



PUBLIC NOTICE
REGULAR BOARD MEETING AGENDA
Wednesday, September 16, 2026
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 16, 2026, 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 5:30 pm. 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 19, 2026.
 - b. Approval of Reconciliations and Financial Reports for August 2026.

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 Updates
 - Fire Chief Callander
 - State Fire School
 - Hiring Update
 - Website
 - Feasibility Update
 - Local 1505 - Union Representative
7. **NEW BUSINESS / ACTION ITEMS - Public Comment:** Public comment/input is welcome 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: **Updated Policy #106 Temporary/Acting Appointments.**
 - b. Review, discuss, and possible action: **Posting for upcoming board vacancy.**
 - c. Review, discuss, and possible action: **Evaluation for Fire Chief Callander**
8. **FIRE BOARD COMMENTS**- Board Member comments are meant to inform and clarify. No action will be taken. Only Board Members can speak.
9. **ADJOURNMENT**

Posted on or before September 15, 2026, 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 19, 2026

Station 32, 8905 Koch Field Road, Flagstaff, AZ

- **CALL TO ORDER**

Board Chair Timney called the meeting to order at 6:00 pm.

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

Members Present: Chair Timney, Board Members Faus, M. DiVittorio, S. Walton.

Absent: R. Parker

Administration: FC Callander, BC Palm, V Fennema, T Schieffer.

- **Pledge of Allegiance**

- **CALL TO THE PUBLIC:** none

- **CONSENT AGENDA**

- Approval of the Regular Board Meeting Minutes of July 22, 2026

- Approval of Reconciliations and Financial Reports for July 2026.

Board Member Faus motioned to approve the minutes and financial reports from July, 2026.

Board Member DiVittorio seconded the motion.

Vote Conducted. MOTION PASSED unanimously.

AYES: Timney, Faus, Walton, DiVittorio

NAYES: None

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

- a. Monthly Run Report:

- BC Palm reported on stats from July 2026. Total incidents were 118; of which FALL calls were the majority. Call distribution is as follows: Unit 31 had 37 calls (4 were wildland), Unit 32 had 55 (5 were wildland), and Unit 37 had 24 (2 were wildland). Avg response time was 9:07 for the District; Sta# 31 at 9.31 min, #32 at 9.02 min, and #37 at 7:16.

- b. Monthly Chief Updates: FC Callander

- We have 3 new medics who just finished testing. We also have 2 more staff starting the medic class this week.
- FFD is no longer doing Fire Investigations for outside agencies, and the State will not do them for us either, so we are looking into that program.
- We had one OWA engine get back from Oregon last week, this was our 3rd callout this year. We also reinstated the Single Resource program again.

- c. Labor Update: N/A

NEW BUSINESS / ACTION ITEMS

- a. Renewal of IGA between SFMD and Westwood Estates Fire District for administrative support services. The term is 3 years, effective 9/1/2026, with a fee of \$4000 annually.

Motion was to approve the IGA by Board Member Walton, seconded by Board Member Faus.

Vote Conducted. MOTION PAST ALL IN FAVOR

AYES: Timney, Walton, Faus, DiVittorio

- b. Approve contract with Centralized Medical Direction for EMS and SFMD effective September 1, 2026.
Motion was made to approve the contract by Board Member Faus, seconded by Board Member DiVittorio.
Vote Conducted. MOTION PAST ALL IN FAVOR
AYES: Timney, Walton, Faus, DiVittorio
- c. Approve the purchase of drug storage safes from Freedom Medical & Marine for a total of \$17,892.00
Motion was made by Board Member Faus, seconded by Board Member Walton.
Vote Conducted. MOTION PAST ALL IN FAVOR
AYES: Timney, Walton, Faus, DiVittorio
- d. Approve the purchase of an EMS vending machine with a purchase price up to \$13k.
Motion was made by Board Member Faus, seconded by Board Member DiVittorio.
Vote Conducted. MOTION PAST ALL IN FAVOR
AYES: Timney, Walton, Faus, DiVittorio
- e. Approve leasing the living quarters at Fire Station #33 to regional law enforcement agencies; to provide lodging for cadets attending the Academy.
Motion was made by Board Member Faus, seconded by Board Member Walton.
Vote Conducted. MOTION PAST ALL IN FAVOR
AYES: Timney, Walton, Faus, DiVittorio

Fire Board Comments:

- Annual evaluation for Chief Callander will be conducted at our next board meeting.

ADJOURNMENT: Board Meeting adjourned at 7:17 pm

Motion to adjourn by Board Member Faus, seconded by Board Member DiVittorio

Vote Conducted. MOTION PAST ALL IN FAVOR

AYES: Timney, Walton, Faus, DiVittorio

Respectfully submitted by:

Robb Faus, Board Clerk

Summit Fire & Medical District

Account Balances

Registered Balance (end of month)	July 2026	Aug 2026	Sept 2026	Oct 2026	Nov 2026	Dec 2026	Jan 2027	Feb 2027	Mar 2027	Apr 2027	May 2027	June 2027
Budget Stabilization	\$3,905,699.27	\$3,395,262.97										
OWA	\$443,340.31	\$480,907.59										
Petty Cash	\$896.11	\$878.11										
Capital	\$915,841.44	\$917,025.35										
Emergency	\$517,763.39	\$518,432.70										
Debt Services / GO	\$14,577.41	\$14,735.78										
Contingency / COP	\$1,777,204.90	\$1,777,204.90										
TOTAL	\$7,575,322.83	\$7,104,447.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
LAST FISCAL YEAR	\$6,549,156.55	\$6,171,125.49	\$5,928,137.27	\$6,940,286.51	\$8,761,520.15	\$8,493,661.95	\$8,181,671.66	\$7,921,218.14	\$7,701,012.63	\$8,969,376.56	\$8,925,028.28	\$7,956,856.42
B.S. ACTUALS	YTD actuals	Annual Budget	Over / Under	% of Budget								
Revenue	\$134,499.12	\$7,865,710.52	-\$7,731,211.40	2%								
Expenses	\$1,690,640.26	\$7,283,163.69	-\$5,592,523.43	23%								
Net Income	-\$1,556,141.14	\$582,546.83	-\$2,138,687.97	-267%								

COP of \$ 532,339.56 hit in July instead of June (last FY)

Summit Fire District

Profit & Loss Budget vs. Actual

July through August 2026

	Jul - Aug 26	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
1100 TAX REVENUE				
1101 Property Tax	27,182.14	6,631,039.00	-6,603,856.86	0.41%
1102 FDAT	2,185.20	376,432.00	-374,246.80	0.58%
1103 Delinquent Property Tax	173.93	71,682.00	-71,508.07	0.24%
Total 1100 TAX REVENUE	29,541.27	7,079,153.00	-7,049,611.73	0.42%
1200 GRANTS	0.00	112,500.00	-112,500.00	0.0%
1250 OWA Income	79,862.82	250,000.00	-170,137.18	31.95%
1300 MISC INCOME				
1302 Interest	8,008.11	185,400.42	-177,392.31	4.32%
1304 Contracts with Towers	4,572.44	27,217.00	-22,644.56	16.8%
1305 Out of District Calls	0.00	500.00	-500.00	0.0%
1308 Service Subscriptions	7,212.41	5,840.00	1,372.41	123.5%
1310 Misc. Income	-2,794.88	3,750.00	-6,544.88	-74.53%
1312 Community Room Rental	700.00	3,000.00	-2,300.00	23.33%
1315 SSFND-Smart & Safe AZ Fund	0.00	95,708.00	-95,708.00	0.0%
1300 MISC INCOME - Other	0.00	3,749.86	-3,749.86	0.0%
Total 1300 MISC INCOME	17,698.08	325,165.28	-307,467.20	5.44%
1400 Maint Facility Income	7,396.95	98,892.24	-91,495.29	7.48%
Total Income	134,499.12	7,865,710.52	-7,731,211.40	1.71%
Gross Profit	134,499.12	7,865,710.52	-7,731,211.40	1.71%
Expense				
2000 PERSONNEL SALARIES				
2001 Fire Chief	27,384.63	167,200.00	-139,815.37	16.38%
2009 Acting Pay				
2009 .1 Acting Pay BC	792.00	850.00	-58.00	93.18%
2009. 2 Acting Captain	1,803.00	5,800.00	-3,997.00	31.09%
2009.3 Acting Engineer	2,618.00	4,850.00	-2,232.00	53.98%
2009 Acting Pay - Other	40.00	240.00	-200.00	16.67%
Total 2009 Acting Pay	5,253.00	11,740.00	-6,487.00	44.74%
2032 OWA Backfill	44,788.55	11,700.00	33,088.55	382.81%
2033 OWA OT	68,627.99	60,000.00	8,627.99	114.38%
2034 OWA Eng Boss	1,360.00	2,000.00	-640.00	68.0%
2035 OWA Payroll	29,041.98	30,000.00	-958.02	96.81%
2036 OWA Single Resource OT	0.00	5,000.00	-5,000.00	0.0%
2037 OWA Holiday Pay	438.38	1,248.13	-809.75	35.12%
2070 Battalion Chief	49,586.68	317,019.30	-267,432.62	15.64%
2071 Administrative Officer	14,750.20	80,730.00	-65,979.80	18.27%
2072 Admin Assistant II	11,303.60	61,866.71	-50,563.11	18.27%
2073 EVT Mechanic III	10,685.08	80,409.91	-69,724.83	13.29%
2073.2 EVT Mechanic II	13,279.28	76,320.96	-63,041.68	17.4%

