



# Dallas Police Department Hiring Strategy Update

Public Safety Committee

August 10, 2026

**April Idleburg**

Assistant Director/Administrative Bureau  
Dallas Police Department

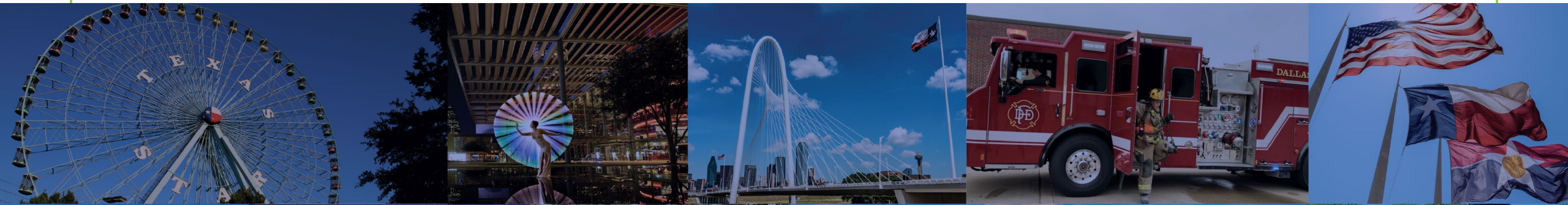
**Jordan Colunga**

Deputy Chief Of Police/Personnel Group

**Irene Alanis**

Major of Police/ Personnel Division  
Dallas Police Department

ONE TEAM, ONE DALLAS.



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# Dallas Police Department Hiring Goal

- Departmental Hiring Goal – 4000 Strong!
  - Current Strength 3,386 Officers
- FY 2025-2026 Hiring Target - 350
  - Current Hires: 270
- FY October 2025-September 2026 Hiring Plan
  - 50 - 60 Recruits per Class
  - 7 Classes
  - Next Class August 12, 2026



# Dallas Police Recruiting Classes FY 25-26



## Class 412

Started Date:  
April 22, 2026

- 57 Recruits
- Graduation Date  
March 4, 2027



## Class 413

Starting Date:  
June 3, 2026

- 46 Recruits
- Graduation Date:  
April 15, 2027



## Class 414

Starting Date:  
**August 12, 2026**

- Goal **53**
- Graduation Date:  
June 24, 2027



## Class 415

Starting Date:  
September 23, 2026

- Goal 60
- Graduation Date:  
August 5, 2027

## Dallas Police Current Academy Classes

| Fiscal Year Hired | Classes | Starting Dates | Graduation Dates | New Hires  | Current assigned to the Class |
|-------------------|---------|----------------|------------------|------------|-------------------------------|
| 25-26             | 413     | 6/3/26         | 4/15/27          | 47         | 45                            |
| 25-26             | 412     | 4/22/26        | 3/4/27           | 57         | 51                            |
| 25-26             | 411     | 3/11/26        | 1/8/27           | 54         | 49                            |
| 25-26             | 410     | 1/14/26        | 11/6/26          | 52         | 51                            |
| 25-26             | 409     | 11/19/25       | 9/10/26          | 60         | 47                            |
| <b>Total</b>      |         |                |                  | <b>270</b> | <b>243</b>                    |

## Applicants Processed October 1, 2025 – July 31, 2026

- **1255** Applicants
- **21** Final Testing Phase (Psychological and Medical)
- **120** Applicants in Background
- **270** Hired
- **20** Chain of Command for Review
- **53** Approved for Next Academy Class
- **175** Withdrew from the Hiring Process\*
- **412** Disqualified\* (Criminal Offenses, Drugs, Polygraph Exam, and Psychological Exam)

| FY Year                                                             | Processed |
|---------------------------------------------------------------------|-----------|
| Year 25-26 (Oct, Nov, Dec, Jan, Feb, March, April, May, June, July) | 1255      |
| Year 24-25 (Oct, Nov, Dec, Jan, Feb, March, April, May, June, July) | 998       |

From the previous fiscal year, applicants applying for police officer is up by **25.75%**

\*As of July 31, 2026

# Recruiting Engagements for June 1, 2026 - July 31, 2026

| Community Events       | Number of Events | Event Name                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Career Events</b>   | <b>25</b>        | Recruiting Tables at 24hr Fitness and LA Fitness x 4<br>Recruiting Table at Tarrant College Community College<br>Recruiting Table at Dallas Police Graduation<br>Run for the Blue Race Recruiting Table<br>Work Force Solutions Hiring Fair<br>University of Texas at Arlington Networking Recruiting Event/Presentation<br>Drove World Cup Recruiting vehicle at FIFA World Cup Games x 3<br>LA Fitness Gym Recruiting Table x2<br>Breakfast with a Recruiter<br>Coffee with Community<br>One World One Game Soccer Event<br>Gilley's Hiring Event<br>Love Field Recruiting Table x5<br>Asian Community Meeting with Chief Comeaux<br>24 Hr. Fitness Gym Recruiting Table<br>Naval Base San Diego Recruiting Table<br>Camp Horno Law Enforcement Hiring Fair<br>Camp Pendleton Law Enforcement Hiring Fair<br>Camp Pendleton Mini Career Expo Event |
| <b>Media/Marketing</b> |                  | 667 applications on Indeed<br>262 Views on Handshake (June 2026) with 58 applications<br>657.3 Views on Social Media<br>6.2k Interactions/Engagements on Social Media<br>ESPN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

