



**City of Dallas**

# **Civil Service Board Rules and Regulations Revisions**

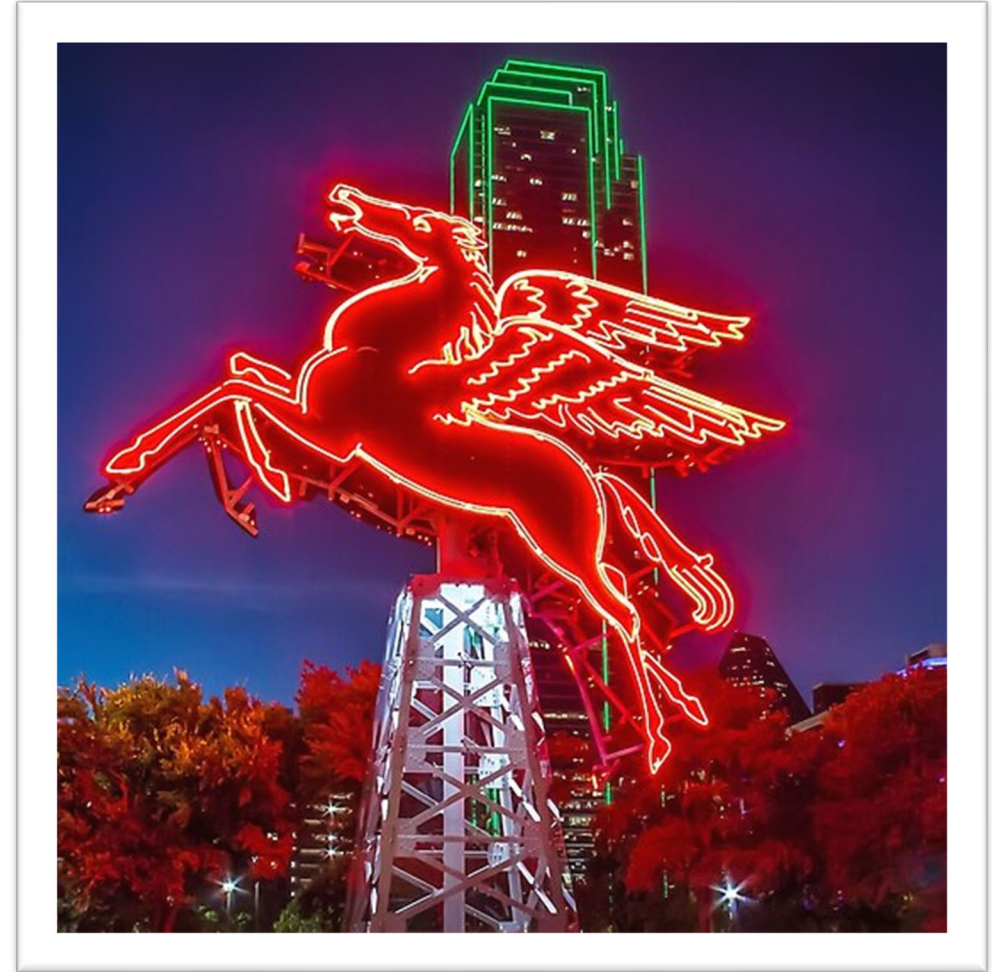
**Public Safety Committee  
April 14, 2025**

Jarred D. Davis, Board Secretary  
Civil Service Department  
Interim Assistant Chief Israel Herrera  
Dallas Police Department  
City of Dallas

# Presentation Agenda



- Revision Process
- Benchmarking
- Texas Police Agencies Educational Review
- Proposed Revision



# Revision Highlights



- Significantly reduced the number of pages with the elimination verbatim references to the Charter or City of Dallas Personnel Rules. **(July 2023)**
- Established necessary criteria for rehire eligibility hearings conducted by the Civil Service Board. **(July 2023)**
- Updated and expanded minimum qualifications requirements for entry-level sworn positions in DPD and DFR. **(July 2023 & August 2024)**
- Updated DPD and DFR promotional ranks minimum qualifications requirements. **(July 2023 & August 2024)**
- Established and added minimum qualifications for the newly created DFR rank, Single Function Paramedic Officer. **(July 2023)**
- Incorporated lateral hiring provisions for DFR positions. **(July 2023)**



# Benchmark Qualification Review



City	Education	Or	Experience	Or	License	Or	Armed Forces
Dallas	45 college credit hours	Or	36 months of certified law enforcement experience	Or	Active TCOLE License	Or	36 months of active duty with honorable or uncharacterized discharge
Arlington	BA Degree	Or	60 College hours with 2 yrs as City of Arlington employee			Or	4 years active-duty with honorable discharge
Plano	BA Degree	Or	2 years as a PO with 60 college credit hours			Or	3 years active-duty with 60 college credit hours
Irving	60 college credit hours from TCOLE approved school	Or	3 yrs as a Peace Officer with HS Diploma or GED			Or	3 years of active-duty with HS Diploma or GED
Garland	60 college credit hours	Or	2 yrs as a Peace Officer with HS Diploma or GED; 2 yrs as a state, local, or federal govt employee			Or	2 years active-duty with honorable discharge and HS Diploma or GED
Ft Worth	HS Diploma or GED + 12 college credit hours						Honorable discharge to qualify for veteran's points
Austin	HS Diploma or GED						
Houston	48 college credit hours	Or	3 yrs as a Peace Officer licensed by TCOLE; Or 36 months of full-time employment			Or	18 months of active-duty w/honorable discharge
San Antonio	HS Diploma or GED			and	Must meet all requirements to be eligible for TCOLE		



