



# **COMMISSIONER BOARD MEETING**

**NOVEMBER 14, 2024**

**5:30 PM**

**SRFR STATION 31 TRAINING ROOM**

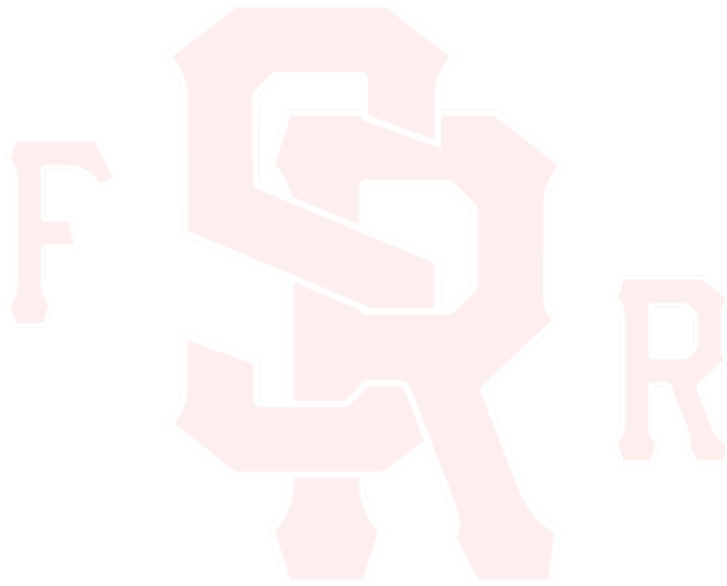
**VIA ZOOM**

**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

November 14, 2024, 1730 hours

**CALL TO ORDER**

**PUBLIC COMMENT**

**UNION COMMENT**

**CHIEF'S REPORT**

**COMMISSIONER REPORTS**

Meeting	Chair	Last Mtg.	Next Mtg.	Reporting
Capital Facilities	Steinruck	10/22/24	11/26/24	Yes
Finance Committee	Elmore	10/21/24	11/25/24	No
Sno911	Waugh	10/17/24	11/21/24	No
Sno-Isle Commissioners	Fay	11/7/24	12/5/24	Yes
Leadership Meeting	Schaub	4/24/24	YTD	No
Policy Committee	Schaub	11/14/24	12/12/24	Yes

**COMMITTEE MEETING MINUTES**

**CONSENT AGENDA**

**Approval of Vouchers**

Benefits Vouchers: 24-02756 to 24-0265; (\$748,311.47)

Benefits Vouchers: 24-02766 to 24-02780; (\$762,075.01)

AP Vouchers: 24-02781 to 24-02981; (\$2,105,629.82)

**Approval of Payroll**

October 31, 2024 (\$1,464,549.82)

**Approval of Minutes**

Approve Regular Board Meeting Minutes October 21, 2024



**OLD BUSINESS**

**Discussion**

**Action**

2025 Medical Retiree Letters

**NEW BUSINESS**

**Discussion**

Budget Hearing: Levy Resolutions & Budget Resolution

Retirement Date Change Resolution

Policy Review

- Policy 311 Elevator Entrapments
- Policy 312 Elevator Restrictions During Emergencies
- Policy 319 Hazardous Materials Response
- Policy 609 National Incident Management System (NIMS) Training
- Policy 912 Fire Station Safety
- Policy 916 Hazardous Energy Control
- Policy 1001 Performance Evaluations
- Policy 1002 Promotions and Transfers
- Policy 1005 Career Advancement
- Policy 1037 Family Support Liaison

Transport Rates Update

Retirement Medical COLA Resolution

CARES ILA

**Action**

MOU: Longevity Benefit for Lateral Hires

**GOOD OF THE ORDER**

**ATTENDANCE CHECK**

Special Commissioner Meeting November 18, 2024, at 1730 – Station 31 Training Room/Zoom

Regular Commissioner Meeting November 25, 2024, at 1730 - Station 31 Training Room/Zoom

**EXECUTIVE SESSION**

RCW 42.20.140(4)(b): Labor Negotiations

**ADJOURNMENT**



# CHIEF'S REPORT



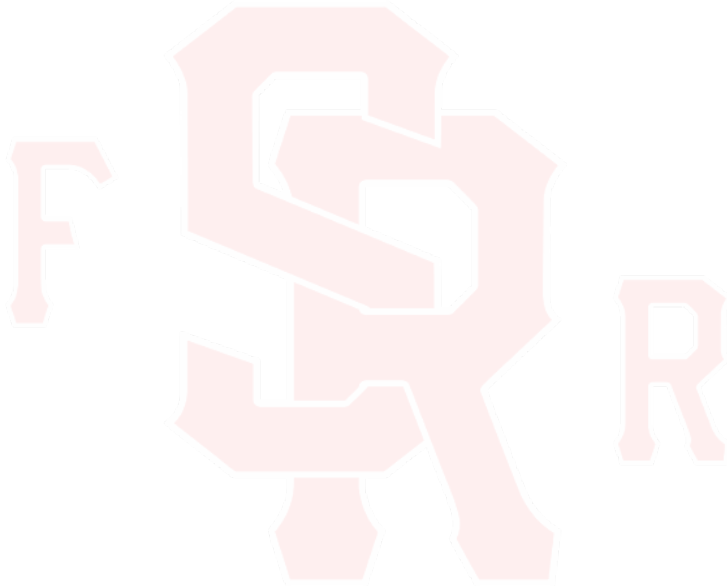


# COMMISSIONER REPORTS





# COMMITTEE MEETING MINUTES





# CONSENT AGENDA





# Snohomish Regional Fire and Rescue Claims Voucher Summary

10/24/2024

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
24-02756	DEPARTMENT OF RETIREMENT SYSTEMS		31,522.72
24-02757	DIMARTINO & ASSOCIATES		23,274.54
24-02758	FIRE 7 FOUNDATION		622.50
24-02759	HRA VEBA TRUST		65,094.55
24-02760	LEOFF TRUST		462,651.20
24-02761	MATRIX TRUST COMPANY		20,263.23
24-02762	TD AMERITRADE INSTITUTIONAL		388.50
24-02763	TRUSTEED PLANS SERVICE CORP		35,056.90
24-02764	VOYA INSTITUTIONAL TRUST CO		108,190.12
24-02765	WASHINGTON STATE SUPPORT REGISTRY		1,247.21

<b>Page Total</b>	748,311.47
<b>Cumulative Total</b>	748,311.47

## Snohomish Regional Fire and Rescue Claims Voucher Summary

11/08/2024

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
24-02766	AFLAC		591.44
24-02767	DEPARTMENT OF RETIREMENT SYSTEMS		495,183.53
24-02768	FIRE 7 FOUNDATION		622.50
24-02769	FIREPAC		1,010.46
24-02770	GENERAL TEAMSTERS UNION LOCAL 38		1,917.00
24-02771	HRA VEBA TRUST		58,504.63
24-02772	IAFF LOCAL 2781		34,637.76
24-02773	IAFF LOCAL 2781 PAC		952.00
24-02774	IAFF LOCAL 2781 RFA		1,082.50
24-02775	MATRIX TRUST COMPANY		21,265.13
24-02776	TD AMERITRADE INSTITUTIONAL		388.50
24-02777	VOYA INSTITUTIONAL TRUST CO		112,362.52
24-02778	WASHINGTON STATE SUPPORT REGISTRY		1,247.21
24-02779	WSCFF FASTPAC		884.83
24-02780	WSCFF-EMP BENEFIT TRUST		31,425.00

<b>Page Total</b>	762,075.01
<b>Cumulative Total</b>	762,075.01



Snohomish Regional Fire & Rescue, WA

# Docket of Claims Register

APPKT01717 - 11.14.2024 Board Meeting BB

By Docket/Claim Number

Vendor #	Vendor Name	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount	Distribution Amount
2466	A1 ASPHALT PAVING, INC.	1789566	Asphalt Paving (Improvement/Mainten	Invoice	10/20/2024	Asphalt Paving (Improvement/Mainten	300-507-594-50-62-82	77,327.90	77,327.90
0012	ACROSS THE STREET PRODUCTIC	26484	Blue Card Online Training - Sayah & Blc	Invoice	10/24/2024	Blue Card Online Training - Sayah & Blc	001-506-522-45-49-02	770.00	770.00
0020	AIR EXCHANGE, INC	91612512	Grabber Nzle x2,TPA Clmp x2, Lcking C	Invoice	07/16/2024	Grabber Nzle x2,TPA Clmp x2, Lcking C	001-507-522-50-48-00	4,583.84	10,448.32
		91613103	PG Bladdr 8mm Start Fitting Part - ST7	Invoice	09/30/2024	PG Bladdr 8mm Start Fitting Part - ST7	001-507-522-50-48-00	489.21	
		91613261	Grbbr Nzl x2,TPA Clmp x2,Lckng Cbl x:	Invoice	10/18/2024	Grbbr Nzl x2,TPA Clmp x2,Lckng Cbl x:	001-507-522-50-48-00	5,375.27	
2189	AJ'S LANDCARE, INC	121216321	Landscaping Monthly Maintenance - A	Invoice	10/31/2024	Landscaping Monthly Maintenance - A	001-507-522-50-41-00	884.31	11,407.61
		121216322	Landscaping Monthly Maintenance - S	Invoice	10/31/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	957.25	
		121216323	Landscaping Monthly Maintenance - S	Invoice	10/31/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	911.66	
		121216324	Landscaping Monthly Maintenance - S	Invoice	10/31/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	944.13	
		121216325	Landscaping Monthly Maintenance - S	Invoice	10/31/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	899.16	
		121216326	Landscaping Monthly Maintenance - S	Invoice	10/31/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	700.06	
		121216327	Landscaping Monthly Maintenance - S	Invoice	10/31/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	840.98	
		121216328	Landscaping Monthly Maintenance - S	Invoice	10/31/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	899.16	
		121216329	Brush Cutting & Mow/Quartrly Maint.-	Invoice	10/31/2024	Brush Cutting & Mow/Quartrly Maint.-	001-507-522-50-41-00	1,200.10	
		121216330	Landscaping Monthly Maintenance - S	Invoice	10/31/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	854.21	
		121216331	Landscaping Monthly Maintenance - S	Invoice	10/31/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	929.05	
		121216332	Landscaping Monthly Maintenance - S	Invoice	10/31/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	469.63	
		121216333	Landscaping Monthly Maintenance - S	Invoice	10/31/2024	Landscaping Monthly Maintenance - S	001-507-522-50-41-00	699.11	
		121216334	Field Mowing/Quarterly Maint. - Fryel:	Invoice	10/31/2024	Field Mowing/Quarterly Maint. - Fryel:	001-507-522-50-41-00	218.80	
1801	ALEXANDER FATKIN	INV12348	Tuition Reimbursement CSU (ART1301	Invoice	11/06/2024	Tuition Reimbursement CSU (ART1301	001-506-522-45-49-10	764.00	764.00
0028	ALL BATTERY SALES AND SERVI	300-10151799	Shop Supplies	Invoice	10/22/2024	Shop Supplies	050-511-522-60-31-05	154.65	154.65
1503	ALLSTREAM BUSINESS US, INC	21001106	Fire Alarm Phone Lines/Connection Se	Invoice	11/01/2024	Fire Alarm Phone Lines/Connection Se	001-513-522-50-42-01	501.04	501.04
1503	ALLSTREAM BUSINESS US, INC	21010633	Fire Alarm Phone Lines/Connection Se	Invoice	11/03/2024	Fire Alarm Phone Lines/Connection Se	001-513-522-50-42-01	373.81	373.81

## Docket of Claims Register

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	24-02789					14,145.72
	1167-HJW9-3XN1	Magicard Color Ribbon for ID Cards - IT	Invoice	10/13/2024	Magicard Color Ribbon for ID Cards - IT	001-513-522-10-35-00	121.53
	117L-RWJJ-9RNW	Seek Tic Straps (x2) - ST.31	Invoice	11/05/2024	Seek Tic Straps (x2) - ST.31	001-507-522-50-35-00	19.38
	119G-DH44-NXQD	Keurig K-Elite Single Serve Coffee Maker	Invoice	11/06/2024	Keurig K-Elite Single Serve Coffee Maker	001-507-522-50-35-00	128.40
	13GX-HG7W-YGR1	File Cabinet Lock - Training	Invoice	10/18/2024	File Cabinet Lock - Training	001-507-522-50-31-00	16.62
	13TR-4WNNM-49FP	Logitech Wireless Keyboard & Mouse -	Invoice	10/15/2024	Logitech Wireless Keyboard & Mouse -	001-513-522-10-35-00	82.04
	14CL-CF3V-P699	Owl Camera Accessories - Training	Invoice	10/17/2024	Owl Camera Accessories - Training	001-506-522-45-35-00	87.47
	14CL-CF3V-PPPQ	Bathroom Exhaust Fan Cover (x2) - Log	Invoice	10/17/2024	Bathroom Exhaust Fan Cover (x2) - Log	001-507-522-50-31-00	43.80
	14GX-YXHY-KQKT	Rubbermaid Wood Handle Broom (x6)	Invoice	10/09/2024	Replacements Wood Handle Broom (x6)	001-504-522-20-35-00	103.92
	14HT-F6D7-CXYG	Shop Parts	Invoice	10/25/2024	Shop Parts	050-511-522-60-34-01	25.15
	14ly-cv33-63wd	Good Grips Spatulas (x2) - Logistics	Invoice	10/21/2024	Good Grips Spatulas (x2) - Logistics	001-507-522-50-31-00	20.56
	14MW-7RTR-LP97	Fibre Patch Cable (x2) - IT	Invoice	10/26/2024	Fibre Patch Cable (x2) - IT	001-513-522-10-35-00	114.30
	167R-FGKD-KFJ6	Cleaning Duster - Shop	Invoice	10/28/2024	Cleaning Duster - Shop	050-511-522-60-31-03	16.39
	16KQ-VDHL-F9DD	WD-40 w/Smart Straw - E71	Invoice	10/16/2024	WD-40 w/Smart Straw - E71	001-507-522-50-31-00	23.61
	16LM-KLKL-3MDR	Coffee Filters - ST. 71	Invoice	10/21/2024	Coffee Filters - ST. 71	001-507-522-50-31-00	38.80
	16YJ-14RR-1VDP	SmartSign 'Shipping & Receiving' - Log	Invoice	10/15/2024	SmartSign 'Shipping & Receiving' - Log	001-507-522-50-31-00	97.00
	17CJ-3XJP-7XPP	Carhatt Men's Rugged Flex Jacket (x4)	Invoice	10/28/2024	Carhatt Men's Rugged Flex Jacket (x4)	001-506-522-45-31-03	350.04
	17HX-DHPD-3GLV	Petzl Bucket Fabric Pack- 30 liters (8)	Invoice	10/10/2024	Petzl Bucket Fabric Pack- 30 liters (8)	001-514-522-20-35-04	603.84
	17TP-9FH4-CF13	Toilet Brush and Holder (x2) - ST.77	Invoice	11/05/2024	Toilet Brush and Holder (x2) - ST.77	001-507-522-50-31-00	15.32
	19LC-CTLN-GYNG	Utility Duct Tape-3 Rolls (x2) - ST. 82	Invoice	10/29/2024	Utility Duct Tape-3 Rolls (x2) - ST. 82	001-507-522-50-31-00	30.88
	19QY-T9D1-Q9KC	Dewalt 20V Max Battery Compact (x2)	Invoice	10/07/2024	Dewalt 20V Max Battery Compact (x2)	001-504-522-20-35-00	88.66
	1C4H-M1VG-HMJL	Heavy Duty Fridge Magnetic Clips (x2)	Invoice	10/22/2024	Heavy Duty Fridge Magnetic Clips (x2)	001-515-522-30-31-01	21.82
	1CFV-J69R-4T14	Wall File Organizer (x2) - Admin	Invoice	11/04/2024	Wall File Organizer (x2) - Admin	001-502-522-10-35-00	78.94
	1CMR-3V9N-DV67	Anti Fatigue Floor Mat (x4) - Training	Invoice	10/16/2024	Anti Fatigue Floor Mat (x4) - Training	001-507-522-50-35-00	132.01
	1DX6-JPJY-HKYY	20 Litre Portable Military Style Storage	Invoice	10/16/2024	20 Litre Portable Military Style Storage	001-514-522-20-31-09	210.66
	1FDD-H4QM-7194	Surge Power Strip (x6), USB Cable (x8)	Invoice	10/28/2024	Surge Power Strip (x6), USB Cable (x8)	001-513-522-10-35-00	262.46
	1FG4-DJVV-1MCL	Sticky Fly Traps Indoor/Outdoor - ST. 8	Invoice	10/24/2024	Sticky Fly Traps Indoor/Outdoor - ST. 8	001-507-522-50-31-00	37.30
	1FG4-DJVV-FVDL	Shop Parts	Invoice	10/25/2024	Shop Parts	050-511-522-60-34-01	36.08
	1FYF-YMT1-Y7QN	Propane Adapter Hose & Regulator 20	Invoice	10/18/2024	Propane Adapter Hose & Regulator 20	001-507-522-50-35-00	16.15
	1G6G-CH6X-3NYC	Fog Machine & Fluid (x2) - Training	Invoice	10/21/2024	Fog Machine & Fluid (x2) - Training	001-506-522-45-31-03	1,542.52
	1GL9-4LQX-3DRD	Small Dry Erase White Board (x4) - Trai	Invoice	10/24/2024	Small Dry Erase White Board (x4) - Trai	001-506-522-45-31-03	103.24
	1GTT-NTHM-3VD9	Acrylic Wall Name Plate Holders - IT	Invoice	10/15/2024	Acrylic Wall Name Plate Holders - IT	001-502-522-10-31-00	28.43
	1HV1-Y4WR-1MMK	Keurig Coffee Maker - Admin	Invoice	10/21/2024	Keurig Coffee Maker - Admin Kitchen	001-507-522-50-35-00	189.88
	1HV1-Y4WR-4LLJ	Heavy Duty Water Hose - ST. 72	Invoice	10/21/2024	Heavy Duty Water Hose - ST. 72	001-507-522-50-35-00	81.99
	1J3W-FJLL-14T4	Rock Enforcer Load Cell with Case - Re	Invoice	11/04/2024	Rock Enforcer Load Cell with Case - Re	001-514-522-20-31-11	1,083.05
	1JNP-CWGL-3H1H	Permanent Metallic Oil Based Markers	Invoice	10/24/2024	Permanent Metallic Oil Based Markers	001-507-522-50-31-00	124.30
	1JRW-1JRL-F3V7	Disposable Protective Coverall Pk 25 (x	Invoice	10/16/2024	Disposable Protective Coverall Pk 25 (x	001-507-522-50-31-00	1,156.45
	1K4P-L39X-GW79	Heavy Duty Mounting Tape - Training	Invoice	10/31/2024	Heavy Duty Mounting Tape - Training	001-506-522-45-31-02	18.54
	1KKD-QDPF-VP1F	Business Prime Membership Fee - Adn	Invoice	10/18/2024	Business Prime Membership Fee - Adn	001-502-522-10-49-01	54.60
						001-505-522-30-49-02	54.59
						001-506-522-45-49-01	54.59
						001-507-522-50-49-02	109.18
						001-509-522-20-49-01	54.59

## Docket of Claims Register

Vendor #	Vendor Name	Docket/Claim #	Payable Description	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
	1KKD-QDPF-VP1F		Business Prime Membership Fee - Adm	Invoice	10/18/2024	Business Prime Membership Fee - Adm	001-513-522-10-49-02	109.18
							001-514-522-20-49-00	54.59
							050-511-522-60-49-01	54.59
	1M6L-N14G-4JHF		Faucet Repair Kit & Gill Brush - Logistic	Invoice	10/30/2024	Faucet Repair Kit & Gill Brush - Logistic	001-507-522-50-31-00	56.82
	1M9K-XMPR-4LFL		Trash Cans (x2) - Admin Offices	Invoice	10/21/2024	Trash Cans (x2) - Admin Offices	001-507-522-50-35-00	81.90
	1MDF-TXQK-11VD		Dinnerware set (x2), Coffee Mug Set (x	Invoice	10/21/2024	Dinnerware set (x2), Coffee Mug Set (x	001-507-522-50-31-00	247.19
	1MMF-6RQ7-FLQM		Fog Machine Fluid (x4) - Training	Invoice	11/05/2024	Fog Machine Fluid (x4) - Training	001-506-522-45-31-03	229.52
	1MT7-7MLW-VWCN		Replacement Rescue Throw Rope - E82	Invoice	11/01/2024	Replacement Rescue Throw Rope - E82	001-504-522-20-35-00	67.92
	1MTH-WJ44-FQ4F		20 Litre Portable Military Style Storage	Credit Memo	10/16/2024	20 Litre Portable Military Style Storage	001-514-522-20-31-09	-210.66
	1MXR-VRLX-7WLY		Rubbermaid Trash Can - DC Office	Invoice	10/28/2024	Rubbermaid Trash Can - DC Office	001-507-522-50-35-00	32.36
	1MXR-VRLX-9GHP		Replacement Portable Scene Light - E8	Invoice	10/28/2024	Replacement Portable Scene Light - E8	001-504-522-20-35-00	780.11
	1NAF-M1VP-4LYN		Fog Machine Fluid (x2) - Training	Invoice	11/04/2024	Fog Machine Fluid (x2) - Training	001-506-522-45-31-03	273.50
	1NJ9-9VVM-7DY5		Yogs Mats (x3) & Mounting Rack - ST.8	Invoice	10/28/2024	Yogs Mats (x3) & Mounting Rack - ST.8	001-510-522-20-35-01	257.41
	1PF3-7DYT-HXTW		Magnetic Dry Erase Board (x2)	Invoice	10/18/2024	Magnetic Dry Erase Board (x2) - IT	001-507-522-50-35-00	395.48
	1PGM-K1H9-1LXX		Microfiber Towels & Squeegee - ST. 31	Invoice	11/04/2024	Microfiber Towels & Squeegee - ST. 31	001-507-522-50-31-00	105.66
	1PMD-WW4C-3XLN		Logitech Combo Touch for iPad/Apple	Invoice	10/10/2024	Logitech Combo Touch for iPad/Apple	001-513-522-10-35-00	218.85
	1PRM-HMGN-13M7		Firefighter Body Wipes (x12) - Academ	Invoice	10/24/2024	Firefighter Body Wipes (x12) - Academ	001-506-522-45-49-23	211.44
	1PRQ-FPTN-3YXK		Double-Sided Mobile Whiteboard - Tra	Invoice	10/15/2024	Double-Sided Mobile Whiteboard - Tra	001-506-522-45-35-00	236.19
	1Q46-CTPF-HWKC		Full Motion Wall Mount for TV - Admir	Invoice	11/06/2024	Full Motion Wall Mount for TV - Admir	001-507-522-50-35-00	53.18
	1R4P-KM1K-HDY9		Coffee Grinder - ST. 82	Invoice	10/22/2024	Coffee Grinder - ST. 82	001-507-522-50-35-00	50.70
	1R4P-KM1K-NVWG		Compact Rescue Throw Rope - E82	Invoice	10/23/2024	Compact Rescue Throw Rope - E82	001-504-522-20-31-01	67.92
	1RGW-D1MQ-GT1M		Acrylic Flyer Holder Stand (x3) - Plannii	Invoice	10/16/2024	Acrylic Flyer Holder Stand (x3) - Plann	001-515-522-30-31-01	119.94
	1RQC-M6WJ-3LWL		Shop Parts	Invoice	11/06/2024	Shop Parts	050-511-522-60-34-01	87.08
	1RX6-36KT-Q7VW		Toaster, Paper Towel Holder - Training	Invoice	10/17/2024	Toaster, Paper Towel Holder - Training	001-507-522-50-35-00	96.83
	1TFH-CWJ6-4RYV		Marine Climbing Rope - E82	Invoice	11/04/2024	Marine Climbing Rope (x3) - E82	001-504-522-20-35-00	54.36
	1TFH-JGF1-GXDX		Acrylic Brochure Holder 4 Tier (x2) - Pl	Invoice	10/16/2024	Acrylic Brochure Holder 4 Tier (x2) - Pl	001-515-522-30-31-01	73.70
	1TMV-T4TJ-MG7J		Yoga Mats (x2) - ST. 82	Invoice	10/29/2024	Yoga Mats (x2) - ST. 82	001-510-522-20-35-01	149.86
	1TRW-M7WV-LL6W		Owl Conference Room Camera (x1) - Ti	Invoice	10/11/2024	Owl Camera/Speaker (x1) - Training	001-506-522-45-35-00	1,042.24
	1TRW-M7WV-QWJL		Airpot Coffee Dispenser with Pump (x2	Invoice	10/12/2024	Airpot Coffee Dispenser with Pump (x2	001-515-522-30-35-00	78.52
	1TXD-XRF1-Q9X9		Automatic Air Freshner Dispenser - Tra	Invoice	10/23/2024	Automatic Air Freshner Dispenser - Tra	001-506-522-45-31-03	9.71
	1VC9-DVM1-LM9Q		Rubbermaid Trash Cans - Training Adm	Invoice	10/29/2024	Rubbermaid Trash Cans - Training Adm	001-507-522-50-35-00	267.07
	1VFM-V3LY-3YPP		Hybrid Garden Hose - ST, 71	Invoice	10/28/2024	Hybrid Garden Hose - ST, 71	001-507-522-50-35-00	81.98
	1VXR-43VM-DPD9		Logitech Wireless over Ear Headphone	Invoice	10/11/2024	Logitech Wireless over Ear Headphone	001-515-522-30-35-00	168.36
	1VXR-43VM-PCHM		Water Filters (x3) - Logistics	Invoice	10/12/2024	Water Filters (x3) - Logistics	001-507-522-50-31-00	219.33
	1W33-3LPH-TPCT		Hand Wrist Strap for Phone Case (z7) -	Invoice	10/12/2024	Hand Wrist Strap for Phone Case (z7) -	001-514-522-20-31-09	48.16
	1W4M-TCDD-WL46		Portable Bluetooth Speaker - Planning	Invoice	10/18/2024	Portable Bluetooth Speaker - Planning	001-515-522-30-35-00	32.80
	1W7Q-GGPL-9FN1		TV Mount with Swivel & Tilt Arms - Log	Invoice	10/28/2024	TV Mount with Swivel & Tilt Arms - Log	001-507-522-50-35-00	43.15
	1XD4-QQ4K-KDNY		Sticky Hanging Fly Strips Indoor - ST,31	Invoice	10/29/2024	Sticky Hanging Fly Strips Indoor - ST,31	001-507-522-50-31-00	13.71
	1XH6-44KH-7R9X		Drinking Glasses Set of 16 - Training Ac	Credit Memo	11/05/2024	Drinking Glasses Set of 16 - Training Ac	001-507-522-50-31-00	-38.94
	1XMR-DXQ9-LRNT		Vinyl Electrical Tape Red (x2) - St.31	Invoice	10/11/2024	Vinyl Electrical Tape Red (x2) - St.31	001-504-522-20-31-01	2.62
	1XTL-DDYH-QYWJ		Carhartt Men's Storm Jacket (x2) - Trai	Invoice	10/23/2024	Carhartt Men's Storm Jacket (x2) - Trai	001-506-522-45-31-03	301.36
	1XWJ-TGC9-3DR9		Adjustable Under Desk Keyboard Tray	Invoice	10/24/2024	Adjustable Under Desk Keyboard Tray	001-513-522-10-35-00	96.13
	1Y47-KWYR-DRXW		Broom & Dust Pan - ST.31	Invoice	10/31/2024	Broom & Dust Pan - ST.31	001-507-522-50-35-00	58.24

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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
	1YDK-N6YP-CKJ1	Coleman Canopy - Shop Tools	Invoice	09/18/2024	Coleman Canopy - Shop Tools	050-511-522-60-35-00	234.08
	1YGK-7HV6-3J6H	Carlisle Mob Bucket w/Wringer - St. 83	Invoice	10/15/2024	Carlisle Mob Bucket w/Wringer - St. 83	001-507-522-50-35-00	75.09
	1YKH-GXLY-9RJR	Key Storage Lock Box - Training Admin	Invoice	10/28/2024	Key Storage Lock Box - Training Admin	001-506-522-45-35-00	16.23
	1YR7-C3PH-9197	Shower Mats (x2) - Logistics	Credit Memo	10/10/2024	Shower Mats (x2) - Logistics	001-507-522-50-35-00	-38.82
2451	AMERICAN HEART ASSOCIATION	24-02790					3,859.63
	SCPR184686	HeartCode® PALS Course- Qty.21	Invoice	10/26/2024	HeartCode® PALS Course (Qty. 21)	001-509-522-45-49-02	3,859.63
1881	APPLIANCE MECHANIC	24-02791					142.22
	21644	Washer (Not Spinning) Field Trip Charg	Invoice	11/01/2024	Washer (Not Spinning) Field Trip Charg	001-507-522-50-48-00	142.22
2263	ARG INDUSTRIAL	24-02792					668.63
	N056718	Shop Parts	Invoice	08/14/2023	Shop Parts	050-511-522-60-34-01	509.23
	N056841	Shop Parts	Credit Memo	08/16/2023	Shop Parts	050-511-522-60-34-01	-509.23
	N069231	Shop Parts	Invoice	10/03/2024	Shop Parts	050-511-522-60-34-01	517.73
	N069477	Shop Parts	Invoice	10/10/2024	Shop Parts	050-511-522-60-34-01	150.90
2383	AT&T MOBILITY - CC	24-02793					503.14
	UCF092024	CradlePoint Data Modems (Acct.5005€	Invoice	10/04/2024	CradlePoint Data Modems	001-513-522-10-42-00	503.14
1523	AT&T MOBILITY LLC	24-02794					3,444.14
	287332399606X10272024	District Cell Phones (New)	Invoice	10/19/2024	District Cell Phones - Shop District Cell Phones (New)	050-511-522-60-42-00 001-513-522-10-42-00	151.84 3,292.30
1971	B&H FIRE AND SECURITY	24-02795					8,124.38
	7020	Fire Alarm Service Call (Outdr Horn Str	Invoice	10/21/2024	Fire Alarm Service Call (Outdr Horn Str	001-507-522-50-48-00	359.85
	7021	Fire Alarm Service Call (Install AES Rad	Invoice	10/21/2024	Fire Alarm Service Call (Install AES Rad	001-507-522-50-48-00	1,449.55
	7023	Fire Alarm Service Call (Install AES Rad	Invoice	10/21/2024	Fire Alarm Service Call (Install AES Rad	001-507-522-50-48-00	1,449.55
	7024	Fire Alarm Srvc Call (AES Radio Install)	Invoice	10/21/2024	Fire Alarm Srvc Call (AES Radio Install)	001-507-522-50-48-00	1,449.55
	7025	AES Radio Install - ST73	Invoice	10/21/2024	AES Radio Install - ST73	001-507-522-50-48-00	1,449.55
	7037	Fire/Electrical/High Voltage Permit Fee	Invoice	10/25/2024	Fire/Electrical/High Voltage Permit Fee	001-507-522-50-48-00	361.20
	7038	Fire/Electrical Permits - ST73	Invoice	10/25/2024	Fire/Electrical Permits - ST73	001-507-522-50-48-00	494.93
	7039	Fire Alarm Srvc Call (Fire/Electrical Per	Invoice	10/25/2024	Fire Alarm Srvc Call (Fire/Electrical Per	001-507-522-50-48-00	494.93
	7040	Fire/Electrical Permit Fees - ST31	Invoice	10/25/2024	Fire/Electrical Permit Fees - ST31	001-507-522-50-48-00	298.01
	7061	Fire Alarm Service Call (Cabinet Install)	Invoice	10/24/2024	Fire Alarm Service Call (Cabinet Install)	001-507-522-50-48-00	158.63
	7062	Fire Alarm Service Call (Change Order	Invoice	10/24/2024	Fire Alarm Service Call (Change Order	001-507-522-50-48-00	158.63
0058	BICKFORD MOTORS INC.	24-02796					9,177.88
	1280603	Shop Parts	Invoice	09/11/2024	Shop Parts	050-511-522-60-34-01	54.70
	1282269	Shop Parts	Invoice	10/03/2024	Shop Parts	050-511-522-60-34-01	1,641.79
	1282333	Shop Parts	Invoice	10/03/2024	Shop Parts	050-511-522-60-34-01	154.53
	1282414	Shop Parts	Invoice	10/09/2024	Shop Parts	050-511-522-60-34-01	9,390.63
	1283355	Shop Parts	Invoice	10/18/2024	Shop Parts	050-511-522-60-34-01	254.16
	1283901	Shop Parts	Invoice	10/23/2024	Shop Parts	050-511-522-60-34-01	72.47
	CM1280603	Shop Parts	Credit Memo	09/20/2024	Shop Parts	050-511-522-60-34-01	-54.70
	CM1282333	Shop Parts	Credit Memo	10/03/2024	Shop Parts	050-511-522-60-34-01	-154.53
	CM1282414	Shop Parts	Credit Memo	10/11/2024	Shop Parts	050-511-522-60-34-01	-1,969.20
	CM1282414A	Shop Parts	Credit Memo	10/11/2024	Shop Parts	050-511-522-60-34-01	-211.97

