

Memorandum



DATE: June 5, 2015

TO: Honorable Members of the Public Safety Committee: Sheffie Kadane (Chair), Adam Medrano (Vice Chair), Dwaine Caraway, Jennifer S. Gates, Sandy Greyson, Scott Griggs

SUBJECT: **Career Planning Program**

On Monday, June 8, 2015, you will be briefed on the Career Planning Program. The briefing materials are attached for your review.



Eric D. Campbell
Assistant City Manager

Attachment

cc: Honorable Mayor and Members of the City Council
A.C. Gonzalez, City Manager
Warren M.S. Ernst, City Attorney
Craig D. Kinton, City Auditor
Rosa A. Rios, City Secretary
Daniel F. Solis, Administrative Judge
Ryan S. Evans, First Assistant City Manager

Jill A. Jordan, P.E., Assistant City Manager
Mark McDaniel, Assistant City Manager
Joey Zapata, Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Sana Syed, Public Information Officer
Elsa Cantu, Assistant to the City Manager



Career Planning Program

Public Safety Committee
June 8, 2015



www.dallaspolice.net

David O. Brown
Chief Of Police

Purpose

The purpose of this briefing is to review the Dallas Police Department's Career Planning Program and changes to it.

Presentation will provide information related to,

- Purpose of Program
- Current Program
- Career Pathways
- Revised Program
- Program Rules

Goals

- Enable officers to experience different assignments based on their stated interests
- Gives officers insight and familiarity to functions outside of patrol
- Mutual benefit
 - Department benefits by having well-rounded and skilled officers
 - Officers gain more direction and control over their professional careers

Current Program

- First class started January 1, 2012
- Initially consisted of Police Officers and Senior Corporals with minimum 3 years on the department
- Yearly class size was limited to 21
- Length of each class was 3 years

Current Program (cont'd)

- Initially 49 different job assignments
- Assignments divided into three career pathways:
 - **Administrative** – for those interested in becoming involved in the development of goals, values, rules and decision making
 - **Investigative** – for those interested in becoming a detective in a bureau and obtaining a more rounded set of investigative skills
 - **Operational** – for those interested in the inter-workings of the department or working in a specialized unit

Career Pathways Chart

| ADMINISTRATION | INVESTIGATIVE | OPERATIONAL |
|---------------------------|----------------------|---------------------------------|
| Office of Chief of Police | Homicide | Patrol Division |
| Budget | Assaults | Central Business District |
| Planning | Robbery | Neighborhood Police Officer |
| Media Relations | Sex Assaults | Deployment |
| Internal Affairs Division | Child Abuse | Crime Response Team |
| Communications | Child Exploitation | Storefront |
| Open Records | Family Violence | SWAT |
| Legal Services | Property Crimes | Tactical Planning |
| 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 – Accident Investigator |
| In-Service Police Academy | Crime Scene Response | Canine |
| Recruiting | Youth Operations | Mounted |
| Background Investigations | Fusion | *Traffic - Motors |
| Community Affairs | | |

* Not on motorcycles

Revised Program

- Program revised in collaboration with the employee associations
- Increase participation to a total of 50 Patrol Senior Corporals
- Overall program time reduced to 24 months (three 8 month cycles)
- Career pathways will remain the same
- Participants will return to their original assignment at program completion

Pathway Assignments

- Senior Corporals will select their pathway and the Program Coordinator will provide guidance
- One of the three cycles may be to a support service assignment such as Property Room or Communications
 - Provide a different perspective
 - Provide departmental support

Program Rules

- Participants are expected to complete the full program
- Supervisors will evaluate the officer's performance and provide an assessment

Program Rules (cont'd)

- Officers will exit the program for the following:
 - For Cause
 - Promotion
 - Emergency Circumstances
- Officers will not be able to apply for current vacancies (while in the program)

Questions?