

Memorandum



CITY OF DALLAS

DATE March 26, 2021

TO Honorable Members of the Government Performance and Financial Management Committee

SUBJECT **Update on Recent Steps Taken to Address Marshal Office Vacancies**

For the past 18 months, Judge Preston Robinson and City Marshal Gary Lindsey have been seeking strategies to address the hiring and retention of City Marshals. The Marshal's Office has had a vacancy rate close to 30% with employees seeking other law enforcement opportunities for salary increases. To address the challenges related to hiring, retention, and attrition, a plan has been developed and approved for implementation.

The hiring salary range for City Marshals has been adjusted to attract more applicants. There are currently a few Deputy Marshals whose rate of pay falls below the new hiring salary range, and as such, they will receive adjustments in the salary range to match those offered to newly hired deputies.

In addition, a new monthly certification pay is being implemented to retain tenured employees by recognizing them for their years of service and certification level that they hold with the Texas Commission on Law Enforcement. The new certification pay will be consistent with certification pay currently provided to police officers.

Judge Robinson and Marshal Lindsey have met with their employees to explain the proposal and address their questions. These changes are in the process of being implemented and will be effective in May.

Funding for these changes will be generated through the elimination of 3 vacant positions. We believe these changes will have a positive impact in addressing the current challenges.

A handwritten signature in cursive script that reads "Jon Fortune".

Jon Fortune
Assistant City Manager

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney
Mark Swann, City Auditor
Billieae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager
Joey Zapata, Assistant City Manager
Dr. Eric A. Johnson, Chief of Economic Development and Neighborhood Services
M. Elizabeth Reich, Chief Financial Officer
M. Elizabeth (Liz) Cedillo-Pereira, Chief of Equity, and Inclusion
Directors and Assistant Directors