



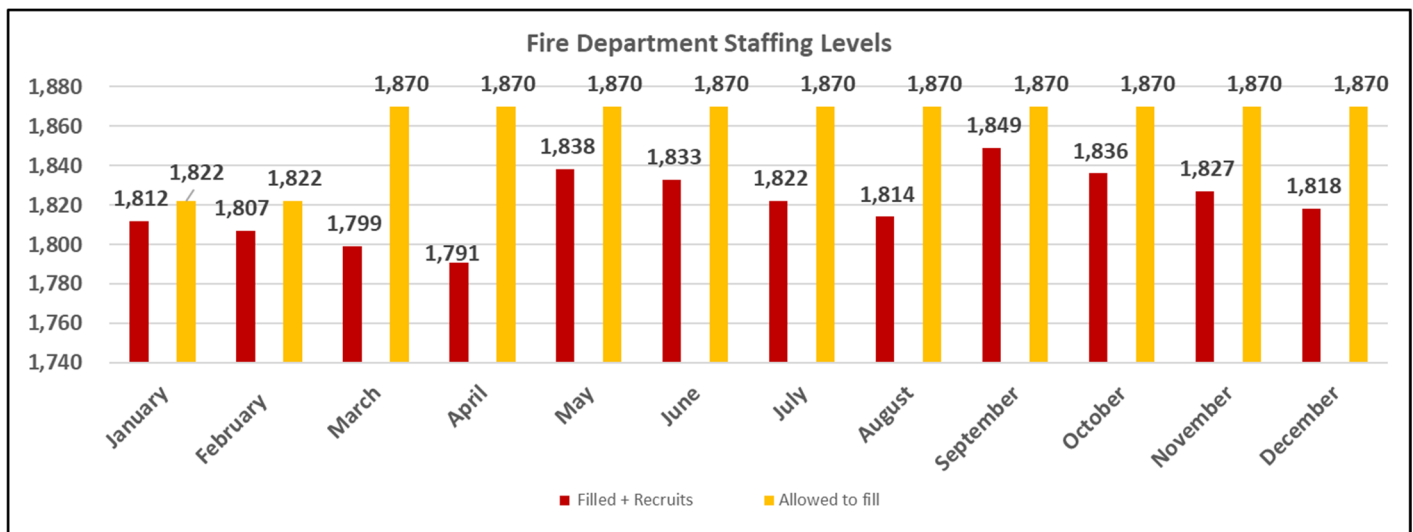
Phoenix Fire Department Staffing, Hiring and Activity Report

February 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 December 31, 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 five years.

Year	Applicants Invited	Applicants Tested	Applicants Passing Test	Recruits Trained
2025	1267	765	N/A	N/A
2024	1105	600	408	154
2023	1271	729	467	135
2022	1445	921	634	68
2021	1348	896	594	95

Fire Department Sworn Staff Demographic

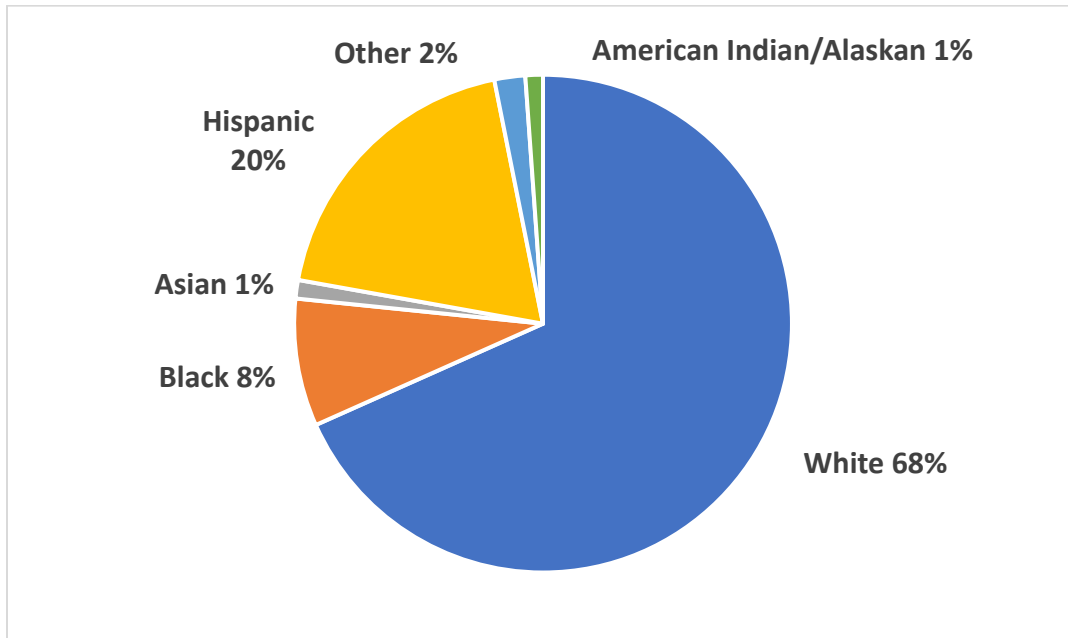
A founding principle of the Fire Department's recruitment and hiring efforts is that our membership reflects the diversity of our community. The Fire Department connects with various communities within the City of Phoenix and beyond through a collaborative approach that includes multiple affinity groups. 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%

