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2025 APR 11 PM 12:53

**CITY SECRETARY
DALLAS, TEXAS**

City of Dallas

*1500 Marilla Street,
Council Chambers, 6th Floor
Dallas, Texas 75201*

Public Notice

250388

POSTED CITY SECRETARY
DALLAS, TX



Public Safety Committee

April 14, 2025

1:00 PM

2023 CITY COUNCIL APPOINTMENTS

COUNCIL COMMITTEE	
ECONOMIC DEVELOPMENT Atkins (C), Narvaez (VC), Arnold, Bazaldua, Ridley, Stewart, West	GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT West (C), Blackmon (VC), Mendelsohn, Moreno, Resendez
HOUSING AND HOMELESSNESS SOLUTIONS Moreno (C), Mendelsohn (VC), Gracey, West, Willis	PARKS, TRAILS, AND THE ENVIRONMENT Stewart (C), Moreno (VC), Arnold, Bazaldua, Blackmon, Narvaez, West
PUBLIC SAFETY Mendelsohn (C), Stewart (VC), Atkins, Moreno, Willis	QUALITY OF LIFE, ARTS, AND CULTURE *Ridley (C), Resendez (VC), Bazaldua, Blackmon, Gracey, Schultz, Willis
TRANSPORTATION AND INFRASTRUCTURE Narvaez (C), Gracey (VC), Atkins, Mendelsohn, Resendez, Schultz, Stewart	WORKFORCE, EDUCATION, AND EQUITY *Arnold (C), *Schultz (VC), Bazaldua, Blackmon, Resendez, Ridley, Willis
AD HOC COMMITTEE ON ADMINISTRATIVE AFFAIRS Atkins (C), Mendelsohn, Moreno, Ridley, Stewart	AD HOC COMMITTEE ON GENERAL INVESTIGATING AND ETHICS Mendelsohn (C), Gracey, Johnson, Schultz, Stewart
AD HOC COMMITTEE ON JUDICIAL NOMINATIONS Ridley (C), Resendez, West	AD HOC COMMITTEE ON LEGISLATIVE AFFAIRS Mendelsohn (C), Atkins, Gracey, Narvaez, Stewart
AD HOC COMMITTEE ON PENSIONS Atkins (C), Blackmon, Mendelsohn, Moreno, Resendez, Stewart, West, Willis	AD HOC COMMITTEE ON PROFESSIONAL SPORTS RECRUITMENT AND RETENTION Gracey (C), Blackmon, Johnson, Moreno, Narvaez, Resendez, Schultz

(C) – Chair, (VC) – Vice Chair

* Updated:6/28/24

Note: A quorum of the Dallas City Council may attend this Council Committee meeting.

General Information

The Dallas Council Committees regularly meet on Mondays beginning at 9:00 a.m. and 1:00 p.m. in the Council Chambers, 6th floor, City Hall, 1500 Marilla. Council Committee agenda meetings are broadcast live on bit.ly/cityofdallastv and on Time Warner City Cable Channel 16.

Sign interpreters are available upon request with a 48-hour advance notice by calling (214) 670-5208 V/TDD. The City of Dallas is committed to compliance with the Americans with Disabilities Act. **The Council agenda is available in alternative formats upon request.**

If you have any questions about this agenda or comments or complaints about city services, call 311.

Rules of Courtesy

City Council meetings bring together citizens of many varied interests and ideas. To insure fairness and orderly meetings, the Council has adopted rules of courtesy which apply to all members of the Council, administrative staff, news media, citizens and visitors. These procedures provide:

- That no one shall delay or interrupt the proceedings, or refuse to obey the orders of the presiding officer.
- All persons should refrain from private conversation, eating, drinking and smoking while in the Council Chamber.
- Posters or placards must remain outside the Council Chamber.
- No cellular phones or audible beepers allowed in Council Chamber while City Council is in session.

"Citizens and other visitors attending City Council meetings shall observe the same rules of propriety, decorum and good conduct applicable to members of the City Council. Any person making personal, impertinent, profane or slanderous remarks or who becomes boisterous while addressing the City Council or while attending the City Council meeting shall be removed from the room if the sergeant-at-arms is so directed by the presiding officer, and the person shall be barred from further audience before the City Council during that session of the City Council. If the presiding officer fails to act, any member of the City Council may move to require enforcement of the rules, and the affirmative vote of a majority of the City Council shall require the presiding officer to act." Section 3.3(c) of the City Council Rules of Procedure.

Información General

Los Comités del Concejo de la Ciudad de Dallas se reúnen regularmente los lunes en la Cámara del consejo en el sexto piso del Ayuntamiento, 1500 Marilla, a partir de las 9:00 a.m. y la 1:00 p.m. Las reuniones de la agenda del Comité del Consejo se transmiten en vivo por la estación de bit.ly/cityofdallastv y por cablevisión en la estación *Time Warner City Cable* Canal 16.

Intérpretes para personas con impedimentos auditivos están disponibles si lo solicita con 48 horas de anticipación llamando al (214) 670-5208 (aparato auditivo V/TDD). La Ciudad de Dallas se esfuerza por cumplir con el decreto que protege a las personas con impedimentos, *Americans with Disabilities Act*. **La agenda del Ayuntamiento está disponible en formatos alternos si lo solicita.**

Si tiene preguntas sobre esta agenda, o si desea hacer comentarios o presentar quejas con respecto a servicios de la Ciudad, llame al 311.

Reglas de Cortesía

Las asambleas del Ayuntamiento Municipal reúnen a ciudadanos de diversos intereses e ideologías. Para asegurar la imparcialidad y el orden durante las asambleas, el Ayuntamiento ha adoptado ciertas reglas de cortesía que aplican a todos los miembros del Ayuntamiento, al personal administrativo, personal de los medios de comunicación, a los ciudadanos, y a visitantes. Estos reglamentos establecen lo siguiente:

- Ninguna persona retrasará o interrumpirá los procedimientos, o se negará a obedecer las órdenes del oficial que preside la asamblea.
- Todas las personas deben abstenerse de entablar conversaciones, comer, beber y fumar dentro de la cámara del Ayuntamiento.
- Anuncios y pancartas deben permanecer fuera de la cámara del Ayuntamiento.
- No se permite usar teléfonos celulares o enlaces electrónicos (*paggers*) audibles en la cámara del Ayuntamiento durante audiencias del Ayuntamiento Municipal

"Los ciudadanos y visitantes presentes durante las asambleas del Ayuntamiento Municipal deben de obedecer las mismas reglas de comportamiento, decoro y buena conducta que se aplican a los miembros del Ayuntamiento Municipal. Cualquier persona que haga comentarios impertinentes, utilice vocabulario obsceno o difamatorio, o que al dirigirse al Ayuntamiento lo haga en forma escandalosa, o si causa disturbio durante la asamblea del Ayuntamiento Municipal, será expulsada de la cámara si el oficial que este presidiendo la asamblea así lo ordena. Además, se le prohibirá continuar participando en la audiencia ante el Ayuntamiento Municipal. Si el oficial que preside la asamblea no toma acción, cualquier otro miembro del Ayuntamiento Municipal puede tomar medidas para hacer cumplir las reglas establecidas, y el voto afirmativo de la mayoría del Ayuntamiento Municipal precisará al oficial que este presidiendo la sesión a tomar acción." Según la sección 3.3 (c) de las reglas de procedimientos del Ayuntamiento.

Handgun Prohibition Notice for Meetings of Governmental Entities

"Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun."

"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistol oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta."

"Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly."

"De acuerdo con la sección 30.07 del código penal (ingreso sin autorización de un titular de una licencia con una pistola a la vista), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola a la vista."

"Pursuant to Section 46.03, Penal Code (places weapons prohibited), a person may not carry a firearm or other weapon into any open meeting on this property."

"De conformidad con la Sección 46.03, Código Penal (coloca armas prohibidas), una persona no puede llevar un arma de fuego u otra arma a ninguna reunión abierta en esta propiedad."

This Public Safety Committee meeting will be held by video conference and in the Council Chambers, 6th Floor at City Hall.

The Public may attend the meeting virtually; however, City Hall is available for those wishing to attend the meeting in person.

The meeting will be broadcast live on Spectrum Cable Channel 16 and online at [bit.ly/cityofdallastv](https://cityofdallastv.com). The public may also listen to the meeting as an attendee at the following video conference link: <https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m185406053522dbb85461413d55bbd068>

Call to Order

MINUTES

1. [25-984A](#) Approval of the March 25, 2025 Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [25-985A](#) Overview of Police and Fire Recruiting and Retention
[Pollyana Ashford, Major of Police Department, Delridge Williams, Assistant Chief, Stephan Lopez, Deputy Chief, Dallas Fire-Rescue Department]

Attachments: [Memorandum](#)
[Memorandum](#)

- B. [25-986A](#) Violent Crime Reduction Plan Update
[Nathan Swyers, Major of Police, Violent Crime Division, Dallas Police Department]

Attachments: [Presentation](#)

- C. [25-1149A](#) Civil Service Board Rules and Regulations Update
[Jarred D. Davis, Director, Civil Service Department]

Attachments: [Presentation](#)

- D. [25-1150A](#) Overview of the Homeland Security Grant Program
[Kevin Oden, Director, Travis Houston, Deputy Director, Emergency Management & Crisis Response]

Attachments: [Presentation](#)

BRIEFING MEMOS

- E. [25-987A](#) Public Safety Dashboards
[Dominique Artis, Chief of Public Safety, City Manager's Office]

Attachments: [Memorandum](#)

- F. [25-988A](#) Dallas Fire-Rescue Facility Construction Update
[Justin Ball, Chief of Fire, Dallas Fire-Rescue Department]

Attachments: [Memorandum](#)

- G. [25-990A](#) Dallas Fire-Rescue Fleet Maintenance Update
[Justin Ball, Chief of Fire, Dallas Fire-Rescue Department]

Attachments: [Memorandum](#)

- H. [25-991A](#) Marshal's Homeless Action Response Team Activity Report
[David Pughes, City Marshal, Dallas Marshal's Office]

Attachments: [Memorandum](#)**UPCOMING AGENDA ITEMS**

- I. [25-1279A](#) Authorize a three-year Interlocal Agreement with the University of Texas at San Antonio to provide consulting services and technical assistance for the Dallas Police Department violent crime reduction effort for the period of March 15, 2025, through March 31, 2028 Not to exceed \$337,305.00 Financing: General Fund (subject to annual appropriations)

Attachments: [Memorandum](#)

- J. [25-1280A](#) Authorize a three-year sole source services agreement for a cloud-based CJIS compliant software solution for managing law enforcement interactions, Case Closed, for the Police Department - Crime Tech Solutions, LLC - Not to exceed \$271,244.50 - Financing: FY21 Bureau of Justice Assistance Grant (\$91,454.50) and General Funds (\$179,790.00) (subject to annual appropriations)

Attachments: [Memorandum](#)

- K. [25-1281A](#) Authorize a four-year master agreement for the purchase of law enforcement duty gear for the Dallas Police Department - Botach, Inc. in the estimated amount of \$349,600.00, Con10gency Consulting LLC in the estimated amount of \$300,000.00, G T Distributors, Inc. in the estimated amount of \$7,422,812.60, GALLS, LLC in the estimated amount of \$3,380,180.92, PROFORCE MARKETING, INC. dba Proforce Law Enforcement in the estimated amount of \$1,134,503.02, CG Wholesale LLC in the estimated amount of \$2,354,102.00, and GTM Intermediate Holdings, Inc. dba Tacmed Solutions, LLC in the estimated amount of \$306,600.00, lowest responsible bidders of nine - Total estimated amount of \$15,247,798.54 - Financing: General Fund

Attachments: [Memorandum](#)

ADJOURNMENT

EXECUTIVE SESSION NOTICE

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]

MINUTES OF THE CITY COUNCIL COMMITTEE
TUESDAY, MARCH 25, 2025

25-0015

SPECIAL CALLED PUBLIC SAFETY COMMITTEE
CITY COUNCIL CHAMBER, CITY HALL/VIDEO CONFERENCE
COUNCILMEMBER CARA MENDELSON, PRESIDING

PRESENT: [4] Mendelsohn, Stewart (**9:09 a.m.), Atkins, Willis

ABSENT: [1] Moreno

The meeting was called to order at 9:06 a.m. with a quorum of the committee present.

The meeting agenda, posted in accordance with Chapter 551, "OPEN MEETINGS," of the Texas Government Code, was presented.

After all business properly brought before the committee had been considered, the meeting adjourned at 10:57 a.m.

Chair

ATTEST:

City Secretary Staff

Date Approved

The agenda is attached to the minutes of this meeting as EXHIBIT A.

The actions taken on each matter considered by the committee are attached to the minutes of this meeting as EXHIBIT B.

The briefing materials for this meeting are filed with the City Secretary's Office as EXHIBIT C.

**** Note: Indicates arrival time after meeting called to order/reconvened.**

MINUTES OF THE CITY COUNCIL COMMITTEE
TUESDAY, MARCH 25, 2025

EXHIBIT A

RECEIVED

2025 MAR 21 PM 2:37

**CITY SECRETARY
DALLAS, TEXAS**

City of Dallas

*1500 Marilla Street,
Council Briefing Room, 6ES
Dallas, Texas 75201*

Public Notice

250320

POSTED CITY SECRETARY
DALLAS, TX



Public Safety Committee

March 25, 2025

9:00 AM

SPECIAL CALLED MEETING

This Public Safety Committee meeting will be held by video conference and in the Council Briefing Room, 6ES at City Hall.

The Public may attend the meeting virtually; however, City Hall is available for those wishing to attend the meeting in person.

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Call to Order

MINUTES

1. [25-962A](#) Approval of the February 10, 2025, Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [25-963A](#) Overview of Police and Fire Recruiting and Retention
[Pollyana Ashford, Major of Police Department, Delridge Williams, Assistant Chief, Dallas Fire-Rescue Department]

Attachments: [Memorandum](#)
[Memorandum](#)

- B. [25-964A](#) Violent Crime Reduction Plan Update
[Nathan Swyers, Major of Police, Violent Crime Division, Dallas Police Department]

Attachments: [Presentation](#)

- C. [25-965A](#) Civil Service Board Rules and Regulations Update
[Jarred D. Davis, Director, Civil Service Department]

Attachments: [Presentation](#)

- D. [25-966A](#) City's Continuity of Operations (COOP) Program Update
[Kevin Oden, Director, Travis Houston, Deputy Director, Emergency Management & Crisis Response]

Attachments: [Presentation](#)

- E. [25-967A](#) Park Safety and Security Plan Update
[M. Renee Johnson, Deputy Director & Kevin Mandy, Superintendent Park, and Recreation]

Attachments: [Presentation](#)

- F. [25-968A](#) 2024 Dallas Fire-Rescue Emergency Medical Services Annual Report
[Dr. Marshal Isaacs, Medical Director, Scott Clumpner, Deputy Chief,
Section Chief Chris Chiara, Dallas Fire-Rescue Department]

Attachments: [Presentation](#)

BRIEFING MEMOS

- G. [25-969A](#) Public Safety Dashboards
[Dominique Artis, Chief of Public Safety, City Manager's Office]

Attachments: [Memorandum](#)

- H. [25-970A](#) Dallas Police Department 2024 Racial Profiling Report
[Michael T. Igo, Chief of Police (I), Dallas Police Department]

Attachments: [Memorandum](#)

- I. [25-971A](#) Dallas Fire-Rescue Facility Construction Update
[Justin Ball, Chief of Fire, Dallas Fire-Rescue Department]

Attachments: [Memorandum](#)

- J. [25-973A](#) Dallas Fire-Rescue Fleet Maintenance Update
[Justin Ball, Chief of Fire (I), Dallas Fire-Rescue Department]

Attachments: [Memorandum](#)

- K. [25-974A](#) Dallas Marshal's Action Response Team Activity Report
[David Pughes, City Marshal, Dallas Marshal's Office]

Attachments: [Memorandum](#)

- L. [25-975A](#) Capital Improvement Needs at City Detention Center
[David Pughes, City Marshal, Dallas Marshal's Office]

Attachments: [Memorandum](#)

UPCOMING AGENDA ITEMS

- M. [25-977A](#) Authorize **(1)** a three-year interlocal agreement with Dallas Independent School District to provide emergency medical services during football games and other District events; and **(2)** the receipt and deposit of the revenue funds - Estimated Revenue: General Fund \$486,590.00

Attachments: [Memorandum](#)

- N. [25-978A](#) Authorize a five-year sole source services agreement for asset tracking system equipment, maintenance, and support for the Police Department
- CovertTrack Group, Inc., sole source - Not to exceed \$1,071,846.75
-Financing: General Funds (subject to annual appropriations)

Attachments: [Memorandum](#)

- O. [25-979A](#) Authorize a five-year service price agreement for helicopter turbine engine overhauls, rebuilds, repairs, and associated rentals for helicopters for the Dallas Police Department - Keystone Turbine Services, LLC, lowest responsible bidder of two - Estimated amount of \$9,727,460.00 - Financing: General Fund (subject to annual appropriations)

Attachments: [Memorandum](#)**ADJOURNMENT**

EXECUTIVE SESSION NOTICE

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]

MINUTES OF THE CITY COUNCIL COMMITTEE
TUESDAY, MARCH 25, 2025

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 25, 2025

Item 1: Approval of the February 10, 2025, Minutes

Mayor Pro Tem Atkins moved to adopt the minutes as presented.

Motion seconded by Councilmember Willis and unanimously adopted. (Stewart absent when vote taken; Moreno absent)

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 25, 2025

BRIEFING ITEMS

Item A: Overview of Police and Fire Recruiting and Retention

The following individuals briefed the committee on the item:

- Pollyana Ashford, Major of Police Department, Dallas Police Department;
- Israel Herrera, Deputy Chief, Personnel & Training Division, Dallas Police Department;
and
- Delridge Williams, Assistant Chief, Dallas Fire-Rescue Department

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 25, 2025

BRIEFING ITEMS

Item B: Violent Crime Reduction Plan Update

The following individuals briefed the committee on the item:

- Nathan Swyers, Major of Police, Violent Crime Division, Dallas Police Department;
- Michael Igo, Interim Police Chief, Dallas Police Department; and
- Steven Williams, Deputy Chief, Dallas Police Department

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 25, 2025

BRIEFING ITEMS

Item C: Civil Service Board Rules and Regulations Update

The item was deferred to a later date.

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 25, 2025

BRIEFING ITEMS

Item D: City's Continuity of Operations (COOP) Program Update

The following individuals briefed the committee on the item:

- Kevin Oden, Director, Travis Houston, Deputy Director, Emergency Management & Crisis Response; and
- Travis Houston, Deputy Director, Emergency Management & Crisis Response

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 25, 2025

BRIEFING ITEMS

Item E: Park Safety and Security Plan Update

The following individuals briefed the committee on the item:

- M. Renee Johnson, Deputy Director, Park and Recreation;
- Kevin Mandy, Superintendent, Park and Recreation;
- Jeremy McMahon, Manager Forestry, Park and Recreation; and
- David Pughes, City Marshal, City Marshal's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 25, 2025

BRIEFING ITEMS

Item F: 2024 Dallas Fire-Rescue Emergency Medical Services Annual Report

The following individuals briefed the committee on the item:

- Dr. Marshal Isaacs, Medical Director;
- Scott Clumpner, Deputy Chief, Dallas Fire-Rescue Department;
- Chris Chiara, Section Chief, Dallas Fire-Rescue Department; and
- Justin Ball, Fire Assistant Chief, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 25, 2025

BRIEFING MEMOS

- Item G: Public Safety Dashboards
- Item H: Dallas Police Department 2024 Racial Profiling Report
- Item I: Dallas Fire-Rescue Facility Construction Update
- Item J: Dallas Fire-Rescue Fleet Maintenance Update
- Item K: Dallas Marshal's Action Response Team Activity Report
- Item L: Capital Improvement Needs at City Detention Center

The committee discussed the items.

