

# MONUMENT FIRE DISTRICT RECRUITMENT INFORMATION



*Serving with Character, Connection, & Commitment*

Come join our family.

Be a member, not a number.





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# FIRE CHIEF'S PREAMBLE



*Fire Chief  
Andy Kovacs*



In 2022, the Monument Fire District (MFD) set out to capture what it means to be an employee of the district, modeling our mission, vision, and values in our daily actions. With the unification of the Tri-Lakes Monument Fire Protection District (TLMFPD) and the Donald Wescott Fire Protection District (DWFPD), the timing was perfect for establishing a new, shared organizational culture. This document aims to set forth the expectations for every member of MFD, from the Fire Chief to the probationary firefighter. We will hold each other accountable for what we do and say to both our external and internal customers. As the Fire Chief, I will share the following concepts that I believe honor our organizational values of character, connection, and commitment to excellence:

- 1) Empowerment—every employee has been given the authority to make decisions if they can answer yes to the following questions: 1) Is it right for the customer, 2) Is it right for MFD, 3) Is it legal, ethical, and nice, 4) Is it safe, 5) Is it on your organizational level, 6) Is it something for which you are willing to be held accountable, and 7) Is it consistent with MFD's values, policies, and procedures? (OCFA Way, 2003)
- 2) Dignity and respect—Employees will feel like they are vital family members. We will not tolerate harassment, hazing, or bullying in any form. We will not discriminate against others. We will create a workplace that embraces diversity, equity, and inclusion.
- 3) Communication—In the absence of information, gossip and rumors abound. Seek opportunities to share information. If you have a question or concern, ask. Dismiss gossip, rumor, and slander; it will only create a toxic work environment.
- 4) Mentorship and coaching—Organizational success depends on formal and informal coaching and mentorship relationships. Coaching and mentoring should be practiced at all levels within the organization. If you are ready to do something new or different, seek out others to help you achieve your personal and professional aspirations. Regardless of rank, anyone can coach and mentor others.
- 5) Professionalism—Maintain a professional appearance and attitude at all times. Consider the appearance of the fire station, the apparatus, crew, and yourself.
- 6) Continuous improvement—As a district and as an employee, seek ways to improve the way we deliver our services to the community. Complacency kills! Train, train, and train some more.
- 7) Labor relations—Commit to a relationship of mutual trust and understanding. Have shared goals that we can achieve together.
- 8) Community risk reduction—Commit to finding ways to reduce risk in our community through fire prevention, public outreach, and education.
- 9) Accountability—Hold yourself and each other accountable to our mission, vision, and values. Take ownership of your failures. Mistakes happen. Own it and learn from it.
- 10) Wellness—Eat right, exercise often, and get sleep. Maintaining a sound body and mind will make you more effective and efficient when pressed into action.
- 11) Have fun! The stresses of our profession are many. Take time to have fun along the way.

Andy Kovacs, Fire Chief

## MISSION STATEMENT

The mission of the Monument Fire District is to serve and safeguard our community every day, every call, everyone.

## VISION STATEMENT

We will accomplish our mission by embracing progress while honoring our traditions.

## ORGANIZATIONAL VALUES

Serving with Character, Connection, and Commitment.



### **MISSION**

*Monument Fire serves and safeguards our community every day, every call, everyone.*

### **VISION**

*We will accomplish our mission by embracing progress while honoring our traditions.*

### **VALUES**

**CHARACTER CONNECTION COMMITMENT**



## WHO WE ARE

The Monument Fire District serves its citizens and property with character, connection, and a commitment to excellence. MFD is equipped to ensure the public safety through fire suppression, emergency medical services and patient transportation, hazardous materials response, technical rescue, and wildland firefighting. Our five fire stations are staffed 24/7/365 with career firefighters.



