



Grant County Fire District No. 8

20643 Rd 22.5 SW
Mattawa, WA 99349
(509) 932-4777
Fax (509) 932-4747

Board of Commissioner Special Meeting Minutes

The special meeting of the Board of Fire Commissioners of Grant County Fire Protection District No. 8 (District) was held on March 25, 2025 for the purpose of holding a Strategic Planning Workshop. The meeting was held in person and via Zoom and information for the public to participate was posted on our website and at the main station March 5, 2025. The meeting was recorded by Zoom.

The meeting was called to order by Commission Chair Russell Brixey at 16:00 hours.

The Pledge of Allegiance was spoken.

Commissioners present: Russell Brixey, Scott Nesbit, Josh Seanard, Richard Jenkin, and Debra Crain. A quorum was established.

Others present: Chief Matt Hyndman, District Secretary Barbara Davis

There were no members of the public were present to be welcomed and invited to comment.

The agenda was reviewed. A motion was made to approve the agenda as presented. **Motion: Seanard. Second: Jenkin. Motion approved unanimously.**

Strategic Planning Workshop: Chief presented the Board with slideshows on Apparatus, Facilities, and Staffing (attached). District Secretary Davis presented a slideshow on the Finance Plan (attached). There was discussion on each topic.

1. **Apparatus Plan Overview:** Chief presented an overview of the apparatus plan and current fleet. He discussed the replacement schedule for various vehicles, including ambulances, structure engines, and command vehicles. We are awaiting the results of an AFG grant application to replace an older tender with a new pumper tender, which would provide dual credit for both an engine and a tender. Chief also explained how the Washington State Rating Bureau evaluates fire departments, considering factors such as equipment age, personnel, training, and water supply capabilities. The District is working towards improving its rating, which could lead to lower insurance rates for homeowners in the district.

Apparatus Standards and Future Plans: Chief discussed apparatus standards and future plans. He explained that we will continue using 4x4 pickup trucks for command vehicles and 4-wheel drive chassis ambulances. For structure engines, we aim for minimum 4-man cabs with EMS response capabilities. We plan to build 6x6 type 3 trucks in-house when possible, using diesel-powered pumps for improved safety and efficiency. Chief also mentioned the need for more tactical tenders and the potential replacement of road tenders with pumper tenders. Additional apparatus needs include replacing 831 with a pumper tender, acquiring more 6x6 trucks, and potentially obtaining a smaller ladder truck for Station 82. Chief also expressed interest in a 10,000-gallon tanker trailer for wildland fires and discussed building a tech rescue Humvee in-house.

Apparatus Acquisitions and Improvements: Chief discussed recent acquisitions, including semis, trailers, dozers, a Polaris Razor, and a zodiac boat. He explained how these assets can be used for firefighting and potentially generate revenue. Davis also mentions the department's efforts to improve their WSRB rating, which involves factors such as apparatus, training, and certifications. She highlights the benefits of having

resident firefighters and discusses plans for expanding living quarters. The department is working on improving their capabilities for both land and water-based firefighting operations.

Equipment and Grants Overview: Chief provided an overview of equipment and grants acquired through DNR and PPMS in the past year, including spare engines, vehicle lifts, tires, gloves, headlights, and various truck parts. He also mentioned successful grant applications, including Phase 2 and 3 grants for radio communication and equipment, as well as a computer grant.

2. **Facilities Plan Overview** – Chief discussed facilities, focusing on Stations 81 and 82, their layouts, and property specifications. The conversation concluded with a discussion about potential upgrades to Station 82 and the challenges of making it wheelchair accessible, including the requirement for an elevator in multi-story buildings.

Station 81 Improvements: Chief discussed plans for Station 81, including a new shop building and future training building. The shop project is in progress, with an addendum being made to clarify the bidding process. The 60 by 50-foot building will include a conditioned space shop and storage for reserve apparatus as well as adding fuel tanks. Other needs included HVAC repairs at the main station and addressing storage issues. Chief discussed the possibility of a training facility, exploring cost-effective options like custom-built container structures.

Station 82 Upgrade and Relocation Plans: Chief discussed plans for Station 82, including potential upgrades and relocation options. He proposed exploring the purchase of 2-3 acres of nearby land to build a new station with drive-through bays and living quarters. The group also considers adding temporary living quarters to the existing station as a short-term solution. Chief emphasized the need for community involvement in the decision-making process and suggests holding town hall meetings to gather input. The discussion touched on response times, partnerships with law enforcement, and funding options like grants and bonds.

