

SNOHOMISH COUNTY 911 BOARD OF DIRECTORS
BOARD MEETING AGENDA
February 19th, 2026 at 8:30 a.m.
IN PERSON MEETING

<https://us02web.zoom.us/j/88515313070?pwd=IfZHnjyb3yKdZepuoLZ3SlhWVYziWW.1>

Webinar ID: 885 1531 3070

Passcode: 621516

or dial +1 253 205 0468

- 1. Call to Order**
 - A. Roll Call**
 - B. Announcements**
 - C. Public Comment Policy:** Public Comments limited to 3 minutes on discussion items related to agency business.
- 2. Approval of Agenda**
- 3. Consent Agenda**
 - A. Minutes from the January 15th, 2025 Regular Board Meeting3**
 - B. January 2026 Blanket Voucher & Payroll Approval Form:**
 - i. Checks 1165-1169, 21106-21198, for a total of \$1,927,550.54
 - ii. Payroll Direct Deposit, in the amount of \$1,552,478.10
- 4. Executive Session**
 - A. Executive Director Review**
- 5. Old Business**
 - A. Committee Appointments6**
- 6. New Business**
 - A. APF – Tulalip Tribe Radio Agreement.....8**
 - B. APF – 2025 Year End Underspend.....19**
 - C. APF – VHF Interoperability Needs23**
 - D. APF – Appointive Staff Policy Revisions26**
- 7. Reports**
 - A. Agency Report.....38**
 - i. New Board Member Welcome Packet.....42
 - B. Police TAC 46**
 - C. Fire TAC49**
- 8. Committee Reports**
 - A. Finance Committee53**
 - i. Funding Forecasts

B. Personnel Committee	55
C. Public Safety Technology Committee	56
D. County EESCS Committee (formerly County E911 Office)	
E. County ECSF Program Advisory Board	

9. Good of the Order

10. Adjourn - The next meeting is scheduled for March 14th, 2026

SNOHOMISH COUNTY 911 BOARD of DIRECTORS MEETING

Virtual Meeting January 15, 2026

Board Members & Management in Attendance	☒ Jon Nehring-President	Marysville	☐ Patrick Decker	Lynnwood
	☒ Dave DeMarco	Everett Fire	☒ Jonathan Ventura	Arlington Police
	☒ Ryan Lundquist	SRFR	☒ Dale Kaemingk	Brier
	☒ Michael Fearnough	South County Fire	☒ Deanna Gregory	Legal Counsel
	☐ Don Waller	Fire District 4	☒ Kurt Mills	SNO911
	☒ Joel Johnson	Fire District 24	☒ Terry Peterson	SNO911
	☒ Susanna Johnson	SCSO Sheriff	☒ Andie Burton	SNO911
	☒ Ken Klein	Snohomish County	☒ Rosie Akopyan	SNO911
	☒ Robert Goetz	Everett Police	☒ Wade Anderson	SNO911
	☒ Judy Tuohy	Everett	☒ Howard Tucker	SNO911
	☐ Loi Dawkins	Edmonds Police	☒ Chris Carlton-Bishop	SNO911
	☒ Jeff Beazizo	Lake Stevens Police	☐ Rita Simmons-Owens	SNO911
Alternate Board Members in Attendance	☒ Bob Eastman	South County Fire	☐ Don Schwab	Everett
	☒ Roy Waugh	SRFR	☒ Jim Lawless	Marysville Police
	☒ Brett Yeadon	Everett Police	☒ Chris Eck	Edmonds
	☒ Ned Vander Pol	Marysville Fire	☐ Brett Gailey	Lake Stevens
	☐ Glen Albright	Mukilteo Fire	☒ Cole Langdon	Lynnwood Police
	☐ Jason Biermann	Snohomish County	☐ Jeffrey Jolley	Monroe Police
	☐ Doug Jeske	Undersheriff	☒ Pete Caw	Mountlake Terrace PD
	☐ Jeraud Irving	Everett Police	☐ Seth Albright	Everett Fire
Staff Attending	Stan White – Mill Creek	Kim Crannell – SNO911		

AGENDA ITEMS		ACTION OR FOLLOW-UP
1. Call to Order, Roll Call and Announcements	A. Call to Order: Board Chair, Mayor Jon Nehring called the meeting to order at 8:30 a.m. Roll call was taken and a quorum was confirmed. B. Announcements: Executive Director Kurt Mills shared the retirement of Chief Bob Eastman of South County Fire; Kurt thanked him for his years of service with SNO911 and the community. Ken Klein is assuming a new role with the City of Snohomish and Kurt thanked him for his participation on the Board and Finance Committee. He introduced Kim Crannell – Dispatch Supervisor who is celebrating her 20-year SNO911 anniversary. Director of Operations, Andie Burton congratulated Kim on her achievement and thanked her for all of the hard work. Andie added that as of December 18th the agency officially applied for the Accredited Center of Excellence (ACE) certification. Deputy Director Terry Peterson introduced new alternate board members Brett Yeadon from Everett Police and Deputy Chief Seth Albright with Everett Fire.	
2. Public Comment	None	
3. Approval of Agenda	The agenda was approved as presented. <u>Chief Jeff Beazizo moved to approve the agenda, seconded by Executive Director Ken Klein and approved unanimously.</u>	Agenda Approved

AGENDA ITEMS		ACTION OR FOLLOW-UP
	D. Emergency Declaration Resolution. Deputy Director Peterson explained the need for the emergency declaration (2026-01) at the Gold Hill radio site. <u>Chief Beazizo moved to recommend approval of the Emergency Declaration Resolution 2026-01, seconded by Chief Joel Johnson and approved unanimously.</u>	Motion Approved.
8. Reports	A. Agency Report. SNO911's Director of Operations Andie Burton, Director of Technology Chris Carlton-Bishop and Director of Finance Wade Anderson gave their portion of the agency update which was included in the packet. B. Police TAC. The group met last week with a focus on radio updates. C. Fire TAC. No December meeting	
9. Committee Reports	A. Finance Committee. Previously discussed B. Personnel Committee. Discussion around the ACE accreditation and getting that news out via internal notifications and a press release. CommsCoach training aid examples were also reviewed. C. Public Safety Tech Committee (PSTC). No meeting. Due to 2 members retiring, Bob Eastman and John DeRousse there are vacancies. Outreach on participation is ongoing, Brett Yeaton from Everett Police showed interest. Director Mills added that, at the April retreat, staff will request a change in the bylaws surrounding the 30-day notice of committee vacancies and how it slows down the process of filling vacancies. D. County EESCS Committee (formerly County E911 Office). No meeting. E. County ECSF Program Advisory Board. No meeting.	
10. Good of the Order	Deputy Director Peterson announced the vacancies on PSTC, Finance Committee and Personnel Committee. Staff will send an email to all board members on this topic.	
11. Adjourn	Mayor Nehring motioned to adjourn the meeting at 9:05 a.m. The next board meeting will be in person and is scheduled for February 19, 2026 at 8:30 a.m.	

Snohomish County 911 Board of Directors Committee Rosters

Finance Committee – Meets the 2nd Thursday of each month from 1:30 pm – 3:00 pm		
Dave DeMarco (Chair)	Fire Chief, Everett Fire	ddemarco@everettwa.gov
Jim Lawless	Assistant Police Chief, Marysville Police	jlawless@marysvillewa.gov
VACANT		
Ryan Lundquist	Assistant Fire Chief, SRFR	ryan.lundquist@srfr.org
Staff Support:		
Kurt Mills	Executive Director	kmills@sno911.org
Terry Peterson	Deputy Director	tpeterson@sno911.org
Wade Anderson	Finance Director	wanderson@sno911.org
Rita Simmons-Owens	Finance Manager	rsimmonsowens@sno911.org
Personnel Committee – Meets the 2nd Wednesday of each month from 9:00 am – 10:30 am		
Jonathan Ventura	Police Chief, Arlington Police	jventura@arlingtonwa.gov
Jeff Beazizo	Police Chief, City of Lake Stevens	jbeazizo@lakestevenswa.gov
Ned Vander Pol (Interested)	Marysville Fire Department	
Staff Support:		
Kurt Mills	Executive Director	kmills@sno911.org
Terry Peterson	Deputy Director	tpeterson@sno911.org
Rosie Akopyan	Human Resources Director	rakopyan@sno911.org
Public Safety Technical Committee – Meets the 1st Wednesday of each month from 2:30 pm – 3:30 pm		
Robert Eastman (chair)	South County Fire Chief	reastman@southsnofire.org
John Chalfant (Interested)	South County Fire	
Cole Langdon	Lynnwood Police Chief	CLangdon@lynnwoodwa.gov
Dave DeMarco	Everett Fire Chief	ddemarco@everettwa.gov
Seth Albright (Interested)	Everett Fire Department	
Brent Yeadon (Interested)	Everett Police Department	
Jonathan Ventura	Arlington Police	jventura@arlingtonwa.gov
Ryan Lundquist	Snohomish Co. Fire & Rescue	Ryan.Lundquist@srfr.org
Kurt Mills	Executive Director	kmills@sno911.org
Terry Peterson	Deputy Director	tpeterson@sno911.org
EESCS Committee (Enhanced Emergency Services Communication System) Meets quarterly		
SNO911 Representatives:		
Kurt Mills	Executive Director	kmills@sno911.org
Terry Peterson	Deputy Director	tpeterson@sno911.org
Michael Fearnough	South County Fire Commissioner	mfearnough@southsnofire.org

Snohomish County 911 Board of Directors Committee Rosters

ECSFP Advisory Board (Prop. 1) (Emergency Communication Systems and Facilities Program) Meets as needed.

SNO911 Representatives:

VACANT	CITY POLICE CHIEF	
Jon Nehring	Mayor, City of Marysville	jnehring@marysvillewa.gov
Roy Waugh	Commissioner, SRFR	roy.waugh@srfr.org
Ned Vander Pol	Fire Chief, Marysville Fire	
Dale Kaemingk	Mayor, City of Brier	dkaemingk@ci.brier.wa.us

VACANT	CITY OFFICIAL	
---------------	----------------------	--

County Representatives:

Susanna Johnson	Snohomish County Sheriff	Susanna.Johnson@co.snohomish.wa.us
-----------------	--------------------------	------------------------------------

VACANT	COUNTY EXECUTIVES APPOINT.	
---------------	-----------------------------------	--

Nate Nehring	Councilmember, Snohomish County	nate.nehring@snoco.org
--------------	---------------------------------	------------------------

Snohomish County Code 4.30.080 Appointment to Advisory Board. The emergency communication systems and facilities program advisory board shall be composed of not more than nine members. Appointments shall be made pursuant to chapter 2.03 SCC. **The board shall include one fire commissioner; three elected city officials; one city police chief and one fire chief** nominated annually by the Snohomish County 911 board at its all-agency assembly; a member of the county council or designee; the county executive or designee; and the Snohomish County sheriff or his/her designee. In the event of a mid-term vacancy, the nominating authority may nominate a member to serve the remainder of a term. The advisory board shall be chaired by the sheriff. (Added during General Election, Nov. 6, 2018, Eff date Apr. 1, 2019; Ord. 18-037, Jun. 20, 2018; Amended by Ord. 19-038, Aug. 21, 2019, Eff date Aug. 31, 2019).

Action Proposal Form

Date: February 5, 2026

Title: Updated Tulalip Tribe Radio Agreement

Background / Purpose:



The initial radio services agreement between Snohomish County 911 and the Tulalip Tribes, dated April 2, 2021, has expired. This successor Agreement is intended to replace the expired agreement and to remain in effect on an ongoing basis to allow the Tulalip Tribes to continue using the SNO911 radio technology system for public safety communications.

This successor Agreement incorporates several operational, financial, and administrative updates from the prior agreement, as summarized below.

1. Agreement Term and Renewal Structure

- Updates the commencement date to 2026 and clarifies the Agreement term as an initial one-year term with **automatic annual renewals**, unless either party provides at least **60 days' notice of non-renewal**; Aligns the Agreement with standard SNO911 renewal practices.

2. Updated Equipment Inventory and Configuration

- Clarifies the number and type of radios provided by SNO911, specifying **61 portable radios and 65 mobile radios**, consistent with what was provided as part of the RRP and additional radios approved through fleet expansion requests.
- Updates base radio language to reflect the programming and continued use of **one consolette**, rather than two base radios, aligning the Agreement with current system architecture.
- Confirms provision of **two dedicated talk-groups** for the Tribal Police Department, with access to additional talk-groups subject to Police Technical Advisory Committee approval.

3. Clarified Cost Responsibilities for System Participation

- Expands and clarifies the Tribe's responsibility for costs associated with participation as a SNO911 Subscriber, including additional radios, in-building equipment, software, licenses, upgrades, and compatibility requirements.
- Clarifies responsibility for lost or damaged radios while preserving the ability to request replacements under SNO911 policies and applicable warranties.

4. Revised Fee Structure

- Removes the **one-time initial infrastructure fee** included in the prior agreement.
- Updates the ongoing **user fee to a flat \$34.00 per radio per month**, replacing the prior split labor and operating cost structure.
- Adds a **3% automatic annual rate adjustment**, providing predictable escalation and consistency with other SNO911 agreements.

