

CHAMPION

The Official Newsletter for the City of Duncanville

January 2017
www.duncanville.com



@CityofDuncanville

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Share Your Vision for the Future of Duncanville Parks

The City of Duncanville has entered into a professional services agreement with Dunaway Associates, L.P., to prepare the City's Park Master Plan. The process, guided by City Staff, the Parks and Board Steering Committee, and ultimately approved by the City Council, includes a public engagement element that will help build the future of parks and recreation for the Duncanville community. Two public meetings are scheduled:

When: Wednesday, January 18, 2017 @ 6:00 p.m. and Tuesday, January 24, 2017 @ 6:00 p.m.

Location: D.L. Hopkins, Jr. Senior Center, 206 James Collins Blvd. in Duncanville

The City's current Park Master Plan is ten years old. Park master plans should be updated at a minimum of every ten years, a timeframe required to apply for state grants through Texas Parks and Wildlife. The Duncanville City Council approved funding of \$75,000 to update the City's park master plan in FY16 through the innovation fund. A three-member Park Master Plan Steering Committee was then created by the Duncanville Park Board to oversee the firm selection process. The selected firm's scope of services includes: an inventory and needs assessment, public input and online surveys, priority rankings, action plan, implementation plan with projected costs, and Master Plan deliverables. Updates to the plan will be published in future Champion publications.

Duncanville Calendar January

- 2nd:** Most City Offices closed for the New Year holiday; No interruptions expected to garbage/recycling services
- 3rd:** City Council Meeting Canceled
- 5th:** Library Advisory Board Meeting: 6:30PM @ Library/ Recreation Center Conference Room
- 6th:** Keep Duncanville Beautiful Board Meeting: 8:30AM @ City Council Briefing Room
- 9th:** Park & Recreation Advisory Board Meeting: 6:30PM @ City Council Briefing Room
- 9th:** Last day for Holiday Grease Round Up (Pg. 6)
- 10th:** Duncanville Social Engagement Partnership Meeting: 7PM @ City Council Briefing Room
- 11th:** Martin Luther King, Jr. Dream Window Art Craft Program: 3:30 PM @ Public Library (Pg. 7)
- 11th:** Duncanville Virtual Reality Innovation Commission Meeting: 7PM-8:30PM @ EON Reality Entrepreneur School Conference Room, 103 E. Camp Wisdom Road
- 12th:** Duncanville Senior Advocacy Commission Meeting: 7PM-9PM @ D.L. Hopkins Senior Center
- 12th:** Duncanville Community Economic Development Corporation (DCEDC) Meeting: 6:30PM @ City Council Briefing Room
- 16th:** Martin Luther King Day, most City Offices closed.
- 17th:** City Council Meeting: 6PM Work Session/Briefing @ City Council Briefing Room; 7PM Regular Session @ City Hall Council Chambers
- 18th:** First official day to file an application for a place on the May 6 Election ballot
- 18th:** Park Master Plan Public Meeting: 6PM @ D.L. Hopkins, Jr. Senior Center
- 19th:** Duncanville Sports Legacy Commission Meeting: 7PM @ City Hall Conference Room 2
- 19th:** Duncanville Community Multicultural Commission Meeting: 6:30PM @ City Council Briefing Room
- 24th:** Park Master Plan Public Meeting: 6PM @ D.L. Hopkins Jr., Senior Center
- 25th:** Duncanville Neighborhood Vitality Commission Meeting: 7PM @ City Council Briefing Room
- 31st:** Last day to recycle your Christmas Tree at the Duncanville Service Center.

Visit www.duncanville.com for updates to this calendar.

DUNCANVILLE

The Perfect Blend of Family, Community & Business

How to Prepare for Winter Weather

December through February is the time for winter weather. The Duncanville Fire Department encourages all residents to stay informed about current winter weather events and take necessary precautions to be prepared for severe conditions well in advance.



A great way to be prepared is to know when bad weather is approaching. The City's citizen alert emergency notification system will allow the City of Duncanville to send informational messages and emergency alerts about situations as they occur. Alerts can be received on multiple devices such as home phone, mobile device, e-mail, and more. Click here to find out more information and sign up today!

