

**SOUTH WHIDBEY FIRE/EMS
REGULAR MEETING
5579 Bayview Road, Langley, Washington
May 4th, 2022 – 5:30 PM
DRAFT Agenda**

<https://meet.goto.com/181273717>

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(For supported devices, tap a one-touch number below to join instantly.)

United States (Toll Free): 1 877 309 2073
- One-touch: <tel:+18773092073,181273717#>

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- One-touch: <tel:+16467493129,181273717#>

Access Code: 181-273-717

- I. Call to Order.
- II. Approval of Agenda.
- III. Public Input.
- IV. Consent Agenda. All matters listed within the Consent Agenda have been distributed to each member of South Whidbey Fire/EMS's Board of Commissioners for reading and study. They are considered to be routine, and will be enacted by one motion of the Commissioners with no separate discussion. If separate discussion is desired, that item may be removed from the Consent Agenda and placed on the Regular Agenda by request.
 - a. Approval of Minutes.
 - i. Regular Meeting on April 14th, 2022
 - b. Finance Officer's Reports
 - c. Monthly Vouchers- \$240,775.49
- VI. Unfinished Business –
 - a. Platform choice for future meetings- GoTo Meeting or Zoom.
 - b. Updates on Website's work in progress
 - c. Response to Barry Pomeroy's Letter
 - d. Corrected Budget Item from April 14th's Meeting
- VII. New Business –
 - a. Email Security Issues and Expected Resolutions
 - b. Salary Matrix
 - c. Salary Step Increase
 - i. Fire Mechanic Carlson
 - ii. Maintenance Tech Greve
 - d. Surplus of Moffets Bunker Gear
 - e. Engine Purchase
 - f. Annual Budget report will be completed by May 31st, 2022.
 - g. April Call Volume Report
 - h. Volunteer Recruitment

- i. No new Recruits
 - ii. Some interest
 - iii. Recruitment/Retention Committee Formed
- h. Non-conventional Volunteer Positions
- i. Fire Chief Walsh's 2022 goals from Commissioners.

VIII. Announcements:

IX. Comments from Commissioners.

X. Executive Session:

XII. Action taken as result of Executive Session:

XIII. Conclude.

Linda Mazeres,
District Secretary

SOUTH WHIDBEY FIRE/EMS
REGULAR MEETING
5579 Bayview Road, Langley, Washington
April 14th, 2022 – 5:30 PM
DRAFT Meeting Minutes

<https://meet.goto.com/555865509>

Attendance via GoTo Meeting: Deputy Chief Jon Beck, Jessica Bateman, Sarah Pederson, FF/EMT Blake Benenati, Melissa, Michele Mazerres, Nikki.

In Person Attendance: Chairman Noblet, Commissioner Towers, Commissioner Erickson, Fire Chief Walsh, Deputy Chief Ney, Lt. Leah Kalahiki, Barry Pomeroy, FF Rebecca Pomeroy, FF Suzie Reynolds.

- I. **Call to Order.** Chairman Noblet called the meeting to order at 5:30 p.m.
- II. **Approval of Agenda.** Commissioner Noblet made a motion to approve the agenda. Commissioner Erickson seconded.
- III. **Oath of Office for Finance Officer/District Secretary.** Commissioner Noblet administrated Finance Officer Oath of Office to Linda Mazerres.
- IV. **Oath of Office for new Fire Chief.** Commissioner Noblet administrated the Fire Chief Oath of Office to Nick Walsh.
- V. **Public Input.** Barry Pomeroy, a resident of South Whidbey, provided public comment and stated that he is re-submitting a letter to the Board that he had previously submitted last July.
- VI. **Consent Agenda.** All matters listed within the Consent Agenda have been distributed to each member of South Whidbey Fire/EMS's Board of Commissioners for reading and study. They are considered to be routine, and will be enacted by one motion of the Commissioners with no separate discussion. If separate discussion is desired, that item may be removed from the Consent Agenda and placed on the Regular Agenda by request.
 - a. Approval of Minutes.
 - i. Special Meeting on March 26th, 2022
 - ii. Special Meeting on March 30th, 2022
 - b. Finance Officer's Reports
 - c. Monthly Vouchers - \$300,159.84

Commissioner Erickson made a motion to approve the Consent Agenda; Commissioner Towers seconded.

VI. Unfinished Business – None.

VII. New Business –

- a. **March Call Volume Report.** Chief Walsh provided the Board with the District's March Call Volume.
- b. **No new recruits.** No new recruits joined during the month of March.

- c. **Resolution 2022-04 Appoint new Payroll/Auditing Officer.** Commissioner Erickson made a motion to approve Resolution 2022-04 as presented; Commissioner Towers seconded.
- d. **Communications for future board meetings.**
- i. **Platform choice for future meetings - GoTo Meeting or Zoom.** Chief Walsh stated that there has been some desire to switch from GoTo to Zoom. Commissioner Erickson strongly advocated to switch to Zoom for all future Board Meetings due to ease of use and features. Chairman Noblet had some concerns regarding Zoom's past security problems. Chairman Noblet will be requesting more information and a comparison regarding GoTo/Zoom from the District's IT. Commissioner Towers also had some concerns regarding Zoom's history of invasions. Tabled until next meeting.
 - ii. **Outreach: how do we let people know about our meetings?** Commissioner Erickson stated that she would like meeting information to be easily accessed on the website and social media platforms. Chief Ney stated to the Board that he posted the April 14th, 2022 Board Meeting notice onto SWFE's Facebook and Twitter page.
 - iii. **Agenda: making it easy to access by all.** Commissioner Erickson stated that she would like to see the Agenda easily accessible, possibly on the front of the website.
 - iv. **Share screen: when reviewing documents, sharing them on the screen for all to see.** Commissioner Erickson would like to use the Share Screen feature when reviewing and sharing documents.

The other Board members discussed potential ideas and tabled discussion for the next regular meeting once more information has been obtained.

- e. **Motion to grant the Fire Chief authorization to enter into a Co-locate agreement with CWIFR.** Chief Walsh notified the Board that Central Whidbey Island Fire Rescue would like to park an engine at one of the District's stations as they have been for several months. The Board questioned whether or not the District would be liable for the engine on our property, Chief Walsh stated we will not be liable and this contract would be at no cost to the District.

Chairman Noblet made a motion to approve the Fire Chief authorization to enter into and sign a Co-locate agreement with CWIFR; Commissioner Towers seconded. Motion passed unanimously.

VIII. **Announcements:** None.

IX. **Comments from Commissioners.**

- a. Commissioner Erickson complimented Chief Walsh on his work so far with SWFE.
- b. Commissioner Erickson stated that she would like to form a meeting with all Board Commissioners within Island County to include Central Whidbey Island Fire Rescue, Camano Island Fire and Rescue, and North Whidbey Fire EMS Districts. Commissioner Towers agreed that he will add Camano on the list of invitees.
- c. Commissioner Erickson stated that she would like to discuss Chief Walsh's goals for the year. Chairman Noblet and Commissioner Towers agreed that Chief Walsh's 2022 goals will be postponed for discussion until the May or June 2022 Board Meeting.
- d. Chief Walsh informed the Board that staff would like to open the future District Banquets to family members as the upcoming banquet is member-only.
- e. Commissioner Erickson stated that she is hoping to see future opportunities to hold some community events. Also, she has heard that recent retirees were not honored and would like further investigation.
- f. Chairman Noblet stated that the date for the May public meeting may need to be changed due to Commissioner Towers absence.

X. **Executive Session:** None.

XII. **Action taken as result of Executive Session:** None.

XIII. **Conclude.** Chairman Noblet concluded the meeting at 6:24 p.m.

Linda Mazeres,
District Secretary

2022 BUDGET POSITION

South Whidbey Fire EMS

Time: 09:19:04 Date: 05/03/2022

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001 General Fund 01/01/2022 To: 12/31/2022

	Amt Budgeted	Revenues	Remaining	
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308 Beginning Balances

308 91 00 00 Estimated Beginning Balance	0.00	667,930.81	(667,930.81)	0.0%
308 Beginning Balances	0.00	667,930.81	(667,930.81)	0.0%

310 Taxes

311 10 00 00 Property Taxes 80%	3,667,819.06	18,301.49	3,649,517.57	0.5%
337 00 00 01 Leasehold Excise Tax	2,000.00	404.73	1,595.27	20.2%
337 00 00 02 Timber Tax	0.00	0.00	0.00	0.0%
310 Taxes	3,669,819.06	18,706.22	3,651,112.84	0.5%

330 State Generated Revenues

331 97 03 00 FEMA Public Assistance Grant	0.00	0.00	0.00	0.0%
334 01 30 00 WSP Basic FF Academy Reimbursement Program	1,000.00	0.00	1,000.00	0.0%
334 01 80 00 State Direct/Indirect Grant From Military Department	0.00	0.00	0.00	0.0%
334 04 90 00 Dept. Of Health EMS Trauma Grant	1,220.00	0.00	1,220.00	0.0%
337 07 60 00 In-Lieu Tax - Ferries	3,923.10	0.00	3,923.10	0.0%
337 07 70 00 In-Lieu Tax - School District	1,620.00	0.00	1,620.00	0.0%
330 State Generated Revenues	7,763.10	0.00	7,763.10	0.0%

340 Charges For Services

341 70 00 00 Sales Of Merchandise	0.00	0.00	0.00	0.0%
342 21 00 00 Hospital Payments For Consumable Supplies	167,198.32	0.00	167,198.32	0.0%
340 Charges For Services	167,198.32	0.00	167,198.32	0.0%

360 Misc Revenues

361 11 00 01 Investment Interest	6,000.00	628.24	5,371.76	10.5%
362 10 00 00 CPR Public Class Registration	800.00	0.00	800.00	0.0%
362 50 00 00 Lease & Rental Payments	0.00	0.00	0.00	0.0%
369 10 00 00 Sale Of Surplus	0.00	0.00	0.00	0.0%
369 40 00 00 Judgements/Settlements	0.00	0.00	0.00	0.0%
369 91 00 00 Other Revenue	0.00	4,123.65	(4,123.65)	0.0%
360 Misc Revenues	6,800.00	4,751.89	2,048.11	69.9%

380 Non Revenues

388 10 00 00 Prior Year(s) Corrections	0.00	0.00	0.00	0.0%
389 90 00 10 Other Custodial Activities	0.00	0.00	0.00	0.0%
380 Non Revenues	0.00	0.00	0.00	0.0%

390 Other Revenues

395 10 00 00 Sale Of Capital Assets	0.00	0.00	0.00	0.0%
390 Other Revenues	0.00	0.00	0.00	0.0%

2022 BUDGET POSITION

South Whidbey Fire EMS

Time: 09:19:04 Date: 05/03/2022

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001 General Fund 01/01/2022 To: 12/31/2022

Revenues	Amt Budgeted	Revenues	Remaining	
397 Interfund Transfers				
397 22 00 02 Transfer From Capital Fund	0.00	600,000.00	(600,000.00)	0.0%
397 Interfund Transfers	0.00	600,000.00	(600,000.00)	0.0%
Fund Revenues:	3,851,580.48	1,291,388.92	2,560,191.56	33.5%

Expenditures	Amt Budgeted	Expenditures	Remaining	
522 Fire Control				
522 45 10 01 Authorized Overtime - Training	25,250.00	1,884.39	23,365.61	7.5%
522 45 20 10 FICA Medicare Benefits-FF OT Training	0.00	144.13	(144.13)	0.0%
522 45 20 20 L&I / Unemployment Premiums-FF OT Training	0.00	0.00	0.00	0.0%
522 45 20 30 Healthcare Benefits-FF OT Training	0.00	1.03	(1.03)	0.0%
522 45 20 40 Retirement Benefits-FF OT Training	0.00	99.53	(99.53)	0.0%
522 Fire Control	25,250.00	2,129.08	23,120.92	8.4%

591 Debt Service				
591 22 71 01 Principle Payments	185,000.00	0.00	185,000.00	0.0%
592 22 83 01 Interest Payments	134,160.00	0.00	134,160.00	0.0%
591 Debt Service	319,160.00	0.00	319,160.00	0.0%

594 Capital Expenditures				
594 20 35 60 Personal Safety Equipment - Capital	125,000.00	0.00	125,000.00	0.0%
594 22 30 00 Communications Equipment	354,200.00	0.00	354,200.00	0.0%
594 45 35 10 Fire Training Equipment - Capital	21,000.00	0.00	21,000.00	0.0%
594 60 48 31 Marine Vehicle Repair - Capital	25,000.00	0.00	25,000.00	0.0%
594 Capital Expenditures	525,200.00	0.00	525,200.00	0.0%

010 ADMIN

522 Fire Control				
522 10 10 10 Chief's Wages	146,311.10	67,701.30	78,609.80	46.3%
522 10 10 20 Deputy Chiefs' Wages	345,022.14	88,942.03	256,080.11	25.8%
522 10 10 30 Division Chief's Wages	0.00	0.00	0.00	0.0%
522 10 10 40 Administration Wages	285,059.75	92,197.81	192,861.94	32.3%
522 10 10 60 Commissioner's Stipends	12,288.00	6,400.00	5,888.00	52.1%
522 10 10 85 Public Education Officer Wages	0.00	0.00	0.00	0.0%
522 10 10 90 Disability	4,000.00	900.00	3,100.00	22.5%
522 10 15 20 Deputy Chief Deferred Comp Match	6,900.42	973.17	5,927.25	14.1%
522 10 15 21 Admin Deferred Compensation Match	5,701.16	476.72	5,224.44	8.4%
522 10 20 10 FICA / Medicare Benefits-Admin	60,334.10	17,897.09	42,437.01	29.7%
522 10 20 20 L&I / Unemployment Premiums-Admin	27,664.72	8,718.04	18,946.68	31.5%
522 10 20 30 Admin Healthcare Benefits/ADD	187,410.44	91,311.62	96,098.82	48.7%
522 10 20 40 Retirement Benefits-ADMIN	62,269.89	21,337.39	40,932.50	34.3%
522 10 20 50 Tuition Reimbursement-Admin	2,500.00	0.00	2,500.00	0.0%
522 10 31 10 Office Supplies	6,650.00	1,889.92	4,760.08	28.4%
522 10 31 11 Printing - Newsletter	7,200.00	2,106.24	5,093.76	29.3%
522 10 31 12 Maps & Mapping Supplies	100.00	0.00	100.00	0.0%
522 10 31 20 Photographic Supplies	100.00	0.00	100.00	0.0%

2022 BUDGET POSITION

South Whidbey Fire EMS

Time: 09:19:04 Date: 05/03/2022

Page: 3

001 General Fund

01/01/2022 To: 12/31/2022

Expenditures	Amt Budgeted	Expenditures	Remaining	
522 Fire Control				
522 10 32 10 Fuel - Administration	10,000.00	1,374.65	8,625.35	13.7%
522 10 35 10 Office Equipment	1,100.00	31.50	1,068.50	2.9%
522 10 35 20 Software	5,405.00	0.00	5,405.00	0.0%
522 10 35 30 Computer Hardware	28,850.00	3,853.88	24,996.12	13.4%
522 10 41 10 Legal Services	5,500.00	6,173.75	(673.75)	112.3%
522 10 41 20 Audit & Review Services	7,000.00	7,073.40	(73.40)	101.0%
522 10 41 30 Consulting Services	30,000.00	6,295.00	23,705.00	21.0%
522 10 41 33 Consulting Marketing Retention	0.00	0.00	0.00	0.0%
522 10 41 34 Consulting Website	0.00	0.00	0.00	0.0%
522 10 41 40 Professional Services	880.00	535.79	344.21	60.9%
522 10 41 70 Photography	500.00	0.00	500.00	0.0%
522 10 42 10 Postage & Shipping	9,490.00	2,494.92	6,995.08	26.3%
522 10 42 20 Internet Connections/Whidbey Telecom	10,800.00	5,031.66	5,768.34	46.6%
522 10 42 30 Cell & Digital Telephones	25,200.00	9,645.63	15,554.37	38.3%
522 10 42 40 Wired Telephones & FAX/Whidbey Telecom	9,540.00	3,190.91	6,349.09	33.4%
522 10 42 50 Alarm Monitoring	2,100.00	761.61	1,338.39	36.3%
522 10 43 01 Admin Ferry Fees	270.00	0.00	270.00	0.0%
522 10 43 10 Commissioner Travel	500.00	0.00	500.00	0.0%
522 10 43 20 Career Staff Travel	4,900.00	0.00	4,900.00	0.0%
522 10 44 10 Administrative Advertising	2,500.00	815.89	1,684.11	32.6%
522 10 44 30 Volunteer Recruit./Retention Advertising	2,500.00	0.00	2,500.00	0.0%
522 10 45 10 Admin Equipment Leases	7,656.00	1,112.58	6,543.42	14.5%
522 10 46 10 Liability/Umbrella-Enduris	104,890.00	1,190.00	103,700.00	1.1%
522 10 47 10 Election Expenses	0.00	6,163.80	(6,163.80)	0.0%
522 10 47 20 Timber Tax	17.90	0.00	17.90	0.0%
522 10 47 30 Clean Water Uility Taxes	448.33	0.00	448.33	0.0%
522 10 48 10 Computer Repair & Maintenance	6,000.00	717.78	5,282.22	12.0%
522 10 48 20 Office Equipment Repair & Maintenance	1,290.00	300.11	989.89	23.3%
522 10 49 10 Memberships	8,062.00	4,250.00	3,812.00	52.7%
522 10 49 20 Subscriptions	39,882.23	12,931.82	26,950.41	32.4%
522 10 49 30 Information Services	2,707.50	189.75	2,517.75	7.0%
522 10 49 40 Software Recuring Licenses	38,035.66	15,990.62	22,045.04	42.0%
522 10 49 50 Investment/Bank Fees	760.00	47.27	712.73	6.2%
522 Fire Control	1,526,296.34	491,023.65	1,035,272.69	32.2%
010 ADMIN	1,526,296.34	491,023.65	1,035,272.69	32.2%

