

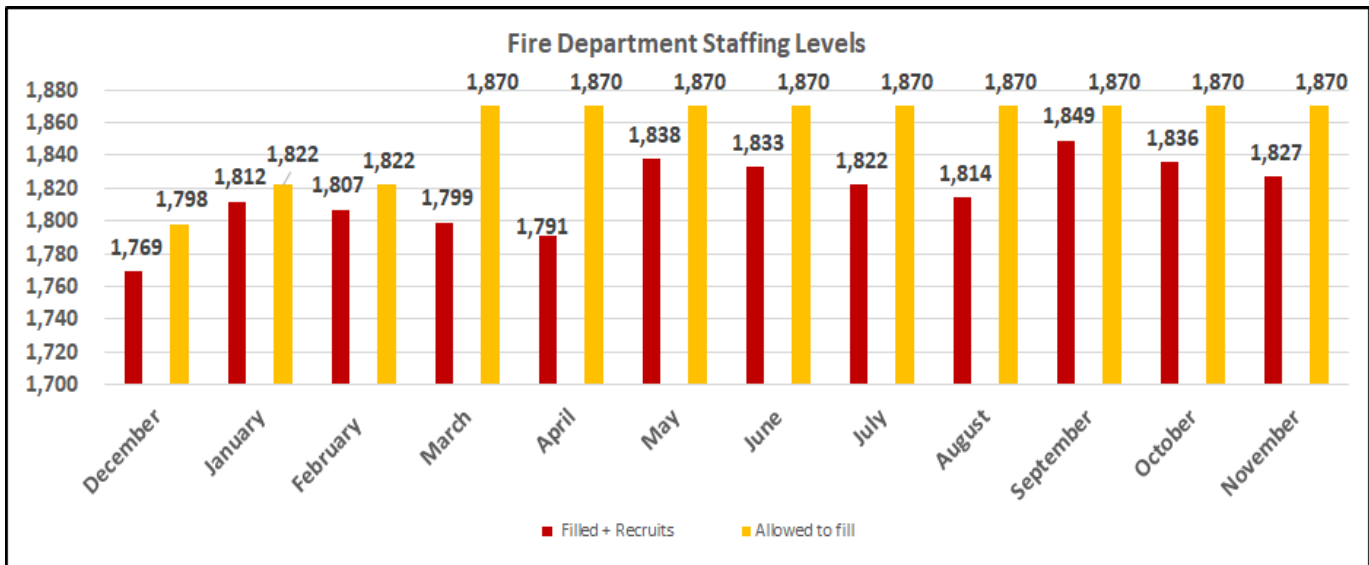


Phoenix Fire Department Staffing and Response Time Update January 2025

Fire Department Staffing

The Fire Department administers hiring by forecasting attrition rates, managing recruitment efforts, hiring, 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. In only the past year, the authorized positions have increased from 1,812 to 1,870.

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 November 30, 2024.



Recruitment & Training

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 trained and ready to serve the residents of Phoenix. Testing frequency is determined by both the number of applicants and the full-time positions available, ensuring a strong candidate pool is consistently maintained. The table below compares testing and recruits trained in the past three years.

Year	Applicants Testing	Applicants Passing Test	Recruits Trained
2024	600	407	154
2023	729	467	135
2022	921	634	68

Fire Department Sworn Staff Demographics

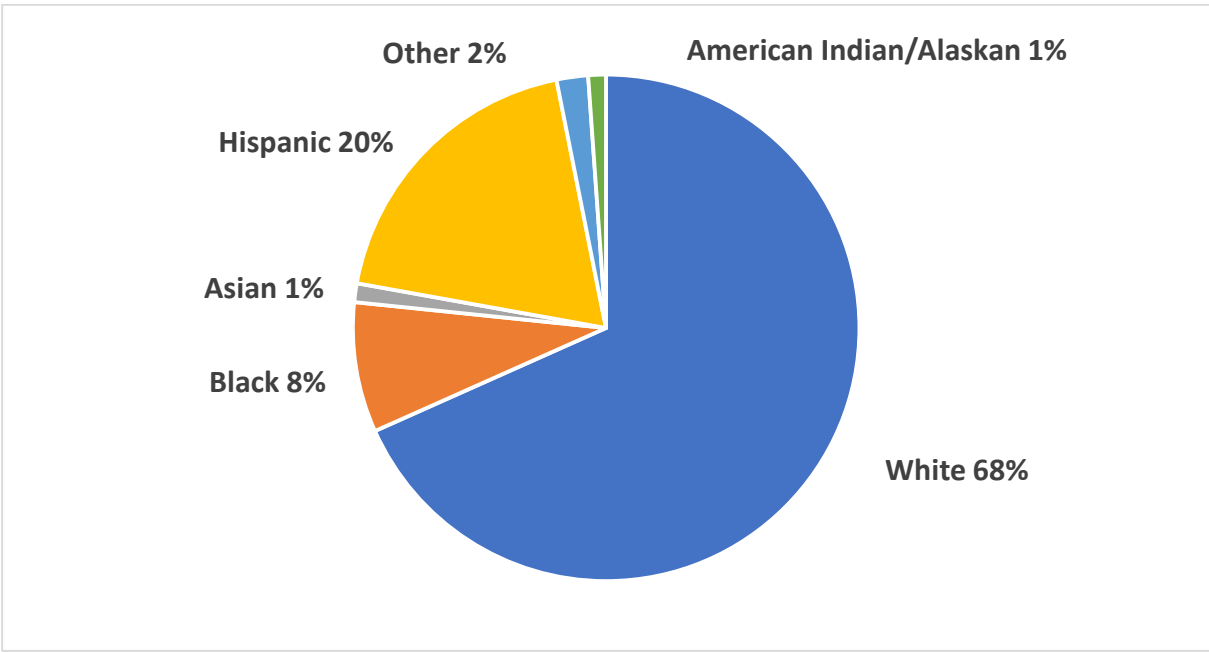
A founding principle of the Fire Department's recruitment and hiring efforts is that our membership reflects the diversity of our community. The Fire Department connects with various communities within the City of Phoenix and beyond through a collaborative approach that includes multiple affinity groups. These affinity groups provide invaluable mentoring and support for recruiting and mentoring new members and retaining and motivating existing members.