5. Updated Termination and Delinquency Provisions

- Extends termination without cause notice from **15 days to 60 days** and clarifies post-termination financial obligations tied to adopted SNO911 budgets.
- Adds a defined delinquency process, including interest accrual and potential service termination for prolonged non-payment – again consistent with other SNO911 agreements.

6. Administrative and Conforming Updates

- Updates SNO911 notice and contact information.
- Makes minor conforming edits throughout to align terminology, governance references, and operational requirements with the current Interlocal Agreement and SNO911 practices.

This item was discussed and recommended for approval by the Finance Committee.

Suggested Action/Recommendation:

Authorize the execution of the successor Agreement for Services between Snohomish County 911 and the Tulalip Tribes for access to the SNO911 radio technology system, substantially in the form presented, pending any final legal review.

Funding: N/A

AGREEMENT FOR SERVICES BETWEEN SNOHOMISH COUNTY 911 AND THE TULALIP TRIBES

THIS AGREEMENT is made and entered into as of the _____ day of _____, ~~2021~~2026, by and between SNOHOMISH COUNTY 911, an interlocal non-profit corporation organized under the laws of the State of Washington ("**SNO911**") and the TULALIP TRIBES, a federally recognized sovereign tribe organized pursuant to Section 16 of the Indian Reorganization Act of 1934, as amended 25 U.S.C. §476, governed by the Board of Directors of the Tulalip Tribes of Washington as provided in Article VI of the Constitution and Bylaws of the Tulalip Tribes (hereinafter the "**Tribe**").

R E C I T A L S

A. SNO911 is organized to provide emergency and public safety communications, dispatch, monitoring, and information services in Snohomish County, Washington.

B. The Tribe operates the Tulalip Tribal Police Department ("**Tribal Police Department**") within the jurisdictional area of the Tulalip Reservation in Snohomish County, Washington.

C. The Tribe, by and through its Tribal Police Department, maintains its own dispatch operation and desires to utilize the SNO911 radio technology system for voice communications for public safety purposes only.

D. SNO911 is willing to have the Tribe participate as a contracted Subscriber agency – as that term is defined in the Interlocal Agreement attached hereto as "**Exhibit A**" ("**ILA**") – in the SNO911 radio technology system on the terms and conditions provided in this Agreement.

E. SNO911 and the Tribe are desirous of entering into a contractual relationship for the Tribe to access certain SNO911 services if the Tribe meets the standards required of SNO911 agencies and otherwise meets the terms and conditions of this Agreement.

E.F. SNO911 and the Tribe previously entered in an agreement for radio services dated April 2, 2021, which has since expired. The parties desire to enter into this successor Agreement to continue their collaborative relationship and to update the terms and conditions governing the Tribe's use of the SNO911 radio system.

AGREEMENT

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

Section 1. Purpose of Agreement. The purpose of this Agreement is to define the scope of services contracted by the Tribe from SNO911, set forth the compensation to be paid by the Tribe for such services, and to enumerate other related provisions, which contribute to the mutual benefit of the parties to this Agreement.

Section 2. Scope of Services. SNO911 shall provide services to the Tribe in accordance with this Agreement, with the ILA as may hereinafter be amended, with the procedures and practices established by the SNO911 Board of Directors, the procedures and practices established by the SNO911 technical advisory committees, and the Snohomish County Law Enforcement Radio Procedures. Specifically, SNO911 shall provide the following services to the Tribe:

Section 2.1 SNO911 shall provide the Tribe access to SNO911's emergency public radio system for purposes of radio communications amongst its Tribal Police Department staff for public safety purposes only.

Section 2.2 SNO911 has provided, installed and programmed 61 portable radios and 75 mobile radios shall provide, install, and program [61] portable radios and [65] mobile radios for Tribal Police Department's mobile fleet, for use consistent with this Agreement. Such provision, installation, and programming shall be consistent with SNO911's current radio replacement project. Future radio needs for additional radios will be treated in a similar way to all other public safety expansion requests and may be subject to SNO911 governing board approval and available funding.

Section 2.3 SNO911 shall program~~has programmed~~ two (2) one (1) base radios consolette, which shall already have been provided by and installed by the Tribal Police Department. After programming by SNO911, the~~The continued~~ use of such ~~base radios consolette~~ shall be used consistent with this Agreement.

Section 2.3 SNO911 shall provide usage of two (2) dedicated talk-groups to the Tribal Police Department for public safety use only within the Tribal Police Department only. The talk groups are shared and accessible by SNO911 and SNO911's user agencies. The Tribal Police Department's access to other non-Tribal talk-groups is subject to the discretion of the SNO911 Police Technical Advisory Committee.

Section 2.4 SNO911 shall invite the Tribal Police Department chief or the chief's designee to participate in the SNO911 Police Technical Advisory Committee, as further described in the ILA. SNO911 shall also invite the Tribe to participate in the SNO911 agency assembly and participate in SNO911 budget proposal review, as further described in the ILA.

Section 2.5 SNO911 shall provide the Tribal Police Department the same radio priority as other public safety agencies.

Section 2.6 SNO911 shall provide equipment support, maintenance, battery replacement, and lifecycle replacement for all radios provided under this Agreement consistent with the standards and schedules provided to other Snohomish County public safety agencies.

Section 3. Responsibility of the Tribe. The Tribe shall be responsible for the following:

Section 3.1 The Tribal Police Department shall use and access the SNO911 radio system for public safety use only.

Section 3.2 The Tribe shall be responsible for the purchase and programming of radios beyond the number provided by SNO911 pursuant to Section 2 of this Agreement. The Tribe shall also be responsible for installations of in-building radios and equipment in the Tribe's dispatch center. ~~The Tribe shall be responsible for all of its own costs that are created as a result of it becoming a SNO911 Subscriber (as defined in the ILA). The Tribe shall be responsible for all of its and SNO911 costs associated with lost or damaged radios and hardware, except that any loss or damage covered by a manufacturer's warranty to SNO911 shall be extended to the Tribe if permitted under the terms of the warranty.~~ The Tribe may be responsible for costs associated with lost or damaged radios and hardware; however, the Tribe may submit requests for replacement of lost or damaged radios to SNO911 consistent with the policies and procedures applicable to other SNO911 member agencies. Any loss or damage covered by a manufacturer's warranty to SNO911 shall be extended to the Tribe if permitted under the terms of the warranty.

Section 3.3 The Tribe shall establish and enforce specific controls to prevent the unauthorized or inappropriate use of radios and the communication system.

Section 3.4 The Tribe shall immediately report unauthorized or inappropriate access to or disclosure of information from any SNO911 system.

Section 3.5 The Tribe shall follow established practices regarding radio configuration, usage, nomenclatures, and operating parameters. Additionally, the Tribe shall ensure its staff is trained and adhere to standards outlined in the Snohomish County Law Enforcement Radio Procedures whenever interoperating with other users of the SNO911 system.

Section 3.6 The Tribe shall abide by all Federal Communication Commission rules and regulations concerning the use of shared radio facilities.

Section 3.7 The Tribe shall follow established practices regarding requests for other entities to extend access for mutual aid purposes. Such

requests are subject to approval by the SNO911 Police Technical Advisory Committee.

Section 3.8 The Tribe agrees to the terms of the ILA in its capacity as a Subscriber (as the ILA defines that term) and acknowledges it is subject to all provisions of the ILA applicable to Subscribers.

Section 3.9 The Tribe shall maintain equipment to applicable standards, governance and requirements of SNO911 and its other agencies. The Tribe shall purchase all hardware, software, and required annual maintenance costs which is required of an agency participating with SNO911. The Tribe shall be responsible, at its expense, to upgrade and install its own equipment to accommodate the capability to communicate on the authorized talk groups. The Tribe shall coordinate its software licenses required to utilize the SNO911 technology system with SNO911. SNO911 shall have sole discretion in determining compatibility of software and the Tribe shall procure compatible software in the event a determination is made that existing software is not compatible. The Tribe, as a contracting agency with SNO911, shall abide by all operational and technological business practices of SNO911 as they exist at the time of the execution of this Agreement or as those practices may change, from time to time, in the future.

Section 3.10 The Tribe shall immediately report to SNO911 all Tribal Police Department personnel changes so that SNO911 can disable system access.

Section 3.11 The Tribe shall remain in compliance with State of Washington ACCESS requirements and CJIS Standards and immediately report to SNO911 any changes in status.

Section 4. Initial Infrastructure Fee and User Fees. The Tribe shall be responsible for the following Initial Infrastructure Fee and User Fees:

~~**Section 4.1 Initial Infrastructure Fee.** The Tribe shall pay a one-time infrastructure fee of THIRTY ONE THOUSAND FIVE HUNDRED AND NO CENTS (\$31,500.00) to SNO911. Payment shall be made within [60] days of execution of this Agreement.~~

~~**Section 4.21 User Fees.** The Tribe shall pay TWENTY-FIVE DOLLARS AND FORTY-THREE CENTS (\$25.43) per radio per month for labor-related costs to SNO911 and FOUR DOLLARS AND THIRTY-TWO CENTS (\$4.32) per radio per month for operating-related costs, for a combined total of TWENTY-NINE DOLLARS AND SEVENTY-FIVE CENTS (\$29.75) per radio per month. The Tribe shall pay THIRTY-FOUR DOLLARS (\$34.00) per radio per month.~~ Any work requested by the Tribe and performed by SNO911 that is out of the scope of this Agreement will be charged on a time and material basis with such time being charged as herein described. SNO911 shall bill the Tribe monthly. The Tribe shall make payment within thirty (30) [30] days of receipt of invoice.

Section 4.2 Annual Rate Adjustment. The per radio monthly rate specified in Section 4.1 shall automatically increase by three percent (3%) annually on each anniversary date of this Agreement.

Section 4.3 Delinquency. User Fees not paid when due shall begin to accrue interest on the date the User Fee was originally due and shall continue until the User Fee is paid (together with all accrued interest) in full at the Federal Prime Rate plus 3%. SNO 911 shall, within seven (7) business days of the due date, send notice to the Tribe of such delinquency. In the event the Tribe does not pay in full all User Fees plus accrued interest within six (6) months from the date of initial delinquency, the Governing Board may terminate services to the Tribe. Any such termination shall not absolve the Tribe of its obligation to pay any amounts owing to SNO911, including any accrued interest.

Section 5. Term of Agreement. ~~This Agreement shall commence as of the date set forth above and continue for twelve (12) months thereafter. This Agreement shall commence as of the date set forth above and continue for an initial term of one (1) year. Upon expiration of the initial term, this Agreement shall automatically renew for successive one (1) year terms unless either party provides written notice of non-renewal to the other party at least sixty (60) days prior to the expiration of the then-current term.~~

Section 6. Termination.

Section 6.1 Termination Without Cause. Either SNO911 or the Tribe may terminate this Agreement, without cause, by providing written notice to the other party at least ~~fifteen-sixty~~ (1560) days prior to the effective date of termination; provided, however, after termination, the Tribe shall continue to be responsible to pay any outstanding User Fees, together with any other applicable costs allocated to the Tribe as part of its participation in SNO911, for the year in which termination notice was given and for the following year in the event that the SNO911 budget for that year has been approved and adopted by the SNO911 Board of Directors as of the effective date of notice of termination.

Section 6.2 Termination for Cause. Any party may immediately terminate this Agreement for cause for violating a provision of this Agreement. In the event that SNO911 terminates for cause, the Tribe's User Fees will be handled in the same manner as a termination without cause and the Tribe shall continue to be responsible for its costs as stated above.

Section 6.3 Miscellaneous. Upon any termination of this Agreement, the Tribe shall return all portable radios and mobile radios to SNO911 and SNO911 shall suspend all accesses and other privileges provided under this Agreement. Any termination of this Agreement shall not result in a refund to the Tribe of the Infrastructure Fee. This provision shall survive termination of this Agreement.

Section 7. Access Restriction. The Tribe's access to the SNO911 technology system may be limited, restricted, or temporarily terminated, without notice, if SNO911

has a good faith belief that such action is necessary to maintain the integrity of the technology system or a good faith belief that any component of the technology system has or will be misused or if, in SNO911's sole discretion, such usage is having a detrimental impact to SNO911's radio technology system or operation.

Section 8. Dispute Resolution. The dispute resolution provisions of the ILA, as may hereinafter be amended, shall apply.

Section 9. Indemnification and Hold Harmless. The Tribe agrees to indemnify and hold harmless each Principal (as that term is defined in the ILA) and SNO911, their officers, officials, employees, and volunteers from any and all claims, injuries, damages, losses, or suits including attorney fees, arising out of the Tribe's negligent acts or omissions in connection with the receipt of services from SNO911.

In the event of liability for damages arising out of bodily injury to persons or damages to property caused by or resulting from the concurrent negligence of the Tribe and SNO911, its officers, officials, employees, and volunteers, the party's liability hereunder shall be only to the extent of the party's negligence. It is further specifically and expressly understood that the indemnification provided in this Section constitutes the party's waiver of immunity under Industrial Insurance Title 51 RCW, solely for the purpose of this indemnification. This waiver has been mutually negotiated by the parties. The provisions of this Section shall survive the expiration or termination of this Agreement.

