



BOARD OF FIRE COMMISSIONERS MEETING MINUTES

SNOHOMISH REGIONAL FIRE & RESCUE

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

December 18, 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 Steinruck, and Commissioner Waugh; and via Zoom were Commissioner Schaub and District Secretary Snure.

PUBLIC COMMENT

One public comment thanking SRFR members for their service and recognizing their dedication and hard work over the past year. She also thanked Victoria & Kristi for their help with a cookbook, and mentioned that the cookbook is available to everyone. She thanked SRFR for being a remarkable organization!

UNION COMMENT

N/A

DISTRICT HIGHLIGHTS

Oath of Office

Commissioner Alsin was officially sworn into office, and he assumed Position 6.

Badge Ceremony

Assistant Chief Lundquist introduced the Badge Pinning Ceremony for Lieutenant Geoff Jacobs. He presented the badge to the family so they could pin the badge on their loved one this evening, and he gave the oath for Snohomish Regional Fire & Rescue. Congratulations Lieutenant Jacobs!

CARES Presentation

Assistant Chief Lundquist introduced Deputy Chief Read who then reviewed the CARES program. The CARES program was launched on January 1, 2025. This past year we were able to enroll 83 patients and transitioned 69 of them to safer, more stable living conditions. We also built strong regional partnerships with hospitals, social services, and other providers throughout the county. Deputy Chief Read thanked our partners with the CARES program, South County Fire. Going into 2026 we will see a significant reduction in costs, especially since South County Fire will no longer have to cover our weekends.

Vice Chairman Fay thanked everyone for their hard work in this area; and Commissioner Steinruck congratulated everyone on making a big difference for the people we are serving.



CHIEF'S REPORT

Assistant Chief Lundquist commented it has been quite a month with the weather and flood event, and he highlighted a few examples of the commitment, the professionalism and the heart of SRFR.

Thank you to GIS Coordinator Elsa Sexton who, after a late request for a detailed flood impact map, worked through the night to produce high quality mapping for the media blitz. This level of dedication ensured that elected officials, media and partners had clear, reliable, situational awareness.

Thank you to PIEO Kaitlin King for her dedication working into the evening to coordinate with media partners for the Saturday morning flood briefing. Those efforts gave SRFR visibility in a professional manner, and then led to a tangible benefit for the organization when SRFR was contacted by a company interested in supporting our mission. After follow-up conversations with Battalion Chief Beckham, this company committed to donating two 14ft rescue rafts that meet our operational needs.

Thank you to Battalion Chief Jamal Beckham, who after working 144 consecutive hours coordinating and responding to the flood event, he then played a critical role in the water rescue logistics and technical support in the field. He provided media and legislators with a clear, informed explanation of the event, agency response, and community impacts.

Thank you to Firefighter Brandon Huber who worked five consecutive days supporting SRFR response and participating in multiple water rescues. During the political briefing he shared his personal experiences in a very genuine and powerful way, helping convey the real human impact of the flood and the care that our SRFR members have for the communities we serve.

Thank you to Lieutenant Benjamin Bloomquist for his response on December 16. Our crews were dispatched to a vehicle with an individual stuck in the water. Upon arrival at the scene, Rescue Swimmer Bloomquist immediately entered the water to find the victim, and the victim was pulled from the vehicle and dragged approximately 75 feet to the dry roadway where crews initiated resuscitation efforts. He then went back into the water to confirm there were no additional victims, and none were found. Both Lieutenant Brian Kees and Lieutenant Curtis Greiner conducted a secondary search of the vehicle to confirm there were no additional victims.

These individuals exemplify the values of SRFR, and they also represent the efforts of many others who are quietly and professionally doing their jobs under difficult conditions. Thank you to the entire SRFR team for your relentless pursuit of excellence and your unwavering service to our communities.

Additionally, just a reminder the December 11 ceremony has been postponed, and we don't have a new date as of yet.

A sincere thank you to Rusty Hunt for his 37 years of service to the community, he had his retirement ceremony earlier this morning. Kevin Sullivan will have his retirement ceremony next Friday morning.



SNOHOMISH REGIONAL FIRE & RESCUE

Thank you to everyone who helped purchase, wrap and deliver presents for families within our communities this holiday season. This is the 16th year that Battalion Chief Basta has led the charge to support this worthy opportunity.

COMMISSIONER REPORTS

Meeting	Chair	Last Mtg.	Next Mtg.	Reporting
Capital Facilities	Steinruck	9/24/25	TBD	No
Finance Committee	Elmore	12/18/25	1/22/26	Yes
Sno911	Waugh	12/18/25	1/15/26	Yes
Sno-Isle Commissioners	Fay	12/4/25	3/5/26	No
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

Finance Committee – Chairman Elmore commented that the December Finance Meeting was cancelled.

Capital Facilities - Commissioner Steinruck confirmed their next Capital Facilities Meeting is scheduled for January 26.

Sno911 – Assistant Chief Lundquist commented their meeting included a lengthy conversation with a consultant as they consider potentially writing an RFP for a new CAD if they choose to move in that direction. They also discussed their 2026 Capital Budget.

COMMITTEE MEETING MINUTES

N/A

CONSENT AGENDA

Approval of Vouchers

Benefits Vouchers: 25-02918 to 25-02927; (\$878,596.57)

AP Vouchers: 25-02762 to 25-02846; (\$354,297.41)(1)

AP Vouchers: 25-02847 to 25-02917; (\$498,668.99)(2)

Approval of Payroll

December 15, 2025 Payroll (\$1,518,303.62)

Approval of Minutes

Approve Regular Board Meeting Minutes December 4, 2025

Approval of CARES South County ILA



Motion to approve the Consent Agenda as submitted.

Motion by Vice Chairman Fay and 2nd by Commissioner Edwards.
On vote 7/0.

OLD BUSINESS

Discussion

N/A

Action

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

Motion to approve Policies 1012, 1014, 1023, 1025, and 1044; and rescind Legacy Policies 38, 39, and 64 as submitted.

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

NEW BUSINESS

Discussion

N/A

Action

N/A

GOOD OF THE ORDER

Commissioner Steinruck mentioned that he observed the flood briefing on Saturday, and it was very well done. He also received very positive feedback about SFRFR regarding the EOC, our members were very professional and efficient with their follow-through. He also mentioned that this is Commissioner Elmore's last meeting as Chair and we plan to recognize him in January. He thanked Chairman Elmore for his service, commitment and dedication.

Commissioner Waugh commented that he listened to a presentation from Firefighter Paramedic Matt Ball



at the EMS Council Meeting, regarding a county wide training program for advanced airways with SRFR, South County Fire and Snohomish County Fire District 4. He did a great job with his presentation!

Assistant Chief Lundquist commented the crews recently had a difficult extrication with a tree that fell across a car on Hwy 9 near Costco; and it took about 25 minutes for the extrication. LSPD Chief Beazizo mentioned that our SRFR crews did an exceptional job communicating with the patient. Assistant Chief Lundquist thanked our crews for their service and their dedication to the communities we serve.

Chairman Elmore thanked everyone for an outstanding year, and he is looking forward to next year.

ATTENDANCE CHECK

Regular Commissioner Meeting Thursday, January 8, 2026, at 1730 - Station 31 Training Room/Zoom

EXECUTIVE SESSION

N/A

ADJOURNMENT

Chairman Elmore adjourned the meeting at 1811 hours.

Commissioner Davin Alsin

Commissioner Jeff Schaub

Commissioner Rick Edwards

Chairman Jim Steinruck

Commissioner Troy Elmore

Commissioner Roy Waugh

Vice Chairman Randy Fay