



SOUTH WHIDBEY FIRE/EMS

5579 Bayview Road O Langley, WA 98260
360/321-1533 O Fax 360/321-9385 O www.swfe.org

Commissioners:
Michael Noblet
Jim Towers
Savannah Erickson

PUBLIC NOTICE

Regular Meeting of the Board of Commissioners Thursday, March 12, 2026 at 4:00 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/2208026387?pwd=WWNSR3JscUhZK3ZHU3JOV05ZOHF1UT09&omn=84707200291>

Meeting ID: 220 802 6387

Passcode: 926342

One tap mobile

+12532158782,,2208026387#,,,,*926342# US (Tacoma)

+12532050468,,2208026387#,,,,*926342# US

Call to Order.
Approval of Agenda.
Conclude.

This meeting will be in person at South Whidbey Fire/EMS
5579 Bayview Rd, Langley, WA 98260, with optional remote viewing via Zoom Meeting.
A sign-in sheet will be available at the entrance if you attend in person.
Topic: SWFE Board of Commissioners' Regular Board Meeting
Date and Time: March 12, 2026, at 4:00 pm Pacific Time (US and Canada)



SOUTH WHIDBEY FIRE / EMS

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

Regular Meeting of the Board of Commissioners Thursday, March 12, 2026 – 4:00pm

Agenda

Join Zoom Meeting

<https://us06web.zoom.us/j/2208026387?pwd=WWNSR3JscUhZK3ZHU3JOV05ZOHF1UT09&omn=84707200291>

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I. Call to Order

II. Approval of Agenda

III. Public Input

- IV. Consent Agenda** All matters listed within the Consent Agenda have been distributed to each member of South Whidbey Fire/EMS's Board of Commissioners for reading and study. They are considered routine and will be enacted by one motion of the Commissioners with no separate discussion. If a separate discussion is desired, that item may be removed from the Consent Agenda and placed on the Regular Agenda by request.

Approval of Minutes

Regular Meeting 2.19.26

Finance Reports

Budget Position Report

Check Register

Treasurer's Report

Monthly Vouchers

2/3/2026 #260301001-260301014 for Accounts Payable in the amount of \$25,993.37

2/4/2026 for EFT Payroll in the amount of \$93,018.36

2/13/2026 #260203001-260203017 for Accounts Payable in the amount of \$76,307.39

2/19/2026 for EFT Payroll in the amount of \$92,479.66

2/20/2026 #260204001-260204011 for Accounts Payable in the amount of \$11,751.58

2/27/2026 #260205001-260205006 for Accounts Payable in the amount of \$33,473.99

2/1-2/28/2026 for EFT Payroll Liabilities in the amount of \$93,848.19

Total Warrants Approved \$426,872.54

V. Old Business

VI. New Business

- Resolution 2026-04 Surplus Property Marine 3
- First Reading Mobilization Policy
- Chief's Report

VII. Announcements

VIII. Comments from Commissioners

IX. Executive Session

RCW42.30.110(1) *Nothing contained in this chapter may be construed to prevent a governing body from holding an executive session during a regular or special meeting:*

RCW 42.30.140(4)(a)(b) *Collective bargaining sessions with employee organizations, including contract negotiations, grievance meetings, and discussions relating to the interpretation or application of a labor agreement; or (b) that portion of a meeting during which the governing body is planning or adopting the strategy or position to be taken by the governing body during the course of any collective bargaining, professional negotiations, or grievance or mediation proceedings, or reviewing the proposals made in the negotiations or proceedings while in progress.*

X. Conclude

Shari Schroeder,
Board Secretary



SOUTH WHIDBEY FIRE / EMS

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

Regular Meeting of the Board of Commissioners Thursday, February 19, 2026 – 4:00pm

Minutes- Draft

Join Zoom Meeting

<https://us06web.zoom.us/j/2208026387?pwd=WWNSR3JscUhZK3ZHU3JOV05ZOHF1UT09&omn=83931473162>

Meeting ID: 220 802 6387

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Attendees: Commissioner Towers, Commissioner Erickson, Commissioner Noblet (via Zoom), Chief Walsh, Shari Schroeder

Audience: BC Lloyd, FF Hagen, FF Wilkie, Lt. Kalahiki, FF Turner, FF Lykken, Mary Kaye Johansen.

I. Call to Order

Commissioner Towers called the regular meeting to order at 4:00pm.

II. Approval of Agenda

Commissioner Erickson motions to approve agenda. Commissioner Noblet seconded.

Motion passed unanimously

III. Public Input

None.

- IV. Consent Agenda** All matters listed within the Consent Agenda have been distributed to each member of South Whidbey Fire/EMS's Board of Commissioners for reading and study. They are considered routine and will be enacted by one motion of the Commissioners with no separate discussion. If a separate discussion is desired, that item may be removed from the Consent Agenda and placed on the Regular Agenda by request.

Approval of Minutes

Regular Meeting 1.15.26

Finance Reports

Budget Position Report

Check Register

Treasurer's Report

Monthly Vouchers

1/5/2026 for EFT Payroll in the amount of \$79,240.38

1/15/2026 #260103001-260103021 for Accounts Payable in the amount of \$155,139.23

1/16/2026 for EFT Payroll in the amount of \$88,196.70

1/30/2026 #251103001-251103016 for Accounts Payable in the amount of \$101,253.90

1/1-1/31/2026 for EFT Payroll Liabilities in the amount of \$176,030.71

Total Warrants Approved \$599,860.92

Commissioner Erickson motions to approve consent agenda. Commissioner Noblet seconded.

Motion passed unanimously

V. Old Business

None.

VI. New Business

- Interlocal Agreement between SWFE and Camano Island Fire & Rescue for Joint State, EMAC & DNR Mobilization

Chief Walsh explains that this local agreement will enable us to share personnel on deployment. There is no additional cost to the district.

Commissioner Erickson motions to approve the Interlocal Agreement.

Commissioner Towers seconded.

Motion passed unanimously

- Resolution 2026-01 Adjusting Line Items within the 2025 Budget

Chief Walsh states this Resolution closes out the 2025 budget year and shows line items being transferred to the 2026 budget.

Commissioner Erickson motions to approve Resolution 2026-01. Commissioner Noblet seconded.

Motion passed unanimously

- Resolution 2026-02 Adjusting Line Items within the 2026 Budget

Chief Walsh states this Resolution reflects an adjustment on line items not used in 2025 that will be carried over to the 2026 budget.

Commissioner Erickson motions to approve Resolution 2026-02. Commissioner Noblet seconded.

Motion passed unanimously

- Resolution 2026-03 Closing 2025 Budget

Commissioner Noblet motions to approve Resolution 2026-03. Commissioner Erickson seconded.

Motion passed unanimously

- **Chief's Report**

Chief Walsh goes over his report for the previous month. He mentioned that the call volume numbers may be askew due to a new reporting system being implemented. Data for next month will be reflected more accurately.

Seat coverage was up from last month but we do anticipate a dip in engagement next month due to Fire Academy attendees. We may also see a decrease in first Qtr. 2026 in volunteer engagement due to policy requirement expectations.

Resource: Small and attractive inventory is completed. The maintenance move is still underway with larger items being more difficult than originally thought. Admin team has moved to MS SharePoint and Teams that will reduce the need to replace servers and more affectively stored shared drives. Contract with Hughes was completed for the new engine.

Operations: Jacob Lykken will start as a FF/EMT and will partake in the joint fire academy with Oak Harbor. Training Tower is stood up and initial training has been completed.

We have 3 FF/EMT's headed to joint academy starting on Feb. 23rd. (Hagen, Lykken and Harvey). Lt. Kalahiki will be the Company Officer for the academy.

Training Division: Nine people training on the operation of the new tower. One firefighter attended a week-long Strategy and Tactics for the Initial Company Officer. Crews reviewing on-scene size-ups with BC Burbank. May-day and RIT drills being conducted. Qtrly PPE & SCBA drills with the new tower. Annual anti-harassment training upcoming.

VII. Announcements

Chief Walsh passed around a letter and commemorative coin that Lt. Kalahiki and FF/EMT Hagen received in recognition for their efforts, while on deployment in Skagit County during the devastating flood crisis. Chief Walsh extends his gratitude to the Commissioners for supporting the interlocal agreements that make deployments possible for SWFE.

VIII. Comments from Commissioners

Commissioner Erickson appreciates all the work that went into the Ribbon Cutting Ceremony earlier today and how good it feels to be a part of this Fire District. Commissioner Noblet tips his hat to the staff for all the hard work that happens daily at SWFE.

IX. Executive Session

RCW42.30.110(1) *Nothing contained in this chapter may be construed to prevent a governing body from holding an executive session during a regular or special meeting:*

RCW 42.30.140(4)(a)(b) *Collective bargaining sessions with employee organizations, including contract negotiations, grievance meetings, and discussions relating to the interpretation or application of a labor agreement; or (b) that portion of a meeting during which the governing body is planning or adopting the strategy or position to be taken by the governing body during the course of any collective bargaining, professional negotiations, or grievance or mediation proceedings, or reviewing the proposals made in the negotiations or proceedings while in progress.*

Commissioner Towers calls Executive Session to order at 4:24pm for 30 minutes.
Commissioner Towers calls Regular Session back to order at 4:54 pm.

Action taken as a result of the Executive Session:

The Board of Commissioners met in an executive session to discuss a Memorandum of Understanding. Commissioner Erickson motions to approve the MOU. Commissioner Noblet seconded.

Motion passed unanimously

X. Conclude

Commissioner Noblet motions to adjourn. Commissioner Erickson seconded
Motion passed unanimously

Commissioner Towers adjourns the regular meeting at 4:59 pm.

Shari Schroeder,
Board Secretary

2026 BUDGET POSITION

South Whidbey Fire EMS

Time: 10:31:00 Date: 03/05/2026

Page: 1

001 General Fund 01/01/2026 To: 12/31/2026

| Revenues | Amt Budgeted | Revenues | Remaining | |
|---|--------------|--------------|----------------|-------|
| 308 Beginning Balances | | | | |
| 308 41 01 00 Estimated Beginning Balance | 0.00 | 2,163,830.48 | (2,163,830.48) | 0.0% |
| 308 Beginning Balances | 0.00 | 2,163,830.48 | (2,163,830.48) | 0.0% |
| 310 Taxes | | | | |
| 311 10 00 00 Property Taxes | 9,578,484.40 | 35,855.76 | 9,542,628.64 | 0.4% |
| 313 40 00 00 Sales Tax Collected | 0.00 | 113.85 | (113.85) | 0.0% |
| 337 00 00 01 Leasehold Excise Tax | 3,000.00 | 0.00 | 3,000.00 | 0.0% |
| 337 00 00 02 Timber Tax | 0.00 | 0.00 | 0.00 | 0.0% |
| 310 Taxes | 9,581,484.40 | 35,969.61 | 9,545,514.79 | 0.4% |
| 330 State Generated Revenues | | | | |
| 331 97 03 00 FEMA Public Assistance Grant | 0.00 | 0.00 | 0.00 | 0.0% |
| 334 01 30 00 WSP Basic FF Academy Reimbursement Program | 0.00 | 0.00 | 0.00 | 0.0% |
| 334 01 80 00 State Direct/Indirect Grant From Military Department | 0.00 | 0.00 | 0.00 | 0.0% |
| 334 04 90 00 Dept. Of Health EMS Trauma Grant | 778.00 | 0.00 | 778.00 | 0.0% |
| 337 07 60 00 In-Lieu Tax - Ferries | 3,923.00 | 0.00 | 3,923.00 | 0.0% |
| 337 07 70 00 In-Lieu Tax - School District | 1,386.00 | 0.00 | 1,386.00 | 0.0% |
| 337 07 70 02 In-Lieu Tax- South Whidbey Parks | 231.67 | 0.00 | 231.67 | 0.0% |
| 330 State Generated Revenues | 6,318.67 | 0.00 | 6,318.67 | 0.0% |
| 340 Charges For Services | | | | |
| 341 70 00 00 Sales Of Merchandise | 0.00 | 0.00 | 0.00 | 0.0% |
| 342 21 00 00 Hospital Payments For Consumable Supplies | 286,082.31 | 134,744.21 | 151,338.10 | 47.1% |
| 340 Charges For Services | 286,082.31 | 134,744.21 | 151,338.10 | 47.1% |
| 360 Misc Revenues | | | | |
| 361 11 00 01 Investment Interest | 45,000.00 | 8,993.26 | 36,006.74 | 20.0% |
| 362 10 00 00 CPR Public Class Registration | 6,000.00 | 1,266.15 | 4,733.85 | 21.1% |
| 362 50 00 00 Lease & Rental Payments | 0.00 | 0.00 | 0.00 | 0.0% |
| 367 11 00 01 Donations and Gifts | 0.00 | 690.00 | (690.00) | 0.0% |
| 369 10 00 00 Sale Of Surplus | 0.00 | 0.00 | 0.00 | 0.0% |
| 369 40 00 00 Judgements/Settlements | 0.00 | 0.00 | 0.00 | 0.0% |
| 369 91 00 00 Other Revenue | 0.00 | 289.85 | (289.85) | 0.0% |
| 360 Misc Revenues | 51,000.00 | 11,239.26 | 39,760.74 | 22.0% |
| 380 Non Revenues | | | | |
| 369 80 00 00 Prior Year(s) Corrections | 0.00 | 0.00 | 0.00 | 0.0% |
| 389 90 00 10 Other Custodial Activities | 0.00 | 0.00 | 0.00 | 0.0% |
| 380 Non Revenues | 0.00 | 0.00 | 0.00 | 0.0% |
| 390 Other Revenues | | | | |

