Leading to Meet the Growing Public Safety Needs of our Regional Communities
Leadership - Integrity - Trust - Respect - Excellence

REGULAR MEETING
TUESDAY, NOVEMBER 17, 2026 – 7:00 PM
IN PERSON AT HEADQUARTERS AND VIA ZOOM VIRTUAL MEETING ID 876 1281 5239

AGENDA

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1. **CALL TO ORDER (7:00 p.m.)**

2. **PLEDGE OF ALLEGIANCE (7:01 p.m.)**

3. **APPROVAL OF AGENDA (7:02 p.m.)**

4. **CONSENT AGENDA (7:03 p.m.)**

   4.a November 17, 2026 Claims Voucher totaling $1,424,392.08
   Voucher Summary 11.17.pdf

   4.b October 2026 Payroll Summary and Authorization
   Oct 2026 Payroll Summary and Authorization.pdf

5. **APPROVAL OF MEETING MINUTES (7:04 p.m.)**

   5.a November 4, 2026 Regular Meeting
   November 4, 2026 Regular Meeting.pdf

6. **PUBLIC COMMENT Notice: All public comment and testimony are public records and may be subject to disclosure pursuant to the Public Records Act, RCW Chapter 42.56. (7:05 p.m.)**

7. **FIRE CHIEF REPORT (7:11 p.m.)**

8. **UNION REPORT (7:16 p.m.)**

9. **CAPITAL FACILITIES PLAN (7:21 p.m.)**

   9.a Communications Update - Communications Director, Christie Veley
   For discussion only.

10. **2027 SOUTH COUNTY FIRE BUDGET (7:26 p.m.)**

10.a Adoption of Resolution 11172026-23 Establishing the 2027 Budget for All Funds - Chief Financial Officer, Chris Bothwell

Motion to adopt Resolution 11172026-23 establishing a 2027 Budget for all South County Fire Funds.

2027 Budget Resolution with Data Analyst.pdf
2027 Schedule of Budgeted Positions with Data Analyst.pdf

10.b Adoption of Resolution 11172026-24 Establishing the 2027 General Fire Levy - Chief Financial Officer, Chris Bothwell

Motion to adopt Resolution 11172026-24 establishing the 2027 South County Fire General Fire Levy.

2027 General Fire Levy Res. with Data Analyst.pdf
2027 Levy Cert. Form.pdf

10.c Adoption of Resolution 11172026-25 Establishing the 2027 EMS Levy - Chief Financial Officer, Chris Bothwell

Motion to adopt Resolution 11172026-25 establishing the 2027 South County Fire EMS Levy.

2027 EMS Levy Res.pdf

10.d Adoption of Resolution 11172026-26 Establishing the 2027 Benefit Charge - Chief Financial Officer, Chris Bothwell

Motion to adopt Resolution 11172026-26 establishing the 2027 South County Fire Benefit Charge.

2027 Benefit Charge Resolution.pdf
Preliminary 2027 Benefit Charge Formula.pdf

10.e Adoption of Resolution 11172026-27 Establishing 2027 Administrative Cost of Living Adjustment - Chief Financial Officer, Chris Bothwell

Motion to adopt Resolution 11172026-27 establishing the 2027 South County Fire Administrative Cost of Living Adjustment.

2027 COLA Resolution.pdf

10.f Adoption of Resolution 11172026-28 Establishing the 2027 Excess Levy for Bond Repayment - Chief Financial Officer, Chris Bothwell

Motion to adopt Resolution 11172026-28 establishing the 2027 South County Fire Excess Levy for Bond Repayment.

2027 Excess Levy for Bond Repayment Res.pdf

11. UNFINISHED BUSINESS (8:00 p.m.)

11.a Social Media Public Use Policy - For Action - Communications Director, Christie Veley

Motion to adopt Social Media Public Use Policy as presented.

DRAFT Social Media Public Use Policy.pdf
City Social Media Policies.pdf
BOFC Public Comment Policy.pdf

11.b Memorandum of Understanding: Collective Bargaining Agreement Articles 11, 14 and 20 -

for Adoption - Assistant Chief Todd Anderson
Motion to authorize the Fire Chief to sign the MOU with Local #1828 modifying articles 11.1, 14.3, 14.6, 14.11 and 20.3 which will supersede the LOU defining Seniority per Article 20.3 of the CBA.
Article 20.3 Seniority LOU Final Copy.pdf
MOU Articles 11 14 and 20 Final Copy.pdf

11.c Letter of Understanding: Temporary Promotional Positions - for Adoption - Assistant Chief Todd Anderson
Motion to authorize the Fire Chief to sign the LOU with Local #1828 to allow South County Fire to evaluate and create promotional positions as needed.
LOU Temporary Promoted Positions- October 19 Chalfant.pdf

12. NEW BUSINESS (8:30 p.m.)

12.a 2026 Volunteer Program Update - for Discussion - Deputy Chief Don Welch

12.b Non- Represented Tuition Reimbursement Policy - for Discussion - Chair Jim Kenny
SCF College Enrollment Form July 2026 - ATTACHMENT A.pdf
CBA sec 31.2 - ATTACHMENT B.pdf
Tuition Reimbursement Policy 400.00.012.00 sec 7.0 - ATTACHMENT C.pdf
Administrative Tuition Reimbursement Draft 11-13-26 - ATTACHMENT D.pdf

12.c Board Committee Appointments - for Action - Chair Jim Kenny

13. COMMITTEE UPDATES (9:00 p.m.)

1. *Capital Facilities - Commissioner Joseph Wankelman*
2. *Finance and Human Resources - Commissioner David Chan*
3. *Intergovernmental - Commissioner Ed Widdis*
4. *SNO911 - Commissioner Michael Fearnehough*

14. COMMISSIONER COMMENTS (9:05 p.m.)

15. EXECUTIVE SESSION (9:10 p.m.)

15.a Review the Performance of a Public Employee Pursuant to RCW 42.30.110(1)(g)

16. ADJOURNMENT (9:30 p.m.)

17. AGENDA DISCLAIMER *Members of the public are advised that times listed on the agenda are approximate and that items on the agenda may be addressed sooner or later than the time specified.*

18. COMMITMENT TO ACCESSIBILITY *South County Fire strives to provide accessible opportunities for all members of the public. Please notify Melissa Blankenship, 425-551-1251 or mblankenship@southsnofire.org at least 48 hours prior to any South County Fire meeting if any accommodation is needed.*

Blanket Voucher Approval

Date: November 17, 2026

SOUTH SNOHOMISH COUNTY FIRE & RESCUE
CLAIMS VOUCHER

We the undersigned Board of Commissioners of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received, that any advance payment is due and payable pursuant to a contract, and that the vouchers identified below are approved for payment.

CLAIMS BY FUND	
GENERAL FUND 001	409,007.00
LEOFF 1 FUND 003	12,673.47
APPARATUS FUND 302	802,923.94
SELF INSURANCE FUND 502	199,787.67
TOTAL CLAIMS BY FUND	**1,424,392.08**

Voucher No	Claimant	Reference	Amount
21165	ADVANTAGE BUILDING SERVICES	REPAIR/MAINTENANCE	1,504.18
21166	ARCHBRIGHT	PROFESSIONAL SERVICES	1,341.91
21167	ASTOUND BROADBAND	SECONDARY INTERNET	8,875.88
21168	AT WORK	REPAIR/MAINTENANCE	7,225.15
21169	BELLI, AURORA	PER DIEM/MILEAGE	282.30
21170	BENGEN, TANNER	PM BOOTCAMP PER DIEM	682.39
21171	CALYPSO	TRANSPORT REFUND	834.08
21172	CENTER FOR INTERNET SECURITY	INTERNET AUDIT	36,900.00
21173	CRESSY DOOR COMPANY, INC.	REPAIR/MAINTENANCE	16,260.78
21174	DICKS TOWING	REPAIR/MAINTENANCE	2,092.84
21175	ELANTIS SOULTIONS INC	PROFESSIONAL SERVICES	1,235.00
21176	FIRST RESPONDER OUTFITTERS, INC.	UNIFORMS	220.99
21177	GALLS, LLC	UNIFORMS	8,469.94
21178	GARCIA, ALFREDO	PER DIEM	162.00
21179	GENSCO	REPAIR/MAINTENANCE	438.10
21180	GLADFELTER INSURANCE GROUP	INSURANCE	2,763.93
21181	INTERMOUNTAIN LOCK & SECURITY SUPPLY	REPAIR/MAINTENANCE	237.07
21182	IRON MOUNTAIN	HQ SHREDDING	284.28
21183	LN CURTIS AND SONS	SAFETY EQUIPMENT	1,723.04
21184	LUND FAUCETT LLC	PROFESSIONAL SERVICES	2,017.50
21185	LYNNWOOD, CITY OF	WATER/SEWER	2,764.11
21186	MAZUR, MICHAEL	PER DIEM	153.00
21187	MES SERVICE COMPANY LLC	STRUCTURAL BOOTS	688.07

21188	NATIONAL SAFETY INC.	OPERATIONS SUPPLIES	854.67
21189	OFFICE DEPOT, INC	OFFICE SUPPLIES	77.69
21190	ORR PROTECTION SYSTEMS	REPAIR/MAINTENANCE	1,509.25
21191	PACIFIC STAR GUTTERS	REPAIR/MAINTENANCE	4,641.40
21192	REFRIGERATION SUPPLIES DISTRIBUTOR ,RSD	REPAIR/MAINTENANCE	359.62
21193	RIOJAS, REYNALDO	TRANSPORT REFUND	25.00
21194	SHARP ELECTRONICS CORP	REPAIR/MAINTENANCE	4,195.59
21195	SNO CO EMERGENCY MANAGEMENT	PROFESSIONAL SERVICES	16,259.00
21196	SNOHOMISH COUNTY 911	PROFESSIONAL SERVICES	225,046.03
21197	STACEY, DAVID	PM BOOTCAMP PER DIEM	685.00
21198	UKG KRONOS SYSTEMS. LLC.	PROFESSIONAL SERVICES	7,564.95
21199	UNIFIRST	REPAIR/MAINTENANCE	32.41
21200	W.G. CLARK CONSTRUCTION	STA 22 NEW CONSTRUCTION	802,923.94
21201	WITMER PUBLIC SAFETY GROUP	OPERATIONS SUPPLIES	1,065.14
			1,162,396.23

	Claimant	Description	Amount
WIRE	HEALTHCARE MGMT ADMINISTRATORS	INSURANCE	212,461.14
WIRE	SNO CO PUD	ELECTRICITY	1,544.76
WIRE	WEX BANK	FUEL	47,989.95
WIRE			**261,995.85**

Accounts Payable

Disbursement Voucher

User: SEvenson
Printed: 11/12/2026 - 2:47PM
Batch: 00002.11.2026 - AP20261117

CLAIMS VOUCHER

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
Vendor No.	50147			
Claimant:	ADVANTAGE BUILDING SERVICES 3102 Hoyt Ave #566 EVERETT, WA 98201		Fund No. 001 Account No.	
Voucher No.	000021165	Check No. 000021165	Check Date 11/17/2026	
10/30/2026	8306	HQ Cleaning	001-62-10-522-50-48-00	1,035.93
10/30/2026	8307	Sta 15 Cleaning	001-62-10-522-50-48-00	468.25
			Vendor Total:	1,504.18
Vendor No.	51145			
Claimant:	ARCHBRIGHT PO BOX 3538 SEATTLE, WA 98124-3538		Fund No. 001 Account No.	
Voucher No.	000021166	Check No. 000021166	Check Date 11/17/2026	
10/31/2026	AS105266	10/26 D.Schorzman HR Consulting	001-04-00-522-10-41-00	1,341.91
			Vendor Total:	1,341.91
Vendor No.	50773			
Claimant:	ASTOUND BROADBAND PO BOX 31001-2714 PASADENA, CA 91110		Fund No. 001 Account No.	
Voucher No.	000021167	Check No. 000021167	Check Date 11/17/2026	
11/1/2026	103938001-12545	Sta 17 Secondary Internet	001-32-00-522-20-42-00	553.79
11/1/2026	103938001-12545	HQ Secondary Internet	610-00-00-589-00-00-00	752.85
11/1/2026	103938001-12545	Sta 21 Secondary Internet	001-32-00-522-20-42-00	553.79
11/1/2026	103938001-12545	Sta 14 Secondary Internet	001-32-00-522-20-42-00	553.79
11/1/2026	103938001-12545	Sta 13 Secondary Internet	001-32-00-522-20-42-00	550.40
11/1/2026	103938001-12545	Sta 19 Secondary Internet	001-32-00-522-20-42-00	552.94
11/1/2026	103938001-12545	Sta 15 Secondary Internet	001-32-00-522-20-42-00	553.79
11/1/2026	103938001-12545	Sta 10 Secondary Internet	001-32-00-522-20-42-00	526.43

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
11/1/2026	103938001-12545	Sta 11 Secondary Internet	001-32-00-522-20-42-00	526.43
11/1/2026	103938001-12545	Sta 16 Secondary Internet	001-32-00-522-20-42-00	553.79
11/1/2026	103938001-12545	Sta 23 Secondary Internet	001-32-00-522-20-42-00	526.43
11/1/2026	103938001-12545	Sta 22 Secondary Internet	001-32-00-522-20-42-00	553.79
11/1/2026	103938001-12545	Sta 18 Secondary Internet	001-32-00-522-20-42-00	552.94
11/1/2026	103938001-12545	Sta 12 Secondary Internet	001-32-00-522-20-42-00	550.42
11/1/2026	103938001-12545	SnoCom & Data Services	001-32-00-522-20-42-00	465.79
11/1/2026	103938001-12545	Sta 76 Secondary Internet	001-32-00-522-20-42-00	548.51
			Vendor Total:	8,875.88

Vendor No. 51701

Claimant: AT WORK
1935 152ND PL NE
BELLEVUE, WA 98007

Fund No. 001
Account No.

Voucher No. 000021168 Check No. 000021168 Check Date 11/17/2026

10/31/2026	PS-INV106806	Sta 23 Landscape Maintenance	001-62-10-522-50-48-00	483.96
10/31/2026	PS-INV106806	Sta 17 Landscape Maintenance	001-62-10-522-50-48-00	458.99
10/31/2026	PS-INV106806	Sta 10 Landscape Maintenance	001-62-10-522-50-48-00	421.10
10/31/2026	PS-INV106806	Sta 20 Landscape Maintenance	001-62-10-522-50-48-00	430.95
10/31/2026	PS-INV106806	Sta 13 Landscape Maintenance	001-62-10-522-50-48-00	450.20
10/31/2026	PS-INV106806	HQ Landscape Maintenance	001-62-10-522-50-48-00	890.16
10/31/2026	PS-INV106806	Sta 18 Landscape Maintenance	001-62-10-522-50-48-00	343.29
10/31/2026	PS-INV106806	Sta 76 Landscape Maintenance	001-62-10-522-50-48-00	436.41
10/31/2026	PS-INV106806	Sta 11 Landscape Maintenance	001-62-10-522-50-48-00	550.93
10/31/2026	PS-INV106806	Sta 21 Landscape Maintenance	001-62-10-522-50-48-00	607.57
10/31/2026	PS-INV106806	Sta 22 Landscape Maintenance	001-62-10-522-50-48-00	243.26
10/31/2026	PS-INV106806	Sta 16 Landscape Maintenance	001-62-10-522-50-48-00	575.12
10/31/2026	PS-INV106806	Sta 14 Landscape Maintenance	001-62-10-522-50-48-00	435.95
10/31/2026	PS-INV106806	Sta 12 Landscape Maintenance	001-62-10-522-50-48-00	556.92
10/31/2026	PS-INV106806	Sta 19 Landscape Maintenance	001-62-10-522-50-48-00	340.34
			Vendor Total:	7,225.15

Vendor No. 51594

Claimant: BELLI, AURORA
SCF EMPLOYEE

Fund No. 001
Account No.

Voucher No. 000021169 Check No. 000021169 Check Date 11/17/2026

11/4/2026	WA Fire Admin	A.Belli WFC Admin Conf. Per Diem	001-18-00-522-45-43-11	171.00
11/4/2026	WA Fire Admin	A.Belli WFC Admin Conf. Mileage	001-18-00-522-45-43-11	90.44
11/4/2026	WA Fire Admin	A.Belli WFC Admin Conf. Ferry	001-18-00-522-45-43-11	20.86

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
			Vendor Total:	282.30

Vendor No. 51533

Claimant: BENGEN, TANNER
WA 98208

Fund No. 001
Account No.

Voucher No.	000021170	Check No. 000021170	Check Date 11/17/2026	
10/28/2026	NMETC	T.Bengen NMETC Boot Camp Per Diem	001-42-44-522-45-43-11	595.00
10/28/2026	NMETC	T.Bengen NMETC Boot Camp Lyft	001-42-44-522-45-43-11	87.39
			Vendor Total:	682.39

Vendor No. 50929

Claimant: CALYPSO
MS 229
PO BOX 327
SEATTLE, WA 98111-0327

Fund No. 001
Account No.

Voucher No.	000021171	Check No. 000021171	Check Date 11/17/2026	
3/13/2026	225-2026-7692	Transport Refund	001-15-00-522-10-49-02	834.08
			Vendor Total:	834.08

Vendor No. 51997

Claimant: CENTER FOR INTERNET SECURIT'
PO BOX 71975
PHILADELPHIA, PA 19176-1975

Fund No. 001
Account No.

Voucher No.	000021172	Check No. 000021172	Check Date 11/17/2026	
10/30/2026	INV-261030-0086597	10/30/26-10/29/27 Security Audit	001-32-00-522-20-48-00	36,900.00
			Vendor Total:	36,900.00

Vendor No. 51622

Claimant: CRESSY DOOR COMPANY, INC.
PO BOX 1329
KENT, WA 98035

Fund No. 001
Account No.

