



# COMMISSIONER BOARD MEETING

**MARCH 14, 2024**

**5:30 PM**

**SRFR STATION 31 TRAINING ROOM**

**VIA ZOOM**

**SNOHOMISH REGIONAL FIRE & RESCUE  
WASHINGTON**



# AGENDA





**BOARD OF FIRE COMMISSIONERS MEETING AGENDA**

**SNOHOMISH REGIONAL FIRE & RESCUE**

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

March 14, 2024, 1730 hours

**CALL TO ORDER**

**PUBLIC COMMENT**

**UNION COMMENT**

**CHIEF'S REPORT**

**COMMISSIONER REPORTS**

<b>Meeting</b>	<b>Chair</b>	<b>Last Mtg.</b>	<b>Next Mtg.</b>	<b>Reporting</b>
Capital Facilities	Steinruck	2/20/24	3/26/24	No
Finance Committee	Elmore	3/14/24	3/28/24	Yes
Post-Employment Medical	Elmore	3/1/24	TBD	Yes
Sno911	Waugh	2/15/24	3/21/24	No
Sno Isle Commissioners	Fay	3/7/24	4/4/24	Yes
Leadership Meeting	Schaub	1/24/24	4/24/24	No
Policy Committee	Schaub	3/14/24	3/28/24	Yes

**COMMITTEE MEETING MINUTES**

Capital Facilities Committee - February 27, 2024

Finance Committee - February 22, 2024

**CONSENT AGENDA**

**Approval of Vouchers**

Benefits Vouchers: 24-00536-2400552; (\$676,847.95)

AP Vouchers: 24-00553 to 24-00724; (\$511,503.89)

**Approval of Payroll**

February 29, 2024 (\$1,209,687.08)

**Approval of Minutes**

Approve Regular Board Meeting Minutes February 22, 2024



## **OLD BUSINESS**

### **Discussion**

### **Action**

#### Policy Updates

- Policy 100 Fire Service Authority
- Policy 101 Chief Executive Officer Qualifications
- Policy 102 Policy Manual
- Policy 327 Line-of-Duty Death and Serious Injury Investigations

#### IAFF Contract

## **NEW BUSINESS**

### **Discussion**

2023 Fourth Quarter Report and Budget Amendment

### **Action**

Shop Sick Leave Donation MOU

IAFF Sick Leave MOU

## **GOOD OF THE ORDER**

## **ATTENDANCE CHECK**

Regular Commissioner Meeting March 28, 2024, at 1730 - Station 31 Training Room/Zoom.

## **EXECUTIVE SESSION**

RCW 42.30.140(4)(a): Labor Negotiations

## **ADJOURNMENT**

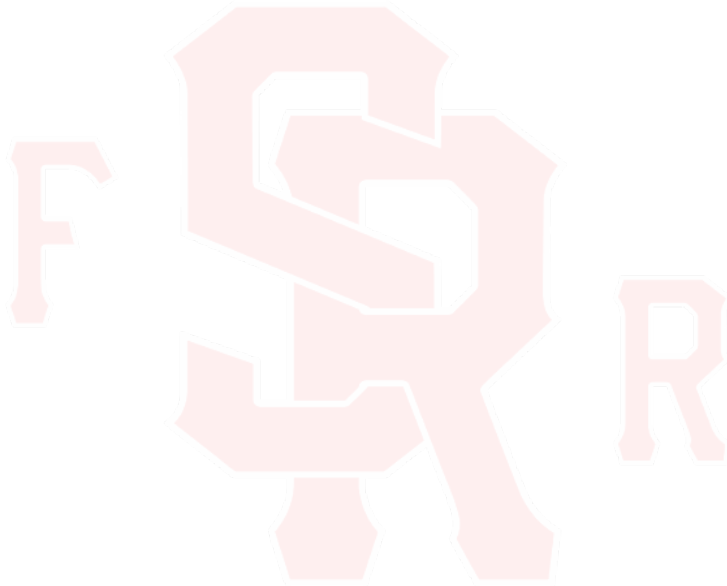


# CHIEF'S REPORT





# COMMISSIONER REPORTS





# COMMITTEE MEETING MINUTES



## **Capital Facilities Committee Meeting Minutes**

**February 27, 2024**

- **Facilities Update:**
  - **Station 83 Update:**
    - Concrete is poured and walls are being framed
    - Still waiting on siding bids
  - **Station 31 Shop Update:**
    - Tentatively going to Bid second week of March
    - Permits have been approved
    - Estimated at approximately 3 million
  - **Station 32 Update:**
    - Still under review by Wal-Mart
    - OAC continues to review additional options
  - **Station 81 Update:**
    - SOQ Process; reviewed OAC process timeline
  - **Admin. Bldg.:**
    - Work will start in early March on painting with carpet to follow
  - **Training Property:**
    - MainVue has filed for an extension
  - **Station Design Conference: May 21-23**
  - **Next Meeting: Will be rescheduled**
- **Good of the Order:**





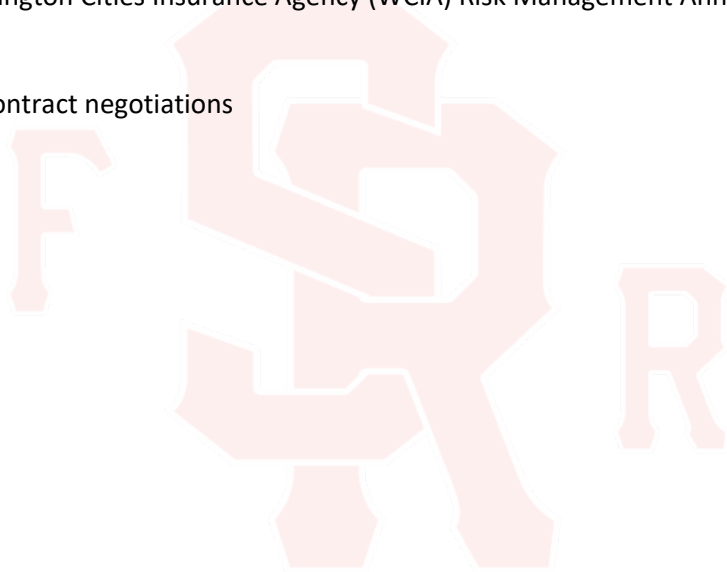
## **Finance Committee Minutes 03.28.24**

Reviewed the 2023 Fourth Quarter Report

Reviewed the first quarter Budget Amendment

Discussed the Washington Cities Insurance Agency (WCIA) Risk Management Annual Premium Increase

Discussed current contract negotiations





# CONSENT AGENDA



## Snohomish Regional Fire and Rescue Claims Voucher Summary

02/27/2024

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
24-00536	AFLAC		591.44
24-00537	DEPARTMENT OF RETIREMENT SYSTEMS		408,646.22
24-00538	FIRE 7 FOUNDATION		605.00
24-00539	FIREPAC		1,035.28
24-00540	GENERAL TEAMSTERS UNION LOCAL 38		1,890.00
24-00541	HRA VEBA TRUST		57,558.38
24-00542	IAFF LOCAL 2781		30,644.89
24-00543	IAFF LOCAL 2781 PAC		945.00
24-00544	IAFF LOCAL 2781 RFA		1,080.00
24-00545	MATRIX TRUST COMPANY		18,840.18
24-00546	PAID FAMILY & MEDICAL LEAVE		19,940.39
24-00547	TD AMERITRADE INSTITUTIONAL		388.50
24-00548	VOYA INSTITUTIONAL TRUST CO		96,154.08
24-00549	WA CARES FUND		5,764.78
24-00550	WASHINGTON STATE SUPPORT REGISTRY		367.50
24-00551	WSCFF FASTPAC		896.31
24-00552	WSCFF-EMP BENEFIT TRUST		31,500.00

<b>Page Total</b>	676,847.95
<b>Cumulative Total</b>	676,847.95



Snohomish Regional Fire & Rescue, WA

# Docket of Claims Register

APPKT01549 - 03.14.2024 Board Meeting ER

By Docket/Claim Number

Vendor #	Vendor Name	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount	Distribution Amount
1919	343 MANAGEMENT LLC	890	Red EMS Trauma Bags (x5)	Invoice	02/24/2024	Red EMS Trauma Bags (x5)	001-509-522-20-35-00	670.08	670.08
2375	4IMPRINT, INC.	12221630	Mighty Magnetic Clip (x250) -	Invoice	02/22/2024	Mighty Magnetic Clip (x250) -	001-515-522-30-31-01	442.11	3,226.47
		12231397	Nylon Reflective Slap Bracelets (x300)	Invoice	02/26/2024	Nylon Reflective Slap Bracelets (x300)	001-515-522-30-31-01	546.77	
		12233999	Custom Cotton Tote Bag Swag (x200)	Invoice	02/26/2024	Custom Cotton Tote Bag Swag (x200)	001-515-522-30-31-01	579.23	
		26712191	Custom Cotton Shopper Tote Bag (x200)	Invoice	02/15/2024	Custom Cotton Shopper Tote Bag (x200)	001-515-522-30-31-01	579.23	
		26712324	Custom Nylon Reflective Slap Bracelet	Invoice	02/15/2024	Custom Nylon Reflective Slap Bracelet	001-515-522-30-31-01	546.77	
		26732993	Custom Heart Shaped Stress Ball (x400)	Invoice	02/20/2024	Custom Heart Shaped Stress Ball (x400)	001-515-522-30-31-01	532.36	
0020	AIR EXCHANGE, INC	91610263	Exhaust System Service/Repair (Hose)	Invoice	08/08/2023	Exhaust System Service/Repair (Hose)	001-507-522-50-48-00	653.05	653.05
2189	AJ'S LANDCARE, INC	121215840	Landscaping Monthly Maintenance - A	Invoice	02/29/2024	Landscaping Monthly Maintenance - A	001-507-522-50-41-00	884.31	9,988.71
		121215841	Landscaping Monthly Maintenance - S	Invoice	02/29/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	957.25	
		121215842	Landscaping Monthly Maintenance - S	Invoice	02/29/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	911.66	
		121215843	Landscaping Monthly Maintenance - S	Invoice	02/29/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	944.13	
		121215844	Landscaping Monthly Maintenance - S	Invoice	02/29/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	854.21	
		121215845	Landscaping Monthly Maintenance - S	Invoice	02/29/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	929.05	
		121215846	Landscaping Monthly Maintenance - S	Invoice	02/29/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	699.11	
		121215847	Landscaping Monthly Maintenance - S	Invoice	02/29/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	899.16	
		121215848	Landscaping Monthly Maintenance - S	Invoice	02/29/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	469.63	
		121215849	Landscaping Monthly Maintenance - S	Invoice	02/29/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	700.06	
		121215850	Landscaping Monthly Maintenance - S	Invoice	02/29/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	840.98	
		121215851	Landscaping Monthly Maintenance - S	Invoice	02/29/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	899.16	
2377	ALBA PAINTING & COATING	030624	Professional Services (Paint,repair wall	Invoice	03/06/2024	Professional Services (Paint,repair wall	300-507-594-50-62-01	11,815.20	11,815.20
2220	ALERT-ALL CORPORATION	W37432	SRFR (Blk Pencil Assort. x1000/Grab B	Invoice	02/21/2024	SRFR (Blk Pencil Assort. x1000/Grab B	001-515-522-30-31-01	1,039.30	1,039.30
0030	ALLEGIS CORPORATION	INV285637	Shop Parts	Invoice	02/20/2024	Shop Parts	050-511-522-60-34-01	55.47	55.47
2285	ALLISON LONG	INV10324 (2)	Icicle Inn Resort Hotel Reimb. (WFAS A	Invoice	10/04/2023	Icicle Inn Resort Hotel Reimb. (WFAS A	001-503-522-10-43-00	238.62	332.12
		INV10333 (2)	Per Diem Reimb. (WFAS 2023 Annual C	Invoice	10/05/2023	Per Diem Reimb. (WFAS 2023 Annual C	001-503-522-10-43-00	93.50	93.50

## Docket of Claims Register

Vendor #	Vendor Name Payable Number	Docket/Claim # Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount Distribution Amount
1503	ALLSTREAM BUSINESS US, INC 20344857	24-00561 Fire Alarm Phone Lines/Connection Se	Invoice	03/03/2024	Fire Alarm Phone Lines/Connection Se	001-513-522-50-42-01	308.03 308.03
1503	ALLSTREAM BUSINESS US, INC 20340874	24-00562 Fire Alarm Phone Lines/Connection Se	Invoice	03/01/2024	Fire Alarm Phone Lines/Connection Se	001-513-522-50-42-01	430.29 430.29

Docket of Claims Register

APPKT01549 - 03.14.2024 Board Meeting ER

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
	Payable Number	Payable Description					Distribution Amount
2106	AMAZON CAPITAL SERVICES, INC	24-00563					6,142.95
	13K1-KTPV-YH77	Air Hose Reel - ST 71 Workbench	Invoice	02/25/2024	Air Hose Reel - ST 71 Workbench	001-507-522-50-35-00	118.68
	13MQ-GJWW-1FXV	AJC Battery 6V- Admin Addition	Invoice	02/26/2024	AJC Battery 6V- Admin Addition	001-507-522-50-31-00	40.58
	13PG-19W4-4LJK	SanDisk Memory Card/Car Mount Pho	Invoice	02/21/2024	SanDisk Memory Card/Car Mount Pho	001-515-522-30-35-00	166.17
	13QC-M7RG-1WQN	TV Mount - ST 31	Invoice	02/26/2024	TV Mount - ST 31	001-507-522-50-35-00	30.20
	16MW-LN6N-DV7H	Commercial Dust Mop & Floor Sweep	Invoice	02/17/2024	Commercial Dust Mop & Floor Sweep	001-507-522-50-35-00	52.86
	16WH-TTXX-1Q74	2 Tier Wall Shelving 2pk (Workbench)	Invoice	03/08/2024	2 Tier Wall Shelving 2pk (Workbench)	001-507-522-50-35-00	438.37
	16XG-NYK4-6H3K	Streamlite Orange Box Spotlight (x2) - A	Invoice	03/05/2024	Streamlite Orange Box Spotlight (x2) - A	001-504-522-20-35-00	334.52
	17DR-VKNN-7CPH	Shop Parts	Invoice	03/01/2024	Shop Parts	050-511-522-60-34-01	39.36
	17DR-VKNN-L1L6	Cuisinart 4 Slice Toaster Oven- ST 82	Invoice	03/02/2024	Cuisinart 4 Slice Toaster Oven- ST 82	001-507-522-50-35-00	60.25
	19YV-WTHT-9P9D	5 PC 455 Key	Invoice	02/27/2024	5 PC 455 Key	001-504-522-20-35-00	12.40
	1C1F-VYVL-G1JV	Sphera X Mask x3/Climbing Carabiner	Invoice	03/01/2024	Sphera X Mask x7/Climbing Carabiner	001-514-522-20-31-09	980.48
	1C7T-VNTC-V4VX	Replacement Filter for Shop Vac - ST 8	Invoice	02/19/2024	Replacement Filter for Shop Vac - ST 8	001-507-522-50-31-00	17.25
	1FC4-H4DD-FY1P	Reciprocating Saw Blade (4pk)	Invoice	02/27/2024	Reciprocating Saw Blade (4pk)	001-504-522-20-48-02	124.05
	1FMG-DRJX-PG34	Shop Supplies	Invoice	02/24/2024	Shop Supplies	050-511-522-60-31-05	76.46
	1G1T-KTWG-9JJ3	MSA Respirator Filter (x6), Mask (x7) -	Invoice	03/06/2024	MSA Respirator Filter (x6), Mask (x7) -	001-514-522-20-31-11	333.65
	1GT6-V3DY-6JTC	Paper Mate Felt Tip Pens x2	Invoice	02/28/2024	Paper Mate Felt Tip Pens x2	001-502-522-10-31-00	21.52
	1GT6-V3DY-6X4C	Clear Case for iPhone x6	Invoice	02/28/2024	Clear Case for iPhone x6	001-513-522-10-35-00	118.60
	1H93-TT9T-VQGF	Shop Parts	Invoice	02/19/2024	Shop Parts	050-511-522-60-34-01	16.40
	1HCV-CF3R-7PVW	Metal Cutting Disc/Angle Grinder/Flap	Invoice	02/22/2024	Metal Cutting Disc/Angle Grinder/Flap	001-507-522-50-35-00	114.26
	1J6M-MMPP-DDW9	Shop Parts	Invoice	01/24/2024	Shop Parts	050-511-522-60-35-00	25.98
	1KTW-K4QP-7DGG	Handheld Electric Vacuum Cleaner x3	Invoice	02/21/2024	Handheld Electric Vacuum Cleaner x3	001-504-522-20-35-00	153.72
	1LQF-TN3D-JLLL	Door Latch Guard Plate - ST 31	Invoice	03/01/2024	Door Latch Guard Plate - ST 31	001-507-522-50-48-00	9.70
	1LY6-C6QY-JCDM	LED Light Bulb x4/Silicone Grease - ST	Invoice	02/28/2024	LED Light Bulb x4/Silicone Grease - ST	001-507-522-50-48-00	240.64
	1MD4-P9RR-GXWH	Keurig Single Serve Coffee Maker - ST	Invoice	02/17/2024	Keurig Single Serve Coffee Maker - ST	001-507-522-50-35-00	165.74
	1PTP-NXP4-X3Q1	Teflon Tape - ST 81	Invoice	02/25/2024	Teflon Tape - ST 81	001-507-522-50-31-00	6.11
	1RD3-HWJG-GJDV	Enamel Stock Pot w/Lid- ST 82	Invoice	02/17/2024	Enamel Stock Pot w/Lid- ST 82	001-507-522-50-35-00	43.71
	1RGR-PQJG-JKQK	Office Name Plate	Invoice	03/01/2024	Office Name Plate	001-502-522-10-31-00	14.10
	1RTJ-QNFC-T6N6	Heavy Duty Tool Organizer - ST 71 Wor	Invoice	03/03/2024	Heavy Duty Tool Organizer - ST 71 Wor	001-507-522-50-35-00	32.36
	1RVF-DT1Y-VR91	Wash Brushes - ST 72	Invoice	02/20/2024	Wash Brushes x3- ST 72	001-507-522-50-35-00	86.07
	1T6W-KF3M-TN3Q	Stackable Storage Organizer Bin - ST 31	Invoice	02/19/2024	Stackable Storage Organizer Bin - ST 31	001-507-522-50-35-00	67.47
	1TRM-LVTF-YQ4F	Workbench Supplies - ST 71	Invoice	02/25/2024	Workbench Supplies - ST 71	001-507-522-50-35-00	468.09
	1VMH-KCYH-6LFH	HydroFlec Glove x 2	Invoice	03/05/2024	HydroFlec Gloves x 2	001-507-522-50-31-00	148.88
	1VXM-V39M-GHW1	Rescue Rope x2	Invoice	02/23/2024	Rescue Rope x2	001-504-522-20-31-01	34.50
	1WC7-L9PG-61PR	Owl Smrt Video Conf. Camra/Wtrprf C	Invoice	02/28/2024	Owl Smrt Video Conf. Camra/Wtrprf C	001-506-522-45-35-00	1,185.77
	1WGD-9V3P-3FWW	Weber Grill Replacement Part- ST 33	Invoice	02/26/2024	Weber Grill Replacement Part- ST 33	001-507-522-50-31-00	42.93
	1WTM-MDHN-W6NR	Keurig K-Cup Pod Coffee Maker - ST 33	Invoice	03/03/2024	Keurig K-Cup Pod Coffee Maker - ST 33	001-507-522-50-35-00	176.95
	1Y9N-N9QD-MWC7	Industrial Grade Plug x 10	Invoice	02/18/2024	Industrial Grade Plug x 10	001-504-522-20-35-00	101.45
	1YKL-K6W7-7FGX	Handheld Electric Vacuum - ST 82	Invoice	02/21/2024	Handheld Electric Vacuum - ST 82	001-504-522-20-35-00	42.72
1967	AMERIGAS	24-00564					297.78
	3161431521	Propane Tank Rental (Pick Up Charge)	Invoice	02/27/2024	Propane Tank Rental (Pick Up Charge)	001-507-522-50-47-03	328.18
	405601371	Propane Tank Rental (Final Bill Credit)	Credit Memo	02/27/2024	Propane Tank Rental (Final Bill Credit)	001-507-522-50-47-03	-30.40

## Docket of Claims Register

APPKT01549 - 03.14.2024 Board Meeting ER

Vendor #	Vendor Name Payable Number	Docket/Claim # Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount Distribution Amount
0036	ANDGAR MECHANICAL LLC 18628	24-00565 Service Call (Installed New Motor/Blad	Invoice	02/27/2024	Service Call (Installed New Motor/Blad	001-507-522-50-48-00	3,257.26 2,233.28
	18650	HVAC Service Call/Repair (Thermostat	Invoice	02/29/2024	HVAC Service Call/Repair (Thermostat	001-507-522-50-48-00	1,023.98
1881	APPLIANCE MECHANIC 18620	24-00566 Dishwasher Srvc Call/Repair (Vents Blo	Invoice	02/27/2024	Dishwasher Srvc Call/Repair (Vents Blo	001-507-522-50-48-00	224.27 224.27
0040	ARAMARK UNIFORM SERVICES 6460344480	24-00567 Shop Supplies/Uniform Rental/Laundr	Invoice	02/29/2024	Shop Supplies/Uniform Rental/Laundr	050-511-522-60-41-04	467.50 84.94
	6560337389	Shop Towels, Floor Mat & Mop Supply	Invoice	02/15/2024	Shop Towels, Floor Mat & Mop Supply	001-507-522-50-48-00	31.93
	6560337390	Shop Supplies/Uniform Rental/Laundr	Invoice	02/15/2024	Shop Supplies/Uniform Rental/Laundr	050-511-522-60-41-04	84.64
	6560340262	Shop Supplies/Uniform Rental/Laundr	Invoice	02/22/2024	Shop Supplies/Uniform Rental/Laundr	050-511-522-60-41-04	82.32
	6560344479	Shop Towels, Floor Mat & Mop Supply	Invoice	02/29/2024	Shop Towels, Floor Mat & Mop Supply	001-507-522-50-48-00	16.41
	6560344480	Shop Supplies/Uniform Rental/Laundr	Invoice	02/29/2024	Shop Supplies/Uniform Rental/Laundr	050-511-522-60-41-04	84.94
	6560347356	Shop Supplies/Uniform Rental/Laundr	Invoice	03/07/2024	Shop Supplies/Uniform Rental/Laundr	050-511-522-60-41-04	82.32
1523	AT&T MOBILITY LLC 287332399606X02272024	24-00568 District Cell Phones (New)	Invoice	02/19/2024	District Cell Phones (New)	001-513-522-10-42-00	2,669.52 2,669.52
1523	AT&T MOBILITY LLC 287332399606X01272024	24-00569 District Cell Phones (New)	Invoice	01/19/2024	District Cell Phones (New)	001-513-522-10-42-00	176.24 176.24
1971	B&H FIRE AND SECURITY 6159	24-00570 Fire Alarm Service Call (Repaired Resist	Invoice	02/23/2024	Fire Alarm Service Call (Repaired Resisi	001-507-522-50-48-00	258.96 258.96
0065	BOUND TREE MEDICAL, LLC 82556825	24-00571 Medications & Medical Supplies	Invoice	02/21/2024	Medications & Medical Supplies	001-509-522-30-31-01	13,883.19 1,140.17
	85187802	Airway Mngmnt Trnr -Chld/Infnt x6 - C	Invoice	12/15/2023	Airway Mngmnt Trnr -Chld/Infnt x6 - C	001-509-522-20-35-00	4,838.85
	85239358	Medications & Medical Supplies	Invoice	02/05/2024	Medications & Medical Supplies	001-509-522-30-31-01	2,183.98
	85252625	Medications & Medical Supplies	Invoice	02/16/2024	Medications & Medical Supplies	001-509-522-30-31-01	524.50
	85260804	Medications & Medical Supplies	Invoice	02/26/2024	Medications & Medical Supplies	001-509-522-30-31-01	2,426.29
	85260805	Medications & Medical Supplies	Invoice	02/26/2024	Medications & Medical Supplies	001-509-522-30-31-01	2,134.62
	85260806	Medications & Medical Supplies	Invoice	02/26/2024	Medications & Medical Supplies	001-509-522-30-31-01	565.97
	85263992	Medical Supplies	Invoice	02/28/2024	Medical Supplies	001-509-522-30-31-01	68.81
2376	BOX ALARM GRILLES, LLC 10156	24-00572 Expandable metal letters for grille of a	Invoice	03/04/2024	Expandable metal letters for grille of a	301-504-594-22-64-02	3,244.00 3,244.00
0070	BRAKE & CLUTCH SUPPLY INC 126616	24-00573 Shop Parts	Invoice	02/26/2024	Shop Parts	050-511-522-60-34-01	706.22 706.22
0071	BRANDON GARDNER INV11047	24-00574 Per Diem Reimb. (2024 Battallion Chief	Invoice	02/19/2024	Per Diem Reimb. (2024 Battallion Chief	001-506-522-45-43-00	416.00 416.00

Docket of Claims Register

APPKT01549 - 03.14.2024 Board Meeting ER

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
	Payable Number	Payable Description					Distribution Amount
0073	BRAUN NORTHWEST INC	24-00575					2,574.89
	37287	Shop Parts	Invoice	01/04/2024	Shop Parts	050-511-522-60-34-01	54.51
	37309	Shop Parts	Invoice	01/15/2024	Shop Parts	050-511-522-60-34-01	250.00
	37353	Shop Parts	Invoice	01/25/2024	Shop Parts	050-511-522-60-34-01	82.19
	37354	Shop Parts	Invoice	01/25/2024	Shop Parts	050-511-522-60-34-01	301.40
	37355	Shop Parts	Invoice	01/25/2024	Shop Parts	050-511-522-60-34-01	1,192.39
	37356	Shop Parts	Invoice	01/25/2024	Shop Parts	050-511-522-60-34-01	179.25
	37357	Shop Parts	Invoice	01/25/2024	Shop Parts	050-511-522-60-34-01	86.84
	37358	Shop Parts	Invoice	01/25/2024	Shop Parts	050-511-522-60-34-01	79.86
	37415	Shop Parts	Invoice	02/12/2024	Shop Parts	050-511-522-60-34-01	54.65
	37416	Shop Parts	Invoice	02/12/2024	Shop Parts	050-511-522-60-34-01	293.80
0083	CAMILLE TABOR	24-00576					891.30
	INV11056	Per Diem Reimb (2024 NW Leadership	Invoice	03/11/2024	Per Diem Reimb (2024 NW Leadership	001-506-522-45-43-00	891.30
1913	CANON FINANCIAL SERVICES INC	24-00577					1,028.94
	32087610	Copier Machine Lease - Admin Bldg (C	Invoice	02/10/2024	Copier Machine Lease - Admin Bldg (C	001-512-591-22-70-00	296.60
	32087611	Copier Machine Lease - ST 81	Invoice	02/10/2024	Copier Machine Lease - ST 81	001-512-591-22-70-00	38.88
	32087612	Copier Machine Lease - ST 71	Invoice	02/10/2024	Copier Machine Lease - ST 71	001-512-591-22-70-00	325.02
	32087613	Copier Machine Lease - ST 31	Invoice	02/10/2024	Copier Machine Lease - ST 31	001-512-591-22-70-00	329.53
	32087614	Copier Machine Lease (DX527IF) - ST 8	Invoice	02/10/2024	Copier Machine Lease (DX527IF) - ST 8	001-512-591-22-70-00	38.91
0096	CENTRAL WELDING SUPPLY	24-00578					2,113.38
	0001990773	Oxygen Cylinder Exchange/Re-Fill (x7)	Invoice	02/19/2024	Oxygen Cylinder Exchange/Re-Fill (x7)	001-509-522-20-45-00	321.64
	0001991537	Oxygen Cylinder Exchange/Re-Fill (x3)	Invoice	02/20/2024	Oxygen Cylinder Exchange/Re-Fill (x3)	001-509-522-20-45-00	155.73
	0001992455	Oxygen Cylinder Exchange/Re-Fill (x9)	Invoice	02/21/2024	Oxygen Cylinder Exchange/Re-Fill (x9)	001-509-522-20-45-00	405.14
	0001995120	Oxygen Cylinder Exchange/Re-Fill (x10)	Invoice	02/26/2024	Oxygen Cylinder Exchange/Re-Fill (x10)	001-509-522-20-45-00	416.69
	0001995922	Oxygen Cylinder Exchange/Re-Fill (x3)	Invoice	02/27/2024	Oxygen Cylinder Exchange/Re-Fill (x3)	001-509-522-20-45-00	71.59
	0002002802	Oxygen Cylinder Rental (Inventory)	Invoice	03/08/2024	Oxygen Cylinder Rental (Inventory)	001-509-522-20-45-00	257.62
	0002003903	Oxygen Cylinder Rental (Inventory)	Invoice	02/29/2024	Oxygen Cylinder Rental (Inventory)	001-509-522-20-45-00	70.47
	0002006193	Oxygen Cylinder Exchange/Re-Fill (x4)	Invoice	03/04/2024	Oxygen Cylinder Exchange/Re-Fill (x4)	001-509-522-20-45-00	182.87
	0002007959	Oxygen Cylinder Exchange/Re-Fill (x5)	Invoice	03/06/2024	Oxygen Cylinder Exchange/Re-Fill (x5)	001-509-522-20-45-00	231.63
0099	CHAMPION BOLT & SUPPLY INC	24-00579					53.67
	775377	Shop Parts	Invoice	02/15/2024	Shop Parts	050-511-522-60-34-01	53.67
0101	CHINOOK LUMBER	24-00580					1,400.05
	2004279	Lumber OSB Sheathing (Fire Train. SC 8	Invoice	02/28/2024	Lumber OSB Sheathing (Fire Train. SC 8	001-506-522-45-31-03	1,400.05
1773	CHRIS STABLEIN	24-00581					416.00
	INV11046	Per Diem Reimb. (2024 Battallion Chief	Invoice	02/28/2024	Per Diem Reimb. (2024 Battallion Chief	001-506-522-45-43-00	416.00
0110	CITY OF MONROE	24-00582					888.53
	ST31-FEB24	Water, Stormwater & Sewer - ST 31	Invoice	03/11/2024	Water, Stormwater & Sewer - ST 31	001-507-522-50-47-02	888.53
0110	CITY OF MONROE	24-00583					499.40
	ADMIN-FEB24	Water, Stormwater & Sewer - Admin B	Invoice	03/05/2024	Water, Stormwater & Sewer - Admin B	001-507-522-50-47-02	254.69
						300-507-522-50-47-00	244.71



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0110	CITY OF MONROE ST31IRR-FEB24	24-00584 Water (Irrigation Meter) - ST 31	Invoice	03/05/2024	Water (Irrigation Meter) - ST 31	001-507-522-50-47-02	37.28 37.28
0110	CITY OF MONROE ST32-FEB24	24-00585 Water & Stormwater - ST 32	Invoice	03/05/2024	Water & Stormwater - ST 32	001-507-522-50-47-02	162.58 162.58
0123	COLBY TITLAND INV11049	24-00586 Per Diem Reimb. (2024 CPSE Excellenc	Invoice	03/03/2024	Per Diem Reimb. (2024 CPSE Excellenc	001-506-522-45-43-00	259.50 259.50
0126	COMCAST ST31-MARAPR24	24-00587 Internet Services - ST 31	Invoice	02/27/2024	Internet Services - ST 31	001-513-522-50-42-01	315.00 315.00
0127	COMDATA INC. 20406704	24-00588 Apparatus Fuel	Invoice	03/01/2024	Apparatus Fuel - EMS Apparatus Fuel - Suppression	001-509-522-20-32-00 001-504-522-20-32-00	2,276.35 1,138.17 1,138.18
0136	COURIERWEST 7700	24-00589 Mail Courier Monthly Service (Februar	Invoice	02/01/2024	Mail Courier Monthly Service (Februar	001-502-522-10-41-01	2,464.65 2,464.65
0138	CRESSY DOOR COMPANY, INC 193962	24-00590 Bay Door Srvc Call (Door Off Track/Rep	Invoice	02/26/2024	Bay Door Srvc Call (Door Off Track/Rep	001-507-522-50-48-00	366.86 366.86
0139	CROSS VALLEY WATER DISTRICT 3138506	24-00591 Water - ST 74/Logistics Bldg	Invoice	02/29/2024	Water - ST 74/Logistics Bldg	001-507-522-50-47-02	332.65 332.65
0139	CROSS VALLEY WATER DISTRICT 3138505	24-00592 Water - ST 71	Invoice	03/07/2024	Water - ST 71	001-507-522-50-47-02	542.49 542.49
0139	CROSS VALLEY WATER DISTRICT 3138507	24-00593 Water - ST 33	Invoice	02/29/2024	Water - ST 33	001-507-522-50-47-02	808.58 808.58
0300	DAVE JONKER INV11055	24-00594 Shop Uniform (Soft Soles) Reimburse	Invoice	03/01/2024	Shop Uniform (Soft Soles) Reimburse	050-511-522-60-31-01	27.28 27.28
1956	DICK'S TOWING, INC. 18273780 18274570	24-00595 Shop Parts Pierce Aerial Ladder Truck Towed (L71)	Invoice Invoice	02/13/2024 02/23/2024	Shop Parts Pierce Aerial Ladder Truck Towed (L71)	050-511-522-60-34-01 001-513-522-20-48-01	7,048.35 363.97 6,684.38
1600	DIRECTV, LLC 050747001X240302	24-00596 Cable/TV Services - ST 33	Invoice	03/21/2024	Cable/TV Services - ST 33	001-513-522-50-42-01	127.23 127.23
0166	DUNLAP INDUSTRIAL HARDWAR 393447-1	24-00597 Shop Parts	Invoice	02/09/2024	Shop Parts	050-511-522-60-34-01	254.62 254.62
2267	EDGE ANALYTICAL, INC. 24-04966 24-05543	24-00598 Hose Reel In Bay (Water Testing) - ST7 Hose Bib In Bay (Water Testing) - ST72	Invoice Invoice	02/26/2024 03/01/2024	Hose Reel In Bay (Water Testing) - ST7 Hose Bib In Bay (Water Testing) - ST72	001-507-522-50-48-00 001-507-522-50-48-00	132.00 99.00 33.00
1875	ELECTRONIC BUSINESS MACHINE AR271712 AR271720 AR271915 AR271961	24-00599 Copier Machine Usage - ST31 Copier Machine Usage - ST71 Copier Machine Usage - Admin Bldg (C Copier Machine Usage - ST81,82,82 Ac	Invoice Invoice Invoice Invoice	02/28/2024 02/28/2024 02/29/2024 03/28/2024	Copier Machine Usage - ST31 (2XK081 Copier Machine Usage - ST71 Copier Machine Usage - Admin Bldg (C Copier Machine Usage - Admn DAC,ST	001-502-522-10-31-00 001-502-522-10-31-00 001-502-522-10-31-00 001-502-522-10-31-00	395.42 7.65 5.91 279.60 102.26

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0176	ELITE LOCK & SAFE 40545	24-00600 TriFlow / Knox Boxes (Fire Inspectors)	Invoice	02/27/2024	TriFlow / Knox Boxes (Fire Inspectors)	001-505-522-30-35-00	24.62
2343	EMSCONNECT, LLC 10368	24-00601 EMS Subscription Monthly Dues (EMS)	Invoice	03/01/2024	EMS Subscription Monthly Dues (EMS)	001-509-522-20-49-01	1,414.50
1642	EVERGREEN POWER SYSTEMS, IN 36152 36164 36166	24-00602 Service Call (Install Lamps) - Admin 2n Electrical Service Call(Dedicated Outlet Service Call (Hose Tower) - ST31	Invoice Invoice Invoice	02/19/2024 02/19/2024 02/19/2024	Service Call (Install Lamps) - Admin 2n Electrical Service Call(Dedicated Outlet Service Call (Hose Tower) - ST31	001-507-522-50-48-00 001-507-522-50-48-00 001-507-522-50-48-00	6,050.25 830.68 3,288.24 1,931.33
2192	FIRE SERVICE REPAIR LLC 6404	24-00603 Shop Tools	Invoice	02/13/2024	Shop Tools	050-511-522-60-35-00	374.15
2121	FIRECOM INV351150	24-00604 Shop Parts	Invoice	02/26/2024	Shop Parts	050-511-522-60-34-01	422.45
2334	FIRST CLASS BUILDING SUPPLY A 3849	24-00605 Janitorial Monthly Services - DCYF/ADP	Invoice	03/04/2024	Janitorial Monthly Services - DCYF/ADP	001-507-522-50-41-00 300-507-522-50-41-00	2,687.00 1,370.37 1,316.63
0212	FIRSTWATCH FW111214	24-00606 FirstPass & FOAM Modules Monthly Su	Invoice	03/01/2024	FirstPass & FOAM Modules Monthly Su	001-509-522-20-49-02	635.00
0222	FREIGHTLINER NORTHWEST PC3040020311;01 PC304020274;01 PC304020326;01 PC304020339;01 PC304020347;01	24-00607 Shop Parts Shop Parts Shop Parts Shop Parts Shop Parts	Credit Memo Invoice Invoice Credit Memo Invoice	02/21/2024 02/21/2024 02/22/2024 02/22/2024 02/22/2024	Shop Parts Shop Parts Shop Parts Shop Parts Shop Parts	050-511-522-60-34-01 050-511-522-60-34-01 050-511-522-60-34-01 050-511-522-60-34-01 050-511-522-60-34-01	75.06 -75.06 75.06 75.06 -345.63 345.63

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Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
	Payable Number	Payable Description					Distribution Amount
0226	GALLS, LLC	24-00608					9,638.20
	027019606	Necktie, Silver Elastic Band (Hat)	Invoice	02/07/2024	Necktie, Silver Elastic Band (Hat)	001-504-522-20-31-07	64.98
	027019607	Dress Shoes (Academy Oxford),Silver B	Invoice	02/07/2024	Dress Shoes (Academy Oxford),Silver B	001-504-522-20-31-07	145.92
	027019642	1/2 Zip Turtleneck Sweatshirt & Embro	Invoice	02/07/2024	1/2 Zip Turtleneck Sweatshirt & Embro	001-504-522-20-31-07	110.75
	027031046	Duty Boots	Invoice	02/08/2024	Duty Boots	001-504-522-20-31-07	154.98
	027045963	Tactl Pnts(x2),Dufflle(x3), BckPck(x3), C	Invoice	02/09/2024	Tactl Pnts(x2),Dufflle(x3), BckPck(x3), C	001-504-522-20-31-07	1,007.44
	027047288	Duty Boots (x3)	Invoice	02/09/2024	Duty Boots (x3)	001-504-522-20-31-07	1,057.38
	027071928	Reflective Heat Press Back Design (x6)	Invoice	02/13/2024	Reflective Heat Press Back Design (x6)	001-504-522-20-31-07	78.66
	027082912	Duty Boots	Invoice	02/13/2024	Duty Boots	001-504-522-20-31-07	360.66
	027083982	Diamond Quilted Jacket	Invoice	02/14/2024	Diamond Quilted Jacket	001-504-522-20-31-07	98.10
	027084015	L/S Chief Shirt Black (x3)	Invoice	02/14/2024	L/S Chief Shirt Black (x3)	001-504-522-20-31-07	189.36
	027084032	Name Plate	Invoice	02/14/2024	Name Plate	001-504-522-20-31-07	26.58
	027084033	Name Plate	Invoice	02/14/2024	Name Plate	001-504-522-20-31-07	26.58
	027084108	Diamond Quilted Jacket	Invoice	02/14/2024	Diamond Quilted Jacket	001-504-522-20-31-07	108.04
	027094637	Uniform Metal Badge (x1)	Invoice	02/14/2024	Uniform Metal Badge (x1)	001-504-522-20-31-07	119.13
	027096030	L/S Polyester Command Shirt	Invoice	02/15/2024	L/S Polyester Command Shirt	001-504-522-20-31-07	27.54
	027096031	L/S Chief Shirt	Invoice	02/15/2024	L/S Chief Shirt	001-504-522-20-31-07	7.87
	027107928	Polyester/Wool Double Breasted Class	Invoice	02/16/2024	Polyester/Wool Double Breasted Class	001-504-522-20-31-07	488.68
	027117721	Quarter Boots	Invoice	02/16/2024	Quarter Boots	001-504-522-20-31-07	221.33
	027124764	Cargo Pants	Invoice	02/19/2024	Cargo Pants	001-504-522-20-31-07	219.90
	027124765	Cargo Pants	Invoice	02/19/2024	Cargo Pants	001-504-522-20-31-07	217.71
	027136977	Diamond Quilted Jacket	Invoice	02/20/2024	Diamond Quilted Jacket	001-504-522-20-31-07	325.44
	027136995	Duty Boots	Invoice	02/20/2024	Duty Boots	001-504-522-20-31-07	581.72
	027136996	Diamond Quilted Jacket	Invoice	02/20/2024	Diamond Quilted Jacket	001-504-522-20-31-07	99.16
	027137040	Dress/Uniform Shoes (Academy Oxford)	Invoice	02/20/2024	Dress/Uniform Shoes (Academy Oxford)	001-504-522-20-31-07	91.57
	027149217	L/S Polyester Command Shirt	Invoice	02/21/2024	L/S Polyester Command Shirt	001-504-522-20-31-07	189.36
	027149252	Leather Belt	Invoice	02/21/2024	Leather Belt	001-504-522-20-31-07	26.04
	027149265	Dress/Uniform Shoes (Academy Oxford)	Invoice	02/21/2024	Dress/Uniform Shoes (Academy Oxford)	001-504-522-20-31-07	68.92
	027149350	Softshell Fleece Jacket	Invoice	02/21/2024	Softshell Fleece Jacket	001-504-522-20-31-07	195.28
	027159953	Name Plate	Invoice	02/21/2024	Name Plate	001-504-522-20-31-07	26.56
	027161314	Name Plate	Invoice	02/22/2024	Name Plate	001-504-522-20-31-07	26.58
	027178277	Softshell Fleece Jacket (x3)	Invoice	02/23/2024	Softshell Fleece Jacket (x3)	001-504-522-20-31-07	191.82
	027182879	Quarter Boots	Invoice	02/23/2024	Quarter Boots	001-504-522-20-31-07	222.52
	027183278	1/4 Zip Fleece Pullover Sweatshirt (x2)	Invoice	02/23/2024	1/4 Zip Fleece Pullover Sweatshirt (x2)	001-504-522-20-31-07	196.74
	027194855	CARHARTT Bib Overalls (x2)	Invoice	02/26/2024	CARHARTT Bib Overalls (x2)	001-504-522-20-31-07	177.06
	027201362	Uniform Metal Badge (x8)	Invoice	02/26/2024	Uniform Metal Badge (x8)	001-504-522-20-31-07	953.04
	027208748	CARHARTT Bib Overalls	Invoice	02/27/2024	CARHARTT Bib Overalls	001-504-522-20-31-07	88.53
	027215681	L/S Womans Station Wear Shirt	Invoice	02/28/2024	L/S Womans Station Wear Shirt	001-504-522-20-31-07	87.96
	027215694	L/S DAC Polyester-Cotton Class A Shirt	Invoice	02/28/2024	L/S DAC Polyester-Cotton Class A Shirt	001-504-522-20-31-07	58.67
	027215703	Tactical 'TacLite Pro' Pants	Invoice	02/28/2024	Tactical 'TacLite Pro' Pants	001-504-522-20-31-07	53.88
	027215764	L/S Workrite Nomex Chief Shirt (x2)	Invoice	02/28/2024	L/S Workrite Nomex Chief Shirt (x2)	001-504-522-20-31-07	343.08
	027227775	Duty Boots	Invoice	02/28/2024	Duty Boots	001-504-522-20-31-07	360.66
	027228899	Industrial Pants (x2)	Invoice	02/29/2024	Industrial Pants (x2)	001-504-522-20-31-07	286.91

