



City of Dallas

Dallas Police Department Recruiting Fiscal Year

October 2024-September 2025

**Public Safety Committee
October 14, 2025**

Jordon Colunga, Deputy Chief,
Personnel and Training Group,
Phyllis I. Nobles, Major,
Personnel Division
Dallas Police Department
City of Dallas

Dallas Police Department Recruiting



- This Public Safety Committee Presentation will provide information regarding the hiring practice for the Dallas Police Department, which encompassed Fiscal Year October 2024 to September 2025:
 - Hiring of New Police Officers
 - Hiring of Professional Staff
 - Attrition for FY 2024 - 2025



Fiscal Year October 2024 – September 2025



- The Dallas Police Department was tasked with hiring three hundred new officers for Fiscal Year October 2024-September 2025.
- The goal of 300 new officers was accomplished.
- The department exceeded this goal by 30 new officers, resulting in a total of 330 new officers.
- The Recruiting Team, Applicant Processing Team and the Background Team, processed 1,241 police applicants in order to meet and exceed the department's goal of 300. However, 2,732 applicants were entered into NeoGov for the position of police officer.



FY 2024-2025 Sworn Hiring Data



Applicant Pool	Number Hired	% Hired
1241	330	26.59%

Class Numbers	Start Dates	New Officers/Recruits Assigned	
403	November 20, 2024	38	
404	January 1, 2025	53	
405	March 12, 2025	56	
406	May 7, 2025	46	
407	July 16, 2025	57	
408	September 24, 2025	76	
		Lateral Officers 4	
		Total	330
	*4 Reinstatement	Total	334
	*Resigned/terminated - 33	Total	301





Classes 403-408

Applicants Hired (Total)	Males	Females
330	275	55

Civil Service Update: Approved by City Council June 2025

Change in Sworn Service Appointment

Be at least 21 Years of age with a minimum of a high school diploma or general education development (GED) and 36 months of full time, consecutive employment experience

Number of Applicants Applied under the 36 Months Exemption	Pass Requirement	Failed Requirement	Pending Verification of Documents
108	18	7	83