Voucher No.	000021173	Check No. 000021173	Check Date 11/17/2026	
10/30/2026	222484	HQ Install Industrial Hoist	001-62-10-522-50-48-00	5,185.81
10/30/2026	222485	Sta 15 Preventative Maintenance	001-62-10-522-50-48-00	692.18

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
10/30/2026	222485	Sta 11 Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	HQ Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	Sta 76 Preventative Maintenance	001-62-10-522-50-48-00	692.27
10/30/2026	222485	Sta 14 Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	Sta 22 Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	Sta 10 Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	Sta 17 Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	Sta 13 Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	Sta 19 Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	Sta 21 Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	Sta 16 Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	Sta 18 Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	Sta 12 Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	Sta 23 Preventative Maintenance	001-62-10-522-50-48-00	692.18
10/30/2026	222485	Sta 20 Preventative Maintenance	001-62-10-522-50-48-00	692.18
			Vendor Total:	16,260.78

Vendor No. 50099

Claimant: DICKS TOWING
3516 PAINE AVE
EVERETT, WA 98201

Fund No. 001
Account No.

Voucher No. 000021174 Check No. 000021174 Check Date 11/17/2026

10/22/2026	18340185	App 125 Tow	001-60-00-522-60-48-00	916.60
10/28/2026	18340504	App 147 Tow	001-60-00-522-60-48-00	916.60
11/1/2026	18340712	App 192 Tow	001-60-00-522-60-48-00	259.64
			Vendor Total:	2,092.84

Vendor No. 51786

Claimant: ELANTIS SOULTIONS INC
#2260-10123 99th Street NW
Edmonton, Alberta T5J3H1
Canada

Fund No. 001
Account No.

Voucher No. 000021175 Check No. 000021175 Check Date 11/17/2026

10/31/2026	2610-SCF-001	10/26 Records Management & Governance	001-04-00-522-10-41-00	1,235.00
			Vendor Total:	1,235.00

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
Vendor No.	51804			
Claimant:	FIRST RESPONDER OUTFITTERS, I 579 W. HIGH STREET AURORA, MO 65605		Fund No. 001 Account No.	
Voucher No.	000021176	Check No. 000021176	Check Date 11/17/2026	
10/30/2026	33646-4	(2) Honor Guard Shoes	001-56-00-522-20-35-25	220.99
			Vendor Total:	220.99
Vendor No.	50643			
Claimant:	GALLS, LLC PO BOX 719054 Chicago, IL 60677-9278		Fund No. 001 Account No.	
Voucher No.	000021177	Check No. 000021177	Check Date 11/17/2026	
10/29/2026	036760751	J.Young (1) Sweatshirt	001-56-00-522-20-35-25	96.41
10/29/2026	036760752	J.Norris (1) Sweatshirt	001-56-00-522-20-35-25	101.37
10/29/2026	036760754	K.Leahy (1) Sweatshirt	001-56-00-522-20-35-25	96.41
10/29/2026	036765996	D.Stacey (1) Duty Boot	001-56-00-522-20-35-25	145.32
10/30/2026	036775026	P.Dinneen (1) Sweatshirt	001-56-00-522-20-35-25	96.41
10/30/2026	036775027	R.Schmitt (1) Sweatshirt	001-56-00-522-20-35-25	101.37
10/30/2026	036775028	M.Irvin (1) Sweatshirt	001-56-00-522-20-35-25	96.41
10/30/2026	036775029	T.Friebel (1) Sweatshirt	001-56-00-522-20-35-25	96.41
10/30/2026	036775030	A.Garcia (1) Sweatshirt	001-56-00-522-20-35-25	96.41
10/30/2026	036785476	B.Councilor (1) Boot	001-56-00-522-20-35-25	520.17
11/2/2026	036795707	R.Ju (1) Polo Shirt	001-56-00-522-20-35-25	65.27
11/2/2026	036795713	J.McDowell (1) Polo Shirt	001-56-00-522-20-35-25	66.45
11/2/2026	036795721	J.Collins (1) Belt (2) Pants	001-56-00-522-20-35-25	387.35
11/2/2026	036798171	T.Stevens (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/2/2026	036798172	J.Yeley (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/3/2026	036809842	C.Hayes (1) Sweatshirt	001-56-00-522-20-35-25	70.40
11/3/2026	036809843	E.Luna (1) Sweatshirt	001-56-00-522-20-35-25	70.40
11/3/2026	036809855	J.Jaimes (1) Sweatshirt	001-56-00-522-20-35-25	70.40
11/3/2026	036809867	C.Karg (1) Shirt/Alterations	001-56-00-522-20-35-25	199.79
11/3/2026	036809868	C.Burt (1) Shirt	001-56-00-522-20-35-25	177.75
11/3/2026	036809882	E.Shaeffer (1) Belt	001-56-00-522-20-35-25	30.00
11/3/2026	036809883	B.Carlson (1) Pant	001-56-00-522-20-35-25	243.21
11/3/2026	036809886	K.Sharp (1) Name Heat Press	001-56-00-522-20-35-25	16.55
11/3/2026	036812488	M.Brookhyser (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/3/2026	036812489	A.Furlan (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/3/2026	036812490	J.Depew (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036823790	R.Housner (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036823791	K.Gaffney (1) Pant (1) Shirt (1) Sweatshirt	001-56-00-522-20-35-25	518.28
11/4/2026	036823792	M.Bagnall (3) Shirts/Emblem Application	001-56-00-522-20-35-25	453.25
11/4/2026	036823793	A.Ott (1) Sweatshirt (1) Pant	001-56-00-522-20-35-25	261.02
11/4/2026	036823799	C.Matson (1) Sweatshirt	001-56-00-522-20-35-25	70.40

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
11/4/2026	036823806	R.Ju (1) Polo	001-56-00-522-20-35-25	69.95
11/4/2026	036823807	C.Burt (2) Polo Shirts	001-56-00-522-20-35-25	130.53
11/4/2026	036823828	E.Shaeffer (1) Duty Boot	001-56-00-522-20-35-25	223.36
11/4/2026	036823829	D.Roberts (1) Duty Boot	001-56-00-522-20-35-25	223.36
11/4/2026	036826417	W.Minor (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036826418	A.Casanas (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036826419	T.St George (1) Sweatshirt	001-56-00-522-20-35-25	101.37
11/4/2026	036826420	C.Lubenow (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036826421	T.Jacobson (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036826422	G.Rudiger (1) Sweatshirt	001-56-00-522-20-35-25	101.37
11/4/2026	036826423	C.Dowell (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036826424	C.Segle (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036826425	A.Johnson (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036826426	K.Mitchell (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036826427	K.Metcalfe (1) Sweatshirt	001-56-00-522-20-35-25	101.37
11/4/2026	036826429	S.Carrillo (1) Sweatshirt	001-56-00-522-20-35-25	101.37
11/4/2026	036826430	G.Goodwin (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036826432	D.Kromm (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036826434	D.Hunter (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/4/2026	036826435	J.Hepper (1) Sweatshirt	001-56-00-522-20-35-25	101.37
11/4/2026	036826436	S.Williams (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/5/2026	036838049	C.Burt (2) Shirts	001-56-00-522-20-35-25	312.49
11/6/2026	036852872	M.Hughes (2) Pants	001-56-00-522-20-35-25	407.82
11/6/2026	036855264	M.Hunt (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/6/2026	036855267	A.Tonu (1) Sweatshirt	001-56-00-522-20-35-25	96.41
11/6/2026	036865137	M.Hughes (1) Boot	001-56-00-522-20-35-25	520.17
			Vendor Total:	8,469.94

Vendor No. 51207

Claimant: GARCIA, ALFREDO
10198 Cummings Drive
Sedro Woolley, WA 98284

Fund No. 001
Account No.

Voucher No.	000021178	Check No.	000021178	Check Date	11/17/2026	
11/3/2026	NFA Fire	F.Garcia NFA Inv. Training Per Diem		001-38-10-522-45-43-11		162.00
				Vendor Total:		162.00

Vendor No. 51992

Claimant: GENSCO
PO BOX 2905
TACOMA, WA 98401

Fund No. 001
Account No.

Voucher No.	000021179	Check No.	000021179	Check Date	11/17/2026	
11/2/2026	862363147	Sta 21 HVAC Repair Supplies		001-62-10-522-50-48-00		438.10

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
			Vendor Total:	438.10
Vendor No.	51974			
Claimant:	GLADFELTER INSURANCE GROUP PO BOX 2726 183 LEADER HEIGHTS RD YORK, PA 17405		Fund No. 001 Account No.	
Voucher No.	000021180	Check No. 000021180	Check Date 11/17/2026	
11/6/2026	WACM26050639	Insurance Deductible for Policy VFNUCM	001-15-00-522-10-46-03	2,763.93
			Vendor Total:	2,763.93
Vendor No.	50080			
Claimant:	HEALTHCARE MGMT ADMINISTR. PO BOX 85016 BELLEVUE, WA 98015-5016		Fund No. 502 Account No.	
Voucher No.	000000000	Check No. 000000000	Check Date 11/17/2026	
10/30/2026	187056	10/30/26 Healthcare Claims	502-00-00-522-10-29-00	199,787.67
10/30/2026	187056	10/30/26 Healthcare Claims	003-00-00-522-10-29-00	12,673.47
			Vendor Total:	212,461.14
Vendor No.	51693			
Claimant:	INTERMOUNTAIN LOCK & SECUR PO BOX 65158 SALT LAKE CITY, UT 84165		Fund No. 001 Account No.	
Voucher No.	000021181	Check No. 000021181	Check Date 11/17/2026	
11/4/2026	5313001	Medeco Pins	001-62-10-522-50-48-00	237.07
			Vendor Total:	237.07
Vendor No.	50122			
Claimant:	IRON MOUNTAIN PO BOX 27128 NEW YORK, NY 10087-7128		Fund No. 001 Account No.	
Voucher No.	000021182	Check No. 000021182	Check Date 11/17/2026	
10/31/2026	LSDJ012	10/26 HQ Shredding	001-15-00-522-10-41-00	284.28

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
			Vendor Total:	284.28
Vendor No.	50013			
Claimant:	LN CURTIS AND SONS PO BOX 884921 LOS ANGELES, CA 90088-4921		Fund No. 001 Account No.	
Voucher No.	000021183	Check No. 000021183	Check Date 11/17/2026	
10/5/2026	INV1117436	P.Hart (1) Set of Test Bunker Gear	001-56-00-522-20-35-10	1,723.04
			Vendor Total:	1,723.04
Vendor No.	51863			
Claimant:	LUND FAUCETT LLC 411 UNIVERSITY ST STE 1200 SEATTLE, WA 98101		Fund No. 001 Account No.	
Voucher No.	000021184	Check No. 000021184	Check Date 11/17/2026	
11/6/2026	496_10	10/31 Communication Consulting	001-03-00-522-10-41-00	2,017.50
			Vendor Total:	2,017.50
Vendor No.	50083			
Claimant:	LYNNWOOD, CITY OF PO BOX 24164 SEATTLE, WA 98124-0164		Fund No. 001 Account No.	
Voucher No.	000021185	Check No. 000021185	Check Date 11/17/2026	
11/5/2026	643035	Sta 15 Irrigation	001-62-10-522-50-47-15	555.38
11/5/2026	643036	Sta 15 Storm Drain	001-62-10-522-50-47-15	484.34
11/5/2026	643145	Sta 15 Water/Sewer	001-62-10-522-50-47-15	1,724.39
			Vendor Total:	2,764.11
Vendor No.	51451			
Claimant:	MAZUR, MICHAEL 2715 4th Ave N Seattle, WA 98109		Fund No. 001 Account No.	
Voucher No.	000021186	Check No. 000021186	Check Date 11/17/2026	
11/10/2026	Fire Prevention	M.Mazur Fire Prevention Conf. Per Diem	001-38-10-522-45-43-11	153.00

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
			Vendor Total:	153.00
Vendor No.	51767			
Claimant:	MES SERVICE COMPANY,LLC PO BOX 851792 MINNEAPOLIS, MN 55485-1792		Fund No. 001 Account No.	
Voucher No.	000021187	Check No. 000021187	Check Date 11/17/2026	
10/29/2026	IN2619541	J.Winterhalter (1) Structural Boot	001-56-00-522-20-35-10	688.07
			Vendor Total:	688.07
Vendor No.	50884			
Claimant:	NATIONAL SAFETY INC. 6910 SOUTH 196TH ST KENT, WA 98032		Fund No. 001 Account No.	
Voucher No.	000021188	Check No. 000021188	Check Date 11/17/2026	
10/29/2026	0801845-IN	(1) HCN Sensor	001-55-10-522-20-35-00	854.67
			Vendor Total:	854.67
Vendor No.	50086			
Claimant:	OFFICE DEPOT, INC PO BOX 29248 PHOENIX, AZ 85038-9248		Fund No. 001 Account No.	
Voucher No.	000021189	Check No. 000021189	Check Date 11/17/2026	
10/28/2026	486315336001	HQ Office Supplies	001-15-00-522-10-31-00	77.69
			Vendor Total:	77.69
Vendor No.	51868			
Claimant:	ORR PROTECTION SYSTEMS PO BOX 749254 ATLANTA, GA 30374-9254		Fund No. 001 Account No.	
Voucher No.	000021190	Check No. 000021190	Check Date 11/17/2026	
10/31/2026	IN-0093690	Sta 19 Fire Alarm Service	001-62-10-522-50-48-00	1,509.25

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
			Vendor Total:	1,509.25
Vendor No.	51996			
Claimant:	PACIFIC STAR GUTTERS 2807 Highland Ave Everett, WA 98201		Fund No. 001 Account No.	
Voucher No.	000021191	Check No. 000021191	Check Date 11/17/2026	
10/15/2026	48682169	Sta 21 Install Gutters	001-62-10-522-50-48-00	4,641.40
			Vendor Total:	4,641.40
Vendor No.	51989			
Claimant:	RSD REFRIGERATION SUPPLIES D 26021 ATLANTIC OCEAN DRIVE LAKE FOREST, CA 92630		Fund No. 001 Account No.	
Voucher No.	000021192	Check No. 000021192	Check Date 11/17/2026	
11/2/2026	86002735-00	Sta 10 Thermostat Replacement	001-62-10-522-50-48-00	359.62
			Vendor Total:	359.62
Vendor No.	51994			
Claimant:	RIOJAS, REYNALDO 1713 MITCHELL RD LAKE STEVENS, WA 98258		Fund No. 001 Account No.	
Voucher No.	000021193	Check No. 000021193	Check Date 11/17/2026	
3/20/2026	225-2026-8478	Transport Refund	001-15-00-522-10-49-02	25.00
			Vendor Total:	25.00
Vendor No.	51164			
Claimant:	SHARP ELECTRONICS CORP DEPT. LA 21648 PASADENA, CA 91185-1648		Fund No. 001 Account No.	
Voucher No.	000021194	Check No. 000021194	Check Date 11/17/2026	
11/6/2026	9006029558	11/26 Copier Lease	001-32-00-592-22-70-00	2,886.96
11/6/2026	9006029558	11/26 Pool Base	001-32-00-522-20-31-00	858.83
11/6/2026	9006029558	11/26 Pool Base	001-32-00-522-20-31-00	381.62

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
11/6/2026	9006029558	11/26 Freight Charge	001-32-00-522-20-31-00	68.18
			Vendor Total:	4,195.59

Vendor No. 51896

Claimant: SNO CO EMERGENCY MANAGEMI
720 80TH ST SW BLDG A
EVERETT, WA 98203

Fund No. 001
Account No.

Voucher No. 000021195 Check No. 000021195 Check Date 11/17/2026

10/5/2026	I000720134	Q4 2026 Emergency Management Services	001-03-00-522-10-41-00	16,259.00
			Vendor Total:	16,259.00

Vendor No. 50046

Claimant: SNO CO PUD
PO BOX 1100
EVERETT, WA 98206-1100

Fund No. 001
Account No.

Voucher No. 000000000 Check No. 000000000 Check Date 11/17/2026

11/3/2026	106733347	Sta 14 Electricity	001-62-10-522-50-47-25	333.61
11/4/2026	143010170	Sta 10 Electricity	001-62-10-522-50-47-25	841.94
11/4/2026	165824316	Sta 76 Electricity	001-62-10-522-50-47-25	369.21
			Vendor Total:	1,544.76

Vendor No. 50255

Claimant: SNOHOMISH COUNTY 911
332 SW EVERETT MALL WAY
EVERETT, WA 98204-2782

Fund No. 001
Account No.

Voucher No. 000021196 Check No. 000021196 Check Date 11/17/2026

11/1/2026	9852	11/26 Member Fire Dispatch Assessment	001-15-00-522-10-41-00	202,779.96
11/1/2026	9852	11/26 Nurse Navigator	001-15-00-522-10-41-00	9,938.72
11/1/2026	9874	9/26 Electronic Care Reporting	001-15-00-522-10-41-00	2,864.72
11/1/2026	9887	11/26 (73) Managed Laptop	001-32-00-522-20-41-00	9,462.63
			Vendor Total:	225,046.03

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
Vendor No.	51290			
Claimant:	STACEY, DAVID 1014 E Maple Bellingham, WA 98225		Fund No. 001 Account No.	
Voucher No.	000021197	Check No. 000021197	Check Date 11/17/2026	
10/29/2026	NMETC	D.Stacey NMETC Medic Boot Camp Per I	001-42-44-522-45-43-11	595.00
10/29/2026	NMETC	D.Stacey NMETC Medic Boot Camp Lugg	001-42-44-522-45-43-11	90.00
		Vendor Total:		685.00
Vendor No.	50176			
Claimant:	UKG KRONOS SYSTEMS, LLC. PO BOX 744724 ATLANTA, GA 30374-4724		Fund No. 001 Account No.	
Voucher No.	000021198	Check No. 000021198	Check Date 11/17/2026	
11/8/2026	I10080086485	10/26 Payroll & HR Maintenance	001-32-00-522-20-48-00	7,564.95
		Vendor Total:		7,564.95
Vendor No.	51001			
Claimant:	UNIFIRST ATTN - ACCOUNTS RECEIVABLE PO BOX 650481 DALLAS, TX 75265-0481		Fund No. 001 Account No.	
Voucher No.	000021199	Check No. 000021199	Check Date 11/17/2026	
11/3/2026	2230192477	Sta 76 Mat Maintenance	001-62-10-522-50-48-00	32.41
		Vendor Total:		32.41
Vendor No.	51972			
Claimant:	W.G. CLARK CONSTRUCTION 1945 YALE PLACE EAST SEATTLE, WA 98102		Fund No. 303 Account No.	
Voucher No.	000021200	Check No. 000021200	Check Date 11/17/2026	
10/31/2026	909-3	Sta 22 N Change Orders	303-63-00-594-22-60-07	29,748.81
10/31/2026	909-3	Sta 22 N Site Work & Utilities	303-63-00-594-22-60-05	39,260.65
11/12/2026	909-3	Sta 22 N Project & Const. Management	303-63-00-594-22-60-04	55,556.09
10/31/2026	909-3	Sta 22 N Building Construction	303-63-00-594-22-60-06	675,355.00
11/12/2026	909-3	Sta 22 N Surveying	303-63-00-594-22-60-01	3,003.39

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
			Vendor Total:	802,923.94

Vendor No. 50998

Claimant: WEX BANK
PO BOX 4337
CAROLSTREAM, IL 60197-4337

Fund No. 001
Account No.

