

SNOHOMISH COUNTY FIRE DISTRICT NO. 5

Commissioners Meeting Agenda

Zoom: <https://us02web.zoom.us/j/240758636>



July 28, 2025

CALL TO ORDER

ADDITIONS TO THE AGENDA

PUBLIC/STAFF COMMENTS - (Limited to 3 minutes per person not to exceed 20 minutes overall)

CONSENT AGENDA

Approval of Agency Benefits for July 2025 - \$ 55,807.12

CHIEF'S REPORT- To be presented

REPORTS

Month & Year to Date Budget (June Treasurer's Report pending completion)

OLD BUSINESS

Open Issues / Actions

NEW BUSINESS

Interlocal Agreement (ILA) – Health Care Cooperative Study

INFORMATIONAL

Records Requests

COMMISSIONER COMMENTS

ADJOURN

NOTE: *Commissioner's, please complete additional meeting timecards and provide to the Secretary.*

Agency Benefits 2025 (ER) Only

MONTH	Social Security/ FICA/Medicare	Trustdeed	HRA Veba	MERP	PERS 2	PERS 3	LEOFF 2	WA DCP
Jan	\$3,449.58	\$30,333.06	\$3,770.56	\$900.00	\$3,524.52	\$657.92	\$8,815.10	\$5,613.36
Feb	\$3,484.48	\$27,808.50	\$550.00	\$900.00	\$4,950.71	\$182.78	\$9,144.69	\$5,613.36
Mar	\$3,272.62	\$25,373.98	\$550.00	\$900.00	\$4,035.68	\$202.02	\$8,835.22	\$5,613.36
Apr	\$3,281.06	\$26,170.80	\$550.00	\$900.00	\$4,155.97	\$266.58	\$8,653.76	\$5,613.36
May	\$3,354.74	\$25,373.98	\$550.00	\$900.00	\$3,873.56	\$173.16	\$9,278.36	\$5,613.36
Jun	\$3,581.27	\$25,373.98	\$550.00	\$900.00	\$4,930.41	\$88.99	\$9,496.37	\$6,113.36
Jul	\$3,652.94	\$29,218.18	\$550.00	\$975.00	\$4,769.29	\$384.04	\$9,801.53	\$6,456.14
Aug								
Sep								
Oct								
Nov								
Dec								
Total	\$24,076.69	\$189,652.48	\$7,070.56	\$6,375.00	\$30,240.14	\$1,955.49	\$64,025.03	\$40,636.30
Average	\$3,439.53	\$27,093.21	\$1,010.08	\$910.71	\$4,320.02	\$279.36	\$9,146.43	\$5,805.19
Total Agency Benefits								\$55,807.12

Monthly and YTD Budget 2025

Snohomish County Fire District 5

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001 Expense Fund

Revenues		Amt Budgeted	June	YTD	Remaining	
311 Taxes/Revenue						
311 10 01 00	Property Tax-Regular Levy	3,093,643.08	31,159.15	1,688,078.45	1,405,564.63	54.6%
311 10 02 00	Property Tax-EMS Levy	1,108,004.21	10,884.13	588,710.31	519,293.90	53.1%
311 10 03 00	Property Tax - M & O	0.00	0.00	1,465.80	(1,465.80)	0.0%
311 10 05 00	Property Tax - Real and personal	0.00	0.00	0.00	0.00	0.0%
311 Taxes/Revenue		4,201,647.29	42,043.28	2,278,254.56	1,923,392.73	54.2%
330 Intergovernmental Revenue						
333 00 00 00	Federal Grant Indirect (Recieved through another agency) - COVID Related	0.00	0.00	0.00	0.00	0.0%
334 01 30 00	WSP Training Grant Reimbursements	0.00	0.00	0.00	0.00	0.0%
334 04 90 00	Department of Health Grant	1,200.00	0.00	778.00	422.00	64.8%
337 00 00 00	Timber/Harvest - BVFF Reimbursements	5,000.00	0.00	14,194.83	(9,194.83)	283.9%
338 30 01 00	Error Corrections Revenue	0.00	0.00	0.00	0.00	0.0%
330 Intergovernmental Revenue		6,200.00	0.00	14,972.83	(8,772.83)	241.5%
340 Charges for Goods and Services						
341 43 00 00	Budgeting and Accounting Services - B of A Fees	2,500.00	0.00	0.00	2,500.00	0.0%
341 70 00 00	Sales of Merchandise	0.00	0.00	0.00	0.00	0.0%
341 81 00 00	Public Records Request	0.00	0.00	37.96	(37.96)	0.0%
342 21 00 00	Fire Protection Services School - CPR Class Fees	1,150.00	0.00	0.00	1,150.00	0.0%
342 21 01 00	Wildland Fire Reimbursements/PSCAA	15,000.00	0.00	0.00	15,000.00	0.0%
342 60 00 00	Ambulance and Emergency Aid Fee	236,000.00	30,723.80	164,183.73	71,816.27	69.6%
340 Charges for Goods and Services		254,650.00	30,723.80	164,221.69	90,428.31	64.5%
360 Miscellaneous Revenue						
361 10 00 00	Interest Income	12,500.00	2,587.31	16,245.35	(3,745.35)	130.0%
367 00 00 00	Contributions/Donations, Non State or Federal Grants	0.00	1,437.00	1,437.00	(1,437.00)	0.0%
369 10 00 00	Sale of Scrap and Junk (Surplused)	0.00	0.00	0.00	0.00	0.0%
369 91 00 00	Miscellaneous Revenue	0.00	289.72	4,465.78	(4,465.78)	0.0%
360 Miscellaneous Revenue		12,500.00	4,314.03	22,148.13	(9,648.13)	177.2%
380 Non Revenue						
388 30 00 00	Prior Year Adjustments	0.00	0.00	0.00	0.00	0.0%
380 Non Revenue		0.00	0.00	0.00	0.00	0.0%
395 Other Financing Sources						
395 30 00 00	Proceeds from Sales of Capital Assets	0.00	0.00	0.00	0.00	0.0%

