



SNOHOMISH REGIONAL FIRE & RESCUE

COMMISSIONER BOARD MEETING

APRIL 24, 2025

5:30 PM

SRFR STATION 31 TRAINING ROOM

VIA ZOOM

SNOHOMISH REGIONAL FIRE & RESCUE
WASHINGTON



AGENDA





SNOHOMISH REGIONAL FIRE & RESCUE

BOARD OF FIRE COMMISSIONERS MEETING AGENDA

SNOHOMISH REGIONAL FIRE & RESCUE

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

April 24, 2025, 1730 hours

CALL TO ORDER

PUBLIC COMMENT

UNION COMMENT

DISTRICT HIGHLIGHTS

Badge Ceremony

EMS Staffing Initiative

CHIEF'S REPORT

COMMISSIONER REPORTS

Meeting	Chair	Last Mtg.	Next Mtg.	Reporting
Capital Facilities	Steinruck	4/22/25	5/20/25	Yes
Finance Committee	Elmore	4/24/25	5/22/25	Yes
Sno911	Waugh	4/17/25	5/15/25	Yes
Sno-Isle Commissioners	Fay	4/3/25	5/1/25	No
Leadership Meeting	Schaub	3/27/25	5/15/25	No
Policy Committee	Schaub	3/13/25	5/8/25	No
Community Advisory Committee	TBD	1/6/25	6/25/25	No

COMMITTEE MEETING MINUTES

CONSENT AGENDA

Approval of Vouchers

Benefits Vouchers: 25-00693 to 25-00703; (\$829,352.96)

AP Vouchers: 25-00704 to 25-00809; (\$473,703.34)

Approval of Payroll

April 15, 2025 Payroll (\$1,533,669.48)



Approval of Minutes

Approve Regular Board Meeting Minutes April 10, 2025

OLD BUSINESS

Discussion

Action

Policy Review

- Policy 220 Meals, Lodging, Travel and Incidentals

First Quarter Surplus Resolution 2025-1

Post-Retirement Medical Agreement

Fire Chief Recruitment Process

- Search Schedule Update & Status Discussion
- Candidate Profile & Advertising Plan

NEW BUSINESS

Discussion

Action

GOOD OF THE ORDER

ATTENDANCE CHECK

Regular Commissioner Meeting May 8, 2025, at 1730 - Station 31 Training Room/Zoom

EXECUTIVE SESSION

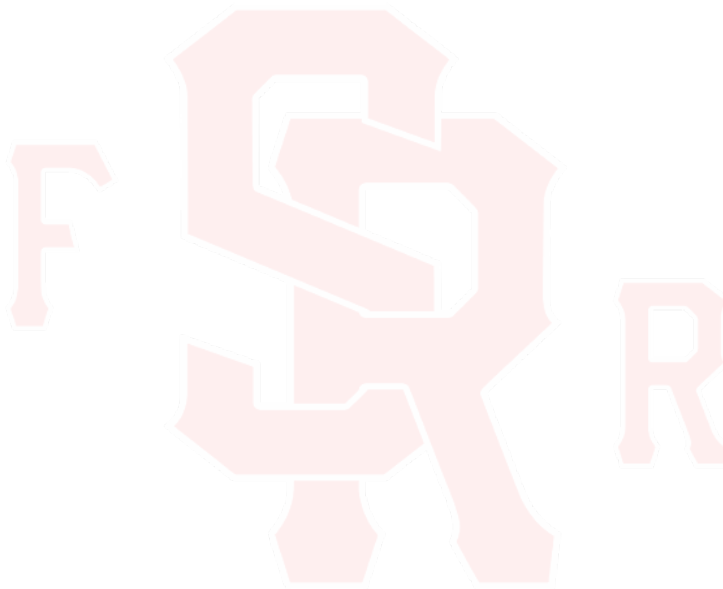
RCW 42.30.140(4)(a): Labor Negotiations

RCW 42.30.110(1)(g): To Review the Performance of a Public Employee

ADJOURNMENT



DISTRICT HIGHLIGHTS





Enhancing Paramedic Staffing for Improved Patient Care



**HELP
WANTED**

© 1998 7M 0252911

Constant Staffing

1. M71- 1PM
2. M31- 1PM
3. M33- 1PM Dual Role
4. M81- 1PM Dual Role
5. M82 - 1PM
6. MSO71- 1PM

Staffing With OT

1. M71- 2PM
2. M31- 2PM
3. M33 - 1PM Dual Role
4. M81- 1PM Dual Role
5. M82 - 2PM
6. MSO71- 1PM

Supporting Medics

In an effort to create the staffing that prevents burnout and supports members, we will staff up to 9 medics.

Paramedic Overtime Changes in 2025



Decision made to call in OT

In January 2025, the decision was made to call in overtime to fill a 9th paramedic spot. Through Q1, we have averaged 1.05 medic OT per day.



OT Support for Medic Units

Allowing for the option (non-mandatory) OT for medic units. This will support new and tenured members while preventing burnout.

As a trial, the Battalions have been directed to staff M71, M31, and M82 with two paramedics using overtime if needed. This creates 3 dual medic uncrossed units in SRFR.

Benefits of Dual -Medic Units



Increased Team work

Dual-medic units foster a stronger sense of teamwork and collaboration among paramedics, leading to more effective patient care.



Ability to Deliver Two Medics

Having two medics on a single unit allows the department to deliver more comprehensive and timely emergency medical services to patients.



Improved Morale

Paramedics feel more supported and valued by the department, leading to increased job satisfaction and long-term staff retention.

The implementation of dual-medic units has delivered a range of benefits, including enhanced team work, improved patient care, and increased staff morale by upstaffing from 6 paramedics to 9.

Dual -Medic Units as a Recruitment Tool



Dual-Medic Units Attract New Medics

The creation of dual-medic units showcases the department's commitment to supporting and empowering its paramedic workforce, making it an attractive option for new and aspiring medics.



Improved Teamwork and Patient Care

Dual-medic units foster a collaborative environment, allowing medics to learn from each other and provide enhanced patient care, further enhancing the department's reputation.



Increased Morale and Retention

The dual-medic model demonstrates the department's investment in its employees, boosting morale and encouraging long-term commitment from new and experienced medics.

The creation of dual-medic units will contribute to recruitment and retention for the department, attracting new talent, fostering a supportive work environment, and ensuring the continued growth and development of the paramedic team.



Conclusion

The department's decision to increase paramedic staffing through overtime has led to the creation of 3 dual-medic units (when staffing allows), resulting in improved team work, patient care, and staff morale and retention. These changes have also served as a great recruitment tool, attracting and supporting new and growing medics. Moving forward, maintaining a supportive environment for these new medics will be critical for the department's continued success.



Deployment & Staffing Overview

2025 version

Discussion Topics

- Constant Staffing
- Deployment Overview
- Brown-outs
- Mandatory Overtime
- A31 upstaffing

Constant staffing- 2025 version

- Annually agreed upon by labor & management
- Sets our desired 'minimum' staffing levels
- Used to determine when to call in OT, or when mandatory OT will be used

District Overview

- 10 stations, 44 personal
- 3 Battalion Chiefs, 1 MSO, 10 lieutenants, 10 drivers
- Minimum of 6 Paramedics
 - 3 primary paramedic units
 - 2 secondary paramedic units
 - 1 mso
- Apparatus
 - 10 engines
 - 2 ladders
 - 3 brush trucks
 - 3 tenders
 - 2 boats

East Battalion

- Station 31

- B₃₁
- E₃₁
- M₃₁

Additional Apparatus include T₃₁, BR₃₁, BT₃₁, TR₃₁, UTV₃₁

*First additional personnel above 44 staff A₃₁

- Station 32

- E₃₂/A₃₂ cross-staffed

- Station 33

- E₃₃/M₃₃/L₃₃ cross-staffed

*total of 12 members assigned at minimum staffing level

West Battalion

- Station 71
 - B71
 - MSO (district wide resource)
 - E71/L71/T71 cross-staffed
 - M71

- Station 72
 - Engine 72
 - Additional apparatus HZ72

- Station 73
 - E73/A73 cross-staffed

- Station 77
 - E77/A77 cross-staffed

*total of 15 members assigned at minimum staffing level (MS71 not included)

North Battalion

- Station 81
 - B81
 - E81/M81 cross-staffed
 - A81
 - Additional apparatus include BT81 and BR81
 - Station 82
 - E82
 - A82
 - M81
 - Station 83
 - E83/A83/T83 cross-staffed
- *total of 16 members assigned at minimum staffing level

2025 'Brown-outs'

- February 17th
 - 8.5 hours of unit brown out due to a mid-shift sick leave (Driver)
 - Station 77 was reduced to A77 from 1000-1830
- March 4th
 - 4.5 hours of unit brown out due to a mid-shift sick leave (Driver)
 - Station 83 was reduced to A83 from 1800-2200

No 'shift' brown-outs YTD in 2025, the 2 'unit' brown-outs were due to mid-shift sick leave usage.

2025 Mandatory over-time shifts

- 13 year-to-date mandatory OT shifts
 - 4 lieutenants
 - 3 drivers
 - 2 paramedics
 - 4 firefighters

2025 A31 OT upstaffing

- A31 upstaffing plan
 - First members above 44 go to A31
 - Upstaff by 1 member on OT if at 45 members (after morning SL call ins)
 - Upstaff for immediate deployment concerns
 - Example, CT down at Evergreen Health Monroe
 - Upstaff preemptively for high impact events
 - AquaFest, Fair days parade, July 4th, Renaissance Faire, etc.

Note, this can be modified based on year-to-date OT spent

Note: A31 is the first unit 'upstaffed' because the East Battalion has a minimum staffing level of 12, while the west has 15 and the north has 16.

East YTD responses	832	(69.34 per member)
West YTD responses	565	(37.7 per member)
North YTD responses	838	(52.4 per member)

A31 upstaffing

- This strategic upstaffing of A31 ensures efficient use of staffing while supporting the district's operational goals and response capability
- This approach requires no additional funding in 2025

Questions?



CHIEF'S REPORT





COMMISSIONER REPORTS





COMMITTEE MEETING MINUTES





CONSENT AGENDA



Snohomish Regional Fire and Rescue

Claims Voucher Summary

04/16/2025

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
25-00693	DEPARTMENT OF RETIREMENT SYSTEMS		80,108.20
25-00694	DIMARTINO & ASSOCIATES		24,164.36
25-00695	FIRE 7 FOUNDATION		592.50
25-00696	HRA VEBA TRUST		64,469.54
25-00697	LEOFF TRUST		484,862.53
25-00698	MATRIX TRUST COMPANY		21,831.92
25-00699	TD AMERITRADE INSTITUTIONAL		388.50
25-00700	TRUSTEED PLANS SERVICE CORP		35,429.71
25-00701	VOYA INSTITUTIONAL TRUST CO		115,754.49
25-00702	WASHINGTON STATE SUPPORT REGISTRY		504.00
25-00703	WASHINGTON STATE SUPPORT REGISTRY		1,247.21

Page Total 829,352.96

Cumulative Total 829,352.96

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

By Docket/Claim Number



Snohomish Regional Fire & Rescue, WA

Vendor #	Vendor Name	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount Distribution Amount
1503	ALLSTREAM BUSINESS US, INC	25-00704	Fire Alarm Phone Lines/Connection Ser	Invoice	04/01/2025	Fire Alarm Phone Lines/Connection Ser	001-513-522-50-42-01	531.92
	21396686							531.92
1503	ALLSTREAM BUSINESS US, INC	25-00705	Fire Alarm Phone Lines/Connection Ser	Invoice	04/03/2025	Fire Alarm Phone Lines/Connection Ser	001-513-522-50-42-01	402.74
	21409050							402.74

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

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
2106	AMAZON CAPITAL SERVICES, INC	25-00706					3,161.14
	11RX-YGC9-FNFL	Coffee Pot (x2) - St.72	Invoice	04/11/2025	Coffee Pot - St.72	001-507-522-50-35-00	50.04
	11T6-KG3P-9KL3	Shop Parts	Invoice	04/07/2025	Shop Parts	050-511-522-60-34-01	31.69
	13NM-79LR-CLNF	Broom with Metal Handle 6-pack	Invoice	04/04/2025	Broom with Metal Handle 6-pack	001-507-522-50-35-00	64.73
	1494-WYNY-6XM3	Battery Operated Smoke Alarm - Logis	Invoice	04/03/2025	Battery Operated Smoke Alarm - Logis	001-507-522-50-31-00	25.35
	14N4-QC3Q-MCP9	Heavy Duty Tape w/Adhesive (x4) - ST.	Invoice	03/28/2025	Heavy Duty Tape w/Adhesive - ST.82	001-507-522-50-31-00	85.92
	14NV-7FJM-66HH	Jabra Speakerphone (x2) - IT Division	Invoice	04/02/2025	Jabra Speakerphone (x2) - IT Division	001-513-522-10-35-00	150.98
	161W-HPYN-P1VV	Portable Lithium Jump Starter, Gym Rc	Invoice	04/08/2025	Portable Lithium Jump Starter, Grym R	001-506-522-45-35-00	489.88
	16QH-T9FH-CF37	Keurig Coffee Maker - St.81	Invoice	04/07/2025	Keurig Coffee Maker - St.81	001-507-522-50-35-00	106.82
	16YL-HVKM-CXKN	Remote Control Silicone Cover - Logisti	Invoice	04/07/2025	Remote Control Silicone Cover - Logisti	001-507-522-50-31-00	10.78
	173R-K4W7-DHW6	Kleenex Facial Tissue	Invoice	04/04/2025	Kleenex Facial Tissue	001-507-522-50-31-00	18.72
	17YP-ML9K-1R9G	Carhart Mens Coverall - Planning	Credit Memo	04/03/2025	Carhart Mens Coverall - Planning	001-505-522-30-31-00	-205.00
	19MQ-J7GL-CGNF	Magnetic Whiteboard, Corkboard Com	Invoice	04/07/2025	Magnetic Whiteboard, Corkboard Com	001-507-522-50-35-00	43.15
	19MQ-J7GL-LXWP	Fridge Magnetic Clips 20pk - Logistics	Invoice	04/08/2025	Fridge Magnetic Clips 20pk - Logistics	001-502-522-10-31-00	10.78
	19P7-DJ7W-3J76	Teamster Work Pants - Brandie	Invoice	04/10/2025	Teamster Work Pants - Brandie	001-504-522-20-31-07	64.73
	19PJ-3Q9Y-CGTD	Notepads 12pk (x2) - Logistics	Invoice	04/07/2025	Notepads 12pk (x2) - Logistics	001-502-522-10-31-00	87.87
	19VC-WVJH-NLY4	Ceiling Track Room Dividers w/Hooks -	Invoice	03/31/2025	Ceiling Track Room Dividers w/Hooks -	001-507-522-50-35-00	99.03
	1GH3-7633-7DDY	Blackout Curtains - St.32	Invoice	04/03/2025	Blackout Curtains - St.32	001-507-522-50-31-00	35.54
	1GMH-936D-VV1J	Paraffin Wax for Ladders - St. 83	Invoice	03/28/2025	Paraffin Wax for Ladders - St. 83	001-507-522-50-31-00	29.09
	1HGT-1VQV-99HJ	Replacement Charger for Ladder 33	Invoice	04/01/2025	Replacement Charger for Ladder 33	001-504-522-20-35-00	26.01
	1HLQ-X71N-D946	Shop Supplies	Invoice	03/27/2025	Shop Supplies	050-511-522-60-31-05	209.80
	1JNC-TVF9-DJ4J	Heavy Duty Rope for Truck - St.77	Invoice	04/07/2025	Heavy Duty Rope for Truck - St.77	001-504-522-20-48-01	6.19
	1L9C-VLQ7-64FX	Books (x5) - Training Libriary	Invoice	04/02/2025	Books (x5) - Training Libriary	001-506-522-45-34-00	128.20
	1LWG-DR3C-9DPL	Carhartt Men's Super Insulated Coats (	Invoice	04/02/2025	Carhartt Men's Insulated Coats (x5) - P	001-505-522-30-31-00	951.73
	1MFW-3X9M-96GM	Shop Parts	Invoice	04/04/2025	Shop Parts	050-511-522-60-34-01	71.10
	1NRF-9T1Y-6QXK	White Board Wallpaper - Logistics	Invoice	04/02/2025	White Board Wallpaper - Logistics	001-507-522-50-31-00	36.46
	1QGQ-GJ3M-PCYG	Car Wash Brush (x4), Mop Head - St. 7	Invoice	04/06/2025	Car Wash Brush (x4), Mop Head - St. 7	001-504-522-20-48-01	130.02
	1R39-31GY-3GYR	Carhartt Mens Coverall - Planning	Credit Memo	04/03/2025	Carhartt Mens Coverall - Planning	001-505-522-30-31-00	-205.00
	1R9G-TV9W-RF1V	Storage Bin Totes (x3) - EMS	Invoice	04/01/2025	Storage Bin Totes (x3) - EMS	001-509-522-20-49-04	228.41
	1TGC-LV7C-936Y	Clorox Disinfecting Wipes 3pk (x2) - Lo	Invoice	04/04/2025	Clorox Disinfecting Wipes 3pk (x2) - Lo	001-507-522-50-31-00	19.62
	1TL6-WFX7-TCKW	Optical Audio Cable 6ft - St.81	Invoice	03/28/2025	Optical Audio Cable 6ft - St.81	001-507-522-50-31-00	7.64
	1VK6-X9GR-9JR1	Gorrila Tape for Seat Repair - M81	Invoice	04/02/2025	Gorrila Tape for Seat Repair - M81	001-509-522-20-48-01	16.37
	1VPN-FFD4-NH1T	Teamster Uniform Pants (x2) - Brandie	Invoice	04/08/2025	Teamster Uniform Pants (x2) - Brandie	001-504-522-20-31-07	105.72
	1WKW-6QK1-4Y9P	Carhartt Mens Coverall (x1) - Planning	Invoice	04/02/2025	Carhartt Mens Coverall (x1) - Planning	001-505-522-30-31-00	196.91
	1WKW-6QK1-6RDN	Magnetic Tape w/Adhesive Backing - L	Invoice	04/02/2025	Magnetic Tape w/Adhesive Backing - L	001-507-522-50-31-00	18.33
	1WM9-L7FK-363Y	Carhartt Mens Coveralls (x2) - Planning	Invoice	04/10/2025	Carhartt Mens Coveralls (x2)	001-505-522-30-31-00	393.82
	1WX4-QNRM-GF6N	Carhartt Mens Insulated Coat - Plannin	Credit Memo	04/04/2025	Carhartt Mens Insulated Coat - Plannin	001-505-522-30-31-00	-205.00
	1XLC-V7JF-YYRX	Large Blank Labels for Storage Bins - E	Invoice	03/30/2025	Large Blank Labels for Storage Bins - E	001-509-522-20-49-04	8.15
	1XXG-7J4D-1WHW	Carhartt Mens Coverall - Planning	Credit Memo	04/03/2025	Carhartt Mens Coverall - Planning	001-505-522-30-31-00	-205.00
	1YR6-RXH1-7KFM	GE 3-Outlet Adapter - Logistics	Invoice	04/01/2025	GE 3-Outlet Adapter - Logistics	001-507-522-50-35-00	21.56
0036	ANDGAR MECHANICAL LLC	25-00707					61,050.67
	19945	HVAC Service Repairs (Replcd Units 1/	Invoice	03/31/2025	HVAC Service Repairs (Replcd Units 1/	300-507-594-50-62-01	60,408.49
	19953	HVAC Service Call (Gas Smell) - ADMIN	Invoice	03/31/2025	HVAC Service Call (Gas Smell) - ADMIN	001-507-522-50-48-00	642.18

