



# Kitsap 911 Board of Directors Meeting

January 6, 2026 (12:30 to 2:00)

Via Hybrid Option of Zoom or in-person at the Norm Dicks Governance Center

*Mission Statement: We are Kitsap 911 providing exceptional public safety emergency communications services every day.*

## CONSENT AGENDA

**Consent Agenda** - All matters listed within the Consent Agenda have been distributed to each member of the Board as a separate document for reading and study, are considered routine and will be enacted by one motion of the Board with no separate discussion. If separate discussion is desired, that item may be removed from the Consent Agenda and placed on the Regular Agenda by a Board member or by citizen request.

[Click here to open the Board Meeting Packet. Click on blue text to view the item.](#)

- A. Approval of Minutes: [Board of Directors 12-02-2025](#)
- B. Approval of Payment of Claims
  - 1) [A/P Warrant Numbers: 7679 through 7757](#)  
Total \$2,347,362.09
  - 2) [A/P Electronic Payments: November 26 – December 26, 2025](#)  
Total: \$48,504.49
  - 3) [Payroll Dated: 12-05-2025 and 12-19-2025](#)  
Total: \$949,335.40
  - 4) [Use Tax Dated: Nov 2025](#)  
Total Increase: \$ 85.90
- C. Ratification of Executed Contracts (Includes contracts for budgeted items)
  - a. None



## **Kitsap 911 Board of Directors Meeting on December 2, 2025**

**Via Virtual Meeting and Norm Dicks Government Building**

### **ATTENDING:**

#### **Board of Directors:**

Jennifer Chamberlin, City of Bremerton  
David Ellingson, Fire Commissioner (Chair)  
Becky Erickson, City of Poulsbo Mayor  
John Gese, Kitsap County Sheriff's Office  
Clarence Moriwaki, City of Bainbridge Island  
Bob Muhleman, Fire Commissioner  
Rob Putaansuu, City of Port Orchard  
Christine Rolfe, Kitsap County Commissioner  
Katie Walters, Kitsap County Commissioner  
Greg Wheeler, City of Bremerton Mayor (Vice Chair)  
Dusty Wiley, Fire Commissioner

#### **Staff:**

Maria Jameson-Owens, Executive Director  
Brandon Wecker, Deputy Director  
Rachael Taylor, Human Resources Manager  
Steve Rogers, Finance Manager  
John Higashi, Technical Services Manager  
Scott Peabody, Radio Program Manager  
Barrie Hillman, Executive Assistant

#### **Absent:**

Eric Younger, City of Bremerton  
Oran Root, Kitsap County Commissioner  
Ken Bagwell

**Guests:**

Chief Joe Clark, Bainbridge Island Police Department  
Chief Rick LaGrandeur, North Kitsap Fire & Rescue  
Captain Aaron Elton, Bremerton Police Department  
Chief Jared Moravec, Bainbridge Island Fire Department  
Chief Jeff Faucett, South Kitsap Fire and Rescue  
Fire Commissioner Gerald Preuss, South Kitsap  
Bryce Odin  
Alex Boeddeker  
Jennifer Andrews

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**Call to Order:** Chair David Ellingson called the meeting to order at 1230.

**Additions:**

None.

**Public Comment:**

None.

**Consent Agenda**

Chair Ellingson introduced the consent agenda items.

**Director Clarence Moriwaki moved to approve the Consent Agenda including approval of minutes from the Board of Directors 11-04-2025 meeting; the approval of payment of claims for A/P Warrant Numbers 7626 through 7678 totaling \$1,537,419.78; ACH payments October 29 through November 25, 2025, totaling \$17,426,83; payroll dated 11-07-2025 and 11-21-2025 totaling \$823,865.94; and the Use Tax dated October 2025 with a total increase of \$322.51. Director Jennifer Chamberlin seconds. Motion passed unanimously.**

**Long Term Board Member Recognition**

Executive Director Maria Jameson-Owens shared that we want to recognize two long term board members for their years of service – Fire Commissioner Dusty Wiley and Mayor Becky Erickson.

Commissioner Wiley attended his first Kitsap 11 board meeting 30 years ago as an alternate and he has been a fixture of the Board and a steward of the vision of Kitsap 911 ever since. Commissioner Wiley has a deep understanding of the partnership and collaboration that must exist between Kitsap 911 and its member agencies and has been a treasured partner on this board.

This is Mayor Erickson's 16th year of service as a Kitsap 911 Board member. She has always brought her financial insight to every meeting, keeping a mindful eye as a good steward of public funds and she has never failed to share in the delight of a detailed spreadsheet or data set. Mayor Erickson and Commissioner Wiley - today we thank you for your dedication to Kitsap 911 and wish you the very best in your well-deserved retirements.

Director Becky Erickson thanked the staff of Kitsap 911 and her fellow Board members. Despite some bumpy times, we have come out better at the other end. It is a credit to the Board and staff that this has occurred. Everyone deserves congratulations for all the hard work.

Director Dusty Wiley shared that he officially started with the fire department on January 1<sup>st</sup>, 1964, and the department still has the fire engine he drove. He shared his dad was one of the founding members of the fire department in Yukon Harbor and his brother was a Fire Commissioner. Over the years he has had the privilege of working with some exceptional individuals and people on this board are no exception to that rule.

Chair Ellingson indicated that Board will not be the same without them because they have had an influence and make the whole process better and made Kitsap 911 the best it can be. He thanked them for their efforts and wished the best in the future.

Director Wiley shared that back when he started, they didn't have radios but they had a chalkboard in the fire station and a red "fire" phone in their personal kitchens. The public would call 2800 and it would ring in one fire fighter's home who would then go to the station and push the siren button to alert everyone else. They would go the station and get geared up and then go to the fire. Dispatching has come a long way since then.

### Action Items

#### **Approval of Hexagon Master Agreement**

Deputy Director, Brandon Wecker, indicated that this was a good segue because he will be talking about dispatching in the future. Kitsap 911 is preparing to implement a \$3.5 million upgrade to the Computer Aided Dispatch (CAD) system and it's a mission critical platform that supports every 911 call and emergency response across our county. The Hexagon Master Service Agreement includes expanded support service for installation, configuration and troubleshooting, as well as an extended warranty period from 30 days up to 90 days. It also strengthens Kitsap 911's legal protections and clarifies key contractual terms. The pricing summary outlines Hexagon's best and final offer at \$1.42 million and includes a 10% contract-wide discount. Kitsap 911 will procure certain hardware and services independently bringing the full budget to \$3.5 million.

Another notable concession is that Hexagon agreed to shift their licensing model to site-wide concurrent licensing, allowing us to expand our number of physical and virtual dispatch consoles as needed without incurring additional license fees. These changes ensure we are maximizing value while securing the support and scalability we need for long-term success. They also create an improved foundation from which to build a successful implementation of a new CAD system.

**Director Rob Putaansuu moved to approve the Hexagon Master Agreement. Director Christine Rolfes seconded the motion. Motion passed unanimously.**

*Discussion*

Director Rolfes asked if the project was budgeted and on budget. Mr. Wecker confirmed it is.

**Approval of Resolution 2025-009 2026 Unrepresented Employees Salary Schedule**

Ms. Jameson-Owens shared that each year, the Board reviews and approves cost-of-living adjustments (COLA) for unrepresented employees — including Admin, Management, and Extra Help. These adjustments are not salary increases but routine, inflation-based adjustments to stay competitive and support retention. Historically, we align unrepresented employees' COLA with that of represented employees. At our last meeting we recommended a COLA of between 2 and 3% based on October Consumer Price Index (CPI). While we normally use October CPI, the government shutdown may delay or even eliminate its release.

August CPI was 2.8%, and October was projected to be 3.2%. Given this information, we are now recommending a 3% COLA for non-represented employees which reflects a midpoint between the two figures. This aligns with CPI trends and maintains internal equity. She asked for the board to approve a 3% COLA for unrepresented employees effective January 12<sup>th</sup>, the first day of the first full pay period in 2026.

