



PUBLIC NOTICE REGULAR BOARD MEETING AGENDA

Wednesday, September 17, 2025
Station 32, 8905 Koch Field Road, Flagstaff, AZ 6:00 pm

www.zoom.us / Meeting ID: 885 2281 1636 Passcode 432385

<https://us02web.zoom.us/j/88522811636?pwd=dIVDTzJzOHRRZWthaGdnU0gyTWtKQT09>

Pursuant to A.R.S. 38-431.01, notice is hereby given to the Board of Directors and the public that the Summit Fire District will hold a Regular Meeting open to the public. The Governing Board of Summit Fire & Medical District will meet in a **Regular Session on Wednesday September 17, 2025, at 6:00 p.m. The meeting will be held in person and remotely through technological means (see above).** The meeting room will be open to the public at 5:30pm. Members of the Governing Board will attend either in person or by technological means. The Board may vote to go into Executive Session on any agenda item, pursuant to ARS 38-431.03(A)(3) Discussion or consultation for legal advice with the county attorney or attorneys of the public body. **All items are set for possible action.**

1. CALL TO ORDER
2. ROLL CALL OF BOARD MEMBERS / AFFIRMATION OF QUORUM
3. PLEDGE OF ALLEGIANCE

4. CALL TO THE PUBLIC

The Chairman shall announce this portion of the District Board meeting as a Call to the Public which is for public input/comment, in accordance with A.R.S. §38-431.0(H). Those wishing to address the Board regarding an issue within the jurisdiction of this public body may do so by completing a Request to Comment Form and submitting it to the Staff in person. If attending via remote, comments are to be sent to Staff via chat options prior to the start of the meeting. Individuals addressing the Board are limited to three minutes for their comments but may submit written comments for the Board records. The Chairman will recognize each individual. **The Governing Board cannot discuss or take legal action on any issues raised during the Public Forum unless they are agendaized due to restrictions of the Open Meeting Laws.**

5. **CONSENT AGENDA** – Items on the consent agenda are of a routine nature or have been previously studied by the Governing Board. Items on the Consent agenda are intended to be acted upon in one motion unless the Board wishes to hear any of the items separately.
 - a. Discussion and Approval of the Regular Board Meeting Minutes of August 20, 2025
 - b. Approval of Reconciliations and Financial Reports for August 2025.

6. **Current Events Summaries, Reports, and/or Correspondence**– In accordance with A.R.S. 38-431.02(K), **the Board shall not propose, discuss, deliberate, or take legal action** on any matter in the following summaries:
 - a. Monthly Run Report – On Duty Battalion Chief
 - b. Monthly Chief Updates
 - o Chief Gaillard
 - o Chief Wilson
 - o Chief Fennell
 - c. Local 1505 Update – Union Representative
 - d. Coconino County Update
7. **NEW BUSINESS / ACTION ITEMS - Public Comment:** Public comment/input is welcomed after each agenda item of New Business/Action Items and Unfinished Business. Individual comments are limited to three minutes per individual and must pertain to the specific agenda item.
 - a. Review, discuss, and possible action: Contract Extension #2; IGA for Regional Training Coordinator. This extension would be from 12/2/2024 to 12/1/2029.
 - b. Review, discuss, and possible action: approval of employment contract between Summit Fire & Medical District and the new Fire Chief, Earl Callander.
8. **FIRE BOARD COMMENTS**- Board Member comments are meant to inform and clarify. No action will be taken. Only Board Members can speak.

ADJOURNMENT

Posted on or before September 16, 2025, which is at least 24 hours prior to the Public Hearing. The complete packet of information from the Board meetings or portions thereof is available from the Administrative Office upon completion of a Public Records Request. The District Administrative Office is accessible to the handicapped. In compliance with the Americans with Disabilities Act (ADA), those with special needs, such as large-type face print or other reasonable accommodations may request those through the Summit Fire and Medical District Administrative Offices (928-526-9537) at least twenty-four hours before the meeting.



BOARD MEETING MINUTES

Wednesday, August 20, 2025

Station 32, 8905 Koch Field Road, Flagstaff AZ

- **CALL TO ORDER**

Board Member Parker called the meeting to order at 6:02 pm.

- **ROLL CALL OF BOARD MEMBERS / AFFIRMATION OF QUORUM**

Members Present: Board Members S. Walton, M. DiVittorio, R. Parker, J Timney (via Zoom)

Members Absent: Robb Faus

Administration: DC Wilson, DC Fennell, BC Zambeck, V Fennema, T Schieffer, C Robinson (Zoom)

- **Pledge of Allegiance**

- **CALL TO THE PUBLIC -N/A**

- **CONSENT AGENDA**

- Discussion and Approval of the Regular Board Meeting Minutes of July 23, 2025

- Approval of Reconciliations and Financial Reports for July 2025.

Board Member Scott Walton motioned to approve the minutes from July 23 and the financial reports for July 2025. Rick Parker seconded the motion.

Vote Conducted. MOTION PASSED unanimously.

AYES: Parker, Walton, DiVittorio

NAYES: None

- **Current Events Summaries, Reports, and/or Correspondence**

- a. Monthly Run Report:

BC Zambeck reported:

- Run report for July 2025. Total of 125 incidents, with 79 being emergent calls. Call distribution is as follows: District 31 had 23 calls, District 32 had 44, and District 37 had 6.
- Avg response times: Sta# 31 at 5.54 min, #32 at 5.23 mins, and #37 at 6.38.
- Auto aid given by us: 16; Auto aid we received: 1, Mutual Aid given 3.
- With monsoon storms starting to occur, we have had a few lightning strikes, one hit a tree and took out 2 deer that were sleeping under it. There was also a fire on a BNSF engine.

- b. Monthly Chief Updates:

DC Wilson

- Hopefully, with the moisture we have been getting, we will be able to move back to Stage 1 Fire Restrictions.
- Shout out to Local 1505 who is sponsoring a team for the Climb to Conquer Cancer in support of Chief Bills.

DC Fennell

- High rise drills at NAU this week.
- Academy is going well.

Labor 1505- C Robinson

- Nothing new to report, looking forward to hiring a new Fire Chief for Summit, and participating on the interview panel.

- **NEW BUSINESS / ACTION ITEMS**
 - a. Motion was made by Scott Walton to go into Executive Session to consult with our County Attorney, Erin Anding, on their hiring process for our new Fire Chief. Motion was seconded by Mike DiVittorio
Vote conducted. MOTION CARRIED
AYES: Walton, DiVittorio, Parkera.
NAYES: None
 - b. Motion to adjourn from Executive Session and reconvene to Open Session was made by Scott Walton, and seconded by Mike DiVittorio.
Vote conducted. MOTION Carried unanimously.
AYES: Parker, Walton, DiVittorio.
NAYES: none
 - c. Motion to delegate the authority of negotiating the terms of employment for the Fire Chief position to Fire Chief Gaillard and Administrative Officer Vivian Fennema was made by Scott Walton, and seconded by Mike DiVittorio.
Vote conducted. MOTION Carried unanimously.
AYES: Parker, Walton, DiVittorio.
NAYES: none
 - d. Motion to approve the Amendment to the Joint Hiring and Promotional Process IGA with the City of Flagstaff, Highlands, Pinewood and ARFF was made by Scott Walton, and seconded by Rick Parker.
Vote conducted. MOTION Carried unanimously.
AYES: Parker, Walton, DiVittorio.
NAYES: none
 - e. Discussion on policy #150 which was presented at our last board meeting. BC Zambeck has prepared a spreadsheet showing what the potential cost would be to implement this policy. Motion was made to adopt the policy #150 DROP-Tier 1 Employer Contribution.
- **Fire Board Comments:**
 - Thank you for all the hard work that has gone into this hiring process.
 - Thank you to the FFD Chiefs for all their hard work over the past 9 years providing management services to SFMD.
- **ADJOURNMENT:** Board Meeting adjourned at 7:34 pm
Motion to adjourn by Board Member Walton, seconded by Board Member Parker
Vote Conducted. MOTION PAST ALL IN FAVOR
AYES: Parker, Walton, and DiVittorio

Respectfully submitted by:

Robb Faus, Board Clerk

Summit Fire & Medical District

Account Balances

Registered Balance (end of month)	July 2025	Aug 2025	Sept 2025	Oct 2025	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	June 2026
Budget Stabilization	\$3,298,722.07	\$2,910,124.30										
OWA	\$321,509.29	\$329,097.64										
Petty Cash	\$1,475.18	\$1,757.27										
Capital	\$764,176.01	\$765,495.69										
Emergency	\$378,624.51	\$379,278.60										
Debt Services / GO	\$7,444.69	\$8,167.09										
Contingency / COP	\$1,777,204.90	\$1,777,204.90										
TOTAL	\$6,549,156.65	\$6,171,125.49	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LAST FISCAL YEAR	\$5,447,090.43	\$5,069,780.47	\$4,804,760.33	\$5,731,890.12	\$7,625,426.43	\$7,323,365.09	\$7,100,417.03	\$6,956,422.33	\$6,713,958.38	\$8,124,363.55	\$7,958,675.06	\$7,035,881.30
ACTUALS	YTD actuals	YTD Budgeted	Over / Under	% of Budget								
Revenue	\$203,170.00	\$254,856.29	-\$51,686.29	80%								
Expenses	\$1,067,011.98	\$1,868,083.06	-\$801,071.08	57%								
Net Income	-\$863,841.98	-\$1,613,226.77	\$749,384.79	54%								

Summit Fire District

Profit & Loss Budget vs. Actual

August 2025

	Aug 25	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
1100 TAX REVENUE				
1101 Property Tax	17,703.50	10,605.66	7,097.84	166.93%
1102 FDAT	854.08	976.04	-121.96	87.51%
1103 Delinquent Property Tax	282.79	1,561.60	-1,278.81	18.11%
Total 1100 TAX REVENUE	18,840.37	13,143.30	5,697.07	143.35%
1300 MISC INCOME				
1301 OWA Income	0.00	39,973.08	-39,973.08	0.0%
1302 Interest	8,692.10	3,762.90	4,929.20	231.0%
1304 Contracts with Towers	4,759.27	4,477.11	282.16	106.3%
1308 Service Subscriptions	0.00	1,812.22	-1,812.22	0.0%
1310 Misc. Income	1,176.01	0.00	1,176.01	100.0%
1311 Maint Facility Income	9,278.57	5,194.93	4,083.64	178.61%
1312 Community Room Rental	550.00	100.00	450.00	550.0%
1314 Insurance Proceed Income	0.00	1,100.00	-1,100.00	0.0%
Total 1300 MISC INCOME	24,455.95	56,420.24	-31,964.29	43.35%
Total Income	43,296.32	69,563.54	-26,267.22	62.24%
Gross Profit	43,296.32	69,563.54	-26,267.22	62.24%
Expense				
2000 PERSONNEL SALARIES				
2009 Acting Pay				
2009 .1 Acting Pay BC	0.00	144.00	-144.00	0.0%
2009. 2 Acting Captain	48.00	543.00	-495.00	8.84%
2009.3 Acting Engineer	180.00	612.00	-432.00	29.41%
Total 2009 Acting Pay	228.00	1,299.00	-1,071.00	17.55%
2032 OWA Backfill	9,298.32	0.00	9,298.32	100.0%
2033 OWA OT	11,037.07	11,555.98	-518.91	95.51%
2034 OWA Eng Boss	640.00	0.00	640.00	100.0%
2035 OWA Payroll	8,686.02	241.85	8,444.17	3,591.49%
2036 OWA Single Resource OT	0.00	7,872.46	-7,872.46	0.0%
2070 Battalion Chief	20,542.14	22,424.69	-1,882.55	91.61%
2071 Administrative Officer	5,177.70	5,716.36	-538.66	90.58%
2072 Admin Assistant II	3,942.59	4,380.65	-438.06	90.0%
2073 EVT Mechanic III	5,218.32	5,653.18	-434.86	92.31%
2073.2 EVT Mechanic II	4,341.14	5,374.75	-1,033.61	80.77%
2075 Captains	49,957.22	58,119.35	-8,162.13	85.96%
2076 Engineer	36,287.43	47,942.18	-11,654.75	75.69%
2077 Firefighters	45,313.38	64,629.68	-19,316.30	70.11%
2081 FLSA	3,520.80	4,750.00	-1,229.20	74.12%
2082 Overtime	29,617.69	42,706.78	-13,089.09	69.35%
2083 Vacation Leave	9,268.33	17,242.37	-7,974.04	53.75%