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001 Expense Fund

Revenues	Amt Budgeted	June	YTD	Remaining	
395 Other Financing Sources					
395 40 00 00 Compensation for Loss/Impairment of Capital Assets	0.00	0.00	0.00	0.00	0.0%
395 Other Financing Sources	0.00	0.00	0.00	0.00	0.0%
398 Insurance Recoveries					
398 10 00 00 Insurance Recoveries	0.00	752.79	5,712.01	(5,712.01)	0.0%
398 Insurance Recoveries	0.00	752.79	5,712.01	(5,712.01)	0.0%
597 Transfers					
397 22 01 00 Transfers In From Reserve	0.00	0.00	1,175,285.00	(1,175,285.00)	0.0%
397 22 01 01 GEMT Transfer in from Reserve Fund	0.00	0.00	0.00	0.00	0.0%
597 Transfers	0.00	0.00	1,175,285.00	(1,175,285.00)	0.0%
Fund Revenues:	4,474,997.29	77,833.90	3,660,594.22	814,403.07	81.8%
Expenditures	Amt Budgeted	June	YTD	Remaining	
522 Fire Control & EMS					
522 10 20 06 Deputy Chief of EMS	0.00	0.00	0.00	0.00	0.0%
522 10 49 00 Service Fees	0.00	50.00	300.00	(300.00)	0.0%
522 20 40 49 Misc. Adjustments	0.00	0.00	0.01	(0.01)	0.0%
588 50 01 00 Error Correction Expenditures	0.00	0.00	0.00	0.00	0.0%
589 99 99 00 Payroll Clearing	0.00	0.00	0.00	0.00	0.0%
000	0.00	50.00	300.01	(300.01)	0.0%
522 10 10 01 District Secretary (.865 FTE)	93,890.00	8,480.69	45,476.31	48,413.69	48.4%
522 10 10 02 Assistant Secretary (.625FTE)	56,628.00	5,337.02	24,021.16	32,606.84	42.4%
522 10 10 03 Commissioner Meetings (144 x \$161)	23,184.00	1,288.00	6,118.00	17,066.00	26.4%
522 10 10 04 Fire Chief (1.0FTE)	182,250.00	17,614.03	90,079.03	92,170.97	49.4%
522 10 10 08 Deputy Chief Operations (1.0FTE)	155,750.00	(12,450.00)	77,610.00	78,140.00	49.8%
522 10 10 09 Deputy Chief EMS (1.0FTE)	155,750.00	41,077.50	79,155.00	76,595.00	50.8%
522 10 10 18 Support Services Officer (.5FTE)	43,200.00	2,769.30	22,617.73	20,582.27	52.4%
522 10 10 19 Office Asst (.5FTE)	26,000.00	0.00	0.00	26,000.00	0.0%
522 10 30 01 Postage - Tax - Shipping	2,750.00	38.67	1,272.64	1,477.36	46.3%
522 10 30 04 Magazine Subscriptions	250.00	0.00	0.00	250.00	0.0%
522 10 30 21 Office Supplies	8,750.00	810.75	4,695.48	4,054.52	53.7%
522 10 30 22 Patient Care Questionnaire	0.00	0.00	0.00	0.00	0.0%
522 10 30 34 Computer Software	1,500.00	2,312.92	8,339.59	(6,839.59)	556.0%
522 10 40 01 Election Costs	0.00	0.00	0.00	0.00	0.0%
522 10 40 02 Audit	0.00	0.00	0.00	0.00	0.0%
522 10 40 03 Background Screenings	1,250.00	724.00	1,812.00	(562.00)	145.0%
522 10 40 04 Reimbursements - Ambulance Transport, Taxes Etc	6,500.00	173.10	3,350.38	3,149.62	51.5%
522 10 40 09 Professional Services	133,000.00	9,281.27	61,099.78	71,900.22	45.9%
522 10 40 11 Communications	36,000.00	3,102.27	32,351.95	3,648.05	89.9%
522 10 40 16 Dues	9,450.00	0.00	11,580.86	(2,130.86)	122.5%

