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Jordan Colunga

Deputy Chief of Police
Dallas Police Department

Dallas Police Department Hiring Strategy FY 2025-2026 Update

Public Safety Committee

January 12, 2026



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Dallas Police Department Hiring Goal

- Departmental Hiring Goal – 4000 Strong!
 - Current Strength 3,286 Officers
- FY 2025-2026 Hiring Target - 350
- FY October 2025-September 2026 Hiring Plan
 - ❖ 50 - 60 Recruits per class
 - ❖ 7 Classes
 - ❖ Next Class January 14, 2026



Dallas Police Recruiting Classes



Class 408

Start Date:
September 24, 2025

- Graduation Date:
July 3, 2026
- 76 New Hires
- 68 Currently

Started in FY24-25



Class 407

Starting Date:
July 16, 2025

- Graduation Date:
May 8, 2026
- 57 New Hires
- 49 Currently

Started in FY24-25



Class 406

Starting Date:
May 7, 2025

- Graduation Date:
February 27, 2026
- 43 New Hires
- 44 Currently (1
Lateral Officer)

Forthcoming Graduation



Class 405

Starting Date:
March 12, 2025

- Graduation Date:
January 2, 2026
- 47 New Hires
- 46 Graduated

Recent Graduation



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Dallas Police Recruiting Classes – Continued



Class 409

Start Date:
November 19, 2025

- **61** Recruits- 58 New Hires and 3 Rehires
- Graduation Date September 2026
- Historically: November 2025 - **38** New Hires
- Currently 52

Started in FY24-25



Class 410

Starting Date:
January 14, 2026

- **49** Recruits currently assigned
- Graduation Date: November 13, 2026
- Historically: January 2025: **50** New Hires

Started in FY25-26



Class 411

Starting Date:
March 25, 2026

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

Forthcoming Classes



Class 412

Starting Date:
May 6, 2026

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

Applicants Processed October 1, 2025 - December 24, 2025

- **428** Applicants Processed
- **109** Applicants in Background
- **60** Hired - Currently in Academy
- **49** Approved next Academy Class as of (1/9/2026)
- **81** Disqualified (Criminal Offenses, Drugs, Polygraph Exam, and Psychological Exam)

Year	Processed
Year 25 (Oct, Nov, Dec)	428
Year 24 (Oct, Nov, Dec)	228

*From previous year, applicants applying for police officer is up by **53%**

Civil Service Board Rule 4:

- Approved - June 25, 2025,
 - **21 Years of Age and 36 Months of Consecutive Work History or 36 Months active U. S. Armed Forces service with an honorable discharge**

DPD Personnel Division has processed:

- 257 Applicants
- 47 Confirmed - Met requirements and entered the hiring process
 - 11 In the Academy (Class 409)
 - 2 Class 410
 - 34 Background
- 21 Did not meet the work experience requirement
- 3 Disqualified (Criminal Arrests)
- 175 Verification of work history in process

Professional Standards Bureau-Training Division-Academy Classes

Classes	Date Hired	Graduation Date	Beginning Number (Per Personnel)	Current Number	Academic Failures
406	May 7, 2025	Feb 26, 2026	43	44	0
407	July 16, 2025	May 8, 2026	57	49	3
408	Sept 24, 2025	Jul 3, 2026	76	68	3
409	Nov 19, 2025	Sep 11, 2026	58	52	6
410	Jan 14, 2026	TBD			



Attrition Rate (Oct 2025 to Dec 2025)

2024	Attrition	2025	Attrition
October	10	October	16
November	17	November	13
December	18	December	27
Total	45	Total	56

End of Service	October	November	December	FY Total 2025
Career Change	1	3	2	6
Death	0	1	0	1
IAD Investigations	1	0	2	3
Public Safety (Police Agencies)	1	0	2	3
Personal Reasons	4	1	2	7
U. S Government Position	0	1	2	3
Retirement	4	5	7	16
Transfer to Non-Sworn (PSO, Detention Services)	5	2	3	10
Transfer to Intra City Transfer	0	0	4	4
Termination	0	0	3	3
Total	16	13	27	56

Attrition Estimate FY 2025-2026

ATTRITION - FY 25-26 ESTIMATE VS. FY 24-25 ACTUAL

	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Total
FY 24-25 Actual	10	17	10	11	17	9	13	23	10	22	20	14	176
FY 25-26 Estimate	16	16	16	16	15	15	16	16	16	16	16	16	190

ATTRITION - ACTUAL AND PENDING

	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Total
FY 25-26 Estimate													
Realized	16	13	27										56
Pending	0	0	0	1									1
Total	16	13	27	1	0	0	0	0	0	0	0	0	57

Professional Staff

Professional Staff Service	
Professional Staff Files in Process	45
Professional Staff-Phase 1-Applicant Processing (Documents collection and verification (PHS Review)	13
Professional Staff-Background	10
Hired-On Boarding Process HR Police Report Representative I- 1 Position 911 Call Analyst I- 1 Position Police Dispatcher Analyst I- 1 Position Office Assistant 2- NARCOTICS DIVISION- 1 Position Criminal Intelligence Analyst- FUSION- 1 Position	5
Communications Hiring Event December 19, 2025	17 Candidates



We are Hiring

Communications

- 9-1-1 Call Analyst
- Police Dispatch Analyst I
- Police Reports Representative

Telecommunicators will receive a \$3,000 bonus upon completion of initial probation and \$150/month First Responder incentive pay, once licensed.

Dallas City Hall
L1FN Auditorium
1500 Marilla St.
Dallas, TX 75201

**December 19, 2025
8AM - 2 PM**

APPLY NOW

Recruiting Engagements for FY 2025 - 2026

FY 25-26

(October - November 2025)

- Community
 - Career Events **(6)**
 - College/University Campus Engagement Events **(67)**
- Military
 - Veteran Outreach Events **(13)**
- Media/Marketing
 - Digital Marketing **(54)** (Used in NYC)
- On-Site
 - Dallas Police HQ **(3 Events- 189)**
- Off-Site
 - New York City – Manhattan, NY **(1 Event - 140)**
- Total Applicants - **329**
- Disqualified **52** and **15** WD

December 2025

- Community
 - ❖ Career Events **(2)**
 - ❖ College/University Campus **(1)** (Holiday Season)
- Military
 - ❖ Veteran Outreach Events **(5)**
- Media/Marketing
 - ❖ Digital Marketing **(20)**
 - ❖ Media 3-Months contract
- On-Site
 - ❖ Dallas Police HQ **(2 Events-99)**
- Total Applicants Processed in December **99**
- Disqualified **10** and **4** WD



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