

TulStat

Police Recruiting

Understanding and Solving
Challenging Problems, Defining Success, and
Measuring Progress

March 15, 2018



CITY OF
Tulsa
A New Kind of Energy™

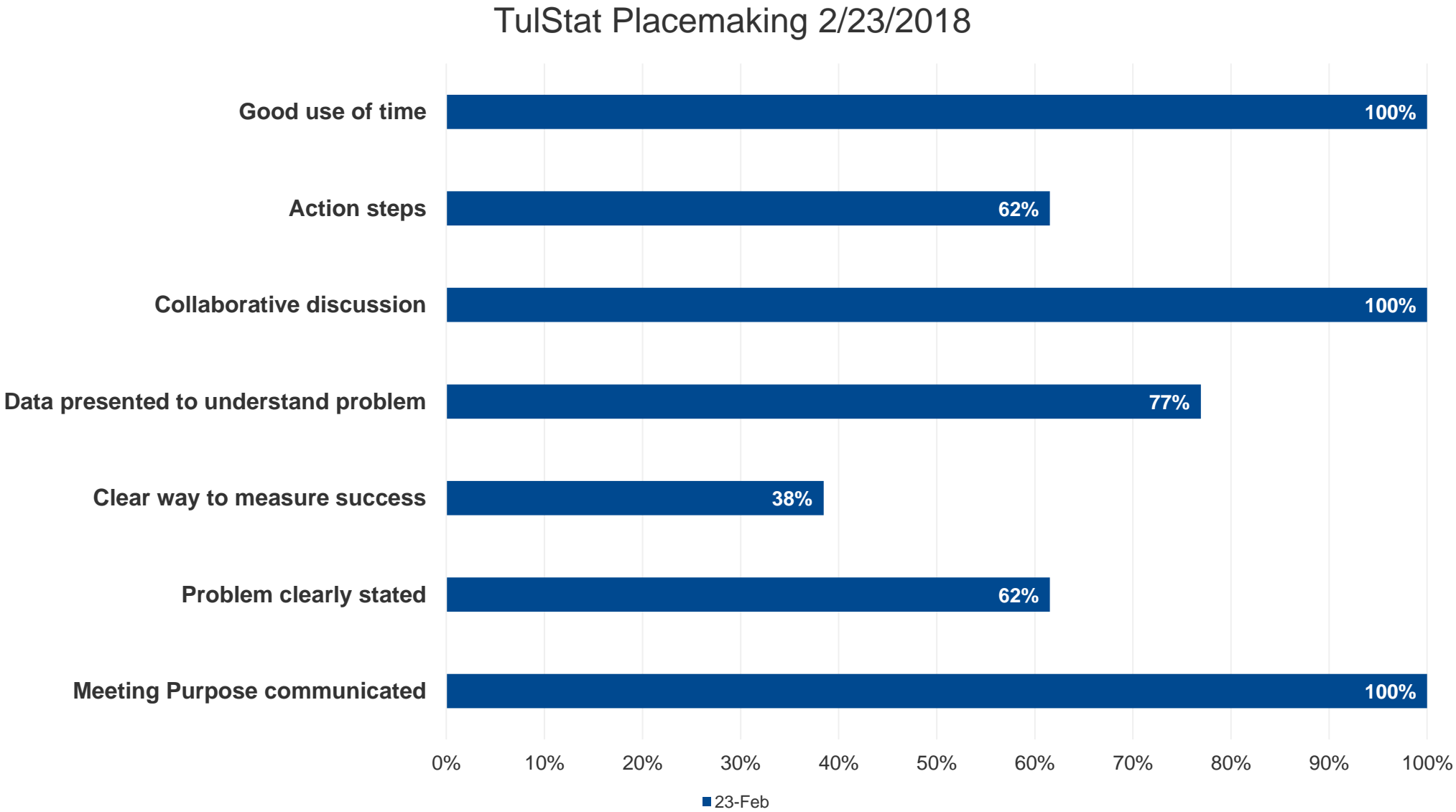
Mission & Vision

TulStat Mission: Create a forum for city leaders to discuss priority problems, a clear definition of success, innovative solutions, and a method to measure progress.