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 25, 2025

UPCOMING AGENDA ITEMS

- Item M: Authorize **(1)** a three-year interlocal agreement with Dallas Independent School District to provide emergency medical services during football games and other District events; and **(2)** the receipt and deposit of the revenue funds - Estimated Revenue: General Fund \$486,590.00
- Item N: Authorize a five-year sole source services agreement for asset tracking system equipment, maintenance, and support for the Police Department - CovertTrack Group, Inc., sole source - Not to exceed \$1,071,846.75 -Financing: General Funds (subject to annual appropriations)
- Item O: Authorize a five-year service price agreement for helicopter turbine engine overhauls, rebuilds, repairs, and associated rentals for helicopters for the Dallas Police Department - Keystone Turbine Services, LLC, lowest responsible bidder of two - Estimated amount of \$9,727,460.00 - Financing: General Fund (subject to annual appropriations)

The committee discussed the items.

MINUTES OF THE CITY COUNCIL COMMITTEE
TUESDAY, MARCH 25, 2025

EXHIBIT C

Memorandum



CITY OF DALLAS

DATE April 14, 2025

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 March 2025**

During March 2025, the Dallas Police Department's Personnel Division hosted two (2) on-site testing events at Jack Evans Headquarters. These events consisted of applicant processing, physical fitness tests, oral interview boards, and polygraph exams. Forty-nine (49) applicants participated on March 6. Twenty-eight (28) were from TX. Forty-six (46) participated on March 20. Thirty-three (33) were from TX.

The data below reflects the number of Dallas Police Department sworn and professional staff applicants who were processed during March 2025:

SWORN

- REFERRED BY CIVIL SERVICE – 180
- BACKGROUND PHASE – 67
- ACADEMY CLASS #406 BEGINS MAY 7, 2025 (Projecting 50+)

PROFESSIONAL STAFF

- PROCESSED BY DPD: 44
 - 911 CALL TAKER – 9
 - DISPATCHER – 4
 - OTHER COMMUNICATIONS - 5
 - OTHER PRO STAFF – 26
- ONBOARDED: 13
 - COMMUNICATIONS – 5
 - OTHER – 8
 - Public Service Officer (2)
 - Crime Technician (3)
 - Senior Accountant (1)
 - Investigative Support Specialist (1)
 - Senior Project Specialist (1)

Sworn Hiring - 55

- New Hires - 54
- Reinstatements - 1

Sworn Attrition – 9

- Retirement - 4
- Personal Reasons – 3

Transferred to Non-Sworn - 2

Advertising Efforts

The Dallas Police Department currently has recruiting billboards in Huntsville, Galveston County, Fort Worth, Dallas, and Houston. Additionally, we have mall displays in Houston, San Antonio, and Arlington. We also have ESPN online streaming ads, targeting all sports featured on ESPN in TX, MS, AL, GA, NY, CA, and FL. We will be advertising on twelve (12) DART buses from May 5 – October 19, which includes the dates of the State Fair of Texas. We are also set to begin a movie theater campaign in 47 locations during the summer.

Recruiting Events

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

March 3	UNT Criminal Justice Career Fair
March 4	UT Dallas Information Table
March 5	Women's Symposium, UTA Spring All Majors Career Fair, Rio Grand Valley Recruiting Trip
March 6	McAllen Recruiting Trip
March 10	Oral Roberts University Information Table
March 11	Collin College, Wylie
March 12	Tarrant County College Career Fair
March 13	South Arkansas University Spring Career Fair, Military Recruiting Event, Houston
March 18	Letourneau University (Longview), Macomb Wastenaw Community College Presentation
March 19	Texas A&M International University (Laredo)
March 20	LSU Shreveport Regional Career Fair, Midwestern State University, Tarrant County College Career Fair
March 21	Reliant Expo Hiring Center (Ft Worth)
March 24	Temple College Recruiting Table, Austin Community College District Information Table

DATE April 14, 2025
SUBJECT **Dallas Police Department Recruiting Update for March 2025**
PAGE **3 of 3**

March 25	University of Incarnate (San Antonio) Job Fair, Union College Career Fair, TWU Career Spring Fair
March 26	TX A&M Career Fair, East TX Baptist University Spring Career Fair
March 27	Lamar University Criminal Justice Career Fair
March 28	Dallas College Aerospace Expo
March 29	Beckley/Saner Rec Center Community Event

Service First, Now!



Dominique Artis
Chief of Public Safety
[Attachment]

c:	Kimberly Bizzor Tolbert, City Manager	Alina Ciocan, Assistant City Manager
	Tammy Palomino, City Attorney	Donzell Gipson, Assistant City Manager
	Mark Swann, City Auditor	Robin Bentley, Assistant City Manager
	Billieae Johnson, City Secretary	Jack Ireland, Chief Financial Officer
	Preston Robinson, Administrative Judge	Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)
	Dev Rastogi, Assistant City Manager	Directors and Assistant Directors
	M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager	



City of Dallas

DPD Recruiting & Retention March 2025

**Public Safety Committee
April 14, 2025**

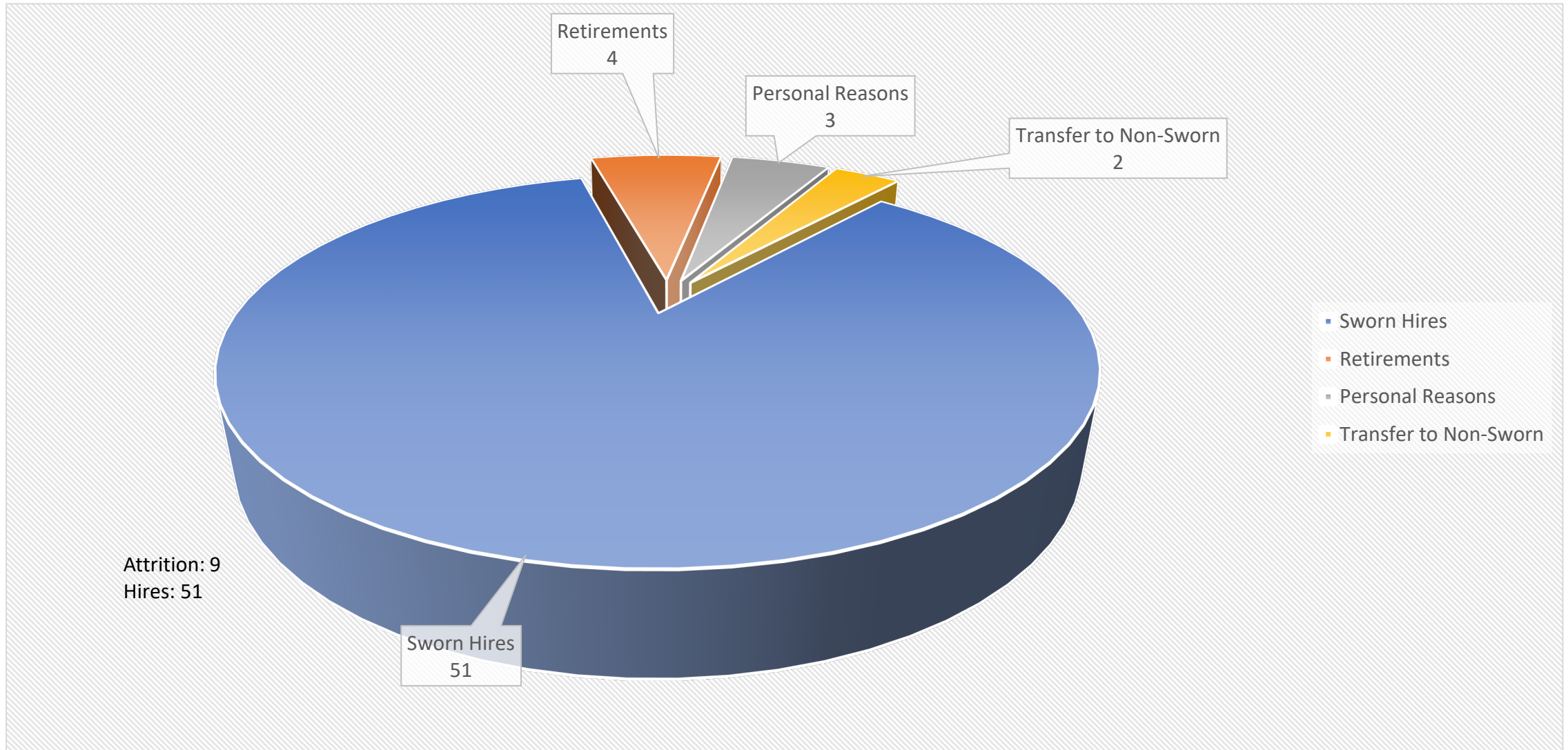
Major Pollyanna Ashford,
Personnel Division,
Dallas Police Department
City of Dallas

Monthly/YTD Attrition/Hiring

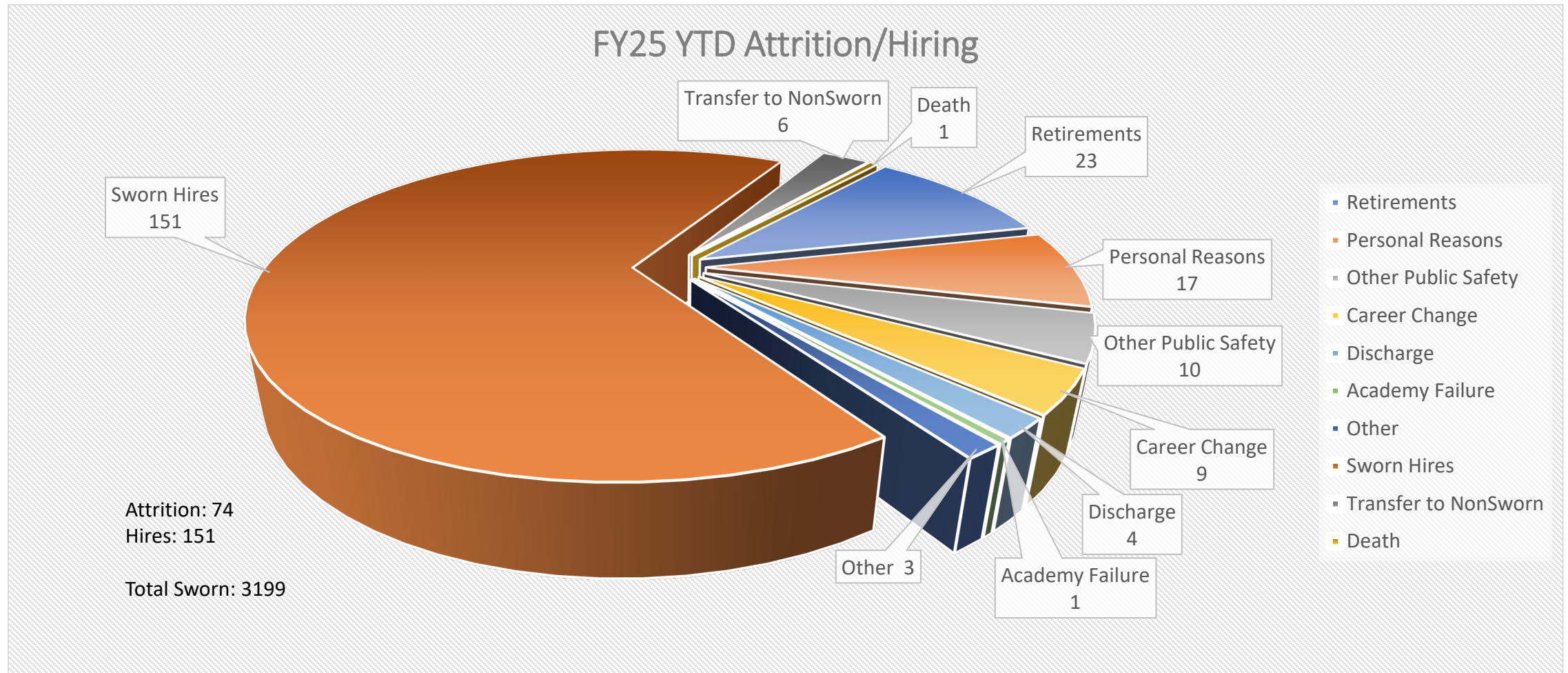


March Attrition/Hiring	FY25 Attrition/Hiring
Attrition/Hiring	Attrition/Hiring
9/51	74/151

March 2025 Attrition/Hiring



FY25 Attrition/Hiring



DPD – Sworn Hiring Data



March 1 – March 31:

SWORN	
New Hires*	50
Reinstatements	1
Background Phase	67
Next Academy Class #406: May 7, 2025	Projected: 50+

*There were 54 in Class #405, due to 4 February pre-hires



DPD – Professional Staff Hiring Data



March 1 – March 31:

PROFESSIONAL STAFF	
Processed by DPD	44
Onboarded: Communications	5
Onboarded: Other	8
Public Service Officer (2)	
Crime Technician (3)	
Senior Accountant (1)	
Inv Support Specialist (1)	
Senior Project Specialist (1)	



March Recruiting Events



- UNT Criminal Justice Career Fair
- Women's Symposium
- Rio Grand Valley Recruiting Trip
- Collin College, Wylie
- Tarrant County College Career Fair
- Military Recruiting Event, Houston
- TX A&M Int'l University (Laredo)
- LSU Shreveport Regional Career Fair
- Tarrant County College Career Fair
- Temple College Recruiting Table
- Austin Comm College District Info Table
- TWU Career Spring Fair
- East TX Baptist University Spring Career Fair
- Lamar University Criminal Justice Career Fair

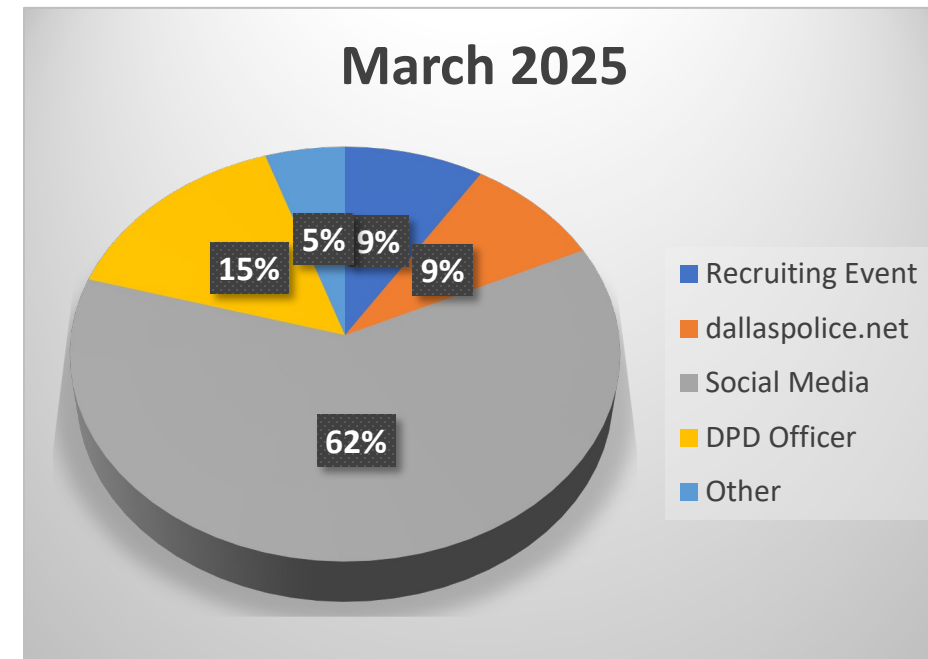
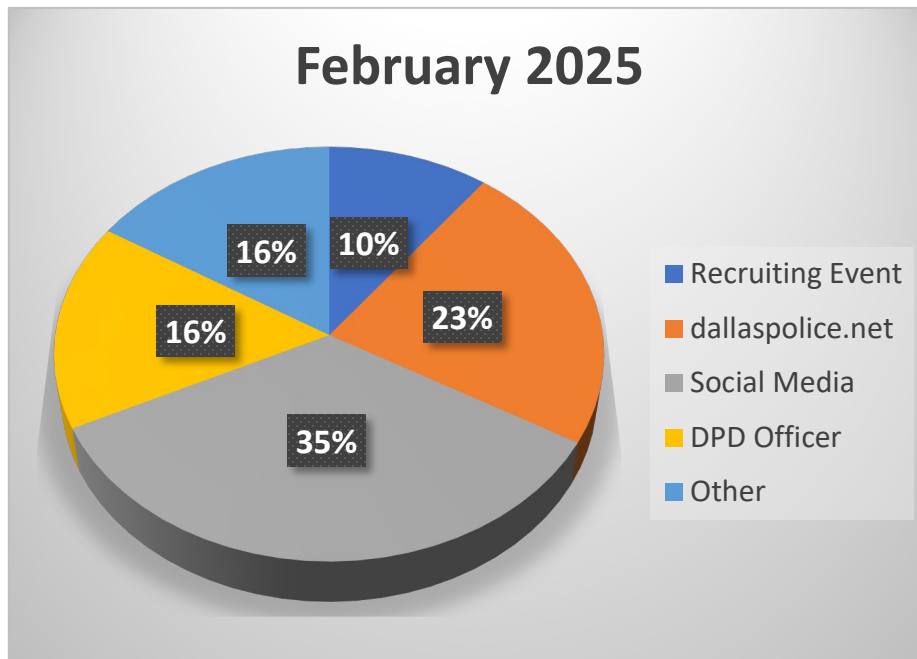
UT Dallas Information Table
UTA Spring All Majors Career Fair
McAllen Recruiting Trip
Oral Roberts University Information Table
South Arkansas University Spring Career Fair
Letourneau University (Longview)
Macomb Wastenaw Comm College Presentation
Midwestern State University
Reliant Expo Hiring Center (Ft Worth)
San Antonio Trinity University Career Fair
Union College Career Fair
University of Incarnate (San Antonio) Job Fair
Beckley/Saner Rec Center Community Event
Dallas College Aerospace Expo



DPD On-Site Recruiting Events



- How Applicants Heard About DPD





City of Dallas

DPD Recruiting & Retention March 2025

**Public Safety Committee
April 14, 2025**

Major Pollyanna Ashford,
Personnel Division,
Dallas Police Department
City of Dallas

Memorandum



CITY OF DALLAS

DATE April 14, 2025

Honorable Members of the Public Safety Committee
TO Cara Mendelsohn (Chair), Kathy Stewart (Vice Chair), Tennell Atkins, Jesse Moreno
Gay Donnell Willis

SUBJECT **Dallas Fire-Rescue Department Recruiting Update for March 2025**

The data below reflects the number of Dallas Fire-Rescue (DFR) applicants processed during the month of March 2025:

- Applications
 - Fire-Rescue Officer Trainee (FROT) 135
 - Lateral Hires (LH) 4
 - Single Function Paramedic (SFP) 0 (All Positions Filled)
- Referred by Civil Service Department (CVS) to DFR
 - FROT 135
 - LH 2
 - SFP 0 (All Positions Filled)
- In Process (CVS)
 - FROT 135
 - LH 2
 - SFP 0 (All Positions Filled)
- On Boarded
 - FROT 27
 - LH 0
 - SFP 0 (All Positions Filled)

Total Applications in Pipeline: 883

Below is a list of DFR Recruiting Division activities during the month of March 2025:

- DISD High School Seniors on site visit to Dolphin Training Facility (x2)

DATE April 14, 2025
SUBJECT **Dallas Fire-Rescue Department Recruiting Update for March 2025**
PAGE **2 of 2**

Should you have questions, or need additional information, please contact Fire Chief Justin Ball at justin.ball@dallasfire.gov.



