



**SNOHOMISH REGIONAL FIRE & RESCUE**

# **COMMISSIONER BOARD MEETING**

**MARCH 27 2025**

**5:30 PM**

**SRFR STATION 31 TRAINING ROOM**

**VIA ZOOM**

**SNOHOMISH REGIONAL FIRE & RESCUE**

**WASHINGTON**



# AGENDA





**BOARD OF FIRE COMMISSIONERS MEETING AGENDA**  
**SNOHOMISH REGIONAL FIRE & RESCUE**  
 SRFR Station 31 Training Room / Via Zoom  
 163 Village Court, Monroe, WA 98272  
 March 27, 2025, 1730 hours

**CALL TO ORDER**

**PUBLIC COMMENT**

**UNION COMMENT**

**CHIEF'S REPORT**

**COMMISSIONER REPORTS**

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

**COMMITTEE MEETING MINUTES**

Policy Committee – March 13, 2025

**CONSENT AGENDA**

**Approval of Vouchers**

Benefits Vouchers: 25-00441 to 25-00451; (\$773,772.76)

AP Vouchers: 25-00453 to 25-00560; (\$371,374.86)

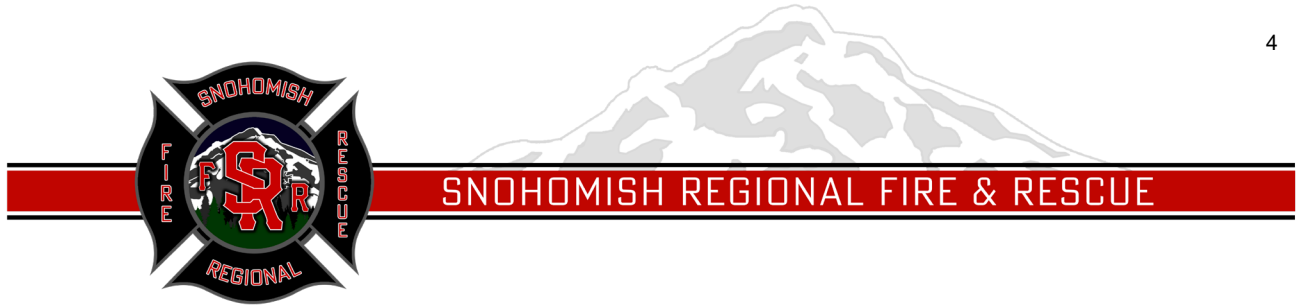
**Approval of Payroll**

March 15, 2025 Payroll (\$1,432,970.33)

**Approval of Minutes**

Approve Special Board Meeting Minutes March 10, 2025

Approve Regular Board Meeting Minutes March 13, 2025

**OLD BUSINESS****Discussion**

District Highlights: Leadership Discussion

**Action**

Budget Amendment

**NEW BUSINESS****Discussion**

Policy Review

- Policy 611 Discriminatory Harassment Training

**Action**

Fire Chief Selection Process

**GOOD OF THE ORDER****ATTENDANCE CHECK**

Regular Commissioner Meeting April 10, 2025, at 1730 - Station 31 Training Room/Zoom

**EXECUTIVE SESSION****ADJOURNMENT**





# CHIEF'S REPORT





# COMMISSIONER REPORTS





# COMMITTEE MEETING MINUTES





## Commissioner Policy Committee Meeting

March 13<sup>th</sup>, 2025 16:30

**Members Present:** Commissioner Schaub, Commissioner Elmore, Commissioner Fay

**Staff Present:** DC McConnell, DFM Dahl

**Meeting called to order:** @16:30 Committee Chair Commissioner Schaub called the meeting to order.

**Approval of Minutes:** Commissioner Policy Committee electronically approved meeting minutes for 2/13/2025 prior to meeting. Minutes were approved by the Board in the 2/27/2025 Board meeting.

**Discussion:** Staff reported on the remaining policies in the process. The Committee discussed 220.4 and 220.5 about commissioner specific use of privately owned vehicles used for travel and mileage reimbursement. The language “duty location” is not inclusive for our Commissioners, after brief discussion any language changes needed would more appropriately apply to Policy 103 Governing Rules and Board Policies and will be revisited when 103 comes up for review.

### Reviewed Policies:

- 220 Meals, Lodging, Travel and Incidentals – Approved, one misplaced period to fix.
- 611 Discriminatory Harassment Training – Approved.

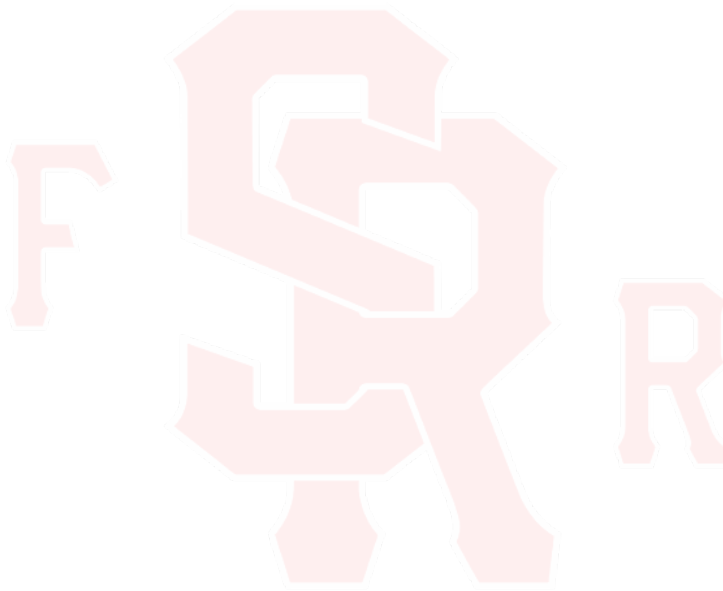
**Closing Comments:** Staff gave further update on the potential 3 policies the Committee may be reviewing in April and brief update on some of the policies undergoing current Division and Senior Staff review.

**Next Meeting** set for April 10<sup>th</sup> @ 16:30.

**Meet adjournment @ 17:05**



# CONSENT AGENDA



# Snohomish Regional Fire and Rescue

## Claims Voucher Summary

03/14/2025

Page 1 of 1

Fund: General Fund #001

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: \_\_\_\_\_

Signatures:

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Voucher	Payee/Claimant	1099 Default	Amount
25-00441	DEPARTMENT OF RETIREMENT SYSTEMS		30,865.79
25-00442	DIMARTINO & ASSOCIATES		23,660.11
25-00443	FIRE 7 FOUNDATION		637.50
25-00444	HRA VEBA TRUST		64,586.20
25-00445	LEOFF TRUST		477,732.96
25-00446	MATRIX TRUST COMPANY		21,433.87
25-00447	TD AMERITRADE INSTITUTIONAL		388.50
25-00448	TRUSTEED PLANS SERVICE CORP		35,145.88
25-00449	VOYA INSTITUTIONAL TRUST CO		117,570.74
25-00450	WASHINGTON STATE SUPPORT REGISTRY		504.00
25-00451	WASHINGTON STATE SUPPORT REGISTRY		1,247.21

**Page Total** 773,772.76

**Cumulative Total** 773,772.76



Snohomish Regional Fire & Rescue, WA

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# Docket of Claims Register

APPKT01822 - 03.27.2025 Board Meeting ER

By Docket/Claim Number

Vendor #	Vendor Name	Docket/Claim #	Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
									Distribution Amount
0012	ACROSS THE STREET PRODUCTIC	25-00453							385.00
	27464	Blue Card Online Training - Harding	Invoice	03/11/2025	Blue Card Online Training - Harding	001-506-522-45-49-02			385.00
0024	ALDERWOOD AUTO GLASS	25-00454							637.33
	21107	Shop Parts	Invoice	03/05/2025	Shop Parts	050-511-522-60-34-01			637.33
0025	ALDERWOOD WATER DISTRICT	25-00455							19.10
	ST73FM-JANMAR25	Water (Fire Meter) - ST 73	Invoice	03/16/2025	Water (Fire Meter) - ST 73	001-507-522-50-47-02			19.10
0025	ALDERWOOD WATER DISTRICT	25-00456							119.84
	ST73-JANMAR25	Water - ST 73	Invoice	03/16/2025	Water - ST 73	001-507-522-50-47-02			119.84
1801	ALEXANDER FATKIN	25-00457							764.00
	INV13091	CSU Tuition Reimbursement (MAT130)	Invoice	03/24/2025	CSU Tuition Reimbursement (MAT130)	001-506-522-45-49-10			764.00
0028	ALL BATTERY SALES AND SERVI	25-00458							431.56
	300-10161116	Shop Supplies	Invoice	03/06/2025	Shop Supplies	050-511-522-60-31-05			431.56
2106	AMAZON CAPITAL SERVICES, INC	25-00459							2,590.74
	114X-6QD4-KVFR	Power Strip 12ft Long 2pk (x2) - Logisti	Invoice	02/27/2025	Power Strip 12ft Long 2pk (x2) - Logisti	001-507-522-50-35-00			50.58
	14DQ-DTVP-J3FC	Shop Tools	Invoice	03/07/2025	Shop Tools	050-511-522-60-35-00			1,249.18
	14G7-JWK4-JGQF	Twin XL Bed Frame (x3) - ST83	Invoice	02/27/2025	Twin XL Bed Frame (x3) - ST83	001-507-522-50-35-00			226.23
	14W7-C6QF-CDML	Laminate Modesty Panel Desk (Return)	Credit Memo	03/11/2025	Laminate Modesty Panel Desk (Return)	001-507-522-50-35-00			-64.82
	197Q-JWD4-7Q61	Door Armour 3-pc Kit (Repaired Reside	Invoice	02/20/2025	Door Armour 3-pc Kit (Repaired Reside	001-507-522-50-48-00			72.63
	19KG-CLP1-94KH	Measuring Spoon Set, Shower Curtain	Invoice	02/25/2025	Measuring Spoon Set, Shower Curtain	001-507-522-50-35-00			70.04
	1C37-GT96-VW1V	Clipboard w/Storage/Internal Pen Pou	Invoice	02/19/2025	Clipboard w/Storage/Internal Pen Pou	001-504-522-20-35-00			25.87
	1CDC-349Y-KJKV	Unisex Pelagic Dive Boots 9 (Return) -	Credit Memo	02/21/2025	Unisex Pelagic Dive Boots 9 (Return) -	001-514-522-20-35-03			-136.75
	1CQQ-XR7H-GMW4	Easel/Board Dry Erase 36x24 - Open H	Invoice	02/21/2025	Easel/Board Dry Erase 36x24 - Open H	001-515-522-30-31-01			63.66
	1CRM_CT7G-C6GC	KING PAW Electric Wall Heater (Rplcd)	Invoice	03/10/2025	KING PAW Electric Wall Heater (Rplcd)	001-507-522-50-48-00			288.21
	1DK1-MXKH-9QCJ	Shop Supplies	Invoice	03/05/2025	Shop Supplies	050-511-522-60-31-05			15.99
	1GYF-XWPF-CLDC	Dry Erase Mrkrs 12pk, Easel White Boa	Invoice	03/10/2025	Dry Erase Mrkrs 12pk, Easel White Boa	001-515-522-30-31-01			71.25
	1HM1-KT7Q-C6X1	Laminate Modesty Panel for Desk - Lau	Invoice	03/03/2025	Laminate Modesty Panel for Desk - Lau	001-507-522-50-35-00			107.89
	1JFW-GCN4-94PR	Pull Down Kitchen Faucet - ST71	Invoice	02/25/2025	Pull Down Kitchen Faucet - ST71	001-507-522-50-48-00			33.14
	1JTM-H1Y6-VR3W	Pelagic Dive Boots (Water Rescue) - SO	Invoice	03/09/2025	Pelagic Dive Boots (Water Rescue) - SC	001-514-522-20-31-09			130.19
	1K9G-4CVW-64FQ	Sel Adhesive Magnetic Dots (Open Hoi	Invoice	02/20/2025	Sel Adhesive Magnetic Dots (Open Hoi	001-515-522-30-31-01			15.95
	1NTN-Y6RF-WR4J	Small Dry Erase Whiteboard 8.5x11 - S	Invoice	02/19/2025	Small Dry Erase Whiteboard 8.5x11 - S	001-507-522-50-35-00			7.50
	1QD7-1P4R-XW36	Storage Cabinet,Mop & Broom Holder	Invoice	03/13/2025	Storage Cabinet,Mop & Broom Holder	050-511-522-60-35-00			300.63
	1TTY-MK6L-DDCR	Sloan A-50 Wrench 7-3/4" Ergonomic	Invoice	02/20/2025	Sloan A-50 Wrench 7-3/4" Ergonomic	001-507-522-50-35-00			63.37

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Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
	Payable Number	Payable Description					Distribution Amount
0036	ANDGAR MECHANICAL LLC	25-00460					34,849.90
	19869	Preventative HVAC Maintenance - Adm	Invoice	03/10/2025	Annual HVAC Preventative Maint. Agre	001-507-522-50-48-00	8,733.40
	19870	Preventative HVAC Maintenance - ST 3	Invoice	03/10/2025	Annual HVAC Preventative Maint. Agre	001-507-522-50-48-00	7,738.96
	19871	Preventative HVAC Maintenance - ST 3	Invoice	03/10/2025	Annual HVAC Preventative Maint. Agre	001-507-522-50-48-00	750.48
	19872	Preventative HVAC Maintenance - ST 3	Invoice	03/10/2025	Annual HVAC Preventative Maint. Agre	001-507-522-50-48-00	2,866.90
	19873	Preventative HVAC Maintenance - ST 7	Invoice	03/10/2025	Annual HVAC Preventative Maint. Agre	001-507-522-50-48-00	3,842.32
	19874	Preventative HVAC Maintenance - ST 7	Invoice	03/10/2025	Annual HVAC Preventative Maint. Agre	001-507-522-50-48-00	1,207.77
	19875	Preventative HVAC Maintenance - ST 7	Invoice	03/10/2025	Annual HVAC Preventative Maint. Agre	001-507-522-50-48-00	1,053.10
	19876	Preventative HVAC Maintenance - ST 7	Invoice	03/10/2025	Annual HVAC Preventative Maint. Agre	001-507-522-50-48-00	834.07
	19877	Preventative HVAC Maintenance - ST 7	Invoice	03/10/2025	Annual HVAC Preventative Maint. Agre	001-507-522-50-48-00	746.67
	19878	Preventative HVAC Maintenance - ST 8	Invoice	03/10/2025	Annual HVAC Preventative Maint. Agre	001-507-522-50-48-00	1,091.00
	19879	Preventative HVAC Maintenance - ST 8	Invoice	03/10/2025	Annual HVAC Preventative Maint. Agre	001-507-522-50-48-00	5,985.23
0058	BICKFORD MOTORS INC.	25-00461					559.35
	1291950	Shop Parts	Invoice	02/24/2025	Shop Parts	050-511-522-60-34-01	130.49
	1292483	Shop Parts	Invoice	03/03/2025	Shop Parts	050-511-522-60-34-01	188.17
	1293043	Shop Parts	Invoice	03/11/2025	Shop Parts	050-511-522-60-34-01	149.07
	1293115	Shop Parts	Invoice	03/11/2025	Shop Parts	050-511-522-60-34-01	91.62
0065	BOUND TREE MEDICAL, LLC	25-00462					27,826.32
	85674613	Medical Supplies	Invoice	02/25/2025	Medical Supplies	001-509-522-30-31-01	49.62
	85674614	Medical Small Tools/Minor Equipment	Invoice	02/25/2025	Medical Small Tools/Minor Equipment	001-509-522-20-35-00	1,440.90
	85676484	Medical Supplies & Medical Sm.Tools/I	Invoice	02/26/2025	Medical Small Tools/Minor Equipment	001-509-522-20-35-00	32.66
					Medical Supplies	001-509-522-30-31-01	781.96
	85676485	Medical Supplies & Medical Sm.Tools/I	Invoice	02/26/2025	Medical Small Tools/Minor Equipment	001-509-522-20-35-00	685.61
					Medical Supplies	001-509-522-30-31-01	239.79
	85679891	Medical Supplies	Invoice	02/28/2025	Medical Supplies	001-509-522-30-31-01	130.08
	85679892	Medical Supplies	Invoice	02/28/2025	Medical Supplies	001-509-522-30-31-01	925.81
	85687356	Medications/Medical Supplies/Medica	Invoice	03/06/2025	Medical Small Tools/Minor Equipment	001-509-522-20-35-00	65.46
					Medications & Medical Supplies	001-509-522-30-31-01	3,487.95
	85687357	Medical Supplies	Invoice	03/06/2025	Medical Supplies	001-509-522-30-31-01	454.00
	85688868	Medications	Invoice	03/07/2025	Medications	001-509-522-30-31-01	541.79
	85688869	Medical Supplies	Invoice	03/07/2025	Medical Supplies	001-509-522-30-31-01	454.00
	85690501	Medications & Medical Supplies	Invoice	03/10/2025	Medications & Medical Supplies	001-509-522-30-31-01	2,272.63
	85690502	Medications	Invoice	03/10/2025	Medications	001-509-522-30-31-01	239.99
	85694538	Infusion Pump Kit, cables, adapters and	Invoice	03/12/2025	1850-07261 Sapphire Multi - Therapy I	303-509-594-20-64-15	16,024.07
2351	BRADLEY GILBERT	25-00463					790.33
	INV13104	NFPA Structural Firefighter Boot Reimbi	Invoice	03/19/2025	NFPA Structural Firefighter Boot Reimbi	001-504-522-20-31-10	790.33
0077	BRYSON SALES & SERVICE OF WA	25-00464					339.66
	100-309069	Shop Parts	Invoice	03/13/2025	Shop Parts	050-511-522-60-34-01	339.66



## Docket of Claims Register

APPKT01822 - 03.27.2025 Board Meeting ER

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
	Payable Number	Payable Description					Distribution Amount
1913	CANON FINANCIAL SERVICES INC	25-00465					1,933.56
	39110073	Copier Machine Lease - ST71	Invoice	03/12/2025	Copier Machine Lease - ST71	001-512-591-22-70-00	325.02
	39110075	Copier Machine Lease - Admin Bldg	Invoice	03/12/2025	Copier Machine Lease - Admin Bldg	001-512-591-22-70-00	38.91
	39112036	Copier Machine Lease - Admin Bldg (Pi	Invoice	03/12/2025	Copier Machine Lease - Admin Bldg (Pi	001-512-591-22-70-00	296.60
	39112038	Copier Machine Lease - ST81	Invoice	03/12/2025	Copier Machine Lease (DX 529) - ST81	001-512-591-22-70-00	38.88
	39112040	Copier Machine Lease - ST31 (Main Lo	Invoice	03/12/2025	Copier Machine Lease - ST31 (Main Lo	001-512-591-22-70-00	329.53
	39112042	Copier Machine Lease - ST77,72,32,73	Invoice	03/12/2025	Copier Machine Lease - ST77,72,32,73	001-512-591-22-70-00	72.04
	39112044	Copier Machine Lease - ST83	Invoice	03/20/2025	Copier Machine Lease - ST83	001-512-591-22-70-00	19.37
	39114524	GIS PROGRAF Machine Lease - Admin	Invoice	03/12/2025	GIS (imagePROGRAF PRO 4600)	001-512-591-22-70-00	225.33
	39114525	Copier Machine Lease - Admin Bldg	Invoice	03/12/2025	Copier Machine Lease - Admin Bldg	001-512-591-22-70-00	363.56
	39434475	Copier Machine Lease - Admin Copy R	Invoice	03/12/2025	Copier Machine Lease - Admin Copy R	001-512-591-22-70-00	224.32
0094	CDW GOVERNMENT LLC	25-00466					592.85
	AD1SR9J	SFP modules for new Firewall	Invoice	03/06/2025	SFP modules for new Firewall	001-513-522-10-35-00	592.85
2470	CENTRAL PARK APARTMENTS ON	25-00467					1,526.50
	04/2025	Paramedic School Housing Rent (#191	Invoice	04/01/2025	Paramedic School Housing Rent (#191	001-506-522-45-49-37	1,526.50
0096	CENTRAL WELDING SUPPLY	25-00468					596.84
	0002304042	Oxygen Cylinder Exchange/Re-Fill (x5)	Invoice	02/17/2025	Oxygen Cylinder Exchange/Re-Fill (x5)	001-509-522-20-45-00	193.59
	0002304046	Oxygen Cylinder Exchange/Re-Fill (x5)	Invoice	02/17/2025	Oxygen Cylinder Exchange/Re-Fill (x5)	001-509-522-20-45-00	93.32
	0002322976	Oxygen Cylinder Exchange/Re-Fill (x6)	Invoice	03/07/2025	Oxygen Cylinder Exchange/Re-Fill (x6)	001-509-522-20-45-00	139.85
	0002323960	Oxygen Cylinder Exchange/Re-Fill (x6)	Invoice	03/10/2025	Oxygen Cylinder Exchange/Re-Fill (x6)	001-509-522-20-45-00	102.07
	0002323964	Oxygen Cylinder Exchange/Re-Fill (x2)	Invoice	03/10/2025	Oxygen Cylinder Exchange/Re-Fill (x2)	001-509-522-20-45-00	68.01
0531	CHRISTENSEN, INC	25-00469					68.17
	0680511-IN	Shop Parts	Invoice	02/28/2025	Shop Parts	050-511-522-60-34-01	68.17
0110	CITY OF MONROE	25-00470					38.40
	ST31IRR-FEB25	Water (Irrigation Meter) - ST 31	Invoice	03/04/2025	Water (Irrigation Meter) - ST 31	001-507-522-50-47-02	38.40
0110	CITY OF MONROE	25-00471					508.59
	ADMIN-FEB25	Water, Stormwater & Sewer - Admin B	Invoice	03/04/2025	Water, Stormwater & Sewer - Admin B	001-507-522-50-47-02 300-507-522-50-47-00	259.38 249.21
0110	CITY OF MONROE	25-00472					170.88
	ST32-FEB25	Water & Stormwater - ST 32	Invoice	03/04/2025	Water & Stormwater - ST 32	001-507-522-50-47-02	170.88
0110	CITY OF MONROE	25-00473					849.16
	ST31-FEB25	Water, Stormwater & Sewer - ST 31	Invoice	03/04/2025	Water, Stormwater & Sewer - ST 31	001-507-522-50-47-02	849.16
0123	COLBY TITLAND	25-00474					510.00
	INV13088	Per Diem Reimb. (NFA Leadership & Su	Invoice	03/10/2025	Per Diem Reimb. (NFA Leadership & Su	001-506-522-45-43-00	510.00
0126	COMCAST	25-00475					801.80
	ADMIN-MARAPR25	Internet/Phone/TV Services - Admin B	Invoice	03/07/2025	Internet/Phone/TV Srvcs - Admin Bldg	001-513-522-50-42-01	801.80
2502	DARTDRONES LLC	25-00476					2,990.00
	25061100	Online - Part 107 Test Prep	Invoice	03/20/2025	Online Part 107 Test Prep	001-506-522-45-49-02	2,990.00

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APPKT01822 - 03.27.2025 Board Meeting ER

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
	Payable Number	Payable Description					Distribution Amount
0154	DELL MARKETING LP C/O DELL U	25-00477					24,130.72
	10804258455	15-Dell Latitude 5550 i7 Touch + WD22	Invoice	03/13/2025	15-Dell Latitude 5550 i7 Touch + WD22	303-513-594-22-64-01	24,130.72
0167	DUO-SAFETY LADDER CORPORA1	25-00478					55.82
	495798-000	Shop Parts	Invoice	03/06/2025	Shop Parts	050-511-522-60-34-01	55.82
1875	ELECTRONIC BUSINESS MACHINE	25-00479					1.48
	AR300448	Copier Machine Usage - ST77,72,32,73	Invoice	02/28/2025	Copier Machine Usage - ST77,72,32,73	001-502-522-10-31-00	1.48
2504	ELEVATED SAFETY	25-00480					4,507.76
	INV00007927	Engine rope gear	Invoice	03/20/2025	Engine rope gear	001-514-522-20-35-04	4,507.76
0192	ESRI INC.	25-00481					656.40
	94926476	ArcGIS Online Service Credits (Block of	Invoice	03/12/2025	ArcGIS Online Service Credits (Block of	001-505-522-30-31-00	656.40
1938	EVERETT BAYSIDE MARINE, INC.	25-00482					1,001.95
	11087	Shop Parts	Invoice	03/07/2025	Shop Parts	050-511-522-60-34-01	1,001.95
2347	EVERETT COMMUNITY COLLEGE	25-00483					698.30
	202124537	Tuition - LEC - Section OLG - Class 443i	Invoice	03/17/2025	Tuition - LEC - Section OLG - Class 443i	001-506-522-45-49-10	698.30
2003	EVERGREEN SANITATION	25-00484					2,340.50
	1188036	Septic System Maint. (InstlId A-100 Filt	Invoice	01/01/2025	Septic System Maint. (InstlId A-100 Filt	001-507-522-50-48-00	944.12
	1188062	Septic Tank System Maintenance (Pum	Invoice	01/01/2025	Septic Tank System Maintenance (Pum	001-507-522-50-48-00	1,396.38
2134	FIRE TECH	25-00485					450.00
	1869	IFSAC Fire Officer Class 1 Testing - M. F	Invoice	03/12/2025	IFSAC Fire Officer Class 1 Testing - M. F	001-506-522-45-49-05	450.00
2121	FIRECOM	25-00486					216.80
	INV359711	Shop Parts	Invoice	01/14/2025	Shop Parts	050-511-522-60-34-01	110.86
	INV359712	Shop Parts	Invoice	01/14/2025	Shop Parts	050-511-522-60-34-01	105.94
0072	FITNESS EXPERTS	25-00487					322.73
	392025	Treadmill Equipment Preventative Mai	Invoice	03/09/2025	Treadmill Equipment Preventative Mai	001-510-522-20-48-00	322.73
0222	FREIGHTLINER NORTHWEST	25-00488					1,218.97
	PC304029775;01	Shop Parts	Invoice	02/25/2025	Shop Parts	050-511-522-60-34-01	518.85
	PC304029964;01	Shop Parts	Invoice	03/06/2025	Shop Parts	050-511-522-60-34-01	205.22
	PC304029968;01	Shop Parts	Invoice	03/05/2025	Shop Parts	050-511-522-60-34-01	353.66
	PC304029977;01	Shop Parts	Invoice	03/04/2025	Shop Parts	050-511-522-60-34-01	141.24

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APPKT01822 - 03.27.2025 Board Meeting ER

Vendor #		Vendor Name	Docket/Claim #					Payment Amount
		Payable Number	Payable Description	Payable Type	Payable Date	Item Description	Account Number	Distribution Amount
0226		GALLS, LLC	25-00489					2,913.50
		030486540	Quarter Boots	Invoice	02/17/2025	Quarter Boots	001-504-522-20-31-07	136.19
		030486562	1/2 Zip Turtleneck Sweatshirt	Invoice	02/17/2025	1/2 Zip Turtleneck Sweatshirt	001-504-522-20-31-07	133.40
		030486564	1/4 Zip Turtleneck Sweatshirt	Invoice	02/17/2025	1/4 Zip Turtleneck Sweatshirt	001-504-522-20-31-07	133.29
		030486582	Diamond Quilted Jacket	Invoice	02/17/2025	Diamond Quilted Jacket	001-504-522-20-31-07	100.32
		030486584	Diamond Quilted Jacket	Invoice	02/17/2025	Diamond Quilted Jacket	001-504-522-20-31-07	100.24
		030486612	Cargo Pants	Invoice	02/17/2025	Cargo Pants	001-504-522-20-31-07	130.31
		030496430	Collar Pins/Commendation Pins (x6)	Invoice	02/17/2025	Collar Pins/Commendation Pins (x6)	001-504-522-20-31-07	106.83
		030497696	Cargo Pants (x3)	Invoice	02/18/2025	Cargo Pants (x3)	001-504-522-20-31-07	652.52
		030509337	Polyester/Wool Class A Dress Pants	Invoice	02/19/2025	Polyester/Wool Class A Dress Pants	001-504-522-20-31-07	116.90
		030509373	Diamond Quilted Jacket	Invoice	02/19/2025	Diamond Quilted Jacket	001-504-522-20-31-07	100.24
		030509384	Cargo Pants	Invoice	02/19/2025	Cargo Pants	001-504-522-20-31-07	217.51
		030509406	Leather Belt	Invoice	02/19/2025	Leather Belt	001-504-522-20-31-07	26.01
		030685640	Firefighter Pants (x2)	Invoice	03/10/2025	Nomex IIIA Firefighter Pants (x2)	001-504-522-20-31-07	296.75
		030685646	Class A Alterations	Invoice	03/10/2025	Class A Alteration	001-504-522-20-31-07	79.79
		030685647	Class A Alterations	Invoice	03/10/2025	Class A Alteration	001-504-522-20-31-07	72.29
		030685712	Diamond Quilted Jacket, 1/2 Zip Up	Invoice	03/10/2025	Diamond Quilted Jacket, 1/2 Zip Up	001-504-522-20-31-07	210.90
		030685732	Firefighter Pants (x2)	Invoice	03/10/2025	Nomex IIIA Firefighter Pants (x2)	001-504-522-20-31-07	300.01
1571		GENERAL FIRE APPARATUS	25-00490					1,679.66
		20283	Shop Parts	Invoice	02/24/2025	Shop Parts	050-511-522-60-34-01	806.35
		20284	Shop Parts	Invoice	02/24/2025	Shop Parts	050-511-522-60-34-01	873.31
0238		GRAINGER	25-00491					4,474.82
		9366206648	Wash Fountain (Stainless Steel) - Shop	Invoice	01/09/2025	Wash Fountain (Stainless Steel) - Shop	050-511-522-60-35-00	3,992.07
		9386367297	Quick Fit Duct, Adjust.Nipple for Duct -	Invoice	01/27/2025	Quick Fit Duct, Adjust.Nipple for Duct -	050-511-522-60-35-00	154.59
		9394201363	LEVEL-IT Feet for Benches (x8) - Shop /	Invoice	02/03/2025	LEVEL-IT Feet for Benches (x8) - Shop /	050-511-522-60-35-00	277.00
		9402542634	Shop Parts	Invoice	02/10/2025	Shop Parts	050-511-522-60-34-01	51.16
0258		HILL STREET CLEANERS	25-00492					54.70
		12895	Uniform Repairs, Alteratns & Name/Pa	Invoice	03/06/2025	Uniform Repairs, Alteratns & Name/Pa	001-504-522-20-31-07	54.70
2492		HOTEL LEO	25-00493					445.96
		1544546-FINAL	Hotel Rooms, Event, Mtg Room Rental	Invoice	03/18/2025	Hotel Rooms, Event, Mtg Room Rental	001-506-522-45-43-00	445.96
0277		ISOUTSOURCE	25-00494					4,400.00
		CW307773	IT Services Project - Down Payment Prj	Invoice	03/12/2025	IT Services Project - Down Payment Prj	001-513-522-10-41-04	4,400.00
2496		JANA STRAIN FREEDIVING	25-00495					625.00
		20250204	AIDA 2 - Training (Curtis Griener) - Spe	Invoice	03/24/2025	AIDA 2 - Training (Curtis Griener) - Spe	001-506-522-45-49-02	625.00
0288		JEFF SCHAUB	25-00496					492.40
		INV13085	Per Diem Reimb. NW Leadership Semii	Invoice	03/12/2025	Per Diem Reimb. NW Leadership Semii	001-501-522-10-43-01	492.40
0312		KENNY'S TRUCK PARTS & REPAIR	25-00497					150.02
		76635	Shop Parts	Invoice	03/04/2025	Shop Parts	050-511-522-60-34-01	104.03
		76639	Shop Parts	Invoice	03/05/2025	Shop Parts	050-511-522-60-34-01	45.99

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	Payable Number	Payable Description					Distribution Amount
0313	KENT D. BRUCE CO., LLC	25-00498					836.00
	17455	Shop Parts	Invoice	02/07/2025	Shop Parts	050-511-522-60-34-01	175.00
	17515	Shop Parts	Invoice	02/19/2025	Shop Parts	050-511-522-60-34-01	187.62
	17548	Shop Parts	Invoice	02/25/2025	Shop Parts	050-511-522-60-34-01	473.38
0349	L.N. CURTIS & SONS	25-00499					4,188.40
	INV918519	MSA Altair 5X Gas Monitor	Invoice	02/21/2025	MSA Altair 5X Gas Monitor	001-505-522-30-35-00	4,126.03
	INV922889	Shop Parts	Invoice	03/05/2025	Shop Parts	050-511-522-60-34-01	62.37
1879	LAKE STEVENS SEWER DISTRICT	25-00500					424.05
	ST82-MAR2025	Sewer - ST 82 (Account 3655.01)	Invoice	03/01/2025	Sewer - ST 82	001-507-522-50-47-02	424.05
1879	LAKE STEVENS SEWER DISTRICT	25-00501					297.83
	ST81-MAR2025	Sewer - ST 81 (Account 6681.01)	Invoice	03/01/2025	Sewer - ST 81	001-507-522-50-47-02	297.83
1835	LEAH SCHOOF	25-00502					230.91
	INV13089	Airfare Change Reimbursement (CPSE	Invoice	03/13/2025	Airfare Change Reimbursement (CPSE	001-505-522-30-43-00	230.91
0352	LOWE'S	25-00503					912.23
	971413-OPIKIX	Shop Parts	Invoice	03/13/2025	Shop Parts	050-511-522-60-34-01	912.23
2348	MATTHEW J. BEECROFT	25-00504					4,000.00
	APR2025	EMS Servcs Contract: Medcial Supervis	Invoice	04/01/2025	EMS Servcs Contract: Medcial Supervis	001-509-522-20-41-02	4,000.00
0371	MICHAEL MCCONNELL	25-00505					360.00
	INV13087	Per Diem Reimb. (IMT Class O-305 Trai	Invoice	03/10/2025	Per Diem Reimb. (IMT Class O-305 Trai	001-516-522-30-43-00	360.00
0082	MIKE CAMERER	25-00506					175.00
	INV13090	DOT Physical Exam Reimbursement	Invoice	03/10/2025	DOT Physical Exam Reimbursement	050-511-522-60-41-10	175.00
2427	MORSE STEEL SERVICE	25-00507					407.42
	438538	Shop Parts	Invoice	02/27/2025	Shop Parts	050-511-522-60-34-01	99.70
	438644	Shop Parts	Invoice	02/28/2025	Shop Parts	050-511-522-60-34-01	307.72
0387	MUNICIPAL EMERGENCY SERVIC	25-00508					1,038.19
	IN2206323	Breathing Air Compressor Service Call	Invoice	02/19/2025	Breathing Air Compressor Service Call	001-504-522-20-41-01	463.48
	INV2204049	Fire Blanket for Vehicle - Training Divisi	Invoice	02/14/2025	Fire Blanket for Vehicle - Training Divisi	001-506-522-45-35-00	574.71
1549	NRS	25-00509					2,809.31
	1692681	Tact Gloves 10,Tether 10,Waist Bag 10,	Invoice	03/07/2025	Tact Gloves 10,Tether 10,Waist Bag 10,	001-514-522-20-35-03	2,809.31
2333	OAC SERVICES, INC.	25-00510					45,716.93
	150645	Professional Services (Design/CM Labo	Invoice	03/11/2025	Professional Services (Design/CM Labo	300-507-594-50-62-00	15,128.33
		Professional Services (Design/CM Labo			Professional Services (Design/CM Labo	300-507-594-50-62-00	15,604.67
	150646	Professional Services (Mgmnt/CM Labi	Invoice	03/11/2025	Professional Services (Mgmnt/CM Labi	300-507-594-50-62-00	14,277.71
		Professional Services (Mgmnt/CM Labi			Professional Services (Mgmnt/CM Labi	300-507-594-50-62-00	706.22
2252	ODP BUSINESS SOLUTIONS, LLC	25-00511					118.68
	410327959001	Copy Paper 10 Reams (x2) - Admin Bld	Invoice	03/07/2025	Copy Paper 10 Reams (x2) - Admin Bld	001-502-522-10-31-00	109.37
	412357716001	Ball Point Pens (Blue) 12pk (x2) - Front	Invoice	03/07/2025	Ball Point Pens (Blue) 12pk (x2) - Front	001-502-522-10-31-00	9.31

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	Payable Number	Payable Description					Distribution Amount
0433	O'REILLY AUTO PARTS	25-00512					18.38
	2960-121354	Shop Parts	Invoice	02/03/2025	Shop Parts	050-511-522-60-34-01	18.38
2501	PIERRE ISUZU OF EVERETT	25-00513					491.73
	ITCS609503	Shop Parts	Invoice	02/05/2025	Shop Parts	050-511-522-60-34-01	491.73
0483	PUGET SOUND ENERGY	25-00514					646.59
	ST71-FEBMAR25	Natural Gas - ST 71 (220031644036)	Invoice	03/17/2025	Natural Gas - ST 71 (220031644036)	001-507-522-50-47-03	646.59
0483	PUGET SOUND ENERGY	25-00515					447.37
	ST74-FEBMAR25	Natural Gas - ST 74/Logistics Bldg (220	Invoice	03/14/2025	Natural Gas - ST 74/Logistics Bldg (220	001-507-522-50-47-03	447.37
0483	PUGET SOUND ENERGY	25-00516					643.17
	ST81-FEBMAR25	Natural Gas - ST 81 (220021970383)	Invoice	03/08/2025	Natural Gas - ST 81 (220021970383)	001-507-522-50-47-03	643.17
0483	PUGET SOUND ENERGY	25-00517					971.49
	ST33-FEBMAR25	Natural Gas - ST 33 (220017363437)	Invoice	03/13/2025	Natural Gas - ST 33 (220017363437)	001-507-522-50-47-03	971.49
0483	PUGET SOUND ENERGY	25-00518					609.46
	ST82-FEBMAR25	Natural Gas - ST 82 (220021970490)	Invoice	03/08/2025	Natural Gas - ST 82 (220021970490)	001-507-522-50-47-03	609.46
0483	PUGET SOUND ENERGY	25-00519					506.58
	ST73-FEBMAR25	Natural Gas - ST 73 (200014833566)	Invoice	03/14/2025	Natural Gas - ST 73 (200014833566)	001-507-522-50-47-03	506.58
0483	PUGET SOUND ENERGY	25-00520					1,205.75
	ADMIN-FEBMAR25	Natural Gas - Admin Bldg (2200316440	Invoice	03/10/2025	Natural Gas - Admin Bldg (2200316440	001-507-522-50-47-03 300-507-522-50-47-00	614.93 590.82
0484	PURCELL TIRE & SERVICE CENTE	25-00521					2,202.01
	24272851	Shop Parts	Invoice	02/28/2025	Shop Parts	050-511-522-60-34-01	1,046.03
	24273939	Shop Parts	Invoice	02/25/2025	Shop Parts	050-511-522-60-34-01	1,155.98
1995	RICK EDWARDS	25-00522					341.20
	INV13086	Aire Fare Reimb. (2025 Design Build C	Invoice	02/27/2025	Aire Fare Reimb. (2025 Design Build C	001-507-522-50-43-00	341.20
0501	RICOH USA, INC.	25-00523					50.91
	109041093	Copier Machine Lease - ST 74/Logistics	Invoice	03/07/2025	Copier Machine Lease - ST 74/Logistics	001-512-591-22-70-00	50.91
1662	RIDGID PLUMBING AND DRAIN S	25-00524					927.10
	5990	Srv Call Bathrms (Leak/Clog/Pressure,	Invoice	03/14/2025	Srv Call Bathrms (Leak/Clog/Pressure,	001-507-522-50-48-00	927.10
2238	ROGUE FITNESS	25-00525					1,119.76
	13264005	3-Tier Universal Storage System 2.0	Invoice	03/18/2025	3-Tier Universal Storage System 2.0	303-510-594-20-64-00	1,119.76
0515	ROY WAUGH	25-00526					211.00
	INV13084	Per Diem Reimb. NW Leadership Semii	Invoice	03/10/2025	Per Diem Reimb. NW Leadership Semii	001-506-522-45-43-00	211.00
2431	RWC GROUP	25-00527					351.44
	XA115004956;01	Shop Parts	Invoice	02/12/2025	Shop Parts	050-511-522-60-34-01	351.44
1921	SEA-WESTERN INC	25-00528					16,236.30
	INV40209	BlowHard Quickiee Fans	Invoice	02/26/2025	BlowHard Quickiee Fans L71 & E71	001-504-522-20-35-00	9,419.67
	INV40357	Turnout/Bunker Gear - Coat, Pants,Sus	Invoice	02/28/2025	Turnout/Bunker Gear - Coat, Pants,Sus	303-504-594-20-64-04	4,288.02
	INV40639	25 Structural Helmet Guts	Invoice	03/11/2025	25 Structural Helmet Guts	001-504-522-20-31-10	2,528.61

