East County Fire and Rescue

600 NE 267th Avenue Camas, WA 98607

(360) 834-4908 (phone) (360) 835-8920 (fax) www.ecfr.us

Regular Board of Fire Commissioners Meeting
November 17, 2026

Station 91
6:30 PM
Agenda

This meeting will be held in hybrid format, in-person and using Zoom video conferencing. The link and telephone dial-in number are provided below:

Video Conferencing Link: https://us02web.zoom.us/j/85191035410

Dial-In Telephone Number: (253) 215-8782

Meeting ID: 851 9103 5410 and Passcode: 482761

This meeting is being recorded, please silence or turn off your personal cell phones, pagers, etc.

Call to Order

Flag Salute

Agenda Adjustments

Consent Agenda

- Approval of November 03, 2026 Regular Board Meeting Minutes.
- Approval of November 03, 2026 Local BVFF&RO Meeting Minutes.
- Approval of November 05, 2026 Commissioner Staff Workshop Minutes.
- Approval of Financial Transactions.
- Excuse absent Commissioner(s).

Public Input

Correspondence

Staff Reports

1. Chief Black's report.
2. Assistant Chief Jacobs.
3. Safety Committee.

Fire District Business

- Resolution 395-11172026 Adoption of Capital Projects Plan
- Resolution 396-11172026 Levy Ordinance Resolution – General Fund 2027
- Resolution 397-11172026 Adoption of 2027 District Operating Budget
- 2027 Levy Certification Form
- Fire Chief contract renewal – 2027-2028.

Committee Meetings:

- Communication with Neighboring Elected Officials.
    - City of Camas – next meeting TBA.
    - City of Washougal – next meeting TBA.
- Risk Group – next meeting January 06, 2027 at 8:00 AM at Station 61 or via Zoom.
- East County Ambulance Advisory Board (ECAAB) – Next meeting February 10, 2027 at 4:00pm at Station 42.
- Safety Meeting – next meeting December 07, 2026 at 7:30 PM at Station 91.

Commissioner Comments

Public Comment

Local Board for Volunteer Firefighters and Reserve Officers

Upcoming Meetings

- Review of the district's monthly event calendar.
- Next Regular Board Meeting is December 01, 2026 Station 91 at 6:30 PM – hybrid format.
- Next Commissioner Staff Workshop Meeting is December 03, 2026 at 3:00 PM – hybrid format.

Adjournment

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Board of Fire Commissioners Consent Agenda
November 17, 2026

1. Approval of minutes:
    - November 03, 2026 Regular Board Meeting Minutes.
    - November 03, 2026 BVFF Meeting Minutes.
    - November 05, 2026 Commissioner Staff Workshop Minutes.
2. Invoices in the amount of $41,380.00, check numbers 16376 through 16388, dated November 05, 2026.
3. Approved Commissioner stipends for the period of November 01, 2026 through November 15, 2026 with a November 25, 2026 pay date.

Name	Regular Meeting	Committee Meeting	Special Meeting	Education	Other	Total
Addis	1	0	1	0	0	2
Hofmaster	1	0	1	0	0	2
Holt	1	1	1	0	0	3
Martin	1	1	1	0	0	3
Seeds	1	1	1	0	0	3

4. Voided/Destroyed Claims/Payroll Warrants.
5. Excuse absent Commissioner(s).
6. Payroll/Benefits/EFT's in the amount of $95,091.83(Payroll).

Joshua Seeds, Chairperson

Brendan Addis, Vice Chair

Steve Hofmaster, Commissioner

Eric Holt, Commissioner

Martha Martin, Commissioner

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Regular Board of Fire Commissioners Meeting
November 03, 2026

Station 91
6:30 PM
Draft Minutes

Attendance

Joshua Seeds	Brendan Addis	Martha Martin
Steve Hofmaster	Eric Holt	Chief Steve Black
Asst. Chief Robert Jacobs	Teresa Guard	Chris Miller

Call to Order

Chairperson Joshua Seeds called the meeting to order at 6:30 PM. This meeting was conducted in hybrid format to allow for in-person or video conference participation.

Flag Salute

Chief Black led the flag salute.

Agenda Adjustments

Consent Agenda

- Approval of October 20, 2026 Regular Board Meeting Minutes.
- Approval of October 20, 2026 Local BVFF&RO Meeting Minutes.
- Approval of October 29, 2026 Commissioner Staff Workshop Minutes.
- Approval of Financial Transactions.
- Excuse absent Commissioner(s).

Motion by Commissioner Addis to approve the consent agenda, **seconded by Commissioner Hofmaster. Motion passed unanimously.**

Public Input

No comments.

Correspondence

None.

Staff Reports

1. Chief Black presented the Chief's operational report; a copy is in the meeting packet.

   There were a several questions from the Board regarding the Battalion Chief response/coverage from CWFD, the repairs recommended for the training burn box, as well as the sustainability of and plans for potential modifications to Station 94.

2. Assistant Chief Jacobs presented his report; a copy is in the meeting packet.

3. Assistant Chief Jacobs reported that since the last board meeting there have been no new accident or injury reports submitted. A copy of the minutes from the last Safety Committee Meeting are included in the meeting packet.

Fire District Business

- Purchase Request for procurement and installation of Panasonic Toughbooks in the amount of $16,705.37 (not to exceed $17,500.00), per quotes from Datec, Inc. and Day Wireless.
  Motion by Commissioner Martin to approve Purchase Request for procurement and installation of Panasonic Toughbooks in the amount of $16,705.37 (not to exceed $17,500.00), **seconded by Commissioner Holt. Motion passed unanimously.**

- Resolution 394-11032026 – Surplus Equipment: Hoses and Nozzles (see Attachment A)
  Motion by Commissioner Hofmaster to adopt Resolution 394-11032026, **seconded by Commissioner Martin. Motion passed unanimously.**

- Adoption of SOP 3.1.5 Serious Injury and Line of Duty Death Policy.
  Motion by Commissioner Addis to adopt SOP 3.1.5 – Serious Injury and Line of Duty Death Policy, **seconded by Commissioner Holt. Motion passed unanimously.**

- Adoption of SOP 3.4.3 PPE Unusual Event Policy.
  Motion by Commissioner Hofmaster to adopt SOP 3.4.3 – PPE Unusual Event Policy, **seconded by Commissioner Addis. Motion passed unanimously.**

- Adoption of SOP 3.1.4 Exposure and Contamination Control Policy.
  Motion by Commissioner Addis to adopt SOP 3.1.4 – Exposure and Contamination Control Policy, **seconded by Commissioner Holt. Motion passed unanimously.**

- Healthcare Enrollment Form (annual) – signed by Commissioner Seeds.

Committee Meetings

1. Communication with neighboring elected officials.
   - City of Camas – November 17, 2026 at 3:30 PM at Station 91.
   - City of Washougal – next meeting TBA.
2. Next Risk Group Meeting – next meeting January 06, 2027 at 8:00 AM at Station 61 or via Zoom.
3. Next East County Ambulance Advisory Board (ECAAB) – next meeting November 11, 2026 at 4:00 PM at Station 42 or via Teams.

4. Safety Meeting – next meeting December 07, 2026 at 7:30 PM at Station 91.

Commissioners Comments

Commissioner Martin – no comments.

Commissioner Hofmaster – no comments.

Commissioner Holt – no comments.

Commissioner Addis – no comments.

Commissioner Seeds – no comments.

Public Input

No comments.

Local Board for Volunteer Firefighters and Reserve Officers

Upcoming Meetings

- Review of the district's monthly event calendar.
- Next Regular Board meeting will be November 17, 2026 Station 91 at 6:30 PM, hybrid format.
- Next Commissioner Staff Workshop Meeting November 05, 2026 Station 91 at 3:00 PM, hybrid format.

Both the Commissioner Staff Workshop and regular board meeting will be in hybrid format allowing for in-person or video conference participation. The link for video conference participation is provided on the district's website. (www.ecfr.us).

Executive Session

RCW 42.30.110 (1) (g): To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.

The Board went into Executive Session at 7:40 PM for 30 minutes, to return at 8:10 PM.
The Board reconvened at 8:10 PM.

Commissioner Seeds shared that the Board and Chief Black had a discussion regarding the Chief's contract for 2027-2028. He noted that no decisions will be made tonight, but the Chief will make final adjustments to his contract for adoption at the next Regular Board Meeting on November 17, 2026.

Adjournment

Motion by Commissioner Martin to adjourn at 8:12 PM, **seconded by Commissioners Addis and Hofmaster. Motion passed unanimously.**

Joshua Seeds, Chairperson

Brendan Addis, Vice Chair

Steve Hofmaster, Commissioner

Eric Holt, Commissioner

Martha Martin, Commissioner

Attest

Teresa Guard, District Secretary
Steve Black, Chief (Alternate)

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Local Board for Volunteer Fire Fighters & Reserve Officers Meeting
November 03, 2026

Station 91
Draft Minutes

Attendance

Joshua Seeds	Brendan Addis	Martha Martin
Steve Hofmaster	Eric Holt	Chief Steve Black
Asst. Chief Robert Jacobs	Teresa Guard	Chris Miller

Call to Order

Chairperson Joshua Seeds called the meeting to order 7:38 PM. This meeting was conducted in hybrid format to allow for in-person or video conference participation.

Business

No business.

Adjournment

The local board adjourned at 7:38 PM.

Joshua Seeds, Commissioner Chairperson
Brendan Addis, (Alternate)

Martha Martin, Commissioner
Steve Hofmaster (Alternate)

Steven Black, Chief
Robert Jacobs, Assistant Chief (Alternate)

Attest

Teresa Guard, District Secretary
Steven Black, Chief (Alternate)

East County Fire and Rescue

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Commissioner Staff Workshop Meeting
November 05, 2026

Station 91
3:00 PM
Draft Minutes

Attendance

Martha Martin	Brendan Addis	Joshua Seeds
Steve Hofmaster	Eric Holt	Chief Steve Black
Deputy Chief Sammy Brown	Pam Jensen	Teresa Guard

Call to Order

Chairperson Joshua Seeds called the meeting to order at 3:01 PM. This meeting was in hybrid version in-person/video conference format.

Fire District Business

2026 Washington Fire Commissioners Association Conference report out and discussion.

Commissioner Martin and District Secretary Teresa Guard gave an overview of salient information and lessons gleaned from the 2026 WFCA Conference, including hot button legal topics and updates, tax increment financing, AI in the fire service, and district succession planning. Some discussion was had regarding AI use and the development of a district AI policy, potential strengthening of district public records request policies, and general information regarding and updates to tax increment financing regulations. Commissioners and administrative staff also discussed takeaways and questions from the Snure Law Update session.

Looking Ahead – 2027 and Beyond

- A few final questions were asked regarding the 2027 Proposed Budget and Capital Projects Plan prior to adoption at upcoming Board Meeting.
- A quick discussion took place regarding the City of Camas airport annexation and potential impacts to the district and/or changes in response.
- There was a brief conversation about the Station 94 sustainability evaluation project and other properties held by the district, as well as the scheduling of a planning meeting early in the new year to dive more deeply into options and strategies.