Voucher No. 000000000 Check No. 000000000 Check Date 11/17/2026

10/31/2026	116153545	App 214 Fuel	001-60-00-522-60-32-00	424.99
10/31/2026	116153545	App 177 Fuel	001-60-00-522-60-32-00	130.06
10/31/2026	116153545	App 219 Fuel	001-60-00-522-60-32-00	1,194.50
10/31/2026	116153545	App 261 Fuel	001-60-00-522-60-32-00	66.90
10/31/2026	116153545	App 228 Fuel	001-60-00-522-60-32-00	1,082.78
10/31/2026	116153545	App 163 Fuel	001-60-00-522-60-32-00	1,623.24
10/31/2026	116153545	App 275 Fuel	001-60-00-522-60-32-00	214.52
10/31/2026	116153545	App 266 Fuel	001-60-00-522-60-32-00	1,549.03
10/31/2026	116153545	App 234 Fuel	001-60-00-522-60-32-00	311.25
10/31/2026	116153545	App 264 Fuel	001-60-00-522-60-32-00	343.85
10/31/2026	116153545	App 226 Fuel	001-60-00-522-60-32-00	1,810.41
10/31/2026	116153545	App 237 Fuel	001-60-00-522-60-32-00	257.45
10/31/2026	116153545	App 198 Fuel	001-60-00-522-60-32-00	512.17
10/31/2026	116153545	App 232 Fuel	001-60-00-522-60-32-00	1,749.15
10/31/2026	116153545	App 144 Fuel	001-60-00-522-60-32-00	44.15
10/31/2026	116153545	App 257 Fuel	001-60-00-522-60-32-00	170.13
10/31/2026	116153545	App 245 Fuel	001-60-00-522-60-32-00	489.78
10/31/2026	116153545	App 247 Fuel	001-60-00-522-60-32-00	227.19
10/31/2026	116153545	App 101 Fuel	001-60-00-522-60-32-00	102.78
10/31/2026	116153545	App 169 Fuel	001-60-00-522-60-32-00	58.16
10/31/2026	116153545	App 118 Fuel	001-60-00-522-60-32-00	452.98
10/31/2026	116153545	App 216 Fuel	001-60-00-522-60-32-00	453.55
10/31/2026	116153545	App 230 Fuel	001-60-00-522-60-32-00	1,932.04
10/31/2026	116153545	App 170 Fuel	001-60-00-522-60-32-00	323.51
10/31/2026	116153545	App 109 Fuel	001-60-00-522-60-32-00	248.14
10/31/2026	116153545	App 98 Fuel	001-60-00-522-60-32-00	107.31
10/31/2026	116153545	App 186 Fuel	001-60-00-522-60-32-00	234.11
10/31/2026	116153545	App 246 Fuel	001-60-00-522-60-32-00	104.65
10/31/2026	116153545	App 96 Fuel	001-60-00-522-60-32-00	87.39
10/31/2026	116153545	App 208 Fuel	001-60-00-522-60-32-00	84.43
10/31/2026	116153545	App 201 Fuel	001-60-00-522-60-32-00	169.01
10/31/2026	116153545	App 235 Fuel	001-60-00-522-60-32-00	283.12
10/31/2026	116153545	App 227 Fuel	001-60-00-522-60-32-00	1,494.61
10/31/2026	116153545	App 260 Fuel	001-60-00-522-60-32-00	91.14
10/31/2026	116153545	App 253 Fuel	001-60-00-522-60-32-00	125.23
10/31/2026	116153545	App 160 Fuel	001-60-00-522-60-32-00	167.24
10/31/2026	116153545	App 179 Fuel	001-60-00-522-60-32-00	92.26
10/31/2026	116153545	App 125 Fuel	001-60-00-522-60-32-00	1,608.17
10/31/2026	116153545	App 113 Fuel	001-60-00-522-60-32-00	705.04

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
10/31/2026	116153545	App 205 Fuel	001-60-00-522-60-32-00	1,978.69
10/31/2026	116153545	App 218 Fuel	001-60-00-522-60-32-00	819.80
10/31/2026	116153545	App 233 Fuel	001-60-00-522-60-32-00	240.70
10/31/2026	116153545	App 241 Fuel	001-60-00-522-60-32-00	236.59
10/31/2026	116153545	App 256 Fuel	001-60-00-522-60-32-00	1,891.47
10/31/2026	116153545	App 193 Fuel	001-60-00-522-60-32-00	491.38
10/31/2026	116153545	App 185 Fuel	001-60-00-522-60-32-00	70.67
10/31/2026	116153545	App 221 Fuel	001-60-00-522-60-32-00	695.69
10/31/2026	116153545	App 222 Fuel	001-60-00-522-60-32-00	1,540.93
10/31/2026	116153545	App 192 Fuel	001-60-00-522-60-32-00	414.04
10/31/2026	116153545	App 248 Fuel	001-60-00-522-60-32-00	324.37
10/31/2026	116153545	App 239 Fuel	001-60-00-522-60-32-00	326.22
10/31/2026	116153545	App 176 Fuel	001-60-00-522-60-32-00	766.39
10/31/2026	116153545	App 166 Fuel	001-60-00-522-60-32-00	301.12
10/31/2026	116153545	App 210 Fuel	001-60-00-522-60-32-00	50.77
10/31/2026	116153545	App 272 Fuel	001-60-00-522-60-32-00	643.87
10/31/2026	116153545	App 142 Fuel	001-60-00-522-60-32-00	101.79
10/31/2026	116153545	App 212 Fuel	001-60-00-522-60-32-00	1,045.11
10/31/2026	116153545	App 258 Fuel	001-60-00-522-60-32-00	181.67
10/31/2026	116153545	App 251 Fuel	001-60-00-522-60-32-00	92.99
10/31/2026	116153545	App 223 Fuel	001-60-00-522-60-32-00	190.09
10/31/2026	116153545	App 119 Fuel	001-60-00-522-60-32-00	137.13
10/31/2026	116153545	App 121 Fuel	001-60-00-522-60-32-00	54.44
10/31/2026	116153545	App 143 Fuel	001-60-00-522-60-32-00	88.22
10/31/2026	116153545	App 215 Fuel	001-60-00-522-60-32-00	124.65
10/31/2026	116153545	App 147 Fuel	001-60-00-522-60-32-00	519.54
10/31/2026	116153545	App 158 Fuel	001-60-00-522-60-32-00	186.53
10/31/2026	116153545	App 244 Fuel	001-60-00-522-60-32-00	845.58
10/31/2026	116153545	App 263 Fuel	001-60-00-522-60-32-00	118.27
10/31/2026	116153545	App 224 Fuel	001-60-00-522-60-32-00	53.37
10/31/2026	116153545	App 197 Fuel	001-60-00-522-60-32-00	2,146.54
10/31/2026	116153545	App 213 Fuel	001-60-00-522-60-32-00	338.03
10/31/2026	116153545	App 255 Fuel	001-60-00-522-60-32-00	2,003.44
10/31/2026	116153545	App 242 Fuel	001-60-00-522-60-32-00	85.93
10/31/2026	116153545	App 236 Fuel	001-60-00-522-60-32-00	180.10
10/31/2026	116153545	App 178 Fuel	001-60-00-522-60-32-00	179.23
10/31/2026	116153545	App 207 Fuel	001-60-00-522-60-32-00	34.88
10/31/2026	116153545	App 162 Fuel	001-60-00-522-60-32-00	195.64
10/31/2026	116153545	App 165 Fuel	001-60-00-522-60-32-00	422.74
10/31/2026	116153545	App 159 Fuel	001-60-00-522-60-32-00	306.87
10/31/2026	116153545	App 259 Fuel	001-60-00-522-60-32-00	159.91
10/31/2026	116153545	App 250 Fuel	001-60-00-522-60-32-00	185.47
10/31/2026	116153545	App 200 Fuel	001-60-00-522-60-32-00	1,346.13
10/31/2026	116153545	App 209 Fuel	001-60-00-522-60-32-00	44.90
10/31/2026	116153545	App 161 Fuel	001-60-00-522-60-32-00	154.61
10/31/2026	116153545	App 229 Fuel	001-60-00-522-60-32-00	2,440.42
10/31/2026	116153545	App 265 Fuel	001-60-00-522-60-32-00	1,921.96
10/31/2026	116153545	App 252 Fuel	001-60-00-522-60-32-00	184.65

Date	Invoice No.	Description	G/L Account No.	Invoice Amount
			Vendor Total:	47,989.95

Vendor No. 50328

Claimant: WITMER PUBLIC SAFETY GROUP
101 INDEPENDENCE WAY
COATESVILLE, PA 19320

Fund No. 001
Account No.

Voucher No.	000021201	Check No.	000021201	Check Date 11/17/2026	
11/4/2026	INV987816	(5) Load & Lock Brackets		001-35-10-522-20-31-00	1,065.14
				Vendor Total:	1,065.14
				Report Total:	1,424,392.08

I THE UNDERSIGNED DO HEREBY CERTIFY UNDER PENALTY OF PERJURY THAT THE MATERIALS HAVE BEEN FURNISHED, THE SERVICES RENDERED OR THE LABOR PERFORMED AS DESCRIBED HEREIN, THAT ANY ADVANCE PAYMENT IS DUE AND PAYABLE PURSUANT TO A CONTRACT OR IS AVAILABLE AS AN OPTION FOR FULL OR PARTIAL FULFILLMENT OF A CONTRACTUAL OBLIGATION, AND THAT THE CLAIM IS A JUST, DUE AND UNPAID OBLIGATION AGAINST THE ABOVE-NAMED GOVERNMENTAL UNIT, AND THAT I AM AUTHORIZED TO AUTHENTICATE AND CERTIFY TO SAID CLAIM.

SIGNATURE _____, AUDITING OFFICER DATE: November 17, 2026

PAYROLL SUMMARY AND AUTHORIZATION FOR:

Oct-26

I, the undersigned, do hereby certify that the foregoing payroll is just, true and correct, that the persons whose names appear thereon actually performed labor for the month stated above.

	Pay Date	Total
Total Payroll Expense	10/15/2026	$ 4,788,777.15
Total Payroll Expense	10/30/2026	$ 4,183,591.25

TOTAL PAYROLL EXPENSE **$8,972,368.40**

Prepared by: Nicole McConnell

Financial Analyst-Payroll

Allowed in the sum of: **$8,972,368.40**

Signed this: **November 10, 2026**

Approved by the Chair: _____

Payroll Overview

Payroll		Semi-Monthly Regular 10/15/2026
Pay Date		10/15/2026
# Employees		415
# Paid Employees		413
# Pay Statements		421
# Regular	415	
# Payroll Adjustment	6	
# Pay Periods		1
EE's Paid More Than Once		6
Base Compensation Changes		16
New Hires		2
Terminations		1

Employee Payments

	#	EE's	$ Amount	
Payroll Adjustment		5	349.80	P
Payroll Adjustment		1	-23.66	P
Direct Deposits Debited	539	413	2,296,926.02	D
Total				**2,297,275.82**
Total Void				**-23.66**
(PA) Adjustment Payments				**-326.14**
(D) POD4 | UKG Payroll Services Admin Debit				**-2,296,926.02**
Your Remaining Bank Account Liability				**0.00**
Vouchers Printed	0			
Vouchers Suppressed	0			

Taxes

	EIN	EE's	$ Amount	
FIT/EE	82-2238883	408	458,282.01	D
Additional Medi/EE	82-2238883	71	7,145.58	D
MEDI/ER	82-2238883	413	50,483.94	D
MEDI/EE	82-2238883	413	50,483.91	D
WA L&I/ER	311,180-02	384	220,035.50	
WA PFML/ER (28.57	C604154826	351	7,924.42	D
WA PFML/EE (71.43	C604154826	350	19,740.53	D
Washington Long/EE	C604154826	209	8,745.80	D
Total				**822,841.69**
(D) POD4 | UKG Payroll Services Admin Debit				**-602,806.19**
Your Remaining Tax Liability				**220,035.50**

Vendor Liabilities

	EE's	$ Amount
Dept. of Retirement Systems DCP	173	156,582.71
First Hill Trust-Transp Plan	3	700.00
Gallagher FSA	32	3,916.72
Gallagher VEBA	10	9,166.66
Nationwide Retirement Solutions	47	37,084.96
Oregon Child Support Program	1	210.00
Robert G Drummond	1	500.00
SSCF&R Employee Repay	3	1,571.96
South Snohomish County Fire&Res	412	814,342.84
State Retirement Systems -L2	368	450,381.24
State Retirement Systems P2	34	21,114.73
State Retirement Systems-P3	5	2,796.86

--More--

Vendor Liabilities - Continued

	EE's	$ Amount	
VOYA Life Insurance & Annuity	188	167,570.21	
Washington State Support Reg	7	3,070.55	
Total			**1,669,009.44**
Your Remaining Vendor Liability			**1,669,009.44**

Total

Total	**4,788,777.15**
POD4 | UKG Payroll Services Admin Debit	**-2,899,732.21**
Total of Your Responsibility	**1,889,044.94**

Recap

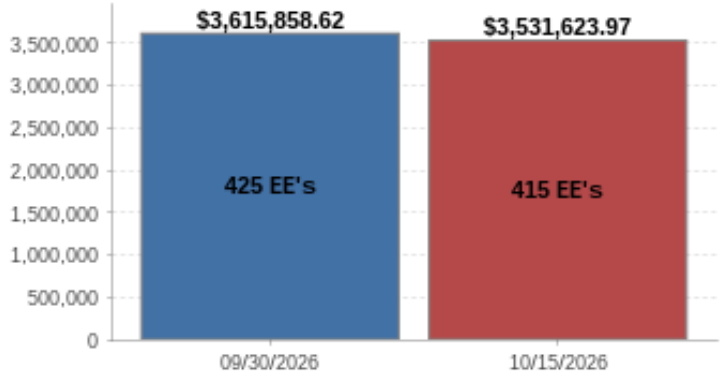
POD4 | UKG Payroll S	Date	Bank Account #	$ Amount
Tax Payment	10/13/2026	xxxxxx0379	602,806.19
Empl. Dir. Dep. SPA	10/13/2026	xxxxxx0379	2,296,926.02
		Total Debits	**2,899,732.21**

Cash Requirements: xxxxxx0379	**$ Amount**
Tax Payment	822,841.69
Empl. Dir. Dep. SPA	2,296,926.02
Total	**3,119,767.71**

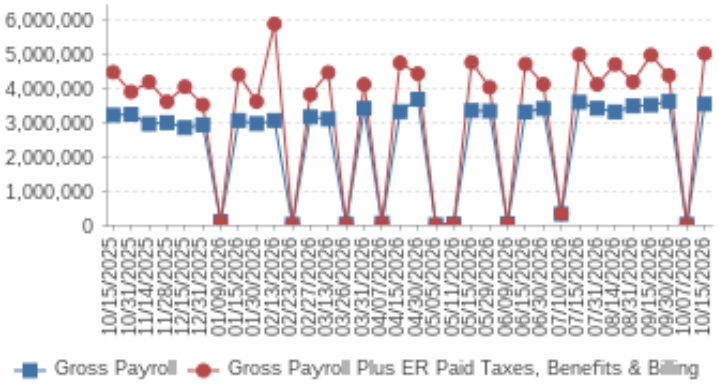
General Ledger Summary

	Debit/Exp.	Credit/Liab.
Earning	3,340,387.03	4,545.29
ER Deduction	188,833.34	
ER Tax (Offset)	58,758.16	349.80
Tax		8,745.80
	3,587,978.53	**13,640.89**

Comparison To Last Pay Period - Gross Wages



Rolling 12 Month Payroll View



Payroll Overview

Payroll		Semi-Monthly Regular 10/30/2026
Pay Date		10/30/2026
# Employees		450
# Paid Employees		447
# Pay Statements		454
# Regular	450	
# Payroll Adjustment	4	
# Pay Periods		1
EE's Paid More Than Once		4
Base Compensation Changes		3
New Hires		1
Terminations		2

Employee Payments

	#	EE's	$ Amount	
Payroll Adjustment		3	256.09 P	
Direct Deposits Debited	576	443	2,191,245.29 D	
Total				**2,191,501.38**
			(PA) Adjustment Payments	**-256.09**
			(D) POD4 | UKG Payroll Services Admin Debit	**-2,191,245.29**
			Your Remaining Bank Account Liability	**0.00**
Vouchers Printed	0			
Vouchers Suppressed	0			

Taxes

	EIN	EE's	$ Amount	
FIT/EE	82-2238883	414	465,324.10 D	
FICA/ER	82-2238883	3	289.48 D	
FICA/EE	82-2238883	3	289.48 D	
Additional Medi/EE	82-2238883	89	8,863.72 D	
MEDI/ER	82-2238883	438	51,035.10 D	
MEDI/EE	82-2238883	438	51,035.09 D	
WA L&I/ER	311,180-02	382	223,762.47	
WA PFML/ER (28.57	C604154826	359	7,332.56 D	
WA PFML/EE (71.43	C604154826	358	18,257.20 D	
Washington Long/EE	C604154826	238	8,992.99 D	
Total				**835,182.19**
			(D) POD4 | UKG Payroll Services Admin Debit	**-611,419.72**
			Your Remaining Tax Liability	**223,762.47**

