

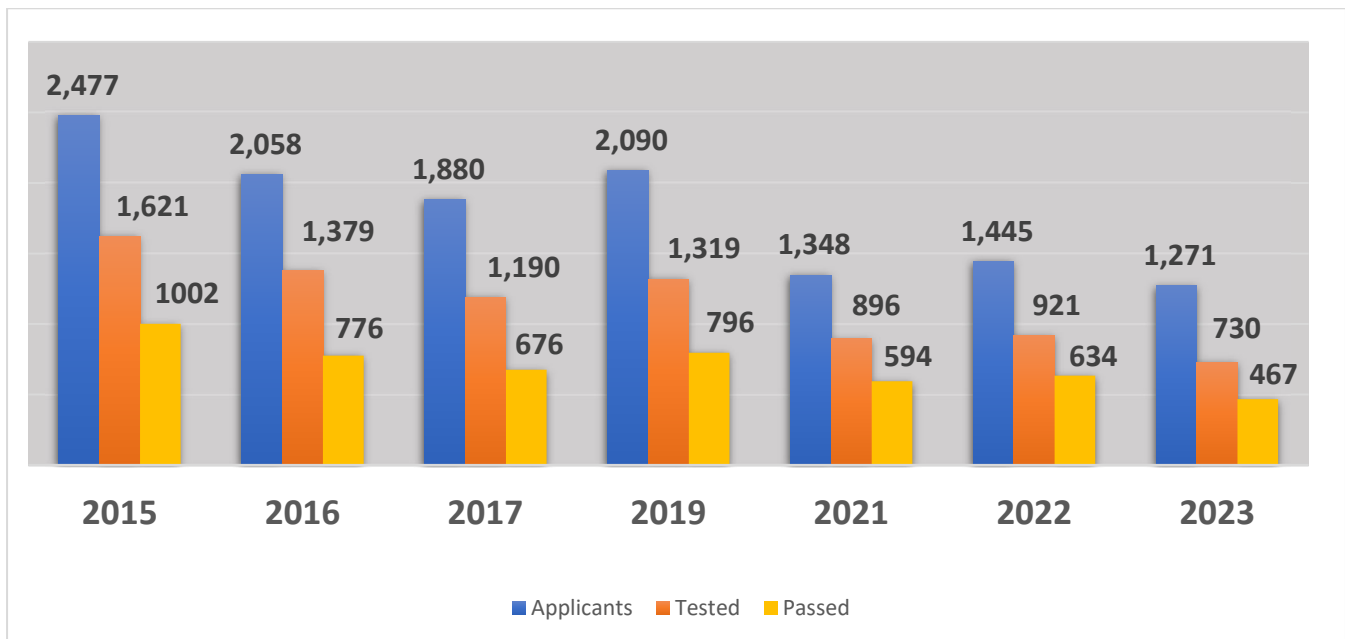


# Phoenix Fire Department Staffing, Hiring and Activity Report

**March 2024**

## Firefighter Applicants

With all public and private sectors, workforce challenges to attract and retain quality candidates are more important than at any other time. The number of applicants for Firefighter recruitment has been relatively flat for the past three years. Firefighter recruitment will require proactive efforts to ensure that a highly trained, dedicated, and committed workforce exists to meet the growing needs of our community. (Testing frequency is based on the number of applicants and the number of full-time positions being recruited to ensure a robust candidate pool is available). Note: Recruitment was not conducted in 2018 and 2020.



