

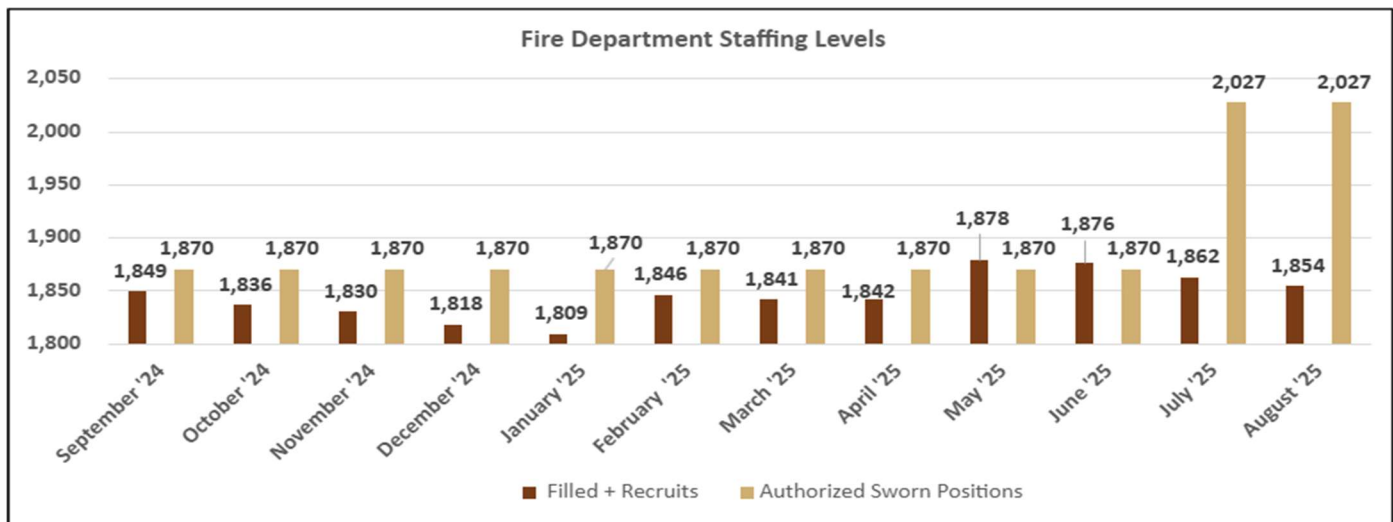


Phoenix Fire Department Staffing, Hiring and Activity Report

Fire Department Staffing

Thanks to the continued prioritization and support of the Mayor and Council, as well as funding from Transaction Privilege Tax (TPT) revenues, the number of authorized sworn positions has continued to increase. The current number of authorized sworn positions increased by 157 on July 1, from 1,870 to 2,027.

The increase in authorized sworn positions is driving the department to move forward aggressively with accelerated recruit training academies to ensure these new roles are filled quickly and effectively. These academies are structured to align with the opening of new fire stations, the deployment of additional apparatus, and the procurement of critical equipment. In addition, supplemental sworn positions are being advanced to strengthen emergency transportation services (i.e., ambulances) across the City of Phoenix, addressing rising service demands and ensuring timely response to the community's needs.



Note: Report Data Through August 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	88
2024	1105	600	408	154
2023	1271	729	467	135
2022	1445	921	634	68
2021	1348	896	594	95

Online Recruitment Process

As of August 4th, the Phoenix Fire Department has officially transitioned from an in-person written exam to a fully online testing format for firefighter recruitment. The first online testing cycle has already been completed, with the application window running from August 4th to August 25th, and the online testing period closing on August 29th.

This process requires candidates to complete two separate exams: the PSA Exam (approximately 224 questions) and the Phoenix Fire Department Exam (100 questions based on the official study packet). Although written testing is now conducted online, the first and second round interviews still take place in person.

This new process will take place twice a year and is designed to offer greater flexibility and accessibility for applicants. By enabling remote testing over a longer window, candidates can better prepare and complete their exams at their convenience. The biannual schedule provides more frequent opportunities to apply, helping to streamline recruitment efforts and maintain a steady flow of qualified candidates for the department.



Note: Report Data Through August 31, 2025.

Firefighter Recruit Training

On September 5, the Fire Department graduated 45 new firefighters from class 25-2. 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	Graduated	09.05.2025
Recruit Class 25-3	Starts in October	47 Recruits	Graduating	01.09.2026

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	38	36,403	715,219
Instagram Recruiting	15	12,712	236,742
Facebook	31	12,244	481,404
X (Twitter)	17	455	38,620

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. For more information on upcoming events and outreach programs, visit the Fire Department website:

<https://www.phoenix.gov/administration/departments/fire/community-outreach.html>.