Summit Fire District

Profit & Loss Budget vs. Actual

August 2025

	Aug 25	Budget	\$ Over Budget	% of Budget
2084 Sick Leave	5,547.12	9,757.50	-4,210.38	56.85%
Total 2000 PERSONNEL SALARIES	248,623.27	309,666.78	-61,043.51	80.29%
2200 PENSION				
2201 NationW Hybrid Tier 3 FD	2,847.92	0.00	2,847.92	100.0%
2202 NationW - Tier 2 FD	226.13	0.00	226.13	100.0%
2206 PSPRS - Tier 1 FD	7,361.19	0.00	7,361.19	100.0%
2208 PSPRS - Tier 1A & 2 FD	1,195.44	0.00	1,195.44	100.0%
2210.2 PSPRS - DB Tier 3	10,547.52	0.00	10,547.52	100.0%
2215 ASRS	2,339.98	2,837.08	-497.10	82.48%
2216 Other Retirement	5,115.32			
2200 PENSION - Other	1,650.00	40,751.67	-39,101.67	4.05%
Total 2200 PENSION	31,283.50	43,588.75	-12,305.25	71.77%
2300 PAYROLL EXPENSES				
2301 Workmen's Comp.	0.00	18,750.00	-18,750.00	0.0%
2303 Social Security	1,364.38	2,182.39	-818.01	62.52%
2304 Medicare	3,445.32	4,280.32	-835.00	80.49%
Total 2300 PAYROLL EXPENSES	4,809.70	25,212.71	-20,403.01	19.08%
2400 PERSONNEL INSURANCE				
2401 Medical Insurance	25,583.50	31,088.00	-5,504.50	82.29%
2402 Dental Insurance	1,290.90	1,812.33	-521.43	71.23%
2404 Life Insurance	0.00	472.68	-472.68	0.0%
2405 Vision Insurance	251.94	304.20	-52.26	82.82%
Total 2400 PERSONNEL INSURANCE	27,126.34	33,677.21	-6,550.87	80.55%
2500 CONTRACTUALS				
2503 Broker Fees Medical Ins				
2503.2 Cancer Screening	0.00	391.49	-391.49	0.0%
2503 Broker Fees Medical Ins - C	0.00	780.00	-780.00	0.0%
Total 2503 Broker Fees Medical Ins	0.00	1,171.49	-1,171.49	0.0%
2510 FLAGIT Contract Services	0.00	4,326.30	-4,326.30	0.0%
2511 Software Contracts				
2511.4 Misc. Software	324.26	524.06	-199.80	61.88%
2511 Software Contracts - Other	2,471.53	1,171.00	1,300.53	211.06%
Total 2511 Software Contracts	2,795.79	1,695.06	1,100.73	164.94%
2514 Bld & Vehicle Insurance	22,114.00	20,739.00	1,375.00	106.63%
2515 IGA Services				
2515.3 Training Coordinator	21,457.00			
Total 2515 IGA Services	21,457.00	0.00	21,457.00	100.0%
2520 Computers, Printers	1,328.87			
Total 2500 CONTRACTUALS	47,695.66	27,931.85	19,763.81	170.76%
3000 FLEET SERVICES				
3010 Shop Uniforms	319.83	608.80	-288.97	52.53%
3020 Parts for SFMD Vehicles	3,318.51	3,988.79	-670.28	83.2%

Summit Fire District

Profit & Loss Budget vs. Actual

August 2025

	Aug 25	Budget	\$ Over Budget	% of Budget
3025 Shop Outside Customer Exp	3,173.67	9,597.78	-6,424.11	33.07%
3030 EVT Tool Allowance	0.00	249.99	-249.99	0.0%
Total 3000 FLEET SERVICES	6,812.01	14,445.36	-7,633.35	47.16%
3100 EQUIPMENT				
3110 Apparatus Equipment				
3110.2 Ladder Testing	1,209.92	0.00	1,209.92	100.0%
3110.4 Bar Oil, Fuel Power Equi	96.91	0.00	96.91	100.0%
Total 3110 Apparatus Equipment	1,306.83	0.00	1,306.83	100.0%
3115 Communication-Radios	213.19	0.00	213.19	100.0%
3120 SCBA	7.85	5.95	1.90	131.93%
Total 3100 EQUIPMENT	1,527.87	5.95	1,521.92	25,678.49%
3200 SUPPLIES				
3210 EMS Program	1,975.42	706.31	1,269.11	279.68%
3212 PPE Program	31,963.31	31,593.31	370.00	101.17%
3220 Office Supplies	385.80	788.83	-403.03	48.91%
3225 BLD/Land Maint.	3,798.89	6,872.82	-3,073.93	55.27%
3227 Procurement	1,084.52	955.44	129.08	113.51%
3235 PIO / Pub ED	0.00	99.93	-99.93	0.0%
Total 3200 SUPPLIES	39,207.94	41,016.64	-1,808.70	95.59%
3300 UNIFORMS				
3310 Uniforms - SFMD	644.94	1,568.14	-923.20	41.13%
3325 PPE	0.00	1,811.96	-1,811.96	0.0%
3330 - Boots	470.35	-364.00	834.35	-129.22%
Total 3300 UNIFORMS	1,115.29	3,016.10	-1,900.81	36.98%
3400 FITNESS-HEALTH & SAFETY				
3405 Health & Safety				
3405.2 Staff Counseling	0.00	9,856.75	-9,856.75	0.0%
3405.3 Stress Test	0.00	85.00	-85.00	0.0%
3405.4 New Hire Physicals & Men	150.00	255.00	-105.00	58.82%
Total 3405 Health & Safety	150.00	10,196.75	-10,046.75	1.47%
Total 3400 FITNESS-HEALTH & SAFETY	150.00	10,196.75	-10,046.75	1.47%
4000 UTILITIES				
4005 Fuel for Apparatus	2,489.74	2,551.07	-61.33	97.6%
4010 Electric	2,434.52	2,786.48	-351.96	87.37%
4015 Gas / Propane	842.98	125.41	717.57	672.18%
4020 Water	1,199.70	1,325.12	-125.42	90.54%
4025 Phones / Internet / TV	1,883.72	2,743.68	-859.96	68.66%
4030 Trash Pickup	855.85	706.06	149.79	121.22%
4050 Radio Site Rental Elden	374.15	463.38	-89.23	80.74%
Total 4000 UTILITIES	10,080.66	10,701.20	-620.54	94.2%
4100 Training and Travel				
4105 Training Registration	0.00	205.05	-205.05	0.0%

Summit Fire District

Profit & Loss Budget vs. Actual

August 2025

	Aug 25	Budget	\$ Over Budget	% of Budget
4115 Food	433.68	138.00	295.68	314.26%
4125 Travel Fuel Rentals Air	0.00	-30.75	30.75	0.0%
4130 Tuition Reimbursement	484.84	0.00	484.84	100.0%
Total 4100 Training and Travel	918.52	312.30	606.22	294.12%
4200 OWA Expenses				
4230 OWA Exp.	1,152.11	6,768.15	-5,616.04	17.02%
Total 4200 OWA Expenses	1,152.11	6,768.15	-5,616.04	17.02%
5000 CAPITAL				
5010 Vehicle/Equip Payments	0.00	67,819.92	-67,819.92	0.0%
Total 5000 CAPITAL	0.00	67,819.92	-67,819.92	0.0%
9999 Suspense	0.00	325.94	-325.94	0.0%
Payroll Expenses	249.68	0.00	249.68	100.0%
Total Expense	420,752.55	594,685.61	-173,933.06	70.75%
Net Ordinary Income	-377,456.23	-525,122.07	147,665.84	71.88%
Net Income	-377,456.23	-525,122.07	147,665.84	71.88%

Summit Fire District

Profit & Loss Budget vs. Actual

July through August 2025

	Jul - Aug 25	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
1100 TAX REVENUE				
1101 Property Tax	46,880.38	27,608.53	19,271.85	169.8%
1102 FDAT	3,588.14	2,567.14	1,021.00	139.77%
1103 Delinquent Property Tax	1,096.72	1,694.79	-598.07	64.71%
Total 1100 TAX REVENUE	51,565.24	31,870.46	19,694.78	161.8%
1300 MISC INCOME				
1301 OWA Income	74,617.65	78,055.80	-3,438.15	95.6%
1302 Interest	8,692.10	3,762.90	4,929.20	231.0%
1304 Contracts with Towers	7,179.69	7,862.00	-682.31	91.32%
1308 Service Subscriptions	4,604.11	1,812.22	2,791.89	254.06%
1310 Misc. Income	24,591.44	0.00	24,591.44	100.0%
1311 Maint Facility Income	31,019.77	19,966.71	11,053.06	155.36%
1312 Community Room Rental	900.00	450.00	450.00	200.0%
1314 Insurance Proceed Income	0.00	1,600.00	-1,600.00	0.0%
Total 1300 MISC INCOME	151,604.76	113,509.63	38,095.13	133.56%
Total Income	203,170.00	145,380.09	57,789.91	139.75%
Gross Profit	203,170.00	145,380.09	57,789.91	139.75%
Expense				
2000 PERSONNEL SALARIES				
2009 Acting Pay				
2009 .1 Acting Pay BC	0.00	336.00	-336.00	0.0%
2009. 2 Acting Captain	432.00	863.00	-431.00	50.06%
2009.3 Acting Engineer	504.00	1,321.50	-817.50	38.14%
2009 Acting Pay - Other	80.00			
Total 2009 Acting Pay	1,016.00	2,520.50	-1,504.50	40.31%
2032 OWA Backfill	18,067.92	0.00	18,067.92	100.0%
2033 OWA OT	27,488.56	11,555.98	15,932.58	237.87%
2034 OWA Eng Boss	1,280.00	0.00	1,280.00	100.0%
2035 OWA Payroll	13,544.05	241.85	13,302.20	5,600.19%
2036 OWA Single Resource OT	0.00	8,067.34	-8,067.34	0.0%
2070 Battalion Chief	50,104.75	44,849.38	5,255.37	111.72%
2071 Administrative Officer	10,784.13	11,432.72	-648.59	94.33%
2072 Admin Assistant II	10,008.11	8,761.30	1,246.81	114.23%
2073 EVT Mechanic III	11,904.29	11,306.36	597.93	105.29%
2073.2 EVT Mechanic II	11,473.01	10,749.50	723.51	106.73%
2075 Captains	121,158.43	116,238.70	4,919.73	104.23%
2076 Engineer	91,737.89	95,884.36	-4,146.47	95.68%
2077 Firefighters	105,161.03	129,259.36	-24,098.33	81.36%
2081 FLSA	10,510.20	9,500.00	1,010.20	110.63%
2082 Overtime	76,850.43	65,870.13	10,980.30	116.67%

Summit Fire District

Profit & Loss Budget vs. Actual

July through August 2025

	Jul - Aug 25	Budget	\$ Over Budget	% of Budget
2083 Vacation Leave	29,596.41	30,988.10	-1,391.69	95.51%
2084 Sick Leave	10,475.46	20,210.04	-9,734.58	51.83%
2088 Holiday Pay	5,578.56	3,548.82	2,029.74	157.2%
2099.1 Vacation Leave Payout	7,533.74	0.00	7,533.74	100.0%
2099.2 Sick Leave Payout	14,382.26	-5,929.48	20,311.74	-242.56%
Total 2000 PERSONNEL SALARIES	628,655.23	575,054.96	53,600.27	109.32%
2200 PENSION				
2201 NationW Hybrid Tier 3 FD	6,723.53	0.00	6,723.53	100.0%
2202 NationW - Tier 2 FD	661.85	0.00	661.85	100.0%
2206 PSPRS - Tier 1 FD	20,890.34	0.00	20,890.34	100.0%
2208 PSPRS - Tier 1A & 2 FD	3,367.64	0.00	3,367.64	100.0%
2210.2 PSPRS - DB Tier 3	23,791.40	0.00	23,791.40	100.0%
2215 ASRS	5,885.98	5,674.16	211.82	103.73%
2216 Other Retirement	5,115.32			
2200 PENSION - Other	1,650.00	81,503.34	-79,853.34	2.02%
Total 2200 PENSION	68,086.06	87,177.50	-19,091.44	78.1%
2300 PAYROLL EXPENSES				
2301 Workmen's Comp.	46,202.50	37,500.00	8,702.50	123.21%
2303 Social Security	3,145.17	2,768.54	376.63	113.6%
2304 Medicare	8,798.24	8,560.64	237.60	102.78%
2305 Direct Deposit	-255.00	0.00	-255.00	100.0%
Total 2300 PAYROLL EXPENSES	57,890.91	48,829.18	9,061.73	118.56%
2400 PERSONNEL INSURANCE				
2401 Medical Insurance	59,115.79	62,176.00	-3,060.21	95.08%
2402 Dental Insurance	2,969.94	3,020.55	-50.61	98.32%
2404 Life Insurance	145.44	787.80	-642.36	18.46%
2405 Vision Insurance	887.24	507.00	380.24	175.0%
Total 2400 PERSONNEL INSURANCE	63,118.41	66,491.35	-3,372.94	94.93%
2500 CONTRACTUALS				
2503 Broker Fees Medical Ins				
2503.1 East Flag Medical-Croft	900.00	1,800.00	-900.00	50.0%
2503.2 Cancer Screening	0.00	391.49	-391.49	0.0%
2503 Broker Fees Medical Ins - I	0.00	1,560.00	-1,560.00	0.0%
Total 2503 Broker Fees Medical Ins	900.00	3,751.49	-2,851.49	23.99%
2510 FLAGIT Contract Services	2,118.15	4,326.30	-2,208.15	48.96%
2511 Software Contracts				
2511.10 Fire Manager Software	0.00	4,117.00	-4,117.00	0.0%
2511.4 Misc. Software	324.26	380.15	-55.89	85.3%
2511 Software Contracts - Other	4,245.33	1,171.00	3,074.33	362.54%
Total 2511 Software Contracts	4,569.59	5,668.15	-1,098.56	80.62%
2514 Bld & Vehicle Insurance	22,114.00	42,766.00	-20,652.00	51.71%
2515 IGA Services				