Adjournment

Meeting adjourned at 4:30 PM.

Joshua Seeds, Chairperson

Brendan Addis, Vice Chair

Martha Martin, Commissioner

Steve Hofmaster, Commissioner

Eric Holt, Commissioner

Attest

Teresa Guard, District Secretary
Steven Black, Chief (Alternate)

CHECK REGISTER

East County Fire & Rescue — Time: 15:39:01 Date: 11/13/2026

11/05/2026 To: 11/05/2026 —

Trans	Date	Type	Acct #	Chk #	Claimant	Amount	Memo
1242	11/05/2026	Claims	6291	16376	CLARK COUNTY TREASURER	750.00	Invoice # CI092640 - Fire and Safety Life Inspections for Stations 91, 92, 93, and 94; Assembly and Compressed Gas permits for ST91; LP-Gas permit for ST94.
1243	11/05/2026	Claims	6291	16377	HI-WAY FUEL	1,896.36	Invoice # 10.2026 HWY FUEL - Statement of fuel charges for October 2026.
1244	11/05/2026	Claims	6291	16378	IMAGE360	1,652.18	Invoice # I-22008 - Reflective digital vinyl with cast, UV Gloss Lamination (qty. 2 "East County Fire and Rescue") and installation service on new tender.
1245	11/05/2026	Claims	6291	16379	LEGACY PLUMBING & EXCAVATION	1,710.72	Invoice # 75135330 - Installation of two handle bar faucet (ST91 dorm men's room); replacement of automatic flushometer (ST93 urinal).
1246	11/05/2026	Claims	6291	16380	LN CURTIS & SONS	925.10	Invoice # INV1115967 - 34L 4-Gas Calibration Aluminum Cylinder (qty. 2).
1247	11/05/2026	Claims	6291	16381	LUTZ HARDWARE	25.99	Invoice # 11.03.2026 LUTZ - Acct. # 1095 October 2026 statement of charges.
1248	11/05/2026	Claims	6291	16382	NAPA AUTO PARTS	307.81	Invoice # 591404 - Truck batteries for apparatus #914 (qty. 2)
1249	11/05/2026	Claims	6291	16383	John M Prasch	365.00	Invoice # 11.2026 PRASCH - Per diem for Blue Card Train the Trainer Training in Phoenix, AZ; 11.08.2026 - 11.13.2026.
1250	11/05/2026	Claims	6291	16384	Cody D Sorensen	365.00	Invoice # 11.2026 SORENSEN - Per diem for Blue Card Train the Trainer Training in Phoenix, AZ; 11.08.2026 - 11.13.2026.
1251	11/05/2026	Payroll	6291	16385	OPEIU Local 11	71.77	Pay Cycle(s) 11/10/2026 To 11/10/2026 - OPEIU Dues
1252	11/05/2026	Payroll	6291	16386	TRUSTEED PLANS SERVICE CORPORATION	1,368.57	Pay Cycle(s) 11/10/2026 To 11/25/2026 - DIsability - FF (Case#37014)
1253	11/05/2026	Payroll	6291	16387	TRUSTEED PLANS SERVICE CORPORATION	31,866.50	Pay Cycle(s) 11/10/2026 To 11/25/2026 - PPO-100 (Case#69106); Pay Cycle(s) 11/10/2026 To 11/25/2026 - Kaiser (Case#69106); Pay Cycle(s) 11/10/2026 To 11/25/2026 - Dental
1254	11/05/2026	Payroll	6291	16388	WASHINGTON COUNCIL OF POLICE	75.00	Pay Cycle(s) 11/10/2026 To 11/25/2026 - WACOPS Invoice #30198

001 General Fund 41,380.00

Claims: 7,998.16

41,380.00 Payroll: 33,381.84

CHECK REGISTER

East County Fire & Rescue — Time: 07:52:05 Date: 11/13/2026

11/10/2026 To: 11/10/2026 — Page: 1

Trans	Date	Type	Acct #	Chk #	Claimant	Amount	Memo
1210	11/10/2026	Payroll	6291	EFT		439.35	
1211	11/10/2026	Payroll	6291	EFT		2,988.76	
1212	11/10/2026	Payroll	6291	EFT		4,616.39	
1213	11/10/2026	Payroll	6291	EFT		3,732.21	
1214	11/10/2026	Payroll	6291	EFT		2,933.41	
1215	11/10/2026	Payroll	6291	EFT		2,240.46	
1216	11/10/2026	Payroll	6291	EFT		1,047.02	
1217	11/10/2026	Payroll	6291	EFT		1,609.45	
1218	11/10/2026	Payroll	6291	EFT		3,233.10	
1219	11/10/2026	Payroll	6291	EFT		2,299.02	
1220	11/10/2026	Payroll	6291	EFT		585.79	
1221	11/10/2026	Payroll	6291	EFT		439.35	
1222	11/10/2026	Payroll	6291	EFT		2,114.68	
1223	11/10/2026	Payroll	6291	EFT		2,764.36	
1224	11/10/2026	Payroll	6291	EFT		878.70	
1225	11/10/2026	Payroll	6291	EFT		3,179.45	
1226	11/10/2026	Payroll	6291	EFT		4,434.35	
1227	11/10/2026	Payroll	6291	EFT		2,718.06	
1228	11/10/2026	Payroll	6291	EFT		2,283.57	
1229	11/10/2026	Payroll	6291	EFT		2,230.47	
1230	11/10/2026	Payroll	6291	EFT		3,909.63	
1231	11/10/2026	Payroll	6291	EFT		585.79	
1232	11/10/2026	Payroll	6291	EFT		4,062.63	
1233	11/10/2026	Payroll	6291	EFT		2,683.27	
1234	11/10/2026	Payroll	6291	EFT	IAFF2444	1,714.05	Pay Cycle(s) 11/10/2026 To 11/10/2026 - IAFF Dues
1235	11/10/2026	Payroll	6291	EFT	DEPT OF RETIREMENT SYSTEMS	11,363.84	Pay Cycle(s) 11/10/2026 To 11/10/2026 - LEOFF2
1236	11/10/2026	Payroll	6291	EFT	DEPT OF RETIREMENT SYSTEMS	353.00	Pay Cycle(s) 11/10/2026 To 11/10/2026 - PERS2
1237	11/10/2026	Payroll	6291	EFT	DEPT OF RETIREMENT SYSTEMS	306.94	Pay Cycle(s) 11/10/2026 To 11/10/2026 - PERS3
1238	11/10/2026	Payroll	6291	EFT	DEPT OF RETIREMENT SYSTEMS	10,926.25	Pay Cycle(s) 11/10/2026 To 11/10/2026 - DComp
1239	11/10/2026	Payroll	6291	EFT	DEPT OF RETIREMENT SYSTEMS	302.21	Pay Cycle(s) 11/10/2026 To 11/10/2026 - Roth DComp
1240	11/10/2026	Payroll	6291	EFT	IRS	11,279.27	941 Deposit for Pay Cycle(s) 11/10/2026 - 11/10/2026
1241	11/10/2026	Payroll	6291	EFT	OR Department of Revenue	837.00	Pay Cycle(s) for OR Tax: 11/10/2026 - 11/10/2026
		001 General Fund				95,091.83	
						95,091.83	Payroll: 95,091.83

2026 BUDGET POSITION

East County Fire & Rescue — Time: 16:03:58 Date: 11/12/2026 Page: 1

001 General Fund — Months: 01 To: 10

Revenues		Amt Budgeted	Revenues	Remaining	
308 Beginning Fund Balances					
308 51 00 001	General Fund Contingency-Assigned	221,127.00	0.00	221,127.00	100.0%
308 91 00 001	General Fund Beginning Balance-Unassigned	1,942,399.00	2,960,046.36	(1,017,647.36)	0.0%
308 Beginning Fund Balances		2,163,526.00	2,960,046.36	(796,520.36)	0.0%
310 Taxes					
311 10 00 001	General Levy Property Tax Collected	4,307,838.00	4,212,278.49	95,559.51	2.2%
311 10 00 002	Leasehold Excise Tax	8,295.00	10,175.08	(1,880.08)	0.0%
311 10 00 003	Admin Refund Levy (CC Treasurer)	1,000.00	7,740.52	(6,740.52)	0.0%
311 10 00 004	Timber Excise Tax	3,000.00	4,313.30	(1,313.30)	0.0%
310 Taxes		4,320,133.00	4,234,507.39	85,625.61	2.0%
330 Intergovernmental Revenues					
332 15 60 000	Steigerwald Wildlife Reserve	500.00	726.56	(226.56)	0.0%
334 04 90 000	EMS Participation Grant	766.00	965.00	(199.00)	0.0%
330 Intergovernmental Revenues		1,266.00	1,691.56	(425.56)	0.0%
340 Charges For Service					
342 21 00 001	Wildland and All Hazards Mobilization-Personnel	0.00	31,356.42	(31,356.42)	0.0%
342 21 00 002	Wildland and All Hazards Mobilization-Equipment	0.00	0.00	0.00	100.0%
342 21 00 003	National Motocross Standby	2,100.00	4,380.94	(2,280.94)	0.0%
342 21 00 004	Washougal School District in Lieu of Taxes	850.00	613.17	236.83	27.9%
340 Charges For Service		2,950.00	36,350.53	(33,400.53)	0.0%
360 Miscellaneous Revenue					
361 10 00 000	General Fund Investment Interest	42,062.00	109,884.10	(67,822.10)	0.0%
361 40 00 000	DNR Interest/Sales	0.00	4,157.40	(4,157.40)	0.0%
362 00 00 001	Station Use Fee	0.00	1,762.52	(1,762.52)	0.0%
362 00 00 093	Station 93 DNR Lease	12,000.00	10,000.00	2,000.00	16.7%
367 00 00 000	Contributions & Donations	0.00	15.00	(15.00)	0.0%
369 10 00 000	Sale of Junk or Salvage	0.00	9,250.00	(9,250.00)	0.0%
369 91 00 000	Prior Year Refunds	0.00	0.00	0.00	100.0%
369 91 00 001	Other Miscellaneous Revenue	0.00	0.00	0.00	100.0%
369 91 00 002	BVFF Reimbursement	0.00	0.00	0.00	100.0%
369 91 00 003	Procurement Card Rebate	0.00	1,983.60	(1,983.60)	0.0%
360 Miscellaneous Revenue		54,062.00	137,052.62	(82,990.62)	0.0%
390 Other Revenues					
395 19 00 000	DNR Timber Sales	8,875.00	1,492.24	7,382.76	83.2%
395 20 00 000	Insurance Claims	0.00	0.00	0.00	100.0%
390 Other Revenues		8,875.00	1,492.24	7,382.76	83.2%

001 General Fund Months: 01 To: 10

Revenues		Amt Budgeted	Revenues	Remaining	
397 Interfund Transfers					
397 00 00 040	Transfer in from Grants Management Fund	0.00	0.00	0.00	100.0%
397 Interfund Transfers		0.00	0.00	0.00	100.0%
Fund Revenues:		**6,550,812.00**	**7,371,140.70**	**(820,328.70)**	**0.0%**

