



2024



ANNUAL REPORT



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LETTER FROM THE FIRE CHIEF

Dear Residents of El Paso, City Leaders, and Valued Stakeholders,

It is my distinct honor and privilege to present the 2024 Annual Report for the El Paso Fire Department (EPFD) a reflection of our continued evolution, achievements, and unwavering commitment to safeguarding the people of this extraordinary city.

Over the past year, our department has advanced on every front, driven by a shared mission to protect lives, property, and the well-being of our community. From emergency operations to strategic innovation, our team of over 1,100 professionals has once again demonstrated what it means to serve with excellence.

Among our proudest accomplishments in 2024 was the launch of the Fire STAR Air Medical Program, which significantly enhanced our regional pre-hospital care capabilities. We advanced firefighter health and safety with the Gear Exchange (GX1) initiative, modernized our fleet with 22 new emergency vehicles, and introduced new uniforms with a redesigned patch that reflect our identity. Additionally, the implementation of the First Due Records Management System streamlined operations and strengthened emergency readiness.

These advancements are supported by our sustained excellence in service delivery, as reflected by our ISO Class 1 Rating and CFAI Accreditation prestigious benchmarks that place us among the top fire departments nationwide. In 2024, EPFD responded to over 104,000 incidents, saving more than \$413 million in property, and earning a place among NAFA's 100 Best Fleets in America.

But none of this would be possible without the steadfast support of our City leadership and elected officials. I extend my heartfelt gratitude to the Mayor, City Council, and City Manager's Office for their continued investment in public safety and their trust in our mission. Your leadership empowers us to pursue excellence and deliver results that matter.

To the people of El Paso, thank you for believing in us. Your partnership, support, and resilience inspire everything we do. Whether through community outreach, safety education, or a simple wave as our crews pass by, your engagement affirms that we are truly in this together.

Lastly, to the men and women of the El Paso Fire Department: You are the beating heart of this organization. Whether battling flames, delivering emergency care, conducting life-saving inspections, or mentoring the next generation, you serve with integrity, skill, and compassion. You are the reason we continue to set the standard for public safety across Texas and the nation.

As we look to 2025, we do so grounded in our legacy, strengthened by innovation, and united by purpose. Together, we will continue to honor our past and shape the future one call, one act of service, one life at a time.

With deepest respect and appreciation,

Sincerely,



Jonathan P. Killings
Fire Chief





HONORING THE PAST, SHAPING THE FUTURE

The El Paso Fire Department has a rich history rooted in the spirit of service and excellence. Founded in 1882, the department began as a volunteer brigade formed by dedicated citizens committed to protecting their neighbors from the ever-present threat of fire in a growing frontier town.

Over the decades, the EPFD evolved into a professional, modern fire service organization, adapting to the needs of a rapidly expanding urban environment. Today, the department stands as a beacon of safety and preparedness for the residents of El Paso, Texas. The department is staffed by over 1,100 highly trained professionals in both uniformed and civilian positions. It operates 36 fire stations strategically located across the city to ensure rapid response times and comprehensive coverage.

The department's fleet includes fire suppression apparatus, ambulances, and specialized units designed for hazardous materials response, technical rescues, and airport fire/rescue. As an all-hazards department, the EPFD is prepared to handle a wide range of emergencies. Its exceptional performance has earned it an ISO Class 1 rating, the highest possible designation for fire departments, signifying superior fire protection and emergency response capabilities. Additionally, the department is accredited by the Center for Public Safety Excellence (CPSE), a testament to its dedication to excellence, accountability, and continuous improvement.

In addition to fire suppression and emergency medical response, the EPFD provides a diverse array of services aimed at enhancing community safety and well-being. These services include emergency management, public education initiatives, fire prevention inspections, and community risk reduction programs. The department also engages in extensive outreach efforts, offering CPR training, smoke alarm installation programs, and school visits to teach fire safety to young learners. Each of these services reflects the EPFD's unwavering commitment to protecting lives and property while simultaneously fostering a culture of safety.

Looking to the future, the EPFD is focused on innovation and continuous improvement. Strategic initiatives include integrating advanced technology for incident management and expanding training opportunities for personnel to meet evolving challenges. Moreover, the department remains committed to strengthening its ties with the community through increased engagement, transparency, and collaboration with local organizations.

At its core, the El Paso Fire Department is more than a fire and emergency response organization; it is a cornerstone of the community. Guided by its mission to safeguard the health and well-being of El Paso's residents, the EPFD continues to embrace the challenges of tomorrow with resilience, innovation, and an enduring dedication to service.

EMBRACING INNOVATION: THE NEW EPFD

This year, the EPFD has embraced exciting changes that reflect its commitment to progress and excellence. With new uniforms, a state-of-the-art helicopter, new cutting-edge firetrucks, a refreshed department logo, and an ambitious administration, these advancements symbolize a new era of innovation and growth.

As leaders in the fire service, embracing change isn't just about adapting to new technologies or tactics; it is about continuously evolving to meet the ever-changing needs of our community. Change pushes us to innovate, refine our practices, and invest in our most valuable resource—our people. It is also a reminder that growth comes from being open to new ideas, learning from past experiences, and fostering a culture of adaptability.

NEW UNIFORM ROLLOUT

In 2023, the department formed a uniform committee comprised of members from across the department to analyze feedback on the current uniform and explore better options. The committee focused on improving several key areas, including the time it took to receive new polo shirts, primarily due to delays in embroidery, and the desire for members to wear their badge more frequently than just at ceremonies.

After trialing several different versions from multiple vendors, committee members wore the uniforms to gather firsthand feedback on comfort and functionality, while also showcasing them to the department for additional input. After months of analysis, a new uniform was selected and sent for approval by the Fire Chief.

The new uniform officially rolled out department wide in 2024. It features a comfortable, easily customizable top, with Velcro name and rank tabs, a zipper front, and ventilation ports for improved air circulation. The pants combine a professional look with tactical functionality, including a stretchy waistband for greater mobility. This updated uniform balances professionalism, comfort, and practicality—addressing the department's needs and feedback.



REDESIGNED EPFD LOGO

In 2023, the Uniform Committee began the important task of modernizing our department's uniforms, starting with one of our most meaningful symbols: the patch. The process began by gathering feedback directly from our firefighters, and the message was clear—they wanted a patch that better reflected the values, mission, and broad scope of today's El Paso Fire Department.

After months of collaboration and design iterations, the final version was unanimously approved and met with overwhelming support. The new patch features "El Paso" at the top, representing the community we serve, while the red, white, and blue background honors our state, nation, and unity. The Maltese Cross symbolizes our core roles in Fire, Rescue, EMS, and 911, and the Star on the Franklin Mountains at the center serves as a symbol of home and resilience. Anchoring it all is the year 1882, a tribute to our department's proud history. This patch is more than just a uniform emblem—it's a daily reminder of our identity, legacy, and the honor we carry into every call.

ENHANCED EMERGENCY FLEET

This year marked another major milestone for the department with a significant refresh of our emergency operations fleet. In alignment with NFPA (National Fire Protection Association) recommendations, which call for the replacement of aging emergency vehicles to ensure continued operational readiness, the department welcomed 22 new rigs into service over the course of the year. Some of these units are already actively serving the community, while others are currently being outfitted with state-of-the-art medical equipment to provide the highest level of care to the region.

As part of this modernization, we embraced a bold new design for our fleet: a fresh change to reflect the department's evolving identity. The introduction of a gray and red color scheme was both purposeful and powerful—evoking strength, professionalism, and a sleek, contemporary look.



A unique and meaningful detail was also added: the iconic star on the mountain, a nod to El Paso's distinctive landscape and a design element exclusive to our city. Additionally, we updated the typography on the rigs, refining the wording for greater clarity and visual impact, ensuring it stands out proudly on every emergency vehicle. These updates are more than cosmetic—they reflect who we are, where we're headed, and our deep pride in serving the El Paso community with excellence.

GEAR EXCHANGE CONCEPTION

The Gear Exchange (GX1) Pilot Program, launched in January 2025, marks a major advancement in firefighter health and safety for the El Paso Fire Department. Replacing the former Structural Firefighting Protective Clothing (SFPC) loaner program, GX1 is a proactive, safety-driven initiative designed to reduce firefighter exposure to products of combustion and other hazardous substances encountered during emergency operations.

Housed at Fire Station 35 (Battalion 6) and staffed 24/7 with a dedicated GX1 firefighter on each shift, the program utilizes a mobile SFPC exchange unit that responds directly to incident scenes. GX1 is automatically dispatched to all Condition II Fire and Hazardous Materials incidents, ensuring that firefighters have immediate access to clean structural firefighting coats and pants while their contaminated gear undergoes advanced cleaning.

The GX1 process includes the collection, exchange, laundering, inspection, documentation, and reissuance of protective gear, enabling a seamless transition back into service. By prioritizing rapid gear replacement and decontamination, GX1 significantly enhances occupational safety, operational readiness, and long-term health protection for El Paso's firefighters.



FIRE STAR

The Fire STAR program is a public-private partnership developed to provide air ambulance services to West Texas and Southern New Mexico. In February 2023, Air Methods Corporation (AMC) approached the El Paso Fire Department (EPFD) with a vision to bring an air asset to the region. As part of its Alternative Delivery Model (ADM), AMC began collaborating with local fire departments to offer air ambulance services through a neutral provider. This innovative approach has enhanced the EPFD's ability to deliver advanced pre-hospital care and set a new standard for similar departments nationwide.

Between July 2023 and May 2024, EPFD and AMC collaborated to establish operational capabilities. Nine EPFD paramedics were selected for Critical Care training, which included a week of didactic and simulation-based instruction in Denver, followed by a preceptorship in Las Cruces. After rigorous evaluation on real incidents, the paramedics were certified to serve as full members of the flight team.

Now averaging over 40 transports per month—including 911 responses and interfacility transfers—Fire STAR is temporarily based at Atlantic Aviation. Plans are underway to complete the outdoor remodeling of Fire Station 35, which will include a helipad and serve as the permanent base of operations.



EPFD AT A GLANCE

948
UNIFORMED

153
PROMOTIONS

42
RETIREMENTS

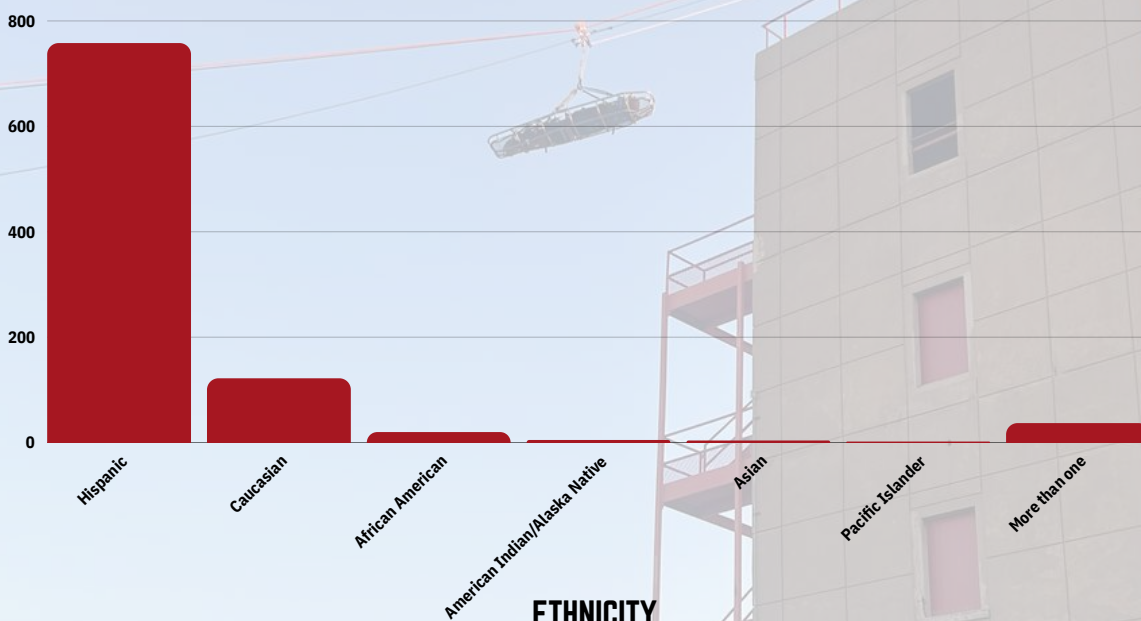
9
SEPARATIONS

GENDER

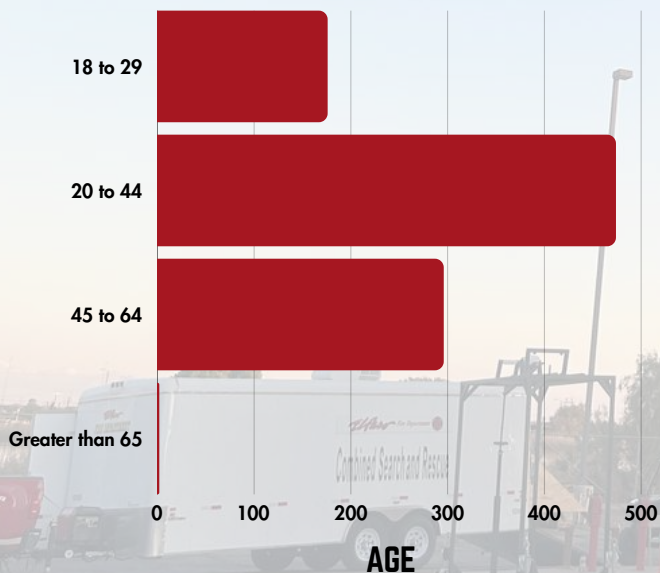
928 MALE



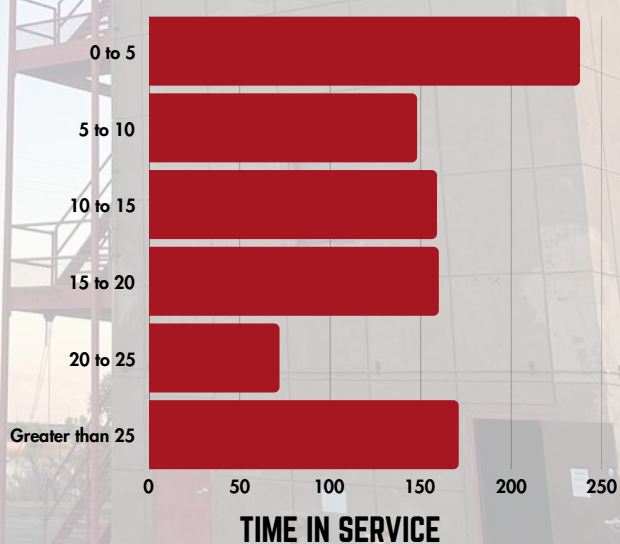
20 FEMALE



ETHNICITY



AGE



TIME IN SERVICE

EPFD
CIVILIAN
WORKFORCE

241
EMPLOYEES

9
RETIREMENTS

26
SEPARATIONS

FIREFIGHTER COST BREAKDOWN

HELMET

\$460

HOOD

\$100

COAT

\$1,650

GLOVES

\$127

PANTS

\$1206

BOOTS

\$500

RADIO KIT

\$13,190

SCOTT AIR PACK

\$10,500

DEPARTMENT ACCOLADES

BEST FLEETS IN AMERICA

The El Paso Fire Department has emerged as one of NAFA's 100 Best Fleets in America, setting a high standard for excellence in emergency response and fleet management. With its strategic location along the U.S.-Mexico border, the department plays a crucial role in ensuring the safety and well-being of both local residents and international travelers. The El Paso Fire Department ranked 56 out of all fleets considered across the country.