Station 83 Improvements: Chief proposed adding modular resident quarters at Station 83 to improve response times and boost their rating. He also mentioned the need for a well at the station.

Commissioner Brixey called for a break at 17:37 for 10 minutes and the meeting resumed at 17:45.

3. **Staffing Vision and Current Needs:** Chief discussed the staffing vision and current needs. The vision includes prioritizing exceptional training and empowering staff to reach their highest potential. Current staffing includes the fire chief, business manager, office assistant, 6 paid firefighter EMTs, 6 residents, and about 20 volunteers. Key needs identified are a full-time mechanic, a deputy chief to oversee training and safety, and expanding the resident program. Chief also mentioned the potential addition of paramedics, which is supported by the medical program director, Dr. Hodges. The District aims to maintain wages and benefits at 60% or lower of the total budgeted operating expenditures. Chief noted that staff turnover has decreased, and they are working on creating a positive work environment for both paid staff and volunteers.
4. **Financial Long-Term Planning:** Davis reviewed the history of assessed valuation and levies. She discussed the long-term financial and operational planning. Davis presented a timeline of planned equipment purchases, facility upgrades, and staffing changes over the next 5-20 years. Key points include replacing an ambulance in the near future, hiring a mechanic next year, and potentially hiring a deputy chief in 2028 to prepare for her

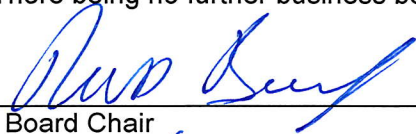
retirement in 2029. The District plans to seek various grants and may need to increase levy rates in the future to support increased costs. Davis also noted potential changes to grant funding sources and recommends considering adding a community paramedicine program.

Next steps

- Chief to explore options for adding resident quarters at Station 83, including potential modular construction.
- Chief to investigate drilling a well at Station 83 and associated costs.
- Chief to look into repairing the leaking roof at Station 82.
- Chief to explore temporary housing options for staff at Station 82.
- Davis to prepare financial projections for a potential levy increase in 2028.
- Chief to continue pursuing grants for apparatus and equipment replacement.
- Davis to monitor the GEMT program funding and its potential impact on the district's finances.
- Chief to continue efforts to hire a full-time mechanic.
- Chief to begin planning for the hiring of a Deputy Chief position in 2028.
- Davis to prepare for retirement and transition planning in 2029.
- Davis to explore community paramedicine program options.
- Davis to continue monitoring FEMA grant opportunities and potential changes to the program.
- Chief to proceed with ordering a new ambulance to replace 898.
- Chief to continue efforts to increase the resident program size as facilities allow.
- Chief and Davis to prepare for community meetings to discuss future plans and potential levy increases.

Additional Business: None

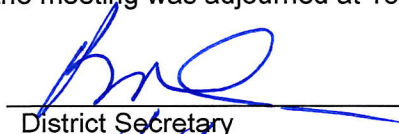
There being no further business before the Board, the meeting was adjourned at 18:55 hours.



Board Chair

4/8/25

Date



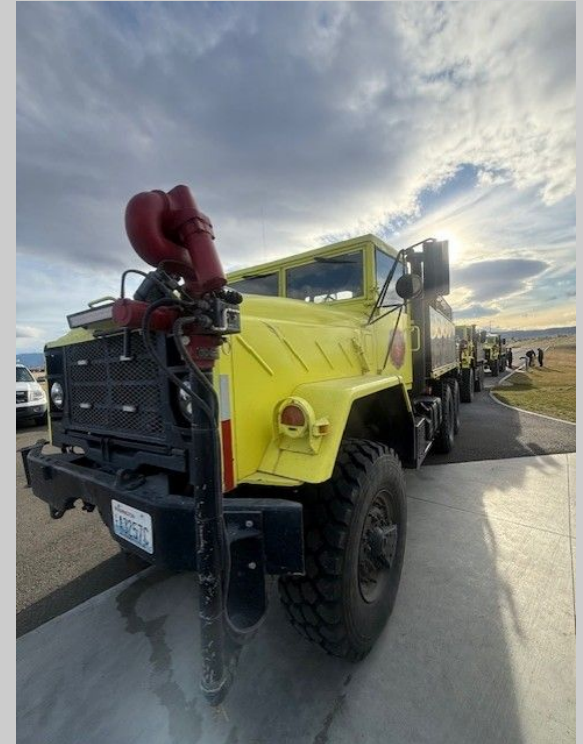
District Secretary

4/8/2025

Date

Apparatus Strategic Plan

3/25/2025





Apparatus Plan

Focused on the needs of our district's coverage area not only for now, but in the future. Keeping in mind influences from our district personnel, tax payers input, and financial resources. Replacing apparatus in a cost effective manner.