Expenditures		Amt Budgeted	Expenditures	Remaining	
210 Wages & Benefits					
522 10 28 002	Retirement PERS3 (OPEIU)	0.00	1,346.61	(1,346.61)	0.0%
210 Wages & Benefits		0.00	1,346.61	(1,346.61)	0.0%
999 Ending Balance					
508 51 00 001	Ending Balance General Fund - Contingency	221,127.00	0.00	221,127.00	100.0%
508 91 00 001	Ending Balance General Fund - Unreserved	1,763,339.00	0.00	1,763,339.00	100.0%
999 Ending Balance		1,984,466.00	0.00	1,984,466.00	100.0%
100 Administration					
110 Commissioners					
522 10 11 001	Commissioner Stipends	37,030.00	32,844.00	4,186.00	11.3%
522 10 21 001	Commissioner Social Security & Medicare	2,833.00	2,512.29	320.71	11.3%
522 10 45 001	Election Fees	10,000.00	4,554.41	5,445.59	54.5%
522 10 48 004	Commissioner Dues and Memberships	3,000.00	3,000.00	0.00	0.0%
522 10 49 001	Commissioner Training Registration	3,725.00	1,565.22	2,159.78	58.0%
522 10 49 002	Commissioner Training Travel, Lodging, & Meals	6,625.00	232.00	6,393.00	96.5%
522 10 49 003	Commissioner Travel, Lodging, & Meals	500.00	246.80	253.20	50.6%
110 Commissioners		63,713.00	44,954.72	18,758.28	29.4%
210 Wages & Benefits					
522 10 10 001	Admin Wages	424,710.00	353,534.89	71,175.11	16.8%
522 10 14 001	Admin Overtime	2,298.00	220.12	2,077.88	90.4%
522 10 19 001	Admin Deferred Compensation	26,475.00	20,503.21	5,971.79	22.6%
522 10 20 001	Admin Unemployment & Medicare	6,920.00	6,292.77	627.23	9.1%
522 10 22 001	Medical Insurance Admin	111,063.00	86,200.83	24,862.17	22.4%
522 10 24 001	Employee Assistance Program (EAP)	6,600.00	6,000.12	599.88	9.1%
522 10 25 001	Uniforms Admin	2,000.00	713.50	1,286.50	64.3%
522 10 26 001	Admin Disability/Life Insurance	3,861.00	3,327.00	534.00	13.8%
522 10 26 002	Retirement PERS	11,483.00	4,997.24	6,485.76	56.5%
522 10 27 001	VEBA	4,000.00	4,000.00	0.00	0.0%
522 10 28 001	Retirement LEOFF	17,112.00	13,806.10	3,305.90	19.3%
522 10 29 001	L&I Admin	4,258.00	1,569.76	2,688.24	63.1%
210 Wages & Benefits		620,780.00	501,165.54	119,614.46	19.3%
220 Supplies & Services					

001 General Fund Months: 01 To: 10

Expenditures		Amt Budgeted	Expenditures	Remaining	
220 Supplies & Services					
522 10 30 000	Office Supplies	2,900.00	867.19	2,032.81	70.1%
522 10 30 001	Postage	650.00	455.13	194.87	30.0%
522 10 30 002	Shipping (e.g., UPS, Federal Express)	500.00	151.19	348.81	69.8%
522 10 30 003	Books and Publications	1,024.00	144.00	880.00	85.9%
522 10 31 000	Furniture and Office Equipment	500.00	195.55	304.45	60.9%
522 10 33 000	Computer Software and Supplies	3,134.00	2,048.78	1,085.22	34.6%
522 10 33 001	Computer Equipment (Non-Capital)	4,100.00	1,409.18	2,690.82	65.6%
522 10 34 000	Member Recognition	1,545.00	1,450.85	94.15	6.1%
522 10 40 001	Information Technology Services	18,820.00	16,660.71	2,159.29	11.5%
522 10 40 002	Copier Maintenance	400.00	181.73	218.27	54.6%
522 10 40 004	Software as a Service (SAS) Subscriptions	35,335.00	32,724.04	2,610.96	7.4%
522 10 41 000	State Audit	18,500.00	19,048.50	(548.50)	0.0%
522 10 42 001	Legal Notices	200.00	31.46	168.54	84.3%
522 10 42 002	Legal Services	4,000.00	2,521.85	1,478.15	37.0%
522 10 42 003	Advertising	1,000.00	1,107.89	(107.89)	0.0%
522 10 43 000	Medical and Psychological	16,830.00	5,982.00	10,848.00	64.5%
522 10 44 000	Professional Services	5,145.00	6,179.38	(1,034.38)	0.0%
522 10 46 000	Taxes and Assessments	2,690.00	2,265.13	424.87	15.8%
522 10 47 001	Insurance	65,000.00	1,910.00	63,090.00	97.1%
522 10 48 001	Administration Dues & Memberships	3,895.00	2,912.70	982.30	25.2%
522 10 49 004	Administration Travel, Lodging, Meals (TLM)	500.00	973.84	(473.84)	0.0%
522 10 49 008	Finance Charges	0.00	150.00	(150.00)	0.0%
220 Supplies & Services		186,668.00	99,371.10	87,296.90	46.8%
100 Administration		**871,161.00**	**645,491.36**	**225,669.64**	**25.9%**
200 Operations					
210 Wages & Benefits					
522 20 10 001	Wages	1,529,301.00	1,152,460.75	376,840.25	24.6%
522 20 10 002	Wildland Wages	500.00	9,004.32	(8,504.32)	0.0%
522 20 14 001	Overtime IAFF	200,969.00	158,528.45	42,440.55	21.1%
522 20 14 002	Wildland Overtime	500.00	17,133.12	(16,633.12)	0.0%
522 20 15 001	FL Holiday Pay IAFF	34,790.00	19,950.08	14,839.92	42.7%
522 20 15 002	Vac Accrual Buy Out 100	16,004.00	14,527.54	1,476.46	9.2%
522 20 19 001	Deferred Comp (IAFF)	91,344.00	69,659.96	21,684.04	23.7%
522 20 20 001	Unemployment/Medicare/Social Security	28,404.00	25,965.04	2,438.96	8.6%
522 20 22 001	Medical/Dental Insurance (IAFF)	326,319.00	227,214.35	99,104.65	30.4%
522 20 26 001	Disability/Life Insurance	31,195.00	25,800.14	5,394.86	17.3%
522 20 27 001	VEBA (IAFF)	15,000.00	15,000.00	0.00	0.0%
522 20 28 001	Retirement LEOFF (IAFF)	93,546.00	77,356.14	16,189.86	17.3%
522 20 29 001	L&I	193,190.00	128,414.63	64,775.37	33.5%
589 99 99 000	Payroll Clearing	0.00	7,305.68	(7,305.68)	0.0%
210 Wages & Benefits		2,561,062.00	1,948,320.20	612,741.80	23.9%
215 Volunteer Benefits					
522 20 11 002	Stipends Volunteer	20,875.00	15,318.75	5,556.25	26.6%
522 20 11 003	Student Volunteer	25,000.00	0.00	25,000.00	100.0%
522 20 21 001	Volunteer Medicare & Social Security	3,509.00	1,214.63	2,294.37	65.4%

001 General Fund Months: 01 To: 10

Expenditures		Amt Budgeted	Expenditures	Remaining	
215 Volunteer Benefits					
522 20 28 003	Pension/Disability BVFF	3,500.00	2,630.00	870.00	24.9%
522 20 28 004	District Insurance: Vol Accident & Sickness	1,800.00	0.00	1,800.00	100.0%
215 Volunteer Benefits		54,684.00	19,163.38	35,520.62	65.0%
220 Supplies & Services					
522 20 30 000	Books & Publications	250.00	0.00	250.00	100.0%
522 20 31 000	Incident Rehabilitation Supplies	800.00	83.26	716.74	89.6%
522 20 32 004	Fire Operating Supplies	3,918.00	935.72	2,982.28	76.1%
522 20 32 005	EMS Operating Supplies	1,000.00	95.12	904.88	90.5%
522 20 32 006	Special Operations Operating Supplies	4,600.00	2,932.60	1,667.40	36.2%
522 20 32 007	Fire Equipment	73,925.00	21,848.93	52,076.07	70.4%
522 20 32 008	EMS Equipment	13,200.00	3,266.60	9,933.40	75.3%
522 20 32 009	Special Operations Equipment	16,430.00	3,741.26	12,688.74	77.2%
522 20 34 004	Uniforms FF	10,000.00	11,307.29	(1,307.29)	0.0%
522 20 36 000	Fuel (Diesel/Gasoline/DEF)	30,000.00	33,649.92	(3,649.92)	0.0%
522 20 38 002	Personal Protective Equipment	48,925.00	44,230.33	4,694.67	9.6%
522 20 40 000	CRESA Dispatch Fee	65,000.00	64,380.78	619.22	1.0%
522 20 41 001	Satelite Phone - Starlink	10,600.00	8,444.41	2,155.59	20.3%
522 20 41 002	Mobile Data Computer Cellular Data	4,320.00	2,165.23	2,154.77	49.9%
522 20 41 003	Cell Phones	1,500.00	780.43	719.57	48.0%
220 Supplies & Services		284,468.00	197,861.88	86,606.12	30.4%
200 Operations		**2,900,214.00**	**2,165,345.46**	**734,868.54**	**25.3%**
300 Public Education					
210 Wages & Benefits					
522 30 14 001	Fire Prevention & Public Education Overtime	1,160.00	0.00	1,160.00	100.0%
210 Wages & Benefits		1,160.00	0.00	1,160.00	100.0%
320 Prevention					
522 30 30 000	Fire Prevention & Public Education Supplies	0.00	967.93	(967.93)	0.0%
522 30 30 001	Fire Prevention & Public Education Equipment	0.00	56.70	(56.70)	0.0%
522 30 31 000	Pre-Incident Planning Supplies	0.00	0.00	0.00	100.0%
522 30 31 001	Pre-Incident Planning Equipment	0.00	0.00	0.00	100.0%
522 30 35 000	Address Signs	500.00	189.79	310.21	62.0%
522 30 40 000	Newsletter Printing & Postage	7,000.00	8,349.74	(1,349.74)	0.0%
522 30 42 000	Public Education Advertising	100.00	217.07	(117.07)	0.0%
320 Prevention		7,600.00	9,781.23	(2,181.23)	0.0%
300 Public Education		**8,760.00**	**9,781.23**	**(1,021.23)**	**0.0%**
400 Training					
210 Wages & Benefits					

