

PHOENIX FIRE DEPARTMENT
VOLUME 1 – Operations Manual
Seniority
MP104.02F 10/20-R

Purpose

The purpose of this policy is to outline the seniority formula for all sworn members of the Phoenix Fire Department. Included in the policy are tie-breakers for each respective rank/classification.

SENIORITY FORMULAS

Recruit Class Seniority

1. Fire Recruit Classification date
2. City of Phoenix employment date (DOH)
3. Firefighter Classification date
4. Overall percentage of Firefighter Recruit written test scores combined with an overall percentage of successful phase 3 skills evaluations
5. Recruit interview (employment) score final
*If a tie exists after steps 1-5, utilizing City of Phoenix Tie Breaker Criteria will begin
6. Recruit entrance exam score (written) (final eligible list score)
7. Total unpaid leave (excluding FMLA, military leave, and furlough)
8. City of Phoenix resident
9. “not-met” PMG in the previous 12 months OR discipline in personnel file (i.e. written reprimand/suspension)
10. Job application date for current job class

Firefighters (Vacation and Station assignment)

1. Classification date
2. City of Phoenix Employment date (DOH)
3. Recruit Class Seniority

Engineer (Vacation)

1. Promoted Classification date
2. City of Phoenix Employment date (DOH)
3. Placement on Promotional list

Engineer (Station Assignments)

1. Placement on Promotional list

Captain (Vacation)

1. Promoted Classification date
2. City of Phoenix employment date (DOH)
3. Placement on promotional list

Captain (Station Assignments)

1. Placement on Promotional list