Summit Fire District

Profit & Loss Budget vs. Actual

July through August 2026

	Jul - Aug 26	Budget	\$ Over Budget	% of Budget
2075 Captains	126,504.80	819,148.92	-692,644.12	15.44%
2076 Engineer	104,792.94	664,247.01	-559,454.07	15.78%
2077 Firefighters	136,918.25	1,093,908.49	-956,990.24	12.52%
2080 Mileage	8.78			
2081 FLSA	12,718.40	78,639.74	-65,921.34	16.17%
2082 Overtime				
2082.3 Medic Class OT	3,288.00	0.00	3,288.00	100.0%
2082 Overtime - Other	34,709.73	357,433.33	-322,723.60	9.71%
Total 2082 Overtime	37,997.73	357,433.33	-319,435.60	10.63%
2083 Vacation Leave	39,035.59	165,775.00	-126,739.41	23.55%
2084 Sick Leave	12,465.48	60,521.91	-48,056.43	20.6%
2088 Holiday Pay				
2088.1 Holiday Worked 1/2 time	3,631.33			
2088 Holiday Pay - Other	10,353.73	65,000.00	-54,646.27	15.93%
Total 2088 Holiday Pay	13,985.06	65,000.00	-51,014.94	21.52%
Total 2000 PERSONNEL SALARIES	760,926.40	4,209,909.41	-3,448,983.01	18.08%
2200 PENSION				
2201 NationW Hybrid Tier 3 FD	1,593.46	0.00	1,593.46	100.0%
2202 NationW - Tier 2 FD	169.63	0.00	169.63	100.0%
2206 PSPRS - Tier 1 FD	34,296.45	0.00	34,296.45	100.0%
2208 PSPRS - Tier 1A & 2 FD	4,595.03	0.00	4,595.03	100.0%
2210.2 PSPRS - DB Tier 3	31,102.15	0.00	31,102.15	100.0%
2215 ASRS	7,174.59	0.00	7,174.59	100.0%
2216 Other Retirement	19,688.95			
2200 PENSION - Other	0.00	605,257.58	-605,257.58	0.0%
Total 2200 PENSION	98,620.26	605,257.58	-506,637.32	16.29%
2300 PAYROLL EXPENSES				
2301 Workmen's Comp.	0.00	214,928.00	-214,928.00	0.0%
2303 Social Security	3,663.40	18,558.35	-14,894.95	19.74%
2304 Medicare	10,684.75	57,489.60	-46,804.85	18.59%
2305 Direct Deposit	101.56	0.00	101.56	100.0%
2306 Vacation Leave Payout	0.00	12,000.00	-12,000.00	0.0%
2307 Sick Leave Payout	0.00	30,000.00	-30,000.00	0.0%
Total 2300 PAYROLL EXPENSES	14,449.71	332,975.95	-318,526.24	4.34%
2400 PERSONNEL INSURANCE				
2401 Medical Insurance	70,273.93	364,386.72	-294,112.79	19.29%
2402 Dental Insurance	3,576.43	18,838.68	-15,262.25	18.99%
2404 Life Insurance	656.50	4,305.00	-3,648.50	15.25%
2405 Vision Insurance	662.15	3,690.72	-3,028.57	17.94%
Total 2400 PERSONNEL INSURANCE	75,169.01	391,221.12	-316,052.11	19.21%
2500 CONTRACTUALS				
2503 Broker Fees Medical Ins				

Summit Fire District

Profit & Loss Budget vs. Actual

July through August 2026

	Jul - Aug 26	Budget	\$ Over Budget	% of Budget
2503.1 East Flag Medical-Croft	0.00	3,600.00	-3,600.00	0.0%
2503.2 Cancer Screening	0.00	500.00	-500.00	0.0%
Total 2503 Broker Fees Medical Ins	0.00	4,100.00	-4,100.00	0.0%
2504 Audit	12,100.25	20,000.00	-7,899.75	60.5%
2509 Admin Service Contracts				
2509.1 SMT IT Mgmt	0.00	34,444.00	-34,444.00	0.0%
2509.2 Website design	3,094.00	4,500.00	-1,406.00	68.76%
2509 Admin Service Contracts - Oth	3,825.00	950.00	2,875.00	402.63%
Total 2509 Admin Service Contracts	6,919.00	39,894.00	-32,975.00	17.34%
2510 Executech Annual Contract	2,056.34	0.00	2,056.34	100.0%
2511 Software Contracts				
2511.10 Fire Manager Software	0.00	4,324.00	-4,324.00	0.0%
2511.11 Executech Addl Svc	0.00	8,100.00	-8,100.00	0.0%
2511.2 Quickbooks Software	0.00	4,743.00	-4,743.00	0.0%
2511.4 Misc. Software	0.00	1,729.00	-1,729.00	0.0%
2511.6 PS Trax Eng, SCBA, PPE,	0.00	2,847.00	-2,847.00	0.0%
2511.9 ESO Software	0.00	7,430.00	-7,430.00	0.0%
2511 Software Contracts - Other	4,922.37	0.00	4,922.37	100.0%
Total 2511 Software Contracts	4,922.37	29,173.00	-24,250.63	16.87%
2514 Bld & Vehicle Insurance	0.00	94,176.00	-94,176.00	0.0%
2515 IGA Services				
2515.2 Dispatch	33,186.60	80,000.00	-46,813.40	41.48%
2515.3 Reg Training Coord- RTO	22,137.00	22,137.00	0.00	100.0%
Total 2515 IGA Services	55,323.60	102,137.00	-46,813.40	54.17%
2519 Memberships & Subscription				
2519.1 AFDA	0.00	4,000.00	-4,000.00	0.0%
2519.3 AFCA & IAFC memberships	0.00	514.00	-514.00	0.0%
2519.5 Other (District Merger)	0.00	25,000.00	-25,000.00	0.0%
Total 2519 Memberships & Subscription	0.00	29,514.00	-29,514.00	0.0%
2520 Computers, Printers	0.00	2,500.00	-2,500.00	0.0%
2530 New Hire NTN, Fingerprints	0.00	44.00	-44.00	0.0%
Total 2500 CONTRACTUALS	81,321.56	321,538.00	-240,216.44	25.29%
2517.1 DEA Mgmt Contract	0.00	17,000.00	-17,000.00	0.0%
2517.2 DEA Supplies	3,398.40	23,000.00	-19,601.60	14.78%
2600 COP Payment	532,339.56	646,080.00	-113,740.44	82.4%
3000 PROGRAMS				
3600 Training and Travel				
3605 Training Registration	1,182.78	19,250.00	-18,067.22	6.14%
3610 Lodging	963.09	5,000.00	-4,036.91	19.26%
3615 Food	1,497.00	5,000.00	-3,503.00	29.94%
3620 Supplies/Vent	46.80	0.00	46.80	100.0%
3630 Tuition Reimbursement	0.00	10,000.00	-10,000.00	0.0%

Summit Fire District

Profit & Loss Budget vs. Actual

July through August 2026

	Jul - Aug 26	Budget	\$ Over Budget	% of Budget
Total 3600 Training and Travel	3,689.67	39,250.00	-35,560.33	9.4%
Total 3000 PROGRAMS	3,689.67	39,250.00	-35,560.33	9.4%
3005 FLEET SERVICES				
3005.1 Training-Certificates	0.00	3,500.00	-3,500.00	0.0%
3005.2 Shop Uniforms	751.68	4,300.00	-3,548.32	17.48%
3005.4 EVT Tool Allowance	0.00	2,000.00	-2,000.00	0.0%
3005.5 Tools, Supplies & Safety	45.93			
3005.6 Parts for SFMD Vehicles	12,943.62	85,000.00	-72,056.38	15.23%
3005 FLEET SERVICES - Other	8.06			
Total 3005 FLEET SERVICES	13,749.29	94,800.00	-81,050.71	14.5%
3110 Apparatus Equipment				
3110.1.1 Holmatro Service	24.63	2,500.00	-2,475.37	0.99%
3110.2 Ladder Testing	0.00	1,600.00	-1,600.00	0.0%
3110.3 Foam	0.00	10,000.00	-10,000.00	0.0%
3110.4 Bar Oil, Fuel Power Equi	0.00	47,900.00	-47,900.00	0.0%
3110.5 Nozzles, Hoses etc	0.00	3,000.00	-3,000.00	0.0%
3110 Apparatus Equipment - Other	8,954.23	0.00	8,954.23	100.0%
Total 3110 Apparatus Equipment	8,978.86	65,000.00	-56,021.14	13.81%
3115 Communication-Radios	382.14	7,400.00	-7,017.86	5.16%
3120 SCBA	0.00	15,200.00	-15,200.00	0.0%
3200 SUPPLIES				
3210 EMS Program	8,145.21	63,172.00	-55,026.79	12.89%
3212 PPE Program	11,260.11	52,760.00	-41,499.89	21.34%
3220 Office Supplies	468.71	10,500.00	-10,031.29	4.46%
3225 BLD/Land Maint.				
3225.1 Supplies for #33 rental	703.33			
3225 BLD/Land Maint. - Other	11,082.06	63,796.00	-52,713.94	17.37%
Total 3225 BLD/Land Maint.	11,785.39	63,796.00	-52,010.61	18.47%
3227 Procurement	1,171.45	15,130.00	-13,958.55	7.74%
3235 PIO / Pub ED	329.93	2,700.00	-2,370.07	12.22%
3241 Honor Guard	419.95	6,750.00	-6,330.05	6.22%
Total 3200 SUPPLIES	33,580.75	214,808.00	-181,227.25	15.63%
3300 UNIFORMS				
3310 Uniforms - SFMD	4,075.61	38,500.00	-34,424.39	10.59%
3330 - Boots	666.29	7,200.00	-6,533.71	9.25%
Total 3300 UNIFORMS	4,741.90	45,700.00	-40,958.10	10.38%
3400 FITNESS-HEALTH & SAFETY				
3401 Fitness	0.00	6,689.50	-6,689.50	0.0%
3405 Health & Safety				
3405.1 Annual Physicals	517.63	5,000.00	-4,482.37	10.35%
3405.2 Staff Counseling	11,938.78	58,000.00	-46,061.22	20.58%
3405.3 Stress Test	0.00	3,000.00	-3,000.00	0.0%

Summit Fire District

Profit & Loss Budget vs. Actual

July through August 2026

	Jul - Aug 26	Budget	\$ Over Budget	% of Budget
3405.4 New Hire Physicals & Men	0.00	3,000.00	-3,000.00	0.0%
3405 Health & Safety - Other	150.00	0.00	150.00	100.0%
Total 3405 Health & Safety	12,606.41	69,000.00	-56,393.59	18.27%
Total 3400 FITNESS-HEALTH & SAFETY	12,606.41	75,689.50	-63,083.09	16.66%
3500 Wildland SFMD				
3501 New Equipment-Uniforms	87.69	11,900.00	-11,812.31	0.74%
3502 Maintenance Replacement	0.00	1,500.00	-1,500.00	0.0%
3500 Wildland SFMD - Other	1,417.69	0.00	1,417.69	100.0%
Total 3500 Wildland SFMD	1,505.38	13,400.00	-11,894.62	11.23%
4000 UTILITIES				
4005 Fuel for Apparatus	7,031.44	35,000.00	-27,968.56	20.09%
4010 Electric	4,166.69	38,000.00	-33,833.31	10.97%
4015 Gas / Propane	368.32	20,500.00	-20,131.68	1.8%
4020 Water	2,621.94	15,500.00	-12,878.06	16.92%
4025 Phones / Internet / TV	1,876.48	35,000.00	-33,123.52	5.36%
4030 Trash Pickup	1,234.66	11,500.00	-10,265.34	10.74%
4050 Radio Site Rental Elden	748.30	4,434.13	-3,685.83	16.88%
Total 4000 UTILITIES	18,047.83	159,934.13	-141,886.30	11.29%
4200 OWA Expenses				
4230 OWA Exp.	11,865.13	5,000.00	6,865.13	237.3%
Total 4200 OWA Expenses	11,865.13	5,000.00	6,865.13	237.3%
4300 INTERST / FEES				
4315 Interest / Fees	613.00	0.00	613.00	100.0%
Total 4300 INTERST / FEES	613.00	0.00	613.00	100.0%
4400 Shop Outside Customer Exp	14,655.00	0.00	14,655.00	100.0%
Total Expense	1,690,640.26	7,283,163.69	-5,592,523.43	23.21%
Net Ordinary Income	-1,556,141.14	582,546.83	-2,138,687.97	-267.13%
Net Income	-1,556,141.14	582,546.83	-2,138,687.97	-267.13%

1:00 PM

09/09/26

Summit Fire District
Reconciliation Summary
101 County Treasurer, Period Ending 08/31/2026

	Aug 31, 26
Beginning Balance	3,897,448.93
Cleared Transactions	
Checks and Payments - 78 items	-546,565.44
Deposits and Credits - 132 items	53,559.38
Total Cleared Transactions	-493,006.06
Cleared Balance	<u>3,404,442.87</u>
Uncleared Transactions	
Checks and Payments - 15 items	-9,179.90
Deposits and Credits - 2 items	0.00
Total Uncleared Transactions	-9,179.90
Register Balance as of 08/31/2026	<u>3,395,262.97</u>
New Transactions	
Checks and Payments - 14 items	-133,156.38
Deposits and Credits - 1 item	1,058.00
Total New Transactions	-132,098.38
Ending Balance	<u><u>3,263,164.59</u></u>

Budget Stabilization

reconciled 9/9/26 y.

