

# MONUMENT FIRE DISTRICT RECRUITMENT INFORMATION



*Serving with Character, Connection, & Commitment*

Come join our family.

Be a member, not a number.





## TABLE OF CONTENTS

Fire Chief's Message.....	4
Who We Are.....	5
District Service Area.....	6
Facilities.....	7
Fleet/Apparatus.....	8
Calls For Service.....	9
Wage Scale.....	10
Medical Insurance.....	11
Dental Insurance.....	12
Other Benefits.....	13
Compensated Time-Off.....	14
Wildland Deployments.....	15
Training Opportunities.....	16
Minimum Qualifications.....	17
How to Contact Us.....	18

# 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

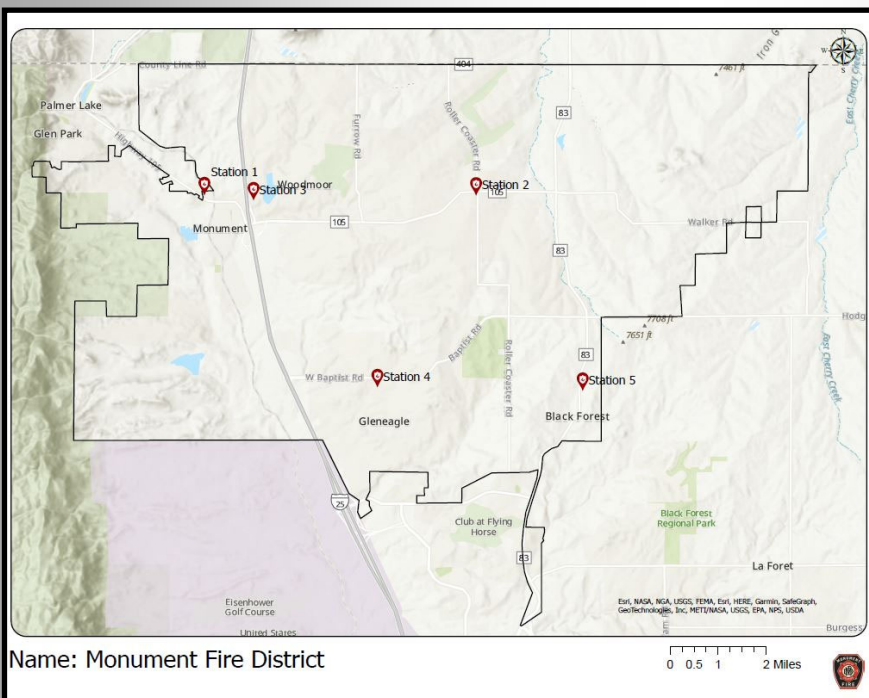
Average elevation: 7,100 feet  
Population served: 41,037 residents  
Coverage area: 62 square miles  
Fire stations: 5  
Administrative building: 1  
Daily staffing: 23 career firefighters (EMT's & paramedics)  
Response: 24/7/365  
Estimated: 14,211 residential households  
Estimated: 1,017 businesses  
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

Administrative Office  
16055 Old Forest Point,  
Suite 102  
Monument, CO 80132

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 Gleaneagle Drive  
Colorado Springs, CO  
80921

Fire Station 5  
15055 Highway 83  
Colorado Springs, CO  
80908



## FLEET/APPARATUS

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

The district also maintains a fleet of reserve apparatus.

In 2023, the district will be taking delivery of a new tower ladder, ambulance, and Type 3 wildland firefighting engine.



