



# **COMMISSIONER BOARD MEETING**

**NOVEMBER 13, 2025**

**5:30 PM**

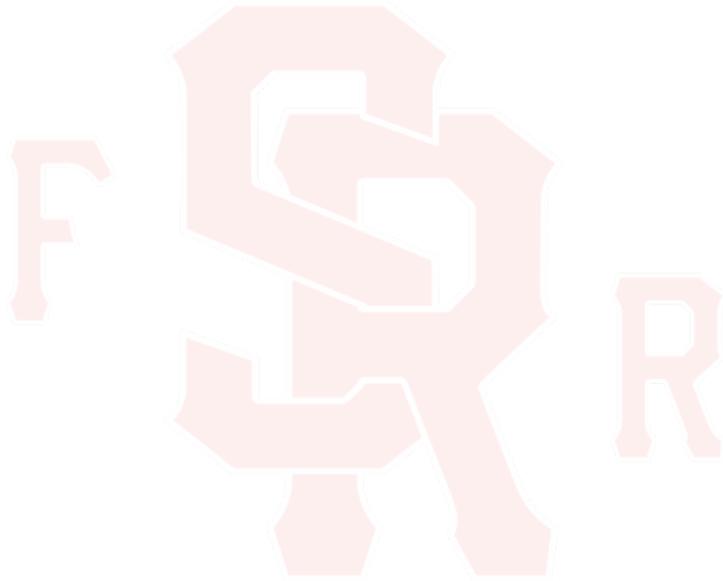
**SRFR STATION 31 TRAINING ROOM**

**VIA ZOOM**

**SNOHOMISH REGIONAL FIRE & RESCUE  
WASHINGTON**



# AGENDA





**BOARD OF FIRE COMMISSIONERS MEETING AGENDA**

**SNOHOMISH REGIONAL FIRE & RESCUE**

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

November 13, 2025, 1730 hours

**CALL TO ORDER**

**PUBLIC COMMENT**

**UNION COMMENT**

**DISTRICT HIGHLIGHTS**

Badge Ceremony

**CHIEF'S REPORT**

**COMMISSIONER REPORTS**

Meeting	Chair	Last Mtg.	Next Mtg.	Reporting
Capital Facilities	Steinruck	9/24/25	11/24/25	No
Finance Committee	Elmore	10/30/25	11/20/25	No
Sno911	Waugh	10/16/25	11/20/25	No
Sno-Isle Commissioners	Fay	11/6/25	12/4/25	Yes
Leadership Meeting	Schaub	9/18/25	11/20/25	No
Policy Committee	Schaub	11/13/25	12/4/25	Yes
Community Advisory Committee	TBD	6/25/25	11/12/25	Yes

**COMMITTEE MEETING MINUTES**

Finance Committee - October 30, 2025

**CONSENT AGENDA**

**Approval of Vouchers**

Benefits Vouchers: 25-02425 to 25-02439; (\$792,444.39)

AP Vouchers: 25-02440 to 25-02526; (\$325,423.88)

**Approval of Payroll**

November 15, 2025 Payroll (\$1,558,937.61)

**Approval of Minutes**

Approve Regular Board Meeting Minutes October 30, 2025



**Approval of Downtown Monroe Verizon Wireless Site Contract Renewal**

**OLD BUSINESS**

**Discussion**

**Action**

2025 Ambulance Purchase

**Policy Review**

- Policy 204 Liability Claims
- Policy 212 Purchasing and Procurement
- Policy 214 Electronic and Authorized Signatures
- Policy 701 Personal Communication Devices
- Policy 1042 Member Speech, Expression, and Social Networking

**Legacy Policies to Rescind**

- Policy 29 District Finances
- Policy 30 The Board of Fire Commissioners
- Policy 33 Meals, Lodging, Travel and Incidentals
- Policy 34 Fire District Policies and Procedures
- Policy 69 Procurement and Purchasing

**NEW BUSINESS**

**Discussion**

Budget Hearing: Proposed 2026 Budget

- Resolution 2025-7 Regular Levy
- Resolution 2025-8 EMS Levy
- Resolution 2025-9 2026 Budget

**Action**

**GOOD OF THE ORDER**

**ATTENDANCE CHECK**

Regular Commissioner Meeting Thursday, November 20, 2025, at 1730 - Station 31 Training Room/Zoom

**EXECUTIVE SESSION**

RCW 42.30.140(4)(a): Labor Negotiations

**ADJOURNMENT**

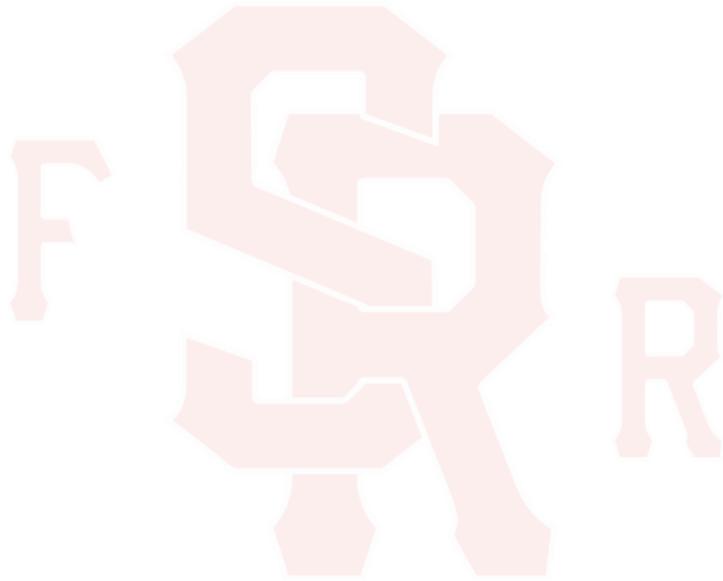


# DISTRICT HIGHLIGHTS





# CHIEF'S REPORT





# SNOHOMISH REGIONAL FIRE & RESCUE MONTHLY CHIEF'S REPORT



## OCTOBER 2025

RATING:  
1000 BTU (1000)  
1000 BTU (1000)

DO NOT STORE OR USE FLAMMABLE VAPORS OR LIQUIDS IN THE VICINITY OF THIS UNIT  
DO NOT ATTEMPT TO MANUALLY LIGHT THIS UNIT  
USE ONLY THE PROPANE FICM PROVIDED WITH UNIT  
GAS SUPPLY MUST BE DISCONNECTED WHEN THIS UNIT IS NOT IN USE  
CONNECT ONLY TO GAS CYLINDERS MARKED

# TABLE OF CONTENTS



**03** Operations

**10** Support Services

**15** Upcoming Events

## EMPLOYEE SPOTLIGHT



**ASSISTANT CHIEF  
MICHAEL MESSER**

Awarded 2025 Fire Marshal of the Year by  
the Fire Prevention Institute

# OPERATIONS

## RECRUIT OPEN HOUSE:

On October 25th, SRFR welcomed approximately 20 potential recruits to Station 31 for an Open House to provide the opportunity for potential recruits to ask questions about SRFR career opportunities and ultimately help them to choose SRFR in a competitive hiring market.

Attendees were able to speak with members of our Technical Rescue, Hazmat, Water Rescue, and Wildland teams. They were also able to speak with some of our fire marshals, medics, current probationary firefighters, and human resources staff members.

The event was a success thanks to the many volunteers who represented SRFR.



## 9-1-1 CALL SUMMARY, OCTOBER 2025



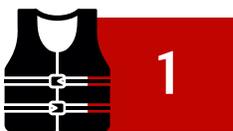
FIRE



EMS



HAZMAT



WATER RESCUE



SERVICE CALLS



WILDLAND FIRE

Other Call Types: 18

# TOTAL INCIDENTS: 1,272

# OPERATIONS

## MOTOR VEHICLE COLLISION WITH ENTRAPMENT: OCTOBER 18

Multiple SRFR units were dispatched to a motor vehicle collision with entrapment in the 14700 block of SR 9. Upon arrival, crews found a single small pickup that had left the roadway at high speed, traveled down an embankment, overturned, and came to rest on its top. A tree had fallen across the vehicle, and a power line was also down, adding to the hazards on scene.

Ladder 71 was assigned as the Extrication Group with Engine 77 assisting. MSO71 took command of the Medical Group, working alongside Medic 71 and Aid 73. Crews faced a complex and physically demanding extrication, carefully removing the patient from the vehicle and carrying them back up the steep embankment to safety. Their teamwork and coordination were exceptional throughout the operation.



## WFGA MENTAL HEALTH PRESENTATION

Assistant Chief Lundquist and his wife, Dr. Brooke Lundquist, recently presented at the Washington Fire Chiefs Association (WFGA) Conference held October 22-25. Their session focused on the unique mental health challenges faced by fire and EMS personnel, and provided practical, department-level strategies to promote emotional wellness. The presentation explored topics such as peer support programs, on-site mental health professionals, decompression break policies, resiliency tools, and culturally competent treatment options. Together, the Lundquists emphasized the importance of creating a supportive culture that prioritizes mental health through training, collaboration, and accessible resources.

# EMPLOYEE UPDATES

## LIEUTENANT PROMOTIONS



Bryan Kerr



Benjamin Bloomquist



Geoff Jacobs

## LADDER QUALIFICATION



Johnson Brooks

# OPERATIONS

## MUTUAL AID FIRE: OCTOBER 30

The West Battalion responded to a report of a car on fire inside a garage. Engine 13 from South County Fire arrived first, with Engine 77 close behind, and found a classic Impala burning inside the garage. Thanks to teamwork between the two agencies, the fire was contained to the garage, with only moderate smoke damage throughout the home. Due to limited access caused by the large vehicle in the small garage, crews elected to pull the car out and up a steep driveway to complete extinguishment. TR21 from South County used its front winch, and Battalion 71's front bumper served as a change of direction for the cable, allowing the vehicle to be safely removed. There were no injuries, and the homeowner was very grateful for the quick stop on the fire.



## MUTUAL SWIFT WATER RESCUE

Engine 81 from the North Battalion was dispatched to assist Granite Falls Fire on a mutual aid swift water rescue in the area of Deer Creek Road and Mountain Loop Highway. The call involved a suspect who had reportedly fled from law enforcement and become stranded across the river. Upon arrival, Getchell Fire's Duty Chief 68 established Mountain Loop Command and coordinated unified command with the Snohomish County Sheriff's Office. The individual was located approximately 75 feet across the river on dry land. Engine 81 was assigned as the Rescue Group Supervisor and took the lead on rescue operations. After assessing river conditions, the crew implemented a tactical plan that included establishing downriver safety positions and preparing equipment. Engine 81's swift water technician made entry upstream to reach the victim, who was provided a personal flotation device and helmet. Working in coordination with operations-level rescuers and law enforcement, the technician safely guided the individual across the river. The victim and rescuers exited the waterway without incident, and the patient was transferred to Medic 87 for evaluation. The incident concluded successfully, with all personnel and equipment accounted for and no further hazards identified.

# OPERATIONS

## RESIDENTIAL FIRE: OCTOBER 28

The East Battalion responded to a fire in a “built more” structure with challenging access and no water supply. Crews did an outstanding job establishing a water source and performing primary searches under tough conditions. Thanks to the quick coordination of a rural water supply organized by B71, **BC Brandon Gardner**, the incident was efficiently managed from start to finish. Mutual aid units E166 from Duvall Fire Department and M41 from SCFD4 provided critical support on scene.

All six occupants were able to safely evacuate, and crews also saved six puppies. With multiple dogs on the property (and yes, plenty of evidence underfoot), things could have been much worse for both our four-legged and two-legged friends. Great job to everyone involved!



## MUTUAL AID HAZMAT

In the early morning hours of October 13, HazMat 72 from the West Battalion responded to a third-alarm mutual aid call in Burlington for an ammonia leak inside a large agricultural building. The leak originated from a sizable anhydrous ammonia tank but remained confined within the structure. HazMat teams from Marysville Fire District (HZ61), Everett Fire Department (HZ4), and South County Fire (HZ12) also responded. After about an hour-long response, HazMat 72 arrived on scene and assisted with logistical operations.

HazMat technicians entered the building to collect video footage and chemical data, providing the incident commander with key information to safely plan mitigation efforts. The leak was traced to two adjacent valves on the tank that needed to be manually secured. The technicians reentered the building in full protective gear and successfully closed the valves, stopping the leak without further complications.

The release was safely mitigated with no injuries reported. The incident highlighted the effectiveness of multi-agency coordination and the skill of regional HazMat teams in managing hazardous materials incidents quickly and safely.

# OPERATIONS

## HIGH-RISE TRAINING

SRFR was recently invited by Tulalip Bay Fire to take part in high-rise training at the Tulalip Resort Casino on October 27-30. Throughout the week, several of our crews teamed up with units from Tulalip Bay, Marysville, Everett, Silvana, Camano Island, and Getchell to run multi-company operations (MCOs) inside the hotel portion of the resort. Training evolutions focused on deploying to the 10th floor under simulated fire conditions, giving crews a realistic opportunity to practice high-rise tactics, coordination, and communications in a true multi-agency environment.



# OPERATIONS

## LIVE FIRE TRAINING

The Training Division, in coordination with our live fire instructors and support personnel, successfully conducted four days of live fire training, October 7-10, for A and B Shifts. This evolution was built to be realistic, high-tempo, and directly tied to the risks we face in actual incidents.

Crews were presented with a scenario involving a vehicle on fire inside a garage with potential extension into the residence. The smoke conditions and fire travel created an immediate life-safety problem, with a known occupant still inside the home. Companies had to arrive, size up, secure a water supply, control the garage fire, check for extension into the living space, and simultaneously locate and remove the victim—forcing coordination between fire attack, search, ventilation, and command.



A special thank you to Live Fire Lead Instructor **Tyler Compton**, Instructor **James Hammeren**, and Captains **Scott Boswell** and **Randy Mickels** for organizing, scheduling, and delivering this training. Their work ensured safe operations, clear instructional objectives, and realistic fireground problem-solving for all participating crews.

Thank you as well to all support personnel who handled set-up, staffing, rehab, and accountability. This was an excellent example of Training, Operations, and our live fire cadre working together to keep our firefighters sharp, aggressive, and safe on the fireground.



# OPERATIONS

## EMERGENCY MEDICAL SERVICES

### EQUIPMENT TRAINING

Training has been completed for all of the Life Pack 35 monitors, and these monitors have been placed on all medic units and MSO71. The Life Pack 15s will remain on the units through October and part of November to ensure all personnel are comfortable operating the new devices.

### POCUS ULTRASOUND TRAINING

This month the medics, completed Point-of-Care Ultrasound (POCUS) training. This training was taught by **Sarah Garner, MD**, who has worked as a Physician with Airlift Northwest and as a Resident at the University of Washington. The POCUS device is cutting-edge and will significantly help medics deliver higher quality pre-hospital care to patients in the field.

The POCUS has sharp image quality, rapid data processing, AI, advanced imaging tools, user-centric ergonomics, and outstanding scan time. So far, the initial ultrasound training has been completed, and more training will continue through November, with county approval expected to follow, allowing for field use in patient care once the county training is finalized.



# SUPPORT SERVICES

## PREVENTION, FACILITIES, & STRATEGIC ANALYSIS

### STRATEGIC ANALYSIS

**Vriti Jain**, SRFR's Strategic Analyst, has been invited to serve on the Research Subcommittee of the Association of Fire and Emergency Services Analysts (AFESA). This opportunity allows Vriti to collaborate with peers across the field and contribute to advancing data analytics in our industry. SRFR is proud to have her representing the District and supporting our mission through this important work. Thank you, Vriti!

### DFM DATA: YEAR TO DATE



PLAN REVIEWS  
COMPLETED

**865**



ANNUAL  
INSPECTIONS  
COMPLETED

**1,860**



CONSTRUCTION  
PERMIT  
INSPECTIONS

**887**



OPERATIONAL  
PERMITS ISSUED

**471**

### UPDATES: STATIONS 32 AND 81

We are making steady progress on our new Station 32 and 81 projects, and are at approximately the 50% design stage.



# SUPPORT SERVICES

## PREVENTION & COMMUNITY RELATIONS

### FIRE PREVENTION INSTITUTE

Over the week of October 13-16, members of the Community Relations and Office of the Fire Marshal teams headed to Chelan for this year's Fire Prevention Institute, a conference hosted by the Washington Association of Fire Marshals, the State Fire Marshal's Office, the IAAI-Western Chapter, and Washington Public Fire Educators.

There, the teams attended important sessions about Community Risk Reduction, Fire Inspection, and Fire Code Enforcement. On the last day of the conference, **PIEO King** presented about SRFR's Water Safety Camps along with other ways that educators across the state can incorporate water safety into their public education programming.



### FIRE MARSHAL OF THE YEAR

At FPI, **Assistant Fire Chief and Fire Marshal Mike Messer** was awarded the 2025 Fire Marshal of the Year! The award was presented to Chief Messer by the Washington State Association of Fire Marshals at the Fire Prevention Institute.

Fire Marshals play a vital role in our communities, ensuring that building plans for homes and commercial structures meet current fire codes, enforcing regulations that protect life and property, conducting fire investigations, and much more. Congratulations, Chief Messer, on this well-deserved recognition!



### RESUSCITATION ACADEMY

On October 20-21, a team made up of **DC McConnell, PIEO King, DC Read, and Sno911 Dispatch Supervisor Larkins** attended the Resuscitation Academy in Seattle, where they learned about how to improve the entire emergency response system to improve cardiac arrest patient outcomes.



# SUPPORT SERVICES

## COMMUNITY RELATIONS

### SCHOOL VISITS: FIRE SAFETY

For Fire Prevention Month, firefighters and public educators visited schools to talk about fire safety. Crews visited Mt. Pilchuck & Frylands Elementary to teach kindergarteners that matches and lighters are not toys and that firefighters are friends. Students were able to see the firefighters in their gear and even give them a high-five and hug.

### Public Information Officer King

also visited Monroe Christian, Cedarwood Elementary and Salem Woods Elementary to talk with 2nd graders about escape planning and the steps they should take when calling 9-1-1.



### SCHOOL VISITS: HANDS-ONLY CPR

In October, **Public Information & Education Officers, King and Mongillo** visited Cavelero Mid-High in Lake Stevens to teach Hands-Only CPR to 13 classes of 8th Grade Health students.

Students learned how the heart works, how to perform CPR, how to use an AED, and how to call 9-1-1 in an emergency situation. Students also learned about the difference between sudden cardiac arrest and a heart attack.

SRFR IN THE NEWS



SCAN ME

### CR DATA: YEAR-TO-DATE



TOTAL NUMBER OF CLASSES DELIVERED

169



NUMBER OF ADULT & SENIOR SAFETY CLASSES

22



COMMUNITY EVENTS HOSTED/ATTENDED

39



TOTAL STUDENTS TAUGHT

3950

### OCTOBER 2025



SOCIAL MEDIA POSTS

48



SOCIAL MEDIA ENGAGEMENT

38,956

# SUPPORT SERVICES

## COMMUNITY RELATIONS

### FIRE PREVENTION WEEK OPEN HOUSE-MONROE

On October 4th, SRFR hosted our annual Fire Prevention Week Open House. During the event, kids and adults participated in a range of activities, learning how to use a fire extinguisher, how to escape a burning building, and how to perform hands-only CPR. The event's 600 attendees also learned about smoke alarms, lithium ion batteries, and wildfire safety. They also watched firefighters perform auto extrication and forcible entry demonstrations.



### HARVESTFEST-LAKE STEVENS

On October 31st, **Program Specialist Larson, PIEO King**, Battalion 81, Engine 81, and Aid 81 participated in the Lake Stevens HarvestFest. The team handed out candy to trick-or-treaters, showed them the fire engine, provided them with some seasonal safety tips, and even further convinced a few future firefighters to never give up on their dreams of joining the fire service!



# SUPPORT SERVICES

## COMMUNITY RELATIONS

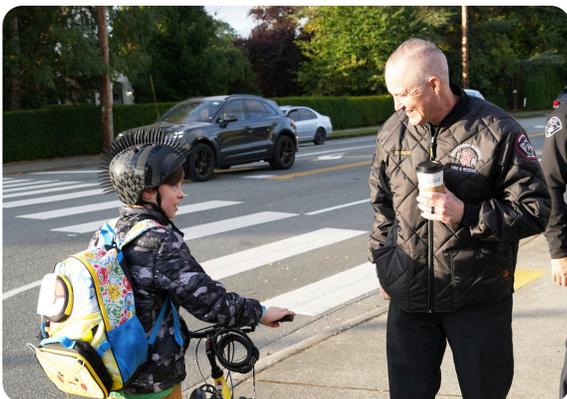
### POLICE & FIRE APPRECIATION WEEK-MONROE

At the October 28th Council Meeting, Mayor Thomas issued a proclamation recognizing the week of November 2-8, as Police and Fire Appreciation Week. In his weekly newsletter, he stated, "The professionals of the MPD and SRFR are devoted public servants who risk their lives to ensure Monroe is a safe place for all to live, work, and play."



### CHAMBER OF COMMERCE UPDATES

During the month of October, SRFR attended three Chamber of Commerce meetings. On October 1st, the team attended Sky Valley Chamber's luncheon. On October 8th, SRFR attended the Lake Stevens luncheon for the Annual Business Candidate Forum, where they heard from candidates up for election. SRFR also attended the Monroe Chamber luncheon on October 14th and listened to a legislative exchange with Representatives Mike Steele and Brian Burnett.



### WALK, BIKE, & ROLL TO SCHOOL

On October 8th, members of SRFR Command Staff, A31, M31, E32, Monroe Police Department, and Monroe School District celebrated Walk, Bike, & Roll to School Day, where they walked with students and promoted pedestrian and wheeled sports safety. Students had a great time, and we were pleased to see that many were wearing helmets we distributed at the back-to-school resource fair!



### ADULT & SENIOR SAFETY CLASSES

This month, **PIEO King** taught Aging in Place at the Monroe Senior center. Attendees learned about Falls Prevention and Fire Safety, and for Fire Prevention Week, the team hosted an online Home Fire Safety class where attendees learned about smoke alarms, escape planning, and cooking safety.

# UPCOMING EVENTS

- **November 15th: Lake Stevens Holiday Toy Drive-Lake Stevens**
- **November 6th-26th: SRFR Food Drive-District-wide**
- **December 11th: Recruit Class 25-02 Graduation-Stanwood**
- **December 13th: Lake Stevens WinterFest-Lake Stevens**
- **December 18th: SRFR Holiday Gift Wrapping & Delivery**
- **December 19th: Monroe High School Career Fair-Monroe**



SRFR Annual Gift Wrapping & Delivery



Lake Stevens WinterFest

## CONNECT WITH US!

Visit our website at [www.SRFR.org](http://www.SRFR.org)  
or follow us on:



@SnoRegionalFire



@SnoRegionalFire



@SnoRegionalFire

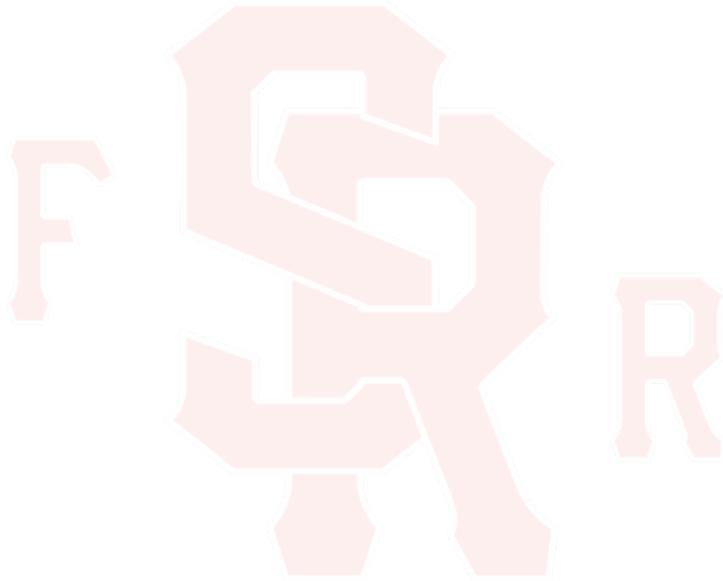
**NEW!** Sign up for our Digital Newsletter & Email Subscription!  
<https://bit.ly/SRFRNews>







# COMMISSIONER REPORTS





# COMMITTEE MEETING MINUTES





## Finance Committee Meeting Minutes October 30, 2025

**Present:** Commissioner Alsin, Commissioner Elmore, Assistant Chief Lundquist, Assistant Chief Messer, Chief Financial Officer Tabor, and Commissioner Waugh

**Commenced:** 1602

**Discussion:**

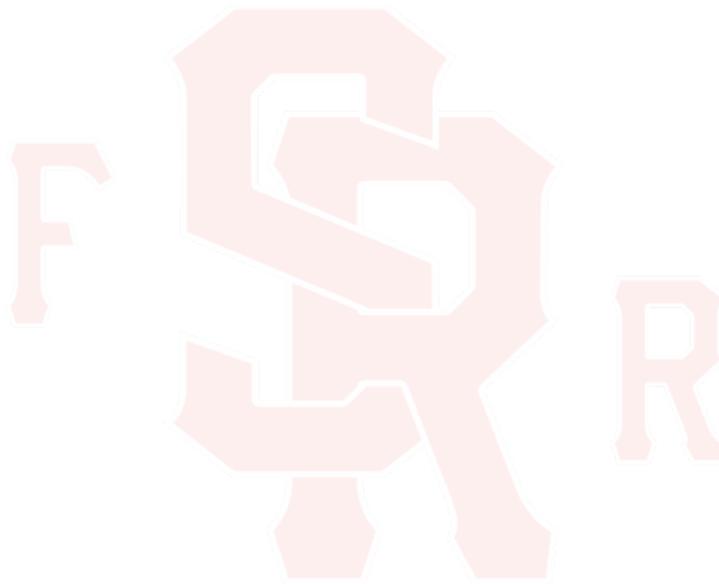
- Chief Financial Officer Tabor welcomed the group.
- Assistant Chief Messer presented the details about the 2025 EMS unit purchase, which the committee discussed and reviewed.
- Chief Financial Officer Tabor presented the Third Quarter Financial Report, which the committee reviewed.
- Assistant Chief Messer presented the Verizon contract, which the committee reviewed.
- Assistant Chief Messer presented the Amendment to Lease Option & Agreement, which the committee discussed and reviewed.

**Next Meeting:** Thursday, November 20, 2025, 1600

**Adjourned:** 1655



# CONSENT AGENDA



## Snohomish Regional Fire and Rescue Claims Voucher Summary

10/31/2025

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
25-02425	AFLAC		486.38
25-02426	DEPARTMENT OF RETIREMENT SYSTEMS		512,519.96
25-02427	FIRE 7 FOUNDATION		640.00
25-02428	FIREPAC		1,125.30
25-02429	GENERAL TEAMSTERS UNION LOCAL 38		2,243.00
25-02430	HRA VEBA TRUST		59,375.00
25-02431	IAFF LOCAL 2781		36,548.56
25-02432	IAFF LOCAL 2781 PAC		1,058.00
25-02433	IAFF LOCAL 2781 RFA		1,115.00
25-02434	IAFF MERP		32,400.00
25-02435	MATRIX TRUST COMPANY		23,845.98
25-02436	TD AMERITRADE INSTITUTIONAL		388.50
25-02437	VOYA INSTITUTIONAL TRUST CO		119,225.88
25-02438	WASHINGTON STATE SUPPORT REGISTRY		504.00
25-02439	WSCFF FASTPAC		968.83

<b>Page Total</b>	792,444.39
<b>Cumulative Total</b>	792,444.39

# Docket of Claims Register

APPKT01995 - 11.13.2025 Board Packet

By Docket/Claim Number



Snohomish Regional Fire &amp; Rescue, WA

Vendor #	Vendor Name	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount Distribution Amount
1902	ACE HARDWARE	25-02440						94.53
		81640/7	Propane Refill	Invoice	10/25/2025	Propane Refill	001-507-522-50-47-03	47.98
		81652/7	Wall Plates & Drill Bits	Invoice	10/29/2025	Wall Plates & Drill Bits	001-507-522-50-31-00	46.55
2335	ALL BATTERY SALES AND SERVICE	25-02441						12.79
		300-10177903	Shop Supplies	Invoice	10/30/2025	Shop Supplies	050-511-522-60-31-05	12.79
1503	ALLSTREAM BUSINESS US, INC	25-02442						417.70
		21945015	Fire Alarm Phone Lines/Connection Sei	Invoice	11/03/2025	Fire Alarm Phone Lines/Connection Sei	001-513-522-50-42-01	417.70
1503	ALLSTREAM BUSINESS US, INC	25-02443						542.24
		21936907	Fire Alarm Phone Lines/Connection Sei	Invoice	11/01/2025	Fire Alarm Phone Lines/Connection Sei	001-513-522-50-42-01	542.24
2106	AMAZON CAPITAL SERVICES, INC	25-02444						3,377.59
		117Q-J7L9-WN9Q	Wall Mount for TV	Invoice	10/24/2025	Wall Mount for TV	001-507-522-50-35-00	129.47
		164R-HJV1-MPPQ	Shop Parts	Invoice	10/21/2025	Shop Parts	050-511-522-60-34-01	25.59
		174H-YYJ9-VCVR	Shop Parts	Invoice	10/28/2025	Shop Parts	050-511-522-60-34-01	336.00
		17HV-6WWL-FG1P	Shop Parts	Invoice	10/02/2025	Shop Parts	050-511-522-60-34-01	15.96
		19HD-49CL-T9FR	Noise Cancelling Headphones	Invoice	10/26/2025	Noise Cancelling Headphones	001-507-522-50-31-00	19.41
		1C1K-769C-CW4M	Fiber Optic Attenuators 10pk	Invoice	10/28/2025	Fiber Optic Attenuators 10pk	001-513-522-10-35-00	34.29
		1DK6-DC7L-FVCV	Shop Parts	Invoice	10/02/2025	Shop Parts	050-511-522-60-34-01	20.12
		1F7N-NPYJ-1PT3	Stair Nose Molding Trim	Credit Memo	10/25/2025	Stair Nose Molding Trim	001-507-522-50-48-00	-93.21
		1FP6-1RV3-X6M9	Document Scanner x2	Invoice	10/24/2025	Document Scanner x2	001-513-522-10-35-00	940.82
		1FPV-DJ1C-63V7	Anti-Slip Tape for Stairs ST82	Invoice	10/30/2025	Anti-Slip Tape for Stairs ST82	001-507-522-50-48-00	19.10
		1FY-LPNV-KLR9	12Volt Batteries, Coin Batteries	Invoice	11/03/2025	12Volt Batteries, Coin Batteries	001-507-522-50-31-00	16.44
		1MK1-C6F9-7KPM	Training Carhartt Jackets x4	Invoice	11/01/2025	Training Carhartt Jackets x4	001-506-522-45-31-03	350.04
		1MRG-GQY4-14FC	Dive Boots x4 Pairs	Invoice	10/27/2025	Dive Boots x4 Pairs	001-514-522-20-31-09	552.27
		1P1J-W4KK-1Y3H	LED Work Light	Invoice	10/30/2025	LED Work Light	001-507-522-50-35-00	33.98
		1QRJ-XV6W-1KRH	Wall Plate Screws	Invoice	10/29/2025	Wall Plate Screws	001-507-522-50-31-00	3.87
		1R1J-VH4K-MRLX	Orbital Sander	Invoice	10/27/2025	Orbital Sander	001-507-522-50-35-00	63.66
		1RC3-KYGL-9NN4	Portable SSD + HDMI Cable	Invoice	10/29/2025	Portable SSD + HDMI Cable	001-513-522-10-35-00	327.86
		1RJD-1HY-NFGK	Laptop Bag + Mouse	Invoice	10/27/2025	Laptop Bag + Mouse	001-507-522-50-31-00	26.41
		1TP1-1QFQ-RXRQ	Aqualung Sphera X Mask x2	Invoice	10/27/2025	Aqualung Sphera X Mask x2	001-514-522-20-31-09	172.86
		1V9M-Y97M-TKRH	Case with Screen Protector, Digital The	Invoice	10/26/2025	Case with Screen Protector, Digital The	001-507-522-50-31-00	87.01
		1YPG-MQH3-1673	Non-Skid Paint, Roller Cover Twin Pack	Invoice	11/03/2025	Non-Skid Paint, Roller Cover Twin Pack	001-507-522-50-48-00	295.64
2553	AMERICAN 3B SCIENTIFIC, LP	25-02445						18,051.67
		S15235612	Lifecast Chest Trauma Toddler (Water	Invoice	10/24/2025	Level 2 - Lifecast Feature	303-509-594-20-64-06	917.15
						Lifecast Chest Trauma Todder (Water F	303-509-594-20-64-06	14,976.52
						MelISA Services in Year 1	303-509-594-20-64-06	2,158.00