## QUICK FACTS

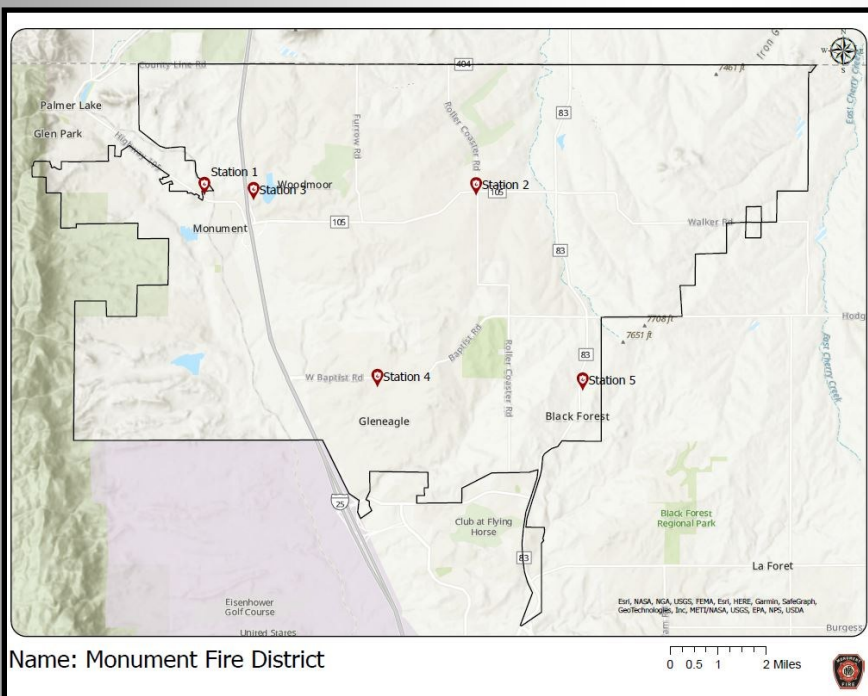
Average elevation: 7,100 feet  
Population served: 41,037 residents  
Coverage area: 62 square miles  
Fire stations: 5  
Administrative building: 1  
Daily staffing: 24 career firefighters (EMT's & paramedics)  
Response: 24/7/365  
Estimated: 14,211 residential households  
Estimated: 1,017 businesses  
Assessed property value: \$866,786,810  
ISO 3





## AREA WE SERVE

The Monument Fire District is located in northwestern El Paso County between Colorado Springs and Castle Rock. Our boundaries are the Rampart Range/Palmer Lake to the West, Northgate Boulevard to the South, Black Forest Road to the South, to the East, and County Line Road to the North. In addition, we provide mutual aid to the United States Forest Service in the western part of our district.



*Fire District Service Area*

# FACILITIES



Fire Station 1  
18650 Highway 105  
Monument, CO 80132



Fire Station 2  
18460 Roller Coaster Road  
Monument, CO 80132



Fire Station 3  
1855 Woodmoor Drive  
Monument, CO 80132



Fire Station 4  
15415 Gleneagle Drive  
Colorado Springs, CO 80921



Fire Station 5  
15055 Highway 83  
Colorado Springs, CO 80908



Headquarters  
19775 Mitchell Avenue  
Monument, CO 80132

# FLEET/APPARATUS



Daily, the district operates:  
4 engines  
1 tower ladder  
1 squad  
3 ALS ambulances  
3 brush trucks (Type 6)  
1 Type 3 engine  
2 water tenders  
1 command vehicle  
1 hazmat vehicle  
1 UTV  
1 snowcat

The district also maintains a fleet of reserve apparatus.

In 2026, the district will be taking delivery of three new engines, a new brush truck and two new ambulances.