Vendor Liabilities

	EE's	$ Amount
AFLAC	23	2,063.81
Delta Dental of WA	412	65,980.10
Dept. of Retirement Systems DCP	172	153,752.42
DiMartino Assoc	369	61,809.53
Gallagher FSA	32	3,916.72
Gallagher VEBA	3	2,333.32
Gordon, Aylworth & Tami, P.C. Att	1	297.60
IAFF	362	3,735.84 D
IAFF Labor Union	363	76,859.37 D
Legal Shield	1	20.95
Nationwide Retirement Solutions	46	37,496.12
Oregon Child Support Program	1	210.00

--More--

Vendor Liabilities - Continued

	EE's	$ Amount	
SSCF&R Employee Repay	1	666.67	
South County Firefighters Foundati	251	2,396.00 D	
State Retirement Systems -L2	365	453,929.30	
State Retirement Systems P2	35	21,172.85	
State Retirement Systems-P3	5	2,705.09	
Support 7	55	597.00	
VOYA Life Insurance & Annuity	190	169,336.87	
WASHINGTON COUNTY INS FUND	418	3,026.16	
WSCFF-EMPLOYEES BENEFIT TRUS	368	91,825.00	
Washington State Support Reg	7	3,033.05	
Total			**1,157,163.77**
		(D) POD4 | UKG Payroll Services Admin Debit	**-82,991.21**
		Your Remaining Vendor Liability	**1,074,172.56**

Total

Total	**4,183,591.25**
POD4 | UKG Payroll Services Admin Debit	**-2,885,656.22**
Total of Your Responsibility	**1,297,935.03**

Recap

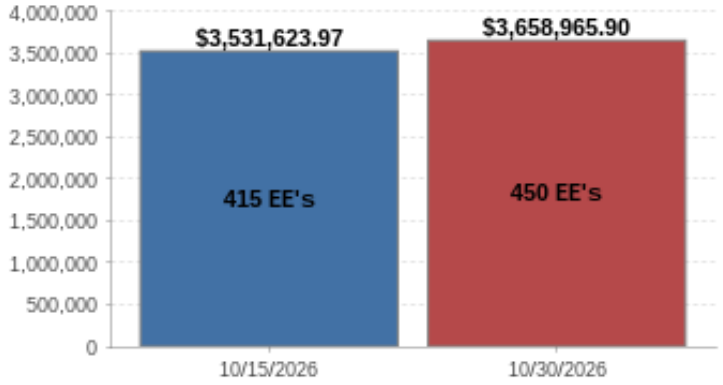
POD4 | UKG Payroll S	Date	Bank Account #	$ Amount
Vendor Payment SPA	10/28/2026	xxxxxx0379	82,991.21
Tax Payment	10/28/2026	xxxxxx0379	611,419.72
Empl. Dir. Dep. SPA	10/28/2026	xxxxxx0379	2,191,245.29
		Total Debits	**2,885,656.22**

Cash Requirements: xxxxxx0379	**$ Amount**
Vendor Payment SPA	82,991.21
Tax Payment	835,182.19
Empl. Dir. Dep. SPA	2,191,245.29
Total	**3,109,418.69**

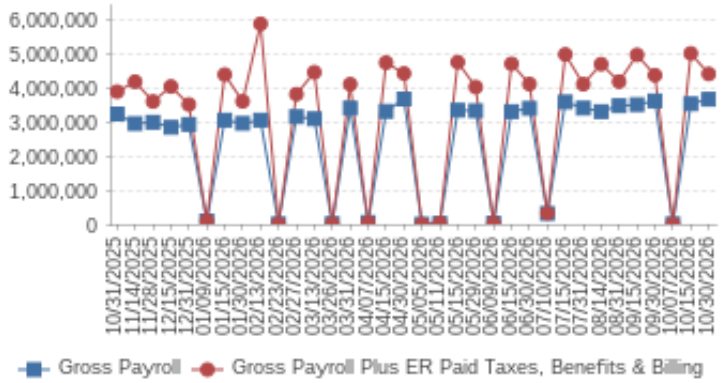
General Ledger Summary

	Debit/Exp.	Credit/Liab.
Earning	3,471,633.53	825.29
ER Deduction	190,603.02	
ER Tax (Offset)	58,913.23	256.09
Tax		8,992.99
	3,721,149.78	**10,074.37**

Comparison To Last Pay Period - Gross Wages



Rolling 12 Month Payroll View



Leading to Meet the Growing Public Safety Needs of our Regional Communities
Leadership - Integrity - Trust - Respect - Excellence

Board of Fire Commissioners
Minutes of Regular Board Meeting
November 4, 2026

6:45 p.m.

1) CALL TO ORDER (7:00 p.m.)

Present:
Jim Kenny
Michael Fearnehough
Darren Austin
David Chan (Unable to attend, excused)
Mark Laurence
Joseph Wankelman
Ed Widdis
Beckie Peterson

Staff:
Shaughn Maxwell
Todd Anderson
John Chalfant
Tom Keene
Joe Hughes
Chris Bothwell
Christie Veley
Melissa Blankenship
James McCoy and Josh Tizon, IT

Guests:
Attorney Richard Davis
Local 1828 Political Director Connor Holttum
Matt Weatherly, PSPC

2) PLEDGE OF ALLEGIANCE (7:01 p.m.)

3) APPROVAL OF AGENDA (7:02 p.m.)

Motion	
Jim Kenny	Motion to approve Agenda as presented..
Second: Michael Fearnehough	Motion passed unanimously; 6-0-0-1 6 yeas, None nay; None abstention; David Chan absent.

4) PUBLIC COMMENT Notice: All public comment and testimony are public records and may be subject to disclosure pursuant to the Public Records Act, RCW Chapter 42.56. (7:03 p.m.)

None.

5) FIRE CHIEF REPORT (7:09 p.m.)

Chief Maxwell shared that he was meeting with cities to discuss their satisfaction of services. Chief Maxwell provided a Bond election tally for the day noting that it was still above the 60% threshold and thanked the communications team, Local 1828 and the Board for their support. Chair Jim Kenny thanked the Chief and thanked the voters, so far, for being willing to help South County Fire improve infrastructure to provide the best service possible.

6) LEGAL REPORT (7:14 p.m.)

Richard Davis shared that on December 1 he would be providing an overview of legal work in 2026 and a look forward to some likely legal issues in 2027. Mr. Davis shared details on the public records model rules recently amended by the Attorney General's office.

7) UNION REPORT (7:19 p.m.)

Local 1828 Political Director Connor Holttum shared that everyone was hopeful that the Bond measure vote totals would hold at 60% and shared that Local 1828 held 8 different days of sign waving in support of the measure. Director Holttum thanked Local 1828, the Commissioners and the communications team and stated that safe staffing levels would benefit everyone. Commissioner Laurence thanked Local 1828 for their efforts.

8) CAPITAL FACILITIES (7:24 p.m.)

8.a) Capital Facilities Plan Update - Communications Director Christie Veley

Department: Communications

Director Veley shared that the Bond vote would be certified on November 24, a statement to the media had been provided. Director Veley shared that her team would share more details regarding the vote after certification. Commissioner Wankelman thanked staff and appreciated all the work done. Director Veley thanked everyone for the time and effort put into the process and stated that it had been a team effort.

9) UNFINISHED BUSINESS (7:34 p.m.)

9.a) 2027 Budget - For Discussion - Chief Financial Officer Chris Bothwell

Department: Finance

CFO Bothwell presented an overview of the 2027 Budget and provided Board requested presentations on two budget related topics: operations overtime and healthcare self-insurance rate setting.

9.b) Salary Survey and Policy – for Potential Action – Assistant Chief Joe Hughes, PSPC Consultant Matt Weatherly

Department: Human Resources

AC Hughes shared that In 2025 South County Fire engaged Matt Weatherly with PSPC to conduct a non-represented employee salary survey. PSPC

completed the preliminary work, a draft salary survey was presented to the Board in February of 2026. Following the February board discussion, staff determined that the project and its process needed further evaluation. On August 18 & October 20, 2026, PSCP returned to present updates to the board focusing on overall compensation philosophy and review of a draft policy. After overhauling current job description and reviewing PAQ (position analysis questionnaires) staff & PSPC are ready to bring back a plan and policy with the intent of establishing a clear, consistent approach to employee pay and ensure our pay structure supports fairness, growth, and alignment with the market. AC Huges and Consultant Matt Weatherly provided a full presentation and took questions from the Board. Chair Kenny stated that there was more work to be done on the policy and set it over to the special meeting for further discussion and potential approval. Chief Hughes read a prepared statement recognizing and thanking non-represented employees. Commissioner Austin and Wankelman recognized staff. Chair Kenny called a 12 minute recess at 8:43 p.m.

10) NEW BUSINESS (8:45 p.m.)

10.a) City of Edmonds Esperance Annexation - for Discussion - Commissioner Ed Widdis

Department: District Secretary

Chair Kenny called the regular meeting back to order at 8:55 p.m. Commissioner Widdis addressed the letter from the City of Edmonds regarding the Esperance Annexation and noted that we had 30 days to respond to the letter to be a party to the ILA. Chief Maxwell stated he would discuss the issue with legal counsel and potentially bring the issue back next week for further discussion.

11) COMMITTEE UPDATES (8:55 p.m.)

Capital Facilities - Commissioner Wankelman shared that election results and next steps were discussed.
Finance and Human Resources - No report.
Intergovernmental Committee - Commissioner Wankelman shared that deployment and annexations in Everett and Mill Creek were discussed.
Sno911 - Commissioner Fearnehough shared that there would be a meeting later in the month that would likely be virtual.

12) COMMISSIONER COMMENTS (9:00 p.m.)

Chief Maxwell stated that he appreciated the discussion regarding the administrative staff, the salary survey and related policy.

13) CLOSED SESSION (9:05 p.m.)

13.a) Collective Bargaining Pursuant to RCW 42.30.140(4)(a)(b)

Department: Fire Chief

Chair Kenny called a 3 minute recess at 9:07 p.m. then a Closed Session and Executive Session for 30 minutes at 9:10 p.m. until 9:40 p.m. No action was anticipated at the conclusion. Attorney Aly Dieckman present.

14) EXECUTIVE SESSION (9:35 p.m.)

14.a) Potential Litigation Pursuant to RCW 42.30.110(1)(i)

Department: Fire Chief

The Executive Session was extended for 10 minutes from 9:40 p.m. until 9:50 p.m. The Executive Session was extended for 10 minutes from 9:50 p.m. until 10:00 p.m.

15) ADJOURNMENT (10:00 p.m.)

The regular meeting was called back to order at 10:00 p.m. and without objection, the meeting was adjourned.

16) AGENDA DISCLAIMER

17) COMMITMENT TO ACCESSIBILITY

Approved by:

_____
Jim Kenny
Board Chair

Presented by:

_____
Melissa Blankenship
Executive Assistant to the Board of Commissioners

South County Fire strives to provide accessible opportunities for all members of the public. Please notify Melissa Blankenship, 425-551-1251 or mblankenship@southsnofire.org at least 48 hours prior to any South County Fire meeting if any accommodations are needed.

Board Meeting Agenda Bill

Agenda Item 9.a

Meeting Date: 11/17/2026 **Department:** Communications

Subject

Communications Update - Communications Director, Christie Veley

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Prior Board Action: Previous CFP approval and discussions
Recommended Action: For discussion only.
Related Items:
Staff Contact: Christie Veley
Approval Signature: Fire Chief Shaughn Maxwell
Legal Review: Not Required

Summary

Staff will share an update on election results and communications plans for the Fire and EMS Construction Bond on the November 3 ballot.

Discussion

Fiscal Impact

Recommendation

Board Meeting Agenda Bill

Agenda Item 10.a

Meeting Date: 11/17/2026 **Department:** Finance

Subject

Adoption of Resolution 11172026-23 Establishing the 2027 Budget for All Funds - Chief Financial Officer, Chris Bothwell

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Prior Board Action:	Adoption of the 2027 Budget Calendar
Recommended Action:	Motion to adopt Resolution 11172026-23 establishing a 2027 Budget for all South County Fire Funds.
Related Items:	Resolution Establishing a Budget for 2027 for All Funds and Updated 2027 Schedule of Budgeted Positions with Data Analyst
Staff Contact:	Chris Bothwell
Approval Signature:	Fire Chief Shaughn Maxwell
Legal Review:	Not Required

Summary

Resolution Establishing a Budget for 2027 for All Funds Updated 2027 Schedule of Budgeted Positions with Data Analyst

Discussion

This item is one of six interrelated resolutions that together make up the 2027 Budget Package. Approval of this resolution, along with the others in the Budget Package, will provide funding and a spending plan for 2027.

Fiscal Impact

Adoption of the 2027 Budget Resolution provides a spending plan for the coming year.

Recommendation

Adoption of Resolution 11172026-23 to establish a budget for 2027 for all RFA funds.

ATTACHMENTS:

2027 Budget Resolution with Data Analyst.pdf
2027 Schedule of Budgeted Positions with Data Analyst.pdf

SOUTH SNOHOMISH COUNTY FIRE & RESCUE REGIONAL FIRE AUTHORITY
RESOLUTION NO. 11172026-23

RESOLUTION TO ADOPT A 2027 BUDGET FOR THE FUNDS OF SOUTH SNOHOMISH COUNTY FIRE AND RESCUE REGIONAL FIRE AUTHORITY

WHEREAS South Snohomish County Fire and Rescue Regional Fire Authority (SCF) was established to provide fire protection, emergency response medical care, and other services relating to public safety, and

WHEREAS to provide funding for the delivery of public safety services, SCF is authorized to levy and collect ad valorem taxes upon real property, personal property, and state assessed utility property within its boundaries, and

WHEREAS SCF also has authority to establish and collect fees and charges for certain public safety services, and

WHEREAS SCF has held public hearings in accordance with State law to set the 2027 property taxes, for both the Regular Fire Levy and the Emergency Medical Services (EMS) Levies and the 2027 Benefit Charge, and

WHEREAS SCF is required to adopt a budget to account for the collection of taxes, service charges and other related income as well as prepare a financial plan to authorize annual expenditures and provide for future financial needs and the continuity of services.

BE IT HEREBY RESOLVED by the Board of Commissioners of SCF that the revenues and expenditures found in the following table constitute the 2027 South County Fire and Rescue Regional Fire Authority budget and spending plan:

Fund	Forecasted Beginning Fund Balance	Adopted Revenues
General Fund		
Administrative Budget Proposal		144,034,887
Board of Commissioner Additions		212,000
Total General Fund	38,404,463	144,246,887
Emergency Reserve	6,496,193	135,000
Revenue Stabilization Fund	4,620,000	150,000
LEOFF 1 Medical Reserve	4,710,698	2,245,000
Compensated Balances Reserve	2,093,474	1,077,506
Apparatus Reserve	2,191,501	3,211,712
Major Facilities Maint. Res.	20,690,581	675,000
Equipment Reserve	5,095,886	1,447,536
Healthcare Self Insurance	7,213,824	12,652,460
All Funds	$ 91,516,620	$ 165,841,101

	Adopted Expenditures	Forecasted Ending Fund Balance
General Fund		
Administrative Budget Proposal	144,434,274	
Board of Commissioner Additions	222,000	
Total General Fund	144,656,274	37,995,076
Emergency Reserve	-	6,631,193
Revenue Stabilization Fund	-	4,770,000
LEOFF 1 Medical Reserve	1,737,783	5,217,915
Compensated Balances Reserve	1,000,000	2,170,980
Apparatus Reserve	3,309,729	2,093,484
Major Facilities Maint. Res.	14,800,000	6,565,581
Equipment Reserve	1,357,300	5,186,122
Healthcare Self Insurance	13,510,652	6,355,632
All Funds	$ 325,028,013	$ 76,985,983

ADOPTED at the regular meeting of the Board of Commissioners of SCF on the 17th day of November 2026 the following commissioners being present and voting.

Jim Kenny, Chair

Michael Fearnehough, Vice Chair

Darren Austin, Commissioner

David Chan, Commissioner

Mark Laurence, Commissioner

Joseph Wankelman, Commissioner

Edward Widdis, Commissioner

ATTEST:

Melissa Blankenship
Executive Assistant, Board of Fire Commissioners

SCHEDULE OF BUDGETED POSITIONS – FULL TIME

The Schedule of Budgeted Positions lists full-time permanent positions authorized by the budget. The schedule does not include limited-term, part-time, or volunteer positions. Additionally, the Chief is authorized to fill up to twenty additional firefighter positions in anticipation of attrition, so the actual employee count often exceeds the number of budgeted positions.

Schedule of Budgeted Positions

DIVISION	POSITION	2026 Budget (Amended)	2027 Budget	Change
Board of Commissioners	Executive Assistant to the Board of Commissioners	1	1	-
Office of the Fire Chief	Fire Chief	1	1	-
Office of the Fire Chief	Assistant Fire Chief	5	5	-
Office of the Fire Chief	Executive Assistant to the Fire Chief	1	1	-
Office of the Fire Chief	Receptionist	1	1	-
Office of the Fire Chief	Public Records Officer	1	1	-
Human Resources	Human Resources Director	1	1	-
Human Resources	Human Resources Manager	1	1	-
Human Resources	Human Resources Analyst	1	1	-
Human Resources	Human Resources Specialist	3	3	-
Human Resources	Employee Relations Specialist	1	1	-
Human Resources	HR Analyst-Vacant	0	0	-
Public Information	Communications Director	1	1	-
Public Information	Public Information Officer	2	2	-
Finance	Chief Financial Officer	1	1	-
Finance	Finance Manager	1	1	-
Finance	Financial Analyst	2	2	-
Finance	Finance Specialist	2	2	-
GIS and Data Analytics	Strategic Data Analyst	1	1	-
GIS and Data Analytics	Performance/Data Analyst	0	1	1
GIS and Data Analytics	GIS Specialist-Contract	1	1	-
Communications & Technology	IT Manager	1	1	-
Communications & Technology	Help Desk Analyst	1	1	-
Communications & Technology	Network Administrator	1	1	-
Communications & Technology	Systems Analyst	1	1	-
Logistics	Deputy Chief of Logistics	1	1	-
Logistics	BC Building	1	1	-
Logistics	Admin. Assistant	1	1	-
Facilities	Procurement and Contracts Administrator	1	1	-
Facilities	Facilities Maintenance Lead	1	1	-
Facilities	HVAC Maintenance Tech	1	1	-
Facilities	Facilities Maintenance Technician	2	2	-
Logistics	Support Technician	1	1	-
Facilities	Central Stores Specialist	2	2	-

Continued on next page…

Schedule of Budgeted Positions, continued.