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09/09/26

Summit Fire District

Reconciliation Detail

101 County Treasurer, Period Ending 08/31/2026

Type	Date	Num	Name	Clr	Amount	Balance
Beginning Balance						3,897,448.93
Cleared Transactions						
Checks and Payments - 78 items						
General Journal	07/01/2025	FY25 J...				
Bill Pmt -Check	07/16/2026	826000...	Rhinehart Oil Co., LLC	X	-25,884.10	-25,884.10
Check	07/22/2026	826000...	Earl Callander-	X	-1,197.29	-27,081.39
Bill Pmt -Check	07/28/2026	826000...	Fire Truck Solutions	X	-72.00	-27,153.39
Bill Pmt -Check	07/28/2026	826000...	CivicPlus, LLC	X	-7,001.88	-34,155.27
Bill Pmt -Check	07/28/2026	826000...	Hughes Fire Equipment	X	-4,922.37	-39,077.64
Bill Pmt -Check	07/28/2026	826000...	APS	X	-2,765.97	-41,843.61
Bill Pmt -Check	07/28/2026	826000...	Knox	X	-836.86	-42,680.47
Bill Pmt -Check	07/28/2026	826000...	AT&T Mobility	X	-637.14	-43,317.61
Bill Pmt -Check	07/28/2026	826000...	Optimum Business	X	-457.14	-43,774.75
Bill Pmt -Check	07/28/2026	826000...	East Flagstaff Family ...	X	-286.45	-44,061.20
Bill Pmt -Check	07/28/2026	826000...	City of Flagstaff	X	-150.00	-44,211.20
Bill Pmt -Check	07/28/2026	826000...	Prudential Overall Sup...	X	-122.96	-44,334.16
Bill Pmt -Check	07/28/2026	826000...	Niles Radio	X	-83.52	-44,417.68
Bill Pmt -Check	07/28/2026	826000...	Rush Truck	X	-80.16	-44,497.84
Liability Check	07/30/2026	826000...	Principal Life Insuranc...	X	-68.80	-44,566.64
Liability Check	07/30/2026	826000...	United Summit Fire Fi...	X	-5,058.78	-49,625.42
Check	07/31/2026	826000...	National Bank of Arizona	X	-1,530.59	-51,156.01
Liability Check	08/04/2026	ETF	MotivHealth	X	-37,176.99	-88,333.00
Liability Check	08/04/2026	EFT	MUTUAL OF OMAHA	X	-28,512.62	-116,845.62
Liability Check	08/04/2026	EFT	MUTUAL OF OMAHA	X	-1,932.91	-118,778.53
Liability Check	08/05/2026	826000...	5 Star Life Insurance ...	X	-1,863.91	-120,642.44
Liability Check	08/05/2026	EFT	Colonial Supplemental...	X	-69.32	-120,711.76
Liability Check	08/05/2026	EFT	Colonial Supplemental...	X	-51.03	-120,762.79
Bill Pmt -Check	08/06/2026	826000...	City of Flagstaff	X	-34.02	-120,796.81
Bill Pmt -Check	08/06/2026	826000...	APS	X	-33,186.60	-153,983.41
Bill Pmt -Check	08/06/2026	826000...	Mission Critical Protoc...	X	-1,368.98	-155,352.39
Bill Pmt -Check	08/06/2026	826000...	beta Pr	X	-864.00	-156,216.39
Bill Pmt -Check	08/06/2026	826000...	Matador Coffee Roasti...	X	-824.50	-157,040.89
Bill Pmt -Check	08/06/2026	826000...	Niles Radio	X	-378.00	-157,418.89
Bill Pmt -Check	08/06/2026	826000...	Optimum Business	X	-374.15	-157,793.04
Bill Pmt -Check	08/06/2026	826000...	Prudential Overall Sup...	X	-266.99	-158,060.03
Check	08/06/2026	826000...	Zachary Morse-	X	-83.52	-158,143.55
Bill Pmt -Check	08/06/2026	826000...	Sonora Quest	X	-58.00	-158,201.55
Liability Check	08/12/2026		QuickBooks Payroll S...	X	-11.68	-158,213.23
Liability Check	08/12/2026		QuickBooks Payroll S...	X	-94,195.41	-252,408.64
Liability Check	08/13/2026	EFT	Public Safety Retirem...	X	-7,302.58	-259,711.22
Liability Check	08/13/2026	EFT	United States Treasury	X	-25,827.97	-285,539.19
Liability Check	08/13/2026	EFT	Voya Financial	X	-16,381.56	-301,920.75
Liability Check	08/13/2026	EFT	MotivHealth	X	-9,922.62	-311,843.37
Liability Check	08/13/2026	EFT	Arizona Department of...	X	-4,960.51	-316,803.88
Liability Check	08/13/2026	EFT	Arizona State Retirem...	X	-3,002.41	-319,806.29
Liability Check	08/13/2026	EFT	Nationwide Trust Co. ...	X	-2,612.12	-322,418.41
Bill Pmt -Check	08/13/2026	826000...	Coconino Auto Supply	X	-2,048.29	-324,466.70
Bill Pmt -Check	08/13/2026	826000...	Executech	X	-1,532.93	-325,999.63
Bill Pmt -Check	08/13/2026	826000...	Doney Park Water	X	-1,028.17	-327,027.80
Bill Pmt -Check	08/13/2026	826000...	Life Assist, Inc	X	-756.07	-327,783.87
Bill Pmt -Check	08/13/2026	826000...	APS	X	-657.60	-328,441.47
Bill Pmt -Check	08/13/2026	826000...	Burton's Fire Inc.	X	-608.39	-329,049.86
Bill Pmt -Check	08/13/2026	826000...	Verizon Wireless	X	-372.84	-329,422.70
Bill Pmt -Check	08/13/2026	826000...	UniSource Energy Ser...	X	-337.81	-329,760.51
Bill Pmt -Check	08/13/2026	826000...	Peak Heart & Vascular	X	-170.55	-329,931.06
Bill Pmt -Check	08/13/2026	826000...	Velocity Truck Center	X	-144.00	-330,075.06
Liability Check	08/14/2026	EFT	MotivHealth	X	-14.21	-330,089.27
Bill Pmt -Check	08/19/2026	826000...	Burton's Fire Inc.	X	-28,512.62	-358,601.89
Bill Pmt -Check	08/19/2026	826000...	Squire	X	-11,992.87	-370,594.76
Bill Pmt -Check	08/19/2026	826000...	Arizona PPE Recon, I...	X	-4,000.00	-374,594.76
Bill Pmt -Check	08/19/2026	826000...	EZ Solutions OCD, LLC	X	-2,655.00	-377,249.76
Bill Pmt -Check	08/19/2026	826000...	Right Water Hauling of...	X	-1,300.00	-378,549.76
Bill Pmt -Check	08/19/2026	826000...	Life Assist, Inc	X	-1,017.00	-379,566.76
Bill Pmt -Check	08/19/2026	826000...	Prudential Overall Sup...	X	-95.68	-379,662.44
Bill Pmt -Check	08/19/2026	826000...	DSB Distributing LLC	X	-83.52	-379,745.96
Check	08/20/2026	EFT	Arizona Department of...	X	-29.25	-379,775.21
Liability Check	08/21/2026	EFT	Public Safety Retirem...	X	-291.68	-380,066.89
Liability Check	08/21/2026	EFT	Principal Life Insuranc...	X	-4,924.51	-384,991.40
					-2,529.39	-387,520.79