# CALLS FOR SERVICE

2023 TOTAL

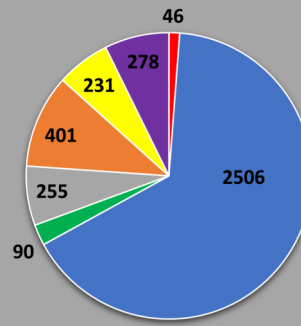
3816

2024 TOTAL

4074

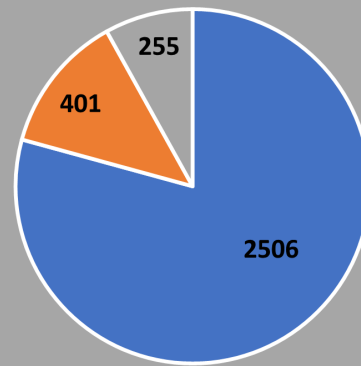
2025 TOTAL

4312



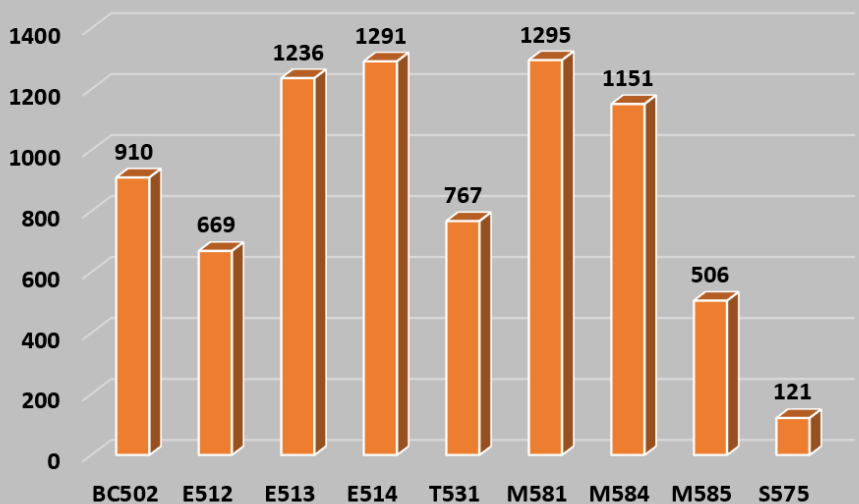
- Fire - 46
- Rescue/EMS - 2506
- Hazardous Condition - 90
- Service Call - 255
- Good Intent - 401
- Fire Alarm - 231
- Other - 278

The district ran 4,074 calls for service in 2024.



- Medical Aids
- Good Intent
- Service Call

66% of the district's calls for service are for medical emergencies.



Fire Chief (FC)	*	
Division Chief (DC2)	\$174,110	
Division Chief (DC1)	\$164,232	
Battalion Chief (BC3)	\$154,957	
Battalion Chief (BC2)	\$146,187	
Battalion Chief (BC1)	\$137,912	
Lieutenant (LT4)	\$130,105	\$132,605
Lieutenant (LT3)	\$125,103	\$127,603
Lieutenant (LT2)	\$120,289	\$122,789
Lieutenant (LT1)	\$115,663	\$118,163
Engineer (ENG4)	\$111,215	\$113,715
Engineer (ENG3)	\$106,767	\$109,267
Engineer (ENG2)	\$102,496	\$104,996
Engineer (ENG1)	\$98,396	\$100,896
FF/Paramedic (FF/PM4)	\$111,215	
FF/Paramedic (FF/PM3)	\$106,767	
FF/Paramedic (FF/PM2)	\$102,496	
FF/Paramedic (FF/PM1)	\$98,396	
Firefighter (FF4)	\$94,459	
Firefighter (FF3)	\$90,682	
Firefighter (FF2)	\$87,054	
Firefighter (FF1)	\$83,571	
Firefighter Recruit	\$80,230	
Fleet and Facilities	Rank + 5%***	
EMS Coordinator	Rank + 5%***	
Training Officer	Rank + 5%***	
EMS Educator	Rank + 5%***	
Deputy Fire Marshal	\$115,663 - \$130,105	
CRR Coordinator	\$98,396 - \$111,215	
Director of Administration	\$130,105	
Accreditation Manager	\$115,663	
Admin Assistant	\$60,000	
Bookkeeper (PT)	\$50,000	
Fire Technician (PT)	\$45,000	

## 2026 WAGE SCALE

## MEDICAL INSURANCE

YOUR JOURNEY TO HEALTH



**MEDICAL** Medical insurance helps you pay for preventive care, routine health needs, prescriptions, and advanced procedures by cost-sharing with your insurance provider. You can enroll with Kaiser online [at this link](#).

KP LEVEL FUNDED 0/10/1500 EPO

Kaiser Resource Links

KP LEVEL FUNDED HDHP HSA 1700/20%/3500 EPO

<b>DEDUCTIBLE</b>	Individual: \$0 Family: \$0	<a href="#">Online Wellness Tools</a>	Individual: \$1,700 Family: \$3,400
<b>OFFICE VISITS</b>	Primary Care: \$10 Specialist: \$30 Urgent Care: \$50	<a href="#">Wellness Rewards</a>	Primary Care: *20% Coinsurance Specialist: *20% Coinsurance Urgent Care: *20% Coinsurance
<b>PROCEDURES</b>	Inpatient: \$500 day Outpatient: \$10 Emergency Room: \$250	<a href="#">Discounts- Gym, etc</a>	Inpatient: *20% Coinsurance Outpatient: *20% Coinsurance Emergency Room: *20% Coinsurance
<b>PRESCRIPTIONS</b>	Generic: \$5 Brand: \$ 30 Non-Preferred Brand: \$45 Specialty: \$500	<a href="#">Self Care Apps</a>	Generic: *20% Coinsurance Brand: *20% Coinsurance Non-Preferred Brand: *20% Coinsurance Specialty: *20% Coinsurance
<b>OUT-OF-POCKET MAXIMUM</b>	Individual: \$1,500 Family: \$3,000	<a href="#">Healthy Lifestyle</a>	Individual: \$3,500 Family: \$7,000
<b>EMPLOYEE COST (Per Pay Period)</b>	Employee: \$20.13 Employee + Spouse: \$39.45 Employee + Child(ren): \$36.55 Family: \$55.87	<a href="#">Personal Coaching</a>	Employee: \$15.37 Employee + Spouse: \$29.93 Employee + Child(ren): \$27.74 Family: \$42.30

\*Deductible Applies First

REVIEW PLAN SBC & SUMMARY



[0/10/1500 Summary](#)

[1700/20% Summary](#)

Save on Prescriptions!

