



**SERVICE
FIRST,
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Dallas Police Department Hiring Strategy

March 2026 Update

Public Safety Committee Briefing

April 13, 2026

April Idleburg

Assistant Director/Administrative Bureau
Dallas Police Department

Jordan Colunga

Deputy Chief Of Police/Personnel Group

Irene Alanis

Major of Police/ Personnel Division
Dallas Police Department

ONE TEAM, ONE DALLAS.

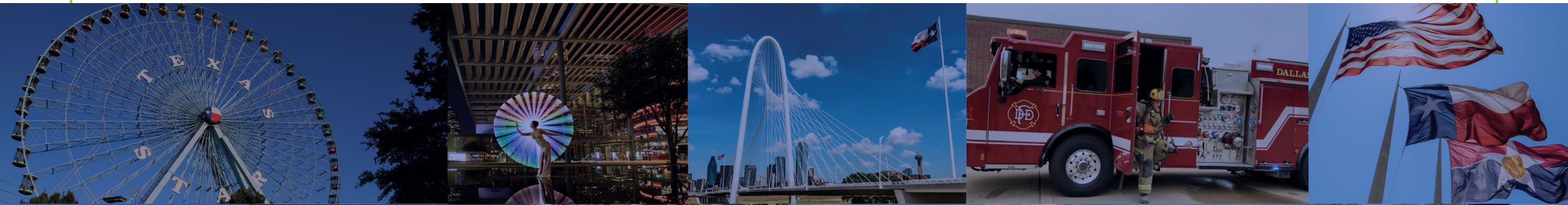


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***Addendum Academy Class Attrition**

Dallas Police Department Hiring Goal

- Departmental Hiring Goal – 4000 Strong!
 - Current Strength 3,352 Officers
- FY 2025-2026 Hiring Target - 350
- FY October 2025-September 2026 Hiring Plan
 - ❖ 50 - 60 Recruits per class
 - ❖ 7 Classes
 - ❖ Next Class April 22, 2026



*As of March 30, 2026

Dallas Police Recruiting Classes FY 25-26 Continued



Class 412

Starting Date:
April 22, 2026

- Goal **60**
- Graduation Date
February 12, 2027



Class 413

Starting Date:
June 3, 2026

- Goal **60**
- Graduation Date:
March 26, 2027



Class 414

Starting Date:
July 29, 2026

- Goal **60**
- Graduation Date:
May 21, 2027



Class 415

Starting Date:
September 23, 2026

- Goal **60**
- Graduation Date:
July 16, 2027

Dallas Police Current Academy Classes

Fiscal Year Hired	Classes	Starting Dates	Graduation Dates	New Hires	Current assigned to the Class
25-26	411	3/11/26	1/8/27	54	55
25-26	410	1/14/26	11/13/26	52	54
25-26	409	11/19/25	9/11/26	60	49
24-25	408	9/24/25	7/17/26	76	61
24-25	407	7/16/25	5/8/26	57	49
Total				299	268

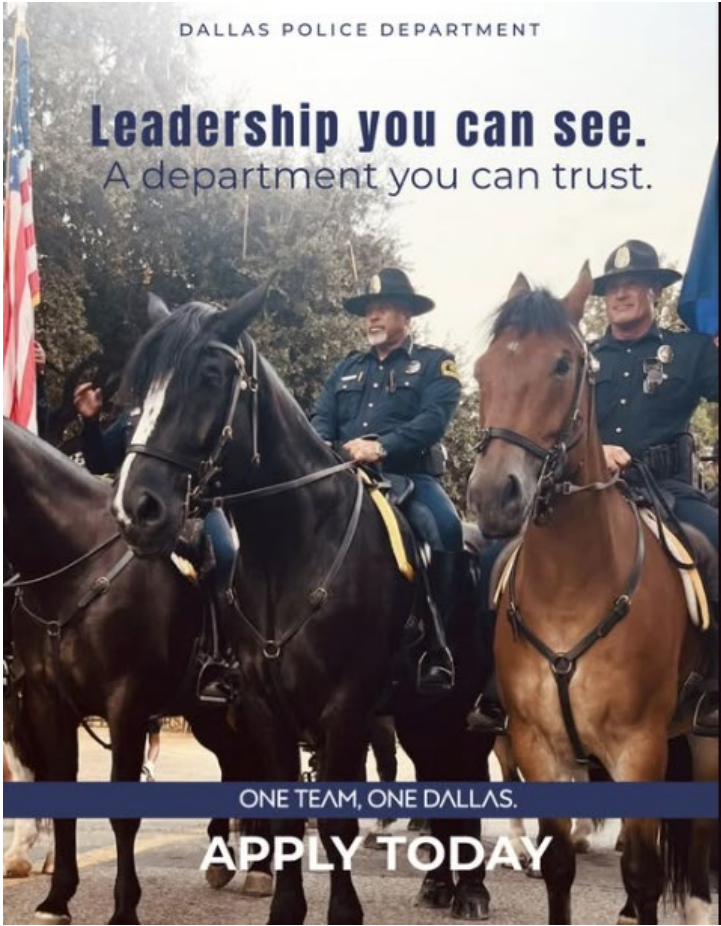
Applicants Processed October 1, 2025 – March 30, 2026