2026 BUDGET POSITION

South Whidbey Fire EMS

Time: 10:31:00 Date: 03/05/2026

Page: 2

001 General Fund 01/01/2026 To: 12/31/2026

| Revenues | Amt Budgeted | Revenues | Remaining | |
|---|---------------------|---------------------|---------------------|--------------|
| 390 Other Revenues | | | | |
| 395 10 00 00 Sale Of Capital Assets | 0.00 | 0.00 | 0.00 | 0.0% |
| 390 Other Revenues | 0.00 | 0.00 | 0.00 | 0.0% |
| 397 Interfund Transfers | | | | |
| 397 00 01 03 Transfer from Reserve | 0.00 | 0.00 | 0.00 | 0.0% |
| 397 00 01 04 Transfer from Contingency | 0.00 | 0.00 | 0.00 | 0.0% |
| 397 22 00 02 Transfer From Capital Fund | 0.00 | 0.00 | 0.00 | 0.0% |
| 397 Interfund Transfers | 0.00 | 0.00 | 0.00 | 0.0% |
| Fund Revenues: | 9,924,885.38 | 2,345,783.56 | 7,579,101.82 | 23.6% |

| Expenditures | Amt Budgeted | Expenditures | Remaining | |
|--------------|--------------|--------------|-----------|--|
|--------------|--------------|--------------|-----------|--|

010 ADMIN

| | | | | |
|---|------------|-----------|------------|--------|
| 522 Fire Control | | | | |
| 522 10 10 10 Chief's Wages | 201,758.76 | 42,214.50 | 159,544.26 | 20.9% |
| 522 10 10 20 Assistant Chief's Wages | 183,076.90 | 35,606.03 | 147,470.87 | 19.4% |
| 522 10 10 30 Division/Battalion Chief's Wages | 315,448.00 | 67,375.32 | 248,072.68 | 21.4% |
| 522 10 10 40 Administration Wages | 266,635.58 | 49,202.86 | 217,432.72 | 18.5% |
| 522 10 10 60 Commissioner's Stipends | 8,000.00 | 966.00 | 7,034.00 | 12.1% |
| 522 10 15 20 Chief's Deferred Comp Match | 14,005.67 | 2,937.52 | 11,068.15 | 21.0% |
| 522 10 15 21 Admin Deferred Compensation Match | 5,332.71 | 984.05 | 4,348.66 | 18.5% |
| 522 10 20 10 FICA / Medicare Benefits-Admin | 73,782.39 | 15,245.32 | 58,537.07 | 20.7% |
| 522 10 20 20 L&l / Unemployment Premiums-Admin | 29,470.11 | 8,580.86 | 20,889.25 | 29.1% |
| 522 10 20 30 Admin Healthcare Benefits/ADD | 214,517.36 | 59,836.60 | 154,680.76 | 27.9% |
| 522 10 20 40 Retirement Benefits-ADMIN | 58,848.51 | 2,685.22 | 56,163.29 | 4.6% |
| 522 10 20 50 Tuition Reimbursement-Admin | 250.00 | 75.00 | 175.00 | 30.0% |
| 522 10 31 10 Office Supplies | 3,250.00 | 530.46 | 2,719.54 | 16.3% |
| 522 10 31 11 Printing - Newsletter | 6,000.00 | 2,087.42 | 3,912.58 | 34.8% |
| 522 10 31 12 Maps & Mapping Supplies | 100.00 | 0.00 | 100.00 | 0.0% |
| 522 10 31 20 Photographic Supplies | 0.00 | 0.00 | 0.00 | 0.0% |
| 522 10 32 10 Fuel - Administration | 5,000.00 | 455.32 | 4,544.68 | 9.1% |
| 522 10 35 10 Office Equipment | 1,700.00 | 27.21 | 1,672.79 | 1.6% |
| 522 10 35 20 Software | 320.00 | 0.00 | 320.00 | 0.0% |
| 522 10 35 30 Computer Hardware | 28,000.00 | 293.72 | 27,706.28 | 1.0% |
| 522 10 41 10 Legal Services | 20,000.00 | 1,584.50 | 18,415.50 | 7.9% |
| 522 10 41 20 Audit & Review Services | 29,042.00 | 6,811.00 | 22,231.00 | 23.5% |
| 522 10 41 30 Consulting Services | 3,150.00 | 2,400.00 | 750.00 | 76.2% |
| 522 10 41 33 Website Hosting | 5,091.84 | 5,336.64 | (244.80) | 104.8% |
| 522 10 41 40 Professional Services | 7,000.00 | 0.00 | 7,000.00 | 0.0% |
| 522 10 42 10 Postage & Shipping | 6,550.00 | 2,106.17 | 4,443.83 | 32.2% |
| 522 10 42 20 Internet Connections/Whidbey Telecom | 11,400.00 | 1,829.12 | 9,570.88 | 16.0% |
| 522 10 42 30 Cell & Digital Telephones | 29,844.00 | 3,663.41 | 26,180.59 | 12.3% |
| 522 10 42 40 Wired Telephones & FAX/Whidbey Telecom | 17,400.00 | 2,162.15 | 15,237.85 | 12.4% |
| 522 10 42 50 Alarm Monitoring | 6,420.00 | 2,125.73 | 4,294.27 | 33.1% |
| 522 10 43 01 Admin Ferry Fees | 270.00 | 410.35 | (140.35) | 152.0% |
| 522 10 43 10 Commissioner Travel | 500.00 | 0.00 | 500.00 | 0.0% |
| 522 10 43 20 Career Staff Travel | 100.00 | 0.00 | 100.00 | 0.0% |
| 522 10 44 10 Administrative Advertising | 1,500.00 | 0.00 | 1,500.00 | 0.0% |

2026 BUDGET POSITION

South Whidbey Fire EMS

Time: 10:31:00 Date: 03/05/2026

Page: 3

001 General Fund

01/01/2026 To: 12/31/2026

| Expenditures | Amt Budgeted | Expenditures | Remaining | |
|-------------------------|--|---------------------|-------------------|---------------------------|
| 522 Fire Control | | | | |
| 522 10 44 30 | Volunteer Recruit./Retention Advertising | 1,200.00 | 281.60 | 918.40 23.5% |
| 522 10 45 10 | Admin Equipment Leases | 4,728.00 | 0.00 | 4,728.00 0.0% |
| 522 10 46 10 | Liability/Umbrella-Enduris | 157,952.10 | 0.00 | 157,952.10 0.0% |
| 522 10 47 10 | Election Expenses | 0.00 | 0.00 | 0.00 0.0% |
| 522 10 47 20 | Timber Tax | 0.00 | 0.00 | 0.00 0.0% |
| 522 10 47 30 | Clean Water Utility Taxes | 453.93 | 0.00 | 453.93 0.0% |
| 522 10 48 10 | Computer Repair & Maintenance | 149,664.41 | 23,632.25 | 126,032.16 15.8% |
| 522 10 48 20 | Office Equipment Repair & Maintenance | 2,100.00 | 0.00 | 2,100.00 0.0% |
| 522 10 49 10 | Memberships | 9,459.20 | 5,155.00 | 4,304.20 54.5% |
| 522 10 49 20 | Subscriptions | 56,417.47 | 14,093.77 | 42,323.70 25.0% |
| 522 10 49 30 | Information Services | 5,524.54 | 2,230.32 | 3,294.22 40.4% |
| 522 10 49 40 | Software Recurring Licenses | 56,378.05 | 10,755.38 | 45,622.67 19.1% |
| 522 10 49 50 | Investment/Bank Fees | 750.00 | 0.00 | 750.00 0.0% |
| 522 Fire Control | | 1,998,391.53 | 373,680.80 | 1,624,710.73 18.7% |
| 591 Debt Service | | | | |
| 591 22 70 00 | Lease Payments | 0.00 | 263.16 | (263.16) 0.0% |
| 591 Debt Service | | 0.00 | 263.16 | (263.16) 0.0% |
| 010 ADMIN | | 1,998,391.53 | 373,943.96 | 1,624,447.57 18.7% |

020 FIRE SUPPRESSION

| | | | | |
|-------------------------|--|-----------|-----------|-------------------|
| 522 Fire Control | | | | |
| 522 20 15 10 | Volunteer Reimbursement | 80,000.00 | 0.00 | 80,000.00 0.0% |
| 522 20 15 20 | Volunteer Deferred Compensation Match | 5,000.00 | 0.00 | 5,000.00 0.0% |
| 522 20 15 30 | Volunteer Shift Reimbursement | 10,000.00 | 0.00 | 10,000.00 0.0% |
| 522 20 20 10 | FICA/Medicare Benefits-Volunteers | 7,267.50 | 0.00 | 7,267.50 0.0% |
| 522 20 20 31 | Accidental Death & Disability - VFIS | 6,707.00 | 0.00 | 6,707.00 0.0% |
| 522 20 20 32 | Disability | 0.00 | 0.00 | 0.00 0.0% |
| 522 20 20 35 | Volunteer AD&D Insurance | 2,000.00 | 0.00 | 2,000.00 0.0% |
| 522 20 20 41 | Retirement Premium-Board Of Vol. FF's | 4,900.00 | 3,920.00 | 980.00 80.0% |
| 522 20 20 42 | Retirement Premium-LOSAP | 44,021.00 | 47,660.00 | (3,639.00) 108.3% |
| 522 20 20 50 | Tuition Reimbursement-Part Time FFs & Volunteers | 2,500.00 | 0.00 | 2,500.00 0.0% |
| 522 20 23 10 | Physicals | 10,750.00 | 0.00 | 10,750.00 0.0% |
| 522 20 23 20 | Vaccinations | 3,360.00 | 0.00 | 3,360.00 0.0% |
| 522 20 23 30 | Testing | 10,000.00 | 0.00 | 10,000.00 0.0% |
| 522 20 23 40 | Fitness Equipment | 4,966.99 | 0.00 | 4,966.99 0.0% |
| 522 20 24 40 | Trusteed Plans (WFCA) | 1,200.00 | 359.07 | 840.93 29.9% |
| 522 20 28 10 | Recognition Awards | 3,568.75 | 0.00 | 3,568.75 0.0% |
| 522 20 28 20 | Special Recognition & Activities | 14,008.40 | 703.84 | 13,304.56 5.0% |
| 522 20 28 30 | Incidents, Special Projects & Out Of Area Meals | 2,960.00 | 327.27 | 2,632.73 11.1% |
| 522 20 31 10 | Fire Operations Supplies | 21,765.00 | 932.46 | 20,832.54 4.3% |
| 522 20 31 11 | Fire Rehab Supplies | 2,980.00 | 0.00 | 2,980.00 0.0% |
| 522 20 31 12 | Fire Safety Supplies | 1,298.00 | 0.00 | 1,298.00 0.0% |
| 522 20 31 20 | Medical Operations Supplies | 19,060.00 | 0.00 | 19,060.00 0.0% |
| 522 20 31 30 | Marine Rescue Operations Supplies | 1,110.00 | 21.83 | 1,088.17 2.0% |