## Docket of Claims Register

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
1523	AT&T MOBILITY LLC	25-02446					3,705.53
	287332399606X10272025	District Cell Phones (New)	Invoice	10/19/2025	District Cell Phones - Shop	050-511-522-60-42-00	151.96
					District Cell Phones (New)	001-513-522-10-42-00	3,553.57
0058	BICKFORD MOTORS, INC.	25-02447					14,628.85
	1301082	Shop Parts	Invoice	09/25/2025	Shop Parts	050-511-522-60-34-01	2,540.84
	1302540	Shop Parts	Invoice	10/16/2025	Shop Parts	050-511-522-60-34-01	8,936.13
	1302947	Shop Parts	Invoice	10/21/2025	Shop Parts	050-511-522-60-34-01	23.63
	1302980	Shop Parts	Invoice	10/21/2025	Shop Parts	050-511-522-60-34-01	614.99
	1303149	Shop Parts	Invoice	10/24/2025	Shop Parts	050-511-522-60-34-01	93.21
	1303195	Shop Parts	Invoice	10/24/2025	Shop Parts	050-511-522-60-34-01	900.95
	CM-1301082-1	Shop Parts	Invoice	09/29/2025	Shop Parts	050-511-522-60-34-01	1,519.10
2567	BLOWHARD FANS	25-02448					891.00
	R0350566	Battery Pack w/Foam BMS	Invoice	10/29/2025	Battery Pack w/Foam BMS	001-504-522-20-48-02	891.00
0065	BOUND TREE MEDICAL, LLC	25-02449					7,609.32
	85897913	Medications & Medical Supplies	Invoice	08/27/2025	Medications & Medical Supplies	001-509-522-30-31-01	4,979.85
	85966579	Medical Supplies	Invoice	10/22/2025	Medical Supplies	001-509-522-30-31-01	261.13
	85968088	Medications	Invoice	10/23/2025	Medications	001-509-522-30-31-01	162.25
	85968089	Medical Supplies	Invoice	10/23/2025	Medical Supplies	001-509-522-30-31-01	958.75
	85969496	Medications	Invoice	10/24/2025	Medications	001-509-522-30-31-01	1,178.09
	8598090	Medical Supplies	Invoice	10/23/2025	Medical Supplies	001-509-522-30-31-01	69.25
0070	BRAKE & CLUTCH SUPPLY INC	25-02450					165.66
	142010	Shop Parts	Invoice	09/03/2025	Shop Parts	050-511-522-60-34-01	1,072.49
	142254	Shop Parts	Credit Memo	09/15/2025	Shop Parts	050-511-522-60-34-01	-357.33
	142513	Shop Parts	Credit Memo	09/23/2025	Shop Parts	050-511-522-60-34-01	-549.50
0073	BRAUN NORTHWEST INC	25-02451					244.69
	7360023	Shop Parts	Invoice	10/24/2025	Shop Parts	050-511-522-60-34-01	244.69
2563	BRIAN PARK	25-02452					763.38
	INV14382	Moving Expenses Reimbursements	Invoice	10/14/2025	Moving Expenses Reimbursements	001-502-522-10-49-06	763.38
0096	CENTRAL WELDING SUPPLY	25-02453					651.12
	0002521573	Oxygen Cylinder Exchange/Re-Fill (x4)	Invoice	10/27/2025	Oxygen Cylinder Exchange/Re-Fill (x4)	001-509-522-20-45-00	84.57
	0002521578	Oxygen Cylinder Exchange/Re-Fill (x7)	Invoice	10/27/2025	Oxygen Cylinder Exchange/Re-Fill (x7)	001-509-522-20-45-00	112.35
	0002523263	Oxygen Cylinder Exchange/Re-Fill (x2)	Invoice	10/29/2025	Oxygen Cylinder Exchange/Re-Fill (x2)	001-509-522-20-45-00	104.40
	0002529365	Oxygen Cylinder Rental (Inventory)	Invoice	10/31/2025	Oxygen Cylinder Rental (Inventory)	001-509-522-20-45-00	270.20
	0002530531	Oxygen Cylinder Rental (Inventory)	Invoice	10/31/2025	Oxygen Cylinder Rental (Inventory)	001-509-522-20-45-00	17.23
	0002530532	Oxygen Cylinder Rental (Inventory)	Invoice	10/31/2025	Oxygen Cylinder Rental (Inventory)	001-509-522-20-45-00	62.37
0099	CHAMPION BOLT & SUPPLY INC	25-02454					403.64
	806094	Shop Supplies	Invoice	10/24/2025	Shop Supplies	050-511-522-60-31-05	403.64
0101	CHINOOK LUMBER	25-02455					851.31
	2158522	Fir Plywood & Halsteel - 71 Pole House	Invoice	10/29/2025	Fir Plywood & Halsteel - 71 Pole House	001-507-522-50-35-00	851.31

## Docket of Claims Register

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
0531	CHRISTENSEN, INC	25-02456					548.71
	0778604-IN	Diesel Exhaust Fluid (DEF) - ST33	Invoice	10/29/2025	Diesel Exhaust Fluid (DEF) - ST 33	001-504-522-20-32-00	548.71
1833	CHRISTOPHER MCGRAW	25-02457					1,030.03
	INV14391	Per Diem Reimburs - ASAP Peer Suppo	Invoice	10/31/2025	Per Diem Reimburs - ASAP Peer Suppo	001-510-522-20-43-00	1,030.03
2569	CIARA VARGAS	25-02458					50,000.00
	INV14381	Settlement Agreement	Invoice	10/31/2025	Settlement Agreement	001-502-522-10-49-06	50,000.00
0112	CLEARFLY COMMUNICATIONS	25-02459					886.37
	INV757132	Phone/Fax Services - Admin Bldg, ST 3:	Invoice	11/01/2025	Phone/Fax Services - Admin Bldg, ST 3:	001-513-522-50-42-01	886.37
0126	COMCAST BUSINESS	25-02460					322.19
	ST31-NOVDEC25	Internet Services - ST 31	Invoice	10/27/2025	Internet Services - ST 31	001-513-522-50-42-01	322.19
0127	COMDATA INC.	25-02461					4,022.15
	20429615	Apparatus Fuel	Invoice	11/01/2025	Apparatus Fuel - EMS	001-509-522-20-32-00	2,011.07
					Apparatus Fuel - Suppression	001-504-522-20-32-00	2,011.08
0139	CROSS VALLEY WATER DISTRICT	25-02462					379.44
	3241405	Water - ST 74/Logistics Bldg	Invoice	10/31/2025	Water - ST 74/Logistics Bldg	001-507-522-50-47-02	379.44
0139	CROSS VALLEY WATER DISTRICT	25-02463					863.99
	3241404	Water - ST 71	Invoice	10/31/2025	Water - ST 71	001-507-522-50-47-02	863.99
0139	CROSS VALLEY WATER DISTRICT	25-02464					886.09
	3241406	Water - ST 33	Invoice	10/31/2025	Water - ST 33	001-507-522-50-47-02	886.09
1830	DAVID MESSER	25-02465					206.00
	INV14393	Per Diem Reimburs - WSAFM Fire Prev	Invoice	10/20/2052	Per Diem Reimburs - WSAFM Fire Prev	001-505-522-30-43-00	206.00
0155	DENISE MATTERN	25-02466					669.06
	INV14388	Per Diem Reimburs - Neogov Conferen	Invoice	10/14/2025	Per Diem Reimburs - Neogov Conferen	001-517-522-10-43-00	669.06
1600	DIRECTV, LLC	25-02467					144.93
	050747001X251102	Cable/TV Services - ST 33	Invoice	11/06/2025	Cable/TV Services - ST 33	001-513-522-50-42-01	144.93

## Docket of Claims Register

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
0226	GALLS, LLC	25-02468					10,684.51
	032926486	Rain Defender Paxton Heavyweight Ho	Invoice	10/23/2025	Rain Defender Paxton Heavyweight Ho	001-504-522-20-31-07	103.86
	032926493	Blank Embroiderable Patch (BLANK)	Invoice	11/05/2025	Blank Embroiderable Patch (BLANK)	001-504-522-20-31-07	8.28
	032926513	Rain Defender Paxton Heavyweight Ho	Invoice	10/23/2025	Rain Defender Paxton Heavyweight Ho	001-504-522-20-31-07	108.70
	032926548	Rain Defender Paxton Heavyweight Ho	Invoice	11/05/2025	Rain Defender Paxton Heavyweight Ho	001-504-522-20-31-07	103.78
	032926553	W/P Job Shirt 2.0	Invoice	10/23/2025	W/P Job Shirt 2.0	001-504-522-20-31-07	124.52
	032926554	W/P Job Shirt 2.0	Invoice	10/22/2025	W/P Job Shirt 2.0	001-504-522-20-31-07	124.52
	032926555	W/P Job Shirt 2.0	Invoice	10/23/2025	W/P Job Shirt 2.0	001-504-522-20-31-07	123.28
	032926556	W/P Job Shirt 2.0	Invoice	10/23/2025	W/P Job Shirt 2.0	001-504-522-20-31-07	123.18
	032937031	Puget Sound FD Poly Serge RND Top	Invoice	10/23/2025	Puget Sound FD Poly Serge RND Top	001-504-522-20-31-07	108.21
	032938874	CARHARTT STORM DEFENDER JACKET	Invoice	10/24/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	032938943	Industrial Pants	Invoice	10/24/2025	Industrial Pants	001-504-522-20-31-07	328.19
	032947753	Life Saving Award , Recognition Bars	Invoice	10/24/2025	Life Saving Award , Recognition Bars	001-502-522-10-49-07	355.63
	032958473	CARHARTT STORM DEFENDER JACKET	Invoice	10/27/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	159.25
	032958520	Shield Hooded 1/4 ZipUp Pullover	Invoice	10/27/2025	Shield Hooded 1/4 ZipUp Pullover	001-504-522-20-31-07	108.79
	032958521	Shield Hooded 1/4 ZipUp Pullover	Invoice	10/27/2025	Shield Hooded 1/4 ZipUp Pullover	001-504-522-20-31-07	108.70
	032958529	L/S Chief Shirt	Invoice	10/27/2025	L/S Chief Shirt	001-504-522-20-31-07	170.57
	032958585	L/S DAC Polyester-Cotton Class A Shirt	Invoice	10/27/2025	L/S DAC Polyester-Cotton Class A Shirt	001-504-522-20-31-07	35.41
	032970921	Shield Hooded 1/4 ZipUp Pullover	Invoice	10/28/2025	Shield Hooded 1/4 ZipUp Pullover	001-504-522-20-31-07	103.86
	032970922	CARHARTT STORM DEFENDER JACKET	Invoice	10/28/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	103.86
	032970923	CARHARTT STORM DEFENDER JACKET	Invoice	10/28/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	266.09
	032970926	CARHARTT STORM DEFENDER JACKET	Invoice	10/28/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	16.57
	032970949	CARHARTT STORM DEFENDER JACKET	Invoice	10/28/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	032970996	CARHARTT STORM DEFENDER JACKET	Invoice	10/28/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	179.07
	032970997	CARHARTT STORM DEFENDER JACKET	Invoice	10/28/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.52
	032970998	CARHARTT STORM DEFENDER JACKET	Invoice	10/28/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	177.29
	032970999	CARHARTT STORM DEFENDER JACKET	Invoice	10/28/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	177.13
	032984397	Industrial Pants	Invoice	10/29/2025	Industrial Pants	001-504-522-20-31-07	324.92
	032984403	Leather Belt	Invoice	10/29/2025	Leather Belt	001-504-522-20-31-07	28.18
	032984409	Cargo Pants	Invoice	10/29/2025	Cargo Pants	001-504-522-20-31-07	217.51
	032984440	Rain Defender Paxton Heavyweight Ho	Invoice	10/29/2025	Rain Defender Paxton Heavyweight Ho	001-504-522-20-31-07	103.86
	032984441	Rain Defender Paxton Heavyweight Ho	Invoice	10/29/2025	Rain Defender Paxton Heavyweight Ho	001-504-522-20-31-07	103.78
	032984443	CARHARTT STORM DEFENDER JACKET	Invoice	10/29/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.52
	032984444	CARHARTT STORM DEFENDER JACKET	Invoice	10/29/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	032995579	Puget Sound FD Poly Serge RND Top	Invoice	10/29/2025	Diamond Quilted Jacket	001-504-522-20-31-07	125.05
	033010350	Class A Alterations	Invoice	10/31/2025	Class A Alteration	001-504-522-20-31-07	13.90
	033010402	Rain Defender Paxton Heavyweight Ho	Invoice	10/31/2025	Rain Defender Paxton Heavyweight Ho	001-504-522-20-31-07	104.91
	033010403	Rain Defender Paxton Heavyweight Ho	Invoice	10/31/2025	Rain Defender Paxton Heavyweight Ho	001-504-522-20-31-07	108.79
	033010404	Rain Defender Paxton Heavyweight Ho	Invoice	10/31/2025	Rain Defender Paxton Heavyweight Ho	001-504-522-20-31-07	103.78
	033010405	Rain Defender Paxton Heavyweight Ho	Invoice	10/31/2025	Rain Defender Paxton Heavyweight Ho	001-504-522-20-31-07	103.86
	033010409	CARHARTT STORM DEFENDER JACKET	Invoice	10/31/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	033010410	CARHARTT STORM DEFENDER JACKET	Invoice	10/31/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.52
	033010411	CARHARTT STORM DEFENDER JACKET	Invoice	10/31/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38

## Docket of Claims Register

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
	033010412	CARHARTT STORM DEFENDER JACKET	Invoice	10/31/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	033010413	CARHARTT STORM DEFENDER JACKET	Invoice	10/31/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	164.16
	033022691	Duty Boots	Invoice	10/31/2025	Duty Boots	001-504-522-20-31-07	144.00
	033028600	Duty Boots	Invoice	11/01/2025	Duty Boots	001-504-522-20-31-07	144.00
	033028608	Duty Boots	Invoice	11/01/2025	Duty Boots	001-504-522-20-31-07	144.13
	033032551	Duty Boots	Invoice	11/03/2025	Duty Boots	001-504-522-20-31-07	385.30
	033032552	Leather Belt	Invoice	11/03/2025	Leather Belt	001-504-522-20-31-07	27.87
	033032565	Rain Defender Paxton Heavyweight Ho	Invoice	11/03/2025	Rain Defender Paxton Heavyweight Ho	001-504-522-20-31-07	103.78
	033032567	CARHARTT STORM DEFENDER JACKET	Invoice	11/03/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	033032568	CARHARTT STORM DEFENDER JACKET	Invoice	11/03/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	033032569	CARHARTT STORM DEFENDER JACKET	Invoice	11/03/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	033032570	CARHARTT STORM DEFENDER JACKET	Invoice	11/03/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	033032571	CARHARTT STORM DEFENDER JACKET	Invoice	11/03/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	033032572	CARHARTT STORM DEFENDER JACKET	Invoice	11/03/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.52
	033032573	CARHARTT STORM DEFENDER JACKET	Invoice	11/03/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.52
	033032574	CARHARTT STORM DEFENDER JACKET	Invoice	11/03/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.52
	033032575	Rain Defender Paxton Heavyweight Ho	Invoice	11/03/2025	Rain Defender Paxton Heavyweight Ho	001-504-522-20-31-07	103.78
	033032576	CARHARTT STORM DEFENDER JACKET	Invoice	11/03/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.52
	033032577	CARHARTT STORM DEFENDER JACKET	Invoice	11/03/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	033036634	Firefighter Pants (x3)	Invoice	11/03/2025	Nomex IIIA Firefighter Pants	001-504-522-20-31-07	484.47
	033045090	CARHARTT STORM DEFENDER JACKET	Invoice	11/04/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	033046091	CARHARTT STORM DEFENDER JACKET	Invoice	11/04/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	164.16
	033046097	CARHARTT STORM DEFENDER JACKET	Invoice	11/04/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	177.13
	033046098	CARHARTT STORM DEFENDER JACKET	Invoice	11/04/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	033046099	CARHARTT STORM DEFENDER JACKET	Invoice	11/04/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	033046100	CARHARTT STORM DEFENDER JACKET	Invoice	11/04/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.52
	033046101	CARHARTT STORM DEFENDER JACKET	Invoice	11/04/2025	CARHARTT STORM DEFENDER JACKET	001-504-522-20-31-07	162.38
	033046156	L/S Chief Shirt	Invoice	11/04/2025	L/S Chief Shirt	001-504-522-20-31-07	170.57
	033049338	SRFR Hats x 300	Invoice	11/04/2025	HD253 BLK BLK OSFM - TWILL W/MESH LOGO ONLY DESIGN SRFR TEST HAT	001-504-522-20-31-07	9.17 6.47
0230	GARY FATKIN	25-02469					2,238.73
	INV14384	Per Diem Reimburs - Fire Fusion 2025	Invoice	10/31/2025	Per Diem Reimburs - Fire Fusion 2025	001-506-522-45-43-00	2,238.73
2568	GENERAL FIRE APPARATUS	25-02470					3,918.29
	21709	Shop Parts	Invoice	10/22/2025	Shop Parts	050-511-522-60-34-01	3,357.81
	21712	Shop Parts	Invoice	10/22/2025	Shop Parts	050-511-522-60-34-01	560.48

## Docket of Claims Register

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
0238	GRAINGER	25-02471					4,712.73
	9629974073	Station Operating Supplies	Invoice	09/04/2025	Station Operating Supplies	001-507-522-50-31-00	516.28
	9643195986	Station Operating Supplies	Invoice	09/16/2025	Station Operating Supplies	001-507-522-50-31-00	1,743.15
	9674279725	Station Operating Supplies	Invoice	10/14/2025	Station Operating Supplies	001-507-522-50-31-00	22.50
	9674279758	Station Operating Supplies	Invoice	10/14/2025	Station Operating Supplies	001-507-522-50-31-00	380.80
	9674742540	Station Operating Supplies	Invoice	10/14/2025	Station Operating Supplies	001-507-522-50-31-00	570.02
	9674828760	Station Operating Supplies	Invoice	10/14/2025	Station Operating Supplies	001-507-522-50-31-00	396.09
	9674976551	Station Operating Supplies	Invoice	10/14/2025	Station Operating Supplies	001-507-522-50-31-00	446.46
	9692210074	Station Operating Supplies	Invoice	10/29/2025	Station Operating Supplies	001-507-522-50-31-00	202.31
	9694303364	Station Operating Supplies	Invoice	10/30/2025	Station Operating Supplies	001-507-522-50-31-00	435.12
2315	ISA QUEVEDO	25-02472					626.69
	INV14389	Per Diem Reimburs - Neogov Conferen	Invoice	10/14/2025	Per Diem Reimburs - Neogov Conferen	001-517-522-10-43-00	626.69
0288	JEFF SCHAUB	25-02473					259.20
	INV14395	Per Diem Reimburs - WFCM Conference	Invoice	10/28/2025	Per Diem Reimburs - WFCM Conference	001-501-522-10-43-01	259.20
1752	KAITLIN KING	25-02474					140.00
	INV14392	Per Diem Reimburs - WSAFM Fire Prev	Invoice	10/28/2025	Per Diem Reimburs - WSAFM Fire Prev	001-515-522-30-43-00	140.00
0313	KENT D. BRUCE CO., LLC	25-02475					1,152.58
	18758	Shop Parts	Invoice	09/12/2025	Shop Parts	050-511-522-60-34-01	374.48
	18998	Shop Parts	Invoice	10/23/2025	Shop Parts	050-511-522-60-34-01	1,504.46
	19006	Shop Parts	Invoice	10/23/2025	Shop Parts	050-511-522-60-34-01	963.43
	19007	Shop Parts	Invoice	10/23/2025	Shop Parts	050-511-522-60-34-01	345.90
	19009	Shop Parts	Invoice	10/23/2025	Shop Parts	050-511-522-60-34-01	264.39
	310	Shop Parts	Credit Memo	09/25/2025	Shop Parts	050-511-522-60-34-01	-2,300.08
1723	KIRK DUNHAM	25-02476					565.56
	INV14397	Per Diem Reimburs - Mile High Fire Co	Invoice	10/22/2025	Per Diem Reimburs - Mile High Fire Co	001-506-522-45-43-00	565.56
2233	KRISTOPHER CHRISTENSEN	25-02477					578.65
	INV14396	Per Diem Reimburs - Mile High Fire Co	Invoice	10/22/2025	Per Diem Reimburs - Mile High Fire Co	001-506-522-45-43-00	578.65
2312	LAURA GONZALEZ	25-02478					1,684.34
	INV14383	Tuition & Textbook Reimbursment	Invoice	10/28/2025	Tuition & Textbook Reimbursment	001-506-522-45-49-10	1,684.34
2404	LAWSON PRODUCTS, INC.	25-02479					69.53
	9312938477	Ironclad Water Gloves	Invoice	10/28/2025	Ironclad Water Gloves	001-507-522-50-31-00	17.38
	9312946606	Ironclad Water Gloves x3	Invoice	10/30/2025	Ironclad Water Gloves	001-507-522-50-31-00	52.15
0339	LES SCHWAB WAREHOUSE CENTI	25-02480					447.13
	43100322141	Srv Call - S1402 Tire Replacement	Invoice	10/29/2025	Srv Call - S1402 Tire Replacement	001-504-522-20-48-01	447.13
0343	LIFE-ASSIST INC	25-02481					2,321.77
	1643818	Medical Supplies	Invoice	10/03/2025	Medical Supplies	001-509-522-30-31-01	314.20
	2005697	Medical Supplies	Invoice	10/27/2025	Medical Supplies	001-509-522-30-31-01	2,007.57

## Docket of Claims Register

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
0352	LOWE'S	25-02482					2,690.80
	970975-PSKURR	Air Hose, Pliers, Connect Kit,	Invoice	10/14/2025	Air Hose, Pliers, Connect Kit,	001-507-522-50-35-00	93.77
	971871-PTVJFY	Connection Kits	Invoice	10/24/2025	Connection Kits	001-507-522-50-35-00	36.65
	972981-PTVJGK	Sets of Hooks	Invoice	10/24/2025	Sets of Hooks	001-507-522-50-35-00	61.66
	977019-PNTLUD	Shop Parts	Invoice	09/09/2025	Shop Parts	050-511-522-60-34-01	61.80
	979079-PRNCDI	PVC Basin, French Cleat, Door Hinge	Invoice	10/07/2025	PVC Basin, French Cleat, Door Hinge	001-507-522-50-48-00	52.63
	980012-PUBRMY	Toolboxes	Invoice	10/27/2025	Toolboxes	001-514-522-20-31-09	1,392.72
	983354-PSLROH	Nuts, Bolts, Washers	Invoice	10/15/2025	Nuts, Bolts, Washers	001-507-522-50-48-00	9.30
	989283-PRZZUF	Tool Bag, Lumber,	Invoice	10/10/2025	Tool Bag, Lumber,	001-506-522-45-35-00	341.66
	992354-PUSNAU	Rails, Lumbers, Hooks, Screws, Work Li	Invoice	10/31/2025	Rails, Lumbers, Hooks, Screws, Work Li	001-514-522-20-31-09	444.70
	992753-PSBMFP	Nuts, Screws, Lumber	Invoice	10/11/2025	Nuts, Screws, Lumber	001-507-522-50-48-00	32.84
	993816-PTIMHN	Outlet, Wall Plate, Cord Clip	Invoice	10/21/2025	Outlet, Wall Plate, Cord Clip	001-507-522-50-48-00	20.61
	997521-PPUOFG	Shop Parts	Invoice	09/24/2025	Shop Parts	050-511-522-60-34-01	42.05
	997609-PSGFYP	Flex Seal & 3-Prong Nut	Invoice	10/13/2025	Flex Seal & 3-Prong Nut	001-507-522-50-48-00	25.36
	999229-PJWBZY	Washers, Bolts, Screws, Garden Hose,	Invoice	08/11/2025	Washers, Bolts, Screws, Garden Hose,	001-507-522-50-35-00	75.05
2253	NEOGOV	25-02483					26,355.42
	INV-147670	NEOGOV eForms/GovJobs/Insight Ann	Invoice	11/02/2025	NEOGOV eForms/GovJobs/Insight Ann	001-517-522-10-49-04	26,355.42
2358	NORTHWEST PROPANE LLC	25-02484					577.00
	U001H636	OnSite Mobile Propane Delivery (239.8	Invoice	10/29/2025	OnSite Mobile Propane Delivery (239.i	001-507-522-50-47-03	577.00
2252	ODP BUSINESS SOLUTIONS, LLC	25-02485					77.96
	444600922001	Fellowes® Kopy-Aid® Metal Copyholde	Invoice	10/23/2025	Fellowes® Kopy-Aid® Metal Copyholde	001-502-522-10-35-00	77.96
0185	OPERATIVE IQ	25-02486					4,499.43
	73947	Operative IQ License/Maintenance Fee	Invoice	11/01/2025	Facility Management License Fee (Logi	001-513-522-10-49-04	776.88
					Fleet Mgmt Licenses/Sandbox Mainte	001-513-522-10-49-04	1,132.95
					Operative IQ Inventory/Asset Mngmnt	001-513-522-10-49-04	2,481.70
					RFID Data Service License Fee	001-513-522-10-49-04	107.90
0455	PAMELLA HOLTGEERTS	25-02487					270.60
	INV14387	Per Diem Reumburs - NeoGov Confere	Invoice	09/28/2025	Per Diem Reumburs - NeoGov Confere	001-517-522-10-43-00	270.60
1563	PETE PARRISH	25-02488					736.83
	INV14390	Apeks RK3 Fins x4 Reimbursement	Invoice	10/27/2025	Apeks RK3 Fins x4 Reimbursement	001-514-522-20-31-09	736.83
0483	PUGET SOUND ENERGY	25-02489					214.91
	ST77-SEPOCT25	Natural Gas - ST 77 (220031644044)	Invoice	11/05/2025	Natural Gas - ST 77 (220031644044)	001-507-522-50-47-03	214.91
0483	PUGET SOUND ENERGY	25-02490					172.62
	ST72-SEPOCT25	Natural Gas - ST 72 (220031644069)	Invoice	11/05/2025	Natural Gas - ST 72 (220031644069)	001-507-522-50-47-03	172.62
1937	RAIRDON'S OF MONROE	25-02491					52.16
	27376	Shop Parts	Invoice	10/09/2025	Shop Parts	050-511-522-60-34-01	52.16
2420	RENEWAL REMODELLING AND RE	25-02492					1,364.53
	28	Resident Door Repair (Forced Entry) - I	Invoice	10/29/2025	Resident Door Repair (Forced Entry) - I	001-507-522-50-48-00	1,364.53

## Docket of Claims Register

Vendor #	Vendor Name Payable Number	Docket/Claim # Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount Distribution Amount
2345	RESCH PRINTING 1303	25-02493 Shop Parts	Invoice	10/23/2025	Shop Parts	050-511-522-60-34-01	2,127.45 2,127.45
1794	SEAN DAHL INV14394	25-02494 Per Diem Reimburs - 2025 Fire Prevent	Invoice	10/20/2025	Per Diem Reimburs - 2025 Fire Prevent	001-505-522-30-43-00	173.00 173.00
1921	SEA-WESTERN INC INV48149	25-02495 Velcro Hanging Name Plate	Invoice	10/28/2025	Velcro Hanging Name Plate	001-504-522-20-31-07	93.71 93.71
1905	SNOHOMISH CO-OP INC 326168	25-02496 Propane Refill	Invoice	10/30/2025	Propane Refill	001-507-522-50-47-03	25.17 25.17
0565	SNOHOMISH COUNTY PUD 165571361	25-02497 Electricity - ST 32	Invoice	10/27/2025	Electricity - ST 32	001-507-522-50-47-01	228.67 228.67
0565	SNOHOMISH COUNTY PUD 126310411	25-02498 Electricity - ST 71	Invoice	10/27/2025	Electricity - ST 71	001-507-522-50-47-01	1,404.90 1,404.90
0565	SNOHOMISH COUNTY PUD 162380038	25-02499 Electricity - ST 33	Invoice	10/24/2025	Electricity - ST 33	001-507-522-50-47-01	817.14 817.14
0565	SNOHOMISH COUNTY PUD 123000506	25-02500 Electricity - ST 83	Invoice	10/27/2025	Electricity - ST 83	001-507-522-50-47-01	347.19 347.19
0572	SPEEDWAY CHEVROLET 147944	25-02501 Shop Parts	Invoice	10/07/2025	Shop Parts	050-511-522-60-34-01	12,319.09 6,446.07
	148035	Shop Parts	Invoice	10/14/2025	Shop Parts	050-511-522-60-34-01	6,755.77
	148069	Shop Parts	Invoice	10/15/2025	Shop Parts	050-511-522-60-34-01	67.47
	148112	Shop Parts	Invoice	10/21/2025	Shop Parts	050-511-522-60-34-01	72.12
	CM147944	Shop Parts	Credit Memo	10/15/2025	Shop Parts	050-511-522-60-34-01	-147.14
	CM148035	Shop Parts	Credit Memo	10/15/2025	Shop Parts	050-511-522-60-34-01	-875.20
2057	SPRAGUE PEST SOLUTIONS 5941865	25-02502 Pest Control Perimeter Services (Trianr	Invoice	09/19/2025	Pest Control Perimeter Services (Trianr	001-507-522-50-41-00	424.21 160.17
	5976280	Monthly Pest Control Services - ST 77	Invoice	10/18/2025	Monthly Pest Control Services - ST 77	001-507-522-50-41-00	132.02
	5976282	Monthly Pest Control Services - ST 71	Invoice	10/21/2025	Monthly Pest Control Services - ST 71	001-507-522-50-41-00	132.02
2415	SUPERIOR SEPTIC SERVICE, LLC 27110317	25-02503 Septic Tank Maint. (Pumped Septic Tar	Invoice	10/03/2025	Septic Tank Maint. (Pumped Septic Tar	001-507-522-50-48-00	3,428.92 857.23
	27330396	Septic Tank Maint. (Pumped Septic Tar	Invoice	10/24/2025	Septic Tank Maint. (Pumped Septic Tar	001-507-522-50-48-00	857.23
	27583196	Septic Tank Maint. (Pumped Septic Tar	Invoice	10/28/2025	Septic Tank Maint. (Pumped Septic Tar	001-507-522-50-48-00	857.23
	27583452	Septic Tank Maint. (Pumped Septic Tar	Invoice	10/31/2025	Septic Tank Maint. (Pumped Septic Tar	001-507-522-50-48-00	857.23
1576	THE SHERWIN-WILLIAMS CO 8876-0	25-02504 Handy Tray Liner x3	Invoice	10/20/2025	Handy Tray Liner x3	001-507-522-50-48-00	18.00 18.00
2288	TRUCKPRO, LLC 316-0108033	25-02505 Shop Parts	Invoice	10/20/2025	Shop Parts	050-511-522-60-34-01	1,030.37 1,030.37

