds, recently retired and Commissioner Waugh wanted to especially recognize him for all he did for SNOPAC/SNOCOM. Other business: \$100,000 was transferred to the

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cap fund from the old E911 board and gave a 2.5% COLA to admin staff. There was also a long discussion on keeping or sharing the radios.

Sno-Isle Commissioner Meeting: Annual installment banquet February 1, 2020, 1930 at Shawn O'Donnell's.

ATTENDANCE CHECK

All in attendance would be available for the next meeting to be held at 1730 Thursday, January 9, 2020 at the Fire District 7 Station 31 Training Room in Monroe.

A moment of silence was requested for a long time member of the District, Gene Guptill, who passed away that morning.

A 10 minute break was given at 1805 to enjoy cake to celebrate Commissioner Wells' service as Commissioner.

EXECUTIVE SESSION

At 18:15 hours Chairman Waugh called for an executive session to review the performance of a public employee pursuant to RCW 42.30.110(1)(g) and to discuss to discuss employment contracts and collective bargaining negotiations per RCW 42.30.140(4)(a) for thirty (30) minutes. An additional 5 minutes was requested of the executive session.

Chairman Waugh reconvened the open public meeting at 18:50 hours with the following actions.

Motion to Resolution 2019-24 Extension of Executive contracts effective January 1, 2020.
Motion by Snyder and 2nd by Commissioner Fay.
On Vote, **Motion Carried 6/0**

Motion for letters to be distributed by Chief Meek to the two employees recently promoted from the Union 2781 CBA to Executive Staff.
Motion by Snyder and 2nd by Commissioner Woolery.
On Vote, **Motion Carried 6/0**

Motion to accept Chief Meeks resignation and severance agreement for January 15, 2020
Motion by Wells and 2nd by Commissioner Schaub.
On Vote, **Motion Carried 6/0**

ADJOURNMENT

Chairman Waugh adjourned the meeting at 18:52.

Snohomish County Fire District #7

Jamie Silva
Secretary of the Board

OLD BUSINESS - DISCUSSION

OLD BUSINESS - ACTION

AGREEMENT

THIS AGREEMENT, made and entered into this 1st day of January, 2020, by and between Snohomish County Fire District 7, hereinafter referred to as “District” and Brad Talley, MD a licensed physician operating within Snohomish County, hereinafter referred to as “Physician”.

RECITALS

WHEREAS, the District maintains an emergency medical services program; and

WHEREAS, it is necessary to provide to that program a Medical Supervising Physician who provides certain duties as provided below; and

WHEREAS, physician has special expertise in the area of emergency medical services;

AGREEMENT

NOW, THEREFORE, be it agreed that Brad E. Talley, MD shall serve as the Medical Supervising Physician to Snohomish County Fire District 7 under the terms and conditions described herein.

1). DESCRIPTION OF PHYSICIAN’S DUTIES

- A. Supervise and help implement continuing medical education with the specific goal being to maintain necessary and appropriate skill levels for Department BLS and ALS providers.
- B. Assist and advise in developing standard policy, procedures, and protocol in the District.
- C. Assist in developing strategies and plans to continually improve, standardize, and unify EMS in the District.
- D. Supervise and assist in maintaining on going BLS and ALS recertification programs.
- E. Analyze and recommend additional training skills and services which should be provided with consideration to the following:
 - Availability of training
 - Community need
 - Facility and manpower availability
 - Financial resources
 - Adequate medical supervision

- F. QA- Review BLS and ALS runs deemed necessary by the Medical Services Administrator, with written comments and returned to provider with follow-up using the ESO QM module.
- G. Evaluate paramedic performance and recommend education, remedial training and pertinent medical considerations to the County Medical Program Director as necessary
- H. Meet with the Fire Chief and Medical Services Administrator on a yearly basis concerning EMS issues and planning and recommend to the DISTRICT improvements in Emergency Medical Services
- I. Analyze and recommend improvements in record keeping , including Medical Incident Reporting and accumulation of meaningful data relative to emergency medical services
- J. Monitor and enhance coordination and relationships between the District's Emergency Medical Personnel and Hospital Medical Staff, including ER Physicians and nursing staff
- K. Supervise ordering, dispensing and administering controlled substances in accordance with State and Federal regulations and guidelines
- L. Provide liaison with the County and State governments pertaining to emergency medical services as requested by the Fire Chief
- M. Act under the direct supervision of the Fire Chief and provide regular communications with the Fire Chief or designee regarding programs, services and medical policies relating to the position of Medical Supervising Physician
- N. Assist the district in public relations pertaining to the District's emergency medical services program as requested by the Fire Chief or designee.
- O. Represent the Department at quarterly Medical Control Meetings.
- P. Provide such other and further services as are mutually agreed upon by the parties.
- Q. Provide in person, or by qualified replacement, at least monthly, One (1), two (2) hour training session for the purpose of providing required continued medical education for Paramedic personnel.