Each party shall give the other party proper notice as provided herein of any claim or suit coming within the purview of these indemnities. Termination of this Agreement shall not affect the continuing obligations of each of the parties as indemnitors hereunder with respect to those indemnities and which shall have occurred prior to such termination.

Section 10. Disclaimer of Liability. Under no circumstances, shall SNO911 or anyone else involved in administering or providing the services hereunder be liable for any exemplary, punitive, indirect, incidental, special, or consequential damages. SNO911 shall not under any circumstances be liable for any damages resulting from the failure of public or private utilities, the failure of communications equipment, or any other failure that causes system down time, and in no event shall SNO911 be liable for any monetary damages in excess of the total amount of monetary consideration received by SNO911 under this Agreement. This provision shall survive termination of this Agreement.

Section 11. Insurance. Both SNO911 and the Tribe shall maintain liability insurance coverage the scope of which shall include claims that may arise under this Agreement with coverage limits of at least One Million Dollars (\$1,000,000.00) per occurrence combined single limit for bodily injury and property damage liability and with an annual aggregate of at least Two Million Dollars (\$2,000,000.00). Evidence of such insurance compliance shall be provided to the other Party upon request. This provision shall survive termination of this Agreement.

Section 12. Public Records. SNO911 is subject to Washington's Public Records Act, Chapter 42.56 RCW (the "Act"), and the Act defines "Public Record" very

broadly. Any records or documents, including electronic records, relating to, or arising out of this Agreement may be subject to that Act. Likewise, any recorded radio communications may be considered Public Records subject to the Act. The Tribe acknowledges that Public Records, including this Agreement, may be required to be made available for inspection and/or copying if a request to do so is received by SNO911.

The Tribe agrees that if it chooses to record radio communications or metadata it will limit those recordings to the talk-groups exclusively designated for the Tribe's use under this agreement. The Tribe will not record other talk-groups. The Tribe agrees to provide audio records for operational purposes if requested by SNO911 or a SNO911 agency.

The Tribe shall not disclose any radio communications or metadata recorded from the Tribe's talk-groups that includes audio from any SNO911 agency without advanced written approval from SNO911. The Tribe shall make records available as required by this Section without charge to SNO911.

Section 13. No Third-Party Rights. This Agreement is intended to govern only the rights and responsibilities of the parties hereto and as specified herein. Nothing in this Agreement shall be construed or interpreted to create any third-party rights or create a cause of action in favor of a third party. This Agreement shall not be construed or interpreted to create a standard of performance or care for the purposes of any claim initiated by a third party. This provision shall survive termination of this Agreement.

Section 14. Limited Waivers of Sovereign Immunity and Venue Stipulation. The Tribe and SNO911 recognize and respect the sovereignty and legal status of the other Party. The Tribe and SNO911 further recognize that the other Party has and reserves all rights, powers, and remedies now or hereafter existing at law, in equity or by statute, treaty, or otherwise. Except for the limited waiver set forth herein, this Agreement is not intended to nor shall it be construed to diminish, increase, or otherwise alter the rights and entitlements of either Party. Nothing in this Agreement is or shall be deemed to be a waiver of the Tribe's or SNO911's sovereign immunity from suit except that each Party hereby expressly provides a limited waiver of sovereign immunity from suit and consents to be subject to the jurisdiction and venue of the Snohomish County Superior Court for disputes arising between SNO911 and the Tribe arising under the terms and conditions of this Agreement, but not as to any other person or entity. Neither Party shall revoke, by any means, that Party's limited waiver of sovereign immunity, during the term of this Agreement. The limited waivers of sovereign immunity provided by each Party shall be effective as of the date of this Agreement and shall continue for the applicable statute of limitations following termination or cancellation of this Agreement except that such limited waivers of sovereign immunity shall remain effective for any legal proceeding pending at the end of such applicable statute of limitations period until the conclusion of any such legal proceeding and enforcement thereof. The limited waiver of sovereign immunity shall survive termination of the Agreement for the duration of any applicable statute of limitations.

Section 15. Notices.

Section 15.1 Notice to SNO911 shall be sent to the following address:

~~Angie Baird~~ [Finance Department](#)
Snohomish County 911
~~1121 S.E. 332 SW~~ Everett Mall Way, ~~Suite 200~~
Everett, WA ~~98208~~ [98204](#)
~~abaird@sno911.org~~ [accounts@sno911.org](#)

Section 15.2 Notice to the Tribe shall be sent to the following address:

Name:	
Address:	
Address:	
Address:	
E-mail:	

Section 16. Severability. If any part of this Agreement is unenforceable for any reason the remainder of the Agreement shall remain in full force and effect.

Section 17. Modification. This instrument constitutes the entire Agreement between the parties and supersedes all prior agreements. No modification or amendments shall be valid unless evidenced in writing, properly agreed to, and signed by both parties.

Section 18. Entire Agreement. The Parties agree that this Agreement, together with the portions incorporated herein, is the complete expression of the terms, and any oral representations or understandings not incorporated herein are excluded. Either party may request changes in this Agreement upon proper notice, and when mutually agreed shall be incorporated herein by written amendments hereto.

Section 19. Authority. Each person signing below for and on behalf of the respective Party hereby represents and warrants to the other party full and complete authority to enter into this Agreement on behalf of such party and that upon execution and delivery of this Agreement by both parties, this Agreement and the obligations set forth therein shall be valid and binding upon the party for whom such person executes this Agreement.

Section 20. Recording. The parties acknowledge that this Agreement may be filed with the Auditor of Snohomish Counties or, alternatively, listed on one or more parties' web site, pursuant to RCW 39.34.040 and hereby authorize the recording or listing thereof.

WHEREFORE, the parties have executed this Agreement on the dates set forth below.

THE TULALIP TRIBES

By_____

Its_____

Date: _____, ~~2021~~2026

SNOHOMISH COUNTY 911

By_____

Its_____

Date: _____, ~~2021~~2026

Action Proposal Form

Date: February 9th, 2026

Title: 2025 Year End Underspend

Background / Purpose:

The agency managed our operating budget to within 3.86% which represents sound budgeting and fiscal management.

At the end of each year the Board must take steps to finalize the previous year's budget carryover and other revenues. The adopted Fiscal Policy states the Board will make decisions on how to account for any carryover with a priority of funding (1) unrestricted reserves, (2) unanticipated operating costs, (3) Capital Plan, and (4) distribution of unrestricted funds to participating member agencies. The SNO911 Budget does not fund or assess agencies for Reserves or Capital and relies on unbudgeted revenue ("carryover") to maintain sufficient funding. We target funding of approximately \$750,000 annually to ensuring adequate funding, and while this year is under that amount, it will be adequately funded through 2034.

Operating Budget Underspend: The year-end analysis of the 2025 Operating Budget is completed with total budget expenditures and 12/31/25 Open Purchase Orders at 96.14% of budget and resulting in a carryover of \$641,921.24.

Suggested Action/Recommendation:

Authorize moving \$641,921.24 of 2025 Operating Budget Underspend into Capital Fund 80.

Fund: N/A



Snohomish County 911

Budget vs. Actual General Operating 70

January through December 2025

Sno911
Fiscal Year 2025
Budget vs. Actual

	Jan - Dec 25	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4020 · Member Assessments	19,087,101.36	18,823,498.00	263,603.36	101.4%
4040 · E911 Excise Tax Revenue	7,281,418.49	7,328,218.00	-46,799.51	99.36%
4045 · Emergency Sales Tax Revenue	7,185,320.00	7,185,390.00	-70.00	100.0%
4200 · Miscellaneous Income	1,446,967.11	2,403,151.00	-956,183.89	60.21% A
4300 · Interest Income	2,535.96			
Total Income	35,003,342.92	35,740,257.00	-736,914.08	97.94%
Gross Profit	35,003,342.92	35,740,257.00	-736,914.08	97.94%
Expense				
5000 · Payroll Expense	26,363,979.79	27,407,541.00	-1,043,561.21	96.19% B
5910 · Employee Reimbursed NT Expenses	4,041.80			
6000 · Reimbursed Expense	713,158.44	441,282.00	271,876.44	161.61% C
6100 · Building Construction	10.98			
6150 · Professional Fees	766,103.22	733,300.00	32,803.22	104.47%
6200 · Administrative Support	90,896.79	178,900.00	-88,003.21	50.81% D
6225 · Recognition	12,358.29	20,000.00	-7,641.71	61.79% E
6250 · Rent	974,347.65	1,123,346.00	-148,998.35	86.74% F
6252 · Utilities	269,913.68	250,000.00	19,913.68	107.97%
6300 · Repairs & Maintenance	3,913,014.62	4,623,938.00	-710,923.38	84.63% G
6350 · Insurance	510,835.00	480,000.00	30,835.00	106.42%
6400 · Communication	207,568.63	135,000.00	72,568.63	153.76% H
6500 · Training and Travel	167,172.22	206,950.00	-39,777.78	80.78% I
6600 · Minor Capital Equipment	52,817.19	100,000.00	-47,182.81	52.82% J
6700 · Supplies	41,834.20	40,000.00	1,834.20	104.59%
Total Expense	34,088,052.50	35,740,257.00	-1,652,204.50	95.38%
Net Ordinary Income	915,290.42	0.00	915,290.42	100.0%
Net Income	915,290.42	0.00	915,290.42	100.0%
12/31/25 Open Purchase Orders	-54011.35			
Managed Laptop	-194783.83			
Pending COE Final Lease Payment	-24574			
2025 Carryover	641,921.24			

SNO911

Fiscal Year 2025

Budget vs Actual Tick Mark Legend

- A) Miscellaneous Income can vary greatly from period to period as it includes Reimbursed Income as well. We overbudgeted for 2025, we did not receive as much reimbursement revenue from NORCOM as the project came in approximately \$400,000 underbudget and anticipated nominal revenue from our partnership with SCEMSA. However, that arrangement was replaced by a much simpler rental arrangement.
- B) Payroll is the single largest driver on the expense side of the budget. In 2025 we averaged 101 dispatchers, 10 less than authorized. This resulted in a straight time savings of \$2.46MM. However, the lower than authorized dispatch headcount resulted in \$1.63MM of additional overtime beyond the \$1MM overtime budget. These two factors account for ~ 80% of the payroll savings. Total payroll was within 3.8% of budget.
- C) Reimbursed Expenses over budget by 50%, representing the \$294,103 Assessment adjustment in 2025 that was returned to those Fire and Police Agencies that overpaid their assessments in 2025, reimbursed by SNO911.
- D) Administrative support was below budget; we only spent about 40% of our advertising and publishing budget, 34% less on budgeted dues and subscriptions, 80% less on printing, 40% less on internet-based advertising, 30% less on anticipated postage, 25% less than budgeted excise tax.
- E) Recognition was below budget as much of the costs associated with the February 2025 Recognition ceremony was actually spent at the end of 2024; as we are on a cash-basis those expenses were recognized in the appropriate period.
- F) We had budgeted rent at the old facility to end in August of 2025, however we moved out of that building in May of 2025, saving 3 months of rent for the old main campus of approximately \$100,000. We do have a final payment of \$24,574 still due to the City of Everett to close out the lease. This amount has been deducted from Net Income in reconciling to the 2025 carryover amount.
- G) Repairs and maintenance were underbudget by 16%. Building repairs were less than anticipated as projects were not undertaken on the old facility and wireless radio system as we moved into the new facility and the RRP project wrapped up. Auto repairs were about 40% less than expected. Maintenance agreements for software are very hard to estimate due to timing, tech costs, and negotiating power.
- H) Communication costs increased significantly as a result of numerous additional circuits at the new building while maintaining some at our old HQ. We are currently going circuit by circuit and cancelling legacy circuits that the Agency no longer needs. We estimate the savings after this process is concluded to be \$50,000 - \$100,000 per year.

- I) Under budget by about 20% for travel and training in 2025. With the attention required for the first five months of 2025 towards the new building and radio project staff were not able to attend and participate in a number of typical trainings.
- J) We were 50% below budget in the Minor Capital Equipment line items as items normally purchased throughout the year like chairs, headsets, and small radio equipment were not necessary after moving into the new facility. The completion of the RRP as expenses that would normally be charged to this line item were charged directly to the RRP project.

Action Proposal Form

Date: February 12, 2026

Title: Expanded VHF Licensing for Radio System



Background / Purpose:

The purpose of this APF is to document specific interoperability needs, recommend a solution, and outline impacts to project scope and budget. Additional interoperability requirements have been identified that require the purchase of software licenses for existing radios.

The Radio Replacement Project procured radio subscribers capable of VHF communications as a future focused investment. This approach ensured agencies retained existing functionality while long term interoperability needs were evaluated at a system level. Agencies that previously operated multi band devices have already received VHF capable hardware under a like for like replacement policy. This avoided any reduction in operational capability during the transition.