DIVISION	POSITION	2026 Budget (Amended)	2027 Budget	Change
Operations	Deputy Chief-Operations	1	1	-
Operations	Battalion Chief	12	12	-
Operations	Medical Service Officer	4	4	-
Operations	Captain	60	60	-
Operations	Firefighter\Paramedic	101	101	-
Operations	Firefighter	160	160	-
Operations	Administrative Assistant	1	1	-
EMS Administration	Deputy Chief of EMS	1	1	-
EMS Administration	Battalion Chief EMS	1	1	-
EMS Administration	Medical Service Officers-Days	2	2	-
EMS Administration	Administrative Assistant	1	1	-
Community Resource Paramedicine	Captain Paramedic	1	1	-
Community Resource Paramedicine	Community Resource Paramedic	3	3	-
Community Resource Paramedicine	Firefighter Days	1	1	-
Community Resource Paramedicine	Administrative Assistant	1	1	-
Training	Deputy Chief-Training	1	1	-
Training	Battalion Chief-Days	1	1	-
Training	Captain-Days	3	3	-
Training	Firefighter-Days	1	1	-
Training	Administrative Assistant	1	1	-
Safety	Deputy Chief	1	1	-
Safety	Captain	1	1	-
Inspections	Deputy Chief	2	2	-
Inspections	Deputy Fire Marshal	8	8	-
Inspections	Assistant FM	2	2	-
Inspections	Administrative Assistant	1	1	-
Community Outreach	Community Outreach Manager	1	1	-
Community Outreach	Fire/Life Safety Educator\Backup PIO	0	0	-
Community Outreach	Fire/Life Safety Education Specialist	1	1	-
Community Outreach	Community Resource Specialist	1	1	-
Community Outreach ACT	ACT Coordinator	1	1	-
		419	420	1

Board Meeting Agenda Bill
Agenda Item 10.b

Meeting Date: 11/17/2026 **Department:** Finance

Subject

Adoption of Resolution 11172026-24 Establishing the 2027 General Fire Levy - Chief Financial Officer, Chris Bothwell

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Prior Board Action:

Recommended Action: Motion to adopt Resolution 11172026-24 establishing the 2027 South County Fire General Fire Levy.

Related Items: Resolution Establishing the 2027 General Fire Levy and Levy Certification Form

Staff Contact: Chris Bothwell

Approval Signature: Fire Chief Shaughn Maxwell

Legal Review: Not Required

Summary

This item is one of six interrelated resolutions that together make up the 2027 Budget Package. Approval of this resolution, along with the others in the Budget Package, will provide funding and a spending plan for 2027.

Discussion

Fiscal Impact

Adoption of the 2027 General Fire Levy provides funding in the coming year.

Recommendation

Staff recommends adoption of the attached resolution to establish the 2027 General Fire Levy.

ATTACHMENTS:

2027 General Fire Levy Res. with Data Analyst.pdf
2027 Levy Cert. Form.pdf

A RESOLUTION OF THE BOARD OF FIRE COMMISSIONERS OF SOUTH SNOHOMISH COUNTY FIRE & RESCUE REGIONAL FIRE AUTHORITY TO ADOPT THE 2027 FIRE LEVY
RESOLUTION NO. 11172026-24

WHEREAS South Snohomish County Fire and Rescue Regional Fire Authority (SCF) was established to provide fire protection, emergency response medical care, and other services relating to public safety, and

WHEREAS to provide funding for the delivery of public safety services, SCF is authorized to levy and collect ad valorem taxes upon real property, personal property, and state assessed utility property within its boundaries, and

WHEREAS the Board of Commissioners of SCF has met and considered its budget for the calendar year 2027 and held all required public hearings, and

WHEREAS SCF's actual general property tax levy amount for the previous year was $69,200,000, and

WHEREAS the population served by SCF is more than 10,000, and now therefore,

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Commissioners of SCF that an increase in the regular property tax levy is hereby authorized for the levy to be collected in the 2027 tax year. The dollar amount of the increase over the actual levy amount for the previous year shall be $3,580,000, which is a percentage increase of 5.17% from the previous year. This increase is exclusive of additional revenue resulting from new construction, improvements to property, newly constructed wind turbines, solar, biomass, and geothermal facilities, and any increase in the value of state assessed property, any annexations that have occurred and refunds made.

PASSED AND ADOPTED at the regular meeting of the Board of Commissioners of SCF on the 17th day of November 2026 the following commissioners being present and voting.

Jim Kenny, Chair

Michael Fearnehough, Vice Chair

Joseph Wankelman, Commissioner

David Chan, Commissioner

Mark Laurence, Commissioner

Darren Austin, Commissioner

Edward Widdis, Commissioner

ATTEST:

Melissa Blankenship
Executive Assistant To the Board of Commissioners

Department of Revenue
Washington State

Form 64 0100

Reset form

Levy Certification

Submit this document, or something similar, to the **county legislative authority on or before November 30** of the year preceding the year in which the levy amounts are to be collected.

Courtesy copy may be provided to the county assessor.

This form is not designed for the certification of levies under RCW 84.52.070.

In accordance with RCW 84.52.020, I **Chris Bothwell** *(Name)*, **Chief Financial Officer** *(Title)*, for **South Snohomish County Fire & Rescue RFA** *(District name)*, do hereby certify to the **Snohomish County** *(Name of county)* County legislative authority that the **Commissioners** *(Commissioners, Council, Board, etc.)* of said district requests that the following levy amounts be collected in **2027** *(Year of collection)* as provided in the district's budget, which was adopted following a public hearing held on **Oct. 20, 2026** *(Date of public hearing).*

Regular levies

Levy	General levy	Other levy* EMS
Total certified levy request amount, which includes the amounts below.	73,046,000.00	27,744,000.00
Administrative refund amount		
Non-voted bond debt amount		
Other*		

Excess levies

Levy	General (n/a for school districts)	Bond	Enrichment (school districts only)	Cap. project	Other levy*
Total certified levy request amount, which includes the amounts below.		17,296,000.00			
Administrative refund amount					
Other*					

*Examples of other levy types may include EMS, school district transportation, or construction levies. Examples of other amounts may include levy error correction or adjudicated refund amount. Please include a description when using the "other" options.

Print form

Signature: _____ **Date:** _____

To request this document in an alternate format, please complete the form dor.wa.gov/AccessibilityRequest or call 360-705-6705. Teletype (TTY) users please dial 711.

Board Meeting Agenda Bill
Agenda Item 10.c

Meeting Date: 11/17/2026 **Department:** Finance

Subject

Adoption of Resolution 11172026-25 Establishing the 2027 EMS Levy - Chief Financial Officer, Chris Bothwell

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Prior Board Action:	Adoption of the 2027 Budget Calendar
Recommended Action:	Motion to adopt Resolution 11172026-25 establishing the 2027 South County Fire EMS Levy.
Related Items:	Resolution 11172026-25 Establishing the 2027 EMS Levy
Staff Contact:	Chris Bothwell
Approval Signature:	Fire Chief Shaughn Maxwell
Legal Review:	Not Required

Summary

This item is one of six interrelated resolutions that together make up the 2027 Budget Package. Approval of this resolution, along with the others in the Budget Package, will provide funding and a spending plan for 2027.

Discussion

Fiscal Impact

Adoption of the 2027 EMS Levy provides funding in the coming year.

Recommendation

Staff recommends adoption of the attached resolution to establish the 2027 EMS Levy.

ATTACHMENTS:

2027 EMS Levy Res.pdf

SOUTH SNOHOMISH COUNTY FIRE & RESCUE REGIONAL FIRE AUTHORITY
RESOLUTION NO. 11172026-25

RESOLUTION TO ADOPT THE 2027 EMS LEVY FOR SOUTH SNOHOMISH COUNTY FIRE AND RESCUE REGIONAL FIRE AUTHORITY

WHEREAS South Snohomish County Fire and Rescue Regional Fire Authority (SCF) was established to provide fire protection, emergency response medical care, and other services relating to public safety, and

WHEREAS to provide funding for the delivery of public safety services, SCF is authorized to levy and collect ad valorem taxes upon real property, personal property, and state assessed utility property within its boundaries, and

WHEREAS the Board of Commissioners of SCF has met and considered its budget for the 2027 calendar year and held all required public hearings, and

WHEREAS SCF's actual EMS property tax levy amount for the previous year was $27,200,000, and

WHEREAS the population served by SCF is more than 10,000, and now therefore,

BE IT HEREBY RESOLVED by the Board of Commissioners of SCF that an increase in the EMS property tax levy is hereby authorized for the levy to be collected in the 2027 tax year. The dollar amount of the increase over the actual levy amount for the previous year shall be $450,000, which is a percentage increase of 1.65% from the previous year. This increase is exclusive of additional revenue resulting from new construction, improvements to property, newly constructed wind turbines, solar, biomass, and geothermal facilities, and any increase in the value of state assessed property, any annexations that have occurred and refunds made.

ADOPTED at the regular meeting of the Board of Commissioners of SCF on the 17th day of November 2026 the following commissioners being present and voting.

_____	_____
Jim Kenny, Chair	Michael Fearnehough, Vice Chair
_____	_____
Darren Austin, Commissioner	David Chan, Commissioner
_____	_____
Mark Laurence, Commissioner	Joseph Wankelman, Commissioner
_____	
Edward Widdis, Commissioner	

ATTEST:

_____
Melissa Blankenship
Executive Assistant
To the Board of Commissioners

Board Meeting Agenda Bill
Agenda Item 10.d

Meeting Date: 11/17/2026 **Department:** Finance

Subject

Adoption of Resolution 11172026-26 Establishing the 2027 Benefit Charge - Chief Financial Officer, Chris Bothwell

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Prior Board Action:	Adoption of the 2027 budget development calendar
Recommended Action:	Motion to adopt Resolution 11172026-26 establishing the 2027 South County Fire Benefit Charge.
Related Items:	Resolution Establishing the 2027 Benefit Charge Preliminary Benefit Charge Formula
Staff Contact:	Chris Bothwell
Approval Signature:	Fire Chief Shaughn Maxwell
Legal Review:	Not Required

Summary

This item is one of six interrelated resolutions that together make up the 2027 Budget Package. Approval of this resolution, along with the others in the Budget Package, will provide funding and a spending plan for 2027.

Discussion

Fiscal Impact

Adoption of the 2027 Benefit Charge provides funding in the coming year.

Recommendation

Staff recommends adoption of the attached resolution to set the 2027 Benefit Charge.

ATTACHMENTS:

2027 Benefit Charge Resolution.pdf
Preliminary 2027 Benefit Charge Formula.pdf

SOUTH SNOHOMISH COUNTY FIRE & RESCUE REGIONAL FIRE AUTHORITY
RESOLUTION NO. 11172026-26

IMPOSING A BENEFIT CHARGE ON PERSONAL PROPERTY AND IMPROVEMENTS TO REAL PROPERTY WITHIN THE RFA FOR CALENDAR YEAR 2027

WHEREAS, pursuant to RCW 52.26, the Board of South Snohomish Fire & Rescue Regional Fire Authority ("South County Fire") is authorized to fix and impose a benefit charge on personal property and improvements to real property, which are located within the RFA on the date specified, and which have or will receive benefits provided by the RFA, to be paid by the owners of the property;

WHEREAS, on November 3, 2020, the voters of the RFA authorized the initial imposition of a benefit charge for a period of six (6) years commencing in 2021 and voters subsequently approved a ten (10) year renewal in 2024;

WHEREAS, pursuant to RCW 52.26.230, the Board is required to hold a public hearing to review and establish the RFA's benefit charge for the subsequent year;

WHEREAS, the Board duly noticed and held a public hearing on October 20, 2026;

WHEREAS, the Board determined that the methodology utilized and set forth in the report of the public hearing reasonably takes into consideration the facts and circumstances of each property for which a benefit charge is imposed, and further that each individual benefit charge is reasonably proportioned to the measurable benefits to the property resulting from the services afforded by the RFA; and

WHEREAS, at the conclusion of the public hearing on October 20, 2026, and after deliberations held thereafter, it was moved and passed that the benefit charge for calendar year 2027 be set at an amount not to exceed $25.0 Million.

NOW, THEREFORE, BE IT RESOLVED by the Board of Fire Commissioners of South Snohomish County Regional Fire Authority, as follows:

1. Amount. The benefit charge to be collected in 2027 is hereby established at $24,978,000.

2. Specification and Benefit Charge. The apportioned benefit charges to be applied to specific commercial, residential, and personal property within the RFA shall be in accordance with the Schedule for Benefit Charges – South County Fire as established by South County Fire, to be furnished and attached to this resolution as soon as the information is available to South County Fire.

3. County Treasurer. This Resolution shall be filed with the Snohomish County Treasurer, together with the record of this public hearing before November 30, 2026.

4. Notice of the Benefit Charge. Pursuant to RCW 52.26.230, property owners within South County Fire will be notified in writing of the benefit charge and the amounts thereof, subsequent to the public hearing held on October 20, 2026. Thereafter, South County Fire

shall convene a benefit charge review board for two weeks as required by RCW 52.26.250 to hear and decide written complaints from aggrieved property owners who, in their opinion, have been charged improperly.

PASSED AND ADOPTED BY THE COMMISSION OF SOUTH COUNTY FIRE in open session on the 17th day of November 2026, and duly authenticated by the signatures of the Commissioners voting in favor thereof.

Darren Austin, Commissioner	Michael Fearnehough, Vice Chair
Joseph Wankelman, Commissioner	David Chan, Commissioner
Jim Kenny, Chair	Mark Laurence, Commissioner
Edward Widdis, Commissioner	

Melissa Blankenship, EA Board of Commissioners

South County Fire
Benefit Charge
Formula for 2027

The basis for the benefit charge (BC) assessments used or favored by most fire jurisdictions that have approved a BC is "fire flow". The principle is that the basic unit of public fire service is delivery of water to a fire. Fire flow increases with fire load, a determination that accounts primarily for building construction type, use-type and size (total area).

[SQRT (Square Feet) x 18] x CF x CPG x BF x Discount = BC
(If applicable)

SQRT (Square Feet) * 18 * Construction Type

This is an Insurance Services Office (ISO) formula for determining fire flow (Ref: *National Fire Protection Association Handbook, 18th Ed., Ch 6, Water Flow Requirements for Fire Protection*). We have used a construction type factor of "1" due to the variety of construction types in the Regional Fire Authority and the inability to determine the construction type for every structure from existing database information. Therefore, since the construction type is equal to "1", we have not displayed this factor within the BC formula.

Category Factors (CF):

Residential = 0.271364717

Mobile Home = 0.2527889

Multi-Family = 0.4650253

Commercial

Comm 1	= 0.275527	< 5,000 sq. ft.
Comm 2	= 0.7	< 20,000 sq. ft.
Comm 3	= 1.4	< 50,000 sq. ft.
Comm 4	= 2.4	< 100,000 sq. ft.
Comm 5	= 3.4	< 200,000 sq. ft.
Comm 6	= 5.4	≥ 200,000 sq. ft.

Categories are "*Use Type*" groups. *Use Type* information is obtained from Snohomish County's database. Each **Category Factor** is a weighted value and is determined by evaluating the relative "benefit" provided to the category of structures. The benefit to each category of structures is proportional to the total square feet of improvements in the Regional Fire Authority.

Cost Per Gallon Factor (CPG):

The Cost per Gallon Factor (CPG) is determined by dividing the total Supplemental Operating funds needed (**Tot**al **BC**) by the **Tot**al **F**ire **F**low (SQRT(totsqft)*18) of the Regional Fire Authority. **TotBC/TotFF = CPG**

Preliminary

Balancing Factor (BF):

The RCW 52.18.010 requires the Regional Fire Authority to specify the specific revenue amount to be collected via the BC program. The Balancing Factor (BF) is used to "fine-tune" the final calculations to all parcels to equitable and to help make the total benefit charge amount assessed be as specified by the Board of Commissioners. The first year BF is .01.

Senior Citizen Discount:

Seniors are eligible for the same discount rate they receive for regular property taxes. This information is obtained from, and maintained by, Snohomish County.

Sprinkler System Discount:

All commercial and multi-family parcels with a full coverage fire sprinkler system will receive a ten percent (10%) BC discount. Partial coverage systems will receive the discount on the parcels sprinklered square footage.

Multi-Family/Apartments:

The same formula is applied to this category, but first the total square feet of the complex is divided by the number of units to produce an average unit square footage. That figure is then inserted into the formula resulting in an average BC for each unit. This average is then multiplied by the number of units to get the total BC to be collected from the parcel owner.

Minimum Square Footage:

A benefit charge will not be applied to parcels with a total improvement square footage of less than 400 square feet.

Decks, Porches, Carports and Garages:

The square footage for decks and porches is not included in the improvement square footage while carports and garages are included in the calculations.

Preliminary

Board Meeting Agenda Bill
Agenda Item 10.e

Meeting Date: 11/17/2026 **Department:** Finance

Subject

Adoption of Resolution 11172026-27 Establishing 2027 Administrative Cost of Living Adjustment - Chief Financial Officer, Chris Bothwell

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Prior Board Action:	Adoption of 2027 Budget Development Calendar
Recommended Action:	Motion to adopt Resolution 11172026-27 establishing the 2027 South County Fire Administrative Cost of Living Adjustment.
Related Items:	Resolution Establishing the 2027 Administrative Cost of Living Adjustment
Staff Contact:	Chris Bothwell
Approval Signature:	Fire Chief Shaughn Maxwell
Legal Review:	Not Required

Summary

This item is one of six interrelated resolutions that together make up the 2027 Budget Package. Approval of this resolution, along with the others in the Budget Package, will provide funding and a spending plan for 2027.

Discussion

Fiscal Impact

Adoption of the 2027 Administrative Cost of Living Adjustment is part of the 2027 spending plan.

Recommendation

Staff recommends adoption of the attached resolution to establish the 2027 administrative cost of living adjustment.