Dallas Police Department Recruiting



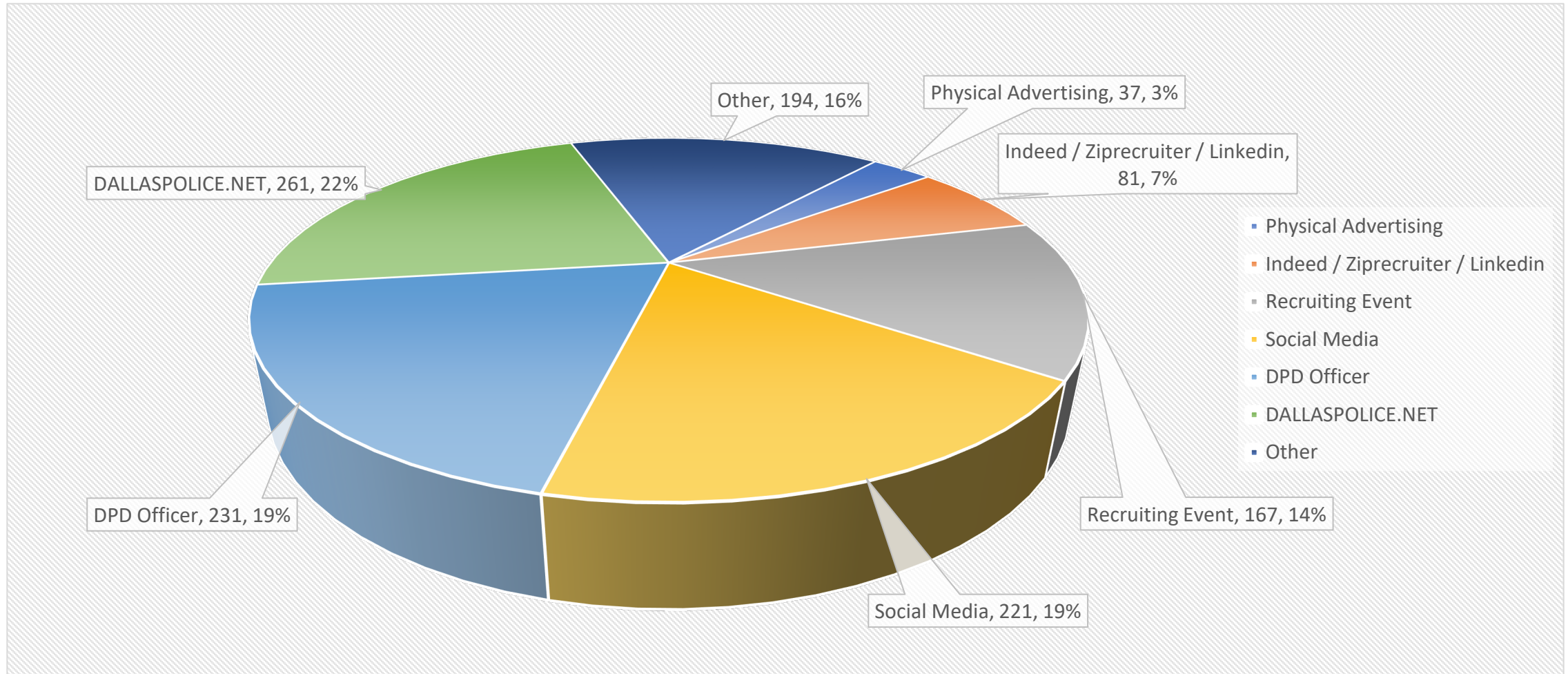
Recruiting Methods

During this FY, the Recruiting Team developed the following employment strategies:

- Community & Career Events
 - Maintain a heavy presence at college career fairs, military transition centers, community events, parades, gyms, and the state fairs.
 - 247 Events
- Campus Engagement
 - Direct targeting of colleges/universities-hosting classroom presentations and informational tables to build rapport with potential applicants.
 - 94 Schools and Colleges
- Recruiting events organized in 38 States (Examples: TX, NY, MOs Ok, PR, NC, GA, AZ, CO, LA, AK, NJ, MS, PA, MA)
- Digital Marketing
 - Paid campaigns of Meta (Facebook/Instagram), plus streaming ads to increase employment opportunities.
- Billboards & Outside Ads
 - Maintain constant public visibility in high-traffic areas



FY 2024-2025 Recruiting Advertisement



Dallas Police Department Advertisement



POLICE OFFICER PAID ACADEMY UP TO:
\$78,997
(WITH BACHELOR'S DEGREE)

DALLAS POLICE DEPARTMENT

LATERAL OFFICER PAID ACADEMY UP TO:
\$91,007
(WITH BACHELOR'S DEGREE)

DALLAS POLICE
HIRING EVENT

ON-SITE TESTING:
AUGUST 7, 2025
AUGUST 21, 2025

LEARN MORE OR SCHEDULE FOR OUR TESTING EVENT TODAY

[DALLASPOLICE.NET/JOINDPD](https://dallaspolicenet.net/joindpd)

- **Police Trainee starting salary:** \$75,397
- **Police Trainee Starting Salary with Bachelor's Degree:** \$78,997
 - \$75,397 + \$3,600 (\$300 month education)
- **Lateral Officer Starting Salary:**
 - \$82,389 (3 years experience)
 - \$84,861 (4 years experience)
 - \$87,407 (5 years experience)
- **Lateral Officer Starting Salary with Bachelor's Degree (\$3,600 annually):**
 - \$85,989 (3 years experience)
 - \$88,461 (4 years experience)
 - \$91,007 (5 years experience)



FY 2024-2025 Professional Staff



- Professional Staff have a supportive role in the day-to-day operations for the Dallas Police Department.
- This allows officers to become more proactive in addressing calls for police service, following up on violent and non-violent criminal investigations and implementing the Chief of Police Violent Crime Plan.
- Total Professional Staff assigned to DPD 699
- Attrition Year to date: 118
- Professional Staff Hired this FY 2024-2025 137
- Top Five (5) Professional Staff Positions:

	<u>Hired</u>
• 911 Call Analyst-I	20 Positions
• Police Dispatcher Analyst-I	16 Positions
• Police Report Representative	9 Positions
• Crime Technician	8 Positions
• Office Assistant 2	8 Positions



Dallas Police Department Attrition Summary



FY Oct 2024- Sept 2025
vs.
FY Oct 2023- Sept 2024

YTD Totals	Applicant Pool	Number Hired	% Hired		Attrition YTD	Authorized	Actual
FY 24-25 Oct-Sept	1241	330	26.59%		176	3753	3280
FY 23-24 Oct-Sept	816	253	25.78%		192	3200	3121



Dallas Police Department 5-year Totals



Past 5 Fiscal Year Hiring / Attrition

	Hiring	Attrition
• FY 2020-2021	175	204
• FY 2021-2022	200	236
• FY 2022-2023	187	214
• FY 2023-2024	253	192
• FY 2024-2025	334	176