2). DELEGATION OF DUTIES: Whenever the Physician because of absence from the area for a period longer than four weeks, is or would be unavailable to perform the duties and responsibilities of this contract, the Physician shall appoint a qualified replacement to perform and assume his/her contract duties and responsibilities in the Physician's

absence, all at no additional expense to the District. The Physician further agrees to provide reasonable advance notice to the Fire Chief or designee of such absences and appointments.

3). PHYSICIAN QUALIFICATIONS.

- A. Physician must be a licensed practitioner in the state of Washington with appropriate clinical privileges in the specialty area of the Emergency Medicine.
- B. Any suspension or loss of the above Physician qualification shall constitute automatic termination of this MDAS Agreement, without need for further notice.

4). RELATION OF PARTIES: The parties to this agreement agree that the Physician is a professional person and that the status of the Physician is one of an independent contractor. The Physician is not an employee of the District and is not entitled to the benefits provided by the District to its employees including, but not limited to, group insurance and pension plans. The Physician may practice his/her profession for others during those periods when he/she is not performing work under this agreement for the District.

5). DURATION: The term of this agreement shall be from **January 1, 2020 to December 31, 2020**. It is understood the District or the Physician may voluntarily terminate this contract without cause by providing thirty (30) days advance written notice to the other. It is further understood that this agreement may be renewed in writing on terms and conditions agreeable to both parties after notice by either party prior to the termination of this agreement.

6). COMPENSATION: The District agrees to pay physician the sum of **\$3,000.00** per month for services as Physician of Emergency Medical Services as set forth in this agreement. Physician shall keep accurate records of the date and amount of time spent rendering services pursuant to this agreement. Physician shall invoice the District on a monthly basis for services provided the prior month and the District shall pay such invoices within 30 days of receipt.

7). PATIENT PRIVACY. Physician shall carry out Physician obligations under this Agreement in compliance with the privacy regulations pursuant to the Health Insurance Portability and Accountability Act and chapter 70.02 RCW the Washington Health Care Information Act (collectively referred to as "Privacy Acts,") to protect the privacy of all patient protected health information ("PHI") as defined under the Privacy Acts that is collected, processed or learned as a result of the medical control services provided to the District by Physician.

8). ENTIRE AGREEMENT. This instrument contains the entire Agreement of the parties with respect to the subject matter contained herein. It may not be changed orally

but only by an Agreement in writing signed by the party against whom enforcement of any waiver, change, modification, extension, or discharge is sought.

Snohomish County Fire Dist 7

PHYSICIAN

Kevin O'Brien, Fire Chief

Brad E. Talley, MD

AGREEMENT

THIS AGREEMENT, made and entered into this 1st day of January, 2020, by and between Snohomish County Fire District 7, hereinafter referred to as “District” and Catharine R. Keay, MD a licensed physician operating within Snohomish County, hereinafter referred to as “Physician”.

RECITALS

WHEREAS, the District maintains an emergency medical services program; and

WHEREAS, it is necessary to provide to that program a Medical Supervising Physician who provides certain duties as provided below; and

WHEREAS, physician has special expertise in the area of emergency medical services;

AGREEMENT

NOW, THEREFORE, be it agreed that Catharine R. Keay, MD shall serve as the Medical Supervising Physician to Snohomish County Fire District 7 under the terms and conditions described herein.

