

Memorandum



CITY OF DALLAS

DATE March 17, 2023

TO Honorable Mayor and Members of the City Council

SUBJECT **Dallas Police Uniform Officer Retention Incentive**

On February 6, 2023, The Dallas Police Department presented the details of their new Recruiting and Retention Strategies to the Public Safety Committee. As part of those strategies, DPD has been working diligently on a retention incentive geared to extend the average tenure of retired officers from 28 years to 30 years. Applications for the program will begin in March and the program will go into effect May 10, 2023.

The incentive will apply to any officer with 28 years or more. The program requirements are listed below:

30-Year Retention Incentive

- 1.0 The 30-year retention incentive is a monetary incentive of \$40,000 following the sworn officer's successful completion of requirements set forth below. The incentive is strictly for any active full-time sworn officer employed by the City of Dallas Police Department when the officer meets all the eligibility criteria set forth below:
 - A. To apply, officers must have at least 28 years of sworn service with Dallas Police Department. Officers who have already completed 28 or more years of service by the effective date of this program must apply and if accepted, complete an additional 2 years of service as a sworn full-time active-duty officer with the Dallas Police Department to be eligible for the incentive.
 - B. During the 24-month program enrollment period, the officer must work 3,556 hours of regular time, (not including overtime), which is equivalent to 444 working days. Any officer who does not meet the 3,556 hours of regular time worked within 24 months, even if their leave is approved, will need to remain employed until they meet the 3,556 hours of regular time worked. The 3,556 hours of regular time worked requirement may be excused, or a pro-rata amount of the incentive may be awarded, under unavoidable and extraordinary circumstances impacting an officer's ability to complete the 3,556 regular hours worked requirement, subject to the sole discretion of the Chief of Police, whose decision on this matter is final and not subject to appeal by the officer.
 - C. The officer must not be on paid administrative leave pending an investigation or fitness for duty evaluation for more than 10 days during the 24-month enrollment period. An officer who is on paid administrative leave for more than 10 days within the 24-month enrollment period may still earn the incentive provided the officer remains employed until the officer meets the 24-month enrollment period, not including the days spent on administrative leave. The officer must not receive any formal discipline of termination, demotion, or a suspension of more than five days for a violation, not including discipline imposed under Administrative Directive 3-3

for safety points assessment, within the incentive enrollment period. If the officer obtains a reduction or rescission of the disciplinary action, the officer may become eligible for the incentive, subject to the discretion of the Chief of Police. Any supervisor that issues disqualifying discipline to an officer enrolled in this program must also send a copy of the discipline to the Chief of Police.

- D. The officer must be an active employee and not participate in phase-down during their enrollment in the program.
- 1.1 Eligibility for the incentive under this program is determined solely by the Chief of Police, and the decision on eligibility is final and not subject to appeal by the officer.
- 1.2 Officers do not earn or have a vested entitlement to the incentive. Should an officer be disqualified for any reason, the officer must reapply. No proration of the incentive will be given.
- 1.3 This incentive program is a one-time program. No officer may be awarded the incentive more than once.
- 1.4 Successful completion of this program does not prohibit officers from continuing their service with Dallas Police Department.
- 1.5 The City of Dallas may modify or discontinue this incentive program at any time

We anticipate approximately 70 sworn participants to enter the program in this first year. Entrance will be based on the officer’s tenure in their sworn position. Officers with the most tenure will have first right of refusal until 70 program participants are reached. The Dallas Police Department will monitor the effectiveness of the program and recommend adjustments as needed in future years.

Should you have any questions, please contact Deputy Assistant Chief William Griffith at (214) 215-6454.



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- Tammy Palomino, Interim City Attorney
- Mark Swann, City Auditor
- Biliera Johnson, City Secretary
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- Kimberly Bizzor Tolbert, Deputy City Manager
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