

Memorandum



CITY OF DALLAS

DATE May 13, 2024

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 and Retention Update for April 2024**

During April 2024, the Dallas Police Department Personnel Division hosted two on-site testing events at Jack Evans Headquarters. These events included applicant processing, physical fitness tests, oral interview boards, and polygraph exams. Twenty-four (24) applicants were processed during the April 11 – 13 on-site hiring event. Twenty-one (21) passed, and three (3) failed. Twenty-five (25) applicants were processed during the April 25 – 27 on-site hiring event. All passed. Forty-three (43) applicants have been forwarded to background investigators.

The data below reflects the number of Dallas Police Department applicants processed during April 2024:

SWORN

- Referred by Civil Service - 171
- Background Phase – 96 (in or completed in April)
- Phase II (Medical) - 33
- Assigned to Class 400: 5/22/24 - 40; Projected (50)

PROFESSIONAL STAFF

- Processed by DPD - 18
- Background – 24 (in or completed in April)
 - 911 Call Taker – 8
 - Dispatcher – 4
 - Other - 12

ONBOARDED

- 911 Call Taker - 1
- Dispatcher - 2
- Police Report Representative - 3
- Supervisor - 2
- All other Positions- 5

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Dallas Police recruiters participated in three (3) out-of-state hiring events in Louisiana, Arkansas, and Puerto Rico. Recruiters also participated in the Inspiring Women's Conference in Grapevine, Oak Cliff Earth Day, Killeen Civic Center Military hiring event, VFW Military and Veteran Career Fair, and Young Adult Career Expo at the State Fair Park.

Each month, the Recruiting Team staffs information tables at events across the state, passing out recruiting literature to potential applicants. Recruiters conducted eight (8) class presentations at Texas universities and colleges, including the University of North Texas, Hardin Simmons University, University of Houston, UT Dallas, Texas A & M, Dallas College: Eastfield & Richland Campuses, and Collin College. Recruiters also attended three (3) additional career fairs, including Townview High School, Plano East High School, and DPD Lake West career fair.

The Dallas Police Department currently has recruiting ads in the Dallas Mavericks and Texas Rangers yearbooks. There is also a recurring ad on Facebook to attract Lateral Police Officers and Professional Staff.

Below is a list of Dallas Police Department Recruiting events attended during April 2024.

April 1	Puerto Rico Planning Off-Site Trip
April 2	Dallas College Career Fair - Eastfield Campus
April 3	Henderson State University, Arkansas
April 3/4	Townview High School Classroom Presentation
April 4	Texas A & M Commerce Lion Fest
April 5	Plano East High School Career Fair
April 5	University of Houston Networking Event
April 9	Stars AAC Table Presentation
April 10-13	Louisiana State University Career Fair
April 10	Texas A&M Spring Career Fair
April 11	Killeen Civic Center – Military Hiring Event
April 11/13	Stars AAC Table Presentation
April 12	Mavs AAC Table Presentation
April 16	University of North Texas Career Fair
April 16	Hardin Simmons University Criminal Justice Career Fair
April 17	University of Houston Downtown Career Fair
April 17	VFW Military and Veteran Career Fair
April 17	University of North Texas Career Fair
April 18	Collin College Countywide Career Fair
April 19	Young Adult Career Expo – State Fair Park
April 19	UT Dallas Spring Career Fair
April 21	Oak Cliff Earth Day – Lake Cliff Park
April 23	Dallas College Richland Career Fair
April 23-25	Inspiring Women's Conference, Grapevine

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April 27 Dallas PD Lake West Career Fair
April 24-29 Puerto Rico Hiring Event



Jon Fortune
Deputy City Manager

[Attachment]

c: Kimberly Bizzor Tolbert, City Manager (i)
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Majed A. Al-Ghafry, Assistant City Manager

M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Dr. Robert Perez, Assistant City Manager
Donzell Gipson, Assistant City Manager (I)
Robin Bentley, Assistant City Manager (I)
Jack Ireland, Chief Financial Officer
Genesis D. Gavino, Chief of Staff to the City Manager
Directors and Assistant Directors



City of Dallas

DPD Recruiting & Retention April 2024

**Public Safety Committee
May 13, 2024**

Major Pollyanna Ashford
Personnel Division
Dallas Police Department
City of Dallas

Recruiting/Retention Strategies



ESL Program

To encourage applicants whose first language isn't English

Puerto Rico

Recruiting Trip Update

DPD/DFR Recruiting Ads

Banners on DFR Fire Stations



Recruiting/Retention Strategies



Employee Referral Program

\$6000 total payout
incentive for sworn
only

Applicant Survey

How are
applicants hearing
about us

Efficiency Study

Areas of
improvement from
application
process to start of
Academy



DPD – April



April 1 through April 30:

SWORN*	
Police Applicants Referred by Civil Service	171
Background Phase	96
Next Academy Class #400: May 22, 2024	50 (Projected)

PROFESSIONAL STAFF*	
Processed by DPD	18
Background	24
Onboarded	13

*These statistics change daily.