001 General Fund Months: 01 To: 10

Expenditures		Amt Budgeted	Expenditures	Remaining	
210 Wages & Benefits					
522 45 14 001	Training Overtime	21,305.00	14,078.64	7,226.36	33.9%
210 Wages & Benefits		21,305.00	14,078.64	7,226.36	33.9%
220 Supplies & Services					
522 45 30 000	Training Books/Periodicals	475.00	268.81	206.19	43.4%
522 45 31 000	Training Office Supplies	300.00	0.00	300.00	100.0%
522 45 32 000	Training Rehab Supplies	300.00	149.83	150.17	50.1%
522 45 33 000	Training Supplies	7,000.00	807.91	6,192.09	88.5%
522 45 34 000	Training Equipment	3,100.00	0.00	3,100.00	100.0%
522 45 40 000	Tuition Reimbursement IAFF	15,000.00	2,000.00	13,000.00	86.7%
522 45 40 001	Tuition Reimbursement OPEIU	2,000.00	0.00	2,000.00	100.0%
522 45 40 002	Tuition Reimbursement Non-Represented	2,000.00	0.00	2,000.00	100.0%
522 45 41 000	Fire Training Travel, Lodging, & Meals (TLM)	1,200.00	3,714.01	(2,514.01)	0.0%
522 45 41 001	Fire Training Registration	21,750.00	13,916.30	7,833.70	36.0%
522 45 42 000	EMS Training TLM	1,200.00	0.00	1,200.00	100.0%
522 45 42 001	EMS Training Registration	2,125.00	0.00	2,125.00	100.0%
522 45 43 000	Special Operations Training TLM	2,250.00	0.00	2,250.00	100.0%
522 45 43 001	Special Operations Training Registration	2,550.00	0.00	2,550.00	100.0%
522 45 44 000	Other Training Travel, Lodging, & Meals	6,652.00	1,124.62	5,527.38	83.1%
522 45 44 001	Other Training Registration	4,490.00	430.07	4,059.93	90.4%
220 Supplies & Services		72,392.00	22,411.55	49,980.45	69.0%
400 Training		**93,697.00**	**36,490.19**	**57,206.81**	**61.1%**
500 Facilities					
210 Wages & Benefits					
522 50 14 001	Facilities Overtime	928.00	0.00	928.00	100.0%
210 Wages & Benefits		928.00	0.00	928.00	100.0%
220 Supplies & Services					
522 50 30 000	Grounds Maintenance	5,090.00	3,766.37	1,323.63	26.0%
522 50 31 000	Station Supplies	4,200.00	2,679.55	1,520.45	36.2%
522 50 32 000	Furniture & Appliances	10,410.00	7,197.49	3,212.51	30.9%
522 50 32 001	Facilities Tools & Equipment	8,900.00	7,537.60	1,362.40	15.3%
522 50 40 000	Building Repair & Maintenance (R&M)	11,000.00	0.00	11,000.00	100.0%
522 50 40 001	Generators Repair & Maintenance	12,200.00	15,357.81	(3,157.81)	0.0%
220 Supplies & Services		51,800.00	36,538.82	15,261.18	29.5%
501 Station 91					
522 50 40 091	Station 91 Building R&M	4,900.00	897.61	4,002.39	81.7%
522 50 41 091	Station 91 Monitoring	600.00	484.96	115.04	19.2%
522 50 42 091	Station 91 Telephone & Internet	6,000.00	4,280.93	1,719.07	28.7%
522 50 43 091	Station 91 Electrical Service	7,800.00	5,523.97	2,276.03	29.2%
522 50 44 091	Station 91 Professional Services	2,200.00	1,760.42	439.58	20.0%
522 50 45 091	Station 91 Garbage	2,400.00	1,585.69	814.31	33.9%

001 General Fund Months: 01 To: 10

Expenditures		Amt Budgeted	Expenditures	Remaining	
501 Station 91					
522 50 46 091	Station 91 Gas	15,000.00	5,194.49	9,805.51	65.4%
522 50 47 091	Station 91 Water	1,200.00	809.20	390.80	32.6%
522 50 48 091	Station 91 Pest Control	700.00	0.00	700.00	100.0%
501 Station 91		40,800.00	20,537.27	20,262.73	49.7%
502 Station 92					
522 50 40 092	Station 92 Building R&M	300.00	0.00	300.00	100.0%
522 50 43 092	Station 92 Electrical Service	2,600.00	1,400.51	1,199.49	46.1%
522 50 44 092	Station 92 Professional Services	160.00	0.00	160.00	100.0%
522 50 48 092	Station 92 Pest Control	0.00	0.00	0.00	100.0%
502 Station 92		3,060.00	1,400.51	1,659.49	54.2%
503 Station 93					
522 50 40 093	Station 93 Building R&M	2,300.00	2,666.40	(366.40)	0.0%
522 50 41 093	Station 93 Monitoring	600.00	489.93	110.07	18.3%
522 50 42 093	Station 93 Telephone & Internet	5,400.00	4,472.55	927.45	17.2%
522 50 43 093	Station 93 Electrical Service	7,500.00	4,984.00	2,516.00	33.5%
522 50 44 093	Station 93 Professional Services	200.00	0.00	200.00	100.0%
522 50 45 093	Station 93 Garbage	1,500.00	1,500.26	(0.26)	0.0%
522 50 46 093	Hazardous Waste Disposal	2,000.00	0.00	2,000.00	100.0%
522 50 48 093	Station 93 Pest Control	700.00	421.05	278.95	39.9%
503 Station 93		20,200.00	14,534.19	5,665.81	28.0%
504 Station 94					
522 50 40 094	Station 94 Building R&M	4,008.00	5,740.15	(1,732.15)	0.0%
522 50 41 094	Station 94 Monitoring	750.00	713.24	36.76	4.9%
522 50 42 094	Station 94 Telephone & Internet	6,000.00	5,119.21	880.79	14.7%
522 50 43 094	Station 94 Electrical Service	12,000.00	5,371.23	6,628.77	55.2%
522 50 44 094	Station 94 Professional Services	200.00	0.00	200.00	100.0%
522 50 45 094	Station 94 Garbage	1,000.00	688.40	311.60	31.2%
522 50 48 094	Station 94 Pest Control	700.00	0.00	700.00	100.0%
504 Station 94		24,658.00	17,632.23	7,025.77	28.5%
500 Facilities		**141,446.00**	**90,643.02**	**50,802.98**	**35.9%**
600 Equipment Repair & Maintenance					
210 Wages & Benefits					
522 60 14 001	Repair & Maintenance Overtime	928.00	0.00	928.00	100.0%
210 Wages & Benefits		928.00	0.00	928.00	100.0%
220 Supplies & Services					
522 60 40 000	Fire Extinguisher & Sprinkler Maintenance	3,000.00	0.00	3,000.00	100.0%
522 60 40 001	Fitness Equipment	2,000.00	0.00	2,000.00	100.0%
522 60 40 002	Hose & Nozzle	10,900.00	468.89	10,431.11	95.7%

001 General Fund Months: 01 To: 10

Expenditures		Amt Budgeted	Expenditures	Remaining	
220 Supplies & Services					
522 60 40 003	EMS Equipment	200.00	43.54	156.46	78.2%
522 60 40 004	Ladders	1,678.00	0.00	1,678.00	100.0%
522 60 40 005	Hand Tools	250.00	147.31	102.69	41.1%
522 60 40 006	Self-Contained Breathing Apparatus	6,600.00	6,063.53	536.47	8.1%
522 60 40 007	Radio Equipment	2,000.00	7,254.70	(5,254.70)	0.0%
522 60 40 008	Small Engine Equipment/E-tool Mtce	4,900.00	4,800.26	99.74	2.0%
220 Supplies & Services		31,528.00	18,778.23	12,749.77	40.4%
600 Equipment Repair & Maintenance		**32,456.00**	**18,778.23**	**13,677.77**	**42.1%**
650 Apparatus Repair & Maintenance					
220 Supplies & Services					
522 60 43 000	Vehicles (General)	25,200.00	488.69	24,711.31	98.1%
522 60 43 001	Pump Testing	2,500.00	2,754.06	(254.06)	0.0%
522 60 44 000	E91 (1020)	2,000.00	1,140.96	859.04	43.0%
522 60 44 001	C91 (1023) 2025 Chev pick-up	2,000.00	2,654.02	(654.02)	0.0%
522 60 44 002	C93 (1026) 2026 Chev pick-up	0.00	158.47	(158.47)	0.0%
522 60 44 003	E94 (1014)*to be surplussed	4,000.00	202.44	3,797.56	94.9%
522 60 44 004	E93 (916)	2,000.00	3,762.49	(1,762.49)	0.0%
522 60 44 005	Sutphen Reserve Engine (1024)	0.00	17,515.10	(17,515.10)	0.0%
522 60 45 000	WT91 (919)	2,000.00	3,613.83	(1,613.83)	0.0%
522 60 45 001	New WT (1025)	1,000.00	1,591.71	(591.71)	0.0%
522 60 45 002	WT94 (914)	2,000.00	2,334.50	(334.50)	0.0%
522 60 45 003	WT93 (1010)*to be surplussed	1,000.00	596.58	403.42	40.3%
522 60 46 000	SQ91 (1021)	1,500.00	1,743.17	(243.17)	0.0%
522 60 46 002	SQ94 (1022)	1,500.00	949.82	550.18	36.7%
522 60 47 000	C91 (1018)	1,500.00	1,099.31	400.69	26.7%
522 60 47 001	BC92 (1012)	1,500.00	63.77	1,436.23	95.7%
522 60 47 002	C91 (915)	800.00	0.00	800.00	100.0%
522 60 47 003	RH93 (1019)	0.00	0.00	0.00	100.0%
220 Supplies & Services		50,500.00	40,668.92	9,831.08	19.5%
650 Apparatus Repair & Maintenance		**50,500.00**	**40,668.92**	**9,831.08**	**19.5%**
800 Fund Transfers					
597 Interfund Transfers					
597 22 50 000	Transfer Out To Grant Management Fund	0.00	0.00	0.00	100.0%
597 Interfund Transfers		0.00	0.00	0.00	100.0%
801 Transfer To Reserve Fund					
597 00 00 020	Transfer to Capital Projects Fund	455,112.00	9,200.00	445,912.00	98.0%
597 00 00 030	Transfer to Leave Accrual Fund	13,000.00	0.00	13,000.00	100.0%
801 Transfer To Reserve Fund		468,112.00	9,200.00	458,912.00	98.0%

001 General Fund Months: 01 To: 10

Expenditures	Amt Budgeted	Expenditures	Remaining	
800 Fund Transfers	**468,112.00**	**9,200.00**	**458,912.00**	**98.0%**
Fund Expenditures:	**6,550,812.00**	**3,017,745.02**	**3,533,066.98**	**53.9%**
Fund Excess/(Deficit):	**0.00**	**4,353,395.68**		

004 Leave Accrual Fund Months: 01 To: 10

Revenues		Amt Budgeted	Revenues	Remaining	
308 Beginning Fund Balances					
308 41 00 003	Beginning Balance Leave Accrual	51,853.06	53,191.27	(1,338.21)	0.0%
308 Beginning Fund Balances		51,853.06	53,191.27	(1,338.21)	0.0%
360 Miscellaneous Revenue					
361 10 00 003	Investment Interest (Leave Accrual)	0.00	1,833.62	(1,833.62)	0.0%
360 Miscellaneous Revenue		0.00	1,833.62	(1,833.62)	0.0%
397 Interfund Transfers					
397 00 00 403	Leave Accrual-Transfer In	13,000.00	0.00	13,000.00	100.0%
397 Interfund Transfers		13,000.00	0.00	13,000.00	100.0%
Fund Revenues:		**64,853.06**	**55,024.89**	**9,828.17**	**15.2%**

