



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 Rolfes, 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

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 1st, 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 to 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 12th, 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 Rolfes 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 Rolfes 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 Rolfes 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	\$ 668,135.71	\$ 100.00
Kitsap Medical Examiner	7,677.04	7,316.90	(360.14)
Kitsap Animal Control	53,130.10	53,138.14	8.04
Poulsbo PD	103,040.08	103,054.93	14.85
Bainbridge Island PD	83,597.51	83,609.31	11.80
Port Orchard PD	139,425.23	139,445.91	20.68
Suquamish PD	79,291.30	79,302.83	11.53
Pt. Gamble PD	62,620.47	62,629.20	8.73
Bremerton PD	362,430.23	362,484.83	54.60
Bremerton Fire	196,919.68	192,844.95	(4,074.73)
North Kitsap F&R	88,450.64	88,318.24	(132.40)
Port Gamble Fire	6,875.76	6,864.88	(10.88)
Central Kitsap F&R	211,435.53	223,319.15	11,883.62
South Kitsap F&R	245,787.73	257,750.54	11,962.81
Poulsbo Fire/FD18	108,808.82	104,669.41	(4,139.41)
Bainbridge Island Fire	89,719.91	85,570.96	(4,148.95)
Total	\$ 2,507,245.74	\$ 2,518,455.89	\$ 11,210.15

Board of Directors Radio Program Update

December 2, 2025

R. Scott Peabody, P.E.

speabody@kitsap911.org

360 552-8402



Topics



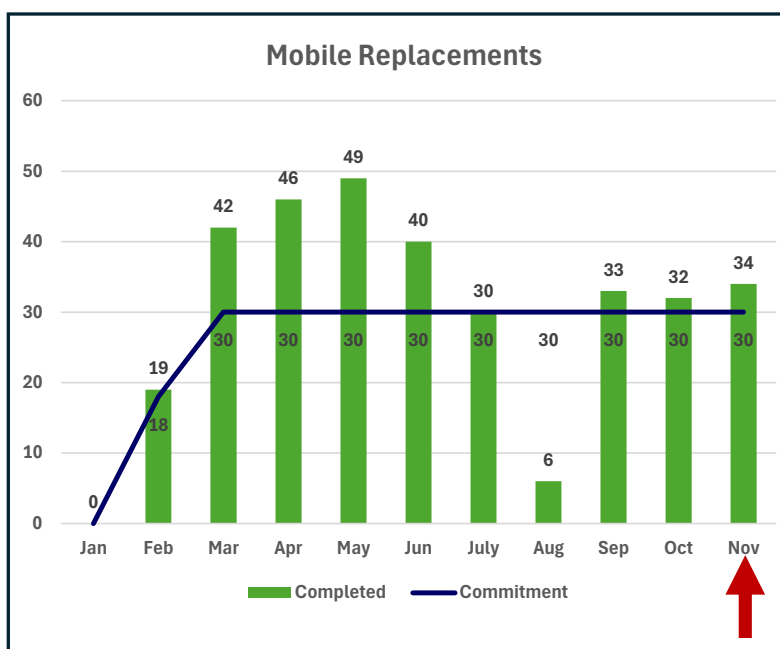
- Mobile Radio Replacement Progress
- Dispatch Console System Update
- Operations Centers Updates
- If Time Permits...
- Mobile Coverage: Initial Results
- Site Acquisition: Norm Dicks Government Center






