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Dallas Police Department Hiring Strategy FY 2025-2026 Update

Public Safety Committee
February 9, 2026

April Idleburg

Assistant Director/Administrative Bureau
Dallas Police Department

Jordan Colunga

Deputy Chief Of Police/Personnel Group
Dallas Police Department

Phyllis I. Nobles

Major of Police/ Personnel Division
Dallas Police Department

ONE TEAM, ONE DALLAS.



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Dallas Police Department Hiring Goal

- Departmental Hiring Goal – 4000 Strong!
 - Current Strength 3,323 Officers
- FY 2025-2026 Hiring Target - 350
- FY October 2025-September 2026 Hiring Plan
 - ❖ 50 - 60 Recruits per class
 - ❖ 7 Classes
 - ❖ Next Class March 11, 2026



Dallas Police Recruiting Classes FY 25-26 Continued



Class 411

Start Date:
March 11, 2026

- Goal **60**
- Currently 16 New Hires
- Graduation Date
Dec 4, 2026

FY25-26



Class 412

Starting Date:
April 22, 2026

- Goal **60**
- Graduation Date:
January 15, 2027

FY25-26



Class 413

Starting Date:
June 3, 2026

- Goal **60**
- Graduation Date:
February 26, 2027

FY25-26



Class 414

Starting Date:
July 29, 2026

- Goal **60**
- Graduation Date:
April 23, 2027

FY25-26



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Dallas Police Recruiting Classes FY 24-25 Continued

Fiscal Year Hired	Classes	Starting Dates	Graduation Dates	New Hires	Current assigned to the Class
25-26	410	1/14/26	11/13/26	52	53
25-26	409	11/19/25	9/11/26	60	49
24-25	408	9/24/25	7/3/26	76	62
24-25	407	7/16/25	5/8/26	57	50
24-25	406	5/7/25	2/27/26	43	43
24-25	405	3/12/25	1/2/26 Graduated In Patrol	47	45

Applicants Processed October 1, 2025 – January 31, 2026

- **507** Applicants
- **124** Testing Process
- **83** Applicants in Background
- **110** Hired
- **4** Chain of Command for Review
- **18** Approved next Academy Class
- **41** Withdrew from the hiring process
- **127** Disqualified (Criminal Offenses, Drugs, Polygraph Exam, and Psychological Exam)

FY Year	Processed
Year 25-26 (Oct, Nov, Dec, Jan)	507
Year 24-25 (Oct, Nov, Dec, Jan)	319

*From previous fiscal year, applicants applying for police officer is up by **62.91%**

Civil Service Board Rule 4:

- Approved - June 25, 2025,
 - **21 Years of Age and 36 Months of Consecutive Work History,**

DPD Personnel Division has processed:

- 293 Applicants
- 62 Confirmed - Met requirements
 - 31 Testing process
 - 13 In the Academy (Class 409-11 and Class 410 -2)
 - 1 Class 411
 - 17 Background
- 36 Did not meet the work experience requirement
- 3 Disqualified (Criminal Arrests)
- 192 Verification of work history in process

Sworn Attrition Rate FY 2025-2026

2024-2025 Oct-Sept	Attrition	2025-2026 Oct-Sept	Attrition
October 2024	10	October 2025	16
November 2024	17	November 2025	13
December 2024	10	December 2025	27
January 2025	11	January 2026	18
Total	48	Total	74

End of Service	October	November	December	January	FY Total
Career Change	1	3	2	0	6
Death	0	1	0	0	1
IAD Investigations	1	0	2	2	5
Public Safety (Police Agencies)	1	0	3	3	7
Personal Reasons	4	1	2	2	9
Transfer Intra City Transfer Loss	0	0	4	0	4
U. S Government Position	0	1	1	0	2
Retirement	4	5	7	6	22
Transfer to Non-Sworn	5	2	3	1	11
Termination	0	0	3	4	7
Total	16	13	27	18	74

