

Memorandum



CITY OF DALLAS

DATE October 29, 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 September 2024**

During September 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-four (34) applicants participated on September 12. They were from AK, CA, GA, MD, MO, NY, OK, and TX. Forty-six (46) applicants participated on September 26. They were from CA, IL, NJ, NY, OH, TX, and WA. In September, 129 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 September 2024:

SWORN

- REFERRED BY CIVIL SERVICE – 129
- BACKGROUND PHASE – 83
- ACADEMY CLASS #402 - September 25 (62 Recruits)
- NEXT ACADEMY CLASS #403 – November 20 (projecting 40+)

PROFESSIONAL STAFF

- PROCESSED BY DPD: 31
 - COMMUNICATIONS – 16
 - OTHER - 15

- BACKGROUND: 27
 - COMMUNICATIONS: 13
 - OTHER - 14

- ONBOARDED: 11
 - COMMUNICATIONS - 4
 - OTHER - 7

Each month, the Recruiting Team staffs information tables at events across the state, passing out recruiting literature to potential applicants. Recruiters conducted two (2) class presentations at Texas universities, including UT Dallas and UNT Denton. They attended eight (8) in-state college career fairs, nine (9) out-of-state college/university career fairs, and seven (7) additional recruiting events in September.

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. Dual DPD/DFR recruiting banners have been placed on all DPD substations and have been placed on DFR stations strategically throughout the city.

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

September 3	L.A. Fitness Table
September 4	UT Dallas Classroom Presentation
September 4-7	Charlotte, NC Recruiting Trip
September 5	UNT Denton Classroom Presentation
September 7	Heart of Dallas Body Building Competition Recruiting Table
September 8	Dallas Women's Expo
September 10	Hudson County Community College Career Fair (NJ)
September 10	UT Dallas Career Fair
September 11	San Antonio College LEA Recruiting Table
September 11	St. Mary's Career Fair
September 11-12	UNT Denton Career Fair
September 11-13	New York Recruiting Trip (John Jay College, Borough of Manhattan Community College, Kingsborough Community College)
September 16	Love Field Airport Recruiting Table
September 17	COD Fall College Fair / SMU Career Fair
September 18	UTA Fall Career Fair / TCU Career Fair
September 18	St. Louis University Career Expo
September 19	Tennessee State University Career Fair
September 20	DCCCD Cedar Valley Industry Seasonal Hiring Fair
September 23-25	Arizona State University Career Fair
September 24	University of Piedmont (GA) Career Fair
September 25-26	San Antonio College Protective Emergent Services Hiring Fair
September 26	Estrella Mountain Community College Career Fair (AZ)

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September 26 Albany State University Career Fair (GA)
September 27 Love Field Reliant Law Enforcement Hiring Expo
September 28 Korean Health and Safety Fair
September 30 UT Rio Grande Valley Recruiting Expo

The Dallas PD Recruiting Unit has its next off-site hiring event scheduled for November 14 – 16 in San Diego, CA.

Service First, Now!



Dominique Artis
Chief of Public Safety (I)

[Attachment]

c: Kimberly Bizzor 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

DPD Recruiting & Retention September 2024

**Public Safety Committee
October 29, 2024**

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

Sworn Hiring: FY24



Class #	Start Date	Class Size
397	8-Nov-23	*21
398	31-Jan-24	35
399	13-Mar-24	26
400	22-May-24	50
401	17-Jul-24	45
402	25-Sep-24	62
		**239

*The 11/20/24 class, #403, is projected to have 40 recruits

**There were 14 re-instated officers for FY24, bringing the total # of hires to 253.



Professional Staff Hiring: FY24



New Hires	
Communications	48
Other Positions	60
Total	108



Attrition: FY24



	Reasons for Separation
71	Retirements
35	Personal Reasons
26	Other Public Safety Position
6	Transfer to NonSworn
22	Career Change
5	US Government Position
9	Discharge
6	IAD Investigation
1	Death (Line of Duty)
6	ICT (Intra City Transfer) Loss
3	Academy Failure
2	Death
192	Total



