

Memorandum



CITY OF DALLAS

DATE March 25, 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 February 2025**

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

- Applications
 - Fire-Rescue Officer Trainee (FROT) 161
 - Lateral Hires (LH) 6
 - Single Function Paramedic (SFP) 0 (All Positions Filled)
- Referred by Civil Service Department (CVS) to DFR
 - FROT 94
 - LH 3
 - SFP 0 (All Positions Filled)
- In Process (CVS)
 - FROT 308
 - LH 7
 - SFP 0 (All Positions Filled)
- On Boarded
 - FROT 31
 - LH 1
 - SFP 0 (All Positions Filled)

Total Applications in Pipeline: 748

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

- Carter High School – Local
- Roosevelt High School – Local
- Pinkston High School – Local
- University of Texas – Dallas – Local
- New Mexico State University – Remote
- University of Texas – El Paso – Remote
- El Paso Community College (2 Campuses) – Remote

DATE March 25, 2025
SUBJECT **Dallas Fire-Rescue Department Recruiting Update for February 2025**
PAGE **2 of 2**

- Del Sol Medical Center - Remote

Should you have questions, or need additional information, please contact Interim Fire Chief Justin Ball at 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
Biliera 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



City of Dallas

Dallas Fire-Rescue Recruiting / Retention Update

February 2025

**Public Safety Committee
March 25, 2025**

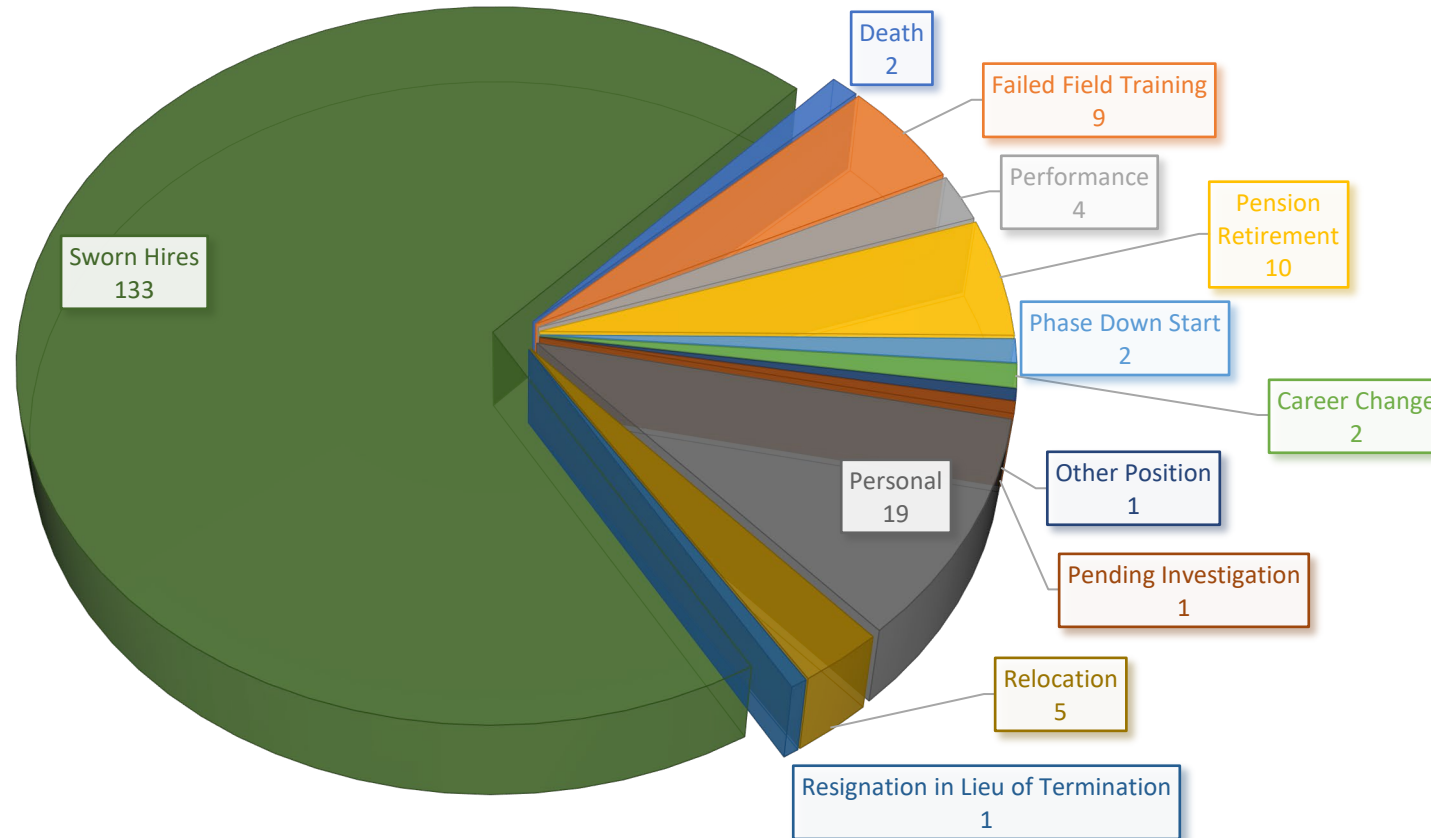
Assistant Chief Delridge Williams
Deputy Chief Stephan Lopez
Training, Professional Development, and
Fleet Maintenance