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001 Expense Fund

Expenditures		Amt Budgeted	June	YTD	Remaining	
522 Fire Control & EMS						
522 10 40 20	Meals (business luncheons) & parking	1,000.00	840.70	1,737.89	(737.89)	173.8%
522 10 40 22	Physicals - Exam, UA, Vision, HepB (3 doses), TDAP,	15,500.00	0.00	1,070.00	14,430.00	6.9%
522 10 40 27	Banquet and Functions	6,500.00	0.00	2,016.93	4,483.07	31.0%
522 10 40 44	Insurance CIAW	122,545.00	0.00	0.00	122,545.00	0.0%
010 Administration		1,081,647.00	81,400.22	474,404.73	607,242.27	43.9%
522 20 10 05	P-Personnel Alarms and Drills	11,000.00	0.00	0.00	11,000.00	0.0%
522 20 10 08	P-Personnel B51 Duty Chief	10,000.00	0.00	0.00	10,000.00	0.0%
522 20 10 12	Employee Incentives	2,000.00	0.00	298.26	1,701.74	14.9%
522 20 10 14	P-Personnel Part Time Fill-In	472,500.00	39,113.57	220,070.83	252,429.17	46.6%
522 20 10 15	P-Personnel Fulltime Firefighters	1,400,250.00	113,341.07	668,443.85	731,806.15	47.7%
522 20 10 16	P-Personnel Fulltime Firefighters Callback OT	90,000.00	15,682.30	86,035.80	3,964.20	95.6%
522 20 10 17	P-Part Time Shift Incentive	9,000.00	825.00	5,850.00	3,150.00	65.0%
522 20 10 19	P-Personnel Full-Time Firefighters Non-Callback OT (Training, Meetings, etc)	25,000.00	3,238.68	20,429.25	4,570.75	81.7%
522 20 20 01	P-State Pensions	189,500.00	14,515.77	81,315.80	108,184.20	42.9%
522 20 20 03	P- Medical Benefits	316,000.00	26,823.98	176,895.86	139,104.14	56.0%
522 20 20 05	P-Federal Payroll Taxes	43,560.00	3,581.27	20,423.74	23,136.26	46.9%
522 20 20 06	State Payroll Taxes	154,000.00	0.00	89,896.71	64,103.29	58.4%
522 20 30 03	Fire Supplies, Rehab Food	3,000.00	78.57	2,003.44	996.56	66.8%
522 20 30 15	Diesel and Gasoline	28,000.00	3,400.54	16,586.52	11,413.48	59.2%
522 20 30 16	Ambulance Supplies (BLS/ALS)	75,000.00	7,290.33	35,187.48	39,812.52	46.9%
522 20 40 05	SNOCO 911	84,275.00	6,744.55	41,793.34	42,481.66	49.6%
522 20 40 07	Regional Technical Response Agreement (So. Sno. Co. Fire & Rescue)	1,600.00	0.00	1,864.67	(264.67)	116.5%
522 20 40 24	Laundry - Uniforms - Bunker Gear	1,750.00	0.00	107.50	1,642.50	6.1%
522 30 30 09	Newsletter Quarterly	13,500.00	0.00	0.00	13,500.00	0.0%
522 30 30 10	Educational Materials - Fire Prevention Week Kids Handouts	5,000.00	607.69	1,466.51	3,533.49	29.3%
522 30 30 23	Fire Prevention Education (Holidays)	1,750.00	0.00	318.92	1,431.08	18.2%
020 Suppression & EMS		2,936,685.00	235,243.32	1,468,988.48	1,467,696.52	50.0%
522 41 31 01	CPR & First Aid Cards	1,500.00	0.00	0.00	1,500.00	0.0%
041 Training Provided to External Parties		1,500.00	0.00	0.00	1,500.00	0.0%
522 45 30 13	Training Props/Devices & Supplies	5,500.00	577.04	7,621.78	(2,121.78)	138.6%
522 45 40 26	Travel - Meals - Lodging - Recruit Training Meals	3,500.00	1,438.30	5,900.02	(2,400.02)	168.6%
522 45 40 28	Tuition/Instructors	25,000.00	1,620.00	13,176.85	11,823.15	52.7%
522 45 40 30	Vector/Target Solutions	6,000.00	0.00	0.00	6,000.00	0.0%
045 Training Obtained by Employees		40,000.00	3,635.34	26,698.65	13,301.35	66.7%
522 50 30 12	Supplies (cleaning, paper, maintenance, propane)	7,000.00	840.44	4,216.29	2,783.71	60.2%
522 50 40 19	Inspections and Tests	5,000.00	1,129.00	1,129.00	3,871.00	22.6%

