

Memorandum



CITY OF DALLAS

DATE January 14, 2025

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 December 2024**

During December 2024, the Dallas Police Department's Personnel Division hosted two (2) on-site testing events at Jack Evans Headquarters. These events consisted of applicant processing, physical fitness tests, oral interview boards, and polygraph exams. Twenty-eight (28) applicants participated on December 5. They were from AZ, FL, NE, NY, and TX. Forty-four (44) participated on December 19. They were from AL, GA, IL, KS, MS, NJ, NY, and TX. In December, 126 applicants were referred by Civil Service, all of whom were contacted by the Recruiting Unit via phone, email, and/or text.

The data below reflects the number of Dallas Police Department sworn and professional staff applicants who were processed during December 2024:

SWORN

- REFERRED BY CIVIL SERVICE – 126
- BACKGROUND PHASE – 66
- ACADEMY CLASS #404 BEGINS JANUARY 15, 2025 (Projecting 45)

PROFESSIONAL STAFF

- PROCESSED BY DPD: 20
 - 911 CALL TAKER – 6
 - DISPATCHER – 3
 - OTHER COMMUNICATIONS - 3
 - OTHER PRO STAFF - 8

- BACKGROUND: 16
 - COMMUNICATIONS - 7
 - DISPATCHER – 0
 - OTHER COMMUNICATIONS - 6
 - OTHER PRO STAFF - 3

- ONBOARDED: 16
 - COMMUNICATIONS – 3
 - OTHER - 8
 - PROMOTION - 5

Each month, the Recruiting Team staffs information tables at events across the state, passing out recruiting literature to potential applicants. Recruiters attended seven (7) hiring fairs and nine (9) additional recruiting events, including a military job fair at Ft. Sam Houston and a Workforce Solutions Job Fair in Austin.

The Dallas Police Department currently has recruiting ads in Meta (Facebook/Instagram) for sworn and professional staff. There are also streaming ads in Anytime Fitness Centers throughout the city and on the National Minority Update website. We have billboards in Huntsville, Arlington, Galveston, and Ft. Worth, and we are still in discussions with Dart regarding advertising on their buses. We have also teamed up with the City’s Talent Engagement and Development Team to assist with the Upskilling Program.

Below is a list of Dallas Police Department Recruiting events attended during December 2024.

December 2	UNT Frisco Career Fair
December 3	Tarleton Career Fair
December 4	24 Hour Fitness Plano
December 5,6	Military Community Hiring Fair Houston
December 7	Battle of Texas Fitness Event
December 7	Dallas Holiday Parade
December 10	24 Hour Fitness Mesquite
December 11	Dallas Family Fitness Table
December 11,12,18	L.A. Fitness Dallas
December 11	North Mesquite High School Career Fair
December 11	Workforce Solutions Job Fair Austin
December 12	TCC College Job Fair
December 17	24 Hour Fitness Mesquite
December 18	HR Upskilling City Hall
December 18	Fort Sam Houston Military Job and Resource Fair
December 19	24 Hour Fitness Plano

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Service First, Now!



Dominique Artis
Chief of Public Safety (I)

{Attachment}

c: Kimberly Bizer Tolbert, City Manager (I)
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Billerae 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

DPD Recruiting & Retention December 2024

**Public Safety Committee
January 14, 2025**

Major Pollyanna Ashford,
Personnel Division,
Dallas Police Department
City of Dallas