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

Vendor #	Vendor Name Payable Number	Docket/Claim # Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount Distribution Amount
2263	ARG INDUSTRIAL N074065	25-00708 Shop Parts	Invoice	03/25/2025	Shop Parts	050-511-522-60-34-01	7.37
2383	AT&T MOBILITY - CC UCF032025	25-00709 CradlePoint Data Modems (Acct.50056	Invoice	04/04/2025	CradlePoint Data Modems	001-513-522-10-42-00	635.70
0058	BICKFORD MOTORS INC. 1294435	25-00710 Shop Parts	Invoice	03/31/2025	Shop Parts	050-511-522-60-34-01	208.89
0065	BOUND TREE MEDICAL, LLC 85701065 85701066 85712716 85720215	25-00711 Medications & Medical Supplies Medications & Medical Supplies Medications & Medical Supplies Medications	Invoice Invoice Invoice Invoice	03/18/2025 03/18/2025 03/27/2025 04/02/2025	Medications & Medical Supplies Medications & Medical Supplies Medications & Medical Supplies Medications	001-509-522-30-31-01 001-509-522-30-31-01 001-509-522-30-31-01 001-509-522-30-31-01	4,217.85 1,333.62 597.84 1,250.73 1,035.66
0070	BRAKE & CLUTCH SUPPLY INC 137283 137630	25-00712 Shop Parts Shop Parts	Invoice Invoice	03/21/2025 04/02/2025	Shop Parts Shop Parts	050-511-522-60-34-01 050-511-522-60-34-01	315.10 65.53 249.57
0073	BRAUN NORTHWEST INC 39981	25-00713 Shop Parts	Invoice	02/26/2025	Shop Parts	050-511-522-60-34-01	102.86
2352	CAMERON MAIN INV13250	25-00714 EVT Test Reimbursement (E2/F5/F6)	Invoice	04/15/2025	EVT Test Reimbursement (E2/F5/F6)	050-511-522-45-49-01	202.50
2186	CARASOFT TECHNOLOGY CORP 55234562INV	25-00715 DocuSign'Enterprise Pro'License/Supp	Invoice	04/14/2025	DocuSign'Enterprise Pro'License/Supp	001-513-522-10-49-04	3,245.90
1573	CASCADE RESCUE COMPANY INV00008105	25-00716 RockD Triple-Lckng Carabiner x40 (Tecl	Invoice	04/10/2025	RockD Triple-Lckng Carabiner x40 (Tecl	001-514-522-20-31-11	1,033.37
0094	CDW GOVERNMENT LLC AD5114L AD6E89M	25-00717 Microsoft 365 'E3' License (1yr) (15 Ad Microsoft Enterp. Agrmnt Rnwl (Yr 2of	Invoice Invoice	04/07/2025 04/09/2025	Microsoft 365 'E3' License (1yr) (15 Ad Microsoft Enterp. Agrmnt Rnwl (Yr 2of	001-513-522-10-49-04 001-513-522-10-49-04	149,920.69 6,862.33 143,058.36
2470	CENTRAL PARK APARTMENTS ON 05/2025	25-00718 Paramedic School Housing Rent (#191C	Invoice	05/01/2025	Paramedic School Housing Rent (#191C	001-506-522-45-49-37	1,526.50
2217	CENTRAL WASHINGTON UNIVER CW43780311-SPRING25	25-00719 Paramedic School Program Tuition (Spi	Invoice	04/21/2025	Paramedic School Program Tuition (Spi	001-506-522-45-49-37	5,828.86
0096	CENTRAL WELDING SUPPLY 0002336333 0002338403 0002342808 0002343927 0002343928 0002346859 0002349680 0002349684	25-00720 Oxygen Cylinder Exchange/Re-Fill (x2) Oxygen Cylinder Exchange/Re-Fill (x6) Oxygen Cylinder Rental (Inventory) Oxygen Cylinder Rental (Inventory) Oxygen Cylinder Rental (Inventory) Oxygen Cylinder Exchange/Re-Fill (x7) Oxygen Cylinder Exchange/Re-Fill (x5) Oxygen Cylinder Exchange/Re-Fill (x6)	Invoice Invoice Invoice Invoice Invoice Invoice Invoice Invoice	03/27/2025 03/31/2025 03/31/2025 03/31/2025 03/31/2025 04/02/2025 04/07/2025 04/07/2025	Oxygen Cylinder Exchange/Re-Fill (x2) Oxygen Cylinder Exchange/Re-Fill (x6) Oxygen Cylinder Rental (Inventory) Oxygen Cylinder Rental (Inventory) Oxygen Cylinder Rental (Inventory) Oxygen Cylinder Exchange/Re-Fill (x7) Oxygen Cylinder Exchange/Re-Fill (x5) Oxygen Cylinder Exchange/Re-Fill (x6)	001-509-522-20-45-00 001-509-522-20-45-00 001-509-522-20-45-00 001-509-522-20-45-00 001-509-522-20-45-00 001-509-522-20-45-00 001-509-522-20-45-00 001-509-522-20-45-00	874.20 113.27 102.07 270.20 17.23 62.37 112.25 93.32 103.49

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
0099	CHAMPION BOLT & SUPPLY INC	25-00721					503.07
	795212	Shop Supplies	Invoice	04/08/2025	Shop Supplies	050-511-522-60-31-05	503.07
0101	CHINOOK LUMBER	25-00722					129.48
	2100657	Lumber Premium (Doug-Fir) - Training	Invoice	04/03/2025	Lumber Premium (Doug-Fir) - Training	001-506-522-45-31-03	129.48
1848	CHRISTIAN WIGINGTON	25-00723					62.28
	INV13255	Run Review Snacks & Coffee Reimburs	Invoice	04/08/2025	Run Review Snacks & Coffee Reimburs	001-509-522-20-49-04	62.28
0110	CITY OF MONROE	25-00724					829.43
	ST31-MAR25	Water, Stormwater & Sewer - ST 31	Invoice	04/02/2025	Water, Stormwater & Sewer - ST 31	001-507-522-50-47-02	829.43
0110	CITY OF MONROE	25-00725					499.53
	ADMIN-MAR25	Water, Stormwater & Sewer - Admin B	Invoice	04/02/2025	Water, Stormwater & Sewer - Admin B	001-507-522-50-47-02 300-507-522-50-47-00	254.76 244.77
0110	CITY OF MONROE	25-00726					38.40
	ST31IRR-MAR25	Water (Irrigation Meter) - ST 31	Invoice	04/02/2025	Water (Irrigation Meter) - ST 31	001-507-522-50-47-02	38.40
0110	CITY OF MONROE	25-00727					169.73
	ST32-MAR25	Water & Stormwater - ST 32	Invoice	04/02/2025	Water & Stormwater - ST 32	001-507-522-50-47-02	169.73
0113	CLEARVIEW HARDWARE & FEED	25-00728					102.45
	A47686	EMS Equipment Repair Parts	Invoice	03/04/2025	EMS Equipment Repair Parts	001-509-522-20-35-00	59.74
	A47687	EMS Equipment Repair Parts	Invoice	03/04/2025	EMS Equipment Repair Parts	001-509-522-20-35-00	42.71
0123	COLBY TITLAND	25-00729					347.12
	INV13256	Per Diem CPSE Excellence Conference	Invoice	04/07/2025	Per Diem CPSE Excellence Conference	001-506-522-45-43-00	347.12
0126	COMCAST	25-00730					791.18
	ADMIN-APRMAY25	Internet/Phone/TV Services - Admin Bldg	Invoice	04/07/2025	Internet/Phone/TV Srvcs - Admin Bldg	001-513-522-50-42-01	791.18
2111	COMMLINQ TECHNOLOGIES	25-00731					164.10
	7520	Allworx Phone System Srvs Call (Lost R	Invoice	04/10/2025	Allworx Phone System Srvs Call (Lost R	001-513-522-50-42-01	164.10
1956	DICK'S TOWING, INC.	25-00732					1,401.77
	18300474	Spartan ERV Pumper Engine Towed (E	Invoice	02/07/2025	Spartan ERV Pumper Engine Towed (E	001-504-522-20-48-01	1,401.77
1875	ELECTRONIC BUSINESS MACHINE	25-00733					506.20
	AR301418	Copier Machine Usage - ST71	Invoice	03/20/2025	Copier Machine Usage - ST71	001-502-522-10-31-00	144.61
	AR301419	Copier Machine Usage - ST81	Invoice	03/20/2025	Copier Machine Usage - ST81	001-502-522-10-31-00	8.48
	AR302685	Copier Machine Usage - ST82	Invoice	03/31/2025	Copier Machine Usage - ST82	001-502-522-10-31-00	1.15
	AR302694	Copier Machine Usage - Admin Trainin	Invoice	03/31/2025	Copier Machine Usage - Admin Trainin	001-502-522-10-31-00	42.66
	AR303105	Copier Machine Usage - Admin Bldg (C	Invoice	04/10/2025	Copier Machine Usage - Admin Bldg (C	001-502-522-10-31-00	309.30
1703	ELSA SEXTON	25-00734					1,766.52
	INV13257	Per Diem CPSE Excellence Conference	Invoice	04/10/2025	Per Diem CPSE Excellence Conference	001-516-522-30-43-00	1,766.52
1642	EVERGREEN POWER SYSTEMS, IN	25-00735					14,886.66
	37997	New Septic Cabinet/Controller - ST 71	Invoice	04/07/2025	New Septic Cabinet/Controller - ST 71	001-507-522-50-48-00	13,575.06
	37998	Electrical - Breathing Air Comp. Srvs Ca	Invoice	04/07/2025	Electrical - Breathing Air Comp. Srvs Ca	001-504-522-20-48-12	1,311.60

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
2511	FASTFIELD, INC.	25-00736					1,026.61
	16787	Mobile Forms Software Monthly Subsc	Invoice	04/07/2025	Mobile Forms Software Monthly Subsc	001-516-522-30-49-04	1,026.61
2121	FIRECOM	25-00737					300.86
	INV361685	Shop Parts	Invoice	03/25/2025	Shop Parts	050-511-522-60-34-01	300.86
0226	GALLS, LLC	25-00738					4,528.87
	028639857	Name Plate Drop Ship Version	Invoice	07/30/2024	Name Plate Drop Ship Version	001-504-522-20-31-07	26.58
	029481118	Dress/Uniform Shoes (Academy Oxford)	Invoice	10/29/2024	Dress/Uniform Shoes (Academy Oxford)	001-504-522-20-31-07	83.61
	030846974	Jacket w/ Inner Fleece, Belt	Invoice	03/26/2025	Jacket w/ Inner Fleece, Belt	001-504-522-20-31-07	529.51
	030846976	Double Breasted Jacket Dress Coat	Invoice	03/26/2025	Double Breasted Jacket Dress Coat	001-504-522-20-31-07	583.04
	030858558	Firefighter Pants (x2)	Invoice	03/27/2025	Nomex IIIA Firefighter Pants (x2)	001-504-522-20-31-07	298.39
	030858588	Polyester/Wool Class A Dress Pants	Invoice	03/27/2025	Polyester/Wool Class A Dress Pants	001-504-522-20-31-07	173.56
	030858626	Diamond Quilted Jacket (x2)	Invoice	03/27/2025	Diamond Quilted Jacket (x2)	001-504-522-20-31-07	200.48
	030881010	Return Shipping Label Fee	Invoice	03/28/2025	Return Shipping Label Fee	001-504-522-20-31-07	8.73
	030894664	S/S Station Wear Shirt, Garrison Belt	Invoice	03/31/2025	S/S Station Wear Shirt, Garrison Belt	001-504-522-20-31-07	195.76
	030894698	Station Wear Pants	Invoice	03/31/2025	Station Wear Pants	001-504-522-20-31-07	149.19
	030894699	Tactical Stryke Pants (Black)	Invoice	03/31/2025	Tactical Stryke Pants (Black)	001-504-522-20-31-07	78.90
	030894700	Dress/Uniform Shoes (Academy Oxford)	Invoice	03/31/2025	Dress/Uniform Shoes (Academy Oxford)	001-504-522-20-31-07	83.65
	030894728	Station Wear Pants	Invoice	03/31/2025	Station Wear Pants	001-504-522-20-31-07	60.39
	030894858	L/S Polyester Command Shirt (White)	Invoice	03/31/2025	L/S Polyester Command Shirt (White)	001-504-522-20-31-07	28.53
	030894859	L/S Polyester Command Shirt (White)	Invoice	03/31/2025	L/S Polyester Command Shirt (White)	001-504-522-20-31-07	28.53
	030922516	Duty Boots	Invoice	04/02/2025	Duty Boots	001-504-522-20-31-07	200.00
	030934464	L/S DAC Polyester-Cotton Class A Shirt,	Invoice	04/03/2025	L/S DAC Polyester-Cotton Class A Shirt,	001-504-522-20-31-07	215.44
	030946062	Softshell Fleece Jacket	Invoice	04/04/2025	Softshell Fleece Jacket	001-504-522-20-31-07	97.88
	030964725	L/S Station Wear Shirt (x2)	Invoice	04/07/2025	L/S Station Wear Shirt (x2)	001-504-522-20-31-07	140.36
	030964737	Diamond Quilted Jacket, Quarter Boot:	Invoice	04/07/2025	Diamond Quilted Jacket, Quarter Boot:	001-504-522-20-31-07	547.15
	030964771	Name Plate Drop Ship Version	Invoice	04/07/2025	Name Plate Drop Ship Version	001-504-522-20-31-07	26.58
	030964847	Carhartt BIB Overalls 32x28	Invoice	04/07/2025	Carhartt BIB Overalls 32x28	001-504-522-20-31-07	88.61
	030965261	Industrial Pants (x4)	Invoice	04/07/2025	Industrial Pants (x4)	001-504-522-20-31-07	594.04
	030985299	Dress/Uniform Shoes (Academy Oxford)	Invoice	04/08/2025	Dress/Uniform Shoes (Academy Oxford)	001-504-522-20-31-07	89.96
2253	GOVERNMENTJOBS.COM, INC.	25-00739					12,681.65
	INV-120954	NEOGOV/Governmentjobs.com/Insigh	Invoice	01/01/2025	NEOGOV/Governmentjobs.com/Insigh	001-517-522-10-49-04	12,681.65