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0065	BOUND TREE MEDICAL, LLC 85503922	24-02797 Medications/Medical Supplies/Medica	Invoice	09/30/2024	Medical Small Tools/Minor Equipment	001-509-522-20-35-00	9,324.57 191.47
	85503923	Medications & Medical Supplies	Invoice	09/30/2024	Medications & Medical Supplies	001-509-522-30-31-01	1,350.51
	85511628	Medications	Invoice	10/04/2024	Medications	001-509-522-30-31-01	1,205.80
	85513630	Medications/Medical Supplies/Medica	Invoice	10/07/2024	Medical Small Tools/Minor Equipment	001-509-522-20-35-00	106.92
	85519608	Medications & Medical Supplies	Invoice	10/10/2024	Medications & Medical Supplies	001-509-522-30-31-01	30.82
	85524197	Medical Supplies	Invoice	10/15/2024	Medical Supplies	001-509-522-30-31-01	1,684.86
	85527605	Medications & Medical Supplies	Invoice	10/17/2024	Medications & Medical Supplies	001-509-522-30-31-01	2,326.52
	85532508	Medications & Medical Supplies	Invoice	10/22/2024	Medications & Medical Supplies	001-509-522-30-31-01	20.81
0070	BRAKE & CLUTCH SUPPLY INC 133824	24-02798 Shop Parts	Invoice	10/31/2024	Shop Parts	050-511-522-60-34-01	425.59 1,981.27
2392	BRANDON WATKINS INV12347	24-02799 EVT Test Reimbursement (E3/E4)	Invoice	11/06/2024	EVT Test Reimbursement (E3/E4)	050-511-522-45-49-01	590.99 590.99
0074	BRENDAN GRACE INV12333	24-02800 Per Diem PNW Fire Conference 2024	Invoice	10/30/2024	Per Diem PNW Fire Conference 2024	001-506-522-45-43-00	135.00 135.00
1913	CANON FINANCIAL SERVICES INC 32289940	24-02801 Copier Machine Lease - Mel's Old Print	Credit Memo	03/22/2024	Copier Machine Lease - Mel's Old Print	001-512-591-22-70-00	255.00 255.00
	35782563	Copier Machine Lease - ST82, Admin C	Invoice	10/12/2024	Copier Machine Lease - ST82, Admin C	001-512-591-22-70-00	1,732.67
	35883949	Copier Machine Lease - ST71	Invoice	10/12/2024	Copier Machine Lease - ST71	001-512-591-22-70-00	-36.91
	35884771	Copier Machine Lease - ST31	Invoice	10/12/2024	Copier Machine Lease - ST31	001-512-591-22-70-00	443.39
	35885342	Copier Machine Lease - ST81	Invoice	10/12/2024	Copier Machine Lease (DX 529) - ST81	001-512-591-22-70-00	325.02
	35885343	Copier Machine Lease (x4) - ST31	Invoice	10/12/2024	Copier Machine Lease (x4) - ST31	001-512-591-22-70-00	329.53
	35886688	Copier Machine Lease - Admin Bldg (P)	Invoice	10/12/2024	Copier Machine Lease - Admin Bldg (P)	001-512-591-22-70-00	329.53
	35886689	GIS PROGRAF Machine Lease - Admin	Invoice	10/12/2024	GIS (imagePROGRAF PRO 4600)	001-512-591-22-70-00	38.88
	35887146	Copier Machine Usage- Admin Bldg (C)	Invoice	10/12/2024	Copier Machine Usage- Admin Bldg (C)	001-502-522-10-31-00	71.92
1573	CASCADE RESCUE COMPANY INV000409682	24-02802 Spool 600ft(x400),Clutch(x4),200ft EZ I	Invoice	11/07/2024	Spool 600ft(x400),Clutch(x4),200ft EZ I	001-514-522-20-31-09	296.60 4,372.61
0094	CDW GOVERNMENT LLC AB1244Z	24-02803 Veeam License Renewal	Invoice	10/17/2024	Veeam License Renewal	001-513-522-10-49-04	4,372.61 1,717.58
0096	CENTRAL WELDING SUPPLY 0002192438	24-02804 Oxygen Cylinder Exchange/Re-Fill (x3)	Invoice	10/07/2024	Oxygen Cylinder Exchange/Re-Fill (x3)	001-509-522-20-45-00	1,915.65 457.08
	0002194155	Oxygen Cylinder Exchange/Re-Fill (x8)	Invoice	10/09/2024	Oxygen Cylinder Exchange/Re-Fill (x8)	001-509-522-20-45-00	398.51
	0002196919	Oxygen Cylinder Exchange/Re-Fill (x6)	Invoice	10/14/2024	Oxygen Cylinder Exchange/Re-Fill (x6)	001-509-522-20-45-00	265.13
	0002202225	Oxygen Cylinder Exchange/Re-Fill (x4)	Invoice	10/21/2024	Oxygen Cylinder Exchange/Re-Fill (x4)	001-509-522-20-45-00	194.87
	0002204072	Oxygen Cylinder Exchange/Re-Fill (x8)	Invoice	10/23/2024	Oxygen Cylinder Exchange/Re-Fill (x8)	001-509-522-20-45-00	342.44
	0002214233	Oxygen Cylinder Rental (Inventory)	Invoice	10/31/2024	Oxygen Cylinder Rental (Inventory)	001-509-522-20-45-00	257.62

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0101	CHINOOK LUMBER 2066913	24-02805 Lumber (Cedar/Doug-Fir/Cedar Fascia)	Invoice	10/15/2024	Lumber (Cedar/Doug-Fir/Cedar Fascia)	001-506-522-45-31-03	1,775.45 514.24
	2067366	Lumber OSB Sheathing 4x8-7/16 - Trai	Invoice	10/16/2024	Lumber OSB Sheathing 4x8-7/16 - Trai	001-506-522-45-31-03	1,261.21
0103	CHMELIK SITKIN & DAVIS P.S. 125872	24-02806 Monthly Attorney Services (September	Invoice	09/30/2024	Monthly Attorney Services (September	001-512-522-10-41-03	5,690.00 5,690.00
0531	CHRISTENSEN, INC 0630600-IN	24-02807 Diesel Exhaust Fluid (DEF) - ST82	Invoice	10/22/2024	Diesel Exhaust Fluid (DEF) - ST82	001-504-522-20-32-00	10,297.83 277.92
	0634216-IN	Shop Parts	Invoice	10/25/2024	Shop Parts	050-511-522-60-34-01	10,019.91
2249	CITY OF ELLENSBURG 334099402472	24-02808 Electricity & Stormwater - PM Progm	Invoice	10/28/2024	Electricity & Stormwater - PM Progm	001-506-522-45-49-37	104.53 104.53
0110	CITY OF MONROE ST32-OCT24	24-02809 Water & Stormwater - ST 32	Invoice	11/05/2024	Water & Stormwater - ST 32	001-507-522-50-47-02	163.22 163.22
0110	CITY OF MONROE ST31IRR-OCT24	24-02810 Water (Irrigation Meter) - ST 31	Invoice	11/05/2024	Water (Irrigation Meter) - ST 31	001-507-522-50-47-02	37.28 37.28
0110	CITY OF MONROE ADMIN-OCT24	24-02811 Water, Stormwater & Sewer - Admin B	Invoice	11/05/2024	Water, Stormwater & Sewer - Admin B	001-507-522-50-47-02 300-507-522-50-47-00	748.38 381.67 366.71
0110	CITY OF MONROE ST31-OCT24	24-02812 Water, Stormwater & Sewer - ST 31	Invoice	11/11/2024	Water, Stormwater & Sewer - ST 31	001-507-522-50-47-02	741.65 741.65
1891	CITY OF SNOHOMISH INV22121	24-02813 Carnegie Facility Rental & Refundable I	Invoice	10/24/2024	Carnegie Facility Rental & Refundable I	001-506-522-45-45-00	650.00 650.00
0112	CLEARFLY COMMUNICATIONS INV653156	24-02814 Phone/Fax Services - Admin Bldg, ST 3	Invoice	11/01/2024	Phone/Fax Services - Admin Bldg, ST 3	001-513-522-50-42-01	761.06 761.06
0125	COLUMBIA SOUTHERN UNIVERSI 339870101724	24-02815 Jacobs - Tuition - EMS3306	Invoice	10/18/2024	Jacobs - Tuition - EMS3306	001-506-522-45-49-10	764.00 764.00
0126	COMCAST ADMIN-OCTNOV24	24-02816 Internet/Phone/TV Services - Admin B	Invoice	10/07/2024	Internet/Phone/TV Srvcs - Admin Bldg	001-513-522-50-42-01	749.98 749.98
0126	COMCAST ST31-NOVDEC24	24-02817 Internet Services - ST 31	Invoice	10/27/2024	Internet Services - ST 31	001-513-522-50-42-01	315.00 315.00
0127	COMDATA INC. 20412116	24-02818 Apparatus Fuel	Invoice	11/01/2024	Apparatus Fuel - EMS Apparatus Fuel - Suppression	001-509-522-20-32-00 001-504-522-20-32-00	2,962.95 1,481.48 1,481.47
2424	COMPENSATION CONNECTIONS 3491	24-02819 50% Project Completion Fees (Leaders	Invoice	10/21/2024	50% Project Completion Fees (Leaders	001-502-522-10-41-01	6,000.00 6,000.00
0459	CONWAY SHIELDS 0528085	24-02820 4-2PP-SO 4"Passport Shields w/2 Pane	Invoice	10/07/2024	4-2PP-SO 4"Passport Shields w/2 Pane	001-504-522-20-31-10	112.75 112.75



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0136	COURIERWEST 7892 7924	24-02821 Mail Courier Monthly Service (Septem Mail Courier Monthly Service (October	Invoice Invoice	09/01/2024 10/01/2024	Mail Courier Monthly Service (Septem Mail Courier Monthly Service (October	001-502-522-10-41-01 001-502-522-10-41-01	4,655.45 2,190.80 2,464.65
1610	CRAIG FISHER INV12329	24-02822 Per Diem WSAFM Fire Prevention Conl	Invoice	11/11/2024	Per Diem WSAFM Fire Prevention Conl	001-505-522-30-43-00	140.00 140.00
0139	CROSS VALLEY WATER DISTRICT 3172226	24-02823 Water - ST 71	Invoice	08/31/2024	Water - ST 71	001-507-522-50-47-02	613.68 613.68
0139	CROSS VALLEY WATER DISTRICT 3181081	24-02824 Water - ST 74/Logistics Bldg	Invoice	10/31/2024	Water - ST 74/Logistics Bldg	001-507-522-50-47-02	332.26 332.26
0139	CROSS VALLEY WATER DISTRICT 3181080	24-02825 Water - ST 71	Invoice	10/31/2024	Water - ST 71	001-507-522-50-47-02	736.93 736.93
0139	CROSS VALLEY WATER DISTRICT 3181082	24-02826 Water - ST 33	Invoice	10/31/2024	Water - ST 33	001-507-522-50-47-02	1,166.54 1,166.54
2205	DANIEL KINDIG INV12334	24-02827 DOT Physical Exam Reimbursement	Invoice	10/29/2024	DOT Physical Exam Reimbursement	050-511-522-60-41-10	206.00 206.00
0147	DAVID LEDUC INV12330	24-02828 Per Diem WSAFM Fire Prevention Conl	Invoice	10/21/2024	Per Diem WSAFM Fire Prevention Conl	001-505-522-30-43-00	145.00 145.00
1830	DAVID MESSER INV12340	24-02829 Per Diem WSAFM Fire Prevention Conl	Invoice	10/21/2024	Per Diem WSAFM Fire Prevention Conl	001-505-522-30-43-00	213.00 213.00
0154	DELL MARKETING LP C/O DELL U 10769963713 10777135363	24-02830 Dell 5550 Laptops + Docks Dell 24 Monitor - P2425H	Invoice Invoice	09/04/2024 10/15/2024	Dell 5550 Laptops + Docks Dell 24 Monitor - P2425H	001-513-522-10-35-00 001-513-522-10-35-00	11,648.07 7,805.71 3,842.36
0155	DENISE MATTERN INV12346	24-02831 Mileage Reimb. WAPELRA Conference	Invoice	10/10/2024	Mileage Reimb. WAPELRA Conference	001-503-522-10-43-00	141.82 141.82
2045	DEPARTMENT OF LABOR & INDU 380282	24-02832 Boiler/Press Vessel Inspctn Cert Fee - N	Invoice	10/10/2024	Boiler/Press Vessel Inspctn Cert Fee - N	001-507-522-50-41-00	41.20 41.20
1600	DIRECTV, LLC 050747001X241102	24-02833 Cable/TV Services - ST 33	Invoice	11/02/2024	Cable/TV Services - ST 33	001-513-522-50-42-01	120.98 120.98
2452	DUMPSTER FIRE, LLC SRFR01	24-02834 Peer Support Continuing Education- RE	Invoice	10/10/2024	Peer Support Continuing Education- RE	001-510-522-45-49-00	8,750.00 8,750.00
2267	EDGE ANALYTICAL, INC. 24-30278	24-02835 Water Samples Sent for Testing - ST33	Invoice	11/07/2024	Water Samples Sent for Testing - ST33	001-510-522-20-41-07	38.00 38.00

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	Payable Number	Payable Description					Distribution Amount
1875	ELECTRONIC BUSINESS MACHINE	24-02836					875.16
	AR289633	Copier Machine Usage - ST82	Invoice	10/18/2024	Copier Machine Usage - ST82	001-502-522-10-31-00	0.96
	AR289634	Copier Machine Usage - ST31	Invoice	10/18/2024	Copier Machine Usage - ST31 (2XK081	001-502-522-10-31-00	100.14
	AR289801	Copier Machine Usage - ST71	Invoice	10/21/2024	Copier Machine Usage - ST71	001-502-522-10-31-00	179.45
	AR289802	Copier Machine Usage - ST81	Invoice	10/21/2024	Copier Machine Usage - ST81	001-502-522-10-31-00	9.00
	AR289890	Copier Machine Usage - Admin Bldg (C	Invoice	10/21/2024	Copier Machine Usage - Admin Bldg (C	001-502-522-10-31-00	579.11
	AR290405	Copier Machine Usage - Admin Bldg (P	Invoice	10/30/2024	Copier Machine Usage - Admin Bldg (P	001-502-522-10-31-00	6.50
2450	ENZIAN INN	24-02837					7,548.86
	365655748	Hotel Rooms & Lodging (Final Bill) (Fall	Invoice	11/11/2024	Hotel Rooms & Lodging (Final Bill) (Fall	001-506-522-45-43-00	7,548.86
1642	EVERGREEN POWER SYSTEMS, IN	24-02838					830.68
	37257	Electrical Srvc Call (Survey/Emerg/Non	Invoice	10/21/2024	Electrical Srvc Call (Survey/Emergen/N	001-507-522-50-48-00	830.68
2296	FASTFIELDFORMS	24-02839					1,026.61
	15680	Mobile Forms Software Monthly Subsc	Invoice	11/08/2024	Mobile Forms Software Monthly Subsc	001-516-522-30-49-04	1,026.61
2192	FIRE SERVICE REPAIR LLC	24-02840					6,034.80
	6512	Shop Parts	Invoice	10/11/2024	Shop Parts	050-511-522-60-34-01	3,525.42
	6513	Shop Parts	Invoice	10/11/2024	Shop Parts	050-511-522-60-34-01	2,509.38
2334	FIRST CLASS BUILDING SUPPLY A	24-02841					6,224.00
	4162	Janitorial Monthly Services - DCYF/ADN	Invoice	10/17/2024	Janitorial Monthly Services - DCYF/ADN	001-507-522-50-41-00	1,370.37
						300-507-522-50-41-00	1,316.63
	4214	Janitorial Monthly Services - DCYF/ADN	Invoice	11/04/2024	Janitorial Monthly Services - DCYF/ADN	001-507-522-50-41-00	1,370.37
						300-507-522-50-41-00	1,316.63
	4215	Janitorial Services (Carpet Cleaning) - I	Invoice	11/04/2024	Janitorial Services (Carpet Cleaning) - I	300-507-522-50-41-00	850.00
0212	FIRSTWATCH	24-02842					635.00
	FW112060	FirstPass & FOAM Modules Monthly St	Invoice	11/01/2024	FirstPass & FOAM Modules Monthly St	001-509-522-20-49-02	635.00
2145	FP MAILING SOLUTIONS	24-02843					166.59
	RI106415544	Postage Machine Lease (Quarterly)	Invoice	10/21/2024	Postage Machine Lease (Quarterly)	001-512-591-22-70-00	166.59
2463	FRANK'S FLAG STORE	24-02844					1,254.18
	11012402	Flagpole Repair & Maintenance - ST73	Invoice	11/01/2024	Flagpole Repair & Maintenance - ST73	001-507-522-50-48-00	1,254.18

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	Payable Number	Payable Description					Distribution Amount
0226	GALLS, LLC	24-02845					3,506.52
	029308331	Diamond Quilted Jacket, Garrison Belt	Invoice	10/10/2024	Diamond Quilted Jacket, Garrison Belt	001-504-522-20-31-07	134.12
	029319492	Diamond Quilted Jacket	Invoice	10/11/2024	Diamond Quilted Jacket	001-504-522-20-31-07	108.11
	029336257	1/2 Zip Turtleneck Sweatshirt	Invoice	10/14/2024	1/2 Zip Turtleneck Sweatshirt	001-504-522-20-31-07	118.53
	029336258	1/2 Zip Turtleneck Sweatshirt	Invoice	10/14/2024	1/2 Zip Turtleneck Sweatshirt	001-504-522-20-31-07	118.53
	029347080	Firefighter Pants	Invoice	10/14/2024	Nomex IIIA Firefighter Pants	001-504-522-20-31-07	108.21
	029348318	Nomex IIIA Firefighter Pants (x3)	Invoice	10/15/2024	Nomex IIIA Firefighter Pants (x3)	001-504-522-20-31-07	420.53
	029348374	Class A Bell Crown Cap	Invoice	10/15/2024	Class A Bell Crown Cap	001-504-522-20-31-07	74.76
	029348485	Blank Embroiderable Patch (x24)	Invoice	10/15/2024	Blank Embroiderable Patch (x24)	001-504-522-20-31-07	222.48
	029361182	Firefighter Pants (x3), Sportswear Polo	Invoice	10/16/2024	Firefighter Pants (x3), Sportswear Polo	001-504-522-20-31-07	536.01
	029361212	Blank Embroiderable Patch (COLOR)	Invoice	10/16/2024	Blank Embroiderable Patch (COLOR)	001-504-522-20-31-07	8.37
	029361223	Nomex IIIA Firefighter Pants (x2)	Invoice	10/16/2024	Nomex IIIA Firefighter Pants (x2)	001-504-522-20-31-07	290.19
	029415850	Industrial Pants	Invoice	10/22/2024	Industrial Pants	001-504-522-20-31-07	78.11
	029428170	Class A Alterations	Invoice	10/23/2024	Class A Alteration	001-504-522-20-31-07	80.37
	029428233	1/2 Zip Turtleneck Sweatshirt	Invoice	10/23/2024	1/2 Zip Turtleneck Sweatshirt	001-504-522-20-31-07	118.53
	029428257	S/S Chief Shirt (x3), Blank Embroidery	Invoice	10/23/2024	S/S Chief Shirt (x3), Blank Embroidery	001-504-522-20-31-07	184.49
	029428267	L/S Polyester Zip Command Shirt (x2)	Invoice	10/23/2024	L/S Polyester Zip Command Shirt (x2)	001-504-522-20-31-07	137.77
	029441030	L/S Chief Shirt Black, Poly Command S	Invoice	10/24/2024	L/S Chief Shirt Black, Poly Command S	001-504-522-20-31-07	122.07
	029507094	Blank Embroiderable Patch (COLOR) (x	Invoice	10/31/2024	Blank Embroiderable Patch (COLOR) (x	001-504-522-20-31-07	27.81
	029507150	Duty Boots	Invoice	10/31/2024	Duty Boots	001-504-522-20-31-07	196.71
	029507206	1/2 Zip Turtleneck Sweatshirt	Invoice	10/31/2024	1/2 Zip Turtleneck Sweatshirt	001-504-522-20-31-07	110.66
	029507405	Three Crossed Bugle Metal Pin (x2)	Invoice	10/31/2024	Three Crossed Bugle Metal Pin (x2)	001-504-522-20-31-07	32.86
	029521464	1/2 Zip Turtleneck Sweatshirt	Invoice	11/01/2024	1/2 Zip Turtleneck Sweatshirt	001-504-522-20-31-07	110.66
	029521476	Diamond Quilted Jacket	Invoice	11/01/2024	Diamond Quilted Jacket	001-504-522-20-31-07	100.24
	029538243	Performance Short Sleeve Polo	Invoice	10/04/2024	Performance Short Sleeve Polo	001-504-522-20-31-07	66.40
2446	GENCAP CONSTRUCTION CORP.	24-02846					917,184.29
	1162024-3	Station 31 Shop Addition (Contract SRF	Invoice	11/06/2024	Station 31 Shop Addition (Contract SRF	300-507-594-50-62-00	917,184.29
1571	GENERAL FIRE APPARATUS	24-02847					2,610.52
	19569	Shop Parts	Invoice	10/07/2024	Shop Parts	050-511-522-60-34-01	621.68
	19623	Shop Parts	Invoice	10/16/2024	Shop Parts	050-511-522-60-34-01	24.30
	19701	Shop Parts	Invoice	10/31/2024	Shop Parts	050-511-522-60-34-01	78.26
	19721	Shop Parts	Invoice	11/05/2024	Shop Parts	050-511-522-60-34-01	325.15
	19724	Shop Parts	Invoice	11/05/2024	Shop Parts	050-511-522-60-34-01	1,561.13

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	Payable Number	Payable Description					Distribution Amount
0238	GRAINGER	24-02848					7,088.56
	9280057028	Station Operating Supplies	Invoice	10/14/2024	Station Operating Supplies	001-507-522-50-31-00	136.87
	9282372052	Station Operating Supplies	Invoice	10/15/2024	Station Operating Supplies	001-507-522-50-31-00	192.84
	9282372060	Station Operating Supplies	Invoice	10/15/2024	Station Operating Supplies	001-507-522-50-31-00	381.49
	9282372078	Station Operating Supplies	Invoice	10/15/2024	Station Operating Supplies	001-507-522-50-31-00	70.72
	9282372086	Station Operating Supplies	Invoice	10/15/2024	Station Operating Supplies	001-507-522-50-31-00	588.17
	9282372094	Station Operating Supplies	Invoice	10/15/2024	Station Operating Supplies	001-507-522-50-31-00	136.94
	9282372102	Station Operating Supplies	Invoice	10/15/2024	Station Operating Supplies	001-507-522-50-31-00	537.36
	9282372110	Station Operating Supplies	Invoice	10/15/2024	Station Operating Supplies	001-507-522-50-31-00	1,036.70
	9282372128	Station Operating Supplies	Invoice	10/15/2024	Station Operating Supplies	001-507-522-50-31-00	347.43
	9282372136	Station Operating Supplies	Invoice	10/15/2024	Station Operating Supplies	001-507-522-50-31-00	580.19
	9282372144	Station Operating Supplies	Invoice	10/15/2024	Station Operating Supplies	001-507-522-50-31-00	161.55
	9282393199	Station Operating Supplies	Invoice	10/15/2024	Station Operating Supplies	001-507-522-50-31-00	154.91
	9282393215	Station Operating Supplies	Invoice	10/15/2024	Station Operating Supplies	001-507-522-50-31-00	87.53
	9283737253	Station Operating Supplies	Invoice	10/16/2024	Station Operating Supplies	001-507-522-50-31-00	98.40
	9284615755	Station Operating Supplies	Invoice	10/17/2024	Station Operating Supplies	001-507-522-50-31-00	98.40
	9285200953	Station Operating Supplies	Invoice	10/17/2024	Station Operating Supplies	001-507-522-50-31-00	822.76
	9285259454	ELKAY Bottle Filler: On-Wall, Refrig. Filt	Invoice	10/18/2024	ELKAY Bottle Filler: On-Wall, Refrig. Filt	001-507-522-50-35-00	1,612.52
	9293920469	Station Operating Supplies	Invoice	10/24/2024	Station Operating Supplies	001-507-522-50-31-00	43.78
0257	HIGHWAY AUTO SUPPLY	24-02849					36.94
	706160	Shop Parts	Invoice	11/01/2024	Shop Parts	050-511-522-60-34-01	36.94
0258	HILL STREET CLEANERS	24-02850					43.22
	12359	Uniform Repairs, Alteratns & Name/Pa	Invoice	11/01/2024	Uniform Repairs, Alteratns & Name/Pa	001-504-522-20-31-07	43.22
2460	HOTEL INDIGO EVERETT	24-02851					3,905.00
	0051149-2	Hotel Rms, Event Mtg, F&B Rntl - 2nd I	Invoice	10/08/2024	Hotel Rms, Event Mtg, F&B Rntl - 2nd I	001-506-522-45-43-00	3,905.00
0260	HUGHES FIRE EQUIPMENT, INC	24-02852					13,543.57
	609376	Shop Parts	Invoice	07/17/2024	Shop Parts	050-511-522-60-34-01	6,539.19
	610491	Shop Parts	Invoice	08/13/2024	Shop Parts	050-511-522-60-34-01	5,295.32
	611302	Shop Parts	Invoice	08/30/2024	Shop Parts	050-511-522-60-34-01	41.41
	613210	Shop Parts	Invoice	10/10/2024	Shop Parts	050-511-522-60-34-01	1,473.18
	613275	Shop Parts	Invoice	10/11/2024	Shop Parts	050-511-522-60-34-01	3,719.01
	C15378	Shop Parts	Credit Memo	11/06/2024	Shop Parts	050-511-522-60-34-01	-3,524.54
2459	HYDRAULIC SUPPLY COMPANY	24-02853					239.43
	3268795	Shop Parts	Invoice	10/30/2024	Shop Parts	050-511-522-60-34-01	239.43
1878	IMS ALLIANCE	24-02854					17.10
	24-2787	Passport Name Tag (x6)	Invoice	10/24/2024	Passport Name Tag (x6)	001-504-522-20-31-01	17.10
1872	INTERSTATE ALL BATTERY CENTE	24-02855					492.14
	50017040	Shop Parts	Invoice	10/18/2024	Shop Parts	050-511-522-60-34-01	492.14
0276	IRON MOUNTAIN INC	24-02856					939.40
	202929661	OffSite Server Data Storage Services (N	Invoice	10/31/2024	OffSite Server Data Storage Services (N	001-513-522-10-41-04	939.40

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0277	ISOUTSOURCE	24-02857					17,659.61
	CW302004	Monthly Software Fees/Monitoring Se	Invoice	10/15/2024	Monthly Software Fees/Monitoring Se	001-513-522-10-41-04	17,032.74
	CW302366	IT Services	Invoice	10/22/2024	IT Services	001-513-522-10-41-04	626.87
1771	JOHN ROUSE	24-02858					840.18
	INV12343	Per Diem EMS World Convention 2024	Invoice	09/21/2024	Per Diem EMS World Convention 2024	001-509-522-45-49-02	840.18
1910	JUDD & BLACK ELECTRIC INC	24-02859					1,545.90
	8825707-1	Top Load Washer (Matte Black) - ST 32	Invoice	10/15/2024	Top Load Washer (Matte Black) - ST 32	001-507-522-50-35-00	1,545.90
1752	KAITLIN KING	24-02860					140.00
	INV12331	Per Diem WSAFM Fire Prevention Coni	Invoice	10/21/2024	Per Diem WSAFM Fire Prevention Coni	001-515-522-30-43-00	140.00
0312	KENNY'S TRUCK PARTS & REPAIR	24-02861					458.83
	74544	Shop Parts	Invoice	08/28/2024	Shop Parts	050-511-522-60-34-01	271.84
	75319	Shop Parts	Invoice	10/29/2024	Shop Parts	050-511-522-60-34-01	96.15
	75386	Shop Parts	Invoice	11/05/2024	Shop Parts	050-511-522-60-34-01	68.13
	75392	Shop Parts	Invoice	11/05/2024	Shop Parts	050-511-522-60-34-01	22.71
0313	KENT D. BRUCE CO., LLC	24-02862					3,659.53
	16724	Shop Parts	Invoice	10/01/2024	Shop Parts	050-511-522-60-34-01	2,292.28
	16820	Shop Parts	Invoice	10/22/2024	Shop Parts	050-511-522-60-34-01	1,367.25
0330	KROESEN'S UNIFORM COMPANY	24-02863					238.35
	10993	Station/Duty Boots (7/16/24) - J. Spenu	Invoice	10/08/2024	Station/Duty Boots (7/16/24) - J. Spenu	001-504-522-20-31-07	200.00
	13834	Crosssed Gold ELC Maltese 5/8 (x5)	Invoice	10/28/2024	Crosssed Gold ELC Maltese 5/8 (x5)	001-504-522-20-31-07	38.35
0349	L.N. CURTIS & SONS	24-02864					15,704.90
	INV872032	Bullard Thermal Imaging Camera	Invoice	10/02/2024	Bullard Thermal Imaging Camera	303-504-594-20-64-20	8,160.74
	INV874381	34L Calibration Gas Cylinder (x5) - Logi	Invoice	10/09/2024	34L Calibration Gas Cylinder (x5) - Logi	001-504-522-20-41-01	3,319.68
	INV874888	Edraulic Spreader Tool, Demo Hurst - L	Invoice	10/10/2024	Edraulic Spreader Tool, Demo Hurst - L	001-507-522-50-35-00	4,224.48
1954	LAKE STEVENS ATHLETIC CLUB	24-02865					327.00
	70963	Monthly Gym Membership (Septembe	Invoice	10/31/2024	Monthly Gym Membership (Septembe	001-510-522-20-49-00	109.00
	70966	Monthly Gym Membership (October 2	Invoice	10/31/2024	Monthly Gym Membership (October 2	001-510-522-20-49-00	109.00
	70967	Monthly Gym Membership (November	Invoice	10/31/2024	Monthly Gym Membership (November	001-510-522-20-49-00	109.00
1879	LAKE STEVENS SEWER DISTRICT	24-02866					461.84
	ST82-NOV2024	Sewer - ST 82 (Account 3655.01)	Invoice	11/01/2024	Sewer - ST 82	001-507-522-50-47-02	461.84
1879	LAKE STEVENS SEWER DISTRICT	24-02867					328.35
	ST81-NOV2024	Sewer - ST 81 (Account 6681.01)	Invoice	11/04/2024	Sewer - ST 81	001-507-522-50-47-02	328.35
2312	LAURA GONZALEZ	24-02868					84.68
	INV12344	Reimb. WAPRO Conference Parking Fe	Invoice	10/23/2024	Reimb. WAPRO Conference Parking Fe	001-503-522-10-43-00	57.84
	INV12345	Per Diem/Mileage WAPRO Conference	Invoice	10/23/2024	Per Diem/Mileage WAPRO Conference	001-503-522-10-43-00	26.84
0339	LES SCHWAB WAREHOUSE CENT	24-02869					391.14
	40200745908	Flat Tire Repair/Steel Wheel/Balance -	Invoice	10/21/2024	Flat Tire Repair/Steel Wheel/Balance -	001-513-522-20-48-01	168.30
	40200746130	Tubeless Metal Valve Stem, Balance (N	Invoice	11/11/2024	Shop Parts	001-513-522-20-48-01	222.84