Summit Fire District

Profit & Loss Budget vs. Actual

July through August 2025

	Jul - Aug 25	Budget	\$ Over Budget	% of Budget
2515.1 Fire Chief	71,250.00	0.00	71,250.00	100.0%
2515.2 Dispatch	14,220.00	78,426.75	-64,206.75	18.13%
2515.3 Training Coordinator	21,457.00			
Total 2515 IGA Services	106,927.00	78,426.75	28,500.25	136.34%
2519 Memberships & Subscription				
2519.5 Other (Feasibility Study)	0.00	2,818.48	-2,818.48	0.0%
Total 2519 Memberships & Subscript	0.00	2,818.48	-2,818.48	0.0%
2520 Computers, Printers	5,142.13			
Total 2500 CONTRACTUALS	141,770.87	137,757.17	4,013.70	102.91%
3000 FLEET SERVICES				
3010 Shop Uniforms	844.89	1,213.02	-368.13	69.65%
3020 Parts for SFMD Vehicles	7,130.56	7,112.43	18.13	100.26%
3025 Shop Outside Customer Exp	6,025.06	11,201.22	-5,176.16	53.79%
3030 EVT Tool Allowance	0.00	499.98	-499.98	0.0%
Total 3000 FLEET SERVICES	14,000.51	20,026.65	-6,026.14	69.91%
3100 EQUIPMENT				
3110 Apparatus Equipment				
3110.2 Ladder Testing	1,209.92	0.00	1,209.92	100.0%
3110.4 Bar Oil, Fuel Power Equi	96.91	0.00	96.91	100.0%
Total 3110 Apparatus Equipment	1,306.83	0.00	1,306.83	100.0%
3115 Communication-Radios	213.19	0.00	213.19	100.0%
3120 SCBA	33.57	5.95	27.62	564.2%
Total 3100 EQUIPMENT	1,553.59	5.95	1,547.64	26,110.76%
3200 SUPPLIES				
3210 EMS Program	8,160.41	-1,798.93	9,959.34	-453.63%
3212 PPE Program	33,231.22	43,336.76	-10,105.54	76.68%
3220 Office Supplies	1,930.53	1,289.83	640.70	149.67%
3225 BLD/Land Maint.	8,625.38	11,926.70	-3,301.32	72.32%
3227 Procurement	2,058.18	1,805.25	252.93	114.01%
3235 PIO / Pub ED	141.42	2,115.87	-1,974.45	6.68%
Total 3200 SUPPLIES	54,147.14	58,675.48	-4,528.34	92.28%
3300 UNIFORMS				
3310 Uniforms - SFMD	2,564.52	3,141.17	-576.65	81.64%
3325 PPE	0.00	2,579.20	-2,579.20	0.0%
3330 - Boots	1,558.02	0.00	1,558.02	100.0%
3350 New Hire Expenses	108.97	0.00	108.97	100.0%
Total 3300 UNIFORMS	4,231.51	5,720.37	-1,488.86	73.97%
3400 FITNESS-HEALTH & SAFETY				
3401 Fitness	0.00	9,960.00	-9,960.00	0.0%
3405 Health & Safety				
3405.1 Annual Physicals	0.00	-379.30	379.30	0.0%
3405.2 Staff Counseling	480.00	10,216.75	-9,736.75	4.7%

Summit Fire District

Profit & Loss Budget vs. Actual

July through August 2025

	Jul - Aug 25	Budget	\$ Over Budget	% of Budget
3405.3 Stress Test	0.00	85.00	-85.00	0.0%
3405.4 New Hire Physicals & Medical	976.61	1,349.00	-372.39	72.4%
Total 3405 Health & Safety	1,456.61	11,271.45	-9,814.84	12.92%
Total 3400 FITNESS-HEALTH & SAFETY	1,456.61	21,231.45	-19,774.84	6.86%
3500 Wildland SFMD				
3501 New Equipment-Uniforms	1,295.03	0.00	1,295.03	100.0%
Total 3500 Wildland SFMD	1,295.03	0.00	1,295.03	100.0%
4000 UTILITIES				
4005 Fuel for Apparatus	3,804.68	4,251.91	-447.23	89.48%
4010 Electric	4,802.48	4,723.98	78.50	101.66%
4015 Gas / Propane	1,592.74	1,541.62	51.12	103.32%
4020 Water	2,522.34	2,627.35	-105.01	96.0%
4025 Phones / Internet / TV	5,091.90	4,660.74	431.16	109.25%
4030 Trash Pickup	1,709.18	1,436.03	273.15	119.02%
4050 Radio Site Rental Elden	748.30	813.38	-65.08	92.0%
Total 4000 UTILITIES	20,271.62	20,055.01	216.61	101.08%
4100 Training and Travel				
4105 Training Registration	355.05	205.05	150.00	173.15%
4110 Lodging	1,360.91	410.77	950.14	331.31%
4115 Food	566.17	138.00	428.17	410.27%
4125 Travel Fuel Rentals Air	13.53	25.53	-12.00	53.0%
4130 Tuition Reimbursement	484.84	0.00	484.84	100.0%
Total 4100 Training and Travel	2,780.50	779.35	2,001.15	356.77%
4200 OWA Expenses				
4230 OWA Exp.	3,855.51	8,739.53	-4,884.02	44.12%
Total 4200 OWA Expenses	3,855.51	8,739.53	-4,884.02	44.12%
4300 INTERST / FEES				
4315 Interest / Fees	0.00	25.00	-25.00	0.0%
Total 4300 INTERST / FEES	0.00	25.00	-25.00	0.0%
5000 CAPITAL				
5010 Vehicle/Equip Payments	0.00	108,551.49	-108,551.49	0.0%
Total 5000 CAPITAL	0.00	108,551.49	-108,551.49	0.0%
9999 Suspense	0.00	325.94	-325.94	0.0%
Payroll Expenses	3,898.48	0.00	3,898.48	100.0%
Total Expense	1,067,011.98	1,159,446.38	-92,434.40	92.03%
Net Ordinary Income	-863,841.98	-1,014,066.29	150,224.31	85.19%
Net Income	-863,841.98	-1,014,066.29	150,224.31	85.19%

Summit Fire District
Reconciliation Summary
101 County Treasurer, Period Ending 08/31/2025

	Aug 31, 25
Beginning Balance	3,346,037.68
Cleared Transactions	
Checks and Payments - 74 items	-358,811.48
Deposits and Credits - 123 items	40,286.62
Total Cleared Transactions	-318,524.86
Cleared Balance	3,027,512.82
Uncleared Transactions	
Checks and Payments - 20 items	-117,388.52
Deposits and Credits - 3 items	0.00
Total Uncleared Transactions	-117,388.52
Register Balance as of 08/31/2025	2,910,124.30
New Transactions	
Checks and Payments - 23 items	-174,472.23
Deposits and Credits - 1 item	1,058.00
Total New Transactions	-173,414.23
Ending Balance	2,736,710.07

Budget Stabilization

Reconciled 9/9/2025 yf

Deposit Summary

9/9/2025 1:39 PM

Summit Fire District

Summary of Deposits to 101 County Treasurer on 08/08/2025

Chk No.	PmtMethod	Rcd From	Memo	Amount
	E-Check		August Prop tax collected	17,703.50
	E-Check		August Del tax collected	282.79
	E-Check		August FDAT	854.08

Less Cash Back:

Deposit Total: 18,840.37

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09/09/25

Summit Fire District
Reconciliation Detail
101 County Treasurer, Period Ending 08/31/2025

Type	Date	Num	Name	Clr	Amount	Balance
Liability Check	09/11/2025	82600...	United Summit Fire ...		-1,284.69	-173,654.57
Liability Check	09/11/2025	To Print	AFLAC		-817.66	-174,472.23
Total Checks and Payments					-174,472.23	-174,472.23
Deposits and Credits - 1 item						
Deposit	09/03/2025				1,058.00	1,058.00
Total Deposits and Credits					1,058.00	1,058.00
Total New Transactions					-173,414.23	-173,414.23
Ending Balance					-609,327.61	2,736,710.07

Summit Fire District Reconciliation Detail 101 County Treasurer, Period Ending 08/31/2025

Type	Date	Num	Name	Clr	Amount	Balance
Beginning Balance						3,346,037.68
Cleared Transactions						
Checks and Payments - 74 items						
Check	07/18/2025	82600...	National Bank of Ari...	X	-15,151.12	-15,151.12
Bill Pmt -Check	07/23/2025	82500...	Executech	X	-4,306.67	-19,457.79
Liability Check	07/31/2025	EFT	MotivHealth	X	-26,588.83	-46,046.62
Liability Check	07/31/2025	EFT	MotivHealth	X	-4,574.04	-50,620.66
Bill Pmt -Check	07/31/2025	82500...	Coconino Communit...	X	-4,084.00	-54,704.66
Liability Check	07/31/2025	82500...	Nationwide Trust Co...	X	-2,597.25	-57,301.91
Liability Check	07/31/2025	82500...	United Summit Fire ...	X	-1,284.69	-58,586.60
Bill Pmt -Check	07/31/2025	82500...	Rush Truck	X	-893.48	-59,480.08
Bill Pmt -Check	07/31/2025	82500...	Ideal Roofing Comp...	X	-800.00	-60,280.08
Bill Pmt -Check	07/31/2025	82500...	AT&T Mobility	X	-451.50	-60,731.58
Bill Pmt -Check	07/31/2025	82500...	East Flagstaff Famil...	X	-450.00	-61,181.58
Bill Pmt -Check	07/31/2025	82500...	Optimum Business	X	-373.16	-61,554.74
Bill Pmt -Check	07/31/2025	82500...	City of Flagstaff	X	-117.98	-61,672.72
Bill Pmt -Check	07/31/2025	82500...	Right Water Hauling...	X	-110.00	-61,782.72
Bill Pmt -Check	07/31/2025	82500...	Prudential Overall S...	X	-83.68	-61,866.40
Check	07/31/2025	82500...	Maguire Harrison-	X	-66.30	-61,932.70
Liability Check	07/31/2025	82500...	5 Star Life Insuranc...	X	-34.67	-61,967.37
Bill Pmt -Check	07/31/2025	82500...	Trace Analytics	X	-25.72	-61,993.09
Bill Pmt -Check	08/07/2025	82600...	NAPA	X	-1,971.12	-63,964.21
Liability Check	08/07/2025		QuickBooks Payroll ...	X	-1,856.24	-65,820.45
Bill Pmt -Check	08/07/2025	82600...	APS	X	-1,326.09	-67,146.54
Liability Check	08/07/2025	82600...	AFLAC	X	-1,080.66	-68,227.20
Bill Pmt -Check	08/07/2025	82600...	Doney Park Water	X	-759.70	-68,986.90
Bill Pmt -Check	08/07/2025	82600...	Coconino Auto Supply	X	-571.73	-69,558.63
Bill Pmt -Check	08/07/2025	82600...	Niles Radio	X	-495.52	-70,054.15
Bill Pmt -Check	08/07/2025	82600...	James Unmacht III-	X	-484.84	-70,538.99
Bill Pmt -Check	08/07/2025	82600...	Orion Energy Inc.	X	-315.12	-70,854.11
Bill Pmt -Check	08/07/2025	82600...	Right Water Hauling...	X	-110.00	-70,964.11
Bill Pmt -Check	08/07/2025	82600...	United Summit Fire ...	X	-75.00	-71,039.11
Liability Check	08/08/2025	EFT	United States Treas...	X	-657.28	-71,696.39
Liability Check	08/13/2025		QuickBooks Payroll ...	X	-83,538.89	-155,235.28
Liability Check	08/14/2025	EFT	Public Safety Retire...	X	-16,711.59	-171,946.87
Liability Check	08/14/2025	EFT	United States Treas...	X	-12,407.18	-184,354.05
Liability Check	08/14/2025	EFT	MotivHealth	X	-4,705.20	-189,059.25
Liability Check	08/14/2025	EFT	Voya Financial	X	-3,912.80	-192,972.05
Liability Check	08/14/2025	82600...	Nationwide Trust Co...	X	-2,859.89	-195,831.94
Bill Pmt -Check	08/14/2025	82600...	HANDTEVY	X	-2,471.53	-198,303.47
Liability Check	08/14/2025	EFT	Arizona Department ...	X	-2,449.72	-200,753.19
Liability Check	08/14/2025	EFT	Arizona State Retire...	X	-2,339.98	-203,093.17
Liability Check	08/14/2025	EFT	MUTUAL OF OMAHA	X	-1,671.62	-204,764.79
Liability Check	08/14/2025	EFT	MUTUAL OF OMAHA	X	-1,404.94	-206,169.73
Liability Check	08/14/2025	82600...	United Summit Fire ...	X	-1,284.69	-207,454.42
Bill Pmt -Check	08/14/2025	82600...	Fire Truck Solutions	X	-757.88	-208,212.30
Bill Pmt -Check	08/14/2025	82600...	Verizon Wireless	X	-538.91	-208,751.21
Bill Pmt -Check	08/14/2025	82600...	APS	X	-439.88	-209,191.09
Bill Pmt -Check	08/14/2025	82600...	Orion Energy Inc.	X	-401.93	-209,593.02
Bill Pmt -Check	08/14/2025	82600...	Arizona PPE Recon,...	X	-370.00	-209,963.02
Bill Pmt -Check	08/14/2025	82600...	Directv	X	-112.99	-210,076.01
Bill Pmt -Check	08/14/2025	82600...	Right Water Hauling...	X	-110.00	-210,186.01
Liability Check	08/14/2025	EFT	Colonial Supplement...	X	-68.40	-210,254.41
Bill Pmt -Check	08/14/2025	82600...	DSB Distributing LLC	X	-19.50	-210,273.91
Bill Pmt -Check	08/18/2025	EFT	Public Safety Retire...	X	-1,650.00	-211,923.91
Bill Pmt -Check	08/20/2025	82600...	Crazy Country Boys ...	X	-1,656.30	-213,580.21
Bill Pmt -Check	08/20/2025	82600...	IIA Lifting Services, I...	X	-1,209.92	-214,790.13
Bill Pmt -Check	08/20/2025	82600...	Thermo Fluids, Inc.	X	-588.82	-215,378.95
Bill Pmt -Check	08/20/2025	82600...	AZ Mold Pros	X	-545.00	-215,923.95
Bill Pmt -Check	08/20/2025	82600...	Life Assist, Inc	X	-498.58	-216,422.53
Bill Pmt -Check	08/20/2025	82600...	Optimum Business	X	-361.61	-216,784.14
Bill Pmt -Check	08/20/2025	82600...	Rush Truck	X	-336.23	-217,120.37
Bill Pmt -Check	08/20/2025	82600...	East Flagstaff Famil...	X	-150.00	-217,270.37
Bill Pmt -Check	08/20/2025	82600...	UniSource Energy S...	X	-125.93	-217,396.30
Bill Pmt -Check	08/20/2025	82600...	Prudential Overall S...	X	-85.10	-217,481.40
Bill Pmt -Check	08/20/2025	82600...	Velocity Truck Center	X	-29.63	-217,511.03
Liability Check	08/27/2025		QuickBooks Payroll ...	X	-82,544.33	-300,055.36
Liability Check	08/28/2025	EFT	Public Safety Retire...	X	-16,168.78	-316,224.14

