SUMMIT FIRE & MEDICAL DISTRICT

RECRUITMENT GUIDE



MISSION • VISION • VALUES

OUR MISSION

To proudly serve our community,
its visitors, and the surrounding region.

OUR VISION

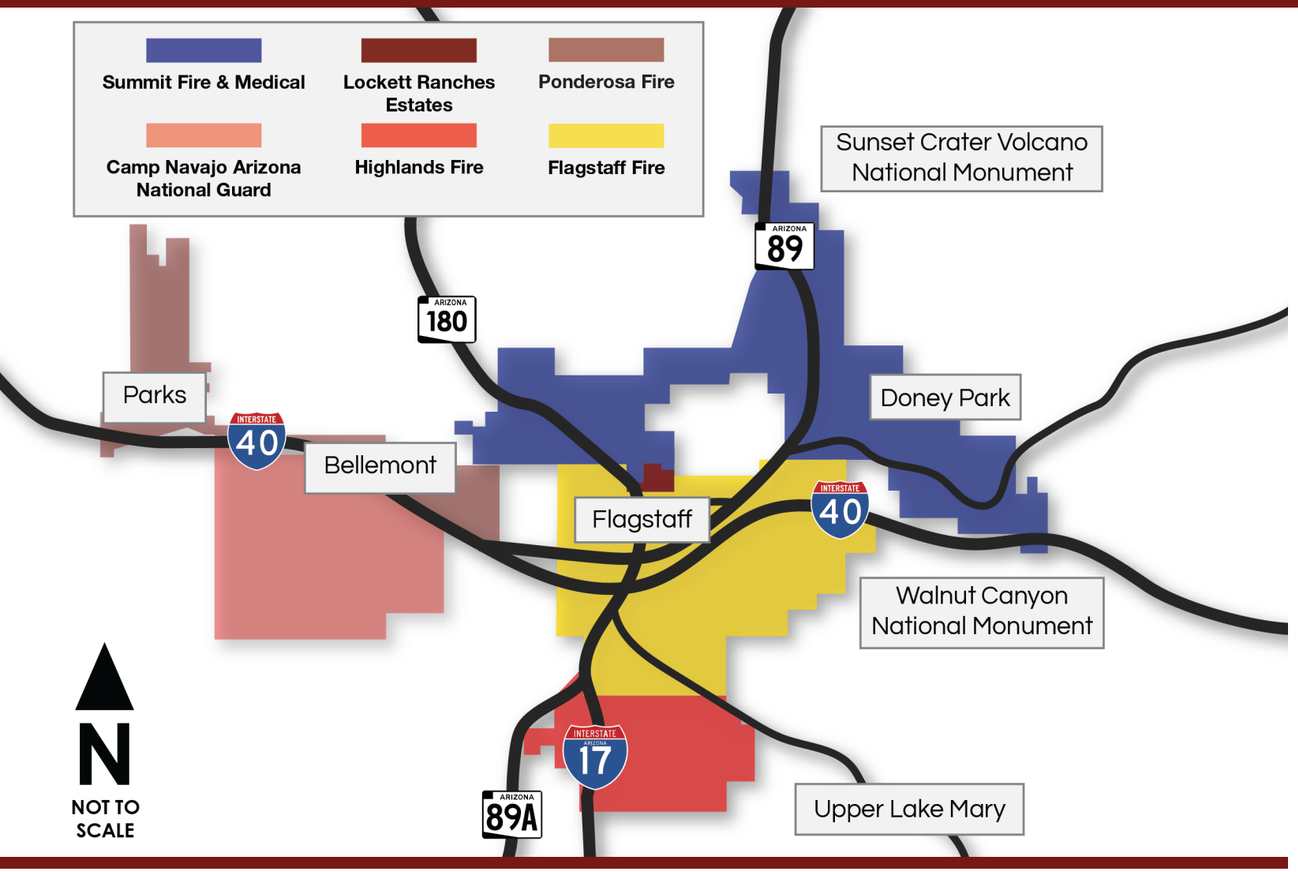
To lead our region in fire and emergency services
by upholding our values.