Vision - *What does success look like?* The OPSI staff creates a collaborative forum where participants leave with a better **understanding** of the priority problem, a way to **measure** success, **strategies** to solve the problem, and **action** steps before the next TulStat meeting.



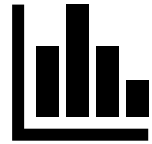
Feedback from 2/23/18 Placemaking Meeting



The Process



1. Problem Definition and Context



2. Measurement Framework



3. Defining Success



4. Possible Solutions



5. Action Plan

Defining the Problem



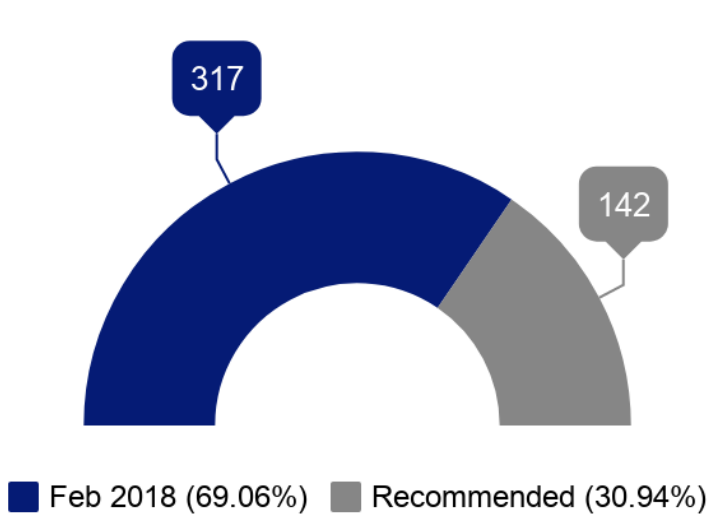
What is the right-sized problem?

How do we raise the manpower of the Tulsa Police Department to the funded number?



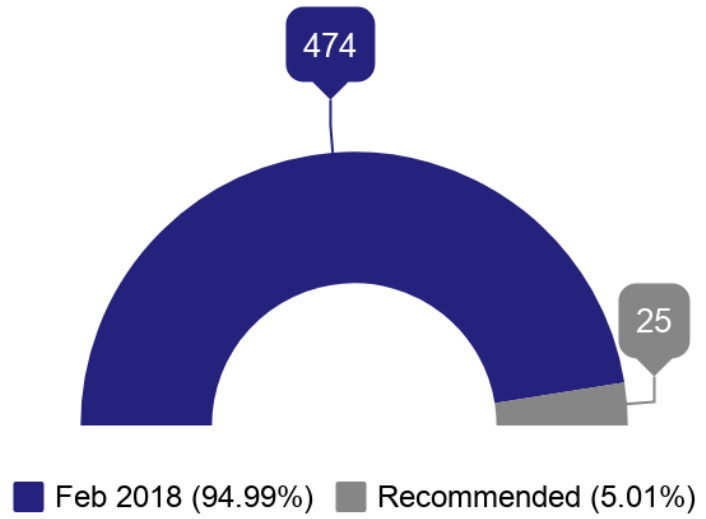
University of Cincinnati Staffing Recommendations

Sworn Patrol Officers



Recommended: 459

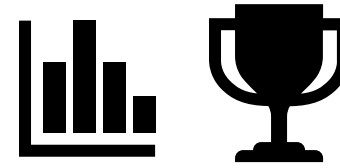
Sworn Non-Patrol Officers



Recommended: 499



Measuring Success



How can we measure ultimate success?

Ultimate success is TPD having **459** sworn patrol officers and **499** sworn non-patrol officers as recommended in the University of Cincinnati study.

How can we measure incremental progress?