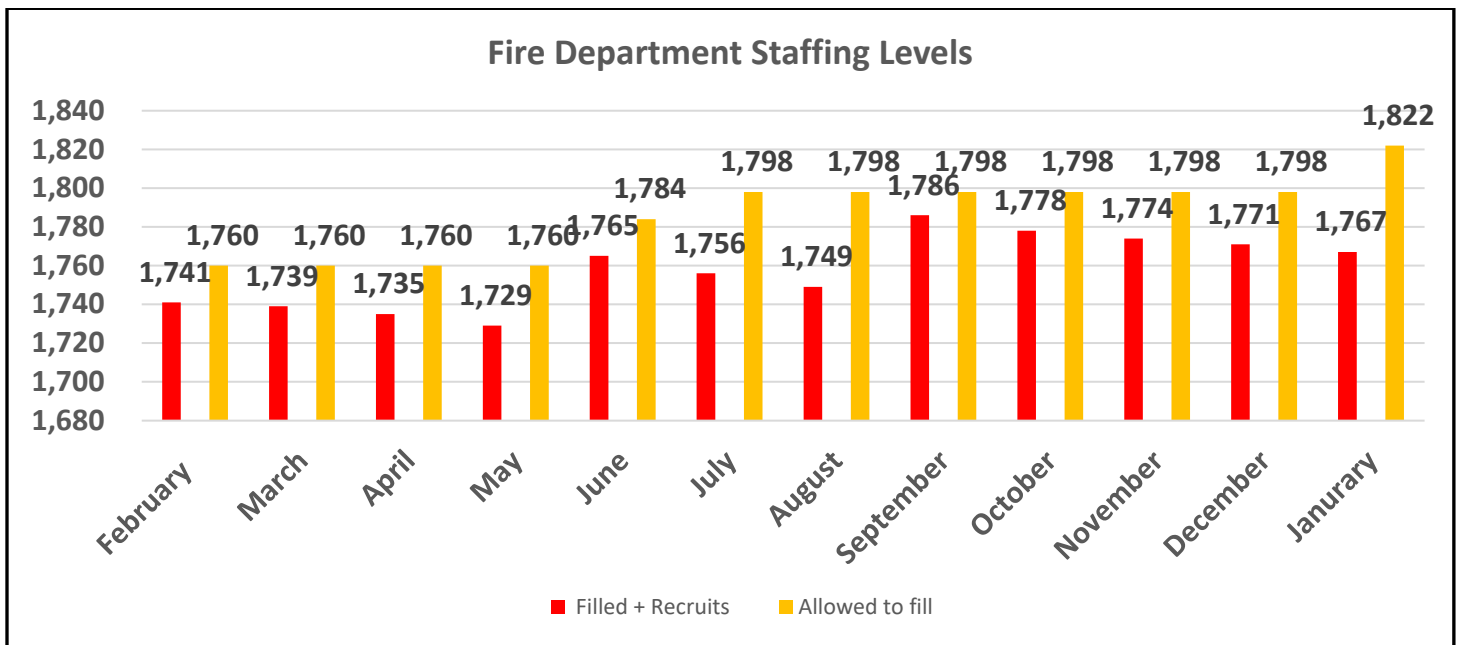
## Firefighter Recruit Training

The Fire Department's Training Section is considered one of the best programs for its commitment to ensuring that every Firefighter who graduates the Fire Academy is well-trained and prepared.



## Sworn Staffing Levels

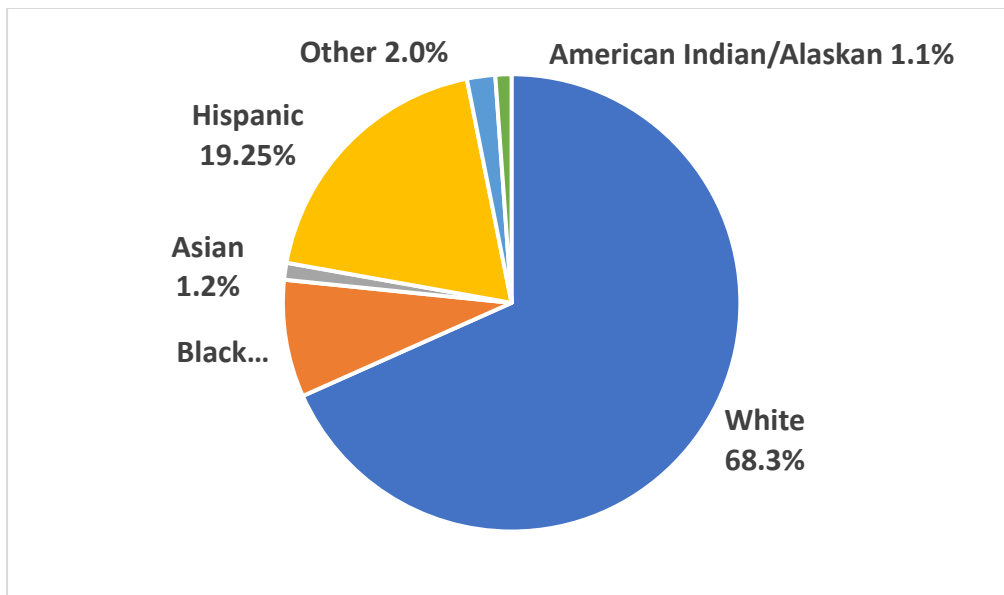
The Fire Department works throughout the year to hire and train new firefighter recruits. The goal is that all vacant sworn positions are filled quickly. The training process lasts 12-months for each recruit including a fire academy that lasts 14 weeks. Proactive planning for attrition and coordinating recruitment, hiring, and training to minimize vacancies is critical.



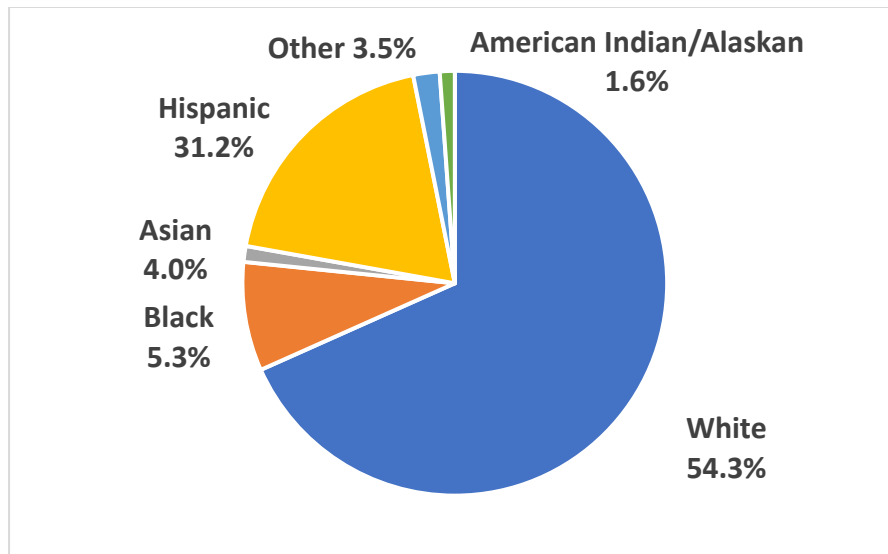
## Fire Department Sworn Staff Ethnicity Demographic

