SNOHOMISH REGIONAL FIRE & RESCUE

COMMISSIONER BOARD MEETING

DECEMBER 18, 2025

5:30 PM

SRFR STATION 31 TRAINING ROOM

VIA ZOOM

SNOHOMISH REGIONAL FIRE & RESCUE

WASHINGTON

SNOHOMISH REGIONAL FIRE & RESCUE

AGENDA

SNOHOMISH REGIONAL FIRE & RESCUE

BOARD OF FIRE COMMISSIONERS MEETING AGENDA
SNOHOMISH REGIONAL FIRE & RESCUE

SRFR Station 31 Training Room / Via Zoom
163 Village Court, Monroe, WA 98272
December 18, 2025, 1730 hours

CALL TO ORDER

PUBLIC COMMENT

UNION COMMENT

DISTRICT HIGHLIGHTS
Oath of Office
Badge Ceremony
CARES Presentation

CHIEF'S REPORT

COMMISSIONER REPORTS

Meeting	Chair	Last Mtg.	Next Mtg.	Reporting
Capital Facilities	Steinruck	9/24/25	TBD	No
Finance Committee	Elmore	12/18/25	1/22/26	Yes
Sno911	Waugh	12/18/25	1/15/26	Yes
Sno-Isle Commissioners	Fay	12/4/25	3/5/26	No
Leadership Meeting	Schaub	11/20/25	1/22/26	No
Policy Committee	Schaub	11/13/25	1/8/26	No
Community Advisory Committee	TBD	11/12/25	TBD	No

COMMITTEE MEETING MINUTES

CONSENT AGENDA
Approval of Vouchers
Benefits Vouchers: 25-02918 to 25-02927; ($878,596.57)
AP Vouchers: 25-02762 to 25-02846; ($354,297.41)(1)
AP Vouchers: 25-02847 to 25-02917; ($498,668.99)(2)

Approval of Payroll
December 15, 2025 Payroll ($1,518,303.62)

SNOHOMISH REGIONAL FIRE & RESCUE

Approval of Minutes
Approve Regular Board Meeting Minutes December 4, 2025

Approval of CARES South County ILA

OLD BUSINESS
Discussion

Action
Policy Review
- Policy 1012 Discrimination and Harassment
- Policy 1014 Personnel Complaints
- Policy 1023 Workplace Violence
- Policy 1025 Smoke-Free Workplace
- Policy 1044 Anti-Retaliation and Whistleblowing

Legacy Policies to Rescind
- Policy 38 Equal Employment Opportunity
- Policy 39 Productive Work Environment
- Policy 64 Whistleblower

NEW BUSINESS
Discussion

Action

GOOD OF THE ORDER

ATTENDANCE CHECK
Regular Commissioner Meeting Thursday, January 8, 2026, at 1730 - Station 31 Training Room/Zoom

EXECUTIVE SESSION

ADJOURNMENT

SNOHOMISH REGIONAL FIRE & RESCUE

DISTRICT HIGHLIGHTS

Snohomish Regional Fire and Rescue

SNOHOMISH REGIONAL

FIRE & RESCUE

CARES 2025 Year-End Program Summary and Strategic Direction

1. Executive Summary

The CARES program launched on January 1, 2025 to reduce avoidable 911 use and ambulance transports by connecting frequent users to more appropriate medical, behavioral health, and social service resources. 2025 served as both a start-up year and a baseline year: the first three months focused on training, building workflows, and establishing partnerships, with more consistent patient engagement ramping up through the remainder of the year.

CARES functions as a regional connector, not a stand-alone service. Over 2025, the program actively coordinated with neighboring fire departments, area hospitals, city and county social services, and private Substance Use Disorder (SUD)/Alcohol Use Disorder (AUD)/mental health treatment providers to move patients into safer, more stable care programs and settings such as skilled nursing facilities, hospice, pain management clinics, outpatient behavioral health, and fall-prevention/home-safety programs. These coordinated dispositions are a key pathway by which high utilizers transition away from repeated 911 use.

Analysis of ESO's district-wide high utilizer report (January 1–November 25, 2025) and selected 2024–2025 comparisons shows early but meaningful changes: several of the highest 2025 utilizers had large reductions in 911 calls within the same year (some on the order of 80–100%), a "mid-year wave" of high utilizers showed a marked downward trend in the final quarter, and a small number of 2024 high utilizers no longer appear on the 2025 top-10 list. Not all patients improved, and outcomes are variable, so these results are presented as encouraging signals rather than final proof of impact. Additionally, other unanticipated positives presented which will be discussed later.

In 2026, the goal is to move from "proof of concept" to growth and sustainability. Key priorities include:

• Seeking grant funding and external support (state/federal grants, hospital and community partnerships) to stabilize and expand the program.

• Strengthening and formalizing regional partnerships with neighboring fire agencies, hospitals, social service systems, and treatment centers so we can jointly identify high-risk patients, share information appropriately, and coordinate care across jurisdictions.

• Scaling the CARES model to reach more patients through new and innovative approaches (e.g. program trials, expanded follow-up options, and more robust community-based interventions).

• Exploring the addition of a full-time Community Health Worker (CHW) to work alongside the Community Resource Paramedic (CRP), increasing capacity for outreach, follow-up, navigation, and ongoing support.

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2. Program Overview

2.1 Purpose and Rationale

The CRP program was created to:
• Reduce avoidable 911 calls and ambulance transports among high utilizers and complex patients.
• Improve patient safety and stability by aligning them with the right care in the right setting at the right time.
• Preserve unit availability for true time-sensitive emergencies by decreasing repeated low-acuity calls and lengthy transports for patients whose needs are better met elsewhere.

2.2 2025 Implementation Timeline

January–March 2025 – Start-Up and Training
-Program launch, CRP71 onboarding and training with South County Fire CRP Program.
- CRP71 obtaining Community Health Worker (CHW) certification through DOH.
- Development of referral workflows (e.g., ESO MIH/CP referrals).
- Implementation of electronic health record (EHR) (e.g., HealthCall, ESO, PointClickCare, EPIC).
- Initial relationship-building with regional partners and service providers.

• April–November 2025 – Active Engagement
- Increasing volume of referrals from field units and partners.
- Focused work with high utilizers identified in ESO and other complex patients, particularly several special needs pediatric patients.
- Refinement of crew referrals, documentation, communication pathways, and follow-up practices.

• December 2025 – Evaluation and Planning
-Year-end review of high utilizers and selected cases.
- Identification of gaps and design of a more robust framework for 2026.

3. 2025 Outcomes: High Utilizer Call Patterns

3.1 Data Source
• ESO Frequent User, agency-wide high utilizer report.
• Date range: January 1 through November 25, 2025.
• Focus: top 10 individuals by total 911 call volume in that period.

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• Limited cross-year comparison using 2024 call counts for a small set of repeat high utilizers and known to the CRP.

3.2 Within-Year Patterns in 2025
Using the updated ESO data, the 2025 top 10 high utilizers generated a total of **194 calls** between January 1 and November 25, 2025. When grouped into three operational windows, their call volume was:
• January 1–April 30: **82 calls**
• May 1–August 31: **89 calls**
• September 1–November 25: **23 calls**

CRP71 did not begin seeing patients full-time until April 2025, so the January–March portion of the first window reflects a true "no CARES" period, with April representing the first month of active patient contact. The May–August window reflects early full operations, and September–November reflects a more mature phase after several months of ongoing engagement.

Overall, call volume in this cohort was relatively stable between the first two windows (82 to 89 calls), then fell sharply to 23 calls in the fall, a reduction of roughly three-quarters compared to either earlier period. Within that overall shift, two main patterns were observed:

• Early-year high, late-year low:
A first subgroup of patients had high call volumes at the beginning of the year and much lower volumes later. Several of these individuals generated repeated calls between January and April, then had very few or no calls after mid-year. As a group, some of the heaviest early utilizers moved from being consistently present in ESO to contributing little or no 911 volume by the end of the analysis period.

• Mid-year "second wave," improving by fall:
A second subgroup became high utilizers in the middle of the year. These patients generated a large number of calls during the May–August period and initially drove much of the "second half" high-utilizer volume. When viewed as a group, their call volume in the fall was substantially lower than in the preceding four months, suggesting that once identified and engaged, newer high utilizers may also begin to stabilize over several months of focused contact and coordination.

By the fall window, call volume within the top-10 cohort had become highly concentrated: 23 total calls were generated by a small number of individuals, while several earlier high utilizers had no calls at all during that timeframe. This concentration creates a shorter, clearer target list for ongoing CARES work in 2026.

These within-year patterns are consistent with the type of impact expected when high utilizers receive focused engagement over time: an initial period of intense contact and

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coordination followed by decreased reliance on 911 once more appropriate supports are in place. Because this is a start-up year and the analysis focuses on a small number of individuals, these findings are treated as signals that warrant further tracking, not final conclusions.

3.3 Interpretation of Approximately 93 Avoided Calls Among the Heaviest Utilizers

When the 2025 top-10 high utilizers are examined individually, a key pattern appears in a subset of five patients. Using each person's own January–April call volume as a simple baseline for how often they might have continued to use 911 over the rest of the year, these five patients together generated approximately **93 fewer 911 calls** than their early-year patterns would predict.

This change is concentrated in a very small number of complex, high-need individuals and reflects dozens of episodes where crews were not re-dispatched to the same patients and where alternative care pathways appear to have taken hold (e.g., facility placement, hospice, improved outpatient follow-up). The figures in this subsection are based on data pulled through November 25, 2025 and rounded to estimate full-year behavior; they are intended as program-level indicators rather than formal research results.

Even with that caveat, the magnitude and focus of these 93 avoided calls strongly suggest that sustained CARES engagement with a small group of high utilizers can significantly change how they interact with the 911 system over time and can meaningfully reduce repeated use of EMS resources among the district's most intensive users.

4. Financial and Operational Impact (Preliminary, 2025)

4.1 Scope of This Analysis

This section provides a preliminary estimate of the operational and financial impact of the CARES program for 2025, focusing specifically on a small subset of five high utilizers who, when analyzed individually, generated approximately 93 fewer 911 calls than their own January–April patterns would predict over the remainder of the year (see Section 3.3). All figures below:

- Are based on data pulled through November 25, 2025, rounded to approximate full-year behavior.
- Use SRFR's 2024 average commitment time for transported EMS calls (BLS1, BLS2, BLS3, MED3).
- Are intended as conservative, program-level planning numbers, not precise research estimates or guaranteed future savings.

4.2 Operational Impact: Unit Time Preserved

For transported EMS calls (BLS1, BLS2, BLS3, MED3), SRFR's 2024 data show an average

total commitment time of **61.85 minutes per incident** from call start to the unit back in service. Applying this to the estimated 93 avoided calls among the heaviest utilizers:

- Total minutes avoided: 93 × 61.85 ≈ **5,752 minutes**
- Total hours avoided: ≈ **95.9 hours** of unit commitment time

These high utilizers are frequently lower-acuity patients who nonetheless at times require transport and are at increased risk for extended emergency department "wall times" (hallway/offload delays) when EDs are crowded. As a result, the 61.85-minute average is likely a modest estimate for this specific group; their true door-to-back-in-service time is often longer than the system-wide mean.

In practical terms, these ~96 hours represent dozens of episodes where units remained available for other 911 calls, training, or in-district coverage instead of being repeatedly committed to the same small group of frequent users.

4.3 Apparatus Cost Context (Using WA State 2025 Equipment Rates)
To provide a system-level sense of scale, I applied the 2025 Washington State hourly apparatus rates to the ~95.9 hours of unit time preserved. Using the state guided rates:

- Engine: **$310.33 per hour**
- ALS ambulance: **$191.67 per hour**
- BLS ambulance: **$123.42 per hour**

If the avoided time were assigned to a single unit type, the equivalent apparatus cost not consumed on these 93 calls would be approximately:

- Engine: 95.9 hours × $310.33 ≈ **$29,800**
- ALS ambulance: 95.9 hours × $191.67 ≈ **$18,400**
- BLS ambulance: 95.9 hours × $123.42 ≈ **$11,800**

These figures are best understood as the value of apparatus time preserved rather than direct cash savings. The staffing and rigs are still in place; the benefit is that their time can be redirected to other emergencies and operational needs instead of being consumed by repeat responses to a small number of high utilizers.

4.4 Labor Cost Context (Crew Time on High-Utilizer Calls)
From a labor standpoint, responses to these high-utilizer calls at SRFR are not one-size-fits-all. They vary by battalion and deployment model, and can involve multiple units on a single incident.

A base response is typically one of the following:
- A **BLS ambulance** staffed with **two top-step firefighters**, or
- A **BLS engine** staffed with **1 Lieutenant, 1 Driver/Operator, and 1 Firefighter**.

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Using 2025 top-step monthly wages and a conservative 56-hour/week schedule, and applying the average commitment time of 61.85 minutes per call, this translates to approximate straight-time labor costs of:

• BLS ambulance (2 firefighters): ≈ **$85 per call**
• BLS engine (Lt + DO + FF): ≈ **$140 per call**

In some battalions, the BLS ambulance is cross-staffed with the engine, meaning the same crew members are responsible for both the engine and the aid car. When the aid car is committed, the engine's reliability is reduced to zero, but the labor pool is shared across two apparatus rather than doubled. Improved reliability of both Aid Cars and Engines should be noted specifically for these cross-staffed companies when looking at Unit Time Preserved.

Additionally, these calls can often be flagged with ALS indicators by SnoCom, resulting in an ALS ambulance being added to the response. Using two top-step paramedics and the same 61.85-minute average time, an ALS ambulance adds roughly:

• ALS ambulance (2 paramedics): ≈ **$100 per call**

It should however be noted that ALS ambulance would not typically transport these BLS patients.

In practice, it is common on some of these high-utilizer incidents to have:
• A BLS engine,
• A cross-staffed BLS aid car, and
• An ALS ambulance

all attached to a single call. Because of cross-staffing, the true labor cost is driven more by how many people are committed than by how many rigs show up. To avoid overstating the impact, it is reasonable to think in terms of a modest range rather than a single fixed number:

• Lower-end scenario: a single BLS ambulance only → ≈ **$85** in labor per call
• Typical mixed response: a BLS engine plus an ALS ambulance (5 total personnel) → ≈ **$240** in labor per call
• Upper-end scenario with separately staffed units: BLS engine + BLS ambulance + ALS ambulance (7 total personnel) → on the order of **$280–$300** in labor per call

Applied to the 93 avoided calls discussed earlier, this suggests a conservative labor impact on the order of:
• Roughly **$8,000** at the very low end (BLS ambulance–only assumption), up to
• **$20,000–$30,000** in straight-time wages in more typical or higher-staffed scenarios.

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These figures are intentionally modest and should be interpreted as labor time preserved and available for other work, not as immediate budget cuts or cash savings.

4.5 System-Level Perspective (Healthcare Utilization)
From the broader healthcare system's standpoint, high utilizers who repeatedly access 911 typically generate corresponding emergency department (ED) visits. Using a conservative Washington-specific typical ED visit cost of roughly **$1,200 per visit**, if all 93 avoided calls would reasonably have resulted in ED visits, this would represent on the order of **$110,000 in ED spending avoided** for patients, payers, and the hospital system. This is presented as an illustrative scenario only; actual ED utilization and costs will vary by patient, payer, and disposition.

4.6 Interpretation and Next Steps
These 2025 figures are limited to:
• A small subset of ONLY five high utilizers,
• A single start-up year of CARES operations, and
• Conservative assumptions about time and cost.

Even within that narrow frame, the early data suggest:
• A meaningful reduction in unit commitment time (~96 hours) from a very small number of patients.
• A non-trivial apparatus and labor value tied to those hours.
• A plausible reduction in ED utilization and system-level cost for the same group.

Future years, with more stable operations and broader cohorts (e.g., all high utilizers seen by CARES, not just the top five), will allow SRFR to refine these estimates, incorporate more precise local cost data, and better characterize the long-term return on investment of the CARES program. For 2025, these numbers should be viewed as early, conservative indicators that the program is not only clinically beneficial but also operationally and financially meaningful.

All of the outcomes described in this section were achieved by **one CARES provider (CRP71)**. During 2025, SRFR's CARES work was carried out by a single Community Resource Paramedic, with clinical and operational support from the South County Fire CRP Program and other regional partners. The reductions in high-utilizer 911 use, the approximately 93 avoided calls, and the associated unit time preserved therefore reflect what can be accomplished with just one dedicated position focused on this work.

These results are also **scalable**. With additional staffing in the SRFR CARES Division—such as another CRP and/or a Community Health Worker—the program could follow more patients at once, intervene earlier with emerging high utilizers, and extend these benefits to a larger portion of the district. In that sense, the 2025 data represent an early indication of impact from a single provider and a reasonable preview of the greater clinical and operational gains that could be achieved as the CARES team grows.

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5. Program Reach and Patient Engagement (2025)

5.1 Number of Patients Served

In addition to the focused work with the district's highest utilizers, the CARES program has supported a broader group of community members with complex medical, behavioral, and social needs.

- Total patients enrolled in CARES in 2025: **83**
- Patients "graduated" or closed from the program: **69**
- Patients remaining active or in follow-up at time of review: **14**

For the purposes of this report, "graduated" refers to patients whose cases were closed to CARES because:
- Their identified needs were met or substantially reduced, and/or
- They were placed into a higher or more appropriate level of care (e.g., skilled nursing facility (SNF), adult family home (AFH), hospice), or
- They died, moved out of the area, or were no longer reachable despite reasonable efforts to re-establish contact.

These closure categories reflect the reality of working with a medically fragile, high-risk population: some outcomes represent successful stabilization and linkage to ongoing services, while others reflect disease progression, end of life, or loss to follow-up. The program does not assume that all "graduations" are solely attributable to CARES, but it does indicate that **69 of 83 enrolled patients** had a defined disposition and transition plan rather than remaining indefinitely in an open, unmanaged status.

5.2 Time on Task and Intensity of Engagement

"Time on task" for CRP71 was tracked as direct time spent on:
- Home visits and in-person assessments
- Phone or virtual contacts with patients and caregivers
- Conference calls and case conferences with outside agencies
- Care planning, care coordination, and follow-up activities

For 2025 (through November 25), CRP71 documented a total of **10,659 minutes** of direct time on task:

- Total time on task: 10,659 minutes ≈ **177.6 hours** of direct CARES work

These figures are conservative. They capture documented, patient-facing or case-specific time for CRP71 and do not include program development, training, or administrative work.

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5.3 Interpretation
Taken together, these numbers highlight that the CARES program is not only affecting a handful of extreme high utilizers, but is also:
• Reaching a broader cohort of 83 patients with complex needs,
• Successfully closing or transitioning 69 of them out of active CARES follow-up, and
• Investing substantial, tracked time (over 175 hours of direct engagement) from a single CRP to navigate patients toward safer, more stable situations.

In combination with the high-utilizer outcomes and operational impacts described earlier, this patient-level reach demonstrates that 2025 was not simply a pilot focused on a few outliers; it was a meaningful first year of service that provided structured support to dozens of SRFR residents who might otherwise continue to cycle through 911, EDs, and hospital stays without a coordinated plan.

6. Field Response and Coverage Support

In addition to scheduled visits and care coordination, CRP71 has also functioned as an operational 911 system support. In 2025, CRP71 responded to at least **23 emergency calls**, either as the closest available unit or to fill gaps in coverage when frontline resources were committed elsewhere. On these incidents, CRP71 supported field crews with on-scene assessment, complex disposition planning, communication with families and facilities, and follow-up coordination for patients who were likely to re-contact 911 without additional support.

While these responses represent a small fraction of total call volume, they highlight the dual role of the CARES position: not only reducing future 911 use through proactive outreach, but also stabilizing the system in real time when call loads are high or coverage is thin. Each of these 23 responses reflects a moment where a single CRP was able to function as both a clinical resource and an operational safety net, helping keep units in service and ensuring that patients with complex needs did not fall through the cracks during an active emergency. This field support role is expected to continue and expand in 2026 after taking delivery of a response-ready and equipped vehicle.

7. Key Partnerships

The CARES program is built on active, working relationships with a wide range of regional partners who help support patients beyond the 911 system. In 2025, CRP71 has collaborated and built relationships with: **South County Fire CRP, City of Everett CARE, North County Fire EMS CARES, Eastside Fire & Rescue CORE Connect, Shoreline MHP,**

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Seattle Fire Health One, Snohomish County Human Services, City of Monroe Human Services, Evergreen Health Social Services, Evergreen Health Monroe Foundation, Veterans Affairs Social Work, Providence Hospital, Good Samaritan Hospital NICU START Program, UW/Fred Hutch Cancer Center, DSHS Adult Protective Services, DCYF Child Protective Services, Everett School District, Ideal Options, Conquer Health, Compass Health, Trace Behavior, UW School of Social Work, and BH-CORE to name a few. Together, these partners form the backbone of the CARES network and make true warm handoffs and sustained support possible for SRFR patients and families.

8. "The Unmeasurable"

Some of the most important work of the CARES program is the part that's hardest to measure. In 2025, CRP71 routinely reached back out to people after they called 911 or were transported simply to ask, *"How are you doing now, and what do you need next?"* Families are often surprised and genuinely grateful that someone from the fire department took the time to call them at home, check on how things are going, and help them think through what should happen next—whether that means talking with their doctor, exploring SNF, AFH, hospice, or in-home support, or just knowing who to call if things get worse and let them know they are being located after.

That same trust has quietly extended inside the organization as well: SRFR members have begun asking CRP71 for help with their own loved ones—a parent with declining health, a relative with substance use or mental health struggles, a family member who clearly needs more support but is stuck in a confusing system as grossly broad examples. This quiet, behind-the-scenes work helps prevent some crises before they ever reach 911, supports the mental and emotional load carried by responders from home, and reinforces a culture where SRFR is not only caring for its community, but also for the people who serve it.

9. SWOT Analysis – SRFR CARES (2025)

Strengths

• Proven impact with minimal staffing
One CRP (CRP71) has demonstrated measurable change: an estimated 93 fewer 911 calls from the top high utilizers and ~96 hours of unit time not spent on repeat responses, plus 83 patients enrolled and 69 "graduated" in 2025.

• Stable core funding
CARES is funded through SRFR's core budget rather than short-term grants, providing

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stability, predictability, and the ability to plan growth without relying on uncertain outside funding cycles.

• High trust and credibility inside SRFR
Crews routinely refer complex patients and also seek help for their own family members, signaling strong confidence in the CRP role and its ability to navigate difficult systems.

• Strong liaison role across agencies
CRP71 connects EMS with hospitals, SNFs, AFHs, hospice, behavioral health, APS/CPS, housing, and social services, bringing field perspective to care planning and reducing "siloed" decision-making.