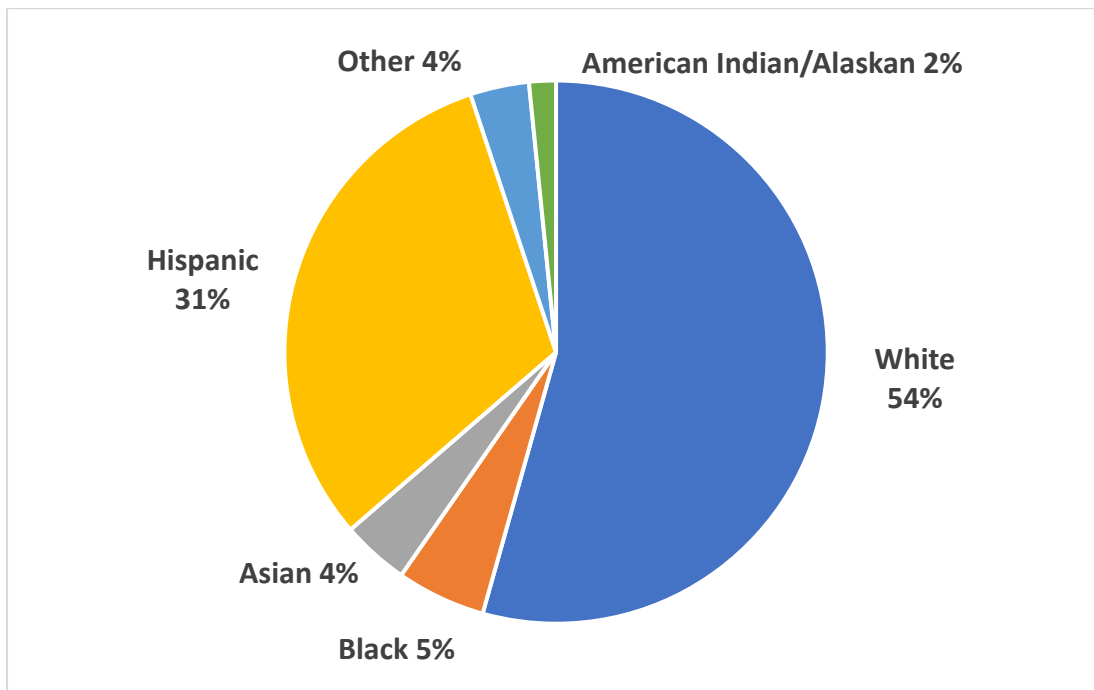
Note: Report Data Through December 31, 2024.



Phoenix Fire Department



Maricopa County



Note: Report Data Through December 31, 2024.



Response Times & Call Volumes

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) 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
NFPA Standard	5:00	5:20	9:20	10:00	
District 1	7:30	5:50	9:33	9:37	25,135
District 2	8:24	7:05	10:40	11:26	17,636
District 3	7:23	5:36	11:43	9:18	27,857
District 4	6:36	4:45	7:48	8:38	27,025
District 5	6:51	4:37	9:00	9:00	26,477
District 6	7:35	6:14	9:55	10:10	23,125
District 7	7:55	6:13	10:34	10:13	33,781
District 8	7:08	5:31	11:34	9:21	42,763
Citywide	7:23	5:42	10:11	9:38	233,799

Based on 90th percentile response times.