Note: Report Data Through August 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	7:27	6:02	9:41	9:20	17,430
District 2	8:23	6:39	10:26	10:37	12,138
District 3	7:29	5:54	10:02	9:02	19,243
District 4	6:32	4:55	7:49	8:15	26,327
District 5	6:51	4:47	8:55	9:00	17,603
District 6	7:30	5:51	9:43	9:32	16,167
District 7	7:28	5:59	12:14	9:46	22,983
District 8	7:06	5:34	11:48	8:57	28,921
Citywide	7:16	5:48	10:13	9:15	160,812

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

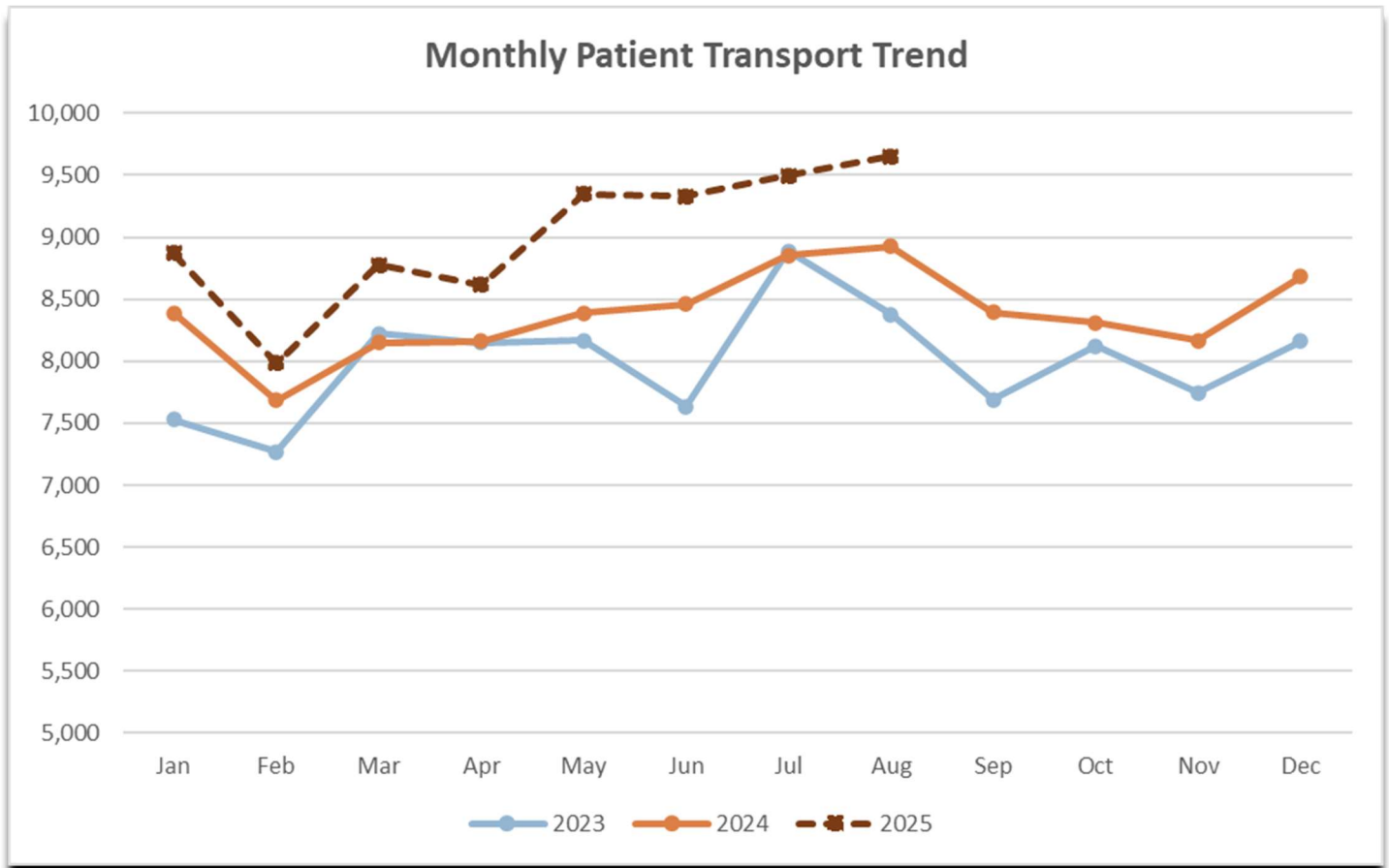


Note: Report Data Through August 31, 2025.

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 patient transports in August 2025 were 9,654, an 8.2 percent increase from the 8,926 transports recorded in August 2024.



Note: Report Data Through August 31, 2025.