2026 BUDGET POSITION

South Whidbey Fire EMS

Time: 10:31:00 Date: 03/05/2026

Page: 4

001 General Fund 01/01/2026 To: 12/31/2026

| Expenditures | Amt Budgeted | Expenditures | Remaining | |
|-----------------------------|--|---------------------|-------------------|---------------------------|
| 522 Fire Control | | | | |
| 522 20 31 60 | Uniforms & Badges | 57,241.09 | 925.92 | 56,315.17 1.6% |
| 522 20 32 10 | Fuel - Fire Apparatus | 26,900.00 | 4,178.32 | 22,721.68 15.5% |
| 522 20 32 20 | Fuel - Medical Apparatus | 16,000.00 | 1,087.01 | 14,912.99 6.8% |
| 522 20 32 30 | Fuel - Marine Apparatus | 6,120.00 | 148.71 | 5,971.29 2.4% |
| 522 20 32 40 | Fuel - Technical Rescue Apparatus | 500.00 | 0.00 | 500.00 0.0% |
| 522 20 34 01 | Wildland Food | 1,500.00 | 0.00 | 1,500.00 0.0% |
| 522 20 34 02 | Wildland Communication Equipment | 10,985.34 | 0.00 | 10,985.34 0.0% |
| 522 20 34 03 | Wildland Personal Safety Equipment | 11,084.42 | 0.00 | 11,084.42 0.0% |
| 522 20 34 04 | Wildland Equipment and Supplies | 5,738.00 | 0.00 | 5,738.00 0.0% |
| 522 20 35 10 | Fire Equipment | 151,852.00 | 434.32 | 151,417.68 0.3% |
| 522 20 35 11 | Rehab Equipment | 236.00 | 0.00 | 236.00 0.0% |
| 522 20 35 12 | Fire Safety Equipment | 4,530.00 | 0.00 | 4,530.00 0.0% |
| 522 20 35 20 | Medical Equipment | 8,470.00 | 0.00 | 8,470.00 0.0% |
| 522 20 35 30 | Marine Rescue Equipment | 3,980.00 | 0.00 | 3,980.00 0.0% |
| 522 20 35 40 | Technical Rescue Equipment | 11,388.74 | 0.00 | 11,388.74 0.0% |
| 522 20 35 50 | Communications Equipment | 11,150.00 | 0.00 | 11,150.00 0.0% |
| 522 20 35 60 | Personal Safety Equipment | 144,711.68 | 12,533.35 | 132,178.33 8.7% |
| 522 20 41 10 | Hose Testing | 13,137.50 | 0.00 | 13,137.50 0.0% |
| 522 20 41 20 | Apparatus Testing/Certification | 8,140.00 | 0.00 | 8,140.00 0.0% |
| 522 20 41 30 | SCBA Flow Testing/Certification | 8,280.00 | 0.00 | 8,280.00 0.0% |
| 522 20 41 40 | Biohazard Waste Disposal | 0.00 | 0.00 | 0.00 0.0% |
| 522 20 42 10 | Dispatch Services | 145,393.96 | 0.00 | 145,393.96 0.0% |
| 522 20 45 10 | Operations Equipment Leases | 38,536.00 | 0.00 | 38,536.00 0.0% |
| 522 20 45 20 | Operations Rents And Fees | 13,308.75 | 13,308.70 | 0.05 100.0% |
| 522 22 10 00 | Full Time Firefighter Wages | 2,220,865.12 | 394,926.91 | 1,825,938.21 17.8% |
| 522 22 10 01 | Authorized Overtime Full Time Firefighters | 157,214.76 | 57,476.64 | 99,738.12 36.6% |
| 522 22 10 02 | Authorized Overtime-Marine | 5,722.64 | 3,478.59 | 2,244.05 60.8% |
| 522 22 15 20 | Firefighter Deferred Compensation Match | 34,924.91 | 5,016.49 | 29,908.42 14.4% |
| 522 22 20 00 | Fire Suppression And Emergency Medical Services - Personnel Benefits | 0.00 | 0.00 | 0.00 0.0% |
| 522 22 20 10 | FICA Medicare Benefits-FT Firefighters | 184,594.87 | 35,258.87 | 149,336.00 19.1% |
| 522 22 20 15 | FICA Medicare Benefits-Marine | 616.87 | 0.00 | 616.87 0.0% |
| 522 22 20 20 | L&I/ Unemployment Premiums- FT Firefighters | 176,883.78 | 36,445.77 | 140,438.01 20.6% |
| 522 22 20 22 | L&I/Unemployment Premiums-Marine | 404.29 | 0.00 | 404.29 0.0% |
| 522 22 20 30 | Full Time Firefighters Healthcare Benefits/AD&D | 516,538.64 | 123,065.25 | 393,473.39 23.8% |
| 522 22 20 40 | Retirement Benefits Full Time Firefighters | 128,371.85 | 22,786.99 | 105,584.86 17.8% |
| 522 Fire Control | | 4,384,743.85 | 764,996.31 | 3,619,747.54 17.4% |
| 020 FIRE SUPPRESSION | | 4,384,743.85 | 764,996.31 | 3,619,747.54 17.4% |

030 FIRE PREVENTION & INVESTIGATION

| | | | | |
|-------------------------|-------------------------------------|-----------|--------|----------------|
| 522 Fire Control | | | | |
| 522 30 31 51 | Fire Prevention Supplies | 3,950.00 | 35.76 | 3,914.24 0.9% |
| 522 30 31 60 | Public Education Operating Supplies | 13,435.00 | 830.81 | 12,604.19 6.2% |
| 522 30 31 61 | Public Education Equipment | 2,000.00 | 0.00 | 2,000.00 0.0% |
| 522 30 32 10 | Public Education Fuel | 0.00 | 0.00 | 0.00 0.0% |
| 522 30 49 00 | Special Projects | 9,250.00 | 533.79 | 8,716.21 5.8% |

2026 BUDGET POSITION

South Whidbey Fire EMS

Time: 10:31:00 Date: 03/05/2026

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001 General Fund 01/01/2026 To: 12/31/2026

| Expenditures | Amt Budgeted | Expenditures | Remaining | |
|---|------------------|-----------------|------------------|-------------|
| 522 Fire Control | | | | |
| 522 30 49 01 Authorized Overtime-Fire Prevention/Public Education | 21,060.82 | 312.00 | 20,748.82 | 1.5% |
| 522 Fire Control | 49,695.82 | 1,712.36 | 47,983.46 | 3.4% |
| 030 FIRE PREVENTION & INVESTIGATION | 49,695.82 | 1,712.36 | 47,983.46 | 3.4% |

045 TRAINING EMPLOYEE

| | | | | |
|---|-------------------|-----------------|-------------------|-------------|
| 522 Fire Control | | | | |
| 522 45 10 01 Authorized Overtime-Training | 14,884.14 | 7,137.44 | 7,746.70 | 48.0% |
| 522 45 20 02 Authorized Overtime- Marine Training | 14,306.60 | 0.00 | 14,306.60 | 0.0% |
| 522 45 20 10 FICA/Medicare Benefits - Training | 1,138.64 | 546.01 | 592.63 | 48.0% |
| 522 45 20 12 FICA/Medicare Benefits - Marine Training | 1,094.45 | 0.00 | 1,094.45 | 0.0% |
| 522 45 20 20 L&I/ Unemployment Premiums - Training | 671.62 | 36.10 | 635.52 | 5.4% |
| 522 45 20 22 L&I/ Unemployment Premiums - Marine Training | 586.87 | 0.00 | 586.87 | 0.0% |
| 522 45 31 00 Administration Training Supplies | 154.00 | 82.74 | 71.26 | 53.7% |
| 522 45 31 10 Fire Training Supplies | 5,080.00 | 465.68 | 4,614.32 | 9.2% |
| 522 45 31 20 Medical Training Supplies | 0.00 | 0.00 | 0.00 | 0.0% |
| 522 45 31 21 Medical Training Supplies - WEMSC Grant | 0.00 | 0.00 | 0.00 | 0.0% |
| 522 45 31 30 Marine Training Supplies | 500.00 | 0.00 | 500.00 | 0.0% |
| 522 45 31 40 Technical Rescue Training Supplies | 257.50 | 0.00 | 257.50 | 0.0% |
| 522 45 32 10 Fuel - Training | 525.00 | 0.00 | 525.00 | 0.0% |
| 522 45 35 10 Fire Training Equipment | 0.00 | 0.00 | 0.00 | 0.0% |
| 522 45 35 20 Medical Training Equipment | 900.00 | 0.00 | 900.00 | 0.0% |
| 522 45 35 30 Marine Training Equipment | 250.00 | 0.00 | 250.00 | 0.0% |
| 522 45 41 10 Training Professional Services | 20,850.00 | 0.00 | 20,850.00 | 0.0% |
| 522 45 43 00 Administrative Training Travel | 4,508.00 | (651.09) | 5,159.09 | 14.4% |
| 522 45 43 01 Administrative Lodging & Food | 10,494.80 | 314.23 | 10,180.57 | 3.0% |
| 522 45 43 02 Training Ferry Fees | 700.00 | 0.00 | 700.00 | 0.0% |
| 522 45 43 10 Fire Training Travel | 8,735.70 | 0.00 | 8,735.70 | 0.0% |
| 522 45 43 11 Fire Lodging & Food | 14,131.60 | 0.00 | 14,131.60 | 0.0% |
| 522 45 43 20 Medical Training Travel | 1,236.00 | 0.00 | 1,236.00 | 0.0% |
| 522 45 43 21 Medical Lodging & Food | 3,708.00 | 0.00 | 3,708.00 | 0.0% |
| 522 45 43 40 Technical Rescue Training Travel | 412.00 | 0.00 | 412.00 | 0.0% |
| 522 45 43 41 Technical Rescue Training Lodging & Food | 540.75 | 0.00 | 540.75 | 0.0% |
| 522 45 43 50 Maintenance Training Travel | 1,287.50 | 0.00 | 1,287.50 | 0.0% |
| 522 45 43 51 Maintenance Lodging & Food | 2,008.50 | 0.00 | 2,008.50 | 0.0% |
| 522 45 49 00 Administration Tuition & Registration | 5,233.25 | 1,264.99 | 3,968.26 | 24.2% |
| 522 45 49 10 Fire Tuition & Registration | 18,846.30 | 0.00 | 18,846.30 | 0.0% |
| 522 45 49 11 Fire Training Projects & Workshops | 9,655.25 | 0.00 | 9,655.25 | 0.0% |
| 522 45 49 20 Medical Tuition & Registration | 9,125.80 | 0.00 | 9,125.80 | 0.0% |
| 522 45 49 21 Medical Training Projects | 624.00 | 0.00 | 624.00 | 0.0% |
| 522 45 49 30 Marine Tuition & Registration | 252.25 | 0.00 | 252.25 | 0.0% |
| 522 45 49 31 Marine Rescue Training Projects | 12,000.00 | 0.00 | 12,000.00 | 0.0% |
| 522 45 49 40 Technical Rescue Tuition & Registration | 592.25 | 0.00 | 592.25 | 0.0% |
| 522 45 49 50 Maintenance Tuition & Registration | 965.11 | 0.00 | 965.11 | 0.0% |
| 522 45 49 60 Health & Wellness Training - Registration | 1,236.00 | 0.00 | 1,236.00 | 0.0% |
| 522 Fire Control | 167,491.88 | 9,196.10 | 158,295.78 | 5.5% |

2026 BUDGET POSITION

South Whidbey Fire EMS

Time: 10:31:00 Date: 03/05/2026

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01/01/2026 To: 12/31/2026

| Expenditures | Amt Budgeted | Expenditures | Remaining | |
|--------------|--------------|--------------|-----------|--|
|--------------|--------------|--------------|-----------|--|

| | | | | |
|------------------------------|-------------------|-----------------|-------------------|-------------|
| 045 TRAINING EMPLOYEE | 167,491.88 | 9,196.10 | 158,295.78 | 5.5% |
|------------------------------|-------------------|-----------------|-------------------|-------------|

