



City of Dallas

Upskilling Pilot Program Update and Next Steps

**Workforce, Education and Equity committee
January 13, 2025**

Nina Arias, HR Director
Carmel Fritz, HR Assistant Director
Sonya Batts, Sr. HR Manager
Heather Wood, Training Manager
Laura Dizen, Sr. Training Specialist
Human Resources
City of Dallas

Presentation Overview



This presentation is in response to following WEE Committee questions:

- Total number of non-uniform security officers.
- Ranks of the current uniformed and non-uniformed officers.
- Salary and grade levels for incoming officers and salary and grade levels for advancement.
- Starting/average salary of a new officer.
- Average number of service years and salary of current officers, from the lowest to the highest grade level.
- Programs in place, if an officer would like to advance or possibility become a DPD Officer.



Non-Uniform Security Officer Positions



Q: The total number of non-uniform security officers. Does this include Marshal's and other agencies?

| Position | Amount | Vacancies |
|----------------------------|------------|-----------|
| Detention Officers | 32 | 12 |
| Security Officers | 27 | 6 |
| Senior Security Officers | 7 | 0 |
| Deputy City Marshal | 29 | 17 |
| Senior Deputy City Marshal | 11 | 2 |
| Lead Deputy City Marshal | 2 | 0 |
| Chief Deputy City Marshal | 2 | 0 |
| Total: | 110 | 37 |



Data as of December 24, 2024

Non-Uniform Average Salary & Tenure



Q: All the ranks of the current uniformed and non-uniformed officers with salary and pay grade levels for advancement.

Q: A matrix of the average number of service years and salary of current security officers from the lowest to the highest grade level.

| Non-Uniform Officers | | | | |
|----------------------------|--------|---------------------|----------|-------------|
| *Salary Ranges: | | | | |
| Positions | Grades | Minimum - Midpoint | Avg Yrs. | Avg. Salary |
| Detention Officers | 5 | \$43,310 - \$48,201 | 3.53 | \$44,513.89 |
| Security Officers | 6 | \$44,609 - \$50,178 | 7.15 | \$45,522.73 |
| Senior Security Officers | 9 | \$48,745 - \$56,640 | 7.44 | \$50,920.66 |
| Deputy City Marshal | 15 | \$58,204 - \$72,344 | 6.22 | \$59,519.20 |
| Senior Deputy City Marshal | 18 | \$66,744 - \$83,429 | 8.74 | \$70,383.04 |
| Lead Deputy City Marshal | 21 | \$77,264 - \$96,580 | 10.88 | \$78,422.99 |

*All non-uniformed officers can be hired up to the midpoint of the position grade at the discretion of the hiring manager.



Data as of December 24, 2024

Uniform Police Officer Positions



Q: *The total number of uniform Police officers.*

| Position | Amount | Vacancies |
|----------------------------------|-------------|------------|
| Police Officer | 1647 | 217 |
| Police Senior Corporal | 912 | 236 |
| Police Sergeant | 460 | 15 |
| Police Lieutenant | 87 | 1 |
| Police Major | 23 | *N/A |
| Total: | 3129 | 469 |
| * N/A=No vacancies listed | | |



Data as of December 24, 2024

Uniform Police Officer Positions Information



Q: All the ranks of the current uniformed and non-uniformed officers with salary and pay grade levels for advancement.

| Uniform Officers | | | | |
|---|------------------|--------------------------|----------|-------------|
| Position | Ranks | Step Schedule | Avg Yrs. | Avg. Salary |
| Police Officer | 1P Start to 1P-9 | \$70,314-\$91,734 | 13.58 | N/A* |
| Police Senior Corporal | 2P Start to 2P-4 | \$89,064.39-\$100,242.76 | 13.21 | N/A* |
| Police Sergeant | 3P Start to 3P-3 | \$102,749-\$110,649 | 12.81 | N/A* |
| Police Lieutenant | 4P Start to 4P-3 | \$113,415-\$122,136 | 11.48 | N/A* |
| *Average salary for officers would be an inaccurate representation as all Police Officers start at \$70,314 and move through a set step schedule per the Meet and Confer Agreement. | | | | |
| **As of January 1, 2025, all officers received a market pay adjustment. | | | | |
| ***As of January 1, 2025, new starting salary for officers is \$75,397. | | | | |



Data as of December 24, 2024

Dallas Police Department Recruiting Session for Security Officers



Q: What programs are in place if an officer would like to advance or possibly become a DPD officer?

- In-Person Recruiting Session: Wednesday, December 18, 2024
- Attendance: 14 Security Officers & 5 Sr. Security Officers
- After Session Survey:
 - 6 Security Officers interested in learning more about the career pathway to the Dallas Police Department.
 - 3 Security Officers interested in learning more about the career pathway to the Marshal's Office.



Next Steps



- Virtual organization-wide Dallas Police Department recruiting session on January 15, 2025.





City of Dallas

Upskilling Pilot Program Update and Next Steps

**Workforce, Education and Equity committee
January 13, 2025**

Nina Arias, HR Director
Carmel Fritz, HR Assistant Director
Sonya Batts, Sr. HR Manager
Heather Wood, Training Manager
Laura Dizen, Sr. Training Specialist
Human Resources
City of Dallas