Expenditures		Amt Budgeted	Expenditures	Remaining	
522 Fire Control					
522 20 10 003	Vac Accrual Buy Out 100	0.00	0.00	0.00	100.0%
522 Fire Control		0.00	0.00	0.00	100.0%
999 Ending Balance					
508 41 00 003	Ending Balance Leave Accrual	0.00	0.00	0.00	100.0%
999 Ending Balance		0.00	0.00	0.00	100.0%
Fund Expenditures:		**0.00**	**0.00**	**0.00**	**100.0%**
Fund Excess/(Deficit):		**64,853.06**	**55,024.89**		

007 Grants Management Fund Months: 01 To: 10

Revenues		Amt Budgeted	Revenues	Remaining	
308 Beginning Fund Balances					
308 31 00 050	EMW-22-FG-01031 Beginning Balance	0.00	48.24	(48.24)	0.0%
308 Beginning Fund Balances		0.00	48.24	(48.24)	0.0%
330 Intergovernmental Revenues					
331 97 00 050	AFG Grant EMW-22-FG-01031	0.00	0.00	0.00	100.0%
330 Intergovernmental Revenues		0.00	0.00	0.00	100.0%
397 Interfund Transfers					
397 00 00 050	EMW-22-FG-01031 5% Match	0.00	0.00	0.00	100.0%
397 Interfund Transfers		0.00	0.00	0.00	100.0%
Fund Revenues:		**0.00**	**48.24**	**(48.24)**	**0.0%**

Expenditures		Amt Budgeted	Expenditures	Remaining	
522 Fire Control					
522 10 33 050	Computer Software (Other)	0.00	0.00	0.00	100.0%
522 Fire Control		0.00	0.00	0.00	100.0%
594 Capital Expenditures					
594 22 63 050	Facilities (Equipment)	0.00	0.00	0.00	100.0%
594 Capital Expenditures		0.00	0.00	0.00	100.0%
999 Ending Balance					
508 31 00 020	Ending Balance Grant Management Fund	0.00	0.00	0.00	100.0%
999 Ending Balance		0.00	0.00	0.00	100.0%
Fund Expenditures:		**0.00**	**0.00**	**0.00**	**100.0%**
Fund Excess/(Deficit):		**0.00**	**48.24**		

008 Capital Project Fund Months: 01 To: 10

Revenues		Amt Budgeted	Revenues	Remaining	
308 Beginning Fund Balances					
308 41 00 008	Estimated Beginning Balance	1,269,558.00	1,271,019.27	(1,461.27)	0.0%
308 Beginning Fund Balances		1,269,558.00	1,271,019.27	(1,461.27)	0.0%
360 Miscellaneous Revenue					
361 10 00 008	Investment Interest (Capital Project Fund)	10,000.00	27,981.61	(17,981.61)	0.0%
369 10 00 008	Sale of Junk or Salvage	0.00	2,475.00	(2,475.00)	0.0%
360 Miscellaneous Revenue		10,000.00	30,456.61	(20,456.61)	0.0%
397 Interfund Transfers					
397 00 00 408	Transfer In - General Fund	455,112.00	9,200.00	445,912.00	98.0%
397 Interfund Transfers		455,112.00	9,200.00	445,912.00	98.0%
Fund Revenues:		**1,734,670.00**	**1,310,675.88**	**423,994.12**	**24.4%**

Expenditures		Amt Budgeted	Expenditures	Remaining	
594 Capital Expenditures					
594 22 50 001	Apparatus	1,303,759.00	1,005,590.35	298,168.65	22.9%
594 22 50 002	Equipment	0.00	0.00	0.00	100.0%
594 22 62 003	Technology Infrastructure	0.00	0.00	0.00	100.0%
594 22 63 051	Facilities	35,500.00	14,796.00	20,704.00	58.3%
594 Capital Expenditures		1,339,259.00	1,020,386.35	318,872.65	23.8%
999 Ending Balance					
508 41 00 008	Ending Balance Capital Project	395,411.00	0.00	395,411.00	100.0%
999 Ending Balance		395,411.00	0.00	395,411.00	100.0%
Fund Expenditures:		**1,734,670.00**	**1,020,386.35**	**714,283.65**	**41.2%**
Fund Excess/(Deficit):		**0.00**	**290,289.53**		

2026 BUDGET POSITION TOTALS

East County Fire & Rescue | Months: 01 To: 10 | Time: 16:03:58 | Date: 11/12/2026 | Page: 12

Fund	Revenue Budgeted	Received		Expense Budgeted	Spent	
001 General Fund	6,550,812.00	7,371,140.70	0.0%	6,550,812.00	3,017,745.02	54%
004 Leave Accrual Fund	64,853.06	55,024.89	15.2%	0.00	0.00	100%
007 Grants Management Fund	0.00	48.24	0.0%	0.00	0.00	100%
008 Capital Project Fund	1,734,670.00	1,310,675.88	24.4%	1,734,670.00	1,020,386.35	41%
	8,350,335.06	8,736,889.71	0.0%	8,285,482.00	4,038,131.37	51.3%

East County Fire and Rescue
600 NE 267th Avenue Camas, WA 98607
(360) 834-4908 (phone) (360) 835-8920 (fax) www.ecfr.us

To: Board of Fire Commissioners

From: Chief Steve Black

Date: Nov 17th, 2026

Subject: Chief's Mid-Month Financial Report

The chief's mid-month financial report accompanies the monthly budget position and provides focused information on the district's current fiscal position and identifies any areas where line-item expenditures have or are anticipated to exceed budgeted amounts and will require a subsequent budget adjustment.

The mid-month financial report summarizes budget and expenditures for the previous month.

General Fund Revenue

Key Observations: Tracking as intended.

Table 1. 2026 General Fund Revenue Summary

	2026 Budgeted	Actual	% of Budgeted
Taxes	$4,320,133.00	$4,234,507.39	98.00%
Intergovernmental Revenues	$1,266.00	$1,691.56	133.60%
Charges for Service	$2,950.00	$36,350.53	1,232.78%
Miscellaneous Revenues (e.g. Station use fee)	$54,062.00	$137,052.62	253.50%
Other Revenues (e.g. Insurance Claims)	$8,875.00	$1,492.24	16.80%
Total Revenues	$4,387,286.00	$4,411,094.34	100.50%

General Fund Expense

Figure 1 Illustrates expenditures as a percentage of budgeted funds by major function.

Figure 1. Current Expenses as a Percentage of Budgeted Funds

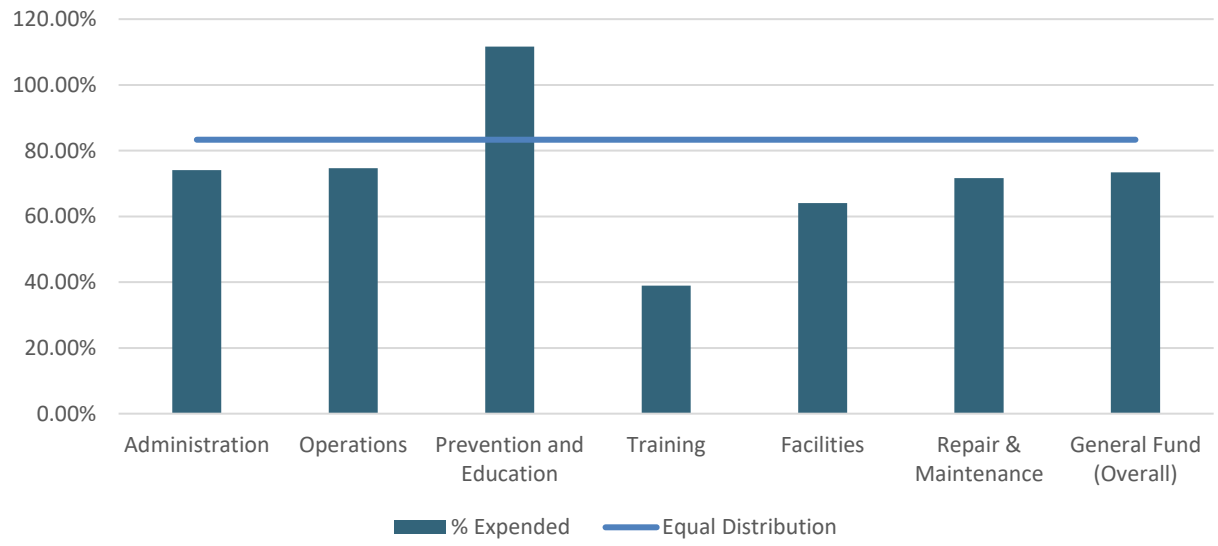


Table 1. General Fund Expenditure Summary

	Budgeted	Expended	% Expended	Equal Distribution	%Remaining
Administration	$871,161.00	$645,491.36	74.10%	83.33%	25.90%
Operations	$2,900,214.00	$2,165,345.46	74.66%	83.33%	25.34%
Prevention and Education	$8,760.00	$9,781.23	111.66%	83.33%	-11.66%
Training	$93,697.00	$36,490.19	38.94%	83.33%	61.06%
Facilities	$141,446.00	$90,643.02	64.08%	83.33%	35.92%
Repair & Maintenance	$82,956.00	$59,447.15	71.66%	83.33%	28.34%
General Fund (Overall)	$4,098,234.00	$3,007,198.41	73.38%	83.33%	26.62%

Additional items

We were informed that Department of Retirement Systems will be conducting an audit for compliance. This is a normal procedure not precipitated by any known issue.

We researched what we would be losing in Tax Revenue when the airport gets annexed. It appears the Port pays roughly $2,400 to us for taxes on the hangers each year. The airport itself is exempt.

Spoke to DNR regarding our facility planning in preparation for our brainstorming session. They are interested in S93 and S91 but don't believe they would be in a position to partner to develop S94. From a funding perspective they indicated the earliest they would be able to take possession would be second half of 2028.

For the budget adoption tonight, there were two items not reflected in the spreadsheet I sent to the commissioners. 1) We increased the number of commissioners attending meetings in 2027 which increased the administrative budget by $1,288 plus corresponding payroll liability. 2) There was an excel spreadsheet calculation error. The correction reduced the Operations budget by $22,750.00.

Summary

The majority of functional areas are operating within budget. Prevention and Education is over budget due to the increased cost associated with the EMS Levy mailer.

East County Fire and Rescue
600 NE 267th Avenue Camas, WA 98607
(360) 834-4908 (phone) (360) 835-8920 (fax) www.ecfr.us

To: Board of Fire Commissioners

From: Assistant Chief Robert Jacobs

Date: November 03, 2026

Subject: Assistant Chief's Report

Training

October EST/Tender training was October 27, 2026.

November DOC training was November 10, 2026.

November EST/Tender training will be November 24, 2026 – Station TBD.

There will be no DOC training in December.

C.A.R.O.L. Box packing will be Wednesday, December 16, 2026 at 6:00 PM for delivery on Saturday, December 19, 2026 at 8:00 AM.

