



Snohomish County Fire District #5

32905 Cascade View Drive, Sultan, Washington 98294

Phone: (360) 793-1179 Fax (360) 799-0563

Memorandum of Agreement

between

Snohomish County Fire District #5 and Jarrod Spence, Deputy Fire Chief

Jarrod Spence, (“Deputy Fire Chief”) and Snohomish County Fire District #5 (the “District”) (collectively, “Parties”) hereby enter into this Memorandum of Agreement on December 22nd, 2025.

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

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

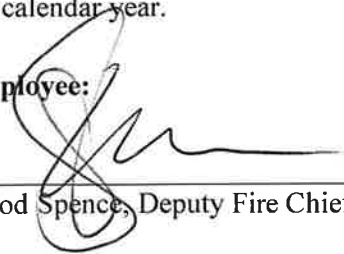
Whereas, Section 8 of the Agreement allows for performance evaluations and salary adjustments, and

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 \$170,725 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:


Jarrod Spence, Deputy Fire Chief

District:


Seth Johnson, Fire Chief

Approve to as form:


Steve Fox, Board Chairperson