



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

January 8, 2026, 1730 hours

#### CALL TO ORDER

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

#### PUBLIC COMMENT

N/A

#### UNION COMMENT

N/A

#### DISTRICT HIGHLIGHTS

##### *Oath of Office*

Commissioner Alsin was officially sworn into office, and he assumed Position 6 for a six-year term.

##### *Commissioner Recognition*

Chairman Steinruck recognized Commissioner Elmore for his leadership as Board Chair for the last four years and commented that 2026 will be Commissioner Elmore's 27th year serving as commissioner. Commissioner Steinruck thanked Commissioner Elmore for his leadership and mentorship over the years, and everything he has done for LSF and SRFR. He presented Commissioner Elmore with an award along with a gift card. He also thanked Commissioner Waugh for his previous 7 years of service as Board Chair, and he thanked Vice Chairman Fay for his service as Vice Chair this year.

##### *Badge Ceremony*

Chief Park introduced the Badge Pinning Ceremony for Lieutenant Cary Cronin, Lieutenant Jacob Eldredge, Lieutenant Bryan Kerr, Lieutenant Ray Sayah, and Driver/Operator Austin Murdock. He presented the badges to their families so they could pin the badge on their loved one this evening, and he gave the oath for Snohomish Regional Fire & Rescue.

Congratulations to Lieutenant Cary Cronin, Lieutenant Jacob Eldredge, Lieutenant Bryan Kerr, Lieutenant Ray Sayah, and Driver/Operator Austin Murdock!



**CHIEF’S REPORT**

As presented. Chief Park recognized our members for their amazing work in the field during the recent flood event. He recognized Erick Ramirez for his hard work in payroll and thanked him for his support. Chief Park also highlighted recent incidents and thanked the crews for their service. He mentioned that in our ongoing efforts to improve firefighter safety we have removed the Aqueous Film Forming Foam (AFFF). He also thanked the shop for their tireless work, as they accomplished 800 work orders over the past year. Chief Park congratulated both Driver Operator Rusty Hunt & Lieutenant Kevin Sullivan on their retirements and thanked them for their service! Chief Park also recognized Battalion Chief Hammeren and the crews for their service last night. It was a challenging night with critical incidents and an extraordinary display of professionalism and selfless service.

**COMMISSIONER REPORTS**

Meeting	Chair	Last Mtg.	Next Mtg.	Reporting
Capital Facilities	Steinruck	9/24/25	1/26/26	No
Finance Committee	Elmore	12/18/25	1/22/26	No
Sno911	Waugh	12/18/25	1/15/26	No
Sno-Isle Commissioners	Fay	12/4/25	3/5/26	No
Leadership Meeting	Schaub	11/20/25	1/22/26	No
Policy Committee	Schaub	11/13/25	2/12/26	No
Community Advisory Committee	TBD	11/12/25	TBD	No

Chairman Steinruck asked the Commissioners to review the various meetings and chair positions and suggested that they discuss this at the next meeting in case there are any changes.

**COMMITTEE MEETING MINUTES**

N/A

**CONSENT AGENDA**

**Approval of Vouchers**

Benefits Vouchers: 25-02928 to 25-02945; (\$1,400,020.36)

AP Vouchers: 26-0001 to 26-0134; (\$1,185,372.34)

**Approval of Payroll**

December 31, 2025 Payroll (\$2,540,534.92)

**Approval of Minutes**

Approve Regular Board Meeting Minutes December 18, 2025



**Motion to approve the Consent Agenda as submitted.**

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

**OLD BUSINESS**

**Discussion**

N/A

**Action**

N/A

**NEW BUSINESS**

**Discussion**

N/A

**Action**

*Market Study Adjustment*

Chief Park commented we have five non-represented members, and our personnel consultant conducted a comprehensive compensation study and identified two positions that are materially below market in both salary and total compensation, including the Confidential Support Specialist and HR Assistant. The consultant recommended salary adjustments to bring both positions into alignment with prevailing market rates. Separately from the compensation study, staff recommends that the title Confidential Support Specialist be updated to Executive Assistant to the Fire Chief.

**Motion to approve the wage adjustment and title change as submitted.**

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

**GOOD OF THE ORDER**

Chairman Steinruck commented that he recently attended the Granite Falls new station open house at Station 87. It was well done and they had great attendance. He also mentioned that he attended the Lake Stevens City Council Meeting along with Deputy Chief Rasmussen and Assistant Chief Lundquist. We have some new representatives on the city council this year. He also mentioned some upcoming events: 2 Chamber of Commerce luncheons on January 13 & 14, SRFR Leadership Meeting on January 22; SRFR Annual Banquet on January 24, Legislative Day in Olympia on January 29, NW Leadership Seminar in March, CPSE Excellence Conference in March, and the Station Design Conference in May. He thanked the crews and the admin staff for all that they are doing.

Chief Park commented that he has been in touch with Chief Haverfield to schedule a visit to Granite Falls Station 87. He asked the Commissioners to please let him know if they are interested in joining staff for this station visit.



**ATTENDANCE CHECK**

Regular Commissioner Meeting Thursday, January 22, 2026, at 1730 - Station 31 Training Room/Zoom

**EXECUTIVE SESSION**

RCW 42.30.140(4)(b): Labor Negotiations


Chairman Steinruck called for an Executive Session to begin at 1815 hours for 20 minutes, until 1835 hours, with no expected action to follow. Chairman Steinruck resumed the regular Board of Commissioners Meeting at 1835 hours and there was no action. Meeting moved to Adjournment.

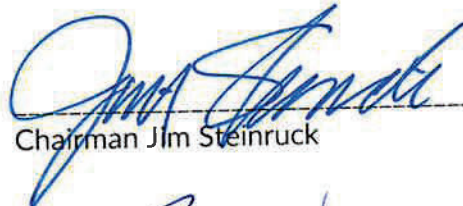
**ADJOURNMENT**

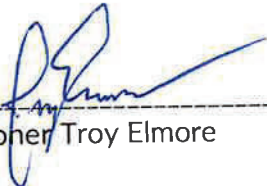
Chairman Steinruck adjourned the meeting at 1835 hours.

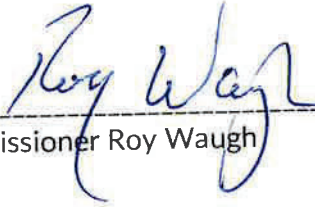
  
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Commissioner Davin Alsin

Jeff Schaub  
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Commissioner Rick Edwards

  
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Chairman Jim Steinruck

  
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Commissioner Troy Elmore

  
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Commissioner Roy Waugh

  
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Vice Chairman Randy Fay