1). DESCRIPTION OF PHYSICIAN’S DUTIES

- A. Supervise and help implement continuing medical education with the specific goal being to maintain necessary and appropriate skill levels for Department BLS and ALS providers.
- B. Assist and advise in developing standard policy, procedures, and protocol in the District.
- C. Assist in developing strategies and plans to continually improve, standardize, and unify EMS in the District.
- D. Supervise and assist in maintaining on going BLS and ALS recertification programs.
- E. Analyze and recommend additional training skills and services which should be provided with consideration to the following:
 - Availability of training
 - Community need
 - Facility and manpower availability
 - Financial resources
 - Adequate medical supervision

- F. QA- Review BLS and ALS runs deemed necessary by the Medical Services Administrator, with written comments and returned to provider with follow-up using the ESO QM module.
- G. Evaluate paramedic performance and recommend education, remedial training and pertinent medical considerations to the County Medical Program Director as necessary
- H. Meet with the Fire Chief and Medical Services Administrator on a yearly basis concerning EMS issues and planning and recommend to the DISTRICT improvements in Emergency Medical Services
- I. Analyze and recommend improvements in record keeping , including Medical Incident Reporting and accumulation of meaningful data relative to emergency medical services
- J. Monitor and enhance coordination and relationships between the District's Emergency Medical Personnel and Hospital Medical Staff, including ER Physicians and nursing staff
- K. Supervise ordering, dispensing and administering controlled substances in accordance with State and Federal regulations and guidelines
- L. Provide liaison with the County and State governments pertaining to emergency medical services as requested by the Fire Chief
- M. Act under the direct supervision of the Fire Chief and provide regular communications with the Fire Chief or designee regarding programs, services and medical policies relating to the position of Medical Supervising Physician
- N. Assist the district in public relations pertaining to the District's emergency medical services program as requested by the Fire Chief or designee.
- O. Represent the Department at quarterly Medical Control Meetings.
- P. Provide such other and further services as are mutually agreed upon by the parties.
- Q. Provide in person, or by qualified replacement, at least monthly, One (1), two (2) hour training session for the purpose of providing required continued medical education for Paramedic personnel.

2). DELEGATION OF DUTIES: Whenever the Physician because of absence from the area for a period longer than four weeks, is or would be unavailable to perform the duties and responsibilities of this contract, the Physician shall appoint a qualified replacement to perform and assume his/her contract duties and responsibilities in the Physician's

absence, all at no additional expense to the District. The Physician further agrees to provide reasonable advance notice to the Fire Chief or designee of such absences and appointments.

3). PHYSICIAN QUALIFICATIONS.

- A. Physician must be a licensed practitioner in the state of Washington with appropriate clinical privileges in the specialty area of the Emergency Medicine.
- B. Any suspension or loss of the above Physician qualification shall constitute automatic termination of this MDAS Agreement, without need for further notice.

4). RELATION OF PARTIES: The parties to this agreement agree that the Physician is a professional person and that the status of the Physician is one of an independent contractor. The Physician is not an employee of the District and is not entitled to the benefits provided by the District to its employees including, but not limited to, group insurance and pension plans. The Physician may practice his/her profession for others during those periods when he/she is not performing work under this agreement for the District.

5). DURATION: The term of this agreement shall be from **January 1, 2020 to December 31, 2020**. It is understood the District or the Physician may voluntarily terminate this contract without cause by providing thirty (30) days advance written notice to the other. It is further understood that this agreement may be renewed in writing on terms and conditions agreeable to both parties after notice by either party prior to the termination of this agreement.

6). COMPENSATION: The District agrees to pay physician the sum of **\$3,000.00** per month for services as Physician of Emergency Medical Services as set forth in this agreement. Physician shall keep accurate records of the date and amount of time spent rendering services pursuant to this agreement. Physician shall invoice the District on a monthly basis for services provided the prior month and the District shall pay such invoices within 30 days of receipt.

7). PATIENT PRIVACY. Physician shall carry out Physician obligations under this Agreement in compliance with the privacy regulations pursuant to the Health Insurance Portability and Accountability Act and chapter 70.02 RCW the Washington Health Care Information Act (collectively referred to as "Privacy Acts,") to protect the privacy of all patient protected health information ("PHI") as defined under the Privacy Acts that is collected, processed or learned as a result of the medical control services provided to the District by Physician.

8). ENTIRE AGREEMENT. This instrument contains the entire Agreement of the parties with respect to the subject matter contained herein. It may not be changed orally

but only by an Agreement in writing signed by the party against whom enforcement of any waiver, change, modification, extension, or discharge is sought.