Interoperability Considerations

Interoperability is complex and difficult for any agency. These additional licenses are necessary, but they are not a complete solution. They primarily support infrequent, high consequence incidents rather than daily operations. Without consistent training and reinforcement, this type of capability becomes wasteful because users forget it exists or do not know how to use it effectively when needed.

SNO911 and our partner agencies are therefore approaching this investment with a shared expectation. All users, on both sides of the radio, must understand system capabilities, limitations, and proper use. This work has started with the appointment of a Radio Communications Committee who is tasked with the development of an updated interoperability communications guidebook. The value of this investment depends on training, sustainment, and operational discipline, not just procurement. **It is important to note that providing VHF equipped radios today will likely require continued VHF capable and licensed radios in the future. This cost will need to be included in future lifecycle replacements costs.**

Incident Review and Operational Risk

The need for this capability is somewhat unpredictable, and while there are many examples the following three outline the magnitude of the need we are focused on.

1. During the search for Travis Decker in mountainous terrain north of Highway 2 and surrounding wilderness areas, the only radio coverage available to first responders was VHF resources operated by Snohomish County Search and Rescue and direct VHF simplex communications. SNO911 first responders were unable to communicate effectively with mutual aid agencies operating in the same environment.

2. In 2024, a wildland brush fire ignited along Interstate 5 and extended for multiple miles. Department of Natural Resources helicopters were deployed to assist with fire suppression. Snohomish County first responders were hampered with the coordination of safe and effective water drops due to communication limitations.
3. The Bolt Creek fire further highlighted interoperability challenges between Snohomish County responders and wildland fire resources dispatched from outside the area. Snohomish County does not currently operate a state or nationally recognized interoperability system. SNO911 proposes repurposing an existing non-standards based system by converting it to the Washington State REDNET system. This change would allow the 800 MHz radio system to be patched to the REDNET channel and enable standardized coordination with state and regional partners.

Recommendation and Accountability

The proposed solution addresses a demonstrated operational gap. However, this capability will only succeed if it is understood and used correctly across agencies. SNO911 recommends that funding for these licenses be explicitly tied to training requirements and shared accountability. This ensures our county's investment remains usable, remembered, and effective when critical incidents occur.

Recommended Solution:

- Activate and program VHF frequencies for all mobile and portable radios for North County Fire, Silvana Fire, Arlington Heights Fire, Snohomish Regional Fire and Rescue. These agencies were determined to be the most likely Fire agencies to respond to incidents that would require VHF.
- Activate and program VHF frequencies for all mobile and portable radios for Fire specialty units and command staff
- Activate and program VHF frequencies for all Snohomish County Sheriff's office portables
- Activate and program VHF frequencies for all portables operated by members of SWAT teams
- Activate and program VHF frequencies for the portables operated by Law Enforcement Command units
- Activate and program VHF and UHF frequencies for SNO911 emergency cache deployable portables which will be made available to any agency that requires interoperability during an incident.
- Engage with ADCOMM Engineering to license REDNET at SNO911 sites
- Engage with ADCOMM Engineering to update licensing at the Frailey Mountain radio site to match operational needs

Estimated Costs and Quantities:

Agency	Portable	Mobile	Portable Cost	Mobile Cost	Total
North County Fire	128	44	\$68,736.00	\$23,628.00	\$92,364.00
Sultan Fire	37	14	\$19,869.00	\$7,518.00	\$27,387.00
Silvana Fire	34	15	\$18,258.00	\$8,055.00	\$26,313.00
Arlington Heights Fire	23	12	\$12,351.00	\$6,444.00	\$18,795.00
SCSO	364	0	\$195,468.00	\$0.00	\$195,468.00
Fire Command	13	4	\$6,981.00	\$2,148.00	\$9,129.00
Law Command/SWAT/K9	130	0	\$69,810.00	\$0.00	\$69,810.00
SRFR	177	95	\$95,049.00	\$51,015.00	\$146,064.00
SNO911 Portable Cache	48	0	\$25,776.00	\$0.00	\$25,776.00
Total	954	184	\$512,298.00	\$98,808.00	\$611,106.00

Licensing of REDNET and the correction of the licensing at Frailey Mountain are estimated at \$16,000

This item was discussed and recommended for approval by the Finance Committee.

Suggested Action/Recommendation:

Authorize the procurement and deployment of VHF dual-band radio equipment, related software, and associated components as described in this APF, in an amount not to exceed \$711,000, inclusive of sales tax and a 5 percent contingency, with flexibility to adjust participating agencies and equipment quantities within that amount, contingent upon the establishment and ongoing maintenance of required training to ensure effective use of the funded interoperability capabilities.

Funding: Radio Replacement Project Fund 130 – Project Contingency



Action Proposal Form

Date: February 11, 2026

Title: Appointive Staff Policy Revisions

Background / Purpose:

The Appointive Staff Policy was last revised in October of 2024. We are presenting several revisions for your review. The most significant being an addition of call out pay for our Facilities hourly staff. The other revisions shown are edits recommended by legal counsel for clarification purposes and miscellaneous outdated language removal.

To ensure SNO911 can respond to urgent facilities issues after hours, we need a clear and consistent approach to call outs for these positions. Each classification has only one FTE, which limits coverage options outside normal business hours. The proposed language aligns treatment of these facilities positions with the radio technicians who are also hourly positions. Management expects call outs to be rare and limited to situations where an after-hours response is truly necessary. Internal guardrails are in place to prevent unnecessary contacts and to support a healthy work life balance. There are two classifications impacted by this proposed change:

- Facilities Coordinator (1FTE)
- Facilities, Fleet and Logistics Coordinator (1FTE)

These two positions are occupied by very qualified and dedicated employees. In recognition of the fact that there is only one FTE in each classification, the proposed language and intent is to ensure that the response to call-outs is voluntary.

This item was discussed and recommended for approval by the Personnel Committee.

Suggested Action/Recommendation:

Approve revisions to the Appointive Staff Policy as presented.



Suite 200

~~1121332 WSE Everett Mall Way,~~

~~Everett, WA 982084~~

APPOINTIVE EMPLOYEES POLICY

Issued 07/19/2018

Revised ~~01/10/2024~~

~~09/19/2024~~ 2/1/2026

Purpose Statement

The purpose of this policy is to explain compensation, hours of work and benefit policies for non-represented appointive staff of Snohomish County 911 (SNO911) employees. Unless otherwise stated, this policy shall be the governing policy for appointive employees.

Health and Dental Benefits

SNO911 will offer full-time employees medical, dental, and vision insurance coverage. Full-time employees are those who regularly work 30 hours or more per week. ~~Effective January 1, 2019, employees must participate in a cost share. Effective January 1, 2024, the employee's cost share of medical premiums will be a pre-tax deduction.~~ The cost share for medical and vision is 3% for employee-only and 5% for employee plus ~~(employee's cost share of medical premiums is a pre-tax deduction)~~. Dental cost share is 5% for employee only and 15% for employee plus. Employees must regularly work 30 hours a week to participate in employer-sponsored health and dental plans. In addition, employees are eligible for accidental death & dismemberment and group term life insurance (\$50,000).

Any employee who opts out of medical coverage after providing adequate proof of insurance shall be entitled to an opt-out payment of five-hundred fifty dollars (\$550.00) per month.

Wage & Salary

SNO911 desires to pay wages and salaries that are competitive with other employers in the marketplace in a way that will be fair and equitable and in compliance with all applicable statutory requirements. SNO911 applies the same principles of fairness and external comparability to all employees, regardless of age, ancestry, national or ethnic origin, organizational level, race, religion, gender, sexual orientation or disability that does not prohibit performance of essential job performance.

Through a process called position evaluation and classification, the knowledge and skill, work difficulty and autonomy, scope of responsibility and degree of impact for each exempt and non-exempt job at SNO911 are compared. Once jobs are assigned a classification level, jobs are compared with external market data. Each job is assigned a

7-step pay range (from STEP-1 minimum to STEP-7 maximum). Every 3-5 years, SNO911 will examine the market conditions in an effort to ensure ongoing comparability.

Changes in pay grades will be made as approved by the SNO911 Board of Directors after review of market conditions and the agency budget. Newly appointed employees will be placed in a step commensurate with their experience, qualifications and business needs, but will generally not exceed mid-range step placement.

Defined Workweek

The workweek is defined as Sunday 12:00 AM – Saturday 11:59 PM.

Work Schedules

All employees are expected to have a regular work schedule. The standard schedule is Monday through Friday, 8:30 AM to 4:30 PM unless otherwise approved. Employees wishing to voluntarily adjust their regular weekly schedules may submit a request to their department head. Final approval is determined based on the needs of the department. Alternative schedules may be adjusted back to a standard (5 days of 8 hours) schedule whenever business needs require.

Pay Days¹

The two paydays per month occur on the 7th and the 22nd of each month, with the exception of bank holidays, when paydays will occur on the nearest available bank day. The two pay periods per month are the 1st through the 15th and the 16th through the last of the month. SNO911 does not control the actual time that banks deposit funds into personal accounts.

~~¹Pay day change will become effective March 2024.~~

Direct Deposit

All paychecks for SNO911 employees are electronically transferred by direct deposit to the employee's designated bank account. Each employee must submit a direct deposit authorization form to the finance office. When changing banks, the employee must notify the finance office. Direct deposit changes may take up to 10 days before activated by the bank.

Deductions from Paychecks

SNO911 is required by law to make certain deductions from each employee's paycheck each time one is prepared. Mandatory deductions include:

-

- Federal income tax
- Other state taxes (workers comp, etc.)
- Washington State Public Employees Retirement System (PERS) [or Washington](#)

State Public Safety Employees Retirement System (PSERS)

- Medicare portion of Social Security
- Applicable wage assignments (garnishments)

These deductions will be itemized on the check stub. The amount of the deductions may depend on your earnings and on the information furnished on the W-4 form regarding the number of dependents/exemptions claimed. Any change in name, address, telephone number, marital status or number of exemptions must be reported to the Finance office immediately, to ensure proper credit for tax purposes. Additional voluntary deductions may also be made (e.g., cost-sharing for dependent health coverage). Any errors in pay, including; overpayments, shortages, inaccurate deductions, or pay does not accurately reflect all hours worked, including overtime, should be reported to the Finance office (payroll@sno911.org) immediately. SNO911 will promptly investigate all reported issues and, if appropriate, take corrective action. Retaliation against an employee who raises a concern about improper pay is prohibited.

Pay Steps

At the discretion of the Executive Director, an employee may receive an annual increase up to two steps, based on performance and pre-approved budget. Effective October 1, 2024, all new employees will receive their step advancements, upon approval and satisfactory performance, on their hire date anniversary (pay change will be in effect the pay period following the anniversary date). All existing Snohomish County 911 employees, hired prior to October 1, 2024, will continue to receive their step advancements effective January 1st, until they reach the top step of their salary grade. ~~The existing employees who reach or are already at the top step of their salary grade, will transition to their hire anniversary date or the date they entered their current position, for any performance evaluation tracking purposes.~~ Any job change, such as a promotion, demotion, or reclassification, will change the employee's pay anniversary date and subsequent step advancement anniversaries to correspond with the effective date of the new position.

Cost of Living Adjustments (COLA)

The Board of Directors will determine and approve the COLA for the upcoming calendar year, if any, that will become effective on January 1st unless otherwise specified by the Board of Directors.

Retention Bonus

Employees will receive a retention bonus of \$1,500 awarded every five years of service, starting with \$1,500 for 5 years of service and increasing by \$500 increments for each additional five years of service, to be paid when they reach their incremental anniversary dates.

Example: An employee reaches their 15-year anniversary. The employee will receive \$2,500.

Retention bonuses will not be pro-rated if an employee separates from employment prior to reaching an incremental anniversary date.

On-Call Stipend – Operations & IT Staff

Appointive staff who are called in after hours for a critical event, service disruption or urgent agency operational needs that require their presence are eligible for \$100 stipend, subject to their manager and director approval. This is expected to be a rare occurrence and only available for serious operational needs. This would not qualify when an employee voluntarily adjusts their schedule and is designed for unforeseeable events.

IT and Operational departments will each establish a rotational on-call schedule. Appointive staff that are subject to on-call duties are also eligible for \$300 for each week they are scheduled to be on-call and may respond remotely when feasible.

Standby and Call-Out Pay for Radio and Facilities Coordinator

Radio Team

After normal business hours and on weekends, the department director will establish an on-call rotational schedule of one Electronic Communications Specialist (ECS) to be on Standby, which is defined as being available to take calls and respond to radio sites during the hours of 5 pm – 8 am on weekdays and anytime on Saturday, Sundays, and holidays. The identified ECS will be paid 10% of their current hourly wage for being available for Standby duty. Standby hours **do not** count toward the calculation of Overtime.

The Standby ECS who is Called-Out, will receive Call-Out pay for a minimum of 3 hours or the actual hours worked, to resolve the issue. If a second call-out occurs within the 3-hour minimum, the respective technician will remain on call-out pay until the new issue is resolved without an additional 3-hour minimum.

Call-Outs are paid at the rate of one and one-half times the individual's hourly rate. Since Call-Outs are already paid at a rate equivalent to Overtime pay requirements, Call-Out hours are **not** to be counted toward the calculation for Overtime pay. An ECS will only receive the greatest level of compensation for the hours identified as Standby or Call-Out time. SNO911 does not pay Call-Out Pay and Stand-By pay for the same hours.

