

# MEMPHIS FIRE DEPARTMENT



PROVIDING THE RIGHT EMERGENCY RESPONSE  
PROMPTLY AND ACCURATELY EVERY DAY

**PURPOSE:** PROVIDING THE RIGHT EMERGENCY RESPONSE PROMPTLY AND ACCURATELY EVERY DAY

**VISION:** TO BE AN INNOVATIVE LEADER IN FIREFIGHTING, COMMUNICATIONS, FIRE PREVENTION AND EMERGENCY MEDICAL SERVICE DELIVERY

**MISSION:** TEAMWORK WITH A COMMITMENT TO EXCELLENCE, COMPASSION AND IMMEDIATE COMMUNITY PROTECTION

**VALUES:** FOCUS, INTEGRITY, RESPECT, EXCELLENCE



# ALL HAZARDS DEPARTMENT

- FIREFIGHTING
- EMERGENCY MEDICAL SERVICES
- VEHICLE ACCIDENTS
- HAZARDOUS MATERIALS
- TECHNICAL RESCUE – ROPE, TRENCH, CONFINED SPACE, STRUCTURAL COLLAPSE, WATER RESCUE
- NATURAL DISASTERS
- ACTIVE SHOOTER
- CIVIL UNREST

# 2022 CALLS FOR SERVICE

<u>Total Emergency Medical Incidents</u>	<u>134,564</u>
<u>Total Fire Incidents</u>	<u>24,875</u>
<u>Total Apparatus Responses</u>	<u>342,272</u>