Dominique Artis
Chief of Public Safety
[Attachment]

c: Kimberly Bizzor Tolbert, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
Dev Rastogi, Assistant City Manager
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager

Alina Ciocan, Assistant City Manager
Donzell Gipson, Assistant City Manager
Robin Bentley, Assistant City Manager
Jack Ireland, Chief Financial Officer
Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)
Directors and Assistant Directors



City of Dallas

Dallas Fire-Rescue Recruiting / Retention Update

March 2025

**Public Safety Committee
April 14, 2025**

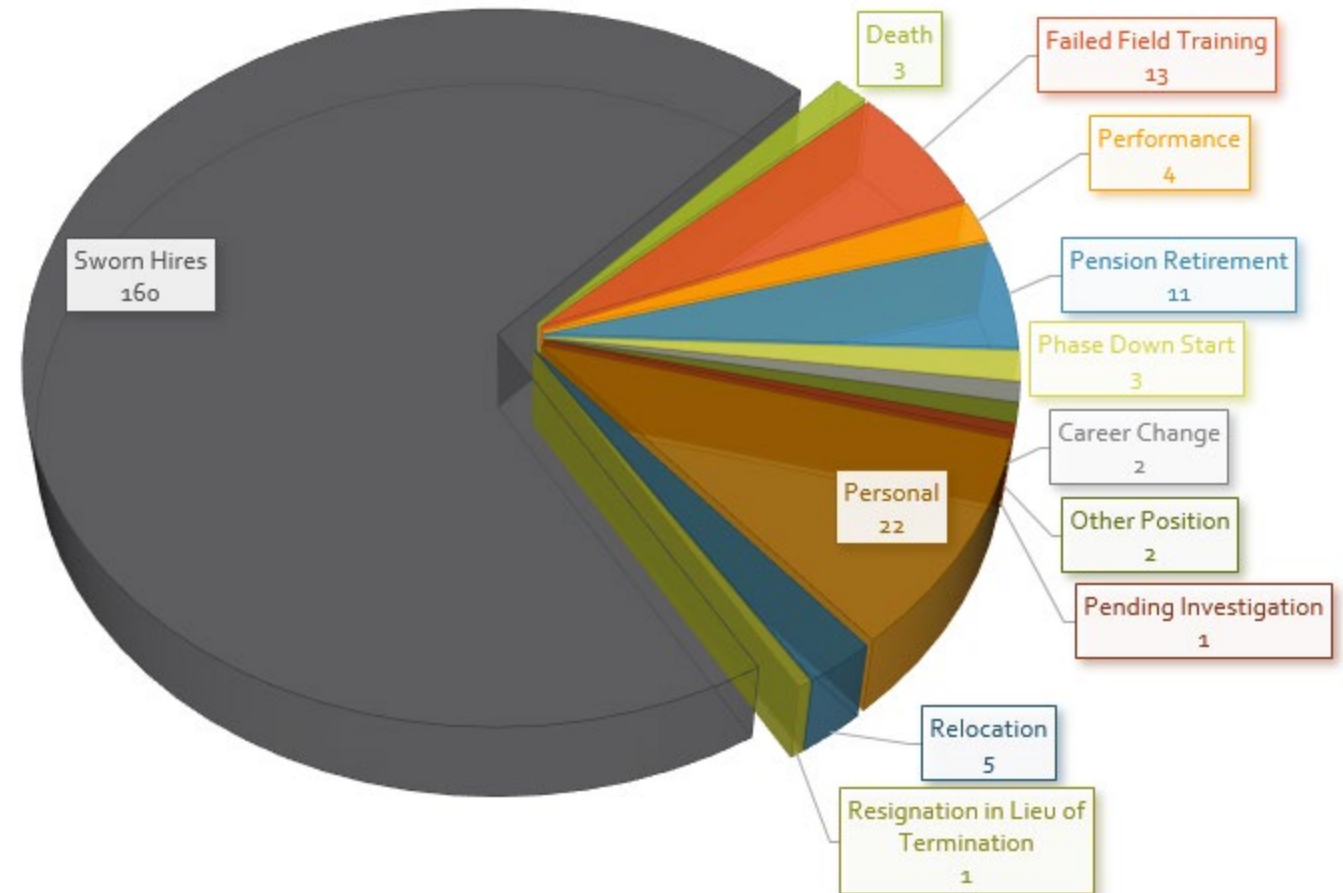
Assistant Chief Delridge Williams
Deputy Chief Stephan Lopez
Training, Professional Development, and
Fleet Maintenance

Monthly/YTD Attrition/Hiring



March Attrition/Hiring	FY25 Attrition/Hiring
Attrition/Hiring	Attrition/Hiring
14/27	72/160

FY 24-25 Hiring / Attrition



Attrition: 72
Hires: 160
Total Officers: 2275



Uniformed Hiring Data Hiring Data



March 1, 2025, through March 31, 2025

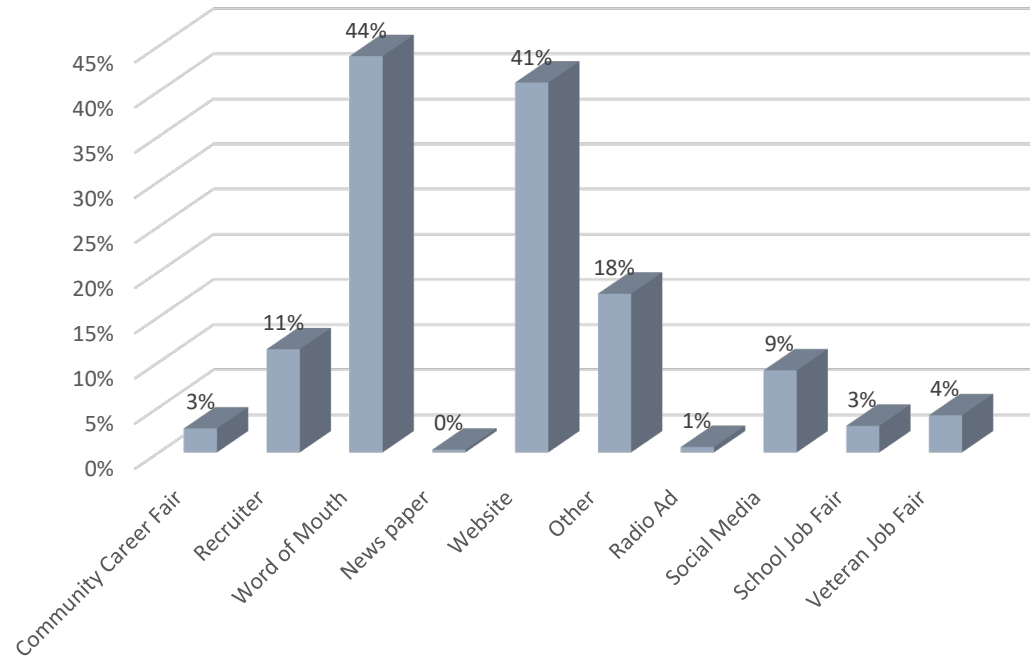
	Applications	Referred by CVS to DFD	In Process	Onboarded
FROT	135	135	883	27
Lateral Hires	4	2	2	0
Single Function	0	0	0	0



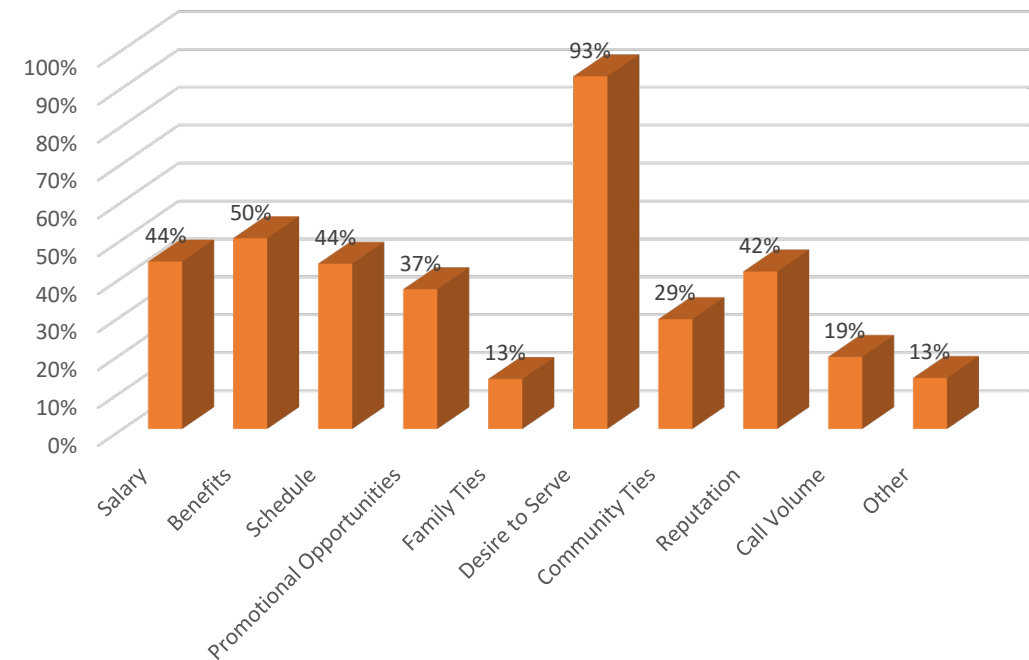
Applicant Sourcing and Motivation



Where did you hear about the job?



What motivated you to apply to Dallas Fire-Rescue?



March Recruiting Activities



- Training Facility Tour for DISD High School Seniors (March 5, 2025)
- Training Facility Tour for DISD High School Seniors (March 20, 2025)





City of Dallas

Dallas Fire –Rescue Recruiting & Retention

**Public Safety Committee
April 14, 2025**

Assistant Chief Delridge Williams
Training, Professional Development, and
Fleet Maintenance



City of Dallas

Violent Crime Reduction Plan Update

**Public Safety Committee
April 14, 2025**

Nathan Swyers, Major of Police
Violent Crime Division
Dallas Police Department

SUMMARY OF MARCH



- Overall Violent Crime is down by **–12.68%**
- There are two huge contributing factors as of year-to-date:
 - Aggravated Assaults have decreased **–11.22%**
 - Homicides have decreased **–44.23%**
- We launched our Period 20 Grids on February 1st
- Focused Deterrence has moved to Neighborhood Outreach as the primary notification system.



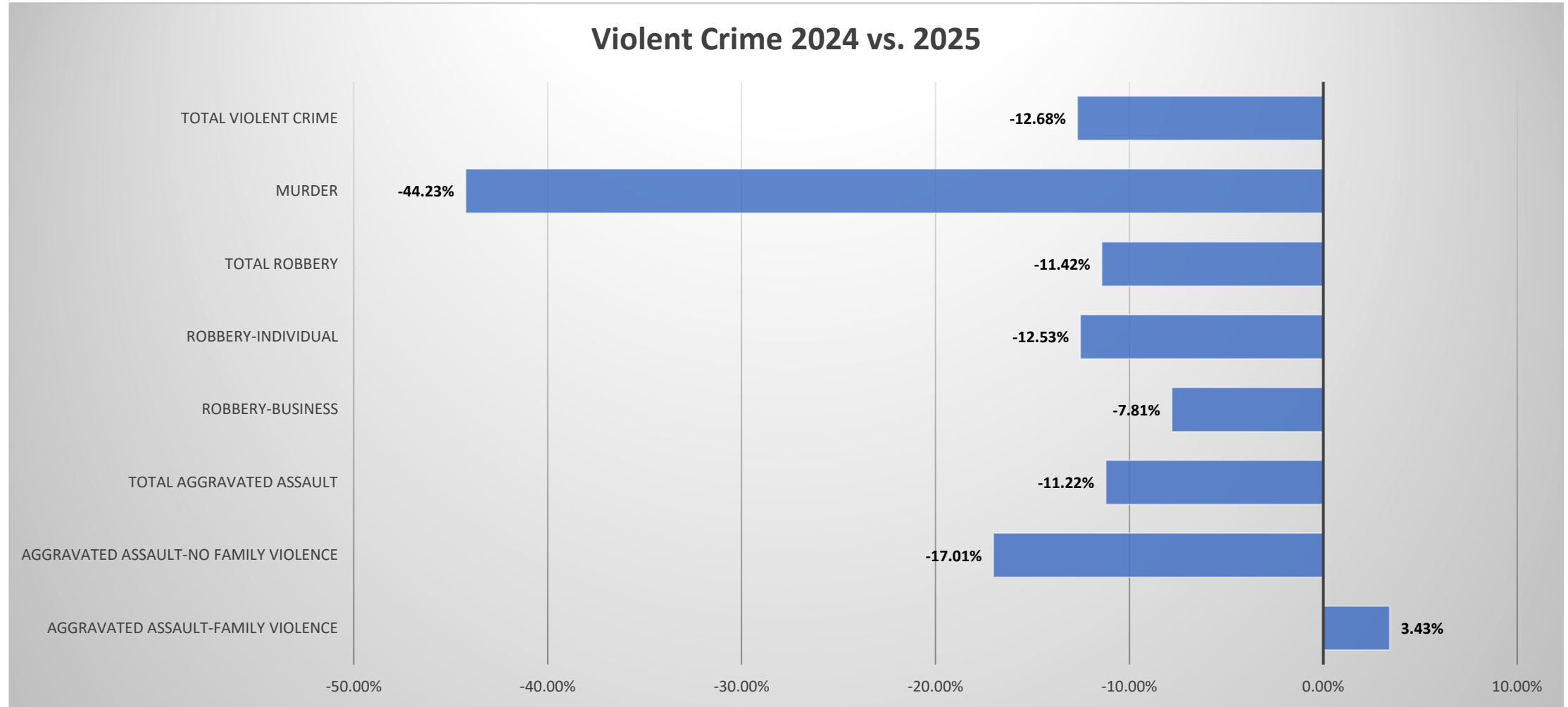
PRESENTATION OVERVIEW



- Crime Plan Impact Results on Violent Crime
- Grid Crime by the Numbers (Incidents)
- Crime Trends
- Murder, Robbery, Aggravated Assault
- Crime Plan Operations Updates
- Crime Plan - Next Steps



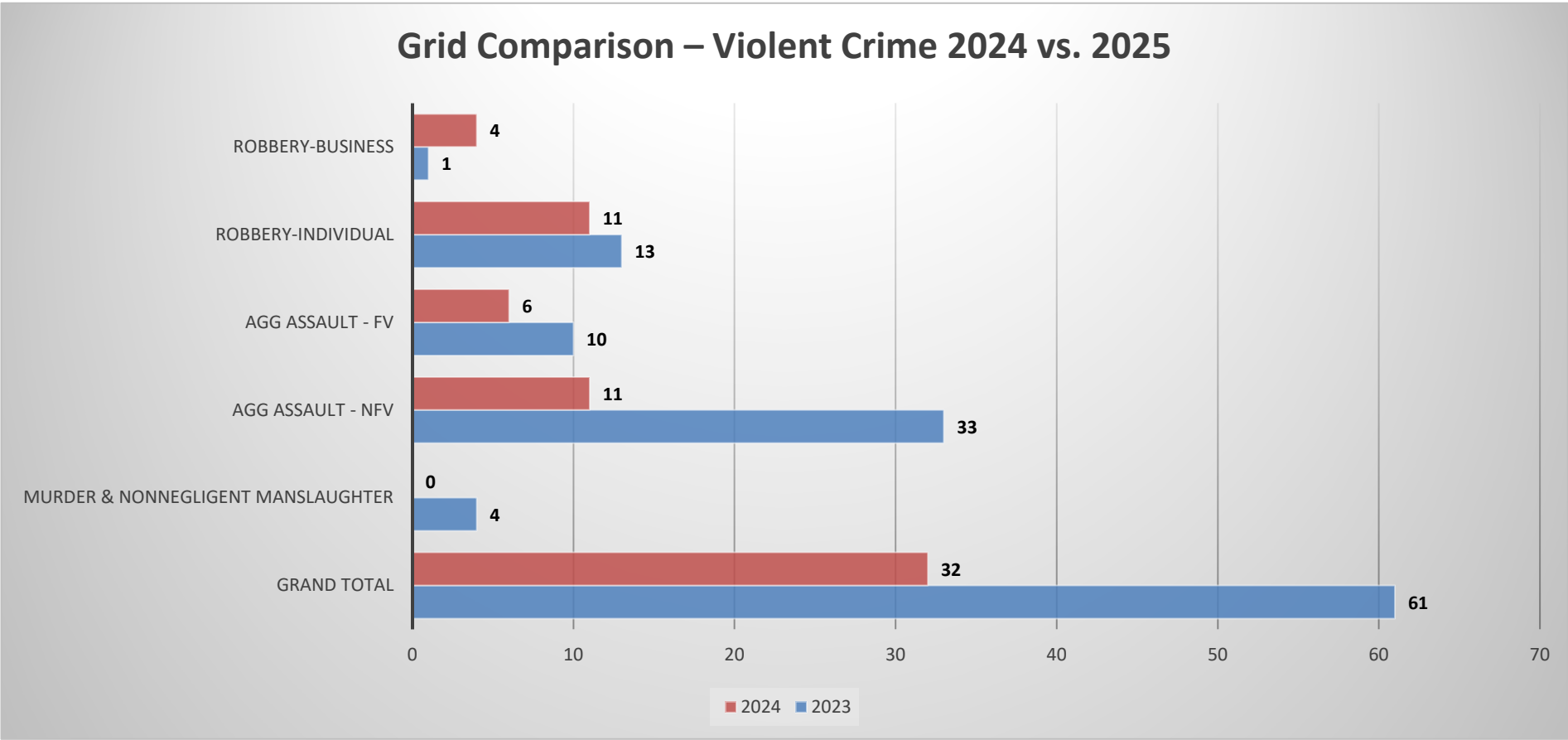
CRIME PLAN IMPACT RESULTS ON VIOLENT CRIME



GRID CRIME BY THE NUMBERS (Incidents)



Grid Comparison – Violent Crime 2024 vs. 2025



Our crime plan is based on the theory that crime is concentrated in small areas throughout the city.