Apparatus

Continuing with minor apparatus repairs.

Annual inspections on E91 and E94 will happen in November.

Safety

Last Safety Committee meeting was October 19, 2026.

Next Safety Committee meeting will be December 07, 2026 at 7:30 PM at Station 91.

There have been no new accidents or incidents reported since the last board meeting.

East County Fire and Rescue

600 NE 267th Avenue Camas, WA 98607

(360) 834-4908 (phone) (360) 835-8920 (fax) www.ecfr.us

Resolution #395-11172026

A resolution adopting the district's Capital Projects Plan.

WHEREAS, East County Fire and Rescue Board of Fire Commissioners endeavors to be fiscally responsible, operate with transparency, and ensure adequate and sustainable funding; and

WHEREAS, the Board of Fire Commissioners recognized the need to develop a Capital Projects Plan to guide the fiscal operations of the district; and

WHEREAS, as directed by the board, the fire chief and district staff developed a capital projects plan that analyzed economic factors and capital projects requirements for apparatus, equipment, and facilities maintenance to inform board policy making.

NOW, THEREFORE, BE IT RESOLVED that the Board of Fire Commissioners adopts the district's capital projects plan which will be reviewed and updated annually during the district's budget process and will be revised on a two-year cycle.

ADOPTED at a Regular Meeting of the Board of Commissioners for East County Fire and Rescue November 17, 2026, with the following Commissioners being present and voting:

Joshua Seeds, Chairperson

Brendan Addis, Vice Chair

Steve Hofmaster, Commissioner

Eric Holt, Commissioner

Martha Martin, Commissioner

Attest

Teresa Guard, District Secretary
Steve Black, Chief (Alternate)

ECFR Capital Projects Fund

Apparatus	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Engine 94		$950,000										
Engine 93 (reserve)							$1,021,275					
Engine 91												
Water Tender 93 (Reserve)	$172,958	$527,742										
Water Tender 94								$760,160				
Water Tender 91												
Chief 91	$63,802	$20,441										
Chief 93		$84,243										
U94												
U91 (Used by C92)												
Rehab 93												
Squad 91										$302,820		
Squad 94												
Utility Trailer												
Equipment												
Extrication Equipment Replacement			$50,000									
SCBA/Cylinder Replacement			$16,250	$16,250	$16,250	$16,250	$16,250	$16,250	$16,250	$16,250	$16,250	$16,250
Stairmill (Fitness Equipment)												
Fit Test Machine												
Situational Awareness Thermal Imager (TI)												
Decision Making Thermal Imager (TI)			$6,500									
Breathing Air Compressor												
Breathing Air Fill Station												
Technology Infrastructure												
Portable Radio Replacement	$163,153		$18,000	$18,000	$18,000	$18,000	$18,000	$18,000	$18,000	$18,000	$18,000	$18,000
Mobile Radio Replacement	$91,209											
Computer Server Replacement												
Other Technology Infrastructure												
Facilities												
Live Fire Training Prop (SLEP/Replacement)												
Station 91 R&M		$31,000										
Station 93 R&M	$16,170		$30,000									
Station 94 R&M												
Station 94 Generator												
Station 93 Generator												
Station 91 Generator												
Station Replacement/Reno	$9,292		$100,000	$100,000	$100,000	$100,000	$100,000	$100,000	$100,000	$100,000	$100,000	$100,000
Station 92 Capital Maintenance & Repair												
Station 93 Capital Maintenance & Repair												
Station 94 Capital Maintenance & Repair												
Total Expenditures	$516,584	$1,613,426	$220,750	$134,250	$134,250	$134,250	$1,155,525	$894,410	$134,250	$437,070	$134,250	$134,250

Department of Revenue
Washington State

Form 64 0101

Ordinance/Resolution No. 396-11172026

RCW 84.55.120

WHEREAS the (Governing body of the taxing district) Board of Fire Commissioners of (Name of the taxing district) East County Fire and Rescue has met and considered its budget for the calendar year 2027 ; and

WHEREAS the districts levy amount from the previous year was (Previous year's levy amount) $ 4,436,979.20 ;

WHEREAS the population of this district is ☑ More than or ☐ Less than 10,000; and now therefore,

BE IT RESOLVED by the governing body of the taxing district that an increase in the regular property tax levy is hereby authorized for the levy to be collected in the (Year of collection) 2027 tax year.
The dollar amount of the increase over the actual levy amount from the previous year shall be $ 44,369.79 which is a percentage increase of (Percentage increase) 1.0 % from the previous year. This increase is exclusive of additional revenue resulting from new construction, improvements to property, newly constructed wind turbines, solar, biomass, and geothermal facilities, any increase in the value of state assessed property, increment value, any annexations that have occurred and refunds made.

Adopted this 17th day of November , 2026 .

If additional signatures are necessary, please attach additional page.

This form or its equivalent must be submitted to your county assessor prior to their calculation of the property tax levies. A certified budget/levy request, separate from this form is to be filed with the County Legislative Authority no later than November 30th. As required by RCW 84.52.020, that filing certifies the total amount to be levied by the regular property tax levy. The Department of Revenue provides the "Levy Certification" form (REV 64 0100) for this purpose.

Reset form Print form

To request this document in an alternate format, please complete the form dor.wa.gov/AccessibilityRequest or call 360-705-6705. Teletype (TTY) users please dial 711.

East County Fire and Rescue

600 NE 267th Avenue Camas, WA 98607

(360) 834-4908 (phone) (360) 835-8920 (fax) www.ecfr.us

Resolution #397-11172026

A resolution adopting the district's 2027 comprehensive budget.

WHEREAS, East County Fire and Rescue Board of Fire Commissioners have made certification of the taxes to be levied and have established a comprehensive budget inclusive of the general fund, capital projects fund, leave accrual fund, and grants management fund.

NOW, THEREFORE, BE IT RESOLVED:

1. That the attached 2027 comprehensive budget is hereby adopted as the official budget of East County Fire and Rescue for the calendar year 2027.

    a. The general fund (6291) is used for the purpose of paying the operational expenditures for East County Fire and Rescue and transfers to other district funds inclusive of the capital projects fund (6292), leave accrual fund (6291-3), and the grants management fund (6291-6).

    b. Funds for the general fund budget are obtained from tax revenue received via the general fund (6291) East County Fire and Rescue (formerly Clark County Fire District 9).

    c. The purpose of the EMS Levy Budget is to account for Emergency Medical Services (EMS) levy funds that are "passed through" East County Fire and Rescue to the City of Camas via their EMS fund 6620.

    d. Funds for this budget are obtained from tax revenue received via Levy 6291311104 East County Fire and Rescue EMS.

    e. Collection and transfer of the EMS funds is done in accordance with a service agreement for the Emergency Medical Transport Services Program. Participants in this agreement include East County Fire and Rescue, the City of Camas, and the City of Washougal.

2. That the honorable Clark County Council be and hereby requested to make a 2027 regular levy for East County Fire and Rescue of $4,900,000.00 and an EMS levy for East County Fire and Rescue of $1,200,000.00.

3. That the Clark County Treasurer be and is hereby authorized and directed to deposit and sequester the moneys received from the tax levies specified in Section 2 above in the amount specified below:

    a. $4,900,000.00 regular levy into the general fund (6291) of East County Fire and Rescue.

    b. $1,200,000.00 EMS levy "passed through" East County Fire and Rescue to the City of Camas via their EMS fund 6620.

c. $6,797.92 refund levy into the general fund (6291) of East County Fire and Rescue.

4. That one copy of this resolution together East County Fire and Rescue 2027 comprehensive budget be delivered to each of the following: The Clark County Council, Clark County Treasurer's Office, and Clark County Assessor's Office

ADOPTED at a Regular Meeting of the Board of Commissioners for East County Fire and Rescue November 17, 2026, with the following Commissioners being present and voting:

Joshua Seeds, Chairperson

Brendan Addis, Vice Chair

Steve Hofmaster, Commissioner

Eric Holt, Commissioner

Martha Martin, Commissioner

Attest

Teresa Guard, District Secretary
Steve Black, Chief (Alternate)

Revenue

308 51 00 001	General Fund Contingency-Assigned	$251,288
308 91 00 001	General Fund Beginning Balance-Unassigned	$2,529,693
311 10 00 001	General Levy Property Tax Collected	$4,350,916
311 10 00 002	Leasehold Excise Tax	$8,295
311 10 00 003	Refund Levy (CC Treasurer)	$1,000
311 10 00 004	Timber Excise Tax	$1,500
332 15 60 000	Steigerwald Wildlife Reserve	$500
334 04 90 000	EMS Participation Grant	$865
342 21 00 001	Wildland and All Hazards Mobilization-Personnel	$0
342 21 00 002	Wildland and All Hazards Mobilization-Equipment	$0
342 21 00 003	National Motocross Standby	$3,000
342 21 00 004	Washougal School District in Lieu of Taxes	$850
361 10 00 000	General Fund Investment Interest	$50,000
362 00 00 001	Station Use Fee	$400
362 00 00 093	Station 93 DNR Lease	$12,000
367 00 00 000	Contributions & Donations	$0
369 10 00 000	Sale of Junk or Salvage	$0
369 91 00 000	Prior Year Refunds	$0
369 91 00 001	Other Miscellaneous Revenue	$0
369 91 00 002	BVFF Reimbursement	$0
369 91 00 003	Procurement Card Rebate	$1,000
395 19 00 000	DNR Timber Sales	$5,000
395 20 00 000	Insurance Claims	$0
		$7,216,307

Expeditures

522 10 10 001	Admin Wages	$470,647
522 10 11 001	Commissioner Stipends	$39,606
522 10 14 001	Admin Overtime	$3,107
522 10 19 001	Admin Deferred Compensation	$29,373
522 10 20 001	Admin Unemployment & Medicare	$7,645
522 10 21 001	Commissioner Social Security & Medicare	$3,030
522 10 22 001	Medical Insurance Admin	$109,179
522 10 24 001	Employee Assistance Program (EAP)	$6,600
522 10 25 001	Uniforms Admin	$2,000
522 10 26 001	Admin Disability/Life Insurance	$3,861
522 10 26 002	Retirement PERS	$12,640
522 10 27 001	VEBA	$4,000
522 10 28 001	Retirement LEOFF	$19,045
522 10 29 001	L&I Admin	$4,261
522 10 30 000	Office Supplies	$2,500
522 10 30 001	Postage	$750
522 10 30 002	Shipping (e.g., UPS, Federal Express)	$500
522 10 30 003	Books and Publications	$1,024
522 10 31 000	Furniture and Office Equipment	$500
522 10 33 000	Computer Software and Supplies	$4,864
522 10 33 001	Computer Equipment (Non-Capital)	$4,500
522 10 34 000	Member Recognition	$3,900
522 10 40 001	Information Technology Services	$20,020
522 10 40 002	Copier Maintenance	$1,000
522 10 40 004	Software as a Service (SAS) Subscriptions	$36,625
522 10 41 000	State Audit	$22,000
522 10 42 001	Legal Notices	$200
522 10 42 002	Legal Services	$5,000
522 10 42 003	Advertising	$1,725
522 10 43 000	Medical and Psychological	$17,085
522 10 44 000	Professional Services	$5,145
522 10 45 001	Election Fees	$11,500
522 10 46 000	Taxes and Assessments	$3,000
522 10 47 001	Insurance	$68,500
522 10 48 001	Administration Dues & Memberships	$3,955
522 10 48 004	Commissioner Dues and Memberships	$3,500
522 10 49 001	Commissioner Training Registration	$4,250
522 10 49 002	Commissioner Training Travel, Lodging, & Meals	$6,625
522 10 49 003	Commissioner Travel, Lodging, & Meals	$500
522 10 49 004	Administration Travel, Lodging, Meals (TLM)	$500
522 10 49 008	Finance Charges	$0
522 20 10 001	Wages	$1,651,781
522 20 10 002	Wildland Wages	$500
522 20 11 002	Stipends Volunteer	$20,875