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
0238	GRAINGER	25-00740					4,366.01
	9458451607	Station Operating Supplies	Invoice	04/01/2025	Station Operating Supplies	001-507-522-50-31-00	69.99
	9458451615	Station Operating Supplies	Invoice	04/01/2025	Station Operating Supplies	001-507-522-50-31-00	139.84
	9458451623	Station Operating Supplies	Invoice	04/01/2025	Station Operating Supplies	001-507-522-50-31-00	376.56
	9458758332	Station Operating Supplies	Invoice	04/01/2025	Station Operating Supplies	001-507-522-50-31-00	122.28
	9458783272	Station Operating Supplies	Invoice	04/01/2025	Station Operating Supplies	001-507-522-50-31-00	617.63
	9458783280	Station Operating Supplies	Invoice	04/01/2025	Station Operating Supplies	001-507-522-50-31-00	674.19
	9458783298	Station Operating Supplies	Invoice	04/01/2025	Station Operating Supplies	001-507-522-50-31-00	518.61
	9458783306	Station Operating Supplies	Invoice	04/01/2025	Station Operating Supplies	001-507-522-50-31-00	410.60
	9459008059	Station Operating Supplies	Invoice	04/01/2025	Station Operating Supplies	001-507-522-50-31-00	69.92
	9459008067	Station Operating Supplies	Invoice	04/01/2025	Station Operating Supplies	001-507-522-50-31-00	674.90
	9459008075	Station Operating Supplies	Invoice	04/01/2025	Station Operating Supplies	001-507-522-50-31-00	494.66
	9462072035	Station Operating Supplies	Invoice	04/03/2025	Station Operating Supplies	001-507-522-50-31-00	196.83
0258	HILL STREET CLEANERS	25-00741					106.12
	13021	Uniform Repairs, Alteratns & Name/Pa	Invoice	04/03/2025	Uniform Repairs, Alteratns & Name/Pa	001-504-522-20-31-07	106.12
2432	ICU MEDICAL SALES, INC.	25-00742					3,074.68
	4604044	Pneupac ParaPAC 310 Ventilator Servic	Invoice	02/20/2025	Pneupac ParaPAC 310 Ventilator Servic	001-509-522-20-48-01	436.87
	4606776	Pneupac ParaPAC 310 Ventilator Servic	Invoice	02/21/2025	Pneupac ParaPAC 310 Ventilator Servic	001-509-522-20-48-01	436.87
	4697969	Pneupac ParaPAC 310 Ventilator Servic	Invoice	04/10/2025	Pneupac ParaPAC 310 Ventilator Servic	001-509-522-20-48-01	1,100.47
	4698023	Pneupac ParaPAC 310 Ventilator Servic	Invoice	04/10/2025	Pneupac ParaPAC 310 Ventilator Servic	001-509-522-20-48-01	1,100.47
0277	ISOUTSOURCE	25-00743					14,061.29
	CW308591	IT Services	Invoice	03/31/2025	IT Services	001-513-522-10-41-04	400.00
	CW308813	IT Services	Invoice	03/31/2025	IT Services	001-513-522-10-41-04	198.15
	CW308866	IT Services	Invoice	03/31/2025	IT Services	001-513-522-10-41-04	13,463.14
1692	JASON BOWEN	25-00744					424.20
	INV13246	Per Diem Reimb. CPSE Excellence Conf	Invoice	04/14/2025	Per Diem Reimb. CPSE Excellence Conf	001-505-522-30-43-00	424.20
0288	JEFF SCHAUB	25-00745					110.60
	INV13252	Mileage Reimbursment (COMEX) (158	Invoice	03/31/2025	Mileage Reimbursment (COMEX) (158	001-501-522-10-43-01	110.60
2409	JEREMY JENSEN	25-00746					270.00
	INV13248	EVT Test Reimbursement (F3/F5/F6/F7	Invoice	04/14/2025	EVT Test Reimbursement (F3/F5/F6/F7	050-511-522-45-49-01	270.00
2423	KERRY PRAY	25-00747					270.00
	INV13249	EVT Test Reimbursement (F5/F3/E3/E4	Invoice	04/16/2025	EVT Test Reimbursement (F5/F3/E3/E4	050-511-522-45-49-01	270.00
0328	KOOL CHANGE PRINTING INC.	25-00748					1,295.29
	58172	SRFR Window Self-Seal Envelopes (x5,6	Invoice	03/12/2025	SRFR Window Self-Seal Envelopes (x5,6	001-502-522-10-31-00	1,295.29
0349	L.N. CURTIS & SONS	25-00749					615.22
	INV931518	Continuous Loop Nylon Hose Strap (Re	Invoice	03/27/2025	Continuous Loop Nylon Hose Strap (Re	001-504-522-20-35-00	615.22
1879	LAKE STEVENS SEWER DISTRICT	25-00750					448.65
	ST82-APR2025	Sewer - ST 82 (Account 3655.01)	Invoice	04/01/2025	Sewer - ST 82	001-507-522-50-47-02	448.65

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
1879	LAKE STEVENS SEWER DISTRICT	25-00751					367.21
	ST81-APR2025	Sewer - ST 81 (Account 6681.01)	Invoice	04/01/2025	Sewer - ST 81	001-507-522-50-47-02	367.21
1835	LEAH SCHOOF	25-00752					514.38
	INV13253	Per Diem CPSE Excellence Conference	Invoice	04/16/2025	Per Diem CPSE Excellence Conference	001-506-522-45-43-00	514.38
0343	LIFE-ASSIST INC	25-00753					493.22
	1585925	Medical Supplies	Invoice	04/01/2025	Medical Supplies	001-509-522-30-31-01	277.50
	1585945	Medical Supplies	Invoice	04/01/2025	Medical Supplies	001-509-522-30-31-01	41.35
	1588097	Medical Supplies	Invoice	04/08/2025	Medical Supplies	001-509-522-30-31-01	174.37
0352	LOWE'S	25-00754					1,032.47
	971571-OTGRYW	Shop Parts	Invoice	04/10/2025	Shop Parts	050-511-522-60-34-01	2.89
	971609-OHVASP	Replacement Modern Coat Hooks - ST	Invoice	01/15/2025	Replacement Modern Coat Hooks - ST	001-507-522-50-48-00	9.32
	974114-OJGBBE	Wallboard, Orange Peel Fibatape (Rep	Invoice	01/27/2025	Wallboard, Orange Peel Fibatape (Rep	001-507-522-50-48-00	46.70
	976707-OIDTTK	Wallboard, Red Gloss, Putty Knife (Sup	Invoice	01/17/2025	Wallboard, Red Gloss, Putty Knife (Sup	001-507-522-50-31-00	36.31
	976740-OLDBEX	Satin Black Primer Spray (Tool Repair)	Invoice	02/10/2025	Satin Black Primer Spray (Tool Repair)	001-507-522-50-31-00	8.29
	978037-OJPECO	Brackets (Secure SCBA Storage) - ST71	Invoice	01/29/2025	Brackets (Secure SCBA Storage) - ST71	001-504-522-20-31-03	11.40
	978862-OLHJTH	Premium Fur Strips, Carbide Circular Bl	Invoice	02/11/2025	Premium Fur Strips, Carbide Circular Bl	001-506-522-45-31-03	55.72
	981040-OLLLEZ	Glisten Dishwasher Cleaner - All Statio	Invoice	02/12/2025	Glisten Dishwasher Cleaner - All Statio	001-507-522-50-31-00	21.97
	982058-OJTOCX	Carabiner, Chain Links (OZTanks SCBA	Invoice	01/30/2025	Carabiner, Chain Links (OZTanks SCBA	001-504-522-20-31-03	21.27
	982250-OSLPFD	Shop Parts	Invoice	04/04/2025	Shop Parts	050-511-522-60-34-01	41.55
	983290-OMVUCX	Paint. Primer, Spackle, Strip (Lt. Office)	Invoice	02/24/2025	Paint. Primer, Spackle, Strip (Lt. Office)	001-507-522-50-48-00	241.82
	987197-OJYYUE	Electrical Supplies (Relocated Outlet) -	Invoice	02/01/2025	Electrical Supplies (Relocated Outlet) -	001-507-522-50-31-00	23.05
	988052-OPYBFT	Shop Parts	Invoice	03/18/2025	Shop Parts	050-511-522-60-34-01	153.35
	995888-OKOHDS	Nails, Aluminun Vinyl Coating (Door Br	Invoice	02/05/2025	Nails, Aluminun Vinyl Coating (Door Br	001-507-522-50-48-00	51.44
	996822-OMDUWE	Hose Clamp, Dishwasher Air Gap, Hose	Invoice	02/18/2025	Hose Clamp, Dishwasher Air Gap, Hose	001-507-522-50-48-00	55.43
	996922-OMDUWH	Douglas Fir Plywood, Wood Fnsh (Doo	Invoice	02/18/2025	Douglas Fir Plywood, Wood Fnsh (Doo	001-507-522-50-48-00	70.21
	996937-OMDUWI	Shovel Replacement (E83) - ST83	Invoice	02/18/2025	Shovel Replacement (E83) - ST83	001-504-522-20-35-00	39.47
	999227-OTCAWR	Screws, Replacement Curtains - ST 32	Invoice	04/09/2025	Screws, Replacement Curtains - ST 32	001-507-522-50-31-00	79.96
	999659-OTCAWU	Replacement Curtains - ST32	Invoice	04/09/2025	Replacement Curtains - ST32	001-507-522-50-31-00	31.16
	999935-OTCAXA	Replacement Grommet Curtains - ST32	Invoice	04/09/2025	Replacement Grommet Curtains - ST32	001-507-522-50-31-00	31.16
2348	MATTHEW J. BEECROFT	25-00755					4,000.00
	MAY2025	EMS Servcs Contract: Medcial Supervis	Invoice	05/01/2025	EMS Servcs Contract: Medcial Supervis	001-509-522-20-41-02	4,000.00
2513	MES SERVICE COMPANY, LLC	25-00756					432.32
	IN2236893	SCBA Service Repairs (Valve/Assy/Eval)	Invoice	04/04/2025	SCBA Service Repairs (Valve/Assy/Eval)	001-504-522-20-48-12	432.32
0371	MICHAEL MCCONNELL	25-00757					1,114.28
	INV13247	CSU Tuition Reimbursement (FIR3306)	Invoice	04/15/2025	CSU Tuition Reimbursement (FIR3306)	001-506-522-45-49-10	764.00
	INV13258	Per Diem CPSE Excellence Conference	Invoice	04/09/2025	Per Diem CPSE Excellence Conference	001-516-522-30-43-00	350.28
2214	MONARCH LANDSCAPE WA LLC	25-00758					10,639.15
	CD50524453	Arbor Care - Removal, Clearance, Prun	Invoice	04/09/2025	Arbor Care - Removal, Clearance, Prun	001-507-522-50-41-00	10,639.15

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

Vendor Name		Docket/Claim #					Payment Amount
Vendor #	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Distribution Amount
0380	MONROE PARTS HOUSE	25-00759					5,307.29
	010952	Shop Supplies	Invoice	03/03/2025	Shop Supplies	050-511-522-60-31-05	10.93
	011086	Shop Parts	Invoice	03/03/2025	Shop Parts	050-511-522-60-34-01	113.87
	011110	Shop Parts	Credit Memo	03/03/2025	Shop Parts	050-511-522-60-34-01	-19.69
	011185	Shop Parts	Invoice	03/04/2025	Shop Parts	050-511-522-60-34-01	461.64
	011222	Shop Parts	Invoice	03/04/2025	Shop Parts	050-511-522-60-34-01	39.37
	011251	Shop Parts	Invoice	03/04/2025	Shop Parts	050-511-522-60-34-01	5.46
	011254	Shop Parts	Invoice	03/04/2025	Shop Parts	050-511-522-60-34-01	237.28
	011277	Shop Parts	Invoice	03/04/2025	Shop Parts	050-511-522-60-34-01	39.07
	011317	Shop Parts	Invoice	03/05/2025	Shop Parts	050-511-522-60-34-01	82.01
	011319	Shop Parts	Credit Memo	03/05/2025	Shop Parts	050-511-522-60-34-01	-82.01
	011328	Shop Parts	Invoice	03/05/2025	Shop Parts	050-511-522-60-34-01	8.36
	011455	Shop Parts	Invoice	03/06/2025	Shop Parts	050-511-522-60-34-01	60.80
	011608	Shop Parts	Invoice	03/06/2025	Shop Parts	050-511-522-60-34-01	75.46
	011609	Shop Parts	Invoice	03/06/2025	Shop Parts	050-511-522-60-34-01	40.43
	011624	Shop Parts	Credit Memo	03/06/2025	Shop Parts	050-511-522-60-34-01	-43.66
	011656	Shop Parts	Invoice	03/07/2025	Shop Parts	050-511-522-60-34-01	3.24
	012028	Shop Parts	Credit Memo	03/10/2025	Shop Parts	050-511-522-60-34-01	-198.21
	012177	Shop Parts	Invoice	03/10/2025	Shop Parts	050-511-522-60-34-01	14.22
	012197	Shop Parts	Invoice	03/11/2025	Shop Parts	050-511-522-60-34-01	21.87
	012205	Shop Parts	Invoice	03/11/2025	Shop Parts	050-511-522-60-34-01	173.27
	012206	Shop Parts	Invoice	03/11/2025	Shop Parts	050-511-522-60-34-01	10.31
	012226	Shop Parts	Invoice	03/11/2025	Shop Parts	050-511-522-60-34-01	15.29
	012279	Shop Parts	Invoice	03/11/2025	Shop Parts	050-511-522-60-34-01	40.43
	012301	Shop Parts	Invoice	03/11/2025	Shop Parts	050-511-522-60-34-01	56.08
	012303	Shop Parts	Credit Memo	03/11/2025	Shop Parts	050-511-522-60-34-01	-40.43
	012361	Shop Parts	Invoice	03/12/2025	Shop Parts	050-511-522-60-34-01	712.74
	012388	Shop Parts	Invoice	03/12/2025	Shop Parts	050-511-522-60-34-01	86.11
	012439	Shop Parts	Invoice	03/12/2025	Shop Parts	050-511-522-60-34-01	237.28
	012453	Shop Parts	Invoice	03/12/2025	Shop Parts	050-511-522-60-34-01	10.93
	012461	Shop Parts	Invoice	03/12/2025	Shop Parts	050-511-522-60-34-01	48.02
	012462	Shop Parts	Invoice	03/12/2025	Shop Parts	050-511-522-60-34-01	12.95
	012484	Shop Parts	Invoice	03/12/2025	Shop Parts	050-511-522-60-34-01	10.46
	012557	Shop Parts	Invoice	03/13/2025	Shop Parts	050-511-522-60-34-01	28.86
	012583	Shop Parts	Invoice	03/13/2025	Shop Parts	050-511-522-60-34-01	24.06
	012618	Shop Parts	Invoice	03/13/2025	Shop Parts	050-511-522-60-34-01	49.55
	012640	Shop Parts	Invoice	03/13/2025	Shop Parts	050-511-522-60-34-01	4.54
	012684	Shop Parts	Invoice	03/14/2025	Shop Parts	050-511-522-60-34-01	24.34
	013017	Shop Parts	Invoice	03/17/2025	Shop Parts	050-511-522-60-34-01	69.70
	013019	Shop Parts	Invoice	03/17/2025	Shop Parts	050-511-522-60-34-01	58.43
	013159	Shop Parts	Invoice	03/18/2025	Shop Parts	050-511-522-60-34-01	75.64
	013160	Shop Supplies	Invoice	03/18/2025	Shop Supplies	050-511-522-60-31-05	29.47
	013163	Shop Parts	Invoice	03/18/2025	Shop Parts	050-511-522-60-34-01	7.42