Pack a disaster supply kit

Another way to be prepared is to pack a disaster supply kit. A disaster supply kit should include important emergency supplies to be self-sufficient for 72 hours, in case you are unable to travel to a local store. Disaster supply kit items can include:

- first aid kit
- battery operated radio
- flashlight with extra batteries
- bottled water
- non-perishable food items
- medications, both prescription and over-the-counter
- blankets and warm clothing such as coats, gloves and hats
- consider purchasing an emergency generator and a supply of fuel
- supplies for babies, the elderly, family members with special health care needs
- food and supplies for pets (if you have outdoor pets make sure they are protected from the cold by either providing a shelter or bring them indoors)



Winterize your home by protecting your pipes

Pipes that go unprotected can freeze and burst with time and can cost thousands of dollars to replace. Avoid unnecessary costs by caring for your pipes properly in cold weather.



First, identify any water hoses that may be hooked up. These hoses are filled with water and should be removed, emptied, and put away during freezing weather. Next, protect outside faucets or piping with heat tape or pipe insulation. Either product can be purchased from most hardware stores. Wrapping the tape or insulation around exposed outdoor pipes should be enough to keep your faucets from freezing. Outdoor pump systems, even if housed in a shed, can still freeze up and cause problems if the weather is cold enough. Use a heat lamp in the late evening hours to prevent freezing.

Winterize your sprinkler system and piping

To start, turn off the water to the irrigation system at the main valve. Next, set the automatic irrigation controller to the "rain" setting or turn off the controller altogether. Turn on the valves for each zone to release any pressure in the pipes. Lastly, drain all the water out of any irrigation components that might freeze.

These simple steps can help avoid major plumbing problems this winter. If you have any questions or comments regarding protecting your plumbing during freezing weather, please contact Jessica Smith, Solid Waste Coordinator, at 972-780-4946.

How to Prepare for Winter Weather

Text Oncor

The Text Oncor Program is a 24 x 7 service that enables customers to use texting on a mobile phone for reporting power outages and receiving outage ticket confirmation, status updates and restoration messages. In addition, you can use it to check the status and receive updates on certain types of service requests. Options are also available in Spanish.

Registering for the Text Oncor program is as easy as 1-2-3:

1. Have your ESI ID and Zip Code available (you can find your ESI ID on your electric bill) or, if your cell phone # is listed on your account, you won't even need your ESI ID)
2. Text 'reg' to 66267 (ONCOR)
3. Reply to the text from Oncor with the last 7 digits of your ESI ID and/or the Zip Code associated with the ESI ID



YOU HAVE THE ABILITY TO OPT-OUT OR CANCEL YOUR PARTICIPATION IN ONCOR'S TEXT PROGRAM AT ANY TIME BY TEXTING "**STOP**" TO 66267 (ONCOR).

That's all there is to it! Click here to learn more about this service including terms and conditions as well as message and data rates.

A Note from the City Secretary's Office:

PREPARATIONS BEGIN FOR 2017 CITY OFFICERS ELECTION
ELECTION DAY IS MAY 6, 2017

The 2017 City Officers election will be held Saturday, May 6th. Duncanville voters will go to the polls to elect the Councilmember At Large and Councilmembers to represent Districts 1, 3, and 5 for the upcoming two-year term.



The first official day to file an application for a place on the ballot is Wednesday, January 18th. The application deadline is 5:00 p.m. on Friday, February 17th.

City qualifications for candidacy include: qualified voter; resident of the State of Texas for one year; resident of the City and district for six months; and hold no other public office.

All registered voters in the City of Duncanville may vote for the Councilmember At Large. Residents of Districts 1, 3, and 5 may vote for their respective candidates. Anyone not currently registered to vote has until April 6, 2017 to register in order to cast a ballot in the May 6th election. Voter registration applications may be obtained at City Hall or the Duncanville Public Library.

Questions concerning voter registration should be directed to the Dallas County Voter Registration Department at (214) 637-7937. Additional information regarding the upcoming election may be obtained by contacting the City Secretary at (972) 780-5017. Election details will also be available at www.duncanville.com

Duncanville Street Department Prepares for Icy Road Conditions

During a winter weather event, the Street Department sands all bridges, major thoroughfare intersections, and streets around schools. Residential streets are not be sanded unless an emergency arises.

The Street Department has stockpiles of over 600 cubic yards of ice chat and 6 tons of Meltdown 20, for use in the event of freezing rain or snow. Meltdown 20 is a complex chloride coated with a high performance liquid deicer. As a deicer, Meltdown 20 draws moisture from the ice, snow and road surface, providing safer conditions for the traveling public.