050 FACILITIES

522 Fire Control

| | | | | |
|---|------------|-----------|------------|-------|
| 522 50 10 00 Maintenance Employees Wages | 175,814.70 | 36,369.34 | 139,445.36 | 20.7% |
| 522 50 10 01 Maintenance Employees Authorized Overtime | 4,000.00 | 456.67 | 3,543.33 | 11.4% |
| 522 50 15 20 Maintenance Deferred Compensation Match | 1,208.31 | 0.00 | 1,208.31 | 0.0% |
| 522 50 20 00 Fire Suppression And Emergency Medical Services - Personnel Benefits | 0.00 | 0.00 | 0.00 | 0.0% |
| 522 50 20 10 FICA/Medicare Benefits-Maintenance Employees | 13,848.26 | 2,817.21 | 11,031.05 | 20.3% |
| 522 50 20 20 L&I/Unemployment Premiums-Maintenance Employees | 14,961.72 | 1,061.96 | 13,899.76 | 7.1% |
| 522 50 20 30 Maintenance Healthcare Benefits/AD&D | 47,696.40 | 11,529.13 | 36,167.27 | 24.2% |
| 522 50 20 40 Retirement Benefits-Maintenance Employees | 15,618.79 | 982.30 | 14,636.49 | 6.3% |
| 522 50 20 50 Tuition Reimbursement - Maintenance Employees | 2,500.00 | 0.00 | 2,500.00 | 0.0% |
| 522 50 31 10 Janitorial Supplies | 11,450.00 | 1,054.20 | 10,395.80 | 9.2% |
| 522 50 31 20 Maintenance Parts & Supplies | 7,247.00 | 225.63 | 7,021.37 | 3.1% |
| 522 50 32 10 Fuel - Maintenance | 2,000.00 | 972.52 | 1,027.48 | 48.6% |
| 522 50 35 10 Small Tools | 2,500.00 | 1,663.39 | 836.61 | 66.5% |
| 522 50 35 20 Furnishings | 4,800.00 | 0.00 | 4,800.00 | 0.0% |
| 522 50 35 30 Appliances | 2,000.00 | 0.00 | 2,000.00 | 0.0% |
| 522 50 41 10 Janitorial Services | 500.00 | 46.63 | 453.37 | 9.3% |
| 522 50 41 20 Yard Maintenance | 29,024.64 | 4,126.11 | 24,898.53 | 14.2% |
| 522 50 41 30 Building Maintenance Services | 40,443.52 | 5,562.34 | 34,881.18 | 13.8% |
| 522 50 45 10 Maintenance Equipment Rental & Leases | 6,000.00 | 0.00 | 6,000.00 | 0.0% |
| 522 50 47 10 Electricity Consumed | 49,320.00 | 7,169.23 | 42,150.77 | 14.5% |
| 522 50 47 20 LPG Gas Consumed | 11,562.81 | 4,997.13 | 6,565.68 | 43.2% |
| 522 50 47 30 Water Consumed | 6,236.00 | 1,202.15 | 5,033.85 | 19.3% |
| 522 50 47 40 Waste Disposal Used | 5,720.00 | 781.88 | 4,938.12 | 13.7% |
| 522 50 48 10 Facilities Repair & Maintenance | 10,100.00 | 7,129.11 | 2,970.89 | 70.6% |

| | | | | |
|-------------------------|-------------------|------------------|-------------------|--------------|
| 522 Fire Control | 464,552.15 | 88,146.93 | 376,405.22 | 19.0% |
|-------------------------|-------------------|------------------|-------------------|--------------|

| | | | | |
|-----------------------|-------------------|------------------|-------------------|--------------|
| 050 FACILITIES | 464,552.15 | 88,146.93 | 376,405.22 | 19.0% |
|-----------------------|-------------------|------------------|-------------------|--------------|

060 VEHICLE & EQUIP MAINTENANCE

522 Fire Control

| | | | | |
|--|-----------|-----------|-----------|-------|
| 522 60 43 01 Maintenance Ferry Fees | 1,000.00 | 0.00 | 1,000.00 | 0.0% |
| 522 60 48 10 Fire Equipment Repair & Maintenance | 42,142.04 | 5,611.79 | 36,530.25 | 13.3% |
| 522 60 48 11 Fire Apparatus Repair & Maintenance | 96,300.00 | 13,833.37 | 82,466.63 | 14.4% |
| 522 60 48 12 Administrative Vehicle Repair & Maintenance | 5,175.00 | 0.00 | 5,175.00 | 0.0% |
| 522 60 48 20 Medical Equipment Repair & Maintenance | 2,785.00 | 0.00 | 2,785.00 | 0.0% |
| 522 60 48 21 Medical Vehicle Repair & Maintenance | 7,275.00 | 0.00 | 7,275.00 | 0.0% |
| 522 60 48 30 Marine Equipment Repair & Maintenance | 1,300.00 | 103.90 | 1,196.10 | 8.0% |

2026 BUDGET POSITION

South Whidbey Fire EMS

Time: 10:31:00 Date: 03/05/2026

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001 General Fund 01/01/2026 To: 12/31/2026

| Expenditures | Amt Budgeted | Expenditures | Remaining | |
|--|-------------------|------------------|-------------------|--------------|
| 522 Fire Control | | | | |
| 522 60 48 31 Marine Vehicle Repair & Maintenance | 3,660.00 | 0.00 | 3,660.00 | 0.0% |
| 522 60 48 40 Technical Rescue Equipment Repair & Maintenance | 500.00 | 0.00 | 500.00 | 0.0% |
| 522 60 48 41 Technical Rescue Vehicle Repair & Maintenance | 2,499.31 | 0.00 | 2,499.31 | 0.0% |
| 522 60 48 50 Training Equipment Repair & Maintenance | 500.00 | 0.00 | 500.00 | 0.0% |
| 522 60 48 60 Maintenance Equipment Repair & Maintenance | 3,750.00 | 0.00 | 3,750.00 | 0.0% |
| 522 60 48 61 Maintenance Vehicle Repair & Maintenance | 1,450.00 | 0.00 | 1,450.00 | 0.0% |
| 522 60 49 70 Collision/Accident | 5,999.98 | 0.00 | 5,999.98 | 0.0% |
| 522 Fire Control | 174,336.33 | 19,549.06 | 154,787.27 | 11.2% |
| 060 VEHICLE & EQUIP MAINTENANCE | 174,336.33 | 19,549.06 | 154,787.27 | 11.2% |

062 CAPITAL FACILITIES

| | | | | |
|---------------------------------|-------------------|-------------|-------------------|-------------|
| 591 Debt Service | | | | |
| 591 22 71 01 Principle Payments | 205,000.00 | 0.00 | 205,000.00 | 0.0% |
| 592 22 83 01 Interest Payments | 107,900.00 | 0.00 | 107,900.00 | 0.0% |
| 591 Debt Service | 312,900.00 | 0.00 | 312,900.00 | 0.0% |

594 Capital Expenditures

| | | | | |
|--|---------------------|---------------|---------------------|-------------|
| 594 22 30 00 Communications Equipment | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 35 00 Fire Training Equipment- Capital | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 35 10 Fire Equipment- Capital | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 35 12 Fire Safety Equipment - Capital | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 35 60 Personal Safety Equipment - Capital | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 42 10 Dispatch Services - Capital | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 62 11 Station 32-33 Replacement | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 62 38 Station 32- Upgrade Transfer Switch & 30 KW Generator | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 63 30 Cultus Bay Radio Tower Site | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 63 31 Station 31 - 5535 Cameron Road | 180,000.00 | 0.00 | 180,000.00 | 0.0% |
| 594 22 63 32 Station 32 - 6435 Central Avenue | 575,000.00 | 0.00 | 575,000.00 | 0.0% |
| 594 22 63 33 Station 33 - 3405 French Road | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 63 34 Station 34 - 820 Camano Avenue | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 63 35 Station 35 - 3982 Saratoga Road | 45,000.00 | 0.00 | 45,000.00 | 0.0% |
| 594 22 63 36 Station 36 - 5579 Bayview Road | 157,000.00 | 690.36 | 156,309.64 | 0.4% |
| 594 22 63 37 Maintenance Facility - 2874 Verlane Street | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 64 03 Medical Equipment- Capital | 84,685.15 | 0.00 | 84,685.15 | 0.0% |
| 594 22 64 32 Computers / IT Capital | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 Capital Expenditures | 1,041,685.15 | 690.36 | 1,040,994.79 | 0.1% |
| 062 CAPITAL FACILITIES | 1,354,585.15 | 690.36 | 1,353,894.79 | 0.1% |

064 CAPITAL VEHICLES

2026 BUDGET POSITION

South Whidbey Fire EMS

Time: 10:31:00 Date: 03/05/2026

Page: 8

001 General Fund 01/01/2026 To: 12/31/2026

| Expenditures | Amt Budgeted | Expenditures | Remaining | |
|---|----------------------|---------------------|---------------------|--------------|
| 594 Capital Expenditures | | | | |
| 594 22 48 35 Marine Vehicle Repair- Capital | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 64 10 Vehicles | 0.00 | 0.00 | 0.00 | 0.0% |
| 594 22 64 12 Fire Apparatus | 1,764,990.07 | 0.00 | 1,764,990.07 | 0.0% |
| 594 Capital Expenditures | 1,764,990.07 | 0.00 | 1,764,990.07 | 0.0% |
| 064 CAPITAL VEHICLES | 1,764,990.07 | 0.00 | 1,764,990.07 | 0.0% |
| 070 OTHER | | | | |
| 580 Non Expenditures | | | | |
| 588 10 00 00 Prior Period Adjustment | 0.00 | 0.00 | 0.00 | 0.0% |
| 589 00 00 10 Non Expenditure - Suspense | 0.00 | 0.00 | 0.00 | 0.0% |
| 589 90 00 00 Payroll Deduction Clearing | 0.00 | (13,078.61) | 13,078.61 | 0.0% |
| 580 Non Expenditures | 0.00 | (13,078.61) | 13,078.61 | 0.0% |
| 597 Interfund Transfers | | | | |
| 597 00 00 02 Transfer To Capital Fund | 0.00 | 0.00 | 0.00 | 0.0% |
| 597 00 00 03 Transfer To Reserve Fund | 0.00 | 0.00 | 0.00 | 0.0% |
| 597 00 00 04 Transfer To Contingency Fund | 0.00 | 0.00 | 0.00 | 0.0% |
| 597 Interfund Transfers | 0.00 | 0.00 | 0.00 | 0.0% |
| 070 OTHER | 0.00 | (13,078.61) | 13,078.61 | 0.0% |
| Fund Expenditures: | 10,358,786.78 | 1,245,156.47 | 9,113,630.31 | 12.0% |
| Fund Excess/(Deficit): | (433,901.40) | 1,100,627.09 | | |

2026 BUDGET POSITION

South Whidbey Fire EMS

Time: 10:31:00 Date: 03/05/2026

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002 General Investment Fund 01/01/2026 To: 12/31/2026

| Revenues | Amt Budgeted | Revenues | Remaining | |
|--|---------------------|---------------------|---------------------|---------------|
| 308 Beginning Balances | | | | |
| 308 41 00 00 Estimated Beginning Balance | 1,355,242.02 | 2,208,387.51 | (853,145.49) | 163.0% |
| 308 Beginning Balances | 1,355,242.02 | 2,208,387.51 | (853,145.49) | 163.0% |
| 397 Interfund Transfers | | | | |
| 397 00 00 02 Transfer From General Fund | 0.00 | 0.00 | 0.00 | 0.0% |
| 397 Interfund Transfers | 0.00 | 0.00 | 0.00 | 0.0% |
| Fund Revenues: | 1,355,242.02 | 2,208,387.51 | (853,145.49) | 163.0% |
| Expenditures | Amt Budgeted | Expenditures | Remaining | |
| 999 Ending Balance | | | | |
| 508 41 00 00 Ending Balance | 0.00 | 0.00 | 0.00 | 0.0% |
| 999 Ending Balance | 0.00 | 0.00 | 0.00 | 0.0% |
| 070 OTHER | | | | |
| 597 Interfund Transfers | | | | |
| 597 22 00 02 Transfer To General Fund | 0.00 | 0.00 | 0.00 | 0.0% |
| 597 Interfund Transfers | 0.00 | 0.00 | 0.00 | 0.0% |
| 070 OTHER | 0.00 | 0.00 | 0.00 | 0.0% |
| Fund Expenditures: | 0.00 | 0.00 | 0.00 | 0.0% |
| Fund Excess/(Deficit): | 1,355,242.02 | 2,208,387.51 | | |

