



BOARD OF FIRE COMMISSIONERS MEETING MINUTES

SNOHOMISH REGIONAL FIRE & RESCUE

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

April 10, 2025, 1730 hours

CALL TO ORDER

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

PUBLIC COMMENT

N/A

UNION COMMENT

IAFF Local 2781 Vice President Ray Sayah mentioned we had lots of applicants for the Training Position, and we ended up going with one of our own members. We had a good number of candidates for the recent Commissioner vacancy, and we should see a lot of talented individuals apply for the Chief position as well. We want to keep the current systems in place. Find the things that succeed well and don't try to change them. Change the things that aren't working. He commented that they appreciate being a part of the process.

CHIEF'S REPORT

As presented. Assistant Chief Messer highlighted a call in the North Battalion earlier this week on Tuesday. Thank you to our crews and chaplains for their compassion during this difficult call.

COMMISSIONER REPORTS

Meeting	Chair	Last Mtg.	Next Mtg.	Reporting
Capital Facilities	Steinruck	3/25/25	4/22/25	No
Finance Committee	Elmore	3/27/25	4/24/25	No
Sno911	Waugh	3/20/25	4/17/25	No
Sno-Isle Commissioners	Fay	4/3/25	5/1/25	Yes
Leadership Meeting	Schaub	3/27/25	5/15/25	No
Policy Committee	Schaub	3/13/25	4/10/25	Yes
Community Advisory Committee	TBD	1/6/25	6/25/25	No



Sno-Isle Commissioners – Vice Chairman Fay commented he was unable to attend the last meeting. Chairman Elmore commented regarding the EMS Committee, there was a unanimous vote for Brian Mills from Snohomish County Fire District #4 and Lawrence from South County will be the alternate as needed.

Policy Committee - Chairman Elmore commented that the Policy Committee meeting was cancelled this week.

COMMITTEE MEETING MINUTES

Capital Facilities Committee – March 25, 2025

Finance Committee – March 27, 2025

CONSENT AGENDA

Approval of Vouchers

Benefits Vouchers: 25-00561 to 25-00579; (\$1,305,590.54)

AP Vouchers: 25-00580 to 25-00692; (\$603,634.54)

Approval of Payroll

March 31, 2025 Payroll (\$1,512,435.13)

Approval of Minutes

Approve Regular Board Meeting Minutes March 27, 2025

Approve Special Board Meeting Minutes April 3, 2025

Motion to approve the Consent Agenda as submitted.

Motion by Commissioner Edwards and 2nd by Chairman Elmore.

On vote 7/0.

OLD BUSINESS

Discussion

Fire Chief Recruitment Process

Chairman Elmore commented that we have been in constant contact with the staff and the schedule was included in the Agenda Packet. The date of GMP's onsite visit for interviews will be next Thursday, April 17.

Commissioner Waugh asked if the timeline could be updated in reference to who is going to be involved, so that it is clear when the Board is going to be involved.

Action

Policy Review

- *Policy 611 Discriminatory Harassment Training*



Motion to approve Policy 611 as submitted.

Motion by Chairman Elmore and 2nd by Commissioner Waugh.
On vote 7/0.

NEW BUSINESS

Discussion

Policy Review

- *Policy 220 Meals, Lodging, Travel and Incidentals*

Assistant Chief Messer commented that this policy update is intended to streamline our reimbursement for travel and clarify our vehicle usage for travel.

Commissioner Waugh asked for clarification on airline reservations; and Assistant Chief Messer will get further clarification from the Policy Committee.

Post Retirement Medical Agreement

Assistant Chief Messer commented this is a first look at the Post Retirement Medical Agreement for Chief O'Brien.

First Quarter Surplus Resolution 2025-1

Assistant Chief Messer mentioned that we will auction off the surplus items online once the resolution has been approved by the Board.

Action

N/A

GOOD OF THE ORDER

Chairman Elmore thanked everyone who has reached out to check in after his health incident. Everything looks good and he appreciates the support.

Commissioner Alsin commented that as we go through the process of the fire chief selection, please be transparent with how you feel regarding the next chapter of leadership.

Chairman Elmore and Commissioner Waugh thanked everyone for attending this evening.

ATTENDANCE CHECK

Regular Commissioner Meeting April 24, 2025, at 1730 - Station 31 Training Room/Zoom

EXECUTIVE SESSION

N/A



ADJOURNMENT

Chairman Elmore adjourned the meeting at 1749 hours.

Commissioner Davin Alsin

Commissioner Jeff Schaub

Commissioner Rick Edwards

Commissioner Jim Steinruck

Chairman Troy Elmore

Commissioner Roy Waugh

Vice Chairman Randy Fay