* Phase 20 Grids
* February 1 – March 31

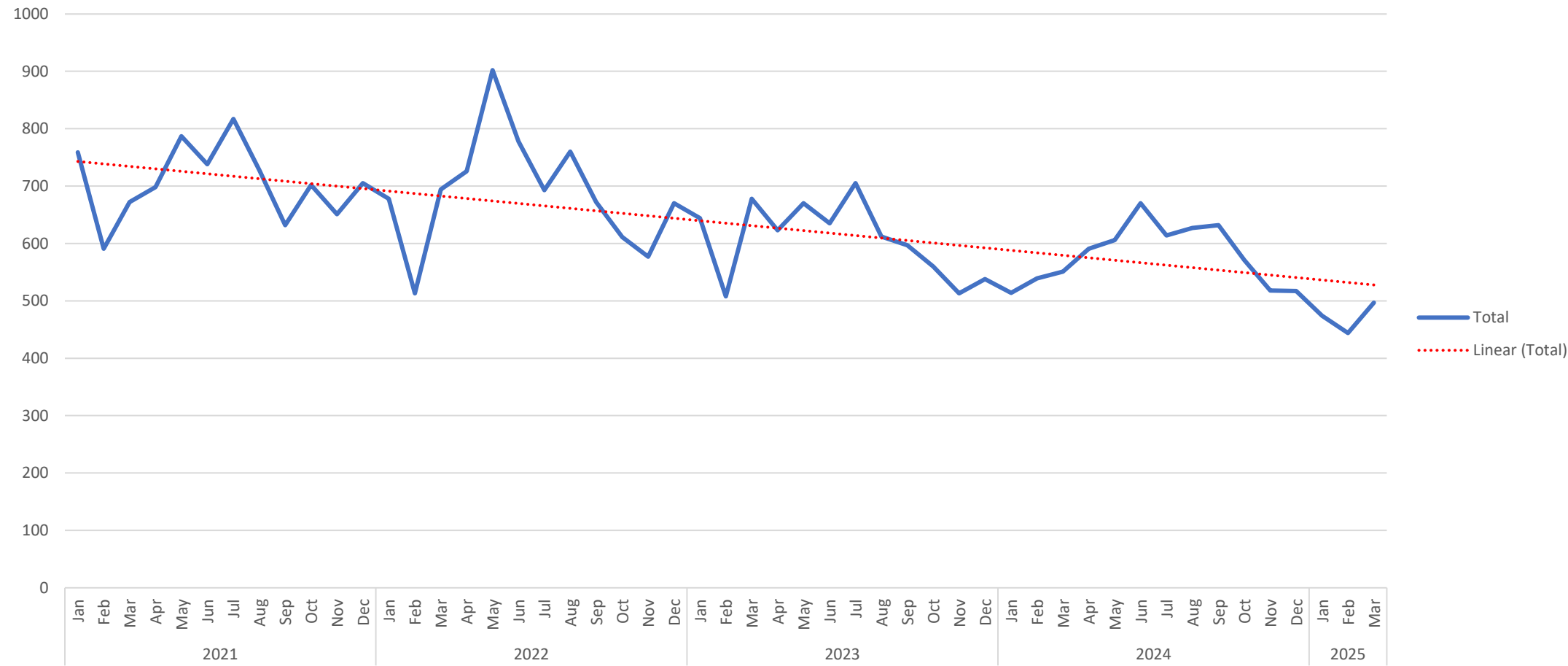
- Red – 2025
- Blue – 2024



THE CRIME TRENDS – CITYWIDE



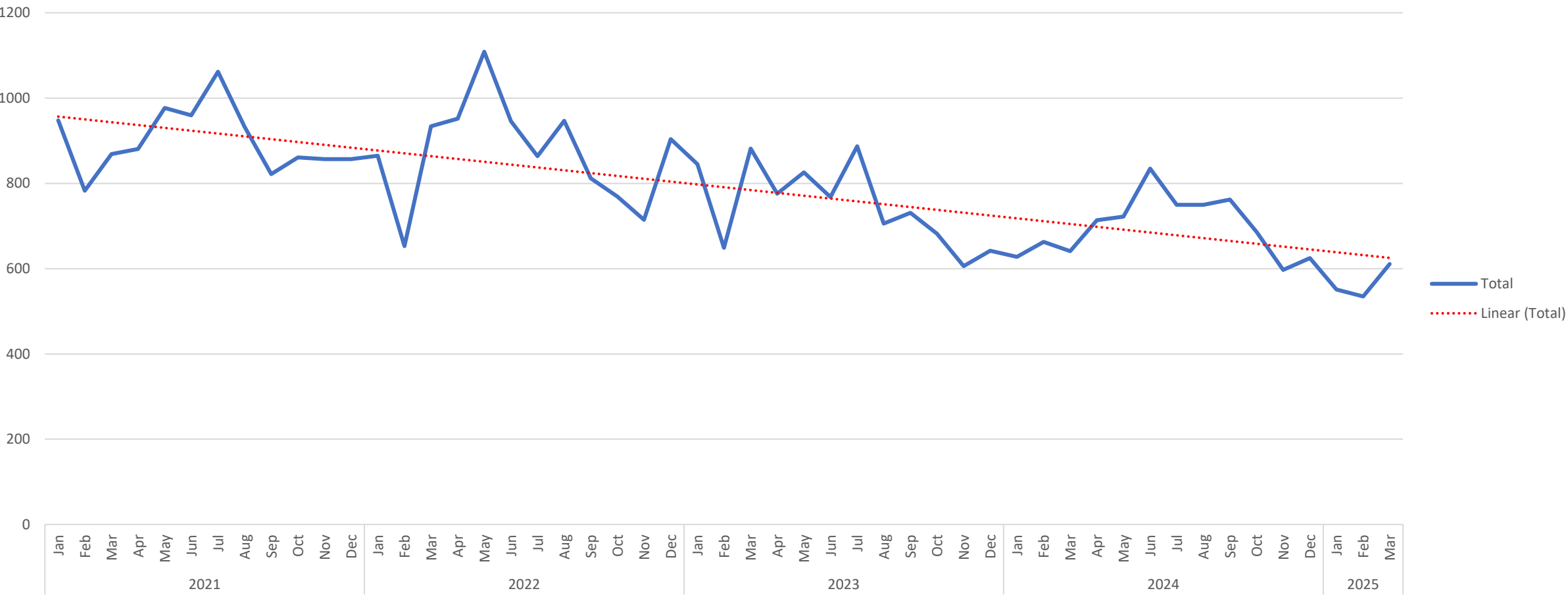
Incident Trendline
January 1, 2021 through March 31, 2025



THE CRIME TRENDS – CITYWIDE



Victim Trendline
January 1, 2021 through March 31, 2025



- 2025 Murder Trend
- As of March 31st, Murders **-44.23%** (23 Fewer Victims)
- The Murders involving Family Violence decreased by 4

*Data collected as of March 31, 2025

MURDER VICTIM DEMOGRAPHICS



- **Victim's Race**
 - Black 43% (13 Victims)
 - Hispanic 43% (13 Victims)
 - White 13% (4 Victims)
- **Victim's Sex**
 - Male 83% (25 Victims)
 - Female 17% (5 Victims)
- **Suspect's Race**
 - Black 53%
 - Hispanic 25%
 - White 0%
 - Unknown 22%
- **Suspect's Sex**
 - Male 78%
 - Female 3%
 - Unknown 19%



- 2025 Robbery Trend
- Robberies **-11.42%** (62 Fewer Victims)
- Business Robberies **-7.81%** (10 Fewer Victims)
- Individual Robberies **-12.53%** (52 Fewer Victims)

*Data collected as of March 31, 2025

AGGRAVATED ASSAULT



- 2025 Aggravated Assault Trend
- Aggravated Assaults **-11.22%** (150 Fewer Victims)
- Aggravated Assaults FV **+3.43%** (13 More Victims)
- Aggravated Assaults NFV **-17.01%** (163 Fewer Victims)

*Data collected as of March 31, 2025



VCPU FOCUSED DETERRENCE



- Focused Deterrence has 61 current clients.
- Focused Deterrence has compiled the client list for a fourth session.
- Fifth Neighborhood Outreach held on March 22
- Custom Notification
 - Individual notifications to identified clients.
 - Meet the clients in the field.
- Focused Deterrence has identified dates for future Neighborhood Outreach.



CRIME PLAN – NEXT STEPS



- Phase 21 Grids – Will begin on April 1
 - Period 21 will deploy 60 grids
- Place Network Investigations
 - Begins with a problem-focused investigation designed to uncover, identify, and disrupt the criminal networks that contribute to the violent crime in Dallas.
 - The PNI Board is made up with stakeholder government agencies such as, Office of Emergency Management & Crisis Response, Code Enforcement, and Parks and Recreation. The Board is designed to work together to address crime, and it's causes within the crime place network.
 - PNI Executive Board Meeting held with City, Community Partners, and UTSA researchers
 - 3550 E. Overton will be moved back to an active PNI location
 - 11511 Ferguson Rd and 8501 Old Hickory have moved to a monitoring phase.
- Focused Deterrence
 - We are constantly tracking the progress of our clients along with meeting with current partners and potential future partners.





City of Dallas

Violent Crime Reduction Plan Update

**Public Safety Committee
April 14, 2025**

Nathan Swyers, Major of Police
Violent Crime Division
Dallas Police Department



City of Dallas

Civil Service Board Rules and Regulations Revisions

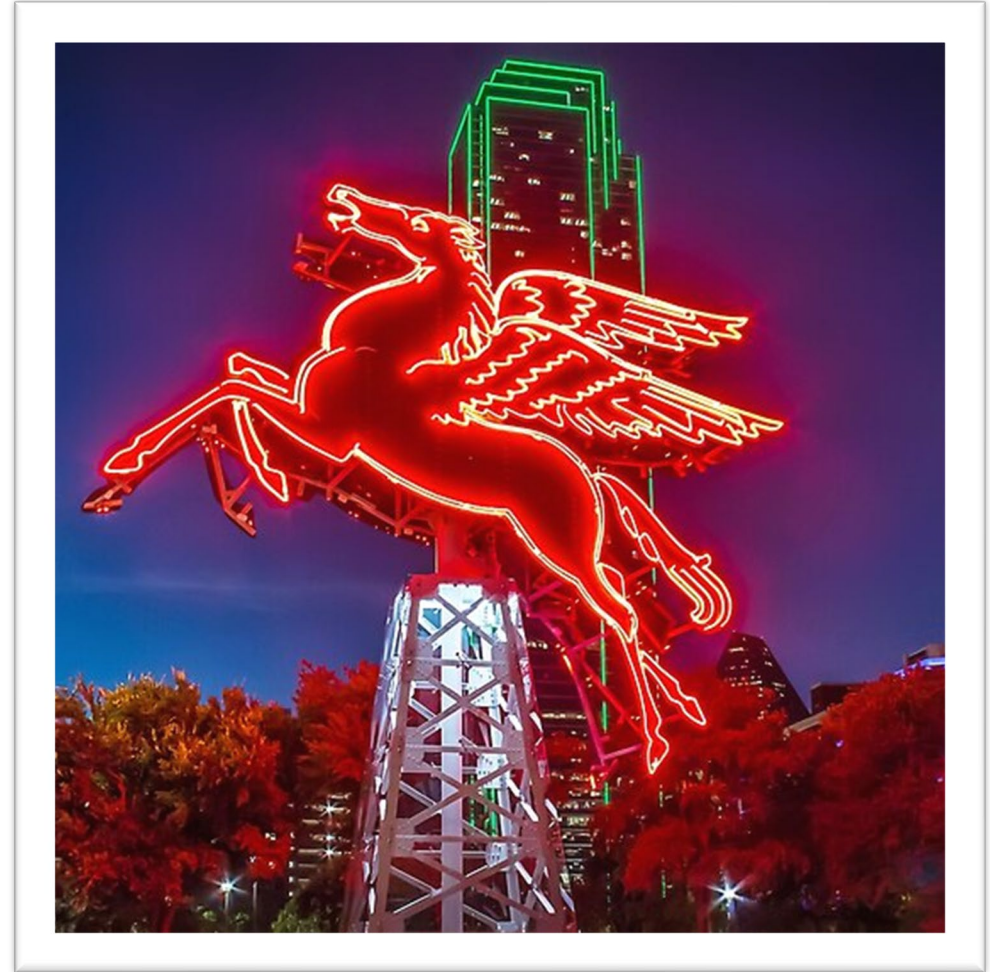
**Public Safety Committee
April 14, 2025**

Jarred D. Davis, Board Secretary
Civil Service Department
Interim Assistant Chief Israel Herrera
Dallas Police Department
City of Dallas

Presentation Agenda



- Revision Process
- Benchmarking
- Texas Police Agencies Educational Review
- Proposed Revision



Revision Highlights



- Significantly reduced the number of pages with the elimination verbatim references to the Charter or City of Dallas Personnel Rules. **(July 2023)**
- Established necessary criteria for rehire eligibility hearings conducted by the Civil Service Board. **(July 2023)**
- Updated and expanded minimum qualifications requirements for entry-level sworn positions in DPD and DFR. **(July 2023 & August 2024)**
- Updated DPD and DFR promotional ranks minimum qualifications requirements. **(July 2023 & August 2024)**
- Established and added minimum qualifications for the newly created DFR rank, Single Function Paramedic Officer. **(July 2023)**
- Incorporated lateral hiring provisions for DFR positions. **(July 2023)**



Benchmark Qualification Review



City	Education	Or	Experience	Or	License	Or	Armed Forces
Dallas	45 college credit hours	Or	36 months of certified law enforcement experience	Or	Active TCOLE License	Or	36 months of active duty with honorable or uncharacterized discharge
Arlington	BA Degree	Or	60 College hours with 2 yrs as City of Arlington employee			Or	4 years active-duty with honorable discharge
Plano	BA Degree	Or	2 years as a PO with 60 college credit hours			Or	3 years active-duty with 60 college credit hours
Irving	60 college credit hours from TCOLE approved school	Or	3 yrs as a Peace Officer with HS Diploma or GED			Or	3 years of active-duty with HS Diploma or GED
Garland	60 college credit hours	Or	2 yrs as a Peace Officer with HS Diploma or GED; 2 yrs as a state, local, or federal govt employee			Or	2 years active-duty with honorable discharge and HS Diploma or GED
Ft Worth	HS Diploma or GED + 12 college credit hours						Honorable discharge to qualify for veteran's points
Austin	HS Diploma or GED						
Houston	48 college credit hours	Or	3 yrs as a Peace Officer licensed by TCOLE; Or 36 months of full-time employment			Or	18 months of active-duty w/honorable discharge
San Antonio	HS Diploma or GED			and	Must meet all requirements to be eligible for TCOLE		



Proposed Revision



• RULE 4: SWORN SERVICE APPOINTMENT AND PROMOTION

Section 4.1 Sworn Service Appointment.

(a) Minimum requirements for trainee police officer. In addition to the requirements in Sections 3.1 and 3.2, applicants for trainee police officer must:

(1) be at least 19.5 years of age and not have reached 45 years of age on the date the civil service written examination is given;

(2) have demonstrated safe driving habits and be qualified to drive a motor vehicle in Texas;

(3) for any completed military service, a designation of honorable or uncharacterized discharge, as indicated on separation documents provided by the military; and

(4) meet one of the following qualifications:

(A) a minimum of 45 semester hours college credit with a C average or better from an accredited college or university;

(B) a minimum of 36 months of full-time certified law enforcement experience (from date of receipt of license) with a city, county, or state law enforcement agency and be currently employed or separated from the agency for no more than four months prior to the date of application;

(C) an active, valid Texas Commission on Law Enforcement (TCOLE) license;

(D) a minimum of 36 months active service in the Armed Forces of the United States with an honorable discharge or an uncharacterized discharge as indicated on separation documents provided by the military. Applicants whose military service is no more than 10 calendar days less than 36 months are acceptable; more than 10 days less than the full 36 months requires approval from the Assistant Chief of Police over the Personnel and Support Division; or

(E) be at least 21 years of age with a minimum of (i) a high school diploma or GED and (ii) thirty-six (36) months of full-time consecutive employment experience.



Overview



	Houston	San Antonio	Dallas	Austin	Fort Worth
Officer Salary Start (Base Pay)	\$62,574	\$60,492	\$75,397	\$70,644	\$76,065
Officer Salary Top Out (Years)	\$82,515 (10)	\$82,416 (5)	\$98,377 (9)	\$118,132 (23)	105,622 (14)
Highest Level of Education Pay	Doctorate	Doctorate	Bachelor's	Master's	Bachelor's
Requirements	<ol style="list-style-type: none"> 20.5 yrs old w/ 48 college hours 18 months military 3 yrs peace officer HS/GED & 36 months FT work 	<ol style="list-style-type: none"> 1. 20.5 yrs old w/ HS diploma or GED 	<ol style="list-style-type: none"> 21 yrs old w/ 45 credit hours or 19.5 yrs old w/ 60 credit hours TCOLE 3 yrs military 	<ol style="list-style-type: none"> 20.5 years old with HS diploma or GED 	<ol style="list-style-type: none"> 20 yrs old with HS diploma or with GED and 12 college hours



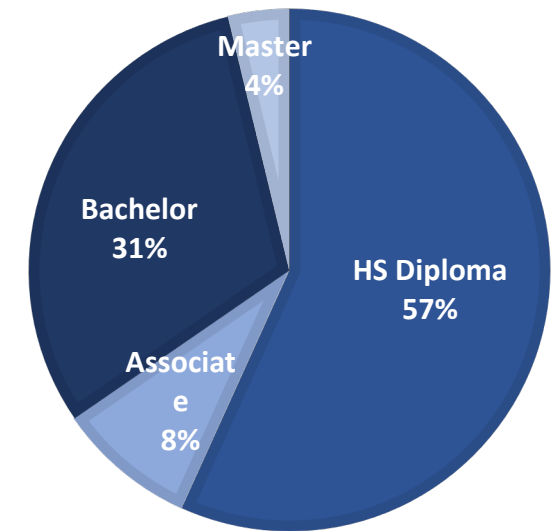
- Exemption to education requirement via work experience
 - Must work three of the past four years full-time
 - Candidate must provide proof
 - Can be any field and can be for multiple employers
 - Work experience is evaluated by the Houston PD intake unit

- Breakdown of Academy Class Educational Makeup

- Sample size: four classes, 185 recruits
- HS diploma/GED/some college: 105 (56.8%)
- Associate Degree: 16 (8.6%)
- Bachelor Degree: 57 (30.8%)
- Master Degree: 7 (3.8%)

EDUCATION LEVEL

■ HS Diploma ■ Associate
■ Bachelor ■ Master



TCOLE Cert. Intermediate



Years of Service	Total Training Hours*	Education	OR	Military
8	400			
6	800			
4	1200			
2	2400			
4		Associate	OR	2 years
2		Bachelor	OR	4 years

Dallas PD pays \$50 per month for TCOLE Intermediate Peace Officer Certification

*Training hours are obtained by taking TCOLE accredited classes



TCOLE Cert. Advanced



Years of Service	Total Training Hours	Education	OR	Military
12	800			
9	1200			
6	2400			
6		Associate	OR	2 years
5		Bachelor	OR	4 years

Dallas PD pays \$400 per month for TCOLE Advanced Peace Officer Certification



TCOLE Cert. Master



Years of Service	Total Training Hours	Education	OR	Military
20	1200			
15	2400			
12	3300			
10	4000			
12		Associate	OR	2 years
9		Bachelor	OR	4 years
7		Master	OR	5 years
5		Doctorate/JD	OR	8 years

Dallas PD pays \$600 per month for TCOLE Master Peace Officer Certification



- Partnership with the University of North Texas Dallas (UNT Dallas)
 - Proposal for Dallas officers who complete the basic peace officer course (BPOC) at the Dallas Police Academy
 - Eligible officers could receive 24-30 college credit hours
 - Accelerates officers' path to Associate or Bachelor degrees

Pilot Program for New Pathway



- Applicants can apply if they are at least 21 years of age with a HS diploma or GED if they can provide proof of 36 months of full-time consecutive employment.
- Employment must be stable and is subject to a full review by the Dallas PD recruiting chain of command for final approval.



Stable Employment Defined



Applicants must demonstrate a stable employment record

A. Instability may include the inability to maintain steady employment and gross abuse of standards, incompetence, or aberrant behavior during any single employment.

- **Steady employment** is no more than three jobs in a consecutive three-year period. Unless it shows the applicant was pursuing movement for career enhancement.
- **Gross abuse of standards** is a severe violation of workplace standards that can justify immediate dismissal due to its impact of trust, safety, or the organization's reputation.
- **Incompetence** due to the lack of ability, skill, or knowledge that is needed to do a job or perform an action correctly or to a satisfactory standard.
- **Aberrant behavior** refers to actions or patterns of behavior that significantly deviate from what's considered normal or acceptable in a given social context. Some examples are an extreme emotional reactions that don't match the circumstance, persistent patterns of behavior that interfere with daily functions, or sudden and unexplained changes in behavior or personality.



Stable Employment Defined continued



- B. This disqualification will be for a minimum of 2 years and until the applicant can display stable work history.
- C. This disqualification will be applied as determined by the Personnel Division Commander after chain of command recommendations.



Benefits to the Department



- Benefits of launching the pilot program include:
 1. Aligns hiring opportunities with major competitors for police applicants.
 2. Provides another pathway for applicants who did not have the opportunity for college or military service.
 3. Provides a pathway for potential police applicants within our community which align with the Dallas Police Department's goal of having officers reflective of the community they serve.
 4. Assists the Dallas Police Department in reaching current and future hiring goals.
 5. Allows for potential recruiting cost savings by opening new avenues for recruitment in high school programs such as P-tech.



Addressing Community Concerns



How does college education impact critical thinking, decision-making, and de-escalation skills?

- College is just one indicator of skills and experience.
- College does not solely determine how well a candidate will be able to respond to law enforcement encounters that require critical thinking, decision-making, and de-escalation.
- A customer service call-taker who has responded to thousands of angry clients may be more skilled at de-escalation than a college graduate without that same experience.



Addressing Community Concerns



What evidence suggests that three years of work experience (in any field) provides the same level of preparedness?

- Some of our best officers come from diverse career backgrounds including roles in customer service, teaching, and business management.
- Professions seemingly unrelated to law enforcement can uniquely prepare candidates with problem solving and communication skills.
- A professionally diverse workforce increases organizational strength.



Addressing Community Concerns



Are there certain types of work experience that should be prioritized (e.g., military, security, emergency response)?