# Sworn Attrition Rate FY 2025-2026 - July 31, 2026

| 2024-2025<br>Oct-Mar | Attrition | 2025-2026<br>Oct-Mar | Attrition |
|----------------------|-----------|----------------------|-----------|
| October 2024         | 10        | October 2025         | 16        |
| November 2024        | 17        | November 2025        | 13        |
| December 2024        | 10        | December 2025        | 27        |
| January 2025         | 11        | January 2026         | 18        |
| February 2025        | 17        | February 2026        | 15        |
| March 2025           | 9         | March 2026           | 8         |



## Sworn Attrition Rate FY 2025-2026 - July 31, 2026 Cont.

| 2024-2025<br>Apr - July | Attrition  | 2025-2026<br>Apr - July | Attrition  |
|-------------------------|------------|-------------------------|------------|
| April 2025              | 13         | April 2026              | 17         |
| May 2025                | 23         | May 2026                | 20         |
| June 2025               | 10         | June 2026               | 23         |
| July 2025               | 22         | July 2026               | 7          |
| <b>Total</b>            | <b>142</b> | <b>Total</b>            | <b>164</b> |

## Sworn Attrition Rate FY 2025-2026 Oct 1, 2025 – July 31, 2026 Cont.

|                                   | October   | November  | December  | January   | February  | March    | April     | May       | June      | July     | FY Totals  |
|-----------------------------------|-----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|-----------|----------|------------|
| Career Change                     | 1         | 3         | 2         | 0         | 2         | 1        | 2         | 1         | 0         | 0        | 12         |
| Death                             | 0         | 1         | 0         | 0         | 0         | 0        | 1         | 1         | 0         | 0        | 3          |
| IAD Investigations                | 0         | 0         | 2         | 2         | 1         | 0        | 1         | 0         | 1         | 0        | 7          |
| Public Safety (Police Agencies)   | 1         | 1         | 2         | 3         | 1         | 1        | 1         | 2         | 1         | 1        | 14         |
| Personal Reasons                  | 4         | 1         | 2         | 2         | 3         | 2        | 3         | 3         | 7         | 2        | 29         |
| Transfer Intra City Transfer Loss | 0         | 0         | 4         | 0         | 1         | 0        | 0         | 0         | 0         | 0        | 5          |
| U. S Government Position          | 0         | 0         | 2         | 0         | 0         | 0        | 1         | 0         | 0         | 0        | 3          |
| Retirement                        | 4         | 5         | 7         | 6         | 6         | 3        | 4         | 7         | 7         | 3        | 52         |
| Transfer to Non-Sworn             | 5         | 2         | 3         | 1         | 0         | 0        | 1         | 1         | 2         | 0        | 15         |
| Termination                       | 0         | 0         | 3         | 4         | 1         | 1        | 0         | 1         | 1         | 0        | 11         |
| Academy Failure                   | 0         | 0         | 0         | 0         | 0         | 0        | 1         | 4         | 4         | 0        | 9          |
| Field Training Failure            | 1         | 0         | 0         | 0         | 0         | 0        | 2         | 0         | 0         | 0        | 3          |
| Medical Disability Retirement     | 0         | 0         | 0         | 0         | 0         | 0        | 0         | 0         | 0         | 1        | 1          |
| <b>Total</b>                      | <b>16</b> | <b>13</b> | <b>27</b> | <b>18</b> | <b>15</b> | <b>8</b> | <b>17</b> | <b>20</b> | <b>23</b> | <b>7</b> | <b>164</b> |

# Professional Staff Communications Services FY 25-26

| Attrition FY 25-26 Positions        | Hired     | Attrition |
|-------------------------------------|-----------|-----------|
| 911 Call Analyst I                  | 14        | 12        |
| 911 Call Analyst II                 | 0         | 1         |
| 911 Call Analyst III                | 0         | 3         |
| Emergency Communications Instructor | 1         | 1         |
| Police Dispatch Analyst I           | 2         | 7         |
| Police Dispatch Analyst II          | 0         | 1         |
| Police Dispatch Analyst III         | 0         | 1         |
| Police Report Representative I      | 8         | 2         |
| Supervisor - 911 Communications     | 0         | 2         |
| <b>Total</b>                        | <b>25</b> | <b>30</b> |



**SERVICE  
FIRST,  
NOW!**

## Questions

### Public Safety Committee

August 10, 2026

#### **April Idleburg**

Assistant Director/Administrative Bureau  
Dallas Police Department

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Deputy Chief Of Police/Personnel Group  
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Major of Police/ Personnel Division  
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