020 FIRE SUPPRESSION

522 Fire Control

522 20 15 10 Volunteer Reimbursement	140,000.00	12,005.75	127,994.25	8.6%
522 20 15 20 Volunteer Deferred Compensation Match	3,000.00	500.00	2,500.00	16.7%
522 20 15 30 Volunteer Shift Reimbursement	0.00	0.00	0.00	0.0%
522 20 20 10 FICA/Medicare Benefits-Volunteers	10,710.00	2,351.44	8,358.56	22.0%
522 20 20 31 Accidental Death & Disability - VFIS	2,300.00	2,337.00	(37.00)	101.6%
522 20 20 41 Retirement Premium-Board Of Vol. FF's	4,500.00	1,800.00	2,700.00	40.0%
522 20 20 42 Retirement Premium-LOSAP	25,827.00	0.00	25,827.00	0.0%
522 20 20 50 Tuition Reimbursement-Part Time FFs & Volunteers	2,500.00	0.00	2,500.00	0.0%
522 20 23 10 Physicals	2,760.00	0.00	2,760.00	0.0%
522 20 23 20 Vaccinations	3,360.00	0.00	3,360.00	0.0%
522 20 23 30 Testing	1,050.00	0.00	1,050.00	0.0%

2022 BUDGET POSITION

South Whidbey Fire EMS

Time: 09:19:04 Date: 05/03/2022

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001 General Fund 01/01/2022 To: 12/31/2022

Expenditures	Amt Budgeted	Expenditures	Remaining	
522 Fire Control				
522 20 23 40	Fitness Equipment	7,586.47	1,755.50	5,830.97 23.1%
522 20 23 50	Fitness Supplies	0.00	0.00	0.00 0.0%
522 20 24 20	Board of Volunteer Firefighters - Liability Insura	2,500.00	0.00	2,500.00 0.0%
522 20 24 30	LOSAP - Life Insurance	0.00	0.00	0.00 0.0%
522 20 24 40	Trusteed Plans (WFCA)	950.00	475.00	475.00 50.0%
522 20 28 10	Recognition Awards	9,120.00	1,008.57	8,111.43 11.1%
522 20 28 20	Special Recognition & Activities	11,295.00	579.44	10,715.56 5.1%
522 20 28 30	Incidents, Special Projects & Out Of Area Meals	1,790.00	278.38	1,511.62 15.6%
522 20 28 40	Health & Wellness Activities	0.00	0.00	0.00 0.0%
522 20 31 10	Fire Operations Supplies	8,670.00	549.67	8,120.33 6.3%
522 20 31 11	Fire Rehab Supplies	2,070.00	220.18	1,849.82 10.6%
522 20 31 12	Fire Safety Supplies	450.00	0.00	450.00 0.0%
522 20 31 20	Medical Operations Supplies	38,033.00	1,955.98	36,077.02 5.1%
522 20 31 30	Marine Rescue Operations Supplies	1,806.00	0.00	1,806.00 0.0%
522 20 31 40	Technical Rescue Operations Supplies	0.00	0.00	0.00 0.0%
522 20 31 60	Uniforms & Badges	20,605.00	7,018.31	13,586.69 34.1%
522 20 32 10	Fuel - Fire Apparatus	21,450.00	1,379.89	20,070.11 6.4%
522 20 32 20	Fuel - Medical Apparatus	8,500.00	848.62	7,651.38 10.0%
522 20 32 30	Fuel - Marine Apparatus	4,200.00	0.00	4,200.00 0.0%
522 20 32 40	Fuel - Technical Rescue Apparatus	500.00	0.00	500.00 0.0%
522 20 35 10	Fire Equipment	40,716.69	2,387.81	38,328.88 5.9%
522 20 35 11	Rehab Equipment	50.00	0.00	50.00 0.0%
522 20 35 12	Fire Safety Equipment	1,770.00	1,527.04	242.96 86.3%
522 20 35 20	Medical Equipment	6,300.00	750.00	5,550.00 11.9%
522 20 35 30	Marine Rescue Equipment	17,090.00	7,669.63	9,420.37 44.9%
522 20 35 40	Technical Rescue Equipment	3,700.00	3,120.39	579.61 84.3%
522 20 35 50	Communications Equipment	45,236.14	1,609.55	43,626.59 3.6%
522 20 35 60	Personal Safety Equipment	62,260.00	37,540.24	24,719.76 60.3%
522 20 41 10	Hose Testing	5,000.00	0.00	5,000.00 0.0%
522 20 41 20	Apparatus Testing/Certification	7,830.00	0.00	7,830.00 0.0%
522 20 41 30	SCBA Flow Testing/Certification	7,912.50	0.00	7,912.50 0.0%
522 20 41 40	Biohazard Waste Disposal	264.00	62.16	201.84 23.5%
522 20 42 10	Dispatch Services	87,238.27	23,276.27	63,962.00 26.7%
522 20 45 10	Operations Equipment Leases	2,500.00	0.00	2,500.00 0.0%
522 20 45 20	Operations Rents And Fees	17,751.84	17,753.47	(1.63) 100.0%
522 22 10 00	Part Time Firefighter Wages	942,510.91	312,007.97	630,502.94 33.1%
522 22 10 01	Authorized Overtime Part Time Firefighters	30,000.00	13,014.44	16,985.56 43.4%
522 22 15 20	Firefighter Deferred Compensation Match	18,750.24	0.00	18,750.24 0.0%
522 22 20 10	FICA Medicare Benefits-PT Firefighters	78,260.33	21,999.59	56,260.74 28.1%
522 22 20 20	L&I/ Unemployment Premiums- PT Firefighters	49,131.04	38,486.82	10,644.22 78.3%
522 22 20 30	Part Time Firefighters Healthcare Benefits/AD&D	207,942.84	131,279.79	76,663.05 63.1%
522 22 20 40	Retirement Benefits Part Time Firefighters	126,618.20	22,980.41	103,637.79 18.1%
522 Fire Control		2,094,365.47	670,529.31	1,423,836.16 32.0%
020 FIRE SUPPRESSION		2,094,365.47	670,529.31	1,423,836.16 32.0%

030 FIRE PREVENTION & INVESTIGATION

2022 BUDGET POSITION

South Whidbey Fire EMS

Time: 09:19:04 Date: 05/03/2022

Page: 5

001 General Fund 01/01/2022 To: 12/31/2022

Expenditures	Amt Budgeted	Expenditures	Remaining	
522 Fire Control				
522 30 31 51	Fire Prevention Supplies	500.00	0.00	500.00 0.0%
522 30 31 60	Public Education Operating Supplies	5,360.00	77.21	5,282.79 1.4%
522 30 32 10	Public Education Fuel	150.00	0.00	150.00 0.0%
522 30 49 00	Special Projects	3,600.00	785.68	2,814.32 21.8%
522 Fire Control		9,610.00	862.89	8,747.11 9.0%
030 FIRE PREVENTION & INVESTIGATION		9,610.00	862.89	8,747.11 9.0%

045 TRAINING EMPLOYEE

522 Fire Control				
522 45 31 00	Administration Training Supplies	429.70	0.00	429.70 0.0%
522 45 31 10	Fire Training Supplies	7,953.78	1,827.13	6,126.65 23.0%
522 45 31 20	Medical Training Supplies	4,985.00	2,217.55	2,767.45 44.5%
522 45 31 21	Medical Training Supplies - WEMSC Grant	1,222.00	0.00	1,222.00 0.0%
522 45 31 30	Marine Training Supplies	330.00	0.00	330.00 0.0%
522 45 31 40	Technical Rescue Training Supplies	0.00	0.00	0.00 0.0%
522 45 32 10	Fuel - Training	400.00	46.41	353.59 11.6%
522 45 35 00	Administration Training Equipment	0.00	0.00	0.00 0.0%
522 45 35 10	Fire Training Equipment	34,353.28	16,971.79	17,381.49 49.4%
522 45 35 20	Medical Training Equipment	7,260.95	1,327.08	5,933.87 18.3%
522 45 35 30	Marine Training Equipment	1,320.00	0.00	1,320.00 0.0%
522 45 35 40	Technical Rescue Training Equipment	0.00	0.00	0.00 0.0%
522 45 41 10	Training Professional Services	7,800.00	0.00	7,800.00 0.0%
522 45 43 00	Administrative Training Travel	2,345.00	65.00	2,280.00 2.8%
522 45 43 01	Administrative Lodging & Food	12,508.00	0.00	12,508.00 0.0%
522 45 43 02	Training Ferry Fees	430.00	54.70	375.30 12.7%
522 45 43 10	Fire Training Travel	75.00	0.00	75.00 0.0%
522 45 43 11	Fire Lodging & Food	3,045.00	0.00	3,045.00 0.0%
522 45 43 20	Medical Training Travel	50.00	0.00	50.00 0.0%
522 45 43 21	Medical Lodging & Food	800.00	0.00	800.00 0.0%
522 45 43 30	Marine Training Travel	0.00	0.00	0.00 0.0%
522 45 43 31	Marine Lodging & Food	0.00	0.00	0.00 0.0%
522 45 43 40	Technical Rescue Training Travel	0.00	0.00	0.00 0.0%
522 45 43 41	Technical Rescue Lodging & Food	0.00	0.00	0.00 0.0%
522 45 43 50	Maintenance Training Travel	2,400.00	0.00	2,400.00 0.0%
522 45 43 51	Maintenance Lodging & Food	4,250.00	0.00	4,250.00 0.0%
522 45 49 00	Administration Tuition & Registration	11,085.00	540.00	10,545.00 4.9%
522 45 49 10	Fire Tuition & Registration	17,185.00	2,743.00	14,442.00 16.0%
522 45 49 11	Fire Training Projects & Workshops	10,380.00	0.00	10,380.00 0.0%
522 45 49 20	Medical Tuition & Registration	8,220.00	507.93	7,712.07 6.2%
522 45 49 21	Medical Training Projects	784.00	0.00	784.00 0.0%
522 45 49 22	Medical Tuition - CBT Grant	0.00	0.00	0.00 0.0%
522 45 49 30	Marine Tuition & Registration	200.00	0.00	200.00 0.0%
522 45 49 31	Marine Rescue Training Projects	0.00	0.00	0.00 0.0%
522 45 49 40	Technical Rescue Tuition & Registration	10,095.00	9,839.00	256.00 97.5%
522 45 49 41	Technical Rescue Training Projects	0.00	0.00	0.00 0.0%
522 45 49 50	Maintenance Tuition & Registration	3,395.95	180.00	3,215.95 5.3%
522 45 49 60	Health & Wellness Training - Registration	0.00	0.00	0.00 0.0%
522 Fire Control		153,302.66	36,319.59	116,983.07 23.7%

2022 BUDGET POSITION

South Whidbey Fire EMS

Time: 09:19:04 Date: 05/03/2022

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001 General Fund 01/01/2022 To: 12/31/2022

Expenditures	Amt Budgeted	Expenditures	Remaining	
045 TRAINING EMPLOYEE	153,302.66	36,319.59	116,983.07	23.7%

050 FACILITIES

522 Fire Control

522 50 10 00	Maintenance Employees Wages	134,557.75	41,717.82	92,839.93	31.0%
522 50 10 01	Maintenance Employees Authorized Overtime	4,000.00	0.00	4,000.00	0.0%
522 50 15 20	Maintenance Deferred Compensation Match	2,691.16	0.00	2,691.16	0.0%
522 50 20 10	FICA/Medicare Benefits-Maintenance Employees	10,599.67	2,795.50	7,804.17	26.4%
522 50 20 20	L&I/Unemployment Premiums-Maintenance Employees	7,223.45	2,775.82	4,447.63	38.4%
522 50 20 30	Maintenance Healthcare Benefits/AD&D	57,982.56	29,064.90	28,917.66	50.1%
522 50 20 40	Retirement Benefits-Maintenance Employees	17,776.96	5,892.42	11,884.54	33.1%
522 50 20 50	Tuition Reimbursement-Maintenance Employees	2,500.00	0.00	2,500.00	0.0%
522 50 31 10	Janitorial Supplies	8,400.00	923.81	7,476.19	11.0%
522 50 31 20	Maintenance Parts & Supplies	8,064.00	404.67	7,659.33	5.0%
522 50 32 10	Fuel - Maintenance	4,500.00	545.53	3,954.47	12.1%
522 50 35 10	Small Tools	48,250.00	38,808.64	9,441.36	80.4%
522 50 35 20	Furnishings	700.00	0.00	700.00	0.0%
522 50 35 30	Appliances	750.00	0.00	750.00	0.0%
522 50 41 10	Janitorial Services	47,944.00	6,580.00	41,364.00	13.7%
522 50 41 20	Yard Maintenance	15,000.00	0.00	15,000.00	0.0%
522 50 41 30	Building Maintenance Services	24,208.00	4,495.37	19,712.63	18.6%
522 50 45 10	Maintenance Equipment Rental & Leases	2,000.00	0.00	2,000.00	0.0%
522 50 47 10	Electricity Consumed	47,424.00	11,319.83	36,104.17	23.9%
522 50 47 20	LPG Gas Consumed	5,610.90	2,882.19	2,728.71	51.4%
522 50 47 30	Water Consumed	5,866.00	1,832.99	4,033.01	31.2%
522 50 47 40	Waste Disposal Used	4,220.00	1,155.74	3,064.26	27.4%
522 50 48 10	Facilities Repair & Maintenance	10,100.00	993.63	9,106.37	9.8%
522 Fire Control		470,368.45	152,188.86	318,179.59	32.4%

050 FACILITIES		470,368.45	152,188.86	318,179.59	32.4%
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060 VEHICLE & EQUIP MAINTENANCE

522 Fire Control

522 60 43 01	Maintenance Ferry Fees	1,000.00	140.90	859.10	14.1%
522 60 48 10	Fire Equipment Repair & Maintenance	27,662.04	5,749.74	21,912.30	20.8%
522 60 48 11	Fire Apparatus Repair & Maintenance	97,920.00	13,701.30	84,218.70	14.0%
522 60 48 12	Administrative Vehicle Repair & Maintenance	11,320.05	1,442.41	9,877.64	12.7%
522 60 48 20	Medical Equipment Repair & Maintenance	2,785.00	0.00	2,785.00	0.0%
522 60 48 21	Medical Vehicle Repair & Maintenance	6,160.00	985.72	5,174.28	16.0%
522 60 48 30	Marine Equipment Repair & Maintenance	2,000.00	861.43	1,138.57	43.1%
522 60 48 31	Marine Vehicle Repair & Maintenance	25,200.00	459.23	24,740.77	1.8%
522 60 48 40	Technical Rescue Equipment Repair & Maintenance	500.00	0.00	500.00	0.0%
522 60 48 41	Technical Rescue Vehicle Repair & Maintenance	950.00	0.00	950.00	0.0%

2022 BUDGET POSITION

South Whidbey Fire EMS

Time: 09:19:04 Date: 05/03/2022

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001 General Fund 01/01/2022 To: 12/31/2022

Expenditures	Amt Budgeted	Expenditures	Remaining	
522 Fire Control				
522 60 48 50 Training Equipment Repair & Maintenance	500.00	0.00	500.00	0.0%
522 60 48 60 Maintenance Equipment Repair & Maintenance	3,750.00	118.74	3,631.26	3.2%
522 60 48 61 Maintenance Vehicle Repair & Maintenance	1,450.00	0.00	1,450.00	0.0%
522 60 49 70 Collision/Accident	5,999.98	0.00	5,999.98	0.0%
522 Fire Control	187,197.07	23,459.47	163,737.60	12.5%
060 VEHICLE & EQUIP MAINTENANCE	187,197.07	23,459.47	163,737.60	12.5%