The Fire Department is committed to values of diversity and inclusion and understands the value this brings to our department and our community. We are focused on the goal of ensuring our department reflects our community. The department connects with the different communities within the City of Phoenix and beyond through a collaborative approach, such as with the multiple affinity groups. Affinity groups provide invaluable mentoring and support to new and current fire service members.

### Phoenix Fire Department



### Maricopa County



## Emergency Response Times

Seconds count when responding to emergencies within the City of Phoenix. The members of the Phoenix Fire Department must arrive quickly when an emergency occurs. Response times are measured and monitored daily to ensure the system's health is known and drive resource deployment. The National Fire Protection Association (NFPA) publishes response time standards for the fire service. The chart below includes the NFPA response times and the Phoenix Fire response time by the unit responding by City Council District.

NFPA Standards for Response Time: FIRE (Engines) - 05:20 FIRE (Ladders/LTs, Rescues) - 09:20 EMS (Engines, Ladders/LTs) - 05:00 EMS (Rescues) - 10:00		Council Dist								Grand Total
		1	2	3	4	5	6	7	8	
2022	Engines	07:26	08:14	07:31	06:33	06:42	07:35	07:42	07:00	07:18
	Ladders	07:07	07:40	07:29	06:45	06:14	07:44	07:19	07:18	07:15
	Rescues (ambulance)	11:20	12:12	10:19	09:37	09:56	11:34	11:41	10:46	10:55
	Total	09:33	10:26	08:47	08:08	08:11	09:38	09:46	08:54	09:07
2023	Engines	07:31	08:23	07:25	06:33	06:42	07:29	07:53	07:04	07:19
	Ladders	07:19	08:04	07:39	06:31	06:25	07:36	06:58	07:20	07:19
	Rescues (ambulance)	11:16	12:14	10:19	09:41	09:49	11:39	11:42	10:40	10:55
	Total	09:38	10:28	08:50	08:10	08:10	09:51	09:55	09:00	09:13
2024	Engines	07:13	08:11	07:23	06:45	06:36	07:36	07:47	06:55	07:17
	Ladders	07:18	08:11	08:26	06:49	06:30	07:29	07:41	07:27	07:30
	Rescues (ambulance)	11:19	12:18	10:13	09:48	09:46	10:58	11:23	10:12	10:44
	Total	09:37	10:17	08:53	08:15	08:18	09:35	09:31	08:40	09:07



## Unit Activity Levels

Overall, emergency responses and unit activity levels are key metrics the fire service utilizes to understand how the system is performing and what capacity levels exist. Before 2023, activity levels have been on an upward trend for the past decade. While a two to three percent increase year over year has been the consistent trend, the year-over-year increase in 2021 and 2022 was significantly higher. After careful review and adjustment to dispatch protocols, the fire department has reduced the overall 2023 activity level by an average of eight percent compared to 2022.

		Council Dist								Grand Total
		1	2	3	4	5	6	7	8	
2022	Engines	17,740	16,512	28,023	31,726	28,256	18,896	31,364	41,178	213,695
	Ladders	6,102	3,163	4,750	8,146	4,018	4,581	5,164	6,624	42,548
	Rescues (ambulance)	13,579	10,343	14,644	16,713	15,296	11,747	17,824	22,294	122,440
	Total	37,421	30,018	47,417	56,585	47,570	35,224	54,352	70,096	378,683
2023	Engines	16,264	14,617	25,538	28,826	25,799	17,217	27,984	38,729	194,974
	Ladders	4,614	3,472	3,649	6,775	3,825	4,351	4,363	6,616	37,665
	Rescues (ambulance)	15,230	10,826	15,891	18,283	16,887	12,658	19,734	25,300	134,809
	Total	36,108	28,915	45,078	53,884	46,511	34,226	52,081	70,645	367,448
2024	Engines	1,342	1,274	2,167	2,477	2,174	1,543	2,292	3,238	16,507
	Ladders	329	384	289	581	329	436	329	536	3,213
	Rescues (ambulance)	1,263	1,074	1,405	1,592	1,441	1,168	1,580	2,148	11,671
	Total	2,934	2,732	3,861	4,650	3,944	3,147	4,201	5,922	31,391



## Emergency Patient Transportation Activity

The Phoenix Fire Department operates our own emergency patient transportation system. This system has been in place for almost four decades. This system ensures that the residents of Phoenix receive the highest level of care from the point of calling 9-1-1 to the hospital arrival. While the number of transports remained consistent for many years, the department has experienced an average increase of 16 percent more transports each shift.

