

Snohomish County Fire District 4

MEETING MINUTES

**REGULAR MEETING
BOARD OF FIRE COMMISSIONERS**

DATE:	Monday, January 12, 2026
LOCATION:	Headquarters Fire Station #43 – Harvey Room – Snohomish, WA

BOARD MEMBERS PRESENT:	BRIAN MILLS , Chair CRAIG ERICKSON , Fire Commissioner RICHARD FLATH , Fire Commissioner
STAFF MEMBERS PRESENT:	Don Waller, District Secretary/Fire Chief Jason Hodkinson, Assistant Chief Thad Frater, Assistant Chief Shauna Harth, Executive Specialist

I. ROLL CALL

Chair Mills called the meeting to order at 1700.

II. FLAG SALUTE

III. ADOPT/ADJUST AGENDA

Discussion: Commissioner Flath added two items to the agenda. The first being to elect a Chair and Vice Chair of the Board. This was added as an Action Item. Secondly, the Board received a letter from IAFF 2694 President Jorve, which he would like the Board to discuss. This was added as a Discussion Item.

IV. MINUTES OF PREVIOUS MEETING

Discussion: There was one clarifying question regarding the December 8th, 2025, Regular Board Meeting minutes. They were approved as presented.

V. OPEN PUBLIC COMMENT

No comments from the public.

VI. OATH OF OFFICE

Firefighter Tyler McLeod and Firefighter Eric Soucy took their Oath of Service and a short badge ceremony occurred. Commissioner Richard Flath took his Oath of Office.

There was a short recess from 1710 to 1715.

VII. INFORMATIONAL ITEMS

A. Accounts Payable (AP): The following AP Batches were presented:

12/09/2025 for \$	100,454.22
12/16/2025 for \$	1,0747.00
12/17/2025 for \$	11,839.03

There were some questions regarding vehicle maintenance, janitorial supplies and GEMT prep costs.

B. Payroll – December 2026 Payroll of \$1,260,3940.00 was presented.

C. Accounts Receivable (AR)- A summary of invoices and payments from the City of Snohomish for the Civic Campus and Facility Improvements project over the previous three months was presented. Commissioner Flath asked a question regarding the City of Snohomish's portion of utility costs.

All items were approved as submitted. (Section VII A-C)

VIII. DISCUSSION ITEMS

A. Snohomish School District (SSD) Vehicle Maintenance ILA

Discussion: There was discussion regarding the costs and personnel hours associated with this draft ILA. The District would primarily utilize SSD for vehicle maintenance in the future, with some repairs being handled by Tulalip Bay Fire. There is an ongoing discussion with South County Fire, Snohomish School District, and the District to develop a long-term solution for warehousing, vehicle maintenance, and building maintenance. Commissioner Flath suggested detailing Section 3f of the ILA to include specifications for football games, clarifying that these shall be home varsity games.

B. Surplus

Discussion: There was discussion regarding the items to be surplus, and Chief Waller advised that there may be another surplus resolution in the future. Silver Dollar Club (SDC) President Jon Stewart stated that the SDC released all interest in the Station 43 kitchen gas stove that has been marked for surplus. Commissioner Flath asked for clarification regarding the ownership of the Annex building and the shed located behind Station 43.

Action: Chair Mills moved to pass Resolution 582 and Resolution 584. Commissioner Erickson seconded the motion. The motion passed.

C. RLB Fence Repair

Discussion: A brief discussion took place regarding the fence repair.

Action: Commissioner Erickson moved to transfer \$4,100.00 from General Reserves to Line 76-3124 and approve PA 2025.53 for \$4,100.00. Chair Mills seconded the motion. The motion passed. AC Frater clarified that the transfer should be to Line 76-3113. The Board accepted this amendment.

D. Testing Company

Discussion: There was a discussion regarding the need for third-party material testing for the Station 43 project.

Action: Commissioner Erickson moved to approve PA 2026.01 from 75-378 for \$16,000 for Terracon testing. Chair Mills seconded the motion. Commissioner Flath asked if the bid was still valid in 2026. Chief Waller advised that it is still valid. The motion passed.

E. Furnishings

Discussion: The budget originally accounted ~\$500,000 for station furnishings and ~\$1.3 million for change orders in the Station 41 project. Currently the total budget is closer to ~\$800,000.

Action: Chair Mills motioned to approve the budget of \$837,600 for owner-provided furnishings and change orders. Commissioner Erickson seconded the motion. The motion passed.

F. WorkPointe

Discussion: A brief discussion took place regarding the Station 41 furniture needs.

Action: Erickson moved to approve the PA 2026.03 for \$210,000. Commissioner Flath seconded the motion. Chair Mills clarified that this is out of F75-378. The motion passed.

G. Milne

Discussion: Chief Waller explained that this agreement provides backup internet to the District as well as a direct connection to SNO911, which is operationally necessary. The City of Snohomish is sharing the cost, and this is the District's portion.

Action: Chair Mills motioned to approve PA 2026.02 for \$13,000 from F75-378. Commissioner Erickson seconded the motion. The motion passed.