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

Vendor Name		Docket/Claim #					Payment Amount
Vendor #	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Distribution Amount
	013165	Shop Parts	Invoice	03/18/2025	Shop Parts	050-511-522-60-34-01	174.69
	013166	Shop Parts	Invoice	03/18/2025	Shop Parts	050-511-522-60-34-01	16.40
	013167	Shop Parts	Invoice	03/18/2025	Shop Parts	050-511-522-60-34-01	24.51
	013173	Shop Parts	Credit Memo	03/18/2025	Shop Parts	050-511-522-60-34-01	-49.55
	013177	Shop Parts	Credit Memo	03/18/2025	Shop Parts	050-511-522-60-34-01	-7.31
	013216	Shop Parts	Invoice	03/18/2025	Shop Parts	050-511-522-60-34-01	9.29
	013229	Shop Parts	Invoice	03/18/2025	Shop Parts	050-511-522-60-34-01	15.67
	013244	Shop Parts	Credit Memo	03/18/2025	Shop Parts	050-511-522-60-34-01	-237.28
	013246	Shop Parts	Invoice	03/18/2025	Shop Parts	050-511-522-60-34-01	107.30
	013282	Shop Parts	Invoice	03/18/2025	Shop Parts	050-511-522-60-34-01	8.75
	013326	Shop Parts	Invoice	03/19/2025	Shop Parts	050-511-522-60-34-01	15.67
	013339	Shop Parts	Invoice	03/19/2025	Shop Parts	050-511-522-60-34-01	377.87
	013378	Shop Parts	Credit Memo	03/19/2025	Shop Parts	050-511-522-60-34-01	-39.38
	013550	Shop Parts	Invoice	03/20/2025	Shop Parts	050-511-522-60-34-01	6.80
	013555	Shop Parts	Invoice	03/20/2025	Shop Parts	050-511-522-60-34-01	21.81
	013557	Shop Parts	Invoice	03/20/2025	Shop Parts	050-511-522-60-34-01	23.48
	013563	Shop Parts	Credit Memo	03/20/2025	Shop Parts	050-511-522-60-34-01	-23.48
	013565	Shop Parts	Invoice	03/20/2025	Shop Parts	050-511-522-60-34-01	21.14
	013707	Shop Parts	Invoice	03/21/2025	Shop Parts	050-511-522-60-34-01	14.22
	013731	Shop Parts	Invoice	03/21/2025	Shop Parts	050-511-522-60-34-01	66.50
	014034	Shop Parts	Invoice	03/24/2025	Shop Parts	050-511-522-60-34-01	67.23
	014076	Shop Parts	Invoice	03/24/2025	Shop Parts	050-511-522-60-34-01	54.59
	014107	Shop Parts	Invoice	03/25/2025	Shop Parts	050-511-522-60-34-01	17.69
	014120	Shop Parts	Credit Memo	03/25/2025	Shop Parts	050-511-522-60-34-01	-5.90
	014160	Shop Parts	Invoice	03/25/2025	Shop Parts	050-511-522-60-34-01	44.59
	014165	Shop Parts	Invoice	03/25/2025	Shop Parts	050-511-522-60-34-01	87.19
	014178	Shop Parts	Invoice	03/25/2025	Shop Parts	050-511-522-60-34-01	10.29
	014194	Shop Parts	Credit Memo	03/25/2025	Shop Parts	050-511-522-60-34-01	-10.29
	014282	Shop Parts	Invoice	03/25/2025	Shop Parts	050-511-522-60-34-01	601.98
	014412	Shop Parts	Invoice	03/26/2025	Shop Parts	050-511-522-60-34-01	243.97
	014422	Shop Parts	Credit Memo	03/26/2025	Shop Parts	050-511-522-60-34-01	-88.61
	014425	Shop Parts	Invoice	03/26/2025	Shop Parts	050-511-522-60-34-01	669.94
	014427	Shop Parts	Invoice	03/26/2025	Shop Parts	050-511-522-60-34-01	7.42
	014460	Shop Parts	Invoice	03/27/2025	Shop Parts	050-511-522-60-34-01	188.93
	014489	Shop Parts	Invoice	03/27/2025	Shop Parts	050-511-522-60-34-01	105.05
	014496	Shop Parts	Credit Memo	03/27/2025	Shop Parts	050-511-522-60-34-01	-78.77
	014504	Shop Parts	Invoice	03/27/2025	Shop Parts	050-511-522-60-34-01	78.77
	014519	Shop Parts	Credit Memo	03/27/2025	Shop Parts	050-511-522-60-34-01	-88.61
	014543	Shop Parts	Invoice	03/27/2025	Shop Parts	050-511-522-60-34-01	146.43
	014570	Shop Parts	Credit Memo	03/27/2025	Shop Parts	050-511-522-60-34-01	-19.69
	014603	Shop Parts	Invoice	03/27/2025	Shop Parts	050-511-522-60-34-01	64.74
	014684	Shop Parts	Invoice	03/28/2025	Shop Parts	050-511-522-60-34-01	47.36

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
1880	NATIONAL PUBLIC EMPLOYER LA	25-00760					225.00
	13848	National WA PELRA Annual Membersh	Invoice	01/01/2025	National WA PELRA Annual Membersh	001-502-522-10-49-01	225.00
1904	NATIONAL TESTING NETWORK, I	25-00761					850.00
	18143	Background Investigation Service - V.V	Invoice	04/10/2025	Background Investigation Service - V.V	001-517-522-10-49-06	850.00
2365	NOAH COMPTON	25-00762					625.00
	INV13254	PNW Fire Conference Registration Reir	Invoice	04/16/2025	PNW Fire Conference Registration Reir	001-506-522-45-49-02	625.00
2252	ODP BUSINESS SOLUTIONS, LLC	25-00763					214.57
	416795148001	Copy Paper, Dry Erase Eraser, Labels -	Invoice	04/03/2025	Copy Paper, Dry Erase Eraser, Labels -	001-502-522-10-31-00	88.80
	417693804001	Round Key Tag 50pk (x2) - ST74	Invoice	04/03/2025	Round Key Tag 50pk (x2) - ST74	001-502-522-10-35-00	20.48
	417696096001	Scissors 8" PK - ST74	Invoice	04/04/2025	Scissors 8" PK - ST74	001-502-522-10-35-00	22.00
	417774374001	Hanging Folder Bx, Manila File Folders	Invoice	03/31/2025	Hanging Folder Bx, Manila File Folders	001-502-522-10-31-00	83.29
2465	ORIGINAL WATERMEN, INC.	25-00764					262.95
	95586	MAINSTAY Swim Board Shorts (Red x6)	Invoice	04/01/2025	MAINSTAY Swim Board Shorts (Red x6)	001-514-522-20-31-09	262.95
2332	OTTO ROSENAU & ASSOCIATES, I	25-00765					35,064.57
	92530	Professional Services (Engin/Monito/Si	Invoice	04/08/2025	Professional Services (Engin/Monito/Si	300-507-594-50-62-00	35,064.57
0466	PETROCARD, INC.	25-00766					2,144.79
	C714667	OnSite Mobile Fueling Service - ST 71,	Invoice	04/03/2025	OnSite Mobile Fueling Service - ST 71,	001-504-522-20-32-00 001-509-522-20-32-00	1,072.40 1,072.39
1651	PIERRE FORD OF LYNNWOOD	25-00767					141.84
	FOCS611647	Shop Parts	Invoice	03/24/2025	Shop Parts	050-511-522-60-34-01	141.84
0472	PLATT ELECTRIC	25-00768					789.74
	5J54363	SOOW Portable Cord 10/3, Black 1000	Invoice	07/25/2024	SOOW Portable Cord 10/3, Black 1000	001-507-522-50-31-00	789.74
0483	PUGET SOUND ENERGY	25-00769					967.62
	ADMIN-MARAPR	Natural Gas - Admin Bldg (220031644C	Invoice	04/09/2025	Natural Gas - Admin Bldg (220031644C	001-507-522-50-47-03 300-507-522-50-47-00	493.49 474.13
0483	PUGET SOUND ENERGY	25-00770					505.52
	ST81-MARAPR25	Natural Gas - ST 81 (220021970383)	Invoice	04/07/2025	Natural Gas - ST 81 (220021970383)	001-507-522-50-47-03	505.52
0483	PUGET SOUND ENERGY	25-00771					161.83
	ST82-MARAPR25	Natural Gas - ST 82 (220021970490)	Invoice	04/07/2025	Natural Gas - ST 82 (220021970490)	001-507-522-50-47-03	161.83
1533	REHN & ASSOCIATES	25-00772					224.00
	INV-00207291	COBRA Rights Notice Letter (x8)	Invoice	03/31/2025	COBRA Rights Notice Letter (x8)	001-502-522-10-41-01	224.00
0494	REPUBLIC SERVICES #197	25-00773					283.55
	0197-003501808	Refuse - ST 32	Invoice	03/31/2025	Refuse - ST 32	001-507-522-50-47-04	283.55
0494	REPUBLIC SERVICES #197	25-00774					885.39
	0197-003501743	Recycling - ST 31	Invoice	03/31/2025	Recycling - ST 31	001-507-522-50-47-04	885.39
0494	REPUBLIC SERVICES #197	25-00775					282.53
	0197-003501760	Refuse - Admin Building	Invoice	03/31/2025	Refuse - Admin Building	001-507-522-50-47-04 300-507-522-50-47-00	144.09 138.44

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

Vendor #		Vendor Name	Docket/Claim #					Payment Amount
Vendor #	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Distribution Amount	
0494	REPUBLIC SERVICES #197	25-00776						343.20
	0197-003501150	Refuse - ST 31	Invoice	03/31/2025	Refuse - ST 31	001-507-522-50-47-04		343.20
0494	REPUBLIC SERVICES #197	25-00777						125.44
	0197-003502083	Recycling - ST 32	Invoice	03/31/2025	Recycling - ST 32	001-507-522-50-47-04		125.44
0501	RICOH USA, INC.	25-00778						50.91
	109113891	Copier Machine Lease - ST 74/Logistics	Invoice	04/04/2025	Copier Machine Lease - ST 74/Logistics	001-512-591-22-70-00		50.91
0515	ROY WAUGH	25-00779						105.00
	INV13251	Mileage Reimbursment (COMEX) (150	Invoice	04/03/2025	Mileage Reimbursment (COMEX) (150	001-501-522-10-43-01		105.00
2196	RYAN MURSTIG	25-00780						446.60
	INV13245	Airfare Reimb. Station Design Committ	Invoice	04/14/2025	Airfare Reimb. Station Design Committ	001-507-522-50-43-00		446.60
0517	S & P DESIGN INC	25-00781						229.22
	14744	Custom SRFR Laptop Carrying Bag - Coi	Invoice	04/10/2025	Custom SRFR Laptop Carrying Bag - Coi	001-501-522-10-49-04		88.16
	14745	Custom Polo, 1/4 Zip, Rain Jacket - Cor	Invoice	04/10/2025	Custom Polo, 1/4 Zip, Rain Jacket - Cor	001-501-522-10-49-04		141.06
0546	SISKUN POWER EQUIPMENT	25-00782						2,534.08
	480512	Chain Saw Carbide Parts (x7)	Invoice	03/06/2025	Chain Saw Carbide Parts (x7)	001-504-522-20-48-02		2,534.08
0564	SNOHOMISH COUNTY FIRE CHIEF	25-00783						500.00
	04102025	Sno. County Fire Chiefs Assoc (SCFCA) :	Invoice	04/10/2025	Sno. County Fire Chiefs Assoc (SCFCA) :	001-502-522-10-49-01		500.00
0565	SNOHOMISH COUNTY PUD	25-00784						646.15
	126202338	Electricity - ST 31	Invoice	04/09/2025	Electricity - ST 31	001-507-522-50-47-01		646.15
0565	SNOHOMISH COUNTY PUD	25-00785						434.33
	112984538	Electricity - ST 83	Invoice	03/31/2025	Electricity - ST 83	001-507-522-50-47-01		434.33
0565	SNOHOMISH COUNTY PUD	25-00786						206.57
	106418225	Electricity - ST 77	Invoice	04/11/2025	Electricity - ST 77	001-507-522-50-47-01		206.57
0567	SNURE LAW OFFICE, PSC	25-00787						11,142.00
	MAR2025	Monthly Attorney Services (March 202	Invoice	04/01/2025	Monthly Attorney Services (March 202	001-512-522-10-41-03		11,142.00
0572	SPEEDWAY CHEVROLET	25-00788						431.54
	145966	Shop Parts	Invoice	04/02/2025	Shop Parts	050-511-522-60-34-01		196.33
	263961	Shop Parts	Invoice	04/02/2025	Shop Parts	050-511-522-60-34-01		235.21
2057	SPRAGUE PEST SOLUTIONS	25-00789						610.91
	5775754	Monthly Pest Control Services - ST 73	Invoice	04/01/2025	Monthly Pest Control Services - ST 73	001-507-522-50-41-00		121.01
	5775755	Monthly Pest Control Services - ST 82	Invoice	04/09/2025	Monthly Pest Control Services - ST 82	001-507-522-50-41-00		120.02
	5775757	Monthly Pest Control Services - ST 81	Invoice	04/04/2025	Monthly Pest Control Services - ST 81	001-507-522-50-41-00		120.02
	5775758	Monthly Pest Control Services - ST 77	Invoice	04/07/2025	Monthly Pest Control Services - ST 77	001-507-522-50-41-00		120.02
	5775759	Monthly Pest Control Services - ST 72	Invoice	04/05/2025	Monthly Pest Control Services - ST 72	001-507-522-50-41-00		129.84

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
2379	SRFR - PETTY CASH	25-00790					2,691.42
	0-097-196-659	DOL Driving Record Request x4	Invoice	03/26/2025	DOL Driving Record Request x4	001-517-522-10-49-06	60.00
	0-097-601-701	DOL Driving Record Request x2	Invoice	04/10/2025	DOL Driving Record Request x2	001-517-522-10-49-06	30.00
	2056	EMS Transport Services Billing Refund	Invoice	04/14/2025	EMS Transport Services Billing Refund	001-509-522-26-49-00	913.31
	2057	EMS Transport Services Billing Refund	Invoice	04/14/2025	EMS Transport Services Billing Refund	001-509-522-26-49-00	409.84
	2058	EMS Transport Services Billing Refund	Invoice	04/14/2025	EMS Transport Services Billing Refund	001-509-522-26-49-00	453.79
	2059	EMS Transport Services Billing Refund	Invoice	04/14/2025	EMS Transport Services Billing Refund	001-509-522-26-49-00	824.48
1671	STREAMLINE DIGITAL IMAGING, I	25-00791					980.42
	40925	Custom SRFR Embroidered Hat Logo &	Invoice	04/20/2025	Custom SRFR Embroidered Hat Logo &	001-502-522-10-49-06	980.42
1634	STRYKER MEDICAL	25-00792					559.41
	9208876035	Assembly Battery Replacement Kit 1PC	Invoice	03/31/2025	Assembly Battery Replacement Kit 1PC	001-509-522-20-48-01	559.41
2415	SUPERIOR SEPTIC SERVICE, LLC	25-00793					5,499.56
	25040989	Septic Tank Maint. (Pumped 1100gl/Ta	Invoice	03/21/2025	Septic Tank Maint. (Pumped 1100gl/Ta	001-507-522-50-48-00	919.53
	25041503	Septic Tank Maint.(Filter Cleaning Srv	Invoice	03/19/2025	Septic Tank Maint.(Filter Cleaning Srv	001-507-522-50-48-00	272.41
	25112158	Septic Tank Maint. (Pumped 1520gl/Ta	Invoice	03/28/2025	Septic Tank Maint. (Pumped 1520gl/Ta	001-507-522-50-48-00	1,181.19
	25176540	Septic Tank Maint. (Pumped 1200gl/Ta	Invoice	04/01/2025	Septic Tank Maint. (Pumped 1200gl/Ta	001-507-522-50-48-00	981.83
	25176668	Septic Tank Maint. (Pumped 1200gl/Ta	Invoice	04/04/2025	Septic Tank Maint. (Pumped 1200gl/Ta	001-507-522-50-48-00	981.83
	25235804	Septic Tank Maint. (Pumped1600gl/Ta	Invoice	04/08/2025	Septic Tank Maint. (Pumped1600gl/Ta	001-507-522-50-48-00	1,162.77
0587	SYSTEMS DESIGN WEST, LLC	25-00794					14,227.34
	20250753	EMS Transport Billing Monthly Service:	Invoice	04/09/2025	EMS Transport Billing Monthly Service:	001-509-522-20-41-05	14,227.34
2512	TACTICAL GEAR JUNKIE	25-00795					603.58
	22749	Custom Name Tags (Nylon Blk w/White	Invoice	04/14/2025	Custom Name Tags (Nylon Blk w/White	303-509-594-20-64-14	603.58
0610	TRUE NORTH EMERGENCY EQUIP	25-00796					870.33
	A21083	Shop Parts	Invoice	03/20/2025	Shop Parts	050-511-522-60-34-01	718.65
	A21231	Shop Parts	Invoice	03/28/2025	Shop Parts	050-511-522-60-34-01	151.68
0622	UNITED PARCEL SERVICE	25-00797					38.67
	000042W7X8135	Freight Charges (Shop)	Invoice	03/29/2025	Freight Charges (Shop)	050-511-522-60-34-01	38.67

