

Memorandum



CITY OF DALLAS

DATE March 25, 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 February 2025**

During February 2025, 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. Forty-nine (49) applicants participated on February 6. Thirty-nine (39) were from TX. The others were from IN, PA, MS, WA, OK, LA, PR, FL, and NY. Thirty-eight (38) participated on February 20. Twenty-two (22) were from TX. The others were from MS, CT, MI, TN, IL, GA, CA, UT, FL, NY, and MA. In February, 132 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 February 2025:

SWORN

- REFERRED BY CIVIL SERVICE – 132
- BACKGROUND PHASE – 87
- ACADEMY CLASS #405 BEGINS MARCH 12, 2025 (Projecting 50)

PROFESSIONAL STAFF

- PROCESSED BY DPD: 36
 - 911 CALL TAKER – 13
 - DISPATCHER – 0
 - OTHER COMMUNICATIONS - 6
 - OTHER PRO STAFF - 17
- BACKGROUND: 18
 - 911 CALL TAKER - 8
 - DISPATCHER – 0
 - OTHER COMMUNICATIONS - 0
 - OTHER PRO STAFF -10

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- ONBOARDED: 17
 - COMMUNICATIONS – 7
 - OTHER - 10

The Dallas Police Department currently has recruiting ads in Meta (Facebook/Instagram) for sworn and professional staff. We have billboards in Tarrant County along 820/I35, in Huntsville, and Galveston. Additionally, we have begun utilizing Indeed and ZipRecruiter, and our last Facebook ad garnered 215,776 impressions in Texas.

We are in discussions with DART regarding advertising on their buses. We're also considering mall ads, a movie theater campaign, and cumulus media streaming ads. Additionally, we are planning to add two more billboards in Houston and DFW.

Below is a list of Dallas Police Department Recruiting events attended during February 2025.

February 1	Too Cold Hold 5k
February 1	TX A&M College Station Career Fair
February 4	Military Recruiting Event, San Antonio
February 4	TCC NW Campus
February 5	UTD
February 5	New Mexico State University
February 5	Tyler Junior College Career Fair
February 6	Military Recruiting Event, Arlington
February 8	Hot Chocolate 5k
February 11-14	Puerto Rico Recruiting Trip
February 12	UTD Career Fair
February 12	SMU Career Fair
February 12-13	University of OK / Central OK
February 15	Shrine Hiring Event
February 18-21	New Orleans Job Fair
February 19-23	Dallas Auto Expo
February 19	TCU Career Fair
February 19-20	TX A&M / Del Mar University
February 19-21	Southern University/ HBCU Classic Career Fairs
February 19	San Antonio Trinity University Career Fair
February 20-21	Ft Worth Cowtown Marathon
February 24-28	NYC John Jay College Recruiting Trip

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February 24-25	Prairie View A&M Career Fair
February 25	Sam Houston State University
February 26	Texas A&M Galveston
February 26	Saint Mary's Career Fair
February 26	Huston/Tillotson College Career Fair
February 27	University of Houston – Clear Lake
February 27	Best Hires Career Fair

Attached is a spreadsheet that outlines each Academy class since 2005. It lists each class number, the number of recruits that started in the class, the number of recruits that did not graduate from each class, and the number of recruits from each class that are still on the department.

Service First, Now!



Dominique Artis
Chief of Public Safety

Attachment: Academy classes since 2005

c:	Kimberly Bizar Tolbert, City Manager	Alina Ciocan, Assistant City Manager
	Tammy Palomino, City Attorney	Donzell Gipson, Assistant City Manager
	Mark Swann, City Auditor	Robin Bentley, Assistant City Manager
	Biliera Johnson, City Secretary	Jack Ireland, Chief Financial Officer
	Preston Robinson, Administrative Judge	Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)
	Dominique Artis, Chief of Public Safety	Directors and Assistant Directors
	Dev Rastogi, Assistant City Manager	
	M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager	