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	Payable Number	Payable Description					Distribution Amount
0352	LOWE'S	24-02870					2,142.32
	970201-NWBMUO	Tape,Faucet Line,Faucet Delta (Repair)	Invoice	10/15/2024	Tape,Faucet Line,Faucet Delta (Repair)	001-507-522-50-48-00	158.16
	972804-NTQQJP	Sharpie(Black/Metallic) MAT Saw Blade	Invoice	09/28/2024	MAT Saw Blade	001-507-522-50-35-00	9.33
					Sharpie Markers (Black, Metallic)	001-507-522-50-31-00	11.38
	973519-NSQGRX	Shop Parts	Invoice	09/20/2024	Shop Parts	050-511-522-60-34-01	20.02
	976944-NVBCBE	Hardware Fastner Anchors (10ct)	Invoice	10/08/2024	Hardware Fastner Anchors (10ct)	001-507-522-50-31-00	14.53
	979103-NXVPNE	Cable Ties, Dryer Cord - Logistics	Invoice	10/28/2024	Cable Ties, Dryer Cord - Logistics	001-507-522-50-31-00	40.49
	979820-NTVSEX	Socket Adap, Cord Cvrs, Cbl Ties,Hose	Invoice	09/30/2024	Hose, Cbls Ties, Cord Cvrs	001-507-522-50-31-00	97.61
					Socket Adapters 3pc	001-507-522-50-35-00	7.78
	982445-NVKIID	Shop Parts	Invoice	10/10/2024	Shop Parts	050-511-522-60-34-01	101.81
	984724-NVOKLW	Deck Baluster,Crpnr Pencil,Lumber	Invoice	10/11/2024	Deck Baluster,Crpnr Pencil,Lumber	001-506-522-45-49-23	223.23
	985923-NOAJIT	Solicone Caulk, Clear Paintable Caulk	Invoice	08/19/2024	Solicone Caulk, Clear Paintable Caulk	001-507-522-50-31-00	24.90
	986003-NUGOOX	Shop Parts	Invoice	10/02/2024	Shop Parts	050-511-522-60-34-01	9.29
	987157-NYJUPM	Shop Parts	Invoice	10/31/2024	Shop Parts	050-511-522-60-34-01	31.16
	987200-NYJUPN	32 Gallon Trash Bin - ST71	Invoice	10/31/2024	32 Gallon Trash Bin - ST71	001-507-522-50-31-00	42.59
	989440-NYNVSD	Toolbox, Replacement Tools (Various) -	Invoice	11/01/2024	Toolbox, Replacement Tools (Various) -	001-504-522-20-35-00	603.61
	993237-NXFUPN	Electric Heater & Fan Thermos (x9) - S	Invoice	10/23/2024	Electric Heater & Fan Thermos (x9) - S	001-507-522-50-35-00	373.95
	997416-NVWTXO	Shop Supplies	Invoice	10/14/2024	Shop Supplies	050-511-522-60-31-03	40.19
	998703-NSHGUL	Brass Reset Comb Master Lock (BLDG S	Invoice	09/18/2024	Brass Reset Comb Master Lock (BLDG S	001-507-522-50-35-00	17.55
	998977-NWBMUF	Lumber, Countertop Microwave - ADM	Invoice	10/15/2024	Lumber, Countertop Microwave - ADM	001-507-522-50-35-00	314.74
2348	MATTHEW J. BEECROFT	24-02871					4,000.00
	NOV2024	EMS Servcs Contract: Medcial Supervis	Invoice	11/01/2024	EMS Servcs Contract: Medcial Supervis	001-509-522-20-41-02	4,000.00
0371	MICHAEL MCCONNELL	24-02872					140.00
	INV12332	Per Diem WSAFM Fire Prevention Con	Invoice	10/22/2024	Per Diem WSAFM Fire Prevention Con	001-515-522-30-43-00	140.00
2444	MIRION TECHNOLOGIES, CANBEI	24-02873					5,536.02
	90256631	New radiological detectors	Invoice	10/29/2024	Radiological Detectors	001-514-522-20-31-04	5,536.02
1772	MITCH SHRAUNER	24-02874					482.40
	INV12338	Per Diem Tech Rescue Rope Class (CM	Invoice	10/12/2024	Per Diem Tech Rescue Rope Class (CM	001-506-522-45-43-00	482.40
0379	MOBILE HEALTH RESOURCES	24-02875					1,378.65
	24720	Monthly EMS Patient Experience Surve	Invoice	09/30/2024	Monthly EMS Patient Experience Surve	001-509-522-20-49-02	1,378.65

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	Payable Number	Payable Description					Distribution Amount
0380	MONROE PARTS HOUSE	24-02876					8,612.97
	991158	Shop Parts	Invoice	10/01/2024	Shop Parts	050-511-522-60-34-01	37.15
	991177	Shop Parts	Invoice	10/01/2024	Shop Parts	050-511-522-60-34-01	83.86
	991244	Shop Parts	Invoice	10/01/2024	Shop Parts	050-511-522-60-34-01	69.18
	991268	Shop Parts	Invoice	10/01/2024	Shop Parts	050-511-522-60-34-01	21.96
	991293	Shop Parts	Credit Memo	10/01/2024	Shop Parts	050-511-522-60-34-01	-157.42
	991325	Shop Parts	Invoice	10/02/2024	Shop Parts	050-511-522-60-34-01	59.60
	991367	Shop Parts	Credit Memo	10/02/2024	Shop Parts	050-511-522-60-34-01	-317.04
	991377	Shop Parts	Credit Memo	10/02/2024	Shop Parts	050-511-522-60-34-01	-4.24
	991428	Shop Parts	Invoice	10/02/2024	Shop Parts	050-511-522-60-34-01	49.22
	991460	Shop Parts	Invoice	10/02/2024	Shop Parts	050-511-522-60-34-01	642.60
	991464	Shop Parts	Invoice	10/02/2024	Shop Parts	050-511-522-60-34-01	14.22
	991472	Shop Parts	Credit Memo	10/02/2024	Shop Parts	050-511-522-60-34-01	-88.61
	991473	Shop Parts	Invoice	10/02/2024	Shop Parts	050-511-522-60-34-01	620.53
	991474	Shop Parts	Credit Memo	10/02/2024	Shop Parts	050-511-522-60-34-01	-88.61
	991475	Shop Parts	Invoice	10/02/2024	Shop Parts	050-511-522-60-34-01	100.10
	991493	Shop Parts	Invoice	10/03/2024	Shop Parts	050-511-522-60-34-01	20.46
	991494	Shop Parts	Invoice	10/03/2024	Shop Parts	050-511-522-60-34-01	61.77
	991496	Shop Parts	Invoice	10/03/2024	Shop Parts	050-511-522-60-34-01	67.49
	991503	Shop Parts	Credit Memo	10/03/2024	Shop Parts	050-511-522-60-34-01	-67.49
	991563	Shop Parts	Invoice	10/03/2024	Shop Parts	050-511-522-60-34-01	101.55
	991595	Shop Parts	Invoice	10/03/2024	Shop Parts	050-511-522-60-34-01	263.60
	991603	Shop Parts	Invoice	10/03/2024	Shop Parts	050-511-522-60-34-01	67.97
	991644	Shop Parts	Invoice	10/04/2024	Shop Parts	050-511-522-60-34-01	39.90
	991705	Shop Parts	Invoice	10/04/2024	Shop Parts	050-511-522-60-34-01	29.53
	991745	Shop Parts	Invoice	10/04/2024	Shop Parts	050-511-522-60-34-01	20.41
	991753	Shop Parts	Credit Memo	11/04/2024	Shop Parts	050-511-522-60-34-01	-29.53
	991779	Shop Parts	Invoice	10/05/2024	Shop Parts	050-511-522-60-34-01	41.34
	991947	Shop Parts	Invoice	10/07/2024	Shop Parts	050-511-522-60-34-01	188.93
	991954	Shop Parts	Credit Memo	10/07/2024	Shop Parts	050-511-522-60-34-01	-19.69
	991962	Shop Parts	Invoice	10/07/2024	Shop Parts	050-511-522-60-34-01	230.29
	992130	Shop Parts	Invoice	10/08/2024	Shop Parts	050-511-522-60-34-01	72.51
	992224	Shop Parts	Invoice	10/08/2024	Shop Parts	050-511-522-60-34-01	17.11
	992307	Shop Parts	Invoice	10/09/2024	Shop Parts	050-511-522-60-34-01	95.85
	992326	Shop Parts	Credit Memo	10/09/2024	Shop Parts	050-511-522-60-34-01	-8.56
	992327	Shop Parts	Credit Memo	10/09/2024	Shop Parts	050-511-522-60-34-01	-19.69
	992401	Shop Parts	Invoice	10/09/2024	Shop Parts	050-511-522-60-34-01	14.22
	992424	Shop Parts	Credit Memo	10/09/2024	Shop Parts	050-511-522-60-34-01	-6.80
	992448	Shop Parts	Invoice	10/10/2024	Shop Parts	050-511-522-60-34-01	6.80
	992474	Shop Parts	Invoice	10/10/2024	Shop Parts	050-511-522-60-34-01	242.16
	992512	Shop Parts	Invoice	10/10/2024	Shop Parts	050-511-522-60-34-01	68.43
	992957	Shop Supplies	Invoice	10/14/2024	Shop Supplies	050-511-522-60-31-05	17.49
	992975	Shop Parts	Invoice	10/14/2024	Shop Parts	050-511-522-60-34-01	162.37

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	992981	Shop Parts	Invoice	10/14/2024	Shop Parts	050-511-522-60-34-01	21.86
	993080	Shop Parts	Invoice	10/14/2024	Shop Parts	050-511-522-60-34-01	52.72
	993161	Shop Parts	Invoice	10/15/2024	Shop Parts	050-511-522-60-34-01	377.87
	993168	Shop Parts	Credit Memo	10/15/2024	Shop Parts	050-511-522-60-34-01	-39.38
	993905	Shop Parts	Invoice	10/21/2024	Shop Parts	050-511-522-60-34-01	34.55
	993906	Shop Parts	Invoice	10/21/2024	Shop Parts	050-511-522-60-34-01	34.55
	993907	Shop Parts	Invoice	10/21/2024	Shop Parts	050-511-522-60-34-01	34.55
	993924	Shop Parts	Invoice	10/21/2024	Shop Parts	050-511-522-60-34-01	60.89
	993955	Shop Parts	Invoice	10/21/2024	Shop Parts	050-511-522-60-34-01	48.77
	994111	Shop Parts	Invoice	10/22/2024	Shop Parts	050-511-522-60-34-01	61.05
	994122	Shop Parts	Invoice	10/22/2024	Shop Parts	050-511-522-60-34-01	64.59
	994134	Shop Parts	Invoice	10/22/2024	Shop Parts	050-511-522-60-34-01	38.80
	994168	Shop Parts	Credit Memo	10/22/2024	Shop Parts	050-511-522-60-34-01	-52.27
	994252	Shop Parts	Invoice	10/23/2024	Shop Parts	050-511-522-60-34-01	80.75
	994271	Shop Parts	Invoice	10/23/2024	Shop Parts	050-511-522-60-34-01	72.55
	994274	Shop Parts	Invoice	10/23/2024	Shop Parts	050-511-522-60-34-01	29.94
	994289	Shop Parts	Credit Memo	10/23/2024	Shop Parts	050-511-522-60-34-01	-12.32
	994336	Shop Parts	Invoice	10/23/2024	Shop Parts	050-511-522-60-34-01	52.10
	994337	Shop Parts	Invoice	10/23/2024	Shop Parts	050-511-522-60-34-01	38.60
	994368	Shop Parts	Invoice	10/23/2024	Shop Parts	050-511-522-60-34-01	168.04
	994369	Shop Parts	Invoice	10/23/2024	Shop Parts	050-511-522-60-34-01	215.93
	994404	Shop Supplies	Invoice	10/24/2024	Shop Supplies	050-511-522-60-31-05	24.06
	994418	Shop Parts	Invoice	10/24/2024	Shop Parts	050-511-522-60-34-01	47.39
	994422	Shop Parts	Credit Memo	10/24/2024	Shop Parts	050-511-522-60-34-01	-29.94
	994425	Shop Parts	Invoice	10/24/2024	Shop Parts	050-511-522-60-34-01	1,203.97
	994492	Shop Parts	Credit Memo	10/24/2024	Shop Parts	050-511-522-60-34-01	-177.23
	994495	Shop Parts	Invoice	10/24/2024	Shop Parts	050-511-522-60-34-01	219.46
	994523	Shop Parts	Invoice	10/24/2024	Shop Parts	050-511-522-60-34-01	32.81
	994555	Shop Parts	Invoice	10/24/2024	Shop Parts	050-511-522-60-34-01	16.21
	994557	Shop Parts	Invoice	10/24/2024	Shop Parts	050-511-522-60-34-01	57.40
	994876	Shop Parts	Invoice	10/28/2024	Shop Parts	050-511-522-60-34-01	76.57
	994920	Shop Parts	Invoice	10/28/2024	Shop Parts	050-511-522-60-34-01	142.21
	994940	Shop Parts	Credit Memo	10/28/2024	Shop Parts	050-511-522-60-34-01	-76.57
	994968	Shop Parts	Invoice	10/28/2024	Shop Parts	050-511-522-60-34-01	372.93
	994977	Shop Parts	Invoice	10/28/2024	Shop Parts	050-511-522-60-34-01	67.14
	995012	Shop Parts	Invoice	10/29/2024	Shop Parts	050-511-522-60-34-01	32.79
	995038	Shop Parts	Invoice	10/29/2024	Shop Parts	050-511-522-60-34-01	59.64
	995042	Shop Parts	Invoice	10/29/2024	Shop Parts	050-511-522-60-34-01	8.29
	995049	Shop Parts	Invoice	10/29/2024	Shop Parts	050-511-522-60-34-01	167.27
	995054	Shop Parts	Credit Memo	10/29/2024	Shop Parts	050-511-522-60-34-01	-34.36
	995055	Shop Parts	Invoice	10/29/2024	Shop Parts	050-511-522-60-34-01	78.25
	995056	Shop Parts	Credit Memo	10/29/2024	Shop Parts	050-511-522-60-34-01	-7.64
	995065	Shop Parts	Credit Memo	10/29/2024	Shop Parts	050-511-522-60-34-01	-145.39



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Vendor #	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Distribution Amount
	995118	Shop Parts	Invoice	10/29/2024	Shop Parts	050-511-522-60-34-01	21.87
	995143	Shop Parts	Invoice	10/29/2024	Shop Parts	050-511-522-60-34-01	9.07
	995145	Shop Parts	Invoice	10/29/2024	Shop Parts	050-511-522-60-34-01	115.55
	995174	Shop Parts	Invoice	10/30/2024	Shop Parts	050-511-522-60-34-01	328.75
	995192	Shop Parts	Invoice	10/30/2024	Shop Parts	050-511-522-60-34-01	3.71
	995225	Shop Parts	Invoice	10/30/2024	Shop Parts	050-511-522-60-34-01	63.43
	995231	Shop Parts	Invoice	10/30/2024	Shop Parts	050-511-522-60-34-01	365.24
	995242	Shop Parts	Credit Memo	10/30/2024	Shop Parts	050-511-522-60-34-01	-39.38
	995277	Shop Parts	Invoice	10/30/2024	Shop Parts	050-511-522-60-34-01	36.74
	995280	Shop Parts	Invoice	10/30/2024	Shop Parts	050-511-522-60-34-01	36.74
	995321	Shop Parts	Invoice	10/31/2024	Shop Parts	050-511-522-60-34-01	16.38
	995324	Shop Parts	Invoice	10/31/2024	Shop Parts	050-511-522-60-34-01	221.38
	995350	Shop Parts	Invoice	10/31/2024	Shop Parts	050-511-522-60-34-01	260.44
	995368	Shop Supplies	Invoice	10/31/2024	Shop Supplies	050-511-522-60-31-05	441.97
	995388	Shop Parts	Invoice	10/31/2024	Shop Parts	050-511-522-60-34-01	19.79
	995398	Shop Parts	Invoice	10/31/2024	Shop Parts	050-511-522-60-34-01	32.68
	995399	Shop Parts	Invoice	10/31/2024	Shop Parts	050-511-522-60-34-01	238.25
	995419	Shop Parts	Invoice	10/31/2024	Shop Parts	050-511-522-60-34-01	200.04
2068	MONROE VISION CLINIC, INC.	24-02877					440.00
	861745	Facepiece Respirator Prescription Lens	Invoice	10/11/2024	Facepiece Respirator Prescription Lens	001-509-522-20-35-00	440.00
2427	MORSE STEEL SERVICE	24-02878					51.54
	428920	Shop Parts	Invoice	10/02/2024	Shop Parts	050-511-522-60-34-01	51.54
0387	MUNICIPAL EMERGENCY SERVIC	24-02879					98,649.08
	IN2138277	SEEK Thermal Imaging Camera Repair	Invoice	10/22/2024	SEEK Thermal Imaging Camera Repair	001-504-522-20-48-02	345.28
	IN2140823	Ballistic Vests/Armor	Invoice	10/24/2024	Ballistic Vests/Armor	303-504-594-20-64-16	97,126.08
	IN2144922	SCBA Flow Test (Repair/Maint/Evaluati	Invoice	10/30/2024	SCBA Flow Test (Repair/Maint/Evaluati	001-504-522-20-48-12	1,177.72
0424	NORTHWEST SAFETY CLEAN	24-02880					1,002.77
	24-46990	Bunker Gear Cleaning, Repairs & Alterz	Invoice	10/28/2024	Bunker Gear Cleaning, Repairs & Alterz	001-504-522-20-48-11	870.70
	24-46991	Bunker Gear Cleaning, Repairs & Alterz	Invoice	10/28/2024	Bunker Gear Cleaning, Repairs & Alterz	001-504-522-20-48-11	132.07
2176	NORTHWEST TROPHY & AWARD	24-02881					55.10
	228682	Engraving On Brass Nozzle (New Engin	Invoice	10/21/2024	Engraving On Brass Nozzle (New Engin	001-504-522-20-49-04	55.10
1549	NRS	24-02882					447.66
	1653076	Werner Rio 30*220 Standard Paddles (	Invoice	10/10/2024	Werner Rio 30*220 Standard Paddles (	001-514-522-20-31-09	342.64
	1653339	High Roll Duffle Bag, Shirts (x2) -Spec C	Invoice	10/11/2024	High Roll Duffle Bag, Shirts (x2) -Spec C	001-514-522-20-31-09	105.02
2333	OAC SERVICES, INC.	24-02883					10,511.20
	149817	Professional Srvc CM Labor/Eval/PRC A	Invoice	10/16/2024	Professional Srvc CM Labor/Eval/PRC A	300-507-594-50-62-32	5,210.60
		Professional Srvc CM Labor/Eval/PRC A				300-507-594-50-62-81	5,300.60

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	Payable Number	Payable Description					Distribution Amount
2252	ODP BUSINESS SOLUTIONS, LLC	24-02884					845.07
	388650069001	Tissue x2.Pos-it,Copy Paper,Sponge Kt	Invoice	10/11/2024	Tissue x2.Pos-it,Copy Paper,Sponge Kt	001-502-522-10-31-00	150.98
	389917759001	T-Cell Refill Odor Replacement x12 - AI	Invoice	10/24/2024	T-Cell Refill Odor Replacement x12 - AI	001-507-522-50-31-00	60.96
	391289859001	Pencil/Cup Holder - ADMIN New	Invoice	10/18/2024	Pencil/Cup Holder - ADMIN New	001-502-522-10-31-00	19.48
	391290631001	Pencil,Mrkr,Mesh Drwr Orgnz,Tape,Wij	Invoice	10/18/2024	Labeler, Mesh Drawer Organizer -ADM	001-502-522-10-35-00	110.26
	391290632001	Gaming Cloth Mouse Pad - ADMIN Tra	Invoice	10/18/2024	Pencil,Mrkr,MagntTape,Wipes,Lamntr-	001-502-522-10-31-00	221.05
	392989357001	Stamp Postage 100 Roll (x5) - Banquet	Invoice	10/23/2024	Gaming Cloth Mouse Pad - ADMIN Tra	001-502-522-10-31-00	16.18
					Stamp Postage 100 Roll (x5) - Banquet	001-502-522-10-42-00	266.16
0185	OPERATIVE IQ	24-02885					3,470.06
	64976	Operative IQ License/Maintenance Fee	Invoice	11/01/2024	Fleet Mgmt Licenses/Sandbox Mainte	001-513-522-10-49-04	880.47
					Operative IQ Inventory/Asset Mngmnt	001-513-522-10-49-04	2,481.69
					RFID Data Service License Fee	001-513-522-10-49-04	107.90
2332	OTTO ROSENAU & ASSOCIATES,	24-02886					27,866.65
	90381	Professional Services (GEOEng/EngTec	Invoice	10/14/2024	Professional Services (GEOEng/EngTec	300-507-594-50-62-81	22,940.65
	91125	Professional Services (Eng/SoilTech/Cn	Invoice	10/22/2024	Professional Services (Eng/SoilTech/Cn	300-507-594-50-62-00	4,926.00
2449	PACIFIC GLASS & DOOR, INC.	24-02887					921.40
	5818	Replacement Windows/Install (Remod	Invoice	10/18/2024	Replacement Windows/Install (Remod	001-507-522-50-48-00	921.40
0451	PACIFIC POWER BATTERIES	24-02888					323.82
	17150705	Shop Parts	Invoice	10/03/2024	Shop Parts	050-511-522-60-34-01	323.82
2229	PETER MONGILLO	24-02889					145.00
	INV12337	Per Diem WSAFM Fire Prevention Coni	Invoice	10/21/2024	Per Diem WSAFM Fire Prevention Coni	001-515-522-30-43-00	145.00
0466	PETROCARD, INC.	24-02890					1,467.74
	C589588	OnSite Mobile Fueling Service - ST 71,	Invoice	10/23/2024	OnSite Mobile Fueling Service - ST 71,	001-504-522-20-32-00	733.87
						001-509-522-20-32-00	733.87
2448	PRINT WEST, INC.	24-02891					1,356.37
	261395	2023 Annual Reporting Printing	Invoice	11/08/2024	2023 Annual Reporting Printing	001-515-522-30-49-01	1,356.37
0483	PUGET SOUND ENERGY	24-02892					386.96
	ST33-SEPOCT24	Natural Gas - ST 33	Invoice	10/14/2024	Natural Gas - ST 33	001-507-522-50-47-03	386.96
0483	PUGET SOUND ENERGY	24-02893					110.83
	ST77-SEPOCT24	Natural Gas - ST 77	Invoice	10/18/2024	Natural Gas - ST 77	001-507-522-50-47-03	110.83
0483	PUGET SOUND ENERGY	24-02894					79.26
	ST72-SEPOCT24	Natural Gas - ST 72	Invoice	10/18/2024	Natural Gas - ST 72	001-507-522-50-47-03	79.26
0483	PUGET SOUND ENERGY	24-02895					131.44
	ST73-SEPOCT24	Natural Gas - ST 73	Invoice	10/15/2024	Natural Gas - ST 73	001-507-522-50-47-03	131.44
0483	PUGET SOUND ENERGY	24-02896					114.06
	ST71-SEPOCT24	Natural Gas - ST 71	Invoice	10/16/2024	Natural Gas - ST 71	001-507-522-50-47-03	114.06
0483	PUGET SOUND ENERGY	24-02897					138.39
	ST74-SEPOCT24	Natural Gas - ST 74/Logistics Bldg	Invoice	10/15/2024	Natural Gas - ST 74/Logistics Bldg	001-507-522-50-47-03	138.39

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	Payable Number	Payable Description					Distribution Amount
0484	PURCELL TIRE & SERVICE CENTE	24-02898					22,436.97
	24270507	Shop Parts	Invoice	09/19/2024	Shop Parts	050-511-522-60-34-01	1,025.16
	24270784	Shop Parts	Invoice	10/11/2024	Shop Parts	050-511-522-60-34-01	29.27
	24270899	Shop Parts	Invoice	10/09/2024	Shop Parts	050-511-522-60-34-01	928.67
	24270971	Shop Parts	Invoice	10/11/2024	Shop Parts	050-511-522-60-34-01	905.57
	24271121	Shop Parts	Invoice	10/30/2024	Shop Parts	050-511-522-60-34-01	3,122.19
	24271223	Shop Parts	Invoice	10/31/2024	Shop Parts	050-511-522-60-34-01	13,325.40
	24271248	Shop Parts	Invoice	10/28/2024	Shop Parts	050-511-522-60-34-01	1,011.88
	24271271	Shop Parts	Invoice	10/28/2024	Shop Parts	050-511-522-60-34-01	2,088.83
2420	RENEWAL REMODELLING AND R	24-02899					14,199.65
	1158	Project Bid (Instll Cabinets/HotWtr Ht)	Invoice	10/14/2024	Project Bid (Instll Cabinets/HotWtr Ht)	300-507-594-50-62-01	13,416.43
	1159	Resident Door Repair (Forced Entry) - C	Invoice	10/14/2024	Resident Door Repair (Forced Entry) - C	001-507-522-50-48-00	783.22
0494	REPUBLIC SERVICES #197	24-02900					112.76
	0197-003436757	Recycling - ST 32	Invoice	10/31/2024	Recycling - ST 32	001-507-522-50-47-04	112.76
0494	REPUBLIC SERVICES #197	24-02901					336.72
	0197-003435743	Refuse - ST 31	Invoice	10/31/2024	Refuse - ST 31	001-507-522-50-47-04	336.72
0494	REPUBLIC SERVICES #197	24-02902					274.77
	0197-003436479	Refuse - ST 32	Invoice	10/31/2024	Refuse - ST 32	001-507-522-50-47-04	274.77
0494	REPUBLIC SERVICES #197	24-02903					831.48
	0197-003436413	Recycling - ST 31	Invoice	10/31/2024	Recycling - ST 31	001-507-522-50-47-04	831.48
0494	REPUBLIC SERVICES #197	24-02904					276.59
	0197-003436431	Refuse - Admin Building	Invoice	10/31/2024	Refuse - Admin Building	001-507-522-50-47-04	141.06
						300-507-522-50-47-00	135.53
2345	RESCH PRINTING	24-02905					155.50
	1105	Shop Parts	Invoice	10/03/2024	Shop Parts	050-511-522-60-34-01	155.50
0499	RICE FERGUS MILLER, INC.	24-02906					41,707.87
	2020053.00-040	Cap Facilities Planning (Schmtc Design)	Invoice	10/15/2024	Cap Facilities Planning (Schmtc Design)	300-507-594-50-62-83	16,385.29
	2022073.00-018	Cap. Facilities Planning (Design/Cnsrct)	Invoice	08/09/2024	Cap. Facilities Planning (Design/Cnsrct)	300-507-594-50-62-00	7,597.00
	2022073.00-020	Cap Failities Plan. (Schmtc Design/Devl)	Invoice	10/15/2024	Cap Failities Plan. (Schmtc Design/Devl)	300-507-594-50-62-00	17,725.58
0501	RICOH USA, INC.	24-02907					50.91
	108659621	Copier Machine Lease - ST 74/Logistics	Invoice	10/07/2024	Copier Machine Lease - ST 74/Logistics	001-512-591-22-70-00	50.91
1738	RYAN STUPEY	24-02908					213.00
	INV12339	Per Diem WFSAM Fire Prevention Conl	Invoice	10/21/2024	Per Diem WFSAM Fire Prevention Conl	001-505-522-30-43-00	213.00
0517	S & P DESIGN INC	24-02909					381.29
	14430	Ladies 1/4 Zip, Marled Cardigan x2 - Lc	Invoice	09/11/2024	Ladies 1/4 Zip, Marled Cardigan x2 - Lc	001-504-522-20-31-07	159.79
	14523	1/4 Zipx2(James.S),Mcr Flc Jckt,Zip up,	Invoice	10/29/2024	1/4 Zipx2(James.S),Mcr Flc Jckt,Zip up,	001-504-522-20-31-07	221.50
1794	SEAN DAHL	24-02910					145.00
	INV12341	Per Diem WSAFM Fire Prevention Conl	Invoice	10/22/2024	Per Diem WSAFM Fire Prevention Conl	001-505-522-30-43-00	145.00

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	Payable Number	Payable Description					Distribution Amount
1776	SEATTLE CITY LIGHT	24-02911					13.14
	PMAPT-SEP24	Electricity - Paramedic Students Apt. C	Invoice	09/30/2024	Electricity - Paramedic Students Apt. C	001-506-522-45-49-37	13.14
1921	SEA-WESTERN INC	24-02912					13,016.40
	CM2261	Fire Hooks 5' With D Handle (Credit)	Credit Memo	06/14/2024	Fire Hooks 5' With D Handle (Credit)	001-504-522-20-35-00	-320.46
	CM2542	Fire Hooks Unlimited 6' with D Handle	Credit Memo	09/20/2024	Fire Hooks Unlimited 6' with D Handle	001-504-522-20-35-00	-494.49
	INV35067	48' Long EZH-H-Back Suspenders (Blac	Invoice	08/21/2024	48' Long EZH-H-Back Suspenders (Blac	303-504-594-20-64-04	116.53
	INV36478	20 Structural Helmets	Invoice	10/21/2024	20 Structural Helmets	303-504-594-20-64-04	6,981.24
	INV36615	15 Medium SCBA Masks	Invoice	10/23/2024	Vision C5 - SCBA Masks	303-504-594-20-64-14	6,242.72
	INV36643	Fit Test Adapter (x3)	Invoice	10/23/2024	Fit Test Adapter (x3)	001-510-522-20-31-01	210.73
	INV36644	Fit Test Adapter (AV3000 Mask) (Pair)	Invoice	10/23/2024	Fit Test Adapter (AV3000 Mask) (Pair)	001-510-522-20-31-01	280.13
0536	SEQUOYAH NETWORK SERVICES	24-02913					14,076.51
	5213	Locution System (Upgrd/Replc/Install)	Invoice	10/17/2024	Locution System (Upgrd/Replc/Install)	303-502-594-10-64-00	3,340.36
	5316	Locution System Upgrade Installs (Rem	Invoice	10/10/2024	Locution System Upgrade Installs (Remr	300-507-594-50-62-83	10,736.15
0535	SHAWN SELTZ	24-02914					245.87
	INV12335	Boot Allowance Reimbursement 2024	Invoice	10/29/2024	Boot Allowance Reimbursement 2024	050-511-522-60-31-01	245.87
0544	SILVER LAKE WATER & SEWER DI	24-02915					140.15
	ST77OCT24	Water & Sewer - ST 77	Invoice	10/31/2024	Water & Sewer - ST 77	001-507-522-50-47-02	140.15
0544	SILVER LAKE WATER & SEWER DI	24-02916					185.30
	ST77FM-OCT24	Water (Fire Meter) - ST 77	Invoice	10/31/2024	Water (Fire Meter) - ST 77	001-507-522-50-47-02	185.30
0546	SISKUN POWER EQUIPMENT	24-02917					88.27
	477394	3-8 Sharpening Kit, Combination Wren	Invoice	10/22/2024	3-8 Sharpening Kit, Combination Wren	001-506-522-45-31-03	88.27
1535	SIX ROBBLEES' INC	24-02918					356.15
	14P41616	Shop Parts	Invoice	10/23/2024	Shop Parts	050-511-522-60-34-01	356.15
1547	SNOHOMISH COUNTY 911	24-02919					92,237.78
	7661	Monthly Dispatch Services (Assessmen	Invoice	11/01/2024	Monthly Dispatch Services (Assessmen	001-504-528-00-41-00	17,791.47
						001-509-528-00-41-00	71,165.88
	7668	Monthly EPCR	Invoice	11/01/2024	Monthly Electronic Patient Care Repor	001-509-522-20-49-02	1,042.03
	7694	Managed Laptop Leases (Monthly)	Invoice	11/01/2024	Managed Laptop Leases (Monthly)	303-504-591-22-70-00	900.28
						303-509-591-22-70-00	1,338.12
1543	SNOHOMISH COUNTY FIRE DISTF	24-02920					8,250.00
	2024-25	ESTA Training Center Rental/Usage Fee	Invoice	11/05/2024	ESTA Training Center Rental/Usage Fee	001-506-522-45-45-00	8,250.00
0520	SNOHOMISH COUNTY FIRE DISTF	24-02921					1,120.00
	24.29	Harvey Room Facility Rntl x8 (2/3 - 2/6	Invoice	10/22/2024	Harvey Room Facility Rntl x8 (2/3 - 2/6	001-506-522-45-45-00	1,120.00
0565	SNOHOMISH COUNTY PUD	24-02922					1,475.60
	122799367	Electricity - Admin Bldg	Invoice	10/21/2024	Electricity - Admin Bldg	001-507-522-50-47-01	752.56
						300-507-522-50-47-00	723.04
0565	SNOHOMISH COUNTY PUD	24-02923					126.95
	158961394	Electricity - ST 74/Logistics Bldg	Invoice	10/22/2024	Electricity - ST 74/Logistics Bldg	001-507-522-50-47-01	126.95