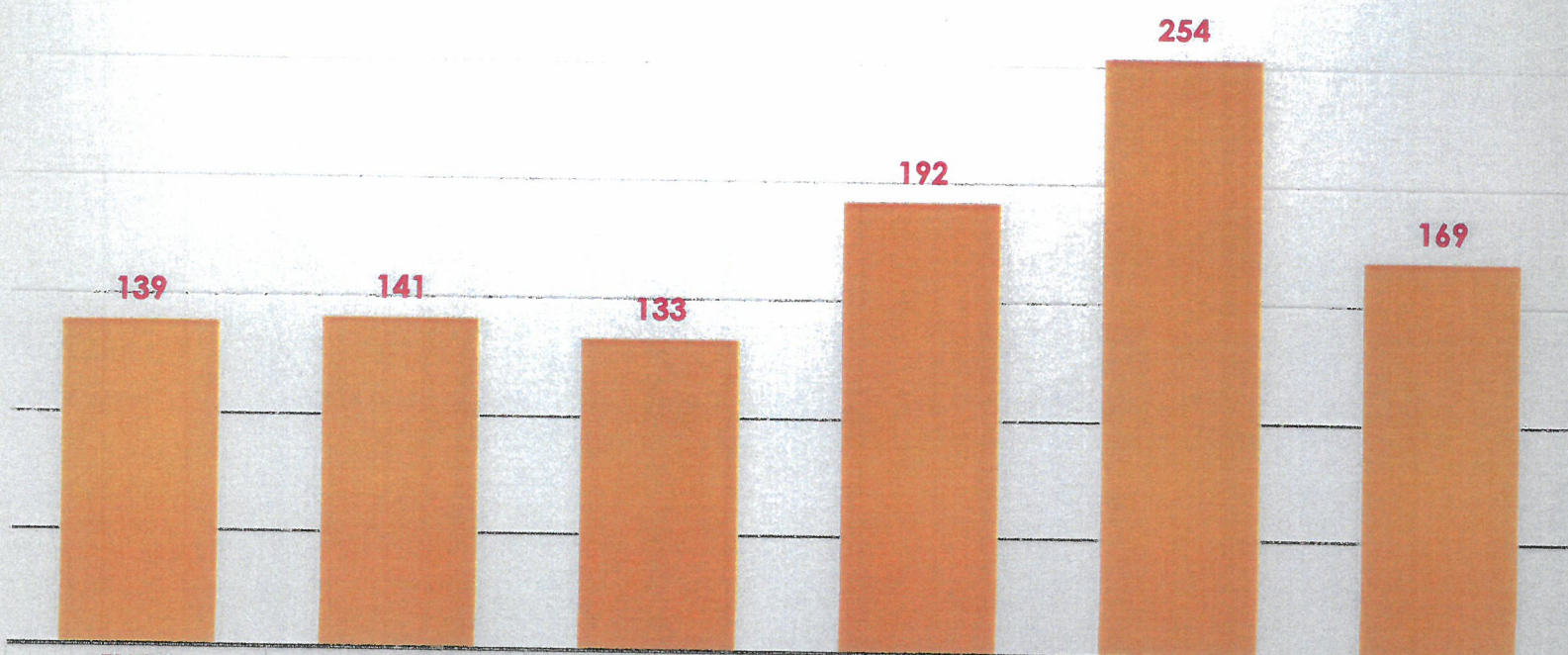


# STAFFING

- COMMISSIONED FIREFIGHTERS... 1,623
- CIVILIAN PERSONNEL..... 150
- TOTAL PERSONNEL..... 1,773

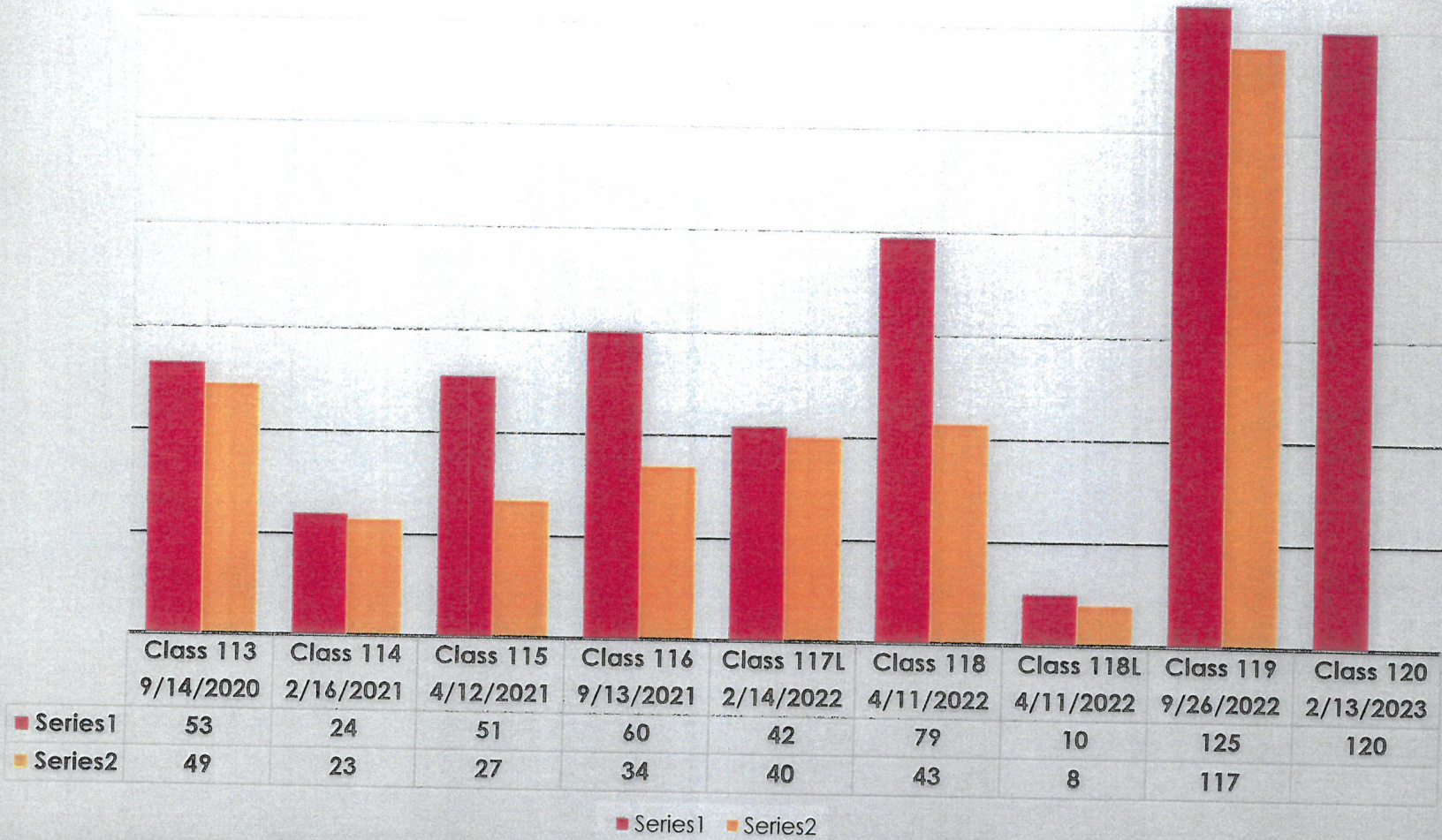
- CURRENT VACANCIES – 68
- 1058 SEPARATIONS SINCE FY18
- 65% OF COMMISSIONED COMPLEMENT

