



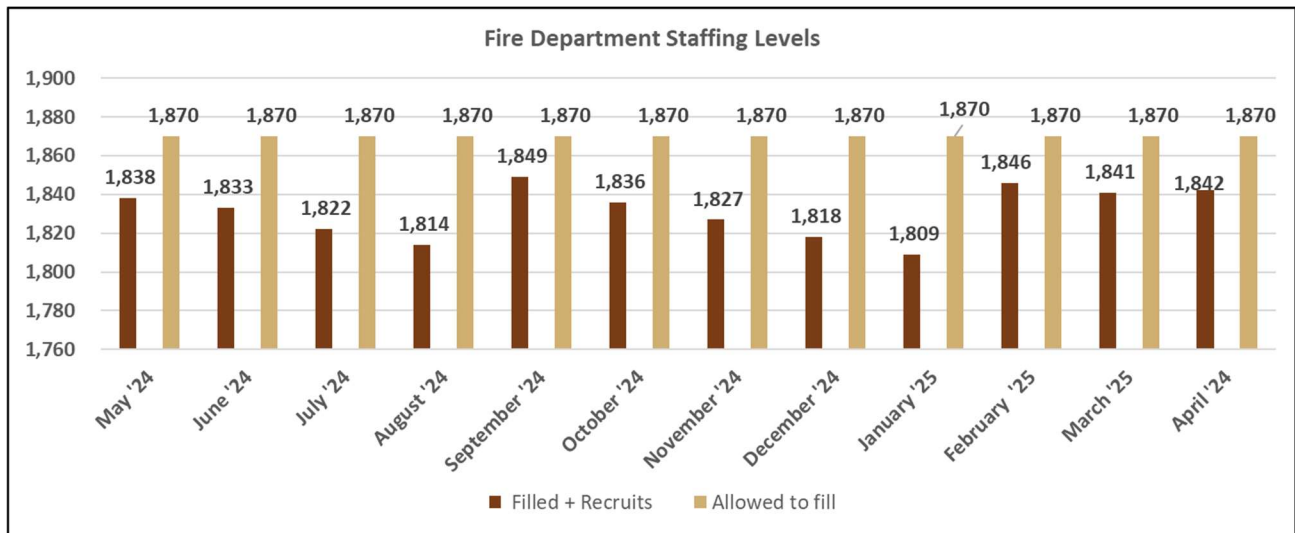
# Phoenix Fire Department Staffing, Hiring, and Activity Report

## June 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 April 30, 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 in February 2025. 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. The chart below outlines the anticipated graduation dates for upcoming 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	Anticipated # Recruits	Academy Start	Graduation Date
25-1	45	Feb. 2025	May 2025
25-2	47	June 2025	Sept. 2025
25-3	22	Oct. 2025	Jan. 2026

*Note: Report Data Through April 30, 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	Reach
Instagram Main PFD	28	22.2k	375.4k
Instagram Recruiting	10	8.1k	12.4k
Facebook	25	15k	185.7k
X (Twitter)	11	246	23.6k
Nextdoor	0	0	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.

### Past Events

May 4	Cinco DeMayo Phoenix Festival - Bike Rodeo and event table
May 7	Recruit Information Session – Fire Training Academy
May 7	Distracted Driving Program – Deer Valley Community Center
May 8	Distracted Driving Program – Carl Hayden High School
May 10	Drowning Prevention Coalition
May 17	Maryvale Summer Fun - Maryvale Community Center
May 22	Stop the Bleed Training - Family Advocacy Center
May 27	Diamondbacks First Responder Night.

### Upcoming Events

June 2	602 Day @ City Hall D7
June 2	602 Day Bike Rodeo at Encanto Park
June 3	602 Day Employee Celebration at Encanto Park
June 25	Survive the Drive at Caesar Chavez Community Center
June 28	Diamondbacks Game - Interactive Fire Table - PD vs Fire Softball Game

*Note: Report Data Through April 30, 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
<b>NFPA Standard</b>	<b>5:00</b>	<b>5:20</b>	<b>9:20</b>	<b>10:00</b>	
District 1	7:31	5:51	8:48	9:24	8,645
District 2	8:27	6:42	9:17	10:37	6,255
District 3	7:34	5:46	10:18	9:10	9,700
District 4	6:32	4:54	7:52	8:25	12,888
District 5	6:54	4:51	8:19	8:55	8,799
District 6	7:33	5:51	9:39	9:51	8,220
District 7	7:26	6:08	12:42	9:55	11,118
District 8	7:08	5:37	14:27	9:10	14,535
Citywide	7:20	5:48	10:09	9:24	80,160

Based on 90th percentile response times, not averages from January 1, 2025 – April 30, 2025.

