



City of Alexandria

Update: Alexandria Fire Department

City Council Legislative Meeting

July 1, 2025





Summary

- **REQUEST**
 - ▶ Update on Alexandria Fire Department
- **COUNCIL GUIDANCE**
 - ▶ No Council action requested or required
- **KEY ELEMENTS OF THE DISCUSSION**
 - ▶ Operations and Staffing Overview
 - ▶ FY2025 Highlights and Accomplishments
 - ▶ FY2026 Planning & Future Goals



Operations & Staffing

- **9 Fire stations**
 - ▶ Landmark Station
- **Response Model**
 - ▶ 9 Engines
 - ▶ 3 Trucks
 - ▶ 6 Transport Units
- **Staffing**
 - ▶ 347.50 FTEs
 - ▶ Operations – 300
 - ▶ Administration – 47.5





Calls for Service

Incident Summary	CY 2023	CY 2024	Annual % +/-	CY 2020	5-Year % +/-
Total Incidents (includes mutual aid)	28,042	28,133	0.30%	21,318	32.00%
Type Summary	CY 2023	CY 2024	Annual	CY 2020	5-Year
Medical & Rescue Incidents	20,732	20,604	-0.60%	15,263	35.00%
Fire & Alarms	4,204	4,330	3.00%	3,582	20.90%



2024 Resident Survey

- Received high public satisfaction ratings in Public Safety
- 90% for overall quality of fire services
- 89% ambulance or emergency medical services



Improved Employee Morale

- **Communication**
- **Transparency & trust**
- **City administration investments and support**
- **Improvement in attrition rate**
- **Improvement in vacancy rate**



Achieved CFAI Accreditation

- AFD former chiefs had a hand in initial concept of an independent body to enhance U.S. fire service
- On-going process – Annual Compliance Reports





Advancement Opportunities



- Promoted 40 employees in FY 2025



New Work Schedule

- CBA between the city and Local 2141 required the implementation of a 50-hour work week by July 31, 2025

4 Shift - 50-Hour Schedule with Debit Day (additional scheduled day)

June 2025						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

July 2025						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2025						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Shift cadence with Debit Day schedule once every 3 - 4-day breaks:

W	O	O	W	O	O/D	O/D	O
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FY2026 Planning & Future Goals

- Better management of overtime and holdovers
- Successful submission of our accreditation annual compliance report
- Improve department ISO rating from 2 to 1
- Maintain full staffing levels
- Decrease and maintain attrition rate at 1 per month



Thank You

Questions and Comments