- Police agencies thrive by having a diverse workforce.
- This includes diversity of professional and educational backgrounds.
- A department largely comprised of employees from a single professional background, such as government or criminal justice, will not be as strong as a department comprised of employees with a broad range of professional backgrounds.
- Candidates with diverse backgrounds bring unique skills.



Addressing Community Concerns



How will this change impact training academy success rates and long-term officer performance, and what steps will the department take to ensure that the quality of policing or professionalism will not decrease?

- The Dallas Police Department will continue to have high standards in the basic police academy, field training program, and ongoing training of officers at the in-service academy.
- Educational assistance and incentives will be offered through tuition reimbursement, college credits for academy completion, and education pay.
- The City of Dallas will be able to create a transformational experience for police employees and an increased standard of professionalism for citizens.



Next Steps



- Present proposal and seek approval from the Public Safety Committee, Civil Service Board, and the full Dallas City Council.
- Initiate a one-year pilot with the implementation of the additional pathway.
- Gather and analyze metrics/data to assess the overall effectiveness of the program.
- Provide the Public Safety Committee an update after the one-year implementation of the program.





Civil Service Board Rules and Regulations Revisions

Public Safety Committee
April 14, 2025

Jarred D. Davis, Board Secretary
Civil Service Department
Interim Assistant Chief Israel Herrera
Dallas Police Department
City of Dallas





City of Dallas

Homeland Security Grant Program (HSGP)

Kevin Oden, Director
Office of Emergency Management
& Crisis Response
City of Dallas

Presentation Overview



- Purpose
- Homeland Security Grant Program Overview
- Historical Impact
- Recent Successes



Purpose



The purpose of this presentation is to provide an overview of the Homeland Security Grant Program (HSGP), highlighting its historical impact, key enhancements to local/regional capabilities, and the importance of continued funding to enhance public safety in the Dallas area.





- Department of Homeland Security (DHS) created in 2002 in response to 9/11.
- In 2003 the Homeland Security Grant Program (HSGP) was created, which funds two separate awards relevant to Dallas:
 - Urban Area Security Initiative (UASI)
 - State Homeland Security Program (SHSP)



Grant Overview (continued)



- **Urban Area Security Initiative (UASI)**
 - Assists high-threat, high-density Urban Areas to build, sustain, and deliver the capabilities necessary to prevent, prepare for, protect against, and respond to acts of terrorism.
- **State Homeland Security Program (SHSP)**
 - Assists state, local, tribal, and territorial efforts to build, sustain, and deliver the capabilities necessary to prevent, prepare for, protect against, and respond to acts of terrorism.



Historical Impact



- Dallas has received both UASI and SHSP since their creation in 2003
- \$151,822,809 emergency management grant funds awarded to the City of Dallas to date
- No audit findings to date



Recent Successes



DPD HQ – Jack Evans security entrance



Recent Successes



DPD HQ Fusion Center



Recent Successes



DPD Helicopter Enhancements



Recent Successes



Mobile surveillance camera trailers - (CAST)



Recent Successes



Emergency Operations Center – Primary/Mobile



Recent Successes



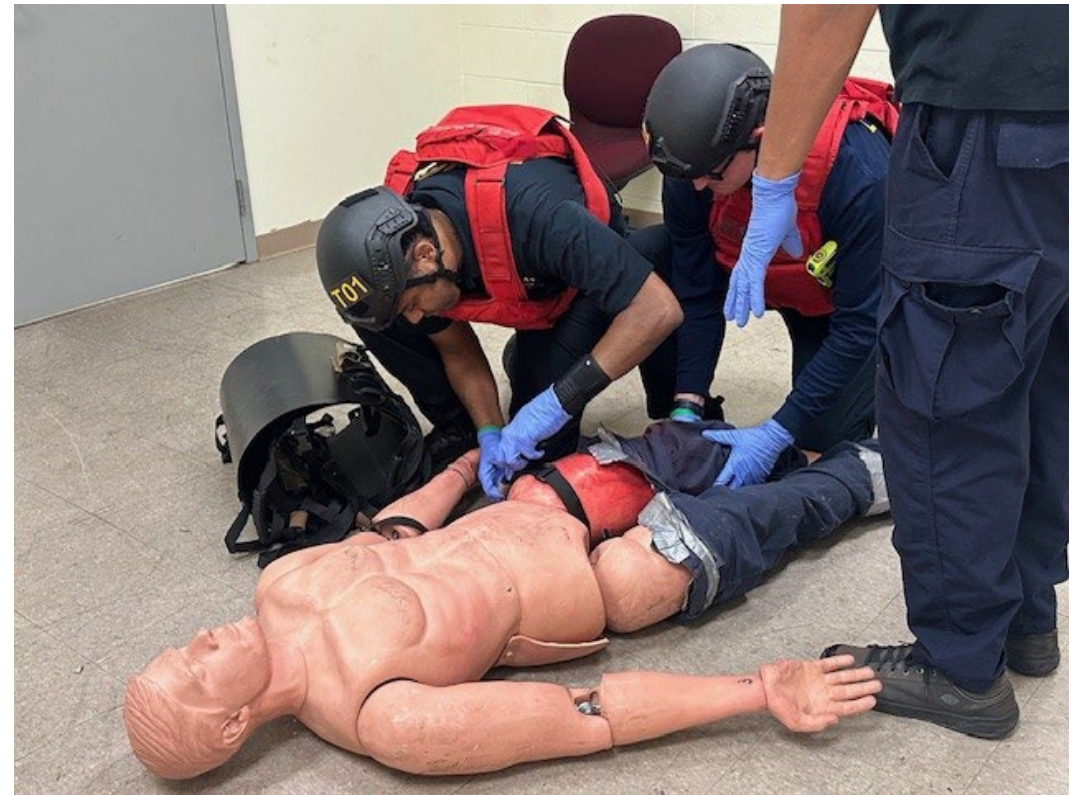
USAR and HazMat training



Recent Successes



Active Shooter exercises



Recent Successes



Community Emergency Response Team (CERT)





City of Dallas

Questions?



City of Dallas

Homeland Security Grant Program (HSGP)

Kevin Oden, Director
Office of Emergency Management
& Crisis Response
City of Dallas

Memorandum



CITY OF DALLAS

DATE April 14, 2025

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 Public Safety Dashboard for March 2025**

The Dallas Police Department (DPD) continues to focus on violent crime reduction throughout the city. In March 2025 YTD, Violent Crime was -12.6% with -263 crimes year to date, compared to March 2024 YTD.

For your quick reference, you can access DPD's Dashboard using the following link:
[DPD Dashboard](#).

We welcome feedback and suggestions for improvement. Please continue exploring the dashboard and let us know if you have any questions or want to see any changes/additions. Feel free to contact Interim Chief of Police, Michael Igo, at michael.igo@dallaspolice.gov.

Please contact me if you have any questions or need additional information.

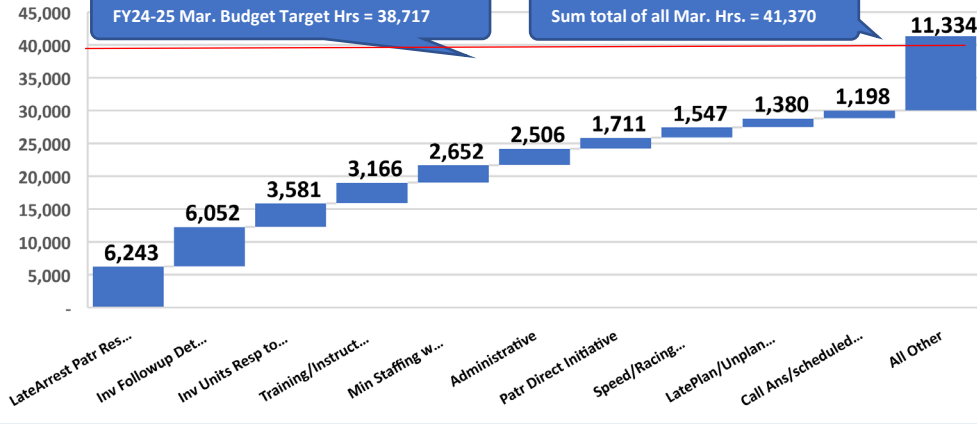
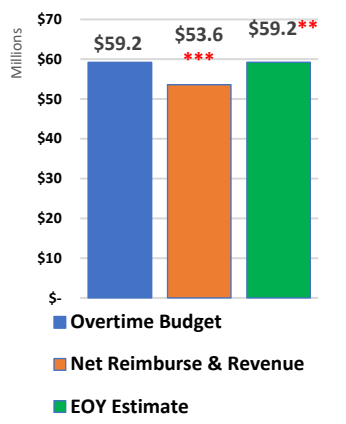
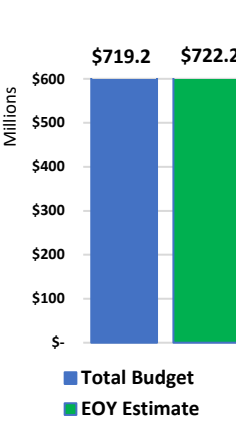
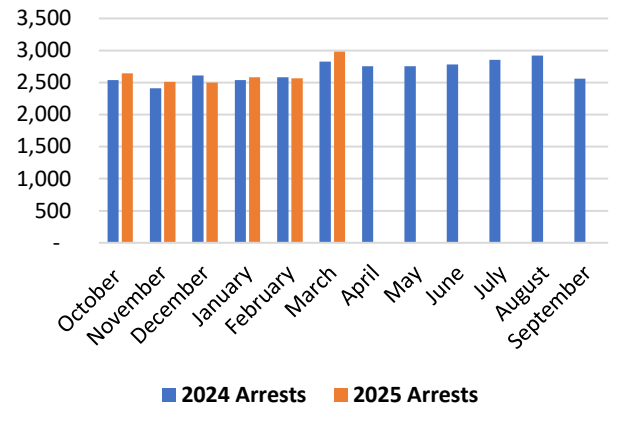
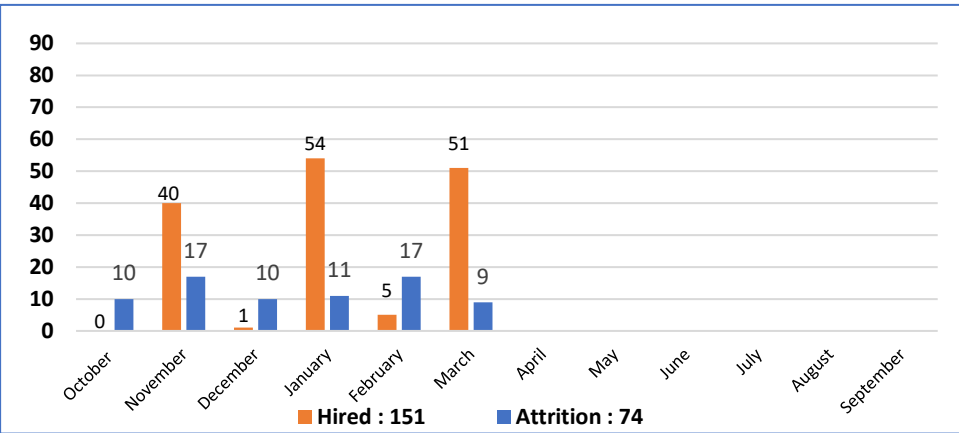
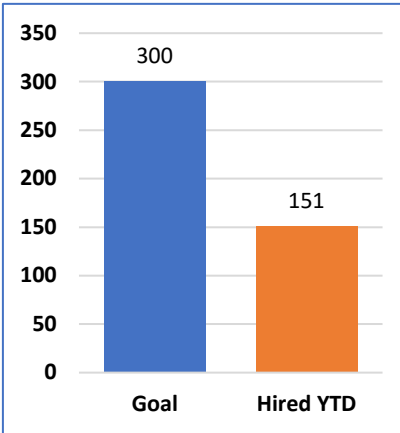
Service First, Now!

Dominique Artis
Chief of Public Safety
[Attachment]

c: Kimberly Bizzor Tolbert, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Dev Rastogi, Assistant City Manager
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager

Alina Ciocan, Assistant City Manager
Donzell Gipson, Assistant City Manager
Robin Bentley, Assistant City Manager
Jack Ireland, Chief Financial Officer
Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)
Directors and Assistant Directors

Dallas Police Department Dashboard March 2025

FY24-25 BUDGET				CRIME REPORTING*****																																																																																																																																																																																																					
March Top 10 OT Activity Codes (By Hrs.)*				Sworn Overtime		Total Budget		Total Arrests		Year to Date Crime (NIBRS) January 1, 2025 - March 31, 2025																																																																																																																																																																																															
 <div>FY24-25 Mar. Budget Target Hrs = 38,717 Sum total of all Mar. Hrs. = 41,370</div>				 <div>Millions \$59.2 \$53.6 \$59.2**</div>		 <div>Millions \$719.2 \$722.2</div>		 <div>2024 Arrests 2025 Arrests</div>		<table><tr><th></th><th>2025</th><th>2024</th><th>Count DIFF</th><th>% Change</th><th>Clearance Rate</th></tr><tr><td>Assault Offenses</td><td>5,375</td><td>6,075</td><td>-700</td><td>-11.5%</td><td>63.4%</td></tr><tr><td> Agg Assault FV</td><td>392</td><td>379</td><td>13</td><td>3.4%</td><td>-</td></tr><tr><td> Simple Assault FV</td><td>2,209</td><td>2,465</td><td>-256</td><td>-10.4%</td><td>-</td></tr><tr><td>Homicide Offenses</td><td>36</td><td>61</td><td>-25</td><td>-41.0%</td><td>82.9%</td></tr><tr><td> Murder & Nonnegligent Manslaughter</td><td>29</td><td>52</td><td>-23</td><td>-44.2%</td><td>-</td></tr><tr><td>Human Trafficking</td><td>1</td><td>25</td><td>-24</td><td>-96.0%</td><td>400.0%</td></tr><tr><td>Kidnapping / Abduction</td><td>40</td><td>43</td><td>-3</td><td>-7.0%</td><td>80.0%</td></tr><tr><td>Sex Offenses</td><td>128</td><td>158</td><td>-30</td><td>-19.0%</td><td>74.0%</td></tr><tr><td>Sub-Total</td><td>5,580</td><td>6,362</td><td>-782</td><td>-12.3%</td><td>64.0%</td></tr><tr><td>Arson</td><td>27</td><td>32</td><td>-5</td><td>-15.6%</td><td>11.1%</td></tr><tr><td>Bribery</td><td>-</td><td>-</td><td>0</td><td>#DIV/0!</td><td>0.0%</td></tr><tr><td>Burglary / Breaking & Entering</td><td>1,176</td><td>1,554</td><td>-378</td><td>-24.3%</td><td>8.2%</td></tr><tr><td>Counterfeiting / Forgery</td><td>16</td><td>53</td><td>-37</td><td>-69.8%</td><td>31.3%</td></tr><tr><td>Destruction / Vandalism</td><td>1,811</td><td>2,245</td><td>-434</td><td>-19.3%</td><td>11.2%</td></tr><tr><td>Embezzlement</td><td>28</td><td>49</td><td>-21</td><td>-42.9%</td><td>25.0%</td></tr><tr><td>Extortion / Blackmail</td><td>9</td><td>3</td><td>6</td><td>-</td><td>0.0%</td></tr><tr><td>Fraud</td><td>577</td><td>622</td><td>-45</td><td>-7.2%</td><td>50.4%</td></tr><tr><td>Larceny / Theft</td><td>5,317</td><td>6,498</td><td>-1,181</td><td>-18.2%</td><td>7.1%</td></tr><tr><td>Motor Vehicle Theft</td><td>3,051</td><td>4,091</td><td>-1,040</td><td>-25.4%</td><td>9.7%</td></tr><tr><td>Robbery</td><td>481</td><td>543</td><td>-62</td><td>-11.4%</td><td>28.8%</td></tr><tr><td>Stolen Property Offenses</td><td>196</td><td>213</td><td>-17</td><td>-8.0%</td><td>101.0%</td></tr><tr><td>Sub-Total</td><td>12,689</td><td>15,903</td><td>-3,214</td><td>-20.2%</td><td>12.7%</td></tr><tr><td>Animal Cruelty</td><td>28</td><td>36</td><td>-8</td><td>-22.2%</td><td>10.7%</td></tr><tr><td>Drug / Narcotics</td><td>2,029</td><td>2,687</td><td>-658</td><td>-24.5%</td><td>63.3%</td></tr><tr><td>Gambling</td><td>19</td><td>22</td><td>-3</td><td>-13.6%</td><td>26.3%</td></tr><tr><td>Pornography / Obscene Material</td><td>22</td><td>18</td><td>4</td><td>22.2%</td><td>31.8%</td></tr><tr><td>Prostitution Offenses</td><td>69</td><td>123</td><td>-54</td><td>-43.9%</td><td>98.6%</td></tr><tr><td>Weapon Law Violations</td><td>453</td><td>529</td><td>-76</td><td>-14.4%</td><td>66.5%</td></tr><tr><td>Sub-Total</td><td>2,620</td><td>3,415</td><td>-795</td><td>-23.3%</td><td>63.7%</td></tr><tr><td>Total</td><td>20,889</td><td>25,680</td><td>-4,791</td><td>-18.7%</td><td>32.1%</td></tr></table>							2025	2024	Count DIFF	% Change	Clearance Rate	Assault Offenses	5,375	6,075	-700	-11.5%	63.4%	Agg Assault FV	392	379	13	3.4%	-	Simple Assault FV	2,209	2,465	-256	-10.4%	-	Homicide Offenses	36	61	-25	-41.0%	82.9%	Murder & Nonnegligent Manslaughter	29	52	-23	-44.2%	-	Human Trafficking	1	25	-24	-96.0%	400.0%	Kidnapping / Abduction	40	43	-3	-7.0%	80.0%	Sex Offenses	128	158	-30	-19.0%	74.0%	Sub-Total	5,580	6,362	-782	-12.3%	64.0%	Arson	27	32	-5	-15.6%	11.1%	Bribery	-	-	0	#DIV/0!	0.0%	Burglary / Breaking & Entering	1,176	1,554	-378	-24.3%	8.2%	Counterfeiting / Forgery	16	53	-37	-69.8%	31.3%	Destruction / Vandalism	1,811	2,245	-434	-19.3%	11.2%	Embezzlement	28	49	-21	-42.9%	25.0%	Extortion / Blackmail	9	3	6	-	0.0%	Fraud	577	622	-45	-7.2%	50.4%	Larceny / Theft	5,317	6,498	-1,181	-18.2%	7.1%	Motor Vehicle Theft	3,051	4,091	-1,040	-25.4%	9.7%	Robbery	481	543	-62	-11.4%	28.8%	Stolen Property Offenses	196	213	-17	-8.0%	101.0%	Sub-Total	12,689	15,903	-3,214	-20.2%	12.7%	Animal Cruelty	28	36	-8	-22.2%	10.7%	Drug / Narcotics	2,029	2,687	-658	-24.5%	63.3%	Gambling	19	22	-3	-13.6%	26.3%	Pornography / Obscene Material	22	18	4	22.2%	31.8%	Prostitution Offenses	69	123	-54	-43.9%	98.6%	Weapon Law Violations	453	529	-76	-14.4%	66.5%	Sub-Total	2,620	3,415	-795	-23.3%	63.7%	Total	20,889	25,680	-4,791	-18.7%	32.1%
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SWORN STAFFING AND HIRING FISCAL YEAR****				PATROL PERFORMANCE CALENDAR YEAR TO DATE																																																																																																																																																																																																					
Function	FY 24-25 YTD	FY 23-24 YTD	FY 22-23 YTD	Crime Change by Division			Response time																																																																																																																																																																																																		
CBD	96	91	89	Person	Property	MTD Total	YTD Total	Priority 1	Priority 2																																																																																																																																																																																																
Central	173	158	168	-15.11%	-20.03%	-19.63%	-19.29%	8.25	50.68																																																																																																																																																																																																
NE	270	278	274	-3.29%	-28.39%	-25.27%	-22.43%	11.45	180.44																																																																																																																																																																																																
SE	236	241	256	-21.61%	-21.81%	-21.71%	-21.05%	14.51	168.24																																																																																																																																																																																																
SW	240	241	241	0.76%	-24.02%	-18.36%	-17.83%	12.31	84.62																																																																																																																																																																																																
NW	232	222	228	-13.04%	-15.41%	-25.00%	-16.64%	9.35	57.11																																																																																																																																																																																																
NC	182	183	193	-18.73%	-14.60%	-19.42%	-16.03%	11.62	65.42																																																																																																																																																																																																
SC	247	244	238	-15.23%	-10.89%	-20.62%	-15.52%	12.89	77.49																																																																																																																																																																																																
Nuisance Abatement	7	7	9	*CBD crime and response time data included in Central																																																																																																																																																																																																					
Community Affairs (NPO)	98	103	102	INTERNAL AFFAIRS*****																																																																																																																																																																																																					
Right Care	20	22	23																																																																																																																																																																																																						
Patrol Total	1,801	1,790	1,818																																																																																																																																																																																																						
Support	131	168	119	Complaint Type			2025 YTD	2024 YTD	% Change																																																																																																																																																																																																
Administrative	214	196	182	Investigations Completed			66	72	-8.3%																																																																																																																																																																																																
Investigations	514	513	500	Use of Force Complaints Received			17	11	54.5%																																																																																																																																																																																																
Tactical and Special Ops	306	286	275	Investigations Over 180 Days *****																																																																																																																																																																																																					
Trainees	233	168	164	Active Investigations		7	Awaiting Chief of Police Hearing		5																																																																																																																																																																																																
Total	3,199	3,121	3,058	Investigation suspended		8	Awaiting Bureau Chief Hearing		15																																																																																																																																																																																																
				Awaiting Corrective Action		12	Total		47																																																																																																																																																																																																
FY 24-25 Hiring and Attrition				FY24-25 Hiring Goal : 300		Top 911 Calls																																																																																																																																																																																																			
 <div>Hired : 151 Attrition : 74</div>				 <div>Goal Hired YTD</div>		<table><tr><th>Type</th><th>Calls YTD</th><th>March-2025</th><th>March-2024</th></tr><tr><td>Major Disturbance</td><td>22,857</td><td>8,401</td><td>8,765</td></tr><tr><td>Other Incidents*****</td><td>11,864</td><td>4,342</td><td>4,374</td></tr><tr><td>Other Escalated*****</td><td>14,140</td><td>5,513</td><td>5,111</td></tr><tr><td>Suspicious Person</td><td>5,641</td><td>2,042</td><td>2,134</td></tr><tr><td>Minor Accident</td><td>2,569</td><td>1,003</td><td>1,151</td></tr><tr><td>Business Alarm</td><td>4,702</td><td>1,612</td><td>1,372</td></tr><tr><td>Major Accident</td><td>4,680</td><td>1,790</td><td>1,690</td></tr><tr><td>Loud Music</td><td>4,257</td><td>1,937</td><td>2,155</td></tr><tr><td>Burg Motor Veh</td><td>260</td><td>81</td><td>107</td></tr><tr><td>Crisis Intervention</td><td>2,923</td><td>1,051</td><td>1,087</td></tr><tr><td>911 Hang-up</td><td>804</td><td>291</td><td>344</td></tr></table>				Type	Calls YTD	March-2025	March-2024	Major Disturbance	22,857	8,401	8,765	Other Incidents*****	11,864	4,342	4,374	Other Escalated*****	14,140	5,513	5,111	Suspicious Person	5,641	2,042	2,134	Minor Accident	2,569	1,003	1,151	Business Alarm	4,702	1,612	1,372	Major Accident	4,680	1,790	1,690	Loud Music	4,257	1,937	2,155	Burg Motor Veh	260	81	107	Crisis Intervention	2,923	1,051	1,087	911 Hang-up	804	291	344																																																																																																																																																
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				1,660		2,159																																																																																																																																																																																																			
				Dispatched Calls and Response Time																																																																																																																																																																																																					
Date	Priority 1 Response Time	Priority 2 Response Time	Priority 3 Response Time	Priority 4 Response Time	Dispatched 911 Calls																																																																																																																																																																																																				
Mar-25	11.67	111.35	319.56	351.33	41,273																																																																																																																																																																																																				
YTD 2025	11.62	99.74	268.77	309.95	110,530																																																																																																																																																																																																				
Mar-24	9.78	83.23	236.85	274.82	42,536																																																																																																																																																																																																				
YTD 2024	9.86	73.70	210.17	243.09	119,130																																																																																																																																																																																																				