H. IAFF Letter

Discussion: Commissioner Flath read a letter from IAFF 2694 President Jorve dated 12/16/2025 that was sent to the Board. The letter expressed concern about the direction of their relationship with management and the perceived lack of collaboration. These stem from issues surrounding staffing plans and debit-shift opportunities. Due to the current conditions, they are unwilling to collaborate and want to meet with Board members individually.

Commissioner Flath expressed that the Board should strive to listen to the group to work harmoniously with them, as he does not want tensions to spread into the workplace. He plans to meet with the Local. Chair Mills advised that he met with Local 2694 leadership, Chris Jorve and Gabe Harrington. Commissioner Erickson plans to meet with them in the future. There was a discussion regarding the matter. Chair Mills noted that there are multiple viewpoints to take into consideration, and the Board should not be involved in collective bargaining as that is the Chief's purview.

Chief Waller provided the factual details of the circumstances that preceded the letter. He discussed the District's staffing plan, tracking of debit-shift opportunities and the abrupt grievance from the Local.

A member of the Local in the audience commented that the members present at the meeting were unaware of the letter sent from the IAFF President. Chair Mills relayed that Jorve and Harrington said that morale was at an all-time low and that people are looking for other places to work. He does not necessarily see that, and is seeking input on how to gauge the validity of that statement.

IX. ACTION ITEMS

A. Large Warrants

- a. LG 25.23- Lawhead Architect (\$55,034.51)
- b. LG 26.01- Skyline (\$89,864.27)
- c. LG 26.02- VFIS (\$128,556.00)
- d. LG 26.03-Lawhead Architect (\$54,247.28)
- e. LG 26.04- GenCap Corp (\$447,190.64)

f. **LG 26.05-** GenCap Corp (\$1,060,109.23)
Chair Mills moved to approve the large warrants (LG 25.23 and 26.01, 26.02, 26.03, 26.04, 26.05). Commissioner Erickson seconded the motion. Commissioner Flath inquired about the accounts from which they are paid. The motion passed.

B. Elections

- a. **Discussion:** Commissioner Flath indicated that he believes Chair Mills should continue serving as the Chair. Commissioner Erickson agreed. Commissioner Flath told Commissioner Erickson that he is suitable for the position. Chair Mills nominated Commissioner Erickson for Vice Chair.
- b. **Action:** The Board unanimously agreed to elect Chair Brian Mills and Vice Chair Craig Erickson.

X. COMMENTS

A. Executive Staff (summarized in the written report in the packet)

AC Hodkinson

The District prepared for the historic flood event with increased staffing and repositioning rescue technicians and apparatus. There were many water rescues during the event. Additionally, a District medic unit was sent to Skagit County as part of state mobilization to support water rescue efforts. The District will receive reimbursement for the mobilization. Through the Department of Emergency Management there may be reimbursement for the overtime that the District incurred during the declaration of emergency.

Regarding debit hour opportunities, he noted that in 2023, no employees had debit issues. They then collaborated in 2024 to reduce issues, and in 2025, all employees worked their debit hours. Staff will provide Chair Mills with a five-year span of overtime costs.

AC Frater

GEMT revenue was received and slightly exceeded the budgeted amount. The SAO audit exit interview has not been scheduled. Chair Mills is willing to attend the interview.

Chief Waller

Currently, he is managing three capital projects. The three projects are: completion of Station 41, starting Station 43, and GMMC for Station 42. There was a discussion regarding the District's WSRB rating in which the District is closing the gap to receive the next rating. He is positive that the addition of a ladder truck, the fire marshal program and hydrant inspections will put the rating lower at the next evaluation. Chair Mills wonders if the District can get reevaluated sooner than the allotted 5 years. The District should take into account that the ladder should be in effect for several years for an evaluation.

B. COMMISSIONER COMMENTS

Commissioner Flath will not be attending the Sno Isle Commissioner Meeting.

Commissioner Flath discussed the traffic reduction measures on Pine Avenue in response to concerns raised on social media. The City of Snohomish requires the traffic reduction bulbs to reduce speeds. The District's general contractor planned a short project and has

since been delayed due to needing a response from the City on how to handle a storm drain diversion.

Commissioner Flath discussed the future ribbon-cutting ceremony invitees, station renumbering, and commissioner-specific training.

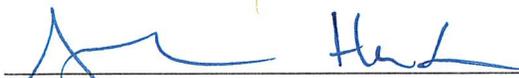
Commissioner Erickson discussed a positive station challenge aimed at reducing response times.

XI. ADJOURN

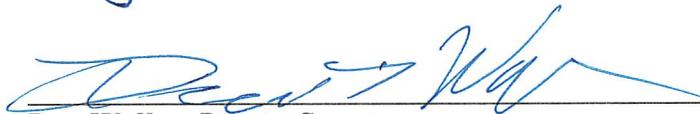
At 18:49 hours, the Regular Board Meeting was adjourned.

**MINUTES OF REGULAR FIRE COMMISSIONERS BOARD MEETING,
January 12th, 2026**

Minutes prepared and submitted by:



Shauna Harth, Executive Specialist



Don Waller, District Secretary

MINUTES APPROVED BY FIRE COMMISSIONER:



Brian Mills, Board Chair

2-9-26

Date