Station 81 Apparatus

- Tender 810, 2012 Freightliner
- Engine 81, 2007 Pierce
- Ladder 81, 2011 Pierce
- Brush 818, 2016 Ford F-450
- Brush 817, 2006 Military 6x6
- Brush 819, 2007 M1083 6x6
- Ambulance 897, 2022 Ford F450, 4x4
- Ambulance 896, 2020 Ford F450, 4x4
- Command 801, 2022 Ram
- Command 8100, 2021 Chevy Tahoe



Station 82 Apparatus

- Tender 820, 2012 Freightliner
- Brush 828, 2008 Ford F-550
- Engine 821, 2002 Freightliner
- Brush 826, 1991 Military 6x6
- Brush 827, 1991 Military 6x6
- Ambulance 899, 2013 Ford E-450
- Brush 829, 2004 Military 6x6



Station 83 Apparatus

- Tender 830, 1995 Freightliner
- Engine 831, 1994 Ford
- Brush 837, 1985 Military 6x6
- Ambulance 898, 2003 Ford E-450
- Reserve Engine 811, 2001 Freightliner





Our current replacement plan

Ambulances are replaced at 12 years

Structure engines are replaced at 25 years

Command vehicles are replaced at 8 years

6x6's and Tenders replaced as needed, usually due to cost to operate

Quick responses are replaced at 20 years

What's Overdue and What's close



- Engine 831 was supposed to be replaced in 2020. We did a AFG Grant to replace 830 with a Pumper tender. We've made it through the Peer review and now we are in the technical review. This truck would become a dual rated truck for station 83.
- Engine 821 was due for replacement in 2024. If we get the grant for replacing 830, then we would do a grant to replace 831 with a new structure engine with FEMA's AFG grant. This would then become the primary engine for Station 81 and Engine 81 would become Engine 82.

Reserves

- 811 is our first reserve engine
- If we get the pumper tender grant then 831 would be a reserve truck and we wouldn't get docked for age of fleet anymore in our WSRB rating.



How do we go about adding or replacing?

- Questions to ask when adding or replacing apparatus.
 - How does this affect our WSRB rating?
 - Does this fit our plan?
 - How does this make what we do better for our taxpayers?
 - What are the long term effects of this piece of apparatus, Pros and Cons?
 - Does the apparatus committee agree on the decision?



Apparatus standards moving forward

- Command Vehicles should be 4x4 pickups with a canopy and and slider in the back. This keeps gear in the back of the vehicle where it is protected and for safety.
- Ambulances will continue to be 4x4 chassis and after the next build we will go with mounting our existing box on a new chassis.
- Structure Engines will be a minimum of 4 man cabs, be able to carry all necessary tools and equipment which includes EMS response equipment.
- Does it fit the needs for now? Does it fit the needs for the future?



Apparatus standards moving forward

- 6x6 type 3 trucks will build in house whenever possible. We will stick as close to our current design in builds to ensure that apparatus stays familiar in the way it functions.
- Tenders will be specific to the needs of the district. We have both road tenders and tactical tenders.
- Quick responses need to be built to go off road. They will need to have the running gear and tires on them to go off road.



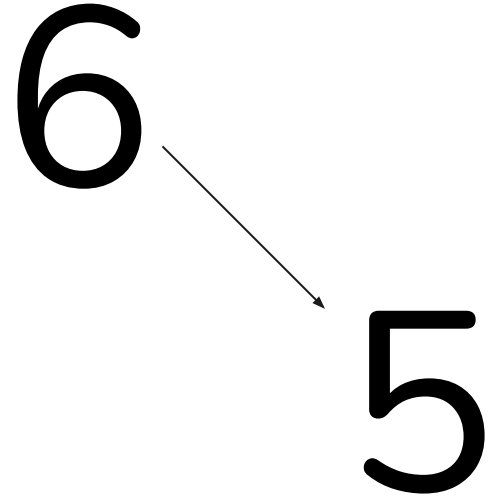
Additional apparatus needs

- Structure Engines
 - Try to replace 831 next year with AFG Grant if we get the pumper tender grant
- Tech rescue Humvee. This build is on hold until the shop is complete.
- More tactical tenders, Trucks would come from DNR and we would have tanks built for them by Randco.
- More 6x6 brush trucks. Would like to be at 8 total. We are at 6 currently.
- Off road service truck for wildland fires. Currently have the truck and some of the components. Waiting to build until shop is done.
- Smaller ladder truck for station 82, only if we can get through PPMS program.
- Semi truck with 10,000 gallon tank trailer.
- Order a new Ambulance in 2025