• Data-informed and conservative
Outcomes are drawn from ESO, HealthCall, and task logs, and are presented as conservative estimates, which enhances credibility with leadership and partners.

• Operational flexibility and gap-filling
CRP71 has responded to 23+ 911 incidents as the closest unit or to support coverage, functioning as both a clinical resource and an operational safety net when the system is busy.

• Regional support and mentorship
Ongoing guidance from South County Fire's CRP program provides a tested model, shared learning, and regional alignment.

Weaknesses

• Single-point-of-failure staffing model
All program functions—high-utilizer work, field support, coordination, and program development—currently depend on one person, making the program vulnerable to absence, turnover, or burnout. Similar programs at neighboring and regional fire departments have teams of 5–15 members as a baseline with plans for future growth. SRFR is severely understaffed in this realm.

• Limited capacity relative to need
With only one CRP, the program can engage only a fraction of the district's high-risk patients; many emerging high utilizers and complex cases likely remain unseen or under-served.

Opportunities

• Scalability through added staffing
Adding a Community Health Worker (CHW) would allow more patients to be followed at once, earlier intervention with emerging high utilizers, and broader coverage. This will also shadow what all neighboring and regional fire departments are modeling.

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• External funding and partnerships
State/federal grants, hospital partnerships, managed-care collaboration, and philanthropic support can help stabilize and expand the CARES model.

• Alignment with the future of the fire service and grant priorities
CARES-style work—post-911 follow-up, high-utilizer outreach, and coordination with hospitals, SNFs/AFHs, hospice, behavioral health, and social services—is increasingly being promoted as the future direction of fire/EMS (mobile integrated health / community paramedicine). This positions SRFR well for emerging state and federal grant opportunities that specifically target high utilizers, ED diversion, and community-based EMS models.

• Internal wellness
Formalizing the CRP as a resource for members' families and partnering with the Peer Support Team to support wellness and retention.

• Regional MIH/CRP leadership
Continue to become a stronger regional partner for other departments with MIH/CARES/CRP programs.

Threats

• Aging population and rising complexity
More older adults with multiple chronic conditions, dementia, and limited support will drive higher 911 use and demand for placement, potentially outpacing CARES capacity if staffing remains flat. "The number of Americans ages 65 and older is projected to increase from 58 million in 2022 to 82 million by 2050 (a 42% increase), and the 65-and-older age group's share of the total population is projected to rise from 17% to 23%."

• ED overcrowding and hospital throughput issues
Persistent ED crowding, boarding, and long offload times extend unit commitment time and make placement and follow-up harder, even when CRP work is effective.

• Reliance on 911/ED as default primary and specialty care
Limited access to timely primary care, behavioral health, and specialty services keeps 911 and EDs as the "front door" for many patients, increasing baseline demand that CARES must push against.

• Reduction in nursing staff and post-acute capacity
Shortages of nurses, constrained SNF/AFH capacity, and stretched home health/hospice resources can delay or block appropriate dispositions, prolonging reliance on 911.

• Fragmented U.S. health and social systems
Coverage gaps, payer fragmentation, behavioral health access issues, and unstable housing/social supports all create recurring crises that land back in 911 and EDs, regardless of local best efforts.

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• Ongoing high-utilizer churn
As current high utilizers stabilize or die, new ones will continue to emerge due to aging, addiction, mental health, and socioeconomic factors, creating a continuous inflow of high-need patients.

• Burnout and role overload for CRP71 (and future staff)
The combination of clinical complexity, system navigation, field responses, and program-building is inherently demanding. At present, CRP71 is functioning simultaneously as a community health worker, care coordinator, patient navigator, program architect/developer, and paramedic/firefighter, while still meeting normal training and certification requirements. Similar programs at neighboring and regional fire departments of comparable size and structure typically staff care teams with **5–20 members and plans for further growth**. Concentrating this scope of work in a single position creates a predictable risk of burnout and role fatigue; without additional support and clearer role differentiation over time, the long-term stability and growth of the program could be compromised.

10. Conclusion

The first year of the SRFR CARES program has shown that even a small, carefully focused effort can make a meaningful difference for both the community and the organization. With a single provider, CRP71, CARES has helped reduce 911 use among the district's highest utilizers, preserved an estimated 96 hours of unit time, enrolled 83 patients, and guided 69 of them to more stable dispositions—whether that meant higher levels of care, hospice, safer living environments, or a defined closure of services. Along the way, the program has supported field operations on active 911 responses, built a broad network of regional partners, and become a trusted resource not only for patients and families, but also for SRFR members seeking help for their own loved ones.

These outcomes are early and intentionally presented as conservative, but they point in a clear direction. CARES is aligned with where the fire service is being asked to go—closer collaboration with health and human services, more thoughtful management of high utilizers, and a stronger focus on prevention and stability rather than repeat crisis response. At the same time, the program is operating at its minimum sustainable scale, with one CRP carrying a growing caseload in the context of an aging population, ED overcrowding, and limited post-acute capacity.

As SRFR looks ahead to 2026, the opportunity is to build on this foundation: to strengthen and formalize partnerships, to integrate CARES more deeply into deployment and triage, and to explore additional staffing such as a Full-Time Community Health Worker. Doing so would allow the department to extend the benefits already seen in 2025 to a larger portion of the community, while also protecting unit availability and supporting the well-being of SRFR personnel. In that sense, this year-end summary is not only a report of what has been

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accomplished, but also a roadmap for how the CARES program can grow into a core, enduring part of how SRFR serves its residents in the years ahead.

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SNOHOMISH REGIONAL FIRE & RESCUE

CHIEF'S REPORT

SNOHOMISH REGIONAL FIRE & RESCUE

COMMISSIONER REPORTS

SNOHOMISH REGIONAL FIRE & RESCUE

COMMITTEE MEETING MINUTES

SNOHOMISH REGIONAL FIRE & RESCUE

CONSENT AGENDA

Snohomish Regional Fire and Rescue
Claims Voucher Summary

12/17/2025

Fund: Shop - Expense #050

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
25-02918	DEPARTMENT OF RETIREMENT SYSTEMS		31,244.51
25-02919	DIMARTINO & ASSOCIATES		24,656.13
25-02920	FIRE 7 FOUNDATION		639.00
25-02921	HRA VEBA TRUST		124,300.94
25-02922	LEOFF TRUST		518,524.86
25-02923	MATRIX TRUST COMPANY		24,404.44
25-02924	TD AMERITRADE INSTITUTIONAL		388.50
25-02925	TRUSTEED PLANS SERVICE CORP		36,669.30
25-02926	VOYA INSTITUTIONAL TRUST CO		117,264.89
25-02927	WASHINGTON STATE SUPPORT REGISTRY		504.00

Page Total	878,596.57
Cumulative Total	878,596.57

Docket of Claims Register

Snohomish Regional Fire & Rescue, WA

APPKT02027 - 12.18.2025 Board Meeting (1) ER

By Docket/Claim Number

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
1533	A.W. REHN & ASSOCIATES	25-02762					150.00
	INV-00210617	COBRA ADMIN Services Annual Renew	Invoice	12/01/2025	COBRA ADMIN Services Annual Renew	001-502-522-10-49-01	150.00
1801	ALEXANDER FATKIN	25-02763					785.60
	INV14558	CSU Tuition Reimbursement (HIS 1301	Invoice	12/03/2025	CSU Tuition Reimbursement (HIS 1301	001-506-522-45-49-10	785.60
2578	ALL ABOUT CHALLENGE COINS	25-02764					5,117.19
	824302	2026 Challenge Coins	Invoice	12/02/2025	2.25" Color On Both Sides Challenge C	001-502-522-10-49-07	5,117.19
2335	ALL BATTERY SALES AND SERVICI	25-02765					52.81
	300-10179693	Shop Parts	Invoice	11/25/2025	Shop Parts	050-511-522-60-34-01	52.81
1503	ALLSTREAM BUSINESS US, INC	25-02766					548.49
	22017088	Fire Alarm Phone Lines/Connection Se	Invoice	12/01/2025	Fire Alarm Phone Lines/Connection Se	001-513-522-50-42-01	548.49
1503	ALLSTREAM BUSINESS US, INC	25-02767					416.28
	22022470	Fire Alarm Phone Lines/Connection Se	Invoice	12/03/2025	Fire Alarm Phone Lines/Connection Se	001-513-522-50-42-01	416.28

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
2106	AMAZON CAPITAL SERVICES, INC	25-02768					10,163.37
	11RN-791C-RJ3Y	Yeti Rambler x10,Cast Iron,Pocket Knife	Invoice	12/06/2025	Yeti Rambler x10,Cast Iron,Pocket Knife	001-502-522-10-49-07	2,164.52
	14VL-4NNX-PGCH	Apple Airtag 4pk (x3) - EMS Division	Invoice	11/19/2025	Apple Airtag 4pk (x3) - EMS Division	001-509-522-20-49-04	210.33
	14XX-VDPC-MY3C	Shop Parts	Invoice	08/15/2025	Shop Parts	050-511-522-60-34-01	39.58
	17F9-1V9L-R3H3	Dell Laptop Charger (Replacement) - IT	Invoice	11/19/2025	Dell Laptop Charger (Replacement) - IT	001-513-522-10-35-00	585.22
	17K3-T3XJ-C6Y7	Foldable Oversized Food Trays (4 qty) -	Invoice	10/30/2025	Foldable Oversized Food Trays (4 qty) -	001-507-522-50-31-00	97.37
	17P9-1V9L-NNXP	Paint Mixer Drills 2pc (x3) - Logistics	Invoice	11/19/2025	Paint Mixer Drills 2pc (x3) - Logistics	001-507-522-50-35-00	51.26
	17YK-WQVC-FQLH	Universal Water Heater Strap Kit - ST3:	Invoice	12/04/2025	Universal Water Heater Strap Kit - ST3:	001-507-522-50-31-00	26.64
	1FVV-CLG9-D476	Rock Carabiner (AutoLock) (x100) Spec	Invoice	12/02/2025	Rock Carabiner (AutoLock) (x100) Spec	001-514-522-20-35-03	3,366.00
	1H47-L636-MG6Y	Canon Printer Toner Cartridge (Black) -	Invoice	12/03/2025	Canon Printer Toner Cartridge (Black) -	001-502-522-10-31-00	108.31
	1HWL-V76Q-HVLN	Ray-Ban Smart Glasses (Matte Black) (x	Invoice	12/18/2025	Ray-Ban Smart Glasses (Matte Black) (x	001-506-522-45-35-00	2,073.15
	1JRG-K397-CFRM	HyperHEPA Filter x2 (Replacement) - S	Invoice	11/05/2025	HyperHEPA Filter x2 (Replacement) - S	001-507-522-50-31-00	302.10
	1KLJ-HJW4-Y6KN	Fog Machine Fluid (x8 Gallons) - Traini	Invoice	11/26/2025	Fog Machine Fluid (x8 Gallons) - Traini	001-506-522-45-31-03	319.36
	1LFY-LYLX-CLQ9	Element Pelagic Dive Boots 6.5 (Black)	Credit Memo	11/03/2025	Element Pelagic Dive Boots 6.5 (Black)	001-514-522-20-35-03	-143.31
	1LV7-91T9-H9M4	SAMSUNG Water Filter Replacement (x	Invoice	11/10/2025	SAMSUNG Water Filter Replacement (x	001-507-522-50-31-00	76.56
	1N13-XX3D-3R71	Mini Hard Case w/ Tripod Carrying Cas	Invoice	12/05/2025	Mini Hard Case w/ Tripod Carrying Cas	001-514-522-20-31-09	77.89
	1NLJ-6PNJ-LQQV	Shop Parts	Invoice	08/15/2025	Shop Parts	050-511-522-60-34-01	278.91
	1Q61-TFQH-HL6M	Milwaukee Electric M18TRADE Brushle	Invoice	12/01/2025	Milwaukee Electric M18TRADE Brushle	001-514-522-20-35-04	228.65
	1QLG-76M4-YKR3	Shop Parts	Invoice	11/26/2025	Shop Parts	050-511-522-60-34-01	10.92
	1V3Q-RCLR-4PG6	Tuf-Septic Tank Riser 20x12 - Logistics	Invoice	11/09/2025	Tuf-Septic Tank Riser 20x12 - Logistics	001-507-522-50-35-00	72.24
	1W7Q-GTXV-FRFR	Portable All Weather Hard Camera Cas	Invoice	12/01/2025	Portable All Weather Hard Camera Cas	001-506-522-45-35-00	143.74
	1WYT-WDKV-9QGL	Shop Parts	Invoice	08/14/2025	Shop Parts	050-511-522-60-34-01	32.81
	1XMW-DTTV-VK7N	10ft 3 Prong Power Cord - ST 82 Tread	Invoice	11/19/2025	10ft 3 Prong Power Cord - ST 82 Tread	001-507-522-50-31-00	10.92
	1XMW-DTTV-W3N3	4" Textured Roller Cover (2pk) (x2) - Lo	Invoice	11/19/2025	4" Textured Roller Cover (2pk) (x2) - Lo	001-507-522-50-31-00	30.20
2383	AT&T MOBILITY - CC	25-02769					869.45
	UCF102025	CradlePoint Data Modems (Acct.50056	Invoice	11/04/2025	CradlePoint Data Modems	001-513-522-10-42-00	869.45
0058	BICKFORD MOTORS, INC.	25-02770					130.49
	1304854	Shop Parts	Invoice	11/17/2025	Shop Parts	050-511-522-60-34-01	321.74
	1304906	Shop Parts	Invoice	11/18/2025	Shop Parts	050-511-522-60-34-01	27.35
	CM-1304191-1	Shop Parts	Credit Memo	11/13/2025	Shop Parts	050-511-522-60-34-01	-218.60
0065	BOUND TREE MEDICAL, LLC	25-02771					1,627.46
	86002394	Medical Supplies	Invoice	11/21/2025	Medical Supplies	001-509-522-30-31-01	688.82
	86003856	Medical Supplies	Invoice	11/24/2025	Medical Supplies	001-509-522-30-31-01	938.64
0073	BRAUN NORTHWEST INC	25-02772					1,808.36
	7361713	Shop Parts	Invoice	11/20/2025	Shop Parts	050-511-522-60-34-01	1,229.82
	7362163	Shop Parts	Invoice	11/24/2025	Shop Parts	050-511-522-60-34-01	578.54
1685	BUD CLARY AUTO GROUP	25-02773					62,997.99
	3SA725	2025 Ford F150 Truck for Logistics	Invoice	10/20/2025	2025 Ford F150 Truck (Late Fee Applie	301-507-594-22-64-02	62,997.99
2528	CALLAWAY AUTO GLASS, INC.	25-02774					1,310.98
	14288	Shop Parts	Invoice	11/18/2025	Shop Parts	050-511-522-60-34-01	475.89
	14289	Shop Parts	Invoice	11/19/2025	Shop Parts	050-511-522-60-34-01	835.09

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
0094	CDW GOVERNMENT	25-02775					3,938.40
	AH1FX6K	V sphere renewal	Invoice	11/25/2025	V Sphere renewal	001-513-522-10-49-04	3,938.40
0096	CENTRAL WELDING SUPPLY	25-02776					615.90
	0002538542	Oxygen Cylinder Exchange/Re-Fill (x5)	Invoice	11/12/2025	Oxygen Cylinder Exchange/Re-Fill (x5)	001-509-522-20-45-00	139.85
	0002553086	Oxygen Cylinder Rental (Inventory)	Invoice	11/30/2025	Oxygen Cylinder Rental (Inventory)	001-509-522-20-45-00	270.20
	0002554258	Oxygen Cylinder Rental (Inventory)	Invoice	11/30/2025	Oxygen Cylinder Rental (Inventory)	001-509-522-20-45-00	17.23
	0002554259	Oxygen Cylinder Rental (Inventory)	Invoice	11/30/2025	Oxygen Cylinder Rental (Inventory)	001-509-522-20-45-00	62.37
	0002558011	Oxygen Cylinder Exchange/Re-Fill (x2)	Invoice	12/03/2025	Oxygen Cylinder Exchange/Re-Fill (x2)	001-509-522-20-45-00	126.25
0110	CITY OF MONROE	25-02777					511.34
	ADMIN-NOV25	Water, Stormwater & Sewer - Admin B	Invoice	12/02/2025	Water, Stormwater & Sewer - Admin B	001-507-522-50-47-02	260.78
						300-507-522-50-47-00	250.56
0110	CITY OF MONROE	25-02778					179.19
	ST32-NOV25	Water & Stormwater - ST 32	Invoice	12/02/2025	Water & Stormwater - ST 32	001-507-522-50-47-02	179.19
0110	CITY OF MONROE	25-02779					38.40
	ST31IRR-NOV25	Water (Irrigation Meter) - ST 31	Invoice	12/02/2025	Water (Irrigation Meter) - ST 31	001-507-522-50-47-02	38.40
0110	CITY OF MONROE	25-02780					922.25
	ST31-NOV25	Water, Stormwater & Sewer - ST 31	Invoice	12/02/2025	Water, Stormwater & Sewer - ST 31	001-507-522-50-47-02	922.25
0113	CLEARVIEW HARDWARE & FEED	25-02781					9.70
	B307288	12oz Gold Spray Enamel - ST 71	Invoice	12/22/2025	12oz Gold Spray Enamel - ST 71	001-506-522-45-31-03	9.70
0127	COMDATA INC.	25-02782					1,833.65
	20430259	Apparatus Fuel	Invoice	12/01/2025	Apparatus Fuel	001-504-522-20-32-00	916.83
						001-509-522-20-32-00	916.82
1584	CROWN FIRE PROTECTION	25-02783					1,283.47
	21357	Fire Sprinkler Inspection Service Call - S	Invoice	12/03/2025	Fire Sprinkler Inspection Service Call - S	001-507-522-50-41-00	1,283.47
2484	CURALINC HEALTHCARE	25-02784					720.20
	70708	Employee Assistance Program Monthly	Invoice	12/01/2025	Employee Assistance Program Monthly	001-510-522-20-20-15	720.20
1668	DEPARTMENT OF LABOR & INDU	25-02785					185.40
	INV-242205	Elevator Annual Operating Cert Renwl	Invoice	12/03/2025	Elevator Annual Operating Cert Renwl	001-507-522-50-41-00	94.55
						300-507-522-50-41-00	90.85
1600	DIRECTV, LLC	25-02786					132.93
	050747001X251202	Cable/TV Services - ST 33	Invoice	12/02/2025	Cable/TV Services - ST 33	001-513-522-50-42-01	132.93
2486	EASTSIDE INTEGRATIVE MEDICIN	25-02787					1,281.00
	561K26378	Annual Firefighter Physical	Invoice	12/01/2025	Annual Firefighter Physical	001-510-522-20-41-06	1,281.00
1875	ELECTRONIC BUSINESS MACHINE	25-02788					278.00
	AR320696	Copier Machine Usage - Admin Bldg (T	Invoice	11/26/2025	Copier Machine Usage - Admin Bldg (T	001-502-522-10-31-00	32.19
	AR320750	Copier Machine Usage - ST 32, 72, 73,	Invoice	11/26/2025	Copier Machine Usage - ST 32, 72, 73,	001-502-522-10-31-00	245.81

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
0182	EMERGENT RESPIRATORY	25-02789					1,023.12
	251114324	CPAP Machine Supplies - ST 82	Invoice	12/01/2025	CPAP Machine Supplies - ST 82	001-509-522-30-31-01	511.56
	251214329	CPAP Machine Supplies - ST 71	Invoice	12/04/2025	CPAP Machine Supplies - ST 71	001-509-522-30-31-01	511.56
2511	FASTFIELD, INC.	25-02790					1,026.61
	9ED55C6-0082	Mobile Forms Software Monthly Subsc	Invoice	12/07/2025	Mobile Forms Software Monthly Subsc	001-516-522-30-49-04	1,026.61
2576	FIREHOUSE FABRICATORS, INC.	25-02791					8,480.00
	2025-285	VES Window Training Prop	Invoice	12/05/2025	(3) VES Window Training Props	001-506-522-45-35-00	8,480.00
2334	FIRST CLASS BUILDING SUPPLY A	25-02792					2,687.00
	4720	Janitorial Monthly Services - DCYF/ADM	Invoice	12/02/2025	Janitorial Monthly Services - DCYF/ADM	001-507-522-50-41-00	1,370.37
						300-507-522-50-41-00	1,316.63
0222	FREIGHTLINER NORTHWEST	25-02793					96.90
	PC304035427;01	Shop Parts	Invoice	10/08/2025	Shop Parts	050-511-522-60-34-01	96.90
0226	GALLS, LLC	25-02794					1,431.67
	033314293	Rain Defender Heavyweight w/ Hood J	Invoice	12/01/2025	Rain Defender Heavyweight w/ Hood J	001-504-522-20-31-07	103.78
	033314295	Blank Embroiderable Patch (BLANK) x2	Invoice	12/01/2025	Blank Embroiderable Patch (BLANK) x2	001-504-522-20-31-07	16.57
	033314364	Quarter Boots	Invoice	12/01/2025	Quarter Boots	001-504-522-20-31-07	218.50
	033329293	Carhartt Storm Defender Heavyweight	Invoice	12/02/2025	Carhartt Storm Defender Heavyweight	001-504-522-20-31-07	162.38
	033332977	Duty Boots, Leather Garrison Belt	Invoice	12/02/2025	Duty Boots, Leather Garrison Belt	001-504-522-20-31-07	204.39
	033342089	Name Plate	Invoice	12/02/2025	Name Plate	001-504-522-20-31-07	31.48
	033359413	Diamond Quilted Jacket	Invoice	12/04/2025	Diamond Quilted Jacket	001-504-522-20-31-07	110.98
	033359414	Blank Embroiderable Patch (BLANK)	Invoice	12/04/2025	Blank Embroiderable Patch (BLANK)	001-504-522-20-31-07	8.28
	033359428	Blank Embroiderable Patch (BLANK)	Invoice	12/04/2025	Blank Embroiderable Patch (BLANK)	001-504-522-20-31-07	8.28
	033359466	S/S Chief Shirt	Invoice	12/04/2025	S/S Chief Shirt	001-504-522-20-31-07	148.44
	033359479	L/S Station Wear Shirt	Invoice	12/04/2025	L/S Station Wear Shirt	001-504-522-20-31-07	118.45
	033373419	S/S Station Wear Shirt (x2)	Invoice	12/05/2025	S/S Station Wear Shirt (x2)	001-504-522-20-31-07	300.14
2568	GENERAL FIRE APPARATUS	25-02795					1,211.46
	IN2379303	Shop Parts	Invoice	11/12/2025	Shop Parts	050-511-522-60-34-01	1,211.46
0258	HILL STREET CLEANERS	25-02796					187.08
	14044	Uniform Repairs, Alteratns & Name/Pa	Invoice	12/01/2025	Uniform Repairs, Alteratns & Name/Pa	001-504-522-20-31-07	187.08
1878	IMS ALLIANCE	25-02797					19.19
	25-2894	Passport Name Tag (x6)	Invoice	12/02/2025	Passport Name Tag (x6)	001-504-522-20-31-01	19.19
0276	IRON MOUNTAIN INC	25-02798					830.37
	203056200	OffSite Server Data Storage Services (M	Invoice	11/30/2025	OffSite Server Data Storage Services (M	001-513-522-10-41-04	830.37
0277	ISOUTSOURCE	25-02799					5,918.76
	CW318560	IT Services	Invoice	11/30/2025	IT Services	001-513-522-10-41-04	5,918.76

