



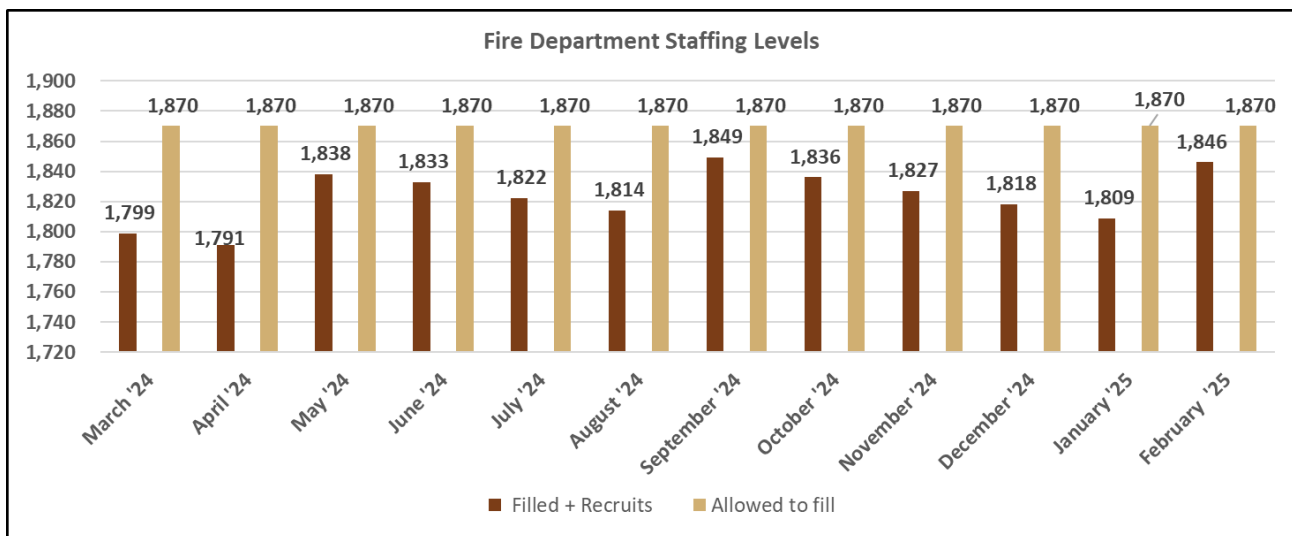
Phoenix Fire Department Staffing, Hiring and Activity Report

April 2025

Fire Department Staffing

The Fire Department administers hiring by forecasting attrition rates and managing recruitment efforts, hiring cycles, and training cycles to minimize vacancies. Thanks to the continued prioritization and support of the Mayor and Council, the number of authorized sworn positions has continued to increase. The current number of authorized sworn positions is 1870.

The increase of authorized sworn positions has included significant efforts such as timely hiring and training of sworn firefighters to correspond with new fire stations, apparatus, and equipment procurement. In addition, supplemental authorized sworn positions have been approved to enhance emergency transportation services (i.e., ambulances) throughout the City of Phoenix to address increased activity levels.



Note: Report Data Through February 28, 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 available full-time positions, maintaining a strong candidate pool. Recently, the department hosted the Recruit Entrance Written Exam, with approximately 765 candidates participating. The table below compares testing and recruits trained over the past five years.

Year	Applicants Invited	Applicants Tested	Applicants Passing Test	Recruits Trained
2025	1267	765	516	N/A
2024	1105	600	408	154
2023	1271	729	467	135
2022	1445	921	634	68
2021	1348	896	594	95

Firefighter Recruit Training

Recruit Class 25-1 officially began training at the Phoenix Fire Department Academy on January 20. This class includes 45 new Phoenix recruits who will undergo rigorous training to prepare for their roles as first responders. The start of Recruit Class 25-1 indicates positive progress in bolstering the department's operational capacity, ensuring the continuation of high-quality emergency services for Phoenix residents.



Note: Report Data Through February 28, 2025.

Community Engagement

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

	Posts	Interactions / Likes	Reach / Impressions	Video Views	Shares / Retweets
Instagram Main PFD	23	44k	580k	520.3k	4.5k
Instagram Recruiting	6	10.4k	145.2k	107.1k	1.7k
Facebook	25	19.2k	441.5k	42.5k	1k
X (Twitter)	20	1k	58.8k	n/a	139
Nextdoor	5	85	76.6k	n/a	0

PFD Social Media Outreach

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, foster relationships, promote safety, and enhance public awareness. Below are the upcoming events for April.

Past Events

Feb. 5 Recruit Information Session
Feb. 8 High School Fire Science Muster Event
Feb. 12 Maryville Liberal Arts Career Fair
Feb. 19 ASU Liberal Arts Career Fair

Upcoming Events

April 2 Recruit Information Session
April 4 Paradise Valley High School Career Fair
April 18 Sunny Slope High School Career Fair
April 19 Phoenix Police and Fire Experience
April 28 Police v. Fire Softball game; post Diamondbacks 1pm game.
Recruitment will have a table on the main Concourse during the game.