062 CAPITAL FACILITIES

594 Capital Expenditures

594 22 62 38 Station 32- Upgrade Transfer Switch & 30 KW Generator	0.00	0.00	0.00	0.0%
594 22 63 30 Cultus Bay Radio Tower Site	37,520.00	0.00	37,520.00	0.0%
594 22 63 31 Station 31 - 5535 Cameron Road	37,600.00	67.94	37,532.06	0.2%
594 22 63 32 Station 32 - 6435 Central Avenue	4,500.00	0.00	4,500.00	0.0%
594 22 63 33 Station 33 - 3405 French Road	50,468.12	450.00	50,018.12	0.9%
594 22 63 34 Station 34 - 820 Camano Avenue	9,100.00	0.00	9,100.00	0.0%
594 22 63 35 Station 35 - 3982 Saratoga Road	15,205.00	1,022.87	14,182.13	6.7%
594 22 63 36 Station 36 - 5579 Bayview Road	59,196.00	42,030.89	17,165.11	71.0%
594 22 63 37 Maintenance Facility - 2874 Verlaine Street	31,654.84	2,486.13	29,168.71	7.9%
594 22 64 01 Bayview Facility Construction General Fund	0.00	0.00	0.00	0.0%
594 Capital Expenditures	245,243.96	46,057.83	199,186.13	18.8%
062 CAPITAL FACILITIES	245,243.96	46,057.83	199,186.13	18.8%

070 OTHER

580 Non Expenditures

588 10 00 00 Prior Period Adjustment	0.00	(702.31)	702.31	0.0%
589 00 00 10 Non Expenditure - Suspense	0.00	0.00	0.00	0.0%
589 90 00 00 Payroll Deduction Clearing	0.00	12,594.05	(12,594.05)	0.0%
580 Non Expenditures	0.00	11,891.74	(11,891.74)	0.0%

597 Interfund Transfers

597 00 00 02 Transfer To Capital Fund	0.00	0.00	0.00	0.0%
597 00 00 03 Transfer To Reserve Fund	0.00	0.00	0.00	0.0%
597 00 00 04 Transfer To Contingency Fund	0.00	0.00	0.00	0.0%
597 Interfund Transfers	0.00	0.00	0.00	0.0%

070 OTHER	0.00	11,891.74	(11,891.74)	0.0%
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Fund Expenditures:	5,555,993.95	1,434,462.42	4,121,531.53	25.8%
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2022 BUDGET POSITION

South Whidbey Fire EMS

Time: 09:19:04 Date: 05/03/2022

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001 General Fund

01/01/2022 To: 12/31/2022

Fund Excess/(Deficit):

(1,704,413.47)

(143,073.50)

2022 BUDGET POSITION

South Whidbey Fire EMS

Time: 09:19:04 Date: 05/03/2022

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003 Reserve Fund 01/01/2022 To: 12/31/2022

	Amt Budgeted	Revenues	Remaining	
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308 Beginning Balances

308 41 10 00 Estimated Beginning Balance	0.00	52,935.18	(52,935.18)	0.0%
308 Beginning Balances	0.00	52,935.18	(52,935.18)	0.0%

397 Interfund Transfers

397 00 00 03 Transfer From General Fund To Reserve	0.00	0.00	0.00	0.0%
397 Interfund Transfers	0.00	0.00	0.00	0.0%

Fund Revenues:	0.00	52,935.18	(52,935.18)	0.0%
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Fund Excess/(Deficit):	0.00	52,935.18		
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2022 BUDGET POSITION

South Whidbey Fire EMS

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004 Contingency Fund 01/01/2022 To: 12/31/2022

	Amt Budgeted	Revenues	Remaining	
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308 Beginning Balances

308 91 11 00 Estimated Beginning Balance	0.00	168,476.26	(168,476.26)	0.0%
308 Beginning Balances	0.00	168,476.26	(168,476.26)	0.0%

360 Misc Revenues

367 11 00 00 Donations & Gifts	0.00	1,000.00	(1,000.00)	0.0%
360 Misc Revenues	0.00	1,000.00	(1,000.00)	0.0%

397 Interfund Transfers

397 00 00 04 Transfer From General Fund To Contingency	0.00	0.00	0.00	0.0%
397 Interfund Transfers	0.00	0.00	0.00	0.0%

Fund Revenues:	0.00	169,476.26	(169,476.26)	0.0%
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Fund Excess/(Deficit):	0.00	169,476.26		
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2022 BUDGET POSITION

South Whidbey Fire EMS

Time: 09:19:04 Date: 05/03/2022

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300 Capital Fund 01/01/2022 To: 12/31/2022

	Amt Budgeted	Revenues	Remaining	
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308 Beginning Balances

308 41 00 00 Estimated Beginning Balance	0.00	2,358,673.14	(2,358,673.14)	0.0%
308 Beginning Balances	0.00	2,358,673.14	(2,358,673.14)	0.0%

310 Taxes

311 10 00 01 Property Taxes 20%	907,648.06	4,575.37	903,072.69	0.5%
310 Taxes	907,648.06	4,575.37	903,072.69	0.5%

397 Interfund Transfers

397 00 00 02 Transfer From General Fund	0.00	0.00	0.00	0.0%
397 Interfund Transfers	0.00	0.00	0.00	0.0%

Fund Revenues:	907,648.06	2,363,248.51	(1,455,600.45)	260.4%
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	Amt Budgeted	Expenditures	Remaining	
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594 Capital Expenditures

594 20 35 12 Fire Safety Equipment - Capital	616,156.50	0.00	616,156.50	0.0%
594 20 42 10 Dispatch Services - Capital	20,093.42	0.00	20,093.42	0.0%
594 22 64 00 Bayview Facility Construction	0.00	0.00	0.00	0.0%
594 22 64 11 Vehicles	302,787.62	23,434.49	279,353.13	7.7%
594 22 64 13 Fire Apparatus	660,000.00	0.00	660,000.00	0.0%
594 22 65 00 Bayview Facility Building Permit & Design Work	0.00	0.00	0.00	0.0%
594 Capital Expenditures	1,599,037.54	23,434.49	1,575,603.05	1.5%

999 Ending Balance

508 41 00 00 Ending Balance	0.00	0.00	0.00	0.0%
999 Ending Balance	0.00	0.00	0.00	0.0%

062 CAPITAL FACILITIES

594 Capital Expenditures

594 22 62 11 Bayview Road Property	319,160.00	0.00	319,160.00	0.0%
594 Capital Expenditures	319,160.00	0.00	319,160.00	0.0%

062 CAPITAL FACILITIES	319,160.00	0.00	319,160.00	0.0%
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070 OTHER

597 Interfund Transfers

597 22 00 02 Transfer To General Fund	0.00	600,000.00	(600,000.00)	0.0%
597 Interfund Transfers	0.00	600,000.00	(600,000.00)	0.0%

2022 BUDGET POSITION

South Whidbey Fire EMS

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300 Capital Fund		01/01/2022 To: 12/31/2022		
Expenditures	Amt Budgeted	Expenditures	Remaining	
070 OTHER	0.00	600,000.00	(600,000.00)	0.0%
Fund Expenditures:	1,918,197.54	623,434.49	1,294,763.05	32.5%
Fund Excess/(Deficit):	(1,010,549.48)	1,739,814.02		

2022 BUDGET POSITION

South Whidbey Fire EMS

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301 Bond Fund 01/01/2022 To: 12/31/2022

Revenues	Amt Budgeted	Revenues	Remaining	
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308 Beginning Balances

308 41 20 00 Estimated Beginning Balance	0.00	0.00	0.00	0.0%
308 Beginning Balances	0.00	0.00	0.00	0.0%

Fund Revenues:	0.00	0.00	0.00	0.0%
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Fund Excess/(Deficit):	0.00	0.00		
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2022 BUDGET POSITION TOTALS

South Whidbey Fire EMS

Time: 09:19:04 Date: 05/03/2022

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Fund	Revenue Budgeted	Received		Expense Budgeted	Spent	
001 General Fund	3,851,580.48	1,291,388.92	33.5%	5,555,993.95	1,434,462.42	26%
003 Reserve Fund	0.00	52,935.18	0.0%	0.00	0.00	0%
004 Contingency Fund	0.00	169,476.26	0.0%	0.00	0.00	0%
300 Capital Fund	907,648.06	2,363,248.51	260.4%	1,918,197.54	623,434.49	33%
301 Bond Fund	0.00	0.00	0.0%	0.00	0.00	0%
	<u>4,759,228.54</u>	<u>3,877,048.87</u>	<u>81.5%</u>	<u>7,474,191.49</u>	<u>2,057,896.91</u>	<u>27.5%</u>

South Whidbey Fire/EMS

Expenditure Approval Document

Date of Approval: May 4th, 2022

Warrants Approved From: April 21st, 2022 - May 1st, 2022

Batch Date	Batch #	Batch Type	Total Amount
4/21/2022	April 21st DD	Direct Deposit Payroll	\$ 71,254.57
4/25/2022	April 25th AP	Accounts Payable	\$ 31,489.41
4/29/2020	April 29th DD-Greaves	Special Direct Deposit Payroll	\$ 2,019.62
4/29/2022	April 29th EFT	Internal Revenue Service	\$ 31,653.09
4/29/2022	April 29th Liabilities	Payroll Liabilities	\$ 74,505.81
5/1/2022	May 1st Payroll Liabilities	Q1 Payroll Liabilities	\$ 29,852.99
		Total Warrants Approved:	\$ 240,775.49

We, the undersigned of the above-names governmental unit do hereby certify that the merchandise or services hereinafter specified have been received and that the vouchers identified below are approved for payment.

Auditing Officer: _____
Linda Mazer

Fire Chief: _____
Nick Walsh

Commissioner: _____
Michael W. Noblet

Commissioner: _____
Savannah Erickson

Commissioner: _____
Jim Towers

South Whidbey Fire/EMS

Batch Form Document

April 21th, 2022 DD

Document Date: 04/21/2022

Fund: 638

Check #EFT

Date	Check	Vendor	Amount	Memo
4/21/2022	EFT	Beck, Jonathan J.	\$2,743.68	April 1-14 Payroll
4/21/2022	EFT	Benenati, Blake	\$1,807.22	April 1-14 Payroll
4/21/2022	EFT	Boyd, Brian	\$2,705.29	April 1-14 Payroll
4/21/2022	EFT	Carlson, Alex B	\$2,577.82	April 1-14 Payroll
4/21/2022	EFT	Crowe, Katheryne	\$1,751.59	April 1-14 Payroll
4/21/2022	EFT	Diffie, Karley	\$2,771.31	April 1-14 Payroll
4/21/2022	EFT	Ensign, Eric D	\$3,583.34	April 1-14 Payroll
4/21/2022	EFT	Erickson, Savannah	\$236.42	April 14; ICOM MTG
4/21/2022	EFT	Greve, Jake D	\$1,714.45	April 1-14 Payroll
4/21/2022	EFT	Hastings, Michael C	\$2,456.32	April 1-14 Payroll
4/21/2022	EFT	Husom, Robert	\$3,293.29	April 1-14 Payroll
4/21/2022	EFT	Kalahiki, Leah	\$3,552.01	April 1-14 Payroll
4/21/2022	EFT	Lange, Vicki	\$2,190.36	April 1-14 Payroll
4/21/2022	EFT	Mazeres, Linda B	\$2,094.47	April 1-14 Payroll
4/21/2022	EFT	McDonald, Kelly M	\$1,680.66	April 1-14 Payroll
4/21/2022	EFT	McDougald, Sean C	\$2,826.21	April 1-14 Payroll
4/21/2022	EFT	McMahon, Alexandra	\$3,575.05	April 1-14 Payroll
4/21/2022	EFT	Ney, Terrence	\$2,964.59	April 1-14 Payroll
4/21/2022	EFT	Noblet, Michael W	\$117.64	14-Apr
4/21/2022	EFT	Palmer, Harry L.	\$21,338.37	April 1-14 Payroll
4/21/2022	EFT	Towers, James A.	\$118.20	14-Apr
4/21/2022	EFT	Turner, Christopher	\$2,257.34	April 1-14 Payroll
4/21/2022	EFT	Walsh, Nicholas S	\$1,070.26	April 1-14 Payroll
4/21/2022	EFT	Wilkie, Carlee	\$1,828.68	April 1-14 Payroll
TOTAL			\$71,254.57	

I the undersigned, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered or the labor performed as described herein, that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation and that the claim, is a just, due and unpaid obligation against South Whidbey Fire/EMS, and that I am authorized to authenticate and certify to said claim.

Payroll Officer: 
Linda Mazeres

Fire Chief: 
Nicholas Walsh

South Whidbey Fire/EMS
 Batch Form Document
 April 25th, 2022 AP Batch
 Payment Date: 04/25/2022
 Fund: 638
 Check #661301-661330

Date	Check	Vendor	Amount
4/25/2022	661301	Amazon Capital Services	\$506.20
4/25/2022	661302	C.W. Nielsen Manufacturing INC	\$109.57
4/25/2022	661303	CDW Government, Inc.	\$142.46
4/25/2022	661304	Dreamseats LLC	\$2,462.94
4/25/2022	661305	Epic Ford, Inc.	\$105.39
4/25/2022	661306	Fire Com	\$4,445.40
4/25/2022	661307	Freeland Ace Hardware	\$119.56
4/25/2022	661308	G12 Communications LLC	\$426.61
4/25/2022	661309	Galls, BMO Harris Bank, N.A.	\$9.78
4/25/2022	661310	Grainger	\$97.05
4/25/2022	661311	IC E R & R Fund	\$76.99
4/25/2022	661312	Island Auto Supply	\$1,172.84
4/25/2022	661313	Island Disposal, Inc.	\$172.43
4/25/2022	661314	Island Disposal, Inc.	\$121.50
4/25/2022	661315	Kent D. Bruce Co. LLC	\$5,695.67
4/25/2022	661316	Kroesen's	\$112.18
4/25/2022	661317	LabCorp Occupational Testing Service	\$31.25
4/25/2022	661318	Municipal Emergency Services	\$10.87
4/25/2022	661319	Payless Food Store	\$151.84
4/25/2022	661320	Rescue Northwest	\$9,839.00
4/25/2022	661321	Reynolds, Gene	\$585.00
4/25/2022	661322	Skagit Farmers Supply	\$438.07
4/25/2022	661323	Snure Law Office, PSC	\$316.25
4/25/2022	661324	South Whidbey School District #206	\$2,318.46
4/25/2022	661325	Stericycle, INC.	\$10.36
4/25/2022	661326	Swenson Design Group LLC	\$450.00
4/25/2022	661327	WA State Ferries	\$74.90
4/25/2022	661328	Washington Generator Service LLC	\$25.00
4/25/2022	661329	West Coast Fire & Rescue	\$1,326.14
4/25/2022	661330	Whistle Workwear of Everett	\$135.70
Total			\$31,489.41

I the undersigned, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered or the labor performed as described herein, that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation and that the claim, is a just, due and unpaid obligation against South Whidbey Fire/EMS, and that I am authorized to authenticate and certify to said claim.

Payroll Officer:


 Linda Mazeres

Fire Chief:


 Nicholas Walsh

South Whidbey Fire/EMS

Batch Form Document

April 29th, 2022 DD

Payment Date: 04/29/2022

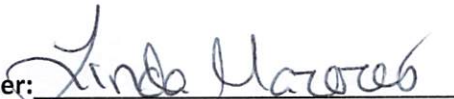
Fund: 638

Check #EFT

Date	Check	Vendor	Amount	Memo
4/29/2022	EFT	Greaves, Christopher	\$ 2,019.62	April 1-14 Payroll
TOTAL			\$2,019.62	

I the undersigned, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered or the labor performed as described herein, that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation and that the claim, is a just, due and unpaid obligation against South Whidbey Fire/EMS, and that I am authorized to authenticate and certify to said claim.

Payroll Officer:



Linda Mazeres

Fire Chief :

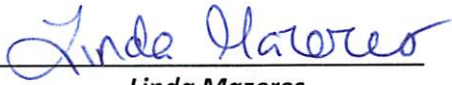


Nicholas Walsh

South Whidbey Fire/EMS
Batch Form Document
April 29th, 2022 EFTPS
Payment Date: 04/29/2022
Fund: 638
Check #EFT

Date	Check	Vendor	Amount	Memo
4/29/2022	EFT	Internal Revenue Service	\$31,653.09	Payroll Taxes 04/21/22-04/29/22
Total			\$ 31,653.09	

I the undersigned, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered or the labor performed as described herein, that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation and that the claim, is a just, due and unpaid obligation against South Whidbey Fire/EMS, and that I am authorized to authenticate and certify to said claim.