Summit Fire District Reconciliation Detail

101 County Treasurer, Period Ending 08/31/2026

Type	Date	Num	Name	Clr	Amount	Balance
Liability Check	08/25/2026	EFT	Nationwide Trust Co. ...	X	-2,048.29	-389,569.08
Liability Check	08/26/2026		QuickBooks Payroll S...	X	-88,590.69	-478,159.77
Liability Check	08/27/2026	EFT	MotivHealth	X	-28,512.62	-506,672.39
Liability Check	08/27/2026	EFT	United States Treasury	X	-12,793.42	-519,465.81
Liability Check	08/27/2026	EFT	Voya Financial	X	-12,519.19	-531,985.00
Liability Check	08/27/2026	EFT	MotivHealth	X	-5,021.05	-537,006.05
Liability Check	08/27/2026	EFT	Arizona State Retirem...	X	-3,886.78	-540,892.83
Liability Check	08/27/2026	EFT	Arizona Department of...	X	-2,592.34	-543,485.17
Liability Check	08/27/2026	EFT	Nationwide Trust Co. ...	X	-2,252.04	-545,737.21
Liability Check	08/27/2026	EFT	VSP Insurance Co. (CT)	X	-393.80	-546,131.01
Bill Pmt -Check	08/27/2026	826000...	Safeguard Business S...	X	-233.37	-546,364.38
Bill Pmt -Check	08/27/2026	826000...	Prudential Overall Sup...	X	-167.04	-546,531.42
Liability Check	08/27/2026	eft	Colonial Supplemental...	X	-34.02	-546,565.44
Total Checks and Payments					-546,565.44	-546,565.44
Deposits and Credits - 132 items						
General Journal	06/30/2025	FY25 J...		X	25,884.10	25,884.10
Deposit	07/30/2026			X	7,703.15	33,587.25
Paycheck	08/13/2026	710681	Vaughn, Russell	X	0.00	33,587.25
Paycheck	08/13/2026	710680	Unmacht III, James	X	0.00	33,587.25
Paycheck	08/13/2026	710679	Sweeney, John	X	0.00	33,587.25
Paycheck	08/13/2026	710661	Hodges, McNeil	X	0.00	33,587.25
Paycheck	08/13/2026	710678	Swatzell, Brandon	X	0.00	33,587.25
Paycheck	08/13/2026	710660	Hernandez, Fernando G	X	0.00	33,587.25
Paycheck	08/13/2026	710655	Gia, Brandon	X	0.00	33,587.25
Paycheck	08/13/2026	710643	Allen, Michael W.	X	0.00	33,587.25
Paycheck	08/13/2026	710644	Bain, Chuck A.	X	0.00	33,587.25
Paycheck	08/13/2026	710659	Harrison, Maguire	X	0.00	33,587.25
Paycheck	08/13/2026	710677	Stalvey, Adam	X	0.00	33,587.25
Paycheck	08/13/2026	710676	Snively, Nanea	X	0.00	33,587.25
Paycheck	08/13/2026	710653	Fennema, Vivian L	X	0.00	33,587.25
Paycheck	08/13/2026	710654	Fisk, Benjamin J.	X	0.00	33,587.25
Paycheck	08/13/2026	710675	Schmidt, Wesley	X	0.00	33,587.25
Paycheck	08/13/2026	710652	Engle, Elijah	X	0.00	33,587.25
Paycheck	08/13/2026	710673	Russo, David B.	X	0.00	33,587.25
Paycheck	08/13/2026	710684	Brooks, Robert W	X	0.00	33,587.25
Paycheck	08/13/2026	710672	Robinson, Casey L.	X	0.00	33,587.25
Paycheck	08/13/2026	710658	Harper, Tyler	X	0.00	33,587.25
Paycheck	08/13/2026	710671	Riggs, Elliott A	X	0.00	33,587.25
Paycheck	08/13/2026	710686	Walsh, Brian M	X	0.00	33,587.25
Paycheck	08/13/2026	710651	Drennan, Steven	X	0.00	33,587.25
Paycheck	08/13/2026	710670	Pickett, Michael E.	X	0.00	33,587.25
Paycheck	08/13/2026	710669	Palm, Torsten H.	X	0.00	33,587.25
Paycheck	08/13/2026	710657	Gibbs, Reuben L.	X	0.00	33,587.25
Paycheck	08/13/2026	710650	Davis, Warren K	X	0.00	33,587.25
Paycheck	08/13/2026	710668	Morse, Zachary	X	0.00	33,587.25
Paycheck	08/13/2026	710645	Black, William A	X	0.00	33,587.25
Paycheck	08/13/2026	710649	Colaiacono, Brandon	X	0.00	33,587.25
Paycheck	08/13/2026	710667	Modrell, Ian P.	X	0.00	33,587.25
Paycheck	08/13/2026	710648	Christian III, Nikolas J	X	0.00	33,587.25
Paycheck	08/13/2026	710666	Marquardt, Marcus	X	0.00	33,587.25
Paycheck	08/13/2026	710656	Gibbs, Matthew L	X	0.00	33,587.25
Paycheck	08/13/2026	710674	Schieffer, Tammy S	X	0.00	33,587.25
Paycheck	08/13/2026	710665	Luna, Carlos L.	X	0.00	33,587.25
Paycheck	08/13/2026	710685	Snively, Nanea	X	0.00	33,587.25
Paycheck	08/13/2026	710683	Zambeck, Christopher R	X	0.00	33,587.25
Paycheck	08/13/2026	710646	Brooks, Robert W	X	0.00	33,587.25
Paycheck	08/13/2026	710662	Hunt, Gannon	X	0.00	33,587.25
Paycheck	08/13/2026	710647	Callander, Earl	X	0.00	33,587.25
Paycheck	08/13/2026	710664	Kester, Alan	X	0.00	33,587.25
Paycheck	08/13/2026	710682	Walsh, Brian M	X	0.00	33,587.25
Paycheck	08/13/2026	710663	Jokkel, Kyle	X	0.00	33,587.25
Deposit	08/15/2026			X	5,694.15	39,281.40
Deposit	08/20/2026			X	8,415.39	47,696.79
Deposit	08/24/2026			X	1,246.37	48,943.16
Paycheck	08/27/2026	710704	Harper, Tyler	X	0.00	48,943.16
Paycheck	08/27/2026	710709	Jokkel, Kyle	X	0.00	48,943.16
Paycheck	08/27/2026	710722	Snively, Nanea	X	0.00	48,943.16

Summit Fire District

Reconciliation Detail

101 County Treasurer, Period Ending 08/31/2026

Type	Date	Num	Name	Clr	Amount	Balance
Paycheck	08/27/2026	710694	Christian III, Nikolas J	X	0.00	48,943.16
Paycheck	08/27/2026	710705	Harrison, Maguire	X	0.00	48,943.16
Paycheck	08/27/2026	710723	Stalvey, Adam	X	0.00	48,943.16
Paycheck	08/27/2026	710707	Hodges, McNeil	X	0.00	48,943.16
Paycheck	08/27/2026	710724	Swatzell, Brandon	X	0.00	48,943.16
Paycheck	08/27/2026	710725	Sweeney, John	X	0.00	48,943.16
Paycheck	08/27/2026	710708	Hunt, Gannon	X	0.00	48,943.16
Paycheck	08/27/2026	710726	Unmacht III, James	X	0.00	48,943.16
Paycheck	08/27/2026	710727	Vaughn, Russell	X	0.00	48,943.16
Paycheck	08/27/2026	710695	Colaiacono, Brandon	X	0.00	48,943.16
Paycheck	08/27/2026	710710	Kester, Alan	X	0.00	48,943.16
Paycheck	08/27/2026	710728	Walsh, Brian M	X	0.00	48,943.16
Paycheck	08/27/2026	710691	Black, William A	X	0.00	48,943.16
Paycheck	08/27/2026	710711	Luna, Carlos L.	X	0.00	48,943.16
Paycheck	08/27/2026	710729	Zambeck, Christopher R	X	0.00	48,943.16
Paycheck	08/27/2026	710696	Davis, Warren K	X	0.00	48,943.16
Paycheck	08/27/2026	710720	Schieffer, Tammy S	X	0.00	48,943.16
Paycheck	08/27/2026	710713	Modrell, Ian P.	X	0.00	48,943.16
Paycheck	08/27/2026	710721	Schmidt, Wesley	X	0.00	48,943.16
Paycheck	08/27/2026	710714	Morse, Zachary	X	0.00	48,943.16
Paycheck	08/27/2026	710697	Drennan, Steven	X	0.00	48,943.16
Paycheck	08/27/2026	710699	Fennema, Vivian L	X	0.00	48,943.16
Paycheck	08/27/2026	710715	Palm, Torsten H.	X	0.00	48,943.16
Paycheck	08/27/2026	710690	Bain, Chuck A.	X	0.00	48,943.16
Paycheck	08/27/2026	710698	Engle, Elijah	X	0.00	48,943.16
Paycheck	08/27/2026	710692	Brooks, Robert W	X	0.00	48,943.16
Paycheck	08/27/2026	710716	Pickett, Michael E.	X	0.00	48,943.16
Paycheck	08/27/2026	710706	Hernandez, Fernando G	X	0.00	48,943.16
Paycheck	08/27/2026	710689	Allen, Michael W.	X	0.00	48,943.16
Paycheck	08/27/2026	710700	Fisk, Benjamin J.	X	0.00	48,943.16
Paycheck	08/27/2026	710701	Gia, Brandon	X	0.00	48,943.16
Paycheck	08/27/2026	710717	Riggs, Elliott A	X	0.00	48,943.16
Paycheck	08/27/2026	710712	Marquardt, Marcus	X	0.00	48,943.16
Paycheck	08/27/2026	710693	Callander, Earl	X	0.00	48,943.16
Paycheck	08/27/2026	710718	Robinson, Casey L.	X	0.00	48,943.16
Paycheck	08/27/2026	710719	Russo, David B.	X	0.00	48,943.16
Paycheck	08/27/2026	710703	Gibbs, Reuben L.	X	0.00	48,943.16
Paycheck	08/27/2026	710702	Gibbs, Matthew L	X	0.00	48,943.16
Deposit	09/09/2026			X	4,616.22	53,559.38
Paycheck	09/10/2026	710769	Vaughn, Russell	X	0.00	53,559.38
Paycheck	09/10/2026	710768	Unmacht III, James	X	0.00	53,559.38
Paycheck	09/10/2026	710767	Sweeney, John	X	0.00	53,559.38
Paycheck	09/10/2026	710766	Swatzell, Brandon	X	0.00	53,559.38
Paycheck	09/10/2026	710759	Riggs, Elliott A	X	0.00	53,559.38
Paycheck	09/10/2026	710770	Walsh, Brian M	X	0.00	53,559.38
Paycheck	09/10/2026	710771	Zambeck, Christopher R	X	0.00	53,559.38
Paycheck	09/10/2026	710764	Snively, Nanea	X	0.00	53,559.38
Paycheck	09/10/2026	710763	Schmidt, Wesley	X	0.00	53,559.38
Paycheck	09/10/2026	710741	Fennema, Vivian L	X	0.00	53,559.38
Paycheck	09/10/2026	710762	Schieffer, Tammy S	X	0.00	53,559.38
Paycheck	09/10/2026	710735	Callander, Earl	X	0.00	53,559.38
Paycheck	09/10/2026	710761	Russo, David B.	X	0.00	53,559.38
Paycheck	09/10/2026	710760	Robinson, Casey L.	X	0.00	53,559.38
Paycheck	09/10/2026	710748	Hernandez, Fernando G	X	0.00	53,559.38
Paycheck	09/10/2026	710758	Pickett, Michael E.	X	0.00	53,559.38
Paycheck	09/10/2026	710757	Palm, Torsten H.	X	0.00	53,559.38
Paycheck	09/10/2026	710756	Morse, Zachary	X	0.00	53,559.38
Paycheck	09/10/2026	710755	Modrell, Ian P.	X	0.00	53,559.38
Paycheck	09/10/2026	710754	Marquardt, Marcus	X	0.00	53,559.38
Paycheck	09/10/2026	710753	Luna, Carlos L.	X	0.00	53,559.38
Paycheck	09/10/2026	710752	Kester, Alan	X	0.00	53,559.38
Paycheck	09/10/2026	710751	Jokkel, Kyle	X	0.00	53,559.38
Paycheck	09/10/2026	710750	Hunt, Gannon	X	0.00	53,559.38
Paycheck	09/10/2026	710749	Hodges, McNeil	X	0.00	53,559.38
Paycheck	09/10/2026	710747	Harrison, Maguire	X	0.00	53,559.38
Paycheck	09/10/2026	710746	Harper, Tyler	X	0.00	53,559.38
Paycheck	09/10/2026	710745	Gibbs, Reuben L.	X	0.00	53,559.38
Paycheck	09/10/2026	710744	Gibbs, Matthew L	X	0.00	53,559.38

