

# Memorandum



CITY OF DALLAS

DATE June 21, 2024

TO Honorable Mayor and Members of the City Council

SUBJECT **100-Day Transition Playbook, Primary Focus Area / Recruitment and Retention: Adjustments to Personal Appearance Standards for Dallas Fire-Rescue (DFR) and Dallas Police Department (DPD)**

When Interim City Manager Kimberly Bizer Tolbert assumed her role in early May, she outlined six Primary Focus Areas to tackle in her 100-day Transition Playbook. Recruitment and Retention was one of the areas. ICM Tolbert committed to support the Dallas Police Department (DPD) and Dallas-Fire Rescue (DFR) recruitment and retention by updating grooming standards allowing for tattoos and beards. The timeline projected for delivering on this priority was within first sixty days.

Please accept this memorandum and a copy of the press release as notification of achieving this goal, effective today, Friday, June 21, 2024.

For DFR, the ***Manual of Procedures 710, Personal Appearance and Uniform Standards***, has been updated to include the limited allowance of visible tattoos. For DPD, ***General Orders 804.00, Personal Appearance***, has been updated to allow groomed, natural beards and approved, visible body art.

This update has involved the extensive research of industry best practices, and collaborative efforts between DFR and DPD leadership, City of Dallas leadership, Human Resources, the City Attorney's Office, and department employee associations.

Both DFR and DPD believe these changes better reflect the current cultural and societal opinions of the practice of body modification. Additionally, they will have a positive impact on department morale and our recruiting and retention efforts. These are procedures also currently in place in other large police and fire departments within the State of Texas.

Should you have questions or requests for further information, please contact Police Chief Eddie Garcia at [eddie.garcia@dallaspolice.gov](mailto:eddie.garcia@dallaspolice.gov) or interim Fire Chief Justin Ball at [justin.ball@dallasfire.gov](mailto:justin.ball@dallasfire.gov).

Service First, Now!

DATE June 21, 2024

SUBJECT **100-Day Transition Playbook, Primary Focus Area / Recruitment and Retention:  
Adjustments to Personal Appearance Standards for Dallas Fire-Rescue (DFR) and  
Dallas Police Department (DPD)**



**Dominique Artis**  
**Chief of Public Safety (I)**  
**[Attachment]**

c: Kimberly Bizzor Tolbert, City Manager (I)  
Tammy Palomino, City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Majed A. Al-Ghafry, Assistant City Manager  
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager

Alina Ciocan, Assistant City Manager  
Donzell Gipson, Assistant City Manager (I)  
Robin Bentley, Assistant City Manager (I)  
Jack Ireland, Chief Financial Officer  
Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)  
Directors and Assistant Directors



**June 21, 2024**

**For Immediate Release:**

Contacts:

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**Dallas Fire-Rescue and Dallas Police Department Update Appearance Procedures to Further Reduce Barriers for Recruitment and Retention**

**Dallas, TX**

Dallas Fire-Rescue (DFR) and Dallas Police Department (DPD) announce an update to their personal appearance standards and procedures.

These procedures include those including the departments' personal appearance and uniform standards. For Dallas Fire Rescue, the ***Manual of Procedures 710, Personal Appearance and Uniform Standards***, has been updated to include the limited allowance of visible tattoos. For the Dallas Police Department, ***General Orders 804.00, Personal Appearance***, has been updated to allow groomed, natural beards and approved, visible body art.

Dallas Fire-Rescue and the Dallas Police Department continually strive to provide members with the most up to date and effective procedures. These procedures include those including the departments' personal appearance and uniform standards. For Dallas Fire Rescue, the ***Manual of Procedures 710, Personal Appearance and Uniform Standards***, has been updated to include the limited allowance of visible tattoos. For the Dallas Police Department, ***General Orders 804.00, Personal Appearance***, has been updated to allow groomed, natural beards and approved, visible body art.

This update has involved the extensive research of industry best practices, and collaborative efforts between DFR and DPD leadership, City of Dallas leadership, Human Resources, the City Attorney's Office, and department employee associations.

DFR and DPD believe these changes better reflect the current cultural and societal opinions of the practice of body modification. Additionally, they will have a positive impact department morale,

and our recruiting and retention efforts. These procedures are also currently in place in other large police and fire Departments within the State of Texas.

The changes are effective today, Friday, June 21, 2024, for both Dallas Fire-Rescue and the Dallas Police Department.

**Background:**

*When Dallas Interim City Manager Kimberly Bizer Tolbert assumed her role in early May, she outlined six Primary Focus Areas to tackle in her 100-day Transition Playbook. Recruitment and Retention was one of the areas. ICM Tolbert committed to support the Dallas Police Department and Dallas-Fire Rescue recruitment and retention by updating grooming standards allowing for tattoos and beards. The timeline projected for delivering on this priority was within her first sixty days of the transition.*

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