Recruiting Strategies



October 3rd State Fair of TX Hiring Event



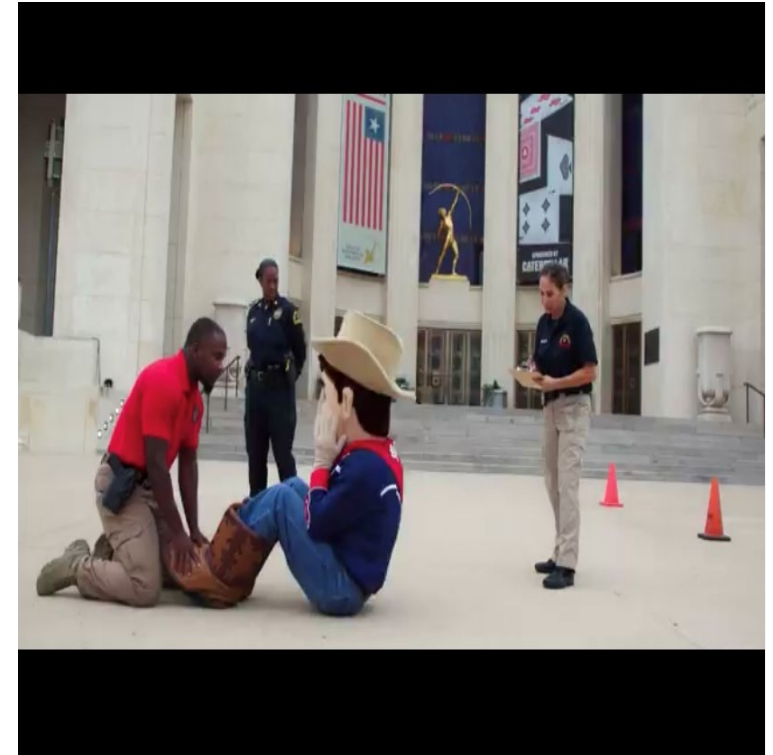
DALLAS PD ON-SITE TESTING

THE STATE FAIR OF TEXAS®

OCTOBER 3, 2024



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



Retention Strategies

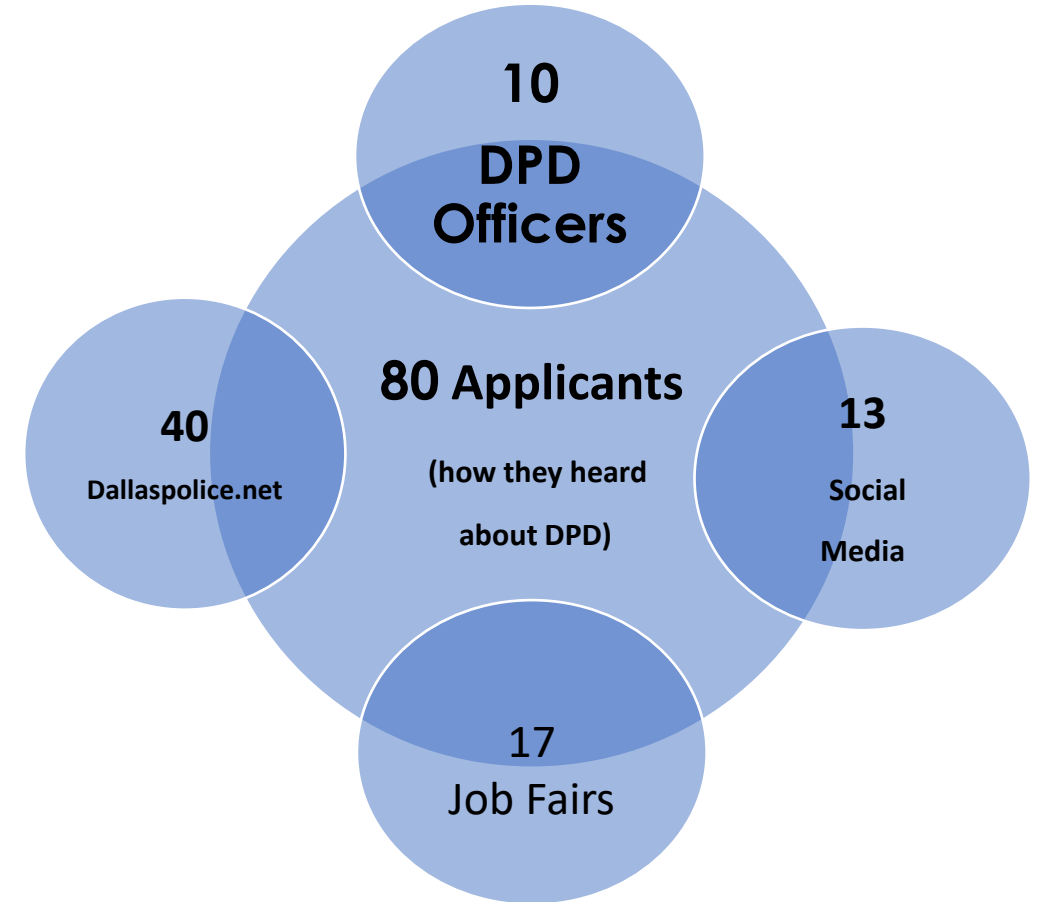