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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
0565	SNOHOMISH COUNTY PUD 109619639	24-02924 Electricity - ST 83	Invoice	10/31/2024	Electricity - ST 83	001-507-522-50-47-01	410.13 410.13
0565	SNOHOMISH COUNTY PUD 136005909	24-02925 Electricity & Water - ST 81	Invoice	10/15/2024	Electricity - ST 81 Water - ST 81	001-507-522-50-47-01 001-507-522-50-47-02	734.43 613.87 120.56
0565	SNOHOMISH COUNTY PUD 149198724	24-02926 Electricity - ST 71	Invoice	10/28/2024	Electricity - ST 71	001-507-522-50-47-01	1,385.80 1,385.80
0565	SNOHOMISH COUNTY PUD 165316228	24-02927 Electricity - ST 32	Invoice	10/24/2024	Electricity - ST 32	001-507-522-50-47-01	244.22 244.22
0565	SNOHOMISH COUNTY PUD 158963293	24-02928 Electricity - ST 33	Invoice	10/24/2024	Electricity - ST 33	001-507-522-50-47-01	973.56 973.56
0565	SNOHOMISH COUNTY PUD 112890932	24-02929 Electricity - ST 72	Invoice	10/14/2024	Electricity - ST 72	001-507-522-50-47-01	440.76 440.76
0565	SNOHOMISH COUNTY PUD 100815494	24-02930 Electricity - ST 31	Invoice	10/30/2024	Electricity - ST 31	001-507-522-50-47-01	1,858.68 1,858.68
0565	SNOHOMISH COUNTY PUD 126107526	24-02931 Electricity - ST 83	Invoice	10/15/2024	Electricity - ST 83	001-507-522-50-47-01	1,813.64 1,813.64
0565	SNOHOMISH COUNTY PUD 155771946	24-02932 Electricity - ST 73	Invoice	10/14/2024	Electricity - ST 73	001-507-522-50-47-01	219.33 219.33
0565	SNOHOMISH COUNTY PUD 142539966	24-02933 Electricity - ST 77	Invoice	10/14/2024	Electricity - ST 77	001-507-522-50-47-01	262.31 262.31
0565	SNOHOMISH COUNTY PUD 116196942	24-02934 Electricity - ST 82 Garage/Storage Bldg	Invoice	10/15/2024	Electricity - ST 82 Garage/Storage Bldg	001-507-522-50-47-01	31.53 31.53
1536	SNOHOMISH REGIONAL FIRE & R EXCISE TAX-OCT24	24-02935 Sales & Use Tax - October 2024	Invoice	11/01/2024	Sales & Use Tax - October 2024	001-505-522-30-31-00 001-513-522-10-49-04 001-514-522-20-35-01	339.68 4.51 282.00 53.17
1536	SNOHOMISH REGIONAL FIRE & R FIRE-10/31/2024	24-02936 Apparatus Fleet Maintenance Services	Invoice	10/31/2024	Apparatus Fleet Maintenance - EMS U Apparatus Fleet Maintenance - Suppre	001-509-522-20-48-01 001-513-522-20-48-01	346,735.00 54,705.44 292,029.56
1536	SNOHOMISH REGIONAL FIRE & R ECFSS-10/31/2024	24-02937 Apparatus Fleet Maintenance Services	Invoice	10/31/2024	Apparatus Fleet Maintenance - ECFSS I	050-511-522-60-31-02	2,045.72 2,045.72
0567	SNURE LAW OFFICE, PSC OCT2024	24-02938 Monthly Attorney Services (October 2024)	Invoice	11/01/2024	SEP2024 Invoice False Monthl	001-512-522-10-41-03	2,009.00 2,009.00

## Docket of Claims Register

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
	Payable Number	Payable Description					Distribution Amount
0572	SPEEDWAY CHEVROLET	24-02939					2,210.57
	143646	Shop Parts	Invoice	09/04/2024	Shop Parts	050-511-522-60-34-01	715.94
	143997	Shop Parts	Invoice	10/02/2024	Shop Parts	050-511-522-60-34-01	1,395.85
	144121	Shop Parts	Invoice	10/10/2024	Shop Parts	050-511-522-60-34-01	17.85
	144140	Shop Parts	Invoice	10/15/2024	Shop Parts	050-511-522-60-34-01	304.88
	144154	Shop Parts	Invoice	10/14/2024	Shop Parts	050-511-522-60-34-01	50.62
	144418	Shop Parts	Invoice	11/05/2024	Shop Parts	050-511-522-60-34-01	53.63
	CM143997	Shop Parts	Credit Memo	10/03/2024	Shop Parts	050-511-522-60-34-01	-328.20
2057	SPRAGUE PEST SOLUTIONS	24-02940					994.36
	5591941	Monthly Pest Control Services - Admin	Invoice	10/18/2024	Monthly Pest Control Services - Admin	001-507-522-50-41-00	120.13
	5591942	Monthly Pest Control Servcs - ST 74/Lc	Invoice	10/30/2024	Monthly Pest Control Servcs - ST 74/Lc	001-507-522-50-41-00	120.02
	5591947	Monthly Pest Control Services - ST 77	Invoice	10/21/2024	Monthly Pest Control Services - ST 77	001-507-522-50-41-00	120.02
	5591948	Monthly Pest Control Services - ST 72	Invoice	10/17/2024	Monthly Pest Control Services - ST 72	001-507-522-50-41-00	129.84
	5591949	Monthly Pest Control Services - ST 71	Invoice	10/21/2024	Monthly Pest Control Services - ST 71	001-507-522-50-41-00	120.02
	5591950	Monthly Pest Control Services - ST 33	Invoice	10/30/2024	Monthly Pest Control Services - ST 33	001-507-522-50-41-00	144.07
	5591951	Monthly Pest Control Services - ST 32	Invoice	10/24/2024	Monthly Pest Control Services - ST 32	001-507-522-50-41-00	120.13
	5591952	Monthly Pest Control Services - ST 31	Invoice	10/30/2024	Monthly Pest Control Services - ST 31	001-507-522-50-41-00	120.13
2379	SRFR - PETTY CASH	24-02941					10,022.51
	2004	DRS PERS - Report Group 4755 Paymer	Invoice	10/29/2024	DRS PERS - Report Group 4755 Paymer	001-503-522-10-20-06	22.51
	87588	Reimbursement (Earnest Money to Escr	Invoice	10/03/2024	Reimbursement (Earnest Money to Escr	300-507-594-50-62-32	10,000.00
0580	STATE OF WA DEPARTMENT OF I	24-02942					339.68
	EXCISE TAX-OCT24	Sales & Use Tax - October 2024 (600-3	Invoice	11/01/2024	Sales & Use Tax - October 2024 (600-3	630-512-589-00-00-00	339.68
2184	STERICYCLE, INC.	24-02943					263.00
	8008836891	Biohazardous/Medical Waste Disposal	Invoice	10/31/2024	Biohazardous/Medical Waste Disposal	001-509-522-20-41-06	263.00
2415	SUPERIOR SEPTIC SERVICE, LLC	24-02944					4,316.70
	20064604	Septic Tank Maint. (Pumped 1000gl/22	Invoice	10/11/2024	Septic Tank Maint. (Pumped 1000gl/22	001-507-522-50-48-00	997.41
	20106479	Septic Tank Maint. (Pumped 1000gl/75	Invoice	10/18/2024	Septic Tank Maint. (Pumped 1000gl/75	001-507-522-50-48-00	857.23
	20159329	Septic Tank Maint. (Pumped 1000gl/60	Invoice	10/25/2024	Septic Tank Maint. (Pumped 1000gl/60	001-507-522-50-48-00	1,231.03
	22268636	Septic Tank Maint. (Pumped 1000gl/60	Invoice	11/01/2024	Septic Tank Maint. (Pumped 1000gl/60	001-507-522-50-48-00	1,231.03
0587	SYSTEMS DESIGN WEST, LLC	24-02945					13,016.94
	20241909	EMS Transport Billing Monthly Service:	Invoice	10/17/2024	EMS Transport Billing Monthly Service:	001-509-522-20-41-05	1,095.54
	20242104	EMS Transport Billing Monthly Service:	Invoice	11/07/2024	EMS Transport Billing Monthly Service:	001-509-522-20-41-05	11,921.40
1645	TELEFLEX, LLC	24-02946					1,995.00
	9509107218	Medical Supplies ('EZ-IO' Needle & Sta	Invoice	10/21/2024	Medical Supplies ('EZ-IO' Needle & Sta	001-509-522-30-31-01	1,995.00

## Docket of Claims Register

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
	Payable Number	Payable Description					Distribution Amount
0610	TRUE NORTH EMERGENCY EQUI	24-02947					3,299.21
	A18947	Shop Parts	Invoice	09/23/2024	Shop Parts	050-511-522-60-34-01	568.50
	A18965	Shop Parts	Invoice	09/25/2024	Shop Parts	050-511-522-60-34-01	144.45
	A19013	Shop Parts	Invoice	09/30/2024	Shop Parts	050-511-522-60-34-01	160.22
	A19070	Shop Parts	Invoice	10/07/2024	Shop Parts	050-511-522-60-34-01	693.40
	A19107	Shop Parts	Invoice	10/10/2024	Shop Parts	050-511-522-60-34-01	159.26
	A19147	Shop Parts	Invoice	10/16/2024	Shop Parts	050-511-522-60-34-01	508.55
	A19179	Shop Parts	Invoice	10/18/2024	Shop Parts	050-511-522-60-34-01	139.05
	A19262	Shop Parts	Invoice	10/29/2024	Shop Parts	050-511-522-60-34-01	418.58
	A19326	Shop Parts	Invoice	11/04/2024	Shop Parts	050-511-522-60-34-01	507.20
2143	TULALIP RESORT CASINO	24-02948					14,236.58
	2024 AWARDBANQUET-2	2024 Award Banquet Hall Room/Dinne	Invoice	12/01/2024	2024 Award Banquet Hall Room/Dinne	001-502-522-10-49-07	7,118.29
					2024 Award Banquet Hall Room/Dinne	001-502-522-10-49-07	7,118.29
0613	TYLER COMPTON	24-02949					1,328.03
	INV12336	Reimbursment (Paint/Tape/Hooks) Ma	Invoice	10/09/2024	Reimbursment (Paint/Tape/Hooks) Ma	001-504-522-20-31-01	48.03
	INV12342	Reimb. FDIC International Conference	Invoice	10/23/2024	Reimb. FDIC International Conference	001-506-522-45-49-02	1,280.00
2221	ULINE, INC	24-02950					6,457.87
	184077019	Furniture for Training, IT and DC office:	Invoice	10/08/2024	Furniture for Training, IT and DC office:	001-507-522-50-35-00	6,227.69
	184459782	Fire Extinguisher Bracket 5lb Vehicle M	Invoice	10/16/2024	Fire Extinguisher Bracket 5lb Vehicle M	001-513-522-20-48-01	53.41
	184459920	Fire Extinguisher Bracket 20lb Duty Vel	Invoice	10/16/2024	Fire Extinguisher Bracket 20lb Duty Vel	001-513-522-20-48-01	176.77
2306	UNITED RENTALS (NORTH AMER	24-02951					315.35
	236766056-004	Cap. Facilities Planning (Container Ren	Invoice	10/22/2024	Cap. Facilities Planning (Container Ren	300-507-594-50-62-00	177.04
	239062366-002	Cap. Facilities Planning (Container Ren	Invoice	10/19/2024	Cap. Facilities Planning (Container Ren	300-507-594-50-62-00	138.31
2146	US TRANSMISSIONS INC.	24-02952					1,619.55
	INV-AUB-1220	Shop Parts	Invoice	10/08/2024	Shop Parts	050-511-522-60-34-01	1,582.53
	INV-AUB-1281	Shop Parts	Invoice	10/21/2024	Shop Parts	050-511-522-60-34-01	37.02
0631	VERATHON MEDICAL	24-02953					494.43
	80981004	Medical Supplies	Invoice	09/30/2024	Medical Supplies	001-509-522-30-31-01	494.43
0633	VERIZON WIRELESS SERVICES LLC	24-02954					4,856.93
	9976354546	District Cell Phones	Invoice	10/15/2024	District Cell Phones - Fire	001-513-522-10-42-00	4,816.92
					District Cell Phones - Shop	050-511-522-60-42-00	40.01
0040	VESTIS	24-02955					254.74
	6560456665	Maint. Srvc Towels, Floor Mat & Mop	Invoice	10/10/2024	Maint. Srvc Towels, Floor Mat & Mop	001-507-522-50-48-00	16.40
	6560456666	Shop Supplies/Uniform Rental/Laundr	Invoice	10/10/2024	Shop Supplies/Uniform Rental/Laundr	050-511-522-60-41-04	71.19
	6560460219	Shop Supplies/Uniform Rental/Laundr	Invoice	10/17/2024	Shop Supplies/Uniform Rental/Laundr	050-511-522-60-41-04	69.44
	6560463791	Maint. Srvc Towels, Floor Mat & Mop	Invoice	10/24/2024	Maint. Srvc Towels, Floor Mat & Mop	001-507-522-50-48-00	26.52
	6560463792	Shop Supplies/Uniform Rental/Laundr	Invoice	10/24/2024	Shop Supplies/Uniform Rental/Laundr	050-511-522-60-41-04	71.19
1770	VINCENT READ	24-02956					576.50
	INV12328	Reimb. Paramedic School Student Dep	Invoice	10/24/2024	Reimb. Paramedic School Student Dep	001-506-522-45-49-37	576.50

## 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
0646	WASHINGTON FIRE CHIEFS 2849	24-02957 2025 Department Membership Dues/F	Invoice	10/23/2024	2025 Department Membership Dues/f	001-502-522-10-49-01	5,410.08 5,410.08
0648	WASTE MANAGEMENT NORTHV 1903044-2677-7	24-02958 Refuse & Recycle - ST 77	Invoice	11/01/2024	Refuse & Recycle - ST 77	001-507-522-50-47-04	354.99 354.99
0648	WASTE MANAGEMENT NORTHV 1903302-2677-9	24-02959 Recycling - Admin Bldg	Invoice	11/01/2024	Recycling - Admin Bldg	001-507-522-50-47-04 300-507-522-50-47-00	637.71 325.23 312.48
0648	WASTE MANAGEMENT NORTHV 1042144-4968-8	24-02960 Recycling - ST 81	Invoice	11/01/2024	Recycling - ST 81	001-507-522-50-47-04	269.95 269.95
0648	WASTE MANAGEMENT NORTHV 1902979-2677-5	24-02961 Refuse & Recycle - ST 74/Logistics Bldg	Invoice	11/01/2024	Refuse & Recycle - ST 74/Logistics Bldg	001-507-522-50-47-04	436.93 436.93
0648	WASTE MANAGEMENT NORTHV 1903226-2677-0	24-02962 Recycling - ST 72	Invoice	11/01/2024	Recycling - ST 72	001-507-522-50-47-04	315.39 315.39
0648	WASTE MANAGEMENT NORTHV 1903601-2677-4	24-02963 Refuse & Recycle - ST 73	Invoice	11/01/2024	Refuse & Recycle - ST 73	001-507-522-50-47-04	392.50 392.50
0648	WASTE MANAGEMENT NORTHV 1903225-2677-2	24-02964 Refuse - ST 71	Invoice	11/01/2024	Refuse - ST 71	001-507-522-50-47-04	343.54 343.54
0648	WASTE MANAGEMENT NORTHV 9572046-4968-6	24-02965 Refuse & Recycle - ST 83	Invoice	11/01/2024	Refuse & Recycle - ST 83	001-507-522-50-47-04	289.47 289.47
0648	WASTE MANAGEMENT NORTHV 1902849-2677-0	24-02966 Refuse - ST 72	Invoice	11/01/2024	Refuse - ST 72	001-507-522-50-47-04	117.54 117.54
0648	WASTE MANAGEMENT NORTHV 1042145-4968-5	24-02967 Refuse - ST 81	Invoice	11/01/2024	Refuse - ST 81	001-507-522-50-47-04	179.43 179.43
0648	WASTE MANAGEMENT NORTHV 1904446-2677-3	24-02968 Refuse - ST 33	Invoice	11/01/2024	Refuse - ST 33	001-507-522-50-47-04	207.41 207.41
0648	WASTE MANAGEMENT NORTHV 1904447-2677-1	24-02969 Recycling - ST 33	Invoice	11/01/2024	Recycling - ST 33	001-507-522-50-47-04	603.95 603.95
0648	WASTE MANAGEMENT NORTHV 1041951-4968-7	24-02970 Refuse & Recycle - ST 82	Invoice	11/01/2024	Refuse & Recycle - ST 82	001-507-522-50-47-04	579.66 579.66
0648	WASTE MANAGEMENT NORTHV 1902850-2677-8	24-02971 Refuse - ST 71	Invoice	11/01/2024	Refuse - ST 71	001-507-522-50-47-04	226.07 226.07
0651	WAVE 132631801-0011147	24-02972 Fiber Optic Connection - County (Rocke	Invoice	11/01/2024	Fiber Optic Connection & Cable/TV Ser	001-513-522-50-42-01	8,023.39 8,023.39
0651	WAVE 129266301-0011147	24-02973 Fiber Optic Connection - ST 72	Invoice	11/01/2024	Fiber Optic Connection - ST 72	001-513-522-50-42-01	900.80 900.80
1598	WEIDNER & ASSOCIATES, INC 69549	24-02974 Shop Parts	Invoice	09/27/2024	Shop Parts	050-511-522-60-34-01	462.33 462.33



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APPKT01717 - 11.14.2024 Board Meeting BB

Vendor #	Vendor Name Payable Number	Docket/Claim # Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount Distribution Amount
0657	WELLSPRING FAMILY SERVICES E 297890	24-02975 Employee Assistance Program Monthly	Invoice	10/31/2024	Employee Assistance Program Monthly	001-510-522-20-20-15	720.20 720.20
2129	WEX BANK 100618259	24-02976 Apparatus Fuel	Invoice	10/31/2024	Apparatus Fuel - EMS Apparatus Fuel - Shop Apparatus Fuel - Suppression Apparatus Fuel (Shop Parts)	001-509-522-20-32-00 050-511-522-60-32-00 001-504-522-20-32-00 050-511-522-60-34-01	24,125.00 11,618.90 501.19 11,618.90 386.01
0665	WHELEN ENGINEERING COMPAN 584639	24-02977 Shop Parts	Invoice	10/18/2024	Shop Parts	050-511-522-60-34-01	11,644.87 11,644.87
0640	WSAFM 02788	24-02978 2024 Fire Prevention Institute (FPI) Re	Invoice	10/21/2024	2024 Fire Prevention Institute (FPI) Re	001-515-522-45-49-02	550.00 550.00
2011	ZIPLY FIBER ST83-OCTNOV24	24-02979 Elevator & Fire Alarm Phone Lines/Cor	Invoice	10/14/2024	Elevator & Fire Alarm Phone Lines/Cor	001-513-522-50-42-01	254.83 254.83
2011	ZIPLY FIBER ST73-OCTNOV24	24-02980 Fax & Alarm Connection Services - ST 7	Invoice	10/10/2024	Fax & Alarm Connection Services - ST 7	001-513-522-50-42-01	317.33 317.33
2011	ZIPLY FIBER ADMIN-OCTNOV24	24-02981 Fire Alarm Phone Lines/Connection - A	Invoice	10/28/2024	Fire Alarm Phone Lines/Connection - A	001-513-522-50-42-01	180.29 180.29
<b>Total Claims: 201</b>						<b>Total Payment Amount:</b>	<b>2,105,629.82</b>

## Snohomish Regional Fire and Rescue Claims Voucher Summary

11/13/2024

Page 1 of 7

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
24-02781	A1 ASPHALT PAVING, INC.		77,327.90
24-02782	ACROSS THE STREET PRODUCTIONS		770.00
24-02783	AIR EXCHANGE, INC		10,448.32
24-02784	AJ'S LANDCARE, INC		11,407.61
24-02785	ALEXANDER FATKIN		764.00
24-02786	ALL BATTERY SALES AND SERVICE		154.65
24-02787	ALLSTREAM BUSINESS US, INC		501.04
24-02788	ALLSTREAM BUSINESS US, INC		373.81
24-02789	AMAZON CAPITAL SERVICES, INC		14,145.72
24-02790	AMERICAN HEART ASSOCIATION, INC.		3,859.63
24-02791	APPLIANCE MECHANIC		142.22
24-02792	ARG INDUSTRIAL		668.63
24-02793	AT&T MOBILITY - CC		503.14
24-02794	AT&T MOBILITY LLC		3,444.14
24-02795	B&H FIRE AND SECURITY		8,124.38
24-02796	BICKFORD MOTORS INC.		9,177.88
24-02797	BOUND TREE MEDICAL, LLC		9,324.57
24-02798	BRAKE & CLUTCH SUPPLY INC		590.99
24-02799	BRANDON WATKINS		135.00
24-02800	BRENDAN GRACE		255.00
24-02801	CANON FINANCIAL SERVICES INC		1,732.67
24-02802	CASCADE RESCUE COMPANY		4,372.61
24-02803	CDW GOVERNMENT LLC		1,717.58
24-02804	CENTRAL WELDING SUPPLY		1,915.65
24-02805	CHINOOK LUMBER		1,775.45
24-02806	CHMELIK SITKIN & DAVIS P.S.		5,690.00
24-02807	CHRISTENSEN, INC		10,297.83
24-02808	CITY OF ELLENSBURG		104.53
24-02809	CITY OF MONROE		163.22
24-02810	CITY OF MONROE		37.28
24-02811	CITY OF MONROE		748.38

**Page Total**

180,673.83

**Cumulative Total**

180,673.83

## Snohomish Regional Fire and Rescue Claims Voucher Summary

11/13/2024

Page 2 of 7

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
24-02812	CITY OF MONROE		741.65
24-02813	CITY OF SNOHOMISH		650.00
24-02814	CLEARFLY COMMUNICATIONS		761.06
24-02815	COLUMBIA SOUTHERN UNIVERSITY		764.00
24-02816	COMCAST		749.98
24-02817	COMCAST		315.00
24-02818	COMDATA INC.		2,962.95
24-02819	COMPENSATION CONNECTIONS LLC		6,000.00
24-02820	CONWAY SHIELDS		112.75
24-02821	COURIERWEST		4,655.45
24-02822	CRAIG FISHER		140.00
24-02823	CROSS VALLEY WATER DISTRICT		613.68
24-02824	CROSS VALLEY WATER DISTRICT		332.26
24-02825	CROSS VALLEY WATER DISTRICT		736.93
24-02826	CROSS VALLEY WATER DISTRICT		1,166.54
24-02827	DANIEL KINDIG		206.00
24-02828	DAVID LEDUC		145.00
24-02829	DAVID MESSER		213.00
24-02830	DELL MARKETING LP C/O DELL USA LP		11,648.07
24-02831	DENISE MATTERN		141.82
24-02832	DEPARTMENT OF LABOR & INDUSTRIES / BOILER SECTION		41.20
24-02833	DIRECTV, LLC		120.98
24-02834	DUMPSTER FIRE, LLC		8,750.00
24-02835	EDGE ANALYTICAL, INC.		38.00
24-02836	ELECTRONIC BUSINESS MACHINES		875.16
24-02837	ENZIAN INN		7,548.86
24-02838	EVERGREEN POWER SYSTEMS, INC		830.68
24-02839	FASTFIELDFORMS		1,026.61
24-02840	FIRE SERVICE REPAIR LLC		6,034.80
24-02841	FIRST CLASS BUILDING SUPPLY AND SERVICES		6,224.00
24-02842	FIRSTWATCH		635.00

**Page Total**

65,181.43

**Cumulative Total**

245,855.26

## Snohomish Regional Fire and Rescue Claims Voucher Summary

11/13/2024

Page 3 of 7

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: \_\_\_\_\_  
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Voucher	Payee/Claimant	1099 Default	Amount
24-02843	FP MAILING SOLUTIONS		166.59
24-02844	FRANK'S FLAG STORE		1,254.18
24-02845	GALLS, LLC		3,506.52
24-02846	GENCAP CONSTRUCTION CORP.		917,184.29
24-02847	GENERAL FIRE APPARATUS		2,610.52
24-02848	GRAINGER		7,088.56
24-02849	HIGHWAY AUTO SUPPLY		36.94
24-02850	HILL STREET CLEANERS		43.22
24-02851	HOTEL INDIGO EVERETT		3,905.00
24-02852	HUGHES FIRE EQUIPMENT, INC		13,543.57
24-02853	HYDRAULIC SUPPLY COMPANY		239.43
24-02854	IMS ALLIANCE		17.10
24-02855	INTERSTATE ALL BATTERY CENTER		492.14
24-02856	IRON MOUNTAIN INC		939.40
24-02857	ISOUTSOURCE		17,659.61
24-02858	JOHN ROUSE		840.18
24-02859	JUDD & BLACK ELECTRIC INC		1,545.90
24-02860	KAITLIN KING		140.00
24-02861	KENNY'S TRUCK PARTS & REPAIR		458.83
24-02862	KENT D. BRUCE CO., LLC		3,659.53
24-02863	KROESEN'S UNIFORM COMPANY		238.35
24-02864	L.N. CURTIS & SONS		15,704.90
24-02865	LAKE STEVENS ATHLETIC CLUB		327.00
24-02866	LAKE STEVENS SEWER DISTRICT		461.84
24-02867	LAKE STEVENS SEWER DISTRICT		328.35
24-02868	LAURA GONZALEZ		84.68
24-02869	LES SCHWAB WAREHOUSE CENTER		391.14
24-02870	LOWE'S		2,142.32
24-02871	MATTHEW J. BEECROFT		4,000.00
24-02872	MICHAEL MCCONNELL		140.00
24-02873	MIRION TECHNOLOGIES, CANBERRA, INC.		5,536.02

**Page Total** 1,004,686.11

**Cumulative Total** 1,250,541.37

## Snohomish Regional Fire and Rescue Claims Voucher Summary

11/13/2024

Page 4 of 7

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
24-02874	MITCH SHRAUNER		482.40
24-02875	MOBILE HEALTH RESOURCES		1,378.65
24-02876	MONROE PARTS HOUSE		8,612.97
24-02877	MONROE VISION CLINIC, INC.		440.00
24-02878	MORSE STEEL SERVICE		51.54
24-02879	MUNICIPAL EMERGENCY SERVICES, INC.		98,649.08
24-02880	NORTHWEST SAFETY CLEAN		1,002.77
24-02881	NORTHWEST TROPHY & AWARDS		55.10
24-02882	NRS		447.66
24-02883	OAC SERVICES, INC.		10,511.20
24-02884	ODP BUSINESS SOLUTIONS, LLC		845.07
24-02885	OPERATIVE IQ		3,470.06
24-02886	OTTO ROSENAU & ASSOCIATES, INC.		27,866.65
24-02887	PACIFIC GLASS & DOOR, INC.		921.40
24-02888	PACIFIC POWER BATTERIES		323.82
24-02889	PETER MONGILLO		145.00
24-02890	PETROCARD, INC.		1,467.74
24-02891	PRINT WEST, INC.		1,356.37
24-02892	PUGET SOUND ENERGY		386.96
24-02893	PUGET SOUND ENERGY		110.83
24-02894	PUGET SOUND ENERGY		79.26
24-02895	PUGET SOUND ENERGY		131.44
24-02896	PUGET SOUND ENERGY		114.06
24-02897	PUGET SOUND ENERGY		138.39
24-02898	PURCELL TIRE & SERVICE CENTER		22,436.97
24-02899	RENEWAL REMODELLING AND REPAIRS, LLC		14,199.65
24-02900	REPUBLIC SERVICES #197		112.76
24-02901	REPUBLIC SERVICES #197		336.72
24-02902	REPUBLIC SERVICES #197		274.77
24-02903	REPUBLIC SERVICES #197		831.48
24-02904	REPUBLIC SERVICES #197		276.59

**Page Total**

197,457.36

**Cumulative Total**

1,447,998.73

## Snohomish Regional Fire and Rescue Claims Voucher Summary

11/13/2024

Page 5 of 7

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
24-02905	RESCH PRINTING		155.50
24-02906	RICE FERGUS MILLER, INC.		41,707.87
24-02907	RICOH USA, INC.		50.91
24-02908	RYAN STUPEY		213.00
24-02909	S & P DESIGN INC		381.29
24-02910	SEAN DAHL		145.00
24-02911	SEATTLE CITY LIGHT		13.14
24-02912	SEA-WESTERN INC		13,016.40
24-02913	SEQUOYAH NETWORK SERVICES		14,076.51
24-02914	SHAWN SELTZ		245.87
24-02915	SILVER LAKE WATER & SEWER DISTRICT		140.15
24-02916	SILVER LAKE WATER & SEWER DISTRICT		185.30
24-02917	SISKUN POWER EQUIPMENT		88.27
24-02918	SIX ROBBLEES' INC		356.15
24-02919	SNOHOMISH COUNTY 911		92,237.78
24-02920	SNOHOMISH COUNTY FIRE DISTRICT #26		8,250.00
24-02921	SNOHOMISH COUNTY FIRE DISTRICT #4		1,120.00
24-02922	SNOHOMISH COUNTY PUD		1,475.60
24-02923	SNOHOMISH COUNTY PUD		126.95
24-02924	SNOHOMISH COUNTY PUD		410.13
24-02925	SNOHOMISH COUNTY PUD		734.43
24-02926	SNOHOMISH COUNTY PUD		1,385.80
24-02927	SNOHOMISH COUNTY PUD		244.22
24-02928	SNOHOMISH COUNTY PUD		973.56
24-02929	SNOHOMISH COUNTY PUD		440.76
24-02930	SNOHOMISH COUNTY PUD		1,858.68
24-02931	SNOHOMISH COUNTY PUD		1,813.64
24-02932	SNOHOMISH COUNTY PUD		219.33
24-02933	SNOHOMISH COUNTY PUD		262.31
24-02934	SNOHOMISH COUNTY PUD		31.53
24-02935	SNOHOMISH REGIONAL FIRE & RESCUE		339.68

**Page Total**

182,699.76

**Cumulative Total**

1,630,698.49

## Snohomish Regional Fire and Rescue Claims Voucher Summary

11/13/2024

Page 6 of 7

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
24-02936	SNOHOMISH REGIONAL FIRE & RESCUE		346,735.00
24-02937	SNOHOMISH REGIONAL FIRE & RESCUE		2,045.72
24-02938	SNURE LAW OFFICE, PSC		2,009.00
24-02939	SPEEDWAY CHEVROLET		2,210.57
24-02940	SPRAGUE PEST SOLUTIONS		994.36
24-02941	SRFR - PETTY CASH		10,022.51
24-02942	STATE OF WA DEPARTMENT OF REVENUE		339.68
24-02943	STERICYCLE, INC.		263.00
24-02944	SUPERIOR SEPTIC SERVICE, LLC		4,316.70
24-02945	SYSTEMS DESIGN WEST, LLC		13,016.94
24-02946	TELEFLEX, LLC		1,995.00
24-02947	TRUE NORTH EMERGENCY EQUIPMENT INC		3,299.21
24-02948	TULALIP RESORT CASINO		14,236.58
24-02949	TYLER COMPTON		1,328.03
24-02950	ULINE, INC		6,457.87
24-02951	UNITED RENTALS (NORTH AMERICA), INC.		315.35
24-02952	US TRANSMISSIONS INC.		1,619.55
24-02953	VERATHON MEDICAL		494.43
24-02954	VERIZON WIRELESS SERVICES LLC		4,856.93
24-02955	VESTIS		254.74
24-02956	VINCENT READ		576.50
24-02957	WASHINGTON FIRE CHIEFS		5,410.08
24-02958	WASTE MANAGEMENT NORTHWEST		354.99
24-02959	WASTE MANAGEMENT NORTHWEST		637.71
24-02960	WASTE MANAGEMENT NORTHWEST		269.95
24-02961	WASTE MANAGEMENT NORTHWEST		436.93
24-02962	WASTE MANAGEMENT NORTHWEST		315.39
24-02963	WASTE MANAGEMENT NORTHWEST		392.50
24-02964	WASTE MANAGEMENT NORTHWEST		343.54
24-02965	WASTE MANAGEMENT NORTHWEST		289.47
24-02966	WASTE MANAGEMENT NORTHWEST		117.54

**Page Total**

425,955.77

**Cumulative Total**

2,056,654.26

## Snohomish Regional Fire and Rescue Claims Voucher Summary

11/13/2024

Page 7 of 7

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
24-02967	WASTE MANAGEMENT NORTHWEST		179.43
24-02968	WASTE MANAGEMENT NORTHWEST		207.41
24-02969	WASTE MANAGEMENT NORTHWEST		603.95
24-02970	WASTE MANAGEMENT NORTHWEST		579.66
24-02971	WASTE MANAGEMENT NORTHWEST		226.07
24-02972	WAVE		8,023.39
24-02973	WAVE		900.80
24-02974	WEIDNER & ASSOCIATES, INC		462.33
24-02975	WELLSPRING FAMILY SERVICES EAP		720.20
24-02976	WEX BANK		24,125.00
24-02977	WHELEN ENGINEERING COMPANY		11,644.87
24-02978	WSAFM		550.00
24-02979	ZIPLY FIBER		254.83
24-02980	ZIPLY FIBER		317.33
24-02981	ZIPLY FIBER		180.29

<b>Page Total</b>	48,975.56
<b>Cumulative Total</b>	2,105,629.82





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

---

**10/31/2024 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:** \$1,130,569.77

**Paper Checks:** \$3,358.67

**Taxes:** \$330,621.38

**Allowed in the sum of:** \$1,464,549.82

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

**Prepared by:** Erick Ramirez  
Payroll Specialist

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



## **BOARD OF FIRE COMMISSIONERS MEETING MINUTES**

### **SNOHOMISH REGIONAL FIRE & RESCUE**

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

October 21, 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 was Commissioner Gagnon. Also, Commissioner Steinruck and District Secretary Snure were excused absences.

#### **PUBLIC COMMENT**

N/A

#### **UNION COMMENT**

N/A

#### **CHIEF'S REPORT**

As presented. Chief O'Brien congratulated our new Driver/Operators: Adam Perron, Joe Strong, Tim Lambach, and Landon Bell; and he thanked everyone who participated in the process. He also congratulated Brittney Basinet who has been promoted to Leave Specialist. He thanked the crews for a great job on a technical rescue on October 15th. He also commented that last week we had some live fire training in Gold Bar and he thanked James Hammeren and Tyler Compton for their leadership. Chief O'Brien also congratulated Jason Bowen on his recent accomplishment of becoming a Certified Fire Protection Specialist. Additionally, on November 1st we will welcome our new Confidential Support Specialist, Kristi Szilak.

