

Update on Review of Dallas Police Training Standards

Today Chief Brown received questions from officers and others regarding concerns about the Department's standardized field sobriety testing (SFST) training standards. The Department had previously conducted a review for the reasons outlined below.

In February, concerns were expressed by officers that only African American recruits were failing the police vehicle operation course (PVOC) and the standardized field sobriety testing (SFST) portions of the police academy. At the direction of Chief Brown, the Personnel and Development Division reviewed the last 5 years' records and found that only minority recruits (African American and Hispanic) had failed the PVOC course (5 recruits in 5 years) and a higher percentage of minority recruits had failed SFST courses than white recruits (1 W/M to 8 minority recruits in 5 years). As this review of recruits' performance was in progress, the recruit who was addressed in the letter sent by the Dallas Police Association and who is African American, was progressing through PVOC training.

When questions were later raised by the Dallas Police Association regarding this recruit failing PVOC and an alleged reduction in training standards, the Department found:

- The recruit in question passed the written exam for PVOC
- Police academy testing policy establishes that a recruit has two opportunities to take the cumulative PVOC skills test before remedial training is to be given
- Following remedial training on deficiencies, by policy a recruit has two additional opportunities to pass the cumulative skills test before being recommended for termination.
- The recruit in question received no remedial training and was scheduled for the retest 5 weeks later, which he failed.
- His chain of command discussed a recommendation for termination.
- Upon hearing that the recruit had not received remedial training as called for by policy, Assistant Chief Patricia Paulhill directed that the recruit be given the remedial training and tested.
- The recruit received remedial training and passed the subsequent cumulative skills test with a 95%

An email was distributed from academy staff on Tuesday, April 15, 2014, stating that recruits were not to be failed on the practical application portion of the SFST test. Chief Brown has directed that the academy staff temporarily suspend the SFST training class and conduct a review of the testing process to ensure that our process is consistent with National Highway Traffic Safety Administration guidelines.

In a statement, Chief Brown said, "We will continue to review all of our training to ensure our high standards are not compromised in any way and that we make necessary adjustments to continually improve."