Academy classes since 2005

Class #	Start Date	Beginning Class Size	Attrition	Active as of 3/11/2025	EOS as of 3/11/2025
285	12/17/2004	38	2	17	21
286	3/11/2005	39	3	15	24
287	5/20/2005	29	3	12	17
288	8/5/2005	30	1	14	16
289	9/23/2005	33	7	16	17
290	12/16/2005	26	3	14	12
291	2/10/2006	36	4	14	22
292	4/21/2006	29	6	8	21
293	6/30/2006	48	7	23	25
294	8/11/2006	33	5	17	16
295	9/27/2006	42	3	24	18
296	11/15/2006	51	11	25	26
297	1/10/2007	46	9	15	31
298	3/21/2007	51	8	19	32
299	5/30/2007	56	8	23	33
300	7/11/2007	45	3	21	24
301	9/5/2007	53	5	23	30
302	9/26/2007	43	6	29	14
303	11/28/2007	49	8	19	30
304	1/9/2008	41	5	22	19
305	2/20/2008	35	8	13	22
306	4/2/2008	51	4	25	26
307	5/28/2008	54	9	26	28
308	7/9/2008	53	11	25	28
309	8/20/2008	49	10	21	28
310	9/17/2008	42	6	19	23
311	10/29/2008	38	2	23	15
312	12/10/2008	35	2	15	20
313	1/21/2009	49	6	19	30
314	3/18/2009	53	13	16	37

315	4/29/2009	45	8	14	31
316	6/10/2009	49	4	21	28
317	7/8/2009	29	2	12	17
318	8/19/2009	49	6	20	29
319	9/30/2009	52	8	24	28
320	11/11/2009	51	9	23	28
321	1/20/2010	59	8	28	31
322	3/3/2010	45	11	14	31
323	6/9/2010	57	6	25	32
324	8/18/2010	30	6	21	9
325	9/29/2010	43	9	25	18
326	5/11/2011	23	3	11	12
327	3/28/2012	46	6	33	13
328	5/9/2012	45	3	31	14
329	6/20/2012	47	6	24	23
330	9/26/2012	54	8	30	24
331	4/10/2013	50	6	28	22
332	5/8/2013	32	8	12	20
333	6/19/2013	32	5	12	20
334	8/14/2013	41	6	26	15
335	9/25/2013	37	5	19	18
336	11/6/2013	42	3	20	22
337	1/29/2014	42	8	26	16
338	3/12/2024	32	4	17	15
339	5/7/2014	33	4	21	12
340	6/18/2014	36	4	25	11
341	8/13/2014	49	5	26	23
342	10/22/2014	32	2	15	17
343	12/3/2014	22	2	8	14
344	1/28/2015	33	7	10	23
345	3/25/2015	31	5	18	13
346	6/3/2015	29	5	15	14
347	7/29/2015	29	4	15	14

348	9/23/2015	36	4	19	17
349	12/2/2015	29	3	17	12
350	2/24/2016	34	1	20	14
351	4/6/2016	25	4	14	11
352	6/29/2016	24	2	12	12
353	9/21/2016	29	2	15	14
354	1/11/2017	41	1	27	14
355	3/8/2017	35	1	24	11
356	5/31/2017	33	1	24	9
357	7/26/2017	34	5	15	19
358	9/20/2017	41	6	27	14
359	12/13/2017	39	3	23	16
360	2/21/2018	47	5	31	16
361	5/16/2018	40	2	28	12
362	7/25/2018	43	3	30	13
363	9/19/2018	35	4	22	13
364	12/12/2018	40	2	25	15
365	2/20/2019	50	4	30	20
366	5/1/2019	39	11	18	21
367	7/10/2019	65	8	40	25
368	9/18/2019	81	10	48	33
369	11/13/2019	48	2	35	13
370	12/11/2019	41	7	27	14
371	1/22/2020	49	3	34	15
372	4/1/2020	52	9	31	21
373	6/10/2020	26	4	12	14
374	8/5/2020	25	2	18	7
375	9/2/2020	26	2	21	5
376	12/9/2020	28	1	22	6
377	3/17/2021	27	3	23	4
378	4/28/2021	28	4	18	10
379	7/21/2021	37	6	24	13
380	9/1/2021	32	8	20	12

381	9/29/2021	34	4	29	5
382	11/10/2021	25	5	16	9
383	1/5/2022	37	5	27	10
384	3/2/2022	25	5	19	6
385	4/13/2022	26	3	17	9
386	6/8/2022	25	3	17	8
387	7/6/2022	18	0	14	4
388	8/17/2022	18	2	11	7
389	9/28/2022	33	4	24	9
390	12/7/2022	31	3	24	7
391	1/18/2023	30	3	20	10
392	3/1/2023	19	3	11	8
393	4/26/2023	14	2	8	6
394	6/21/2023	25	6	15	10
395	8/2/2023	25	1	23	2
396	9/7/2023	42	6	34	8
397	11/8/2023	23	3	16	7
398	1/31/2024	37	4	30	7
399	3/13/2024	26	4	23	3
400	5/22/2024	50	7	41	9
401	7/17/2024	45	2	38	7
402	9/25/2024	62	3	59	3
403	11/20/2024	38	1	36	2
404	1/5/2025	50	3	44	6



