

Memorandum



CITY OF DALLAS

DATE March 5, 2024

Honorable Members of the Public Safety Committee
TO Cara Mendelsohn (Chair), Kathy Stewart (Vice Chair), Tennell Atkins, Jesse Moreno
Gay Donnell Willis

SUBJECT **Dallas Fire-Rescue Recruiting Update for February 2024**

The data below reflects the number of Dallas Fire-Rescue Department (DFR) applicants processed through the month of February 2024. We are on target to meet our hiring goals for FY 2024.

SWORN:

• Applied		1,009
○ Fire-Rescue Officer Trainees	953	
○ Lateral Entry	56	
• Referred by CVS		484
○ Fire-Rescue Officer Trainees	484	
• Interviews		219
○ Fire-Rescue Officer Trainees	215	
○ Lateral Entry	4	
• Processing		667
○ Fire-Rescue Officer Trainees	655	
○ Lateral Entry	12	

Onboarded: **134**

• Fire-Rescue Officer Trainees	130
• Lateral Entry	1
• Single Function Paramedic	3

DFR Recruiters are currently hosting mentoring sessions for the Candidate Physical Agility Test. There are two testing sessions scheduled for February 10 and February 14.

Below is a list of DFR Recruiting events attended during January 2024:

January 19	Dallas College AAS Student EOC Tour
January 20	MLK Parade
January 24	North Dallas High School PTECH Meeting
January 30	Dona Ana College (Military Paramedics)
January 30	Mission Del Norte (Paramedic School)
January 31	Rio Grande Campus (Nursing Program)

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January 30 New Mexico State University
February 1 University of Texas – El Paso



Jon Fortune
Deputy City Manager
[Attachment]

c: T.C. Broadnax, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Dr. Robert Perez, Assistant City Manager
Jack Ireland, Chief Financial Officer
Genesis D. Gavino, Chief of Staff to the City Manager
Directors and Assistant Directors



City of Dallas

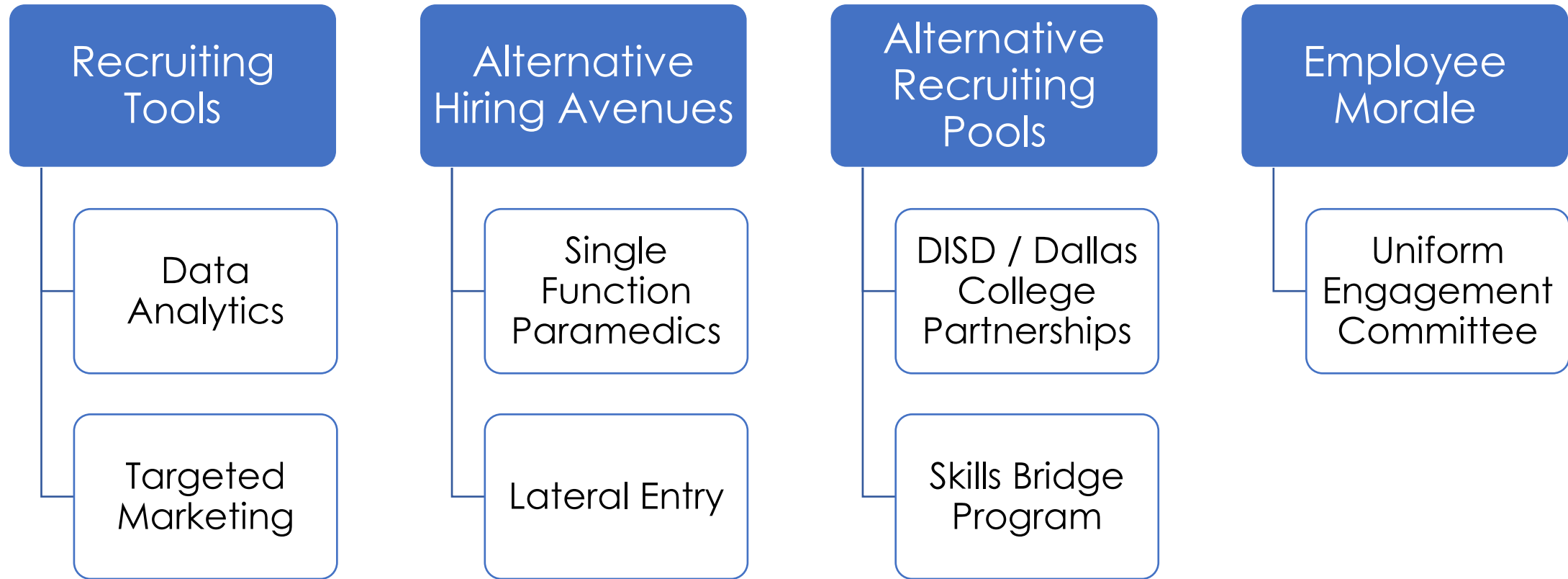
Dallas Fire-Rescue Recruiting / Retention Update

March 2024

**Public Safety Committee
March 5, 2024**

**Assistant Chief Delridge Williams
Dallas Fire-Rescue Department
City of Dallas**

Retention / Recruiting Strategies



Data Analytics



- Geography
- Marketing
- New Hire Surveys
- Exit Interviews



Alternative Hiring Avenues



- Single Function Medics
 - EMS Programs
 - Less physically demanding
 - Increased hiring pool



Alternative Hiring Avenues



- Lateral hires
 - Certified Firefighters
 - Abbreviated Fire Academy
 - Starting pay based on experience
 - Civil Service changes requested



Alternative Recruiting Pools



- DISD / Dallas College Partnerships
 - Firefighting Academy
 - Partnership with DISD and Dallas College
- North Dallas High School P-Tech



Employee Morale



- Uniform Engagement Committee
 - Chief's Corner
 - Coffee with Command



Alternative Recruiting Pools



- SkillBridge
 - Department of Defense partnership
 - Up to 180 days of permissive duty
 - Approval from unit commander
 - Attend DFD training
 - Complete hiring process during the last 30 days



DFR – February



October 2023 through February 2024:

SWORN APPLICATIONS	
Fire Applicants to Civil Service (CVS)	1,009
Referred by CVS	397
In Process	198
Interviews	135

ONBOARDED	
Trainee Fire-Rescue Officer	120
Single Function Paramedic	14





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Dallas Fire-Rescue Department
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