2026 BUDGET POSITION

South Whidbey Fire EMS

Time: 10:31:00 Date: 03/05/2026

Page: 10

003 Reserve Fund 01/01/2026 To: 12/31/2026

| Revenues | Amt Budgeted | Revenues | Remaining | |
|---|-------------------|-------------------|---------------------|---------------|
| 308 Beginning Balances | | | | |
| 308 91 10 00 Estimated Beginning Balance | 344,742.22 | 468,229.32 | (123,487.10) | 135.8% |
| 308 Beginning Balances | 344,742.22 | 468,229.32 | (123,487.10) | 135.8% |
| 360 Misc Revenues | | | | |
| 361 11 00 02 Investment Interest | 1,200.00 | 0.00 | 1,200.00 | 0.0% |
| 360 Misc Revenues | 1,200.00 | 0.00 | 1,200.00 | 0.0% |
| 397 Interfund Transfers | | | | |
| 397 00 00 03 Transfer From General Fund | 0.00 | 0.00 | 0.00 | 0.0% |
| 397 Interfund Transfers | 0.00 | 0.00 | 0.00 | 0.0% |
| Fund Revenues: | 345,942.22 | 468,229.32 | (122,287.10) | 135.3% |
| Expenditures | Amt Budgeted | Expenditures | Remaining | |
| 597 Interfund Transfers | | | | |
| 597 00 01 03 Transfer from Reserve to General | 0.00 | 0.00 | 0.00 | 0.0% |
| 597 Interfund Transfers | 0.00 | 0.00 | 0.00 | 0.0% |
| Fund Expenditures: | 0.00 | 0.00 | 0.00 | 0.0% |
| Fund Excess/(Deficit): | 345,942.22 | 468,229.32 | | |

2026 BUDGET POSITION

South Whidbey Fire EMS

Time: 10:31:00 Date: 03/05/2026

Page: 11

004 Contingency Fund 01/01/2026 To: 12/31/2026

| Revenues | Amt Budgeted | Revenues | Remaining | |
|---|-------------------|-------------------|---------------------|---------------|
| 308 Beginning Balances | | | | |
| 308 91 11 00 Estimated Beginning Balance | 172,228.16 | 475,677.17 | (303,449.01) | 276.2% |
| 308 Beginning Balances | 172,228.16 | 475,677.17 | (303,449.01) | 276.2% |
| 360 Misc Revenues | | | | |
| 361 11 00 03 Investment Interest | 5,000.00 | 0.00 | 5,000.00 | 0.0% |
| 360 Misc Revenues | 5,000.00 | 0.00 | 5,000.00 | 0.0% |
| 397 Interfund Transfers | | | | |
| 397 00 00 04 Transfer From General Fund | 0.00 | 0.00 | 0.00 | 0.0% |
| 397 Interfund Transfers | 0.00 | 0.00 | 0.00 | 0.0% |
| Fund Revenues: | 177,228.16 | 475,677.17 | (298,449.01) | 268.4% |
| Expenditures | | | | |
| 597 Interfund Transfers | | | | |
| 597 00 01 04 Transfer from Contingency to General | 0.00 | 0.00 | 0.00 | 0.0% |
| 597 Interfund Transfers | 0.00 | 0.00 | 0.00 | 0.0% |
| Fund Expenditures: | 0.00 | 0.00 | 0.00 | 0.0% |
| Fund Excess/(Deficit): | 177,228.16 | 475,677.17 | | |

2026 BUDGET POSITION TOTALS

South Whidbey Fire EMS

Time: 10:31:00 Date: 03/05/2026

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| Fund | Revenue Budgeted | Received | | Expense Budgeted | Spent | |
|-----------------------------|----------------------|---------------------|--------------|----------------------|---------------------|--------------|
| 001 General Fund | 9,924,885.38 | 2,345,783.56 | 23.6% | 10,358,786.78 | 1,245,156.47 | 12% |
| 002 General Investment Fund | 1,355,242.02 | 2,208,387.51 | 163.0% | 0.00 | 0.00 | 0% |
| 003 Reserve Fund | 345,942.22 | 468,229.32 | 135.3% | 0.00 | 0.00 | 0% |
| 004 Contingency Fund | 177,228.16 | 475,677.17 | 268.4% | 0.00 | 0.00 | 0% |
| | <u>11,803,297.78</u> | <u>5,498,077.56</u> | <u>46.6%</u> | <u>10,358,786.78</u> | <u>1,245,156.47</u> | <u>12.0%</u> |

CHECK REGISTER

South Whidbey Fire EMS

Time: 10:30:17 Date: 03/05/2026

02/01/2026 To: 02/28/2026

Page: 1

| Trans | Date | Type | Acct # | Chk # | Claimant | Amount | Memo |
|-------|------------|---------|--------|--------|--|-----------|--|
| 144 | 02/03/2026 | Payroll | 1 | EFT | Internal Revenue Service | 41,194.00 | 941 Deposit for Pay Cycle(s) 02/05/2026 - 02/05/2026 |
| 145 | 02/03/2026 | Payroll | 1 | EFT | WA D/Retirement Systems | 6,076.82 | Pay Cycle(s) 02/05/2026 To 02/05/2026 - DEFERRED COMP; Pay Cycle(s) 02/05/2026 To 02/05/2026 - DCP Roth |
| 283 | 02/20/2026 | Payroll | 1 | EFT | Internal Revenue Service | 40,632.71 | 941 Deposit for Pay Cycle(s) 02/20/2026 - 02/20/2026 |
| 286 | 02/20/2026 | Payroll | 1 | EFT | WA D/Retirement Systems | 5,944.66 | Pay Cycle(s) 02/20/2026 To 02/20/2026 - DEFERRED COMP; Pay Cycle(s) 02/20/2026 To 02/20/2026 - DCP Roth |
| 179 | 02/13/2026 | Claims | 1 | 664562 | A+ Auto Glass | 184.96 | E36 Windshield Install |
| 180 | 02/13/2026 | Claims | 1 | 664563 | Bay Alarm Company | 424.32 | Station 31 Service Call |
| 181 | 02/13/2026 | Claims | 1 | 664564 | Freightliner Northwest Mount Vernon | 2,100.63 | Balance due; E36 Turbocharger; E36 Radiator support |
| 182 | 02/13/2026 | Claims | 1 | 664565 | HSI Emergency Care Solutions | 48.56 | CPR Cruz; CPR Friedman, Hendrix |
| 183 | 02/13/2026 | Claims | 1 | 664566 | Island Disposal, Inc. | 395.04 | Maintenance; Station 36; Station 31 |
| 184 | 02/13/2026 | Claims | 1 | 664567 | Ken's Radiator Inc. | 2,839.24 | E34 Radiator |
| 185 | 02/13/2026 | Claims | 1 | 664568 | L.N. Curtis & Sons | 1,411.37 | Ball Bearings; Hose Cutting/Re-coupling |
| 186 | 02/13/2026 | Claims | 1 | 664569 | McGavick Graves, P.S. | 1,224.50 | Legal Services |
| 187 | 02/13/2026 | Claims | 1 | 664570 | Netwrix Corporation | 1,514.92 | Annual Subscription |
| 188 | 02/13/2026 | Claims | 1 | 664571 | Puget Sound Energy | 4,736.84 | Station 36; Station 34; Station 31; Station 32; Station 33 |
| 189 | 02/13/2026 | Claims | 1 | 664572 | SeaWestern Fire Apparatus & Equip. | 432.24 | Vision C5 Facepiece |
| 190 | 02/13/2026 | Claims | 1 | 664573 | US Bank Visa | 3,072.95 | Jan2026 Statement |
| 191 | 02/13/2026 | Claims | 1 | 664574 | Washington State Ferries | 50.00 | Annual Maintenance Fee |
| 192 | 02/13/2026 | Claims | 1 | 664575 | Whidbey Telecom | 1,224.37 | Landlines/Internet |
| 193 | 02/13/2026 | Payroll | 1 | 664576 | C/O BPA IAFF MERP Trust Office | 1,237.50 | Pay Cycle(s) 01/01/2026 To 01/31/2026 - IAFF MERP Dues |
| 194 | 02/13/2026 | Payroll | 1 | 664577 | South Whidbey Firefighters Union | 2,100.00 | Pay Cycle(s) 01/01/2026 To 01/31/2026 - FF Union Dues |
| 195 | 02/13/2026 | Payroll | 1 | 664578 | Trusteed Plans Service Corp. | 53,309.95 | Mar2026 Health/Dental/Life |
| 147 | 02/03/2026 | Claims | 1 | 664579 | Amazon Capital Services | 1,247.74 | Smoke Detector Adapters; Wet Erase Markers; Paper Towels, TB Cleaner, Truck Wash; Cork Board; Toner, Stamp Pad Ink; Managing Disciplinary Challenges Books; 1099 Misc Forms |
| 148 | 02/03/2026 | Claims | 1 | 664580 | Corey Oil & Propane, LLC | 671.85 | Jan2026 Fuel |
| 149 | 02/03/2026 | Claims | 1 | 664581 | Electronic Business Machines | 304.57 | Copier Usage |
| 150 | 02/03/2026 | Claims | 1 | 664582 | FirstNet - AT&T MOBILITY | 1,689.79 | Cell Phones |
| 151 | 02/03/2026 | Claims | 1 | 664583 | Firstline Communications, INC | 1,558.64 | Landlines |
| 152 | 02/03/2026 | Claims | 1 | 664584 | HSI Emergency Care Solutions | 130.16 | Kerr CPR; CPR Masso, Astra, Raup; CPR Valle, Tewksbury; CPR Arnold, Betteker |
| 153 | 02/03/2026 | Claims | 1 | 664585 | ISOOutsource | 3,865.76 | IT Services; IT Services |
| 154 | 02/03/2026 | Claims | 1 | 664586 | Langley, City of | 371.13 | Station 34 |
| 155 | 02/03/2026 | Claims | 1 | 664587 | Orca Information INC | 272.00 | Lykken, Brodie, Belus |
| 156 | 02/03/2026 | Claims | 1 | 664588 | Pape Machinery | 38.08 | Generator Part Shipping |
| 157 | 02/03/2026 | Claims | 1 | 664589 | SeaWestern Fire Apparatus & Equip. | 4,622.52 | Windshield E36; Pull Out Tray |
| 158 | 02/03/2026 | Claims | 1 | 664590 | T-Mobile | 284.02 | Cell & Digital Phones |
| 159 | 02/03/2026 | Claims | 1 | 664591 | Three Men and a Mower | 4,126.11 | Dec2025 Landscape Services; Jan2026 Landscape Services |