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
0313	KENT D. BRUCE CO., LLC	25-02800					1,430.22
	19245	Shop Parts	Invoice	12/03/2025	Shop Parts	050-511-522-60-34-01	2,967.38
	19248	Shop Parts	Invoice	12/03/2025	Shop Parts	050-511-522-60-34-01	211.78
	316	Shop Parts	Credit Memo	12/02/2025	Shop Parts	050-511-522-60-34-01	-874.47
	317	Shop Parts	Credit Memo	12/02/2025	Shop Parts	050-511-522-60-34-01	-874.47
1939	LAERDAL MEDICAL CORPORATIO	25-02801					51,716.70
	2025/20Q1211868.A	SimBaby Simulator, training and suppli	Invoice	12/05/2025	204-00133 SimPad PLUS 2 IE Includes:	303-509-594-20-64-06	1,129.61
					204-50150 LLEAP for SimPad PLUS Incl	303-509-594-20-64-06	3,773.91
					246-00150 SimBaby Medium Includes:	303-509-594-20-64-06	45,298.82
					246-EDVT025-SL SimBaby Virtual Orie	303-509-594-20-64-06	1,233.82
					400-93050 Mobile Router Can accomn	303-509-594-20-64-06	280.54
1954	LAKE STEVENS ATHLETIC CLUB	25-02802					327.00
	78011	Monthly Gym Membership (Novembe	Invoice	10/20/2025	Monthly Gym Membership (Novembe	001-510-522-20-49-00	109.00
	78012	Monthly Gym Membership (October 2	Invoice	10/20/2025	Monthly Gym Membership (October 2	001-510-522-20-49-00	109.00
	78878	Monthly Gym Membership (December	Invoice	12/04/2025	Monthly Gym Membership (Decembe	001-510-522-20-49-00	109.00
1879	LAKE STEVENS SEWER DISTRICT	25-02803					369.45
	ST82-DEC2025	Sewer - ST 82 (Account 3655.01)	Invoice	12/01/2025	Sewer - ST 82	001-507-522-50-47-02	369.45
1879	LAKE STEVENS SEWER DISTRICT	25-02804					285.60
	ST81-DEC2025	Sewer - ST 81 (Account 6681.01)	Invoice	12/01/2025	Sewer - ST 81	001-507-522-50-47-02	285.60
2404	LAWSON PRODUCTS, INC.	25-02805					978.73
	9313044390	Snow Pluffx6 ,Carriage Clamps x6,Plate	Invoice	12/05/2025	Aero Snow Plow Pluff x6, Ear Plugs x6	001-507-522-50-31-00	447.83
					Carriage Clamps x6,Plated Hooks x25	001-507-522-50-35-00	530.90
1596	LEMAY MOBILE SHREDDING	25-02806					174.20
	4912042S185	OnSite Mobile Shredding Services - ST	Invoice	12/01/2025	OnSite Mobile Shredding Services - ST	001-502-522-10-41-01	58.40
	4912043S185	OnSite Mobile Shredding Services - AD	Invoice	12/01/2025	OnSite Mobile Shredding Services - AD	001-502-522-10-41-01	57.40
	4912044S185	OnSite Mobile Shredding Services - ST	Invoice	12/01/2025	OnSite Mobile Shredding Services - ST	001-502-522-10-41-01	58.40
0343	LIFE-ASSIST INC	25-02807					2,601.72
	2005993	Medical Small Tools/Minor Equipment	Invoice	10/27/2025	Medical Small Tools/Minor Equipment	001-509-522-20-35-00	558.38
	2009962	Medications & Medical Supplies	Invoice	11/03/2025	Medications & Medical Supplies	001-509-522-30-31-01	1,208.19
	2010247	Medical Supplies	Invoice	11/04/2025	Medical Supplies	001-509-522-30-31-01	15.04
	2024135	Medications & Medical Supplies & Sma	Invoice	12/01/2025	Medical Small Tools/Minor Equipment	001-509-522-20-35-00	309.04
					Medications & Medical Supplies	001-509-522-30-31-01	780.27
	2025784	Medications & Medical Supplies	Invoice	12/02/2025	Medications & Medical Supplies	001-509-522-30-31-01	3,815.62
	2026675	Medications	Credit Memo	12/03/2025	Medications	001-509-522-30-31-01	-8,095.50
	2027095	Medications & Medical Supplies & Sma	Invoice	12/03/2025	Medical Small Tools/Minor Equipment	001-509-522-20-35-00	129.77
					Medical Supplies	001-509-522-30-31-01	3,880.91
2469	LION GROUP INC.	25-02808					3,667.02
	300049187	Bunker Gear Cleaning, Repairs & Altera	Invoice	11/20/2025	Bunker Gear Cleaning, Repairs & Altera	001-504-522-20-48-11	778.17
	300049190	Bunker Gear Cleaning, Repairs & Altera	Invoice	11/20/2025	Bunker Gear Cleaning, Repairs & Altera	001-504-522-20-48-11	1,664.64
	300049191	Bunker Gear Cleaning, Repairs & Altera	Invoice	11/20/2025	Bunker Gear Cleaning, Repairs & Altera	001-504-522-20-48-11	1,224.21

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
2513	MES SERVICE COMPANY, LLC	25-02809					5,039.06
	IN2373480	Bunker Gloves	Invoice	11/04/2025	Bunker Gloves	001-504-522-20-31-10	2,195.01
	IN2384737	SCBA Repairs & Flow Test	Invoice	11/20/2025	SCBA Repairs & Flow Test	001-504-522-20-48-12	1,466.45
	IN2384936	Fire Armor Gauntlet Gloves (x10)	Invoice	11/20/2025	Fire Armor Gauntlet Gloves (x10)	001-504-522-20-31-10	1,377.60
0371	MICHAEL MCCONNELL	25-02810					8,901.33
	INV14556	Fall 2025 Tuition Reimbursement (SU)(	Invoice	10/22/2025	Fall 2025 Tuition Reimbursement (SU)(	001-506-522-45-49-10	4,450.67
	INV14557	Fall 2025 Tuition Reimbursement (SU)(	Invoice	12/02/2025	Fall 2025 Tuition Reimbursement (SU)(	001-506-522-45-49-10	4,450.66
2358	NORTHWEST PROPANE LLC	25-02811					508.76
	U001H954	OnSite Mobile Propane Delivery (205.9	Invoice	12/01/2025	OnSite Mobile Propane Delivery (205.9	001-507-522-50-47-03	508.76
2252	ODP BUSINESS SOLUTIONS, LLC	25-02812					238.69
	448803520001	Ink Cartridge (x2), Copy Paper 10RM (x	Invoice	11/26/2025	Ink Cartridge (x2), Copy Paper 10RM (x	001-502-522-10-31-00	238.69
0466	PETROCARD, INC.	25-02813					1,174.35
	C902644	OnSite Mobile Fueling Service - ST 71,	Invoice	11/28/2025	OnSite Mobile Fueling Service - ST 71,	001-504-522-20-32-00	587.18
						001-509-522-20-32-00	587.17
0484	PURCELL TIRE & SERVICE CENTEF	25-02814					4,045.99
	24278465	Shop Parts	Invoice	08/14/2025	Shop Parts	050-511-522-60-34-01	1,651.32
	24278729	Shop Parts	Credit Memo	08/21/2025	Shop Parts	050-511-522-60-34-01	-1,651.32
	24278830	Shop Parts	Invoice	08/28/2025	Shop Parts	050-511-522-60-34-01	69.20
	24278856	Shop Parts	Credit Memo	08/26/2025	Shop Parts	050-511-522-60-34-01	-69.20
	24281020	Shop Parts	Invoice	11/26/2025	Shop Parts	050-511-522-60-34-01	836.98
	24281021	Shop Parts	Invoice	11/26/2025	Shop Parts	050-511-522-60-34-01	1,574.97
	24281070	Shop Parts	Invoice	12/01/2025	Shop Parts	050-511-522-60-34-01	1,634.04
0494	REPUBLIC SERVICES #197	25-02815					984.12
	0197-003623131	Recycling - ST 31	Invoice	11/30/2025	Recycling - ST 31	001-507-522-50-47-04	984.12
0494	REPUBLIC SERVICES #197	25-02816					282.53
	0197-003623146	Refuse - Admin Building	Invoice	11/30/2025	Refuse - Admin Building	001-507-522-50-47-04	144.09
						300-507-522-50-47-00	138.44
0494	REPUBLIC SERVICES #197	25-02817					282.26
	0197-003623193	Refuse - ST 32	Invoice	11/30/2025	Refuse - ST 32	001-507-522-50-47-04	282.26
0494	REPUBLIC SERVICES #197	25-02818					343.20
	0197-003622550	Refuse - ST 31	Invoice	11/30/2025	Refuse - ST 31	001-507-522-50-47-04	343.20
0494	REPUBLIC SERVICES #197	25-02819					150.80
	0197-003623453	Recycling - ST 32	Invoice	11/30/2025	Recycling - ST 32	001-507-522-50-47-04	150.80
2431	RWC GROUP	25-02820					335.72
	XA115011802;01	Shop Parts	Invoice	11/10/2025	Shop Parts	050-511-522-60-34-01	335.72
0544	SILVER LAKE WATER & SEWER DI	25-02821					157.86
	ST77FM-NOV25	Water (Fire Meter) - ST 77	Invoice	11/30/2025	Water (Fire Meter) - ST 77	001-507-522-50-47-02	157.86
0544	SILVER LAKE WATER & SEWER DI	25-02822					213.10
	ST77-NOV25	Water (Fire Meter) - ST 77	Invoice	11/30/2025	Water (Fire Meter) - ST 77	001-507-522-50-47-02	213.10

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
0546	SISKUN POWER EQUIPMENT	25-02823					4.15
	489082	Late Fees Applied for Deliquent Invoice	Invoice	12/05/2025	Late Fees Applied for Deliquent Invoice	001-504-522-20-49-04	4.15
2571	SKY VALLEY LANDSCAPING AND (	25-02824					2,697.50
	SRFR-1	Resident Driveway Repair(On Call - E33	Invoice	12/01/2025	Resident Driveway Repair(On Call - E33	001-507-522-50-41-00	2,697.50
2573	SKYDIO, INC	25-02825					27,185.57
	INV-117869	Skydio X10 Drone, accessories and soft	Invoice	12/05/2025	Skydio Data Managment and Streamin	303-504-594-20-64-08	4,473.00
					Skydio Dropper for X10	303-504-594-20-64-08	921.50
					Skydio NightSense with Visible Light At	303-504-594-20-64-08	2,611.28
					Skydio Speaker for X10	303-504-594-20-64-08	310.40
					Skydio Spotlight for X10	303-504-594-20-64-08	257.05
					Skydio X10 Ready Kit NA + VT300-Z	303-504-594-20-64-08	18,612.34
0550	SMARSH INC	25-02826					20.50
	INV-315401	Electronic Communications Archiving S	Invoice	11/30/2025	Electronic Communications Archiving S	001-513-522-10-49-04	20.50
0557	SNOHOMISH AQUATIC CENTER	25-02827					234.00
	534946	Rescue Swimmer Pool Usage	Invoice	12/04/2025	Rescue Swimmer Pool Usage	001-506-522-45-49-26	234.00
1917	SNOHOMISH COUNTY EMS	25-02828					8,400.00
	1048	Snohomish County EMS - POTUS Class	Invoice	11/12/2025	Snohomish County EMS - POTUS Class	001-506-522-45-49-02	8,400.00
0520	SNOHOMISH COUNTY FIRE DISTF	25-02829					12,500.00
	25;53	RLB ILA Facility Site Rental - JAN-JUN 2(	Invoice	12/04/2025	RLB ILA Facility Site Rental - JAN-JUN 2(	001-506-522-45-45-00	12,500.00
0565	SNOHOMISH COUNTY PUD	25-02830					1,537.40
	119720886	Electricity - ST 71	Invoice	11/26/2025	Electricity - ST 71	001-507-522-50-47-01	1,537.40
0565	SNOHOMISH COUNTY PUD	25-02831					426.51
	116421155	Electricity - ST 83	Invoice	12/01/2025	Electricity - ST 83	001-507-522-50-47-01	426.51
1536	SNOHOMISH REGIONAL FIRE & R	25-02832					52,572.28
	FIRE-11/26/2025	Apparatus Fleet Maintenance Services	Invoice	11/26/2025	Apparatus Fleet Maintenance Services	001-504-522-20-48-01	41,284.46
					Apparatus Fleet Maintenance Services	001-509-522-20-48-01	11,287.82
0567	SNURE LAW OFFICE, PSC	25-02833					4,932.00
	NOV2025	Monthly Attorney Services (November	Invoice	12/01/2025	Monthly Attorney Services (November	001-512-522-10-41-03	4,932.00
1601	SOUTH SNOHOMISH COUNTY FIF	25-02834					337.00
	0000264	PALS Class No Show - Warren Carson (	Invoice	11/04/2025	PALS Class No Show - Warren Carson (	001-509-522-45-49-02	337.00
0572	SPEEDWAY CHEVROLET	25-02835					2,756.30
	148415	Shop Parts	Invoice	11/25/2025	Shop Parts	050-511-522-60-34-01	2,756.30
2057	SPRAGUE PEST SOLUTIONS	25-02836					132.14
	6008598	Monthly Pest Control Services - ST 31	Invoice	11/07/2025	Monthly Pest Control Services - ST 31	001-507-522-50-41-00	132.14
2184	STERICYCLE, INC.	25-02837					31.08
	8012750042	Biohazardous/Medical Waste Disposal	Invoice	11/30/2025	Biohazardous/Medical Waste Disposal	001-509-522-20-41-06	31.08
1634	STRYKER MEDICAL	25-02838					648.80
	9210995401	LNCS-II Rainbow DCI8 - LAMBDA SPCO	Invoice	12/05/2025	LNCS-II Rainbow DCI8 - LAMBDA SPCO	001-509-522-30-31-01	648.80

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
2415	SUPERIOR SEPTIC SERVICE, LLC	25-02839					2,452.23
	27797985	Septic Tank Maint. (Pumped 1500gl Ta	Invoice	11/28/2025	Septic Tank Maint. (Pumped 1500gl Ta	001-507-522-50-48-00	1,168.73
	27798497	Septic Tank Maint. (Pumped 1600gl Ta	Invoice	12/02/2025	Septic Tank Maint. (Pumped 1600gl Ta	001-507-522-50-48-00	1,283.50
2580	TABLET COMMAND, INC	25-02840					15,750.00
	INV-1534	Digital Incident Management Platform	Invoice	12/04/2025	Digital Incident Management Platform	001-509-522-20-41-02	15,750.00
2564	TACOMA HYDRAULICS, INC.	25-02841					8,092.43
	72436/72437	Shop Parts	Invoice	12/01/2025	Shop Parts	050-511-522-60-34-01	8,092.43
1645	TELEFLEX, LLC	25-02842					1,995.00
	9510897337	Medical Supplies ('EZ-IO' Needle & Sta	Invoice	12/03/2025	Medical Supplies ('EZ-IO' Needle & Sta	001-509-522-30-31-01	1,995.00
0610	TRUE NORTH EMERGENCY EQUII	25-02843					411.83
	A24409	Shop Parts	Invoice	11/18/2025	Shop Parts	050-511-522-60-34-01	282.80
	A24465	Shop Parts	Invoice	11/25/2025	Shop Parts	050-511-522-60-34-01	129.03
2508	UNITED SAR, INC.	25-02844					4,565.00
	8237	Wet Suits	Invoice	12/03/2025	Wet suits	001-514-522-20-31-09	4,565.00
0631	VERATHON MEDICAL	25-02845					1,507.58
	81214241	Medical Supplies	Invoice	09/08/2025	Medical Supplies	001-509-522-30-31-01	502.99
	81262699	Medical Supplies	Invoice	11/13/2025	Medical Supplies	001-509-522-30-31-01	1,004.59
0040	VESTIS	25-02846					79.24
	6560681738	Shop Supplies/Uniform Rental/Laundry	Invoice	12/04/2025	Shop Supplies/Uniform Rental/Laundr	050-511-522-60-41-04	62.84
	6560681739	Maint. Srvcs Towels, Floor Mat & Mop	Invoice	12/04/2025	Maint. Srvcs Towels, Floor Mat & Mop	001-507-522-50-48-00	16.40
					Total Claims: 85	**Total Payment Amount:**	**354,297.41**

Docket of Claims Register

Snohomish Regional Fire & Rescue, WA

APPKT02048 - 12.18.2025 Board Meeting (2) ER

By Docket/Claim Number

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
0012	ACROSS THE STREET PRODUCTIC	25-02847					385.00
	29129	Blue Card Online Training - Strong	Invoice	12/15/2025	Blue Card Online Training - Strong	001-506-522-45-49-02	385.00
2106	AMAZON CAPITAL SERVICES, INC	25-02848					6,049.71
	11WH-Q671-3HLC	REDMAX Blower Parts (x2) - Logistics	Invoice	12/08/2025	REDMAX Blower Parts (x2) - Logistics	001-507-522-50-35-00	37.90
	13PW-LYVQ-H9HF	Rain-X Interior Glass Anti-Fog 12oz (2pk) - ST71	Invoice	12/10/2025	Rain-X Interior Glass Anti-Fog 12oz (2pk) - ST71	001-504-522-20-48-01	16.17
	14QK-VCC7-M6CK	Shop Parts	Invoice	12/08/2025	Shop Parts	050-511-522-60-34-01	136.72
	1CHL-MNG3-PCWF	Large Wall Calendar Jan - Dec. 2026 - S	Invoice	12/12/2025	Large Wall Calendar Jan - Dec. 2026 - S	001-507-522-50-31-00	14.30
	1JQL-XCL1-6KTX	Return - Electric Wall Heater (FF Dorm)	Credit Memo	12/15/2025	Return - Electric Wall Heater (FF Dorm	001-507-522-50-35-00	-313.47
	1JYG-1NKF-T63G	SCBA Firefighter Respirator Mask Bag &	Invoice	12/10/2025	SCBA Firefighter Respirator Mask Bag &	001-504-522-20-31-03	441.43
	1LQW-WG4C-3FQP	Powder Free Nitrile Disposable Gloves	Invoice	12/08/2025	Powder Free Nitrile Disposable Gloves	001-507-522-50-31-00	80.85
	1N7C-1QVQ-P3PW	iPad Case (x3), Apple Pencil (x3), Apple	Invoice	12/08/2025	iPad Case (x3), Apple Pencil (x3), Apple	001-506-522-45-35-00	2,966.85
	1P79-F1C9-3RLJ	WARN Winch VR EVO (12,000), Winch	Invoice	12/10/2025	WARN Winch VR EVO (12,000), Winch	001-506-522-45-35-00	742.78
	1PDL-X1Y6-QLFM	Refrigerator Water Line/Valve Replacer	Invoice	12/10/2025	Refrigerator Water Line/Valve Replacer	001-507-522-50-48-00	47.67
	1RY4-RDRK-Q4T7	Medical Text Books (x10) - 12092025EI	Invoice	12/15/2025	Medical Text Books (x10) - 12092025EI	001-509-522-20-49-04	474.35
	1VH3-PFMC-43NN	BlackStone Tabletop Griddle (Banquet Gifts x6)	Invoice	12/12/2025	BlackStone Tabletop Griddle (Banquet Gifts x6)	001-502-522-10-49-07	1,220.82
	1WH7-TKV9-TVD3	LED Motion Security Sensor Light - Logistics	Invoice	12/08/2025	LED Motion Security Sensor Light - Logistics	001-507-522-50-48-00	43.71
	1YNC-GMQ1-RJYR	Thermal Laminating Sheets 200pk - ST 81	Invoice	12/11/2025	Thermal Laminating Sheets 200pk - ST 80	001-502-522-10-31-00	17.23
	1YTD-3NN6-H613	Shop Parts	Invoice	12/04/2025	Shop Parts	050-511-522-60-34-01	17.54
	1YTQ-LLNW-V9KX	Whirlpool Fridge Ice & Water Filter (x2	Invoice	12/09/2025	Whirlpool Fridge Ice & Water Filter (x2	001-507-522-50-31-00	104.86
1968	ANGEL OF THE WINDS CASINO R	25-02849					15,117.64
	4588	2025 Awards Banquet Hall Room/Dinn	Invoice	12/08/2025	2025 Awards Banquet Hall Room/Dinn	001-502-522-10-49-07	15,117.64
2383	AT&T MOBILITY - CC	25-02850					807.10
	UCF112025	CradlePoint Data Modems (Acct.50056	Invoice	12/04/2025	CradlePoint Data Modems	001-513-522-10-42-00	807.10
0058	BICKFORD MOTORS, INC.	25-02851					1,834.69
	1304191	Shop Parts	Invoice	11/07/2025	Shop Parts	050-511-522-60-34-01	1,199.21
	1305189	Shop Parts	Invoice	11/24/2025	Shop Parts	050-511-522-60-34-01	186.29
	1305757	Shop Parts	Invoice	12/02/2025	Shop Parts	050-511-522-60-34-01	352.16
	1305869	Shop Parts	Invoice	12/03/2025	Shop Parts	050-511-522-60-34-01	195.55
	CM-1305757-1	Shop Parts	Credit Memo	12/05/2025	Shop Parts	050-511-522-60-34-01	-98.52

