

# Memorandum



CITY OF DALLAS

DATE June 3, 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 May 2025**

The data below reflects the number of Dallas Fire-Rescue Department (FROT) applicants processed during the month of May 2025:

Fire Rescue Officer Trainee (FROTs):

- May Applications
  - FROT 202
  - Lateral Hires 11
  - Single Function 0 (All Positions Filled)
- Referred by CVS to DFD
  - FROT 54
  - Lateral Hires 3
  - Single Function 0 (All Positions Filled)
- In Process (CVS)
  - FROT: 154
  - LH: 10
  - SFPM: 0 (All Positions Filled)
- On Boarded
  - FROT: 33
  - LH: 1
  - SFPM: 0 (All Positions Filled)
  - FPE&I: 10
- Total in Process (DFD) 1243

The information below is a list of Dallas Fire-Rescue department recruiting activities during the month of May 2025:

- **L.G. Pinkston Cinco de Mayo Community Fair**  
Recruiting participated in this annual community event to foster relationships and promote awareness of career opportunities within the fire service. Staff provided informational materials, department-branded items, and spoke with attendees about the path to employment and the rewards of a career in public safety.

- **Navarro College – Waxahachie Career Fair**  
At Navarro College, recruiting engaged with students to share information about fire service careers, hiring steps, and training expectations. These efforts are part of a continued strategy to reach early-career individuals and build interest in fire service professions.
- **Applicant Review Process**  
Recruiting is currently managing more than 1,200 applicants as part of our ongoing hiring cycle. We continue to conduct a careful and balanced review to identify top candidates, while maintaining a selection process that is both fair and focused on long-term success in the role.
- **CPAT Mentoring and Candidate Support**  
Recruiting has taken a more focused approach to encouraging participation in CPAT mentoring, especially among women in the process. Candidates are being actively engaged and guided toward resources proven to improve performance, helping to ensure all individuals are fully prepared and supported as they advance through testing.

Service First, Now!



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

c: Kimberly Bizar 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**

**May 2025**

**Public Safety Committee  
June 3, 2025**

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

# Monthly/YTD Attrition/Hiring



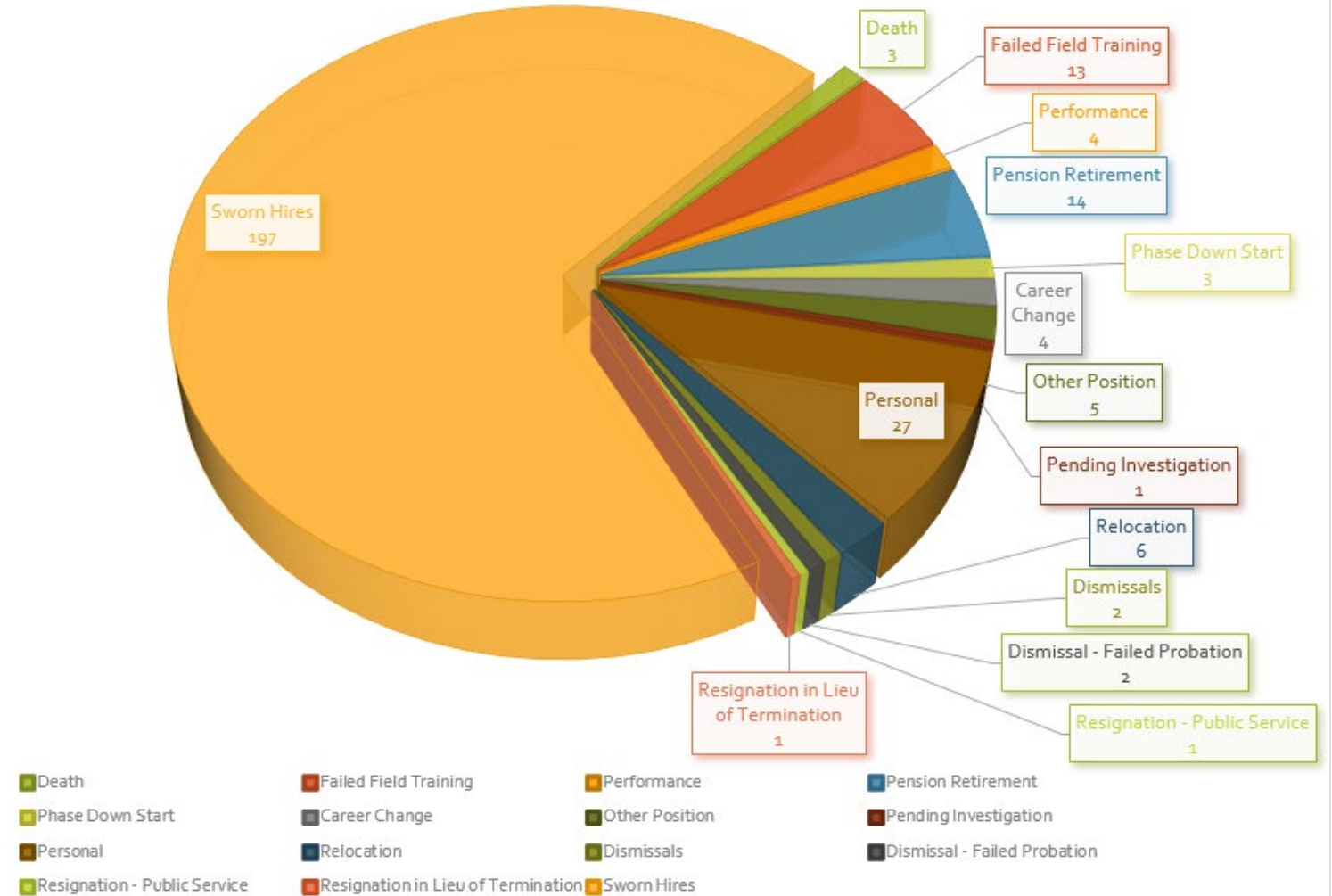
May Attrition/Hiring	FY25 Attrition/Hiring
Attrition/Hiring	Attrition/Hiring
7/44	86/197
*10 FPE&I Members Hired	