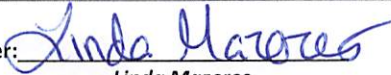
Payroll Officer: 
Linda Mazeres

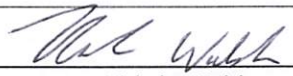
Fire Chief: 
Nicholas Walsh

South Whidbey Fire/EMS
 Batch Form Document
 April 29th, 2022 Liability Batch
 Payment Date: 4/29/2022
 Fund: 638
 Check #661262-661268

Date	Check	Vendor	Amount	Memo
4/29/2022	661331	IAFF Local Union 5212	\$273.60	Pay Cycle(s) 04/07/2022 To 04/29/2022 - FF Union Dues
4/29/2022	661332	South Whidbey Firefighters Union	\$986.40	Pay Cycle(s) 04/07/2022 To 04/29/2022 - FF Association Dues
4/29/2022	661333	Trusteed Plans Service Corp.	\$50,291.94	Pay Cycle(s) 04/07/2022 To 04/29/2022 -Medical/Dental/ Life Insurance
4/29/2022	661335	WA D/Retirement Systems	\$685.88	Pay Cycle(s) 04/07/2022 To 04/29/2022 - PERS 3
4/29/2022	661336	WA D/Retirement Systems	\$4,552.04	Pay Cycle(s) 04/07/2022 To 04/29/2022 - PERS 2
4/29/2022	661337	WA D/Retirement Systems	\$15,429.07	Pay Cycle(s) 04/07/2022 To 04/29/2022 - LEOFF 2
4/29/2022	661338	WA D/Retirement Systems	\$2,286.88	Pay Cycle(s) 04/07/2022 To 04/21/2022 - DEFERRED COMP
		Total	\$74,505.81	

I the undersigned, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered or the labor performed as described herein, that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation and that the claim, is a just, due and unpaid obligation against South Whidbey Fire/EMS, and that I am authorized to authenticate and certify to said claim.

Payroll Officer: 
 Linda Mazeres

Fire Chief: 
 Nicholas Walsh

South Whidbey Fire/EMS
Batch Form Document
May 1st, 2022 Liability Batch
Payment Date: 5/01/2022
Fund: 638
Check #661128-661137

Date	Check	Vendor	Amount	Memo
5/1/2022	661128	WA D/Employment Security	\$2,661.10	1st Quarter Unemployment: 01/01/2022 - 03/31/2022
5/1/2022	661129	WA D/Employment Security PFML	\$1,623.20	Pay Cycle(s) 01/01/2022 To 03/31/2022 - PMFL
5/1/2022	661130	WA D/L&I Employer Services	\$25,568.69	1ST Quarter L&I: 01/01/2022 - 03/31/2022
		Total	\$29,852.99	

I the undersigned, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered or the labor performed as described herein, that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation and that the claim, is a just, due and unpaid obligation against South Whidbey Fire/EMS, and that I am authorized to authenticate and certify to said claim.

Payroll Officer:


Linda Mazeres

Fire Chief:


Nicholas Walsh



SOUTH WHIDBEY FIRE / EMS

5579 Bayview Road • Langley, WA 98260
(360)321-1533 • Fax (360)321-9385 • www.swfe.org

Commissioners

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Michael Noblet
Savannah Erickson

Fire Chief

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Resource

Deputy Chief
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Training

Division Chief

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Records

Records Officer
Vicki Lange
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Finance

Finance Officer
Sarah Pedersen
finance@swfe.org
(360)222-5012

Admin Specialist

Kelly McDonald
info@swfe.org
(360)222-5013

MEMORANDIUM

TO: Chief Walsh
From: Deputy Chief Beck 
Date: April 28, 2022
Re: Zoom vs. GoToMeeting Security

Here is a recap of the key differences in security between Zoom and GoToMeeting and some features. Note, we are comparing the paid “Pro” versions of both platforms. The free version of Zoom does not have all of the advanced features referenced in some research and publications which I suspect were some of the previous reservations. SWFE has had a paid Pro Zoom account since 2020 for use at all 2020 and 2021 Island County EMT Classes without incident. We have further used Zoom for the Division Chief assessment testing and other meetings.

Early on in 2020, school districts across the nation quickly moved to Zoom, which saw a 10 million daily user count climb over night to over 300 million¹. With this there was some initial security issues know as the “hacking flaw” that were exploited and very public early on. Zoom quickly learned their “end-to-end encryption” was not end-to-end and the exploited hacking flaw quickly gained more publicity which coined the term “Zoom Bomb.” All of these know vulnerabilities have since been fixed. The link to the page in the reference lists a detailed chronological order of each problem and the fix and/or patch that resolved the problem(s).

Some of the benefit to Zoom are a direct result of the efforts to stop the Zoom Bombing. One such was allowing the organizers to **suspend participant activities** and then resume the session. GoToMeeting does not have anything similar. This allows you to lock unauthorized users out.

Another solution was creating the option for organizers to set a password for the session. This requires attendees to enter the provided (or published) password. This is something that GoToMeeting does not support.

Two Factor authentication is now available to Zoom users to validate and verify new login attempts to user accounts. We have enabled this feature already.

All forums researched stated Zoom was better and more user friendly for video conferencing and that GoToMeeting was better suited for remote team meetings².

Attachment: GoToMeeting Vs Zoom (IT Support Michael Hastings)

1. Tomsguide.com, March 18 2022, <https://www.tomsguide.com/news/zoom-security-privacy-woes>
2. CrazyEgg.com, February 1, 2022, <https://www.crazyegg.com/blog/zoom-vs-gotomeeting/>

GoTo Meeting (LogMe In)	Zoom
<p>\$10.20/Month Professional - 150 Participants \$13.60/Month Business - 250 participants</p> <p>Video Meeting Features Pro HD Video Screen Sharing Web Audio Dial in Conference Line Unlimited Meetings No Meeting Time Limits Business Messaging Personal Meeting Room Meeting Lock</p> <p>Business + Pro Co-Organizers Unlimited Cloud Recording Transcription Slide to PDF Smart Assistant Note Taking Drawing Tools Keyboard & Mouse Sharing</p> <p>https://www.goto.com/solutions/secure-video-conferencing</p>	<p>FREE for individuals \$12.49/Month Pro \$16.65/Month Business \$25/month Enterprise Do have a government tear, Call for details</p> <p>Video Meeting Features Free Host up to 100 participants Group meetings for up to 40 minutes Unlimited one-on-one Meetings</p> <p>Pro Host up to 100 participants Group meetings for up to 30 hours Social Media Streaming 1 GB Cloud Recording (per license)</p> <p>Business 10+ License required Host up to 300 participants Single Sign-On Recording Transcripts Managed Domains Company Branding All features included in Pro and more</p> <p>US Business 10+ Licenses required Includes all the phone features of Zoom United Pro Unlimited calling within US & Canada Optional add-on: add unlimited calling in up to 18 other countries Meetings Host meetings up to 300 participants Single Sign-On Recording Transcripts Managed Domains Company Branding</p> <p>https://explore.zoom.us/en/trust/security/</p>

plans are based one annual subscription.

Dear members Sirs and Madam, Members of the Board of Fire Commissioners and District Secretary,

Hello, my name is Barry Pomeroy, and I am a resident of this fire district at 2684 Sunshine Lane, Clinton WA 98236. I am an immediate past volunteer employee as a volunteer firefighter and EMT. I am also an educated consumer of public safety services as I have served for 29 years as a firefighter, both professional career and volunteer, as well as about 14 years of concurrent police service.

I am present tonight to present three brief commentaries for your consideration; a commendation for a fire crew that went over and above in the line of duty for a citizen in the district, a thankful summation of my experiences working with the South Whidbey Fire District for the past two years, and a request for the commission to engage the fire chiefs toward inevitable changes that the department is undergoing.

1. I want to start by giving the current and former board members my thanks and profound appreciation for the service that you provide. Through the fire administration you are also responsible for the considerable success in rebuilding the facilities, ensuring progress has been made in staffing, and in keeping the agency on course in answering the increasing 911 response needs.

I want to also recognize the exhausting work of the fire chief and his expertise in administration of the financial oversight and planning of the agency and the changes highlighted by a great new facility, the daunting conversion from all volunteer responders to part-time supplemental, and now to 24-hour career staff protection in addition to volunteer fire and EMS. This has been a huge task that many in the agency and the community, who may never understand the complexity of the politics or the tasks. So, on behalf of my family and my neighbors who have seen an immediate improvement in Rack-Times (from call to Rolling out the door), and Response arrival times, I thank Fire Chief Rusty Palmer for his over a decade of service, culminating with this recent transformational accomplishment by he and his staff.

The final commendation message tonight is to recognize and recommend that the board of fire commissioners and fire chief formally recognize an Engine 36 duty crew led by Lieutenant Leah Kalahiki, and Firefighters: Nikki Hagen and Chris Turner. On June 3rd 2021, the crew responded to a challenging EMS call in Freeland. The patient has been using 911 services frequently due to debilitating long term illness and recent injuries. When the crew recognized the suffering and emotional distress of the patient, they analyzed the physical circumstances, and returned off duty soon after and built a sturdy mobility ramp that benefits the patient by facilitating non-emergency services and has reduced the risk of injury to the patient and responders should they be needed in the future. Several additional also firefighters paid for the materials out of pocket. While this is a shining example of the heart and soul of all first responders, this action went over and above the call of duty in service to others. So, I commend, and request that you will formally recognize the crew for their choice and the outcome as an example to the body of firefighters and the community of how we compassionately view even the most frustrating tasks and human needs of our neighbors.

2. I'd like to now turn your attention to a brief thankful commentary on my time in service with South Whidbey Fire EMS. As each of you board members know I have been considering running for fire commissioner, and I have spoken with each of you personally about that decision, what your experiences have been, and how this fire department functions. I must thank the admin staff, the part time crews, and the Volunteers that I worked with. I have been inspired by the dedication and resilience of all levels of this fire department during the staffing crisis. Spending time getting to know almost every member of the department has enlightened me to some common and unfortunate conditions that we absolutely have to acknowledge and own up too, to manage current change

together as an entity with such an important mission, from Fire Commissioners all the way through to new volunteers.

As you may know, I separated from the agency July 31st for personal and professional reasons. I am not disgruntled; I am not bitter. I am thankful and I hold deep respect for the considerable hardships that some employees service has required. I requested and was granted an exit interview with Fire Chief Palmer and we had a robust and thorough discussion about the department structure, the changes that have occurred and those which are on the horizon. I appreciate his candor and professionalism, especially because all agencies have problems, crisis from time to time, and personnel development challenges. He accepted my observations and notes on the positive and negative things that I had directly and indirectly observed. I raised serious questions about personnel issues that are better handled on a confidential basis internally, and I know that he is already following up. Some of the issues he was intimately aware of. Some he told me that he was completely unaware of. Some others he felt were not “truthful” as told to me by individuals or that have become legend within the body of members, that I learned in the past two years.

I believe in the fire service. I believe that imperfect people do great things. And we all recognize that all ranks in every organization have people working to accomplish common goals and must experience some common factors to be successful at our mission. A few of those foundationally relevant to your fire department are; Leadership, Communication, Respect, Organization, and even Love. If any one of those factors suffer too much, the mission also suffers. We agreed on the necessary functional core values. In my conversation with Chief Palmer, we discussed holistic agency functions that are suffering from difficulties in each area from my observation and representation of the responders. Leadership has been having some failures. Customer Service has had some failures. Interpersonal respect in communication has had failures. Organizational reliability for internal functions has been failing the members. Training is even suffering. And painfully, complaining up and down has shown a lack of work-life balance and love of the job for many members, including many of our former volunteer fire & EMS that I have contacted. I squarely put this circumstance on the increasing work, and reduced number of hands to perform tasks, and on accountability failure. There is only one rank that all of these issue lands on. The fire chief, but he is not omnipotent. He is however accountable to you. And no matter how good you are at spreadsheets and PR, your whole team must trust you and the command team. He does not still have their confidence and trust.

I appreciate that Chief Palmer took my concerns seriously and attempted to identify specifics that he, and the entire team can work on to improve the experience that staff and fire/EMS responders need from positive leadership, respectful communications, respect as a core value practiced with intention between all members of the organization, organizational reliability, and accountability from top to bottom in both detail tasks and teamwork, and finally in ‘love.’ Some might wonder what I mean about love. All transformational changes and crisis need leaders that love their jobs, their team members, and the mission. It is critical in public safety that requires so much personal and professional sacrifice, that this attitude of loving your function and appreciating others is fostered by the agency mission statement, explicitly demonstrated by the leadership, and intentionally taught and coached to staff and company officers and the responder people doing the street level work. In every discussion of recruiting and retaining any employee or volunteer, we must consider that our performance in these core values will either build, coast on, or erode the motivation of our team members, our family so-to-speak. And ultimately we will guide them in coming to our organization, being active, or choosing to leave for any nuanced choice they may tell us.

3. Request: To support the Board of Fire Commissioners, to contribute to the Fire Chief and his eventual successor, and to represent the concerns I heard from all ranks and staff for the past two years, I am attaching the following request for action as a list of professional consensuses to you. This is a Crisis Action Items list, critical to preventing a large loss of life incident during this transformation change period, or worse, a line of duty death or severe injury on the team that I love so much. This is based on research, training, mentorship, best practices, and public concern.

It is my hope that as a community we continue to support this agency, that the board take these concerns and suggestions seriously and follow through, and that the fire chief has all success in his continued efforts to either retire and hand over the rudder to the next generation leadership or tackle these ideas with the best interests of the firefighters, the EMTs, and his staff in mind. Our people *are more important* than the also relevant statistics.

The requested Crisis Action Items list is attached, as is the current active list of volunteer firefighters and volunteer EMT's. This very simply demonstrates the critical shortage of first responders for large incidents and second-out life safety emergencies (The chief indicated that is 10% of responses = 250 calls a year approximately). 250 Calls that we might fail the community due to our critically low staffing for CPR, Strokes, Fires, or other severe injuries. 250!

There is only: "everything is fine," or, "We have an immediate opportunity to fix important problems, and the first step is finding them, admitting failures, and working together to start fixing them." If you truly want to know what is happening for the members; start a confidential unfiltered survey from all members directly to the commissioners. Then ask for specific examples and keep them confidential through an investigator. Period. Full Stop.

Critical Action List Request

1. Rebuild, restructure, or replace the command team.
2. Evaluate all policies, Educate all members on policy, and ensure that the agency embodies the Policies.
3. Immediate active recruiting blitz with all-hands-on-deck in a transparent and modern process.
4. Support the rebuild of the Volunteer Firefighter association organization.
5. Develop and enforce a communications correction and deployment in a department wide meeting. Target: Respect!
6. Identify and publish transparent & accountable mission processes to intentionally make the employee jobs 'better.'
7. Enact a Just Culture system and education for this, and practice it. Teach and share our failures.
8. 360° evaluations for all staff and transparent job descriptions. A continuous Ooda loop that celebrates staff.
9. Intentional and measurable employee Mentoring and education incentive programs for all employees.
10. Customer service academy for all employees like the Galen Emanuel "Yes-And" program.

I urge you all to take immediate action. I thank you for your time. And I thank Fire Chief Palmer for his decades of service and wisdom, especially his accomplishments culminating this month on August 1, 2021 with 24/7 firefighter EMT staffing for the residents at the middle of the district to support the pitifully depleted volunteer ranks. And on his impending retirement.

Thank you.

