

# **Dallas Police Staffing**

**Public Safety Committee**

**May 11, 2020**

**Angela Shaw  
Assistant Chief of Police  
Dallas Police Department**

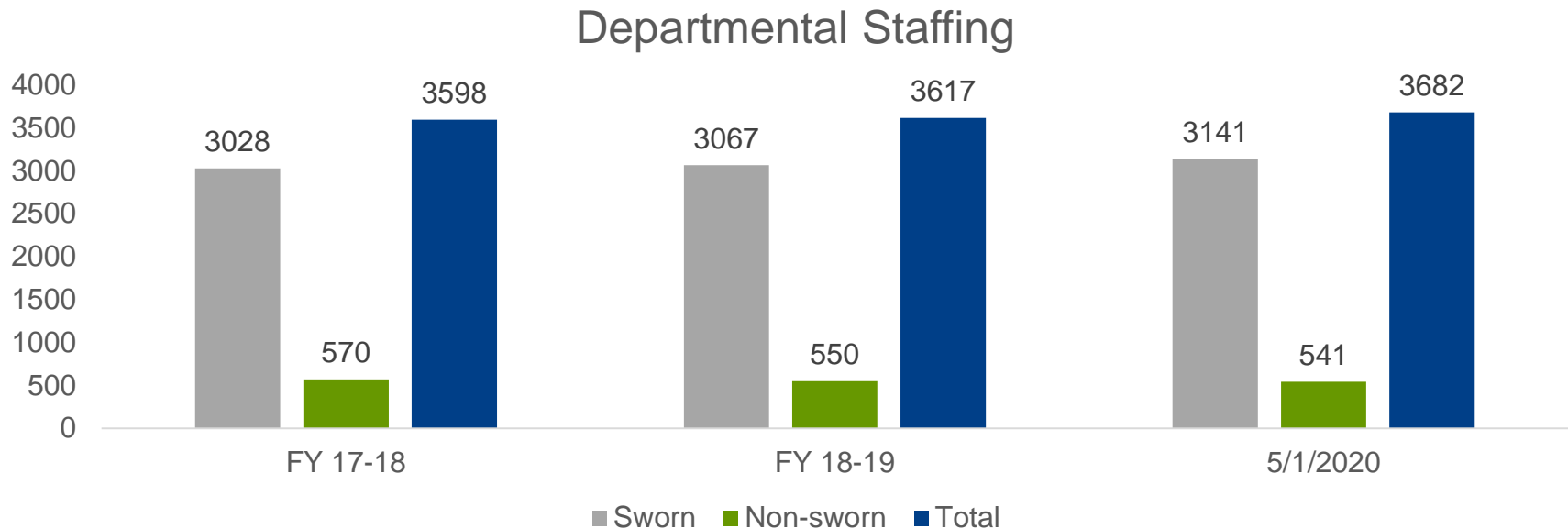


# Presentation Overview

- Historical overview of DPD staffing
- Purpose
- Discuss Hiring and Attrition
- Operational Impact related to Staffing
- Discuss deployment of officers to Patrol
- Next steps for FY 20-21

# History of Overall Department Staffing

- The Dallas Police Department has seen an increase in sworn staffing.



<sup>1</sup> Staffing numbers were taken from September 2018, September 2019 and May 2020

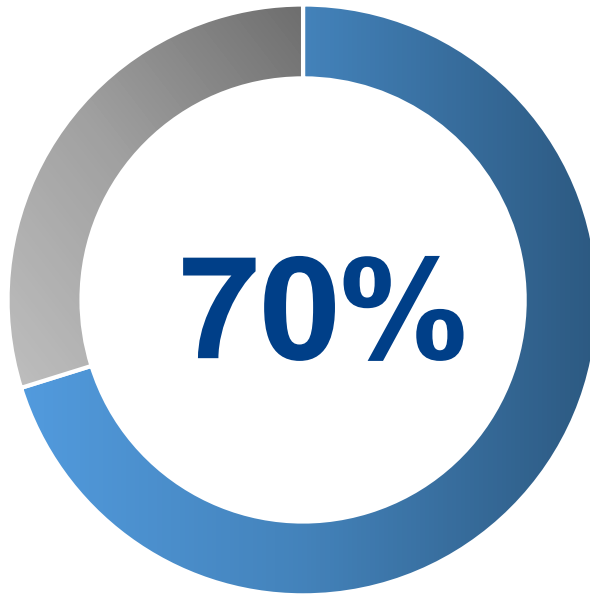
<sup>2</sup> Sworn Staffing Numbers : FY 16-17: 3070, FY 15-16: 3338, FY 14-15: 3523