We strive to adapt to the evolving needs of our
community and visitors while building safety and
resilience through exceptional and
compassionate service.

OUR VALUES

At the heart of everything we do
Family • Community • Integrity • Honesty
Respect • Trust

DISTRICT MAP & SERVICE AREAS



SUMMIT FIRE STATIONS

Station 31	Station 32	Station 37
6425 N Cosnino Rd	8905 Koch Field Rd	5500 N Fort Valley Rd

In addition to the area highlighted on the map, Summit Fire & Medical District also serves the intercontinental roadway. Summit Fire & Medical District also works in collaboration with departments in the region to provide automatic aid in the City of Flagstaff and Highlands Fire District regions

BUDGET, CALLS & INCIDENT TYPES

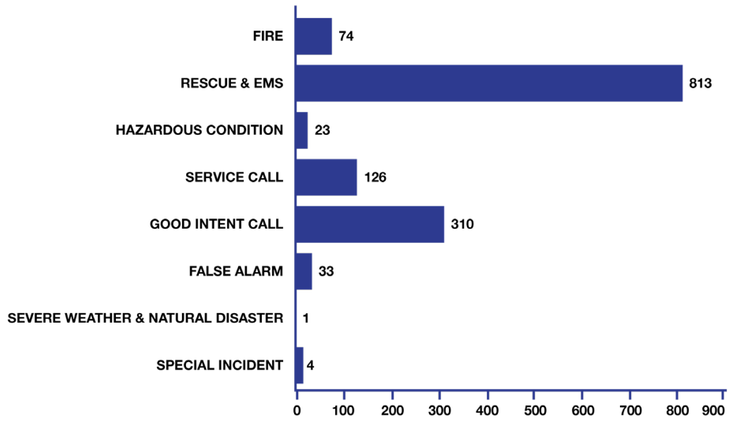
BUDGET

FY23/24	FY24/25	FY25/26
$7,760,258	$8,482,233	$7,820,733

CALLS

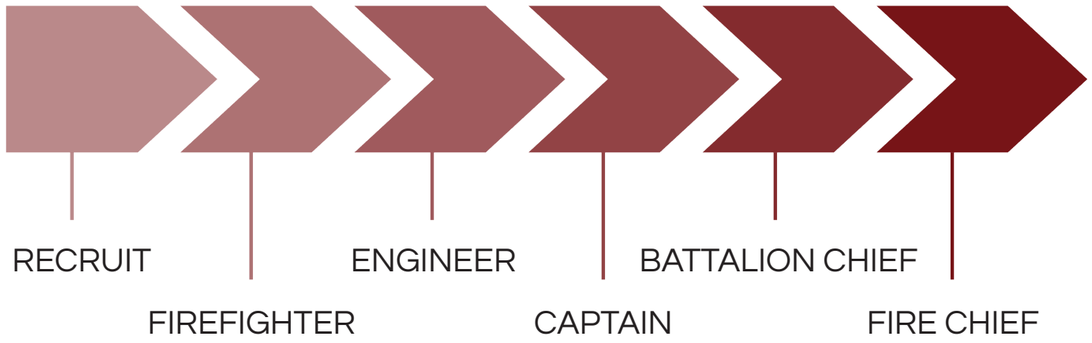
1487 Calls	1510 Calls	1384 Calls
In 2023	In 2024	In 2025

INCIDENT TYPES IN 2025





RANK STRUCTURE



PERSONNEL SUMMARY

37	4	2	2
Line Staff	Command Staff	Maintenance Staff	Administration Staff

Summit Fire & Medical District is an all-risk department, trained and equipped to handle more than just traditional structure fires, capable of providing medical aid, and assisting with hazardous material spills, disaster response and wildland fire suppression.

ALL-RISK LINE PERSONNEL

Staffed across all three fire stations and divided into three shifts (A,B,C). They work 48/96 hour shifts, with minimum staffing levels including a front-line supervisor (Captain), a driver/operator (Engineer), and one firefighter.

