

Memorandum



CITY OF DALLAS

DATE April 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 March 2025**

During March 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 March 6. Twenty-eight (28) were from TX. Forty-six (46) participated on March 20. Thirty-three (33) were from TX.

The data below reflects the number of Dallas Police Department sworn and professional staff applicants who were processed during March 2025:

SWORN

- REFERRED BY CIVIL SERVICE – 180
- BACKGROUND PHASE – 67
- ACADEMY CLASS #406 BEGINS MAY 7, 2025 (Projecting 50+)

PROFESSIONAL STAFF

- PROCESSED BY DPD: 44
 - 911 CALL TAKER – 9
 - DISPATCHER – 4
 - OTHER COMMUNICATIONS - 5
 - OTHER PRO STAFF – 26
- ONBOARDED: 13
 - COMMUNICATIONS – 5
 - OTHER – 8
 - Public Service Officer (2)
 - Crime Technician (3)
 - Senior Accountant (1)
 - Investigative Support Specialist (1)
 - Senior Project Specialist (1)

Sworn Hiring - 55

- New Hires - 54
- Reinstatements - 1

Sworn Attrition – 9

- Retirement - 4
- Personal Reasons – 3

Transferred to Non-Sworn - 2

Advertising Efforts

The Dallas Police Department currently has recruiting billboards in Huntsville, Galveston County, Fort Worth, Dallas, and Houston. Additionally, we have mall displays in Houston, San Antonio, and Arlington. We also have ESPN online streaming ads, targeting all sports featured on ESPN in TX, MS, AL, GA, NY, CA, and FL. We will be advertising on twelve (12) DART buses from May 5 – October 19, which includes the dates of the State Fair of Texas. We are also set to begin a movie theater campaign in 47 locations during the summer.

Recruiting Events

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

March 3	UNT Criminal Justice Career Fair
March 4	UT Dallas Information Table
March 5	Women's Symposium, UTA Spring All Majors Career Fair, Rio Grand Valley Recruiting Trip
March 6	McAllen Recruiting Trip
March 10	Oral Roberts University Information Table
March 11	Collin College, Wylie
March 12	Tarrant County College Career Fair
March 13	South Arkansas University Spring Career Fair, Military Recruiting Event, Houston
March 18	Letourneau University (Longview), Macomb Wastenaw Community College Presentation
March 19	Texas A&M International University (Laredo)
March 20	LSU Shreveport Regional Career Fair, Midwestern State University, Tarrant County College Career Fair
March 21	Reliant Expo Hiring Center (Ft Worth)
March 24	Temple College Recruiting Table, Austin Community College District Information Table

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March 25	University of Incarnate (San Antonio) Job Fair, Union College Career Fair, TWU Career Spring Fair
March 26	TX A&M Career Fair, East TX Baptist University Spring Career Fair
March 27	Lamar University Criminal Justice Career Fair
March 28	Dallas College Aerospace Expo
March 29	Beckley/Saner Rec Center Community Event

Service First, Now!



Dominique Artis
Chief of Public Safety
[Attachment]

c:	Kimberly Bizzor 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
	Billieae Johnson, City Secretary	Jack Ireland, Chief Financial Officer
	Preston Robinson, Administrative Judge	Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)
	Dev Rastogi, Assistant City Manager	Directors and Assistant Directors
	M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager	



