

Memorandum



CITY OF DALLAS

DATE December 9, 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 & Retention Update for November 2024**

The data below reflects the number of Dallas Fire-Rescue (DFR) applications processed during the month of November 2024:

Fire Rescue Officer Trainee (FROTs):

- October Applications
 - FROT 98
 - Lateral Hires 49
 - Single Function 16
- Referred by Civil Service (CVS) to DFR
 - FROT 67
 - Lateral Hires 1
 - Single Function 1
- In Process (CVS)
 - FROT: 70
 - Lateral Hires: 0
 - Single Function: 6
- On Boarded
 - FROT: 1
 - Lateral Hires: 3
 - Single Function: 8
- Total In Process: 945

The information below is a list of DFR recruiting activities during the month of November 2024:

- San Diego Miramar College
- San Diego City College
- San Diego Mesa College
- Southwest College
- West Coast EMT
- EMSTA College
- San Diego Community College District

DATE December 9, 2024
SUBJECT **Dallas Fire-Rescue Department Recruiting & Retention Update for November 2024**
PAGE **2 of 2**

Should you have any questions or concerns, please contact Interim Fire Chief Justin Ball at justin.ball@dallasfire.gov.

Service First, Now!



Dominique Artis
Chief of Public Safety (I)
[Attachment]

c: Kimberly Bizer Tolbert, City Manager (I)
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 (I)
Robin Bentley, Assistant City Manager (I)
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 November 2024

**Public Safety Committee
December 9, 2024**

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

Dallas Fire-Rescue Recruiting and Retention



Attrition

Hiring
Data

Recruiting
Activities

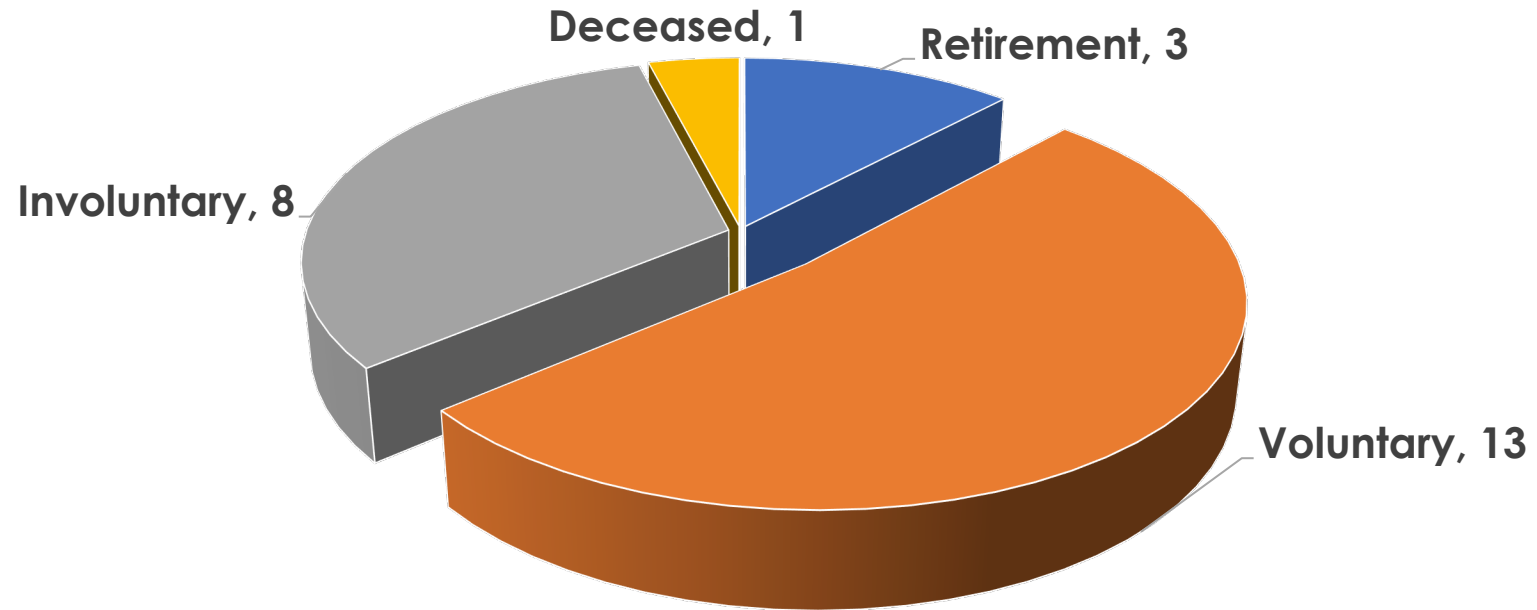
Updates



FY 24-25 Attrition



FY 24 Year to Date Attrition



■ Retirement ■ Voluntary ■ Involuntary ■ Deceased



Uniformed Hiring Data Hiring Data



November 1, 2024, through November 26, 2024

	Applications	Referred by CVS to DFD	In Process	Onboarded
FROT	98	67	70	1
Lateral Hires	49	1	0	3
Single Function	16	1	6	8



Uniformed Hiring Data Hiring Data



FY 24-25

	Applications	Referred by CVS to DFD	In Process	Onboarded
FROT	494	205	65	54
Lateral Hires	106	3	0	3
Single Function	16	10	9	8



Recruiting Activities



- San Diego Miramar College
- San Diego City College
- San Diego Mesa College
- Southwest College
- West coast EMT
- EMSTA College
- San Diego Community College District



Updates



- Innovation Lab
- Hiring Dates
- Fast Track Classes
- High School Fire Academy
- SMU: Temerlin Advertising Institute





City of Dallas

Dallas Fire-Rescue Recruiting / Retention Update

November 2024

**Public Safety Committee
December 9, 2024**

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