Through meticulous planning and a commitment to advancement, the El Paso Fire Department has built a fleet that is second to none. Equipped with state-of-the-art vehicles and cutting-edge technology, our fleet stands as a shining example of efficiency and innovation in the face of emergencies. Highly skilled technicians and expert personnel make EPFD a shining example of excellence in emergency response, ensuring the well-being of the El Paso community and beyond.

The department's commitment to excellence extends beyond its fleet management. The firefighters and first responders of the El Paso Fire Department are highly trained professionals, constantly honing their skills to provide the best possible service to the community. Their dedication and expertise have earned them the reputation of being one of NAFA's best emergency response teams.

In conclusion, the El Paso Fire Department's status as one of NAFA's best fleets is a testament to their unwavering commitment to public safety, innovation, and environmental stewardship. Their remarkable fleet and highly skilled personnel make them a shining example of excellence in emergency response, ensuring the well-being of the El Paso community and beyond.



DEPARTMENT ACCOLADES

ISO CLASS 1

An ISO Class 1 rating for a fire department refers to the highest possible rating given by the Insurance Services Office (ISO), an independent organization that evaluates and rates fire protection capabilities of fire departments in the United States. The ISO uses a scale ranging from Class 1 to Class 10, with Class 1 being the most superior rating.

The ISO rating is based on several factors, including the fire department's emergency communications system, water supply, and the resources and training available for fire suppression. It assesses the fire department's ability to respond to and effectively handle structure fires. Achieving an ISO Class 1 rating indicates that the fire department has demonstrated exceptional capabilities in these areas.



CFAI ACCREDITATION

The Commission on Fire Accreditation International is dedicated to assisting the fire and emergency service agencies throughout the world in achieving excellence through self-assessment and accreditation to provide continuous quality improvement and the enhancement of service delivery to their communities. The CFAI process provides an agency with an improvement model to assess their service delivery and performance internally, and then works with a team of peers from other agencies to verify and validate their completed self-assessment.

The El Paso Fire Department maintained Reaccredited Agency status through 2025. The EPFD is one of more than 300 agencies to achieve Internationally Accredited Agency status with the CFAI and the Center for Public Safety Excellence, Inc. EPFD is also one of only 12 fire departments serving a population of over 500,000 with both ISO Class 1 Rating and CFAI accreditation.





Medal Day



MEDAL DAY

THE HISTORY BEHIND MEDAL DAY

The El Paso Fire Department's Employee Recognition Program, established in 2009, is a key initiative designed to honor and celebrate the outstanding achievements of both uniformed and non-uniformed personnel. Recognizing the importance of fostering a culture of appreciation and excellence, the program has been integrated into the department's Strategic Plan under the goal to "Increase employee recognition through the Awards Program." The program is inclusive, allowing for recognition not only of internal staff but also of community members who have made meaningful contributions to the Fire Department's mission. Medal Day requires extensive collaboration between the Professional Standards Office, the Public Information Office, and Local 51 to host a cohesive and successful event.

A wide range of awards are presented throughout the year, acknowledging exemplary conduct, professional development through formal education and certifications, participation in specialized teams, administrative excellence, and service during emergency deployments—both local and out-of-town. At the heart of this program is the annual Medal Day Ceremony, a formal event that highlights the dedication and heroism of department personnel. This ceremony also serves as an opportunity to engage elected officials and community leaders, offering them a first-hand look at the individuals who uphold the values and mission of both the City of El Paso and its Fire Department. Through this program, the department continues to promote a strong sense of pride, motivation, and commitment among its workforce.

2024 EXEMPLARY WINNERS

- **Deputy Chief Frank Reyna**, Fire Chief's Award
- **Battalion Chief Jorge Cortez**, Fire Chief's Award
- **Public Safety Communicator Brandie Gandara**, Fire Chief's Award
- **EPFD Water Rescue Team**, Unit of the Year
- **Robert Saavedra**, Civilian of the Year
- **FST Mike Torres**, Firefighter of the Year

EL PASO ASSOCIATION OF FIREFIGHTERS: LOCAL 51



ADVOCATING FOR THE MEN & WOMEN OF THE DEPARTMENT

Since 1918, the El Paso Firefighters Association, IAFF Local 51, has stood as a steadfast advocate for the men and women of the El Paso Fire Department. With a legacy rooted in service, unity, and progress, the union has consistently championed the wellbeing, rights, and professional development of its members. Today, Local 51 continues to play a vital role in shaping the future of the fire service in El Paso, maintaining a strong membership base and working collaboratively with department leadership and city officials.

This partnership has fostered meaningful initiatives that serve both firefighters and the broader community. Among these are signature programs like Fire Fest, held annually each October, which invites the community to engage with their fire service in a fun and educational environment. The union also supports internal wellness through the Peer Support and Chaplain Programs, recognizing the emotional demands of the profession and providing resources for mental health and spiritual care. Events like Medal Day shine a light on the valor and commitment of our firefighters, while the Employee Assistance Program supports members through personal and professional challenges. Local 51 also helps maintain the vital relationship that allows our fallen members to be honored and memorialized at the regional Firefighters Memorial site located outside the city.

As we move forward, the relationship between the El Paso Fire Department and Local 51 remains grounded in mutual respect, transparency, and a shared mission of protecting and uplifting those who serve. Together, we continue to build a stronger, more resilient workforce—one that values tradition while embracing innovation, and one that will carry the legacy of fire service excellence well into the next generation.



HONOR GUARD & PIPES AND DRUMS

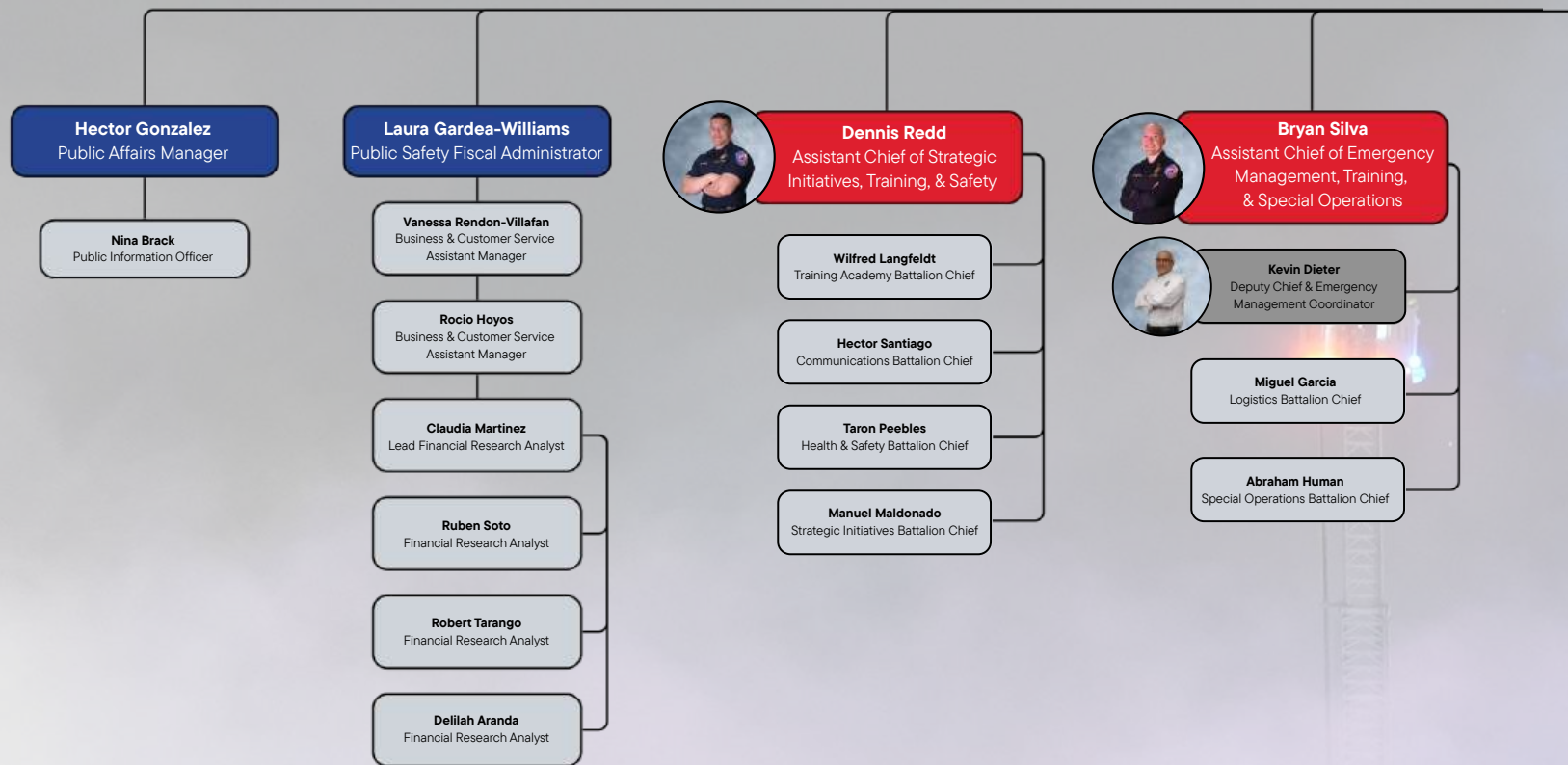
ROOTED IN TRADITION

The Pipes & Drums and the Honor Guard of the El Paso Fire Department play a vital ceremonial and symbolic role, representing the department with dignity, pride, and respect at official functions. The Pipes and Drums unit performs traditional bagpipe and drum music, often rooted in firefighter and military customs, during solemn events such as funerals, memorial services, and dedications, providing a powerful and emotional tribute to fallen firefighters and their families. Meanwhile, the Honor Guard maintains a highly disciplined and precise presence at these same events, presenting and posting flags, standing vigil, and performing ceremonial duties that uphold the highest traditions of honor, integrity, and respect. Together, these units serve as a visible and moving representation of the department's commitment to its members, both past and present, and to the community it serves.



