

Memorandum



CITY OF DALLAS

DATE May 13, 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 Update for April 2024**

The data below reflects the number of Dallas Fire-Rescue Department applicants processed through the month of April 2024. We are on target to meet our hiring goals for FY23-24.

SWORN:

- Applied
 - Fire-Rescue Officer Trainees (FROT) **1805**
 - Lateral Hires (LH) **109**
 - Single Function Paramedics (SFP) **142**
 - Reappointments **5**
- Referred by Civil Service Department (CVS)
 - Fire-Rescue Officer Trainees (FROT) **729**
 - Lateral Hires (LH) **13**
 - Single Function Paramedics (SFP) **42**
- Interviews
 - Fire-Rescue Officer Trainees (FROT) **0**
 - Lateral Hires (LH) **0**
 - Single Function Paramedics (SFP) **15**
- Processing
 - Fire-Rescue Officer Trainees (FROT) **264**
 - Lateral Hires (LH) **21**
 - Single Function Paramedics (SFP) **0**
 - Reappointments **2**

Onboarded:

- Fire-Rescue Officer Trainees (FROT) **185**
- Lateral Hires (LH) **3**
- Single Role Paramedic (SFP) **15**
- Reappointments **3**

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Dallas Fire Recruiters are currently hosting mentoring sessions for the Candidate Physical Agility Test.

Below is a list of Dallas Fire Department Recruiting events attended during April 2024.

April 02	Eastfield Dallas College: Job & Career Expo
April 05	Navarro College: Semi-Annual Recruiting Event
April 10	Mountain View Dallas College: Job & Career Expo
April 13	Richland Dallas College: Job & Career Expo
April 13	District 11 Community Event
April 24	Life School Oak Cliff Career Fair
April 26	North Dallas HS PTECH: Mock Interviews
April 27	West Dallas DPD Community Job Fair



Jon Fortune
Deputy City Manager
[Attachment]

c:	Kimberly Bizzor Tolbert, City Manager (i)	M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
	Tammy Palomino, City Attorney	Dr. Robert Perez, Assistant City Manager
	Mark Swann, City Auditor	Donzell Gipson, Assistant City Manager (I)
	Biliera Johnson, City Secretary	Robin Bentley, Assistant City Manager (I)
	Preston Robinson, Administrative Judge	Jack Ireland, Chief Financial Officer
	Majed A. Al-Ghafry, Assistant City Manager	Genesis D. Gavino, Chief of Staff to the City Manager
		Directors and Assistant Directors