Fire Department	Demographics	Maricopa County	Demographics
White	68%	White	54%
Hispanic	20%	Hispanic	31%
Black	8%	Black	5%
American Indian/Alaskan	1%	American Indian/Alaskan	2%
Asian	1%	Asian	4%
Other	2%	Other	4%

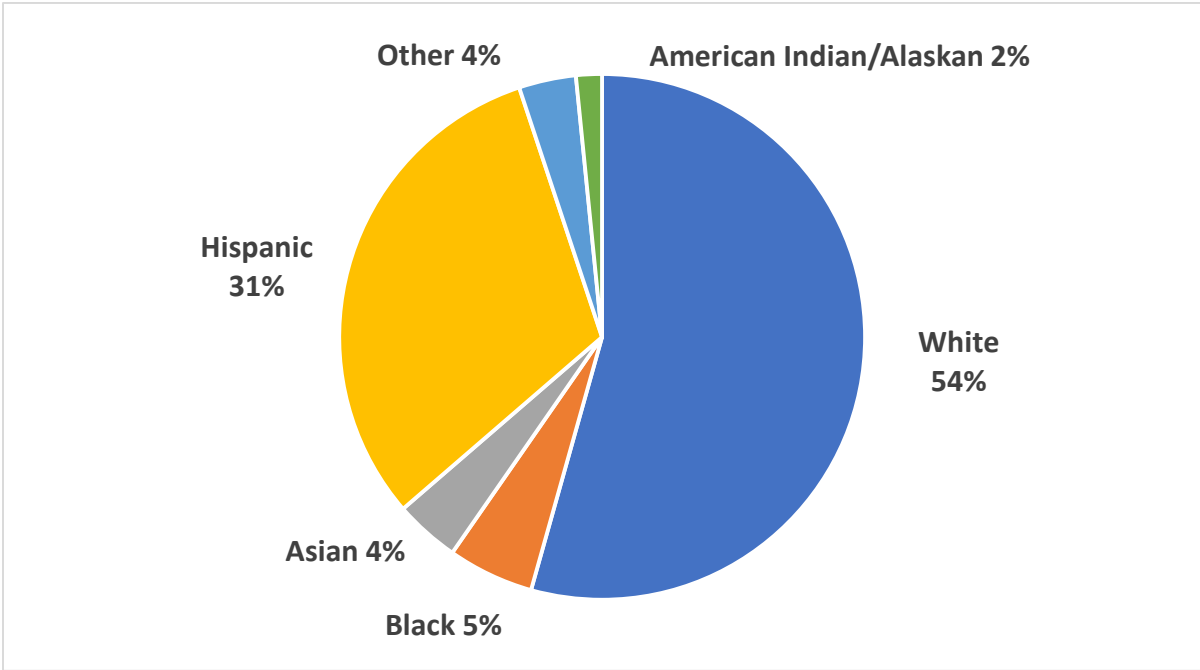
Note: Report Data Through November 30, 2024.



Phoenix Fire Department



Maricopa County



Note: Report Data Through November 30, 2024.



Response Times & Call Volume

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) incident, 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.