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001 Expense Fund

Expenditures		Amt Budgeted	June	YTD	Remaining	
522 Fire Control & EMS						
522 50 40 37	Utilities (water, sewer, garbage, gas, propane, electric)	47,000.00	4,491.83	29,268.74	17,731.26	62.3%
522 50 40 40	Building Repairs and Maintenance - ST52 - 304 Alder	10,000.00	0.00	0.00	10,000.00	0.0%
522 50 40 43	Building Repairs and Maintenance - ST51 - 32905 Cascade View	12,000.00	857.24	7,014.72	4,985.28	58.5%
522 50 40 45	Training Trailer Expenses - Driver Simulator/Rescue	1,000.00	0.00	0.00	1,000.00	0.0%
050 Facilities Maintenance		82,000.00	7,318.51	41,628.75	40,371.25	50.8%
522 60 30 06	Apparatus/Equipment Parts & Supplies - (Non-Intergovernmental)	30,000.00	2,661.45	18,362.63	11,637.37	61.2%
522 60 40 12	Equipment Maintenance and Repairs	10,000.00	76.55	3,678.49	6,321.51	36.8%
522 60 40 23	Apparatus Maintenance (Non-Intergovernmental)	5,000.00	752.79	8,743.60	(3,743.60)	174.9%
522 60 40 29	Monroe - Apparatus Maintenance Intergovernmental	85,000.00	34,184.00	75,514.94	9,485.06	88.8%
522 60 40 47	Rentals and Leases	250.00	3.11	468.21	(218.21)	187.3%
060 Vehicles & Equipment Maintenance		130,250.00	37,677.90	106,767.87	23,482.13	82.0%
522 70 41 28	EPCR	2,000.00	100.28	636.05	1,363.95	31.8%
522 70 41 29	Medical Advisor Contract	15,000.00	0.00	4,500.00	10,500.00	30.0%
522 70 41 35	Medical Billing (\$23.50 + .50 Postage x Billings, 505)	12,750.00	1,213.70	7,515.91	5,234.09	58.9%
522 70 41 37	Snohomish County EMS Annual Assessment (County Medical Program Director)	13,325.00	0.00	0.00	13,325.00	0.0%
070 Ambulance Services		43,075.00	1,313.98	12,651.96	30,423.04	29.4%
522 Fire Control & EMS		4,315,157.00	366,639.27	2,131,440.45	2,183,716.55	49.4%
591 Leases						
591 22 70 02	Software leases	9,500.00	0.00	12,495.43	(2,995.43)	131.5%
591 28 70 01	Leases	8,175.00	803.37	4,198.46	3,976.54	51.4%
591 Leases		17,675.00	803.37	16,693.89	981.11	94.4%
594 Capital Outlay						
594 22 60 01	Furnishings - Equipment	7,500.00	460.85	1,174.30	6,325.70	15.7%
594 22 60 02	Computer Hardware - Laptop - MDC - EPCR - Server	15,000.00	0.00	978.26	14,021.74	6.5%
594 22 60 04	Small Tools and Firefighting Equipment	15,000.00	0.00	4,823.18	10,176.82	32.2%
594 22 60 05	Uniforms and Badges	12,500.00	2,537.38	31,271.31	(18,771.31)	250.2%
594 22 60 06	Facilities	2,500.00	0.00	0.00	2,500.00	0.0%
594 22 60 08	Rescue Equipment	5,000.00	0.00	3,462.53	1,537.47	69.3%
594 22 60 09	Firefighting Safety Gear	55,000.00	311.42	17,068.38	37,931.62	31.0%
594 22 60 10	Small Tools and Equipment EMS	7,500.00	1,138.97	2,184.81	5,315.19	29.1%
594 22 60 11	Phone & Assesory Purchases	3,500.00	0.00	0.00	3,500.00	0.0%