WSRB apparatus information

- We get points against us for aging of fleet. If we get to 2 reserve engines, that goes away and our age of vehicles doesn't matter. We can rebuild instead of replace in often cases. If we get the AFG grant we will be there.
- Tenders give us more credit for our rating.



What have we done since the last meeting.

Apparatus added

- 2-Volvo Semi Trucks
- 1-3 axle beavertail semi trailer
- 1-4 axle lowboy trailer
- 1 Military combat dozer
- 1 D6T Dozer
- 2 John deere disks for the dozers
- 1 Polaris razor for Dozer boss
- 1 Clark Forklift
- 1 Air conditioned, heated bathroom trailer
- 1 Zodiac boat
- 1 Small John deere tractor with snow plow blade

These items may be used, but we got them at not cost and also got funds to get them in service. The value of everything above is over \$1.5 million






What else we have gotten through DNR and PPMS in the last year

- 3 new spare engines for our 6x6's, valued at \$55,000 each
- Vehicle lifts for lifting our big trucks, valued at \$110,000
- Spare tires for many different trucks and trailers, valued at \$15,000
- Pallets of Nitrile mechanics gloves, valued at \$6,000
- 20 projector beam headlights for the military trucks valued at \$15,000
- Other spare truck parts like starters, door handles, electrical panels, winches, voltage regulators, radiators, hoods, and more. Valued at about \$30,000
- Other shop tools like, drill press, band saw, pedestal grinder, bead blast cabinet, truck wheel balancer, tire machine, parts washer, air compressors, tesla jump packs, battery chargers, and other misc tools. Valued at about \$56,000
- Welding trailer to put welder on service truck. Valued at \$30,000
- LED readerboard, valued at \$20,000
- DNR Phase 2 Grant 3 years in a row at \$18,000 each time
- DNR Phase 3 Grant 3 Years in a row at \$7,500 each time
- DNR Computer Grant last 2 years in a row at \$4,000 each time.
- AFG grant we got \$286,000 worth of hoses and nozzles

This is over \$750,000 worth of things that take stress off the budget for now and the future and set us up for continued success.



Strategic Plan Facilities 2025



Station 81

Built in 2021

5 drive through bays

Living quarters

6 bedrooms

4 offices, 1 training room



Property specifics for Station 81



Station 82

Original building built in
1980

Added on to in 1990

5 bays



Property specifics for Station 82



Station 83

Originally built in 1987

Added onto in 2004

5 bays



Property specifics for Station 83





In the works

Currently in the process of building a 60' x 120' shop/storage building to include

- 60' x 50' shop with conditioned space
- Storage rooms to include for PPE, Parts and tools
- Reserve apparatus storage
- More area to work out inside during bad weather
- An area to assemble some of our training props to train with that we have built
- A 20' covered roof off the back to have covered outdoor storage
- Fuel tanks to include gas and diesel so we can buy fuel in bulk to save money and fuel up on sight

Moving Forward

Needs:

HVAC on Station 81 needs repaired

Lack of storage space, **shop will solve**

No place to build trucks and mechanic, **shop will solve**

No place to store reserve apparatus, **shop will solve**

No place to add apparatus for the future, **shop will solve**

Living quarters for residents

Training facility

Station 82's roof is leaking and needs repaired

Build a new station 82





Residents quarters

Station 83 resident quarters?

- We need to drill a Well
- Would fill a gap in coverage out there
- We have the space to do something
- Would greatly help our WSRB rating
- Would allow us to potentially expand our resident program
- Could do a modular like a triple or quadruple wide with 6 rooms
- Meeting with Tom Dent on this topic



Training Facility

Start with a larger open area that has a large concrete pad and drainage for water.

Start with a small training prop and build what we can. Talked to Wenatchee Fire and they are building their own. They just bought a bunch of containers and fire some fabricators to cut them up and build them to there engineered drawings.

Focus on getting grants to build a larger training facility with a burn room in it. I will be meeting with Tom Dent on this.