CHECK REGISTER

South Whidbey Fire EMS

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02/01/2026 To: 02/28/2026

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| Trans | Date | Type | Acct # | Chk # | Claimant | Amount | Memo |
|-------|------------|---------|--------|--------|--|-----------|---|
| 160 | 02/03/2026 | Claims | 1 | 664592 | WA State Auditor's Office | 6,811.00 | 2023/2024 Audit |
| 223 | 02/20/2026 | Claims | 1 | 664593 | A+ Auto Glass | 59.50 | Rock Chip #2204 |
| 224 | 02/20/2026 | Claims | 1 | 664594 | Ashley's Design & Whidbey Sports | 358.18 | Recruit Academy Shirts |
| 225 | 02/20/2026 | Claims | 1 | 664595 | RDSC Diversified Bayview Appliance and Mattress Center | 1,134.61 | Station 31 Oven Repair |
| 226 | 02/20/2026 | Claims | 1 | 664596 | CostCo Wholesale (Membership only) | 260.00 | 2026 Membership |
| 227 | 02/20/2026 | Claims | 1 | 664597 | Jodi Hinkelman | 52.50 | Patches |
| 228 | 02/20/2026 | Claims | 1 | 664598 | Lithtex NW | 4,115.59 | Winter Newsletter |
| 229 | 02/20/2026 | Claims | 1 | 664599 | Mukilteo Coffee Co. | 140.80 | Coffee; Coffee; Coffee; Coffee |
| 230 | 02/20/2026 | Claims | 1 | 664600 | Skagit Farmers Supply | 2,856.68 | Training Tower Hardware; Station 34; Station 35 |
| 231 | 02/20/2026 | Claims | 1 | 664601 | Skagit Sign Co. | 652.09 | Banner/Sign |
| 232 | 02/20/2026 | Claims | 1 | 664602 | Vistaire Water System | 304.33 | Station 36; Maintenance |
| 233 | 02/20/2026 | Payroll | 1 | 664603 | Aflac | 1,817.30 | Pay Cycle(s) 02/01/2026 To 02/28/2026 - AFLAC (Post-Tax) |
| 243 | 02/27/2026 | Claims | 1 | 664604 | Robert Coleman Absolute Pest Control | 1,543.40 | Pest Control; Pest Control |
| 244 | 02/27/2026 | Claims | 1 | 664605 | CDW Government, Inc. | 6,796.70 | Netmotion |
| 245 | 02/27/2026 | Claims | 1 | 664606 | Freeland Water District | 81.36 | Station 31 |
| 246 | 02/27/2026 | Claims | 1 | 664607 | ISOOutsource | 15,926.43 | IT Services; IT Services; IT Services - Migration; IT Services; IT Services |
| 247 | 02/27/2026 | Claims | 1 | 664608 | L.N. Curtis & Sons | 8,046.10 | Mako Service; Gloves |
| 248 | 02/27/2026 | Claims | 1 | 664609 | Occupational Health Centers of WA | 1,080.00 | Lykken |
| 117 | 02/05/2026 | Payroll | 10 | EFT | Dillan R Arbaugh | 2,470.18 | Jan 16-Feb2 2026 Payroll |
| 118 | 02/05/2026 | Payroll | 10 | EFT | Brian Boyd | 5,724.10 | Jan 16-Feb2 2026 Payroll |
| 119 | 02/05/2026 | Payroll | 10 | EFT | Joseph Burbank | 4,508.45 | Jan 16-Feb2 2026 Payroll |
| 120 | 02/05/2026 | Payroll | 10 | EFT | Chavo Camargo | 2,582.66 | Jan 16-Feb2 2026 Payroll |
| 121 | 02/05/2026 | Payroll | 10 | EFT | Josiah J Cantrell | 2,243.33 | Jan 16-Feb2 2026 Payroll |
| 122 | 02/05/2026 | Payroll | 10 | EFT | Ian G Carter | 3,491.82 | Jan 16-Feb2 2026 Payroll |
| 123 | 02/05/2026 | Payroll | 10 | EFT | Damien Z Clay | 2,011.87 | Jan 16-Feb2 2026 Payroll |
| 124 | 02/05/2026 | Payroll | 10 | EFT | Katheryne Crowe | 3,725.98 | Jan 16-Feb2 2026 Payroll |
| 125 | 02/05/2026 | Payroll | 10 | EFT | Karley Diffie | 3,103.54 | Jan 16-Feb2 2026 Payroll |
| 126 | 02/05/2026 | Payroll | 10 | EFT | Joseph M Dillely | 5,037.64 | Jan 16-Feb2 2026 Payroll |
| 127 | 02/05/2026 | Payroll | 10 | EFT | Erik A Evenson | 2,492.80 | Jan 16-Feb2 2026 Payroll |
| 128 | 02/05/2026 | Payroll | 10 | EFT | Nicole Hagen | 2,679.13 | Jan 16-Feb2 2026 Payroll |
| 129 | 02/05/2026 | Payroll | 10 | EFT | Andrew W Harvey | 2,204.21 | Jan 16-Feb2 2026 Payroll |
| 130 | 02/05/2026 | Payroll | 10 | EFT | Robert Husom | 4,599.34 | Jan 16-Feb2 2026 Payroll |
| 131 | 02/05/2026 | Payroll | 10 | EFT | Mary Kaye Johansen | 2,211.50 | Jan 16-Feb2 2026 Payroll |
| 132 | 02/05/2026 | Payroll | 10 | EFT | Leah Kalahiki | 4,396.59 | Jan 16-Feb2 2026 Payroll |
| 133 | 02/05/2026 | Payroll | 10 | EFT | Vicki Lange | 3,095.95 | Jan 16-Feb2 2026 Payroll |
| 134 | 02/05/2026 | Payroll | 10 | EFT | Peter Lund | 5,571.43 | Jan 16-Feb2 2026 Payroll |
| 135 | 02/05/2026 | Payroll | 10 | EFT | Alexander M Magallon | 4,667.22 | Jan 16-Feb2 2026 Payroll |
| 136 | 02/05/2026 | Payroll | 10 | EFT | Sean C McDougald | 3,459.93 | Jan 16-Feb2 2026 Payroll |
| 137 | 02/05/2026 | Payroll | 10 | EFT | Alexandra McMahan | 3,948.85 | Jan 16-Feb2 2026 Payroll |
| 138 | 02/05/2026 | Payroll | 10 | EFT | Shari L Schroeder | 1,282.49 | Jan 16-Feb2 2026 Payroll |
| 139 | 02/05/2026 | Payroll | 10 | EFT | Lewis J Townsend | 2,634.54 | Jan 16-Feb2 2026 Payroll |
| 140 | 02/05/2026 | Payroll | 10 | EFT | Christopher Turner | 3,359.48 | Jan 16-Feb2 2026 Payroll |
| 141 | 02/05/2026 | Payroll | 10 | EFT | Nicholas S Walsh | 5,329.43 | Jan 16-Feb2 2026 Payroll |
| 142 | 02/05/2026 | Payroll | 10 | EFT | Carlee Wilkie | 3,638.91 | Jan 16-Feb2 2026 Payroll |
| 143 | 02/05/2026 | Payroll | 10 | EFT | Melody K Wilkie | 2,546.99 | Jan 16-Feb2 2026 Payroll |
| 196 | 02/20/2026 | Payroll | 10 | EFT | Dillan R Arbaugh | 3,321.36 | Feb1 - Feb15 2026 Payroll |
| 197 | 02/20/2026 | Payroll | 10 | EFT | Brian Boyd | 4,539.10 | Feb1 - Feb15 2026 Payroll |
| 198 | 02/20/2026 | Payroll | 10 | EFT | Joseph Burbank | 4,331.98 | Feb1 - Feb15 2026 Payroll |
| 199 | 02/20/2026 | Payroll | 10 | EFT | Chavo Camargo | 3,418.60 | Feb1 - Feb15 2026 Payroll |

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South Whidbey Fire EMS

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| Trans | Date | Type | Acct # | Chk # | Claimant | Amount | Memo |
|-------|------------|---------|--------|-------|----------------------|----------|---------------------------|
| 200 | 02/20/2026 | Payroll | 10 | EFT | Josiah J Cantrell | 2,895.53 | Feb1 - Feb15 2026 Payroll |
| 201 | 02/20/2026 | Payroll | 10 | EFT | Ian G Carter | 3,208.10 | Feb1 - Feb15 2026 Payroll |
| 202 | 02/20/2026 | Payroll | 10 | EFT | Damien Z Clay | 1,837.23 | Feb1 - Feb15 2026 Payroll |
| 203 | 02/20/2026 | Payroll | 10 | EFT | Katheryne Crowe | 3,319.21 | Feb1 - Feb15 2026 Payroll |
| 204 | 02/20/2026 | Payroll | 10 | EFT | Karley Diffie | 3,122.39 | Feb1 - Feb15 2026 Payroll |
| 205 | 02/20/2026 | Payroll | 10 | EFT | Joseph M Dilley | 5,036.11 | Feb1 - Feb15 2026 Payroll |
| 206 | 02/20/2026 | Payroll | 10 | EFT | Erik A Evenson | 3,491.49 | Feb1 - Feb15 2026 Payroll |
| 207 | 02/20/2026 | Payroll | 10 | EFT | Nicole Hagen | 2,645.20 | Feb1 - Feb15 2026 Payroll |
| 208 | 02/20/2026 | Payroll | 10 | EFT | Andrew W Harvey | 2,226.83 | Feb1 - Feb15 2026 Payroll |
| 209 | 02/20/2026 | Payroll | 10 | EFT | Robert Husom | 3,036.41 | Feb1 - Feb15 2026 Payroll |
| 210 | 02/20/2026 | Payroll | 10 | EFT | Mary Kaye Johansen | 2,017.43 | Feb1 - Feb15 2026 Payroll |
| 211 | 02/20/2026 | Payroll | 10 | EFT | Leah Kalahiki | 3,447.10 | Feb1 - Feb15 2026 Payroll |
| 212 | 02/20/2026 | Payroll | 10 | EFT | Vicki Lange | 3,095.18 | Feb1 - Feb15 2026 Payroll |
| 213 | 02/20/2026 | Payroll | 10 | EFT | Peter Lund | 5,763.82 | Feb1 - Feb15 2026 Payroll |
| 214 | 02/20/2026 | Payroll | 10 | EFT | Alexander M Magallon | 4,048.11 | Feb1 - Feb15 2026 Payroll |
| 215 | 02/20/2026 | Payroll | 10 | EFT | Sean C McDougald | 3,281.28 | Feb1 - Feb15 2026 Payroll |
| 216 | 02/20/2026 | Payroll | 10 | EFT | Alexandra McMahan | 4,659.11 | Feb1 - Feb15 2026 Payroll |
| 217 | 02/20/2026 | Payroll | 10 | EFT | Shari L Schroeder | 1,241.65 | Feb1 - Feb15 2026 Payroll |
| 218 | 02/20/2026 | Payroll | 10 | EFT | Lewis J Townsend | 2,634.57 | Feb1 - Feb15 2026 Payroll |
| 219 | 02/20/2026 | Payroll | 10 | EFT | Christopher Turner | 2,946.86 | Feb1 - Feb15 2026 Payroll |
| 220 | 02/20/2026 | Payroll | 10 | EFT | Nicholas S Walsh | 5,351.68 | Feb1 - Feb15 2026 Payroll |
| 221 | 02/20/2026 | Payroll | 10 | EFT | Carlee Wilkie | 4,488.25 | Feb1 - Feb15 2026 Payroll |
| 222 | 02/20/2026 | Payroll | 10 | EFT | Melody K Wilkie | 3,075.08 | Feb1 - Feb15 2026 Payroll |

001 General Fund

426,872.54

| | | |
|--|----------|------------|
| | Claims: | 89,061.58 |
| | Payroll: | 337,810.96 |

CERTIFICATION: I, the undersigned do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered or the labor performed as described and that the claim is a due and unpaid obligation against South Whidbey Island Fire/EMS and that I am authorized to authenticate and certify to said claim.

Auditing Officer _____ Date: _____

Auditing Officer _____ Date: _____

TREASURER'S REPORT
Fund Totals

South Whidbey Fire EMS

01/01/2026 To: 01/31/2026

Time: 08:33:51 Date: 03/05/2026

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| Fund | Previous Balance | Revenue | Expenditures | Ending Balance | Claims Clearing | Payroll Clearing | Outstanding Deposits | Adjusted Ending Balance |
|-----------------------------|---------------------|------------------|-------------------|---------------------|-------------------|------------------|----------------------|-------------------------|
| 001 General Fund | 1,576,240.72 | 45,769.02 | 632,924.27 | 989,085.47 | 104,827.44 | 71,254.73 | 0.00 | 1,165,167.64 |
| 002 General Investment Fund | 2,208,387.51 | 0.00 | | 2,208,387.51 | 0.00 | 0.00 | 0.00 | 2,208,387.51 |
| 003 Reserve Fund | 921,630.89 | 0.00 | | 921,630.89 | 0.00 | 0.00 | -150.81 | 921,480.08 |
| 004 Contingency Fund | 804,796.52 | 0.00 | | 804,796.52 | 0.00 | 0.00 | -483.74 | 804,312.78 |
| | 5,511,055.64 | 45,769.02 | 632,924.27 | 4,923,900.39 | 104,827.44 | 71,254.73 | -634.55 | 5,099,348.01 |

TREASURER'S REPORT
Account Totals

South Whidbey Fire EMS

01/01/2026 To: 01/31/2026

Time: 08:33:51 Date: 03/05/2026

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| Cash Accounts | | Beg Balance | Deposits | Withdrawals | Ending | Outstanding Rec | Outstanding Exp | Adj Balance |
|--------------------|--------------------------------|---------------------|-------------------|-------------------|---------------------|-----------------|-------------------|---------------------|
| 1 | General Fund-Island County Mai | 1,561,321.53 | 46,636.97 | 646,300.39 | 961,658.11 | 0.00 | 175,695.23 | 1,137,353.34 |
| 5 | Capital Reserve Investment | 2,808,387.51 | 0.00 | 0.00 | 2,808,387.51 | 0.00 | 0.00 | 2,808,387.51 |
| 7 | Keybank (Direct Deposit) | 95.53 | 0.00 | 0.00 | 95.53 | 0.00 | 0.00 | 95.53 |
| 10 | Heritage (Direct Deposit) | 2,413.42 | 180,000.00 | 167,491.83 | 14,921.59 | 0.00 | 386.94 | 15,308.53 |
| 11 | Reserve Fund | 468,356.12 | 0.00 | 0.00 | 468,356.12 | -150.81 | 0.00 | 468,205.31 |
| 12 | Contingency Fund | 475,550.37 | 0.00 | 0.00 | 475,550.37 | -483.74 | 0.00 | 475,066.63 |
| Total Cash: | | 5,316,124.48 | 226,636.97 | 813,792.22 | 4,728,969.23 | -634.55 | 176,082.17 | 4,904,416.85 |
| | | 5,316,124.48 | 226,636.97 | 813,792.22 | 4,728,969.23 | -634.55 | 176,082.17 | 4,904,416.85 |

