



City of Dallas

Dallas Fire-Rescue Recruiting Fiscal Year

October 2024 - September 2025

**Public Safety Committee
November 10, 2025**

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

Dallas Fire-Rescue Recruiting



- This Public Safety Committee Presentation will provide information regarding the hiring practice for the Dallas Fire-Rescue Department, which encompassed Fiscal Year October 2024 to September 2025:
 - Hiring of New Fire Rescue Officers (FROTs)
 - Hiring of Single Function Paramedics
 - Hiring of Fire Prevention, Education, & Inspection Officers
 - Hiring of Lateral Hire Members
 - Attrition for FY 2024 - 2025



Fiscal Year October 2024 – September 2025



- DFR was tasked with hiring 203 FROTs, 10 Single Function Paramedics, and 10 FPE&I Officers for Fiscal Year October 2024-September 2025.
- The goal of 203 new FROTs was scaled back to 195 due to attrition rates not being as high as anticipated.
- The department met each of these individual hiring goals.
- The Recruiting Team processed 1,262 FROT applicants in order to meet DFR's goal of 195.



FY 2024-2025 Sworn Hiring Data



Applicant Pool	Number Hired	% Hired
1262	195	15.45%

Class Numbers	Start Dates	New Officers/Recruits Assigned
385 & 386	October 23, 2024	54
387	January 15, 2025	30
388	February 12, 2025	30
389	March 26, 2025	30
390	May 21, 2025	23
391	July 16, 2025	20
		Lateral Officers 6 Reappointment 2
		TOTAL 195



DFR Summary FY 24-25 New Hires



Fire Rescue Officers Trainees (FROT)	
Total Number of Applications	2,763
Total Applications Referred by Civil Service	1,238
Total Hired	189
Fire Rescue Officer Trainee (FROT) - Lateral	
Total Number of Applications	409
Total Applications Referred by Civil Service	23
Total Hired	6
Single Function Paramedic	
Total Number of Applications	89
Total Applications Referred by Civil Service	27
Total Hired	10



Recruiting Methods

During this FY, the Recruiting Team developed the following employment strategies:

- Community & Career Events
 - Maintain a presence at college career fairs, military transition centers, community events, parades, gyms, and the state fair.
 - 12 Events
- Campus Engagement
 - Direct targeting of colleges/universities-hosting classroom presentations and informational tables to build rapport with potential applicants.
 - 18 Schools and Colleges
- Digital Marketing
 - Social Media Posting (Facebook/Instagram) to increase employment opportunities.

DFR Advertisement



**NOW
ACCEPTING
APPLICATIONS**


DALLAS FIRE-RESCUE
RECRUITING

FIRE-RESCUE OFFICER TRAINEES

LATERAL FIREFIGHTER-PARAMEDICS

SINGLE FUNCTION PARAMEDICS

FIRE PREVENTION OFFICERS

LATERAL FIRE PREVENTION OFFICERS

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DFR Attrition Summary FY 24-25



DFR Attrition by Month											
Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.
14	13	12	11	8	14	7	7	12	6	3	3
Total Attrition 110 Members											



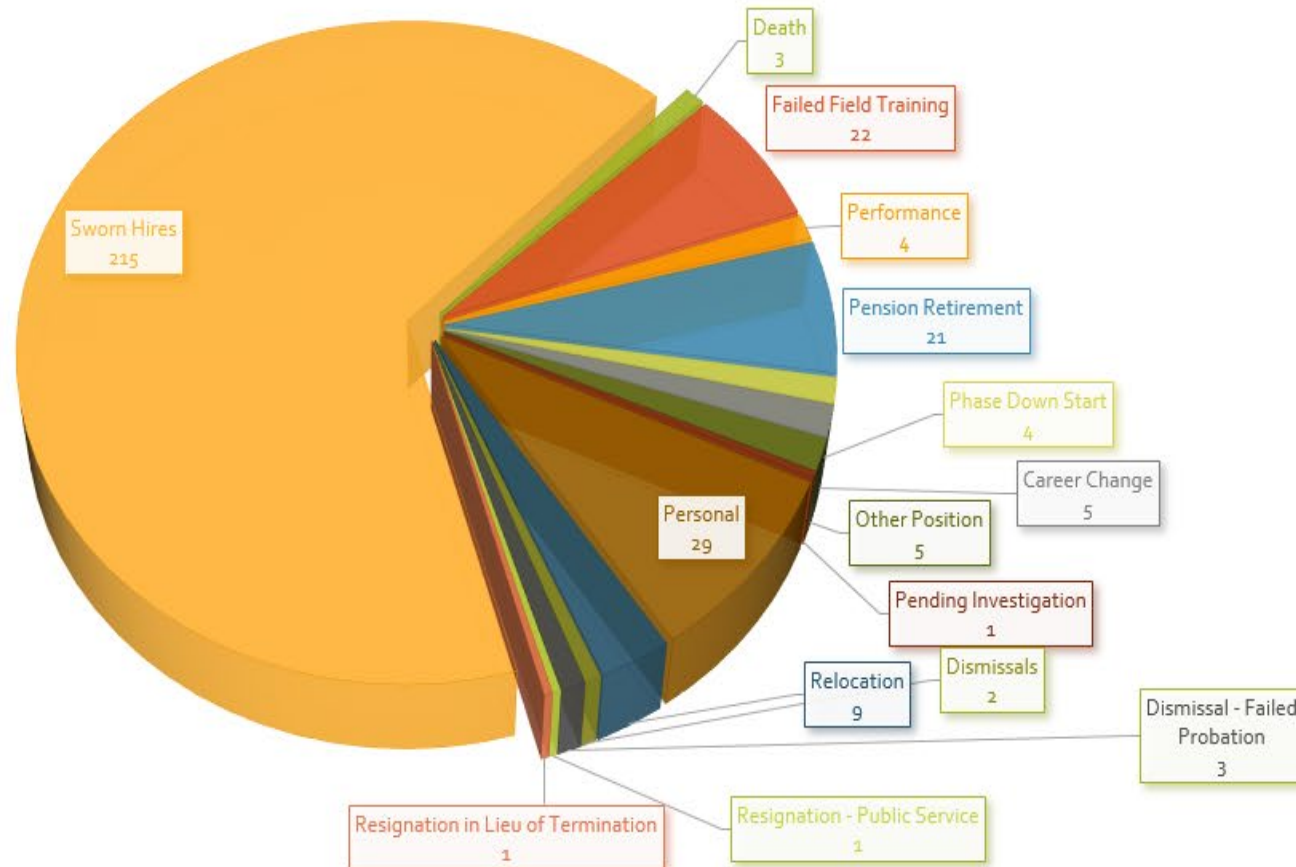
DFR Attrition Summary FY 24-25



End of Service	Grand Total
Death – Non Job Related	3
Dismissal – Failed Field Training	22
Dismissal – Performance	4
Pension Retirement	21
Phase Down	4
Resignation – Career Change	5
Resignation – Other Position	5
Resignation – Pending Investigation	1
Resignation – Personal	29
Resignation – Relocation	9
Resignation – In Lieu of Termination	1
Dismissal – Failed Probation	3
Dismissal	2
Resignation – Public Service	1
Total	110



FY 2024-2025 Attrition Reasons



Hires: 215
Attrition: 110

Total Sworn: 2275



DFR Retention Initiatives



- Uniform Engagement Team
 - Quarterly “Coffee with Command”
 - Chief’s Update Videos
- DFR Awards Banquet
- Life Saving Awards
- DFR Yearbook
- DFR Line of Duty Death Memorial
- Upcoming Promotional Exams





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