PERSONNEL SUMMARY CONT.

BATTALION 30

This Battalion Chief is based at Station #32 and is responsible for overseeing all crews and stations in the district. They work on the same 48-hour shift schedule as the crews.

PARAMEDICS

Each engine is staffed with at least one paramedic and two Emergency Medical Technicians (EMTs) to provide life support. We support 18 paramedics and encourage our members to complete training by compensating them accordingly to further advance professionally.

WILDLAND FIREFIGHTER RESPONSE

All Summit Firefighters are certified to fight wildfires and can be deployed nationally when additional resources are requested. Firefighters who agree to go on wildland assignments can expect to be away on assignment for up to three weeks assisting wildland teams and other agencies.



EMPLOYEE BENEFITS

- Health, Vision and Dental Insurance
- Regional Competitive Pay
- Holiday Pay and Compensation
- Paramedic Stipend
- Tuition Reimbursement
- FLSA Eligible
- Local 1505 Union Representation
- PSPRS Eligible
- Wildland Fire Overtime Stipend

BECOME A FIREFIGHTER RECRUIT

REQUIREMENTS

- Must be 18 years old at time of application
- Must have a high school diploma or GED
- Must have a valid Driver's License
- Must have Arizona or National Registry EMT or Paramedic Certification



THE GREATER FLAGSTAFF REGION (GFR)

The GFR includes five different agencies located in northern Arizona: Summit Fire & Medical District, Highlands Fire District, Flagstaff Fire Department and Flagstaff Airport Aircraft Rescue and Firefighting, Ponderosa Fire District, and Pinewood Fire District. These agencies collaborate in a regional hiring process and fire academy, utilizing the same testing process to hire candidates. Once candidates have been selected, they all go through academy together at the Flagstaff Training Facility.

THE GFR HIRING PROCESS

ONLINE APPLICATIONS OPEN

Once the GFR presents a need for firefighter recruits, applications will open online. Those interested in applying will complete their application on the Public Safety Answers (PSA) website. The application will include a personality quiz, a basic reading and writing exam, and will conclude with the applicant recording themselves answering a few interview questions.

EVALUATION DAY

Applicants who are selected to move to the next step will be invited to the Flagstaff Training Facility for a hands-on evaluation. Applicants will perform a Physical Agility Test (PAT) and group challenges. Each challenge is designed to evaluate the applicants physical and mental fortitude and to ensure regional values are being demonstrated.

FIRE CHIEF PANEL

Applicants chosen to participate in the Fire Chief Panel will be interviewed by each departments Fire Chief and Union Representatives.

CONDITIONAL JOB OFFER

Following the Fire Chief Panel, applicants will be informed if they will be offered a conditional job offer. They must pass a criminal background check, medical examination, psychological evaluation, and present a valid drivers license and required certifications.

GFR FIREFIGHTER ACADEMY

At this stage, applicants enter the GFR Firefighter Academy as firefighter recruits. The academy teaches the knowledge, skills, and abilities needed to serve as firefighters in the Greater Flagstaff Region. Recruits train daily with their peers, practice hands-on emergency response skills, and learn from experienced cadre.

THE HOUSE OF JACKS (HOJ)

The House of Jacks (HOJ) is a mentorship program that future firefighter applicants are encouraged to join. Through this program, members are able to participate in physical and mental training with fire department representatives. This is a great way to prepare for the GFR hiring process and firefighter academy.

For more information about the HOJ, please visit their website:
flagstaff.az.gov/4899/House-of-Jacks-Mentoring-Program

RIDE ALONG & MORE INFO

Interested in a ride along? Visit our website ***summitfiredepartment.org*** or scan the QR code below.

For a look at what you can expect on Evaluation Day, scan the Physical Agility Test QR code below.

Follow us on Facebook and Instagram by scanning the QR code below!

Website

Physical Agility Test

Facebook

Instagram


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