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
0065	BOUND TREE MEDICAL, LLC	25-02852					8,177.91
	85914399	Medications & Medical Supplies	Invoice	09/10/2025	Medications & Medical Supplies	001-509-522-30-31-01	1,687.25
	85954881	Medical Supplies	Invoice	10/13/2025	Medical Supplies	001-509-522-30-31-01	161.25
	85974793	Medical Supplies	Invoice	10/29/2025	Medical Supplies	001-509-522-30-31-01	621.29
	85979687	Medications	Invoice	11/03/2025	Medications	001-509-522-30-31-01	1,305.22
	86011884	Medical Supplies	Invoice	12/02/2025	Medical Supplies	001-509-522-30-31-01	661.46
	86013907	Medical Supplies	Invoice	12/03/2025	Medical Supplies	001-509-522-30-31-01	938.64
	86013908	Medical Supplies	Invoice	12/03/2025	Medical Supplies	001-509-522-30-31-01	1,178.09
	86013909	Medications	Invoice	12/03/2025	Medications	001-509-522-30-31-01	296.70
	86013910	Medical Supplies	Invoice	12/03/2025	Medical Supplies	001-509-522-30-31-01	1,178.09
	86015762	Medical Supplies	Invoice	12/04/2025	Medical Supplies	001-509-522-30-31-01	149.92
1816	BRIAN KEES	25-02853					578.00
	INV14639	Per Diem - Lower Sugar Loaf Fire WA-V	Invoice	12/12/2025	Per Diem - Lower Sugar Loaf Fire WA-V	001-514-522-20-43-01	578.00
2572	BURLEY CREATIVE, LLC	25-02854					5,728.42
	000180	Station Pride Projects	Invoice	12/04/2025	Station Pride projects	001-512-522-10-49-06	3,761.13
	000181	Rebranding signage	Invoice	12/09/2025	Rebranding Signage	001-512-522-10-49-06	1,967.29
1913	CANON FINANCIAL SERVICES INC	25-02855					1,641.25
	42307771	Copier Machine Lease - Admin Bldg (C	Invoice	12/12/2025	Copier Machine Lease - Admin Bldg (C	001-512-591-22-70-00	296.60
	42307772	Copier Machine Lease - ST 81	Invoice	12/12/2025	Copier Machine Lease - ST 81	001-512-591-22-70-00	38.88
	42307773	Copier Machine Lease - ST 71	Invoice	12/12/2025	Copier Machine Lease - ST 71	001-512-591-22-70-00	325.02
	42307774	Copier Machine Lease - ST 31 (Main Lo	Invoice	12/12/2025	Copier Machine Lease - ST 31 (Main Lo	001-512-591-22-70-00	329.53
	42307775	Copier Machine Lease - ST 82	Invoice	12/12/2025	Copier Machine Lease - ST 82	001-512-591-22-70-00	38.91
	42307776	GIS Printer Machine Lease - Admin Bld	Invoice	12/12/2025	GIS Printer Machine Lease - Admin Bld	001-512-591-22-70-00	225.33
	42307777	Copier Machine Lease - ST 32, 72, 73, 7	Invoice	12/12/2025	Copier Machine Lease - ST 32	001-512-591-22-70-00	17.97
					Copier Machine Lease - ST 72	001-512-591-22-70-00	17.96
					Copier Machine Lease - ST 73	001-512-591-22-70-00	17.96
					Copier Machine Lease - ST 77	001-512-591-22-70-00	18.15
	42307780	Copier Machine Lease - ST 31 (Shop)	Invoice	12/12/2025	Copier Machine Lease - ST 31 (Shop)	050-511-591-22-70-00	90.62
	42355384	Copier Machine Lease - Admin Bldg (P	Invoice	12/12/2025	Copier Machine Lease - Admin Bldg (P	001-512-591-22-70-00	224.32
0096	CENTRAL WELDING SUPPLY	25-02856					282.62
	0002560768	Oxygen Cylinder Exchange/Re-Fill (x9)	Invoice	12/08/2025	Oxygen Cylinder Exchange/Re-Fill (x9)	001-509-522-20-45-00	130.10
	0002560769	Oxygen Cylinder Exchange/Re-Fill (x4)	Invoice	12/08/2025	Oxygen Cylinder Exchange/Re-Fill (x4)	001-509-522-20-45-00	84.57
	0002562474	Oxygen Cylinder Exchange/Re-Fill (x2)	Invoice	12/10/2025	Oxygen Cylinder Exchange/Re-Fill (x2)	001-509-522-20-45-00	67.95
0113	CLEARVIEW HARDWARE & FEED	25-02857					28.59
	B307967	Black Zip Ties 15pk (Secure LifePak 35)	Invoice	12/06/2025	Black Zip Ties 15pk (Secure LifePak 35)	001-509-522-20-49-04	2.90
	C552177	Elect Tester/BLU Wire Connector/Plate	Invoice	12/04/2025	Elect Tester/BLU Wire Connector/Plate	001-504-522-20-48-02	25.69
0126	COMCAST BUSINESS	25-02858					818.62
	ADMIN-DEC25/JAN26	Internet/Phone/TV Services - Admin Bl	Invoice	12/07/2025	Internet/Phone/TV Srvcs - Admin Bldg	001-513-522-50-42-01	819.02
	ST82-MAR25	TV Services - ST82	Credit Memo	02/07/2025	TV Services - ST82	001-513-522-50-42-01	-0.40
0136	COURIERWEST	25-02859					2,190.80
	8308	Mail Courier Monthly Service (Novemb	Invoice	12/10/2025	Mail Courier Monthly Service (Novemb	001-502-522-10-41-01	2,190.80

Docket of Claims Register **APPKT02048 - 12.18.2025 Board Meeting (2) ER**

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
0138	CRESSY DOOR COMPANY, INC	25-02860					998.08
	213903	Bay Door Service Call (Door/Stuck) - ST	Invoice	12/15/2025	Bay Door Service Call (Door/Stuck) - ST	001-507-522-50-48-00	998.08
1556	DJ MATTERN	25-02861					27.02
	INV14640	Reimbursement - Swiftwater Rescue Snacks (Reissue)	Invoice	12/12/2025	Reimbursement - Swiftwater Rescue Snacks (Reissue)	001-506-522-45-49-26	27.02
2531	EMERGENCY SERVICES CONSULT	25-02862					2,119.00
	24-602	Consulting - Strategic Planning	Invoice	09/30/2025	Consulting - Strategic Planning	001-502-522-10-41-01	2,119.00
1642	EVERGREEN POWER SYSTEMS, IN	25-02863					2,702.71
	39103	Service Call (Apparatus Bay Lights) - ST	Invoice	12/12/2025	Service Call (Apparatus Bay Lights) - ST	001-507-522-50-48-00	1,862.47
	39106	New Stairwell Lights (Repair/New Parts	Invoice	12/12/2025	New Stairwell Lights (Repair/New Parts	001-507-522-50-48-00	840.24
2527	FELD FIRE	25-02864					4,504.25
	INV14256	L82 Rescue circ saws	Invoice	08/12/2025	L82 Rescue circ saws K12FD94-16	001-504-522-20-35-00	2,224.80
	INV20008	L82 Rescue circ saws	Invoice	12/03/2025	L82 Rescue circ saws K12FD94-16	001-504-522-20-35-00	2,279.45

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
0226	GALLS, LLC	25-02865					8,664.67
	033141769	L/S DAC Class A Shirt, Belt, Academy O	Invoice	11/13/2025	L/S DAC Class A Shirt, Belt, Academy O	001-504-522-20-31-07	290.88
	033141778	Industrial Pants	Invoice	11/13/2025	Industrial Pants	001-504-522-20-31-07	162.31
	033141787	Carhartt Storm Defender Heavyweight Jacket	Invoice	11/13/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	162.38
	033141789	Carhartt Storm Defender Heavyweight Jacket	Invoice	11/13/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	164.16
	033141808	Dress/Uniform Shoes (Academy Oxford	Invoice	11/13/2025	Dress/Uniform Shoes (Academy Oxford	001-504-522-20-31-07	83.65
	033141816	Carhartt Storm Defender Heavyweight Jacket	Invoice	11/13/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	177.13
	033141817	Carhartt Storm Defender Heavyweight Jacket	Invoice	11/13/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	179.07
	033141818	Carhartt Storm Defender Heavyweight Jacket	Invoice	11/13/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	162.38
	033141819	Carhartt Storm Defender Heavyweight Jacket	Invoice	11/13/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	177.13
	033141820	Carhartt Storm Defender Heavyweight Jacket	Invoice	11/13/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	162.38
	033141821	Carhartt Storm Defender Heavyweight Jacket	Invoice	11/13/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	164.16
	033141822	Carhartt Storm Defender Heavyweight Jacket	Invoice	11/13/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	177.29
	033141823	Carhartt Storm Defender Heavyweight Jacket	Invoice	11/13/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	162.52
	033177034	S/S Nomex IIIA Shirt - Shop	Invoice	11/17/2025	S/S Nomex IIIA Shirt - Shop	001-504-522-20-31-07	150.07
	033189870	Polyester/Wool Double Breasted Class	Invoice	11/18/2025	Polyester/Wool Double Breasted Class	001-504-522-20-31-07	419.02
	033397476	Blank Embroiderable Patch (BLANK)	Invoice	12/08/2025	Blank Embroiderable Patch (BLANK)	001-504-522-20-31-07	8.28
	033397497	S/S Chief Shirt (x2)	Invoice	12/08/2025	S/S Chief Shirt (x2)	001-504-522-20-31-07	296.89
	033397502	Cargo Pants	Invoice	12/08/2025	Cargo Pants	001-504-522-20-31-07	217.51
	033397503	Leather Belt	Invoice	12/08/2025	Leather Belt	001-504-522-20-31-07	27.87
	033397522	Rain Defender Paxton Heavyweight w/	Invoice	12/08/2025	Rain Defender Paxton Heavyweight w/	001-504-522-20-31-07	103.86
	033397523	Rain Defender Paxton Heavyweight w/	Invoice	12/08/2025	Rain Defender Paxton Heavyweight w/	001-504-522-20-31-07	103.86
	033397524	Rain Defender Paxton Heavyweight w/	Invoice	12/08/2025	Rain Defender Paxton Heavyweight w/	001-504-522-20-31-07	104.91
	033397525	Rain Defender Paxton Heavyweight w/	Invoice	12/08/2025	Rain Defender Paxton Heavyweight w/	001-504-522-20-31-07	103.78
	033397526	Rain Defender Paxton Heavyweight w/	Invoice	12/08/2025	Rain Defender Paxton Heavyweight w/	001-504-522-20-31-07	103.78
	033397527	Rain Defender Paxton Heavyweight w/	Invoice	12/08/2025	Rain Defender Paxton Heavyweight w/	001-504-522-20-31-07	104.91
	033397532	Rain Defender Paxton Heavyweight w/	Invoice	12/08/2025	Rain Defender Paxton Heavyweight w/	001-504-522-20-31-07	103.78
	033397536	Rain Defender Paxton Heavyweight w/	Invoice	12/08/2025	Rain Defender Paxton Heavyweight w/	001-504-522-20-31-07	123.28
	033423931	Industrial Pants, Garrison Leather Belt	Invoice	12/10/2025	Industrial Pants, Garrison Leather Belt	001-504-522-20-31-07	190.18
	033423936	Leather Garrison Belt	Invoice	12/10/2025	Leather Garrison Belt	001-504-522-20-31-07	27.87
	033423938	Leather Garrison Belt	Invoice	12/10/2025	Leather Garrison Belt	001-504-522-20-31-07	27.87
	033423939	Leather Garrison Belt	Invoice	12/10/2025	Leather Garrison Belt	001-504-522-20-31-07	27.87
	033423956	Rain Defender Heavyweight w/ Hood J	Invoice	12/10/2025	Rain Defender Heavyweight w/ Hood J	001-504-522-20-31-07	103.78
	033423957	Rain Defender Heavyweight w/ Hood J	Invoice	12/10/2025	Rain Defender Heavyweight w/ Hood J	001-504-522-20-31-07	103.78
	033423958	Rain Defender Heavyweight w/ Hood J	Invoice	12/10/2025	Rain Defender Heavyweight w/ Hood J	001-504-522-20-31-07	103.86
	033423959	Rain Defender Heavyweight w/ Hood J	Invoice	12/10/2025	Rain Defender Heavyweight w/ Hood J	001-504-522-20-31-07	103.78
	033423960	Rain Defender Heavyweight w/Hood Ja	Invoice	12/10/2025	Rain Defender Heavyweight w/Hood Ja	001-504-522-20-31-07	209.82
	033429729	Duty Boots	Invoice	12/10/2025	Duty Boots	001-504-522-20-31-07	176.52
	033429731	Duty Boots	Invoice	12/10/2025	Duty Boots	001-504-522-20-31-07	176.52
	033429733	Duty Boots	Invoice	12/10/2025	Duty Boots	001-504-522-20-31-07	176.52
	033429735	Duty Boots	Invoice	12/10/2025	Duty Boots	001-504-522-20-31-07	176.52
	033429941	Duty Boots	Invoice	12/10/2025	Duty Boots	001-504-522-20-31-07	176.52
	033436223	Blank Embroiderable Patch (BLANK)	Invoice	12/11/2025	Blank Embroiderable Patch (BLANK)	001-504-522-20-31-07	8.28

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
	033436224	Blank Embroiderable Patch (BLANK) (x!	Invoice	12/11/2025	Blank Embroiderable Patch (BLANK) (x:	001-504-522-20-31-07	41.42
	033436225	Blank Embroiderable Patch (BLANK)	Invoice	12/11/2025	Blank Embroiderable Patch (BLANK)	001-504-522-20-31-07	8.28
	033436229	Blank Embroiderable Patch (BLANK) (x	Invoice	12/11/2025	Blank Embroiderable Patch (BLANK) (x	001-504-522-20-31-07	33.12
	033436232	Blank Embroiderable Patch (BLANK)	Invoice	12/11/2025	Blank Embroiderable Patch (BLANK)	001-504-522-20-31-07	8.28
	033440656	Leather Garrison Belt	Invoice	12/11/2025	Leather Garrison Belt	001-504-522-20-31-07	27.87
	033440683	Duty Boots	Invoice	12/11/2025	Duty Boots	001-504-522-20-31-07	176.52
	033440687	Duty Boots	Invoice	12/11/2025	Duty Boots	001-504-522-20-31-07	176.52
	033440688	Duty Boots	Invoice	12/11/2025	Duty Boots	001-504-522-20-31-07	176.52
	033440691	Duty Boots	Invoice	12/11/2025	Duty Boots	001-504-522-20-31-07	176.52
	033440693	Duty Boots	Invoice	12/11/2025	Duty Boots	001-504-522-20-31-07	176.52
	033449140	Carhartt Storm Defender Heavyweight Jacket	Invoice	12/12/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	164.16
	033449141	Carhartt Storm Defender Heavyweight Jacket	Invoice	12/12/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	177.29
	033449142	Carhartt Storm Defender Heavyweight Jacket	Invoice	12/12/2025	Carhartt Storm Defender Heavyweight Jacket	001-504-522-20-31-07	162.38
	033449153	Blank Embroiderable Patch (BLANK)	Invoice	12/12/2025	Blank Embroiderable Patch (BLANK)	001-504-522-20-31-07	8.28
	033449175	Polyester/Wool Class A Dress Pants	Invoice	12/12/2025	Polyester/Wool Class A Dress Pants	001-504-522-20-31-07	171.99
	033449181	Polyester/Wool Class A Dress Pants	Invoice	12/12/2025	Polyester/Wool Class A Dress Pants	001-504-522-20-31-07	173.13
	033449184	Polyester/Wool Class A Dress Pants	Invoice	12/12/2025	Polyester/Wool Class A Dress Pants	001-504-522-20-31-07	174.87
	033449187	Polyester/Wool Class A Dress Pants	Invoice	12/12/2025	Polyester/Wool Class A Dress Pants	001-504-522-20-31-07	173.29
	033449188	Polyester/Wool Class A Dress Pants	Invoice	12/12/2025	Polyester/Wool Class A Dress Pants	001-504-522-20-31-07	173.13
	033449189	Polyester/Wool Class A Dress Pants	Invoice	12/12/2025	Polyester/Wool Class A Dress Pants	001-504-522-20-31-07	173.13
	033449260	W/P Job Shirt 2.0	Invoice	12/12/2025	W/P Job Shirt 2.0	001-504-522-20-31-07	124.52
0238	GRAINGER	25-02866					542.65
	9711272204	Station Operating Supplies	Invoice	11/13/2025	Station Operating Supplies	001-507-522-50-31-00	133.47
	9712690792	Station Operating Supplies	Invoice	11/14/2025	Station Operating Supplies	001-507-522-50-31-00	660.24
	9730507127	Return - Replacement Electric Wall He	Credit Memo	12/03/2025	Return - Replacement Electric Wall He	001-507-522-50-48-00	-251.06
0218	HONEY BUCKET	25-02867					275.00
	0555151911	Portable Bathroom (Live Fire Training -	Invoice	10/06/2025	Portable Bathroom (Live Fire Training -	001-506-522-45-31-03	275.00
2165	HONOR GUARD CLINICS AND SCI	25-02868					2,200.00
	2315.1	Honor Guard Commander/FOS Combc	Invoice	01/01/2025	Honor Guard Commander/FOS Combc	001-506-522-45-49-02	2,200.00
1878	IMS ALLIANCE	25-02869					31.13
	25-2969	Passport Name Tag (x12)	Invoice	12/10/2025	Passport Name Tag (x12)	001-504-522-20-31-01	31.13
2579	INTERNATIONAL PUBLIC SAFETY	25-02870					12,800.00
	12052025-March 2026	Leadership Training- Cohort 1	Invoice	12/05/2025	Leadership Training-Cohort 1 (16-20 m	001-506-522-45-49-02	12,800.00
0312	KENNY'S TRUCK PARTS & REPAIR	25-02871					160.02
	76635-1	Shop Parts	Invoice	03/04/2025	Shop Parts	050-511-522-60-34-01	104.03
	76639-1	Shop Parts	Invoice	03/05/2025	Shop Parts	050-511-522-60-34-01	45.99
	ChargeBack-Fee	Shop - Charge Back Fee for BOA Check	Invoice	12/10/2025	Shop - Charge Back Fee for BOA Check	001-502-522-10-49-06	10.00
0349	L.N. CURTIS & SONS	25-02872					5,187.20
	INV1017448	Suppression Equipment	Invoice	12/09/2025	S54RL 4STZ X 2.5NH FRL Storz to Swive	303-504-594-20-64-00	5,187.20

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1596	LEMAY MOBILE SHREDDING	25-02873					58.40
	4908362S185	OnSite Mobile Shredding Services - ST	Invoice	11/01/2025	OnSite Mobile Shredding Services - ST	001-502-522-10-41-01	58.40
0343	LIFE-ASSIST INC	25-02874					909.34
	2031254	Medical Supplies & Small Tools/Minor	Invoice	12/10/2025	Medical Small Tools/Minor Equipment	001-509-522-20-35-00	781.23
					Medical Supplies	001-509-522-30-31-01	34.32
	2031456	Medical Small Tools/Minor Equipment	Invoice	12/11/2025	Medical Small Tools/Minor Equipment	001-509-522-20-35-00	93.79
0352	LOWE'S	25-02875					813.84
	970610-PYOPOQ	Anchor & Flat Washers (x4) (Repair) - A	Invoice	12/02/2025	Anchor & Flat Washers (x4) (Repair) - A	001-507-522-50-48-00	24.83
	974577-PWOUCY	Master Heavy Duty Pad Lock - Rescue S	Invoice	11/14/2025	Master Heavy Duty Pad Lock - Rescue S	001-514-522-20-31-09	29.08
	979179-PNNHDU	Propane Tank Exchange (x2) - ST 31	Invoice	11/06/2025	Propane Tank Exchange (x2) - ST 31	001-507-522-50-47-03	45.69
	979369-PZAZMM	EarMuffs, Leather Work Gloves, Safety	Invoice	12/05/2025	EarMuffs, Leather Work Gloves, Safety	001-507-522-50-31-00	63.13
	979370-PVNHEC	Masking Tape (x2) - Logistics	Invoice	11/16/2025	Masking Tape (x2) - Logistics	001-507-522-50-31-00	45.69
	979560-PZAZMP	Bolts, Fir-Lumber,VersaTrack Hook,Was	Invoice	12/05/2025	Bolts, Fir-Lumber,VersaTrack Hook,Was	001-507-522-50-48-00	43.08
	980524-PSXPZA	SS Clamps 10pk, Hose Clamps 10pk, St	Invoice	10/17/2025	1000ft Stretch Wrap - Logistics	001-507-522-50-31-00	24.90
					SS Clamps 10pk, Hose Clamps 10pk (Ec	001-507-522-50-48-00	13.44
	984200-PUGCXT	Shop Parts	Invoice	10/28/2025	Shop Parts	050-511-522-60-34-01	139.16
	989173-PXEKTI	Spray Foam & Sink Hoses (Repair) - ST8	Invoice	11/19/2025	Spray Foam & Sink Hoses (Repair) - ST8	001-507-522-50-48-00	36.61
	992158-PRFERL	Shop Parts	Invoice	10/06/2025	Shop Parts	050-511-522-60-34-01	75.11
	998212-PUWAEA	Steel Track Rail (x2),Plastic Bins (x2),Bolts (x6)	Invoice	11/02/2025	Steel Track Rail (x2),Plastic Bins (x2),Bolts (x6)	001-514-522-20-31-09	136.97
	998967-PWGKWB	Shop Parts	Invoice	11/12/2025	Shop Parts	050-511-522-60-34-01	136.15
2436	MASON TIMM	25-02876					137.45
	INV14642	Fire & Emergency Services Training Tex	Invoice	01/01/2025	Fire & Emergency Services Training Tex	001-506-522-45-34-00	93.00
	INV14643	Snacks Training 9.18.24 (Bake Goods) F	Invoice	01/01/2025	Snacks Training 9.18.24 (Bake Goods) F	001-506-522-45-31-03	44.45
2214	MONARCH LANDSCAPE WA, LLC	25-02877					29,800.56
	CD50585520	Arbor Care - Removal & Flush Cut - ST3	Invoice	08/30/2025	Arbor Care - Removal & Flush Cut - ST3	001-507-522-50-41-00	29,800.56
2200	NORTHWEST BUS SALES, INC	25-02878					65.17
	33629	Shop Parts	Invoice	12/04/2025	Shop Parts	050-511-522-60-34-01	42.96
	33670	Shop Parts	Invoice	12/08/2025	Shop Parts	050-511-522-60-34-01	22.21
2333	OAC SERVICES, INC.	25-02879					34,953.50
	152524	Professional Services (Design /CM Labo	Invoice	12/08/2025	Professional Services (Design /CM Labo	300-507-594-50-62-00	19,080.96
					Professional Services (Design /CM Labo	300-507-594-50-62-00	15,872.54
2252	ODP BUSINESS SOLUTIONS, LLC	25-02880					2,803.23
	450718364001	Misc. Office Supplies (Year End) - ADM	Invoice	12/04/2025	Misc. Office Supplies (Year End) - ADM	001-502-522-10-31-00	2,327.62
	450800214001	Sharpie Pens 12pk (x2) - Front Desk Ad	Invoice	12/03/2025	Sharpie Pens 12pk (x2) - Front Desk Ad	001-502-522-10-31-00	24.22
	450800222001	Pads 5x8 12pk (x3), Legal Pads (White)	Invoice	12/03/2025	Pads 5x8 12pk (x3), Legal Pads (White)	001-502-522-10-31-00	23.62
	452127164001	Copy Paper (x6), Paper Pad(x5),Pencils	Invoice	12/10/2025	Copy Paper (x6), Paper Pad(x5),Pencils	001-502-522-10-31-00	427.77
2332	OTTO ROSENAU & ASSOCIATES,	25-02881					625.00
	94570	Professional Services (Geotechnical En	Invoice	12/11/2025	Professional Services (Geotechnical En	300-507-594-50-62-00	312.50
	94571	Professional Services (Geotechnical En	Invoice	12/11/2025	Professional Services (Geotechnical En	300-507-594-50-62-00	312.50