# Separations by Fiscal Year

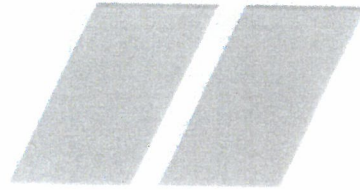


	<b>FY18</b>	<b>FY19</b>	<b>FY20</b>	<b>FY21</b>	<b>FY22</b>	<b>FY23</b>
■	139	141	133	192	254	169

## MFD Recruit & Lateral Classes

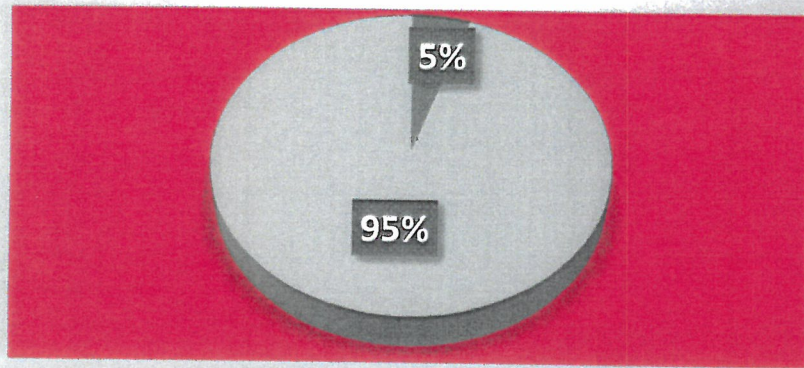


Series1 Series2



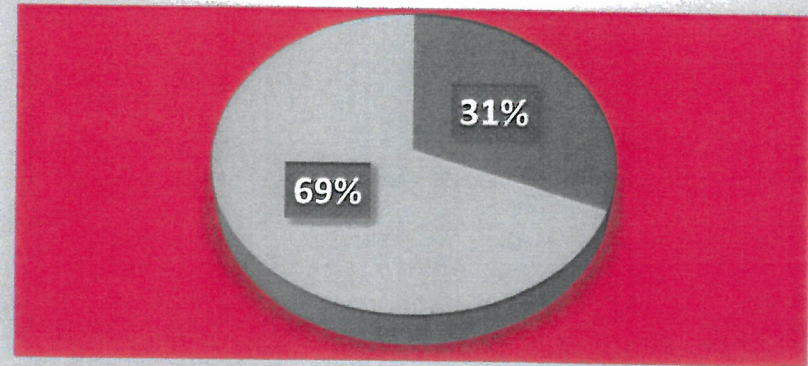
# GENDER DEMOGRAPHICS

## Firefighters

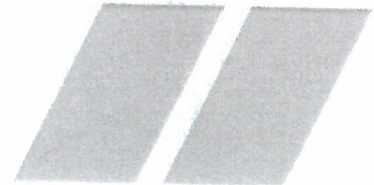


■ Women ■ Men

## Paramedics



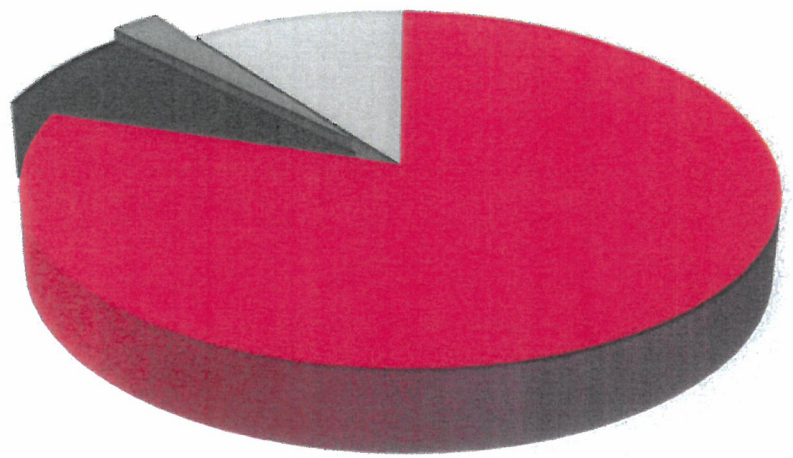
■ Women ■ Men







# Firefighters by Race/Ethnicity



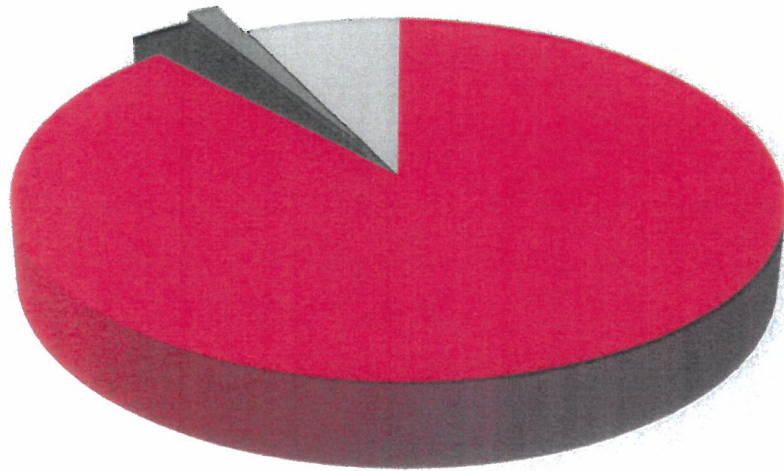
84.3%	White	8.9%	African American
2.6%	Asian	11%	Hispanic / Latino

<https://www.bls.gov/cps/cpsaat11.htm>






# Paramedics by Race/Ethnicity



94.7%  White

3.4%  African American

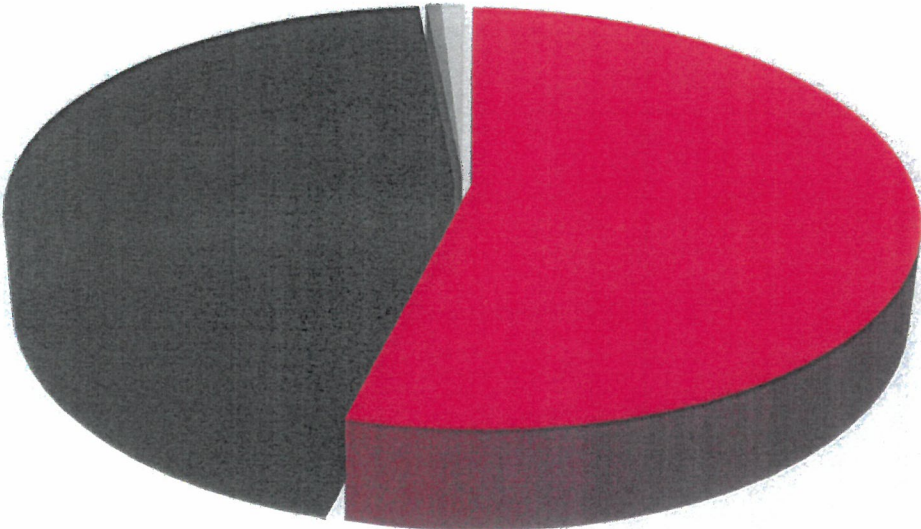
1.7%  Asian

8%  Hispanic / Latino





# Memphis Fire Demographics



53.8% ■ White      44.6% ■ African American  
.6% ■ Asian      1.0% ■ Hispanic / Latino

3.2% Women



