

2025

ANNUAL REPORT



SNOHOMISH REGIONAL
FIRE & RESCUE

LIFEPAK 35

New Patient

00:01:46

1

2



PTR

200J

10 mm/mV



PACING

START
CPR

cprINSIGHT

OFF ON

200J



TABLE OF CONTENTS

02 Service Area

03 Message from the Commissioners

04 Message from the Fire Chief

05 Agency Overview

07 We Are Snohomish Regional Fire & Rescue

09 Accreditation

11 Finance

13 Emergency, Prevention, & Support Services

27 Upcoming Community Events

29 Appendix

CONNECT WITH US



Headquarters:
163 Village Court
Monroe, WA 98272



360.794.7666



WWW.SRFR.ORG
INFO@SRFR.ORG



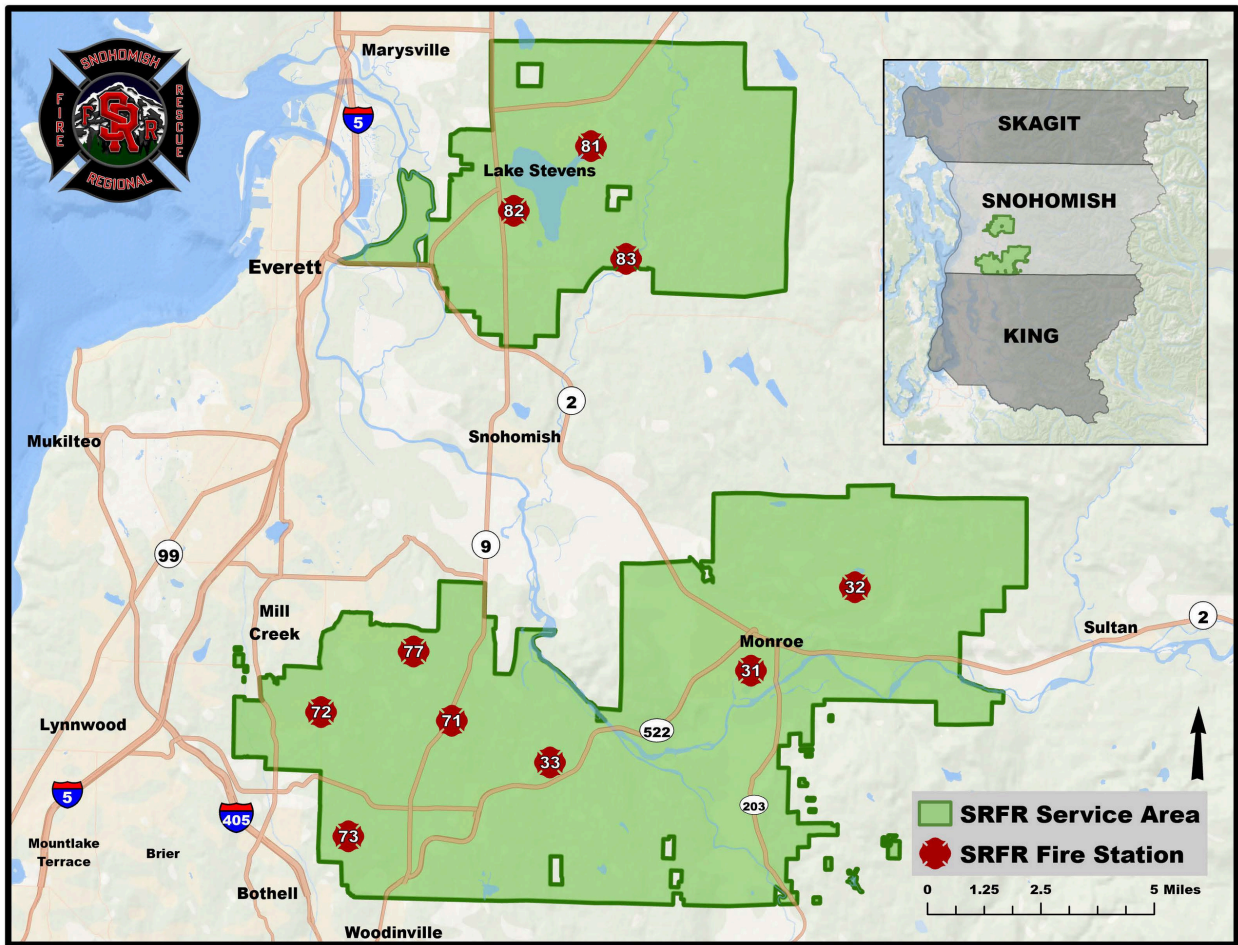
@SnoRegionalFire



@SnoRegionalFire



@SnoRegionalFire



© Copyright 2023 Snohomish Regional Fire & Rescue. This map and data are provided for reference purposes only and the accuracy of data is not guaranteed.



Square Miles
Protected:

135



Population
Served:

162,006



Number of
Personnel:

285



Number of
Fire Stations:

10

BOARD OF COMMISSIONERS

Snohomish Regional Fire & Rescue's Board of Fire Commissioners is elected by the voters to represent the public's interest in local fire and emergency medical services. Our district is committed to providing the best service possible in a fiscally responsible manner. The district diligently operates under a balanced budget and has earned another clean audit by the state. All board meetings are open to the public and accessible to our community through an online forum. We also provide information through our website, community newsletters, and social media platforms. As an independent junior taxing district, we do not receive tax dollars from state or county governments. Our daily operations are primarily funded through two local voter-approved levies paid through property taxes.

With voter approval, these levy rates are capped at a total of \$2 per \$1,000 of assessed property value (\$1.50 for fire and \$0.50 for EMS). Historically levy rates reduce over time, and we must ask our community to return them to their original amounts. These "lid lifts" help us keep up with higher call volumes and the increased cost of providing services.