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	Payable Number	Payable Description					Distribution Amount
	027228900	Cargo Pants	Invoice	02/29/2024	Cargo Pants	001-504-522-20-31-07	217.71
	127190384	Class A Alterations	Invoice	02/26/2024	Class A Alteration	001-504-522-20-31-07	37.40
1571	GENERAL FIRE APPARATUS 18056	24-00609 Shop Parts	Invoice	02/27/2024	Shop Parts	050-511-522-60-34-01	1,661.79
1811	GEOFFREY JACOBS INV11050	24-00610 Duty Boot Reimbursement	Invoice	02/03/2024	Duty Boot Reimbursement	001-504-522-20-31-07	234.25
0238	GRAINGER	24-00611					3,888.45
	9024205768	Station Operating Supplies	Invoice	02/19/2024	Station Operating Supplies	001-507-522-50-31-00	177.06
	9034412180	Station Operating Supplies	Invoice	02/27/2024	Station Operating Supplies	001-507-522-50-31-00	358.85
	9042180597	Station Operating Supplies	Invoice	03/05/2024	Station Operating Supplies	001-507-522-50-31-00	540.69
	9042180605	Station Operating Supplies	Invoice	03/05/2024	Station Operating Supplies	001-507-522-50-31-00	125.86
	9042180613	Station Operating Supplies	Invoice	03/05/2024	Station Operating Supplies	001-507-522-50-31-00	230.58
	9042405846	Station Operating Supplies	Invoice	03/05/2024	Station Operating Supplies	001-507-522-50-31-00	480.81
	9042405853	Station Operating Supplies	Invoice	03/05/2024	Station Operating Supplies	001-507-522-50-31-00	202.72
	9042405861	Station Operating Supplies	Invoice	03/05/2024	Station Operating Supplies	001-507-522-50-31-00	98.54
	9042405879	Station Operating Supplies	Invoice	03/05/2024	Station Operating Supplies	001-507-522-50-31-00	289.34
	9042405887	Station Operating Supplies	Invoice	03/05/2024	Station Operating Supplies	001-507-522-50-31-00	830.79
	9042405895	Station Operating Supplies	Invoice	03/05/2024	Station Operating Supplies	001-507-522-50-31-00	71.03
	9042405903	Station Operating Supplies	Invoice	03/05/2024	Station Operating Supplies	001-507-522-50-31-00	153.21
	9042514712	Station Operating Supplies	Invoice	03/05/2024	Station Operating Supplies	001-507-522-50-31-00	203.17
	9043233783	Station Operating Supplies	Invoice	03/06/2024	Station Operating Supplies	001-507-522-50-31-00	62.87
	9043233791	Station Operating Supplies	Invoice	03/06/2024	Station Operating Supplies	001-507-522-50-31-00	62.93
1630	HANDTEVY INV-9205	24-00612 Handtevy Mobile Annual SubscriptionR	Invoice	02/19/2024	Handtevy Mobile Annual SubscriptionR	001-509-522-20-49-02	6,963.60
0252	HEALTHFORCE PARTNERS INC. 25511	24-00613 Pre-Employment / New Hire Physicals	Invoice	02/26/2024	Pre-Employment / New Hire Physicals	001-510-522-20-41-06	2,460.00
0257	HIGHWAY AUTO SUPPLY 691047	24-00614 Shop Parts	Invoice	02/06/2024	Shop Parts	050-511-522-60-34-01	45.77
0258	HILL STREET CLEANERS 11192	24-00615 Uniform Repairs, Alteratns & Name/Pa	Invoice	03/04/2024	Uniform Repairs, Alteratns & Name/Pa	001-504-522-20-31-07	90.53
1878	IMS ALLIANCE 24-0638 24-0752	24-00616 Passport Tag Collector (x8), Name Tag Passport Name Tag (x4)	Invoice Invoice	02/21/2024 03/05/2024	Passport Tag Collector (x8), Name Tag Passport Name Tag (x4)	001-504-522-20-31-01 001-504-522-20-31-01	82.87 69.22 13.65
0276	IRON MOUNTAIN INC 202833065	24-00617 OffSite Server Data Storage Services (N	Invoice	02/29/2024	OffSite Server Data Storage Services (N	001-513-522-10-41-04	939.40
0277	ISOUTSOURCE CW292206 CW292399 CW292731	24-00618 IT Services IT Services IT Services	Invoice Invoice Invoice	02/26/2024 02/29/2024 02/29/2024	IT Services IT Services IT Services	001-513-522-10-41-04 001-513-522-10-41-04 001-513-522-10-41-04	15,671.29 606.08 1,593.30 13,471.91

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2382	JUSTIN SWIFT INV11074	24-00619 CDL Renewal Reimbursement	Invoice	01/31/2024	CDL Renewal Reimbursement	001-507-522-50-49-00	272.95 272.95
0305	JUSTYN SHEVLIN INV11044	24-00620 Per Diem Reimb. (2024 Battallion Chief	Invoice	03/01/2024	Per Diem Reimb. (2024 Battallion Chief	001-506-522-45-43-00	352.00 352.00
0313	KENT D. BRUCE CO., LLC 15286 15304	24-00621 Shop Parts Shop Parts	Invoice Invoice	02/08/2024 02/13/2024	Shop Parts Shop Parts	050-511-522-60-34-01 050-511-522-60-34-01	1,096.13 460.91 635.22
0349	L.N. CURTIS & SONS INV778563 INV796371 INV798235 INV800222	24-00622 Shop Parts Hook cluster Bunker Boots Bunker boots	Invoice Invoice Invoice Invoice	12/29/2023 02/27/2024 02/29/2024 03/07/2024	Shop Parts Hook cluster Bunker Boots Bunker boots	050-511-522-60-34-01 001-504-522-20-35-00 303-504-594-20-64-04 303-504-594-20-64-04	3,549.84 148.73 808.76 1,948.47 643.88
1879	LAKE STEVENS SEWER DISTRICT ST81-MAR24	24-00623 Sewer - ST 81 (Account 6681.01)	Invoice	03/01/2024	Sewer - ST 81	001-507-522-50-47-02	99.00 99.00
1879	LAKE STEVENS SEWER DISTRICT ST82-MAR24	24-00624 Sewer - ST 82 (Account 3655.01)	Invoice	03/01/2024	Sewer - ST 82	001-507-522-50-47-02	198.00 198.00
1835	LEAH SCHOOF INV11052	24-00625 Lunch - Finance/Audit Meeting Reimb.	Invoice	02/23/2024	Lunch - Finance/Audit Meeting Reimb.	001-502-522-10-49-06	57.20 57.20
1596	LEMAY MOBILE SHREDDING 4831905S185	24-00626 OnSite Mobile Shredding Services - ST	Invoice	03/01/2024	OnSite Mobile Shredding Services - ST	001-502-522-10-41-01	52.00 52.00
0350	LOCUTION SYSTEMS INC. 124159	24-00627 PrimeAlert FSA System Annual Maint. i	Invoice	03/01/2024	PrimeAlert FSA System Annual Maint. i	001-513-522-10-49-04	24,024.85 24,024.85
2348	MATTHEW J. BEECROFT MAR2024	24-00628 EMS Servcs Contract: Medcial Supervis	Invoice	03/01/2024	EMS Servcs Contract: Medcial Supervis	001-509-522-20-41-02	4,000.00 4,000.00
1800	MICHAEL EAGLE INV11045	24-00629 Per Diem Reimb. (2024 Battallion Chief	Invoice	03/05/2024	Per Diem Reimb. (2024 Battallion Chief	001-506-522-45-43-00	416.00 416.00

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Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
	Payable Number	Payable Description					Distribution Amount
0380	MONROE PARTS HOUSE	24-00630					12,254.58
	658202	Shop Parts	Invoice	02/05/2024	Shop Parts	050-511-522-60-34-01	6.80
	957754	Shop Parts	Invoice	02/01/2024	Shop Parts	050-511-522-60-34-01	1,308.37
	957764	Shop Parts	Invoice	02/01/2024	Shop Parts	050-511-522-60-34-01	74.95
	957853	Shop Parts	Invoice	02/01/2024	Shop Parts	050-511-522-60-34-01	620.53
	957859	Shop Parts	Credit Memo	02/01/2024	Shop Parts	050-511-522-60-34-01	-88.61
	958148	Shop Parts	Invoice	02/05/2024	Shop Parts	050-511-522-60-34-01	12.30
	958158	Shop Parts	Credit Memo	02/05/2024	Shop Parts	050-511-522-60-34-01	-88.61
	958192	Shop Parts	Invoice	02/05/2024	Shop Parts	050-511-522-60-34-01	380.60
	958193	Shop Parts	Invoice	02/05/2024	Shop Parts	050-511-522-60-34-01	87.87
	958261	Shop Parts	Invoice	02/05/2024	Shop Parts	050-511-522-60-34-01	15.29
	958269	Shop Parts	Invoice	02/05/2024	Shop Parts	050-511-522-60-34-01	9.33
	958281	Shop Parts	Invoice	02/05/2024	Shop Parts	050-511-522-60-34-01	72.90
	958283	Shop Parts	Credit Memo	02/05/2024	Shop Parts	050-511-522-60-34-01	-56.87
	958298	Shop Parts	Invoice	02/05/2024	Shop Parts	050-511-522-60-34-01	8.43
	958330	Shop Parts	Invoice	02/06/2024	Shop Parts	050-511-522-60-34-01	250.29
	958377	Shop Parts	Invoice	02/06/2024	Shop Parts	050-511-522-60-34-01	66.26
	958378	Shop Parts	Invoice	02/06/2024	Shop Parts	050-511-522-60-34-01	17.27
	958380	Shop Parts	Invoice	02/06/2024	Shop Parts	050-511-522-60-34-01	33.43
	958384	Shop Parts	Invoice	02/06/2024	Shop Parts	050-511-522-60-34-01	130.25
	958386	Shop Parts	Credit Memo	02/06/2024	Shop Parts	050-511-522-60-34-01	-25.95
	958448	Shop Parts	Invoice	02/06/2024	Shop Parts	050-511-522-60-34-01	265.74
	958449	Shop Parts	Invoice	02/06/2024	Shop Parts	050-511-522-60-34-01	108.74
	958472	Shop Parts	Credit Memo	02/07/2024	Shop Parts	050-511-522-60-34-01	-40.48
	958488	Shop Parts	Credit Memo	02/07/2024	Shop Parts	050-511-522-60-34-01	-130.25
	958490	Shop Parts	Invoice	02/07/2024	Shop Parts	050-511-522-60-34-01	198.88
	958505	Shop Parts	Invoice	02/07/2024	Shop Parts	050-511-522-60-34-01	124.04
	958517	Shop Parts	Invoice	02/07/2024	Shop Parts	050-511-522-60-34-01	99.58
	958518	Shop Parts	Invoice	02/07/2024	Shop Parts	050-511-522-60-34-01	54.14
	958538	Shop Parts	Invoice	02/07/2024	Shop Parts	050-511-522-60-34-01	22.57
	958557	Shop Parts	Invoice	02/07/2024	Shop Parts	050-511-522-60-34-01	6.80
	958586	Shop Parts	Invoice	02/07/2024	Shop Parts	050-511-522-60-34-01	18.89
	958589	Shop Parts	Invoice	02/07/2024	Shop Parts	050-511-522-60-34-01	330.80
	958650	Shop Parts	Credit Memo	02/08/2024	Shop Parts	050-511-522-60-34-01	-124.04
	958725	Shop Parts	Invoice	02/08/2024	Shop Parts	050-511-522-60-34-01	537.91
	958754	Shop Parts	Invoice	02/08/2024	Shop Parts	050-511-522-60-34-01	69.90
	958760	Shop Parts	Invoice	02/08/2024	Shop Parts	050-511-522-60-34-01	11.90
	958794	Shop Parts	Invoice	02/09/2024	Shop Parts	050-511-522-60-34-01	67.18
	958842	Shop Parts	Invoice	02/09/2024	Shop Parts	050-511-522-60-34-01	474.46
	958847	Shop Parts	Invoice	02/09/2024	Shop Parts	050-511-522-60-34-01	121.09
	958855	Shop Parts	Credit Memo	02/09/2024	Shop Parts	050-511-522-60-34-01	-73.29
	958871	Shop Parts	Invoice	02/09/2024	Shop Parts	050-511-522-60-34-01	15.09
	958884	Shop Parts	Credit Memo	02/09/2024	Shop Parts	050-511-522-60-34-01	-156.44

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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
	959249	Shop Parts	Invoice	02/13/2024	Shop Parts	050-511-522-60-34-01	9.33
	959309	Shop Parts	Invoice	02/13/2024	Shop Parts	050-511-522-60-34-01	16.23
	959334	Shop Parts	Invoice	02/13/2024	Shop Parts	050-511-522-60-34-01	34.55
	959358	Shop Supplies	Invoice	02/13/2024	Shop Supplies	050-511-522-60-31-05	17.49
	959381	Shop Parts	Invoice	02/13/2024	Shop Parts	050-511-522-60-34-01	216.23
	959386	Shop Parts	Invoice	02/13/2024	Shop Parts	050-511-522-60-34-01	797.71
	959398	Shop Parts	Credit Memo	02/14/2024	Shop Parts	050-511-522-60-34-01	-121.57
	959402	Shop Parts	Invoice	02/14/2024	Shop Parts	050-511-522-60-34-01	523.52
	959412	Shop Supplies	Invoice	02/14/2024	Shop Supplies	050-511-522-60-31-05	32.75
	959423	Shop Parts	Invoice	02/14/2024	Shop Parts	050-511-522-60-34-01	41.56
	959458	Shop Parts	Invoice	02/14/2024	Shop Parts	050-511-522-60-34-01	67.48
	959525	Shop Parts	Invoice	02/15/2024	Shop Parts	050-511-522-60-34-01	94.24
	959540	Shop Parts	Credit Memo	02/15/2024	Shop Parts	050-511-522-60-34-01	-39.38
	959568	Shop Parts	Invoice	02/15/2024	Shop Parts	050-511-522-60-34-01	3.13
	959706	Shop Parts	Invoice	02/16/2024	Shop Parts	050-511-522-60-34-01	57.81
	959736	Shop Parts	Invoice	02/16/2024	Shop Parts	050-511-522-60-34-01	119.44
	959740	Shop Parts	Invoice	02/16/2024	Shop Parts	050-511-522-60-34-01	3.30
	959741	Shop Parts	Invoice	02/16/2024	Shop Parts	050-511-522-60-34-01	54.14
	959777	Shop Parts	Invoice	02/16/2024	Shop Parts	050-511-522-60-34-01	34.44
	959781	Shop Parts	Invoice	02/16/2024	Shop Parts	050-511-522-60-34-01	261.75
	959784	Shop Parts	Invoice	02/16/2024	Shop Parts	050-511-522-60-34-01	261.76
	959787	Shop Parts	Credit Memo	02/16/2024	Shop Parts	050-511-522-60-34-01	-261.75
	959788	Shop Parts	Invoice	02/16/2024	Shop Parts	050-511-522-60-34-01	89.00
	960168	Shop Parts	Invoice	02/20/2024	Shop Parts	050-511-522-60-34-01	60.60
	960212	Shop Parts	Credit Memo	02/20/2024	Shop Parts	050-511-522-60-34-01	-19.69
	960230	Shop Parts	Invoice	02/20/2024	Shop Parts	050-511-522-60-34-01	354.61
	960233	Shop Parts	Invoice	02/20/2024	Shop Parts	050-511-522-60-34-01	1,241.06
	960242	Shop Parts	Credit Memo	02/20/2024	Shop Parts	050-511-522-60-34-01	-177.23
	960257	Shop Parts	Invoice	02/21/2024	Shop Parts	050-511-522-60-34-01	149.29
	960460	Shop Parts	Invoice	02/22/2024	Shop Parts	050-511-522-60-34-01	45.25
	960484	Shop Parts	Invoice	02/22/2024	Shop Parts	050-511-522-60-34-01	68.89
	960536	Shop Parts	Invoice	02/23/2024	Shop Parts	050-511-522-60-34-01	37.38
	960553	Shop Parts	Invoice	02/23/2024	Shop Parts	050-511-522-60-34-01	344.97
	960560	Shop Parts	Invoice	02/23/2024	Shop Parts	050-511-522-60-34-01	127.99
	960591	Shop Parts	Invoice	02/23/2024	Shop Parts	050-511-522-60-34-01	357.50
	960594	Shop Parts	Invoice	02/23/2024	Shop Parts	050-511-522-60-34-01	51.19
	960819	Shop Parts	Invoice	02/26/2024	Shop Parts	050-511-522-60-34-01	4.42
	960831	Shop Parts	Invoice	02/26/2024	Shop Parts	050-511-522-60-34-01	54.14
	960834	Shop Parts	Invoice	02/26/2024	Shop Parts	050-511-522-60-34-01	24.00
	960854	Shop Parts	Invoice	02/26/2024	Shop Parts	050-511-522-60-34-01	86.99
	960859	Shop Parts	Invoice	02/26/2024	Shop Parts	050-511-522-60-34-01	15.09
	960940	Shop Parts	Invoice	02/26/2024	Shop Parts	050-511-522-60-34-01	11.78
	960984	Shop Parts	Invoice	02/27/2024	Shop Parts	050-511-522-60-34-01	133.62

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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
	960985	Shop Parts	Invoice	02/27/2024	Shop Parts	050-511-522-60-34-01	498.81
	961067	Shop Parts	Invoice	02/27/2024	Shop Parts	050-511-522-60-34-01	32.75
	961069	Shop Parts	Invoice	02/27/2024	Shop Parts	050-511-522-60-34-01	13.76
	961113	Shop Parts	Invoice	02/27/2024	Shop Parts	050-511-522-60-34-01	109.68
	961116	Shop Parts	Credit Memo	02/27/2024	Shop Parts	050-511-522-60-34-01	-127.95
	961125	Shop Parts	Invoice	02/28/2024	Shop Parts	050-511-522-60-34-01	420.88
	961141	Shop Parts	Invoice	02/28/2024	Shop Parts	050-511-522-60-34-01	353.83
	961143	Shop Parts	Credit Memo	02/28/2024	Shop Parts	050-511-522-60-34-01	-80.45
	961169	Shop Parts	Credit Memo	02/28/2024	Shop Parts	050-511-522-60-34-01	-66.95
	961175	Shop Parts	Invoice	02/28/2024	Shop Parts	050-511-522-60-34-01	59.89
	961176	Shop Parts	Invoice	02/28/2024	Shop Parts	050-511-522-60-34-01	618.46
	961188	Shop Parts	Invoice	02/28/2024	Shop Parts	050-511-522-60-34-01	25.58
	961239	Shop Parts	Invoice	02/28/2024	Shop Parts	050-511-522-60-34-01	54.47
	961240	Shop Parts	Invoice	02/28/2024	Shop Parts	050-511-522-60-34-01	4.51
	961257	Shop Parts	Invoice	02/28/2024	Shop Parts	050-511-522-60-34-01	7.35
	961264	Shop Parts	Invoice	02/28/2024	Shop Parts	050-511-522-60-34-01	65.87
	961368	Shop Parts	Invoice	02/29/2024	Shop Parts	050-511-522-60-34-01	61.23
	961371	Shop Parts	Invoice	02/29/2024	Shop Parts	050-511-522-60-34-01	79.81
0387	MUNICIPAL EMERGENCY SERVIC	24-00631					4,023.33
	IN2015260	Breathing Air Compressor Prevent. Ma	Invoice	02/28/2024	Breathing Air Compressor Prevent. Ma	001-504-522-20-41-01	1,524.47
	IN2015588	SEEK THERMAL Imaging Repair (Battery	Invoice	02/29/2024	SEEK THERMAL Imaging Repair (Battery	001-504-522-20-48-02	75.53
	IN2018011	SCBA Flow Test (Repair/Maint/Evaluati	Invoice	03/05/2024	SCBA Flow Test (Repair/Maint/Evaluati	001-504-522-20-48-12	165.63
	IN2018771	Bunker gloves	Invoice	03/06/2024	Bunker gloves	303-504-594-20-64-04	2,257.70
0400	NATIONAL HOSE TESTING SPECI/A	24-00632					974.00
	51363	Lazy Susan (x2)	Invoice	02/28/2024	Lazy Susans (x2)	001-504-522-20-35-00	974.00
2358	NORTHWEST PROPANE LLC	24-00633					1,388.13
	U019C841	OnSite Mobile Propane Delivery (235g;	Invoice	03/05/2024	OnSite Mobile Propane Delivery (235g;	001-507-522-50-47-03	583.92
	U0267745	OnSite Mobile Propane Delivery (327g;	Invoice	02/27/2024	OnSite Mobile Propane Delivery (327g;	001-507-522-50-47-03	804.21
0424	NORTHWEST SAFETY CLEAN	24-00634					945.15
	24-44615	Bunker Gear Cleaning, Repairs & Alterz	Invoice	02/20/2024	Bunker Gear Cleaning, Repairs & Alterz	001-504-522-20-48-11	214.45
	24-44616	Bunker Gear Cleaning, Repairs & Alterz	Invoice	02/20/2024	Bunker Gear Cleaning, Repairs & Alterz	001-504-522-20-48-11	730.70
2176	NORTHWEST TROPHY & AWARD	24-00635					165.15
	226331	Retirement Flag Display Case Engraved	Invoice	02/16/2024	Retirement Flag Display Case Engraved	001-502-522-10-49-07	165.15
1549	NRS	24-00636					6,487.36
	1522611	WRSI Helmets, Tact. Gloves, Wetshoes	Invoice	02/14/2024	WRSI Helmets, Tact. Gloves, Wetshoes	001-514-522-20-35-03	4,857.75
	1525117	ATB Wetshoe (x2), WRSI Helemt Phant	Invoice	02/22/2024	ATB Wetshoe (x2), WRSI Helemt Phant	001-514-522-20-35-03	1,629.61
2333	OAC SERVICES, INC.	24-00637					27,227.45
	148069	Professional Services CM Labor/Constr	Invoice	03/11/2024	Professional Services CM Labor/Constr	300-507-594-50-62-31	1,743.30
					Professional Services CM Labor/Constr	300-507-594-50-62-83	1,372.50
	148086	Professional Services CM Labor/Eval/A	Invoice	03/11/2024	Professional Services CM Labor/Eval/A	300-507-594-50-62-32	16,846.55
					Professional Services CM Labor/Eval/A	300-507-594-50-62-81	7,265.10



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Vendor #	Vendor Name Payable Number	Docket/Claim # Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount Distribution Amount
2252	ODP BUSINESS SOLUTIONS, LLC 354777244001	24-00638 Admin Supplies	Invoice	02/21/2024	Admin Supplies	001-502-522-10-31-00	690.15 228.76
	356350817001	Tape x3/Ink x3/Pen x5 - ST 74	Invoice	02/29/2024	Tape x3/Ink x3/Pen x5 - ST 74	001-502-522-10-31-00	382.56
	356377300001	Screen Cleaner Wipes - ST 74	Invoice	02/29/2024	Screen Cleaner Wipes - ST 74	001-502-522-10-31-00	12.94
	356377864001	Postal Scale - ST 74	Invoice	02/29/2024	Postal Scale - ST 74	001-502-522-10-35-00	32.77
	357005352001	Index Cards/Post It -ST 71	Invoice	02/27/2024	Index Cards/Post It -ST 71	001-502-522-10-31-00	33.12
0185	OPERATIVE IQ 58606	24-00639 2024 Operative IQ "Engage" Conferenc	Invoice	02/26/2024	2024 Operative IQ "Engage" Conferenc	001-507-522-45-49-02	4,694.45 2,025.00
	59142	Operative IQ License/Maintenance Fee	Invoice	03/01/2024	Fleet Mgmt Licenses/Sandbox Maint	001-513-522-10-49-04	749.91
					Operative IQ Inventory/Asset Mngmnt	001-509-522-20-49-02	1,811.64
					RFID Data Service License Fee	001-513-522-10-49-04	107.90
2332	OTTO ROSENAU & ASSOCIATES, 89131	24-00640 Profess. Srvc (Fire,Cncrt,Struct.,Anchr I	Invoice	03/01/2024	Profess. Srvc (Fire,Cncrt,Struct.,Anchr I	300-507-594-50-62-83	1,916.00 1,916.00
0451	PACIFIC POWER BATTERIES 17146647	24-00641 Scene Light Batteries (Repair E77)	Invoice	02/13/2024	Scene Light Batteries (Repair E77)	001-504-522-20-48-02	50.67 50.67
2367	PACIFICA LAW GROUP LLP 89077	24-00642 Progressive Design Bldg Projects (Cont	Invoice	03/11/2024	Progressive Design Bldg Projects (Cont	001-512-522-10-41-03	4,180.00 4,180.00
0466	PETROCARD, INC. C399262	24-00643 OnSite Mobile Fueling Service - ST 71,	Invoice	02/29/2024	OnSite Mobile Fueling Service - ST 71,	001-504-522-20-32-00	2,675.43 243.92
						001-509-522-20-32-00	243.93
	C410016	OnSite Mobile Fueling Service - ST 71,	Invoice	03/06/2024	OnSite Mobile Fueling Service - ST 71,	001-504-522-20-32-00	1,093.79
						001-509-522-20-32-00	1,093.79
0308	PROPERTY MAINTENANCE COM/ SRFR 033124.1	24-00644 Property Management Monthly Servic	Invoice	03/01/2024	Property Management Monthly Servic	001-507-522-50-41-00	820.50 418.46
						300-507-522-50-41-00	402.04
0483	PUGET SOUND ENERGY ST71-JANFEB24	24-00645 Natural Gas - ST 71	Invoice	02/13/2024	Natural Gas - ST 71	001-507-522-50-47-03	894.18 894.18
0483	PUGET SOUND ENERGY ST72-JANFEB24	24-00646 Natural Gas - ST 72	Invoice	02/15/2024	Natural Gas - ST 72	001-507-522-50-47-03	433.87 433.87
0483	PUGET SOUND ENERGY ST74-JANFEB24	24-00647 Natural Gas - ST 74/Logistics Bldg	Invoice	02/12/2024	Natural Gas - ST 74/Logistics Bldg	001-507-522-50-47-03	378.72 378.72
0483	PUGET SOUND ENERGY ST73-JANFEB24	24-00648 Natural Gas - ST 73	Invoice	02/12/2024	Natural Gas - ST 73	001-507-522-50-47-03	383.59 383.59
0483	PUGET SOUND ENERGY ST77-JANFEB24	24-00649 Natural Gas - ST 77	Invoice	02/15/2024	Natural Gas - ST 77	001-507-522-50-47-03	322.66 322.66
0483	PUGET SOUND ENERGY ST33-JANFEB24	24-00650 Natural Gas - ST 33	Invoice	02/09/2024	Natural Gas - ST 33	001-507-522-50-47-03	758.56 758.56

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	Payable Number	Payable Description					Distribution Amount
0484	PURCELL TIRE & SERVICE CENTE	24-00651					5,143.89
	24264824	Shop Parts	Invoice	12/29/2023	Shop Parts	050-511-522-60-34-01	7,242.55
	24265369	Shop Parts	Credit Memo	01/17/2024	Shop Parts	050-511-522-60-34-01	-5,773.91
	24265681	Shop Parts	Invoice	01/29/2024	Shop Parts	050-511-522-60-34-01	643.81
	24265833	Shop Parts	Invoice	02/08/2024	Shop Parts	050-511-522-60-34-01	3,031.44
1937	RAIRDON'S OF MONROE	24-00652					235.43
	21531	Shop Parts	Invoice	02/21/2024	Shop Parts	050-511-522-60-34-01	235.43
1533	REHN & ASSOCIATES	24-00653					112.00
	INV-00200946	COBRA Rights Notice Letter (x4)	Invoice	01/31/2024	COBRA Rights Notice Letter (x4)	001-502-522-10-41-01	112.00
0494	REPUBLIC SERVICES #197	24-00654					274.77
	0197-003311460	Refuse - ST 32	Invoice	02/29/2024	Refuse - ST 32	001-507-522-50-47-04	274.77
0494	REPUBLIC SERVICES #197	24-00655					336.72
	0197-003310768	Refuse - ST 31	Invoice	02/29/2024	Refuse - ST 31	001-507-522-50-47-04	336.72
0494	REPUBLIC SERVICES #197	24-00656					276.59
	0197-003311411	Refuse - Admin Building	Invoice	08/29/2024	Refuse - Admin Building	001-507-522-50-47-04 300-507-522-50-47-00	141.06 135.53
0494	REPUBLIC SERVICES #197	24-00657					113.20
	0197-003311749	Recycling - ST 32	Invoice	02/29/2024	Recycling - ST 32	001-507-522-50-47-04	113.20
0494	REPUBLIC SERVICES #197	24-00658					793.45
	0197-003311393	Recycling - ST 31	Invoice	02/29/2024	Recycling - ST 31	001-507-522-50-47-04	793.45
1662	RIDGID PLUMBING AND DRAIN S	24-00659					2,006.75
	5453	Repaired/Snaked & Cleared Bathrm Dr	Invoice	03/04/2024	Repaired/Snaked & Cleared Bathrm Dr	001-507-522-50-48-00	2,006.75
2380	ROBERT HALF	24-00660					1,422.72
	63297312	Temporary Position (Human Resource)	Invoice	03/05/2024	Temporary Position (Human Resource)	001-503-522-10-41-01	1,422.72
1826	RYAN LOWE	24-00661					391.00
	INV11048	Per Diem Reimb. (2024 Battallion Chief	Invoice	02/16/2024	Per Diem Reimb. (2024 Battallion Chief	001-506-522-45-43-00	391.00
1787	SCOTT BOSWELL	24-00662					1,528.00
	INV11054	Tuition Reimbursement (BIO1302/FIR :	Invoice	03/07/2024	Tuition Reimbursement (BIO1302/FIR :	001-506-522-45-49-10	1,528.00
2313	SCOTT DOTSON	24-00663					399.27
	INV11051	Tuition Registration Reimb. & Text Boo	Invoice	02/27/2024	Tuition Registration Reimb. & Text Boo	001-503-522-45-49-02	399.27
1776	SEATTLE CITY LIGHT	24-00664					55.09
	PMAPT-JANMAR24	Electricity - Paramedic Students Apartr	Invoice	03/06/2024	Electricity - Paramedic Students Apartr	001-506-522-45-49-37	55.09
0543	SIKORA ASSOCIATES LLC	24-00665					7,166.67
	CLT/OHA-2024-2	2024 Organizational Health Assesmm	Invoice	01/22/2024	2024 Organizational Health Assesmm	001-502-522-10-41-01	7,166.67
0544	SILVER LAKE WATER	24-00666					117.75
	ST77-FEB2024	Water & Sewer - ST 77	Invoice	02/29/2024	Water & Sewer - ST 77	001-507-522-50-47-02	117.75
0544	SILVER LAKE WATER	24-00667					185.30
	ST77FM-FEB2024	Water (Fire Meter) - ST 77	Invoice	02/29/2024	Water (Fire Meter) - ST 77	001-507-522-50-47-02	185.30

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Vendor #	Vendor Name Payable Number	Docket/Claim # Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount Distribution Amount
0546	SISKUN POWER EQUIPMENT 467767	24-00668 MS462 Rescue Chain Saw & 20In Saw	Invoice	12/05/2024	MS462 Rescue Chain Saw & 20In Saw	001-504-522-20-35-00	3,299.89 2,707.94
	469117	ChainSaw Repr Parts (Tens,Hose Kit,Cv	Invoice	02/16/2024	ChainSaw Repr Parts (Tens,Hose Kit,Cv	001-504-522-20-48-02	216.00
	469402	4 Cases/16 - Bar & Chain Oil (Stock/Inv	Invoice	02/29/2024	4 Cases/16 - Bar & Chain Oil (Stock/Inv	001-504-522-20-48-02	375.95
0550	SMARSH INC INV-156426	24-00669 Electronic Communications Archiving S	Invoice	02/29/2024	Electronic Communications Archiving S	001-513-522-10-41-04	114.94 114.94
1547	SNOHOMISH COUNTY 911 6945	24-00670 Monthly Dispatch Services (Assessmen	Invoice	03/01/2024	Monthly Dispatch Services (Assessmen	001-504-528-00-41-00 001-509-528-00-41-00	92,284.28 17,791.47 71,165.88
	6952	Monthly EPCR	Invoice	03/01/2024	Monthly Electronic Patient Care Repor	001-509-522-20-49-02	1,088.53
	6978	Managed Laptop Leases (Monthly)	Invoice	03/01/2024	Managed Laptop Leases (Monthly)	303-504-591-22-70-00 303-509-591-22-70-00	900.28 1,338.12
2381	SNOHOMISH COUNTY FIRE PROT 2023-Instructor 2-06	24-00671 Training IFSAC Testing	Invoice	02/26/2024	Training IFSAC Testing	001-506-522-45-49-05	400.00 400.00
0565	SNOHOMISH COUNTY PUD 116061733	24-00672 Electricity - ST 82 Garage/Storage Bldg	Invoice	02/13/2024	Electricity - ST 82 Garage/Storage Bldg	001-507-522-50-47-01	4.34 4.34
0565	SNOHOMISH COUNTY PUD 158791582	24-00673 Electricity - ST 31	Invoice	02/16/2024	Electricity - ST 31	001-507-522-50-47-01	1,900.85 1,900.85
0565	SNOHOMISH COUNTY PUD 139072215	24-00674 Electricity - ST 73	Invoice	02/12/2024	Electricity - ST 73	001-507-522-50-47-01	240.60 240.60
0565	SNOHOMISH COUNTY PUD 112758629	24-00675 Electricity & Water - ST 81	Invoice	02/12/2024	Electricity - ST 81 Water - ST 81	001-507-522-50-47-01 001-507-522-50-47-02	555.26 465.89 89.37
0565	SNOHOMISH COUNTY PUD 1058791582	24-00676 Electricity - ST 31	Invoice	02/16/2024	Electricity - ST 31	001-507-522-50-47-01	1,900.85 1,900.85
0565	SNOHOMISH COUNTY PUD 116067907	24-00677 Electricity - ST 71	Invoice	02/26/2024	Electricity - ST 71	001-507-522-50-47-01	1,427.44 1,427.44
0565	SNOHOMISH COUNTY PUD 168294097	24-00678 Electricity & Water - ST 82	Invoice	02/15/2024	Electricity - ST 82 Water - ST 82	001-507-522-50-47-01 001-507-522-50-47-02	1,851.87 1,690.08 161.79
0565	SNOHOMISH COUNTY PUD 122666060	24-00679 Electricity - ST 72	Invoice	02/12/2024	Electricity - ST 72	001-507-522-50-47-01	510.14 510.14
0565	SNOHOMISH COUNTY PUD 158793560	24-00680 Electricity - ST 33	Invoice	02/21/2024	Electricity - ST 33	001-507-522-50-47-01	859.22 859.22
0565	SNOHOMISH COUNTY PUD 132573801	24-00681 Electricity - ST 83	Invoice	02/27/2024	Electricity - ST 83	001-507-522-50-47-01	115.50 115.50

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Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
	Payable Number	Payable Description					Distribution Amount
0565	SNOHOMISH COUNTY PUD 158791583	24-00682 Electricity - Admin Bldg	Invoice	02/16/2024	Electricity - Admin Bldg	001-507-522-50-47-01 300-507-522-50-47-00	1,077.45 549.50 527.95
0565	SNOHOMISH COUNTY PUD 152343387	24-00683 Electricity - ST 32	Invoice	02/21/2024	Electricity - ST 32	001-507-522-50-47-01	238.18 238.18
0565	SNOHOMISH COUNTY PUD 106192876	24-00684 Electricity - ST 74/Logistics Bldg	Invoice	02/20/2024	Electricity - ST 74/Logistics Bldg	001-507-522-50-47-01	117.88 117.88
1542	SNOHOMISH COUNTY TREASURE	24-00685					14,168.96
	RENTAL-2024PROPERTYTAXES	2024 Surface Water Utility Tax/Fee - R	Invoice	01/01/2024	2024 Surface Water Utility Tax/Fee - R	001-507-522-50-49-00	136.25
	ST33-2024PROPERTYTAXES	2024 Surface Water Utility Tax/Fee - S1	Invoice	01/01/2024	2024 Surface Water Utility Tax/Fee - S1	001-507-522-50-49-00	800.66
	ST71-2024PROPERTYTAXES	2024 Surface Water Utility Tax/Fee - S1	Invoice	01/01/2024	2024 Surface Water Utility Tax/Fee - S1	001-507-522-50-49-00	2,359.08
	ST72-2024PROPERTYTAXES	2024 Surface Water Utility Tax/Fee - S1	Invoice	01/01/2024	2024 Surface Water Utility Tax/Fee - S1	001-507-522-50-49-00	724.85
	ST73-2024PROPERTYTAXES	2024 Surface Water Utility Tax/Fee - S1	Invoice	01/01/2024	2024 Surface Water Utility Tax/Fee - S1	001-507-522-50-49-00	610.40
	ST74-2024PROPERTYTAXES	2024 Surface Water Utility Tax/Fee - S1	Invoice	01/01/2024	2024 Surface Water Utility Tax/Fee - S1	001-507-522-50-49-00	1,128.15
	ST77-2024PROPERTYTAXES	2024 Surface Water Utility Tax/Fee - S1	Invoice	01/01/2024	2024 Surface Water Utility Tax/Fee - S1	001-507-522-50-49-00	543.45
	ST81(VL)-2024PROPERTYTAXES	2024 Surface Water Utility Fee - ST81 \	Invoice	01/01/2024	2024 Surface Water Utility Fee - ST81 \	001-507-522-50-49-00	875.77
	ST81(WL)-2024PROPERTYTAXES	2024 Surface Water Utility Tx/Fee - ST81	Invoice	01/01/2024	2024 Surface Water Utility Tx/Fee - ST81	001-507-522-50-49-00	376.37
	ST81-2024PROPERTYTAXES	2024 Surface Water Utility Tax/Fee - S1	Invoice	01/01/2024	2024 Surface Water Utility Tax/Fee - S1	001-507-522-50-49-00	2,353.81
	ST82(VL)-2024PROPERTYTAXES	2024 Surface Water Utility Fee - ST82 \	Invoice	01/01/2024	2024 Surface Water Utility Fee - ST82 \	001-507-522-50-49-00	343.18
	ST82-2024PROPERTYTAXES	2024 Surface Water Utility Tax/Fee - S1	Invoice	01/01/2024	2024 Surface Water Utility Tax/Fee - S1	001-507-522-50-49-00	2,730.94
	ST82STOR-2024PROPERTYTAXES	2024 Surface Water Utility Tx/Fee - ST8	Invoice	01/01/2024	2024 Surface Water Utility Tx/Fee - ST8	001-507-522-50-49-00	265.00
	ST83-2024PROPERTYTAXES	2024 Surface Water Utility Tax/Fee - S1	Invoice	01/01/2024	2024 Surface Water Utility Tax/Fee - S1	001-507-522-50-49-00	921.05
1536	SNOHOMISH REGIONAL FIRE & R FIRE-02/27/2024	24-00686 Apparatus Fleet Maintenance Services	Invoice	02/27/2024	Apparatus Fleet Maintenance - Suppre	001-513-522-20-48-01	7,145.90 7,145.90
1536	SNOHOMISH REGIONAL FIRE & R EXCISE TAX-FEB24	24-00687 Sales & Use Tax - February 2024	Invoice	03/01/2024	Sales & Use Tax - February 2024 Sales & Use Tax - February 2024	001-505-522-30-31-00 001-514-522-20-35-03	263.65 2.15 261.50
1536	SNOHOMISH REGIONAL FIRE & R FIRE-02/28/2024	24-00688 Apparatus Fleet Maintenance Services	Invoice	02/28/2024	Apparatus Fleet Maintenance - EMS U Apparatus Fleet Maintenance - Suppre	001-509-522-20-48-01 001-513-522-20-48-01	45,173.74 8,647.27 36,526.47
0567	SNURE LAW OFFICE, PSC IN2017238	24-00689 Monthly Attorney Services (February 2	Invoice	03/04/2024	Monthly Attorney Services (February 2	001-512-522-10-41-03	2,096.00 2,096.00
0569	SOUND PUBLISHING, INC EDH991556	24-00690 Legal Services - (County Bids Contrctn	Invoice	02/14/2024	Publishing Herald- (County Bids Dues) Publishing Herald- (County Bids Dues)	300-507-594-50-62-32 300-507-594-50-62-81	185.22 92.61 92.61

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Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
2057	SPRAGUE PEST SOLUTIONS	24-00691					1,216.32
	5343599	Monthly Pest Control Services - ST 72	Invoice	02/26/2024	Monthly Pest Control Services - ST 72	001-507-522-50-41-00	118.04
	5343603	Monthly Pest Control Services - ST 31	Invoice	02/23/2024	Monthly Pest Control Services - ST 31	001-507-522-50-41-00	109.21
	5371748	Monthly Pest Control Servcs - ST 74/Lc	Invoice	03/06/2024	Monthly Pest Control Servcs - ST 74/Lc	001-507-522-50-41-00	109.11
	5371750	Pest Control Perimeter Services (Triannr	Invoice	03/06/2024	Pest Control Perimeter Svcs (Triannual,	001-507-522-50-41-00	132.25
	5371751	Monthly Pest Control Services - ST 73	Invoice	03/06/2024	Monthly Pest Control Services - ST 73	001-507-522-50-41-00	109.91
	5371752	Pest Control Perimeter Services (Triannr	Invoice	03/06/2024	Pest Control Perimeter Services (Triannr	001-507-522-50-41-00	133.22
	5371763	Monthly Pest Control Services - ST 71	Invoice	03/05/2024	Monthly Pest Control Services - ST 71	001-507-522-50-41-00	109.11
	5371764	Pest Control Perimeter Services (Triannr	Invoice	03/05/2024	Pest Control Perimeter Services (Triannr	001-507-522-50-41-00	132.25
	5371765	Monthly Pest Control Services - ST 33	Invoice	03/05/2024	Monthly Pest Control Services - ST 33	001-507-522-50-41-00	130.97
	5371766	Pest Control Perimeter Services (Triannr	Invoice	03/05/2024	Pest Control Perimeter Services (Triannr	001-507-522-50-41-00	132.25
2379	SRFR - PETTY CASH	24-00692					1,341.43
	0064110265	DOL Driving Record Request (x3)	Invoice	10/18/2022	DOL Driving Record Request (x3)	001-503-522-10-49-06	45.00
	0064116835	DOL Driving Record Request (x2)	Invoice	10/18/2022	DOL Driving Record Request (x2)	001-503-522-10-49-06	30.00
	0064205709	DOL Driving Record Request (x3)	Invoice	10/20/2022	DOL Driving Record Request (x3)	001-503-522-10-49-06	45.00
	0077298739	DOL Driving Record Request	Invoice	09/27/2023	DOL Driving Record Request	001-503-522-10-49-06	15.00
	EXCISETAX;PC-JUNE23	Petty Cash Reimb. ExciseTax 6/23 (Dep	Invoice	03/01/2024	Petty Cash Reimb. ExciseTax 6/23 (Dep	001-504-522-20-35-00	45.97
		Petty Cash Reimb. ExciseTax 6/23 (Dep			Petty Cash Reimb. ExciseTax 6/23 (Dep	001-505-522-30-31-00	5.09
		Petty Cash Reimb. ExciseTax 6/23 (Dep			Petty Cash Reimb. ExciseTax 6/23 (Dep	001-506-522-45-49-23	286.08
		Petty Cash Reimb. ExciseTax 6/23 (Dep			Petty Cash Reimb. ExciseTax 6/23 (Dep	001-507-522-50-48-00	7.32
		Petty Cash Reimb. ExciseTax 6/23 (Dep			Petty Cash Reimb. ExciseTax 6/23 (Dep	001-509-522-20-35-00	228.04
		Petty Cash Reimb. ExciseTax 6/23 (Dep			Petty Cash Reimb. ExciseTax 6/23 (Dep	001-509-522-20-48-01	35.23
		Petty Cash Reimb. ExciseTax 6/23 (Dep			Petty Cash Reimb. ExciseTax 6/23 (Dep	001-509-522-30-31-01	45.42
		Petty Cash Reimb. ExciseTax 6/23 (Dep			Petty Cash Reimb. ExciseTax 6/23 (Dep	001-515-522-30-31-01	101.43
		Petty Cash Reimb. ExciseTax 6/23 (Dep			Petty Cash Reimb. ExciseTax 6/23 (Dep	050-511-522-60-34-01	451.85
0580	STATE OF WA DEPARTMENT OF I	24-00693					263.65
	EXCISETAX-FEB24	Sales & Use Tax - February 2024 (600-;	Invoice	03/01/2024	Sales & Use Tax - February 2024 (600-;	630-512-589-00-00-00	263.65
2307	THE RESCUE SOURCE & RESCUE :	24-00694					3,525.84
	133534-02	Gear for new team members	Invoice	02/22/2024	Gear for new water team members	001-514-522-20-35-03	3,525.84
1624	TK ELEVATOR	24-00695					896.58
	3007765799	Elevator Maintenance (MAR/APR/MAY	Invoice	03/01/2024	Elevator Maintenance (MAR/APR/MAY	001-507-522-50-48-00	896.58
0603	TOWN & COUNTRY TRACTOR INC	24-00696					16.42
	197256	Shop Parts	Invoice	11/28/2023	Shop Parts	050-511-522-60-34-01	16.42

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Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
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0610	TRUE NORTH EMERGENCY EQUI	24-00697					3,131.01
	A16640	Shop Parts	Invoice	01/15/2024	Shop Parts	050-511-522-60-34-01	542.19
	A16866	Shop Parts	Invoice	02/07/2024	Shop Parts	050-511-522-60-34-01	1,660.59
	A16877	Shop Parts	Invoice	02/08/2024	Shop Parts	050-511-522-60-34-01	21.16
	A16910	Shop Parts	Invoice	02/09/2024	Shop Parts	050-511-522-60-34-01	189.91
	A16911	Shop Parts	Credit Memo	02/09/2024	Shop Parts	050-511-522-60-34-01	-21.16
	A16912	Shop Parts	Invoice	02/09/2024	Shop Parts	050-511-522-60-34-01	65.97
	A16948	Shop Parts	Invoice	02/14/2024	Shop Parts	050-511-522-60-34-01	280.26
	A16962	Shop Parts	Invoice	02/16/2024	Shop Parts	050-511-522-60-34-01	178.97
	A16995	Shop Parts	Invoice	02/20/2024	Shop Parts	050-511-522-60-34-01	42.56
	A17000	Shop Parts	Invoice	02/21/2024	Shop Parts	050-511-522-60-34-01	170.56
1589	U S FIRE EQUIPMENT, LLC	24-00698					7,985.64
	81768	Structul Fire Helemt Assembly (x6)	Invoice	02/27/2024	Structul Fire Helemt Assembly (x6)	303-504-594-20-64-04	2,252.52
	81770	Structural Fire Helmet Assembly (x30)	Invoice	02/28/2024	Structural Fire Helmet Assembly (x30)	303-504-594-20-64-04	5,733.12
2306	UNITED RENTALS (NORTH AMER	24-00699					176.88
	225472804-006	Cap. Facilities Planning (Container Ren	Invoice	02/21/2024	Cap. Facilities Planning (Container Ren	300-507-594-50-62-83	176.88
0631	VERATHON MEDICAL	24-00700					3,245.07
	80840783	Medical Supplies	Invoice	02/20/2024	Medical Supplies	001-509-522-30-31-01	1,981.05
	80850408	Medical Supplies	Invoice	03/06/2024	Medical Supplies	001-509-522-30-31-01	128.97
	80851449	Medical Supplies	Invoice	03/07/2024	Medical Supplies	001-509-522-30-31-01	1,135.05
0633	VERIZON WIRELESS SERVICES LLC	24-00701					4,857.08
	9956747485	District Mifi Plans	Invoice	02/15/2024	District Mifi Plans	001-513-522-10-42-00	4,857.08
0633	VERIZON WIRELESS SERVICES LLC	24-00702					6,804.66
	9956747486	District Cell Phones	Invoice	02/15/2024	District Cell Phones - Fire	001-513-522-10-42-00	6,727.28
					District Cell Phones - Shop	050-511-522-60-42-00	77.38
2274	WALDORF UNIVERSITY	24-00703					12,285.00
	240017	Tuition - FSC 3440 and FSC 3410 - Dillo	Invoice	02/28/2024	FSC 3410 Fire Protection Structure and	001-506-522-45-49-10	877.50
					FSC 3440 Building Construction for fire	001-506-522-45-49-10	877.50
	240018	Tuition - FSC 3440 and FSC 3410 - Cart	Invoice	02/28/2024	FSC 3410 Fire Protection Structure and	001-506-522-45-49-10	877.50
					FSC 3440 Building Construction for Fire	001-506-522-45-49-10	877.50
	240022	Neville - Tuition - FSC3440 and FSC341	Invoice	02/28/2024	Neville - Tuition - FSC3410	001-506-522-45-49-10	877.50
					Neville - Tuition - FSC3440	001-506-522-45-49-10	877.50
	240024	Fineman - Tuition - FSC3410 and FSC 3	Invoice	02/28/2024	Fineman - Tuition - FSC 3440	001-506-522-45-49-10	877.50
					Fineman - Tuition - FSC3410	001-506-522-45-49-10	877.50
	240025	Deline - Tuition - FSC3440 and FSC3410	Invoice	02/28/2024	Deline - Tuition - FSC3410	001-506-522-45-49-10	877.50
					Deline - Tuition - FSC3440	001-506-522-45-49-10	877.50
	240026	Vaughn - Tuition - FSC 3440 and FSC 34	Invoice	02/28/2024	Vaughn - Tuition - FSC 3410	001-506-522-45-49-10	877.50
					Vaughn - Tuition - FSC 3440	001-506-522-45-49-10	877.50
	240030	Timm - Tuition FSC3440 and FSC3410	Invoice	02/28/2024	Timm - Tuition FSC3410	001-506-522-45-49-10	877.50
					Timm - Tuition FSC3440	001-506-522-45-49-10	877.50