# Purpose

- Highlight the success in sworn hiring and trends of lower attrition
- Outline the deployment of sworn personnel throughout the Dallas Police Department by Bureau

# Estimated Hiring (FY19-20)

2020 Recruiting Goal: 265



■ Recruits Hired ■ Left to Hire

**186**  
Hired

**79**  
Remaining

- DPD is projected to hire 102 more recruits for the remaining 4 academy classes this fiscal year.
- Due to social distancing, the remaining four academy classes will include approximately 25 recruits versus 50.
- Virtual training will be used as feasible.

# Hiring & Attrition (FY 19-20)

- Estimated attrition for FY 19-20 is 246  
Trending towards 210

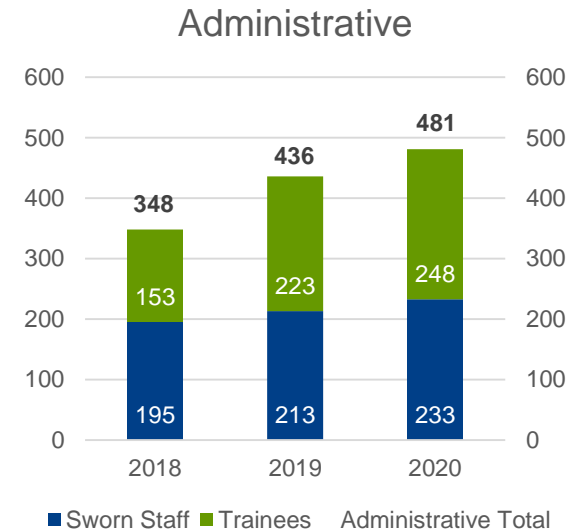
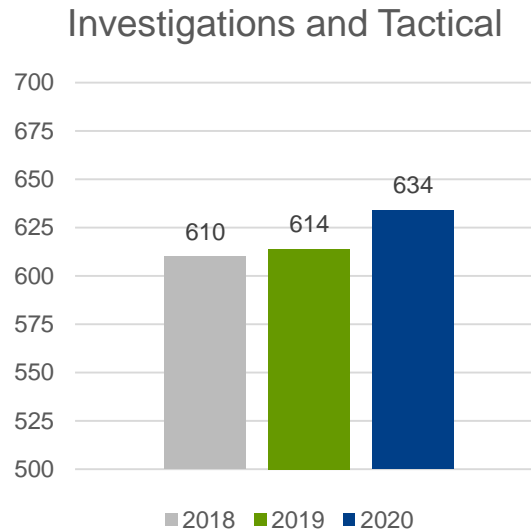
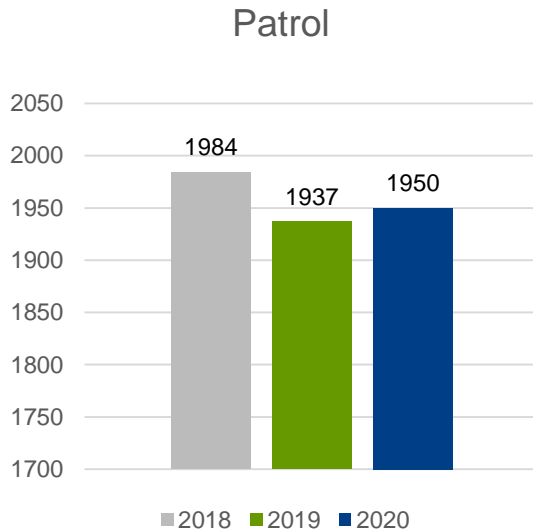
	May	June	July	August	September
Beginning Staffing	3141	3122	3131	3137	3144
Estimated Attrition	-19	-18	-19	-18	-19
Anticipated Hiring	0	27	25	25	25
Projected Staffing	3122	3131	3137	3144	3143

- DPD is estimated to exceed its budget by \$6.1 million due to the increase in the number of officers over the amount previously budgeted.

