



**SERVICE
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**Dallas Fire-Rescue
Recruiting / Retention Update
Fiscal Year 25-26: 2nd Quarter
Jan. 1, 2026 – March 31, 2026**

Public Safety Committee

May 11, 2026

Delridge Williams

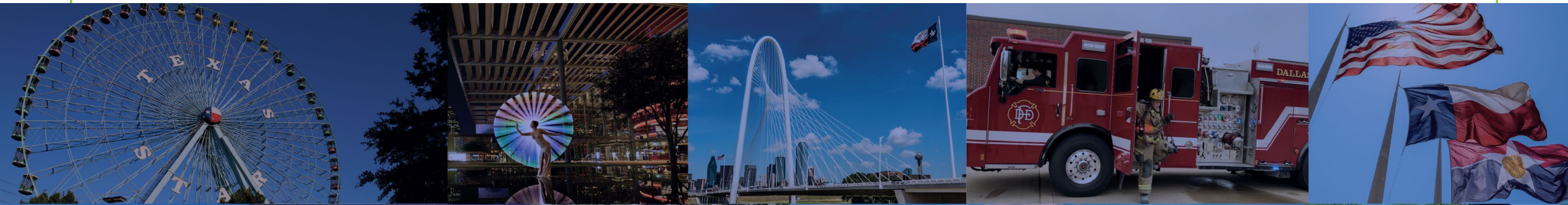
Assistant Chief

Training, Professional Development, & Fleet Maintenance

Stephan Lopez

Deputy Chief

Training, Professional Development, & Fleet Maintenance





- **FROT Application Process**
- **2nd Quarter Attrition & Hiring**
- **2nd Quarter Attrition Reason Breakdown**
- **Uniform Hiring Data**
- **Applicant Motivation**
- **Applicant Referral Source**
- **2nd Quarter Recruiting Activities**