Station 82

Current station's roof leaks and needs better ventilation for the summer. It gets to hot inside.

We need to increase the size of the station

Add drive through Bays

Add living quarters for the future

Small offices, possibly partnerships with Sheriff's office and WSP

Problem: We are limited to the size of the property.
1.25 acres





Station 82 options

Do we try and make the land we own work?

Do we explore possible other land options?

I feel a town hall style meeting with Desert Aire residents would benefit the planning of this project. What do they feel we need to provide them the service they would like. Would they support a bond?

Possible land ideas for 82





Timeline, What can we afford?

Grants?

Levy?

Bonds?

Staffing

Staffing Strategic Plan 2025
We've come a long way



Staffing vision

Our vision is to become a fire district that prioritizes exceptional training, empowering both paid staff and volunteers to reach their highest potential. We are committed to fostering an environment that promotes continuous improvement, enabling our team to excel in all aspects of their roles. By making strategic staffing decisions, we aim to strengthen our district and ensure the highest level of service for our community. Our goal is to distinguish ourselves by developing confident, skilled firefighters, EMTs, and leaders who will set the standard in the fire service. Alongside this, we are dedicated to improving our WSRB rating and enhancing overall efficiency.

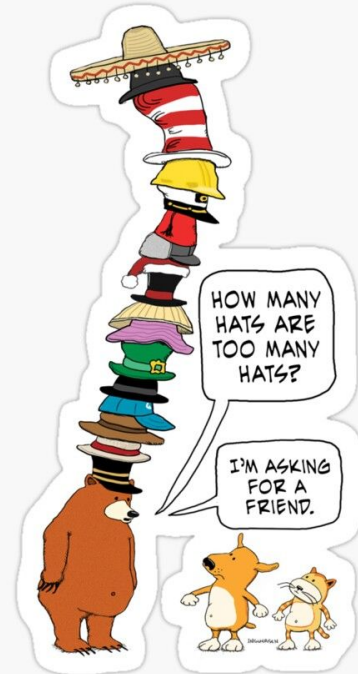
Current staffing

- Admin
 - Fire Chief
 - Business Manager
 - Office Assistant
- Line Staff
 - 6 paid Firefighter/EMT's
- Residents
 - 6 residents
- Volunteers
 - 20 Volunteers



District Needs

- Full Time Mechanic
 - Paid staff does the maintenance services, Chief is doing the repairs and building of trucks
- Deputy Chief
 - Need someone to take over the training and safety of our department to get us to the next level
- Increase resident program
 - Adding to our resident program increases the amount of staff on duty.
- EMS Administrator
 - Currently done by Business Manager
- Move to having Paramedics in the future - maybe 2 to 3 years out
- Possibly 3 more line staff once we start reaching 1,200 calls or more.



How do we fill the needs?

Our goal is to maintain wages and benefits at 60% or lower of total budgeted operating expenditures

With that being said, SAFER grants are a possibility to support some positions financially

We applied for one in 2024 for a recruitment retention/training officer but did not get it.

We must wait until our budget can afford to add staff. We don't want to deviate from the 60%

Problems

These were our problems of 2023

Our biggest thing we deal with in paid staff is turn over, 7 in 2 years. How do we fix this?

- Competitive wages
- Benefits
- Shift work
- Great work environment
- Way to advance
- Ongoing education

In 2024 we only had 2 people leave

Our wages have gotten better and we have created an environment that people want to be a part of.



Paramedics

Our MPD is supportive of adding paramedics and providing ALS services.
What are the obstacles?

- Increase in Wages for medic staff
- Liability of having narcotics and a ALS service

How do we get there?

- We have current staff that want to become paramedics
- Put together a tuition assistance program to help pay for medic school with a signed commitment

Benefits

- Provide immediate ALS providers to calls
- Provide Paramedicine to our local community through the clinics and the hospitals, also a source of income.