*Professional Staff includes 911 Call Taker, Police Dispatch, Report Rep, Supervisor, and all other positions



DPD – FY23-24



October 1, 2023, through April 30, 2024:

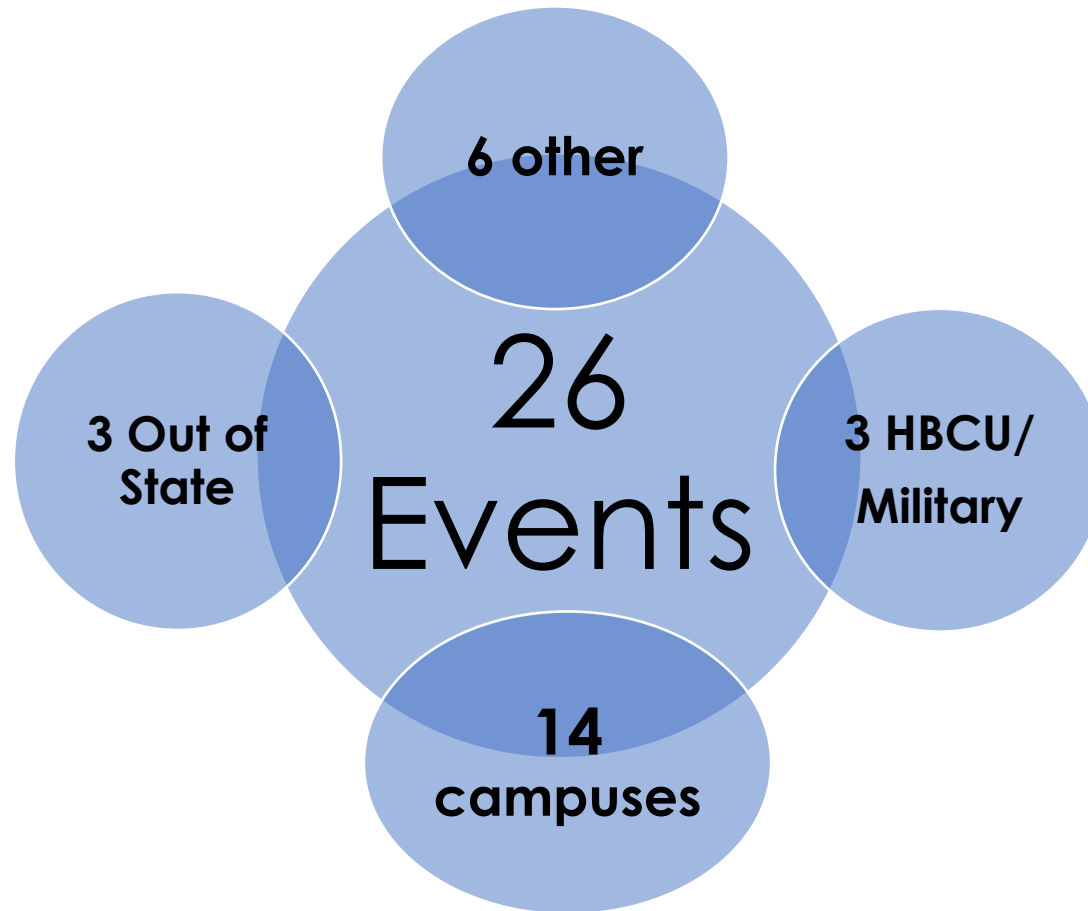
SWORN*		PROFESSIONAL STAFF*	
Police Applicants Referred by Civil Service	673	Processed by DPD	256
Entered Academy	83	Onboarded	67

*These statistics change daily.

*Professional Staff includes 911 Call Taker, Police Dispatch, Report Rep, Supervisor, and all other positions



DPD Recruiting Efforts April 2024





City of Dallas

DPD Recruiting & Retention April 2024

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Dallas Police Department
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