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Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
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0639	WASHINGTON FIRE COMMISSIO 200001753	24-00704 2024 WFCA Spring Seminar (B.Snure) -	Invoice	03/04/2024	2024 WFCA Spring Seminar (B.Snure) -	001-501-522-45-49-01	275.00 275.00
0648	WASTE MANAGEMENT NORTHV 1008878-4968-3	24-00705 Refuse & Recycle - ST 82	Invoice	03/01/2024	Refuse & Recycle - ST 82	001-507-522-50-47-04	582.78 582.78
0648	WASTE MANAGEMENT NORTHV 1667009-2677-6	24-00706 Refuse - ST 33	Invoice	03/01/2024	Refuse - ST 33	001-507-522-50-47-04	207.41 207.41
0648	WASTE MANAGEMENT NORTHV 1665479-2677-3	24-00707 Refuse & Recycle - ST 74/Logistics Bldg	Invoice	03/01/2024	Refuse & Recycle - ST 74/Logistics Bldg	001-507-522-50-47-04	444.13 444.13
0648	WASTE MANAGEMENT NORTHV 1665546-2677-9	24-00708 Refuse & Recycle - ST 77	Invoice	03/01/2024	Refuse & Recycle - ST 77	001-507-522-50-47-04	321.51 321.51
0648	WASTE MANAGEMENT NORTHV 1665348-2677-0	24-00709 Refuse - ST 71	Invoice	03/01/2024	Refuse - ST 71	001-507-522-50-47-04	205.12 205.12
0648	WASTE MANAGEMENT NORTHV 1665732-2677-5	24-00710 Recycling - ST 71	Invoice	03/01/2024	Recycling - ST 71	001-507-522-50-47-04	735.87 735.87
0648	WASTE MANAGEMENT NORTHV 1665347-2677-2	24-00711 Refuse - ST 72	Invoice	03/01/2024	Refuse - ST 72	001-507-522-50-47-04	117.54 117.54
0648	WASTE MANAGEMENT NORTHV 1009080-4968-5	24-00712 Refuse - ST 81	Invoice	03/01/2024	Refuse - ST 81	001-507-522-50-47-04	172.87 172.87
0648	WASTE MANAGEMENT NORTHV 9483420-4968-1	24-00713 Refuse & Recycle - ST 83	Invoice	03/01/2024	Refuse & Recycle - ST 83	001-507-522-50-47-04	258.55 258.55
0648	WASTE MANAGEMENT NORTHV 1666125-2677-1	24-00714 Refuse & Recycle - ST 73	Invoice	03/01/2024	Refuse & Recycle - ST 73	001-507-522-50-47-04	326.47 326.47
0648	WASTE MANAGEMENT NORTHV 1009079-4968-7	24-00715 Recycling - ST 81	Invoice	03/01/2024	Recycling - ST 81	001-507-522-50-47-04	301.14 301.14
0648	WASTE MANAGEMENT NORTHV 1667010-2677-4	24-00716 Recycling - ST 33	Invoice	03/01/2024	Recycling - ST 33	001-507-522-50-47-04	612.82 612.82
0648	WASTE MANAGEMENT NORTHV 1665733-2677-3	24-00717 Recycling - ST 72	Invoice	03/01/2024	Recycling - ST 72	001-507-522-50-47-04	247.47 247.47
0648	WASTE MANAGEMENT NORTHV 1665813-2677-3	24-00718 Recycling - Admin Bldg	Invoice	03/01/2024	Recycling - Admin Bldg	001-507-522-50-47-04 300-507-522-50-47-00	951.19 485.11 466.08
0657	WELLSPRING FAMILY SERVICES E 294397	24-00719 Employee Assistance Program Monthly	Invoice	02/29/2024	Employee Assistance Program Monthly	001-510-522-20-20-15	470.90 470.90
2129	WEX BANK 95444345	24-00720 Apparatus Fuel	Invoice	02/29/2024	Apparatus Fuel - EMS Apparatus Fuel - Shop Apparatus Fuel - Suppression	001-509-522-20-32-00 050-511-522-60-32-00 001-504-522-20-32-00	16,907.69 8,369.13 169.44 8,369.12

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	Payable Number	Payable Description					Distribution Amount
0665	WHELEN ENGINEERING COMPAN 447810	24-00721 Shop Parts	Invoice	02/21/2024	Shop Parts	050-511-522-60-34-01	467.23
2011	ZIPLY FIBER ST73-FEBMAR24	24-00722 Fax & Alarm Connection Services - ST 7	Invoice	02/10/2024	Fax & Alarm Connection Services - ST 7	001-513-522-50-42-01	391.52
2011	ZIPLY FIBER ST33-FEBMAR24	24-00723 Elevator & Fire Alarm Phone Lines/Cor	Invoice	02/14/2024	Elevator & Fire Alarm Phone Lines/Cor	001-513-522-50-42-01	246.70
2011	ZIPLY FIBER ADMIN-FEBMAR24	24-00724 Fire Alarm Phone Lines/Connection - A	Invoice	02/29/2024	Fire Alarm Phone Lines/Connection - A	001-513-522-50-42-01	202.95
<b>Total Claims: 172</b>						<b>Total Payment Amount:</b>	<b>511,503.89</b>



## Snohomish Regional Fire and Rescue Claims Voucher Summary

03/12/2024

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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
24-00553	343 MANAGEMENT LLC		670.08
24-00554	4IMPRINT, INC.		3,226.47
24-00555	AIR EXCHANGE, INC		653.05
24-00556	AJ'S LANDCARE, INC		9,988.71
24-00557	ALBA PAINTING & COATING		11,815.20
24-00558	ALERT-ALL CORPORATION		1,039.30
24-00559	ALLEGIS CORPORATION		55.47
24-00560	ALLISON LONG		332.12
24-00561	ALLSTREAM BUSINESS US, INC		308.03
24-00562	ALLSTREAM BUSINESS US, INC		430.29
24-00563	AMAZON CAPITAL SERVICES, INC		6,142.95
24-00564	AMERIGAS		297.78
24-00565	ANDGAR MECHANICAL LLC		3,257.26
24-00566	APPLIANCE MECHANIC		224.27
24-00567	ARAMARK UNIFORM SERVICES		467.50
24-00568	AT&T MOBILITY LLC		2,669.52
24-00569	AT&T MOBILITY LLC		176.24
24-00570	B&H FIRE AND SECURITY		258.96
24-00571	BOUND TREE MEDICAL, LLC		13,883.19
24-00572	BOX ALARM GRILLES, LLC		3,244.00
24-00573	BRAKE & CLUTCH SUPPLY INC		706.22
24-00574	BRANDON GARDNER		416.00
24-00575	BRAUN NORTHWEST INC		2,574.89
24-00576	CAMILLE TABOR		891.30
24-00577	CANON FINANCIAL SERVICES INC		1,028.94
24-00578	CENTRAL WELDING SUPPLY		2,113.38
24-00579	CHAMPION BOLT & SUPPLY INC		53.67
24-00580	CHINOOK LUMBER		1,400.05
24-00581	CHRIS STABLEIN		416.00
24-00582	CITY OF MONROE		888.53
24-00583	CITY OF MONROE		499.40

**Page Total** 70,128.77

**Cumulative Total** 70,128.77

## Snohomish Regional Fire and Rescue Claims Voucher Summary

03/12/2024

Page 2 of 6

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
24-00584	CITY OF MONROE		37.28
24-00585	CITY OF MONROE		162.58
24-00586	COLBY TITLAND		259.50
24-00587	COMCAST		315.00
24-00588	COMDATA INC.		2,276.35
24-00589	COURIERWEST		2,464.65
24-00590	CRESSY DOOR COMPANY, INC		366.86
24-00591	CROSS VALLEY WATER DISTRICT		332.65
24-00592	CROSS VALLEY WATER DISTRICT		542.49
24-00593	CROSS VALLEY WATER DISTRICT		808.58
24-00594	DAVE JONKER		27.28
24-00595	DICK'S TOWING, INC.		7,048.35
24-00596	DIRECTV, LLC		127.23
24-00597	DUNLAP INDUSTRIAL HARDWARE INC		254.62
24-00598	EDGE ANALYTICAL, INC.		132.00
24-00599	ELECTRONIC BUSINESS MACHINES		395.42
24-00600	ELITE LOCK & SAFE		24.62
24-00601	EMSCONNECT, LLC		1,414.50
24-00602	EVERGREEN POWER SYSTEMS, INC		6,050.25
24-00603	FIRE SERVICE REPAIR LLC		374.15
24-00604	FIRECOM		422.45
24-00605	FIRST CLASS BUILDING SUPPLY AND SERVICES		2,687.00
24-00606	FIRSTWATCH		635.00
24-00607	FREIGHTLINER NORTHWEST		75.06
24-00608	GALLS, LLC		9,638.20
24-00609	GENERAL FIRE APPARATUS		1,661.79
24-00610	GEOFFREY JACOBS		234.25
24-00611	GRAINGER		3,888.45
24-00612	HANDTEVY		6,963.60
24-00613	HEALTHFORCE PARTNERS INC.		2,460.00
24-00614	HIGHWAY AUTO SUPPLY		45.77

**Page Total** 52,125.93

**Cumulative Total** 122,254.70

## Snohomish Regional Fire and Rescue Claims Voucher Summary

03/12/2024

Page 3 of 6

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
24-00615	HILL STREET CLEANERS		90.53
24-00616	IMS ALLIANCE		82.87
24-00617	IRON MOUNTAIN INC		939.40
24-00618	ISOUTSOURCE		15,671.29
24-00619	JUSTIN SWIFT		272.95
24-00620	JUSTYN SHEVLIN		352.00
24-00621	KENT D. BRUCE CO., LLC		1,096.13
24-00622	L.N. CURTIS & SONS		3,549.84
24-00623	LAKE STEVENS SEWER DISTRICT		99.00
24-00624	LAKE STEVENS SEWER DISTRICT		198.00
24-00625	LEAH SCHOOF		57.20
24-00626	LEMAY MOBILE SHREDDING		52.00
24-00627	LOCUTION SYSTEMS INC.		24,024.85
24-00628	MATTHEW J. BEECROFT		4,000.00
24-00629	MICHAEL EAGLE		416.00
24-00630	MONROE PARTS HOUSE		12,254.58
24-00631	MUNICIPAL EMERGENCY SERVICES, INC.		4,023.33
24-00632	NATIONAL HOSE TESTING SPECIALTIES, INC.		974.00
24-00633	NORTHWEST PROPANE LLC		1,388.13
24-00634	NORTHWEST SAFETY CLEAN		945.15
24-00635	NORTHWEST TROPHY & AWARDS		165.15
24-00636	NRS		6,487.36
24-00637	OAC SERVICES, INC.		27,227.45
24-00638	ODP BUSINESS SOLUTIONS, LLC		690.15
24-00639	OPERATIVE IQ		4,694.45
24-00640	OTTO ROSENAU & ASSOCIATES, INC.		1,916.00
24-00641	PACIFIC POWER BATTERIES		50.67
24-00642	PACIFICA LAW GROUP LLP		4,180.00
24-00643	PETROCARD, INC.		2,675.43
24-00644	PROPERTY MAINTENANCE COM/RES		820.50
24-00645	PUGET SOUND ENERGY		894.18

**Page Total** 120,288.59

**Cumulative Total** 242,543.29

## Snohomish Regional Fire and Rescue Claims Voucher Summary

03/12/2024

Page 4 of 6

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
24-00646	PUGET SOUND ENERGY		433.87
24-00647	PUGET SOUND ENERGY		378.72
24-00648	PUGET SOUND ENERGY		383.59
24-00649	PUGET SOUND ENERGY		322.66
24-00650	PUGET SOUND ENERGY		758.56
24-00651	PURCELL TIRE & SERVICE CENTER		5,143.89
24-00652	RAIRDON'S OF MONROE		235.43
24-00653	REHN & ASSOCIATES		112.00
24-00654	REPUBLIC SERVICES #197		274.77
24-00655	REPUBLIC SERVICES #197		336.72
24-00656	REPUBLIC SERVICES #197		276.59
24-00657	REPUBLIC SERVICES #197		113.20
24-00658	REPUBLIC SERVICES #197		793.45
24-00659	RIDGID PLUMBING AND DRAIN SERVICES LLC		2,006.75
24-00660	ROBERT HALF		1,422.72
24-00661	RYAN LOWE		391.00
24-00662	SCOTT BOSWELL		1,528.00
24-00663	SCOTT DOTSON		399.27
24-00664	SEATTLE CITY LIGHT		55.09
24-00665	SIKORA ASSOCIATES LLC		7,166.67
24-00666	SILVER LAKE WATER		117.75
24-00667	SILVER LAKE WATER		185.30
24-00668	SISKUN POWER EQUIPMENT		3,299.89
24-00669	SMARSH INC		114.94
24-00670	SNOHOMISH COUNTY 911		92,284.28
24-00671	SNOHOMISH COUNTY FIRE PROTECTION DISTRICT 22		400.00
24-00672	SNOHOMISH COUNTY PUD		4.34
24-00673	SNOHOMISH COUNTY PUD		1,900.85
24-00674	SNOHOMISH COUNTY PUD		240.60
24-00675	SNOHOMISH COUNTY PUD		555.26
24-00676	SNOHOMISH COUNTY PUD		1,900.85

**Page Total**

123,537.01

**Cumulative Total**

366,080.30

## Snohomish Regional Fire and Rescue Claims Voucher Summary

03/12/2024

Page 5 of 6

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
24-00677	SNOHOMISH COUNTY PUD		1,427.44
24-00678	SNOHOMISH COUNTY PUD		1,851.87
24-00679	SNOHOMISH COUNTY PUD		510.14
24-00680	SNOHOMISH COUNTY PUD		859.22
24-00681	SNOHOMISH COUNTY PUD		115.50
24-00682	SNOHOMISH COUNTY PUD		1,077.45
24-00683	SNOHOMISH COUNTY PUD		238.18
24-00684	SNOHOMISH COUNTY PUD		117.88
24-00685	SNOHOMISH COUNTY TREASURER		14,168.96
24-00686	SNOHOMISH REGIONAL FIRE & RESCUE		7,145.90
24-00687	SNOHOMISH REGIONAL FIRE & RESCUE		263.65
24-00688	SNOHOMISH REGIONAL FIRE & RESCUE		45,173.74
24-00689	SNURE LAW OFFICE, PSC		2,096.00
24-00690	SOUND PUBLISHING, INC		185.22
24-00691	SPRAGUE PEST SOLUTIONS		1,216.32
24-00692	SRFR - PETTY CASH		1,341.43
24-00693	STATE OF WA DEPARTMENT OF REVENUE		263.65
24-00694	THE RESCUE SOURCE & RESCUE 3 INTERNATIONAL		3,525.84
24-00695	TK ELEVATOR		896.58
24-00696	TOWN & COUNTRY TRACTOR INC.		16.42
24-00697	TRUE NORTH EMERGENCY EQUIPMENT INC		3,131.01
24-00698	U S FIRE EQUIPMENT, LLC		7,985.64
24-00699	UNITED RENTALS (NORTH AMERICA), INC.		176.88
24-00700	VERATHON MEDICAL		3,245.07
24-00701	VERIZON WIRELESS SERVICES LLC		4,857.08
24-00702	VERIZON WIRELESS SERVICES LLC		6,804.66
24-00703	WALDORF UNIVERSITY		12,285.00
24-00704	WASHINGTON FIRE COMMISSIONERS ASSOCIATION		275.00
24-00705	WASTE MANAGEMENT NORTHWEST		582.78
24-00706	WASTE MANAGEMENT NORTHWEST		207.41
24-00707	WASTE MANAGEMENT NORTHWEST		444.13

**Page Total**

122,486.05

**Cumulative Total**

488,566.35

## Snohomish Regional Fire and Rescue Claims Voucher Summary

03/12/2024

Page 6 of 6

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
24-00708	WASTE MANAGEMENT NORTHWEST		321.51
24-00709	WASTE MANAGEMENT NORTHWEST		205.12
24-00710	WASTE MANAGEMENT NORTHWEST		735.87
24-00711	WASTE MANAGEMENT NORTHWEST		117.54
24-00712	WASTE MANAGEMENT NORTHWEST		172.87
24-00713	WASTE MANAGEMENT NORTHWEST		258.55
24-00714	WASTE MANAGEMENT NORTHWEST		326.47
24-00715	WASTE MANAGEMENT NORTHWEST		301.14
24-00716	WASTE MANAGEMENT NORTHWEST		612.82
24-00717	WASTE MANAGEMENT NORTHWEST		247.47
24-00718	WASTE MANAGEMENT NORTHWEST		951.19
24-00719	WELLSPRING FAMILY SERVICES EAP		470.90
24-00720	WEX BANK		16,907.69
24-00721	WHELEN ENGINEERING COMPANY		467.23
24-00722	ZIPLY FIBER		391.52
24-00723	ZIPLY FIBER		246.70
24-00724	ZIPLY FIBER		202.95

<b>Page Total</b>	22,937.54
<b>Cumulative Total</b>	511,503.89



**Payroll Summary and Authorization Form for the:**

---

**2/29/2024 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 & Rescue**

**Direct Deposits:** \$940,740.69

**Paper Checks:** \$7,410.58

**Taxes:** \$261,535.81

**Allowed in the sum of: \$1,209,687.08**

**Reviewed by:** Brandon Vargas  
District Administrative Coordinator

**Prepared by:** Erick Ramirez  
Payroll Specialist

**Approved by Commissioners:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



## SNOHOMISH REGIONAL FIRE & RESCUE

### BOARD OF FIRE COMMISSIONERS MEETING MINUTES

#### SNOHOMISH REGIONAL FIRE & RESCUE

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

February 22, 2024, 1730 hours

#### CALL TO ORDER

Chairman Elmore called the meeting to order at 1730 hours. In attendance were Commissioner Edwards, Chairman Elmore, Vice Chairman Fay, Commissioner Schaub, and Commissioner Waugh; and via Zoom were Commissioner Gagnon, Commissioner Steinruck, and District Secretary Snure.

#### PUBLIC COMMENT

N/A

#### UNION COMMENT

N/A

#### CHIEF'S REPORT

As presented. Chief O'Brien thanked our firefighters and paramedics for doing a great job, and he thanked our staff and Commissioners for their work. Chief O'Brien explained the Chief's Report is a team effort, and he thanked everyone for their contributions.

#### COMMISSIONER REPORTS

*Finance Committee* - Chairman Elmore commented that they took a high-level look at the 2023 final quarter report. They also discussed budget amendments, risk management, and CBA topics.

*Sno911 Committee* - Commissioner Waugh commented that they approved the new digital paging system.

#### COMMITTEE MEETING MINUTES

Policy Committee - February 8, 2024

#### CONSENT AGENDA

##### **Approval of Vouchers**

Benefits Vouchers: 24-00429 to 24-00438; (\$710,031.31)

AP Vouchers: 24-00439 to 24-00535; (\$314,679.96)

##### **Approval of Payroll**

February 15, 2024 (\$1,147,456.05)





## Approval of Minutes

Approve Regular Board Meeting Minutes February 8, 2024

### **Motion to approve the Consent Agenda as submitted.**

Motion by Vice Chairman Fay and 2nd by Commissioner Schaub.

On vote, Motion carried 7/0.

## OLD BUSINESS

### Discussion

N/A

### Action

#### *Darkhorse*

Chief O'Brien commented that we've done some great background research on Darkhorse Analytics, and this is going to be a great tool for us.

Assistant Chief Messer commented that they will be releasing the community risk assessment program by the end of the year or the first of next year. This is something we would like to use, and we will evaluate it once it comes out to be sure that it meets our needs. It's a good program to push forward for our data analytics for accreditation.

### **Motion to approve the Darkhorse contract as submitted.**

Motion by Chairman Elmore and 2nd by Commissioner Edwards.

On vote, Motion carried 7/0.

### *Policy Updates*

- Policy 208 Post-Incident Analysis (PIA)
- Policy 307 Aircraft Operations
- Policy 308 Atmospheric Monitoring for Carbon Monoxide
- Policy 310 Mid-Rise/High-Rise Incident Management
- Policy 612 Wildland Fire Shelter Deployment Training
- Policy 906 Apparatus / Vehicle Backing
- Policy 917 Hazard Communication
- Policy 1009 Reporting for Duty
- Policy 1029 Badges
- Policy 1030 Identification Cards
- Policy 1031 Work-Related Illness and Injury Reporting

### **Motion to approve Policies 208, 307, 308, 310, 612, 906, 917, 1009, 1029, 1030, and 1031 as submitted.**

Motion by Commissioner Waugh and 2nd by Commissioner Steinruck.

On vote, Motion carried 7/0.



### *Deputy Chief of Training and Safety*

Chief O'Brien commented that we talked about the Deputy Chief of Training and Safety position at the last meeting. Our training and safety at Snohomish Regional Fire & Rescue is an excellent program and we see a need to fill this position. We plan to open this up as soon as possible, both internally and externally. Thank you to Deputy Chief Titland for stepping up and helping us run the Training Division.

### **Motion to approve the hiring of the Deputy Chief of Training and Safety as submitted.**

Motion by Commissioner Schaub and 2nd by Vice Chairman Fay.

On vote, Motion carried 7/0.

### **NEW BUSINESS**

#### **Discussion**

##### *Policy Updates*

- Policy 100 Fire Service Authority
- Policy 101 Chief Executive Officer Qualifications
- Policy 102 Policy Manual
- Policy 327 Line-of-Duty Death and Serious Injury Investigations

Deputy Chief McConnell introduced the four policies and thanked the Policy Committee for their work. Please let Deputy Chief McConnell or the Committee Chair know if there are any questions or concerns.

Commissioner Waugh asked about Policy 327, Line-of-Duty Death and Serious Injury Investigations, and whether post-retirement should be included (death away from the job, even though it's related to the job). Deputy Chief McConnell confirmed that they will evaluate this. Chairman Elmore suggested Battalion Chief Putnam may be a good resource on this topic.

#### **Action**

N/A

### **GOOD OF THE ORDER**

Vice Chairman Fay thanked Leah Schoof and Camille Tabor for their great reports at the Finance Committee Meeting.

Commissioner Schaub commented that he met with Assistant Chief Lundquist, Assistant Chief Messer, and Deputy Chief Rasmussen regarding capital facility projects, and he appreciated the updates.

### **ATTENDANCE CHECK**

Regular Commissioner Meeting March 14, 2024, at 1730 - Station 31 Training Room/Zoom.  
Commissioner Edwards will be unable to attend the March 14, 2024 Commissioner Meeting.



**EXECUTIVE SESSION**

RCW 42.30.140(4)(a): Labor Negotiations

Chairman Elmore called for an Executive Session to begin at 1745 hours for 5 minutes with no expected decision to follow. Chairman Elmore resumed the regular Board of Commissioners meeting at 1750 hours.

**ADJOURNMENT**

Chairman Elmore adjourned the meeting at 1750 hours.

**Snohomish Regional Fire & Rescue**

-----  
Commissioner Rick Edwards

-----  
Chairman Troy Elmore

-----  
Vice Chairman Randy Fay

-----  
Commissioner Paul Gagnon

-----  
Commissioner Jeff Schaub

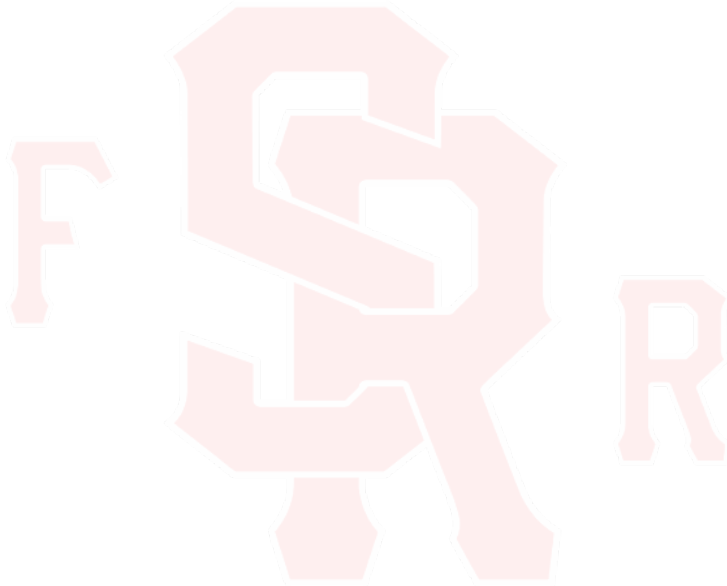
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Commissioner Jim Steinruck

-----  
Commissioner Roy Waugh



# OLD BUSINESS

## DISCUSSION





# OLD BUSINESS

## ACTION





## Request for Action by the Board (R.A.B)

The purpose of the RAB is to provide a standardized format for presenting initiatives requiring action by the Board of Fire Commissioners. The RAB serves as a guide and checklist intended to provide the detailed, relevant, information needed to help the Board take action on projects, programs, and other initiatives.

<b>Initiative Name:</b>	Draft Policy Approval #POL-2403		
<b>Executive member responsible for guiding the initiative:</b>	DC McConnell		
<b>Type of Action:</b>	<input checked="" type="checkbox"/> Motion	<input type="checkbox"/> Resolution	
<b>Initiative Description:</b>	<p>The agency is working through adoption of updated policies developed in the Lexipol format. The policy approval process includes division head review, staff policy committee review, labor review, senior staff review, commission policy committee review, and final board adoption. This is an ongoing process requiring monthly review and approval.</p> <p>Draft Policy:</p> <ul style="list-style-type: none"> <li>100 Fire Service Authority</li> <li>101 Chief Executive Officer Qualifications</li> <li>102 Policy Manual</li> <li>327 Line-of-Duty Death and Serious Injury Investigations</li> </ul>		
<ul style="list-style-type: none"> <li>• <b>Brief Description</b></li> <li>• <b>Goal of Initiative</b></li> <li>• <b>Initiative Results (deliverables)</b></li> <li>• <b>Connection to Strategic Plan</b></li> <li>• <b>Supporting Documentation (attach)</b> <ul style="list-style-type: none"> <li>○ <b>Scope of work</b></li> <li>○ <b>Contract(s)</b></li> <li>○ <b>Project proposal(s)</b></li> <li>○ <b>Presentation(s)</b></li> </ul> </li> <li>• <b>If Financial: Reason RAB must be approved outside of the annual budget process</b></li> </ul>			
<b>Financial Impact:</b>	<p>Expense: <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input checked="" type="checkbox"/> N/A</p> <p>Revenue: <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input checked="" type="checkbox"/> N/A</p> <p>Total amount of initiative (attach amount breakdown if applicable): \$</p> <p>Initial amount: \$</p> <p>Long-term annual amount(s): \$</p> <p>Currently Budgeted: <input type="checkbox"/> Yes <input type="checkbox"/> No Amount: \$</p> <p>Budget Amendment Needed: <input type="checkbox"/> Yes <input type="checkbox"/> No Amount: \$</p> <ul style="list-style-type: none"> <li>• If yes: Fund(s)/line item(s) to be amended:</li> </ul>		
<b>Risk Assessment:</b>	<p>Risk if approved: N/A</p> <p>Risk if not approved: Increased liability due to outdated policies that do not match current agency practices or meet organizational needs.</p>		

<b>Legal Review:</b>	
<input checked="" type="checkbox"/> Initiative conforms with District policy/procedure number (attach): <input checked="" type="checkbox"/> Initiatives that require legal review (contracts, other initiatives): <ul style="list-style-type: none"> <li>• Contracts</li> <li>• Has been reviewed and approved by legal</li> <li>• Includes all costs</li> <li>• Includes term</li> <li>• Includes 'do not exceed' language</li> </ul> <input type="checkbox"/> N/A	
<b>Presented to, and Approved by, Senior Staff</b>	
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Commissioner Sub-Committee Approval</b>	
Initiative presented to commissioner sub-committee: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approved by commissioner sub-committee: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No N/A: <input type="checkbox"/>	
<b>For Fire Chief Approval:</b>	
<input checked="" type="checkbox"/> RAB document complete  <input checked="" type="checkbox"/> Supporting documentation attached  <input type="checkbox"/> Information sent to Fire Chief, Senior Staff, and Board Support (Mindy Leber)  <i>Fire Chief will approve and distribute by email to the Board of Commissioners – RAB executive/senior staff will be cc'd on the email distribution</i>  <i>Fire Chief will coordinate with Senior Staff for RAB introduction</i>	
<b>RAB Executive: Confirmed email sent to Board by Fire Chief</b>	
<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Board of Fire Commissioners</b>	RAB initiatives go through the following process: <ol style="list-style-type: none"> <li>1. Senior Staff approval to move forward to a committee/board</li> <li>2. Initiatives are introduced to the appropriate committee for review</li> <li>3. Initiatives are introduced at an initial commissioner meeting as a Discussion Item <ul style="list-style-type: none"> <li>○ The Senior Staff member assigned to develop the initiative presents initiative to the Board (maximum time for presentation is ten minutes)</li> </ul> </li> <li>4. At a second commissioner meeting, initiatives may be assigned as an action item for approval</li> </ol>
<b>Execution:</b>	<b>It is the responsibility of the RAB Executive to execute implementation, processing, and tracking.</b>





## Fire Service Authority

### 100.1 PURPOSE AND SCOPE

This policy describes the legal authority of the District and the individual members.

### 100.2 ORGANIZATIONAL POWERS

This district is authorized to perform:

- (a) Fire suppression services.
- (b) Emergency Medical Services (EMS) and transport.
  - 1. Basic Life Support (BLS)
  - 2. Advanced Life Support (ALS)
  - 3. Patient Ground Transport
- (c) Fire Marshal services including:
  - 1. Fire safety inspections.
  - 2. Operational permitting and inspections.
  - 3. Construction permitting and inspections.
  - 4. Fire and building plans review.
  - 5. Fire origin and cause investigations.
  - 6. Fire code enforcement.
  - 7. Public fire and life safety education and information.
  - 8. Any other responsibilities and authority assigned to the fire code official or his/her designee by local, state and federal law.
- (d) Special operations services including:
  - 1. Swift water rescue, surface water rescue, and rescue swimmer.
  - 2. Technical rescue (high angle, low angle, confined space, trench).
  - 3. Urban search and rescue.
  - 4. Wildland firefighting.
  - 5. Hazardous material response services.
- (e) Service call services.
- (f) Any other 911 response generated that requires a Fire and EMS response or request by another agency for assistance.

### 100.3 FIREFIGHTER POWERS

Firefighters are members of this district and have the following authority:

### *Fire Service Authority*

---

- (a) Participate in a wide range of emergency and rescue activities, including EMS, extrication and heavy rescue
- (b) Perform fire suppression duties, including the suppression of structural, aircraft, marine, wildland and other types of fires
- (c) Investigate the cause and origin of fires
- (d) Collect and preserve evidence when a fire is of a suspicious origin
- (e) Perform specialty services, including hazardous materials, technical rescue, water rescue and additional services as authorized by the Fire Chief
- (f) Provide fire code enforcement inspection and plan review services
- (g) Provide public education and fire prevention activities and services

#### **100.4 CONSTITUTIONAL REQUIREMENTS**

When exercising their authority, members shall observe and comply with every person's clearly established rights under the United States Constitution and Washington Constitution.

#### **100.5 SUPERVISORY AUTHORITY**

Any chief officer may relieve a member under his/her command from duty when, in his/her judgment, an offense committed is sufficiently serious to warrant immediate action. A report of such action shall be made immediately through the chain of command, followed by written documentation of the charges, in accordance with district procedures. All such processes shall comply with established rules, regulations and applicable collective bargaining agreements.

#### **100.6 POLICY**

It is the policy of Snohomish Regional Fire & Rescue to limit its members to only exercise the authority granted to them by law.

While Snohomish Regional Fire & Rescue recognizes the authority granted, members are expected to use sound discretion in the exercise of this authority, as the district does not tolerate abuse of authority.

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# Chief Executive Officer Qualifications

## 101.1 PURPOSE AND SCOPE

This policy outlines desired education, experience or certifications for the Fire Chief. The Board of Fire Commissioners shall determine the actual position requirements prior to an eligibility announcement.

## 101.2 CHIEF EXECUTIVE OFFICER

The agency supports the Fire and Emergency Services Higher Education Initiative (FESHE) as outlined by the U.S. Fire Administration for the selection of the Chief Executive Officer. The FESHE initiative outlines a competency-based professional development model via the [National Professional Development Model](#).

This model supports higher-level college degrees in public or business management, completion of the National Fire Academy Executive Fire Officer (EFO) and the Center for Public Safety Excellence Chief Fire Officer (CFO) programs as well as experience in chief officer positions enhance the professional credibility of candidates for the rank of Fire Chief.

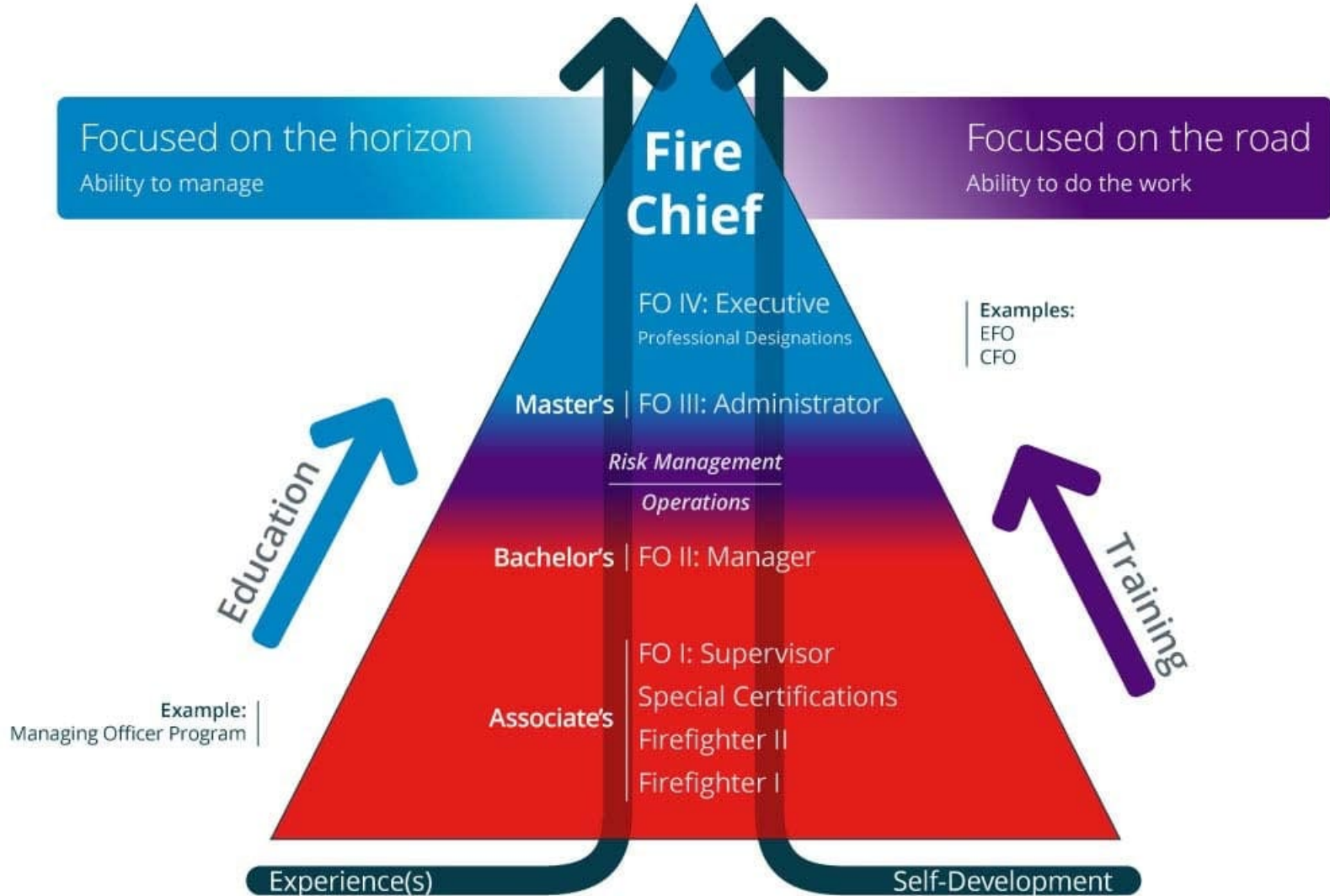
The Board of Commissioners may also consider value of any combination of education and experience that provides the desired knowledge, skills and abilities to perform the essential duties of the position.

## 101.3 POLICY

It is the policy of Snohomish Regional Fire & Rescue to have a highly qualified Chief Executive Officer.

## Attachments

**FEMA NPDM.jpg**



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# Policy Manual

## 102.1 PURPOSE AND SCOPE

The Policy Manual of Snohomish Regional Fire & Rescue is hereby established and shall be referred to as the "Policy Manual." The Policy Manual is a statement of the current policies, rules and guidelines of this district. All district members are expected to conform to the provisions of this Policy Manual. All prior and existing policies, manuals, orders and regulations which are in conflict with this Policy Manual are revoked, except to the extent that portions of the existing policies, manuals, orders and other regulations which have not been included herein shall remain in effect where they do not conflict with the provisions of this Policy Manual.

## 102.2 DEFINITIONS

The following words and terms shall have these assigned meanings, unless it is apparent from the content that they have a different meaning:

**Adult** - Any person 18 years of age or older.

**District** - The District of Snohomish Regional Fire & Rescue.

**Civilian** - Employees and volunteers who are not engaged in fire suppression activities as part of their primary duties.

**District/SRFR** - Snohomish Regional Fire & Rescue.

**Employee** - Any person employed by the District.

**Fire Code** - The Washington State Fire Code as adopted and modified by [WAC 51-54A-003](#) et seq.

**Firefighter** - Those members, regardless of rank, who perform fire suppression activities as part of their primary duties as members of Snohomish Regional Fire & Rescue.

**Manual** - The Snohomish Regional Fire & Rescue Policy Manual.

**May** - Indicates a permissive, discretionary, or conditional action.

**Member** - Any person employed or appointed by Snohomish Regional Fire & Rescue, including:

- Full- and part-time employees
- Elected officials
- Civilian employees
- Volunteers

**On-duty** - Member status during the period when he/she is actually engaged in the performance of his/her assigned duties.

**Order** - A written or verbal instruction issued by a superior.

**Rank** - The job classification title held by a firefighter.

*Policy Manual*

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**Shall or will** - Indicates a mandatory action.

**Should** - Indicates a generally required or expected action, absent a rational basis for failing to conform.

**Supervisor or Manager** - A person in a position of authority regarding hiring, transfer, suspension, promotion, discharge, assignment, reward, or discipline of other district members, directing the work of other members, or having the authority to adjust grievances.

The supervisory exercise of authority may not be merely routine or clerical in nature but requires the use of independent judgment.

### 102.3 POLICY

Except where otherwise expressly stated, the provisions of this Policy Manual shall be considered as guidelines. It is recognized that fire and rescue work is not always predictable and circumstances may arise that warrant departure from these guidelines.

It is intended that the provisions of this manual be viewed using an objective standard, taking into consideration the sound discretion entrusted to the members of this district under the circumstances reasonably available at the time of any incident.

#### 102.3.1 DISCLAIMER

The provisions contained in the Policy Manual are not intended to create an employment contract nor any employment rights or entitlements. The policies contained within this manual are for the internal use of Snohomish Regional Fire & Rescue and shall not be construed to create a higher standard or duty of care for civil or criminal liability against the District, its officials or members. Violations of any provision of any policy contained within this manual shall only form the basis for district administrative action, training or discipline. Snohomish Regional Fire & Rescue reserves the right to revise any policy content, in whole or in part.

#### 102.3.2 SEVERABILITY

In the event that any term or provision of this Policy Manual is declared illegal, invalid or unenforceable by any court or any federal or state government agency, the remaining terms and provisions that are not affected shall remain in full force and effect. If any provision of the Policy Manual is found to be in conflict with a local, state or federal law, District policy or collective bargaining agreement, such law, District policy or collective bargaining agreement shall take precedence over that provision of the Policy Manual.

In the event that any of the terms or provisions of the Policy Manual are determined to conflict with any portion of a collective bargaining agreement, the District will seek to resolve the conflict.



*Policy Manual*

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**102.4 RESPONSIBILITIES**

The responsibility for the contents of this Policy Manual rests with the Fire Chief, as delegated and approved by the Board of Fire Commissioners. Since it is not practical for the Fire Chief to prepare and maintain the Policy Manual, the following delegations have been made:

**102.4.1 FIRE CHIEF**

The Fire Chief shall be considered the ultimate authority for the provisions of this manual and shall continue to issue, as needed, directives which shall modify those provisions of the manual to which they pertain. Any directive so issued shall remain in effect until such time as it is permanently incorporated into the manual. The Fire Chief or his/her designee shall be responsible for ensuring all policies are reviewed and approved by the Board of Commissioners prior to being issued by the agency and placed into effect ([RCW 52.14.100](#)). The Fire Chief shall be responsible for approving District Procedures prior to being issued and placed into effect.

**102.4.2 SENIOR STAFF**

Senior staff shall consist of the following:

- Fire Chief
- Assistant Fire Chiefs
- Business Administrator

Senior staff shall review all recommendations regarding proposed changes to the manual and make recommendations to the Fire Chief on final manual changes.

**102.4.3 OTHER PERSONNEL**

Any member suggesting revision of the contents of the Policy Manual shall forward the suggestion through the chain of command.

**102.5 POLICY MANUAL REVIEW & UPDATE**

Policy Manual documents shall be reviewed at least once every three years with safety sensitive policies being reviewed annually. A review committee may be assigned to provide suggestions to clarify the goals or objectives desired by the organization. Final drafts shall be forwarded to the senior staff for final disposition.

**102.6 DISTRIBUTION OF THE POLICY MANUAL**

An electronic version of the Policy Manual will be made available on the district network for access by all employees. The electronic version will be limited to viewing and printing. No changes shall be made to the electronic version without authorization from the Fire Chief or the authorized designee.

*Policy Manual*

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**102.7 POLICY MANUAL ACCEPTANCE**

As a condition of employment, all members are required to read and obtain necessary clarification of this Policy Manual. All are required to sign a statement of receipt acknowledging that they have received a copy or have been provided access to the Policy Manual and understand that they are responsible to read and become familiar with its content.

**102.8 REVISIONS TO POLICIES**

All members are responsible for keeping abreast of all Policy Manual revisions. Members will be notified of policy updates through the agency's electronic communications system.

Each member shall review and acknowledge the revisions and seek clarification as needed.

Each supervisor/manager will ensure that members under his/her command are aware of any Policy Manual revisions and have accomplished appropriate tasks as described in this policy.

# Line-of-Duty Death and Serious Injury Investigations

## 327.1 PURPOSE AND SCOPE

The purpose of this policy is to provide guidelines for the investigation of a serious injury or line-of-duty death and the documentation of the events leading to the injury or death, and to make recommendations directed toward preventing similar occurrences in the future.

## 327.2 REFERENCES

[WAC 296-305-01503](#)

[WAC 296-800-320](#)

## 327.3 POLICY

It is the policy of the Snohomish Regional Fire & Rescue to investigate and document the cause of line-of duty death or incidents that result in a serious injury. All investigations shall comply with [WAC 296-305-01503](#) & [WAC 296-800-320](#). An investigation into the circumstances of the serious injury or line-of-duty death is separate and distinct from any investigation being conducted regarding the cause of a fire.

The District may utilize external resources to assist or lead the investigation. These resources include: the Washington State Patrol, the State Fire Marshal, local law enforcement, and area fire department Fire Marshals. In the event an investigation utilizes multiple agencies, the District will establish a Unified Incident Command program to facilitate the needs and activities of the investigation.

