



City of Dallas

Dallas Police Department Hiring Strategy

Fiscal Year

October 2025 - September 2026

**Public Safety Committee
November 10, 2025**

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

Dallas Police Department Recruiting



Public Safety Committee Update

Dallas Police Department – FY 2025-2026 Hiring Overview

- The Dallas Police Department is tasked with hiring 350 new officers for FY 2025-2026.
- Recruiting strategies:
 - Proactive use of resources to expand hiring effectiveness and efficiencies.
 - Target high-yield environments through social media sites, billboard placements, recruiting displays, and video advertisements.
 - Consistent public visibility to attract qualified, diverse candidates committed to public service.
 - Continuous personalized follow-up to engage candidates throughout the hiring process.



Dallas Police Department Recruiting



New York City Off-Site Hiring Event

- Members from the Recruiting Team, Applicant Processing Team and the Background Team traveled to New York for an Off-Site hiring event. The following applicants were processed:
- **156** Applied for the position of Police Officer.
- **144** Applicants were processed.
- **49** Applicants participated in the Applicant Interview Board Process: 34 Passed and 15 Failures.
- **95** Are being contacted to finalize the interview board process (In Dallas or NYC).
- Recruiting Team, Applicant Processing Team and the Background Team will continue to follow-up and support these applicants through this hiring process.



Dallas Police Department Recruiting



Upcoming Academy Classes – FY 2025-2026

History

- **FY 2024-25 November's Class : 38 New-Hires**

Class 409

- **Starting Date:** November 19, 2025
- **Goal for Class 409: 60**
- **Status:**
 - **60 applicants** currently assigned to Class 409
 - Several applicants are pending at this time and are scheduled to finish testing this week, which may increase the number of new hires for this class.

- **Class 410**

- **Starting Date:** January 14, 2026
- **Status:** 4 Confirmed for this class
- **Pending:** Applicants from Dallas On-Sites and New York Off-Site hiring events are potential candidates for this class.



Dallas Police Department Recruiting



- The Dallas Police Department will continue to employ the following in our hiring efforts:
 - Community Career Events
 - Military and Veteran Outreach Events
 - Campus Engagement Events
 - Digital Marketing
 - Billboards and Outside Ads
 - Off-Site Hiring Events
- Events for October and November
 - Northeast Lake College Fair
 - DPD Community Event- Oak Cliff Tower
 - UNT Dallas Public Safety Expo
 - A&M University – Central Texas
 - Dallas College Career Fair
 - Texas State LE Career Fair
 - Recruit Military Job Fair
 - Reliant Hiring Solutions Job Fair
 - Tampa Florida Veterans Fair/Class Presentations



Dallas Police Department Recruiting



Examples of Hiring Promotion

DALLAS PD ON-SITE TESTING

THE STATE FAIR OF TEXAS®

OCTOBER 3, 2024

DALLAS POLICE DEPARTMENT

**IF YOU ARE INTERESTED IN PARTICIPATING,
EMAIL A RECRUITER AT
DPDRECRUITING@DALLAS.GOV.**

LAMAR

For illustrative purposes only. Actual structure configuration and appearance may vary.

DALLAS POLICE DEPARTMENT

WE ARE HIRING!

DPDRECRUITING@DALLASPOLICE.GOV

214-671-4409

POLICE OFFICER PAID ACADEMY (starting 01/01/2025)	LATERAL ENTRY POLICE OFFICER PAID ACADEMY (starting 01/01/2025)
\$75,397	\$82,389

ONE CITY, ONE TEAM

ID: DallasPD_NowHiring-Sept24_14x48-c

Job Details:

Size: 14'0" X 48'0"
Artist: Robert Whistler
Date: Tuesday, October 08 2024
AE: Dominic Ramirez
Panel: 2434, 2529, 12783 (#290)

Special Notes:

© THIS DESIGN WAS CREATED BY LAMAR ADVERTISING AND CANNOT BE USED FOR ANY OTHER ADVERTISING PURPOSES WITHOUT WRITTEN PERMISSION.



Dallas Police Department Recruiting



Dallas Police Department October 2025 Attrition

- **2 Lateral Officers** has been assigned to Lateral Class 7, which will graduate with Class 406.
- **13** Sworn Officers left the department in October 2025
 - **4** below the projected estimate of 17

EOS Reasons	Count of Reason
Retirement	4
Personal Reasons	4
Transfer to NonSworn	2
Other Public Safety Position	1
Career Change	1
IAD Investigation	1
Grand Total	13



Dallas Police Department Recruiting



**One Team, One Dallas
Stronger Together!**





City of Dallas

Dallas Police Department Hiring Strategy

Fiscal Year

October 2025- September 2026

Update

**Public Safety Committee
November 10, 2025**

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