# Proposed Revision



## • RULE 4: SWORN SERVICE APPOINTMENT AND PROMOTION

### Section 4.1 Sworn Service Appointment.

(a) Minimum requirements for trainee police officer. In addition to the requirements in Sections 3.1 and 3.2, applicants for trainee police officer must:

- (1) be at least 19.5 years of age and not have reached 45 years of age on the date the civil service written examination is given;
- (2) have demonstrated safe driving habits and be qualified to drive a motor vehicle in Texas;
- (3) for any completed military service, a designation of honorable or uncharacterized discharge, as indicated on separation documents provided by the military; and
- (4) meet one of the following qualifications:
  - (A) a minimum of 45 semester hours college credit with a C average or better from an accredited college or university;
  - (B) a minimum of 36 months of full-time certified law enforcement experience (from date of receipt of license) with a city, county, or state law enforcement agency and be currently employed or separated from the agency for no more than four months prior to the date of application;
  - (C) an active, valid Texas Commission on Law Enforcement (TCOLE) license;
  - (D) a minimum of 36 months active service in the Armed Forces of the United States with an honorable discharge or an uncharacterized discharge as indicated on separation documents provided by the military. Applicants whose military service is no more than 10 calendar days less than 36 months are acceptable; more than 10 days less than the full 36 months requires approval from the Assistant Chief of Police over the Personnel and Support Division; or
  - (E) be at least 21 years of age with a minimum of (i) a high school diploma or GED and (ii) thirty-six (36) months of full-time consecutive employment experience.



# Overview



	Houston	San Antonio	Dallas	Austin	Fort Worth
<b>Officer Salary Start (Base Pay)</b>	\$62,574	\$60,492	\$75,397	\$70,644	\$76,065
<b>Officer Salary Top Out (Years)</b>	\$82,515 (10)	\$82,416 (5)	\$98,377 (9)	\$118,132 (23)	105,622 (14)
<b>Highest Level of Education Pay</b>	Doctorate	Doctorate	Bachelor's	Master's	Bachelor's
<b>Requirements</b>	<ol style="list-style-type: none"> <li>20.5 yrs old w/ 48 college hours</li> <li>18 months military</li> <li>3 yrs peace officer</li> <li>HS/GED &amp; 36 months FT work</li> </ol>	<ol style="list-style-type: none"> <li>1. 20.5 yrs old w/ HS diploma or GED</li> </ol>	<ol style="list-style-type: none"> <li>21 yrs old w/ 45 credit hours or 19.5 yrs old w/ 60 credit hours</li> <li>TCOLE</li> <li>3 yrs military</li> </ol>	<ol style="list-style-type: none"> <li>20.5 years old with HS diploma or GED</li> </ol>	<ol style="list-style-type: none"> <li>20 yrs old with HS diploma or with GED and 12 college hours</li> </ol>



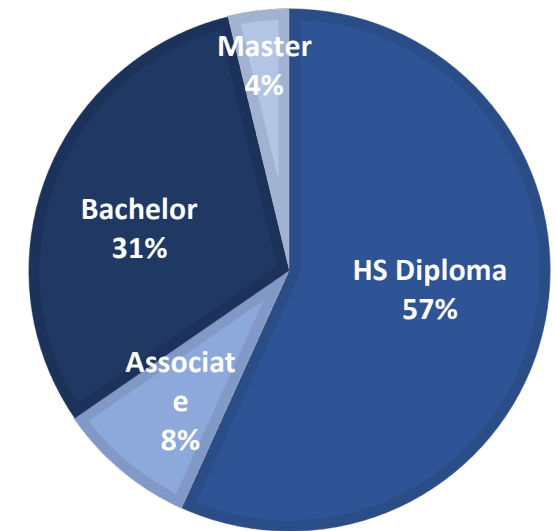
- Exemption to education requirement via work experience
  - Must work three of the past four years full-time
  - Candidate must provide proof
  - Can be any field and can be for multiple employers
  - Work experience is evaluated by the Houston PD intake unit

- Breakdown of Academy Class Educational Makeup

- Sample size: four classes, 185 recruits
- HS diploma/GED/some college: 105 (56.8%)
- Associate Degree: 16 (8.6%)
- Bachelor Degree: 57 (30.8%)
- Master Degree: 7 (3.8%)

## EDUCATION LEVEL

■ HS Diploma ■ Associate  
■ Bachelor ■ Master



# TCOLE Cert. Intermediate



Years of Service	Total Training Hours*	Education	OR	Military
8	400			
6	800			
4	1200			
2	2400			
4		Associate	OR	2 years
2		Bachelor	OR	4 years