- **688** Applicants
- **25** Final Testing Phase (Psychological and Medical)
- **79** Applicants in Background
- **168** Hired
- **20** Chain of Command for Review
- **34** Approved next Academy Class
- **137** Withdrew from the hiring process
- **225** Disqualified (Criminal Offenses, Drugs, Polygraph Exam, and Psychological Exam)

FY Year	Processed
Year 25-26 (Oct, Nov, Dec, Jan, Feb, March)	688
Year 24-25 (Oct, Nov, Dec, Jan, Feb, March)	505

*From previous fiscal year, applicants applying for police officer is up by **36.24%**

Recruiting Engagements for FY 2025 – 2026 (Advertisement)



Insights

Learn how your Page is performing.

Last 28 days: Feb 27 - Mar 26 [See all](#)

1,420,003 ↑ 301%
Views

82,183 ↑ 200%
Engagement

1,183 ↑ 234%
Net follows



Recruiting Engagements for March 1, 2026 - March 31, 2026

Community Events	Number of Events	Number of Contacts at the Events
Career Events	4	March 6, 2026, Washington DC Nationwide Recruiting Job Fair - 25 contacted, 13 provided follow up information March 19, 2026, Louisiana Regional Career Fair - 15 contacted, 4 provided follow up information March 24, 2026, Fitness Lakeworth recruiting table March 25, 2026, Women's Symposium Recruiting Table
Colleges/Universities	18	Houston HCC Northeast Campus Table Setup and Classroom presentation Vegas Nevada State University Career & Internship Expo Tarleton State University Career Fair Baylor University Career Fair Houston Lonestar College Law Enforcement Academy Classroom presentation Beaumont Lamar University Spring Career Fair Collin College McKinney Table Setup Vegas College of Southern Nevada Spring Career Fair TCC Criminal Justice Career Fair - 40 contacted, 7 provided follow up information Sam Houston State Criminal Justice Career Fair TCC Trinity River Campus Recruiting Table Michigan State Criminal Justice Career Fair Bill J. Priest Institute Career Expo Sam Houston State Recruit Athlete Career Fair Tyler Junior College Criminal Justice Job Fair
Military Events	3	March 4, 2026, Washington DC Navy Yard Base Recruiting Table March 5, 2026, Washington Anacostia/Bowling Joint Base Recruiting Table March 11, 2026, Recruit Military Fort Hood Career Fair
Media/Marketing		1,389,531 Views on Social media / Engagement 80,391 Indeed-Job Posting / ESPN / Grey Digital Media Billboards



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Sworn Attrition Rate FY 2025-2026 Oct 1, 2025 - March 31, 2026

2024-2025 Oct-Feb	Attrition	2025-2026 Oct-Feb	Attrition
October 2024	10	October 2025	16
November 2024	17	November 2025	13
December 2024	10	December 2025	27
January 2025	11	January 2026	18
February 2025	17	February 2026	15
March 2025	9	March 2026	8
Total	74	Total	97

	October	November	December	January	February	March	FY Totals
Career Change	1	3	2	0	2	1	9
Death	0	1	0	0	0	0	1
IAD Investigations	1	0	2	2	1	0	6
Public Safety (Police Agencies)	1	0	3	3	1	1	9
Personal Reasons	4	1	2	2	3	2	14
Transfer Intra City Transfer Loss	0	0	3	0	1	0	4
U. S Government Position	0	1	1	0	0	0	2
Retirement	4	5	7	6	6	3	31
Transfer to Non-Sworn	5	2	3	1	1	0	12
Termination	0	0	3	4	1	1	9
Field Training Failure	0	0	0	0	0	0	0
Total	16	13	27	18	13	8	97

Professional Staff Communications Services

Hiring Event 3/11/26	Scheduled	Walk-in	Total Applicants	No Show	DQ	In Hiring Process
Police Repot Rep 1	3	1	4	1	2	1
911 Call Analyst 1	12	4	16	3	0	8
Police Dispatch Analyst 1	1	1	2	0	1	1
Total	16	6	22	4	3	10

Attrition FY25-26 Position	Hired	End of Service
911 Call Analyst	6	8*
Police Dispatch Analyst	1	3*
Police Report Representative 1	3	2



JOIN OUR TEAM!
**COMMUNICATIONS
 HIRING EVENT**
**MARCH 11, 2026
 3PM - 7PM**

The Dallas Police Department is hiring for

911 Call Analyst I
 Starting pay \$50,731.20- \$57,636.80 annually: \$24.39- \$27.71 hourly

Police Dispatch Analyst I
 Starting pay \$52,249.60- \$60,008.00 annually: \$25.12- \$28.85 hourly

Telecommunicators receive a \$3000 bonus upon completion of initial probation and \$150/month First Responder incentive pay once licensed.

**Dallas Police Headquarters
 1400 Botham Jean Blvd.
 2nd Floor Lobby
 Dallas, TX 75215**

ONE TEAM, ONE DALLAS.