Summit Fire District Reconciliation Detail

101 County Treasurer, Period Ending 08/31/2026

Type	Date	Num	Name	Clr	Amount	Balance
Paycheck	09/10/2026	710743	Gia, Brandon	X	0.00	53,559.38
Paycheck	09/10/2026	710742	Fisk, Benjamin J.	X	0.00	53,559.38
Paycheck	09/10/2026	710740	Engle, Elijah	X	0.00	53,559.38
Paycheck	09/10/2026	710739	Drennan, Steven	X	0.00	53,559.38
Paycheck	09/10/2026	710738	Davis, Warren K	X	0.00	53,559.38
Paycheck	09/10/2026	710737	Colaiacono, Brandon	X	0.00	53,559.38
Paycheck	09/10/2026	710736	Christian III, Nikolas J	X	0.00	53,559.38
Paycheck	09/10/2026	710734	Brooks, Robert W	X	0.00	53,559.38
Paycheck	09/10/2026	710733	Black, William A	X	0.00	53,559.38
Paycheck	09/10/2026	710732	Bain, Chuck A.	X	0.00	53,559.38
Paycheck	09/10/2026	710731	Allen, Michael W.	X	0.00	53,559.38
Paycheck	09/10/2026	710765	Stalvey, Adam	X	0.00	53,559.38
Total Deposits and Credits					53,559.38	53,559.38
Total Cleared Transactions					-493,006.06	-493,006.06
Cleared Balance					-493,006.06	3,404,442.87
Uncleared Transactions						
Checks and Payments - 15 items						
Bill Pmt -Check	04/02/2026	826000...	Niles Radio		-65.00	-65.00
Check	08/06/2026	826000...	Elijah Engle -		-162.00	-227.00
Check	08/06/2026	826000...	Elijah Engle -		-58.00	-285.00
Check	08/06/2026	826000...	Wesley Schmidt-		-58.00	-343.00
Bill Pmt -Check	08/13/2026	826000...	HANDTEVY		-2,919.79	-3,262.79
Liability Check	08/13/2026	826000...	United Summit Fire Fi...		-1,530.59	-4,793.38
Liability Check	08/27/2026	826000...	United Summit Fire Fi...		-1,530.59	-6,323.97
Bill Pmt -Check	08/27/2026	826000...	APS		-763.02	-7,086.99
Check	08/27/2026	826000...	Earl Callander-		-441.00	-7,527.99
Bill Pmt -Check	08/27/2026	826000...	Rush Truck		-376.53	-7,904.52
Check	08/27/2026	826000...	Elijah Engle -		-324.00	-8,228.52
Check	08/27/2026	826000...	Elliott Riggs		-324.00	-8,552.52
Bill Pmt -Check	08/27/2026	826000...	RWC International		-306.27	-8,858.79
Bill Pmt -Check	08/27/2026	826000...	Optimum Business		-286.45	-9,145.24
Liability Check	08/27/2026	826000...	5 Star Life Insurance ...		-34.66	-9,179.90
Total Checks and Payments					-9,179.90	-9,179.90
Deposits and Credits - 2 items						
Check	12/11/2025	826000...	Summit Fire District		0.00	0.00
Liability Check	08/21/2026		QuickBooks Payroll S...		0.00	0.00
Total Deposits and Credits					0.00	0.00
Total Uncleared Transactions					-9,179.90	-9,179.90
Register Balance as of 08/31/2026					-502,185.96	3,395,262.97
New Transactions						
Checks and Payments - 14 items						
Bill Pmt -Check	09/03/2026	826000...	Arizona PPE Recon, I...		-1,575.00	-1,575.00
Bill Pmt -Check	09/03/2026	826000...	Mountain High Excava...		-1,462.94	-3,037.94
Bill Pmt -Check	09/03/2026	826000...	APS		-1,301.61	-4,339.55
Bill Pmt -Check	09/03/2026	826000...	AT&T Mobility		-468.34	-4,807.89
Bill Pmt -Check	09/03/2026	826000...	Optimum Business		-266.99	-5,074.88
Bill Pmt -Check	09/03/2026	826000...	City of Flagstaff		-118.00	-5,192.88
Bill Pmt -Check	09/03/2026	826000...	East Flagstaff Family ...		-69.97	-5,262.85
Liability Check	09/09/2026		QuickBooks Payroll S...		-91,918.76	-97,181.61
Liability Check	09/10/2026	EFT	United States Treasury		-13,559.20	-110,740.81
Liability Check	09/10/2026	EFT	Voya Financial		-10,464.25	-121,205.06
Liability Check	09/10/2026	EFT	MotivHealth		-5,021.05	-126,226.11
Liability Check	09/10/2026	EFT	Arizona Department of...		-2,644.34	-128,870.45
Liability Check	09/10/2026	EFT	Arizona State Retirem...		-2,612.12	-131,482.57
Liability Check	09/10/2026	EFT	Nationwide Trust Co. ...		-1,673.81	-133,156.38
Total Checks and Payments					-133,156.38	-133,156.38

1:00 PM

09/09/26

Summit Fire District
Reconciliation Detail
 101 County Treasurer, Period Ending 08/31/2026

Type	Date	Num	Name	Clr	Amount	Balance
Deposits and Credits - 1 item						
Deposit	09/01/2026				1,058.00	1,058.00
Total Deposits and Credits					1,058.00	1,058.00
Total New Transactions					-132,098.38	-132,098.38
Ending Balance					-634,284.34	3,263,164.59

Deposit Summary

9/9/2026 12:34 PM

Summit Fire District

Summary of Deposits to 101 County Treasurer on 09/09/2026

Chk No.	PmtMethod	Red From	Memo	Amount
	E-Check		August 2026 Property taxes	3,847.46
	E-Check		August 2026 FDAT	682.86
	E-Check		August 2026 Del taxes	85.90
Less Cash Back:				
Deposit Total:				4,616.22

12:30 PM

09/09/26

Summit GO Bond Account
Reconciliation Summary
300315 Debt Services Account, Period Ending 08/31/2026

	<u>Aug 31, 26</u>	
Beginning Balance		14,577.41
Cleared Transactions		
Deposits and Credits - 1 item	<u>158.37</u>	
Total Cleared Transactions	<u>158.37</u>	
Cleared Balance		<u><u>14,735.78</u></u>
Register Balance as of 08/31/2026		14,735.78
Ending Balance		14,735.78

GO Bond

Reconciled 9/9/26 ✓

Deposit Summary

9/9/2026 12:29 PM

Summit GO Bond Account

Summary of Deposits to 300315 Debt Services Account on 09/09/2026

Chk No.	PmtMethod	Rcd From	Memo	Amount
	E-Check		August 2026 prop tax	153.91
	E-Check		August 2026 Del tax	4.46
Less Cash Back:				
Deposit Total:				158.37

1:28 PM

09/08/26

Summit Fire District
Reconciliation Summary
105 Petty Cash, Period Ending 09/07/2026

	<u>Sep 7, 26</u>	
Beginning Balance		896.11
Cleared Transactions		
Checks and Payments - 2 items	-268.00	
Deposits and Credits - 4 items	<u>250.00</u>	
Total Cleared Transactions	<u>-18.00</u>	
Cleared Balance		<u>878.11</u>
Register Balance as of 09/07/2026		878.11
Ending Balance		878.11

Reconciled 9/8/26
Ⓟ

Petty Cash.

12:18 PM

09/09/26

SFMD Contingency Fund
Reconciliation Summary
Coconino County Treasurer, Period Ending 08/31/2026

	<u>Aug 31, 26</u>
Beginning Balance	1,777,204.90
Cleared Balance	1,777,204.90
Register Balance as of 08/31/2026	1,777,204.90
Ending Balance	1,777,204.90

Contingency Fund
reconciled 9/9/26 y

12:16 PM

09/09/26

Summit Fire District
Reconciliation Summary
102 OWA Account, Period Ending 08/31/2026

	<u>Aug 31, 26</u>
Beginning Balance	439,893.06
Cleared Transactions	
Checks and Payments - 13 items	-41,287.81
Deposits and Credits - 7 items	78,855.09
Total Cleared Transactions	<u>37,567.28</u>
Cleared Balance	<u><u>477,460.34</u></u>
Uncleared Transactions	
Deposits and Credits - 1 item	<u>3,447.25</u>
Total Uncleared Transactions	<u>3,447.25</u>
Register Balance as of 08/31/2026	<u><u>480,907.59</u></u>
Ending Balance	480,907.59

OWA

reconciled 9/9/26. y

12:16 PM

09/09/26

Summit Fire District
Reconciliation Detail
102 OWA Account, Period Ending 08/31/2026

Type	Date	Num	Name	Clr	Amount	Balance
Beginning Balance						439,893.06
Cleared Transactions						
Checks and Payments - 13 items						
Paycheck	08/14/2026	846100...	Robinson, Casey L.	X	-8,416.66	-8,416.66
Paycheck	08/14/2026	846100...	Gibbs, Reuben L.	X	-7,777.93	-16,194.59
Paycheck	08/14/2026	846100...	Unmacht III, James	X	-5,911.15	-22,105.74
Paycheck	08/14/2026	846100...	Sweeney, John	X	-4,681.97	-26,787.71
Liability Check	08/14/2026	EFT	United States Treasury	X	-4,308.74	-31,096.45
Paycheck	08/14/2026	846100...	Schieffer, Tammy S	X	-3,513.31	-34,609.76
Liability Check	08/14/2026	EFT	Arizona Department of...	X	-710.23	-35,319.99
Liability Check	08/19/2026		QuickBooks Payroll S...	X	-153.86	-35,473.85
Liability Check	08/20/2026	EFT	Arizona Department of...	X	-21.23	-35,495.08
Liability Check	08/20/2026	EFT	United States Treasury	X	-5.98	-35,501.06
Liability Check	08/27/2026		QuickBooks Payroll S...	X	-4,638.88	-40,139.94
Liability Check	08/28/2026	EFT	United States Treasury	X	-1,033.92	-41,173.86
Liability Check	08/28/2026	EFT	Arizona Department of...	X	-113.95	-41,287.81
Total Checks and Payments					-41,287.81	-41,287.81
Deposits and Credits - 7 items						
Deposit	08/05/2026			X	1,633.93	1,633.93
Deposit	08/14/2026			X	460.74	2,094.67
Paycheck	08/20/2026	710688	Unmacht III, James	X	0.00	2,094.67
Paycheck	08/22/2026	710687	Unmacht III, James	X	0.00	2,094.67
Deposit	08/25/2026			X	7,238.40	9,333.07
Deposit	08/25/2026			X	69,522.02	78,855.09
Paycheck	08/28/2026	710730	Pickett, Michael E.	X	0.00	78,855.09
Total Deposits and Credits					78,855.09	78,855.09
Total Cleared Transactions					37,567.28	37,567.28
Cleared Balance					37,567.28	477,460.34
Uncleared Transactions						
Deposits and Credits - 1 item						
Deposit	06/14/2026				3,447.25	3,447.25
Total Deposits and Credits					3,447.25	3,447.25
Total Uncleared Transactions					3,447.25	3,447.25
Register Balance as of 08/31/2026					41,014.53	480,907.59
Ending Balance					41,014.53	480,907.59