ATTACHMENTS:

2027 COLA Resolution.pdf

SOUTH SNOHOMISH COUNTY FIRE & RESCUE REGIONAL FIRE AUTHORITY
RESOLUTION No. 11172026-27

RESOLUTION AUTHORIZING A COST-OF-LIVING ADJUSTMENT (COLA) FOR NON-REPRESENTED REGULAR AND CONTRACT EMPLOYEES FOR YEAR 2027

WHEREAS the Board of Commissioners of South Snohomish County Fire & Rescue Regional Fire Authority (SCF) adopted Snohomish County Fire District #1's Personnel Management Policy 400.00.053.010 - Non-Represented Wage and Salary Administration, and

WHEREAS Section 1.0 PURPOSE of said policy states "In order to attract and retain qualified personnel with the potential to assume responsible positions within the organization and to fill openings at all levels, it is the District's (Authority's) policy to maintain consistent and competitive salary ranges based on the economic requirements of the District (Authority), and commensurate with those of the community in which we operate and jurisdictions of comparable size", and

WHEREAS Section 3.0 COMPENSATION POLICY of said policy states "As authorized by the Board of Commissioners and/or Fire Chief COLA adjustments annually will be based on 100% of the Consumer Price Index Urban Wage Earners and Clerical Workers (CPI-W) Seattle/ Tacoma/ Bellevue June-June", and

WHEREAS the Consumer Price Index Urban Wage Earners and Clerical Workers (CPI-W) Seattle/ Tacoma/ Bellevue June-June is 3.8%,

BE IT HEREBY RESOLVED by the Board of Commissioners of SCF to authorize a 3.8% COLA for all non-represented regular and contract employees effective January 1, 2027.

ADOPTED at the regular meeting of the Board of Commissioners of SCF on the 17th day of November 2026 the following commissioners being present and voting.

Jim Kenny, Chair	Michael Fearnehough, Vice Chair
Joseph Wankelman, Commissioner	David Chan, Commissioner
Mark Laurence, Commissioner	Darren Austin, Commissioner
Edward Widdis, Commissioner	

ATTEST:

Melissa Blankenship
Executive Assistant
To the Board of Commissioners

Board Meeting Agenda Bill
Agenda Item 10.f

Meeting Date: 11/17/2026 **Department:** Finance

Subject

Adoption of Resolution 11172026-28 Establishing the 2027 Excess Levy for Bond Repayment - Chief Financial Officer, Chris Bothwell

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Prior Board Action:	Adoption of 2027 Budget Development Calendar
Recommended Action:	Motion to adopt Resolution 11172026-28 establishing the 2027 South County Fire Excess Levy for Bond Repayment.
Related Items:	Resolution Establishing the 2027 Excess Levy for Bond Repayment
Staff Contact:	Chris Bothwell
Approval Signature:	Fire Chief Shaughn Maxwell
Legal Review:	Not Required

Summary

This item is one of six interrelated resolutions that together make up the 2027 Budget Package. Approval of this resolution, along with the others in the Budget Package, will provide funding and a spending plan for 2027.

Discussion

Fiscal Impact

Adoption of the 2027 Excess Levy for Bond Repayment provides funding in the coming year.

Recommendation

Staff recommends adoption of the attached resolution to set the 2027 Excess Levy for Bond Repayment.

ATTACHMENTS:

2027 Excess Levy for Bond Repayment Res.pdf

A RESOLUTION OF THE BOARD OF FIRE COMMISSIONERS OF SOUTH SNOHOMISH COUNTY FIRE & RESCUE REGIONAL FIRE AUTHORITY LEVYING AN EXCESS PROPERTY TAX LEVY FOR THE PURPOSE OF PAYING DEBT SERVICE ON SCF'S UNLIMITED TAX GENERAL OBLIGATION BONDS.

RESOLUTION NO. 11172026-28

WHEREAS South Snohomish County Fire and Rescue Regional Fire Authority (SCF) was established to provide fire protection, emergency response medical care, and other services relating to public safety, and

WHEREAS to provide funding for the delivery of public safety services, SCF is authorized to levy and collect ad valorem taxes upon real property, personal property, and state assessed utility property within its boundaries, and

WHEREAS at an election held in SCF on November 3, 2026, SCF submitted the question to the qualified electors of SCF of whether SCF shall issue unlimited tax general obligation bonds in the aggregate principal amount of not to exceed $420,000,000 (Bond Authorization) for the purpose of making capital improvements to SCF facilities consistent with the Capital Facilities Plan document, as identified in Resolution No. 06092026-13, adopted by the Board of Commissioners on June 9, 2026,

WHEREAS, the number and proportion of qualified electors of SCF required by law for the adoption thereof voted in favor of the Bond Authorization, pending certification by the Snohomish County Auditor, as ex officio supervisor of elections in Snohomish County, Washington,

WHEREAS, SCF is expected to issue a portion of the Bond Authorization in 2027 (Bonds) and as a result will have a principal and/or interest payment due on the Bonds in 2027,

WHEREAS, the Board of Commissioners has determined that to provide the money necessary to pay the debt service requirement on the Bonds in the year 2027 an excess property tax levy in the amount of $17,296,000 for the Bonds must be levied for collection in 2027,

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Commissioners of SCF that an excess property tax is hereby levied to raise revenue for the purpose of debt service payments on the voter-approved unlimited tax general obligation Bonds for the fiscal year of 2027 in the amount of $17,296,000 on all taxable property in SCF.

The appropriate officials of SCF are hereby directed to transmit a certified copy of this resolution and to take such action as necessary to levy such excess property tax consistent with this resolution.

Should any section, paragraph, sentence, clause, or phrase of this resolution, or its application to any person or circumstance, be declared unconstitutional or otherwise invalid for any reason, or should any portion of this resolution be preempted by state or federal law or regulation, such decision or preemption shall not affect the validity of the remaining portions of this resolution or its application to other persons or circumstances.

PASSED AND ADOPTED at the regular meeting of the Board of Commissioners of SCF on the 17th day of November 2026 the following commissioners being present and voting.

Jim Kenny, Chair

Michael Fearnehough, Vice Chair

Joseph Wankelman, Commissioner

David Chan, Commissioner

Darren Austin, Commissioner

Mark Laurence, Commissioner

Edward Widdis, Commissioner

ATTEST:

Melissa Blankenship
Executive Assistant
To the Board of Commissioners

Board Meeting Agenda Bill
Agenda Item 11.a

Meeting Date: 11/17/2026 **Department:** Communications

Subject

Social Media Public Use Policy - For Action - Communications Director, Christie Veley

Prior Board Action:
Recommended Action: Motion to adopt Social Media Public Use Policy as presented.
Related Items: DRAFT Social Media Public Use Policy, BOFC Public Comment Policy, City Social Media Policies
Staff Contact: Christie Veley
Approval Signature: Fire Chief Shaughn Maxwell
Legal Review: Completed

Summary

South County Fire social media presence and online public engagement is increasing, with nearly 10 million views so far this year. Increased engagement brings increased likelihood of disruptive behavior on these platforms. Just as we have a policy to moderate content at public meetings, staff supports implementation of a social media public use policy to provide reasonable and legal parameters for moderation. We have drafted a policy in partnership with our legal team.

Discussion

Previous board discussions have highlighted social media public use policies that are similar to the draft presented. Enacting a social media public use policy helps reduce South County Fire's legal risk, by giving a framework for managing social media comments.

The following guidance is from the Municipal Research and Services Center of Washington (MRSC):

…a local government's failure to regulate its social media pages can increase its potential for First Amendment trouble. Local governments that lack clear and consistent social media regulations have to individually censor public posts or comments on their social media pages by deleting posts or blocking challenging users. This selective and potentially haphazard speech regulation only increases a local government's potential for First Amendment violation claims.

Local governments can reduce their potential First Amendment liability by enacting social media policies that:

- Limit public posts or comments to pertinent discussion topics,

- Prohibit offensive or vulgar language or images,
- Prohibit unlawful threats or discussions of criminal acts,
- Restrict or prohibit commercial advertising or business solicitation, and
- Indicate that the failure to comply can lead to the removal of a post and/or a block against future posts.

Fiscal Impact

Recommendation

Adopt drafted Social Media Public Use Policy.

ATTACHMENTS:

DRAFT Social Media Public Use Policy.pdf
City Social Media Policies.pdf
BOFC Public Comment Policy.pdf

SOCIAL MEDIA PUBLIC USE GUIDELINES

A. South Snohomish County Fire and Rescue Regional Fire Authority (the "RFA") is a municipal corporation of the State of Washington that protects life and property and provides fire protection and emergency medical services to its residents. This site is intended to serve as a mechanism for communication between the public and the RFA on the listed topics related to the RFA's purpose of providing fire protection services, emergency medical services and protecting life and property. The opinions expressed by visitors to this site do not reflect the opinions of the RFA. Any comments submitted to this site and any lists of users or links are public records subject to disclosure pursuant to RCW 42.56. Users recognize that there is no expectation of privacy in the use of social media (including, but not limited to, blogs, Facebook, Instagram, X, YouTube, Nextdoor, LinkedIn, etc.) directly authorized and established by the RFA in accordance with the terms of this Policy as an official medium for the RFA communications (the "RFA Social Media"). Users are cautioned to never disclose private or confidential information on RFA Social Media.

B. Communications made on this site do not constitute official notice to the RFA or any personnel (including Commissioners, employees and volunteers of the RFA). Public record requests may not be made on this site and must be submitted directly to the RFA's Public Record Officer consistent with the RFA's public record policy.

C. Any individual accessing, using, posting or commenting on this site recognizes that RFA Social Media use is not private and that the RFA is subject to the Washington State Public Records Act (Chapter 42.56 RCW). RFA Social Media are subject to State of Washington public records laws. Any content maintained in RFA Social Media that is related to RFA business, including a list of subscribers and posted communication, and all images are public records. The RFA is responsible for responding completely and accurately to any public records request for public records including RFA Social Media. Content related to RFA business shall be maintained in an accessible format and so that it can be produced in response to a request. Wherever possible, RFA Social Media shall clearly state that any information posted or submitted for posting are subject to public disclosure.

D. Any individual accessing, using, posting or commenting on this site accepts without limitation or qualification, these Public Use Guidelines, including as it relates to website links and copyrights. The RFA retains the right to modify its policies without notice and any such modification shall be effective immediately. Users of RFA's Social Media further recognize that such use is governed by the terms of service and privacy policies of the underlying social media service provider.

E. The RFA's Social Media constitutes a limited public forum. The RFA monitors this site on a regular basis and reserves the right to restrict or remove any content that is deemed in violation of these Public Use Guidelines, including as it relates to website links and copyrights, these Public Use Guidelines or any applicable law. Public posts, comments or links that contain any of the following forms of content shall not be allowed:

- Comments not topically related to the particular article/topic being commented upon;
- Uses for the purpose of assisting a campaign for election of a person to an office or for the promotion of or opposition to a ballot proposition. Such a use of RFA Social Media is specifically prohibited by this Policy and RCW 42.17A.555, subject to the exceptions stated therein;

DRAFT

- Language or content that is obscene, threatening, or fraudulent, or that incites violence;
- Content that promotes, fosters, or perpetuates harassment, discrimination, retaliation on the basis of race, creed, color, age, religion, gender, marital status, status with regard to public assistance, national origin, physical or mental disability, sexual orientation; or other protected class under state or federal law.
- Sexual content or links to sexual content;
- Solicitations of commerce;
- Conduct or encouragement of illegal activity;
- Information that may tend to compromise the safety or security of the public or public systems;
- Content that violates a legal ownership interest of any other party; and
- Content that violates the privacy policies or terms of use of the specific social media platform being used.

Any content removed based on these guidelines must be retained, including the time, date and identity of the poster when available. If the number of comments on an individual post on the RFA's social media exceeds 100, the RFA will limit comments through appropriate controls, such as disabling public commenting capabilities on such posts.

F. All information and materials generated by the RFA and provided on RFA Social Media pages are the property of the RFA. The RFA retains copyright on all text, graphic images and other content that was produced by the RFA and found on the page. You may print copies of information and material for your own non-commercial use, provided that you retain the copyright symbol or other such proprietary notice intact on any copyrighted materials you copy. Please include a credit line reading: "credit: South County Fire Facebook (or Instagram or Youtube, etc.) page" or "Courtesy of another source."

G. Commercial use of text, RFA logos, photos and other graphics is prohibited without the express written permission of the RFA. Use of the RFA logo is prohibited for any non-governmental purpose. Any person reproducing or redistributing a third-party copyright must adhere to the terms and conditions of the third-party copyright holder. If you are a copyright holder and you feel that the RFA did not use an appropriate credit line please notify the Public Information Officer with detailed information about the circumstances, so that the copyright information can be added or the material in question can be removed.

H. The RFA may select links to other social media pages and outside websites that offer helpful resources for users. Once an individual links to another page or site, the RFA's policies no longer apply and users become subject to the policies of that page or site. RFA Social Media is intended specifically to share information about RFA programs, events and services. The RFA is not responsible for the content that appears on outside links and provides links as a convenience only. Users should be aware that external pages and sites, and the information found on those pages and sites, are not controlled by, provided by or endorsed by the RFA. The

DRAFT

RFA reserves the right to delete links posted by outside individuals that violate the RFA's Public Use Guidelines at any time without notice. The RFA specifically does not provide links to other pages or sites that are:

- Associated with, sponsored by or serving a candidate for elected office.
- Supporting, endorsing or seeking to defeat any candidate for elective office, or any ballot proposal.
- Purely commercial pages with no affiliation to RFA projects, programs or objectives.
- Individual personal homepages.
- Individual religious pages.
- Containing information that violates the Public Use Guidelines.

DRAFT

City of Marysville Social Media Policy

Overview

The City of Marysville uses social media sites (including but not limited to Facebook, Twitter, Instagram, Nextdoor, Linked In and YouTube) as one way to communicate with the public, especially city residents and businesses, about City programs and services. Anyone accessing, browsing or using a City social media site accepts the City's social media policies. These policies may be modified at any time and are effective immediately upon posting unless otherwise stated. The City has no control over a third-party site's privacy policy.

Posts

City of Marysville's social media sites are limited public forums moderated by city staff. We encourage public conversations about the topic at hand, with these limitations:

- Keep it civil. No obscenity, vulgarity, hate speech or offensive, threatening or harassing language, personal attacks or unsupported accusations.
- No off-topic posts.
- No political statements, including comments that support or oppose a candidate, ballot proposition or political party [RCW 42.17A.555]
- No posts that promote discrimination of any kind.
- No posts encouraging illegal activity or information that could compromise public safety or security.

Important Information

All posts and comments are public records subject to disclosure under the Public Records Act [RCW 42.56].

The City of Marysville reserves the right to remove posted content that does not comply with these policies.

Persons who continue to post content in violation of the City's policy will be blocked from posting on the site.

Communications with the City through social media sites does not constitute a legal or official notice or comment.

- In an emergency, always call 911.

- For public records requests, please call 360-363-8000.
- To register an official comment about a specific city project or program, please contact the appropriate department.

The City may link to other social media sites to provide helpful resources or more information. Providing such links does not imply the City's endorsement or recommendation.

City of Everett

Comment and Posting Policy

You are encouraged to share your comments, ideas, and concerns. Please be aware of the following policies for the City of Everett website and social media:

- The City of Everett will hide comments that contain abusive, vulgar, offensive, threatening or harassing language, personal attacks of any kind, or offensive terms that target specific individuals or groups.
- The City of Everett may hide comments that are clearly off-topic, that promote services or products, or that promote or oppose any political party, person campaigning for elected office, or any ballot proposition.
- Your comments are welcome at any time. We monitor our pages between 8 a.m. and 5 p.m. Monday through Friday, excluding federal holidays. We do our best to respond to comments submitted at other times as soon as possible on the next business day.
- Gratuitous links to sites are viewed as spam and may result in the comment being hidden.
- The content of all comments is immediately released into the public domain, so do not submit anything you do not wish to be broadcast to the general public.
- Do not post personally identifiable information such as social security numbers, addresses and telephone numbers. Comments containing this information will be removed from our pages.
- The City of Everett does not discriminate against any views, but reserves the right to hide or remove posted comments that do not adhere to these standards.

Members of the media are asked to pose your questions to the City of Everett communications department through our normal channels.

Privacy Policy

The City of Everett retains records of the content on our pages, as is provided for in our records retention schedules and mandated by the Federal Records Act. These records include user comments and any personally identifiable information a commenter shares with the City of Everett. Because these records are collected from a public web site, it may be disclosed to others and used by the City of Everett in the conduct of agency business. Please do not share information such as social security numbers, birth dates, or other private information that you do not want to make available to others. The City of Everett disclaims any liability for any loss or damage resulting from any comments posted on this page. This forum may not be used for the submission of any claim, demand, informal or formal complaint, or any other form of legal and/or administrative notice or process, or for the exhaustion of any legal and/or administrative remedy.

City of Seattle

Social Media Policy

Purpose

We believe that for our democracy to thrive, you need to be able to interact with your government easily. That's why we invite you to connect with the City of Seattle online. We welcome you to use our digital spaces and we respect your right to free speech as protected by the U.S. Constitution and our state constitution. Our online services are moderated by City staff. This policy will explain the rules for how we moderate any posts or comments.

Scope

This policy applies to all online services and sites hosted, managed, or administered by the City of Seattle. This includes social media accounts such as Facebook, Instagram, and X, and any platforms that accept public content and comments in the form of text, images, links, replies, "likes," "follows," "reposts," etc.

Expectations

- We do not guarantee that we will respond to comments or messages from the public.

- Call 9-1-1 for help in an emergency. City of Seattle websites and social media accounts are not monitored constantly and should not be used to access or get emergency services.
- For most situations, the best way to get service is through an online service request, the Find It Fix It mobile app, or calling the Customer Service Bureau at 206-684-CITY (2489).
- Any comments, replies, likes, and direct or private messages are subject to public disclosure under the Public Records Act, and will be retained consistent with City Retention schedules.