**OUR BENEFITS ARE EXTREMELY ROBUST & TOP-TIERED**

## 2026 BENEFITS

Medical Insurance is provided by Kaiser Permanente  
Dental is provided by Delta Dental

Vision is provided by VSP

FSA and HSA provided by Rocky Mountain Reserve

Voluntary Benefits including Disability, Supplemental Life, Accident, Hospital, Cancer, and Critical Illness provided by Colonial

## HEALTH SAVINGS ACCOUNT

### HEALTH SAVINGS ACCOUNT



Take advantage of triple tax savings through an HSA. Reduce your taxable income by contributing into this account, purchase qualified healthcare items free of tax, and earn tax-free interest on HSA investment dollars. Any unused funds will roll over from year to year.

**You must be enrolled in Monument Fire's HSA plan to be eligible for the employer HSA contribution. The contribution is one-time, not annual.**

#### 2025 HSA MAXIMUM CONTRIBUTIONS

**Individual: \$4,300**

**Family: \$8,550**

#### 2025 EMPLOYER ONE-TIME HSA CONTRIBUTION

**Individual: \$500**

**Family: \$1,000**

Learn 8 Life-Changing HSA Tips in Under 8 Minutes!

### FLEXIBLE SPENDING ACCOUNT

Save tax dollars and receive an advanced loan to assist with qualified expenses with an FSA. Determine your per paycheck contribution in the beginning of the year, and then spend those funds on qualified health expenses or dependent care expenses as needed before the plan year ends. The 2024 to 2025 FSA rollover limit is \$640.

#### 2025 FSA MAXIMUM CONTRIBUTIONS

**Health Care FSA: \$3,300**

**Limited Purpose FSA: \$3,300**

## DENTAL INSURANCE



Good dental hygiene has substantial impact on your overall health. Prevent both oral conditions and other diseases through regular preventive dental care. The dental benefit includes **Right Start for Kids** for kids under age 13.

	IN-NETWORK	OUT-OF-NETWORK
ANNUAL DEDUCTIBLE	\$50 \$150	\$50 \$150
PREVENTIVE SERVICES	100%	100%
BASIC SERVICES	80%	80%
MAJOR SERVICES	50%	50%
ANNUAL PLAN MAXIMUM	\$1,500	\$1,500
ORTHO SERVICES	50 % Children to Age 19	50% Children to Age 19
ORTHO LIFETIME MAXIMUM	\$1,000	\$1,000
EMPLOYEE COST (Per Pay Period)	Employee Only: Employee + Spouse: Employee + Child(ren): Family:	<b>\$0.00</b> <b>\$20.66</b> <b>\$27.41</b> <b>\$45.65</b>

## VISION



Dental is through Delta Dental using the VSP network. Receive both preventive and materials coverage. You can log into your Delta Dental [account here](#).

### IN-NETWORK BENEFITS

EXAMS	\$10 Exam \$25 Materials
LENSES	Single: Bifocal: Trifocal:
FRAMES	\$175 Allowance
CONTACT LENSES	Disposable: \$130 Allowance Medically Necessary: 100% Covered
FREQUENCY OF SERVICES	Exams: 1 x 12 months Lenses: 1 x 12 months Frames: 1 x 24 months Contact Lenses: 1 x 12 months
EMPLOYEE COST (Per Pay Period)	Employee Only: <b>\$4.75</b> Employee + Spouse: <b>\$9.49</b> Employee + Child: <b>\$9.97</b> Family: <b>\$15.45</b>

48/96 Shifts

Tuition Assistance for accredited college courses

Fire Police Pension Association (FPPA)

457 Employer Match

Peer Support

Accidental Death Insurance

Employee Assistance Program

Annual Physicals

Paid Holidays

Yoga For First Responders

Health/Fitness Team

Monument Professional Firefighters L4319

## OTHER BENEFITS



**DUTY DEATH**

In the event of a line of duty death, the district provides up to a \$50,000 benefit.