**SOUTH WHIDBEY FIRE/EMS
SALARY WORKSHEET - 2022**

NAME	ACCT	HOURLY RATE	SALARY	MED. INSURANCE	AD&D	FICA (6.2%)	MEDICARE (1.45%)	L&I	UNEMP.	RETIREMENT	TOTAL
									\$ 52,700.00		
									0.13%		
				102030	102030	102010	102010	102020	102020	102040	
Commissioners	101060		\$ 12,288.00			\$ 761.86	\$ 178.18	\$ 59.09			\$ 13,287.13
HL "Rusty" Palmer	101010	60.22 x 2080	\$ 32,561.10	\$ 9,835.76	\$ 45.00	\$ 2,018.79	\$ 472.14	\$ 5,161.52	\$ 68.51	\$ 1,702.95	\$ 51,865.76
EOE Reconciliation, Palmer	101010		\$ 20,000.00	\$ -	\$ -	\$ 1,240.00	\$ 290.00	\$ -	\$ -	\$ 1,046.00	\$ 22,576.00
New Hire - Fire Chief	101010		\$ 130,000.00	\$ 23,244.00	\$ 45.00	\$ 8,060.00	\$ 1,885.00	\$ 5,161.52	\$ 68.51	\$ 6,799.00	\$ 175,263.03
Wendy Moffatt	101020	53.68 x 2080	\$ 111,657.66	\$ 10,022.40	\$ 45.00	\$ 6,922.77	\$ 1,619.04	\$ 5,161.52	\$ 68.51	\$ 5,839.70	\$ 141,336.60
Terry Ney	101020	53.68 x 2081	\$ 111,657.66	\$ 29,507.28	\$ 45.00	\$ 6,922.77	\$ 1,619.04	\$ 5,161.52	\$ 68.51	\$ 5,839.70	\$ 160,821.48
Jon Beck	101020	53.68 x 2082	\$ 111,657.66	\$ 34,648.56	\$ 45.00	\$ 6,922.77	\$ 1,619.04	\$ 5,161.52	\$ 68.51	\$ 5,839.70	\$ 165,962.76
Vickie Lange	101040	36.16 x 2080	\$ 75,208.67	\$ 10,015.44	\$ 45.00	\$ 4,662.94	\$ 1,090.53	\$ 295.36	\$ 68.51	\$ 9,649.27	\$ 101,035.72
Sarah Pedersen	101040	32.75 x 2080	\$ 68,111.98	\$ 23,244.00	\$ 45.00	\$ 4,222.94	\$ 987.62	\$ 295.36	\$ 68.51	\$ 8,738.77	\$ 105,714.18
Kelly McDonald	101040	26.11 x 2080	\$ 54,311.40	\$ 23,244.00	\$ 45.00	\$ 3,367.31	\$ 787.52	\$ 295.36	\$ 68.51	\$ 6,968.15	\$ 89,087.24
Michael Hastings	101040	38.04 x 2080	\$ 79,125.00	\$ 23,244.00	\$ 45.00	\$ 4,905.75	\$ 1,147.31	\$ 295.36	\$ 68.51	\$ 10,151.74	\$ 118,982.67
Deferred Compensation	101520		\$ 11,285.67								\$ 11,285.67
			\$ 817,864.80	\$ 187,005.44	\$ 405.00	\$ 50,007.91	\$ 11,695.40	\$ 27,048.13	\$ 616.59	\$ 62,574.96	\$ 1,157,218.23
				502030	502030	502010	502010	502020	502020	502040	
Jake Greve	501000	24.91 x 2080	\$ 51,814.89	\$ 34,648.56	\$ 45.00	\$ 3,212.52	\$ 751.32	\$ 3,440.42	\$ 67.36	\$ 6,647.85	\$ 100,627.92
Alex Carlson	501000	37.90 x 2080	\$ 78,823.71	\$ 23,244.00	\$ 45.00	\$ 4,887.07	\$ 1,142.94	\$ 3,440.42	\$ 102.47	\$ 10,113.08	\$ 121,798.70
Maint. Tech. - New Hire	501000	20.12 x 2080	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Authorized Overtime	501001		\$ 4,000.00			\$ 248.00	\$ 58.00	\$ 162.48	\$ 5.20	\$ 513.20	\$ 4,986.88
Deferred Compensation	501520		\$ 2,445.34								\$ 2,445.34
			\$ 134,638.60	\$ 57,892.56	\$ 90.00	\$ 8,347.59	\$ 1,952.26	\$ 7,043.32	\$ 175.03	\$ 17,274.13	\$ 229,858.84
				222030	222030	222010	222010	222020	222020	222040	
Alex McMahon	221000	37.09 x 2624	\$ 97,324.16	\$ 23,231.28	\$ 45.00	\$ 6,034.10	\$ 1,411.20	\$ 3,871.14	\$ 126.52	\$ 12,486.69	\$ 144,530.09
Leah Kalahiki	221000	37.09 x 2624	\$ 97,324.16	\$ 27,744.48	\$ 45.00	\$ 6,034.10	\$ 1,411.20	\$ 3,871.14	\$ 126.52	\$ 12,486.69	\$ 149,043.29
Eric Ensign	221000	37.09 x 2624	\$ 97,324.16	\$ 27,744.48	\$ 45.00	\$ 6,034.10	\$ 1,411.20	\$ 3,871.14	\$ 126.52	\$ 12,486.69	\$ 149,043.29
Robbie Husom	221000	27.97 x 2624	\$ 73,393.28	\$ 10,015.44	\$ 45.00	\$ 4,550.38	\$ 1,064.20	\$ 3,871.14	\$ 95.41	\$ 9,416.36	\$ 102,451.22
Carlie Wilkie	221000	27.97 x 2625	\$ 73,393.28	\$ 10,015.44	\$ 45.00	\$ 4,550.38	\$ 1,064.20	\$ 3,871.14	\$ 95.41	\$ 9,416.36	\$ 102,451.22
Sean McDougald	221000	27.97 x 2626	\$ 73,393.28	\$ 10,015.44	\$ 45.00	\$ 4,550.38	\$ 1,064.20	\$ 3,871.14	\$ 95.41	\$ 9,416.36	\$ 102,451.22
Chris Turner	221000	26.22 x 2624	\$ 68,801.28	\$ 19,503.00	\$ 45.00	\$ 4,265.68	\$ 997.62	\$ 3,871.14	\$ 89.44	\$ 8,827.20	\$ 106,400.36
Brian Boyd	221000	26.22 x 2625	\$ 68,801.28	\$ 8,126.64	\$ 45.00	\$ 4,265.68	\$ 997.62	\$ 3,871.14	\$ 89.44	\$ 8,827.20	\$ 95,024.00
Karley Diffie	221000	24.27 x 2624	\$ 64,209.28	\$ 23,231.28	\$ 45.00	\$ 3,980.98	\$ 931.03	\$ 3,871.14	\$ 83.47	\$ 8,238.05	\$ 104,590.23
Blake Benenati	221000	24.27 x 2625	\$ 64,209.28	\$ 10,015.44	\$ 45.00	\$ 3,980.98	\$ 931.03	\$ 3,871.14	\$ 83.47	\$ 8,238.05	\$ 91,374.39
Chris Greaves	221000	24.27 x 2626	\$ 64,209.28	\$ 10,015.44	\$ 45.00	\$ 3,980.98	\$ 931.03	\$ 3,871.14	\$ 83.47	\$ 8,238.05	\$ 91,374.39
Kat Crowe	221000	24.27 x 2627	\$ 64,209.28	\$ 27,744.48	\$ 45.00	\$ 3,980.98	\$ 931.03	\$ 3,871.14	\$ 83.47	\$ 8,238.05	\$ 109,103.43
Authorized Overtime	221001		\$ 50,000.00			\$ 3,100.00	\$ 725.00	\$ 1,017.80	\$ 65.00	\$ 3,705.00	\$ 58,612.80
Acting In Capacity	221000		\$ 5,000.00			\$ 310.00	\$ 72.50	\$ 395.30	\$ 6.50	\$ 370.50	\$ 6,154.80
Deferred Compensation	221520		\$ 18,131.84								\$ 18,131.84
			\$ 979,723.84	\$ 207,402.84	\$ 540.00	\$ 59,618.70	\$ 13,943.08	\$ 47,866.78	\$ 1,250.07	\$ 120,391.25	\$ 1,430,736.57

**SOUTH WHIDBEY FIRE/EMS
SALARY WORKSHEET - 2022**

			202031/202430/40	202011	202011	202420		202041/42	
Vol. Points Reimbursement	201510	\$ 140,000.00		\$ 14,288.30	\$ 8,680.00	\$ 2,030.00	\$ 2,100.00	\$ 47,588.00	\$ 214,686.30
Vol. Deferred Comp	201520	\$ 3,000.00							\$ 3,000.00
		\$ 143,000.00	\$ -	\$ 14,288.30	\$ 8,680.00	\$ 2,030.00	\$ 2,100.00	\$ -	\$ 47,588.00
TOTALS		\$ 2,075,227.24	\$ 452,300.84	\$ 15,323.30	\$ 126,654.20	\$ 29,620.74	\$ 84,058.24	\$ 2,041.69	\$ 247,828.35
Totals									
		101010	\$ 52,561.10						
			\$ 130,000.00						
		101020	\$ 334,972.98						
		101040	\$ 276,757.05						
		101060	\$ 12,288.00			\$ 806,579.13			
		101520	\$ 11,285.67			\$ 11,285.67			
		102010	\$ 61,703.30						
		102020	\$ 27,664.72						
		102030	\$ 187,410.44						
		102040	\$ 62,574.96			\$ 339,353.43			
			\$ 1,157,218.23			\$ 1,157,218.23			
		201510/20/30	\$ 143,000.00			\$ 143,000.00			
		202011	\$ 10,710.00						
		202420	\$ 2,100.00						
		202031/202430/40	\$ 14,288.30						
		202041/42	\$ 47,588.00			\$ 74,686.30			
			\$ 217,686.30			\$ 217,686.30			
		221000/01	\$ 961,592.00			\$ 961,592.00			
		221520	\$ 18,131.84			\$ 18,131.84			
		222010	\$ 73,561.79						
		222020	\$ 49,116.85						
		222030	\$ 207,942.84						
		222040	\$ 120,391.25			\$ 451,012.73			
			\$ 1,430,736.57			\$ 1,430,736.57			
		501000	\$ 134,638.60			\$ 134,638.60			
		501520	\$ 2,445.34			\$ 2,445.34			
		502010	\$ 10,299.85						
		502020	\$ 7,218.35						
		502030	\$ 57,982.56						

SOUTH WHIDBEY FIRE/EMS
SALARY WORKSHEET - 2022

		502040	\$ 17,274.13	\$ 92,774.90						
			\$ 229,858.84	\$ 229,858.84						
		TOTAL								
			\$ 3,035,499.94							

**SOUTH WHIDBEY FIRE/EMS
SALARY WORKSHEET - 2022**

3% Increase all Administration, Maintenance Employees

NAME	ACCT	HOURLY RATE	SALARY	MED. INSURANCE	AD&D	FICA (6.2%)	MEDICARE (1.45%)	L&I	UNEMP.	RETIREMENT	TOTAL
									\$ 52,700.00		
									0.13%		
				102030	102030	102010	102010	102020	102020	102040	
Commissioners	101060		\$ 12,288.00			\$ 761.86	\$ 178.18	\$ 59.09			\$ 13,287.13
HL "Rusty" Palmer	101010	60.22 x 2080	\$ 32,561.10	\$ 9,835.76	\$ 45.00	\$ 2,018.79	\$ 472.14	\$ 5,161.52	\$ 68.51	\$ 1,702.95	\$ 51,865.76
EOE Reconciliation, Palmer	101010		\$ 20,000.00	\$ -	\$ -	\$ 1,240.00	\$ 290.00	\$ -	\$ -	\$ 1,046.00	\$ 22,576.00
New Hire - Fire Chief	101010		\$ 93,750.00	\$ 23,244.00	\$ 45.00	\$ 5,812.50	\$ 1,359.38	\$ 5,161.52	\$ 68.51	\$ 4,903.13	\$ 134,344.03
Wendy Moffatt	101020	53.68 x 2080	\$ 115,007.38	\$ 10,022.40	\$ 45.00	\$ 7,130.46	\$ 1,667.61	\$ 5,161.52	\$ 68.51	\$ 6,014.89	\$ 145,117.76
Terry Ney	101020	53.68 x 2081	\$ 115,007.38	\$ 29,507.28	\$ 45.00	\$ 7,130.46	\$ 1,667.61	\$ 5,161.52	\$ 68.51	\$ 6,014.89	\$ 164,602.64
Jon Beck	101020	53.68 x 2082	\$ 115,007.38	\$ 34,648.56	\$ 45.00	\$ 7,130.46	\$ 1,667.61	\$ 5,161.52	\$ 68.51	\$ 6,014.89	\$ 169,743.92
Vickie Lange	101040	36.16 x 2080	\$ 77,464.93	\$ 10,015.44	\$ 45.00	\$ 4,802.83	\$ 1,123.24	\$ 295.36	\$ 68.51	\$ 9,938.75	\$ 103,754.06
Sarah Pedersen	101040	32.75 x 2080	\$ 70,155.33	\$ 23,244.00	\$ 45.00	\$ 4,349.63	\$ 1,017.25	\$ 295.36	\$ 68.51	\$ 9,000.93	\$ 108,176.01
Kelly McDonald	101040	26.11 x 2080	\$ 55,940.74	\$ 23,244.00	\$ 45.00	\$ 3,468.33	\$ 811.14	\$ 295.36	\$ 68.51	\$ 7,177.20	\$ 91,050.27
Michael Hastings	101040	38.04 x 2080	\$ 81,498.75	\$ 23,244.00	\$ 45.00	\$ 5,052.92	\$ 1,181.73	\$ 295.36	\$ 68.51	\$ 10,456.29	\$ 121,842.56
Deferred Compensation	101520		\$ 11,285.67								\$ 11,285.67
			\$ 799,966.66	\$ 187,005.44	\$ 405.00	\$ 48,898.22	\$ 11,435.87	\$ 27,048.13	\$ 616.59	\$ 62,269.89	\$ 1,137,645.81
				502030	502030	502010	502010	502020	502020	502040	
Jake Greve	501000	24.91 x 2080	\$ 53,369.33	\$ 34,648.56	\$ 45.00	\$ 3,308.90	\$ 773.86	\$ 3,440.42	\$ 69.38	\$ 6,847.29	\$ 102,502.73
Alex Carlson	501000	37.90 x 2080	\$ 81,188.42	\$ 23,244.00	\$ 45.00	\$ 5,033.68	\$ 1,177.23	\$ 3,440.42	\$ 105.54	\$ 10,416.47	\$ 124,650.78
Maint. Tech. - New Hire	501000	20.12 x 2080	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Authorized Overtime	501001		\$ 4,000.00			\$ 248.00	\$ 58.00	\$ 162.48	\$ 5.20	\$ 513.20	\$ 4,986.88
Deferred Compensation	501520		\$ 2,445.34								\$ 2,445.34
			\$ 138,557.75	\$ 57,892.56	\$ 90.00	\$ 8,590.58	\$ 2,009.09	\$ 7,043.32	\$ 180.13	\$ 17,776.96	\$ 234,585.73
				222030	222030	222010	222010	222020	222020	222040	
Alex McMahon	221000	37.09 x 2624	\$ 97,324.16	\$ 23,231.28	\$ 45.00	\$ 6,034.10	\$ 1,411.20	\$ 3,871.14	\$ 126.52	\$ 12,486.69	\$ 144,530.09
Leah Kalahiki	221000	37.09 x 2624	\$ 97,324.16	\$ 27,744.48	\$ 45.00	\$ 6,034.10	\$ 1,411.20	\$ 3,871.14	\$ 126.52	\$ 12,486.69	\$ 149,043.29
Eric Ensign	221000	37.09 x 2624	\$ 97,324.16	\$ 27,744.48	\$ 45.00	\$ 6,034.10	\$ 1,411.20	\$ 3,871.14	\$ 126.52	\$ 12,486.69	\$ 149,043.29
Robbie Husom	221000	27.97 x 2624	\$ 73,393.28	\$ 10,015.44	\$ 45.00	\$ 4,550.38	\$ 1,064.20	\$ 3,871.14	\$ 95.41	\$ 9,416.36	\$ 102,451.22
Carlie Wilkie	221000	27.97 x 2625	\$ 73,393.28	\$ 10,015.44	\$ 45.00	\$ 4,550.38	\$ 1,064.20	\$ 3,871.14	\$ 95.41	\$ 9,416.36	\$ 102,451.22
Sean McDougald	221000	27.97 x 2626	\$ 73,393.28	\$ 10,015.44	\$ 45.00	\$ 4,550.38	\$ 1,064.20	\$ 3,871.14	\$ 95.41	\$ 9,416.36	\$ 102,451.22
Chris Turner	221000	26.22 x 2624	\$ 68,801.28	\$ 19,503.00	\$ 45.00	\$ 4,265.68	\$ 997.62	\$ 3,871.14	\$ 89.44	\$ 8,827.20	\$ 106,400.36
Brian Boyd	221000	26.22 x 2625	\$ 68,801.28	\$ 8,126.64	\$ 45.00	\$ 4,265.68	\$ 997.62	\$ 3,871.14	\$ 89.44	\$ 8,827.20	\$ 95,024.00
Karley Diffie	221000	24.27 x 2624	\$ 64,209.28	\$ 23,231.28	\$ 45.00	\$ 3,980.98	\$ 931.03	\$ 3,871.14	\$ 83.47	\$ 8,238.05	\$ 104,590.23
Blake Benenati	221000	24.27 x 2625	\$ 64,209.28	\$ 10,015.44	\$ 45.00	\$ 3,980.98	\$ 931.03	\$ 3,871.14	\$ 83.47	\$ 8,238.05	\$ 91,374.39
Chris Greaves	221000	24.27 x 2626	\$ 64,209.28	\$ 10,015.44	\$ 45.00	\$ 3,980.98	\$ 931.03	\$ 3,871.14	\$ 83.47	\$ 8,238.05	\$ 91,374.39
Kat Crowe	221000	24.27 x 2627	\$ 64,209.28	\$ 27,744.48	\$ 45.00	\$ 3,980.98	\$ 931.03	\$ 3,871.14	\$ 83.47	\$ 8,238.05	\$ 109,103.43
Authorized Overtime	221001		\$ 50,000.00			\$ 3,100.00	\$ 725.00	\$ 1,017.80	\$ 65.00	\$ 3,705.00	\$ 58,612.80
Acting In Capacity	221000		\$ 5,000.00			\$ 310.00	\$ 72.50	\$ 395.30	\$ 6.50	\$ 370.50	\$ 6,154.80
Deferred Compensation	221520		\$ 18,131.84								\$ 18,131.84
			\$ 979,723.84	\$ 207,402.84	\$ 540.00	\$ 59,618.70	\$ 13,943.08	\$ 47,866.78	\$ 1,250.07	\$ 120,391.25	\$ 1,430,736.57

