



Upskilling Pilot Program Update and Next Steps

Workforce, Education and Equity committee
January 13, 2025

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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:	1	10	37



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						
Positions	Grades	*Salary Ranges	Avg Yrs.	Д	vg. Salary	
Detention Officers	5	\$43,310 - \$53,093	3.53	\$	76,855.56	
Security Officers	6	\$44,609 - \$50,178	7.15	\$	57,946.02	
Senior Security Officers	9	\$48,745 - \$56,640	7.44	\$	57,605.99	
Deputy City Marshal	15	\$58,204 - \$72,344	6.22	\$	56,211.29	
Senior Deputy City						
Marshal	18	\$66,744 - \$83,429	8.74	\$	64,669.99	
Lead Deputy City						
Marshal	21	\$77,264 - \$96,580	10.88	\$	63,890.68	
*All non-uniformed officers can be hired up to the midpoint of the position grade at the discretion of						
the hiring manager.						



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		

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.						



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.









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