**Director Moriwaki moved to approve the 2026 Unrepresented Employees Salary Schedule as presented. Director Erickson seconded the motion. Motion approved unanimously.**

*Discussion*

Director Chamberlin asked if the represented employees received a similar COLA or is that slated to be on the schedule. Ms. Jameson-Owens indicated this was already approved in the contract documents for both Tech and Operations employees last meeting.

Director Chamberlin asked if the COLA projection has ever been wrong. It's not that much money but she wants to do her due diligence. Mr. Rogers indicated that there are many sources we can refer to when the inflation change has not been released. The Bureau of Labor Statistics (BLS) number released in October is what we have always used but everything he has researched points to 3% being the inflation number. Even if the BLS releases the October

number retroactively, those numbers are likely to be skewed because of the government shutdown.

Director Chamberlin indicated she would love to see represented and unrepresented receive similar increases and can that be explained again. Ms. Jameson-Owens indicated that there are two bargaining groups. Operations will receive a 3% increase in January and another 1% in July. The technical group is based on October CPI between 2% and 3%. We will do a Memo of Understanding with that group at 3% for them as well.

Director Chamberlin said that appears to be equitable for all groups.

Director Rolfes asked if there is any risk of the unrepresented employees to get a higher COLA than the technical group. Ms. Jameson-Owens indicated her intention is to align the raise across the groups and the Technical Group has already approached her indicating they are comfortable with the 3% COLA.

Director Putaansuu indicated he is comfortable with what is being done and that at the City of Port Orchard they don't do a separate analysis for nonrepresented employees. Whatever the Teamsters Union contract gets, the nonrepresented employees get so as to treat everyone equally.

Director Rolfes requested that the Board is told the final number at the January 2026 meeting.

### **Approval of the Board Retreat Agenda**

Ms. Jameson-Owens indicated that at the beginning of this year, we agreed to hold an annual board retreat to allow time to welcome new members, build relationships and focus on priority projects. At the October meeting we agreed to hold the retreat in February to allow time to schedule with new board members and to hold the retreat at Kitsap 911 for 4 hours. We decided to wait to decide if we needed an outside facilitator until we had a more finalized agenda.

The tentative agenda includes:

- Welcome to new Board members and review of Board of Directors Expectations
- In-depth discussion of the Board Composition and Effectiveness Study Report Results
- Review of the end of year 2025 financials

Given that information we are recommending that we do not hire an outside facilitator.

Director Rolfes would like to add an item to the agenda to regroup with the Board on projected 2026 highlights and goals.

Director Moriwaki said that it is essential to our work plan. Director Rolfs said yes, it is not strategizing on the work plan but reporting on the projected tasks are.

**Director Chamberlin moved to approve the Board Retreat as modified. Director Walters seconded the motion. Motion approved unanimously.**

#### **Approval of the 2026 Board of Directors Meeting Schedule**

Ms. Jameson-Owens indicated that 2026 Super Tuesday schedule was in the packet. The schedule mirrors the 2025 meeting schedule with monthly meetings at 12:30 on the first Tuesday of the month. The August meeting remains tentative.

**Director Rolfs moved to approve the 2026 Board of Directors Meeting Schedule as presented. Director Walters seconded the motion. Motion approved unanimously.**

#### **Approval of Resolution 2025-008 Budget Amendment**

Finance Manager Steve Rogers shared a [slide deck](#) for the Board. Shortly after the 2026 user fees were approved, we identified a few minor things that we wanted to get updated before the new year. The changes have almost no budget impact on Kitsap 911, since the increases are almost entirely from passthrough costs and surcharges; but even still, there are agency-level changes.

The first change affects only the Fire agencies. In 2025, the total cost for the annual Purvis maintenance agreement was split between all fire agencies equally, but for 2026 and going forward, those should be split based on the number of Fire Stations that each agency has. This is the primary reason that the costs are increasing for some and decreasing for others. We also received updated pricing for the Purvis agreement, so the total passthrough amount increased by \$2,914.00 overall.

Additionally, we added \$7,950 to Central Kitsap Fire and Rescue's number for their two new Fire Stations that were billed at a prorated rate. This is also a passthrough cost.

The second change affects only the Kitsap County Medical Examiner. The radio count we had for them changed, so their Cost per Unit fees decreased by \$360.75.

The final change is that we initially didn't round the Cost per Call number. This is what we've done in prior years, and it never caused an issue because of how the old Exhibit A was formatted, but because we changed the format to be consistent with the new funding formula, a very eagle-eyed law chief pointed out that there was now a rounding difference present on the Exhibit. We appreciated the heads up, and because we already needed a revision to the user fees from the previous items anyway, we included the couple hundred dollars' worth of rounding here as well.

He requested the Board's approval to revise our 2026 budget to reflect these changes as described in Resolution 2025-008.

Director Rolfe asked if it is a fairly substantive change for Central Kitsap and South Kitsap Fire and Rescue. Mr. Rogers confirmed that before the fee was a flat split divided by 6 but all the Fire agencies agreed that beginning in 2026, the cost would be split based on the number of Purvis fire stations that each agency has. It is an increase for those two agencies and a decrease or very small increase for the others.

Director Chamberlin asked why we don't go by call volume. Mr. Rogers indicated those are two separate things. For the Calls for Service portion, we use a three-year average of calls. What is being changed here is a surcharge and the agencies determined the allocation method.

Mr. Wecker indicated that Purvis is the digital alerting system and alerting software that announces fire calls on the fire radio.

**Director Erickson moved to approve Resolution 2025-008 Amending the 2026 Budget as presented. Director Moriwaki seconded the motion. Motion approved unanimously.**

### Discussion Items

#### **Election of Chair/Vice Chair in January 2026**

Ms. Jameson-Owens indicated that the by-laws require that the Chair and Vice-Chair be elected at the first meeting of the year, and that they come from different member agencies. This information is being shared now to allow time for any discussion needed in preparation for that decision. A summary of the board's history of chairs is included in your packet for reference. We recommend that board members begin considering potential nominations to support the election process.

#### **Executive Search & Compensation Study Request for Qualifications (RFQ) Update**

Ms. Jameson-Owens said that the Board of Directors approved the Executive Hiring Plan at the November Board meeting. Two RFQs, one for the compensation study and one for the executive recruitment, have been posted to the website and sent directly to the appropriate roster from the Municipal Research and Services Center (MRSC) on November 12, 2025. The due date for Statements of Qualifications (SOQ) is December 4, 2025 at 1200. Kitsap 911 management will evaluate qualifications and interviews and recommend the top-scoring vendor for each RFQ for Board approval at the January 6, 2026 meeting.

Director Moriwaki asked if we would have a Hiring Committee and selecting members in 2026. Ms. Jameson-Owens indicated we had decided to wait until the search vendor was selected.

**New Board Member Transition**

Ms. Jameson-Owens Kitsap 911 is expecting two or more new Board Members to join the Board of Directors in January 2026. She would like to meet with each new Director for a brief onboarding session early in the year, preferably before the Board Retreat.

If the Board could provide any information on when new board members will be named that would be helpful with this process. Please send this information to Executive Assistant, Barrie Hillman via email.

Director Erickson indicated that the new Mayor of Poulsbo, Ed Stern, will be joining the board in January.

Chair Ellingson said that Jerry Preuss will be representing the South Fire Commissioners.

**Strategic Initiative #2 Progress Report**

Mr. Rogers reported that the finance group has been busy this year, primarily working on the funding formula, budget changes, and debt financing, but with those about 99% out of the way, we can resume our efforts on our other two open action items, with a couple of caveats.

We are still planning on publishing a simplified public-facing budget document on our website before the end of the year, and we are still reviewing our financial policies for any areas that we need to update, but the rest of Action Item 1 will need to be postponed because of what we are doing in Action Item 2.

We are currently in the planning phase of our project to replace our current accounting and payroll systems. If we are able to find a more suitable software solution, then the workflows we use and the reports we generate from the new system will change. Because of that, it doesn't make any sense to update the finance reports and written procedures now, just to do it again once we're done with implementation. We are in the very earliest planning stages of this project and the timeline may change but our goal is to have a new solution identified by March, a finalized contract for this board to review in May, and implementation to begin in June, with live deployment sometime in Quarter 1 2027.

