

# Memorandum



CITY OF DALLAS

DATE March 5, 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 Police Department Recruiting Update for February 2024**

During February 2024, the Dallas Police Department Personnel Division hosted two on-site testing events. These events were comprised of the phase one testing process, which includes: applicant processing, physical fitness tests, oral interview boards, and polygraph exams. Twenty-four (24) applicants were processed on February 3, 2024, and Twenty-five (25) applicants were processed on February 17, 2024. Thirty-seven (37) of the applicants have been forwarded to the background investigators.

The data below reflects the number of Dallas Police Department applicants processed during February 2024:

## SWORN:

- Applied 56
- Background Phase 66
- Phase II (Medical) 20
- Assigned to Class 399 3/13/2024 25 (projected)

## Professional Staff:

- Applied 9
- Background 911 Call Taker 3
- Dispatcher 2
- Phase II Medical 911 Call Taker 1
- Phase II Dispatcher 1
- Phase II Report Representative 1

## Onboarded:

- 911 Call Taker 2 (Pending)
- Dispatcher 2 (Pending)
- Police Report Rep 3 (Pending)
- Supervisor 0
- All Other Positions 3

DATE March 5, 2024

SUBJECT **Dallas Police Department Recruiting Update for February 2024**

The Dallas Police Department is currently working on retention strategies, including having a daycare program for sworn employees. The Women's Police Association is still developing the program, along with the National Law Enforcement Foundation. Also, the City Attorney's Office is reviewing our proposal to establish a sick leave payout for sworn department members. Additionally, we are looking at the possibility of acquiring software that will make the background process more efficient and an employee referral program to assist with our retention and recruiting efforts with an example of two different payout options.

For an Employee Referral program that offered payments of \$1,000 upon a trainee's start date (or lateral hire date), an additional \$1,000 upon graduation from the Academy (or field training for a lateral officer), and a final \$1,000 when the trainee completes field training (or completes probation for a lateral officer), the maximum cost to the city would be \$750,000 (plus FICA), assuming that all 250 hires were through referral, and that all 250 hires completed all three stages.

For a program with a \$2,000/\$2,000/\$1,000 payment structure, the maximum cost to the city would be \$1,250,000 (plus FICA), again assuming all 250 hires were through referral and all 250 completed all three stages.

Recruiters conducted class presentations and staffed information tables at local community colleges and in Ohio, New York, Puerto Rico, Mississippi, Louisiana, and the Rio Grande Valley. On average, recruiters answer over 1100 emails and 850 phone calls monthly and conduct preliminary interviews with all qualified applicants. Recruiters also conducted a MOCK PT test on February 10<sup>th</sup>.

The Dallas Police Department has a recruiting ad in the Dallas Mavericks' yearbook. The ad is shared with the profile of Luka Doncic, guard for the Dallas Mavericks. We are doing a 4-week hiring ad on kiosks in Town East Mall. The department has streaming ads in California's Northern and Bay areas. We have ads on Facebook that run monthly to include lateral recruiting.

Below is a list of Dallas Police Department's Recruiting events attended during February 2024.

February 5 Ohio and New York Recruiting Trips all week  
February 7 Louisiana Tech, Mississippi State Career Fair  
February 10 Mavs Table Presentation  
February 12 Mavs AAC  
February 13 Stars AAC  
February 14 Mavs AAC  
February 16 Stars AAC  
February 19 Buffalo, Niagara Falls Community College  
February 20 Texas State Spring All Industries Job & Internship Fair  
February 20 Southern University

DATE March 5, 2024  
SUBJECT **Dallas Police Department Recruiting Update for February 2024**

February 21 Universidad Ana Mendez-Recinto Guarabo Salon  
February 21 Ft Cavazos Career Fair  
February 22 Mavs AAC, Universidad de Puerto Rico  
February 22 Jackson State University Career Fair  
February 23 Allstate HBCU Legacy Bowl Career Fair  
February 26 Mavs AAC  
February 27 UT Rio Grande Valley- Brownsville Class Presentation  
February 27 Manhattan Community College Class Presentation  
February 28 UT Rio Grande Valley – Edinburg Class Presentation  
February 29 John Jay College – Class Presentation  
February 29 AAC Stars



Jon Fortune  
Deputy City Manager  
**[Attachment]**

c: T.C. Broadnax, City Manager  
Tammy Palomino, City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizzor Tolbert, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager  
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager  
Dr. Robert Perez, Assistant City Manager  
Jack Ireland, Chief Financial Officer  
Genesis D. Gavino, Chief of Staff to the City Manager  
Directors and Assistant Directors

# **DPD Recruiting Retention February 2024**

**Public Safety Committee  
March 5, 2024**

**Deputy Chief Israel Herrera  
Personnel Division  
Dallas Police Department  
City of Dallas**



**City of Dallas**

# Retention /Recruiting Strategies



## Daycare Program

DPD Women's Association & Nat'l L.E. Foundation are developing the program

## Sick Leave Payout

Proposal is being reviewed by the City Attorney's Office

## Background Software

Researching options to streamline the background process

## Employee Referral Program

First Policy Draft Presented to Human Resources



# Employee Referral Program



## Police Officer Trainee

\$1000 paid to the referring employee upon trainee's start date.

\$1000 paid to the referring employee upon the trainee's graduation from the police academy.

\$1000 paid to the referring employee upon the successful completion of the Field Training Program.



# Employee Referral Program



## Lateral Police Officer

\$1000 paid to the referring employee upon hiring of the lateral candidate.

