

# Memorandum



CITY OF DALLAS

DATE September 9, 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 Update for August 2024**

During August 2024, the Dallas Police Department's Personnel Division hosted two on-site testing events at Jack Evans Headquarters. These events consisted of applicant processing, physical fitness tests, oral interview boards, and polygraph exams. Thirty-six (36) applicants participated on August 8. They were from TX, WI, CA, WA, CO, PR, and FL. Thirty-eight (38) applicants participated on August 22. They were from TX, AZ, CA, and GA. In August, 58 applicants were referred by Civil Service, all of whom were contacted by the Recruiting Unit via phone, email, and/or text.

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

## SWORN

- REFERRED BY CIVIL SERVICE – 58
- BACKGROUND PHASE – 70 (in and/or completed in August)
- NEXT ACADEMY CLASS #402 - September 25: (projecting 60)

## PROFESSIONAL STAFF

- PROCESSED BY DPD: 82
  - 911 CALL TAKER – 30
  - DISPATCHER – 6
  - OTHER - 46
- BACKGROUND: 24
  - 911 CALL TAKER - 9
  - DISPATCHER - 3
  - OTHER - 12

- ONBOARDED: 19
  - 911 CALL TAKER - 9
  - DISPATCHER - 3
  - OTHER - 7

Each month, the Recruiting Team staffs information tables at events across the state, passing out recruiting literature to potential applicants. Due to summer break, Recruiters conducted no presentations at colleges or universities. Recruiters attended five (5) career fairs, one of which was in Nashville, TN. The team participated in five (5) additional recruiting events throughout August, one of which was in Orlando, FL.

The Dallas Police Department currently has recruiting ads in the Dallas Maverick's yearbook, Dallas Cowboys Yearbook, Texas Rangers yearbook, All-Star Yearbook, and Meta (Facebook/Instagram) for sworn and professional staff. There are also hiring billboards throughout the city for sworn and professional staff, and dual recruiting ads on fire stations for DPD and DFR.

Below is a list of Dallas Police Department Recruiting events attended during August 2024:

- August 1 Lowes Vanderbilt NAPOA Career Fair – Nashville, TN
- August 2 Reliant Hiring Expo – Houston / Mayor's Back to School Fair
- August 3-4 Police Recruiting and Retention Summit, Orlando, FL
- August 6 Prospective Applicants' TEAMS Meeting
- August 8 North Texas Career Fair – Globe Life Park
- August 8 On-site Testing
- August 10 Youth Empowerment Expo
- August 17 Fort Worth City Career Fair
- August 20 Prospective Applicants' TEAMS Meeting
- August 21 Fort Cavazos Career Fair
- August 22 On-site Testing
- August 23 Class 397 Graduation
- August 24 Hugapalooza Recruiting Event – Klyde Warren Park
- August 31 47<sup>th</sup> Annual Anand Bazaar: India Association of North Texas

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PAGE **2 of 2**



Dominique Artis  
Chief of Public Safety (I)  
**[Attachment]**

c: Kimberly Bizer Tolbert, City Manager (I)  
Tammy Palomino, City Attorney  
Mark Swann, City Auditor  
Billerae Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Majed A. Al-Ghafry, Assistant City Manager  
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager

Alina Ciocan, Assistant City Manager  
Donzell Gipson, Assistant City Manager (I)  
Robin Bentley, Assistant City Manager (I)  
Jack Ireland, Chief Financial Officer  
Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)  
Directors and Assistant Directors



**City of Dallas**

# **Dallas Police Recruiting & Retention August 2024**

**Public Safety Committee  
September 9, 2024**

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

# Retention Strategies



## Employee Referral Program

### Total Payout

\* \$5,000 per referral

### 3 Payment Benchmarks

- \* Academy Graduation - \$1,000
- \* Probation Completion - \$1,000
- \* 5-year anniversary from date of hire - \$3,000



# Hiring Numbers 2021 - Present



	Academy Classes	Started the Academy	Graduated	Completed Training
2021	6	175	143	127
2022	8	246	166	139
2023	7	196	158	*64
2024	5	187	**18	***

\* For 2023, 3 classes have not completed field training

\*\*2024, only 1 of the 5 classes has graduated.

