



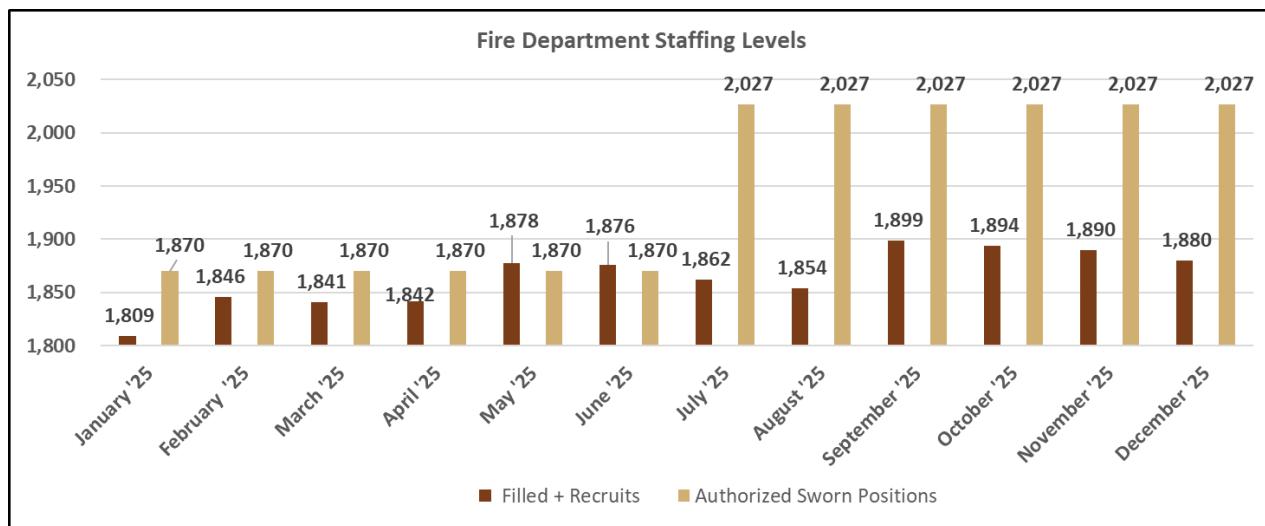
# Fire Staffing and Response Time Report

## February 2026

### Fire Department Staffing

Thanks to the continued prioritization and support of the Mayor and Council, as well as funding from Transaction Privilege Tax (TPT) revenues, the number of authorized sworn positions has continued to increase. The current number of authorized sworn positions increased by 157 on July 1, from 1,870 to 2,027.

The increase in authorized sworn positions is driving the department to move forward aggressively with accelerated recruit training academies to ensure these new roles are filled quickly and effectively. These academies are structured to align with the opening of new fire stations, the deployment of additional apparatus, and the procurement of critical equipment. In addition, supplemental sworn positions are being advanced to strengthen emergency transportation services (i.e., ambulances) across the City of Phoenix, addressing rising service demands and ensuring timely response to the community's needs.



Note: Report Data Through December 31, 2025.



## Firefighter Recruitment and Hiring

The Fire Department recruits, hires, and trains new firefighters year-round to meet staffing needs. The Training Section ensures that each graduating firefighter is fully prepared to serve the residents of Phoenix. Testing frequency is determined by the number of applicants and the number of available full-time positions to maintain a strong candidate pool. The department hosted the Recruit Entrance Written Exam, with approximately 803 candidates participating. The table below compares testing and recruits trained over the past five years.

Recruit Classes	Applicants	Applicants Tested	Selected for Interview	Recruits Trained
2026	1034	803	405	
2025	1267	765	516	136
2024	1105	600	407	154
2023	1271	730	467	135
2022	1445	921	634	68

## Online Recruitment Process

The Phoenix Fire Department officially transitioned from an in-person written exam to a fully online testing format for firefighter recruitment. The second online testing cycle has been completed, with the application window running from January 5 to January 22, and the online testing period closed on January 26.