Expeditures

522 20 11 003	Student Volunteer	$25,000
522 20 14 001	Overtime	$217,355
522 20 14 002	Wildland Overtime	$500
522 20 15 001	FL Holiday Pay IAFF	$56,374
522 20 15 002	Vac Accrual Buy Out 100	$29,298
522 20 19 001	Deferred Comp (IAFF)	$115,653
522 20 20 001	Unemployment/Medicare/Social Security	$33,567
522 20 21 001	Volunteer Medicare & Social Security	$3,509
522 20 22 001	Medical/Dental Insurance (IAFF)	$333,627
522 20 26 001	Disability/Life Insurance	$34,695
522 20 27 001	VEBA (IAFF)	$15,000
522 20 28 001	Retirement LEOFF (IAFF)	$101,429
522 20 28 003	Pension/Disability BVFF	$3,500
522 20 28 004	District Insurance: Vol Accident & Sickness	$1,800
522 20 29 001	L&I	$193,208
522 20 30 000	Books & Publications	$250
522 20 31 000	Incident Rehabilitation Supplies	$950
522 20 32 004	Fire Operating Supplies	$5,218
522 20 32 005	EMS Operating Supplies	$1,550
522 20 32 006	Special Operations Operating Supplies	$2,800
522 20 32 007	Fire Equipment	$58,115
522 20 32 008	EMS Equipment	$15,050
522 20 32 009	Special Operations Equipment	$40,042
522 20 34 004	Uniforms	$7,500
522 20 36 000	Fuel (Diesel/Gasoline)	$45,000
522 20 38 002	Personal Protective Equipment	$81,995
522 20 40 000	CRESA Dispatch Fee	$60,000
522 20 41 001	Satelite Phone - Starlink	$5,040
522 20 41 002	Mobile Data Computer Cellular Data	$4,320
522 20 41 003	Cell Phones	$1,500
522 30 14 001	Fire Prevention & Public Education Overtime	$1,253
522 30 30 000	Fire Prevention & Public Education Supplies	$1,200
522 30 30 001	Fire Prevention & Public Education Equipment	$0
522 30 31 000	Pre-Incident Planning Supplies	$0
522 30 31 001	Pre-Incident Planning Equipment	$0
522 30 35 000	Address Signs	$500
522 30 40 000	Newsletter Printing & Postage	$9,000
522 30 42 000	Public Education Advertising	$100
522 45 14 001	Training Overtime	$29,581
522 45 30 000	Training Books/Periodicals	$770
522 45 31 000	Training Office Supplies	$300
522 45 32 000	Training Rehab Supplies	$350
522 45 33 000	Training Supplies	$4,550
522 45 34 000	Training Equipment	$4,100
522 45 40 000	Tuition Reimbursement IAFF	$15,000
522 45 40 001	Tuition Reimbursement OPEIU	$2,000

Expeditures

522 45 40 002	Tuition Reimbursement Non-Represented	$2,000
522 45 41 000	Fire Training Travel, Lodging, & Meals (TLM)	$5,600
522 45 41 001	Fire Training Registration	$21,180
522 45 42 000	EMS Training TLM	$1,200
522 45 42 001	EMS Training Registration	$3,205
522 45 43 000	Special Operations Training TLM	$3,750
522 45 43 001	Special Operations Training Registration	$23,550
522 45 44 000	Other Training Travel, Lodging, & Meals	$7,918
522 45 44 001	Other Training Registration	$4,240
522 50 14 001	Facilities Overtime	$1,002
522 50 30 000	Grounds Maintenance	$4,500
522 50 31 000	Station Supplies	$4,500
522 50 32 000	Furniture & Appliances	$4,450
522 50 32 001	Facilities Tools & Equipment	$1,000
522 50 40 000	Building Repair & Maintenance (R&M)	$5,000
522 50 40 001	Generators Repair & Maintenance	$14,700
522 50 40 091	Station 91 Building R&M	$9,900
522 50 40 092	Station 92 Building R&M	$300
522 50 40 093	Station 93 Building R&M	$6,300
522 50 40 094	Station 94 Building R&M	$4,000
522 50 41 091	Station 91 Monitoring	$600
522 50 41 093	Station 93 Monitoring	$600
522 50 41 094	Station 94 Monitoring	$800
522 50 42 091	Station 91 Telephone & Internet	$6,000
522 50 42 093	Station 93 Telephone & Internet	$5,000
522 50 42 094	Station 94 Telephone & Internet	$5,500
522 50 43 091	Station 91 Electrical Service	$7,800
522 50 43 092	Station 92 Electrical Service	$2,600
522 50 43 093	Station 93 Electrical Service	$7,000
522 50 43 094	Station 94 Electrical Service	$10,000
522 50 44 091	Station 91 Professional Services	$5,450
522 50 44 092	Station 92 Professional Services	$160
522 50 44 093	Station 93 Professional Services	$900
522 50 44 094	Station 94 Professional Services	$200
522 50 45 091	Station 91 Garbage	$2,400
522 50 45 093	Station 93 Garbage	$1,500
522 50 45 094	Station 94 Garbage	$1,000
522 50 46 091	Station 91 Gas	$15,000
522 50 46 093	Hazardous Waste Disposal	$500
522 50 47 091	Station 91 Water	$1,500
522 50 48 091	Station 91 Pest Control	$700
522 50 48 092	Station 92 Pest Control	$0
522 50 48 093	Station 93 Pest Control	$700
522 50 48 094	Station 94 Pest Control	$700
522 60 14 001	Repair & Maintenance Overtime	$1,503
522 60 40 000	Fire Extinguisher & Sprinkler Maintenance	$3,000

Expeditures

522 60 40 001	Fitness Equipment	$2,000
522 60 40 002	Hose & Nozzle	$16,200
522 60 40 003	EMS Equipment	$200
522 60 40 004	Ladders	$1,678
522 60 40 005	Hand Tools	$3,000
522 60 40 006	Self-Contained Breathing Apparatus	$20,100
522 60 40 007	Radio Equipment	$2,000
522 60 40 008	Small Engine Equipment/E-tool Mtce	$7,000
522 60 43 000	Vehicles (General)	$25,200
522 60 43 001	Pump Testing	$3,000
522 60 44 000	E91 (1020)	$2,000
522 60 44 001	C91(1023)2025 Chevrolet	$2,000
522 60 44 003	E94 (1014)	$4,000
522 60 44 004	E93 (916)	$2,000
522 60 45 000	WT91 (919)	$2,000
522 60 45 001	New Tender	$1,000
522 60 45 002	WT94 (914)	$2,000
522 60 45 003	WT93 (1010)	$1,000
522 60 46 000	SQ91 (1021)	$1,500
522 60 46 002	SQ94 (1022)	$1,500
522 60 47 000	C93 (1018)	$1,500
522 60 47 001	BC92 (1012)	$1,500
522 60 47 002	U91 (915)	$800
522 60 47 003	RH93 (1019)	$0
597 00 00 020	Transfer to Capital Projects Fund	$471,452
597 00 00 030	Transfer to Leave Accrual Fund	$13,000
		$4,977,405

East County Fire and Rescue
FY2027 Capital Projects Fund Budget

Revenue

308 41 00 008	Estimated Beginning Balance	$745,401
361 10 00 008	Investment Interest (Capital Project Fund)	$10,000
369 10 00 008	Sale of Junk or Salvage	$0
397 00 00 408	Transfer In - from General Fund	$471,452
		$1,226,853

Expenditures

594 22 50 001	Apparatus	$0
594 22 50 002	Equipment	$72,750
594 22 50 003	Technology Infrastructure	$18,000
594 22 63 051	Facilities	$130,000
		$220,750

508 41 00 008	Estimated Ending Balance Capital Projects	$1,006,103

East County Fire and Rescue
FY2027 Leave Accrual Budget

308 41 00 003	Estimated Beginning Balance Leave Accrual	$68,024
361 10 00 003	Investment Interest (Leave Accrual)	$100
397 00 00 403	Leave Accrual-Transfer In	$13,000

508 41 00 003	Estimated Ending Balance Leave Accrual	$81,124

East County Fire and Rescue
FY2027 Grant Management Budget

308 31 00 050	Beginning Balance Grant Management Fund	$0
508 31 00 020	Ending Balance Grant Management Fund	$0

East County Fire and Rescue
FY2027 EMS Levy Budget

Account	Title	
311 10 00 101	EMS Property Tax	$ 1,088,610.00
522 70 40 101	EMS Funds passed to CWFD Ambulance Service	$ 1,088,610.00

Department of Revenue
Washington State

Form 64 0100

Reset form

Levy Certification

Submit this document, or something similar, to the **county legislative authority on or before November 30** of the year preceding the year in which the levy amounts are to be collected.

Courtesy copy may be provided to the county assessor.

This form is not designed for the certification of levies under RCW 84.52.070.

In accordance with RCW 84.52.020, I Teresa Guard *(Name)*, District Secretary *(Title)*, for East County Fire and Rescue *(District name)*, do hereby certify to the Clark *(Name of county)* County legislative authority that the Board of Fire Commissioners *(Commissioners, Council, Board, etc.)* of said district requests that the following levy amounts be collected in 2027 *(Year of collection)* as provided in the district's budget, which was adopted following a public hearing held on 11/17/2026 *(Date of public hearing).*

Regular levies

Levy	General levy	Other levy* EMS
Total certified levy request amount, which includes the amounts below.	4,900,000.00	1,200,000.00
Administrative refund amount	6,797.92	
Non-voted bond debt amount		
Other*		

Excess levies

Levy	General (n/a for school districts)	Bond	Enrichment (school districts only)	Cap. project	Other levy*
Total certified levy request amount, which includes the amounts below.					
Administrative refund amount					
Other*					

*Examples of other levy types may include EMS, school district transportation, or construction levies. Examples of other amounts may include levy error correction or adjudicated refund amount. Please include a description when using the "other" options.

Signature: _____ **Date:** _____

Print form

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East County Fire and Rescue
600 NE 267th Avenue Camas, WA 98607
(360) 834-4908 (phone) (360) 835-8920 (fax) www.ecfr.us

Fire Chief 2027-2028 Employment Agreement

This agreement is entered into between East County Fire and Rescue hereafter referred to as "employer" and Steven Black hereafter referred to as "employee".