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1917	SNOHOMISH COUNTY EMS	25-00529					40,971.70
	1029	Snohomish County EMS(1st Qtr 2025 /	Invoice	01/01/2025	Snohomish County EMS(1st Qtr 2025 /	001-509-522-20-41-11	20,485.85
	1053	Snohomish County EMS(2nd Qtr 2025	Invoice	03/01/2025	Snohomish County EMS(2nd Qtr 2025	001-509-522-20-41-11	20,485.85
0565	SNOHOMISH COUNTY PUD	25-00530					3,288.25
	106403044	Electricity & Water - ST 82	Invoice	03/14/2025	Electricity - ST 82	001-507-522-50-47-01	3,087.19
					Water - ST 82	001-507-522-50-47-02	201.06
0565	SNOHOMISH COUNTY PUD	25-00531					26.18
	109694325	Electricity - ST 82 Garage/Storage Bldg	Invoice	03/14/2025	Electricity - ST 82 Garage/Storage Bldg	001-507-522-50-47-01	26.18
0565	SNOHOMISH COUNTY PUD	25-00532					530.70
	109686042	Electricity - ST 83	Invoice	03/03/2025	Electricity - ST 83	001-507-522-50-47-01	530.70
0565	SNOHOMISH COUNTY PUD	25-00533					1,862.73
	126189990	Electricity & Water - ST 81	Invoice	03/14/2025	Electricity - ST 81	001-507-522-50-47-01	1,720.10
					Water - ST 81	001-507-522-50-47-02	142.63
0565	SNOHOMISH COUNTY PUD	25-00534					245.40
	139293204	Electricity - ST 73	Invoice	03/12/2025	Electricity - ST 73	001-507-522-50-47-01	245.40
0565	SNOHOMISH COUNTY PUD	25-00535					699.52
	116275352	Electricity - ST 72	Invoice	03/10/2025	Electricity - ST 72	001-507-522-50-47-01	699.52
0565	SNOHOMISH COUNTY PUD	25-00536					217.32
	109693651	Electricity - ST 77	Invoice	03/20/2025	Electricity - ST 77	001-507-522-50-47-01	217.32
1536	SNOHOMISH REGIONAL FIRE & R	25-00537					768.15
	FIRE-03/11/2025	Apparatus Fleet Maintenance Services	Invoice	03/11/2025	Apparatus Fleet Maintenance - Suppre	001-504-522-20-48-01	768.15
1536	SNOHOMISH REGIONAL FIRE & R	25-00538					182.00
	25-1029-22	Fire Inspection Operational Permit Fee	Invoice	02/03/2025	Fire Inspection Operational Permit Fee	050-511-522-60-49-04	182.00
0569	SOUND PUBLISHING, INC	25-00539					79.38
	8161069	Newspaper County Notice Post ( Comr	Invoice	02/28/2025	Newspaper County Notice Post ( Comr	001-502-522-10-44-00	79.38
0572	SPEEDWAY CHEVROLET	25-00540					973.50
	145467	Shop Parts	Invoice	02/24/2025	Shop Parts	050-511-522-60-34-01	930.88
	145634	Shop Parts	Invoice	03/04/2025	Shop Parts	050-511-522-60-34-01	97.32
	CM145467	Shop Parts	Credit Memo	03/03/2025	Shop Parts	050-511-522-60-34-01	-54.70

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	Payable Number	Payable Description					Distribution Amount
2057	SPRAGUE PEST SOLUTIONS	25-00541					1,385.13
	5744196	Monthly Pest Control Services - Admin	Invoice	03/12/2025	Monthly Pest Control Services - Admin	001-507-522-50-41-00	120.13
	5744198	Pest Control Perimetr Svcs (Triannual)	Invoice	03/12/2025	Pest Control Perimetr Svcs (Triannual)	001-507-522-50-41-00	145.61
	5744202	Monthly Pest Control Services - ST 82	Invoice	03/12/2025	Monthly Pest Control Services - ST 82	001-507-522-50-41-00	120.02
	5744203	Pest Control Perimeter Services (Triannr	Invoice	03/12/2025	Pest Control Perimeter Services (Triannr	001-507-522-50-41-00	145.48
	5744206	Monthly Pest Control Services - ST 81	Invoice	03/11/2025	Monthly Pest Control Services - ST 81	001-507-522-50-41-00	120.02
	5744216	Monthly Pest Control Services - ST 32	Invoice	03/08/2025	Monthly Pest Control Services - ST 32	001-507-522-50-41-00	120.13
	5744217	Pest Control Perimeter Services (Triannr	Invoice	03/08/2025	Pest Control Perimeter Services (Triannr	001-507-522-50-41-00	145.61
	5744218	Monthly Pest Control Services - ST 31	Invoice	03/12/2025	Monthly Pest Control Services - ST 31	001-507-522-50-41-00	120.13
	5744219	Pest Control Perimeter Services (Triannr	Invoice	03/12/2025	Pest Control Perimeter Services (Triannr	001-507-522-50-41-00	145.61
	5762960	Monthly Pest Control Srvc Call - Admin	Invoice	03/12/2025	Monthly Pest Control Srvc Call - Admin	001-507-522-50-41-00	202.39
2379	SRFR - PETTY CASH	25-00542					13,649.92
	2048	EMS Transport Services Billing Refund	Invoice	03/13/2025	EMS Transport Services Billing Refund	001-509-522-26-49-00	300.00
	2049	EMS Transport Services Billing Refund	Invoice	03/13/2025	EMS Transport Services Billing Refund	001-509-522-26-49-00	129.61
	2050	PrintWest: Spring 2025 Newsletter Ma	Invoice	03/24/2025	PrintWest: Spring 2025 Newsletter Ma	001-515-522-30-42-01	13,220.31
1634	STRYKER MEDICAL	25-00543					534.11
	9208529549	Dispoable PED Sensor 20 Box	Invoice	02/18/2025	Dispoable PED Sensor 20 Box	001-509-522-30-31-01	534.11
2415	SUPERIOR SEPTIC SERVICE, LLC	25-00544					1,012.98
	24968028	Septic Tank Maint. (Pumped 1250gl/Ta	Invoice	03/11/2025	Septic Tank Maint. (Pumped 1250gl/Ta	001-507-522-50-48-00	1,012.98
2307	THE RESCUE SOURCE & RESCUE :	25-00545					18,764.12
	136334	+Dry suits, liner and PFD's for new wat	Invoice	03/05/2025	New suits, liners and PFDs	001-514-522-20-35-03	18,764.12
0603	TOWN & COUNTRY TRACTOR INC	25-00546					492.16
	209893	Chain Saw Repair/Parts - Training	Invoice	01/27/2025	Chain Saw Repair/Parts - Training	001-504-522-20-48-02	78.63
	210054	Chain Saw Sharpening (x10 Chains) - Ti	Invoice	02/05/2025	Chain Saw Sharpening (x10 Chains) - Ti	001-504-522-20-48-02	196.92
	210056	Chain Saw Sharpening Service (x11) - A	Invoice	02/05/2025	Chain Saw Sharpening Service (x11) - A	001-506-522-45-49-23	216.61
0610	TRUE NORTH EMERGENCY EQUIP	25-00547					18.18
	A20200	Shop Parts	Credit Memo	01/17/2025	Shop Parts	050-511-522-60-34-01	-321.12
	A20730	Shop Parts	Invoice	02/27/2025	Shop Parts	050-511-522-60-34-01	219.32
	A20837	Shop Parts	Invoice	03/06/2025	Shop Parts	050-511-522-60-34-01	119.98
2083	TSI INCORPORATED	25-00548					17,350.32
	91893819	Porta Count Fit Test Machine	Invoice	03/12/2025	Porta Count Fit Test Machine	303-507-594-50-64-03	17,350.32
0614	TYLER TECHNOLOGIES INC	25-00549					2,398.00
	1994	Registration - Tyler Conference 25' - R.	Invoice	01/14/2025	Registration - Tyler Conference 25' - R.	001-503-522-45-49-02	1,199.00
	2096	Registration - Tyler Conference 25' - E.I	Invoice	01/15/2025	Registration - Tyler Conference 25' - E.I	001-503-522-45-49-02	1,199.00
2221	ULINE, INC	25-00550					980.81
	190359585	Lt. 31 office storage credenza	Invoice	03/14/2025	H-8224GR Downton Storage Credenza	001-507-522-50-35-00	980.81
2306	UNITED RENTALS (NORTH AMER	25-00551					82.05
	239062366-007	Cap. Facilities Planning (Container Ren	Invoice	03/10/2025	Cap. Facilities Planning (Container Ren	300-507-594-50-62-00	82.05

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Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
0624	US BANK	25-00552					33,468.22
	US Bank	US BANK - MARCH 2025	Invoice	03/27/2025	12 piece combo wrench set x 2 (Harbo	001-513-522-10-35-00	30.61
					ACCIS Yrly Membership - Paietta	001-513-522-10-49-02	225.00
					Airfare for Honor Guard Clinic-Moyes (	001-506-522-45-43-00	503.60
					Airport Parking @ SeaTac - Rasmussen	001-506-522-45-49-02	148.00
					Airport Parking for ODP Conf - Dimond	001-506-522-45-43-00	123.56
					Airport Parking for WFCA Ignite (Prope	001-506-522-45-43-00	136.00
					Apparatus missing fuel card-replaced (	001-504-522-20-32-00	126.89
					Banner for events x 2 (4 Imprint)	001-515-522-30-31-01	801.92
					Breakfast for 3 - WFCA Ignite (Red Roc	001-506-522-45-43-00	61.27
					Breakfast x 3 at WFCA Ignite (Red Rock	001-506-522-45-43-00	58.90
					Breakfast x 3 at WFCA Ignite (Village Pi	001-506-522-45-43-00	62.83
					Breaking the Silence Conference - Mat	001-517-522-45-49-02	15.00
					Business cards for Julie Baldwin (Vista	001-502-522-10-31-00	34.99
					Calendar Wiz - monthly subscription	001-513-522-10-49-04	29.00
					Car Rental for NFA-Read (Sixt)	001-509-522-20-43-00	426.41
					Center for Med Edu - REFUND - wrong	001-509-522-45-49-02	-511.00
					Center for Med Edu - REFUND - wrong	001-509-522-45-49-02	-69.00
					Center for Med Edu-Heart Course - W	001-509-522-45-49-02	525.00
					Center for Med Edu-Heart Course - W	001-509-522-45-49-02	345.00
					Checked baggage fee - Dimonda (Ame	001-506-522-45-43-00	35.00
					Coffee for harassment class (Haggen/S	001-517-522-10-31-00	21.86
					Coffee for harassment class (Haggen/S	001-517-522-10-31-00	23.86
					Coffee for harassment class(Haggen/Si	001-517-522-10-31-00	21.86
					Coffee for harassment class(Haggen/Si	001-517-522-10-31-00	21.86
					Coffee for harassment class(Haggen/Si	001-517-522-10-31-00	21.86
					Coffee for harassment class(Haggen/Si	001-517-522-10-31-00	21.86
					Coffee for harassment class(Haggen/Si	001-517-522-10-31-00	21.86
					Coffee for harassment class(Haggen/Si	001-517-522-10-31-00	21.86
					Contos Pizza - Read -	001-509-522-20-49-04	105.07
					Costco	001-504-522-20-31-01	8.61
						001-507-522-50-31-00	53.90
					Coveralls x 7 (Fire Retardant Shirts)	001-505-522-30-31-00	762.93
					Criminal History Background Check (W	001-517-522-10-49-06	11.00
					Deposit for '26 banquet (Angel of the \	001-502-522-10-49-07	200.00
					Dinner WFCA Ignite x 4 (Yard House)	001-506-522-45-43-00	93.91
					Embroidery 25th Annivrs-Camerer (Str	001-502-522-10-49-07	15.74
					EMS Division Meeting (Contos Pizza)	001-509-522-20-49-04	21.66
					EMS Division Meeting (Contos Pizza)	001-509-522-20-49-04	103.40
					EMS ESE Course - Wigington	001-506-522-45-49-02	175.00
					Extension cord power plug end (Ebay)	001-507-522-50-35-00	86.29
					F.O.O.L.S Int'l Convention Registration	001-506-522-45-49-02	200.00
					Fire Inspector 1 test - Stupey (ICC)	001-505-522-45-49-02	305.00



## Docket of Claims Register

APPKT01822 - 03.27.2025 Board Meeting ER

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
	US Bank	US BANK - MARCH 2025	Invoice	03/27/2025	Fuel for car rental - NFA (Read)	001-509-522-20-43-00	15.58
					Fuel-Chevron (used CC instead of fuel i	001-504-522-20-32-00	52.70
					Gift bags used at SRFR Banquet (Dollar	001-502-522-10-49-07	19.13
					Hand warmers for engine company op	001-506-522-45-31-03	18.77
					HDMI Cables - Fred Meyer	001-513-522-10-35-00	74.29
					Hose for Logistics (Costco)	001-507-522-50-35-00	30.59
					Hotel for Wa Fire Chief Conf Olympia (	001-506-522-45-43-00	236.78
					Hotel for WFCA Ignite - KOB (Red Rock	001-506-522-45-43-00	644.10
					Hotel for WFCA Ignite-Lundquist (Red I	001-506-522-45-43-00	644.10
					Hotel for WFCA Ignite-Schoof (Red Roc	001-506-522-45-43-00	644.10
					Hotel in Pensacola-ODP - Basta (Hilton	001-506-522-45-43-00	881.40
					Hotel Leo Deposits shipping fee (UPS)	001-502-522-10-42-00	38.31
					Hotel WFCA Ignite-Messer (Red Rock)	001-506-522-45-43-00	344.65
					Incident Command System Course - El	001-506-522-45-49-02	350.00
					Infection Control Officer Course-Zutter	001-506-522-45-49-02	414.92
					Internet in Ellensburg (Spectrum)	001-506-522-45-49-37	69.99
					ISO Class Registration - Zutter	001-506-522-45-49-02	250.00
					Job Posting with Job Board	001-517-522-10-44-00	138.00
					Lake Stevens Chamber of Commerce L	001-502-522-10-49-06	120.00
					Lunch for harassment class speaker (Jir	001-517-522-10-31-00	27.64
					Lunch for KOB and Roy (Contos Pizza)	001-502-522-10-49-06	43.26
					Lunch for KOB and Roy (Subway)	001-502-522-10-49-06	28.80
					Lunch for Operations Workshop-Thai N	001-504-522-20-31-01	90.37
					Lunch-paramedic testing process x 10-	001-517-522-10-31-00	172.93
					Marking tape and zip ties for Training I	001-506-522-45-35-00	18.55
					Microsoft 365 monthly subscription	001-513-522-10-49-04	15.32
					Monroe Chamber of Commerce Lunch	001-502-522-10-49-06	102.00
					NFPA Membership - Rasmussen	001-505-522-30-49-02	225.00
					NREMT Testing for EMT class-Fritz (Ev	001-509-522-45-49-02	104.00
					NREMT Testing for EMT class-Hatori (E	001-509-522-45-49-02	104.00
					NREMT Testing for EMT class-Labine (E	001-509-522-45-49-02	104.00
					NREMT Testing for EMT class-N Lawsoi	001-509-522-45-49-02	104.00
					NREMT Testing for EMT class-Tupou (E	001-509-522-45-49-02	104.00
					OR Fire Apparatus & Equip Mech Asso	050-511-522-45-49-01	657.02
					OR Fire Apparatus & Equip Mech Asso	050-511-522-45-49-01	657.00
					OR Fire Apparatus & Equip Mech Asso	050-511-522-45-49-01	657.02
					OR Fire Apparatus & Equip Mechanic ,	050-511-522-45-49-01	0.02
					Paint for AC Messer's office (Benjamin	001-507-522-50-48-00	288.62
					Parking at Wa Fire Chief's Legislative D	001-506-522-45-43-00	12.00
					Parts for shop (Issy Kubota)	050-511-522-60-34-01	39.19
					Peer Support - REFUND	001-510-522-45-49-00	-89.04
					Registration EMS Conference-McGrew	001-506-522-45-49-02	275.00
					Rent for Storage C54 & C60(Lk Stvns B	001-507-522-50-45-00	150.00

## Docket of Claims Register

APPKT01822 - 03.27.2025 Board Meeting ER

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
Vendor #	Payable Number	Payable Description					Distribution Amount
	US Bank	US BANK - MARCH 2025	Invoice	03/27/2025	Rent for storage H81 (Glacier West Mo	001-507-522-50-45-00	156.00
					Repair Coil Cord x 4 (Setcom)	050-511-522-60-34-01	867.53
					Replacement resident door (Universal	001-507-522-50-48-00	2,186.00
					Resilience in Action Class Registration-	001-506-522-45-49-02	50.00
					Resist bands x 100, Superband x 45 (Pe	001-506-522-45-49-23	959.20
					Ringless Voicemail Delivery (Slybroadc	001-517-522-10-49-04	60.00
					Rope Drop Bag for E82 (Gear 911)	001-504-522-20-35-00	54.48
					Shampoo & Bdy Wash single use x 200	001-510-522-20-31-01	527.99
					Shelving for ST 33 (Costco)	001-507-522-50-35-00	215.79
					Sky Valley Chamber of Commerce Lun	001-502-522-10-49-06	30.00
					Snacks for BC Meeting - Safeway	001-504-522-20-31-01	53.84
					Snacks for BC Meeting - Top Pot	001-504-522-20-31-01	35.59
					Snacks for harassment class (Haggen)	001-517-522-10-31-00	31.52
					Snacks for harassment class (Haggen)	001-517-522-10-31-00	90.73
					Snacks for harassment class (Safeway)	001-517-522-10-31-00	72.50
					Snacks for harassment class (Safeway)	001-517-522-10-31-00	67.28
					Snacks for harassment class(Haggen)	001-517-522-10-31-00	92.58
					Snacks for harassment interview (Safe	001-517-522-10-31-00	66.26
					Snacks for Operations Meeting - Safew	001-504-522-20-31-01	24.42
					Snacks for Run Review (QFC)	001-509-522-20-49-04	63.22
					Spare key for S2304 (Costco)	001-507-522-50-35-00	71.03
					Spart Wired Switch Harness (Ramco)	050-511-522-60-34-01	869.23
					Tablecloths for events x 6 (4 Imprint)	001-515-522-30-31-01	1,286.18
					Team dinner for CLT Retreat (Fisherma	001-506-522-45-43-00	1,197.67
					Team dinner for CLT Retreat (Scuttlebu	001-506-522-45-43-00	681.88
					Tough Totes x 5 - SCFTA (Home Depot)	001-506-522-45-35-00	51.71
					Tyler Tech Conference Registration - M	001-517-522-10-43-00	1,199.00
					Uber - WFCA Ignite	001-506-522-45-43-00	13.56
					Uber - WFCA Ignite	001-506-522-45-43-00	75.17
					Uber - WFCA Ignite	001-506-522-45-43-00	90.38
					UHMW Sheet - Tap Plastics	050-511-522-60-34-01	993.96
					UPS - SCFTA Reimbursement	001-506-522-45-49-23	184.23
					UPS- Repairing a 5-Gas	001-507-522-50-48-00	13.29
					UPS-7 ems training ventilators to ICU M	001-509-522-20-48-01	852.68
					USPS shipping for initial cert for new p	001-502-522-10-42-00	14.25
					UW Career Fair Registration	001-504-522-20-49-04	350.00
					UW Career Fair Registration	001-517-522-10-44-00	50.00
					Warehouse ladders, 1-logistics, 1-ST33	001-507-522-50-35-00	920.98
					Water for Shop (Crystal Springs)	050-511-522-60-31-04	30.05
					Water Safety Keychains x 500 (4 Imprir	001-515-522-30-31-01	803.34
					Winch front bumper and pro light bar	050-511-522-60-34-01	3,706.22

## Docket of Claims Register

APPKT01822 - 03.27.2025 Board Meeting ER

Vendor #	Vendor Name	Docket/Claim #	Payable Type	Payable Date	Item Description	Account Number	Payment Amount
	Payable Number	Payable Description					Distribution Amount
0040	VESTIS	25-00553					95.80
	6560535706	Maint. Srvc Towels, Floor Mat & Mop	Invoice	03/13/2025	Maint. Srvc Towels, Floor Mat & Mop	001-507-522-50-48-00	26.52
	6560535707	Shop Supplies/Uniform Rental/Laundr	Invoice	03/13/2025	Shop Supplies/Uniform Rental/Laundr	050-511-522-60-41-04	69.28
0579	WASHINGTON STATE AUDITOR'S	25-00554					1,877.85
	LI67017	Accountability Audit (2022-23) (59487	Invoice	03/10/2025	Accountability Audit (2022-23) (59487	001-512-522-10-41-12	1,877.85
0651	WAVE	25-00555					8,023.39
	132631801-0011365	Fiber Optic Connection - County (Rock	Invoice	03/01/2025	Fiber Optic Connection & Cable/TV Ser	001-513-522-50-42-01	8,023.39
0651	WAVE	25-00556					900.80
	129266301-0011365	Fiber Optic Connection - ST 72	Invoice	03/01/2025	Fiber Optic Connection - ST 72	001-513-522-50-42-01	900.80
0665	WHELEN ENGINEERING COMPAN	25-00557					477.16
	659084	Shop Parts	Invoice	03/12/2025	Shop Parts	050-511-522-60-34-01	477.16
2011	ZIPLY FIBER	25-00558					204.59
	ADMIN-FEBMAR25	Fire Alarm Phone Lines/Connection - A	Invoice	02/28/2025	Fire Alarm Phone Lines/Connection - A	001-513-522-50-42-01	204.59
2011	ZIPLY FIBER	25-00559					316.48
	ST73-FEBMAR25	Fax & Alarm Connection Services - ST 7	Invoice	02/10/2025	Fax & Alarm Connection Services - ST 7	001-513-522-50-42-01	316.48
2011	ZIPLY FIBER	25-00560					265.40
	ST33-FEBMAR25	Elevator & Fire Alarm Phone Lines/Cor	Invoice	02/14/2025	Elevator & Fire Alarm Phone Lines/Cor	001-513-522-50-42-01	265.40
Total Claims: 108						Total Payment Amount:	371,374.86

# Snohomish Regional Fire and Rescue

## Claims Voucher Summary

03/24/2025

Page 1 of 4

Fund: General Fund #001

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: \_\_\_\_\_

Signatures: \_\_\_\_\_

Voucher	Payee/Claimant	1099 Default	Amount
25-00453	ACROSS THE STREET PRODUCTIONS		385.00
25-00454	ALDERWOOD AUTO GLASS		637.33
25-00455	ALDERWOOD WATER DISTRICT		19.10
25-00456	ALDERWOOD WATER DISTRICT		119.84
25-00457	ALEXANDER FATKIN		764.00
25-00458	ALL BATTERY SALES AND SERVICE		431.56
25-00459	AMAZON CAPITAL SERVICES, INC		2,590.74
25-00460	ANDGAR MECHANICAL LLC		34,849.90
25-00461	BICKFORD MOTORS INC.		559.35
25-00462	BOUND TREE MEDICAL, LLC		27,826.32
25-00463	BRADLEY GILBERT		790.33
25-00464	BRYSON SALES & SERVICE OF WA		339.66
25-00465	CANON FINANCIAL SERVICES INC		1,933.56
25-00466	CDW GOVERNMENT LLC		592.85
25-00467	CENTRAL PARK APARTMENTS ON HELENA LLC		1,526.50
25-00468	CENTRAL WELDING SUPPLY		596.84
25-00469	CHRISTENSEN, INC		68.17
25-00470	CITY OF MONROE		38.40
25-00471	CITY OF MONROE		508.59
25-00472	CITY OF MONROE		170.88
25-00473	CITY OF MONROE		849.16
25-00474	COLBY TITLAND		510.00
25-00475	COMCAST		801.80
25-00476	DARTDRONES LLC		2,990.00
25-00477	DELL MARKETING LP C/O DELL USA LP		24,130.72
25-00478	DUO-SAFETY LADDER CORPORATION		55.82
25-00479	ELECTRONIC BUSINESS MACHINES		1.48
25-00480	ELEVATED SAFETY		4,507.76
25-00481	ESRI INC.		656.40
25-00482	EVERETT BAYSIDE MARINE, INC.		1,001.95
25-00483	EVERETT COMMUNITY COLLEGE		698.30
<b>Page Total</b>			110,952.31
<b>Cumulative Total</b>			110,952.31

# Snohomish Regional Fire and Rescue

## Claims Voucher Summary

03/24/2025

Page 2 of 4

Fund: General Fund #001

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: \_\_\_\_\_

Signatures: \_\_\_\_\_

Voucher	Payee/Claimant	1099 Default	Amount
25-00484	EVERGREEN SANITATION		2,340.50
25-00485	FIRE TECH		450.00
25-00486	FIRECOM		216.80
25-00487	FITNESS EXPERTS		322.73
25-00488	FREIGHTLINER NORTHWEST		1,218.97
25-00489	GALLS, LLC		2,913.50
25-00490	GENERAL FIRE APPARATUS		1,679.66
25-00491	GRAINGER		4,474.82
25-00492	HILL STREET CLEANERS		54.70
25-00493	HOTEL LEO		445.96
25-00494	ISOUTSOURCE		4,400.00
25-00495	JANA STRAIN FREEDIVING		625.00
25-00496	JEFF SCHAUB		492.40
25-00497	KENNY'S TRUCK PARTS & REPAIR		150.02
25-00498	KENT D. BRUCE CO., LLC		836.00
25-00499	L.N. CURTIS & SONS		4,188.40
25-00500	LAKE STEVENS SEWER DISTRICT		424.05
25-00501	LAKE STEVENS SEWER DISTRICT		297.83
25-00502	LEAH SCHOOF		230.91
25-00503	LOWE'S		912.23
25-00504	MATTHEW J. BEECROFT		4,000.00
25-00505	MICHAEL MCCONNELL		360.00
25-00506	MIKE CAMERER		175.00
25-00507	MORSE STEEL SERVICE		407.42
25-00508	MUNICIPAL EMERGENCY SERVICES, INC.		1,038.19
25-00509	NRS		2,809.31
25-00510	OAC SERVICES, INC.		45,716.93
25-00511	ODP BUSINESS SOLUTIONS, LLC		118.68
25-00512	O'REILLY AUTO PARTS		18.38
25-00513	PIERRE ISUZU OF EVERETT		491.73
25-00514	PUGET SOUND ENERGY		646.59
<b>Page Total</b>			82,456.71
<b>Cumulative Total</b>			193,409.02

# Snohomish Regional Fire and Rescue

## Claims Voucher Summary

03/24/2025

Page 3 of 4

Fund: General Fund #001

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: \_\_\_\_\_

Signatures: \_\_\_\_\_

Voucher	Payee/Claimant	1099 Default	Amount
25-00515	PUGET SOUND ENERGY		447.37
25-00516	PUGET SOUND ENERGY		643.17
25-00517	PUGET SOUND ENERGY		971.49
25-00518	PUGET SOUND ENERGY		609.46
25-00519	PUGET SOUND ENERGY		506.58
25-00520	PUGET SOUND ENERGY		1,205.75
25-00521	PURCELL TIRE & SERVICE CENTER		2,202.01
25-00522	RICK EDWARDS		341.20
25-00523	RICOH USA, INC.		50.91
25-00524	RIDGID PLUMBING AND DRAIN SERVICES LLC		927.10
25-00525	ROGUE FITNESS		1,119.76
25-00526	ROY WAUGH		211.00
25-00527	RWC GROUP		351.44
25-00528	SEA-WESTERN INC		16,236.30
25-00529	SNOHOMISH COUNTY EMS		40,971.70
25-00530	SNOHOMISH COUNTY PUD		3,288.25
25-00531	SNOHOMISH COUNTY PUD		26.18
25-00532	SNOHOMISH COUNTY PUD		530.70
25-00533	SNOHOMISH COUNTY PUD		1,862.73
25-00534	SNOHOMISH COUNTY PUD		245.40
25-00535	SNOHOMISH COUNTY PUD		699.52
25-00536	SNOHOMISH COUNTY PUD		217.32
25-00537	SNOHOMISH REGIONAL FIRE & RESCUE		768.15
25-00538	SNOHOMISH REGIONAL FIRE & RESCUE		182.00
25-00539	SOUND PUBLISHING, INC		79.38
25-00540	SPEEDWAY CHEVROLET		973.50
25-00541	SPRAGUE PEST SOLUTIONS		1,385.13
25-00542	SRFR - PETTY CASH		13,649.92
25-00543	STRYKER MEDICAL		534.11
25-00544	SUPERIOR SEPTIC SERVICE, LLC		1,012.98
25-00545	THE RESCUE SOURCE & RESCUE 3 INTERNATIONAL		18,764.12
<b>Page Total</b>			111,014.63
<b>Cumulative Total</b>			304,423.65

# Snohomish Regional Fire and Rescue

## Claims Voucher Summary

03/24/2025

Page 4 of 4

Fund: General Fund #001

We the undersigned Board of Directors of the above-named governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Date: \_\_\_\_\_

Signatures: \_\_\_\_\_

Voucher	Payee/Claimant	1099 Default	Amount
25-00546	TOWN & COUNTRY TRACTOR INC.		492.16
25-00547	TRUE NORTH EMERGENCY EQUIPMENT INC		18.18
25-00548	TSI INCORPORATED		17,350.32
25-00549	TYLER TECHNOLOGIES INC		2,398.00
25-00550	ULINE, INC		980.81
25-00551	UNITED RENTALS (NORTH AMERICA), INC.		82.05
25-00552	US BANK		33,468.22
25-00553	VESTIS		95.80
25-00554	WASHINGTON STATE AUDITOR'S OFFICE		1,877.85
25-00555	WAVE		8,023.39
25-00556	WAVE		900.80
25-00557	WHELEN ENGINEERING COMPANY		477.16
25-00558	ZIPLY FIBER		204.59
25-00559	ZIPLY FIBER		316.48
25-00560	ZIPLY FIBER		265.40

**Page Total**

66,951.21

**Cumulative Total**

371,374.86



**Payroll Summary and Authorization Form for the:**

**3/14/2025 Payroll**

I, the undersigned, do hereby certify that the foregoing payroll is, just, true and correct, that the persons whose names appear thereon actually performed labor as stated on the dates shown, that the amounts are actually due, and that the salary warrants and related benefit warrants shall be issued.

**District Name: Snohomish Regional Fire & Rescue**

**Direct Deposits:** \$1,106,374.05

**Paper Checks:** \$0.00

**Taxes:** \$326,596.28

**Allowed in the sum of:** \$1,432,970.33

**Reviewed by:** Brandon Vargas  
District Administrative Coordinator

**Prepared by:** Erick Ramirez  
Payroll Specialist

**Approved by Commissioners:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_





**SNOHOMISH REGIONAL FIRE & RESCUE**

## **BOARD OF FIRE COMMISSIONERS SPECIAL MEETING MINUTES**

### **SNOHOMISH REGIONAL FIRE & RESCUE**

SRFR Station 31 Training Room / Via Zoom

163 Village Court, Monroe, WA 98272

March 10, 2025, 1800 hours

#### **CALL TO ORDER**

Chairman Elmore called the meeting to order at 1800 hours. In attendance were Commissioner Edwards, Chairman Elmore, Vice Chairman Fay, Commissioner Schaub, Commissioner Steinruck, and Commissioner Waugh; and District Secretary Snure was an excused absence.

#### **PUBLIC COMMENT**

N/A

#### **UNION COMMENT**

N/A

#### **COMMISSIONER VACANCY PROCESS: APPLICANT INTERVIEWS**

Chairman Elmore introduced the topic for this evening, the Commissioner Vacancy Process: Applicant Interviews. Each candidate will have 30 minutes total to answer 11 questions.

- 6pm Candidate Interview with Dan Lorentzen
- 6:30pm Candidate Interview with Davin Alsin
- 7pm Candidate Interview with Seth Henderson
- 7:30pm Candidate Interview with Steve Gupstill

Interview Questions:

#### **General Background and Motivation**

1. Can you tell us about your background and experience, and how it prepares you to serve on the SRFR Board of Commissioners?
2. What do you see as the primary role and responsibility of a Commissioner?

#### **Commitment and Governance**

3. Have you previously served in a public or community leadership role? If so, how did that experience shape your perspective on governance?
4. Describe a time when you worked collaboratively with a group to achieve a goal. What was your role, and what challenges did you face?



### **Understanding of Community and Issues**

5. How would you ensure that you represent the interests and concerns of all community members, including those who may feel underrepresented?

### **Decision-Making and Ethics**

6. As a Commissioner, you will face competing interests and perspectives. How will you approach decision-making in these situations?
7. How do you ensure transparency and integrity in your actions and decisions as a public official?

### **Public Meeting and Open Communication**

8. How comfortable are you with participating in public meetings and responding to public input or criticism?
9. Tell us about a time you had to implement a group decision that you disagreed with? How did you approach it and what was the outcome?

### **Alignment and Fit**

10. What skills, knowledge, or perspectives do you bring to the board that would complement the existing members?

### **Closing Question**

11. Is there anything else you would like the board or the public to know about you?

### **EXECUTIVE SESSION**

RCW 42.30.110(1)(h): To Evaluate the Qualifications of a Candidate for Appointment to Elected Office

Chairman Elmore called for an Executive Session to begin at 2000 hours for 15 minutes, with expected action to follow. Chairman Elmore extended the Executive Session for an additional 25 minutes. Chairman Elmore resumed the regular Board of Commissioners Meeting at 2040 hours.

Chairman Elmore announced that the Board has come to a split decision, 4-2, to appoint Davin Alsin to fill the commissioner position for the remainder of the year, effective through December 31, 2025. (Subsequent to the meeting, District legal counsel advised the Board that a decision made in executive session was neither valid nor binding and the Board had another opportunity to evaluate and then voted on the matter in an open public meeting on March 13, 2025.)

### **ADJOURNMENT**

Chairman Elmore adjourned the meeting at 2043 hours.



SNOHOMISH REGIONAL FIRE & RESCUE

## Snohomish Regional Fire & Rescue

\_\_\_\_\_  
Commissioner Rick Edwards

\_\_\_\_\_  
Commissioner Jeff Schaub

\_\_\_\_\_  
Chairman Troy Elmore

\_\_\_\_\_  
Commissioner Jim Steinruck

\_\_\_\_\_  
Vice Chairman Randy Fay

\_\_\_\_\_  
Commissioner Roy Waugh



## 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

March 13, 2025, 1730 hours

#### **CALL TO ORDER**

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

#### **EXECUTIVE SESSION**

RCW 42.30.110(1)(h): To Evaluate the Qualifications of a Candidate for Appointment to Elected Office

Chairman Elmore called for an Executive Session to begin at 1732 hours for 10 minutes, with expected action to follow. Chairman Elmore resumed the regular Board of Commissioners Meeting at 1742 hours and the Commissioners moved forward with the following motion.

**Motion to appoint Davin Alsin to fill Fire Commissioner Position 6 for the remainder of the year through December 31, 2025.**

Motion by Commissioner Steinruck and 2nd by Commissioner Edwards.

On vote, Motion carried 4 affirmed / 2 opposed.

#### **OATH OF OFFICE**

District Administrative Coordinator / Notary Mel Jenkins administered the Oath of Office for Davin Alsin.

Commissioner Davin Alsin joined the Board Meeting as Commissioner, once he took his Oath of Office.

#### **PUBLIC COMMENT**

N/A

#### **UNION COMMENT**

N/A

#### **CHIEF'S REPORT**

As presented. Chief O'Brien welcomed our newest firefighters to shift with a run this morning, a jump in the lake, and then they had breakfast together. Welcome Emma Arnold, Anthony Counts, Hunter Fritz, Logan Gash, Randy Hatori, Nathan Labine, Nate Lawson, Josh Osburn, Cody Stocker, Tani Tupou, and Romey Xayamouangbo.



## SNOHOMISH REGIONAL FIRE & RESCUE

Chief O'Brien recognized those firefighters who are now off probation: Katherine Dennis, David Rouse, Shawn Pittman, Rande Gruenwald, Nathaniel Pardo, Bret Litten, Erik Marty, and Scott Guittar. Congratulations! He also thanked everyone for their hard work and welcomed Commissioner Alsin to the Board this evening.

### COMMISSIONER REPORTS

Meeting	Chair	Last Mtg.	Next Mtg.	Reporting
Capital Facilities	Steinruck	2/25/25	3/25/25	No
Finance Committee	Elmore	2/27/25	3/27/25	No
Sno911	Waugh	2/20/25	3/20/25	No
Sno-Isle Commissioners	Fay	3/6/25	4/3/25	Yes
Leadership Meeting	Schaub	1/23/25	3/27/25	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 that the EMS group is coming together and Position 7 on the council is reserved for a fire commissioner. At the upcoming Sno-Isle Meeting they will be caucusing to see if they can come to a decision on who will fill that position. He encouraged all the Commissioners to attend in person or remotely.

*Policy Committee* – Commissioner Schaub commented that we will be reviewing Policy 1010 this evening; and the committee met earlier today and reviewed Policies 220 and 611.

### COMMITTEE MEETING MINUTES

Capital Facilities Committee – February 25, 2025

Finance Committee – February 27, 2025

### CONSENT AGENDA

#### **Approval of Vouchers**

Benefits Vouchers: 25-00293 to 25-00308; (\$824,717.70)

AP Vouchers: 25-00309 to 25-00440; (\$418,093.91)

#### **Approval of Payroll**

February 28, 2025 Payroll (\$1,770,785.07)

#### **Approval of Minutes**

Approve Regular Board Meeting Minutes February 27, 2025



## SNOHOMISH REGIONAL FIRE & RESCUE

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

Motion by Vice Chairman Fay and 2nd by Commissioner Schaub.

On vote, Motion carried 6 affirmed / 1 abstention.

### **OLD BUSINESS**

#### **Discussion**

*Member Highlights: Proposed Project Implementation Plan (PPIS)*

Assistant Chief Lundquist reviewed the PPIS, explaining that this helps us work through the idea process. We've talked about the request for action from the Board (RAB), and we thought it would be good to review the PPIS form as well. It is working well for us as it helps us consider the various impacts of the numerous ideas suggested for consideration.

#### **Action**

*Policy Review*

- Policy 1010 Emergency Recall

Chairman Elmore commented that this is our second look at Policy 1010.

### **Motion to approve Policy 1010 as submitted.**

Motion by Commissioner Schaub and 2nd by Commissioner Edwards.

On vote, Motion carried 6 affirmed / 1 abstention.

### **NEW BUSINESS**

#### **Discussion**

*2024 Fourth Quarter Report and Budget Amendment*

Business Administrator Schoof commented that this is a first look at the 2024 Fourth Quarter Report and Budget Amendment.

CFO Tabor commented please let us know if you have any questions. You'll note that every program in the budget for 2024 was within the appropriated budgeted amounts, everyone did a great job.

Chairman Elmore and Commissioner Waugh both thanked CFO Tabor for her great work on the budget.

#### **Action**

N/A

### **GOOD OF THE ORDER**

Commissioner Waugh – He appreciated the opportunity to attend the Northwest Leadership Seminar and he highlighted one of the speakers, Dr. Dale Henry and his class, "Ethics, Nobody Needs It until They Get Caught." Three takeaways: If you tell the truth, you don't have to remember anything. You should never say, it's not my job. You should never have to say, I wish I would have (fill in the blank).



Chairman Elmore – He thanked the Commissioners for attending the Northwest Leadership Seminar, and thanked them for their support during his medical incident.

Vice Chairman Fay – He thanked the staff for putting together a smooth process for filling the commissioner vacancy; we appreciate all the hard work.

Commissioner Schaub – He thanked everyone for the opportunity to attend the Northwest Leadership Seminar.

### **ATTENDANCE CHECK**

Regular Commissioner Meeting March 27, 2025, at 1730 - Station 31 Training Room/Zoom

### **EXECUTIVE SESSION**

RCW 42.30.110(1)(g): Performance of a Public Employee

Chairman Elmore called for an Executive Session to begin at 1805 hours for 5 minutes, with no decision to follow. Chairman Elmore resumed the regular Board of Commissioners Meeting at 1810 hours and announced that there is no decision at this time.