## 327.4 GUIDELINES

The District shall establish a written procedure and a program for investigating, and evaluating the facts, relating to the cause of accidents in compliance with applicable state law.

As soon as practicable after the serious injury or a line-of-duty death has occurred, the Fire Chief or the authorized designee shall assign an investigation team to conduct an investigation into the circumstances of the event.

- (a) The Fire Chief shall designate a team leader to direct the investigation of the circumstances involved in incident. The investigation team should report to the team leader, who is responsible for the management of the investigative process.
- (b) All members of the Snohomish Regional Fire & Rescue shall give their full and complete cooperation to the investigation team.
- (c) The Washington State Department of Labor and Industries will conduct an investigation of the incidents involving the death or serious injury of an employee. The investigation team shall provide a liaison to the state investigators.

### *Line-of-Duty Death and Serious Injury Investigations*

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- (d) Snohomish Regional Fire & Rescue should cooperate with all other government agencies that have a legal cause to be involved in the investigation of a line-of-duty death or serious injury and should voluntarily share relevant information with other organizations working in areas of fire service occupational safety and health education and training. Participation by these agencies shall be at their own discretion, depending on the circumstances of the incident. These agencies may or may not produce their own reports of the incident with recommendations for corrective actions. These reports do not supersede the investigation team report.
- (e) The investigation team report and all related documentation shall be an internal Snohomish Regional Fire & Rescue administrative report.
- (f) Any public release of the report requires the approval of the Fire Chief or the authorized designee. Such release will generally be processed in accordance with the provisions of the Public Records Act (RCW 42.56).

#### **327.5 INVESTIGATION TEAM**

The investigation team shall consist, at a minimum, of the following qualified team members:

- (a) Team Leader
- (b) Fire investigator
- (c) District Health and Safety Officer
- (d) Risk manager
- (e) Employee labor representative

Additional personnel may be added as required by the specific circumstances of the incident, including Human Resources and an investigative representative from the appropriate law enforcement agency, when there is reasonable cause to believe a crime may be connected with the investigation.

#### **327.6 FINAL REPORT**

The investigation team should present the final report to the Fire Chief. The Fire Chief should determine the schedule and method of presentation of the final report.



# **Collective Bargaining Agreement**

**By and Between**

**Snohomish Regional Fire and Rescue**

**AND**

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

**January 1, 2023 through December 31, 2025**

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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, military or veteran status, 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 – Three (3) 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. Three (3) members of the Executive Board shall be allowed time off with pay for regular Labor-Management meetings.

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 09:00-11:00 . 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 11:30 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 staffed 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 bylaws 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 192 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 duration of this agreement , 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.

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.

If an employee is deemed unfit for duty on the day of examination, the employee will be granted paid administrative leave for the balance of the shift and be provided test results in writing and referred to their personal healthcare provider for further follow-up. The employee shall make every effort to receive clearance for duty on the same day. An employee's failure to secure clearance in a timely manner will result in the employee being placed on sick leave for the subsequent shifts and until clearance is received.

## **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 that are assigned to a forty (40) hour workweek shall accrue twelve (12) hours of sick leave per month. Employees that are on light duty for more than 2 pay periods will accrue sick leave at twelve (12) hours a month beginning at the 1<sup>st</sup> of the next 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 31<sup>st</sup> 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 December 31<sup>st</sup>, the employee's ending balance is less than their grandfathered 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 31<sup>st</sup>, 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 1<sup>st</sup> and go through the end of the year for employees that meet the check off requirements prior to the December 31<sup>st</sup> 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 1<sup>st</sup>, then the District and Union will meet to discuss the December 31<sup>st</sup> 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) and if offered.

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 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 Assistance Referral and Education (CARES) Specialist.

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.

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). Fire (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 10.12 Division Assignments - The Training Division shall have a minimum of three (3) Captains assigned. The EMS Division shall have a minimum of one (1) EMS Day Captain assigned and four (4) Lieutenant MSO shift positions assigned. If the open bid process is completed for any of these positions and there are no promotional lists or qualified candidates, the district and the union shall sit down collaboratively to discuss potential options to fill the open position/s. 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.

If at ratification of this contract an employee is a promoted Captain MSO, they will be grandfathered as a shift Captain MSO, holding the Captain rank and salary set forth in Article 23. Employees who are at the rank of Lieutenant/Paramedic at ratification of this

contract that are currently filling these positions as long-term acting captain MSO's will not see a reduction in pay from the current contract language until they are moved from the position/s. Said employees in the EMS Division as long term temporary actors will be able to participate in the next promotional process for shift MSO or day time Captain in EMS and if they are successful in the promotional process and chosen for either shift MSO or day time Captain in EMS they will be ranked as Captain and paid per Section 23.1 with additional compensation per article 23.2.

Section 10.13 Office of the Fire Marshal (OFM) Assignments - The Office of the Fire Marshal (OFM) will have a minimum of four (4) 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. Due to the potential workload variability, the District and Union shall sit down collaboratively to discuss potential options if deemed necessary to decrease any level of current assignments within this 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. No employee may work (excluding overtime) more than seventy-two (72) consecutive hours between any two (2) days of regular assigned work.
4. 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.
5. Shift exchanges are not allowed for consistent restructuring of an employee's shift cycle into a 48/144. Consistent is defined as a majority of shift cycles in a given month.

Section 11.2 – When a shift exchange is approved as set forth herein, the member who agrees to a shift exchange and completes the appropriate forms, take 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 11.4 – 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 four (4) hours or less. 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 ) 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. Employees who are eligible for and receive PFML benefits, may utilize

accrued leave to supplement their PFML benefit in order to maintain his/her wages during the applicable period consistent with District policy. 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:

<b>Length (Months)</b>	<b>of Service</b>	<b>Hours</b>	<b>Shifts</b>
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.

14.3.1 – In consideration of operational necessities, vacation leave may be front loaded and scheduled in accordance with article 14. Employees shall be required to pay back any unearned leave hours used.

Section 14.4 – Vacation schedules will be submitted on a form provided by the District prior to December 15<sup>th</sup> of each year. Vacations shall be approved and scheduled by the District by December 31<sup>st</sup> 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 1<sup>st</sup> 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 15<sup>th</sup> of each year. 24-hour shift personnel shall be allowed to schedule a total of seven (7) 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. 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 1<sup>st</sup> 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 15<sup>th</sup> 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
- Juneteenth
- 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.

15.2.1 – In consideration of operational necessities, holiday leave may be front loaded and scheduled in accordance with article 14. Employees shall be required to pay back any unearned leave hours used.



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 assigned Battalion Chief shall 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 15<sup>th</sup> 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 an 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 a member's station assignment is changed with less than 24 hours' notice, the moved member 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 17.4.1 - Mandatory overtime that forces an employee to work on recognized holidays, that are specified in Section 15.1, shall be paid at a rate of two (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 Union 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. At a rate that coincides with Section 17.4 or its subsections.
- B. The employee may accrue a bank of comp time to be used during the year. The comp time bank will accrue at a rate that coincides with Section 17.4 or its subsections. On December 31<sup>st</sup> 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.

Section 17.9 - Mandatory Overtime: When there are no volunteers to work the required overtime and a member is mandated to work the overtime in order to maintain the District's established constant staffing level, mandatory overtime occurs. Mandatory overtime is defined as any time a qualified person is held on shift without volunteering (this excludes shift trades). Mandatory overtime will only occur if qualified personnel do not volunteer for overtime. Mandatory overtime shall only be utilized for sick leave and the position shall be filled per the overtime call in procedure. In such cases a member from the off-going shift will be held on overtime to comply with the constant staffing requirements as outlined in Section 10.11.

Section 17.9.1 – Overall seniority will be utilized to mandate and employee to work overtime. The least senior employee that complies with section 17.9 above will be required to work overtime. Once an employee has worked mandatory overtime they will fall to the bottom of the mandatory overtime list.

Section 17.10 - 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.

Section 17.11 – A member shall be notified as soon as possible that they will be working mandatory overtime by an on-duty Battalion Chief.

Section 17.12 – Mandatory overtime hours and normal overtime hours shall be documented uniquely to accommodate the evaluation of mandatory overtime and its utilization.

Section 17.13 – Mandatory overtime does not supersede an employee's ability to use sick leave per Article 9 of the CBA and RCW 49.12.270

Section 17.14 – The District shall not be able to require an employee to work mandatory overtime if the employee has approved annual leave, holiday leave, comp time, sick leave or supplemental leave per article 13 on the day the need for mandatory overtime occurs.

Section 17.15 – An employee may reject or shall not be required to work mandatory overtime for the following:

- Employee's can one time, per calendar year, refuse mandatory overtime
- if good cause exists (e.g., mandatory overtime would require the employee to forfeit pre-purchased airline tickets, would require the employee to violate a legal obligation they have, or would otherwise cause the employee undue hardship or expense) provided that if an employee falsely claims good cause for rejecting mandatory overtime, or abuses the right, that employee shall be subject to discipline.
- If an employee is on a shift trade they cannot be required to work mandatory overtime.
- If an employee is on overtime they cannot be required to work mandatory overtime.

Section - 17.16 Failure to work mandatory overtime shall result in disciplinary action.

## **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 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 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.

The employee must request approval, in writing, in advance to the Deputy Chief of Operations or his/her designee, and include how their chosen field of study or degree program will enable them to better contribute to the mission or work of the district. Field of study must be approved in advance by the Fire Chief or his/her designee.

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 which 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 four (4) employees elected every odd year from the Union and the program manager. The program manager shall not be counted as one of the four employees. 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 – The District shall notify the Union President of the District's desired number of conditional offers to be given to new hires prior to Chief's interviews. New hires for that cycle shall be selected from a ranked list established through 1st and 2nd round interviews. The candidates' ranking on this list will be utilized to determine seniority to comply with Article 38-Seniority. The Chief shall select the new hires utilizing the "Rule of X," whereby X is equal to 175% (rounding up to the nearest whole number) of the number of conditional offers. For example, if the Fire Chief notifies the Union President that the District intends on hiring 19 new firefighters, the Fire Chief can interview and select from the top 34 candidates. The minimum number of candidates to move forward to the Fire Chief's interviews in any process, regardless of the number of FTEs to be hired, shall be Ten (10).

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 3 or Firefighter Paramedic 3. 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. All minimum requirements must be met by the time of application.

\* 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 (including LT MSO), 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 15<sup>th</sup> to May 15<sup>th</sup>. The window for fall testing shall be September 15<sup>th</sup> to October 15<sup>th</sup>. If conflicts within the established testing windows arise, dates shall be adjusted by mutual consent. Tests scheduled as follows:

BC – spring odd years

Captain – spring even years (beginning 2024)

LT – fall odd years

LT MSO and EMS Day Captain – spring of even years (beginning 2024)

D/O – fall even years

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 with each component requiring 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 by the District.

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 five (5) business 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, EMS Day Captain and Lieutenant) will consists of the following exam components.

Captain (3 components):

- IMS Scenario
- Assessment Center
- Oral Evaluation

EMS Day Captain (3 Components):

- IMS scenario
- Assessment Center
- Oral evaluation

Lieutenant MSO (4 components):

- Written Exam
- 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 may continue to be utilized with positions requiring personnel management (Battalion Chief, Captain, EMS Day Captain and Lieutenant positions) and can be administered after the eligibility list has been established.

While all evaluations will assess for leadership, tactical, and conflict resolution skill sets, the MSO tests will specifically focus on candidates' knowledge of, and ability to manage, complex EMS incidents.

Section 21.2.13 - Positions that focus primarily on task or program management responsibilities (Driver/Operator, CARES, 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. The Lieutenant MSO will be exempt from this assignment. 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 in accordance with District policy 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 - Positions within the EMS Division shall be recognized by their operational rank equivalent (designated by pay-grade in Article 23). 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 EMS Day Captain.

Section 21.2.16.1 - Employees may move in and out of the EMS Division during their career, but it is the time in grade within the EMS Division that defines the time in grade for the promotional processes within the EMS Division. Time in grade are not interchangeable between the EMS Division and other divisions.

Exception - when an employee was promoted into the Division as a Captain or were long term temporary actors in the EMS Division prior to ratification of this CBA and they had already met the promotional and time in grade requirements as an operational Lieutenant per Article 22 Grade requirements per the 2020-22 CBA time in grade in the EMS division will apply as time in grade for operations.

Section 21.2.16.2 – 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. The district would not make the foregoing financial commitment for an employee but for the fact that such an employee agrees to work as a paramedic for the district for five (5) years following completion of the paramedic program. 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 – Office of the Fire Marshal (OFM) 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 – Office of the Fire Marshal (OFM) entry testing. Placement within the OFM 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 Deputy Fire Marshal I (DFM I) position, as determined by the District.

Section 21.2.17.2 – Positions within the Office of the Fire Marshal (OFM) shall be recognized by their operational rank equivalent (designated by pay-grade in Article 23). Employees may move in and out of the Division during their career, but it is the time in grade within the Division that defines the time in grade for the promotional processes within the Division. Time in grade are not interchangeable between the OFM Division and other divisions.

Exception - If an employee is promoted into the Division and they had already

met the promotional and time in grade requirements as an operational Lieutenant per Article 22 Grade requirements per the 2020-22 CBA time in grade in the Office of the Fire Marshal will apply as time in grade for operations.

Section 21.2.17.3 – OFM personnel may work overtime for positions where qualified (as determined by the Training Division) during times not assigned to their primary OFM duties. Non-OFM personnel with ICC Fire Inspector I certification are eligible to work overtime within the OFM Division where openings warrant. Non-OFM personnel with approved light-duty may be assigned to work within the Division without certification.

Section 21.2.18 – An employee who is currently at a higher rank and pay scale may be promoted to a position in the EMS Division or the Office of the Fire Marshal divisions that is a lower rank and pay scale. The employee shall be allowed to maintain base pay up to:

1. EMS Division – Lieutenant MSO II (119%) base wage
2. Office of the Fire Marshal – Deputy Fire Marshal II (119%) base wage

for the time in grade required to promote to the positions listed in items & 1 & 2 as defined in Article 22.

### Section 21.3 – Transfers

Section 21.3.1 –. This section governs openings that result due to promotion and separation from service, and not from the creation of new positions. All station bidding and rebidding shall be awarded in order of date-of-hire seniority. Any openings prior to January 1 will be filled on a temporary basis by qualified employees in accordance with Article 33. Subsequent and resulting openings shall be open to a bidding process conducted by the union to occur starting November 1st and concluding December 1st. All bid selections will be effective January 1st of the following year. At the conclusion of bidding the union shall meet and confer with the DC of Operations to confirm the final bid results meet operational requirements as established by the employer. The district may restrict the practice known as “Trickle Down Bidding” due to operational necessity. This process shall not result in a non-bidding employee (who is off probation) being forced to move from one station or shift to another. This section shall take effect upon ratification of this CBA and shall not be applied retroactively.

Section 21.3.2 - Shift and station assignments shall be considered fixed with no scheduled rebid cycle through 2025. Employees may hold a vote in accordance with the



union bylaws and decide to rebid. Should employees vote to hold a rebid, the rebid shall be conducted with an effective date of January 1st of the following year. 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. This language is not intended to restrict the District from utilizing management rights to change operational standards, to move employees when operational necessity requires movement, or other rights as defined in Article 5.

## **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.

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 24hour 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 may be taken at any accredited College or University. The title of the college course is not specific, only the general topic matters. 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.

Probationary Lieutenant MSO – Five (5) years' time in grade as a SRFR Firefighter Paramedic 3; Completion of Acting Lieutenant MSO I Requirements; Current Washington State Paramedic certificate.

Lieutenant MSO I – One (1) year time in grade as a Probationary Lieutenant MSO, Certified as IFSAC Fire Officer I; Current Washington State Paramedic certificate.

Lieutenant MSO II – One (1) year time in grade as Lieutenant MSO I; Certified as IFSAC Fire Officer I; Completion of an approved National Fire Academy-EMS Incident Operations focused course; Current Washington State Paramedic 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: IFSAC Instructor II

EMS Day Captain – One (1) year time in grade as a Lieutenant MSO II; Completion of an approved National Fire Academy-EMS QM or Research focused course; Current Washington State EMT-P. Preferred qualifications of an Associate's degree in a fire/EMS related field as well as County CBT instructor.

Community Assistance Referral and Education (CARES) Specialist - Employees with one (1) year time in grade as a Firefighter 3 and a valid Washington State Emergency Technician - Basic (EMT-B) certification. This position shall be considered permanent, although an employee who works in this position shall be granted the restoration of their previously-held rank and status within 6 months of their request. The district may add additional positions to this role at

their discretion; an examination process shall apply. Employees in this role shall be permitted to accept overtime outside of their scheduled hours and duties, in accordance with their qualifications. Employees in this role shall not be used for constant staffing needs unless they have accepted an overtime shift. There is no probation for this position. This language is not intended to exclude cooperation with another agency to provide these services when mutually agreed by the union and the employer.

If the Cares Specialist 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 Cares services, and a reduction in force occurs as a result of the Cares 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 Cares 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 – Successful completion of Firefighter probation and current Washington State Emergency Medical Technician – Basic or Paramedic (EMT-B or EMT-P) certificate.

**Deputy Fire Marshal I** – Five (5) or more years' employment with the fire district, or approved equivalent; NFPA 1072 Hazardous Materials Operations, 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.

**Deputy Fire Marshal II (DFM II)** – Meet all minimum qualification for DFM I; Two (2) years time in grade as DFM I; ICC Fire Inspector II, ICC fire plans examiner.

**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.

**Senior Deputy Fire Marshal** - Meet all minimum qualifications for Deputy Fire Marshal II (DFM II); Three (3) years' time in grade as DFM II; Blue card Incident command; NIMS ICS 300 & 400, NFPA 1021 Fire Officer I; NFPA 1033 or IAAI certified fire investigator.

**Preferred qualifications** – NFPA 1021 Fire officer II; NFPA 1035 Fire and Life Safety Educator; NFPA 1521 or NFA Fire Department Safety Officer.

Employees permanently promoted to the Office of the Fire Marshal by the date of ratification of this CBA (2023-2025), and holding the rank of Fire Inspector 1, Fire Inspector 2, or Deputy Fire Marshal shall be automatically retitled to their new equivalent rank of this CBA (2023-2025) as a Deputy Fire Marshal 1, Deputy Fire Marshal 2, or Senior Deputy Fire Marshal without the need to obtain additional time-in-grade or new certification. For an employee to progress to the next rank within the Office of the Fire Marshal, the employee shall meet all required time-in grade as listed for the ranks of Deputy Fire Marshal 2 or Senior Deputy Fire Marshal.

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 –

Effective January 1, 2023, salaries shall be raised by 10.0%.

Effective January 1, 2024, salaries shall be raised by 4.6%.

Effective January 1, 2025, salaries shall be raised by the preceding Seattle-Tacoma-Bellevue June to June CPI-U. In the case of a negative CPI-U it shall be recognized as zero percent (0%).

<b>POSITION:</b>	<b>% of FF3</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Recruit/Probationary Firefighter	70%	6,798	7,111	
Firefighter 1	80%	7,769	8,126	
Firefighter 2	90%	8,740	9,142	
<b>Firefighter 3</b>	<b>100%</b>	<b>9,711</b>	<b>10,158</b>	
Probationary Driver/Operator	<u>104%</u>	10,099	10,564	
Driver Operator	<u>106%</u>	10,294	10,767	
Recruit/Probationary Firefighter Paramedic	76%	7,380	7,720	
Firefighter Paramedic 1	95%	9,225	9,650	
Firefighter Paramedic 2	105%	10,197	10,666	
Probationary Firefighter Paramedic Trainee	106%	10,294	10,767	
Firefighter Paramedic 3	115%	11,168	11,682	
Probationary Lieutenant	109%	10,585	11,072	
Lieutenant 1	113%	10,973	11,479	
Lieutenant 2	119%	11,556	12,088	
<u>Probationary Lieutenant MSO</u>	<u>109%</u>	<u>10,585</u>	11,072	
<u>Lieutenant MSO 1</u>	<u>113%</u>	<u>10,973</u>	11,479	
<u>Lieutenant MSO 2</u>	<u>119%</u>	<u>11,556</u>	12,088	
Captain	125%	12,139	12,698	
<u>EMS Day Captain</u>	<u>125%</u>	<u>12,139</u>	12,698	
<b>OFFICE OF THE FIRE MARSHAL:</b>				
<u>Deputy Fire Marshal 1</u>	113%	10,973	11,479	
<u>Deputy Fire Marshal 2</u>	119%	11,556	12,088	
<u>Senior Deputy Fire Marshall</u>	125%	12,139	12,698	

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 Day Captain shall function as a non-primary paramedic. The Lieutenant Medical Services Officer 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 three (3%) 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 EMS Day Captain, Captain, LT, Senior Deputy Fire Marshal, DFM II, DFM I, FF/PM, D/O, or FF, including qualified long-term actors, 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, CARES Specialist and/or employees holding dual Captains or Senior Deputy Fire Marshal Rank 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 Assistance Referral and Education (CARES) Specialist 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 - Employees holding the rank of Captain/Lieutenant 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 overall seniority as defined in Article 38.1 and shall be based upon a member's final ranking after oral interviews during the hiring process. 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 still not filled, long-term actors shall be offered the opportunity to fill the position, 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 entry level employees will be required to serve an 18 month probationary period beginning on the date of employment. 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 34.1.2 - Employees hired between January 1, 2023 and the ratification of this CBA shall receive the Firefighter 1 pay rate after serving 18 months continued service since their date of employment and shall receive Firefighter 2 and Firefighter 3 pay rates on each one-year anniversary thereafter, in accordance with Article 22. Time served on light duty is not applicable to the 18-month probation.

Section 34.2 – All newly promoted positions and lateral entry 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 five and one half percent (5.5%) of the employee's base salary per month for employees participating in a deferred compensation program:

### **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 placed on the seniority list in order of final ranking after the oral examination during the hiring process.

**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 of 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 1<sup>st</sup>, to be paid on July 31<sup>st</sup>. Request forms for the second cash out shall be submitted to payroll by December 1<sup>st</sup>, to be paid on December 31<sup>st</sup>. The second cash out shall be in compliance with Article

17.8 (72 hours comp time bank on December 31<sup>st</sup>).

**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 or Engine Boss & D/O or Acting D/O & FF (FF



Tender:	Lt or Acting Lt or Engine Boss & D/O or Acting D/O
Type I:	Lt or Acting Lt or Engine Boss & 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 qualified Strike Team Leader (STL). By itself, rank within the District shall not be considered proper qualification for this position. (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.

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

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**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**

\_\_\_\_\_.

\_\_\_\_\_  
 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**

\_\_\_\_\_ .

\_\_\_\_\_  
Craig Fisher, President

\_\_\_\_\_  
Leroy Schwartz, Vice President

\_\_\_\_\_  
Ray Sayah, Vice-President

\_\_\_\_\_  
Negotiating Team Member

\_\_\_\_\_  
Negotiating Team Member

\_\_\_\_\_  
Negotiating Team Member





# NEW BUSINESS

## DISCUSSION



## 2023 FOURTH QUARTER REPORT HIGHLIGHTS

### Snohomish Regional Fire and Rescue

#### FUND BALANCES:

The grid below shows the District's beginning and ending fund balances in 2023. The ending balances below include cash and investment deposits with the county as well as the district's bank account balances and the district's change fund. Not to be confused with the budget and actual comparisons, the changes in the District's fund balances between the beginning and end of 2023 are simply a matter of the amount by which the total revenues exceeded or were exceeded by the total expenditures for each of the funds indicated.

CHANGE IN FUND BALANCES				
FUND NO.	FUND NAME	12/31/22 BALANCE	12/31/23 BALANCE	CHANGE
001	GENERAL FUND	\$ 50,307,590	\$ 56,833,488	\$ 6,525,898
002	RETIREMENT RESERVE FUND	\$ 5,220,802	\$ 6,815,795	\$ 1,594,992
003	EMERGENCY RESERVE FUND	\$ 8,490,758	\$ 9,264,262	\$ 773,504
050-052	SHOP FUNDS	\$ 1,311,244	\$ 1,698,445	\$ 387,201
200 - 201	BOND FUNDS	\$ 50,366	\$ 60,516	\$ 10,151
300	CONSTRUCTION FUND	\$ 13,867,006	\$ 21,061,286	\$ 7,194,280
301	APPARATUS FUND	\$ 8,177,735	\$ 6,953,549	\$ (1,224,186)
303	EQUIPMENT FUND	\$ 1,762,664	\$ 2,101,103	\$ 338,439
	TOTALS	\$ 89,188,166	\$ 104,788,444	\$ 15,600,278

#### General Fund:

The total revenues, including inter-fund transfers, in the general fund for 2023 were \$75,169,753. The total expenditures in the general fund, including inter-fund transfers were \$68,643,855. The total inter-fund transfers out of the general fund were \$12,415,160, and transfers into the general fund were \$99,910. Additional details on the revenues and expenditures can be found in the budget and actual portions of this report covering fourth quarter revenues and fourth quarter expenditures.

#### Retirement Reserve:

Transfers into the retirement reserve fund of \$1,975,500 plus investment interest of \$258,541 exceeded payments for retirement leave and retirement medical costs by \$1,594,992. Because the IAFF contract was not settled in 2023, the COLA was unknown. This held up the payment of the VEBA portion of retirees' retirement medical payments. The VEBA payments will be encumbered and included in a budget amendment for 2024 after the Commissioners have approved a COLA for the retirement medical payments for 2023.

#### Emergency Reserve:

Transfers into the emergency reserve totaled \$420,000 plus investment interest added \$353,504 to the ending cash and investment balance. There were no expenditures from this fund in 2023.

#### Shop Funds:

The increases in cash and investment balances were \$387,201 in the combined shop funds. Operating revenues totaled \$2,273,960; investment interest was \$59,591 for total revenues of \$2,331,551 excluding transfers within the shop funds. Operating expenses were \$1,838,151, retirement expenses were \$0 from the Shop Leave Buy-out, and expenses from the Shop Capital fund were \$6,289. Net transfers-out resulted in a reduction in funds of \$99,910. Total combined shop expenses were \$1,944,350 excluding transfers within the shop fund of \$250,000.

#### Bond Funds:

The balances in the combined bond funds increased by \$10,151. Property taxes collected were \$1,261 and interest earnings were \$9,239. Transfers into the bond fund from the General Fund were \$514,655, for total revenues of \$525,155. The total payments included principal and interest on the 2 bond issues of \$514,655, plus the bond administrative fees of \$350. Total expenditures were \$515,005.

#### Construction Fund:

The balance in the construction fund increased by \$7,194,280. The revenues in this fund included transfers-in of \$6,350,000 plus revenues from admin building rents, property & tower rents, and refunds and reimbursements totaling \$554,843 and investment interest of \$864,896. Revenues totaled \$7,769,739. Expenditures totaled \$575,459 in this fund, which included capital outlay costs for the district's facilities totaling \$496,540, and tenant utilities and maintenance totaling \$78,919.

#### Apparatus Fund:

The reduction in the fund balance in the apparatus fund was \$1,224,186. The revenues included inter-fund transfers-in totaling \$2,560,000 and investment interest of \$365,270 for total revenues of \$2,925,270. The spending in this fund was \$4,149,456 which was comprised capital lease costs totaling \$117,600, and capital outlay and other purchases totaling \$4,031,856.

### Equipment Fund:

The increase in the ending balance of the equipment fund was \$338,439. Transfers into the equipment fund were \$1,109,660 and investment revenues were \$97,831, for total revenues of 1,207,491. Equipment purchases in this fund totaled \$869,052.

### BUDGET SURPLUSES:

The budget surpluses shown below are the net surpluses of combined budgeted revenues and expenditures and encumbrances.

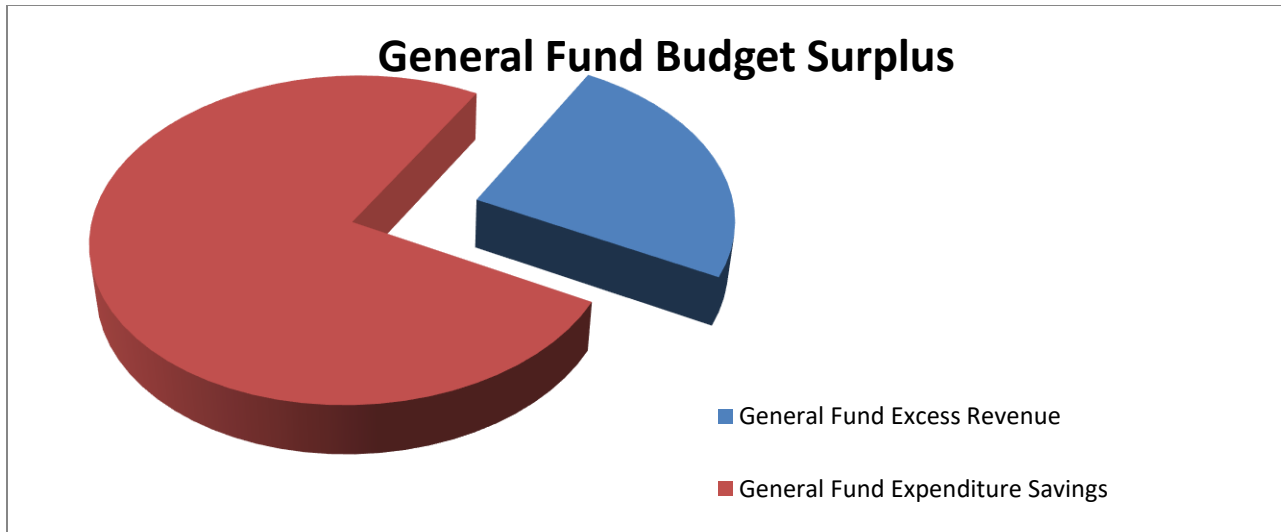
FUND	BUDGET SURPLUS	ENCUMBRANCES	NET OVER/UNDER
GENERAL	\$ 16,334,953	\$ 3,498,589	\$ 12,836,364
RETIREMENT RESERVE	\$ 324,092	\$ 72,500	\$ 251,592
EMERGENCY RESERVE	\$ 303,504	\$ -	\$ 303,504
BOND FUNDS	\$ 9,656	\$ -	\$ 9,656
CONSTRUCTION	\$ 8,146,229	\$ 1,031,670	\$ 7,114,559
APPARATUS	\$ 2,724,167	\$ 2,167,143	\$ 557,024
EQUIPMENT	\$ 187,393	\$ 19,669	\$ 167,724
SHOP FUNDS	\$ 286,286	\$ -	\$ 286,286
<b>TOTAL</b>	<b>\$ 28,316,280</b>	<b>\$ 6,789,571</b>	<b>\$ 21,526,709</b>

### GENERAL FUND BUDGET SURPLUS:

We will focus on the budget surplus in the general fund as it is one of the most significant, and of most interest. This is comprised of higher than budgeted revenues of \$3,982,951 and lower than budgeted expenditures of \$12,352,002 in the general fund. The budget expenditure savings is offset by encumbrances totaling \$3,498,589. Most of the encumbrances in the general fund are for back-pay to IAFF and other staff whose COLAs were not paid in 2023 because the union contract had not been settled. Additional details will be presented in budget amendment #1 for 2024.

General Fund Budget Surplus	
General Fund Excess Revenue	\$ 3,982,951
General Fund Expenditure Savings	\$ 12,352,002
Less General Fund Encumbrances	\$ (3,498,589)
<b>Net Revenue &amp; Expenditure Surplus</b>	<b>\$ 12,836,364</b>





Most General Fund revenue sources exceeded budgeted amounts in 2023. The most significant of these are investment interest, transports, property taxes, federal grants, and refunds and reimbursements. These revenues exceeded budgeted amounts by \$2,171,238, \$544,443, \$486,278, \$426,995, and \$386,699 respectively. The only significant revenue source that was less than budgeted expectations were GEMT revenues, which were \$478,405 less than budgeted.

#### EARMARKS:

In 2018, 2019, 2020, and in 2021, the district received some funding in the general fund, which was to be used specifically for EMS. The remaining funds from 2018 through 2021 total \$334,090. The district used these funds in 2023 for the purchase of an ambulance amounting to \$380,221. No earmarks are remaining to be carried forward.

#### ACCOUNTS RECEIVABLE:

The district's accounts receivable at the close of 2023 included Shop invoices billed on December 31, 2023, services for one Special event, inspection/ permit fees, unreimbursed state mobilization for mobilizations that we participated in during 2023. Also, there are few employees who owe the district money: we have set up payment plans with these employees to reimburse the district.

### FOURTH QUARTER REVENUES

**GENERAL FUND REVENUES:**

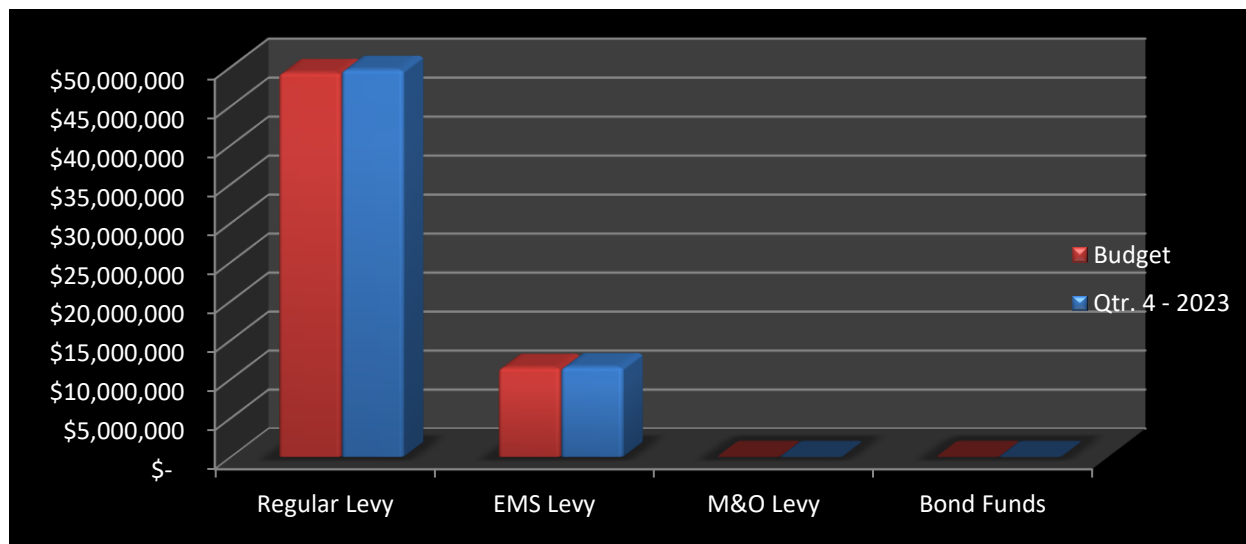
The district’s total 2023 budgeted revenues in the General fund are \$71,186,802, with actual revenues of \$75,169,753: 106% of the budgeted amount. In 2022, the District had collected 102% of the budgeted general fund revenues, and in 2021 the district had collected 103% of total budgeted general fund revenues.

**TAXES:**

The regular property taxes plus the EMS levy and the remaining M&O Levy collected in 2023 total \$61,197,350 in the General Fund; 101% of the amount budgeted. In 2022, at this time, we had also collected about 101% of the property taxes budgeted in the general fund.

The 2023 property tax revenues in the Bond fund totaled \$1,261, which was for property taxes in arrears.

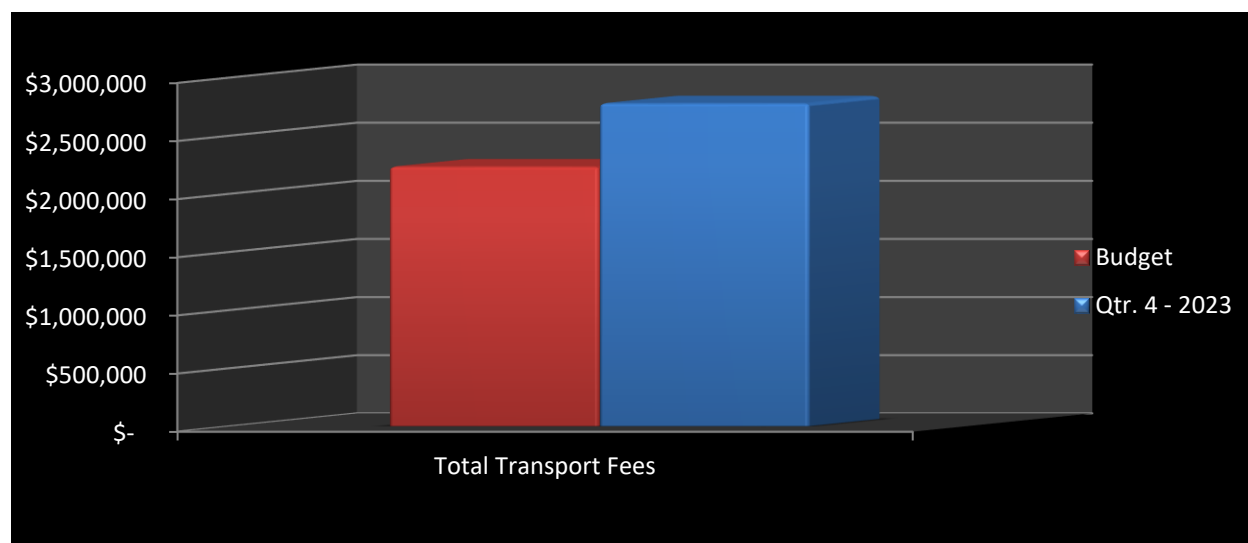
Property Tax Revenues	Budget	Qtr. 4 - 2023
Regular Levy	\$ 49,261,457	\$ 49,657,265
EMS Levy	\$ 11,449,615	\$ 11,540,061
M&O Levy	\$ -	\$ 24
Bond Funds	\$ -	\$ 1,261
<b>TOTAL</b>	<b>\$ 60,711,072</b>	<b>\$ 61,198,611</b>



**TRANSPORT FEES:**

Transport fees collected in 2023 were \$2,782,119, with refunds totaling \$6,366, for net collections of \$2,775,753. The 2023 net transport collections are 125% of the amount budgeted. In 2022, transport collections were 109% of the amount budgeted.

<b>Transport Fees</b>	<b>Budget</b>	<b>Qtr. 4 - 2023</b>
Transport Fees	\$ 2,237,676	\$ 2,782,119
Transport Refunds	\$ (10,000)	\$ (6,366)
<b>Total Transport Fees</b>	<b>\$ 2,227,676</b>	<b>\$ 2,775,753</b>



**CHARGES FOR SERVICES:**

In 2023, we collected \$4,123 for the Lake Stevens Sewer District contract. In the prior year, the revenue collected totaled \$8,340. The revenues are based on the assessed values of properties held by the sewer district.

The district collected 152% of the contract with the DOC. The total collected for 2023 was \$574,313. Of this total \$188,467 was from amounts that were owed from the prior year. The remaining excess was due to a negotiated increase in the contract for 2023.

Motor Vehicle Collision (MVC) revenue is 158% of the amount budgeted, with collections of \$49,900. In 2022 we had collected \$29,447 through the fourth quarter. This tends to fluctuate from year to year.

In 2023 we collected \$30,490 in school revenues; 99% of the budgeted amount. Last year at this time, we had collected \$30,639 in revenues from schools.

We received a total of \$24,238 in revenues for mobilizations, we budgeted \$0 for mobilization revenue in 2023. Of the total revenues received, \$11,697 of this revenue was from mobilizations which occurred in 2022. The district participated in 5 mobilizations in 2023. Accounts Receivable for outstanding mobilization billing at the end of 2023 totals \$69,281. In 2022, we had collected \$403,338; 108% of the amount budgeted. Of the 2022 total received, all the collections were from 2021 mobilizations.

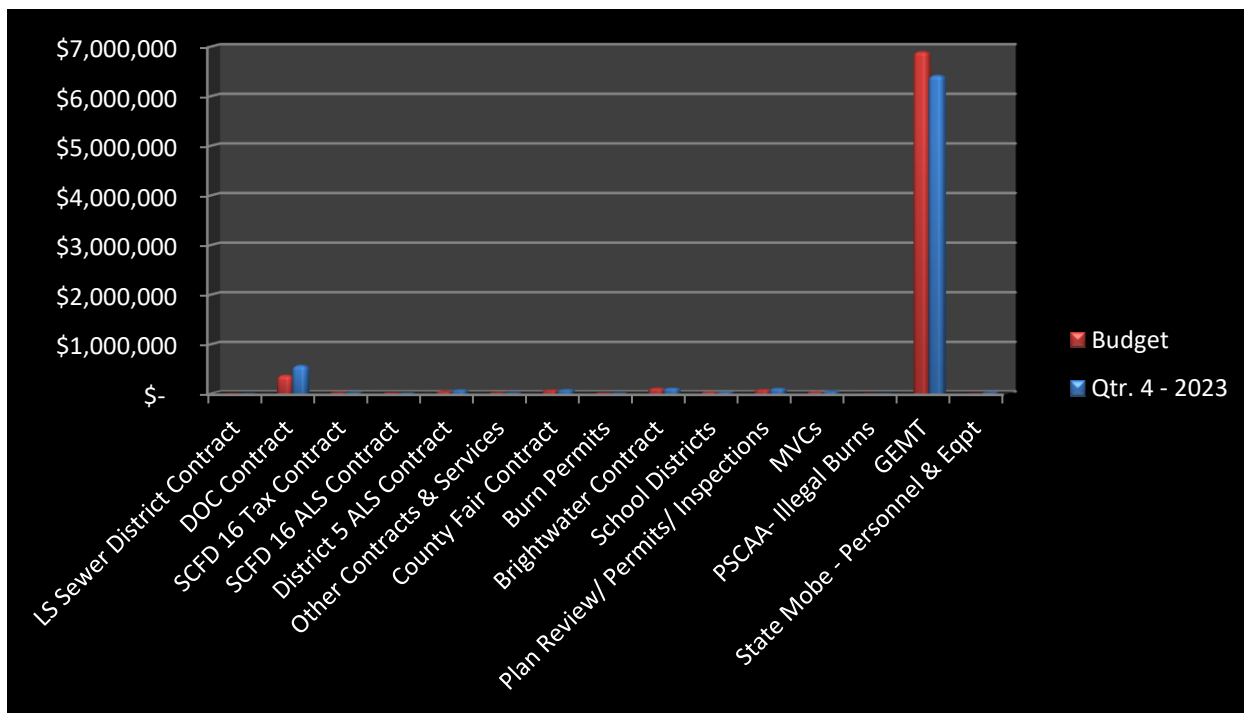
We have received 100% of the Brightwater contract for 2023. The annual payment is generally received in April.

Permit inspection revenues were 130% of the budgeted amount. There were also outstanding accounts receivable for permits/inspections totaling \$5,355.

The revenues received for GEMT are 93% of the amount budgeted, totaling \$6,418,916.

We have received \$78,889 for the district 5 contract, 158% of the amount budgeted. In 2022, we received \$67,190 from this contract.

<b>CHARGES FOR SERVICES</b>	<b>Budget</b>		<b>Qtr. 4 - 2023</b>	
LS Sewer District Contract	\$	3,800	\$	4,123
DOC Contract	\$	376,934	\$	574,313
SCFD 16 Tax Contract	\$	21,500	\$	21,588
SCFD 16 ALS Contract	\$	11,000	\$	9,200
District 5 ALS Contract	\$	50,000	\$	78,889
Other Contracts & Services	\$	17,800	\$	14,860
County Fair Contract	\$	76,008	\$	83,665
Burn Permits	\$	9,100	\$	8,425
Brightwater Contract	\$	112,450	\$	112,450
School Districts	\$	30,700	\$	30,490
Plan Review/ Permits/ Inspections	\$	83,325	\$	108,145
MVCs	\$	31,500	\$	49,900
PSCAA- Illegal Burns	\$	600	\$	-
GEMT	\$	6,897,321	\$	6,418,916
State Mobe - Personnel & Eqpt	\$	-	\$	24,238
<b>TOTAL</b>	<b>\$</b>	<b>7,722,038</b>	<b>\$</b>	<b>7,539,200</b>



**GRANTS:**

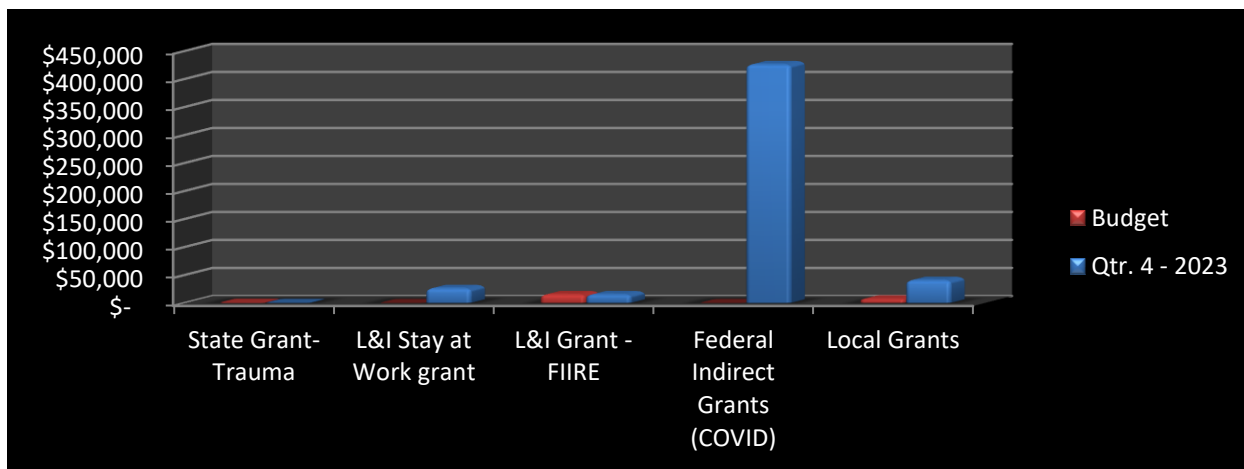
General Fund grants in 2023 totaled \$512,701. The most significant portion of this is reimbursement for COVID related costs from 2022 received this year totaling \$426,995.