Our overarching goal with this ERP replacement is to improve the experience for all of our customers. Internally, that could mean things like smoother, more efficient time entry, better budget execution, and more user-friendly purchasing and payroll tools for everyone at Kitsap 911. For our external customers, that could mean more accurate project tracking, budget interact-ability, and more transparent system-generated reports, rather than Excel workbooks.

We don't know what the new solution will look like exactly, but we do know technology has changed drastically in the past 10 years, and we are hopeful that this process will identify a

provider that can help us improve our already great track record of financial excellence.

### **Standing Reports**

#### **Strategic Advisory Board (SAB) Report**

Chief Rick LaGrandeur reported that the user agencies were requested to share information about the non-emergency line through our social media and websites for agencies that are willing to do so in order to let the public know about this option for reporting non-emergency issues. We were also given an update on the Executive Director search taking place in 2026. The Law and Fire Chiefs are very interested in being part of that process in whatever way we can and appreciate that opportunity. They were also happy to hear that the backup center for Kitsap 911 is getting closer to completion. With the possibility of a catastrophic event, it is reassuring to the user agencies to know that Kitsap 911 will have a more reliable backup center up and running soon. The SAB had the opportunity to bring forward any issues they are having currently with the radio implementation and have those concerns addressed right away. The SAB will have elections for Chair and Vice Chair in January as well.

Director Erickson said she has attended a lot of meetings with St. Michaels about the new emergency room and asked if there could be a report about that to the Board. It is opening on December 9 with a new hospital wing and expanded emergency capacity. She asked if the SAB was part of that. Chief LaGrandeur indicated that St. Michaels hasn't directly addressed the SAB but they have ongoing conversations between the fire chiefs and the Emergency Medical Services (EMS) council about the changes.

Director Erickson said that then they are communicating with the fire agencies and EMS agencies. Chief LaGrandeur confirmed they were.

#### **Land Mobile Radio Project**

Radio Program Manager, Scott Peabody shared a [slide deck](#) to report on the status of the project. He reported that mobile replacements have been continuing steadily including 34 units done in Fire rigs which was the start of Fire replacements. They are effectively done with Law Enforcement mobiles with just a few stragglers. South Kitsap Fire and Rescue's (SKFR) mobile installations were completed early and Bremerton Fire Department's installations are starting next week. We also will be installing new firmware into the radios with a new version of the operating system with some bug fixes, some new features and new capabilities around roaming with cellular. We have also submitted a new radio order to Harris and we should get that in about four weeks and stay on schedule for Fire installations.

He reported that we installed a redundant Dispatch Console System for the first time. This alleviates outages for upgrades or problems. This is an active-active availability allowing the

dispatchers to sign into either system at any time. This reduces risk and allows for best practices for upgrades which can be evaluated and tested first before full deployment. When we complete moving the console system to the backup center, this will also give us geodiversity for disaster recovery.

He discussed radio base stations which are fixed radios in the emergency operations centers (EOC) for each agency. There are department EOCS for each Fire agency and for the municipalities and county. We are working on SKFR right now and have completed stations at CKFR and Poulsbo Station 71. He discussed several other stations that he is working on. These stations are not needed until mid-year 2026 but we want to make sure the work doesn't get on a critical path and have to be rushed.

### **Monthly Financial Report**

Mr. Rogers began by sharing a [slide deck](#) on sales tax revenues, which is still stalled at around 7% above our annual forecast, as it has been for the past 3 months. We have talked about how we like the overage but are still concerned about the potential trendline. Looking at this graph, between March and October, the annual growth rate for sales tax fell by over 2%; since sales tax revenues are 2 months behind when the purchases took place, March is an important year-to-date number to look at because it includes all the holiday spend. Looking at that same period last year, the growth rate was flat. It is impossible to know when you're at the top or bottom of a curve but moving from flat growth in one year to negative growth in the following year has all the markings of stagnation, and potentially, further decline. We'll keep looking at this though, and by March 2026, we'll have a little bit clearer picture of what the growth rate is doing.

Mr. Rogers reported that excise taxes are still right in line with budget; about 1% over expectations. As for our Other Revenues, removing the \$600,000 grant we received in July and the \$300,000 in interest revenues due to unspent Proposition 2 revenue staying invested for longer than we had originally planned, our other revenues are only about \$240,000 over our year-to-date expectations. Almost all of that is just from normal user fee and tower lease revenue fluctuations that we see almost every month. Earlier this year, we applied for another equipment grant from the state 911 office, but unfortunately, we were not awarded that grant. Without any significant grant revenues coming in, and with sales and excise taxes stagnating, investment balances dropping, and user fees only increasing by a third of the original number, our revenue picture will likely look very different by this time next year.

As for our labor budget, we are under by about 3% year-to-date, which is another half a percent closer to the line than it was last month. As for non-labor operating costs, we are still well under budget due to the revised timeline for Phase 2. The new operating costs for the new radio system will kick on once we sign off on the current phase of the project, and we'll definitely feel that when it happens. It's looking like that will happen in early Quarter 1 2026, but as of now, we are about a little less than 8.5% under our operating budget overall, which is

about 1.5% closer to the line than we were last month.

For Proposition 2-funded capital projects, we have spent about \$5.6 million of the \$15 million allocation, with probably another \$3.5 - 5 million coming up this year. For other projects that are not funded by Proposition 2, we have spent about \$65,000, or 85% of the allocation.

Lastly, we are expected to close on the debt financing loan tomorrow, so those funds will be available for use right when we need them.

Director Rolfes asked if we are ending 2025 with higher sales tax revenue than budgeted, is our 2026 budget building off our actuals from 2025. Mr. Rogers indicated that the projection for 2026 is about 1% over our 2024 actuals. We brought in a combined \$14.3 million for 2024 and are projecting \$14.47 million for 2026.

Director Rolfes said this is less than our year-to-date actuals of \$14.7 million. Mr. Rogers indicated he is monitoring everything he can to get a better picture of what is in store.

### **Goals and Tech Project Report**

Technical Services Manager, John Higashi, shared the following [report](#):

#### **2019-1 Backup Center**

The goal of Phase 1 is to bring online the new alternate location that meets or slightly exceeds the current Kitsap 911 backup functionality at the courthouse. The commissioning of the generator is scheduled for December 22 which will complete Phase 1.

#### **2023-2 Cybersecurity Update**

This project is complete.

#### **2025-9 SonicWall Replacement**

This replaces the equipment that establishes the Fire Department Purvis automated alerting network securely. The equipment is being deployed and the estimated completion date is by the end of January 2026.

### **Staffing Report**

Human Resources Manager, Rachael Taylor, reported that since the last board meeting, we have lost 2 employees in operations – one for not meeting standards during their probationary period and the other left to start his own business. Our Assistant Director of Operations has left for a promotion at another 911 agency and we will start recruiting for that position in early 2026. We have 10 vacant positions on the dispatch floor. That number does not account for the two additional positions we added in 2025. We have two dispatchers and two call receivers

currently in floor training. We are in the background stage of hiring for telecommunicators and next week we will conduct Director Interviews with those candidates. We will hire up to six people for the Academy starting January 12, 2026.

We are fully staffed in both our admin and technical services groups.

**Good of the Order**

Chair Ellingsen said that this time of year we are all in a thankful spirit between Thanksgiving and Christmas and wish for a prosperous New Year. For the two board members departing we wish you all the best and all the service you have provided to this board over the many years you have served.