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

Vendor Name		Docket/Claim #						Payment Amount
Vendor #	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Distribution Amount	
0624	US BANK	25-00798						24,131.67
	US BANK-MARCH25	District Credit Card Charges - MARCH 2	Invoice	03/25/2025	2.0 X Swiftwater LS ICW	001-506-522-45-49-02		1,745.60
					2025 Fire Alarm Symposium Registrati	001-505-522-45-49-02		128.75
					2x2's for forcible entry door at 31 x 16	001-506-522-45-31-03		48.84
					Ace Hardware - Justin will get receipt	001-507-522-50-35-00		53.29
					All Weather Paper for Training (JL Darli	001-502-522-10-31-00		103.32
					American Canoe Assoc Membership - E	001-506-522-45-49-26		40.00
					American Canoe Assoc Membership - B	001-506-522-45-49-26		40.00
					Booster Nozzle for BR31 (HEN Nozzles)	001-504-522-20-35-00		395.00
					Brightwater Center Rental-Nov25-Bene	001-517-522-10-49-06		579.00
					Business Cards x 6 (Vista Print)	001-502-522-10-31-00		164.01
					Car Rental-NFA-Colby (Enterprise)	001-506-522-45-43-00		440.93
					Chief's Run Breakfast x 27 (Biscuit & B	001-506-522-45-31-03		420.12
					Coffee & Creamer for Scout Day (Targe	001-515-522-30-31-01		45.63
					Coffee for Scout Day (Starbucks)	001-506-522-45-31-03		43.16
					Cookies for Scout Day (Fred Meyer)	001-515-522-30-31-01		100.00
					Creamer packets-Scout Day (Walmart)	001-515-522-30-31-01		23.26
					CREDIT - Issaquah Honda Kubota	050-511-522-60-34-01		-14.78
					CREDIT-Equipment Mechanics Associat	050-511-522-45-49-01		-657.00
					DEF Doser Pump (Diesel Pro)	050-511-522-60-34-01		885.92
					DEF for E1401 (Chevron)	001-504-522-20-32-00		82.02
					Diagnostic Link License x 1 year (SnapC	050-511-522-60-41-08		752.13
					Dinner for Spring COMEX x 22 (Bounda	001-506-522-45-43-00		676.62
					Dinner for Spring COMEX x 22 (Brandy	001-506-522-45-43-00		593.58
					DOL Registration for new truck - S2501	001-502-522-10-49-06		64.00
					Donuts for Scout Open House (Top Pot	001-515-522-30-31-01		106.78
					Dumbbell Pairs x 4 & DB Rack (Giant Li	001-510-522-20-35-01		1,496.52
					EMS cares-CRP Door Hangers (Canva)	001-509-522-20-49-04		80.00
					Entry Mortise Locks 3 & Faceplates 3 (I	050-511-522-60-35-00		1,615.89
					Fire Mechanics Workshop 4/25 - Kerry	050-511-522-45-49-01		350.00
					Flat Power Rack & J Hooks (Titan Fitne	001-510-522-20-35-01		834.41
					Fuel for boat W0101 (Snoho Co-Op)	050-511-522-60-34-01		348.66
					Fuel for Staff Vehicle (Costco)	001-504-522-20-32-00		58.14
					Gatorade 4 x 24 ct (Costco)	001-504-522-20-31-01		132.21
					Glacier West Monroe Storage H81	001-507-522-50-45-00		156.00
					Glass rear wall, zip body glass(NW Bus	050-511-522-60-34-01		156.31
					Hotel FEMA Complex Incident-McConr	001-516-522-30-43-00		732.10
					Hotel NW Leadership Seminar-Edward	001-506-522-45-43-00		605.52
					Hotel NW Leadership Seminar-Elmore(	001-506-522-45-43-00		605.52
					Hotel NW Leadership Seminar-Schaub(	001-506-522-45-43-00		605.52
					Hotel NW Leadership Seminar-Steinruc	001-506-522-45-43-00		605.52
					Hotel NW Leadership Seminar-Waugh(	001-506-522-45-43-00		605.52
					ICS-300 Course Registration - Kerr	001-506-522-45-49-02		350.00

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

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
	US BANK-MARCH25	District Credit Card Charges - MARCH 2	Invoice	03/25/2025	ICS-300 Course Registration (Dunham)	001-506-522-45-49-02	350.00
					Interview Panel-FF/PM (Beverage)	001-517-522-10-49-06	3.22
					Interview Panel-FF/PM (Taqueria Pollo	001-517-522-10-49-06	105.57
					Kirkland bottled water-48 case pallet (i	001-504-522-20-31-01	480.91
					Lake Stevens Monthly Lunch x 8	001-502-522-10-49-06	140.00
					Lake Stevens Storage Units C60 & C54	001-507-522-50-45-00	150.00
					Liquid IV Packs 10 x 30 pk (Costco)	001-504-522-20-31-01	235.90
					Logistics workshop lunch x 7 (Contos P	001-507-522-45-49-02	177.16
					Lunch for FF/PM Interviews (Thai Clear	001-517-522-10-49-06	177.45
					Lunch for Interview Panel (Tokyo Teriy	001-517-522-10-49-06	57.68
					Lunch interview panel Day 2 x 3 (Mans	001-517-522-10-49-06	59.78
					Lunch Interview Panel x 3-Admin Assisi	001-517-522-10-49-06	57.31
					Lunch Interview Panel-FF/PM (Maltby	001-517-522-10-49-06	192.44
					Lunch Interview Panel-FF/PM (MaltbyF	001-517-522-10-49-06	298.71
					Lunch Interview Panel-FF/PM (U Kawa	001-517-522-10-49-06	149.79
					Microsoft 365 monthly license	001-513-522-10-49-04	15.32
					Monroe Chamber Monthly Lunch x 6	001-502-522-10-49-06	102.00
					Multi Storage x 2 Water Rescue Team(	001-514-522-20-31-09	44.10
					NPERLA recertification - Leah	001-502-522-10-49-01	95.00
					Office Supplies for Facilities Committe	001-502-522-10-31-00	37.70
					Parking at airport-NFA-Colby (Sea Tac)	001-506-522-45-43-00	165.99
					PEER Support lunch with Dr Redmon (E	001-510-522-20-31-01	30.98
					Petzl Coeur Pulse 12mm Removable Ar	001-514-522-20-35-04	282.96
					Pistol Grip Hose Nozzle x 2 (Snap On)	050-511-522-60-35-00	257.53
					PNW Fire Conference Registration - Ra	001-506-522-45-49-02	550.00
					Propane Refill (Tractor Supply)	001-507-522-50-31-00	64.14
					Refreshment containers for Scout Day	001-515-522-30-31-01	19.64
					Refund from Endeavor Business Media	001-507-522-50-41-00	-360.00
					Replacement Bed Frame for ST 83 (Spc	001-507-522-50-35-00	466.81
					Restocking fee x 2 - SCFTA Reimbursen	001-506-522-45-49-23	125.40
					Shipping charge from NW Bus Sales	050-511-522-60-34-01	24.59
					Sky Valley Chamber Lunch x 3	001-502-522-10-49-06	45.00
					Snacks & beverages FF/PM interviews	001-517-522-10-49-06	111.45
					Snacks & Water-Interviews Admin Assi	001-517-522-10-49-06	35.76
					Snacks for Battalion Chief Mtg (Safewa	001-504-522-20-31-01	40.78
					Snacks for Blue Card Class (Safeway)	001-506-522-45-31-03	71.08
					Snacks for Blue Card Class (Safeway)	001-506-522-45-31-03	35.90
					Snacks for FF/PM interviews (Costco)	001-517-522-10-49-06	270.94
					Snacks for Logistics Workshop (Safewa	001-507-522-45-49-02	95.90
					Snacks for March RUN Review (Safewa	001-509-522-20-49-04	39.96
					Snacks for Scout Day (Safeway)	001-506-522-45-31-03	32.10
					Snohomish Co-Op - Justin will get me t	001-504-522-20-32-00	56.84
					Splint Simulated Lung x 4 (Wonderlife :	001-509-522-20-35-00	146.03

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

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
	US BANK-MARCH25	District Credit Card Charges - MARCH 2	Invoice	03/25/2025	ST 82 - items for repair/maintenance (	001-507-522-50-48-00	25.13
					Starbucks - Pamella	001-517-522-10-49-06	5.42
					Suppression Patches x 7 (Eagle Engravi	001-504-522-20-31-07	228.75
					Transportation for guest speaker @ CL	001-506-522-45-43-00	313.34
					Tyler Conference Registration-Denise H	001-517-522-45-49-02	1,199.00
					UPS - Returning Jumpsuits	001-505-522-30-31-00	64.74
					UPS-return old CPAP units for new one	001-509-522-20-35-00	38.14
					USPS-mailed credentialing paperwrk to	001-502-522-10-42-00	9.60
					USPS-mailed EMT credentials to state	001-502-522-10-42-00	9.60
					USPS-mailed petty cash check to Direc	001-502-522-10-42-00	31.40
					Vacuum for Station 83 (Home Depot)	001-507-522-50-35-00	206.45
					Velcro nameplates-water team life jact	001-514-522-20-35-03	165.30
					Water for Scout Day (Target)	001-515-522-30-31-01	23.13
					Water for the Shop (Crystal)	050-511-522-60-31-04	62.83
					WSP Background Check x 1	001-517-522-10-49-01	11.00
0631	VERATHON MEDICAL	25-00799					1,018.92
	81107236	Medical Supplies	Invoice	04/02/2025	Medical Supplies	001-509-522-30-31-01	537.56
	81107351	Medical Supplies	Invoice	04/02/2025	Medical Supplies	001-509-522-30-31-01	481.36
0040	VESTIS	25-00800					92.98
	6560550570	Maint. Srvc Towels, Floor Mat & Mop	Invoice	04/10/2025	Maint. Srvc Towels, Floor Mat & Mop	001-507-522-50-48-00	26.52
	6560550571	Shop Supplies/Uniform Rental/Laundry	Invoice	04/10/2025	Shop Supplies/Uniform Rental/Laundry	050-511-522-60-41-04	66.46
2274	WALDORF UNIVERSITY	25-00801					1,782.00
	250052	Tuition - FSC 3440 - S. Pittman	Invoice	04/02/2025	Tuition - FSC 3440 - S. Pittman	001-506-522-45-49-10	891.00
	250061	Tuition - FSC 3440 - D. Rouse	Invoice	04/02/2025	Tuition - FSC 3440 - D. Rouse	001-506-522-45-49-10	891.00
2366	WASHINGTON ASSOCIATION OF I	25-00802					65.00
	12496	2025 WAPRO Virtual Annual Spring Co	Invoice	04/18/2025	2025 WAPRO Virtual Annual Spring Co	001-503-522-45-49-02	65.00
0579	WASHINGTON STATE AUDITOR'S	25-00803					1,391.00
	L167669	Accountability Audit (2022-23) (59487)	Invoice	04/09/2025	Accountability Audit (2022-23) (59487)	001-512-522-10-41-12	1,391.00
0651	WAVE	25-00804					8,023.39
	132631801-0011426	Fiber Optic Connection - County (Rock	Invoice	04/01/2025	Fiber Optic Connection & Cable/TV Ser	001-513-522-50-42-01	8,023.39
0651	WAVE	25-00805					900.80
	129266301-0011426	Fiber Optic Connection - ST 72	Invoice	04/01/2025	Fiber Optic Connection - ST 72	001-513-522-50-42-01	900.80
1598	WEIDNER & ASSOCIATES, INC	25-00806					3,887.27
	70157	Shop Parts	Invoice	12/17/2024	Shop Parts	050-511-522-60-34-01	3,887.27
2129	WEX BANK	25-00807					22,198.08
	103804319	Apparatus Fuel	Invoice	03/31/2025	Apparatus Fuel - EMS	001-509-522-20-32-00	10,844.86
					Apparatus Fuel - Shop	050-511-522-60-32-00	508.36
					Apparatus Fuel - Suppression	001-504-522-20-32-00	10,844.86
0665	WHELEN ENGINEERING COMPAN	25-00808					157.51
	670457	Shop Parts	Invoice	04/01/2025	Shop Parts	050-511-522-60-34-01	157.51

Docket of Claims Register

APPKT01841 - 04/24/25 Board Meeting - KP

	Vendor Name	Docket/Claim #					Payment Amount
Vendor #	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Distribution Amount
2011	ZIPLY FIBER	25-00809					204.59
	ADMIN-MARAPR25	Fire Alarm Phone Lines/Connection - A	Invoice	03/28/2025	Fire Alarm Phone Lines/Connection - A	001-513-522-50-42-01	204.59
	Total Claims: 106					Total Payment Amount:	473,703.34

Snohomish Regional Fire and Rescue

Claims Voucher Summary

04/23/2025

Page 1 of 4

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
25-00704	ALLSTREAM BUSINESS US, INC		531.92
25-00705	ALLSTREAM BUSINESS US, INC		402.74
25-00706	AMAZON CAPITAL SERVICES, INC		3,161.14
25-00707	ANDGAR MECHANICAL LLC		61,050.67
25-00708	ARG INDUSTRIAL		7.37
25-00709	AT&T MOBILITY - CC		635.70
25-00710	BICKFORD MOTORS INC.		208.89
25-00711	BOUND TREE MEDICAL, LLC		4,217.85
25-00712	BRAKE & CLUTCH SUPPLY INC		315.10
25-00713	BRAUN NORTHWEST INC		102.86
25-00714	CAMERON MAIN		202.50
25-00715	CARASOFT TECHNOLOGY CORPORATION		3,245.90
25-00716	CASCADE RESCUE COMPANY		1,033.37
25-00717	CDW GOVERNMENT LLC		149,920.69
25-00718	CENTRAL PARK APARTMENTS ON HELENA LLC		1,526.50
25-00719	CENTRAL WASHINGTON UNIVERSITY		5,828.86
25-00720	CENTRAL WELDING SUPPLY		874.20
25-00721	CHAMPION BOLT & SUPPLY INC		503.07
25-00722	CHINOOK LUMBER		129.48
25-00723	CHRISTIAN WIGINGTON		62.28
25-00724	CITY OF MONROE		829.43
25-00725	CITY OF MONROE		499.53
25-00726	CITY OF MONROE		38.40
25-00727	CITY OF MONROE		169.73
25-00728	CLEARVIEW HARDWARE & FEED		102.45
25-00729	COLBY TITLAND		347.12
25-00730	COMCAST		791.18
25-00731	COMMLINQ TECHNOLOGIES		164.10
25-00732	DICK'S TOWING, INC.		1,401.77
25-00733	ELECTRONIC BUSINESS MACHINES		506.20
25-00734	ELSA SEXTON		1,766.52
Page Total			240,577.52
Cumulative Total			240,577.52

Snohomish Regional Fire and Rescue

Claims Voucher Summary

04/23/2025

Page 2 of 4

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
25-00735	EVERGREEN POWER SYSTEMS, INC		14,886.66
25-00736	FASTFIELD, INC.		1,026.61
25-00737	FIRECOM		300.86
25-00738	GALLS, LLC		4,528.87
25-00739	GOVERNMENTJOBS.COM, INC.		12,681.65
25-00740	GRAINGER		4,366.01
25-00741	HILL STREET CLEANERS		106.12
25-00742	ICU MEDICAL SALES, INC.		3,074.68
25-00743	ISOUTSOURCE		14,061.29
25-00744	JASON BOWEN		424.20
25-00745	JEFF SCHAUB		110.60
25-00746	JEREMY JENSEN		270.00
25-00747	KERRY PRAY		270.00
25-00748	KOOL CHANGE PRINTING INC.		1,295.29
25-00749	L.N. CURTIS & SONS		615.22
25-00750	LAKE STEVENS SEWER DISTRICT		448.65
25-00751	LAKE STEVENS SEWER DISTRICT		367.21
25-00752	LEAH SCHOOF		514.38
25-00753	LIFE-ASSIST INC		493.22
25-00754	LOWE'S		1,032.47
25-00755	MATTHEW J. BEECROFT		4,000.00
25-00756	MES SERVICE COMPANY, LLC		432.32
25-00757	MICHAEL MCCONNELL		1,114.28
25-00758	MONARCH LANDSCAPE WA LLC		10,639.15
25-00759	MONROE PARTS HOUSE		5,307.29
25-00760	NATIONAL PUBLIC EMPLOYER LABOR RELATIONS ASSOCIATION		225.00
25-00761	NATIONAL TESTING NETWORK, INC.		850.00
25-00762	NOAH COMPTON		625.00
25-00763	ODP BUSINESS SOLUTIONS, LLC		214.57
25-00764	ORIGINAL WATERMEN, INC.		262.95
25-00765	OTTO ROSENAU & ASSOCIATES, INC.		35,064.57
Page Total			119,609.12
Cumulative Total			360,186.64