The employer hereby employs Steven Black as Fire Chief for the employer who hereby accepts employment on the terms and conditions set forth below.

1. Duties. The employee shall perform the following duties:

1.1 Perform such services for the employer as directed from time to time by the Board of Fire Commissioners in the manner and to the extent permitted by the laws of the State of Washington and in accordance with the policies of the employer.

1.2 Perform all duties established by the classification specification of the position of Fire Chief which is incorporated into this agreement by this reference. The employer retains the right to modify the job description during the term of this agreement.

2. Hours of Employment. The employee is expected to devote a minimum of forty hours per week to perform the administrative and executive duties assigned to the position. The parties recognize that the employee must devote time outside of normal office hours and the employee shall determine the hours of work to be available to the public on a predictable and regular basis. The employee is a salaried FLSA exempt executive position and is not entitled to overtime compensation unless authorized in writing in advance by the Board of Fire Commissioners

3. Compensation.

3.1 **Salary.** For all services rendered by the employee under this agreement, the employer shall pay the employee an annual salary of $175,000 for calendar year 2027, and an annual salary of $185,000 for calendar year 2028, plus any applicable cost of living adjustments (COLA), payable in accordance with the employer's normal payroll process.

3.2 **Fringe Benefits.** The employee shall receive the fringe benefits as set forth in Addendum A.

3.3 **Cost of Living Adjustment:** Effective January 1st, 2028, the Fire Chief shall receive a cost-of- living adjustment (COLA) to be added to the 2028 base wage stated in 3.1 reflecting the Seattle-Tacoma-Bellevue CPI-U from June 2026-June 2027 with a minimum of 2.5% and a maximum of 4.5%.

3.4 **Compensation Review:** Salary and benefits shall be reviewed annually by the employer.

4. **Term.** This agreement shall be effective on January 1st, 2027, and shall continue in force until December 31st, 2028 unless renewed or terminated as provided by this agreement.

4.1 **Extensions.** This agreement shall automatically be renewed for an additional 2 (two) year term, subject to mutually agreed modifications of compensation, unless the employer exercises its right of non-renewal in the manner specified in Paragraph 4.2.

4.2 **Non-Renewal.** In the event the employer does not intend to renew this agreement or any renewals thereof, the employer shall provide the Employee with written notice 90 days prior to the expiration of the term. The employee shall have no property rights to renew this agreement. The decision of whether to renew the agreement shall be at the sole discretion of the Board of Commissioners and may be made for any reason with or without cause. Renewal decisions shall be made on an employment at-will basis and shall not be subject to the provisions of Paragraph 6.

5. **Performance Evaluations.** The employer has agreed to provide the employee with an annual performance evaluation.

6. **Termination Without Cause.** The Board may terminate employee's employment under this agreement without cause and without advance notice, provided that the employer shall, upon the employee's execution of a full and complete waiver and release of any and all claims against the District, its employees, agents, officers, and commissioners, in a form acceptable to the employer, pay the employee in a single lump sum payment, liquidated damages equivalent to the value of three months' salary and benefits. Salary for the purpose of this section shall be based on annual wages of $175,000 for calendar year 2027, or $185,000 (+ cola as identified in 3.3) for calendar year 2028 depending on the year the termination commences. Benefits for the purpose of this section shall be the cash equivalent of health and dental care premiums. The employee shall also be paid in full for all accrued leave as defined as attached Addendum A but the liquidated damages shall not include any cash equivalent for future leave benefits. Liquidated damages shall

be paid in a lump sum within thirty (30) days of the employee's execution of the waiver and release.

7. **Termination for Cause.** The employer shall have the right to immediately terminate the employee's services and this agreement for cause as defined below. If terminated for cause, all compensation and fringe benefits described herein shall cease as of the termination date. "cause" for discipline or termination includes but is not limited to:

   7.1 Incompetency, inefficiency or inattention to or dereliction of duty.

   7.2 Dishonesty, intemperance, immoral conduct, insubordination, discourteous treatment of the public, or a fellow employee, or any other act of omission or commission tending to injure the public service; or any other willful failure on the part of the employee to maintain proper conduct.

   7.3 Mental or physical unfitness for the position which the employee holds.

   7.4 Dishonest, disgraceful, immoral or prejudicial conduct.

   7.5 Use of alcoholic beverages or controlled substances to such an extent that such use interferes with the efficiency or mental or physical fitness of the employee, or which precludes the employee from properly performing the functions and duties of the position of employee.

   7.6 Conviction of a felony, or a misdemeanor involving moral turpitude.

   7.7 Failure to perform the duties assigned to the position.

   7.8 Any other act or failure to act which in the judgment of the employer is sufficient to show the offender to be an unsuitable and unfit person to hold the position of employee.

   7.9 It is agreed that the employer shall reach out to the fire district's attorney for direction on due process, just cause and the dispute resolution process.

8. **Termination by Employee.** The employee may voluntarily retire or resign his position as an employee of the district with a minimum of 90-day advance written notice, unless such

notice is waived in writing, by the Board of Fire Commissioners. In the event of resignation, the employee shall receive all compensation earned prior to the resignation date together with benefits as specified in Addendum A, but shall not receive any further compensation or benefits.

9. **General Expenses.** The employer will reimburse the employee for reasonable job-related expenses consistent with the district's policies and standard operating guidelines. The employee is authorized to expend employer funds in the execution of employer business and in representing the employer at conferences and otherwise, to purchase materials for recognition of employees or volunteers, and to incur travel and lodging expenses in the conduct of employer business.

10. **Employment Attention.** The employee agrees to devote full working time, attention, knowledge and skills during employer working hours to the business and interests of the employer and the employer shall be entitled to all benefits and profits arising from work and services performed during employer working hours by the employee. Participation in community, business, and civic organizations is encouraged.

11. **Outside Employment.** The employee shall not engage in outside employment that interferes with the employee's ability to effectively discharge the assigned duties and responsibilities in a manner consistent with this agreement.

12. **Certification:** The employee must maintain certification as a Blue Card Type IV Incident Commander and Emergency Medical Technician, and the minimum certifications outlined in the position brochure, for the duration of their employment.

13. **General Provisions.**

13.1 Except as otherwise provided for herein, this agreement shall constitute the entire agreement between the parties, and shall supersede, modify and/or rescind all prior written and oral understandings and agreements between the parties hereto as to the subject of this agreement.

13.2 Waiver by the employer of any breach of any provision of this agreement shall not operate nor be construed as a waiver of any subsequent breach nor a waiver of this provision.

13.3 No amendment or variation of the terms and conditions of this employment

agreement are valid unless the same is in writing, references this agreement, and is signed by both parties.

13.4 Except where inconsistent with the terms hereof, the employee shall follow all employer policies, procedures, rules, regulations, general orders and general directives.

13.5 If any provision, or any portion thereof, contained in this agreement is held to be unconstitutional, invalid or unenforceable, the remainder of this agreement, or portion thereof, shall be deemed severable, shall not be affected and shall remain in full force and effect.

13.6 The provisions of this agreement are for the benefits of the parties solely, and not for the benefit of any person, persons, or legal entities. Neither this agreement nor any rights hereunder may be assigned by either party.

13.7 At all times, the employer has been represented by its attorney. The employee acknowledges that the employee always had the right to and the availability of independent counsel of employee's choosing regarding this agreement, whether or not employee chose to exercise that right.

Signature: _____ **Date:** _____
Steven Black (Employee)

Signature: _____ **Date:** _____
Joshua Seeds, Board Chair (Employer)

Addendum A Fringe Benefits-Employee

Employer Paid Deferred Compensation: 8% of base salary.

Sick Leave: The Fire Chief will accrue 8 hours per month (96 hours/year) with a maximum of 1040 accumulated. Accrued sick leave shall have no cash value on termination of Employee's employment for any reason.

Vacation: The Fire Chief will accrue 20 hours per month (240 hours/year). The Fire Chief may carry over from year to year a maximum total of two times the annual allotment of vacation. Any vacation leave hours earned beyond the maximum carryover limit shall be transferred into employee's sick leave accrual.

Holidays: The Fire Chief will receive the following eleven holidays plus two floating holidays. Recognizing the variability of the Chief's schedule, the Chief may use holiday leave at any point in the same year after scheduled holiday observance.

- New Year's Day
- Martin Luther King Jr. Day
- Presidents' Day
- Memorial Day
- Juneteenth Day
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Day

Paid Bereavement Leave: Up to three days.

Uniform Clothing Allowance: Consistent with district standard operating guidelines for uniform clothing issue and replacement.

Medical/Dental Insurance: The employer purchases medical/dental insurance through the Washington Fire Commissioners Association "WFCA". The employer agrees to pay full cost of employee insurance premiums. If employee desires to have medical, dental and vision coverage on family members, the employee may be required to pay the following monthly amount. Currently there are two plans to choose from.

1. Spouse $10/month.
2. Eligible Children $25/month.
3. Spouse & Eligible Children $35/month.

Voluntary Employee Beneficiary Association (VEBA) Account Contribution: $1000 per year.

Group Term Life Insurance Benefit: $50,000.

Long Term Disability: As per policy

Accidental Death and Dismemberment: $50,000.

LEOFF II Retirement.

Staff Vehicle and Fuel.

November 2026 - December 2026

November 2026

Su	Mo	Tu	We	Th	Fr	Sa
1	2	**3**	**4**	**5**	**6**	**7**
8	9	**10**	**11**	**12**	13	14
15	16	**17**	**18**	19	**20**	21
22	23	**24**	25	**26**	**27**	28
29	30					

December 2026

Su	Mo	Tu	We	Th	Fr	Sa
		1	**2**	**3**	4	5
6	**7**	**8**	**9**	**10**	11	**12**
13	14	**15**	**16**	17	18	19
20	21	22	**23**	24	25	26
27	28	29	30	31		

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Nov 15	16	17 3:30pm ECFR Quarterly Meeting #4 (At East County Station 91) 6:30pm FW: November 17, 2026 Regular Board Meeting	18	19	20 10:00am Quilting Group (Station 91 Training Room)	21
22	23	24	25	26 Thanksgiving Holiday	27 Holiday	28
29	30	Dec 1 6:30pm FW: December 01, 2026 Regular Board Meeting (Station 91)	2 9:00am All-Hands Meeting (Training Room / Zoom; https://us02web.zoom.us/j/4910851308?omn=87864025836) -	3 3:00pm FW: December 03, 2026 Commissioner Staff Workshop Meeting (Station 91)	4	5
6	7 8:00am Fire Extinguisher Annual Testing (Station 91) 7:30pm Safety Committee Meeting (Station 91 Training	8	9 1:00pm E94 School Visit (Columbia River Gorge Elementary)	10	11	12 1:00pm Member Recognition & Holiday Party (Hickory Restaurant @ Camas Meadows)
13	14	15 6:30pm FW: December 15, 2026 Regular Board Meeting (Station 91)	16 7:30am Officer's Meeting (Chief Brown's Office)	17	18	19