

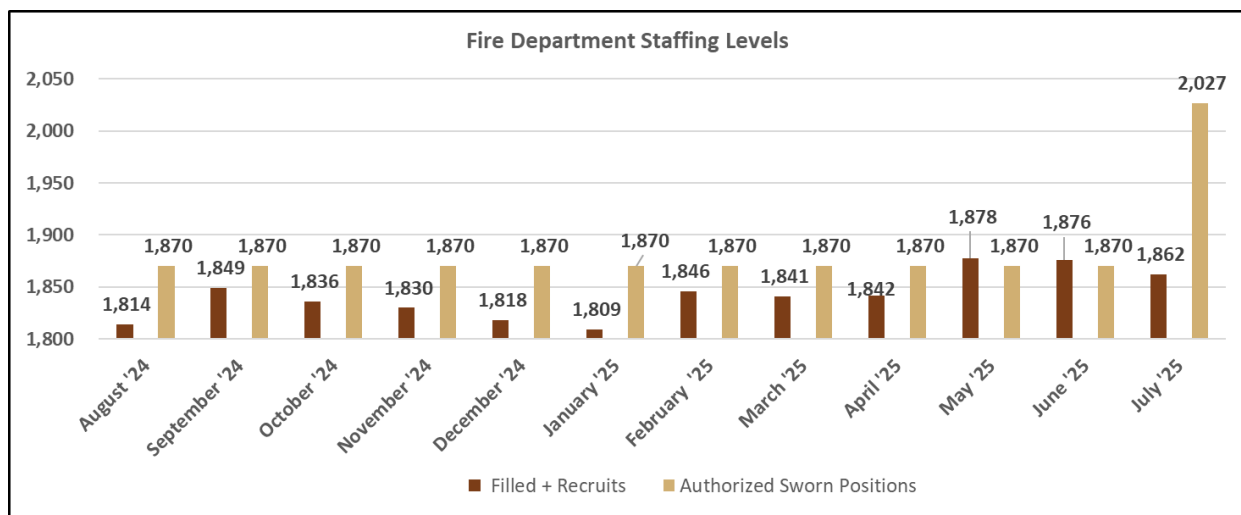


Phoenix Fire Department Staffing, Hiring and Activity Report

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 1999.

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 July 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 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	43
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 25-2 officially began training at the Phoenix Fire Department Academy in June 2025. This class includes 46 new Phoenix recruits who will undergo rigorous training to prepare for their roles as first responders. The start of Recruit Class 25-2 indicates positive progress in bolstering the department's operational capacity, ensuring the continuation of high-quality emergency services for Phoenix residents. The chart below outlines the progress and graduation dates for the 2025 recruit 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	Started in June	45 Recruits	Graduating	09.05.2025
Recruit Class 25-3	Starts in October	47 Recruits	Graduating	01.09.2026

Note: Report Data Through July 31, 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 and engagement levels for the month of July.

	Posts	Interactions	Reach
Instagram Main PFD	31	109,189	550,339
Instagram Recruiting	7	7,994	118,538
Facebook	24	82,676	1,454,285
X (Twitter)	9	672	32,353

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 September 2025.

Upcoming Community Safety & Education Events

- Sept. 12 National Suicide Prevention Dodgeball Tournament
- Sept. 22 Fire Dept. Award at Beuf Family Resource Center
- Sept. 25 Public Education Fair & Immunization Clinic

Note: Report Data Through July 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 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	7:29	5:55	9:24	9:21	15,178
District 2	8:24	6:33	10:08	10:33	10,617
District 3	7:30	5:44	10:14	9:07	16,891
District 4	6:31	4:54	8:00	8:17	22,916
District 5	6:51	4:46	9:03	9:00	15,281
District 6	7:31	5:51	9:46	9:40	14,194
District 7	7:25	5:55	11:56	9:46	19,941
District 8	7:06	5:36	11:53	8:57	25,278
Citywide	7:16	5:45	10:13	9:17	140,296

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

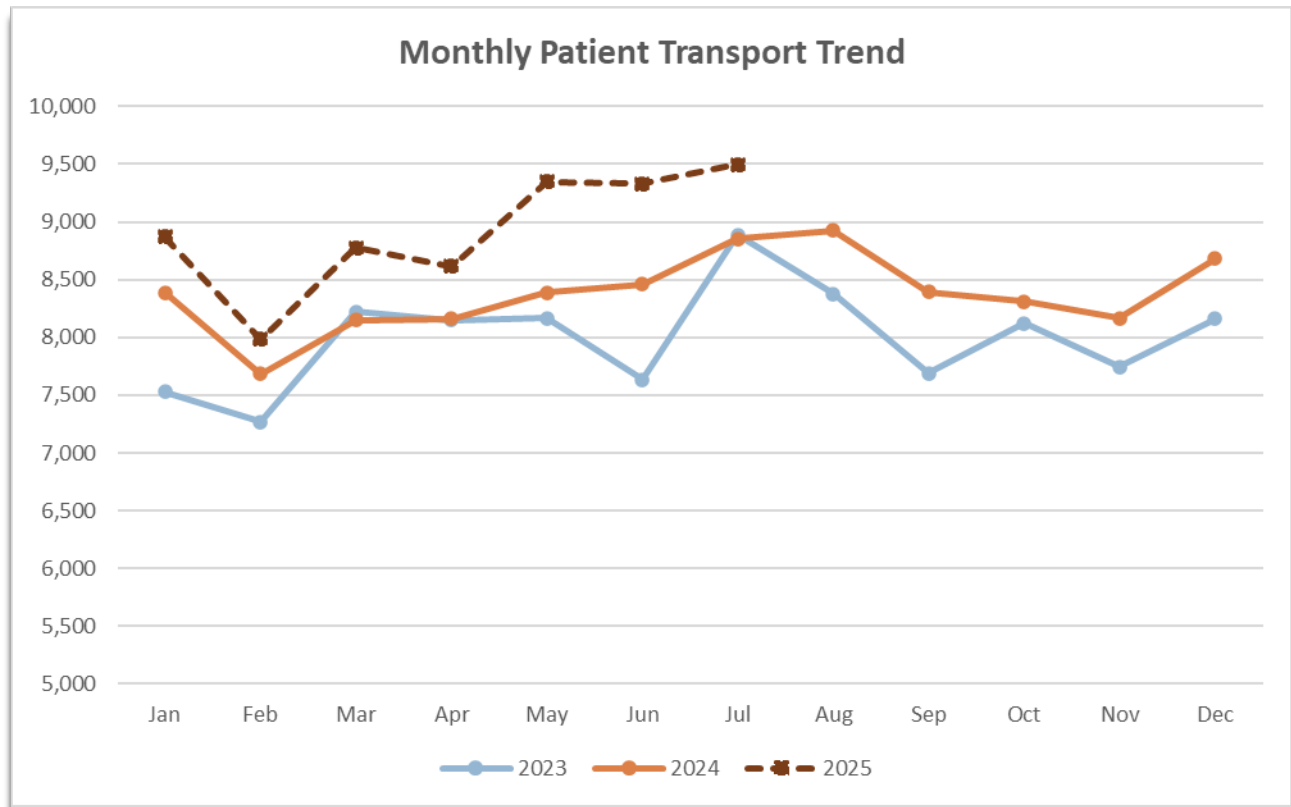
Note: Report Data Through July 31, 2025.



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.

Total transports in July 2025 were 9,495, a 7.3 percent increase from the 8,852 transports recorded in July 2024.



Note: Report Data Through July 31, 2025.

