



# Snohomish County Fire District #5

32905 Cascade View Drive, Sultan, Washington 98294

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## **Memorandum of Agreement**

between

Snohomish County Fire District #5 and Emmy Duros, Deputy Fire Chief

**Emmy Duros, (“Deputy Fire Chief”) and Snohomish County Fire District #5 (the “District”)** (collectively, “Parties”) hereby enter into this Memorandum of Agreement on December 22<sup>nd</sup>, 2025.

**Whereas**, the Parties have an active and ongoing employment agreement (“Agreement”), which was signed on September 23<sup>rd</sup>, 2024, and remains in full force and effect until December 31<sup>st</sup>, 2027, and

**Whereas**, the Parties have identified areas in the Agreement which need to be modified, and

**Whereas**, Section 8 of the Agreement allows for performance evaluations and salary adjustments, and

**Whereas**, Section 10(f) requires all modifications of the Agreement to be in writing and signed by both parties.

**Now, Therefore**, the parties agree to amend the Agreement as follows:

1. **Section 4(a) Compensation:** Annual salary shall be amended to an amount equal to \$174,300 per year.
2. **Appendix A(3) Employer Pension Contribution:** The Districts monthly contribution to the Washington State 457 Deferred Compensation Plan shall be amended to \$1,000 Monthly.
3. **Appendix A(4) Vacation Leave:** The monthly vacation leave accrual shall be amended to 16 hours per month, and accrual shall be amended to not to exceed 384 hours at the end of the calendar year.

**Employee:**

A black ink signature of Emmy Duros, written in a cursive style, positioned above a horizontal line.

Emmy Duros, Deputy Fire Chief

**District:**

A blue ink signature of Seth Johnson, written in a cursive style, positioned above a horizontal line.

Seth Johnson, Fire Chief

**Approve to as form:**

A black ink signature of Steve Fox, written in a cursive style, positioned above a horizontal line.

Steve Fox, Board Chairperson