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001 Expense Fund

Expenditures		Amt Budgeted	June	YTD	Remaining	
594 Capital Outlay						
594 22 60 14	Capital Apparatus Purchases	0.00	0.00	1,175,285.00	(1,175,285.00)	0.0%
594 25 60 12	Disaster Services EOC	1,500.00	0.00	0.00	1,500.00	0.0%
594 Capital Outlay		125,000.00	4,448.62	1,236,247.77	(1,111,247.77)	989.0%
597 Transfers						
597 22 00 01	Transfer to Reserve Fund	0.00	0.00	0.00	0.00	0.0%
597 22 00 03	Transfer to Capital Project Fund	0.00	0.00	2,868.46	(2,868.46)	0.0%
597 Transfers		0.00	0.00	2,868.46	(2,868.46)	0.0%
Fund Expenditures:		4,457,832.00	371,891.26	3,387,250.57	1,070,581.43	76.0%
Fund Excess/(Deficit):		17,165.29	(294,057.36)	273,343.65		

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002 Reserve Fund

Revenues	Amt Budgeted	June	YTD	Remaining
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330 Intergovernmental Revenue

332 93 40 00	Grnd Emerg. Med Transpt (GEMT)Payments - Reserves	575,000.00	0.00	0.00	575,000.00	0.0%
330 Intergovernmental Revenue		575,000.00	0.00	0.00	575,000.00	0.0%

360 Miscellaneous Revenue

361 10 00 01	Interest Income (Reserve)	155,000.00	10,088.13	68,144.13	86,855.87	44.0%
360 Miscellaneous Revenue		155,000.00	10,088.13	68,144.13	86,855.87	44.0%

597 Transfers

397 22 02 00	Transfer In From Expense Fund	0.00	0.00	300,000.00	(300,000.00)	0.0%
597 Transfers		0.00	0.00	300,000.00	(300,000.00)	0.0%

Fund Revenues:	730,000.00	10,088.13	368,144.13	361,855.87	50.4%
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Expenditures	Amt Budgeted	June	YTD	Remaining
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522 Fire Control & EMS

522 10 49 01	Service Fees (Reserve)	450.00	50.00	300.00	150.00	66.7%
522 Fire Control & EMS		450.00	50.00	300.00	150.00	66.7%

597 Transfers

597 00 01 00	Transfer Out to Expense Fund	0.00	0.00	1,475,285.00	(1,475,285.00)	0.0%
597 00 01 01	GEMT transfer out to Expense Fund	0.00	0.00	0.00	0.00	0.0%
597 Transfers		0.00	0.00	1,475,285.00	(1,475,285.00)	0.0%

Fund Expenditures:	450.00	50.00	1,475,585.00	(1,475,135.00)	*****%
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Fund Excess/(Deficit):	729,550.00	10,038.13	(1,107,440.87)
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200 Bond - Capital

Revenues	Amt Budgeted	June	YTD	Remaining
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311 Taxes/Revenue

311 10 04 00	Property Taxes Capital Facility Bond (Station 51)	597,385.00	5,266.65	315,356.32	282,028.68	52.8%
311 Taxes/Revenue		597,385.00	5,266.65	315,356.32	282,028.68	52.8%

330 Intergovernmental Revenue

337 01 00 00	Timber and Private Harvest - Bond	0.00	0.00	1,421.62	(1,421.62)	0.0%
330 Intergovernmental Revenue		0.00	0.00	1,421.62	(1,421.62)	0.0%

Fund Revenues:	597,385.00	5,266.65	316,777.94	280,607.06	53.0%
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Expenditures	Amt Budgeted	June	YTD	Remaining
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591 Leases

592 22 08 00	Interest And Other Debt Service Costs -	0.00	83,380.24	83,552.39	(83,552.39)	0.0%
592 22 81 00	Fiscal Agent Fees	0.00	0.00	0.00	0.00	0.0%
591 Leases		0.00	83,380.24	83,552.39	(83,552.39)	0.0%

594 Capital Outlay

591 22 70 00	Principal Paid on Station Construction	348,391.00	172,971.73	172,971.73	175,419.27	49.6%
592 22 80 00	Interest Paid on Station Construction	164,312.93	0.00	0.00	164,312.93	0.0%
594 Capital Outlay		512,703.93	172,971.73	172,971.73	339,732.20	33.7%

Fund Expenditures:	512,703.93	256,351.97	256,524.12	256,179.81	50.0%
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Fund Excess/(Deficit):	84,681.07	(251,085.32)	60,253.82
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300 Capital Project Fund