Dallas PD pays \$50 per month for TCOLE Intermediate Peace Officer Certification

\*Training hours are obtained by taking TCOLE accredited classes



# TCOLE Cert. Advanced



Years of Service	Total Training Hours	Education	OR	Military
12	800			
9	1200			
6	2400			
6		Associate	OR	2 years
5		Bachelor	OR	4 years

Dallas PD pays \$400 per month for TCOLE Advanced Peace Officer Certification



# TCOLE Cert. Master



Years of Service	Total Training Hours	Education	OR	Military
20	1200			
15	2400			
12	3300			
10	4000			
12		Associate	OR	2 years
9		Bachelor	OR	4 years
7		Master	OR	5 years
5		Doctorate/JD	OR	8 years

Dallas PD pays \$600 per month for TCOLE Master Peace Officer Certification



- Partnership with the University of North Texas Dallas (UNT Dallas)
  - Proposal for Dallas officers who complete the basic peace officer course (BPOC) at the Dallas Police Academy
  - Eligible officers could receive 24-30 college credit hours
  - Accelerates officers' path to Associate or Bachelor degrees

# Pilot Program for New Pathway



- Applicants can apply if they are at least 21 years of age with a HS diploma or GED if they can provide proof of 36 months of full-time consecutive employment.
- Employment must be stable and is subject to a full review by the Dallas PD recruiting chain of command for final approval.



# Stable Employment Defined



Applicants must demonstrate a stable employment record

A. Instability may include the inability to maintain steady employment and gross abuse of standards, incompetence, or aberrant behavior during any single employment.

- **Steady employment** is no more than three jobs in a consecutive three-year period. Unless it shows the applicant was pursuing movement for career enhancement.
- **Gross abuse of standards** is a severe violation of workplace standards that can justify immediate dismissal due to its impact of trust, safety, or the organization's reputation.
- **Incompetence** due to the lack of ability, skill, or knowledge that is needed to do a job or perform an action correctly or to a satisfactory standard.
- **Aberrant behavior** refers to actions or patterns of behavior that significantly deviate from what's considered normal or acceptable in a given social context. Some examples are an extreme emotional reactions that don't match the circumstance, persistent patterns of behavior that interfere with daily functions, or sudden and unexplained changes in behavior or personality.



# Stable Employment Defined continued



- B. This disqualification will be for a minimum of 2 years and until the applicant can display stable work history.
- C. This disqualification will be applied as determined by the Personnel Division Commander after chain of command recommendations.



# Benefits to the Department



- Benefits of launching the pilot program include:
  1. Aligns hiring opportunities with major competitors for police applicants.
  2. Provides another pathway for applicants who did not have the opportunity for college or military service.
  3. Provides a pathway for potential police applicants within our community which align with the Dallas Police Department's goal of having officers reflective of the community they serve.
  4. Assists the Dallas Police Department in reaching current and future hiring goals.
  5. Allows for potential recruiting cost savings by opening new avenues for recruitment in high school programs such as P-tech.



# Addressing Community Concerns



## How does college education impact critical thinking, decision-making, and de-escalation skills?

- College is just one indicator of skills and experience.
- College does not solely determine how well a candidate will be able to respond to law enforcement encounters that require critical thinking, decision-making, and de-escalation.
- A customer service call-taker who has responded to thousands of angry clients may be more skilled at de-escalation than a college graduate without that same experience.



# Addressing Community Concerns



**What evidence suggests that three years of work experience (in any field) provides the same level of preparedness?**

- Some of our best officers come from diverse career backgrounds including roles in customer service, teaching, and business management.
- Professions seemingly unrelated to law enforcement can uniquely prepare candidates with problem solving and communication skills.
- A professionally diverse workforce increases organizational strength.



# Addressing Community Concerns



**Are there certain types of work experience that should be prioritized (e.g., military, security, emergency response)?**

- Police agencies thrive by having a diverse workforce.
- This includes diversity of professional and educational backgrounds.
- A department largely comprised of employees from a single professional background, such as government or criminal justice, will not be as strong as a department comprised of employees with a broad range of professional backgrounds.
- Candidates with diverse backgrounds bring unique skills.



# Addressing Community Concerns



**How will this change impact training academy success rates and long-term officer performance, and what steps will the department take to ensure that the quality of policing or professionalism will not decrease?**

- The Dallas Police Department will continue to have high standards in the basic police academy, field training program, and ongoing training of officers at the in-service academy.
- Educational assistance and incentives will be offered through tuition reimbursement, college credits for academy completion, and education pay.
- The City of Dallas will be able to create a transformational experience for police employees and an increased standard of professionalism for citizens.



# Next Steps



- Present proposal and seek approval from the Public Safety Committee, Civil Service Board, and the full Dallas City Council.
- Initiate a one-year pilot with the implementation of the additional pathway.
- Gather and analyze metrics/data to assess the overall effectiveness of the program.
- Provide the Public Safety Committee an update after the one-year implementation of the program.





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