City of Dallas

DPD Recruiting & Retention March 2025

**Public Safety Committee
April 14, 2025**

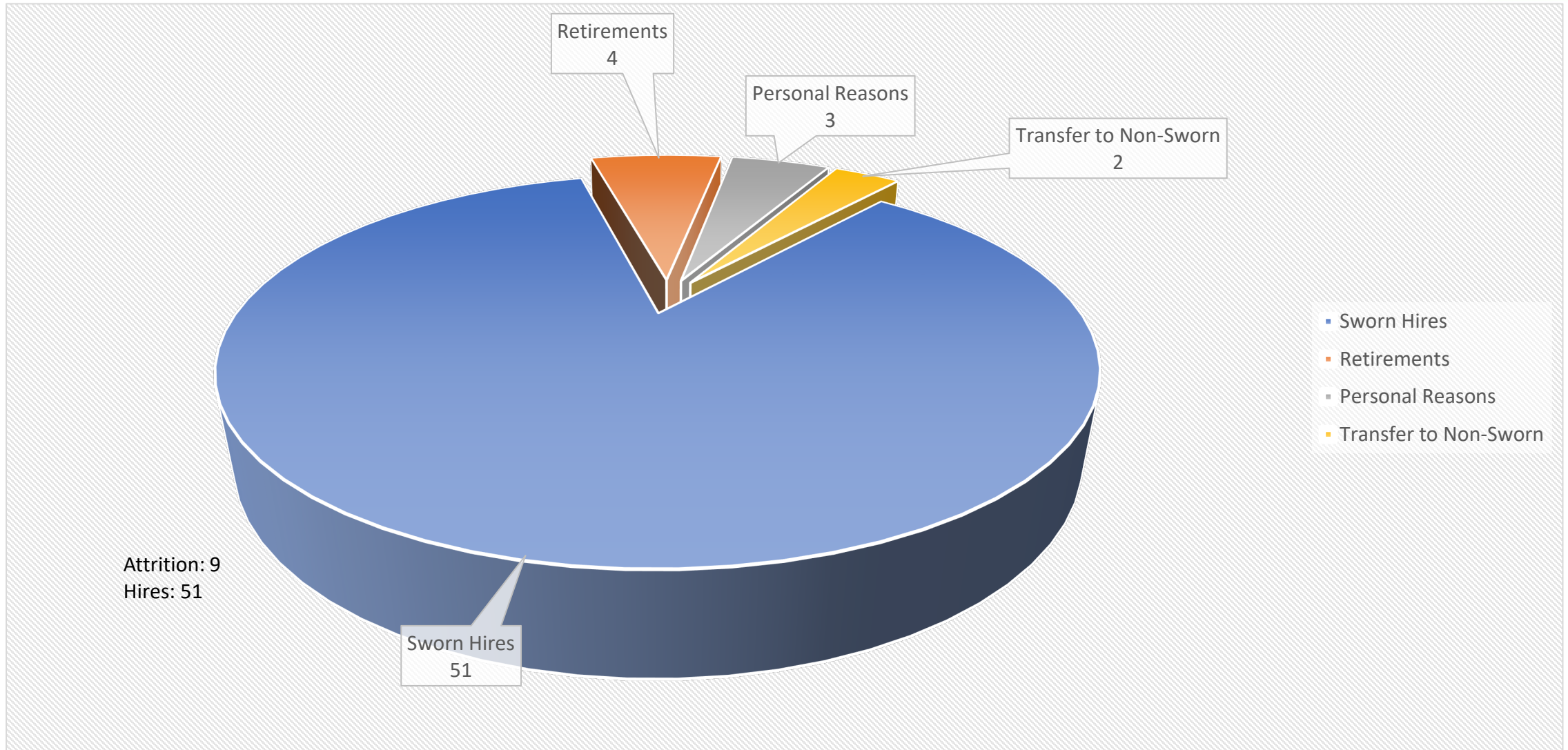
Major Pollyanna Ashford,
Personnel Division,
Dallas Police Department
City of Dallas

