

# Memorandum



DATE October 19, 2017

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **Hiring Sworn Retirees as Temporary Civilian Employees**

On Monday, October 23, 2017, you will be briefed on Hiring Sworn Retirees as Temporary Civilian Employees by Deputy Chief Scott Walton, Dallas Police Department. Due to a much higher than anticipated attrition, the Police Department continues to seek innovative programs to provide the highest level of service to the citizens of Dallas. The attached presentation outlines a proposal to hire retirees back into the Police Department as temporary civilian employees to perform various support functions. The proposal, if approved, will help the Police Department maintain patrol staffing and increase efficiency in investigative and support work groups by freeing sworn personnel from administrative functions.

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



Jon Fortune  
Assistant City Manager

[Attachment]

cc: Honorable Mayor and Members of the City Council  
T.C. Broadnax, City Manager  
Larry Casto, City Attorney  
Craig D. Kinton, City Auditor  
Biliera Johnson, City Secretary (Interim)  
Daniel F. Solis, Administrative Judge  
Kimberly Bizar Tolbert, Chief of Staff to the City Manager  
Majed A. Al-Ghafry, Assistant City Manager

Jo M. (Jody) Puckett, Assistant City Manager (Interim)  
Joey Zapata, Assistant City Manager  
M. Elizabeth Reich, Chief Financial Officer  
Nadia Chandler Hardy, Chief of Community Services  
Raquel Favela, Chief of Economic Development & Neighborhood Services  
Theresa O'Donnell, Chief of Resilience  
Directors and Assistant Directors

# Hiring Sworn Retirees as Temporary Civilian Employees

Public Safety and Criminal Justice Committee  
October 23, 2017

Scott Walton, Deputy Chief  
Dallas Police Department  
City of Dallas



# Presentation Overview

- Background/History
- Purpose
- Considerations
- Proposal
- Guidelines
- Budget Impact
- Next Steps

# Background/History

- FY 16-17 set record for sworn attrition
- Effort to maintain patrol staffing
- Vacancies growing in investigative and support work groups
- Increased work complexity in these groups

# Purpose

- Hire retired sworn personnel as temporary civilian employees to support Department efforts in the following areas:
  - Investigations
  - Administration
  - Field Support

# Considerations

- Identification of options
  - Return as sworn
  - Hire as permanent civilian employee
  - Hire as temporary civilian employee
- Impact of options
  - Affordable Health Care Act
  - Pension – Dallas Police Fire Pension and Employee Retirement Fund
  - City rules and directives

# Considerations

- Review of the options
  - Office of Budget
  - Employee Retirement Fund
  - Dallas Police Fire Pension
  - Human Resources Department
  - City Attorney's Office
  - Civil Service Department
  - Dallas Police Department
  - Dallas Fire-Rescue Department

# Proposed Action

- Allow the department to hire up to 40 retired officers as temporary civilian employees to serve in the following capacities:
  - Investigative Support
  - Criminal Intelligence Analyst
  - Background Investigator
  - Flight Observation Officer
  - Jail Support
  - Open Records Support



# Guidelines

- One year proposal
- City's 457 Deferred Compensation Plan
- Minimum of 30 hours per work week
- City's insurance
- Positive payroll entry
- No paid vacation or holidays
- No accrual of sick time

# Budget Impact

- Full year funding – \$1.8 Million from realized savings throughout the year.
  - 40 positions
  - 30 hours per work week
  - Hired at mid-point salary
  - City's insurance

# Next Steps

- Gauge retiree interest
- Complete internal process documentation
- Implement once funding is available

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