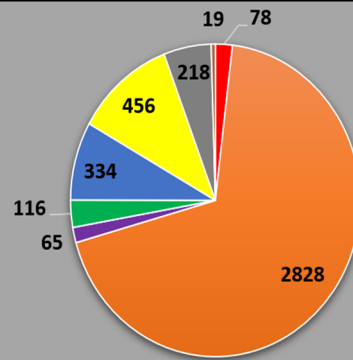
# CALLS FOR SERVICE

2021 TOTAL:

**3,334**

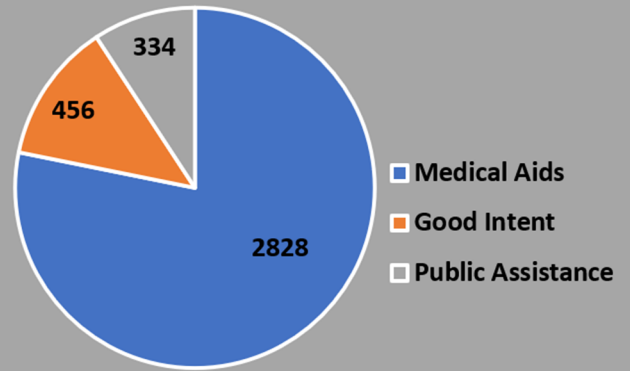
2022 TOTAL:

**4,114**

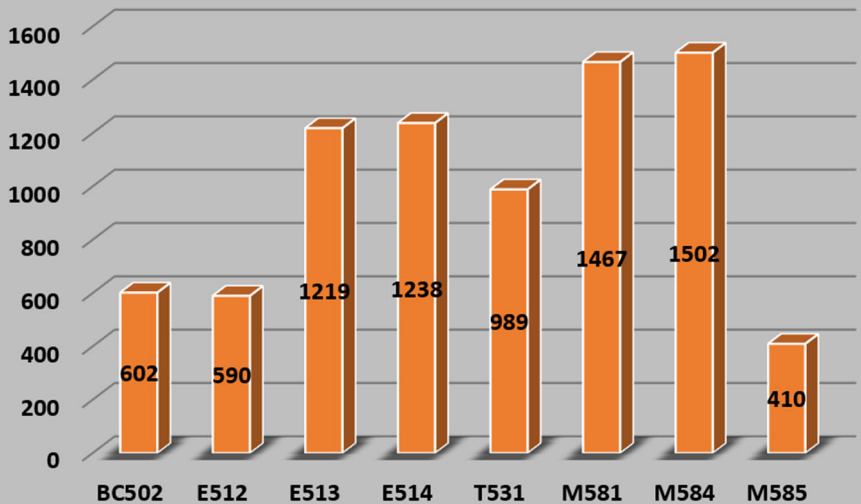


- Fire - 78
- Medical - 2828
- Extrication/Rescue - 65
- Hazardous Condition - 116
- Public Assistance - 334
- Good Intent - 456
- Fire Alarm - 218
- Other - 19

The district ran 4,114 calls for service in 2022.



69% of the district's calls for service are for medical emergencies.



Position	2023 Wage	Non-Primary Paramedic
Fire Chief (FC)	\$164,916	
Division Chief (DC2)	\$155,581	
Division Chief (DC1)	\$146,755	
Battalion Chief (BC3)	\$138,467	
Battalion Chief (BC2)	\$130,629	
Battalion Chief (BC1)	\$123,235	
Lieutenant (LT4)	\$116,259	\$118,759*
Lieutenant (LT3)	\$111,788	\$114,288*
Lieutenant (LT2)	\$107,488	\$109,988*
Lieutenant (LT1)	\$103,354	\$105,854*
Engineer (ENG4)	\$99,379	\$101,879*
Engineer (ENG3)	\$95,404	\$97,904*
Engineer (ENG2)	\$91,588	\$94,088*
Engineer (ENG1)	\$87,924	\$90,424*
FF/Paramedic (FF/PM4)	\$99,379	
FF/Paramedic (FF/PM3)	\$95,404	
FF/Paramedic (FF/PM2)	\$91,588	
FF/Paramedic (FF/PM1)	\$87,924	
Firefighter (FF4)	\$84,407	
Firefighter (FF3)	\$81,031	
Firefighter (FF2)	\$77,790	
Firefighter (FF1)	\$74,678	
Firefighter Recruit/Probationary	\$71,691	
Fleet and Facilities	Rank + 5%**	
EMS Coordinator	Rank + 5%**	
Director of Administration	\$89,931	
Administrative Assistant	\$85,025	
Fire Technician	\$34,995	

\*= Non-primary paramedic

\*\* = 5% administrative assignment differential

# 2023 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. Hover over the insurance terms below to learn what they mean!

