

Snohomish County Fire District 4
INFORMATIONAL RETREAT MINUTES
SPECIAL MEETING
BOARD OF FIRE COMMISSIONERS

DATE:	Monday, February 23 rd 2026 at 0800hrs
LOCATION:	Arlington Municipal Airport 18204 59th Ave Arlington, WA

BOARD MEMBERS PRESENT:	BRIAN MILLS , Chair CRAIG ERICKSON , Vice Chair RICHARD FLATH , Fire Commissioner
STAFF MEMBERS PRESENT:	Don Waller, District Secretary/Fire Chief Jason Hodkinson, Assistant Chief Greg Osborne, Assistant Chief Thad Frater, Assistant Chief

I. ROLL CALL

The session was called to order at 0804 hrs.

II. ADOPT/ADJUST AGENDA

Discussion: The Board adjusted the agenda to move Section VI(B) Executive Session to after Section VI(A)(i).

III. OPEN PUBLIC COMMENT

There were no comments from the public.

IV. REVIEW

A. Strategic planning documents

- i. Strategic Plan-** There was discussion regarding the 2021-2025 Strategic Plan. The District has budgeted and planned for a Strategic Plan to occur in late 2026. After the summer, the scope, scoring and RFP will start to be drafted. Discussion on how the plan was developed, including inputs from the employees and community. Along with how it was used, what outcomes happened, and how the ongoing planning needs to be seamless.

B. Executive Session

With Negotiations likely to begin soon for the 2027 CBA, the Board will be going into Executive Session pursuant to RCW 42.30.140(4)(b) relating to collective bargaining issues and negotiations for 60 minutes. The Board entered into Executive Session at 1030hrs and reconvened at 1130hrs.

The Board took a recess for 60 minutes from 11:30hrs to 12:30hrs. Chair Mill reconvened the public meeting at 1230hrs.

The Board entered into a second Executive Session pursuant to RCW 42.30.140(4)(b) relating to collective bargaining issues and negotiations for minutes. Chair Mills

entered into an Executive Session and reconvened the public meeting at 1330hrs.

A. (Continued)

- ii. **Operational Strategic Plan** – Staff reviewed the Operational Strategic Plan, and the Board will review and provide feedback over the next couple of months.
- iii. **Capital Budget**- Staff reviewed the Capital Plan, and the Board will review and provide feedback over the next couple of months.
- iv. **Strategic Budget** - Staff reviewed the Strategic Budget, and the Board will review and provide feedback over the next couple of months.

C. **2025 WSRB Rating Results and Review**

There was discussion regarding the District’s 2025 WSRB Rating.

A. (Continued)

- i. Section IV(A)(i) was reviewed again as Section IV(A)(ii-iv) provided more context to allow for discussion on how the documents tie together in planning, process and staff engagement.

X. ADJOURN

At 1630 hours, the Special Board Meeting was adjourned.

**MINUTES OF SPECIAL FIRE COMMISSIONERS BOARD MEETING,
February 23rd, 2026**

Minutes prepared and submitted by:


Shauna Harth, Executive Specialist


Don Waller, District Secretary

MINUTES APPROVED BY FIRE COMMISSIONER:


Brian Mills, Board Chair

4/13/26
Date