



**SERVICE  
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# Dallas Police Department Hiring Strategy February 2026 Update

**Public Safety Committee**

March 3, 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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# Dallas Police Department Hiring Goal

- Departmental Hiring Goal – 4000 Strong!
  - Current Strength 3,317 Officers
- FY 2025-2026 Hiring Target - 350
- FY October 2025-September 2026 Hiring Plan
  - ❖ 50 - 60 Recruits per class
  - ❖ 7 Classes
  - ❖ Next Class March 11, 2026



# Dallas Police Recruiting Classes FY 25-26 Continued



## Class 411

Start Date:  
March 11, 2026

- Goal **60**
- Currently 46 New Hires
- Graduation Date  
Dec 4, 2026

**FY25-26**



## Class 412

Starting Date:  
April 22, 2026

- Goal **60**
- Graduation Date:  
January 15, 2027

**FY25-26**



## Class 413

Starting Date:  
June 3, 2026

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

**FY25-26**



## Class 414

Starting Date:  
July 29, 2026

- Goal **60**
- Graduation Date:  
April 23, 2027

**FY25-26**

# Dallas Police Current Academy Classes

| Fiscal Year Hired | Classes | Starting Dates | Graduation Dates | New Hires | Current assigned to the Class |
|-------------------|---------|----------------|------------------|-----------|-------------------------------|
| 25-26             | 410     | 1/14/26        | 11/13/26         | 52        | 53                            |
| 25-26             | 409     | 11/19/25       | 9/11/26          | 60        | 49                            |
| 24-25             | 408     | 9/24/25        | 7/3/26           | 76        | 61                            |
| 24-25             | 407     | 7/16/25        | 5/8/26           | 57        | 50                            |
| 24-25             | 406     | 5/7/25         | 2/27/26          | 43        | 42                            |
| Total             |         |                |                  | 288       | 255                           |

# Applicants Processed October 1, 2025 – February 19, 2026

- **578** Applicants
- **70** Initial Testing Process
- **55** Final Testing Phase (Psychological and Medical)
- **79** Applicants in Background
- **112** Hired
- **18** Chain of Command for Review
- **41** Approved next Academy Class
- **56** Withdrew from the hiring process
- **147** Disqualified (Criminal Offenses, Drugs, Polygraph Exam, and Psychological Exam)

| FY Year                              | Processed |
|--------------------------------------|-----------|
| Year 25-26 (Oct, Nov, Dec, Jan, Feb) | 578       |
| Year 24-25 (Oct, Nov, Dec, Jan, Feb) | 407       |

\*From previous fiscal year, applicants applying for police officer is up by **42.01%**

# Recruiting Engagements for FY 2025 – 2026 (Advertisement)



# Recruiting Engagements for February 1, 2026, through February 19, 2026

| Community Events                         | Number of Events | Number of Contacts at the Events   |
|--|------------------|--|
| <b>Career Events</b>                     | <b>2</b>         | <ul style="list-style-type: none"> <li>• Concord Church Career Fair 40 Contacted- 13 Provided follow-up information</li> <li>• Uplift Luna Career Event</li> </ul>   |
| <b>Colleges/Universities</b>             | <b>13</b>        | <ul style="list-style-type: none"> <li>• UTEP Classroom Presentation 80-33 Provided follow-up information</li> <li>• New Mexico University 20 Contacted-6 Provided follow-up information</li> <li>• TCU 15 Contacted-6 Provided follow-up information</li> <li>• SMU 18 Contacted-9 Provided follow-up information</li> <li>• Univ of Tennessee Chattanooga 17 Contacted -9 Provided follow-up information</li> <li>• Louisiana State University 30 Contacted-12 Provide follow-up information</li> <li>• Stephen F. Austin 15 Contacted-10 Provided follow-up information</li> <li>• Univ of Texas 79 Contacted-2 Provided follow-up information</li> </ul> |
| <b>Military Events</b>                   | <b>6</b>         | <ul style="list-style-type: none"> <li>• San Diego Military Recruiting 105 Contacted -33 Provided contact information (4 locations)</li> <li>• Fort Polk 10 Contacted-4 Provided contact information</li> <li>• Recruit Military Arlington, Tx 40 Contacted -21 Provided contact information</li> </ul>  |
| <b>Media/Marketing</b>                   | <b>29</b>        | Social Media Posts (29)<br>Indeed-Job Posting 800 Views<br>Gray Media launched Marketing Cam   |
| <b>On-Site Hiring Event and Testing</b>  | <b>2</b>         | Dallas Police Headquarters - <b>68</b> Processed   |
| <b>Off-Site Hiring Event and Testing</b> | <b>0</b>         | TBD  |

# Sworn Attrition Rate FY 2025-2026 Oct 1, 2025 to February 26, 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        |
| <b>February 2025</b> | <b>17</b> | <b>February 2026</b> | <b>13</b> |
| <b>Total</b>         | <b>65</b> | <b>Total</b>         | <b>87</b> |

|                                   | October   | November  | December  | January   | February  | FY Totals |
|-----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Career Change                     | 1         | 3         | 2         | 0         | 2         | 8         |
| Death                             | 0         | 1         | 0         | 0         | 0         | 1         |
| IAD Investigations                |           | 0         | 2         | 2         | 1         | 5         |
| Public Safety (Police Agencies)   | 1         | 0         | 3         | 3         | 0         | 7         |
| Personal Reasons                  | 4         | 1         | 2         | 2         | 2         | 11        |
| Transfer Intra City Transfer Loss | 0         | 0         | 4         | 0         | 1         | 5         |
| U. S Government Position          | 0         | 1         | 1         | 0         | 0         | 2         |
| Retirement                        | 4         | 5         | 7         | 6         | 6         | 28        |
| Transfer to Non-Sworn             | 5         | 2         | 3         | 1         | 0         | 11        |
| Termination                       | 0         | 0         | 3         | 4         | 1         | 8         |
| Field Training Failure            | 1         | 0         | 0         | 0         | 0         | 1         |
| <b>Total</b>                      | <b>16</b> | <b>13</b> | <b>27</b> | <b>18</b> | <b>13</b> | <b>87</b> |

# Professional Staff Communications Services

| Hiring Event<br>2/11/26   | Scheduled | Walk-in | Total Applicants | No Show | DQ | In Hiring Process |
|---------------------------|-----------|---------|------------------|---------|----|-------------------|
| Police Repot Rep 1        | 4         | 1       | 5                | 3       | 1  | 1                 |
| 911 Call Analyst 1        | 7         | 1       | 8                | 2       | 4  | 2                 |
| Police Dispatch Analyst 1 | 2         | 0       | 2                | 1       | 0  | 1                 |
| <b>Total</b>              | 13        | 2       | 15               | 6       | 5  | 4                 |

| Attrition FY 25-26 Positions   | Hired    | End of Service |
|--------------------------------|----------|----------------|
| 911 Call Taker 1               | 6        | 8              |
| Police Dispatch 1              | 1        | 3              |
| Police Report Representative 1 | 2        | 2              |
| <b>Total</b>                   | <b>9</b> | <b>13</b>      |

**JOIN OUR TEAM!**  
COMMUNICATIONS HIRING EVENT  
**FEBRUARY 11, 2026**  
**8AM - 2PM**

The Dallas Police Department is hiring for

- Police Report Representative I**  
Starting pay \$42,720.00- \$46,446.40 annually; \$21.50- \$22.33 hourly
- 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

**APPLY NOW**

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

**Dallas City Hall**  
1500 Marilla St.  
City Hall L1FN Room D  
Dallas, 75201

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