



SNOHOMISH REGIONAL FIRE & RESCUE

BOARD OF FIRE COMMISSIONERS MEETING MINUTES

SNOHOMISH REGIONAL FIRE & RESCUE

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

November 20, 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, Vice Chairman Fay, Commissioner Schaub, and Commissioner Waugh; and via Zoom was District Secretary Snure. Additionally Commissioner Steinruck was an excused absence.

PUBLIC COMMENT

N/A

UNION COMMENT

IAFF Local 2781 Vice President LeRoy Schwartz thanked the Commissioners for their time with the contract. They look forward to hearing the results on the contract and moving forward.

DISTRICT HIGHLIGHTS

Chief Park commented that this is the season of giving thanks. He appreciates what our members are doing for the food banks, and what we are doing to take care of each other. Deputy Chief McConnell is facilitating a turkey event at the station next Wednesday for our crews and law enforcement partners. Chief Park mentioned that we had our Leadership Meeting this morning, and that we have some of the most invested members who are committed to the mission of SRFR. Thank you to the District for all that you do!

CHIEF'S REPORT

Chief Park appreciates the opportunity to be a part of the various SRFR committees. Snohomish Regional Fire & Rescue has such a dedicated workforce and he is proud to be a part of it.

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 | Yes |
| Sno911 | Waugh | 11/20/25 | 12/18/25 | Yes |
| Sno-Isle Commissioners | Fay | 11/6/25 | 12/4/25 | No |
| Leadership Meeting | Schaub | 11/20/25 | TBD | Yes |



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|------------------------------|--------|----------|--------|----|
| Policy Committee | Schaub | 11/13/25 | 1/8/26 | No |
| Community Advisory Committee | TBD | 11/12/25 | TBD | No |

Finance Committee – Chairman Elmore commented that they met earlier today and discussed the following topics: WA State Auditor’s Office Entrance Conference, negotiations update, 2026 Budget discussion, levy consultant update, compensation survey update, and an IRS update.

Sno911 – Commissioner Waugh commented that their meeting was cancelled.

Leadership Meeting – Commissioner Schaub commented that he appreciated the professionalism, dedication, and commitment to improvement that was clearly evident at our Leadership Meeting this morning; it was inspiring.

Sno-Isle Commissioners – Vice Chairman Fay mentioned that next month’s meeting will be their elections along with their dinner. They plan to take a break from their meetings in January and February.

COMMITTEE MEETING MINUTES

Community Advisory Committee – November 12, 2025

CONSENT AGENDA

Approval of Vouchers

Benefits Vouchers: 25-02618 to 25-02627; (\$785,456.18)

AP Vouchers: 25-02529 to 25-02617; (\$367,745.13)

Approval of Minutes

Approve Regular Board Meeting Minutes November 13, 2025

Motion to approve the Consent Agenda as submitted.

Motion by Commissioner Waugh and 2nd by Commissioner Schaub.

On vote 6/0.

OLD BUSINESS

Discussion

N/A

Action

Proposed 2026 Budget

- Resolution 2025-7 Regular Levy Ordinance
- Resolution 2025-8 EMS Levy Ordinance
- Resolution 2025-9 Budget 2026



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Motion to approve Resolution 2025-7 Regular Levy Ordinance as submitted, approve Resolution 2025-8 EMS Levy Ordinance as submitted, and approve Resolution 2025-9 Budget 2026 as submitted.
Motion by Commissioner Edwards and 2nd by Commissioner Schaub.
On vote 6/0.

NEW BUSINESS

Discussion

N/A

Action

IAFF 2026-2028 Collective Bargaining Agreement

Motion to approve the IAFF 2026-2028 Collective Bargaining Agreement as presented and to delegate authority to Chief Park to execute the contract.

Motion by Chairman Elmore and 2nd by Vice Chairman Fay.

On vote 6/0.

IAFF Local 2781 Vice President Ray Sayah relayed appreciation to the Board for their thoughtful consideration of the IAFF 2026-2028 CBA proposal and the opportunity to work together for a stronger SRRF.

GOOD OF THE ORDER

Commissioner Waugh commented that it was good to see that people felt comfortable speaking their mind with both the positive and challenging issues during our Leadership Meeting. Thank you to everyone who contributed to the Leadership Meeting.

Chairman Elmore thanked everyone who was involved with the negotiations process, it was a true collaborative effort.

ATTENDANCE CHECK

Regular Commissioner Meeting Thursday, December 4, 2025, at 1730 - Station 31 Training Room/Zoom
Commissioner Alsin will be unable to attend the December 4 Commissioner Meeting.

EXECUTIVE SESSION

RCW 42.30.140(4)(b): Labor Negotiations

Chairman Elmore called for an Executive Session to begin at 1745 hours for 5 minutes, with no expected action to follow. Chairman Elmore resumed the regular Board of Commissioners Meeting at 1750 hours and there was no action. Meeting moved to Adjournment.



ADJOURNMENT

Chairman Elmore adjourned the meeting at 1750 hours.

Davin Alsin

Commissioner Davin Alsin

Jeff Schaub

Commissioner Jeff Schaub

Rick Edwards

Commissioner Rick Edwards

Jim Steinruck

Commissioner Jim Steinruck

Troy Elmore

Chairman Troy Elmore

Roy Waugh

Commissioner Roy Waugh

Randy Fay

Vice Chairman Randy Fay