This process requires candidates to complete two separate exams: a public safety general exam (approximately 224 questions) and a department-specific exam (100 questions based on the official study packet). Although written testing is now conducted online, the first- and second-round interviews still take place in person.

This new process will take place twice a year and is designed to offer greater flexibility and accessibility for applicants. By enabling remote testing over a longer window, candidates can better prepare and complete their exams at their convenience. The biannual schedule provides more frequent opportunities to apply, helping to streamline recruitment efforts and maintain a steady flow of qualified candidates for the department.

*Note: Report Data Through December 31, 2025.*



## Firefighter Recruit Training

The chart below outlines the progress and graduation dates for 2025 and the upcoming 2026 recruit training academies. Enrollment in each session is maximized whenever possible, with space also reserved for students from regional partners. Final graduation numbers may vary as the process advances.

Recruit Class 25-1		43 Recruits	Graduated	05.23.2025
Recruit Class 25-2		45 Recruits	Graduated	09.05.2025
Recruit Class 25-3		48 Recruits	Graduated	01.09.2026
Recruit Class 26-1	Starts January 2026	64 Recruits	Graduating	05.15.2026
Recruit Class 26-2	Starts June 2026	65 Recruits	Graduating	09.18.2026
Recruit Class 26-3	Starts September 2026	54 Recruits	Graduating	01.22.2027

## Community Engagement

The Fire Department actively engages with the community through social media and public events, ensuring consistent communication and outreach. The chart below presents key metrics on recent social media interactions and engagement levels for December.

	Posts	Interactions	Reach
Instagram Main PFD	34	51,415	636,757
Instagram Recruiting	5	7,723	170,321
Facebook	32	23,229	1,468,719
X (Twitter)	52	1,058	76,785
Nextdoor	6	94	19,165

PFD Social Media Outreach - December 2025

Community engagement extends beyond digital outreach to include social and community events, which are vital in strengthening connections with residents. The Fire Department actively hosts and participates in various events throughout the year to recruit new members, foster relationships, promote safety, and enhance public awareness. For more information on upcoming events and outreach programs, visit the Fire Department website:

<https://www.phoenix.gov/administration/departments/fire/community-outreach.html>.



*Note: Report Data Through December 31, 2025.*

## Response Times & Call Volumes

Response times are measured, monitored, and managed daily to maximize coverage and resource deployment. The National Fire Protection Association (NFPA) established response time standards for fire and emergency medical service delivery, and the Arizona Department of Health Services (AZDHS) established the response time standard for emergency transportation services.

The chart below displays response times by Council District for critical emergency medical service (EMS) incidents, including the first-arriving engine to a fire incident, the first-arriving ladder to a fire incident, ambulance response times for critical EMS, total incident call volume for each Council District, citywide totals, and the associated standard.

