



**SERVICE  
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# **Dallas Fire-Rescue**

## **Recruiting / Retention Update**

### **Fiscal Year 2025-2026: 1<sup>st</sup> Quarter**

**Public Safety Committee**

February 9, 2026

## **Delridge Williams**

*Assistant Chief*

Training, Professional Development, & Fleet Maintenance

## **Stephan Lopez**

*Deputy Chief*

Training, Professional Development, & Fleet Maintenance





- **FROT Application Process**
- **1<sup>st</sup> Quarter Attrition & Hiring**
- **1<sup>st</sup> Quarter Attrition Reason Breakdown**
- **Uniform Hiring Data**
- **Applicant Motivation**
- **Applicant Referral Source**
- **1<sup>st</sup> Quarter Recruiting Activities**

# Fire Rescue Officer Trainee (FROT) Application Process



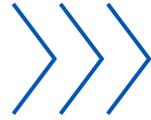
## Application Open

Dec. 29, 2025

- FROT Application Period Opened

Dec. 31, 2025

- End of the 1<sup>st</sup> Fiscal Quarter



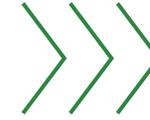
## Civil Service Applicants

- 89 FROT Applicants



## Referrals to DFR

- 52 FROT Applicants



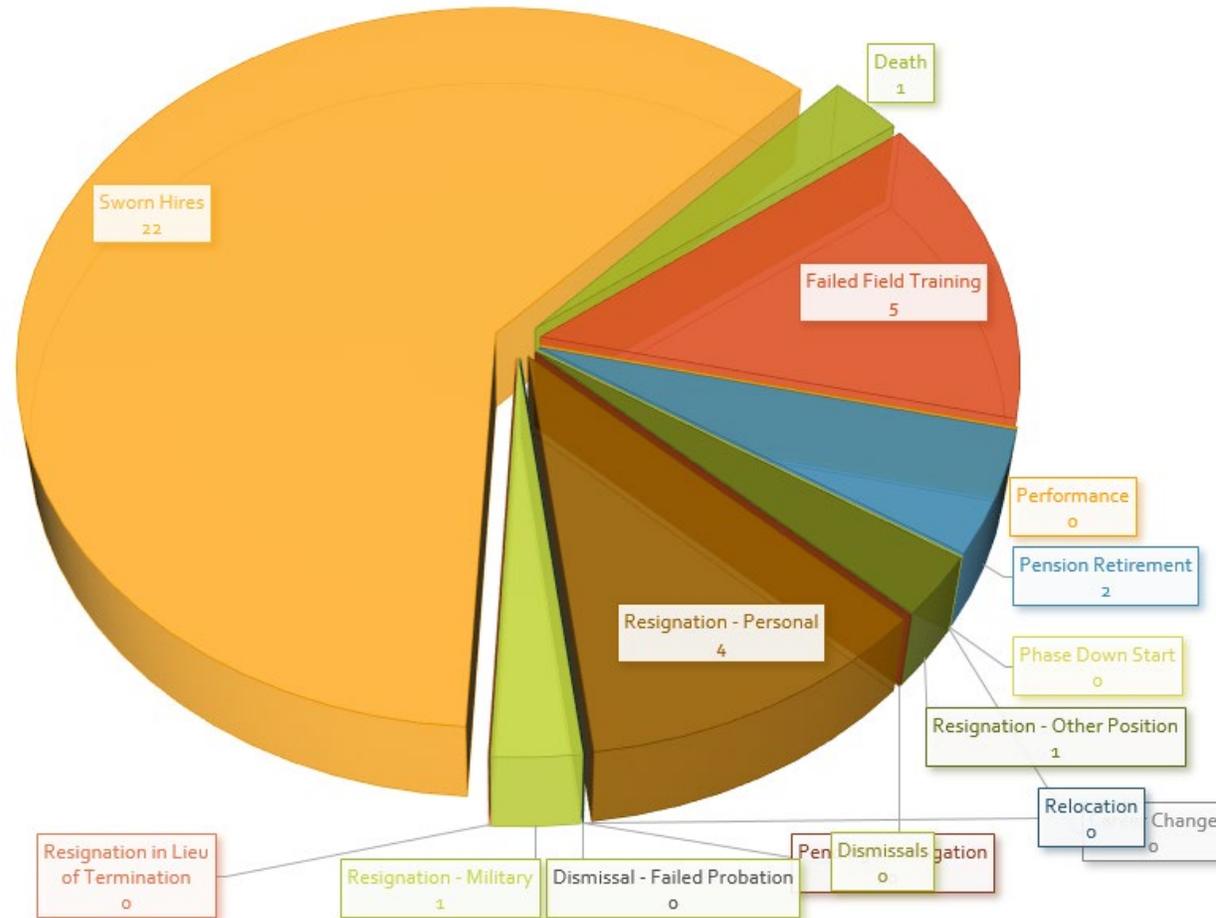
## Applicant Vetting

- Background Packet
- Situational Judgment Test
- Personality Inventory & Profiling
- Physical Exams
- Interview

# Attrition & Hiring – 1<sup>st</sup> Quarter FY25-26

<b>1<sup>st</sup> Quarter Attrition / Hiring</b>	<b>FY Year-to-Date Attrition / Hiring</b>
<b>Attrition / Hiring</b>	<b>Attrition / Hiring</b>
<b>14 / 22*</b>	<b>14 / 22*</b>
<b>*Class #392 Began on Oct. 22, 2025</b>	

# FY 25-26 Hiring vs. Attrition



Attrition: 14  
Hires: 22  
Total Officers: 2308  
\*Fully Staffed: 1726 Members in Operations

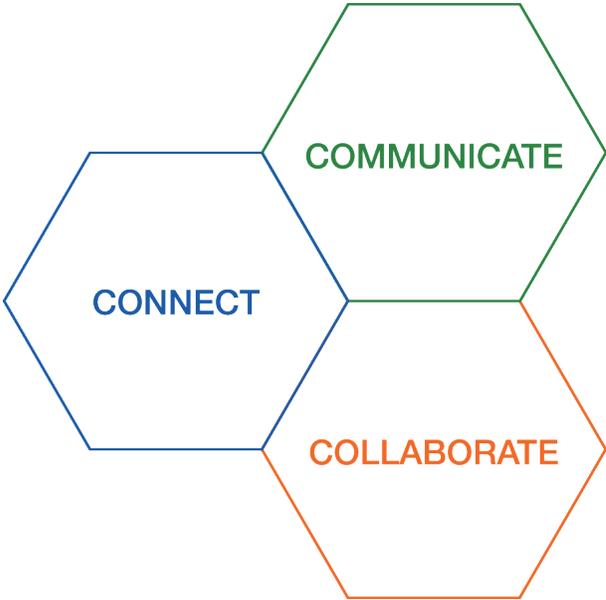
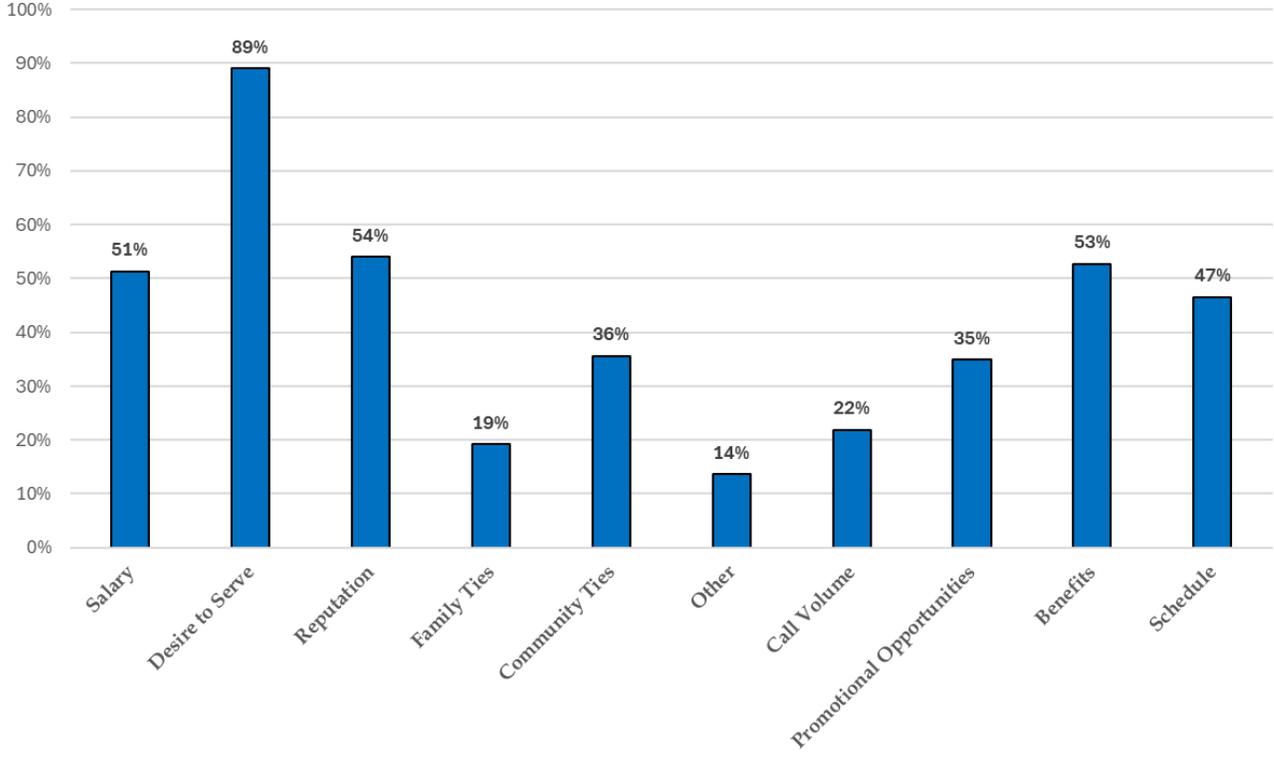
# Uniformed Hiring Data