In preparing for an actual event, the Street Department begins monitoring the weather a week in advance and checks all equipment to ensure it is in good working condition. Two days before the predicted winter weather event (freezing rain, sleet or snow), they load one sander upon a dump truck with ice chat. If the Weather Channel or Local TV Stations continue predicting a major icing/snow event, they will load the remaining two trucks with sanders. Three two-man crews will be placed on 12-hour shifts until the major thoroughfare intersections, streets around schools and bridges are safe for travel.



During this event, if signaled intersections become unsafe to stop, the Traffic Operations Department will program signal lights to change to four-way flash. The signals on the more heavily traveled street of the intersection are programmed to flash yellow and the signal on the less heavily traveled street flashes red. This remains in effect until intersections become safe for traveling public.

If you have any concerns or questions regarding these procedures, please contact Kelly McChesney, Street Superintendent, at 972-780-4935.

Duncanville's Equipment Services Division Plays an Essential Role

The Equipment Services Division of the Public Works Department plays an essential role during snow and ice weather events. It is not one that is seen directly by the public, but is a behind the scenes role. Equipment Services support the more visible departments that the public sees during snow and ice conditions.

As a storm system approaches, Equipment Services keep in contact with the Streets, Fire, and Police Departments and begin preparing vehicles and equipment to be ready as the snow or ice starts to fall. This preparation includes assisting the Streets Department as they install the sand spreaders, coordinating with the Police Department to obtain three or four vehicles and install tire cables so the vehicles will be ready when the weather hits, and installing tire cables on the reserve ambulances to have on standby. As the weather comes in, Police moves into the chained vehicles and the installation of cables on the other Police units begins. Cables are also installed on Utility Billing Department and Water/Wastewater Department trucks for these services to continue normal operation.



In addition, Equipment Services provides staffing to repair and maintain vehicles and equipment around the clock during this time. They work closely with all City Departments to ensure the City can provide quality service to its citizens.

Christmas Tree Recycling



The City of Duncanville will provide Christmas tree recycling until January 31st at the Service Center, located at 330 Shady Trail. Residents may drop off their trees in the grassy area by the existing mulch pile on Shady Trail near Main Street (there will be signage to direct you to the area). Christmas trees must be free of lights, decorations, and cannot be in any type of wrap, especially plastic. The mulch is provided free to residents. For more information, contact the Service Center at 972-780-4900.

City of Duncanville Welcomes New Code Compliance Officers

Joseph Soto and Robert Wysinger are certified Code Enforcement Officers licensed by the Texas Department of State Health Services with an in-depth knowledge and understanding of local government ordinances and codes. As Code Enforcement Officers, Robert and Joseph will monitor and inspect commercial and residential buildings and properties for compliance with various codes and regulations. Robert, Joseph, or any of the Code Compliance Officer can be contacted at 972-780-5040.



City of Duncanville Partners with Nextdoor, the Private Social Network for Neighborhoods

The City of Duncanville has joined Nextdoor (www.nextdoor.com), the private social network for neighborhoods, to improve citywide and neighbor-to-neighbor communications. The integration with Nextdoor will enable the City to use Nextdoor to build stronger, safer communities with the help of Duncanville residents. The City will be able to post information such as important news, services, programs, free events, and emergency notifications to Nextdoor neighborhoods within the City.

“Joining Nextdoor is another way to further our efforts in making Duncanville an even better place to live,” said Mayor David Green. “Giving residents more avenues to easily and effectively connect with our City, and each other, about the things that matter most to their communities will create a safer, stronger Duncanville.”

Nextdoor has already proven to be an essential and well-adopted tool for Duncanville residents. Already more than 40 neighborhoods, representing 64% of the City of Duncanville, have started Nextdoor websites. The City of Duncanville joins the Duncanville Police Department on Nextdoor.

With Nextdoor, Duncanville residents can create private neighborhood websites to share information, including neighborhood public safety issues, community events and activities, local services, and even lost pets. The City of Duncanville will be able to post information such as important news, services, programs, free events, and emergency notifications to Nextdoor websites within the City.

Nextdoor is free for residents and the City. Each Duncanville neighborhood has its own private Nextdoor neighborhood website, accessible only to residents of that neighborhood. Neighborhoods establish and self-manage their own Nextdoor website and the City will not be able to access residents' websites, contact information, or content. All members must verify that they live within the neighborhood before joining Nextdoor.

Those interested in joining their neighborhood's Nextdoor website can visit www.nextdoor.com and enter their address. If residents have questions about their Nextdoor website, please visit help.nextdoor.com or contact the City's Public Information Office at 972-780-5043.