### **ADJOURNMENT**

Chairman Elmore adjourned the meeting at 1810 hours.

\_\_\_\_\_  
Commissioner Davin Alsin

\_\_\_\_\_  
Commissioner Jeff Schaub

\_\_\_\_\_  
Commissioner Rick Edwards

\_\_\_\_\_  
Commissioner Jim Steinruck

\_\_\_\_\_  
Chairman Troy Elmore

\_\_\_\_\_  
Commissioner Roy Waugh

\_\_\_\_\_  
Vice Chairman Randy Fay



# OLD BUSINESS

## DISCUSSION







# OLD BUSINESS

## ACTION



## 2024 FOURTH QUARTER REPORT HIGHLIGHTS

### Snohomish Regional Fire and Rescue

#### FUND BALANCES:

The grid below shows the District's beginning and ending fund balances in 2024. The ending balances below include cash and investment deposits with the county as well as the district's bank account balances and the district's change fund. Not to be confused with the budget and actual comparisons, the changes in the District's fund balances between the beginning and end of 2024 are simply a matter of the amount by which the total revenues exceeded or were exceeded by the total expenditures for each of the funds indicated.

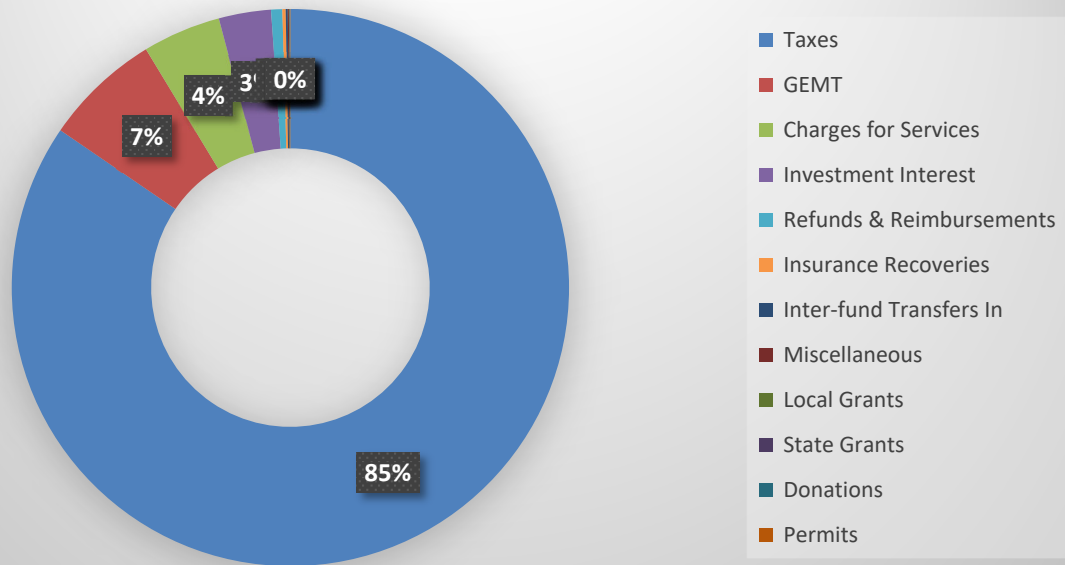
CHANGE IN FUND BALANCES				
FUND NO.	FUND NAME	12/31/23 BALANCE	12/31/24 BALANCE	CHANGE
001	GENERAL FUND	\$ 56,833,488	\$ 63,436,076	\$ 6,602,588
002	RETIREMENT RESERVE	\$ 6,815,795	\$ 7,513,867	\$ 698,073
003	EMERGENCY RESERVE	\$ 9,264,262	\$ 9,945,055	\$ 680,793
050 - 052	SHOP FUNDS	\$ 1,698,445	\$ 2,193,812	\$ 495,367
200 - 201	BOND FUNDS	\$ 60,516	\$ 70,509	\$ 9,992
300	CONSTRUCTION FUND	\$ 21,061,286	\$ 26,400,639	\$ 5,339,353
301	APPARATUS FUND	\$ 6,953,549	\$ 9,127,658	\$ 2,174,108
303	EQUIPMENT FUND	\$ 2,101,103	\$ 2,728,644	\$ 627,541
	TOTALS	\$ 104,788,444	\$ 121,416,259	\$ 16,627,815

#### General Fund:

The total revenues, excluding inter-fund transfers, in the general fund for 2024 were \$86,856,046. The total expenditures in the general fund, including inter-fund transfers were \$80,353,367. The total inter-fund transfers out of the general fund were \$12,194,652, and transfers into the general fund were \$99,910. Additional details on the revenues and expenditures can be found in the budget and actual portions of this report covering fourth quarter revenues and fourth quarter expenditures.

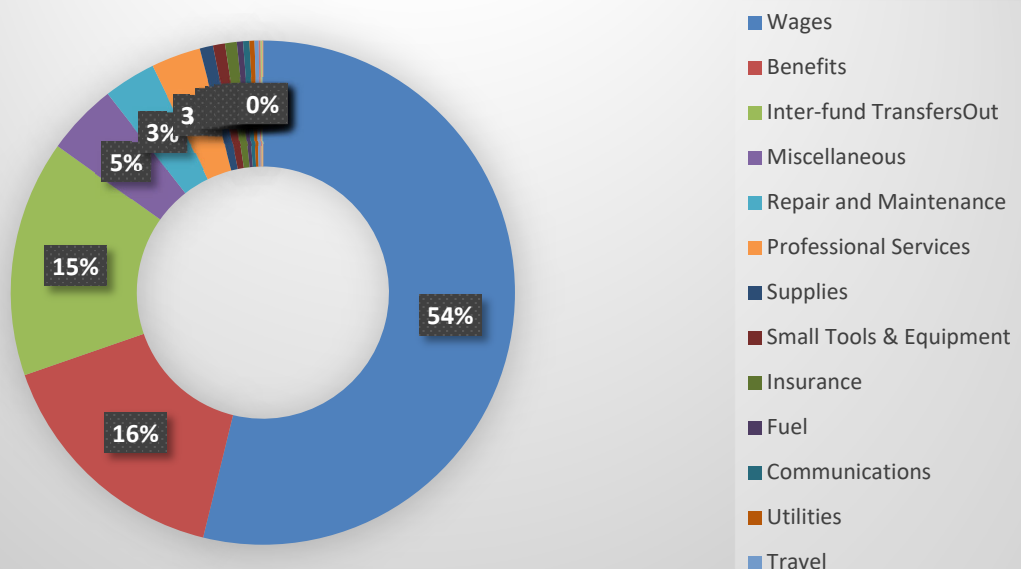
Below is a visual representation of the general fund revenues by source.

## General Fund Revenue by Source



Below is a visual representation of the General fund expenditures by object code:

## General Fund Spending by Object Code



#### Retirement Reserve:

Transfers into the retirement reserve fund of \$1,200,640 plus investment interest of \$334,677 and refunds and reimbursements of \$2,031 exceeded payments for retirement leave and retirement medical costs by \$698,073.

#### Emergency Reserve:

Transfers into the emergency reserve totaled \$265,000 plus investment interest added \$415,793 to the ending cash and investment balance. There were no expenditures from this fund in 2024.

#### Shop Funds:

The increases in cash and investment balances were \$495,367 in the combined shop funds. Operating revenues totaled \$2,746,066; investment interest was \$81,779, and refunds and reimbursements were \$49,040 for total revenues of \$2,876,885 excluding transfers within the shop funds. Operating expenses were \$2,231,524, retirement expenses were \$0 from the Shop Leave Buy-out, and expenses from the Shop Capital fund were \$50,084. Net transfers-out resulted in a reduction in funds of \$99,910. Total combined shop expenses were \$2,381,518 excluding transfers within the shop fund of \$250,000. The net difference between the revenues of \$2,876,885 and the expenses of \$2,381,518 accounts for this increase in combined fund balances of \$495,367.

#### Bond Funds:

The balances in the combined bond funds increased by \$9,992. Property taxes collected were \$133 and interest earnings were \$10,209. Transfers into the bond fund from the General Fund were \$519,012, for total revenues of \$529,354. The total payments included principal and interest on the 2 bond issues of \$519,012, plus the bond administrative fees of \$350. Total expenditures were \$519,362.

#### Construction Fund:

The balance in the construction fund increased by \$5,339,353. The revenues in this fund included transfers-in of \$6,350,000 plus revenues from admin building rents, property & tower rents, and refunds and reimbursements totaling \$369,090, investment interest of \$1,247,360, and proceeds from the sale of the training property of \$3,558,020. Revenues totaled \$11,524,470. Expenditures totaled \$6,185,118 in this fund, which included capital outlay costs for the district's facilities totaling \$5,994,837, and tenant utilities and maintenance totaling \$190,280.

### Apparatus Fund:

The increase in the fund balance in the apparatus fund was \$2,174,108. The revenues included inter-fund transfers-in totaling \$2,700,000 and investment interest of \$416,097 for total revenues of \$3,116,097. The spending in this fund was \$941,988 which was comprised capital lease costs totaling \$117,601, and capital outlay and other purchases totaling \$824,387.

### Equipment Fund:

The increase in the ending balance of the equipment fund was \$627,541. Transfers into the equipment fund were \$1,160,000 and investment revenues were \$122,254, for total revenues of 1,282,254. Equipment purchases in this fund totaled \$654,714.

### BUDGET SURPLUSES:

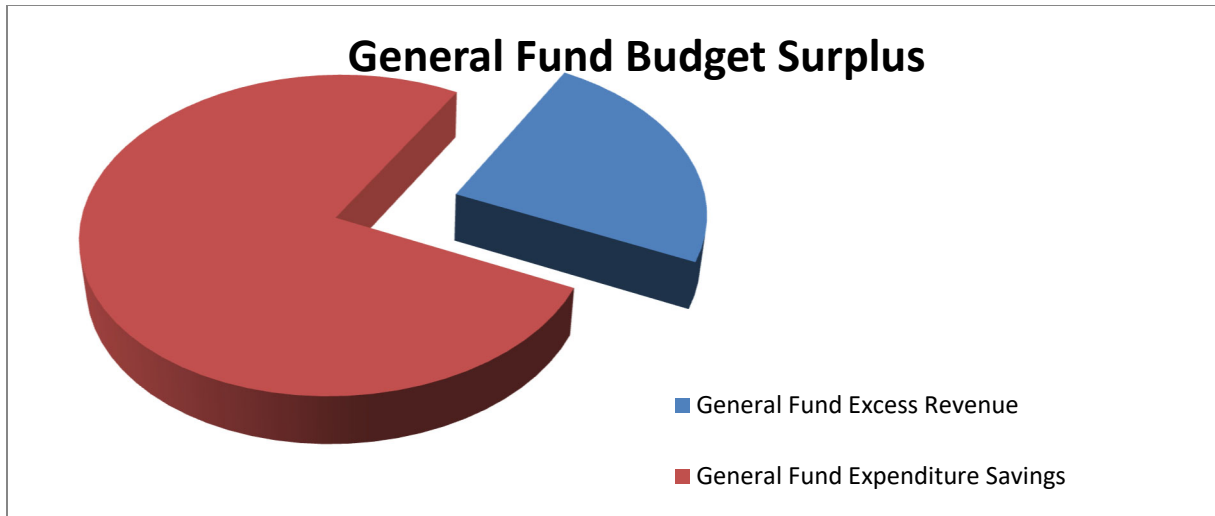
The budget surpluses shown below are the net surpluses of combined budgeted revenues and expenditures and encumbrances. Encumbrances will be included in the first budget amendment for 2025.

FUND	BUDGET SURPLUS	ENCUMBRANCES	NET SURPLUS	%
GENERAL	\$ 13,858,141	\$ -	\$ 13,858,141	73%
RETIREMENT RESERVE	\$ 273,654	\$ -	\$ 273,654	1%
EMERGENCY RESERVE	\$ 265,793	\$ -	\$ 265,793	1%
BOND FUNDS	\$ 7,993	\$ -	\$ 7,993	0%
CONSTRUCTION	\$ 4,394,232	\$ (1,141,532)	\$ 3,252,700	17%
APPARATUS	\$ 2,898,852	\$ (2,408,194)	\$ 490,658	3%
EQUIPMENT	\$ 456,140	\$ (41,826)	\$ 414,314	2%
SHOP FUNDS	\$ 445,097	\$ -	\$ 445,097	2%
TOTAL	\$ 22,599,901	\$ (3,591,552)	\$ 19,008,349	100%

### GENERAL FUND BUDGET SURPLUS:

We will focus on the budget surplus in the general fund as it is one of the most significant, and of most interest. This is comprised of higher than budgeted revenues of \$3,270,574 and lower than budgeted expenditures of \$10,587,567 in the general fund.

General Fund Budget Surplus	
General Fund Excess Revenue	\$ 3,270,574
General Fund Expenditure Savings	\$ 10,587,567
Less General Fund Encumbrances	\$ -
Net Revenue & Expenditure Surplus	\$ 13,858,141



Most General Fund revenue sources exceeded budgeted amounts in 2024. The most significant of these are investment interest, transports, mobilization personnel & equipment, refunds and reimbursements, and insurance recoveries. These revenues exceeded budgeted amounts by \$1,629,792, \$658,605, \$312,699, \$266,620, and \$171,807 respectively. The only significant revenue source that was less than budgeted expectations was the DOC contract revenues, which were \$98,709 less than budgeted. This is because we received 3 of the 4 expected payments in 2024.

#### ACCOUNTS RECEIVABLE:

The district's accounts receivable at the close of 2024 included Shop invoices totaling \$343,240 most of which were billed in December 2024. Other accounts receivable included inspections, training classes, reimbursements, special events and warranty work totaling \$67,621. Additionally, the DOC contract revenue of \$98,709 as noted above is also outstanding.

#### FOURTH QUARTER REVENUES

## GENERAL FUND REVENUES:

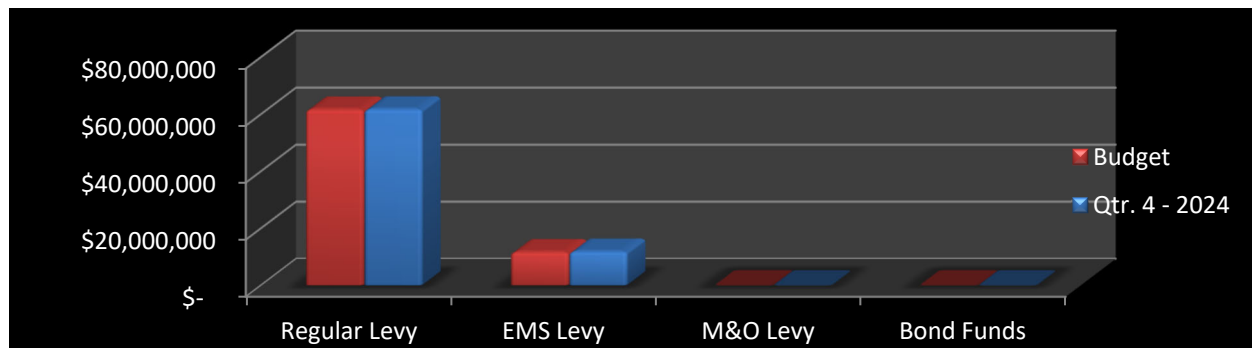
The district's total 2024 budgeted revenues in the General fund are \$83,685,382, including inter-fund transfers from the shop with actual revenues of \$86,955,956: 104% of the budgeted amount. In 2023, the District collected 106% of the budgeted general fund revenues, and in 2022 the district collected 102% of total budgeted general fund revenues.

## TAXES:

The regular property taxes plus the EMS levy and the remaining M&O Levy collected in 2024 total \$73,518,068 in the General Fund; 100% of the amount budgeted. In 2023, at this time, we had collected about 101% of the property taxes budgeted in the general fund.

The 2024 property tax revenues in the Bond fund totaled \$133, which was for property taxes in arrears.

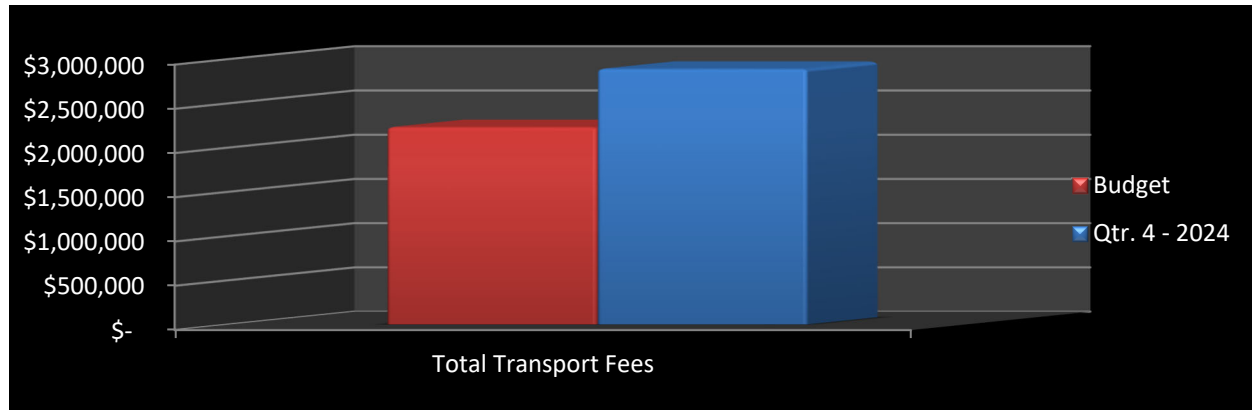
Property Tax Revenues	Budget	Qtr. 4 - 2024
Regular Levy	\$ 61,659,031	\$ 61,690,515
EMS Levy	\$ 11,661,618	\$ 11,826,845
M&O Levy	\$ -	\$ 708
Bond Funds	\$ -	\$ 133
<b>TOTAL</b>	<b>\$ 73,320,648</b>	<b>\$ 73,518,201</b>



## TRANSPORT FEES:

Transport fees collected in 2024 were \$2,896,281, with refunds totaling \$4,715, for net collections of \$2,891,566. The 2024 net transport collections are 130% of the amount budgeted. In 2023, transport collections were 125% of the amount budgeted.

Transport Fees	Budget	Qtr. 4 - 2024
Transport Fees	\$ 2,237,676	\$ 2,896,281
Transport Refunds	\$ (10,000)	\$ (4,715)
Total Transport Fees	\$ 2,227,676	\$ 2,891,566



#### CHARGES FOR SERVICES:

In 2024, we collected \$3,800 for the Lake Stevens Sewer District contract. In the prior year, the revenue collected totaled \$4,123. The revenues are based on the assessed values of properties held by the sewer district.

The district collected 75% of the contract with the DOC. The total collected for 2024 was \$296,128. We are following-up with them for the final amount owed for the 4<sup>th</sup> quarter.

Motor Vehicle Collision (MVC) revenue is 79% of the amount budgeted, with collections of \$27,550. In 2023 we collected \$49,900 through the fourth quarter. This tends to fluctuate from year to year.

In 2024 we collected \$26,410 in school revenues; 86% of the budgeted amount. Last year at this time, we had collected \$30,490 in revenues from schools.

We received a total of \$312,699 in revenues for mobilizations, we budgeted \$0 for mobilization revenue in 2024. Of the total revenues received, \$45,055 of this revenue was from mobilizations which occurred in 2023. The district participated in 13 mobilizations in 2024. In 2023, we collected \$24,238, and in 2022 we collected \$403,338.

We have received 108% of the Brightwater contract for 2024 totaling \$121,444. The amount is higher than budgeted because we renegotiated the contract. The annual payment is generally received in April.

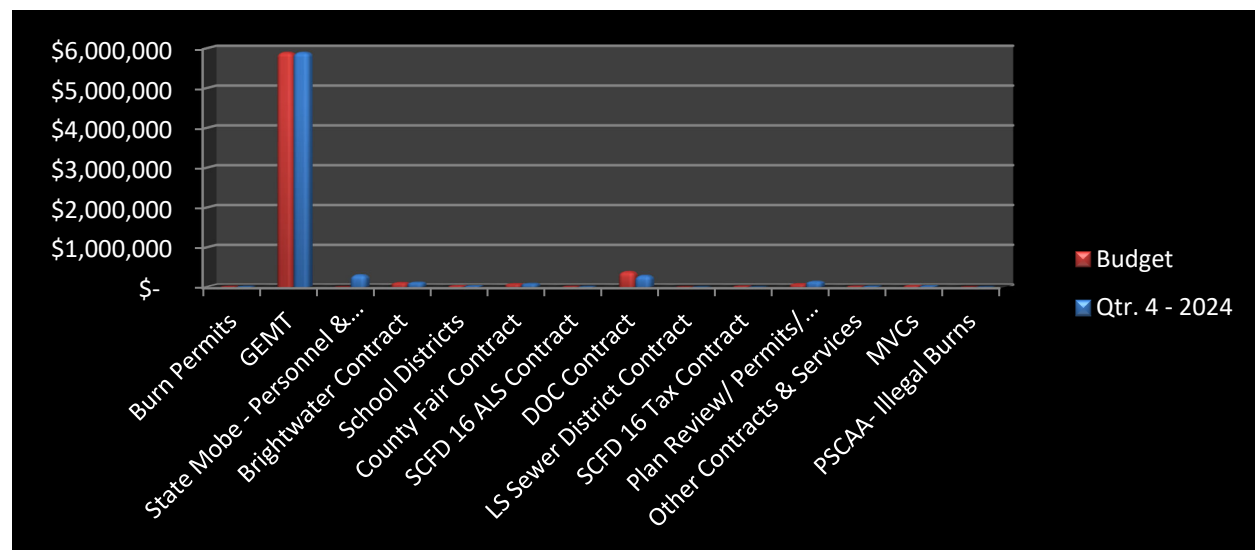


Permit inspection revenues were 175% of the budgeted amount for a total of \$145,657. There were also outstanding accounts receivable for permits/inspections totaling \$14,486. In 2023 we collected \$108,145.

The revenues received for GEMT are 100% of the amount budgeted, totaling \$5,898,920. In 2023 we collected \$6,418,916.

We collected \$87,513 for the County Fair contract; 105% of the amount budgeted. In 2023, we collected \$83,665.

CHARGES FOR SERVICES	Budget	Qtr. 4 - 2024
Burn Permits	\$ 9,100	\$ 9,674
GEMT	\$ 5,898,920	\$ 5,898,920
State Mobe - Personnel & Eqpt	\$ -	\$ 312,699
Brightwater Contract	\$ 112,450	\$ 121,444
School Districts	\$ 30,700	\$ 26,410
County Fair Contract	\$ 83,665	\$ 87,513
SCFD 16 ALS Contract	\$ 11,000	\$ 7,400
DOC Contract	\$ 394,838	\$ 296,128
LS Sewer District Contract	\$ 3,800	\$ -
SCFD 16 Tax Contract	\$ 21,500	\$ -
Plan Review/ Permits/ Inspections	\$ 83,325	\$ 145,657
Other Contracts & Services	\$ 17,800	\$ 17,624
MVCs	\$ 35,000	\$ 27,550
PSCAA- Illegal Burns	\$ 600	\$ -
<b>TOTAL</b>	<b>\$ 6,702,697</b>	<b>\$ 6,951,019</b>



## GRANTS:

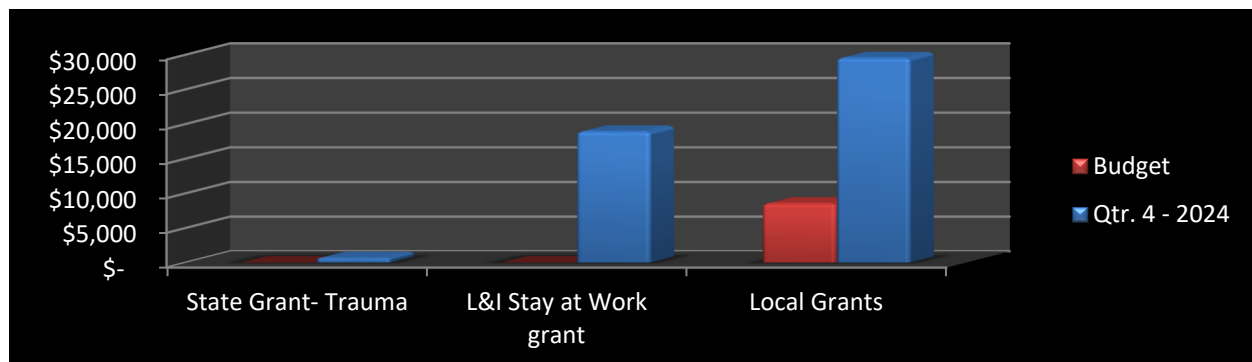
General Fund grants in 2024 totaled \$49,438.

The state Trauma grant this year was \$766, this line was unbudgeted for 2024. This revenue from the state is received annually, and the amount has been reduced each year over the past several years.

We received reimbursement of \$19,025 from the state for the L&I stay at work grant. This varies from year-to-year depending on L&I injuries.

In addition, we have received some local grants amounting to \$29,647. This amount includes state timber taxes and excise tax revenues.

GRANT REVENUES	Budget	Qtr. 4 - 2024
State Grant- Trauma	\$ -	\$ 766
L&I Stay at Work grant	\$ -	\$ 19,025
Local Grants	\$ 8,650	\$ 29,647
<b>TOTAL</b>	<b>\$ 8,650</b>	<b>\$ 49,438</b>



## MISCELLANEOUS AND OTHER REVENUES:

The miscellaneous and other revenues are comprised mainly of interest earnings, admin building and other property rentals, tower rentals, and other types of revenues. However, the most significant source of revenue here in 2024 was proceeds from the sale of the training property totaling \$3,500,000. This is a one-time revenue source. Also of significance was the annual payment received from the City of Mill Creek for station 76 totaling \$58,020,

In 2024, total interest earnings for all funds combined was \$5,257,961, which is 326% of the budgeted totals. In 2023, interest earnings for all funds combined were \$4,428,110. There were

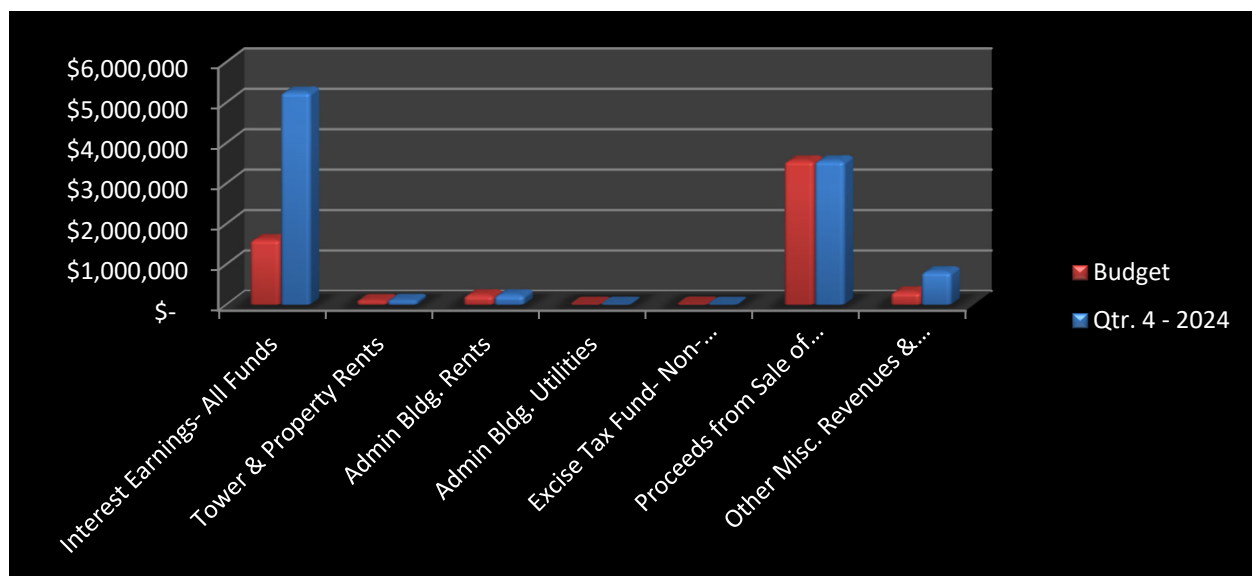
higher fund balances in nearly all the district's funds in 2024, which accounts for the higher interest earnings when compared with 2023.

Admin Building rents, property & tower rents, and utilities reimbursements in the Construction Fund total \$368,331 for 2024, which is 101% of the budgeted amount. In 2023 we had collected \$438,803 which was 112% of the budgeted amount. This is lower in part 2024 because we sold the training property rental house in July of 2024. Additionally, the admin building rents were also lower because the District took over the entire 2<sup>nd</sup> floor of the admin building.

Other Miscellaneous Revenues and Services were 258% of the total amounts budgeted for 2024. In 2023, total miscellaneous and other revenues were 369% of the budgeted totals. This is comprised mainly of burn permits, donations, sale of surplus, hazmat cost reimbursement, and refunds and reimbursements. In 2024 the most significant portion of these miscellaneous revenues was from refunds and reimbursements totaling \$567,379.

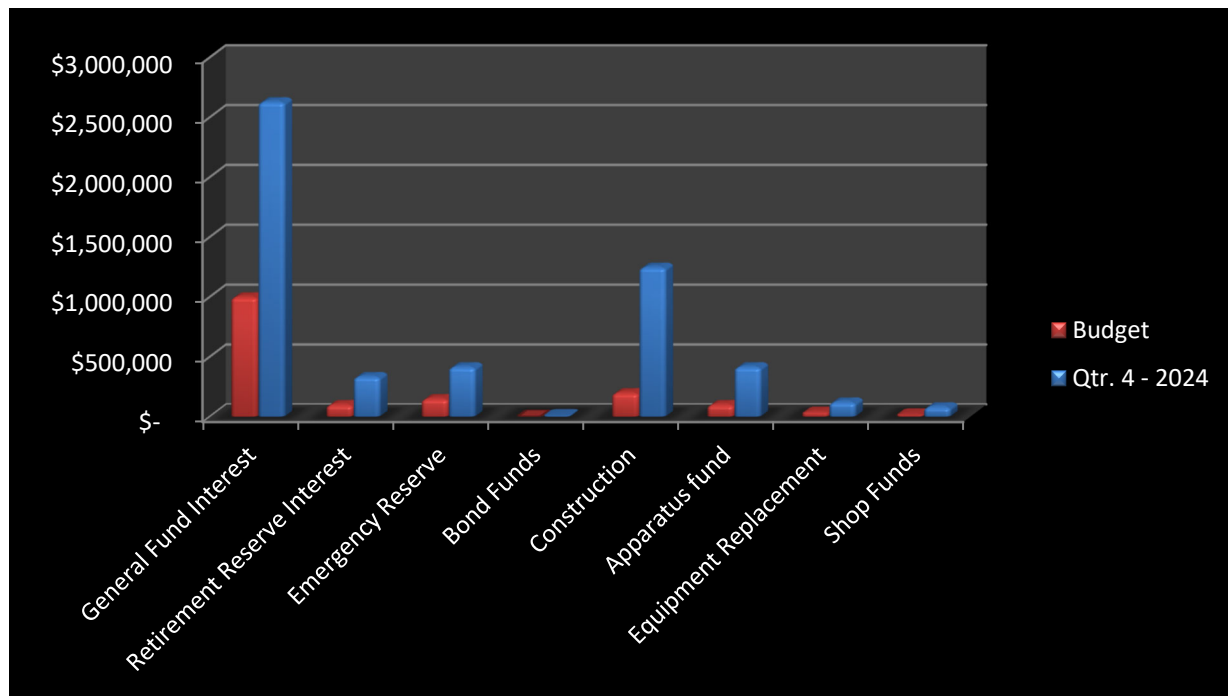
The excise tax fund is for state owed amounts and is not District revenue.

MISCELLANEOUS & OTHER REVENUE	Budget	Qtr. 4 - 2024
Interest Earnings- All Funds	\$ 1,612,000	\$ 5,257,961
Tower & Property Rents	\$ 109,400	\$ 114,748
Admin Bldg. Rents	\$ 241,950	\$ 241,950
Admin Bldg. Utilities	\$ 13,500	\$ 11,632
Excise Tax Fund- Non-Revenues	\$ 20,000	\$ 8,112
Proceeds from Sale of Property	\$ 3,558,020	\$ 3,558,020
Other Misc. Revenues & Services	\$ 315,800	\$ 814,239
<b>TOTAL</b>	<b>\$ 5,870,670</b>	<b>\$ 10,006,662</b>



The details of the interest earnings by funds are shown in the charts below.

INTEREST EARNINGS BY FUND	Budget	Qtr. 4 - 2024
General Fund Interest	\$ 1,000,000	\$ 2,629,792
Retirement Reserve Interest	\$ 100,000	\$ 334,677
Emergency Reserve	\$ 150,000	\$ 415,793
Bond Funds	\$ 2,000	\$ 10,209
Construction	\$ 200,000	\$ 1,247,360
Apparatus fund	\$ 100,000	\$ 416,096
Equipment Replacement	\$ 40,000	\$ 122,254
Shop Funds	\$ 20,000	\$ 81,779
<b>TOTAL</b>	<b>\$ 1,612,000</b>	<b>\$ 5,257,961</b>

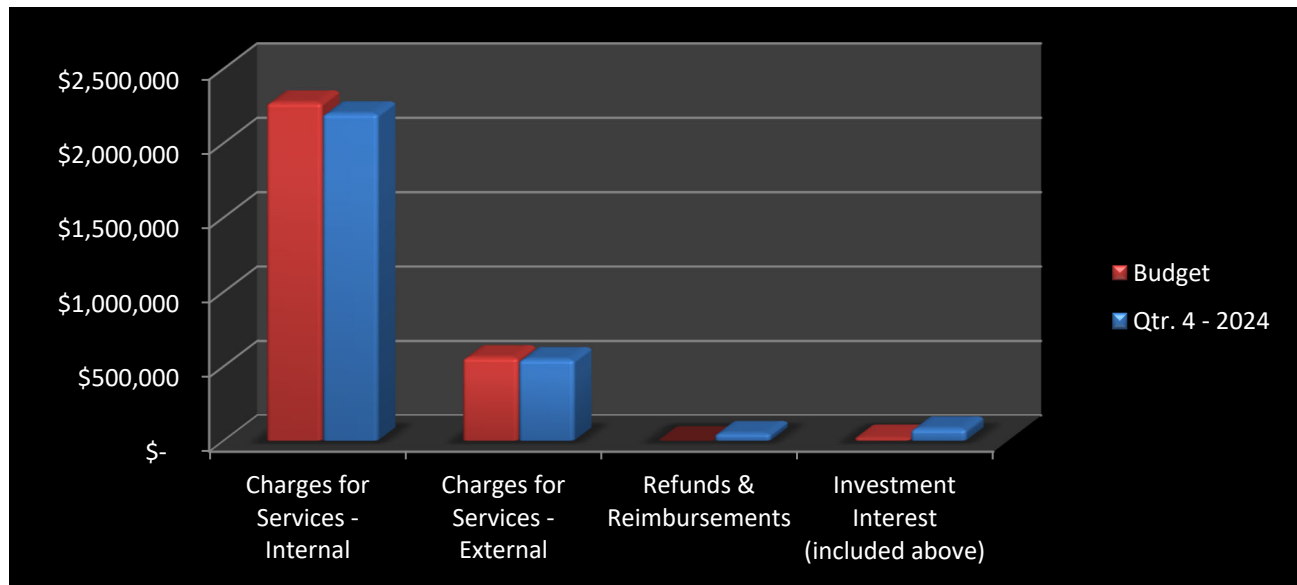


#### SHOP REVENUES:

Internal charges for services were \$2,198,946 for the year, which is 97% of the amount budgeted. In 2023 these revenues were \$1,709,542. External charges for services were \$547,120; 98% of the annual amount budgeted. Last year at this time external charges were \$499,724. The 2024 combined total of internal and external shop charges for services was \$2,746,066; 97% of the amount budgeted.

The accounts receivable at year-end for the shop included bills for SRFR totaling \$267,251 and bills for outside entities totaling \$75,989.

SHOP REVENUES	Budget	Qtr. 4 - 2024
Charges for Services -Internal	\$ 2,273,180	\$ 2,198,946
Charges for Services -External	\$ 560,000	\$ 547,120
Refunds & Reimbursements	\$ -	\$ 49,040
Investment Interest (included above)	\$ 20,000	\$ 81,779
<b>TOTAL</b>	<b>\$ 2,853,180</b>	<b>\$ 2,876,885</b>



## FOURTH QUARTER EXPENDITURES

### OBJECT CODES:

The object codes below provide a description of the types of expenditures associated with the spending classifications within each of the district's budget programs. These object codes are found in the BARS account line items. In the district's accounting system, the object codes are the third and fourth to last numbers in each of the expenditure line items in the district's Budget and Actual report.

- 10 - WAGES
- 20 - BENEFITS
- 31 - SUPPLIES
- 32 - FUEL
- 34 - INVENTORY SUPPLIES
- 35 - SMALL TOOLS/MINOR EQPT.
- 41 - PROFESSIONAL SERVICES
- 42 - COMMUNICATIONS
- 43 - TRAVEL EXPENSES
- 44 - ADVERTISING
- 45 - RENTALS
- 46 - (LIABILITY) INSURANCE
- 47 - UTILITIES
- 48 - REPAIR & MAINTENANCE
- 49 - MISC. EXPENSES
- 51 - INTERGOVERNMENTAL SVCS.
- 62 - LAND & IMPROVEMENTS
- 63 - OTHER CAPITAL IMPROVEMENTS
- 64 - CAPITAL OUTLAY
- 70- LEASES
- 71 - PRINCIPAL ON G.O. BONDS
- 75- CAPITAL LEASES - PRINCIPAL
- 83 - INTEREST ON LONG-TERM DEBT
- 00 - INTERFUND TRANSFERS

### FOURTH QUARTER EXPENDITURE OVERVIEW:

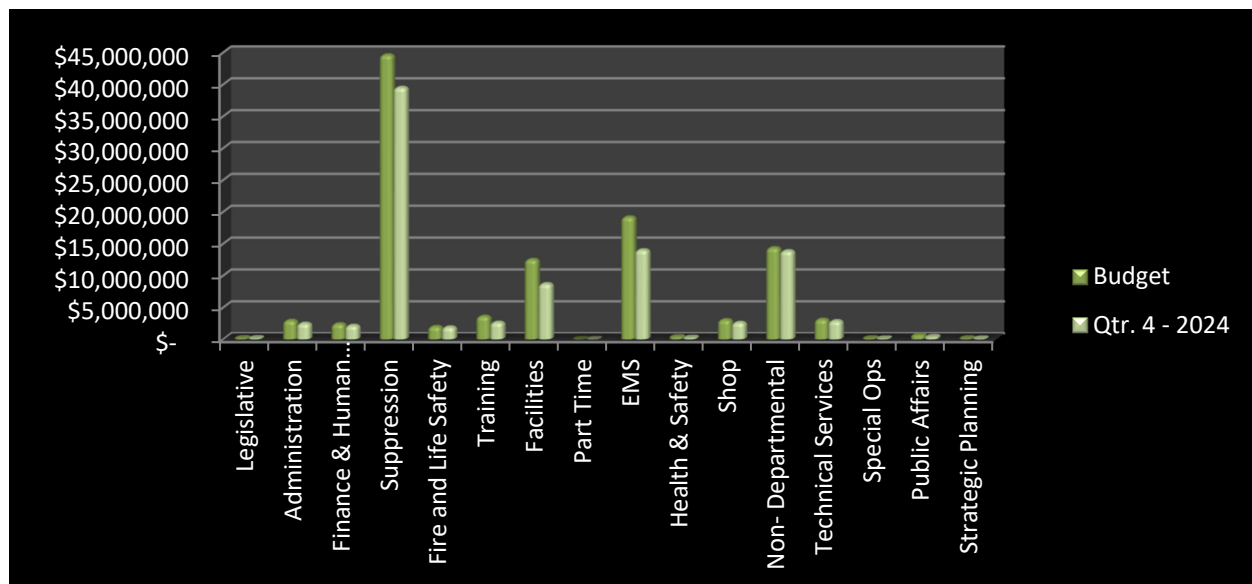
For all of the district's funds combined, the 2024 fourth quarter expenditures, including inter-fund transfers were \$92,133,454; 84% of the total budgeted expenditures of \$109,490,175. This includes the first budget, second, and third budget amendments for 2024. At this time in 2023, these amounts were \$77,592,392; 88% of the total budgeted expenditures of \$99,746,220.