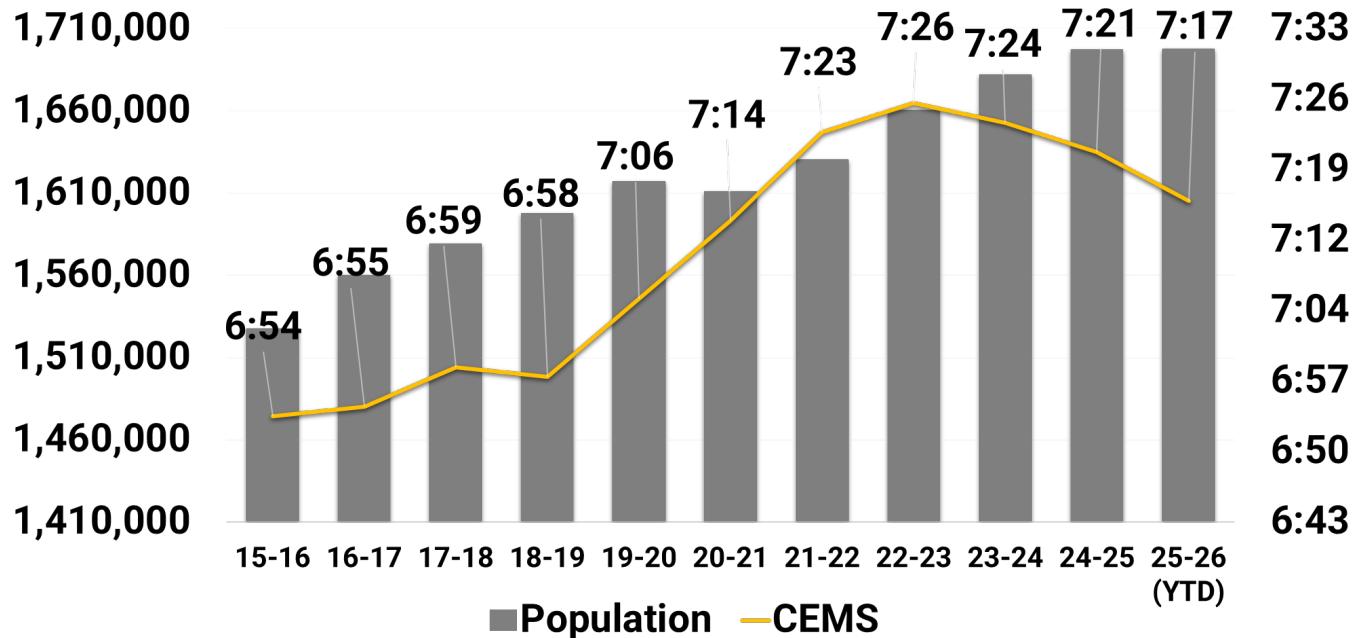
	First Arriving ALS Unit (can be any type) to Critical EMS Incident	First Arriving Engine (Water) to a Fire Incident	First Arriving Ladder to a Fire Incident	Ambulance Critical EMS	Total Incident Call Volume 2025
<b>NFPA Standard</b>	<b>5:00</b>	<b>5:20</b>	<b>9:20</b>	<b>10:00</b>	
District 1	7:28	5:58	9:55	9:21	25,796
District 2	8:18	6:44	11:08	10:39	17,895
District 3	7:28	5:44	9:36	8:59	28,208
District 4	6:31	4:55	8:02	8:17	38,934
District 5	6:53	4:45	9:17	8:52	26,474
District 6	7:30	5:51	9:29	9:27	23,995
District 7	7:27	5:55	11:31	9:46	33,986
District 8	7:06	5:38	11:52	8:57	42,830
Citywide	7:17	5:45	10:09	9:13	238,118

Based on 90th percentile response times, not averages from January 1, 2025, to December 31, 2025.

*Note: Report Data Through December 31, 2025.*



## Ten-Year Response Time Trend with Population Growth



This chart shows the citywide 90<sup>th</sup> percentile (CEMS) critical emergency medical service response time in relation to the population from 2015 to the present.

Over the past decade, the city has seen steady population growth, reflecting the region's rapid urban development. For much of this period, the Fire Department's emergency service capacity did not increase at a corresponding rate, resulting in rising response times. Response times have stabilized in recent years due to the positive impact of adding emergency service resources to the system. This overall trend demonstrates that the city's strategic investments in emergency services personnel, equipment, and infrastructure, including the construction of new fire stations, expansion of ambulance services, and technology upgrades, are positively impacting response times amid the city's growth.