The state EMS grant this year was \$554, 50% of the amount budgeted. This revenue from the state is received annually, and the amount has been reduced each year over the past several years.

We received reimbursement of \$27,260 from the state for the L&I stay at work grant as well as \$16,106 from the L&I FIRE grant.

In addition, we have received some local grants amounting to \$26,648. This amount includes state timber taxes and excise tax revenues that have been re-coded in accordance with the BARS manual.

GRANT REVENUES	Budget	Qtr. 4 - 2023
State Grant- Trauma	\$ 1,100	\$ 554
L&I Stay at Work grant	\$ -	\$ 27,260
L&I Grant - FIIRE	\$ 16,106	\$ 16,106
Federal Indirect Grants (COVID)	\$ -	\$ 426,995
Local Grants	\$ 8,100	\$ 41,786
<b>TOTAL</b>	<b>\$ 25,306</b>	<b>\$ 512,701</b>



MISCELLANEOUS AND OTHER REVENUES:

The miscellaneous and other revenues are comprised mainly of interest earnings, admin building and other property rentals, tower rentals, and other types of revenues.

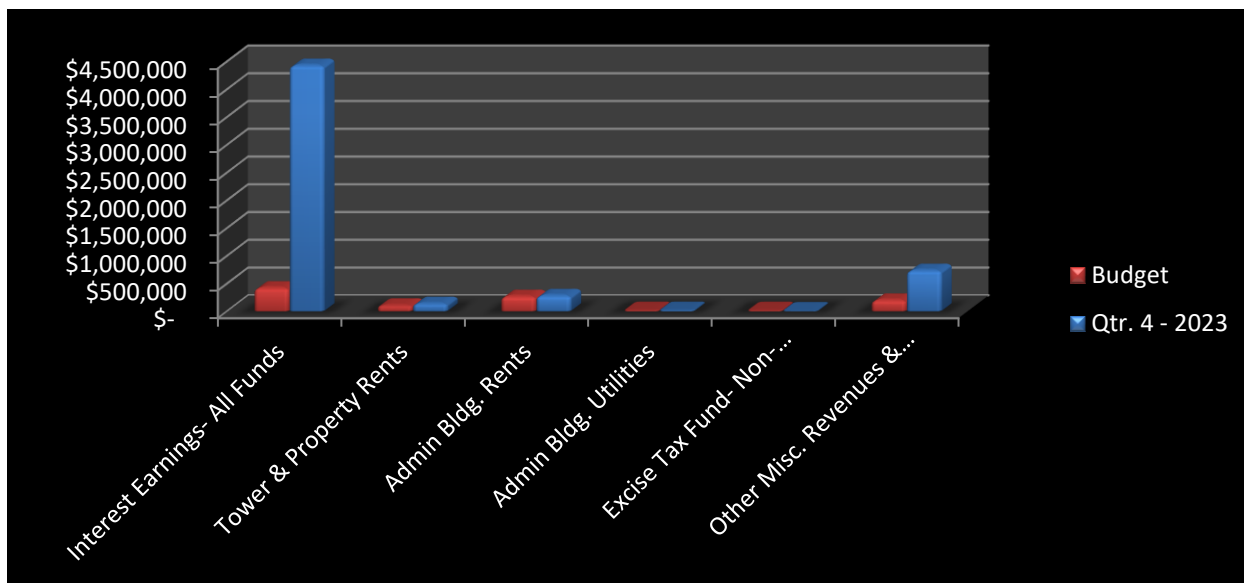
In 2023, total interest earnings for all funds combined was \$4,428,110, which is 1056% of the budgeted totals. This reflects an increase in interest rates for 2023 as compared with past years. Additionally, there were higher fund balances in nearly all the district’s funds, which also account for the higher interest earnings when compared with 2022. Total interest earnings across all funds in 2022 were \$1,327,392, which was 479% of the amount budgeted for the year.

Admin Building rents, property & tower rents, and utilities reimbursements in the Construction Fund total \$438,803 for 2023, which is 112% of the budgeted amount. In 2022 we had collected \$394,366 which was also 107% of the budgeted amount.

Other Miscellaneous Revenues and Services were 369% of the total amounts budgeted for 2023. In 2022, total miscellaneous and other revenues were 690% of the budgeted totals. This is comprised mainly of burn permits, donations, sale of surplus, hazmat cost reimbursement, and refunds and reimbursements. In 2023 the most significant portion of these miscellaneous revenues was from refunds and reimbursements totaling \$511,700. Also of significance was revenue from the sale of station 76 totaling \$116,040. This included an annual payment in January for 2022, and a payment in November for 2023.

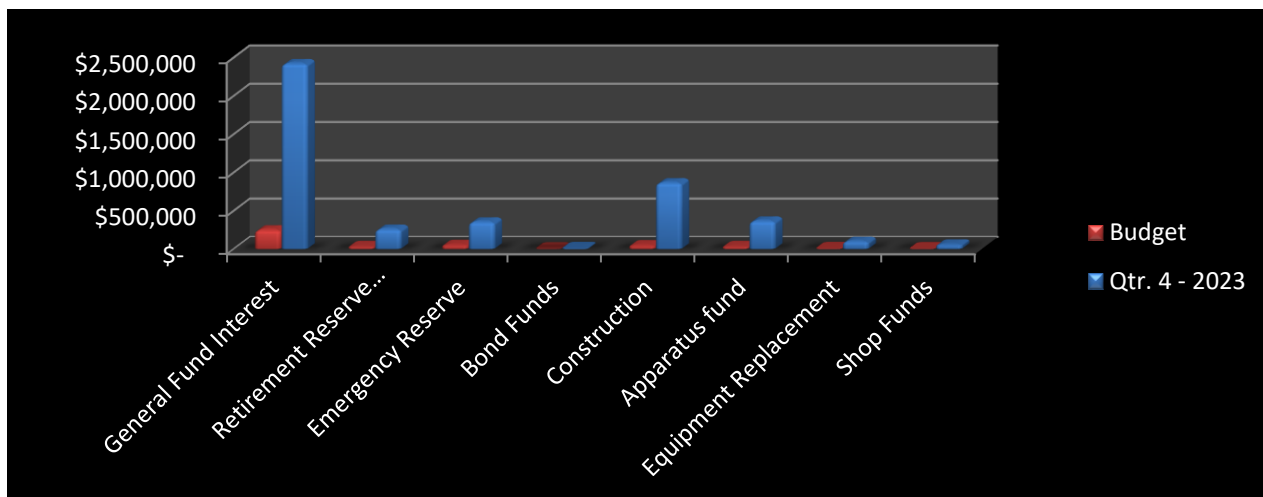
The excise tax fund is for state owed amounts and is not District revenue.

MISCELLANEOUS & OTHER REVENUE	Budget	Qtr. 4 - 2023
Interest Earnings- All Funds	\$ 419,500	\$ 4,428,110
Tower & Property Rents	\$ 101,400	\$ 135,659
Admin Bldg. Rents	\$ 266,082	\$ 280,211
Admin Bldg. Utilities	\$ 23,000	\$ 22,933
Excise Tax Fund- Non-Revenues	\$ 20,000	\$ 9,468
Other Misc. Revenues & Services	\$ 198,820	\$ 733,275
<b>TOTAL</b>	<b>\$ 1,028,802</b>	<b>\$ 5,609,656</b>



The details of the interest earnings by funds are shown in the charts below.

INTEREST EARNINGS BY FUND	Budget	Qtr. 4 - 2023
General Fund Interest	\$ 250,000	\$ 2,421,238
Retirement Reserve Interest	\$ 30,000	\$ 258,541
Emergency Reserve	\$ 50,000	\$ 353,504
Bond Funds	\$ 500	\$ 9,239
Construction	\$ 45,000	\$ 864,896
Apparatus fund	\$ 30,000	\$ 365,270
Equipment Replacement	\$ 9,000	\$ 97,831
Shop Funds	\$ 5,000	\$ 57,591
<b>TOTAL</b>	<b>\$ 419,500</b>	<b>\$ 4,428,110</b>



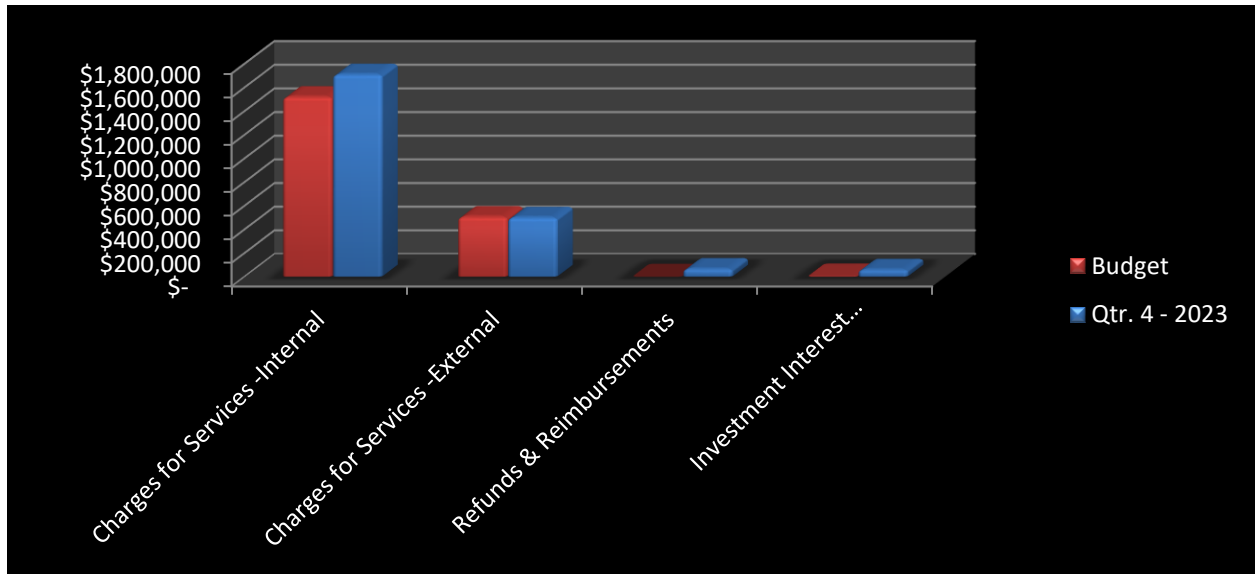
**SHOP REVENUES:**

Internal charges for services were \$1,709,542 for the year, which is 112% of the amount budgeted. In 2022 these revenues were \$1,369,548. External charges for services were \$499,724; 99% of the annual amount budgeted. Last year at this time external charges were \$460,795. The 2023 combined total of internal and external shop charges for services was \$2,209,266; 109% of the amount budgeted.

The accounts receivable at year-end for the shop included bills for SRFr totaling \$230,692 and bills for outside entities totaling \$49,237.

SHOP REVENUES	Budget	Qtr. 4 - 2023
Charges for Services -Internal	\$ 1,519,600	\$ 1,709,542
Charges for Services -External	\$ 506,000	\$ 499,724
Refunds & Reimbursements	\$ -	\$ 64,695
Investment Interest (included above)	\$ 5,000	\$ 57,591
<b>TOTAL</b>	<b>\$ 2,030,600</b>	<b>\$ 2,331,551</b>





## FOURTH QUARTER EXPENDITURES

### OBJECT CODES:

The object codes below provide a description of the types of expenditures associated with the spending classifications within each of the district's budget programs. These object codes are found in the BARS account line items. In the district's accounting system, the object codes are the third and fourth to last numbers in each of the expenditure line items in the district's Budget and Actual report.

10 - WAGES
20 - BENEFITS
31 - SUPPLIES
32 - FUEL
34 - INVENTORY SUPPLIES
35 - SMALL TOOLS/MINOR EQPT.
41 - PROFESSIONAL SERVICES
42 - COMMUNICATIONS
43 - TRAVEL EXPENSES
44 - ADVERTISING
45 - RENTALS
46 - (LIABILITY) INSURANCE
47 - UTILITIES
48 - REPAIR & MAINTENANCE
49 - MISC. EXPENSES
51 - INTERGOVERNMENTAL SVCES.
62 - LAND & IMPROVEMENTS
63 - OTHER CAPITAL IMPROVEMENTS
64 - CAPITAL OUTLAY
71 - PRINCIPAL ON G.O. BONDS
75- CAPITAL LEASES - PRINCIPAL
83 - INTEREST ON LONG-TERM DEBT
00 - INTERFUND TRANSFERS

### FOURTH QUARTER EXPENDITURE OVERVIEW:

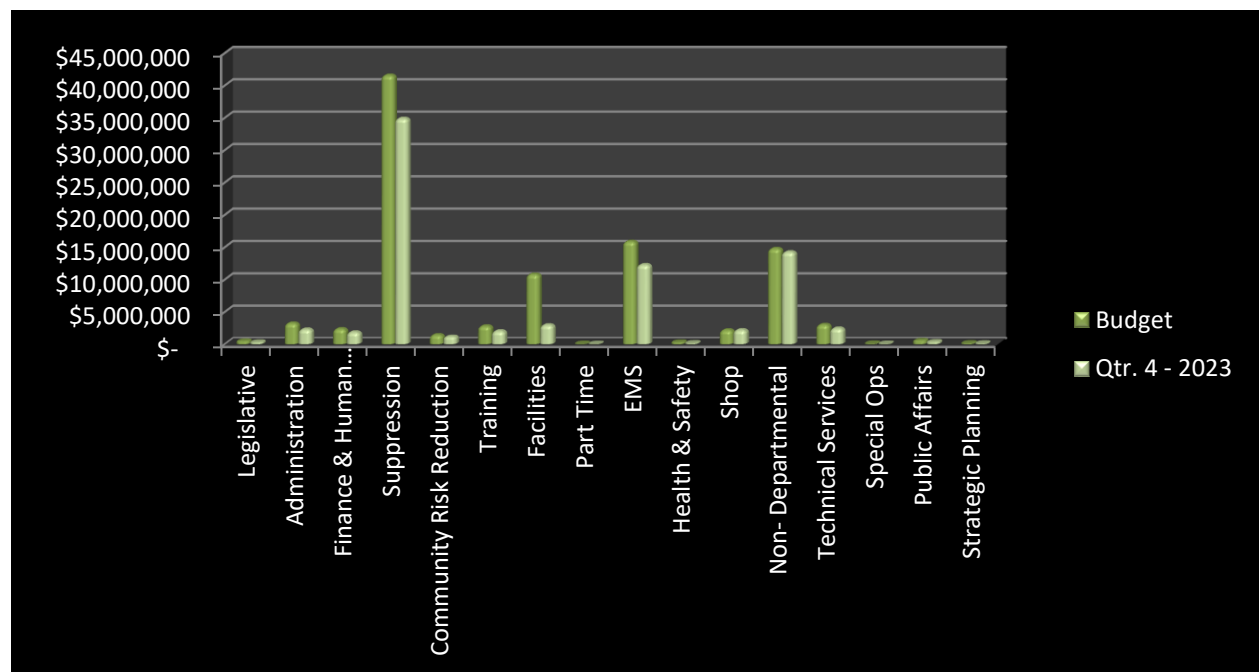
For all the district's funds combined, the 2023 fourth quarter expenditures, including inter-fund transfers were \$77,592,392 88% of the total budgeted expenditures of \$99,746,220. At this time in 2022, these amounts were \$75,526,336; 81% of the total budgeted expenditures of \$92,998,345.

In 2023, inter-fund transfers totaled \$13,279,725; 100% of the \$13,279,725 budgeted.

The total General Fund expenditures were 68,643,856; 85% of the \$80,995,857 budgeted. General fund spending through the fourth quarter of 2022 was \$73,974,267. In 2022 and 2021 the total general fund expenditures as of the fourth quarter were at 93% and 92% of the budgeted amounts respectively.

Except for the Shop Fund, all the program budgets are within the annual budgeted expenditures. Additional details are provided in each of the program budget areas below.

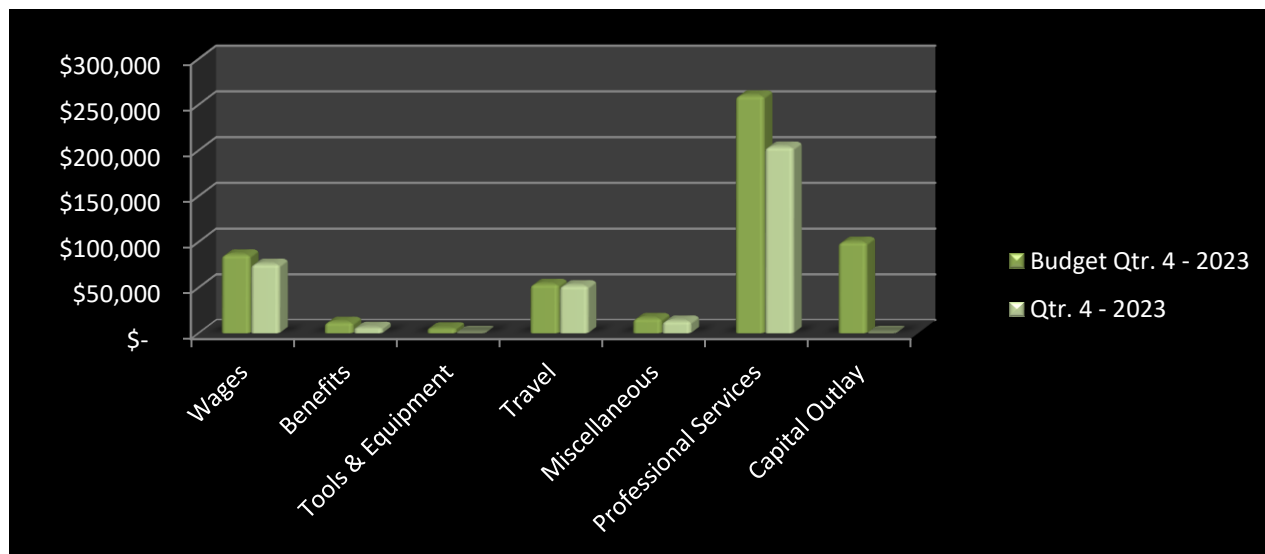
Program	Budget	Qtr. 4 - 2023
Legislative	\$ 534,640	\$ 352,364
Administration	\$ 3,233,005	\$ 2,301,118
Finance & Human Resources	\$ 2,362,531	\$ 1,863,158
Suppression	\$ 41,559,052	\$ 34,893,175
Community Risk Reduction	\$ 1,419,595	\$ 1,204,387
Training	\$ 2,791,733	\$ 2,028,446
Facilities	\$ 10,787,294	\$ 2,961,806
Part Time	\$ 29,365	\$ 7,789
EMS	\$ 15,862,119	\$ 12,272,213
Health & Safety	\$ 337,634	\$ 195,088
Shop	\$ 2,179,685	\$ 2,194,350
Non- Departmental	\$ 14,765,358	\$ 14,248,071
Technical Services	\$ 3,012,611	\$ 2,453,265
Special Ops	\$ 89,430	\$ 54,001
Public Affairs	\$ 613,842	\$ 423,477
Strategic Planning	\$ 168,326	\$ 139,684
<b>Totals</b>	<b>\$ 99,746,220</b>	<b>\$ 77,592,392</b>



**LEGISLATIVE SERVICES:**

The 2023 Legislative Services costs are 66% of the amount budgeted, with \$352,364 spent. Except for deferred comp, all line items within legislative services were below budget. The most significant areas under budget include professional services and commissioner wages. Professional services were 78% spent and wages were 88% spent. The professional services were for election costs. The election costs for the commissioners’ elections had not been charged as of the end of 2023. Those costs will be included in encumbrances in a budget amendment for 2024.

<b>LEGISLATIVE SERVICES</b>	<b>Budget</b>	<b>Qtr. 4 - 2023</b>
Wages	\$ 86,100	\$ 75,904
Benefits	\$ 12,380	\$ 6,414
Tools & Equipment	\$ 5,700	\$ -
Travel	\$ 53,900	\$ 52,370
Miscellaneous	\$ 16,560	\$ 13,763
Professional Services	\$ 260,000	\$ 203,913
Capital Outlay	\$ 100,000	\$ -
<b>Totals</b>	<b>\$ 534,640</b>	<b>\$ 352,364</b>



**ADMINISTRATION:**

2023 spending in the Administration program budget was \$2,301,118 with 71% of budgeted expenditures used. Although most line items were below budget, there were a couple of line items in the equipment fund under capital outlay that exceeded budgeted amounts.

In the equipment fund, \$143,525 was spent for server equipment purchases which exceeded the budgeted amount by \$74,943. Also, camera equipment for investigations amounting to \$13,752 was spent. No budget had been allocated to this line item.

Small Tools and Equipment and Capital Outlay stand out as areas that were most significantly under budget. We re-coded \$54,839 in small tools and equipment purchases in the equipment fund to capital outlay due to a change in capital asset threshold changes in that fund. Of the total capital outlay budgeted, \$237,574 was budgeted for apparatus. This remained unspent due mostly to the inability to purchase vehicles because of supply chain issues and labor shortages.

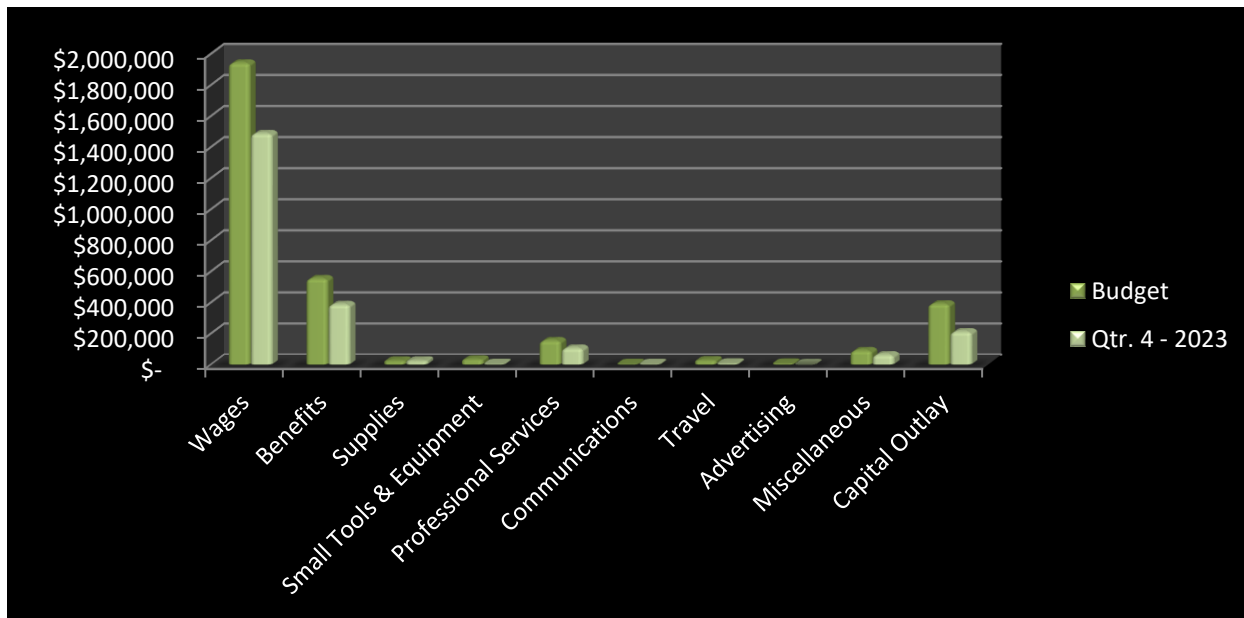
Regular wages are 78% spent. This is due, in part, to vacancies in Administration that were in the process of being hired in the first half of the year as well as positions that have yet to be hired. Also, an assistant chief retired, and the position has remained vacant. Additionally, leave sell back is only 67% spent.

Like wages, benefits expenses are underspent due to delays in the hiring of some administrative staff positions and the retirement of an assistant chief.

Professional services were 69% spent, which is significantly less than expected because several of the costs have either been lower than expected or have not yet been incurred, including outside financial consultants and external background investigations.

Travel is also below budgeted expectations, with only 29% of that budget spent.

<b>ADMINISTRATION</b>	<b>Budget</b>	<b>Qtr. 4 - 2023</b>
Wages	\$ 1,942,450	\$ 1,488,022
Benefits	\$ 554,760	\$ 387,994
Supplies	\$ 26,000	\$ 26,418
Small Tools & Equipment	\$ 33,851	\$ 3,592
Professional Services	\$ 155,300	\$ 106,976
Communications	\$ 3,200	\$ 2,853
Travel	\$ 28,150	\$ 8,234
Advertising	\$ 6,900	\$ 1,022
Miscellaneous	\$ 90,914	\$ 63,891
Capital Outlay	\$ 391,480	\$ 212,116
<b>Totals</b>	<b>\$ 3,233,005</b>	<b>\$ 2,301,118</b>



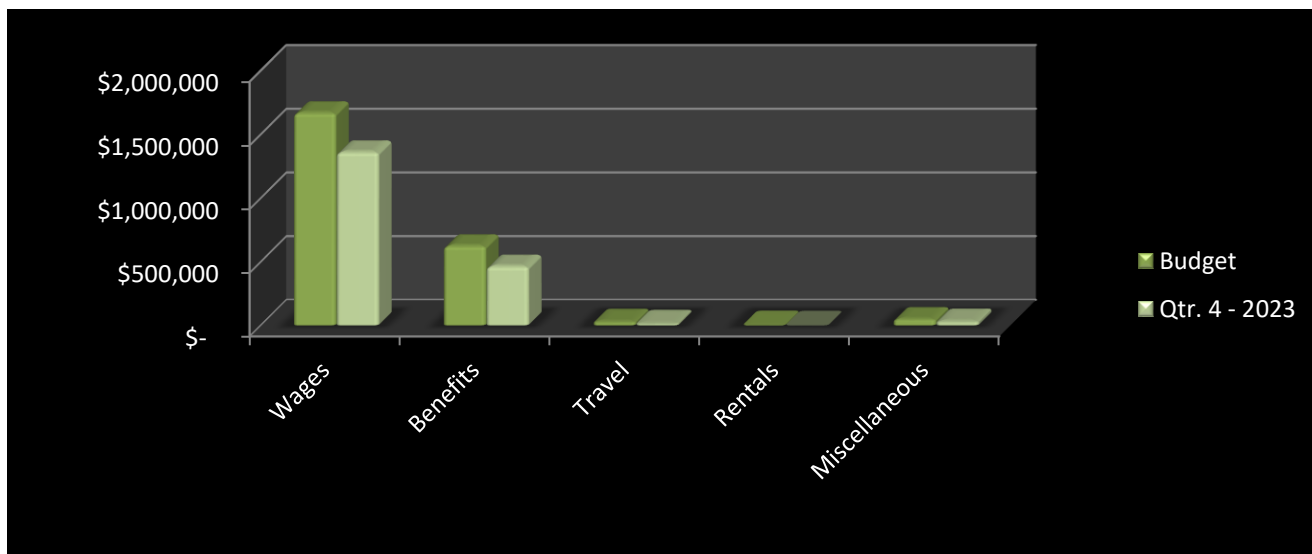
**FINANCE & HUMAN RESOURCES:**

Finance & Human Resources costs are 79% of the budgeted amount, totaling \$1,863,158. Most areas in the Finance and HR budget are within budget. Although AD&D is over budget with 134% of this line item spent, it involves a small dollar amount, and is not significant.

The areas of most significance that are below budget include regular wages and benefits, which are 83% and 80% spent respectively. This is mostly because the new positions budgeted in finance were not all filled until after the end of the second quarter.

Both travel and training registration costs are below budgeted expectations because some of the conference expenses that were budgeted were not incurred.

<b>FINANCE &amp; HUMAN RESOURCES</b>		<b>Budget</b>	<b>Qtr. 4 - 2023</b>
Wages	\$	1,665,000	\$ 1,357,678
Benefits	\$	620,350	\$ 460,692
Travel	\$	27,950	\$ 15,189
Rentals	\$	4,000	\$ -
Miscellaneous	\$	45,231	\$ 29,600
<b>Totals</b>	<b>\$</b>	<b>2,362,531</b>	<b>\$ 1,863,158</b>



**SUPPRESSION:**

Fire suppression costs are \$34,893,175, which is 84% of the budgeted amount. The most significant area exceeding the annual budget is bunker gear supplies, which was overspent by \$37,395. Also, there were unbudgeted purchases of thermal imaging cameras in the equipment fund amounting to \$19,096. However, there were many more line items that were below budget.

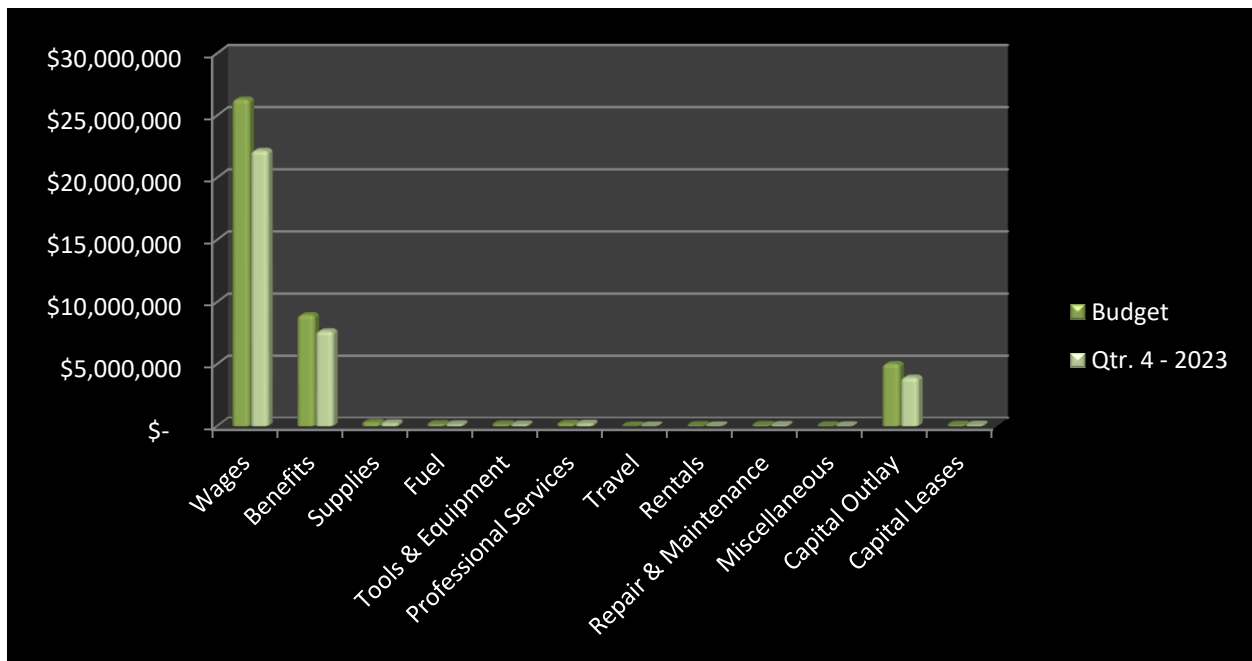
Some significant costs that are less than budgeted include capital outlay, which is 78% spent, regular wages, which is 89% spent, overtime, which is 77% spent, and leave sell back which is 64% spent.

Capital outlay is less than 78% spent mostly because we have yet to pay for the remaining payments on the 5 new engines.

Wages are less than budgeted because the amount budgeted for the COLA in 2023 has not been paid as the IAFF contract is still being negotiated. Overtime is below budget for the year as well.

The leave sell back is lower compared with the same time frame in the past few years. Leave sell back in the fourth quarter of 2023 was \$904,740. In 2022, 2021 and 2020 when the amounts totaled \$1,093,830, \$1,515,405, and \$1,246,382 respectively.

SUPPRESSION	Budget	Qtr. 4 - 2023
Wages	\$ 26,316,549	\$ 22,184,849
Benefits	\$ 8,961,710	\$ 7,663,727
Supplies	\$ 329,850	\$ 285,029
Fuel	\$ 195,600	\$ 173,675
Tools & Equipment	\$ 171,106	\$ 146,906
Professional Services	\$ 229,320	\$ 237,577
Travel	\$ -	\$ 10,071
Rentals	\$ 63,460	\$ 16,350
Repair & Maintenance	\$ 95,500	\$ 87,141
Miscellaneous	\$ 46,200	\$ 36,261
Capital Outlay	\$ 5,032,157	\$ 3,933,988
Capital Leases	\$ 117,600	\$ 117,600
<b>Totals</b>	<b>\$ 41,559,052</b>	<b>\$ 34,893,175</b>



**FIRE AND LIFE SAFETY (COMMUNITY RISK REDUCTION):**

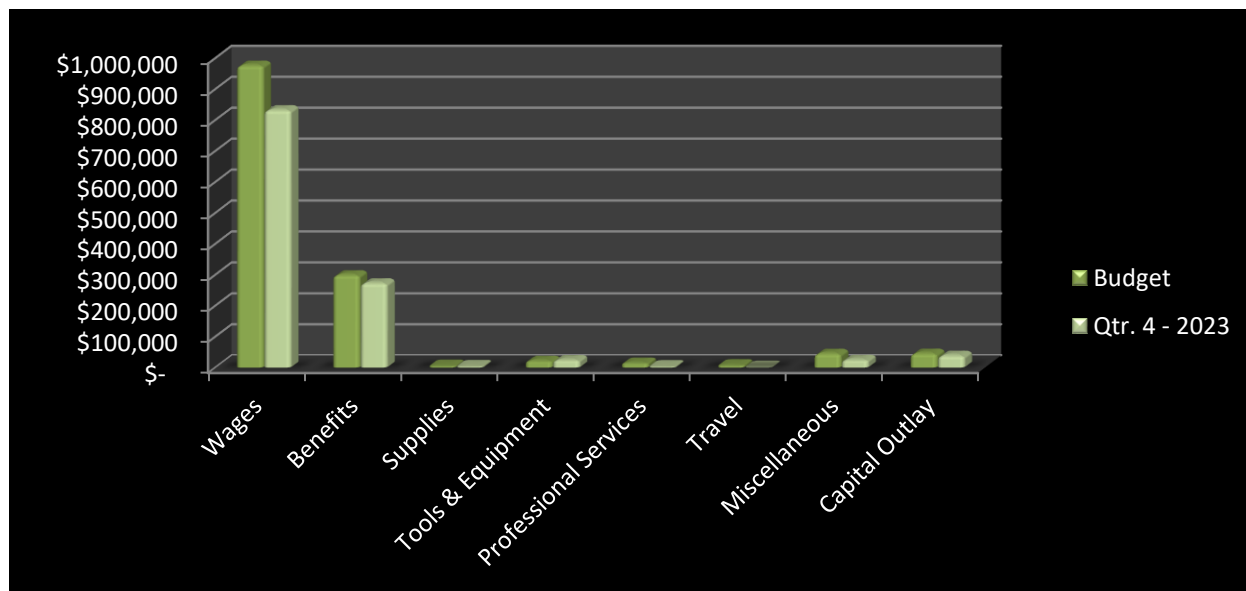
Fire and Life Safety costs are 85% of the 2023 budget with \$1,204,387 in expenditures.

The most significant of the line items below budget are regular wages, overtime, and leave sellback. These are 91%, 49%, and 47% spent. The most significant contributing factor for this was that the COLA for the IAFF was not paid because the contract was not settled.



The most significant area that exceeds the 2023 budget is medical/dental costs. This is due to changes in family status. Although small tools & equipment is 112% spent, the dollar amount is not significant.

FIRE AND LIFE SAFETY		Budget	Qtr. 4 - 2023
Wages	\$	977,100	\$ 832,987
Benefits	\$	299,670	\$ 273,595
Supplies	\$	6,100	\$ 4,507
Tools & Equipment	\$	22,000	\$ 24,748
Professional Services	\$	15,000	\$ 3,608
Travel	\$	8,000	\$ -
Miscellaneous	\$	45,725	\$ 25,606
Capital Outlay	\$	46,000	\$ 39,336
<b>Totals</b>	<b>\$</b>	<b>1,419,595</b>	<b>\$ 1,204,387</b>



**TRAINING:**

Training expenditures are 73% of the budgeted amount, with \$2,028,446 spent. Several areas of significance were under-budget including career academy costs, registrations, capital outlay, small tools & equipment, and regular wages.

The career academy was 41% spent, although some 2023 costs to trickle into 2024. Registrations are 60% spent for the year, as employees attended fewer classes than expected.

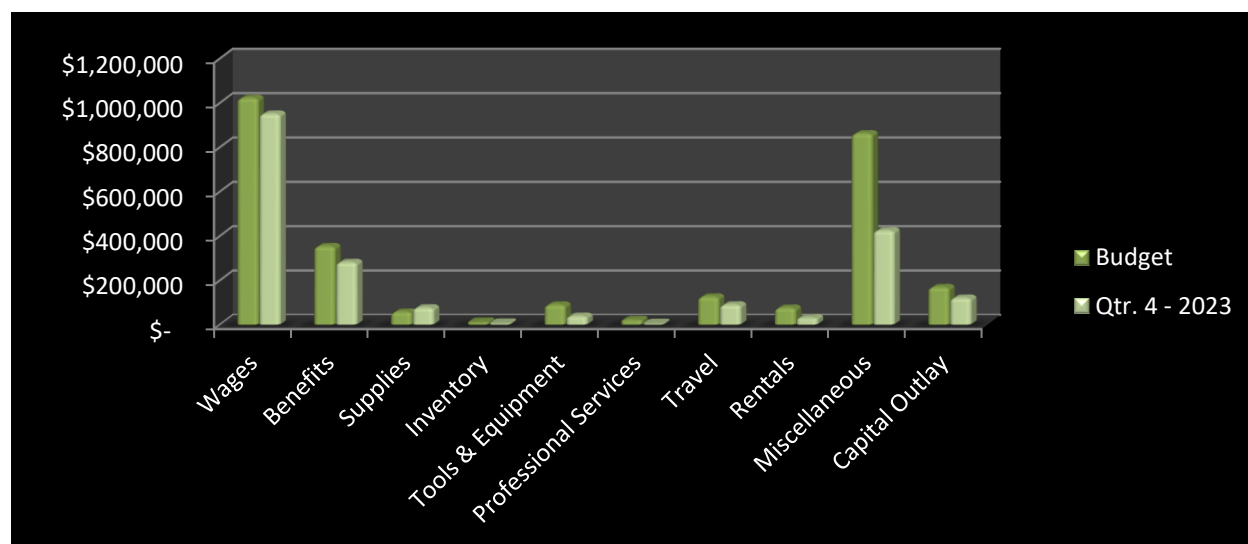
Capital outlay for apparatus in the apparatus fund and capital equipment in the general fund were both unspent. However, this was offset by purchases of SCBAs in the equipment fund totaling \$95,818, which was unbudgeted in this fund.

Small tools and equipment were 44% spent. The small tools and equipment were underspent because there was a misunderstanding about the purchase of SCBAs as belonging in Capital Outlay.

Regular wages were 95% spent, this was because the union contract was not settled, so the budgeted COLA was not paid.

The only area of significance that exceeded the 2023 budget was the supplies line item, which was 136% spent.

TRAINING	Budget	Qtr. 4 - 2023
Wages	\$ 1,021,900	\$ 950,980
Benefits	\$ 353,470	\$ 281,893
Supplies	\$ 57,551	\$ 77,141
Inventory	\$ 13,151	\$ 6,737
Tools & Equipment	\$ 90,059	\$ 39,158
Professional Services	\$ 22,500	\$ 4,565
Travel	\$ 126,125	\$ 90,219
Rentals	\$ 75,900	\$ 31,680
Miscellaneous	\$ 862,075	\$ 425,142
Capital Outlay	\$ 169,002	\$ 120,931
<b>Totals</b>	<b>\$ 2,791,733</b>	<b>\$ 2,028,446</b>



## LOGISTICS:

Logistics costs are 27% of the budget, with \$2,961,806 spent. The line items that contribute most significantly to this area being below budget are the capital outlay line items in the construction fund. Wages are also below budget. If the capital outlay line items were fully spent at this time, the logistics budget would be 95% spent.

The projects budgeted in the construction fund for 2023 total \$7,620,541, and only \$496,540 of this has been spent to date. We expect that it will take quite a while before all these projects are completed.

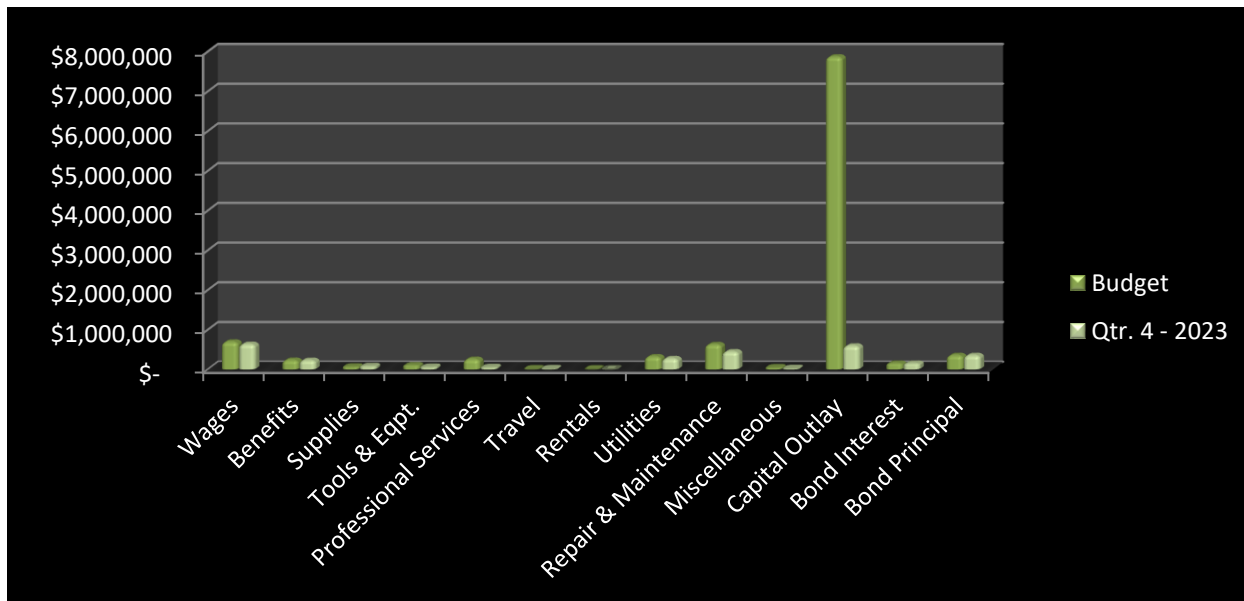
Also below budget in the general fund were professional services and repair and maintenance which were 22% and 84% spent. Repair and maintenance in the construction fund was also below budget, with only 31% of the amount budgeted spent.

Wages and benefits are below budget because there was a new position budgeted in this program which was not hired until hired in March of 2023.

There are a few areas that exceed budgeted expectations; however, the only ones of significance are professional services in the construction fund and refuse removal and operating supplies in the general fund.

The higher than budgeted spending on refuse removal and operating supplies is due to price increases.

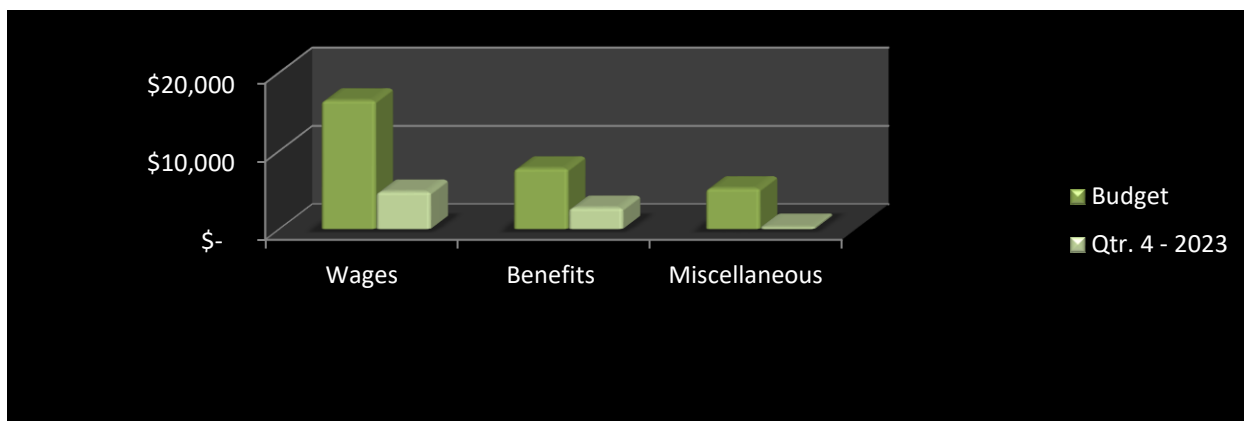
LOGISTICS	Budget	Qtr. 4 - 2023
Wages	\$ 695,400	\$ 638,024
Benefits	\$ 236,670	\$ 233,960
Supplies	\$ 75,000	\$ 88,259
Tools & Eqpt.	\$ 112,350	\$ 66,039
Professional Services	\$ 260,400	\$ 57,437
Travel	\$ 8,000	\$ 11,302
Rentals	\$ 7,000	\$ 5,629
Utilities	\$ 324,410	\$ 279,249
Repair & Maintenance	\$ 631,500	\$ 450,259
Miscellaneous	\$ 48,700	\$ 20,398
Capital Outlay	\$ 7,873,209	\$ 596,595
Bond Interest	\$ 157,655	\$ 157,655
Bond Principal	\$ 357,000	\$ 357,000
<b>Totals</b>	<b>\$ 10,787,294</b>	<b>\$ 2,961,806</b>



**PART TIME:**

Part-time costs are 27% of the budget, with \$7,789 spent. The part time program now includes only chaplains. The chaplains are paid annually at the end of the year. There were only 4 chaplains who were paid for services in 2023. The amounts paid to each of the chaplains is based on the number of calls attended.