This was the timeline in the beginning of 2024

Timeline

- 1-3 years
 - Replace 831, with an AFG Grant
 - Training facility with burn rooms, Grant funded
 - Training/recruitment retention officer, SAFER funded
 - Order new ambulance to replace 898
- 3-5 years
 - Have paramedics on staff
 - Build more 6x6's or tactical tenders as time and funds allow
 - Get a residents quarters in place at station 83
 - New Command vehicle to replace 800
 - Keep looking for a Dozer and truck and trailer through DNR
 - Hire a full time Mechanic
 - Pumper Tender to replace 830
- 6-10 years
 - Once we get to 8 6x6 brush trucks start phasing out the old M923 trucks and put tanks on new chassis through DNR
 - Station 82 upgrade or replacement
 - Continue to replace apparatus as timelines warrant
 - Possibly add 3 more line staff if call volume warrants it
 - Complete training grounds at station 81
- 10-15 years
 - Add to station 83
 - Upgrade Engine 821
- 15-20 years
 -

This is what has been accomplished

Timeline

- 1-3 years
 - Replace 831, with an AFG Grant-**AFG grant was written and submitted for a Pumper Tender, We here if we got it around May of this year.**
 - Training facility with burn rooms, Grant funded-**Still searching for Grants for this. Talking with Tom Dent.**
 - Training/recruitment retention officer, SAFER funded-**We did not receive this grant and that was OK.**
 - Order new ambulance to replace 898-**May be putting in our letter of intent for the next one late this Fall**
- 3-5 years
 - Have paramedics on staff
 - Build more 6x6's or tactical tenders as time and funds allow
 - Get a residents quarters in place at station 83
 - New Command vehicle to replace 800
 - Keep looking for a Dozer and truck and trailer through DNR-**We have gotten 2 dozers with 2 trucks and 2 lowboys with 2 disks in the last year**
 - Hire a full time Mechanic
 - Pumper Tender to replace 830-**Grant written for this**
- 6-10 years
 - Hire a Deputy Chief
 - Once we get to 8 6x6 brush trucks start phasing out the old M923 trucks and put tanks on new chassis through DNR
 - Station 82 upgrade or replacement
 - Continue to replace apparatus as timelines warrant
 - Possibly add 3 more line staff if call volume warrants it
 - Complete training grounds at station 81
- 10-15 years
 - Add to station 83
 - Upgrade Engine 821
- 15-20 years
 - ???

Funding all of this

Before we try and fund all of this we need to hold multiple town hall meetings on what the community feels like the fire department should look like. Ask all the hard questions and have community buy in to our plan. Instead of making a plan and asking them to join in we should have them help make the plan so they are already invested.

Levy money only goes so far so we have to continue to utilize:

- Grants
 - AFG
 - SAFER
 - DNR
 - Other State and Federal Grants
- Bonds
- PPMS

Strategic Plan

Finances

3.25.2025

Agenda

01

Strategic plan overview

02

Financial goals

03

Financial plan

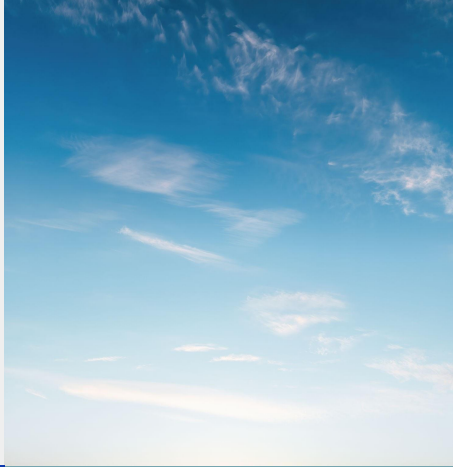
04

Discussion

05

Review

Overview



District Vision

Strategic Plan

- Apparatus
- Facilities
- Staffing
- Finance

Apparatus Plan

- Replace ENG831 & ENG821
- Add 1 Brush Truck
- UTV/Humvees
- Replace AMB 898

Facilities Plan

- Garage/Shop
- Add parking at Stn 81
- Well at Stn 83
- Quarters at Stn 83
- Stn 82 build

Staffing Plan

- Mechanic
- Deputy Chief
- Business Manager
- Paramedics

Financial Plan

- Levies
- Charges for Services
- Reserve Funds

Financial History

Levy and
Assessed
Value History



2012 and before

- Levies went from \$286,950 in 2000 to \$295,898 in 2012 (2012 did not have an EMS levy due to not filing a ballot measure).
- Assessed Value went from \$228,064,218 in 2000 to \$425,595,581 in 2012.
- This represents a 3% increase in levies and an 87% increase in assessed values.

2013-2022

- Levies went from \$427,327 in 2013 to \$978,476 in 2022.
- Assessed Value went from \$428,107,060 in 2013 to \$770,949,265 in 2022.
- This represents a 127% increase in levies (general levy renewal in 2020 and EMS levy lid lift in 2019) and an 80% increase in assessed values.