Prohibited Content and Commentary

We invite members of the public to view and, where permitted, provide comments or other engagement. To maintain a constructive and civil discourse, we ask that you adhere to this use policy and do not post:

Harmful content

- Personal attacks, harassment, insults, violent, or threatening language
- Information or links that may compromise a person's safety, or public or private system security such as malware, phishing, impersonation, or ransomware
- Repetitive or duplicate posts that disrupt the communication thread
- Conduct or encouragement of illegal activity, including publication of an untrue statement that would harm a person's reputation or livelihood, or violation of intellectual property or copyright laws

Discriminatory content

- Profane, obscene, or racist language or content
- Content that promotes, fosters, or perpetuates discrimination based on race, creed, color, age, religion, gender, marital status, status with regard to public assistance, national origin, physical or mental disability, or sexual orientation

Inappropriate content

- Sexual content or links to sexual content
- Comments or hyperlinks not meaningfully related to the topic
- Support for or opposition to political campaigns or ballot measures

- Commercial messages, including advertisements, solicitations, and spam

Consequences for Violating This Use Policy

Potential criminal conduct, including but not limited to threats and cyberattacks, may be reported to the appropriate law enforcement authorities.

- We reserve the right to hide, remove, or report to the relevant platform comments that contain prohibited content on all online services and sites hosted, managed, or administered by the City of Seattle. The City will act in accordance with behaviors outlined in the Prohibited Content and Commentary section.
- A copy or electronic record of removed content may be retained pursuant to our records retention policy.
- Multiple violations of our policy may result in reporting to the relevant platform or affect your ability to interact with the City of Seattle on social media, websites, or other online forums.

Definitions

Content: Text, images, audio, video, and links that a user posts to a City website or social media account

User: A member of the public who views or interacts with City websites and social media accounts

Social media: Official City accounts on publicly available platforms including, but not limited to, Facebook, X, Instagram, YouTube, LinkedIn, TikTok, Nextdoor

Website: A web application that may allow users to interact and post comments

Public disclosure: Release of public records to individuals who make a request under the Washington State Public Records Act – Chapter 42.56 RCW

City of Lynnwood

Social Media Policy

We welcome your input and positive interactions.

We encourage two-way communication using social media. Our social media is monitored by the Communications Officer and other authorized staff, and we will respond to messages as soon as we can. However, social media is not monitored 24-hours a day,

seven days a week. While we encourage debate and discussion, we request commenters stay respectful and on topic. A comment may be deleted if it violates our comment policy described below.

Before posting on this page, please review these terms:

- Comments posted by others on the official City of Lynnwood Government pages are not to be considered the opinion of the city; nor does the City of Lynnwood Government accounts endorse any third-party comments.
- City of Lynnwood Government social media platforms are not monitored 24-hours a day, seven days a week, do not report emergencies through social media, please call 911.
- The City of Lynnwood Government social media platforms welcomes a person's right to express their opinion and encourages participants to keep comments related to topic of a particular posting.
- The City of Lynnwood Government moderators reserve the right to remove, hide and/or block anyone who posts inappropriate or abusive material as determined by the city. The city's moderators will hide or remove comments for the following reasons:
- Comments not related to the business or work of the City or to the particular social media article being commented upon may be deleted.
- Multiple or repetitive posts that are copied and pasted may be deleted.
- Obscene, violent, profane, sexual or harassing language is not allowed. Links to sites containing obscene, violent, profane, sexual or harassing content are not allowed.
- Statements that are defamatory, libelous or knowingly false with reckless disregard for the truth are not allowed.
- Copyrighted material posted without permission or content that violates the legal ownership interests of another party is not allowed.
- Commercial advertisement or solicitation is not allowed.
- Comments that suggest or encourage illegal activity are not allowed.
- Information that may compromise the safety or security of the public or public systems is not allowed.

- Personal information such as identification numbers, phone numbers or email addresses should not be posted and may be removed.
- We strictly prohibit discriminatory messages. We will delete hateful speech of any kind toward any group, including age, gender, race, religion, nationality, sexual orientation or disability.

Posting or interacting on City of Lynnwood Government social media platforms constitutes acceptance of these terms. Also, keep in mind that our social media channels are internet pages that are owned and operated by social media companies. All of these companies have their own policies and standards regarding what may or may not be posted and the actions they may take with regard to unauthorized posts.

Questions? Contact Communications & Public Affairs Manager Nathan MacDonald at Communications@LynnwoodWA.gov or 425-670-5003.

Reference:
South Snohomish County Fire & Rescue Regional Fire Authority Governing Board Bylaws

Section 4. Public Comment. Public comment periods will be available at each meeting of the Board for the use of those persons wishing to address the Board. Public comment shall be subject to rules set forth in South County Fire Policies Article 100.00.014.00.

Reference:
Policies Article 100.00.014.00 – Governing Board

B. Public Comment

1. Each person making public comment to the Board will be limited to three (3) minutes. The Chair may expand the time restriction in the discretion of the Chair. The Chair may reduce the time allotted for all speakers equally. All remarks will be addressed to the Board and not to individual commissioners. The speaker must refrain from using profanity. The comments may not contain personal attacks on individuals. The comments must be otherwise appropriate for an open public meeting. If the speaker fails to comply with these rules for public comment, then the speaker may be called out of order and warned to comply with the rules. If the speaker continues to violate the rules after the warning, then the Chair may terminate the rest of the speaker's time for public comment and turn off the speaker's microphone.

Board Meeting Agenda Bill
Agenda Item 11.b

Meeting Date: 11/17/2026 **Department:** Operations

Subject

Memorandum of Understanding: Collective Bargaining Agreement Articles 11, 14 and 20 - for Adoption - Assistant Chief Todd Anderson

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Prior Board Action:	Approval of Letter of Understanding for Article 20.3
Recommended Action:	Motion to authorize the Fire Chief to sign the MOU with Local #1828 modifying articles 11.1, 14.3, 14.6, 14.11 and 20.3 which will supersede the LOU defining Seniority per Article 20.3 of the CBA.
Related Items:	Article 20.3; MOU Articles 11, 13 and 20
Staff Contact:	John Chalfant
Approval Signature:	Fire Chief Shaughn Maxwell
Legal Review:	Completed

Summary

Memorandum Of Understanding referencing CBA Articles 11, 14, and 20.

Discussion

Multiple articles included to provide a pathway for on-boarding 3-year minimum lateral hires, with a reduced probationary period and academy on-boarding process. Additionally, authorization would provide direction for staff to adjust process for promotional testing to Captain and Deputy Fire Marshal.

Fiscal Impact

Potential financial impact related to hiring of lateral personnel versus entry level- CBA years of service.

Recommendation

Authorize the Fire Chief to sign the MOU with Local #1828 modifying articles 11.1, 14.3, 14.6, 14.11 and 20.3 which will supersede the LOU defining Seniority per Article 20.3 of the CBA.

ATTACHMENTS:

Article 20.3 Seniority LOU Final Copy.pdf
MOU Articles 11 14 and 20 Final Copy.pdf

DATE: July 1, 2026

BETWEEN: IAFF Local 1828

AND: South Snohomish County Fire & Rescue RFA

SUBJECT: Letter of Understanding (LOU) Defining "seniority" per Article 20.3 of the CBA

This **LETTER OF UNDERSTANDING** is made and entered into by and between **SOUTH SNOHOMISH COUNTY FIRE & RESCUE REGIONAL FIRE AUTHORITY** ("Employer" or "SCF") and **IAFF LOCAL 1828** ("Union"), collectively referred hereto as the "Parties".

I. RECITALS

WHEREAS, SCF and the Union are parties to a collective bargaining agreement ("CBA") for the period of January 1, 2026, through December 31, 2028; and

WHEREAS, the Parties desire to formally define and distinguish between the term "Seniority" to ensure consistent application of benefits, accruals, promotional qualifications, and reduction in forces.

WHEREAS, Article 20.3 of the CBA stipulates that the RFA will recognize all IAFF years of service for all purposes for which seniority is used, except for layoffs; and

WHEREAS, Article 20.4 of the CBA stipulates that layoffs shall be in reverse order of seniority based specifically on the original hire date with the RFA; and

II. TERMS AND CONDITIONS

NOW, THEREFORE, be it hereby resolved as follows:

1. TERM OF LOU. The term of this LOU extends for the duration of the current 2026-2028 IAFF 1828 CBA.

2. DEFINITION OF SENIORITY For the purposes of this LOU and the application of the CBA, "Seniority" shall be defined as the total professional firefighting experience an employee obtained in continuous full-time service in a bargaining unit represented by the IAFF as a professional firefighter, paramedic, or EMT, prior to their hire date with the RFA, in addition to their time served with the RFA.

3. APPLICATION OF SENIORITY The Parties agree that Seniority (total recognized IAFF professional experience) shall be the metric utilized for the following:

- **Longevity Pay:** Eligibility and percentage for longevity pay as established in Article 33.1.

- **Vacation Accruals:** Determination of monthly vacation accrual rates and maximum carryover allowances based on "Months of Service" as outlined in the schedule in Article 40.8.

- **Promotions:** When two or more candidates have the same composite score, as outlined in Article 14.6

5. APPLICATION OF RFA HIRE DATE The Parties reaffirm that RFA HIRE DATE (original hire date with the RFA, merged or consolidated agency) shall be the sole metric utilized for:

- **Reduction in Force:** In the event of personnel reductions, layoffs shall be conducted in reverse order of seniority based strictly on the original hire date into a bargaining unit represented by IAFF Local 1828, as mandated by Article 18.1 and Article 20.4.

- **Promotions:** As mandated by in articles 14.3.5-14.3.13

6. SEVERABILITY If any provision of this LOU is unenforceable for any reason, such portion shall be severable from this LOU and the remainder shall remain in full force and effect.

7. EFFECTIVE This LOU shall become valid upon signing by the Union and SCF.

8. NO PAST PRACTICE The Parties agree that neither this LOU nor the negotiation of this LOU shall set a precedent or past practice.

9. FULFILLMENT OF BARGAINING The Parties represent that this LOU satisfies all bargaining obligations of the Parties in connection with the definitions of Seniority and RFA Tenure.

SOUTH SNOHOMISH COUNTY REGIONAL FIRE & RESCUE REGIONAL FIRE AUTHORITY

By: _____ Its: Fire Chief Date: 7-6-26

IAFF LOCAL 1828

By: _____ Its: President Date: August 6, 2026

DATE: **November 10, 2026**

BETWEEN: IAFF Local 1828

AND:South Snohomish County Fire & Rescue RFA

SUBJECT: Modification of Articles 11.1, 14.3, 14.6,14.11 and 20.3 – Promotional Qualifications, Eligibility, and Probationary Periods

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This MEMORANDUM OF UNDERSTANDING (the "MOU") is made and entered into by and between **SOUTH SNOHOMISH COUNTY FIRE & RESCUE REGIONAL FIRE AUTHORITY** (the "RFA") and **IAFF LOCAL 1828** ("Union"), collectively referred to herein as the "Parties."

I. RECITALS

- WHEREAS, Articles 11.1 and 14.11 of the Collective Bargaining Agreement establish probationary periods applicable to bargaining unit employees;
- WHEREAS, the Parties recognize that employees entering employment or advancing within the bargaining unit possess varying levels of experience, training, and familiarity with South County Fire operations;
- WHEREAS, the Parties recognize the value of recruiting experienced firefighters, promoting qualified employees, and providing a pathway for qualified former employees to return to employment;
- WHEREAS, the Parties desire to establish probationary periods that appropriately reflect the differing levels of experience possessed by entry-level employees, lateral firefighter hires, promoted employees, and reintegrated employees while maintaining the Employer's ability to evaluate employee performance and successful integration into South County Fire operations;
- WHEREAS, Article 14.3 of the Collective Bargaining Agreement establishes the minimum qualifications employees must meet at the time of application to enter promotional examinations;
- WHEREAS, Article 14.3.8 establishes the minimum qualifications for the Captain promotional examination and currently requires completion of the RFA Engine Operator Task Book;
- WHEREAS, Article 14.3.10 establishes the minimum qualifications for the Deputy Fire Marshal promotional examination and currently requires completion of the RFA Deputy Fire Marshal Task Book (Tier 1);

- WHEREAS, the Parties desire to modify or remove these task book completion requirements as prerequisites to entering the respective promotional examination processes while leaving the remaining minimum qualifications unchanged;
- WHEREAS, Article 14.6 addresses preference on promotional eligibility lists when two or more candidates have the same composite score, and the Parties desire to determine such preference solely by seniority;
- WHEREAS, Article 20.3 defines the application of IAFF Years of Service.
- WHEREAS, the Parties mutually agree that these modifications will provide clarity, consistency, and efficiency in the administration of promotional qualifications, eligibility lists, and probationary periods.

II. REPLACEMENT OF ARTICLE 11.1 – PROBATIONARY PERIODS

Upon the Effective Date of this Memorandum of Understanding, Article 11.1 of the Collective Bargaining Agreement is deleted in its entirety and replaced with the following:

Article 11.1 – Probationary Periods

11.1.1 Entry-Level Employees

1. Employees hired through the Employer's current entry-level hiring process, to include "minimum 1-year lateral positions," and who will be required to complete the Snohomish County Fire Training Academy, or equivalent, shall serve a probationary period of twelve (12) months.
2. The twelve (12) month probationary period shall commence on the first Sunday immediately following successful completion of all required Recruit Academy training, EMT certification (when applicable), and any other required pre-assignment training.
3. Time spent attending Recruit Academy, EMT school, or any other required pre-assignment training shall not be credited toward the employee's probationary period.

11.1.2 Lateral Firefighter Hires

1. For purposes of this Article, a Lateral Firefighter Hire is an employee hired through the RFA's established lateral hiring process who meets the qualifications established by the RFA for lateral employment: currently a minimum of 3 years of professional IAFF service as a Washington State firefighter.

2. Employees hired through the RFA's established lateral hiring process shall successfully complete the South County Fire Lateral Academy or other required lateral orientation program and shall serve a probationary period of six (6) months, commencing on the first Sunday immediately following successful completion of all required pre-assignment training and orientation processes.
3. The probationary period established in this section is intended to evaluate the employees' successful integration into South County Fire operations, policies, procedures, and performance expectations and is not intended to duplicate the evaluation of firefighting knowledge, skills, and abilities previously demonstrated through career service.

11.1.3 Probation

Probationary personnel referenced in 11.1.1 and 11.1.2, may be disciplined or terminated at the sole discretion of the RFA. Discipline or termination of an employee during the probationary period shall not be subject to the Collective Bargaining Agreement's Grievance Procedure. No probationary employee shall be eligible to apply for or receive promotional or specialty opportunities by the RFA. For leaves of 30 or more consecutive calendar days within the prescribed probationary period, probation will be automatically extended, day for day. Additionally, by mutual agreement with the Union, the RFA may extend the assigned probationary period.

11.1.4 Transition

1. The provisions contained in Article 11.1.1 shall apply only to employees hired into entry-level bargaining unit positions on or after the effective date of this Memorandum of Understanding.
2. Employees hired into entry-level bargaining unit positions prior to the effective date of this Memorandum of Understanding shall remain subject to the probationary provisions that were in effect on their date of hire.
3. The provisions contained in Article 11.1.2 shall apply to all lateral hires occurring on or after the Effective Date of this Memorandum of Understanding.

III. MODIFICATION OF ARTICLE 14.3 – PROMOTIONAL EXAMINATION MINIMUM QUALIFICATIONS

Upon the Effective Date of this Memorandum of Understanding, the Parties agree to modify Article 14.3 of the Collective Bargaining Agreement as follows:

Article 14.3.8 – Captain

1. Article 14.3.8(4) is modified to read: *"A candidate must have successfully completed the RFA Engine Operator Task Book or the Engine Operator Fundamentals "Bridge" Program."*
2. All remaining provisions of Article 14.3.8 shall remain unchanged and in full force and effect.

Article 14.3.10 – Deputy Fire Marshal

1. Article 14.3.10(2) is deleted in its entirety. The deleted language is: *"Candidate must have successfully completed the RFA Deputy Fire Marshal Task Book (Tier 1)."*
2. Successful completion of the RFA Deputy Fire Marshal Task Book (Tier 1) shall no longer be a minimum qualification or prerequisite to enter the promotional examination for Deputy Fire Marshal.
3. All remaining provisions of Article 14.3.10 shall remain unchanged and in full force and effect.

IV. REPLACEMENT OF ARTICLE 14.6 – ELIGIBILITY LIST TIE-BREAKER

Upon the Effective Date of this Memorandum of Understanding, Article 14.6 of the Collective Bargaining Agreement is deleted in its entirety and replaced with the following:

Article 14.6

When two or more candidates have the same composite score, preference on the eligibility list shall be determined by their RFA or merged/contracted hire date, as referenced in Article 21.

V. REPLACEMENT OF ARTICLE 14.11 – PROMOTIONAL PROBATION

Upon the Effective Date of this Memorandum of Understanding, Article 14.11 of the Collective Bargaining Agreement is deleted in its entirety and replaced with the following:

14.11 Promotional Probation

Promoted employees, with the exception of promoted paramedics that will satisfy probation upon completion of the Paramedic Integration Program requirements, shall serve a probationary period of six (6) months, excluding any single leave totaling more than 30 consecutive calendar days. If during that time the employee fails to perform the duties of the

new position satisfactorily, they will be permitted to return to their previous position without loss of seniority. This shall apply whether or not the RFA position to which the employee promotes is in or outside the bargaining unit. Employees shall also have the right to return to their previous RFA position within six (6) months.
The provisions contained in Article 14.11 shall apply to all current employees serving a promotional probation and all future promotions occurring on or after the Effective Date of this Memorandum of Understanding.

IV. MODIFICATION OF ARTICLE 20.3
Upon the Effective Date of this Memorandum of Understanding, Article 20.3 of the Collective Bargaining Agreement is deleted in its entirety and replaced with the following:

ARTICLE 20.3
The RFA and Union will recognize all IAFF years of service solely for determining pay, longevity and vacation accruals.

Additionally, the previously negotiated Article 20.3 LOU (dated August 6, 2026) will be removed from the record for both parties.

VI. ADMINISTRATION

1. INCORPORATION INTO THE COLLECTIVE BARGAINING AGREEMENT
The Parties agree that the replacement and modification language contained within this Memorandum of Understanding shall supersede the corresponding provisions of Articles 11.1, 14.3.8, 14.3.10, 14.6, 14.11, and 20.3 of the current Collective Bargaining Agreement and shall be incorporated into the successor Collective Bargaining Agreement unless otherwise modified through collective bargaining.