## Docket of Claims Register

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
0610	TRUE NORTH EMERGENCY EQUIP	25-02506					5,152.45
	A23901	Shop Parts	Invoice	10/01/2025	Shop Parts	050-511-522-60-34-01	4,641.76
	A24006	Shop Parts	Invoice	10/08/2025	Shop Parts	050-511-522-60-34-01	213.43
	A24015	Shop Parts	Invoice	10/08/2025	Shop Parts	050-511-522-60-34-01	58.20
	A24071	Shop Parts	Invoice	10/13/2025	Shop Parts	050-511-522-60-34-01	65.90
	A24078	Shop Parts	Invoice	10/14/2025	Shop Parts	050-511-522-60-34-01	173.16
0040	VESTIS	25-02507					63.38
	6560662321	Shop Supplies/Uniform Rental/Laundry	Invoice	10/30/2025	Shop Supplies/Uniform Rental/Laundry	050-511-522-60-41-04	63.38
1597	WASHINGTON STATE HEALTH CA	25-02508					85,952.80
	SFY2022GEMT	SFY 2022 GEMT Final Settlement	Invoice	10/30/2025	SFY 2022 GEMT Final Settlement	001-509-589-26-49-01	85,952.80
0648	WASTE MANAGEMENT NORTHW	25-02509					117.54
	2248644-2677-6	Refuse - ST 72	Invoice	11/01/2025	Refuse - ST 72	001-507-522-50-47-04	117.54
0648	WASTE MANAGEMENT NORTHW	25-02510					476.42
	2248772-2677-5	Refuse & Recycle - ST 74/Logistics Bldg	Invoice	11/01/2025	Refuse & Recycle - ST 74/Logistics Bldg	001-507-522-50-47-04	476.42
0648	WASTE MANAGEMENT NORTHW	25-02511					1,096.53
	2249085-2677-1	Recycling - Admin Bldg	Invoice	11/01/2025	Recycling - Admin Bldg	001-507-522-50-47-04 300-507-522-50-47-00	559.23 537.30
0648	WASTE MANAGEMENT NORTHW	25-02512					330.64
	2249011-2677-7	Recycling - ST 72	Invoice	11/01/2025	Recycling - ST 72	001-507-522-50-47-04	330.64
0648	WASTE MANAGEMENT NORTHW	25-02513					367.54
	2249377-2677-2	Refuse & Recycle - ST 73	Invoice	11/01/2025	Refuse & Recycle - ST 73	001-507-522-50-47-04	367.54
0648	WASTE MANAGEMENT NORTHW	25-02514					449.19
	2249010-2677-9	Recycling - ST 71	Invoice	11/01/2025	Recycling - ST 71	001-507-522-50-47-04	449.19
0648	WASTE MANAGEMENT NORTHW	25-02515					207.41
	2250162-2677-4	Refuse - ST 33	Invoice	11/01/2025	Refuse - ST 33	001-507-522-50-47-04	207.41
0648	WASTE MANAGEMENT NORTHW	25-02516					722.12
	2250163-2677-2	Recycling - ST 33	Invoice	11/05/2025	Recycling - ST 33	001-507-522-50-47-04	722.12
0648	WASTE MANAGEMENT NORTHW	25-02517					185.59
	1093556-4968-1	Refuse - ST 81	Invoice	11/01/2025	Refuse - ST 81	001-507-522-50-47-04	185.59
0648	WASTE MANAGEMENT NORTHW	25-02518					403.31
	2248835-2677-0	Refuse & Recycle - ST 77	Invoice	11/01/2025	Refuse & Recycle - ST 77	001-507-522-50-47-04	403.31
0648	WASTE MANAGEMENT NORTHW	25-02519					670.87
	1093368-4968-1	Refuse & Recycle - ST 82	Invoice	11/01/2025	Refuse & Recycle - ST 82	001-507-522-50-47-04	670.87
0648	WASTE MANAGEMENT NORTHW	25-02520					226.07
	2248645-2677-3	Refuse - ST 71	Invoice	11/01/2025	Refuse - ST 71	001-507-522-50-47-04	226.07
0648	WASTE MANAGEMENT NORTHW	25-02521					372.32
	1093555-4968-3	Refuse - ST 81	Invoice	11/05/2025	Refuse - ST 81	001-507-522-50-47-04	372.32

## Docket of Claims Register

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
0648	WASTE MANAGEMENT NORTHW	25-02522					304.11
	9693599-4968-8	Refuse & Recycle - ST 83	Invoice	11/01/2025	Refuse & Recycle - ST 83	001-507-522-50-47-04	304.11
2129	WEX BANK	25-02523					25,403.95
	108339329	Apparatus Fuel	Invoice	10/31/2025	Apparatus Fuel - EMS	001-509-522-20-32-00	12,701.97
					Apparatus Fuel - Suppression	001-504-522-20-32-00	12,701.98
0665	WHELEN ENGINEERING COMPAN	25-02524					1,192.02
	779280	Shop Parts	Invoice	10/20/2025	Shop Parts	050-511-522-60-34-01	130.62
	781821	Shop Parts	Invoice	10/23/2025	Shop Parts	050-511-522-60-34-01	213.33
	782485	Shop Parts	Invoice	10/24/2025	Shop Parts	050-511-522-60-34-01	701.04
	784424	Shop Parts	Invoice	10/28/2025	Shop Parts	050-511-522-60-34-01	147.03
2011	ZIPLY FIBER	25-02525					281.93
	ST33-OCTNOV25	Elevator & Fire Alarm Phone Lines/Con	Invoice	10/14/2025	Elevator & Fire Alarm Phone Lines/Con	001-513-522-50-42-01	281.93
2011	ZIPLY FIBER	25-02526					227.92
	ADMIN-OCTNOV25	Fire Alarm Phone Lines/Connection - A	Invoice	10/28/2025	Fire Alarm Phone Lines/Connection - A	001-513-522-50-42-01	227.92
<b>Total Claims: 87</b>						<b>Total Payment Amount:</b>	<b>325,423.88</b>

## Snohomish Regional Fire and Rescue Claims Voucher Summary

11/10/2025

Page 1 of 3

Fund: General Fund #001

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: \_\_\_\_\_

Signatures: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Voucher	Payee/Claimant	1099 Default	Amount
25-02440	ACE HARDWARE		94.53
25-02441	ALL BATTERY SALES AND SERVICE		12.79
25-02442	ALLSTREAM BUSINESS US, INC		417.70
25-02443	ALLSTREAM BUSINESS US, INC		542.24
25-02444	AMAZON CAPITAL SERVICES, INC		3,377.59
25-02445	AMERICAN 3B SCIENTIFIC, LP		18,051.67
25-02446	AT&T MOBILITY LLC		3,705.53
25-02447	BICKFORD MOTORS, INC.		14,628.85
25-02448	BLOWHARD FANS		891.00
25-02449	BOUND TREE MEDICAL, LLC		7,609.32
25-02450	BRAKE & CLUTCH SUPPLY INC		165.66
25-02451	BRAUN NORTHWEST INC		244.69
25-02452	BRIAN PARK		763.38
25-02453	CENTRAL WELDING SUPPLY		651.12
25-02454	CHAMPION BOLT & SUPPLY INC		403.64
25-02455	CHINOOK LUMBER		851.31
25-02456	CHRISTENSEN, INC		548.71
25-02457	CHRISTOPHER MCGRAW		1,030.03
25-02458	CIARA VARGAS		50,000.00
25-02459	CLEARFLY COMMUNICATIONS		886.37
25-02460	COMCAST BUSINESS		322.19
25-02461	COMDATA INC.		4,022.15
25-02462	CROSS VALLEY WATER DISTRICT		379.44
25-02463	CROSS VALLEY WATER DISTRICT		863.99
25-02464	CROSS VALLEY WATER DISTRICT		886.09
25-02465	DAVID MESSER		206.00
25-02466	DENISE MATTERN		669.06
25-02467	DIRECTV, LLC		144.93
25-02468	GALLS, LLC		10,684.51
25-02469	GARY FATKIN		2,238.73
25-02470	GENERAL FIRE APPARATUS		3,918.29
		<b>Page Total</b>	129,211.51
		<b>Cumulative Total</b>	129,211.51

## Snohomish Regional Fire and Rescue Claims Voucher Summary

11/10/2025

Page 2 of 3

Fund: General Fund #001

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: \_\_\_\_\_

Signatures: \_\_\_\_\_

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Voucher	Payee/Claimant	1099 Default	Amount
25-02471	GRAINGER		4,712.73
25-02472	ISA QUEVEDO		626.69
25-02473	JEFF SCHAUB		259.20
25-02474	KAITLIN KING		140.00
25-02475	KENT D. BRUCE CO., LLC		1,152.58
25-02476	KIRK DUNHAM		565.56
25-02477	KRISTOPHER CHRISTENSEN		578.65
25-02478	LAURA GONZALEZ		1,684.34
25-02479	LAWSON PRODUCTS, INC.		69.53
25-02480	LES SCHWAB WAREHOUSE CENTER		447.13
25-02481	LIFE-ASSIST INC		2,321.77
25-02482	LOWE'S		2,690.80
25-02483	NEOGOV		26,355.42
25-02484	NORTHWEST PROPANE LLC		577.00
25-02485	ODP BUSINESS SOLUTIONS, LLC		77.96
25-02486	OPERATIVE IQ		4,499.43
25-02487	PAMELLA HOLTGEERTS		270.60
25-02488	PETE PARRISH		736.83
25-02489	PUGET SOUND ENERGY		214.91
25-02490	PUGET SOUND ENERGY		172.62
25-02491	RAIRDON'S OF MONROE		52.16
25-02492	RENEWAL REMODELLING AND REPAIRS, LLC		1,364.53
25-02493	RESCH PRINTING		2,127.45
25-02494	SEAN DAHL		173.00
25-02495	SEA-WESTERN INC		93.71
25-02496	SNOHOMISH CO-OP INC		25.17
25-02497	SNOHOMISH COUNTY PUD		228.67
25-02498	SNOHOMISH COUNTY PUD		1,404.90
25-02499	SNOHOMISH COUNTY PUD		817.14
25-02500	SNOHOMISH COUNTY PUD		347.19
25-02501	SPEEDWAY CHEVROLET		12,319.09

**Page Total** 67,106.76

**Cumulative Total** 196,318.27

## Snohomish Regional Fire and Rescue Claims Voucher Summary

11/10/2025

Page 3 of 3

Fund: General Fund #001

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: \_\_\_\_\_

Signatures:

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Voucher	Payee/Claimant	1099 Default	Amount
25-02502	SPRAGUE PEST SOLUTIONS		424.21
25-02503	SUPERIOR SEPTIC SERVICE, LLC		3,428.92
25-02504	THE SHERWIN-WILLIAMS CO		18.00
25-02505	TRUCKPRO, LLC		1,030.37
25-02506	TRUE NORTH EMERGENCY EQUIPMENT		5,152.45
25-02507	VESTIS		63.38
25-02508	WASHINGTON STATE HEALTH CARE AUTHORITY		85,952.80
25-02509	WASTE MANAGEMENT NORTHWEST		117.54
25-02510	WASTE MANAGEMENT NORTHWEST		476.42
25-02511	WASTE MANAGEMENT NORTHWEST		1,096.53
25-02512	WASTE MANAGEMENT NORTHWEST		330.64
25-02513	WASTE MANAGEMENT NORTHWEST		367.54
25-02514	WASTE MANAGEMENT NORTHWEST		449.19
25-02515	WASTE MANAGEMENT NORTHWEST		207.41
25-02516	WASTE MANAGEMENT NORTHWEST		722.12
25-02517	WASTE MANAGEMENT NORTHWEST		185.59
25-02518	WASTE MANAGEMENT NORTHWEST		403.31
25-02519	WASTE MANAGEMENT NORTHWEST		670.87
25-02520	WASTE MANAGEMENT NORTHWEST		226.07
25-02521	WASTE MANAGEMENT NORTHWEST		372.32
25-02522	WASTE MANAGEMENT NORTHWEST		304.11
25-02523	WEX BANK		25,403.95
25-02524	WHELEN ENGINEERING COMPANY		1,192.02
25-02525	ZIPLY FIBER		281.93
25-02526	ZIPLY FIBER		227.92

<b>Page Total</b>	129,105.61
<b>Cumulative Total</b>	325,423.88



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

---

**11/15/2025 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:** \$1,191,372.14

**Paper Checks:** \$0.00

**Taxes:** \$367,565.47

**Allowed in the sum of: \$1,558,937.61**

---

**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



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

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

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

October 30, 2025, 1730 hours

#### **CALL TO ORDER**

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

#### **EXECUTIVE SESSION**

RCW 42.30.140(4)(b): Labor Negotiations

RCW 42.30.110(1)(i): Discuss Agency Litigation or Potential Litigation with Legal Counsel

Chairman Elmore called for an Executive Session to begin at 1730 hours for 10 minutes. Chairman Elmore resumed the regular Board of Commissioners Meeting at 1740 hours and there was no action. Meeting moved forward with Comments.

#### **PUBLIC COMMENT**

N/A

#### **UNION COMMENT**

President Fisher mentioned the work that has been done on the contract over the last four months between the Union and the District. On behalf of the Union, he asked the Board of Commissioners to support the contract.

#### **DISTRICT HIGHLIGHTS**

Chief Park mentioned the recent Commissioner Conference and that he appreciated the opportunity to get to know some of our stakeholders and other elected officials. He thanked Brian Snure for the great work with his seminar. He also thanked the Commissioners for taking the time for training and he thanked the staff for their participation as well. He commended Assistant Chief Lundquist and his wife Brooke for their great discussion on Saturday morning at the conference, about behavioral health and peer support within our industry. It was great to see everyone stay for this final class of the conference.

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

Chief Park extended his thoughts and prayers for those dealing with the impacts of Hurricane Melissa. He mentioned we are looking at a rainy and windy evening for Halloween, and he encouraged families to take time for flashlights, be cautious with the slippery roads, and be safe out there. He thanked the



## SNOHOMISH REGIONAL FIRE & RESCUE

crews who participated in a trunk or treat in Monroe, and we are looking forward to HarvestFest at North Cove Park tomorrow evening.

### COMMISSIONER REPORTS

Meeting	Chair	Last Mtg.	Next Mtg.	Reporting
Capital Facilities	Steinruck	9/24/25	11/24/25	No
Finance Committee	Elmore	10/30/25	11/20/25	Yes
Sno911	Waugh	10/16/25	11/20/25	Yes
Sno-Isle Commissioners	Fay	10/2/25	11/6/25	No
Leadership Meeting	Schaub	9/18/25	11/20/25	No
Policy Committee	Schaub	10/9/25	11/13/25	No
Community Advisory Committee	TBD	6/25/25	11/12/25	No

*Finance Committee* – Chairman Elmore commented that they had a meeting earlier today and discussed the 2025 EMS Unit Purchase, Third Quarter Financial Report, and Verizon Contract.

*Sno911* – Commissioner Waugh was unable to attend the meeting and Assistant Chief Lundquist confirmed that the budget was approved.

### COMMITTEE MEETING MINUTES

N/A

### CONSENT AGENDA

#### **Approval of Vouchers**

Benefits Vouchers: 25-02252 to 25-02261; (\$787,244.61)

AP Vouchers: 25-02262 to 25-02421; (\$1,361,436.73)

#### **Approval of Payroll**

October 15, 2025 Payroll (\$1,572,626.59)

October 31, 2025 Payroll (\$1,626,398.25)

#### **Approval of Minutes**

Approve Regular Board Meeting Minutes October 9, 2025

#### **Approval of Settlement Agreement**

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

Motion by Commissioner Schaub and 2nd by Commissioner Steinruck.

On vote 7/0.



## **OLD BUSINESS**

### **Discussion**

N/A

### **Action**

#### *Policy Review*

- Policy 211 Physical Asset Management
- Policy 320 News Media Relations
- Policy 711 Apparatus and Specialized Equipment Standards
- Policy 1015 Outside Employment

#### *Legacy Policies to Rescind*

- Policy 14 Release of Public News Information
- Policy 19 Ancillary Emergency Equipment
- Policy 20 Identification of Department Owned Equipment
- Policy 23 Disaster Preparedness
- Policy 26 Inventory and Supply Control
- Policy 27 Emergency Medical Services
- Policy 28 Vocational Firefighter Program
- Policy 44 Outside Employment

**Motion to approve Policies 211, 320, 711, and 1015; and rescind Legacy Policies 14, 19, 20, 23, 26, 27, 28, and 44 as submitted.**

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

On vote 7/0.

#### *2025 Budget Amendment #3*

**Motion to approve the 2025 Budget Amendment #3 as submitted.**

Motion by Commissioner Alsin and 2nd by Commissioner Steinruck.

On vote 7/0.

## **NEW BUSINESS**

### **Discussion**

#### *2025 Ambulance Purchase*

Assistant Chief Messer thanked the EMS Committee and Deputy Chief Rasmussen for their work.

Deputy Chief Rasmussen commented that this was approved as part of the 2025 capital budget, but we are bringing this back for a second look due to the cost increase. At the time of budget approval, final cost of the units was not yet determined. We were approved for \$700,242.00 for the 2025 budget. The final amount requested is \$895,800.00 for an increase of \$195,558.00. Please note that



\$75,214.00 of this final amount is our 10% do not exceed increase for change orders and similar unforeseen circumstances.

Chief Park commented that there is a lot of work being done at the state level for our western states, to make sure there is continuity with our manufacturers.

#### *Policy Review*

- Policy 204 Liability Claims
- Policy 212 Purchasing and Procurement
- Policy 214 Electronic and Authorized Signatures
- Policy 701 Personal Communication Devices
- Policy 1042 Member Speech, Expression, and Social Networking

#### *Legacy Policies to Rescind*

- Policy 29 District Finances
- Policy 30 The Board of Fire Commissioners
- Policy 33 Meals, Lodging, Travel and Incidentals
- Policy 34 Fire District Policies and Procedures
- Policy 69 Procurement and Purchasing

Deputy Chief McConnell asked for any questions and acknowledged that this is an ever-ongoing process.

Commissioner Waugh asked about Policy 701, as it seems if you are driving you shouldn't be talking on a personal device. Chairman Elmore commented there are times when it is necessary to use the cell phone.

Commissioner Waugh asked about Policy 1042 and asked for clarification about taking incident scene photos on personal devices. Deputy Chief McConnell commented that he will follow up on this.

#### **Action**

N/A

#### **GOOD OF THE ORDER**

Commissioner Waugh commented on behalf of the Washington Fire Commissioner Association that Assistant Chief Lundquist and Brooke gave an amazing presentation, and it was good to see everyone stay for their presentation. He also thanked Chief Park for the communication of his 90-day summary.

Chief Park commented that his family recently had to use 911 and the crew was compassionate and took great care. He is grateful for the professional service and he appreciated that their privacy was respected.



**ATTENDANCE CHECK**

Regular Commissioner Meeting Thursday, November 13, 2025, at 1730 - Station 31 Training Room/Zoom

**ADJOURNMENT**

Chairman Elmore adjourned the meeting at 1802 hours.

-----  
Commissioner Davin Alsin

-----  
Commissioner Jeff Schaub

-----  
Commissioner Rick Edwards

-----  
Commissioner Jim Steinruck

-----  
Chairman Troy Elmore

-----  
Commissioner Roy Waugh

-----  
Vice Chairman Randy Fay



## Executive Summary

Re: Verizon Contract Long-Term Update  
 Prepared by: DC Rasmussen  
 Date: November 10, 2025

### History and Overview

Since 1996, Snohomish Regional Fire and Rescue (SRFR) and Verizon have had a lease agreement for antenna equipment and a 12' x 24' rooftop space on top of the fire tower.

The initial contract was for \$400 per month for a term of 12 months with renewal terms of three (3) additional consecutive periods of five (5) years each, for a total of 20 years (3.03). Per the contract, rents could be adjusted at the beginning of each renewal terms based on fair market value and in accordance with RCW 35.23.452 (3.04).

In 2007, Verizon installed a generator and to provide backup power to both Verizon and SRFR. The agreement included an increase to the size of the premises to 14' x 19'. The rent increased as follows:

- Remainder of second (2<sup>nd</sup>) five-year renewal term: \$1,176.00/mo
- Third (3<sup>rd</sup>) five-year renewal term: \$1,411.20/mo
- Fourth (4<sup>th</sup>) five-year renewal term: \$1,693.44
- Fifth (5<sup>th</sup>) five-year renewal term: \$2,032.13 (expiration date 01/31/27)

### Verizon Proposal

Verizon is seeking to update its agreement with the following new renewal terms:

- Contract commencement: 02/01/2027
- Rate at commencement \$2,093.09/mo (3% increase)
- Escalation per term (not annually): 3%
- Term: Five (5) automatic five-year terms
- Expiration: 01/31/2052

*\*See exhibit A for lease payment schedule*

Legal has reviewed and approved the revised contract language.

Due to the long-term commitment of this contract, we are seeking approval from the finance committee prior to moving forward with the terms.



### Exhibit A – Lease Payment Schedule

<b>2nd AMD</b>		
2/1/2027	\$ 2,093.09	\$ 25,117.08
2/1/2028	\$ 2,155.88	\$ 25,870.59
2/1/2029	\$ 2,220.56	\$ 26,646.71
2/1/2030	\$ 2,287.18	\$ 27,446.11
2/1/2031	\$ 2,355.79	\$ 28,269.49
2/1/2032	\$ 2,426.46	\$ 29,117.58
2/1/2033	\$ 2,499.26	\$ 29,991.11
2/1/2034	\$ 2,574.24	\$ 30,890.84
2/1/2035	\$ 2,651.46	\$ 31,817.57
2/1/2036	\$ 2,731.01	\$ 32,772.09
2/1/2037	\$ 2,812.94	\$ 33,755.26
2/1/2038	\$ 2,897.33	\$ 34,767.91
2/1/2039	\$ 2,984.25	\$ 35,810.95
2/1/2040	\$ 3,073.77	\$ 36,885.28
2/1/2041	\$ 3,165.99	\$ 37,991.84
2/1/2042	\$ 3,260.97	\$ 39,131.59
2/1/2043	\$ 3,358.80	\$ 40,305.54
2/1/2044	\$ 3,459.56	\$ 41,514.71
2/1/2045	\$ 3,563.35	\$ 42,760.15
2/1/2046	\$ 3,670.25	\$ 44,042.95
2/1/2047	\$ 3,780.35	\$ 45,364.24
2/1/2048	\$ 3,893.76	\$ 46,725.17
2/1/2049	\$ 4,010.58	\$ 48,126.92
2/1/2050	\$ 4,130.89	\$ 49,570.73
2/1/2051	\$ 4,254.82	\$ 51,057.85
2/1/2052	\$ 4,382.47	\$ 52,589.59

**Site Name: DOWNTOWN MONROE**  
**MDG: 5000189462**

SECOND AMENDMENT TO LEASE OPTION AND AGREEMENT  
(Rooftop)

This SECOND AMENDMENT TO LEASE OPTION AND AGREEMENT (Rooftop) ("Amendment") is made this \_\_\_\_\_ day of \_\_\_\_\_, 202\_\_, by and between Snohomish Regional Fire Rescue, a municipal corporation ("Lessor"), and Seattle SMSA Limited Partnership d/b/a Verizon Wireless ("Lessee"), with its principal offices at One Verizon Way, Mail Stop 4AW100, Basking Ridge, New Jersey 07920.

RECITALS

A. This Amendment pertains to that certain Lease Option and Agreement (Rooftop) dated August 26, 1996, as amended on August 21, 2007 together with all exhibits, amendments, and addenda thereto (collectively, "Agreement") for the Premises located at 163 Village Court, Monroe, County of Snohomish, State of Washington, on property ("Property") legally described as set forth on Exhibit "A" attached hereto and made a part hereof.

B. Snohomish Regional Fire Rescue has succeeded to Lessor's interest of the City of Monroe and Snohomish County Fire District No. 3 under the Agreement.

C. The parties desire to extend the term, amend rent payable to Lessor, and amend certain other provisions of the Agreement, as set forth below.

NOW, THEREFORE, in consideration of the foregoing and mutual covenants herein contained, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, it is hereby agreed as follows:

AGREEMENT

1. Recitals. The foregoing recitals are incorporated herewith as if fully set forth herein.
2. Renewal Terms. Articles 1(j) and (l) and Article 3.03 of the Agreement are hereby amended as follows:

Upon expiration of the current Renewal Term on January 31, 2027, the Agreement's term shall automatically be extended for five (5) additional five (5) year periods (each an "Additional Renewal Term"), unless Lessee terminates it at the end of the then-current term by giving Lessor written notice of the intent to terminate at least six (6) months prior to the end of the then-current Renewal Term or Additional Renewal Term.

3. Rent. Effective on commencement of the first (1<sup>st</sup>) Additional Renewal Term on February 1, 2027, monthly rent payable to Lessor shall increase to \$2,093.09. The monthly rent for each subsequent year of the first (1<sup>st</sup>) Additional Renewal Term, and each year thereafter shall be increased to an amount equal to 103% of the monthly rent payable with respect to the immediately preceding year.

4. Notices. Articles 1(b) and (c) and Article 6.06 of the Agreement are hereby deleted in their entirety and replaced with the following:

All notices hereunder must be in writing and shall be deemed validly given if sent by certified mail, return receipt requested or by commercial courier, provided the courier's regular business is delivery service and provided further that it guarantees delivery to the addressee by the end of the next business day following the courier's receipt from the sender, addressed as follows (or any other address that the party to be notified may have designated to the sender by like notice):

LESSOR: Snohomish Regional Fire Rescue



LESSEE: Seattle SMSA Limited Partnership d/b/a Verizon Wireless  
180 Washington Valley Road  
Bedminster, New Jersey 07921  
Attention: Network Real Estate

With a copy to: Basking Ridge Mail Hub  
Attn: Legal Intake  
One Verizon Way  
Basking Ridge, New Jersey 07920

Notice shall be effective upon actual receipt or refusal as shown on the receipt obtained pursuant to the foregoing.

5. Full Force and Effect. Except as expressly amended herein the Agreement is unmodified and remains in full force and effect. In the event of a conflict between the terms of the Agreement and this Amendment, the terms of this Amendment shall be controlling. In addition, except as otherwise stated in this Amendment, all initially capitalized terms will have the same respective defined meaning stated in the Agreement. All captions are for reference purposes only and shall not be used in the construction or interpretation of this Amendment.

[SIGNATURE PAGE FOLLOWS]

LESSOR: Snohomish Regional Fire Rescue, a municipal corporation

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

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

LESSEE: Seattle SMSA Limited Partnership d/b/a Verizon Wireless  
By Cellco Partnership, Its General Partner

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

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**LESSOR ACKNOWLEDGMENT**

STATE OF \_\_\_\_\_ )  
 ) ss.  
COUNTY OF \_\_\_\_\_ )

On this \_\_\_\_\_ day of \_\_\_\_\_, 202\_\_, before me, a Notary Public in and for the State of \_\_\_\_\_, personally appeared \_\_\_\_\_, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person who executed this instrument, on oath stated that He/She was authorized to execute the instrument, and acknowledged it as the \_\_\_\_\_ of Snohomish Regional Fire Rescue, a municipal corporation, to be the free and voluntary act and deed of said party for the uses and purposes mentioned in the instrument.

IN WITNESS WHEREOF, I have hereunto set my hand and official seal the day and year first above written.