Summit Fire District Reconciliation Detail 101 County Treasurer, Period Ending 08/31/2025

Type	Date	Num	Name	Clr	Amount	Balance
Liability Check	08/28/2025	EFT	United States Treas...	X	-12,194.30	-328,418.44
Liability Check	08/28/2025		QuickBooks Payroll ...	X	-9,077.84	-337,496.28
Liability Check	08/28/2025	EFT	Voya Financial	X	-8,737.24	-346,233.52
Liability Check	08/28/2025	EFT	MotivHealth	X	-4,705.20	-350,938.72
Liability Check	08/28/2025	EFT	Arizona Department ...	X	-2,503.01	-353,441.73
Liability Check	08/28/2025	EFT	Arizona State Retire...	X	-2,339.98	-355,781.71
Liability Check	08/29/2025	EFT	MUTUAL OF OMAHA	X	-1,678.02	-357,459.73
Liability Check	08/29/2025	EFT	United States Treas...	X	-1,072.64	-358,532.37
Liability Check	08/29/2025	EFT	Arizona Department ...	X	-279.11	-358,811.48
Total Checks and Payments					-358,811.48	-358,811.48
Deposits and Credits - 123 items						
Deposit	08/03/2025			X	1,058.00	1,058.00
Deposit	08/05/2025			X	6,232.40	7,290.40
Deposit	08/08/2025			X	18,840.37	26,130.77
Paycheck	08/14/2025	709592	Black, William A	X	0.00	26,130.77
Paycheck	08/14/2025	709589	Allen, Michael W.	X	0.00	26,130.77
Paycheck	08/14/2025	709593	Brooks, Robert W	X	0.00	26,130.77
Paycheck	08/14/2025	709611	Kester, Alan	X	0.00	26,130.77
Paycheck	08/14/2025	709613	Modrell, Ian P.	X	0.00	26,130.77
Paycheck	08/14/2025	709627	Zambeck, Christoph...	X	0.00	26,130.77
Paycheck	08/14/2025	709626	Walsh, Brian M	X	0.00	26,130.77
Paycheck	08/14/2025	709625	Unmacht III, James	X	0.00	26,130.77
Paycheck	08/14/2025	709624	Swatzell, Brandon	X	0.00	26,130.77
Paycheck	08/14/2025	709623	Stalvey, Adam	X	0.00	26,130.77
Paycheck	08/14/2025	709622	Snively, Nanea	X	0.00	26,130.77
Paycheck	08/14/2025	709595	Colaiacovo, Brandon	X	0.00	26,130.77
Paycheck	08/14/2025	709596	Crooks, Stone	X	0.00	26,130.77
Paycheck	08/14/2025	709621	Schmidt, Wesley	X	0.00	26,130.77
Paycheck	08/14/2025	709620	Schieffer, Tammy S	X	0.00	26,130.77
Paycheck	08/14/2025	709598	Drennan, Steven	X	0.00	26,130.77
Paycheck	08/14/2025	709619	Russo, David B.	X	0.00	26,130.77
Paycheck	08/14/2025	709618	Robinson, Casey L.	X	0.00	26,130.77
Paycheck	08/14/2025	709599	Engle, Elijah	X	0.00	26,130.77
Paycheck	08/14/2025	709617	Riggs, Elliott A	X	0.00	26,130.77
Paycheck	08/14/2025	709600	Fennema, Vivian L	X	0.00	26,130.77
Paycheck	08/14/2025	709616	Pickett, Michael E.	X	0.00	26,130.77
Paycheck	08/14/2025	709615	Palm, Torsten H.	X	0.00	26,130.77
Paycheck	08/14/2025	709601	Fisk, Benjamin J.	X	0.00	26,130.77
Paycheck	08/14/2025	709614	Morse, Zachary	X	0.00	26,130.77
Paycheck	08/14/2025	709612	Luna, Carlos L.	X	0.00	26,130.77
Paycheck	08/14/2025	709602	Gia, Brandon	X	0.00	26,130.77
Paycheck	08/14/2025	709610	Jokkel, Kyle	X	0.00	26,130.77
Paycheck	08/14/2025	709603	Gibbs, Matthew L	X	0.00	26,130.77
Paycheck	08/14/2025	709609	Hunt, Gannon	X	0.00	26,130.77
Paycheck	08/14/2025	709608	Hodges, McNeil	X	0.00	26,130.77
Paycheck	08/14/2025	709604	Gibbs, Reuben L.	X	0.00	26,130.77
Paycheck	08/14/2025	709607	Hernandez, Fernand...	X	0.00	26,130.77
Paycheck	08/14/2025	709606	Harrison, Maguire	X	0.00	26,130.77
Paycheck	08/14/2025	709591	Bain, Chuck A.	X	0.00	26,130.77
Paycheck	08/14/2025	709590	Anthony, Jonah	X	0.00	26,130.77
Paycheck	08/14/2025	709605	Harper, Tyler	X	0.00	26,130.77
Deposit	08/22/2025			X	1,210.07	27,340.84
Deposit	08/27/2025			X	1,176.01	28,516.85
Deposit	08/27/2025			X	11,769.77	40,286.62
Paycheck	08/28/2025	709657	Robinson, Casey L.	X	0.00	40,286.62
Paycheck	08/28/2025	709651	Luna, Carlos L.	X	0.00	40,286.62
Paycheck	08/28/2025	709640	Fisk, Benjamin J.	X	0.00	40,286.62
Paycheck	08/28/2025	709633	Christian III, Nikolas J	X	0.00	40,286.62
Paycheck	08/28/2025	709656	Riggs, Elliott A	X	0.00	40,286.62
Paycheck	08/28/2025	709636	Davis, Warren K	X	0.00	40,286.62
Paycheck	08/28/2025	709650	Kester, Alan	X	0.00	40,286.62
Paycheck	08/28/2025	709666	Zambeck, Christoph...	X	0.00	40,286.62
Paycheck	08/28/2025	709665	Walsh, Brian M	X	0.00	40,286.62
Paycheck	08/28/2025	709642	Gibbs, Matthew L	X	0.00	40,286.62
Paycheck	08/28/2025	709637	Drennan, Steven	X	0.00	40,286.62
Paycheck	08/28/2025	709655	Pickett, Michael E.	X	0.00	40,286.62
Paycheck	08/28/2025	709641	Gia, Brandon	X	0.00	40,286.62