The support of voters has allowed us to build one of the best emergency response agencies in the region. The Board of Commissioners continues to ensure that we provide the highest level of service for our citizens. We would not be able to do this without your support. As the second-largest fire district in Snohomish County, SRFR continues to grow along with our community. Our board provides equitable representation for the many residents and businesses we serve. We will continue to implement key service improvements, bolster quality assurance, and prioritize firefighter safety and training. We appreciate any feedback from our citizens and thank you for your support. We would also like to thank our first responders and staff for their dedication and commitment on behalf of our citizens.



Chairman

Troy Elmore - Position 7
Troy.Elmore@SRFR.org



Vice Chairman

Randy Faye - Position 3
Randy.Faye@SRFR.org



Roy Waugh - Position 1
Roy.Waugh@SRFR.org



Jeff Schaub - Position 2
Jeff.Schaub@SRFR.org



Rick Edwards - Position 4
Rick.Edwards@SRFR.org



Jim Steinruck - Position 5
Jim.Steinruck@SRFR.org



Davin Alsin - Position 6
Davin.Alsin@SRFR.org

MESSAGE FROM THE FIRE CHIEF

As we reflect on 2025, I want to recognize the dedication demonstrated by the members of Snohomish Regional Fire & Rescue (SRFR) throughout the past year. This was a year that demonstrated the evolving risks facing our region. Record winter storms brought widespread flooding, hazardous travel conditions, and rapidly changing emergencies. During those events, SRFR responded to nearly half of the region's water rescue incidents, a testament to the training, coordination, and readiness of our teams.

We also continue to see increasing risk in the wildland-urban interface as development expands into forested areas. Longer dry seasons and shifting weather patterns are increasing the complexity and frequency of these incidents. These realities require an all-risk approach to preparedness, ensuring our personnel are ready to respond to floodwaters, interface fires, medical emergencies, and technical rescues. Preparedness today demands versatility, coordination, and constant training. Behind every rescue or fire response is a family in crisis. Behind every response is a team of professionals committed to remaining calm, disciplined, and compassionate under pressure. That compassion defines who we are. Whether responding to medical emergencies, structure fires, wildland incidents, technical rescues, or supporting vulnerable residents, our firefighters, paramedics, and professional staff serve with purpose and professionalism every day.

In 2025, SRFR continued investing in preparedness by strengthening training, enhancing interagency coordination, reinforcing operational standards, and planning responsibly for our growing region. We also maintained disciplined financial stewardship, marking more than 42 consecutive years of clean Washington State audits. Over time, we have addressed infrastructure repairs and operational needs without relying on large bond measures, reflecting careful prioritization and responsible use of public funds. As growth and service demands increase, however, we must evaluate long-term funding to ensure facilities, equipment, and service reliability meet community expectations. Public safety depends not only on response capability but on trust earned through consistency, professionalism, and presence in the community. I am proud of the way our members represent this organization on every call and in every neighborhood we serve.

Looking ahead, our focus remains clear:

- Strengthen all-risk emergency response and disaster preparedness, including enhanced wildland-urban interface readiness
- Deepen regional coordination and expand community risk reduction efforts to prevent emergencies before they occur
- Invest in workforce development and leadership growth to sustain operational excellence
- Plan responsibly for long-term infrastructure and service sustainability
- Maintain disciplined financial stewardship while serving our community with professionalism and compassion

It is an honor to work alongside the SRFR team in service to this region. Thank you for your continued trust and support.



Fire Chief

Brian Park

FireChief@SRFR.org





AGENCY OVERVIEW

SERVICES PROVIDED

We are Snohomish Regional Fire & Rescue, serving over 160,000 residents in Lake Stevens, Monroe, and unincorporated southeast Snohomish County. SRFR responds to an average of over 13,500 calls per year with highly-trained personnel and state-of-the-art rescue programs.

SRFR is known for providing the highest quality fire and emergency medical services (EMS). We also provide fire prevention and life safety programs to prevent emergencies and accidents before they happen. We conduct inspections of businesses and all new construction to make sure they comply with the latest fire safety codes. We're in our local schools, offer safety classes for seniors, and teach disaster preparedness, home fire safety, and fire extinguisher use. We also host two water safety camps for children in the summer and attend various community events throughout the year. Our philosophy is to serve people, save lives, protect property, safeguard the environment, and continuously improve to meet the needs of our community as it grows.

SRFR responds to an average of 13,500 calls per year with highly-trained personnel and state-of-the-art rescue programs.

PERSONNEL BREAKDOWN



Career Firefighters:

217



Prevention Staff:

11



Logistics Staff:

4



Executive Staff:

13



Administrative Staff:

19



Mechanics:

9



Commissioners:

7



Chaplains:

5

Numbers pulled December 2025



**WE ARE SNOHOMISH REGIONAL
FIRE & RESCUE**





SNOHOMISH REGIONAL FIRE & RESCUE

MISSION

Driven to serve our community with a relentless pursuit of excellence.

VISION

We will lead through collaboration and innovation to create safer and stronger communities.

VALUES

SERVICE

- Provide timely, compassionate, and professional care to the community.
- Approach every interaction as an opportunity to build trust.
- Serve with humility, intention, and focus.
- Prioritize both internal and external customer service through response, support, and prevention.

TEAMWORK

- Collaborate across ranks, shifts, and divisions to achieve common goals.
- Utilize our individual strengths to create a unified and resilient team.
- Acknowledge that our diverse strengths and perspectives build a stronger team.
- Support the growth and development of all members.
- Partner with community and regional stakeholders to increase agency impact.

INTEGRITY

- Earn trust through humility, reliability, and doing what is right.
- Take accountability for our performance, behaviors, and outcomes.
- Communicate openly, honestly, prioritizing transparency.
- Unwavering adherence to the highest moral and ethical standards.

READINESS

- Support a healthy work-life balance to sustain high performance.
- Maintain physical, mental, and emotional well-being.
- Provide resources to support individual ownership of health and wellness.
- Recognize fitness as essential to safety, effectiveness, and service.
- Embrace innovative practices and a strong training culture.
- Deliver excellent service through a commitment to continuous learning and mastery of skills.

