

Memorandum



CITY OF DALLAS

DATE September 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 Department Recruiting Update for August 2024**

The data below reflects the number of Dallas Fire-Rescue Department FROT applicants processed during the month of August 2024:

Fire Rescue Officer Trainee (FROTs):

- Total Applications 335
- Referred by CVS to DFD 117
- On Boarded 0

The data below reflects the number of Dallas Fire-Rescue Department FROT applicants processed for FY 23-24:

- Total Applications 3,368
- Referred by CVS to DFD 1,492
- On Boarded (FROT) 245
- On Boarded (Single Function Paramedic) 23

The information below is a list of Dallas Fire-Rescue department recruiting activities during the month of August 2024:

- Job Fair at Texas Rangers Stadium – Aug. 8th
- Not My Son Carnival of Knowledge/ Councilman Adam Bazaldua – Aug. 10th

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

Service First, Now!

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

- c: Kimberly Bizer Tolbert, City Manager (I)
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 (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 August 2024

**Public Safety Committee
September 9, 2024**

Delridge Williams, Assistant Chief,
Stephan Lopez, Deputy Chief
Dallas Fire-Rescue Department
City of Dallas

Dallas Fire-Rescue Recruiting and Retention



2024 Hiring
Numbers

Recruiting
and Retention
Priorities

Recruiting
and Retention
Strategies

Performance
Measures



FY 23-24 Hiring Data



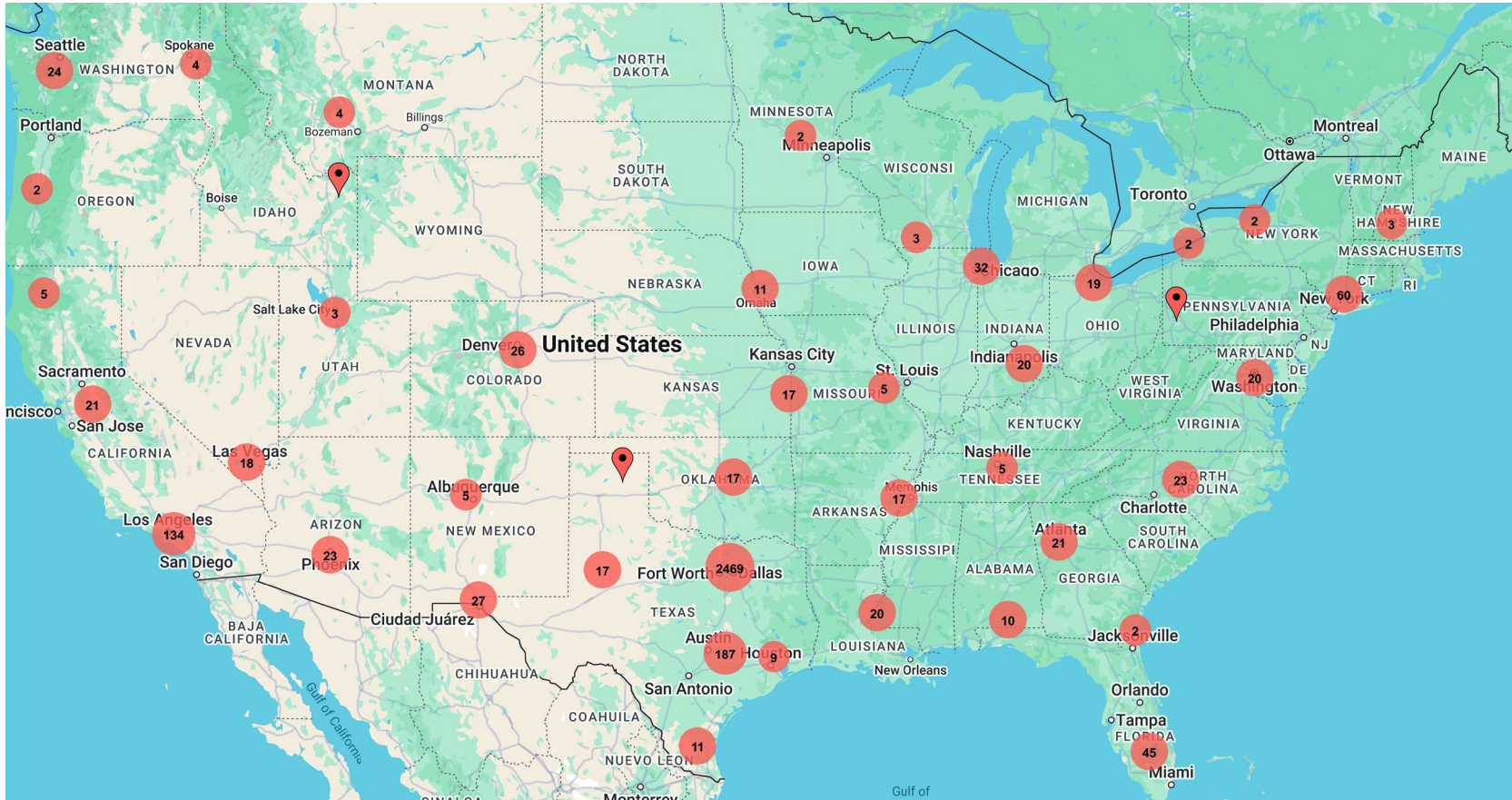
October 1, 2023 through September 1, 2024

SWORN APPLICATIONS	
Fire Applicants to Civil Service (CVS)	2744
Referred by CVS	1241
In Process (CVS)	47