**The Meeting adjourned at 1330.**

*The next scheduled meeting of the Kitsap 911 Board of Directors is January 6, 2026, at 1230 Virtually or In-Person at Norm Dicks Government Chambers.*

# User Fee Changes

2026

# User Fee Changes

## Description

- Purvis Maintenance Agreement (Fire Only)**
  - Allocation now based on each agency's number of Fire Stations
  - Actual annual fee was higher than the estimate
  - CKFR added two new Fire Stations
- KCME Radio Count**
  - Decreased from 25 to 16
- Rounded Cost-per-Call Number**

Agency	2026 User Fees (as approved)	2026 User Fees (revised)	Difference
Kitsap County Sheriff	\$ 668,035.71	<b>\$ 668,135.71</b>	\$ 100.00
Kitsap Medical Examiner	7,677.04	<b>7,316.90</b>	(360.14)
Kitsap Animal Control	53,130.10	<b>53,138.14</b>	8.04
Poulsbo PD	103,040.08	<b>103,054.93</b>	14.85
Bainbridge Island PD	83,597.51	<b>83,609.31</b>	11.80
Port Orchard PD	139,425.23	<b>139,445.91</b>	20.68
Suquamish PD	79,291.30	<b>79,302.83</b>	11.53
Pt. Gamble PD	62,620.47	<b>62,629.20</b>	8.73
Bremerton PD	362,430.23	<b>362,484.83</b>	54.60
Bremerton Fire	196,919.68	<b>192,844.95</b>	(4,074.73)
North Kitsap F&R	88,450.64	<b>88,318.24</b>	(132.40)
Port Gamble Fire	6,875.76	<b>6,864.88</b>	(10.88)
Central Kitsap F&R	211,435.53	<b>223,319.15</b>	11,883.62
South Kitsap F&R	245,787.73	<b>257,750.54</b>	11,962.81
Poulsbo Fire/FD18	108,808.82	<b>104,669.41</b>	(4,139.41)
Bainbridge Island Fire	89,719.91	<b>85,570.96</b>	(4,148.95)
<b>Total</b>	<b>\$ 2,507,245.74</b>	<b>\$ 2,518,455.89</b>	<b>\$ 11,210.15</b>

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# Board of Directors Radio Program Update

December 2, 2025

R. Scott Peabody, P.E.

[speabody@kitsap911.org](mailto:speabody@kitsap911.org)

360 552-8402





# Topics

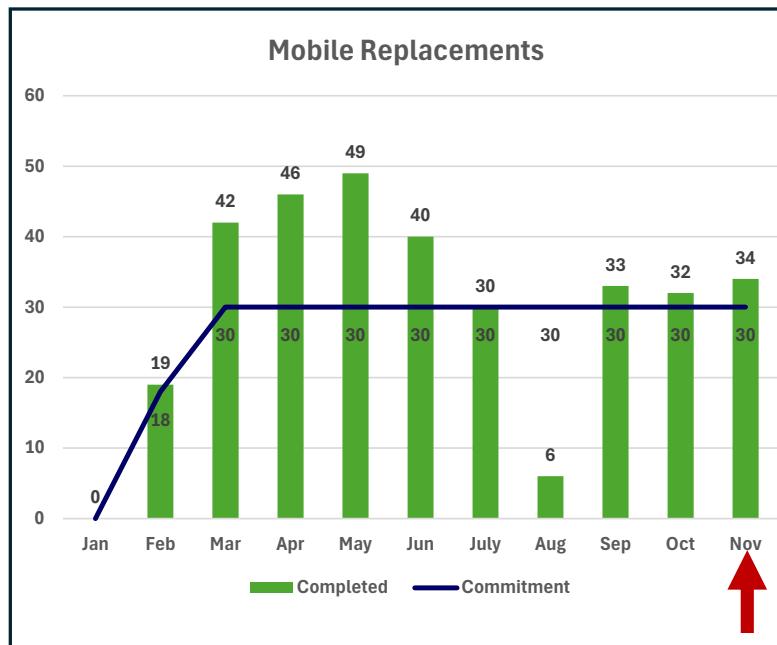
- **Mobile Radio Replacement Progress**
- **Dispatch Console System Update**
- **Operations Centers Updates**
- **If Time Permits...**
- **Mobile Coverage: Initial Results**
- **Site Acquisition: Norm Dicks Government Center**



November Updates



# Mobile Radio Replacement Progress



Mobile Replacements are Two Months Ahead of Plan  
Despite Quality Problem – “IP Address Unassigned”

## For the Remainder of 2025

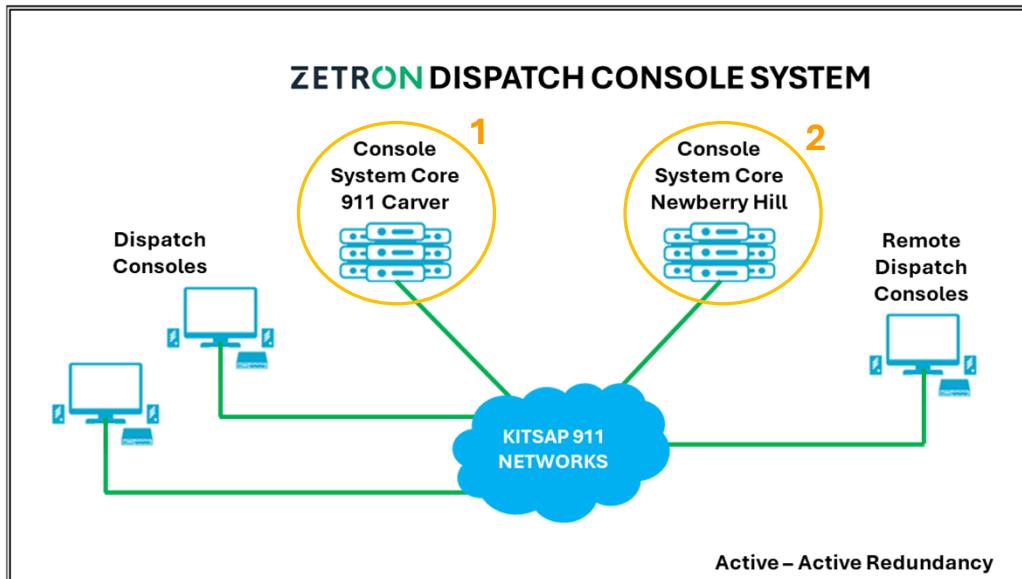
- Law Agencies: “Done”
  - A Few Stragglers
- Fire Mobile Replacements:  
SKFR Started - 11/3  
SKFR ~~Target Completion~~ 12/19  
(Before Christmas)  
BFD: ~~Start Before or After the Holidays~~  
**Start 12/8 (with New Firmware)**
- Radios Received for SKFR, BFD, & CKFR
- ~~Developing~~ Radio Order for:
  - PFD, NKFR, & BIFD**Forecasted and Submitted**

Done!



# Dispatch Console System Update

Redundant Dispatch System For the First Time in Kitsap 911 History!



## Benefits:

- Simple and Immediate Login to Redundant System (Active–Active Availability)
- Lower Risk, Best Practices Software and Hardware Updates
- Geo-diversity for Disaster Recovery When Complete

# Operations Centers Base Stations



## DOCs

- **SKFR FS 31 – Parts on Hand, Grounding Done, Installation Started**
- **BFD FS 1 – Parts Received, Walkthrough with Installer on 12/4**
- **CKFR FS 51- Done with New Station**
- **PFD FS 71 – Prioritized FS 76**
- **NKFR FS 81 – Initial Site Survey Done**
- **BIFD FS 21 – Site Survey Needed**

## EOCs

- **DEM – Radio and Antenna Available, New Tower**
- **Port Orchard – FS 31 Parts on Hand, Grounding Done, Installation Started**
- **Bremerton – Site Survey Needed**
- **Poulsbo – FS 71**
- **Bainbridge Island – Radio Available, Design Incorporated in New Building**
- **Suquamish**

Other Base Stations will be done as convenient generally after DOCs and EOCs

The background features a dark blue gradient with a subtle diagonal striped pattern. Overlaid on the left side are several abstract geometric shapes in varying shades of blue: a large triangle at the top left, a trapezoid below it, and a large rectangle that tapers to the right. The text is centered within this graphic area.