KP CO PLATINUM 0/10 HMO IN-NETWORK ONLY    KP CO PLATINUM 400/10 HMO IN-NETWORK ONLY    **?** KP CO GOLD 1750/30 W/HSA IN-NETWORK ONLY

DEDUCTIBLE	Individual: \$0 Family: \$0	Individual: \$400 Family: \$800	Individual: \$1,750 Family: \$3,500
OFFICE VISITS	Primary Care: \$10 Specialist: \$40 Urgent Care: \$75	Primary Care: \$10 Specialist: \$55 Urgent Care: \$75	Primary Care: *\$30 Specialist: *\$60 Urgent Care: *\$75
PROCEDURES	Inpatient: \$500 Outpatient: \$500 Emergency Room: \$300	Inpatient: *15% Coinsurance Outpatient: *15% Coinsurance Emergency Room: \$400	Inpatient: *15% Coinsurance Outpatient: *15% Coinsurance Emergency Room: *15% Coinsurance
PRESCRIPTIONS	Generic: \$10 Brand: \$35 Non-Preferred Brand: \$200 Specialty: \$250	Generic: \$10 Brand: \$40 Non-Preferred Brand: 15% Coinsurance Specialty: 15% Coinsurance	Generic: *\$15 Brand: *\$50 Non-Preferred Brand: *15% Coinsurance Specialty: *15% Coinsurance
OUT-OF-POCKET MAXIMUM	Individual: \$3,000 Family: \$6,000	Individual: \$4,500 Family: \$9,000	Individual: \$4,100 Family: \$8,200
PREMIUMS (MONTHLY)	Employee: \$29.08 Employee + Spouse: \$58.17 Employee + Child(ren): \$53.80 Family: \$82.89	Employee: \$27.57 Employee + Spouse: \$55.15 Employee + Child(ren): \$51.01 Family: \$78.58	Employee: \$23.95 Employee + Spouse: \$47.90 Employee + Child(ren): \$44.30 Family: \$68.25

\*Deductible Applies First

REVIEW PLAN  
SBC & SUMMARY



HMO 0/10

HMO 400/10

HDHP 1750/30

Save on  
Prescriptions!

OUR BENEFITS ARE  
EXTREMELY ROBUST &  
TOP-TIERED

## 2023 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. Unused funds will roll over from year to year.

**You must be enrolled in the company HDHP Medical Plan to be eligible for an HSA.**

#### 2023 HSA MAXIMUM CONTRIBUTIONS

Individual: \$3,850

Family: \$7,750

#### 2023 EMPLOYER ANNUAL HSA CONTRIBUTIONS

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.

#### 2023 FSA MAXIMUM CONTRIBUTIONS

Health Care FSA: \$3,050

Limited Purpose FSA: \$3,050




## DENTAL INSURANCE

**DENTAL** 



Good dental hygiene has substantial impact on your overall health. Prevent both oral conditions and other diseases through regular preventive dental care.