Monthly/YTD Attrition/Hiring



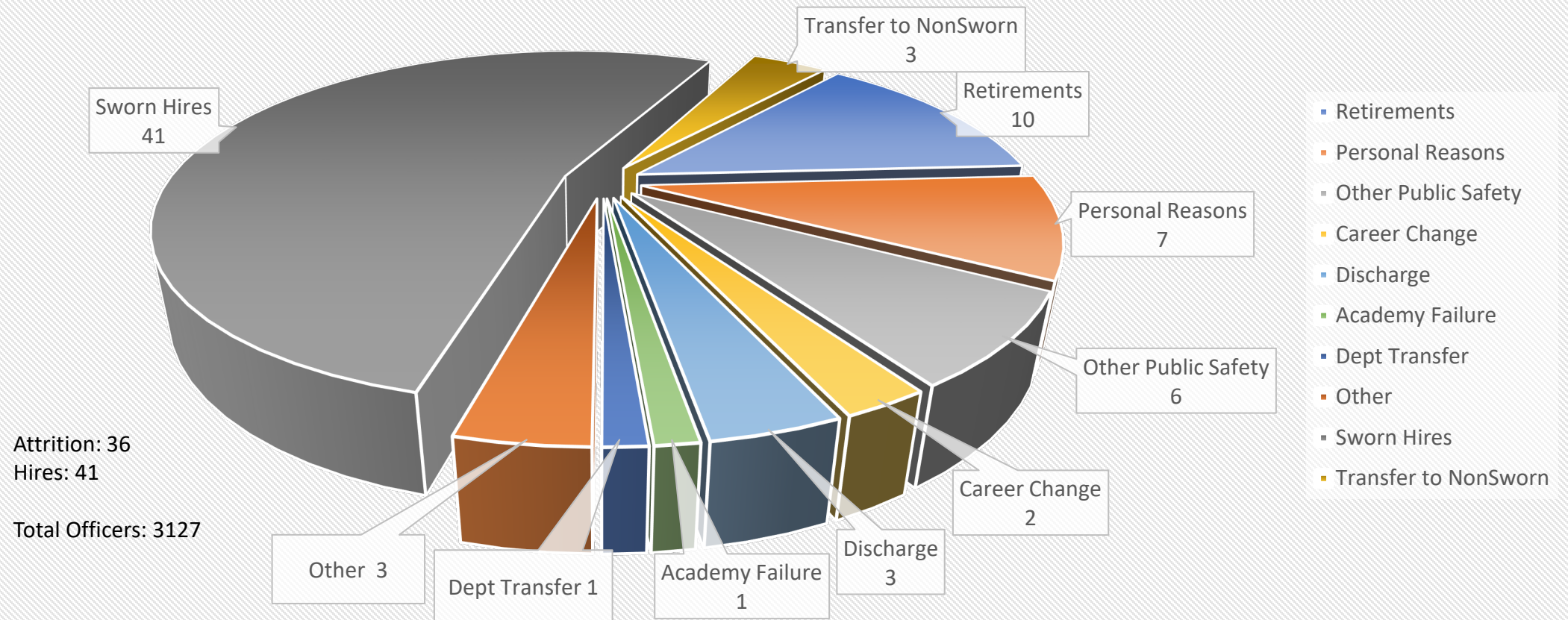
December Attrition/Hiring	FY25 Attrition/Hiring
Attrition/Hiring	Attrition/Hiring
9/1	36/41



FY25 Attrition/Hiring



FY25 YTD Attrition/Hiring



DPD – Sworn Hiring Data



December 1 - December 31:

SWORN*	
Police Applicants Referred by Civil Service & Contacted by DPD	126
Background Phase	66
Next Academy Class #404: January 15, 2025	Projected: 45



DPD – Professional Staff Hiring Data



December 1 - December 31:

PROFESSIONAL STAFF*	
Processed by DPD	20
Entered Background	16
Onboarded	16

*Professional Staff includes 911 Call Takers, Police Dispatchers, and all other positions