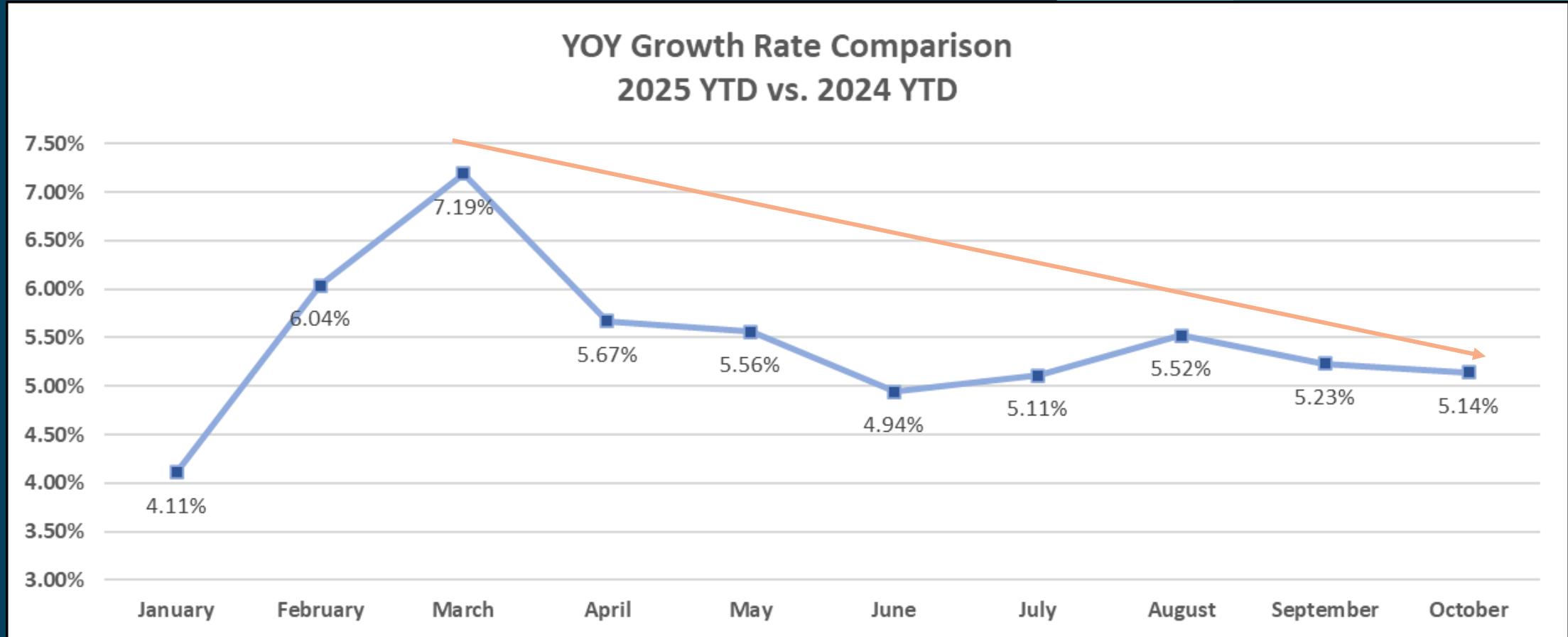
# Finance Report

October 2025

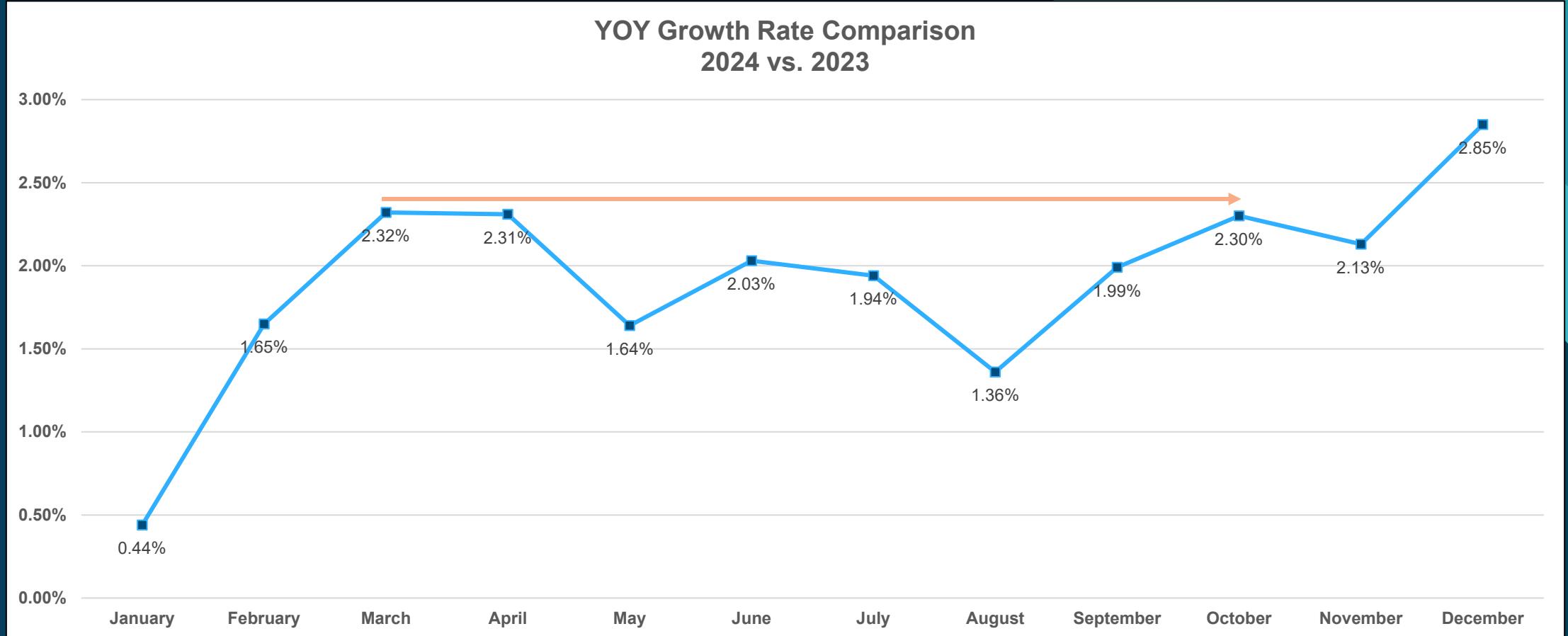
# Sales Tax Analysis

Changes in YOY Growth Rates

# Annual Sales Tax Growth Rate Comparison



# Annual Sales Tax Growth Rate Comparison



## Kitsap 911 2025 Key Projects and Initiatives

Technical Projects			Estimated			
Proj/Task#	Project/Initiative		Priority	Start	Completion	Status
2019_1	Backup Center - Phase 1		3	9/30/2022	Q4 2025	In Progress - Late
2023_2	Cyber Security Upgrade		3	Q4 2023	Q4 2025	Complete-
2023_3	Replace AV System		4	Q4 2023	Q4 2025	In-Progress
2023_4	Dispatch Floor Project - Carpet		3	Q4 2023	Q2 2025	Complete
2023_5	Dispatch Floor Project - Soundproofing		3	Q4 2023	Q2 2025	Complete+
2023_6	Dispatch Floor Project - Console Furniture		2	Q4 2023	Q4 2025	In Progress
2025_7	CAD Upgrade Part 1		1	9/1/2024	Q3 2025	Complete
2025_8	Data Center Improvement		4	Q1 2025	Q1 2026	In Progress - Late
2025_9	SonicWall Replacement		2	Q1 2025	Q1 2026	In Progress - Late
2025_10	Firewall Cluster at Backup Center		3	Q4 2024	TBD	TBD
2025_11	Windows Server Licensing		3	Q1 2025	Q3 2025	Complete+
2025_12	Temp Sensors at all sites		4	Q1 2025	Q4 2025	Complete+
2025_13	PowerRecall Implementation		4	Q1 2025	Q3 2025	Complete+
2025_14	QA program		3	Q4 2024	Q3 2025	Complete+
2025_15	CAD Upgrade Part 2		1	Q3 2025	Q3 2026	In Progress
2025_16	Backup Center - Phase 2		3	TBD	TBD	Not Started

Microwave Expansion Project (Multi-Year)			Estimated			
Task#	Milestone		Priority	Start	Completion	Status
MVE_1	Complete microwave hops to additional radio sites		2	Q2 2026	Q4 2026	Not Started

