



SNOHOMISH REGIONAL FIRE & RESCUE

BOARD OF FIRE COMMISSIONERS MEETING AGENDA

SNOHOMISH REGIONAL FIRE & RESCUE

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

December 4, 2025, 1730 hours

CALL TO ORDER

PUBLIC COMMENT

UNION COMMENT

DISTRICT HIGHLIGHTS

Badge Ceremony

Oaths of Office

CHIEF'S REPORT

COMMISSIONER REPORTS

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

COMMITTEE MEETING MINUTES

Policy Committee – November 13, 2025

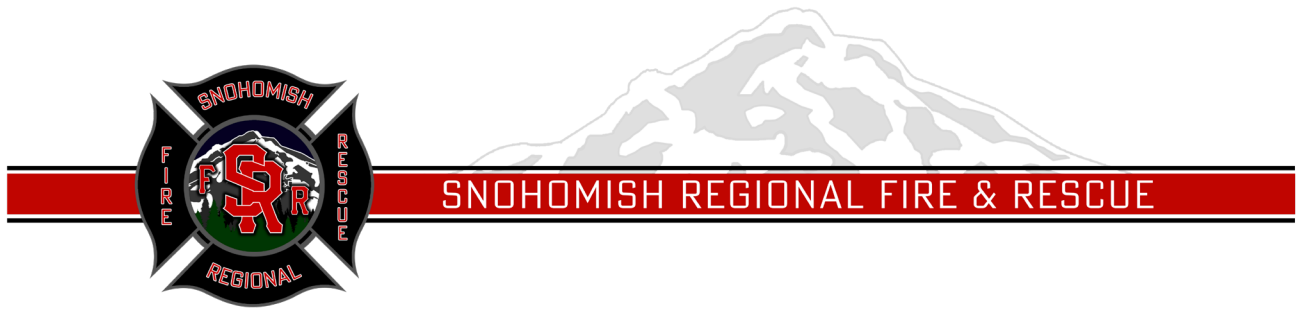
Finance Committee – November 20, 2025

CONSENT AGENDA

Approval of Vouchers

Benefits Vouchers: 25-02747 to 25-02761; (\$784,923.31)

AP Vouchers: 25-02628 to 25-02746; (\$578,230.74)



Approval of Payroll

November 30, 2025 Payroll (\$1,590,611.00)

Approval of Minutes

Approve Regular Board Meeting Minutes November 20, 2025

Approval of Resolution 2025-10 Approve the Retirement Medical COLA

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

Approval of Professional Service Agreement with Tablet Command

OLD BUSINESS

Discussion

Action

NEW BUSINESS

Discussion

Policy Review

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

Legacy Policies to Rescind

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

Action

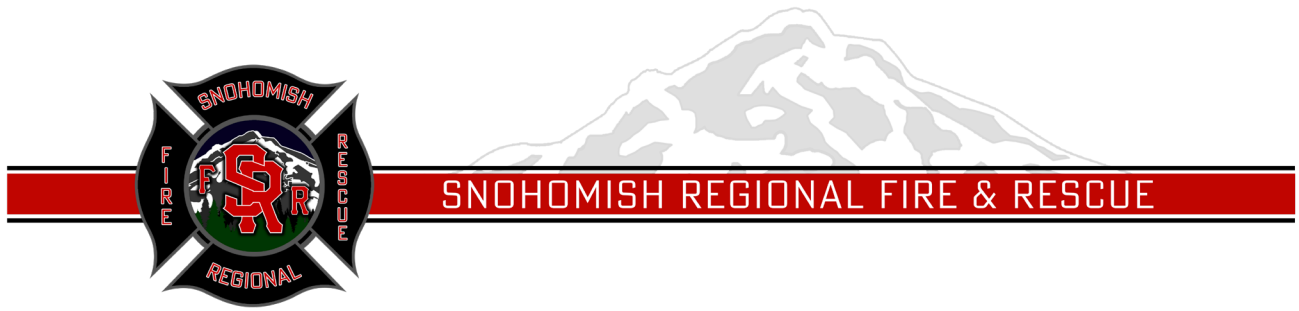
2026 Board Chair Appointment

2026 Board Vice Chair Appointment

GOOD OF THE ORDER

ATTENDANCE CHECK

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



EXECUTIVE SESSION

ADJOURNMENT