Monthly/YTD Attrition/Hiring

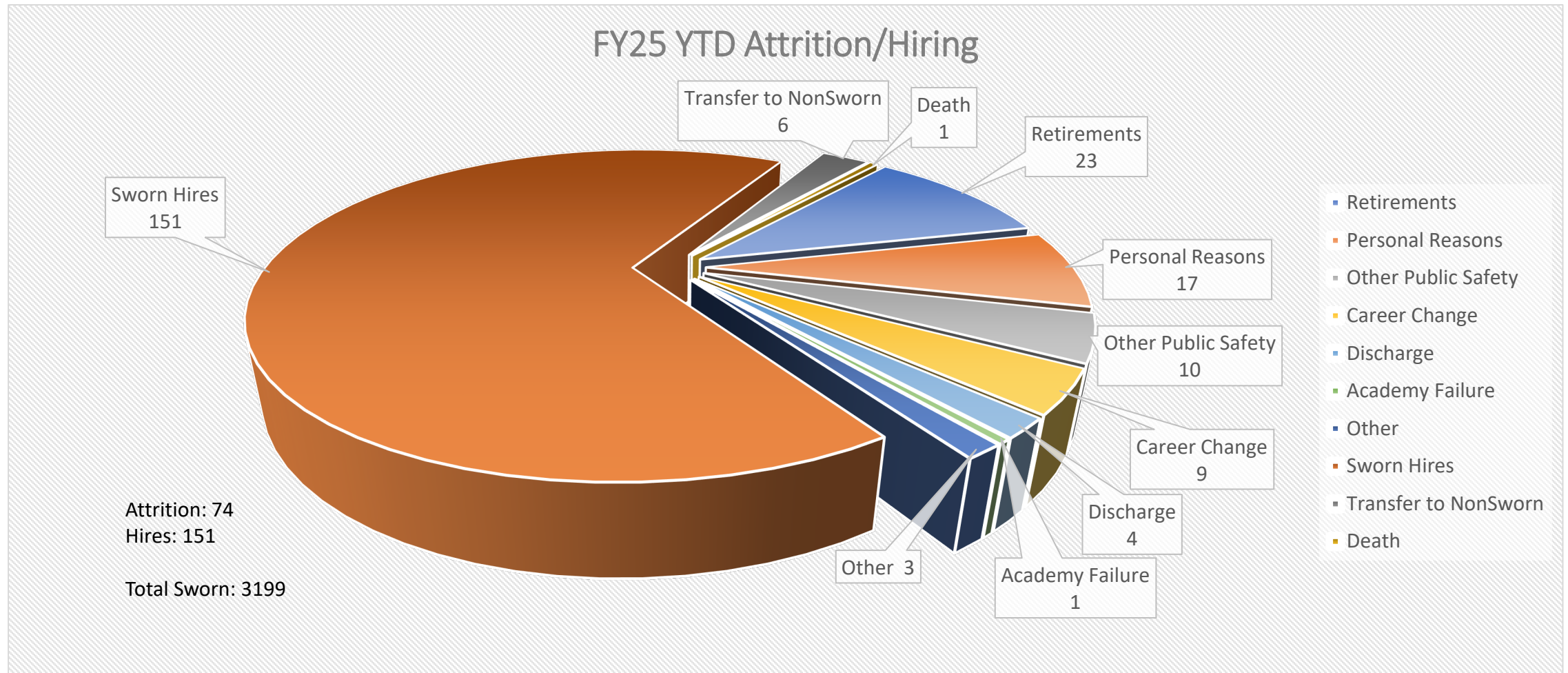


March Attrition/Hiring	FY25 Attrition/Hiring
Attrition/Hiring	Attrition/Hiring
9/51	74/151

March 2025 Attrition/Hiring



FY25 Attrition/Hiring



DPD – Sworn Hiring Data



March 1 – March 31:

SWORN	
New Hires*	50
Reinstatements	1
Background Phase	67
Next Academy Class #406: May 7, 2025	Projected: 50+

*There were 54 in Class #405, due to 4 February pre-hires

DPD – Professional Staff Hiring Data



March 1 – March 31:

PROFESSIONAL STAFF	
Processed by DPD	44
Onboarded: Communications	5
Onboarded: Other	8
Public Service Officer (2)	
Crime Technician (3)	
Senior Accountant (1)	
Inv Support Specialist (1)	
Senior Project Specialist (1)	



March Recruiting Events



- UNT Criminal Justice Career Fair
- Women's Symposium
- Rio Grand Valley Recruiting Trip
- Collin College, Wylie
- Tarrant County College Career Fair
- Military Recruiting Event, Houston
- TX A&M Int'l University (Laredo)
- LSU Shreveport Regional Career Fair
- Tarrant County College Career Fair
- Temple College Recruiting Table
- Austin Comm College District Info Table
- TWU Career Spring Fair
- East TX Baptist University Spring Career Fair
- Lamar University Criminal Justice Career Fair

