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# **Dallas Police Department Hiring Strategy April 2026**

## **Public Safety Committee**

**May 11, 2026**

**April Idleburg**

Assistant Director/Administrative Bureau  
Dallas Police Department

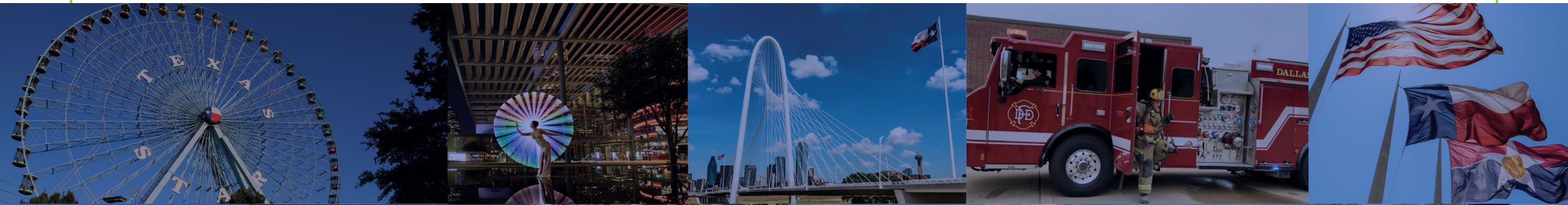
**Jordan Colunga**

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 3,391 Officers
- FY 2025-2026 Hiring Target - 350
- FY October 2025-September 2026 Hiring Plan
  - 50 - 60 Recruits per Class
  - 7 Classes
  - Next Class June 3, 2026



# Dallas Police Recruiting Classes FY 25-26



## Class 412

Started Date:  
April 22, 2026

- 57 Recruits
- Graduation Date  
February 12, 2027



## Class 413

Starting Date:  
June 3, 2026

- Goal 60
- Graduation Date:  
March 26, 2027



## Class 414

Starting Date:  
July 29, 2026

- Goal 60
- Graduation Date:  
May 21, 2027



## Class 415

Starting Date:  
September 23, 2026

- Goal 60
- Graduation Date:  
July 16, 2027

## Dallas Police Current Academy Classes

Fiscal Year Hired	Classes	Starting Dates	Graduation Dates	New Hires	Current assigned to the Class
25-26	412	4/22/26	2/12/27	57	54
25-26	411	3/11/26	1/8/27	54	54
25-26	410	1/14/26	11/13/26	52	51
25-26	409	11/19/25	9/11/26	60	47
24-25	408	9/24/25	7/17/26	76	59
<b>Total</b>				<b>299</b>	<b>265</b>

# Applicants Processed October 1, 2025 – April 29, 2026

- **806** Applicants
- **25** Final Testing Phase (Psychological and Medical)
- **92** Applicants in Background
- **225** Hired
- **16** Chain of Command for Review
- **9** Approved next Academy Class
- **122** Withdrew from the hiring process
- **283** Disqualified (Criminal Offenses, Drugs, Polygraph Exam, and Psychological Exam)

FY Year	Processed
Year 25-26 (Oct, Nov, Dec, Jan, Feb, March, April)	806
Year 24-25 (Oct, Nov, Dec, Jan, Feb, March, April)	607

\*From previous fiscal year, applicants applying for police officer is up by **32.78%**

# Recruiting Engagements for April 1, 2026 - April 29, 2026

Community Events	Number of Events	Number of Contacts at the Events
<b>Career Events</b>	<b>7</b>	April 11, 2026: San Antonio First Responders Academy Hiring Fair April 13, 20, 27, 2026: Love Field Recruiting Table April 16, 2026: TX DPS Career Expo April 16, 2026: VFW Career Fair
<b>Colleges/Universities</b>	<b>26</b>	Collin College Celina Table Setup TCC Criminal Justice Class Presentation Lamar Institute of Tech Career Fair UNT Denton Career Fair Lee College Job Fair UTA Criminal Justice Career Fair Collin College Career Fair Tarleton State University UTSA CJ Career Fair Hillsborough Community College career fair The University of Tampa University of South Florida to conduct a table presentation Mountain View College Class Presentation
<b>Military Events</b>	<b>3</b>	April 2, 2026: Chicago Soldier Field Military Job fair. Norfolk Naval Base Transition Center Recruit Military Norfolk Naval Base
<b>Media/Marketing</b>		733K Views on Social media 9.8k Interactions/ Engagements Social Media 500 Indeed-(Job Posting App) ESPN / Grey Digital Media Billboards

# Sworn Attrition Rate FY 2025-2026 Oct 1, 2025 – April 29, 2026

2024-2025 Oct-Feb	Attrition	2025-2026 Oct-Feb	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
April 2025	13	April 2026	16
<b>Total</b>	<b>87</b>	<b>Total</b>	<b>113</b>

# Sworn Attrition Rate FY 2025-2026 Oct 1, 2025 – April 29, 2026 Cont.

	October	November	December	January	February	March	April	FY Totals
Career Change	1	3	2	0	2	1	2	11
Death	0	1	0	0	0	0	1	2
IAD Investigations	1	0	2	2	1	0	1	7
Public Safety (Police Agencies)	1	0	3	3	1	1	0	9
Personal Reasons	4	1	2	2	3	2	3	17
Transfer Intra City Transfer Loss	0	0	3	0	1	0	0	4
U. S Government Position	0	1	1	0	0	0	1	3
Retirement	4	5	7	6	6	3	4	35
Transfer to Non-Sworn	5	2	3	1	1	0	0	12
Termination	0	0	3	4	1	1	0	9
Field Training Failure	0	0	0	0	0	0	2	2
<b>Total</b>	<b>16</b>	<b>13</b>	<b>26</b>	<b>18</b>	<b>16</b>	<b>8</b>	<b>14</b>	<b>111</b>

# Professional Staff Communications Services

Attrition FY25-26 Position	Hired	End of Service
911 Call Analyst	11	9*
Police Dispatch Analyst	2	3*
Police Report Representative 1	7	2



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## Questions

### Public Safety Committee Briefing

May 11, 2026

#### **April Idleburg**

Assistant Director/Administrative Bureau  
Dallas Police Department

#### **Jordan Colunga**

Deputy Chief Of Police/Personnel Group  
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