Summit Fire District Reconciliation Detail

101 County Treasurer, Period Ending 08/31/2025

Type	Date	Num	Name	Clr	Amount	Balance
Paycheck	08/28/2025	709648	Hunt, Gannon	X	0.00	40,286.62
Paycheck	08/28/2025	709649	Jokkel, Kyle	X	0.00	40,286.62
Paycheck	08/28/2025	709662	Stalvey, Adam	X	0.00	40,286.62
Paycheck	08/28/2025	709631	Black, William A	X	0.00	40,286.62
Paycheck	08/28/2025	709654	Palm, Torsten H.	X	0.00	40,286.62
Paycheck	08/28/2025	709639	Fennema, Vivian L	X	0.00	40,286.62
Paycheck	08/28/2025	709661	Snively, Nanea	X	0.00	40,286.62
Paycheck	08/28/2025	709644	Harper, Tyler	X	0.00	40,286.62
Paycheck	08/28/2025	709653	Morse, Zachary	X	0.00	40,286.62
Paycheck	08/28/2025	709660	Schmidt, Wesley	X	0.00	40,286.62
Paycheck	08/28/2025	709647	Hodges, McNeil	X	0.00	40,286.62
Paycheck	08/28/2025	709658	Russo, David B.	X	0.00	40,286.62
Paycheck	08/28/2025	709643	Gibbs, Reuben L.	X	0.00	40,286.62
Paycheck	08/28/2025	709638	Engle, Elijah	X	0.00	40,286.62
Paycheck	08/28/2025	709664	Unmacht III, James	X	0.00	40,286.62
Paycheck	08/28/2025	709663	Swatzell, Brandon	X	0.00	40,286.62
Paycheck	08/28/2025	709635	Crooks, Stone	X	0.00	40,286.62
Paycheck	08/28/2025	709634	Colaiacono, Brandon	X	0.00	40,286.62
Paycheck	08/28/2025	709629	Anthony, Jonah	X	0.00	40,286.62
Paycheck	08/28/2025	709659	Schieffer, Tammy S	X	0.00	40,286.62
Paycheck	08/28/2025	709628	Allen, Michael W.	X	0.00	40,286.62
Paycheck	08/28/2025	709652	Modrell, Ian P.	X	0.00	40,286.62
Paycheck	08/28/2025	709646	Hernandez, Fernand...	X	0.00	40,286.62
Paycheck	08/28/2025	709645	Harrison, Maguire	X	0.00	40,286.62
Paycheck	08/28/2025	709630	Bain, Chuck A.	X	0.00	40,286.62
Paycheck	08/28/2025	709632	Brooks, Robert W	X	0.00	40,286.62
Paycheck	08/29/2025	709668	Jokkel, Kyle	X	0.00	40,286.62
Paycheck	08/29/2025	709667	Hunt, Gannon	X	0.00	40,286.62
Paycheck	09/11/2025	709671	Bain, Chuck A.	X	0.00	40,286.62
Paycheck	09/11/2025	709669	Allen, Michael W.	X	0.00	40,286.62
Paycheck	09/11/2025	709680	Fennema, Vivian L	X	0.00	40,286.62
Paycheck	09/11/2025	709679	Engle, Elijah	X	0.00	40,286.62
Paycheck	09/11/2025	709702	Snively, Nanea	X	0.00	40,286.62
Paycheck	09/11/2025	709676	Crooks, Stone	X	0.00	40,286.62
Paycheck	09/11/2025	709675	Colaiacono, Brandon	X	0.00	40,286.62
Paycheck	09/11/2025	709670	Anthony, Jonah	X	0.00	40,286.62
Paycheck	09/11/2025	709707	Zambeck, Christoph...	X	0.00	40,286.62
Paycheck	09/11/2025	709706	Walsh, Brian M	X	0.00	40,286.62
Paycheck	09/11/2025	709705	Unmacht III, James	X	0.00	40,286.62
Paycheck	09/11/2025	709704	Swatzell, Brandon	X	0.00	40,286.62
Paycheck	09/11/2025	709700	Schieffer, Tammy S	X	0.00	40,286.62
Paycheck	09/11/2025	709703	Stalvey, Adam	X	0.00	40,286.62
Paycheck	09/11/2025	709691	Kester, Alan	X	0.00	40,286.62
Paycheck	09/11/2025	709701	Schmidt, Wesley	X	0.00	40,286.62
Paycheck	09/11/2025	709672	Black, William A	X	0.00	40,286.62
Paycheck	09/11/2025	709699	Russo, David B.	X	0.00	40,286.62
Paycheck	09/11/2025	709697	Riggs, Elliott A	X	0.00	40,286.62
Paycheck	09/11/2025	709696	Pickett, Michael E.	X	0.00	40,286.62
Paycheck	09/11/2025	709673	Brooks, Robert W	X	0.00	40,286.62
Paycheck	09/11/2025	709698	Robinson, Casey L.	X	0.00	40,286.62
Paycheck	09/11/2025	709695	Palm, Torsten H.	X	0.00	40,286.62
Paycheck	09/11/2025	709694	Morse, Zachary	X	0.00	40,286.62
Paycheck	09/11/2025	709674	Christian III, Nikolas J	X	0.00	40,286.62
Paycheck	09/11/2025	709693	Modrell, Ian P.	X	0.00	40,286.62
Paycheck	09/11/2025	709692	Luna, Carlos L.	X	0.00	40,286.62
Paycheck	09/11/2025	709677	Davis, Warren K	X	0.00	40,286.62
Paycheck	09/11/2025	709690	Jokkel, Kyle	X	0.00	40,286.62
Paycheck	09/11/2025	709678	Drennan, Steven	X	0.00	40,286.62
Paycheck	09/11/2025	709689	Hunt, Gannon	X	0.00	40,286.62
Paycheck	09/11/2025	709688	Hodges, McNeil	X	0.00	40,286.62
Paycheck	09/11/2025	709687	Hernandez, Fernand...	X	0.00	40,286.62
Paycheck	09/11/2025	709681	Fisk, Benjamin J.	X	0.00	40,286.62
Paycheck	09/11/2025	709686	Harrison, Maguire	X	0.00	40,286.62
Paycheck	09/11/2025	709685	Harper, Tyler	X	0.00	40,286.62
Paycheck	09/11/2025	709682	Gia, Brandon	X	0.00	40,286.62

Summit Fire District Reconciliation Detail

101 County Treasurer, Period Ending 08/31/2025

Type	Date	Num	Name	Clr	Amount	Balance
Paycheck	09/11/2025	709684	Gibbs, Reuben L.	X	0.00	40,286.62
Paycheck	09/11/2025	709683	Gibbs, Matthew L	X	0.00	40,286.62
Total Deposits and Credits					40,286.62	40,286.62
Total Cleared Transactions					-318,524.86	-318,524.86
Cleared Balance					-318,524.86	3,027,512.82
Uncleared Transactions						
Checks and Payments - 20 items						
Check	03/07/2024	82400...	Elliott Riggs		-46.00	-46.00
Bill Pmt -Check	03/06/2025	82500...	East Flagstaff Famil...		-25.00	-71.00
Bill Pmt -Check	06/05/2025	82500...	AP Triton		-402.64	-473.64
Bill Pmt -Check	08/14/2025	82600...	Optimum Business		-375.99	-849.63
Bill Pmt -Check	08/20/2025	82600...	Niles Radio		-91.82	-941.45
Bill Pmt -Check	08/28/2025	82600...	LN Curtis & Sons		-31,593.31	-32,534.76
Bill Pmt -Check	08/28/2025	82600...	HUB International In...		-22,114.00	-54,648.76
Bill Pmt -Check	08/28/2025	82600...	City of Flagstaff		-21,574.98	-76,223.74
Liability Check	08/28/2025	82600...	Nationwide Trust Co...		-2,879.21	-79,102.95
Liability Check	08/28/2025	82600...	Principal Life Insura...		-2,439.95	-81,542.90
Bill Pmt -Check	08/28/2025	82600...	Executech		-1,328.87	-82,871.77
Liability Check	08/28/2025	82600...	United Summit Fire ...		-1,284.69	-84,156.46
Bill Pmt -Check	08/28/2025	82600...	Fire Truck Solutions		-854.07	-85,010.53
Bill Pmt -Check	08/28/2025	82600...	APS		-668.55	-85,679.08
Bill Pmt -Check	08/28/2025	82600...	Zoll Medical Corpora...		-590.99	-86,270.07
Bill Pmt -Check	08/28/2025	82600...	Optimum Business		-373.16	-86,643.23
Bill Pmt -Check	08/28/2025	82600...	QC Office		-232.90	-86,876.13
Bill Pmt -Check	08/28/2025	82600...	Right Water Hauling...		-220.00	-87,096.13
Bill Pmt -Check	08/28/2025	82600...	Rush Truck		-153.09	-87,249.22
Liability Check	08/29/2025	EFT	MotivHealth		-30,139.30	-117,388.52
Total Checks and Payments					-117,388.52	-117,388.52
Deposits and Credits - 3 items						
Bill Pmt -Check	07/10/2025		Audit Adjustment		0.00	0.00
Paycheck	08/14/2025	709594	Christian III, Nikolas J		0.00	0.00
Paycheck	08/14/2025	709597	Davis, Warren K		0.00	0.00
Total Deposits and Credits					0.00	0.00
Total Uncleared Transactions					-117,388.52	-117,388.52
Register Balance as of 08/31/2025					-435,913.38	2,910,124.30
New Transactions						
Checks and Payments - 23 items						
Bill Pmt -Check	09/04/2025	82600...	ESO / Firehouse		-7,151.69	-7,151.69
Bill Pmt -Check	09/04/2025	82600...	Executech		-4,306.67	-11,458.36
Bill Pmt -Check	09/04/2025	82600...	Municipal Emergenc...		-1,490.87	-12,949.23
Bill Pmt -Check	09/04/2025	82600...	APS		-1,387.28	-14,336.51
Bill Pmt -Check	09/04/2025	82600...	Rush Truck		-643.66	-14,980.17
Bill Pmt -Check	09/04/2025	82600...	AT&T Mobility		-451.50	-15,431.67
Liability Check	09/04/2025	82600...	VSP Insurance Co. (...)		-365.61	-15,797.28
Liability Check	09/04/2025	82600...	VSP Insurance Co. (...)		-358.62	-16,155.90
Bill Pmt -Check	09/04/2025	82600...	Orion Energy Inc.		-216.26	-16,372.16
Bill Pmt -Check	09/04/2025	82600...	Prudential Overall S...		-158.40	-16,530.56
Bill Pmt -Check	09/04/2025	82600...	Right Water Hauling...		-110.00	-16,640.56
Liability Check	09/10/2025		QuickBooks Payroll ...		-89,864.39	-106,504.95
Liability Check	09/10/2025	EFT	Colonial Supplement...		-45.60	-106,550.55
Liability Check	09/11/2025	EFT	Public Safety Retire...		-21,497.45	-128,048.00
Liability Check	09/11/2025	EFT	United States Treas...		-14,228.30	-142,276.30
Check	09/11/2025	82600...	National Bank of Ari...		-11,564.40	-153,840.70
Liability Check	09/11/2025	EFT	Voya Financial		-5,094.85	-158,935.55
Liability Check	09/11/2025	82600...	MotivHealth		-4,705.20	-163,640.75
Liability Check	09/11/2025	82600...	Nationwide Trust Co...		-3,760.23	-167,400.98
Liability Check	09/11/2025	EFT	Arizona Department ...		-2,628.92	-170,029.90
Liability Check	09/11/2025	EFT	Arizona State Retire...		-2,339.98	-172,369.88

1:37 PM

09/09/25

Summit Fire District
Reconciliation Summary
102 OWA Account, Period Ending 08/31/2025

	Aug 31, 25
Beginning Balance	321,509.29
Cleared Transactions	
Checks and Payments - 1 item	-675.62
Deposits and Credits - 1 item	485.93
Total Cleared Transactions	-189.69
Cleared Balance	<u>321,319.60</u>
Register Balance as of 08/31/2025	<u>321,319.60</u>
New Transactions	
Deposits and Credits - 1 item	7,778.04
Total New Transactions	7,778.04
Ending Balance	<u><u>329,097.64</u></u>

OWA

Reconciled 9/9/2025

W

1:37 PM

09/09/25

Summit Fire District
Reconciliation Detail
102 OWA Account, Period Ending 08/31/2025

Type	Date	Num	Name	Clr	Amount	Balance
Beginning Balance						321,509.29
Cleared Transactions						
Checks and Payments - 1 item						
Liability Check	08/07/2025		QuickBooks Payroll ...	X	-675.62	-675.62
Total Checks and Payments					-675.62	-675.62
Deposits and Credits - 1 item						
Deposit	08/08/2025			X	485.93	485.93
Total Deposits and Credits					485.93	485.93
Total Cleared Transactions					-189.69	-189.69
Cleared Balance					-189.69	321,319.60
Register Balance as of 08/31/2025					-189.69	321,319.60
New Transactions						
Deposits and Credits - 1 item						
Deposit	09/03/2025				7,778.04	7,778.04
Total Deposits and Credits					7,778.04	7,778.04
Total New Transactions					7,778.04	7,778.04
Ending Balance					7,588.35	329,097.64

8:24 AM

09/09/25

**SFMD Contingency Fund
Reconciliation Summary**
Coconino County Treasurer, Period Ending 08/31/2025

	<u>Aug 31, 25</u>
Beginning Balance	1,777,204.90
Cleared Balance	1,777,204.90
Register Balance as of 08/31/2025	1,777,204.90
Ending Balance	1,777,204.90

Contingency Fund
Reconciled 9/9/2025
if

8:22 AM

09/09/25

**Summit GO Bond Account
Reconciliation Summary**
300315 Debt Services Account, Period Ending 08/31/2025

	<u>Aug 31, 25</u>
Beginning Balance	7,444.69
Cleared Transactions	
Deposits and Credits - 1 Item	<u>722.40</u>
Total Cleared Transactions	<u>722.40</u>
Cleared Balance	<u><u>8,167.09</u></u>
Register Balance as of 08/31/2025	8,167.09
Ending Balance	8,167.09

GO Bond

Reconciled 9/9/2025. J

Deposit Summary

9/9/2025 8:21 AM

Summit GO Bond Account

Summary of Deposits to 300315 Debt Services Account on 09/09/2025

Chk No.	PmtMethod	Rcd From	Memo	Amount
	E-Check		August 2025 Prop Tax collected	708.15
	E-Check		August 2025 Del tax collected	14.25

Less Cash Back:

Deposit Total: 722.40

8:14 AM

09/09/25

Summit Fire District
Reconciliation Summary
150 Emergency Fund, Period Ending 08/31/2025

	<u>Aug 31, 25</u>
Beginning Balance	378,624.51
Cleared Transactions	
Deposits and Credits - 1 item	<u>654.09</u>
Total Cleared Transactions	<u>654.09</u>
Cleared Balance	<u><u>379,278.60</u></u>
Register Balance as of 08/31/2025	379,278.60
Ending Balance	379,278.60

Emergency Fund

Reconciled 9/9/2025 y

8:13 AM

09/09/25

Summit Fire District
Reconciliation Summary
136 Westside Capital Fund, Period Ending 08/31/2025

	Aug 31, 25
Beginning Balance	277.14
Cleared Transactions	
Checks and Payments - 1 item	-277.14
Total Cleared Transactions	-277.14
Cleared Balance	0.00
Register Balance as of 08/31/2025	0.00
Ending Balance	0.00

Close Out of
Westside Capital

Reconciled 9/9/2025
Y

8:12 AM

09/09/25

Summit Fire District
Reconciliation Summary
120 Capital Fund, Period Ending 08/31/2025

