

# Memorandum



CITY OF DALLAS

DATE April 14, 2025

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 Department Recruiting Update for March 2025**

The data below reflects the number of Dallas Fire-Rescue (DFR) applicants processed during the month of March 2025:

- Applications
  - Fire-Rescue Officer Trainee (FROT) 135
  - Lateral Hires (LH) 4
  - Single Function Paramedic (SFP) 0 (All Positions Filled)
- Referred by Civil Service Department (CVS) to DFR
  - FROT 135
  - LH 2
  - SFP 0 (All Positions Filled)
- In Process (CVS)
  - FROT 135
  - LH 2
  - SFP 0 (All Positions Filled)
- On Boarded
  - FROT 27
  - LH 0
  - SFP 0 (All Positions Filled)

Total Applications in Pipeline: 883

Below is a list of DFR Recruiting Division activities during the month of March 2025:

- DISD High School Seniors on site visit to Dolphin Training Facility (x2)

DATE April 14, 2025  
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Should you have questions, or need additional information, please contact Fire Chief Justin Ball at [justin.ball@dallasfire.gov](mailto:justin.ball@dallasfire.gov).



**Dominique Artis**  
**Chief of Public Safety**  
**[Attachment]**

c: Kimberly Bizer Tolbert, City Manager  
Tammy Palomino, City Attorney  
Mark Swann, City Auditor  
Billerae Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Dev Rastogi, Assistant City Manager  
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager

Alina Ciocan, Assistant City Manager  
Donzell Gipson, Assistant City Manager  
Robin Bentley, Assistant City Manager  
Jack Ireland, Chief Financial Officer  
Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)  
Directors and Assistant Directors

# Dallas Fire-Rescue Recruiting / Retention Update

**March 2025**

**Public Safety Committee  
April 14, 2025**



**City of Dallas**

Assistant Chief Delridge Williams  
Deputy Chief Stephan Lopez  
Training, Professional Development, and  
Fleet Maintenance