**SOUTH WHIDBEY FIRE/EMS
SALARY WORKSHEET - 2022**

3% Increase all Administration, Maintenance Employees

			202031/202430/40	202011	202011	202420		202041/42	
Vol. Points Reimbursement	201510	\$ 140,000.00		\$ 14,288.30	\$ 8,680.00	\$ 2,030.00	\$ 2,100.00	\$ 47,588.00	\$ 214,686.30
Vol. Deferred Comp	201520	\$ 3,000.00							\$ 3,000.00
		\$ 143,000.00	\$ -	\$ 14,288.30	\$ 8,680.00	\$ 2,030.00	\$ 2,100.00	\$ -	\$ 47,588.00
									\$ 217,686.30
TOTALS		\$ 2,061,248.25	\$ 452,300.84	\$ 15,323.30	\$ 125,787.51	\$ 29,418.05	\$ 84,058.24	\$ 2,046.78	\$ 248,026.11
Totals									
	101010		\$ 52,561.10						
			\$ 93,750.00						
	101020		\$ 345,022.14						
	101040		\$ 285,059.75						
	101060		\$ 12,288.00			\$ 788,680.99			
	101520		\$ 11,285.67			\$ 11,285.67			
	102010		\$ 60,334.10						
	102020		\$ 27,664.72						
	102030		\$ 187,410.44						
	102040		\$ 62,269.89			\$ 337,679.15			
			\$ 1,137,645.81			\$ 1,137,645.81			
	201510/20/30		\$ 143,000.00			\$ 143,000.00			
	202011		\$ 10,710.00						
	202420		\$ 2,100.00						
	202031/202430/40		\$ 14,288.30						
	202041/42		\$ 47,588.00			\$ 74,686.30			
			\$ 217,686.30			\$ 217,686.30			
	221000/01		\$ 961,592.00			\$ 961,592.00			
	221520		\$ 18,131.84			\$ 18,131.84			
	222010		\$ 73,561.79						
	222020		\$ 49,116.85						
	222030		\$ 207,942.84						
	222040		\$ 120,391.25			\$ 451,012.73			
			\$ 1,430,736.57			\$ 1,430,736.57			
	501000		\$ 138,557.75			\$ 138,557.75			
	501520		\$ 2,445.34			\$ 2,445.34			
	502010		\$ 10,599.67						
	502020		\$ 7,223.45						
	502030		\$ 57,982.56						

SOUTH WHIDBEY FIRE/EMS
SALARY WORKSHEET - 2022

3% Increase all Administration, Maintenance Employees

		502040	\$ 17,776.96	\$ 93,582.64						
			\$ 234,585.73	\$ 234,585.73						
		TOTAL								
			\$ 3,020,654.41							

**SOUTH WHIDBEY FIRE/EMS
SALARY WORKSHEET - 2022**

3% Increase all Administration, Maintenance Employees

NAME	ACCT	HOURLY RATE	SALARY	MED. INSURANCE	AD&D	FICA (6.2%)	MEDICARE (1.45%)	L&I	UNEMP.	RETIREMENT	TOTAL
									\$ 52,700.00		
									0.13%		
				102030	102030	102010	102010	102020	102020	102040	
Commissioners	101060		\$ 12,288.00			\$ 761.86	\$ 178.18	\$ 59.09			\$ 13,287.13
HL "Rusty" Palmer	101010	60.22 x 2080	\$ 32,561.10	\$ 9,835.76	\$ 45.00	\$ 2,018.79	\$ 472.14	\$ 5,161.52	\$ 68.51	\$ 1,702.95	\$ 51,865.76
EOE Reconciliation, Palmer	101010		\$ 20,000.00	\$ -	\$ -	\$ 1,240.00	\$ 290.00	\$ -	\$ -	\$ 1,046.00	\$ 22,576.00
New Hire - Fire Chief	101010		\$ 93,750.00	\$ 23,244.00	\$ 45.00	\$ 5,812.50	\$ 1,359.38	\$ 5,161.52	\$ 68.51	\$ 4,903.13	\$ 134,344.03
Wendy Moffatt	101020	55.29 x 2080	\$ 115,007.38	\$ 10,022.40	\$ 45.00	\$ 7,130.46	\$ 1,667.61	\$ 5,161.52	\$ 68.51	\$ 6,014.89	\$ 145,117.76
Terry Ney	101020	55.29 x 2080	\$ 115,007.38	\$ 29,507.28	\$ 45.00	\$ 7,130.46	\$ 1,667.61	\$ 5,161.52	\$ 68.51	\$ 6,014.89	\$ 164,602.64
Jon Beck	101020	55.29 x 2080	\$ 115,007.38	\$ 34,648.56	\$ 45.00	\$ 7,130.46	\$ 1,667.61	\$ 5,161.52	\$ 68.51	\$ 6,014.89	\$ 169,743.92
Vickie Lange	101040	37.24 x 2080	\$ 77,464.93	\$ 10,015.44	\$ 45.00	\$ 4,802.83	\$ 1,123.24	\$ 295.36	\$ 68.51	\$ 9,938.75	\$ 103,754.06
Sarah Pedersen	101040	33.72 x 2080	\$ 70,155.33	\$ 23,244.00	\$ 45.00	\$ 4,349.63	\$ 1,017.25	\$ 295.36	\$ 68.51	\$ 9,000.93	\$ 108,176.01
Kelly McDonald	101040	26.89 x 2080	\$ 55,940.74	\$ 23,244.00	\$ 45.00	\$ 3,468.33	\$ 811.14	\$ 295.36	\$ 68.51	\$ 7,177.20	\$ 91,050.27
Michael Hastings	101040	39.18 x 2080	\$ 81,498.75	\$ 23,244.00	\$ 45.00	\$ 5,052.92	\$ 1,181.73	\$ 295.36	\$ 68.51	\$ 10,456.29	\$ 121,842.56
Deferred Compensation	101520		\$ 12,601.64								\$ 12,601.64
			\$ 801,282.63	\$ 187,005.44	\$ 405.00	\$ 48,898.22	\$ 11,435.87	\$ 27,048.13	\$ 616.59	\$ 62,269.89	\$ 1,138,961.78
				502030	502030	502010	502010	502020	502020	502040	
Jake Greve	501000	25.65 x 2080	\$ 53,369.33	\$ 34,648.56	\$ 45.00	\$ 3,308.90	\$ 773.86	\$ 3,440.42	\$ 69.38	\$ 6,847.29	\$ 102,502.73
Alex Carlson	501000	39.06 x 2080	\$ 81,188.42	\$ 23,244.00	\$ 45.00	\$ 5,033.68	\$ 1,177.23	\$ 3,440.42	\$ 105.54	\$ 10,416.47	\$ 124,650.78
Maint. Tech. - New Hire	501000	20.12 x 2080	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Authorized Overtime	501001		\$ 4,000.00			\$ 248.00	\$ 58.00	\$ 162.48	\$ 5.20	\$ 513.20	\$ 4,986.88
Deferred Compensation	501520		\$ 2,691.16								\$ 2,691.16
			\$ 141,248.91	\$ 57,892.56	\$ 90.00	\$ 8,590.58	\$ 2,009.09	\$ 7,043.32	\$ 180.13	\$ 17,776.96	\$ 234,831.54
				222030	222030	222010	222010	222020	222020	222040	
Alex McMahan	221000	37.39 x 2624	\$ 98,133.18	\$ 23,231.28	\$ 45.00	\$ 6,084.26	\$ 1,422.93	\$ 3,871.14	\$ 127.57	\$ 12,590.49	\$ 145,505.85
Leah Kalahiki	221000	37.39 x 2624	\$ 98,133.18	\$ 27,744.48	\$ 45.00	\$ 6,084.26	\$ 1,422.93	\$ 3,871.14	\$ 127.57	\$ 12,590.49	\$ 150,019.05
Eric Ensign	221000	37.39 x 2624	\$ 98,133.18	\$ 27,744.48	\$ 45.00	\$ 6,084.26	\$ 1,422.93	\$ 3,871.14	\$ 127.57	\$ 12,590.49	\$ 150,019.05
Robbie Husom	221000	29.68 x 2624	\$ 77,897.75	\$ 10,015.44	\$ 45.00	\$ 4,829.66	\$ 1,129.52	\$ 3,871.14	\$ 101.27	\$ 9,994.28	\$ 107,884.06
Carlie Wilkie	221000	29.68 x 2624	\$ 77,897.75	\$ 10,015.44	\$ 45.00	\$ 4,829.66	\$ 1,129.52	\$ 3,871.14	\$ 101.27	\$ 9,994.28	\$ 107,884.06
Sean McDougald	221000	29.68 x 2624	\$ 77,897.75	\$ 10,015.44	\$ 45.00	\$ 4,829.66	\$ 1,129.52	\$ 3,871.14	\$ 101.27	\$ 9,994.28	\$ 107,884.06
Chris Turner	221000	27.18 x 2624	\$ 71,326.88	\$ 19,503.00	\$ 45.00	\$ 4,422.27	\$ 1,034.24	\$ 3,871.14	\$ 92.72	\$ 9,151.24	\$ 109,446.49
Brian Boyd	221000	27.18 x 2624	\$ 71,326.88	\$ 8,126.64	\$ 45.00	\$ 4,422.27	\$ 1,034.24	\$ 3,871.14	\$ 92.72	\$ 9,151.24	\$ 98,070.13
Karley Diffee	221000	25.41 x 2624	\$ 66,691.09	\$ 23,231.28	\$ 45.00	\$ 4,134.85	\$ 967.02	\$ 3,871.14	\$ 86.70	\$ 8,556.47	\$ 107,583.54
Blake Benenati	221000	25.41 x 2624	\$ 66,691.09	\$ 10,015.44	\$ 45.00	\$ 4,134.85	\$ 967.02	\$ 3,871.14	\$ 86.70	\$ 8,556.47	\$ 94,367.70
Chris Greaves	221000	25.41 x 2624	\$ 66,691.09	\$ 10,015.44	\$ 45.00	\$ 4,134.85	\$ 967.02	\$ 3,871.14	\$ 86.70	\$ 8,556.47	\$ 94,367.70
Kat Crowe	221000	25.41 x 2624	\$ 66,691.09	\$ 27,744.48	\$ 45.00	\$ 4,134.85	\$ 967.02	\$ 3,871.14	\$ 86.70	\$ 8,556.47	\$ 112,096.74
Authorized Overtime	221001		\$ 30,000.00			\$ 1,860.00	\$ 435.00	\$ 1,017.80	\$ 39.00	\$ 2,223.00	\$ 35,574.80
Authorized Overtime, Training	451001		\$ 25,250.00			\$ 1,565.50	\$ 366.13			\$ 1,871.03	\$ 29,052.65
Acting In Capacity	221000		\$ 5,000.00			\$ 310.00	\$ 72.50	\$ 395.30	\$ 6.50	\$ 370.50	\$ 6,154.80
Deferred Compensation	221520		\$ 18,750.22								\$ 18,750.22
			\$ 1,016,511.13	\$ 207,402.84	\$ 540.00	\$ 61,861.18	\$ 14,467.53	\$ 47,866.78	\$ 1,264.26	\$ 124,747.17	\$ 1,474,660.90

**SOUTH WHIDBEY FIRE/EMS
SALARY WORKSHEET - 2022**

3% Increase all Administration, Maintenance Employees

			202031/202040		202011	202011	202420		202041/42		
Vol. Points Reimbursement	201510		\$ 140,000.00		\$ 3,250.00	\$ 8,680.00	\$ 2,030.00	\$ 2,500.00		\$ 30,327.00	\$ 186,787.00
Vol. Deferred Comp	201520		\$ 3,000.00								\$ 3,000.00
			\$ 143,000.00	\$ -	\$ 3,250.00	\$ 8,680.00	\$ 2,030.00	\$ 2,500.00	\$ -	\$ 30,327.00	\$ 189,787.00
TOTALS			\$ 2,102,042.66	\$ 452,300.84	\$ 4,285.00	\$ 128,029.98	\$ 29,942.49	\$ 84,458.24	\$ 2,060.98	\$ 235,121.03	\$ 3,038,241.22
Totals											
		101010		\$ 52,561.10							
				\$ 93,750.00							
		101020		\$ 345,022.14							
		101040		\$ 285,059.75							
		101060		\$ 12,288.00			\$ 788,680.99				
		101520		\$ 12,601.64			\$ 12,601.64				
		102010		\$ 60,334.10							
		102020		\$ 27,664.72							
		102030		\$ 187,410.44							
		102040		\$ 62,269.89			\$ 337,679.15				
				\$ 1,138,961.78			\$ 1,138,961.78				
		201510/20/30		\$ 143,000.00			\$ 143,000.00				
		202011		\$ 10,710.00							
		202420		\$ 2,500.00							
		202031/202040		\$ 3,250.00							
		202041/42		\$ 30,327.00			\$ 46,787.00				
				\$ 189,787.00			\$ 189,787.00				
		221000/01/451001		\$ 997,760.91			\$ 997,760.91				
		221520		\$ 18,750.22			\$ 18,750.22				
		222010		\$ 76,328.71							
		222020		\$ 49,131.04							
		222030		\$ 207,942.84							
		222040		\$ 124,747.17			\$ 458,149.77				
				\$ 1,474,660.90			\$ 1,474,660.90				
		501000		\$ 141,248.91			\$ 141,248.91				
		501520		\$ 2,691.16			\$ 2,691.16				
		502010		\$ 10,599.67							
		502020		\$ 7,223.45							
		502030		\$ 57,982.56							

