



SNOHOMISH REGIONAL FIRE & RESCUE

Commissioner, Union, and Executive Workshop

“COMEX”

Cultural Health, Reinforcing Infrastructure, Continuous Improvement

March 25, 26, 27

The Hotel Murano
1320 Broadway
Tacoma, WA 98402
253-238-8000

Mission: Save lives, protect property, safeguard the environment, and take care of people.

Vision: We will be a proactive regional emergency services leader by partnering to provide safe communities for people to live, work, and explore.

Values: Respect, Accountability, Integrity, Teamwork, Service

Rules of Engagement

1. Respect everyone
2. Collaborate and enjoy the team
3. Tough on problems – Easy on people
4. Refer to the rules we learned in kindergarten
5. Be on time...That especially goes for the Chief!
6. Use the words “we” and “us”
7. Be prepared for the Pacific Northwest weather.



Retreat Objectives

1. Build the team and develop relationships
2. Confirm the team vision
3. Review Strategic Plan
4. Evaluate and support organizational culture
5. Review progress for 2024
6. Look toward 2025 and beyond
7. Address other pertinent issues
8. Have fun and enjoy each other

Personal Packing List

- A collaborative and open mindset
- Pacific Northwest outdoor attire
- The rest of the stuff you need for one of these adventures

Contact Information

Kevin O'Brien 360-317-4814
Ryan Lundquist 206-799-7979
Leah Schoof 425-327-0590
Mike Messer 425-328-6962
Hotel 253-238-8000
Fire/EMS 911



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Monday, March 25

Topic	Lead	Time
Welcome – Lunch	KO'B	1200-1300
Strategic Plan and ACR Review	DC McConnell	1300-1330
Facilities Update: <ul style="list-style-type: none"> • Walmart and property update • OAC Process • Admin Building • Shop • Station 83: (siding/plumbing) • Station 32 • Station 81 • Training property 	DC Rasmussen	1330-1415
Cultural Health Assessment	Dr. Sikora	1415-1700 (Breaks as needed)
Dinner	The Old Spaghetti Factory	1800

Tuesday, March 26

Topic	Lead	Time
Breakfast		0800 - 0900
Welcome – Teambuilder		0900 - 0915
Cultural Health Assessment	Dr. Sikora	0915 – 1200 (Breaks as needed)
Lunch		1200-1300
Teambuilder		1300-1315
Board, Chief, Brian, Dr. Sikora <ul style="list-style-type: none"> • Cultural Health Assessment • Regional Partnerships • District Funding 		1315-1600
Executive Staff <ul style="list-style-type: none"> • Cultural Health Assessment • Leadership, Mentorship, Succession Planning 		1315-1600
Dinner	The Forum	1800



Wednesday, March 27

Topic	Responsible	Time
Breakfast		0800-0900
Teambuilder		0900-0915
Cultural Health Assessment		0915-1015
Key Take-Aways	All	1015-1100
Conclusion	All	1100