Facilities Coordinator and Facilities, Fleet and Logistics Coordinator

After normal business hours and on weekends, employees in this group will be eligible for call-out pay if it is determined to be a necessity or emergency by the on-call Operations or on-call IT/Tech staff. Once an employee is contacted (via telephone call, text or email) and ~~responds~~engages on resolution of the reported issue(s), they will receive Call-Out pay for a minimum of 3 hours or the actual hours worked (if greater). If a second call out occurs within the 3-hour minimum, the employee will remain on call-out pay until the new issue is resolved. If a second call-out occurs after the initial 3-hour timeframe, the employee will be eligible for an

additional 3-hour minimum pay. Call-Outs are paid at the rate of one and one-half times the individual's hourly rate. Since Call-Outs are already paid at a rate equivalent to Overtime pay requirements, Call-Out hours are **not** to be counted toward the calculation for Overtime pay. Response to call-outs is **not** a requirement.

Cell Phone Stipend

Snohomish County 911 requires a subset of appointive positions to be accessible after-hours for emergencies and urgent needs of the agency. For those individuals who must be routinely available, including times outside of on-call hours, may receive the Cell Phone Stipend. For those individuals issued an agency cellphone, the stipend is not available. For those who utilize their own personal cellphone, whether their personal line of service, or an agency provided line of service, the stipend is available.

Employees identified by the Director are eligible for a cell phone allowance of up to \$60 per month, provided the employee signs the cell phone agreement and adheres to the Public Records Act related policies. The cell phone stipend recipients list will be reviewed by the Directors annually (by January 31st), payment will be made on the employee's regular paycheck and will be classified as a taxable fringe benefit.

Exempt and Non-exempt Positions

At the time of hiring all employees are classified as "exempt" or "non-exempt". This is necessary because, by law, some employees are entitled to overtime pay for hours worked in excess of forty hours (40) per workweek. These employees are referred to as "non-exempt". Non-exempt employees are not permitted to work overtime unless authorized by the Department head or Executive Director. Part-time employees are classified as "non-exempt" employees.

Exempt employees are directors, managers, supervisors, professional staff, and technical staff whose duties and responsibilities allow them to be exempt from overtime pay provisions as provided by the Fair Labor Standards Act and any applicable state laws.

Non-exempt Staff

All full-time non-exempt employees will have a regular schedule of 40 hours a week.

Overtime

From time to time, it may be necessary for non-exempt employees to perform overtime work in order to complete a special or time-sensitive project or to cover unforeseen absences. All worked hours over 40 hours in a workweek must be paid at the overtime rate of time and a half, or the employee may be permitted to flex their schedule and work less hours during the same work week. Overtime is normally pre-approved by the Department Director or Executive Director for pre-planned work and should only be

necessary in special circumstances, not to complete the daily routine. The employee may choose remuneration by either pay or comp time-off at a rate of one and one-half times the employee's regular hourly pay rate. The comp time will be bankable. The maximum number of hours an employee can bank in comp time is 40 hours.

Flex Time

Non-Exempt employees may flex their regular schedule to meet business or personal needs with approval from the Department Director. It is expected that all hours of the standard 40-hour workweek will be accounted for either through worked hours or the use of PTO.

Exempt Staff

All Exempt employees will have an 80-hour schedule over a two-week period.

Alternative Schedules

Exempt employees must have a regular schedule. Employees wishing to work something different than a traditional 5 days at 8 hours (5/40) schedule, may submit a request to the Department Director. Final approval is determined based on the needs of the department and requires approval by the Executive Director. Alternative schedules may be adjusted back to a standard 5/40 schedule whenever business needs require.

Flex Time - Exempt Staff

Employees may flex their regular schedule to meet business or personal needs with approval from the Department Director. It is expected that all regular hours of the standard schedule will be accounted for either through worked hours or the use of PTO.

Exchange Time

There is no overtime or comp time for exempt staff. When occasional weekend or off hours work is required, exempt staff may use exchange time to take an equivalent number of hours off at a later time, with manager approval. The amount of exchange time shall be calculated in quarter-hour increments, with employee time from 1 to 7 minutes may be rounded down, and thus not counted as hours worked, and employee time from 8 to 14 minutes must be rounded up and counted as a quarter hour of work time. Exchange time should be used as soon as possible after being earned, and prior to an employee using PTO time. This time is not "bankable" and is not available for cash-out. It is the employee's responsibility to document accumulated exchange time and to submit to their manager or Department Director. Employees should seek pre-approval from their manager prior to accumulating exchange time hours, or notify the manager as soon as practical. Employees should report exchange time balances to managers weekly or at the manager's discretion. Managers are responsible to ensure employees manage their exchange time responsibly. Any time a mix of exchange and PTO is used, it must clearly be defined on the PTO form. Exchange time balances above 80 hours must be reported to the Director.

Severe Weather Policy

Except for emergency personnel, employees will be granted an excused absence with pay when the SNO911 Executive Director or designee has declared a weather emergency. Non-emergency employees may be sent home and/or have their workday canceled. If time is missed due to any other weather conditions, the time must be made up or a PTO day must be used. If the employee chooses to make up the time, it must be done within the same pay period (exempt) or same work-week (non-exempt).

Any decision to declare a severe weather day and/or to send non-emergency personnel home will be announced verbally and ~~electronically by email~~. The SNO911 Executive Director or designee will also advise the dispatch center supervisor of any declaration of a severe weather day. Employees should monitor those sources to determine if an emergency has been declared, and if so, the level of emergency. Any weather emergency that is in effect at the start of a work day or shift shall be considered in effect for the entire shift regardless as to when the emergency is actually canceled.

Termination Pay

SNO911 hopes and expects that employees will give at least two weeks' notice in the event of intent to leave employment. An employee should submit a written notice of resignation to his/her supervisor a minimum of ten working days prior to the date of departure. Any applicable unused PTO up to 750 hours will be paid to the employee with the final paycheck, whenever possible, or as soon thereafter as possible, depending upon the SNO911 pay cycle and schedule, and the date of notification to terminate. All hours in excess of the 750 hours of PTO will be forfeited upon termination.

Eligibility for Reinstatement

Individuals who separated from employment with Snohomish County 911 in good standing and seek to return to employment with the agency within less than twelve (12) months from the date of separation, can be considered for reinstatement.

Reinstatement, if approved by the Executive Director upon recommendation from the Department Director, will allow for restoration of their pay step and PTO accruals rate, that were in place at time of separation.

Worker's Compensation Coverage

The State of Washington workers compensation law is an insurance plan that provides benefits for any injury an employee may suffer in connection with employment. All employees are covered by workers compensation for any injury caused by the job, not just serious accidents, but even first aid type injuries. All injuries and illnesses incurred on the job shall be reported to a supervisor as soon as practicable. You may seek treatment from any provider; however, the provider must be certified through Washington State to receive payment. If emergency treatment is needed, the employee may go to the nearest

medical facility.

Failure to complete the necessary paperwork may result in a denial of your claim or cause a delay in processing and payment. The employee is encouraged and expected to return to work as quickly and safely as possible following an injury. The employee must submit a SNO911 incident form as soon as practicable.

Retirement Plans

Each employee regularly working more than 20 hours per week is required to select and participate in a retirement plan through the Department of Retirement Services (DRS). As of June 1, 2024, employees occupying the position of Operations Manager, are eligible to join the Public Safety Employee Retirement Savings Plan (PSERS). Employees occupying the position of Operations Manager, hired prior to June 1, 2024, are eligible to maintain their participation in the Public Employee Retirement Saving Plan (PERS) or elect to join PSERS. Any employee hired as an Operations Manager after June 1, 2024, will automatically be ~~eligible-enrolled to participate~~ in PSERS ~~only~~.

Additionally, employees are eligible to participate in Deferred Compensation Plans (DCP) offered by SNO911: one 457 plan and one 403(b) plan, with a ROTH option. Employees are eligible to contribute the maximum allowed by law under each of the plans. Employees will receive a 3.5% employer contribution based on the employee's monthly base salary toward their selected Deferred Compensation Plan(s).

Employees are eligible for an additional contribution match of up to 2.9% of their monthly base salary, with a matching minimum 2.9% contribution by the employee. The employee's contribution for the 2.9% match must go to the same retirement account the employer match is placed in.

Holidays

Holidays are paid at 8 hours per occurrence. Employees who normally work a longer shift/day are required to use PTO to receive full pay for the day. Employees on an unpaid leave of absence are not eligible for holiday pay. Part time employees will be eligible for the number of hours they are normally scheduled to work if the workday falls on the observed holiday. The following days are paid holidays:

New Year's Day	Martin Luther King Day	Presidents Day
Memorial Day	Juneteenth	Independence Day
Labor Day	Veteran's Day	Thanksgiving Day
Native American Heritage Day	Christmas Day	

Floating Holidays and 10-year Longevity

Each employee is entitled to two floating holidays (8 hours per holiday) per calendar year. The floating holidays will be credited on January 1st as 16-hours, per year, in the employee's PTO bank. New employees will be credited on their date of hire. Upon

completion of ten (10) years of service, each employee will receive an additional 8-hours PTO annually, to be credited on January 1 commencing with January 1 of the year in which the tenth anniversary occurs. Employees who regularly work fewer than 40 hours per week will receive a prorated amount based on the number of hours they regularly work.

Leave

Employees are required to exhaust all paid leave balances prior to going into unpaid leave status except as otherwise required by law. Discretionary unpaid leave should be avoided and is subject to approval by the Director.

Paid Time Off (PTO)

Each employee will accrue PTO on a daily rate basis. Each employee will accrue PTO hours each day they are in Regular Full-Time Paid Status. Increases in the rate of accrual based on longevity will occur on the anniversary date (see table below). The PTO hours provide paid time off for planned time away from work and for authorized unplanned time away from work. Each employee will be eligible to sell back up to 160 hours of PTO time each calendar year, provided they have the equivalent numbers of hours remaining in their PTO balance. The following schedule shall apply to determine the annual PTO accrual for full time employees:

After Months Completed	Daily Rate	Annual Total
0	0.526027397	192
23	0.591780822	216
59	0.657534247	240
107	0.723287671	264
119	0.756164384	276
203	0.854794521	312
323	0.887671233	324

Part time employees will accrue leave at a reduced rate. New employees will start accruing PTO time on their date of hire. There is no cap on the leave bank accruals. SNO911's PTO benefit fulfills the agency's obligation to provide paid sick leave under state law and this PTO policy will be administered in compliance with applicable law.

Employees may use accrued PTO for any of the covered reasons under Washington's Paid Sick Leave law, including: due to the employee's own or a family member's illness, injury or health condition; when the employee or a family member is the victim of sexual assault, domestic violence or stalking; or when SNO911 or the employee's child's school or place of care is closed by order of a public official for any health-related reason. Employees who would like to use PTO for one of these reasons should provide notice as soon as the need for leave becomes known; for foreseeable absences, please provide notice ten days in advance. SNO911 will not tolerate retaliation against any individual

who uses PTO for one of these authorized purposes.

Use of PTO for Annual Vacation Leave

All vacation requests must be approved in advance. An employee may request up to 160 hours consecutive PTO as annual vacation leave unless otherwise approved. An employee may request additional consecutive vacation time or other pre-planned time off. Each manager will establish a vacation schedule that both enables convenience to the employee and provides for the needs of the organization.

Bereavement Leave

SNO911 will grant bereavement time off with pay in the event of death in the immediate family of the employee. Bereavement leave is not deducted from PTO. The maximum number of working days of leave shall be three (3), except that when the death occurs outside the state, in which case additional time, not exceeding two (2) days, will be granted. If an employee needs additional time beyond the bereavement leave guidelines, PTO time may be requested.

Immediate family shall be defined as spouse, children, stepchild, sibling, parent, stepparent, mother-in-law, father-in-law, grandparent; grandchild, significant other or any relative who is a legal/permanent resident living in the immediate household of the employee.

Breaks

SNO911 does not have defined break times in which operations stop for a specified period of time. It is recognized, however, that occasional pauses for rest are desired and helpful, and should be taken as the need arises and workload permits. Non-exempt employees are entitled to a paid ten-minute break for every four hours of working time; where the nature of the work permits, an employee may take intermittent rest periods equivalent to ten minutes per four hours worked. Employees are responsible for monitoring their break periods. Any employee who is not receiving sufficient rest breaks should promptly notify their supervisor or Human Resources. Additionally, for one year following childbirth, employees who are nursing mothers are entitled to breaks during the workday for the purpose of expressing breast milk.

Lunch Period

Work hours will include a 30-minute paid lunch period. Any time in excess of a 30-minute lunch should be deducted from the employee's PTO bank. Lunch periods cannot be taken at the end of an employee's shift and should be scheduled as close to the middle of the shift as practicable. Non-exempt employees are required to take their lunch breaks and cannot work through their lunch period.

Uniforms

Uniforms may be purchased for employees who have public facing roles or for staff that must travel through remote land and across privately-owned land, for easy identification of personnel working in an official capacity.