FY 2024-2025 Sworn Attrition Numbers

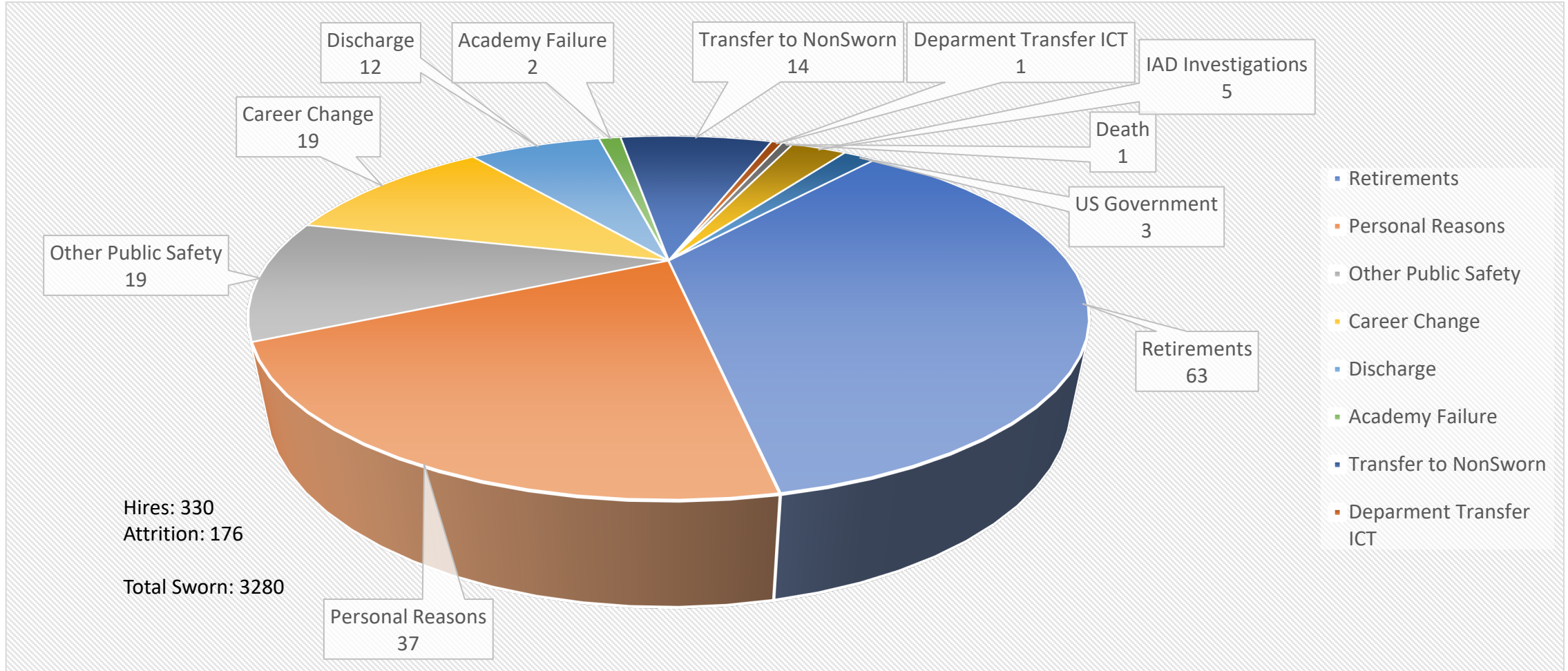


Attrition FY 24-25												
Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Total
10	17	10	11	17	9	13	23	10	22	20	14	176

End of Service	Grand Total
Career Change	19
Death (Line of Duty)	1
Academy/Training	2
Discharge (Termination)	12
IAD Investigation	5
Department Transfer (Intra City Transfer)	1
Other Public Safety	19
Personal Reasons	37
Retirement	63
Transfer Demotions Non-Sworn	14
US Government	3
Total	176



FY 2024-2025 Attrition Reasons



Dallas Police Department Retention Initiatives



- Sick Leave Exchange Program (Pilot):
 - Eligible after 24 months of service
 - 700 applied; 566 paid; 28 pending
 - Estimated cost \$1.95M
 - Intended to reduce sick-hour use and support retention
 - Budget Item for FY26-27
- Uniformed Referral Pilot (Launched 10/1/24):
 - Tiered payments to referring officers
 - \$1,000 at academy graduation
 - \$1,000 at probation completion
 - \$3,000 at recruit's 3rd-Year of Employment
 - YTD: 53 applicants referred, 6 entered the academy





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October 14, 2025**

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