November Updates

Mobile Radio Replacement Progress



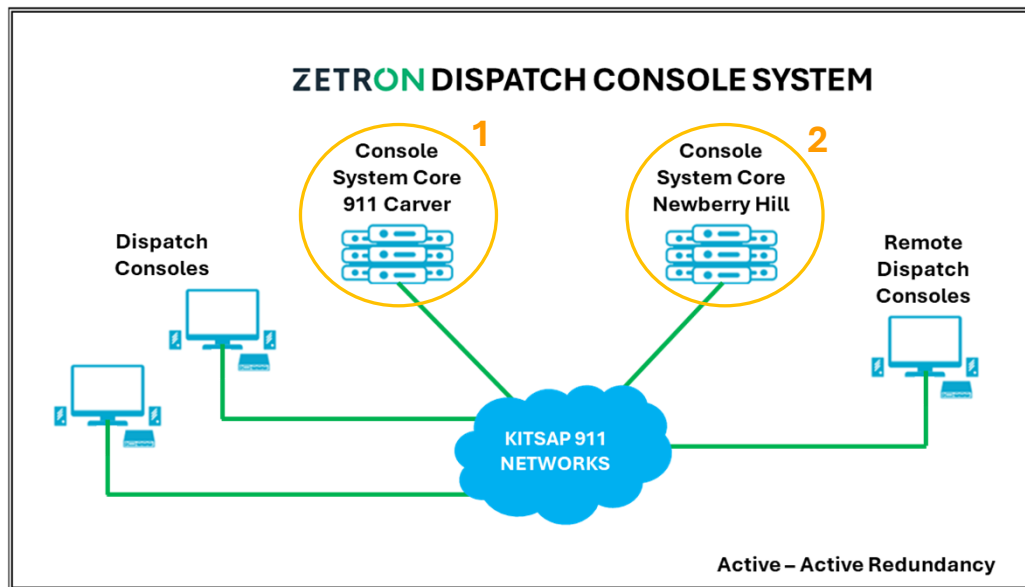
Mobile Replacements are Two Months Ahead of Plan Despite Quality Problem – “IP Address Unassigned”

For the Remainder of 2025

- Law Agencies: “Done”
 - A Few Stragglers
- Fire Mobile Replacements:
 - SKFR Started - 11/3
 - SKFR ~~Target Completion 12/19~~ **Done!** (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**