2016 Holiday Grease Roundup

Recolección de Grasa de Festividades 2016

Don't pour your Thanksgiving grease down the drain. Recycle it for free instead!
 No tire la grasa del Día de Acción de Gracias por el desagüe.
 ¡Mejor recíclala, gratis!

Cease the GREASE

Nov. 28-Jan. 9 / nov. 28-ene. 9

Don't pour your Thanksgiving grease down the drain! Grease clogs your pipes and can even cause sewer backups. Protect your home, city, and environment by recycling it during this regional collection event!

¡No tire la grasa del Día de Acción de Gracias por el desagüe! La grasa de cocina obstruye sus tuberías e incluso causa desbordamientos de alcantarillado. ¡Proteja su hogar, ciudad, y medio ambiente al reciclar la grasa durante este evento de recolección regional!



City Facilities for Recycling

Instalaciones de la Ciudad para reciclaje

Service Center
 330 Shady Trail
 Duncanville, TX 75137

Collection Hours / Horario de Recolección

Mon.-Fri. / Lu.-Vi.
 7 a.m. - 4 p.m.

This collection is for cooking oil and grease only. Motor oil and other automotive fluids are not accepted. See the other side for instructions on how to transport your cooking oil and grease.

Este sitio solamente es para aceite y grasa de cocina. No se acepta aceite de motor u otros líquidos automotrices. Consulte el otro lado de este volante para obtener instrucciones sobre cómo transportar su aceite de cocina y grasa.



www.ceasethegreasentx.com
 #HolidayGreaseRoundup

What Happens to the Grease?

¿Qué ocurre con la grasa?

The City of Duncanville is donating all the used cooking oil and grease from its Holiday Grease Roundup collection to the Dallas County Schools Alternative Fuels Program to be processed into biodiesel for school buses.

La Ciudad de Duncanville donará todo el aceite y grasa de cocina usados de su Recolección de Grasa de Festividades al Programa de Combustibles Alternativos de las Escuelas del Condado de Dallas para ser procesado a biodiesel para autobuses escolares.



Enrolling Now!

\$50 Registration Fee
 \$40 Weekly Fee
 \$30/2nd Child
 \$35/3 day drop In

Transportation Provided
 Free Meal Provided
 Homework Assistance
 Physical Activities
 Tutoring offered for an additional cost
 Basketball/Volleyball Training offered for an additional cost

Register Online @
DuncanvilleFieldhouse.com



Pickup @ 6:30pm
 1700 S. Main St
 Duncanville, TX

CALL 972-331-6666



Total Body Fitness w/ Shulanda

New Schedule

Monday- Hip Hop Cardio 7 PM

Tuesday- Hip Hop Cardio 7 PM

Thursday- Hip Hop Toning 7 PM (weights)

Saturday- Hip Hop Cardio 9 AM

\$7 Drop In Fee
 \$40 Monthly Fee

Duncanville Fieldhouse
 1700 S. Main
 Duncanville

www.facebook.com/BizzyGrowinFitt
bizzygrowinfitt.wix.com/shulandawebsite
 469-226-0079

ESSENCE DANCE STUDIOS WANTS YOU

@ Duncanville Fieldhouse 1700 South Main Street Duncanville, TX 75137

Visit our website for more information
 Register now @ www.essencedancecompany.com

Multiple Levels

- Beginner
- Intermediate
- Advanced

Starting at age 3

- Elementary
- Teens
- Adults

Spring Programs

January 7 - April 8, 2017

All programs are free!



Preschool Story Time

Thursdays at 10:15 a.m.
Ages 3-6 years and a caregiver
Stories, songs, flannel stories, puppets, music



Nursery Rhyme Time

Thursdays at 11:15 a.m.
Ages 0-3 years and a caregiver
Stories, songs, fingerplays, nursery rhymes



Tiempo de Historias en Español

Spanish Story Time

Thursdays at 5:30 p.m.

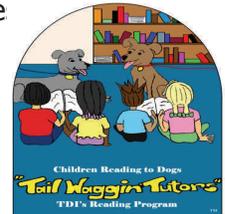
All age

Tail Waggin' Tutors - Therapy Dogs International

Saturdays— January 28, February 25, March 25, April 22

2:00 - 3:00 p.m.

Children practice their reading skills in a relaxed, dog-friendly atmosphere



LEGO® Maniacs

Tuesdays— January 10, February 14, March 14, April 4

7:00 p.m.