Board Packet Memorandum

Date: February 13, 2026

To: Snohomish County 911 Board Members

From: Leadership Team

General

Mission-critical systems [1] have been operating at normal since the last Agency Report.

Final Move-out from Old North Campus

Staff and our contractors have completed the microwave overlay work needed to finish our move out of the server room at the old North Campus (Everett South Precinct) facility. The last piece of the puzzle was having power brought in directly to the tower site. This allowed us to bring the microwave hop online and move the rest of the related equipment from the server room to the site shelter.

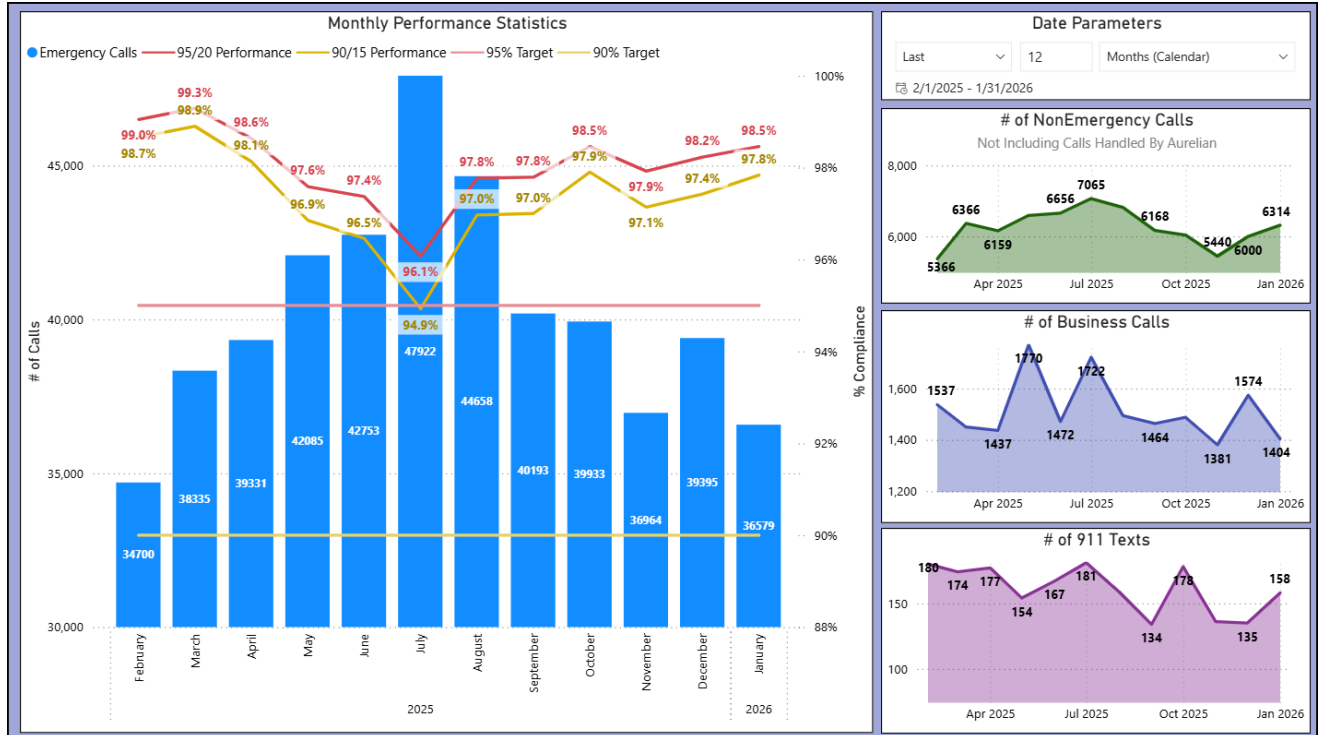


[1] 911 Phones, CAD, Radio, Critical Systems [Unplanned]

RTIC Leadership Team

SNO911 has established a Leadership Team to help guide our Real-Time Intelligence Center activities. The team includes: Chief Langdon, Chief Lawless, and Chief Korhonen. We have a roadmap to continue to build up on the successes of the RTIC which include the procurement of software, conducting site visits to help educate ourselves about capabilities and trends, and build up staffing to support additional coverage. Right now, RTIC is operating two shifts per week and we have a goal to grow that to four shifts per week by the end of the year.

Monthly Statistical Reports



Text-to-911 Report

911 Texts	Type	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26	Nov-26	Dec-26	YTD TOTAL	YTD GROUP TOTAL
Appropriate Use	True Emergency	11												11	11
Incorrect Use	Follow-Up	5												5	32
	Area Checks	3												3	
	Info	0												0	
	Noise	8												8	
	Traffic	3												3	
	Other Complaints	13												13	
Misuse	Accidental	4												4	82
	Accidental Auto Alert	2												2	
	Behavioral Health	73												73	
	Prank	3												3	
Other	Test	0												0	33
	Abandoned	4												4	
	Non-English	2												2	
	Subsequent	8												8	
	Transfer	8												8	
	Voice Call	11												11	
Month Total		158	0	0	0	0	0	0	0	0	0	0	0	158	158

Abandoned: Non-Responsive

Accidental: Person accidentally texted 9-1-1

Accidental Auto Alert: Device accidentally texted 9-1-1

Area Check: Check of area for person, vehicle, etc.

Behavioral Health: Calls that result in BHC by LE/EMS

Follow-up: Where is officer?, Subject is no longer here

Info: What is the phone number for animal control?

Noise: Music, People, Fireworks, Alarm w/o Emergency, etc.

True: Texter is Deaf, Texter is fearful that a voice call will put them in danger, Call results in transport to jail/hospital

Non-English: Texter uses language other than English

Other: Any other request or complaint, Media from Intrado

Prank: Calls that do not attempt to give any valid/useful information

Subsequent: Additional inbound text after call released by call taker

Test: PSAP testing, Training TXT29-1-1, Vendor test

Traffic: Speeders, DUIs, Parking, etc.

Transfer: Text calls that result in a Transfer to another PSAP or Entity

Voice Call: Dispatchers called the texter/texter placed voice call

SPIDR Tech Survey Reports

How satisfied are you with the level of courtesy and respect shown to you by the 911 dispatcher you called for police service?

Satisfaction Response	# of Surveys	% of Surveys
4 - Very Satisfied	472	59.15%
3 - Satisfied	270	33.83%
2 - Neither Satisfied nor Dissatisfied	45	5.64%
1 - Somewhat Dissatisfied	4	0.50%
0 - Very Dissatisfied	7	0.88%
Total	798	100.00%

911 dispatchers are trained to be efficient and deliberate when speaking with you, while remaining professional. Do you feel the exchange of information between you and the 911 dispatcher was efficient and professional?

Professionalism Rating	# of Surveys	% of Surveys
Yes	1,159	92.50%
Somewhat	60	4.79%
No	34	2.71%
Total	1,253	100.00%

Survey responses for calls that occurred during the previous month.

Surveys are sent to a select number of type codes (typically lower priority) chosen by each police agency.

Fire Calls - All

Year	2026		Total
Jurisdiction	01-Jan	Total	
⊕ Everett Fire Department	1,915	1,915	1,915
⊕ Marysville Fire District	1,159	1,159	1,159
⊕ Mukilteo Fire	187	187	187
⊕ North County Regional Fire Authority	724	724	724
⊕ Sky Valley Fire	67	67	67
⊕ Snohomish County Airport Fire Department	18	18	18
⊕ Snohomish County Fire District #15	148	148	148
⊕ Snohomish County Fire District #16	27	27	27
⊕ Snohomish County Fire District #17	165	165	165
⊕ Snohomish County Fire District #19	30	30	30
⊕ Snohomish County Fire District #21	70	70	70
⊕ Snohomish County Fire District #22	47	47	47
⊕ Snohomish County Fire District #24	38	38	38
⊕ Snohomish County Fire District #25	13	13	13
⊕ Snohomish County Fire District #27	1	1	1
⊕ Snohomish County Fire District #4	299	299	299
⊕ Snohomish County Fire District #5	89	89	89
⊕ Snohomish Regional Fire and Rescue	1,084	1,084	1,084
⊕ South Snohomish County Fire and Rescue	3,210	3,210	3,210
Total	9,291	9,291	9,291

Police Calls - All

Year	2026		Total
Jurisdiction	01-Jan	Total	
⊕ Arlington Police Department	1,701	1,701	1,701
⊕ Brier Police Department	505	505	505
⊕ Darrington Police Department	113	113	113
⊕ Edmonds Police Department	2,186	2,186	2,186
⊕ Everett Police Department	9,215	9,215	9,215
⊕ Gold Bar Police Department	180	180	180
⊕ Granite Falls Police Department	316	316	316
⊕ Index Police Department	43	43	43
⊕ Lake Stevens Police Department	2,279	2,279	2,279
⊕ Lynnwood Police Department	3,787	3,787	3,787
⊕ Marysville Police Department	4,991	4,991	4,991
⊕ Mill Creek Police Department	1,582	1,582	1,582
⊕ Monroe Police Department	1,876	1,876	1,876
⊕ Mountlake Terrace Police Department	1,740	1,740	1,740
⊕ Mukilteo Police Department	2,104	2,104	2,104
⊕ Snohomish County Sheriff's Office	12,855	12,855	12,855
⊕ Snohomish Police Department	686	686	686
⊕ Stanwood Police Department	565	565	565
⊕ Stillaguamish Tribal Police	432	432	432
⊕ Sultan Police Department	422	422	422
⊕ Woodway Police Department	194	194	194
Total	47,772	47,772	47,772



SNO911 New Board Member

Welcome Packet

Welcome

Thank you for your willingness to serve. We value your time, experience, and perspective.

SNO911 is a consolidated 911 center serving Snohomish County. We support 44 law enforcement, fire, and EMS agencies. We provide 911 call handling, dispatch services, and countywide technology and voice radio services for more than 4,000 responders. We manage roughly 700,000 emergency, non emergency, and text to 911 contacts each year. We are one of the largest Emergency Communications Centers in Washington State.

Governance Structure

The SNO911 Governing Board serves two-year terms, April to April. The intent is to elect board members following the political election process. Members are selected through a caucus process which provides a path for representation of 44 members through 15 board seats. Members must be an elected officials, chief police and fire chief, or report to directly to the agency head or elected official.

- Police caucuses hold 10 seats across four caucuses.
- Fire caucuses hold 5 seats across three caucuses.

Foundational Documents

Our interlocal agreement, bylaws, annual reports, and related materials are available on the SNO911 website (www.sno911.org). These documents define the legal, financial, and governance framework of the organization. You are encouraged to review them early in your term.

Board Member Code of Conduct

As a board member, you hold a position of public trust. You are recognized as a senior elected official, administrative leader, or first responder, and as a community advocate for SNO911.

While serving on the board, you are expected to:

- Know and support the organization's mission, core values, governance policies, goals, and programs.
- Provide vision and participate in strategic planning.
Make policy and financial decisions that guide the organization toward long term success.
- Represent the interests of the community, SNO911, member agencies, and your caucus above individual interests.
- Build knowledge through orientation, participation, and ongoing education.
Attend at least 75 percent of board meetings each year and review materials in advance.
- Notify your caucus alternate when you plan to be absent.
Maintain decorum and treat board members and staff with respect.



- Refrain from discriminatory, harassing, or retaliatory conduct toward staff.
- Serve on at least one committee and actively participate.
- Offer your expertise and time for the benefit of the organization.
- Hire, set expectations for, and evaluate the Executive Director.
- Avoid making individual work requests of staff unless authorized by the board or a committee.
- Act as a steward of SNO911 assets by reviewing voucher claims, quarterly financial reports, and approving the annual operating budget and capital plan.

Committees

SNO911 has two standing advisory committees, and may establish other committees from time to time.

1. Finance Committee.
2. Personnel Committee.

These committees are composed of board members and meet monthly, typically the week prior to the board meeting. The board may establish additional advisory committees as needed to support the organization and its member agencies. While these are advisory committees, staff often seek a recommendation from each respective committee to advance items to the full board. We typically strive to work through detailed discussions at committee with a higher-level discussion at the board.

Important Dates and Milestones

Board meetings occur on the third Thursday of each month at 0830. Meetings alternate between in person at SNO911 headquarters and virtual via Zoom.

Budget development begins early in the year and may start as early as May. The budget must be approved no later than the end of September. This timing allows member agencies to include SNO911 assessments in their own budget processes.

Capital plans are reviewed and approved annually during the fourth quarter.



Key Roles and Functions of the Board

- Help define mission, vision, and strategic priorities.
- Ensure accountability.
- Provide oversight of finances, performance, and compliance.
- Support executive leadership. You hire, evaluate, and support the Executive Director.
- Represent stakeholders. You serve as a link between SNO911, member agencies, and the community.
- Safeguard sustainability. You approve budgets, monitor risks, and plan for long term needs.

Getting Oriented

New board members are encouraged to review the most recent annual report (located at www.sno911.org). It provides a clear snapshot of operations, performance, challenges, and progress. It is one of the fastest ways to understand where the organization is headed and why.