TREASURER'S REPORT
Outstanding Vouchers

South Whidbey Fire EMS

01/01/2026 To: 01/31/2026

As Of: 01/31/2026 Date: 03/05/2026

Time: 08:33:51 Page: 3

| Year | Trans# | Date | Type | Acct# | War# | Vendor | Amount | Memo |
|------|--------|------------|---------|-------|--------|---|-----------|---|
| 2026 | 96 | 01/30/2026 | Payroll | 1 | EFT | WA D/L&I Employer Services | 46,270.31 | 4TH Quarter L&I: 10/01/2025 - 12/31/2025 |
| 2024 | 1370 | 09/03/2024 | Payroll | 1 | EFT | WA D/Retirement Systems | 3,687.88 | Pay Cycle(s) 07/25/2024 To 07/25/2024 - DEFERRED COMP; Pay Cycle(s) 07/25/2024 To 07/25/2024 - DCP Roth |
| 2026 | 94 | 01/30/2026 | Payroll | 1 | EFT | WA D/Employment Security PFML | 10,783.99 | Pay Cycle(s) 10/01/2025 To 12/31/2025 - WA Care; Pay Cycle(s) 10/01/2025 To 12/31/2025 - PMFL |
| 2023 | 550 | 05/04/2023 | Payroll | 1 | 662325 | Kirsti Ranta | 73.88 | April 18- April 28 Payroll |
| 2023 | 566 | 05/04/2023 | Payroll | 1 | 662327 | Carson Wrightson | 12.00 | April 18- April 28 Payroll |
| 2023 | 970 | 07/20/2023 | Claims | 1 | 662517 | HSI Emergency Care Solutions | 43.21 | Inv. #1834113 |
| 2023 | 1164 | 08/23/2023 | Claims | 1 | 662626 | Neil A Rixe | 32.00 | Fair Reimbursement |
| 2024 | 674 | 05/02/2024 | Claims | 1 | 663211 | Anne M Collins | 250.03 | Replace 8.10.2023 ck #662591 never issued |
| 2024 | 676 | 05/02/2024 | Claims | 1 | 663213 | Robert Hinkelman | 48.03 | Replace 8.10.2023 ck #662593 never issued |
| 2024 | 1168 | 08/02/2024 | Claims | 1 | 663428 | Neil A Rixe | 109.87 | Duty Boot Reimbursement |
| 2024 | 1615 | 10/18/2024 | Payroll | 1 | 663581 | Robert Hinkelman | 12.00 | Q3 2024 Volunteer |
| 2025 | 1125 | 07/25/2025 | Payroll | 1 | 664213 | Mari St Amand | 93.74 | |
| 2025 | 1205 | 08/14/2025 | Claims | 1 | 664241 | Neil A Rixe | 67.00 | Fair Meal Reimbursement |
| 2025 | 1272 | 08/21/2025 | Payroll | 1 | 664274 | South Whidbey Firefighters Union | 1,883.26 | Pay Cycle(s) 08/01/2025 To 08/31/2025 - FF Union Dues |
| 2025 | 1453 | 10/02/2025 | Claims | 1 | 664335 | Langley, City of | 396.67 | Station 34 |
| 2025 | 1782 | 10/22/2025 | Payroll | 1 | 664361 | Melissa Simmons | 6,167.47 | Replace payroll EFT messed up by bank |
| 2025 | 1755 | 11/25/2025 | Claims | 1 | 664429 | A+ Auto Glass | 59.84 | E31 Windshield Chip |
| 2025 | 1902 | 12/31/2025 | Claims | 1 | 664487 | Traci L Haynie | 219.14 | Women & Fire/Camp Metro |
| 2025 | 1920 | 12/31/2025 | Claims | 1 | 664505 | Whidbey Telecom | 1,223.86 | Station 31 Alarm Monitoring; Internet/Landlines |
| 2026 | 38 | 01/15/2026 | Claims | 1 | 664507 | Robert Coleman Absolute Pest Control | 770.28 | Pest control |
| 2026 | 44 | 01/15/2026 | Claims | 1 | 664513 | Granite Construction Supply & Sign Shop | 225.63 | Station 36 Driveway Signs |
| 2026 | 47 | 01/15/2026 | Claims | 1 | 664516 | Leah Kalahiki | 27.98 | Coffee Stn 31 |
| 2026 | 51 | 01/15/2026 | Claims | 1 | 664520 | Saratoga Water District | 100.00 | Station 35 |
| 2026 | 58 | 01/15/2026 | Payroll | 1 | 664527 | South Whidbey Firefighters Union | 1,883.26 | Pay Cycle(s) 12/01/2025 To 12/31/2025 - FF Union Dues |
| 2026 | 97 | 01/30/2026 | Claims | 1 | 664528 | Canon Financial Services, Inc. | 263.16 | Copier Lease |
| 2026 | 98 | 01/30/2026 | Claims | 1 | 664529 | Clinton Water District | 51.00 | Station 32 |
| 2026 | 99 | 01/30/2026 | Claims | 1 | 664530 | Corey Oil & Propane, LLC | 1,313.37 | Dec2025 Fuel |
| 2026 | 100 | 01/30/2026 | Claims | 1 | 664531 | ISOsource | 4,362.66 | IT Services; IT Suppor - Email Tenant; IT Services |
| 2026 | 101 | 01/30/2026 | Claims | 1 | 664532 | L.N. Curtis & Sons | 45.34 | Din Rail Clip Kit |
| 2026 | 102 | 01/30/2026 | Claims | 1 | 664533 | Locality Media, Inc | 4,975.01 | Annual |
| 2026 | 103 | 01/30/2026 | Claims | 1 | 664534 | Mukilteo Coffee Co. | 140.80 | Coffee; Coffee; Coffee; Coffee |

TREASURER'S REPORT
Outstanding Vouchers

South Whidbey Fire EMS

01/01/2026 To: 01/31/2026

As Of: 01/31/2026 Date: 03/05/2026
 Time: 08:33:51 Page: 4

| Year | Trans# | Date | Type | Acct# | War# | Vendor | Amount | Memo | |
|-------------------------|--------|------------|---------|-------|--------|------------------------------------|-------------------|--|-------------------|
| 2026 | 104 | 01/30/2026 | Claims | 1 | 664535 | Orca Information INC | 402.32 | Carabantes, Van Tryfle; McDougal, Clay | |
| 2026 | 105 | 01/30/2026 | Claims | 1 | 664536 | SIMS U Share | 1,625.00 | Fire/Sims Training | |
| 2026 | 106 | 01/30/2026 | Claims | 1 | 664537 | Shield Assessments | 465.00 | A. Harvey | |
| 2026 | 107 | 01/30/2026 | Claims | 1 | 664538 | Skagit Farmers Supply | 2,750.73 | Station 35 Propane; Station 33 Propane; Station 31 Propane; Station 32 Propane; Station 32 Tank Rental; Station 35 Tank Rental; Maintenance; Station 34 Tank Rental; Station 33 Tank Rental; Station 31; | |
| 2026 | 108 | 01/30/2026 | Claims | 1 | 664539 | South Whidbey School District #206 | 4,707.95 | Dec2025 Fuel | |
| 2026 | 109 | 01/30/2026 | Claims | 1 | 664540 | Springbrook Software | 8,892.06 | 2026 Subscription | |
| 2026 | 110 | 01/30/2026 | Claims | 1 | 664541 | Streamline | 5,336.64 | Annual Renewal | |
| 2026 | 111 | 01/30/2026 | Claims | 1 | 664542 | Trusteed Plans Service Corp. | 52,512.25 | Feb2026 Health/Dental/Life Premiums | |
| 2026 | 112 | 01/30/2026 | Claims | 1 | 664543 | US Bank Visa | 6,737.17 | Dec2025 Statement | |
| 2026 | 113 | 01/30/2026 | Claims | 1 | 664544 | Vistaire Water System | 294.33 | Station 36; Maintenance | |
| 2026 | 114 | 01/30/2026 | Claims | 1 | 664545 | WA Fire Commissioner Association | 4,895.00 | 2026 Dues Grp 17 Level 3 | |
| 2026 | 115 | 01/30/2026 | Claims | 1 | 664546 | Washington State Ferries | 275.85 | Lease Boat | |
| 2026 | 116 | 01/30/2026 | Claims | 1 | 664547 | Whidbey Telecom | 1,208.26 | Internet/Landlines | |
| | | | | | | | <u>175,695.23</u> | | |
| 2024 | 177 | 02/09/2024 | Payroll | 10 | EFT | Cory S Jennings | 204.10 | | |
| 2025 | 1784 | 10/24/2025 | Payroll | 10 | EFT | IC Treasurer Office | 146.83 | Returned EFT messed up by bank - S. Reynolds | |
| 2024 | 176 | 02/09/2024 | Payroll | 10 | EFT | Nina Holmstrom | 12.00 | | |
| 2023 | 1096 | 08/10/2023 | Payroll | 10 | EFT | Cory S Jennings | 24.01 | July 21- Aug 4 Payroll | |
| | | | | | | | <u>386.94</u> | | |
| 2025 | 1938 | 12/31/2025 | Tr Rec | 11 | | IC Treasurer Office | 150.81 | Dec2025 Interest Earned | |
| | | | | | | | <u>150.81</u> | Receipts Outstanding: | |
| 2025 | 1937 | 12/31/2025 | Tr Rec | 12 | | IC Treasurer Office | 483.74 | Dec2025 Interest Earned | |
| | | | | | | | <u>483.74</u> | Receipts Outstanding: | |
| | | | | | | | <u>176,082.17</u> | | |
| Fund | | | | | | | Claims | Payroll | Total |
| 001 General Fund | | | | | | | <u>104,827.44</u> | <u>71,254.73</u> | <u>176,082.17</u> |
| | | | | | | | 104,827.44 | 71,254.73 | 176,082.17 |

TREASURER'S REPORT
Signature Page

South Whidbey Fire EMS

01/01/2026 To: 01/31/2026

Time: 08:33:51 Date: 03/05/2026

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We, the undersigned officers for South Whidbey Fire/EMS, have reviewed the foregoing report and acknowledge that to the best of our knowledge this report is accurate and true:

Signed: _____ Signed: _____
Chief / Date Finance Officer / Date

Signed: _____
Board Chair / Date



SOUTH WHIDBEY FIRE / EMS

5579 Bayview Road • Langley, WA 98260

(360) 321-1533 • Fax (360) 321-9385 • www.swfe.org

Expenditure Approval Document
Date of Approval: March 12, 2026
Warrants Approved from February 1 – February 28, 2026

| Date | Check/Voucher | Description | Amount |
|---------------|---------------------|--------------------------------|----------------------|
| 2/3/2026 | 260301001-260301014 | Accounts Payable | \$ 25,993.37 |
| 2/4/2026 | EFT | Payroll | \$ 93,018.36 |
| 2/13/2026 | 260203001-260203017 | Accounts Payable | \$ 76,307.39 |
| 2/19/2026 | EFT | Payroll | \$ 92,479.66 |
| 2/20/2026 | 260204001-260204011 | Accounts Payable | \$ 11,751.58 |
| 2/27/2026 | 260205001-260205006 | Accounts Payable | \$ 33,473.99 |
| 2/1-2/28/2026 | EFT | Payroll Liabilities | \$ 93,848.19 |
| | | Total Warrants Approved | \$ 426,872.54 |

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

Mary Kaye Johansen, Finance Officer

Nick Walsh, Fire Chief

Michael W. Noblet, Commissioner

Savanah Erickson, Commissioner

Jim Towers, Chairman

Serving the communities of Bayview - Clinton - Freeland - Langley - Maxwellton – Saratoga

Our mission: "Mission: To protect lives, serve with compassion, respond with excellence". "

SOUTH WHIDBEY FIRE/EMS

**RESOLUTION NO. 2026-04
DECLARATION OF SURPLUS OF MARINE 3 VESSEL**

WHEREAS, South Whidbey Fire/EMS currently owns a 34' 2013 North Cross Aluminum Catamaran Vessel,

WHEREAS, said Vessel has reached the end of its useful life, requires costly repairs or has been replaced by a newer apparatus; and

WHEREAS, it is in the best interest of South Whidbey Fire/EMS to declare this property as surplus to allow for its proper disposal;

THEREFORE, BE IT RESOLVED; by the Board of Fire Commissioners, the following Marine 3 Vessel is hereby declared surplus, and District Staff is directed to dispose of this property according to District Policy and Washington State Law:

- 2013- 34' North Cross Aluminum Catamaran
Hull Identification Number: NCA34001L314

PASSED AND ADOPTED by the Board of Fire Commissioners of South Whidbey Fire/EMS at a regular meeting this 12th day of March 2026.