\$1000 paid to the referring employee upon the lateral candidate's successful completion of the Field Training Program.

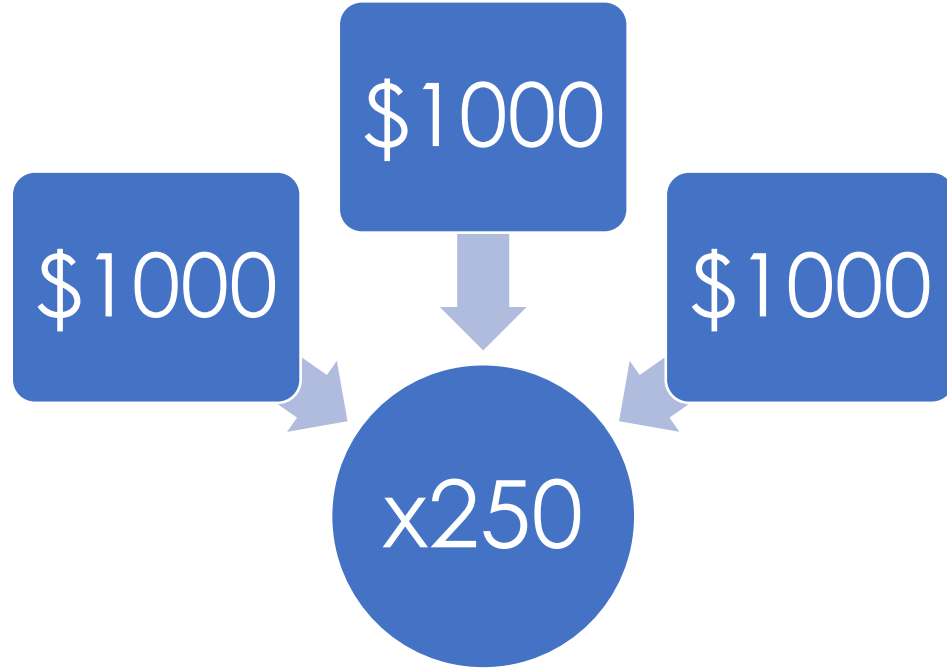
\$1000 paid to the referring employee upon the lateral candidate's successful completion of their probationary period.



# Financial Impact



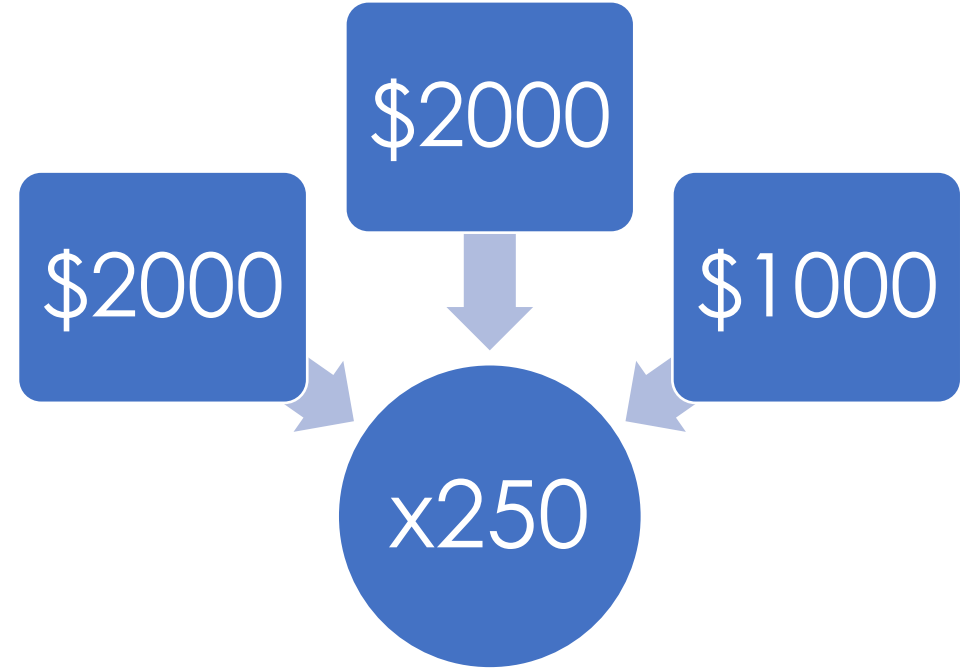
\$1000 per “payout” for \$3000 total per candidate



**Max Cost: \$750,000 + FICA**

(Estimated FICA at \$57,375 for grand total of \$803,375)

\$2000 for payouts 1 and 2, \$1000 for payout 3; \$3000 total per candidate



**Max Cost: \$1,250,000 + FICA**

(Estimated FICA at \$95,625 for grand total of \$1,345,625)



# DPD – February



## February 2024:

| SWORN                              |                   | PROFESSIONAL STAFF*                              |                  |
|------------------------------------|-------------------|--|------------------|
| Police Applicants to Civil Service | 56                | Professional Applicants to Civil Service (Total) | 9                |
| Background Phase                   | 66                | Background                                       | 5                |
| Phase II (Medical)                 | 20                | Phase II (Medical)                               | 3                |
| March 13, 2024                     | 25<br>(Projected) | Onboarded  | 3<br>(7 Pending) |

\*These statistics change on a daily basis.

\*Professional Staff includes 911 Call Taker, Police Dispatch, Report Rep, Supervisor, and all other positions



# DPD Recruiting Efforts February 2024