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0451	PACIFIC POWER BATTERIES	25-02882					233.44
	17157476	Shop Parts	Invoice	12/03/2025	Shop Parts	050-511-522-60-34-01	233.44
0466	PETROCARD, INC.	25-02883					970.90
	C914409	OnSite Mobile Fueling Service - ST 71,	Invoice	12/05/2025	OnSite Mobile Fueling Service - ST 71,	001-504-522-20-32-00	485.45
						001-509-522-20-32-00	485.45
1617	PR LIFTING LLC	25-02884					4,269.36
	39362	Fitness equipment	Invoice	12/11/2025	Fitness equipment	303-510-594-20-64-00	4,269.36
0483	PUGET SOUND ENERGY	25-02885					53.95
	ST31-NOVDEC25	Natural Gas - ST 31 (220011375122)	Invoice	12/08/2025	Natural Gas - ST 31 (220011375122)	001-507-522-50-47-03	53.95
0483	PUGET SOUND ENERGY	25-02886					818.61
	ADMIN-NOVDEC25	Natural Gas - Admin Bldg (220031644(	Invoice	12/08/2025	Natural Gas - Admin Bldg (220031644(	001-507-522-50-47-03	417.49
						300-507-522-50-47-00	401.12
0484	PURCELL TIRE & SERVICE CENTEF	25-02887					234.12
	24281147	Shop Parts	Invoice	12/04/2025	Shop Parts	050-511-522-60-34-01	234.12
0501	RICOH USA, INC.	25-02888					50.91
	109687511	Copier Machine Lease - ST 74/Logistics Bldg	Invoice	12/05/2025	Copier Machine Lease - ST 74/Logistics Bldg	001-512-591-22-70-00	50.91
0520	SNOHOMISH COUNTY FIRE DISTF	25-02889					1,428.57
	25.55	Room Reservation "Medical Trust Evaluation Meeting	Invoice	12/10/2025	Room Reservation "Medical Trust Evaluation Meeting	001-502-522-10-41-01	1,428.57
0558	SNOHOMISH COUNTY INFORMA	25-02890					9,373.39
	I000695035	IT, Network & Fiber Connectivity Maintenance Fees	Invoice	12/12/2025	IT, Network & Fiber Connectivity Maintenance Fees	001-513-522-50-42-01	9,373.39
0565	SNOHOMISH COUNTY PUD	25-02891					569.41
	113122563	Electricity - ST 72	Invoice	12/09/2025	Electricity - ST 72	001-507-522-50-47-01	569.41
1536	SNOHOMISH REGIONAL FIRE & R	25-02892					1,296.10
	FIRE-11/10/2025	Apparatus Fleet Maintenance Services	Invoice	11/10/2025	Apparatus Fleet Maintenance Services	001-504-522-20-48-01	1,296.10
1536	SNOHOMISH REGIONAL FIRE & R	25-02893					232,543.99
	FIRE-10/31/2025	Apparatus Fleet Maintenance Services	Invoice	10/31/2025	Apparatus Fleet Maintenance Services	001-504-522-20-48-01	167,497.44
					Apparatus Fleet Maintenance Services	001-509-522-20-48-01	65,046.55
0572	SPEEDWAY CHEVROLET	25-02894					235.72
	148566	Shop Parts	Invoice	12/08/2025	Shop Parts	050-511-522-60-34-01	563.92
	CM148415	Shop Parts	Credit Memo	12/03/2025	Shop Parts	050-511-522-60-34-01	-328.20
2057	SPRAGUE PEST SOLUTIONS	25-02895					409.83
	5994052	Finance Charge - Invoices 30days Past	Invoice	12/12/2025	Finance Charge - Invoices 30days Past	001-502-522-10-49-06	1.64
	6039475	Monthly Pest Control Services - ST 73	Invoice	12/08/2025	Monthly Pest Control Services - ST 73	001-507-522-50-41-00	1.09
	6039480	Monthly Pest Control Services - ST 72	Invoice	12/09/2025	Monthly Pest Control Services - ST 72	001-507-522-50-41-00	142.82
	6039483	Monthly Pest Control Services - ST 32	Invoice	12/15/2025	Monthly Pest Control Services - ST 32	001-507-522-50-41-00	132.14
	6039484	Monthly Pest Control Services - ST 31	Invoice	12/08/2025	Monthly Pest Control Services - ST 31	001-507-522-50-41-00	132.14

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2379	SRFR - PETTY CASH	25-02896					30.00
	0-103-238-091	DOL Driving Record Request	Invoice	12/11/2025	DOL Driving Record Request	001-517-522-10-49-06	15.00
	0-103-276-040	DOL Driving Record Request	Invoice	12/08/2025	DOL Driving Record Request	001-517-522-10-49-06	15.00
2415	SUPERIOR SEPTIC SERVICE, LLC	25-02897					3,388.70
	27856988	Septic Tank Maint. (Pumped 1000gl Tank) ST72	Invoice	12/05/2025	Septic Tank Maint. (Pumped 1000gl Tank) ST72	001-507-522-50-48-00	857.23
	27892447	Septic Tank Maint. (Pumped 1750gl Tank) ST72	Invoice	12/09/2025	Septic Tank Maint. (Pumped 1750gl Tank) ST72	001-507-522-50-48-00	1,362.74
	27893883	Septic Tank Maint. (Pumped 1500gl Tank) ST72	Invoice	12/12/2025	Septic Tank Maint. (Pumped 1500gl Tank) ST72	001-507-522-50-48-00	1,168.73
0587	SYSTEMS DESIGN WEST, LLC	25-02898					14,102.98
	20253575	EMS Transport Billing Monthly Services	Invoice	12/09/2025	EMS Transport Billing Monthly Services	001-509-522-20-41-05	14,102.98
2399	THE SUPPLY CACHE	25-02899					1,898.99
	350452A	Wildland Progressive Hose Packs	Invoice	11/26/2025	Wildland Progressive Hose Packs	001-514-522-20-35-01	1,898.99
2582	TIM BEARD	25-02900					345.24
	INV14638	Reimbursement (USA Hose Flag) Station Supplies ST32	Invoice	12/10/2025	Reimbursement (USA Hose Flag) Station Supplies ST32	001-513-522-10-49-06	345.24
1624	TK ELEVATOR CORPORATION	25-02901					923.49
	30090551797	Elevator Maintenance (Dec'25/Jan/Feb	Invoice	12/10/2025	Elevator Maintenance - Admin Bldg	001-507-522-50-48-00	923.49
2557	TRAILERPLUS	25-02902					5,906.65
	TRPL80-23841	Training Trailer	Invoice	12/04/2025	6x12 Loadrunner single Axel Trailer	301-506-594-22-64-01	5,906.65
0610	TRUE NORTH EMERGENCY EQUII	25-02903					603.52
	A24516	Shop Parts	Invoice	12/02/2025	Shop Parts	050-511-522-60-34-01	212.32
	A24520	Shop Parts	Invoice	12/02/2025	Shop Parts	050-511-522-60-34-01	391.20
0613	TYLER COMPTON	25-02904					1,326.38
	INV14575	Tuition Reimb.(Fall 2025),Stickers, Univers	Invoice	12/09/2025	Stickers for ODA	001-506-522-45-31-03	131.26
					Tuition Reimbersement(Fall 2025) & Univers	001-506-522-45-49-10	1,195.12

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0624	U.S. BANK NATIONAL ASSOCIATI	25-02905					37,112.14
	US BANK - NOV25	District Credit Card Charges - Novembe	Invoice	11/25/2025	Monday.com Annual Subscription	001-515-522-30-49-04	328.42
					Duplicate Payment Notary Renewal	001-517-522-10-49-04	240.00
					/inflatable Rescue Boat Operator Cours	001-506-522-45-43-00	758.70
					/inflatable Rescue Boat Operator Cours	001-506-522-45-43-00	758.70
					1095B Employee Copy Sheets	001-517-522-10-49-06	197.78
					2026 National PELRA Conference Reg - Smith	001-502-522-45-49-02	915.00
					2026 Wall Calendars Qty.50	001-502-522-10-31-00	580.59
					55" TV - Station Use	001-507-522-50-35-00	302.11
					65" TV - Station Use	001-507-522-50-35-00	739.10
					Admin Team Offsite Lunch	001-502-522-10-49-06	151.00
					Allstate Protection Plan for TV	001-507-522-50-35-00	70.12
					Apple ICloud storage for inspectors IPa	001-505-522-30-35-00	2.99
					Apple ICloud storage for inspectors IPa	001-505-522-30-35-00	2.99
					Apple ICloud storage for inspectors IPa	001-505-522-30-35-00	2.99
					Ball Mount, Steel Ball, Tape Measure H	001-507-522-50-35-00	86.87
					Benefits Fair Snacks	001-517-522-10-49-06	34.98
					Benefits Fair Snacks	001-517-522-10-49-06	43.94
					Benefits Fair Snacks	001-517-522-10-49-06	268.57
					Benefits Fair Snacks	001-517-522-10-49-06	35.00
					Benefits Fair Snacks Refund	001-517-522-10-49-04	-5.53
					Benefits Fair Supplies	001-517-522-10-49-06	10.93
					Benefits Fair Supplies	001-517-522-10-49-06	28.40
					Benefits Fair Supplies	001-517-522-10-49-06	9.84
					Bid Process Meeting Meal	001-502-522-10-49-06	246.17
					Big & Tall Sled Base Chair w/ Arms - Bla	001-507-522-50-35-00	2,828.71
					Boat Trailer Pickup Meal	001-506-522-45-43-00	23.10
					Boat Trailer Pickup Meal	001-506-522-45-43-00	63.00
					Bobs Cafe	001-506-522-45-43-00	42.46
					Bottled Water (Costco) 48 Case Pallet - SOL	001-507-522-50-31-00	481.35
					Business Cards - B. Bloomquist	001-502-522-10-31-00	34.99
					Business Cards - Community Relations	001-502-522-10-31-00	48.11
					Candy for HarvestFest Lake Stevens	001-515-522-30-31-01	65.97
					ChatGPT Plus Subscription	001-517-522-10-49-04	21.88
					ChatGPT Plus Subscription Monthly	001-517-522-10-49-04	21.88
					Chiefs Interview Panel Lunch Entry FF	001-517-522-10-49-06	109.90
					City Permit for Admin Trees	001-507-522-50-41-00	200.55
					City Permit for Admin Trees - CC Fee	001-507-522-50-41-00	6.52
					Community Advisory Committee Dinner	001-502-522-10-49-06	801.16
					Community Advisory Committee Dinner	001-502-522-10-49-06	24.62
					DOL - Vehicle Regisration/Licensing x2	001-502-522-10-49-06	120.00
					Donuts for Fire Mechanics Electrical Sy	050-511-522-45-49-01	43.45
					Drug Test for CDL Licensing - Cheethan	001-507-522-45-49-02	70.00

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
	US BANK - NOV25	District Credit Card Charges - Novembe	Invoice	11/25/2025	Duty Boots	001-504-522-20-31-07	96.02
					EMS Division Lunch	001-509-522-20-49-04	151.91
					Ext. Cords , Drill Bits, Cutting Discs, Air Hose	001-507-522-50-35-00	117.00
					Fasners	001-507-522-50-31-00	1.78
					FDIC 2026 Registration - Compton	001-506-522-45-49-02	1,333.00
					FDIC 2026 Registration - Dimonda	001-506-522-45-43-00	1,430.00
					FDIC 2026 Registration - Kees	001-506-522-45-43-00	1,430.00
					Fire & Life Safety Educator Class - Schw	001-505-522-45-49-02	350.00
					Fire in the Sky Conference - Flight	001-506-522-45-43-00	396.59
					Fire in the Sky Conference - Hotel Dep	001-506-522-45-43-00	195.55
					Fire in the Sky Conference Registration	001-506-522-45-49-02	350.00
					Fire Plan Review Class Registration - Dah	001-505-522-45-49-02	475.00
					Fire Plan Review Class Registration - LeDu	001-505-522-45-49-02	475.00
					Fire Plan Review Class Registration - Schwartz	001-505-522-45-49-02	475.00
					Fire Sprinkler Class Registration	001-505-522-45-49-02	195.00
					Fire Sprinkler Class Registration	001-505-522-45-49-02	195.00
					Fire Sprinkler Class Registration - Schwartz	001-505-522-45-49-02	195.00
					First Responder Couseling Class - Hann	001-506-522-45-49-02	240.00
					Flag Display Cases for Retirement Ceremonies	001-504-522-20-31-01	111.47
					FlippingBook Monthly Dues-Chief Vide	001-513-522-10-49-04	135.66
					Frying Pans	001-507-522-50-31-00	109.29
					Gatorade Variety Pack x18	001-507-522-50-31-00	492.10
					GME Supply	001-514-522-20-49-00	1,968.38
					Harvest Fest Snacks	001-515-522-30-49-06	101.95
					HENRYS DONUTS	001-509-522-20-49-04	44.60
					IAFF Negotiations Lunch	001-502-522-10-49-06	85.11
					ICC Certificate Renewal - Dahl	001-505-522-45-49-02	125.00
					Keyboard for Larson	001-515-522-30-31-01	38.28
					Kleenex Stock	001-507-522-50-31-00	17.48
					Lake Stevens Chamber Luncheon x5	001-502-522-10-49-06	100.00
					Large Format Lamination Cutter	001-516-522-30-31-00	272.01
					Large Format Lamination Film	001-516-522-30-31-00	338.68
					Lateral FF Interview Panel Lunch	001-517-522-10-49-06	361.56
					Leadership Meeting Coffee	001-506-522-45-31-03	48.76
					Leadership Meeting Donuts	001-506-522-45-31-03	54.70
					Leadership Meetong Snacks	001-506-522-45-31-03	104.76
					Lodging Deposit FDIC - Messer	001-502-522-45-49-02	270.07
					Lodging for Boat Trailer Pick Up	001-506-522-45-43-00	177.77
					Lodging for Boat Trailer Pick Up	001-506-522-45-43-00	177.77
					Mailchimp Subscription	001-515-522-30-49-04	21.88
					Microsoft 365 monthly subscription	001-513-522-10-49-04	15.32
					Minutekey	001-507-522-50-35-00	10.94
					MRSC Rosters Annual Renewal	001-507-522-45-49-02	475.00

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
	US BANK - NOV25	District Credit Card Charges - Novembe	Invoice	11/25/2025	National PELRA	001-517-522-10-49-01	37.50
					Notary License Fee	001-517-522-10-49-01	57.00
					Notary Renewal - 4 Year	001-517-522-10-49-04	185.25
					Notary Renewal - 4 Year	001-517-522-10-49-04	240.00
					Notary Renewal , Stamp, Insurance	001-517-522-10-49-04	172.75
					NTN Fee	001-517-522-10-49-06	15.00
					PALS Course - Thomas	001-506-522-45-49-02	285.00
					Phone Mounts fro 3 New Training Truc	001-506-522-45-31-03	183.05
					Postage Meter Refill	001-502-522-10-42-00	207.00
					Ratchet Set, Cordmate Organizer, Powe	001-507-522-50-35-00	124.15
					Return Shipping Item for EMS	001-502-522-10-42-00	11.10
					SAFEWAY	001-509-522-20-49-04	55.75
					SAFEWAY	001-509-522-20-49-04	76.35
					Screen Connect - 1 Year Renewal	001-513-522-10-49-02	2,166.12
					Seattle University Parking	001-516-522-30-43-00	26.00
					Shop Parts	050-511-522-60-34-01	212.93
					Shop Parts	050-511-522-60-34-01	65.63
					Shop Parts	050-511-522-60-34-01	63.45
					Shop Parts	050-511-522-60-34-01	98.44
					SmartSheet Subscription	001-513-522-10-49-04	3,139.78
					Spare Key Cuts	001-507-522-50-35-00	14.44
					Spray Paint for ST83 ,Tote for Normex I	001-506-522-45-31-03	33.80
					SRFR/IAFF Meeting Lunch	001-502-522-10-49-06	73.33
					ST31 Pride - Veterans Wall Displays	001-512-522-10-49-06	662.15
					ST71 BC Office TV	001-507-522-50-35-00	334.48
					Starlink	001-514-522-20-49-00	321.64
					Stihl Motomix x8Gal	001-507-522-50-31-00	305.95
					Storage Unit H81 - Glaciew West Mon	001-507-522-50-45-00	237.00
					Storage Units C54 & C60 - Lake Stvns B	001-507-522-50-45-00	360.00
					Strategic Group Work Session Snacks	001-516-522-30-31-00	35.52
					SurveyMonky Subscription -1Year Renewal	001-513-522-10-49-02	511.99
					Triage Tape Dispenser	001-509-522-20-35-00	53.21
					Tri-Grip Rope - St31	001-510-522-20-35-01	65.29
					Tulalip	001-506-522-45-43-00	1,659.84
					Tulalip	001-506-522-45-43-00	190.27
					Tulalip Credit	001-506-522-45-43-00	-190.27
					Tulalip Room Refund	001-506-522-45-43-00	-190.27
					Tulalip Room Refund	001-506-522-45-43-00	-413.96
					UPS	001-509-522-20-49-04	80.05
					USPS to mail EMS Credentials	001-502-522-10-42-00	10.90
					WABO Membership Renewal	001-505-522-30-49-02	222.00
					Water Delivery for Shop (Crystal)	050-511-522-60-31-04	62.83
					WFCA Ignite 2026 Reg - Messer	001-502-522-45-49-02	650.00

Docket of Claims Register **APPKT02048 - 12.18.2025 Board Meeting (2) ER**

Vendor #	Vendor Name / Payable Number	Docket/Claim # / Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount / Distribution Amount
	US BANK - NOV25	District Credit Card Charges - Novembe	Invoice	11/25/2025	WSP Background Check	001-517-522-10-49-06	22.00
0622	UNITED PARCEL SERVICE	25-02906					55.99
	000042W7X8505	Freight Charges (Return RMA#35306) T	Invoice	12/13/2025	Freight Charges (Shop)	001-502-522-10-42-00	55.99
0631	VERATHON MEDICAL	25-02907					990.98
	81279142	Medical Supplies	Invoice	12/08/2025	Medical Supplies	001-509-522-30-31-01	516.22
	81281190	Medical Supplies	Invoice	12/10/2025	Medical Supplies	001-509-522-30-31-01	474.76
0633	VERIZON WIRELESS SERVICES LL(	25-02908					4,856.88
	6116077888	District Cell Phones	Invoice	06/15/2025	District Cell Phones - Fire	001-513-522-10-42-00	4,856.88
0040	VESTIS	25-02909					61.09
	6560684800	Shop Supplies/Uniform Rental/Laundry	Invoice	12/11/2025	Shop Supplies/Uniform Rental/Laundr	050-511-522-60-41-04	61.09
1770	VINCENT READ	25-02910					121.46
	INV14648	Reimbursement Chaplain Lunch Meeting (Coitos)	Invoice	12/15/2025	Reimbursement Chaplain Lunch Meeting (Coitos)	001-508-522-20-49-00	121.46
2366	WASHINGTON ASSOCIATION OF	25-02911					25.00
	13740	WAPRO 2026 Membership (Dec25-Nov	Invoice	12/14/2025	2026 WAPRO Annual Membership (De	001-503-522-10-49-01	25.00
0579	WASHINGTON STATE AUDITOR'S	25-02912					11,058.51
	L172127	Accountability & Finance Audit (2024-2	Invoice	12/09/2025	Accountability & Finance Audit (2024-2	001-512-522-10-41-12	11,058.51
0643	WASHINGTON STATE DEPARTME	25-02913					55.57
	0009188422	Forest Land Assessment (FPA/LOC) - ST	Invoice	11/25/2025	Forest Land Assessment (FPA/LOC) - ST	001-507-522-50-49-00	55.57
0651	WAVE	25-02914					8,026.61
	132631801-0011894	Fiber Optic Connection - County (Rockefeller Ave)	Invoice	12/01/2025	Fiber Optic Connection & Cable/TV Services	001-513-522-50-42-01	8,026.61
0651	WAVE	25-02915					900.80
	129266301-0011894	Fiber Optic Connection - ST 72	Invoice	12/01/2025	Fiber Optic Connection - ST 72	001-513-522-50-42-01	900.80
0665	WHELEN ENGINEERING COMPAN	25-02916					8.53
	803279	Shop Parts	Invoice	12/04/2025	Shop Parts	050-511-522-60-34-01	8.53
2011	ZIPLY FIBER	25-02917					362.21
	ST73-DEC25/JAN26	Fax & Alarm Connection Services - ST 73	Invoice	12/10/2025	Fax & Alarm Connection Services - ST 73	001-513-522-50-42-01	362.21

Total Claims: 71 **Total Payment Amount: 498,668.59**

Snohomish Regional Fire and Rescue
Claims Voucher Summary

12/08/2025

Fund: Shop - Expense #050

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

Date: _____

Signatures:

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Voucher	Payee/Claimant	1099 Default	Amount
25-02762	A.W. REHN & ASSOCIATES		150.00
25-02763	ALEXANDER FATKIN		785.60
25-02764	ALL ABOUT CHALLENGE COINS		5,117.19
25-02765	ALL BATTERY SALES AND SERVICE		52.81
25-02766	ALLSTREAM BUSINESS US, INC		548.49
25-02767	ALLSTREAM BUSINESS US, INC		416.28
25-02768	AMAZON CAPITAL SERVICES, INC		10,163.37
25-02769	AT&T MOBILITY - CC		869.45
25-02770	BICKFORD MOTORS, INC.		130.49
25-02771	BOUND TREE MEDICAL, LLC		1,627.46
25-02772	BRAUN NORTHWEST INC		1,808.36
25-02773	BUD CLARY AUTO GROUP		62,997.99
25-02774	CALLAWAY AUTO GLASS, INC.		1,310.98
25-02775	CDW GOVERNMENT		3,938.40
25-02776	CENTRAL WELDING SUPPLY		615.90
25-02777	CITY OF MONROE		511.34
25-02778	CITY OF MONROE		179.19
25-02779	CITY OF MONROE		38.40
25-02780	CITY OF MONROE		922.25
25-02781	CLEARVIEW HARDWARE & FEED		9.70
25-02782	COMDATA INC.		1,833.65
25-02783	CROWN FIRE PROTECTION		1,283.47
25-02784	CURALINC HEALTHCARE		720.20
25-02785	DEPARTMENT OF LABOR & INDUSTRIES / ELEVATOR SECTION		185.40
25-02786	DIRECTV, LLC		132.93
25-02787	EASTSIDE INTEGRATIVE MEDICINE		1,281.00
25-02788	ELECTRONIC BUSINESS MACHINES		278.00
25-02789	EMERGENT RESPIRATORY		1,023.12
25-02790	FASTFIELD, INC.		1,026.61
25-02791	FIREHOUSE FABRICATORS, INC.		8,480.00
25-02792	FIRST CLASS BUILDING SUPPLY AND SERVICES		2,687.00
		Page Total	111,125.03
		Cumulative Total	111,125.03

Snohomish Regional Fire and Rescue
Claims Voucher Summary

12/08/2025

Fund: Shop - Expense #050

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

Date: _____

Signatures:

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Voucher	Payee/Claimant	1099 Default	Amount
25-02793	FREIGHTLINER NORTHWEST		96.90
25-02794	GALLS, LLC		1,431.67
25-02795	GENERAL FIRE APPARATUS		1,211.46
25-02796	HILL STREET CLEANERS		187.08
25-02797	IMS ALLIANCE		19.19
25-02798	IRON MOUNTAIN INC		830.37
25-02799	ISOUTSOURCE		5,918.76
25-02800	KENT D. BRUCE CO., LLC		1,430.22
25-02801	LAERDAL MEDICAL CORPORATION		51,716.70
25-02802	LAKE STEVENS ATHLETIC CLUB		327.00
25-02803	LAKE STEVENS SEWER DISTRICT		369.45
25-02804	LAKE STEVENS SEWER DISTRICT		285.60
25-02805	LAWSON PRODUCTS, INC.		978.73
25-02806	LEMAY MOBILE SHREDDING		174.20
25-02807	LIFE-ASSIST INC		2,601.72
25-02808	LION GROUP INC.		3,667.02
25-02809	MES SERVICE COMPANY, LLC		5,039.06
25-02810	MICHAEL MCCONNELL		8,901.33
25-02811	NORTHWEST PROPANE LLC		508.76
25-02812	ODP BUSINESS SOLUTIONS, LLC		238.69
25-02813	PETROCARD, INC.		1,174.35
25-02814	PURCELL TIRE & SERVICE CENTER		4,045.99
25-02815	REPUBLIC SERVICES #197		984.12
25-02816	REPUBLIC SERVICES #197		282.53
25-02817	REPUBLIC SERVICES #197		282.26
25-02818	REPUBLIC SERVICES #197		343.20
25-02819	REPUBLIC SERVICES #197		150.80
25-02820	RWC GROUP		335.72
25-02821	SILVER LAKE WATER & SEWER DISTRICT		157.86
25-02822	SILVER LAKE WATER & SEWER DISTRICT		213.10
25-02823	SISKUN POWER EQUIPMENT		4.15
		Page Total	93,907.99
		Cumulative Total	205,033.02

Snohomish Regional Fire and Rescue
Claims Voucher Summary

12/08/2025

Fund: Shop - Expense #050

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

Date: _____

Signatures:

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Voucher	Payee/Claimant	1099 Default	Amount
25-02824	SKY VALLEY LANDSCAPING AND CONSTRUCTION		2,697.50
25-02825	SKYDIO, INC		27,185.57
25-02826	SMARSH INC		20.50
25-02827	SNOHOMISH AQUATIC CENTER		234.00
25-02828	SNOHOMISH COUNTY EMS		8,400.00
25-02829	SNOHOMISH COUNTY FIRE DISTRICT #4		12,500.00
25-02830	SNOHOMISH COUNTY PUD		1,537.40
25-02831	SNOHOMISH COUNTY PUD		426.51
25-02832	SNOHOMISH REGIONAL FIRE & RESCUE		52,572.28
25-02833	SNURE LAW OFFICE, PSC		4,932.00
25-02834	SOUTH SNOHOMISH COUNTY FIRE & RESCUE		337.00
25-02835	SPEEDWAY CHEVROLET		2,756.30
25-02836	SPRAGUE PEST SOLUTIONS		132.14
25-02837	STERICYCLE, INC.		31.08
25-02838	STRYKER MEDICAL		648.80
25-02839	SUPERIOR SEPTIC SERVICE, LLC		2,452.23
25-02840	TABLET COMMAND, INC		15,750.00
25-02841	TACOMA HYDRAULICS, INC.		8,092.43
25-02842	TELEFLEX, LLC		1,995.00
25-02843	TRUE NORTH EMERGENCY EQUIPMENT		411.83
25-02844	UNITED SAR, INC.		4,565.00
25-02845	VERATHON MEDICAL		1,507.58
25-02846	VESTIS		79.24

Page Total	149,264.39
Cumulative Total	354,297.41

Snohomish Regional Fire and Rescue
Claims Voucher Summary

12/16/2025

Fund: General Fund #001

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

Date: _____

Signatures:

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Voucher	Payee/Claimant	1099 Default	Amount
25-02847	ACROSS THE STREET PRODUCTIONS		385.00
25-02848	AMAZON CAPITAL SERVICES, INC		6,049.71
25-02849	ANGEL OF THE WINDS CASINO RESORT		15,117.64
25-02850	AT&T MOBILITY - CC		807.10
25-02851	BICKFORD MOTORS, INC.		1,834.69
25-02852	BOUND TREE MEDICAL, LLC		8,177.91
25-02853	BRIAN KEES		578.00
25-02854	BURLEY CREATIVE, LLC		5,728.42
25-02855	CANON FINANCIAL SERVICES INC		1,641.25
25-02856	CENTRAL WELDING SUPPLY		282.62
25-02857	CLEARVIEW HARDWARE & FEED		28.59
25-02858	COMCAST BUSINESS		818.62
25-02859	COURIERWEST		2,190.80
25-02860	CRESSY DOOR COMPANY, INC		998.08
25-02861	DJ MATTERN		27.02
25-02862	EMERGENCY SERVICES CONSULTING INTERNATIONAL		2,119.00
25-02863	EVERGREEN POWER SYSTEMS, INC		2,702.71
25-02864	FELD FIRE		4,504.25
25-02865	GALLS, LLC		8,664.67
25-02866	GRAINGER		542.65
25-02867	HONEY BUCKET		275.00
25-02868	HONOR GUARD CLINICS AND SCHOOLS INC		2,200.00
25-02869	IMS ALLIANCE		31.13
25-02870	INTERNATIONAL PUBLIC SAFETY LEADERSHIP AND ETHICS INST		12,800.00
25-02871	KENNY'S TRUCK PARTS & REPAIR		160.02
25-02872	L.N. CURTIS & SONS		5,187.20
25-02873	LEMAY MOBILE SHREDDING		58.40
25-02874	LIFE-ASSIST INC		909.34
25-02875	LOWE'S		813.84
25-02876	MASON TIMM		137.45
25-02877	MONARCH LANDSCAPE WA, LLC		29,800.56
		Page Total	115,571.67
		Cumulative Total	115,571.67

Snohomish Regional Fire and Rescue
Claims Voucher Summary

12/16/2025

Fund: General Fund #001

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

Date: _____

Signatures:

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Voucher	Payee/Claimant	1099 Default	Amount
25-02878	NORTHWEST BUS SALES, INC		65.17
25-02879	OAC SERVICES, INC.		34,953.50
25-02880	ODP BUSINESS SOLUTIONS, LLC		2,803.23
25-02881	OTTO ROSENAU & ASSOCIATES, INC.		625.00
25-02882	PACIFIC POWER BATTERIES		233.44
25-02883	PETROCARD, INC.		970.90
25-02884	PR LIFTING LLC		4,269.36
25-02885	PUGET SOUND ENERGY		53.95
25-02886	PUGET SOUND ENERGY		818.61
25-02887	PURCELL TIRE & SERVICE CENTER		234.12
25-02888	RICOH USA, INC.		50.91
25-02889	SNOHOMISH COUNTY FIRE DISTRICT #4		1,428.57
25-02890	SNOHOMISH COUNTY INFORMATION TECHNOLOGY		9,373.39
25-02891	SNOHOMISH COUNTY PUD		569.41
25-02892	SNOHOMISH REGIONAL FIRE & RESCUE		1,296.10
25-02893	SNOHOMISH REGIONAL FIRE & RESCUE		232,543.99
25-02894	SPEEDWAY CHEVROLET		235.72
25-02895	SPRAGUE PEST SOLUTIONS		409.83
25-02896	SRFR - PETTY CASH		30.00
25-02897	SUPERIOR SEPTIC SERVICE, LLC		3,388.70
25-02898	SYSTEMS DESIGN WEST, LLC		14,102.98
25-02899	THE SUPPLY CACHE		1,898.99
25-02900	TIM BEARD		345.24
25-02901	TK ELEVATOR CORPORATION		923.49
25-02902	TRAILERPLUS		5,906.65
25-02903	TRUE NORTH EMERGENCY EQUIPMENT		603.52
25-02904	TYLER COMPTON		1,326.38
25-02905	U.S. BANK NATIONAL ASSOCIATION		37,112.14
25-02906	UNITED PARCEL SERVICE		55.99
25-02907	VERATHON MEDICAL		990.98
25-02908	VERIZON WIRELESS SERVICES LLC		4,856.88
		Page Total	362,477.14
		Cumulative Total	478,048.81

Snohomish Regional Fire and Rescue
Claims Voucher Summary

12/16/2025

Fund: General Fund #001

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

Date: _____

Signatures:

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Voucher	Payee/Claimant	1099 Default	Amount
25-02909	VESTIS		61.09
25-02910	VINCENT READ		121.46
25-02911	WASHINGTON ASSOCIATION OF PUBLIC RECORDS OFFICERS		25.00
25-02912	WASHINGTON STATE AUDITOR'S OFFICE		11,058.51
25-02913	WASHINGTON STATE DEPARTMENT OF NATURAL RESOURCES		55.57
25-02914	WAVE		8,026.61
25-02915	WAVE		900.80
25-02916	WHELEN ENGINEERING COMPANY		8.53
25-02917	ZIPLY FIBER		362.21

Page Total	20,619.78
Cumulative Total	498,668.59

Payroll Summary and Authorization Form for the:

12/15/2025 Payroll

I, the undersigned, do hereby certify that the foregoing payroll is, just, true and correct, that the persons whose names appear theron 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: $1,162,945.51
Paper Checks: $0.00
Taxes: $355,358.11
Allowed in the sum of: **$1,518,303.62**

Reviewed by: Brandon Vargas
District Administrative Coordinator

Prepared by: Erick Ramirez
Payroll Specialist

Approved by Commissioners:

Davin Alsin

Jeff Schaub

Rick Edwards

Jim Steinruck

Troy Elmore

Roy Waugh

Randy Fay

SNOHOMISH REGIONAL FIRE & RESCUE

BOARD OF FIRE COMMISSIONERS MEETING MINUTES
SNOHOMISH REGIONAL FIRE & RESCUE

SRFR Station 31 Training Room / Via Zoom
163 Village Court, Monroe, WA 98272
December 4, 2025, 1730 hours

CALL TO ORDER

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

PUBLIC COMMENT

N/A

UNION COMMENT

N/A

DISTRICT HIGHLIGHTS

Badge Ceremony – Driver/Operator Kris Olsen
Chief Park welcomed everyone and introduced the Badge Ceremony. He invited Kris Olsen's wife, Rachel, to present the badge and pin it on Kris, and he gave the oath for Snohomish Regional Fire & Rescue. Congratulations to Driver/Operator Kris Olsen!

Oaths of Office – Commissioner Edwards and Commissioner Waugh were officially sworn into office. Commissioner Edwards assumed Position 4, and Commissioner Waugh assumed Position 1.

CHIEF'S REPORT

As presented. Chief Park recognized Lieutenant Jeff Dickinson for preparing 14 turkeys on Wednesday, November 26, which were donated to the Take the Next Steps organization. He expressed appreciation to Deputy Chief McConnell for his ongoing dedication to the community and thanked the commissioners for their active participation in community events. Chief Park also commended Firefighter Brandon Huber for his deployment to Jamaica, where he utilized his water rescue skills to assist with hurricane relief efforts. Additionally, Chief Park highlighted last week's retirement ceremony honoring Lieutenant Jeff Zornes for his 34 years of fire service. Congratulations, Lieutenant Zornes! Chief Park concluded by reminding everyone of upcoming events, including the retirement ceremony for Driver/Operator Rusty Hunt (37 years of service) on December 18, 2025, the retirement ceremony for Lieutenant Kevin Sullivan (31 years of service) on December 26, 2025, and the Graduation Ceremony for Recruit Class 2025-02 on December 11, 2025.

SNOHOMISH REGIONAL FIRE & RESCUE

COMMISSIONER REPORTS

Meeting	Chair	Last Mtg.	Next Mtg.	Reporting
Capital Facilities	Steinruck	9/24/25	TBD	No
Finance Committee	Elmore	11/20/25	12/18/25	No
Sno911	Waugh	11/20/25	12/18/25	No
Sno-Isle Commissioners	Fay	11/6/25	12/4/25	Yes
Leadership Meeting	Schaub	11/20/25	TBD	No
Policy Committee	Schaub	11/13/25	1/8/26	No
Community Advisory Committee	TBD	11/12/25	TBD	No

Sno-Isle Commissioners – Vice Chairman Fay was absent from tonight's board meeting and he will provide an update at the next board meeting on Thursday, December 18.

COMMITTEE MEETING MINUTES

Policy Committee – November 13, 2025
Finance Committee – November 20, 2025

CONSENT AGENDA

Approval of Vouchers
Benefits Vouchers: 25-02747 to 25-02761; ($784,923.31)
AP Vouchers: 25-02628 to 25-02746; ($578,230.74)

Approval of Payroll
November 30, 2025 Payroll ($1,590,611.00)

Approval of Minutes
Approve Regular Board Meeting Minutes November 20, 2025

Approval of Resolution 2025-10 Approve the Retirement Medical COLA

Approval of COLA Adjustment for Exempt, Non-Exempt, and Confidential Personnel based on the 2024-2025 June-June CPI-U

Approval of Professional Service Agreement with Tablet Command – The Commissioners removed this topic from the consent agenda, and it will be addressed at a later meeting.

Motion to approve the Consent Agenda as submitted.
Motion by Commissioner Edwards and 2nd by Commissioner Waugh.
On vote 4/0, with one abstention by Commissioner Steinruck.

SNOHOMISH REGIONAL FIRE & RESCUE

OLD BUSINESS
Discussion
N/A

Action
N/A

NEW BUSINESS
Discussion
Policy Review

- Policy 1012 Discrimination and Harassment
- Policy 1014 Personnel Complaints
- Policy 1023 Workplace Violence
- Policy 1025 Smoke-Free Workplace
- Policy 1044 Anti-Retaliation and Whistleblowing

Legacy Policies to Rescind

- Policy 38 Equal Employment Opportunity
- Policy 39 Productive Work Environment
- Policy 64 Whistleblower

Action
2026 Board Chair Appointment

Motion to appoint Commissioner Steinruck as Chairman of the Board for Snohomish Regional Fire & Rescue for 2026.
Motion by Commissioner Waugh and 2nd by Chairman Elmore.
On vote 5/0.

Commissioner Waugh thanked Chairman Elmore for his years of service as Chairman with the Board.

2026 Board Vice Chair Appointment

Motion to appoint Commissioner Fay as Vice Chairman of the Board for Snohomish Regional Fire & Rescue for 2026.
Motion by Chairman Elmore and 2nd by Commissioner Steinruck.
On vote 5/0.

SNOHOMISH REGIONAL FIRE & RESCUE

GOOD OF THE ORDER
Commissioner Waugh reported that the Public Safety Technology Committee is requesting completion of surveys for fire command staff, fire mobile systems, fire RMS, and law enforcement, and encouraged full participation and feedback. He also noted the upcoming Red Cross Heroes Luncheon on December 11 and emphasized filling all seats at the table.

Commissioner Steinruck shared about his visits to Stations 81, 82, and 83, observing strong morale and positive conversations.

Chief Park reminded everyone of our upcoming events, including the Recruit Class 25-02 Graduation, Lake Stevens WinterFest, SRFR Holiday Gift Wrapping Event, and the Monroe High School Career Fair.

ATTENDANCE CHECK
Regular Commissioner Meeting Thursday, December 18, 2025, at 1730 - Station 31 Training Room/Zoom

EXECUTIVE SESSION
N/A

ADJOURNMENT
Chairman Elmore adjourned the meeting at 1757 hours.

_____
Commissioner Davin Alsin

_____
Commissioner Jeff Schaub

_____
Commissioner Rick Edwards

_____
Commissioner Jim Steinruck

_____
Chairman Troy Elmore

_____
Commissioner Roy Waugh

_____
Vice Chairman Randy Fay

COLLABORATIVE SERVICES AGREEMENT

This Agreement is entered into between SNOHOMISH REGIONAL FIRE AND RESCUE, a municipal corporation, hereafter referred to as "SRFR", and SOUTH COUNTY FIRE, a municipal corporation, hereafter referred to as "SCF."

RECITALS

1. This agreement is entered into under the authority of RCW 52.12.031 and in conformity with chapter 39.34 RCW, the Interlocal Cooperation Act.

2. SRFR and SCF currently maintains and operates their own fire based operations to provide fire protection, fire suppression and emergency medical services in their respective areas.

3. It is recognized that SRFR and SCF have personnel that are performing similar tasks on a daily basis and that have varied talents, skills, and expertise; and by allowing the personnel to coordinate and collaborate, the skills and abilities of the individuals could be used in a manner that increases the level of service and care provided to the citizens of both parties.

4. Both parties desire to provide fire and emergency medical services at the highest possible efficiency level while managing the costs by eliminating duplication of effort and/or expenses where feasible and making the most effective use of combined resources.

5. The parties desire to cooperate and to coordinate programs, projects, and services while providing, maintaining or enhancing the service levels established by the governing body of each party.

6. The parties have concluded that collaboration would provide the highest level of service with the least duplication and cost and allow for the completion of functions not possible within current funding.

AGREEMENT

NOW, THEREFORE, in consideration of the mutual promises and benefits contained herein, it is agreed between the parties as follows:

1. Scope of Agreement

1.1. The scope of this Agreement includes fire and emergency medical services and intentionally allows for collaboration in the delivery of such services, through collaborative projects, programs, using combined resources and personnel. (collectively referred to as "Collaborative Activities")

1.2. Each entity shall retain full authority for and jurisdiction over such issues as boundaries, elections, and budgets and other matters not specifically addressed in this Agreement.

1.3. The Fire Chiefs of SRFR and SCF shall determine, identify and implement Collaborative Activities under this Agreement by identifying the scope of the Collaborative Activity and the budgetary needs of the Collaborative Activity in the form of Collaborative Activities Exhibits to this Agreement. Collaborative Activities Exhibits shall become a binding part of this Agreement upon approval by SRFR and SCF Fire Chiefs. Each Collaborative Activities Exhibit

shall be independently subject to the termination provisions in Section 2 unless a different termination period is specified in the Collaborative Activities Exhibit.

1.4. The initial Collaborative Activities Exhibits to this Agreement are:

1.4.1. Exhibit A – Mobile Integrated Health Services

1.5. Both parties shall maintain a duplicate original of this Agreement with all current and future Collaborative Activities Exhibits attached.

2. **Term**. This Agreement and Collaborative Activities Exhibits shall be effective on execution by both parties and shall continue until either party shall give to the other 30 days written notice of termination of the Agreement or an individual Collaborative Activities Exhibits.

3. **Employment Status.**

3.1. SRFR Personnel. SRFR personnel who provide services under this Agreement shall remain personnel of SRFR and shall not be considered personnel of SCF. SRFR shall, at all times, be solely responsible for the conduct of its personnel in performing the services called for in this Agreement and shall be solely responsible for all compensation, benefits and insurance for its personnel. SRFR personnel shall not be entitled to any benefit provided to personnel of SCF.

3.2. SCF Personnel. SCF personnel who provide services under this Agreement shall remain personnel of SCF and shall not be considered personnel of SRFR. SCF shall, at all times, be solely responsible for the conduct of its personnel in performing the services called for in this Agreement and shall be solely responsible for all compensation, benefits and insurance for its personnel. SCF personnel shall not be entitled to any benefit provided to personnel of SRFR.

4. **Finances.** Each party shall remain responsible for the financial operation of its own Fire Department, the preparation of its budget and the levying of its tax levy and benefit charge. The parties recognize that each party will be contributing a similar amount of resources to the identified Collaborative Activities and neither party will seek additional compensation from the other unless such additional compensation is specifically identified in a Collaborative Activities Exhibit.

5. **Indemnification and Hold Harmless.** Each party agrees to defend, indemnify, and hold harmless the other party and each of its employees, officials, agents, and volunteers from any and all losses, claims, liabilities, lawsuits, or legal judgments arising out of any negligent or willfully tortious actions or inactions by the performing party or any of its employees, officials, agents, or volunteers, while acting within the scope of the duties required by this Agreement. This provision shall survive the expiration of this Agreement. It is further specifically and expressly understood that the indemnification provided herein constitutes each party's waiver of immunity under industrial insurance, Title 51 RCW, solely to carry out the purposes of this indemnification clause. The parties further acknowledge that they have mutually negotiated this waiver.

6. **Insurance.** Each of the parties shall provide insurance coverage for all operations, facilities, equipment and personnel of its agency. Each party shall furnish to the other party appropriate documentation showing that such coverage is in effect.

7. Dispute Resolution.

7.1. Prior to any other action, the parties shall meet and attempt to negotiate a resolution to such dispute.

7.2. If the parties are unable to resolve a dispute regarding this Agreement through negotiation, either party may demand mediation through a process to be mutually agreed to in good faith between the parties within 30 days. The parties shall share equally the costs of mediation and each party shall be responsible for their own costs in preparation and participation in the mediation, including expert witness fees and reasonable attorney's fees.