\*\*\*None of the 2024 classes have completed field training



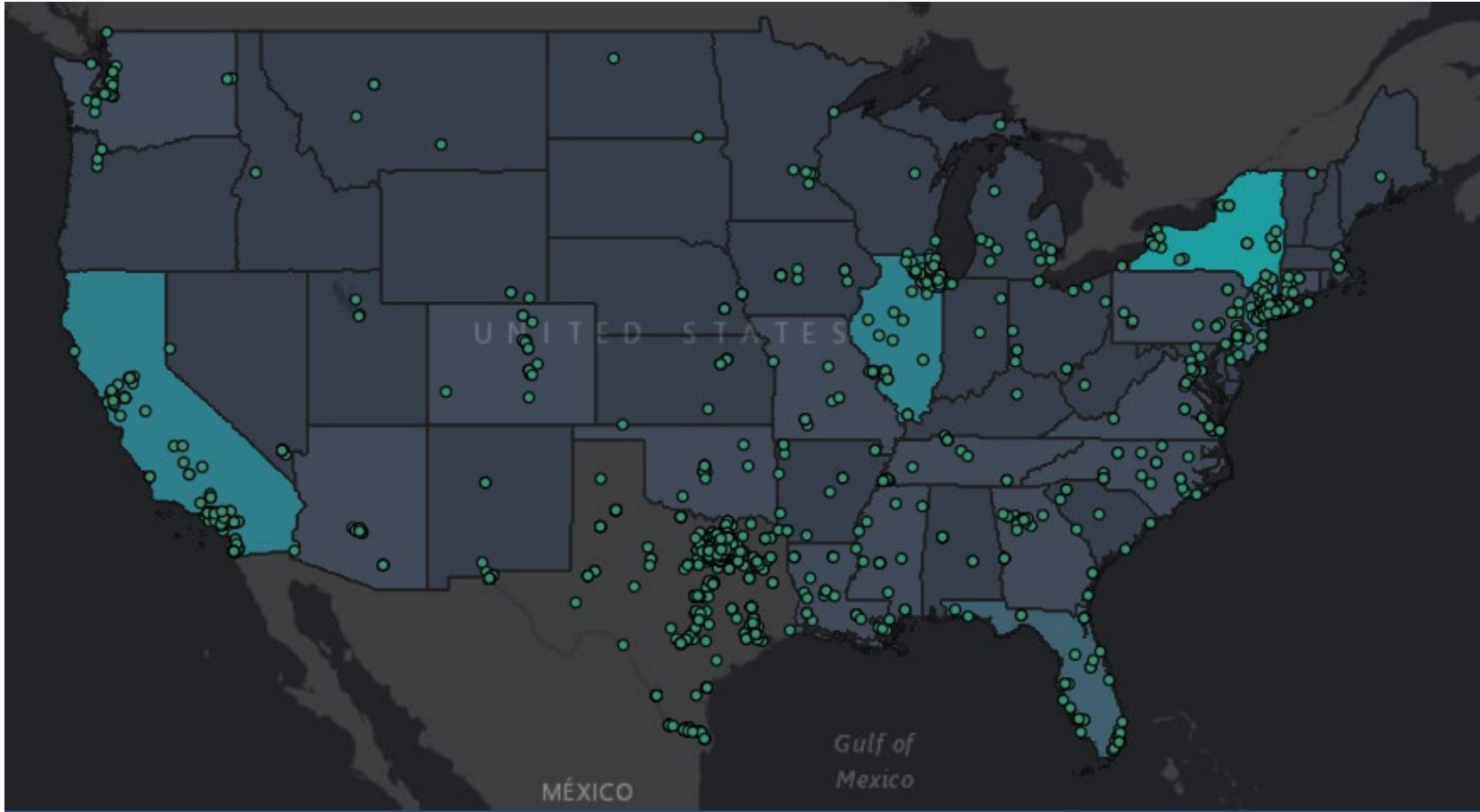
# Reasons for Not Graduating



	2021	2022	2023	2024
Academic Failure	1	5	7	
Resignation	12	28	20	3
Termination	2	6	1	
Physical Training	2	2	1	
Recycled	15	39	9	1
<b>TOTALS</b>	<b>32</b>	<b>80</b>	<b>38</b>	<b>4</b>