Notes:

*DPD recently refined its >180 OT activity codes. New overtime activity codes further improve internal management opportunities as well as improve clarity/transparency to City Council. Results of these changes are now reflected in this report. Reimbursement hours are taken out.

**YE estimate based on FY23’s YTD expenditure trends.

*** Reimbursement and Revenue for DPD

****Staffing shown is end of fiscal year actuals, Right Care officers and NPO tracked separately starting FY 20-21. Support: Youth Outreach, Communications, Staff Review, Academy, Auto Pound, Detention Services, Crime Analysis, Property Recovery.

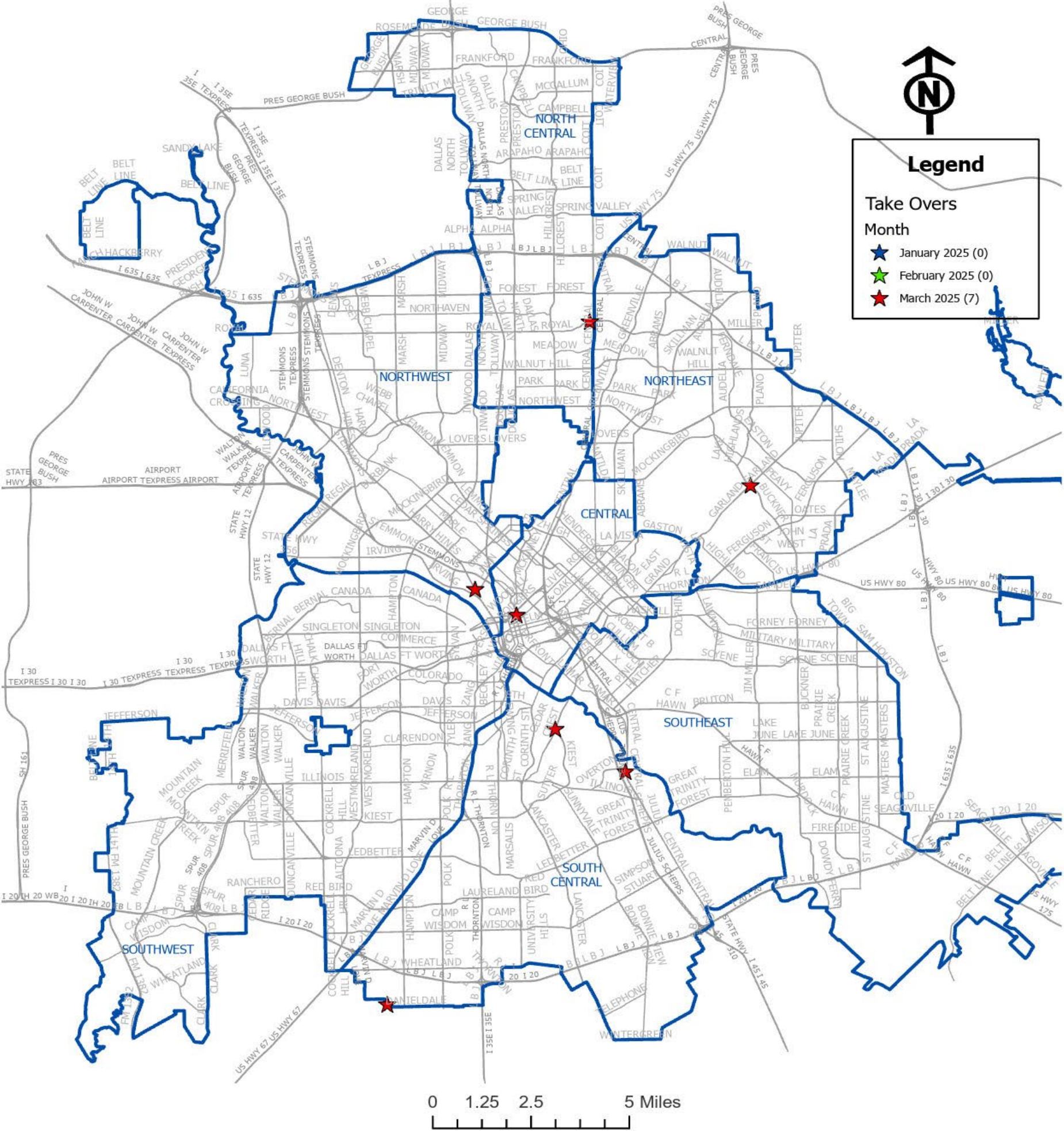
*****Other Incident Calls - used when a call is received but does not fit into any other category of signals. Ex. harassing phone calls, criminal trespass, death notifications

*****Other Escalated Calls - used when a call is received but does not fit into any other category of signals and is a priority in nature. Ex. person walking on the shoulder of freeway, suspicious activity that could lead to an offense.

***** Crime reporting now includes NIBRS data. Data is preliminary.

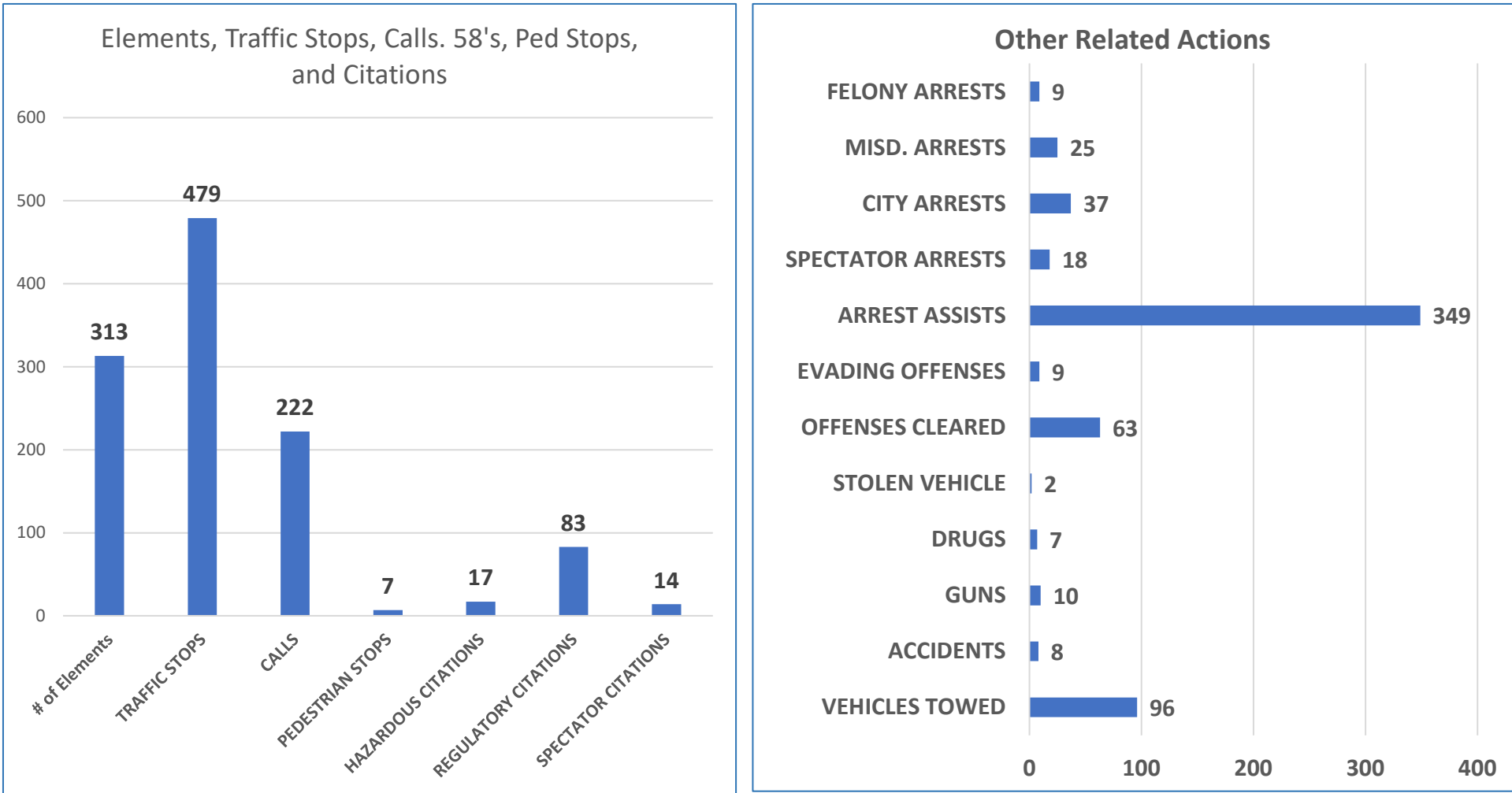
***** Investigations suspended : Awaiting criminal investigation. Awaiting Corrective Action: Cases not involving suspension IAD Investigations Over 200 Days updated to 180 Days to match industry standard, beginning March 2025.

Takeover Locations

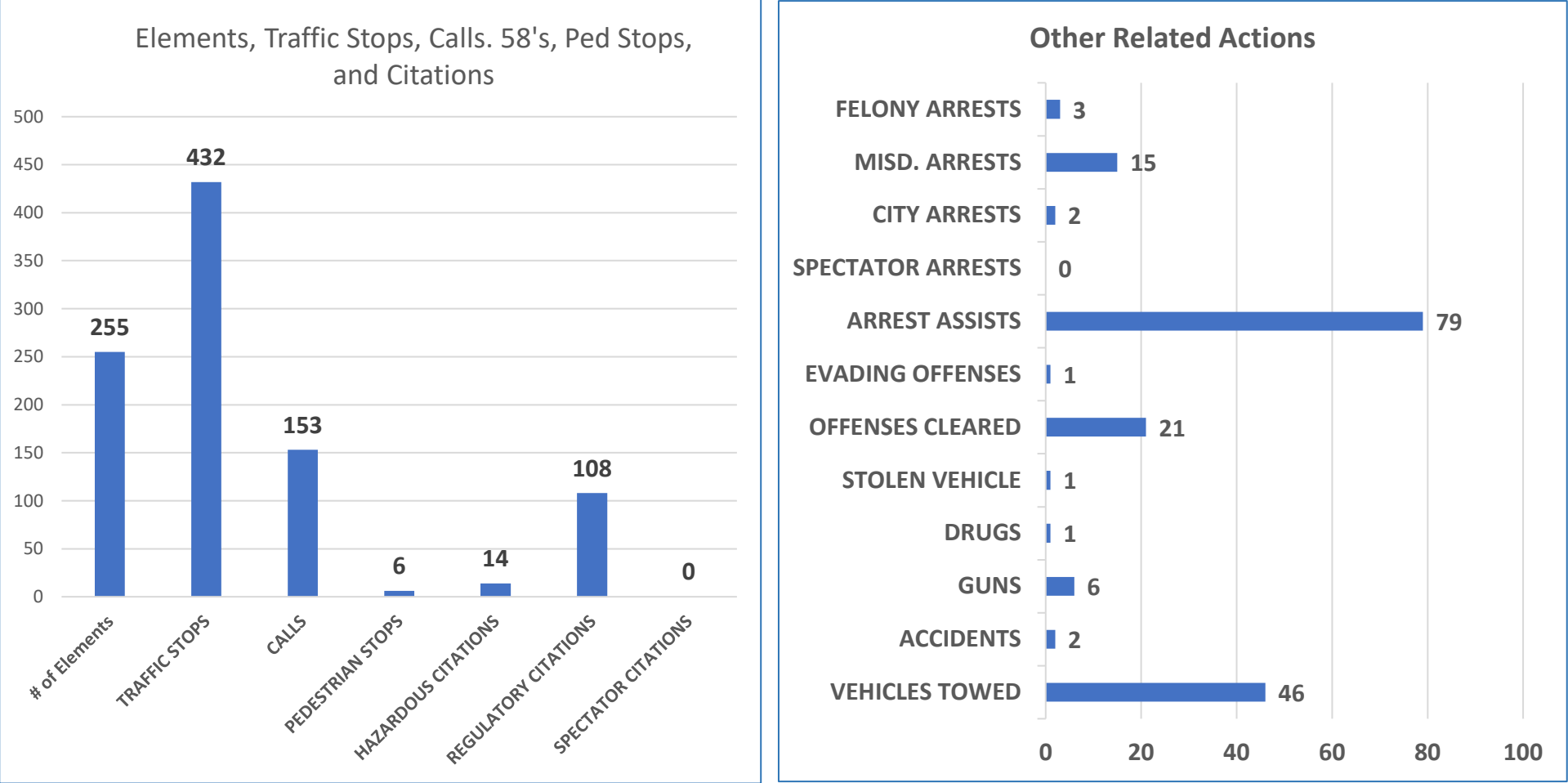


Date/Time: 4/3/2025 9:44 AM

Mar-25



Feb-25



Take Over locations- 2777 W. Danieldale Rd., 7051 S M Wright Fwy, 1100 McKinney Ave., 2727 Cedar Crest, 1850 Market Center, 1200 N. Buckner Rd., 7900 Royal Ln.

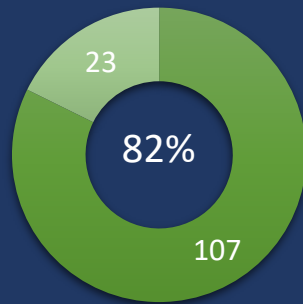
Hazardous Citations: Citations involving safety violations such as red light / stop sign violations.

Regulatory Citations: Citations of an administrative violation such as registration, insurance, driver's license.