	<u>Aug 31, 25</u>
Beginning Balance	763,898.87
Cleared Transactions	
Deposits and Credits - 2 items	<u>1,596.82</u>
Total Cleared Transactions	<u>1,596.82</u>
Cleared Balance	<u>765,495.69</u>
Register Balance as of 08/31/2025	765,495.69
Ending Balance	765,495.69

Capital Fund
Reconciled 9/9/2025

8:12 AM

09/09/25

Summit Fire District
Reconciliation Detail
120 Capital Fund, Period Ending 08/31/2025

Type	Date	Num	Name	Clr	Amount	Balance
Beginning Balance						763,898.87
Cleared Transactions						
Deposits and Credits - 2 items						
Transfer	07/24/2025			X	277.14	277.14
Deposit	08/05/2025			X	1,319.68	1,596.82
Total Deposits and Credits					1,596.82	1,596.82
Total Cleared Transactions					1,596.82	1,596.82
Cleared Balance					1,596.82	765,495.69
Register Balance as of 08/31/2025					1,596.82	765,495.69
Ending Balance					<u>1,596.82</u>	<u>765,495.69</u>

3:16 PM

09/02/25

Summit Fire District
Reconciliation Summary
105 Petty Cash, Period Ending 09/02/2025

	Sep 2, 25
Beginning Balance	1,475.18
Cleared Transactions	
Checks and Payments - 3 items	-297.91
Deposits and Credits - 8 items	580.00
Total Cleared Transactions	282.09
Cleared Balance	1,757.27
Register Balance as of 09/02/2025	1,757.27
Ending Balance	1,757.27