In 2024, inter-fund transfers total \$12,544,562; 100% of the amount budgeted.

The total General Fund expenditures are 88% of the budgeted amount. Total general fund spending in the fourth quarter of 2024 is \$80,353,367. In 2023 and 2022 the total general fund expenditures as of the fourth quarter were 85% and 93% of the budgeted amounts respectively.

Without exception, all of the program budgets are within the annual budgeted expenditures. Additional details are provided in each of the program budget areas below.

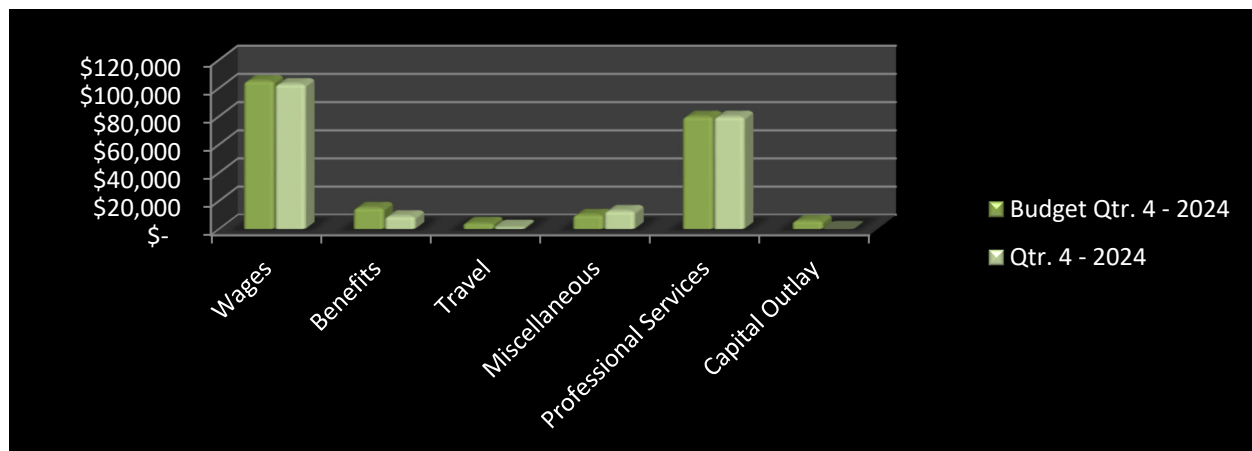
Program	Budget	Qtr. 4 - 2024
Legislative	\$ 220,039	\$ 206,295
Administration	\$ 2,941,188	\$ 2,490,328
Finance & Human Resources	\$ 2,413,932	\$ 2,162,386
Suppression	\$ 44,617,470	\$ 38,358,952
Fire and Life Safety	\$ 1,990,183	\$ 1,913,357
Training	\$ 3,594,374	\$ 2,657,382
Facilities	\$ 12,507,416	\$ 8,700,292
Part Time	\$ 20,530	\$ 7,533
EMS	\$ 19,182,154	\$ 15,172,436
Health & Safety	\$ 435,236	\$ 291,088
Shop	\$ 3,052,910	\$ 2,631,518
Non- Departmental	\$ 14,355,213	\$ 13,872,310
Technical Services	\$ 3,127,812	\$ 2,891,038
Special Ops	\$ 185,157	\$ 157,983
Public Affairs	\$ 668,700	\$ 470,976
Strategic Planning	\$ 177,860	\$ 149,580
Totals	\$ 109,490,175	\$ 92,133,454



### LEGISLATIVE SERVICES:

The 2024 Legislative Services costs are 94% of the amount budgeted, with \$206,295 spent. Most line items within this program are below budgeted expenditures, except for registration costs, which are 338% spent, and deferred comp, which was unbudgeted. All other legislative costs are less than 100% spent. These are offset by retirement and travel expenses which are 47% and 38% spent respectively.

LEGISLATIVE SERVICES	Budget	Qtr. 4 - 2024
Wages	\$ 105,042	\$ 102,859
Benefits	\$ 15,090	\$ 9,163
Travel	\$ 4,150	\$ 1,589
Miscellaneous	\$ 10,120	\$ 12,917
Professional Services	\$ 79,766	\$ 79,766
Capital Outlay	\$ 5,871	\$ -
Totals	\$ 220,039	\$ 206,295



### ADMINISTRATION:

2024 spending in the Administration program budget is \$2,490,328 with 85% of budgeted expenditures used. There are no line items exceeding the annual budgeted amounts. The line items of most significance that contribute to this program being under budget are professional services, travel, and leave sell back. These are 46%, 64% and 12% spent respectively.

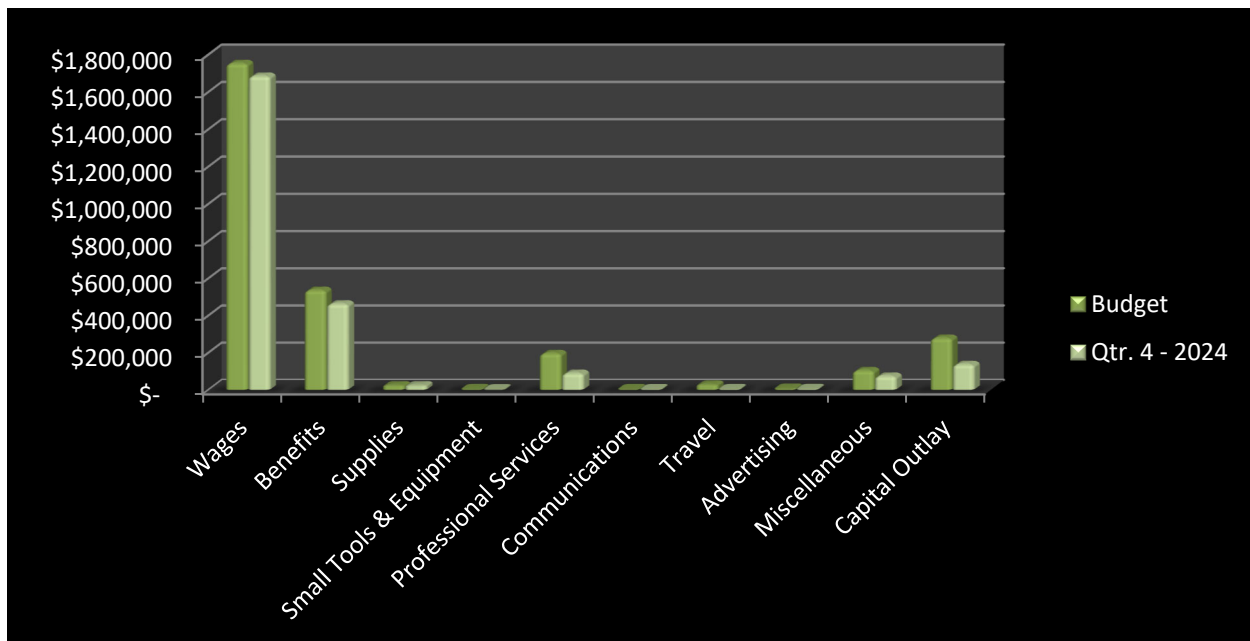
It should also be noted that wages and combined benefits were below budget because the Teamsters contract was still being negotiated and had not been settled by the end of 2024. This contributed to the lower-than-expected spending on wages, benefits, and leave sell back.



Professional services costs were below budgeted amounts mostly because we did not spend anything on communications (Liz Loomis) and sexual harassment training.

Travel expenses were below budgeted expectations because there were fewer attendees than had been budgeted for labor negotiations classes.

ADMINISTRATION	Budget	Qtr. 4 - 2024
Wages	\$ 1,753,883	\$ 1,686,014
Benefits	\$ 536,844	\$ 463,462
Supplies	\$ 25,225	\$ 24,577
Small Tools & Equipment	\$ 4,000	\$ 1,780
Professional Services	\$ 196,670	\$ 90,397
Communications	\$ 3,520	\$ 3,184
Travel	\$ 29,500	\$ 3,620
Advertising	\$ 7,590	\$ 4,449
Miscellaneous	\$ 104,809	\$ 75,146
Capital Outlay	\$ 279,147	\$ 137,699
Totals	\$ 2,941,188	\$ 2,490,328



#### FINANCE & HUMAN RESOURCES:

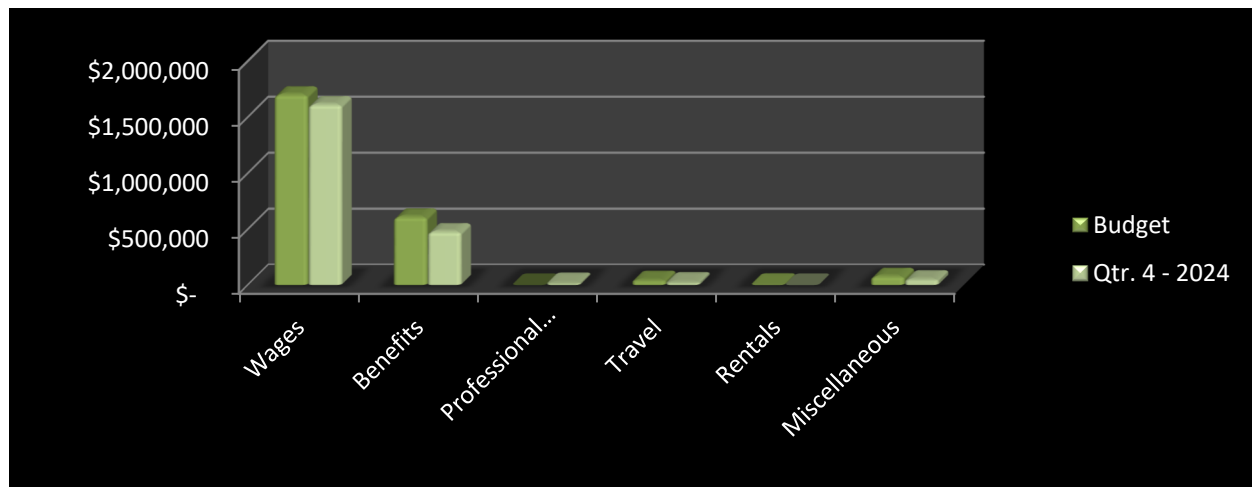
Finance & Human Resources costs are 90% of the budgeted amount, totaling \$2,162,386. Although there are a few line items within the Finance and HR budget that exceed the expected

budgeted amounts, most involve small dollar amounts and are not considered significant. Also, there was some unbudgeted spending on professional services, however this was to help cover an unfilled HR position. In addition, miscellaneous costs were mainly to cover hiring expenses. This exceeded budgeted expectations mostly because we had more turnover than originally anticipated.

The areas of most significance that are less than budgeted include wages and combined benefits, which are 95% and 78% spent respectively. This is mostly because we were short one HR position through the first quarter, we recently lost one payroll employee, and COLA increases for Teamsters employees have not been paid for 2024 at this time.

Also, rentals for testing facilities is unspent. Both travel and training registration costs are below budgeted expectations because less was spent on conferences than was budgeted.

<b>FINANCE &amp; HUMAN RESOURCES</b>	<b>Budget</b>	<b>Qtr. 4 - 2024</b>
Wages	\$ 1,694,777	\$ 1,606,913
Benefits	\$ 603,757	\$ 472,149
Professional Services	\$ -	\$ 15,439
Travel	\$ 39,380	\$ 22,044
Rentals	\$ 4,000	\$ -
Miscellaneous	\$ 72,018	\$ 45,841
<b>Totals</b>	<b>\$ 2,413,932</b>	<b>\$ 2,162,386</b>



#### SUPPRESSION:

Fire suppression costs are \$38,358,952, which is 88% of the budgeted amount. The most significant areas exceeding the amount budgeted are for bunker gear, SCBA repair and

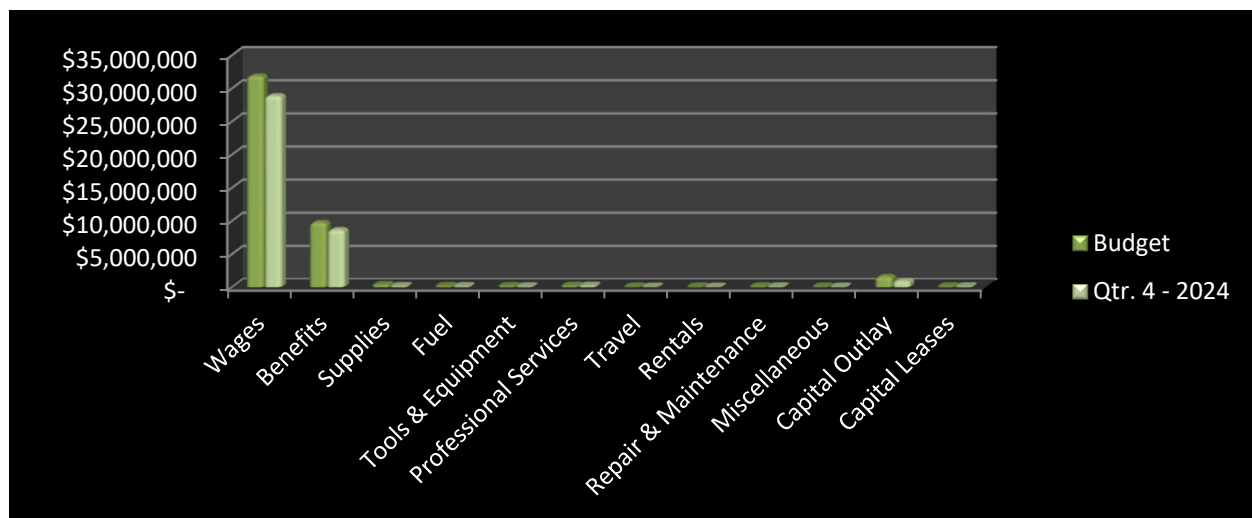
maintenance, and professional services for hose and ground ladder testing and air monitoring. These areas were 118% spent, 149% spent, 121% spent, and 121% spent respectively.

However, these costs were offset by several line items that were underspent for the year.

Some significant costs that are below budget include combined wages and combined benefits, which were 88% and 86% spent respectively. Additionally, capital outlay for apparatus was 47% spent.

Wages and benefits were below budgeted expectations due to staffing being below anticipated levels. Capital outlay for apparatus was below budget due to long delays in receiving apparatus that has been ordered.

SUPPRESSION	Budget	Qtr. 4 - 2024
Wages	\$ 31,861,665	\$ 27,957,389
Benefits	\$ 9,749,805	\$ 8,423,524
Supplies	\$ 401,150	\$ 190,305
Fuel	\$ 195,000	\$ 164,029
Tools & Equipment	\$ 195,000	\$ 128,114
Professional Services	\$ 251,000	\$ 258,955
Travel	\$ -	\$ 237
Rentals	\$ 65,364	\$ 9,879
Repair & Maintenance	\$ 125,500	\$ 95,057
Miscellaneous	\$ 51,200	\$ 35,611
Capital Outlay	\$ 1,604,185	\$ 978,251
Capital Leases	\$ 117,601	\$ 117,601
Totals	\$ 44,617,470	\$ 38,358,952



## FIRE AND LIFE SAFETY (PREVENTION, CRR):

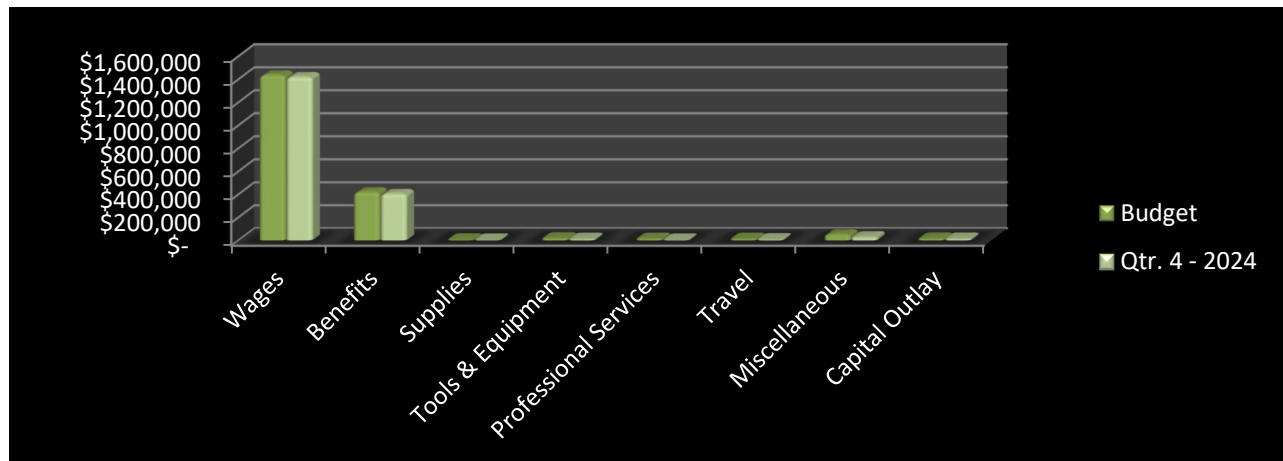
Fire and life safety costs are 96% of the 2024 budget with \$1,913,357 in expenditures.

There are a couple areas of significance that exceed the budget, including regular wages, which is 109% spent and medical/dental expenses which is 114% spent.

The regular wages and medical/dental lines exceed the budget because for most of the year, there has been an additional person working in this department who would ordinarily have worked in Suppression.

The most significant of the line items below budget are overtime and leave sellback. These are 43% and 60% spent. Also combined benefits are only 96% spent.

FIRE AND LIFE SAFETY	Budget	Qtr. 4 - 2024
Wages	\$ 1,437,777	\$ 1,423,504
Benefits	\$ 422,539	\$ 407,430
Supplies	\$ 6,000	\$ 3,505
Tools & Equipment	\$ 21,000	\$ 14,831
Professional Services	\$ 16,000	\$ 3,990
Travel	\$ 15,300	\$ 9,185
Miscellaneous	\$ 53,019	\$ 33,029
Capital Outlay	\$ 18,548	\$ 17,884
Totals	\$ 1,990,183	\$ 1,913,357



## TRAINING:

Training expenditures are 74% of the budgeted amount, with \$2,657,382 spent. There are a few line items that exceed the annual budget, with overtime, being the most significant. The areas

that contribute most significantly to this program being under budget include the training academy, registrations, wages, and paramedic training. These line items were 24%, 54%, 92% and 19% spent respectively.

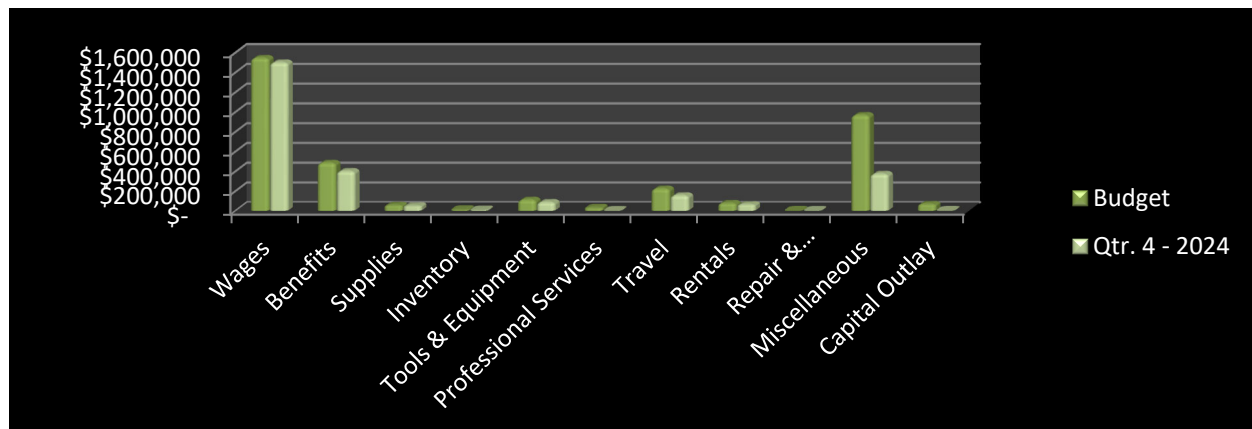
Overtime is higher than expected with 317% of the amount budgeted used. This is mostly due to employees in training working overtime shifts in suppression and for mobilization, as overtime costs follow the employee, not the program where it occurs.

Regular wages are below the budgeted amount partly because the new DC of training was hired after the end of the second quarter. Also, there have been some changes in personnel working in this division since the budget was created.

The training academy and paramedic training costs were lower than anticipated because hiring was below expectations for the year.

It should also be noted that Capital outlay for apparatus was unspent for the year due to delays. We plan to encumber the unspent funds into the 2025 budget.

TRAINING	Budget	Qtr. 4 - 2024
Wages	\$ 1,547,190	\$ 1,502,070
Benefits	\$ 486,076	\$ 403,230
Supplies	\$ 58,289	\$ 53,755
Inventory	\$ 13,651	\$ 8,486
Tools & Equipment	\$ 113,171	\$ 89,644
Professional Services	\$ 33,500	\$ 115
Travel	\$ 225,260	\$ 158,055
Rentals	\$ 78,900	\$ 66,921
Repair & Maintenance	\$ -	\$ 715
Miscellaneous	\$ 969,335	\$ 374,391
Capital Outlay	\$ 69,002	\$ -
Totals	\$ 3,594,374	\$ 2,657,382



## LOGISTICS:

Logistics costs are 70% of the budget, with \$8,700,292 spent. The line items that contribute most significantly to this area of the budget below the budget are capital outlay in the construction fund. If the capital outlay were fully spent at this time, the logistics budget would be 96% spent.

The projects budgeted in the construction fund for 2024 total \$9,200,824, and only \$3,205,987 of this has been spent to date; 35% of the total amount budgeted. We expect that it will take quite a while before all of these projects are completed.

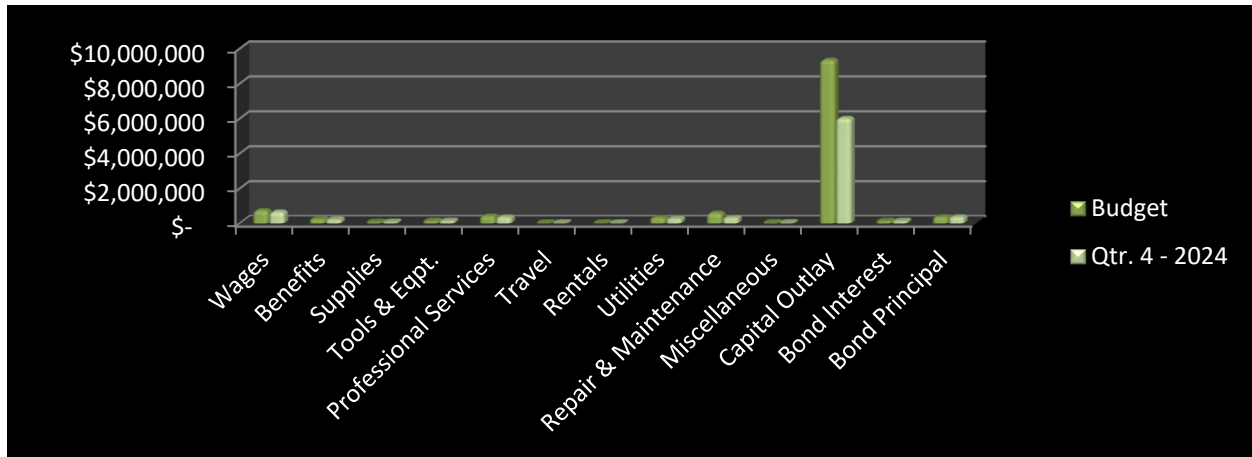
In the apparatus fund, capital outlay of \$100,000 is budgeted for the purchase of a box truck that has not been spent.

Combined wages and benefits are 89% and 93% spent respectively. They are below budgeted expectations because the Teamsters' COLA was not yet paid as of the end of 2024 because the contract had not yet been settled.

The only area of significance in the general fund in Logistics that exceed budgeted expectations is refuse costs, which is 146% spent. We noted that the amount budgeted in 2024 is less than we spent in 2023.

In the construction fund, the amounts spent on new construction for stations 83, 32, and 81 exceed the amounts budgeted in those line items. However, the new construction line was budgeted at \$6,000,000 with the costs for those stations allocated to the specific station line items instead of the more general new construction line for future reference.

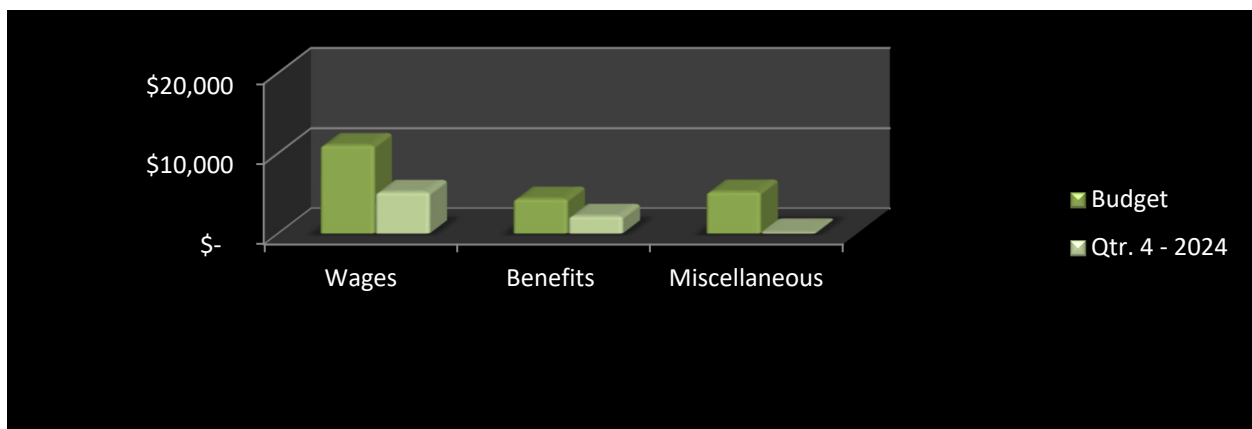
LOGISTICS	Budget	Qtr. 4 - 2024
Wages	\$ 743,500	\$ 664,779
Benefits	\$ 255,430	\$ 237,375
Supplies	\$ 75,000	\$ 83,138
Tools & Eqpt.	\$ 157,449	\$ 158,068
Professional Services	\$ 426,615	\$ 214,232
Travel	\$ 10,000	\$ 9,267
Rentals	\$ 8,500	\$ 5,629
Utilities	\$ 324,410	\$ 280,232
Repair & Maintenance	\$ 598,000	\$ 335,922
Miscellaneous	\$ 35,700	\$ 170,279
Capital Outlay	\$ 9,353,800	\$ 6,022,360
Bond Interest	\$ 148,012	\$ 148,012
Bond Principal	\$ 371,000	\$ 371,000
Totals	\$ 12,507,416	\$ 8,700,292



### PART TIME:

Part-time costs are 37% of the budget, with \$7,533 spent. The part time program includes only chaplains. The chaplains are paid annually at the end of the year. All line items were underspent in this program because we had fewer chaplains than we had budgeted.

PART TIME (Chaplains)	Budget		Qtr. 4 - 2024	
Wages	\$	11,000	\$	5,160
Benefits	\$	4,330	\$	2,175
Miscellaneous	\$	5,200	\$	198
Totals	\$	20,530	\$	7,533



## AID AND RESCUE:

Aid and Rescue costs are 79% of the budget totaling \$15,172,436. This is below expectations for the fourth quarter. Combined wages and combined benefits are the most significant areas contributing to expenditures being below budget.

Combined wages and benefits are below budgeted expectations because we have several unfilled positions in EMS. We budgeted for a total of 45 positions in EMS: as of the end of December, 40 of these positions were filled. In spite of the unfilled positions, overtime is only 75% spent as of the end of the 4th quarter.

Spending on capital outlay is only 13% spent at this time. We have budgeted \$1,960,000 for ambulances including encumbrances from last year of \$840,000 which are still in production. Except for EPCR computers in the equipment fund, most other capital equipment that was budgeted was not purchased.

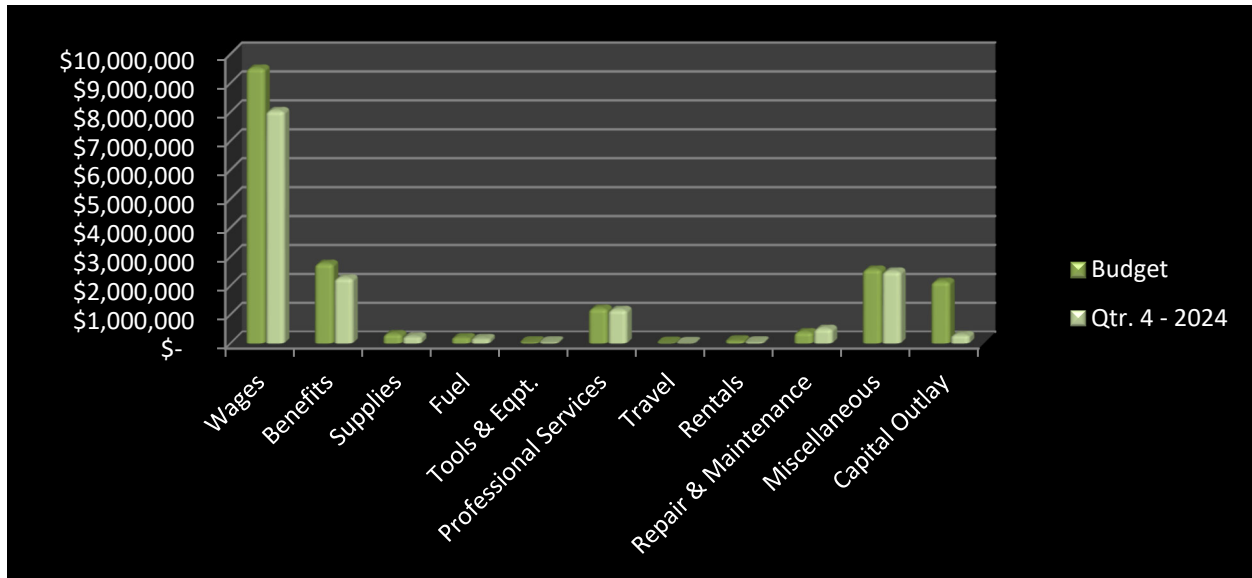
There are a couple of areas within the EMS budget that are higher than expected, including equipment repair and maintenance and Snohomish County EMS/MPD services, which are 131% and 154% spent.

The equipment repair and maintenance line is mostly to cover the cost of apparatus repair and maintenance. Apparatus repair & maintenance costs alone were \$437,395, with only \$338,000 budgeted for this in 2024. This can be attributed to the long wait times for the arrival of new ambulances.

The annual payment for the Snohomish County EMS/MPD services doubled in 2024, as compared with 2023.

<b>AID &amp; RESCUE (EMS)</b>	<b>Budget</b>	<b>Qtr. 4 - 2024</b>
Wages	\$ 9,501,303	\$ 8,031,010
Benefits	\$ 2,750,855	\$ 2,249,923
Supplies	\$ 316,500	\$ 224,296
Fuel	\$ 195,000	\$ 159,320
Tools & Eqpt.	\$ 44,349	\$ 38,899
Professional Services	\$ 1,197,990	\$ 1,157,145
Travel	\$ 16,350	\$ 452
Rentals	\$ 95,364	\$ 41,527
Repair & Maintenance	\$ 384,300	\$ 503,843
Miscellaneous	\$ 2,551,499	\$ 2,482,245
Capital Outlay	\$ 2,128,644	\$ 283,777
<b>Totals</b>	<b>\$ 19,182,154</b>	<b>\$ 15,172,436</b>





## HEALTH AND SAFETY

The Health and Safety budget is 67% spent, with \$291,088 in expenditures. The only area within this budget that was more than budgeted is software subscriptions. All other areas were under budget.

The software subscriptions and licensing line is 314% spent. This is higher than budgeted due to the unbudgeted purchase of the Power DMS software for \$12,023.

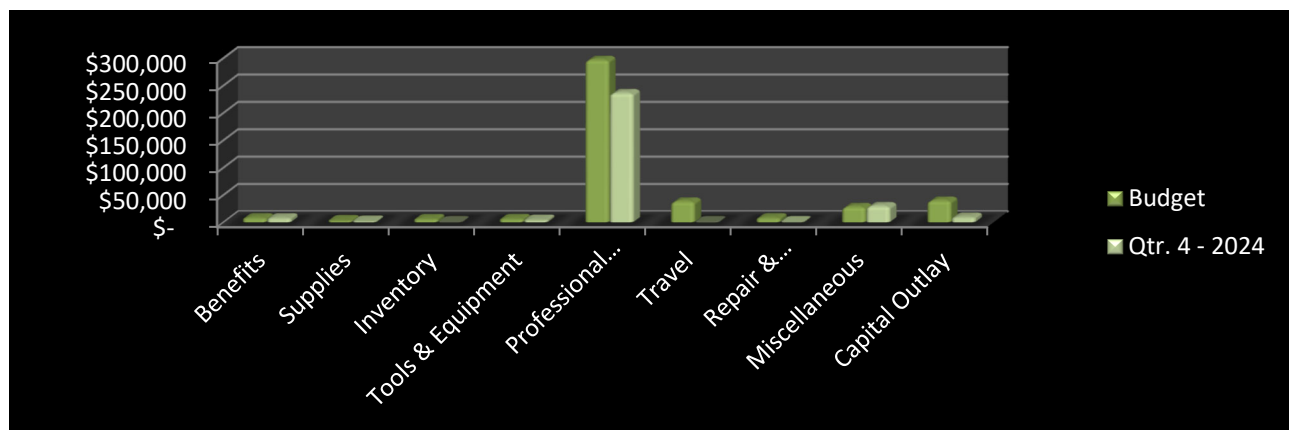
The areas that were under-spent most significantly were fitness equipment, which was 24% spent, travel, which was 91% spent, and annual physicals which was 80% spent.

There were only 3 pieces of fitness equipment that were purchased in 2024. The number of pieces of equipment varies from year-to-year based on need. The unspent funds for this will remain in the equipment fund.

The travel budgeted in 2024 for peer support conferences did not occur.

Costs for annual physicals include pre-hire physicals. As we did not hire as many people as we had anticipated, these costs were lower than expected.

HEALTH & SAFETY		Budget	Qtr. 4 - 2024
Benefits	\$	8,000	\$ 7,895
Supplies	\$	3,600	\$ 2,203
Inventory	\$	6,250	\$ -
Tools & Equipment	\$	6,500	\$ 4,736
Professional Services	\$	296,940	\$ 236,231
Travel	\$	38,125	\$ 348
Repair & Maintenance	\$	8,000	\$ 593
Miscellaneous	\$	28,095	\$ 29,678
Capital Outlay	\$	39,726	\$ 9,405
Totals	\$	435,236	\$ 291,088



#### SHOP:

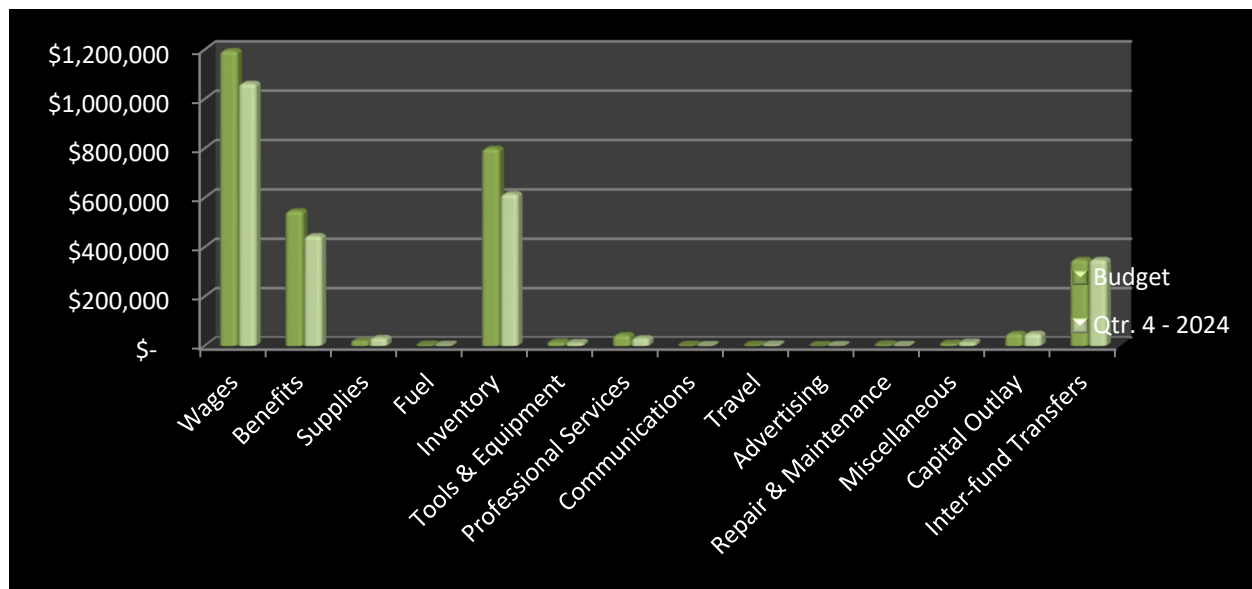
The Shop budget is 86% spent, with expenses of \$2,631,518. The areas contributing most significantly to the shop budget being less than the annual amount budgeted are regular wages, combined benefits, and parts inventory. Spending in these areas were 91%, 82%, and 77% respectively.

Wages and benefits are underspent because we budgeted for a total of 11 positions in the shop, with only 9 of these positions filled as of the end of the first quarter, and the 10<sup>th</sup> and 11<sup>th</sup> employees having been hired in April and June.

The parts spending was lower than budgeted because staffing was lower at the beginning of the year than anticipated. This reduced billable hours, which led to the purchase of fewer parts than had been anticipated.

Except for vehicle supplies, most line items that exceed the annual budget involve mostly small dollar amounts and are not considered significant. The vehicle supplies line was overspent by \$13,716. This included costs for shop vehicles. This cost had not been budgeted in 2024.

SHOP	Budget	Qtr. 4 - 2024
Wages	\$ 1,196,100	\$ 1,063,418
Benefits	\$ 546,800	\$ 445,762
Supplies	\$ 21,350	\$ 32,729
Fuel	\$ 4,800	\$ 3,672
Inventory	\$ 800,000	\$ 615,730
Tools & Equipment	\$ 16,250	\$ 14,174
Professional Services	\$ 44,825	\$ 31,398
Communications	\$ 3,500	\$ 1,457
Travel	\$ 3,500	\$ 5,093
Advertising	\$ 500	\$ -
Repair & Maintenance	\$ 5,000	\$ 2,435
Miscellaneous	\$ 10,375	\$ 15,657
Capital Outlay	\$ 50,000	\$ 50,084
Inter-fund Transfers	\$ 349,910	\$ 349,910
Totals	\$ 3,052,910	\$ 2,631,518

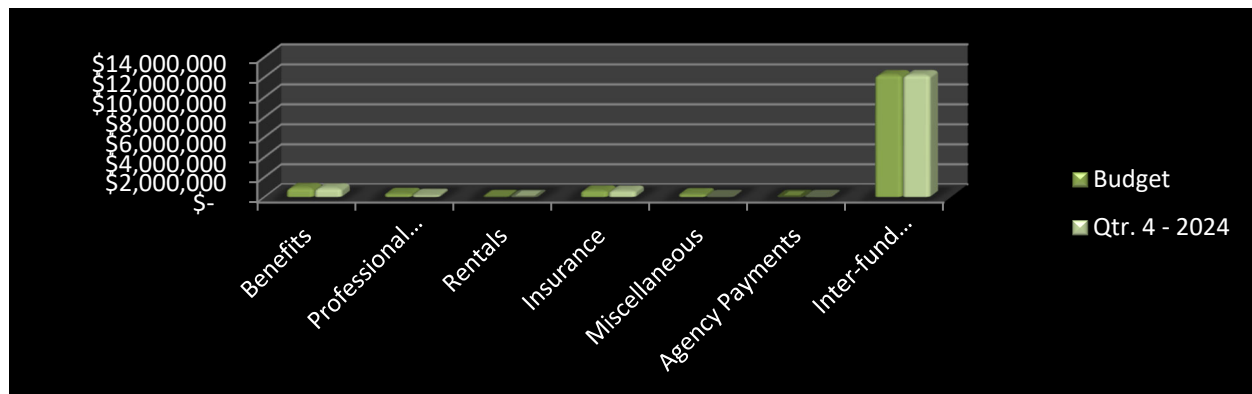


#### NON-DEPARTMENTAL:

Non-Departmental costs total \$13,872,310; 97% of the budgeted amount. The only area of significance in this program that exceeded the amount budgeted is retirement VEBA in the retirement reserve fund, which was overspent by \$58,992. However, this was more than offset by retirement medical expenses being underspent, with \$89,588 of the amount budgeted remaining unspent. It should be noted that retirement medical costs are budgeted based on the assumption that all eligible retirees would be paid retirement medical, when in fact not all of them receive the full amount.