*Hover over the insurance terms below to learn what they mean!*

	IN-NETWORK	OUT-OF-NETWORK
<b>ANNUAL DEDUCTIBLE</b>	Individual: \$50 Family: \$150	Individual: \$50 Family: \$150
<b>PREVENTIVE SERVICES</b>	100%	100%
<b>BASIC SERVICES</b>	80%	80%
<b>MAJOR SERVICES</b>	50%	50%
<b>ANNUAL PLAN MAXIMUM</b>	\$1,500 	\$1,500
<b>ORTHO SERVICES</b>	50% Children to Age 19	50% Children to Age 19
<b>ORTHO LIFETIME MAXIMUM</b>	\$1,000	\$1,000
<b>PREMIUMS (PER MONTH)</b>	Employee Only: Employee + Spouse: Employee + Child(ren): Family:	<b>\$0.00</b> <b>\$42.22</b> <b>\$56.03</b> <b>\$93.30</b>

## VISION

**VISION** 



Protect your sight and enjoy those sunsets even more with vision insurance. Receive both preventive and materials coverage.

*Hover over the insurance terms below to learn what they mean!*

### IN-NETWORK BENEFITS

<b>EXAMS</b>	\$10
<b>LENSES</b>	Single: \$25 Bifocal: \$25 Trifocal: \$25
<b>FRAMES</b>	\$130 Allowance
<b>CONTACT LENSES</b>	Disposable: \$130 Allowance Medically Necessary: 100% Covered
<b>FREQUENCY OF SERVICES</b>	Exams: 1 x 12 months Lenses: 1 x 12 months Frames: 1 x 24 months Contact Lenses: 1 x 12 months
<b>PREMIUMS (PER MONTH)</b>	Employee Only: <b>\$9.21</b> Employee + Spouse: <b>\$14.73</b> Employee + Child(ren): <b>\$15.04</b> Family: <b>\$24.25</b>

48/96 Shifts

Tuition Assistance for accredited college courses

Fire Police Pension Association (FPPA)

Peer Support

Accidental Death Insurance

Employee Assistance Program

Annual Physicals

Paid Holidays

Yoga For First Responders

Health/Fitness Team


## OTHER BENEFITS

**DUTY DEATH**  
In the event of a line of duty death, the district provides a \$50,000 benefit.

**DUTY INJURY ACCIDENT & HEALTH**  
This benefit covers injuries and illnesses that occur while participating in any activity of the organization.

**CARDIAC & CANCER COVERAGE**  
The district participates in the State of Colorado Heart and Cancer trust to fund extra coverage for our line staff should a medical exam reveal a heart or circulatory diagnosis other than hypertension or angina. Cancer coverage includes breast, brain, digestive, genitourinary, hematological, thyroid and skin cancers.

**GYM MEMBERSHIP**  
If you are enrolled in a Kaiser medical plan option, you will have a choice of two Active and Fit programs to employer you to become more physically active.




**ANNUAL PHYSICAL**  
The district pays 100% toward the cost of an annual physical for all sworn staff.

**RETIREMENT**  
Employees contribute 12% and employer adds 9% to the statewide defined benefit. For statewide death & disability, employer contributes 3.2%  
**Retirement Coordinator**  
[forwardwithfppa.org](http://forwardwithfppa.org)  
[fppaco.org](http://fppaco.org)

**PEER SUPPORT TEAM (PST)**  
The district support program is designed to provide confidential, non-intrusive and peer level support to those individuals who need it for any reason.

**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.*



## 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:

- \* 96 hours/yr



## WILDLAND DEPLOYMENTS

The Wildland Team assists and mitigates wildfire emergencies at the local, 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



## 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 12, 2023: Application process opens
- Friday, August 18, 2023: Application process closes
- Friday, September 8, 2023: Eligibility emails sent to all applicants regarding participation in orientation and written exam
- Week of September 18, 2023: Candidates take written test via @ home virtual testing
- Week of October 23, 2023: Oral Board Interviews
- Week of November 1, 2023: Conditional Job Offers
- November/December 2023: Medical exam, Physiological exam, & Background check
- Monday, January 8, 2023: Fire Academy Begins

## 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 is 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.



**MONUMENT FIRE  
DISTRICT**

16055 Old Forest Point,  
Suite 102  
Monument, CO 80132

Office: 719.484.0911

Website:

[www.monumentfire.org](http://www.monumentfire.org)



**SCAN ME TO APPLY**