Points of Contact:

Kurt Mills, Executive Director

kmills@sno911.org

425-407-3907

Terry Peterson, Deputy Director

tpeterson@sno911.org

425-407-3905

Tiff Brown, Executive Asst

tbrown@sno911.org

425-407-3937

Snohomish County 911 HQ

332 SW Everett Mall Way

Everett, WA 98204

Access off 4th Ave, park near flagpole

Emergency: 911

Non-Emergency: 425-407-3999

Business Office: 425-407-3911



SNO911'S CORE IDEOLOGY

We are guided by our shared commitment to the safety and well-being of those we serve. Our mission, values and code of ethics define our purpose and guide our behaviors. These shared beliefs help us carry out our duties with integrity and provide a roadmap to the future.

SHARED COMMITMENT

Acceptance of a position in our organization is a pledge to fully support our mission and core values, and to follow the Code of Ethics as a professional guideline. The tasks of our organization place us in a highly visible position of trust and responsibility. This requires a special commitment where we can demonstrate visible evidence of professionalism, a desire to follow lawful policy and procedure, and an ability to perform our duties. Our organization is the essential link between our citizens and the public safety responders.

OUR MISSION

Snohomish County 911 is an integrated emergency services team providing the vital lifeline between responders and the community. We are committed to excellence and innovation in all aspects of our communications and technology services in order to promote the safety and welfare of those we serve.

OUR VALUES

- **Integrity:** Demonstrating personal responsibility through the ownership of our actions.
- **Vision:** Readiness for the future through planning and innovation.
- **Excellence:** Commitment to the highest standards in every service we provide.
- **Empathy:** Demonstrating unbiased caring and patience.
- **Proactive:** Forward thinking that anticipates the next steps, then following through.

Snohomish County 911
Police Technical Advisory Committee
Meeting Summary for January 13, 2026 / 10:30-11:30 p.m.
NEW HQ – 332 SW EVERETT MALL WAY, BOARDROOM

Meeting Attendance:

POLICE TAC REPRESENTATIVES					
Lt. Mike Gilbert - Arlington	x	Cmdr. Brian Jorgensen – Lynnwood	x	Bureau Chief – Mike Martin - SCSO	x
Clerk Antonia Buell – Brier		Asst. Chief Jim Lawless – Marysville	x	Chief Nathan Alanis – Snohomish	
Cmdr. Shane Hawley – Edmonds	x	Chief Stan White – Mill Creek	x	Lt. Glenn DeWitt - SCSO	x
Capt. Bob Goetz- Everett		Dep. Chief Ryan Irving – Monroe	x	Megan Newman - Stillaguamish	x
Dep. Chief Dean Thomas – Lake Stevens		Cmdr. Mike Haynes – Mountlake Terrace		Lt. Tim Morgan – Everett	x
Glen Albright – Mukilteo		Asst. Chief Colt Davis – Mukilteo	x	Seth Kinney – Arlington	x
Dep. Chief Curtis Zatylny – Lynnwood		Raulie Robertson – SCSO	x		
Lt. Peter Barrett - Arlington		Cmdr. Brian Jorgensen - Lynnwood		Sgt. Karl Gilije - Stanwood	
Corporal Brittany Harris – Edmonds		Cmdr. Adam Vermeulen – Marysville		Capt. James Massingale - Stillaguamish	
Dep. Chief Jeff Hendrickson – Everett		Dep. Dir. Eric Chartrand – Mill Creek		Officer Pete Knowlton – Stillaguamish	
Sgt. Jim Barnes – Lake Stevens		Chief Jeff Jolley - Monroe		VACANT – Snohomish Alternate	
Cmdr. Dean Thomas – Lake Stevens		Chief Pet Caw – Mountlake Terrace			
Det. Sgt. Nicole Stone – Mukilteo		Capt. Andy Kahler - SCSO			
Executive Director Kurt Mills		Ops Manager Karen McKay	x	Jeremy Waldner	x
Deputy Director Terry Peterson	x	Ops Manager Hattie Schweitzer	x		
Director of Tech Chris Carlton-Bishop	x	App. Team Mgr. Brent Meyer	x	Administrative Asst Rebekah Kuempel	x
Director of Ops Andie Burton	x	Sec./Inf. Team Manager Bleu Jaegel			
Ops. Manager Derek Wilson	x	Radio Sys. Mgr. Howard Tucker	x		
Master PO Travis Katzer - Everett	x				

Note: *Follow-up action items are noted in italics. Decisions are underlined. **Motions are underlined and bold.***

Chair, Jim Lawless called the meeting to order at 1032.

1. **Roll Call** – taken via sign-in sheet as attendees arrived
2. **Approval of Minutes from November’s meeting - Motion to approve by Mike Martin, 2nd by Ryan Irving.**
3. **Announcements:** Andie shared that SNO911 has applied for accreditation with ACE, as of December 18th. If all goes well, SNO911 will be recognized in April at the Navigator conference.
4. **Action Items:**
5. **Reports:**
 - A. **SNO911 Updates:** No general updates
 - B. **PTCC:** *Brent Meyer* – meeting this afternoon, will be talking about the version currently in Delta test mode. Hope to resolve some issues by next week when we re-install; patch from Tyler expected in early February, testers are encouraged to continue testing in the meantime. Will be focusing on V2 recommendations. Windows updates are coming for Q1 – stay tuned for dates, TACs will be emailed when date is selected.

C. Policy Review Committee – n/a

- D. PSTC – Terry** NPSG has completed the first phase of engagement and submitted a report to the board which included the option to stay with Tyler. We are considering moving away from Tyler which is a large, costly project that will require governance and funding options. The Board has made no decision in this matter as of now.

Chief Lawless expressed concerns about the lack of consensus about the project amongst the board, as well as maintaining credibility with voters of the county.

Terry reiterated the reasons that Tyler was chosen including the desire to have one vendor that services all modules across the board, but now there are more options than there were years ago. This year will be focused on governance of the project.

- E. RTIC Status Update – Terry** RTIC leadership team has been established; met with them last week, formed a plan to incrementally add to the functions of RTIC. There is some discussion about increasing RTIC staffing from 2 days a week to 4; follow-up question about World Cup staffing – Andie advised that plans are in the works for intercommunication between possibly NORCOM and other centers.
- i. **Peregrine:** Peregrine is a data aggregator; there is likely interest in this from crime analysis and evidence, and next Thursday we'll be meeting about these details. This is a software subscription product – will need 30 to 35 licenses for this.

Chief Lawless reiterated that Peregrine doesn't replace Axon. A large selling point on Peregrine is that it would help facilitate data transfer if we decide to move away from Tyler.

Question about Peregrine and whether or not it has an AI component. Cities have policies about AI that will need to be inspected to make sure they align. This will be looked into and followed up on.

6. Technical Update: *Chris Carlton-Bishop* – nothing additional

7. New Business:

- A. Chair/Vice-Chair Positions – Chief Lawless** Merger occurred in 2017, Chief Lawless has been in this position since then. The ILA says the Chair is to serve for a year and then the Vice chair moves into Chair position. We need to revamp our election procedures to match the ILA – or if everyone is in agreement, we can keep the same arrangement where we elect a Vice chair with the understanding that they move into the Chair position.

Andie advised that moving forward the change would be elections in April, effective starting in May – this is also consistent with Fire TAC.

B. Radio Communications Workgroup and

C. Restricting Access to Law Enforcement Primary Talkgroups – Terry

Lights & Sirens workshop indicated that a workgroup is necessary to establish radio communication protocol when responding into other areas. Looking for LE representatives to be a part of that workgroup. A SNO911 supervisor has been chosen to lead the group - The workgroup will also work on LE radio channels being restricted to LE agencies only.

Travis and Seth were identified as possible options to volunteer for this.

Chief Lawless reiterated the need to have a group of Police and Fire Chiefs together making policy decisions about these issues. Andie discussed the need for work/improvement on the dispatch side, making sure that dispatchers understand the expectations when it comes to interoperability in communications and patching.

- D. **Radio Re-Touch & Survey** – *Howard* A group will be reaching out to manage the physical retouch of every radio so that in the future, encryption updates can all be handled remotely. To get to that point, keys have to be added to each individual radio. Howard reiterated the need for security to start with the user agencies – communication is key when employees separate, radios get lost, etc. General timeline of finishing this retouch is April 1st – plan to start with Law first, starting with specialty units in 2-3 weeks. This work also requires coordination with NSM SWAT.

- E. **Addition of Recorded Channels to Include SnoOps11** – *Karen McKay* The established list of channels that get recorded no longer includes SNOOps 11. A need has been identified to re-add this channel due to a recent large, multi-agency incident.

Need a motion to re-add this channel to our recordings.

Motion from Ryan Irving, 2nd from Raulie Robertson. Motion passes, no objection.

8. Old Business:

9. **Good of the Order:** “Bonking” on radios inside certain buildings. Howard advised this is likely an in-building issue related to the digital system. Building owners can install repeater equipment to improve upon this but beyond that, there isn’t an easy solution on our end.

Lt. Glen Dewitt replacing Toner – new Stanwood chief in 3 days.

Flock/ALPR hits – deputies are trained that this isn’t necessarily an immediate request for assistance in a neighboring jurisdiction; however, they are always available to back other officers when needed.

10. Adjourned @ 1130

SNOHOMISH COUNTY 911

Fire Technical Advisory / Operations Committee

January 21, 2026 @ 11:00 am

Committee Members in Attendance	☒ Eric Andrews	Sky Valley Fire	☒ Joel Johnson	Fire District 24
	☐ John Chalfant	South County Fire	☐ Willie Harper	Fire District 25
	☐ Jason Hodkinson	Fire District 4	☐ Mike Worthy	Fire District 27
	☐ Seth Johnson	Fire District 5	☒ Seth Albright	Everett Fire
	☐ Ryan Shaughnessy	Fire District 15	☐ Jeff Cole	Marysville Fire
	☐ Justin Johnson	Fire District 16	☐ Blake Engnes	Mukilteo Fire
	☒ Chad Crandall	Fire District 17	☐ Dave Kraski	North County RFA
	☐ Keith Strotz	Fire District 19	☐ Brett Blankenship	Paine Field Airport FD
	☐ Chad Schmidt	Fire District 21	☒ Ryan Lundquist	SRFR
	☐ Travis Hots	Fire District 22	☐ Roy Waugh	SRFR
Alternates in Attendance	☐ Whitney Mansfield	Fire District 4	☐ Ned Vander Pol	Marysville Fire
	☐ Scott Anderson	Fire District 16	☐ Chris Clark	Mukilteo Fire
	☐ Jim Haverfield	First District 17	☐ John Cermak	North County RFA
	☐ Gino Bellizzi	Fire District 19	☐ Tony Mace	Paine Field Airport FD
	☒ Jeremy Stocker	Fire District 22	☒ Ernie Walters	Sky Valley Fire
	☐ Ryan White	Fire District 15	☐ Colby Titland	SRFR
	☐ Dave DeMarco	Everett Fire	☐ Jarrod Spence	Fire District 5
	☒ Zach Hanson	North County	☒ Drew Bono	SCFD 22
	☐ Corey Wiley	Paine Field Airport FD	☐ Vince Read	SRFR
	☒ Tom Keene	South County Fire	Ted Bergstrom	
Guests and Staff in Attendance	Kurt Mills – SNO911	Derek Wilson – SNO911	Rebekah Kuempel – SNO911	
	Terry Peterson – SNO911	Hattie Schweitzer – SNO911	Brent Meyer – SNO911	
	Andie Burton – SNO911	Howard Tucker – SNO911	Jeremy Waldner – SNO911	
	Chris Carlton-Bishop – SNO911	Brittney Martens – SNO911	Marie Arnold – SNO911	

Note: *Follow-up action items are noted in italics. Decisions are underlined.*

Chairman Eric Andrews called the meeting to order at 1100.

1. **ANNOUNCEMENTS** – Vice Chair is supposed to take over the position of chairman – now handing duties over to John Chalfant. Thanks expressed to Chief Andrews.
2. **APPROVAL OF MINUTES.** A motion was made by Jason Hodkinson to approve the November Fire TAC/Ops meeting minutes as written. Seconded by Drew Bono. Unanimously approved.
3. **COMMITTEE UPDATES.**
 - A. **PTCC / NWS – Brent:** Big focus currently on Tyler upgrade. Some issues have been identified, and addressed. February 13th is the last deadline to get issues submitted before the upgrade. Testers encouraged to continue, go-live still scheduled for March.
 - B. **Technical Update – CCB:** Thanks to everyone regarding MDT upgrades. Reach out to Sno911 Help for any further issues
 - C. **Radio Replacement Committee – Howard:** Working on getting prepped to physically touch all radios in the field to manage encryption. King County also starting to encrypt, other updates will

be required. Will be trying to get through police first. Radio replacement project will be looking to get closed out fairly soon. A schedule of work sites will be sent out. Encryption project wrap up hope to be mid-April, key plug by April/May.