A few areas of significance that are below budgeted expectations include rebranding, and labor attorney costs. Rebranding costs were 0% spent for the year. Labor attorney services were only 9% spent.

NON-DEPARTMENTAL		Budget	Qtr. 4 - 2024
Benefits	\$	891,221	\$ 853,453
Professional Services	\$	320,475	\$ 192,083
Rentals	\$	25,000	\$ 20,617
Insurance	\$	617,591	\$ 603,392
Miscellaneous	\$	286,274	\$ -
Agency Payments	\$	20,000	\$ 8,112
Inter-fund Transfers	\$	12,194,652	\$ 12,194,652
Totals	\$	14,355,213	\$ 13,872,310

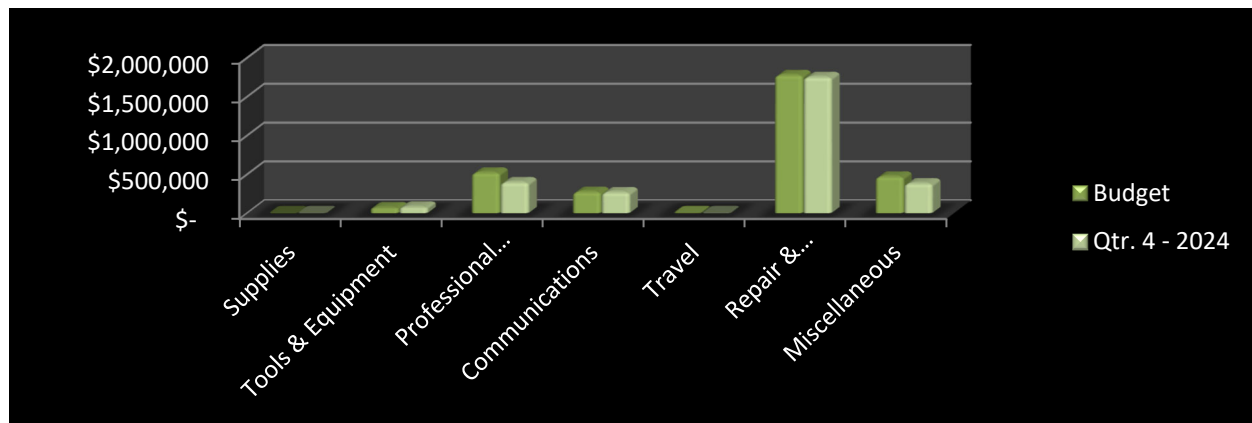


## TECHNICAL SERVICES

Technical services costs are 92% of the amount budgeted, with \$2,891,038 in expenditures. The most significant line items in technical services that are below budgeted expectations are IT services, which is 71% spent, and software licensing, which is 81% spent. Also, telephone network costs are 89% spent.

The most significant line item that exceeds the annual budget is professional services, for which \$27,288 was spent. This was for cyber-monitoring services which was originally budgeted in software licensing. Had this been coded to software licensing, that line item would still have been underspent by \$60,548. Cellular services is 113% spent; exceeding the line item by \$13,731. However, this is more than offset by savings for telephone network, which were below budget by \$18,682. Small tools and equipment were over budget by \$8,757. This was due to the purchase of a wireless access point that had not been budgeted for 2024.

TECHNICAL SERVICES		Budget	Qtr. 4 - 2024
Supplies	\$	1,000	\$ -
Tools & Equipment	\$	72,250	\$ 81,007
Professional Services	\$	523,400	\$ 399,080
Communications	\$	275,140	\$ 270,190
Travel	\$	3,490	\$ 2,369
Repair & Maintenance	\$	1,780,000	\$ 1,753,938
Miscellaneous	\$	472,532	\$ 384,455
Totals	\$	3,127,812	\$ 2,891,038



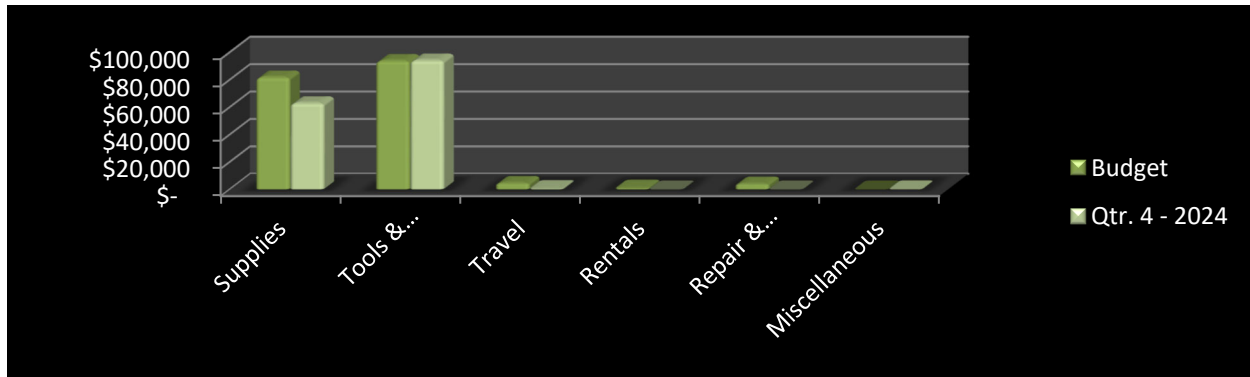
## SPECIAL OPERATIONS

The special operations budget is 85% spent with \$157,983 in total expenditures for the fourth quarter.

There are no line items of significance that exceed the amounts budgeted for the year.

The line items of most significance that are below budget for the year include rescue swimmer supplies, tech rescue PPE, and equipment repair and maintenance. These line items were 48%, 89% and 0% spent respectively.

SPECIAL OPERATIONS		Budget	Qtr. 4 - 2024
Supplies	\$	81,770	\$ 62,925
Tools & Equipment	\$	93,780	\$ 94,128
Travel	\$	4,500	\$ 688
Rentals	\$	1,095	\$ -
Repair & Maintenance	\$	4,012	\$ -
Miscellaneous	\$	-	\$ 243
Totals	\$	185,157	\$ 157,983



## PUBLIC AFFAIRS

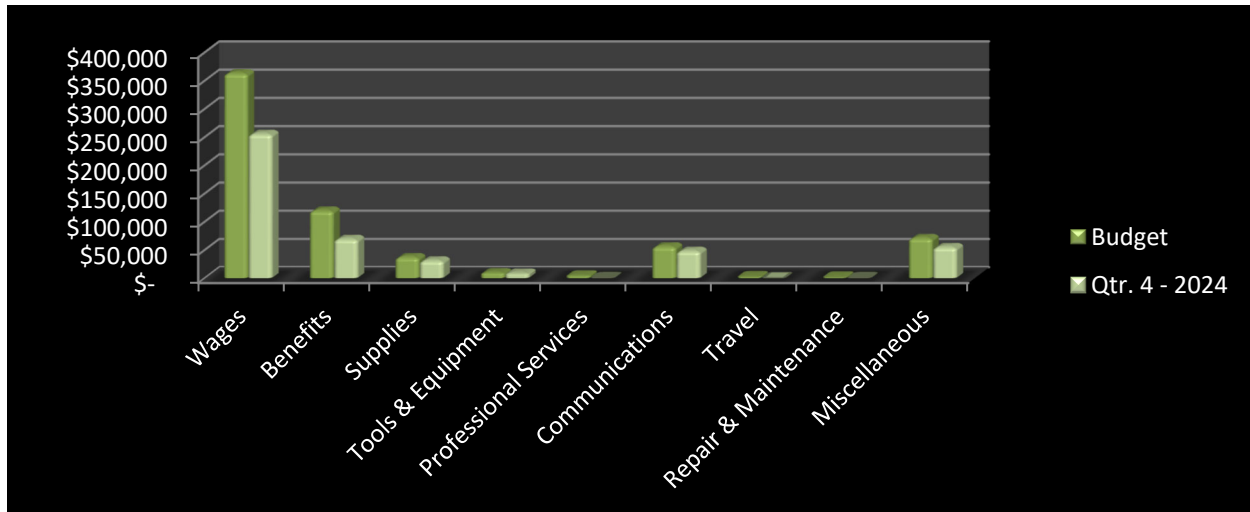
This program budget is 70% spent with \$470,976 in expenditures.

The main reason this program is below budget is because wages and benefits are below the budget for the year.

Combined wages and combined benefits are 70% spent and 58% spent respectively, because we have only three positions budgeted in this area, and one of them, the data analyst position, had not been filled until August of 2024. Also, the COLAs for the teamsters had not been paid for this year because their contract was still being negotiated. There are also several line items that have remained unspent so far this year.

There are no line items that exceeded the amounts budgeted for the year.

PUBLIC AFFAIRS	Budget	Qtr. 4 - 2024
Wages	\$ 363,300	\$ 255,928
Benefits	\$ 120,000	\$ 69,787
Supplies	\$ 37,500	\$ 31,650
Tools & Equipment	\$ 10,000	\$ 9,141
Professional Services	\$ 5,000	\$ -
Communications	\$ 56,500	\$ 48,666
Travel	\$ 3,000	\$ 425
Repair & Maintenance	\$ 2,000	\$ -
Miscellaneous	\$ 71,400	\$ 55,379
Totals	\$ 668,700	\$ 470,976

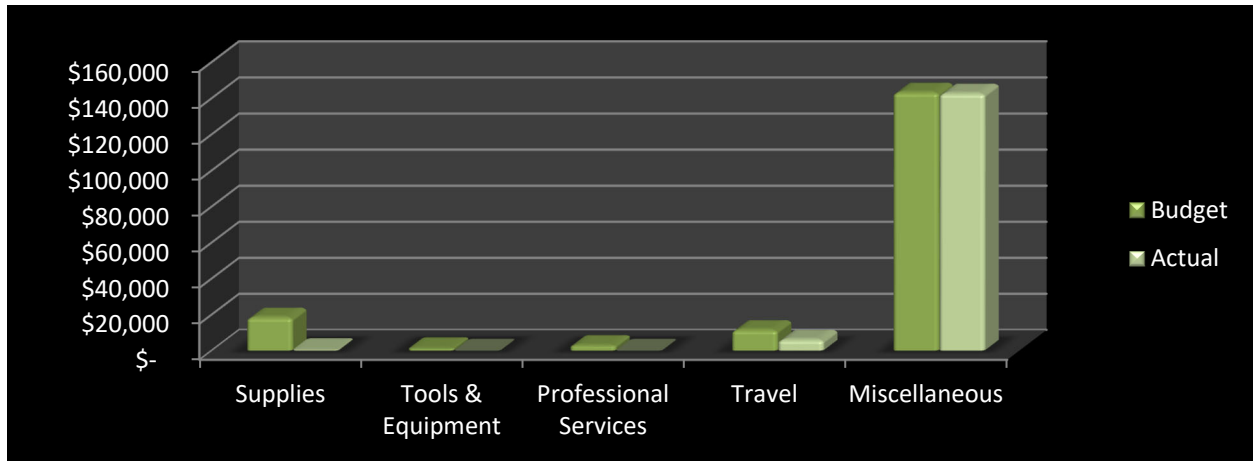


## STRATEGIC PLANNING

Strategic planning is 84% spent so far this year, with \$149,580 in spending for the year. There are no areas of significance that exceeded the budget.

The areas of most significance that contributed to this program being under-budget include operating supplies and travel. Also, the professional services line-item was unspent. These areas were 4%, 54% and 0% spent respectively.

STRATEGIC PLANNING		Budget	Qtr. 4 - 2024
Supplies	\$	18,500	\$ 661
Tools & Equipment	\$	1,500	\$ -
Professional Services	\$	3,000	\$ -
Travel	\$	11,550	\$ 6,166
Miscellaneous	\$	143,310	\$ 142,754
Totals	\$	177,860	\$ 149,580







## Snohomish Regional Fire &amp; Rescue, WA

# Budget Report

## Account Summary

For Fiscal: 2024 Period Ending: 12/31/2024

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<b>Fund: 001 - General Fund</b>							
<b>Revenue</b>							
<a href="#">001-311-10-00-00</a>	Regular Property Taxes	61,659,030.51	61,659,030.51	0.00	61,690,515.06	31,484.55	100.05 %
<a href="#">001-311-10-00-01</a>	EMS taxes	11,661,617.88	11,661,617.88	0.00	11,826,844.72	165,226.84	101.42 %
<a href="#">001-311-10-00-02</a>	M&O Levy	0.00	0.00	0.00	707.84	707.84	0.00 %
<a href="#">001-322-90-00-01</a>	Burn Permits	9,100.00	9,100.00	0.00	9,674.00	574.00	106.31 %
<a href="#">001-331-93-00-00</a>	Federal Direct Grants-HHS	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-332-93-30-00</a>	Medicaid Transformation Demonstr...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-332-93-40-00</a>	GEMT	6,897,321.00	5,898,920.00	0.00	5,898,919.70	-0.30	100.00 %
<a href="#">001-333-97-00-00</a>	Federal Indirect Grants	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-334-04-90-00</a>	State Grant- Trauma	0.00	0.00	0.00	766.00	766.00	0.00 %
<a href="#">001-334-06-90-01</a>	L&I Grant - Stay at Work	0.00	0.00	0.00	19,025.35	19,025.35	0.00 %
<a href="#">001-334-06-90-02</a>	L&I Grant - FIIRE	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-337-00-00-00</a>	Local Grants, Entitlements and Othe...	8,650.00	8,650.00	0.00	29,646.97	20,996.97	342.74 %
<a href="#">001-342-21-00-00</a>	Medical Records	1,800.00	1,800.00	0.00	1,854.38	54.38	103.02 %
<a href="#">001-342-21-00-01</a>	State Mobe Personnel	0.00	0.00	0.00	224,246.25	224,246.25	0.00 %
<a href="#">001-342-21-00-02</a>	State Mobe Eqpt.	0.00	0.00	0.00	88,452.48	88,452.48	0.00 %
<a href="#">001-342-21-00-04</a>	Brightwater Contract	112,449.50	112,449.50	0.00	121,443.81	8,994.31	108.00 %
<a href="#">001-342-21-00-05</a>	School Districts	30,700.00	30,700.00	0.00	26,410.03	-4,289.97	86.03 %
<a href="#">001-342-21-00-08</a>	Other Service Contracts	16,000.00	16,000.00	0.00	5,118.75	-10,881.25	31.99 %
<a href="#">001-342-21-00-09</a>	County Fair Contract	83,664.83	83,664.83	0.00	87,513.42	3,848.59	104.60 %
<a href="#">001-342-21-00-11</a>	SCFD 16 ALS Contract	11,000.00	11,000.00	0.00	7,400.00	-3,600.00	67.27 %
<a href="#">001-342-21-00-12</a>	Evergreen Fair Aid Station	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-342-21-00-13</a>	Unprotected Land Contracts	0.00	0.00	0.00	10,650.51	10,650.51	0.00 %
<a href="#">001-342-21-00-14</a>	DOC Contract	394,837.96	394,837.96	0.00	296,128.47	-98,709.49	75.00 %
<a href="#">001-342-21-00-15</a>	Smoke Detector Sales	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-342-21-00-16</a>	Address Sign Sales	1,000.00	1,000.00	0.00	329.00	-671.00	32.90 %
<a href="#">001-342-21-00-17</a>	SCFD 17 ALS Contract	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-342-21-00-18</a>	LS Sewer District Contract	3,800.00	3,800.00	0.00	0.00	-3,800.00	0.00 %
<a href="#">001-342-21-00-19</a>	SCFD16 Property Tax	21,500.00	21,500.00	0.00	0.00	-21,500.00	0.00 %
<a href="#">001-342-40-00-01</a>	Plan Review/ Permits/ Inspections	83,325.00	83,325.00	0.00	145,657.40	62,332.40	174.81 %
<a href="#">001-342-60-00-00</a>	Transports	2,237,676.00	2,237,676.00	0.00	2,896,280.69	658,604.69	129.43 %
<a href="#">001-342-60-00-01</a>	MVCs	35,000.00	35,000.00	0.00	27,550.00	-7,450.00	78.71 %
<a href="#">001-359-00-00-01</a>	PSCAA- Illegal Burns	600.00	600.00	0.00	0.00	-600.00	0.00 %
<a href="#">001-361-10-00-00</a>	Investment Interest	1,000,000.00	1,000,000.00	0.00	2,629,792.13	1,629,792.13	262.98 %
<a href="#">001-367-00-00-00</a>	Contributions and Donations from ...	0.00	0.00	0.00	17,798.00	17,798.00	0.00 %
<a href="#">001-369-10-00-00</a>	Sale of Scrap/Surplus	0.00	0.00	0.00	44,306.96	44,306.96	0.00 %
<a href="#">001-369-20-00-00</a>	Unclaimed Property	0.00	0.00	0.00	4,988.51	4,988.51	0.00 %
<a href="#">001-369-50-00-00</a>	Carry Over - Other District	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-369-91-00-00</a>	Other Revenue	14,800.00	14,800.00	0.00	5,598.00	-9,202.00	37.82 %
<a href="#">001-369-91-00-01</a>	Refunds & Reimbursements	300,000.00	300,000.00	0.00	566,620.02	266,620.02	188.87 %
<a href="#">001-369-91-00-02</a>	Hazmat Cost Recovery	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-395-00-00-00</a>	Insurance Recovery	0.00	0.00	0.00	171,807.29	171,807.29	0.00 %
<a href="#">001-395-10-00-00</a>	Sale of Property	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-397-00-00-02</a>	Transfer in From Bond Fund	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-397-00-00-03</a>	Transfer in From Construction Fund	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-397-00-00-05</a>	Transfer in From Shop	99,910.00	99,910.00	0.00	99,910.00	0.00	100.00 %
<a href="#">001-397-00-00-06</a>	Interfund Transfer - PFML	0.00	0.00	0.00	0.00	0.00	0.00 %
<b>Revenue Total:</b>		<b>84,683,782.68</b>	<b>83,685,381.68</b>	<b>0.00</b>	<b>86,955,955.74</b>	<b>3,270,574.06</b>	<b>103.91%</b>
<b>Expense</b>							
<a href="#">001-501-522-10-10-01</a>	Commissioner - Wages	105,042.00	105,042.00	0.00	102,859.00	2,183.00	97.92 %
<a href="#">001-501-522-10-20-06</a>	Commissioner - Social Security	13,130.00	13,130.00	0.00	6,107.27	7,022.73	46.51 %

## Budget Report

For Fiscal: 2024 Period Ending: 12/31/2024

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">001-501-522-10-20-08</a>	Commissioner - Medicare	1,530.00	1,530.00	0.00	1,509.46	20.54	98.66 %
<a href="#">001-501-522-10-20-09</a>	Commissioner - L&I	200.00	200.00	0.00	91.05	108.95	45.53 %
<a href="#">001-501-522-10-20-13</a>	Commissioner - Deferred Comp	0.00	0.00	0.00	1,237.98	-1,237.98	0.00 %
<a href="#">001-501-522-10-20-14</a>	Commissioner - AD&D	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-501-522-10-20-15</a>	Commissioner - Paid Family & Medi...	230.00	230.00	0.00	217.25	12.75	94.46 %
<a href="#">001-501-522-10-41-03</a>	Commissioner - Professional Services	50,000.00	79,766.00	0.00	79,765.71	0.29	100.00 %
<a href="#">001-501-522-10-43-01</a>	Commissioner - Travel	4,150.00	4,150.00	0.00	1,589.49	2,560.51	38.30 %
<a href="#">001-501-522-10-49-01</a>	Commissioner - All Dues	6,220.00	6,220.00	0.00	6,000.00	220.00	96.46 %
<a href="#">001-501-522-10-49-04</a>	Commissioner - Other Miscellaneous	2,000.00	2,000.00	0.00	487.34	1,512.66	24.37 %
<a href="#">001-501-522-45-49-01</a>	Commissioner - Registration	1,900.00	1,900.00	0.00	6,430.00	-4,530.00	338.42 %
<a href="#">001-502-522-10-10-01</a>	Admin - Wages	1,590,000.00	1,634,283.00	0.00	1,612,802.28	21,480.72	98.69 %
<a href="#">001-502-522-10-10-02</a>	Admin - Overtime	7,000.00	7,000.00	0.00	795.13	6,204.87	11.36 %
<a href="#">001-502-522-10-10-03</a>	Admin - Leave Sell Back	112,600.00	112,600.00	0.00	72,416.96	40,183.04	64.31 %
<a href="#">001-502-522-10-20-05</a>	Admin - Medical/Dental	307,600.00	307,600.00	0.00	290,073.83	17,526.17	94.30 %
<a href="#">001-502-522-10-20-06</a>	Admin - Retirement	125,900.00	128,067.00	0.00	111,449.64	16,617.36	87.02 %
<a href="#">001-502-522-10-20-07</a>	Admin - Disability	3,200.00	3,200.00	0.00	2,739.04	460.96	85.60 %
<a href="#">001-502-522-10-20-08</a>	Admin - Medicare	25,100.00	25,751.00	0.00	24,620.83	1,130.17	95.61 %
<a href="#">001-502-522-10-20-09</a>	Admin - L&I	15,500.00	15,500.00	0.00	14,815.01	684.99	95.58 %
<a href="#">001-502-522-10-20-10</a>	Admin - VEBA	26,200.00	26,200.00	0.00	1,704.62	24,495.38	6.51 %
<a href="#">001-502-522-10-20-13</a>	Admin - Deferred Comp	22,000.00	22,584.00	0.00	11,081.85	11,502.15	49.07 %
<a href="#">001-502-522-10-20-14</a>	Admin - AD&D	5,000.00	5,000.00	0.00	4,344.54	655.46	86.89 %
<a href="#">001-502-522-10-20-15</a>	Admin - Paid Family & Medical Leave	2,800.00	2,941.96	0.00	2,632.88	309.08	89.49 %
<a href="#">001-502-522-10-31-00</a>	Admin - Office Supplies	25,225.00	25,225.00	0.00	24,577.44	647.56	97.43 %
<a href="#">001-502-522-10-35-00</a>	Admin - Small Tools/Minor Equip.	4,000.00	4,000.00	0.00	1,780.06	2,219.94	44.50 %
<a href="#">001-502-522-10-41-01</a>	Admin - Professional Services	196,670.00	196,670.00	0.00	90,397.23	106,272.77	45.96 %
<a href="#">001-502-522-10-42-00</a>	Admin - Postage & Shipping	3,520.00	3,520.00	0.00	3,183.81	336.19	90.45 %
<a href="#">001-502-522-10-43-00</a>	Admin - Travel	29,500.00	29,500.00	0.00	3,620.28	25,879.72	12.27 %
<a href="#">001-502-522-10-44-00</a>	Admin - Advertising	7,590.00	7,590.00	0.00	4,448.50	3,141.50	58.61 %
<a href="#">001-502-522-10-49-01</a>	Admin - Dues	14,704.00	14,704.00	0.00	13,722.50	981.50	93.32 %
<a href="#">001-502-522-10-49-06</a>	Admin - Other Miscellaneous	20,805.00	20,805.00	0.00	18,975.43	1,829.57	91.21 %
<a href="#">001-502-522-10-49-07</a>	Admin - Service Awards	48,200.00	48,200.00	0.00	40,528.70	7,671.30	84.08 %
<a href="#">001-502-522-10-49-08</a>	Admin - Continuous Improvement	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-502-522-45-49-02</a>	Admin - Training Registration	21,100.00	21,100.00	0.00	1,919.00	19,181.00	9.09 %
<a href="#">001-503-522-10-10-01</a>	Finance - Wages	1,464,700.00	1,511,977.00	0.00	1,464,619.02	47,357.98	96.87 %
<a href="#">001-503-522-10-10-02</a>	Finance - Overtime	11,300.00	11,300.00	0.00	99.93	11,200.07	0.88 %
<a href="#">001-503-522-10-10-03</a>	Finance - Leave Sell Back	168,200.00	168,200.00	0.00	142,194.15	26,005.85	84.54 %
<a href="#">001-503-522-10-10-04</a>	Finance - Comp	3,300.00	3,300.00	0.00	0.00	3,300.00	0.00 %
<a href="#">001-503-522-10-20-05</a>	Finance - Medical/Dental	354,700.00	354,700.00	0.00	257,310.88	97,389.12	72.54 %
<a href="#">001-503-522-10-20-06</a>	Finance - Retirement	157,000.00	161,216.00	0.00	132,373.67	28,842.33	82.11 %
<a href="#">001-503-522-10-20-07</a>	Finance - Disability	4,400.00	4,400.00	0.00	4,628.23	-228.23	105.19 %
<a href="#">001-503-522-10-20-08</a>	Finance - Medicare	24,800.00	25,506.00	0.00	23,762.82	1,743.18	93.17 %
<a href="#">001-503-522-10-20-09</a>	Finance - L&I	4,800.00	4,800.00	0.00	3,484.28	1,315.72	72.59 %
<a href="#">001-503-522-10-20-10</a>	Finance - VEBA	7,500.00	7,500.00	0.00	7,814.50	-314.50	104.19 %
<a href="#">001-503-522-10-20-13</a>	Finance - Deferred Comp	38,000.00	39,435.00	0.00	36,291.44	3,143.56	92.03 %
<a href="#">001-503-522-10-20-14</a>	Finance - AD&D	2,800.00	2,800.00	0.00	3,443.88	-643.88	123.00 %
<a href="#">001-503-522-10-20-15</a>	Finance - PFML	3,400.00	3,400.00	0.00	3,039.67	360.33	89.40 %
<a href="#">001-503-522-10-41-01</a>	Finance - Professional Services	0.00	0.00	0.00	15,438.75	-15,438.75	0.00 %
<a href="#">001-503-522-10-43-00</a>	Finance - Travel	39,380.00	39,380.00	0.00	22,043.82	17,336.18	55.98 %
<a href="#">001-503-522-10-45-00</a>	Finance - Rentals	4,000.00	4,000.00	0.00	0.00	4,000.00	0.00 %
<a href="#">001-503-522-10-49-01</a>	Finance - Dues & Subscriptions	2,651.00	2,651.00	0.00	3,195.02	-544.02	120.52 %
<a href="#">001-503-522-10-49-06</a>	Finance - Other Miscellaneous	11,987.00	11,987.00	0.00	15,242.82	-3,255.82	127.16 %
<a href="#">001-503-522-45-49-02</a>	Finance - Training Registration	57,380.00	57,380.00	0.00	27,403.38	29,976.62	47.76 %
<a href="#">001-504-522-20-10-01</a>	Suppression - Wages	22,497,000.00	25,558,055.00	0.00	23,257,233.48	2,300,821.52	91.00 %
<a href="#">001-504-522-20-10-02</a>	Suppression - Overtime	4,139,770.00	4,257,510.00	0.00	3,846,325.60	411,184.40	90.34 %
<a href="#">001-504-522-20-10-03</a>	Suppression - Leave Sell Back	1,783,000.00	1,783,000.00	0.00	853,830.12	929,169.88	47.89 %
<a href="#">001-504-522-20-10-04</a>	Suppression - Comp	263,100.00	263,100.00	0.00	0.00	263,100.00	0.00 %
<a href="#">001-504-522-20-20-05</a>	Suppression - Medical/Dental	4,629,100.00	4,629,100.00	0.00	4,481,457.05	147,642.95	96.81 %
<a href="#">001-504-522-20-20-06</a>	Suppression - Retirement	1,526,400.00	1,687,360.00	0.00	1,452,778.02	234,581.98	86.10 %

## Budget Report

For Fiscal: 2024 Period Ending: 12/31/2024

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">001-504-522-20-20-07</a>	Suppression - Disability	52,500.00	52,500.00	0.00	48,157.44	4,342.56	91.73 %
<a href="#">001-504-522-20-20-08</a>	Suppression - Medicare	416,100.00	462,919.00	0.00	420,469.90	42,449.10	90.83 %
<a href="#">001-504-522-20-20-09</a>	Suppression - L&I	1,403,600.00	1,403,600.00	0.00	839,951.34	563,648.66	59.84 %
<a href="#">001-504-522-20-20-10</a>	Suppression - VEBA	5,500.00	5,500.00	0.00	666.68	4,833.32	12.12 %
<a href="#">001-504-522-20-20-13</a>	Suppression - Deferred Comp	1,292,700.00	1,427,120.00	0.00	1,121,184.16	305,935.84	78.56 %
<a href="#">001-504-522-20-20-14</a>	Suppression - AD&D	15,200.00	15,200.00	0.00	7,861.22	7,338.78	51.72 %
<a href="#">001-504-522-20-20-15</a>	Suppression - Paid Family & Medical..	57,500.00	66,506.00	0.00	50,998.37	15,507.63	76.68 %
<a href="#">001-504-522-20-31-01</a>	Suppression - Operating Supplies	83,500.00	83,500.00	0.00	21,733.79	61,766.21	26.03 %
<a href="#">001-504-522-20-31-02</a>	Suppression - Radio Supplies	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-504-522-20-31-03</a>	Suppression - SCBA Supplies	25,000.00	25,000.00	0.00	1,151.70	23,848.30	4.61 %
<a href="#">001-504-522-20-31-07</a>	Suppression - Uniforms	232,650.00	232,650.00	0.00	159,516.86	73,133.14	68.57 %
<a href="#">001-504-522-20-31-10</a>	Suppression - Bunker Gear Supplies	60,000.00	60,000.00	0.00	7,903.13	52,096.87	13.17 %
<a href="#">001-504-522-20-32-00</a>	Suppression - Fuel	195,000.00	195,000.00	0.00	164,029.34	30,970.66	84.12 %
<a href="#">001-504-522-20-35-00</a>	Suppression - Small Tools/Minor Eq...	195,000.00	195,000.00	0.00	128,113.67	66,886.33	65.70 %
<a href="#">001-504-522-20-41-01</a>	Suppression - Air Monitoring	12,500.00	12,500.00	0.00	15,181.53	-2,681.53	121.45 %
<a href="#">001-504-522-20-41-02</a>	Suppression - Hose Testing	25,000.00	25,000.00	0.00	30,276.00	-5,276.00	121.10 %
<a href="#">001-504-522-20-43-00</a>	Suppression - Travel Expenses	0.00	0.00	0.00	236.50	-236.50	0.00 %
<a href="#">001-504-522-20-48-01</a>	Suppression - Apparatus Repair/Ma...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-504-522-20-48-02</a>	Suppression - Equip. Repair/Maint.	60,500.00	60,500.00	0.00	14,283.41	46,216.59	23.61 %
<a href="#">001-504-522-20-48-11</a>	Suppression - Bunker Gear Repair/...	35,000.00	35,000.00	0.00	36,137.91	-1,137.91	103.25 %
<a href="#">001-504-522-20-48-12</a>	Suppression - SCBA Repair/Maint.	30,000.00	30,000.00	0.00	44,635.37	-14,635.37	148.78 %
<a href="#">001-504-522-20-49-02</a>	Suppression - Cost Share Zone 11	45,000.00	45,000.00	0.00	33,034.75	11,965.25	73.41 %
<a href="#">001-504-522-20-49-04</a>	Suppression - Other Miscellaneous	6,200.00	6,200.00	0.00	2,576.17	3,623.83	41.55 %
<a href="#">001-504-528-00-41-00</a>	Dispatch Services - SNO 911	213,500.00	213,500.00	0.00	213,497.64	2.36	100.00 %
<a href="#">001-505-522-30-10-01</a>	Prevention Services - Wages	1,077,000.00	1,193,077.00	0.00	1,296,355.10	-103,278.10	108.66 %
<a href="#">001-505-522-30-10-02</a>	Prevention Services - Overtime	82,000.00	82,000.00	0.00	35,263.60	46,736.40	43.00 %
<a href="#">001-505-522-30-10-03</a>	Prevention Services - Leave Sell Back	153,800.00	153,800.00	0.00	91,884.97	61,915.03	59.74 %
<a href="#">001-505-522-30-10-04</a>	Prevention Services - Comp	8,900.00	8,900.00	0.00	0.00	8,900.00	0.00 %
<a href="#">001-505-522-30-20-05</a>	Prevention Services - Medical/Dental	205,600.00	205,600.00	0.00	234,029.32	-28,429.32	113.83 %
<a href="#">001-505-522-30-20-06</a>	Prevention Services - Retirement	83,000.00	88,966.00	0.00	79,921.86	9,044.14	89.83 %
<a href="#">001-505-522-30-20-07</a>	Prevention Services - Disability	2,200.00	2,200.00	0.00	2,385.56	-185.56	108.43 %
<a href="#">001-505-522-30-20-08</a>	Prevention Services - Medicare	19,300.00	21,025.00	0.00	21,096.54	-71.54	100.34 %
<a href="#">001-505-522-30-20-09</a>	Prevention Services - L&I	38,500.00	38,500.00	0.00	23,831.53	14,668.47	61.90 %
<a href="#">001-505-522-30-20-10</a>	Prevention Services - VEBA	7,500.00	7,500.00	0.00	2,100.00	5,400.00	28.00 %
<a href="#">001-505-522-30-20-13</a>	Prevention Services - Deferred Comp	49,400.00	54,956.00	0.00	40,214.17	14,741.83	73.18 %
<a href="#">001-505-522-30-20-14</a>	Prevention Services - AD&D	1,200.00	1,200.00	0.00	1,343.76	-143.76	111.98 %
<a href="#">001-505-522-30-20-15</a>	Prevention Services - Paid Family & ...	2,500.00	2,592.00	0.00	2,507.15	84.85	96.73 %
<a href="#">001-505-522-30-31-00</a>	Prevention Services - Operating Su...	6,000.00	6,000.00	0.00	3,504.81	2,495.19	58.41 %
<a href="#">001-505-522-30-35-00</a>	Prevention Services - Small Tools/M...	21,000.00	21,000.00	0.00	14,830.56	6,169.44	70.62 %
<a href="#">001-505-522-30-41-00</a>	Prevention Services - Professional S...	16,000.00	16,000.00	0.00	3,990.00	12,010.00	24.94 %
<a href="#">001-505-522-30-43-00</a>	Prevention Services - Travel	15,300.00	15,300.00	0.00	9,185.11	6,114.89	60.03 %
<a href="#">001-505-522-30-49-02</a>	Prevention Services - Dues & Subscr...	8,924.00	8,924.00	0.00	8,660.24	263.76	97.04 %
<a href="#">001-505-522-30-49-04</a>	Prevention Services - Software Lice...	28,700.00	28,700.00	0.00	12,657.59	16,042.41	44.10 %
<a href="#">001-505-522-45-49-02</a>	Prevention Services - Training Regis...	15,395.00	15,395.00	0.00	11,710.74	3,684.26	76.07 %
<a href="#">001-506-522-45-10-01</a>	Training - Wages	1,254,200.00	1,313,590.00	0.00	1,205,354.22	108,235.78	91.76 %
<a href="#">001-506-522-45-10-02</a>	Training - Overtime	65,000.00	65,000.00	0.00	205,913.20	-140,913.20	316.79 %
<a href="#">001-506-522-45-10-03</a>	Training - Leave Sell Back	136,100.00	136,100.00	0.00	90,803.06	45,296.94	66.72 %
<a href="#">001-506-522-45-10-04</a>	Training - Comp	32,500.00	32,500.00	0.00	0.00	32,500.00	0.00 %
<a href="#">001-506-522-45-20-05</a>	Training - Medical/Dental	242,100.00	242,100.00	0.00	204,005.24	38,094.76	84.26 %
<a href="#">001-506-522-45-20-06</a>	Training - Retirement	82,500.00	85,230.00	0.00	78,409.52	6,820.48	92.00 %
<a href="#">001-506-522-45-20-07</a>	Training - Disability	2,500.00	2,500.00	0.00	2,216.19	283.81	88.65 %
<a href="#">001-506-522-45-20-08</a>	Training - Medicare	21,600.00	22,497.00	0.00	23,219.73	-722.73	103.21 %
<a href="#">001-506-522-45-20-09</a>	Training - L&I	55,800.00	55,800.00	0.00	31,924.29	23,875.71	57.21 %
<a href="#">001-506-522-45-20-10</a>	Training - VEBA	6,100.00	6,100.00	0.00	166.67	5,933.33	2.73 %
<a href="#">001-506-522-45-20-13</a>	Training - Deferred Comp	66,500.00	68,949.00	0.00	61,413.61	7,535.39	89.07 %
<a href="#">001-506-522-45-20-14</a>	Training - AD&D	100.00	100.00	0.00	-636.30	736.30	-636.30 %
<a href="#">001-506-522-45-20-15</a>	Training - Paid Family & Medical Le...	2,800.00	2,800.00	0.00	2,511.02	288.98	89.68 %
<a href="#">001-506-522-45-31-02</a>	Training - Operating Supplies	1,200.00	1,200.00	0.00	1,470.09	-270.09	122.51 %