11:59 AM

09/09/26

Summit Fire District
Reconciliation Summary
120 Capital Fund, Period Ending 08/31/2026

	<u>Aug 31, 26</u>
Beginning Balance	915,841.44
Cleared Transactions	
Deposits and Credits - 1 item	<u>1,183.91</u>
Total Cleared Transactions	<u>1,183.91</u>
Cleared Balance	<u>917,025.35</u>
Register Balance as of 08/31/2026	917,025.35
Ending Balance	917,025.35

Capital Fund

reconciled 9/9/26 y

12:01 PM

09/09/26

Summit Fire District
Reconciliation Summary
150 Emergency Fund, Period Ending 08/31/2026

	<u>Aug 31, 26</u>
Beginning Balance	517,763.39
Cleared Transactions	
Deposits and Credits - 1 item	<u>669.31</u>
Total Cleared Transactions	<u>669.31</u>
Cleared Balance	<u><u>518,432.70</u></u>
Register Balance as of 08/31/2026	518,432.70
Ending Balance	518,432.70

Emergency Fund

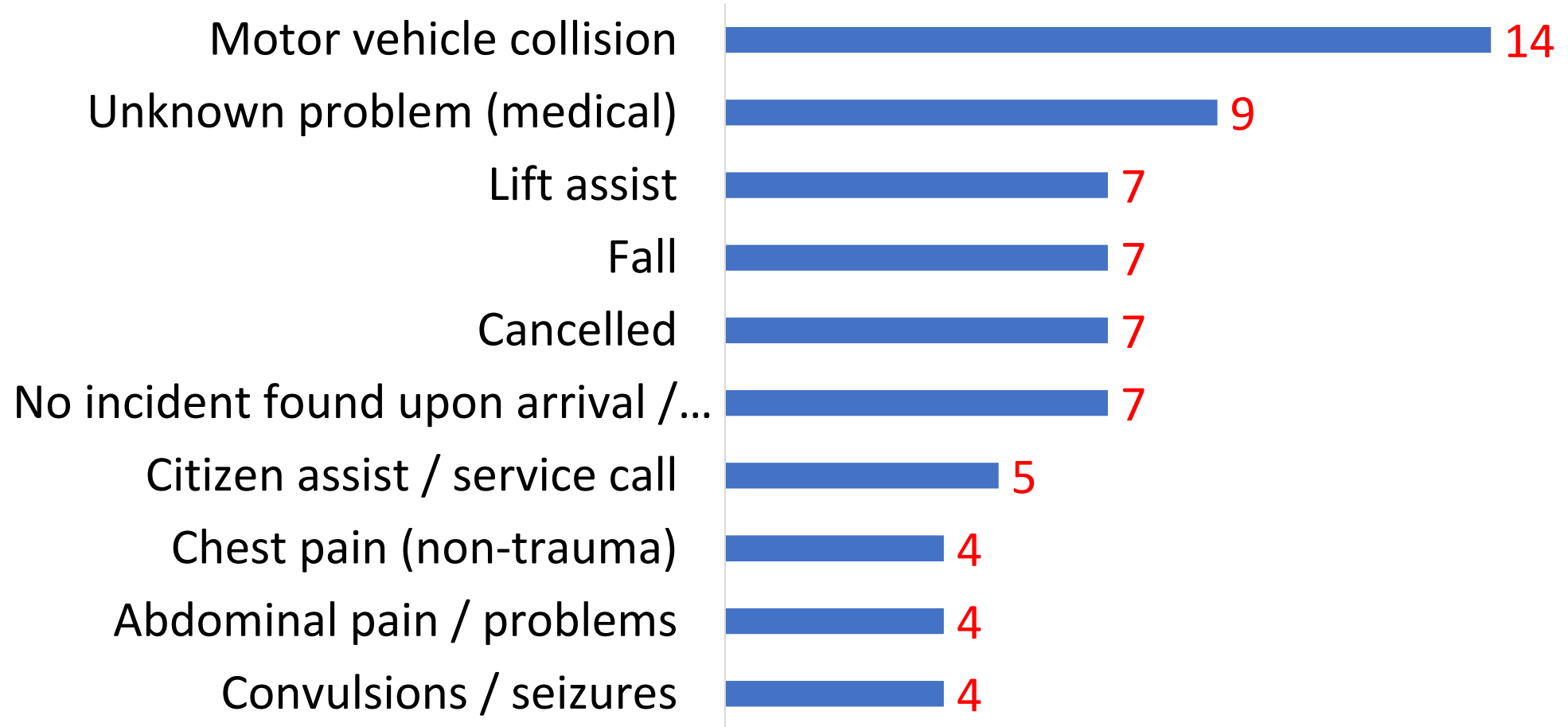
reconciled 9/9/26 ✓

SFMD BC Run Report

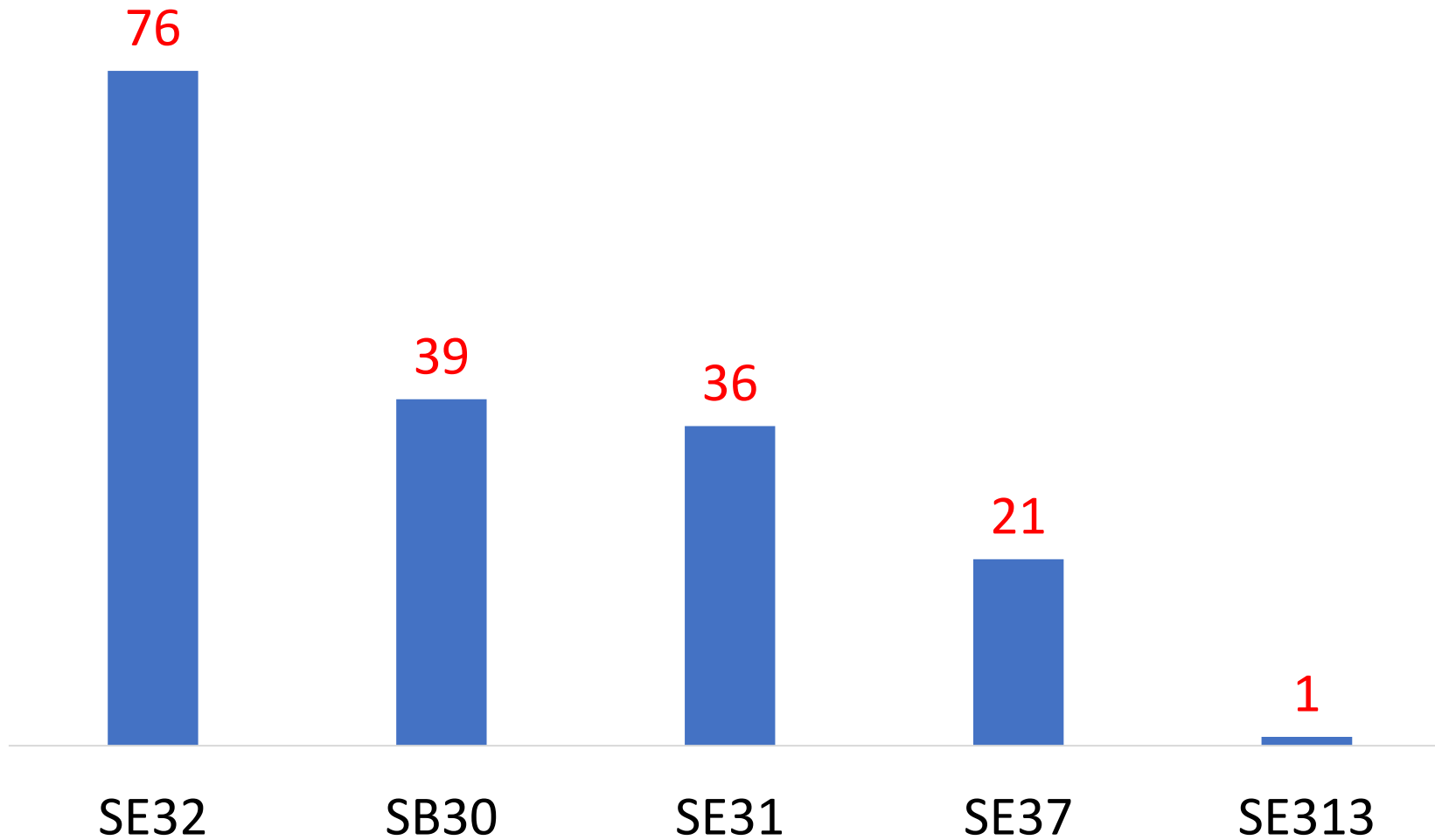
August 2026 Statistics

Total Incidents 130

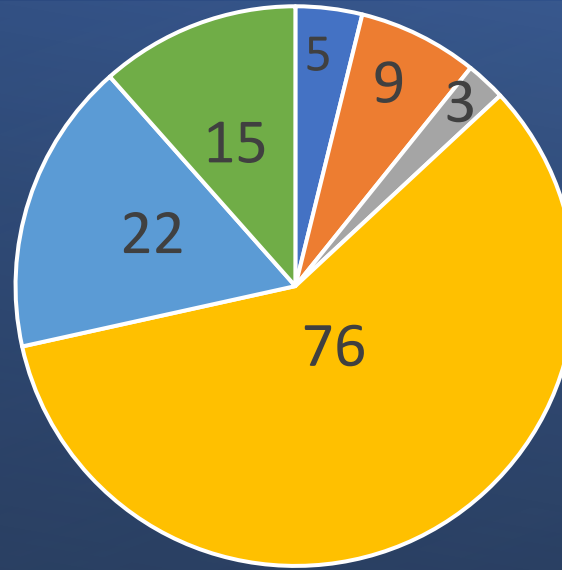
10 Most Common Incident Types



Total Incidents by Unit



Incident Types



Fire - 5

HazMat - 9

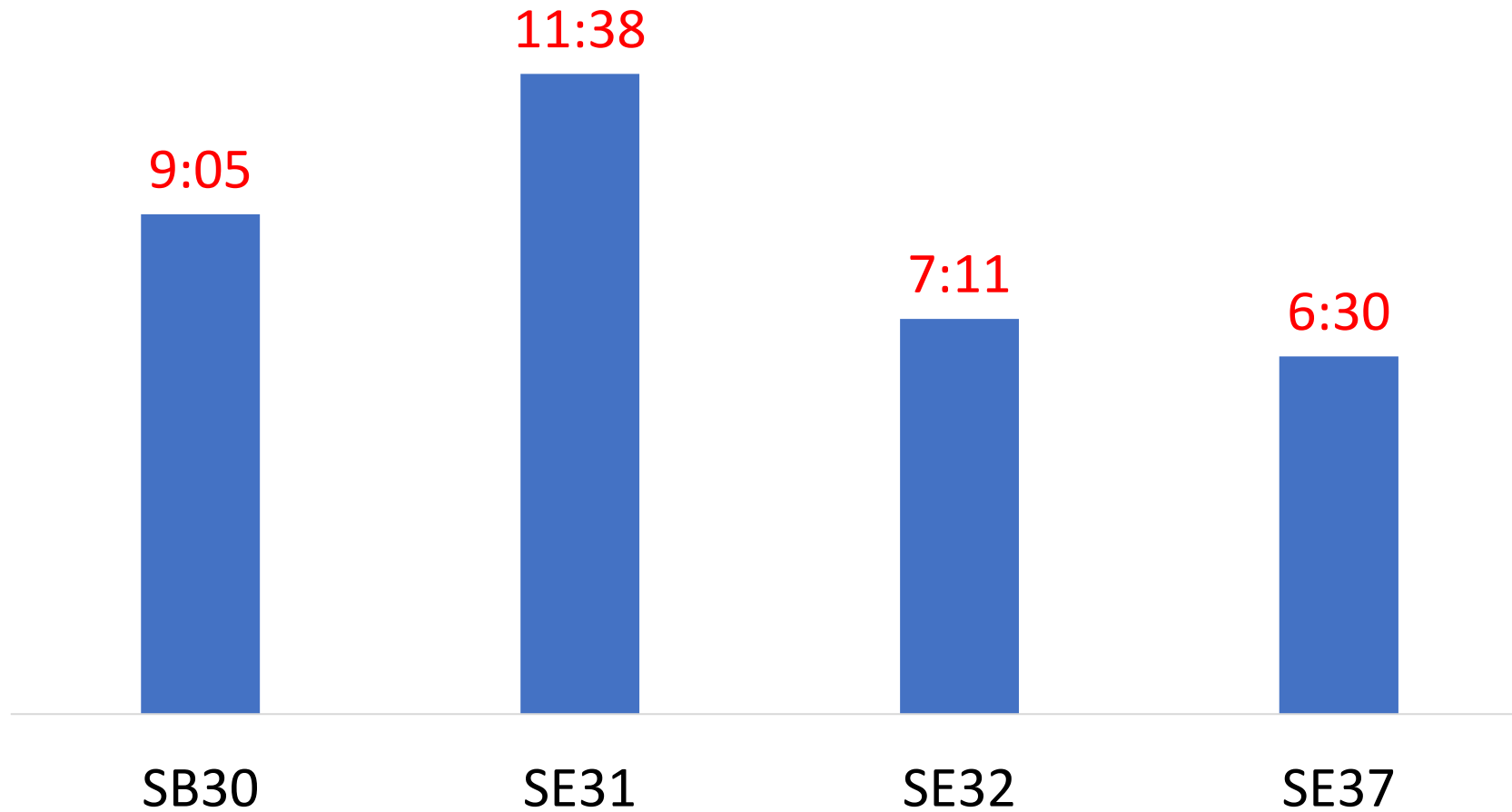
Law Enforce - 3

Medical - 76

Non-Emerg - 22

Pub Serv - 15

Average Response Time 8:26



Action 7a

To: SFMD Fire Board
From: SFMD Administration
Date: September 16, 2026
Title: Updated Policy #106- Temporary / Acting Appointments

Recommended Action: Approve the updated version of Policy #106

Action Summary: Policy #106 needed to be updated to show the Acting Pay amounts for each position, and to further clarify the process for selecting individuals to fill Temporary Positions when needed.

Financial Impacts: N/A

Relation to Goals: Create efficiencies that improve and sustain the capabilities of the District, and Improve the resources of the District both human and capital

Key Considerations:

Action: Motion to approve revised Policy #106 Temporary Appointments / Acting as presented.

SUMMIT FIRE & MEDICAL DISTRICT POLICIES AND PROCEDURES	Page 1 of 2
Subject: Temporary / Acting Appointments	Number: 106
Date Issued: 09/16/2026 Rescinds: 04/27/2022	Originator: Fire Admin Approval: Fire Board OR Fire Chief

Purpose

To provide a method to fill a short-term employment need and to adequately compensate an employee who is acting in a different capacity than that for which the employee is normally compensated. The intent of the Temporary/Acting Appointments is to provide professional development opportunities to our staff members.

Policy

In order to meet a non-regular employment need, an employee may be appointed to a position of higher rank on an Acting basis or to a Temporary Appointment. In such event, the employee's pay shall be adjusted as set forth in the guidelines below.

Procedure

- A. In the event of a short-term employment need, acting or temporary appointments are to be made by the Fire Chief or his designated representative. In the event of a vacancy in the Fire Chief's position, the Fire Board will make the appointment.
- B. To fill a non-regular position or to meet a special project need, the Fire Chief or his designated representative may appoint an employee to a Temporary Appointment. Any adjustments to the employee's pay shall be at the discretion of the Fire Chief.
- C. For a known vacancy that will occur and last *59 days or less*, the vacancy will be filled by Actors and possibly recalls.
- D. In the event an employee is off duty or serving in a temporary appointment *for 60 days or greater*, the Fire Chief or designated representative may authorize another employee to serve in a Temporary Appointment role.
- E. Temporary Appointments shall be made from an existing eligibility list. If no promotional list exists, or no one remains on a promotional list, the Temporary Appointment will be filled with Actors from the shift with the vacancy. This may require staff movement if there are no Actors present on the shift with the vacancy. The BC, the Fire Chief, or their designated representative shall make this determination.
- F. Selection for a **Temporary Appointment** will be determined as follows:
 - The Temporary Appointments will be selected from the Current Promotional List, cycling through the list from number one through the last person eligible for that position.
 - Temporary Appointments will be assigned if the expected vacancy will last 60 days or more, with a maximum time limit of 6 months. At 6 months, if the need to fill the Temporary Appointment is expected to last longer than an additional 59 days, the Temporary Appointment will be offered to the next person on the promotional list. The length of the appointment may be adjusted according to operating needs. The Fire Chief shall advise the Fire Board of such extension.
