

**MARYSVILLE FIRE DISTRICT
A REGIONAL FIRE AUTHORITY
RESOLUTION NO. 2023-005**

**A RESOLUTION ADOPTING AND REPLACING PRIOR MARYSVILLE FIRE DISTRICT
2000 SERIES PERSONNEL POLICES**

WHEREAS, the Regional Fire Authority known as the Marysville Fire District provides fire suppression, emergency medical, fire prevention and other non-emergency services to and for the political subdivision of the City of Marysville and Snohomish County Fire District No. 12; and

WHEREAS, Marysville Fire District operates a “career” department, consisting of full-time firefighters; and

WHEREAS, The Board of Directors desires a comprehensive set of general guidelines and policies governing all personnel matters for all District employees, including employee conduct, workplace conditions, drug and alcohol policies, policies that implement state and federal employment laws, and other aspects of public employment; and

WHEREAS, these policies apply to all employees of the District. Certain policies – including those addressing behavioral expectations, unlawful harassment, confidential information and ethics – also apply to appointed and elected District officials, volunteers and interns. In cases where these policies conflict with an applicable state or federal law or an individual written employment agreement or collective bargaining agreement, the terms of the law or contract will control. In addition, employees covered by a collective bargaining agreement should look to that agreement as the exclusive source of information describing wages and fringe benefit entitlements.

WHEREAS, the policies contained in the Personnel Policy Manual, attached to this Resolution as Attachment #2 and incorporated herein by this reference, are general guidelines for the District’s current employment practices and workplace procedures. They are not intended to be a contract, expressed or implied, or any type of promise or guarantee of specific treatment upon which employees may rely, nor a guarantee of employment of any specific duration; and

WHEREAS, over six months ago, the District distributed draft copies of the attached Personnel Policies to representatives of the IAFF Local #3219 that represent District Firefighters and Battalion Chiefs, to District Leadership, and the District Attorney who has incorporated comments thus received into the version attached as Attachment #2 to this Resolution.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS FOR THE MARYSVILLE FIRE DISTRICT, A REGIONAL FIRE AUTHORITY, AS FOLLOWS:

1. The Marysville Fire District Board of Directors hereby approve and adopt the Personnel Policy Series 2000 attached hereto as Attachment #2 and incorporated herein by this reference. Said policy is adopted as the District’s personnel policies and shall be applicable to all employees, appointed and elected District officials unless preempted by state or federal law or in conflict with an existing employment contract or collective bargaining agreement.
2. This Personnel Policy Series 2000 attached hereto as Attachment #2 replaces all previous versions of the Personnel Policy Series 2000.

MARYSVILLE FIRE DISTRICT, A REGIONAL FIRE AUTHORITY

ADOPTED by the Marysville Fire District, A Regional Fire Authority, this 19th day of April, 2023 by majority vote of the members.

BOARD OF DIRECTORS


Board Chairperson

ATTEST:


District Secretary