## Budget Report

For Fiscal: 2024 Period Ending: 12/31/2024

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">001-506-522-45-31-03</a>	Training - Miscellaneous Supplies	57,089.00	57,089.00	0.00	52,284.59	4,804.41	91.58 %
<a href="#">001-506-522-45-34-00</a>	Training - Library/Text Books	13,651.00	13,651.00	0.00	8,486.04	5,164.96	62.16 %
<a href="#">001-506-522-45-35-00</a>	Training - Small Tools/Equipment	109,018.00	109,018.00	0.00	89,643.92	19,374.08	82.23 %
<a href="#">001-506-522-45-41-00</a>	Training - Professional Services	31,000.00	31,000.00	0.00	114.99	30,885.01	0.37 %
<a href="#">001-506-522-45-41-01</a>	Training - Chaplains	1,500.00	1,500.00	0.00	0.00	1,500.00	0.00 %
<a href="#">001-506-522-45-41-03</a>	Training - Explorers	1,000.00	1,000.00	0.00	0.00	1,000.00	0.00 %
<a href="#">001-506-522-45-43-00</a>	Training - Travel Expenses	225,260.00	225,260.00	0.00	158,054.77	67,205.23	70.17 %
<a href="#">001-506-522-45-45-00</a>	Training - Testing/Training Facility R...	78,900.00	78,900.00	0.00	66,921.03	11,978.97	84.82 %
<a href="#">001-506-522-45-48-00</a>	Training - Repair and Maintenance	0.00	0.00	0.00	715.16	-715.16	0.00 %
<a href="#">001-506-522-45-49-00</a>	Training - Software Subscription/Lic...	38,850.00	38,850.00	0.00	33,880.89	4,969.11	87.21 %
<a href="#">001-506-522-45-49-01</a>	Training - Dues & Subscriptions	1,000.00	1,000.00	0.00	54.59	945.41	5.46 %
<a href="#">001-506-522-45-49-02</a>	Training - Registration	279,760.00	279,760.00	0.00	150,762.82	128,997.18	53.89 %
<a href="#">001-506-522-45-49-04</a>	Training - Simulator Warranty	15,125.00	15,125.00	0.00	0.00	15,125.00	0.00 %
<a href="#">001-506-522-45-49-05</a>	Training - IFSAC Testing	13,400.00	13,400.00	0.00	3,250.00	10,150.00	24.25 %
<a href="#">001-506-522-45-49-06</a>	Training - HAZMAT	16,500.00	16,500.00	0.00	0.00	16,500.00	0.00 %
<a href="#">001-506-522-45-49-10</a>	Training - Tuition	84,000.00	114,000.00	0.00	80,389.68	33,610.32	70.52 %
<a href="#">001-506-522-45-49-23</a>	Training - Career Academy	360,000.00	360,000.00	0.00	84,729.25	275,270.75	23.54 %
<a href="#">001-506-522-45-49-26</a>	Training - Rescue Swimmer Training...	400.00	400.00	0.00	320.00	80.00	80.00 %
<a href="#">001-506-522-45-49-37</a>	Training - Paramedic Training	110,300.00	110,300.00	0.00	21,003.93	89,296.07	19.04 %
<a href="#">001-506-522-45-49-44</a>	Training - Training Consortium	20,000.00	20,000.00	0.00	0.00	20,000.00	0.00 %
<a href="#">001-506-594-45-64-00</a>	Training - Capital Equipment	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-507-522-45-49-02</a>	Logistics - Training Registration	10,500.00	10,500.00	0.00	5,429.96	5,070.04	51.71 %
<a href="#">001-507-522-50-10-01</a>	Logistics - Wages	677,000.00	677,000.00	0.00	633,880.17	43,119.83	93.63 %
<a href="#">001-507-522-50-10-02</a>	Logistics - Overtime	2,400.00	2,400.00	0.00	373.45	2,026.55	15.56 %
<a href="#">001-507-522-50-10-03</a>	Logistics - Leave Sell Back	64,100.00	64,100.00	0.00	30,525.48	33,574.52	47.62 %
<a href="#">001-507-522-50-10-04</a>	Logistics - Comp	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-507-522-50-20-05</a>	Logistics - Medical/Dental	157,900.00	157,900.00	0.00	157,982.57	-82.57	100.05 %
<a href="#">001-507-522-50-20-06</a>	Logistics - Retirement	56,000.00	56,000.00	0.00	49,750.60	6,249.40	88.84 %
<a href="#">001-507-522-50-20-07</a>	Logistics - Disability	1,900.00	1,900.00	0.00	1,793.27	106.73	94.38 %
<a href="#">001-507-522-50-20-08</a>	Logistics - Medicare	10,800.00	10,800.00	0.00	9,764.12	1,035.88	90.41 %
<a href="#">001-507-522-50-20-09</a>	Logistics - L&I	6,000.00	6,000.00	0.00	4,997.74	1,002.26	83.30 %
<a href="#">001-507-522-50-20-10</a>	Logistics - VEBA	11,500.00	11,500.00	0.00	1,752.00	9,748.00	15.23 %
<a href="#">001-507-522-50-20-13</a>	Logistics - Deferred Comp	8,400.00	8,400.00	0.00	8,608.02	-208.02	102.48 %
<a href="#">001-507-522-50-20-14</a>	Logistics - AD&D	1,500.00	1,500.00	0.00	1,459.97	40.03	97.33 %
<a href="#">001-507-522-50-20-15</a>	Logistics - Paid Family & Medical Le...	1,430.00	1,430.00	0.00	1,266.69	163.31	88.58 %
<a href="#">001-507-522-50-31-00</a>	Logistics - Operating Supplies	75,000.00	75,000.00	0.00	83,138.30	-8,138.30	110.85 %
<a href="#">001-507-522-50-35-00</a>	Logistics - Small Tools/Minor Equip.	130,000.00	154,687.00	0.00	158,067.73	-3,380.73	102.19 %
<a href="#">001-507-522-50-41-00</a>	Logistics - Professional Services	274,600.00	274,600.00	0.00	193,502.76	81,097.24	70.47 %
<a href="#">001-507-522-50-41-02</a>	Logistics - Drug & Alcohol Testing	0.00	0.00	0.00	89.00	-89.00	0.00 %
<a href="#">001-507-522-50-43-00</a>	Logistics - Travel	10,000.00	10,000.00	0.00	9,266.73	733.27	92.67 %
<a href="#">001-507-522-50-45-00</a>	Logistics - Rentals	8,500.00	8,500.00	0.00	5,628.87	2,871.13	66.22 %
<a href="#">001-507-522-50-47-01</a>	Logistics - Electric	125,000.00	125,000.00	0.00	98,026.97	26,973.03	78.42 %
<a href="#">001-507-522-50-47-02</a>	Logistics - Water	40,000.00	40,000.00	0.00	43,887.98	-3,887.98	109.72 %
<a href="#">001-507-522-50-47-03</a>	Logistics - Gas	80,000.00	80,000.00	0.00	41,511.03	38,488.97	51.89 %
<a href="#">001-507-522-50-47-04</a>	Logistics - Refuse	52,500.00	52,500.00	0.00	76,537.94	-24,037.94	145.79 %
<a href="#">001-507-522-50-48-00</a>	Logistics - Repair & Maintenance	450,000.00	450,000.00	0.00	335,921.69	114,078.31	74.65 %
<a href="#">001-507-522-50-49-00</a>	Logistics - Miscellaneous	25,000.00	25,000.00	0.00	15,017.39	9,982.61	60.07 %
<a href="#">001-507-522-50-49-02</a>	Logistics - Dues & Subscriptions	200.00	200.00	0.00	109.18	90.82	54.59 %
<a href="#">001-508-522-20-10-01</a>	Part Time - Wages	11,000.00	11,000.00	0.00	5,160.00	5,840.00	46.91 %
<a href="#">001-508-522-20-20-06</a>	Part Time - Retirement	1,400.00	1,400.00	0.00	319.92	1,080.08	22.85 %
<a href="#">001-508-522-20-20-08</a>	Part Time - Medicare	200.00	200.00	0.00	74.82	125.18	37.41 %
<a href="#">001-508-522-20-20-09</a>	Part Time - L&I	900.00	900.00	0.00	48.66	851.34	5.41 %
<a href="#">001-508-522-20-20-10</a>	Part Time - VEBA	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-508-522-20-20-14</a>	Part Time - AD&D	1,800.00	1,800.00	0.00	1,720.50	79.50	95.58 %
<a href="#">001-508-522-20-20-15</a>	Part Time - Paid Family & Medical L...	30.00	30.00	0.00	10.90	19.10	36.33 %
<a href="#">001-508-522-20-49-00</a>	Part Time - Chaplain Dues	5,200.00	5,200.00	0.00	198.31	5,001.69	3.81 %
<a href="#">001-509-522-20-10-01</a>	EMS - Wages	6,876,100.00	7,485,849.00	0.00	6,730,753.11	755,095.89	89.91 %
<a href="#">001-509-522-20-10-02</a>	EMS - Overtime	1,502,554.00	1,502,554.00	0.00	1,129,051.27	373,502.73	75.14 %



## Budget Report

For Fiscal: 2024 Period Ending: 12/31/2024

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">001-509-522-20-10-03</a>	EMS - Leave Sell Back	394,100.00	394,100.00	0.00	171,205.36	222,894.64	43.44 %
<a href="#">001-509-522-20-10-04</a>	EMS - Comp	118,800.00	118,800.00	0.00	0.00	118,800.00	0.00 %
<a href="#">001-509-522-20-20-05</a>	EMS - Medical/Dental	1,345,500.00	1,345,500.00	0.00	1,150,062.42	195,437.58	85.47 %
<a href="#">001-509-522-20-20-06</a>	EMS - Retirement	473,100.00	504,776.00	0.00	420,818.70	83,957.30	83.37 %
<a href="#">001-509-522-20-20-07</a>	EMS - Disability	14,100.00	14,100.00	0.00	12,426.53	1,673.47	88.13 %
<a href="#">001-509-522-20-20-08</a>	EMS - Medicare	129,000.00	138,237.00	0.00	119,910.95	18,326.05	86.74 %
<a href="#">001-509-522-20-20-09</a>	EMS - L&I	309,700.00	309,700.00	0.00	214,805.47	94,894.53	69.36 %
<a href="#">001-509-522-20-20-10</a>	EMS - VEBA	4,600.00	4,600.00	0.00	0.00	4,600.00	0.00 %
<a href="#">001-509-522-20-20-13</a>	EMS - Deferred Comp	389,600.00	416,892.00	0.00	317,774.78	99,117.22	76.22 %
<a href="#">001-509-522-20-20-14</a>	EMS - AD&D	700.00	700.00	0.00	221.76	478.24	31.68 %
<a href="#">001-509-522-20-20-15</a>	EMS - Paid Family & Medical Leave	16,350.00	16,350.00	0.00	13,902.05	2,447.95	85.03 %
<a href="#">001-509-522-20-20-16</a>	EMS - MERP - ER	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-509-522-20-31-01</a>	EMS - Fair Supplies	1,500.00	1,500.00	0.00	160.64	1,339.36	10.71 %
<a href="#">001-509-522-20-32-00</a>	EMS - Fuel	195,000.00	195,000.00	0.00	159,319.68	35,680.32	81.70 %
<a href="#">001-509-522-20-35-00</a>	EMS - Small Tools/Minor Equip.	44,349.00	44,349.00	0.00	38,898.54	5,450.46	87.71 %
<a href="#">001-509-522-20-41-02</a>	EMS - Professional Services	55,000.00	55,000.00	0.00	48,000.00	7,000.00	87.27 %
<a href="#">001-509-522-20-41-05</a>	EMS - Systems Design Billing	170,000.00	170,000.00	0.00	149,015.18	20,984.82	87.66 %
<a href="#">001-509-522-20-41-06</a>	EMS - Biohazard Waste Removal	5,000.00	5,000.00	0.00	822.88	4,177.12	16.46 %
<a href="#">001-509-522-20-41-11</a>	EMS - Sno Co MPD & EMS	49,000.00	49,000.00	0.00	75,316.71	-26,316.71	153.71 %
<a href="#">001-509-522-20-41-13</a>	EMS - GEMT Professional Services	65,000.00	65,000.00	0.00	30,000.00	35,000.00	46.15 %
<a href="#">001-509-522-20-43-00</a>	EMS - Travel	16,350.00	16,350.00	0.00	452.26	15,897.74	2.77 %
<a href="#">001-509-522-20-45-00</a>	EMS - Rentals	30,000.00	30,000.00	0.00	26,843.90	3,156.10	89.48 %
<a href="#">001-509-522-20-48-01</a>	EMS - Equip. Repair/Maint.	384,300.00	384,300.00	0.00	503,843.05	-119,543.05	131.11 %
<a href="#">001-509-522-20-49-01</a>	EMS - Dues & Subscriptions	780.00	780.00	0.00	3,884.59	-3,104.59	498.02 %
<a href="#">001-509-522-20-49-02</a>	EMS - Software Subscriptions/Licens..	179,800.00	179,800.00	0.00	120,533.38	59,266.62	67.04 %
<a href="#">001-509-522-20-49-04</a>	EMS - Other Miscellaneous	2,500.00	2,500.00	0.00	2,524.73	-24.73	100.99 %
<a href="#">001-509-522-26-49-00</a>	EMS - Transport Refunds	10,000.00	10,000.00	0.00	4,715.06	5,284.94	47.15 %
<a href="#">001-509-522-30-31-01</a>	EMS - Medications & Medical Suppl...	315,000.00	315,000.00	0.00	224,134.99	90,865.01	71.15 %
<a href="#">001-509-522-45-49-02</a>	EMS - Training Registration	57,150.00	57,150.00	0.00	49,318.77	7,831.23	86.30 %
<a href="#">001-509-528-00-41-00</a>	Dispatch Services - SNO911	853,990.40	853,990.40	0.00	853,990.56	-0.16	100.00 %
<a href="#">001-509-589-26-49-01</a>	GEMT - State Share	2,200,000.00	2,301,269.00	0.00	2,301,268.96	0.04	100.00 %
<a href="#">001-510-522-20-20-15</a>	Health & Safety - Member Assistan...	8,000.00	8,000.00	0.00	7,894.50	105.50	98.68 %
<a href="#">001-510-522-20-31-01</a>	Health & Safety - Operating Supplies	3,600.00	3,600.00	0.00	2,202.88	1,397.12	61.19 %
<a href="#">001-510-522-20-34-00</a>	Health & Safety - Inventory	6,250.00	6,250.00	0.00	0.00	6,250.00	0.00 %
<a href="#">001-510-522-20-35-01</a>	Health & Safety - Small Tools & Equ...	6,500.00	6,500.00	0.00	4,735.68	1,764.32	72.86 %
<a href="#">001-510-522-20-41-01</a>	Health & Safety - Screening & Testi...	92,800.00	92,800.00	0.00	86,184.00	6,616.00	92.87 %
<a href="#">001-510-522-20-41-06</a>	Health & Safety - Annual/Hazmat P...	185,000.00	185,000.00	0.00	147,724.57	37,275.43	79.85 %
<a href="#">001-510-522-20-41-07</a>	Health & Safety - Professional Consu...	14,140.00	14,140.00	0.00	2,322.29	11,817.71	16.42 %
<a href="#">001-510-522-20-41-08</a>	Health & Safety - Mental Health Ser...	5,000.00	5,000.00	0.00	0.00	5,000.00	0.00 %
<a href="#">001-510-522-20-43-00</a>	Health & Safety - Travel	38,125.00	38,125.00	0.00	347.84	37,777.16	0.91 %
<a href="#">001-510-522-20-48-00</a>	Health & Safety - Repair & Mainten...	8,000.00	8,000.00	0.00	592.96	7,407.04	7.41 %
<a href="#">001-510-522-20-49-00</a>	Health & Safety - Fitness Trainers/...	5,940.00	5,940.00	0.00	1,516.00	4,424.00	25.52 %
<a href="#">001-510-522-20-49-01</a>	Health & Safety - Dues & Subscripti...	1,155.00	1,155.00	0.00	390.00	765.00	33.77 %
<a href="#">001-510-522-20-49-04</a>	Health & Saftey - Software Subscript..	6,000.00	6,000.00	0.00	18,822.90	-12,822.90	313.72 %
<a href="#">001-510-522-45-49-00</a>	Health & Safety - Training Registrati...	15,000.00	15,000.00	0.00	8,949.00	6,051.00	59.66 %
<a href="#">001-512-522-10-41-00</a>	Non-Departmental - Labor Attorney	84,000.00	84,000.00	0.00	7,864.00	76,136.00	9.36 %
<a href="#">001-512-522-10-41-02</a>	Non-Departmental - Misc Banking f...	5,000.00	5,000.00	0.00	2,572.77	2,427.23	51.46 %
<a href="#">001-512-522-10-41-03</a>	Non-Departmental - Legal Services	200,000.00	200,000.00	0.00	161,140.10	38,859.90	80.57 %
<a href="#">001-512-522-10-41-12</a>	Non-Departmental - State Auditor	31,460.00	31,460.00	0.00	20,474.23	10,985.77	65.08 %
<a href="#">001-512-522-10-49-06</a>	Non-Departmental - Rebranding	286,274.00	286,274.00	0.00	0.00	286,274.00	0.00 %
<a href="#">001-512-522-20-20-14</a>	Non-Departmental - Unemployment..	15,000.00	15,000.00	0.00	14,178.02	821.98	94.52 %
<a href="#">001-512-522-41-46-00</a>	Non-Departmental - Risk Managem...	471,720.00	617,591.00	0.00	603,391.81	14,199.19	97.70 %
<a href="#">001-512-589-10-41-04</a>	Non-Departmental - Refund Interes...	10.00	10.00	0.00	32.27	-22.27	322.70 %
<a href="#">001-512-591-22-70-00</a>	Non Departmental - Copier Leases	25,000.00	25,000.00	0.00	20,617.23	4,382.77	82.47 %
<a href="#">001-512-597-00-00-01</a>	Non-Departmental - Transfers to A...	2,700,000.00	2,700,000.00	0.00	2,700,000.00	0.00	100.00 %
<a href="#">001-512-597-00-00-02</a>	Non-Departmental - Transfer to Ret...	1,200,640.00	1,200,640.00	0.00	1,200,640.00	0.00	100.00 %
<a href="#">001-512-597-00-00-03</a>	Non-Departmental - Transfer to Em...	265,000.00	265,000.00	0.00	265,000.00	0.00	100.00 %
<a href="#">001-512-597-00-00-04</a>	Non-Departmental - Transfer to Equ...	1,160,000.00	1,160,000.00	0.00	1,160,000.00	0.00	100.00 %

## Budget Report

For Fiscal: 2024 Period Ending: 12/31/2024

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">001-512-597-00-00-05</a>	Non-Departmental - Transfer to Co...	6,350,000.00	6,350,000.00	0.00	6,350,000.00	0.00	100.00 %
<a href="#">001-512-597-00-00-06</a>	Non Departmental - Transfers-Out t...	519,012.00	519,012.00	0.00	519,012.00	0.00	100.00 %
<a href="#">001-513-522-10-10-01</a>	Technical Services - Wages	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-513-522-10-10-02</a>	Technical Services - Overtime	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-513-522-10-10-03</a>	Technical Services - Leave Sell Back	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-513-522-10-20-05</a>	Technical Services - Medical/Dental	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-513-522-10-20-06</a>	Technical Services - Retirement	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-513-522-10-20-07</a>	Technical Services - Disability	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-513-522-10-20-08</a>	Technical Services - Medicare	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-513-522-10-20-09</a>	Technical Services - L&I	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-513-522-10-20-10</a>	Technical Services - VEBA	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-513-522-10-20-13</a>	Technical Services - Deferred Comp	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-513-522-10-20-14</a>	Technical Services - AD&D	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-513-522-10-20-15</a>	Technical Services - PFMLA Tax	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-513-522-10-35-00</a>	Technical Services - Small Tools & E...	72,250.00	72,250.00	0.00	81,006.84	-8,756.84	112.12 %
<a href="#">001-513-522-10-41-00</a>	Technical Services - Professional Ser...	0.00	0.00	0.00	27,288.00	-27,288.00	0.00 %
<a href="#">001-513-522-10-41-04</a>	Technical Services - IT Services	523,400.00	523,400.00	0.00	371,791.51	151,608.49	71.03 %
<a href="#">001-513-522-10-42-00</a>	Technical Services - Cellular Services	107,000.00	107,000.00	0.00	120,731.70	-13,731.70	112.83 %
<a href="#">001-513-522-10-43-00</a>	Technical Services - Travel	3,490.00	3,490.00	0.00	2,369.03	1,120.97	67.88 %
<a href="#">001-513-522-10-49-02</a>	Technical Services - Dues & Subscrip...	75.00	75.00	0.00	334.18	-259.18	445.57 %
<a href="#">001-513-522-10-49-04</a>	Technical Services - Software Subscr...	468,357.00	468,357.00	0.00	380,521.24	87,835.76	81.25 %
<a href="#">001-513-522-20-31-02</a>	Technical Services - Radio Supplies	1,000.00	1,000.00	0.00	0.00	1,000.00	0.00 %
<a href="#">001-513-522-20-48-01</a>	Technical Services - Apparatus Repa...	1,770,000.00	1,770,000.00	0.00	1,753,548.44	16,451.56	99.07 %
<a href="#">001-513-522-20-48-03</a>	Technical Services - Radios/MDTs R...	10,000.00	10,000.00	0.00	389.46	9,610.54	3.89 %
<a href="#">001-513-522-45-49-00</a>	Technical Services - Training Registr...	4,100.00	4,100.00	0.00	3,599.50	500.50	87.79 %
<a href="#">001-513-522-50-42-01</a>	Technical Services - Telephone Net...	168,140.00	168,140.00	0.00	149,458.15	18,681.85	88.89 %
<a href="#">001-514-522-20-31-04</a>	Special Ops - Hazmat Supplies	8,500.00	8,500.00	0.00	6,054.90	2,445.10	71.23 %
<a href="#">001-514-522-20-31-08</a>	Special Ops - Disaster Supplies	4,000.00	4,000.00	0.00	0.00	4,000.00	0.00 %
<a href="#">001-514-522-20-31-09</a>	Special Ops - Rescue Swimmer Supp...	57,700.00	57,700.00	0.00	51,304.03	6,395.97	88.92 %
<a href="#">001-514-522-20-31-11</a>	Special Ops - Rescue Tech PPE	11,570.00	11,570.00	0.00	5,565.59	6,004.41	48.10 %
<a href="#">001-514-522-20-35-01</a>	Special Ops - Wildland Gear	35,000.00	35,000.00	0.00	37,100.56	-2,100.56	106.00 %
<a href="#">001-514-522-20-35-02</a>	Special Ops - Hazmat Team Equip. (...)	7,190.00	7,190.00	0.00	6,645.01	544.99	92.42 %
<a href="#">001-514-522-20-35-03</a>	Special Ops - Rescue Swimmer Equip...	30,590.00	30,590.00	0.00	30,800.26	-210.26	100.69 %
<a href="#">001-514-522-20-35-04</a>	Special Ops - Tech Rescue Equip.	21,000.00	21,000.00	0.00	19,582.09	1,417.91	93.25 %
<a href="#">001-514-522-20-43-00</a>	Fire and Emergency Medical Activiti...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-514-522-20-43-01</a>	Special Ops - Wildland Travel Reim...	4,500.00	4,500.00	0.00	687.87	3,812.13	15.29 %
<a href="#">001-514-522-20-45-00</a>	Special Ops - Rentals/Santicans	1,095.00	1,095.00	0.00	0.00	1,095.00	0.00 %
<a href="#">001-514-522-20-48-13</a>	Special Ops - Equipment Repair	4,012.00	4,012.00	0.00	0.00	4,012.00	0.00 %
<a href="#">001-514-522-20-49-00</a>	Special Ops - Miscellaneous	0.00	0.00	0.00	242.51	-242.51	0.00 %
<a href="#">001-515-522-30-10-01</a>	Community Relations - Wages	322,000.00	322,000.00	0.00	246,895.06	75,104.94	76.68 %
<a href="#">001-515-522-30-10-02</a>	Community Relations - Overtime	24,300.00	24,300.00	0.00	903.54	23,396.46	3.72 %
<a href="#">001-515-522-30-10-03</a>	Community Relations - Leave Sell B...	17,000.00	17,000.00	0.00	8,129.15	8,870.85	47.82 %
<a href="#">001-515-522-30-20-05</a>	Community Relations - Medical/De...	67,500.00	67,500.00	0.00	36,573.04	30,926.96	54.18 %
<a href="#">001-515-522-30-20-06</a>	Community Relations - Retirement	35,000.00	35,000.00	0.00	21,272.24	13,727.76	60.78 %
<a href="#">001-515-522-30-20-07</a>	Community Relations - Disability	1,000.00	1,000.00	0.00	741.23	258.77	74.12 %
<a href="#">001-515-522-30-20-08</a>	Community Relations - Medicare	5,300.00	5,300.00	0.00	3,769.05	1,530.95	71.11 %
<a href="#">001-515-522-30-20-09</a>	Community Relations - L&I	1,100.00	1,100.00	0.00	349.36	750.64	31.76 %
<a href="#">001-515-522-30-20-10</a>	Community Relations - VEBA	3,000.00	3,000.00	0.00	2,400.00	600.00	80.00 %
<a href="#">001-515-522-30-20-13</a>	Community Relations - Deferred C...	6,100.00	6,100.00	0.00	4,009.84	2,090.16	65.74 %
<a href="#">001-515-522-30-20-14</a>	Community Relations - AD&D	200.00	200.00	0.00	148.20	51.80	74.10 %
<a href="#">001-515-522-30-20-15</a>	Community Relations - Paid Family ...	800.00	800.00	0.00	524.43	275.57	65.55 %
<a href="#">001-515-522-30-31-01</a>	Community Relations - Operating S...	32,000.00	32,000.00	0.00	31,650.14	349.86	98.91 %
<a href="#">001-515-522-30-31-02</a>	Community Relations - First Aid/CPR...	5,500.00	5,500.00	0.00	0.00	5,500.00	0.00 %
<a href="#">001-515-522-30-35-00</a>	Community Relations - Small Tools...	10,000.00	10,000.00	0.00	9,140.87	859.13	91.41 %
<a href="#">001-515-522-30-41-00</a>	Community Relations - Professional...	5,000.00	5,000.00	0.00	0.00	5,000.00	0.00 %
<a href="#">001-515-522-30-42-01</a>	Community Relations - Postage/Shi...	56,500.00	56,500.00	0.00	48,666.03	7,833.97	86.13 %
<a href="#">001-515-522-30-43-00</a>	Community Relations - Travel	3,000.00	3,000.00	0.00	425.00	2,575.00	14.17 %
<a href="#">001-515-522-30-48-00</a>	Community Relations - Repair & Ma...	2,000.00	2,000.00	0.00	0.00	2,000.00	0.00 %

## Budget Report

For Fiscal: 2024 Period Ending: 12/31/2024

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">001-515-522-30-49-01</a>	Community Relations - Printing & B...	57,000.00	57,000.00	0.00	47,163.10	9,836.90	82.74 %
<a href="#">001-515-522-30-49-02</a>	Community Relations - Dues & Subs...	2,200.00	2,200.00	0.00	0.00	2,200.00	0.00 %
<a href="#">001-515-522-30-49-04</a>	Community Relations - Software Lic...	5,100.00	5,100.00	0.00	3,889.71	1,210.29	76.27 %
<a href="#">001-515-522-30-49-06</a>	Community Relations - Other Miscel...	1,500.00	1,500.00	0.00	985.80	514.20	65.72 %
<a href="#">001-515-522-45-49-02</a>	Community Relations - Training Reg...	5,600.00	5,600.00	0.00	3,340.00	2,260.00	59.64 %
<a href="#">001-516-522-30-31-00</a>	Strategic Analysis - Operating Suppl...	18,500.00	18,500.00	0.00	660.51	17,839.49	3.57 %
<a href="#">001-516-522-30-35-00</a>	Strategic Analysis - Small Tools/Min...	1,500.00	1,500.00	0.00	0.00	1,500.00	0.00 %
<a href="#">001-516-522-30-41-00</a>	Strategic Analysis - Professional Serv...	3,000.00	3,000.00	0.00	0.00	3,000.00	0.00 %
<a href="#">001-516-522-30-43-00</a>	Strategic Analysis - Travel	11,550.00	11,550.00	0.00	6,166.35	5,383.65	53.39 %
<a href="#">001-516-522-30-49-02</a>	Strategic Analysis - Dues & Subscrip...	2,010.00	2,010.00	0.00	1,948.00	62.00	96.92 %
<a href="#">001-516-522-30-49-04</a>	Strategic Analysis - Software Subscr...	132,450.00	132,450.00	0.00	134,790.58	-2,340.58	101.77 %
<a href="#">001-516-522-45-49-02</a>	Strategic Analysis - Training Registra...	8,850.00	8,850.00	0.00	6,015.00	2,835.00	67.97 %
<a href="#">001-517-522-10-10-01</a>	Human Resources - Wages	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-10-02</a>	Human Resources - Overtime	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-10-03</a>	Human Resources - Leave Sell Back	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-10-04</a>	Human Resources - Comp	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-20-05</a>	Human Resources - Medical/Dental	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-20-06</a>	Human Resources - Retirement	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-20-07</a>	Human Resources - Disability	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-20-08</a>	Human Resources - Medicare	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-20-09</a>	Human Resources - L&I	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-20-10</a>	Human Resources - VEBA	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-20-13</a>	Human Resources - Deferred Comp	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-20-14</a>	Human Resources - AD&D	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-20-15</a>	Human Resources - PFMLA Tax	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-31-00</a>	Human Resources - Operating Suppl...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-43-00</a>	Human Resources - Travel	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-44-00</a>	Human Resources - Advertising	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-45-00</a>	Human Resources - Rental	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-49-01</a>	Human Resources - Dues & Subscrip...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-49-04</a>	Human Resources - Software Subscr...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-10-49-06</a>	Human Resources - Miscellaneous	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">001-517-522-45-49-02</a>	Human Resources - Registration	0.00	0.00	0.00	0.00	0.00	0.00 %
	<b>Expense Total:</b>	<b>86,105,044.40</b>	<b>90,940,934.36</b>	<b>0.00</b>	<b>80,353,367.48</b>	<b>10,587,566.88</b>	<b>88.36%</b>
	<b>Fund: 001 - General Fund Surplus (Deficit):</b>	<b>-1,421,261.72</b>	<b>-7,255,552.68</b>	<b>0.00</b>	<b>6,602,588.26</b>	<b>13,858,140.94</b>	<b>-91.00%</b>
<b>Fund: 002 - Retirement Reserve</b>							
<b>Revenue</b>							
<a href="#">002-361-10-00-00</a>	Investment Interest	100,000.00	100,000.00	0.00	334,676.82	234,676.82	334.68 %
<a href="#">002-369-91-00-01</a>	Refunds & Reimbursements	0.00	0.00	0.00	2,031.23	2,031.23	0.00 %
<a href="#">002-397-00-00-00</a>	Interfund Transfers In	1,200,640.00	1,200,640.00	0.00	1,200,640.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>1,300,640.00</b>	<b>1,300,640.00</b>	<b>0.00</b>	<b>1,537,348.05</b>	<b>236,708.05</b>	<b>118.20%</b>
<b>Expense</b>							
<a href="#">002-512-522-20-10-05</a>	Non-Departmental - Leave Accrual ...	243,721.00	389,721.00	0.00	383,242.95	6,478.05	98.34 %
<a href="#">002-512-522-30-20-05</a>	Non-Departmental - Retirement M...	414,000.00	414,000.00	0.00	324,411.94	89,588.06	78.36 %
<a href="#">002-512-522-30-20-08</a>	Non Departmental - Retirement M...	0.00	0.00	0.00	127.99	-127.99	0.00 %
<a href="#">002-512-522-30-20-10</a>	Non Departmental - Retirement VE...	0.00	72,500.00	0.00	131,492.43	-58,992.43	181.37 %
	<b>Expense Total:</b>	<b>657,721.00</b>	<b>876,221.00</b>	<b>0.00</b>	<b>839,275.31</b>	<b>36,945.69</b>	<b>95.78%</b>
	<b>Fund: 002 - Retirement Reserve Surplus (Deficit):</b>	<b>642,919.00</b>	<b>424,419.00</b>	<b>0.00</b>	<b>698,072.74</b>	<b>273,653.74</b>	<b>164.48%</b>
<b>Fund: 003 - Emergency Reserve</b>							
<b>Revenue</b>							
<a href="#">003-361-10-00-00</a>	Investment Interest	150,000.00	150,000.00	0.00	415,792.80	265,792.80	277.20 %
<a href="#">003-397-00-00-00</a>	Interfund Transfers In	265,000.00	265,000.00	0.00	265,000.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>415,000.00</b>	<b>415,000.00</b>	<b>0.00</b>	<b>680,792.80</b>	<b>265,792.80</b>	<b>164.05%</b>
	<b>Fund: 003 - Emergency Reserve Total:</b>	<b>415,000.00</b>	<b>415,000.00</b>	<b>0.00</b>	<b>680,792.80</b>	<b>265,792.80</b>	<b>164.05%</b>

## Budget Report

For Fiscal: 2024 Period Ending: 12/31/2024

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<b>Fund: 050 - Shop - Expense</b>							
<b>Revenue</b>							
<a href="#">050-344-30-00-00</a>	Charges for Services - External	560,000.00	560,000.00	0.00	547,120.31	-12,879.69	97.70 %
<a href="#">050-348-00-00-00</a>	Charges for Services - Internal	2,273,180.00	2,273,180.00	0.00	2,198,945.54	-74,234.46	96.73 %
<a href="#">050-361-10-00-00</a>	Investment Interest	8,800.00	8,800.00	0.00	33,073.52	24,273.52	375.84 %
<a href="#">050-369-10-00-00</a>	Shop - Sale of Scrap	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-369-91-00-00</a>	Refunds & Reimbursements	0.00	0.00	0.00	49,040.04	49,040.04	0.00 %
<a href="#">050-369-91-00-01</a>	Other Revenue	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-397-00-00-15</a>	Transfer In from shop LBO	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-397-00-00-25</a>	Transfer In From Shop Capital	0.00	0.00	0.00	0.00	0.00	0.00 %
	<b>Revenue Total:</b>	<b>2,841,980.00</b>	<b>2,841,980.00</b>	<b>0.00</b>	<b>2,828,179.41</b>	<b>-13,800.59</b>	<b>99.51%</b>
<b>Expense</b>							
<a href="#">050-511-522-45-49-01</a>	Shop - Training	9,900.00	9,900.00	0.00	13,142.19	-3,242.19	132.75 %
<a href="#">050-511-522-60-10-01</a>	Shop - Regular Wages	1,161,600.00	1,161,600.00	0.00	1,051,369.31	110,230.69	90.51 %
<a href="#">050-511-522-60-10-02</a>	Shop - Overtime	4,200.00	4,200.00	0.00	12,048.20	-7,848.20	286.86 %
<a href="#">050-511-522-60-10-03</a>	Shop - Leave Sell Back	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-511-522-60-20-05</a>	Shop - Medical/Dental	321,400.00	321,400.00	0.00	261,227.11	60,172.89	81.28 %
<a href="#">050-511-522-60-20-06</a>	Shop - Retirement	111,100.00	111,100.00	0.00	98,849.43	12,250.57	88.97 %
<a href="#">050-511-522-60-20-07</a>	Shop - Disability	11,300.00	11,300.00	0.00	9,942.25	1,357.75	87.98 %
<a href="#">050-511-522-60-20-08</a>	Shop - Medicare	17,000.00	17,000.00	0.00	15,916.69	1,083.31	93.63 %
<a href="#">050-511-522-60-20-09</a>	Shop - L&I	34,200.00	34,200.00	0.00	21,248.75	12,951.25	62.13 %
<a href="#">050-511-522-60-20-10</a>	Shop - VEBA	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-511-522-60-20-13</a>	Shop - Deferred Comp.	45,100.00	45,100.00	0.00	33,695.82	11,404.18	74.71 %
<a href="#">050-511-522-60-20-14</a>	Shop - AD&D	4,100.00	4,100.00	0.00	2,633.78	1,466.22	64.24 %
<a href="#">050-511-522-60-20-15</a>	Shop - Paid Family & Medical Leave	2,600.00	2,600.00	0.00	2,248.17	351.83	86.47 %
<a href="#">050-511-522-60-31-01</a>	Shop - Uniforms & Protective eqpt.	4,550.00	4,550.00	0.00	3,367.36	1,182.64	74.01 %
<a href="#">050-511-522-60-31-02</a>	Shop - Vehicle Supplies	5,000.00	5,000.00	0.00	18,716.49	-13,716.49	374.33 %
<a href="#">050-511-522-60-31-03</a>	Shop - Office Supplies	1,000.00	1,000.00	0.00	322.16	677.84	32.22 %
<a href="#">050-511-522-60-31-04</a>	Shop - Hydration Supplies	800.00	800.00	0.00	763.49	36.51	95.44 %
<a href="#">050-511-522-60-31-05</a>	Shop - Shop Supplies	10,000.00	10,000.00	0.00	9,559.18	440.82	95.59 %
<a href="#">050-511-522-60-32-00</a>	Shop - Fuel	4,800.00	4,800.00	0.00	3,671.53	1,128.47	76.49 %
<a href="#">050-511-522-60-34-01</a>	Shop - Parts Inventory- Other Agenc...	800,000.00	800,000.00	0.00	615,729.62	184,270.38	76.97 %
<a href="#">050-511-522-60-35-00</a>	Shop - Small Tools & Equipment	8,000.00	8,000.00	0.00	9,486.91	-1,486.91	118.59 %
<a href="#">050-511-522-60-35-01</a>	Shop - Tool Allowance	8,250.00	8,250.00	0.00	4,687.50	3,562.50	56.82 %
<a href="#">050-511-522-60-41-02</a>	Shop - Professional Svs - Engine Ana...	4,400.00	4,400.00	0.00	0.00	4,400.00	0.00 %
<a href="#">050-511-522-60-41-03</a>	Shop - Professional Services - Hazm...	2,500.00	2,500.00	0.00	1,361.46	1,138.54	54.46 %
<a href="#">050-511-522-60-41-04</a>	Shop - Laundry	6,750.00	6,750.00	0.00	4,091.66	2,658.34	60.62 %
<a href="#">050-511-522-60-41-05</a>	Shop - Vehicle Damage	1,000.00	1,000.00	0.00	0.00	1,000.00	0.00 %
<a href="#">050-511-522-60-41-06</a>	Shop - Drug & Alcohol Testing	800.00	800.00	0.00	270.00	530.00	33.75 %
<a href="#">050-511-522-60-41-07</a>	Shop - Computer Services	1,000.00	1,000.00	0.00	0.00	1,000.00	0.00 %
<a href="#">050-511-522-60-41-08</a>	Shop - Software Maint. Fees	26,000.00	26,000.00	0.00	24,371.80	1,628.20	93.74 %
<a href="#">050-511-522-60-41-10</a>	Shop - Professional Services - Misc.	1,000.00	1,000.00	0.00	1,118.47	-118.47	111.85 %
<a href="#">050-511-522-60-41-11</a>	Shop - Professional Services - Occu...	1,375.00	1,375.00	0.00	185.00	1,190.00	13.45 %
<a href="#">050-511-522-60-42-00</a>	Shop - Communications	3,500.00	3,500.00	0.00	1,457.06	2,042.94	41.63 %
<a href="#">050-511-522-60-43-00</a>	Shop - Travel	3,500.00	3,500.00	0.00	5,093.49	-1,593.49	145.53 %
<a href="#">050-511-522-60-44-00</a>	Shop - Advertising	500.00	500.00	0.00	0.00	500.00	0.00 %
<a href="#">050-511-522-60-48-01</a>	Shop - Repair & Maintenance- Tools...	5,000.00	5,000.00	0.00	2,435.04	2,564.96	48.70 %
<a href="#">050-511-522-60-49-01</a>	Shop - Dues	175.00	175.00	0.00	2,168.52	-1,993.52	1,239.15 %
<a href="#">050-511-522-60-49-04</a>	Shop - Other Misc.	300.00	300.00	0.00	346.00	-46.00	115.33 %
<a href="#">050-511-586-60-49-01</a>	Shop - Excise Tax	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">050-511-597-00-00-00</a>	Shop - Interfund Transfers to Shop f...	250,000.00	250,000.00	0.00	250,000.00	0.00	100.00 %
<a href="#">050-511-597-00-00-01</a>	Shop - Interfund Transfers to Gener...	99,910.00	99,910.00	0.00	99,910.00	0.00	100.00 %
	<b>Expense Total:</b>	<b>2,972,610.00</b>	<b>2,972,610.00</b>	<b>0.00</b>	<b>2,581,434.44</b>	<b>391,175.56</b>	<b>86.84%</b>
	<b>Fund: 050 - Shop - Expense Surplus (Deficit):</b>	<b>-130,630.00</b>	<b>-130,630.00</b>	<b>0.00</b>	<b>246,744.97</b>	<b>377,374.97</b>	<b>-188.89%</b>
<b>Fund: 051 - Shop - Reserve</b>							
<b>Revenue</b>							
<a href="#">051-361-10-00-00</a>	Investment Interest	2,600.00	2,600.00	0.00	10,870.99	8,270.99	418.12 %