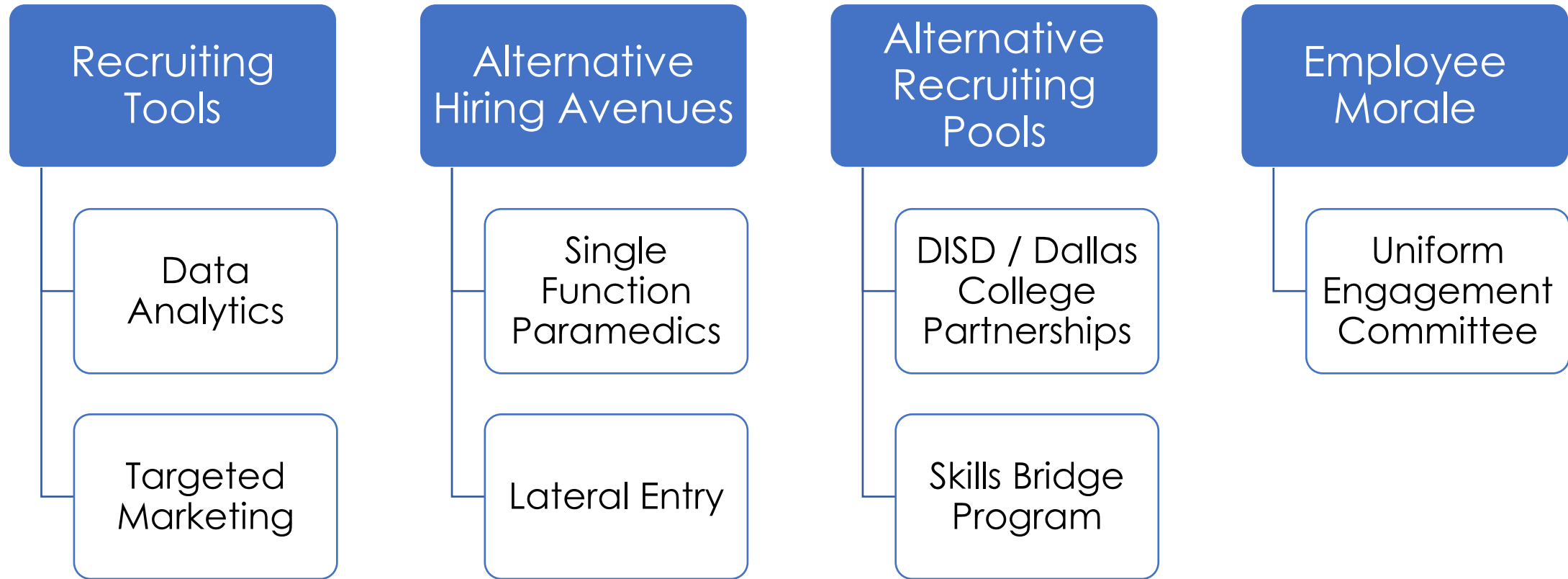
City of Dallas

Dallas Fire- Rescue Recruiting & Retention April 2024

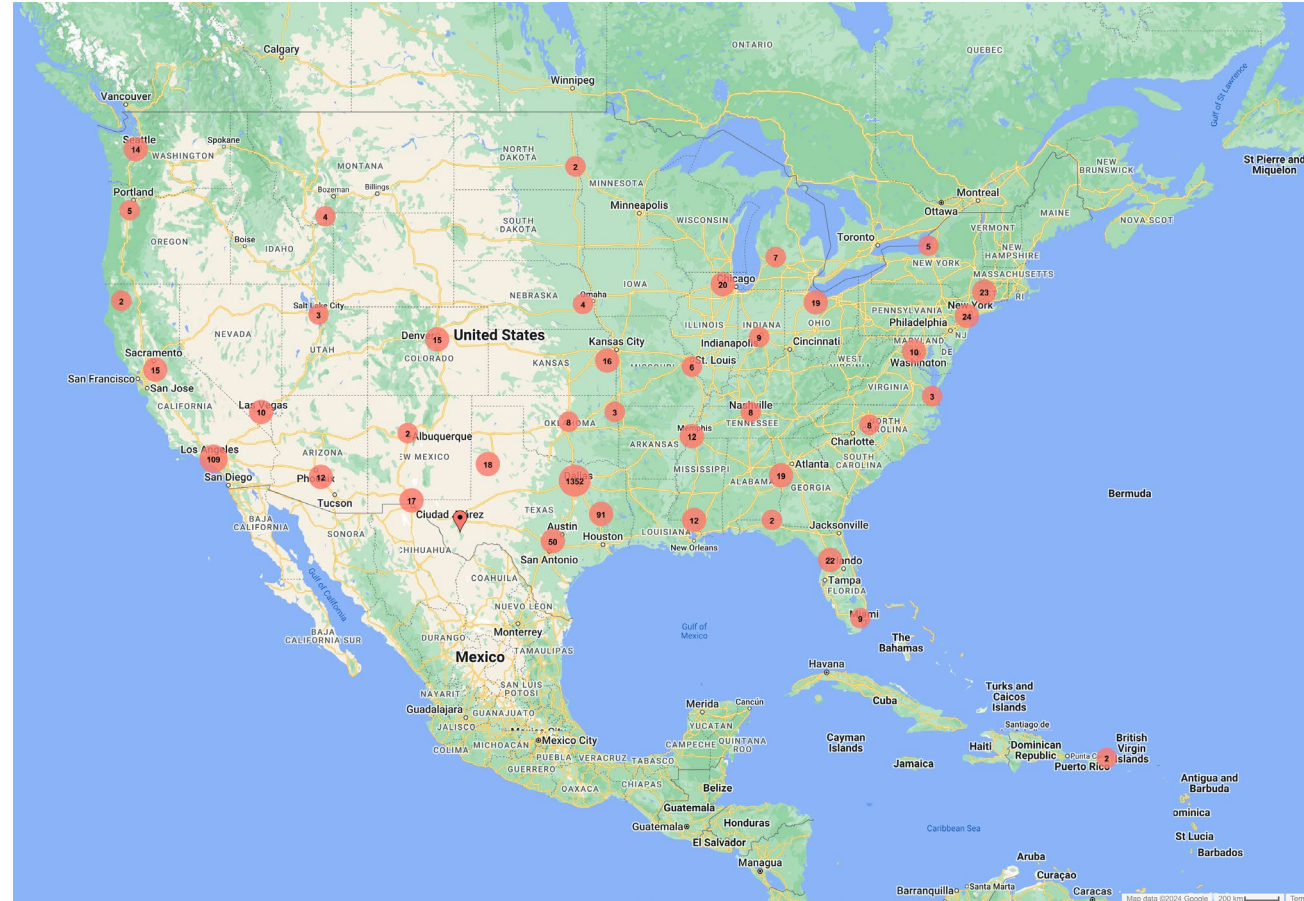
**Public Safety Committee
May 13, 2024**

