

Memorandum



CITY OF DALLAS

DATE: August 15, 2008

TO: Members of the Public Safety Committee

SUBJECT: Dallas Police Department Recruiting and Hiring Goals

The recruiting and hiring goal for the Dallas Police Department for the current fiscal year was to hire an additional 200 Police Officers above and beyond the annual attrition, or loss of officers, due to resignations and retirements. Based upon beginning year estimates we anticipated hiring 393 in order to meet the goal of increasing the size of the Department by 200.

Attrition from the Department is currently running less than average and less than expected, probably due to improvements in Departmental morale, improved pay structures and a weaker economy. The current projected attrition for this fiscal year now stands at 174. We have hired 279 Police Officers this fiscal year and expect to hire an additional 107 for the August and September training classes. Total hiring for the year will be 386. Based upon these numbers the net gain of Police Officers in the Dallas Police Department will be 212 for the fiscal year.

The improvements and efficiencies put in place in order to achieve this goal will be continued. The goal of the Department during the next fiscal year is to once again hire an additional 200 Police Officers above and beyond the projected attrition.

A handwritten signature in blue ink that reads "Ryan S. Evans".

Ryan S. Evans
First Assistant City Manager