2025 Citywide Trend	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
January	7:24	5:54	10:02	9:29	21,178
February	7:22	5:57	9:56	9:30	40,041
March	7:22	5:51	9:59	9:28	60,469
April	7:20	5:48	10:09	9:24	80,160

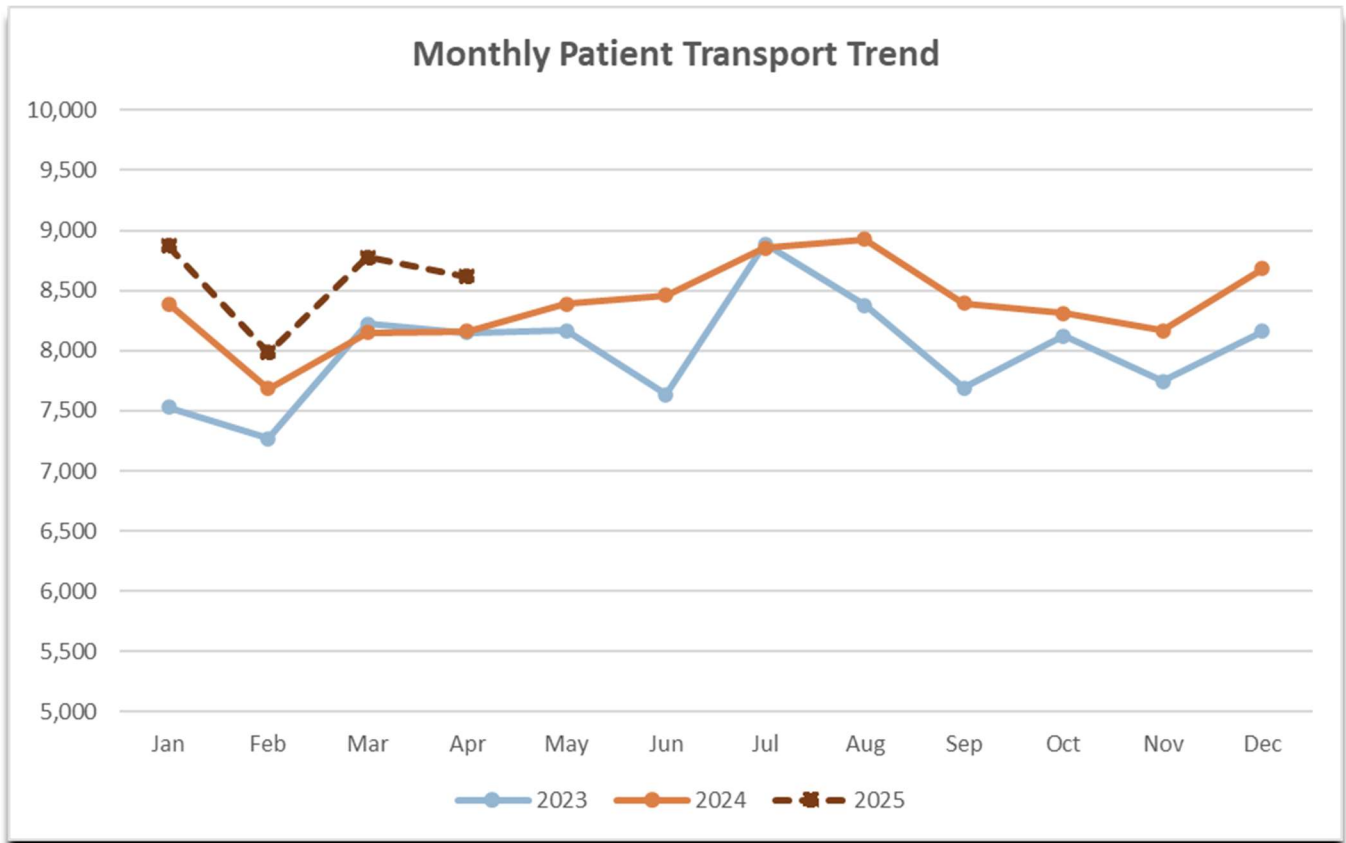
Note: Report Data Through April 30, 2025.



## 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 April 2025 were 8,614, a 5.5 percent increase from the 8,163 transports recorded in April 2024.



*Note: Report Data Through April 30, 2025.*