Fire Rescue Officer Trainee (FROT) Application Process



Application Open

Dec. 29, 2025

- FROT Application Period Opened

Feb. 3, 2026

- FROT Application Period Closed



Civil Service Applicants

- 582 FROT Applicants



Referrals to DFR

- 540 FROT Applicants



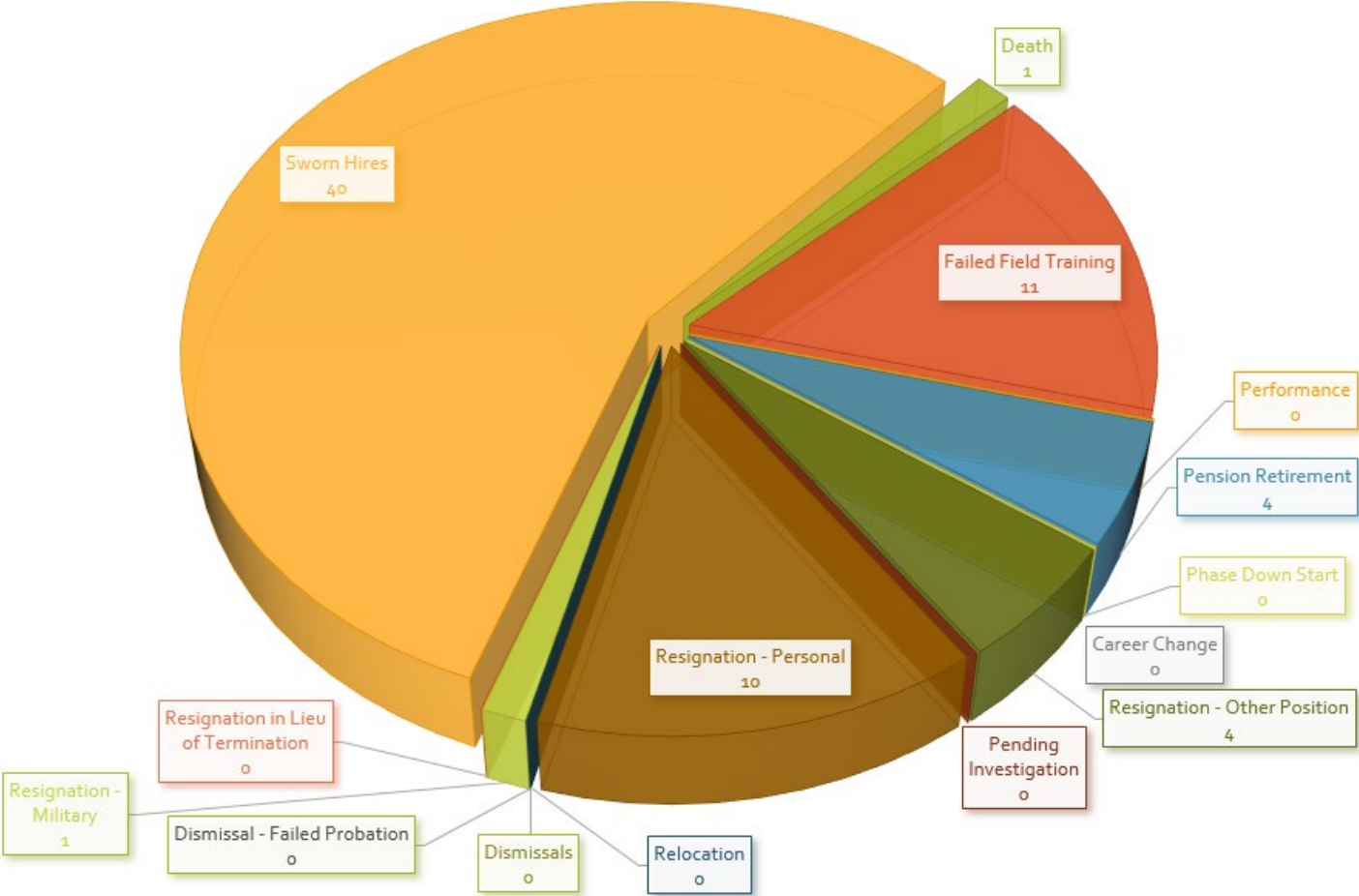
Applicant Vetting

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

Attrition & Hiring – 2nd Quarter FY25-26

2nd Quarter Attrition / Hiring	FY Year-to-Date Attrition / Hiring
Attrition / Hiring	Attrition / Hiring
17 / 18*	31 / 40
*Class #393 began on Jan. 14, 2026	