\_\_\_\_\_  
NOTARY PUBLIC in and for the State of \_\_\_\_\_,  
residing at \_\_\_\_\_  
My appointment expires \_\_\_\_\_  
Print Name \_\_\_\_\_



**EXHIBIT "A"**  
LEGAL DESCRIPTION

A portion of Lots 26 and 27, Main Street Village, as per plat  
recorded in Volume 49 of Plats, Pages 221 through 223, inclusive,  
records of Snohomish County, State of Washington



# OLD BUSINESS

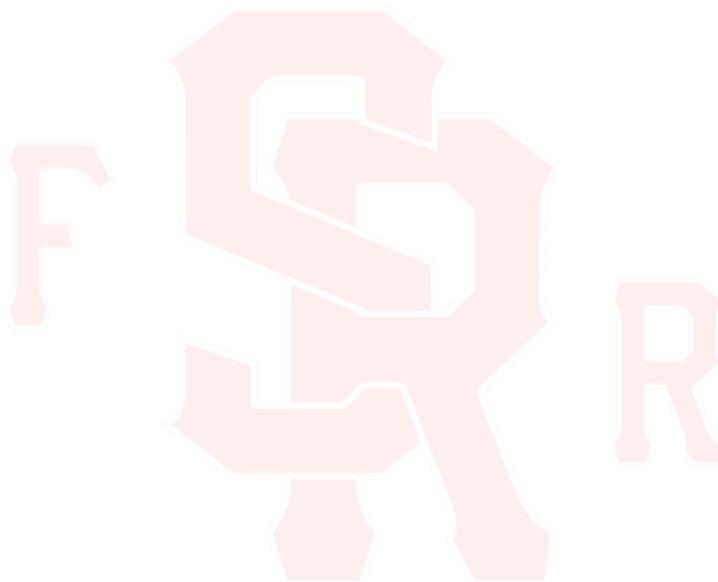
## DISCUSSION





# OLD BUSINESS

## ACTION





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

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

<b>Initiative Name:</b>	2025 EMS Unit Purchase														
<b>Executive member responsible for guiding the initiative:</b>	DC Ron Rasmussen														
<b>Type of Action:</b>	<input checked="" type="checkbox"/> Motion	<input type="checkbox"/> Resolution													
<b>Initiative Description:</b>	<p>This purchase is part of the approved 2025 Vehicle Replacement Plan and includes one new EMS unit and two remounted EMS units from Braun Northwest. All three units will be built on Ford F-450 chassis.</p> <p>At the time of budget approval, specifications and pricing were still being developed. The amounts budgeted reflected funds accrued in the vehicle replacement program, based on a 3% annual increase. However, as seen in recent years, that rate has not kept pace with inflation, and a budget amendment will be required.</p> <p>The District requests that the Board authorize the Fire Chief, or their designee, to sign the HGAC proposal with Braun Northwest for one new North Star ambulance and two remounted North Star ambulances.</p>														
<ul style="list-style-type: none"> <li>• <b>Brief Description</b></li> <li>• <b>Goal of Initiative</b></li> <li>• <b>Initiative Results (deliverables)</b></li> <li>• <b>Connection to Strategic Plan</b></li> <li>• <b>Supporting Documentation (attach)</b> <ul style="list-style-type: none"> <li>○ <b>Scope of work</b></li> <li>○ <b>Contract(s)</b></li> <li>○ <b>Project proposal(s)</b></li> <li>○ <b>Presentation(s)</b></li> </ul> </li> <li>• <b>If Financial: Reason RAB must be approved outside of the annual budget process</b></li> </ul>															
<b>Financial Impact:</b>	Expense: <input checked="" type="checkbox"/> Increase <input type="checkbox"/> Decrease <input type="checkbox"/> N/A Revenue: <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input checked="" type="checkbox"/> N/A  Total amount of initiative (attach amount breakdown if applicable): \$ Initial amount: \$ 895,800.00 Long-term annual amount(s): \$  <table border="1"> <tr> <td><b>New Ford F450 4x4 North Star Ambulance</b></td> <td><b>\$315,445.00</b></td> </tr> <tr> <td><b>Remount 1 of 2014 North Star Ambulance</b></td> <td><b>\$210,874.00</b></td> </tr> <tr> <td><b>Remount 2 of 2003 North Star Ambulance</b></td> <td><b>\$225,823.00</b></td> </tr> <tr> <td><b>Do Not Exceed of 10%</b></td> <td><b>\$75,214.00</b></td> </tr> <tr> <td><b>Estimated Tax</b></td> <td><b>\$68,444.00</b></td> </tr> <tr> <td><b>Total</b></td> <td><b>\$895,800.00</b></td> </tr> </table> Currently Budgeted: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No   Amount: \$ 700,242.00 Budget Amendment Needed: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No   Amount: \$ 195,558.00  Affected Line Item: 301-509-22-64-03			<b>New Ford F450 4x4 North Star Ambulance</b>	<b>\$315,445.00</b>	<b>Remount 1 of 2014 North Star Ambulance</b>	<b>\$210,874.00</b>	<b>Remount 2 of 2003 North Star Ambulance</b>	<b>\$225,823.00</b>	<b>Do Not Exceed of 10%</b>	<b>\$75,214.00</b>	<b>Estimated Tax</b>	<b>\$68,444.00</b>	<b>Total</b>	<b>\$895,800.00</b>
<b>New Ford F450 4x4 North Star Ambulance</b>	<b>\$315,445.00</b>														
<b>Remount 1 of 2014 North Star Ambulance</b>	<b>\$210,874.00</b>														
<b>Remount 2 of 2003 North Star Ambulance</b>	<b>\$225,823.00</b>														
<b>Do Not Exceed of 10%</b>	<b>\$75,214.00</b>														
<b>Estimated Tax</b>	<b>\$68,444.00</b>														
<b>Total</b>	<b>\$895,800.00</b>														

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



## 2025 Budget Letter to the Board of Fire Commissioners

November 12, 2024

Honorable Commissioners of Snohomish Regional Fire and Rescue,

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

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

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

### Supporting People

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

### Strengthening Infrastructure

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

### Continuous Improvement

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



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

### Fiscal Responsibility

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

## THE BUDGET TEAM

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

## 2024 HIGHLIGHTS

### Incident Response

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

### Commission on Fire Accreditation International Agency Accreditation

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

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

### People

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



### **Organizational Changes**

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

### **Replacement of Fire Engines**

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

### **Capital Facilities**

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

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

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

## **FUNDING**

### **2025 General Fund Revenues**

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

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

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



### **2025 General Fund Expenditures**

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

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

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

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

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

## **OPERATIONS**

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

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



### 2024 Highlights:

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

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

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



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

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

### **Suppression 2024 Review**

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

#### 2024 Highlights:

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



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

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

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

### **Suppression 2025 Budget**

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

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

Highlights for the 2025 Budget include:



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

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

### **Special Operations 2024 Review**

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

#### 2024 Highlights:

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



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

### **Special Operations 2025 Budget**

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

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

### **Training 2024 Review**

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

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

#### 2024 Highlights:

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



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

### **Training 2025 Budget**

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

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

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



### 2024 Highlights:

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

### Health & Safety 2025 Budget

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

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



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

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

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

## **SUPPORT SERVICES**

### **Community Relations 2024 Review**

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

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

### **Community Relations 2025 Budget**



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

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

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

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

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

#### 2024 Highlights:

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



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

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

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

### **Capital Apparatus 2024 Review**

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

#### 2024 Highlights:

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

### **Capital Apparatus 2025 Budget**

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

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

Staff recommend purchasing the following apparatus and vehicles in 2025:

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



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

### **Logistics 2024 Review**

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

#### 2024 Highlights:

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

### **Logistics 2025 Budget**

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

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

### **Capital Facilities 2024 Review**

Numerous ongoing and completed capital projects occurred in 2024.

#### 2024 Highlights:

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



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

### **Capital Facilities 2025 Budget**

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

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

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

2024 was a year of stabilization and evaluation for the Office of the Fire Marshal (OFM). The division hosted a promotional process in March and as a result, FF LeRoy Schwartz was promoted to Deputy Fire Marshal 1 (DFM 1), and Driver Operator (D/O) Sean Dahl was appointed to a long-term acting DFM 1 position. The new DFM1s will primarily conduct annual fire safety inspections and follow up on citizen inquiries in the cities of Lake Stevens, Monroe, and Sultan. As part of a comprehensive relocation and growth in the office, the OFM moved to the new space in the Administration Building. This office space will help accommodate future planned staffing expansion and provide a necessary secure area for the office. As the year ends, the division has completed an equipment audit and purchased items needed to provide fire marshal services to the citizens of SRF.

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

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

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



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

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

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

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

### **Strategic Analysis 2024 Review**

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

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



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

### **Strategic Analysis 2025 Budget**

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

## **BUSINESS ADMINISTRATION**

### **Legislative**

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

### **Administration**

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

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

### **Finance**

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



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

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

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

#### 2024 Highlights:

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



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

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

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

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

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

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

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

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



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

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

#### 2024 Highlights:

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

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

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

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



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

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

### **Non-Departmental**

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

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

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

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

### **2024 Highlights:**

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



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

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

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

### **Information Technology 2025 Budget**

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

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

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

## **CONCLUSION**

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



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

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

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

With sincere appreciation,

Kevin K. O'Brien, Fire Chief



## Appendix “A”

### 2025 Capital Fleet Initiative

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

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

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

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

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



### 2025 Vehicles currently in Replacement Schedule/Budgeted

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



## SNOHOMISH REGIONAL FIRE & RESCUE

### 2025 New Vehicle Request

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



## Summary

### EMS

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

### Training

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

### Office of the Fire Marshal

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

### Logistics

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

### Suppression

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

### Conclusion

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

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



150 North Star Drive / PO Box 1204 / Chehalis, WA 98532 / 360.748.0195 / 800.245.6303 / fax 360.748.0256

**HGAC PROPOSAL**

**August 28, 2025**

**Snohomish Regional Fire & Rescue**  
**Attn: Ron Rasmussen**  
**163 Village Court**  
**Monroe, WA 98272**  
[ron.rasmussen@srfr.org](mailto:ron.rasmussen@srfr.org)

**RE: One (1) 2027 North Star 171-1 Ambulance**

Braun Northwest is pleased to offer the following proposal which is based upon HGAC contract AM10-23:

One (1) 2027 North Star 171-1 Ambulance on 2025 Ford F-450 4x4 Ambulance Prep gas chassis based upon NS vehicle #4403/5-1 “Pre-Build” specifications dated 1/2/2025 and drawings dated 6/26/2024 with the following change:

- Utilize a 2026 Ford F-450 4x4 Ambulance Prep gas chassis with currently available options

Base price HGAC AM23CA07.....	\$235,296.00
Published/Customization options taken .....	\$ 80,649.00
HGAC Buy discount .....	<\$ 1,500.00>
HGAC Fee .....	<u>\$ 1,000.00</u>
Total F.O.B. Chehalis, WA .....	<u>\$315,445.00*</u>

Sales tax not included

**F.O.B.:** Chehalis, Washington

**Delivery:** Approximately 530 – 580 days, based upon current manufacturing plan and receipt of chassis.

**Terms:** Ninety percent (90%) payment due upon receipt of vehicle. Balance due in thirty (30) days.

*\*Note: Above pricing includes a chassis flooring fee. You will be notified as soon as the chassis arrives at Braun Northwest. If chassis is paid in full within 30-days of arrival a credit will be issued (See Options Page).*

*\*\*The above pricing is based upon the availability of the current model year. Should the model year no longer be available at the time the order is placed, a newer model year will be offered with an adjustment in price.*

*\*\*\*In the event of chassis price increases due to the potentially implemented tariffs, which are out of Braun NW’s control, customer will be notified of the cost change associated with the chassis, and adjustments will be made via a change order.*

*(Note: This bid is contingent on use of customer’s Government Ford Fleet Identification Number.) Failure to secure a FIN will increase the price by the amount of the GPC chassis discount.*



**EMERGENCY VEHICLES**

[www.braunnw.com](http://www.braunnw.com)

# BRAUN-NW inc.

150 North Star Drive / PO Box 1204 / Chehalis, WA 98532 / 360.748.0195 / 800.245.6303 / fax 360.748.0256

*Braun Northwest, Inc. is a Washington dealer (0991-A) with insurance information available upon request.*

**Respectfully Submitted by:**  
**Braun Northwest, Inc.**

**We agree to accept the above proposal:**  
**Snohomish Regional Fire & Rescue**

Tami McCallum  
Tami McCallum, V.P. of Sales

\_\_\_\_\_  
Signature Date

Date: 8/28/2025

\_\_\_\_\_  
Printed Name Title

TM  
cc NW/DZ  
Enclosures: Option page, specifications, drawings.



**EMERGENCY VEHICLES**

[www.braunnw.com](http://www.braunnw.com)

**OPTIONS  
FOR  
*Snohomish Regional Fire & Rescue  
Monroe, Washington***

Please indicate if you want the following options by initialing in the space provided and checking the appropriate “yes” or “no” box, then sign where indicated below. After completion, please return this original form to our office along with the original proposal.

Thank you!

- 1. Pay for chassis in full within 30-days of receipt of chassis at Braun Northwest.  
 DEDUCT ..... PER UNIT <\$4,000.00>  
 Do you want this option?      Yes No      \_\_\_\_\_initials

***(NOTE: THIS PRICING DOES NOT INCLUDE SALES TAX.)***

APPROVED BY:      *(Please initial above choice (s) & sign below)*

(Signature)	(Date)	(Printed Name)	(Title)
-------------	--------	----------------	---------



150 North Star Drive / PO Box 1204 / Chehalis, WA 98532 / 360.748.0195 / 800.245.6303 / fax 360.748.0256

**HGAC REMOUNT PROPOSAL**

September 16, 2025

Snohomish Regional Fire & Rescue  
 Attn: Ron Rasmussen  
 163 Village Court  
 Monroe, WA 98272  
[ron.rasmussen@srfr.org](mailto:ron.rasmussen@srfr.org)

**RE: Remount/Refurbish one (1) 2014 North Star vehicle #1845-1 module**

Braun Northwest is pleased to offer the following proposal which is based upon HGAC contract AM10-23:

Remount/Refurbish one (1) 2014 North Star vehicle #1845-1 module onto a 2026 Ford F-450 4x4 ambulance prep gas chassis per enclosed specification dated 9/15/25.

Base price HGAC AM23CE03 .....	\$138,950.00
Published/Customization options taken .....	\$ 72,824.00
HGAC Buy discount .....	<\$ 1,500.00>
HGAC Fee .....	<u>\$ 600.00</u>
Total F.O.B. Chehalis, WA .....	<u>\$210,874.00****</u>

Sales tax not included

**F.O.B.:** Chehalis, Washington

**Delivery:** Remount/refurbish to be completed within ninety (90) days after receipt of new chassis and existing vehicle. Start of process to be scheduled based upon new chassis delivery, agency's operational schedule and Braun NW manufacturing plan.

**Terms:** Ninety percent (90%) payment due upon receipt of vehicle. Balance due in thirty (30) days.

It is understood that the used chassis is not road legal due to the transfer of such items as lights and mud flaps to new chassis. Transportation of used chassis remains the responsibility of agency unless chassis is traded-in. Any parts or pieces not transferred to the new chassis or reused, unless specifically noted, shall be included in trade-in value of chassis to reduce overall cost of this project.

\*Customer is responsible for any charges related to getting the vehicle to the Braun Northwest, Inc. Chehalis, WA facility

\*\*Note: It will remain the responsibility of the agency to pick up the existing 2014 chassis from Braun Northwest Inc after it has been dismantled in a timely manner; failure to do so will result in a flooring fee charge.

\*\*\*The above pricing is based upon the availability of the current model year. Should the model year no longer be available at the time the order is placed, a newer model year will be offered with an adjustment in price.



**EMERGENCY VEHICLES**

[www.braunnw.com](http://www.braunnw.com)





150 North Star Drive / PO Box 1204 / Chehalis, WA 98532 / 360.748.0195 / 800.245.6303 / fax 360.748.0256

**HGAC REMOUNT PROPOSAL**

September 16, 2025

Snohomish Regional Fire & Rescue  
Attn: Ron Rasmussen  
163 Village Court  
Monroe, WA 98272  
[ron.rasmussen@sfrfr.org](mailto:ron.rasmussen@sfrfr.org)

RE: Remount/Refurbish one (1) 2003 North Star vehicle #377-R/540-3 module

Braun Northwest is pleased to offer the following proposal which is based upon HGAC contract AM10-23:

Remount/Refurbish one (1) 2003 North Star vehicle #377-R/540-3 module onto a 2025 Ford F-450 4x4 ambulance prep gas chassis per enclosed specification dated 9/15/2025.

Base price HGAC AM23CE03 .....	\$138,950.00
Published/Customization options taken .....	\$ 87,773.00
HGAC Buy discount .....	<\$ 1,500.00>
HGAC Fee .....	\$ 600.00
Total F.O.B. Chehalis, WA.....	<u>\$225,823.00</u> ****

Sales tax not included

F.O.B.: Chehalis, Washington

Delivery: Remount/refurbish to be completed within ninety (90) days after receipt of new chassis and existing vehicle. Start of process to be scheduled based upon new chassis delivery, agency's operational schedule and Braun NW manufacturing plan.

Terms: Ninety percent (90%) payment due upon receipt of vehicle. Balance due in thirty (30) days.

It is understood that the used chassis is not road legal due to the transfer of such items as lights and mud flaps to new chassis. Transportation of used chassis remains the responsibility of agency unless chassis is traded-in. Any parts or pieces not transferred to the new chassis or reused, unless specifically noted, shall be included in trade-in value of chassis to reduce overall cost of this project.

\*Customer is responsible for any charges related to getting the vehicle to the Braun Northwest, Inc. Chehalis, WA facility

\*\*Note: It will remain the responsibility of the agency to pick up the existing 2014 chassis from Braun Northwest Inc after it has been dismantled in a timely manner; failure to do so will result in a flooring fee charge.

\*\*\*The above pricing is based upon the availability of the current model year. Should the model year no longer be available at the time the order is placed, a newer model year will be offered with an adjustment in price.



# BRAUN-NW inc.

150 North Star Drive / PO Box 1204 / Chehalis, WA 98532 / 360.748.0195 / 800.245.6303 / fax 360.748.0256

**\*\*\*In the event of chassis price increases due to the potentially implemented tariffs, which are out of Braun NW's control, customer will be notified of the cost change associated with the chassis, and adjustments will be made via a change order.**

*(Note: This bid is contingent on use of customer's Government Ford Fleet Identification Number.) Failure to secure a FIN will increase the price by the amount of the GPC chassis discount.*

*Braun Northwest, Inc. is a Washington dealer (0991-A) with insurance information available upon request.*

**Respectfully Submitted by:  
Braun Northwest, Inc.**

**We agree to accept the above proposal:  
Snohomish Regional Fire & rescue**

Tami McCallum  
Tami McCallum, V.P. of Sales

\_\_\_\_\_  
Signature Date

Date: 9/16/25

\_\_\_\_\_  
Printed Name Title

TM  
cc NW/DZ  
Enclosures: Specifications.



**EMERGENCY VEHICLES**

[www.braunnw.com](http://www.braunnw.com)



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

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

<b>Initiative Name:</b>	Draft Policy Approval #POL-25-09		
<b>Executive member responsible for guiding the initiative:</b>	DC McConnell		
<b>Type of Action:</b>	<input checked="" type="checkbox"/> Motion	<input type="checkbox"/> Resolution	
<b>Initiative Description:</b>	<p>The agency is working through adoption of updated policies developed in the Lexipol format. The policy approval process includes division head review, staff policy committee review, labor review, senior staff review, commission policy committee review, and final board adoption. This is an ongoing process requiring monthly review and approval.</p> <p>Draft Policy:</p> <ul style="list-style-type: none"> <li>• Policy 204 Liability Claims</li> <li>• Policy 212 Purchasing and Procurement</li> <li>• Policy 214 Electronic and Authorized Signatures</li> <li>• Policy 701 Personal Communication Devices</li> <li>• Policy 1042 Member Speech, Expression, and Social Media</li> </ul> <p>Legacy Policies to be Rescinded:</p> <ul style="list-style-type: none"> <li>• Policy 29 District Finances (Lexipol Policy 216)</li> <li>• Policy 30 The Board of Fire Commissioners (Lexipol Policy 103)</li> <li>• Policy 33 Meals, Lodging, Travel, and Incidentals (Lexipol Policy 220)</li> <li>• Policy 34 Fire District Policies &amp; Procedures (Lexipol Policy 102)</li> <li>• Policy 69 Procurement and Purchasing (Lexipol Policy 212)</li> </ul>		
<b>Initiative Description:</b>	<ul style="list-style-type: none"> <li>• <b>Brief Description</b></li> <li>• <b>Goal of Initiative</b></li> <li>• <b>Initiative Results (deliverables)</b></li> <li>• <b>Connection to Strategic Plan</b></li> <li>• <b>Supporting Documentation (attach)</b> <ul style="list-style-type: none"> <li>○ <b>Scope of work</b></li> <li>○ <b>Contract(s)</b></li> <li>○ <b>Project proposal(s)</b></li> <li>○ <b>Presentation(s)</b></li> </ul> </li> <li>• <b>If Financial: Reason RAB must be approved outside of the annual budget process</b></li> </ul>		
<b>Financial Impact:</b>	<p>Expense: <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input checked="" type="checkbox"/> N/A</p> <p>Revenue: <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input checked="" type="checkbox"/> N/A</p> <p>Total amount of initiative (attach amount breakdown if applicable): \$</p> <p>Initial amount: \$</p> <p>Long-term annual amount(s): \$</p> <p>Currently Budgeted: <input type="checkbox"/> Yes <input type="checkbox"/> No Amount: \$</p> <p>Budget Amendment Needed: <input type="checkbox"/> Yes <input type="checkbox"/> No Amount: \$</p> <ul style="list-style-type: none"> <li>• If yes: Fund(s)/line item(s) to be amended:</li> </ul>		
<b>Risk Assessment:</b>	Risk if approved: N/A		

Risk if not approved: Increased liability due to outdated policies that do not match current agency practices or meet organizational needs.

**Legal Review:**

- Initiative conforms with District policy/procedure number (attach):
- Initiatives that require legal review (contracts, other initiatives):
  - Contracts
  - Has been reviewed and approved by legal
  - Includes all costs
  - Includes term
  - Includes 'do not exceed' language
- N/A

**Presented to, and Approved by, Senior Staff**

Yes    No

**Commissioner Sub-Committee Approval**

Initiative presented to commissioner sub-committee:  Yes    No  
 Approved by commissioner sub-committee:    Yes    No  
 N/A:  

**For Fire Chief Approval:**

- RAB document complete
  - Supporting documentation attached
  - Information sent to Fire Chief, Senior Staff, and Board Support (Mindy Leber)
- 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*
- Fire Chief will coordinate with Senior Staff for RAB introduction*

**RAB Executive: Confirmed email sent to Board by Fire Chief**

Yes    No

**Board of Fire Commissioners**

- RAB initiatives go through the following process:
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
    - The Senior Staff member assigned to develop the initiative presents initiative to the Board (maximum time for presentation is ten minutes)
  4. At a second commissioner meeting, initiatives may be assigned as an action item for approval

<b>Execution:</b>	<b>It is the responsibility of the RAB Executive to execute implementation, processing, and tracking.</b>
-------------------	---

## Liability Claims

### 204.1 PURPOSE AND SCOPE

This policy provides guidelines for the management of all claims, including personal injury and property loss or damage, filed against the District.

### 204.2 POLICY

It is the policy of this district to evaluate and resolve claims in a timely manner, as appropriate.

### 204.3 RESPONSIBILITY

The Fire Chief should designate a risk manager to receive, investigate and evaluate any claim for loss or damage received by the District.

Any member of this district who becomes aware of any potential for a claim or lawsuit, or who receives a formal written claim against the District should forward the information to the risk manager as soon as practicable.

#### 204.3.1 TORT CLAIMS NOTICE FORM

The risk manager shall ensure that the public has access to a [tort claims notice form](#) that includes at least the information required by [RCW 4.96.020](#) and instructions for returning the form to the District ([RCW 4.96.020](#)).

### 204.4 RESPONSE TO CLAIMS

The risk manager will investigate all claims for money or damages received and will resolve claims as appropriate and within guidelines approved by the Fire Chief and the district's governing body.

The risk manager should ensure the claim is accepted or rejected within 60 days. Notice of acceptance or rejection should be given to the claimant in writing and in compliance with state law. If a claim is rejected because it was filed late, the notice should state that the claim was returned as untimely ([RCW 4.96.020](#)).

---

## Purchasing and Procurement

### 212.1 PURPOSE AND SCOPE

The purpose of this policy is to provide guidelines for the purchasing and procurement of goods and services.

### 212.2 POLICY

It is the policy of the district to conduct purchasing and procurement in an efficient and cost-effective manner consistent with federal, state, and local laws, rules, and requirements in order to protect the integrity of the district and maintain public trust.

### 212.3 PURCHASING COORDINATOR

The Fire Chief should designate a member or members to coordinate district purchases. The responsibilities should include:

- (a) Remaining familiar with and updating agency practices in accordance with applicable federal, state, and local purchasing and procurement laws, rules, and requirements.
- (b) Obtaining authorization from the Fire Chief or the authorized designee for each purchase.
- (c) Reviewing proposed purchases to determine the most appropriate method of procurement.
- (d) If the procurement method selected is one other than competitive bidding, documenting why another method was selected.
- (e) Assisting other members involved with the purchasing and procurement of goods or services in following purchasing requirements and rules applicable to the method of procurement.
- (f) Forwarding all contracts and purchase orders to the Fire Chief or the authorized designee for review, approval, and execution.

### 212.4 REVIEWS

The [Administrator] should ensure that a review of purchasing and procurement activities is conducted annually to determine compliance with any applicable federal, state, and local laws, rules, and requirements.

## Electronic and Authorized Signatures

### 214.1 PURPOSE

The District has determined that the adoption of an electronic signature policy will promote efficiency, conserve public resources and provide reasonable assurance of the integrity, authenticity, and nonrepudiation of electronic documents when electronic signatures are used by the District.

### 214.2 DEFINITIONS

**Designee:** A District employee who has been designated by the Board of Commissioners or Fire Chief to sign District records on the District's behalf using an electronic signature.

**Electronic Signature:** An electronic sound, symbol, or process attached to or logically associated with a record and executed or adopted by a person with the intent to sign the record.

**Authorized Signature:** A Commissioner's signature affixed by the Board Secretary with the permission of the individual Commissioner.

**Wet Signature:** A signature created when a person physically marks a document with the intent to sign the record.

### 214.3 POLICY

The District encourages electronic transactions and the use of electronic signatures, and recognizes electronic signatures as legally binding and equivalent in force and effect as a wet signature.

The District further authorizes the use of Authorized Signatures for all documents that have been formally approved by the Board of Commissioners in an open public meeting when the Commissioners have authorized the Board Secretary to affix their signatures to the document.

The Fire Chief shall designate one or more commercially reasonable signature platforms that meet the appropriate Security Procedures, as defined under Chapter 1.80 RCW, for affixing electronic signatures to District records.

The Board of Commissioners, Fire Chief, Business Administrator or Secretary to the Board and their designees are authorized to use electronic signature platforms approved under Section 3 to affix electronic signatures to District records including Board of Commissioners meeting minutes, resolutions, vouchers, warrants, any and all contracts to which the District is a party and the other parties to the contract have agreed to use electronic signatures, records in which an electronic signature is required by a third party and other District records as authorized by the Fire Chief.

Electronic signatures can only be applied by the authorized signer whose signature is required. Records signed on behalf of an authorized signer by a designee shall use the designee's own electronic signature.

### *Electronic and Authorized Signatures*

---

If an electronic signature is used for interstate transactions or for documents required by the US Federal government, the electronic signature shall comply with the requirements of the [Electronic Signatures in Global and Electronic Commerce Act](#).

If an individual authorized under this policy to use electronic signatures in a transaction affixes a signature in error, the individual shall (1) Promptly notify any other parties of the error and that the individual did not intend to be bound by the erroneous electronic signature and (2) Take reasonable steps to return or destroy the electronic record and return or recover any consideration received as a result of the erroneous signature.

The District shall retain all records that are signed electronically in accordance with District policies and the Washington State record retention requirements.

This Policy in no way affects the District's ability to conduct a transaction using a physical medium and shall not be construed as a prohibition on the use of wet signatures.

This Policy is intended to comply with the [Uniform Electronic Transactions Act](#) and shall be interpreted consistent with that Act as adopted and implemented under Washington Law.

## Personal Communication Devices

### 701.1 PURPOSE AND SCOPE

The purpose of this policy is to establish guidelines for the use of mobile telephones and communication devices, whether issued by the District or personally owned, while on-duty or when used for authorized work-related purposes.

This policy generically refers to all such devices as Personal Communication Devices (PCDs) but is intended to include all mobile telephones, personal digital assistants (PDAs), and similar wireless two-way communications, and/or portable Internet access devices. PCD use includes but is not limited to placing and receiving calls, text messaging, blogging and microblogging, emailing, using video or camera features, playing games, and accessing sites or services on the internet.

### 701.2 POLICY

Snohomish Regional Fire & Rescue allows members to utilize district-issued PCDs and to possess personally owned PCDs in the workplace, subject to certain limitations. Any PCD used while on- or off-duty for business-related purposes, or reasonably associated with work-related misconduct, will be subject to monitoring and inspection consistent with applicable law and this policy.

Additionally, the use of a PCD either on-duty or off-duty for business-related purposes, or reasonably associated with work-related misconduct, may subject the member and the member's PCD records to civil or criminal discovery or disclosure under applicable public records laws.

Members who have questions regarding the application of this policy or the guidelines contained herein are encouraged to seek clarification from supervisory staff.

### 701.3 DISTRICT-ISSUED PCD

Depending on a member's assignment and the needs of the position, the District may, at its discretion, issue a PCD. District-issued PCDs may not be used for personal business either on- or off-duty unless authorized by the Fire Chief or the authorized designee. However, incidental and de minimis personal use that does not interfere with District operations or incur additional costs may be permitted. Such devices and the associated telephone number, if any, shall remain the sole property of the District and shall be subject to inspection or monitoring (including all related records and content) at any time without notice and without cause.

### 701.4 PERSONALLY OWNED PCD

Members may carry a personally owned PCD while on-duty, subject to the following conditions and limitations:

- (a) Permission to carry a personally owned PCD may be revoked if it is used contrary to provisions of this policy.
- (b) The District accepts no responsibility for loss of or damage to a personally owned PCD.

### *Personal Communication Devices*

---

- (c) The PCD and any associated services shall be purchased, used, and maintained solely at the member's expense.
- (d) Members will have a reduced expectation of privacy when using a personally owned PCD in the workplace and have no expectation of privacy with regard to any district business-related communication.
  - 1. Searches of a personally owned PCD by the District should be limited to those matters reasonably associated with the work-related business or work-related misconduct.
- (e) Members who choose to use a personally owned PCD for work-related communications or data storage acknowledge that the District may access and retain work-related data on the device as necessary to fulfill legal obligations, including but not limited to litigation, public records retention, and internal investigations. In cases where personal and business records cannot be separated, the District will take reasonable measures to limit access to only work-related data.

Except with prior express authorization from their supervisors, members are not obligated or required to carry, access, monitor, or respond to electronic communications using a personally owned PCD while off-duty. If a member is in an authorized status that allows for appropriate compensation consistent with policy or existing collective bargaining agreements, or if the member has prior express authorization from his/her supervisor, the member may engage in district business-related communications. Should members engage in such approved off-duty communications or work, members entitled to compensation shall promptly document the time worked and communicate the information to their supervisors to ensure appropriate compensation. Members who independently document off-duty district-related business activities in any manner shall promptly provide the District with a copy of such records to ensure accurate recordkeeping.

#### **701.5 USE OF PCD**

The following protocols shall apply to all PCDs that are carried while on-duty or used to conduct district business:

- (a) Members shall use discretion when carrying a PCD on-duty. PCDs should be concealed while in uniform unless secured in a District-approved carrier.
- (b) Members shall endeavor to limit their use of PCDs to authorized break times, unless an emergency exists.
- (c) Members may use a PCD to communicate with other personnel in situations where the use of radio communications is either impracticable or not feasible. PCDs should not be used as a substitute for, as a way to avoid or in lieu of regular radio communications.
- (d) Members are prohibited from taking pictures, audio or video recordings or making copies of any such picture or recording media unless it is directly related to official district business. Disclosure of any such information to any third party through any means without the express written authorization of the Fire Chief or the authorized designee, may result in discipline up to and including termination.

## *Personal Communication Devices*

---

- (e) Members will not access social networking sites for any purpose that is not official district business. This restriction does not apply to a personally owned PCD used during break times.
- (f) Using PCDs to harass, threaten, coerce, or otherwise engage in inappropriate conduct with any third party is prohibited. Any member having knowledge of such conduct shall promptly notify a supervisor.

### **701.6 SUPERVISOR RESPONSIBILITIES**

The responsibilities of supervisors include but are not limited to:

- (a) Ensuring that members under their command are provided appropriate training on the use of PCDs consistent with this policy.
- (b) Monitoring, to the extent practicable, PCD use in the workplace and taking prompt corrective action if a member is observed or reported to be improperly using a PCD.
  1. An investigation into improper conduct should be promptly initiated when circumstances warrant.
  2. Before conducting any administrative search of a member's personally owned device, supervisors should consult with the Fire Chief or the authorized designee.

### **701.7 OFFICIAL USE**

Members are reminded that PCDs are not secure devices and conversations may be intercepted or overheard. Caution should be exercised while utilizing PCDs to ensure that sensitive information is not inadvertently transmitted. As soon as reasonably possible, members shall conduct sensitive or private communications on a land-based or other district communications network.

### **701.8 USE WHILE DRIVING**

The use of a PCD while driving can adversely affect safety, cause unnecessary distractions, and present a negative image to the public. Firefighters operating emergency vehicles should restrict the use of these devices to matters of an urgent nature and should, where practicable, stop the vehicle at an appropriate location to use the PCD.

Except in an emergency, members who are operating vehicles other than authorized emergency vehicles shall not use a PCD while driving unless the device is specifically designed and configured to allow hands-free use and the use complies with [RCW 46.61.672](#). Such use should be restricted to business-related calls or calls of an urgent nature. No member shall write, send, or read a text-based communication on a PCD while driving. Members should not utilize a personally owned PCD when responding to an emergency or when engaged in an emergency incident.

# Member Speech, Expression, and Social Networking

## 1042.1 PURPOSE AND SCOPE

This policy is intended to address issues associated with member use of social networking sites and to provide guidelines for the regulation and balancing of member speech and expression with the needs of the District.

Nothing in this policy is intended to prohibit or infringe upon any communication, speech or expression that is protected or privileged under law. This includes speech and expression protected under state or federal constitutions as well as labor or other applicable laws. For example, this policy does not limit an employee from speaking as a private citizen, including acting as an authorized member of a recognized bargaining unit, about matters of public concern, such as misconduct or corruption.

Members are encouraged to consult with their supervisor regarding any questions arising from the application or potential application of this policy.

