

Shoreline Fire Department

BOARD MEETING DATE: August 21st, 2025

Chief Cowan

RFA Activity Reports

The following are noteworthy activities and/or meetings completed since the last Governing Board meeting:

Hiring/Succession Development

- Are looking into how to add finance specialist position to address workload and scope of work concerns. Will need to adjust job descriptions and work with Labor to collaborate, especially as we are moving closer to approval of administrative positions being added to Union.

Staffing

- We have 9 accepted conditional offers for entry level Firefighter positions.

Negotiations

- Union voted and approved the Uniform CBA.
- We have a tentatively agreed to Chief Officer CBA.

Contracts

- No update on NEMCO status.
- Vector Solutions work progressing well with Bothell onboarding. Vote by Bothell City Council expected on September 9th for full approval of adopting CBA and policy language.

North King County Training Consortium

- Upcoming training on EV fires, water rescue, and tech ops.
- Also will be coordinating training with KCSO for helicopter and boat operations.

Budget

- Our 2026 budget season is starting, with first meeting on September 9th.
- Have finished some of the reconciling of accounts, but still working to finish all transactions and transfer to RFA accounts.

Strategic Activity

- Station 57 Generator Replacement is ongoing and working on HVAC options.
- New ladder truck is coming along and should be to Hughes later this month, then to us later this fall for final preparation. Fire engine to follow in early 2026.

Public Records Requests

- Significant requests at this time.

Noteworthy Meetings/Activities

- August 20 – King County Fire Chief Association Meeting
 - Bi-monthly meeting to discuss regional issues.
- August 20 – Executive Team Training
 - Meeting to discuss cultural issues.

- August 26 – Labor Management Committee Meeting
 - Meeting to discuss ongoing challenges.
- August 26 – Sno10 BOC Meeting
 - Commissioner meeting.

Incorporated into the above Board meeting minutes by reference.

Submitted by: Chief, Matt Cowan