



**City of Dallas**

# Upskilling Pilot Program Update and Next Steps

**Workforce, Education and Equity committee  
December 9, 2024**

Nina Arias, HR Director  
Sonya Batts, Sr. HR Manager  
Heather Wood, Training Manager  
Laura Dizen, Sr. Training Specialist  
Human Resources  
City of Dallas

# Presentation Overview



- Security Officers Career Ladder Update
- Next Steps





# WEE Committee Meeting Updates

The following slides provide responses to questions to the development and implementation of the Security Officers Career Ladder.



# Update on Security Officers Career Ladder



**Q.** Recent activities related to **development, upskilling, and compensation** for security officers.

**A.** The HR Upskilling Team, Dallas Police Department, and Marshal's Office are hosting a Dallas Police Officer recruiting session to make police recruiting accessible to Security Officers. The Dallas Police Department recruiting team will discuss the Dallas Police Academy application process and hiring qualifications. This session will be held on December 18, 2024, at 9 a.m.

The location will be at the City Hall Auditorium, L1FN. The Marshal's Office has adjusted the schedules of interested Security Officers to be able to attend. The session will be streamed live via TEAMS and recorded for Security Officers unable to attend the session.





# Update on Security Officers Career Ladder



## INTERESTED IN BECOMING A POLICE OFFICER? LEARN ABOUT CAREER PATHWAY OPPORTUNITIES

Did you know that **Dallas Security Officers** can be recruited into the **Dallas Police Department**?

Join us on **Wednesday, December 18, 2024 at 9 a.m. City Hall Auditorium L1FN** for a **DPD Recruiting Session**.

Streaming and recording of the session is available for any Security Officers who are unable to attend.

You can join the live stream [here!](#)

Recruiting sessions are being offered to make police recruiting accessible to the Marshal's Office. Applicants from the Marshal's office are subject to higher priority of consideration during the recruitment process.

The Dallas Police Department will assist the Marshal's office with practice round opportunities for both physical assessments and practice sessions.

**The 45 hours of college credit requirement is waived for military personnel who served at least 3 years on active duty and conferred an honorable discharge or for those who already possess an active TCOLE Peace Office License.**

For questions, please contact Laura Dizen at [laura.dizen@dallas.gov](mailto:laura.dizen@dallas.gov).



# Update on Security Officers Career Ladder



**Q.** Recent activities related to **development, upskilling, and compensation** for security officers.

**A.** The HR Compensation Team has received the draft outlines from Marshal's Office defining each position to be included in the career Pathway/Career Series for the Detention, Security Officers, and Marshal's. On December 20, 2024, there is a meeting scheduled to review all the job descriptions and minimums (20 positions). Estimated date of completion for job description edits, the vertical and horizontal structure, and additional Workday edits to create the Career Pathways/Career Series is mid to late January. The employee mapping process will follow this completion step.

Market data has been collected and will be reviewed in concert with the final descriptions and mapping to develop recommendations related to any grade changes and potential adjustments.



# Update on Security Officers Career Ladder



Q. The licensing criteria required for the security team.

A.

Security Officers	Deputy Marshals	Police Officers
Security Officers must obtain a Level 2 and Level 3 Commissioned GLOA license from the State of Texas, Department of Public Safety. The City of Dallas pays license fees. Applicant must pass a Declaration of Psychological and Emotional evaluation, Drug Test, and Criminal Background Check per State Requirements.	To promote to a Deputy City Marshal, a candidate must possess a Texas Commission on Law Enforcement (TCOLE) license. The City of Dallas tuition reimbursement program can be applied to the TCOLE training program.	The TCOLE training is also one component of the Dallas Police Academy. Once in the Dallas Police Academy, the TCOLE training is funded by the department. The Dallas Police Basic Training Academy consists of 40 weeks of training and 1,400 hours of instruction. Upon completion of the training academy new officers will receive field training for an additional 24 weeks.





# Update on Security Officers Career Ladder



**Q.** A clear explanation of the differences between Marshal's and Dallas Police career ladders, as well as the pathways for upskilling within each group given our focus on public safety.

**A.** Currently, there are no career progression ladders in place, the HR Compensation Team is currently working on establishing this progression.

The HR Upskilling team will continue to collaborate with the Dallas Police Department and City Marshal's Office to hold Dallas Police Department recruitment sessions for Security Officers and Deputy Marshals.





# Update on Security Officers Career Ladder



**Q.** A clear explanation of the differences between marshals and police career ladders, as well as the pathways for upskilling within each group given our focus on public safety.

**A.** Below are the differences in roles within the Marshal's Office and Dallas Police Officers.

Security Officers	Deputy Marshals	Police Officers
City of Dallas Security Officers are authorized to issue parking and non-traffic citations, arrest for misdemeanor breaches of the peace and for felonies committed in their presence while on City of Dallas property.	Deputy City Marshals provide law enforcement and protective services for Municipal Courts and other City Departments to ensure the public is protected and to foster public compliance with State laws and City ordinances while on City of Dallas property.	Dallas Police Officers are responsible for maintaining public safety, enforcing laws, and preventing and investigating crimes within Dallas, Texas. Dallas Police Officers receive specialized training through the Dallas Police Academy.



# Next Steps



- The Dallas Police Department recruitment session will be held on December 18, 2024, at City Hall.
- A meeting between the HR Compensation Team and City Marshal's Office will be held on December 20, 2024, to review job descriptions and minimum requirements.





# Appendix



# Proposed Promotional Pathways



The proposed Dallas Marshal's Office career pathway is designed to attract qualified entry level applicants who desire a career in law enforcement. The designed career path is being proposed as follows:

## **Entry Level City Detention Center**

Step 1: Detention Officer

*Requirement: (High school diploma/GED and 1 year of work experience)*

Step 2: Detention Officer II

## **City Security**

Step 3: Security Officer

*Requirement: (High School Diploma, GED and 1 year of security experience or law enforcement)*

City security officers have a level III security license from the state and have authority to carry a weapon on city owned property only.

Step 4: Senior Security Officer

## **Dallas Marshal's**

Step 5: Deputy City Marshal

*Requirement: (Must complete 720 hours of training and be certified as a law enforcement officer from the Texas Commission on Law Enforcement Officers Standards and Education.)*

## **Dallas Police Department**

*Dallas Police officers complete 1400 hours of training and are certified as a law enforcement officer from the Texas Commission on Law Enforcement Officers Standards and Education. \*Deputy City Marshal's qualify for a lateral transfer to DPD*







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