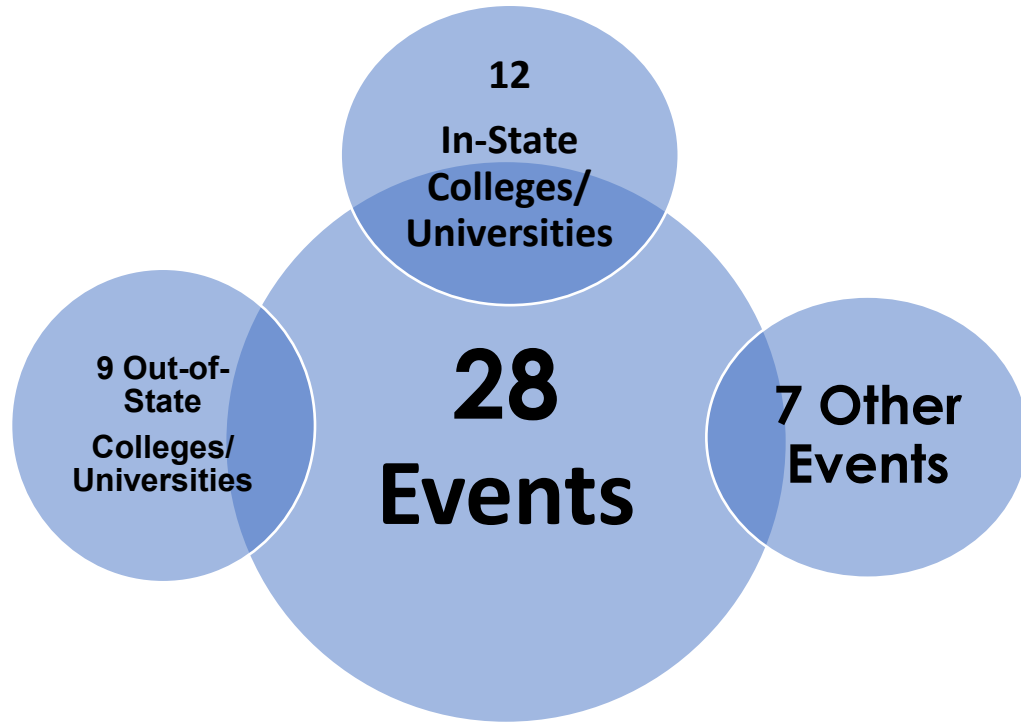


Sick Leave Exchange Program	
Opt-In Period for 1/1/25 payout	Oct 1 - Oct 31
Officers who have signed up	493

Employee Referral Program	
Oct 3 rd State Fair Hiring Event	2
Oct 10 th On-Site Hiring Event	5



DPD Recruiting Efforts September 2024





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