City of Dallas

DPD Recruiting & Retention February 2025

**Public Safety Committee
March 25, 2025**

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

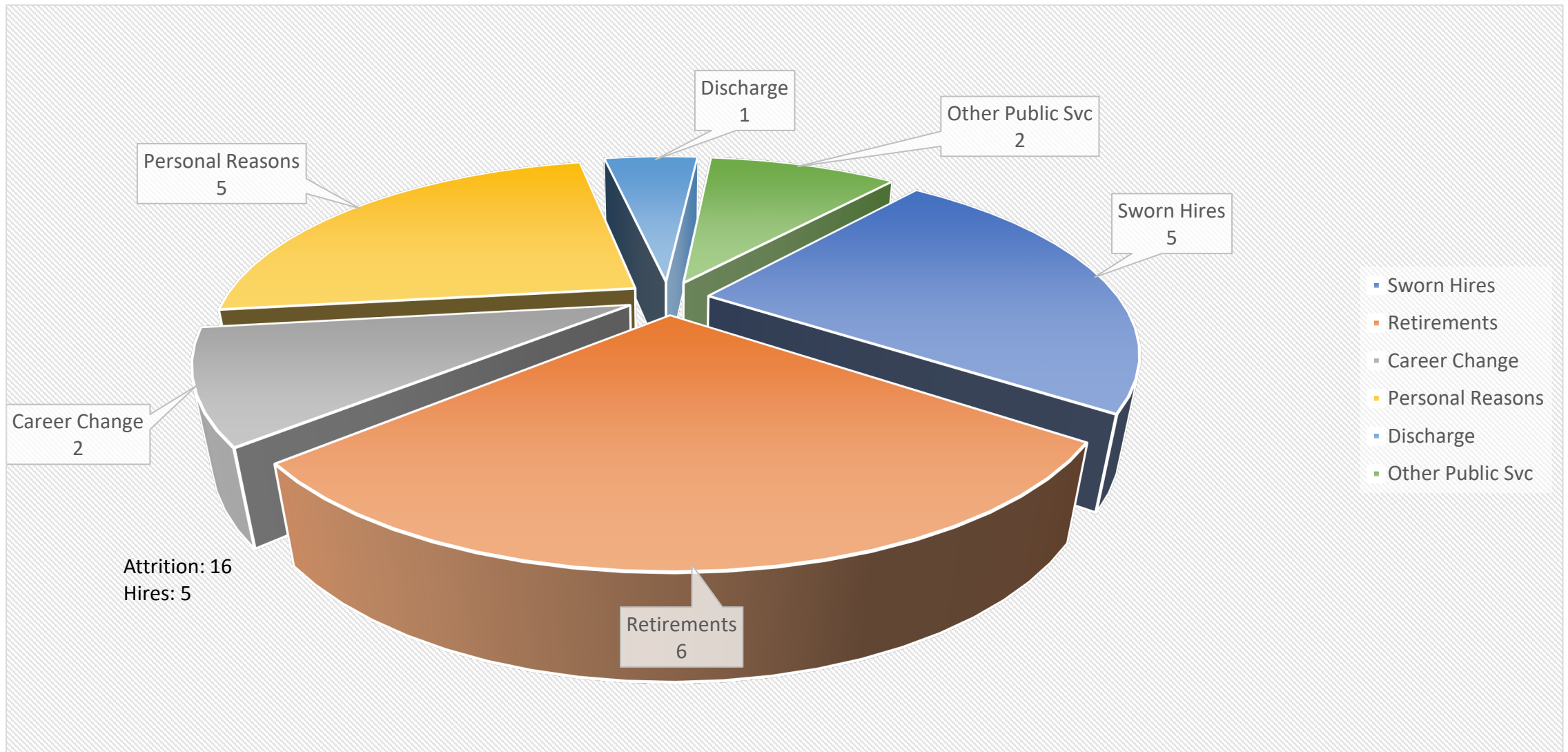
Monthly/YTD Attrition/Hiring



February Attrition/Hiring	FY25 Attrition/Hiring
Attrition/Hiring	Attrition/Hiring
16/5	64/100



