

Memorandum



CITY OF DALLAS

DATE January 31, 2025

TO Honorable Mayor and Members of the City Council

SUBJECT **City of Dallas Chief of Police Search**

Public Safety remains a top priority for us, and with that in mind, today, I am pleased to announce that we will launch our comprehensive national search for the next Dallas Police Department (DPD) Chief. Additionally, on or before Friday, February 14, we will launch a regional and local search for the next Dallas Fire-Rescue (DFR) Chief. More details on that search will follow next week.

Filling these mission critical leadership positions is a commitment I made in my recent 100-Day plan, *Building on Our Momentum: The Journey Forward*. We will stagger and concurrently run both processes to fill both positions by early Spring. These truncated timelines allow for expeditious, yet thorough recruitments, screenings, and evaluation processes.

To maximize efficiency and cost savings, the City of Dallas has engaged **Public Sector Search & Consulting, Inc. (PSSC)** to conduct both searches. PSSC is the only U.S. search firm exclusively focused on public safety, having conducted more public safety executive searches in the past five years than any other firm, including 15 major U.S. city searches and Dallas's two previous police chief searches.

We are proud to be building on being one of the safest large cities in the country. We are confident that Dallas is investing wisely in public safety, to solidify its succession planning – last Friday, the DPD hosted its largest promotion ceremony since 2006. We also know, we must continue with our efforts to remain competitive with our market-based pay and incentives to recruit and retain top talent, locally and nationally.

As Dallas evolves into a globally recognized City that sets the standard for excellence, it is imperative to have a visionary leader guiding DPD into its next chapter. We will be aggressive, transparent and inclusive in this search, and PSSC will seek out a wide candidate pool, engaging in robust advertising and targeted outreach. The process also incorporates thorough vetting of each candidate.

The finalists will participate in panel feedback sessions with law enforcement partners, police associations, City of Dallas team members, business leaders, faith based and non-profit partners, members of the Community Police Oversight Board, and community & culturally diverse stakeholders. We will also provide an opportunity for the City Council to meet the top candidates.

The permanent Chief will have demonstrated experience in a city comparable to Dallas, building a culture of continuous improvement, trust and legitimacy, promoting innovation, fostering talent, and implementing meaningful strategies to reduce crime.

As you will see as outlined in the **attached brochure**, the next DPD Chief will also embody the following qualities:

1. Visionary Leadership:

- Guide the finalization of the design, construction, and opening of the **Regional Law Enforcement/Public Safety Training Campus**, positioning Dallas as a national leader in law enforcement training and innovation.
- Build upon DPD's success in reducing violent crime, advancing the City's commitment to being the safest large city in America.

2. Commitment to Community Policing:

- Foster trust and accountability by engaging with diverse neighborhoods, community oversight bodies, and advocacy groups.
- Promote equitable and transparent policing practices tailored to the needs of all Dallas residents.

3. Operational Excellence:

- Implement data-driven strategies to address violent crime and public safety challenges.
- Strengthen recruitment and retention efforts to ensure a diverse, capable, and resilient police force.

4. Inspirational:

- Serve as a compassionate and ethical role model, inspiring confidence among sworn officers, civilian employees, and the community.
- Cultivate a culture of continuous improvement, accountability, and collaboration within the department.

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This recruitment plan represents a thoughtful and deliberate approach to selecting the Dallas Police Department's next leader. For your ease of reference, a **search timeline** with key dates and milestones is also included in the attachment.

Thank you for your support as we move forward with identifying the permanent leaders who will be tasked with the critical responsibilities of keeping Dallas safe for many years to come.

Should you have any questions or require additional information, please do not hesitate to reach out to me or Chief Dominique Artis, Chief of Public Safety.

Service First, Now!



Kimberly Bizer Tolbert
City Manager

c: 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
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