Note: Report Data Through February 28, 2025.

Response Times & Call Volumes

Seconds count when responding to emergencies. 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 shows response times by Council District for critical emergency medical service (EMS) incidents, first arriving engine to a fire incident, 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
NFPA Standard	5:00	5:20	9:20	10:00	
District 1	7:38	6:14	8:34	9:33	4,364
District 2	8:33	6:37	9:37	11:07	3,183
District 3	7:39	6:15	10:15	9:13	4,923
District 4	6:33	4:49	7:52	8:26	6,229
District 5	6:54	4:54	7:52	8:49	4,417
District 6	7:31	5:41	9:25	9:54	4,137
District 7	7:26	6:07	12:42	10:03	5,546
District 8	7:10	5:33	14:33	9:11	7,242
Citywide	7:22	5:57	9:56	9:30	40,041

Based on 90th percentile response times.

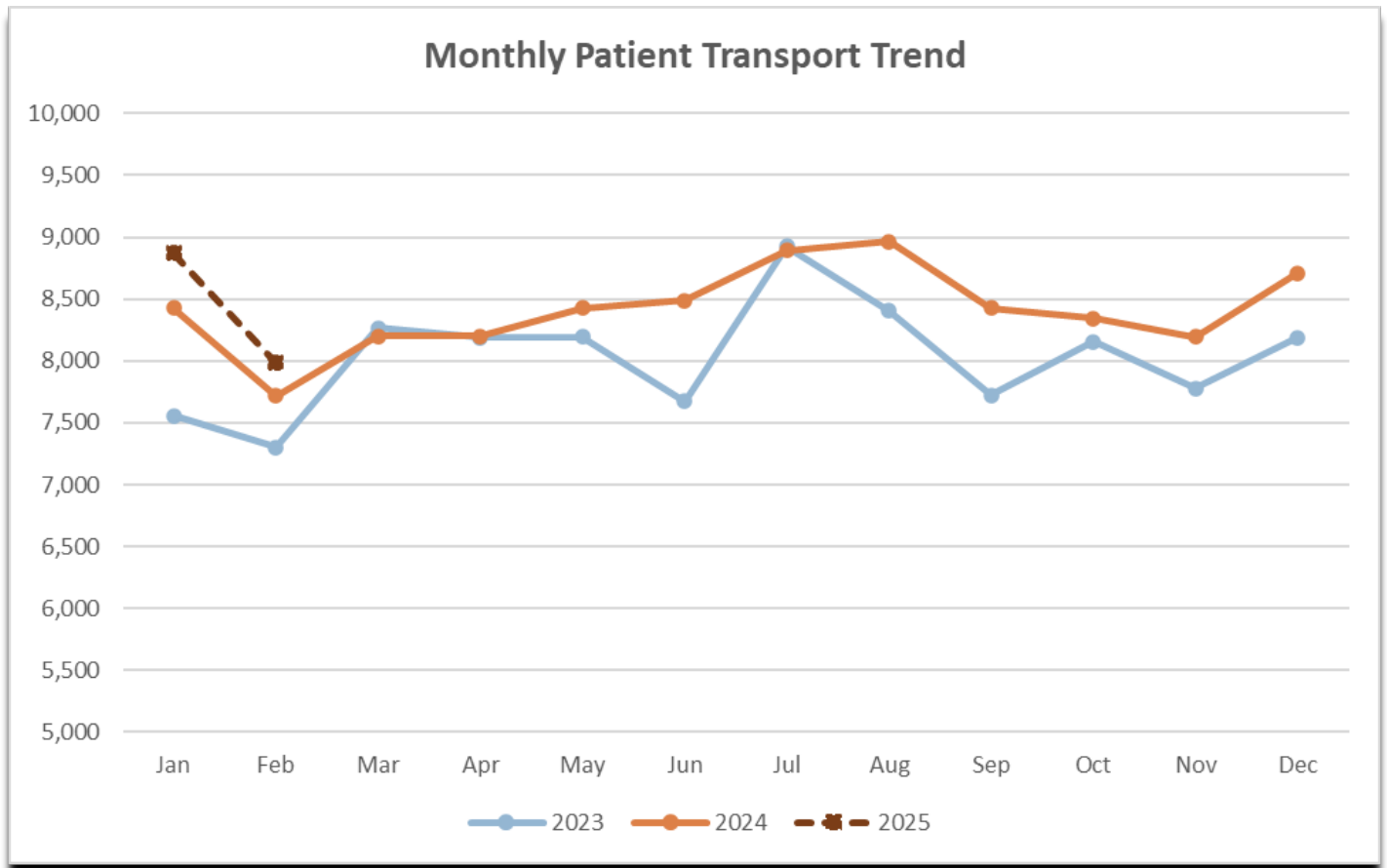
Note: Report Data Through February 28, 2025.



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.

In February 2025, total transports increased to 7,982, reflecting a 3.4 percent rise compared to the 7,719 transports recorded in February 2024.



Note: Report Data Through February 28, 2025.

