

# Memorandum



DATE December 07, 2018

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **Civil Service Rule XXIII Revision**

On Monday, December 10, 2018, you will be briefed on Civil Service Rule XXIII Revision by Assistant Chief of Police Angela Shaw of the Dallas Police Department. It is being proposed as an active, valid Texas Commission on Law Enforcement (TCOLE) license be accepted in lieu of the current forty-five (45) required hours of college. Currently, thirty-six (36) months of military service or law enforcement experience waives the college requirement.

The briefing materials are attached for your review.

Please contact me if you have any questions or need additional information.



Jon Fortune  
Assistant City Manager

[Attachment]

cc: T.C. Broadnax, City Manager  
Chris Caso, City Attorney (I)  
Carol A. Smith, City Auditor (I)  
Billierae Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizer Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager  
Joey Zapata, Assistant City Manager  
Nadia Chandler Hardy, Assistant City Manager & Chief Resilience Officer  
M. Elizabeth Reich, Chief Financial Officer  
Directors and Assistant Directors

# **Civil Service Rule XXIII Revision**

**Public Safety and Criminal Justice  
December 10, 2018**

**Assistant Chief Angela Shaw  
Dallas Police Department**



# Presentation Overview

- Background/History
- Purpose
- Issues/ Operational or Business Concerns
- Operational Impact
- Proposed Action
- Next Steps



# Background/History

- Civil Service Rule XXIII – Requirements for Trainee Police Officer:
  - Defines education, experience, and other requirements for becoming a police officer in Dallas
- On June 11, 2018, the Civil Service Board convened and approved the following recommendations

# Purpose

- To recruit more officers, the following civil service rule change will allow the hiring of all current licensed Texas Peace Officers
- This will allow Dallas to obtain experienced officers from other Departments in Texas

# Issues/Operational Concerns

- Challenges

- Lateral transfer opportunities for young officers
  - FY 17-18 76 of 241 of officers leaving had 0-5 years (31%)
- Tenured officers from Dallas are utilizing transfers to other agencies as an alternative to the deferred retirement option plan (DROP)
  - FY 17-18 119 of 241 of officers leaving had 20+ years (49%)

- Competition between area agencies

- Many agencies hire a significant number of applicants that already possess a TCOLE law enforcement license

# Proposed Action

- Revise Civil Service Rule XXIII:

Existing Requirements	Proposed Requirements
45 Semester hours of college; Or,	45 Semester hours of college; Or,
36 months active service in the Armed Forces; Or,	36 months active service in the Armed Forces; Or,
36 Months of fulltime certified law enforcement experience	36 Months of fulltime certified law enforcement experience; Or,
	Hold an active, valid TCOLE law enforcement license



# Staff Recommendation

- Staff recommends the Public Safety and Criminal Justice Committee forward the following to City Council for consideration and approval:
  - Adoption of Revised Civil Service Rule XXIII



# Next Steps

- Council Action
- Partner with local Regional Police Academies
- Streamline Academy
  - TCOLE certified officers require much less academy training
  - Cost savings to the City **\$39,946.10 (TCOLE & Salary)**
- Enhance Current Lateral Program
  - Meet & Confer

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