 - Upon the completion of promotional testing, and the establishment of a new promotional list, the order of those offered Temporary Appointments will start over at the top of the list.

- If a promotional test occurs during a Temporary Appointment, and the need for the Temporary Appointment continues, the person filling the Temporary Appointment will be allowed to continue to work in that capacity until a maximum of 60 days in the Temporary Appointment has been met. Upon completion of 60 days in the Temporary Appointment, the member at the top of the new promotional list will be offered the Temporary Appointment as long as it is expected to last 60 days or longer.
 - For a Temporary Appointment, a staff member may choose to skip their turn in the rotation. The member would then be eligible for the next Temporary Appointment. The reason for skipping their turn in the rotation should be discussed with their BC.
 - When the need for a Temporary Appointment occurs, the BCs will determine the ranked order of who is eligible for the temporary promotion(s). The BCs will also determine who may need to be moved to fill any vacancies created by those movements. These lists will then be presented and discussed with SFMD Labor for approval. Upon the approval of the list(s) by Labor, the BCs will offer the Temporary Appointment(s) to those individuals selected per this policy.
 - The impact of moving staff to fill a Temporary Appointment, or staff movement needed to balance shifts, will be evaluated for its impact on both personnel and the district. This may result in a change in the order of the Temporary Appointment. In the event that a member is bypassed on the Temporary Appointment list, that member should receive the first opportunity for the next Temporary Appointment that becomes available. (This does not supersede a new promotional list being established).
- G. Unless otherwise designated, any employee serving in a Temporary Appointment or Acting position shall have all the responsibilities and authority for the assumed position.
- H. Their compensation will be adjusted according to the current promotional path chart, for the duration of the assignment. (Policy 157)
- I. Conclusion of a Temporary Appointment: The individual shall:
- Be returned to the previous rank and salary.
 - If a pay increase (step, COLA, etc.) occurs during the time of the Temporary Appointment, their salary will represent having received their pay increase as if they were working in their original rank and position per policy.
 - If a Temporary Appointment or Acting Assignment results in a promotion, the time of service in the Acting or Temporary position shall not be applied to the required promotional probationary period or seniority within the rank.
- J. **Acting Role:** Members serving in a step-up acting role will be compensated for hours worked as outlined below:

<i>Battalion Chief</i>	<i>Captain</i>	<i>Engineer</i>	<i>Administrative Officer</i>	<i>Mechanic Supervisor</i>
<i>\$3 per hour</i>	<i>\$2 per hour</i>	<i>\$1.5 per hour</i>	<i>\$2 per hour</i>	<i>\$2 per hour</i>

Action 7b

To: SFMD Fire Board
From: SFMD Administration
Date: September 16, 2026
Title: Board Vacancy

Recommended Action: Post vacancy for two (2) weeks, schedule interviews with candidates at a Special Board Meeting or Regular Board Meeting during Executive Session.

Action Summary: We had 3 vacancies to fill this year, and only two (2) applicants submitted election packets to the County. The third vacancy can be filled by Board Appointment.

Financial Impacts: Required positions per A.R.S and Fire District Handbook

Relation to Goals: Create efficiencies that improve and sustain the capabilities of the District, and Improve the resources of the District both human and capital

Key Considerations: Vacancy Recommendation – Advertise the vacancy for two weeks. Minimum requirements are the same as a general election process. After the two-week application period, Board will make a selection on candidates to interview during executive session at the following Board Meeting. Once a candidate is identified, offer the position and place on the following month's agenda for a motion, vote and swearing in.

Action: Motion to approve the selection process and timeline for filling the upcoming board vacancy.



Summit Fire & Medical District Board of Directors FIRE BOARD VACANCY ANNOUNCEMENT

NOTICE OF SUMMIT FIRE BOARD VACANCY – Summit Fire District Board of Directors is seeking a community-minded individual to fill a current vacancy on its five-member board. The term for this position is December 1, 2026 through November 30, 2030. Most board meetings are held the third Wednesday of each month. Deadline for letters of interest is October 15th, 2026, by 12:00 p.m.

