

Memorandum



CITY OF DALLAS

DATE March 3, 2023

Honorable Mayor and Members of the Public Safety Committee

TO Adam McGough (Chair), Cara Mendelsohn (Vice Chair), Tennell Atkins, Jesse Moreno, Jaime Resendez, Casey Thomas, Gay Donnell Willis

SUBJECT **Dallas Police Uniform Officer Retention Incentive**

On February 6, 2023, The Dallas Police Department presented on DPD Recruiting and Retention Strategies. As part of those strategies, DPD has been working diligently on a retention incentive geared to extend the average tenure of retired officers from 28 years to 30 years. The incentive is planned to be announced to the Department and go into effect in March 2023.

30-Year Retention Incentive

- 1.0 The 30-year retention incentive is a monetary incentive of \$40,000 following the sworn officer's successful completion of requirements set forth below. The incentive is strictly for any active full-time sworn officer employed by the City of Dallas Police Department when the officer meets all of the eligibility criteria set forth below:
 - A. To apply, officers must have at least 28 years of sworn service with Dallas Police Department. Officers who have already completed 28 or more years of service by the effective date of this program must apply and if accepted, complete an additional 2 years of service as a sworn full-time active-duty officer with the Dallas Police Department to be eligible for the incentive.
 - B. During the 24-month program enrollment period, the officer must work 3,556 hours of regular time, (not including overtime), which is equivalent to 444 working days. Any officer who does not meet the 3,556 hours of regular time worked within 24 months, even if their leave is approved, will need to remain employed until they meet the 3,556 hours of regular time worked. The 3,556 hours of regular time worked requirement may be excused, or a pro-rata amount of the incentive may be awarded, under unavoidable and extraordinary circumstances impacting an officer's ability to complete the 3,556 regular hours worked requirement, subject to the sole discretion of the Chief of Police, whose decision on this matter is final and not subject to appeal by the officer.
 - C. The officer must not be on paid administrative leave pending an investigation or fitness for duty evaluation for more than 10 days during the 24-month enrollment period. An officer who is on paid administrative leave for more than 10 days within the 24-month enrollment period may still earn the incentive provided the officer remains employed until the officer meets the 24-month enrollment period, not including the days spent on

administrative leave. The officer must not receive any formal discipline of termination, demotion, or a suspension of more than five days for a violation, not including discipline imposed under Administrative Directive 3-3 for safety points assessment, within the incentive enrollment period. If the officer obtains a reduction or rescission of the disciplinary action, the officer may become eligible for the incentive, subject to the discretion of the Chief of Police. Any supervisor that issues disqualifying discipline to an officer enrolled in this program must also send a copy of the discipline to the Chief of Police.

- D. The officer must be an active employee and not participate in phase-down during their enrollment in the program.
- 1.1 Eligibility for the incentive under this program is determined solely by the Chief of Police, and the decision on eligibility is final and not subject to appeal by the officer.
- 1.2 Officers do not earn or have a vested entitlement to the incentive. Should an officer be disqualified for any reason, the officer must reapply. No proration of the incentive will be given.
- 1.3 This incentive program is a one-time program. No officer may be awarded the incentive more than once.
- 1.4 Successful completion of this program does not prohibit officers from continuing their service with Dallas Police Department.
- 1.5 The Chief of Police may modify or discontinue this incentive program at any time.



Jon Fortune
Deputy City Manager

c: T.C. Broadnax, City Manager
Tammy Palomino, Interim City Attorney
Mark Swann, City Auditor
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
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M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Dr. Robert Perez, Assistant City Manager
Carl Simpson, Assistant City Manager
Jack Ireland, Chief Financial Officer
Genesis D. Gavino, Chief of Staff to the City Manager
Directors and Assistant Directors