	Applications	Referred by CVS to DFD	In Process	Onboarded
FROT	89	52	509	22
Lateral Hires	0	0	0	0
Single Function	0	40	0	0

# Motivation for Choosing DFR

What Motivated You to Apply for DFR?

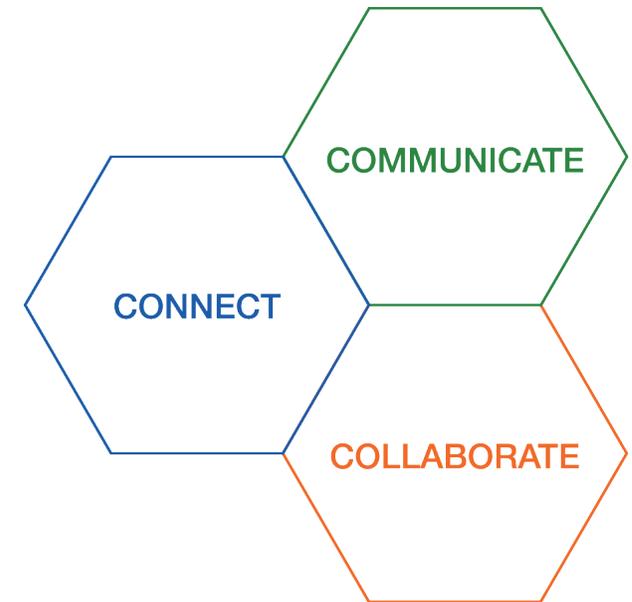
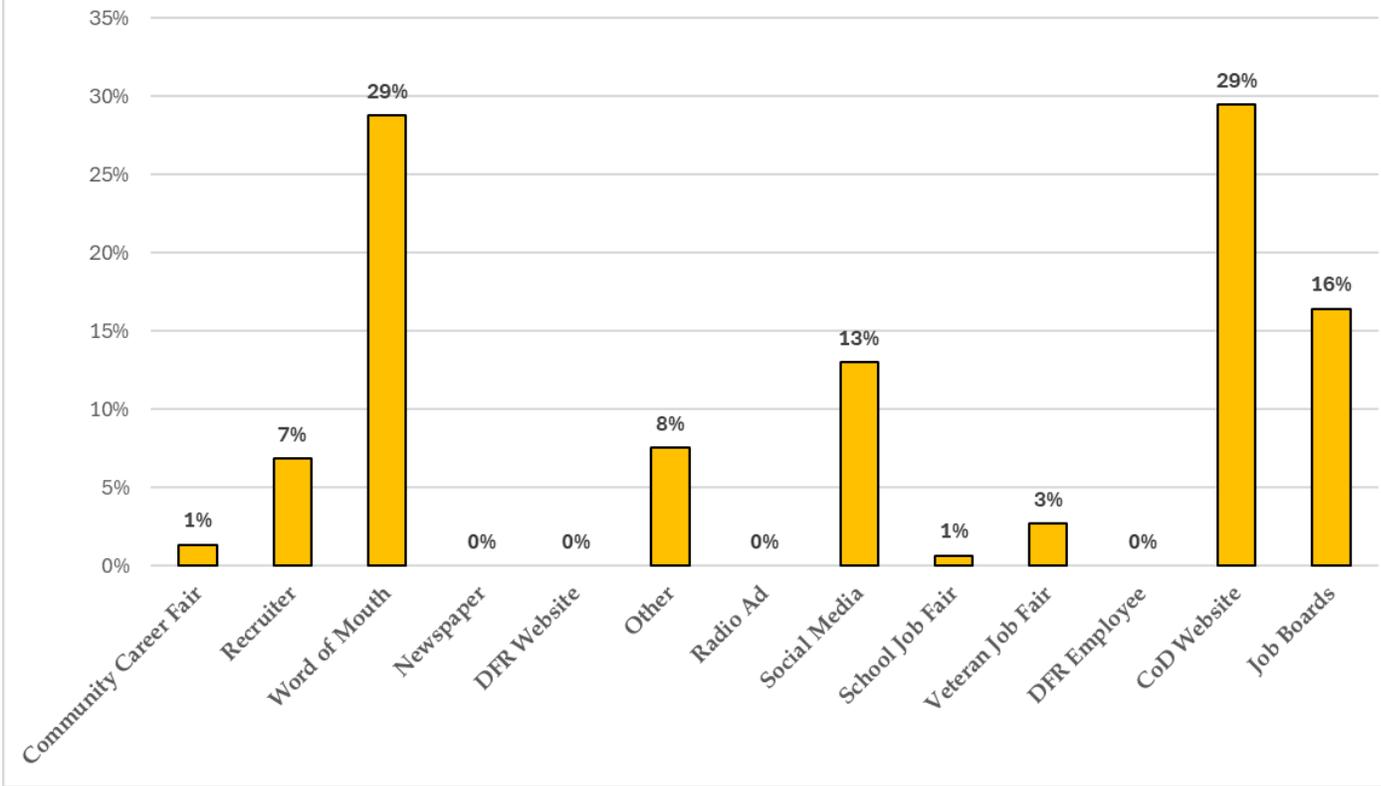
Dates: Oct. 1, 2025 - Dec. 31, 2025



# How Our Applicants Hear About DFR?

## Where Did You Hear About DFR?

Dates: Oct. 1, 2025 - Dec. 31, 2025



# 1<sup>st</sup> Quarter Recruiting Activities

10/2/2025	Dallas County Clay Lewis Jenkins, You're Hired Job Fest	Career Fair	Dallas
10/7/2025	JC Zaragoza Park	Career Fair	Dallas
10/8/2025	Fall Job Fair 2025 TCC	Career Fair	Fort Worth
10/23/2025	Tarrant County College Northeast Campus Monster Mash Career Fair	Career Fair	Hurst
10/24/2025	Public Safety Career Expo 2025	Career Fair	Dallas
10/24/2025	2nd Annual College, Career, and Military Rediness Day Kimball High School	Career Fair	Dallas
11/7/2025	Campus Visit and Meeting with Atheletic Directors at Prrie View and Texas Southern	School Visit	Houston
11/8/2025	Fall EMS Field Day San Jacinto College Houston Texas	Career Fair	Houston
11/13/2025	Hiring Red, White, & You! Job Fair 2025	Career Fair	Dallas
11/14/2025	Shelton School & Evaluation Center	Career Fair	Dallas
11/21/2025	2025 Service Expo	Career Fair	Garland
11/21/2025	Congressman Marc Veasey Job Fair 23025	Career Fair	Dallas
12/5/2025	Navarro College Fire & EMS Recruiting Fair	Career Fair	Waxahachie
12/6/2025	Holiday Parade	Parade	Dallas
12/9/2025	Gilbreath-Reed Career and Technical Center Career Explore Fair	Career Fair	Garland



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