Snohomish County Fire Dist 7

PHYSICIAN

Kevin O'Brien, Fire Chief

Catharine R. Keay, MD

NEW BUSINESS - DISCUSSION

SNOHOMISH COUNTY FIRE DISTRICT #7

RESOLUTION #2020-01

A RESOLUTION FOR AUTHORIZATION OF NEW SIGNERS

WHEREAS; the Board of Fire Commissioners finds it necessary to authorize modification of signers for the purpose of deleting Gary Meek and Eric Andrews as the previous Fire Chief and Assistant Fire Chief and adding Kevin O'Brien and Leah Schoof as the new Fire Chief and Business Administrator;

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

The Board of Commissioners of Snohomish County Fire District #7 authorizes the changes requested. The Fire Chief and Business Administrator shall be added as authorized signers for all District financial matters.

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

Rick Edwards, Commissioner

Troy Elmore, Commissioner

Randy Fay, Commissioner

Paul Gagnon, Commissioner

Jeff Schaub, Commissioner

William Snyder, Commissioner

Jim Steinruck, Commissioner

Roy Waugh, Commissioner

Randal Woolery, Commissioner

ATTEST:

District Secretary

**SNOHOMISH COUNTY JUNIOR TAXING DISTRICTS
2020 SIGNATURE AUTHORIZATION FORM**

New Year **Update Current Signers**

Add **Delete**

DISTRICT: PAGE 2 CONTINUED

FUND(S): _____

INSTRUCTIONS

1. Complete district name and fund code(s).
2. Type full name and title of authorized signer (even if auditing officer).
3. Designate category(s) employee is authorized to perform.
4. Print Form and have employee sign and initial in appropriate columns.
5. When adding additional signers, complete new form but only include information on new employee, then write "Add" at the top of the form.
6. When deleting signers, copy form, cross out deletes and write "Delete" at top of the form.
7. After completion, make a copy and forward original to Finance.**
8. Questions, contact Diana Williams at 425-388-3401.

CATEGORIES

- A. Sign Payroll Authorizations, Manual Warrant Requests and Payroll Forms (Finance/Payroll)
- B. Certify AP Payment Batch Vouchers (Finance/Accounts Payable)
- C. Payroll Warrant Pickup (Payroll)

****Send Originals To:**

Snohomish County Finance Department
Attn: Diana Williams
3000 Rockefeller Avenue M/S 610
Everett, WA 98201

<u>Name (Printed)</u>	<u>Signature</u>	<u>Initials</u>	<u>Title</u>	A	B	C
_____	_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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_____	_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<u>PAUL GAGNON</u>	_____	_____
Print: Auditing Officer Name	Auditing Officer Signature	Date
<u>Bill Snyder</u>	_____	_____
Print: Auditing Officer Name	Auditing Officer Signature	Date
<u>Jim Steinruck</u>	_____	_____
Print: Auditing Officer Name	Auditing Officer Signature	Date
<u>RICK EDWARDS</u>	_____	_____
Print: Auditing Officer Name	Auditing Officer Signature	Date

**SNOHOMISH COUNTY JUNIOR TAXING DISTRICTS
2020 SIGNATURE AUTHORIZATION FORM**

New Year **Update Current Signers**

Add **Delete**

DISTRICT: PAGE 3 continued

FUND(S): _____

INSTRUCTIONS

1. Complete district name and fund code(s).
2. Type full name and title of authorized signer (even if auditing officer).
3. Designate category(s) employee is authorized to perform.
4. Print Form and have employee sign and initial in appropriate columns.
5. When adding additional signers, complete new form but only include information on new employee, then write "Add" at the top of the form.
6. When deleting signers, copy form, cross out deletes and write "Delete" at top of the form.
7. After completion, make a copy and forward original to Finance.**
8. Questions, contact Diana Williams at 425-388-3401.

CATEGORIES

- A. Sign Payroll Authorizations, Manual Warrant Requests and Payroll Forms (Finance/Payroll)
- B. Certify AP Payment Batch Vouchers (Finance/Accounts Payable)
- C. Payroll Warrant Pickup (Payroll)

****Send Originals To:**

Snohomish County Finance Department
Attn: Diana Williams
3000 Rockefeller Avenue M/S 610
Everett, WA 98201

<u>Name (Printed)</u>	<u>Signature</u>	<u>Initials</u>	<u>Title</u>	A	B	C
_____	_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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_____	_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Jeff Schaub

Print: Auditing Officer Name

Auditing Officer Signature

Date

NEW BUSINESS - ACTION



AGREEMENT TO PROVIDE MEDICAL BENEFITS IN EXCHANGE FOR EARLY RETIREMENT

This Agreement is entered into by and between the Snohomish County Fire Protection District Number 7, a Washington Municipal Corporation (District), and Eric Andrews, a uniformed LEOFF 2 employee of the District ("Employee").