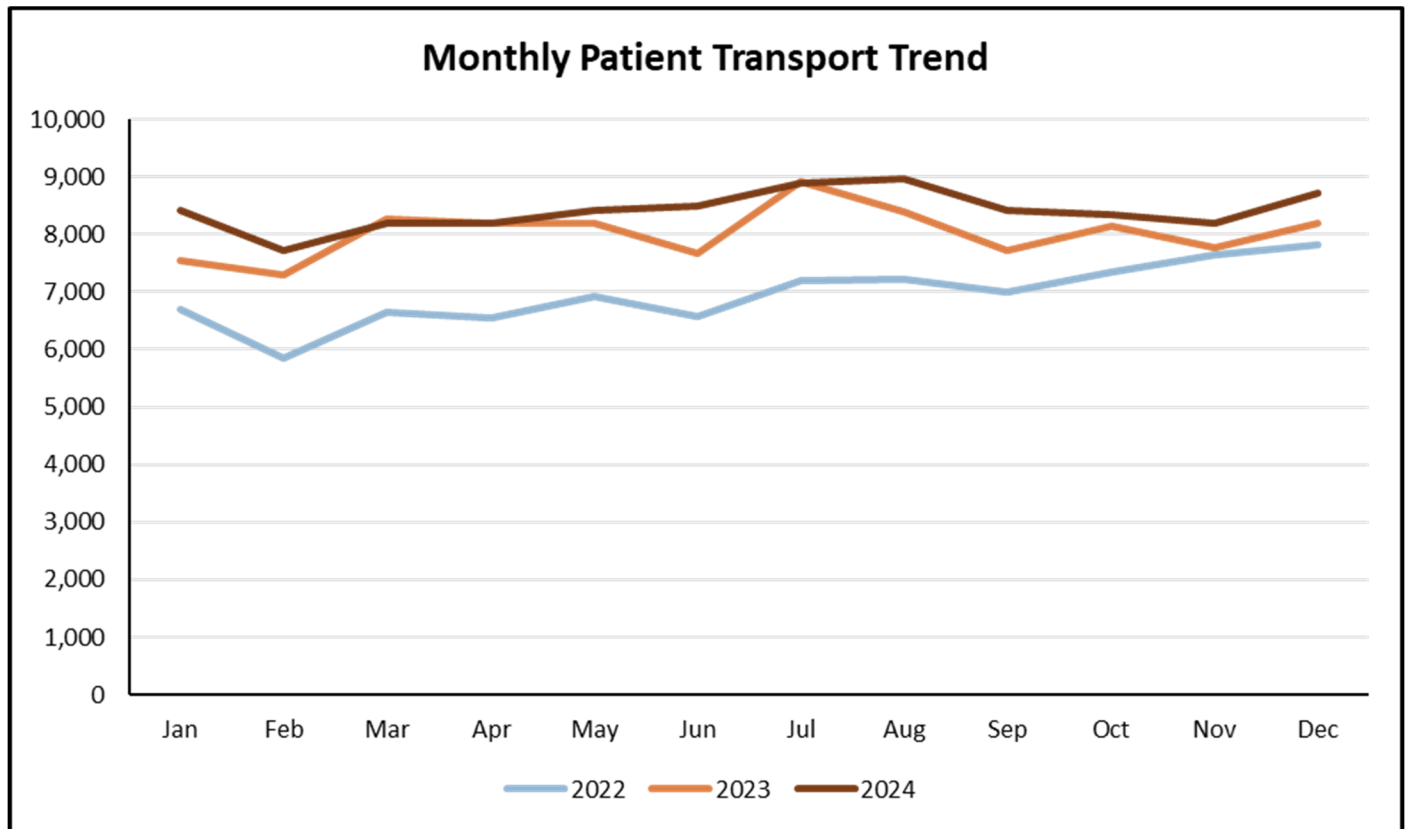
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Emergency Patient Transportation Activity

The Fire Department has been operating 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.

The total number of transports in December was 8,682, contributing to an overall total of 101,103 transports for the year 2024.



Note: Report Data Through December 31, 2024.