Revenues		Amt Budgeted	June	YTD	Remaining	
597 Transfers						
397 03 00 00	Transfers In From Expense Fund	0.00	0.00	2,868.46	(2,868.46)	0.0%
597 Transfers		0.00	0.00	2,868.46	(2,868.46)	0.0%
Fund Revenues:		0.00	0.00	2,868.46	(2,868.46)	0.0%
Expenditures		Amt Budgeted	June	YTD	Remaining	
594 Capital Outlay						
594 22 60 03	Apparatus Replacement	230,000.00	0.00	0.00	230,000.00	0.0%
594 22 60 21	Furnishings and Equipment	7,000.00	0.00	1,623.96	5,376.04	23.2%
594 22 60 22	Computer Hardware and Server	0.00	0.00	0.00	0.00	0.0%
594 22 60 24	Small Tools	0.00	0.00	0.00	0.00	0.0%
594 22 60 26	Facilities Construction, Machinery and Equipment	87,000.00	0.00	0.00	87,000.00	0.0%
594 22 60 27	Land Aquisition - Future Facilities	25,000.00	0.00	345.00	24,655.00	1.4%
594 28 60 33	Dispatch Services Infrastructure (Locution and Station Based Equipment)	0.00	0.00	0.00	0.00	0.0%
594 Capital Outlay		349,000.00	0.00	1,968.96	347,031.04	0.6%
Fund Expenditures:		349,000.00	0.00	1,968.96	347,031.04	0.6%
Fund Excess/(Deficit):		(349,000.00)	0.00	899.50		

Monthly and YTD Budget 2025

Snohomish County Fire District 5

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Fund	Revenue	June	Received		Expenditures	June	Spent	
001 Expense Fund	4,474,997.29	77,833.90	3,660,594.22	81.8%	4,457,832.00	371,891.26	3,387,250.57	76.0%
002 Reserve Fund	730,000.00	10,088.13	368,144.13	50.4%	450.00	50.00	1,475,585.00	*****%
200 Bond - Capital	597,385.00	5,266.65	316,777.94	53.0%	512,703.93	256,351.97	256,524.12	50.0%
300 Capital Project Fund	0.00	0.00	2,868.46	0.0%	349,000.00	0.00	1,968.96	0.6%
	<u>5,802,382.29</u>	<u>93,188.68</u>	<u>4,348,384.75</u>	<u>74.9%</u>	<u>5,319,985.93</u>	<u>628,293.23</u>	<u>5,121,328.65</u>	<u>96.3%</u>

Proposal for Health & Welfare Plan Development in Snohomish County

Scope of Project. The request from Chief Waller from Snohomish Fire District #4 is to evaluate the feasibility of creation of a consolidated health & welfare plan for several interested fire districts in Snohomish County. Potential participating districts include:

- Snohomish Fire District #4
- South County RFA
- Snohomish Regional Fire & Rescue
- Getchell Fire District #22
- Granite Falls Fire District #17
- North County RFA
- Sultan Fire District #5

The feasibility study needs to examine a very broad spectrum of goals & objectives for each of the interested entities not limited to the creation of common health plan(s) for these districts and RFAs. In addition, this will involve a plan to use a common 1582-like exam potentially with a single provider or single provider group, development of a fire fighter centric behavioral health program and an injury prevention program. This promises to be a very complex and complicated project. It will require a great deal of inter-agency coordination, collaboration with the various IAFF locals within these organizations, a thorough understanding of the provider community in Snohomish county as well the ability to present a well thought out plan to the insurance/risk assumption world whether that be an insurance company, third party administrator, stop loss carrier and assorted ancillary markets. Ultimately, any successful outcome to this project will likely feature all of these in the final product.

For purposes of this report, we will, in summary fashion, present an approach which will present possibilities around various specific structural pieces that a project of this nature must include:

- Funding sources
- Legal structure/Governance Model
- Plan Design(s)
- Project Scope and Costs

Funding Sources. At the core of any collaboration of this nature is the source of reliable funding and the mutual agreement of the funding parties as to what will be funded and how the risk will be shared amongst the participating entities. The majority source of funding comes from the agencies themselves. There may also, in some instances, be fire fighter contributions required as well. In total, the funding must adequately cover the risk and expenses of the final product.

At present, the seven interested parties have their own individual health plans and ancillary benefits which make up their H&W benefits programs. Each of these come with their own unique budget and funding mechanism. It will be critical in the program development of this project that all entities come to agreement on a common benefit expense. For illustrative purposes, this is best expressed on a Per Employee Per Month (PEPM) metric. In other words, there would be a common PEPM cost although different entities will have different aggregate expense based on enrollment numbers.