<b>PART TIME (Chaplains)</b>	<b>Budget</b>	<b>Qtr. 4 - 2023</b>
Wages	\$ 16,425	\$ 4,770
Benefits	\$ 7,740	\$ 2,714
Miscellaneous	\$ 5,200	\$ 305
<b>Totals</b>	<b>\$ 29,365</b>	<b>\$ 7,789</b>



**AID AND RESCUE:**

Aid and Rescue costs are 77% of the budget totaling \$12,272,213. This is below expectations for the third quarter. Regular wages, combined benefits, and capital outlay are the most significant areas contributing to the expenditures being below budget.

Wages and combined benefits are below budgeted expectations because we have several unfilled positions in EMS. Additionally, the budgeted COLA for the year was not paid because the union contract was not settled. We budgeted for a total of 45 positions in EMS: as of the end of December, 41 of these positions were filled including the MSA position. Of the 41 positions filled, 2 of the positions are new recruits. Despite the unfilled positions, overtime is only 55% spent.

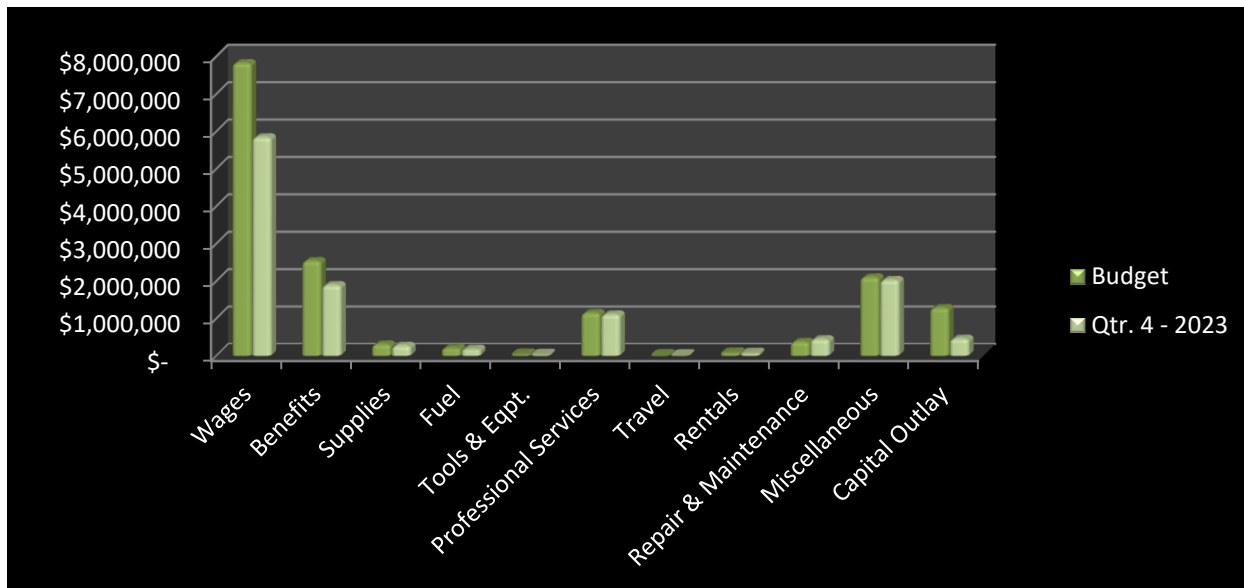
Also, the capital outlay line items are only 35% spent. We have budgeted \$1,225,130 for 3 new ambulances this year, and 2 remounts encumbered from last year. The 2 remounts have been paid; however, the new ambulances are still in production. Also, the budget for the video laryngoscope was not spent.

These savings were partially offset by higher than budgeted costs for repair and maintenance in the general fund, and unbudgeted purchases of a power cot in the equipment fund.

The power cot was for one of the remounts, which never had a power cot.

The repair and maintenance costs were primarily for apparatus maintenance costs.

<b>AID &amp; RESCUE (EMS)</b>	<b>Budget</b>	<b>Qtr. 4 - 2023</b>
Wages	\$ 7,822,782	\$ 5,837,277
Benefits	\$ 2,530,680	\$ 1,884,134
Supplies	\$ 301,000	\$ 264,016
Fuel	\$ 198,000	\$ 170,430
Tools & Eqpt.	\$ 40,315	\$ 28,549
Professional Services	\$ 1,140,670	\$ 1,101,995
Travel	\$ 12,000	\$ 1,238
Rentals	\$ 83,460	\$ 71,653
Repair & Maintenance	\$ 368,000	\$ 438,950
Miscellaneous	\$ 2,093,558	\$ 2,022,951
Capital Outlay	\$ 1,271,654	\$ 451,020
<b>Totals</b>	<b>\$ 15,862,119</b>	<b>\$ 12,272,213</b>



**HEALTH AND SAFETY**

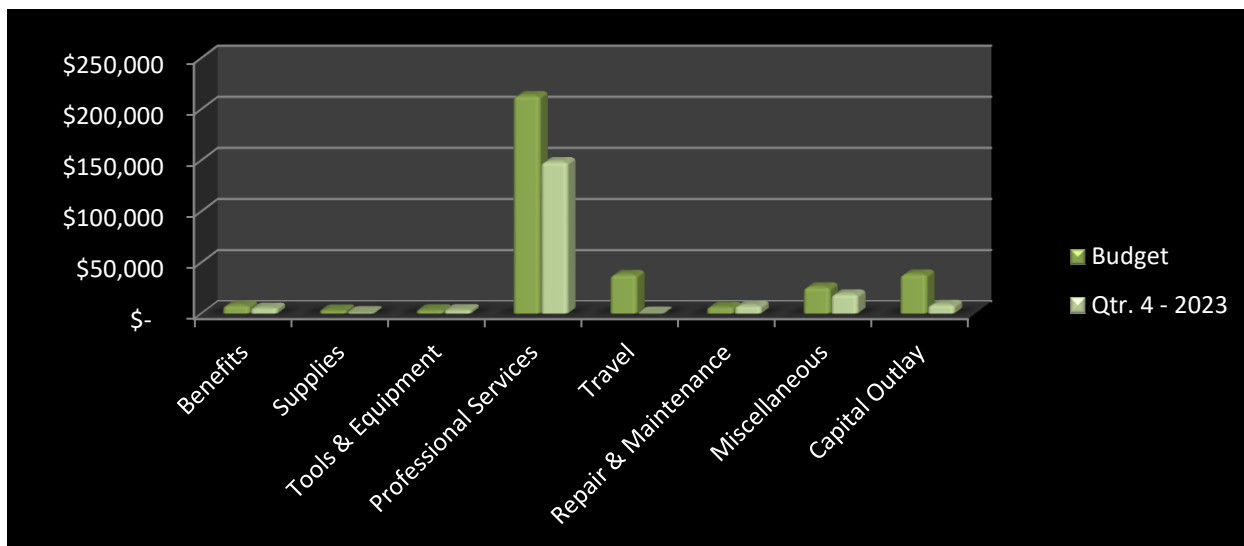
The Health and Safety budget was 58% spent, with \$195,088 spent. The main reason this program is well below budget is because nearly every line item in this program is below budget.

The most significant line items that were underspent are travel, professional services and fitness equipment in the equipment fund. These line items were 77%, 81% and 23% spent respectively.

The largest expense included in professional services is for annual physicals, which occur toward the end of the year. We expect that some of the 2023 costs will be paid in 2024.

The line items where the budget was exceeded are not considered significant.

HEALTH & SAFETY		Budget	Qtr. 4 - 2023
Benefits	\$	8,000	\$ 5,651
Supplies	\$	3,500	\$ 1,024
Tools & Equipment	\$	3,750	\$ 3,898
Professional Services	\$	213,165	\$ 148,553
Travel	\$	38,125	\$ 292
Repair & Maintenance	\$	6,500	\$ 7,793
Miscellaneous	\$	26,025	\$ 19,082
Capital Outlay	\$	38,569	\$ 8,795
<b>Totals</b>	<b>\$</b>	<b>337,634</b>	<b>\$ 195,088</b>



SHOP:

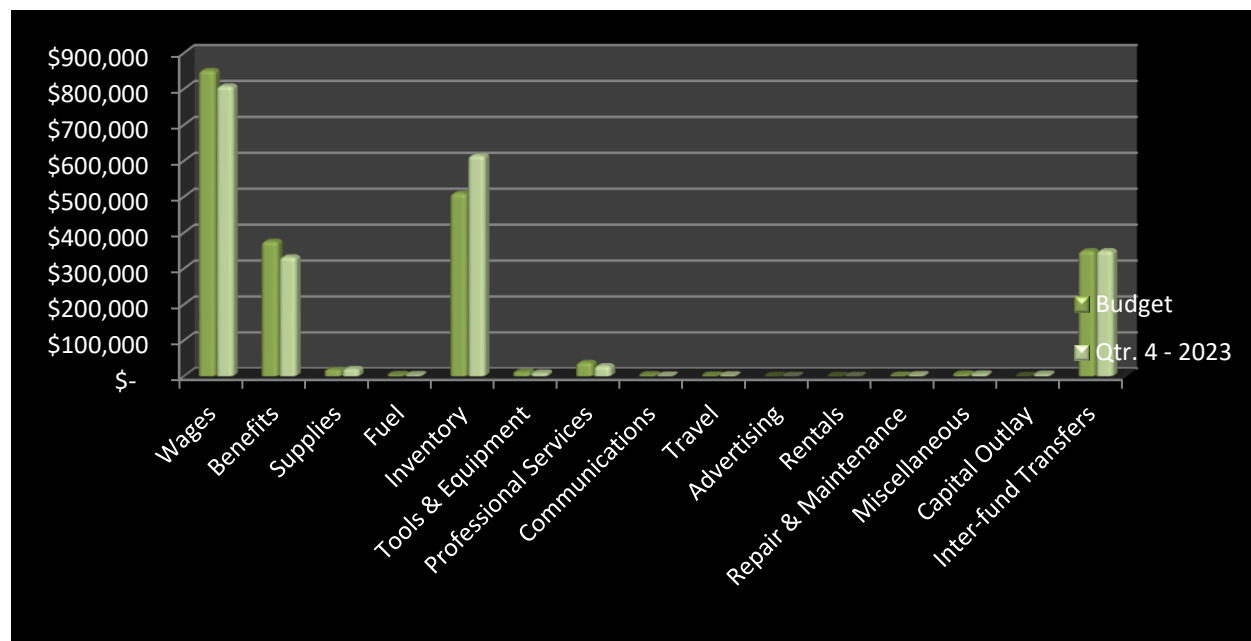
The Shop budget was 101% spent, with expenses of \$2,194,350. The most significant line item that was over budget was parts inventory, which was 121% of the amount budgeted. This amounted to expenses exceeding the budgeted amount by \$105,305. However, the total internal and external charges for services revenues exceeded the amounts budgeted by a net total of \$183,661.

The most significant under-budget dollar variances include regular wages and medical/ dental. These were 94% and 85% spent respectively.

Wages and benefits were lower than budgeted because we budgeted for 8 employees in the shop fund, when we had only 7 for most of the year. The 8<sup>th</sup> employee was hired in the last quarter of the year.

It should also be pointed out that the combined shop funds closed the year with \$387,201 more in cash than in the prior year.

SHOP	Budget	Qtr. 4 - 2023
Wages	\$ 851,800	\$ 808,453
Benefits	\$ 376,260	\$ 332,566
Supplies	\$ 19,300	\$ 21,630
Fuel	\$ 4,800	\$ 4,431
Inventory	\$ 510,000	\$ 615,305
Tools & Equipment	\$ 13,000	\$ 10,393
Professional Services	\$ 39,100	\$ 29,718
Communications	\$ 3,500	\$ 1,979
Travel	\$ 2,365	\$ 3,067
Advertising	\$ 500	\$ -
Rentals	\$ 500	\$ -
Repair & Maintenance	\$ 2,000	\$ 3,947
Miscellaneous	\$ 6,650	\$ 6,662
Capital Outlay	\$ -	\$ 6,289
Inter-fund Transfers	\$ 349,910	\$ 349,910
<b>Totals</b>	<b>\$ 2,179,685</b>	<b>\$ 2,194,350</b>



**NON-DEPARTMENTAL:**

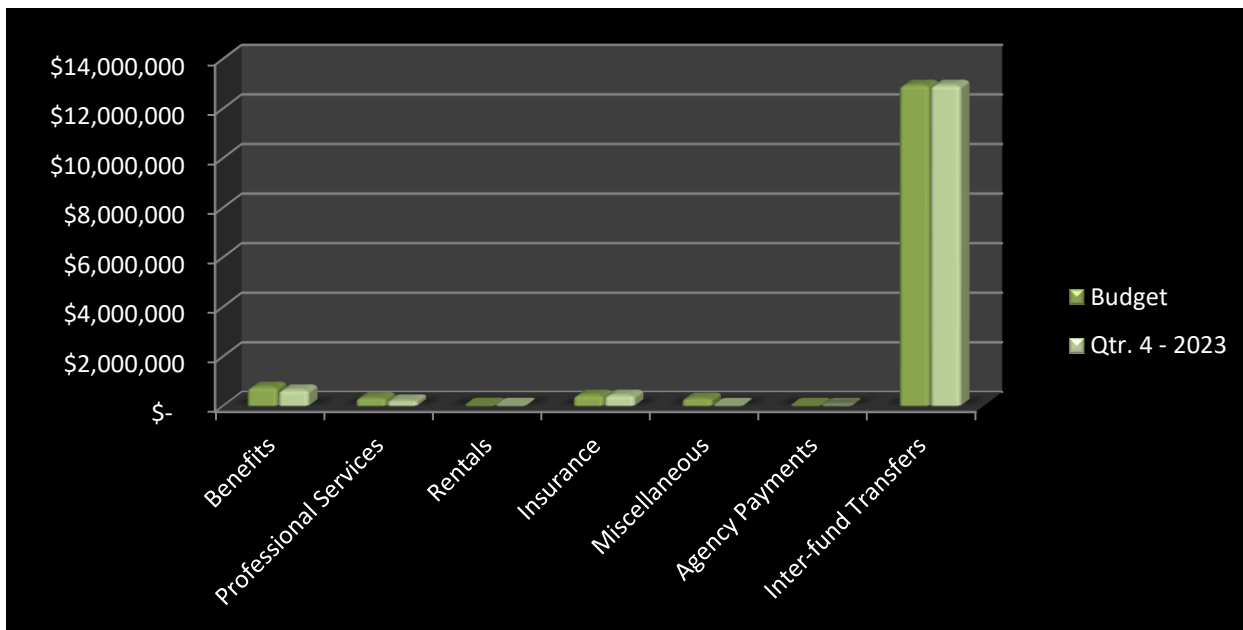
Non- Departmental costs total \$14,248,071, or 97% of the budget. This program budget included a few areas that were below budgeted expectations, with the most significant being rebranding. These were 4% of the amount budgeted, leaving \$283,343 in unspent funds. Also of significance are retiree med/ dental costs, labor attorney and legal services costs. We ended the year with these line items having been 70%, 43% and 82% spent respectively leaving \$122,388, \$47,957 and \$35,115 unspent for these line items. Retiree medical/dental costs were



below budget mostly because the VEBA was held back until the COLA could be determined and approved by the commissioners, which is dependent on the settlement of the IAFF contract.

Offsetting these savings were higher than budgeted costs for retiree leave accrual buy-out. This line item was 108% spent; \$26,467 over budget. This is because there were a couple of long-time employees who left the district unexpectedly. Although there were a few other line items that exceeded the amounts budgeted, the amounts were not significant.

NON-DEPARTMENTAL	Budget	Qtr. 4 - 2023
Benefits	\$ 749,600	\$ 639,049
Professional Services	\$ 317,115	\$ 213,664
Rentals	\$ 25,000	\$ 21,028
Insurance	\$ 428,835	\$ 426,348
Miscellaneous	\$ 294,993	\$ 12,000
Agency Payments	\$ 20,000	\$ 6,166
Inter-fund Transfers	\$ 12,929,815	\$ 12,929,815
Totals	\$ 14,765,358	\$ 14,248,071



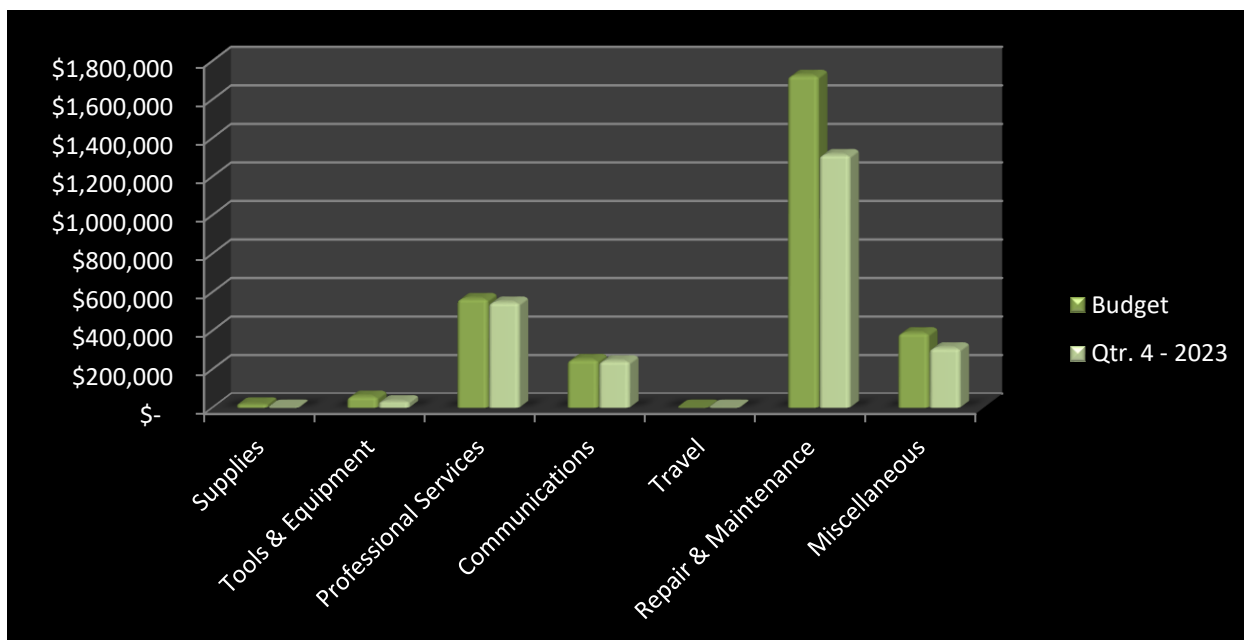
TECHNICAL SERVICES

Technical services costs are 81% of the amount budgeted, with \$2,453,265 in expenditures. The most significant line items contributing to this area being under-budget are Apparatus repair and maintenance software subscriptions and licensing, and small tools & equipment.

Apparatus repair and maintenance costs were quite a bit lower than budgeted expectations. This line item was 77% spent, with \$401,019 in unspent budget remaining. Software subscriptions and licensing was 80% spent, with \$78,237 remaining, and small tools and equipment was 56% spent, with \$25,982 remaining.

There were a couple of line items where the spending exceeded the budget, but the dollar amounts are not considered significant.

TECHNICAL SERVICES	Budget	Qtr. 4 - 2023
Supplies	\$ 20,000	\$ 2,481
Tools & Equipment	\$ 59,500	\$ 33,518
Professional Services	\$ 566,562	\$ 547,937
Communications	\$ 250,240	\$ 243,277
Travel	\$ 2,500	\$ 2,301
Repair & Maintenance	\$ 1,725,014	\$ 1,313,548
Miscellaneous	\$ 388,795	\$ 310,203
Totals	\$ 3,012,611	\$ 2,453,265

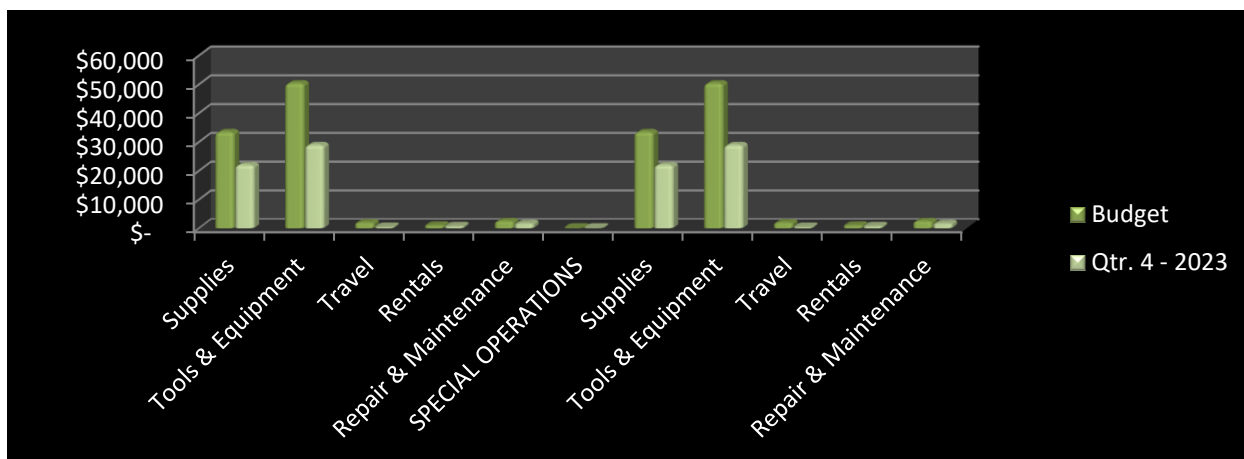


### SPECIAL OPERATIONS

The special operations budget was only 60% spent with \$54,001 in total expenditures for the fourth quarter. All line items except one within this program were under budget for the year. The hazmat and disaster supplies line items were unspent.

The only line item that exceeded the budget allocated did not involve a significant dollar amount.

SPECIAL OPERATIONS		Budget	Qtr. 4 - 2023
Supplies	\$	33,455	\$ 22,026
Tools & Equipment	\$	50,380	\$ 28,962
Travel	\$	2,000	\$ 457
Rentals	\$	1,095	\$ 810
Repair & Maintenance	\$	2,500	\$ 1,747
Totals	\$	89,430	\$ 54,001

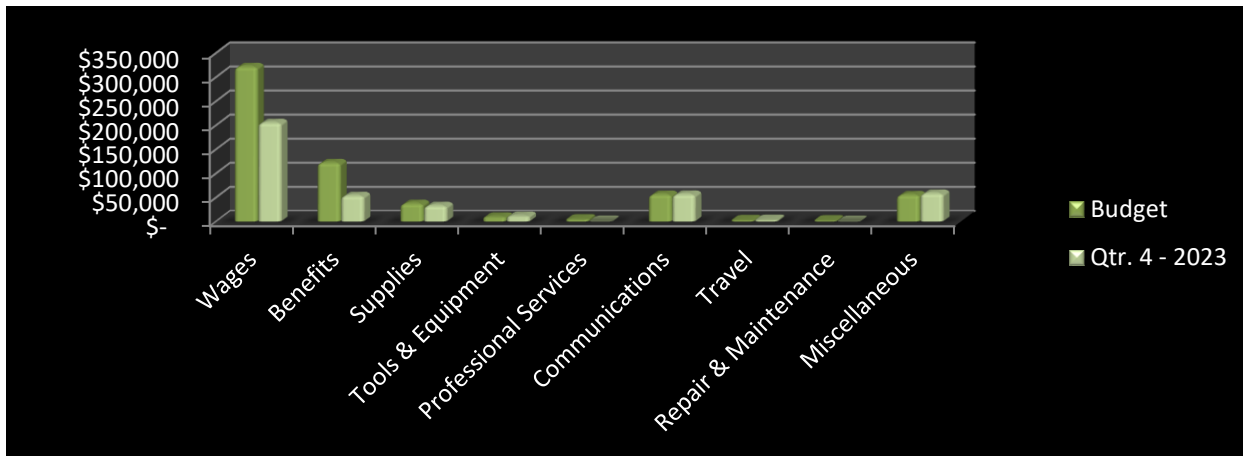


**PUBLIC AFFAIRS**

This program budget was 69% spent with \$423,477 in expenditures. The main reason this program was under budget for the year is because the data analyst position remained unfilled. This resulted in the regular wages to be 70% spent, with \$88,244 remaining. Combined benefits were 44% spent, with \$68,340 remaining unspent.

There were a few line items that were over-spent in this program for 2023. The most significant was printing and binding for the newsletter. This was 128% spent, and \$11,891 over budget for the year.

PUBLIC AFFAIRS		Budget	Qtr. 4 - 2023
Wages	\$	321,862	\$ 205,622
Benefits	\$	122,330	\$ 53,990
Supplies	\$	37,500	\$ 33,202
Tools & Equipment	\$	10,000	\$ 11,830
Professional Services	\$	5,000	\$ -
Communications	\$	56,500	\$ 56,604
Travel	\$	3,000	\$ 3,517
Repair & Maintenance	\$	2,000	\$ 37
Miscellaneous	\$	55,650	\$ 58,676
Totals	\$	613,842	\$ 423,477

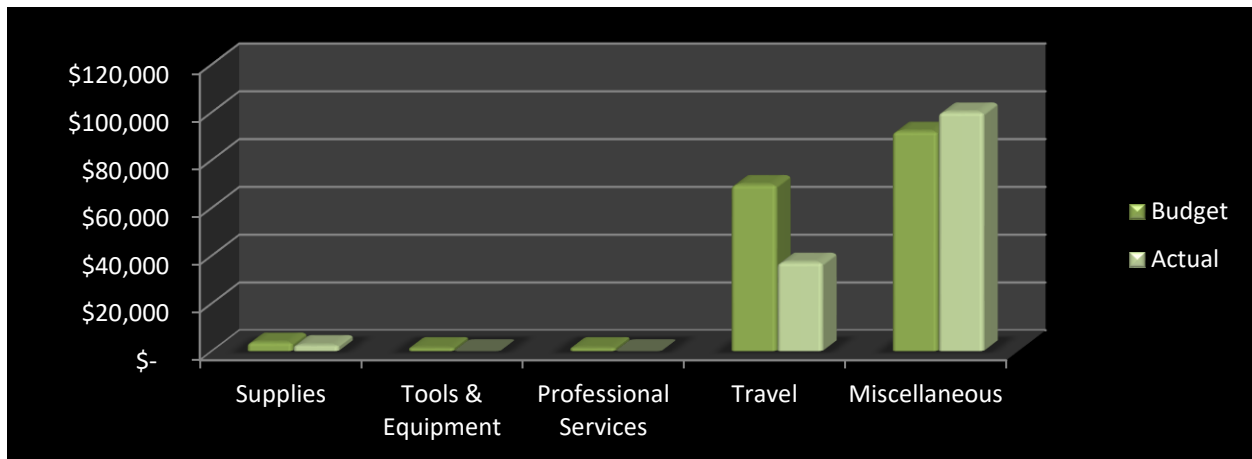


STRATEGIC PLANNING

Strategic Planning was 83% spent for the year, with \$139,684 in spending. Travel, which was 53% spent contributed the most to this program being under-budget. \$32,493 remained in the travel budget at the end of the year. The line items for small tools and equipment, professional services, and dues & subscriptions, while involving low dollar amounts budgeted, were unspent as of the end of the year.

Offsetting some of the savings was software subscriptions and licensing, which was overspent by \$21,022, with 127% of that line item having been spent. No other line items in this program exceeded budgeted amounts.

STRATEGIC PLANNING		Budget	Qtr. 4 - 2023
Supplies	\$	3,700	\$ 2,492
Tools & Equipment	\$	1,500	\$ -
Professional Services	\$	1,500	\$ -
Travel	\$	69,660	\$ 37,167
Miscellaneous	\$	91,966	\$ 100,026
<b>Totals</b>	<b>\$</b>	<b>168,326</b>	<b>\$ 139,684</b>



# Budget Report

## Account Summary

For Fiscal: 2023 Period Ending: 12/31/2023



Snohomish Regional Fire & Rescue, WA

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<b>Fund: 001 - General Fund</b>							
<b>Revenue</b>							
<a href="#">001-311-10-00-00</a>	Regular Property Taxes	49,261,457.00	49,261,457.00	0.00	49,657,264.99	395,807.99	100.80 %
<a href="#">001-311-10-00-01</a>	EMS taxes	11,449,615.00	11,449,615.00	0.00	11,540,061.34	90,446.34	100.79 %
<a href="#">001-311-10-00-02</a>	M&O Levy	0.00	0.00	0.00	23.55	23.55	0.00 %
<a href="#">001-317-40-00-00</a>	Timber Excise Taxes	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-322-90-00-01</a>	Burn Permits	9,100.00	9,100.00	0.00	8,425.00	-675.00	92.58 %
<a href="#">001-331-93-00-00</a>	Federal Direct Grants-HHS	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-332-93-30-00</a>	Medicaid Transformation Demonstrat...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-332-93-40-00</a>	GEMT	6,897,321.00	6,897,321.00	0.00	6,418,915.76	-478,405.24	93.06 %
<a href="#">001-333-97-00-00</a>	Federal Indirect Grants	0.00	0.00	0.00	426,994.51	426,994.51	0.00 %
<a href="#">001-334-04-90-00</a>	State Grant- Trauma	1,100.00	1,100.00	0.00	554.00	-546.00	50.36 %
<a href="#">001-334-06-90-01</a>	L&I Grant - Stay at Work	0.00	0.00	0.00	27,260.37	27,260.37	0.00 %
<a href="#">001-334-06-90-02</a>	L&I Grant - FIIRE	0.00	16,106.00	0.00	16,106.00	0.00	100.00 %
<a href="#">001-337-00-00-00</a>	Local Grants, Entitlements and Other ...	8,100.00	8,100.00	0.00	41,786.03	33,686.03	515.88 %
<a href="#">001-342-21-00-00</a>	Medical Records	1,800.00	1,800.00	0.00	973.75	-826.25	54.10 %
<a href="#">001-342-21-00-01</a>	State Mobe Personnel	0.00	0.00	0.00	11,157.16	11,157.16	0.00 %
<a href="#">001-342-21-00-02</a>	State Mobe Eqpt.	0.00	0.00	0.00	13,080.34	13,080.34	0.00 %
<a href="#">001-342-21-00-03</a>	Mill Creek Contract	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-342-21-00-04</a>	Brightwater Contract	112,450.00	112,450.00	0.00	112,449.50	-0.50	100.00 %
<a href="#">001-342-21-00-05</a>	School Districts	30,700.00	30,700.00	0.00	30,490.20	-209.80	99.32 %
<a href="#">001-342-21-00-06</a>	CPR Classes	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-342-21-00-08</a>	Other Service Contracts	16,000.00	16,000.00	0.00	5,128.72	-10,871.28	32.05 %
<a href="#">001-342-21-00-09</a>	County Fair Contract	76,008.00	76,008.00	0.00	83,664.84	7,656.84	110.07 %
<a href="#">001-342-21-00-10</a>	SCFD 5 ALS Contract	50,000.00	50,000.00	0.00	78,888.91	28,888.91	157.78 %
<a href="#">001-342-21-00-11</a>	SCFD 16 ALS Contract	11,000.00	11,000.00	0.00	9,200.00	-1,800.00	83.64 %
<a href="#">001-342-21-00-12</a>	Evergreen Fair Aid Station	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-342-21-00-13</a>	Unprotected Land Contracts	0.00	0.00	0.00	8,757.52	8,757.52	0.00 %
<a href="#">001-342-21-00-14</a>	DOC Contract	376,934.00	376,934.00	0.00	574,312.90	197,378.90	152.36 %
<a href="#">001-342-21-00-15</a>	Smoke Detector Sales	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-342-21-00-16</a>	Address Sign Sales	1,000.00	1,000.00	0.00	676.00	-324.00	67.60 %
<a href="#">001-342-21-00-17</a>	SCFD 17 ALS Contract	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-342-21-00-18</a>	LS Sewer District Contract	3,800.00	3,800.00	0.00	4,123.30	323.30	108.51 %
<a href="#">001-342-21-00-19</a>	SCFD16 Property Tax	21,500.00	21,500.00	0.00	21,587.76	87.76	100.41 %
<a href="#">001-342-40-00-01</a>	Plan Review/ Permits/ Inspections	83,325.00	83,325.00	0.00	108,145.10	24,820.10	129.79 %
<a href="#">001-342-60-00-00</a>	Transports	2,237,676.00	2,237,676.00	0.00	2,782,118.87	544,442.87	124.33 %
<a href="#">001-342-60-00-01</a>	MVCs	31,500.00	31,500.00	0.00	49,899.71	18,399.71	158.41 %
<a href="#">001-359-00-00-01</a>	PSCAA- Illegal Burns	600.00	600.00	0.00	0.00	-600.00	0.00 %
<a href="#">001-361-10-00-00</a>	Investment Interest	250,000.00	250,000.00	0.00	2,421,237.85	2,171,237.85	968.50 %
<a href="#">001-367-00-00-00</a>	Contributions and Donations from N...	0.00	0.00	0.00	66,868.98	66,868.98	0.00 %
<a href="#">001-369-10-00-00</a>	Sale of Scrap/Surplus	0.00	0.00	0.00	12,980.90	12,980.90	0.00 %
<a href="#">001-369-20-00-00</a>	Unclaimed Property	0.00	0.00	0.00	1,771.01	1,771.01	0.00 %
<a href="#">001-369-50-00-00</a>	Carry Over - Other District	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-369-91-00-00</a>	Other Revenue	14,800.00	14,800.00	0.00	8,341.88	-6,458.12	56.36 %
<a href="#">001-369-91-00-01</a>	Refunds & Reimbursements	125,000.00	125,000.00	0.00	511,699.43	386,699.43	409.36 %
<a href="#">001-369-91-00-02</a>	Hazmat Cost Recovery	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-395-00-00-00</a>	Insurance Recovery	0.00	0.00	0.00	14,897.08	14,897.08	0.00 %
<a href="#">001-395-10-00-00</a>	Sale of Property	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-397-00-00-02</a>	Transfer in From Bond Fund	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-397-00-00-03</a>	Transfer in From Construction Fund	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-397-00-00-05</a>	Transfer in From Shop	99,910.00	99,910.00	0.00	99,910.00	0.00	100.00 %

Budget Report

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For Fiscal: 2023 Period Ending: 12/31/2023

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">001-397-00-00-06</a>	Interfund Transfer - PFML	0.00	0.00	0.00	0.00	0.00	0.00 %
	<b>Revenue Total:</b>	<b>71,170,696.00</b>	<b>71,186,802.00</b>	<b>0.00</b>	<b>75,169,753.26</b>	<b>3,982,951.26</b>	<b>105.60%</b>
	<b>Expense</b>						
<a href="#">001-501-522-10-10-01</a>	Commissioner - Wages	86,100.00	86,100.00	0.00	75,904.00	10,196.00	88.16 %
<a href="#">001-501-522-10-20-06</a>	Commissioner - Social Security	10,800.00	10,800.00	0.00	4,444.64	6,355.36	41.15 %
<a href="#">001-501-522-10-20-08</a>	Commissioner - Medicare	1,250.00	1,250.00	0.00	1,110.56	139.44	88.84 %
<a href="#">001-501-522-10-20-09</a>	Commissioner - L&I	130.00	130.00	0.00	79.01	50.99	60.78 %
<a href="#">001-501-522-10-20-13</a>	Commissioner - Deferred Comp	0.00	0.00	0.00	614.40	-614.40	0.00 %
<a href="#">001-501-522-10-20-14</a>	Commissioner - AD&D	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-501-522-10-20-15</a>	Commissioner - Paid Family & Medical..	200.00	200.00	0.00	165.33	34.67	82.67 %
<a href="#">001-501-522-10-41-03</a>	Commissioner - Professional Services	120,000.00	260,000.00	0.00	203,912.83	56,087.17	78.43 %
<a href="#">001-501-522-10-43-01</a>	Commissioner - Travel	53,900.00	53,900.00	0.00	52,370.14	1,529.86	97.16 %
<a href="#">001-501-522-10-49-01</a>	Commissioner - All Dues	6,200.00	6,200.00	0.00	6,150.00	50.00	99.19 %
<a href="#">001-501-522-10-49-04</a>	Commissioner - Other Miscellaneous	1,700.00	1,700.00	0.00	472.61	1,227.39	27.80 %
<a href="#">001-501-522-45-49-01</a>	Commissioner - Registration	8,660.00	8,660.00	0.00	7,140.00	1,520.00	82.45 %
<a href="#">001-502-522-10-10-01</a>	Admin - Wages	1,776,300.00	1,776,300.00	0.00	1,377,762.85	398,537.15	77.56 %
<a href="#">001-502-522-10-10-02</a>	Admin - Overtime	3,150.00	3,150.00	0.00	1,194.15	1,955.85	37.91 %
<a href="#">001-502-522-10-10-03</a>	Admin - Leave Sell Back	163,000.00	163,000.00	0.00	109,065.26	53,934.74	66.91 %
<a href="#">001-502-522-10-20-05</a>	Admin - Medical/Dental	309,000.00	309,000.00	0.00	236,734.31	72,265.69	76.61 %
<a href="#">001-502-522-10-20-06</a>	Admin - Retirement	144,600.00	144,600.00	0.00	97,693.03	46,906.97	67.56 %
<a href="#">001-502-522-10-20-07</a>	Admin - Disability	3,320.00	3,320.00	0.00	2,482.24	837.76	74.77 %
<a href="#">001-502-522-10-20-08</a>	Admin - Medicare	28,500.00	28,500.00	0.00	21,811.36	6,688.64	76.53 %
<a href="#">001-502-522-10-20-09</a>	Admin - L&I	19,800.00	19,800.00	0.00	11,800.48	7,999.52	59.60 %
<a href="#">001-502-522-10-20-10</a>	Admin - VEBA	21,000.00	21,000.00	0.00	1,332.89	19,667.11	6.35 %
<a href="#">001-502-522-10-20-13</a>	Admin - Deferred Comp	21,000.00	21,000.00	0.00	8,696.40	12,303.60	41.41 %
<a href="#">001-502-522-10-20-14</a>	Admin - AD&D	4,500.00	4,500.00	0.00	4,988.40	-488.40	110.85 %
<a href="#">001-502-522-10-20-15</a>	Admin - Paid Family & Medical Leave	3,040.00	3,040.00	0.00	2,454.58	585.42	80.74 %
<a href="#">001-502-522-10-31-00</a>	Admin - Office Supplies	26,000.00	26,000.00	0.00	26,417.85	-417.85	101.61 %
<a href="#">001-502-522-10-35-00</a>	Admin - Small Tools/Minor Equip.	4,000.00	4,000.00	0.00	3,591.98	408.02	89.80 %
<a href="#">001-502-522-10-41-01</a>	Admin - Professional Services	155,300.00	155,300.00	0.00	106,976.37	48,323.63	68.88 %
<a href="#">001-502-522-10-42-00</a>	Admin - Postage & Shipping	3,200.00	3,200.00	0.00	2,852.53	347.47	89.14 %
<a href="#">001-502-522-10-43-00</a>	Admin - Travel	28,150.00	28,150.00	0.00	8,233.58	19,916.42	29.25 %
<a href="#">001-502-522-10-44-00</a>	Admin - Advertising	6,900.00	6,900.00	0.00	1,022.28	5,877.72	14.82 %
<a href="#">001-502-522-10-49-01</a>	Admin - Dues	14,609.00	14,609.00	0.00	15,910.71	-1,301.71	108.91 %
<a href="#">001-502-522-10-49-06</a>	Admin - Other Miscellaneous	20,805.00	20,805.00	0.00	9,261.45	11,543.55	44.52 %
<a href="#">001-502-522-10-49-07</a>	Admin - Service Awards	48,200.00	48,200.00	0.00	34,422.24	13,777.76	71.42 %
<a href="#">001-502-522-45-49-02</a>	Admin - Training Registration	7,300.00	7,300.00	0.00	4,297.00	3,003.00	58.86 %
<a href="#">001-503-522-10-10-01</a>	Finance & HR - Wages	1,475,200.00	1,475,200.00	0.00	1,217,124.13	258,075.87	82.51 %
<a href="#">001-503-522-10-10-02</a>	Finance & HR - Overtime	13,600.00	13,600.00	0.00	1,887.79	11,712.21	13.88 %
<a href="#">001-503-522-10-10-03</a>	Finance & HR - Leave Sell Back	174,900.00	174,900.00	0.00	138,665.70	36,234.30	79.28 %
<a href="#">001-503-522-10-10-04</a>	Finance & HR - Comp	1,300.00	1,300.00	0.00	0.00	1,300.00	0.00 %
<a href="#">001-503-522-10-20-05</a>	Finance & HR - Medical/Dental	359,000.00	359,000.00	0.00	261,883.90	97,116.10	72.95 %
<a href="#">001-503-522-10-20-06</a>	Finance & HR - Retirement	172,900.00	172,900.00	0.00	123,440.44	49,459.56	71.39 %
<a href="#">001-503-522-10-20-07</a>	Finance & HR - Disability	4,000.00	4,000.00	0.00	3,790.37	209.63	94.76 %
<a href="#">001-503-522-10-20-08</a>	Finance & HR - Medicare	25,300.00	25,300.00	0.00	20,691.96	4,608.04	81.79 %
<a href="#">001-503-522-10-20-09</a>	Finance & HR - L&I	4,900.00	4,900.00	0.00	3,158.57	1,741.43	64.46 %
<a href="#">001-503-522-10-20-10</a>	Finance & HR - VEBA	10,500.00	10,500.00	0.00	5,279.61	5,220.39	50.28 %
<a href="#">001-503-522-10-20-13</a>	Finance & HR - Deferred Comp	38,300.00	38,300.00	0.00	36,912.25	1,387.75	96.38 %
<a href="#">001-503-522-10-20-14</a>	Finance & HR - AD&D	2,000.00	2,000.00	0.00	2,677.38	-677.38	133.87 %
<a href="#">001-503-522-10-20-15</a>	Finance & HR - Paid Family & Medical...	3,450.00	3,450.00	0.00	2,857.41	592.59	82.82 %
<a href="#">001-503-522-10-43-00</a>	Finance & HR - Travel	27,950.00	27,950.00	0.00	15,188.54	12,761.46	54.34 %
<a href="#">001-503-522-10-45-00</a>	Finance & HR - Rentals	4,000.00	4,000.00	0.00	0.00	4,000.00	0.00 %
<a href="#">001-503-522-10-49-01</a>	Finance & HR - Dues & Subscriptions	1,964.00	1,964.00	0.00	1,636.99	327.01	83.35 %
<a href="#">001-503-522-10-49-06</a>	Finance & HR - Other Miscellaneous	12,642.00	12,642.00	0.00	11,089.82	1,552.18	87.72 %
<a href="#">001-503-522-45-49-02</a>	Finance & HR - Training Registration	30,625.00	30,625.00	0.00	16,873.12	13,751.88	55.10 %
<a href="#">001-504-522-20-10-01</a>	Suppression - Wages	20,785,000.00	20,785,000.00	0.00	18,409,638.88	2,375,361.12	88.57 %
<a href="#">001-504-522-20-10-02</a>	Suppression - Overtime	3,749,449.00	3,749,449.00	0.00	2,870,470.56	878,978.44	76.56 %
<a href="#">001-504-522-20-10-03</a>	Suppression - Leave Sell Back	1,415,100.00	1,415,100.00	0.00	904,739.53	510,360.47	63.93 %