7.3. If a mediation process cannot be agreed upon or if the mediation fails to resolve the dispute then, within 30 calendar days, either party may submit the dispute to arbitration according to the procedures of the Superior Court Rules for Mandatory Arbitration, including the Local Mandatory Arbitration Rules of the Snohomish County Superior Court, Snohomish County, Washington, as amended, unless the parties agree in writing to an alternative dispute resolution process. The arbitration shall be before a disinterested arbitrator selected pursuant to the Mandatory Arbitration Rules with both parties sharing equally in the cost of the arbitrator. The location of the arbitration shall be mutually agreed or established by the assigned Arbitrator, and the laws of Washington will govern its proceedings. Each party shall be responsible for its own costs in preparing for and participating in the arbitration, including expert witness fees and reasonable attorney's fees.

7.4. Following the arbitrator's issuance of a ruling/award, either party shall have 30 calendar days from the date of the ruling/award to file and serve a demand for a bench trial de novo in the Snohomish County Superior Court. The court shall determine all questions of law and fact without empanelling a jury for any purpose. If the party demanding the trial de novo does not improve its position from the arbitrator's ruling/award following a final judgment, that party shall pay all costs, expenses and attorney fees to the other party, including all costs, attorney fees and expenses associated with any appeals.

7.5. Unless otherwise agreed in writing, this dispute resolution process shall be the sole, exclusive and final remedy to or for either party for any dispute regarding this Agreement, and its interpretation, application or breach, regardless of whether the dispute is based in contract, tort, any violation of federal law, state statute or local ordinance or for any breach of administrative rule or regulation and regardless of the amount or type of relief demanded.

8. Miscellaneous:

8.1. Administration. This Agreement shall be administered by the Fire Chiefs or Designees.

8.2. Property Ownership. This Agreement does not provide for jointly owned property unless specific provision is made for joint ownership in a Collaborative Activities Exhibit. All property presently owned or hereafter acquired by a party to enable it to perform the services required under this Agreement, shall remain the property of the acquiring party in the event of the termination of this agreement.

8.3. Notices. All notices, requests, demands and other communications required by this agreement shall be in writing and, except as expressly provided elsewhere in this agreement, shall be deemed to have been given at the time of delivery if personally delivered or at the time of mailing

if mailed by first class, postage pre-paid and addressed to the party at its address as stated in this agreement or at such address as any party may designate at any time in writing.

8.4. Severability. If any provision of this agreement or its application is held invalid, the remainder of the agreement or the application of the remainder of the agreement shall not be affected.

8.5. Modification. This agreement represents the entire agreement between the parties. No change, termination or attempted waiver of any of the provisions of this agreement shall be binding on either of the parties unless executed in writing by authorized representatives of each of the parties. The agreement shall not be modified, supplemented or otherwise affected by the course of dealing between the parties.

8.6. Benefits. This agreement is entered into for the benefit of the parties to this agreement only and shall confer no benefits, direct or implied, on any third persons.

8.7. Non-Exclusive Agreement. The parties to this agreement shall not be precluded from entering into similar agreements with other municipal corporations.

8.8. Filing/Web Site. Filing/Web Site. This Agreement shall either be filed with the County Auditor or by listing on either of the party's websites in accordance with RCW 39.34.040.

SNOHOMISH REGIONAL FIRE AND RESCUE

By:_____
Kevin O'Brien, Fire Chief

DATE:_____

NOTICES TO BE SENT TO:

_____
_____
_____

SOUTH COUNTY FIRE

By:_____
Robert Eastman, Fire Chief

DATE:_____

NOTICES TO BE SENT TO:

_____
_____
_____

EXHIBIT A
COLLABORATIVE ACTIVITIES
MOBILE INTEGRATED HEALTH SERVICES

1. SCF has established and operates a Mobile Integrated Health Services division "MIH" that serves SCF areas.

2. SRFR intends to establish a MIH division that serves SRFR areas.

~~2.~~3. SRFR and SCF are covered entities under HIPAA and comply with the Washington State Health Care Information Act, chapter 70.02 RCW, when either SCF or SRFR need to access the other party's patient information under this Agreement, such party shall protect the information consistent with the requirements of both state and federal laws.

~~3.~~4. SCF agrees to provide SRFR with the following resources to assist SRFR in establishing its MIH division.

~~3.1.~~4.1. SCF shall provide MIH supervisory employees to supervise SRFR MIH division employees in the delivery of MIH.

~~3.2.~~4.2. SCF staff shall provide training to SRFR staff.

~~3.3.~~4.3. SCF agrees to provide SRFR with MIH coverage (as staffing allows) Friday through Sunday from 0800 – 1700.

~~4.~~5. SRFR shall provide SCF with the following:

~~4.1.~~5.1. SRFR shall provide its own staffing and administrative support for MIH delivery.

~~4.2.~~5.2. SRFR shall pay to SCF eight percent of SCF's CRP budget actual expenditures on a biannual basis. SCF shall submit a detailed invoice on January 1 and July 1 of each year documenting the prior six month's expenditures and SRFR shall pay such amounts within 30 days of receipt.

~~5.~~6. This Collaborative Activities Exhibit will be effective on execution by both agencies and will continue until _____ 20____, unless terminated earlier by either party with ____ months advance notice.

Effective Date: _____

SNOHOMISH REGIONAL FIRE AND RESCUE	**SOUTH COUNTY FIRE**
By:_____	By:_____
Kevin O'Brien, Fire Chief	Robert Eastman, Fire Chief

Exhibit A

EXHIBIT A
COLLABORATIVE ACTIVITIES
MOBILE INTEGRATED HEALTH SERVICES
Revised 1-1-2026

1. SCF has established and operates a Mobile Integrated Health Services division "MIH" that serves SCF areas.

2. SRFR intends to establish a MIH division that serves SRFR areas.

3. SRFR and SCF are covered entities under HIPAA and comply with the Washington State Health Care Information Act, chapter 70.02 RCW, when either SCF or SRFR need to access the other party's patient information under this Agreement, such party shall protect the information consistent with the requirements of both state and federal laws.

4. SCF agrees to provide SRFR with the following resources to assist SRFR in establishing its MIH division.

   4.1. SCF shall provide MIH supervisory employees to supervise SRFR MIH division employees in the delivery of MIH.

   4.2. SCF staff shall provide training to SRFR staff.

   4.3. SCF shall assist SRFR in training and onboarding a new Community Health Work (CHW) in 2026.

5. SRFR shall provide SCF with the following:

   5.1. SRFR shall provide its own staffing and administrative support for MIH delivery.

   5.2. SRFR shall pay to SCF 50% of Health Call costs (estimated at approximately $15,000 for 2026) and 10% of SCF''s administrative assistant costs (estimated at approximately $15,000 for 2026). SCF shall submit a detailed invoice on January 1 and July 1 (beginning July 1, 2026) of each year documenting the prior six month's Health Call and administrative assistant costs and SRFR shall pay such amounts within 30 days of receipt.

6. This Collaborative Activities Exhibit will be effective on January 1, 2026 by both agencies and will continue until terminated earlier by either party with 6 months advance notice.

SNOHOMISH REGIONAL FIRE AND RESCUE	**SOUTH COUNTY FIRE**
By:_____	By:_____
Brian Park, Fire Chief	Robert Eastman, Fire Chief

SNOHOMISH REGIONAL FIRE & RESCUE

OLD BUSINESS

DISCUSSION

SNOHOMISH REGIONAL FIRE & RESCUE

OLD BUSINESS

ACTION

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

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

Initiative Name:	Draft Policy Approval #POL-25-09
Executive member responsible for guiding the initiative:	DC McConnell
Type of Action:	☑ Motion ☐ Resolution

Initiative Description:
• **Brief Description**
• **Goal of Initiative**
• **Initiative Results (deliverables)**
• **Connection to Strategic Plan**
• **Supporting Documentation (attach)**
  ○ **Scope of work**
  ○ **Contract(s)**
  ○ **Project proposal(s)**
  ○ **Presentation(s)**
• **If Financial: Reason RAB must be approved outside of the annual budget process**
	The agency is working through adoption of updated policies developed in the Lexipol format. The policy approval process includes division head review, staff policy committee review, labor review, senior staff review, commission policy committee review, and final board adoption. This is an ongoing process requiring monthly review and approval.
	Draft Policy
	• Policy 1012 Discrimination and Harassment
	• Policy 1014 Personnel Complaints
	• Policy 1023 Workplace Violence
	• Policy 1025 Smoke-Free Workplace
	• Policy 1044 Anti-Retaliation and Whistleblowing
	Legacy Policy for Rescinding
	• Rescind Legacy Policy 38 Equal Employment Opportunity (Lexipol 1000, 1012)
	• Rescind Legacy Policy 39 Productive Work Environment (Lexipol 1012)
	• Rescind Legacy Policy 64 Whistleblower (Lexipol 1044)

Financial Impact:	Expense: ☐ Increase ☐ Decrease ☑ N/A Revenue: ☐ Increase ☐ Decrease ☑ N/A Total amount of initiative (attach amount breakdown if applicable): $ Initial amount: $ Long-term annual amount(s): $ Currently Budgeted: ☐ Yes ☐ No Amount: $ Budget Amendment Needed: ☐ Yes ☐ No Amount: $ • If yes: Fund(s)/line item(s) to be amended:
Risk Assessment:	Risk if approved: N/A

	Risk if not approved: Increased liability due to outdated policies that do not match current agency practices or meet organizational needs.
Legal Review:	☑ 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 o The Senior Staff member assigned to develop the initiative presents initiative to the Board (maximum time for presentation is ten minutes) 4. At a second commissioner meeting, initiatives may be assigned as an action item for approval

Execution:	**It is the responsibility of the RAB Executive to execute implementation, processing, and tracking.**

Discrimination and Harassment

1012.1 PURPOSE AND SCOPE

The purpose of this policy is to prevent district members from being subjected to discriminatory harassment, including sexual harassment and retaliation. The District is committed to promoting a productive work environment that is free from harassment, intimidation, or hostile behavior, ensuring that nothing interferes with another's work performance or well-being. This policy is not intended to create legal or employment rights beyond those established by law.

1012.2 POLICY

Snohomish Regional Fire & Rescue is an equal opportunity employer and is dedicated to fostering a work environment that is free of discriminatory harassment, including sexual harassment and retaliation. The District will not tolerate discrimination against any member regarding hiring, promotion, discharge, compensation, fringe benefits, or any other privileges of employment. Preventive and corrective actions will be taken to address any behavior that violates this policy or the rights and privileges it protects.

It is the policy of the District to promote a productive work environment free of any verbal or physical conduct by any employee that harasses, disrupts, or interferes with another's work performance or creates an intimidating, offensive, or hostile environment. Employees are expected to act in a positive manner and contribute to a productive work environment free from harassing or disruptive activities.

This policy applies equally to all District members, including supervisors, non-supervisory employees, and non-employees. The District's nondiscrimination policies may exceed the requirements of state or federal law. Conduct violating this policy may result in appropriate disciplinary action even if it does not meet the legal definitions of discrimination or harassment.

1012.3 DEFINITIONS

Definitions related to this policy include:

1012.3.1 DISCRIMINATION

The District prohibits all forms of discrimination, including any employment-related actions by a member that adversely affect an applicant or employee based on actual or perceived race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, pregnancy, genetic information, honorably discharged veteran or military status, HIV/AIDS or Hepatitis C status, marital status, use of a trained dog guide or service animal, or any other classification or status protected by law.

Discriminatory harassment, including sexual harassment, refers to verbal or physical conduct that demeans or shows hostility or aversion toward an individual based upon that individual's protected class and that interferes with an individual's work performance or creates a hostile or abusive work environment, including, without limitation, the following:

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- Verbal Harassment. Epithets, derogatory comments, slurs, propositioning or otherwise offensive words or comments on the basis of a personal characteristic or factor protected by law. This includes, but is not limited to, inappropriate comments on appearance, including dress or physical features, comments of sexual nature, rumors, code words, jokes, whistling, and race-oriented stories. Verbal harassment may be made in general, directed to an individual, or directed to a group of people, and may be considered harassment regardless of whether the behavior was intended to harass.
- Physical Harassment. Assault, impeding or blocking movement, leering, unwelcome flirtations, or physically interfering with normal work or privacy, when directed at an individual based on a personal characteristic or factor protected by law. Physical harassment also includes pinching, grabbing, or touching.
- Visual Forms of Harassment. Derogatory, prejudicial, stereotypical or otherwise offensive posters, photographs, cartoons, notes, bulletins, drawings, offensive gestures, or e-mails on the basis of personal characteristic or factor protected by law. This applies to both, posted material or personal property maintained in the workplace or on District property.

1012.3.2 RETALIATION

Retaliation is the act of treating a person differently or engaging in reprisal against someone because they have engaged in a protected activity, such as filing a complaint of discrimination, participating in an investigation, or opposing discriminatory practices. Retaliation is strictly prohibited and will not be tolerated.

1012.3.3 SEXUAL HARASSMENT

The District prohibits all forms of discrimination and discriminatory harassment, including sexual harassment. It is unlawful to harass an applicant or a member because of that person's sex.

Sexual harassment includes but is not limited to unwelcome sexual advances, requests for sexual favors, or other verbal, visual, or physical conduct of a sexual nature when:

(a) Submission to such conduct is made either explicitly or implicitly as a term or condition of employment, position, or compensation.

(b) Submission to, or rejection of, such conduct is used as the basis for any employment decisions affecting the member.

(c) Such conduct has the purpose or effect of substantially interfering with a member's work performance or creating an intimidating, hostile, or offensive work environment.

Other examples of prohibited conduct in the workplace include but are not limited to:

- Sexual flirtations, touching, advances, or propositions;
- Verbal abuse of a sexual nature;
- Graphic or suggestive comments about an individual's dress or body;
- Sexually degrading words to describe an individual;
- The display of sexually suggestive objects or pictures in the workplace

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1012.3.4 ADDITIONAL CONSIDERATIONS

Discrimination and discriminatory harassment do not include actions that are in accordance with established rules, principles, or standards, including:

(a) Acts or omission of acts based solely upon bona fide occupational qualifications under the Equal Employment Opportunity Commission and the Washington State Human Rights Commission guidelines.

(b) Bona fide requests or demands by a supervisor that the member improve the member's work quality or output, that the member report to the job site on time, that the member comply with District or district rules or regulations, or any other appropriate work-related communication between supervisor and member.

1012.4 RESPONSIBILITIES

This policy applies to all district members who shall follow the intent of these guidelines in a manner that reflects district policy, professional standards, and the best interest of Snohomish Regional Fire & Rescue and its mission.

Members are encouraged to promptly report any discriminatory, retaliatory, or harassing conduct or known violations of this policy to a supervisor. Any member who is not comfortable with reporting violations of this policy to the member's immediate supervisor may bypass the chain of command and make the report to a higher-ranking supervisor or manager. Complaints may also be filed with the Fire Chief, the Human Resources Director, or the Board of Commissioners.

Any member who believes, in good faith, that the member has been discriminated against, harassed, or subjected to retaliation, or who has observed harassment, discrimination, or retaliation, is encouraged to promptly report such conduct in accordance with the procedures set forth in this policy.

Supervisors and managers are responsible for maintaining a workplace free from harassment, intimidation, or disruptive behavior and have an obligation to ensure that no employee is subjected to harassment or retaliation. Any supervisors or managers receiving information regarding alleged violations of this policy shall determine if there is any basis for the allegation and shall proceed with a resolution as stated below.

1012.4.1 SUPERVISOR RESPONSIBILITIES

The responsibilities of supervisors and managers shall include but are not limited to:

(a) Continually monitoring the work environment and striving to ensure that it is free from all types of unlawful discrimination, including harassment or retaliation.

(b) Taking prompt, appropriate action within their work units to avoid and minimize the incidence of any form of discrimination, harassment, or retaliation.

(c) Ensuring that their subordinates understand their responsibilities under this policy.

(d) Ensuring that members who make complaints or who oppose any unlawful employment practices are protected from retaliation and that such matters are kept confidential to the extent possible.

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(e)

(f) Notifying the Fire Chief or the Human Resources Director in writing of the circumstances surrounding any reported allegations or observed acts of discrimination, harassment, or retaliation no later than the next business day.

1012.4.2 SUPERVISOR'S ROLE
Supervisors and managers shall be aware of the following:

(a) Behavior of supervisors and managers should represent the values of the District and professional standards.

(b) False or mistaken accusations of discrimination, harassment, or retaliation can have negative effects on the careers of innocent members.

Nothing in this section shall be construed to prevent supervisors or managers from discharging supervisory or management responsibilities, such as determining duty assignments, evaluating or counseling members, or issuing discipline, in a manner that is consistent with established procedures.

1012.4.3 QUESTIONS OR CLARIFICATION
Members with questions regarding what constitutes discrimination, sexual harassment, or retaliation are encouraged to contact a supervisor, a manager, the Fire Chief, or the Human Resources Director, for further information, direction, or clarification.

1012.5 REPORTING AND COMPLAINT PROCEDURES

Any employee who believes that they have been subjected to harassment or has observed harassment has a responsibility to report the situation as soon as possible in accordance with the above section 1012.4.

Complaints will be investigated promptly and impartially. Although the District cannot guarantee confidentiality, reasonable efforts will be made to disclose information only as needed to investigate and resolve a complaint. A timely resolution of each complaint will be reached and communicated, as appropriate, to the parties involved. Retaliation for filing a complaint or participating in an investigation in good faith is prohibited.

All complaints or allegations shall be thoroughly documented on the appropriate forms and in a manner designated by the Fire Chief.

1012.6 TRAINING

All new members shall be provided with a copy of this policy as part of their orientation. The policy shall be reviewed with each new member. The member shall certify by signing the prescribed form that the member has been advised of this policy, is aware of and understands its contents, and agrees to abide by its provisions during the member's term with the District.

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All members shall receive annual training on the requirements of this policy and shall certify by signing the prescribed form that they have reviewed the policy, understand its contents, and agree that they will continue to abide by its provisions.

1012.7 DISCIPLINARY ACTION

Any District employee found to have engaged in or failed to report claims of harassment or retaliation as provided herein may be subject to appropriate disciplinary action, up to and including termination, depending on the circumstances of the case.

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Personnel Complaints

1014.1 PURPOSE AND SCOPE

This policy provides guidelines for reporting, investigation and disposition of complaints regarding the conduct of members of this district and the service provided by this district. This policy shall not apply to any questioning, counseling, instruction, informal verbal admonishment or other routine or unplanned contact of a member in the normal course of duty, by a supervisor or any other member, nor shall this policy apply to a criminal investigation.

This policy is intended to be applied in accordance with the procedures, rights or status that may be contained in any applicable collective bargaining agreement or policy established by the District.

1014.2 POLICY

This district takes seriously all complaints regarding service provided by the District and the conduct of its members. The District will accept and address all complaints of member misconduct in accordance with this policy and applicable federal, state and local law, municipal and county rules and the requirements of any collective bargaining agreements.

Misconduct can be reported without concern for reprisal or retaliation.

1014.3 PERSONNEL COMPLAINTS

Personnel complaints consist of any allegation of misconduct or improper job performance by any member of the District that, if true, would constitute a violation of district policy or rule or federal, state or local law. Allegations or complaints may be generated internally or by the public.

Inquiries about employee conduct or performance that, if true, would not violate district policy or rule or federal, state or local law, may be handled informally by a supervisor and shall not be considered a personnel complaint. Such inquiries generally include clarification regarding policy, procedures or the response to specific incidents by the District.

1014.3.1 CLASSIFYING COMPLAINTS

Personnel complaints shall be classified in one of the following categories:

Informal - A matter in which the member's Chief Officeris satisfied that appropriate action has been taken by a supervisor of rank greater than the accused member. The responsible supervisor shall have the discretion to determine the appropriate manner for resolving the complaint consistent with District standards.

Formal - A matter in which a Chief Officer determines that further action is warranted. Such complaints may be investigated by a supervisor of rank greater than the accused member or referred to the Chief Officer or Human Resources representative, depending on the seriousness and complexity of the investigation.

Incomplete - A matter in which the complaining party either refuses to cooperate or becomes unavailable after diligent follow-up investigation. At the discretion of the assigned supervisor or the

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designated district representative, such matters need not be documented as personnel complaints but may be further investigated or resolved as a complaint, depending on the seriousness of the complaint and the availability of sufficient information.

1014.4 CITIZEN COMPLAINT GUIDELINES

All citizen complaints should be documented and action taken based on the classifications listed above. Normally, service delivery complaints will be assigned to the appropriate division head for action.

All complaints alleging serious misconduct will be sent to the Fire Chief or designee, division head and the Human Resources division.

1014.5 AT-WILL AND PROBATIONARY MEMBERS

At-will and probationary members may be disciplined and/or released from employment without adherence to any of the procedures set out in this policy and without notice or any cause at any time. These members are not entitled to any rights under this policy.

Any probationary period may be extended at the discretion of the Fire Chief in cases where the member has been absent for more than a week or when additional time to review the member is considered by the Fire Chief to be appropriate.

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Workplace Violence

1023.1 PURPOSE AND SCOPE

The purpose of this policy is to make clear that the District does not tolerate any direct or implied threats of violence or violent behavior in the workplace or any act or behavior that is or can be perceived as threatening, hostile, and/or violent.

1023.2 POLICY

It is the policy of Snohomish Regional Fire & Rescue to provide and maintain a safe work environment for its employees, volunteers, and members of the public.

In responding to any violent behavior in the workplace, the District is committed to providing protection to all involved parties, including protection from future physical and/or mental harm and the protection of the legal rights of victims, witnesses, and those instigating the harm.

1023.3 PROHIBITED BEHAVIOR

No member shall engage in, encourage, or promote violent behavior toward any person while conducting district business or on district property.

No member engaged in district business shall carry or possess weapons or explosives unless either:

(a) Permitted by district policy

(b) State or local law prohibits the District from restricting the possession of the weapon or explosive

1023.4 REPORTING AND INVESTIGATING

1023.4.1 MEMBER RESPONSIBILITY

District members who experience, observe, or have knowledge of prohibited behaviors and actions in the workplace have a responsibility to report the situation as soon as practicable to a supervisor, manager, or a human resources representative. If a threat has been made or a crime has occurred, members should also report the situation to the local police department.

Members should render aid to anyone who may be in need and be prepared to assist emergency responders, as requested, following any incident of violence in the workplace.

1023.4.2 SUPERVISOR, MANAGER, BATTALION CHIEF, AND DIVISION CHIEF RESPONSIBILITIES

Upon receipt of a report of potential or actual workplace violence, supervisors shall gather as much information as possible to assess and determine the severity and potential of the situation. If the report is found to be credible, the next immediate supervisor shall be notified as soon as practicable and appropriate action taken.