### 1042.1.1 APPLICABILITY

This policy applies to all forms of communication, including but not limited to film, video, print media, public or private speech, and use of all internet services, including the web, email, file transfer, remote computer access, news services, social networking, social media, instant messaging, blogs, forums, video, and other file-sharing sites.

## 1042.2 POLICY

Public employees occupy a trusted position in the community, and thus, their statements have the potential to contravene the policies and performance of this district. Due to the nature of the work and influence associated with the fire profession, it is necessary that members of this district be subject to certain reasonable limitations on their speech and expression. To achieve its mission and efficiently provide service to the public, the Snohomish Regional Fire & Rescue will carefully balance the individual member's rights against the district's needs and interests when exercising a reasonable degree of control over its members' speech and expression.

## 1042.3 SAFETY

Members should consider carefully the implications of their speech or any other form of expression when using the internet. Speech and expression that may negatively affect the safety of the Snohomish Regional Fire & Rescue members, such as posting personal information in a public forum, can result in compromising a member's home address or family ties. Members should therefore not disseminate or post any information on any forum or medium that could reasonably be anticipated to compromise the safety of any member, a member's family, or associates. Examples of the type of information that could reasonably be expected to compromise safety include:

### *Member Speech, Expression, and Social Networking*

---

- Disclosing the address of a fellow coworker.
- Otherwise disclosing where another coworker can be located off-duty.

#### **1042.4 PROHIBITED SPEECH, EXPRESSION, AND CONDUCT**

To meet the district's safety, performance, and public-trust needs, the following is prohibited unless the speech is otherwise protected (for example, an employee speaking as a private citizen, including acting as an authorized member of a recognized bargaining unit, on a matter of public concern):

- (a) Speech or expression made pursuant to an official duty that tends to compromise or damage the mission, function, reputation, or professionalism of the Snohomish Regional Fire & Rescue or its members.
- (b) Speech or expression that, while not made pursuant to an official duty, is significantly linked to or related to the Snohomish Regional Fire & Rescue and tends to compromise or damage the mission, function, reputation, or professionalism of the Snohomish Regional Fire & Rescue or its members. Examples may include:
  1. Statements that indicate disregard for the law of the state or U.S. Constitution.
  2. Expression that demonstrates support for criminal activity.
  3. Participating in sexually explicit photographs or videos for compensation or distribution.
- (c) Speech or expression that could reasonably be foreseen as having a negative impact on the credibility of the member as a witness. For example, posting statements or expressions to a website that glorify or endorse dishonesty, unlawful discrimination, or illegal behavior.
- (d) Speech or expression of any form that could reasonably be foreseen as having a negative impact on the safety of the members of the District.
- (e) Speech or expression that is contrary to the canons of the Firefighters' Code of Ethics as adopted by the Snohomish Regional Fire & Rescue.
- (f) Use or disclosure, through whatever means, of any information, photograph, video, or other recording obtained or accessible as a result of employment with the District for financial or personal gain, or any disclosure of such materials without the express authorization of the Fire Chief or the authorized designee.
- (g) Posting, transmitting, or disseminating any photographs, video or audio recordings, likenesses, or images of district logos, emblems, uniforms, badges, patches, marked vehicles, equipment, or other material that specifically identifies the Snohomish Regional Fire & Rescue on any personal or social networking or other website or web page, without the express written authorization of the Fire Chief.
- (h) Accessing websites for non-authorized purposes, or use of any personal communication device, game device, or media device, whether personally or district-owned, for personal purposes while on-duty, except in the following circumstances:

### *Member Speech, Expression, and Social Networking*

---

1. When brief personal communication may be warranted by the circumstances (e.g., inform family of extended hours).
2. During authorized breaks; however, such usage should be limited as much as practicable to areas out of sight and sound of the public and shall not be disruptive to the work environment.

Members must take reasonable and prompt action to remove any content, including content posted by others, that is in violation of this policy from any web page or website maintained by the member (e.g., social or personal website).

#### 1042.4.1 UNAUTHORIZED ENDORSEMENTS AND ADVERTISEMENTS

While members are not restricted from engaging in the following activities as private citizens or as authorized members of a recognized bargaining unit, members may not represent the Snohomish Regional Fire & Rescue or identify themselves in any way that could be reasonably perceived as representing the Snohomish Regional Fire & Rescue in order to do any of the following, unless specifically authorized by the Fire Chief (RCW 42.17A.555; RCW 42.17A.635):

- (a) Endorse, support, oppose, or contradict any political campaign or initiative
- (b) Endorse, support, oppose, or contradict any social issue, cause, or religion
- (c) Endorse, support, or oppose any product, service, company, or other commercial entity
- (d) Appear in any commercial, social, or nonprofit publication or any motion picture, film, video, public broadcast, or on any website

Additionally, when it can reasonably be construed that a member, acting in an individual capacity or through an outside group or organization (e.g., bargaining group), is affiliated with this district, the member shall give a specific disclaiming statement that any such speech or expression is not representative of the Snohomish Regional Fire & Rescue.

Members retain their right to vote as they choose, to support candidates of their choice, and to express their opinions as private citizens, including as authorized members of a recognized bargaining unit, on political subjects and candidates at all times while off-duty. However, members may not use their official authority or influence to interfere with or affect the result of an election or a nomination for office. Members are also prohibited from directly or indirectly using their official authority to coerce, command, or advise another member to pay, lend, or contribute anything of value to a party, committee, organization, agency, or person for political purposes (5 USC § 1502).

#### 1042.4.2 POLITICAL ACTIVITY

No member shall be prohibited from engaging in political activity, unless otherwise prohibited by law, in violation of district policy or any time a member is on-duty or in uniform.

Members shall not be coerced or required to engage in political activity (RCW 41.06.250).

## *Member Speech, Expression, and Social Networking*

---

### **1042.5 PRIVACY EXPECTATION**

Members forfeit any expectation of privacy with regard to emails, texts, or anything published, shared, transmitted, or maintained through file-sharing software or any internet site that is accessed, transmitted, received, or reviewed on any district technology system (see the Information Technology Use Policy for additional guidance).

However, the District shall not require a member to disclose a personal username or password or open a personal social website, unless otherwise allowed under Washington law (RCW 49.44.200).

### **1042.6 CONSIDERATIONS**

In determining whether to grant authorization of any speech or conduct that is prohibited under this policy, the factors that the Fire Chief or the authorized designee should consider include:

- (a) Whether the speech or conduct would negatively affect the efficiency of delivering public services.
- (b) Whether the speech or conduct would be contrary to the good order of the District or the efficiency or morale of its members.
- (c) Whether the speech or conduct would reflect unfavorably upon the District.
- (d) Whether the speech or conduct would negatively affect the member's appearance of impartiality in the performance of duties.
- (e) Whether similar speech or conduct has been previously authorized.
- (f) Whether the speech or conduct may be protected and outweighs any interest of the District.

### **1042.7 TRAINING**

Subject to available resources, the District should provide training regarding member speech and the use of social networking to firefighters and supervisors.



 <b>SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY</b>	
<b>POLICY NUMBER:</b>	29
<b>SECTION:</b>	ADMINISTRATIVE POLICIES
<b>TITLE:</b>	DISTRICT FINANCES
<b>EFFECTIVE DATE:</b>	6-6-17
<b>REVISION DATE(S):</b>	6-13-02

### **POLICY STATEMENT:**

It shall be the policy of Snohomish County Fire District 7 to provide efficient and professional management of all funds collected and dispersed in the operation of its business.

All expenditures and reporting thereof shall be consistent with all applicable laws and be carried out using cash-basis accounting practices.

The Fire Chief or designee shall be responsible for the administration of the fire district finances. Procedures shall be developed and maintained which shall outline proper steps for the purchase of supplies, goods, and services consistent with all applicable laws.

Primary responsibility, authority, and accountability for the expenditure of District funds from operating budget line items (according to the current adopted budget) may be vested in the designated program manager by the Fire Chief.

The program manager shall have full authority and charge over the operating line items assigned to him/her. All purchases from line items shall be made with his/her knowledge.

The program managers shall comply with all schedules and requirements of all purchasing procedures. He/she shall insure that all forms, requests, bids, quotes, invoices, and orders are complete, correct, and contain all needed information.

At least quarterly, or as often as may be requested by the Board of Commissioners, the Fire Chief or designee will provide a complete written account of the district finances.

#### **Competitive Bid Limitations**

The "bid threshold" is the dollar level at which the District is required by statute to publicly solicit competitive bids or proposals or approve an exception, and issue the purchase order or a contract. Current bid thresholds per statute are listed in the following table. These statutes are amended from time to time, thereby increasing the bid thresholds. It is the intent of this policy that the bid threshold for any category in Procedure be the greater of the amount listed below or the applicable statute.

To promote competitive bidding, bids above the bid threshold shall be solicited whenever the items or services can be purchased from multiple sources, i.e. is not a sole source item.

The District will award the bid to the lowest responsive and responsible bidder.

<u>Equipment and Goods</u>	<u>Requirements</u>
0-\$2,000	Informal quotes encouraged
\$2,000-\$10,000	Informal quotes encouraged. Fire Chief or designee approval required.
\$10,000-\$50,000	Three (3) Informal quotes conducted by Purchaser. At Fire Chief's option, may use competitive bid procedure. Purchase order required. Fire Chief approval required
\$50,000 and above	Competitive bids required. Purchase order or contract required. Board of Commissioners approval required if not in budget

<u>Services (does not include Architectural/Engineering)</u>	<u>Requirements</u>
0-\$10,000	Informal quotes encouraged
\$10,000-\$50,000	Informal quotes to be obtained. Fire Chief or designee approval required
\$50,000 and above	Competitive bids required. Purchase order or contract required. Board of Commissioner approval required.

<u>Architectural and Engineering Services</u>	<u>Requirements</u>
Any	Request for Qualifications advertised per RCW 39.80 followed by negotiations and contract.

**Note: Purchases may not be broken into multiple projects or purchases to avoid compliance with state statutes. All dollar limits include sales tax, freight and set up costs.**

Nothing contained in this policy shall be intended to supersede legislated bid procedures specified in RCW 52.14.110, with specific regard to public works projects and capital expenditures.

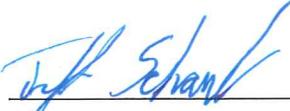
Purchases of an emergency nature may be made without first obtaining program manager authorization when, in the opinion of the Fire Chief or designee, it is imperative to do so. A written explanation of such emergency shall be made to the Chief within 24 hours of such purchase

No expenditure will be made or Purchase Request given approval that violates the authorized total of any budgeted line item without advanced written approval of the Fire Chief.

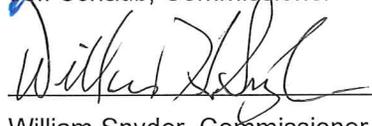
**ADOPTED AND REVISED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS, SNOHOMISH COUNTY FIRE DISTRICT 7 THIS 6th DAY OF JUNE, 2017.**

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

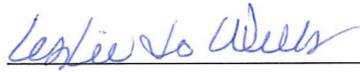
  
\_\_\_\_\_  
Marc Inman, Commissioner



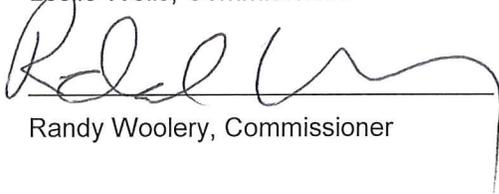
Jeff Schaub, Commissioner



William Snyder, Commissioner



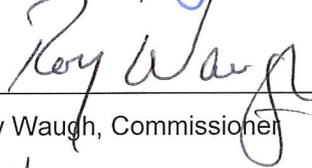
Leslie Wells, Commissioner



Randy Woolery, Commissioner



Dean Schwartz, Commissioner



Roy Waugh, Commissioner



Shauna Willner, Commissioner



## SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY

<b>POLICY NUMBER:</b>	<b>30</b>
<b>SECTION:</b>	<b>ADMINISTRATIVE POLICIES</b>
<b>TITLE:</b>	<b>THE BOARD OF FIRE COMMISSIONERS</b>
<b>EFFECTIVE DATE:</b>	<b>7/6/17</b>
<b>REVISION DATE(S):</b>	<b>2/22/07, 12/8/2011</b>

### REFERENCE:

RCW 52.14

### POLICY STATEMENT:

The purpose of this policy is to establish the operating policy for the Board of Fire Commissioners of Snohomish County Fire District 7.

The Board of Fire Commissioners of Snohomish County Fire District 7 is the corporate entity established by law in the state of Washington to provide fire prevention services, fire suppression services, emergency medical services, and for the protection of life and property in the district. The fire protection district, a municipal corporation within the laws of the state, possesses all the usual powers of a corporation for public purposes.

The policies of the board define the organization of the board and the manner of conducting its official business. The board's operating policies are those that the board adopts from time to time to facilitate the performance of its responsibilities.

The Board of Commissioners shall consist of five members elected by ballot by the registered voters of the fire district, except as otherwise provided by law, Commissioners shall hold office for terms of six years and until their successors are elected. Terms of Commissioners shall be staggered as provided by law.

Elected Commissioners shall take office at the first meeting in January following an election, provided election results have been certified by the county auditor and the elected Commissioner has taken and subscribed to an oath of affirmation that he/she will faithfully and impartially discharge the duties of the office to the best of his/her ability.

Elected Commissioners may take the oath of office up to ten days prior to the scheduled date of assuming office.

A Commissioner elected to less than a full term shall assume office as soon as the election results have been certified and he/she has taken and subscribed to the oath of office.

A person may become a candidate for office of Fire Commissioner by filing a declaration of candidacy with the county auditor during the filing period as prescribed by law. In the event that there are more than two candidates for any position on the board, a primary election shall be held in the manner prescribed by law. The two candidates receiving the greatest number of votes will appear on the general election ballot.

A person is legally qualified to become a Fire Commissioner if he/she is a United States citizen, a registered voter, and a resident of the fire district.

If a Commissioner's permanent residence ceases to be in the Fire District, the Commissioner shall no longer be qualified to serve as commissioner and shall resign immediately.

In case of a board vacancy, the remaining commissioners shall fill such vacancy by appointment. The vacancy shall, within ninety (90) days, be filled by appointment by a vote of the remaining Fire Commissioners. The person appointed shall serve until a successor has been elected as provided by law. If the Board of Fire Commissioners fails to fill the vacancy within the ninety (90) day period, the county legislative authority shall make the appointment. If the number of vacancies is such that there are not a majority of the full number of Commissioners in office, the county council shall within thirty (30) days of the vacancies appoint the required number to create a majority to fill the vacancies on an interim basis through the next general election.

 <b>SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY</b>	
<b>POLICY NUMBER:</b>	<b>30</b>
<b>SECTION:</b>	<b>ADMINISTRATIVE POLICIES</b>
<b>TITLE:</b>	<b>THE BOARD OF FIRE COMMISSIONERS</b>
<b>EFFECTIVE DATE:</b>	<b>7/6/17</b>
<b>REVISION DATE(S):</b>	<b>2/22/07, 12/8/2011</b>

In an effort to allow all interested persons the opportunity to request consideration to fill an interim vacancy on the board, an advertisement shall be placed in the local newspaper indicating that a position is open and available. The board may require a letter of interest and a brief resume' from each prospective candidate and establish an interview process.

Once the board has interviewed all prospective candidates, a vote of the board shall occur and a majority vote shall determine the selected candidate.

Each Fire Commissioner and the secretary shall take an oath to support the Constitutions of the United States and the state of Washington and to faithfully discharge the duties of his/her office to the best of his/her ability. A notary public, Board Secretary or any other method described by law will be authorized to administer oaths and must certify to this oath and the signature of the member and must file the signed oath of office in the county auditor's office.

At the first regular meeting in January of every other year, the Board of Fire Commissioners shall elect among its members, a chair and a vice chair to serve a two year term. If a Commissioner is unable to continue to serve as chair, a replacement shall be elected immediately.

The normal order of business shall be modified for the biannual organization meeting by considering the following matters after the approval of the minutes of the previous meeting:

1. Welcome and introduction of the newly elected commissioner by the chair.
2. Call for nominations for chair to serve during the ensuing year.
3. Election of a chair.
4. Assumption of office by the new chair.
5. Call for nominations for vice chair to serve during the ensuing year.
6. Election of a vice chair.

Policies shall continue from year to year and board to board until and unless the board changes them.

The chair shall appoint board members to represent the board on such committees where district representation is appropriate. Committee representation shall be limited to less than a quorum of the Board of Commissioners.

The chair shall preside at all the board meetings and sign all papers and documents as required by law and as authorized by the action of the board. The chair shall conduct the meeting in the manner prescribed by the board's policies, provided that the chair shall have the full right to participate in debate without relinquishing the chair and shall have the right to vote on all matters put to a vote. The chair shall conduct the meeting so that deliberation is clear, concise, and directed to the issue at hand; discussion and/or action is summarized before moving on to the next agenda item; and the meeting is managed so that the agenda is treated in an expeditious manner.

The vice chair shall preside at board meetings in the absence of the chair and shall perform all of the duties of the chair in case of his/her absence or disability.

The Fire Commissioners shall appoint a Secretary of the District for such term, as they shall determine. The Secretary of the District shall keep a record of the proceedings of the board, shall perform other duties as prescribed by the board or by law, and shall take and subscribe to an official oath similar to that of the Fire Commissioners which shall be filed in the same manner as that of the Commissioners.

The authority of Commissioners is limited to participating in actions taken by the board, as a whole, when legally in session. Commissioners shall not assume responsibilities of the Chief or other staff members. Except to the extent that the Board expressly delegates authority to the Chair (e.g. to interface with staff) or pursuant to other official action by the board member, neither the board nor staff shall be bound in any way by any action taken, instruction given or statement made by any individual Commissioner.



## SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY

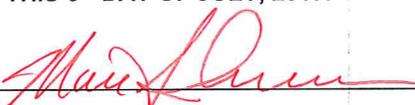
POLICY NUMBER:	30
SECTION:	ADMINISTRATIVE POLICIES
TITLE:	THE BOARD OF FIRE COMMISSIONERS
EFFECTIVE DATE:	7/6/17
REVISION DATE(S):	2/22/07, 12/8/2011

Each Commissioner is obligated to attend board meetings regularly. Whenever possible, each Commissioner shall give advance notice to the chair or the Chief of his/her inability to attend a board meeting. Notification of absence prior to the next regular board meeting will constitute an excused absence. Failure to notify the chair or the Chief will constitute an unexcused absence. After two consecutive unexcused absences, a Commissioner will be sent notification to appear at the next regularly scheduled meeting or be subject to loss of his/her position. The board may declare a Commissioner's position vacant after three consecutive unexcused absences from regularly scheduled board meetings.

Board members shall be provided advance notice of board meeting agenda action items, before action items are taken to a vote of the board. Advance notice may include but is not limited to electronic notification, telephone calls, written notification, or discussion at a prior board meeting. In the event of an emergency, the advance notice may be waived by the board.

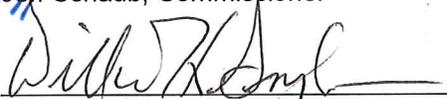
ADOPTED AND MODIFIED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS,  
SNOHOMISH COUNTY FIRE DISTRICT 7 THIS 6<sup>th</sup> DAY OF JULY, 2017.

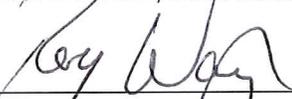
  
\_\_\_\_\_  
Randy Fay, Commissioner

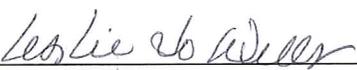
  
\_\_\_\_\_  
Marc Inman, Commissioner

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

  
\_\_\_\_\_  
Dean Schwartz, Commissioner

  
\_\_\_\_\_  
William Snyder, Commissioner

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

  
\_\_\_\_\_  
Leslie Wells, Commissioner

  
\_\_\_\_\_  
Shauna Willner, Commissioner

  
\_\_\_\_\_  
Randy Woolery, Commissioner



 <b>SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY</b>	
<b>POLICY NUMBER:</b>	<b>1-33</b>
<b>SECTION:</b>	<b>ADMINISTRATIVE POLICIES</b>
<b>TITLE:</b>	<b>MEALS, LODGING, TRAVEL AND INCIDENTALS</b>
<b>EFFECTIVE DATE:</b>	<b>6/27/02</b>
<b>REVISION DATE(S):</b>	<b>3/12/09, 8/3/17, 12/18/18, 10/30/19</b>

## 1.0 PURPOSE:

- 1.1 The purpose of this section 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.

## 2.0 DEFINITIONS:

- 2.1 **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.
- 2.2 **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.
- 2.3 **Employee** - References to "employee" can also be interpreted to include all other authorized personnel associated with the District.
- 2.4 **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.
- 2.5 **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/portal/content/104877> 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://gsa.gov/portal/content/101518>. Per Diem rates include the costs of tax and gratuity.
- 2.6 **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.
- 2.7 **Special Event** - An event that is not regularly scheduled. If scheduled, it occurs no more frequently than annually.
- 2.8 **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.
- 2.9 **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,



## SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY

<b>POLICY NUMBER:</b>	<b>1-33</b>
<b>SECTION:</b>	<b>ADMINISTRATIVE POLICIES</b>
<b>TITLE:</b>	<b>MEALS, LODGING, TRAVEL AND INCIDENTALS</b>
<b>EFFECTIVE DATE:</b>	<b>6/27/02</b>
<b>REVISION DATE(S):</b>	<b>3/12/09, 8/3/17, 12/18/18, 10/30/19</b>

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.)

- 2.10 **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.

### 3.0 POLICY:

- 3.1 This policy shall apply to all members of the Fire District.
- 3.2 All travel requests for intermittent and overnight travel outside the District must be approved in advance by the Fire Chief or designee.
- 3.3 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.
- 3.4 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.
- 3.5 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.
- 3.6 Budgeted monies for reimbursement must be available and authorized. All persons are to exercise good judgment to avoid unnecessary District expense.
- 3.7 Applications for Travel / Leave must indicate:
- 3.7.1 Purpose of travel – Include conference / training seminar flyer, including dates and meals that are included
  - 3.7.2 Destination – Where the training / conference will occur
  - 3.7.3 Departure and return dates – Per Diem is allowable only on those dates you are traveling for district purposes.
  - 3.7.4 Transportation methods being used (airline, bus, rental car, etc.)
  - 3.7.5 Other costs associated with the travel
- 3.8 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



## SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY

<b>POLICY NUMBER:</b>	<b>1-33</b>
<b>SECTION:</b>	<b>ADMINISTRATIVE POLICIES</b>
<b>TITLE:</b>	<b>MEALS, LODGING, TRAVEL AND INCIDENTALS</b>
<b>EFFECTIVE DATE:</b>	<b>6/27/02</b>
<b>REVISION DATE(S):</b>	<b>3/12/09, 8/3/17, 12/18/18, 10/30/19</b>

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.

### 3.9 The following travel expenses shall be reimbursable:

3.9.1 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.

3.9.1.1 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.

3.9.1.2 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.

3.9.1.3 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.

3.9.1.4 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.

3.9.1.5 When two or more employees are traveling together, only the owner of the vehicle being driven shall be eligible for mileage reimbursement.

3.9.2 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.

3.9.2.1 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



## SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY

<b>POLICY NUMBER:</b>	<b>1-33</b>
<b>SECTION:</b>	<b>ADMINISTRATIVE POLICIES</b>
<b>TITLE:</b>	<b>MEALS, LODGING, TRAVEL AND INCIDENTALS</b>
<b>EFFECTIVE DATE:</b>	<b>6/27/02</b>
<b>REVISION DATE(S):</b>	<b>3/12/09, 8/3/17, 12/18/18, 10/30/19</b>

amount of that meal will be deducted from the amount allowable for that day per the GSA meals and expenses breakdown located here: <https://gsa.gov/portal/content/101518>. When a conference, hotel, etc. provides a Continental breakfast, the employee is still eligible for per diem for that meal.

- 3.9.2.2 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.
- 3.9.2.3 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 shall not exceed 20% of the total cost of the meal.
- 3.9.3 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/portal/content/104877>.
- 3.9.3.1 Individual reimbursement requests are required for each individual seeking reimbursement from the District.
- 3.9.3.2 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.
- 3.9.3.3 Employees will not be reimbursed for lodging expenses when the cost of lodging is included in the registration fee.
- 3.9.3.4 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.
- 3.9.3.5 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.



## SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY

<b>POLICY NUMBER:</b>	<b>1-33</b>
<b>SECTION:</b>	<b>ADMINISTRATIVE POLICIES</b>
<b>TITLE:</b>	<b>MEALS, LODGING, TRAVEL AND INCIDENTALS</b>
<b>EFFECTIVE DATE:</b>	<b>6/27/02</b>
<b>REVISION DATE(S):</b>	<b>3/12/09, 8/3/17, 12/18/18, 10/30/19</b>

- 3.9.4 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.
- 3.9.4.1 Reimbursement for airplane, train, or bus travel will be coach, tourist, or equivalent rate.
- 3.9.4.2 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.
- 3.9.4.3 Tickets for transportation costs may be charged to the District through any local travel agency, or other approved transportation agency.
- 3.9.4.4 The District will pay for one checked bag for every week of 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.
- 3.9.5 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).
- 3.9.5.1 Transportation fares (i.e. taxis, shuttles, buses, rideshare, etc.)
- 3.9.5.2 Parking fees
- 3.9.5.3 Ferry and/or bridge tolls
- 3.9.6 The following are not considered essential to the transaction of District business and, therefore, are not reimbursable (the list is not all inclusive).
- 3.9.6.1 Laundry or valet services
- 3.9.6.2 Movie, radio, or television rental costs
- 3.9.6.3 Tips and gratuities other than meals and transportation
- 3.9.6.4 Trip, personal, or medical insurance to provide coverage for the period of travel (except where required by law)



## SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY

<b>POLICY NUMBER:</b>	<b>1-33</b>
<b>SECTION:</b>	<b>ADMINISTRATIVE POLICIES</b>
<b>TITLE:</b>	<b>MEALS, LODGING, TRAVEL AND INCIDENTALS</b>
<b>EFFECTIVE DATE:</b>	<b>6/27/02</b>
<b>REVISION DATE(S):</b>	<b>3/12/09, 8/3/17, 12/18/18, 10/30/19</b>

3.9.6.5 Alcoholic beverages, snacks, tobacco

3.9.6.6 Memberships

3.9.6.7 Mileage for non-official functions

3.9.6.8 Expenses incurred by persons who are not District employees covered by an approved travel authorization

3.9.6.9 Additional travel costs incurred when an indirect route is taken for personal reasons

3.9.6.10 Fines, penalties, and/or forfeitures

3.9.7 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:

3.9.7.1 Meals in connection with authorized attendance at meetings, conferences, or conventions

3.9.7.2 Meals for employees engaged in authorized emergency repair or operations

3.9.7.2.1 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.

3.9.7.3 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.

3.9.7.4 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.

3.9.7.4.1 Board meetings, retreats, training events, staff meetings scheduled to occur during regular meal times that are expected to run more than three hours.

3.10 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.



## SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY

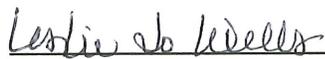
<b>POLICY NUMBER:</b>	<b>1-33</b>
<b>SECTION:</b>	<b>ADMINISTRATIVE POLICIES</b>
<b>TITLE:</b>	<b>MEALS, LODGING, TRAVEL AND INCIDENTALS</b>
<b>EFFECTIVE DATE:</b>	<b>6/27/02</b>
<b>REVISION DATE(S):</b>	<b>3/12/09, 8/3/17, 12/18/18, 10/30/19</b>

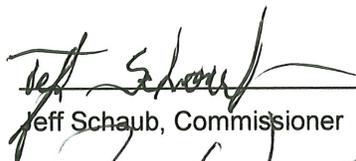
- 3.11 If an employee becomes ill when in travel status, they shall contact their supervisor or make notification through the chain of command as soon as possible.
- 3.12 The Fire Chief, or his/her designees, has the final authority for determining who will travel outside the District.

**ADOPTED AND REVISED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS,  
SNOHOMISH COUNTY FIRE DISTRICT NO. 7 THIS 30<sup>TH</sup> DAY OF OCTOBER, 2019.**

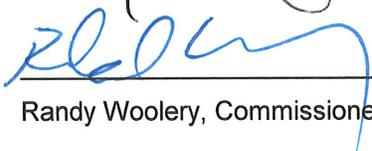
  
\_\_\_\_\_  
Randy Fay, Commissioner

\_\_\_\_\_  
William Snyder, Commissioner

  
\_\_\_\_\_  
Leslie Jo Wells, Commissioner

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

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

  
\_\_\_\_\_  
Randy Woolery, Commissioner



	
<b>SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY</b>	
<b>POLICY NUMBER:</b>	34
<b>SECTION:</b>	<i>ADMINISTRATIVE POLICIES</i>
<b>TITLE:</b>	<i>FIRE DISTRICT POLICIES &amp; PROCEDURES</i>
<b>EFFECTIVE DATE:</b>	10-3-17
<b>REVISION DATE(S):</b>	6-27-02

**POLICY STATEMENT:**

It shall be the policy of the Board of Fire Commissioners to establish an organized system for the implementation of fire district policies and procedures, and to allow a means of comment on proposed policies before implementation.

Proposed new policies and proposed changes in existing policies shall be presented in writing for reading and discussion. Unless it is deemed by the board that immediate action would be in the best interests of the fire district, the final vote for adoption shall take place not earlier than the next succeeding regular or special board meeting. Any written statement by any person relative to a proposed policy or amendment should be directed to the chair prior to the second reading. The board may invite oral statements from patrons as an order of business.

In the event that immediate action of a proposed policy is necessary, the motion for its adoption shall provide that immediate adoption is in the best interest of the fire district. No further action is required. All new or amended policies shall become effective upon adoption; unless a specific effective date is provided in the motion for adoption.

Policies as adopted or amended shall be made a part of the minutes of the meeting at which action was taken and shall also be included in the fire district's policy manual.

The Chief or designee shall develop such procedures as are necessary to ensure consistent implementation of policies adopted by the board.

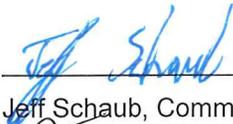
When a written procedure is developed, the Chief or designee shall submit it to the board as an information item. Such procedures need not be approved by the board, though it may revise them when it appears that they are not consistent with the board's intentions as expressed in its policies. Procedures need not be reviewed by the board prior to their issuance; though on controversial topics, the Chief may request prior board approval.

A policy of the board shall be subject to suspension by a majority vote of the Commissioners present, provided all Commissioners had received notice of the meeting and provided the notice included a proposal to suspend a policy and an explanation of the purpose. If such proposal is not made in writing in advance of the meeting, a policy may be suspended only by a unanimous vote of all board members present.

**ADOPTED AND REVISED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS, SNOHOMISH COUNTY FIRE DISTRICT #7 THIS 3rd DAY OF OCTOBER, 2017**

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

  
 \_\_\_\_\_  
 Marc Inman, Commissioner



Jeff Schaub, Commissioner



William Snyder, Commissioner



Leslie Wells, Commissioner



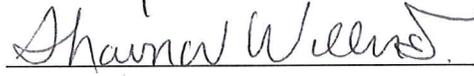
Randy Woolery, Commissioner



Dean Schwartz, Commissioner



Roy Waugh, Commissioner



Shauna Willner, Commissioner



## SNOHOMISH COUNTY FIRE DISTRICT NO. 7 POLICY

POLICY NUMBER:	1-69
SECTION:	ADMINISTRATIVE POLICIES
TITLE:	PROCUREMENT AND PURCHASING
EFFECTIVE DATE:	10/16/2018
REVISION DATE(S):	

### PURPOSE:

- 1.1 To provide effective, efficient and professional management of all funds dispersed in the operation of the District's business.
- 1.2 To ensure the District's compliance with federal, state, and local laws and regulations governing procurement requirements.