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		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">051-369-50-00-00</a>	Carry Over - Other Distirt	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">051-397-00-00-00</a>	Interfund Transfers In	50,000.00	50,000.00	0.00	50,000.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>52,600.00</b>	<b>52,600.00</b>	<b>0.00</b>	<b>60,870.99</b>	<b>8,270.99</b>	<b>115.72%</b>
<b>Expense</b>							
<a href="#">051-511-522-60-10-03</a>	Shop - Leave Accrual Buy-Out	30,300.00	30,300.00	0.00	0.00	30,300.00	0.00 %
	<b>Expense Total:</b>	<b>30,300.00</b>	<b>30,300.00</b>	<b>0.00</b>	<b>0.00</b>	<b>30,300.00</b>	<b>0.00%</b>
	<b>Fund: 051 - Shop - Reserve Surplus (Deficit):</b>	<b>22,300.00</b>	<b>22,300.00</b>	<b>0.00</b>	<b>60,870.99</b>	<b>38,570.99</b>	<b>272.96%</b>
<b>Fund: 052 - Shop - Capital</b>							
<b>Revenue</b>							
<a href="#">052-361-10-00-00</a>	Investment Interest	8,600.00	8,600.00	0.00	37,834.54	29,234.54	439.94 %
<a href="#">052-369-50-00-00</a>	Carry Over - Other Distirt	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">052-397-00-00-00</a>	Interfund Transfers In	200,000.00	200,000.00	0.00	200,000.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>208,600.00</b>	<b>208,600.00</b>	<b>0.00</b>	<b>237,834.54</b>	<b>29,234.54</b>	<b>114.01%</b>
<b>Expense</b>							
<a href="#">052-511-522-60-35-00</a>	Shop Capital - Small Tools & Equip...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">052-511-594-00-64-00</a>	Capital Expenditures	50,000.00	50,000.00	0.00	50,083.50	-83.50	100.17 %
	<b>Expense Total:</b>	<b>50,000.00</b>	<b>50,000.00</b>	<b>0.00</b>	<b>50,083.50</b>	<b>-83.50</b>	<b>100.17%</b>
	<b>Fund: 052 - Shop - Capital Surplus (Deficit):</b>	<b>158,600.00</b>	<b>158,600.00</b>	<b>0.00</b>	<b>187,751.04</b>	<b>29,151.04</b>	<b>118.38%</b>
<b>Fund: 200 - Bond</b>							
<b>Revenue</b>							
<a href="#">200-311-10-00-00</a>	Regular Property Taxes	0.00	0.00	0.00	132.34	132.34	0.00 %
<a href="#">200-361-10-00-00</a>	Investment Interest	1,800.00	1,800.00	0.00	9,630.43	7,830.43	535.02 %
<a href="#">200-397-00-00-00</a>	Transfers-In	519,017.00	519,017.00	0.00	519,012.00	-5.00	100.00 %
	<b>Revenue Total:</b>	<b>520,817.00</b>	<b>520,817.00</b>	<b>0.00</b>	<b>528,774.77</b>	<b>7,957.77</b>	<b>101.53%</b>
<b>Expense</b>							
<a href="#">200-507-591-22-71-02</a>	Facilities - Principal Admin Bldg. Bo...	161,000.00	161,000.00	0.00	161,000.00	0.00	100.00 %
<a href="#">200-507-591-89-71-02</a>	Facilities - Principal Station 33 Bonds	210,000.00	210,000.00	0.00	210,000.00	0.00	100.00 %
<a href="#">200-507-592-89-83-02</a>	Facilities - Interest Station 33 Bonds	115,625.00	115,625.00	0.00	115,625.00	0.00	100.00 %
<a href="#">200-507-592-89-83-03</a>	Facilities - Interest Admin. Bldg. Bo...	32,387.20	32,387.20	0.00	32,387.20	0.00	100.00 %
<a href="#">200-512-522-10-41-01</a>	Non-Dept. - County Refund Interest ...	5.00	5.00	0.00	0.00	5.00	0.00 %
<a href="#">200-512-522-22-00-00</a>	Non-Departmental - Bond Fee	0.00	0.00	0.00	350.00	-350.00	0.00 %
	<b>Expense Total:</b>	<b>519,017.20</b>	<b>519,017.20</b>	<b>0.00</b>	<b>519,362.20</b>	<b>-345.00</b>	<b>100.07%</b>
	<b>Fund: 200 - Bond Surplus (Deficit):</b>	<b>1,799.80</b>	<b>1,799.80</b>	<b>0.00</b>	<b>9,412.57</b>	<b>7,612.77</b>	<b>522.98%</b>
<b>Fund: 201 - Voted Bonds</b>							
<b>Revenue</b>							
<a href="#">201-311-10-00-00</a>	Regular Property Taxes	0.00	0.00	0.00	0.80	0.80	0.00 %
<a href="#">201-361-10-00-00</a>	Investment Interest	200.00	200.00	0.00	579.00	379.00	289.50 %
<a href="#">201-369-50-00-00</a>	Carry Over - Other Distirt	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">201-397-00-00-03</a>	Transfer in from Construction fund	0.00	0.00	0.00	0.00	0.00	0.00 %
	<b>Revenue Total:</b>	<b>200.00</b>	<b>200.00</b>	<b>0.00</b>	<b>579.80</b>	<b>379.80</b>	<b>289.90%</b>
<b>Expense</b>							
<a href="#">201-512-589-10-41-01</a>	Non-Dept. - County Refund Interest ...	0.00	0.00	0.00	0.00	0.00	0.00 %
	<b>Expense Total:</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>
	<b>Fund: 201 - Voted Bonds Surplus (Deficit):</b>	<b>200.00</b>	<b>200.00</b>	<b>0.00</b>	<b>579.80</b>	<b>379.80</b>	<b>289.90%</b>
<b>Fund: 300 - Construction</b>							
<b>Revenue</b>							
<a href="#">300-361-10-00-00</a>	Investment Interest	200,000.00	200,000.00	0.00	1,247,360.27	1,047,360.27	623.68 %
<a href="#">300-362-40-00-00</a>	Property Rent	19,400.00	19,400.00	0.00	15,900.00	-3,500.00	81.96 %
<a href="#">300-362-40-00-01</a>	Tower Rent	90,000.00	90,000.00	0.00	98,848.35	8,848.35	109.83 %
<a href="#">300-362-40-00-02</a>	Admin. Bldg. Rent	241,950.00	241,950.00	0.00	241,950.24	0.24	100.00 %
<a href="#">300-369-91-00-01</a>	Admin Bldg. Utility Reimbursements	13,500.00	13,500.00	0.00	11,632.06	-1,867.94	86.16 %
<a href="#">300-369-91-00-02</a>	Refunds & Reimbursements	0.00	0.00	0.00	759.80	759.80	0.00 %
<a href="#">300-395-10-00-00</a>	Proceeds from Sale of Capital Asset ...	58,019.75	3,558,019.75	0.00	3,558,019.75	0.00	100.00 %

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		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">300-397-00-00-00</a>	Interfund Transfers In	6,350,000.00	6,350,000.00	0.00	6,350,000.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>6,972,869.75</b>	<b>10,472,869.75</b>	<b>0.00</b>	<b>11,524,470.47</b>	<b>1,051,600.72</b>	<b>110.04%</b>
<b>Expense</b>							
<a href="#">300-507-522-50-41-00</a>	Admin Building - Professional Servic...	0.00	0.00	0.00	20,290.12	-20,290.12	0.00 %
<a href="#">300-507-522-50-41-01</a>	Logistics - Closing Costs	0.00	152,015.00	0.00	149,722.00	2,293.00	98.49 %
<a href="#">300-507-522-50-47-00</a>	Logistics - Admin Bldg. Utilities	26,910.00	26,910.00	0.00	20,268.16	6,641.84	75.32 %
<a href="#">300-507-522-50-48-00</a>	Logistics - Admin Bldg. Maintenance	148,000.00	148,000.00	0.00	0.00	148,000.00	0.00 %
<a href="#">300-507-522-50-49-00</a>	Logistics - Miscellaneous	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">300-507-594-22-61-00</a>	Logistics - Land Purchase	0.00	1,150,000.00	0.00	1,137,245.80	12,754.20	98.89 %
<a href="#">300-507-594-50-62-00</a>	Logistics - New Construction	6,000,000.00	6,000,000.00	0.00	2,706,585.32	3,293,414.68	45.11 %
<a href="#">300-507-594-50-62-01</a>	Logistics - Other Improvements	328,547.00	328,547.00	0.00	96,671.06	231,875.94	29.42 %
<a href="#">300-507-594-50-62-31</a>	Logistics - Station Improvements - 31	266,529.00	1,010,825.00	0.00	51,803.63	959,021.37	5.12 %
<a href="#">300-507-594-50-62-32</a>	Logistics - Station Improvements - 32	0.00	30,533.00	0.00	193,049.15	-162,516.15	632.26 %
<a href="#">300-507-594-50-62-33</a>	Logistics - Station Improvements - 33	2,156.00	2,156.00	0.00	0.00	2,156.00	0.00 %
<a href="#">300-507-594-50-62-71</a>	Logistics - Station Improvements - 71	393,422.00	393,422.00	0.00	88,449.71	304,972.29	22.48 %
<a href="#">300-507-594-50-62-72</a>	Logistics - Station Improvements - 72	0.00	0.00	0.00	36,292.08	-36,292.08	0.00 %
<a href="#">300-507-594-50-62-73</a>	Logistics - Station Improvements - 73	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">300-507-594-50-62-74</a>	Logistics Building Improvement	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">300-507-594-50-62-77</a>	Logistics - Station Improvements - 77	19,000.00	19,000.00	0.00	0.00	19,000.00	0.00 %
<a href="#">300-507-594-50-62-81</a>	Logistics - Station Improvements - 81	0.00	0.00	0.00	101,417.44	-101,417.44	0.00 %
<a href="#">300-507-594-50-62-82</a>	Logistics - Station Improvements - 82	0.00	256,841.00	0.00	77,327.90	179,513.10	30.11 %
<a href="#">300-507-594-50-62-83</a>	Logistics - Station Improvements - 83	9,500.00	9,500.00	0.00	1,505,995.27	-1,496,495.27	15,852.58 %
	<b>Expense Total:</b>	<b>7,194,064.00</b>	<b>9,527,749.00</b>	<b>0.00</b>	<b>6,185,117.64</b>	<b>3,342,631.36</b>	<b>64.92%</b>
	<b>Fund: 300 - Construction Surplus (Deficit):</b>	<b>-221,194.25</b>	<b>945,120.75</b>	<b>0.00</b>	<b>5,339,352.83</b>	<b>4,394,232.08</b>	<b>564.94%</b>
<b>Fund: 301 - Apparatus Fund</b>							
<b>Revenue</b>							
<a href="#">301-361-10-00-00</a>	Investment Interest	100,000.00	100,000.00	0.00	416,096.27	316,096.27	416.10 %
<a href="#">301-369-10-00-00</a>	Sale of Surplus	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">301-397-00-00-00</a>	Interfund Transfers In	2,700,000.00	2,700,000.00	0.00	2,700,000.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>2,800,000.00</b>	<b>2,800,000.00</b>	<b>0.00</b>	<b>3,116,096.27</b>	<b>316,096.27</b>	<b>111.29%</b>
<b>Expense</b>							
<a href="#">301-502-594-10-64-01</a>	Admin - Capital Outlay Apparatus	120,000.00	158,949.00	0.00	132,672.92	26,276.08	83.47 %
<a href="#">301-504-594-22-64-02</a>	Suppression - Capital Outlay Appara...	0.00	1,119,192.00	0.00	521,182.58	598,009.42	46.57 %
<a href="#">301-504-594-22-75-02</a>	Suppression - Capital Lease Prin. - L...	114,175.95	114,175.95	0.00	114,175.95	0.00	100.00 %
<a href="#">301-504-594-22-83-02</a>	Suppression - Capital Lease Int. - La...	3,425.26	3,425.26	0.00	3,425.26	0.00	100.00 %
<a href="#">301-505-594-22-64-01</a>	Prevention Services - Capital Outlay...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">301-506-594-22-64-01</a>	Training - Capital Outlay Apparatus	0.00	69,002.00	0.00	0.00	69,002.00	0.00 %
<a href="#">301-507-594-22-64-02</a>	Logistics - Capital Outlay Apparatus	0.00	100,000.00	0.00	0.00	100,000.00	0.00 %
<a href="#">301-509-594-22-64-03</a>	EMS - Capital Outlay - Ambulance	1,120,000.00	1,960,000.00	0.00	170,531.40	1,789,468.60	8.70 %
<a href="#">301-512-522-10-41-02</a>	Non-Departmental - Misc Banking F...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">301-513-594-22-64-01</a>	Technical Services - Capital Outlay ...	0.00	0.00	0.00	0.00	0.00	0.00 %
	<b>Expense Total:</b>	<b>1,357,601.21</b>	<b>3,524,744.21</b>	<b>0.00</b>	<b>941,988.11</b>	<b>2,582,756.10</b>	<b>26.73%</b>
	<b>Fund: 301 - Apparatus Fund Surplus (Deficit):</b>	<b>1,442,398.79</b>	<b>-724,744.21</b>	<b>0.00</b>	<b>2,174,108.16</b>	<b>2,898,852.37</b>	<b>-299.98%</b>
<b>Fund: 303 - Equipment Replacement</b>							
<b>Revenue</b>							
<a href="#">303-331-97-00-00</a>	Federal Direct Grants	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-361-10-00-00</a>	Investment Interest	40,000.00	40,000.00	0.00	122,254.47	82,254.47	305.64 %
<a href="#">303-369-10-00-00</a>	Sale of Surplus	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-369-90-00-00</a>	Refunds and Reimbursements	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-397-00-00-00</a>	Interfund Transfers In	1,160,000.00	1,160,000.00	0.00	1,160,000.00	0.00	100.00 %
	<b>Revenue Total:</b>	<b>1,200,000.00</b>	<b>1,200,000.00</b>	<b>0.00</b>	<b>1,282,254.47</b>	<b>82,254.47</b>	<b>106.85%</b>
<b>Expense</b>							
<a href="#">303-501-594-10-64-00</a>	Commissioner - Tools and Equipme...	5,871.00	5,871.00	0.00	0.00	5,871.00	0.00 %
<a href="#">303-501-594-10-64-01</a>	Commissioner - Capital Outlay	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-502-594-10-64-00</a>	Admin - Capital Outlay	30,000.00	30,000.00	0.00	5,025.71	24,974.29	16.75 %
<a href="#">303-502-594-10-64-01</a>	Admin - Computer Replacements	46,951.00	46,951.00	0.00	0.00	46,951.00	0.00 %

## Budget Report

For Fiscal: 2024 Period Ending: 12/31/2024

		Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<a href="#">303-502-594-10-64-04</a>	Admin - Misc. Equipment Allowance	30,747.00	30,747.00	0.00	0.00	30,747.00	0.00 %
<a href="#">303-502-594-10-64-05</a>	Admin - Investigations Camera Equip	12,500.00	12,500.00	0.00	0.00	12,500.00	0.00 %
<a href="#">303-504-591-22-70-00</a>	Suppression - MDT Computers	65,364.00	65,364.00	0.00	9,878.88	55,485.12	15.11 %
<a href="#">303-504-594-20-64-00</a>	Suppression - Hose & Hose Applian...	102,893.00	102,893.00	0.00	18,412.75	84,480.25	17.90 %
<a href="#">303-504-594-20-64-01</a>	Suppression - Cylinders	10,000.00	10,000.00	0.00	0.00	10,000.00	0.00 %
<a href="#">303-504-594-20-64-04</a>	Suppression - New Bunker Gear	240,000.00	240,000.00	0.00	282,814.90	-42,814.90	117.84 %
<a href="#">303-504-594-20-64-08</a>	Suppression - Drone Equipment	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-504-594-20-64-14</a>	Suppression - SCBAs	0.00	0.00	0.00	12,209.27	-12,209.27	0.00 %
<a href="#">303-504-594-20-64-16</a>	Suppression - Ballistic Armor	0.00	132,100.00	0.00	124,374.20	7,725.80	94.15 %
<a href="#">303-504-594-20-64-20</a>	Suppression - Thermal Imaging Cam...	0.00	0.00	0.00	19,257.34	-19,257.34	0.00 %
<a href="#">303-505-594-30-64-01</a>	Prevention - Knox Secure Devices	18,548.00	18,548.00	0.00	17,884.43	663.57	96.42 %
<a href="#">303-506-522-45-35-00</a>	Training - Tools & Equip	4,153.00	4,153.00	0.00	0.00	4,153.00	0.00 %
<a href="#">303-507-522-50-35-02</a>	Logistics - Other Equipment	2,762.00	2,762.00	0.00	0.00	2,762.00	0.00 %
<a href="#">303-507-594-50-64-00</a>	Logistics - Station Capital Equipment	0.00	0.00	0.00	13,144.05	-13,144.05	0.00 %
<a href="#">303-507-594-50-64-01</a>	Logistics - Station Mattresses and B...	20,259.00	39,928.00	0.00	5,257.32	34,670.68	13.17 %
<a href="#">303-507-594-50-64-02</a>	Logistics - Station Recliners	13,048.00	13,048.00	0.00	9,121.24	3,926.76	69.91 %
<a href="#">303-507-594-50-64-03</a>	Logistics - Fit Test Machines	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-591-22-70-00</a>	EMS - MDT Computers	65,364.00	65,364.00	0.00	14,683.36	50,680.64	22.46 %
<a href="#">303-509-594-20-64-00</a>	EMS - Cardiac Monitors	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-594-20-64-01</a>	EMS - LP15 Power Cot Mount	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-594-20-64-02</a>	EMS - Power Load	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-594-20-64-03</a>	EMS - iSimulate LP15's	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-594-20-64-04</a>	EMS - Lucas CPR	20,299.00	20,299.00	0.00	0.00	20,299.00	0.00 %
<a href="#">303-509-594-20-64-05</a>	EMS - Suction Units	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-594-20-64-06</a>	EMS - Training Manikins	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-594-20-64-08</a>	EMS - Power Cots	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-594-20-64-09</a>	EMS - Knox Med Vault	15,000.00	15,000.00	0.00	566.69	14,433.31	3.78 %
<a href="#">303-509-594-20-64-10</a>	EMS - Ultrasound	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-594-20-64-11</a>	EMS - EPCR Computers	84,413.00	112,671.00	0.00	112,678.71	-7.71	100.01 %
<a href="#">303-509-594-20-64-12</a>	EMS - MSO Computers	3,791.00	3,791.00	0.00	0.00	3,791.00	0.00 %
<a href="#">303-509-594-20-64-13</a>	EMS - AED's LP1000	16,883.00	16,883.00	0.00	0.00	16,883.00	0.00 %
<a href="#">303-509-594-20-64-14</a>	EMS - Ballistic Armor	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-509-594-20-64-15</a>	EMS - IV Pumps	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-510-594-20-64-00</a>	Health & Safety - Fitness Equipment	39,726.00	39,726.00	0.00	9,404.89	30,321.11	23.67 %
<a href="#">303-513-594-22-64-01</a>	Technical Services - Computer Repl...	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-513-594-22-64-03</a>	Technical Services - Network	0.00	0.00	0.00	0.00	0.00	0.00 %
<a href="#">303-515-594-22-64-00</a>	Community Resources - AV Equipm...	0.00	0.00	0.00	0.00	0.00	0.00 %
<b>Expense Total:</b>		<b>848,572.00</b>	<b>1,028,599.00</b>	<b>0.00</b>	<b>654,713.74</b>	<b>373,885.26</b>	<b>63.65%</b>
<b>Fund: 303 - Equipment Replacement Surplus (Deficit):</b>		<b>351,428.00</b>	<b>171,401.00</b>	<b>0.00</b>	<b>627,540.73</b>	<b>456,139.73</b>	<b>366.12%</b>
<b>Fund: 630 - Excise Tax</b>							
<b>Revenue</b>							
<a href="#">630-389-30-00-00</a>	Excise Tax	20,000.00	20,000.00	0.00	8,111.88	-11,888.12	40.56 %
<b>Revenue Total:</b>		<b>20,000.00</b>	<b>20,000.00</b>	<b>0.00</b>	<b>8,111.88</b>	<b>-11,888.12</b>	<b>40.56%</b>
<b>Expense</b>							
<a href="#">630-512-589-00-00-00</a>	Excise Tax - Non - Expenditure	20,000.00	20,000.00	0.00	8,111.88	11,888.12	40.56 %
<b>Expense Total:</b>		<b>20,000.00</b>	<b>20,000.00</b>	<b>0.00</b>	<b>8,111.88</b>	<b>11,888.12</b>	<b>40.56%</b>
<b>Fund: 630 - Excise Tax Surplus (Deficit):</b>		<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>
<b>Report Surplus (Deficit):</b>		<b>1,261,559.62</b>	<b>-5,972,086.34</b>	<b>0.00</b>	<b>16,627,814.89</b>	<b>22,599,901.23</b>	<b>-278.43%</b>

## Budget Report

For Fiscal: 2024 Period Ending: 12/31/2024

## Group Summary

Account Typ...	Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)	Percent Used
<b>Fund: 001 - General Fund</b>						
Revenue	84,683,782.68	83,685,381.68	0.00	86,955,955.74	3,270,574.06	103.91%
Expense	86,105,044.40	90,940,934.36	0.00	80,353,367.48	10,587,566.88	88.36%
<b>Fund: 001 - General Fund Surplus (Deficit):</b>	<b>-1,421,261.72</b>	<b>-7,255,552.68</b>	<b>0.00</b>	<b>6,602,588.26</b>	<b>13,858,140.94</b>	<b>-91.00%</b>
<b>Fund: 002 - Retirement Reserve</b>						
Revenue	1,300,640.00	1,300,640.00	0.00	1,537,348.05	236,708.05	118.20%
Expense	657,721.00	876,221.00	0.00	839,275.31	36,945.69	95.78%
<b>Fund: 002 - Retirement Reserve Surplus (Deficit):</b>	<b>642,919.00</b>	<b>424,419.00</b>	<b>0.00</b>	<b>698,072.74</b>	<b>273,653.74</b>	<b>164.48%</b>
<b>Fund: 003 - Emergency Reserve</b>						
Revenue	415,000.00	415,000.00	0.00	680,792.80	265,792.80	164.05%
<b>Fund: 003 - Emergency Reserve Total:</b>	<b>415,000.00</b>	<b>415,000.00</b>	<b>0.00</b>	<b>680,792.80</b>	<b>265,792.80</b>	<b>164.05%</b>
<b>Fund: 050 - Shop - Expense</b>						
Revenue	2,841,980.00	2,841,980.00	0.00	2,828,179.41	-13,800.59	99.51%
Expense	2,972,610.00	2,972,610.00	0.00	2,581,434.44	391,175.56	86.84%
<b>Fund: 050 - Shop - Expense Surplus (Deficit):</b>	<b>-130,630.00</b>	<b>-130,630.00</b>	<b>0.00</b>	<b>246,744.97</b>	<b>377,374.97</b>	<b>-188.89%</b>
<b>Fund: 051 - Shop - Reserve</b>						
Revenue	52,600.00	52,600.00	0.00	60,870.99	8,270.99	115.72%
Expense	30,300.00	30,300.00	0.00	0.00	30,300.00	0.00%
<b>Fund: 051 - Shop - Reserve Surplus (Deficit):</b>	<b>22,300.00</b>	<b>22,300.00</b>	<b>0.00</b>	<b>60,870.99</b>	<b>38,570.99</b>	<b>272.96%</b>
<b>Fund: 052 - Shop - Capital</b>						
Revenue	208,600.00	208,600.00	0.00	237,834.54	29,234.54	114.01%
Expense	50,000.00	50,000.00	0.00	50,083.50	-83.50	100.17%
<b>Fund: 052 - Shop - Capital Surplus (Deficit):</b>	<b>158,600.00</b>	<b>158,600.00</b>	<b>0.00</b>	<b>187,751.04</b>	<b>29,151.04</b>	<b>118.38%</b>
<b>Fund: 200 - Bond</b>						
Revenue	520,817.00	520,817.00	0.00	528,774.77	7,957.77	101.53%
Expense	519,017.20	519,017.20	0.00	519,362.20	-345.00	100.07%
<b>Fund: 200 - Bond Surplus (Deficit):</b>	<b>1,799.80</b>	<b>1,799.80</b>	<b>0.00</b>	<b>9,412.57</b>	<b>7,612.77</b>	<b>522.98%</b>
<b>Fund: 201 - Voted Bonds</b>						
Revenue	200.00	200.00	0.00	579.80	379.80	289.90%
Expense	0.00	0.00	0.00	0.00	0.00	0.00%
<b>Fund: 201 - Voted Bonds Surplus (Deficit):</b>	<b>200.00</b>	<b>200.00</b>	<b>0.00</b>	<b>579.80</b>	<b>379.80</b>	<b>289.90%</b>
<b>Fund: 300 - Construction</b>						
Revenue	6,972,869.75	10,472,869.75	0.00	11,524,470.47	1,051,600.72	110.04%
Expense	7,194,064.00	9,527,749.00	0.00	6,185,117.64	3,342,631.36	64.92%
<b>Fund: 300 - Construction Surplus (Deficit):</b>	<b>-221,194.25</b>	<b>945,120.75</b>	<b>0.00</b>	<b>5,339,352.83</b>	<b>4,394,232.08</b>	<b>564.94%</b>
<b>Fund: 301 - Apparatus Fund</b>						
Revenue	2,800,000.00	2,800,000.00	0.00	3,116,096.27	316,096.27	111.29%
Expense	1,357,601.21	3,524,744.21	0.00	941,988.11	2,582,756.10	26.73%
<b>Fund: 301 - Apparatus Fund Surplus (Deficit):</b>	<b>1,442,398.79</b>	<b>-724,744.21</b>	<b>0.00</b>	<b>2,174,108.16</b>	<b>2,898,852.37</b>	<b>-299.98%</b>
<b>Fund: 303 - Equipment Replacement</b>						
Revenue	1,200,000.00	1,200,000.00	0.00	1,282,254.47	82,254.47	106.85%
Expense	848,572.00	1,028,599.00	0.00	654,713.74	373,885.26	63.65%
<b>Fund: 303 - Equipment Replacement Surplus (Deficit):</b>	<b>351,428.00</b>	<b>171,401.00</b>	<b>0.00</b>	<b>627,540.73</b>	<b>456,139.73</b>	<b>366.12%</b>
<b>Fund: 630 - Excise Tax</b>						
Revenue	20,000.00	20,000.00	0.00	8,111.88	-11,888.12	40.56%
Expense	20,000.00	20,000.00	0.00	8,111.88	11,888.12	40.56%
<b>Fund: 630 - Excise Tax Surplus (Deficit):</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00%</b>
<b>Report Surplus (Deficit):</b>	<b>1,261,559.62</b>	<b>-5,972,086.34</b>	<b>0.00</b>	<b>16,627,814.89</b>	<b>22,599,901.23</b>	<b>-278.43%</b>

## Fund Summary

Fund	Original Total Budget	Current Total Budget	Period Activity	Fiscal Activity	Variance Favorable (Unfavorable)
001 - General Fund	-1,421,261.72	-7,255,552.68	0.00	6,602,588.26	13,858,140.94
002 - Retirement Reserve	642,919.00	424,419.00	0.00	698,072.74	273,653.74
003 - Emergency Reserve	415,000.00	415,000.00	0.00	680,792.80	265,792.80
050 - Shop - Expense	-130,630.00	-130,630.00	0.00	246,744.97	377,374.97
051 - Shop - Reserve	22,300.00	22,300.00	0.00	60,870.99	38,570.99
052 - Shop - Capital	158,600.00	158,600.00	0.00	187,751.04	29,151.04
200 - Bond	1,799.80	1,799.80	0.00	9,412.57	7,612.77
201 - Voted Bonds	200.00	200.00	0.00	579.80	379.80
300 - Construction	-221,194.25	945,120.75	0.00	5,339,352.83	4,394,232.08
301 - Apparatus Fund	1,442,398.79	-724,744.21	0.00	2,174,108.16	2,898,852.37
303 - Equipment Replacement	351,428.00	171,401.00	0.00	627,540.73	456,139.73
630 - Excise Tax	0.00	0.00	0.00	0.00	0.00
Report Surplus (Deficit):	1,261,559.62	-5,972,086.34	0.00	16,627,814.89	22,599,901.23

## Budget Amendment #1

GENERAL FUND:					
BEGINNING FUND BALANCE CHANGE:		reasons	actual balance	original budgeted	\$ change
Beginning Cash cash & Investments			\$ 63,436,076	\$ 50,606,336	\$ 12,829,740
EXPENDITURE CHANGES:					
EXPENDITURE ITEMS:		reasons	new expenditure amt.	original budgeted	\$ change
<b>ADDITIONAL SPENDING</b>		<b>New Teamsters contract</b>			
<b>Administrative:</b>		<b>2024 &amp; 2025 increased wages, def.comp</b>			
Wages	New Teamsters contract wages & benefits	\$	1,298,900	\$ 1,272,700	\$ 26,200
Retirement	New Teamsters contract wages & benefits	\$	92,800	\$ 90,400	\$ 2,400
Medicare	New Teamsters contract wages & benefits	\$	20,320	\$ 19,910	\$ 410
Deferred Comp	New Teamsters contract wages & benefits	\$	10,730	\$ 6,520	\$ 4,210
PFMLA Tax	New Teamsters contract wages & benefits	\$	2,110	\$ 2,035	\$ 75
<b>Finance &amp; HR:</b>					
Wages	New Teamsters contract wages & benefits	\$	1,117,600	\$ 1,085,720	\$ 31,880
Retirement	New Teamsters contract wages & benefits	\$	116,410	\$ 113,500	\$ 2,910
Medicare	New Teamsters contract wages & benefits	\$	19,440	\$ 18,870	\$ 570
Deferred Comp	New Teamsters contract wages & benefits	\$	44,800	\$ 27,280	\$ 17,520
PFMLA Tax	New Teamsters contract wages & benefits	\$	3,090	\$ 2,965	\$ 125
<b>Fire &amp; Life Safety:</b>					
Wages	New Teamsters contract wages & benefits	\$	1,321,100	\$ 1,310,500	\$ 10,600
Retirement	New Teamsters contract wages & benefits	\$	100,300	\$ 99,200	\$ 1,100
Medicare	New Teamsters contract wages & benefits	\$	24,330	\$ 24,150	\$ 180
Deferred Comp	New Teamsters contract wages & benefits	\$	65,500	\$ 64,500	\$ 1,000
PFMLA Tax	New Teamsters contract wages & benefits	\$	2,970	\$ 2,935	\$ 35
<b>Training:</b>					
Wages	New Teamsters contract wages & benefits	\$	1,118,500	\$ 1,110,400	\$ 8,100
Retirement	New Teamsters contract wages & benefits	\$	76,900	\$ 76,000	\$ 900
Medicare	New Teamsters contract wages & benefits	\$	19,900	\$ 19,730	\$ 170
Deferred Comp	New Teamsters contract wages & benefits	\$	65,500	\$ 60,500	\$ 5,000
PFMLA Tax	New Teamsters contract wages & benefits	\$	2,530	\$ 2,510	\$ 20
<b>Logistics:</b>					
Wages	New Teamsters contract wages & benefits	\$	736,500	\$ 657,100	\$ 79,400
Retirement	New Teamsters contract wages & benefits	\$	62,400	\$ 54,900	\$ 7,500
Medicare	New Teamsters contract wages & benefits	\$	11,540	\$ 10,340	\$ 1,200
Deferred Comp	New Teamsters contract wages & benefits	\$	18,900	\$ 7,860	\$ 11,040
PFMLA Tax	New Teamsters contract wages & benefits	\$	1,780	\$ 1,555	\$ 225
<b>IT:</b>					
Wages	New Teamsters contract wages & benefits	\$	375,400	\$ 371,400	\$ 4,000
Retirement	New Teamsters contract wages & benefits	\$	35,000	\$ 34,600	\$ 400
Medicare	New Teamsters contract wages & benefits	\$	5,800	\$ 5,700	\$ 100
Deferred Comp	New Teamsters contract wages & benefits	\$	19,100	\$ 17,420	\$ 1,680
PFMLA Tax	New Teamsters contract wages & benefits	\$	1,010	\$ 1,000	\$ 10
<b>Public Affairs:</b>					
Wages	New Teamsters contract wages & benefits	\$	360,800	\$ 319,640	\$ 41,160
Retirement	New Teamsters contract wages & benefits	\$	36,500	\$ 32,600	\$ 3,900
Medicare	New Teamsters contract wages & benefits	\$	5,860	\$ 5,300	\$ 560
Deferred Comp	New Teamsters contract wages & benefits	\$	13,740	\$ 6,100	\$ 7,640
PFMLA Tax	New Teamsters contract wages & benefits	\$	1,050	\$ 940	\$ 110
<b>2024 Back pay for Teamsters</b>		<b>2024 Back-pay, Teamsters contract settled in 2025</b>			
<b>Administrative:</b>					
Wages	2024 Back -pay Teamsters settled 2025	\$	18,720	See above	\$ 18,720
Retirement	2024 Back -pay Teamsters settled 2025	\$	1,690	See above	\$ 1,690
Medicare	2024 Back -pay Teamsters settled 2025	\$	271	See above	\$ 271
Deferred Comp	2024 Back -pay Teamsters settled 2025	\$	300	See above	\$ 300
PFMLA Tax	2024 Back -pay Teamsters settled 2025	\$	49	See above	\$ 49
<b>Finance &amp; HR:</b>					
Wages	2024 Back -pay Teamsters settled 2025	\$	81,370	See above	\$ 81,370
Retirement	2024 Back -pay Teamsters settled 2025	\$	7,348	See above	\$ 7,348
Medicare	2024 Back -pay Teamsters settled 2025	\$	1,180	See above	\$ 1,180
Deferred Comp	2024 Back -pay Teamsters settled 2025	\$	1,330	See above	\$ 1,330
PFMLA Tax	2024 Back -pay Teamsters settled 2025	\$	212	See above	\$ 212
<b>Fire &amp; Life Safety:</b>					
Wages	2024 Back -pay Teamsters settled 2025	\$	14,130	See above	\$ 14,130
Retirement	2024 Back -pay Teamsters settled 2025	\$	1,276	See above	\$ 1,276
Medicare	2024 Back -pay Teamsters settled 2025	\$	205	See above	\$ 205
Deferred Comp	2024 Back -pay Teamsters settled 2025	\$	190	See above	\$ 190
PFMLA Tax	2024 Back -pay Teamsters settled 2025	\$	37	See above	\$ 37
<b>Training:</b>					
Wages	2024 Back -pay Teamsters settled 2025	\$	7,050	See above	\$ 7,050
Retirement	2024 Back -pay Teamsters settled 2025	\$	637	See above	\$ 637
Medicare	2024 Back -pay Teamsters settled 2025	\$	102	See above	\$ 102
Deferred Comp	2024 Back -pay Teamsters settled 2025	\$	140	See above	\$ 140
PFMLA Tax	2024 Back -pay Teamsters settled 2025	\$	18	See above	\$ 18
<b>Logistics:</b>					

Wages	2024 Back -pay Teamsters settled	2025	\$	44,220	See above	\$	44,220
Retirement	2024 Back -pay Teamsters settled	2025	\$	3,993	See above	\$	3,993
Medicare	2024 Back -pay Teamsters settled	2025	\$	641	See above	\$	641
Deferred Comp	2024 Back -pay Teamsters settled	2025	\$	870	See above	\$	870
PFMLA Tax	2024 Back -pay Teamsters settled	2025	\$	115	See above	\$	115
<b>IT:</b>							
Wages	2024 Back -pay Teamsters settled	2025	\$	2,010	See above	\$	2,010
Retirement	2024 Back -pay Teamsters settled	2025	\$	182	See above	\$	182
Medicare	2024 Back -pay Teamsters settled	2025	\$	29	See above	\$	29
PFMLA Tax	2024 Back -pay Teamsters settled	2025	\$	5	See above	\$	5
<b>Public Affairs:</b>							
Wages	2024 Back -pay Teamsters settled	2025	\$	33,320	See above	\$	33,320
Retirement	2024 Back -pay Teamsters settled	2025	\$	3,009	See above	\$	3,009
Medicare	2024 Back -pay Teamsters settled	2025	\$	483	See above	\$	483
Deferred Comp	2024 Back -pay Teamsters settled	2025	\$	390	See above	\$	390
PFMLA Tax	2024 Back -pay Teamsters settled	2025	\$	87	See above	\$	87
<b>Additional inter-fund Transfers</b>							
Inter-fund Transfers							
Transfers from the General fund to the Construction Fund			\$	10,000,000	\$	8,000,000	\$ 2,000,000
Total Expenditure Increases (Decreases)							\$ 2,497,938
<b>Net increase (decrease) in fund balance</b>							<b>\$ 10,331,802</b>

<b>RETIREMENT RESERVE FUND:</b>				
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change
Beginning Cash Balance - County cash & Investments		\$ 7,513,867	\$ 7,286,214	\$ 227,653
<b>Net increase (decrease) in fund balance</b>				<b>\$ 227,653</b>

<b>CONSTRUCTION FUND:</b>				
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change
Beginning Cash Balance - County cash & Investments		\$ 26,400,639	\$ 19,808,422	\$ 6,592,217
REVENUE ITEMS:	reasons	new revenue amt.	original budgeted	\$ change
Inter-fund Transfers In from General Fund		\$ 10,000,000	\$ 8,000,000	\$ 2,000,000
EXPENDITURE ITEMS:	reasons	new expenditure amt.	original budgeted	\$ change
<b>ENCUMBRANCES</b>				
<b>Logistics:</b>				
Stn. 31 - flooring, parking lot restriping, compressor	not completed in 2024	\$ 299,689	\$ 33,160	\$ 266,529
Stn. 33 - parking lot restriping	not completed in 2024	\$ 33,565	\$ 31,409	\$ 2,156
Stn. 71 - interior painting, compressor, extractor, & HVAC units from 2	not completed in 2024	\$ 473,422	\$ -	\$ 473,422
stn. 77 - 2 HVAC units & interior painting from 2023	not completed in 2024	\$ 95,055	\$ 9,091	\$ 85,964
Stn. 82 - interior painting	not completed in 2024	\$ 376,444	\$ 119,603	\$ 256,841
stn. 83 - parking lot reseal, restripe and curbing replacement from 20	not completed in 2024	\$ 123,726	\$ 74,653	\$ 49,073
Admin Building	not completed in 2024	\$ 220,094	\$ 212,547	\$ 7,547
Total Expenditure Increases (Decreases)				\$ 1,141,532
<b>Net increase (decrease) in fund balance</b>				<b>\$ 7,450,685</b>

<b>EQUIPMENT FUND:</b>				
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change
Beginning Cash Balance - County cash & Investments		\$ 2,728,644	\$ 2,272,504	\$ 456,140
EXPENDITURE ITEMS:	reasons	new expenditure amt.	original budgeted	\$ change
<b>ENCUMBRANCES</b>				
<b>Suppression:</b>				
Hose & Hose Appliances	ordered in 2024- invoiced in Jan. 2025	\$ 141,826	\$ 100,000	\$ 41,826
Total Expenditure Increases (Decreases)				\$ 41,826
<b>Net increase (decrease) in fund balance</b>				<b>\$ 414,314</b>

<b>BOND FUNDS:</b>				
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change
Beginning Cash Balance - County cash & Investments		\$ 70,509	\$ 60,516	\$ 9,993
<b>Net increase (decrease) in fund balance</b>				<b>\$ 9,993</b>

<b>EMERGENCY RESERVE FUND:</b>				
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change
Beginning Cash Balance - County cash & Investments		\$ 9,945,055	\$ 9,679,262	\$ 265,793
<b>Net increase (decrease) in fund balance</b>				<b>\$ 265,793</b>

APPARATUS FUND:				
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change
Beginning Cash Balance - County cash & Investments		\$ 9,127,658	\$ 6,228,805	\$ 2,898,853
EXPENDITURE ITEMS:	reasons	new expenditure amt.	original budgeted	\$ change
<b>ENCUMBRANCES</b>				
<b>Suppression:</b>				
Boats 81 & 31, BC Vehicle & tax for ladder truck- all enc. From 2023	have not yet received delivery of apparatus	\$ 8,640,636	\$ 7,521,444	\$ 1,119,192
<b>Training:</b>				
Tng. Van - from 2023	have not yet received delivery of apparatus	\$ 394,002	\$ 325,000	\$ 69,002
<b>Logistics:</b>				
Box Truck - from 2023	have not yet received delivery of apparatus	\$ 220,000	\$ 120,000	\$ 100,000
<b>EMS:</b>				
Ambulances-4 - from 2023	have not yet received delivery of apparatus	\$ 2,015,242	\$ 895,242	\$ 1,120,000
Total Expenditure Increases ( Decreases)				\$ 2,408,194
<b>Net increase (decrease) in fund balance</b>				<b>\$ 490,659</b>

SHOP FUNDS:				
BEGINNING FUND BALANCE CHANGE:	reasons	actual balance	original budgeted	\$ change
Beginning Cash Balance - County cash & Investments		\$ 2,193,812	\$ 1,748,715	\$ 445,097
<b>Net increase (decrease) in fund balance</b>				<b>\$ 445,097</b>

DATE: 3/27/2025

Motion to approve budget amendment #1 as presented above :

Troy Elmore, Chairman

Davin Alsin

Rick Edwards

Randy Fay

Jeff Schaub

Jim Steinruck

Roy Waugh

attest to: Secretary to the Board





# NEW BUSINESS

## DISCUSSION





## Request for Action by the Board (R.A.B)

The purpose of the RAB is to provide a standardized format for presenting initiatives requiring action by the Board of Fire Commissioners. The RAB serves as a guide and checklist intended to provide the detailed, relevant, information needed to help the Board take action on projects, programs, and other initiatives.