<sup>1</sup> The original estimated attrition was based off projections made prior to the beginning of the FY and we projected to end the FY at 3086.

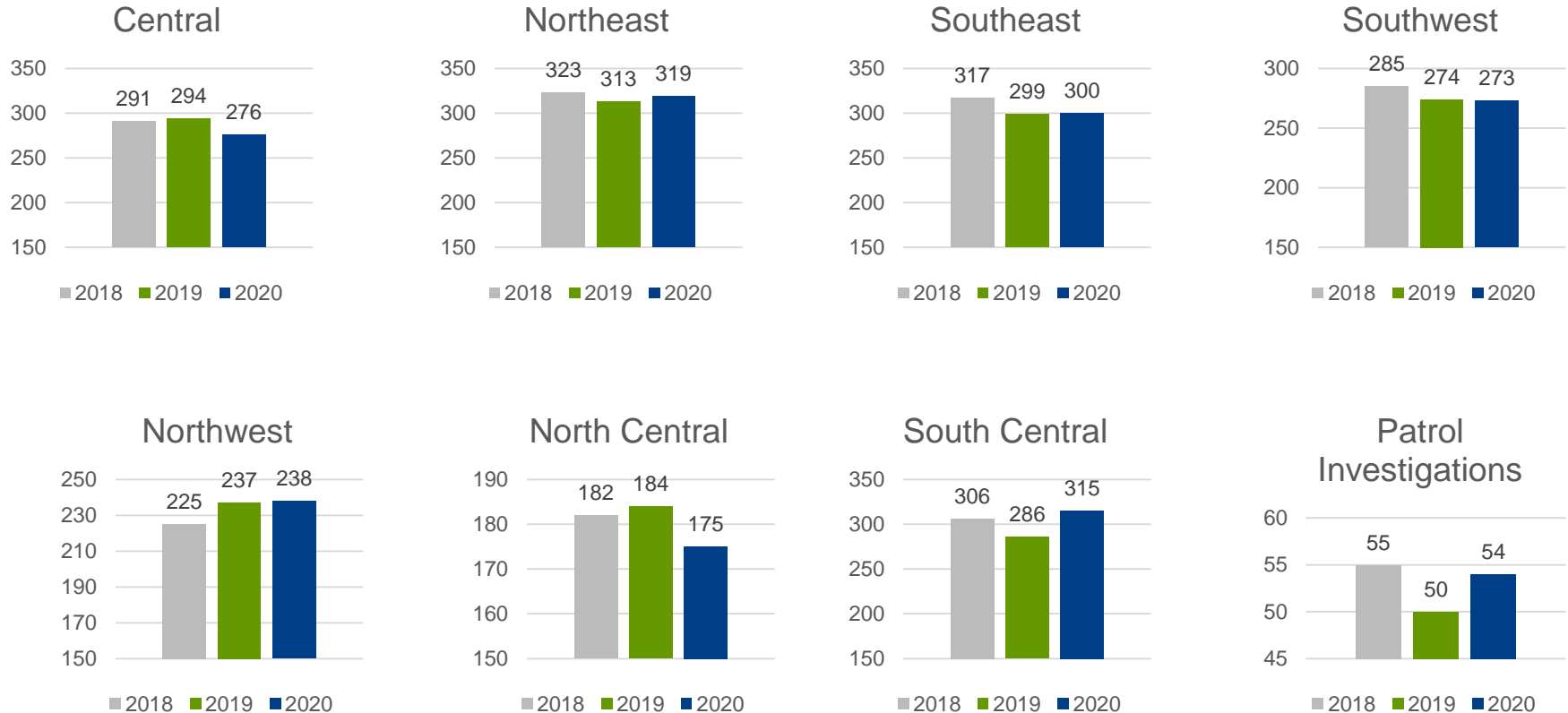
<sup>2</sup> Based on successful hiring, we project to end the FY at or near 3150.