Monthly/YTD Attrition/Hiring



February Attrition/Hiring	FY25 Attrition/Hiring
Attrition/Hiring	Attrition/Hiring
8/32	58/133

FY 24-25 Hiring / Attrition



Attrition: 58
Hires: 133
Total Officers: 2275



Uniformed Hiring Data Hiring Data



February 1, 2025 through February 28, 2025

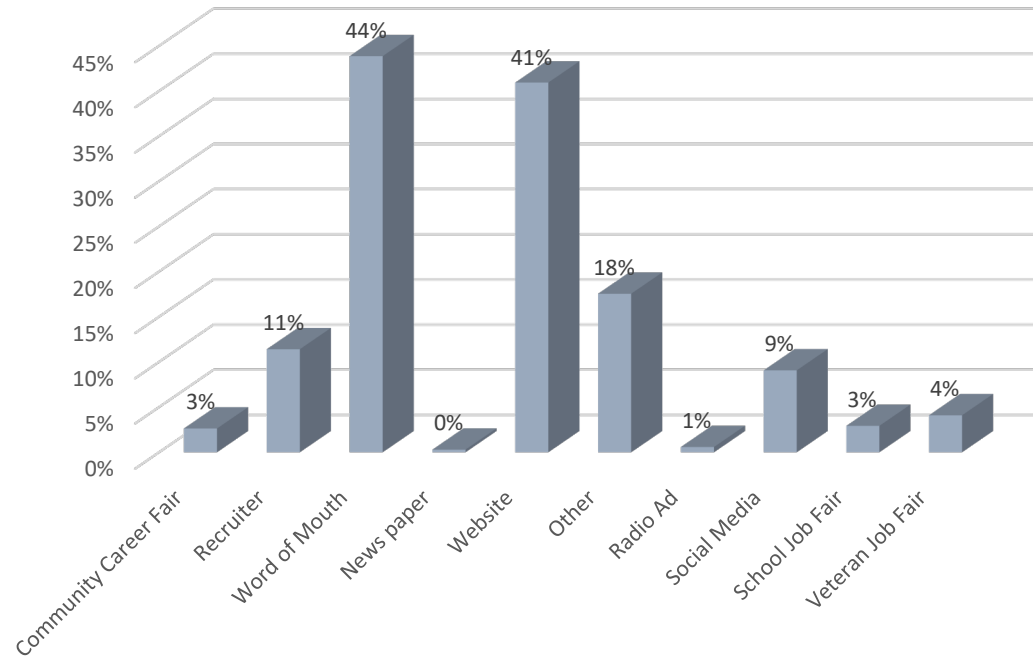
	Applications	Referred by CVS to DFD	In Process	Onboarded
FROT	161	94	748	31
Lateral Hires	6	3	7	1
Single Function	0	0	0	0



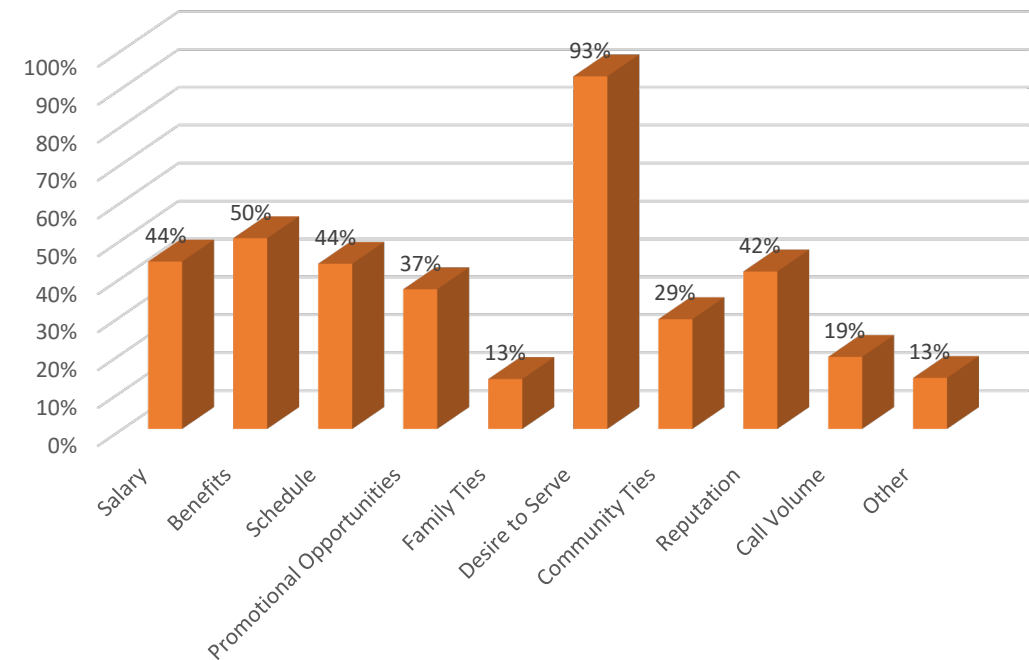
Applicant Sourcing and Motivation



Where did you hear about the job?



What motivated you to apply to Dallas Fire-Rescue?



February Recruiting Activities



- Carter High School
- Roosevelt High School
- Pinkston High School
- University of Texas – Dallas
- New Mexico State University
- University of Texas – El Paso
- El Paso Community College (2 Campuses)
- Del Sol Medical Center





City of Dallas

Dallas Fire –Rescue Recruiting & Retention

**Public Safety Committee
March 25, 2025**

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