<b>Initiative Name:</b>	Draft Policy Approval #POL-2503		
<b>Executive member responsible for guiding the initiative:</b> DC McConnell			
<b>Type of Action:</b>	<input checked="" type="checkbox"/> Motion	<input type="checkbox"/> Resolution	
<b>Initiative Description:</b> <ul style="list-style-type: none"> <li>• Brief Description</li> <li>• Goal of Initiative</li> <li>• Initiative Results (deliverables)</li> <li>• Connection to Strategic Plan</li> <li>• Supporting Documentation (attach) <ul style="list-style-type: none"> <li>○ Scope of work</li> <li>○ Contract(s)</li> <li>○ Project proposal(s)</li> <li>○ Presentation(s)</li> </ul> </li> <li>• If Financial: Reason RAB must be approved outside of the annual budget process</li> </ul>		The agency is working through adoption of updated policies developed in the Lexipol format. The policy approval process includes division head review, staff policy committee review, labor review, senior staff review, commission policy committee review, and final board adoption. This is an ongoing process requiring monthly review and approval. Draft Policy: <ul style="list-style-type: none"> <li>• 611 Discriminatory Harassment</li> </ul>	
<b>Financial Impact:</b> Expense: <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input checked="" type="checkbox"/> N/A Revenue: <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input checked="" type="checkbox"/> N/A  Total amount of initiative (attach amount breakdown if applicable): \$ Initial amount: \$ Long-term annual amount(s): \$  Currently Budgeted: <input type="checkbox"/> Yes <input type="checkbox"/> No Amount: \$  Budget Amendment Needed: <input type="checkbox"/> Yes <input type="checkbox"/> No Amount: \$ <ul style="list-style-type: none"> <li>• If yes: Fund(s)/line item(s) to be amended:</li> </ul>			
<b>Risk Assessment:</b>		Risk if approved: N/A   Risk if not approved: Increased liability due to outdated policies that do not match current agency practices or meet organizational needs.	

<b>Legal Review:</b>	
<input checked="" type="checkbox"/> Initiative conforms with District policy/procedure number (attach): <input checked="" type="checkbox"/> Initiatives that require legal review (contracts, other initiatives): <ul style="list-style-type: none"> <li>• Contracts</li> <li>• Has been reviewed and approved by legal</li> <li>• Includes all costs</li> <li>• Includes term</li> <li>• Includes 'do not exceed' language</li> </ul> <input type="checkbox"/> N/A	
<b>Presented to, and Approved by, Senior Staff</b>	
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Commissioner Sub-Committee Approval</b>	
Initiative presented to commissioner sub-committee: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Approved by commissioner sub-committee: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No N/A: <input type="checkbox"/>	
<b>For Fire Chief Approval:</b>	
<input checked="" type="checkbox"/> RAB document complete  <input checked="" type="checkbox"/> Supporting documentation attached  <input type="checkbox"/> Information sent to Fire Chief, Senior Staff, and Board Support (Mindy Leber)  <i>Fire Chief will approve and distribute by email to the Board of Commissioners – RAB executive/senior staff will be cc'd on the email distribution</i>  <i>Fire Chief will coordinate with Senior Staff for RAB introduction</i>	
<b>RAB Executive: Confirmed email sent to Board by Fire Chief</b>	
<input type="checkbox"/> Yes <input type="checkbox"/> No	
<b>Board of Fire Commissioners</b>	RAB initiatives go through the following process: <ol style="list-style-type: none"> <li>1. Senior Staff approval to move forward to a committee/board</li> <li>2. Initiatives are introduced to the appropriate committee for review</li> <li>3. Initiatives are introduced at an initial commissioner meeting as a Discussion Item             <ul style="list-style-type: none"> <li>○ The Senior Staff member assigned to develop the initiative presents initiative to the Board (maximum time for presentation is ten minutes)</li> </ul> </li> <li>4. At a second commissioner meeting, initiatives may be assigned as an action item for approval</li> </ol>
<b>Execution:</b>	<b>It is the responsibility of the RAB Executive to execute implementation, processing, and tracking.</b>

# Discriminatory Harassment Training

## 611.1 PURPOSE AND SCOPE

Best Practice

The purpose of this policy is to establish discriminatory harassment training for all district members. This policy identifies which members should receive training, when additional or supplemental training is recommended and the record keeping necessary to minimize the occurrence of discriminatory harassment in the workplace.

## 611.2 POLICY

Best Practice

MODIFIED

It is the policy of Snohomish Regional Fire & Rescue to provide all district members with training regarding the recognition and prevention of harassment. Supervisors should receive supplemental training due to their increased responsibility to effectively respond to a complaint.

## 611.3 TRAINING RECORDS

Best Practice

MODIFIED

The Human Resources Director shall be responsible for maintaining records of all discriminatory harassment training provided to members. Records should include, but not be limited to:

- (a) The dates of the training sessions.
- (b) A list of the topics or a summary of the content of the training sessions.
- (c) The name or other identifier and job title of the members who received the training.
- (d) The names, certificate number and qualifications of persons conducting the training.

The Human Resources Director shall maintain the training records in accordance with established records retention schedules.



# NEW BUSINESS

## ACTION





MARCH 2025

## Fire Chief Recruitment Proposal

FOR SNOHOMISH REGIONAL FIRE & RESCUE, WA

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PRESENTED BY

**Greg M. Prothman**

President, GMP Consultants

**GMP CONSULTANTS**

Greg@gmphr.com

(206) 714-9499

www.gmphr.com



March 24, 2025

Mr. Troy Elmore  
Chairman – Board of Commissioners  
Snohomish Regional Fire & Rescue  
163 Village Court  
Monroe, WA 98272

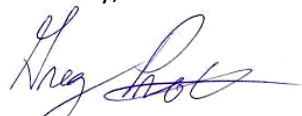
Dear Commissioner Elmore;

Thank you for the opportunity to provide our proposal to assist Snohomish Regional Fire & Rescue (SRFR) with the recruitment of its next Fire Chief. We are well positioned to assist SRFR with this important recruitment as GMP Consultants have led and managed 75 national fire chief recruitments.

Your Fire Chief recruitment will be led by **Chief Gordie Olson**. Chief Olson is the recently retired fire chief of City of Thorton, CO - Fire Department serving a population of 150,000 with seven stations and 153 full-time employees. Prior, he was Deputy and Assistant Fire Chief for South King Fire Authority, WA (pop 150,000) for 6 years. Chief Olson is currently conducting fire chief recruitments for the Eastside Fire & Rescue, WA, City of Moses Lake, WA, and just completed the fire chief recruitments for the City of Kalispell, MT and Mountain View Fire Rescue, CO. As well as the EMS Division Chief for Marion County Fire District 1, OR. As a result, he brings excellent contacts with fire chiefs both in Washington and nationally.

Please don't hesitate to call with any questions or if you would like an in person presentation.

Sincerely,



Greg M. Prothman  
President



## ABOUT GMP CONSULTANTS

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GMP Consultants is a public sector executive search firm with a collective 240 years of local government leadership experience with both regional and national relationships. GMP Consultants offer our clients experienced subject matter experts with a solid understanding of local government coupled with decades of experience. We have served in a wide range of executive positions, from city and county management to public works, management information systems, police, fire, and finance.

### Our Qualifications

Founded and led by Greg M. Prothman, formerly the CEO of Prothman, GMP consultants have worked on over 700 executives searches and over 100 public sector consulting projects. All our senior search consultants are active in both national and local state level associations or in their respective professional disciplines.

### Our Philosophy

Our business philosophy centers on the understanding that this is a “people” related industry. We have a reputation for providing superior service and building lasting relationships with both clients and candidates. We believe that attention to others’ needs is the key to effective customer service.

### Why Choose GMP?

What you get with GMP Consultants is personal service. You appreciate it when phone calls are returned, projects stay on schedule and your challenges are given thorough and creative thinking. While other companies may assign your business to lesser experienced staff, we offer exceptional service from senior-level fire service consultants.

- **Service & Relationship** - Our consultants bring a reputation for providing outstanding service and building lasting relationships with both clients and candidates.
- **Customized Solutions** - We take the time to become familiar with your organization to ensure that we offer the best solution and not just a single service.
- **People First** - We work closely with you and your candidates through every stage of the recruitment process, creating a welcoming candidate experience and ensuring an effective recruitment outcome.
- **Team Approach** - Our fire consulting group works as a team to leverage their networks to assist with each assignment and give your challenges thorough and creative thinking.

**GMP Consultants Mission:** *To provide exceptional executive search, interim placements, and organizational consulting services partnering with our public sector clients to provide the highest quality services to their residents.*





## PROJECT TEAM MEMBERS

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### **Greg M. Prothman – President**

Greg offers a unique combination of 20+ years of experience in various functions of government and 25 years of experience in public sector recruitment. Prior to forming GMP Consulting, Greg founded and was the driving force at Prothman Company as its President. Prior he was a partner at Waldron & Company. Early in his career Greg served as a police officer for the University of Washington and the City of Renton. He left police work and accepted an administrative position for the City of Des Moines, WA. He was quickly promoted to Assistant City Manager and then City Manager. A Seattle native, Greg completed his BA at Western Washington University and his Master of Public Administration (MPA) degree from the University of Washington. Additionally, he completed the Senior Executives in State and Local Government program at Harvard University. Greg is a volunteer member of Seattle Mountain Rescue and a member of Crystal Mountain Ski Patrol.

### **Chief Gordie Olson – Lead Consultant**

Gordie brings over 40 Years of professional fire service experience including almost three decades with South King Fire in Washington state and recently retired after 8 years as Fire Chief for the City of Thornton Fire Department in Colorado. Gordie holds a Bachelor's Degree in Public Administration and a Master's Degree in Executive Fire Service Leadership. He is a graduate of the National Fire Academy's Executive Fire Officer Program (EFO) and of the Harvard University Kennedy School: Senior Executives in Local and State Government program. He was active with the IAFC Executive Fire Officer Section, chaired the Washington Fire Chiefs Fire Officers Section, and taught visioning at the IAFC Fire Rescue International Conference. He has extensive experience in labor/management relations, fire and tiered based EMS systems, accreditation, succession planning, and strategic planning.

### **Kate Hansen – Operations Manager**

Kate brings over 20 years of project management and administration experience spanning private business, nonprofit, and government. She is a certified Project Management Professional (PMP) and holds a B.A. in Theatre from Chapman University, with an emphasis in stage management. Kate brings a distinguishing blend of attention to detail, creativity, and critical thinking. Having served as a political campaign manager, fire district administrator, and fire commissioner, Kate possesses multi-faceted experience in local government. She has also served on the Board of Directors for multiple non-profits.

### **Sarah Marsh – Content Designer**

Sarah brings a background across nonprofit, business, government, and education sectors. She holds an M.B.A in Organizational Behavior & Development from the University of Vermont. She also publishes in the field of American History and is the author of two books honored by the National Council for the Social Studies.

### **Brenda Gabbittas – Project Manager**

Brenda has over a decade of experience working with many communities around the globe in both public and private sectors. She leans on her experiences to build lasting relationships with everyone she works with while delivering unparalleled levels of service. Brenda holds a Bachelor's of Education in Early Childhood Development from Utah Valley University.

### **Jessica Newman – Project Manager**

Having worked within the U.S. and internationally, Jessica brings a wide cultural perspective and strong communication skills to her work with both clients and associates. While using her background in graphic design and social media marketing to apply skills such as creative thinking, problem solving, and attention to detail across all projects. Jessica has a Bachelor's Degree in Linguistics.



## WORK PLAN & APPROACH

GMP Consultants have conducted hundreds of successful executive searches refining our process along the way. We provide the workplan, but you are in charge, we customize every recruitment to meet your needs. We partner with you with the goal of finding a highly qualified candidate who is the perfect "fit" for your organization.

### INFORMATION GATHERING & RECRUITMENT PROFILE DEVELOPMENT

#### Review and Finalize Search Process and Schedule

We meet with the Board to review:

- Review and modify as needed the project scope of work and process
- Establish a project schedule
- Identify the geographic scope of the recruitment
- Review the compensation package and make recommendations as needed
- Identify key stakeholders
- Review and discuss any additional issues as needed

#### Profile Research and Stakeholder Meetings

Our goal is to thoroughly understand your Department. We would like to spend as much time as needed to better understand the role of fire chief, the preferred personal and professional characteristics as well as fire service leadership experience we should be looking for in potential candidates. We would like to come to the Department and meet in person if at all possible with:

- Board Members
- Retiring Fire Chief
- SRFR Leadership Team
- Union Leadership
- As Many Shift Members as Possible
- Surrounding Fire Service Partners
- Other Stakeholders as Identified
- Review All Relevant Documents

#### Develop, Review, and Approve a Detailed Recruitment Profile

We create a tailored *fire chief recruitment profile* highlighting the strengths of your job opportunity. If requested, we will assist in reviewing the position compensation and will make recommendations that are consistent with comparable agencies and the market. Examples of prior fire chief recruitment profiles are included in this proposal and feature the following:

- Why Apply?
- Quality of Life Opportunities
- The Department
- Fire Chief Position
- The Ideal Candidate Traits
- Challenges & Opportunities
- Compensation & Benefits
- Your social media (if applicable)

### STRATEGIC MARKETING

Our goal is to not only reach candidates who are actively looking for a new job but those Fire Chiefs who are happy in their current assignment but who could be intrigued and interested in your opening. We research and develop a personalized national advertising strategy designed to reach all potential qualified candidates for your Department. The Advertising Strategy is comprised of four components:

- Targeted National Advertisement
- Mailed "Invitation to Apply" Flyers
- Email Outreach
- Personal Calls by Lead Consultants



**Targeted Advertisement** – We develop and place custom national advertising highlighting SRFA and the Fire Chief opening in websites, job boards, and periodicals such as:

- International Association of Fire Chiefs
- Western Fire Chiefs Association
- The Daily Dispatch
- Washington Fire Chiefs Association
- Washington Fire Commissioners Association
- Oregon Fire Chiefs Association
- California Fire Chiefs Association
- Colorado State Fire Chiefs
- Kansas State Association of Fire Chiefs
- Arizona Fire Chiefs Association
- Texas Fire Chiefs Association
- Ohio Fire Chiefs Association
- Wisconsin State Fire Chiefs Association
- Illinois Fire Chiefs Association
- Michigan Association of Fire Chiefs
- Association of Washington Cities
- Government Jobs
- Careers in Government
- GMP Website Job Board
- GMP LinkedIn Page

**Invitation to Apply Letter & Customized Candidate Database** – We create a customized *Invitation to Apply Flyer* (examples are included) and then develop a database of potential fire chief candidates. We will mail approximately 900 to 1,000 *Invitation to Apply* flyers to fire chiefs in cities, fire districts and fire authorities in departments of comparable size in the 20 western states.

**Email Outreach** – We will send email announcements to our database of over 1,300 fire chief emails.

**Personal Calls by our Lead Consultants** – We will reach out to potential candidates who might be a good fit or who are looking for their next challenge. We will also reach out to our personal knowledge of fire chiefs to make them aware of your opportunity.

## CANDIDATE SCREENING

### Candidate Application Materials

- **Application** – Candidates are asked to submit a cover letter, application, resume, and five professional references of peer, subordinates and supervisors
- **Board Communication** – We provide the Board with a summary of the advertising strategy, the number of applications and the number of candidates selected for a preliminary interview
- **Board Review of Applications** – Occasionally some agencies wish to review all the application materials prior to the selection of candidates for a preliminary interview. We are happy to facilitate this process if asked, but have found that many Boards appreciate not having to review applications of not qualified applicants and trust in our selection of the most promising applications including several that might be considered to have questionable qualifications in an effort to be thorough

**Preliminary Candidate Interviews** – Once a candidate has indicated an interest in the position, we review all candidate application materials and:

- **Most Promising Candidates** - Identify the most promising candidates for a preliminary interview
- **Internet Review** - Conduct an in-depth internet inquiry on each candidate to identify any concerning issues to be reviewed with the candidate
- **Preliminary Interview** – Your lead consultant conducts a preliminary interview with the most promising candidates (we can record these for Board's review if asked).
- **Written Summary** - Provide a written summary of our observations of the candidate's strengths, areas needing support, and potential fit with SRFR
- **Recommendations** - Provide our recommendations on each candidate for consideration



**Board of Commissioners Work Session** – We meet with the Board in person to review the results of the preliminary interviews. Our goal is to provide comprehensive information on each of the most promising candidates, providing the Board with the needed data to make quality decisions on each applicant

- **Information Provided Prior** – Prior to the meeting we provide with sufficient time to review:
  - Each of the interviewed applicant's cover letter, resume, essay questions
  - The consultant preliminary interview notes
  - The results of the internet search
  - A candidate summary sheet with the consultant's recommendations
  - A complete file of remaining candidates' application materials if requested
- **Review with the Board** – We review and discuss each candidate's application materials and interview results
- **Finalist Candidate Selection** – The Board selects those candidates to move forward for a final interview.
- **Final Interview Design** – We help you decide on the structure of the interviews, including the panel participants and facilitators, our goal is to tailor the process to fit your needs
- **Coordinating Candidate Travel** – We identify which candidate travel expenses your organization wishes to cover
- **Interview Questions** – Identify any potential interview topic areas of interest from which we can develop potential interview questions

## FINAL INTERVIEWS

**Prior to the final Interviews we will:**

- **Conduct References** – We conduct professional reference checks on each candidate, requesting the names of supervisors, subordinates, and peers
- **Conduct Background Checks** – Background checks include Education Verification, Criminal History, Driving Record, and Sex Offender Check
- **Facilitate Candidate Travel** – Based on your guidance we coordinate the most cost-effective travel arrangements
- **Develop a Master Interview Schedule** – We work with you to identify interview venues and then develop a master interview schedule
- **Develop Draft Interview Questions** – Provide draft interview questions for the Board's review and for each advisory panel (if used)
- **Provide Final Interview Materials** – We will provide all final interview materials for each candidate in a file for printing by SRFR as well as the master schedule
- **Coordinate Final Interviews** – We will work with the SRFR to coordinate all of the details of conducting the final interviews

## Board of Directors Final Interviews

- **Facilitate the Final Interviews** – We are on site to facilitate the final interview process
- **Facilitate Panel Debrief** – After interviews are complete, we facilitate a debrief with all advisory panels on each candidate's strengths and areas needing support as information for the Board
- **Board Candidate Evaluation** – We facilitate the Board's evaluation of the candidates and potential consensus on a preferred candidate including any additional candidate referencing or research

**Candidate Selection & Appointment** - Once the Board has identified a preferred candidate

- We facilitate and identify potential contract elements with the Board
- We assist with the job offer and contract negotiations leading to an employment agreement
- Notify all of the unsuccessful finalists
- *Celebrate the Selection of your new Fire Chief!*



## PROFESSIONAL REFERENCES

### City of Olympia, WA

Jay Burney, City Manager  
jburney@ci.olympia.wa.us  
360 753 8447

#### **Fire Chief Recruitment**

*Public Works Recruitment*

*Human Resource Recruitment  
(recently completed)*

### City of Kalispell, MT

Doug Russell, City Manager  
citymanager@kalispell.com  
406 758 7703

**Fire Chief Recruitment** *(just completed)*

**Fire Chief Recruitment** *(2020)*

### Gig Harbor Fire & Medic One, WA

Dennis Doan, Fire Chief  
ddoan@gigharborfire.org  
253 851 3111

#### **Fire Chief Recruitment**

### Central Whidbey Island Fire & Rescue, WA

Steve Hutchinson, Commissioner  
SHutchinson@cwfire.org  
360 914 7377

**Fire Chief Recruitment** *(recently completed)*

**Fire Chief Recruitment** *(2012)*

## RECRUITMENT SCHEDULE EXAMPLE

Recruitments take approximately 90 days to complete.

<b>Kickoff Meeting</b>		<b>SRFR &amp; GMP:</b> Meet to discuss timeline & search process
<b>Profile Development</b>	Week 1-2	<b>GMP:</b> Meet with key stakeholders & create position profile
<b>Advertising</b>	Week 3-7	<b>GMP:</b> Post online ads; send direct mailing
<b>First Review</b>	Week 8-9	<b>GMP:</b> Conduct preliminary interviews with most promising candidates
<b>Work Session</b>	Week 10	<b>SRFR &amp; GMP:</b> Meet to review semifinalists and choose finalist candidates
<b>Final Interview Preparation</b>	Week 11-12	<b>GMP:</b> Conduct background & reference checks, complete final interviews schedule, coordinate travel with candidates
<b>Final Interviews</b>	Week 12	<b>SRFR:</b> Hosts finalist interviews <b>SRFR:</b> Makes hiring selection



## PROFESSIONAL FEES

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The fee for conducting a Fire Chief search is \$24,000. Professional fees cover all consultant and staff time required to conduct the recruitment. Expenses are additional. Professional fees are billed in three equal installments: at the beginning, halfway, and upon completion of the final interviews. If needed, re-advertising the position can be completed for a \$750 administrative fee plus expenses. SRFR will be responsible for reimbursing expenses incurred on SRFR's behalf. All expenses are submitted at actual cost with no mark up. Expenses include:

- Websites, job boards and other advertising (approx. \$1,800 - 2,200)
- Direct mail announcements (approx. \$1,700 - 2,000)
- Consultant travel: Mileage at IRS rate and \$82.50 per hour
- Background checks (approx. \$225 per candidate)

SRFR has the right to cancel the search at any time, the only responsibility would be the fees and expenses incurred prior to cancellation. Any additional work requested beyond services provide in the scope of work is billed at \$170 per hour.

## GUARANTEE & WARRANTY

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If a candidate is not selected, we will repeat the recruitment for the cost of expenses as needed until a candidate is selected.

Should the selected candidate leave the employment of SRFR within the first **18 months** of appointment, we will conduct an additional recruitment for the cost of expenses only, if requested to do so within six months of the employee's departure. If the major elements of the process are followed and a candidate is not chosen, we will repeat the recruitment once with no additional professional fee, the only cost to you would be the expenses.



## Fire Chief Searches Conducted and Managed by GMP Consultants

**Eastside Fire & Rescue, WA**  
Fire Chief *(in progress)*

**Mountain View Fire & Rescue, CO**  
Fire Chief *(just completed)*

**City of Kalispell, MT**  
Fire Chief *(just completed)*

**City of Moses Lake, WA**  
Fire Chief *(in progress)*

**Marion County Fire District 1, OR**  
EMS Chief *(just completed)*

**Whatcom County Fire District 7, WA**  
Fire Chief *(just completed)*

**City of Olympia, WA**  
Fire Chief *(recently completed)*

**Redmond Fire District, OR**  
Fire Chief

**Central Whidbey Island Fire & Rescue, WA**  
Fire Chief

**City of Lincoln, NE**  
Fire Chief (2)  
Fire Marshal

**Loveland Fire Rescue Authority, CO**  
Fire Chief

**Port of Seattle, WA**  
Fire Chief

**Spokane Valley Fire, WA**  
Fire Chief  
Deputy Fire Chief

**Campbell County Fire Dept, WY**  
Fire Chief

**Kootenai County Fire & Rescue, ID**  
Fire Chief

**Yakima County Fire District #4 (East Valley Fire Department), WA**  
Fire Chief (2)

**Woodinville Fire & Rescue, WA**  
Fire Chief

**Vashon Island Fire, WA**  
Assistant Fire Chief  
Fire Chief (2)

**Wood River Fire & Rescue, ID**  
Fire Chief

**Woodburn Fire District, OR**  
Fire Chief

**City of Kalispell, MT**  
Fire Chief

**City of Kirkland, WA**  
Director of Fire & Building Services

**City of Lynnwood, WA**  
Assistant Fire Chief - Operations

**Lacey Fire District 3, WA**  
Fire Chief

**City of Snoqualmie, WA**  
Fire Chief

**City of Seattle, WA**  
Fire Chief

**Brighton Fire Rescue District, CO**  
Fire Chief

**Snohomish County Fire District 1, WA**  
Fire Chief (2)

**Central Valley Fire District, MT**  
Fire Chief (2)

**Key Peninsula Fire Dept, WA**  
Fire Chief

**San Juan Island Fire, WA**  
Fire Chief

**Mountain View Rescue, WA**  
Deputy Fire Chief

**Lopez Island Fire, WA**  
Fire Chief

**Maple Valley Fire & Life Safety, WA**  
Fire Chief

**Marysville Fire District, WA**  
Fire Chief

**King County Fire Dist. 27, WA**  
Fire Chief

**Lake Stevens Fire, WA**  
Fire Chief

**Lebanon Fire District, OR**  
Division Chief of Training

**Columbia River Fire, OR**  
Fire Chief

**Cowlitz County Fire #5, WA**  
Deputy Fire Chief

**Duvall-King County Fire District 45, WA**  
Deputy Chief (2)

**City of Bothell, WA**  
Fire Chief

**Puget Sound Regional Fire Authority, WA**  
Fire Chief

**Arvada Fire Protection District, CO**  
Fire Chief

**East Jefferson Fire Rescue, WA**  
Fire Chief

**East Olympia Fire #6, WA**  
Fire Chief

**East Pierce Fire & Rescue, WA**  
Fire Chief

**Enumclaw Fire, WA**  
Deputy Fire Chief

**Front Range Fire Rescue, CO**  
Fire Chief

**Gig Harbor Fire and Medic One, WA**  
Fire Chief

**Grant County Fire District No. 8, WA**  
Fire Chief

**City of Tukwila, WA**  
Fire Chief

**Benton County Fire #4, WA**  
Fire Chief

**Camano Island Fire & Rescue, WA**  
Fire Chief

**Canby Fire District 62, OR**  
Fire Chief

**City of Arlington, WA**  
Fire Chief (2)

**City of Bremerton, WA**  
Fire Chief

**City of Burlington, WA**  
Fire Chief

**City of Enumclaw, WA**  
Fire Chief

**City of Gladstone, OR**  
Deputy Fire Chief

**City of Mills, WY**  
Assistant Fire Chief

**City of Woodland, WA**  
Fire Chief

## WORK SAMPLES: POSITION PROFILE AND INVITATION TO APPLY LETTER

(Attached). Additional samples available at [gmphr.com](http://gmphr.com). Copyright © 2025 by GMP Consultants. All rights reserved.



# FIRE CHIEF

## CITY OF OLYMPIA, WA

100



### Why Apply?

The Olympia Fire Department is a premier fire department protecting the City of Olympia and the Washington State Capital. The next Fire Chief will join a proud organization that is dynamic, effective, and upbeat. The City is looking for an experienced leader who can modernize the department while building upon the department's rich history. The new Fire Chief will have the opportunity to develop a vision and strategic plan for the department's future. If you are a collaborative and visionary leader with the ability to deliver outcomes for the community, this is an excellent opportunity you will want to pursue.





## *Welcome to* OLYMPIA

As the capital city of Washington State, Olympia offers a unique energy, accessibility, and opportunity that few other communities can provide. The city's outstanding quality of life, low crime rate, unique housing inventory, and family-friendly amenities attract an active and engaged population of 55,605.

Situated on the southern end of Puget Sound, Olympia boasts an unparalleled natural environment within an urban setting. The community is walkable and pedestrian friendly with well-established bike and hiking trails, close to 1,500 acres of public park lands, miles of public freshwater and saltwater shorelines, and stunning views of Mt. Rainier and the Olympic Mountain Range.

Olympia's vibrant and historic downtown serves as the entertainment, arts, and cultural hub for Thurston County and beyond. Spanning just .5 square miles, Olympia's downtown includes over 450 independently owned businesses and over 1,900 residents. The Creative District is a 30-block area that is home to over 150 creative enterprises such as theaters, galleries, breweries, and industrial designers. The Farmers Market, State Capitol Campus, Hands on Children's Museum and 8 public parks are the main attractions for both Olympians and tourists.

Percival Landing—one of Olympia's three waterfront parks—lies in the heart of downtown. With a mile-long boardwalk, the Landing is a hub for boaters, pedestrians, summer festivals, and the farmers market. Nearby Capitol Lake provides a popular 1.7 mile loop for walking, running, or birdwatching.

Olympia's ideal location along the I-5 corridor puts residents within reach of Seattle, Portland, British Columbia, the waters of Puget Sound and the Pacific Ocean, and the Olympic and Cascade Mountain Ranges. Seattle-Tacoma International Airport serves the region and is 45 miles to the north.





# THE CITY OF OLYMPIA

Incorporated in 1859, the City of Olympia operates under a Council-Manager form of government. The seven members on Olympia's City Council are elected at-large to staggered four-year terms. Position 1 is designated as the Mayor's position. The Mayor and Councilmembers have equal voting authority, with the Mayor voting on all issues as one of seven Councilmembers.

**FULL-TIME  
EMPLOYEES**  
670

**2023 BUDGET**  
\$185 million

**AREA**  
25 square  
miles

**POPULATION**  
55,605



The City operates with an annual budget of \$185 million and a team of approximately 670 FTEs. Olympia provides a full range of municipal services including public safety (police, fire, and court), streets, parks and recreation, arts, utilities, community planning and development, zoning, and general administrative services.

City Manager Jay Burney is committed to a "First Team" culture, one that has been adopted and embraced throughout the organization. The organizational culture places a high value on teamwork, listening, accountability, and meaningful impact in serving the public.

## THE OLYMPIA FIRE DEPARTMENT

The Olympia Fire Department (OFD) has a proud history dating back to its first firefighting brigade in the early 1850's. The first fire engine company in Washington Territory was formed in Olympia in 1865. Today, OFD is an all-hazards department employing 126 full-time career staff from four stations, a fire training facility, and a vehicle repair facility. The City of Olympia enjoys a Class 2 Fire Protection (insurance) rating as evaluated by the Washington Survey and Rating Bureau.

The Department deploys four engines, one ladder truck, two medic units and a battalion unit. The engines and truck are staffed with two firefighters and an officer, while the medic units are staffed with two firefighter/paramedics. At minimum staffing, there is a full complement of 20 members on duty. OFD serves a population of 55,605 across approximately 25 square miles and responded to 15,555 calls for service in 2022.

The OFD workforce is a group of hardworking and dedicated professionals who ascribe to a service-first approach. The group is passionate about public service, creative and resilient in overcoming problems, and strives to maintain a supportive family culture in the work environment.







View job  
description  
[here](#)

## THE FIRE CHIEF

The City of Olympia is proud of its history and excited for the new Fire Chief to help the City and Department create the vision and strategic plan for the future. Olympia has been a leader in the delivery of fire and emergency medical services and intends to lead into the future in the midst of a rapidly changing set of demands and opportunities. This is a key leadership position reporting directly to the City Manager and is responsible for serving the public safety needs of a growing, diverse community.

### THE IDEAL CANDIDATE:

- A courageous and credible leader who is deeply committed to the success of the City and develops unity by bringing unions, management, and other City departments together by focusing on their common vision, mission, and service.
- Works as a team member of the City, developing trust and strong relationships to collaboratively solve Citywide problems.
- Active, involved, and highly visible with a proven reputation for being accessible, communicative, honest, and transparent.
- Effectively delegates by communicating a clear vision and expectations with accountability. Is careful to empower individuals and not micromanage.
- An innovative and strategic big-picture thinker who identifies, develops, and implements solutions to community challenges.
- Works effectively with labor organizations to collaboratively move the organization into the future.
- Develops a vision for the organization and forecasts the future needs of the Department based upon the City's planned development, population growth, and emergency data analysis.
- Makes ethical, value-based, and data-supported decisions for the benefit of the Department and the community.
- Develops and maintains constructive relationships with external agencies. Works with community leaders and citizens to answer questions, understand concerns, and develop solutions.
- Strongly advocates for the countywide emergency medical system's future and necessary resources.
- Understands and communicates the Department's financial status, and can project and plan to address future needs.
- Is an advocate for the Department's mission, vision, and values and will communicate and exemplify them in practical day-to-day applications.





# OPPORTUNITIES & CHALLENGES

**1) Strategic Plan** – The Department has effectively utilized strategic planning to identify its future direction. The current strategic plan is expiring, and a fresh and innovative approach is needed.

**2) Resource and Staffing Needs** – The Department’s call volume continues to grow. The new Chief will need to quantify the type and severity of call demand, where calls are occurring, and determine what resources are necessary to meet the current and future demand based upon modern and creative approaches. Specific topics for evaluation include service to Olympia’s unhoused residents and elder care facilities, aid unit deployment, and optimization of the CARES program.

**3) Long-term Finance and Asset Management Plan**  
A strategic financial plan is needed to identify the future operational and capital assets necessary to sustain—and possibly improve—service levels for the citizens as well as the City’s financial predictability.

**4) Labor Management Relationship** – Enhancing a trusting and constructive relationship with labor is essential to the success of the organization. The new Chief must be willing to listen and understand through consistent interactions that are both formal and informal.

**5) Employee Engagement** – The new Chief will need to listen to and address employee perspectives, demonstrate genuine care and concern, and build morale after the intensity of the COVID-19 pandemic. This will include an evaluation of the impact of mandatory overtime as well as behavioral health, safety, and training programs.

## EDUCATION & EXPERIENCE

A bachelor’s degree in Fire Protection Engineering, Public Administration, or closely related field; and a minimum of three years progressively responsible administrative experience in the fire service.

Or any equivalent combination of education and executive experience that provides the applicant with the knowledge, skills, and abilities necessary to successfully perform the job.



# COMPENSATION & BENEFITS

The annual salary for this position is \$205,000. The City offers a competitive benefit package including health, vision and dental insurance, as well as vacation and sick leave. The City participates in the State of Washington Public Employees Retirement System (PERS).

## RESOURCES

[2022 Fire Department Annual Report](#)

[2021 City Annual Report](#)

[City Work Plan](#)

[City Comprehensive Plan](#)

[Experience Olympia](#)



## TO APPLY

Apply Online: [gmphr.com](https://gmphr.com)

First Review: September 17, 2023

More Info: Dan Olson, GMP Consultants  
[dan@gmphr.com](mailto:dan@gmphr.com) / (360) 600-9768





# Welcome to MOSES LAKE



## WHY APPLY?

This is an opportunity to lead a well-established fire department poised for growth and expansion. The region is experiencing explosive high-tech industrial development to be followed by residential growth required for the necessary workforce.

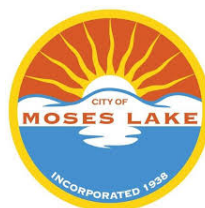
The Fire Department and City leaders are looking for a strong, progressive leader with experience in managing at a complex, big-picture level who has the ability to build relationships and unite all the stakeholders in a common purpose. The new Fire Chief will have the opportunity to develop a strategic direction and long-term vision for the EMS and ambulance systems. If you have the experience, desire, and drive to make a difference, this may be the opportunity for you.

Dear Colleague,

GMP Consultants is assisting the **City of Moses Lake**, WA in finding a **Fire Chief**. Perhaps this is the right time in your career to consider this exciting opportunity. If not, would you please pass this on to others who may be interested?

Thank you for your consideration and assistance.

**Dave Zabell, GMP Consultants**  
dzabell@gmphr.com / (509) 834-9343



Greg M. Prothman, President  
greg@gmphr.com / 206-714-9499





# THE CITY OF MOSES LAKE

Incorporated in 1938, Moses Lake is a full-service city operating under the Council-Manager form of government. Seven council members are elected at large, and the City Council elects the positions of Mayor and Deputy Mayor every two years. The City serves a population of 27,000 across 21 square miles with a 2024 total budget of \$105.6 million and a team of 265 FTEs.



## THE MOSES LAKE FIRE DEPARTMENT

The Moses Lake Fire Department (MLFD) serves a population of 27,000 across 21 square miles with a total budget of \$11.7 million and staffing of 53 FTEs. MLFD is an "all hazards" department providing fire suppression, fire prevention/education/investigation, hazardous materials, ice rescue, water rescue, high and low angle rescue, extrication, and Advanced Life Support EMS transport.

Moses Lake is diverse in response requirements with areas of wildland-urban interface, a rapidly growing single and multi-family residential service need, general commercial and light industrial response areas that include several "big-box" retailers, and large portions of water with much of the city's namesake lake located within City limits. Additionally, two heavy industrial corridors house national companies and a North American Free Trade Zone. The city is bisected by two major transportation routes: Interstate 90 and State Highway 17.

## EDUCATION & EXPERIENCE

Bachelor's Degree or higher in fire science, fire service administration, public administration, or a directly related field; and 10 to 15 years of related experience. Washington State First Responder or higher EMS certification. NIMS Certification, ICS 100 through 800. Or any satisfactory combination of experience and training which demonstrates the knowledge, skills, and abilities to successfully perform the job. **Preferred:** Master's degree, completion of the National Fire Academy Executive Fire Officer (EFO), Center for Public Safety Excellence Chief Fire Officer (CFO) designation, or 10 years in battalion chief officer or higher officer position



# LEARN MORE

Visit: [gmphr.com](https://gmphr.com)

Salary Range: **\$133,231 to \$170,547** annually DOQ

First Review Date: **November 17, 2024**

More Information: Gordie Olson, GMP Consultants  
[golson@gmphr.com](mailto:golson@gmphr.com) / (720) 518-7420



March 24, 2025

Mr. Troy Elmore  
Chairman – Board of Commissioners  
Snohomish Regional Fire & Rescue  
163 Village Court  
Monroe, WA 98272

Dear Commissioner Elmore;

Thank you for your confidence in GMP Consulting to assist in the recruitment of Snohomish Regional Fire & Rescue's next Fire Chief. The following represents a scope of work for these services and the associated professional fee and expenses.

## **PROJECT WORK PLAN**

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### **Phase One – Information Gathering, Profile Development & Position Announcement**

- Task 1 – Review and Finalize Search Process and Schedule
- Task 2 – Key Stakeholder Meetings and Staff Provided Information Request
- Task 3 – Develop Candidate Profile
- Task 4 – Develop Invitation to Apply

### **Phase Two – Strategic Marketing Campaign**

- Task 1 – Place Advertisements in Appropriate Professional Online Publications
- Task 2 – Development of a Database of Potential Candidates
- Task 3 – Identify and Contact Potential Candidates

### **Phase Three – Candidate Screening and Shortlist Presentation**

- Task 1 – Collect & Review Candidate Application Materials
- Task 2 – Conduct an Internet Publication Search on Semifinalist Candidates
- Task 3 – Conduct Semi Finalist Screening Interviews
- Task 4 – Provide Semi Finalist Packets with Consultant Interview Notes to SRFR
- Task 5 – Meet with SRFR Staff to Review Semi Finalist Candidates and Select Finalist Candidates
- Task 6 – Assist in the Design of Finalist Interviews

### **Phase Four – Final Interviews**

- Task 1 – Develop an Interview Schedule for Final Interviews
- Task 2 – Conduct Professional References & Background Check on All Finalist Candidates
- Task 3 – Work with SRFR Staff to Develop Interview Questions for Each Panel
- Task 4 – Provide the Department with Finalist Candidate's Application Materials
- Task 5 – Coordinate Candidate Travel
- Task 6 – Facilitate Final interviews
- Task 7 – Assist in Facilitating Final Offer and Acceptance



## PROFESSIONAL FEE

The fee for conducting a Fire Chief search is \$24,000. Professional fees cover all consultant and staff time required to conduct the recruitment. Expenses are additional. Professional fees are billed in three equal installments: at the beginning, halfway, and upon completion of the final interviews. If needed, re-advertising the position can be completed for a \$750 administrative fee plus expenses. SRFR will be responsible for reimbursing expenses incurred on the Department's behalf. All expenses are submitted at actual cost with no mark up. Expenses include:

- Websites, job boards and other advertising (approx. \$1,800 - 2,200)
- Direct mail announcements (approx. \$1,700 - 2,000)
- Consultant travel: Mileage at IRS rate and \$75 per hour
- Background checks (approx. \$225 per candidate)

SRFR has the right to cancel the search at any time, the only responsibility would be the fees and expenses incurred prior to cancellation. Any additional work requested beyond services provide in the scope of work is billed at \$170 per hour.

Other Expenses: Candidates' travel expenses would be reimbursed to the candidates by the Department directly. The Department has the right to cancel the search at any time. The Department's only responsibility would be the fees and expenses incurred prior to cancellation.

## GUARANTEE & WARRANTY

If a candidate is not selected, we will repeat the recruitment for a \$750 administrative fee plus the cost of expenses as needed until a candidate is selected.

Should the selected candidate leave the employment of SRFR within the first 18 months of appointment, we will conduct an additional recruitment for the cost of expenses only, if requested to do so within six months of the employee's departure. If the major elements of the process are followed and a candidate is not chosen, we will repeat the recruitment once with no additional professional fee, the only cost to you would be the expenses.

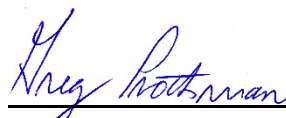
Accepted by:

**SNOHOMISH REGIONAL FIRE & RESCUE**

**GMP CONSULTANTS**

Troy Elmore  
Chairman

Date



Greg Prothman  
President

3/24/25

Date



# EXECUTIVE SESSION