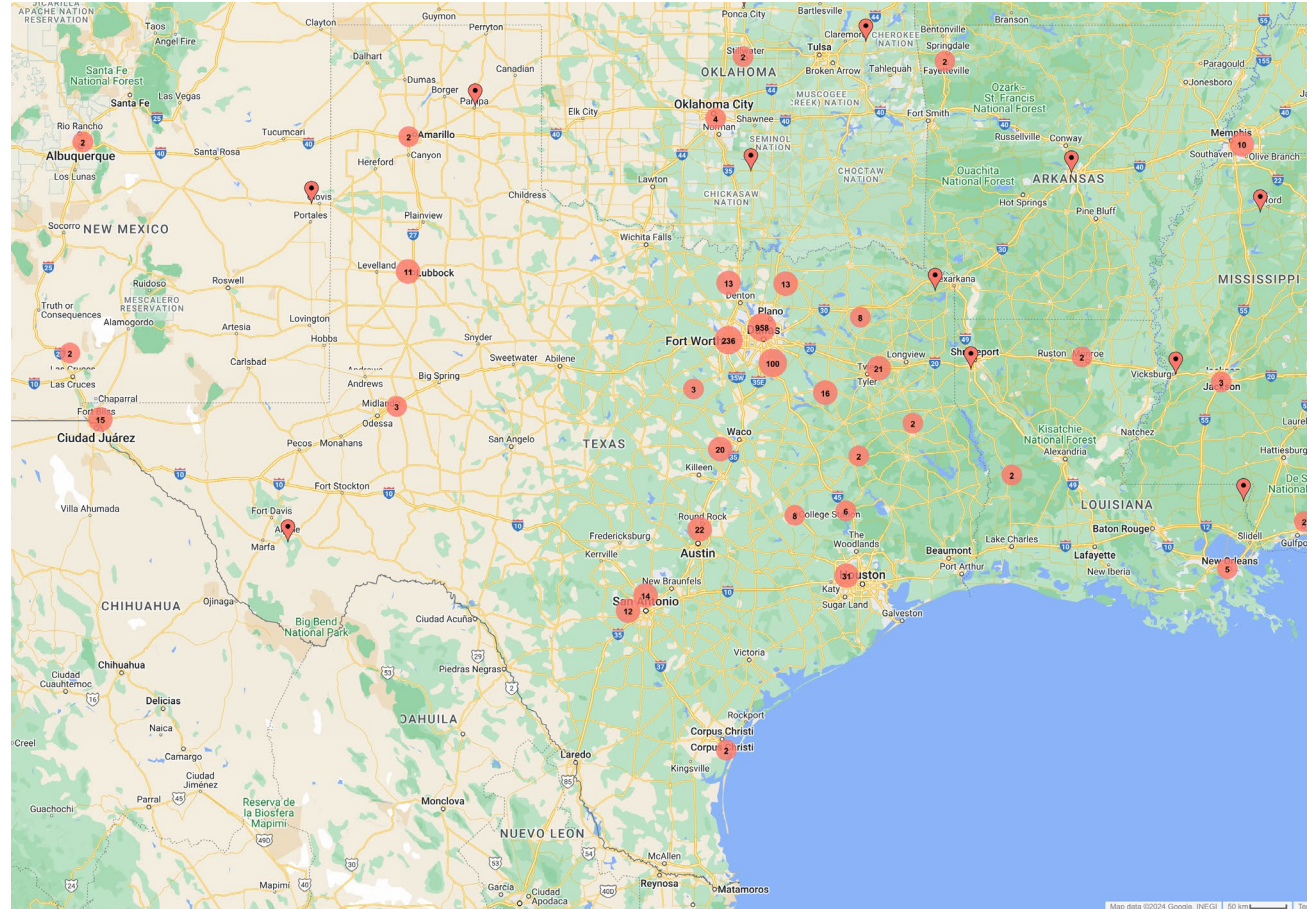
Executive Assistant Chief Justin Ball
Deputy Chief Gregory Evans
Dallas Fire-Rescue Department