Snohomish Regional Fire and Rescue

Claims Voucher Summary

04/23/2025

Page 3 of 4

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
25-00766	PETROCARD, INC.		2,144.79
25-00767	PIERRE FORD OF LYNNWOOD		141.84
25-00768	PLATT ELECTRIC		789.74
25-00769	PUGET SOUND ENERGY		967.62
25-00770	PUGET SOUND ENERGY		505.52
25-00771	PUGET SOUND ENERGY		161.83
25-00772	REHN & ASSOCIATES		224.00
25-00773	REPUBLIC SERVICES #197		283.55
25-00774	REPUBLIC SERVICES #197		885.39
25-00775	REPUBLIC SERVICES #197		282.53
25-00776	REPUBLIC SERVICES #197		343.20
25-00777	REPUBLIC SERVICES #197		125.44
25-00778	RICOH USA, INC.		50.91
25-00779	ROY WAUGH		105.00
25-00780	RYAN MURSTIG		446.60
25-00781	S & P DESIGN INC		229.22
25-00782	SISKUN POWER EQUIPMENT		2,534.08
25-00783	SNOHOMISH COUNTY FIRE CHIEFS ASSOCIATION		500.00
25-00784	SNOHOMISH COUNTY PUD		646.15
25-00785	SNOHOMISH COUNTY PUD		434.33
25-00786	SNOHOMISH COUNTY PUD		206.57
25-00787	SNURE LAW OFFICE, PSC		11,142.00
25-00788	SPEEDWAY CHEVROLET		431.54
25-00789	SPRAGUE PEST SOLUTIONS		610.91
25-00790	SRFR - PETTY CASH		2,691.42
25-00791	STREAMLINE DIGITAL IMAGING, LLC		980.42
25-00792	STRYKER MEDICAL		559.41
25-00793	SUPERIOR SEPTIC SERVICE, LLC		5,499.56
25-00794	SYSTEMS DESIGN WEST, LLC		14,227.34
25-00795	TACTICAL GEAR JUNKIE		603.58
25-00796	TRUE NORTH EMERGENCY EQUIPMENT INC		870.33
Page Total			49,624.82
Cumulative Total			409,811.46

Snohomish Regional Fire and Rescue

Claims Voucher Summary

04/23/2025

Page 4 of 4

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
25-00797	UNITED PARCEL SERVICE		38.67
25-00798	US BANK		24,131.67
25-00799	VERATHON MEDICAL		1,018.92
25-00800	VESTIS		92.98
25-00801	WALDORF UNIVERSITY		1,782.00
25-00802	WASHINGTON ASSOCIATION OF PUBLIC RECORDS OFFICERS		65.00
25-00803	WASHINGTON STATE AUDITOR'S OFFICE		1,391.00
25-00804	WAVE		8,023.39
25-00805	WAVE		900.80
25-00806	WEIDNER & ASSOCIATES, INC		3,887.27
25-00807	WEX BANK		22,198.08
25-00808	WHELEN ENGINEERING COMPANY		157.51
25-00809	ZIPLY FIBER		204.59

Page Total	63,891.88
Cumulative Total	473,703.34



Payroll Summary and Authorization Form for the:

4/15/2025 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: \$1,156,158.79

Paper Checks: \$0.00

Taxes: \$377,510.69

Allowed in the sum of: \$1,533,669.48

Reviewed by: Brandon Vargas
District Administrative Coordinator

Prepared by: Erick Ramirez
Payroll Specialist

Approved by Commissioners:

Davin Alsin

Jeff Schaub

Rick Edwards

Jim Steinruck

Troy Elmore

Roy Waugh

Randy Fay



SNOHOMISH REGIONAL FIRE & RESCUE

BOARD OF FIRE COMMISSIONERS MEETING MINUTES

SNOHOMISH REGIONAL FIRE & RESCUE

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

April 10, 2025, 1730 hours

CALL TO ORDER

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

PUBLIC COMMENT

N/A

UNION COMMENT

IAFF Local 2781 Vice President Ray Sayah mentioned we had lots of applicants for the Training Position, and we ended up going with one of our own members. We had a good number of candidates for the recent Commissioner vacancy, and we should see a lot of talented individuals apply for the Chief position as well. We want to keep the current systems in place. Find the things that succeed well and don't try to change them. Change the things that aren't working. He commented that they appreciate being a part of the process.

CHIEF'S REPORT

As presented. Assistant Chief Messer highlighted a call in the North Battalion earlier this week on Tuesday. Thank you to our crews and chaplains for their compassion during this difficult call.

COMMISSIONER REPORTS

Meeting	Chair	Last Mtg.	Next Mtg.	Reporting
Capital Facilities	Steinruck	3/25/25	4/22/25	No
Finance Committee	Elmore	3/27/25	4/24/25	No
Sno911	Waugh	3/20/25	4/17/25	No
Sno-Isle Commissioners	Fay	4/3/25	5/1/25	Yes
Leadership Meeting	Schaub	3/27/25	5/15/25	No
Policy Committee	Schaub	3/13/25	4/10/25	Yes
Community Advisory Committee	TBD	1/6/25	6/25/25	No



Sno-Isle Commissioners – Vice Chairman Fay commented he was unable to attend the last meeting. Chairman Elmore commented regarding the EMS Committee, there was a unanimous vote for Brian Mills from Snohomish County Fire District #4 and Lawrence from South County will be the alternate as needed.

Policy Committee - Chairman Elmore commented that the Policy Committee meeting was cancelled this week.

COMMITTEE MEETING MINUTES

Capital Facilities Committee – March 25, 2025

Finance Committee – March 27, 2025

CONSENT AGENDA

Approval of Vouchers

Benefits Vouchers: 25-00561 to 25-00579; (\$1,305,590.54)

AP Vouchers: 25-00580 to 25-00692; (\$603,634.54)

Approval of Payroll

March 31, 2025 Payroll (\$1,512,435.13)

Approval of Minutes

Approve Regular Board Meeting Minutes March 27, 2025

Approve Special Board Meeting Minutes April 3, 2025

Motion to approve the Consent Agenda as submitted.

Motion by Commissioner Edwards and 2nd by Chairman Elmore.

On vote 7/0.

OLD BUSINESS

Discussion

Fire Chief Recruitment Process

Chairman Elmore commented that we have been in constant contact with the staff and the schedule was included in the Agenda Packet. The date of GMP's onsite visit for interviews will be next Thursday, April 17.

Commissioner Waugh asked if the timeline could be updated in reference to who is going to be involved, so that it is clear when the Board is going to be involved.

Action

Policy Review

- *Policy 611 Discriminatory Harassment Training*



SNOHOMISH REGIONAL FIRE & RESCUE

Motion to approve Policy 611 as submitted.

Motion by Chairman Elmore and 2nd by Commissioner Waugh.
On vote 7/0.

NEW BUSINESS

Discussion

Policy Review

- *Policy 220 Meals, Lodging, Travel and Incidentals*

Assistant Chief Messer commented that this policy update is intended to streamline our reimbursement for travel and clarify our vehicle usage for travel.

Commissioner Waugh asked for clarification on airline reservations; and Assistant Chief Messer will get further clarification from the Policy Committee.

Post Retirement Medical Agreement

Assistant Chief Messer commented this is a first look at the Post Retirement Medical Agreement for Chief O'Brien.

First Quarter Surplus Resolution 2025-1

Assistant Chief Messer mentioned that we will auction off the surplus items online once the resolution has been approved by the Board.

Action

N/A

GOOD OF THE ORDER

Chairman Elmore thanked everyone who has reached out to check in after his health incident. Everything looks good and he appreciates the support.

Commissioner Alsin commented that as we go through the process of the fire chief selection, please be transparent with how you feel regarding the next chapter of leadership.

Chairman Elmore and Commissioner Waugh thanked everyone for attending this evening.

ATTENDANCE CHECK

Regular Commissioner Meeting April 24, 2025, at 1730 - Station 31 Training Room/Zoom

EXECUTIVE SESSION

N/A



SNOHOMISH REGIONAL FIRE & RESCUE

ADJOURNMENT

Chairman Elmore adjourned the meeting at 1749 hours.

Commissioner Davin Alsin

Commissioner Jeff Schaub

Commissioner Rick Edwards

Commissioner Jim Steinruck

Chairman Troy Elmore

Commissioner Roy Waugh

Vice Chairman Randy Fay



OLD BUSINESS

DISCUSSION





OLD BUSINESS

ACTION





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

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

Initiative Name:	Draft Policy Approval #POL-2504		
Executive member responsible for guiding the initiative: DC McConnell			
Type of Action:	<input checked="" type="checkbox"/> Motion <input type="checkbox"/> Resolution		
Initiative Description: <ul style="list-style-type: none"> • Brief Description • Goal of Initiative • Initiative Results (deliverables) • Connection to Strategic Plan • Supporting Documentation (attach) <ul style="list-style-type: none"> ○ Scope of work ○ Contract(s) ○ Project proposal(s) ○ Presentation(s) • If Financial: Reason RAB must be approved outside of the annual budget process 	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. Draft Policy: <ul style="list-style-type: none"> • 220 Meals, Lodging, Travel, and Incidentals 		
Financial Impact:	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: \$ • If yes: Fund(s)/line item(s) to be amended:		
Risk Assessment:	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.		

Legal Review:	
<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"> • Contracts • Has been reviewed and approved by legal • Includes all costs • Includes term • Includes 'do not exceed' language <input type="checkbox"/> N/A	
Presented to, and Approved by, Senior Staff	
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Commissioner Sub-Committee Approval	
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"/>	
For Fire Chief Approval:	
<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>	
RAB Executive: Confirmed email sent to Board by Fire Chief	
<input type="checkbox"/> Yes <input type="checkbox"/> No	
Board of Fire Commissioners	RAB initiatives go through the following process: <ol style="list-style-type: none"> 1. Senior Staff approval to move forward to a committee/board 2. Initiatives are introduced to the appropriate committee for review 3. Initiatives are introduced at an initial commissioner meeting as a Discussion Item <ul style="list-style-type: none"> ○ 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
Execution:	It is the responsibility of the RAB Executive to execute implementation, processing, and tracking.

Meals, Lodging, Travel and Incidentals

220.1 PURPOSE & SCOPE

The purpose of this policy is to establish a set of guidelines by which department members may travel out of the District on official business and to provide an approved method to ensure that all reasonable and necessary expenses related to travel and the operation of the District are provided.

This policy shall apply to all members of the Fire District.

220.2 DEFINITIONS

Conference - Examples may include, but are not limited to, a symposium, seminar, forum, or convention associated with a league, association, alliance, etc., can be interpreted to include any formal training session typically attended by an audience from a wide geographic area and organized by a regionally or nationally known entity.

Eligible Meals - Meals which are sufficiently related to work that the cost will be paid by the District. Eligible meals can be purchased, subject to this policy and tax regulations, on either a taxable or non-taxable basis.

Employee - References to "employee" can also be interpreted to include all other authorized personnel associated with the District.

Ineligible Meals - Meals which do not meet the IRS qualifications for a tax free meal or are not sufficiently related to work or employee convenience to justify District payment.

Per Diem Rates - The District uses per diem rates for meals and incidentals as established by the Office of the General Services Administration (GSA) or as hereby after amended obtained and maintained by the Washington State Office of Financial Management. The most current per diem rates can be found at the following web address: <https://www.gsa.gov/travel/plan-book/per-diem-rates> by inputting the State and City or the zip code to where you are traveling. Based on M&IE for that location you can find the breakdown per meal located here: <https://www.gsa.gov/travel/plan-a-trip/per-diem-rates/mie-breakdowns>. Per Diem rates include the costs of tax and gratuity.

Reimbursement - Can also be interpreted to mean "paid for by the District." Eligible expenses need not necessarily be reimbursements to the individual, they can be expenses paid by the District directly to the vendor.

Special Event - An event that is not regularly scheduled. If scheduled, it occurs no more frequently than annually.

Tax Home - The IRS identifies this as your regular place of business regardless of where you maintain your family home. It includes the entire city or general area in which your business or work is located.

Travel Status - The IRS defines this as a time when your duties require you to be away from the general area of your "tax home" substantially longer than an ordinary day's work, and you need to sleep or rest to meet the demands of your work while away from home. (In almost all cases, this means an overnight stay is involved.)

Meals, Lodging, Travel and Incidentals

Hotel Credit Card Pre-Authorization - When traveling outside the District and lodging is required you can request the District do a pre-authorization for your hotel reservation. This eliminates the employees need to be reimbursed for this expense.

220.2.1 REFERENCES

Travel Reimbursement Form (Fillable PDF 2024 Template) - Can be found at Z:\Forms

- Or use the excel version: [Travel Reimbursement Form \(2024 Template\)](#)

[Travel Reimbursement - 2024 GSA Mileage Rates](#)

[Travel Reimbursement - Mileage Google Maps Example](#)

220.3 POLICY

1. All travel requests for intermittent and overnight travel outside the District must be approved in advance by the Fire Chief or his/her designee.
2. Reimbursement requests must be received within twenty (20) days of completion of travel. Receipts shall be required to support vouchers for reimbursement. All District credit card receipts must be submitted within seven (7) days of completion of travel.
3. Budgeted monies for reimbursement must be available and authorized. All persons are to exercise good judgment to avoid unnecessary District expense.
4. Applications for Travel/ Leave must indicate:
 1. Other costs associated with the travel.
 2. Transportation methods being used (airline, bus, rental car, etc.)
 3. Departure and return dates - Per Diem is allowable only on those dates you are traveling for district purposes.
 4. Destination -Where the training/ conference will occur.
 5. Purpose of travel - Include conference I training seminar flyer, including dates and meals that are included.
5. Travel expenses other than per diem, to the extent possible, will be paid for using the District credit card. Receipts for the credit card must be submitted to the District within seven (7) days of completion of the travel. The District does not provide advances for travelers. A statement of expenses shall be completed and submitted for each trip for which reimbursement is being requested. Per Diem expenses shall be submitted using a travel reimbursement form.
6. Personal leave (vacation) may be taken before and after travel outside the District. Personal leave may not be taken during the time period authorized as travel period.
7. If an employee becomes ill when in travel status, they shall contact their supervisor or make notification through the chain of command as soon as possible.
8. The Fire Chief, or his/her designees, has the final authority for determining who will travel outside the District.

Meals, Lodging, Travel and Incidentals

220.4 VEHICLES

1. Privately Owned Vehicles may be used whenever a District vehicle is not available, and/or when the time the official or employee will be absent exceeds two or more days, or when it is otherwise impractical to do so. Drivers must have a valid operator's license and the car must be insured to the state's minimum liability standards.
2. Employees choosing to drive a personal vehicle when a district vehicle is available, while traveling for training, are covered by worker's compensation for bodily injury to the employee. Injuries to other persons or damage to employees and/or other vehicles are treated for insurance purposes with the employee's insurance as primary coverage. Employees choosing to drive a personal vehicle when a district vehicle is available may submit for reimbursement at the GSA POV mileage reimbursement rate for 'if government-furnished automobile is authorized and available'.
 1. <https://www.gsa.gov/travel/plan-a-trip/transportation-airfare-rates-pov-rates-etc/private-owned-vehicle-pov-mileage-reimbursement>

220.5 REIMBURSABLE EXPENSES

The following travel expenses shall be reimbursable:

1. Mileage: Employees required to use his/her own vehicle for department business shall be compensated at the current rate established by the Federal government for use of Privately Owned Vehicles (POV) for business purposes. The current rate defined as the rate in effect for the period of the travel. All requests for reimbursement of mileage must be on the District approved travel reimbursement form, and must include starting point and ending point and be signed by the Program Manager whose budget the travel expense is coming from.
 1. Employees traveling out of District on a temporary assignment, training, or other approved business should first inquire as to the availability of a District owned vehicle. No mileage reimbursement will be approved when a District vehicle is used for travel.
 2. Mileage reimbursement for commuting to and from the employee's residence and the employee's duty location in the District is not allowed. Employees may be reimbursed for mileage within the District when such use is to further District business and/or when that business occurs outside of the employee's regular working hours.
 3. Mileage reimbursement for travel outside the District is allowed only when an approved authorization has been prepared, or with the approval of the Program Manager.
 4. For assignments outside of the District, mileage reimbursement may be approved from district headquarters to the out of District assignment, or from the employee's residence (when traveling directly from the employee's residence) to the out of District location, whichever is less.
 5. When two or more employees are traveling together, only the owner of the vehicle being driven shall be eligible for mileage reimbursement.