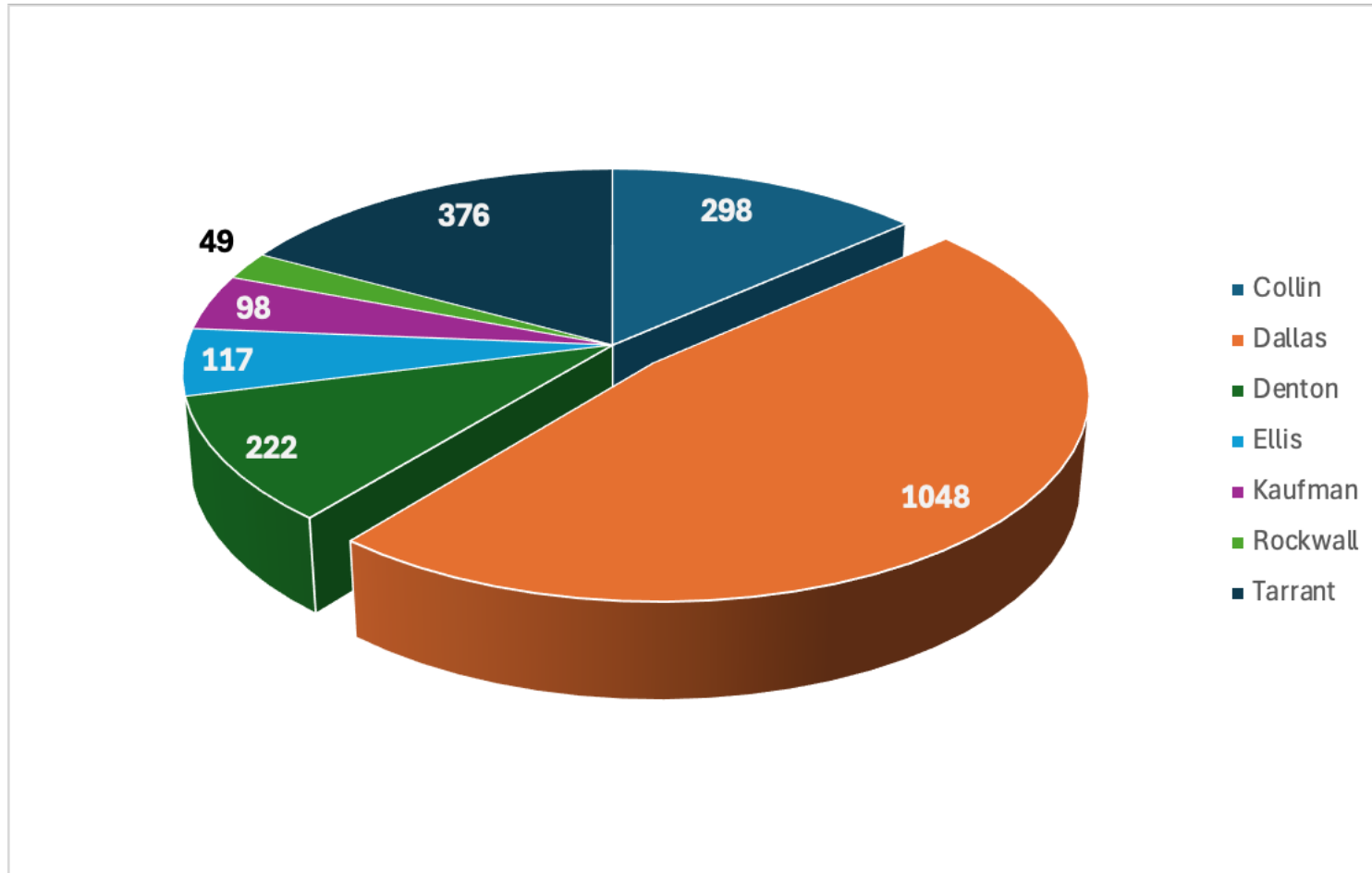
ONBOARDED	
Trainee Fire-Rescue Officer	245
Single Function Paramedic	23



FY 23-24 Fire Rescue Officer Trainees



FY 23-24 Fire Rescue Officer Trainees



Recruiting Activities



Booth	1
Career Day	4
Career Fair	32
Community Event	12
HS Field Trip Engagement	1
Pop-up	3
Promotions	1
School Visit	12
College Visit	19
Grand Total	85



Recruiting and Retention Priorities FY 2025



- 203 New Hires
- Increase number of female applicants
- Hire local
- Repeat high yield tactics



Recruiting and Retention Priorities FY 2025



- Build out SkillBridge
- Improve Academy and Paramedic School Pass Rate
- Improve retention of members with less than 5 years



Recruiting and Retention Strategies



- Female Firefighters
 - Women's universities
 - Athletic Departments
 - Female High School
 - Marketing Campaign



Recruiting and Retention Strategies



- Local Talent
 - High Schools
 - Job Fairs
 - Sporting Events
 - Signature Events



Recruiting and Retention Strategies



- High Yield
 - Educational Institutions
 - Job Fairs
 - Offsite visits



Recruiting and Retention Strategies



➤ SkillBridge

- Military Installations
- Networking



Recruiting and Retention Strategies



- Pass rates
 - Data
 - Texas Success Initiative Assessment
 - Reading comprehension
 - Structured study hall
 - Prep class



Recruiting and Retention Strategies



➤ Retention

- Defining the issue
- Class mentor
- Engagement



Performance Measures



- Increase female applications
- Visit Dallas high schools
- Decrease fire academy and paramedic school failure rates
- Decrease attrition of younger member
- Increase number of applicants





City of Dallas

Dallas Fire-Rescue Recruiting / Retention

August 2024

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