D. Fire Radio Procedures Committee n/a

E. Fire User Group – *Derek*: last meeting was postponed

F. Fire Standards/Data – *Brittney*: Small group meeting soon, working on setting up much more up to the moment data.

Cindy – Data Standards Committee – Some of the ways that data is flowing from CAD into NARIS is different, need to make a change and need a consensus from SNO911/Fire TAC.

Cindy shared some examples of time stamps being off, etc.

Proposal to remove some statuses and then arrange for certain times to align.

Derek advised that Tyler was looking to localize some of the times mentioned; Cindy advised that we don't need Tyler to do anything on their end for this change. Cindy also confirmed no changes to First Due. Cindy also advised that Tyler doesn't have NARIS ideas associated with our data.

Brittney advised that ultimately, it's an issue with Tyler not having the fields needed for the larger numbers.

Motion to approve these recs by Chief Andrews, Lundquist second. Passes unanimously.

G. County Fire Resource Plan Committee – *Jeremy Stocker*: last meeting was leading up to the flooding. Reminder about move-ups and not clearing engines – something for Ops Chiefs to bring back to groups.

Question about communication method – typically needs to go through whomever is coordinating resources at the moment.

H. SNO911 DRC/DSC – *Terry*: Currently re-implementing inter-facility transfer protocol ("33") by putting these calls through ProQA for 6-month trial.

I. Public Safety Tech Committee (PSTC) – *Kurt*: Consolidated version of the report from NPSG: Tyler platform not sustainable long term. Goal for this year is expanding governance for evaluating new system options as opposed to keeping the current one. We will be looking to expand the PSTC for this – will be reaching out to people who might be a good fit, also encourage agencies to recommend personnel for this group.

J. RTIC – *Derek*: Still in a holding pattern, changes will be forthcoming.

4. SNO911 UPDATE – *Andie*: Update on ACE accreditation: On 12/18 we submitted our application and just heard back this week that we've been assigned a reviewer and will be setting up a site visit with them.

Kurt expressed congratulations to Ops on this achievement.

5. SNOHOMISH COUNTY EMS – *Scott Dorsey*: n/a

6. OLD BUSINESS.

A. Recording SNO Ops11 – *Andie*: Just an advisory that after some recent events and communication with WSP, Police TAC recently approved the re-recording of SNO Ops 11

Motion from Andrews to accept this change, 2nd by Jeremy – passes unanimously.

B. Area of Refuge Alarms – *Laura and Derek* Handouts in the packet reflect the proposed changes and looking for a motion to approve these changes to how these are handled.

Motion to approve from Jeremy, 2nd from Andrews. Passes unanimously.

7. NEW BUSINESS.

A. Radio Operability – *Howard and Terry* Request for Fire TAC to approve the motion as written (APF handout in packet). This is centered around VHF and what agencies actually need this ability on their radios. Asking Fire TAC to identify two individuals to work on this committee. Looking for Fire TAC to recommend this to go forward in front of The Board. Howard advised that this work group isn't solely for VHF – it's all-encompassing for all tools.

Chief Andrews expressed concern about LE channels being removed from fire radios and the ramifications about patching and communications between fire and law on dual responses. Fire Chiefs expressed desire to see Fire TAC not appoint representatives to this committee.

Terry advised that whether or not LE channels come out of fire radios, we need Fire reps in this group.

Group discussion about interoperability as far as what users in the field may need and what the verbiage should be so that dispatch is always on the same page and knows the expectation as well. Radio Team will be participating heavily as well, in the training role.

Recommendation to appoint Albright, Keene, Jeremy and Zach for these roles.

Motion to approve the APF as is – Motion to approve by Andrews, Lundquist 2nd.

Discussion about which units will be actually receiving VHF (back up units, etc.)

Howard also advised that there is some contingency built in to the proposal in the form of over-estimation.

Motion is to move forward with the amendment that some agencies/apparatus may be added in at a later date. Terry will add language to allow for some flexibility.

Passes unanimously.

B. New Rescue Light Type Code – *Drew Bono* Need a better bucket for certain calls that require something closer to a service call response but with an aid component, when a full rescue response isn't necessary. (Background stems from CFS with 3-year-old with a finger stuck in a door) RESCLT is the proposed type code.

Seeking a motion to approve the new call type.

Motion by Jeremy to approve the call type – agencies need to submit their response plans for it by next TAC meeting (2.18) and if agencies don't submit, they'll just have the elevator response copied. 2nd from Hodkinson. Passes unanimously.

Rae – some changes to certain response plans, nothing too major. Station 87 changed locations.

C. 'CARE – Send Tones' – *Derek, Laura & Rae* Request for certain location-based units to not receive tones when dispatched. Derek expressed concern about inconsistency between agencies regarding location vs no location when they self-dispatch or initiate. Derek advised that it is possible to "un-assign" these units from their stations. Derek recommends scrapping this new call type altogether and just working with agencies directly.

D. Chair & Vice Chair Positions – *Andie* Confirming as of today, Eric is stepping down, John is moving into Chair. Looking for nominations for Vice Chair for the term of present through April, when they would then move into the Chair position.

Stocker was nominated.

Stocker accepts.

No opposition, passes unanimously.

8. **GOOD OF THE ORDER.** Derek advising of possibility of outage next week – will reach out to agencies directly as necessary.

9. **ADJOURN.** The Fire TAC / Operations Committee adjourned at 1238.

The next Fire Technical Advisory/Operations Committee meeting is scheduled for February 18th at 11:00 a.m. via Zoom, or in-person at SNO911 HQ.

DRAFT

Snohomish County 911 - Finance Committee
Meeting Summary for January 8, 2026 / 1:30 – 3:00 pm
Location: Remote Meeting via Zoom

Meeting Attendance:

Finance Committee					
Dave DeMarco [Chair]	x	Ryan Lundquist	x	Jim Lawless	x
Ken Klein					
Staff and Guests					
Kurt Mills	x	Wade Anderson	x	Terry Peterson	x
Chris Carlton-Bishop		Rita Simmons-Owens	x	Tiff Brown	x

Decisions are underlined; follow up matters are in *italic*.

1. **Call to Order, Introductions, and Announcements.** Meeting began at 1:30pm.
2. **Reports.**
 - A. Blanket Voucher Report for December 2025. Kurt brought attention to the Motorola expenditure explaining it's the single most expensive bill for the agency and is within the operating budget. Terry gave an update on the paging system project and noted that in the future pagers will need to be replaced. Wade will send out an updated Blanket Voucher Report to the committee and after their review will be voted upon to bring to the Board.
 - B. Fund Balance Report for December 2025. Included in the packet as information. Wade added definition for the Insured Cash Sweep which is an account that is held in several different banks so it is fully FDIC insured, closed out each night and interest is earned return on the money, capped at 3%.
3. **Old Business.** None
4. **New Business.**
 - A. **Committee Planning.** In an effort to appropriate oversight of capital plan needed so the committee has necessary information a three-piece guiding principles plan was reviewed and included in the packet. Kurt walked the group through all three steps of this plan and emphasized the need for questions and open discussion amongst the group. He reviewed the schedule for digesting the capital plans. The group would like to recommend this best practices document to all other committees. After some discussion the group agreed on identify the months which may be better served as in-person meetings instead of virtual. It was agreed that February and June finance committee meetings need to be in person. Going forward this calendar will be included in the packet agenda to keep attendees on track.

The committee will present this to the Board.
 - B. **DRAFT APF – Radio Interop Planning.** No committee action was needed today this plan was shared as informational only. Terry described that feedback from the workshops held last year has brought on this particular interop discussion. Estimated costs and quantities (per agency) for VHF capabilities was shared and in order to get more accurate numbers will be shared with Fire TAC. There are contingency funds left in the RRP budget due to underspend which will be sufficient to fund this project.
 - C. **APF – SNO911 Board Retreat.** Terry explained that due to the substance of the topics, a half day retreat would be beneficial for the group. Initial topics were listed and included in the packet which is still in a working draft format. It was asked if an adjustment to the calendar could be made, perhaps budget review can happen in May then move budget assumptions into April. Wade added that budget

revenues are contingent on ECSF getting through its decision-making process so it may be hard to have this data by April. **OFM** numbers and a lot of 3rd party information doesn't come in until April.

Chief Lawless moved to recommend to the board to suggest canceling the April 16th board meeting and having the board retreat instead. Time to be selected by the Board. Chief Lundquist seconded. All in favor.

- D. **APF – Generator Services.** The group reviewed the maintenance service contract which is a multi-year contract needing to be brought to the board.

Chief Lundquist moved to recommend bringing the Generator contract to the full board. Chief Lawless seconded and all in favor.

- E. **Emergency Declaration Resolution.** Due to a storm, a culvert washed out on the road to Gold Hill radio site, a third party was hired to remove logs out of culvert and repaired the roadway. Usually, a public works issue this was declared an emergency which needs review by the full board.

Chief Lawless moved to bring the resolution in front of the full board. Chief DeMarco seconded and approved unanimously.

5. **Good of the Order.** Wade gave an SAO audit update, no red flags so far, still anticipating the exit meeting by the end of January or beginning of February.
6. **Adjourn.** The meeting was adjourned at 2:27p.m.

The next Finance meeting is scheduled for Thursday, February 12th at 1:30 pm.

Snohomish County 911
Personnel Committee
Meeting Summary for February 11th, 2026 9:00 a.m.

Meeting Attendance:

Committee Members					
Jeff Beazizo (Chair)	X	Jonathan Ventura	X		
Staff Support Team					
Kurt Mills	X	Terry Peterson	X	Rosie Akopyan	X
Tiff Brown	X	Chris Carlton-Bishop	X		

Decisions are underlined; follow up matters are in *italic*.

The meeting was called to order by Committee Chair Chief Beazizo at 9:01 am.

1. **Review Staffing Report.** Included in the packet as informational.
2. **APF – Appointive Staff Policy Revisions.** Kurt addressed the edits proposed in the policy which focused on adding call-out pay for our Facilities Coordinators (hourly, appointive staff positions). These positions are called upon when issues arise. The call-out pay mimics the radio tech call-out program and brings more equality and fairness to the group. In addition to this change, the document was reviewed by legal and some minor corrections such as removing old language, were made. Eventually, staff may ask the legal counsel for a full review and overhaul of the Appointive Staff Policy since this version was a combination of language from the time of consolidation.

Chief Beazizo motioned to approve the revisions to the Appointive Staff Policy as presented and bring these updates to the Board.

3. **Personnel Committee Guiding Principles.** The Committee asked to add a couple items:
 - The Executive Director’s annual review.
 - Salary survey process/responsibility/participation for non-represented staff.The Personnel Committee oversees the periodic comparison studies slated for every 3 years (for appointive staff). The comparisons for represented staff is handled by the Attorney. (Staff will include this on the March agenda for final review).
4. **Market Study Process Presentation.** These slides were provided by the vender who has been used in the past. The firm will come to the next Personnel Committee meeting to get acquainted, talk about their process and answer any questions.
 - This compensation study will be added to board retreat in April and added to 2027 budget process
5. **Round Table.** Terry informed the Committee members present that Don Waller has resigned from Committee. This vacancy was announced at last month’s Board meeting and additional membership will hopefully be rebalanced at the meeting next week.
6. The committee adjourned at 9:19 am. The next Personnel Committee Meeting is scheduled for Wednesday, March 11th, 2026 at 9:00 am.

Snohomish County 911
Public Safety Technology Committee
Meeting Summary for February 4th, 2026

Meeting Attendance:

Committee Members					
Dave DeMarco		Jonathan Ventura	X	Seth Albright	X
Cole Langdon	X	Ryan Lundquist	X	John Chalfant	X
Staff Support Team					
Kurt Mills	X	Terry Peterson	X	Chris Carlton-Bishop	X
Andie Burton		Brent Meyer		Tiff Brown	X

Decisions are underlined; follow up matters are in *italic*.

The meeting was called to order at 2:35pm

The discussion began with 2026 planning, Kurt announced that Brett Yeadon with Join PSTC as well as Seth Kinney accompanying Dave. Kurt emphasized the need for strong participation across all disciplines including users with a deep understanding of the program. He added that the time commitment in the beginning is between 1-2 hours per month with the potential for site visits or conference attendance. This group will eventually help work through the RFP development. Kurt advised that staff will bring a recommendation at the next PSTC to review and formalize the role/responsibility of the jail & law agreement to identify a clear line of demarcation. This will help SNO911 better serve both entities. Regarding SpiderTech, Kurt reported that staff are working on an application to send these texts from in-house, due diligence testing is currently in process for this and will be brought up at the next Chief's meeting.

There was discussion about building a forum of industry leaders from SNO911 who understand the cognitive load asked of the dispatchers and their challenges, in order to develop and identify framework for an RFP.

There was conversation about the possibility of repurpose funds from ECSF sales tax in other ways to allow for things needed today. These options will be brought to the Finance committee next week.

The April Board meeting has been cancelled to make time for a half day workshop and deeper dive into funding and assessments. Attendance from all user agencies is crucial for collective understanding and information sharing. An estimated assessment increase will be previewed as well.

Meeting adjourned at 3:32 pm.

Next meeting scheduled for Wednesday, March 3rd 2026 at 2:30pm.