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		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">001-504-522-20-10-04</a>	Suppression - Comp	367,000.00	367,000.00	0.00	0.00	367,000.00	0.00 %
<a href="#">001-504-522-20-20-05</a>	Suppression - Medical/Dental	4,466,000.00	4,466,000.00	0.00	4,478,713.88	-12,713.88	100.28 %
<a href="#">001-504-522-20-20-06</a>	Suppression - Retirement	1,402,700.00	1,402,700.00	0.00	1,154,929.17	247,770.83	82.34 %
<a href="#">001-504-522-20-20-07</a>	Suppression - Disability	51,800.00	51,800.00	0.00	50,664.71	1,135.29	97.81 %
<a href="#">001-504-522-20-20-08</a>	Suppression - Medicare	381,700.00	381,700.00	0.00	332,732.29	48,967.71	87.17 %
<a href="#">001-504-522-20-20-09</a>	Suppression - L&I	1,401,200.00	1,401,200.00	0.00	651,023.12	750,176.88	46.46 %
<a href="#">001-504-522-20-20-10</a>	Suppression - VEBA	6,700.00	6,700.00	0.00	-166.67	6,866.67	-2.49 %
<a href="#">001-504-522-20-20-13</a>	Suppression - Deferred Comp	1,193,600.00	1,193,600.00	0.00	934,903.60	258,696.40	78.33 %
<a href="#">001-504-522-20-20-14</a>	Suppression - AD&D	5,000.00	5,000.00	0.00	15,120.00	-10,120.00	302.40 %
<a href="#">001-504-522-20-20-15</a>	Suppression - Paid Family & Medical ...	53,010.00	53,010.00	0.00	45,806.57	7,203.43	86.41 %
<a href="#">001-504-522-20-31-01</a>	Suppression - Operating Supplies	75,000.00	75,000.00	0.00	21,325.35	53,674.65	28.43 %
<a href="#">001-504-522-20-31-03</a>	Suppression - SCBA Supplies	5,000.00	5,000.00	0.00	1,670.30	3,329.70	33.41 %
<a href="#">001-504-522-20-31-07</a>	Suppression - Uniforms	199,850.00	199,850.00	0.00	174,638.44	25,211.56	87.38 %
<a href="#">001-504-522-20-31-10</a>	Suppression - Bunker Gear Supplies	50,000.00	50,000.00	0.00	87,395.07	-37,395.07	174.79 %
<a href="#">001-504-522-20-32-00</a>	Suppression - Fuel	195,600.00	195,600.00	0.00	173,675.30	21,924.70	88.79 %
<a href="#">001-504-522-20-35-00</a>	Suppression - Small Tools/Minor Equi...	155,000.00	171,106.00	0.00	146,906.14	24,199.86	85.86 %
<a href="#">001-504-522-20-41-01</a>	Suppression - Air Monitoring	10,000.00	10,000.00	0.00	11,355.35	-1,355.35	113.55 %
<a href="#">001-504-522-20-41-02</a>	Suppression - Hose Testing	20,000.00	20,000.00	0.00	26,905.00	-6,905.00	134.53 %
<a href="#">001-504-522-20-43-00</a>	Suppression - Travel Expenses	0.00	0.00	0.00	10,070.78	-10,070.78	0.00 %
<a href="#">001-504-522-20-48-02</a>	Suppression - Equip. Repair/Maint.	56,500.00	56,500.00	0.00	38,131.32	18,368.68	67.49 %
<a href="#">001-504-522-20-48-11</a>	Suppression - Bunker Gear Repair/Ma...	32,000.00	32,000.00	0.00	33,517.10	-1,517.10	104.74 %
<a href="#">001-504-522-20-48-12</a>	Suppression - SCBA Repair/Maint.	7,000.00	7,000.00	0.00	15,492.58	-8,492.58	221.32 %
<a href="#">001-504-522-20-49-02</a>	Suppression - Cost Share Zone 11	42,500.00	42,500.00	0.00	33,034.75	9,465.25	77.73 %
<a href="#">001-504-522-20-49-04</a>	Suppression - Other Miscellaneous	3,700.00	3,700.00	0.00	3,226.22	473.78	87.20 %
<a href="#">001-504-528-00-41-00</a>	Dispatch Services - SNO 911	199,320.00	199,320.00	0.00	199,316.76	3.24	100.00 %
<a href="#">001-505-522-30-10-01</a>	Prevention Services - Wages	793,500.00	793,500.00	0.00	720,385.83	73,114.17	90.79 %
<a href="#">001-505-522-30-10-02</a>	Prevention Services - Overtime	76,000.00	76,000.00	0.00	37,225.76	38,774.24	48.98 %
<a href="#">001-505-522-30-10-03</a>	Prevention Services - Leave Sell Back	103,300.00	103,300.00	0.00	75,374.95	27,925.05	72.97 %
<a href="#">001-505-522-30-10-04</a>	Prevention Services - Comp	4,300.00	4,300.00	0.00	0.00	4,300.00	0.00 %
<a href="#">001-505-522-30-20-05</a>	Prevention Services - Medical/Dental	141,000.00	141,000.00	0.00	161,822.92	-20,822.92	114.77 %
<a href="#">001-505-522-30-20-06</a>	Prevention Services - Retirement	66,300.00	66,300.00	0.00	50,734.28	15,565.72	76.52 %
<a href="#">001-505-522-30-20-07</a>	Prevention Services - Disability	1,900.00	1,900.00	0.00	1,812.98	87.02	95.42 %
<a href="#">001-505-522-30-20-08</a>	Prevention Services - Medicare	14,300.00	14,300.00	0.00	12,412.11	1,887.89	86.80 %
<a href="#">001-505-522-30-20-09</a>	Prevention Services - L&I	33,100.00	33,100.00	0.00	13,115.97	19,984.03	39.63 %
<a href="#">001-505-522-30-20-10</a>	Prevention Services - VEBA	3,000.00	3,000.00	0.00	900.00	2,100.00	30.00 %
<a href="#">001-505-522-30-20-13</a>	Prevention Services - Deferred Comp	36,300.00	36,300.00	0.00	29,901.39	6,398.61	82.37 %
<a href="#">001-505-522-30-20-14</a>	Prevention Services - AD&D	1,800.00	1,800.00	0.00	1,146.90	653.10	63.72 %
<a href="#">001-505-522-30-20-15</a>	Prevention Services - Paid Family & F...	1,970.00	1,970.00	0.00	1,748.72	221.28	88.77 %
<a href="#">001-505-522-30-31-00</a>	Prevention Services - Operating Suppl...	6,100.00	6,100.00	0.00	4,507.42	1,592.58	73.89 %
<a href="#">001-505-522-30-31-02</a>	Prevention Services - GIS Supplies	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-505-522-30-35-00</a>	Prevention Services - Small Tools/Mi...	22,000.00	22,000.00	0.00	24,747.84	-2,747.84	112.49 %
<a href="#">001-505-522-30-41-00</a>	Prevention Services - Professional Ser...	15,000.00	15,000.00	0.00	3,608.25	11,391.75	24.06 %
<a href="#">001-505-522-30-43-00</a>	Prevention Services - Travel	8,000.00	8,000.00	0.00	0.00	8,000.00	0.00 %
<a href="#">001-505-522-30-49-02</a>	Prevention Services - Dues & Subscrip...	6,975.00	6,975.00	0.00	3,604.50	3,370.50	51.68 %
<a href="#">001-505-522-30-49-04</a>	Prevention Services - Software Licens...	26,150.00	26,150.00	0.00	14,703.37	11,446.63	56.23 %
<a href="#">001-505-522-45-49-02</a>	Prevention Services - Training Registr...	12,600.00	12,600.00	0.00	7,298.00	5,302.00	57.92 %
<a href="#">001-506-522-45-10-01</a>	Training - Wages	830,300.00	830,300.00	0.00	788,711.03	41,588.97	94.99 %
<a href="#">001-506-522-45-10-02</a>	Training - Overtime	50,000.00	50,000.00	0.00	58,723.79	-8,723.79	117.45 %
<a href="#">001-506-522-45-10-03</a>	Training - Leave Sell Back	134,600.00	134,600.00	0.00	103,545.12	31,054.88	76.93 %
<a href="#">001-506-522-45-10-04</a>	Training - Comp	7,000.00	7,000.00	0.00	0.00	7,000.00	0.00 %
<a href="#">001-506-522-45-20-05</a>	Training - Medical/Dental	191,000.00	191,000.00	0.00	166,993.83	24,006.17	87.43 %
<a href="#">001-506-522-45-20-06</a>	Training - Retirement	59,000.00	59,000.00	0.00	48,937.76	10,062.24	82.95 %
<a href="#">001-506-522-45-20-07</a>	Training - Disability	1,720.00	1,720.00	0.00	1,763.56	-43.56	102.53 %
<a href="#">001-506-522-45-20-08</a>	Training - Medicare	14,900.00	14,900.00	0.00	14,128.82	771.18	94.82 %
<a href="#">001-506-522-45-20-09</a>	Training - L&I	33,500.00	33,500.00	0.00	17,892.59	15,607.41	53.41 %
<a href="#">001-506-522-45-20-10</a>	Training - VEBA	3,900.00	3,900.00	0.00	0.00	3,900.00	0.00 %
<a href="#">001-506-522-45-20-13</a>	Training - Deferred Comp	45,400.00	45,400.00	0.00	30,361.09	15,038.91	66.87 %
<a href="#">001-506-522-45-20-14</a>	Training - AD&D	2,100.00	2,100.00	0.00	27.29	2,072.71	1.30 %



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		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">001-506-522-45-20-15</a>	Training - Paid Family & Medical Leave	1,950.00	1,950.00	0.00	1,788.47	161.53	91.72 %
<a href="#">001-506-522-45-31-02</a>	Training - Operating Supplies	1,200.00	1,200.00	0.00	623.36	576.64	51.95 %
<a href="#">001-506-522-45-31-03</a>	Training - Miscellaneous Supplies	56,351.00	56,351.00	0.00	76,517.57	-20,166.57	135.79 %
<a href="#">001-506-522-45-34-00</a>	Training - Library/Text Books	13,151.00	13,151.00	0.00	6,736.71	6,414.29	51.23 %
<a href="#">001-506-522-45-35-00</a>	Training - Small Tools/Equipment	88,043.00	88,043.00	0.00	39,157.93	48,885.07	44.48 %
<a href="#">001-506-522-45-41-00</a>	Training - Professional Services	21,000.00	21,000.00	0.00	4,180.00	16,820.00	19.90 %
<a href="#">001-506-522-45-41-01</a>	Training - Chaplains	1,500.00	1,500.00	0.00	384.79	1,115.21	25.65 %
<a href="#">001-506-522-45-41-03</a>	Training - Explorers	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-506-522-45-43-00</a>	Training - Travel Expenses	126,125.00	126,125.00	0.00	90,219.45	35,905.55	71.53 %
<a href="#">001-506-522-45-45-00</a>	Training - Testing/Training Facility Re...	75,900.00	75,900.00	0.00	31,679.82	44,220.18	41.74 %
<a href="#">001-506-522-45-49-00</a>	Training - Software Subscription/Lice...	35,450.00	35,450.00	0.00	31,952.83	3,497.17	90.13 %
<a href="#">001-506-522-45-49-01</a>	Training - Dues & Subscriptions	750.00	750.00	0.00	436.51	313.49	58.20 %
<a href="#">001-506-522-45-49-02</a>	Training - Registration	230,350.00	230,350.00	0.00	137,161.44	93,188.56	59.54 %
<a href="#">001-506-522-45-49-04</a>	Training - Simulator Warranty	15,125.00	15,125.00	0.00	0.00	15,125.00	0.00 %
<a href="#">001-506-522-45-49-05</a>	Training - IFSAC Testing	13,400.00	13,400.00	0.00	925.00	12,475.00	6.90 %
<a href="#">001-506-522-45-49-06</a>	Training - HAZMAT	16,500.00	16,500.00	0.00	0.00	16,500.00	0.00 %
<a href="#">001-506-522-45-49-10</a>	Training - Tuition	60,000.00	60,000.00	0.00	43,841.86	16,158.14	73.07 %
<a href="#">001-506-522-45-49-23</a>	Training - Career Academy	360,000.00	360,000.00	0.00	147,719.41	212,280.59	41.03 %
<a href="#">001-506-522-45-49-26</a>	Training - Rescue Swimmer Training &...	200.00	200.00	0.00	0.00	200.00	0.00 %
<a href="#">001-506-522-45-49-37</a>	Training - Paramedic Training	110,300.00	110,300.00	0.00	58,708.71	51,591.29	53.23 %
<a href="#">001-506-522-45-49-44</a>	Training - Training Consortium	20,000.00	20,000.00	0.00	4,396.17	15,603.83	21.98 %
<a href="#">001-506-594-45-64-00</a>	Training - Capital Equipment	100,000.00	100,000.00	0.00	25,073.02	74,926.98	25.07 %
<a href="#">001-507-522-45-49-02</a>	Logistics - Training Registration	10,500.00	10,500.00	0.00	5,260.00	5,240.00	50.10 %
<a href="#">001-507-522-50-10-01</a>	Logistics - Wages	635,800.00	635,800.00	0.00	604,483.39	31,316.61	95.07 %
<a href="#">001-507-522-50-10-02</a>	Logistics - Overtime	2,400.00	2,400.00	0.00	431.82	1,968.18	17.99 %
<a href="#">001-507-522-50-10-03</a>	Logistics - Leave Sell Back	57,200.00	57,200.00	0.00	33,108.51	24,091.49	57.88 %
<a href="#">001-507-522-50-10-04</a>	Logistics - Comp	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-507-522-50-20-05</a>	Logistics - Medical/Dental	138,000.00	138,000.00	0.00	157,914.87	-19,914.87	114.43 %
<a href="#">001-507-522-50-20-06</a>	Logistics - Retirement	59,400.00	59,400.00	0.00	49,388.37	10,011.63	83.15 %
<a href="#">001-507-522-50-20-07</a>	Logistics - Disability	1,550.00	1,550.00	0.00	1,808.97	-258.97	116.71 %
<a href="#">001-507-522-50-20-08</a>	Logistics - Medicare	10,100.00	10,100.00	0.00	9,349.44	750.56	92.57 %
<a href="#">001-507-522-50-20-09</a>	Logistics - L&I	5,880.00	5,880.00	0.00	3,979.08	1,900.92	67.67 %
<a href="#">001-507-522-50-20-10</a>	Logistics - VEBA	11,200.00	11,200.00	0.00	2,092.50	9,107.50	18.68 %
<a href="#">001-507-522-50-20-13</a>	Logistics - Deferred Comp	7,700.00	7,700.00	0.00	6,759.07	940.93	87.78 %
<a href="#">001-507-522-50-20-14</a>	Logistics - AD&D	1,500.00	1,500.00	0.00	1,404.41	95.59	93.63 %
<a href="#">001-507-522-50-20-15</a>	Logistics - Paid Family & Medical Leave	1,340.00	1,340.00	0.00	1,263.53	76.47	94.29 %
<a href="#">001-507-522-50-31-00</a>	Logistics - Operating Supplies	75,000.00	75,000.00	0.00	88,258.77	-13,258.77	117.68 %
<a href="#">001-507-522-50-35-00</a>	Logistics - Small Tools/Minor Equip.	90,000.00	90,000.00	0.00	65,313.04	24,686.96	72.57 %
<a href="#">001-507-522-50-41-00</a>	Logistics - Professional Services	260,400.00	260,400.00	0.00	57,436.83	202,963.17	22.06 %
<a href="#">001-507-522-50-43-00</a>	Logistics - Travel	8,000.00	8,000.00	0.00	11,301.77	-3,301.77	141.27 %
<a href="#">001-507-522-50-45-00</a>	Logistics - Rentals	7,000.00	7,000.00	0.00	5,628.94	1,371.06	80.41 %
<a href="#">001-507-522-50-47-01</a>	Logistics - Electric	125,000.00	125,000.00	0.00	97,109.21	27,890.79	77.69 %
<a href="#">001-507-522-50-47-02</a>	Logistics - Water	40,000.00	40,000.00	0.00	37,618.87	2,381.13	94.05 %
<a href="#">001-507-522-50-47-03</a>	Logistics - Gas	80,000.00	80,000.00	0.00	46,849.66	33,150.34	58.56 %
<a href="#">001-507-522-50-47-04</a>	Logistics - Refuse	52,500.00	52,500.00	0.00	65,038.59	-12,538.59	123.88 %
<a href="#">001-507-522-50-48-00</a>	Logistics - Repair & Maintenance	483,500.00	483,500.00	0.00	403,973.36	79,526.64	83.55 %
<a href="#">001-507-522-50-49-00</a>	Logistics - Miscellaneous	24,000.00	24,000.00	0.00	15,138.16	8,861.84	63.08 %
<a href="#">001-507-522-50-49-02</a>	Logistics - Dues & Subscriptions	200.00	200.00	0.00	0.00	200.00	0.00 %
<a href="#">001-507-522-50-49-04</a>	Logistics - Software Subscription/Lice...	14,000.00	14,000.00	0.00	0.00	14,000.00	0.00 %
<a href="#">001-508-522-20-10-01</a>	Part Time - Wages	16,425.00	16,425.00	0.00	4,770.00	11,655.00	29.04 %
<a href="#">001-508-522-20-20-06</a>	Part Time - Retirement	750.00	750.00	0.00	295.74	454.26	39.43 %
<a href="#">001-508-522-20-20-08</a>	Part Time - Medicare	420.00	420.00	0.00	69.16	350.84	16.47 %
<a href="#">001-508-522-20-20-09</a>	Part Time - L&I	5,900.00	5,900.00	0.00	568.19	5,331.81	9.63 %
<a href="#">001-508-522-20-20-10</a>	Part Time - VEBA	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-508-522-20-20-14</a>	Part Time - AD&D	600.00	600.00	0.00	1,770.60	-1,170.60	295.10 %
<a href="#">001-508-522-20-20-15</a>	Part Time - Paid Family & Medical Lea...	70.00	70.00	0.00	10.39	59.61	14.84 %
<a href="#">001-508-522-20-49-00</a>	Part Time - Chaplain Dues	5,200.00	5,200.00	0.00	304.58	4,895.42	5.86 %
<a href="#">001-509-522-20-10-01</a>	EMS - Wages	6,404,600.00	6,404,600.00	0.00	5,029,450.44	1,375,149.56	78.53 %

Budget Report

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">001-509-522-20-10-02</a>	EMS - Overtime	1,050,182.00	1,050,182.00	0.00	574,338.54	475,843.46	54.69 %
<a href="#">001-509-522-20-10-03</a>	EMS - Leave Sell Back	294,000.00	294,000.00	0.00	233,487.76	60,512.24	79.42 %
<a href="#">001-509-522-20-10-04</a>	EMS - Comp	74,000.00	74,000.00	0.00	0.00	74,000.00	0.00 %
<a href="#">001-509-522-20-20-05</a>	EMS - Medical/Dental	1,291,000.00	1,291,000.00	0.00	1,063,470.77	227,529.23	82.38 %
<a href="#">001-509-522-20-20-06</a>	EMS - Retirement	416,200.00	416,200.00	0.00	304,011.82	112,188.18	73.04 %
<a href="#">001-509-522-20-20-07</a>	EMS - Disability	13,600.00	13,600.00	0.00	11,926.87	1,673.13	87.70 %
<a href="#">001-509-522-20-20-08</a>	EMS - Medicare	113,800.00	113,800.00	0.00	87,710.32	26,089.68	77.07 %
<a href="#">001-509-522-20-20-09</a>	EMS - L&I	307,900.00	307,900.00	0.00	148,752.23	159,147.77	48.31 %
<a href="#">001-509-522-20-20-10</a>	EMS - VEBA	4,320.00	4,320.00	0.00	0.00	4,320.00	0.00 %
<a href="#">001-509-522-20-20-13</a>	EMS - Deferred Comp	367,700.00	367,700.00	0.00	255,968.42	111,731.58	69.61 %
<a href="#">001-509-522-20-20-14</a>	EMS - AD&D	700.00	700.00	0.00	221.76	478.24	31.68 %
<a href="#">001-509-522-20-20-15</a>	EMS - Paid Family & Medical Leave	15,460.00	15,460.00	0.00	12,072.24	3,387.76	78.09 %
<a href="#">001-509-522-20-20-16</a>	EMS - MERP - ER	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-509-522-20-31-01</a>	EMS - Fair Supplies	1,000.00	1,000.00	0.00	8.21	991.79	0.82 %
<a href="#">001-509-522-20-32-00</a>	EMS - Fuel	198,000.00	198,000.00	0.00	170,429.63	27,570.37	86.08 %
<a href="#">001-509-522-20-35-00</a>	EMS - Small Tools/Minor Equip.	40,315.00	40,315.00	0.00	28,548.86	11,766.14	70.81 %
<a href="#">001-509-522-20-41-02</a>	EMS - Professional Services	55,000.00	55,000.00	0.00	52,300.00	2,700.00	95.09 %
<a href="#">001-509-522-20-41-05</a>	EMS - Systems Design Billing	170,000.00	170,000.00	0.00	148,656.08	21,343.92	87.44 %
<a href="#">001-509-522-20-41-06</a>	EMS - Biohazard Waste Removal	5,000.00	5,000.00	0.00	1,636.87	3,363.13	32.74 %
<a href="#">001-509-522-20-41-11</a>	EMS - Sno Co MPD & EMS	48,400.00	48,400.00	0.00	37,135.06	11,264.94	76.73 %
<a href="#">001-509-522-20-41-13</a>	EMS - GEMT Professional Services	65,000.00	65,000.00	0.00	65,000.00	0.00	100.00 %
<a href="#">001-509-522-20-43-00</a>	EMS - Travel	12,000.00	12,000.00	0.00	1,237.99	10,762.01	10.32 %
<a href="#">001-509-522-20-45-00</a>	EMS - Rentals	20,000.00	20,000.00	0.00	28,999.77	-8,999.77	145.00 %
<a href="#">001-509-522-20-48-01</a>	EMS - Equip. Repair/Maint.	368,000.00	368,000.00	0.00	438,950.28	-70,950.28	119.28 %
<a href="#">001-509-522-20-49-01</a>	EMS - Dues & Subscriptions	1,180.00	1,180.00	0.00	3,200.00	-2,020.00	271.19 %
<a href="#">001-509-522-20-49-02</a>	EMS - Software Subscriptions/Licensi...	169,750.00	169,750.00	0.00	79,919.05	89,830.95	47.08 %
<a href="#">001-509-522-20-49-04</a>	EMS - Other Miscellaneous	2,500.00	2,500.00	0.00	1,509.46	990.54	60.38 %
<a href="#">001-509-522-30-31-01</a>	EMS - Medications & Medical Supplies	300,000.00	300,000.00	0.00	264,007.70	35,992.30	88.00 %
<a href="#">001-509-522-45-49-02</a>	EMS - Training Registration	18,700.00	18,700.00	0.00	4,916.00	13,784.00	26.29 %
<a href="#">001-509-528-00-41-00</a>	Dispatch Services - SNO911	797,270.00	797,270.00	0.00	797,267.28	2.72	100.00 %
<a href="#">001-509-589-26-49-00</a>	EMS - Transport Refunds	10,000.00	10,000.00	0.00	6,366.00	3,634.00	63.66 %
<a href="#">001-509-589-26-49-01</a>	GEMT - State Share	0.00	1,891,428.00	0.00	1,927,040.51	-35,612.51	101.88 %
<a href="#">001-510-522-20-20-15</a>	Health & Safety - Member Assistance...	8,000.00	8,000.00	0.00	5,650.80	2,349.20	70.64 %
<a href="#">001-510-522-20-31-01</a>	Health & Safety - Operating Supplies	3,500.00	3,500.00	0.00	1,024.44	2,475.56	29.27 %
<a href="#">001-510-522-20-34-00</a>	Health & Safety - Inventory	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-510-522-20-35-01</a>	Health & Safety - Small Tools & Equi...	3,750.00	3,750.00	0.00	3,897.83	-147.83	103.94 %
<a href="#">001-510-522-20-41-01</a>	Health & Safety - Screening & Testing	21,425.00	21,425.00	0.00	0.00	21,425.00	0.00 %
<a href="#">001-510-522-20-41-06</a>	Health & Safety - Annual/Hazmat Phy...	178,200.00	178,200.00	0.00	144,637.20	33,562.80	81.17 %
<a href="#">001-510-522-20-41-07</a>	Health & Safety - Professional Consul...	11,140.00	11,140.00	0.00	3,916.00	7,224.00	35.15 %
<a href="#">001-510-522-20-41-08</a>	Health & Safety - Mental Health Servi...	2,400.00	2,400.00	0.00	0.00	2,400.00	0.00 %
<a href="#">001-510-522-20-43-00</a>	Health & Safety - Travel	38,125.00	38,125.00	0.00	291.94	37,833.06	0.77 %
<a href="#">001-510-522-20-48-00</a>	Health & Safety - Repair & Maintenan...	6,500.00	6,500.00	0.00	7,792.53	-1,292.53	119.89 %
<a href="#">001-510-522-20-49-00</a>	Health & Safety - Fitness Trainers/Wel...	4,140.00	4,140.00	0.00	1,308.00	2,832.00	31.59 %
<a href="#">001-510-522-20-49-01</a>	Health & Safety - Dues & Subscriptions	885.00	885.00	0.00	652.50	232.50	73.73 %
<a href="#">001-510-522-20-49-04</a>	Health & Safety - Software Subscripti...	6,000.00	6,000.00	0.00	5,498.00	502.00	91.63 %
<a href="#">001-510-522-45-49-00</a>	Health & Safety - Training Registration	15,000.00	15,000.00	0.00	11,623.81	3,376.19	77.49 %
<a href="#">001-512-522-10-41-00</a>	Non-Departmental - Labor Attorney	84,000.00	84,000.00	0.00	36,043.50	47,956.50	42.91 %
<a href="#">001-512-522-10-41-02</a>	Non-Departmental - Misc Banking fees	4,500.00	4,500.00	0.00	3,465.29	1,034.71	77.01 %
<a href="#">001-512-522-10-41-03</a>	Non-Departmental - Legal Services	200,000.00	200,000.00	0.00	164,884.92	35,115.08	82.44 %
<a href="#">001-512-522-10-41-12</a>	Non-Departmental - State Auditor	28,600.00	28,600.00	0.00	9,249.47	19,350.53	32.34 %
<a href="#">001-512-522-10-49-06</a>	Non-Departmental - Rebranding	294,993.00	294,993.00	0.00	11,650.18	283,342.82	3.95 %
<a href="#">001-512-522-20-20-14</a>	Non-Departmental - Unemployment ...	15,000.00	15,000.00	0.00	0.00	15,000.00	0.00 %
<a href="#">001-512-522-41-46-00</a>	Non-Departmental - Risk Management	428,835.00	428,835.00	0.00	426,348.00	2,487.00	99.42 %
<a href="#">001-512-589-10-41-04</a>	Non-Departmental - Refund Interest/...	10.00	10.00	0.00	11.25	-1.25	112.50 %
<a href="#">001-512-591-22-70-00</a>	Non Departmental - Copier Leases	25,000.00	25,000.00	0.00	21,028.31	3,971.69	84.11 %
<a href="#">001-512-597-00-00-01</a>	Non-Departmental - Transfers to App...	2,560,000.00	2,560,000.00	0.00	2,560,000.00	0.00	100.00 %
<a href="#">001-512-597-00-00-02</a>	Non-Departmental - Transfer to Retir...	1,975,500.00	1,975,500.00	0.00	1,975,500.00	0.00	100.00 %
<a href="#">001-512-597-00-00-03</a>	Non-Departmental - Transfer to Emer...	420,000.00	420,000.00	0.00	420,000.00	0.00	100.00 %

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">001-512-597-00-00-04</a>	Non-Departmental - Transfer to Equi...	1,109,660.00	1,109,660.00	0.00	1,109,660.00	0.00	100.00 %
<a href="#">001-512-597-00-00-05</a>	Non-Departmental - Transfer to Const...	6,350,000.00	6,350,000.00	0.00	6,350,000.00	0.00	100.00 %
<a href="#">001-512-597-00-00-06</a>	Non Departmental - Transfers-Out to...	514,655.00	514,655.00	0.00	514,655.00	0.00	100.00 %
<a href="#">001-513-522-10-35-00</a>	Technical Services - Small Tools & Equ...	59,500.00	59,500.00	0.00	33,518.43	25,981.57	56.33 %
<a href="#">001-513-522-10-41-04</a>	Technical Services - IT Services	450,000.00	566,562.00	0.00	547,936.90	18,625.10	96.71 %
<a href="#">001-513-522-10-42-00</a>	Technical Services - Cellular Services	95,000.00	95,000.00	0.00	96,404.24	-1,404.24	101.48 %
<a href="#">001-513-522-10-43-00</a>	Technical Services - Travel	2,500.00	2,500.00	0.00	2,300.55	199.45	92.02 %
<a href="#">001-513-522-10-49-02</a>	Technical Services - Dues & Subscripti...	75.00	75.00	0.00	620.91	-545.91	827.88 %
<a href="#">001-513-522-10-49-04</a>	Technical Services - Software Subscrip...	386,720.00	386,720.00	0.00	308,482.66	78,237.34	79.77 %
<a href="#">001-513-522-20-31-02</a>	Technical Services - Radio Supplies	20,000.00	20,000.00	0.00	2,481.20	17,518.80	12.41 %
<a href="#">001-513-522-20-48-01</a>	Technical Services - Apparatus Repair...	1,714,014.00	1,714,014.00	0.00	1,312,994.74	401,019.26	76.60 %
<a href="#">001-513-522-20-48-03</a>	Technical Services - Radios/MDTs Rep...	11,000.00	11,000.00	0.00	553.56	10,446.44	5.03 %
<a href="#">001-513-522-45-49-00</a>	Technical Services - Training Registrat...	2,000.00	2,000.00	0.00	1,099.00	901.00	54.95 %
<a href="#">001-513-522-50-42-01</a>	Technical Services - Telephone Netwo...	155,240.00	155,240.00	0.00	146,873.17	8,366.83	94.61 %
<a href="#">001-514-522-20-31-04</a>	Special Ops - Hazmat Supplies	7,000.00	7,000.00	0.00	0.00	7,000.00	0.00 %
<a href="#">001-514-522-20-31-08</a>	Special Ops - Disaster Supplies	4,000.00	4,000.00	0.00	0.00	4,000.00	0.00 %
<a href="#">001-514-522-20-31-09</a>	Special Ops - Rescue Swimmer Suppli...	10,000.00	15,885.00	0.00	15,204.59	680.41	95.72 %
<a href="#">001-514-522-20-31-11</a>	Special Ops - Rescue Tech PPE	6,570.00	6,570.00	0.00	6,821.86	-251.86	103.83 %
<a href="#">001-514-522-20-35-01</a>	Special Ops - Wildland Gear	25,000.00	25,000.00	0.00	18,617.54	6,382.46	74.47 %
<a href="#">001-514-522-20-35-02</a>	Special Ops - Hazmat Team Equip. (H...	5,880.00	5,880.00	0.00	913.69	4,966.31	15.54 %
<a href="#">001-514-522-20-35-03</a>	Special Ops - Rescue Swimmer Equip...	14,500.00	14,500.00	0.00	8,198.01	6,301.99	56.54 %
<a href="#">001-514-522-20-35-04</a>	Special Ops - Tech Rescue Equip.	5,000.00	5,000.00	0.00	1,232.39	3,767.61	24.65 %
<a href="#">001-514-522-20-43-00</a>	Fire and Emergency Medical Activities	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-514-522-20-43-01</a>	Special Ops - Wildland Travel Reimbu...	2,000.00	2,000.00	0.00	456.56	1,543.44	22.83 %
<a href="#">001-514-522-20-45-00</a>	Special Ops - Rentals/Santicans	1,095.00	1,095.00	0.00	810.00	285.00	73.97 %
<a href="#">001-514-522-20-48-13</a>	Special Ops - Equipment Repair	2,500.00	2,500.00	0.00	1,746.51	753.49	69.86 %
<a href="#">001-515-522-30-10-01</a>	Community Relations - Wages	289,500.00	289,500.00	0.00	201,256.31	88,243.69	69.52 %
<a href="#">001-515-522-30-10-02</a>	Community Relations - Overtime	22,012.00	22,012.00	0.00	2,545.87	19,466.13	11.57 %
<a href="#">001-515-522-30-10-03</a>	Community Relations - Leave Sell Back	10,350.00	10,350.00	0.00	1,819.89	8,530.11	17.58 %
<a href="#">001-515-522-30-20-05</a>	Community Relations - Medical/Dental	67,000.00	67,000.00	0.00	25,247.76	41,752.24	37.68 %
<a href="#">001-515-522-30-20-06</a>	Community Relations - Retirement	33,500.00	33,500.00	0.00	18,518.10	14,981.90	55.28 %
<a href="#">001-515-522-30-20-07</a>	Community Relations - Disability	750.00	750.00	0.00	611.04	138.96	81.47 %
<a href="#">001-515-522-30-20-08</a>	Community Relations - Medicare	4,700.00	4,700.00	0.00	3,034.27	1,665.73	64.56 %
<a href="#">001-515-522-30-20-09</a>	Community Relations - L&I	1,050.00	1,050.00	0.00	240.65	809.35	22.92 %
<a href="#">001-515-522-30-20-10</a>	Community Relations - VEBA	7,320.00	7,320.00	0.00	2,100.00	5,220.00	28.69 %
<a href="#">001-515-522-30-20-13</a>	Community Relations - Deferred Comp	5,500.00	5,500.00	0.00	3,642.36	1,857.64	66.22 %
<a href="#">001-515-522-30-20-14</a>	Community Relations - AD&D	1,800.00	1,800.00	0.00	148.20	1,651.80	8.23 %
<a href="#">001-515-522-30-20-15</a>	Community Relations - Paid Family &...	710.00	710.00	0.00	448.05	261.95	63.11 %
<a href="#">001-515-522-30-31-01</a>	Community Relations - Operating Sup...	32,000.00	32,000.00	0.00	33,201.53	-1,201.53	103.75 %
<a href="#">001-515-522-30-31-02</a>	Community Relations - First Aid/CPR ...	5,500.00	5,500.00	0.00	0.00	5,500.00	0.00 %
<a href="#">001-515-522-30-35-00</a>	Community Relations - Small Tools/M...	10,000.00	10,000.00	0.00	11,830.06	-1,830.06	118.30 %
<a href="#">001-515-522-30-41-00</a>	Community Relations - Professional S...	5,000.00	5,000.00	0.00	0.00	5,000.00	0.00 %
<a href="#">001-515-522-30-42-01</a>	Community Relations - Postage/Shipp...	56,500.00	56,500.00	0.00	56,603.70	-103.70	100.18 %
<a href="#">001-515-522-30-43-00</a>	Community Relations - Travel	3,000.00	3,000.00	0.00	3,516.87	-516.87	117.23 %
<a href="#">001-515-522-30-48-00</a>	Community Relations - Repair & Main...	2,000.00	2,000.00	0.00	36.98	1,963.02	1.85 %
<a href="#">001-515-522-30-49-01</a>	Community Relations - Printing & Bin...	42,000.00	42,000.00	0.00	53,890.97	-11,890.97	128.31 %
<a href="#">001-515-522-30-49-02</a>	Community Relations - Dues & Subscr...	2,200.00	2,200.00	0.00	0.00	2,200.00	0.00 %
<a href="#">001-515-522-30-49-04</a>	Community Relations - Software Lice...	4,850.00	4,850.00	0.00	3,012.17	1,837.83	62.11 %
<a href="#">001-515-522-30-49-06</a>	Community Relations - Other Miscell...	1,000.00	1,000.00	0.00	1,167.41	-167.41	116.74 %
<a href="#">001-515-522-45-49-02</a>	Community Relations - Training Regist...	5,600.00	5,600.00	0.00	605.00	4,995.00	10.80 %
<a href="#">001-516-522-30-31-00</a>	Strategic Analysis - Operating Supplies	3,700.00	3,700.00	0.00	2,491.87	1,208.13	67.35 %
<a href="#">001-516-522-30-35-00</a>	Strategic Analysis - Small Tools/Mino ...	1,500.00	1,500.00	0.00	0.00	1,500.00	0.00 %
<a href="#">001-516-522-30-41-00</a>	Strategic Analysis - Professional Servi...	1,500.00	1,500.00	0.00	0.00	1,500.00	0.00 %
<a href="#">001-516-522-30-43-00</a>	Strategic Analysis - Travel	69,660.00	69,660.00	0.00	37,166.93	32,493.07	53.35 %
<a href="#">001-516-522-30-49-02</a>	Strategic Analysis - Dues & Subscripti...	2,010.00	2,010.00	0.00	0.00	2,010.00	0.00 %
<a href="#">001-516-522-30-49-04</a>	Strategic Analysis - Software Subscrip...	76,856.00	76,856.00	0.00	97,877.72	-21,021.72	127.35 %

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		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">001-516-522-45-49-02</a>	Strategic Analysis - Training Registrati...	13,100.00	13,100.00	0.00	2,147.91	10,952.09	16.40 %
	<b>Expense Total:</b>	<b>78,825,876.00</b>	<b>80,995,857.00</b>	<b>0.00</b>	<b>68,643,855.50</b>	<b>12,352,001.50</b>	<b>84.75%</b>
	<b>Fund: 001 - General Fund Surplus (Deficit):</b>	<b>-7,655,180.00</b>	<b>-9,809,055.00</b>	<b>0.00</b>	<b>6,525,897.76</b>	<b>16,334,952.76</b>	<b>-66.53%</b>
<b>Fund: 002 - Retirement Reserve</b>							
<b>Revenue</b>							
<a href="#">002-361-10-00-00</a>	Investment Interest	30,000.00	30,000.00	0.00	258,540.93	228,540.93	861.80 %
<a href="#">002-397-00-00-00</a>	Interfund Transfers In	1,975,500.00	1,975,500.00	0.00	1,975,500.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>2,005,500.00</b>	<b>2,005,500.00</b>	<b>0.00</b>	<b>2,234,040.93</b>	<b>228,540.93</b>	<b>111.40%</b>
<b>Expense</b>							
<a href="#">002-512-522-20-10-05</a>	Non-Departmental - Leave Accrual Bu...	329,000.00	329,000.00	0.00	355,466.80	-26,466.80	108.04 %
<a href="#">002-512-522-20-20-06</a>	Non-Departmental - Retirement LEOFF	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">002-512-522-20-20-15</a>	Non Departmental - Paid Family & M...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">002-512-522-30-20-05</a>	Non-Departmental - Retirement Medi...	405,600.00	405,600.00	0.00	283,211.87	122,388.13	69.83 %
<a href="#">002-512-522-30-20-08</a>	Non Departmental - Retirement Medi...	0.00	0.00	0.00	203.40	-203.40	0.00 %
<a href="#">002-512-522-30-20-10</a>	Non Departmental - Retirement VEBA	0.00	0.00	0.00	166.67	-166.67	0.00 %
	<b>Expense Total:</b>	<b>734,600.00</b>	<b>734,600.00</b>	<b>0.00</b>	<b>639,048.74</b>	<b>95,551.26</b>	<b>86.99%</b>
	<b>Fund: 002 - Retirement Reserve Surplus (Deficit):</b>	<b>1,270,900.00</b>	<b>1,270,900.00</b>	<b>0.00</b>	<b>1,594,992.19</b>	<b>324,092.19</b>	<b>125.50%</b>
<b>Fund: 003 - Emergency Reserve</b>							
<b>Revenue</b>							
<a href="#">003-361-10-00-00</a>	Investment Interest	50,000.00	50,000.00	0.00	353,503.90	303,503.90	707.01 %
<a href="#">003-397-00-00-00</a>	Interfund Transfers In	420,000.00	420,000.00	0.00	420,000.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>470,000.00</b>	<b>470,000.00</b>	<b>0.00</b>	<b>773,503.90</b>	<b>303,503.90</b>	<b>164.58%</b>
	<b>Fund: 003 - Emergency Reserve Total:</b>	<b>470,000.00</b>	<b>470,000.00</b>	<b>0.00</b>	<b>773,503.90</b>	<b>303,503.90</b>	<b>164.58%</b>
<b>Fund: 050 - Shop - Expense</b>							
<b>Revenue</b>							
<a href="#">050-344-30-00-00</a>	Charges for Services - External	506,000.00	506,000.00	0.00	499,723.91	-6,276.09	98.76 %
<a href="#">050-348-00-00-00</a>	Charges for Services - Internal	1,519,600.00	1,519,600.00	0.00	1,709,541.60	189,941.60	112.50 %
<a href="#">050-361-10-00-00</a>	Investment Interest	2,500.00	2,500.00	0.00	23,992.11	21,492.11	959.68 %
<a href="#">050-369-10-00-00</a>	Shop - Sale of Scrap	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-369-90-00-00</a>	Refunds & Reimbursements	0.00	0.00	0.00	64,694.50	64,694.50	0.00 %
<a href="#">050-369-91-00-00</a>	Other Revenue	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-397-00-00-15</a>	Transfer In from shop LBO	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-397-00-00-25</a>	Transfer In From Shop Capital	0.00	0.00	0.00	0.00	0.00	0.00 %
	<b>Revenue Total:</b>	<b>2,028,100.00</b>	<b>2,028,100.00</b>	<b>0.00</b>	<b>2,297,952.12</b>	<b>269,852.12</b>	<b>113.31%</b>
<b>Expense</b>							
<a href="#">050-511-522-45-49-01</a>	Shop - Training	6,200.00	6,200.00	0.00	6,362.11	-162.11	102.61 %
<a href="#">050-511-522-60-10-01</a>	Shop - Regular Wages	850,000.00	850,000.00	0.00	797,168.73	52,831.27	93.78 %
<a href="#">050-511-522-60-10-02</a>	Shop - Overtime	1,800.00	1,800.00	0.00	11,000.61	-9,200.61	611.15 %
<a href="#">050-511-522-60-10-03</a>	Shop - Leave Sell Back	0.00	0.00	0.00	283.20	-283.20	0.00 %
<a href="#">050-511-522-60-10-04</a>	Shop - Comp	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-511-522-60-20-05</a>	Shop - Medical/Dental	222,000.00	222,000.00	0.00	187,563.53	34,436.47	84.49 %
<a href="#">050-511-522-60-20-06</a>	Shop - Retirement	88,500.00	88,500.00	0.00	79,829.37	8,670.63	90.20 %
<a href="#">050-511-522-60-20-07</a>	Shop - Disability	8,200.00	8,200.00	0.00	7,274.40	925.60	88.71 %
<a href="#">050-511-522-60-20-08</a>	Shop - Medicare	12,400.00	12,400.00	0.00	12,164.21	235.79	98.10 %
<a href="#">050-511-522-60-20-09</a>	Shop - L&I	24,900.00	24,900.00	0.00	11,883.16	13,016.84	47.72 %
<a href="#">050-511-522-60-20-10</a>	Shop - VEBA	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-511-522-60-20-13</a>	Shop - Deferred Comp.	16,600.00	16,600.00	0.00	29,489.86	-12,889.86	177.65 %
<a href="#">050-511-522-60-20-14</a>	Shop - AD&D	1,800.00	1,800.00	0.00	2,599.50	-799.50	144.42 %
<a href="#">050-511-522-60-20-15</a>	Shop - Paid Family & Medical Leave	1,860.00	1,860.00	0.00	1,761.87	98.13	94.72 %
<a href="#">050-511-522-60-31-01</a>	Shop - Uniforms & Protective eqpt.	2,800.00	2,800.00	0.00	1,391.81	1,408.19	49.71 %
<a href="#">050-511-522-60-31-02</a>	Shop - Vehicle Supplies	5,000.00	5,000.00	0.00	7,962.15	-2,962.15	159.24 %
<a href="#">050-511-522-60-31-03</a>	Shop - Office Supplies	1,000.00	1,000.00	0.00	500.84	499.16	50.08 %
<a href="#">050-511-522-60-31-04</a>	Shop - Hydration Supplies	500.00	500.00	0.00	770.27	-270.27	154.05 %
<a href="#">050-511-522-60-31-05</a>	Shop - Shop Supplies	10,000.00	10,000.00	0.00	11,004.95	-1,004.95	110.05 %
<a href="#">050-511-522-60-32-00</a>	Shop - Fuel	4,800.00	4,800.00	0.00	4,430.94	369.06	92.31 %
<a href="#">050-511-522-60-34-01</a>	Shop - Parts Inventory- Other Agencies	510,000.00	510,000.00	0.00	615,304.63	-105,304.63	120.65 %