# Applicant Map 2021-Present



TX	2263
NY	238
IL	161
PR	122
CA	92





# DPD – August



## August 1 through August 31:

SWORN*	
Police Applicants Referred by Civil Service & Contacted by DPD	58
Background Phase	81
Next Academy Class #402: September 25, 2024	Projected: 60

PROFESSIONAL STAFF*	
Processed by DPD	82
Entered Background	24
Onboarded	19

\*These statistics change daily.

\*Professional Staff includes 911 Call Takers, Police Dispatchers, and all other positions



# DPD – FY24



SWORN* FY 2024	
Police Applicants Referred by Civil Service	1139
Process(ed/ing) Applicants	703
Failed Background	31
Entered Academy	187

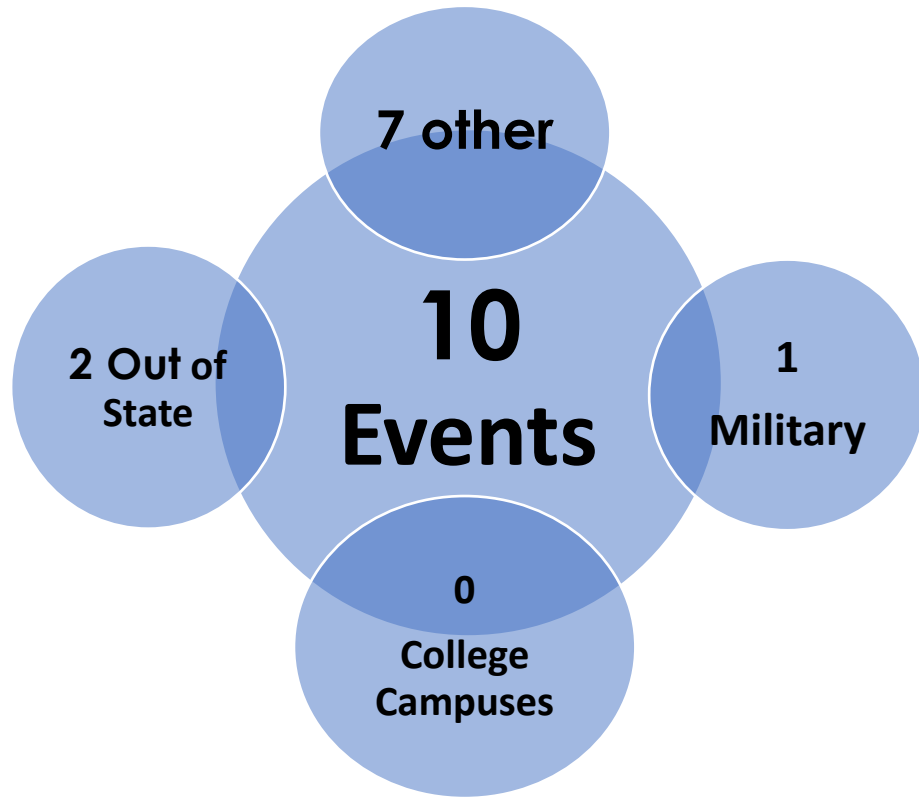
\*These statistics change daily.

911 Call Taker Trainee	FY24/Q3 - YTD
Total # of Applicants	465
Total Meeting MQs	44
Completed Exam/Pending	156/209
Pass/Fail	79/77
No Shows	56

Police Dispatcher	FY24/Q3 - YTD
Total # of Applicants	260
Total Failed MQs	58
Total Completed Exam	79
Pass/Fail	49/30
No Shows	123



# DPD Recruiting Efforts August 2024





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