



Board of Commissioners Meeting Minutes

October 27, 2025

Chairman Steve Fox called the meeting of the Board of Commissioners to order at 7:00 p.m. at 32905 Cascade View Dr. Station 51 and via Zoom video conferencing. Commissioner Fox, Commissioner Chase, and Commissioner Copple were present. Chief Johnson, Deputy Chief Emmy Duros, District Secretary Cathy Barth, and Kendra Chynoweth were present. Members of staff were in attendance.

Additions to Agenda – Commissioner Fox added to New Business a brief discussion regarding the Washington Fire Commissioner Association (WFCA), Conference.

Public Comments – None.

Consent Agenda –

Agency Benefits for October 2025 – \$54,956.52.

A motion to approve the **October 2025 Agency Benefits \$54,956.52** was made by Commissioner Fox, seconded by Commissioner Chase, and passed unanimously.

Chief's Report – See Attached

No questions were raised by the Commissioners.

Old Business –

Strategic Plan Discussion – Chief Johnson presented the new Strategic Plan focusing on the five core areas that are to be highlighted. Emphasis on the Key Performance Indicators (KPI), to accept feedback and act when there is something to be improved. Commissioner Copple was provided with some charts and graphs detailing budget and staffing.

Commissioner Fox would like time to review the additions and changes; he reminded Chief Johnson that we need to have an appendix and that any graphs should have texture and footnotes detailing what is being shown.

Commissioner Chase would also like to review the plan and is looking forward to seeing our baseline KPI's. She is looking for more information on District 5's goals currently in place, and the plan to achieve them.

Commissioner Copple - agreed that more time is needed to review the document.

Open Issues/Actions – No new actions.

New Business –

Washington Fire Commissioners Association Conference – Commissioner Fox expressed his appreciation to staff for assisting him with set up at the WFCA conference. Commissioner Fox felt the conference was well attended and everyone seemed to be happy with the event. He thanked Commissioner Copple for his help with the memorial bell ringing.



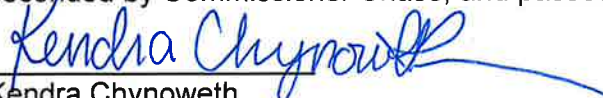
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Commissioner Comments –

Commissioner Fox thanked crews and staff of the fire station for all the hard work they do. Thank you again to Chief Johnson, his wife, and Kendra and her husband. They were extremely helpful with hosting in the hospitality suite.

Adjourn - Being no further business, a motion to adjourn was made by Commissioner Fox, seconded by Commissioner Chase, and passed unanimously. The meeting adjourned at 7:20 p.m.


Kendra Chynoweth
District Secretary, Pro tem

Chiefs Report to the Board of Commissioners

October 27th, 2025

SCEMSA Update

- The monthly SCEMSA Board meeting occurred two weeks ago, and the implementation of the agency and the additional personnel. This will result in a 3% increase in the Districts contribution to SCEMSA, as allowed for in the ILA.
- Principles of both agencies have met multiple times to align priorities and create a focused approach to EMS leadership and oversight within the county.
- Currently, I am working with two other Board Members to develop the policies of SCEMSA.

Health and Welfare Trust

- At the last meeting of the Health and Welfare Trust Committee, we discussed options of plan design and provided the consultants with details of our current healthcare costs and benefits, and other agencies who have their own trusts were able to provide detailed information about the benefit use they see within their members.
- Two more meetings are scheduled, one each for November and December. I believe that we will have a good footing to make important decisions before we can solicit for a plan administrator.

Miscellaneous

- The Sultan HOSA Club hosted another Blood Drive at Station 51 on Friday the 24th. I have not heard how many pints they collected, but historically we are a good donation site.
- Trunk or Treat is this Friday from 5PM to 7PM on Main St. The District will participate and candy has been procured.
- Medic 51 is back from the shop after having an upper oil pan gasket replaced and BR51 had to get a tire replaced due to a cut in the sidewall.

Respectfully submitted,

Seth Johnson

Chief, Snohomish County Fire District 5