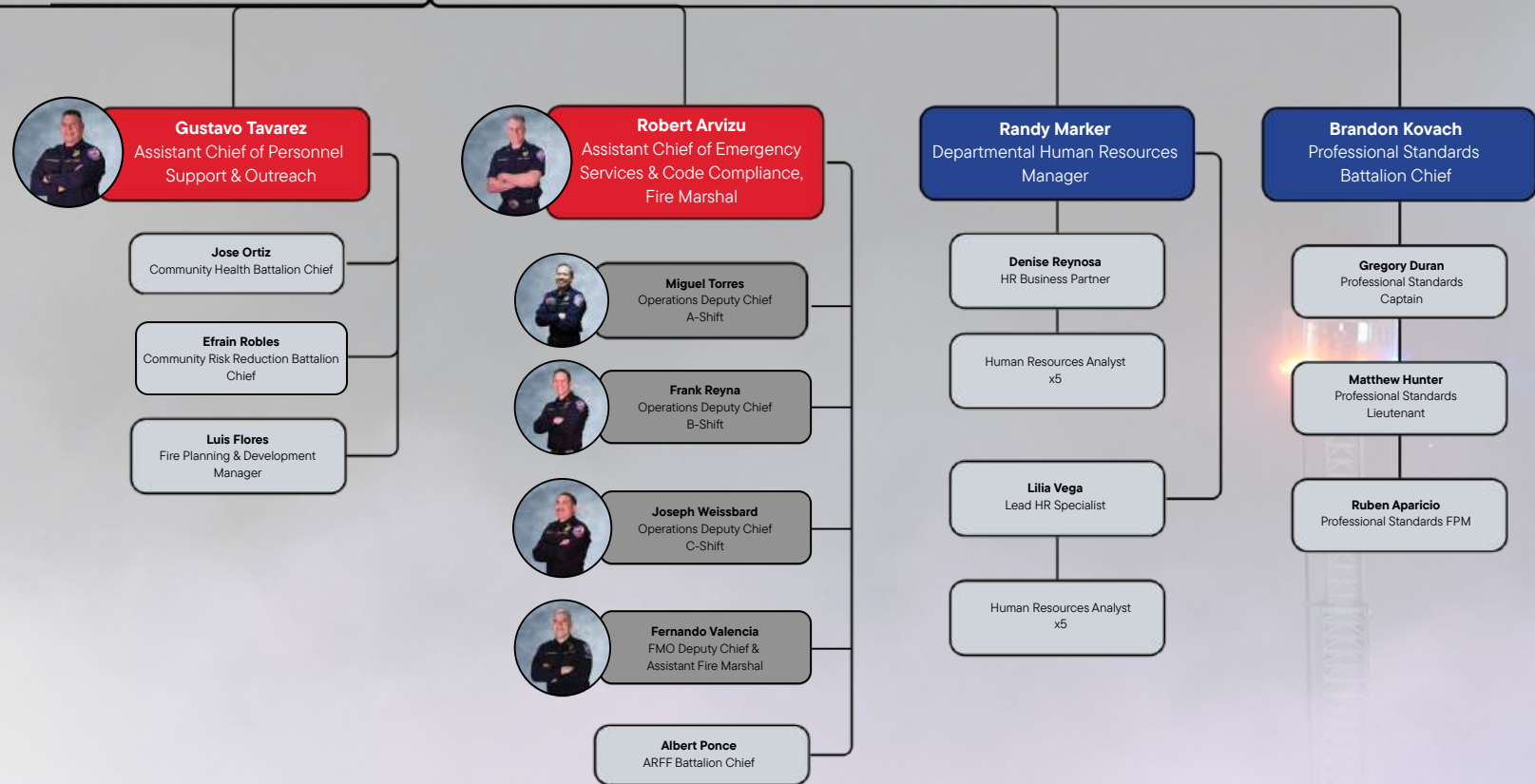


EPFD ORGANIZATIONAL CHART





Jonathan P. Killings
Fire Chief





EL PASO FIRE DEPARTMENT ADMINISTRATION

Jonathan Killings

Fire Chief

Dennis Redd

Assistant Chief of Strategic Initiatives, Training, & Safety

Gustavo Tavaréz

Assistant Chief of Personnel Support & Outreach

Bryan Silva

Assistant Chief of Emergency Management, Support, and Special Operations

Robert Arvizu

Assistant Chief of Emergency Services & Code Compliance, Fire Marshal

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ABOUT US

The Office of the Director serves as the executive leadership hub of the El Paso Fire Department (EPFD) and is led by Fire Chief Jonathan Killings. As the department's highest-ranking official, Chief Killings is responsible for setting strategic direction, overseeing departmental operations, and ensuring the delivery of high-quality emergency services across the City of El Paso. Reporting directly to the Fire Chief are four Assistant Chiefs, each tasked with managing one or more of the department's major divisions, including Operations, Emergency Medical Services, Logistics, Special Operations, Training, Prevention, and Support Services. This leadership structure allows for comprehensive oversight and coordination across the wide array of responsibilities the department fulfills daily.

Supporting the Office of the Director are three dedicated administrative professionals who play a vital role in maintaining the department's day-to-day functionality. These staff members manage a broad range of essential administrative duties—everything from internal communications and personnel coordination to facilitating information and data requests. Their work ensures that the department runs efficiently and that leadership has the support needed to focus on mission-critical priorities. Together, the Office of the Director exemplifies a commitment to service, leadership, and operational excellence, driving the El Paso Fire Department's continued success in protecting and serving the community.

Another facet of the EPFD reporting to the Office of the Director, is the **Public Information Office (PIO)**. The PIOs for the El Paso Fire Department play a vital role in managing the department's communications, both internally and with the public. The PIO is responsible for crafting and disseminating accurate, timely information through press releases, media briefings, social media, and community outreach. This office also coordinates media responses during emergency incidents, promotes public safety campaigns, and highlights departmental achievements and events. By maintaining transparent and effective communication, the PIO helps build public trust and keeps the community informed and engaged with the mission and work of the El Paso Fire Department.



**EL PASO
FIRE
DEPARTMENT
TRAINING
ACADEMY**



HUMAN RESOURCES & PAYROLL



ABOUT US

Fire Human Resources and Payroll program provides human capital management, information guidance, and support services for the department and its employees to recruit and maintain a resilient and capable workforce. The program maintains accurate and efficient processes and fosters a culture of continuous improvement and excellence, we aim to empower and support our workforce to achieve their highest potential.

2024 PROGRAM HIGHLIGHTS

Streamlined Recruitment & Onboarding:

- Increased recruitment cycles for the Public Safety Communicator Trainee from 4 to 6 per fiscal year in collaboration with EPPD.
- Expanded class sizes to meet growing operational needs.
- Successfully established a Certified EMT Trainee position and launched its first recruitment cycle.

Efficient Recruitment & Hiring:

- Processed over 30 civilian recruitments and 5 uniform recruitments, including three assessment centers.
- Hired 147 civilian personnel and 148 uniformed members through academy graduations and promotions.
- Completed 2 Fire Trainee recruitments for Firefighter and Certified EMT positions.

Operational Support:

- Processed 1,000+ payroll data changes and incentive requests to maintain operational accuracy.
- Contributed to the development and implementation of the Uniform Pregnancy and Maternity Policy.
- Collaborated with ORD, Central HR, and IT on the successful rollout of the First Due scheduler.

Strategic Initiatives:

- Facilitated the onboarding of the Ready Rebound initiative in partnership with the Safety and Training Divisions.





ABOUT US

Fire Finance provides essential fiscal oversight and support for all aspects of the department's financial operations. Responsibilities include performing accounting data entries, journal entries, budget transfers, and overseeing all budget-related processes and activities. The team manages purchasing operations from initial requests through purchase order issuance, ensuring compliance and efficiency at every step. Fire Finance also plays a critical role in setting up new grants, completing mandatory reporting for federal, state, and local government funding, and auditing financial records during grant close-outs. With a skilled team of seven, the division remains a reliable resource for both internal and external stakeholders seeking guidance on financial matters.

2024 PROGRAM HIGHLIGHTS

Budget Management & Oversight:

- Managed a non-payroll budget of \$13.5 million for FY24, increasing to over \$13.8 million for FY25.
- Provided financial leadership and oversight for nine active Federal and State grants totaling more than \$6.1 million in awarded funding.

Procurement & Travel Support:

- Processed 91 travel requests and 169 Purchase Request Forms (PRFs), resulting in the issuance of corresponding Purchase Orders (POs).
- Ensured seamless procurement of goods and services to support departmental operations.

Transactional Activity & Vendor Payments:

- Processed and reconciled 819 credit card receipts.
- Managed 6,387 Accounts Payable vouchers for vendor payments.
- Issued 22 invoices totaling \$182,746.33 for Haz-Mat incident responses and 9 invoices totaling \$106,157.43 for Mobile Stroke Program participation.

Specialized Invoicing & Reimbursement Efforts:

- Issued 24 invoices to recover \$112,322.27 in interdepartmental receivables.
- Submitted \$429,579.47 in special deployment reimbursement requests to TDEM and TEEX, recouping emergency response costs.

Commitment to Fiscal Responsibility:

- Demonstrated ongoing commitment to fiscal responsibility, operational efficiency, and strong interagency coordination throughout the fiscal year.



FACILITY OVERSIGHT



ABOUT US

The mission of the Planning & Development division is to support both the department and the community through comprehensive short-, mid-, and long-range planning. This ensures that fire safety policies and programs are executed effectively, efficiently, and in alignment with the city's growth and safety objectives. The division manages the construction of new fire stations, including daily on-site inspections, coordination with contractors, and continuous monitoring of project milestones to guarantee compliance with approved improvement plans. In addition to new construction, the program oversees renovations of existing fire stations, ensuring that facility upgrades are completed to meet operational standards and address the needs of on-site fire crews—enhancing readiness, comfort, and safety across the department.

2024 PROGRAM HIGHLIGHTS

Completed Remodeling Projects

Fire Station 10 Full station remodel \$2.2 million
Fire Station 26 Full station remodel \$1.7 million

Facility Upgrades

Fire Station 35 Installation of a new Decontamination Room
Fire Stations 27 & 29 Installation of new high-speed bay doors
Fire Stations 27 & 30 Replacement and upgrade of HVAC systems

New Installations

Department-wide Wellness Center Established to support firefighter health and well-being

Active Construction Projects

Fire Station 14	\$2.2 million	April 15, 2024 to December 10, 2024
Fire Station 15	\$1.2 million	June 24, 2024 March 26, 2025
Fire Station 16	\$2.2 million	March 11, 2024 February 17, 2025
Fire Station 25	\$2.7 million	July 9, 2024 May 7, 2025
New Special Ops Station	\$21 million	July 8, 2024 December 7, 2025
New Fire Station 38	\$7.9 million	October 1, 2024 November 7, 2025





ABOUT US

The Professional Standards Office (PSO) serves as a critical support division within the El Paso Fire Department, dedicated to maintaining organizational integrity, accountability, and the overall well-being of uniformed personnel. PSO plays a key role in managing disciplinary and HR-related matters, ensuring fair and consistent processes across the department. In addition, PSO oversees the Employee Assistance Program (EAP), which connects firefighters with professional counseling and support services to help them navigate personal or work-related challenges. The division also supports departmental culture and morale through its coordination of the Fire Department Awards Program and the planning of Medal Day, celebrating the outstanding achievements, bravery, and dedication of EPFD personnel.

2024 PROGRAM HIGHLIGHTS

Award Nominations & Recognition:

- Processed 456 award nominations, a 9-nomination increase from the previous year.
- Successfully hosted the first annual Medal Day Banquet on February 20, 2024, in collaboration with the Public Information Office (PIO) and Local 51.

Employee Assistance Program (EAP) Support:

- Promoted EAP services, leading to increased voluntary and mandatory usage.
- Increased EAP budget from \$66,000 to \$85,000 for FY24 to meet growing demand.
- Handled 15 mandatory EAP referrals and processed 51 complaints, a 7-complaint increase from the previous year.

Administrative Management & Compliance:

- Managed 17 Administrative Management Inquiries (AMIs), maintaining consistency with 2023.
- Tracked 118 sick leave occurrences (4th and above), reducing by 11 from the previous year.

Training & Professional Development:

- Provided targeted training to 96 employees, including officers and trainees, aimed at reducing disciplinary incidents and complaints.

Maintaining Department Standards:

- Managed the official file of Fire Chief-approved logos and morale patches to ensure personnel compliance with department standards.





ABOUT US

The Health & Safety Division of the El Paso Fire Department is committed to advancing the well-being, resilience, and operational readiness of all EPFD personnel by fostering a strong, department-wide culture of safety. Focused on improving situational awareness and instilling a safety-first mindset, the division works to ensure that every member goes home safely after every shift. This commitment extends beyond physical safety to encompass mental and behavioral health, as well as physical fitness and endurance. Through proactive wellness initiatives, injury prevention strategies, and continuous education, the Health & Safety Division empowers firefighters to stay healthy, perform at their peak, and thrive both on and off duty in one of the most challenging careers in public service.

2024 PROGRAM HIGHLIGHTS

Wellness & Safety Achievements:

- Reduced workers' compensation claims and lost days due to injuries, continuing a positive trend.
- Achieved a historic milestone with all Health & Safety Division members becoming Texas Fire Commission Certified Incident Safety Officers (ISO).
- Added a dedicated ISO Captain to enhance on-scene safety, situational awareness, and post-incident analysis, improving decision-making and training.

Health & Wellness Initiatives:

- Procured 9565 Diana Drive for the future EPFD Health and Wellness Center, centralizing health services and expanding access to care.
- Coordinated continuing education for the Peer Support Team with WellConnect and led cancer prevention and mental health awareness campaigns.

Cancer Awareness & Early Detection:

- Preparing to launch the First Responder C.A.S.A. Program in partnership with the American Cancer Society and The Hospitals of Providence for early cancer detection and prevention.

Commitment to Firefighter Safety & Health:

- Focused on keeping EPFD members safe, healthy, and mission-ready through innovative programs and safety initiatives.



STRATEGIC INITIATIVES



ABOUT US

The Strategic Initiatives Division serves as the innovation hub of the department, leveraging technology and process improvement to enhance operational efficiency and support the firefighters who advance the mission every day. Our division identifies and implements cutting-edge solutions that streamline operations, improve data accessibility, and reduce administrative burdens allowing responders to stay focused on their life-saving work. By driving modernization, integration, and strategic planning, we help ensure EPFD remains at the forefront of public safety advancements. Additionally, Strategic Initiatives leads the department's ISO (Insurance Services Office) rating and CPSE (Center for Public Safety Excellence) accreditation efforts, reinforcing EPFD's commitment to operational excellence and community risk reduction.

2024 PROGRAM HIGHLIGHTS

First Due RMS Implementation:

- Led the transition to First Due, a comprehensive records management system (RMS) that replaced legacy systems and manual processes.
- Integrated Scheduling, Response, Building Preplans, Hydrant Inspections, Asset Checks, NFIRS, and ECPRS into a single, accessible platform.
- Enabled real-time access to critical data, improving decision-making, workload management, and operational efficiency.

Collaboration & System Customization:

- Collaborated with EPFD's Training, Logistics, Professional Standards, Community Risk Reduction, Community Health, and Communications divisions to tailor the system to operational needs.
- Partnered with city IT and First Due developers to integrate RMS with broader emergency response initiatives, optimizing system functionality.

Ongoing Enhancements:

- Planned integrations and AI-driven enhancements to further streamline operations and improve efficiency.

Ignite SharePoint Platform Expansion:

- Oversaw exponential growth of the Microsoft SharePoint platform, "Ignite," improving internal communication and operational coordination.
- Ensured personnel had easy access to department resources via both desktop and mobile tools.

Future Commitments:

- Remain dedicated to driving innovation, refining tools, and continuously improving systems that support EPFD's operations.





PROFESSIONAL DEVELOPMENT

ABOUT US

The EPFD Training Academy stands as a cornerstone of excellence in preparing the next generation of firefighters and advancing the capabilities of current personnel. Through a rigorous six-month training program, the academy transforms recruits into highly skilled, mission-ready firefighters equipped with the knowledge, discipline, and physical conditioning necessary to serve and protect the El Paso community. The commitment to excellence doesn't stop at graduation—the academy also offers a wide range of professional development and continuing education courses, ensuring that active firefighters stay at the forefront of evolving techniques, safety standards, and leadership practices. With a reputation for producing top-tier graduates and fostering a culture of lifelong learning, the Training Academy plays a critical role in maintaining a strong, resilient, and highly trained fire service.