Meals, Lodging, Travel and Incidentals

2. Meals: District employees in travel status, traveling under an approved travel authorization, or with permission of the Program Manager, are entitled to reimbursement for meals at the current rate established by the U.S. General Services Administration for employee traveling on official business. Under no circumstances may an employee seek reimbursement for the same meals using both per diem and the District's credit card.
 1. Employees shall not be reimbursed for meals where the cost of a meal is included in the registration fee. If a meal is included in the training the amount of that meal will be deducted from the amount allowable for that day per the GSA meals and expenses breakdown located here: <https://www.gsa.gov/travel/plan-a-trip/per-diem-rates/mie-breakdowns>. When a conference, hotel, etc. provides a Continental breakfast, the employee is still eligible for per diem for that meal.
 2. GSA rules regarding the reimbursement percentage allowable for per diem during the days of travel to and from the conference, training seminar, etc. shall apply. This is currently set at 75% of the per diem rate.
 3. Payment for table service, commonly referred to as a tip, is reimbursable as a necessary and reasonable expense, but not in addition to daily per diem rates. Table service expense should not exceed 20% of the total cost of the meal.
3. Lodging: District employees traveling under an approved travel authorization, or with permission of the Program Manager, are entitled to reimbursement for lodging based on the actual cost, not to exceed the current rate established by the U.S. General Services Administration for employees traveling on official business. The current available rate can be located by entering the City and State or zip code to which travel occurs at this URL: <https://www.gsa.gov/travel/plan-book/per-diem-rates>.
 1. Individual reimbursement requests are required for each individual seeking reimbursement from the District.
 2. When two or more employees share a room, the receipt shall show the room registered to all occupants. Each occupant shall obtain his/her own receipt of room charges. Except as noted below, the reimbursements submitted for the room shall not exceed the U.S. General Services Administration approved schedule.
 3. Employees will not be reimbursed for lodging expenses when the cost of lodging is included in the registration fee.
 4. Lodging fees may exceed the U.S. General Services Administration approved schedule when attending conferences and seminars, and the lodging is reserved in the hotel(s) associated with the conference or seminar or with prior supervisory approval.
 5. Employees traveling for special assignments, where lodging expenses are dictated by a special rate schedule, will be reimbursed according to the schedule rate and not the U.S. General Services Administration schedule.
4. Transportation charges other than privately owned vehicles: Transportation charges are reimbursable expenses when authorized on an approved travel authorization. The District's credit card shall be used when possible to procure transportation services.

Meals, Lodging, Travel and Incidentals

1. Reimbursement for airplane, train, or bus travel will be coach, tourist, or equivalent rate.
2. Car rentals must be approved by the Fire Chief or designee before rental occurs. Mid-size rates, or equivalent, are the highest rates approved for reimbursement. Exceptions may be made for large groups. Car rentals shall not be provided where free transportation is provided between the airport and lodging, and the training facility and lodging.
3. Tickets for transportation costs may be charged to the District through any local travel agency, or other approved transportation agency.
4. The District will pay for one checked bag for every week of district purpose travel per person unless more is authorized by the Fire Chief or designee. An exception is granted for district-sponsored travel with bunker gear, special operations gear, Honor Guard equipment, and Pipes & Drums gear.
5. Miscellaneous travel expenses: The following are examples of possible transportation expenses that, if essential to the transaction of District business, may be reimbursable. Miscellaneous fees exceeding fifteen dollars (\$15.00) must have a receipt in order to be reimbursed. However, a detailed description must be provided for any reimbursement not documented with a receipt and an explanation of why no receipt was available (the list is not all inclusive).
 1. Transportation fares (i.e. taxis, shuttles, buses, rideshare, etc.).
 2. Parking fees.
 3. Ferry and/or bridge tolls.
6. The following are not considered essential to the transaction of District business and, therefore, are not reimbursable (the list is not all inclusive).
 1. Laundry or valet services.
 2. Movie, radio, or television rental costs.
 3. Tips and gratuities other than meals and transportation.
 4. Trip, personal, or medical insurance to provide coverage for the period of travel (except where required by law).
 5. Alcoholic beverages, snacks, tobacco.
 6. Memberships.
 7. Mileage for non-official functions.
 8. Expenses incurred by persons who are not District employees covered by an approved travel authorization.
 9. Additional travel costs incurred when an indirect route is taken for personal reasons.
 10. Fines, penalties, and/or forfeitures.

Meals, Lodging, Travel and Incidentals

11. Seat selection fee/upgrade fee on flights where coach, tourist, or equivalent is available
7. Other miscellaneous reimbursements: Reimbursements for meals and/ or light snacks may be made when not in travel status provided the Fire Chief or his/her designee approves the reimbursement in advance and provided there is sufficient budgetary capacity for the reimbursement under the following circumstances:
 1. Meals in connection with authorized attendance at meetings, conferences, or conventions.
 2. Meals for employees engaged in authorized emergency repair or operations.
 - (a) Single emergency response events occurring during regular meal times, exceeding three hours where providing food and beverages to employees is necessary for employee health and safety.
 3. One-time meal expenses for persons serving on a non-paid ad-hoc board or committee, such as employee selection or consultant selection committees, and for an approved volunteer recognition function.
 4. Meals, coffee, and light refreshments served to elected and appointed officials and employees at a meeting where the purpose of the meeting is to conduct official district business.
 - (a) Board meetings, workshops, training events, staff meetings scheduled to occur during regular meal times that are expected to run more than three hours.

Attachments

Travel Reimbursement Form (2024 Template).xlsx

Travel Reimbursement - 2024 GSA Mileage Rates.pdf

Modes of transportation	Effective/applicability date	Rate per mile
Airplane*	January 1, 2024	\$1.76
If use of privately owned automobile is authorized or if no government-furnished automobile is available	January 1, 2024	\$0.67
If government-furnished automobile is available	January 1, 2024	\$0.21
Motorcycle	January 1, 2024	\$0.65

Relocation	Effective/applicability date	Rate per mile
Standard mileage rates for moving purposes	January 1, 2024	\$0.21

Travel Reimbursement - Mileage Google Maps Example.pdf

Best 49 min 2 hr 36 16 hr 4 hr 14

Village Ct, Monroe, WA 98272

Seattle-Tacoma International Airport

Add destination

Leave now Options

Send directions to your phone Copy link

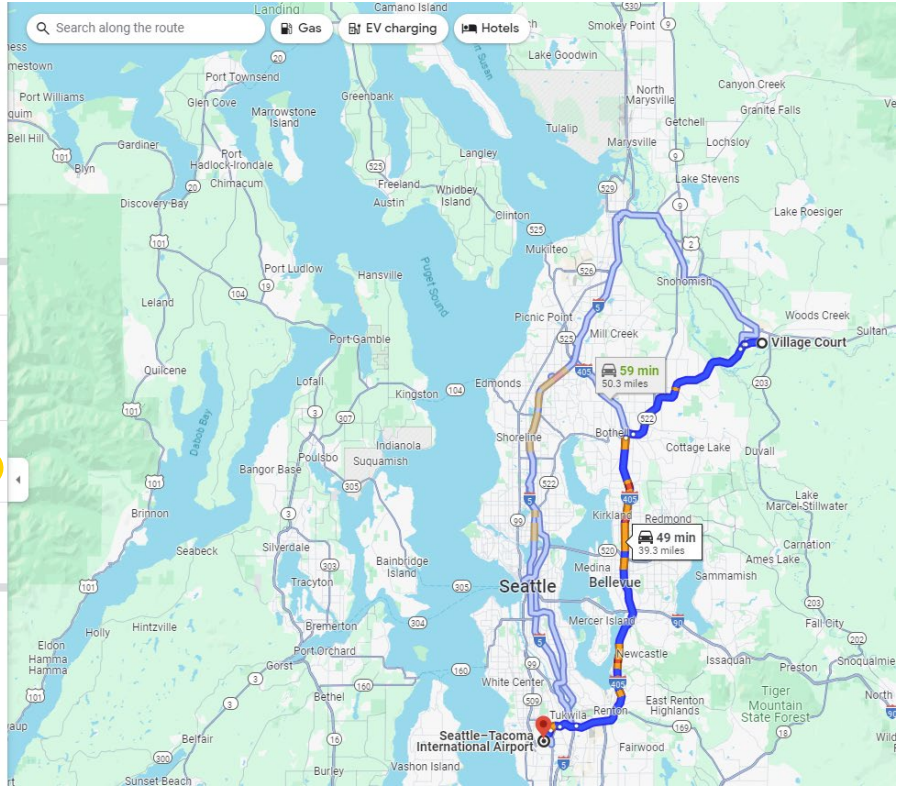
via WA-522 and I-405 S 49 min
Fastest route, the usual traffic 39.3 miles
Details

via I-5 S 59 min
50.3 miles

10:28 AM—1:04 PM 2 hr 36 min
271 512 1 Line

Explore nearby Seattle-Tacoma Int'l Airport

Restaurants Hotels Gas stations Parking Lots More



Mileage will be for Round Trip $50.3 \times 2 = 100.4$





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.

Initiative Name:	Resolution 2025-01 Surplus Equipment List		
Executive member responsible for guiding the initiative: DC Ron Rasmussen			
Type of Action:	<input type="checkbox"/> Motion <input checked="" type="checkbox"/> Resolution		
Initiative Description: <ul style="list-style-type: none"> • Brief Description • Goal of Initiative • Initiative Results (deliverables) • Connection to Strategic Plan • Supporting Documentation (attach) <ul style="list-style-type: none"> ○ Scope of work ○ Contract(s) ○ Project proposal(s) ○ Presentation(s) • If Financial: Reason RAB must be approved outside of the annual budget process 	<p>From time to time the District gathers surplus equipment that is no longer able to be utilized by the district. The district may, pursuant to RCW 39.33.010 sell transfer, exchange or otherwise dispose of any property. The district intends to surplus the property listed in Appendix A of Resolution 2025-01</p> <p>The goal is to follow State law and established district policies and to be prudent with taxpayer dollars.</p>		
Financial Impact:	<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): \$</p> <p>Initial amount: \$ TBD</p> <p>Long-term annual amounts(s): \$ None</p> <p>Currently Budgeted: <input type="checkbox"/> Yes <input type="checkbox"/> No Amount: \$ N/A</p> <p>Budget Amendment Needed: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Amount: \$ N/A</p> <ul style="list-style-type: none"> • If yes: Fund(s)/line item(s) to be amended: 		
Risk Assessment:	Risk if approved: N/A		

	Risk if not approved: N/A
Legal Review:	<input checked="" type="checkbox"/> Initiative conforms with District policy/procedure number (attach): Policy 55: Disposal of Surplus Property <input type="checkbox"/> Initiatives that require legal review (contracts, other initiatives): <ul style="list-style-type: none"> • Contracts • Has been reviewed and approved by legal • Includes all costs • Includes term • Includes 'do not exceed' language <input checked="" type="checkbox"/> N/A
Presented to, and Approved by, Senior Staff	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Commissioner Sub-Committee Approval	Initiative presented to commissioner sub-committee: <input checked="" 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"/>
For Fire Chief Approval:	<input type="checkbox"/> RAB document complete <input type="checkbox"/> Supporting documentation attached <input type="checkbox"/> Information sent to Fire Chief, Senior Staff, and Board Secretary (Mindy Leber) <i>Fire Chief will approve and distribute by email to the Board of Commissioners – RAB executive/senior staff will be cc'd on the email distribution</i> <i>Fire Chief will coordinate with Senior Staff for RAB introduction</i>
RAB Executive: Confirmed email sent to Board by Fire Chief	<input type="checkbox"/> Yes <input type="checkbox"/> No
Board of Fire Commissioners	RAB initiatives go through the following process: <ol style="list-style-type: none"> 1. Senior Staff approval to move forward to a committee/board 2. Initiatives are introduced to the appropriate committee for review 3. Initiatives are introduced at an initial commissioner meeting as a Discussion Item <ul style="list-style-type: none"> ○ 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

Execution:	It is the responsibility of the RAB Executive to execute implementation, processing, and tracking.
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SNOHOMISH REGIONAL FIRE AND RESCUE
RESOLUTION #2025-1
A RESOLUTION TO SURPLUS EQUIPMENT

WHEREAS, Snohomish Regional Fire and Rescue presently owns the Vehicles and equipment listed on the attached Exhibit A "Equipment."

WHEREAS, The District no longer has a need for the Equipment and the Equipment is surplus to the needs of the District;

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. The Equipment is surplus to the needs of the District.
2. The Fire Chief or designee(s) is authorized to sell or otherwise dispose of the Equipment using commercially reasonable methods established by the Fire Chief or designee.

ADOPTED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS, SNOHOMISH REGIONAL FIRE AND RESCUE THIS 24TH DAY OF APRIL, 2025.

Davin Alsin, Commissioner

Jeff Schaub, Commissioner

Rick Edwards, Commissioner

Jim Steinruck, Commissioner

Troy Elmore, Commissioner

Roy Waugh, Commissioner

Randy Fay, Commissioner

ATTEST: _____

District Secretary

Appendix A

SRFR Asset ID	SFD7 Asset ID	Make	Model	Serial number	Functional?	description
70002012	NA	Dewalt	DW938	82797	Yes	Reciprocating saw
70002011	NA	Dewalt	DC390	892346	Yes	Circular saw
NA	D7-05277	Precor	EFX544	None	Yes	Elliptical Machine
NA	D7-06456	Precor	EFX544	None	Yes	Elliptical Machine
NA	NA	Precor	EFX544	None	Yes	Elliptical Machine
NA	D7-05667	Tectrix	BikeMax-R	None	Yes	Recumbent Bike
NA	D3-51512	Benwil	None	None	Yes	4 Post Lift
70001686	NA	Dewalt	DC759	465080	Yes	Drill
70001545	NA	Dewalt	DW938	XX6503	Yes	Reciprocating saw
70001685	NA	Dewalt	DW938	744949	Yes	Reciprocating saw
NA	NA	Dewalt	DW938	Unknown	Yes	Reciprocating saw
NA	NA	Dewalt	None	None	Yes	18v charger
NA	NA	Dewalt	None	None	Yes	18v charger
NA	NA	Ponn	50ft sections	00-xx	Yes	Attack Hose 1.75"
NA	NA	Ponn	50ft sections	00-xx	Yes	Attack Hose 1.75"
NA	NA	Ponn	50ft sections	13-75	Yes	Attack Hose 1.75"
NA	NA	Ponn	50ft sections	13-106	Yes	Attack Hose 1.75"
NA	NA	Ponn	50ft sections	00-xx	Yes	Attack Hose 1.75"
NA	NA	Ponn	50ft sections	13-96	Yes	Attack Hose 1.75"
NA	NA	Ponn	50ft sections	11-19	Yes	Attack Hose 1.75"
NA	NA	Ponn	50ft sections	13-78	Yes	Attack Hose 1.75"
NA	NA	Ponn	50ft sections	13-81	Yes	Attack Hose 1.75"
NA	NA	Ponn	50ft sections	13-101	Yes	Attack Hose 1.75"
NA	NA	Ponn	50ft sections	00-xx	Yes	Attack Hose 1.75"
NA	NA	Ponn	50ft sections	18-004	Yes	Attack Hose 1.75"
NA	NA	Unknown	Unknown	None	Unknown	Wildfire Wildand Pump
NA	NA	Unknown	Unknown	None	Unknown	Gator Tank with hose reel
NA	NA	Unknown	Unknown	None	Unknown	Cascade Fire Water / Foam Tank
NA	NA	Dewalt	None	Unknown	Yes	24 volt Battery charger
NA	D7 01929	Sanitaire	Unknown	Unknown	Unknown	Vacuum cleaner
NA	NA	Unknown	Unknown	Unknown	Unknown	Air Hose Reel
70001524	NA	Milwaukee	Unknown	631917386	Yes	Reciprocating saw
70001525	NA	Milwaukee	Unknown	546639463	Yes	Circular saw
70001523	NA	Chicago	Unknown	3311-354337-017	Yes	Reciprocating saw
70001542	NA	Hurst	NA	331146-33	No	Hurst Spreaders
70001447	NA	MSA	Evolution 5600	A0-0380-A08	Unknown	Thermal Imager