#### **COMMISSIONER REPORTS**

*Finance Committee* – Chairman Elmore commented that they met earlier today and discussed the following topics: transport billing rate increase, compensation study, upcoming budget dates, and post-retirement medical retirement agreements.

*Sno911 Committee* – Commissioner Waugh mentioned it was a light meeting, and they are still planning on the system changeover during March of 2025.

#### **COMMITTEE MEETING MINUTES**

Policy Committee – October 10, 2024



## **CONSENT AGENDA**

### **Approval of Vouchers**

Benefits Vouchers: 24-02673 to 24-02687; (\$782,822.36)

Benefits Vouchers: 24-02688 to 24-02690; (\$418,697.90)

AP Vouchers: 24-02691 to 24-02755; (\$281,449.20)

### **Approval of Payroll**

October 15, 2024 (\$1,441,152.68)

### **Approval of Minutes**

Approve Regular Board Meeting Minutes October 10, 2024

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

Motion by Commissioner Schaub and 2nd by Commissioner Edwards.

On vote, Motion carried 6/0.

## **OLD BUSINESS**

### **Discussion**

None

### **Action**

None

## **NEW BUSINESS**

### **Discussion**

*2025 Medical Retiree Letters*

Chief O'Brien commented that we look forward to action on these agreements at our next Commissioner Meeting.

*Special Board Meeting the week of November 18: Budget Approval*

Chief O'Brien commented that we will need a Special Meeting on November 18th for the final approval of the budget.

CFO Tabor confirmed that we will need to have the resolutions signed and to the county by November 27th.

The Commissioners agreed to the November 18th Special Meeting date at 5:30pm.

### **Action**

*Resolution 2024-12 Changing Regular Meeting*



**Motion to approve Resolution 2024-12 Changing Regular Meeting as submitted.**  
 Motion by Commissioner Waugh and 2<sup>nd</sup> by Commissioner Schaub.  
 On vote, Motion carried 6/0.

**GOOD OF THE ORDER**

Commissioner Waugh commented that it has been presented that there is no need for an elected official on the EMS Committee. The seven-member board for the EMS Council is currently all represented fire districts and represented cities. What is the preference of our Board? The Board agreed there needs to be a representative of the taxpayer on the board and this representative should plan to send summary reports out to those represented.

**ATTENDANCE CHECK**

Regular Commissioner Meeting November 14, 2024, at 1730 - Station 31 Training Room/Zoom.

**EXECUTIVE SESSION**

RCW 42.20.140(4)(b): Labor Negotiations

Chairman Elmore called for an Executive Session to begin at 1745 hours for 15 minutes, with no decision to follow. Chairman Elmore resumed the regular Board of Commissioners Meeting at 1800 hours and announced that there is no decision at this time.

**ADJOURNMENT**

Chairman Elmore adjourned the meeting at 1800 hours.

**Snohomish Regional Fire & Rescue**

-----  
Commissioner Rick Edwards

-----  
Commissioner Jeff Schaub

-----  
Chairman Troy Elmore

-----  
Commissioner Jim Steinruck

-----  
Vice Chairman Randy Fay

-----  
Commissioner Roy Waugh

-----  
Commissioner Paul Gagnon



# OLD BUSINESS

## DISCUSSION





# OLD BUSINESS

## ACTION





## SNOHOMISH REGIONAL FIRE & RESCUE



**DATE:** October 08, 2024  
**TO:** Kevin O'Brien, Fire Chief  
**FROM:** Denise Mattern, Human Resources Analyst  
**RE:** Official Letters of Retirement for 2025

### **STATUS UPDATE**

Consistent with the Board of Commissioners (BOC) resolution 2019-14, six (6) employees submitted notification of their intent to retire in 2025 prior to the October 1st deadline. Of the six (6) individuals, six (6) meet the qualifications of the resolution. The following individuals have provided notice of their intent to retire pending approval of retiree medical benefits consistent with resolution 2019-14:

<b><u>Employee</u></b>	<b><u>Separation Date</u></b>	<b><u>Date of Retirement</u></b>	<b><u>Magic #</u></b>
Lieutenant Jeff Zornes	January 31, 2025	February 1, 2025	92
Battalion Chief Matthew Bernethy	March 31, 2025	April 1, 2025	83
Battalion Chief Travis Welch	March 31, 2025	April 1, 2025	83
Battalion Chief Evan Adolf	May 18, 2025	June 1, 2025	86
Driver Operator Russell Hunt	December 31, 2025	January 1, 2026	84
Lieutenant Kevin Sullivan	December 31, 2025	January 1, 2026	81

### **BACKGROUND**

As per resolution 2019-14, employees must meet the following criteria to be eligible for retiree medical:

- Employees must be at least 53 years old on the date of their retirement, and their age plus years of service (longevity) at SRFR must equal 78 years or more. Five of those years must be with SRFR.
- Employees wishing to retire and utilize this benefit must provide notification to the District by October 1st of the preceding year. Notification must include the date of separation/retirement.

### **PATH FORWARD**

The request for the six (6) employees to be granted retiree medical benefits will need to go before the BOC and be accepted/approved by the BOC. Human Resources has prepared the Retiree Medical Contracts for the BOC and employee signatures. The Retiree Medical Contract template has been reviewed and approved by attorney Brian Snure. Once approved and signed by the BOC, Human Resources will work with the individual employees to obtain signed copies of the contracts.



# SNOHOMISH REGIONAL FIRE & RESCUE

163 Village Court,  
Monroe, Washington 98272  
(360) 794-7666 (Fax (360) 794-0959  
[www.srfr.org](http://www.srfr.org)

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## AGREEMENT TO PROVIDE MEDICAL BENEFITS IN EXCHANGE FOR EARLY RETIREMENT

This Agreement is entered into by and between the Snohomish Regional Fire & Rescue, a Washington Municipal Corporation (District), and **Jeff Zornes**, a uniformed LEOFF 2 employee of the District ("Employee").

### **RECITALS:**

- A. District is a Washington municipal corporation which employs several employees including employee.
- B. Employee is a uniformed LEOFF 2 employee of the District having first been employed as a uniformed employee in the State of Washington on **March 1, 1996**, and with the District on **March 1, 1996**.
- C. Employee meets all the eligibility requirements to retire. The employee is at least 53 years of age, vested in the LEOFF System, and otherwise eligible to retire, but is not yet eligible for Medicare.
- D. Employee and District recognize that the cost of health insurance discourages many, including employee, from retiring prior Medicare eligibility.
- E. The District has determined that employees who are vested in the LEOFF System, otherwise eligible to retire, and who elect to retire before Medicare eligibility, provide a cost savings to the District which can be shared with such retirees by the District providing and paying a retiree medical benefit to those individuals on the following terms and conditions.

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

1. Employee agrees to and shall retire effective on the 1st day of February 2025. In exchange for the employee's agreement to retire, on the 1st day of February 2025, the District agrees to and shall pay the cost for employee's health insurance from and after employee's effective date of retirement, on the terms and conditions as set forth in **Resolution Number 2019-14** adopted by the Board of Commissioners on the 22<sup>nd</sup> day of August 2019, a copy of which is attached hereto as Exhibit A. Such an obligation is a matter of contract between the District and Employee and is enforceable as such.



2. This agreement supersedes any effective date of the attached Resolution and shall survive its expiration. The Resolution is attached simply to show the terms and conditions of the Agreement as incorporated via Paragraphs 1-10 in said Resolution.
3. It is agreed this Contract shall survive any merger, consolidation or R.F.A. by the District with any other District, municipality, or Department, and that the District agrees to and shall provide that such Contract is honored and effective by and in any merged District or operations. The District agrees not to enter into any merger, consolidation or R.F.A. agreement that otherwise impairs this Contract.
4. Annually the retiree shall be required to report any other insurance coverage provided to the retiree on a department Insurance Status Request form. Failure by the retiree to complete and return this form may result in the denial of future insurance coverage.
5. In the event the retiree is provided other medical insurance such as through other employment or spouse (but not limited to that) at no expense to the employee or spouse, the retiree shall immediately notify the District or its successor in writing of such receipt and the District or successor shall immediately cease providing medical coverage as set forth in this Agreement. In the event the retiree has available to him/her, a comparable insurance at a lower rate than the insurance provided by the District or successor, the retiree will enroll in that plan and the District, or its successor will reimburse the cost of the premium up to the amount described in Exhibit A. If for any reason the retiree loses the other medical coverage as described above, he or she shall immediately notify the District or successor in writing prior to the lapsing of the coverage and the District or successor shall again provide medical coverage as set forth in **Paragraphs 5 through 8 of Exhibit A** using the formula as if the retiree had continued coverage without interruption. Failure to notify the District or its successor of the availability of other medical insurance shall subject the employee to liability and recoupment by the District or its successor for the cost of any premiums where insurance was provided by the District or its successor when the retiree had available to him/her other medical insurance as set forth above.
6. Should the retiree be denied coverage by the District or its successor, he/she shall have the right to appeal the decision to the District. The appeals board shall be comprised of 2 members from Labor, 2 members from Administration and 1 Commissioner. It shall be the responsibility of the retiree to provide all documentation to validate his/her appeal.

Dated this 14th day of November, 2024.

\_\_\_\_\_  
Snohomish Regional Fire and Rescue

by and through its Board of Commissioners

\_\_\_\_\_  
Jeff Zornes, Lieutenant

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

By: \_\_\_\_\_

Its \_\_\_\_\_



# SNOHOMISH REGIONAL FIRE & RESCUE

163 Village Court,  
Monroe, Washington 98272  
(360) 794-7666 (Fax (360) 794-0959  
[www.srfr.org](http://www.srfr.org)

---

## AGREEMENT TO PROVIDE MEDICAL BENEFITS IN EXCHANGE FOR EARLY RETIREMENT

This Agreement is entered into by and between the Snohomish Regional Fire & Rescue, a Washington Municipal Corporation (District), and **Matthew Bernethy**, a uniformed LEOFF 2 employee of the District ("Employee").

### **RECITALS:**

- A. District is a Washington municipal corporation which employs several employees including employee.
- B. Employee is a uniformed LEOFF 2 employee of the District having first been employed as a uniformed employee in the State of Washington on **December 1, 1994**, and with the District on **December 1, 1994**.
- C. Employee meets all the eligibility requirements to retire. The employee is at least 53 years of age, vested in the LEOFF System, and otherwise eligible to retire, but is not yet eligible for Medicare.
- D. Employee and District recognize that the cost of health insurance discourages many, including employee, from retiring prior Medicare eligibility.
- E. The District has determined that employees who are vested in the LEOFF System, otherwise eligible to retire, and who elect to retire before Medicare eligibility, provide a cost savings to the District which can be shared with such retirees by the District providing and paying a retiree medical benefit to those individuals on the following terms and conditions.

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

1. The employee agrees to and shall retire effective on the 1st day of April 2025. In exchange for the employee's agreement to retire, on the 1st day of April 2025, the District agrees to and shall pay the cost for employee's health insurance from and after employee's effective date of retirement, on the terms and conditions as set forth in **Resolution Number 2019-14** adopted by the Board of Commissioners on the 22<sup>nd</sup> day of August 2019, a copy of which is attached hereto as Exhibit A. Such an obligation is a matter of contract between the District and Employee and is enforceable as such.

2. This agreement supersedes any effective date of the attached Resolution and shall survive its expiration.  
The Resolution is attached simply to show the terms and conditions of the Agreement as incorporated via Paragraphs 1-10 in said Resolution.
3. It is agreed this Contract shall survive any merger, consolidation or R.F.A. by the District with any other District, municipality, or Department, and that the District agrees to and shall provide that such Contract is honored and effective by and in any merged District or operations. The District agrees not to enter into any merger, consolidation or R.F.A. agreement that otherwise impairs this Contract.
4. Annually the retiree shall be required to report any other insurance coverage provided to the retiree on a department Insurance Status Request form. Failure by the retiree to complete and return this form may result in the denial of future insurance coverage.
5. In the event the retiree is provided other medical insurance such as through other employment or spouse (but not limited to that) at no expense to the employee or spouse, the retiree shall immediately notify the District or its successor in writing of such receipt and the District or successor shall immediately cease providing medical coverage as set forth in this Agreement. In the event the retiree has available to him/her, a comparable insurance at a lower rate than the insurance provided by the District or successor, the retiree will enroll in that plan and the District, or its successor will reimburse the cost of the premium up to the amount described in Exhibit A. If for any reason the retiree loses the other medical coverage as described above, he or she shall immediately notify the District or successor in writing prior to the lapsing of the coverage and the District or successor shall again provide medical coverage as set forth in **Paragraphs 5 through 8 of Exhibit A** using the formula as if the retiree had continued coverage without interruption. Failure to notify the District or its successor of the availability of other medical insurance shall subject the employee to liability and recoupment by the District or its successor for the cost of any premiums where insurance was provided by the District or its successor when the retiree had available to him/her other medical insurance as set forth above.
6. Should the retiree be denied coverage by the District or its successor, he/she shall have the right to appeal the decision to the District. The appeals board shall be comprised of 2 members from Labor, 2 members from Administration and 1 Commissioner. It shall be the responsibility of the retiree to provide all documentation to validate his/her appeal.

Dated this 14th day of November, 2024.

\_\_\_\_\_  
Snohomish Regional Fire and Rescue

by and through its Board of Commissioners

\_\_\_\_\_  
Matthew Bernethy, Battalion Chief

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

By: \_\_\_\_\_

Its \_\_\_\_\_



# SNOHOMISH REGIONAL FIRE & RESCUE

163 Village Court,  
Monroe, Washington 98272  
(360) 794-7666 (Fax (360) 794-0959  
[www.srfr.org](http://www.srfr.org)

---

## AGREEMENT TO PROVIDE MEDICAL BENEFITS IN EXCHANGE FOR EARLY RETIREMENT

This Agreement is entered into by and between the Snohomish Regional Fire & Rescue, a Washington Municipal Corporation (District), and **Travis Welch**, a uniformed LEOFF 2 employee of the District ("Employee").

### **RECITALS:**

- A. The District is a Washington municipal corporation which employs several employees including Employee.
- B. Employee is a uniformed LEOFF 2 employee of the District having first been employed as a uniformed employee in the State of Washington on **January 16, 1996**, and with the District on **January 16, 1996**.
- C. Employee meets all the eligibility requirements to retire. The employee is at least 53 years of age, vested in the LEOFF System, and otherwise eligible to retire, but is not yet eligible for Medicare.
- D. Employee and District recognize that the cost of health insurance discourages many, including employee, from retiring prior Medicare eligibility.
- E. The District has determined that employees who are vested in the LEOFF System, otherwise eligible to retire, and who elect to retire before Medicare eligibility, provide a cost savings to the District which can be shared with such retirees by the District providing and paying a retiree medical benefit to those individuals on the following terms and conditions.

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

- 1. Employee agrees to and shall retire effective on the 1<sup>st</sup> day of April 2025. In exchange for the employee's agreement to retire, on the 1<sup>st</sup> day of April 2025, the District agrees to and shall pay the cost for employee's health insurance from and after employee's effective date of retirement, on the terms and conditions as set forth in **Resolution Number 2019-14** adopted by the Board of Commissioners on the 22<sup>nd</sup> day of August 2019, a copy of which is attached hereto as Exhibit A. Such an obligation is a matter of contract between the District and Employee and is enforceable as such.

2. This agreement supersedes any effective date of the attached Resolution and shall survive its expiration. The Resolution is attached simply to show the terms and conditions of the Agreement as incorporated via Paragraphs 1-10 in said Resolution.
3. It is agreed this Contract shall survive any merger, consolidation or R.F.A. by the District with any other District, municipality, or Department, and that the District agrees to and shall provide that such Contract is honored and effective by and in any merged District or operations. The District agrees not to enter into any merger, consolidation or R.F.A. agreement that otherwise impairs this Contract.
4. Annually the retiree shall be required to report any other insurance coverage provided to the retiree on a department Insurance Status Request form. Failure by the retiree to complete and return this form may result in the denial of future insurance coverage.
5. In the event the retiree is provided other medical insurance such as through other employment or spouse (but not limited to that) at no expense to the employee or spouse, the retiree shall immediately notify the District or its successor in writing of such receipt and the District or successor shall immediately cease providing medical coverage as set forth in this Agreement. In the event the retiree has available to him/her, a comparable insurance at a lower rate than the insurance provided by the District or successor, the retiree will enroll in that plan and the District, or its successor will reimburse the cost of the premium up to the amount described in Exhibit A. If for any reason the retiree loses the other medical coverage as described above, he or she shall immediately notify the District or successor in writing prior to the lapsing of the coverage and the District or successor shall again provide medical coverage as set forth in **Paragraphs 5 through 8 of Exhibit A** using the formula as if the retiree had continued coverage without interruption. Failure to notify the District or its successor of the availability of other medical insurance shall subject the employee to liability and recoupment by the District or its successor for the cost of any premiums where insurance was provided by the District or its successor when the retiree had available to him/her other medical insurance as set forth above.
6. Should the retiree be denied coverage by the District or its successor, he/she shall have the right to appeal the decision to the District. The appeals board shall be comprised of 2 members from Labor, 2 members from Administration and 1 Commissioner. It shall be the responsibility of the retiree to provide all documentation to validate his/her appeal.

Dated this 14th day of November, 2024.

\_\_\_\_\_  
Snohomish Regional Fire and Rescue

by and through its Board of Commissioners

\_\_\_\_\_  
Travis Welch, Battalion Chief

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

By: \_\_\_\_\_

Its \_\_\_\_\_





# SNOHOMISH REGIONAL FIRE & RESCUE

163 Village Court,  
Monroe, Washington 98272  
(360) 794-7666 (Fax (360) 794-0959  
[www.srfr.org](http://www.srfr.org)

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## AGREEMENT TO PROVIDE MEDICAL BENEFITS IN EXCHANGE FOR EARLY RETIREMENT

This Agreement is entered into by and between the Snohomish Regional Fire & Rescue, a Washington Municipal Corporation (District), and **Evan Adolf**, a uniformed LEOFF 2 employee of the District ("Employee").

### **RECITALS:**

- A. District is a Washington municipal corporation which employs several employees including employee.
- B. Employee is a uniformed LEOFF 2 employee of the District having first been employed as a uniformed employee in the State of Washington on **January 19, 1993**, and with the District on **January 19, 1993**.
- C. Employee meets all the eligibility requirements to retire. The employee is at least 53 years of age, vested in the LEOFF System, and otherwise eligible to retire, but is not yet eligible for Medicare.
- D. Employee and District recognize that the cost of health insurance discourages many, including employee, from retiring prior Medicare eligibility.
- E. The District has determined that employees who are vested in the LEOFF System, otherwise eligible to retire, and who elect to retire before Medicare eligibility, provide a cost savings to the District which can be shared with such retirees by the District providing and paying a retiree medical benefit to those individuals on the following terms and conditions.

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

- 1. Employee agrees to and shall retire effective on the 1st day of June 2025. In exchange for the employee's agreement to retire, on the 1st day of June 2025, the District agrees to and shall pay the cost for employee's health insurance from and after employee's effective date of retirement, on the terms and conditions as set forth in **Resolution Number 2019-14** adopted by the Board of Commissioners on the 22<sup>nd</sup> day of August 2019, a copy of which is attached hereto as Exhibit A. Such an obligation is a matter of contract between the District and Employee and is enforceable as such.

2. This agreement supersedes any effective date of the attached Resolution and shall survive its expiration.  
The Resolution is attached simply to show the terms and conditions of the Agreement as incorporated via Paragraphs 1-10 in said Resolution.
3. It is agreed this Contract shall survive any merger, consolidation or R.F.A. by the District with any other District, municipality, or Department, and that the District agrees to and shall provide that such Contract is honored and effective by and in any merged District or operations. The District agrees not to enter into any merger, consolidation or R.F.A. agreement that otherwise impairs this Contract.
4. Annually the retiree shall be required to report any other insurance coverage provided to the retiree on a department Insurance Status Request form. Failure by the retiree to complete and return this form may result in the denial of future insurance coverage.
5. In the event the retiree is provided other medical insurance such as through other employment or spouse (but not limited to that) at no expense to the employee or spouse, the retiree shall immediately notify the District or its successor in writing of such receipt and the District or successor shall immediately cease providing medical coverage as set forth in this Agreement. In the event the retiree has available to him/her, a comparable insurance at a lower rate than the insurance provided by the District or successor, the retiree will enroll in that plan and the District, or its successor will reimburse the cost of the premium up to the amount described in Exhibit A. If for any reason the retiree loses the other medical coverage as described above, he or she shall immediately notify the District or successor in writing prior to the lapsing of the coverage and the District or successor shall again provide medical coverage as set forth in **Paragraphs 5 through 8 of Exhibit A** using the formula as if the retiree had continued coverage without interruption. Failure to notify the District or its successor of the availability of other medical insurance shall subject the employee to liability and recoupment by the District or its successor for the cost of any premiums where insurance was provided by the District or its successor when the retiree had available to him/her other medical insurance as set forth above.
6. Should the retiree be denied coverage by the District or its successor, he/she shall have the right to appeal the decision to the District. The appeals board shall be comprised of 2 members from Labor, 2 members from Administration and 1 Commissioner. It shall be the responsibility of the retiree to provide all documentation to validate his/her appeal.

Dated this 14th day of November, 2024.

\_\_\_\_\_  
Snohomish Regional Fire and Rescue

by and through its Board of Commissioners

\_\_\_\_\_  
Evan Adolf, Battalion Chief

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

By: \_\_\_\_\_

Its \_\_\_\_\_



# SNOHOMISH REGIONAL FIRE & RESCUE

163 Village Court,  
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## AGREEMENT TO PROVIDE MEDICAL BENEFITS IN EXCHANGE FOR EARLY RETIREMENT

This Agreement is entered into by and between the Snohomish Regional Fire & Rescue, a Washington Municipal Corporation (District), and **Russell Hunt**, a uniformed LEOFF 2 employee of the District ("Employee").

### **RECITALS:**

- A. District is a Washington municipal corporation which employs several employees including employee.
- B. Employee is a uniformed LEOFF 2 employee of the District having first been employed as a uniformed employee in the State of Washington on **January 1, 2001**, and with the District on **January 1, 2001**.
- C. Employee meets all the eligibility requirements to retire. The employee is at least 53 years of age, vested in the LEOFF System, and otherwise eligible to retire, but is not yet eligible for Medicare.
- D. Employee and District recognize that the cost of health insurance discourages many, including employee, from retiring prior Medicare eligibility.
- E. The District has determined that employees who are vested in the LEOFF System, otherwise eligible to retire, and who elect to retire before Medicare eligibility, provide a cost savings to the District which can be shared with such retirees by the District providing and paying a retiree medical benefit to those individuals on the following terms and conditions.

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

1. Employee agrees to and shall retire effective on the 1st day of January 2026. In exchange for the employee's agreement to retire, on the 1st day of January 2026, the District agrees to and shall pay the cost for employee's health insurance from and after employee's effective date of retirement, on the terms and conditions as set forth in **Resolution Number 2019-14** adopted by the Board of Commissioners on the 22<sup>nd</sup> day of August 2019, a copy of which is attached hereto as Exhibit A. Such an obligation is a matter of contract between the District and Employee and is enforceable as such.

2. This agreement supersedes any effective date of the attached Resolution and shall survive its expiration.  
The Resolution is attached simply to show the terms and conditions of the Agreement as incorporated via Paragraphs 1-10 in said Resolution.
3. It is agreed this Contract shall survive any merger, consolidation or R.F.A. by the District with any other District, municipality, or Department, and that the District agrees to and shall provide that such Contract is honored and effective by and in any merged District or operations. The District agrees not to enter into any merger, consolidation or R.F.A. agreement that otherwise impairs this Contract.
4. Annually the retiree shall be required to report any other insurance coverage provided to the retiree on a department Insurance Status Request form. Failure by the retiree to complete and return this form may result in the denial of future insurance coverage.
5. In the event the retiree is provided other medical insurance such as through other employment or spouse (but not limited to that) at no expense to the employee or spouse, the retiree shall immediately notify the District or its successor in writing of such receipt and the District or successor shall immediately cease providing medical coverage as set forth in this Agreement. In the event the retiree has available to him/her, a comparable insurance at a lower rate than the insurance provided by the District or successor, the retiree will enroll in that plan and the District, or its successor will reimburse the cost of the premium up to the amount described in Exhibit A. If for any reason the retiree loses the other medical coverage as described above, he or she shall immediately notify the District or successor in writing prior to the lapsing of the coverage and the District or successor shall again provide medical coverage as set forth in **Paragraphs 5 through 8 of Exhibit A** using the formula as if the retiree had continued coverage without interruption. Failure to notify the District or its successor of the availability of other medical insurance shall subject the employee to liability and recoupment by the District or its successor for the cost of any premiums where insurance was provided by the District or its successor when the retiree had available to him/her other medical insurance as set forth above.
6. Should the retiree be denied coverage by the District or its successor, he/she shall have the right to appeal the decision to the District. The appeals board shall be comprised of 2 members from Labor, 2 members from Administration and 1 Commissioner. It shall be the responsibility of the retiree to provide all documentation to validate his/her appeal.

Dated this 14th day of November, 2024.

\_\_\_\_\_  
Snohomish Regional Fire and Rescue

by and through its Board of Commissioners

\_\_\_\_\_  
Russell Hunt, Driver Operator

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

By: \_\_\_\_\_

Its \_\_\_\_\_



# SNOHOMISH REGIONAL FIRE & RESCUE

163 Village Court,  
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---

## AGREEMENT TO PROVIDE MEDICAL BENEFITS IN EXCHANGE FOR EARLY RETIREMENT

This Agreement is entered into by and between the Snohomish Regional Fire & Rescue, a Washington Municipal Corporation (District), and **Kevin Sullivan**, a uniformed LEOFF 2 employee of the District ("Employee").

### **RECITALS:**

- A. District is a Washington municipal corporation which employs several employees including employee.
- B. Employee is a uniformed LEOFF 2 employee of the District having first been employed as a uniformed employee in the State of Washington on **March 1, 1999**, and with the District on **March 1, 1999**.
- C. Employee meets all the eligibility requirements to retire. The employee is at least 53 years of age, vested in the LEOFF System, and otherwise eligible to retire, but is not yet eligible for Medicare.
- D. Employee and District recognize that the cost of health insurance discourages many, including employee, from retiring prior Medicare eligibility.
- E. The District has determined that employees who are vested in the LEOFF System, otherwise eligible to retire, and who elect to retire before Medicare eligibility, provide a cost savings to the District which can be shared with such retirees by the District providing and paying a retiree medical benefit to those individuals on the following terms and conditions.

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2. This agreement supersedes any effective date of the attached Resolution and shall survive its expiration.  
The Resolution is attached simply to show the terms and conditions of the Agreement as incorporated via Paragraphs 1-10 in said Resolution.
3. It is agreed this Contract shall survive any merger, consolidation or R.F.A. by the District with any other District, municipality, or Department, and that the District agrees to and shall provide that such Contract is honored and effective by and in any merged District or operations. The District agrees not to enter into any merger, consolidation or R.F.A. agreement that otherwise impairs this Contract.
4. Annually the retiree shall be required to report any other insurance coverage provided to the retiree on a department Insurance Status Request form. Failure by the retiree to complete and return this form may result in the denial of future insurance coverage.
5. In the event the retiree is provided other medical insurance such as through other employment or spouse (but not limited to that) at no expense to the employee or spouse, the retiree shall immediately notify the District or its successor in writing of such receipt and the District or successor shall immediately cease providing medical coverage as set forth in this Agreement. In the event the retiree has available to him/her, a comparable insurance at a lower rate than the insurance provided by the District or successor, the retiree will enroll in that plan and the District, or its successor will reimburse the cost of the premium up to the amount described in Exhibit A. If for any reason the retiree loses the other medical coverage as described above, he or she shall immediately notify the District or successor in writing prior to the lapsing of the coverage and the District or successor shall again provide medical coverage as set forth in **Paragraphs 5 through 8 of Exhibit A** using the formula as if the retiree had continued coverage without interruption. Failure to notify the District or its successor of the availability of other medical insurance shall subject the employee to liability and recoupment by the District or its successor for the cost of any premiums where insurance was provided by the District or its successor when the retiree had available to him/her other medical insurance as set forth above.
6. Should the retiree be denied coverage by the District or its successor, he/she shall have the right to appeal the decision to the District. The appeals board shall be comprised of 2 members from Labor, 2 members from Administration and 1 Commissioner. It shall be the responsibility of the retiree to provide all documentation to validate his/her appeal.



Dated this 14th day of November, 2024.

\_\_\_\_\_  
Snohomish Regional Fire and Rescue

by and through its Board of Commissioners

\_\_\_\_\_  
Kevin Sullivan, Lieutenant

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

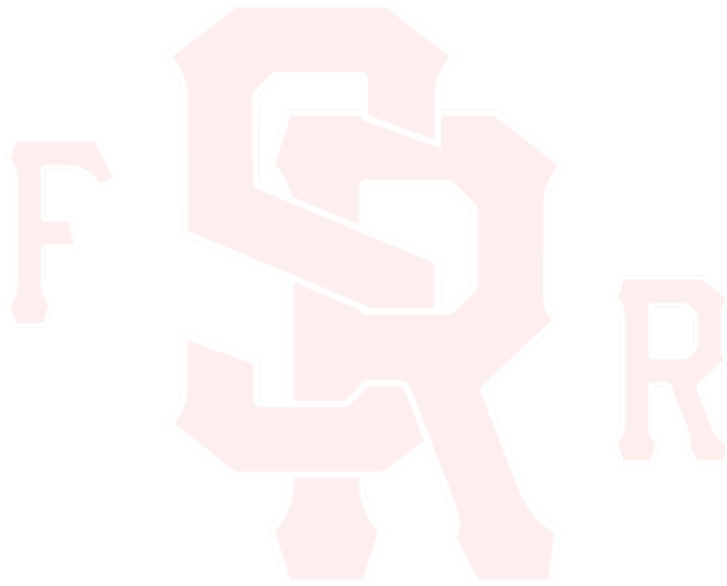
By: \_\_\_\_\_

Its \_\_\_\_\_



# NEW BUSINESS

## DISCUSSION





## 2025 Budget Letter to the Board of Fire Commissioners

November 12, 2024

Honorable Commissioners of Snohomish Regional Fire and Rescue,

On behalf of every team member at Snohomish Regional Fire and Rescue (SRFR), we are pleased to present to you the proposed SRFR Budget for 2025. This Budget has been carefully crafted to align with the SRFR values and goals outlined in our Strategic Plan and directs a laser focus on the District's Mission of Saving Lives, Protecting Property, Safeguarding the Environment, and Taking Care of People.

The proposed Budget for 2025 reflects our commitment to providing the best fire, rescue, and emergency medical services to our community while ensuring responsible financial stewardship. The Budget presented is the result of extensive planning, teamwork, and consideration of our District's evolving needs.

The 2025 Budget supports all District services with four primary targets: Supporting People, Strengthening Infrastructure, Continuous Improvement, and Fiscal Responsibility. These targets are interconnected, and significantly enhance the capabilities and resilience of Snohomish Regional Fire and Rescue. Each target has a common goal of supporting our team so we can provide the best service possible when someone calls for our help.

### Supporting People

Supporting people expresses the importance of training and mentorship for our team members. Training programs are crucial for preparing personnel to mitigate the evolving complexities of firefighting and rescue operations effectively. Additionally, identifying and training future leaders within our District helps to ensure an elevated level of performance and effective decision-making during emergency incidents and day-to-day operations.

### Strengthening Infrastructure

Strengthening infrastructure focuses on our physical resources, such as fire stations, equipment, communication systems, and apparatus. To support the SRFR mission, we will ensure that all resources are in optimal condition, location, and prepared to meet the demands of our mission.

### Continuous Improvement

Dedication to continuous improvement describes our commitment to advance as a District and emergency services provider. We will continue to analyze data and engage with the community to understand their current and future needs. By regularly evaluating our performance, we will



identify opportunities for improvement and take proactive steps to ensure we are at our best in supporting the SRFR team. Additionally, we will ensure that our comprehensive Operational, Strategic, and Capital Plans align with the evolving needs of the communities we serve.

### Fiscal Responsibility

We understand that our services are funded by the hard-earned dollars of our citizens. For this reason, we make sure every dollar spent at SRFR diligently supports the District's mission. We are deliberate in our stewardship of all financial practices. This commitment is reflected in our history of forty years of clean audits from the Washington State Auditor.

## THE BUDGET TEAM

The 2025 Budget and Budget Letter was developed by the entire SRFR Team. We thank every member of our organization for their input and hard work.