DRIVEN TO SERVE



ACCREDITATION

ACCREDITATION

In 2023, Snohomish Regional Fire & Rescue (SRFR) was awarded first-time accreditation from the Commission on Fire Accreditation International (CFAI) by a unanimous vote. This milestone was a multiyear effort on behalf of SRFR that required the agency to take a deep dive into all aspects of service delivery and organizational management. To maintain our accreditation status, the agency is required to annually review and report on our programs and service delivery systems. This systematic evaluation is compiled in an annual compliance report (ACR). This report is reviewed by a representative of the Commission on Fire Accreditation International (CFAI). The review summary affirmed that SRFR has continued down the path toward continuous improvement.

The CFAI Statement of Findings issued on March 7, 2024 stated, "The Snohomish Regional Fire & Rescue has demonstrated that it is following all stated standards and core competencies. The agency is in compliance with the most current edition of the Quality Improvement for the Fire and Emergency Services Manual. I recommend that the Commission on Fire Accreditation International accept the Snohomish Regional Fire & Rescue Annual Compliance Report, and that the agency retain accredited agency status."

The accreditation process does not stop once the agency is approved for accreditation. It requires a continuous focus on improvement in all areas of the organization.

As an accredited fire district, our focus is on community outcomes, not just agency outputs. Communities served by accredited agencies experience lower rates of civilian fire-related injuries and deaths, reduced property loss from fires, improved WSRB protection class ratings, and lower insurance premiums for property owners.

"As an accredited fire district, our focus is on community outcomes, not just agency outputs."





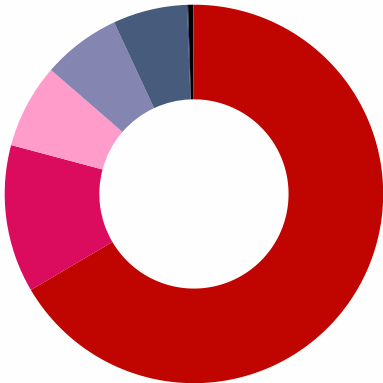
FINANCE

FINANCIAL OVERVIEW

Snohomish Regional Fire & Rescue is committed to providing the best service possible in a financially responsible manner. The fire district operates under a balanced budget and has earned more than 42 years of clean audits by the state.

REVENUE

Fire Levy	\$63,238,085
EMS Levy	\$12,001,323
GEMT**	\$6,854,826
Charges for Services*	\$6,372,402
Other	\$6,024,424
Grants	\$83,934
State Mobilization	\$413,894
Sale of Property	\$58,020
Total	\$92,019,942



42 YEARS

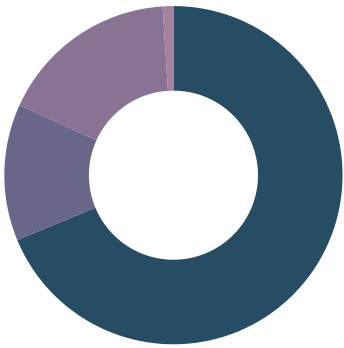
of clean audits
from the
Washington State
Auditor's Office

*Includes Patient Transports

**Ground Emergency Medical Transportation (GEMT)

EXPENSES

Personnel	\$58,252,026
Maintenance & Operations	\$11,066,756
Capital***	\$14,573,662
Debt/Leases	\$864,449
Total	\$84,756,893



***Paid outside of general fund



EMERGENCY, PREVENTION, & SUPPORT SERVICES

RESPONSE TIME STANDARDS

When lives and property are at risk, every second counts. SRFR has adopted standards for emergency response based on historical performance of a rolling five-year period as recommended by the Commission on Fire Accreditation International (CFAI). Response time is the sum of call processing, turnout, and travel to the incident. Travel times vary based on geographic location, roads, traffic, and time of day. Each time is color coded based on the 90th percentile (*red* = benchmark not met, *green* = benchmark met). Benchmarks are calculated using 2021–2025 as the baseline and are defined for each program and population density combination. Benchmarks are set as 10% lower to their baselines. Risk classification is based on critical tasking and number of resources needed to mitigate an incident.

2025 RESPONSE TIMES - DISTRIBUTION

Program/Risk	Benchmarks		Low Risk		Moderate Risk		High Risk		Extreme Risk	
	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural
Fire	9:48	12:19	10:58	13:45	8:46	11:46	8:30	N/A	7:14	12:01
EMS	10:22	12:52	11:33	14:23	12:20	13:49	9:38	12:53	N/A	N/A
Hazmat	10:32	13:33	N/A	N/A	12:15	15:03	N/A	N/A	N/A	N/A
Rescue	9:32	13:09	N/A	N/A	10:23	14:44	N/A	N/A	N/A	N/A
Wildland	8:47	12:20	9:47	13:34	N/A	N/A	N/A	N/A	N/A	N/A

Urban: Greater than 2,500 people / square mile Rural: 2,500 or less people / square mile. See appendix for predictable consequences and definition of risk types.
Response times are calculated using first arriving unit times only. Numbers include IN district emergent calls only. Categories with fewer than 10 calls marked N/A.

Findings

- Benchmark was not met on the majority of the Low and Moderate Risk calls in 2025.
- Benchmark was met on most of the High and Extreme Risk calls in 2025.