Takeovers YTD - 7

9-1-1 Communications Dashboard March 2025

911 Call Analyst: 99
Trainees: 8
Total: 107
Total Authorized: 130



Service Level
March

94.09%

YTD Level
Jan 1- Mar 31, 2025

96.13%

Average Answer Time
March

:03

Total 9-1-1 Calls
March

149,236

Call Analyst in
Training

8

Call Analyst in
Background

15

Service Level Comparison

Month	FY'25	FY'24	FY'23
October	92.94%	94.70%	98.40%
November	94.17%	95.10%	98.58%
December	94.51%	92.21%	97.84%
January	97.00%	94.39%	98.25%
February	97.02%	92.23%	98.25%
March	94.09%	92.94%	97.05%
April		94.15%	94.23%
May		82.61%	75.04%
June		88.04%	91.12%
July		93.69%	93.10%
August		94.86%	95.96%
September		91.13%	92.16%
FY' Service Level	94.71%	92.01%	93.62%

Total Emergency Calls

Month	FY'25	FY'24	FY'23
October	147,765	153,609	152,305
November	141,967	138,000	139,556
December	148,109	145,062	153,187
January	132,629	140,401	146,772
February	122,754	135,117	137,468
March	149,236	148,588	162,022
April		149,403	162,761
May		173,916	195,513
June		157,962	183,954
July		157,965	174,320
August		155,863	159,472
September		152,205	154,748

FY' 24 Total 1,809,091 FY' 23 Total 1,922,078 = 5.88% decrease



Dallas Public Safety: Community Engagement Dashboard

Seguridad Pública de Dallas: Panel de Participación de la Comunidad



1,212

RIGHT Care Calls for Service
March 2025
Llamadas al equipo de atención RIGHT

57.4%

RIGHT Care Response to Mental Health
Calls
March 2025
*Respuesta del equipo de atención RIGHT a
las llamadas de salud mental*

18.8%

Streetlights Utilizing LED
March 2025
Farolas que utilizan LED

236

Crisis Intervention Calls for Service
March 2025
Llamadas para intervención de crisis

Month

Year

Area

Area

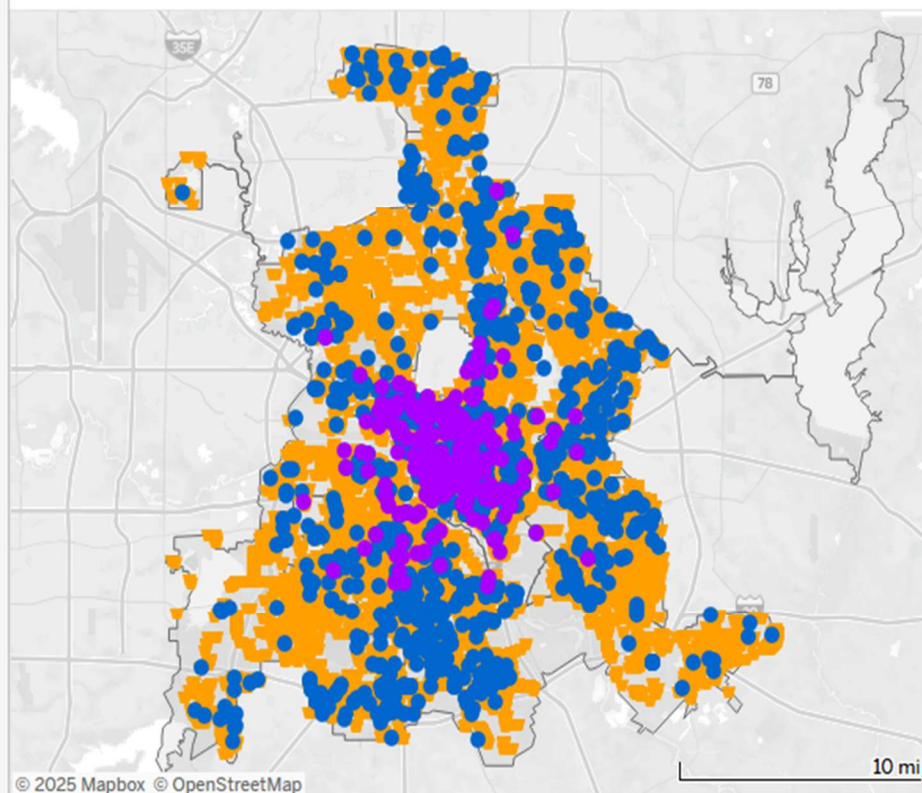
Map Legend

Leyenda de mapa

- High-Risk Area
- High-Risk Catchment
- Right Care Team Call for Service
- Crisis Intervention Team Call for Service
- MEDIC1 Call for Service
- Crime Prevention Unit Intervention
- LED Streetlight

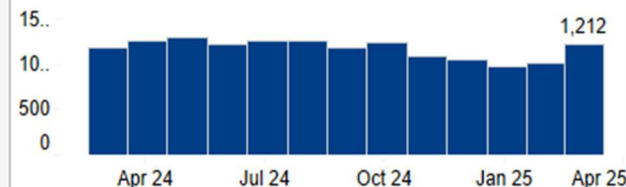
City of Dallas Map

Distritos del Concejo de la Ciudad de Dallas



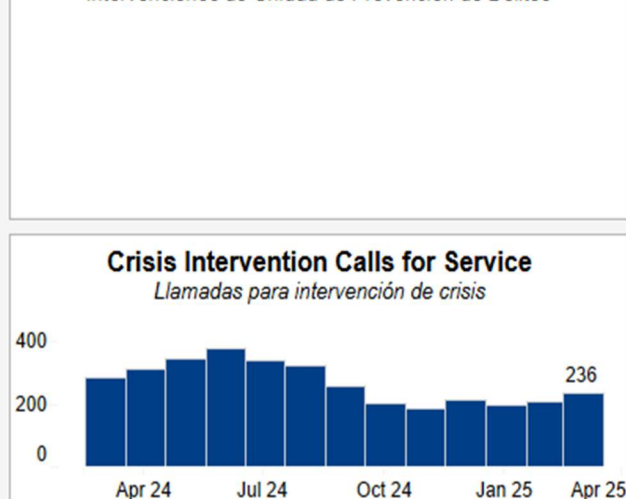
RIGHT Care Calls for Service

Llamadas al equipo de atención RIGHT



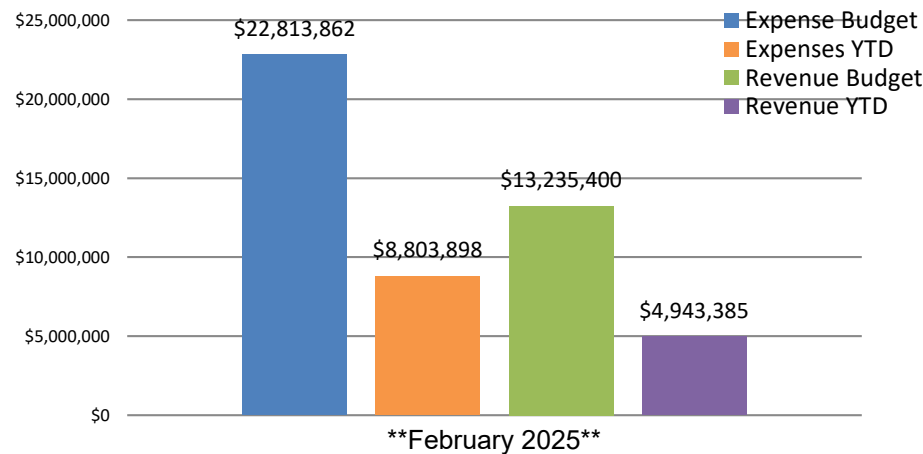
Crime Prevention Unit Interventions

Intervenciones de Unidad de Prevención de Delitos

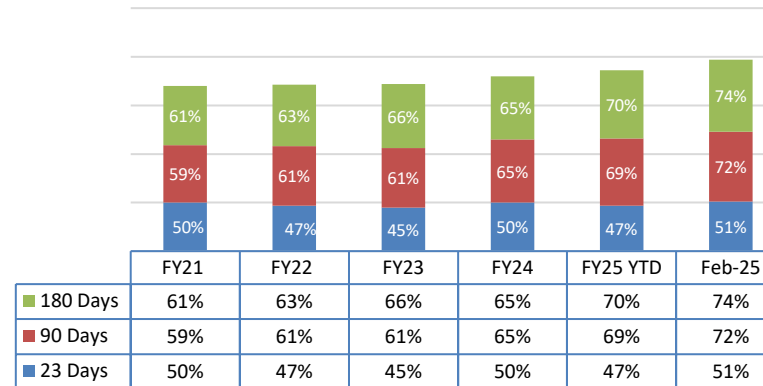


Dallas Municipal Court and Dallas Marshals Office: Month Ending March 2025

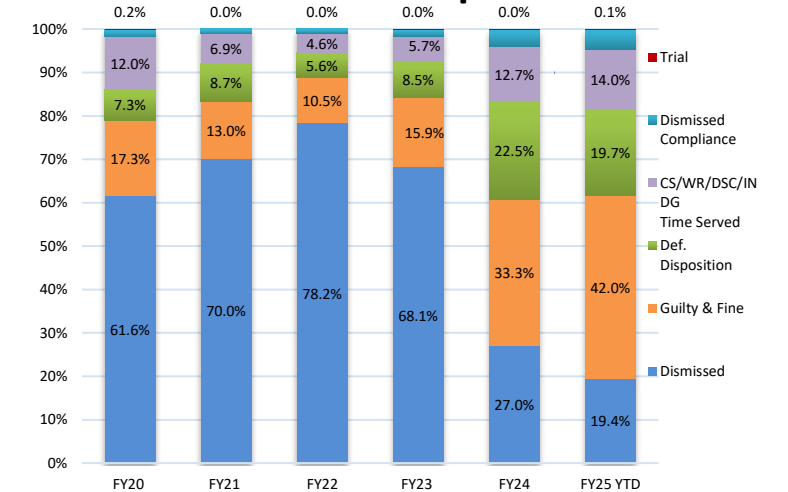
Municipal Court Budget



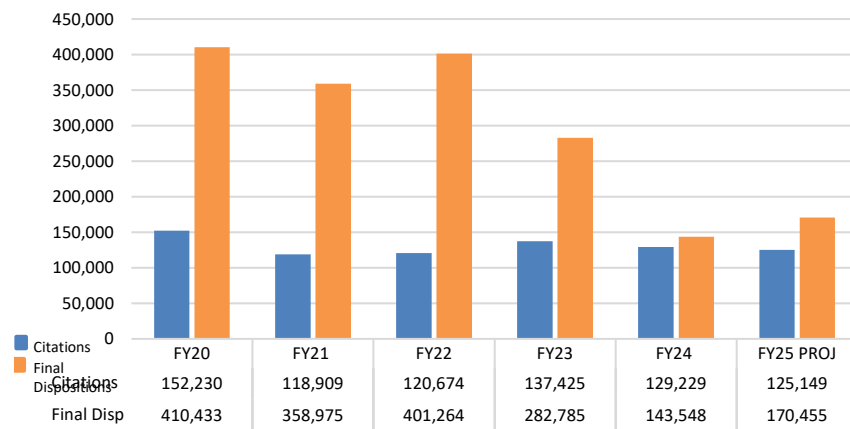
Defendant's Cumulative Response Rate Looking Back 23, 90 & 180 Days



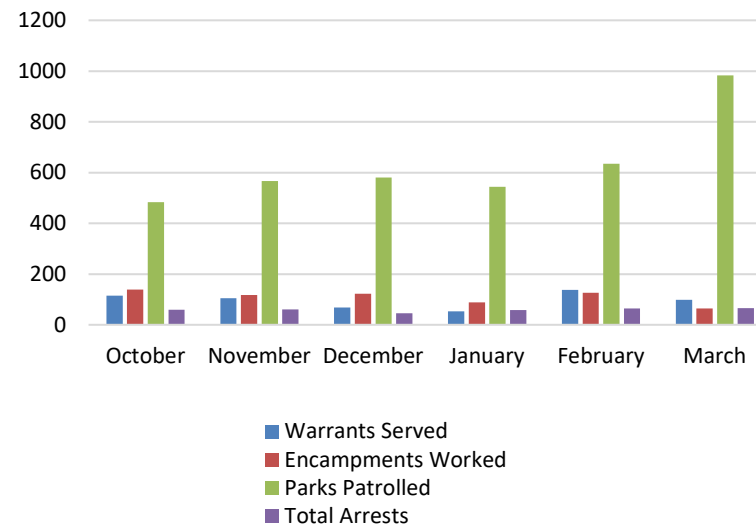
Courthouse Dispositions



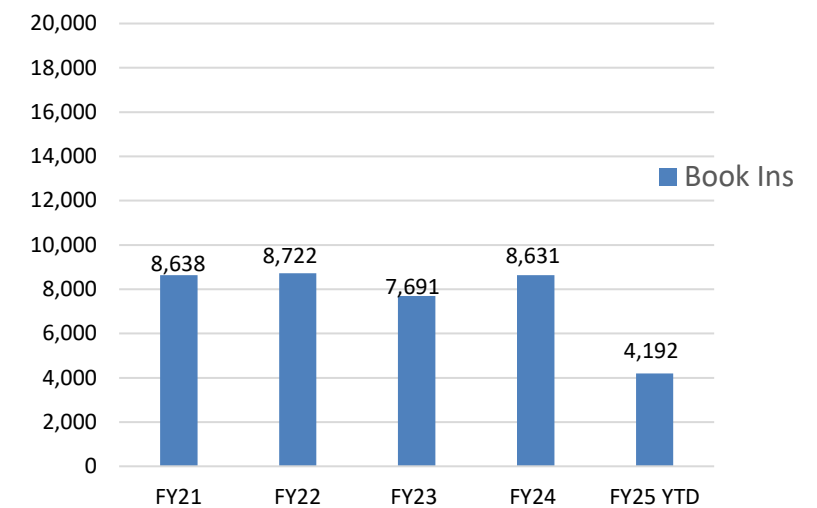
Citation Count & Final Dispositions



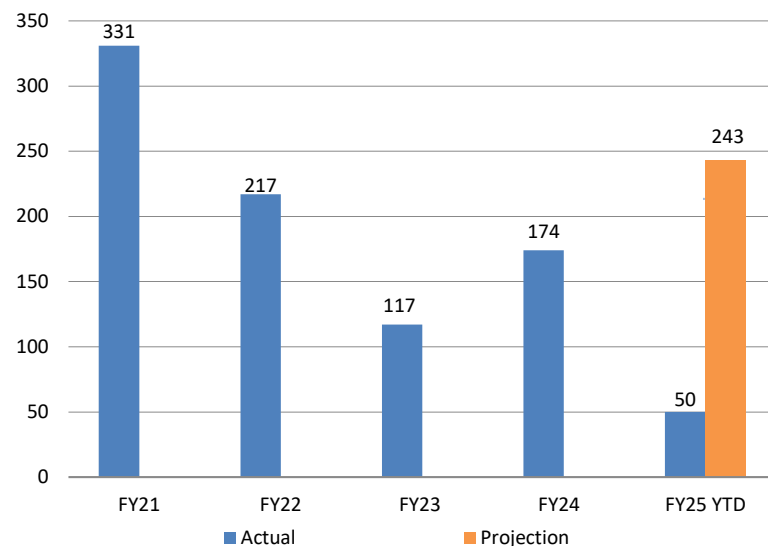
Marshal's Enforcement Activity



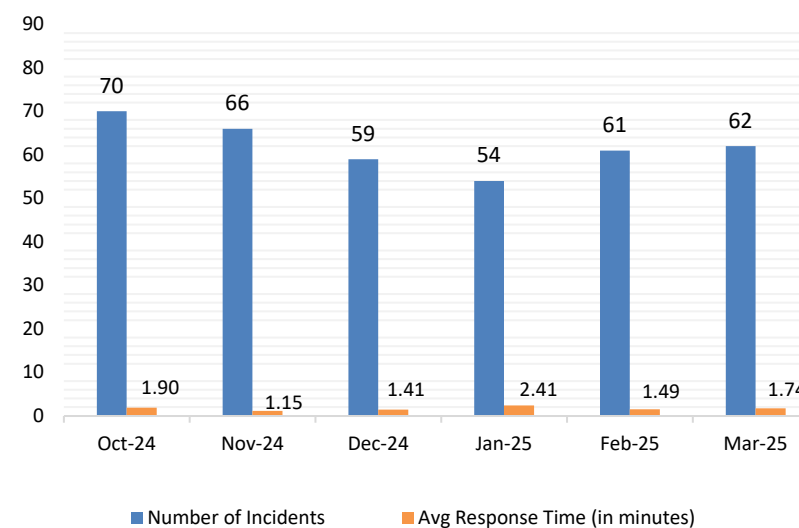
City Detention Center Book-Ins



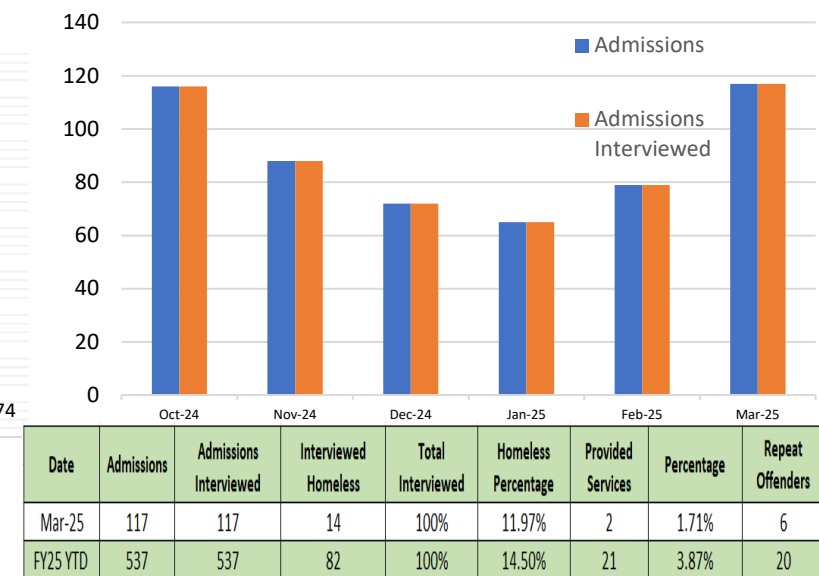
Environmental Cases Filed



Security Incidents and Response Time



Sobering Center Performance



Memorandum



CITY OF DALLAS

DATE April 14, 2025

Honorable Members of the Public Safety Committee

TO Cara Mendelsohn (Chair), Kathy Stewart (Vice Chair), Tennell Atkins, Jesse Moreno, Gay Donnell Willis

SUBJECT **Dallas Fire-Rescue's Public Safety Dashboard for March 2024**

Dallas Fire-Rescue (DFR) had 25,005 dispatched incidents for the month of March, which is an increase from the 22,605 in February. As you are aware, DFR has a stated goal of 90% achievement for the metrics of EMS response within 9 minutes and Structure Fire Response within 5:20. While DFR failed to reach that goal for EMS (86%), we exceeded it for Fire response (100%).

We had 11 significant fires for the month of March, up from the 1 we had in February. Inspection activity increased from February (3,962 from 3,549). Our rescue unit hours of utilization (UHU) numbers remained steady at 34.5% for Frontline units.

We currently have 271 recruits in various stages of Training that are scheduled to be assigned to the field between February 2025 and January 2026.

For your quick reference, you can access DFR's Dashboard using the following link:
<https://dallascitydata.dallascityhall.com/#/views/DFRDashboardwithExecutiveSummaryDRAFT/DFREXECUTIVESUMMARYFORMONTHENDING?.iid=1&refresh=yes>

We welcome feedback and suggestions for improvement. Please continue to explore the dashboard and let us know if you have any questions or would like to see any changes/additions. Feel free to contact Fire Chief Justin Ball at justin.ball@dallasfire.gov.