2024 PROGRAM HIGHLIGHTS

Fire Academy Graduations	
Class 103	42 Graduates
Class 104	38 Graduates
Paramedic 9	27 Graduates
TCFP Certification Courses (In-Person)	
ARFF (Aircraft Rescue & Firefighting)	1 Cohort
Hazardous Materials Technician	1 Cohort
Fire Inspector	1 Cohort
Plan Examiner	1 Cohort
Fire Investigator	1 Cohort
TCFP Online Certification Courses	
Driver Operator	4 Cohorts
Fire Instructor I	2 Cohorts
Fire Instructor II	2 Cohorts
Fire Officer I	2 Cohorts
Fire Officer II	2 Cohorts

UNIVERSITY MEDICAL CENTER
OF EL PASO

MOBILE STROKE UNIT

Call 911

In Partnership With

El Paso
FIRE DEPARTMENT

In Partnership With

Texas Tech Physicians
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umcelpaso.org
TX1001047



COMMUNITY HEALTH

ABOUT US

The Community Health Division of the El Paso Fire Department is dedicated to improving public health and enhancing emergency medical services through prevention, education, and innovative care programs. The division serves as a vital bridge between emergency response and long-term wellness, with a strong focus on community engagement, health program and resource accessibility, and improving overall health outcomes for El Paso residents.

2024 PROGRAM HIGHLIGHTS

EPFD STAR (Shock Trauma Air Rescue) Helicopter Program:

- Established in partnership with Air Methods, providing rapid air transport for life-threatening medical emergencies.
- Staffed by specially trained EPFD personnel, enhancing trauma care in remote or high-congestion areas and improving survival rates.

Mobile Integrated Health (MIH) Initiatives:

- Administered 15,000 flu vaccines during a citywide campaign to bolster immunity and reduce healthcare system strain.
- Awarded a grant to support seniors following fall-related incidents by providing essential safety equipment and targeted education. The program aims to prevent repeat falls and reduce hospital readmissions through proactive intervention and outreach.
- Impacting 911 High Utilizer Group with Support (H.U.G.S) is an initiative focused on identifying and assisting individuals who frequently call 911 for non-emergency needs. By connecting them with appropriate healthcare, social services, and community resources, the program aims to improve their quality of life while reducing unnecessary strain on emergency services and emergency departments.
- The Paramedics Assisting Crisis Team (P.A.C.T.) program partners paramedics with EPPD Crisis Intervention Team (CIT) Officers and Emergence Health Network (EHN) mental health specialists to respond to mental health emergencies. P.A.C.T. paramedics conduct on-site medical screenings to ensure individuals can be safely transported to mental health facilities, reducing the need for emergency room visits and supporting more appropriate care pathways.
- Elimination of Community Opioid Emergencies (E.C.O.E.) is a community-focused initiative that raises awareness of opioid risks and distributes free Narcan to the public. E.C.O.E. works to reduce opioid-related deaths by ensuring Narcan is readily available and by providing relapse prevention education and access to recovery resources.

Public Health & Life-Saving Measures:

- Coordinated the installation of 62 Automated External Defibrillators (AEDs) in public buildings to increase access to emergency cardiac care.
- Updated medical protocols and advanced the Rescue Operation Captain Program, strengthening clinical leadership for EPFD front-line responders.





ABOUT US

The Fire & Arson Investigations section, **the first key component of the Fire Marshal's Office**, plays a critical role in uncovering the origin and cause of fires and explosions, particularly those suspected to be intentionally set, involve significant property loss, or result in serious injury or loss of life. These highly trained investigators operate at the intersection of fire science and criminal justice, utilizing specialized knowledge and techniques to determine whether criminal activity has occurred. The section responds to fire scenes at the request of fire departments and law enforcement agencies across the City and County of El Paso, often under complex or high-stakes circumstances. Their work not only supports criminal investigations and prosecutions but also strengthens public safety by helping to prevent future incidents through accurate cause determination and data-driven fire prevention strategies.

2024 PROGRAM HIGHLIGHTS

Incident Response & Inspections:

- Responded to and assisted on 302 incidents and inspections as of October 2024.
- Strategic Partnerships & Collaboration:
- Secured an MOU with Horizon City PD to strengthen collaboration in El Paso County.
- Formed a new partnership with the FBI through an MOU, enhancing cooperation with federal agencies.

Training & Certification:

- Completed joint training with the EPPD for Advanced Law Enforcement Rapid Response Training, focusing on public and private educational facility safety.
- In the process of certifying all personnel as Forensic Fire Investigators/Technicians through the TEEX Fire Investigator Certificate Program, funded by the FEMA Fire Prevention and Safety Grant.
- Hosted a TCFP Fire Investigator Course, achieving a 100% first-attempt passing rate on the exam.

Technology & Best Practices Implementation:

- Implemented body-worn cameras to enhance transparency and investigative techniques, supported by a FEMA Fire Prevention and Safety Grant.
- Adopted and trained personnel on the 2024 edition of NFPA 921, ensuring investigations align with the latest best practices and techniques.
- Reviewing the new NFPA 1321 standard, which outlines minimum requirements for establishing and managing Fire Investigation Units (FIUs).

Manual & Procedure Updates:

- Updated the Origin and Cause section of the El Paso Fire Department Manuals, establishing clear procedures for Fire Investigators and continuous education requirements.



CITY OF EL PASO

31

31

DUTY

02-25

21



ABOUT US

The Fire Prevention and Safety Inspections Program, **the second key component of the Fire Marshal's Office**, aims to protect lives and property through proactive risk reduction. The program's primary goal is the elimination of fire hazards and the enhancement of life safety across the community. This is achieved through the consistent application and enforcement of the adopted International Fire Code as well as applicable City of El Paso ordinances.

By conducting thorough inspections of commercial, industrial, and multi-family residential occupancies, the program identifies potential fire risks before they can lead to emergencies. Inspectors work collaboratively with property owners, business operators, and stakeholders to ensure compliance, educate on best practices, and implement corrective actions when necessary. Through this vigilant oversight, the program not only supports code compliance but also fosters a culture of safety and accountability that strengthens community resilience.

2024 PROGRAM HIGHLIGHTS

Annual Inspections:

- Conducted over 5,000 inspections annually to ensure community-wide fire and life safety.

Operational & Business Inspections:

- Performed Fire License Inspections for businesses and commercial occupancies to ensure compliance with fire codes.
- Enforced fire code violations, including follow-up and corrective actions.

Special Event & Public Gathering Inspections:

- Conducted inspections for city-permitted public gatherings and festivals to ensure fire and life safety standards.

Licensed Home Occupancy Inspections:

- Inspected nursing homes, daycare facilities, and foster homes to ensure safe living environments for vulnerable populations, especially children.

Response to Fire Code Violations:

- Addressed reported fire code violations from the public or other city departments to maintain safety and compliance.





ABOUT US

The Construction Code Compliance Program, **the third key component of the Fire Marshal's Office**, plays a critical role in ensuring fire and life safety standards are met throughout the City of El Paso. This program is responsible for the inspection and testing of new commercial construction projects and the systems designed to protect them. Its duties encompass everything from fire alarm and sprinkler systems to fire suppression technologies and a comprehensive fire hydrant inspection program—all essential to safeguarding lives and property.

Highly specialized inspections are conducted to ensure compliance with fire codes and include:

- Final Fire Inspections for new commercial occupancies
- Fire Alarm System Testing
- Fire Sprinkler System Inspections
- Special Extinguishing Systems such as commercial kitchen hoods and paint booths
- Underground Piping Acceptance Tests for sprinkler systems and private fire hydrants

Through rigorous oversight and technical expertise, the Construction Code Compliance team ensures that all fire protection systems are properly installed, tested, and maintained—contributing to a safer, more resilient built environment across the community.

2024 PROGRAM HIGHLIGHTS

The Construction Code Compliance Section conducts over 5,000 inspections annually. The following are the inspections conducted during FY2024:

- Building inspections: 1,112
- Fire Systems inspections: 1,555
- Total: 2,667
- Building Plan Reviews: 1,847
- Fire Systems Plan Reviews: 1,622
- **Total: 3,469**





COMMUNITY RISK REDUCTION

ABOUT US

The El Paso Fire Department's Community Risk Reduction Section plays a vital role in safeguarding the community through proactive education and outreach. Its primary goal is to develop and deliver targeted life safety programs that effectively reduce identified risks within the community. By focusing on prevention and preparedness, this team provides a wide range of age-specific fire prevention initiatives designed to educate and empower residents. Signature programs include the Car Seat Safety Program, Smoke Detector Installation Program, Hands-Only CPR Training, and Stop the Bleed emergency response training. Specialized offerings such as the "Remember When" Fall Prevention Program cater specifically to senior citizens, while Fire Safety Training for businesses, organizations, and schools ensures broad community engagement. Additionally, the section actively participates in career days and public events to promote fire service awareness and safety from a young age. Through these efforts, the Community Risk Reduction team strengthens the connection between the Fire Department and the people it serves, working every day to build a safer, more informed El Paso.

2024 PROGRAM HIGHLIGHTS

Fire Safety Education & Outreach:

- Installed 931 smoke detectors in homes to enhance early fire detection and safety.
- Assisted with 334 home evacuation plans to help families prepare for emergencies.
- Supported 11 households in the Deaf and Hard of Hearing community with specialized outreach.

Community Preparedness & Training:

- Delivered 115 presentations to schools, businesses, and community groups, reaching 4,636 individuals.
- Conducted 18 Stop the Bleed sessions with 232 attendees, teaching critical life-saving skills.
- Hosted 59 Hands-Only CPR classes, training 885 participants in emergency response techniques.

Child Passenger Safety

- Installed 110 car seats, ensuring child passenger safety for all children visiting our stations.

Disaster Preparedness:

- Hosted 2 Community Emergency Response Team (CERT) trainings, preparing 49 individuals for disaster response.



SPECIAL OPERATIONS



ABOUT US

The El Paso Fire Department's Special Operations Division plays a critical role in managing high-risk, complex emergencies that go beyond traditional fire response. This elite division encompasses a range of specialized teams, including Hazardous Materials, Water Rescue, Wilderness Rescue, Urban Search and Rescue (USAR), and Small Unmanned Aircraft Systems (sUAS). Each unit is highly trained and strategically equipped to respond to unique and often hazardous situations, from chemical spills and swift water rescues to remote area searches and structural collapses. The integration of cutting-edge technology, such as drone-assisted operations through sUAS, further enhances their ability to assess and respond to dynamic incidents with precision and speed. Together, these specialized teams ensure the department is prepared to protect the community under any circumstances, reinforcing El Paso's commitment to safety, innovation, and operational excellence.

2024 PROGRAM HIGHLIGHTS

Enhanced Rescue Capabilities:

- Received a new rescue boat and specialized equipment from Texas Task Force 1 (TX-TF1), boosting water rescue response capabilities.

Aerial Reconnaissance & Technology Integration:

- Acquired a DJI M30 drone, funded through grant initiatives, for enhanced aerial reconnaissance during emergencies, enabling faster and safer situational assessments.

Statewide Collaboration & Deployment:

- Participated in multiple state deployments for severe weather events as part of TX-TF1, contributing expertise to critical incidents across Texas.

Commitment to Innovation & Readiness:

- These advancements highlight the division's commitment to innovation, readiness, and strengthening statewide emergency response collaboration.





ABOUT US

The Logistics Division serves as the backbone of operational readiness for the El Paso Fire Department, ensuring that all critical resources are available, maintained, and fully functional. This division is responsible for the service, repair, maintenance, and allocation of essential equipment and supplies that support the department's mission. Key programs within Logistics include a medium to heavy vehicle maintenance shop, as well as the management of Self-Contained Breathing Apparatus (SCBA), Personal Protective Equipment (PPE), firefighting tools, uniforms, and a wide range of medical and general supplies. By maintaining high standards across all logistical functions, the division plays a vital role in enabling front-line responders to operate safely, efficiently, and effectively.

2024 PROGRAM HIGHLIGHTS

Fleet Recognition & Achievements:

- EPFD Maintenance Shop ranked #56 on the 2024 "100 Best Fleets in the Nation," recognizing excellence in efficiency, quality, and service.
- Deployed a Mobile Air Trailer to enhance on-scene support capabilities.

New Apparatus Deployment:

- Successfully deployed new apparatus including Quints, Pumpers, and Rescues, ensuring front-line crews are equipped with the latest reliable vehicles.

Innovative Gear & Equipment Systems:

- Implemented a new Self-Contained Breathing Apparatus (SCBA) system.
- Launched the GX1 Gear Exchange Pilot Program and developed a uniform credit system to streamline gear management.

Workforce Development:

- Established two new positions: Fire Emergency Vehicle Technician and Fire Emergency Vehicle Technician Supervisor, reinforcing fleet reliability and professional excellence.

Commitment to Operational Support:

- These milestones demonstrate the Logistics Division's continued focus on innovation, operational support, and keeping the department mission-ready.





ABOUT US

The mission of the 911 Communications division is to provide exceptional Public Safety Answering Point (PSAP) for first responders and the community of the City and County of El Paso, Texas. The 911 Communications Program is responsible for the core function of 911 call taking, fire and police dispatch, and telecommunicator training. The 911 program interfaces with over 40 agencies at the local, state, and federal level. The division also oversees a \$2 million-dollar annual contract for the City of El Paso 311.

2024 PROGRAM HIGHLIGHTS

Call Volume & Dispatch Performance:

- Answered 540,571 911 calls and managed 8,107 fire dispatches (including three multiple alarm fires) and 77,157 fire medical dispatches.
- Handled 226,968 police dispatches and 344,287 non-emergency/311 calls with high efficiency.

Major Projects & Strategic Planning:

- Collaborated on over 25 major projects across fire, police, and emergency management, including Fire Star and EMAP accreditation.
- Contributed to seven major event pre-plans, supporting public safety coordination.

Workforce Development & Leadership:

- Promoted five new supervisors and appointed a new PSC trainer.
- Celebrated the promotion of the division's first-ever female Communications Manager.

Wellness & Employee Recognition:

- Hosted the first mental health fair and supervisor promotional ceremony to support team morale and well-being.

Technology & Infrastructure Upgrades:

- Automated EPPD alarm handling using RapidSOS Digital Alerts.
- Integrated AI into 311 customer service, improving efficiency and user experience.
- Replaced over 280 mission-critical computer terminals and hardware, modernizing communications infrastructure.