2023-2025

- Levies went from \$1,087,941 in 2023 to \$1,618,326 in 2025.
- Assessed Value went from \$839,674,809 in 2013 to \$1,092,431,808 in 2022.
- This represents a 80% increase in levies (general levy lid lift in 2023 and EMS levy renewal in 2025) and a 30% increase in assessed values (annexation of City of Mattawa).

2026 and beyond

- The general levy 6-year lid lift ends in 2028. The levy rate will average about \$0.95/\$1,000 (using the 6%).
- The EMS Levy renews every 6 years at the statutory maximum of \$0.50/\$1,000. Next renewal is in 2030 for 2031.
- Assessed values have increased an average of 9% over the last 5 years and 6% over the previous 5 years.

Fund Balances

1

General

\$506k

2

EMS

\$675k

3

General Reserve

\$517k

4

EMS Reserve

\$353k

5

Building

\$890k

	Needs	Funding
Apparatus	<ul style="list-style-type: none"> • Structure Engine • Tech Rescue Humvee • Tactical Tenders • 6x6 Brush Trucks • Off Road Service Truck • Short Ladder (Stn 82) • Semi w/10,000 gal tank • Replace AMB 898 (2025-26) 	<ul style="list-style-type: none"> • AFG Grant • DNR Grants • PPMS Program • General Reserves • EMS Reserves
Facilities	<ul style="list-style-type: none"> • Station 81 HVAC • Living Quarters for Residents • Training Facility • Station 82 Roof Repairs • New Station 82 	<ul style="list-style-type: none"> • Capital Budget (major repairs) • Explore Grant Opportunities • Explore Bond Measure and/or LOCAL Program
Staffing	<ul style="list-style-type: none"> • Mechanic • Deputy Chief/Training Officer • Business Manager • Paramedic/Firefighters • Increase number of Residents 	<ul style="list-style-type: none"> • Mechanic Salary Range: \$55,250-\$65,000 • Deputy Chief Salary Range: \$85k-\$100k • Business Manager Salary Range: \$81k-\$95k • Paramedic Salary Range in CBA

2026-2028

Goals

- Order replacement for AMB898 (2025)
- Hire Mechanic (2026)
- AFG Grant funded replacement of ENG831 (2026)
- Training Facility Grant funded (2027)
- General Levy increase ballot measure (2028)
- Hire Deputy Chief (2028)

2029-2033

Goals

- Paramedics (2029)
- Resident quarters at Station 83 (2029-2030)
- Increase # of resident positions (2029-2030)
- Replace COM800, TEN830
- Build 6x6s and/or tactical tenders

2034-2038

Goals

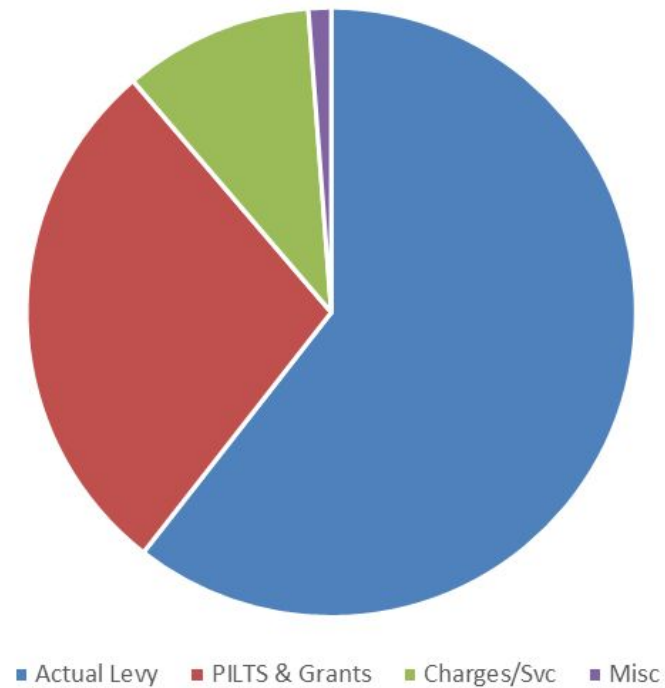
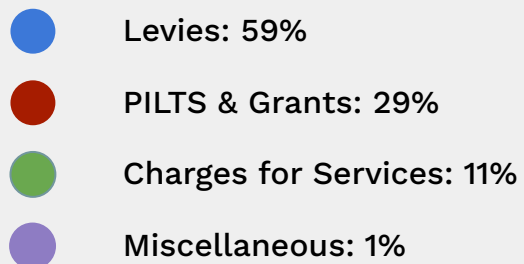
- Replace brush truck chassis as needed
- Complete training grounds at Station 81
- Review call volume to add 3 more line staff as needed
- Upgrade/replace Station 82

