

Memorandum



CITY OF DALLAS

DATE February 12, 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 January 2024**

During January 2024, the Dallas Police Department Personnel Division hosted two on-site testing events. These events consisted of applicant processing, physical fitness tests, oral interview boards, and polygraph exams. Twenty-Three (23) applicants were processed on January 6, 2024, and eighteen (18) applicants were processed on January 20, 2023. Thirty-four (34) of the applicants have been forwarded to the background investigators.

The data below reflects the number of Dallas Police Department applicants processed during the month of January 2024:

SWORN:

- | | |
|-----------------------------------|----|
| • Applied | 37 |
| • Background Phase | 53 |
| • Phase II (Medical) | 5 |
| • Assigned to Class 398 1/31/2024 | 35 |

Professional Staff:

- | | |
|-----------------------------------|----|
| • Applied | 17 |
| • Background 911 Call Taker | 2 |
| • Dispatcher | 2 |
| • Phase II Medical 911 Call Taker | 2 |
| • Phase II Dispatcher | 0 |
| • Phase II Report Representative | 2 |

Onboarded:

- | | |
|-----------------------|---|
| • 911 Call Taker | 1 |
| • Dispatcher | 2 |
| • Police Report Rep | 2 |
| • Supervisor | 0 |
| • All Other Positions | 3 |

The Dallas Police department is currently working on some retention strategies that include having a daycare program for sworn employees, sick leave payout to sworn members of the department, and an employee referral program. The department is looking at removing some of

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our hiring disqualifiers, and our physical training requirements without reducing our hiring standards.

Dallas Police Recruiters participated in two (2) on-site hiring events on January 4th- 6th and 18-20th and conducted thirty-three (33) physical training tests, which all applicants passed. Recruiters conducted a MOCK PT test with nine (9) potential applicants looking to apply soon but concerned about the physical fitness portion of the process. Recruiters participated in the Martin Luther Jr Parade, drove a marked recruiting vehicle, and handed out DPD hiring literature. Recruiters hosted their first virtual web question and answer session.

Recruiters also conducted over ten (10) class presentations at local community colleges in the area as well as San Jose, California, and El Paso, Texas. They staffed information tables on seventeen (17) occasions across the DFW area, passing out recruiting literature to potential applicants. Recruiters attended an information session with Bryan Adams High School P-Tech students. On average, recruiters answer over 900 emails and 800 phone calls for the month and conduct preliminary interviews with all qualified applicants.

The Dallas Police department currently has a recruiting ad in the Dallas Maverick's Yearbook, the ad is shared with the profile of Luka Doncic, guard for the Dallas Mavericks. We are doing a 4-week hiring ad on kiosks in Town East Mall. The Department has streaming ads in both Northern and Bay areas of California.

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

January 5	Love Field Table Presentation
January 9	Fort Cavazos Winter MEGA Career Fair
January 10	El Centro Classroom Presentation
January 10	Collin College Frisco Table Presentation
January 11	Collin College Frisco Table Presentation
January 11	Love Field Table Presentation
January 13	MOCK PT Test, Dallas Police Headquarters
January 16-19	San Jose Reliant Career Fair and Classroom Presentations at Schools in the San Jose area
January 16	24 Hour Fitness Table Presentation
January 16	Love Field Table Presentation
January 17	Tarrant County Community College Table Presentations
January 17	Walk-in PT Test
January 18	East Field College Career Day
January 18	EOS Fitness Table Presentation
January 20	Martin Luther King Jr. Parade
January 22	Mavs Table Presentation
January 23	Fort Cavazos Education Center Table Presentation
January 24	East Field College Class Presentation
January 24	Retro Fitness Table Presentation
January 24	Mavs Table Presentation
January 25	Reliant Law Enforcement Expo
January 26	Bryan Adams HS P-Tech program presentation
January 27	Polar Plunge Table Presentation

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January 27 Mavs Table Presentation
January 29 TX Family Fitness Table Presentation
January 30 24 Hour Fitness-Plano Table Presentation
January 30 Walk-in PT Test
January 30 UTEP Career Fair, El Paso CC Class Presentation