Dominique Artis
Chief of Public Safety
[Attachment]

c: Kimberly Bizzor Tolbert, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
Dev Rastogi, Assistant City Manager
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Robin Bentley, Assistant City Manager
Jack Ireland, Chief Financial Officer
Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)
Directors and Assistant Directors



DFR Executive Summary for Month Ending: March 2025

71,944

Total 911 DFR Incidents
Incidentes totales de 911 DFR

86%

Medical Responses within 9 minutes
Respuestas médicas en 9 minutos o menos

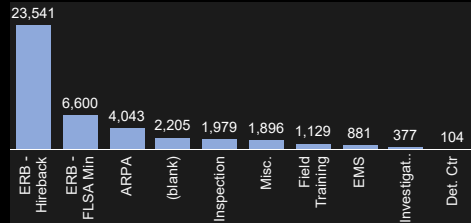
41%

Medical Responses within 5 minutes
Respuestas médicas en 5 minutos o menos

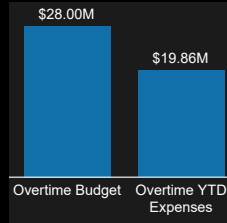
100%

Structure Fire Responses within 5 minutes, 20 seconds
Respuestas a incendios estructurales en 5 minutos, 20 segundos o menos

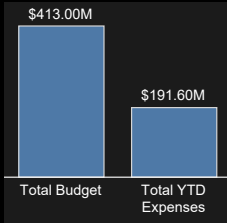
Overtime Hours Breakdown Categorías de Horas Extras Trabajadas



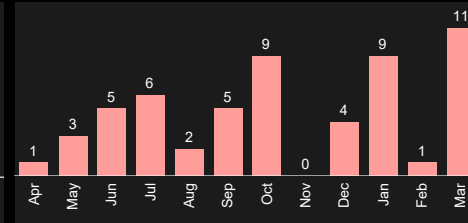
Sworn Overtime Porpuesto de Horas Extras



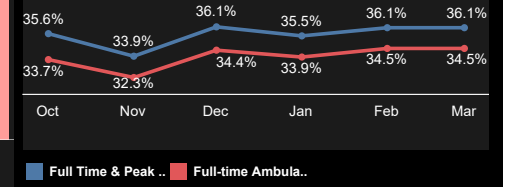
Total Budget* Presupuesto



Significant Fires Incendios Significativos por Mes



Ambulance Unit Hour Utilization Rate Tasa de Utilización de Ambulancias (Optimal 25-30%)

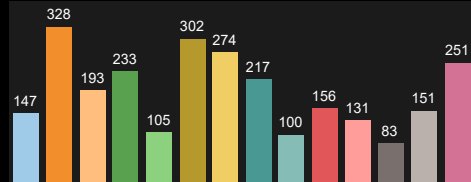


Sworn Staffing & Hiring Categorías de Personal

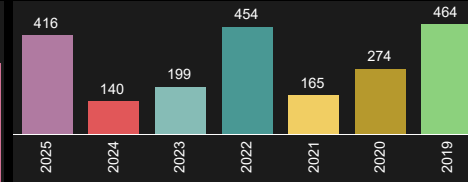
	2023	2024	2025
EMS & Emergency Respo..	1,609	1,646	1,754
Dispatch Comms & GIS	59	68	66
Fire Prevention & Inspecti..	93	112	112
Training & Recruitment	206	305	293
Arson Investigation EOD	25	24	23
Aircraft Rescue Fire Fight..	45	45	43
Total Staff	2,037	2,200	2,291

Number of Frontline Paramedics	886
Total Number of Active Paramedics	1,759

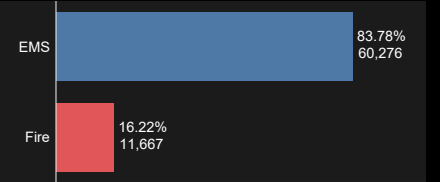
Incident Response Data by Council District Incidentes por Distrito del Concejo Municipal



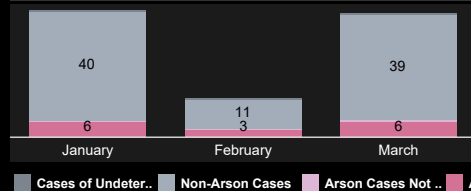
Smoke Detector Installs Instalaciones de Alarma de Humo



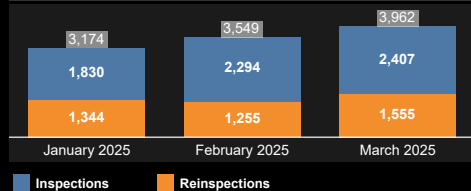
Fire Communications & Dispatch Despachos por Categorías de Incidente



Arson Investigations Case Breakdown Investigaciones de Indendio Provocado



Inspections & Re-Inspections Inspecciones de Estructuras



Academy Breakdown Información de la Academia

Status	Date Available	Current Head Count
In Progress	February 2025	54
	April 2025	47
	August 2025	56
	November 2025	53
	February 2026	29
	January 2026	32
Expected Total Head Count		271

Fleet Status Estatus de la Flota

Apparatus	Capaci..	Current	Repair	Order	Reserv..
Engine	58	58	17	5	1
Rescue	47	46	16	7	5
Squad	6	4	0	0	0
Truck	23	23	11	2	3

*Orders are deliveries expected by end of CY23

*Squads make up apparatus deficits

* YTD-Exp - Do Not Include Encumbrances. The dashboard was created by the Office of Data Analytics and Business Intelligence.

Memorandum



CITY OF DALLAS

DATE April 14, 2025

Honorable Members of the Public Safety Committee
TO Cara Mendelsohn (Chair), Kathy Stewart (Vice Chair), Tennell Atkins, Jesse Moreno
Gay Donnell Willis

SUBJECT **Dallas Fire-Rescue Facility Construction Update**

Please accept this memorandum as an update on the ongoing and upcoming construction and facility improvement projects involving Dallas Fire-Rescue (DFR), in collaboration with Facilities and Real Estate Management (FRM), the Office of Bond and Construction Management (BCM), the Office of Economic Development (ECO), and various construction contractors.:

1. ONGOING PROJECTS:

- a. Fire Station 43 Replacement and Fire Station 11 Remodel
 - i. DFR was awarded funding in the recent bond election to replace Fire Station 43 (2844 Lombardy Ln., Council District 6) and remodel Fire Station 11 (3828 Cedar Springs Rd., Council District 14).
 1. On March 26, 2025, FRM received Council approval to fund and acquire land near Lombardy Ln. and Brockbank Dr. for the new Station 43.
 2. A draft design for the Station 11 remodel is currently in development.
- b. Digital Landline Conversion
 - i. DFR is upgrading all fire stations from analog to digital landlines. While new stations are built with digital lines, existing facilities must be converted individually.
 1. Each conversion takes approximately two weeks.
 2. The project is approximately 25% complete.
 3. Progress has been delayed due to recent incidents of copper wiring theft.
- c. Apparatus Approach Repairs
 - i. FRM and the Department of Transportation & Public Works are continuing to develop plans for apparatus approach improvements across multiple stations.
- d. FY25 Station and Facility Modifications
 - i. FRM and DFR have prioritized FY25 funding for the following updates:

1. Installation of a lactation room at 1551 Baylor Street
 2. Renovation and code compliance updates for the Fire Dispatch kitchen (L1CS) at City Hall.
 3. Renovation and repurposing of the former Fire Station at 3241 N. Hampton Rd. (Council District 6) to house Safety Staff assigned to the Quartermaster Program (responsible for providing clean PPE following emergency incidents)
 4. Renovation of restrooms and showers at the 5000 Dolphin Rd. Training Academy
- e. Roof Repairs – Fire Station 56
- i. Roof work is ongoing at Station 56 (7040 Belt Line Rd., Council District 11). A completion date has not yet been established.
- f. Training Academy (5000 Dolphin Rd.) Updates
- i. Propane prop training is underway with staff and recruits. The project is progressing on schedule.
 - ii. On March 3rd, structural investigation and exploratory work on Building C were completed. A final consultant report with recommendations and cost estimates is expected next week.
 - iii. Training tower renovations are moving forward. Demolition and prep work are complete, and a construction contract is expected in early April. Work is anticipated to begin by the end of July.
 - iv. FRM is finalizing a contract to fully repair one bay wall of the Maintenance Building during this fiscal year.
- g. Fire Station 17 Mold Remediation
- i. Mold remediation at Station 17 (6045 Belmont Ave., Council District 14) has been completed. Crews returned to the station on March 7, 2025.

2. NEW PROJECTS:

- a. Fire Station Alerting System Implementation
- i. The Fire Station Alerting System project launched with a kickoff meeting on March 26, 2025.
 1. Site inspections for Stations 7 and 41 were completed March 13.
 2. The initial project timeline targets completion by December 2026.
 3. A detailed project schedule will be finalized after installation sequencing is determined, anticipated by mid-to-late April.
 4. A pilot implementation is planned for Battalion 1, with site visits tentatively scheduled for April 17.
- b. Fire Station 18 Relocation Project
- i. On April 1, 2025, the Downtown Connection TIF District and the Downtown Dallas Development Authority approved the relocation of Fire Station 18.

1. The City will acquire new properties for the new Station 18 site:
 - a. 1205 Patterson Avenue
 - b. 1212 San Jacinto Street
 - c. 1214 San Jacinto Street
 2. The existing Station 18 (660 N. Griffin Street) will be sold after the new facility is constructed by the Developer.
 3. Construction is expected to begin in December 2026 and be completed by December 2028.
- c. Preventative Roofing Maintenance
- i. FRM has contracted Castro Roofing to conduct inspections and perform preventative maintenance on station roofs.
 - ii. The program began last week with inspections at Stations 10, 24, 39, 48, and 57.
 - iii. Minor issues are being addressed onsite; more serious items will be scheduled for future repair.
- d. HVAC Preventative Maintenance
- i. FRM has also contracted Metco to perform preventative maintenance on HVAC systems.
 - ii. The first step involves collecting asset data for each station's HVAC.
 - iii. This process began on March 25 with the following stations: 10, 12, 13, 17, 20, 22, 23, 25, 38, 40, 46, 49, 54, 56, and 58

Should you have questions, or need additional information, please contact Fire Chief Justin Ball at justin.ball@dallasfire.gov.



Dominique Artis
Chief of Public Safety

c: Kimberly Bizzor Tolbert, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
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Jack Ireland, Chief Financial Officer
Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)
Directors and Assistant Directors

Memorandum



CITY OF DALLAS

DATE April 14, 2025

Honorable Members of the Public Safety Committee
TO Cara Mendelsohn (Chair), Kathy Stewart (Vice Chair), Tennell Atkins, Jesse Moreno
Gay Donnell Willis

SUBJECT **Dallas Fire-Rescue Fleet Maintenance Update**

Dallas Fire-Rescue (DFR), in the effort to provide excellent service delivery to the residents of the City of Dallas, strives to maintain adequate resources to allow for efficient and effective emergency response. Please accept this memorandum as an update to the status of the DFR emergency fleet.

The status of emergency apparatus, as of April 4th, 2025, is as follows:

UNIT	OPTIMAL	CURRENT	SQUAD***	RESERVE	REPAIR*	ON ORDER**
ENGINE	58	58	0	1	17	5
TRUCK	23	23	0	3	11	2
RESCUE	47	46	2	5	16	7

****Repairs are apparatus currently out of service and being repaired***

*****Orders are apparatus expected to be delivered by end of CY24.***

******Squads are only in service when Engines or Trucks are out of service***

As requested, the following table illustrates the emergency response apparatus removed from service due to catastrophic loss (i.e., accidents) since FY21:

UNIT	FY21	FY22	FY23	FY24	FY25	TOTAL
ENGINE	2	1	1	1	0	5
TRUCK	1	0	0	0	0	1
RESCUE	1	0	1	0	0	2
BLOCKER	0	0	1	0	0	1

DFR's fleet maintenance program has evolved to include a more aggressive and comprehensive preventative maintenance (PM) plan for all apparatus. To address staffing concerns, DFR has strengthened its mechanic technician recruitment and retention through expanded recruitment sources and partnerships, improved salary scales, improved training, and a robust succession plan.

DATE April 14, 2025
SUBJECT **Dallas Fire-Rescue Fleet Maintenance Update**
PAGE **2 of 2**

DFR anticipates that through improved plans and programs, any major negative operational effects from fleet shortages will be mitigated. It is our expectation that the resulting improved operational, training, and staffing plans will aid in further protecting the status of our emergency fleet for years to come.

Should you have questions, or need additional information, please contact Fire Chief Justin Ball at justin.ball@dallasfire.gov.



Dominique Artis
Chief of Public Safety

c: Kimberly Bizer Tolbert, City Manager
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Memorandum



CITY OF DALLAS

DATE April 14, 2025

Honorable Members of the Public Safety Committee
TO Cara Mendelsohn (Chair), Kathy Stewart (Vice Chair), Tennell Atkins, Jesse Moreno
Gay Donnell Willis

SUBJECT **Marshal's Homeless Action Response Team Activity Report**

The Marshal's office assigns Deputies to work on the Homeless Action Response Team (HART) and assists the office of homeless solutions daily on encampment cleaning and closures. Deputy Marshal's collaborate with code enforcement, Dallas Animal Services, and crises response teams to ensure the safety of everyone while addressing encampments.

<u>Marshal's Office Activity</u>	<u>Feb.</u>	<u>Mar.</u>
Encampments/decommissioned locations Marshal's responded to	67	65
Investigation of sleeping/encampment in parks or on trails	19	14
Number of encampments cleaned	25	17
Number of encampments decommissioned	0	0
Unsheltered individuals contacted during OHS operations	98	119
Drugs/drug paraphernalia seized	0	1
Weapons Seized	0	0
Stolen property seized	0	0
Enforcement action citation/arrest	13	7
Verbal warning issued by Marshal	6	18

Service First, Now!

David Pughes
City Marshal

c: Kimberly Bizar Tolbert, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
Dominique Artis, Chief of Public Safety
Dev Rastogi, Assistant City Manager
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Directors and Assistant Directors

Memorandum



CITY OF DALLAS

DATE April 14, 2025

Honorable Members of the Public Safety Committee
TO Cara Mendelsohn (Chair), Kathy Stewart (Vice Chair), Tennell Atkins, Jesse Moreno,
Gay Donnell Willis

SUBJECT **April 23, 2025, City Council DRAFT Agenda Item #6; 25-1146A Agreement with the University of Texas at San Antonio to provide consulting services and technical assistance for the Dallas Police Department**

The following agenda item is scheduled to go before Council on April 23, 2025.

DRAFT AGENDA ITEM #6; 25-1146A

Authorize a three-year Interlocal Agreement with the University of Texas at San Antonio to provide consulting services and technical assistance for the Dallas Police Department violent crime reduction effort for the period March 15, 2025, through March 31, 2028 - Not to exceed \$337,305.00 - Financing: General Fund (subject to annual appropriations)

BACKGROUND

Since February 2021, the Dallas Police Department (DPD) has been engaged in a city-wide violent crime reduction effort. Establishing the Dallas Crime Plan through collaboration with researchers from the University of Texas at San Antonio Department of Criminology & Criminal Justice (UTSA Research Team). The UTSA Research Team consists of experienced criminologists and policing scholars with knowledge and expertise in evidence-based crime control strategies, problem identification and measurement, data systems and analysis, and program evaluation methodologies.

This agreement will allow DPD to advance this initiative through the continued partnership with the UTSA Research Team to provide research assistance, strategic advice, and data analysis support to the DPD and City in the implementation and evaluation of the Dallas Crime Plan.

Additionally, the UTSA Research Team will assist DPD with analysis of geographic crime patterns and trends, evaluating crime reduction efforts through evidence-based research and establishing data-driven strategies to reduce violent crime.

UTSA researchers will provide support to DPD in the following areas:

- Preparation and review of reports, presentations, and/or data visualization.
- Participation in Public Safety Committee and City Council meetings.
- Guidance to DPD on modifications to crime reduction plans.

DATE April 14, 2025
SUBJECT April 23, 2025, City Council DRAFT Agenda Item #6; 25-1146A Agreement with the University of Texas at San Antonio to provide consulting services and technical assistance for the Dallas Police Department
PAGE 2 of 2

DPD's continued collaboration with UTSA will support the development of strategic initiatives aimed at identifying, analyzing, and reducing violent crime in Dallas.

FISCAL INFORMATION

Fund	FY 2025	FY 2026	Future Years
General Fund	\$64,113.00	\$111,368.08	\$161,823.92

Service First, Now!



Dominique Artis
Chief of Public Safety

c: Kimberly Bizzor Tolbert, City Manager
Tammy Palomino, City Attorney
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Memorandum



CITY OF DALLAS

DATE April 14, 2025

Honorable Members of the Public Safety Committee
TO Cara Mendelsohn (Chair), Kathy Stewart (Vice Chair), Tennell Atkins, Jesse Moreno,
Gay Donnell Willis

SUBJECT **April 23, 2025, City Council DRAFT Agenda Item #7; 25-1126A Agreement for a cloud-based CJIS compliant software solution for managing law enforcement interactions, Case Closed, for the Police Department**

The following agenda item is scheduled to go before Council on April 23, 2025.

DRAFT AGENDA ITEM #7; 25-1126A

Authorize a three-year sole source services agreement for a cloud-based CJIS compliant software solution for managing law enforcement interactions, Case Closed, for the Police Department - Crime Tech Solutions, LLC - Not to exceed \$271,244.50 - Financing: FY21 Bureau of Justice Assistance Grant (\$91,454.50) and General Funds (\$179,790.00) (subject to annual appropriations)

BACKGROUND

This action does not encumber funds; the purpose of a services agreement is to establish firm pricing for services, for a specific term, which are ordered on an as needed basis according to annual budgetary appropriations. The estimated amount is intended as guidance rather than a cap on spending under the agreement, so that actual need combined with the amount budgeted will determine the amount spent under this agreement.

This sole source services agreement will provide a cloud-based CJIS compliant software solution for managing law enforcement interactions, Case Closed, from Crime Tech Solutions, LLC. Crime Tech Solutions, LLC (CTS) in Leander, Texas, is a sole source vendor for Informant & Money Management as the only cloud-based, CJIS-compliant, commercial off-the-shelf (COTS) software designed specifically for managing law enforcement interactions and cases with Confidential Informants.

The adoption of a web-based, cloud-based solution means that the Special Investigations Division can access the system from anywhere, at any time, without the need for specific City of Dallas IT hardware or ITS services. This flexibility is crucial for operations that often require immediate and secure access to sensitive information outside of traditional office environments.

Transitioning to CTS's web-based solution is expected to significantly improve operational efficiency and security. The system's design to manage confidential informants and funds means that it includes features for automated record-keeping, financial tracking, and

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a cloud-based CJIS compliant software solution for managing law
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detailed auditing capabilities. These features will reduce the time and effort required to manage informants while enhancing security and integrity of the information being handled. The Case Closed software system provides the digital enhancement necessary for the Dallas Police Department to enhance the confidential informant program to address violent crime.

FISCAL INFORMATION

Fund	FY 2025	FY 2026	Future Years
FY21 Bureau of Justice Assistance Grant	\$85,901.07	\$0.00	\$0.00
General Fund	\$5,553.43	\$89,212.50	\$90,577.50

Service First, Now!



Dominique Artis
Chief of Public Safety

c: Kimberly Bizzor Tolbert, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Dev Rastogi, Assistant City Manager
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager

Alina Ciocan, Assistant City Manager
Donzell Gipson, Assistant City Manager
Robin Bentley, Assistant City Manager
Jack Ireland, Chief Financial Officer
Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)
Directors and Assistant Directors

Memorandum



CITY OF DALLAS

DATE April 14, 2025

Honorable Members of the Public Safety Committee

TO Cara Mendelsohn (Chair), Kathy Stewart (Vice Chair), Tennell Atkins, Jesse Moreno, Gay Donnell Willis

SUBJECT **April 23, 2025, City Council DRAFT Agenda Item #32; 25-1128A Agreement for the purchase of law enforcement duty gear for the Dallas Police Department**

The following agenda item is scheduled to go before Council on April 23, 2025.

DRAFT AGENDA ITEM #32; 25-1128A

Authorize a four-year master agreement for the purchase of law enforcement duty gear for the Dallas Police Department - Botach, Inc. in the estimated amount of \$349,600.00, Con10gency Consulting LLC in the estimated amount of \$300,000.00, G T Distributors, Inc. in the estimated amount of \$7,422,812.60, GALLS, LLC in the estimated amount of \$3,380,180.92, PROFORCE MARKETING, INC. dba Proforce Law Enforcement in the estimated amount of \$1,134,503.02, CG Wholesale LLC in the estimated amount of \$2,354,102.00, and GTM Intermediate Holdings, Inc. dba Tacmed Solutions, LLC in the estimated amount of \$306,600.00, lowest responsible bidders of nine – Total estimated amount of \$15,247,798.54 - Financing: General Fund

BACKGROUND

This action does not encumber funds; the purpose of a master agreement is to establish firm pricing for goods, for a specific term, which are ordered on an as needed basis according to annual budgetary appropriations. The estimated amount is intended as guidance rather than a cap on spending under the agreement, so that actual need combined with the amount budgeted will determine the amount spent under this agreement.

This master agreement will provide for the purchase of law enforcement duty gear for the Dallas Police Department. Duty gear is worn while officer is on active duty and is essential to the job function to ensure the safety of the officer and the public. This master agreement will provide for law enforcement equipment for the Police Department. Law enforcement equipment is used essentially to protect the officers and provide public safety. This master agreement will include equipment such as:

- Gun belts
- Standard and tactical holsters
- Holders for badges, pepper spray, and handgun magazines
- Handcuffs
- Batons
- Flashlights, safety, and traffic wands

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Agreement for the purchase of law enforcement duty gear for the Dallas Police
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- Carrying cases for weapons, computers, and sensitive equipment

As part of the solicitation process and in an effort to increase competition, the Office of Procurement Services used its procurement system to send out email notifications to vendors registered under relevant commodity codes. To further increase competition, the Office of Procurement Services uses historical solicitation information, the Internet, and vendor contact information obtained from user departments to contact additional vendors.

FISCAL INFORMATION

Fund	FY 2025	FY 2026	Future Years
General Fund	\$685,722.50	\$2,750,000.00	\$11,812,076.04

Service First, Now!



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Chief of Public Safety

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