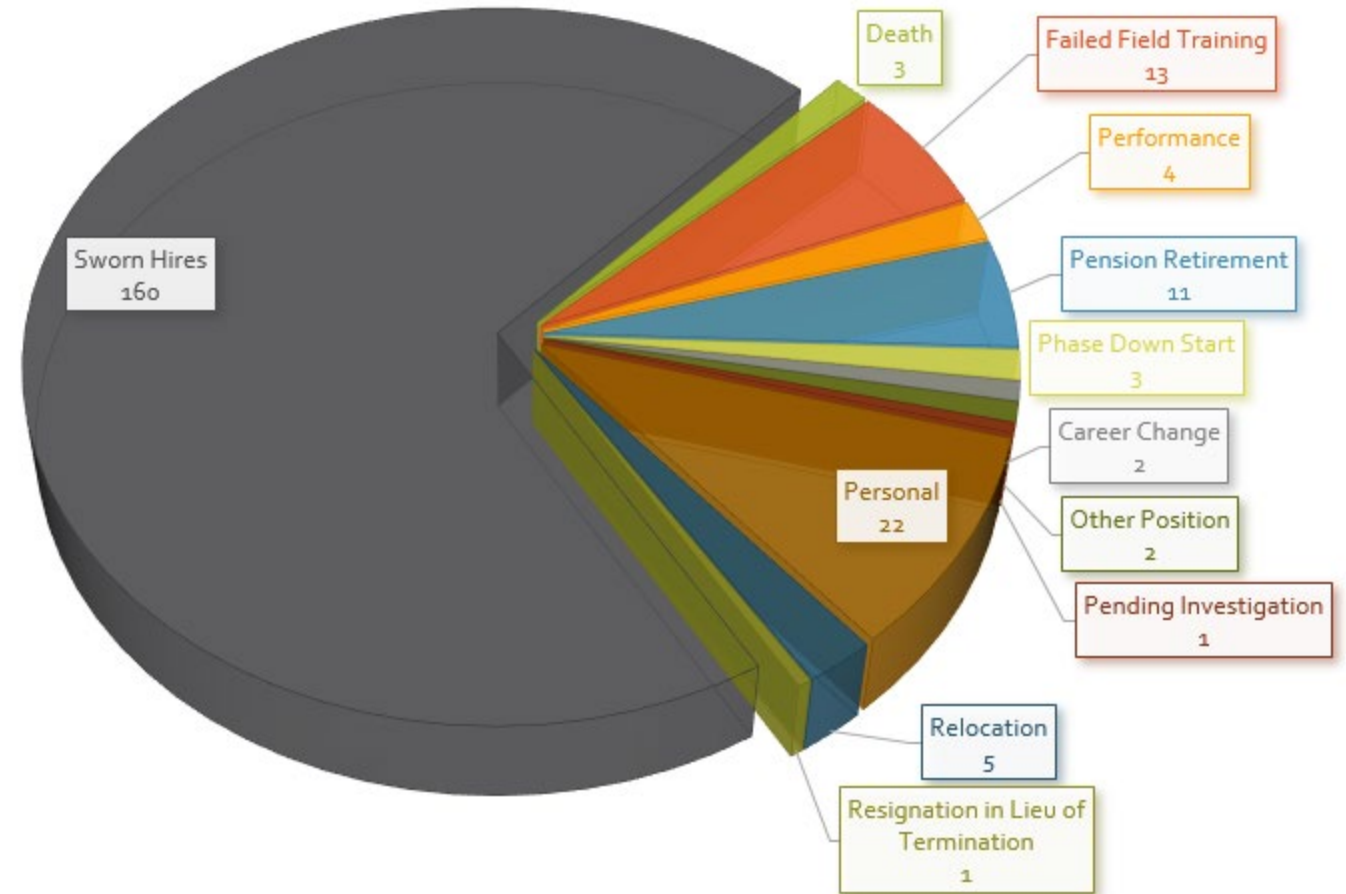
# Monthly/YTD Attrition/Hiring



March Attrition/Hiring	FY25 Attrition/Hiring
Attrition/Hiring	Attrition/Hiring
14/27	72/160



# FY 24-25 Hiring / Attrition



Attrition: 72  
Hires: 160  
Total Officers: 2275

- Death
- Failed Field Training
- Performance
- Pension Retirement
- Phase Down Start
- Career Change
- Other Position
- Pending Investigation
- Personal
- Relocation
- Resignation in Lieu of Termination
- Sworn Hires



# Uniformed Hiring Data Hiring Data



March 1, 2025, through March 31, 2025

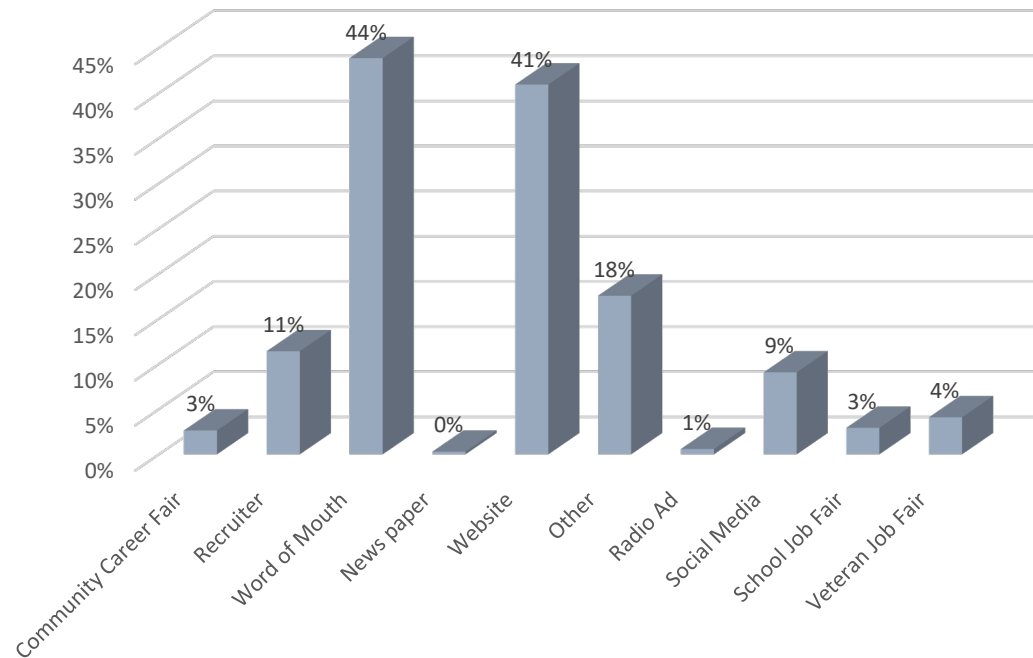
	Applications	Referred by CVS to DFD	In Process	Onboarded
FROT	135	135	883	27
Lateral Hires	4	2	2	0
Single Function	0	0	0	0



