



City of Dallas

Dallas Police Department Hiring Strategy

FY 2025 – 2026 Update

**Public Safety Committee
December 8, 2025**

April Idleburg, Assistant Director,
Administrative Bureau, Jordan Colunga
Deputy Chief , Personnel Group, Phyllis I. Nobles
Police Major, Personnel Division,
City of Dallas

Dallas Police Department Recruiting



Dallas Police Department – FY 2025-2026 Hiring Overview

- Hiring Goal: 350
- FY 2025-2026
 - Average 50 recruits per class
 - Seven Classes
 - New Classes starting in: (**November**, January, March, May, June, July, September)



Dallas Police Department Recruiting Engagement



- The Dallas Police Department will continue to utilize the following: (October and November 2025):
 - **Community**
 - Career Events (3)
 - College/University Campus Engagement Events (52)
 - **Military**
 - Veteran Outreach Events (9)
 - **Media/Marketing**
 - Digital Marketing (50) (Used in NYC, other TBD)
 - Billboards and Outside Ads (TBD)
 - **On-Site**
 - Dallas Police HQ (3 Events- 187)
 - **Off-Site**
 - New York City – Manhattan, NY (1 Event - 140)
- **Applicants Processed - 329**



Dallas Police Department Recruiting



June 25, 2025, under The Civil Service Board

Rule 4: Sworn Service Appointment and Promotion was approved.

3 YEARS OF CONSECUTIVE WORK EXPERIENCE?

HIGH SCHOOL DIPLOMA OR GED?

WE ARE HIRING

APPLY NOW

DALLASPOLICE.NET/JOINDPD

The graphic features a background image of a Dallas Police Officer in uniform having a badge pinned to his chest by another officer. The text is overlaid on this image, with the requirements and call to action in white and red.



Upcoming Academy Classes – FY 2025-2026

Class 409

- **Starting Date:** November 19, 2025 (60)
- **57** New Hires and **3** Rehires
- **11** members under the 36-Months Exemption
- ✓ **Historical:** FY 2024-25 November's Class : **38** New-Hires
 - ✓ Up by 63% for the November's Class

• Class 410

- **Starting Date:** January 14, 2026
- **Status:** **25** have completed the hiring process.





Hiring Process Numbers

- **383** Applicants processed since October 1, 2025
- **132** Applicants currently in our Background Phase
- **109** Files on hold pending: Scheduling PT Test, Applicant Interview Board
- **22** Scheduled for Psychological and Medical testing in December
- **4** Pending Medical Results

(These numbers are subject to change on a daily basis, as applicants proceed through the hiring process)

Note:

FY 25-26 Applicants processed **383**

FY 24-25 Applicants processed **159**

Up by **42%** in processing applicants



Dallas Police Department Recruiting



Sworn Attrition Data

- **16** Sworn Officers left the department in October 2025
- **13** Sworn Officers left the department in November 2025

End of Service	October	November	FY Total
Career Change	1	3	4
Death	0	1	1
IAD Investigation	1	0	1
Other Public Safety Position	1	0	1
Personal Reasons	4	1	6
Public Safety Position	0	1	1
Retirement	4	5	9
Transfer to NON-Sworn	5	2	7
Grand Total	16	13	29

2025	Attrition	2024	Attrition
October	16	October	10
November	13	November	17
Total	29		27



Dallas Police Department Recruiting



Professional Staff Hiring

- Total Professional Staff Applicants in the Process: 27
- Professional Staff scheduled to Onboard (Hired): 6
 - Police Report Representative 2
 - 911 Call Analyst I 1
 - Public Service Officer 1
 - Office Assistant 2 1
 - Crime Technician 1

Top Positions	# Positions
Police Report Representative I	3
911 Call Analyst I	4
Senior Police Report Representative	2
Police Research Specialist	2



Dallas Police Department Recruiting Pathways to Hiring Programs



Current Programs in use:

- **High School Internship Program**
 - **4 Students currently in this program from Town View Magnet School.**
- **Pathway Internship Program (P-Tech)**
 - **Class 409 has 1 student assigned, who participated in this program.**
- **College Internship Program**
 - **7 College Students currently participating in this program.**
 - **2 Sam Houston, 4 University of Texas at Arlington, and 1 University of North Texas at Denton.**



Dallas Police Department Recruiting



**One Team, One Dallas
Stronger Together!**





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