Professional Staff

Professional Staff Service	
Professional Staff Files in Process	57
Professional Staff-Phase 1-Applicant Processing (Documents collection and verification (PHS Review)	11
Professional Staff Phase 2-Background Sworn Officers Background	20 3
Professional Staff Phase 3-Medical	2
Professional Staff Promotions	7
Hired-On Boarding Process Human Resources (HR)	7
4 New Hires scheduled to onboard on January 26, 2026 <ul style="list-style-type: none"> • 1 Police Research Specialist (Crime Analysis), • 1 Senior Police Report Representative (Crime Analysis) • 2 Crime Technician (Property Unit) 	
1 New Hires scheduled to onboard on February 9, 2026 <ul style="list-style-type: none"> • 1 Crime Technician (Property Unit) 	
2 New Hires scheduled to onboard February 9, 2026: <ul style="list-style-type: none"> • 1 911 Call Analyst I (Communications) • 1 Crime Technician (Property Unit) 	
Communications Hiring Event January 13, 2026	12 Candidates

COMMUNICATIONS HIRING EVENT

Police Report Representative

Starting Pay \$42,478.44-\$45,315.22 annually
(\$20.42-\$21.79 hourly)

9-1-1 Call Analyst I

Starting pay \$47,809.85- \$53,170.53 annually
\$22.99- \$25.56 hourly

Police Dispatch Analyst I

Starting pay \$52,243.12- \$60,004.76 annually
\$25.12- \$28.85 hourly

Telecommunicators receive a \$3000 bonus upon completion of initial probation and \$150/ month First Responder incentive pay once licensed.



TUESDAY, JANUARY 13, 2026
8:00 a.m. - 2:00 p.m.

Recruiting Engagements for FY 2025 – 2026 (Advertisement)

STARTING PAY:
\$75,397

DALLAS POLICE DEPARTMENT



INCENTIVE PAYS		POLICE OFFICER \$75,397 - \$98,377		BENEFITS
Education Pay	Up to \$2,880/yearly	SENIOR CORPORAL \$100,836 - \$107,471		
Bachelor's Degree	\$3,600/yearly	SERGEANT \$110,158 - \$118,628		
Intermediate Cert.	\$600/yearly	LIEUTENANT \$121,594 - \$130,944		
Advanced Cert.	\$4,800/yearly			
Master Peace Officer	\$7,200/yearly			• Tuition reimbursement
Shift Differential	3.5% - 6.5%			• Pension/401k/457
FTO Pay	\$1,200/yearly			• Fully paid police academy
Language Pay	Up to \$1,800/yearly			• All uniform and equipment provided
				• 120 Paid vacation hours per year
				• 100 Paid sick time hours per year
				• 12 Paid Holidays
				• 8 or 10 hour shifts available
				• 6 Weeks maternity/paternity leave
				• Health/Vision/Dental/Life Insurance

BASIC REQUIREMENTS - You must meet at least ONE of these requirements

21 - 44 YEARS OLD 45 College Credit Hours	19.5- 21 YEARS OLD 60 College Credit Hours	ACTIVE TCOLE LICENSE Must Have Valid Texas Peace Officer License
3 YEARS CONSECUTIVE WORK HISTORY At least 21 years of age and no breaks or gaps in between jobs	3 YEARS ACTIVE MILITARY Honorable or Uncharacterized Discharge	



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Apply now at www.dallaspolice.gov

DALLAS POLICE RECRUITING
 1400 Botham Jean Blvd., Dallas, TX 75215
 (214) 671-4409
 DPDRECRUITING@Dallas.gov



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Recruiting Engagements for FY 2025 - 2026

January 1, 2026, through January 31, 2026

Community Events	Number of Events	Number of Contacts at the Events
Career Events	3	<ul style="list-style-type: none"> High School Presentation HQ (15 Students) Omega Psi Phi Atlanta, Ga (Forthcoming) Reliant Law Enforcement Career Expos Denver, CO (Forthcoming)
Colleges/Universities	6	<ul style="list-style-type: none"> Ohio State University Fair 30 Students (8 Provided contact information) Blinn College Fair 30 Students (5 Provided contact information) Sam Houston Class Presentation 40 Students Community College Denver-Classroom Presentation-Forthcoming University of Denver-Forthcoming Metropolitan State University-Forthcoming
Military Events	0	TBD
Media/Marketing	22	Social Media Posts (21) Indeed-Job Posting Active (1)
On-Site Hiring Event and Testing		Dallas Police Headquarters -80 Processed
Off-Site Hiring Event and Testing	0	TBD



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