# Sworn Staffing By Bureau



<sup>1</sup> Staffing numbers were taken from September 2018, September 2019 and May 2020

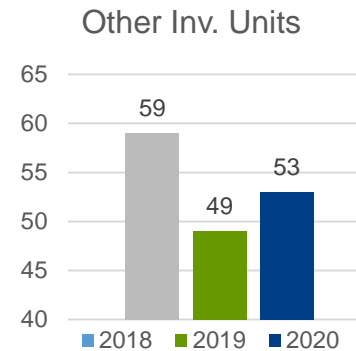
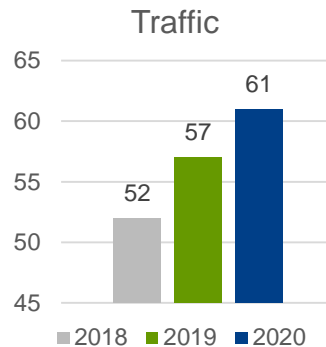
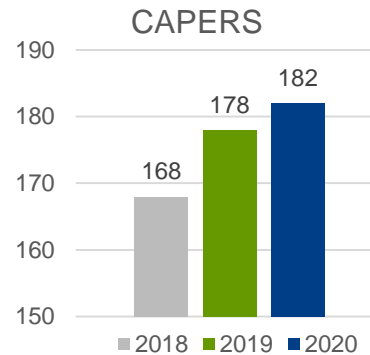
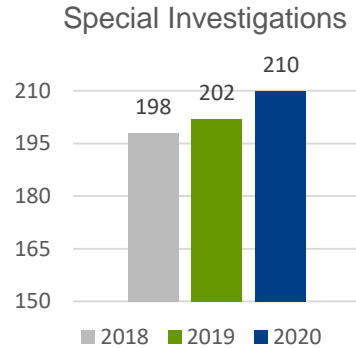
# Sworn Patrol Staffing



<sup>1</sup> Staffing numbers were taken from September 2018, September 2019 and May 2020



# Sworn Investigative Staffing



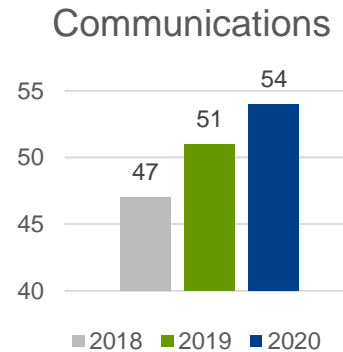
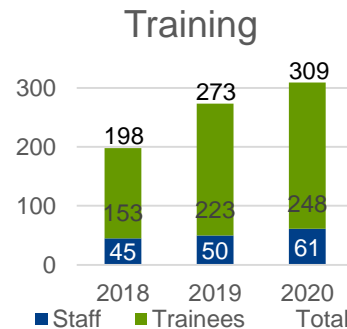
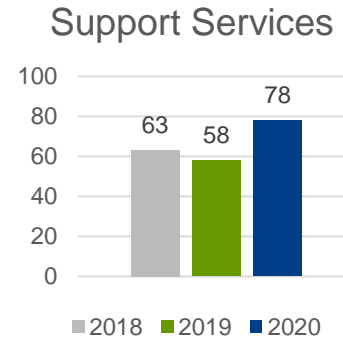
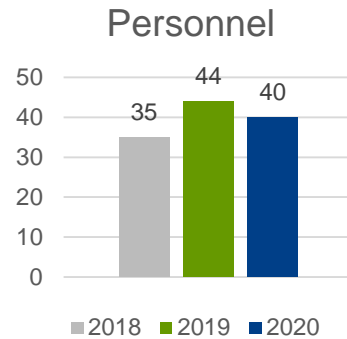
<sup>1</sup> Tactical Support includes SWAT, K-9, Mounted, Helicopter, Bomb Squad, Love Field, and Traffic.