LMR Replacement Project (Multi-Year)			Estimated			
Task#	Milestone		Priority	Start	Completion	Status
LMR_1	Integration Testing of Radio System, Console system, CAD, etc.		1	Q2 2024	Q1 2025	Complete
LMR_2	Move Radio Equipment to Tower Sites		1	Q3 2024	Q1 2025	Complete
LMR_3	System Testing and Acceptance of Phase 1 Sites		1	Q1 2025	Q4 2025	In-Progress
LMR_4	DC Power Systems Replacement		2	Q4 2023	Q2 2025	Complete
LMR_5	Complete replacement of Law Portable Radios		1	Q1 2026	Q3 2026	Not Started
LMR_6	Phase 1 Coverage Testing		2	Q2 2025	Q4 2025	In Progress
LMR_7	Complete Replacement all Law Mobile Radios		1	Q1 2025	Q4 2025	Complete
LMR_8	Complete Replacement all Fire Mobile Radios		1	Q4 2025	Q2 2026	In Progress
LMR_9	Complete Replacement all Fire Mobile Portables		1	Q1 2026	Q3 2026	Not Started

# ACCOUNTS PAYABLE

Kitsap 911

Time: 07:22:29 Date: 12/04/2025

As Of: 12/05/2025

Page: 1

Accts

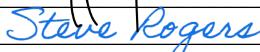
Pay #	Received	Date Due	Vendor	Warrant Numbers 7679-7694	Amount	Memo
9497	12/01/2025	12/05/2025	160	AMERICAN TOWER CORPORATION	7,782.24	12/2025 View Park Tower Rental & Utilities Reimbursement
9508	12/03/2025	12/05/2025	231774	ANDREWS , JENNIFER S	712.00	Per Diem & Travel for CALEA Conference
9518	12/03/2025	12/05/2025	665	CASCADE NATURAL GAS CORPORATION	20.00	11/06/2025-11/14/2025 Backup Center Fuel
9498	12/02/2025	12/05/2025	579	EADIE KALTENBACHER	13,750.00	11/2025 GIS Mapping Services
9519	12/03/2025	12/05/2025	198	FEDEX	378.49	11/12/2025 Shipping Service
9503	11/18/2025	12/05/2025	549	HAVIS, INC	271.91	Connector Replacement; 2025-01085; Reimbursable by KCSO
9499	11/18/2025	12/05/2025	634	INTRADYN	157.80	Archival License; 2025-01062
9500	11/19/2025	12/05/2025	240	JEFFERSON COUNTY PUD #1	316.71	10/13/2025-11/12/2025 Tower Electricity
9507	11/26/2025	12/05/2025	218	LOWE'S BUSINESS ACCOUNT/SYNCB	395.11	11/2025 Card Statement
9501	11/20/2025	12/05/2025	659	MISSION CRITICAL PARTNERS, LLC	2,331.00	09/28/2025-10/25/2025 Comp & Effectiveness Study
9502	11/17/2025	12/05/2025	519	NATIONAL TESTING NETWORK	3,036.00	10/2025 Applicant Testing
9520	12/03/2025	12/05/2025	232	PENINSULA LIGHT CO.	110.80	10/15/2025-11/15/2025 Tower Electricity
9504	12/01/2025	12/05/2025	241	PUGET SOUND ENERGY	20,467.18	12/2025 Carver, Tower, & Backup Site Electricity
9505	11/18/2025	12/05/2025	346	SAFEGUARD BUSINESS SYSTEMS, INC.	333.28	Kitsap 911 Warrant Checks
9506	12/01/2025	12/05/2025	249	SPOK, INC.	32.53	12/2025 Telephone Services
9521	12/03/2025	12/05/2025	657	WEST COAST MECHANICAL SOLUTIONS, LLC	1,795.37	AC-1 Cooling Failure Fix
Report Total:					51,890.42	

## STATE OF WASHINGTON - COUNTY OF KITSAP

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APPROVED BY  
AUDITING OFFICER  
ATTACHED DOCUMENTS ARE ORIGINALS  
AND CERTIFIED BY  
BOARD OF DIRECTORS CHAIR

 12/04/2025

 12/04/2025

 12/04/2025

# ACCOUNTS PAYABLE

Kitsap 911

Time: 12:01:09 Date: 12/04/2025

As Of: 12/08/2025

Page: 1

Accts

Pay # Received Date Due

Vendor

Warrant Numbers 7695-7707 & 7709

Amount

Memo

9487	11/26/2025	12/08/2025	479	AT&T MOBILITY LLC	74.96	10/20/2025-11/19/2025 Cellular Telephones
9477	11/18/2025	12/08/2025	164	BUILDER'S HARDWARE & SUPPLY CO INC	609.00	Keys 2025-01089; Lock Repair & Keys 2025-01103; Cores & Keys 2025-01096
9495	11/18/2025	12/08/2025	592	CAROLYN WIXSON	49,463.25	Progress Payment for Electrical/Infrastructure Improvement
9478	11/12/2025	12/08/2025	322	CENTURYLINK, BUSINESS SERVICES	222.08	10/04/2025-11/03/2025 Telephone Services
9488	11/25/2025	12/08/2025	172	CENTURYLINK	3,703.00	11/17/2025-12/16/2025 Telephone Service
9479	11/19/2025	12/08/2025	174	CITY OF BREMERTON UTILITY BILLING	710.82	10/06/2025-11/03/2025 Water & Sewer Utilities
9480	11/19/2025	12/08/2025	191	DEPARTMENT OF NATURAL RESOURCES	25,519.92	12/01/2025-11/30/2025 Simon Point Lease
9481	11/19/2025	12/08/2025	198	FEDEX	76.11	10/24/2025 & 11/12/2025 Shipping Services
9489	11/10/2025	12/08/2025	599	FONEMED LLC	595.00	10/2025 Nurse Triage Calls
9490	11/26/2025	12/08/2025	210	KELLEY CREATE	242.70	11/15/2025-12/14/2025 Copier Lease
9491	12/01/2025	12/08/2025	233	PENINSULA SERVICES	72.00	11/2025 Shredding Services
9496	11/18/2025	12/08/2025	644	PRIMUS ELECTRONICS CORPORATION	260.91	Base Station Parts for SKFR ST8; 2025-01104
9492	11/26/2025	12/08/2025	347472	ROQUETA , HEATHER L	142.66	Per Diem & Travel for Peer Support Training
9493	11/18/2025	12/08/2025	273	TPSC	117,077.52	12/2025 Employee Medical/Dental/Life Insurance

Report Total: 198,769.93

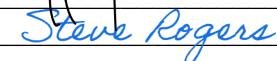
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12/04/2025



12/04/2025



12/04/2025

## ACCOUNTS PAYABLE

Kitsap 911

Time: 09:38:29 Date: 12/08/2025

As Of: 12/10/2025

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Accts

Pay # Received Date Due

Vendor

Warrant Numbers 7710-7723

Amount

Memo

9523	11/25/2025	12/10/2025	154	ABM JANITORIAL SERVICES	1,717.26	12/2025 Janitorial Services
9524	12/03/2025	12/10/2025	573	BAGWELL LAW PLLC	234.00	11/2025 Legal Services
9525	12/08/2025	12/10/2025	165	BUSINESS TELECOM PRODUCTS, INC.	117.77	Replacement Ear Cushions; 2025-01144
9535	12/08/2025	12/10/2025	592	CAROLYN WIXSON	37,698.00	01/2026-12/2026 Backup Center Rental & Septic Fee
9526	12/08/2025	12/10/2025	629	CONVERGINT TECHNOLOGIES LLC	5,787.60	Installation, Licensing, & Configuration of New CCTV Cameras; 2025-00969
9494	11/18/2025	12/10/2025	398	GOSERCO, INC	28,256.26	12/01/2025-11/30/2026 Evantide Warranty & Support; 2025-01126
9527	12/08/2025	12/10/2025	634	INTRADYN	4,825.20	Annual Renewal of Social Media Archiving Software; 2025-01185
9528	12/01/2025	12/10/2025	507	NORTHWEST OPEN ACCESS NETWORK	312.00	11/2025 Telephone Services
9529	12/08/2025	12/10/2025	225	OFFICE DEPOT	103.23	W-2 Supplies; 2025-01141
9530	12/03/2025	12/10/2025	570	PACIFIC LANDSCAPE MANAGEMENT	1,112.75	12/2025 Landscaping Services
9531	12/08/2025	12/10/2025	398070	PARKER, JANA M	810.56	Per Diem & Travel for CALEA Conference
9532	12/08/2025	12/10/2025	644	PRIMUS ELECTRONICS CORPORATION	1,440.95	Power Suppliers for Base Stations; 2025-01159
9533	12/08/2025	12/10/2025	248	SOUTH SOUND ELECTRIC, INC.	412.78	Breaker Wiring at Gold Mountain Tower Site; 2025-01148
9534	12/08/2025	12/10/2025	311	T-MOBILE	17.67	10/21/2025-11/20/2025 Cellular Telephones