*Reconciled
9/2/25
Tammy*

9/2/25

1.12

.60

1.30

8.25

10.-

100.-

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500.-

20.-

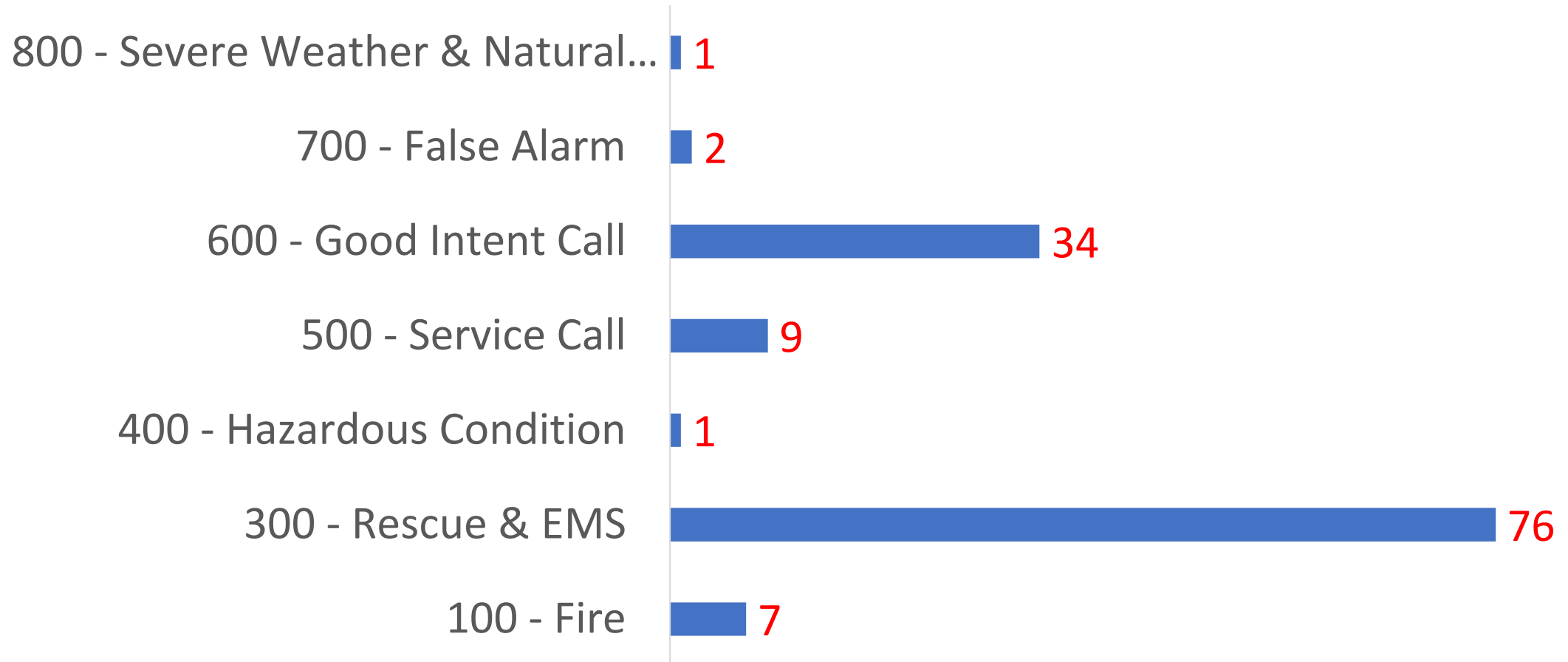
10.-

2.-

SFMD BC Run Report

August 2025 Statistics

Total Incidents 130



Priority

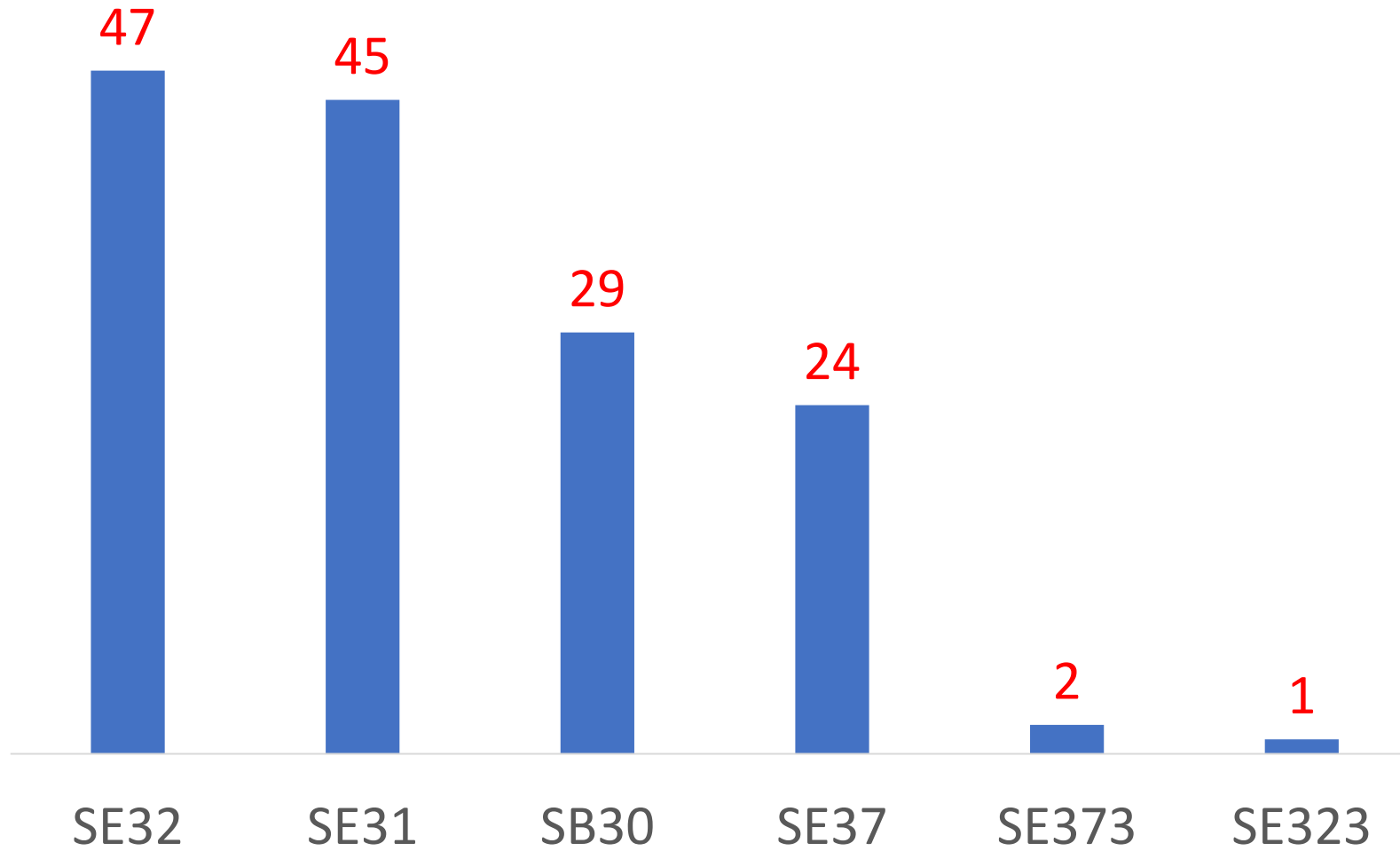
Non-Emergent

27

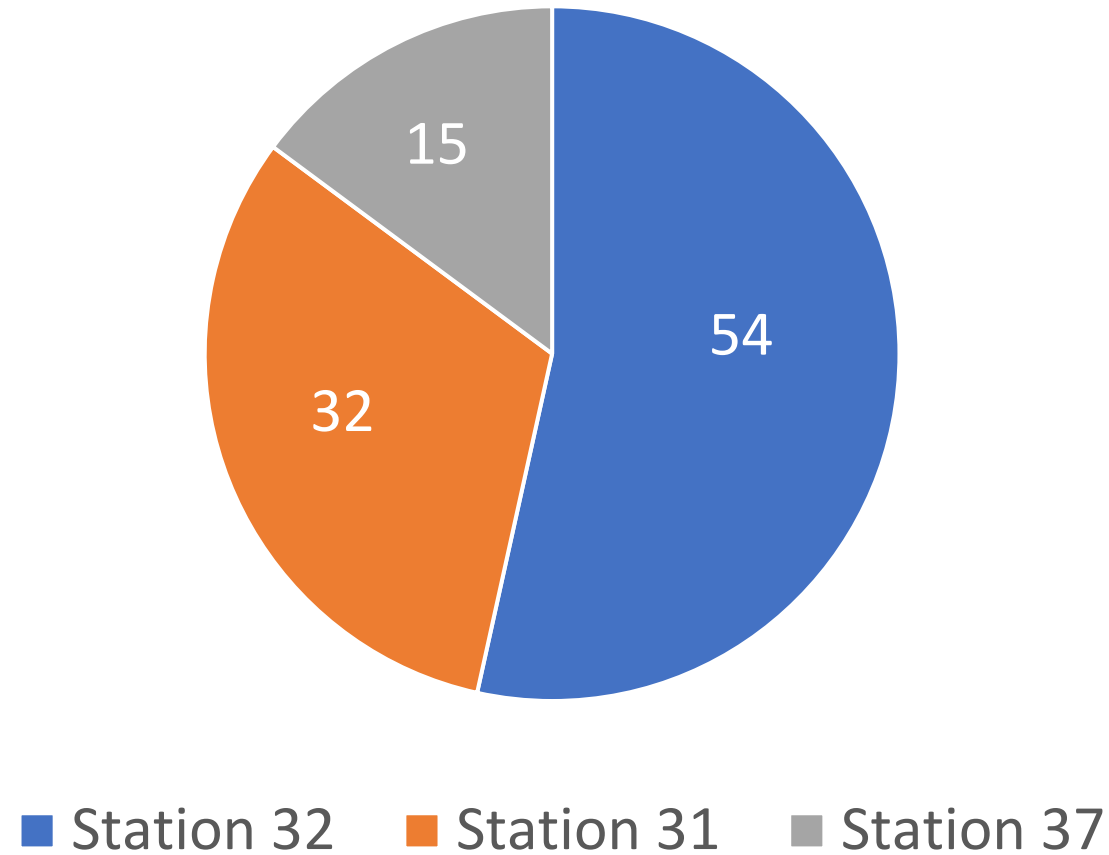
Emergent

84

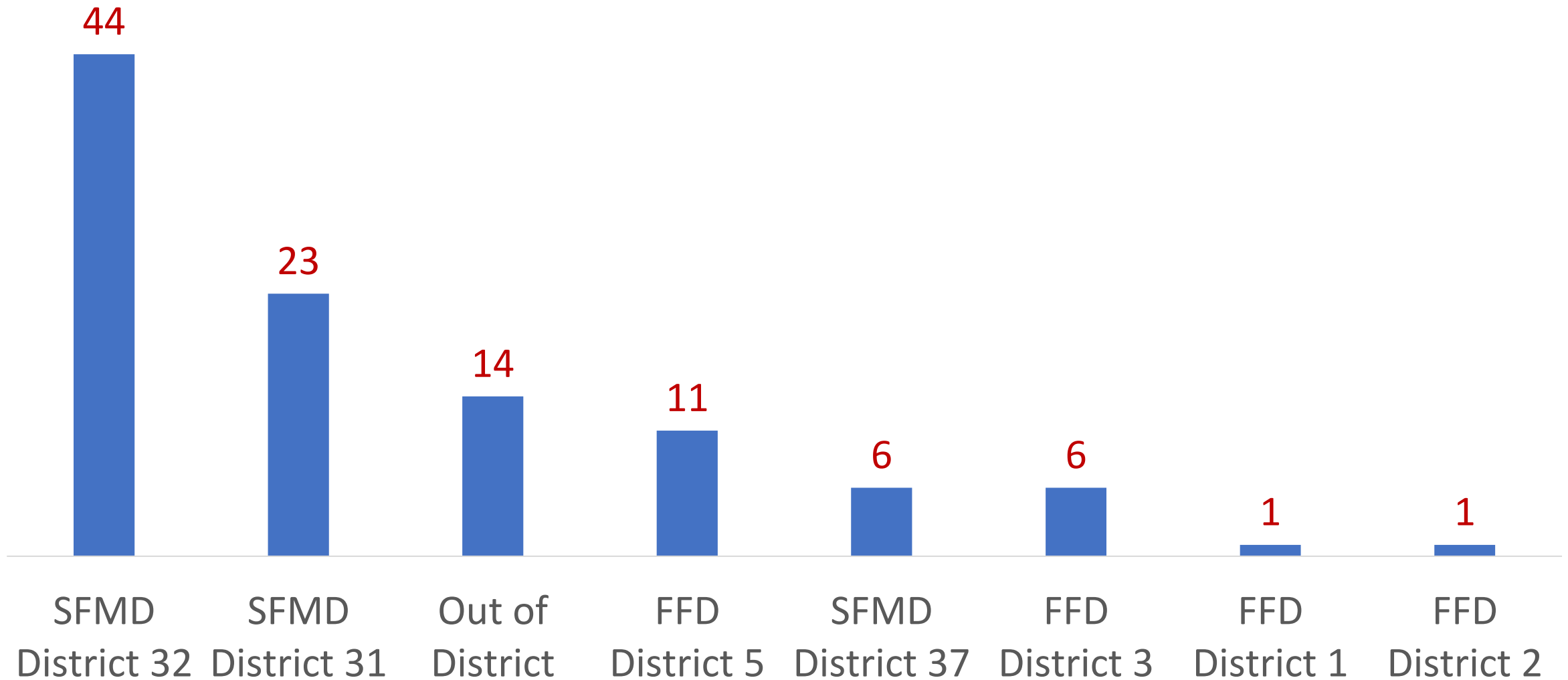
Total Runs by Unit



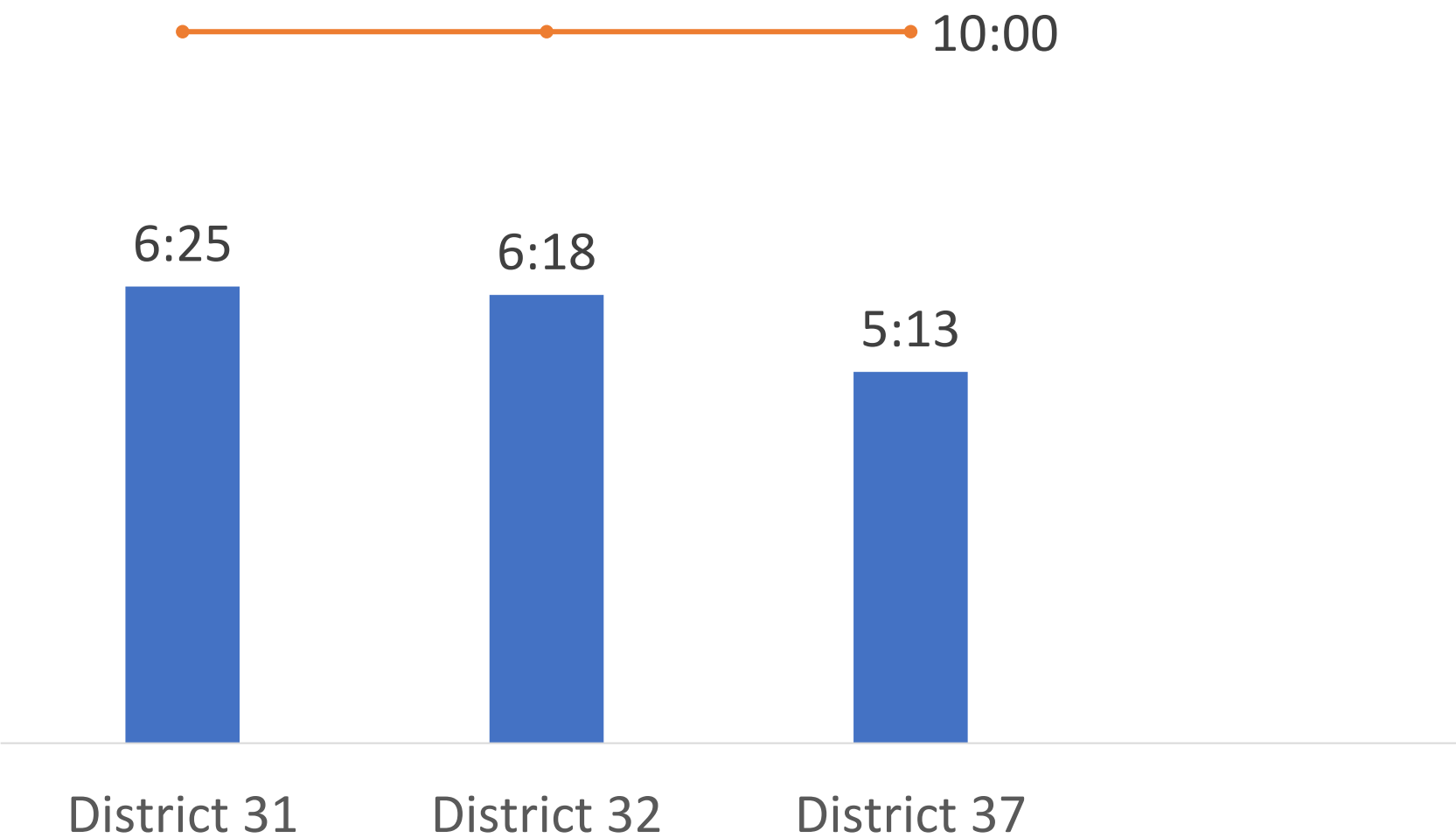
Total Incidents by Station



Incident Count by District

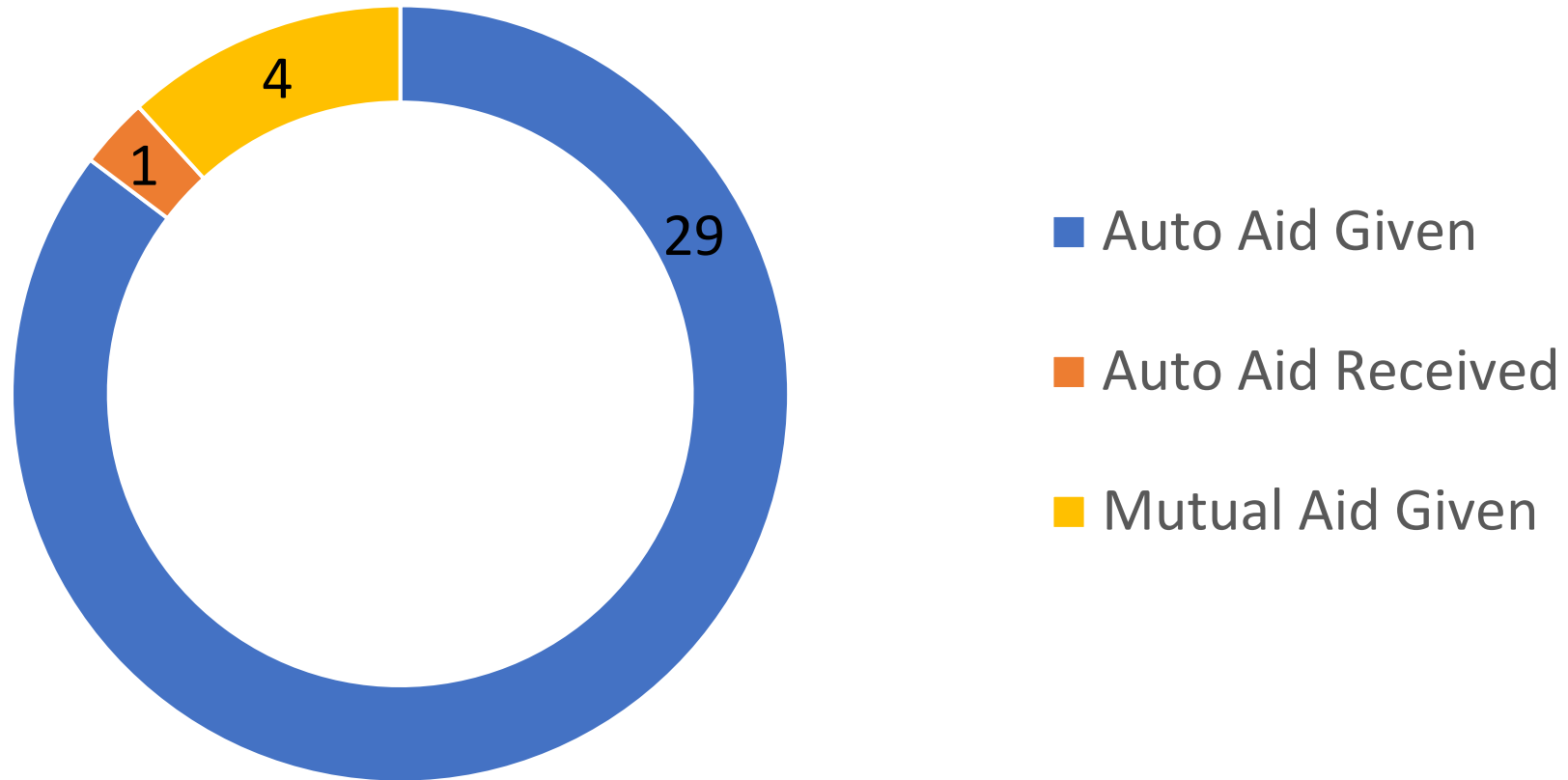


Average Response Time by District



Auto Aid & Mutual Aid

Given & Received



Summit Fire and Medical District Fire Board Meeting

Action 7a

To: SFMD Fire Board

From: SFMD Administration

Date: September 17, 2025

Title: Review, discuss and possible action: Extension of the Intergovernmental Agreement (IGA) for Regional Training Coordinator Contract No.: IGA-2017-037-AG1, No.2

Recommended Action: Approve the extension of the IGA for the Regional Training Officer position.

Action Summary:	<p>As a member of the Greater Flagstaff Region (GFR), we share in the funding of the Regional Training Officer position. The RTO is responsible for the regional training program and the new recruit academy.</p> <p>The current Contract Extension No. 1 commenced on 12/2/2019 and expired on 12/1/2024. The Contract provides for two (2) five-year Contract extensions with the same terms and conditions as the original Contract by mutual agreement between the City of Flagstaff and Summit Fire & Medical District. The City of Flagstaff is requesting your consideration of this 2nd 5-year Contract extension, effective 12/2/2024 to 12/1/2029.</p>
Financial Impacts:	<p>The annual fee is based on the FTE of the department. Our fee for FY25-26 is \$21,457.</p>
Relation to Goals:	<p>Diversify and improve revenue streams. Create efficiencies that improve and sustain the capabilities of the District. Improve the resources of the District both human and capital.</p>
Key Considerations:	<p>Participating in the regional training program is key to the success of all partners in the GFR. It provides for consistent training throughout the region, where otherwise most smaller districts would be unable to fund training academies for new recruits, and continued education for the rest of the members.</p>
Suggested Motion	<p>A motion to approve the extension of the IGA with the City of Flagstaff for the funding of the Regional Training Officer position.</p>



CITY OF FLAGSTAFF

IGA-2017-037-AG1-EX2

5/7/2025

James Timney, Chairperson
Summit Fire & Medical District
8905 Koch Field Road
Flagstaff, AZ 86004

RE: Contract Name: Intergovernmental Agreement for Regional Training Coordinator
Contract No.: IGA-2017-037-AG1
CONTRACT EXTENSION NO.: 2

The City of Flagstaff entered into contract #IGA-2017-037-AG1 with Summit Fire & Medical District on 12/2/2014 for Intergovernmental Agreement for Regional Training Coordinator, as may have been amended (hereafter referred to as the "Contract").