**DUTY IN JURY ACCIDENT & HEALTH**

This benefit covers injuries and illnesses that occur while participating in any activity of the organization.

**Discounts**

In addition to [Amwell mental health](#) and [other discounts](#), if you are enrolled in a Kaiser medical plan you have access to discounted gym memberships, self-care apps like Calm and my Strength. Personal health coaching and other online wellness tools.

**RETIREMENT**

Employees contribute 12% and the employer adds 10.5% to the statewide defined benefit. For state wide death & disability, employer contributes 3.8%. The district will contribute 2% of gross wage to the 457 if the employee contributes at least 2%.

[fppaco.org](http://fppaco.org)

**PEER SUPPORT TEAM (PST)**

The district support program is designed to provide confidential, voluntary, and peer level support to those who may need it. This program is available to all members 24/7/365.

[Link to PST- Peer Support Team Contacts](#)

**MEMBER ASSISTANCE PROGRAM (MAP)**

The district provides voluntary confidential access to professional counseling services through a Member Assistance Program. MAP is available to all employees and their immediate family members.

There is no cost to consult with an EAP counselor.

[Link to MAP- SUPPORTLINC](#)

## LONGEVITY PAY

0-10 = \$8/mo after 3 years

11-15 = \$2,000/yr

16-20 = \$2,500/yr

21-25 = \$3,000/yr

25+ = \$3,500/yr

## SUPPLEMENTAL

The District offers voluntary supplemental insurance through Colonial which can be deducted as payroll deductions.

Benefits offered:

- Disability insurance
- Supplemental life insurance
- Accident Insurance
- Hospital confinement indemnity insurance
- Cancer and critical illness insurance.

# COMPENSTATED TIME-OFF

## Vacation

- \* <1 24 hours/yr
- \* 1-4 120 hours/yr
- \* 5-9 = 144 hours/yr
- \* 10-14 168 hours/yr
- \* 15-19 192 hours/yr
- \* 20+ 216 hours/yr

## Personal Time

- \* 60 hours/yr

## Sick Time

- \* 120 hours/yr



## WILDLAND DEPLOYMENTS

The Wildland Team assists and mitigates wildfire emergencies locally and at a state, and national level. The team deploys a Type 6 or Type 3 engine as needed to assist in a multitude of different assignments.





Recruits participate in a joint multi-fire department academy. The recruit academy is a 20 week long process that focuses on firefighter development through education, skills, & team building.



Recruit Class 22-01



Colorado Springs FD academy graduation. Partnerships in action—CSFD, BFFR, and MFD.

## TRAINING OPPORTUNITIES

Paramedic School

Driver/Operator

Company Officer

CPR Instructor

Honor Guard

College Tuition Assistance

Training Course Tuition

New Training Facility



## MINIMUM QUALIFICATIONS

- Must be 18 years of age at time of application
- Possess a valid driver's license
- High School Diploma/equivalent or higher education
- State of Colorado EMT or National Registry EMT (with ability to obtain State of Colorado EMT)
- IV Certified by completion of probation
- Current CPR Card (American Heart Association Basic Life Support –BLS)
- Current Candidate Physical Ability Test (CPAT) (must also be valid at time of interview)

## HIRING TIMELINE

- Monday, June 8, 2026: Application process opens
- Friday, August 14, 2026: Application process closes
- Prior to Friday, August 15, 2026: Candidates take written test via @ home virtual testing, complete the PHS and upload all required documents
- Week of August 24, 2026: Topo seventy-five (75) candidates will be notified of oral board interviews
- Week of September 21, 2026: Oral Board Interviews
- Week of October 5, 2026: Conditional Job Offers
- October/November 2024: Medical exam, Physiological exam, & Background check

## INCENTIVE POINTS

Five (5) preference points may be offered if you have a valid Paramedic Certification or NREMT-Paramedic Certification with the ability to obtain a State of Colorado Paramedic.

Five (5) preference points may be awarded to candidates with at least one (1) year of active military or naval service for the United States with honorable discharge, (or has been a member on inactive or reserve duty for at least 1 year. Reserve duty is always in lieu of honorable discharge, not years of active service.)

DD-214 required as proof.

## WRITTEN TEST

For more information regarding the written test, please visit <https://iosolutions.com/firefighter-selection-tool-fst/>



**MONUMENT FIRE  
DISTRICT**

19775 Mitchell Ave  
Monument, CO 80132

Office: 719.484.0911  
Website:  
[www.monumentfire.org](http://www.monumentfire.org)



**SCAN ME TO APPLY**