Commitment to Excellence:

- Demonstrated innovation, leadership, and outstanding public safety support throughout the year.





OFFICE OF EMERGENCY MANAGEMENT

ABOUT US

The Emergency Management Division plays a critical role in ensuring the City and County are prepared to effectively respond to and recover from large-scale emergencies and disasters. Through comprehensive planning, training, and exercises, the division equips leadership and the workforce with the skills and knowledge necessary for effective crisis management. The Office of Emergency Management is committed to being the regional leader in emergency and disaster coordination, emphasizing the development of a more prepared and resilient community. By fostering collaboration and enhancing readiness, the division ensures the safety and well-being of El Paso's residents in the face of any emergency.

2024 PROGRAM HIGHLIGHTS



Grant Funding & Regional Resilience:

- Secured \$27.7M+ in grant funding to support preparedness, coordination, and resilience efforts.
- Led the Regional Resiliency Assessment Program (RRAP) with CISA and Doña Ana County OEM to assess and strengthen critical infrastructure in the Paso Del Norte region.
- Conducted site visits and vulnerability analyses at 12 key infrastructure facilities.

Training, Exercises & Strategic Planning:

- Coordinated 24 training sessions and 10 tabletop, functional, or full-scale exercises.
- Managed 19 active grant programs and completed an updated Internal Strategic Plan.

National Recognition & Accreditation:

- Achieved EMAP Accreditation by meeting all 73 national standards—demonstrating excellence in emergency management and public warning systems.
- Reaccredited as a StormReady County by the National Weather Service, affirming severe weather readiness.

School Safety & Community Engagement:

- Participated in School Safety and Security Committees across El Paso County.
- Supported the development and finalization of emergency and hazard response plans for local school districts.

Emergency Coordination & Response:

- Provided real-time coordination during 30+ emerging weather events in collaboration with the National Weather Service – El Paso.

Public Health Preparedness:

- Developed a COVID-19 After Action Report and Pandemic Preparedness Plan through the Regional Catastrophic Preparedness Grant Program.
- Facilitated related tabletop exercises to bolster public health and disaster readiness.

Commitment to Resilience:

- Demonstrated ongoing leadership in fostering a more resilient, informed, and disaster-ready region.



OPERATIONS



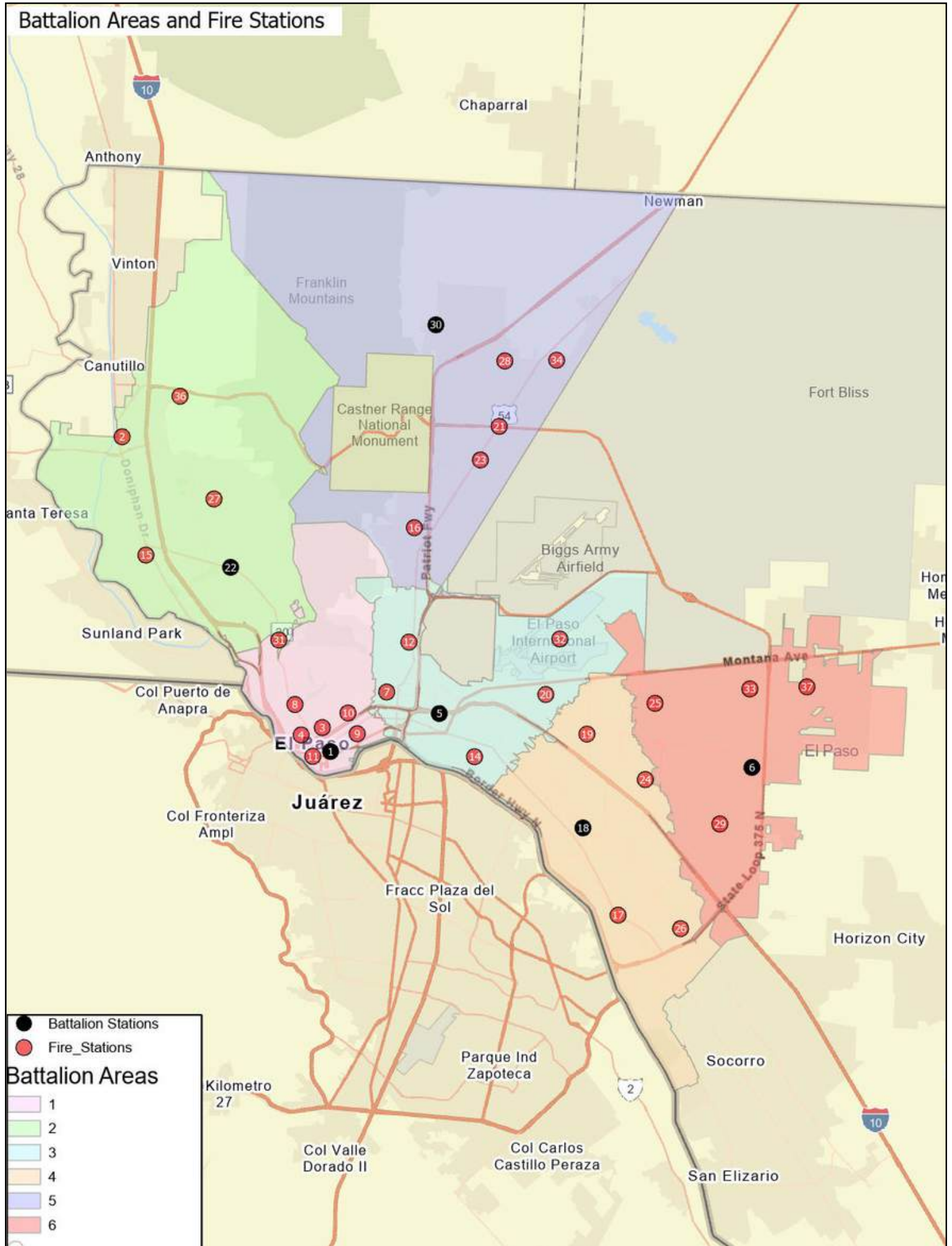
When someone in El Paso dials 911, it's the men and women of the Operations Division who respond — day or night, without hesitation. Whether it's a structure fire, a medical emergency, a hazardous materials call, or a complex rescue, these dedicated professionals are the first on scene, bringing skill, urgency, and compassion to every call for help. Their presence represents more than just a response — it's the reassurance that someone trained, capable, and ready to act is moments away from making a difference.

The Operations Division is staffed by approximately 700 uniformed personnel, ranging from Firefighter to Deputy Chief, and organized across three 24-hour shifts: A, B, and C. These members are strategically distributed among 36 fire stations located throughout the city of El Paso. The division operates over 90 frontline units, including pumpers, aerial ladders, rescue ambulances, and command vehicles such as battalions Rescue Operations Captains units. Together, these resources form a highly coordinated and mobile emergency response force, ensuring that help is never far away.

In addition to their emergency responsibilities, Operations members are deeply involved in public outreach, safety education, and preparedness efforts. Their work extends beyond emergency scenes, supporting community risk reduction initiatives, mentoring future generations of firefighters, and contributing to the department's long-standing reputation for excellence. As the most visible arm of the El Paso Fire Department, the Operations Division embodies the department's mission with every siren, every shift, and every save.