<sup>2</sup> Other investigative units includes Crime Analysis, Fusion, Property Recovery, and Crime Scene.

<sup>3</sup> Staffing numbers were taken from September 2018, September 2019 and May 2020

<sup>4</sup> Special Investigations includes Vice, Narcotics, Financial Crimes, Auto Theft, Fugitive and Gang

# Sworn Administrative Staffing



<sup>1</sup> Support Services includes the Auto Pound, Property Room, Detention Services, Legal Unit, Records-Open Records & Facility Management

<sup>2</sup> Staffing numbers were taken from September 2018, September 2019 and May 2020

# Operational Impact

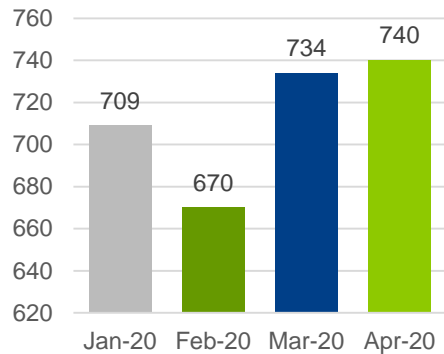
- Impact of KPMG Study at South Central Patrol
  - Sworn Staffing prior to implementation was 294
  - Sworn Staffing post implementation is 315
  - Response Times

Average YTD Response Times Comparison Since 3/4/2020				
Priority	3/4/2020	4/29/2020	Change	% Change
1	8.68	7.92	-0.76	-8.76%
2	25.63	21.14	-4.49	-17.52%
3	88.53	61.77	-26.76	-30.23%
4	117.3	79.55	-37.75	-32.18%

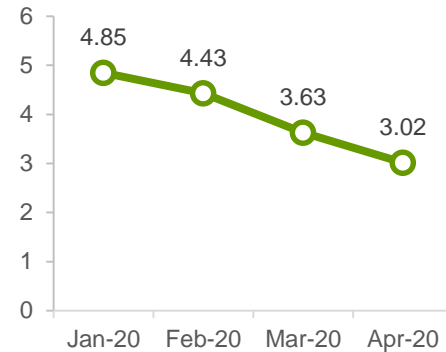
<sup>1</sup> The impact of COVID-19 on patrol response times is unknown at this time.

# Operational Impact on Detective Caseload

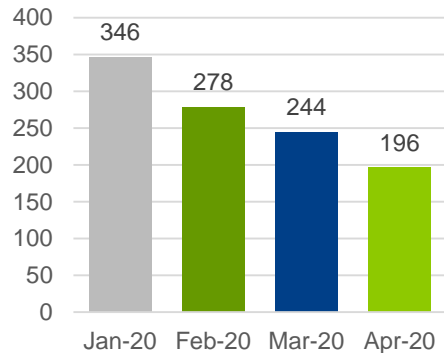
**Assaults Unit Total  
Monthly Cases**



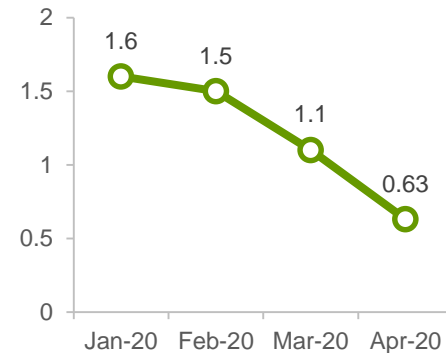
**Assaults Unit Average  
Cases Per Day**



**Robbery Unit Total  
Monthly Cases**



**Robbery Unit Average  
Cases Per Day**



# How Are New Officers Assigned

- As academy classes graduate, new officers are assigned to individual patrol stations based on a data analysis review of each station
  - Divisional staffing needs
  - Call load
  - Response times

# Next Steps for FY 20-21

- Conduct review of KPMG Study implementations at South Central
  - Determine the sworn staffing impact in roll-out to other Divisions
  - Continue to implement efficiency recommendations
- Assess next year's hiring goals through the development of the FY 20-21 budget

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