RECITALS:

- A. District is a Washington municipal corporation which employs several employees including employee.
- B. Employee is a uniformed LEOFF 2 employee of the District having first been employed as a uniformed employee in the State of Washington in August 1, 1978 and in the District in August 1, 1978.
- C. Employee meets all of the eligibility requirements to retire. Employee is 53 years old or older and has obtained 78 points as outlined in Resolution 2019-14.
- D. Employee and District recognize that the cost of health insurance discourages many, including employee from retiring prior to age 65.
- E. The District has determined that replacing employees who are vested in the LEOFF System, and otherwise eligible to retire, and who elect to retire before age 65, with new employees provides a cost savings to the District which can be shared with such retirees by the District providing and paying a retiree medical benefit to those individuals on the following terms and conditions.

Now based upon the above recitals it is agreed as follows:

- 1. Employee agrees to and shall retire prior to July 6, 2024, his 65th birthday, with said retirement to be effective on the 31st day of January, 2020. In exchange for employee's agreement to retire prior to age 65, on the 31st day of January, 2020, the District agrees to and shall pay the cost for employee's health insurance from and after employee's effective date of retirement, on the terms and conditions as set forth in Resolution Number 2019-14 adopted by the Board of Commissioners on the 22nd day of August, 2019, a copy of which is attached hereto as Exhibit A. Such obligation is a matter of contract between the District and Employee, and is enforceable as such.
- 2. This agreement supersedes any effective date of the attached Resolution and shall survive its expiration. The Resolution is attached simply to show the terms and conditions of the Agreement as incorporated via Paragraph 1-9 in said resolution.

3. It is agreed this Contract shall survive any merger, consolidation or R.F.A. by the District with any other District, municipality or Department, and that the District agrees to and shall provide that such Contract is honored and effective by and in any merged District or operations. The District agrees not to enter any merger, consolidation or R.F.A. agreement that otherwise impairs this Contract.
4. Annually the retiree shall be required to report any other insurance coverage provided to the retiree on a department Insurance Status Request form. Failure by the retiree to complete and return this form may result in the denial of future insurance coverage.
5. In the event the retiree is provided other medical insurance such as through other employment or spouse (but not limited to that) at no expense to the employee or spouse, the retiree shall immediately notify the District or its successor in writing of such receipt and the District or successor shall immediately cease providing medical coverage as set forth in this Agreement. In the event the retiree has available to him/her, a comparable insurance at a lower rate than the insurance provided by the District or successor, the retiree will enroll in that plan and the District or its successor will reimburse the cost of the premium up to the amount described in Exhibit A. If for any reason the retiree loses the other medical coverage as described above, he or she shall immediately notify the District or successor in writing prior to the lapsing of the coverage and the District or successor shall again provide medical coverage as set forth in Paragraphs 4 thru 7 of Exhibit A using the formula as if the retiree had continued coverage without interruption. Failure to notify the District or its successor of the availability of other medical insurance shall subject the employee to liability and recoupment by the District or its successor for the cost of any premiums where insurance was provided by the District or its successor when the retiree had available to him/her other medical insurance as set forth above.
6. Should the retiree be denied coverage by the District or its successor, he shall have the right to appeal the decision to the District. The appeals board shall be comprised of 2 members from Labor, 2 members from Administration and 1 Commissioner. It shall be the responsibility of the retiree to provide all documentation to validate his/her appeal.

Dated this 9th day of January, 2020.

Snohomish County Fire Protection District No. 7

by and through its Board of Commissioners

Eric Andrews, Assistant Chief

Agreed to and approved by the International Association of Firefighter Local 2781 to the extent required

By: _____

Its _____



AGREEMENT TO PROVIDE MEDICAL BENEFITS IN EXCHANGE FOR EARLY RETIREMENT

This Agreement is entered into by and between the Snohomish County Fire Protection District Number 7, a Washington Municipal Corporation (District), and Kevin Brice, a uniformed LEOFF 2 employee of the District ("Employee").