SOUTH WHIDBEY FIRE/EMS
SALARY WORKSHEET - 2022

3% Increase all Administration, Maintenance Employees

		502040	\$ 17,776.96	\$ 93,582.64						
			\$ 237,522.70			\$ 237,522.70				
		TOTAL								
			\$ 3,040,932.37							

**SOUTH WHIDBEY FIRE/EMS
SALARY MATRIX - 2021**

Grade	Minimum	1	2	Market	4	5	6	7	8	9	Maximum	Horizontal	Vertical	Position
		3.00%	3.00%	3.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	Span	Span	
10	\$ 91,916.16	\$ 94,673.65	\$ 97,513.86	\$ 100,439.27	\$ 102,448.06	\$ 104,497.02	\$ 106,586.96	\$ 108,718.70	\$ 110,893.07	\$ 113,110.93	\$ 115,373.15	23%		Assistant Chief
	\$ 44.19	\$ 45.52	\$ 46.88	\$ 48.29	\$ 49.25	\$ 50.24	\$ 51.24	\$ 52.27	\$ 53.31	\$ 54.38	\$ 55.47			Deputy Chief
9	\$ 83,283.48	\$ 85,781.98	\$ 88,355.44	\$ 91,006.10	\$ 92,826.22	\$ 94,682.75	\$ 96,576.40	\$ 98,507.93	\$ 100,478.09	\$ 102,487.65	\$ 104,537.40	23%	10% ↑	Division Chief
	\$ 40.04	\$ 41.24	\$ 42.48	\$ 43.75	\$ 44.63	\$ 45.52	\$ 46.43	\$ 47.36	\$ 48.31	\$ 49.27	\$ 50.26			Battalion Chief
8	\$ 75,461.56	\$ 77,725.41	\$ 80,057.17	\$ 82,458.89	\$ 84,108.06	\$ 85,790.23	\$ 87,506.03	\$ 89,256.15	\$ 91,041.27	\$ 92,862.10	\$ 94,719.34	23%	10% ↑	Captain
	\$ 36.28	\$ 37.37	\$ 38.49	\$ 39.64	\$ 40.44	\$ 41.25	\$ 42.07	\$ 42.91	\$ 43.77	\$ 44.65	\$ 45.54			
7	\$ 68,374.28	\$ 70,425.50	\$ 72,538.27	\$ 74,714.42	\$ 76,208.71	\$ 77,732.88	\$ 79,287.54	\$ 80,873.29	\$ 82,490.75	\$ 84,140.57	\$ 85,823.38	23%	10% ↑	Records Manager II
	\$ 32.87	\$ 33.86	\$ 34.87	\$ 35.92	\$ 36.64	\$ 37.37	\$ 38.12	\$ 38.88	\$ 39.66	\$ 40.45	\$ 41.26			Finance Officer II
6	\$ 61,647.44	\$ 63,496.86	\$ 65,401.77	\$ 67,363.82	\$ 69,384.73	\$ 71,466.28	\$ 73,610.26	\$ 75,818.57	\$ 78,093.13	\$ 80,435.92	\$ 82,849.00	23%	10% ↑	Records Manager I
	\$ 29.64	\$ 30.53	\$ 31.44	\$ 32.39	\$ 33.36	\$ 34.36	\$ 35.39	\$ 36.45	\$ 37.54	\$ 38.67	\$ 39.83			Finance Officer I
5	\$ 48,150.63	\$ 49,595.15	\$ 51,083.00	\$ 52,615.49	\$ 53,667.80	\$ 54,741.16	\$ 55,835.98	\$ 56,952.70	\$ 58,091.76	\$ 59,253.59	\$ 60,438.66	23%	22% ↑	Engineer
	\$ 23.15	\$ 23.84	\$ 24.56	\$ 25.30	\$ 25.80	\$ 26.32	\$ 26.84	\$ 27.38	\$ 27.93	\$ 28.49	\$ 29.06			
4	\$ 43,200.64	\$ 44,496.65	\$ 45,831.55	\$ 47,206.50	\$ 48,150.63	\$ 49,113.64	\$ 50,095.92	\$ 51,097.83	\$ 52,119.79	\$ 53,162.19	\$ 54,225.43	23%	11% ↑	FFII / EMT Basic
	\$ 20.77	\$ 21.39	\$ 22.03	\$ 22.70	\$ 23.15	\$ 23.61	\$ 24.08	\$ 24.57	\$ 25.06	\$ 25.56	\$ 26.07			Maintenance Technician II
														Administrative Specialist
3	\$ 38,759.51	\$ 39,922.30	\$ 41,119.96	\$ 42,353.56	\$ 43,200.64	\$ 44,064.65	\$ 44,945.94	\$ 45,844.86	\$ 46,761.76	\$ 47,696.99	\$ 48,650.93	23%	11% ↑	FF I / EMT Basic
	\$ 18.63	\$ 19.19	\$ 19.77	\$ 20.36	\$ 20.77	\$ 21.18	\$ 21.61	\$ 22.04	\$ 22.48	\$ 22.93	\$ 23.39			Maintenance Technician I
2	\$ 34,774.94	\$ 35,818.19	\$ 36,892.74	\$ 37,999.52	\$ 38,759.51	\$ 39,534.70	\$ 40,325.39	\$ 41,131.90	\$ 41,954.54	\$ 42,793.63	\$ 43,649.50	23%	11% ↑	Administrative Assistant
	\$ 16.72	\$ 17.22	\$ 17.74	\$ 18.27	\$ 18.63	\$ 19.01	\$ 19.39	\$ 19.77	\$ 20.17	\$ 20.57	\$ 20.99			
1	\$ 31,200.00	\$ 32,136.00	\$ 33,100.08	\$ 34,093.08	\$ 34,774.94	\$ 35,470.44	\$ 36,179.85	\$ 36,903.45	\$ 37,641.52	\$ 38,394.35	\$ 39,162.24	23%	11% ↑	Office Assistant
	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.72	\$ 17.05	\$ 17.39	\$ 17.74	\$ 18.10	\$ 18.46	\$ 18.83			Receptionist

**SOUTH WHIDBEY FIRE/EMS
SALARY MATRIX - 2020**

Grade	Minimum	1	2	Market	4	5	6	7	8	9	Maximum	Horizontal	Vertical	Position
		3.00%	3.00%	3.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	Span	Span	
10	\$ 91,916.16	\$ 94,673.65	\$ 97,513.86	\$ 100,439.27	\$ 102,448.06	\$ 104,497.02	\$ 106,586.96	\$ 108,718.70	\$ 110,893.07	\$ 113,110.93	\$ 115,373.15	23%		Assistant Chief
	\$ 44.19	\$ 45.52	\$ 46.88	\$ 48.29	\$ 49.25	\$ 50.24	\$ 51.24	\$ 52.27	\$ 53.31	\$ 54.38	\$ 55.47			Deputy Chief
9	\$ 83,283.48	\$ 85,781.98	\$ 88,355.44	\$ 91,006.10	\$ 92,826.22	\$ 94,682.75	\$ 96,576.40	\$ 98,507.93	\$ 100,478.09	\$ 102,487.65	\$ 104,537.40	23%	10% ↑	Division Chief
	\$ 40.04	\$ 41.24	\$ 42.48	\$ 43.75	\$ 44.63	\$ 45.52	\$ 46.43	\$ 47.36	\$ 48.31	\$ 49.27	\$ 50.26			Battalion Chief
8	\$ 75,461.56	\$ 77,725.41	\$ 80,057.17	\$ 82,458.89	\$ 84,108.06	\$ 85,790.23	\$ 87,506.03	\$ 89,256.15	\$ 91,041.27	\$ 92,862.10	\$ 94,719.34	23%	10% ↑	Captain
	\$ 36.28	\$ 37.37	\$ 38.49	\$ 39.64	\$ 40.44	\$ 41.25	\$ 42.07	\$ 42.91	\$ 43.77	\$ 44.65	\$ 45.54			
7	\$ 68,374.28	\$ 70,425.50	\$ 72,538.27	\$ 74,714.42	\$ 76,208.71	\$ 77,732.88	\$ 79,287.54	\$ 80,873.29	\$ 82,490.75	\$ 84,140.57	\$ 85,823.38	23%	10% ↑	Records Manager II
	\$ 32.87	\$ 33.86	\$ 34.87	\$ 35.92	\$ 36.64	\$ 37.37	\$ 38.12	\$ 38.88	\$ 39.66	\$ 40.45	\$ 41.26			Finance Officer II
														Fire Mechanic
														IT Specialist
6	\$ 61,647.44	\$ 63,496.86	\$ 65,401.77	\$ 67,363.82	\$ 69,384.73	\$ 71,466.28	\$ 73,610.26	\$ 75,818.57	\$ 78,093.13	\$ 80,435.92	\$ 82,849.00	23%	10% ↑	Records Manager I
	\$ 29.64	\$ 30.53	\$ 31.44	\$ 32.39	\$ 33.36	\$ 34.36	\$ 35.39	\$ 36.45	\$ 37.54	\$ 38.67	\$ 39.83			Finance Officer I
														FF II / Paramedic
5	\$ 48,150.63	\$ 49,595.15	\$ 51,083.00	\$ 52,615.49	\$ 53,667.80	\$ 54,741.16	\$ 55,835.98	\$ 56,952.70	\$ 58,091.76	\$ 59,253.59	\$ 60,438.66	23%	22% ↑	Engineer
	\$ 23.15	\$ 23.84	\$ 24.56	\$ 25.30	\$ 25.80	\$ 26.32	\$ 26.84	\$ 27.38	\$ 27.93	\$ 28.49	\$ 29.06			FFII / EMT Basic
4	\$ 43,200.64	\$ 44,496.65	\$ 45,831.55	\$ 47,206.50	\$ 48,150.63	\$ 49,113.64	\$ 50,095.92	\$ 51,097.83	\$ 52,119.79	\$ 53,162.19	\$ 54,225.43	23%	11% ↑	FF I / EMT Basic
	\$ 20.77	\$ 21.39	\$ 22.03	\$ 22.70	\$ 23.15	\$ 23.61	\$ 24.08	\$ 24.57	\$ 25.06	\$ 25.56	\$ 26.07			Maintenance Technician II
														Administrative Specialist
3	\$ 38,759.51	\$ 39,922.30	\$ 41,119.96	\$ 42,353.56	\$ 43,200.64	\$ 44,064.65	\$ 44,945.94	\$ 45,844.86	\$ 46,761.76	\$ 47,696.99	\$ 48,650.93	23%	11% ↑	Maintenance Technician I
	\$ 18.63	\$ 19.19	\$ 19.77	\$ 20.36	\$ 20.77	\$ 21.18	\$ 21.61	\$ 22.04	\$ 22.48	\$ 22.93	\$ 23.39			
2	\$ 34,774.94	\$ 35,818.19	\$ 36,892.74	\$ 37,999.52	\$ 38,759.51	\$ 39,534.70	\$ 40,325.39	\$ 41,131.90	\$ 41,954.54	\$ 42,793.63	\$ 43,649.50	23%	11% ↑	Administrative Assistant
	\$ 16.72	\$ 17.22	\$ 17.74	\$ 18.27	\$ 18.63	\$ 19.01	\$ 19.39	\$ 19.77	\$ 20.17	\$ 20.57	\$ 20.99			
1	\$ 31,200.00	\$ 32,136.00	\$ 33,100.08	\$ 34,093.08	\$ 34,774.94	\$ 35,470.44	\$ 36,179.85	\$ 36,903.45	\$ 37,641.52	\$ 38,394.35	\$ 39,162.24	23%	11% ↑	Office Assistant
	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.72	\$ 17.05	\$ 17.39	\$ 17.74	\$ 18.10	\$ 18.46	\$ 18.83			Receptionist



SOUTH WHIDBEY FIRE / EMS

5579 Bayview Road • Langley, WA 98260
(360)321-1533 • Fax (360)321-9385 • www.swfe.org

MEMORANDIUM

Commissioners

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Mike Noblet
Frank Mestemacher

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H.L. "Rusty" Palmer
chief@swfe.org
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ops@swfe.org
(360)321-2546

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Wendy Moffatt
training@swfe.org
(360)321-2645

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Deputy Chief
Jon Beck
resource@swfe.org
(360)321-2147

Records


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(360)222-5011

Finance

Finance Officer
Sarah Pedersen
admin1@swfe.org
(360)222-5012

Admin Specialist

Kelly McDonald
admin3@swfe.org
(360)222-5013

To: Chief Palmer
From: Deputy Chief Beck 
Date: January 18, 2022
Re: PPE For Surplus

I received an email from Chief Josh Erskine of Duval Fire last week (attached) asking if they could purchase Chief Moffatt's PPE that we received in late October 2021 due to the nine months delay it takes to acquire new PPE. We purchased her initial PPE from East Pierce upon her employment 7 years ago, and just ordered her replacement set in April of 2021. Chief Moffatt's first set and this newest set of PPE was custom ordered and sized to fit only her with the arms being shorter than a "standard 29 short." I would rather see funds from the surplus sale of this equipment go to purchasing a set of standard sizes we stock as these custom size and tailored sleeves are of no use unless we were to get another member of her exact measurements.

Below is the value of the equipment issued to Chief Moffatt that I am requesting we present to the board for surplus. All Bunker Gear is manufactured by Lion Apparel.

4/2015 Coat, SN: 0007261670 – Significant wear, multiple repairs, value \$200.00

8/2010 Pant, SN: 0004659770 – Significant wear, multiple repairs, beyond life. No Value

The below were purchased on Invoice INV13109, 10/21/2021

10/2021 Coat, 0012518190, Asset 60024 – New, just issued, Value \$1469.52

10/2021 Pant, 0012518250, Asset 60028 – New, just issued, Value \$997.81

I would also request that in the interim starting February 1, 2022, the above equipment be put on Loan to Duval Fire as we have done with Lt. Ensign's PPE from McNeil Island Fire Department until his new PPE arrives. I have attached a copy of that agreement as a reference.

Jon Beck

From: Josh Erskine <jerskine@duvallfire45.com>
Sent: Friday, January 14, 2022 10:42 AM
To: Jon Beck
Subject: Moffatt gear

DC Beck,

DC Moffatt provided your contact information to determine if KCFD 45 would be able to purchase her issued turnout gear. If this is a reasonable request, please provide a cost for consideration and the invoicing information.

Thank you!



DUVALL FIRE
KING CO. FIRE DIST. 45
Our Community is Family

Josh Erskine
Fire Chief

Phone: 425.788.1625
jerskine@duvallfire45.com
www.duvallfire45.com
15600 1st Ave NE
PO Box 338
Duvall, WA 98019



MCNEIL ISLAND FIRE DEPARTMENT EQUIPMENT LOAN AGREEMENT

Lender

McNeil Island Fire Department
Special Commitment Center
Washington State Department of Social and Health Services
PO Box 88450
Steilacoom, WA 98388

Representative

Mark MacFarlane
McNeil Island Fire Department Interim Fire Chief / SCC Safety & Risk Manager
Mark.MacFarlane@dshs.wa.gov
253-512-6520 Desk
253-381-3888 Cell

Borrower

South Whidbey Fire/EMS
5579 Bayview Road
Langley, Washington 98260

Representative

Jonathan Beck
Deputy Chief – Resources
resource@swfe.org
360-321-2147 Desk
360-661-2817 Cell
360-321-1533 District office

Equipment Information

Each piece of equipment ("Equipment") shall be listed separately utilizing the format set forth on the attached Exhibit A. The total number of pieces of equipment covered by this Equipment Loan Agreement ("Agreement") is 3.

Borrower Responsibilities

This Agreement and the responsibilities as outlined hereunder are not transferable without the written approval of Lender. By executing this Agreement, the Borrower agrees to comply with the terms set forth below:

Insurance

The Borrower is responsible for the full cost of repair or replacement of any or all of the Equipment that is damaged, lost, confiscated, or stolen from the time Borrower assumes custody until it is returned to Lender. If the Equipment is lost, stolen or damaged, Borrower agrees to promptly notify the Lender Representative designated above.

Use/Disclaimer

The Borrower shall be responsible for the proper use and deployment of the Equipment. The Borrower shall be responsible for training anyone using the Equipment on the proper use of the Equipment in accordance with any Equipment use procedures.

Lender disclaims all representations and warranties associated with the Equipment and any use thereof, including any warranty of fitness for a particular purpose.

Borrower agrees to use the Equipment government/non-profit use only, and not for any commercial use or application.

Delivery and Return of Equipment

Title to the Equipment the subject of this Agreement shall remain with Lender. The Borrower shall be responsible for the safe transport or packaging, shipping and receiving of the Equipment. The Equipment shall be returned within a reasonable amount of time after the Loan Period end date identified on Exhibit A.

The Equipment shall be returned to:

*SCC Commissary Warehouse Bldg #11-B
9601 Steilacoom Blvd SW (Western State Hospital Campus)
Lakewood, WA 98498*

OR

Directly to the Lender Representative identified above, or their authorized designee.

Maintenance and Repair

Equipment shall be returned to Lender in as good a condition as when received by the Borrower, except for reasonable wear and tear. During the Loan Period and prior to return, the Borrower agrees to assume all responsibility for maintenance and repair.

Compliance with Laws

Borrower shall comply with all federal, state, county, and municipal laws, ordinances, and regulations, if any, applicable to the transportation and use of the Equipment.

Indemnification

In consideration for the Equipment loan, the Borrower agrees to indemnify, defend and hold Lender harmless from any and all damages, losses, claims, causes of actions, expenses and liability of any nature whatsoever associated with its use of the Equipment while under the care, custody and control of Borrower unless due to the negligence of Lender. The indemnification and hold harmless obligations of Borrower are enforceable only to the extent permitted by the Constitution and laws of the State of Washington.

Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of Washington.

Amendment/Modification

This Agreement cannot be amended or modified except by in an instrument in writing signed by both parties. Any attempt to do so except in accordance with this paragraph shall be void.

Force Majeure

Borrower is not responsible to Lender for any loss, damage or failure to perform if occasioned by any cause beyond the reasonable control of Borrower.

In witness whereof, the parties have executed this Agreement effective as of the date of the last party to sign this Agreement below.

Authorized Lender Representative Signature

X Mark MacFarlane

Mark MacFarlane
Interim Fire Chief / Safety & Risk Manager

07/30/2021

Date

Authorized Borrower Representative Signature

X H.L. "Rusty" Palmer

~~Jonathan Beck~~ H.L. "Rusty" Palmer
~~Deputy Chief - Resources~~ Fire Chief

8/4/2021

Date

Exhibit A

Equipment description:

- ITEM #1: Structural Firefighting Turnout Coat**
Manufacturer: Fire Dex
Model: FXR
Serial Number: 186436010
Size: 46 X 38
Acquisition Date: 2/2019
Acquisition Cost: \$1,115.31
Notes: To be used by Eric Ensign until the structural firefighting turnout coat ordered by South Whidbey Fire/EMS arrives (anticipated about January 1, 2022).
- ITEM #2: Structural Firefighting Turnout Pants**
Manufacturer: Fire Dex
Model: FXR
Serial Number: 186436020
Size: 42 X 34
Acquisition Date: 2/2019
Acquisition Cost: \$1003.00
Notes: To be used by Eric Ensign until the structural firefighting turnout pants ordered by South Whidbey Fire/EMS arrive (anticipated about January 1, 2022).
- ITEM #3: Structural Firefighting Boots**
Manufacturer: Fire Dex
Model: FDXL100
Serial Number: 3293191868
Size: 14M
Acquisition Date: 1/2020
Acquisition Cost: \$359.00
Notes: To be used by Eric Ensign until the structural firefighting boots ordered by South Whidbey Fire/EMS arrive (anticipated about January 1, 2022).
- ITEM #4: Wildland Firefighting Pants**
Manufacturer: Fox Apparel
Model: Forestry
Serial Number: N/A
Size: 40-44 Long
Acquisition Date: Unknown
Acquisition Cost: Unknown

Notes: To be used by Eric Ensign until the wildland firefighting pants ordered by South Whidbey Fire/EMS arrive (anticipated about January 1, 2022).