NA	06011	MSA	Evolution 5200	A6-3447-D06	Unknown	Thermal Imager
NA	05990	MSA	Evolution 5200	A6-3446-D06	Unknown	Thermal Imager
NA	06668	MSA	Evolution 5200	BO-98173-J14	Unknown	Thermal Imager
NA	06666	MSA	Evolution 5200	BO-98172-J14	Unknown	Thermal Imager
NA	NA	Pierce	Pumper	4P1CA01A6AA011038	Yes	Engine 2010 Pierce Pumper
70000349	NA	Dewalt	DC385	835866	Yes	Reciprocating saw
NA	NA	Christie	LWU00	G9B000492	Yes	LCD Projector
1504005077	NA	Honeywell	Coat	1504005077	NA	Expired Bunker Gear
1505004769	NA	Honeywell	Coat	1505004769	NA	Expired Bunker Gear
1505004800	NA	Honeywell	Coat	1505004800	NA	Expired Bunker Gear
1505004771	NA	Honeywell	Coat	1505004771	NA	Expired Bunker Gear
1507002875	NA	Honeywell	Coat	1507002875	NA	Expired Bunker Gear
1505004770	NA	Honeywell	Coat	1505004770	NA	Expired Bunker Gear
1505004767	NA	Honeywell	Coat	1505004767	NA	Expired Bunker Gear
1507002863	NA	Honeywell	Coat	1507002863	NA	Expired Bunker Gear
1507002864	NA	Honeywell	Coat	1507002864	NA	Expired Bunker Gear
1507002880	NA	Honeywell	Coat	1507002880	NA	Expired Bunker Gear
1507002881	NA	Honeywell	Coat	1507002881	NA	Expired Bunker Gear
1505004777	NA	Honeywell	Coat	1505004777	NA	Expired Bunker Gear
1507002860	NA	Honeywell	Coat	1507002860	NA	Expired Bunker Gear
1505004772	NA	Honeywell	Pant	1505004772	NA	Expired Bunker Gear
1505004781	NA	Honeywell	Pant	1505004781	NA	Expired Bunker Gear
1507002903	NA	Honeywell	Pant	1507002903	NA	Expired Bunker Gear
1507002907	NA	Honeywell	Pant	1507002907	NA	Expired Bunker Gear
1505004784	NA	Honeywell	Pant	1505004784	NA	Expired Bunker Gear
1507002906	NA	Honeywell	Pant	1507002906	NA	Expired Bunker Gear
1507002891	NA	Honeywell	Pant	1507002891	NA	Expired Bunker Gear
1507002888	NA	Honeywell	Pant	1507002888	NA	Expired Bunker Gear
1507002897	NA	Honeywell	Pant	1507002897	NA	Expired Bunker Gear
1505004789	NA	Honeywell	Pant	1505004789	NA	Expired Bunker Gear
1505004804	NA	Honeywell	Pant	1505004804	NA	Expired Bunker Gear
1507002898	NA	Honeywell	Pant	1507002898	NA	Expired Bunker Gear
1507002870	NA	Honeywell	Coat	1507002870	NA	Expired Bunker Gear
1507002909	NA	Honeywell	Pant	1507002909	NA	Expired Bunker Gear
1507002893	NA	Honeywell	Pant	1507002893	NA	Expired Bunker Gear
1507002865	NA	Honeywell	Coat	1507002865	NA	Expired Bunker Gear
1403000259	NA	Honeywell	Pant	1403000259	NA	Expired Bunker Gear
140300243	NA	Honeywell	Coat	140300243	NA	Expired Bunker Gear
1407001087	NA	Honeywell	Pant	1407001087	NA	Expired Bunker Gear
1403000255	NA	Honeywell	Pant	1403000255	NA	Expired Bunker Gear
1407001084	NA	Honeywell	Coat	1407001084	NA	Expired Bunker Gear
1407001088	NA	Honeywell	Pant	1407001088	NA	Expired Bunker Gear
1507002905	NA	Honeywell	Pant	1507002905	NA	Expired Bunker Gear
1410004889	NA	Honeywell	Coat	1410004889	NA	Expired Bunker Gear

1410004892	NA	Honeywell	Pant	1410004892	NA	Expired Bunker Gear
1507002858	NA	Honeywell	Coat	1507002858	NA	Expired Bunker Gear
1507002886	NA	Honeywell	Pant	1507002886	NA	Expired Bunker Gear
1505004768	NA	Honeywell	Coat	1505004768	NA	Expired Bunker Gear
1505004801	NA	Honeywell	Coat	1505004801	NA	Expired Bunker Gear
1403000246	NA	Honeywell	Coat	1403000246	NA	Expired Bunker Gear
1403000258	NA	Honeywell	Pant	1403000258	NA	Expired Bunker Gear
1505004805	NA	Honeywell	Pant	1505004805	NA	Expired Bunker Gear
1505004766	NA	Honeywell	Coat	1505004766	NA	Expired Bunker Gear
1505004778	NA	Honeywell	Pant	1505004778	NA	Expired Bunker Gear
1507002872	NA	Honeywell	Coat	1507002872	NA	Expired Bunker Gear
1507002900	NA	Honeywell	Pant	1507002900	NA	Expired Bunker Gear
1501005126	NA	Honeywell	Coat	1501005126	NA	Expired Bunker Gear
1501005129	NA	Honeywell	Pant	1501005129	NA	Expired Bunker Gear
NA	NA	Whirlpool	ETOMSRXTQ02	VS13561986	Unknown	10 cubic ft refrigerator / freezer
NA	NA	None	None	None	Yes	7 Metal Lockers
NA	NA	None	None	None	Yes	5 Metal Filing Cabinets
NA	NA	None	None	None	Yes	12 Metal Folding Chairs
NA	NA	None	None	None	Yes	6 Padded Folding Chairs
NA	NA	None	None	None	Yes	7 Wooden / Particle Board Table
NA	NA	Victor Equipment	None	None	Unknown	Oxy / Acetylene Torch Set
NA	NA	Union Machinery	MAPW011UMA	391	Unknown	Parts Washer
NA	NA	Todd	None	None	Unknown	Fuel Caddy
70000192	NA	Honda	R51026P	96135	Unknown	Pressure Washer
70000194	NA	Troy-Bilt	2500	1007225626463	Unknown	Pressure Washer
70000195	NA	Honda	50510052R	GCR-08005147	Unknown	Pressure Washer
NA	NA	MSA	Evolution 5000	None	Unknown	10 Thermal Imager and Bas
NA	NA	Hannay	EF40381710RT	1345986	Yes	Hose Reel
NA	NA	Pluggie	None	None	Unknown	Remote control fire hydrant
NA	NA	MedelTech	FHH-22.2	None	Unknown	Hazard House and assessor
NA	NA	Cassida	6600 UV/MG	none	Unknown	Currency Counter and supplies



SNOHOMISH REGIONAL FIRE & RESCUE

163 Village Court,
Monroe, Washington 98272
(360) 794-7666 (Fax (360) 794-0959
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 **Kevin O'Brien**, 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 **April 15, 1991**, and with the District on **April 15, 2015**.
- 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 from the District prior to 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 from the District 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 from the District effective on the 16 day of July 2025. In exchange for the employee's agreement to retire from the District, on the 16 day of July 2025, the District agrees to and shall pay the cost for employee's health insurance from and after employee's effective date of retirement from the District, on the terms and conditions as set forth in **Resolution Number 2024-14** adopted by the Board of Commissioners on the 25th day of November 2024, 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 consolidation by the District with any other District or municipality, including but not limited to, mergers, contractual consolidations and participation in a regional fire authority the District agrees to and shall provide that such Contract is honored and effective by any consolidated entity. The District agrees not to enter into any consolidation 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 medical insurance from any other source, including but not limited to other employment or spouse 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 ____ day of _____, 20__.

Snohomish Regional Fire and Rescue

by and through its Board of Commissioners

Kevin O'Brien, Fire Chief

Search Schedule

Revised: 4/21/2025

Snohomish Regional Fire & Rescue

Fire Chief

Task	Date	Action/Deliverables
Kickoff Meeting	4/3	Client & GMP: Meet to discuss timeline & search process
Profile Development	Week 4/7 - 4/14	GMP: Meet with key stakeholders & create Position Profile
Stakeholder Meetings	4/17	Client: Approve Position Profile
Profile Approval	Session on 4/24	
Launch	Week 4/28	GMP: Push position out to GMP website and network; submit online ads; send direct mailing
First Review	5/23	GMP: Screen applicants and select semifinalists
	rolling interviews	GMP: Conduct interviews with most promising candidates
	as applicants are interviewed	GMP: Create Work Session deliverables
Work Session	4 days prior to Work Session	GMP: Provide Work Session deliverables to client
	5/27	GMP & Client: Meet to review semifinalists, choose finalist candidates, and review final interview details
Final Interview Preparation	Week 6/2	GMP: Conduct background and reference checks, complete final interviews schedule, coordinate travel with candidates, coordinate with client on final interview details
Final Interviews	Week of 6/9	Client: Hosts finalist interviews GMP: Facilitate final interviews, debriefing, and selection process Client: Makes hiring selection

PROPOSED - Ad List

Snohomish Regional Fire & Rescue
Fire Chief

Region	Organization	Cost
WA	Association of Washington Cities (AWC)	\$100.00
WA/OR	Daily Dispatch	\$330.00
OR	League of Oregon Cities (LOC)	\$100.00
OR	Oregon Fire Chiefs Association*	\$0.00
WA	Washington Fire Chiefs (WFC)	\$0.00
WA	Washington Fire Commissioner Association (WFCA)	\$0.00
<i>Suggested Scope for WA/OR</i>		<i>\$530.00</i>
U.S.	International Association of Fire Chiefs (IAFC)	\$450.00
<i>Possible Addition</i>		<i>\$450.00</i>
		\$980.00

* uses Daily Dispatch

FIRE CHIEF

81

SNOHOMISH REGIONAL FIRE & RESCUE

Washington



Why Apply?



This is an excellent opportunity to lead a progressive, accredited, and family-oriented fire department known for its exceptional personnel and positive environment. As Fire Chief, you'll guide operations across multiple dynamic communities, expanding service to meet evolving needs. This robust and stable organization is well-supported by an engaged Board of Fire Commissioners, has excellent labor relations, and is financially sound with current fire and EMS levies. With a cultural leadership team, post-retirement medical fund, in-house fleet services, and special operations teams, this is truly a destination department. If you are a visionary leader with financial expertise and strong relationship-building skills to unite stakeholders, inspire a team, and drive continued excellence—this may be the right opportunity for you.



THE COMMUNITY

Snohomish County Fire & Rescue (SRFR, commonly called “surfer”) protects a growing area of southeast Snohomish County located between the northern Seattle metropolitan area and the foothills of the Cascade Mountains. SRFR serves a population of 160,000 across 135 square miles in the cities of Lake Stevens and Monroe, and unincorporated areas that include the communities of Clearview and Maltby. This region is growing due to more affordable housing options and proximity to major economic centers, while still retaining small-town charm and offering a quintessential Pacific Northwest lifestyle with abundant opportunities for outdoor recreation.

Lake Stevens is a picturesque city of 40,000 located approximately 10 miles east of Everett and about 35 miles north of Seattle. The centerpiece of the community is its 1,000 acre namesake lake—the largest in the county. With ample opportunities for boating, kayaking, paddleboarding, fishing, and swimming, Lake Stevens is a popular destination for both locals and visitors.

Located 15 miles southeast of Everett, Monroe is the last major city along Highway 2 before ascending Stevens Pass. Situated along the Skykomish river, Monroe has a population of 20,000 and is known as the "Gateway to the Cascades" with stunning views of surrounding forests, rivers, and mountains. Monroe is home to a historic downtown, the Evergreen Speedway, a men's state prison, and the Evergreen State Fair which attracts over 200,000 visitors over the 12-day annual event.

In addition to protecting three major rivers, the District also covers portions of two key transportation routes: U.S. Highway 2, one of two mountain passes connecting Eastern Washington to the Seattle area; and State Route 9, a vital north-south corridor linking Woodinville, Lake Stevens, and Arlington. The district also protects beloved landmarks like the Maltby Cafe which draws visitors for its homey atmosphere and famous cinnamon rolls.





SNOHOMISH REGIONAL FIRE & RESCUE

Snohomish Regional Fire & Rescue (SRFR) is an all-hazards fire district serving 160,000 residents across 135 square miles that include the City of Lake Stevens, the City of Monroe, and nearby areas of unincorporated southeast Snohomish County including the communities of Maltby and Clearview. With 273 FTEs, the District responds to an average of 12,000 calls per year and operates from 10 fully staffed fire stations, an administration building located in Monroe, and a logistics facility in Snohomish. Staffing includes career firefighters (204), prevention (9), logistics (4), executive (11), administrative (20), mechanics (11), commissioners (7), and chaplains (7).

SRFR is the product of two mergers between three Snohomish County Fire Protection Districts. In 2016, Monroe Fire District 3 merged into Snohomish County Fire District 7 (SCFD 7). In 2020, Lake Stevens Fire merged into SCFD 7. That same year, the combined board of fire commissioners voted to change the legal name of the fire district to Snohomish Regional Fire & Rescue to better represent the fire district's area and communities served.

SRFR aspires to provide service with exceptional professionalism, dedication, and accountability to its citizens and their communities. In 2023, SRFR became the first and only fire agency in Snohomish County to achieve international accreditation from the Commission on Fire Accreditation International (CFAI)—a prestigious recognition that demonstrates their commitment to excellence. By maintaining this status in 2024, SRFR reaffirms its dedication to accountability, efficiency, and providing the highest level of service.

SRFR provides structural and wildland fire suppression, advanced life support emergency medical transport, technical rescue, water rescue, hazardous materials, fire code enforcement, fire and life safety education, and fire investigation services to its serviced communities and local partners. SRFR is also a member of the Snohomish County Hazmat and Technical Rescue teams.

The District is governed by an elected seven-member Board of Fire Commissioners who serve six-year terms. The agency is primarily funded through local voter-approved property tax levies. The Board ensures the fire district operates under a balanced budget and adheres to high service standards. SRFR operates under a balanced budget and has 41 years of clean audits.



THE FIRE CHIEF

Reporting to the Board of Commissioners, the Fire Chief serves as the Chief Administrative Officer for the District. The Fire Chief provides guidance and direction in overall management and administration, promotes response readiness, and supports the District's mission through effective and efficient management and leadership.

OPPORTUNITIES & CHALLENGES:

- 1) Sustainable funding is a critical priority, requiring strong financial acumen and strategic planning. The department must address ongoing needs such as capital facilities and the construction of new fire stations. A successful leader will bring experience with bonding, tax levies, and creative funding solutions to ensure long-term financial health and support for continued growth.
- 2) In the wake of past mergers and with the potential for future consolidations, the department has a unique opportunity to mold its identity and culture. This requires strong, sustained relationships with community leaders who seek a fire department that grows with them. An engaged, collaborative approach with regional partners will foster open dialogue and lay the groundwork for future integration and shared success.
- 3) Formal succession planning and an institutional knowledge strategy are essential to sustaining long-term success. A visionary, inclusive leader can align personnel around shared goals and values—fostering collaboration, strengthening trust, and empowering every member to contribute meaningfully to the organization's future.

View job
description at
gmphr.com





THE IDEAL CANDIDATE

- A family-oriented leader who prioritizes team success over personal ego.
- A decision maker who can communicate the “why.”
- Genuine, compassionate, yet respected and respectful.
- A progressive thinker, financially astute, and has the vision to take the department to the next level.
- Responsive and transparent to the Board, administrative staff, firefighters, and the community.
- Will lead and push from the front, be visible, and engaged.
- Develops and maintains relationships with surrounding communities and external partners.
- Has strong labor experience and will build an ongoing collaborative relationship with the workforce.
- Diplomatic, yet proactive about addressing and managing tough issues.
- One who will finish what they start, walk the talk.
- A teacher who recognizes their strengths while appreciating and learning from the strengths of others.
- Passionate about the training culture in place in this organization.

COMPENSATION & BENEFITS

86

SRFR is offering an annual salary range of \$230,000 to \$260,000 for this position, dependent upon experience and qualifications, along with a comprehensive benefit package.

EDUCATION & EXPERIENCE

- Bachelor's degree from an accredited college in fire science or administration, public or business administration, or a related field.
- At least 10 years of progressively responsible administrative and supervisory experience in fire and life safety education, prevention, and emergency response work.
- At least 3 years of experience in labor management and relations.
- Experience negotiating collective bargaining agreements.

DESIRED: Master's degree, 5 years of experience as a current Fire Chief, National Fire Academy Executive Fire Officer Program, or experience with fire-based ALS/BLS transport services, media and public relations (PIEO duties), and grant writing or alternative funding resources.

Or any combination of experience and training which demonstrates the knowledge, skills, and abilities to successfully perform the job.

RESOURCES

[2021-2026 Strategic Plan](#)

[Org Chart](#)

[Service Area Map](#)

[City of Lake Stevens](#)

[City of Monroe](#)



TO APPLY

Apply Online: gmphr.com

First Review: **May 23, 2025**

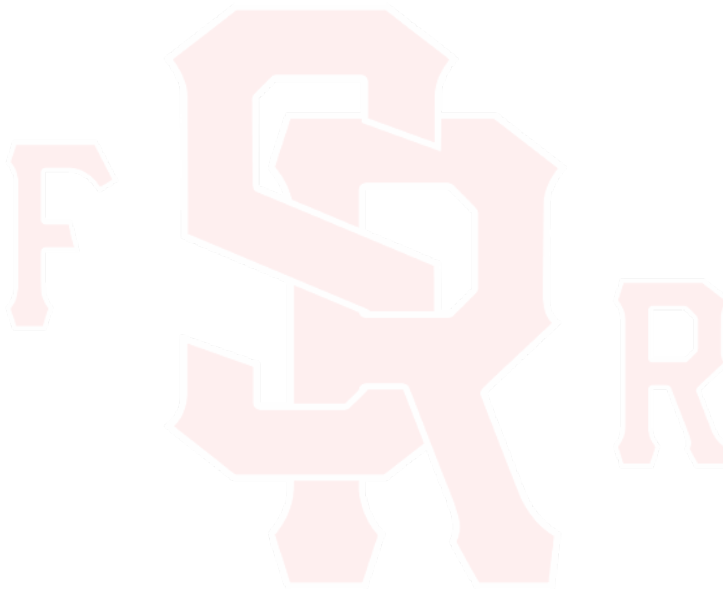
More Info: Gordie Olson, GMP Consultants
golson@gmphr.com / (720) 518-7420





NEW BUSINESS

DISCUSSION





NEW BUSINESS

ACTION





EXECUTIVE SESSION