RECITALS:

- A. District is a Washington municipal corporation which employs several employees including employee.
- B. Employee is a uniformed LEOFF 2 employee of the District having first been employed as a uniformed employee in the State of Washington in June 8, 1992 and in the District in June 8, 1992.
- C. Employee meets all of the eligibility requirements to retire. Employee is 53 years old or older and has obtained 78 points as outlined in Resolution 2019-14.
- D. Employee and District recognize that the cost of health insurance discourages many, including employee from retiring prior to age 65.
- E. The District has determined that replacing employees who are vested in the LEOFF System, and otherwise eligible to retire, and who elect to retire before age 65, with new employees provides a cost savings to the District which can be shared with such retirees by the District providing and paying a retiree medical benefit to those individuals on the following terms and conditions.

Now based upon the above recitals it is agreed as follows:

- 1. Employee agrees to and shall retire prior to August 14, 2030, his 65th birthday, with said retirement to be effective on the 31st day of December, 2019. In exchange for employee's agreement to retire prior to age 65, on the 31st day of December, 2019, the District agrees to and shall pay the cost for employee's health insurance from and after employee's effective date of retirement, on the terms and conditions as set forth in Resolution Number 2019-14 adopted by the Board of Commissioners on the 22nd day of August, 2019, a copy of which is attached hereto as Exhibit A. Such obligation is a matter of contract between the District and Employee, and is enforceable as such.

2. This agreement supersedes any effective date of the attached Resolution and shall survive its expiration. The Resolution is attached simply to show the terms and conditions of the Agreement as incorporated via Paragraph 1-9 in said resolution.
3. It is agreed this Contract shall survive any merger, consolidation or R.F.A. by the District with any other District, municipality or Department, and that the District agrees to and shall provide that such Contract is honored and effective by and in any merged District or operations. The District agrees not to enter any merger, consolidation or R.F.A. agreement that otherwise impairs this Contract.
4. Annually the retiree shall be required to report any other insurance coverage provided to the retiree on a department Insurance Status Request form. Failure by the retiree to complete and return this form may result in the denial of future insurance coverage.
5. In the event the retiree is provided other medical insurance such as through other employment or spouse (but not limited to that) at no expense to the employee or spouse, the retiree shall immediately notify the District or its successor in writing of such receipt and the District or successor shall immediately cease providing medical coverage as set forth in this Agreement. In the event the retiree has available to him/her, a comparable insurance at a lower rate than the insurance provided by the District or successor, the retiree will enroll in that plan and the District or its successor will reimburse the cost of the premium up to the amount described in Exhibit A. If for any reason the retiree loses the other medical coverage as described above, he or she shall immediately notify the District or successor in writing prior to the lapsing of the coverage and the District or successor shall again provide medical coverage as set forth in Paragraphs 4 thru 7 of Exhibit A using the formula as if the retiree had continued coverage without interruption. Failure to notify the District or its successor of the availability of other medical insurance shall subject the employee to liability and recoupment by the District or its successor for the cost of any premiums where insurance was provided by the District or its successor when the retiree had available to him/her other medical insurance as set forth above.
6. Should the retiree be denied coverage by the District or its successor, he shall have the right to appeal the decision to the District. The appeals board shall be comprised of 2 members from Labor, 2 members from Administration and 1 Commissioner. It shall be the responsibility of the retiree to provide all documentation to validate his/her appeal.

Dated this 9th day of January, 2020.

Snohomish County Fire Protection District No. 7

by and through its Board of Commissioners

Kevin Brice, Driver/Operator

Agreed to and approved by the International Association of Firefighter Local 2781 to the extent required

By: _____

Its _____



AGREEMENT TO PROVIDE MEDICAL BENEFITS IN EXCHANGE FOR EARLY RETIREMENT

This Agreement is entered into by and between the Snohomish County Fire Protection District Number 7, a Washington Municipal Corporation (District), and Gary Meek, a uniformed LEOFF 2 employee of the District ("Employee").

RECITALS:

- A. District is a Washington municipal corporation which employs several employees including employee.
- B. Employee is a uniformed LEOFF 2 employee of the District having first been employed as a uniformed employee in the State of Washington in May 1, 1980 and in the District in May 1, 1980.
- C. Employee meets all of the eligibility requirements to retire. Employee is 53 years old or older and has obtained 78 points as outlined in Resolution 2019-14.
- D. Employee and District recognize that the cost of health insurance discourages many, including employee from retiring prior to age 65.
- E. The District has determined that replacing employees who are vested in the LEOFF System, and otherwise eligible to retire, and who elect to retire before age 65, with new employees provides a cost savings to the District which can be shared with such retirees by the District providing and paying a retiree medical benefit to those individuals on the following terms and conditions.