APPLY NOW



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Questions

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Dallas Police Department

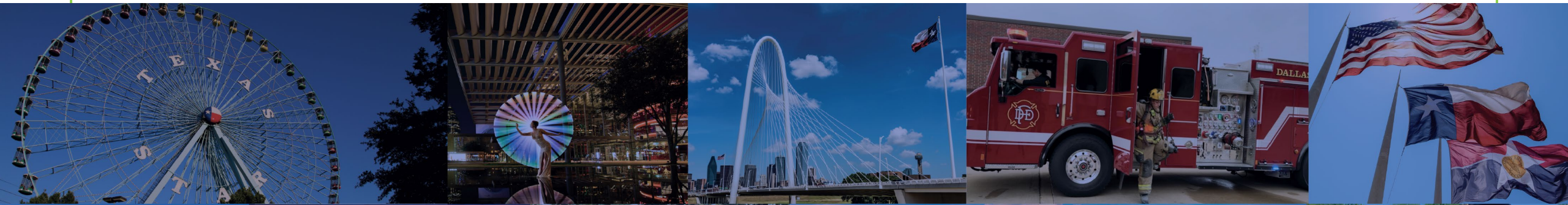
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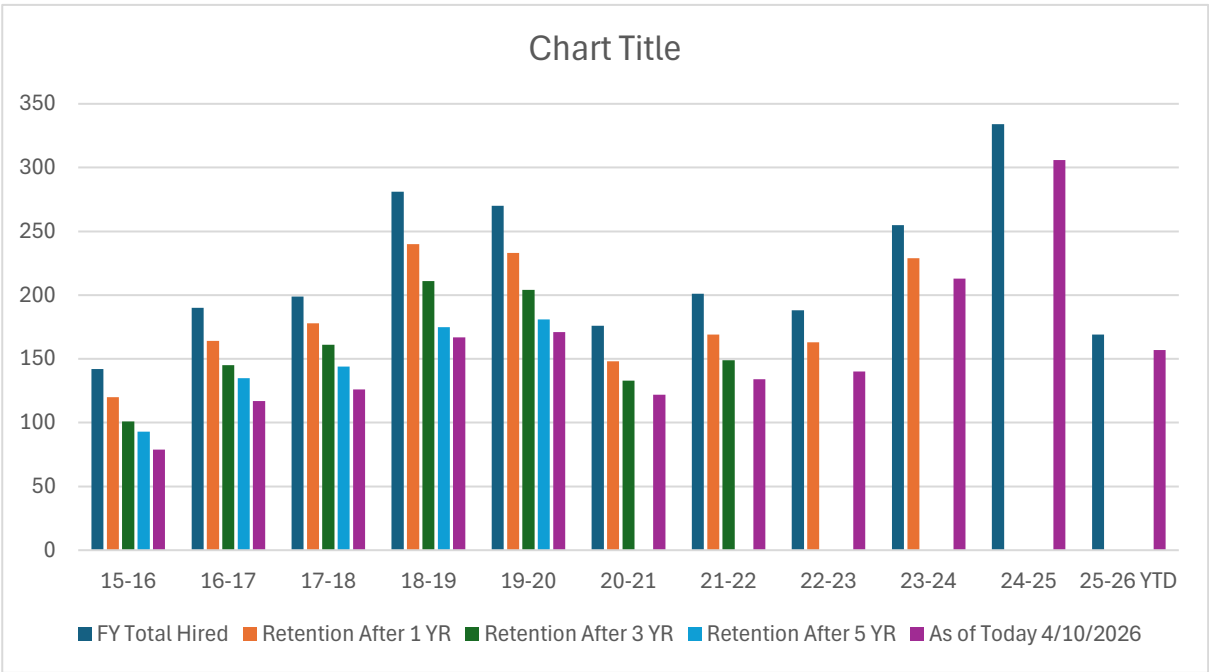
Major of Police/ Personnel Division
Dallas Police Department

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DPD Attrition Numbers by Hire Date

Retention by FY Hires at 1, 3, and 5 Years					
FY	FY Total Hired	Retention After 1 YR	Retention After 3 YR	Retention After 5 YR	As of Today 4/10/2026
15-16	142	120	101	93	79
16-17	190	164	145	135	117
17-18	199	178	161	144	126
18-19	281	240	211	175	167
19-20	270	233	204	181	171
20-21	176	148	133		122
21-22	201	169	149		134
22-23	188	163			140
23-24	255	229			213
24-25	334				306
25-26 YTD	169				157



Reinstated/Reappointed (Hired/After 1/ 3/ 5/Still Here)

- FY 15-16 5/4/4/4/2
- FY 16-17 9/9/9/7/5
- FY 17-18 11/10/10/10/9
- FY 18-19 12/11/9/8/8
- FY 19-20 13/13/12/12/12
- FY 20-21 17/15/13/11/11
- FY 21-22 7/5/4/NA/4
- FY 22-23 8/8/2/NA/6
- FY 23-24 15/14/NA/NA/12
- FY 24-25 19/9/NA/NA/17
- FY 25-26 YTD 9/NA/NA/NA/8