



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 Seth Johnson, Fire Chief

Seth Johnson ("Fire Chief") and **Snohomish County Fire District #5** (the "District") (collectively, "Parties") hereby enter into this Memorandum of Agreement on February 9th, 2026.

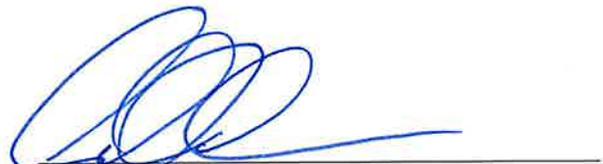
Whereas, the Parties have an active and ongoing employment agreement ("Agreement"), which was signed on April 1st, 2024, and remains in full force and effect until December 31st, 2026, and

Whereas, the District has performed the annual job performance evaluation consistent with Article 8 of the Agreement, and

Whereas, the District Board of Commissioners is authorized to issue increases to the annual compensation of the Fire Chief pursuant to the outcome of the annual job performance evaluation as outlined in Article 8(c) of the Agreement.

Now, Therefore, the Parties agree to amend the annual compensation of the Fire Chief to reflect a cost-of-living increase of 2.8%, effective February 1st, 2026.


Steve Fox, Fire Commissioner


Seth Johnson, Fire Chief


Deborah Chase, Fire Commissioner


Brian Copple, Fire Commissioner