### PERSONNEL AFFECTED:

- 2.1 All District employees

### REFERENCES:

- 3.1 Procurement and Purchasing Procedure 2-23
- 3.2 Federal Grants- FEMA- AFG Equipment Purchases Procedure 2-22

### RESPONSIBILITY:

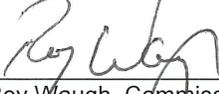
- 4.1 The Fire Chief or designee(s) shall be responsible for the administration of the Fire District finances, including the purchase of supplies, goods and services as approved in the budget. Procedures shall be developed and maintained which shall outline proper steps for the procurement and purchase of supplies, goods, and services consistent with all applicable laws.

### POLICY STATEMENT:

- 5.1 It shall be the policy of the District to manage the expenditure of funds as efficiently as possible; to track and record such expenditures in the most effective and expedient manner; and to provide timely and accurate payment to all vendors.
- 5.2 The District shall comply with federal, state, and local laws governing procurement requirements.
- 5.3 All expenditures and reporting thereof shall be consistent with law and sound accounting practices.

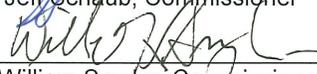
**ADOPTED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS,  
SNOHOMISH COUNTY FIRE DISTRICT NO. 7 THIS 16<sup>TH</sup> DAY OF OCTOBER, 2018**

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

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

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

  
\_\_\_\_\_  
Leslie Jo Wells, Commissioner

  
\_\_\_\_\_  
William Snyder, Commissioner

  
\_\_\_\_\_  
Randall Woolery, Commissioner

### ATTEST:

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



# NEW BUSINESS

## DISCUSSION



# 2026 Budget

Snohomish Regional Fire and Rescue

# 2026 Budget

- ▶ Total General Fund Revenues \$86,053,299
- ▶ Total General Fund Expenditures \$106,346,672
- ▶ The budgeted beginning General Fund balance of \$55,588,630 is based on the 2025 budgeted ending balance. Actual transactions in 2025 will determine the actual 2026 beginning balance.



# Taxes from New Construction

Taxes from New Construction: \$984,919

General Fund Portion	\$ 238,919
<u>Emergency Reserve Portion</u>	<u>\$ 746,000</u>
Total Taxes From New Construction	\$ 984,919

# 2026 Budget

## Regular Property Tax

▶ Regular Property Tax	\$65,222,163
▶ Less 1% Buffer	<u>\$ 652,221</u>
▶ Total Regular Property Tax	\$64,569,942



# 2026 Budget

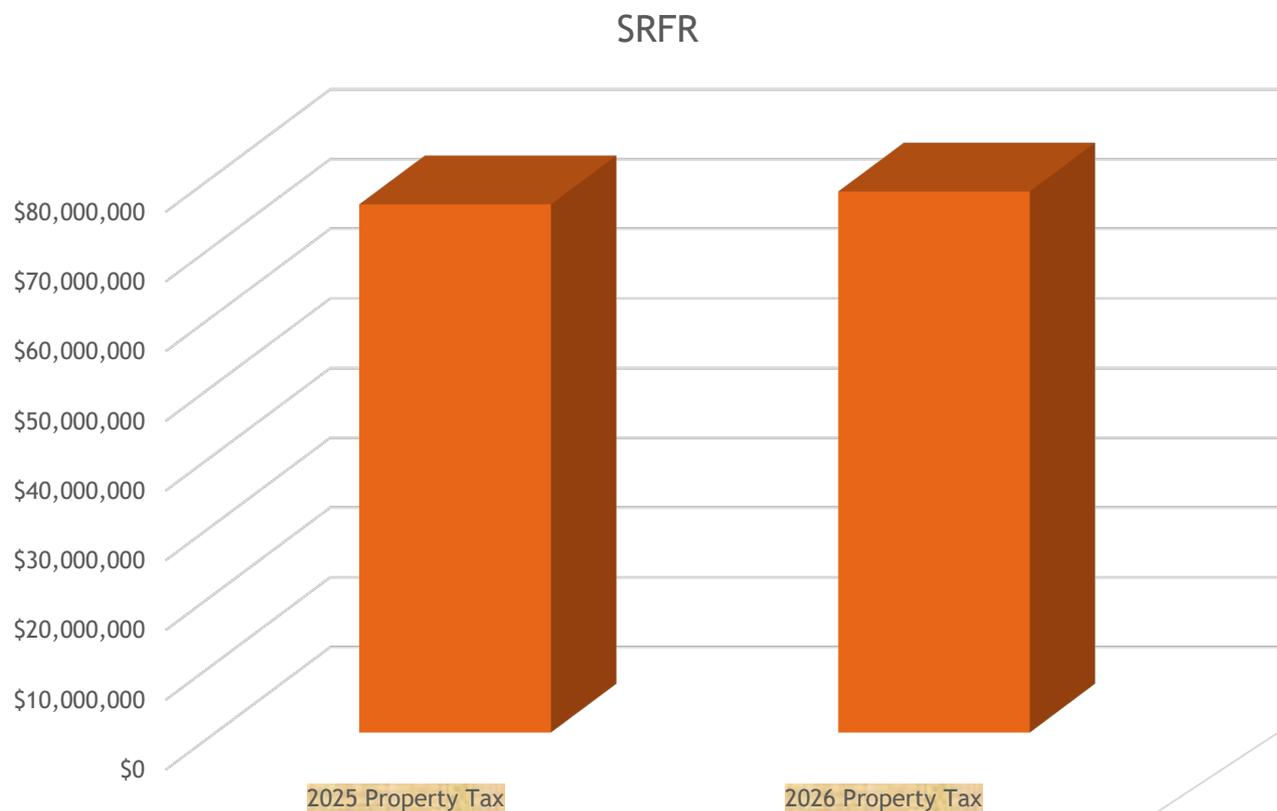
## EMS Property Tax

▶ EMS Property Tax	\$12,370,313
▶ Less 1% Buffer	<u>\$ 123,704</u>
General Fund EMS Property Tax	\$12,246,609



# 2026 Budget

## ► Property Tax Comparison for 2025 & 2026



# Staffing

Program	No. of Employees	
	2026	2025
Commissioners	7	7
Administration*	7	7
Finance	10	10
Suppression	162	162
Fire & Life Safety	8	8
Training	8	7
Logistics	6	6
Chaplains	9	9
EMS	44	44
Shop	10	11
IT - Information Technology (Technical Services)	3	3
Strategic Planning & Public Affairs	4	3
Human Resources	4	4
Commissioner Approved Strategic Overhire	11	11
<b>TOTAL</b>	<b>293</b>	<b>292</b>

# New Apparatus

▶ Brush Truck	\$ 200,000
▶ Inflatable Boat & Trailer	\$ 20,900
▶ Fire Investigator Truck	\$ 120,000
▶ Air Trailer	\$ 250,000
▶ Demo Trailer	\$ 16,000
▶ <u>Ambulances - remounts (2)</u>	<u>\$ 470,000</u>
▶ Total	\$1,076,900



# Equipment Purchases & Leases

AEDs	\$ 30,000	Hydraulic Rescue Tools	\$ 50,000
AV equipment	\$ 6,000	iPlan Table	\$ 10,000
Ballistic Armor	\$ 25,000	Knox Ecores/ Hardware	\$ 40,000
Building Access System	\$ 200,000	Knox Medvault	\$ 12,000
Bunker Gear	\$ 450,000	Parapak & Ventilators	\$ 150,000
Computers & network eqpt.	\$ 370,406	Power Load	\$ 40,000
Contingency Allowance	\$ 32,619	SCBA Washers	\$ 90,000
Cylinders	\$ 15,000	Stair Chairs	\$ 90,000
Drone Eqpt.	\$ 175,000	Station Furnishings & Other Eqpt.	\$ 38,265
Fitness Eqpt.	\$ 42,145	Suction Units	\$ 6,000
Fit Test Machines	\$ 16,468	Thermal Imaging Cameras	\$ 55,000
Gas Monitors	\$ 90,000	Tools for New Engines	\$ 400,000
Hose & Hose Appliances	\$ 103,000	Whold Blood Eqpt.	\$ 15,000
		TOTAL	\$ 2,551,903



# Construction & Capital Projects

Station 32- Parking Lot Restriping	\$ 1,656
Station 72- Hard Flooring Replacement	\$ 15,045
Station 82 - HVAC small unit, Parking Lot Restriping, Bunker Gear Decon Room Updates	\$ 34,687
Station 83 -Parking Lot Restriping	\$ 1,333
Logistics Bldg. - HVAC - 2 pieces	\$ 20,000
Admin. Bldg. - Other Improvements	\$ 44,732
New Construction Projects	\$ 31,000,000
TOTAL	\$ 31,117,453

---

# Administration Building

## Admin Building Revenues

▪ DSHS Rents	\$241,950
▪ <u>Utilities</u>	<u>\$ 13,500</u>
Total	\$255,450



## Admin Building Expenditures

▪ Admin Bldg. Bonds	\$192,824	(paid from property tax)
▪ <u>Utilities</u>	<u>\$ 26,910</u>	
Total	\$ 219,734	

Estimated Net to District: \$35,716

# Discussion on Budget Items

**2026 Draft Budget  
11-13-2025**

<b>REVENUE &amp; EXPENDITURE SUMMARY</b>					
<b>GENERAL FUND (CURRENT EXPENSE): Fund 001</b>					
<b>REVENUES- COMBINED</b>	<b>Gen. fund resources %</b>	<b>2026 budget</b>	<b>2025 budget</b>	<b>2024 budget</b>	<b>26-25 VAR</b>
<b>Beginning Cash</b>		\$ 55,588,630	\$ 63,436,076	\$ 56,833,488	<b>-12%</b>
Regular Levy	46%	\$ 64,569,942	\$ 62,922,089	\$ 61,659,031	3%
EMS Levy	9%	\$ 12,246,609	\$ 12,066,513	\$ 11,661,618	1%
Schools	0%	\$ 30,700	\$ 30,700	\$ 30,700	0%
Dept. of Corrections Contract	0%	\$ 412,783	\$ 394,838	\$ 394,838	5%
County Fairgrounds Contract	0%	\$ 83,665	\$ 83,665	\$ 83,665	0%
District 16 Contracts ALS	0%	\$ 9,000	\$ 11,000	\$ 11,000	-18%
District 16 Property Tx. Contract	0%	\$ 22,000	\$ 21,500	\$ 21,500	2%
Sewer District Contract	0%	\$ 5,500	\$ 3,800	\$ 3,800	45%
Other Service Contracts	0%	\$ 16,000	\$ 16,000	\$ 16,000	0%
Transport Fees	2%	\$ 2,600,000	\$ 2,500,000	\$ 2,237,676	4%
GEMT	3%	\$ 4,000,000	\$ 6,897,321	\$ 6,897,321	-42%
Brightwater Fees	0%	\$ 112,450	\$ 112,450	\$ 112,450	0%
Plan Reviews & Permit Inspection	0%	\$ 85,000	\$ 85,000	\$ 83,325	0%
Interest Earned	1%	\$ 1,500,000	\$ 1,000,000	\$ 1,000,000	50%
Grants ( State & Federal & Local)	0%	\$ 10,550	\$ 8,650	\$ 8,650	22%
Motor Vehicle Collision Charges	0%	\$ 28,000	\$ 25,000	\$ 35,000	12%
Burn Permits	0%	\$ 10,000	\$ 9,100	\$ 9,100	10%
First Aid Classes	0%	\$ -	\$ -	\$ -	0%
State Mobilization	0%	\$ -	\$ -	\$ -	0%
Other Misc. + Zone 11 Cost Share	0%	\$ 15,000	\$ 8,200	\$ 14,800	83%
Illegal Burn Response	0%	\$ -	\$ -	\$ 600	0%
Medical Records	0%	\$ 700	\$ 700	\$ 1,800	0%
Address Signs	0%	\$ 400	\$ 400	\$ 1,000	0%
Insurance Recoveries	0%	\$ -	\$ -	\$ -	0%
Refunds & Reimbursements	0%	\$ 180,000	\$ 180,000	\$ 300,000	0%
Interfund Transfers In (Shop )	0%	\$ 115,000	\$ 110,000	\$ 99,910	5%
<b>GENERAL FUND TOTAL REVENUES</b>		\$ 86,053,299	\$ 86,486,925	\$ 84,683,783	<b>-1%</b>
<b>GENERAL FUND - TOTAL RESC</b>	<b>61%</b>	\$ 141,641,929	\$ 149,923,001	\$ 141,517,271	<b>-6%</b>

**2026 Draft Budget  
11-13-2025**

<b>GENERAL FUND EXPENDITURE</b>	<b>% of total budget</b>	<b>2026 budget</b>	<b>2025 budget</b>	<b>2024 budget</b>	<b>VAR</b>
<b>General Fund:</b>					
Legislative	0%	\$ 234,270	\$ 232,852	\$ 214,168	1%
Administration	2%	\$ 2,387,460	\$ 2,394,669	\$ 2,153,872	0%
Finance	1%	\$ 1,898,523	\$ 1,834,113	\$ 1,604,193	4%
Fire Suppression	33%	\$ 47,695,425	\$ 43,841,876	\$ 44,611,320	9%
Fire Prevention	2%	\$ 2,365,397	\$ 2,322,607	\$ 1,971,635	2%
Training	2%	\$ 3,482,094	\$ 3,218,661	\$ 3,491,219	8%
Logistics (Facilities)	2%	\$ 2,432,090	\$ 2,447,929	\$ 2,304,917	-1%
Part Time	0%	\$ 23,370	\$ 26,779	\$ 20,530	-13%
EMS	11%	\$ 15,788,783	\$ 15,358,939	\$ 16,988,146	3%
Health & Safety	0%	\$ 483,225	\$ 407,265	\$ 395,510	19%
Non- Departmental	17%	\$ 25,129,812	\$ 18,189,677	\$ 13,458,987	38%
IT (information Technology)	1%	\$ 1,928,265	\$ 1,757,561	\$ 1,854,981	10%
Special Ops	0%	\$ 164,915	\$ 227,267	\$ 185,157	-27%
Public Affairs	1%	\$ 962,810	\$ 786,489	\$ 668,700	22%
Strategic Planning	0%	\$ 214,920	\$ 223,032	\$ 177,860	-4%
Human Resources	1%	\$ 1,155,313	\$ 1,064,655	\$ 809,739	9%
<b>GENERAL FUND TOTAL EXPEN</b>	<b>71%</b>	<b>\$ 106,346,672</b>	<b>\$ 94,334,371</b>	<b>\$ 90,910,934</b>	<b>13%</b>

**2026 Draft Budget  
11-13-2025**

<b>PROJ. ENDING CASH</b>		<b>\$ 35,295,257</b>	<b>\$ 55,588,630</b>	<b>\$ 50,606,336</b>	<b>-37%</b>
	<b>% of total budget</b>	<b>2026 budget</b>	<b>2025 budget</b>	<b>2024 budget</b>	
<b>Retirement Reserve Fund: Fund 002</b>					
Beginning Cash Balance		\$ 7,934,517	\$ 7,513,867	\$ 6,815,795	
Investment Interest (net)		\$ 130,000	\$ 100,000	\$ 100,000	30.0%
Transfer in to Reserve		\$ 1,909,300	\$ 1,201,200	\$ 1,200,640	58.9%
<b>TOTAL RESOURCES</b>		<b>\$ 9,973,817</b>	<b>\$ 8,815,067</b>	<b>\$ 8,116,435</b>	
Retirement Leave (S/L & Comp.)	0%	\$ 520,000	\$ 422,050	\$ 343,721	23%
Retirement Payouts Retirement M	0%	\$ 599,600	\$ 458,500	\$ 486,500	31%
<b>TOTAL EXPENDITURES</b>		<b>\$ 0</b>	<b>\$ 1,119,600</b>	<b>\$ 830,221</b>	
<b>PROJ. ENDING CASH</b>		<b>\$ 8,854,217</b>	<b>\$ 7,934,517</b>	<b>\$ 7,286,214</b>	
	<b>% of total budget</b>	<b>2026 budget</b>	<b>2025 budget</b>	<b>2024 budget</b>	
<b>Emergency Reserve Fund: Fund 003</b>					
Beginning Cash Balance		\$ 10,625,055	\$ 9,945,055	\$ 9,264,262	
Investment Interest (net)		\$ 260,000	\$ 150,000	\$ 150,000	73.3%
Transfer in to Reserve		\$ 746,000	\$ 530,000	\$ 265,000	40.8%
<b>TOTAL RESOURCES</b>		<b>\$ 11,631,055</b>	<b>\$ 10,625,055</b>	<b>\$ 9,679,262</b>	
Supression - Salaries & Benefits	0%	\$ -	\$ -	\$ -	0%
Aid & Rescue Salaries & Benefits	0%	\$ -	\$ -	\$ -	0%
<b>TOTAL EXPENDITURES</b>	0%	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<b>PROJ. ENDING CASH</b>		<b>\$ 11,631,055</b>	<b>\$ 10,625,055</b>	<b>\$ 9,679,262</b>	
	<b>% of total budget</b>	<b>2026 budget</b>	<b>2025 budget</b>	<b>2024 budget</b>	
<b>Bond Funds: Funds 200 &amp; 201</b>					
Beginning Cash Balance - Bond Fund		\$ 72,504	\$ 70,509	\$ 60,516	
Property Taxes		\$ -	\$ -	\$ -	#DIV/0!
Transfers in from General Fund		\$ 517,824	\$ 519,027	\$ 519,017	0%
Investment Interest (net)		\$ 2,600	\$ 2,000	\$ 2,000	30.0%
<b>TOTAL RESOURCES</b>		<b>\$ 592,928</b>	<b>\$ 591,536</b>	<b>\$ 581,533</b>	
Facilities Station 33 Bonds	0%	\$ 325,000	\$ 325,375	\$ 325,625	0%
Admin Bldg. Bonds	0%	\$ 192,824	\$ 193,652	\$ 193,387	0%
County Refund Interest	0%	\$ 5	\$ 5	\$ 5	0%
<b>TOTAL EXPENDITURES</b>	0%	<b>\$ 517,829</b>	<b>\$ 519,032</b>	<b>\$ 519,017</b>	
<b>PROJ. ENDING CASH</b>		<b>\$ 75,099</b>	<b>\$ 72,504</b>	<b>\$ 62,516</b>	

**2026 Draft Budget  
11-13-2025**

	<b>% of total budget</b>	<b>2026 budget</b>	<b>2025 budget</b>	<b>2024 budget</b>	
<b>Construction Fund: Fund 300</b>					
Beginning Cash Balance - Construction Fund		\$ 25,109,152	\$ 26,400,639	\$ 21,061,286	
Investment Interest (net)		\$ 250,000	\$ 250,000	\$ 200,000	<b>0%</b>
Station 76 payments 2023-2042		\$ 58,020	\$ 58,020	\$ 58,020	<b>0%</b>
Tower Rents		\$ 90,000	\$ 90,000	\$ 90,000	<b>0%</b>
Property Rents		\$ -	\$ -	\$ 19,400	<b>0%</b>
Admin bldg. Reimb. For utilities 50%		\$ 13,500	\$ 13,500	\$ 13,500	<b>0%</b>
Admin Building Rents		\$ 241,950	\$ 241,950	\$ 241,950	<b>0%</b>
Non- revenues (Bonds)		\$ -	\$ -	\$ -	<b>0%</b>
Transfer in from General Fund		\$ 16,000,000	\$ 10,000,000	\$ 6,350,000	<b>60%</b>
<b>TOTAL RESOURCES</b>		<b>\$ 41,762,622</b>	<b>\$ 37,054,109</b>	<b>\$ 28,034,156</b>	
Facilities- Capital Outlay	21%	\$ 31,117,453	\$ 11,679,404	\$ 8,050,824	<b>166%</b>
Bond Issuance Costs	0%	\$ -	\$ -	\$ -	<b>0%</b>
Admin Building - Tenant Utilities	0%	\$ 26,910	\$ 26,910	\$ 26,910	<b>0%</b>
Admin Building - Maintenance	0%	\$ 16,700	\$ 238,643	\$ 148,000	<b>-93%</b>
<b>TOTAL EXPENDITURES</b>	<b>21%</b>	<b>\$ 31,161,063</b>	<b>\$ 11,944,957</b>	<b>\$ 8,225,734</b>	
<b>PROJ. ENDING CASH</b>		<b>\$ 10,601,559</b>	<b>\$ 25,109,152</b>	<b>\$ 19,808,422</b>	

**2026 Draft Budget  
11-13-2025**

	<b>% of total budget</b>	<b>2026 budget</b>	<b>2025 budget</b>	<b>2024 budget</b>	
<b>Apparatus Replacement Fund: 301</b>					
Beginning Cash Balance		\$ 522,331	\$ 9,127,658	\$ 6,953,549	
Loans for Apparatus		\$ -	\$ -	\$ -	0%
Rebates		\$ -	\$ -	\$ -	0%
Investment Interest (net)		\$ 100,000	\$ 100,000	\$ 100,000	0%
Local Option Loan for ambulance					0%
Transfer In from Construction Fund		\$ -	\$ -	\$ -	0%
Transfer In from General Fund		\$ 2,700,000	\$ 2,800,000	\$ 2,700,000	-4%
<b>TOTAL RESOURCES</b>		\$ 3,322,331	\$ 12,027,658	\$ 9,753,549	
Admin- Capital Outlay	0%	\$ -	\$ -	\$ 158,949	0%
Fire Supresssion Leases	0%	\$ -	\$ -	\$ 117,601	0%
Suppression - Capital Outlay	0%	\$ 220,900	\$ 8,640,636	\$ 1,119,192	-97%
Prevention - Capital Outlay	0%	\$ 120,000	\$ 100,000	\$ -	20%
Training- Capital Outlay	0%	\$ 250,000	\$ 394,002	\$ 69,002	-37%
Logistics- Capital Outlay	0%	\$ 16,000	\$ 220,000	\$ 100,000	-93%
EMS	0%	\$ 470,000	\$ 2,015,242	\$ 1,960,000	-77%
IT	0%	\$ -	\$ 135,447	\$ -	-100%
<b>TOTAL EXPENSES</b>	1%	\$ 1,076,900	\$ 11,505,327	\$ 3,524,744	
<b>PROJ. ENDING CASH</b>		\$ 2,245,431	\$ 522,331	\$ 6,228,805	

**2026 Draft Budget  
11-13-2025**

	<b>% of total budget</b>	<b>2026 budget</b>	<b>2025 budget</b>	<b>2024 budget</b>	
<b>Equipment Replacement Fund: Fund 303</b>					
Beginning Cash Balance		\$ 1,864,472	\$ 2,728,644	\$ 2,101,103	
Investment Interest (net)		\$ 50,000	\$ 40,000	\$ 40,000	25%
Federal Grants		\$ -	\$ -	\$ -	0%
Transfer In from General Fund		\$ 1,906,000	\$ 1,830,000	\$ 1,160,000	4%
<b>TOTAL RESOURCES</b>		<b>\$ 3,820,472</b>	<b>\$ 4,598,644</b>	<b>\$ 3,301,103</b>	
Legislative	0%	\$ 6,229	\$ 6,048	\$ 5,871	3%
Admin	0%	\$ 32,619	\$ 31,669	\$ 120,198	3%
Finance & Human Resources	0%	\$ -	\$ -	\$ -	0%
Suppression	1%	\$ 1,432,768	\$ 1,032,668	\$ 550,357	39%
Prevention	0%	\$ 50,000	\$ 40,000	\$ 18,548	25%
Training	0%	\$ -	\$ 4,277	\$ 4,153	-100%
Logistics	0%	\$ 38,265	\$ 152,937	\$ 55,738	-75%
EMS	0%	\$ 490,905	\$ 1,281,825	\$ 234,008	-62%
Health & Safety	0%	\$ 132,145	\$ 40,918	\$ 39,726	223%
Non-Departmental	0%	\$ -	\$ -	\$ -	0%
IT	0%	\$ 362,972	\$ 138,830	\$ -	161%
Public Affairs	0%	\$ 6,000	\$ 5,000	\$ -	20%
<b>TOTAL EXPENSES</b>	<b>2%</b>	<b>\$ 2,551,903</b>	<b>\$ 2,734,172</b>	<b>\$ 1,028,599</b>	
<b>PROJ. ENDING CASH</b>		<b>\$ 1,268,569</b>	<b>\$ 1,864,472</b>	<b>\$ 2,272,504</b>	

**2026 Draft Budget  
11-13-2025**

	% of total budget	2026 budget	2025 budget	2024 budget	
<b>SHOP (ECFSS) 050,051,052</b>					
Beginning Cash Balance - Shop Fund		\$ 2,131,762	\$ 2,193,812	\$ 1,698,445	
Charges for Services		\$ 2,775,000	\$ 2,625,000	\$ 2,833,180	5.7%
Investment Interest (net)		\$ 40,000	\$ 25,000	\$ 20,000	60.0%
Misc.		\$ -	\$ -	\$ -	0%
Insurance Recoveries		\$ -	\$ -	\$ -	0%
Interfund Transfers In (Shop Funds)		\$ 250,000	\$ 250,000	\$ 250,000	0%
<b>TOTAL RESOURCES</b>		<b>\$ 5,196,762</b>	<b>\$ 5,093,812</b>	<b>\$ 4,801,625</b>	
Salaries	1%	\$ 1,279,850	\$ 1,153,790	\$ 1,165,800	11%
Benefits	0%	\$ 554,680	\$ 511,210	\$ 585,350	9%
Supplies	0%	\$ 26,600	\$ 26,350	\$ 21,350	1%
Fuel	0%	\$ 5,000	\$ 5,000	\$ 4,800	0%
Inventory	0%	\$ 700,000	\$ 750,000	\$ 800,000	-7%
Small Tools & Equipment	0%	\$ 16,000	\$ 8,000	\$ 8,000	100%
Professional Services	0%	\$ 43,150	\$ 50,225	\$ 44,825	-14%
Communications	0%	\$ 2,500	\$ 3,500	\$ 3,500	-29%
Travel	0%	\$ 5,000	\$ 8,000	\$ 3,500	-38%
Advertising	0%	\$ 500	\$ 500	\$ 500	0%
Rentals	0%	\$ 500	\$ -	\$ -	>100%
Repair & maintenance	0%	\$ 5,000	\$ 5,000	\$ 5,000	0%
Miscellaneous	0%	\$ 20,675	\$ 30,475	\$ 10,375	-32%
Capital Outlay	0%	\$ 50,000	\$ 50,000	\$ 50,000	0%
Interfund Transfers Out	0%	\$ 365,000	\$ 360,000	\$ 349,910	1%
<b>TOTAL EXPENDITURES</b>	<b>2%</b>	<b>\$ 3,074,455</b>	<b>\$ 2,962,050</b>	<b>\$ 3,052,910</b>	
<b>PROJ. ENDING CASH</b>		<b>\$ 2,122,307</b>	<b>\$ 2,131,762</b>	<b>\$ 1,748,715</b>	
<b>Excise Tax - 630</b>					
Beginning Cash Balance		\$ -	\$ -	\$ -	
Investment Interest (net)		\$ -	\$ -	\$ -	
Excise Tax		\$ 20,000	\$ 20,000	\$ 20,000	
<b>TOTAL RESOURCES</b>		<b>\$ 20,000</b>	<b>\$ 20,000</b>	<b>\$ 20,000</b>	
Benefits		\$ -	\$ -	\$ -	
Payments		\$ 20,000	\$ 20,000	\$ 20,000	
<b>TOTAL EXPENDITURES</b>	<b>0%</b>	<b>\$ 20,000</b>	<b>\$ 20,000</b>	<b>\$ 20,000</b>	
<b>PROJ. ENDING CASH</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<b>TOTAL EXPENDITURES</b>	<b>99%</b>	<b>\$ 145,868,422</b>	<b>\$ 124,900,459</b>	<b>\$ 108,112,160</b>	
<b>EXPENDITURES BY OBJECT CODE</b>					

**2026 Draft Budget  
11-13-2025**

<b>ACCOUNT TITLE</b>	<b>% of total budget</b>	<b>2026 budget</b>	<b>2025 budget</b>	<b>2024 budget</b>	<b>VAR</b>
10 - WAGES	37%	\$ 53,854,231	\$ 49,516,654	\$ 50,185,237	9%
20 - BENEFITS	12%	\$ 17,851,215	\$ 16,765,474	\$ 16,375,047	6%
31 - SUPPLIES	1%	\$ 1,118,770	\$ 1,158,120	\$ 1,045,884	-3%
32 - FUEL	0%	\$ 395,000	\$ 395,000	\$ 394,800	0%
34 - INVENTORY SUPPLIES	0%	\$ 712,750	\$ 770,151	\$ 819,901	-7%
35 - SMALL TOOLS/MINOR EQP	1%	\$ 1,530,002	\$ 1,582,903	\$ 1,410,258	-3%
41 - PROFESSIONAL SERVICES	3%	\$ 3,875,952	\$ 3,675,315	\$ 3,244,261	5%
42 - COMMUNICATIONS	0%	\$ 360,740	\$ 366,090	\$ 338,660	-1%
43 - TRAVEL EXPENSES	0%	\$ 524,025	\$ 543,050	\$ 404,105	-4%
44 - ADVERTISING	0%	\$ 9,000	\$ 8,849	\$ 8,090	2%
45 - RENTALS	0%	\$ 126,050	\$ 129,400	\$ 121,400	-3%
46 - (LIABILITY) INSURANCE	1%	\$ 989,978	\$ 692,995	\$ 617,591	43%
47 - UTILITIES	0%	\$ 356,910	\$ 341,910	\$ 324,410	4%
48 - REPAIR & MAINTENANCE	2%	\$ 2,979,200	\$ 3,075,255	\$ 2,906,812	-3%
49 - MISC. EXPENSES	2%	\$ 2,604,372	\$ 3,069,421	\$ 4,854,886	-15%
62 - LAND & IMPROVEMENTS	21%	\$ 31,117,453	\$ 11,679,404	\$ 8,020,291	166%
64 - CAPITAL OUTLAY	2%	\$ 2,634,436	\$ 13,211,579	\$ 3,703,623	-80%
70 - LEASES	0%	\$ 166,390	\$ 159,650	\$ 155,728	4%
71 - PRINCIPAL ON G.O.BONDS	0%	\$ 388,000	\$ 380,000	\$ 371,000	2%
75- CAPITAL LEASES - PRINCIP	0%	\$ -	\$ -	\$ 114,176	0%
83 - INTEREST ON LONG-TERM	0%	\$ 129,824	\$ 139,027	\$ 151,437	-7%
00 - INTERFUND TRANSFERS	17%	\$ 24,144,124	\$ 17,240,212	\$ 12,544,562	40%
<b>TOTAL PROGRAM BUDGET</b>	<b>100%</b>	<b>\$ 145,868,422</b>	<b>\$ 124,900,459</b>	<b>\$ 108,112,160</b>	<b>17%</b>