Budget Report

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">050-511-522-60-35-00</a>	Shop - Small Tools & Equipment	8,000.00	8,000.00	0.00	5,892.58	2,107.42	73.66 %
<a href="#">050-511-522-60-35-01</a>	Shop - Tool Allowance	5,000.00	5,000.00	0.00	4,500.00	500.00	90.00 %
<a href="#">050-511-522-60-41-02</a>	Shop - Professional Svs - Engine Analy...	4,400.00	4,400.00	0.00	0.00	4,400.00	0.00 %
<a href="#">050-511-522-60-41-03</a>	Shop - Professional Services - Hazmat...	2,000.00	2,000.00	0.00	1,357.46	642.54	67.87 %
<a href="#">050-511-522-60-41-04</a>	Shop - Laundry	5,200.00	5,200.00	0.00	4,344.86	855.14	83.56 %
<a href="#">050-511-522-60-41-05</a>	Shop - Vehicle Damage	1,000.00	1,000.00	0.00	0.00	1,000.00	0.00 %
<a href="#">050-511-522-60-41-06</a>	Shop - Drug & Alcohol Testing	500.00	500.00	0.00	305.00	195.00	61.00 %
<a href="#">050-511-522-60-41-07</a>	Shop - Computer Services	1,000.00	1,000.00	0.00	0.00	1,000.00	0.00 %
<a href="#">050-511-522-60-41-08</a>	Shop - Software Maint. Fees	23,000.00	23,000.00	0.00	22,852.79	147.21	99.36 %
<a href="#">050-511-522-60-41-10</a>	Shop - Professional Services - Misc.	1,000.00	1,000.00	0.00	538.40	461.60	53.84 %
<a href="#">050-511-522-60-41-11</a>	Shop - Professional Services - Occupat...	1,000.00	1,000.00	0.00	319.91	680.09	31.99 %
<a href="#">050-511-522-60-42-00</a>	Shop - Communications	3,500.00	3,500.00	0.00	1,979.18	1,520.82	56.55 %
<a href="#">050-511-522-60-43-00</a>	Shop - Travel	2,365.00	2,365.00	0.00	3,067.38	-702.38	129.70 %
<a href="#">050-511-522-60-44-00</a>	Shop - Advertising	500.00	500.00	0.00	0.00	500.00	0.00 %
<a href="#">050-511-522-60-45-00</a>	Shop - Rental - Copier Expense	500.00	500.00	0.00	0.00	500.00	0.00 %
<a href="#">050-511-522-60-47-01</a>	Shop - Utilities	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-511-522-60-48-01</a>	Shop - Repair & Maintenance- Tools &...	2,000.00	2,000.00	0.00	3,946.80	-1,946.80	197.34 %
<a href="#">050-511-522-60-49-01</a>	Shop - Dues	150.00	150.00	0.00	100.00	50.00	66.67 %
<a href="#">050-511-522-60-49-04</a>	Shop - Other Misc.	300.00	300.00	0.00	200.00	100.00	66.67 %
<a href="#">050-511-586-60-49-01</a>	Shop - Excise Tax	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-511-597-00-00-00</a>	Shop - Interfund Transfers to Shop fu...	250,000.00	250,000.00	0.00	250,000.00	0.00	100.00 %
<a href="#">050-511-597-00-00-01</a>	Shop - Interfund Transfers to General...	99,910.00	99,910.00	0.00	99,910.00	0.00	100.00 %
	<b>Expense Total:</b>	<b>2,179,685.00</b>	<b>2,179,685.00</b>	<b>0.00</b>	<b>2,188,060.50</b>	<b>-8,375.50</b>	<b>100.38%</b>
	<b>Fund: 050 - Shop - Expense Surplus (Deficit):</b>	<b>-151,585.00</b>	<b>-151,585.00</b>	<b>0.00</b>	<b>109,891.62</b>	<b>261,476.62</b>	<b>-72.50%</b>
<b>Fund: 051 - Shop - Reserve</b>							
<b>Revenue</b>							
<a href="#">051-361-10-00-00</a>	Investment Interest	500.00	500.00	0.00	7,774.97	7,274.97	1,554.99 %
<a href="#">051-369-50-00-00</a>	Carry Over - Other Distirct	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">051-397-00-00-00</a>	Interfund Transfers In	50,000.00	50,000.00	0.00	50,000.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>50,500.00</b>	<b>50,500.00</b>	<b>0.00</b>	<b>57,774.97</b>	<b>7,274.97</b>	<b>114.41%</b>
<b>Expense</b>							
<a href="#">051-511-522-60-10-03</a>	Shop - Leave Accrual Buy-Out	0.00	0.00	0.00	0.00	0.00	0.00 %
	<b>Expense Total:</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>
	<b>Fund: 051 - Shop - Reserve Surplus (Deficit):</b>	<b>50,500.00</b>	<b>50,500.00</b>	<b>0.00</b>	<b>57,774.97</b>	<b>7,274.97</b>	<b>114.41%</b>
<b>Fund: 052 - Shop - Capital</b>							
<b>Revenue</b>							
<a href="#">052-361-10-00-00</a>	Investment Interest	2,000.00	2,000.00	0.00	25,824.16	23,824.16	1,291.21 %
<a href="#">052-369-50-00-00</a>	Carry Over - Other Distirct	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">052-397-00-00-00</a>	Interfund Transfers In	200,000.00	200,000.00	0.00	200,000.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>202,000.00</b>	<b>202,000.00</b>	<b>0.00</b>	<b>225,824.16</b>	<b>23,824.16</b>	<b>111.79%</b>
<b>Expense</b>							
<a href="#">052-511-594-00-64-00</a>	Capital Expenditures	0.00	0.00	0.00	6,289.41	-6,289.41	0.00 %
	<b>Expense Total:</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>6,289.41</b>	<b>-6,289.41</b>	<b>0.00%</b>
	<b>Fund: 052 - Shop - Capital Surplus (Deficit):</b>	<b>202,000.00</b>	<b>202,000.00</b>	<b>0.00</b>	<b>219,534.75</b>	<b>17,534.75</b>	<b>108.68%</b>
<b>Fund: 200 - Bond</b>							
<b>Revenue</b>							
<a href="#">200-311-10-00-00</a>	Regular Property Taxes	0.00	0.00	0.00	1,260.32	1,260.32	0.00 %
<a href="#">200-361-10-00-00</a>	Investment Interest	500.00	500.00	0.00	8,764.79	8,264.79	1,752.96 %
<a href="#">200-397-00-00-00</a>	Transfers-In	514,655.00	514,655.00	0.00	514,655.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>515,155.00</b>	<b>515,155.00</b>	<b>0.00</b>	<b>524,680.11</b>	<b>9,525.11</b>	<b>101.85%</b>
<b>Expense</b>							
<a href="#">200-507-591-22-71-01</a>	Facilities - Principal Station Improvem...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">200-507-591-22-71-02</a>	Facilities - Principal Admin Bldg. Bonds	157,000.00	157,000.00	0.00	157,000.00	0.00	100.00 %
<a href="#">200-507-591-89-71-02</a>	Facilities - Principal Station 33 Bonds	200,000.00	200,000.00	0.00	200,000.00	0.00	100.00 %
<a href="#">200-507-592-22-83-01</a>	Facilities - Interest Station Improvem...	0.00	0.00	0.00	0.00	0.00	0.00 %

Budget Report

	Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">200-507-592-89-83-02</a>	Facilities - Interest Station 33 Bonds	121,625.00	121,625.00	0.00	121,625.00	100.00 %
<a href="#">200-507-592-89-83-03</a>	Facilities - Interest Admin. Bldg. Bonds	36,030.00	36,030.00	0.00	36,029.60	100.00 %
<a href="#">200-512-522-10-41-01</a>	Non-Dept. - County Refund Interest - ...	5.00	5.00	0.00	0.00	0.00 %
<a href="#">200-512-522-22-00-00</a>	Non-Departmental - Bond Fee	0.00	0.00	0.00	350.00	0.00 %
	<b>Expense Total:</b>	<b>514,660.00</b>	<b>514,660.00</b>	<b>0.00</b>	<b>515,004.60</b>	<b>100.07%</b>
	<b>Fund: 200 - Bond Surplus (Deficit):</b>	<b>495.00</b>	<b>495.00</b>	<b>0.00</b>	<b>9,675.51</b>	<b>1,954.65%</b>
<b>Fund: 201 - Voted Bonds</b>						
<b>Revenue</b>						
<a href="#">201-311-10-00-00</a>	Regular Property Taxes	0.00	0.00	0.00	1.07	0.00 %
<a href="#">201-361-10-00-00</a>	Investment Interest	0.00	0.00	0.00	473.93	0.00 %
<a href="#">201-369-50-00-00</a>	Carry Over - Other Distirct	0.00	0.00	0.00	0.00	0.00 %
<a href="#">201-397-00-00-03</a>	Transfer in from Construction fund	0.00	0.00	0.00	0.00	0.00 %
	<b>Revenue Total:</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>475.00</b>	<b>0.00%</b>
<b>Expense</b>						
<a href="#">201-512-589-10-41-01</a>	Non-Dept. - County Refund Interest - ...	0.00	0.00	0.00	0.00	0.00 %
	<b>Expense Total:</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>
	<b>Fund: 201 - Voted Bonds Surplus (Deficit):</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>475.00</b>	<b>0.00%</b>
<b>Fund: 300 - Construction</b>						
<b>Revenue</b>						
<a href="#">300-361-10-00-00</a>	Investment Interest	45,000.00	45,000.00	0.00	864,896.00	1,921.99 %
<a href="#">300-362-40-00-00</a>	Property Rent	19,400.00	19,400.00	0.00	31,800.00	163.92 %
<a href="#">300-362-40-00-01</a>	Tower Rent	82,000.00	82,000.00	0.00	103,859.26	126.66 %
<a href="#">300-362-40-00-02</a>	Admin. Bldg. Rent	266,082.00	266,082.00	0.00	280,211.04	105.31 %
<a href="#">300-369-91-00-01</a>	Admin Bldg. Utility Reimbursements	23,000.00	23,000.00	0.00	22,932.70	99.71 %
<a href="#">300-369-91-00-02</a>	Refunds & Reimbursements	0.00	0.00	0.00	0.00	0.00 %
<a href="#">300-395-10-00-00</a>	Proceeds from Sale of Capital Asset (S...	58,020.00	58,020.00	0.00	116,039.50	200.00 %
<a href="#">300-397-00-00-00</a>	Interfund Transfers In	6,350,000.00	6,350,000.00	0.00	6,350,000.00	100.00 %
	<b>Revenue Total:</b>	<b>6,843,502.00</b>	<b>6,843,502.00</b>	<b>0.00</b>	<b>7,769,738.50</b>	<b>113.53%</b>
<b>Expense</b>						
<a href="#">300-507-522-50-41-00</a>	Admin Building - Professional Services	0.00	0.00	0.00	0.00	0.00 %
<a href="#">300-507-522-50-47-00</a>	Logistics - Admin Bldg. Utilities	26,910.00	26,910.00	0.00	32,632.97	121.27 %
<a href="#">300-507-522-50-48-00</a>	Logistics - Admin Bldg. Maintenance	148,000.00	148,000.00	0.00	46,285.70	31.27 %
<a href="#">300-507-594-50-62-00</a>	Logistics - New Construction	6,000,000.00	6,000,000.00	0.00	284,243.73	4.74 %
<a href="#">300-507-594-50-62-01</a>	Logistics - Other Improvements	0.00	0.00	0.00	0.00	0.00 %
<a href="#">300-507-594-50-62-08</a>	Logistics - Other Projects	0.00	0.00	0.00	3,056.81	0.00 %
<a href="#">300-507-594-50-62-31</a>	Logistics - Station Improvements - 31	744,296.00	744,296.00	0.00	22,894.01	3.08 %
<a href="#">300-507-594-50-62-32</a>	Logistics - Station Improvements - 32	0.00	206,054.00	0.00	28,773.00	13.96 %
<a href="#">300-507-594-50-62-33</a>	Logistics - Station Improvements - 33	0.00	0.00	0.00	0.00	0.00 %
<a href="#">300-507-594-50-62-71</a>	Logistics - Station Improvements - 71	18,293.00	98,293.00	0.00	6,993.45	7.11 %
<a href="#">300-507-594-50-62-72</a>	Logistics - Station Improvements - 72	105,992.00	105,992.00	0.00	6,845.35	6.46 %
<a href="#">300-507-594-50-62-74</a>	Logistics Building	50,000.00	50,000.00	0.00	48,590.47	97.18 %
<a href="#">300-507-594-50-62-77</a>	Logistics - Station Improvements - 77	0.00	66,964.00	0.00	0.00	0.00 %
<a href="#">300-507-594-50-62-81</a>	Logistics - Station Improvements - 81	43,028.00	43,028.00	0.00	9,009.80	20.94 %
<a href="#">300-507-594-50-62-82</a>	Logistics - Station Improvements - 82	0.00	256,841.00	0.00	0.00	0.00 %
<a href="#">300-507-594-50-62-83</a>	Logistics - Station Improvements - 83	0.00	49,073.00	0.00	86,133.65	175.52 %
	<b>Expense Total:</b>	<b>7,136,519.00</b>	<b>7,795,451.00</b>	<b>0.00</b>	<b>575,458.94</b>	<b>7.38%</b>
	<b>Fund: 300 - Construction Surplus (Deficit):</b>	<b>-293,017.00</b>	<b>-951,949.00</b>	<b>0.00</b>	<b>7,194,279.56</b>	<b>8,146,228.56</b>
<b>Fund: 301 - Apparatus Fund</b>						
<b>Revenue</b>						
<a href="#">301-361-10-00-00</a>	Investment Interest	30,000.00	30,000.00	0.00	365,270.21	1,217.57 %
<a href="#">301-369-10-00-00</a>	Sale of Surplus	0.00	0.00	0.00	0.00	0.00 %
<a href="#">301-397-00-00-00</a>	Interfund Transfers In	2,560,000.00	2,560,000.00	0.00	2,560,000.00	100.00 %
	<b>Revenue Total:</b>	<b>2,590,000.00</b>	<b>2,590,000.00</b>	<b>0.00</b>	<b>2,925,270.21</b>	<b>112.94%</b>
<b>Expense</b>						
<a href="#">301-502-594-10-64-01</a>	Admin - Capital Outlay Apparatus	173,386.00	237,574.00	0.00	0.00	0.00 %

**Budget Report**

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">301-504-594-22-64-02</a>	Suppression - Capital Outlay - Appara...	4,658,947.00	4,709,047.00	0.00	3,589,854.61	1,119,192.39	76.23 %
<a href="#">301-504-594-22-75-02</a>	Suppression - Capital Lease Prin. - La...	110,849.00	110,849.00	0.00	110,849.48	-0.48	100.00 %
<a href="#">301-504-594-22-83-02</a>	Suppression - Capital Lease Int. - Lad...	6,751.00	6,751.00	0.00	6,750.73	0.27	100.00 %
<a href="#">301-506-594-45-64-01</a>	Training - Capital Outlay - Apparatus	69,002.00	69,002.00	0.00	0.00	69,002.00	0.00 %
<a href="#">301-507-594-22-64-02</a>	Logistics - Capital Outlay Apparatus	100,000.00	180,000.00	0.00	61,769.76	118,230.24	34.32 %
<a href="#">301-509-594-22-64-03</a>	EMS - Capital Outlay - Ambulance	840,000.00	1,225,130.00	0.00	380,221.21	844,908.79	31.04 %
<a href="#">301-512-522-10-41-02</a>	Non-Departmental - Misc Banking Fe...	0.00	0.00	0.00	10.00	-10.00	0.00 %
	<b>Expense Total:</b>	<b>5,958,935.00</b>	<b>6,538,353.00</b>	<b>0.00</b>	<b>4,149,455.79</b>	<b>2,388,897.21</b>	<b>63.46%</b>
	<b>Fund: 301 - Apparatus Fund Surplus (Deficit):</b>	<b>-3,368,935.00</b>	<b>-3,948,353.00</b>	<b>0.00</b>	<b>-1,224,185.58</b>	<b>2,724,167.42</b>	<b>31.00%</b>

**Fund: 303 - Equipment Replacement**

**Revenue**

<a href="#">303-331-97-00-00</a>	Federal Direct Grants	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-361-10-00-00</a>	Investment Interest	9,000.00	9,000.00	0.00	97,831.35	88,831.35	1,087.02 %
<a href="#">303-369-10-00-00</a>	Sale of Surplus	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-369-90-00-00</a>	Refunds and Reimbursements	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-397-00-00-00</a>	Interfund Transfers In	1,109,660.00	1,109,660.00	0.00	1,109,660.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>1,118,660.00</b>	<b>1,118,660.00</b>	<b>0.00</b>	<b>1,207,491.35</b>	<b>88,831.35</b>	<b>107.94%</b>

**Expense**

<a href="#">303-501-594-10-64-00</a>	Commissioner - Tools and Equipment	5,700.00	5,700.00	0.00	0.00	5,700.00	0.00 %
<a href="#">303-501-594-10-64-01</a>	Commissioner - Capital Outlay	100,000.00	100,000.00	0.00	0.00	100,000.00	0.00 %
<a href="#">303-502-522-10-35-00</a>	Admin - Tools & Equipment	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-502-594-10-64-00</a>	Admin - Capital Outlay	0.00	68,582.00	0.00	143,525.18	-74,943.18	209.28 %
<a href="#">303-502-594-10-64-01</a>	Admin - Computer Replacements	60,000.00	60,000.00	0.00	37,320.97	22,679.03	62.20 %
<a href="#">303-502-594-10-64-02</a>	Admin - Monitor & Accessories	25,324.00	25,324.00	0.00	17,518.05	7,805.95	69.18 %
<a href="#">303-502-594-10-64-04</a>	Admin - Misc. Equipment Allowance	29,851.00	29,851.00	0.00	0.00	29,851.00	0.00 %
<a href="#">303-502-594-10-64-05</a>	Admin - Investigations Camera Equip	0.00	0.00	0.00	13,751.85	-13,751.85	0.00 %
<a href="#">303-504-591-22-70-00</a>	Suppression - MDT Computers	63,460.00	63,460.00	0.00	16,350.24	47,109.76	25.76 %
<a href="#">303-504-594-20-64-00</a>	Suppression - Hose & Hose Appliances	86,664.00	86,664.00	0.00	80,784.55	5,879.45	93.22 %
<a href="#">303-504-594-20-64-01</a>	Suppression - Cylinders	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-504-594-20-64-04</a>	Suppression - New Bunker Gear	236,446.00	236,446.00	0.00	235,057.81	1,388.19	99.41 %
<a href="#">303-504-594-20-64-13</a>	Suppression - Capital Outlay - Gas M...	0.00	0.00	0.00	9,194.85	-9,194.85	0.00 %
<a href="#">303-504-594-20-64-14</a>	Suppression - SCBAs	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-504-594-20-64-20</a>	Suppression - Thermal Imaging Came...	0.00	0.00	0.00	19,096.18	-19,096.18	0.00 %
<a href="#">303-505-594-30-64-00</a>	Prevention - Software	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-505-594-30-64-01</a>	Prevention - Knox Secure Devices	40,000.00	40,000.00	0.00	39,336.03	663.97	98.34 %
<a href="#">303-505-594-30-64-02</a>	Prevention - GIS Printer	0.00	6,000.00	0.00	0.00	6,000.00	0.00 %
<a href="#">303-506-522-45-35-00</a>	Training - Tools & Equip	2,016.00	2,016.00	0.00	0.00	2,016.00	0.00 %
<a href="#">303-506-594-45-64-00</a>	Training - Capital Outlay	0.00	0.00	0.00	95,858.36	-95,858.36	0.00 %
<a href="#">303-507-522-50-35-02</a>	Logistics - Other Equipment	2,681.00	2,681.00	0.00	726.32	1,954.68	27.09 %
<a href="#">303-507-594-50-64-00</a>	Logistics - Station Capital Equipment	60,000.00	60,000.00	0.00	31,393.03	28,606.97	52.32 %
<a href="#">303-507-594-50-64-01</a>	Logistics - Station Mattresses and Box...	19,669.00	19,669.00	0.00	0.00	19,669.00	0.00 %
<a href="#">303-507-594-50-64-02</a>	Logistics - Station Recliners	12,668.00	12,668.00	0.00	6,892.11	5,775.89	54.41 %
<a href="#">303-509-591-22-70-00</a>	EMS - MDT Computers	63,460.00	63,460.00	0.00	42,653.32	20,806.68	67.21 %
<a href="#">303-509-594-20-64-04</a>	EMS - Capital Outlay Lucas CPR	20,299.00	20,299.00	0.00	13,871.16	6,427.84	68.33 %
<a href="#">303-509-594-20-64-07</a>	EMS - Video Laryngoscopes	26,225.00	26,225.00	0.00	26,613.54	-388.54	101.48 %
<a href="#">303-509-594-20-64-08</a>	EMS - Power Cots	0.00	0.00	0.00	30,314.08	-30,314.08	0.00 %
<a href="#">303-509-594-20-64-09</a>	EMS - Knox Med Vault	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-594-20-64-11</a>	EMS - EPCR Computers	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-594-20-64-12</a>	EMS - MSO Computers	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-594-20-64-13</a>	EMS - AED's	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-510-594-20-64-00</a>	Health & Safety - Fitness Equipment	38,569.00	38,569.00	0.00	8,794.87	29,774.13	22.80 %
<a href="#">303-513-522-45-49-00</a>	Technical Services - Software	0.00	0.00	0.00	0.00	0.00	0.00 %
	<b>Expense Total:</b>	<b>893,032.00</b>	<b>967,614.00</b>	<b>0.00</b>	<b>869,052.50</b>	<b>98,561.50</b>	<b>89.81%</b>
	<b>Fund: 303 - Equipment Replacement Surplus (Deficit):</b>	<b>225,628.00</b>	<b>151,046.00</b>	<b>0.00</b>	<b>338,438.85</b>	<b>187,392.85</b>	<b>224.06%</b>

**Budget Report**

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For Fiscal: 2023 Period Ending: 12/31/2023

	Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<b>Fund: 630 - Excise Tax</b>						
<b>Revenue</b>						
<a href="#">630-389-30-00-00</a>						
Excise Tax	20,000.00	20,000.00	0.00	9,468.10	-10,531.90	47.34 %
<b>Revenue Total:</b>	<b>20,000.00</b>	<b>20,000.00</b>	<b>0.00</b>	<b>9,468.10</b>	<b>-10,531.90</b>	<b>47.34%</b>
<b>Expense</b>						
<a href="#">630-512-589-00-00-00</a>						
Excise Tax - Non - Expenditure	20,000.00	20,000.00	0.00	6,166.17	13,833.83	30.83 %
<b>Expense Total:</b>	<b>20,000.00</b>	<b>20,000.00</b>	<b>0.00</b>	<b>6,166.17</b>	<b>13,833.83</b>	<b>30.83%</b>
<b>Fund: 630 - Excise Tax Surplus (Deficit):</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>3,301.93</b>	<b>3,301.93</b>	<b>0.00%</b>
<b>Report Surplus (Deficit):</b>	<b>-9,249,194.00</b>	<b>-12,716,001.00</b>	<b>0.00</b>	<b>15,603,580.46</b>	<b>28,319,581.46</b>	<b>-122.71%</b>



**Group Summary**

Account Typ...	Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<b>Fund: 001 - General Fund</b>						
Revenue	71,170,696.00	71,186,802.00	0.00	75,169,753.26	3,982,951.26	105.60%
Expense	78,825,876.00	80,995,857.00	0.00	68,643,855.50	12,352,001.50	84.75%
<b>Fund: 001 - General Fund Surplus (Deficit):</b>	<b>-7,655,180.00</b>	<b>-9,809,055.00</b>	<b>0.00</b>	<b>6,525,897.76</b>	<b>16,334,952.76</b>	<b>-66.53%</b>
<b>Fund: 002 - Retirement Reserve</b>						
Revenue	2,005,500.00	2,005,500.00	0.00	2,234,040.93	228,540.93	111.40%
Expense	734,600.00	734,600.00	0.00	639,048.74	95,551.26	86.99%
<b>Fund: 002 - Retirement Reserve Surplus (Deficit):</b>	<b>1,270,900.00</b>	<b>1,270,900.00</b>	<b>0.00</b>	<b>1,594,992.19</b>	<b>324,092.19</b>	<b>125.50%</b>
<b>Fund: 003 - Emergency Reserve</b>						
Revenue	470,000.00	470,000.00	0.00	773,503.90	303,503.90	164.58%
<b>Fund: 003 - Emergency Reserve Total:</b>	<b>470,000.00</b>	<b>470,000.00</b>	<b>0.00</b>	<b>773,503.90</b>	<b>303,503.90</b>	<b>164.58%</b>
<b>Fund: 050 - Shop - Expense</b>						
Revenue	2,028,100.00	2,028,100.00	0.00	2,297,952.12	269,852.12	113.31%
Expense	2,179,685.00	2,179,685.00	0.00	2,188,060.50	-8,375.50	100.38%
<b>Fund: 050 - Shop - Expense Surplus (Deficit):</b>	<b>-151,585.00</b>	<b>-151,585.00</b>	<b>0.00</b>	<b>109,891.62</b>	<b>261,476.62</b>	<b>-72.50%</b>
<b>Fund: 051 - Shop - Reserve</b>						
Revenue	50,500.00	50,500.00	0.00	57,774.97	7,274.97	114.41%
Expense	0.00	0.00	0.00	0.00	0.00	0.00%
<b>Fund: 051 - Shop - Reserve Surplus (Deficit):</b>	<b>50,500.00</b>	<b>50,500.00</b>	<b>0.00</b>	<b>57,774.97</b>	<b>7,274.97</b>	<b>114.41%</b>
<b>Fund: 052 - Shop - Capital</b>						
Revenue	202,000.00	202,000.00	0.00	225,824.16	23,824.16	111.79%
Expense	0.00	0.00	0.00	6,289.41	-6,289.41	0.00%
<b>Fund: 052 - Shop - Capital Surplus (Deficit):</b>	<b>202,000.00</b>	<b>202,000.00</b>	<b>0.00</b>	<b>219,534.75</b>	<b>17,534.75</b>	<b>108.68%</b>
<b>Fund: 200 - Bond</b>						
Revenue	515,155.00	515,155.00	0.00	524,680.11	9,525.11	101.85%
Expense	514,660.00	514,660.00	0.00	515,004.60	-344.60	100.07%
<b>Fund: 200 - Bond Surplus (Deficit):</b>	<b>495.00</b>	<b>495.00</b>	<b>0.00</b>	<b>9,675.51</b>	<b>9,180.51</b>	<b>1,954.65%</b>
<b>Fund: 201 - Voted Bonds</b>						
Revenue	0.00	0.00	0.00	475.00	475.00	0.00%
Expense	0.00	0.00	0.00	0.00	0.00	0.00%
<b>Fund: 201 - Voted Bonds Surplus (Deficit):</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>475.00</b>	<b>475.00</b>	<b>0.00%</b>
<b>Fund: 300 - Construction</b>						
Revenue	6,843,502.00	6,843,502.00	0.00	7,769,738.50	926,236.50	113.53%
Expense	7,136,519.00	7,795,451.00	0.00	575,458.94	7,219,992.06	7.38%
<b>Fund: 300 - Construction Surplus (Deficit):</b>	<b>-293,017.00</b>	<b>-951,949.00</b>	<b>0.00</b>	<b>7,194,279.56</b>	<b>8,146,228.56</b>	<b>-755.74%</b>
<b>Fund: 301 - Apparatus Fund</b>						
Revenue	2,590,000.00	2,590,000.00	0.00	2,925,270.21	335,270.21	112.94%
Expense	5,958,935.00	6,538,353.00	0.00	4,149,455.79	2,388,897.21	63.46%
<b>Fund: 301 - Apparatus Fund Surplus (Deficit):</b>	<b>-3,368,935.00</b>	<b>-3,948,353.00</b>	<b>0.00</b>	<b>-1,224,185.58</b>	<b>2,724,167.42</b>	<b>31.00%</b>
<b>Fund: 303 - Equipment Replacement</b>						
Revenue	1,118,660.00	1,118,660.00	0.00	1,207,491.35	88,831.35	107.94%
Expense	893,032.00	967,614.00	0.00	869,052.50	98,561.50	89.81%
<b>Fund: 303 - Equipment Replacement Surplus (Deficit):</b>	<b>225,628.00</b>	<b>151,046.00</b>	<b>0.00</b>	<b>338,438.85</b>	<b>187,392.85</b>	<b>224.06%</b>
<b>Fund: 630 - Excise Tax</b>						
Revenue	20,000.00	20,000.00	0.00	9,468.10	-10,531.90	47.34%
Expense	20,000.00	20,000.00	0.00	6,166.17	13,833.83	30.83%
<b>Fund: 630 - Excise Tax Surplus (Deficit):</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>3,301.93</b>	<b>3,301.93</b>	<b>0.00%</b>
<b>Report Surplus (Deficit):</b>	<b>-9,249,194.00</b>	<b>-12,716,001.00</b>	<b>0.00</b>	<b>15,603,580.46</b>	<b>28,319,581.46</b>	<b>-122.71%</b>

**Fund Summary**

<b>Fund</b>	<b>Original Total Budget</b>	<b>Current Total Budget</b>	<b>Period Activity</b>	<b>Fiscal Activity</b>	<b>Variance Favorable (Unfavorable)</b>
001 - General Fund	-7,655,180.00	-9,809,055.00	0.00	6,525,897.76	16,334,952.76
002 - Retirement Reserve	1,270,900.00	1,270,900.00	0.00	1,594,992.19	324,092.19
003 - Emergency Reserve	470,000.00	470,000.00	0.00	773,503.90	303,503.90
050 - Shop - Expense	-151,585.00	-151,585.00	0.00	109,891.62	261,476.62
051 - Shop - Reserve	50,500.00	50,500.00	0.00	57,774.97	7,274.97
052 - Shop - Capital	202,000.00	202,000.00	0.00	219,534.75	17,534.75
200 - Bond	495.00	495.00	0.00	9,675.51	9,180.51
201 - Voted Bonds	0.00	0.00	0.00	475.00	475.00
300 - Construction	-293,017.00	-951,949.00	0.00	7,194,279.56	8,146,228.56
301 - Apparatus Fund	-3,368,935.00	-3,948,353.00	0.00	-1,224,185.58	2,724,167.42
303 - Equipment Replacement	225,628.00	151,046.00	0.00	338,438.85	187,392.85
630 - Excise Tax	0.00	0.00	0.00	3,301.93	3,301.93
<b>Report Surplus (Deficit):</b>	<b>-9,249,194.00</b>	<b>-12,716,001.00</b>	<b>0.00</b>	<b>15,603,580.46</b>	<b>28,319,581.46</b>

## Budget Amendment #1

GENERAL FUND:				
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change
<b>Beginning Cash cash &amp; Investments</b>		\$ 56,833,488	\$ 40,615,097	\$ 16,218,391
EXPENDITURE CHANGES:				
EXPENDITURE ITEMS:	reasons	new expenditure amt.	original budgeted	\$ change
<b>ADDITIONAL SPENDING</b>				
<b>Non-Departmental:</b>				
Insurance	increased risk- see executive summary	\$ 617,591	\$ 471,720	\$ 145,871
<b>ENCUMBRANCES</b>				
<b>Legislative:</b>				
Professional Services	Nov. '23 commissioners election costs	\$ 79,766	\$ 50,000	\$ 29,766
<b>Administrative:</b>				
Salaries	2023 back-pay to settle IAFF contract	\$ 1,634,283	\$ 1,590,000	\$ 44,283
Retirement	2023 back-pay to settle IAFF contract	\$ 128,067	\$ 125,900	\$ 2,167
Medicare	2023 back-pay to settle IAFF contract	\$ 25,751	\$ 25,100	\$ 651
Deferred Comp.	2023 back-pay to settle IAFF contract	\$ 22,584	\$ 22,000	\$ 584
PFML	2023 back-pay to settle IAFF contract	\$ 2,942	\$ 2,800	\$ 142
<b>Finance &amp; HR:</b>				
Salaries	2023 back-pay to settle IAFF contract	\$ 1,511,977	\$ 1,464,700	\$ 47,277
Retirement	2023 back-pay to settle IAFF contract	\$ 161,216	\$ 157,000	\$ 4,216
Medicare	2023 back-pay to settle IAFF contract	\$ 25,506	\$ 24,800	\$ 706
Deferred Comp.	2023 back-pay to settle IAFF contract	\$ 39,435	\$ 38,000	\$ 1,435
<b>Suppression:</b>				
Salaries	2023 back-pay to settle IAFF contract	\$ 24,767,635	\$ 22,497,000	\$ 2,270,635
Retirement	2023 back-pay to settle IAFF contract	\$ 1,644,480	\$ 1,526,400	\$ 118,080
Medicare	2023 back-pay to settle IAFF contract	\$ 450,424	\$ 416,100	\$ 34,324
Deferred Comp.	2023 back-pay to settle IAFF contract	\$ 1,389,265	\$ 1,292,700	\$ 96,565
PFML	2023 back-pay to settle IAFF contract	\$ 66,506	\$ 57,500	\$ 9,006
<b>Fire &amp; Life Safety:</b>				
Salaries	2023 back-pay to settle IAFF contract	\$ 1,140,577	\$ 1,077,000	\$ 63,577
Retirement	2023 back-pay to settle IAFF contract	\$ 86,173	\$ 83,000	\$ 3,173
Medicare	2023 back-pay to settle IAFF contract	\$ 20,264	\$ 19,300	\$ 964
Deferred Comp.	2023 back-pay to settle IAFF contract	\$ 52,331	\$ 49,400	\$ 2,931
<b>Training:</b>				
Salaries	2023 back-pay to settle IAFF contract	\$ 1,313,590	\$ 1,254,200	\$ 59,390
Retirement	2023 back-pay to settle IAFF contract	\$ 85,230	\$ 82,500	\$ 2,730
Medicare	2023 back-pay to settle IAFF contract	\$ 22,497	\$ 21,600	\$ 897
Deferred Comp.	2023 back-pay to settle IAFF contract	\$ 68,949	\$ 66,500	\$ 2,449
<b>EMS:</b>				
Salaries	2023 back-pay to settle IAFF contract	\$ 7,485,849	\$ 6,876,100	\$ 609,749
Retirement	2023 back-pay to settle IAFF contract	\$ 504,776	\$ 473,100	\$ 31,676
Medicare	2023 back-pay to settle IAFF contract	\$ 138,237	\$ 129,000	\$ 9,237
Deferred Comp.	2023 back-pay to settle IAFF contract	\$ 416,892	\$ 389,600	\$ 27,292
<b>Logistics:</b>				
Small Tools & Equipment	office moves to Admin. Bldg.	\$ 154,687	\$ 130,000	\$ 24,687
Total Expenditure Increases (Decreases)				\$ 3,644,460
<b>Net increase (decrease) in fund balance</b>				<b>\$ 12,573,931</b>

RETIREMENT RESERVE FUND:				
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change
<b>Beginning Cash Balance - County cash &amp; Investments</b>		\$ 6,815,795	\$ 6,491,702	\$ 324,093
EXPENDITURE ITEMS:	reasons	new expenditure amt.	original budgeted	\$ change
<b>ENCUMBRANCES</b>				
<b>Non-Departmental (Retirees):</b>				
Retiree Health Benefits	VEBA not paid due to contract not being se	\$ 486,500	\$ 414,000	\$ 72,500
Total Expenditure Increases ( Decreases)				\$ 72,500
<b>Net increase (decrease) in fund balance</b>				<b>\$ 251,593</b>

CONSTRUCTION FUND:				
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change
<b>Beginning Cash Balance - County cash &amp; Investments</b>		\$ 21,061,286	\$ 12,915,057	\$ 8,146,229
EXPENDITURE ITEMS:	reasons	new expenditure amt.	original budgeted	\$ change
<b>ENCUMBRANCES</b>				
<b>Logistics:</b>				
Station 31 improvements	roof still needs replacement	\$ 1,010,835	\$ 266,539	\$ 744,296
Station 32 improvements	roof still needs replacement	\$ 30,533	\$ -	\$ 30,533
Station 82 improvements	interior painting still need to be done	\$ 256,841	\$ -	\$ 256,841

Total Expenditure Increases (Decreases)					\$ 1,031,670
<b>Net increase (decrease) in fund balance</b>					<b>\$ 7,114,559</b>

EQUIPMENT FUND:					
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change	
<b>Beginning Cash Balance - County cash &amp; Investments</b>		\$ 2,101,103	\$ 1,913,710	\$ 187,394	
EXPENDITURE ITEMS:	reasons	new expenditure amt.	original budgeted	\$ change	
<b>ENCUMBRANCES</b>					
<b>Logistics:</b>					
Mattresses	worn out mattresses not replaced in 2023	\$ 39,928	\$ 20,259	\$ 19,669	
Total Expenditure Increases (Decreases)				\$ 19,669	
<b>Net increase (decrease) in fund balance</b>				<b>\$ 167,725</b>	

BOND FUNDS:					
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change	
<b>Beginning Cash Balance - County cash &amp; Investments</b>		\$ 60,516	\$ 50,861	\$ 9,655	
<b>Net increase (decrease) in fund balance</b>				<b>\$ 9,655</b>	

EMERGENCY RESERVE FUND:					
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change	
<b>Beginning Cash Balance - County cash &amp; Investments</b>		\$ 9,264,262	\$ 8,960,758	\$ 303,504	
<b>Net increase (decrease) in fund balance</b>				<b>\$ 303,504</b>	

APPARATUS FUND:					
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change	
<b>Beginning Cash Balance - County cash &amp; Investments</b>		\$ 6,953,549	\$ 4,229,382	\$ 2,724,167	
EXPENDITURE ITEMS:	reasons	new expenditure amt.	original budgeted	\$ change	
<b>ENCUMBRANCES</b>					
<b>Administration:</b>					
Capital Outlay - Vehicles/ Apparatus	Staff Vehicle not purchased in 2023 as sche	\$ 158,949	\$ 120,000	\$ 38,949	
<b>Suppression:</b>					
Capital Outlay - Vehicles/ Apparatus	BC Vehicle, Boats, tax on Ladder truck remaining pmt on pumper not purchased in 2023	\$ 1,119,192	\$ -	\$ 1,119,192	
<b>Training:</b>					
Capital Outlay - Vehicles/ Apparatus	Van not purchased in 2023 as scheduled	\$ 69,002	\$ -	\$ 69,002	
<b>Logistics:</b>					
Capital Outlay - Vehicles/ Apparatus	New Facilities Rig not purchased in 2023 as	\$ 100,000	\$ -	\$ 100,000	
<b>EMS:</b>					

Capital Outlay - Ambulances	Ambulances not delivered in 2023 as sched	\$ 1,960,000	\$ 1,120,000	\$ 840,000
Total Expenditure Increases ( Decreases)				\$ 2,167,143
<b>Net increase (decrease) in fund balance</b>				<b>\$ 557,024</b>

SHOP FUNDS:				
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change
<b>Beginning Cash Balance - County cash &amp; Investments</b>		\$ 1,698,445	\$ 1,412,158	\$ 286,287
<b>Net increase (decrease) in fund balance</b>				<b>\$ 286,287</b>

DATE: 3/28/2024

Motion to approve budget amendment #1 as presented above :

\_\_\_\_\_  
Troy Elmore, Chairman

\_\_\_\_\_  
Rick Edwards

\_\_\_\_\_  
Randy Fay

\_\_\_\_\_  
Paul Gagnon

\_\_\_\_\_  
Jeff Schaub

\_\_\_\_\_  
Jim Steinruck

\_\_\_\_\_  
Roy Waugh

\_\_\_\_\_  
attest to: Secretary to the Board



# NEW BUSINESS

## ACTION





## Request for Action by the Board (R.A.B)

The purpose of the RAB is to provide a standardized format for presenting initiatives requiring action by the Board of Fire Commissioners. The RAB serves as a guide and checklist intended to provide the detailed, relevant, information needed to help the Board take action on projects, programs, and other initiatives.

<b>Initiative Name:</b>	Sick Leave Donation MOU Shop Employees		
<b>Executive member responsible for guiding the initiative:</b>	DC Rasmussen/AC Messer		
<b>Type of Action:</b>	<input checked="" type="checkbox"/> Motion	<input type="checkbox"/> Resolution	
<b>Initiative Description:</b>	<p>The District and Shop employees have collaborated on the attached MOU that would allow for shared leave to be used within their working group. Historically, light duty has not been available to shop employees on long-term illness/injury and they have had to use accrued leave. In some cases, shop employees of long-term medical leave have been placed on LWOP because of exhausted leave banks.</p> <p>The MOU would allow for shop employees to share leave with another when on long-term medical and leave banks are exhausted.</p>		
<ul style="list-style-type: none"> <li>• <b>Brief Description</b></li> <li>• <b>Goal of Initiative</b></li> <li>• <b>Initiative Results (deliverables)</b></li> <li>• <b>Connection to Strategic Plan</b></li> <li>• <b>Supporting Documentation (attach)</b> <ul style="list-style-type: none"> <li>○ <b>Scope of work</b></li> <li>○ <b>Contract(s)</b></li> <li>○ <b>Project proposal(s)</b></li> <li>○ <b>Presentation(s)</b></li> </ul> </li> <li>• <b>If Financial: Reason RAB must be approved outside of the annual budget process</b></li> </ul>			
<b>Financial Impact:</b>	<p>Expense:    <input type="checkbox"/> Increase    <input type="checkbox"/> Decrease    <input checked="" type="checkbox"/> N/A</p> <p>Revenue:    <input type="checkbox"/> Increase    <input type="checkbox"/> Decrease    <input checked="" type="checkbox"/> N/A</p> <p>Total amount of initiative (attach amount breakdown if applicable): \$</p> <p>Initial amount: \$</p> <p>Long-term annual amount(s): \$</p> <p>Currently Budgeted:                    <input type="checkbox"/> Yes    <input type="checkbox"/> No    Amount: \$</p> <p>Budget Amendment Needed: <input type="checkbox"/> Yes    <input type="checkbox"/> No    Amount: \$</p> <ul style="list-style-type: none"> <li>• If yes: Fund(s)/line item(s) to be amended:</li> </ul>		
<b>Risk Assessment:</b>	<p>Risk if approved: Potential for abuse to extend leave for employees past potential separation dates (provided by legal).</p> <p>Risk if not approved: Loss of income for shop employees with exhausted leave banks.</p>		

<b>Legal Review:</b>	
<input type="checkbox"/> Initiative conforms with District policy/procedure number (attach): <input checked="" type="checkbox"/> Initiatives that require legal review (contracts, other initiatives): <ul style="list-style-type: none"> <li>• Contracts</li> <li>• Has been reviewed and approved by legal</li> <li>• Includes all costs</li> <li>• Includes term</li> <li>• Includes 'do not exceed' language.</li> </ul> <input type="checkbox"/> N/A	
<b>Presented to, and Approved by, Senior Staff</b>	
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Commissioner Sub-Committee Approval</b>	
Initiative presented to commissioner sub-committee: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Approved by commissioner sub-committee: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No N/A: <input type="checkbox"/>	
<b>For Fire Chief Approval:</b>	
<input checked="" type="checkbox"/> RAB document complete  <input checked="" type="checkbox"/> Supporting documentation attached  <input type="checkbox"/> Information sent to Fire Chief, Senior Staff, and Board Support (Mindy Leber)  <i>Fire Chief will approve and distribute by email to the Board of Commissioners – RAB executive/senior staff will be cc'd on the email distribution</i>  <i>Fire Chief will coordinate with Senior Staff for RAB introduction</i>	
<b>RAB Executive: Confirmed email sent to Board by Fire Chief</b>	
<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Board of Fire Commissioners</b>	RAB initiatives go through the following process: <ol style="list-style-type: none"> <li>1. Senior Staff approval to move forward to a committee/board</li> <li>2. Initiatives are introduced to the appropriate committee for review</li> <li>3. Initiatives are introduced at an initial commissioner meeting as a Discussion Item <ul style="list-style-type: none"> <li>○ The Senior Staff member assigned to develop the initiative presents initiative to the Board (maximum time for presentation is ten minutes)</li> </ul> </li> <li>4. At a second commissioner meeting, initiatives may be assigned as an action item for approval</li> </ol>
<b>Execution:</b>	<b>It is the responsibility of the RAB Executive to execute implementation, processing, and tracking.</b>





## MEMORANDUM OF UNDERSTANDING

by and between the  
Snohomish Regional Fire and Rescue  
and  
Snohomish Regional Fire and Rescue Shop Personnel  
as it applies to the **Sick Leave Donations**

**THIS MEMORANDUM OF UNDERSTANDING ("MOU")** is entered into by and between Snohomish Regional Fire and Rescue (the "District") and Snohomish Regional Fire and Rescue Shop Personnel (the "Shop") (collectively, the "Parties") are parties to an employment agreement that expires December 31, 2025 (the "Agreement"); and

**WHEREAS**, the District agrees to implement a sick leave donation policy allowing shop employees to voluntarily donate accrued sick leave hours to other shop employees in need.

**NOW, THEREFORE**, in consideration of these premises and the promises contained herein, and intending to be legally bound, the Parties agree as follows:

1. With approval by the District, shop employees may donate accrued sick leave to another shop employee if (i) the employee is suffering from a serious illness, injury, disability, or medical condition certified by the employee's treating physician that prevents that employee from performing his or her regular assigned duties; and (ii) the employee has exhausted his or her accrued sick leave, vacation, and all other paid and unpaid leave.
2. Sick leave donations will be calculated on a month-to-month basis.
3. 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 pursuant to Sick Leave Buy Back Procedure 2-20.

DATED this \_\_\_\_ day of \_\_\_\_\_, 2024.

**SNOHOMISH REGIONAL FIRE AND RESCUE**

---

Troy Elmore, Board Chairman



**SNOHOMISH REGIONAL FIRE AND RESCUE SHOP PERSONNEL**

\_\_\_\_\_  
Micheal Camerer

\_\_\_\_\_  
David Jonker

\_\_\_\_\_  
Daniel Kindig

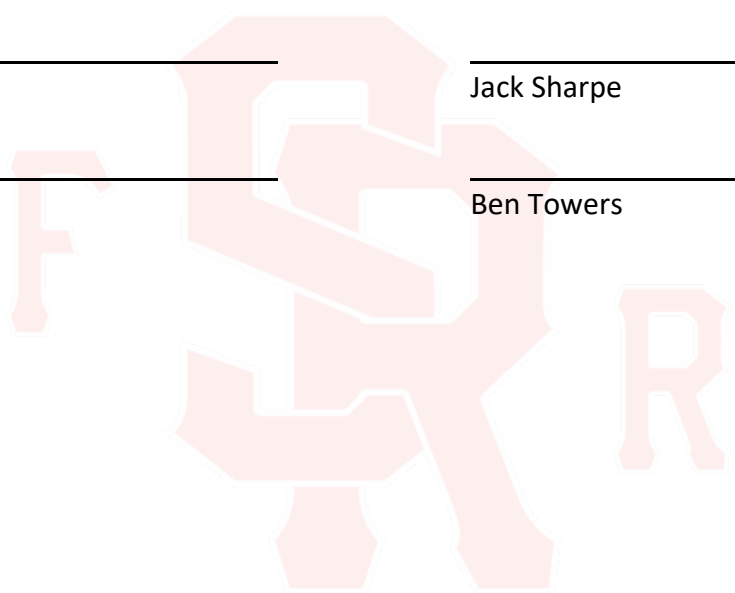
\_\_\_\_\_  
Cameron Main

\_\_\_\_\_  
Shawn Seltz

\_\_\_\_\_  
Jack Sharpe

\_\_\_\_\_  
John Thomas

\_\_\_\_\_  
Ben Towers





## MEMORANDUM OF UNDERSTANDING

by and between the  
**Snohomish Regional Fire and Rescue**  
 and  
**The International Association of Fire Fighters Local No. 2781**  
 as it applies to **Article 9 Section 9.6** of the current Firefighters CBA.

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

**Current language of article 9 Section 9.6 reads:** 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.

**The District and the Union agree to the following change in the Firefighter CBA specifically to 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 or distributed into another qualified plan as established by the bargaining unit's applicable MOU.

This Agreement is executed by duly authorized and empowered representatives of the parties hereto: Snohomish Regional Fire and Rescue and IAFF 2781. This modification to the Collective Bargaining Agreement is signed and approved by the Board of Fire Commissioners of Snohomish Regional Fire and Rescue at a regular meeting held on \_\_\_\_\_, 2024.



\_\_\_\_\_  
Commissioner Troy Elmore

\_\_\_\_\_  
Commissioner Randy Fay

\_\_\_\_\_  
Commissioner Roy Waugh

\_\_\_\_\_  
Commissioner Rick Edwards

\_\_\_\_\_  
Commissioner Jeff Schaub

\_\_\_\_\_  
Commissioner Paul Gagnon

\_\_\_\_\_  
Commissioner Jim Steinruck





# EXECUTIVE SESSION