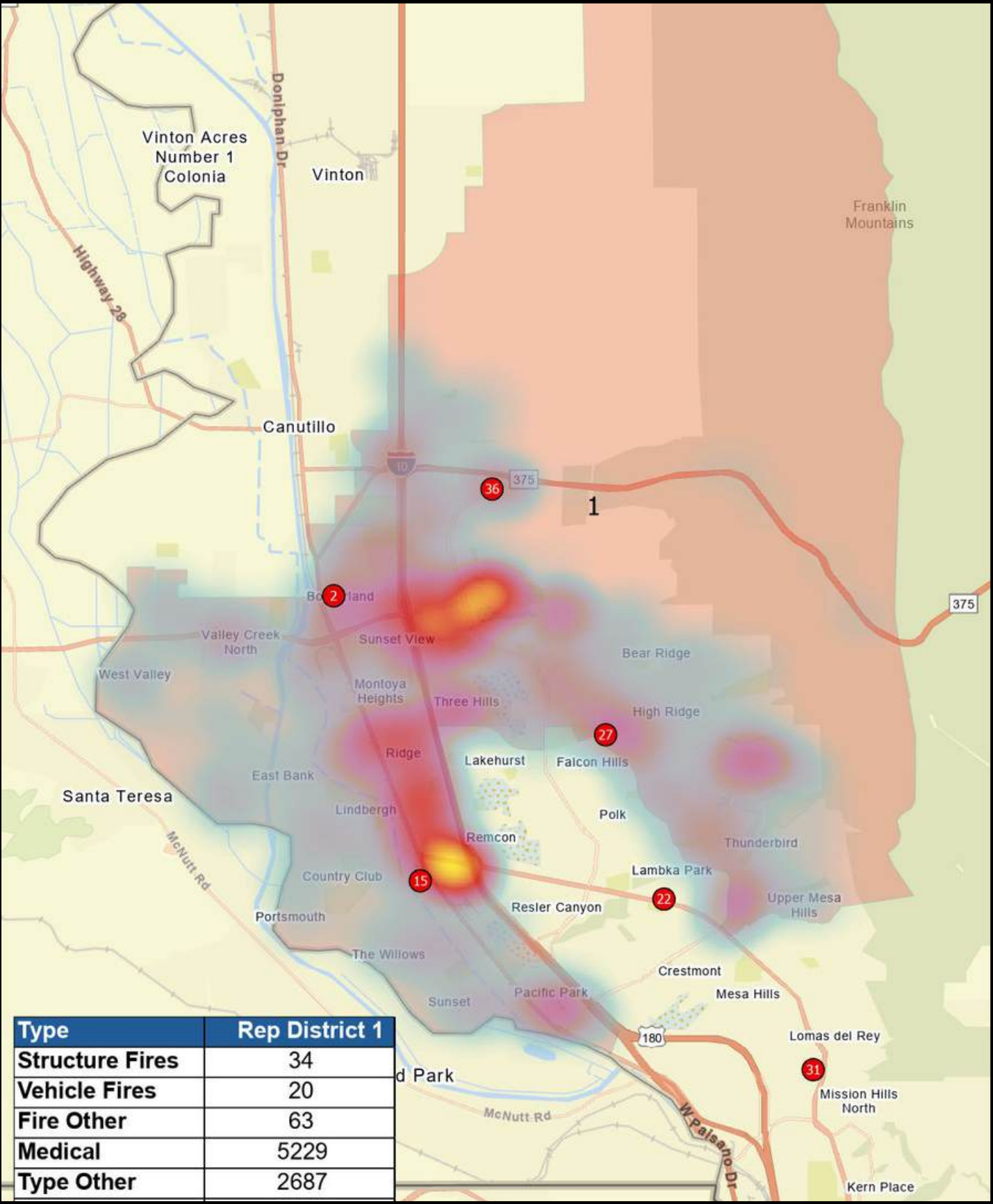


Battalion Areas and Fire Stations



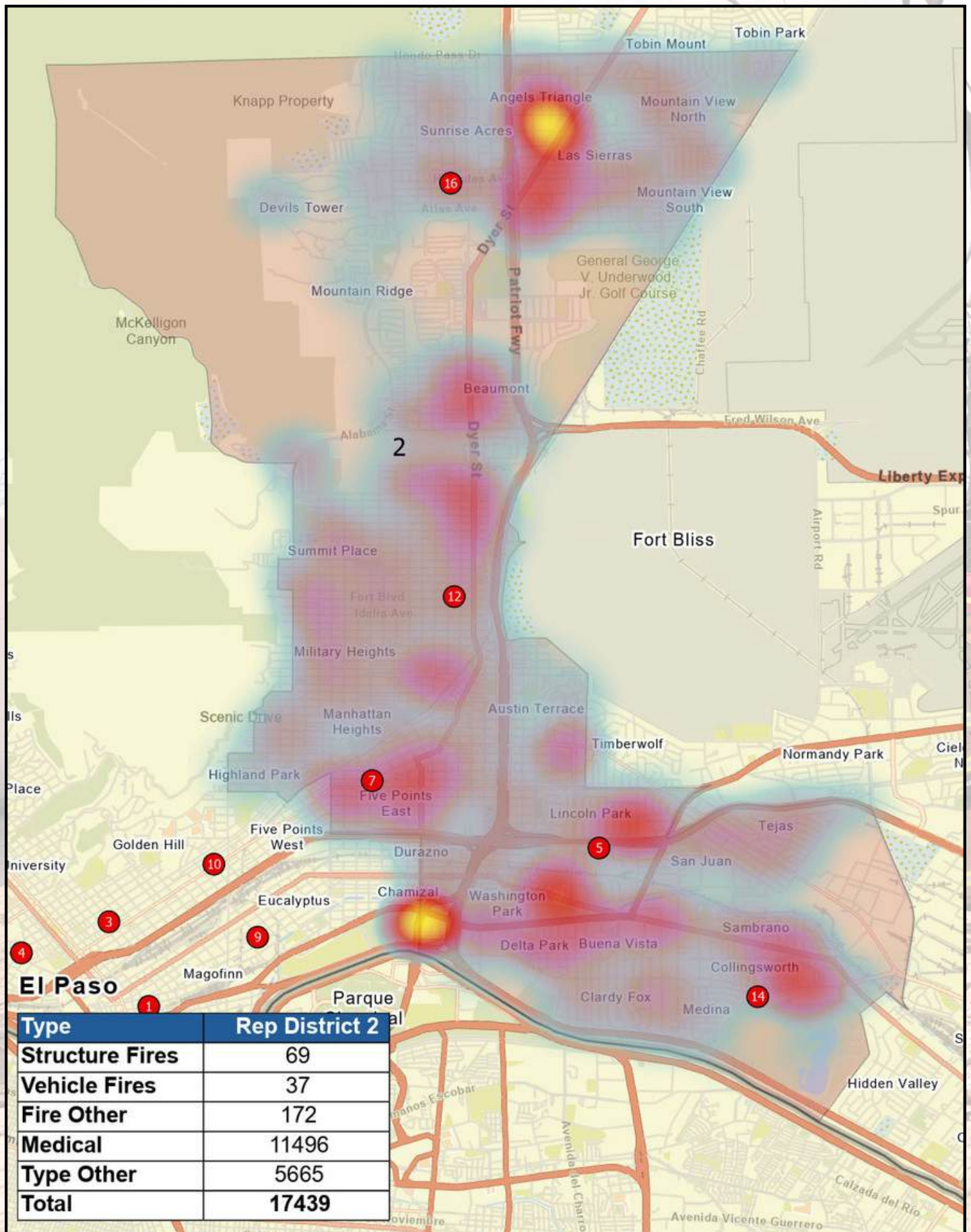


INCIDENT DENSITY MAP, DISTRICT 1



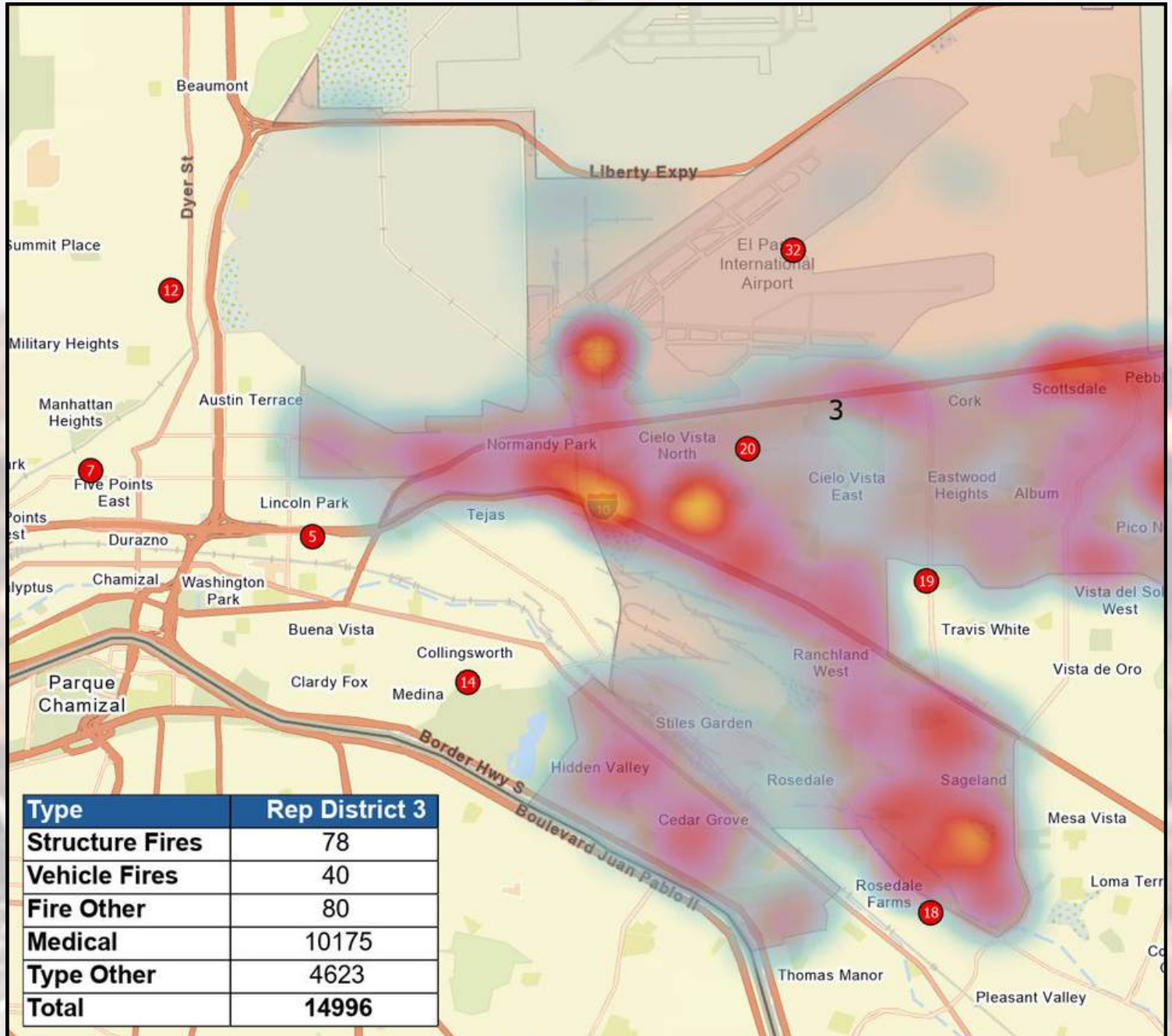


INCIDENT DENSITY MAP, DISTRICT 2



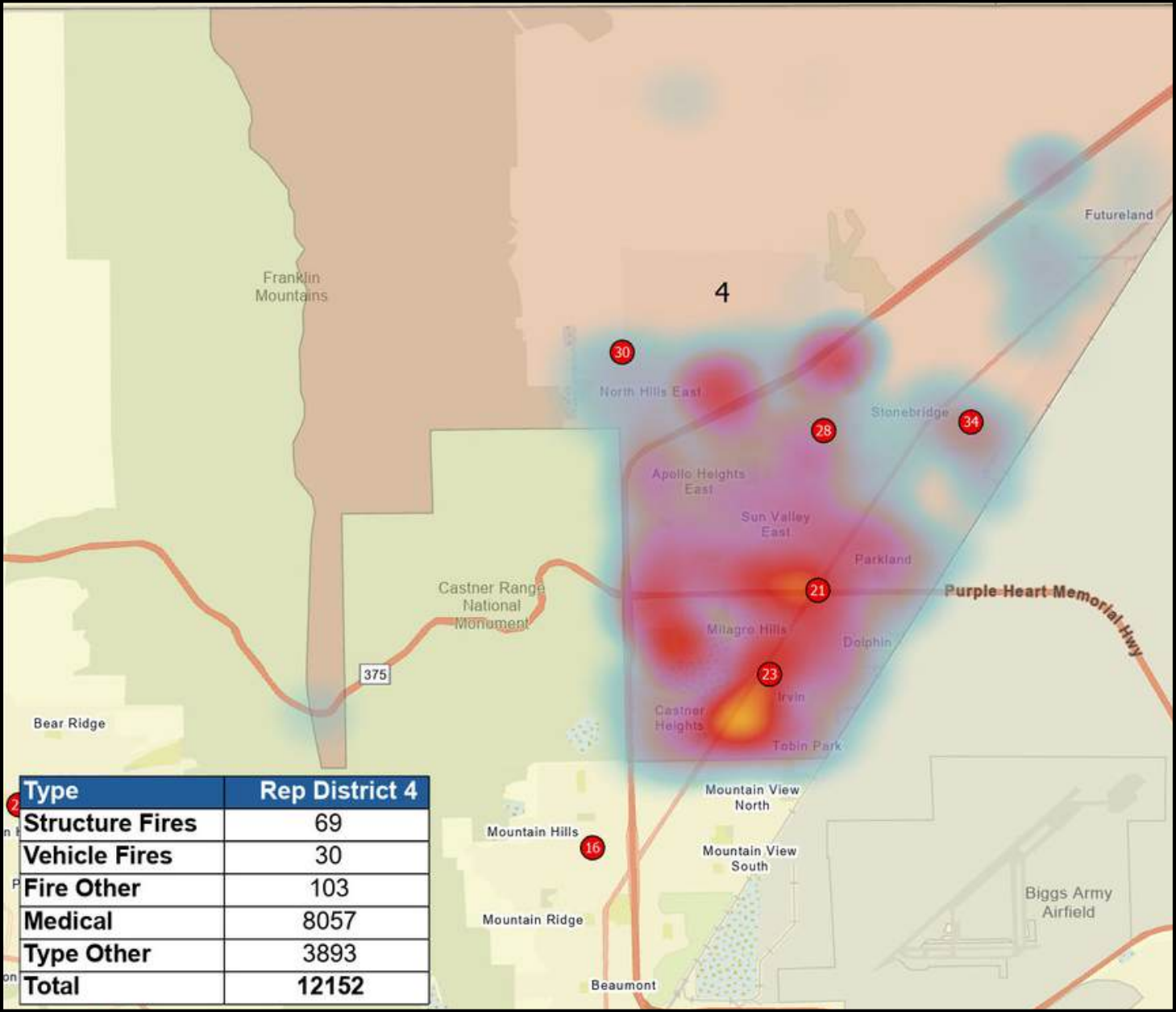


INCIDENT DENSITY MAP, DISTRICT 3





INCIDENT DENSITY MAP, DISTRICT 4



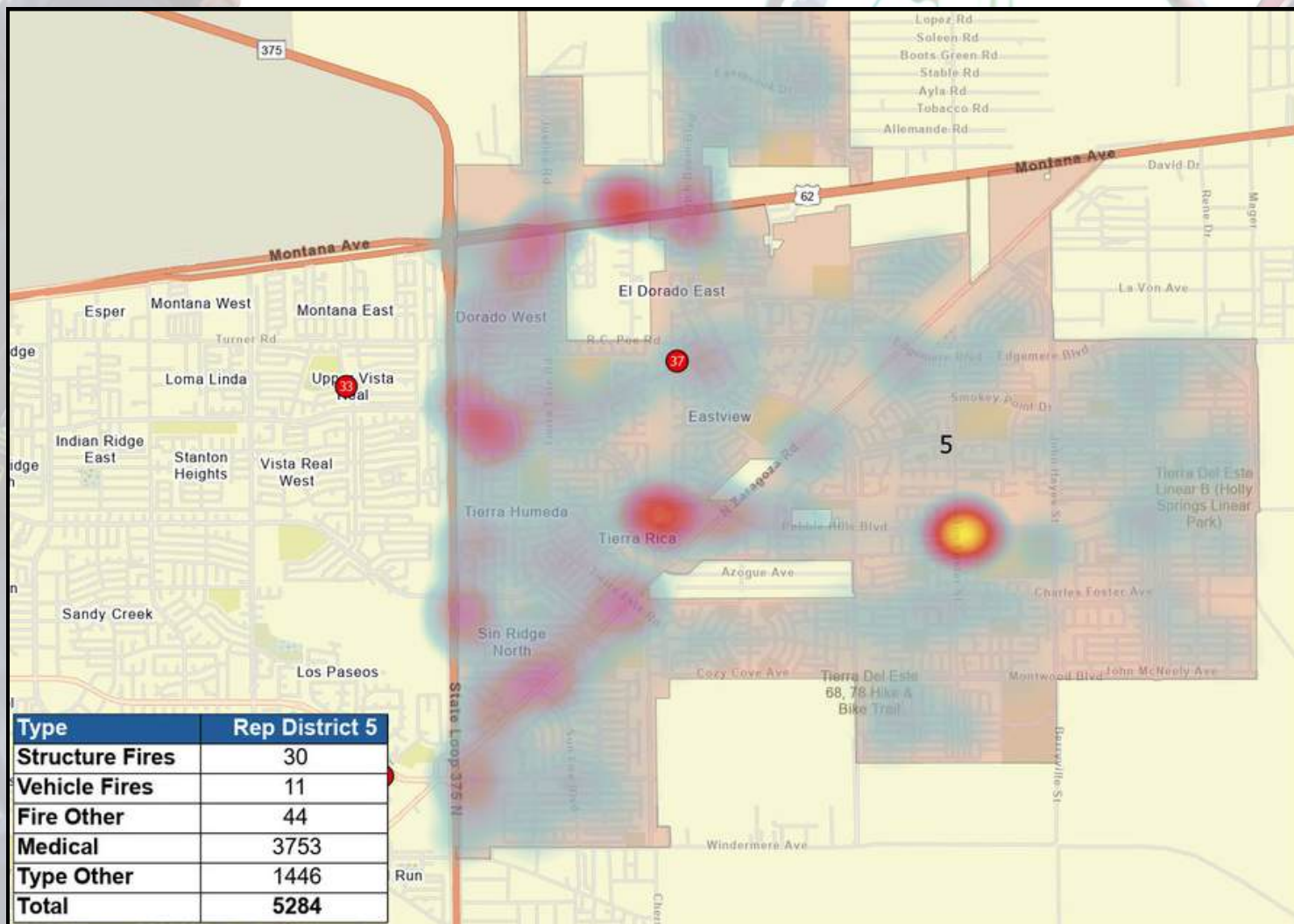


**WATER
RESCUE**

40