## 2024 HIGHLIGHTS

### Incident Response

SRFR Firefighters and Paramedics continue to provide outstanding dedicated service to our community. By the end of 2024, we estimate responding to 14,402 calls for service resulting in 32,327 apparatus movements. Apparatus movements include the response of all units to a given alarm. This projection is based on having responded to 10,801 calls for service as of September 30th.

### Commission on Fire Accreditation International Agency Accreditation

On February 15, 2024, District staff submitted our first annual compliance report (ACR) to the Commission on Fire Accreditation International (CFAI). The ACR is a comprehensive annual review of our District and serves to monitor our progress toward addressing the CFAI peer team's recommendations. During the ACR review, a data error in time stamping by Sno911 was identified. Staff are currently working with Sno911 to resolve the county-wide error.

To bolster our commitment to continuous improvement, the District contracted Darkhorse Emergency for its Deployment and Diagnostics analytics program which allows us to make data-driven decisions on the deployment of apparatus, stations, and personnel. We are also pleased to be involved in the development of the Darkhorse Risk module which will allow us to evaluate and create a living community risk assessment.

### People

We welcomed 21 new hires to SRFR, congratulated 28 members on their promotions, and said thank you to seven retirees for their years of dedicated service.



### **Organizational Changes**

With the support of the Board of Fire Commissioners and a thorough work analysis by Operations, SRFR moved forward with the addition of a new Deputy Chief of Training. After a four-month interview process and a nationwide recruitment process, the District promoted Captain Brett Fetcho to Deputy Chief, leading the Training and Safety Division. This addition helped to provide much needed support and leadership to our busy training team.

### **Replacement of Fire Engines**

SRFR has taken delivery of five new Spartan Fire Engines over the last year. These engines are in service in the East and West battalions replacing nearly twenty-year-old fire engines.

### **Capital Facilities**

SRFR completed the remodel of Station 83 in the North Battalion. Firefighters reoccupied the station in September. This necessary remodel refreshed the interior, added additional living quarters, updated utilities, rebuilt a failing exterior wall, provided an emergency power source, and completed required seismic updates to the station.

We conducted a Progressive Design Build procurement process for the Station 32 and 81 projects resulting in the contracting of BN Builders and Miller Hull Architects as our design-build team. Property for Station 32 has been acquired on Oaks Street, directly behind the Coastal Farm and Ranch store in Monroe.

The District awarded a contract to GenCap Construction for the Fleet Services Fire Garage (apparatus repair and maintenance shop) addition. The addition is tentatively scheduled for completion in January 2025. Additionally, the sale of the training property in Malby to MainVue Homes has been finalized. The proceeds from the sale of the property will be allocated to capital projects.

## **FUNDING**

### **2025 General Fund Revenues**

The key drivers for the District's revenue are the Fire Levy and the EMS Levy. General fund revenues are estimated to total \$86,486,925 in 2025. This represents an increase of 2.1% compared to 2024. This change is dependent upon the Commissioners' approval of a 1% annual levy increase.

The 2025 Fire Levy is budgeted to increase 2% over 2024 from \$61,659,031 to \$62,922,089. This includes an increase in the levy amount of 1% plus new construction and refunds.

The EMS levy is budgeted to increase 3.5% over 2024 from \$11,661,618 to \$12,066,513. This includes an increase in the levy amount of 1% plus new construction and refunds.



### **2025 General Fund Expenditures**

General Fund expenditures are budgeted to be \$91,574,222, a 0.7% increase over 2024. Of note is the inflation increase in CPI-U from June to June of 3.8%. The GEMT repayment to the State of Washington in 2024 was approximately \$2.3 million, however, there is no GEMT repayment in 2025. Were it not for this, 2025 expenditures would have shown an increase of approximately 3.2%.

The District structures the beginning balance in the General Fund to offset general expenses. This approach ensures that the combined total of the beginning balance and the anticipated revenue will always exceed projected expenses, resulting in a balanced budget. For 2025, the anticipated beginning balance is approximately \$50.6 million; however, it should be noted that the beginning balance will be adjusted based on any potential budget amendments that may occur between this time and the end of the year.

The 2025 medical insurance rate increased by 4% with no increase to dental. Changes in medical rates as well as changes in employee family status are reflected in the amounts budgeted for each of the programs. Budgeted wage increases are mostly due to estimated increases in the cost of living and unsettled collective bargaining agreements. There has also been some movement in staffing between programs.

Total wages across all programs are projected to decrease from \$50,185,327 in 2024 to \$49,060,104 in 2025, reflecting a 2% reduction. The two main factors for this reduction are the 2023 back pay paid in 2024 to all employees affected by the settlement of the IAFF contracts and the amount set to support the Board-authorized strategic staffing initiative of Operations employees included in the 2025 Budget. Were it not for these factors, overall wages would show an increase in 2025 of 3%. The Board-authorized strategic staffing initiative allows the District to keep up with the replacement of retiring employees.

The programs showing the most significant changes in wages are Fire and Life Safety and Training. The 2025 wages for Fire and Life Safety reflect a 10% increase over 2024 due to the addition of one staff member. In Training, wages are projected to decrease by 15% compared to 2024, as staffing levels were adjusted from the original budget of eight employees in 2024 to seven employees in 2025.

## **OPERATIONS**

### **Emergency Medical Services 2024 Review**

2024 was a year of optimistic growth and advancement within the EMS Division. Our focus was on enhancing communication, effectively implementing key projects, and fostering progressive planning across the division.



### 2024 Highlights:

- Jerry Aamold was promoted to Captain/Medical Services Officer (MSO) in EMS.
- FF/PM Matthew Ball was assigned to the EMS Division on days.
- Four new paramedics successfully completed paramedic training at Central Washington University followed by their completion of the field training, Paramedic Mentorship Program (PMP).
- One new hire paramedic successfully completed his probation and PMP training.
- One new paramedic returned from Harborview's Paramedic Training and started his PMP training.
- Sent one firefighter/EMT to CWU's Paramedic Program.
- Onboarded two lateral Firefighters/Paramedics and began their PMP training.
- CODE-STAT reviews completed professionally, and Shift MSOs have been reviewed with crews.
- All advanced airway incidents are now reviewed. Our process was recommended by our County Medical Program Director (MPD) to other agencies.
- Hired a new Delegate Physician, Dr. Beecroft.
- Worked on updating our EMT section of the Probationary Firefighting Manual.
- The EMS Apparatus Committee developed specifications for three replacement ambulances.
- Launched Narcan Leave Behind Program.
- Implemented Basic Life Support (BLS) Run Reviews.
- Completed and implemented Acting MSO requirements.
- Worked to fill the CARES position.
- Worked with South County Fire on a CARES Interlocal Agreement (ILA).
- Implemented online learning management system (LMS) platform, EMS Connect.
- Ordered ballistic vests thanks to the research conducted by the Ballistic Vest Committee.
- Added Tranexamic Acid (TXA) and Nitro Glycerin (NTG) drips to SRFR medic units.
- Processed 48 recertification requests.
- Spent approximately 384 hours in EMS evaluations.
- Michael Jacobson was added to our Chaplain group.

### **Emergency Medical Services 2025 Budget**

The 2025 EMS Budget reflects a comprehensive approach to improving emergency medical services by focusing on training, collaboration, and communication. As we look toward 2025, we are excited about the opportunities that lie ahead, especially the planned acquisition of high-fidelity manikins. These advanced training tools will provide a more realistic and immersive training experience for our providers, significantly enhancing the quality of their preparation and overall competency. This strategic investment will support our ongoing mission to deliver the highest



standard of care and ensure that our teams are equipped with the skills needed to excel in real-world situations.

EMS Training saw a 33% (\$28,150) budget increase, highlighting the growing emphasis on education and professional development for EMS personnel. Regional collaboration with Snohomish County EMS (SCEMS) is also a priority, with an 81% (\$206,000) budget increase aimed at strengthening partnerships and enhancing care. Additionally, Professional Services saw a 77% (\$187,135) rise to account for the CARES Interlocal Agreement (ILA), which supports better communication with healthcare partners. To maintain operational readiness, overtime hours were increased by 26% (\$534,750) to accommodate an additional 0.5 members called back each day. These strategic investments have led to an overall budget increase of 6.6%, ensuring that EMS services can continue to deliver high-quality care and meet the growing needs of the community.

### **Suppression 2024 Review**

2024 was a transition year for the Suppression Division. One challenge faced this year has been maintaining staffing levels while effectively responding to the needs of our community. Additionally, we sought to create consistency among the three Battalions and four shifts with a rapid change in our response leadership.

#### 2024 Highlights:

- From January 1st to September 30th, there were a total of 10,801 incidents.
- Anticipate approximately 14,402 total incidents in 2024.
- There were staffing challenges, however, we have not browned out a station prior to September 15, 2024. It must be noted that the MSO has been unstaffed on multiple occasions.
- We had 16 members leave the department in 2024; six retirements, three voluntary resignations, and seven involuntary resignations.
- We hired 14 entry-level firefighters.
- Two lateral paramedics firefighters were hired.
- Three members were promoted to Battalion Chief: James Hammeren, Jamal Beckham, and Chris Stablein.
- Three members were assigned as temporary long-term Captains: Scott Boswell (Temp. Captain), Randy Mickels (Temp. Captain), and Bobby Lowe (Temp. Captain).
- We promoted 13 members to the rank of Lieutenant: M. James, N. Dillon, D. Pick, N. Merritt, J. Virnig, J. Winter, M. Hereth, J. Bradley, S. Rybar, C. McGraw, T. Rask, C. Squire, & S. Kuhlman.
- Seven members were promoted to the rank of Driver/Operator: Nate Brown, Geoff Jacobs, Ross Rumann, Adam Perron, Joe Strong, Tim Lambach, and Landon Bell.
- One member completed the requirement to become Acting Battalion Chief.





- We outlined the roles and responsibilities of the position of Battalion Chief and worked to create a high-performing Battalion Team. Additionally, we provided the team with training specific to their current needs and worked to increase and improve communications.
- We worked to create consistency among the three Battalions and four shifts.
- Hiring Committee
  - Operations and Human Resources collaborated on the hiring process.
  - The hiring process was reimaged for greater efficiency and effectiveness.
  - A proposed process for lateral FF and FF/PM hires was developed for 2025.
  - Supported the Recruit Open House and assisted with its implementation.
- Recruiting Committee
  - The Recruiting Committee was redeployed with a new vision for its objectives.
  - Operations and Human Resources worked together to enhance recruiting efforts.
  - The team's initial focus will be on improving the Recruit Open House and recruiting paramedics.

In 2024, we struggled to meet our staffing levels across all positions. Currently, we have 198 line members and 11 recruits in the SCFTA. We need more members qualified to operate as company officers or drivers/operators. Operations is addressing this need with the Training Division. We have had multiple long-term vacancies at the Battalion Chief level. These staffing shortages have led to a reliance on overtime to maintain the daily minimum of 44 members on duty.

Through September 30th, Suppression has spent \$2,988,828.73 on overtime. This is 70.2% of the Suppression overtime budget. We anticipate spending almost 100% of the Suppression overtime budget for 2024.

### **Suppression 2025 Budget**

The emphasis for 2025 is to fulfill the mission of SFRFR by maintaining constant staffing of 44 actors. To support staffing requirements, the Operations Division intends to have 196 line-ready personnel in total, or 49 members per shift. The goal of having enough adequately trained members per shift will allow extra staffing to increase our service levels and decrease overtime costs. Operations is working closely with the EMS Division to recruit and train additional paramedics to meet our staffing and deployment needs. Funds have been set aside for the Battalion Chief group to attend outside training and conferences.

Operations took delivery and placed five new Spartan Engines in service. Additionally, Operations is preparing to work with Logistics to receive a new ladder truck in 2025 assigned to Station 82. This will provide the North Battalion with a ladder truck in their highest-density area and meet WSRB coverage requirements.

Highlights for the 2025 Budget include:



- 15% increase for 2025. Much of this increase is overtime call back (+\$503,200) and is based on 2024 observations.
- The Apparatus Repair and Maintenance line item was moved into Suppression from Technical Services and is budgeted for \$1,800,000.
- Small increase to the Suppression Uniform Budget of 11% to account for the large number of anticipated new hires and the addition of Logistics and Administration staff uniforms.
- Other minor increases reflect the actual spending in 2023 and 2024 (Bunker Gear supplies, SCBA supplies, Hose/Ladder testing, and SCBA repair & maintenance). There is no increase to supplies or small tools.

Overall, the Suppression Budget is increasing by 5% (\$2,379,206) for 2025. As noted above, a great portion of the increase is due to the inclusion of the Apparatus Repair and Maintenance line item. Overtime to maintain staffing contributes to the increase as well.

### **Special Operations 2024 Review**

In 2024, Special Operations focused on enhancing its capabilities across three critical teams: HazMat, Water Rescue, and Technical Rescue.

#### 2024 Highlights:

- HazMat Team
  - 17 members with plans to add seven more in 2025.
  - All members have completed the necessary training to remain on the Snohomish County HazMat Team.
  - SRFR will host the Quarter 4 HazMat drill at Station 71 in November.
  - New members in 2024: Brian Kees, Jessica Hanna, Jerem Rhoades, Matt Millich, and Jacob McCann.
- Water Rescue Team
  - 25 members, aiming to add 15 more in 2025.
  - A new Boat 31 is expected to arrive in late 2024, and the replacement for Boat 81 has been ordered, with delivery anticipated in 2025.
  - SRFR executed an Interlocal Agreement (ILA) with Sky Valley Fire to operate Boat 54 as Boat 31 from July 1 to September 1, providing a resource for Sky Valley.
  - In 2024, five new members were added to the Water Rescue Team: Tyler Compton, Ben Bloomquist, Alex Fatkin, Adam Perron, and Brandon Huber.
- Technical Rescue Team
  - 17 members, planning to add seven more in 2025.
  - All members have completed the training required to remain on the Snohomish County Technical Rescue Team.



- SRFR hosted county trench team training at the Station 84 property in early 2024 and provided Subject Matter Experts for several other county classes.
- Six new members joined the Technical Rescue Team in 2024: Soren Johnson, Bryan Kerr, Ross Rumann, Jon Thompson, Jerem Rhoades, and Mitchell Shrauner.
- Special Operations has a Water Rescue, Technical Rescue, and HazMat test scheduled for December 2024.

### **Special Operations 2025 Budget**

The 2025 Budget for Special Operations increased by 19%, or \$42,110. This increase is due to a need to replace responders on the team. We plan to add a minimum of seven new HazMat technicians and Technical Rescue Team members. Additionally, we plan to add a minimum of 15 replacement Water Rescue Technicians.

Adding replacement members creates additional costs due to the extensive training required for each member to meet the minimum qualifications for their team, as well as the need to appropriately outfit each member with the necessary equipment.

### **Training 2024 Review**

2024 was a year of continued program stabilization and enthusiasm with hopes of a new Deputy Chief of Training and the Interlocal Agreement (ILA) with Snohomish District 4 for the use of the Ray Lee Brown Training Facility. Training was assigned to the Deputy Chief of Operations until a new Deputy Chief was appointed on August 1st.

The focus of 2024 was successfully completing two testing processes: Captain and Driver Operator, along with providing increased training opportunities internally and externally. The Training Division worked with Operations to support the need for acting positions at all promoted ranks. The Entry-Level Firefighter Probation process had a complete overhaul for 2024 and was implemented for the 24-02 new hire group.

#### 2024 Highlights:

- Four new members joined the Training Division: Acting Captain Scott Boswell, Lieutenant Jarrod Spence, Acting Captain Randy Mickels, and Firefighter Mason Timm.
- One member retired: Joel Lengkeek.
- One member returned to the Line as a Lieutenant: Brian Kees.
- One member separated due to the acceptance of a Deputy Chief position in Sultan: Jarrod Spence.
- One member was promoted to the Deputy Chief position: Brett Fetcho.
- D/O Steve Tickle remained in the Training Division.
- Administrative Assistant Karli Morrison was assigned full-time for Training, EMS, and Operations.



- Acting Captain Bobby Lowe continues to work at the SCFTA through the end of class 25-01 (late spring 2025).
- We sent 14 Recruits to the SCFTA: Three recruits for 24-01 and 11 recruits for 24-02.
- We sent four Company Officers to SCFTA: One CO for 24-01 and three COs for 24-02.
- We hired 21 Probationary Firefighters.
- One Captain and 13 Driver/Operator candidates successfully completed the testing process.
- Many training opportunities were utilized by members: Officer Development Academy in Florida, BC Boot Camp in Florida, Blue Card Instructor in Granite Falls, and Firemanship Conference in Illinois to name a few.
- Four weeks of training were conducted at the acquired structures at Pine Avenue in Snohomish.
- SRFR hosted classes including the following: Auto Extrication Course, Elevator Training, Curt Isakson Training, Pump School, Tiller Drawn Aerial (three sessions), Instructor I, Incident Safety Officer, and Blue Card.
- Our Truck Committee collaborated with South County for the first Snohomish County Truck Academy.
- SRFR, South County, and Sno4 created a Training Alliance that will enhance the delivery of training by creating consistency and increasing interoperability.

### **Training 2025 Budget**

The goal of the 2025 Training Budget is to support the continuous improvement of SRFR by offering both in-house training opportunities and giving members the ability to explore training outside of our region. There are several regularly attended annual conferences that the department benefits from and will be utilized via this budget. One focus supported by the Cultural Leadership Team is the need for more leadership training. This budget allocation intends to provide leadership training for our department and offer outside training opportunities that increase diversity of thought and create new relationships within our industry. To accommodate external training events, the travel expense budget has increased by 20% (\$55,500). There is an overall spending reduction of 8% (-260,410) in 2025. This reduction is due to contingency planning for previous contractual wage obligations.

### **Health & Safety 2024 Review**

2024 was a year of continued growth for Health & Safety as we searched for new ways to meet the mission of taking care of our people. We have made improvements in several areas to support physical health, behavioral health, nutrition, fitness, sleep, and cancer prevention. Additionally, we have engaged and collaborated with Health & Safety members around the County to increase our awareness and collective knowledge. Health & Safety continues to look for ways to streamline our reporting and tracking processes and follow the newest NFPA standards and current best practices.



### 2024 Highlights:

- Ready Rebound Rollout: 41 YTD cases with estimated \$380,160 savings and 864 wait days saved.
- Exploring a new occupational medicine clinician option.
- Rx Safety Glasses offered to all members.
- FLAME soap added to Decontamination kits.
- Continued education on the use of decontamination methods for cancer risk reduction.
- Cancer Screening event with 77 SRFR members and spouse attendees.
- New SCBA pack/bottle identification tags.
- Year three of the Firefighter Injury and Illness Reduction (FIIRE) program with the Department of Labor and Industries (L&I).
- Awarded grants for lifting straps and PPE drying cabinets.
- Annual Physicals: PHS with 91% participation.
- Working toward consistency in available exercise equipment across stations and focused on providing upgrades.
- Our Peer Support Team expanded through a partnership with Sno4.
- Utilized Dr. Marc Redmon as a culturally competent clinician.
- Continued work on the county level for Peer Support.
- RECESS training for Peer Support Team.
- Crisis Intervention training for the Peer Support Team.
- Academy Fitness Standards/CPAT, trial new standard.

### Health & Safety 2025 Budget

The goal of the 2025 Health & Safety Budget is to adopt a holistic approach to member health and implement safety practices aimed at reducing injuries and illnesses within our team. One key goal for 2025 is to enhance the behavioral health support available to our members. This plan includes training our Peer Support members to a higher level so they can offer a mental health service focused on developing psychological resilience, much like our Ready Rebound program offers preventative prescriptive workouts to prevent musculoskeletal injuries. Health & Safety is also looking at opportunities to work with surrounding departments similar to the training alliance recently formed. The LNI FIIRE program has proven beneficial statewide, helping departments achieve a 10% reduction in L&I premiums by creating a Safety Improvement Plan (SIP). We will continue to seek grants to purchase health and safety products through this program, as we have done over the last two years. We will also explore ways to include cancer screenings along with our annual physicals, as cancer diagnoses continue to rise in firefighters.

The 2025 Health & Safety Budget will increase by 3% (\$11,755) compared to 2024. These changes will impact the following areas:



- 3% (\$5,000) increase in Annual & Hazmat Physicals due to an industry-wide cost increase for all providers.
- 17% (\$1,000) increase in Mental Health Services due to an increase in interactions.
- 1% (\$1,200) increase in Screening & Testing due to a cost of testing increase.
- 7% (\$1,100) increase in Professional Consultant as we are contracting an industrial hygienist for safety review.

The significant increase in the travel budget is twofold. All travel for the Northwest Leadership Conference is included in this budget, which includes the commissioner group, and additional training for the Battalion Chief group. All members that are currently on the Battalion Chief list, plus several incumbent Battalion Chiefs, will be attending a week-long “Battalion Chief Bootcamp,” the goal of which is setting these members up for future success.

The 2025 program goals of Health & Safety include building existing programs such as the Peer Support Team, and the Peer Fitness Team, and expanding access to mental health professional services. The overall budget for Health & Safety has increased by 32% or \$96,445 from 2024. This increase is primarily due to the increased cost of annual physicals, specifically screening and testing (\$71,375). The 2025 Budget maintains current spending for SRFR’s wellness initiatives.

## **SUPPORT SERVICES**

### **Community Relations 2024 Review**

The Community Relations Division has worked to create an efficient and effective community relations program focused on providing quality education, relevant information, and meaningful interactions with firefighters. The team has developed a stable service model through cross-training and cooperation. Community Relations worked to increase transparency and coordination by updating the external facility use process, public event request system, and how operational crews are scheduled for events. In addition, the division took on an administrative support role for the Board of Fire Commissioners.

Community Relations maintains a robust external communications system through the quarterly newsletter, social media engagement, media outlet partnership, participation in community events, fire and life safety education lessons, website content updates, contributing to local print publications, and the District’s Annual Report. The team also supports internal communications through the recurring Chief’s video messages and training video content development. We continue to see remarkable success with popular public safety events like the Water Safety Camp, National Night Out, and Fire Prevention Week. Through the clever work of our Community Relations Team, the reach of our agency messaging continues to increase year after year.

### **Community Relations 2025 Budget**



In 2025, the Community Relations team will be working to match agency outputs with identified community needs. Through the expanded analysis capabilities of Darkhorse Emergency, the District will target our risk reduction programs based on the real-time measurement of risk. This information will guide the location and target audience of our educational and safety outreach efforts more than ever before. The division will continue to deliver quality quarterly newsletters, the Annual Report, in-person education, school visits, station tours, community outreach events, coordinated press releases, and expanded social media engagement. In addition, the Public Information Officer (PIO) response will increase, having been added to the fire response plan for high-acuity incidents. Overall, the 2025 Community Relations Budget preserves the Division's current capabilities, with a 4% (\$29,610) increase over 2024. This increase is primarily due to higher costs for printing, postage, and event supplies.

### **Fleet Services (Fire Garage) 2024 Review**

The SRFR Fleet Services (Fire Garage) Team supports the SRFR mission by keeping our fleet ready and dependable to respond to emergencies when a person calls 911. The Fire Garage continued to provide outstanding service in 2024.

The Fleet Services Fund derives most of its revenue from service charges. These service charges are from both the internal and external customers. The Fleet Services Fund does not receive support from the General Fund. Fleet Services transfers funds to the General Fund in the form of transfers for its share of administrative costs, such as payroll, accounts payable, shop facility rent, and accounts receivable.

The Fleet Services Fund is comprised of the Fleet General Fund, Fleet Leave Buy Back Fund, and Fleet Capital Fund. While these three funds are tracked separately in both the accounting records and by Snohomish County, they are reported together in the Annual Financial Report as part of the General Fund. This combined reporting occurs because the State Auditor's Office classifies the funds as managerial, created for the District's convenience. Additionally, with the addition of three strategic staffing mechanics to replace retiring mechanics, Fleet Services saw a substantial increase in billable service hours.

#### 2024 Highlights:

- Hired four new mechanics: one journeyman and three apprentices.
- Received and upfit five new engines with an approximate completion time of 30 days.
- Sent four different mechanics to two separate fire mechanic conferences where they were able to complete several required Emergency Vehicle Technician certifications.
- Completed the pump test pit enhancement to accommodate the 2000 GPM Rosenbauer engines.
- Completed several large maintenance projects in-house. Projects included two complete engine replacements, two Hale pump complete rebuilds, and several large repairs to Ladder 71.



- Prepared for the Fire Garage addition that will tentatively be completed in January of 2025.

### **Fleet Services (Fire Garage) 2025 Budget**

In 2025, the Fleet Services Budget will see an overall decrease resulting from staff attrition. Small increases in training and staff supplies are expected, driven by the hiring of new employees to replace three senior mechanics who are anticipated to retire. In summary, Fleet Services will see a 5% (\$-149,030) decrease from 2024, primarily caused by the retirement of senior mechanics.

### **Capital Apparatus 2024 Review**

2024 was a busy year for receiving and outfitting new vehicles and apparatus for the District.

#### 2024 Highlights:

- Completion and delivery of five new fire engines.
- Design and purchase of three new EMS units.
- Completion and delivery of four new non-response pool vehicles.
- Purchase of battalion unit to replace B81.
- Completed a Capital Apparatus Health Assessment Tool.
- Worked on the replacement of Boat 31 and Boat 81.

### **Capital Apparatus 2025 Budget**

Staff developed a 2025 Capital Fleet Initiative that supports the replacement and improvement of the fleet across several divisions. This will help standardize and replace aging vehicles and apparatus. The initiative reflects planned replacements of apparatus and vehicles. It was also developed to address the results of a District-wide vehicle audit. The *new* vehicles listed below represent units that are not found in the District's Comprehensive Apparatus and Vehicle Replacement Plan.

The 2025 Capital Apparatus Budget includes the planned replacement amount of \$6,474,963.00 and the new vehicle request budgeted at \$740,000, totaling \$7,214,963.

Staff recommend purchasing the following apparatus and vehicles in 2025:

- Five Fire Engines (planned)
- One Ladder Truck (planned)
- Two Remounted and one New Ambulance (planned)
- Two Small SUVs for the IT Division (planned)
- One Large SUV/Pick-up for MSO (planned, moved forward one year)
- One Small SUV for CARES (*new*)
- Three Mid Pick-ups for Training (*new*)
- Two Mid SUVs for DFM and DC Training (*new*)
- One Large Pick-up/Van for Logistics Tech (*new*)





**\*See Appendix “A” 2025 Capital Fleet Initiative for more detailed information.**

### **Logistics 2024 Review**

The SRFR Logistics Team supports our emergency responders with the tools, equipment, supplies, and support needed to respond to alarms. Additionally, the team is responsible for maintaining the facilities that house our emergency responders, apparatus, and equipment. 2024 was an extremely busy year for Logistics, which continued to provide outstanding service to the District.

#### 2024 Highlights:

- Established a vehicle movement and reservation process through Operative IQ.
- Sent Mechanics and Logistics staff through forklift training.
- Facilitated district-wide office relocations between Station 31, 71, and the new space in the Administration Building.
- Facilitated moving and re-opening of Station 83.
- Surplus equipment totaling \$44,081.96 in cost recovery.
- Continued to build out and enhance the inventory and asset tracking systems using Operative IQ.
- Assisted EMS with move-in for paramedic students in Ellensburg and Seattle.
- Completed over 2,500 Service Tickets as of October 1st.

### **Logistics 2025 Budget**

The Logistics Budget is proposed to have a small overall decrease in 2025. Logistics plans for smaller increases in training and office furniture due to office transitions being completed in 2024. In 2025, the goal is to continue providing an elevated level of service to our members, enhancing and improving processes, and working to fulfill capital facility projects. In summary, Logistics will see a \$4,637 decrease due mostly to staff transfers and accurate budgeting based on historical expenses. Highlights include the following:

- Continue prioritizing surplus work and clean-up of scrap items at all SRFR facilities.
- Continue evaluating staffing needs due to an increasing workload.
- Continue enhancing Inventory/Asset tracking systems (Operative IQ).

### **Capital Facilities 2024 Review**

Numerous ongoing and completed capital projects occurred in 2024.

#### 2024 Highlights:

- Completed the replacement of the Station 71 generator.
- Began Fleet Services Fire Garage addition.
- Completed the Station 83 remodel project.



- Project planning and design of Station 81 and 32 occurred. Contracted with BN Builders and Miller Hull to complete the projects.
- Purchased property for the new Station 32 project.
- Completed the sale of training property in Maltby.
- Managed HVAC upgrades at the Administration Building.
- Completed the upgrade of the new office area in the Administration Building to include new paint, carpet, lighting upgrades, and furniture. The new area is being used by the Office of the Fire Marshal (OFM), IT Division, and Training Divisions.
- Completed the apron at Station 82.

### **Capital Facilities 2025 Budget**

2025 will see several progressive capital facilities projects to include the following:

- Completion of the Station 31 Fleet Services Fire Garage addition is estimated in January.
- Continue moving forward on design and civil work on the Station 81 and 32 projects.
- Restriping of the parking lot at Station 31 and the Administration Building.
- Installing source capture exhaust system (Plymo-Vent) at Station 82 and 83.
- Purchasing and installing bunker gear dryers at select stations.
- Upgrading HVAC systems at the Administration Building.
- Enhancing the sewer and water systems at Station 72.

### **Office of the Fire Marshal 2024 Review**

2024 was a year of stabilization and evaluation for the Office of the Fire Marshal (OFM). The division hosted a promotional process in March and as a result, FF LeRoy Schwartz was promoted to Deputy Fire Marshal 1 (DFM 1), and Driver Operator (D/O) Sean Dahl was appointed to a long-term acting DFM 1 position. The new DFMs will primarily conduct annual fire safety inspections and follow up on citizen inquiries in the cities of Lake Stevens, Monroe, and Sultan. As part of a comprehensive relocation and growth in the office, the OFM moved to the new space in the Administration Building. This office space will help accommodate future planned staffing expansion and provide a necessary secure area for the office. As the year ends, the division has completed an equipment audit and purchased items needed to provide fire marshal services to the citizens of SRF.

The OFM has worked with its cities to update the local fire codes now on the 2021 edition, its fee schedule, and its Interlocal Agreement (ILA) for fire marshal services. Beginning January 1, 2025, all cities will be on the same fee schedule and will have a contemporary ILA in place. This will help streamline our services for our communities.

### **Office of the Fire Marshal 2025 Budget**

The operating budget for the Office of the Fire Marshal projects an increase of 17% or \$385,455 from the adopted 2024 budget. As noted above, in 2024, the OFM added one long-term acting



DFM 1 to accommodate an increasing workload. The long-term actor is proposed to become a permanent position back-filling for the promotion of a new Assistant Fire Marshal. The increase in the 2025 budget supports increases in contractual wages and benefits including the addition of one AFM for a sub total of \$315,215. Travel, training, dues and subscriptions are \$31,392. The inclusion of operational overtime is \$39,568. These areas directly reflect the Division's goal to ensure that our fire marshals are professionally trained to perform their duties of fire code enforcement in addition to facilitating the timely completion of all annual inspections, plan reviews, and support required certifications.

As the OFM steps closer to providing 24/7 fire investigation coverage, the division has chosen to onboard with Blazstack fire investigation case management software. This software will ensure that as our fire investigators complete reports, they remain consistent and in compliance with NFPA 921 and 1033. The software also reduces time-on-task for report writing, making report writing more effective and efficient.

### **Assistant Fire Marshal (AFM)**

Following a staffing study and workload analysis of the OFM, it was found that the need for daily office management and staff supervision is needed. Additionally, the position of Fire Marshal was part of the general membership Collective Bargaining Agreement (CBA). The Fire Marshal position is currently, and has previously, been filled by an exempt executive or senior staff member. During negotiations, the District proposed to remove the Fire Marshal from the general membership CBA and replace it with an Assistant Fire Marshal ranked and paid as a Battalion Chief in the Represented Chief Officer's contract. The Union agreed and ratified this change with the acceptance of the RCO contract. The District intends to fill this position by the end of the first quarter of 2025 following an AFM testing process. This will bring the OFM full-time staff to five personnel consisting of one AFM and four DFM 1's.

### **Strategic Analysis 2024 Review**

The division added significant capabilities and capacity this year. The team welcomed Vriti Jain to the District as our Data Analyst. This addition brings the division to full staffing. Strategic Analysis also welcomed the addition of the Darkhorse Emergency team and its analytics platform. Their software provides an intuitive way for the agency to interact with our response and community data. This tool includes a retrospective look at historical response data, anticipated future response load, and comprehensive community data. Through the combined capabilities of the division and vendor support, we have offered increased access to response reporting, evaluation of deployment performance, impact analysis of possible deployment changes, and multi-division support through ad hoc analysis projects.

This year the division completed our first annual compliance report (ACR) for the Commission on Fire Accreditation International (CFAI) reporting standards. This report was certified by a third-party peer reviewer. Following this detailed process, the SRFR team helped to expose an error in



the response time reporting of Sno911 that dated back to March 2022. The SRFR Annual Report was completed with the updated response numbers.