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Local law enforcement personnel should be notified immediately of all threatening or violent behavior.

1023.4.3 INVESTIGATION
The Fire Chief or designee will promptly, impartially, and with as much confidentiality as practicable coordinate the investigation of all reports of violent behavior.

District members are required to cooperate in any investigation. A timely resolution of each report should be reached and communicated to all parties involved as quickly as possible.

1023.4.4 REPORTING NON-WORK-RELATED THREATENING OR VIOLENT BEHAVIOR
District members who are victims of domestic violence or other threatening behavior outside of the workplace, or who believe they are potential victims of such behavior and fear it may enter the workplace, are encouraged to report the situation as soon as possible to their supervisors.

Supervisors receiving any such report shall contact Human Resources as soon as practicable so that any appropriate safety measures or plans may be developed.

1023.5 RETALIATION PROHIBITED
Any form of retaliation against a member for making a report concerning violent behavior in the workplace is prohibited.

Any member who becomes aware of any retaliation or threatened retaliation shall immediately notify his/her supervisor.

1023.6 RESTRAINING ORDERS
Members who obtain a restraining order listing their workplace, person, or the District as a protected area must provide a copy of the restraining order to their immediate supervisor or the Human Resources Director. The District needs this information in order to provide a safe workplace.

1023.7 FOLLOW-UP ACTION
Any employee reported to have exhibited violent or potentially violent behavior will be afforded all rights provided by law ~~and the applicable memorandum of understanding~~ before the District takes any disciplinary action.

Actions that may be taken when an employee has been found to have violated this policy include but are not limited to the following:

- Mandatory participation in counseling
- Placing the employee on paid administrative leave pending investigation into an alleged threat or act
- Corrective/disciplinary action up to and including termination

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- Criminal arrest and prosecution
- Special procedures, such as job relocation or initiation of a court order

If, upon investigation, it is determined that an allegation is false or was made maliciously, the employee who provided the false information will be subject to disciplinary action, up to and including termination, as well as possible criminal arrest and prosecution.

1023.8 LEGAL ACTION

The district's legal counsel will determine if a temporary restraining order or injunction should be sought on behalf of the District to reduce future or threatened violent behavior in the workplace.

1023.9 CORRECTIVE ACTIONS

At the completion of the investigation and a review of the incident, or in the case of a threat of violence, non-disciplinary corrective actions should be implemented or requested to ensure overall workplace safety. These actions may include but are not limited to:

- Placing the involved member on administrative leave pending further review and determination of permanent action. Administrative leave would be unpaid in the case of a volunteer.
- Reassigning the member to a different work location.
- Referring the member to conflict resolution training sessions.
- Referring the member to the employee assistance program.
- Modifying workstation designs and office traffic flow patterns.
- Requiring the member to attend a fitness-for-duty evaluation.
- Developing specific workplace violence procedures for incident response, prevention, and corrective actions.

1023.10 WORKPLACE VIOLENCE PREVENTION

All district members are responsible for assisting in the prevention of violence in the workplace.

The District will provide appropriate training to members regarding workplace violence.

In the event a violent incident occurs in the workplace, the Fire Chief or designee is responsible for ensuring that all responsibilities have been met and actions carried out, as detailed in this policy, and shall review the results of any investigation and ensure appropriate action is taken. Information gathered during an investigation should be used for the continuous improvement of policies and procedures to prevent workplace violence.

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Smoke-Free Workplace

1025.1 PURPOSE AND SCOPE

This policy establishes limitations on smoking tobacco products by members and others while on-duty or while in Snohomish Regional Fire & Rescue facilities or vehicles.

For the purposes of this policy, smoking includes but is not limited to any tobacco product, such as cigarettes, cigars, and pipe tobacco, as well as any device intended to simulate smoking, such as an electronic cigarette or personal vaporizer.

1025.2 POLICY

Snohomish Regional Fire & Rescue recognizes that smoking tobacco is a health risk and can be offensive to others. Smoking can present an unprofessional image for the District and its members. Therefore, smoking is prohibited by members and visitors in all district facilities, buildings, and vehicles, and as further outlined in this policy.

1025.3 ADDITIONAL PROHIBITIONS

No person shall smoke tobacco products within 25 feet of a main entrance, exit, or operable window of any public building, including any district facility (WAC 296-800-24005)(WAC 70.160.075).

Smoking is prohibited by any individual in district buildings, vehicles or fire apparatus. The District will be published and maintained as a smoke-free workplace (RCW 70.160.030).

1025.4 PRESUMPTIVE COVERAGE

RCW 51.32.185 covers occupational diseases and the presumption of occupational diseases for firefighters and fire investigators. If a member has documented tobacco use they could be excluded from the presumptive coverage. (RCW 51.32.185(1)(d)) (RCW 51.32.185(7)).

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Anti-Retaliation and Whistle-blowing

1044.1 PURPOSE AND SCOPE

This policy prohibits retaliation against members who identify workplace issues, such as fraud, waste, abuse of authority, gross mismanagement or any inappropriate conduct or practices, including violations that may pose a threat to the health, safety or well-being of members.

This policy does not prohibit actions taken for nondiscriminatory or non-retaliatory reasons, such as discipline for cause.

These guidelines are intended to supplement and not limit members' access to other applicable remedies. Nothing in this policy shall diminish the rights or remedies of a member pursuant to any applicable federal law, provision of the U.S. Constitution, law, ordinance or collective bargaining agreement or memorandum of understanding.

1044.2 POLICY

Snohomish Regional Fire & Rescue has a zero tolerance for retaliation and is committed to taking reasonable steps to protect from retaliation members who, in good faith, engage in permitted behavior or who report or participate in the reporting or investigation of workplace issues. All complaints of retaliation will be taken seriously and will be promptly and appropriately investigated.

1044.3 RETALIATION PROHIBITED

No member may retaliate against any person for engaging in lawful or otherwise permitted behavior; for opposing a practice believed to be unlawful, unethical, discriminatory or retaliatory; for reporting or making a complaint under this policy; or for participating in good faith in any investigation related to a complaint under this or any other policy.

Retaliation includes any adverse action or conduct, including, but not limited to:

- Refusing to hire or denying a promotion.
- Extending the probationary period.
- Unjustified reassignment of duties or change of work schedule.
- Real or implied threats or other forms of intimidation to dissuade the reporting of wrongdoing or filing of a complaint, or as a consequence of having reported or participated in protected activity.
- Taking unwarranted disciplinary action.
- Spreading rumors about the person filing the complaint or about the alleged wrongdoing.
- Shunning or unreasonably avoiding a person because he/she has engaged in protected activity.

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1044.4 COMPLAINTS OF RETALIATION

Any member who feels he/she has been retaliated against in violation of this policy should promptly report the matter to any supervisor, a command staff member, the Fire Chief or the District Human Resources Director.

Members shall act in good faith, not engage in unwarranted reporting of trivial or minor deviations or transgressions, and make reasonable efforts to verify facts before making any complaint in order to avoid baseless allegations. Members shall not report or state an intention to report information or an allegation knowing it to be false or with willful or reckless disregard for the truth or falsity of the information, or otherwise act in bad faith.

Investigations are generally more effective when the identity of the reporting member is known, thereby allowing investigators to obtain additional information from the reporting member. However, complaints may be made anonymously. All reasonable efforts shall be made to protect the reporting member's identity. However, confidential information may be disclosed to the extent required by law or to the degree necessary to conduct an adequate investigation and make a determination regarding a complaint. In some situations, the investigative process may not be complete unless the source of the information and a statement by the member is part of the investigative process.

Although the District cannot guarantee confidentiality, reasonable efforts will be made to protect the reporting member's identity.

1044.5 SUPERVISOR RESPONSIBILITIES

Supervisors are expected to remain familiar with this policy and ensure that members under their command are aware of its provisions.

The responsibilities of supervisors include, but are not limited to:

(a) Ensuring complaints of retaliation are investigated as provided in Policy: 1014 Personnel Complaints.

(b) Receiving all complaints in a fair and impartial manner.

(c) Documenting the complaint and any steps taken to resolve the problem.

(d) Acknowledging receipt of the complaint, notifying the Fire Chief via the chain of command and explaining to the member how the complaint will be handled.

(e) Taking appropriate and reasonable steps to mitigate any further violations of this policy.

(f) Monitoring the work environment to ensure that any member making a complaint is not subjected to further retaliation.

(g) Periodically following up with the complainant to ensure that retaliation is not continuing.

(h) Not interfering with or denying the right of a member to make any complaint.

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(i) Taking reasonable steps to accommodate requests for assignment or schedule changes made by a member who may be the target of retaliation if it would likely mitigate the potential for further violations of this policy.

1044.6 COMMAND STAFF RESPONSIBILITES

The Fire Chief should communicate to all supervisors the prohibition against retaliation.

Individuals in the Chain of Command above the immediate supervisor shall treat all complaints as serious matters and shall ensure that prompt actions take place, including, but not limited to:

(a) Communicating to all members the prohibition against retaliation.

(b) Reviewing complaint investigations in a timely manner.

(c) Taking steps toward remediation of any inappropriate conduct or condition and instituting measures to eliminate or minimize the likelihood of recurrence.

(d) Communicating the outcome to the complainant in a timely manner.

1044.7 WHISTLE-BLOWING

Washington law protects employees who make good faith reports of improper government actions. Improper government actions includes any action (i) undertaken in the performance of the officer's or employee's official duties, whether or not the action is within the scope of the employee's employment and (ii) in violation of any federal, state, or local law or rule, is an abuse of authority, is of substantial and specific danger to the public health or safety, or is a gross waste of public funds. "Improper governmental action:" does not include personnel actions (i.e hiring, firing, complaints, promotions, or reassignment). In addition, employees are not free to disclose matters that would affect a person's right to legally protected confidential communications.

District employees who become aware of improper governmental action should submit a written report to the Fire Chief, if non-involved, stating in detail the basis for the employee's belief that an improper action has occurred. This should be done as soon as the employee becomes aware of the improper action. Where the employee believes the improper action involves the Fire Chief, the employee may submit the written report directly with the Board Chair.

- In the case of an emergency, where the employee believes that damage to persons or property may result if action is not taken immediately, the employee may bypass the above procedure and report the improper action directly to the appropriate government agency responsible for investigating the improper action.
- Employees may report information about improper governmental action directly to an outside agency if the employee reasonably believes that an adequate investigation was not undertaken by the District to determine whether an improper governmental action occurred, or that insufficient action was taken by the District to address the improper action or that for other reasons the improper action is likely to recur.

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The Fire Chief, Board Chair, or their designee, as the case may be, shall promptly investigate the report of improper government action. After the investigation is completed the employee shall be advised of the results of the investigation, except the personnel actions taken as a result of the investigation may be kept confidential.

It is unlawful for the District to take retaliatory action because an employee, in good faith, provided information that improper government action occurred.

- Employees who believe they have been retaliated against for reporting an improper governmental action must provide a written complaint to the Fire Chief within thirty (30) days of the occurrence of the alleged retaliatory action. If the Fire Chief is involved, the notice should go to the Board Chair. The complaint shall specify the alleged retaliatory action and relief requested.
- In response to a timely complaint of retaliation, the Fire Chief or the Board Chair, as the case may be, shall investigate the complaint and respond in writing within thirty (30) days of receipt of the written charge.
- After receiving the District's response, the employee may request a hearing before a state administrative law judge to establish that a retaliatory action occurred and to obtain appropriate relief under the law. The request for hearing must be delivered within the earlier of either fifteen (15) days of receipt of the District's response to the charge of retaliatory action or forty five (45) days of receipt of the charge of retaliation to the Fire Chief or Board Chair's for response.
- Within five (5) working days of receipt of a request for hearing the District shall apply to the State Office of Administrative Hearings for an adjudicative proceeding before an administrative law judge. At the hearing, the employee must prove that a retaliatory action occurred by a preponderance of the evidence in the hearing. The administrative law judge will issue a final decision not later than forty-five (45) days after the date of the request for hearing, unless an extension is granted.

An employee who fails to make a good faith effort to follow this policy shall not be entitled to the protection of this policy against retaliation.

1044.7.1 POSTING OF REPORTING PROCEDURES

The District shall post the Snohomish Regional Fire & Rescue policy where employees have reasonable access to it, regarding their rights and the procedures for reporting information of an alleged improper government action. A copy of the policy shall be made available to employees upon request (RCW 42.41.030).

1044.8 RECORDS RETENTION AND RELEASE

The Public RecordsHuman Resources Director shall ensure that documentation of investigations is maintained in accordance with the established records retention schedules.

1044.9 TRAINING

This policy should be reviewed with each new member.

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All members should receive periodic refresher training on the requirements of this policy.

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SNOHOMISH COUNTY FIRE DISTRICT NO. 7
POLICY

POLICY NUMBER:	*38*
SECTION:	*ADMINISTRATIVE POLICIES*
TITLE:	*EQUAL EMPLOYMENT OPPORTUNITY*
EFFECTIVE DATE:	*8/3/17*
REVISION DATE(S):	*7/11/02*

POLICY STATEMENT:

It is the policy of the district to provide equal opportunity in employment to all employees and applicants for employment. No person is to be unlawfully discriminated against in employment because of race, religion, color, sex, age, national origin, marital status, disability, military status, or any other status protected under federal or Washington state law.

This policy applies to all terms, conditions, and privileges of hiring and employment..

Any communication received from an applicant for employment, an employee, a government agency, or an attorney concerning any equal employment opportunity matter should be referred to the Fire Chief and the Human Resources Director.

While overall authority for implementing this policy is assigned to the administration, an effective equal employment opportunity program cannot be achieved without the support of supervisory personnel and employees at all levels. Any employees who either observe potential discrimination, or feel they are the victim of discrimination, have a responsibility to report this fact to their supervisor.

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

Randy Fay, Commissioner

Marc Inman, Commissioner

Jeff Schaub, Commissioner

Dean Schwartz, Commissioner

Bill Snyder, Commissioner

Roy Waugh, Commissioner

Leslie Wells, Commissioner

Shauna Willner, Commissioner

Randy Woolery, Commissioner

SNOHOMISH COUNTY FIRE DISTRICT NO. 7
POLICY

POLICY NUMBER:	***39***
SECTION:	***ADMINISTRATIVE POLICIES***
TITLE:	***PRODUCTIVE WORK ENVIRONMENT***
EFFECTIVE DATE:	***8/3/17***
REVISION DATE(S):	***7/11/02***

POLICY STATEMENT:

It is the policy of the district to promote a productive work environment free of any verbal or physical conduct by any employee which harasses, disrupts, or interferes with another's work performance or which creates an intimidating, offensive, or hostile environment.

Employees are expected to act in a positive manner and contribute to a productive work environment that is free from harassing or disruptive activity. No form of harassment will be tolerated.

Each supervisor has a responsibility to maintain the work place free of any form of sexual harassment. No supervisor is to threaten or insinuate, either explicitly or implicitly, that an employee's refusal or willingness to submit to sexual advances will affect the employee's terms or conditions of employment.

Other harassing or offensive conduct in the work place, whether committed by supervisors, non-supervisory employees, or non-employees, is also prohibited. Such conduct includes but is not limited to:

a. Sexual flirtations, touching, advances, or propositions;
b. Verbal abuse of a sexual nature;
c. Graphic or suggestive comments about an individual's dress or body;
d. Sexually degrading words to describe an individual; and
e. The display in the work place of sexually suggestive objects or pictures, including nude photographs.

An employee who believes that any actions or words that constitute unwelcome harassment has a responsibility to report or complain about the situation as soon as possible. Such report or complaint should be made to any supervisor, or to the Human Resources Director, or the Fire Chief if the complaint involves a supervisor.

Complaints of harassment are to be handled and investigated under the district's grievance procedure, unless special procedures are deemed appropriate. All complaints of harassment are to be investigated promptly and in as impartial and confidential a manner as possible. Employees are required to cooperate in any investigation. A timely resolution of each complaint is to be reached and communicated to the parties involved. Retaliation against any employee for filing a complaint or participating in an investigation is strictly prohibited.

Any employee, supervisor, or manager who is found to have engaged in harassment of another employee will be subject to appropriate disciplinary action, depending on the circumstances, up to and including termination.

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

Randy Fay, Commissioner

Marc Inman, Commissioner

Jeff Schaub, Commissioner

Dean Schwartz, Commissioner

Bill Snyder, Commissioner

Roy Waugh, Commissioner

Leslie Wells, Commissioner

Shauna Willner, Commissioner

Randy Woolery, Commissioner

SNOHOMISH COUNTY FIRE DISTRICT NO. 7
POLICY

POLICY NUMBER:	*1-64*
SECTION:	*ADMINISTRATIVE POLICIES*
TITLE:	*Whistleblower*
EFFECTIVE DATE:	*01-03-2017*
REVISION DATE(S):	*N/A*

PURPOSE:
To establish policy and procedure for reporting improper governmental action by Snohomish County Fire District #7 officers or employees.

POLICY:
Snohomish County Fire District #7 encourages the reporting by its employees of improper governmental action taken by Department officers or employees. The purpose of this policy is to protect employees who make good faith reports and to provide remedies for such individuals who are subjected to retaliation for having made such reports.

DEFINITIONS:
Improper governmental action means any action by a Snohomish County Fire District #7 officer or employee (excluding personnel action) that is undertaken in the performance of the officers or employees official duties, whether or not the action is within the scope of employment.
AND:

- The action is in violation of any federal, state or local law or rule.
- The action is an abuse of authority.
- The action is of substantial and specific danger to the public health or safety or is a gross waste of public funds.

Retaliatory action means any hostile actions by another employee towards the whistleblower that was encouraged by a supervisor, senior manager or local official or any adverse change in an employee's terms and conditions of employment.

A local government official of employee is prohibited from directly or indirectly using their official authority or influence to threaten, intimidate, or coerce an employee for the purpose of interfering with that employees right to disclose information concerning an improper governmental action in accordance with this policy.

PROCEDURE:
Employees who become aware of improper governmental actions should observe the following procedure:

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POLICY

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REVISION DATE(S):	*N/A*

Bring the matter to the attention of the Chief, if non-involved, in writing, stating in detail the basis for the employee's belief that an improper action has occurred.

Where the employee believes the improper action involves the Chief the employee may raise the issue directly with the Chairperson of the Board of Commissioners.

In the case of an emergency, where the employee believes that damage to persons or property may result if action is not taken immediately the employee may report the improper governmental action directly to the appropriate government agency with responsibility for investigating the improper action.

Officers and employees involved in investigating the report shall keep the name of the reporting employee confidential to the extent possible under law, unless the employee authorizes disclosure of his or her identity in writing.

After the investigation has been completed, the employee reporting the improper governmental action shall be advised of the results of the investigation, except that personnel actions taken as a result of the investigation may be kept confidential.

Snohomish County Fire District #7 officials and employees are prohibited from taking retaliatory action against a Fire Department employee because he or she has in good faith reported an improper governmental action in accordance with Department policies and procedures.

Employees who believe that they have been retaliated against for reporting an improper government action should advise the Chief or Chairperson of the Board of Commissioners who shall take appropriate action to investigate and address complaints of retaliation.

Employees may appeal to the Board of Commissioners if not satisfied with the findings of the Chief, as the case may be, on findings of an investigation of a claim of retaliatory action by submitting a written complaint specifying the alleged retaliatory action and the relief requested. This request must be made not later than thirty (30) days after the occurrence of the alleged retaliatory action.

Snohomish County Fire District #7 shall have thirty (30) days in which to respond after receipt of a written charge of retaliatory action.

After receiving the Department response, or after the last day upon which the local government could respond, the employee may request a hearing before a state administrative law judge (ALJ)

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REVISION DATE(S):	*N/A*

to establish that a retaliatory action occurred and to obtain appropriate relief provided by law. The request for hearing must be delivered to the Department within fifteen (15) days of delivery of the response from the Department, or within fifteen days of the last day on which the Department could respond.

Within five (5) working days of receipt of a request for hearing the Department shall apply to the State Office of Administrative Hearings for an adjudicative proceeding before an administrative law judge. Under state law, the employee must prove his or her claim by a preponderance of the evidence. The ALJ will issue a final decision no later than forty-five (45) days after the date of the request for hearing was delivered to the Department, unless an extension of time is granted.

SNOHOMISH COUNTY FIRE DISTRICT NO. 7
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EFFECTIVE DATE:	*01-03-2017*
REVISION DATE(S):	*N/A*

IMPROPER GOVERNMENTAL ACTION AGENCY LISTING

The following is a list of agencies responsible for enforcing federal, state and local laws and investigating other issues involving improper governmental action. Employees having questions about these agencies or the procedures for reporting improper governmental action are encouraged to contact the Fire Chief.

Agency	Address	City	State	Zip	Phone
Snohomish County Prosecutors	3000 Rockefeller Avenue MS504, 1st Floor, Mission Bldg.	Everett	WA	98201	425-388-3333
Monroe Police Department	818 West Main Street	Monroe	WA	98272	360-794-6300
Attorney General's Office	900 4th Avenue Suite 2000	Seattle	WA	98164	206-464-6684 800-551-4636
State Auditor's Office – Whistleblower	PO Box 40021	Olympia	WA	98504-0021	360-902-0090
Human Rights Commission	711 W. Capitol Way #402 PO Box 42490	Olympia	WA	98504-2490	360-753-6770
Department of Labor and Industries	315 5th Avenue S Suite 200	Seattle	WA	98104-2607	206-515-2800

ADOPTED AT A MEETING OF THE BOARD OF FIRE COMMISSIONERS, SNOHOMISH COUNTY FIRE DISTRICT NO. 7 THIS 3rd DAY OF January, 2017.

Randy Fay, Commissioner

William Snyder, Commissioner

Marc Inman, Commissioner

Roy Waugh, Commissioner

SNOHOMISH COUNTY FIRE DISTRICT NO. 7
POLICY

POLICY NUMBER:	*1-64*
SECTION:	*ADMINISTRATIVE POLICIES*
TITLE:	*Whistleblower*
EFFECTIVE DATE:	*01-03-2017*
REVISION DATE(S):	*N/A*

Guy Palumbo, Commissioner

Leslie Jo Wells, Commissioner

Jeff Schaub, Commissioner

Shauna Willner, Commissioner

Dean Schwartz, Commissioner

Randy Woolery, Commissioner

SNOHOMISH REGIONAL FIRE & RESCUE

NEW BUSINESS

DISCUSSION

SNOHOMISH REGIONAL FIRE & RESCUE

NEW BUSINESS

ACTION

SNOHOMISH REGIONAL FIRE & RESCUE

EXECUTIVE SESSION