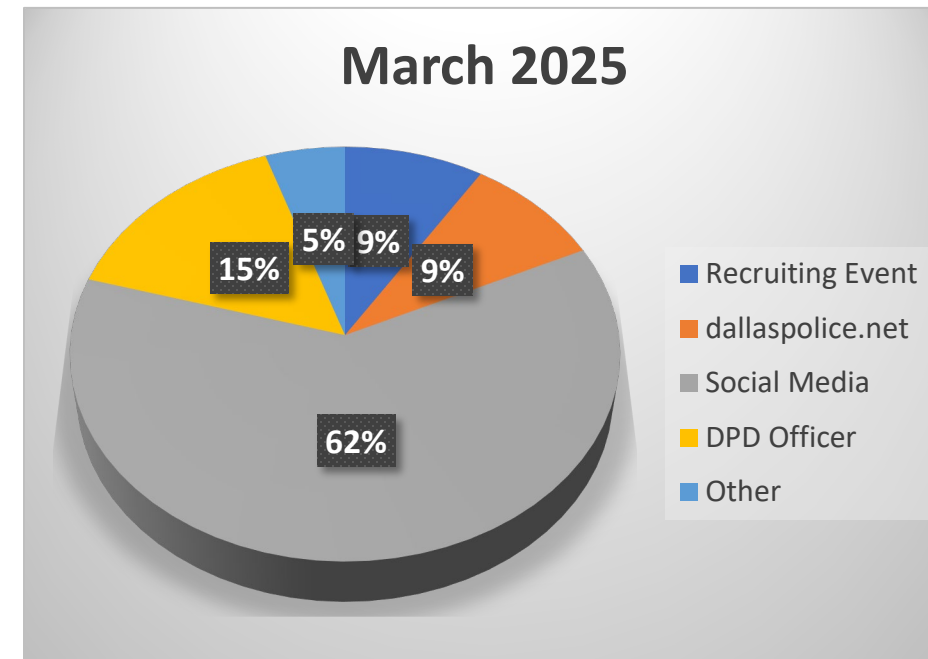
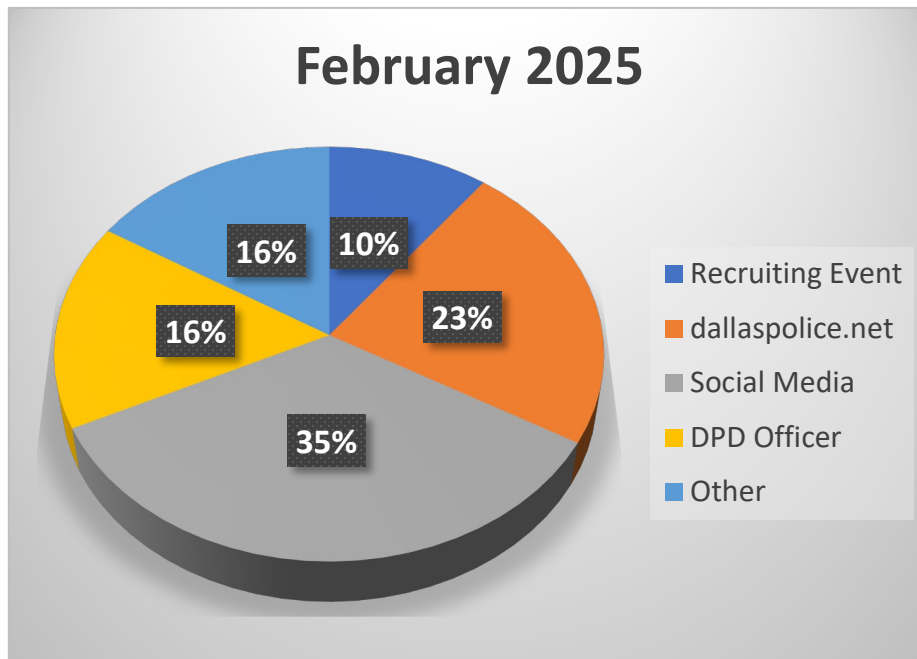
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Midwestern State University
Reliant Expo Hiring Center (Ft Worth)
San Antonio Trinity University Career Fair
Union College Career Fair
University of Incarnate (San Antonio) Job Fair
Beckley/Saner Rec Center Community Event
Dallas College Aerospace Expo



DPD On-Site Recruiting Events



- How Applicants Heard About DPD





City of Dallas

DPD Recruiting & Retention March 2025

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