### **Strategic Analysis 2025 Budget**

The proposed 2025 Strategic Analysis Budget supports and maintains the District's analytics capabilities. The Strategic Analysis budget for 2025 has increased by 20%, (\$45,172). The increase is attributed to training and software. The capabilities of this budget allow the District to continue to work toward the goal of a living Community Risk Assessment/Standards of Cover (CRA/SOC) to guide District efforts. These capabilities include the Darkhorse Emergency Community Risk Assessment tool that utilizes current census data to target service areas based on community demographics.

## **BUSINESS ADMINISTRATION**

### **Legislative**

Legislative costs are estimated to increase 9% in 2025, mainly due to an increase in the Professional Services line item for upcoming election costs. There will be three Commissioner positions up for election in 2025.

### **Administration**

The Administration Budget for 2025 shows a change of 0% in the General Fund compared with 2024. There is a small reduction in wages and benefits, due to a long-term employee who retired and was replaced by a newer employee at a lower pay rate. Most of the reductions in costs are offset by new spending allocated in a line item for Continuous Improvement of \$90,000. This line item supports innovation within the District by providing the flexibility to quickly implement well-vetted ideas, ensuring that funding is available to support new initiatives in the same year they are proposed.

It should be noted that in 2025, Information Technology (IT) services will be separated from the Administration Budget to the Program 513 (IT) Budget. The costs associated with IT services for 2024 and 2023 have also been moved from Administration into IT.

### **Finance**

The 2025 Finance Budget displays an increase of 5% over 2024. The most significant increases are in wages. Six of the 10 employees in Finance have fewer than five years of longevity and are anticipated to receive COLA increases for 2025 as well as step increases. Another factor is that the Teamsters are allowed a medical stipend that is paid in wages to help reduce the cost of medical expenses for the District. Additionally, registrations for training are increasing significantly to ensure employees are well trained.



It should be noted that Human Resources (HR) has been separated from the Finance budget into the Program 517 section. The costs associated with the HR budget in 2024 and 2023 have also been moved from Finance to HR.

### **Finance and Administration 2024 Review**

2024 has been a year of growth and teamwork for the Finance and Administration Divisions. We are thankful for the flexibility of this team and their willingness to support each other and the mission during this year of continued transition. The District Administrative Coordinators (DACs) have focused on building the team, with a strong focus on supporting and developing people while they continue to specialize in their roles.

#### 2024 Highlights:

- Team conferences and training courses:
  - Northwest Leadership
  - Tyler Connect
  - Washington Finance Officers Association
  - Washington Fire Administrative Support
  - Washington Association of Public Records Officers
  - NeoGov
  - Various MRSC Roster Trainings
  - Various WCIA Trainings
- The Payroll / Benefits / Leave:
  - Onboarded 21 new hires from throughout the District.
  - Assisted with seven retirements and nine separations.
  - There have been 41 cases of Paid Family Medical Leave benefits through September this year, up from 23 at this time in the year prior. The team must work with the State consistently to ensure that employees are not overpaid by the District and no dates overlap.
- We congratulated Mindy Leber on her retirement.
- Laura Gonzalez was promoted to Records Specialist in April and continues to work toward organizing records. Records requests have risen this year by 40% over last year.
  - 2024: 254 Public Records Requests through October, 110 were medical incident reports.
  - 2023: 181 Public Records Requests through October, 104 were medical incident reports.
- Accounts Payable (AP) /Accounts Receivable (AR)
  - Accounts Payable and Accounts Receivable had a busy year. We continue to work on cross-training and defining workloads to find a good balance for all three employees on the team.



- AP has helped implement switching from manual signatures on paper vouchers to using digital signatures with DocuSign. This change provides better internal customer service and improves process efficiency.
- As of October, we have processed 6,805 invoices for a total of \$34,430,619.
- As of the end of September, we have billed 761 Fire Recovery Invoices, which is the greatest number in the history of SRFR. This has led to \$58,118.00 being billed for the year so far, which is more than double that of 2023.
- With the additional hiring in the shop, we have seen work orders go from an average of 35-40 per month to 50-60 for just SRFR alone (this is roughly a 50% increase). These numbers do not include work orders from other districts, which fluctuate monthly.
- We deployed on 13 wildland fires in 2024 compared to five in 2023. Brittney Bazinet has done an excellent job networking and using other agencies as a resource to process the increase in wildland billing.

### **Finance and Administration 2025 Budget**

In 2025, Finance and Administration will focus on enhancing the training and development of team members including evaluating workloads, developing career goals, succession planning, and education. We want to ensure that each team member receives specialized training in their areas of specialty while keeping up with local, state, and federal laws. The Finance and Administration Budget had no significant budget changes for 2025.

The focus for Records in 2025 is on improving efficiency, with a key goal being to reduce the turnaround time for records requests. This will also provide an opportunity to streamline and organize our records management, including contracts. We are currently evaluating a program called NextRequest, recommended by the State Archivist, which helps organize and streamline the process of responding to and tracking public records requests. If we move forward, we plan to apply for a grant for this software. We also plan to acquire the Contracts module in the TylerTech program to help with tracking and organizing contracts.

For Accounts Payable and Accounts Receivable, we will continue to analyze the workload to see if there is a future need for additional staffing or reclassification. We are also exploring AP Automation in our current finance software to see if we can find more efficiencies.

With a focus on continuous improvement, we are committed to achieving stabilization, providing organizational support, reevaluating current processes and programs, and identifying opportunities for enhancement.

### **Human Resources (HR) 2024 Review**

2024 has been a year of rebuilding, refocusing, and laying the foundation for operational enhancements that will carry us into 2025. The year began with challenges, including a temporary



reduction in HR staff, with both HR Analysts absent. Additionally, the cultural assessment provided valuable feedback that guided improvements in the services and communication HR provides to employees. By the beginning of April, HR was fully staffed, welcoming Kelsey Ayer as our new HR Analyst.

Despite these early challenges, the HR Division has made noteworthy progress. Highlights from the year include managing recruitment and onboarding processes, facilitating legal and labor negotiations, and overseeing employee leave and injury claims. Importantly, we moved forward with the implementation of NEOGOV's eForms platform, which is on track for full completion by the end of the first quarter of 2025. This transition to digital forms will streamline workflows, enhance transparency, and improve overall efficiency.

#### 2024 Highlights:

- Staff status changes include 21 new external hires, 28 internal promotions, seven retirements, and nine separations.
- Reviewed over 1,039 application packets across 16 recruitment processes.
- Managed 43 approved L&I claims, 12 light-duty assignments, 39 approved family medical leaves, and 51 notifications of FMLA/PFML rights.
- Supported labor negotiations for the IAFF, RCO, and Teamsters contracts.
- Prepared for and administered open enrollments for all employees.

#### **Human Resources 2025 Budget**

Looking ahead to 2025, the HR Division plans to build on progress with key strategic investments in technology and recruitment processes. These investments will streamline operations, enhance recruitment efficiency, and ensure compliance with legal standards. The following requests outline our 2025 initiatives:

- IT Technologies for Recruitment & Collaboration Efficiency (\$1,845)
  - We propose three IT efficiency programs aimed at modernizing our recruitment process and improving team collaboration:
    - Phone/Text Outreach Program (\$725)
      - A bulk communication system to speed up and enhance candidate communication and engagement.
    - DAKboard for Scheduling (\$520)
      - A digital platform to visualize HR deadlines and schedules, promoting team accountability.
    - Mural Technology for Collaboration (\$600)
      - A digital workspace enabling real-time brainstorming and decision-making among recruitment teams and committees as well as between multiple user groups.
- Background Investigations for New Hires (\$58,300)



- With 53 new Full-Time Equivalents (FTEs) anticipated in 2025, including 40 firefighters, we will continue our partnership with the National Testing Network (NTN) for comprehensive background checks. This ensures thorough investigations and legal compliance, safeguarding our organization’s integrity while allowing the HR team to focus on other core responsibilities.
- Expansion of NEOGOV Services (\$42,200)
  - As we enter the third year of our NEOGOV contract for Insight and Onboarding and the second year for the eForms project, we also request approval for a new Position & Employee Integration subscription. This integration will streamline data management, reduce manual entry, and maintain up-to-date employee records across our systems. The system will enhance our ability to manage workforce data more efficiently and accurately.

As we move into 2025, these strategic initiatives will ensure that HR continues to support the organization’s mission. The investments in technology and process improvements will enhance recruitment, streamline onboarding, and reinforce our commitment to operational transparency and efficiency. We extend our gratitude to Senior Management and the Board of Fire Commissioners for their ongoing support of these critical HR initiatives, and we look forward to a productive 2025.

### **Non-Departmental**

The Non-Departmental Budget primarily supports legal services, auditing, leases, risk management, and transfers of funds out to the capital apparatus, equipment, facilities, and construction funds. The increase in the general fund is approximately 19% due to an increase in insurance costs and increases in transfers to the construction fund, the retirement reserve fund, the emergency reserve fund, and the equipment fund.

### **Information Technology (IT) 2024 Review**

In 2024, SRFR completed a server migration from the outmoded equipment onto a new redundant pair of servers. This redundancy adds a layer of safety and security. We moved all but one domain controller server to the county data center with the one domain controller remaining in the Station 31 server room for redundancy.

Due to a promotion in the Administrative Division, we welcomed a new IT assistant with a technical background. This person will help with ticket fielding and resolution for improved service to all of SRFR.

### **2024 Highlights:**

- Assisted with opening the newly remodeled Station 83.
- Moved the Fire Marshals, Training, and IT divisions over to the Administration Building. There are some details still to come as of 10/11/24 like completing the fiber circuit for improved network speed and adding wireless access points and a multi-function Canon





device for use in new space. We will work toward building a new optimized workspace near IT offices.

- Deployed new cell phones and services through FirstNet, a dedicated first responder network from AT&T, but separate from the primary consumer networks.
- Streamlined our printer-sharing process with a product called Printer Logic installed on every computer. This allows easy printer installation at any location, which is especially useful for those traveling to different district locations with their laptops.

As part of our ongoing efforts to improve IT services, we were able to cancel certain connection services, such as Comcast, at several locations after transitioning to a fiber circuit with direct routes to the county data center, where most of our servers and internet connections are hosted. This shift reduced the number of devices, minimizing failure points and simplifying the network, while also improving network speeds.

### **Information Technology 2025 Budget**

In 2025, IT continues its focus on supporting the District and stabilizing the efficiency of service delivery. One of the improvements is a technology fleet refresh plan. Newer, more powerful laptops and workstations help with productivity for all within the District. Through an in-depth analysis, it was discovered that the previous figure of ten refresh units per year was not up to date with our current fleet of workstation needs. In response to this situation, a plan was developed with Finance to ensure funding is available to keep our workstations in working order.

As part of a comprehensive review, we were able to analyze and fine-tune several of the entries and line items to reduce costs. Some items were separated into their own lines, and we recognized savings by being able to slightly reduce our licensing fee with Microsoft after an audit of all the Microsoft 365 services.

The 2025 Budget includes upgrades to various aspects of our security infrastructure to meet evolving security requirements and leverage current technologies. This includes addressing aging firewalls and enhancing the wireless network. Additionally, IT took advantage of training opportunities for Microsoft Intune, a cloud-based endpoint management platform that controls user access on devices such as iPhones and computers. To support this training, the budget for professional development was increased by \$4,900 to cover additional classes, improve efficiency, and reduce costs where possible.

## **CONCLUSION**

Serving vibrant communities like Lake Stevens, Monroe, Maltby, Clearview, Machias and the surrounding unincorporated areas of Snohomish County requires a deep commitment to the well-being and safety of our residents, and we appreciate this commitment to serve. Overall, our



organization's mission and vision reflect a commitment to excellence, accountability, and community-centered service.

The 2025 Budget supports all District services with four primary targets: Supporting People, Strengthening Infrastructure, Continuous Improvement, and Fiscal Responsibility. Each target has the common goal of supporting our mission so we can provide the best service possible when someone calls for our help.

As we move forward into the year ahead, the 2025 Budget will serve as a sturdy foundation for our continued success and improvement for the future. Thanks to the Board of Fire Commissioners for your unwavering dedication and support. We look forward to the positive impact we will make together in the coming year.

With sincere appreciation,

Kevin K. O'Brien, Fire Chief



## Appendix “A”

### 2025 Capital Fleet Initiative

The 2025 Capital Fleet Initiative exhibits both existing approved vehicles budgeted for replacement and new vehicles not currently approved for purchase. An objective of the Initiative is to help standardize vehicles within the District’s divisions based on function and operational needs.

An audit was completed for budgeted and non-budgeted vehicles. Following the audit, staff found that some vehicles had not been properly accounted for in the District’s Comprehensive Apparatus and Vehicle Replacement Plan. Vehicles are needed to support added employee positions. Division heads and shop staff were solicited for needs and recommendations to help develop the 2025 Capital Fleet Initiative.

The 2025 Capital Apparatus Budget includes the planned replacement budget of \$8,357,134 and the new vehicle request is budgeted at \$740,000, totaling \$9,097,134.

All vehicles in the Initiative are included in the proposed 2025 Budget. The SRFR Financial Forecasting Model has been updated to include all vehicles in the Initiative.

In 2025, staff will update the District’s Comprehensive Apparatus and Vehicle Replacement Plan.



### 2025 Vehicles currently in Replacement Schedule/Budgeted

<u>Type</u>	<u>Vehicle Purpose</u>	<u>Notes</u>	<u>Budgeted</u>
Engine	Engine Replacement	5-Replacement engines/standardization	\$5,661,300.00
Ladder	Ladder 33 Replacement	Replace Ladder 33 a 1996 LTI	\$1,860,144.00
Small Staff (NR)	Replace (S1301)	IT Manager, standardize division.	\$71,288.00
Medic Unit/Remount	Remount (M1401)	Remount GMC 3500	\$210,421.00
Medic Unit/Remount	Remount (M1501)	Remount Ford E-450	\$189,821.00
Medic Unit	Replace (M1502)	Replace unit M1502	\$ 300,000.00
Small Staff (NR)	Replace (S1302)	IT Analyst, standardize division.	\$ 64,159.00
		<b>Sub Total</b>	<b>\$8,357,134.00</b>



## SNOHOMISH REGIONAL FIRE & RESCUE

### 2025 New Vehicle Request

<u>Division</u>	<u>Veh. Purpose</u>	<u>New/Replace</u>	<u>Notes</u>	<u>Cost</u>
EMS	MSO 71	Replace MSO 71 2015 Chevy Suburban Large SUV	Scheduled in 2026, move to 2025 based on Vehicle Health	\$120,000
EMS	CARES	New Medium SUV	New CARES Position. CRP Vehicle went to (PIO 72) 2017 Ford Explorer	\$75,000
Training	DC Training	New Medium SUV	New DC of Training position (TN74) 2014 Ford Expedition	\$100,000
Training	Captain	Replace TN 71 (2016 Lake Stevens Chevy Silverado Training Truck) 1/2 Ton Pick Up	Move current vehicle to Training Reserve. Standardize division.	\$75,000
Training	Captain	Replace TN 72 (2017 Chevy Silverado Lake Stevens FM Vehicle) 1/2 Ton Pick Up	Move current vehicle to Training Reserve. Standardize division.	\$75,000
Training	Captain	Replace TN 73 (2016 Ford F-150 D7 Staff vehicle) 1/2 Ton Pick Up	Move current vehicle to Training Reserve. Standardize division.	\$75,000
OFM	DFM	New FM 75 (Large SUV)	New DFM (Using 2008 Chevy Suburban)	\$100,000
Logistics	Logistics Tech	New ¾ Ton	New employee. Replace 2007 ¾ Ton Pick Up	\$120,000
			<b>Sub Total</b>	<b>\$740,000</b>
			<b>Total</b>	<b>\$9,097,134</b>



## Summary

### EMS

EMS has scheduled the replacement plan for two EMS remounts and one new EMS unit. Additionally, the EMS Division is requesting a new vehicle for the new CARES position. The MSO 71 Chevy Suburban is aging and due to the condition and high use of the vehicle, we plan to move MSO 71 up in the replacement schedule from 2026 to 2025. This is supported by shop recommendations.

### Training

Training is requesting a vehicle for the new Deputy Chief and three replacement vehicles for the Training Captains. This will help standardize the Training Division's assigned positions. Historically, the Training Division has used reserve and surplus vehicles from other Divisions in lieu of New Vehicles. The plan will reallocate three vehicles back into reserve that can be used for general training purposes such as live fire training needs, prop building, and Company Officers at the Academy.

### Office of the Fire Marshal

The OFM is requesting one new vehicle for a new DFM position.

### Logistics

Logistics is requesting to replace a 2007 Chevy 2500 pickup truck.

### Suppression

Suppression has scheduled five replacement engines. This purchase will standardize all first due engines in the fleet. Ladder 33 is also scheduled to be replaced. Ladder 33 was originally placed in service in 1996.

### Conclusion

The 2025 Capital Fleet Initiative works to standardize vehicles within the District based on operational need and fiscal responsibility. Following the audit, staff found some vehicles had not been properly accounted for in the District's Comprehensive Apparatus and Vehicle Replacement Plan.

In 2025, staff will update the District's Comprehensive Apparatus and Vehicle Replacement Plan.



Ordinance / Resolution No. 2024-9
RCW 84.55.120

WHEREAS, the Commissioners of Snohomish Regional Fire and Rescue has met and considered its budget for the calendar year 2025 ; and,

WHEREAS, the districts actual levy amount from the previous year was \$ 62,109,876.84 ; and,

WHEREAS, the population of this district is [X] more than or [ ] less than 10,000; and now, therefore,

BE IT RESOLVED by the governing body of the taxing district that an increase in the regular property tax levy is hereby authorized for the levy to be collected in the 2025 tax year.

The dollar amount of the increase over the actual levy amount from the previous year shall be \$ 621,098.77 which is a percentage increase of 1 % from the previous year.

additional revenue resulting from new construction, improvements to property, newly constructed wind turbines, solar, biomass, and geothermal facilities, and any increase in the value of state assessed property, any annexations that have occurred and refunds made.

Adopted this 18 day of November, 2024 .

Three horizontal lines for signatures on the left and right sides.

If additional signatures are necessary, please attach additional page.

This form or its equivalent must be submitted to your county assessor prior to their calculation of the property tax levies. A certified budget/levy request, separate from this form is to be filed with the County Legislative Authority no later than November 30th. As required by RCW 84.52.020, that filing certifies the total amount to be levied by the regular property tax levy. The Department of Revenue provides the "Levy Certification" form (REV 64 0100) for this purpose. The form can be found at: http://dor.wa.gov/docs/forms/PropTx/Forms/LevyCertf.doc.

To ask about the availability of this publication in an alternate format, please call 1-800-647-7706. Teletype (TTY) users may use the Washington Relay Service by calling 711. For tax assistance, call (360) 534-1400.



Ordinance / Resolution No. 2024-10
RCW 84.55.120

WHEREAS, the Commissioners of Snohomish Regional Fire and Rescue has met and considered its budget for the calendar year 2025 ; and,

WHEREAS, the districts actual levy amount from the previous year was \$ 11,902,909.91 ; and,

WHEREAS, the population of this district is [X] more than or [ ] less than 10,000; and now, therefore,

BE IT RESOLVED by the governing body of the taxing district that an increase in the regular property tax levy is hereby authorized for the levy to be collected in the 2025 tax year.

The dollar amount of the increase over the actual levy amount from the previous year shall be \$ 119,029.10 which is a percentage increase of 1 % from the previous year.

additional revenue resulting from new construction, improvements to property, newly constructed wind turbines, solar, biomass, and geothermal facilities, and any increase in the value of state assessed property, any annexations that have occurred and refunds made.

Adopted this 18 day of November, 2024 .

Three horizontal lines for signatures on the left and right sides.

If additional signatures are necessary, please attach additional page.

This form or its equivalent must be submitted to your county assessor prior to their calculation of the property tax levies. A certified budget/levy request, separate from this form is to be filed with the County Legislative Authority no later than November 30th. As required by RCW 84.52.020, that filing certifies the total amount to be levied by the regular property tax levy. The Department of Revenue provides the "Levy Certification" form (REV 64 0100) for this purpose. The form can be found at: http://dor.wa.gov/docs/forms/PropTx/Forms/LevyCertf.doc.

To ask about the availability of this publication in an alternate format, please call 1-800-647-7706. Teletype (TTY) users may use the Washington Relay Service by calling 711. For tax assistance, call (360) 534-1400.



**SNOHOMISH REGIONAL FIRE AND RESCUE**

**RESOLUTION #2024-11**

**A RESOLUTION APPROVING THE 2025 BUDGET**

**WHEREAS**, The Board of Fire Commissioners have met; and have considered the financial requirements for the fire district for the year 2025, and;

**WHEREAS**, The Board of Fire Commissioners have reviewed the budget proposals submitted by staff and have made changes where appropriate;

**NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:**

- 1. The 2025 budget is hereby approved as submitted and attached hereto.

**ADOPTED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS, SNOHOMISH REGIONAL FIRE AND RESCUE THIS 18<sup>th</sup> DAY OF NOVEMBER, 2024**

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

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

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

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

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

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

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

ATTEST:

\_\_\_\_\_  
District Secretary



## 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>	Date Change for Retirement Medical Resolution		
<b>Executive member responsible for guiding the initiative:</b>	AC Lundquist		
<b>Type of Action:</b>	<input type="checkbox"/> Motion	<input checked="" type="checkbox"/> Resolution	
<b>Initiative Description:</b>	<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>		
	<p>The current retirement medical resolution requires eligible employees to submit their retirement notice by <b>September 30th</b> of the preceding year. This timing, however, forces the district to make "best guess" hiring decisions for replacing retiring personnel, leading to potential uncertainties in workforce planning.</p> <p>Historically, the district hires new firefighters in the spring, who then attend the academy in the fall and are ready to join the stations by January of the following year. The proposed change to a <b>May 31st</b> notification deadline aims to provide a clearer picture of upcoming retirements. This would allow the district to accurately identify the number of expected retirements earlier, ensuring that an appropriate number of new hires are brought in to cover the upcoming vacancies effectively.</p>		
<b>Financial Impact:</b>	Expense: <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input checked="" type="checkbox"/> N/A Revenue: <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input checked="" type="checkbox"/> N/A  Total amount of initiative (attach amount breakdown if applicable): \$ Initial amount: \$ Long-term annual amount(s): \$  Currently Budgeted: <input type="checkbox"/> Yes <input type="checkbox"/> No    Amount: \$  Budget Amendment Needed: <input type="checkbox"/> Yes <input type="checkbox"/> No    Amount: \$ <ul style="list-style-type: none"> <li>• If yes: Fund(s)/line item(s) to be amended:</li> </ul>		
<b>Risk Assessment:</b>	Risk if approved: There is no identified risk if approved.  Risk if not approved: If this is not approved, the district will continue to hire based on a "best guess" amount of firefighters that are eligible to retire.		

<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 type="checkbox"/> Yes <input type="checkbox"/> No Approved by commissioner sub-committee: <input type="checkbox"/> Yes <input type="checkbox"/> No N/A: <input type="checkbox"/>	
<b>For Fire Chief Approval:</b>	
<input type="checkbox"/> RAB document complete  <input type="checkbox"/> Supporting documentation attached  <input type="checkbox"/> Information sent to Fire Chief, Senior Staff, and Board Support ( <i>boardpacket@srfr.org</i> )  <p style="text-align: center;"><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></p> <p style="text-align: center;"><i>Fire Chief will coordinate with Senior Staff for RAB introduction</i></p>	
<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>



**SNOHOMISH REGIONAL FIRE AND RESCUE**

**RESOLUTION #2024-XX**

**A RESOLUTION TO ESTABLISH AN EARLY RETIREMENT INCENTIVE PROGRAM FOR LEOFF 2 EMPLOYEES**

**WHEREAS**, The Board of Fire Commissioners of Snohomish Regional Fire and Rescue have found it in the best interest of the district and its employees to establish an early retirement incentive for LEOFF 2 employees; and

**WHEREAS**, The Board of Fire Commissioners of Snohomish Regional Fire and Rescue recognize that the cost of health insurance discourages employees from taking retirement prior to age 65; and

**WHEREAS**, The Board of Fire Commissioners of Snohomish Regional Fire and Rescue have found that early retirement generates net salary savings from regular salaries, longevity, and vacation; and

**WHEREAS**, The Board of Fire Commissioners of Snohomish Regional Fire and Rescue has determined that replacing employees at retirement age with new employees provides a cost savings that can be shared with retirees by establishing a retiree medical benefit; and

**WHEREAS**, The Board of Fire Commissioners of Snohomish Regional Fire and Rescue has previously entered into a Resolution establishing a retiree medical benefit for Snohomish Regional Fire and Rescue LEOFF 2 employees, and based upon passage of time and the desire to amend that given the experience of operating under this resolution.

**NOW THEREFORE BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF SNOHOMISH REGIONAL FIRE AND RESCUE, SNOHOMISH COUNTY, STATE OF WASHINGTON THAT:**

1. To participate in the early retirement incentive program, employees must be at least 53 years old on the date of their retirement, and their age plus years of service at Snohomish Regional Fire and Rescue must equal 78 or more. Five of those years must be with Snohomish Regional Fire and Rescue. Also, the employee must be eligible for LEOFF 2 retirement.
2. The retiree medical benefit program will end after 12 years or upon the employee's eligibility for Medicare, whichever comes first.
3. Except for employees retiring in 2025, employees wishing to retire and use this benefit must notify the district by May 31<sup>st</sup> of the preceding year. Notification must include the date of separation/ retirement
4. An employee who gives notice of retirement to the district, and is approved for the benefit, but then subsequently does not retire on the date specified in the notice will permanently forfeit their eligibility for this benefit.
5. The medical rete used shall be based upon the retirement medical benefit rate in effect when the employee retires using that year as the base rate plus any increases in the annual inflator. The base rate may be adjusted by resolution every 2 years so long as the medical benefit will continue to generate net savings for the district and continue to be sustainable from the retirement reserve account.
6. The annual medical benefit rate shall be based on the monthly medical cost(s) for a single employee in the current district medical plan at the time of retirement. An annual inflator not to exceed the cost of living adjustment (COLA) received by the bargaining unit that represents the position the retiree held at retirement, will be applied each year as needed. If the actual benefit amount increases to a point where it exceeds the formula for the monthly costs of medical benefits, the remaining premium shall be covered by the retiree. If the medical plan includes a contribution to an HRA type account, the contribution would be reduced by the difference between the medical rate allotted and the increase in the monthly benefit premium
7. The formula for calculating the rate shall be the monthly rate for a single employee multiplied by 12. If there are additional costs that coincide with the employee's enrollment in the medical plan such as an HRA account, the retiree shall be eligible for that contribution as well up to \$2000 annually.
  - a. As an example, if the monthly rate is \$750, it would be multiplied by 12 for an annual total of \$9000.
  - b. As an example, if the monthly rate is \$550, it would be multiplied by 12 for an annual rate of \$6,600. In addition to the monthly rate, an HRA type account of an additional \$2000 would be added to bring the annual total cost to \$8600.
8. Increases in the annual medical benefit shall be based upon this formula; however the annual rate of increase shall not exceed the annual rate of increase in Snohomish Regional Fire and Rescue employee salaries.
9. Each year, the calculated gross savings for each retiree in that year shall be transferred from the current expense (general) fund into the retirement reserve fund until the estimated total cost of the retirement medical

benefit has been funded. The retirement medical and VEBA costs shall be paid from the retirement reserve fund.

- 10. This resolution shall become effective on XXXX, 2024, provided, however, that the district, through its Board of Fire Commissioners shall have the unilateral right to modify, change, or rescind the Resolution at any time for the years following 2024 based on economic circumstances as determined by the Board.

**ADOPTED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS, SNOHOMISH REGIONAL FIRE AND RESCUE THIS XX DAY OF XXXX, 2024.**

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

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

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

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

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

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

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

\_\_\_\_\_  
*Attest to:* District Secretary



## 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-2410		
<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>• 311 Elevator Entrapments</li> <li>• 312 Elevator Restrictions During Emergencies</li> <li>• 319 Hazardous Materials Response</li> <li>• 609 NIMS Training</li> <li>• 912 Fire Station Safety</li> <li>• 916 Hazardous Energy Control</li> <li>• 1001 Performance Evaluations</li> <li>• 1002 Promotions and Transfers</li> <li>• 1005 Career Advancement</li> <li>• 1037 Family Support Liaison</li> </ul>		
<b>Initiative Description:</b>	<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>	Risk if approved: N/A		

	Risk if not approved: Increased liability due to outdated policies that do not match current agency practices or meet organizational needs.
<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) <p style="text-align: center;"><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></p> <p style="text-align: center;"><i>Fire Chief will coordinate with Senior Staff for RAB introduction</i></p>
<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>
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# Elevator Entrapments

## 311.1 PURPOSE AND SCOPE

The purpose of this policy is to ensure the safe and effective rescue of people who may become trapped in an elevator.

## 311.2 POLICY

People trapped in an elevator are typically not in danger unless there is a medical emergency or fire. During any rescue effort, the priorities are the safe extrication of people in the elevator and the safety of firefighters during the operation.

## 311.3 RESPONSIBILITIES

The Fire Chief or the authorized designee shall establish guidelines for personnel entering elevator shafts and for the use of commercial elevator technicians for emergency and non-emergency extrications.

The Fire Chief or the authorized designee shall identify district-approved rescue procedures and appropriate applications. Procedures that have the potential to cause damage to private property should be avoided if reasonably practicable.

The Fire Chief or the authorized designee is responsible for tracking elevator entrapment responses, identifying problematic installations and working with building owners and vendors to resolve further responses.

## 311.4 TRAINING

The Deputy Chief that oversees training should ensure that written procedures with diagrams are available for each elevator entrapment rescue procedure, including hydraulic or cable elevators and elevators with multiple-door configurations. The Deputy Chief is responsible for ensuring that all personnel are properly trained in district-approved elevator entrapment rescue procedures.

# Elevator Restrictions During Emergencies

## 312.1 PURPOSE AND SCOPE

This policy provides guidelines for elevator use during emergency incidents.

## 312.2 POLICY

Extreme caution shall be used when determining whether to use an elevator during a response to a fire emergency. Only elevators that have been determined to be uninvolved and equipped with fire service operation controls shall be used.

## 312.3 USE OF STAIRWELLS

The operation of elevators under fire conditions can be erratic and dangerous. Elevators are subject to serious malfunction from the effects of heat, smoke and water on drive machinery and/or control equipment.

At every emergency incident in a high-rise building, when there is a potential for elevators and/or firefighters to be exposed to the effects of heat, smoke, flame, chemicals, explosion or water (e.g., reported fires, fire alarms, smoke investigations), stairwells will be used to gain access to above-ground locations.

The initial fire attack/investigation teams shall use stairwells to reach the reported emergency location and make a visual assessment of actual conditions that might affect elevator use.

These teams shall advise the Incident Commander which stairwell is being used and shall describe the stairwell by identification number and the geographical location in the building. Information regarding the safety of elevators and the floor conditions of the reported fire floor and all preceding floors shall be relayed immediately to the Incident Commander, who shall make the final determination of whether the elevators are safe to use.

## 312.4 USE OF ELEVATORS

Most high-rise building incidents will only require an investigation. Elevators may be used by the initial investigation team only when building personnel, such as engineering or security employees, are on the reported fire floors and the following conditions are met:

- They have checked the floor where the report or alarm originated, as well as the floors immediately above and below that floor.
- They are in contact with lobby personnel via radio or phone.
- They are able to provide information that conditions are safe.

## Hazardous Materials Response

### 319.1 PURPOSE AND SCOPE

Hazardous materials (HAZMAT) may include toxic, flammable, corrosive, explosive, radioactive, reactive materials; materials that can cause health hazards; or a combination of these materials. The purpose of this policy is to provide a general framework for handling a HAZMAT incident.

Training related to HAZMAT response is addressed in the Hazardous Materials Training Policy.

### 319.2 POLICY

It is the policy of Snohomish Regional Fire & Rescue to protect the safety of the public and responders to HAZMAT incidents and to comply with all applicable state and federal laws during the management and mitigation of all HAZMAT incidents.

### 319.3 RESPONSIBILITIES

All hazardous materials responses should be managed using the National Incident Management System (NIMS) in accordance with WAC 296-824 standards for emergency response ([WAC 296-305-03002\(9\)](#); [WAC 296-305-05000](#)).

The Fire Chief shall determine the operational level or levels of participation for members of the District. The Fire Chief or the authorized designee shall ensure compliance with the following requirements while members are operating at hazardous materials incidents ([WAC 296-824-100 et seq.](#)):

- (a) All members operating at hazardous materials incidents shall be trained and qualified to correspond to the operational level they are assigned at the incident, including continuing education required to remain current and an annual program evaluation ([WAC 296-824-300](#)).
- (b) All members shall be trained and qualified in the care, use, inspection, maintenance, and limitations of equipment and personal protective equipment (PPE) specific to the incident ([WAC 296-305-03002](#); [WAC 296-824-60005](#)).
- (c) Written procedures shall be in place outlining the operational level of the District at hazardous materials incidents and the type of rescue operations the District plans to perform ([WAC 296-824-20005](#)).
- (d) Written incident response plans shall be in place for hazardous materials, including the use of multi-agency teams and specific resource requirements ([WAC 296-824-20005](#)).
- (e) An evacuation procedure and accountability system shall be in place, including the assignment of an incident safety officer with the knowledge and responsibility to identify, evaluate, and correct hazardous conditions or unsafe practices ([WAC 296-824-20005](#)).