2. SEVERABILITY
If any provision of this MOU is unenforceable for any reason, such portion shall be severable from this MOU and the remainder shall remain in full force and effect.

3. NO PAST PRACTICE
The Parties agree that neither this MOU nor the negotiation of this MOU shall establish a precedent or past practice except as expressly provided herein.

4. FULFILLMENT OF BARGAINING

The Parties acknowledge that they have fulfilled their collective bargaining obligations with respect to the subject matter contained in this Memorandum of Understanding. During the term of this Memorandum of Understanding, neither Party shall be obligated to bargain further regarding the matters addressed herein except by mutual written agreement.

VII. EFFECTIVE DATE

This Memorandum of Understanding shall become valid upon signing by the Union and the RFA.

In witness whereof, the Parties attach their signatures this __ day of _____, 2026.

SIGNATURES

South County Fire	**International Association of Firefighters Local 1828**
_____	_____
Fire Chief Shaughn Maxwell	President, Patrick Moore

Board Meeting Agenda Bill
Agenda Item 11.c

Meeting Date: 11/17/2026 **Department:** Operations

Subject

Letter of Understanding: Temporary Promotional Positions - for Adoption - Assistant Chief Todd Anderson

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Prior Board Action:

Recommended Action: Motion to authorize the Fire Chief to sign the LOU with Local #1828 to allow South County Fire to evaluate and create promotional positions as needed.

Related Items:

Staff Contact: John Chalfant

Approval Signature: Fire Chief Shaughn Maxwell

Legal Review: Completed

Summary

Providing a temporary framework for the RFA to evaluate organizational needs through the creation of temporary promotional positions above current levels authorized for operations and Administrative Support.

Discussion

Plan provides details as to the potential positions, selection and promotion process and the process for attrition of the promoted position if deemed necessary.

Fiscal Impact

Potential financial impact related to promoting above current Operations and Support needs.

Recommendation

Authorize the Fire Chief to sign the LOU with Local #1828 to provide a pathway for investigating the potential advantages of promoting personnel with specific backgrounds/experience to assist with work related to certain operational, administrative, and/or strategic initiatives.

ATTACHMENTS:

LOU Temporary Promoted Positions- October 19 Chalfant.pdf

DATE: **November 10, 2026**

BETWEEN: **IAFF Local 1828 & South Snohomish County Fire & Rescue RFA**

SUBJECT: Temporary Above Minimum Promotional Positions

This **LETTER OF UNDERSTANDING** is made and entered into by and between **SOUTH SNOHOMISH COUNTY FIRE & RESCUE REGIONAL FIRE AUTHORITY** ("Employer" or "SCF") and **IAFF LOCAL 1828** ("Union"), collectively referred hereto as the "Parties".

I. RECITALS

WHEREAS, the Employer and the Union recognize the value of providing a temporary framework allowing the Employer to evaluate organizational needs through the creation of promotional positions above the current authorized staffing levels established for Operations and Administrative Support positions (See section VI). The parties recognize that certain operational, administrative, and strategic initiatives may warrant additional promotional positions on a trial basis without creating a permanent obligation to maintain those positions beyond the term of this Agreement;

WHEREAS, nothing in this Letter of Understanding is intended to replace the promotional process of Article 14 of the collective bargaining agreement.

II. Temporary Promotional Positions

Notwithstanding any provisions of the CBA, but subject to Section III below, the Employer may establish promotional positions above the current daily minimum numbers of Battalion Chiefs, Captains, Driver Operators or other bargaining unit promotional classifications during the term of this LOU.

Examples include, but are not limited to:

- Battalion Chief – Logistics
- Additional Operations Battalion Chiefs
- Additional Shift Captains
- Other mutually recognized promotional positions intended to improve operational effectiveness, support special projects, or evaluate organizational efficiencies.

The creation of any such position shall not constitute an amendment to the minimum staffing or promotional requirements contained within the Staffing Guidelines.

III. Application of Article 14

All provisions of Article 14 of the Collective Bargaining Agreement shall apply in full to the temporary promotional positions created under this Letter of Understanding.

IV. Evaluation Period

The parties acknowledge these positions are intended to serve as trial positions. The Employer may evaluate the effectiveness, operational benefit, workload, and fiscal impact of each position throughout the duration of this LOU.

Nothing within this LOU obligates the Employer to permanently maintain any temporary promotional position established under this Agreement.

V. Elimination Through Attrition

Should the Employer determine that a temporary promotional position is no longer necessary, the position shall be eliminated only through normal attrition within the same promotional classification as the temporary position. A vacancy in a different promotional classification shall not trigger elimination of a temporary position under this section.

No employee occupying a promotional position created under this LOU shall be demoted, laid off, reduced in rank, or otherwise involuntarily displaced solely because the Employer elects to discontinue that temporary position.

Instead, when the next vacancy occurs within the same promotional classification through retirement, resignation, promotion, or other normal separation, the Employer may permanently eliminate the temporary position by assigning the affected employee into the vacant budgeted position and electing not to refill the temporary position.

VI. No Reduction Below Current Operations and Administration Support Minimums

Nothing in this LOU authorizes the Employer to reduce the number of promotional positions below the minimum staffing levels established for daily operations and administrative support. Staffing numbers:

Operations- 12 Battalion Chiefs, 60 Captains, 4 MSO, 68 Driver Operators (EO, LO, and TO)

Administrative Support- 7 Deputy Chiefs, 3 Battalion Chiefs (2 EMS, 1 Training) 4 Captain (3 Training, 1 Health/Safety) 2 AFM, 8 DFM, and 2 MSO

VII. Non-Precedential

The parties agree this LOU is entered into solely for the purpose of evaluating temporary promotional positions during the current contract term. This Agreement shall not establish a past practice, shall not be considered precedent in future negotiations, and shall not be interpreted as modifying any provision of the Collective Bargaining Agreement except as expressly stated herein.

VIII. Duration

This Letter of Understanding shall become effective upon execution by both parties and shall remain in effect through **December 31, 2028**, unless terminated earlier by mutual written agreement of the parties.

Upon expiration, any temporary promotional positions remaining shall continue only if mutually agreed upon by the parties or otherwise incorporated into a successor Collective Bargaining Agreement.

SIGNATURES

South County Fire

_____

Fire Chief Shaughn Maxwell

International Association of Firefighters Local 1828

_____

President, Patrick Moore

Board Meeting Agenda Bill
Agenda Item 12.a

Meeting Date: 11/17/2026 **Department:** Fire Prevention

Subject

2026 Volunteer Program Update - for Discussion - Deputy Chief Don Welch

Prior Board Action: Board Priority Item for 2026
Recommended Action:
Related Items:
Staff Contact: Joe Hughes
Approval Signature: Fire Chief Shaughn Maxwell
Legal Review: Not Required

Summary

The Volunteer program was one of the boards priorities for 2026. During 2026 Chief Maxwell assigned DC Welch to oversee the program. This presentation will cover the updates and changes that have been made to the program thus far and possible future changes.

Discussion

Fiscal Impact

N/A

Recommendation

For discussion only.

Board Meeting Agenda Bill
Agenda Item 12.b

Meeting Date: 11/17/2026 **Department:** District Secretary

Subject

Non- Represented Tuition Reimbursement Policy - for Discussion - Chair Jim Kenny

Prior Board Action:
Recommended Action:
Related Items: Draft Non-Represented Tuition Reimbursement Policy
Staff Contact: Jim Kenny
Approval Signature: Board of Commissioners
Legal Review: Not Required

Summary

Recommendation to memorialize a non-represented Tuition Reimbursement Policy to align with the CBA's education policy, which includes master's degrees.

Discussion

The South County Fire College Program Enrollment request form for all employees allows tuition reimbursement for associate, bachelor's, and master's degrees in certain qualifying subjects. Attachment A.

Section 31.2 of the CBA between SCF and IAFF Local 1828 is consistent with this form. Attachment B.

Section 7.0 of Administrative Policy 400.00.012.00 (adopted 9/19/13), titled "Tuition Reimbursement," for non-represented staff is not consistent with this form in that it does not include master's degrees. Attachment C.

The tuition reimbursement policy for administrative, non-represented, staff should be updated to be consistent with SCF's College Program Enrollment form because the form contains the intent of SCF, which is to provide tuition reimbursement for all employees to advance their education, through the level of a master's degree, if the employee is interested in doing so. The revised Tuition Reimbursement policy, Attachment D, would add master's degrees to the tuition reimbursement available for administrative, non-represented employees, and it would update the policy language to align more closely with Section 31.2 of the CBA and the College Program Enrollment form.

Fiscal Impact

Dependent upon approved education requests.

Recommendation

Discussion to adopt Article 400.160.03, Tuition Reimbursement Policy, Attachment D.

ATTACHMENTS:

SCF College Enrollment Form July 2026 - ATTACHMENT A.pdf
CBA sec 31.2 - ATTACHMENT B.pdf
Tuition Reimbursement Policy 400.00.012.00 sec 7.0 - ATTACHMENT C.pdf
Administrative Tuition Reimbursement Draft 11-13-26 - ATTACHMENT D.pdf

SOUTH COUNTY FIRE COLLEGE PROGRAM ENROLLMENT

ATTACHMENT A

Please review the following on the process for the college program.

Approval Process:

1. This form shall be completed by employees who would like to start the process of earning an Associate's, Bachelor's or Master's degree in fire science, fire command/administration, EMS, EMS Management, Fire Protection, Fire Technology, Public Administration, Public Safety Administration, Homeland Security, Nursing, Paramedicine, EMS Management, Business Management or Administration, Emergency Management or Disaster Preparedness, Fire Officer, Executive Fire Officer and Fire Inspection or related field
   a. Suppression Staff should forward the request to their shift Battalion Chief. Upon approval from the BC, the BC should forward to the Training Division for approval.
   b. Administrative Staff should forward the request to their immediate supervisor for approval. Upon approval from their supervisor, it should be forwarded to the Training Division for approval.
2. Upon approval, the employee is responsible for completing the application to enroll at the approved college, in addition to completing registration each quarter.

Payment Process:

Billing Process for Colleges that contract with SCF:
(Bates Technical College, Bellevue CC, Central Washington University, Columbia Southern University, Edmonds CC, Everett CC, Western Governors University, and Grand Canyon University)

1. Prepayment is only available for colleges that have contracted with the Department. For upfront pre-payment of classes, the employee must complete and submit the Tuition Billing Form to include all costs including tuition, textbooks, lab fees, etc.
2. The Tuition Billing Form shall be submitted to training@southsnofire.org for approval and the Training Division is responsible for submitting this form to the appropriate college.
3. Upon completion of the course, the employee is required to submit a copy the institution's registrar transcript showing the applicant has earned a grade of "C," "2.0" or higher inthe class.

All Other Colleges not in contract with SCF are eligible for tuition/books reimbursement:

Reimbursement Process:

1. For colleges that are not contracted with the Department for billing, tuition reimbursement is available under the following conditions:
   a. Complete the Employee Expense Reimbursement Form
   b. Preapproval of college degree/course and the transcript showing the applicant has earned a grade of "C," "2.0" or higher in the class.
   c. Detailed receipt, showing total costs for tuition and books

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Date: _____

Name: _____

Employee #: _____

Requested Start Date: _____

College Name: _____

Field of Study: _____

Degree Level: _____
(Associate, Bachelors, Masters)

By signing below, I acknowledge that I fully understand and agree to the process outlined for the College Program.

EMPLOYEE SIGNATURE: _____ DATE: _____

APPROVAL SIGNATURES REQUIRED PRIOR TO REGISTRATION

BATTALION CHIEF/IMMEDIATE SUPERVISOR APPROVAL: _____ DATE: _____

TRAINING DIVISION CHIEF APPROVAL: _____ DATE: _____

30.4 Employees called back to duty after completing required duty times and having left the place of duty shall be compensated for actual time spent but in no event shall such compensation be less than two (2) hours at the overtime rate. Non-shift overtime has no minimum duration.

30.5 An employee's hourly overtime compensation rate shall be determined by dividing the employee's total regular annual rate by the number of regularly scheduled annual hours and multiplying by one and one-half (1.5).

ARTICLE 31 EDUCATIONAL INCENTIVES & BENEFITS

31.1 Employees shall be paid 0.00035 of the Senior Firefighter base salary rate for each credit earned toward an accredited Associate degree in fire command/administration, EMS, or in a related field approved by the Chief. Employees receiving this prior to July 1, 2020, will continue to receive this partial education incentive.

31.2 Tuition Reimbursement: The RFA shall pay tuition and necessary books for all courses leading to an Associate, bachelor's, or master's degree in fire science, fire command/administration, EMS, EMS Management, Fire Protection, Fire Technology, Public Administration, Public Safety Administration, Homeland Security, Nursing, Paramedicine, EMS Management, Business Management or Administration, Emergency Management or Disaster Preparedness, Fire Officer, Executive Fire Officer and Fire Inspection and in related fields approved by the Chief.

Courses must be pre-approved through the Fire Chief and/or their designee prior to registration. Reimbursement shall occur upon successful completion of the approved course(s). (Exception: prepayment for tuition may occur for Learning Partnership Institutions contracted with the RFA.) The employee shall submit proof of successful completion of the approved course(s) and all necessary receipts. A 2.0 grade point or greater shall be considered as successful completion of the course.

31.3 Educational Incentive for Degrees Earned During Employment: After achievement of an Associate or Bachelor's degree in Fire Science, Fire Command/Administration, EMS, EMS Management, Fire Protection, Fire Technology, Public Administration, Public Safety Administration, Homeland Security, Nursing, Paramedicine, EMS Management, Business Management or Administration, Emergency Management or Disaster Preparedness, Fire Officer, Executive Fire Officer and Fire Inspection or in a related field approved by the Chief, the educational incentive of three point five percent (3.5%) or four point five percent (4.5%), respectively, of Sr. Firefighter base salary.

31.4 Educational Incentive for Degrees Earned Prior to Employment: An employee who earned an associate's or bachelor's degree from an approved accredited university in a field of study not listed in this Article, prior to date of hire, who has

7.0 TUITION REIMBURSEMENT

6.1Exempt and Non-Exempt 40-Hour Employees

Exempt and non-exempt 40-hour employees are eligible for tuition reimbursement. The employer shall pay for all tuition and all courses leading to the completion of an associate or bachelor's degree in the qualifying fields of study listed in the Educational Incentive Pay section of the Non-Represented Wage and Salary policy. Fields of study must be pre-approved by the Fire Chief or designee prior to registration. Reimbursement shall be paid upon proof of successful completion of the pre-approved course, and completion of necessary paperwork to include the educational institution's registrar transcript showing the applicant has earned a grade of "C," "2.0" or higher in the class. Tuition pre-payment may occur for Learning Partnership institutions that have contracted with the District.

Employees should contact the Training Division and/or immediate supervisor to learn more about opportunities for career advancement and job enhancement in the selection of degree programs and certifications.

The tuition reimbursement process is initiated by the employee, and administered by Training Division.

8.0 SICK LEAVE INCENTIVE PROGRAM

For employees eligible for a Sick Leave Incentive Program, sick leave usage does not include sick leave used for Labor & Industries work-related injuries, FMLA non-work related industries, LEOFF I disability, paternity or maternity leave.

8.1 Non-Exempt 40-Hour Employees

Non-exempt 40-hour employees who use less than 40 hours of sick leave in one calendar year shall have added to their deferred compensation program over the next calendar year $75 each month as sick leave incentive pay.

8.2 Human Resources personnel administer the Sick Leave Incentive Program. For more information see Personnel Management Policy 400.00.014.00 Physician Referral and Disability Monitoring.

9.0 RETIREMENT PLANS

Participation in a retirement plan is mandatory if the position occupied by the District employee is eligible unless waived as permitted by the Washington State Department of Retirement Services (DRS).

ATTACHMENT D

Personnel Policies

Article 400.160.03 – TUITION REIMBURSEMENT

Tuition Reimbursement: Administrative, non-represented, staff are eligible for tuition reimbursement. The RFA shall pay tuition and necessary books for all courses leading to an associate, bachelor's, or master's degree in fire science, fire command/administration, EMS, EMS Management, Fire Protection, Fire Technology, Public Administration, Public Safety Administration, Homeland Security, Nursing, Paramedicine, EMS Management, Business Management or Administration, Emergency Management, Disaster Preparedness, Fire Officer, Executive Fire Officer, Fire Inspection, or related fields approved by the Fire Chief.

Courses must be pre-approved through the Fire Chief and/or their designee prior to registration. Reimbursement shall occur upon successful completion of the approved course(s). (Exception: prepayment for tuition may occur for Learning Partnership Institutions contracted with the RFA.) The employee shall submit proof of successful completion of the approved course(s) and all necessary receipts. A 2.0 grade point or greater shall be considered successful completion of the course.

DRAFT

Board Meeting Agenda Bill
Agenda Item 12.c

Meeting Date: 11/17/2026 **Department:** District Secretary

Subject

Board Committee Appointments - for Action - Chair Jim Kenny

Prior Board Action: Annual and as required Committee Appointments
Recommended Action:
Related Items:
Staff Contact: Melissa Blankenship
Approval Signature: Board of Commissioners
Legal Review: Not Required

Summary

Board Committee appointments.

Discussion

Per South County Fire Bylaws, the Board appoints and removes members of committees. With the addition of Darren Austin and Beckie Peterson on the Board, the Chair recommends Liaison Beckie Peterson serve on the Capital Facilities Committee and Darren Austin replace Joseph Wankelman on the Finance and Human Resources Committee.

If this recommendation is approved, the board committees would be:
-Capital Facilities Plan Committee: Jim Kenny, Mark Laurence, Joseph Wankelman, Beckie Peterson-nonvoting
-Finance & Human Resources Committee: Darren Austin, David Chan, Mark Laurence
-Intergovernmental Committee: David Chan, Joseph Wankelman, Ed Widdis
-Sno911: Michael Fearnehough

Fiscal Impact

Recommendation

Appointment of Beckie Peterson to the Capital Facilities Committee, and appoint Darren Austin to the Finance and Human Resources Committee replacing Joseph Wankelman who will move off that committee.