LOW RISK VS. MODERATE RISK FIRE CALL

LOW RISK

Fire Alarm = Low Risk Fire Call





1 Apparatus

3 Personnel

MODERATE RISK

Fire Residential Confirmed = Moderate Risk Fire Call

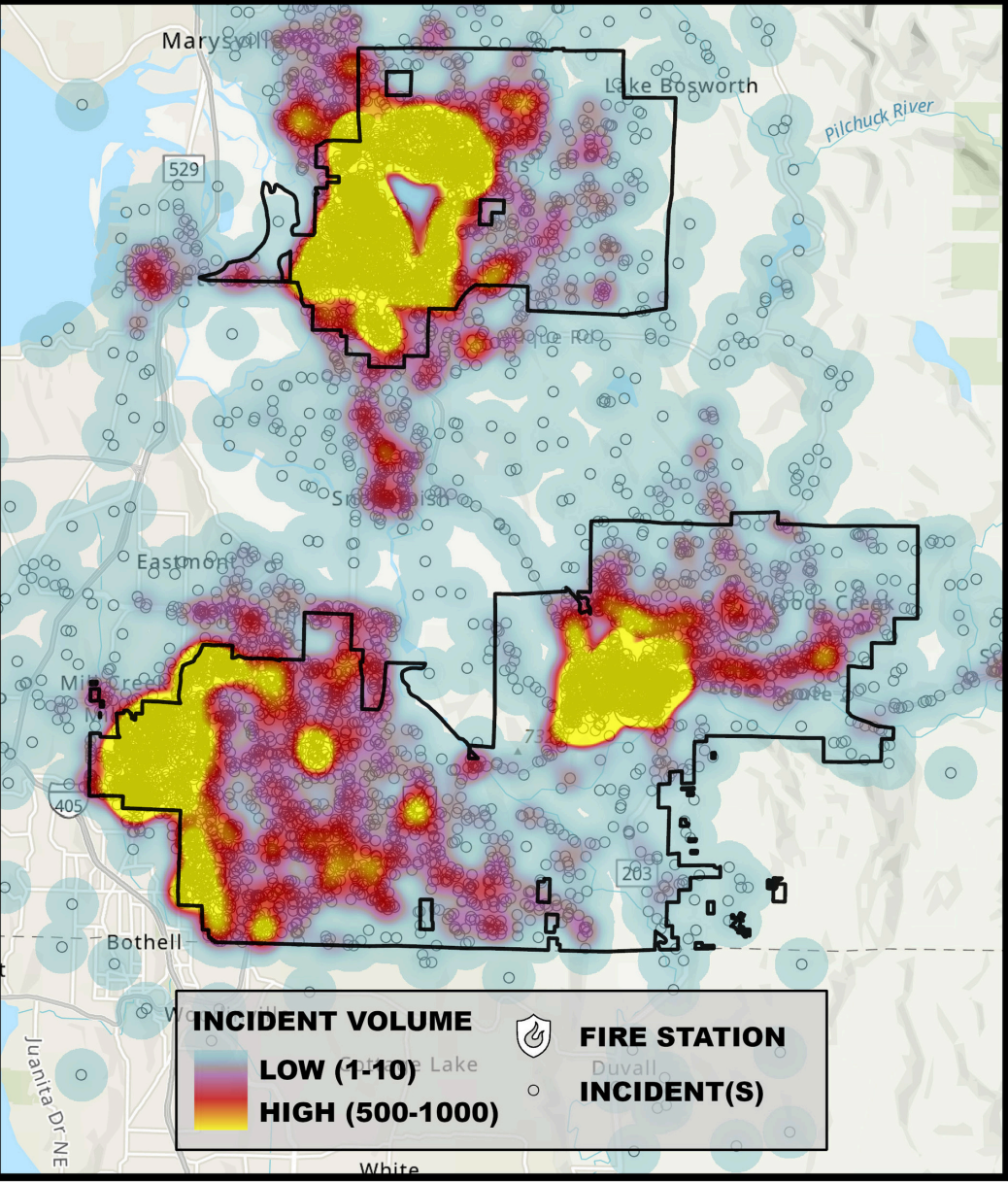




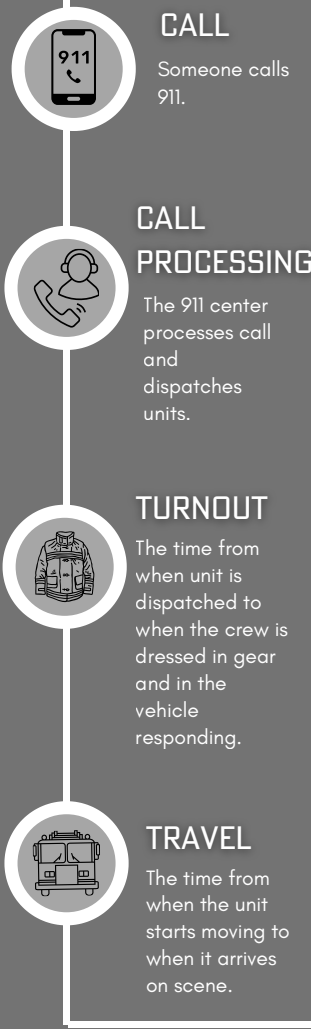
8 Apparatus

16 Personnel

2025 INCIDENT HEAT MAP



ANATOMY OF A 911 CALL



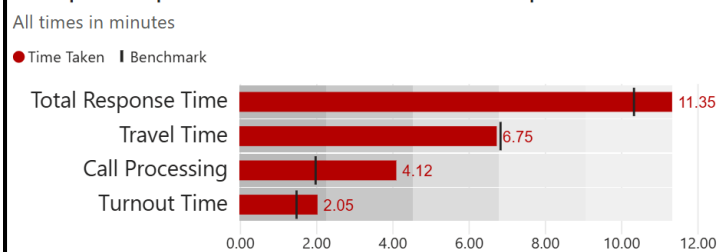
CALL PROCESSING +
TURNOUT + TRAVEL
=
TOTAL RESPONSE TIME

RESPONSE TIME STANDARDS

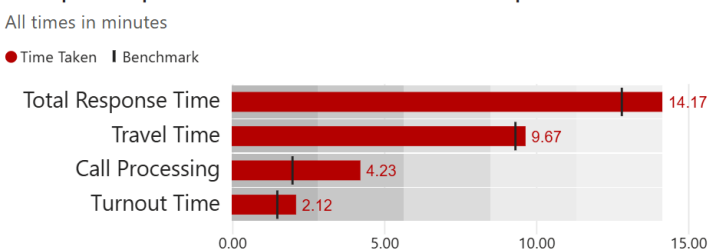
Fire service response times are primarily reported to the 90th percentile. Using the 90th percentile for response times outlines the maximum amount of time it requires for units to arrive on scene in 90 out of 100 incidents. In most cases, the resources arrived much sooner. Sno911 is the single public safety answering point (PSAP) for all emergency calls in Snohomish County. The dispatchers at Sno911 play a critical role in ensuring efficient and effective responses to emergency situations. They are the first point of contact for individuals in need. The initial information that the dispatcher needs is the exact location of the emergency and a phone number in case the call is dropped. The 911 dispatchers are trained to ask a series of questions that help to determine what type of response is needed. They can also provide life-saving guidance over the phone.