Increased recruitment success – full classes

Decreased attrition

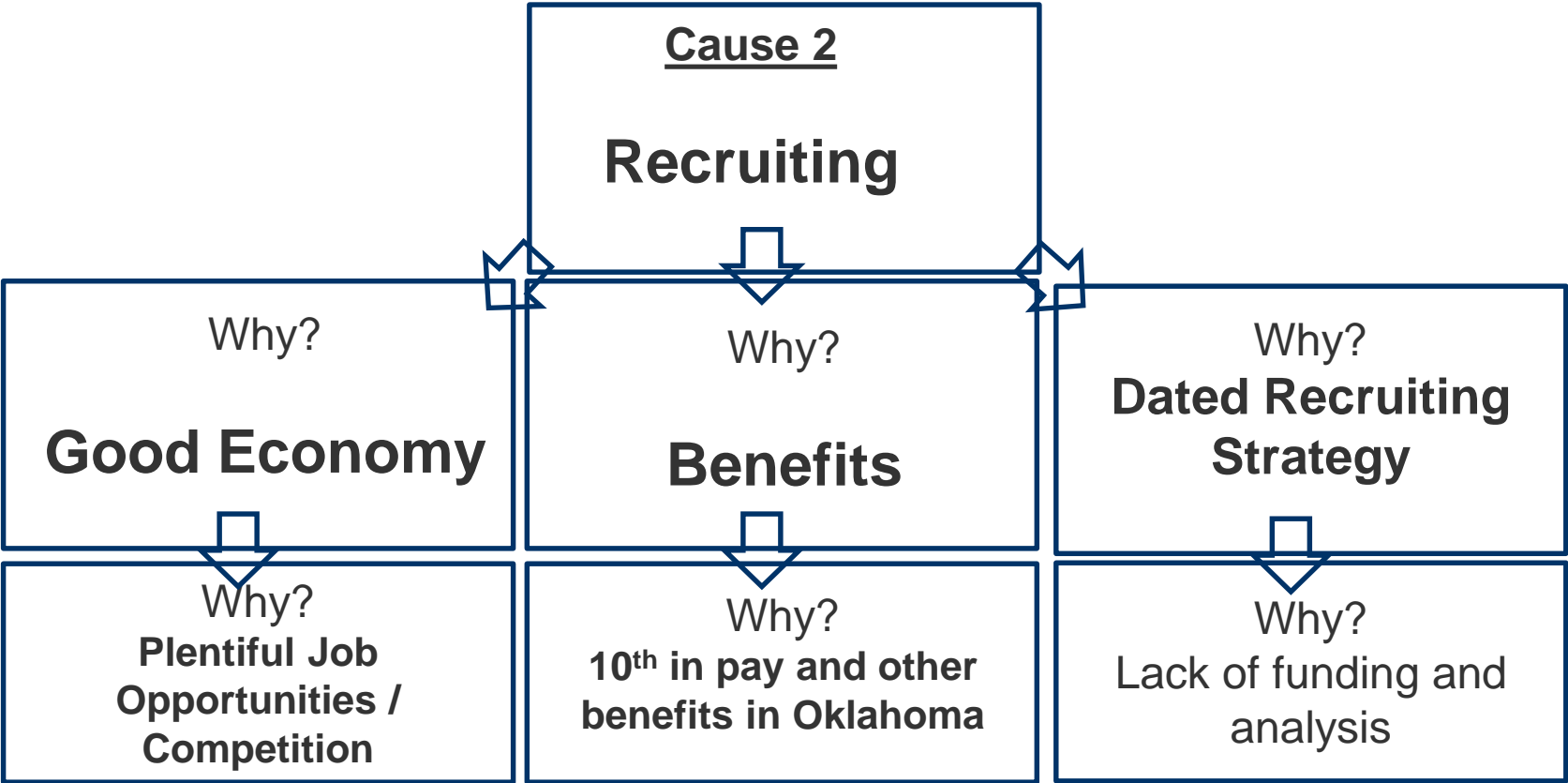


Defining the Problem

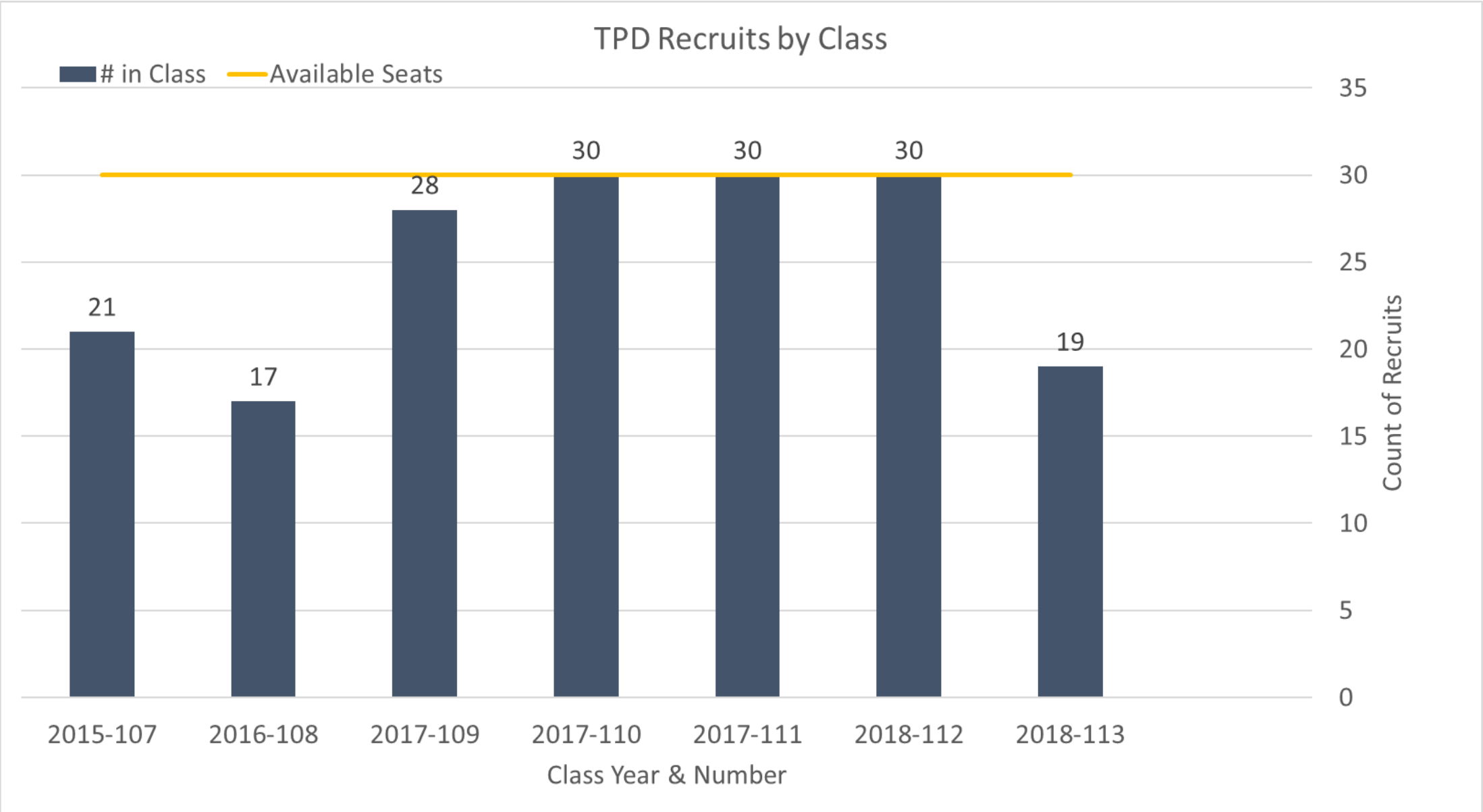