**2026 Draft Budget  
11-13-2025**

<b>ACCOUNT</b>	<b>Description</b>	<b>2026 budget</b>	<b>2025 budget</b>	<b>2024 budget</b>	<b>VAR</b>
<b>PROGRAM BUDGET</b>		<b>\$ 145,868,422</b>	<b>\$ 124,900,459</b>	<b>\$ 108,112,160</b>	<b>17%</b>
<b>LEGISLATIVE SERVICES - 501</b>		<b>\$ 240,499</b>	<b>\$ 238,900</b>	<b>\$ 220,039</b>	<b>1%</b>
001-501-522-10-10-01	Wages	\$ 105,100	\$ 105,042	\$ 105,042	0%
001-501-522-10-20-06	Commissioner Retirement	\$ 13,130	\$ 13,130	\$ 13,130	0%
001-501-522-10-20-08	Medicare	\$ 1,530	\$ 1,530	\$ 1,530	0%
001-501-522-10-20-09	L&I	\$ 125	\$ 130	\$ 200	-4%
001-501-522-10-20-14	AD&D	\$ -	\$ -	\$ -	0%
001-501-522-10-20-15	PFMLA Tax	\$ 340	\$ 275	\$ 230	24%
001-501-522-10-41-03	Professional Services	\$ 100,000	\$ 100,000	\$ 79,766	0%
001-501-522-10-43-01	Travel	\$ 4,000	\$ 3,500	\$ 4,150	14%
001-501-522-10-49-01	Dues	\$ 7,520	\$ 6,220	\$ 6,220	21%
001-501-522-10-49-04	Other Misc.	\$ 500	\$ 1,000	\$ 2,000	-50%
001-501-522-45-49-01	Registrations	\$ 2,025	\$ 2,025	\$ 1,900	0%
303-501-522-10-35-00	Tools & Eqpt.	\$ -	\$ 6,048	\$ 5,871	-100%
303-501-522-10-64-00	Capital Outlay	\$ 6,229	\$ -	\$ -	>100%

**2026 Draft Budget  
11-13-2025**

ACCOUNT TITLE	Description	2026 budget	2025 budget	2024 budget	VAR
<b>ADMINISTRATION - 502</b>		<b>\$ 2,420,079</b>	<b>\$ 2,426,338</b>	<b>\$ 2,433,019</b>	<b>0%</b>
001-502-522-10-10-01	Regular Wages	\$ 1,439,000	\$ 1,317,620	\$ 1,299,392	9%
001-502-522-10-10-02	Overtime	\$ 3,020	\$ 2,810	\$ 1,915	7%
001-502-522-10-10-03	Leave Sell Back	\$ 130,000	\$ 95,900	\$ 98,221	36%
001-502-522-10-10-04	Comp	\$ -	\$ -	\$ -	0%
001-502-522-10-20-05	Med/ Dental	\$ 171,300	\$ 205,200	\$ 212,800	-17%
001-502-522-10-20-06	Retirement	\$ 93,700	\$ 94,490	\$ 94,297	-1%
001-502-522-10-20-07	Disability	\$ 2,200	\$ 2,190	\$ 2,264	0%
001-502-522-10-20-08	Medicare	\$ 23,000	\$ 20,591	\$ 20,483	12%
001-502-522-10-20-09	L&I	\$ 14,410	\$ 14,410	\$ 14,462	0%
001-502-522-10-20-10	VEBA	\$ 29,800	\$ 28,820	\$ 26,200	3%
001-502-522-10-20-13	Deferred Comp.	\$ 13,660	\$ 11,030	\$ 6,811	24%
001-502-522-10-20-14	AD&D	\$ 3,500	\$ 2,200	\$ 3,543	59%
001-502-522-10-20-15	PFMLA Tax	\$ 3,330	\$ 2,159	\$ 2,170	54%
001-502-522-10-31-00	Supplies	\$ 30,400	\$ 30,400	\$ 25,225	0%
001-502-522-10-35-00	Small Tools & Eqpt	\$ 2,000	\$ 2,000	\$ 4,000	0%
001-502-522-10-41-01	Professional Services	\$ 149,100	\$ 169,100	\$ 196,670	-12%
001-502-522-10-42-00	Communications (postage & shipp	\$ 4,000	\$ 3,750	\$ 3,520	7%
001-502-522-10-43-00	Travel	\$ 19,100	\$ 30,000	\$ 29,500	-36%
001-502-522-10-44-00	Advertising	\$ -	\$ -	\$ 7,590	0%
001-502-522-10-49-01	Dues	\$ 14,240	\$ 14,934	\$ 14,704	-5%
001-502-522-10-49-06	Other Misc.	\$ 20,800	\$ 186,815	\$ 20,805	-89%
001-502-522-10-49-07	Service Awards	\$ 52,000	\$ 48,200	\$ 48,200	8%
001-502-522-10-49-08	Continuous Improvement	\$ 150,000	\$ 90,000	\$ -	67%
001-502-522-45-49-02	Training Registration	\$ 18,900	\$ 22,050	\$ 21,100	-14%
301-502-594-10-64-01	Capital Outlay- Apparatus	\$ -	\$ -	\$ 158,949	\$ -
303-502-522-10-35-00	Tools & Eqpt- Computers & Monit	\$ -	\$ -	\$ -	0%
303-502-522-10-64-01	Computer Replacements	\$ -	\$ -	\$ 46,951	0%
303-502-522-10-64-02	Monitors	\$ -	\$ -	\$ -	0%
303-502-522-10-64-03	Computer Software	\$ -	\$ -	\$ -	0%
303-502-522-10-64-04	Misc. Eqpt. Allowance	\$ 32,619	\$ 31,669	\$ 30,747	3%
303-502-522-10-64-05	Investigations Camera Eqpt.	\$ -	\$ -	\$ 12,500	0%
303-502-594-10-64-06	Cap. Outlay	\$ -	\$ -	\$ 30,000	0%

**2026 Draft Budget  
11-13-2025**

ACCOUNT TITLE	Description	2026 budget	2025 budget	2024 budget	VAR
<b>FINANCE - 503</b>		<b>\$ 1,898,523</b>	<b>\$ 1,834,113</b>	<b>\$ 1,604,193</b>	<b>4%</b>
001-503-522-10-10-01	Regular Wages	\$ 1,211,000	\$ 1,198,970	\$ 1,015,356	1%
001-503-522-10-10-02	Overtime	\$ 6,500	\$ 6,300	\$ 6,574	3%
001-503-522-10-10-03	Leave Sell Back	\$ 183,600	\$ 162,500	\$ 106,309	13%
001-503-522-10-10-04	Comp	\$ 3,950	\$ 3,600	\$ 3,300	10%
001-503-522-10-20-05	Med/ Dental	\$ 195,000	\$ 152,000	\$ 236,177	28%
001-503-522-10-20-06	Retirement	\$ 99,300	\$ 123,758	\$ 107,539	-20%
001-503-522-10-20-07	Disability	\$ 3,120	\$ 3,120	\$ 3,152	0%
001-503-522-10-20-08	Medicare	\$ 21,600	\$ 20,620	\$ 16,743	5%
001-503-522-10-20-09	L&I	\$ 3,400	\$ 3,390	\$ 3,416	0%
001-503-522-10-20-10	VEBA	\$ 11,600	\$ 11,930	\$ 7,500	-3%
001-503-522-10-20-13	Deferred Comp.	\$ 61,500	\$ 46,130	\$ 25,584	33%
001-503-522-10-20-14	AD&D	\$ 3,200	\$ 3,200	\$ 2,266	0%
001-503-522-10-20-15	PFMLA Tax	\$ 4,230	\$ 3,302	\$ 2,256	28%
001-503-522-10-43-00	Travel	\$ 27,000	\$ 27,895	\$ 30,800	-3%
001-503-522-10-45-00	Rentals	\$ 1,000	\$ -	\$ -	0%
001-503-522-10-49-01	Miscellaneous, Dues	\$ 2,023	\$ 1,698	\$ 2,101	19%
001-503-522-45-49-02	Training Registration	\$ 60,500	\$ 65,700	\$ 35,120	-8%
303-503-522-10-35-00	Tools & Eqpt	\$ -	\$ -	\$ -	0%
303-503-594-10-64-01	Cap. Outlay Computer Software/ L	\$ -	\$ -	\$ -	0%

**2026 Draft Budget  
11-13-2025**

ACCOUNT TITLE	Description	2026 budget	2025 budget	2024 budget	VAR
<b>FIRE SUPPRESSION - 504</b>		<b>\$ 49,349,093</b>	<b>\$ 53,515,180</b>	<b>\$ 46,398,470</b>	<b>-8%</b>
001-504-522-20-10-01	Regular wages	\$ 25,882,100	\$ 23,881,000	\$ 25,558,055	8%
001-504-522-20-10-02	Overtime	\$ 6,032,383	\$ 4,845,746	\$ 4,257,510	24%
001-504-522-20-10-03	Leave Sell Back	\$ 1,650,000	\$ 1,567,000	\$ 1,783,000	5%
001-504-522-20-10-04	Comp	\$ 261,000	\$ 243,400	\$ 263,100	7%
001-504-522-20-20-05	Med/ Dental	\$ 5,373,000	\$ 5,194,000	\$ 4,629,100	3%
001-504-522-20-20-06	Retirement	\$ 1,802,100	\$ 1,625,000	\$ 1,687,360	11%
001-504-522-20-20-07	Disability	\$ 54,000	\$ 54,000	\$ 52,500	0%
001-504-522-20-20-08	Medicare	\$ 491,200	\$ 443,000	\$ 462,919	11%
001-504-522-20-20-09	L&I	\$ 1,442,150	\$ 1,444,000	\$ 1,403,600	0%
001-504-522-20-20-10	VEBA	\$ 5,520	\$ 5,460	\$ 5,500	1%
001-504-522-20-20-13	Deferred Comp. & Wellness	\$ 1,478,000	\$ 1,370,000	\$ 1,427,120	8%
001-504-522-20-20-14	AD&D	\$ 8,000	\$ 8,000	\$ 15,200	0%
001-504-522-20-20-15	PFMLA Tax	\$ 99,200	\$ 65,300	\$ 66,506	52%
001-504-522-20-31-01	Operating Supplies	\$ 81,000	\$ 83,500	\$ 83,500	-3%
001-504-522-20-31-02	<b>Radio supplies</b>	\$ -	\$ 1,000	\$ 1,000	-100%
001-504-522-20-31-03	SCBA Supplies	\$ 30,000	\$ 30,000	\$ 25,000	0%
001-504-522-20-31-07	Uniforms	\$ 265,150	\$ 260,150	\$ 232,650	2%
001-504-522-20-31-10	Bunker Gear Supplies	\$ 65,000	\$ 65,000	\$ 60,000	0%
001-504-522-20-32-00	Fuel	\$ 195,000	\$ 195,000	\$ 195,000	0%
001-504-522-20-35-00	Small Tools & Eqpt.	\$ 197,500	\$ 195,000	\$ 195,000	1%
001-504-522-20-41-01	Air Monitoring & Gas Calibration	\$ 16,000	\$ 12,500	\$ 12,500	28%
001-504-522-20-41-02	Hose Testing	\$ 37,500	\$ 35,000	\$ 25,000	7%
001-504-522-20-48-01	Repair & Maint - Apparatus	\$ 1,800,000	\$ 1,800,000	\$ 1,770,000	0%
001-504-522-20-48-02	Repair & Maint. - Power Eqpt.	\$ 40,000	\$ 60,500	\$ 60,500	-34%
001-504-522-20-48-03	Repair & Maint.- Radios & MDTs	\$ -	\$ -	\$ 10,000	0%
001-504-522-20-48-11	Repair & maint.- Bunker Gear	\$ 40,000	\$ 35,000	\$ 35,000	14%
001-504-522-20-48-12	SCBA Repair & Maintenance	\$ 55,000	\$ 55,000	\$ 30,000	0%
001-504-522-20-49-02	Regional Cost Share - Spec. Ops.	\$ 42,500	\$ 47,500	\$ 45,000	-11%
001-504-522-20-49-04	Misc.	\$ 7,000	\$ 7,000	\$ 6,200	0%
001-504-528-00-41-00	Dispatch -SNO911	\$ 245,122	\$ 213,820	\$ 213,500	15%
301-504-594-22-64-02	Capital Outlay - Apparatus/ Vehicle	\$ 220,900	\$ 8,640,636	\$ 1,119,192	-97%
301-504-594-22-75-02	Cap. Lease Ladder Truck - Princip	\$ -	\$ -	\$ 114,176	0%
301-504-594-22-75-04	Capital Lease Prin. D3 Engine	\$ -	\$ -	\$ -	0%
301-504-594-22-83-02	Cap. Leases Int. Ladder	\$ -	\$ -	\$ 3,425	0%
301-504-594-22-83-04	Cap. Leases Int. D3 Engine	\$ -	\$ -	\$ -	0%

**2026 Draft Budget  
11-13-2025**

303-504-591-22-70-00	MDT Computers	\$ 69,345	\$ 67,325	\$ 65,364	3%
303-504-522-20-64-00	Hose & Hose Appliances	\$ 103,000	\$ 141,826	\$ 102,893	-27%
303-504-522-20-64-01	Cylinders	\$ 15,000	\$ -	\$ 10,000	0%
303-504-594-20-64-03	Compressors	\$ -	\$ -	\$ -	0%
303-504-522-20-64-02	Fit Test Machines	\$ 16,468	\$ -	\$ -	0%
303-504-522-20-64-04	New Bunker Gear	\$ 450,000	\$ 600,000	\$ 240,000	-25%
303-504-522-20-64-21	Face Pieces	\$ -	\$ -	\$ -	0%
303-504-522-20-64-06	Data Modems	\$ 8,955	\$ -	\$ -	0%
303-504-522-20-64-07	Rescue 42s (Extrication Eqpt.)	\$ -	\$ -	\$ -	0%
303-504-522-20-64-08	Drone Eqpt.	\$ 175,000	\$ 23,881	\$ -	633%
303-504-594-20-64-09	Polytector	\$ -	\$ -	\$ -	0%
303-504-594-20-64-10	Air Bag Kits	\$ -	\$ -	\$ -	0%
303-504-594-20-64-11	Hydraulic Rescue Tools	\$ 50,000	\$ -	\$ -	0%
303-504-594-20-64-12	Outboard Motor	\$ -	\$ -	\$ -	0%
303-504-594-20-64-13	Gas Monitors	\$ 90,000	\$ -	\$ -	0%
303-504-594-20-64-14	Scott SCBA	\$ -	\$ -	\$ -	0%
303-504-594-20-64-15	Boat Lift & Cover	\$ -	\$ -	\$ -	0%
303-504-594-20-64-16	Ballistic Armor	\$ -	\$ 145,000	\$ 132,100	-100%
303-504-594-20-64-17	Night Vision Goggles	\$ -	\$ -	\$ -	0%
303-504-594-20-64-05	Tools for new apparatus	\$ 400,000			>100%
303-504-594-20-64-20	Thermal Imaginig Cameras	\$ 55,000	\$ 54,636	\$ -	1%

**2026 Draft Budget  
11-13-2025**

ACCOUNT TITLE	Description	2026 budget	2025 budget	2024 budget	VAR
<b>FIRE &amp; LIFE SAFTEY- 505</b>		<b>\$ 2,535,397</b>	<b>\$ 2,462,607</b>	<b>\$ 1,990,183</b>	<b>3%</b>
001-505-522-30-10-01	Regular wages	\$ 1,409,000	\$ 1,335,230	\$ 1,193,077	6%
001-505-522-30-10-02	Overtime	\$ 170,680	\$ 121,568	\$ 82,000	40%
001-505-522-30-10-03	Leave Sell Back	\$ 124,720	\$ 212,300	\$ 153,800	-41%
001-505-522-30-10-04	Comp	\$ 13,000	\$ 12,200	\$ 8,900	7%
001-505-522-30-20-05	Med/ Dental	\$ 262,000	\$ 246,100	\$ 205,600	6%
001-505-522-30-20-06	Retirement	\$ 97,500	\$ 101,576	\$ 88,966	-4%
001-505-522-30-20-07	Disability	\$ 2,500	\$ 2,500	\$ 2,200	0%
001-505-522-30-20-08	Medicare	\$ 25,100	\$ 24,535	\$ 21,025	2%
001-505-522-30-20-09	L&I	\$ 47,000	\$ 47,000	\$ 38,500	0%
001-505-522-30-20-10	VEBA	\$ 4,600	\$ 6,340	\$ 7,500	-27%
001-505-522-30-20-13	Deferred Comp. & Wellness	\$ 74,280	\$ 65,690	\$ 54,956	13%
001-505-522-30-20-14	AD&D	\$ 1,350	\$ 1,350	\$ 1,200	0%
001-505-522-30-20-15	PFMLA Tax	\$ 4,600	\$ 3,007	\$ 2,592	53%
001-505-522-30-31-00	Operating Supplies	\$ 8,500	\$ 8,500	\$ 6,000	0%
001-505-522-30-35-00	Small Tools & Eqpt.	\$ 21,500	\$ 19,000	\$ 21,000	13%
001-505-522-30-41-00	Professional Services	\$ 15,000	\$ 16,000	\$ 16,000	-6%
001-505-522-30-43-00	Travel	\$ 20,800	\$ 22,300	\$ 15,300	-7%
001-505-522-30-49-02	Dues & Subscriptions	\$ 15,982	\$ 13,694	\$ 8,924	17%
001-505-522-30-49-04	Software Licensing	\$ 24,670	\$ 41,500	\$ 28,700	-41%
001-505-522-45-49-02	Training Registration	\$ 22,615	\$ 22,217	\$ 15,395	2%
301-505-594-22-64-01	Capital Outlay Apparatus	\$ 120,000	\$ 100,000	\$ -	20%
303-505-522-30-35-00	GIS Workstation Monitors	\$ -	\$ -	\$ -	0%
303-505-522-30-64-00	Capital Outlay- Software	\$ -	\$ -	\$ -	0%
303-505-594-30-64-01	Knox Secure Devices & Knox ECo	\$ -	\$ -	\$ 18,548	0%
303-505-522-30-64-02	GIS Printer	\$ -	\$ -	\$ -	0%
303-505-522-30-64-07	eCitation Hardware & Software Int	\$ -	\$ -	\$ -	0%
303-505-522-30-64-01	Knox eLock Hardware	\$ 40,000	\$ 40,000	\$ -	0%
303-505-522-30-64-05	Fire Investigation SCBA	\$ -	\$ -	\$ -	0%
303-505-522-30-64-03	Iplan Table	\$ 10,000	\$ -	\$ -	0%

**2026 Draft Budget  
11-13-2025**

ACCOUNT TITLE	Description	2026 budget	2025 budget	2024 budget	VAR
<b>TRAINING - 506</b>		<b>\$ 3,732,094</b>	<b>\$ 3,616,940</b>	<b>\$ 3,564,374</b>	<b>3%</b>
001-506-522-45-10-01	Regular wages	\$ 1,290,600	\$ 1,125,550	\$ 1,313,590	15%
001-506-522-45-10-02	Overtime	\$ 150,000	\$ 90,000	\$ 65,000	67%
001-506-522-45-10-03	Leave Sell Back	\$ 163,700	\$ 140,500	\$ 136,100	17%
001-506-522-45-10-04	Comp	\$ 20,520	\$ 19,320	\$ 32,500	6%
001-506-522-45-20-05	Med/ Dental	\$ 240,600	\$ 183,000	\$ 242,100	31%
001-506-522-45-20-06	Retirement	\$ 90,900	\$ 77,537	\$ 85,230	17%
001-506-522-45-20-07	Disability	\$ 2,500	\$ 2,200	\$ 2,500	14%
001-506-522-45-20-08	Medicare	\$ 23,600	\$ 20,002	\$ 22,497	18%
001-506-522-45-20-09	L&I	\$ 51,420	\$ 51,100	\$ 55,800	1%
001-506-522-45-20-10	VEBA	\$ 4,610	\$ 5,470	\$ 6,100	-16%
001-506-522-45-20-13	Deferred Comp.& Wellness	\$ 69,630	\$ 65,640	\$ 68,949	6%
001-506-522-45-20-14	AD&D	\$ 850	\$ 500	\$ 100	70%
001-506-522-45-20-15	PFMLA Tax	\$ 4,360	\$ 2,548	\$ 2,800	71%
001-506-522-45-31-02	Operating Supplies	\$ 2,000	\$ 1,200	\$ 1,200	67%
001-506-522-45-31-03	Miscellaneous supplies	\$ 66,000	\$ 60,850	\$ 57,089	8%
001-506-522-45-34-00	Inventory	\$ 11,750	\$ 13,651	\$ 13,651	-14%
001-506-522-45-35-00	Small Tools & Eqpt.	\$ 41,300	\$ 49,018	\$ 109,018	-16%
001-506-522-45-41-00	Professional Services	\$ 31,000	\$ 31,000	\$ 31,000	0%
001-506-522-45-41-02	Chaplain Training	\$ 2,000	\$ 2,000	\$ 1,500	0%
001-506-522-45-41-03	Explorer Program	\$ 1,000	\$ 1,000	\$ 1,000	0%
001-506-522-45-43-00	Travel	\$ 285,100	\$ 280,760	\$ 225,260	2%
001-506-522-45-45-00	Rentals- Testing Facility	\$ 73,500	\$ 78,900	\$ 78,900	-7%
001-506-522-45-49-00	Software Subscriptions & Licensing	\$ 53,500	\$ 43,000	\$ 38,850	24%
001-506-522-45-49-01	Dues	\$ 1,010	\$ 1,000	\$ 1,000	1%
001-506-522-45-49-02	Registration	\$ 290,144	\$ 303,215	\$ 279,760	-4%
001-506-522-45-49-04	Simulator Warranty	\$ -	\$ -	\$ 15,125	0%
001-506-522-45-49-05	IFSAC testing	\$ 6,000	\$ 8,400	\$ 13,400	-29%
001-506-522-45-49-06	Hazmat	\$ 5,000	\$ 16,500	\$ 16,500	-70%
001-506-522-45-49-09	HR Training	\$ -	\$ -	\$ -	0%
001-506-522-45-49-10	Tuition	\$ 118,000	\$ 114,000	\$ 84,000	4%
001-506-522-45-49-19	Promotional Testing	\$ -	\$ -	\$ -	0%
001-506-522-45-49-23	Career Academy	\$ 309,000	\$ 300,000	\$ 360,000	3%
001-506-522-45-49-26	Rescue Swimmer Training & Cert	\$ 500	\$ 500	\$ 400	0%
001-506-522-45-49-37	PM Training - (Harborview)	\$ 72,000	\$ 110,300	\$ 110,300	-35%
001-506-522-45-49-44	Training Consortium	\$ -	\$ 20,000	\$ 20,000	-100%
301-506-594-45-64-01	Capital Outlay - Apparatus	\$ 250,000	\$ 394,002	\$ 69,002	-37%
303-506-522-45-35-00	Tools & Eqpt.	\$ -	\$ 4,277	\$ 4,153	-100%
303-506-594-45-64-00	Capital Outlay	\$ -	\$ -	\$ -	0%

**2026 Draft Budget  
11-13-2025**

ACCOUNT TITLE	Description	2026 budget	2025 budget	2024 budget	VAR
<b>LOGISTICS- (FACILITIES) - 507</b>		<b>\$ 34,165,242</b>	<b>\$ 15,284,850</b>	<b>\$ 11,205,401</b>	<b>124%</b>
001-507-522-45-49-02	Training Registration	\$ 12,000	\$ 12,000	\$ 10,500	0%
001-507-522-50-10-01	Regular wages	\$ 760,230	\$ 780,720	\$ 677,000	-3%
001-507-522-50-10-02	Overtime	\$ 3,000	\$ 3,000	\$ 2,400	0%
001-507-522-50-10-03	Leave Sell Back	\$ 62,650	\$ 53,110	\$ 64,100	18%
001-507-522-50-10-04	Comp	\$ -	\$ -	\$ -	0%
001-507-522-50-20-05	Med/ Dental	\$ 160,000	\$ 157,100	\$ 157,900	2%
001-507-522-50-20-06	Retirement	\$ 53,900	\$ 66,393	\$ 56,000	-19%
001-507-522-50-20-07	Disability	\$ 1,880	\$ 1,880	\$ 1,900	0%
001-507-522-50-20-08	Medicare	\$ 12,000	\$ 12,181	\$ 10,800	-1%
001-507-522-50-20-09	L&I	\$ 5,920	\$ 5,920	\$ 6,000	0%
001-507-522-50-20-10	VEBA	\$ 5,470	\$ 9,960	\$ 11,500	-45%
001-507-522-50-20-13	Deferred Comp.	\$ 26,620	\$ 19,770	\$ 8,400	35%
001-507-522-50-20-14	AD&D	\$ 1,800	\$ 1,500	\$ 1,500	20%
001-507-522-50-20-15	PFMLA Tax	\$ 2,420	\$ 1,895	\$ 1,430	28%
001-507-522-50-31-00	Operating Supplies	\$ 80,000	\$ 80,000	\$ 75,000	0%
001-507-522-50-35-00	Small Tools & Equipment	\$ 130,000	\$ 140,000	\$ 154,687	-7%
001-507-522-50-41-00	Professional Services	\$ 224,500	\$ 276,500	\$ 274,600	-19%
001-507-522-50-43-00	Travel	\$ 17,000	\$ 15,800	\$ 10,000	8%
001-507-522-50-45-00	Rentals	\$ 10,000	\$ 10,000	\$ 8,500	0%
001-507-522-50-47-01	Electric	\$ 125,000	\$ 115,000	\$ 125,000	9%
001-507-522-50-47-02	Water	\$ 50,000	\$ 45,000	\$ 40,000	11%
001-507-522-50-47-03	Gas/Propane	\$ 70,000	\$ 70,000	\$ 80,000	0%
001-507-522-50-47-04	Refuse	\$ 85,000	\$ 85,000	\$ 52,500	0%
001-507-522-50-48-00	Repair & Maintenance	\$ 512,500	\$ 465,000	\$ 450,000	10%
001-507-522-50-49-00	Misc.	\$ 20,000	\$ 20,000	\$ 25,000	0%
001-507-522-50-49-02	Dues & Subscriptions	\$ 200	\$ 200	\$ 200	0%
001-507-522-50-49-04	Software Licensing	\$ -	\$ -	\$ -	0%
001-507-594-50-63-00	Capital Outlay	\$ -	\$ -	\$ -	0%
200-507-591-22-71-02	Admin Bldg. Bonds - Principal	\$ 168,000	\$ 165,000	\$ 161,000	2%
200-507-591-89-71-02	Principal Bonds Station 33	\$ 220,000	\$ 215,000	\$ 210,000	2%
200-507-592-89-83-02	Interest Bonds - Station 33	\$ 105,000	\$ 110,375	\$ 115,625	-5%
200-507-592-89-83-03	Admin Bldg. Bonds - Interest	\$ 24,824	\$ 28,652	\$ 32,387	-13%

**2026 Draft Budget  
11-13-2025**

300-507-522-50-47-00	Admin Bldg. Utilities	\$ 26,910	\$ 26,910	\$ 26,910	0%
300-507-522-50-48-00	Facilities Repair & Maintenance	\$ 16,700	\$ 238,643	\$ 148,000	-93%
300-507-592-41-18-00	Bond Issuance Costs	\$ -	\$ -	\$ -	0%
300-507-594-50-62-00	New Construction	\$ 31,000,000	\$ 10,000,000	\$ 6,000,000	210%
300-507-594-50-62-01	Other Improvements	\$ 44,732	\$ 220,094	\$ 328,547	-80%
300-507-594-50-62-31	Stn. Improvements -31	\$ -	\$ 299,689	\$ 1,010,825	-100%
300-507-594-50-62-32	Stn. Improvements -32	\$ 1,656	\$ -	\$ 30,533	0%
300-507-594-50-62-33	Stn. Improvements -33	\$ -	\$ 33,565	\$ 2,156	-100%
300-507-594-50-62-71	Stn Improvements - 71	\$ -	\$ 473,422	\$ 393,422	-100%
300-507-594-50-62-72	Stn Improvements - 72	\$ 15,045	\$ -	\$ -	0%
300-507-594-50-62-73	Stn Improvements -73	\$ -	\$ 9,091	\$ -	-100%
300-507-594-50-62-74	Logistics Bldg	\$ 20,000	\$ 42,318	\$ -	-53%
300-507-594-50-62-77	Stn Improvements -77	\$ -	\$ 95,055	\$ 19,000	-100%
300-507-594-50-62-81	Stn Improvements - 81	\$ -	\$ 6,000	\$ -	-100%
300-507-594-50-62-82	Stn Improvements - 82	\$ 34,687	\$ 376,444	\$ 256,841	-91%
300-507-594-50-62-83	Stn Improvements - 83	\$ 1,333	\$ 123,726	\$ 9,500	-99%
300-507-594-50-62-84	Stn Improvements - 84	\$ -	\$ -	\$ -	0%
300-507-594-50-63-00	Capital Outlay	\$ -	\$ -	\$ -	0%
301-507-594-22-64-02	Capital Outlay - Apparatus / Vehicle	\$ 16,000	\$ 220,000	\$ 100,000	-93%
303-507-594-50-64-02	Station Furniture/ Chairs	\$ 13,842	\$ 13,439	\$ 13,048	3%
303-507-594-50-64-01	Station Mattresses & Boxsprings	\$ 21,493	\$ 20,867	\$ 39,928	3%
303-507-522-50-35-02	Other Equipment	\$ 2,930	\$ 2,845	\$ 2,762	3%
303-507-594-50-64-00	Station Capital Equipment- Locutio	\$ -	\$ 80,635	\$ -	-100%
303-507-594-50-64-03	Fit Test Machines	\$ -	\$ 35,151	\$ -	-100%

**2026 Draft Budget  
11-13-2025**

ACCOUNT TITLE	Description	2026 budget	2025 budget	2024 budget	VAR
<b>PART TIME - 508</b>		<b>\$ 23,370</b>	<b>\$ 26,779</b>	<b>\$ 20,530</b>	<b>-13%</b>
001-508-522-20-10-01	Wages	\$ 16,600	\$ 16,524	\$ 11,000	0%
001-508-522-20-20-06	Retirement	\$ 2,070	\$ 2,070	\$ 1,400	0%
001-508-522-20-20-08	Medicare	\$ 240	\$ 240	\$ 200	0%
001-508-522-20-20-09	L & I	\$ 900	\$ 900	\$ 900	0%
001-508-522-20-20-14	AD&D	\$ 500	\$ 1,800	\$ 1,800	-72%
001-508-522-20-20-15	PFMLA Tax	\$ 60	\$ 45	\$ 30	33%
001-508-522-20-49-00	Chaplain Dues	\$ 3,000	\$ 5,200	\$ 5,200	-42%