By _____
Michael W. Noblet, Commissioner

By _____
Savannah Erickson, Commissioner

By _____
Jim Towers, Chairman

Attest: _____
Shari Schroeder, Board Secretary

All Hazard Mobilization Procedure

369.1 PURPOSE AND SCOPE

The purpose of this policy is to establish a team dedicated towards safety, planning, preparedness, operations, logistics, and emergency response to all hazard incidents in our immediate response area and beyond. This shall include both regional, state, and out-of-state mobilizations. We are a combination department and this policy applies to all: volunteer, career, and administrative staff.

369.2 DEFINITIONS

- **Arduous Pack Test**
 - A U.S. Forest Service physical test for wildland firefighters. The pack test is intentionally stressful as it tests the capacity of muscular strength and aerobic endurance of the firefighter: Annually, each red card certified individual must complete the arduous pack test consisting of a 3-mile hike with 45 lb. pack in 45 minutes. No jogging or running.
- **Unit Leader**
 - An individual who has completed the training and experience required to be a lead on mobilizations
- **Annual Training**
 - Mandatory Training required to be on the team
- **Deployment Teams**
 - Consisting of at least 1 Career Lieutenant who has deployment experience as a unit leader, OR one Career Lieutenant with 1 additional Career Firefighter who HAS previous deployment experience.
 - Additional members may be added with no deployment experience.
 - Either in state or out of state seats may be filled with any available career team member. Only career members may staff out of state deployments.
- **Task Book**
 - A book developed by the NWCG for wildland firefighters to guide them through their training to achieve the next level in supervision or specialty qualifications in wildland operations

369.3 POLICY

It is the policy of South Whidbey Fire and EMS, to establish a team dedicated to wildland firefighting and all hazard mobilization. This team will be properly equipped and trained for all facets of wildland firefighting and other anticipated hazards. We will establish a process that will ensure we are ready to respond in short order, within the guidelines of the state and regional mobilization coordinators.

369.4 PROCEDURE

This is a comprehensive plan to establish the deployment procedures for the team and define our operations while deployed.

369.4.1 TRAINING

- All team members will be required to go through the initial red card training.
- All team members will complete an Arduous Pack Test annually
- In addition, Annual Training will be quarterly and consist of:
 - 1st (Jan/Feb/Mar) - RT 130 refresher and pack test, PPE inspection
 - 2nd (Apr/May/Jun) - Progressive lay fire lines
 - 3rd (Jul/Aug/Sep) - Firing operations, reading fires
 - 4th (Oct/Nov/Dec) - Terms, paperwork and tool maintenance
- Task book to further supervision abilities
- Requests for special training shall be submitted through the standard training request.

369.4.2 PPE

- All team members will be provided the proper PPE after completion of the initial red card class and their pack test.
- PPE to include:
 - Helmets and goggles
 - Wildland gloves
 - Wildland shirt and trousers
 - Wildland boots: Team members will be required to purchase their own boots for wildland firefighting. As a minimum, leather lace-up boots of sturdy construction

which must extend upward a minimum of eight inches above the top of the sole to the lowest point of the top of the boot. The sole of the boot must be slip-resistant. The boot must also be NFPA Certified for wildland firefighting to be eligible for stipend reimbursement. After 3 deployments with the wildland team, members will receive a boot stipend of \$300 toward the purchase of their boots. Boots will remain the property of the employee. Replacement of boots will follow the same process (employee purchases, three deployments, stipend reimbursement) employees will be eligible for replacement every other year, if they have gone on three deployments in that period. All other PPE issued will remain the property of the Fire District.

- Fire Shelter Pack: Team members will utilize a team fire shelter and pack for their first 3 deployments. After their 3rd deployment, they will contact the Wildland Team Coordinator who will issue them a personal fire shelter and pack. A sufficient number of team packs will be available so that team members who deploy will have a pack available.
- PPE will be checked after each deployment, and the employee is responsible for ensuring their assigned equipment is ready for service
- PPE will be inspected and documented in Check-it every year during 1st quarter training
- If there are any PPE-related issues, document in Check-it and submit a request to the wildland team coordinator, who will assist with new PPE or repairs.

369.5 MOBILIZATION PROCESS

The mobilization process will follow the following process.

369.5.1 SIGNING UP FOR MOBILIZATION

- Sign-ups will be on a voluntary basis
 - Although any employment status is eligible to be on the team, it is preferred that probationary firefighters not be deployed for long periods of time during their probation. Deployment of a probationary member must have prior approval of the Assistant Chief of Operations. Once off probation, that team member will again be eligible for deployment based on the deployment priorities listed below.
- Signups will be for a week at a time (be prepared for 14-day deployments)

- Signing up for a deployment and refusing to mobilize during the sign-up period they selected more than once will result in the individual being placed at the bottom of the priority list and remove them from future sign-ups that year.
 - If an individual finds themselves unable to complete a week they were signed up for, they can remove themselves from the list before a mobilization request comes in without penalty.
- The district reserves the right to pick an appropriate team of personnel that balances both the deployment needs and the needs of the district staffing.

369.5.2 ACTIVATION OF DEPLOYMENT TEAM

- The Wildland Team Coordinator will receive the request and confirm the availability of team members according to sign-ups.
- If a team member signed up is on shift, they will still be expected to deploy, provided the staffing for the day is above minimum or their position can be filled using the normal OT call-out process. If no backfill is available, the person will not be part of the deployment.
- The Wildland Team Coordinator or designee will send a notification to all Wildland Team members. The notification will be sent to the individual's primary contact phone number. The notification will include the date and time of deployment if known. Normally, this will be "immediate need".
- Team members must respond within the given time frame of 10 minutes.
 - They must include a message with their response to be eligible for deployment. This message would normally be "available" or "unavailable." It is preferred that team members respond regardless of their position on the sign-up list so the Team Coordinator knows the total number of people available.
 - The Wildland Team Coordinator will issue a test message to all team members at the beginning of the season to ensure they are getting messages and know how to respond. This will normally occur during the annual refresher training.
- There is no immediate requirement to notify team members of the deployment destination. Details of the deployment location, type, and length, if known, will be given after a team has been assembled or as soon as practical.
- Those individuals who acknowledge the message will be given priority based on eligibility:
 - Individuals signed up for the week

- Unit Lead
- Experience (In state / Out of state)
- Number of deployments for the year
- If multiple units are requested, it is up to the Wildland Team Coordinator and the Assistant Chief of Operations to determine the crew makeup and which units/ crews will be sent. Ultimately, the final decision to deploy will be made by the Assistant Chief of Operations based on the current status of the organization, staffing levels, and any other considerations that may affect the safety and operations of the district.
- Once the roster is established and turned in to the regional mobilization coordinator, there is typically no option to add personnel to the deployment roster or make alterations.
- Personnel who signed up for deployment but were not selected to deploy are encouraged to assist in backfilling vacancies to ensure the success of the program.

369.5.3 WHILE ON DEPLOYMENT

- Professionalism is required at all times while on deployment. South Whidbey Fire and EMS is still represented, and all applicable policies and procedures will be in place. Employees mobilized to an incident shall promote and maintain a harmonious and productive work place environment.
- Follow proper chain of command: Unit Lead, Wildland Team Coordinator, Assistant Chief of Operations. The Crew will report directly to their Strike Team leader for daily assignments, fire assignments, and other activities.
- Crew issues, swaps, and maintenance issues will be coordinated with the Wildland Team Coordinator and Assistant Chief of Operations.
- Crews will not consume alcohol or any mind altering drugs in camp or on the fire line.
- Crews will not have any sexual relations while on deployment.
- Mobilized employees are required to follow all SWFE rules and policies. Allegations of misconduct will be investigated and could impact the individual employee and/or district's ability to participate in future State Mobilizations.
- All personnel participating in a mobilized incident will abide by all federal and state laws prohibiting any form of discrimination or harassment. All forms of discrimination and harassment under state and federal laws are prohibited. All incidents of discrimination

or harassment reported by personnel at the incident are reported to the State Fire Marshal's Office and investigated.

- Sexual relations while on deployment are strictly prohibited
- It is the Washington State Patrol's and all participating agencies policy to maintain a drug and alcohol-free workplace for all personnel deployed to a mobilization. The unlawful manufacture, distribution, dispensing, possession or use of controlled substances (including alcoholic beverages) in the workplace or assigned workplace is prohibited. In addition to criminal prosecution, employees violating this prohibition will be subject to dismissal from the mobilization under the terms of the Fire Mobilization Plan
- Any occurrence of improper behavior will result in immediate removal from the deployment and removal of the individual's ability to deploy in the future. Improper behavior will result in disciplinary action as established in SWFE policy and the collective bargaining agreement with IAFF 5212 as appropriate.

369.5.4 RETURNING FROM DEPLOYMENT

- The Unit Lead is responsible for all paperwork submission.
 - Paperwork for deployment includes all crew time reports signed by each employee, the state deployment paperwork for the apparatus signed by the unit leader, any receipts for fuel, hotel, food or other items purchased during the deployment with department credit cards.
 - This paperwork should be collected and submitted to the Finance Officer.
 - Individuals who fail to submit completed crew paperwork upon return from deployment will lose their status as Unit Lead. It is critical that to the success of the program that the department be able to receive reimbursement for its time on deployment and the paperwork completed and signed is necessary to complete that process.
- Apparatus should be fueled, restocked, cleaned and placed back in service. Personal gear and any other items added or removed from the apparatus for the deployment should also be returned to their normal location promptly.
- All PPE and tools inspected and placed back in service promptly.
- Any employee who has been deployed for 72 hours or more and returns from deployment during a normal work shift will follow the rules set forth in the collective bargaining agreement with IAFF Local 5212 and SWFE.

369.6 ROLES AND RESPONSIBILITIES

369.6.1 ADMINISTRATIVE RESPONSIBILITIES

- Ensure contracts, agreements, and other processes are in place to coordinate participation in regional, state, and out-of-state deployment is possible.
- Manage the reimbursement process through the state and EMAC sources.
- Ensure training requirements and program practices are up to date
- Manage recruitment and retention to ensure there is adequate staffing in the program.
- Manage and review IQS requirements and coordinate with the Department of Natural Resources Training Coordinator on Task Book issuance and completion for all team members. This includes submitting an annual department wildland experience record report.

369.6.2 WILDLAND TEAM COORDINATOR RESPONSIBILITIES

- Oversee the annual budget for PPE, training and expenses.
- Submit budget amendments / requests to the Assistant Chief of Operations annually.
- Inventory the wildland equipment annually
-

369.6.3 COMPANY OFFICER RESPONSIBILITIES

- Follow the Policy and Procedure as stated.
- Ensure firefighters and paramedics are aware of the wildland team, its requirements, and expectations.
- Assist in backfilling of line staff positions while members are on deployment
- Assist as necessary with the deployment and return of resources to service after deployment.

369.6.4 WILDLAND FIREFIGHTER RESPONSIBILITIES

- Ensure the annual training is completed

- Ensure the Wildland Team Coordinator has up to date contact information and that they are aware of how to receive and reply to deployment notifications properly prior to them occurring.
- Maintain individual time records for deployments and submit a wildland experience record to the Training Chief annually
- Ensure their task books are maintained and signatures are gathered for tasks completed.
- Submit completed task books to the Training Chief for entry and review in the IQS system.
- Maintain and carry a current copy of the Red Card on their person during deployment. Failure to arrive at a fire without proof of red card certification may result in loss of pay and travel expenses for the employee.