Build LEGO® creations at the library



Storyteller Rochelle Rabouin will perform The Lion Sleeps Tonight South Africa Show Celebrate Black History through storytelling, music, history, and dance on Tuesday, February 21 at 7:00 p.m. in the library program room.

MLK Dream Window Art Craft Program @ the Public Library

Kids of all ages can create a Martin Luther King Jr. window art craft on Wednesday, January 11th from 3:30 p.m. to 5:30 p.m. The craft program is come-and-go and will be in the library program room. Celebrate the legacy of Dr. King by making your own dream window art.



New Library Manga Club for Teens

If you love Manga, Anime, and all things Japanese, the library is starting a new club just for you. Manga Toshokan is for teens 13+ and will feature Manga, Anime, live action movies, snacks, crafts, art, contests, and more!

Manga Toshokan meets the first Saturday of the month at 2:00 p.m. in the library program room. Tell your friends and we hope to see you there on Saturday, January 7th at 2:00 p.m.

Never forget again!

Bullet Journaling Etc. 101
January 28th
3:30 pm
Library
Program Room

Duncanville Public Library
Inform, Inspire, Imagine
201 James Collins Blvd. Duncanville, TX 75116

Notes
It's not too late to get organized!

A bullet journal is good for...

- People who have a million little to-do lists floating around
- People who are already organized and are always looking for a better way
- People who like stationery, journaling, scrapbooks, and pens
- People who don't care what they write with
- People who really like to keep a journal but get overwhelmed by all the information
- People who already keep a lengthy journal
- Anyone who needs to remember anything they have to do or places they have to be

In short, Bullet Journaling is for everyone!

D. L. Hopkins Jr. , Senior Center January 2017 Trips Membership required. Please call 972)780-5073 for further information.

The Duncanville D.L. Hopkins Jr., Senior Center offers its members a variety of activities and programs, including trips, for seniors 60 years of age and older throughout the year. Become a member today, [CLICK HERE](#) or call the Center at 972-780-5073 to find out more!



OMNI THEATER (Great White Sharks)

January 9th / 9:30 a.m. / Cost: \$10.00 plus meal.



Ozona Grill & Bar

January 10th / 4:30 p.m. / Cost:
\$2.00 plus meal



Allen Premium Outlets

January 12th / 9:00 a.m. / Cost:
\$2.00 plus meal



Pizza Inn

Jan. 17th / 4:30 pm. / No trip
Cost, Meal Cost Only

DUNCANVILLE FIRE DEPARTMENT

Dirty Laundry

Clean out that lint tray! According to the National Fire Protection Association (NFPA), the leading cause of home clothes dryer and washer fires is failure to clean them.



Even when we are fairly good about cleaning out the lint filter, we don't have our dryer vents cleaned. This is something we should be doing once a year, or when we notice our clothes taking longer than normal to dry. As lint builds up in the vent pipe, the airflow needed by your dryer is restricted causing it to take longer to dry the clothes. The lint that is restricting the airflow becomes more and more heated by the air from the dryer. Over time, the heat breaks down the lint that can start a fire in the pipe or in your dryer. How do I clean the vent pipe you ask? You can purchase tools and/or accessories at many hardware or home warehouse style stores. You can also look up a dryer lint removal service company and hire them to take care of it.

ABOUT THE NATIONAL FLOOD INSURANCE PROGRAM:

In 1968, Congress created the National Flood Insurance Program (NFIP) to help protect property owners from flood losses. The NFIP offers flood insurance to homeowners, renters, and business owners if their community participates in the NFIP. In 1973, Congress passed the Flood Disaster Protection Act which added the mandatory purchase requirement to the NFIP.

The City of Duncanville is a participating community in the NFIP, which allows our residents to obtain discounted rates for flood insurance through the Federal Emergency Management Agency (FEMA). There are many reasons to have flood insurance, since flooding can occur even if you do not live near a creek or other body of water. Nearly 25% of all NFIP flood insurance claims filed are from people located outside of high-risk areas.

City staff is here to assist you with any questions you may have regarding the revised maps of floodplain locations, determining whether your property falls within a floodplain, or if your mortgage company is requiring you to have flood insurance. In many cases, City staff is able to help property owners qualify for reduced flood insurance rates by establishing the Base Flood Elevation at their property. Once the Base Flood Elevation is determined, the property owner is able hire a surveyor to document whether any insurable assets on the property are above, at or below the 100-year floodplain. In some cases, minor improvements can be made to remove your structure from the floodplain.