**2026 Draft Budget  
11-13-2025**

ACCOUNT TITLE	Description	2026 budget	2025 budget	2024 budget	VAR
<b>AID &amp; RESCUE - 509</b>		<b>\$ 16,749,688</b>	<b>\$ 18,656,006</b>	<b>\$ 19,182,154</b>	<b>-10%</b>
001-509-522-20-10-01	Regular Wages	\$ 7,531,400	\$ 7,083,200	\$ 7,485,849	6%
001-509-522-20-10-02	Overtime	\$ 1,700,823	\$ 2,037,304	\$ 1,502,554	-17%
001-509-522-20-10-03	Leave Sell Back	\$ 459,000	\$ 362,800	\$ 394,100	27%
001-509-522-20-10-04	Comp Time	\$ 130,740	\$ 123,300	\$ 118,800	6%
001-509-522-20-20-05	Med/ Dental/VEBA	\$ 1,401,000	\$ 1,302,400	\$ 1,345,500	8%
001-509-522-20-20-06	Retirement	\$ 520,700	\$ 511,100	\$ 504,776	2%
001-509-522-20-20-07	Disability	\$ 13,800	\$ 13,800	\$ 14,100	0%
001-509-522-20-20-08	Medicare	\$ 142,000	\$ 139,300	\$ 138,237	2%
001-509-522-20-20-09	L&I	\$ 305,000	\$ 303,100	\$ 309,700	1%
001-509-522-20-20-10	VEBA	\$ 4,600	\$ 4,530	\$ 4,600	2%
001-509-522-20-20-13	Deferred Comp. & Wellness	\$ 427,100	\$ 406,000	\$ 416,892	5%
001-509-522-20-20-14	AD&D	\$ 300	\$ 250	\$ 700	20%
001-509-522-20-20-15	PFMLA Tax	\$ 26,100	\$ 16,100	\$ 16,350	62%
001-509-522-20-31-01	Fair Supplies	\$ 1,500	\$ 1,500	\$ 1,500	0%
001-509-522-20-32-00	Fuel	\$ 195,000	\$ 195,000	\$ 195,000	0%
001-509-522-20-35-00	Small Tools & Equipment	\$ 55,475	\$ 55,225	\$ 44,349	0%
001-509-522-20-41-02	Professional Services	\$ 292,500	\$ 242,135	\$ 55,000	21%
001-509-522-20-41-05	Systems Design	\$ 178,000	\$ 170,000	\$ 170,000	5%
001-509-522-20-41-06	Biohazard Waste Removal	\$ 5,000	\$ 5,000	\$ 5,000	0%
001-509-522-20-41-11	Sno Co MPD & EMS	\$ 201,640	\$ 255,000	\$ 49,000	-21%
001-509-522-20-41-13	GEMT & Medicare Data collection	\$ 65,000	\$ 65,000	\$ 65,000	0%
001-509-522-20-43-00	Travel	\$ 63,000	\$ 63,000	\$ 16,350	0%
001-509-522-20-45-00	Rentals	\$ 36,050	\$ 35,000	\$ 30,000	3%
001-509-522-20-48-01	Repair & Maint - Equipment	\$ 500,000	\$ 401,600	\$ 384,300	25%
001-509-522-20-49-01	Dues	\$ 150	\$ 800	\$ 780	-81%
001-509-522-20-49-02	Software Subscriptions & Licensing	\$ 100,000	\$ 172,370	\$ 179,800	-42%
001-509-522-20-49-04	Other Miscellaneous	\$ 24,500	\$ 24,500	\$ 2,500	0%
001-509-522-30-31-01	Supplies - Medications & Medical	\$ 335,000	\$ 325,000	\$ 315,000	3%
001-509-522-45-49-02	Training Registration	\$ 85,300	\$ 85,300	\$ 57,150	0%
001-509-528-00-41-00	Dispatch - SNO911	\$ 977,805	\$ 949,325	\$ 853,990	3%
001-509-528-00-41-02	Dispatch - 800 MHz	\$ -	\$ -	\$ -	0%
001-509-589-26-49-00	Transport Refunds	\$ 10,300	\$ 10,000	\$ 10,000	3%
001-509-589-26-49-01	GEMT refunds to State	\$ -	\$ -	\$ 2,301,269	0%
301-509-594-22-64-02	Capital Outlay - Apparatus / Vehicle	\$ -	\$ -	\$ -	0%
301-509-594-22-64-03	Capital Outlay - Ambulance	\$ 470,000	\$ 2,015,242	\$ 1,960,000	-77%

**2026 Draft Budget  
11-13-2025**

303-509-522-20-35-01	EPCR Computers	\$ 53,560	\$ -	\$ -	0%
303-509-522-20-35-02	MSO/MSA Computers	\$ -	\$ -	\$ 3,791	0%
303-509-522-20-35-03	AEDs	\$ -	\$ -	\$ 16,883	0%
303-509-522-20-35-04	Oxygen Lifts	\$ -	\$ -	\$ -	0%
303-509-522-20-35-05	Data Modems	\$ -	\$ -	\$ -	0%
303-509-522-20-35-06	TV Monitor	\$ -	\$ -	\$ -	0%
303-509-522-20-35-07	CPAP Machines	\$ -	\$ -	\$ -	0%
303-509-522-20-35-09	Dopplers	\$ -	\$ -	\$ -	0%
303-509-522-20-35-10	Ultrasound	\$ -	\$ -	\$ -	0%
303-509-591-22-70-00	MDT Computers	\$ 69,345	\$ 67,325	\$ 65,364	3%
303-509-594-20-64-00	Cap. Outlay Cardiac Monitors (20%	\$ -	\$ 384,000	\$ -	-100%
303-509-594-20-64-18	Whole Blood Eqpt	\$ 15,000	\$ -	\$ -	0%
303-509-594-20-64-02	Cap Outlay Power Cots	\$ -	\$ 40,000	\$ -	-100%
303-509-594-20-64-16	Cap Outlay Stair Chair	\$ 90,000	\$ -	\$ -	0%
303-509-594-20-64-04	Cap. Outlay - Lucas CPR Device	\$ -	\$ 112,000	\$ 20,299	-100%
303-509-594-20-64-05	Cap Outlay Parapak Ventilators	\$ -	\$ -	\$ -	0%
303-509-594-20-64-06	Training Mannequins	\$ -	\$ 300,000	\$ -	-100%
303-509-594-20-64-07	Video Laryngoscopes	\$ -	\$ -	\$ -	0%
303-509-594-20-64-02	Cap. Outlay - Power Load	\$ 40,000	\$ 120,000	\$ -	-67%
303-509-594-20-64-09	Knox Med Vault	\$ 12,000	\$ 7,000	\$ 15,000	71%
303-509-594-20-64-14	Ballistic Armor	\$ 25,000	\$ 40,000	\$ -	-38%
303-509-594-20-64-11	EPCR Computers	\$ -	\$ 52,500	\$ 112,671	-100%
303-509-594-20-64-12	MSO/MSA Computers	\$ -	\$ -	\$ -	0%
303-509-594-20-64-13	AEDs	\$ 30,000	\$ 30,000	\$ -	0%
303-509-594-20-64-08	Power Cot Mount	\$ -	\$ 25,000	\$ -	-100%
303-509-594-20-64-10	EMS Ultrasound	\$ -	\$ 28,000	\$ -	-100%
303-509-594-20-64-15	IV Pumps	\$ -	\$ 20,000	\$ -	-100%
303-509-594-20-64-03	iSimulate LP15s	\$ -	\$ 50,000	\$ -	-100%
303-509-594-20-64-05	Suction Units	\$ 6,000	\$ 6,000	\$ -	0%
303-509-594-20-64-19	Esophageal Temp Probes	\$ -	\$ -	\$ -	0%
303-509-594-20-64-20	Parapak & Ventilators	\$ 150,000	\$ -	\$ -	0%

**2026 Draft Budget  
11-13-2025**

ACCOUNT TITLE	Description	2026 budget	2025 budget	2024 budget	VAR
<b>HEALTH &amp; SAFETY - 510</b>		<b>\$ 615,370</b>	<b>\$ 448,183</b>	<b>\$ 435,236</b>	<b>37%</b>
001-510-522-20-20-15	Member Assistance Program	\$ 9,000	\$ 8,500	\$ 8,000	6%
001-510-522-20-31-01	Operating Supplies	\$ 4,100	\$ 4,400	\$ 3,600	-7%
001-510-522-20-34-00	Inventory	\$ 1,000	\$ 6,500	\$ 6,250	-85%
001-510-522-20-35-01	Small Tools & Equipment	\$ 8,000	\$ 7,000	\$ 6,500	14%
001-510-522-20-41-01	Screening & Testing	\$ 71,000	\$ 94,000	\$ 92,800	-24%
001-510-522-20-41-06	Annual Physicals	\$ 233,000	\$ 190,000	\$ 185,000	23%
001-510-522-20-41-07	MHP, Hygenists, Safety Consultati	\$ 65,125	\$ 15,240	\$ 14,140	327%
001-510-522-20-41-08	Mental Health Services	\$ 6,000	\$ 6,000	\$ 5,000	0%
001-510-522-20-43-00	Travel	\$ 28,300	\$ 38,125	\$ 38,125	-26%
001-510-522-20-48-00	Repair & Maintenance	\$ 6,000	\$ 8,500	\$ 8,000	-29%
001-510-522-20-49-00	Fitness Trainers	\$ 6,500	\$ 6,500	\$ 5,940	0%
001-510-522-20-49-01	Dues & Subscriptions	\$ 1,500	\$ 1,500	\$ 1,155	0%
001-510-522-20-49-04	Software Subscription & Licensing	\$ 32,700	\$ 6,000	\$ 6,000	445%
001-510-522-45-49-00	Training Registration	\$ 11,000	\$ 15,000	\$ 15,000	-27%
303-510-594-20-64-00	Fitness Eqpt.	\$ 42,145	\$ 40,918	\$ 39,726	3%
303-510-594-20-64-01	SCBA Washers	\$ 90,000	\$ -	\$ -	>100%

**2026 Draft Budget  
11-13-2025**

ACCOUNT TITLE	Description	2026 budget	2025 budget	2024 budget	VAR
<b>SHOP - 511</b>		<b>\$ 3,074,455</b>	<b>\$ 2,962,050</b>	<b>\$ 3,052,910</b>	<b>4%</b>
050-511-522-60-10-01	Regular Wages	\$ 1,274,850	\$ 1,148,790	\$ 1,161,600	11%
050-511-522-60-10-02	Overtime	\$ 5,000	\$ 5,000	\$ 4,200	0%
050-511-522-60-20-05	Med/ Dental	\$ 292,300	\$ 254,600	\$ 321,400	15%
050-511-522-60-20-06	Retirement	\$ 93,520	\$ 100,100	\$ 111,100	-7%
050-511-522-60-20-07	Disability	\$ 10,260	\$ 10,260	\$ 11,300	0%
050-511-522-60-20-08	Medicare	\$ 19,180	\$ 16,740	\$ 17,000	15%
050-511-522-60-20-09	L&I	\$ 31,100	\$ 31,050	\$ 34,200	0%
050-511-522-60-20-13	Deferred Comp.	\$ 64,020	\$ 46,950	\$ 45,100	36%
050-511-522-60-20-14	AD&D	\$ 3,000	\$ 3,000	\$ 4,100	0%
050-511-522-60-20-15	PFMLA Tax	\$ 4,250	\$ 3,010	\$ 2,600	41%
050-511-522-60-31-01	Uniforms & Protective eqpt.	\$ 4,000	\$ 4,550	\$ 4,550	-12%
050-511-522-60-31-02	Vehicle Supplies	\$ 10,000	\$ 10,000	\$ 5,000	0%
050-511-522-60-31-03	Office Supplies	\$ 800	\$ 1,000	\$ 1,000	-20%
050-511-522-60-31-04	Hydration Supplies	\$ 800	\$ 800	\$ 800	0%
050-511-522-60-31-05	Shop Supplies	\$ 11,000	\$ 10,000	\$ 10,000	10%
050-511-522-60-32-00	Fuel	\$ 5,000	\$ 5,000	\$ 4,800	0%
050-511-522-60-34-01	Parts- Other Agencies	\$ 700,000	\$ 750,000	\$ 800,000	-7%
050-511-522-60-35-00	Small Tools & Eqpt	\$ 16,000	\$ 8,000	\$ 8,000	100%
050-511-522-60-35-01	Tool Allowance	\$ 6,750	\$ 7,500	\$ 8,250	-10%
050-511-522-60-41-02	Software Updates	\$ 1,500	\$ 4,800	\$ 4,400	-69%
050-511-522-60-41-03	Professional Services - Hazmat Dis	\$ 4,100	\$ 3,500	\$ 2,500	17%
050-511-522-60-41-04	Laundry	\$ 6,750	\$ 6,750	\$ 6,750	0%
050-511-522-60-41-05	Vehicle Damage	\$ 1,000	\$ 1,000	\$ 1,000	0%
050-511-522-60-41-06	Drug & Alcohol Testing	\$ 800	\$ 800	\$ 800	0%
050-511-522-60-41-07	Computer Services	\$ -	\$ -	\$ 1,000	0%
050-511-522-60-41-08	Software Maint. Fees	\$ 27,000	\$ 30,000	\$ 26,000	-10%
050-511-522-60-41-10	Professional Services -Misc.	\$ 2,000	\$ 2,000	\$ 1,000	0%
050-511-522-60-41-11	Professional Services - Occupatio	\$ -	\$ 1,375	\$ 1,375	-100%
050-511-522-60-42-00	Communications	\$ 2,500	\$ 3,500	\$ 3,500	-29%
050-511-522-60-43-00	Travel	\$ 5,000	\$ 8,000	\$ 3,500	-38%
050-511-522-60-44-00	Advertising	\$ 500	\$ 500	\$ 500	0%
050-511-522-60-45-00	Rental - Copier Expense	\$ 500	\$ -	\$ -	>100%
050-511-522-60-48-01	Repair & Maintenance- Tools & Eq	\$ 5,000	\$ 5,000	\$ 5,000	0%
050-511-522-60-49-01	Dues	\$ 175	\$ 175	\$ 175	0%
050-511-522-60-49-04	Other Misc.	\$ 500	\$ 300	\$ 300	67%
050-511-522-45-49-01	Training	\$ 20,000	\$ 30,000	\$ 9,900	-33%
050-511-597-00-00-00	Transfers to Shop Funds	\$ 250,000	\$ 250,000	\$ 250,000	0%
050-511-597-00-00-01	Transfers to General Fund- Shop F	\$ 115,000	\$ 110,000	\$ 99,910	5%
051-511-522-60-10-03	Leave Accrual buy-Out	\$ 30,300	\$ 38,000	\$ 30,300	-20%
052-511-594-00-64-00	Capital Outlay	\$ 50,000	\$ 50,000	\$ 50,000	0%

**2026 Draft Budget  
11-13-2025**

ACCOUNT	Description	2026 budget	2025 budget	2024 budget	VAR
<b>NON-DEPARTMENTAL - 512</b>		<b>\$ 26,269,417</b>	<b>\$ 19,090,232</b>	<b>\$ 14,309,213</b>	<b>38%</b>
001-512-522-10-41-00	Labor Attorney	\$ -	\$ 60,000	\$ 84,000	-100%
001-512-522-10-41-02	Bank Fees	\$ 4,000	\$ 5,000	\$ 5,000	-20%
001-512-522-10-41-03	Legal Services	\$ 270,000	\$ 200,000	\$ 200,000	35%
001-512-522-10-41-12	State Auditor	\$ 34,000	\$ 31,460	\$ 31,460	8%
001-512-522-10-49-06	Rebranding	\$ -	\$ 280,000	\$ 286,274	-100%
001-512-522-20-20-14	Unemployment Comp.	\$ 25,000	\$ 15,000	\$ 15,000	67%
001-512-522-41-46-00	Insurance	\$ 989,978	\$ 692,995	\$ 617,591	43%
001-512-589-10-41-04	Refund Int. - Gen Fund	\$ 10	\$ 10	\$ 10	0%
001-512-591-22-70-00	Rentals - Copier & Postage Meter	\$ 27,700	\$ 25,000	\$ 25,000	11%
001-512-597-00-00-01	Transfer to Apparatus Fund	\$ 2,700,000	\$ 2,800,000	\$ 2,700,000	-4%
001-512-597-00-00-02	Transfer to Retirement Reserve Fu	\$ 1,909,300	\$ 1,201,200	\$ 1,200,640	59%
001-512-597-00-00-03	Transfer to Emergency Reserve	\$ 746,000	\$ 530,000	\$ 265,000	41%
001-512-597-00-00-04	Transfer to Equipment Fund	\$ 1,906,000	\$ 1,830,000	\$ 1,160,000	4%
001-512-597-00-00-05	Transfer to Construction Fund	\$ 16,000,000	\$ 10,000,000	\$ 6,350,000	60%
001-512-597-00-00-06	Transfer to Bond Fund	\$ 517,824	\$ 519,012	\$ 519,012	0%
002-512-517-20-20-01	Retirement Reserve- Back Wages	\$ -	\$ -	\$ -	>100%
002-512-517-30-20-05	Retirement Health Benefits	\$ 599,600	\$ 458,500	\$ 486,500	31%
002-512-517-20-20-06	Retirement Reserve -Retirement	\$ -	\$ -	\$ -	>100%
002-512-517-20-20-08	Retirement Reserve Benefits	\$ -	\$ -	\$ -	>100%
002-512-517-20-20-13	Retirement reserve- Def. Comp.	\$ -	\$ -	\$ -	>100%
002-512-522-20-10-05	Leave Accrual Buy-Out	\$ 520,000	\$ 422,050	\$ 343,721	23%
004-512-597-00-00-00	PFMLA Transfers Out	\$ -	\$ -	\$ -	0%
200-512-522-10-41-01	Refund Interest - Bond Fund	\$ 5	\$ 5	\$ 5	0%
630-512-589-00-00-00	Excise Tax	\$ 20,000	\$ 20,000	\$ 20,000	0%

**2026 Draft Budget  
11-13-2025**

	Description	2026 budget	2025 budget	2024 budget	VAR
<b>IT - INFORMATION TECHNOLOGY (TECHNICAL SERVICES) - 51</b>		<b>\$ 2,291,237</b>	<b>\$ 2,031,838</b>	<b>\$ 1,854,981</b>	<b>13%</b>
001-513-522-30-10-01	Regular wages	\$ 389,000	\$ 377,410	\$ 334,891	3%
001-513-522-30-10-02	Overtime	\$ -	\$ -	\$ 5,085	0%
001-513-522-30-10-03	Leave Sell Back	\$ 11,900	\$ 11,210	\$ 14,379	6%
001-513-522-30-20-05	Med/ Dental	\$ 76,600	\$ 96,700	\$ 94,800	-21%
001-513-522-30-20-06	Retirement	\$ 28,320	\$ 35,182	\$ 33,770	-20%
001-513-522-30-20-07	Disability	\$ 940	\$ 940	\$ 936	0%
001-513-522-30-20-08	Medicare	\$ 6,000	\$ 5,829	\$ 5,268	3%
001-513-522-30-20-09	L&I	\$ 1,040	\$ 1,040	\$ 1,038	0%
001-513-522-30-20-10	VEBA	\$ 7,120	\$ 4,820	\$ -	48%
001-513-522-30-20-13	Deferred Comp.	\$ 20,640	\$ 19,100	\$ 15,773	8%
001-513-522-30-20-14	AD&D	\$ 1,500	\$ 1,500	\$ 1,457	0%
001-513-522-30-20-15	PFMLA Tax	\$ 1,300	\$ 1,015	\$ 772	28%
001-513-522-10-35-00	IT - Small Tools & Equipment	\$ 38,000	\$ 36,500	\$ 72,250	4%
001-513-522-10-41-00	Professional Services	\$ 30,000	\$ 30,000		0%
001-513-522-10-41-04	IT Services	\$ 490,900	\$ 440,900	\$ 523,400	11%
001-513-522-10-42-01	Telephones- Cellular Services	\$ 93,000	\$ 105,000	\$ 107,000	-11%
001-513-522-10-43-00	Travel	\$ 3,750	\$ 3,750	\$ 3,490	0%
001-513-522-10-49-02	Dues & Subscriptions	\$ 335	\$ 225	\$ 75	49%
001-513-522-10-49-04	Software Licensing	\$ 533,180	\$ 399,100	\$ 468,357	34%
001-513-522-45-49-00	Training Registration	\$ 9,000	\$ 9,000	\$ 4,100	0%
001-513-522-50-42-01	Telephone Network - Internet, Cab	\$ 185,740	\$ 178,340	\$ 168,140	4%
301-513-594-45-64-01	Capital Outlay - Apparatus	\$ -	\$ 135,447	\$ -	-100%
303-513-594-10-64-01	Computer Eqpt	\$ 140,972	\$ 138,830	\$ -	2%
303-513-594-10-64-03	Network Eqpt	\$ 22,000	\$ -	\$ -	>100%
303-513-594-10-64-04	Building Access Repalcement	\$ 200,000	\$ -	\$ -	>100%

**2026 Draft Budget  
11-13-2025**

	Description	2026 budget	2025 budget	2024 budget	VAR
<b>SPECIAL OPERATIONS - 514</b>		<b>\$ 164,915</b>	<b>\$ 227,267</b>	<b>\$ 185,157</b>	<b>-27%</b>
001-514-522-20-31-04	Hazmat Supplies	\$ 6,500	\$ 5,500	\$ 8,500	18%
001-514-522-20-31-08	Disaster Preparedness Supplies	\$ 4,000	\$ 4,000	\$ 4,000	0%
001-514-522-20-31-09	Rescue Swimmer Supplies	\$ 28,020	\$ 57,700	\$ 57,700	-51%
001-514-522-20-31-11	Rescue Tech PPE	\$ 22,500	\$ 41,570	\$ 11,570	-46%
001-514-522-20-35-01	Wildland Gear	\$ 40,000	\$ 40,000	\$ 35,000	0%
001-514-522-20-35-02	Hazmat Team Eqpt.	\$ 11,800	\$ 11,800	\$ 7,190	0%
001-514-522-20-35-03	Rescue Swimmer Eqpt.	\$ 18,000	\$ 30,590	\$ 30,590	-41%
001-514-522-20-35-04	Tech Rescue Eqpt.	\$ 26,500	\$ 26,500	\$ 21,000	0%
001-514-522-20-43-01	Wildland Travel	\$ 4,500	\$ 4,500	\$ 4,500	0%
001-514-522-20-45-00	Santicans	\$ 1,095	\$ 1,095	\$ 1,095	0%
001-514-522-20-48-13	Repair & Maint. - Water Rescue Eq	\$ 2,000	\$ 4,012	\$ 4,012	-50%

**2026 Draft Budget  
11-13-2025**

	Description	2026 budget	2025 budget	2024 budget	VAR
<b>PUBLIC AFFAIRS - 515</b>		<b>\$ 968,810</b>	<b>\$ 791,489</b>	<b>\$ 668,700</b>	<b>22%</b>
001-515-522-30-10-01	Regular wages	\$ 521,750	\$ 394,120	\$ 322,000	32%
001-515-522-30-10-02	Overtime	\$ 27,000	\$ 27,000	\$ 24,300	0%
001-515-522-30-10-03	Leave Sell Back	\$ 42,250	\$ 13,850	\$ 17,000	205%
001-515-522-30-20-05	Med/ Dental	\$ 65,100	\$ 60,400	\$ 67,500	8%
001-515-522-30-20-06	Retirement	\$ 41,800	\$ 39,509	\$ 35,000	6%
001-515-522-30-20-07	Disability	\$ 1,250	\$ 1,000	\$ 1,000	25%
001-515-522-30-20-08	Medicare	\$ 8,600	\$ 6,343	\$ 5,300	36%
001-515-522-30-20-09	L&I	\$ 1,400	\$ 1,100	\$ 1,100	27%
001-515-522-30-20-10	VEBA	\$ -	\$ 2,700	\$ 3,000	-100%
001-515-522-30-20-13	Deferred Comp.	\$ 26,000	\$ 14,130	\$ 6,100	84%
001-515-522-30-20-14	AD&D	\$ 500	\$ 200	\$ 200	150%
001-515-522-30-20-15	PFMLA Tax	\$ 1,910	\$ 1,137	\$ 800	68%
001-515-522-30-31-01	PIO/PEO Supplies	\$ 42,500	\$ 37,000	\$ 32,000	15%
001-515-522-30-31-02	First Aid Supplies	\$ -	\$ 5,500	\$ 5,500	-100%
001-515-522-30-35-00	Small Tools & Eqpt. - PIO	\$ 10,000	\$ 10,000	\$ 10,000	0%
001-515-522-30-41-00	Professional Services	\$ 5,000	\$ 5,000	\$ 5,000	0%
001-515-522-30-42-01	Communications	\$ 75,500	\$ 75,500	\$ 56,500	0%
001-515-522-30-43-00	Travel- PIO	\$ 3,000	\$ 3,000	\$ 3,000	0%
001-515-522-30-48-00	Repair & Maintenance- PIO	\$ 2,000	\$ 2,000	\$ 2,000	0%
001-515-522-30-49-01	Printing & binding	\$ 72,200	\$ 72,200	\$ 57,000	0%
001-515-522-30-49-02	Training registration- other	\$ 2,200	\$ 2,200	\$ 2,200	0%
001-515-522-30-49-04	Software Licensing -PIO	\$ 5,250	\$ 5,250	\$ 5,100	0%
001-515-522-30-49-06	Other Misc.	\$ 2,000	\$ 1,750	\$ 1,500	14%
001-515-522-45-49-02	Training Registration- PIO	\$ 5,600	\$ 5,600	\$ 5,600	0%
303-515-522-30-35-00	AV Eqpt. Package	\$ 6,000	\$ 5,000	\$ -	20%

**2026 Draft Budget  
11-13-2025**

	Description	2026 budget	2025 budget	2024 budget	VAR
<b>STRATEGIC PLANNING - 516</b>		\$ 214,920	\$ 223,032	\$ 177,860	-4%
001-516-522-30-31-00	Supplies	\$ 10,000	\$ 18,500	\$ 18,500	-46%
001-516-522-30-35-00	Small Tools & Equipment	\$ 1,500	\$ 1,500	\$ 1,500	0%
001-516-522-30-41-00	Professional Services	\$ 66,500	\$ 3,000	\$ 3,000	2117%
001-516-522-30-42-01	Communications	\$ -	\$ -	\$ -	0%
001-516-522-30-43-00	Travel	\$ 14,850	\$ 14,550	\$ 11,550	2%
001-516-522-30-48-00	Repair & Maintenance	\$ -	\$ -	\$ -	0%
001-516-522-30-49-02	Dues & Subscriptions	\$ 2,830	\$ 2,730	\$ 2,010	4%
001-516-522-30-49-04	Software Subcriptions	\$ 106,700	\$ 170,201	\$ 132,450	-37%
001-516-522-45-49-02	Training Registration	\$ 12,540	\$ 12,551	\$ 8,850	0%

**2026 Draft Budget  
11-13-2025**

	Description	2026 budget	2025 budget	2024 budget	VAR
<b>HUMAN RESOURCES - 517</b>		<b>\$ 1,155,313</b>	<b>\$ 1,064,655</b>	<b>\$ 809,739</b>	<b>9%</b>
001-517-522-10-10-01	Regular wages	\$ 602,000	\$ 535,700	\$ 496,621	12%
001-517-522-10-10-02	Overtime	\$ 1,545	\$ 1,500	\$ 4,726	3%
001-517-522-10-10-03	Leave Sell Back	\$ 64,620	\$ 55,560	\$ 61,891	16%
001-517-522-10-20-05	Med/ Dental	\$ 123,100	\$ 118,600	\$ 118,523	4%
001-517-522-10-20-06	Retirement	\$ 47,300	\$ 53,400	\$ 53,677	-11%
001-517-522-10-20-07	Disability	\$ 1,250	\$ 1,250	\$ 1,248	0%
001-517-522-10-20-08	Medicare	\$ 10,130	\$ 8,900	\$ 8,763	14%
001-517-522-10-20-09	L&I	\$ 1,390	\$ 1,390	\$ 1,384	0%
001-517-522-10-20-10	VEBA	\$ 9,320	\$ 8,200	\$ -	14%
001-517-522-10-20-13	Deferred Comp.	\$ 16,150	\$ 14,760	\$ 13,851	9%
001-517-522-10-20-14	AD&D	\$ 1,200	\$ 600	\$ 534	100%
001-517-522-10-20-15	PFMLA Tax	\$ 1,900	\$ 1,275	\$ 1,144	49%
001-517-522-10-31-01	Supplies	\$ 10,000	\$ 10,500	\$ -	-5%
001-517-522-10-35-00	Small Tools & Eqpt.	\$ -	\$ -	\$ -	0%
001-517-522-10-41-00	Professional Services	\$ 15,000	\$ -	\$ -	0%
001-517-522-10-42-01	Communications	\$ -	\$ -	\$ -	0%
001-517-522-10-43-00	Travel	\$ 28,625	\$ 27,870	\$ 8,580	3%
001-517-522-10-44-01	Advertising	\$ 8,500	\$ 8,349	\$ -	2%
001-517-522-10-45-00	Rentals	\$ 5,000	\$ 5,500	\$ 4,000	-9%
001-517-522-10-49-01	Dues & Subscriptions	\$ 3,036	\$ 3,114	\$ 550	-3%
001-517-522-10-49-02	Training Registration	\$ 40,990	\$ 37,720	\$ 22,260	9%
001-517-522-10-49-04	Software Licensing	\$ 91,728	\$ 87,222	\$ -	5%
001-517-522-10-49-06	Other Misc.	\$ 72,529	\$ 83,245	\$ 11,987	-13%



Click below to read SRFR's 2026 Budget Report:

[2026 Budget Report](#)





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

REV 64 0101e (w) (11/21/2024)



Ordinance / Resolution No. 2025-8

EMS Levy

RCW 84.55.120

WHEREAS the Comissioners of Snohomish Regional Fire and Rescue has met and considered

(Governing body of the taxing district)

(Name of the taxing district)

its budget for the calendar year 2026 ; and

WHEREAS the districts actual levy amount from the previous year was \$ 12,057,789.32 ; and

(Previous year's levy amount)

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

(Check one)

BE IT RESOLVED by the governing body of the taxing district that an increase in the regular property tax levy is hereby authorized for the levy to be collected in the 2026 tax year.

(Year of collection)

The dollar amount of the increase over the actual levy amount from the previous year shall be \$ 120,577.89 which is a percentage increase of 1 % from the previous year. This increase is exclusive of

(Percentage increase)

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

Adopted this 20 day of November, 2025 .

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

If additional signatures are necessary, please attach additional page.

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

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



**SNOHOMISH REGIONAL FIRE AND RESCUE**

**RESOLUTION #2025-9**

**A RESOLUTION APPROVING THE 2026 BUDGET**

**WHEREAS**, The Board of Fire Commissioners have met; and have considered the financial requirements for the fire district for the year 2026, and;

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

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

- 1. The 2026 budget is hereby approved as submitted and attached hereto.

**ADOPTED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS, SNOHOMISH REGIONAL FIRE AND RESCUE THIS 20<sup>th</sup> DAY OF NOVEMBER, 2025**

\_\_\_\_\_  
Davin Alsin, Commissioner

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

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

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

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

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

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

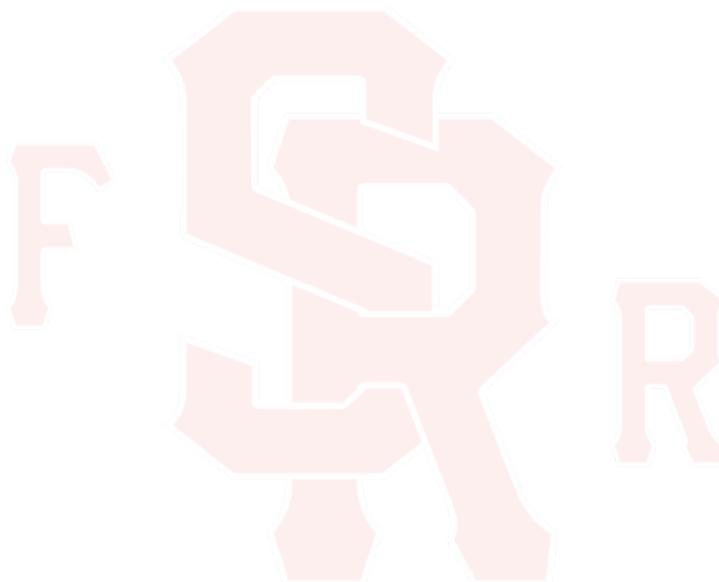
ATTEST:

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



# NEW BUSINESS

## ACTION





# EXECUTIVE SESSION