Now based upon the above recitals it is agreed as follows:

- 1. Employee agrees to and shall retire prior to September 9, 2021, his 65th birthday, with said retirement to be effective on the 15th day of January, 2020. In exchange for employee's agreement to retire prior to age 65, on the 15th day of January, 2020, the District agrees to and shall pay the cost for employee's health insurance from and after employee's effective date of retirement, on the terms and conditions as set forth in Resolution Number 2019-14 adopted by the Board of Commissioners on the 22nd day of August, 2019, a copy of which is attached hereto as Exhibit A. Such obligation is a matter of contract between the District and Employee, and is enforceable as such.
- 2. This agreement supersedes any effective date of the attached Resolution and shall survive its expiration. The Resolution is attached simply to show the terms and conditions of the Agreement as incorporated via Paragraph 1-9 in said resolution.

3. It is agreed this Contract shall survive any merger, consolidation or R.F.A. by the District with any other District, municipality or Department, and that the District agrees to and shall provide that such Contract is honored and effective by and in any merged District or operations. The District agrees not to enter any merger, consolidation or R.F.A. agreement that otherwise impairs this Contract.
4. Annually the retiree shall be required to report any other insurance coverage provided to the retiree on a department Insurance Status Request form. Failure by the retiree to complete and return this form may result in the denial of future insurance coverage.
5. In the event the retiree is provided other medical insurance such as through other employment or spouse (but not limited to that) at no expense to the employee or spouse, the retiree shall immediately notify the District or its successor in writing of such receipt and the District or successor shall immediately cease providing medical coverage as set forth in this Agreement. In the event the retiree has available to him/her, a comparable insurance at a lower rate than the insurance provided by the District or successor, the retiree will enroll in that plan and the District or its successor will reimburse the cost of the premium up to the amount described in Exhibit A. If for any reason the retiree loses the other medical coverage as described above, he or she shall immediately notify the District or successor in writing prior to the lapsing of the coverage and the District or successor shall again provide medical coverage as set forth in Paragraphs 4 thru 7 of Exhibit A using the formula as if the retiree had continued coverage without interruption. Failure to notify the District or its successor of the availability of other medical insurance shall subject the employee to liability and recoupment by the District or its successor for the cost of any premiums where insurance was provided by the District or its successor when the retiree had available to him/her other medical insurance as set forth above.
6. Should the retiree be denied coverage by the District or its successor, he shall have the right to appeal the decision to the District. The appeals board shall be comprised of 2 members from Labor, 2 members from Administration and 1 Commissioner. It shall be the responsibility of the retiree to provide all documentation to validate his/her appeal.

Dated this 9th day of January, 2020.

Snohomish County Fire Protection District No. 7

by and through its Board of Commissioners

Gary Meek, Fire Chief

Agreed to and approved by the International Association of Firefighter Local 2781 to the extent required

By: _____

Its _____

MEMORANDUM OF UNDERSTANDING (MOU)

This MOU is entered into between Snohomish County Fire District No. 7 (the "District") and Teamsters Local 38 (the "Union").

WHEREAS, effective January 1, 2020, Lake Stevens Fire ("LSF") merged into Snohomish County Fire District No. 7 such that former LSF employees ("Former LSF Employees") are now employed by the District; and

WHEREAS, prior to the merger, LSF recognized Teamsters Local 38 as the exclusive bargaining representative for the Former LSF Employees; and

WHEREAS, the Former LSF Employees have not entered into a collective bargaining agreement as of the date of the merger between LSF and the District; and

WHEREAS, the parties desire to provide certain changes to the status quo ante in regards to the Former LSF Employees health care and dental benefits.

Now, therefore, the parties agree that the following terms and conditions apply to the Former LSF Employees:

1. Effective January 1, 2020, the Former LSF Employees shall receive the same health care as provided under the CBA (article 8.1) and dental benefits as are provided under the CBA (8.1.1) and shall no longer be covered under the health care and dental plans previously offered by LSF. This agreement does not include articles 8.1.2 – 8.4.
2. All other issues will be addressed in impacts bargaining.

This MOU shall become valid upon signing by both parties.

SNOHOMISH COUNTY FIRE DISTRICT NO. 7

TEAMSTERS LOCAL 38

Date: _____

Date: _____

Kevin O'Brien, Fire Chief

Secretary-Treasurer

COMMITTEE REPORTS

OTHER MEETINGS ATTENDED

EXECUTIVE SESSION