2039-2045

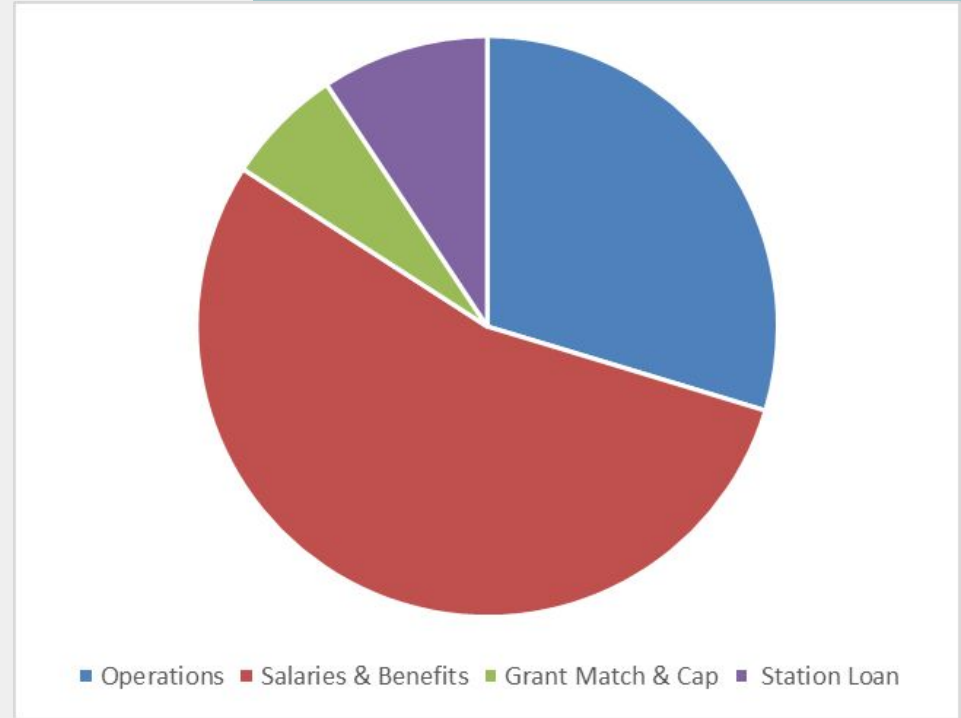
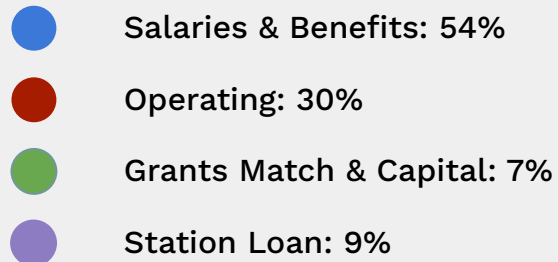
Goals

- Add onto Station 83
- Replace ENG821

Revenue Mix for 2025



Expense Mix for 2025



1

2

3

4

5

6

Consideration 1

The general levy rate will need to be increased to support increased salary, benefits, and operations costs. Recommend a single year lid lift in 2028 for 2029 from 2028 rate of ~\$0.95/\$1,000 to \$1.25/\$1,000. Needs a super majority.

Consideration 2

Funding for GEMT will likely decrease in the coming years. Contracts for services are limited. Recommend changing the Funds Management Policy cost share ratio from 50:50 to a ratio that is in line with the revenue ratio.

Consideration 3

Additional administrative staff such as a mechanic and a Deputy Chief will allow Chief to perform his leadership duties more efficiently and provide consistent training, EMS admin, Resident program coordination, and recruitment of volunteers.

Consideration 4

Reserve apparatus can be paired with part-time employees to go on State Mobilizations. Crews sent would be billed at a daily rate for apparatus and crew.

Consideration 5

Reportedly, DOGE has plans to eliminate or reorganize FEMA. Unsure of the future for our best source of grant funding for structure apparatus and gear as well as personnel.

Consideration 6

Adding a community paramedicine (or similar) program could add value to our communities and provide a less expensive service option for outpatient follow ups. Services are billable.

THANK
YOU