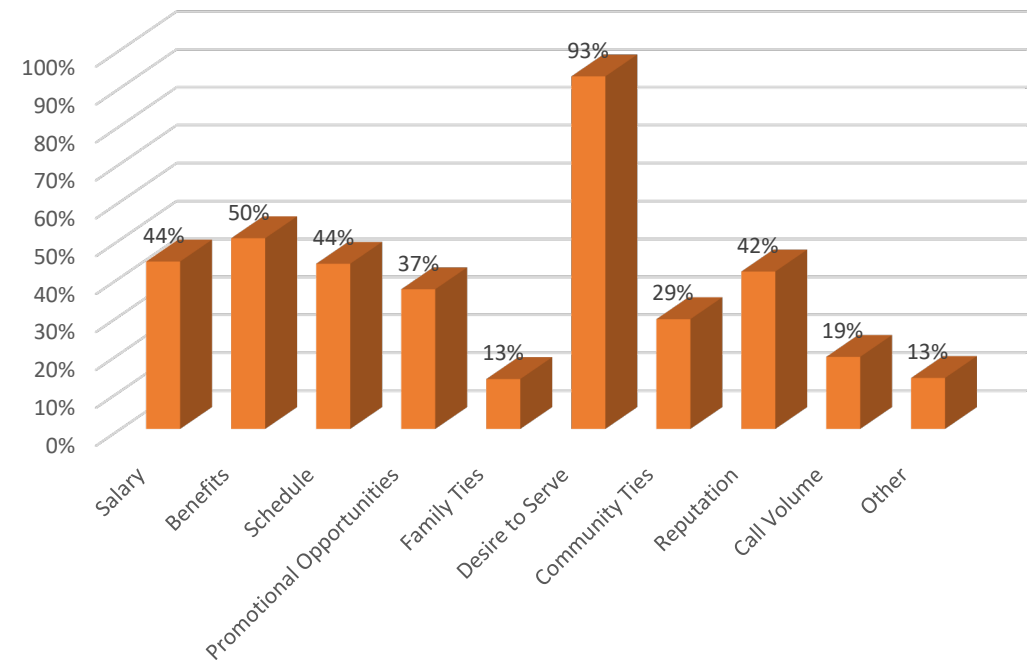
# Applicant Sourcing and Motivation



Where did you hear about the job?



What motivated you to apply to Dallas Fire-Rescue?



# March Recruiting Activities



- Training Facility Tour for DISD High School Seniors (March 5, 2025)
- Training Facility Tour for DISD High School Seniors (March 20, 2025)







**City of Dallas**

# **Dallas Fire –Rescue Recruiting & Retention**

**Public Safety Committee  
April 14, 2025**

Assistant Chief Delridge Williams  
Training, Professional Development, and  
Fleet Maintenance