

Memorandum



DATE: June 8, 2012

TO: Members of the Public Safety Committee

SUBJECT: **Dallas Police Career Pathway Program**

Attached is briefing material on the "Dallas Police Career Pathway Program" to be presented to the Members of the Public Safety Committee on Monday, June 11, 2012.



A.C. Gonzalez
First Assistant City Manager

Attachment

CC: Honorable Mayor and Members of the Dallas City Council

Mary K. Suhm, City Manager

Rosa Rios, City Secretary

Thomas P. Perkins, Jr., City Attorney

Craig D. Kinton, City Auditor

C. Victor Lander, Administrative Municipal Judge

Ryan S. Evans, Assistant City Manager

Jill A. Jordan, P.E., Assistant City Manager

Forest E. Turner, Assistant City Manager

Joey Zapata, Assistant City Manager

Jeanne Chipperfield, Chief Financial Officer

Frank Libro, Public Information Office

Stephanie Cooper, Assistant to the City Manager Mayor/City Council



Dallas Police Career Pathway Program

Public Safety Committee

June 11, 2012



www.dallaspolice.net

David O. Brown
Chief Of Police

Purpose

- To provide a comprehensive overview of the current Career Pathway Program within the Dallas Police Department that includes:
 - Career Planning Program Overview and Goals
 - Career Pathway Assignments
 - Program Rules
 - Application and Selection Process

Goals of the Program

- Present Officers in the Patrol Bureau new opportunities
- Enable Officers to experience different assignments
- Help Officers discover what they really enjoy and what Career Pathway they would like to pursue
- Increase knowledge base and skill set of the Patrol Bureau

Program Overview

- Program is three years in length
- Officer will experience six assignments over the three year period.
- Initial group of officers limited to 21, possibility of growth in the future.
- Open to any Police Officer or Senior Corporal with at least 3 years on the Department
- First group started January 1, 2012
- Officers are removed from the Patrol Bid for the 3 year period to ensure consistency in the program.

Program Overview (cont'd)

- There are 49 different job assignments
- The job assignments are divided into three major Career Pathways:
 - **Administrative** is for the officer interested in becoming involved in the development of the core goals, values, rules and decision making process of the Department.
 - **Investigative** is for the officer that is interested in eventually becoming a Detective in a Bureau and would like to pursue a career path conducive to becoming a well rounded Detective within the Department.
 - **Operational** is for the officer that is interested in remaining on the front line of operations or eventually working in a specialized Unit.

Career Pathways Chart

ADMINISTRATION	INVESTIGATIVE	OPERATIONAL
OOC	Homicide	Patrol Division
Budget	Assaults	CBD
Planning	Robbery	NPO
Media Relations	Sex Assaults	Deployment
IAD	Child Abuse	CRT
Communications	Child Exploitation	Storefront
Open Records	Family Violence	SWAT
Legal Services	Property Crimes	Tactical Planning

Career Pathways Chart

ADMINISTRATION	INVESTIGATIVE	OPERATIONAL
Detention Services	Narcotics	Love Field
Property Room	Vice	Gang Unit
Auto Pound	Auto Theft	Pistol Range
Facilities Management	Financial Crimes	Traffic - DWI Squad
Basic Police Academy	Pawn Shop Squad	Traffic - A/I
In-Service Police Academy	Crime Scene Response	K9
Recruiting	Youth Operations	Mounted
Background Investigations	Fusion	*Traffic - Motors
Community Affairs		

Career Planner

- A Sergeant serves as the Career Planner
- Acts as a counselor, advisor, and teacher
- Every participant in the Program will meet individually with the Career Planner
- During the Planning Session:
 - Officer will discuss goals, interests, and objectives
 - The Career Planner will give suggestions on how to pursue goals
 - The 6 assignments will be decided

Career Pathway Assignments

- Four of the job assignments will be determined by the officer's goals and objectives. These are assigned by the Career Planner
- One is chosen by the officer as an elective outside of their Career Pathway
- One will be a Core Support Service assignment from the following: Property Room, Auto Pound, Detention Services, or Communications

Example: Officer's long term goal: Homicide Detective

Following characteristics are essential to be a good Detective:

- Thoroughness – *Crime Scene Response, Narcotics*
- Professionalism – *Child Exploitation, Sex Assaults*
- Administrative Skills – *Youth Operations, Family Violence*
- Willingness to Learn – *Property Crimes*
- Time Management Skills – *Homicide*
- Computer Skills – *Fusion, Auto Theft*
- Open Minded – *Any assignment outside the officers experience path*
- Knowledge of Laws & Ordinances – *Robbery, Child Abuse, Vice*

Career Pathway Assignments:

- Four decided by Career Planner: *Homicide, Crime Scene Response, Property Crimes, Fusion*
- Elective: *Gang Unit*
- Core Services Selection: *Property Room (Evidence Management)*

Program Rules

- Must complete entire Program and not just selected assignments, except if:
 - Person is chosen for a new position
 - Unforeseen emergency situation arises
- If you get Promoted while in the Program:
 - Police Officer to Senior Corporal can stay
 - Senior Corporal to Sergeant must return to Patrol
- Chain of Command changes with assignment

Program Rules (Cont'd)

- At the end of each assignment, officers will complete a feedback packet
- After the Program is over, all participants will return to Patrol in the Bid

Selection Process

- Fill out an application form
 - Submit through Chain-of-Command
 - Hand Delivery to Personnel & Development
- Board of three Deputy Chiefs review applications
- Disqualifiers:
 - Violation of Sick Use Policy in past 3 years
 - Suspension in past 3 years
 - Currently under investigation
 - Currently on non-driving status
 - Documented problems with inter-personal skills
 - No long term goals or failure to demonstrate self-initiation

Summary

- 3 year Program consisting of 6 assignments
- 21 officers start the Program each year
- Adds to knowledge base of Patrol Officers
- Provides opportunity to officers exploring areas that they have not been exposed to
- Looking to expand to other ranks

Questions?