Board Members Qualifications

- Reside within the Summit Fire District
- Ability to understand financial statements, and make good, quality fiduciary judgement on behalf of the Summit Fire community
- Be at least 18 years of age
- Must be a resident of the Summit Fire District community for a minimum of 1 year
- Be a registered voter in the Summit Fire District for the duration of the term
- Attend Regular Meetings, Special Meetings, Executive Sessions, and special events as needed
- Be a good representative for the Summit Fire District
- The ability to make significant contributions to the work of the Summit Fire Board and the District
- Must attend Arizona Fire District Association (AFDA) Conference to fulfill legislation requirements for training, paid for by the Summit Fire District
- Have an understanding of how Special Districts operate

If you are interested in applying for the Summit Fire Board, please submit a letter of interest and an application. Your letter must state why you want to become a Fire Board member, your name, address, telephone number, and email address. The Summit Fire Board will be reviewing applications and interviewing candidates prior to the appointment to the board. Be prepared to give a brief introduction of yourself and your interest in the Summit Fire Board.

Please submit your application and letter of interest to: vivian@sfmd.org or mail to: Summit Fire District, 8905 Koch Field Road, Flagstaff, AZ 86004, attention Vivian. For more information, please visit www.summitfiredepartment.org.

**Please keep posted until October 15, 2026.

Action 7c

To: SFMD Fire Board
From: SFMD Administration
Date: September 16, 2026
Title: Fire Chief Callander's Annual Evaluation
Recommended Action: Executive Session

Action Summary: Fire Chief Callander was hired on October 1, 2025. The Board is tasked with conducting an evaluation of his job performance for the past year.

Key Considerations: Competencies considered include Leadership & Organizational Management, Board Relations and Governance, Strategic Planning and Organizational Vision, Fiscal Stewardship, Personnel Leadership & Organizational Culture, Community & Intergovernmental Relations, Operational Readiness & Risk Management, and Ethics, Integrity & Professionalism. Ratings to use: "EXCEEDS Expectations, MEETS Expectations, or NEEDS IMPROVEMENT".

Action: Move to Executive Session



SUMMIT FIRE & MEDICAL DISTRICT PERFORMANCE MANAGEMENT – ANNUAL EVALUATION FIRE CHIEF

NAME:	EVALUATION DATE:
-------	------------------

Competencies are observable behaviors and performance standards critical to achieving the District's mission. Employees are evaluated using one of three rating levels: Exceeds Expectations, Meets Expectations, or Needs Improvement. A rating of Meets Expectations reflects competent, dependable performance that consistently fulfills District standards and job requirements.

COMPETENCIES

	NEEDS IMPROVEMENT	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS
Leadership & Organizational Management Provides executive leadership by establishing organizational vision, promoting accountability, developing leaders, fostering a positive organizational culture, and ensuring the District fulfills its mission, strategic priorities, and long-term organizational objectives. Behavioral Anchors - Exceeds Expectations: Provides visionary leadership that advances the District's mission and long-term success. Establishes clear organizational priorities and communicates expectations effectively. Promotes a culture of accountability, professionalism, innovation, and continuous improvement. Anticipates organizational challenges and proactively develops effective solutions. - Meets Expectations: Provides effective organizational leadership. Establishes priorities and communicates expectations. Maintains accountability and supports a positive organizational culture. Addresses operational issues appropriately. - Needs Improvement: Leadership lacks consistency or direction. Organizational priorities are unclear. Accountability is inconsistent. Fails to address significant organizational issues in a timely manner.	☐	☐	☐
Board Relations & Governance Maintains productive working relationships with the Board of Directors through effective communication, transparency, responsiveness, and implementation of Board policy and direction. Behavioral Anchors - Exceeds Expectations: Keeps the Board exceptionally informed through timely, accurate, and meaningful communication. Anticipates Board information needs. Provides thoughtful recommendations while respecting the Board's governance role. Builds trust through transparency and responsiveness. - Meets Expectations: Communicates effectively with the Board. Provides timely and accurate information. Implements Board policies and directives appropriately. Maintains professional working relationships. - Needs Improvement: Communication with the Board is inconsistent, incomplete, or untimely. Board directives are not consistently implemented. Fails to provide sufficient information for informed decision-making.	☐	☐	☐



SUMMIT FIRE & MEDICAL DISTRICT PERFORMANCE MANAGEMENT – ANNUAL EVALUATION FIRE CHIEF

	NEEDS IMPROVEMENT	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS
Strategic Planning & Organizational Vision Develops and implements strategies that support the District's mission, long-term sustainability, and future service needs. Behavioral Anchors - Exceeds Expectations: Demonstrates exceptional strategic thinking. Successfully implements long-term initiatives. Anticipates emerging challenges. Aligns organizational resources with strategic priorities. - Meets Expectations: Develops and implements strategic initiatives. Supports Board priorities. Maintains focus on long-term organizational success. - Needs Improvement: Strategic planning is inconsistent. Long-term priorities lack direction. Organizational planning is reactive rather than proactive.	☐	☐	☐
Fiscal Stewardship Demonstrates responsible stewardship of District financial resources through sound budgeting, financial planning, purchasing, and resource management. Behavioral Anchors - Exceeds Expectations: Demonstrates exceptional fiscal management. Maximizes available resources. Successfully identifies funding opportunities. Maintains excellent budget oversight. - Meets Expectations: Manages District finances responsibly. Operates within approved budgets. Maintains appropriate financial controls. Uses District resources effectively. - Needs Improvement: Budget management is inconsistent. Financial oversight requires improvement. Resource utilization is ineffective. Financial planning lacks sufficient attention.	☐	☐	☐
Personnel Leadership & Organizational Culture Develops, supports, and holds employees accountable while fostering professionalism, employee engagement, succession planning, organizational resilience, and a positive workplace culture. Behavioral Anchors - Exceeds Expectations: Builds a highly engaged and accountable workforce. Effectively develops future leaders. Addresses personnel issues proactively and fairly. Promotes a culture of professionalism, inclusion, and continuous improvement. - Meets Expectations: Provides effective leadership and support to employees. Maintains accountability. Supports employee development. Addresses personnel matters appropriately. - Needs Improvement: Personnel leadership is inconsistent. Accountability is lacking. Employee development receives insufficient attention. Workplace culture suffers due to ineffective leadership.	☐	☐	☐



SUMMIT FIRE & MEDICAL DISTRICT PERFORMANCE MANAGEMENT – ANNUAL EVALUATION

FIRE CHIEF

	NEEDS IMPROVEMENT	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS
Community & Intergovernmental Relations Builds and maintains positive relationships with the public, partner agencies, elected officials, community organizations, and other stakeholders. Behavioral Anchors - Exceeds Expectations: Represents the District with exceptional professionalism. Builds strong partnerships that benefit the District. Demonstrates outstanding community engagement. Enhances the District's reputation. - Meets Expectations: Maintains effective professional relationships. Represents the District appropriately. Supports cooperative partnerships. - Needs Improvement: Community relationships require improvement. Collaboration with partner agencies is inconsistent. Public representation is ineffective.	☐	☐	☐
Operational Readiness & Risk Management Ensures the District maintains operational readiness through effective planning, staffing, training, equipment management, emergency preparedness, policy development, and risk management. Behavioral Anchors - Exceeds Expectations: Ensures exceptional organizational readiness. Proactively identifies operational risks. Supports continuous improvement in service delivery. Maintains strong emergency preparedness. - Meets Expectations: Maintains operational readiness. Supports appropriate staffing, training, equipment, and policy development. Addresses operational issues appropriately. - Needs Improvement: Operational planning is inconsistent. Organizational readiness is negatively affected. Risks are not addressed proactively.	☐	☐	☐



SUMMIT FIRE & MEDICAL DISTRICT PERFORMANCE MANAGEMENT – ANNUAL EVALUATION

FIRE CHIEF

	NEEDS IMPROVEMENT	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS
Ethics, Integrity & Professionalism Demonstrates honesty, integrity, stewardship, sound judgment, accountability, transparency, and ethical leadership in all aspects of District operations. Behavioral Anchors - Exceeds Expectations: Serves as an exceptional model of ethical leadership. Demonstrates transparency and accountability. Builds confidence and trust throughout the organization and community. - Meets Expectations: Demonstrates integrity, professionalism, and sound judgment. Maintains accountability. Conducts District business ethically. - Needs Improvement: Judgment or professionalism is inconsistent. Accountability is lacking. Conduct negatively affects confidence or trust.	☐	☐	☐
COMMENTS/JUSTIFICATION: Narrative comments are required for any rating of "Needs Improvement" or "Exceeds Expectations." Attach additional documentation if necessary.			



SUMMIT FIRE & MEDICAL DISTRICT PERFORMANCE MANAGEMENT – ANNUAL EVALUATION FIRE CHIEF

GOAL SETTING

Performance goals should reflect Board-approved strategic priorities and organizational objectives for the evaluation period. In addition to indicating the status of each goal, the Board should evaluate the Fire Chief's overall effectiveness in planning, managing, communicating, and achieving progress toward each goal during the evaluation period. Progress toward these goals should be considered in the overall evaluation. Performance Goals shall be SMART: Specific, Measurable, Attainable, Realistic and Timely.

	Needs Improvement	Meets Expectations	Exceeds Expectations
Goal: Measure: Goal Status: Completed ☐ Ongoing ☐ Revised ☐ Rev. Date:	☐	☐	☐
Goal: Measure: Goal Status: Completed ☐ Ongoing ☐ Revised ☐ Rev. Date:	☐	☐	☐
Goal: Measure: Goal Status: Completed ☐ Ongoing ☐ Revised ☐ Rev. Date:	☐	☐	☐
Overall Goal Performance	☐	☐	☐

OVERALL PERFORMANCE FEEDBACK

Summarize the Fire Chief's overall performance during the evaluation period, including significant accomplishments, progress toward Board-established goals, leadership effectiveness, and any areas identified for continued growth or future focus.

SIGNATURES & APPROVAL

After securing required signature approvals, the supervisor will meet with the employee for a performance evaluation discussion of the employee's performance during the rating period. The employee will be asked to acknowledge understanding of performance expectations for the next rating period. Should the employee refuse to sign this form, a witness may sign to document that the employee received a copy of their evaluation.

Board of Director Signature:		Date:	
Fire Chief Signature:		Date:	

By signing here, the employee acknowledges that they have been advised of their performance rating for the period stated and the rationale behind such rating and are in receipt of a copy of this document. It does not constitute agreement or disagreement with the rating. The employee may submit written comments within a reasonable time following receipt of this evaluation. Any such comments will be attached to the final evaluation and maintained in the employee's personnel file.