Report Total: 82,846.03

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12/08/2025



12/08/2025



12/08/2025

## ACCOUNTS PAYABLE

Kitsap 911

Time: 13:37:19 Date: 12/10/2025

As Of: 12/16/2025

Page: 1

Accts

Pay #	Received	Date Due	Vendor	Warrant Numbers 7724-7735	Amount	Memo
9538	12/08/2025	12/16/2025 164	BUILDER'S HARDWARE & SUPPLY CO INC		250.16	New Padlock, Keys, & Interchangeable Core for Backup Center; 2025-01146
9539	12/10/2025	12/16/2025 190	DELL MARKETING L.P.		28,138.93	Laptops for Sups & TSG 2025-01158; Touchscreen Monitors 2025-01195
9540	12/08/2025	12/16/2025 564	DOORDASH INC		1,214.56	11/2025 DashPass Subscription & 11/2025 Expensed Meals
9541	12/08/2025	12/16/2025 619	FASTSIGNS		394.19	ADA Office Signs; 2025-01068
9543	12/10/2025	12/16/2025 199	FERRELLGAS		4,998.21	Propane Tank & Fuel for Backup Center 2025-00792; Refuel Simon Point Tower Site 2025-01079
9544	12/10/2025	12/16/2025 666	HENDEN ELECTRIC INC		3,112.20	EOC AV Electrical Work; K911-0086
9542	12/08/2025	12/16/2025 207	INTERGRAPH CORPORATION		406,323.14	02/01/2026-01/31/2027 Maintenance & Support; 2025-01133
9545	12/08/2025	12/16/2025 612	KINGS MOBILE LOCK INC.		109.20	Keys for Backup Center; 2025-01193
9546	12/10/2025	12/16/2025 462	RACOM CORPORATION		1,430,293.97	TO#2: Milestone - Mobile Installations; Milestone - Radio Delivery; Milestone - Mobile Installations; Milestone - Upon Delivery; Milestone - Mobile Installation; Milestone - Upon Delivery (K911-072-2)
9547	12/01/2025	12/16/2025 640	SILVERDALE WATER DISTRICT		154.11	10/2025-11/2025 Water Utility (8341 Building 5 Dickey Rd)
9548	11/25/2025	12/16/2025 580	TIMECLOCK PLUS, LLC		64.67	11/05/2025-02/01/2025 ScheduleAnywhere License Proration
9549	12/10/2025	12/16/2025 647	VALMONT TELECOMMUNICATIONS, INC.		953.80	Base Station Parts for BFD ST1 & ST3
				Report Total:	1,876,007.14	

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12/15/2025

12/15/2025

12/10/2025

## ACCOUNTS PAYABLE

Kitsap 911

Time: 07:05:53 Date: 12/18/2025

As Of: 12/22/2025

Page: 1

Accts

Pay # Received Date Due

Vendor

Warrant Numbers 7736-7757

Amount Memo

9551	12/16/2025	12/22/2025	582	A-ACTION GROUP UTILITIES INC	1,272.18	Roof Repair at Gold Mountain Tower Site; 2025-01204
9552	12/17/2025	12/22/2025	592	CAROLYN WIXSON	20,404.56	Progress Payment for Excavation/Trenching, Installation of Raceways, & Generator Gas Piping.
9553	12/16/2025	12/22/2025	167	CDW GOVERNMENT	109.57	Microsoft 365 G3 Unified FUSL GCC Subscription License; 2025-01168
9555	12/08/2025	12/22/2025	322	CENTURYLINK, BUSINESS SERVICES	179.16	11/04/2025-12/03/2025 Telephone Services
9554	12/17/2025	12/22/2025	600	CENTURYLINK	80.10	12/03/2025-01/02/2026 Telephone Services
9566	12/15/2025	12/22/2025	190	DELL MARKETING L.P.	167.05	Dock Replacement Power Cords; 2025-01196
9567	12/16/2025	12/22/2025	627	DPS TELECOM	78,018.90	Alarm & Control System for Equipment at Sites, Remote, & Cencom; 2025-01127
9568	12/16/2025	12/22/2025	471	E & B EARTH MOVERS LLC	8,190.26	Tower Site Gravel & Prep; 2025-01165
9569	12/17/2025	12/22/2025	599	FONEMED LLC	595.00	11/2025 Nurse Triage Calls
9570	12/15/2025	12/22/2025	204	HOLADAY PARKS, INC.	1,257.25	10/2025 & 12/2025 Maintenance - Controls Billing
9576	12/17/2025	12/22/2025	481	INFINITE ELECTRONICS INT'L INC	2,396.41	Surge Protectors for Base Stations; 2025-01225
9571	12/10/2025	12/22/2025	390	JOY COMPANIES, INC.	3,144.96	Gold Mountain Tower Climb for Troubleshooting & Maintenance; 2025-01058
9572	12/17/2025	12/22/2025	216	LANGUAGE LINE SERVICES, INC.	612.77	11/2025 Translation Services
9573	12/16/2025	12/22/2025	225	OFFICE DEPOT	471.72	White Boards for EOC; 2025-01069
9577	12/17/2025	12/22/2025	644	PRIMUS ELECTRONICS CORPORATION	49.52	Adaptor for ST31; 2025-01191
9578	12/17/2025	12/22/2025	584	RS AMERICAS, INC	592.54	Janitorial Supplies; 2025-01230
9574	12/08/2025	12/22/2025	620	STERICYCLE, INC.	401.06	Sharps Mail-Back System; 2025-01160
9579	12/17/2025	12/22/2025	257	TACOMA SCREW INC	1.81	Pop Rivets; 2025-01237
9580	12/18/2025	12/22/2025	264	VERIZON WIRELESS	18,959.62	11/11/2025-12/10/2025 & 11/11/2025-12/10/2025 Cellular Telephones
9575	12/15/2025	12/22/2025	267	WCP SOLUTIONS	493.02	Janitorial Supplies; 2025-01229
9581	12/17/2025	12/22/2025	388	WESTBAY AUTO PARTS, INC	72.80	Replacement Wipers for Explorer; 2025-1236
9582	12/18/2025	12/22/2025	596	WEX BANK	378.31	11/2025 Vehicle Fuel

Report Total:

137,848.57

## ACCOUNTS PAYABLE

Kitsap 911

Time: 07:05:53 Date: 12/18/2025

As Of: 12/22/2025

Page: 2

Accts

Pay # Received Date Due

Vendor

Amount Memo

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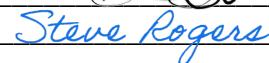
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12/18/2025



12/18/2025



12/18/2025

# ACCOUNTS PAYABLE

Kitsap 911

Time: 07:49:01 Date: 11/26/2025

As Of: 11/26/2025

Page: 1

Accts

Pay #

Received Date Due

Vendor

ACH Payment

Amount Memo

9483 11/25/2025 11/26/2025 263

US BANK

8,344.25 10/26/2025 Credit Card Statement

9484 11/25/2025 11/26/2025 482

US BANK

2,247.96 10/26/2025 Travel Credit Card Statement

Report Total:

10,592.21

## STATE OF WASHINGTON - COUNTY OF KITSAP

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11/26/2025



11/26/2025



11/26/2025

## ACCOUNTS PAYABLE

Kitsap 911

Time: 07:22:45 Date: 12/15/2025

As Of: 12/15/2025

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Accts

Pay # Received Date Due

Vendor

## ACH Payment

Amount Memo

9550 11/26/2025 12/15/2025 653 NATIONAL PUBLIC SAFETY GROUP, LLC 8,166.67 K911-088; NPSG Contract #2025-1700

Report Total: 8,166.67

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 Steve Rogers 12/15/2025  
  
 Alexandra Boeddeker 12/15/2025

# ACCOUNTS PAYABLE

Kitsap 911

Time: 14:50:26 Date: 12/22/2025

As Of: 12/23/2025

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Accts

Pay # Received Date Due

Vendor

ACH Payment

Amount Memo

9585 12/22/2025 12/23/2025 263

US BANK

26,774.61 11/26/2025 Credit Card Statement

9584 12/22/2025 12/23/2025 482

US BANK

2,971.00 11/26/2025 Travel Credit Card Statement

Report Total:

29,745.61

## STATE OF WASHINGTON - COUNTY OF KITSAP

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12/23/2025



12/23/2025



12/22/2025



# Kitsap 911

## AFFIDAVIT FOR PAYROLL ISSUE

Pay Date:

12/05/2025

Pay Period:

11/17/2025 to 11/30/2025

Pay Detail - FD00822			
Item	Amount		
Net Payroll		\$ 260,372.19	
941 Tax (Withholding, Social Security & Medicare)		101,087.99	
Unemployment		749.80	
Labor & Industries		1,528.16	
PFML Premiums		2,911.58	
Long-Term Care Act Premiums		1,930.23	
PERS Plan 2		11,743.13	
PERS Plan 3		4,615.58	
PSERS Plan 2		32,437.56	
Washington State 457 and Roth		1,884.33	
Mission Square 457 and Roth		10,638.28	
AFLAC		1,148.60	
Guild Dues		1,770.00	
<b>Total Payroll</b>		<b>\$ 432,817.43</b>	

Healthcare & Other Benefits/Deductions - Paid from Accounts Payable or by EFT			
Item	Employee Portion	Kitsap 911 Portion	Total
Health Insurance	\$ 2,064.86	\$ 52,752.83	<b>\$ 54,817.69</b>
Dental Insurance	195.30	4,112.07	<b>4,307.37</b>
Life Insurance	201.23	351.75	<b>552.98</b>
State Income Tax - NC	-	-	-
Garnishments	-	-	-
<b>Total Health Care &amp; Other Benefits/Deductions</b>			<b>\$ 59,678.04</b>

I, the undersigned, do hereby certify that the payroll for the period listed above is just, true and correct; that the persons whose names appear thereon actually performed labor; that the amounts are actually due and unpaid, and the salary warrants and related benefits warrant shall be issued.

**Payroll Amount Approved:** \$ 492,495.47  
**Transferred to Payroll Account** \$ 432,817.43

*Alexandra Boeddeker*

12/03/2025

Prepared By (Kitsap 911)

DATE

*Maria*

12/03/2025

Authorized Signature (Kitsap 911)

DATE

Board of Directors Chair

DATE



# Kitsap 911

## AFFIDAVIT FOR PAYROLL ISSUE

Pay Date:

12/19/2025

Pay Period:

12/01/2025 to 12/14/2025

Pay Detail - FD00822			
Item	Amount		
Net Payroll		\$ 316,736.58	
941 Tax (Withholding, Social Security & Medicare)		129,717.95	
Unemployment		876.17	
Labor & Industries		1,998.79	
PFML Premiums		3,227.31	
Long-Term Care Act Premiums		2,215.62	
PERS Plan 2		11,326.57	
PERS Plan 3		4,583.61	
PSERS Plan 2		30,849.70	
Washington State 457 and Roth		2,024.10	
Mission Square 457 and Roth		10,032.97	
AFLAC		1,148.60	
Guild Dues		1,770.00	
<b>Total Payroll</b>		<b>\$ 516,507.97</b>	

Healthcare & Other Benefits/Deductions - Paid from Accounts Payable or by EFT			
Item	Employee Portion	Kitsap 911 Portion	Total
Health Insurance	\$ 2,006.83	\$ 51,244.48	\$ 53,251.31
Dental Insurance	186.60	4,010.06	4,196.66
Life Insurance	201.22	342.37	543.59
State Income Tax - NC	-	-	-
Garnishments	-	-	-
<b>Total Health Care &amp; Other Benefits/Deductions</b>			<b>\$ 57,991.56</b>

I, the undersigned, do hereby certify that the payroll for the period listed above is just, true and correct; that the persons whose names appear thereon actually performed labor; that the amounts are actually due and unpaid, and the salary warrants and related benefits warrant shall be issued.

**Payroll Amount Approved:** \$ 574,499.53  
**Transferred to Payroll Account** \$ 516,507.97

*Alexandra Boeddeker*

Prepared By (Kitsap 911)

12/17/2025

DATE

12/17/2025

DATE

Authorized Signature (Kitsap 911)

Board of Directors Chair

DATE

## Combined Excise Tax Return

KITSAP 911 PUBLIC AUTHORITY  
604-008-144

**Filing Period:** November 30, 2025      **Due Date:** December 26, 2025

**Filing Frequency:** Monthly

### State Sales and Use

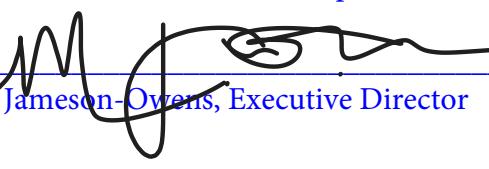
Tax Classification	Gross Amount	Deductions	Taxable Amount	Tax Rate	Tax Due
Use Tax	933.72	0.00	933.72	0.065000	60.69
<b>Total State Sales and Use</b>					<b>60.69</b>

### Local City and/or County Use Tax/Deferred Sales Tax

Location	Taxable Amount	Tax Rate	Tax Due
1801 - BREMERTON	933.72	0.027000	25.21
<b>Total Local City and/or County Use Tax/Deferred Sales Tax</b>			<b>25.21</b>

<b>Total Tax</b>	<b>85.90</b>
<b>Subtotal</b>	<b>85.90</b>
<b>Total Amount Owed</b>	<b>85.90</b>

Prepared by: Alexandra Boeddeker Date: 12/08/2025  
Alexandra Boeddeker, Finance Specialist

Reviewed by:  Date: 12/08/2025  
Maria Jameson-Owens, Executive Director

Approved by: \_\_\_\_\_ Date: \_\_\_\_\_  
Board of Directors Chair

### Submission

Confirmation #: 0-049-884-195  
Prepared By: Alexandra Boeddeker  
Phone Number: (360) 307-5801  
Email Address: accounting@kitsap911.org  
Submitted Date: Dec-08-2025

### Payment

Amount Due: \$85.90  
Amount Paid: \$85.90  
Effective Date: Dec-09-2025  
Method: Bank Account (ACH Debit)

# Sales Tax Due

Kitsap 911

11/01/2025 To 11/30/2025

Time: 11:56:11 Date: 12/08/2025

Page: 1

Date	Account	Vendor	Remark	Line Amt	State	Local	Credit	Tax
11/07/2025	001 - 528 32 35 0003	UNTETHERED LABS, INC.		300.00	19.50	8.10		27.60
			001 - 528 32 35 0003	300.00	19.50	8.10		27.60

Date	Account	Vendor	Remark	Line Amt	State	Local	Credit	Tax
11/26/2025	001 - 528 32 35 0001	US BANK	ACA-GPS Subscription	399.00	25.94	10.77		36.71
			001 - 528 32 35 0001	399.00	25.94	10.77		36.71

Date	Account	Vendor	Remark	Line Amt	State	Local	Credit	Tax
11/26/2025	001 - 528 32 41 0005	US BANK	Facebook - Job Posting	174.73	11.36	4.72		16.08
			001 - 528 32 41 0005	174.73	11.36	4.72		16.08

Date	Account	Vendor	Remark	Line Amt	State	Local	Credit	Tax
11/26/2025	001 - 528 32 49 0003	US BANK	Gannett - Kitsap Sun Subscription	59.99	3.90	1.62		5.52
			001 - 528 32 49 0003	59.99	3.90	1.62		5.52

Location: 0000 @2.70% 933.72 25.21

State Tax @6.50 933.72 60.70 60.70

Location Taxes 25.21

85.91

Rounding Error 0.00

Actual Paid: \$85.90