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



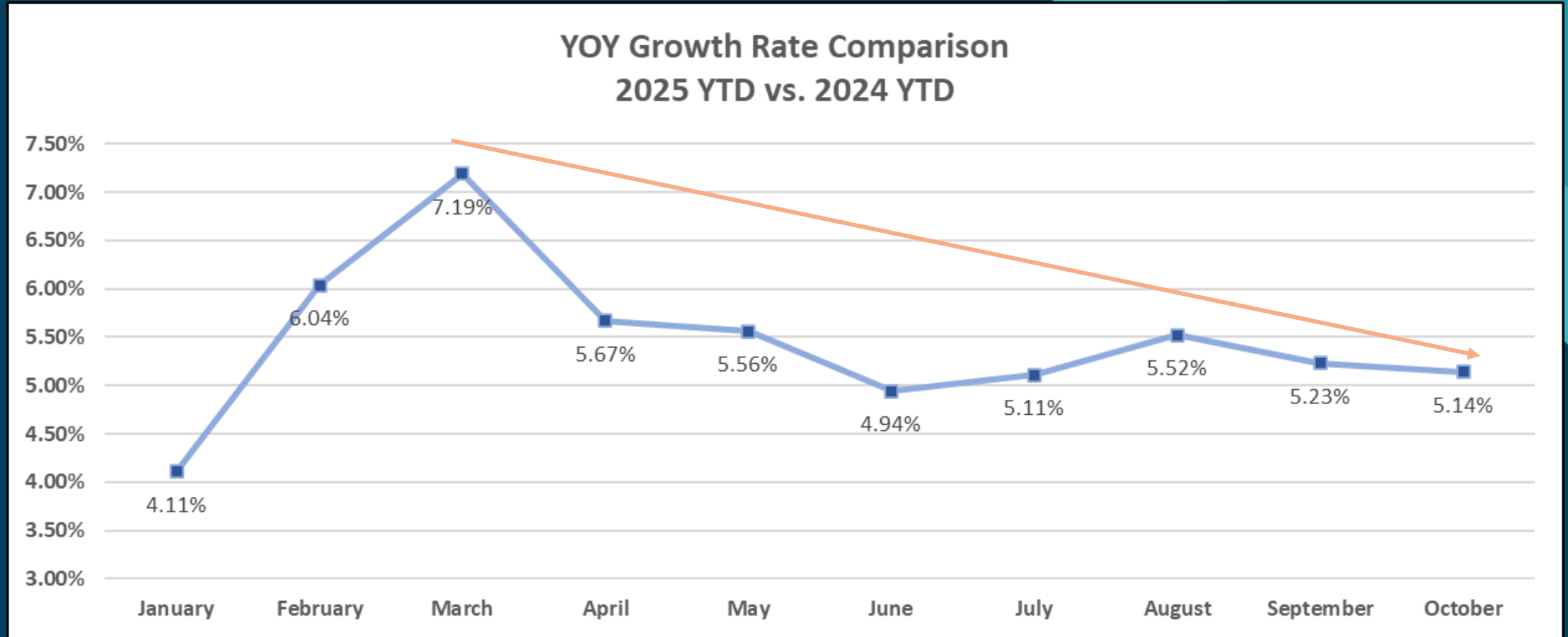
Finance Report

October 2025

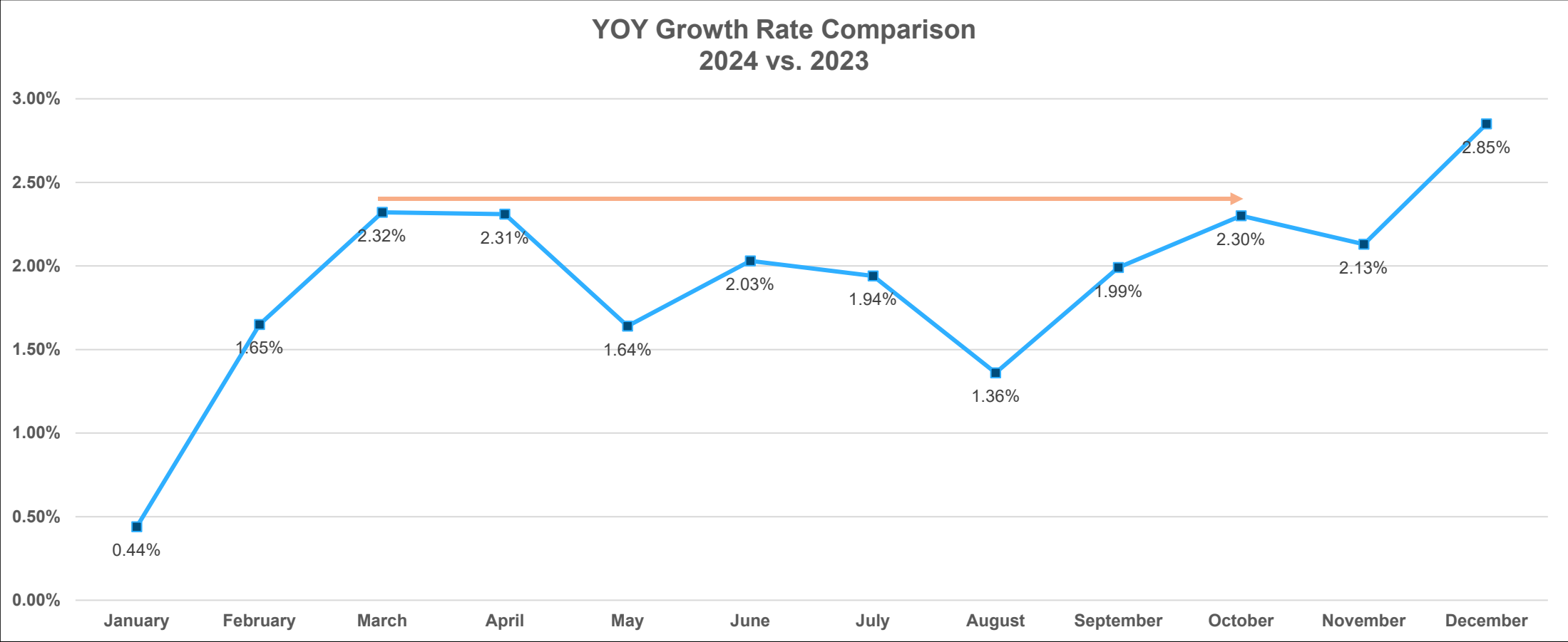
Sales Tax Analysis

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