More information about the NFIP can be found at www.floodsmart.gov. If you need assistance regarding flood insurance or have a question about whether you are located in the floodplain, please contact Jon Bunner at (972) 780-5008 or by email at jbunner@ci.duncanville.tx.us.



Recruiting and Retention in the Police Department

By Assistant Chief Brian Heard



POLICE BEATS

Whenever law enforcement leaders gather to discuss current challenges facing their agencies recruiting, retention, and staffing are always at the top of the list. Law enforcement agencies across the country continually struggle to fill vacancies with top quality applicants while at the same time trying to retain tenured employees. During my nearly thirty years with the Duncanville Police Department we have been fully staffed only twice, once for almost a year, and a second time for just a few months. Like most agencies, we are in a constant struggle to maintain minimum staffing. Let's take a look at the process and costs involved in filing a vacancy.

The Duncanville Police Department has utilized numerous approaches to attract applicants. We've attended job fairs, high school and college career days, visited military bases, gone on targeted recruiting trips, as well as utilized newspaper, radio, and internet advertising in an effort to garner interest in our entry test. At every test we ask the applicants how they learned of the opening and in the past decade over 90% of applicants have been attracted by internet advertising, specifically via the Department's website or Facebook ads. Personal referrals generate the second largest number of applicants. Recruiting efforts by all other methods combined have been essentially ineffective. In the 1990's, we would typically get 150-200 applicants per test, but in the past ten years that number has halved. Our entry level written test is designed to test applicants' math, reading comprehension, grammar, syntax, and punctuation at an 8th grade level. Despite that relatively low standard, we routinely see a 40% failure rate on the written exam. Applicants who pass the written exam then take the physical agility test, developed from a job task analysis completed by existing Duncanville Police Department officers. Approximately 90% of those passing the written test also pass the physical agility test. Remaining applicants are then given a Preliminary Interview Questionnaire which elicits information about prior criminal activity and drug use. Over 40% of

applicants admit to behavior that is immediately disqualifying. From the remaining applicant pool we develop a "working" eligibility list. Remaining applicants complete a detailed Personal History Statement covering all work history, educational history, military background, drug use, sexual activity, financial history, all criminal behavior, and family and other personal relationships, to include social media. That completed Personal History Statement forms the basis for a thorough background investigation that may take up to two months to complete. Our background investigations have taken us all over Texas, and occasionally across the country. Applicants who make it to the Personal History stage have an 80% pass rate, and are then scheduled for an Oral Interview Board with a panel of current DPD supervisors and Field Training Officers. Although applicants are not expected to have any prior knowledge of police procedures, they are subjected to high stress questions designed to probe their ethics and reasoning ability. The pass rate for the Oral Interview Board is 90%. Remaining applicants are then scheduled for psychological and polygraph exams, with both examinations utilizing all of the background information gathered to target their interviews. The passing rate for this portion of the process is also 90%. Remaining applicants are scheduled for an interview with the Chief of Police, and 99% pass that interview. The final steps before hiring are successful completion of a medical examination and drug screen and during my tenure we've never lost an applicant at that stage of the process. Although onerous, this lengthy process is commensurate with the level of authority that police officers are entrusted with. Although our hiring rate has improved in the past five years, our long term average over the past 15 years is to hire one person for every 20 applicants.

Once hired, a new recruit is brought on board about two weeks before the start of a basic police academy class. During that orientation period the new employee is set up with Human Resources, given a basic overview of department