December Recruiting Activities



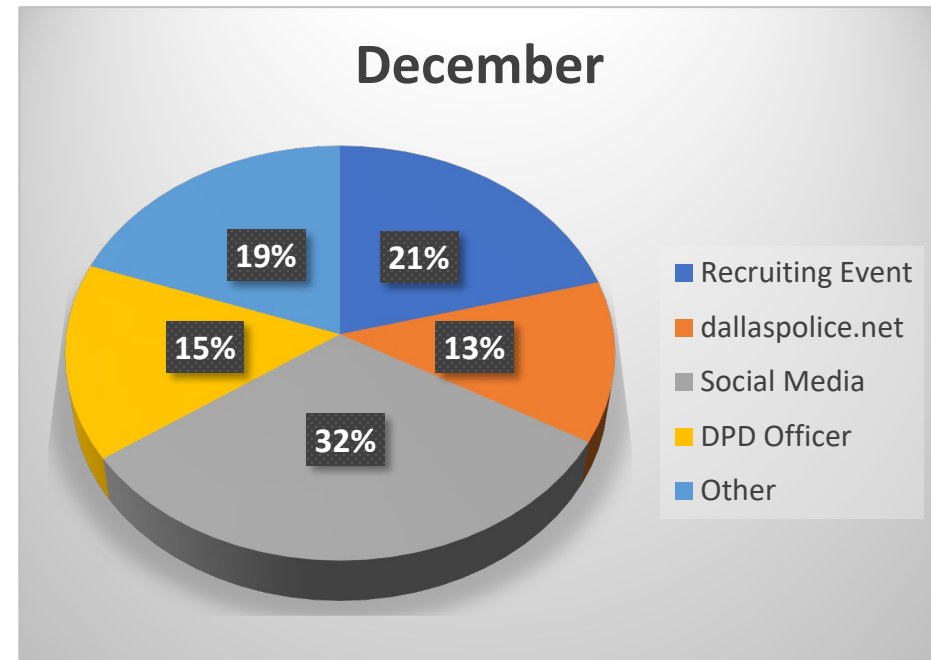
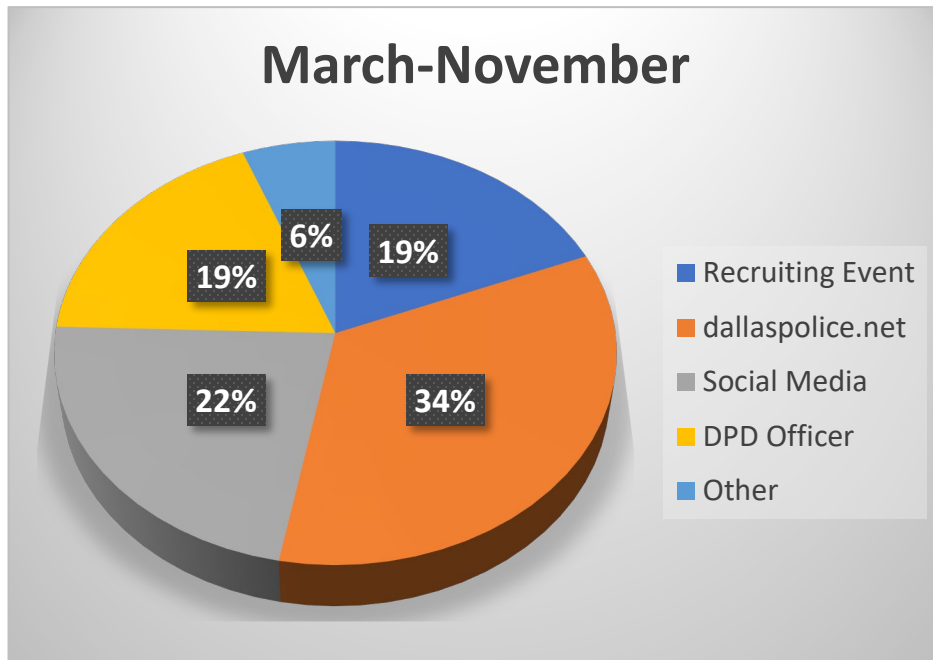
- UNT Frisco Career Fair
- Tarleton Career Fair
- 24 Hour Fitness Plano and Mesquite
- L.A. Fitness Dallas
- Fort Sam Houston Military Job and Resource Fair
- Battle of Texas Fitness Event
- Dallas Holiday Parade
- North Mesquite High School Career Fair
- Workforce Solutions Job Fair Austin
- TCC College Job Fair
- HR Upskilling City Hall



DPD On-Site Recruiting Events



- How Applicants Heard About DPD



2025 Recruiting Target Areas



I35 CORRIDOR

Waco
Killen/Temple
Austin
San Marcos
San Antonio
Corpus Christi
Kingsville

I45 Corridor

Huntsville
College Station
Houston
Galveston

TX Border

Laredo
McAllen
Brownsville
El Paso

Panhandle

Amarillo
Lubbock
Wichita Falls

I20 East

Tyler
Longview
Marshall

I20 West

Abilene
Midland
Odessa

Out-of-State

Puerto Rico
New York City
Baltimore
Phoenix
Louisiana
Chicago





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