2025 CALL PERFORMANCE

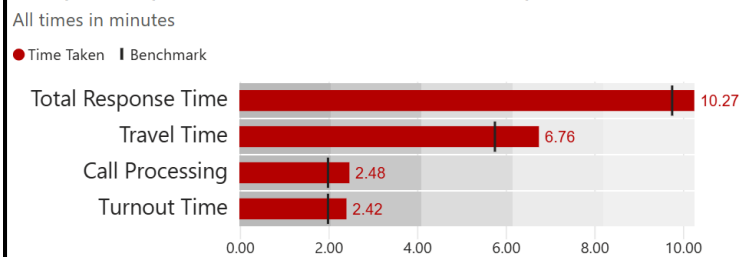
EMS | Urban | 1st On-scene Call Performance | 2021-2025



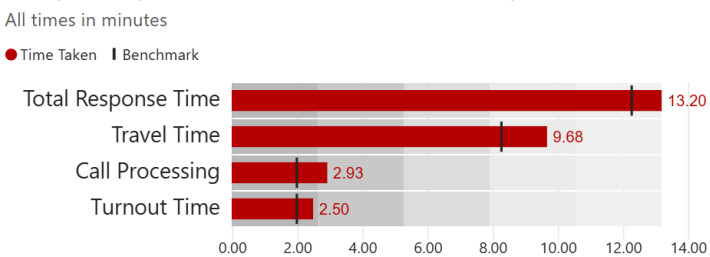
EMS | Rural | 1st On-scene Call Performance | 2021-2025



Fire | Urban | 1st On-scene Call Performance | 2021-2025



Fire | Rural | 1st On-scene Call Performance | 2021-2025



Response times include IN district emergent calls only.

2025 SUMMARY AND IMPROVEMENT STRATEGIES

Findings:

- Turnout Times saw a 10 sec improvement systemwide after providing deeper insights to the crews on station level performance.
- The largest area of improvement remains the Call Processing Time especially for EMS calls.

Improvement Strategies:

- Continue efforts in further reducing the Turnout Times with an ambitious goal of 30 sec improvement in 2026.
- Conduct a Dispatch Efficiency Study in collaboration with SNO911 to identify gaps and reduce Call Processing Time.

SIGNIFICANT EVENTS

Pacific Palisades, LA - Wildfire Deployment

SRFR deployed a strike team to LA County to support efforts in battling several brush fires, including those in Pacific Palisades. These fires forced the evacuation of tens of thousands of people across the region.



1/9/2025

28100 block of 122nd St. SE, Monroe - Fire Residential Confirmed

SRFR crews responded to a rapidly spreading house fire in Monroe, where all four occupants safely escaped, firefighters rescued the family dog unharmed, and prevented the fire from spreading to nearby structures.



4/25/2025

5200 block of 123rd Ave. NE, Lake Stevens - Brush Fire

SRFR crews, alongside DNR resources, worked to contain a 1.5-2 acre brush fire near Cedar Springs Camp, with structural protection in place and helicopter water drops being used to prevent the fire from spreading into nearby timber.



7/26/2025



Station 31, Monroe - Shop Ribbon Cutting

Snohomish Regional Fire & Rescue celebrated the ribbon cutting of its newly remodeled shop in Monroe, providing a safer and more efficient workspace for shop mechanics to maintain the district's large fleet of apparatus.



400 block of E LS Road, Lake Stevens - Fire Residential Confirmed

SRFR crews responded to a two-story house fire on E Lake Stevens Rd where firefighters quickly initiated an offensive attack under challenging interior conditions, brought the fire under control within ten minutes, and ensured the sole occupant safely evacuated with no injuries reported.

Highway 2 off Sofie Road, Monroe - Brush Fire

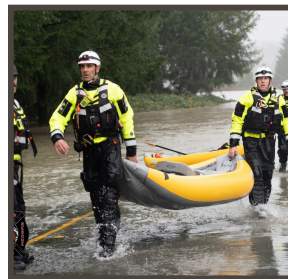
SRFR crews, assisted by Snohomish County Fire District 4 and Sky Valley Fire, quickly contained a half-acre brush fire near Sofie Road east of Monroe within an hour, preventing further spread despite dry conditions and light winds.



9/14/2025

Skykomish & Snohmish River - Major Flood Event

During a historic flooding event, SRFR crews rescued 34 people and 13 pets as rivers across Snohomish County reached major flood stages, prompting evacuation orders for low-lying areas including Ebey Island and areas around Monroe.



10/27/2025

9/19/2025

12/11/2025



11700 block of Woods Creek Road, Monroe - Mobile Home Fire

SRFR crews quickly brought a fully engulfed mobile home fire under control on Woods Creek Rd in Monroe, preventing the flames from spreading to nearby vegetation despite challenging water supply conditions in an area without fire hydrants.



18900 block of 208th Place SE, Monroe - Fire Residential Confirmed

SRFR crews responded to an early morning structure fire near High Rock Road in Monroe, where firefighters overcame difficult access and limited water supply conditions to battle a fully involved home and trailer fire while safely rescuing six husky puppies and two adult dogs.