policies regarding their conduct in the academy, and provided with issued equipment needed in the academy. The DPD utilizes basic academies put on by the North Central Texas Council of Governments or the Dallas County Sheriff's Office. The recruit spends the next 22 weeks in the academy, developing their knowledge of the Texas Code of Criminal Procedure, Penal Code, Transportation Code, Health and Safety Code, and Family Code (over 2500 pages of statutes). Although rare, we have had recruits fail the basic academy. Upon academy graduation, the recruit spends the next month in an in-house DPD mini academy, where they are taught the specifics of our Code of Conduct, General Orders, Department Regulations, Directives from the Chief, and their Field Training Manual (a total of over 600 pages of rules/regulations). They also receive additional training in firearms, report writing, department computer systems, and case law. Upon completion of the mini academy the recruit enters Field Training, a 17 week process involving rotations in Patrol, Criminal Investigations, Traffic, Jail, and Property/Evidence. During the Field training program recruits are evaluated daily on 26 functional areas from Officer Safety to Problem Solving/Decision Making to Relationship with the Public. A recruit who fails to progress at the expected rate may receive a maximum of three weeks of remedial training during the Field Training Program. Successful completion of the Field Training Program is mandatory before a new Police Officer can be released to work without the immediate supervision of a Field Training Officer. In the past decade a total of 12 recruits have failed to successfully complete the Field Training Program and have either resigned or been terminated. That number includes some who discovered that the realities of police work just weren't what they were expecting and they decided they really didn't want to be a Police Officer. An applicant who has made it through all of the foregoing is assigned to the Patrol Division, working uniformed patrol in a marked squad car, responding to calls for service, enforcing traffic and criminal laws, and providing front line law enforcement. It will take an additional 5-7 years for the new Police Officer to become an experienced veteran with the knowledge and wisdom gained from many thousands of public contacts.

Now let's look at the costs involved in filling a vacancy. The Specials Services Division, staffed by a Sergeant and a Training/Personnel Officer, spends hundreds of hours placing advertising, answering questions from potential applicants, sending out intent to test cards, securing the test and a test site, etc. Depending on the number of applicants it may take 4-6 personnel to put on the test and the physical agility testing. Hundreds more man hours will be invested during the background investigation, oral boards, and psychological and polygraph testing. Once an applicant is hired their first year salary and benefits total \$66,786. That figure does not include the \$1900 basic academy tuition, \$400 for academy uniforms (not police uniforms), nor the \$2500 spent on basic equipment like body armor, uniforms, and duty belt. Of course, it also doesn't include the cost for the thousands of man hours invested in that recruit by Training/Personnel and a variety of Field Training Officers. By the time we recruit, hire, and train a new police officer we conservatively have \$100,000 invested in that rookie. As substantial as the financial investment is, the cost in time is even greater. From the time a vacancy occurs until that position is filled on the street with a trained officer is easily a full year. For the duration of that time period we are short-staffed on the street, even if the vacancy has been filled on paper.

As you can see, filling a vacant Police Officer position is a long, expensive process with many opportunities for failure. Despite those costs, the expense and effort involved are mandatory before we turn an employee loose with the authority to deprive us of our freedom and to use force against us. It is because of this lengthy and expensive process that I believe that every dollar invested in retaining experienced veteran officers is money well spent.



HELPFUL NUMBERS

CITY OF DUNCANVILLE

EMERGENCY

Fire, Police, Ambulance.....	911
Water.....	972.780.5010
After Hrs Water Emerg.....	972.780.4959
FBI.....	972.559.5000
Poison Control.....	1.800.222.1222
Suicide Crisis Center.....	214.828.1000
Domestic Violence Hotline.....	1.800.799.7233

NEWCOMER INFORMATION

Atmos Gas.....	972.934.9227
Auto Tags/Titles.....	214.653.7811
Chamber of Commerce.....	972.780.4990
Spectrum Cable.....	1.888.438.2427
DPS: Driver's License.....	469.272.9301
Republic.....	972.225.4207
Property Tax.....	214.653.7811
ONCOR Electric.....	1.888.313.4747
US Post Office.....	972.780.1695
Passport Information.....	972.780.1438
Voter Registration *.....	214.637.7937
Water/Trash/Sewer Setup.....	972.780.5010

Newspapers:

DMN.....	214.745.8383
Focus.....	972.223.9175
Suburban.....	972.296.8600

Duncanville ISD:

710 S. Cedar Ridge, 75137	
Administration.....	972.708.2000
Natarium.....	972.708.2370
School Board:	
Carla Fahey.....	972.296.3452
Tom Kennedy.....	972.709.0015
Philip McNeely.....	972.709.7824
Joe Veracruz.....	972.965.7809
Janice Savage-Martin.....	972.709.0777
Elijah Granger.....	972.567.9982
Renee McNeely.....	972.709.7824

Tourism:

Duncanville Fieldhouse.....	972.331.8868
Cedar Hill State Park.....	972.291.3900
Community Theatre.....	972.780.5707
Cedar Ridge Preserve.....	972.709.7784
Internat'l Museum of Cultures...	972.572.0462
Lynn Creek Marina.....	817.640.4200
Red Bird Lanes.....	972.298.7143
Red Bird Skateland.....	972.298.7400

Hospitals:

Charlton Methodist Hospital.....	214.947.7777
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CITY OFFICES