FY 25-26 Hiring vs. Attrition



Attrition: 31
Hires: 40
Total Head Count: 2,272

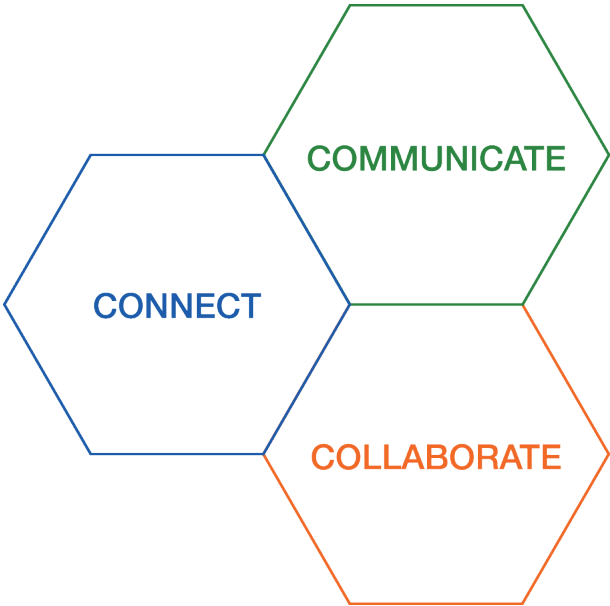
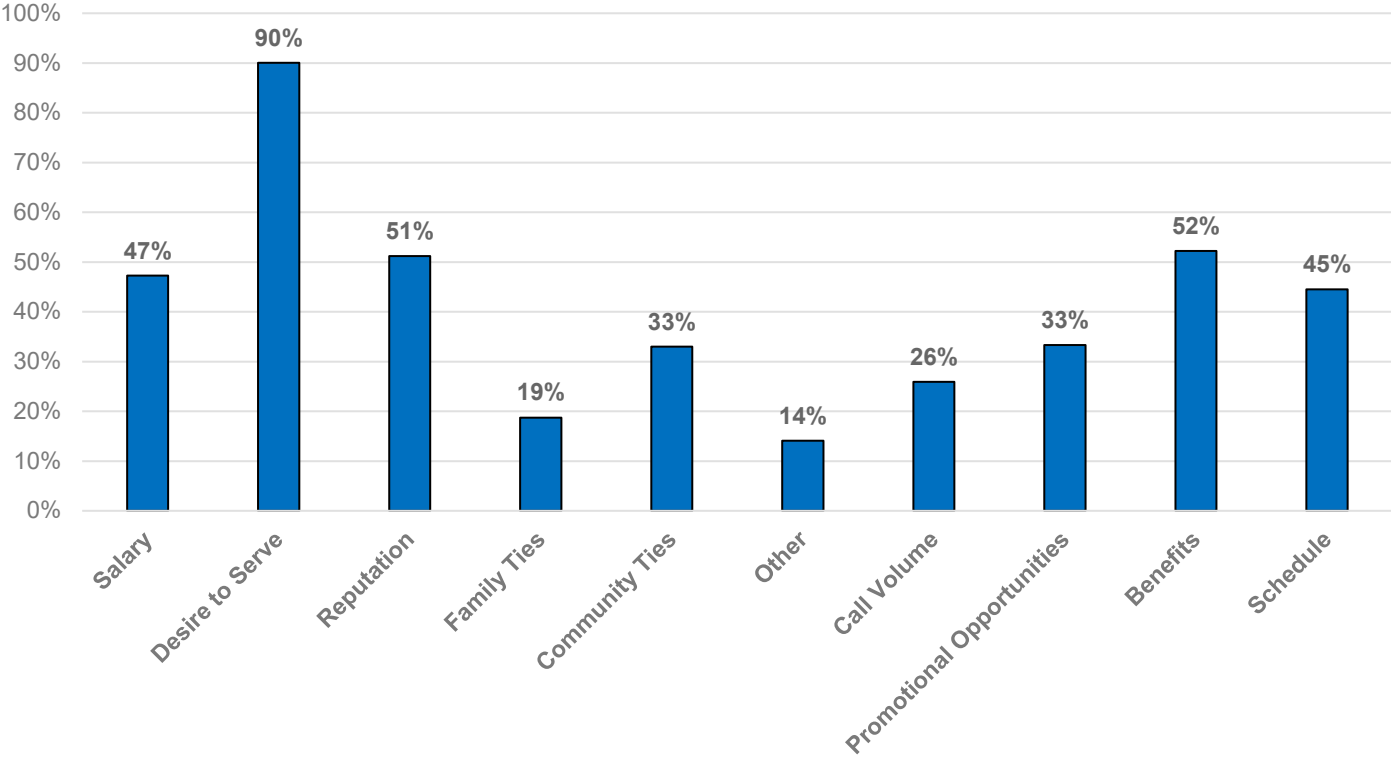
Uniformed Hiring Data

	Applications	Referred by CVS to DFD	In Process	Onboarded
FROT	582	540	522	18
Lateral Hires	0	0	0	0
Single Function	0	40	0	0

Motivation for Choosing DFR

What Motivated You to Apply for DFR?