INCIDENT DATA

IN DISTRICT
INCIDENTS

13,014

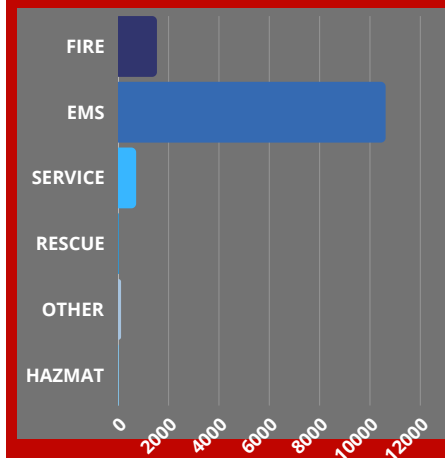
OUT OF DISTRICT
INCIDENTS

2,172

TOTAL INCIDENTS

15,186

IN DISTRICT INCIDENTS



1,536 FIRE

10,622 EMS

710 SERVICE

24 RESCUE

11 HAZMAT

111 OTHER

BRUSH FIRE
RESPONSES

44

WILDLAND
TRAINING HOURS

800

WILDLAND
DEPLOYMENTS

7

WILDLAND
MOBILIZATION
HOURS

3,279

FIRE SUPPRESSION

Fire suppression is a fundamental part of the emergency services provided by Snohomish Regional Fire & Rescue. Fire suppression has two primary areas of focus: structural and wildland. Each requires very different equipment, training, and response strategies. All operations personnel are cross-trained which means that they are trained to respond to medical emergencies, wildland fires, and structure fires.

STRUCTURAL FIREFIGHTING

Structure or building fires require firefighters to have the knowledge and equipment that allows them to manage the flow of large volumes of water, search for and rescue occupants trapped inside a building, ventilate roofs, and remove harmful gasses and smoke. The bunker gear that structural firefighters wear protects them from heat and smoke emitted by the structure. The gear that they wear to fight a structure fire weighs approximately 60 pounds.



WILDLAND FIREFIGHTING

Even though brush fires often result in structure fires when buildings are in the wildfire's path of destruction, wildland and brush fires require a completely different set of skills. Wildland fire suppression depends on a fast attack using smaller trucks that have all-terrain capability. You won't often see wildland firefighters wearing bunker gear or air tanks. Instead, they wear lighter gear and use small hand tools and small hose lines to combat the fire. As a part of their initial training, every newly-hired SRFR firefighter completes their Red Card training which certifies them to fight wildland fires. The goal of SRFR is to have 100% of our response personnel trained to the level of initial "Red Card." We are continually striving to reach this goal to keep our community and our responders safe.



EMERGENCY MEDICAL SERVICES DIVISION

In 2025, Snohomish Regional Fire & Rescue continued its commitment to providing the highest level of EMS care to our patients. This high level of performance is reflected in third-party EMS satisfaction surveys, which reported an average patient satisfaction rate of **96.38%** throughout 2025.



195 Stroke Alerts Performed



31 Heart Attack Alerts Performed



POCUS Launched

During the year, we responded to **12,197** EMS calls and transported **6,352** patients to area hospitals. Of these responses, crews performed **195** stroke alerts and **31** cardiac alerts. EMS incidents continue to account for more than 80% of our annual call volume, reinforcing the importance of ongoing training, innovation, and system improvement. Over the course of the year, Snohomish Regional Fire & Rescue welcomed one newly certified paramedic back to the line following graduation from Central Washington University.

In the fall of 2025, SRFR also sponsored three Firefighter/EMTs to attend the National Medical Education & Training Center for paramedic training, with anticipated graduation in fall 2026. We are proud to continue growing our paramedic team and are confident these members will be well prepared to serve our community. Additionally, Paramedic Christian Wigington began serving as our Community Assistance, Referral, and Education Services (CARES) provider, accepting 83 patients into the program and successfully graduating 69. This program continues to make a meaningful impact by supporting patients beyond 911 response. We are pleased to announce several program enhancements, including the addition of POCUS (Point of Care Ultrasound), IV pumps, and Lifepak 35 cardiac monitors.

EMS PATIENT
SATISFACTION

96.38%

NUMBER OF EMS
RESPONSES

12,197

HEART ATTACK
ALERTS PERFORMED

31

CPR PERFORMED

70

CARES GRADUATED
PATIENTS

69



SPECIAL OPERATIONS RESPONSES

TECHNICAL RESCUE RESPONSES

29

WATER RESCUE RESPONSES

222

HAZMAT RESPONSES

37

SPECIAL OPERATIONS

TECHNICAL RESCUE

Seven jurisdictions in Snohomish County have come together as partners to create a regional Technical Rescue Response Team. Having a regional team combines these rescue resources and reduces duplication to provide a seamless and efficient emergency response. Snohomish Regional Fire & Rescue houses one of three dedicated technical rescue apparatus available in the county. The Tech Rescue Team is made up of highly trained professionals who are ready to assist with tasks associated with the following rescue disciplines:

- Trench Rescue
- Rope Rescue
- Urban Search & Rescue (USAR)
- Water/Ice Rescue
- Confined Space Rescue



WATER RESCUE

SRFR has three major rivers, the county's largest lake, and countless smaller bodies of water within our jurisdiction. These waterways are heavily trafficked during the summer months and are often the spots where we respond to water related rescue calls; such as missing person(s), capsized boats, vehicle submersion, flooding, and drownings. The Water Rescue Team is highly trained in swift water rescue, boat operations, rescue swimming for free diving to 40 feet deep, and long distance swims. In 2025, SRFR responded to 222 water rescue calls.

HAZARDOUS MATERIALS RESPONSE

Five jurisdictions in Snohomish County have come together as partners to create a regional Hazardous Materials (HAZMAT) Response Team to better serve our respective communities. Their skills and equipment provide them with the ability to detect and/or identify chemical, biological, radiological, and explosive materials. The team utilizes various levels of protective clothing and equipment needed to respond to calls involving these dangerous and potentially toxic materials.



TRAINING DIVISION

The Training Division is responsible for delivering high-quality training to all members of the department in support of the mission of serving our community. The rapid, safe, and effective delivery of emergency services depends on well-trained professionals who can apply a wide range of skills and knowledge to emergencies.