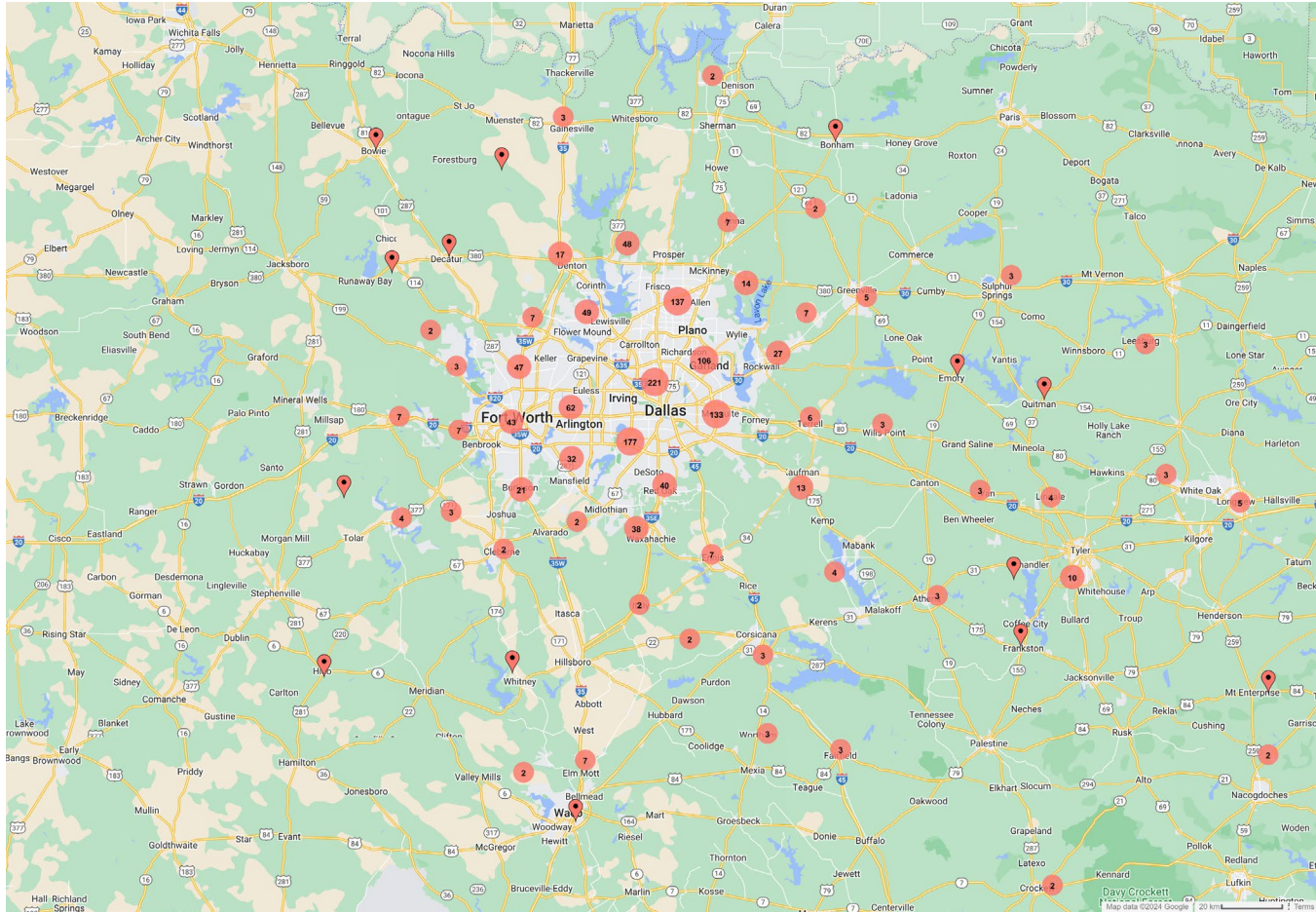
Retention /Recruiting Strategies



Data Analytics







Alternative Hiring Avenues



- Single Function Paramedics
- Lateral Hires
- Skills Bridge
- DISD/Dallas College Partnership



DFR – March 2024



April 01 through April 30:

SWORN APPLICATIONS	
Fire Applicants to Civil Service (CVS)	267
Referred by CVS	21
In Process (CVS)	169
Processing (DFR)	513

ONBOARDED	
Trainee Fire-Rescue Officer	0
Single Function Paramedic	9



DFR – FY 23-24



October 1, 2023 through April 23, 2024

SWORN APPLICATIONS	
Fire Applicants to Civil Service (CVS)	2578
Referred by CVS	1590
In Process (CVS)	129
Processing (DFR)	760

ONBOARDED	
Trainee Fire-Rescue Officer	180
Single Function Paramedic	23



Recruiting Activities



- April 02 Eastfield Dallas College: Job & Career Expo
- April 05 Navarro College: Semi-Annual Recruiting Event
- April 10 Mountain View Dallas College: Job & Career Expo
- April 13 Richland Dallas College: Job & Career Expo
- April 13 District 11 Community Event
- April 24 Life School Oak Cliff Career Fair
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Dallas Fire- Rescue Recruiting & Retention April 2024

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Executive Assistant Chief Justin Ball
Deputy Chief Gregory Evans
Dallas Fire-Rescue Department
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