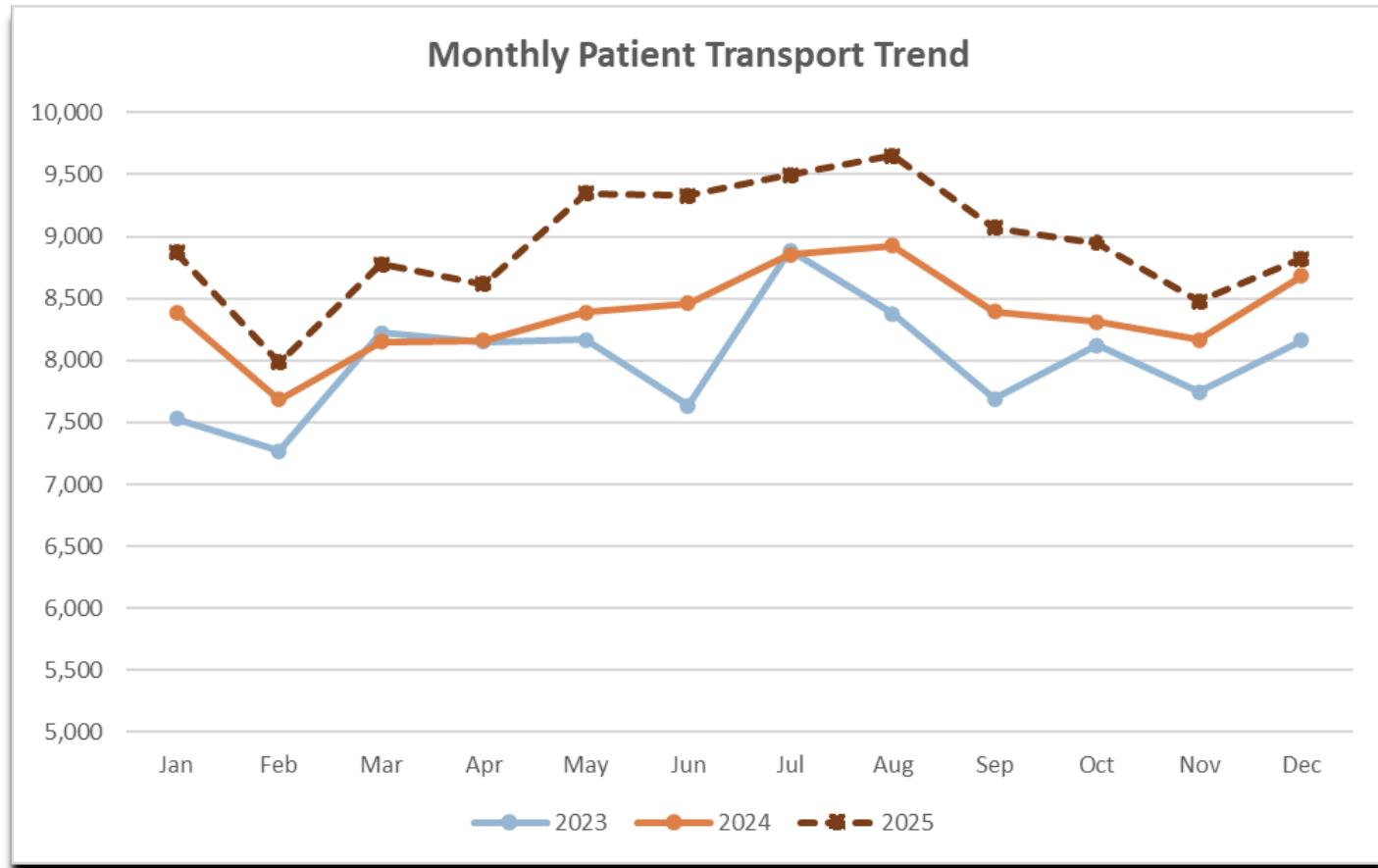
*Note: Report Data Through December 31, 2025.*



## Emergency Patient Transportation Activity

The Fire Department has operated its emergency transportation service for nearly four decades. Analyzing the monthly average activity levels over the past three years reveals a consistent upward trend in service demand.

The total number of patient transports in December 2025 was 8,823, a 1.6 percent increase from the 8,682 transports recorded in December 2024.



Note: Report Data Through December 31, 2025.