The Training Division ensures all personnel are prepared to perform their assigned duties by meeting or exceeding training standards established by federal, state, and local regulatory bodies. A master training calendar guides annual training requirements, while all employee training records are maintained through an online training platform.

In 2025, the Training Division conducted in-house training, hosted courses, and supported external training opportunities across the state and nation. This approach allows personnel to stay current with best practices and collaborate with surrounding departments. The division continues to work with neighboring agencies to share training resources and improve interoperability on emergency scenes, supporting a consistent and coordinated response during multi-agency incidents. The division expanded its training capabilities through distributed training locations, allowing crews to train within their battalions while minimizing travel time and maintaining operational readiness. Additional training props and equipment enhanced hands-on training, allowing personnel to practice critical skills in realistic, repeatable scenarios. Live fire training remained a key component of the training program, reinforcing safe and effective fireground operations in the inherently high-risk environment of interior fire attack.

2025
Training
Topics

- Firefighter Strategies and Tactics
- Wildland Fire Operations
- Emergency Medical Services
- Hazardous Materials
- Firefighter Health & Safety
- Auto Extrication
- Driver/Operator Academy
- Leadership Development

TRAINING HOURS

52,411

14 NEW CAREER FIREFIGHTERS - INITIAL HOURS OF TRAINING

17,640

3 ACADEMY COMPANY OFFICERS - INITIAL HOURS OF TRAINING

1,560



NUMBER OF BURN
PERMITS ISSUED

413

ANNUAL FIRE
SAFETY
INSPECTIONS

2,283

APPROX.
CONSTRUCTION
PERMIT
INSPECTIONS

515

PLAN REVIEWS

1261

FIRE
INVESTIGATIONS

7

OFFICE OF THE FIRE MARSHAL

The Support Services Section is home to the Office of the Fire Marshal. Our specially trained staff focus on carrying out programs that prevent injuries, loss of life, fire damage to property, and environmental harm. Fire and life safety prevention activities identify and prioritize risks, then direct resources in a coordinated effort to minimize the probability and consequence of known risks within our community.

The Office of the Fire Marshal provides fire marshal services which include annual fire safety and operational permit inspections, plan review, construction permit inspections, code enforcement, and fire investigations to the cities of Lake Stevens, Monroe, and Sultan. Fire Marshals work with local business owners, developers, and community members to educate and enforce the adopted codes and standards of our cities and state.

A safer community is achieved through:

Community Risk Assessment: Using the Commission on Fire Accreditation International (CFAI) Community Risk Assessment model, methods are used to classify and categorize risk based on probability of occurrence, consequence to the community, and impact to emergency response resources. The community risk assessment then aids in decision making for the distribution of fire stations, concentration of staff and apparatus, and reliability of our emergency response.

Risk Mitigation Programs: Based on the results of the community risk assessment, programs such as annual fire safety inspections, focused public education, targeted community engagement, and changes to emergency response deployment are made to address identified risks where they occur.

Continuous Improvement: The community risk assessment helps to establish historical baseline risk occurrence and performance for our fire and life safety programs and emergency response. Using national standards and best practices, SRFR can set benchmarks that alert staff to changes in our performance and community for which we need to assess. This cycle of assessment, enhancement, and enactment is proof of our dedication to excellence.



COMMUNITY ENGAGEMENT & PUBLIC EDUCATION

In 2025, Snohomish Regional Fire & Rescue (SRFR) delivered age-specific fire and life safety education to kindergarten, second grade, and high school classrooms throughout the district. Over the course of the calendar year, SRFR educators delivered a total of 185 classroom-based lessons, reaching approximately 4,304 public school students.

Educational services were provided across five separate school districts within the SRFR service area, which collectively serve a total of 24,111 public school students. The district also collaborated with local schools to participate in two back-to-school resource fairs and one school field day, further extending outreach and reinforcing safety messaging within the educational environment.

In addition to youth education, SRFR continued to deliver Adult and Senior Safety education programs, including Home Fire Safety, Disaster Preparedness, and Aging in Place. In response to emerging risk trends, the Community Relations team developed and implemented a new Wildfire Preparedness class following significant wildfire events in Palisades, California, demonstrating the district's commitment to adaptive, risk-informed education.

The event season began with collaboration with the countywide Public Information Officer/Public Education (PIO/PE) group to host one of two regional Scout Day Open Houses. These events provided scouts with opportunities to complete merit badge requirements while improving operational efficiency by reducing the need for individual station tours. During the summer months, SRFR hosted three water safety camps, reaching more than 60 youth participants. In support of Fire Prevention Week in October, SRFR hosted a large-scale community open house at Station 31 in Monroe. The event featured interactive safety booths, the fire safety trailer, firefighter challenge course, and live demonstrations of forcible entry and auto extrication. This event enabled direct engagement with community members and the dissemination of safety information to more than 600 attendees.



TOTAL NUMBER OF
CLASSES
DELIVERED

183



NUMBER OF ADULT
& SENIOR SAFETY
CLASSES

22



COMMUNITY
EVENTS
HOSTED/ATTENDED

43



TOTAL STUDENTS
TAUGHT

4,304



RECORDS
REQUESTS

413

ESTIMATED
IT SERVICE TICKETS
CLOSED

665

APPLICATION
PACKETS REVIEWED

1,396

SUPPORT SERVICES

The district's support services are comprised of multiple divisions including our Administrative team, the IT team, the HR Division, the Logistics Division, the Strategic Analysis team, and the Fleet Mechanics. All of these groups play a vital role in ensuring that that SRFR runs as efficiently as possible.

ADMINISTRATIVE SUPPORT TEAM

Our Administrative team is made up of personnel who handle important tasks that keep our district functioning as an effective and fiscally responsible public business. These important team members are responsible for records requests, invoicing, payroll, leave, benefits, district finances, customer service, and supporting our other divisions.