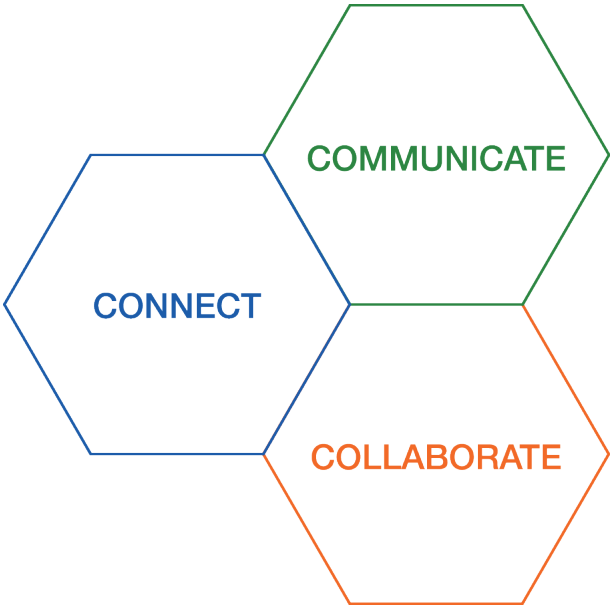
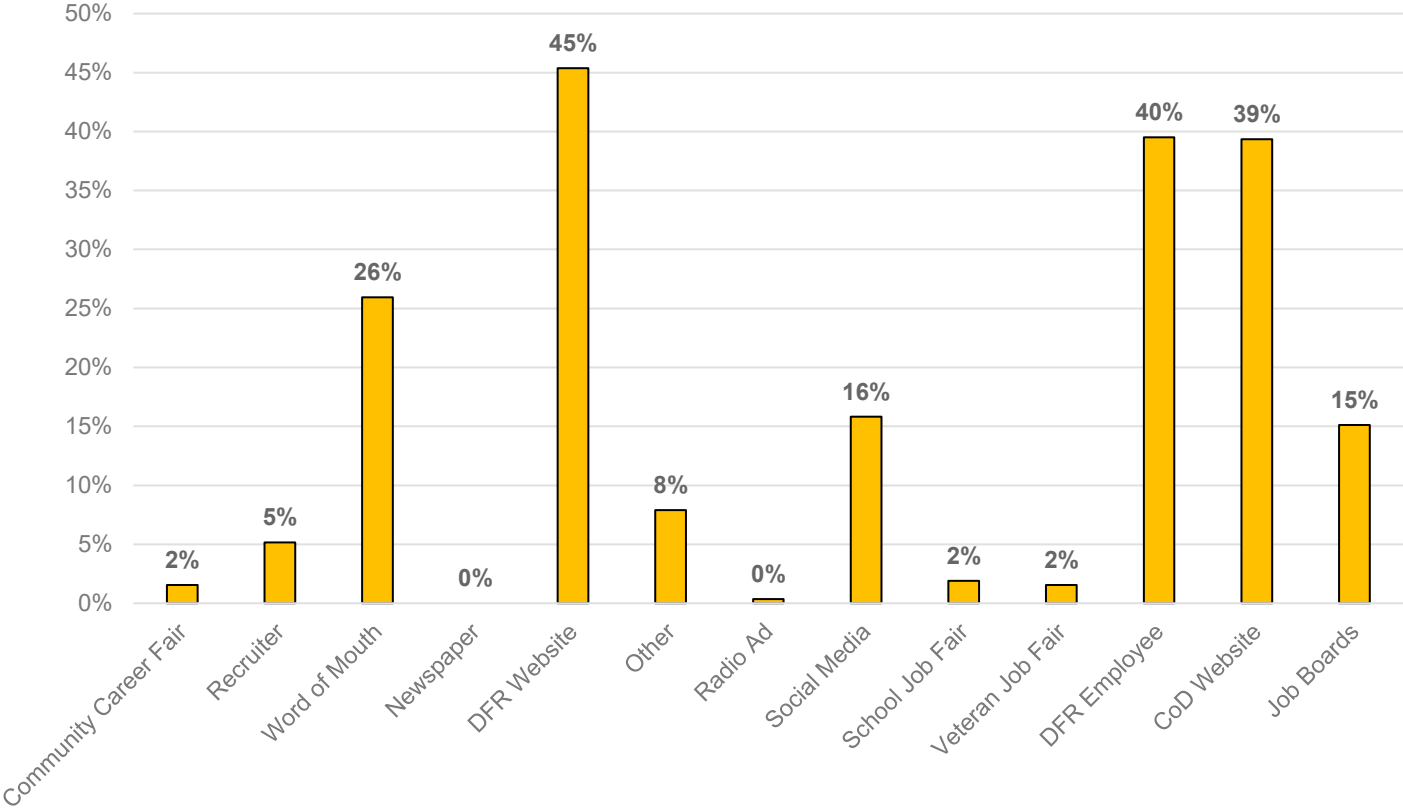
Dates: January 1, 2026 - March 31, 2026



How Our Applicants Hear About DFR?

Where Did You Hear About DFR?

Dates: January 1, 2026 - March 31, 2026



Recruiting Activities

DATE	EVENT	TYPE	CITY
1/17/2026	MLK Community Resource Fair	Career Fair	Dallas
1/19/2026	MLK Parade	Parade	Dallas
2/2/2026	New Mexico State University	Career Fair	Las Cruces
2/6/2026	University of Texas – El Paso	Career Fair	El Paso
3/11/2026	Employer Connections Expo	Career Fair	Dallas
3/27/2026	James Madison High School	School Visit	Dallas
3/28/2026	Prima Community College	Career Fair	Tucson
3/28/2026	Cochise College – Sierra Vista Campus	Career Fair	Sierra Vista
3/29/2026	Coconino Community College – Flagstaff Campus	Career Fair	Flagstaff
3/30/2026	Glendale Community College – Glendale Campus	Career Fair	Glendale



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