

**PHOENIX FIRE DEPARTMENT**  
**Volume 1 – Management Procedures**  
**FIELD INCIDENT TECHNICIAN**

<b>M.P. 104.02E</b>	<b>Date Revised: 06/2025</b>
This policy is for internal use only and does not expand an employee's legal duty or civil liability in any way. This policy should not be construed as creating a duty to act or a higher duty of care with respect to third-party civil claims against employees, the Phoenix Fire Department (PFD) or the City of Phoenix. A violation of this policy, if proven, can only form the basis for non-judicial administrative action by the employer in accordance with the laws and rules governing employee discipline.	
Related Policies:	

**PURPOSE**

This procedure defines the selection process for filling Field Incident Technician (FIT) vacancies. The FIT assignment will be a management-development position and will be awarded based on the criteria within this M.P. All assignments to this position will be made at the Fire Chief's discretion. Assignments will NOT be based on seniority. Assignments to FIT positions must be consistent with existing Volume I procedures.

All FIT assignments requests will be reviewed by the Shift Commander and the District Commander responsible for the respective Battalion. Final approval will be from the Assistant Chiefs of Operations and the Fire Chief.

**DEFINITION**

This is a management-development position. Positions will first be offered to members who are on the current Battalion Chief's promotional list; in ranking order. Operational consideration will be given to specialty Battalions.

**FILLING OPENINGS**

The criteria-selection for FIT positions are listed below in filling order:

- A. Members must be on the current Battalion Chief's promotional list.
- B. FIT openings will be offered in ranking order on the current Battalion Chief's promotional list.
- C. In the event that the current Battalion Chief's promotional list does not produce FIT candidates (all candidates are committed to another position), management may consider those candidates that participated in the current Battalion Chief's promotional list but did not place on the published list.
- D. In the event that the current Battalion Chief's promotional list does not produce FIT candidates (all candidates are committed to another position), management may consider Captains that did not participate in the current Battalion Chief's promotional process, but have an interest in, and are committed to participating in the next Battalion Chief's promotion process. These candidates must have 4 years of experience working and managing crews in Operations.

## **REQUIREMENTS FOR FIT POSITIONS**

- A. Must have a valid and current driver's license and a history of good driving.
- B. Must have a good understanding of all PFD M.P.'s and especially MP 205.08, Driver Safety.
- C. Able to conduct training exercises.
- D. Able to develop and manage various programs associated with Battalion and Department training
- E. Strong and effective communication skills.
- F. Strong administrative competency to include necessary computer literacy.
- G. Special certifications (HazMat, TRT, ARFF) will be considered for those Battalions that require such certification.

## **EXCLUSIONS**

- Those who have not completed their 6-month obligation to an assignment will not be considered.
- Members who have a permanent assignment and have been a FIT for more than 12 consecutive months, or a total of 12 months in any 18-month period will have their assignment rights to that assignment revoked or must return to their permanent assignment prior to the 12-month deadline.
- Members who are awarded a position on an ARFF unit will not be eligible for a FIT position until they have satisfied their 2-year obligation to the ARFF position as detailed in their ARFF Letter of Commitment.
- Members who are trained under and awarded a Special Operations certification (TRT and/or Hazardous Materials) will not be eligible for a FIT position until they have satisfied their 2-year obligation to the Special Operation's company or position in which they are assigned, as stated in the Special Operations Letter of Commitment.