INFORMATION TECHNOLOGY

The IT team helps keep the district's technology working and up-to-date. This group is made up of our IT Systems Manager, IT Systems Analyst, and IT Systems Assistant. They work to ensure all of the district's technology is working properly, from district desktop computers used by our office staff to the Mobile Digital Computers (MDCs) that the firefighters use as they respond to emergency calls. This team focuses on supporting the district at all levels while working towards efficient service delivery.

HUMAN RESOURCES

The HR team, which is made up of the HR Director, two HR Analysts, and one HR Assistant, manages recruitment and onboarding processes, facilitates legal and labor negotiations, and oversees employee leave and injury claims. These important team members are also committed to enhancing recruitment and streamlining onboarding and other HR processes.



SUPPORT SERVICES

LOGISTICS

The SRFR Logistics Division supports our emergency responders with the tools, equipment, supplies, and support needed to respond to alarms. Additionally, the team is responsible for maintaining the facilities that house our emergency responders, apparatus, and equipment. It was an extremely busy year in 2025 for Logistics, which continued to provide outstanding service to the District.

STRATEGIC ANALYSIS

The Strategic Analysis Team is comprised of our Data Analyst and our GIS Coordinator. The team works to support our Operations and Prevention teams with the most up-to-date data and GIS information allowing the district to make informed decisions. Through the combined capabilities of the division and vendor support, we have offered increased access to response reporting, evaluation of deployment performance, impact analysis of possible deployment changes, and multi-division support through ad hoc analysis projects.

FLEET MECHANICS

The SRFR Fleet Mechanics manage emergency apparatus maintenance and repair. Collectively, this team has years of experience under the hood, and they boast impressive certifications which allow them to service many different types of vehicles. Five of them hold Double Master Emergency Vehicle Technician (EVT) Certifications. All of these mechanics work to maintain and service all of SRFR's vehicles. They perform routine maintenance, like oil changes on SRFR SUVs, but also work under the hoods of 20-ton fire engines. In addition to this, the mechanics also serve other partner agencies in the region, so at times you will see them working on neighboring-agency rigs. In total, the team services and maintains up to 300 vehicles.

LOGISTICS SERVICE
TICKETS CLOSED

2,593

NUMBER OF
VEHICLES
SERVICED ANNUALLY

300

NUMBER OF
DUAL MASTER
CERTS AT SRFR

6





UPCOMING COMMUNITY EVENTS



UPCOMING 2026 COMMUNITY EVENTS

- **March 14th:** Scout Day Open House-Station 71, Clearview
- **July 8th:** Water Safety Camp-Lake Tye, Monroe
- **July 11th-12th:** Firefighters Pancake Breakfast-Station 81, Lake Stevens
- **July 16th:** Water Safety Camp-Lundeen Park, Lake Stevens
- **August 4th:** National Night Out Against Crime-Monroe & Lake Stevens
- **October 3rd:** Fire Prevention Week Open House-Station 31, Monroe
- **October 31st:** Harvest Festival-Lake Stevens





APPENDIX

APPENDIX

Response Time Standards (Page 14):

The response times presented on this page reflect the first unit on scene times, reported at the 90th percentile in alignment with the Accreditation model and industry fire standards. Only **emergent calls** are included in this analysis and responses outside the SRFR boundaries are excluded. Response times are divided using Program types of **Fire, EMS, Hazmat and Rescue** and are categorized based on the **Final Call Type**—i.e., the call type under which the incident was finally notified by the dispatcher to Fire Services. Each Program Type is further divided into Low, Moderate, High and Extreme Risk, classification of which is done based on critical tasking and number of resources needed to mitigate an incident. For instance, a Fire Alarm is classified as low-risk fire call as it requires at least 1 apparatus and 3 personnel. However, a Fire Residential Confirmed is classified as Moderate risk Fire call as it needs at least 8 apparatus with 16 personnel.

Outlier Policy & Predictable Consequences (Page 14):

To ensure data accuracy and meaningful response time analytics, this policy excludes incidents with unusually long response times, which are often the result of data entry errors, system anomalies, or situations outside the agency's operational scope. Upper threshold limits are applied to various stages of the response process—up to the point when a unit arrives on scene. As a result, **5.2% of total calls** have been excluded from the reported dataset. This approach ensures that the analysis remains representative of typical agency performance.¹ **Predictable Consequences:** Delays in incident mitigation can correlate to an increased likelihood of occupant fatality and property loss from fire, and delays in CPR during cardiac arrest result in a higher mortality rate.²

Incident Data (Page 18):

This page includes the **total number of incidents**, covering both **emergent and non-emergent calls**, and includes mutual aid given or received responses. The incident count also includes calls that may have been cancelled enroute. Please note that the **Fire category now includes low-risk Hazmat calls**, such as gas leaks and carbon monoxide alarms and Wildland Fires, which were previously reported under different categories.

Call Type By Incident Category (Page 18):

Fire	COA, FAC, FAR, FAS, FB, FC, FCC, FR, FRC, FS, FSN, FTU, FWI, GLI, GLO
EMS	AID, AIR, AIRS, AWWX, BLS1, BLS2, BLS3, COAM, CRP, MAA, MAB, MED1, MED2, MED3, MEDX, MVC, MVCE, MVCF, MVCM, MVCN, MVCP, NURSE
Rescue	RESA, RESCS, RESST, RESSW, RESTR, RESWA
Hazmat	HZ
Service	SC
Other	HELP, ESCORT, TRANSFER, CARE, SCHOOL, SUSP, THEFT, TRESP, WEAPON, POISON, FM, FMV, HOLD, INFO etc.

¹ National Fire Data Center, ed. 2024, "Fire Risk 2022." Topical Fire Report Series 22, no. 6 (November):1-16.
² Dan, Nguyen. 2024. "Association Between Delays in Time to Bystander CPR and Survival for Witnessed Cardiac Arrest in the United States." Circulation: Cardiovascular Quality and Outcomes 2024, no. 17 (February): 146-153.