	Critical (EMS) Incident	First Arriving Engine to a Fire Incident	First Arriving Ladder to a Fire Incident	Ambulance Response Times for Critical EMS	Total Incident Call Volume
Standard	5:00 NFPA	5:20 NFPA	9:20 NFPA	10:00 AZDHS	
District 1	7:29	5:48	9:28	9:38	21,298
District 2	8:18	6:57	10:44	11:34	15,682
District 3	7:23	5:36	11:43	9:19	25,287
District 4	6:34	4:45	7:57	8:38	33,748
District 5	6:45	4:42	8:57	9:00	23,504
District 6	7:28	6:10	9:52	10:09	20,644
District 7	7:39	6:05	10:42	10:16	30,016
District 8	7:12	5:39	11:33	9:23	38,995
Citywide	7:18	5:39	10:16	9:39	209,174

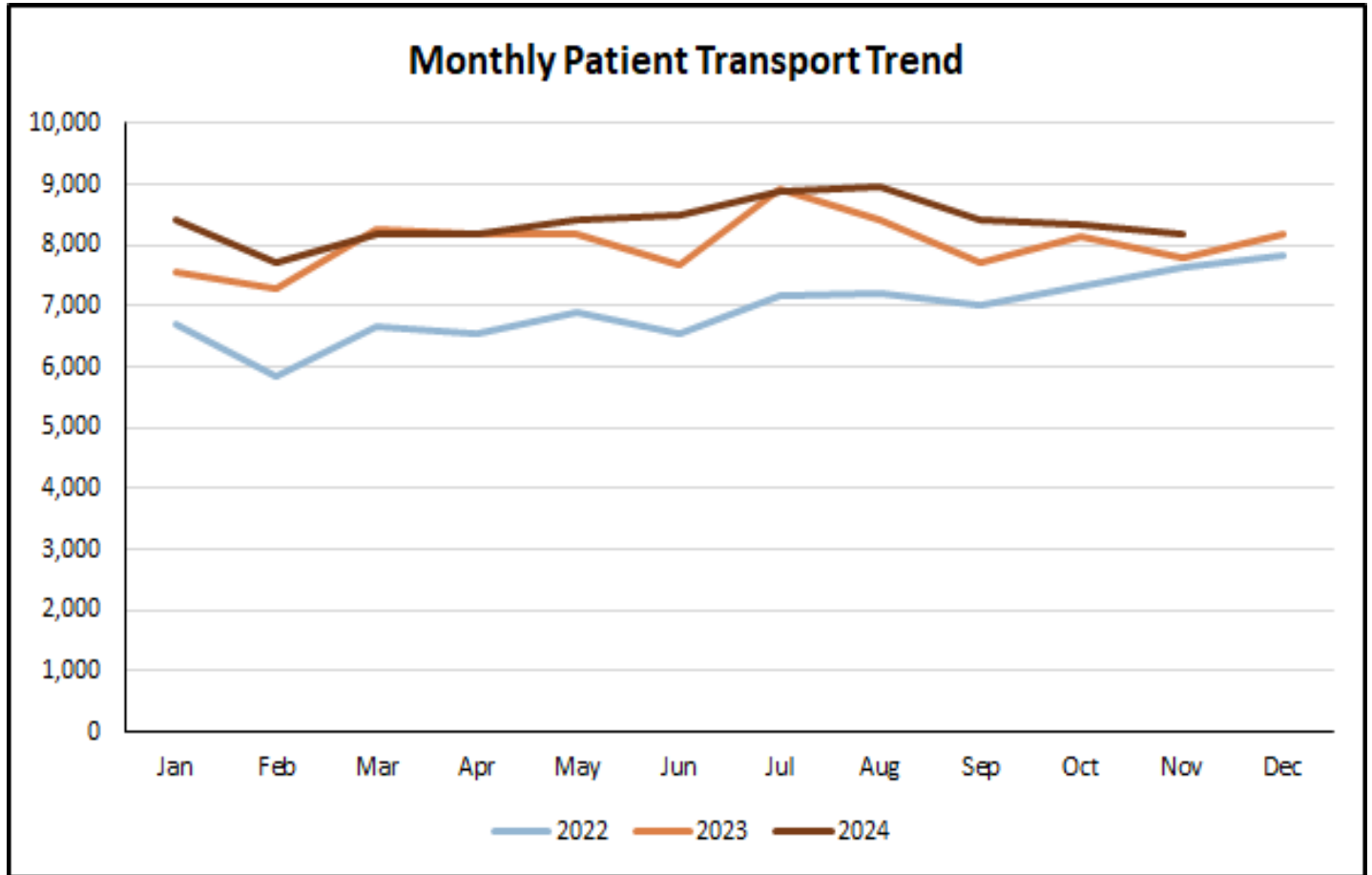
Based on 90th percentile response times.

Note: Report Data Through November 30, 2024.



Emergency Patient Transportation Activity

The Fire Department has operated its emergency transportation service for nearly four decades. Comparing the monthly average activity levels for the past three years shows a continued increase in service demands.



Note: Report Data Through November 30, 2024.