City Hall.....	972.780.5000
City Manager.....	972.780.5003
Assistant City Manager.....	972.780.5004
City Secretary.....	972.780.5017
Building Inspections.....	972.780.5041
Bldg & Sign Permits, Certificate of Occupancy	
Code Services.....	972.780.5040
Code Enf., Garage Sale Permit	
Economic Development.....	972.780.5090
Finance.....	972.780.5094
Health Inspector.....	972.780.4963
Hopkins Senior Center.....	972.780.5073
Municipal Court.....	972.780.5055
Parks/Athletics.....	972.780.5072
Personnel.....	972.780.5095
Planning & Zoning.....	972.780.5016
Public Library.....	972.780.5050
Public Relations.....	972.780.5043
Public Works.....	972.780.5015
Recreation Center.....	972.780.5070
Service Center.....	972.780.4900
Special Events.....	972.780.5074
Utility Billing.....	972.780.5010
After Hrs Water Emerg.....	972.780.4959

Police:

Administration.....	972.780.5038
Animal Control.....	972.223.6111
Auto Pound.....	972.227.5188
Crime Prevention.....	972.780.5027
Crime Victim Advocate (ext 0)	972.780.5037
Internal Affairs.....	972.780.4905
Jail.....	972.780.5039
Non-Emergency Dispatch.....	972.223.6111
Records.....	972.780.5024
Tri-Cities Animal Shelter.....	972.291.5335
Warrants.....	972.780.5092
Or.....	972.780.5068

Fire:

Administration.....	972.780.4920
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City Council (May 7, 2016): **

Mayor - David Green.....	972.780.0348
At-Large - Patrick Harvey.....	972.296.5031
District 1 - Dennis Schwartz	469.567.0780
District 2 - Steven Rutherford.....	972.296.2669
District 3 - Leslie Thomas	214.773.2682
District 4 - Ron Dotson, MD....	972.298.2120
District 5 - Johnette Jameson	972.780.8887

**Meets 1st and 3rd Tuesday of each month.

OTHER HELPFUL NUMBERS

AARP.....	1.888.687.2277
Better Business Bureau.....	214.220.2000
Dallas Central Appraisal Dist.....	214.631.0910
Dallas County:	
General (Including DBA's).....	214.653.7099
Health & Human Services.....	214.819.2000
MY RIDE-Dallas.....	972.855.8084
Records.....	214.653.7131
Section 8 Housing.....	214.819.1871
Tax Office (Property/Vehicle)....	214.653.7811
Duncanville Outreach Ministries....	972.296.4986
Evictions.....	214.589.7000
Home Instead-Rides for Shut-Ins....	972.262.7787
HUD.....	214.767.8300
MADD.....	214.744.6233
Meals on Wheels.....	214.689.2639
Project Duncanville.....	214.206.0198
American Red Cross	469.261.5614
Red Cross.....	214.678.4800
Salvation Army.....	214.630.5611
Social Security.....	1.800.772.1213
State Comptroller's Office	
Tax ID & Sales Tax Permit.....	972.709.4357
On-line: www.window.state.tx.us/taxpermit	
Texas Dept of Human Services:	
Food Stamps/Medicaid.....	972.709.8075
WIC.....	214.670.6875
Texas Workforce Commission:	
Dallas.....	972.709.5377
Grand Prairie.....	972.264.5881
United Way.....	214.978.0000
Vital Statistics:	
Birth/Death Certificates:	
Dallas (City).....	214.653.7099
Grand Prairie (State).....	214.751.4040
On-line: http://dshs.texas.gov/	
Marriage License:	
Downtown Dallas- 8-4 M-F...	214.653.7559
East Dallas***.....	214.321.3182
North Dallas***.....	214.904.3032
Justice of the Peace Offices:***	
7201 S. Polk, Dallas.....	972.228.0280
106 Church St., Grand Prairie.	214.751.4040
1411 W. Beltline, Richardson	214.904.3042
841 W Irving Blvd, Irving....	214.589.7000

***Call for office hours

Local Rental Facilities:

Best Western.....	972.283.3000
City Parks and Facilities.....	972.780.5070
Duncanville Fieldhouse.....	972.331.8868
Hilton Garden Inn.....	972.283.9777
Holiday Inn Express.....	972.298.8000
Lion's Club Center.....	214.557.1581
Motel 6.....	972.296.0345

*Voter Registration "Application" Cards available at City Hall