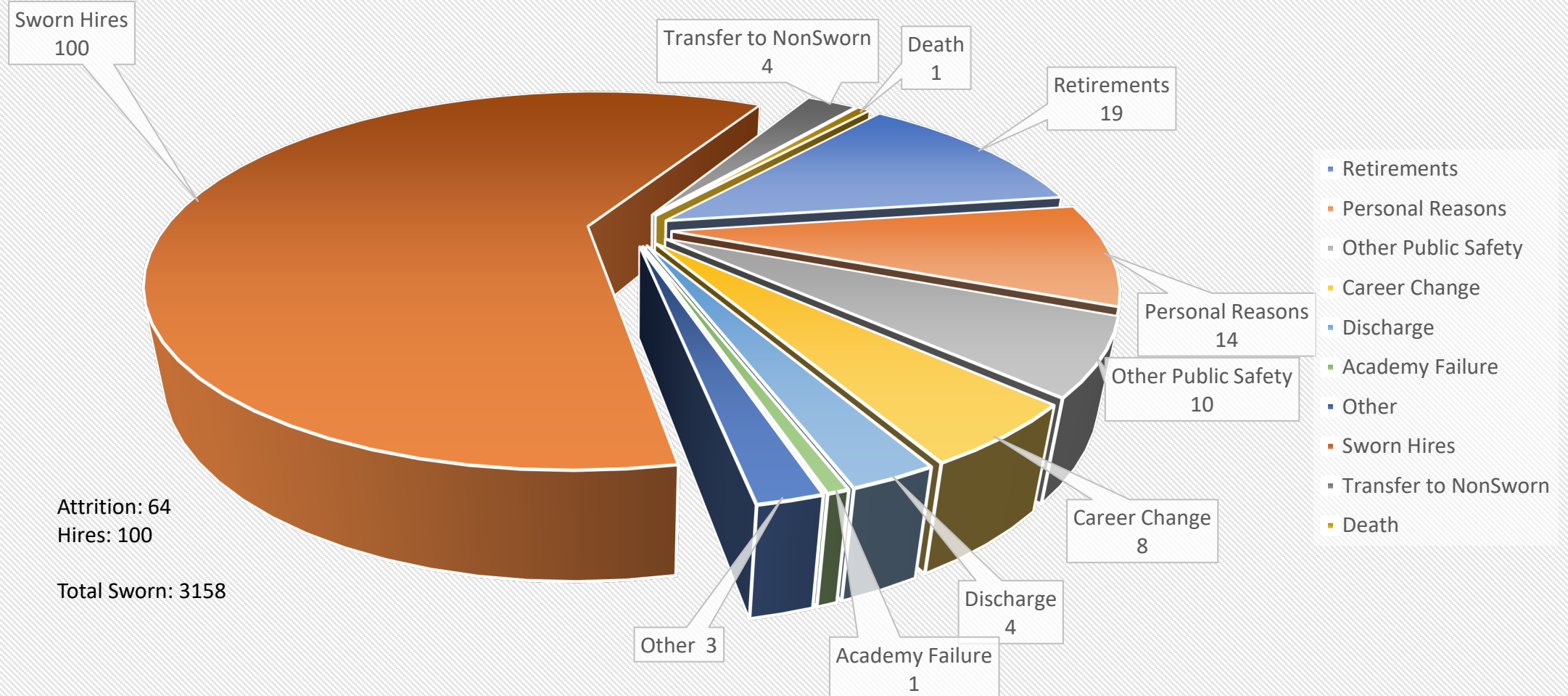
February 2025 Attrition/Hiring



FY25 Attrition/Hiring



FY25 YTD Attrition/Hiring



DPD – Sworn Hiring Data



February 1 - February 28:

SWORN*	
Police Applicants Referred by Civil Service & Contacted by DPD	132
Background Phase	87
Next Academy Class #405: March 12, 2025	Projected: 50



DPD – Professional Staff Hiring Data



February 1 - February 28:

PROFESSIONAL STAFF*	
Processed by DPD	36
Entered Background	18
Onboarded	17



February Recruiting Activities



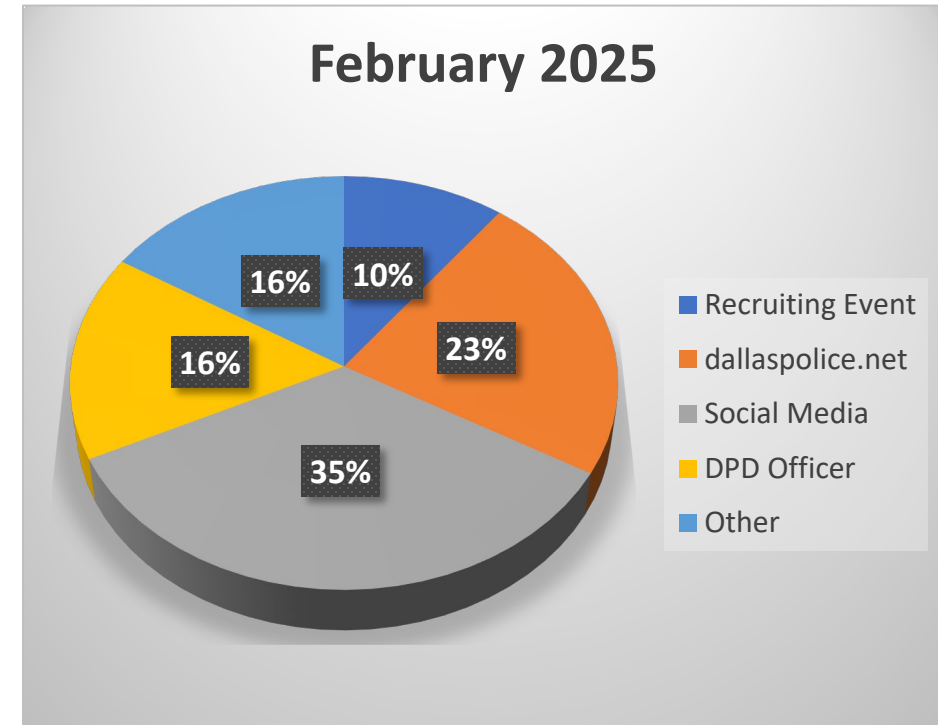
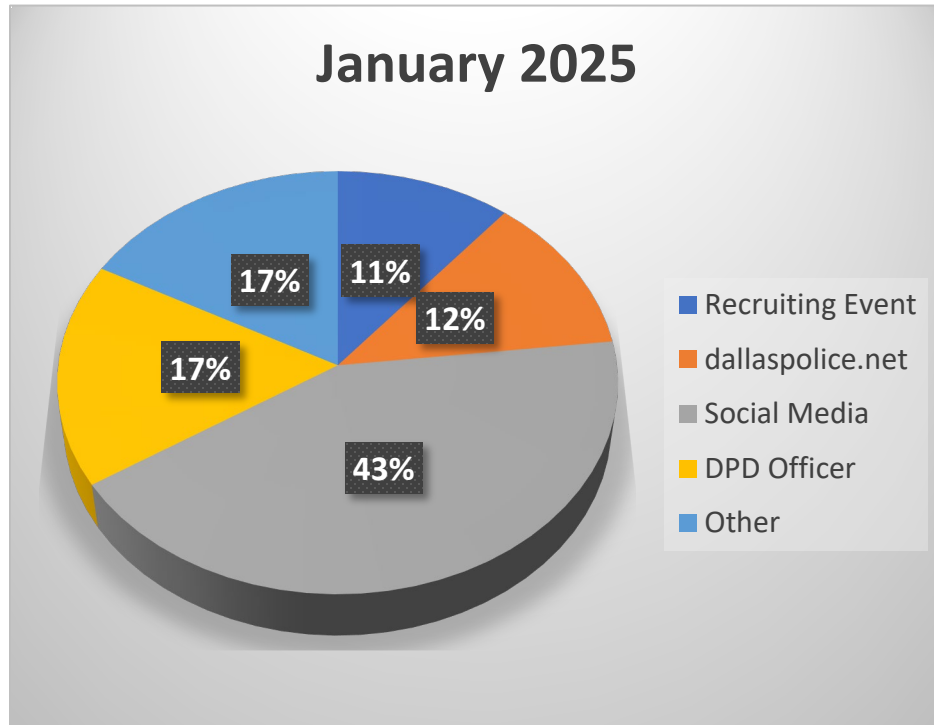
- Too Cold Hold 5k
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- UTD
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- NYC John Jay College Recruiting Trip
- Sam Houston State University
- Saint Mary's Career Fair
- University of Houston – Clear Lake



DPD On-Site Recruiting Events



- How Applicants Heard About DPD





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