## *Hazardous Materials Response*

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### **319.4 INCIDENT ACTION PLAN**

The primary goal of the IAP will be to protect the safety of the public and responders. The initial IAP should focus on the safe approach for other arriving units, determining the type of hazard and the scope of the incident, isolating the area and denying entry to the public, and initiating notifications. The initial IAP may be a written document or may be notes kept and controlled by the Incident Commander (IC). The initial IAP should include the following minimum information:

- (a) Incident name, agency or unified command, and command post location.
- (b) Information for responding units on the best route of travel, staging locations, and minimum isolation distances to maintain the safety of responding members.
- (c) The information available on the products involved or an indication that the products are not yet known.
- (d) The incident control objectives and goals.
- (e) An incident site safety plan and designation of an Incident Safety Officer.
- (f) A communications plan including radio frequencies and contact telephone numbers.

When a HAZMAT incident response will be prolonged and will extend beyond an initial operational period, a written IAP should be developed. The written IAP should utilize standard NIMS/ICS forms that may include but are not limited to:

- (a) ICS-201 Incident Briefing.
- (b) ICS-202 Incident Objectives.
- (c) ICS-203 Organization Assignment List.
- (d) ICS-204 Assignment List.
- (e) ICS-205 Incident Radio Communications Plan.
- (f) ICS-206 Medical Plan.
- (g) ICS-207 Incident Organization Chart.
- (h) ICS-208 Safety Message/Plan.

### **319.5 RESOURCE CONSIDERATIONS**

Most HAZMAT incidents will require the IC to request additional resources in order to implement the IAP and safely mitigate the hazard.

The response to a HAZMAT incident may require a large amount of specialized resources to achieve incident stabilization and return to normal operations. The IC should consider involving:

- (a) Specialized HAZMAT teams at the technician and/or specialist levels for assistance with mitigating the release of material. Teams may be operated by local or regional fire agencies, military, or private industry.
- (b) Specialized operators or contractors to address post-response mitigation, removal, cleanup, and required disposal of material.

## *Hazardous Materials Response*

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- (c) Activation of local or regional Department of Emergency Management (DEM) agencies for assistance.
- (d) Local law enforcement for assistance with scene security and evacuation, if necessary.
- (e) United States Coast Guard assistance for spills affecting waterways.
- (f) District public works and roads departments for diking, diversion, or other activities.

Resources shall be coordinated using NIMS/ICS as the response is reinforced. It is important that duties assigned to personnel are suitable for their level of training. It is also important to consider the limitations of available PPE and the limitations of chemical detection or monitoring equipment on hand when preparing to commit personnel to a potentially hazardous area ([WAC 296-305-03002](#)).

### **319.6 NOTIFICATIONS**

Managing the response to a hazardous materials incident may involve required notifications to various local, regional, state, or federal agencies. ICs should consider notifying the following agencies when applicable or required:

- (a) The public, media, and other affected entities, such as schools and businesses ([RCW 28A.320.125](#))
- (b) Adjoining jurisdictions that may be impacted by incident activities
- (c) Local and regional elected officials and DEM personnel
- (d) Washington State Department of Ecology
- (e) United States Coast Guard
- (f) United States Environmental Protection Agency National Response Center
- (g) Washington State Department of Transportation
- (h) Washington State Department of Health

# National Incident Management System (NIMS) Training

## 609.1 PURPOSE AND SCOPE

The purpose of this policy is to establish the training requirements for members to successfully operate under the Incident Command System (ICS) Policy and the National Incident Management System (NIMS).

## 609.2 POLICY

It is the policy of the Snohomish Regional Fire & Rescue to utilize NIMS/ICS in order to effectively manage personnel and resources when responding to a wide range of emergency incidents. All Snohomish Regional Fire & Rescue members whose job duties may include a role in emergency management or incident response shall be appropriately trained to the NIMS standards to improve all-hazards capabilities nationwide.

## 609.3 PROCEDURE

All district personnel with job duties that include a direct role in emergency management or incident response must complete the Federal Emergency Management Agency (FEMA) NIMS IS-700 course.

Additional training is available on an as-needed basis, depending on the regional role of the District or the role of a member within the District as follows:

- (a) Entry Level:
  - 1. FEMA IS-700: NIMS, An Introduction
  - 2. ICS-100: Introduction to ICS or equivalent
- (b) First Line, Single Resource, Field Supervisors:
  - 1. IS-700, ICS-100, and ICS-200: Basic ICS or its equivalent
- (c) Middle Management: Strike Team Leaders, Section Supervisors, Emergency Operations Center (EOC) Staff:
  - 1. IS-700, IS-800: National Response Framework, an Introduction; ICS-100, ICS-200, and ICS-300: Intermediate ICS for Expanding Incidents
- (d) Command and General Staff; Area, Emergency, and EOC Managers:
  - 1. IS-700, IS-800, ICS-100, ICS-200, ICS-300, and ICS-400: Advanced ICS

Refresher training will be offered on a regular basis to ensure that ICS knowledge and skills are maintained, especially for personnel who are not regularly involved in complex multi-jurisdictional incidents nationwide (i.e., incidents that require responders to hold credentials under the National Emergency Responder Credentialing System).

*National Incident Management System (NIMS) Training*

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**609.3 TRAINING RECORDS**

The Deputy Chief responsible for training shall maintain records of all NIMS training provided to members. Records should include but are not limited to:

- (a) The dates of the training sessions
- (b) A list of the topics or a summary of the content of the training sessions
- (c) The name or other identifier and job title of the members who received the training
- (d) The names, certificate number, and qualifications of persons conducting the training

The Deputy Chief should maintain the training records in accordance with established records retention schedules.



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## Fire Station Safety

### 912.1 PURPOSE AND SCOPE

The purpose of this policy is to establish safety procedures for Snohomish Regional Fire & Rescue members to follow, with the intent of reducing or eliminating workplace injuries or illnesses to both members and the public.

This policy does not speak to items already covered in the Communicable Diseases Policy.

### 912.2 POLICY

It is the policy of Snohomish Regional Fire & Rescue that all members should be involved in daily activities that are designed to provide a safe and healthy workplace and reduce or eliminate injuries or illnesses, both in the field and all District facilities. Agency procedures shall outline acceptable activities in district facilities to ensure the workplace is free from recognized hazards ([WAC 296-800-110](#); [WAC 296-305-06501](#)). All members are expected to follow established procedures for the safety of themselves, other members, and any visitors to agency facilities. Safety practices specific to incident type or task are addressed in other policies.

# Hazardous Energy Control

## 916.1 PURPOSE AND SCOPE

The purpose of this policy is to establish the minimum control requirements mandated by [WAC 296-803-100](#) et seq. for hazardous energy control. The control requirements are intended to isolate a machine or equipment from all energy sources to prevent the start-up of the machine or equipment or the release of stored energy, both of which could cause injury.

These control requirements apply to the servicing or maintenance of machines and equipment used in district facilities or on an apparatus. This policy includes member training and program review requirements. This policy applies to all District members that work around hazardous energy including but not limited to logistics, operations, and shop personnel.

### 916.1.1 DEFINITIONS

Definitions related to this policy include ([WAC 296-803-099](#)):

**Affected member** - A member whose job duties require him/her to work in an area with hazardous energy that could release during cleaning, repairing, servicing, setting up, or adjusting machines or equipment.

**Authorized member** - A member who performs the lockout/tagout of machines or equipment, in order to clean, repair, service, set up, or adjust its operations. An affected member becomes an authorized member when that member's duties include performing the maintenance operations covered in this policy.

**Hazardous energy** - The unexpected energization or activation of equipment, or the release of stored energy, that could potentially cause injury.

**Energy sources** - Mechanical, hydraulic, pneumatic, chemical, thermal, or other energy, including gravity.

**Lockout or Tagout** - The use of devices, positive controls, and procedures that result in the effective isolation or securing of machinery and equipment from all hazardous energy sources (e.g., mechanical, hydraulic, pneumatic, chemical, electrical, or thermal).

## 916.2 POLICY

It is the policy of Snohomish Regional Fire & Rescue to implement and maintain a written hazardous energy control program to prevent the unexpected release of stored energy or unexpected start-up of machines or equipment.

## 916.3 RESPONSIBILITIES

The Fire Chief or the authorized designee shall have overall responsibility for meeting the requirements of the hazardous energy control program. District members shall be trained commensurate with their duties to perform lockout/tagout and other hazardous energy control procedures. The program should include but not be limited to:

## *Hazardous Energy Control*

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- (a) Guidelines and procedures that specifically outline the scope, purpose, authorization, rules, and techniques to be utilized when working in proximity to, and for the control of, hazardous energy and the means to enforce compliance, including but not limited to:
  - 1. A statement of the intended use of the procedure.
  - 2. Procedural steps for shutting down, isolating, blocking, and securing machines or equipment to control hazardous energy.
  - 3. The procedural steps for the placement, removal, and transfer of lockout and tagout devices.
  - 4. The requirements for testing a machine or equipment to determine and verify the effectiveness of lockout, tagout, and other hazardous energy control devices.
- (b) As needed, the District shall develop separate procedural steps for the safe lockout/tagout of each machine or piece of equipment affected by the hazardous energy control program.
- (c) The District shall develop and maintain a list of all machines or equipment affected by the hazardous energy control program. The list may include but is not limited to:
  - 1. Hydraulic systems (e.g., rack, jacks)
  - 2. Complex electrical systems (e.g., generators, pumps, radios)

### **916.4 PROGRAM REVIEW**

Snohomish Regional Fire & Rescue shall conduct a periodic review of the hazardous energy control program components at least annually to evaluate its continued effectiveness and to determine the necessity for updating any methods or procedures ([WAC 296-803-700](#)).

- (a) The periodic review shall be performed by an authorized member other than the members utilizing the hazardous energy control procedures that are being reviewed.
- (b) Where lockout and/or tagout are used for hazardous energy control, the authorized member shall provide a review of roles and responsibilities to the members.
- (c) The Health and Safety Officer shall certify that the periodic reviews have been performed. The certification shall identify the machine or equipment that was inspected, the date of the inspection, the authorized members included, and the name of person performing the review.

### **916.5 TRAINING**

The Deputy Chief that oversees training shall be responsible for ensuring that members receive training on hazardous energy control methods and procedures, based on the reasonably expected workplace exposure. Members shall receive training prior to any work assignment in which a potential hazard exists. Training should include but is not limited to the following topics ([WAC 296-803-600](#)):

- (a) Definitions of hazardous energy
- (b) Workplace hazards

### *Hazardous Energy Control*

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- (c) Work techniques, hazards, and injuries involved in energized equipment
- (d) Lockout and tagout procedures, equipment, and its proper use
- (e) Authorized and affected employees
- (f) Safety precautions required when energized electrical equipment is not under the control of an authorized member
- (g) Refresher training on an annual basis, depending on the results of the annual review process

#### **916.6 TRAINING RECORDS**

The Deputy Chief that oversees training shall document the hazardous energy control training provided to members both initially and annually and shall retain those records according to the district's established records retention schedule. Documentation shall include ([WAC 296-803-60005](#)):

- (a) The dates of the training sessions.
- (b) A list of the topics or a summary of the content of the training sessions.
- (c) The name or other identifier and rank of the members who received the training.
- (d) The names, certificate number, and qualifications of persons conducting the training.

# Performance Evaluations

## 1001.1 PURPOSE AND SCOPE

Discretionary

The objective of the evaluation system is to record work performance for both the District and the employee, giving recognition for good work and providing a guide for improvement where needed. The employee performance evaluation report is a gauge in measuring performance and is used for making personnel decisions relating to merit increase, promotion, reassignment, discipline, demotion and termination. The report also provides a guide for mutual work planning and review and an opportunity to convert general impressions into a more objective history of work performance based on job standards.

## 1001.2 POLICY

Discretionary

The District evaluates employees in a non-discriminatory manner based upon job-related factors specific to the employee's position, without regard to actual or perceived race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, pregnancy, genetic information, veteran status, marital status, and any other classification or status protected by law.

## 1001.3 FULL-TIME PROBATIONARY EMPLOYEES

Discretionary MODIFIED

All personnel shall serve a probationary period prior to certification as a permanent employee. Probationary firefighters shall be evaluated daily, weekly and monthly during the probationary period. The applicable contract or collective bargaining agreement (CBA ) shall define the length of the probationary period.

Performance evaluation reports shall be completed as defined by Human Resources per the specific job classification, for all full-time personnel during their probationary period.

## 1001.4 FULL-TIME PERMANENT STATUS EMPLOYEES

Discretionary MODIFIED

Reserved for future use.

### 1001.4.1 RATINGS

Discretionary MODIFIED

**Outstanding** - Performance that is well beyond what is expected or required per the standards of the position. It is exceptional, superior, or extraordinary performance.

**Exceeds standards** - Performance that is better than expected of a fully competent employee. It is superior to what is expected or required by the standards for the position but is not of such rare nature to warrant outstanding.

## *Performance Evaluations*

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**Meets standards** - Performance expected of a fully competent employee and meets the standards required of the position.

**Needs improvement** - Performance that is less than what is expected of a fully competent employee and less than the standards required of the position. A rating of needs improvement should be thoroughly discussed with the employee and include a structured plan intended to improve performance, with short interval interim evaluations.

**Unsatisfactory** - Performance that is inadequate or undesirable, intolerable and inferior to the standards required of the position.

Written comments should be used by the rater to document the employee's strengths, weaknesses and make any suggestions for improvement. Any job dimension rating marked unsatisfactory or outstanding should be substantiated in the rater comments section.

### **1001.5 RECORDS MANAGEMENT**

**Best Practice**

The original performance evaluation report should be maintained in the employee's personnel file for the tenure of the employee's employment. A copy should be provided to the employee and a copy should be forwarded to the Human Resources.

Performance evaluation reports will be permanently destroyed in accordance with established records retention schedules.

## Promotions and Transfers

### 1002.1 PURPOSE AND SCOPE

The purpose of this policy is to establish required and desirable qualifications for promotion and transfer within the ranks of Snohomish Regional Fire & Rescue.

### 1002.2 POLICY

Snohomish Regional Fire & Rescue determines promotions and transfers in a nondiscriminatory manner. It is the policy of Snohomish Regional Fire & Rescue to utilize the promotional testing criteria, study materials, and testing instruments that are locally, regionally, and nationally authenticated, validated, and recognized as the industry best practices. This policy will establish the required and desirable qualifications for promotion and transfer within the ranks of the District.

Nothing in this policy is intended to supersede any promotional requirements that may exist in a collective bargaining agreement.

### 1002.3 GENERAL REQUIREMENTS

The following conditions will be used in evaluating members for promotion and transfer:

- (a) Presents a professional, neat appearance
- (b) Maintains a physical condition which aids in their performance
- (c) Demonstrates the following traits:
  - 1. Emotional stability and maturity
  - 2. Stress tolerance
  - 3. Sound judgment and decision-making ability
  - 4. Personal integrity and ethical conduct
  - 5. Leadership
  - 6. Initiative
  - 7. Adaptability and flexibility
  - 8. Ability to conform to organizational goals and objectives in a positive manner

### 1002.4 PROMOTIONS

Specifications for promotional opportunities are on file with Snohomish Regional Fire & Rescue.

## *Promotions and Transfers*

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### **1002.5 TRAINING MANAGER RESPONSIBILITIES**

It is the responsibility of the Deputy Chief that oversees training to maintain a training file on each member of the District. Any relevant training certificate or certification document submitted to the District by a member should be permanently retained in the member's training file.



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## Career Advancement

### 1005.1 PURPOSE AND SCOPE

The purpose of this policy is to encourage employees of the District to seek the education, training, licensing, and other opportunities required for career advancement at Snohomish Regional Fire & Rescue.

### 1005.2 POLICY

It is the policy of Snohomish Regional Fire & Rescue to ensure that each member is provided with opportunities for advancement based on each members classification, or as outlined in a collective bargaining agreement (CBA). To increase member job satisfaction and retain quality members, the District shall ensure that each member understands his/her career track and the opportunity for career advancement. A career track change may also be available per the CBA, if the member obtains additional education, certification or licensing.

## Family Support Liaison

### 1037.1 PURPOSE AND SCOPE

The purpose of this policy is to establish the position, role and responsibilities of the Family Support Liaison. This policy describes the conditions under which the position may be activated and identifies the district personnel responsible for the activation.

### 1037.2 POLICY

It is the policy of Snohomish Regional Fire & Rescue to assign a member to act as a Family Support Liaison, as soon as practicable, to the family of any member who has been seriously injured or has died in the line-of-duty. At the discretion of the Fire Chief, the position may be activated in the event of an off-the-job serious injury or death, or in the event of a member's catastrophic loss. The member assigned should be the most appropriate person for the circumstances, without regard for rank.

### 1037.3 LIAISON GUIDELINES

#### 1037.3.1 LIAISON ACTIVATION CRITERIA

The District may assign a member to the Family Support Liaison position whenever any district member has been seriously injured, has died in the line of duty, suffered an off-the-job serious injury or death, or in the event of a member's catastrophic loss.

#### 1037.3.2 LIAISON ROLE AND RESPONSIBILITIES

The Family Support Liaison will coordinate the needs and wishes of an employee's family with the responsibilities and needs of the District and will represent the District in helping meet the needs of the employee's family by communicating with the Fire Chief or the authorized designee. Responsibilities shall include, but not be limited to, the following:

- (a) Establish ongoing communication with the member's Battalion Chief or supervisor to obtain a situation briefing, family contacts, and other relevant information.
- (b) Establish contact with family members. Identify immediate needs or questions and provide appropriate solutions or responses. Relay any unfilled needs and unanswered questions to the Fire Chief or designee.
- (c) Coordinate or provide transportation to hospitals, places of worship and/or other appropriate locations.
- (d) Within 24 hours of an employee's line-of-duty death, arrange for the Fire Chief to visit the family.
- (e) Establish contact with the district Public Information Officer and coordinate media information needs, while considering the privacy wishes of the family.
- (f) Coordinate with local law enforcement to provide for the physical security of the family when needed.

### *Family Support Liaison*

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- (g) Establish communications with other support personnel or groups, including district Chaplains, employee associations, human resources representatives and appropriate labor organizations.
- (h) If appropriate, coordinate with the district-appointed funeral detail officer.
- (i) Ensure the family knows how to reach him/her and establish a time to contact the family in the future.

#### 1037.3.3 SELECTION AND REPORTING REQUIREMENTS

The Fire Chief should select the Family Support Liaison. The following guidelines should be used for selection:

- (a) The liaison should be an individual the family knows and with whom they are comfortable working.
- (b) If the family has no preference, the selection may be made from names recommended by the affected member's supervisor and/or coworkers.
- (c) The liaison should report directly to the affected member's Battalion Chief or supervisor.
- (d) If the selected liaison does not already have an assigned district pager or cellular telephone, one or both should be assigned to facilitate the necessary communications.



## 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>	Transport Billing Rates Update		
<b>Executive member responsible for guiding the initiative:</b>	Business Administrator Schoof		
<b>Type of Action:</b>	<input type="checkbox"/> Motion	<input checked="" type="checkbox"/> Resolution	
<b>Initiative Description:</b>	<p>Snohomish Regional Fire and Rescue periodically updates its fee schedule to provide emergency transports.</p> <p>The most recent update was in 2020 and the finance committee requested a summary of information related to the current rates and the rates of neighboring jurisdictions.</p> <p>Attached is the executive summary information requested for evaluation by the finance committee. The recommendation from the committee is to move forward with updating the rates for emergency transports to continue to provide SRFR's high-quality service and meet the demands of rising costs.</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 type="checkbox"/> N/A</p> <p>Revenue: <input checked="" type="checkbox"/> Increase <input type="checkbox"/> Decrease <input type="checkbox"/> N/A</p> <p>Total amount of initiative (attach amount breakdown if applicable): approx. \$182,000</p> <p>Initial amount: \$</p> <p>Long-term annual amount(s): \$</p> <p>Currently Budgeted: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Amount: \$</p> <p>Budget Amendment Needed: <input type="checkbox"/> Yes <input checked="" 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: Increase in costs for service</p> <p>Risk if not approved: Funding with the demands of rising costs</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 checked="" type="checkbox"/> Information sent to Fire Chief, Senior Staff, and Board Support ( <i>boardpacket@srfr.org</i> )  <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>

**SNOHOMISH REGIONAL FIRE AND RESCUE**

**RESOLUTION #2024-ZZ**

**A RESOLUTION UPDATING EMERGENCY VEHICLE TRANSPORT FEES**

**WHEREAS**, Snohomish Regional Fire and Rescue provides Basic Life Support (BLS), Advanced Life Support 1 (ALS 1) and Advanced Life Support 2 (ALS 2) emergency medical services to patients during the transport of patients;

**WHEREAS**, on January 23, 2020 the District updated its fees for emergency medical services provided during the transport of patients through resolution No 2020-04 with annual increases according to the June Seattle-Tacoma CPI-W;

**WHEREAS**, the District provides such emergency medical services to patients located both inside and outside the jurisdiction of the district: and

**WHEREAS**, the District desires to increase the fees for emergency medical services provided to patients at properties outside the jurisdiction that are not covered by a contract between the property owner and the District for service (the "Unprotected Lands") to defray the actual costs of administration, data analysis, invoicing, and accounts receivable that are not otherwise paid for the Unprotected Lands through taxes or contract fees.

**NOW THEREFORE BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF SNOHOMISH REGIONAL FIRE AND RESCUE, STATE OF WASHINGTON THAT:**

1. Except for transports from Unprotected Lands, the base rates for BLS, ALS 1 and ALS 2 shall be \$928.52, \$1293.50, and \$1400.60 per transport respectively, plus \$22.91 per mile.
2. For transports from Unprotected Lands, the base rates for BLS, ALS 1 and ALS 2 shall be \$1358.50, \$1723.48, and \$1830.58 per transport respectively, plus \$25.65 per mile.
3. The EMS Transport Fees and Mileage Rates shall be increased annually in accordance with the June Seattle-Tacoma CPI-W, with a minimum adjustment of 0%. Annual adjustments shall become effective once the June Seattle-Tacoma CPI-W has been reported by the US Department of Labor, Bureau of Labor Statistics.

**ADOPTED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS, SNOHOMISH REGIONAL FIRE AND RESCUE THIS <sup>XX</sup> DAY OF XXX 2024.**

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

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

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Rick Edwards, Commissioner

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Paul Gagnon, Commissioner

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Randy Fay, Commissioner

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Jeff Schaub, Commissioner

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Jim Steinruck, Commissioner

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Attest to: Secretary to Board



**EXECUTIVE SUMMARY**

**DATE:** 07.25.24  
**PREPARED BY:** CFO Tabor and BA Schoof  
**RE:** Emergency Vehicle Transport Fees

**BACKGROUND and OVERVIEW**

Snohomish Regional Fire and Rescue periodically updates its fee schedule to provide emergency transports. The most recent update was in 2020 and the finance committee requested a summary of information related to the current rates and the rates of neighboring jurisdictions. Below is the information requested for evaluation by the finance committee.

	Name	BLS	ALS 1	ALS 2	Mileage rate	
Current Neighboring Jurisdiction Rates	Everett	\$ 794.08	\$ 1,039.32	\$ 1,144.42	\$ 21.60	
	Marysville	\$ 895.00	\$ 1,200.00	\$ 1,335.00	\$ 23.35	
	Mukilteo	\$ 1,063.00	\$ 1,583.00	\$ 1,744.00	\$ 27.00	
	North County	\$ 995.00	\$ 1,476.00	\$ 1,573.00	\$ 26.00	
	South County	\$ 650.00	\$ 975.00	\$ 1,075.00	\$ 18.00	
	District 4	\$ 800.00	\$ 1,200.00	\$ 1,300.00	\$ 21.00	
	District 5	\$ 748.67	\$ 1,106.72	\$ 1,236.94	\$ 20.84	
	District 15	\$ 995.00	\$ 1,400.00	\$ 1,500.00	\$ 20.00	
	District 17	\$ 1,250.00	\$ 1,675.00	\$ 1,775.00	\$ 26.50	
	District 19	\$ 950.00	\$ 1,050.00	\$ 1,125.00	\$ 24.00	
	District 21	\$ 900.00	\$ 1,350.00		\$ 23.00	
	District 22	\$ 900.00			\$ 16.00	
	District 24	\$ 960.00	\$ 1,580.00	\$ 1,680.00	\$ 29.00	
	District 25	\$ 900.00			\$ 25.00	
	District 26	\$ 748.67	\$ 1,106.72	\$ 1,236.94	\$ 20.84	
		<b>Average:</b>	<b>\$ 903.29</b>	<b>\$ 1,287.83</b>	<b>\$ 1,393.78</b>	<b>\$ 22.81</b>
		SRFR	\$ 748.67	\$ 1,106.72	\$ 1,236.94	\$ 20.84

Example Revenue Changes	Projected rate change:				Projected Revenue Change	
	BLS	ALS1	ALS2	per mile	Revenue	Increase
Current	\$ 748.67	\$ 1,106.72	\$ 1,236.94	\$ 20.84	\$ 2,687,795.00	
Example 1	\$ 916.00	\$ 1,295.00	\$ 1,405.00	\$ 23.00	\$ 2,870,213.00	\$ 182,418.00
Example 2	\$ 1,250.00	\$ 1,675.00	\$ 1,775.00	\$ 26.50	\$ 3,229,842.00	\$ 542,047.00

**SNOHOMISH REGIONAL FIRE AND RESCUE**

**RESOLUTION #2024-13**

**A RESOLUTION TO INCREASE THE RETIREMENT MEDICAL PAYMENTS FOR RETIREES BY A 3.8% COLA FOR 2025**

**WHEREAS**, The Board of Fire Commissioners have determined that the 2025 increase in the District's medical insurance plan for retirees is 4.0%, and;

**WHEREAS**, The Board of Fire Commissioners have determined that the retirement medical payments for retirees is limited to no more than the annual Cost of Living increase (COLA) in the firefighters contract, and;

**WHEREAS**, The annual COLA in the firefighters contract for 2025 is 3.8%, and;

**WHEREAS**, The Board of Fire Commissioners have determined that the District should increase the retirement medical payments made on behalf of eligible retirees by the 3.8% consistent with the COLA for 2025.

**NOW THEREFORE BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF SNOHOMISH REGIONAL FIRE AND RESCUE, STATE OF WASHINGTON THAT:**

1. The retirement medical payments for eligible retirees shall be increased by 3.8% over the 2024 amounts that were paid on behalf of those retirees.

**ADOPTED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS, SNOHOMISH REGIONAL FIRE AND RESCUE THIS 25TH DAY OF NOVEMBER, 2024.**

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

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Roy Waugh, Commissioner

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Rick Edwards, Commissioner

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Paul Gagnon, Commissioner

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

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

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

\_\_\_\_\_  
*Attest to:* Secretary to 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>	Longevity Credit for Lateral Firefighter and Paramedic Hires MOU		
<b>Executive member responsible for guiding the initiative:</b>	Chief O'Brien		
<b>Type of Action:</b>	<input checked="" type="checkbox"/> Motion	<input type="checkbox"/> Resolution	
<b>Motion Language:</b>	<i>"I move to authorize the Chief to execute the Longevity Credit MOU dated November, 14, 2024."</i>		
<b>Initiative Description:</b>	<p>The District seeks to increase its ability to recruit, hire and retain qualified lateral firefighters and paramedics. To support this goal, the District desires to have the ability to offer lateral hires longevity credit for their full-time, career service with their former employer.</p> <p>Staff and Union leadership have discussed the importance of hiring and retaining qualified firefighters and paramedics and have agreed that providing longevity credit would support this.</p> <p>The attached Memorandum of Understanding (MOU) provides the following:</p> <ul style="list-style-type: none"> <li>The District may, upon evaluation and approval by the Fire Chief, offer lateral candidates for bargaining unit positions longevity pay credit for prior full-time, career service with their former employer(s).</li> <li>The candidate's prior service with another fire agency will not be considered for purposes of the District's post-employment medical benefit, seniority ranking, or any other benefit based on tenure with the District.</li> <li>In addition to new lateral hires, the District is authorized to offer longevity credit for any current employees who were hired laterally from another fire agency on or after January 1, 2023.</li> <li>The decision to provide a lateral candidate with longevity credit for time employed with a former fire agency shall rest in the sole discretion of the District and shall not be subject to the grievance process.</li> <li>The MOU shall be incorporated into the successor CBA between the parties.</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>○ Scope of work</li> <li>○ Contract(s)</li> <li>○ Project proposal(s)</li> <li>○ Presentation(s)</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>	Expense: <input checked="" type="checkbox"/> Increase <input type="checkbox"/> Decrease <input type="checkbox"/> N/A Revenue: <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input type="checkbox"/> N/A  Currently Budgeted: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Amount:  Budget Amendment Needed: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Amount: \$ <ul style="list-style-type: none"> <li>If yes: Fund(s)/line item(s) to be amended:</li> </ul>
<b>Risk Assessment:</b>	Risk if approved: N/A  Risk if not approved: Increased challenge in hiring and retaining lateral firefighters and paramedics.
<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>
<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 checked="" type="checkbox"/> Information sent to Fire Chief, Senior Staff, and Board Support  <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 checked="" 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>Senior Staff approval to move forward to a committee/board</li> <li>Initiatives are introduced to the appropriate committee for review</li> </ol>

3. Initiatives are introduced at an initial commissioner meeting as a Discussion Item
  - The Senior Staff member assigned to develop the initiative presents initiative to the Board (maximum time for presentation is ten minutes)
4. At a second commissioner meeting, initiatives may be assigned as an action item for approval

<b>Execution:</b>	<b>It is the responsibility of the RAB Executive to execute implementation, processing, and tracking.</b>
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**MEMORANDUM OF UNDERSTANDING  
AUTHORIZING DISTRICT TO PROVIDE LONGEVITY CREDIT  
FOR LATERAL HIRES**

This Memorandum of Understanding ("MOU") is made between **SNOHOMISH REGIONAL FIRE & RESCUE** ("SRFR") and **IAFF LOCAL 2781**, on behalf of the Battalion Chief and Firefighter bargaining units, (the "Union") (hereinafter, collectively as the "Parties" or individually as a "Party") as of the date signed below.

**I. BACKGROUND**

**WHEREAS**, the Parties entered into Collective Bargaining Agreements effective January 1, 2023 through December 31, 2025 (the "CBA");

**WHEREAS**, to increase its ability to recruit, hire and retain qualified lateral firefighters and paramedics, the District desires to have the ability to offer lateral hires longevity credit for their full-time, career service with their former employer; and

**WHEREAS**, the Parties see benefits to providing longevity service credit to laterals in cases deemed appropriate by the Fire Chief.

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

**II. AGREEMENT**

1. **TERM.** This MOU shall be effective upon mutual execution by the parties and shall be in effect through December 31, 2025 (the "Term"). This MOU shall be incorporated into the successor CBA between the parties.

2. **LONGEVITY CREDIT.** The District may, upon evaluation and approval by the Fire Chief, offer lateral candidates for bargaining unit positions longevity pay credit for prior full-time, career service with their former employer(s). For example, if a Firefighter/EMT candidate has served five (5) full years with another fire agency before becoming employed by the District, the District would be authorized to treat the candidate as having served up to five (5) years with the District solely for purposes of Article 40 (longevity credit) and for no other purpose. Accordingly, the candidate's prior service with another fire agency will not be considered for purposes of the District's post-employment medical benefit, seniority ranking, or any other benefit based on tenure with the District.

a. In addition to new hires, the District is authorized to offer longevity credit for any current employees who were hired laterally from another fire agency on or after January 1, 2023.

3. **DISCRETIONARY DECISION.** The decision to provide a lateral candidate with longevity credit for time employed with a former fire agency shall rest in the sole discretion of the District and shall not be subject to the grievance process.

4. **BARGAINING OBLIGATIONS.** The Parties agree that this MOU represents the fulfillment and satisfaction of all bargaining obligations concerning the matters expressed herein.

5. **NO WAIVER, AMENDMENT OR PAST PRACTICE.** Except as provided herein, during the Term of this MOU, the Parties retain all rights under RCW 41.56 and applicable law.

**DATED** this 14th day of November, 2024.

**SNOHOMISH REGIONAL FIRE AND  
RESCUE**

**IAFF, LOCAL 2781 (FIREFIGHTERS)**

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By: Kevin O'Brien  
Its: Fire Chief

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By: Craig Fisher  
Its: President



# EXECUTIVE SESSION