Jon Fortune
Deputy City Manager
[Attachment]

c: T.C. Broadnax, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Billieae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Dr. Robert Perez, Assistant City Manager
Jack Ireland, Chief Financial Officer
Genesis D. Gavino, Chief of Staff to the City Manager
Directors and Assistant Directors



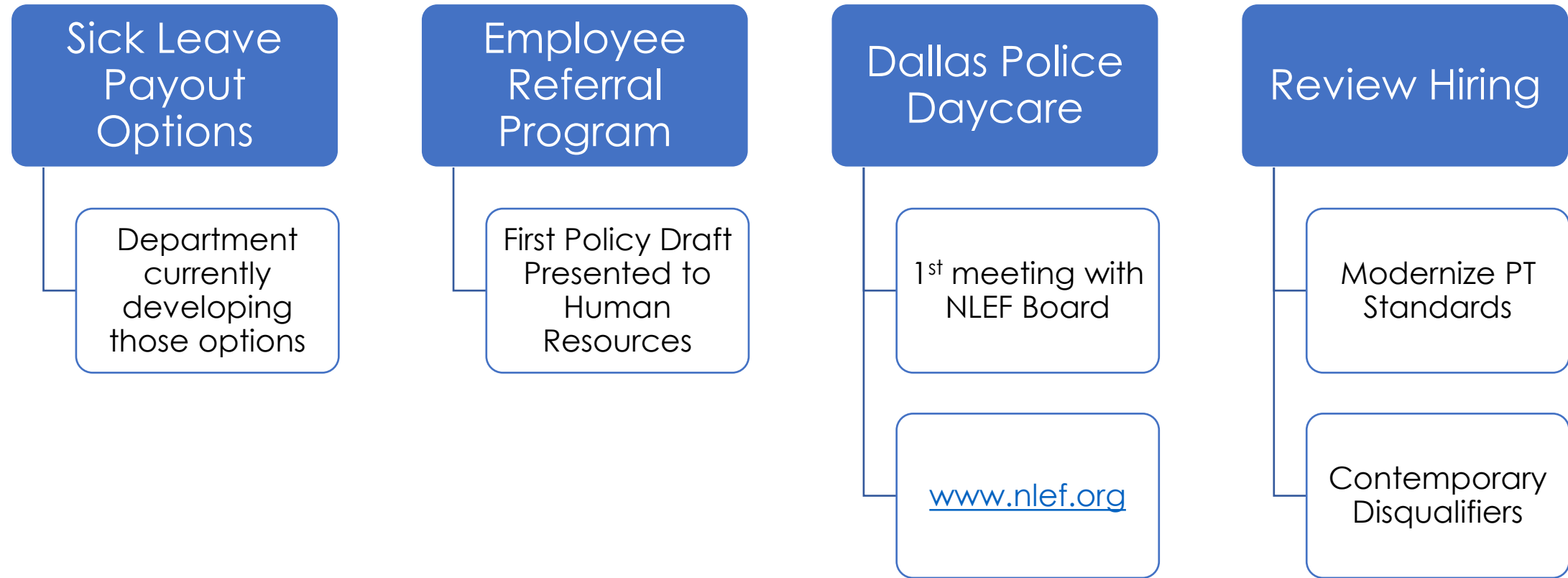
City of Dallas

DPD Recruiting Retention January 2024

**Public Safety Committee
February 12, 2024**

**Deputy Chief William H. Griffith
Personnel Division
Dallas Police Department
City of Dallas**

Retention /Recruiting Strategies



DPD – January



January 2024:

SWORN	
Police Applicants to Civil Service	37
Background Phase	53
Phase II (Medical)	5
No Jan 2024 Class	

PROFESSIONAL STAFF*	
Professional Applicants to Civil Service (Total)	17
Background	2
Phase II (Medical)	4
Onboarded	8

*Professional Staff includes 911 Call Taker, Police Dispatch, Report Rep, Supervisor, and all other positions



DPD Recruiting Efforts January 2024