# RECRUITMENT & RETENTION

- RETENTION BONUS PROGRAM – 9% FOR 2-5 YEARS
- RAISES
  - 3% IN FY22
  - 3% IN FY23
- HIRING INITIATIVES
  - LATERAL PROGRAM – HIRED FROM 37 DIFFERENT STATES
  - EMS LICENSURE RECRUITING
  - QUARTERLY CLASSES VS BI-YEARLY
  - HIRING BONUSES &/OR HOUSING ASSISTANCE
  - MFD RECRUITMENT TEAM & CENTER
    - FIRE COLLEGES – CA, AZ
    - CONFERENCES – FDIC, FRI, FIREHOUSE, WOMEN IN FIRE
    - REGIONAL EMS COLLEGES
  - MFD CADETS, EXPLORER & HERO PROGRAMS

# QUALITY ASSURANCE

- TRAINING
  - FIRE
  - EMS
    - ACCREDITED AGENCY
    - NEW MOBILE TRAINING LAB
- EXPAND QUALITY ASSURANCE TEAM
  - NEW STATE EMS GUIDELINES
- REVIEW DISPATCH PROTOCOLS

# WELLNESS INITIATIVES

- MENTAL WELLNESS
  - EAP AND INSURANCE
  - CRITICAL INCIDENT STRESS DEBRIEFINGS
  - TALKSPACE
  - THERAPY DOGS
- PHYSICAL WELLNESS
  - ON-DUTY PHYSICALS
  - REBOUND RECOVERY AND FITNESS
  - CARCINOGEN REDUCTION STRATEGIES
  - WELLNESS CENTER PROPOSAL COMING FY24 BUDGET