This can be challenging as there will be “winners” (those who see a reduction in PEPM expense) and “losers” (those who see an increase in PEPM expense) in the initial years of the Plan. Over the longer term, this new entity should deliver benefits and ancillary programs more efficiently for all the entities. That will not be the case initially. It is critical that all entities understand this from the beginning and are comfortable with this part of the process.

Part of this discussion also entails the likely variation in required employee contribution amongst entities. In general, the degree or absence of employee participation is the subject of good faith bargaining, at least with regard to the IAFF locals. Some employers pay 100% of the benefit cost while others require a degree of employee contribution. This certainly can continue under the new arrangement.

Legal Structure / Governance Model. Creation of this H&W plan as an independent entity that is both part of all the participating entities and, at the same time, a separate and independent entity is a critical part of the structure of the project. The independent nature of this entity is essential and legally required in order to fulfill fiduciary obligations imposed upon it by federal law under ERISA. In short, this does require that the entity always act in the best interest of and for the exclusive benefit of plan participants.

There are three common legal structures which can be considered which present varying levels of appeal to the interested parties. For purposes of this discussion, interested parties means the employer entities and the plan participants. The three forms are: an Interlocal Agreement (ILA), a Taft Hartley Trust and a Public Employee Trust.

- **Interlocal Agreement.** The Interlocal agreement is an arrangement which is the most common way public entities take on projects that will benefit all and can be accomplished on a more economical basis. Most of the involved entities very likely are already participating in some type of ILA with each other. Depending on how the governance structure is built, the decision making responsibility typically rests with the entities on a majority vote basis. This is generally true although we have come to understand that the RCWs provide a pretty broad field for structure in this area.
- **Taft-Hartley Trust.** The structure of the Taft-Hartley Trust dates back to the Labor-Management Relations Act of 1947 and allows for benefits to be jointly managed through a legal entity governed by both representatives from labor and management. The subject of “good faith bargaining,” this type of governance model has existed for nearly 80 years and is very common model for the organized trades industry. The Trust is set up as an independent entity for the sole purpose of funding and managing pension and/or H&W benefits. Federal law through ERISA imposes a very strict fiduciary responsibility on Trustees to act in the best interests of plan participants. The joint management nature of this arrangement is another structure that should be considered for this project.
- **Public Employees Trust.** Specifically enabled for employees of public employers, the defining feature of this arrangement is the governance structure is comprised of Union Trustees. The funding is a bargaining item between management & labor, but the employers do not typically have a vote into the structure of the benefits. That said, they do have a voice in how they bargain funding and have the right to review all publicly filed documents related to the Trust. This includes: the Trust Agreement, the Annual Audit (which is required by the DOL), the Trust Tax Return (Form 990) as well as the Form 5500 filing. This structure is most often seen with public safety unions such as fire and police.

Any of these structures can be successfully installed for what you are trying to accomplish. Establishing the legal entity is an important piece of this project so will be a point of emphasis for us in our initial stages of the project. We have worked with clients under all three of these governance models so are comfortable in speaking with you in detail about how each function. The decision of which best suits you will be made by you.

Plan Design(s). The plan design piece will encompass a broad number of decision points. The more obvious ones are what benefits should be offered, what the plan designs should be featured and who should be eligible for each of the Plans. There is an enormous amount of detail in this piece of the project. Specific decision points include:

- Common plan designs across all participating employers or a more open architecture?
- Definition of eligible participants: fire fighters, administrative personnel, commissioners, retirees. Each of these decision points further defines risk which will be critical to establish before seeking risk takers e.g., the insurance carriers.
- Establishing rules of engagement of how entities both enter and exit the arrangement,
- Funding strategy is also a very important as it further defines risk for the insurance market. A good spread of risk leads to a more predictable plan performance over time. Whether fully insured or self-funded, predictable plan performance is a very desirable state...both for those funding the plan and for whom the plan is to benefit.
- Insurer choice will be driven by a number of factors in addition to price. The project primarily, must generate interest amongst the insurers. Other factors which are keenly important are: provider network available in your geography, the provider discounts the carrier has negotiated, administrative capacity, specialty care provider network (e, g. selecting a 1582 provider),
- Third Party Administrator (TPA). Will you need to retain the services of an outside administrator to manage eligibility, billing, compliance, customer service etc.?

The more common the plan design, eligibility requirements and funding strategy, the more attractive your risk will be to any potential outside partner.

Project Scope and Costs. We will provide you with a road map of the key decision points at which you will need to arrive before determining if the project should move forward. Specific tasks, as we currently understand the project include:

- Meet with the specific employers and IAFF Local leadership team to establish their specific goals & objectives for this project,
- Work to establish common ground amongst the employers and IAFF locals for a viable project,
- Evaluate what we learn from these meetings to determine if there exists sufficient common ground to move forward,
- Make a cursory recommendation as to best governing structure in which to establish to support a successful launch of the project to the insurance marketplace.