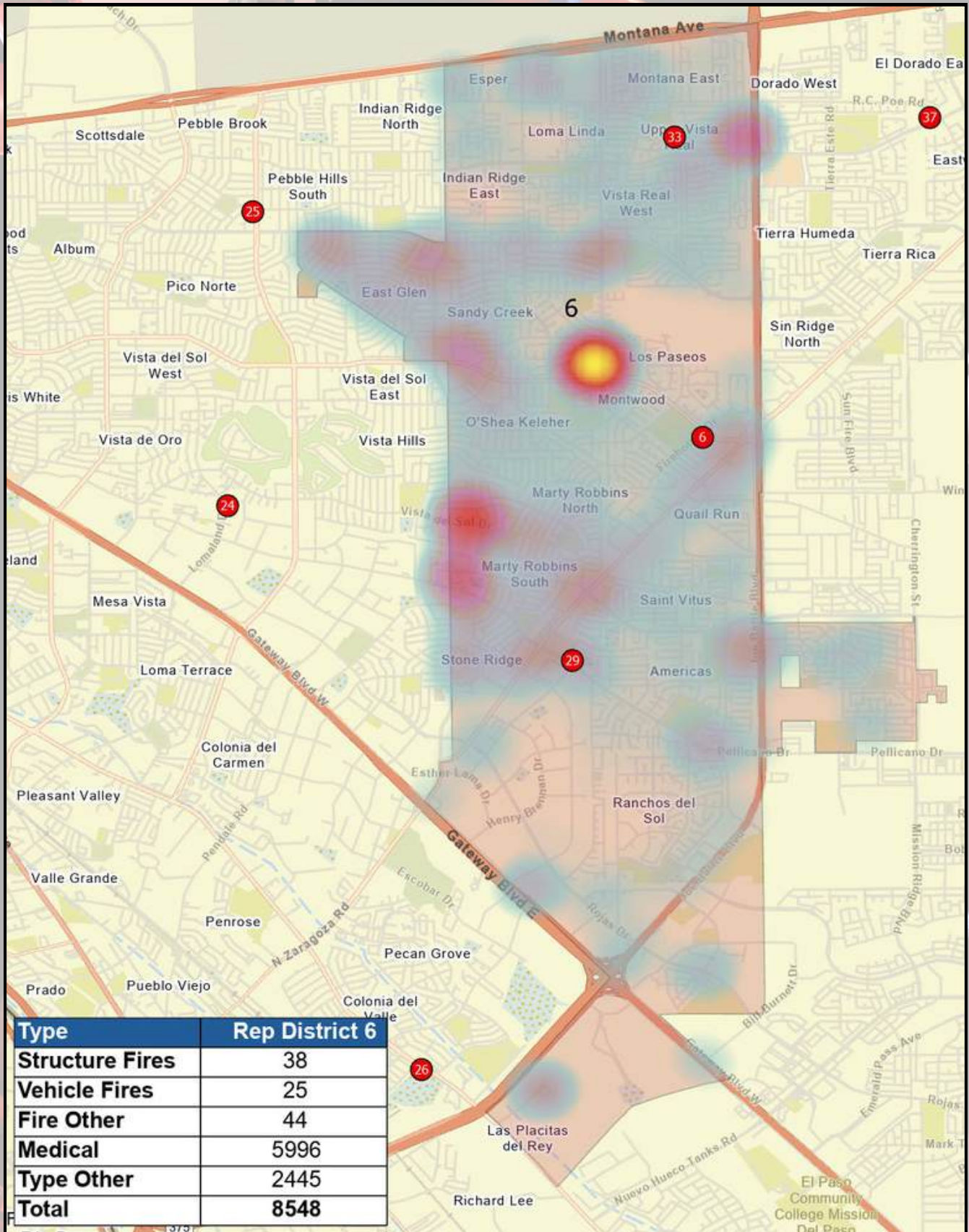
Elk
Fire Dept

INCIDENT DENSITY MAP, DISTRICT 5



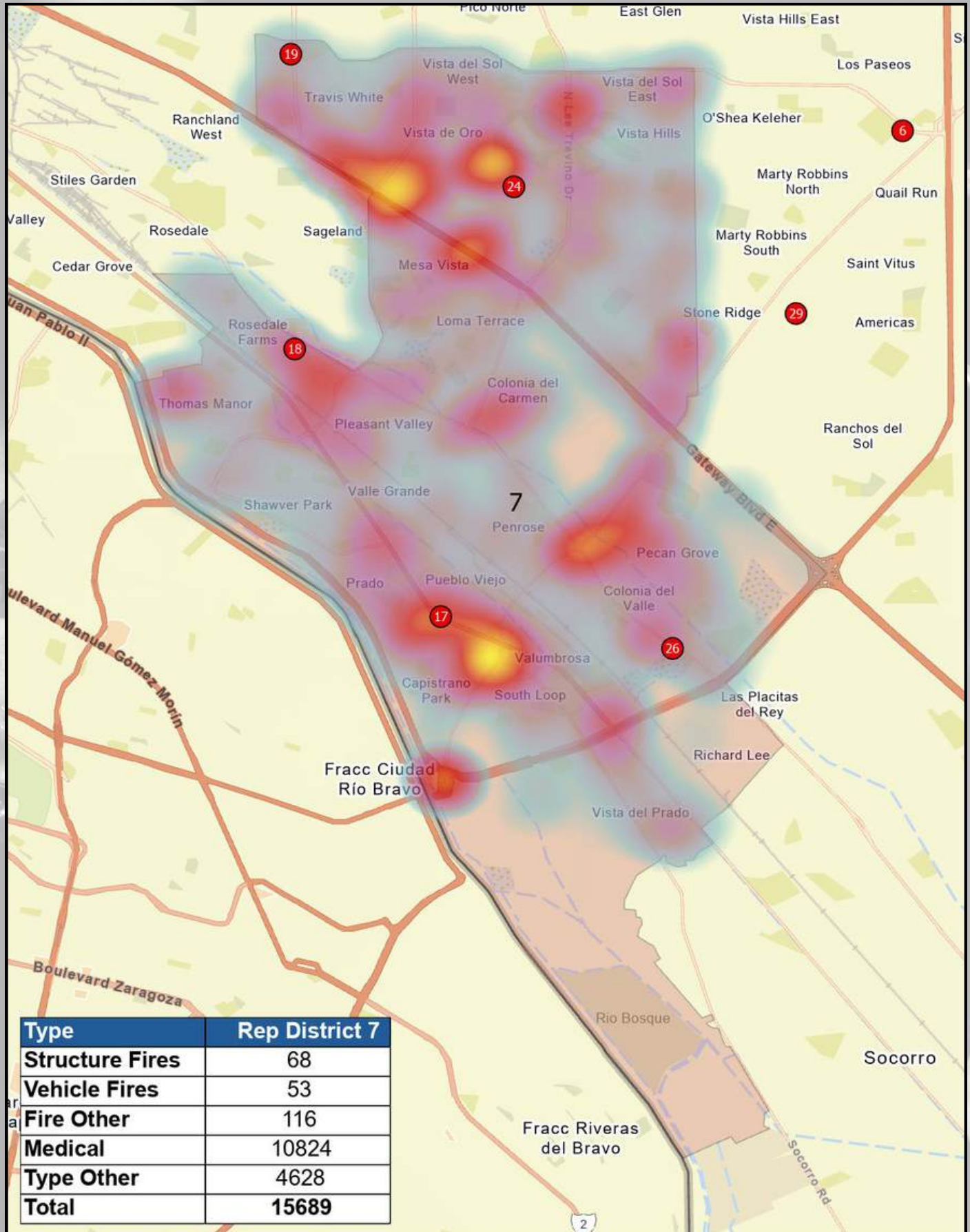


INCIDENT DENSITY MAP, DISTRICT 6



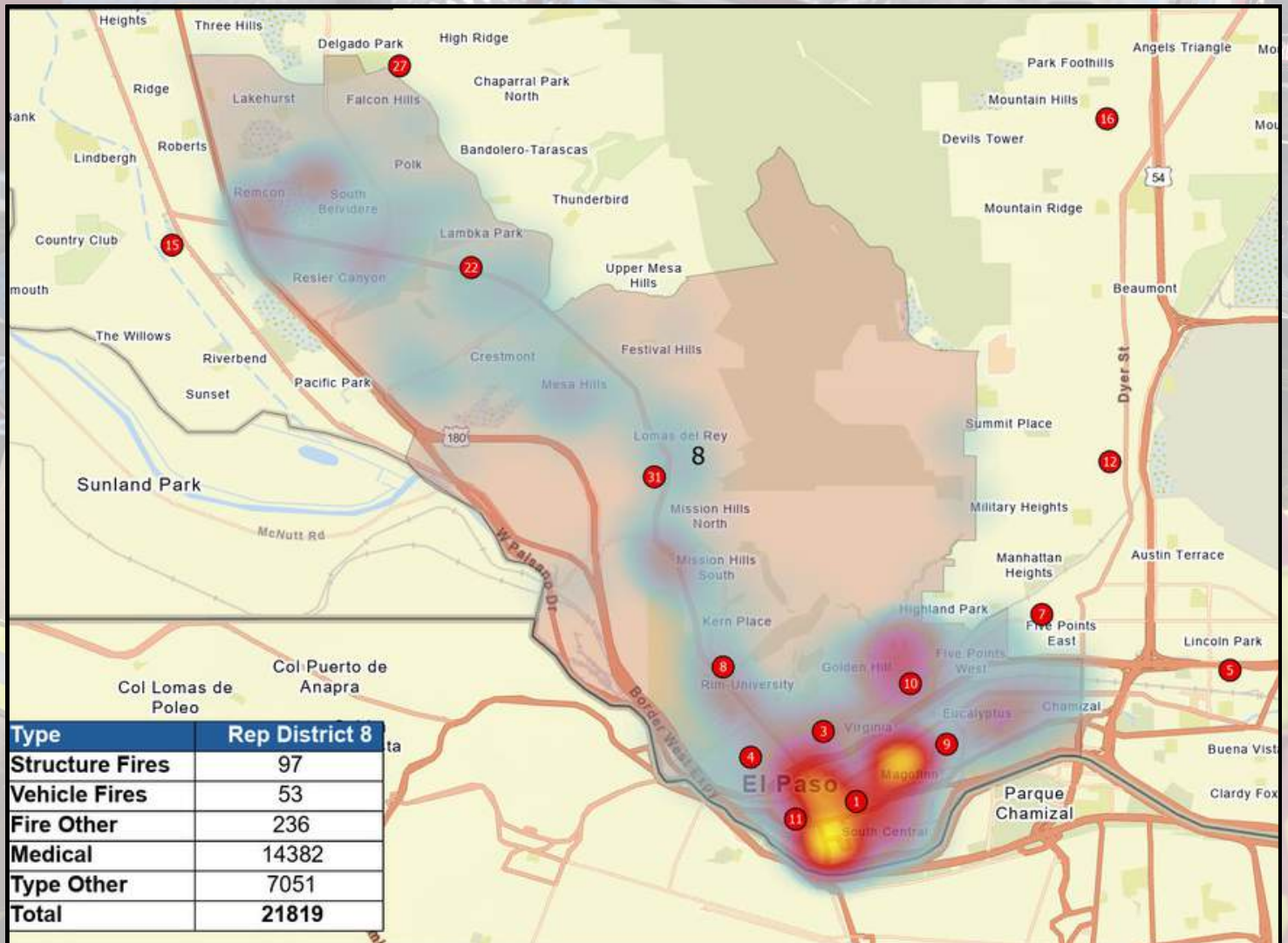


INCIDENT DENSITY MAP, DISTRICT 7





INCIDENT DENSITY MAP, DISTRICT 8



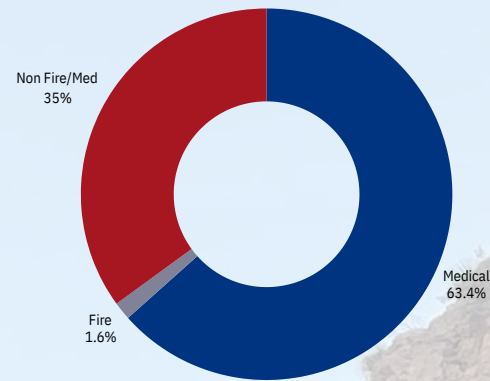
2024: YEAR IN REVIEW

TOTAL INCIDENTS IN 2024: 104,542

MEDICAL: 66,278

FIRE: 1,645

NON FIRE/MED: 36,619



PROPERTY SAVED:

\$413, 503, 533.00

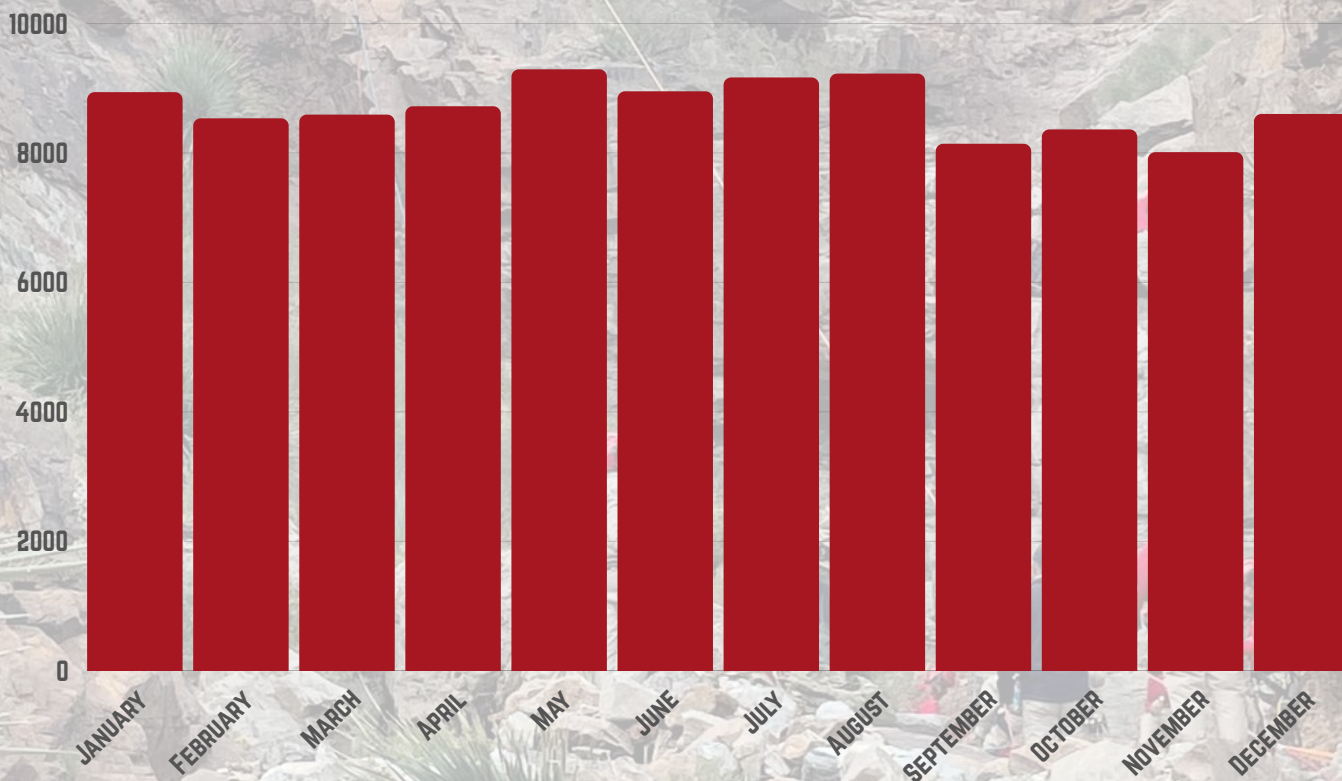


90TH PERCENTILE RESPONSE TIMES

FIRE: 9:33

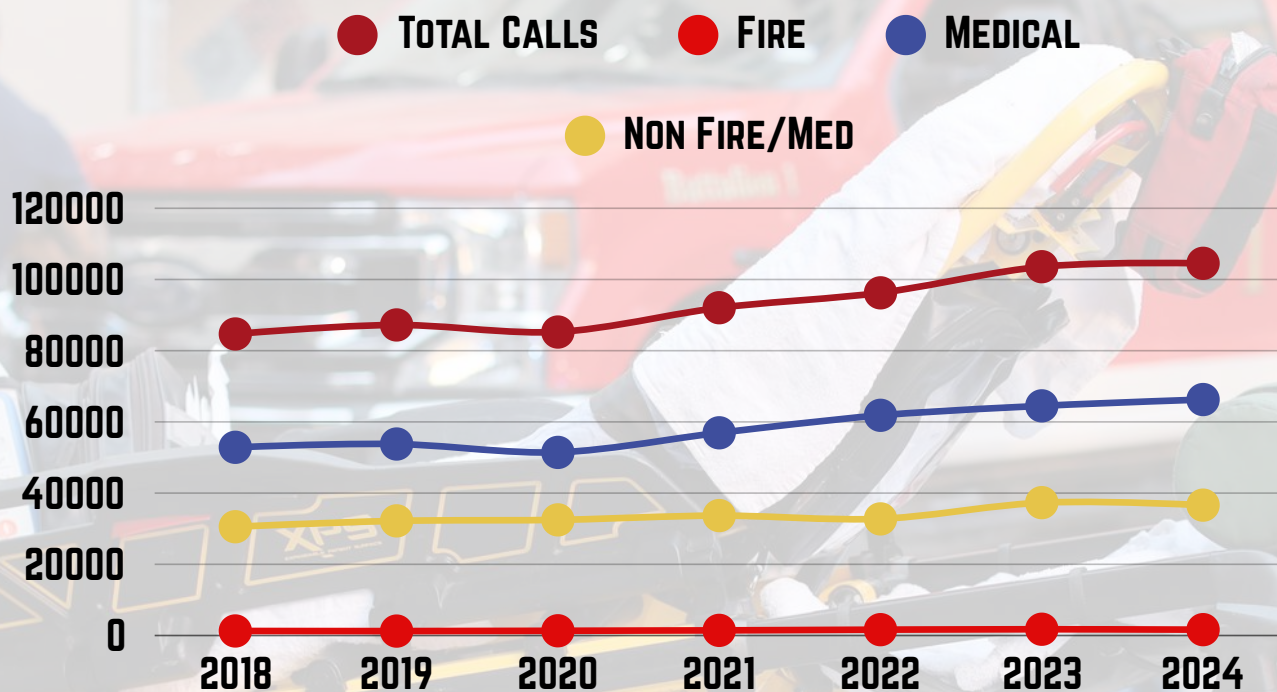
MEDICAL: 8:40

INCIDENTS BY MONTH



2024: YEAR IN REVIEW

7 YEAR COMPARISON: TOTAL CALL VOLUME



EMS STATISTICS



TOTAL DOCUMENTED EMS RUNS

64,361



TOTAL CPR RUNS

1,219

RETURN OF SPONTANEOUS CIRCULATION: 20%



TOTAL STROKES/CVA

1,322



LEVEL 1 TRAUMA PATIENTS

1,793



TOTAL STEMI CALLS

1,440

2024: YEAR IN REVIEW

YEARLY RUNS BY APPARATUS

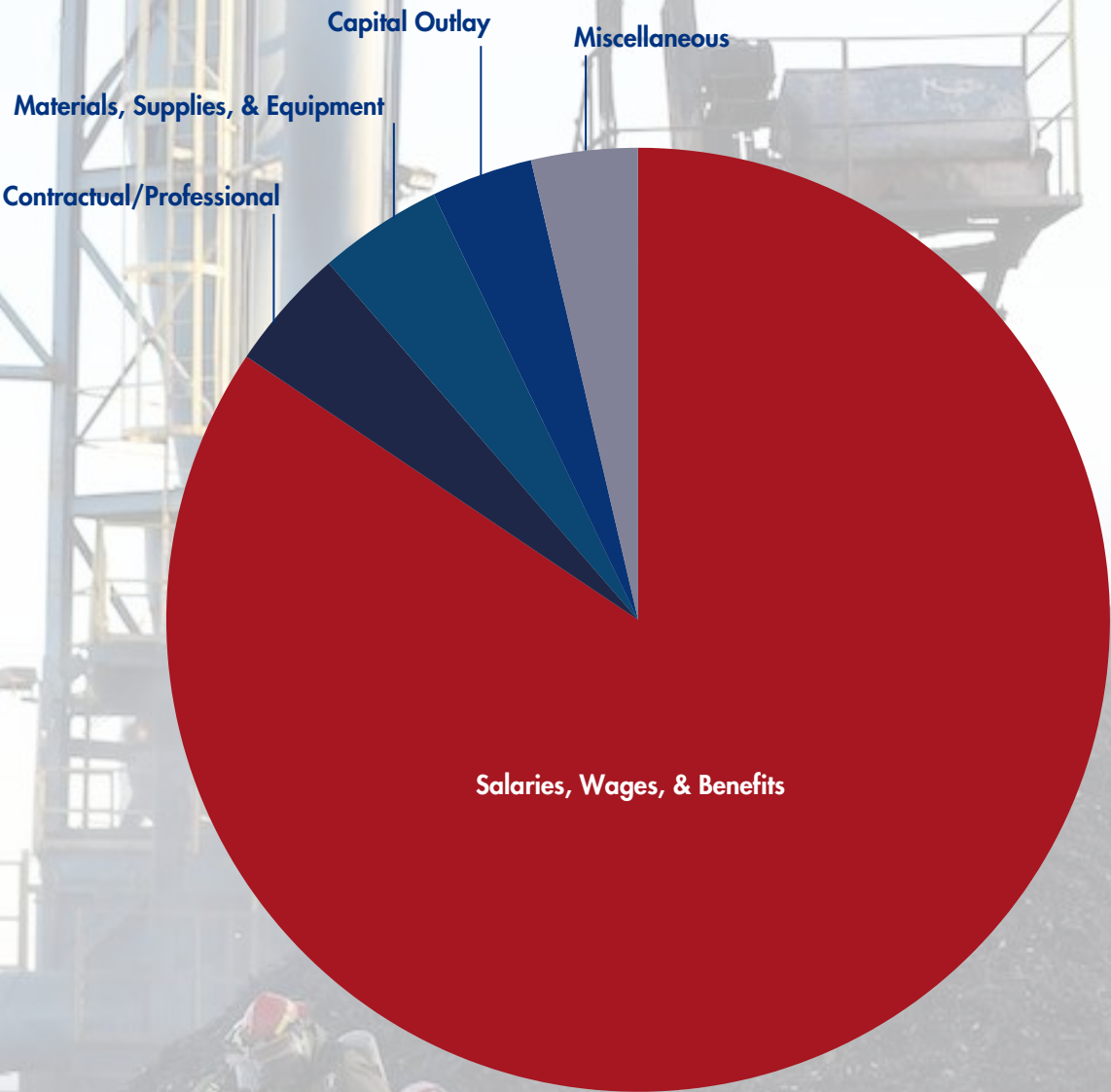
ARFF1	57
ARFF2	28
ARFF3	32
ARFF4	380
ARFF5	60
ARFF6	5
B1	286
B2	284
B3	387
B4	335
B5	253
B6	282
HM1	1476
SQ1	1529
ROC31	255
ROC35	160

Q1	2149
Q7	1902
Q15	1796
Q16	1179
Q17	2121
Q18	2984
Q20	2197
Q24	2547
Q28	2235
Q29	1617
Q31	1824
Q37	2256
L5	1573
L11	1550
L22	2229
ROC35	160
P1	1662
P2	1864
P3	1674

P5	1989
P6	3213
P7	2138
P8	1320
P9	2949
P10	2170
P11	1707
P12	3728
P14	2139
P15	1800
P16	3412
P17	2186
P18	3011
P19	3162
P20	2186
P21	4148
P22	2581
P23	3691
P24	2728
P25	3360
P26	2580
P27	2164
P29	2661
P30	1207
P33	3006
P34	1094
P36	1352
P37	2132

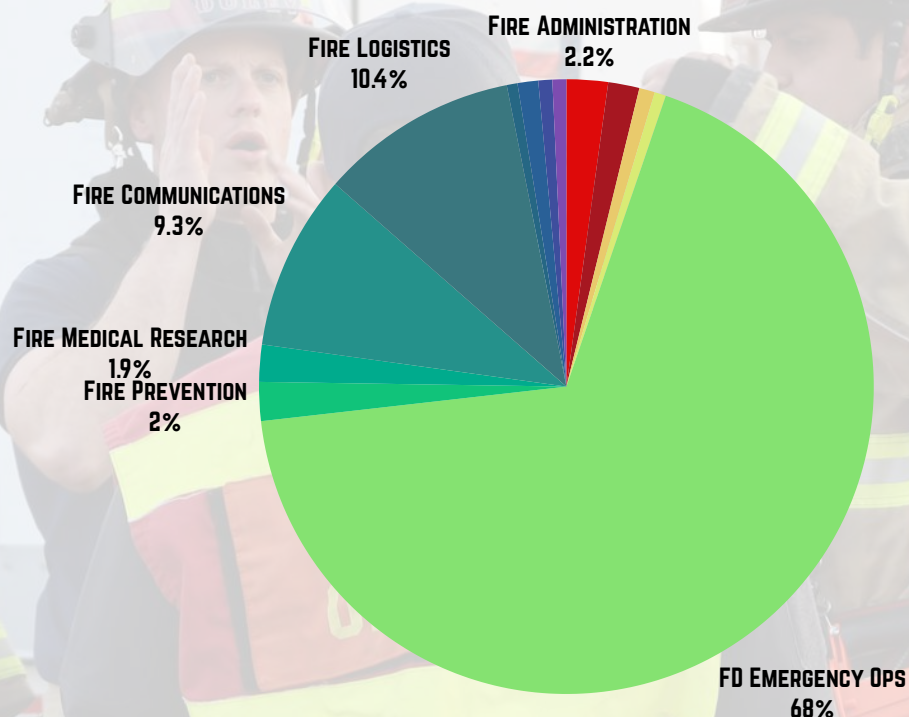
R1	3421
R2	1925
R3	3070
R4	3027
R5	3144
R6	2719
R7	3187
R12	2952
R14	2890
R16	2834
R17	2486
R18	3297
R19	3126
R20	2415
R21	3292
R22	2887
R23	2786
R24	2911
R25	2832
R26	2318
R27	2257
R28	2417
R29	2951
R31	1932
R32	414
R33	2478
R36	1363
R37	2483

FY2024 OPERATING COSTS



SALARIES, WAGES, BENEFITS	\$129,602,920
CONTRACTUAL/PROFESSIONAL	\$6,456,328
MATERIALS, SUPPLIES, & EQUIPMENT	\$6,522,723
CAPITAL OUTLAY	\$5,350,979
MISCELLANEOUS	\$5,350,979
TOTAL EXPENDITURES	\$153,534,979

EXPENDITURES BY PROGRAM



Fire Administration	\$3,089,064	2.2%
Fire Academy Admin	\$2,326,302	1.6%
Fire Cadets	\$1,167,129	0.8%
Operations Research	\$853,617	0.6%
FD Emergency Ops	\$96,359,126	68%
Fire Prevention	\$2,891,722	2%
Fire Medical Research	\$2,760,598	1.9%
Fire Communications	\$13,133,912	9.3%
Fire Logistics	\$14,793,212	10.4%
Planning & Infrastructure	\$797,426	0.6%
Health & Safety	\$1,541,080	1.1%
Fire Dept Grant	\$1,037,496	0.7%
Community Risk Reduction	\$1,036,199	0.7%

A FLAME THAT ENDURES

As we reflect on the past year, we are reminded that the true strength of the El Paso Fire Department isn't just in what we do, it is in how we do it. It is found in the unwavering spirit of the people who serve and the community that stands behind us. We offer our deepest gratitude to the citizens of El Paso for your trust, your partnership, and your support. Your faith in us strengthens our resolve every day and inspires us to continually raise the standard of service and protection that you deserve.

To the brave men and women of the El Paso Fire Department, from the newest recruit to the most seasoned officer— thank you! Your courage, your sacrifice, and your relentless commitment to duty embody the very best of what public service stands for. It is because of you that our mission endures, and our community thrives.

We also pause to honor the memory of those who we have lost. They are never forgotten, and their legacy continues to guide our commitment to serve with courage, compassion, and excellence.

As we look toward the future, we do so anchored by tradition, driven by innovation, and united in our unwavering commitment to serve.

Following this message, we honor our proud traditions and enduring values with the Firefighter's Prayer, a timeless tribute to the calling we have answered.

THE FIREFIGHTER'S PRAYER

WHEN I AM CALLED TO DUTY, GOD,
WHEREVER FLAMES MAY RAGE,
GIVE ME STRENGTH TO SAVE SOME LIFE,
WHATEVER BE ITS AGE.
HELP ME TO EMBRACE A LITTLE CHILD
BEFORE IT'S TOO LATE,
OR SAVE AN OLDER PERSON FROM
THE HORROR OF THAT FATE.
ENABLE ME TO BE ALERT,
AND HEAR THE WEAKEST SHOUT,
AND QUICKLY AND EFFICIENTLY
TO PUT THE FIRE OUT.
I WANT TO FILL MY CALLING
AND TO GIVE THE BEST IN ME,
TO GUARD MY EVERY NEIGHBOR
AND PROTECT THEIR PROPERTY.
AND IF ACCORDING TO MY FATE
I AM TO LOSE MY LIFE,
PLEASE BLESS WITH YOUR PROTECTING HAND
MY CHILDREN AND MY WIFE.



20 24

ANNUAL REPORT



EL PASO FIRE DEPARTMENT

416 N. STANTON ST.

EL PASO, TEXAS, 79901

915.212.5600