The current Contract Extension no. 1 commenced on 12/2/2019 and expired on 12/1/2024. The Contract provides for two (2) five-year Contract extensions with the same terms and conditions as the original Contract by mutual agreement between the City of Flagstaff and Summit Fire & Medical District.

The City of Flagstaff is requesting your consideration of this 2nd 5-year Contract extension, effective 12/2/2024 to 12/1/2029. If your organization is willing to continue services for the 2nd 5-year Contract extension, please sign and return this formal letter within ten (10) business days via email to Grants.Contracts@flagstaffaz.gov.

Please let the Grants, Contracts, and Emergency Management Office know if you have any questions or concerns regarding this extension by emailing the above address.

Sincerely,

Digitally signed by Stacey
Brechler-Knaggs
Date: 2025.05.08 12:37:23 -07'00'

Stacey Brechler-Knaggs
Grants, Contracts, & Emergency Management Director

Summit Fire & Medical District hereby agrees to the 2nd 5-year Contract extension per the terms, conditions, as well as the scope of work outlined in Contract #IGA-2017-037-AG1 dated 12/2/2014.

Authorized Signature

Date

Name (Printed)

Title

Cost Breakdown for the funding of the Regional Training Officer position.

Fire Department	FTE	FF	PTE	VOL	FF	Total FF	Per Capita Assessment %	FY25-26 Annual Assessment
Camp Navajo	10					10	5.41%	\$ 5,799
Flagstaff	90					90	48.65%	\$ 52,193
Highlands	23					23	12.43%	\$ 13,338
Ponderosa	10					10	5.41%	\$ 5,799
Summit	37					37	20.00%	\$ 21,457
Pinewood	15					15	8.11%	\$ 8,699
Total	185		0			185	100%	\$ 107,285

Summit Fire and Medical District Fire Board Meeting

Action 7b

To: SFMD Fire Board
From: SFMD Administration
Date: September 17, 2025

Title: Review, discuss and possible action: Employment contract between Summit Fire & Medical District and Earl Callander, as the new Fire Chief.

Recommended Action: Approve the employment contract as presented.

Action Summary:	The Fire Board, as well as the County Attorney, were provided with the DRAFT Employment Contract, which was used as the base for the specific contract negotiated and presented to you for final board approval.
Financial Impacts:	Funding for this position is included in the current approved FY25-26 budget, as well as our 5-year projected future budgets.
Relation to Goals:	Diversify and improve revenue streams. Create efficiencies that improve and sustain the capabilities of the District. Improve the resources of the District both human and capital.
Key Considerations:	Our district is excited to offer such a tremendously qualified, respected individual who represents our values, commitments, and goals with a healthy employment opportunity. Administration has researched, vetted, and is comfortable with the terms of this contract.
Suggested Motion	A motion to approve the Employment Contract for the position of Fire Chief between the Summit Fire & Medical District and Earl Callander, as presented.



SUMMIT FIRE & MEDICAL DISTRICT

EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into as of the 1st day of October, 2025, by and between the **Summit Fire and Medical District**, hereinafter called "Employer" and **Earl Callander**, hereinafter called "Employee" both of whom understand and agree as follows:

WITNESSETH:

WHEREAS Employer desires to employ the services of said Employee as Fire Chief for the Employer; and,

WHEREAS it is the desire of Employer to establish certain conditions of employment, provide certain benefits, and set working conditions of said employment; and,

WHEREAS it is the desire of Employer to:

- i. secure and retain the services of Employee and to provide inducements for him to remain in such employment.
- ii. make possible full work productivity and independence by assuring Employee's morale and peace of mind with respect to future security.
- iii. act as a deterrent against malfeasance or dishonesty for personal gain on the part of the Employee; and
- iv. provide a means to terminate Employee's services at such time as he may be unable to discharge his duties due to disability, or when Employer may otherwise desire to terminate his employ; and

WHEREAS Employee desires to accept and be employed as Fire Chief of the Employer, and Employer desires to retain the full-time services of Employee as its Fire Chief.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1: Employment; Powers and Duties of the Fire Chief

Employer hereby employs Employee as full-time Fire Chief for the Employer to perform managerial and operational functions as set forth in the Job Description (attached) and as required by the laws of the State of Arizona, and to perform such operational and executive duties of his position and such other legally permissible and proper duties and functions as the Board Members of the Governing Board of the Employer shall from time to time assign to Employee, subject to this Agreement.

Section 2: Term

- (a) This Agreement shall begin and remain in full force and effect from October 1, 2025, until the date September 30th, 2028, unless otherwise terminated as provided herein. Commencing on October 1, 2028, and on each October 1 thereafter, for two (2) consecutive years, this Agreement shall automatically extend for an additional one (1) year, unless either party gives written notice of intent not to renew no less than sixty (60) calendar days prior to the renewal date.



The term "employed" shall not be construed to include occasional teaching, serving as an adjunct faculty member at a college or university, writing, consulting, presenting at professional seminars, conferences, or other meetings, serving in an elected capacity and related activities for compensation performed outside Employee's normal work hours.

Employer agrees that Employee may serve as a "contract fire chief" with other agencies, by approval of the Governing Board. Such contracted service will be evaluated and approved on a case-by-case basis.

- (b) Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the Employer to terminate the services of Employee in accordance with the provisions of the Employer policies and procedures, Governing Board By-laws, or the provisions of this Agreement.
- (c) Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the Employee to resign at any time from his position with the Employer upon thirty (30) days' written notice.

Section 3: Suspension

Employer may suspend Employee without pay or place on administrative leave with full pay and benefits at any time during the term of this Agreement. A suspension without pay shall not be exercised unreasonably and shall require the affirmative vote of more than 75% (super majority) of the members of the Summit Fire and Medical District Governing Board.

Section 4: Termination and Separation Pay

Employer may terminate Employee during the term of this Agreement:

- (a) Without cause by an affirmative vote of more than 75% (super majority) of the members of the Summit Fire and Medical District Governing Board. In the event the Employee is terminated by the Governing Board prior to the expiration of the term of this Agreement and during such time as Employee is willing and able to fulfill the duties of the office under this Agreement, the Employer agrees to pay Employee Separation Pay. For purposes of this Agreement, "Separation Pay" means cash compensation equal to four (4) months gross pay. Separation Pay is supplemental and in addition to the cash value of any earned but unused sick or vacation leave. Earned but unused sick or vacation leave shall also be paid out based on current District policy.
- (b) With cause by an affirmative vote of more than 75% (super majority) of the members of the Summit Fire and Medical District Governing Board. In the event of termination due to (i) conviction of Employee of any misdemeanor or felony act involving personal gain to Employee; (ii) or knowing malfeasance or misfeasance in office; (iii) or any other misconduct which clearly brings the Employer into disrepute, contempt, scandal, or ridicule or that reflects unfavorably upon the reputation or the high moral or ethical standards of the Employer, the termination is deemed with cause and the obligation to pay Separation Pay shall not apply.

In the event Employee voluntarily resigns prior to the termination of the term of this Agreement or any extension hereof, Employee shall provide notice of his intent to resign not less than thirty (30) days prior to the effective date thereof, unless the parties otherwise agree.

Separation Pay shall not be payable in the event of a voluntary resignation. Employee shall be entitled to his normal accrued benefits upon resignation.



Section 5: Salary

The Employer will pay Employee the current salary of \$160,000 per year, payable in installments at the same time that the other employees of the Employer are paid. Following the first full year of employment, the employee's salary will follow the pay plan effective at that time for all district staff. The Employer may also choose to increase Employee's base salary at its discretion.

Section 6: Performance Evaluation

The Employer and Employee, not less than annually, shall define such goals and performance objectives which they determine necessary for the proper operation of the District and in the attainment of the Governing Board's policy objectives, and shall further establish a relative priority among those goals and objectives, reduced to writing. Failure to complete a written evaluation within 60 days will constitute a "Meets" goals and objectives.

Section 7: District Vehicle

Employee's duties require that he shall have the use of an Employer-provided vehicle during his employment, which provides ready access to the District for occurrences such as employee injuries and accidents, working incidents that may result in media attention or require the implementation of a Senior Incident Advisor. Such vehicle shall be permitted for incidental use at the discretion of the Employee within established District guidelines. Fuel for this vehicle is provided by the District.

Section 8: Vacation and Sick Leave

Employee will receive a starting base of 160 hours of vacation and 160 hours of sick leave available upon hire date. The accrual rate per pay period shall be 6.60 hours of Vacation and 4.12 hours of Sick Leave.

Section 9: Disability, Health, Life Insurance, and RSA/Post-Retirement Savings Plan

Employee shall have the same liability insurance, disability insurance, life insurance, and FMLA benefits granted to other employees of the Employer.

Employer agrees to provide Employee and Employee's covered family members with health insurance, dental insurance, and vision insurance (Employer shall bear the cost for the Employee benefits while family coverage is at a reduced rate covered by the Employee through payroll deductions.)

Employee, while employed by the Employer, shall be allowed to participate in any RSA or retirement savings plan(s) offered by the Employer to its other employees.

Section 10: Retirement Program

Employee will continue to be enrolled in the Arizona Public Safety Personnel Retirement System (PSPRS) with contributions by Employer and Employee.



Section 11: Dues and Subscription

Employer agrees to budget and pay such reasonable professional dues and subscriptions on behalf of Employee as are necessary for full participation in national, regional, state, and local professional organizations, and chapters thereof suitable and desirable for his continued professional participation, growth, and advancement, and for the good of Employer. This benefit shall not be included as a portion of any Separation Pay.

Section 12: Professional Development

(a) To the extent permitted by law, Employer shall budget and pay Employee's reasonable travel, conference registration, and subsistence expenses for professional and official travel, meetings, and related occasions adequate to continue Employee's professional development and pursuit of necessary official and other functions on behalf of Employer, including but not limited to the annual conferences of the International Association of Fire Chiefs, Arizona Fire Chiefs Association, Arizona Fire District Association and such other national, regional, state and local government groups and committees thereof which Employee serves as a member. This benefit shall not be included as a portion of any Separation Pay.

(b) To the extent permitted by law, Employer shall also budget and pay Employee's reasonable travel, registration and subsistence expense for short courses, institutes, and seminars necessary for Employee's professional development and continuing education requirements and events that promote and benefit the Employer. This benefit shall not be included as a portion of any Separation Pay.

Section 13: Indemnification

In addition to that required under state and local law, the Employer shall defend, save harmless, and indemnify Employee from and against any tort, professional liability claim, or demand or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Employee's duties. The employer shall be responsible for any settlement amount for any such claim or suit and/or pay the amount required to satisfy any judgment rendered thereon.

Section 14: Official Bonds(s)

Employer shall bear the full cost of any fidelity or other bond, or bonds required of Employee under any statute or ordinance, if any.

Section 15: Breach of Agreement

In the event of a breach of this Agreement by either party hereto resulting in damages to either party, the party so damaged may recover from the breaching party all damages sustained. Both parties agree that the appropriate jurisdiction for such a lawsuit shall be within the State of Arizona, and the prevailing party shall be entitled to its reasonable attorneys' fees, costs, and expenses. Before either party may pursue any claim under Section 17, both parties shall conduct a mandatory Mediation with a Mediator agreed upon by both parties.

Section 16: General Provisions

(a) This Agreement constitutes the full agreement between the parties; no amendment hereto shall be permitted during the term hereof except in writing, executed by the parties and with reference to this Agreement.

(b) This Agreement and any amendments hereto shall be binding on the parties hereto including their heirs or successors in interest



(c) This Agreement shall become effective as of October 1st, 2025, and shall terminate on September 30th, 2028, except as provided for within this Agreement.

(d) The terms and provisions of this Agreement are severable. If any part hereof shall be held unconstitutional, invalid, or otherwise unenforceable, the remainder shall remain in full force and effect.

(e) Any notice required under this Agreement by its terms or reasonably necessary to fulfill the terms of this Agreement shall be deemed delivered if, to Employer, such notice is delivered to the Governing Board Chairperson; and, if to Employee, such notice is delivered to his residence according to the address maintained on file. Notices shall be delivered by certified mail (addressee only; return receipt requested) or by hand with appropriate return.

(f) The Governing Board may provide for a designee to take such actions on its behalf as may be consistent with the terms and provisions of this Agreement.

Section 18: Cancellation

This Employment Agreement may be terminated in accordance with A.R.S. 38-511.

IN WITNESS WHEREOF, the Summit Fire and Medical District, as Employer, has caused this Agreement to be executed on its behalf, and Earl Callander, as Employee, has executed this Agreement on his own behalf, in duplicate, the day and year first above written.

SUMMIT FIRE AND MEDICAL DISTRICT

By _____

James Timney, Board Chair

EMPLOYEE

By _____

Earl Callander

ATTEST:

BY _____

Robb Faus, Board Chair

APPROVED AS TO FORM:

By _____

Erin Anding, County Attorney