We believe this will involve 6-8 separate meetings with the interested parties which will likely be a combination of live and virtual meetings over a period of time not to exceed 6 months. At the conclusion of that time, you will be in a position to judge whether you ought to move forward with the next phase of the project. Regardless, of the time frame, we propose a project cost of \$10,000.

Marcus Morrell , DiMartino Associates

John Wallen, DiMartino Associates

COST SHARING
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between the undersigned municipal corporations collectively referred to as Agencies.

RECITALS

1. The Agencies collectively have an interest in developing a regional health and welfare plan.
2. Snohomish County Fire Protection No. 4 has obtained a proposal to evaluate the feasibility of a regional health and welfare plan from DiMartino Associates attached hereto as **Exhibit A**.
3. Snohomish County Fire Protection District No. 4 is the Lead Agency and will coordinate communications between the Agencies and DiMartino Associates.
4. The Parties wish to share in the costs associated with the proposal in **Exhibit A**.

AGREEMENT

To carry out the purposes of this Agreement and in consideration of the benefits to be received by each party, it is agreed as follows:

1. Payment Obligations.

- 1.1. The Agencies agree to share equally in the cost the feasibility study identified in **Exhibit A**. The cost of the annual license is projected at \$10,000 "Projected Cost" and each Agency's share will be determined based on the number of Agencies executing this MOU.
 - 1.2. The Parties authorize the Fire Chief of the Lead Agency to approve the proposal and to approve any additional costs up to 10% of the Projected Cost.
 - 1.3. The Lead Agency shall pay the invoices from the consultant and shall invoice each Agency its proportionate share within 30 days. Each Agency shall pay the Lead Agency within 30 days of receipt of an invoice.
2. **Term.** This Agreement shall be effective on the date more than two Agencies have executed this Agreement and shall remain in force until the feasibility study identified in **Exhibit A** has been delivered to each Agency and all costs have been paid. An Agency may withdraw from this Agreement on 30 days advance written notice. A withdrawing party shall remain responsible for its share of the costs identified in Sections 1.1 and 1.2 even if the costs have not been incurred or invoiced at the time of withdrawal but shall not be responsible for any costs beyond those that occur after the date of notification of withdrawal.
3. **Entire Agreement.** The entire agreement between the parties hereto is contained in this MOU and this MOU supersedes all of their previous understandings and agreements, written and oral, with respect to this transaction. This MOU may be amended only by written instrument executed by the parties subsequent to the date hereof.

Snohomish Regional Fire and Rescue

By:_____

DATE:_____

South County Regional Fire Authority

By:_____

DATE:_____

North County Reginal Fire Authority

By:_____

DATE:_____

4. **Multiple Counterparts.** This Agreement may be executed in any number of counterparts, each of which shall constitute an original, and all of which will together constitute this one Agreement.

Snohomish County Fire Protection District No. 4

By: 

DATE: 7/13/24

Snohomish County Fire Protection District No. 5

By: _____

DATE: _____

Snohomish County Fire Protection District No. 17

By: _____

DATE: _____

Snohomish County Fire Protection District No. 22

By: _____

DATE: _____

Public Records Request Log					
Date	Type of Request	Requestor	Hours on request	Days on request	Attorney Cost
12/2/2024 response 03/11/2025	MIR	Weier Law	0.50		
3/12/25	MIR	Snohomish County Medical Examiner	0.25		
3/17/25	Fire Report	Lexis Nexis	0.50		
3/18/25	Fire Report	Home owner	0.50		
3/26/25	Accident Prevention Plan	North County Fire EMS	0.25		
4/29/25	Environmental, hazmat concerns at a Sultan address	Kane Environmental	0.25		
5/2/25	Fire Report	Resident	0.25		
5/8/25	Fire Report	Resident	0.25		
5/12/25	MIR	Resident	0.50		
5/28/25	Medical, dental, vision, life plan information and rates per covered employee. BVFF, HRA Veba, and CBA information	Cline and Associates	4.00		
6/2/25	Medical Records	WA State Dept. of Child, Youth and Families	0.50		
6/18/25	Fire Report	Resident	0.50		
6/26/25	MIR	Cook Law Office, PLLC	0.75		
7/2/25	MIR	Kornfeld Law	0.50		
7/7/25	Fire Report	Robert Martin, Insurance Claims Adjuster	0.75		
7/10/25	MIR	LifeCenter Northwest	0.50		
7/22/25	MIR	Resident	0.50		
	*= In progress	Total	7.75	0.00	0.00