Loan period for all items:

From: August 1, 2021 To: February 28, 2022

	Replace Aid 36 - MERV (0805)	1	\$ 79,080.00				\$ 79,080.00	1	10% increase, Scheduled for 2018
							\$ 302,787.62		
226413	Fire Apparatus								
	Extend Marine 3 length 5' (1302)	0	\$ 160,000.00				\$ -		***Not Funded***
	Design Review, Engineering of Marine 3 (1302)	0	\$ 37,000.00	\$ -					***Not Funded***
	Replace Tender 35 (9501)	0	\$ 143,000.00				\$ -		***Not Funded***, Scheduled for 2020
	Replace Engine 35 (9402)	1	\$ 330,000.00				\$ 330,000.00		Chassis only, Scheduled for 2014
	Replace Engine E362 (9403)	1	\$ 330,000.00				\$ 330,000.00		Chassis only, Scheduled for 2015
	Replace Engine 34 (9604)	0	\$ 720,565.00				\$ -		***Not funded***, Scheduled for 2016
	Replace Engine 31 (9701)	0	\$ 720,565.00				\$ -		***Not funded***, Scheduled for 2017
	Quint Apparatus	0	\$ 870,000.00				\$ -		***Not funded***
	Dedicated Brush 36, Off Road lifted Chassis/bed	0	\$ 170,000.00				\$ -		***Not funded***
	Replace Air 3 (9602) chassis	0	\$ 90,000.00				\$ -		***Not funded***, Scheduled for 2016
	Replace Air 3 (9602) complete unit	0	\$ 495,000.00				\$ -		***Not funded***, Scheduled for 2016
	Replace Rehab 3	0	\$ 291,500.00				\$ -		***Not funded***, Scheduled for 2015
							\$ 660,000.00		
	TOTALS			\$ 4,409,150.57	\$ 4,409,150.57	\$ 1,215,886.60	\$ 1,281,947.62		
	TOTAL OPERATIONS REQUESTS			\$ 4,409,150.57					



SOUTH WHIDBEY FIRE / EMS

5535 Cameron Road • Freeland, WA 98249
(360)321-1533 • Fax (360)321-9385 • www.swfe.org

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Mike Noblet
Frank Mestemacher

Fire Chief, EFO
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Training
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(360)661-0205

Resource
Deputy Chief
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(360)661-2817

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Records Manager
Vicki Lange
admin2@swfe.org

Finance
Finance Officer
Sarah Pedersen
admin1@swfe.org

Office
Admin. Specialist
Kelly McDonald
kelly.mcdonald@swfe.org

MEMORANDUM

TO: Board of Fire Commissioners
FROM: H.L. "Rusty" Palmer, Fire Chief
DATE: August 12, 2021
SUBJECT: Mid-Year Budget Review

This has been another extraordinary year thus far. We greatly benefitted by the taxpayer's support of our levy increase in 2020. During early formulation of our 2021 budget we anticipated hiring full-time firefighters midway through the year, funded by the levy. As of August 1 that became reality. What we could not budget accurately early on was the financial impact of a new Collective Bargaining Agreement (CBA). While we were relatively close in our budgeting, the approved agreement will require us to adjust firefighter personnel costs upward by approximately 5.0%.

One issue that has greatly affected employees is a spike in the cost of living since February. The CPI-U, which we use to determine Cost of Living Allowances (COLAs), has risen to 5.5% in the last 7 months. According to the Bureau of Labor Statistics, costs in the Seattle area have risen sharply in the past year with food up 5.0%, energy up 25.1%, and all non-food or energy costs up 4.6%. This has a significant impact on employee's use of their wages. As a result, I ask that the Board approve a mid-year COLA and increase all non-represented employee wages by 5.5%.

In order to compensate volunteers, we are required to meet three criteria of the Fair Labor Standards Act. Compensation must meet a "nominal fee" test, we cannot compensate on an hourly basis, and it cannot exceed 20% of the basic wage of a career firefighter. With the CBA now in place, the 20% equation has increased based upon our fulltime firefighter wages. As a result, I request that the Board approve a \$2.00 per point increase for volunteers. Our current budget has an amount within it to cover this increase.

We continue to have some unanticipated costs associated with COVID related issues, such as working from home for some staff. You will note a request to increase our Computer Hardware account to compensate for some of these costs. Two large additions to the budget will be for Executive Search Services and work to resolve our acoustics issue in the Station 36 training room.

The majority of our South Whidbey Fire/EMS budget is on track for both revenues and expenses for 2021, mainly due to the diligence and spending restraint of staff and members. Following is a view of our accounts status and a request for adjustments which are based on anticipated expenditures. While we are in sound financial condition and I do not anticipate significant issues for our budget in coming months, we will be ever watchful.

Internally, our funds are divided into four on-going funds. Balances are healthy within these funds.

Fund 1	General Fund	\$1,039,341.12
Fund 2	Capital Fund	\$2,581,694.21
Fund 3	Reserve Fund	\$ 52,935.18
Fund 4	Contingency Fund	\$ 168,476.26
	Total Funds	\$3,842,446.77

Table 1.

We are currently invested through the State Pool with \$1,208,387.51 from Fund 2.

Revenues are categorized in four different ways; Taxes, State Generated Revenue, Charge for Services, and Miscellaneous Revenues. Year-To-Date revenue collections are as reflected in the following table.

Taxes	59.8%
State Generated Revenues	1.1%
Charges for Services	100.0%
Miscellaneous Revenues	62.1%

Table 2.

Total expenditures are tracked in 9 budget categories and, with one exception, are also on track with Mid-Year expectations as reflected in the following table.

Administration	52.1%
Fire Suppression (Operations)	25.6%
Fire Prevention	0.2%
Training	11.8%
Facilities	52.2%
Vehicle & Equipment Maintenance	40.9%
Capital Projects, Fund 1	10.3%
Capital Projects, Fund 2 (Debt Service)	0.0%
Capital Projects, Fund 2 (Facilities & Apparatus)	0.0%

Table 3.

Within these categories, expenses are tracked in 198 Line Accounts. In this budget 24 accounts are unfunded. Of the 198 Line Accounts, 18 accounts are at or above 70% expenditures, or expected to be by the end of the year. Of those, 13 are considered At Risk accounts, and 5 accounts are at or above 100% expenditures. As always, some accounts may show an excess in year-to-date spending due to one-time purchases, yearly payments, etc. Accounts showing expenditures of 70% or greater and are closely monitored to ensure appropriate spending.

Most problematic are those accounts which are at or in excess of 70% or expected to exceed the account balance within the year based on spending to date and projected needs. Those accounts may require fund transfers in order to cover anticipated expenses for the balance of the year. Those accounts in excess of 100% are in deficit spending and are of greatest concern. These accounts reflect a cumulative deficit total of (\$14,756.97), a relatively small amount compared to the overall budget. Of the 5 deficit accounts, I don't anticipate additional spending in 2 of these accounts and do not request additional funds. I do request fund transfers for 3 accounts. The following table shows those accounts and amount of deficit.

DEFICIT ACCOUNTS

Account Number	Account	Budget Amount	Amount Expended	Deficit Amount	Notes
103111	Printing – Newsletter	\$3,300.00	\$3441.34	(\$141.34)	Fund Transfer
103530	Computer Hardware	\$38,185.00	\$48,361.54	(\$10,176.54)	Fund Transfer
104730	Clean Water Utility Tax	\$442.00	\$447.94	(\$5.94)	No Action
204520	Operations Rents & Leases	\$16,878.36	\$17,236.43	(\$358.07)	No Action
504510	Maintenance Equipment Rental & Lease	\$2,000.00	\$6,075.08	(\$4,075.08)	Fund Transfer
	Total of Deficit Accounts	\$55,505.36	\$66,045.91	(\$14,756.97)	

Table 4.

Of the 5 accounts identified in Table 4, 3 will require transfer of funding within Fund 1. The total amount of deficit of all of these accounts will not have an impact on the overall budget.

At Risk accounts are those that show a high rate of spending compared to the percent of the year that has passed, or have anticipated expenses in excess of that budgeted. We are currently just over 60% of the year gone. The 7 accounts in Table 5 are those that I expect to be in deficit before the end of the year without a fund transfer.

AT RISK ACCOUNTS

Account Number	Account	Budget Amount	Amount Required	Needed Amount	Notes
104120	Consulting Services	\$56,034.00	\$76,034.00	\$20,000.00	Fund Transfer
104930	Information Services	\$2,306.25	\$3,506.25	\$1,200.00	Fund Transfer
203110	Fire Operation Supplies	\$10,898.00	\$21,614.98	\$10,716.98	Fund Transfer
203520	Medical Equipment	\$48,210.00	\$37,284.21	\$3,000.00	Fund Transfer
454950	Maintenance Tuition & Registration	\$1,510.00	\$10,670.00	\$9,160.00	Fund Transfer
226331	Station 31 Capital Projects	\$22,600.00	\$37,600.00	\$15,000.00	Fund Transfer
226336	Station 36 Capital Projects	\$36,033.98	\$56,033.98	\$20,000.00	Fund Transfer
	Totals	\$177,592.23	\$232,073.42	\$80,586.98	

Table 5.

In order to ensure continued progress in some areas of the organization operations, it will be necessary to transfer funds from accounts which we anticipate savings to accounts determined to be underfunded. I request account to account transfers within Fund 1 of **\$32,576.98** as indicated in the following table.

Account Transfers within General Fund 1:

From	Account	Amount	To	Account	Purpose
522.10.32.10 522.45.49.10	Fuel – Administration Fire Tuition & Regis,	\$1,300.00 \$3,000.00	522.10.31.11	Printing - Newsletter	Anticipated Shortage
522.10.41.40 522.22.15.20	Professional Services FF Deferred Comp Match	\$2,716.98 \$8,000.00	522.20.31.10	Fire Operation Supplies	Foam Replacement
522.10.44.30 522.20.28.30	Volunteer Recruit Adv. Incidents, Special Projects Meals	\$2,000.00 \$1,000.00	522.20.35.20	Medical Equipment	Gurney Retrofit for Rehab Unit
522.45.43.00 522.45.43.01 522.45.49.00	Admin. Training Travel Admin Lodging & Food Admin Tuition & Regis.	\$1,500.00 \$4,000.00 \$3,660.00	522.45.49.50	Maintenance Tuition & Registration	CDL Classes for 2 staff
522.45.43.11 522.50.15.20 522.50.20.50	Fire Lodging & Food Maint. Deferred Comp Tuition Reimbursement - Maintenance	\$2,000.00 \$1,000.00 \$2,400.00	522.50.45.10	Maintenance Equipment Rentals & Leases	Lift Rental Overage
	Total Fund 1 Transfer	\$32,576.98			

Table 6.

In order to fund requested increases in personnel costs, computer hardware purchases, contract fees, and capital projects, it will be necessary to transfer funds from Fund 2 Capital, into Fund 1 General Fund. Unallocated Fund 2 funds are held in reserve and I request a transfer of **\$171,933.87** to Fund 1 for operations.

Fund 2 to Fund 1 Transfers

From	Account	Amount	To	Account	Purpose
Fund 2	Capital Reserve	0\$17,463.03	522.10.10.20	Deputy Chief Wages	COLA Increase
Fund 2	Capital Reserve	\$15,200.97	522.10.10.40	Administration Wages	COLA Increase
Fund 2	Capital Reserve	\$21,442.89	522.22.10.00	Firefighter Wages	CBA
Fund 2	Capital Reserve	\$8,371.46	522.50.10.00	Maintenance Wages	COLA Increase
Fund 2	Capital Reserve	\$3,013.35	522.10.20.10	FICA/Medicare - Administration	COLA Increase
Fund 2	Capital Reserve	\$2,102.20	522.22.20.10	FICA/Medicare - Firefighters	CBA
Fund 2	Capital Reserve	\$526.22	522.50.20.10	FICA/Medicare - Maintenance	COLA Increase
Fund 2	Capital Reserve	\$1,233.91	522.10.20.20	L&I/Unemployment - Administration	COLA Increase
Fund 2	Capital Reserve	\$2,429.10	522.22.20.20	L&I/Unemployment - Firefighters	CBA
Fund 2	Capital Reserve	\$398.72	522.50.20.20	L&I/Unemployment - Maintenance	COLA Increase
Fund 2	Capital Reserve	\$12,366.22	522.22.20.30	Firefighter Healthcare Benefits/AD&D	CBA
Fund 2	Capital Reserve	\$3,116.34	522.10.20.40	Retirement Benefits - Administration	COLA Increase
Fund 2	Capital Reserve	\$3,386.92	522.22.20.40	Retirement Benefits - Administration	CBA
Fund 2	Capital Reserve	\$882.54	522.50.20.40	Retirement Benefits - Administration	COLA Increase
Fund 2	Capital Reserve	\$22,000.00	522.10.35.30	Computer Hardware	Flex Schedule Equipment & Replacements
Fund 2	Capital Reserve	\$20,000.00 \$3000.00	522.10.41.30	Consulting Services	Executive Search & Seismic Analysis
Fund 2	Capital Reserve	\$15,000.00	594.22.63.31	Station 31 Capital Projects	Overhead Door Opener Failures
Fund 2	Capital Reserve	\$20,000.00 \$3,000.00	594.22.63.36	Station 36 Capital Projects	Training Room Acoustics Project
	Total Fund to Fund Transfer	\$171,933.87			

Table 7.

While we have experienced a number of new financial challenges this year, overall I believe the budget continues to be sound and within reason for our operation. I commend all of our Staff for their management of the accounts within their purview, and our members for their continued care of the resources citizens provide us. I also commend Ms. Pedersen for her management of the books and ensuring we have an accurate and understandable accounting process.

As always, I welcome your comments and input and am at your service to answer your questions.

Last Name	First Name	On Island	Off Island	Career
McMahon	Patricia			X
Batey	Dennis	X		
Kalahiki	Leah			X
Turner	Chris			X
Wilkie	Carlie			
Shimada	Paul	X		
Greaves	Chris			X

Last Name	First Name	On Island	Off Island	Career
Gideon	Tom	X		
Husom	Robbie			X
Reynolds	Suzie	X		
McDonald	Kelly			X
McDougald	Sean			X

Last Name	First Name	On Island	Off Island	Career
Gideon	Tom	X		
Turner	Chris			X
Ensign	Eric			x
Benenati	Blake			X
Wilkie	Carlie	X		
Kalahiki	Leah			X
Hagen	Nicole	X		
Ullman	Cooper	X		
McMahaon	Alex			X
Batey	Dennis	x		

Chief Walsh's Thoughts on 2022 Goals

Based on our conversation at the 2022 board retreat, I have been working toward the following goals:

-Restoring morale in the workplace

What I have done so far:

Provided opportunities for the airing of grievances

Created opportunities for "buy in" and more active participation in shaping the future of SWFE (workgroups)

Being nice

Created workgroup to work on branding and come up with a plan for "pride wear"

-Improving internal and external communications

What I have done so far:

Created workgroup to reshape web presence. This group is already formed and has removed a good portion of the incorrect information on the website.

Assigned Chief Ney as the on duty PIO. Chief Ney has already taken an active role in providing information and resources to the local media and posting to social media.

-Meeting with all staff

Have met with a majority of the staff one on one and spent anywhere from 1-4 hours discussing concerns, aspirations and thoughts on SWFE

-Volunteer recruitment and retention

A workgroup has been formed and a request has been made for all members to provide the name and contact information for at least one person who might be interested in volunteering. So far Chief Ney has received 6 names, and had contact from 2 interested parties.

I believe the stated goal of 10 new volunteer is likely attainable.

-Improving the ratio of days where we are providing 4 person staffing at station 36

I have made little forward progress in this area so far. I have been working on a plan to address this issue (in budget) and I have a backup plan that would require a substantial personnel investment.

I believe this is a great goal. I am not sure that we could hit 4 staff 90% of the time in 2022. I believe that a reasonable goal would be to develop the plan to do so, get buy in and support from the staff and begin implementation by 2023.

Additional goal

An additional goal I would like to add is to **develop and implement a plan to begin fire safety inspections by 1/1/2023**. We currently have a signed intra local agreement with Island County Planning that states we will provide these inspections (since at least 2013). We have not provided any inspections up to this point.

After conducting a company walk-thru of business's in both down town Langley and Freeland, I believe this program would be of great benefit to our citizens and members and is urgently needed.