# FY 24-25 Hiring / Attrition



**Attrition: 86**  
**Hires: 197**  
**Total Officers: 2275**  
**Total Operations: 1696**  
**\*Fully Staffed: 1726 Members in Operations**



# Uniformed Hiring Data Hiring Data



May 1, 2025 through May 27, 2025

	Applications	Referred by CVS to DFD	In Process	Onboarded
FROT	202	54	154	33
Lateral Hires	11	3	10	1
Single Function	0	0	0	0

\*10 Fire Prevention, Education, & Inspection Members Onboarded





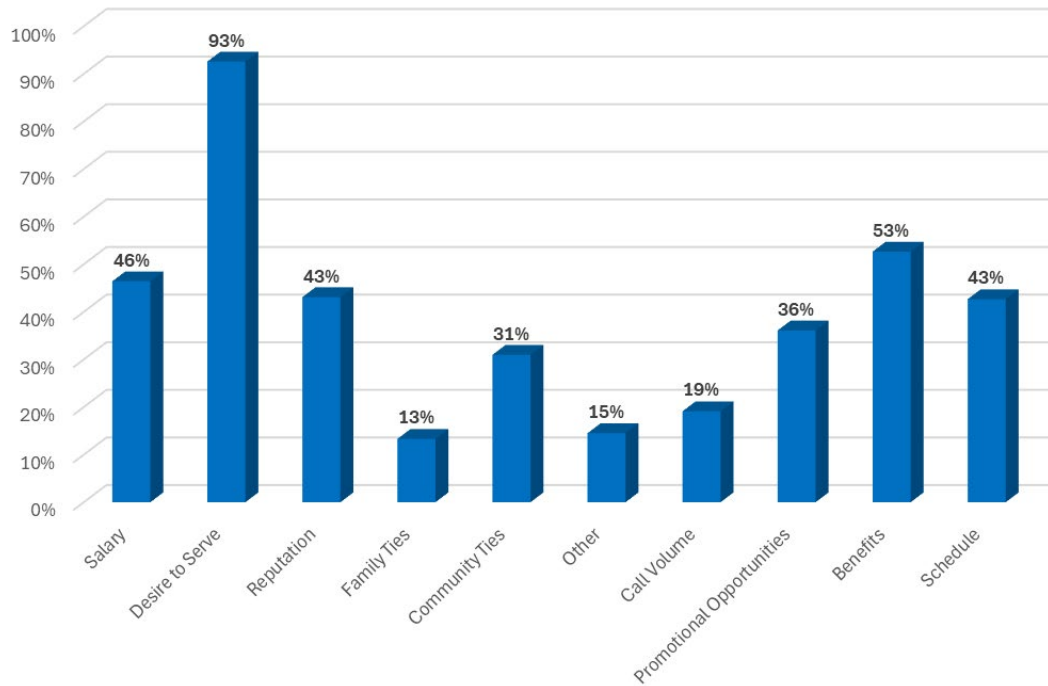
# Applicant Sourcing and Motivation



## What Motivated You to Apply for DFR?

Dates: Oct. 1, 2024 - May 23, 2025

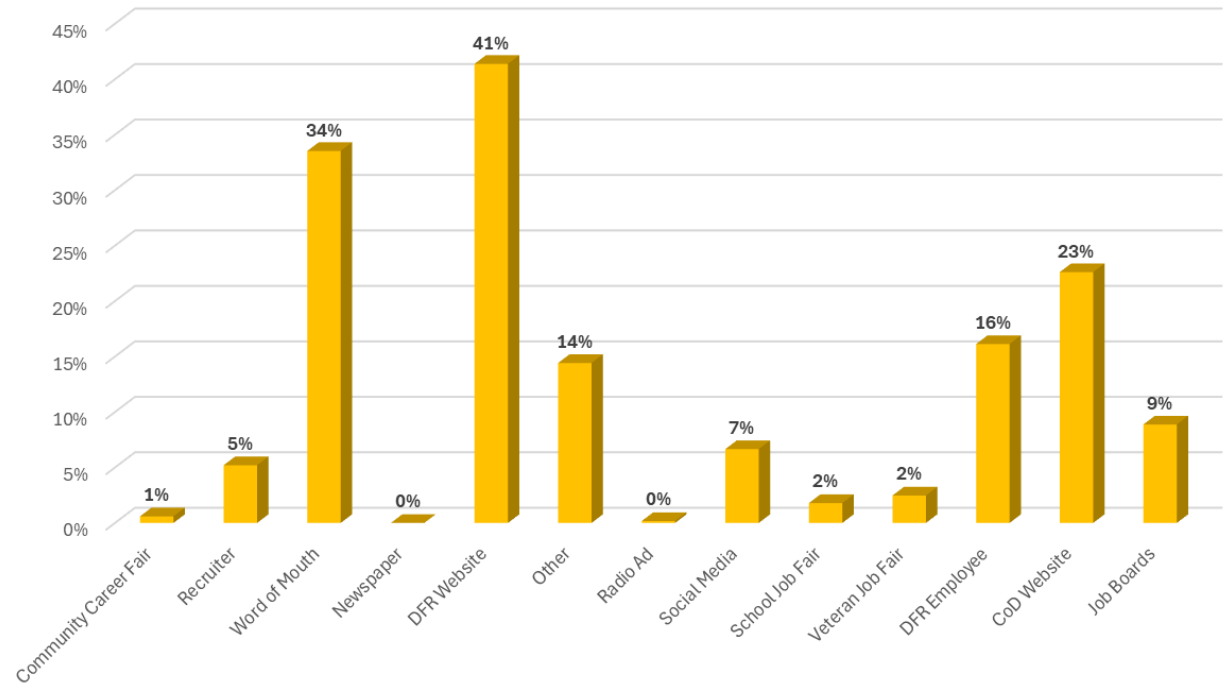
Applicants: 1,172



## Where Did You Hear About DFR?

Dates: Oct. 1, 2024 - May 23, 2025

Applicants: 1,172



# Applicant Sourcing and Motivation



What Motivated You to Apply for DFR?		
Category	Percentage	Count
Salary	46%	544
Desire to Serve	93%	1085
Reputation	43%	505
Family Ties	13%	156
Community Ties	31%	363
Other	15%	170
Call Volume	19%	224
Promotional Opportunities	36%	423
Benefits	53%	617
Schedule	43%	500

Where Did You Hear About DFR?		
Category	Percentage	Count
Community Career Fair	1%	7
Recruiter	5%	61
Word of Mouth	34%	393
Newspaper	0%	0
DFR Website	41%	485
Other	14%	169
Radio Ad	0%	2
Social Media	7%	78
School Job Fair	2%	21
Veteran Job Fair	2%	29
DFR Employee	16%	189
CoD Website	23%	265
Job Boards	9%	104

- Each applicant can list multiple categories for each question.





# May Recruiting Activities



- L.G. Pinkston Cinco de Mayo Community Fair
- Navarro College – Waxahachie Career Fair





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