



SNOHOMISH REGIONAL FIRE & RESCUE

SPECIAL COMMISSIONER BOARD MEETING

JUNE 9, 2025

8:00 AM

SRFR STATION 31 TRAINING ROOM

VIA ZOOM

**SNOHOMISH REGIONAL FIRE & RESCUE
WASHINGTON**



AGENDA





SNOHOMISH REGIONAL FIRE & RESCUE

BOARD OF FIRE COMMISSIONERS SPECIAL MEETING AGENDA

SNOHOMISH REGIONAL FIRE & RESCUE

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

June 9, 2025, 0800 hours

CALL TO ORDER

FIRE CHIEF ASSESSMENT CENTER

Under the direction of GMP, the District will be conducting a process to select a new Fire Chief for Snohomish Regional Fire & Rescue.

EXECUTIVE SESSION

RCW 42.30.110(1)(g): To Evaluate the Qualifications of an Applicant for Public Employment

ADJOURNMENT

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

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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

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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
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