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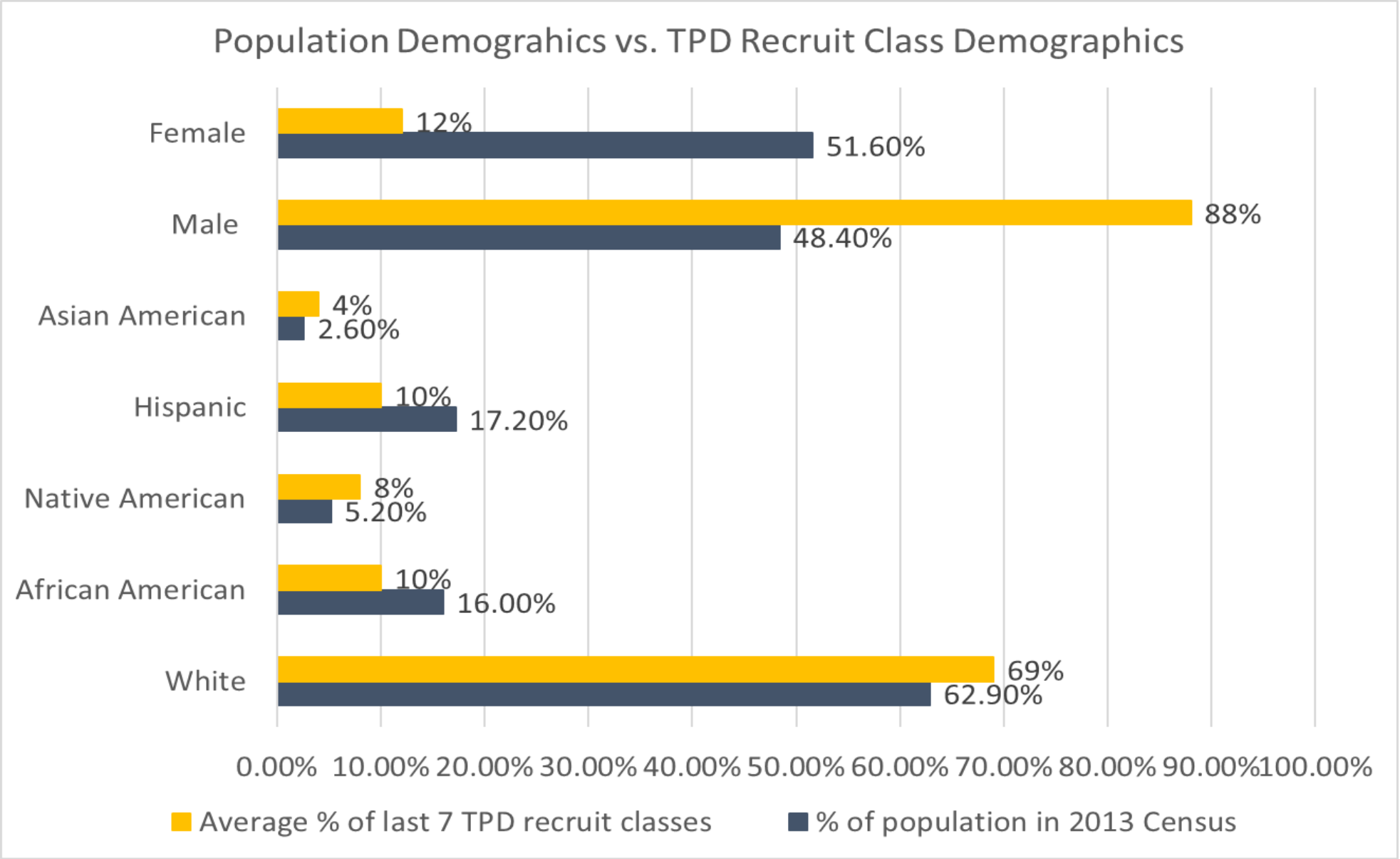
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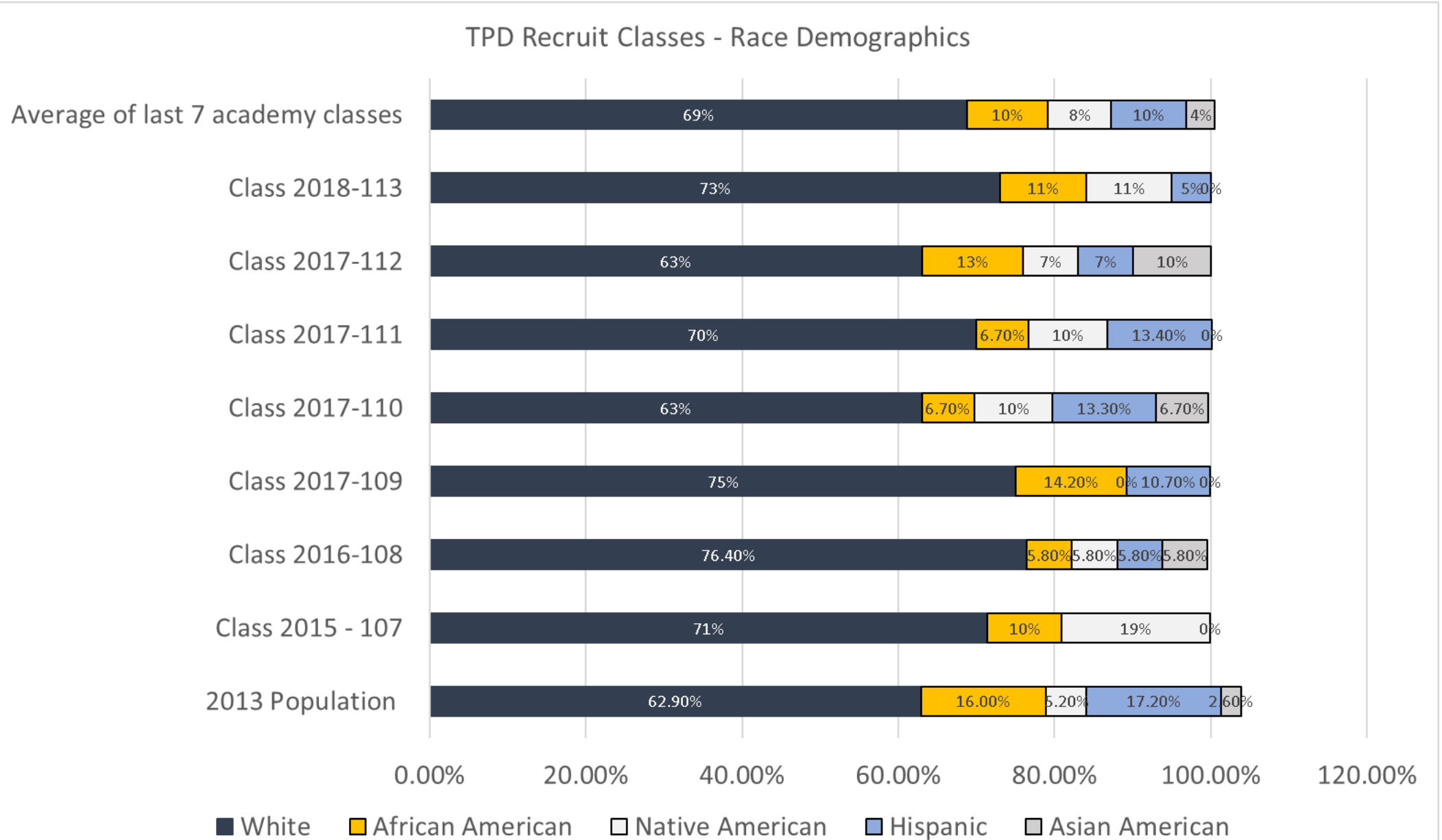
Recent Class Sizes



Recruiting Classes Historical Data



Demographics by Class



Action Items from February 2018 Meeting - Recruiting

- Marketing/Website (Perkins)
- Lateral Transfers (Dalglish)
- Pre-Hires (Dalglish/ Brown)
- G4S willingness to hire with no penalty(Perkins)
- Word of Mouth Marketing (Drobinko)
- Recruiting (Guardiola)

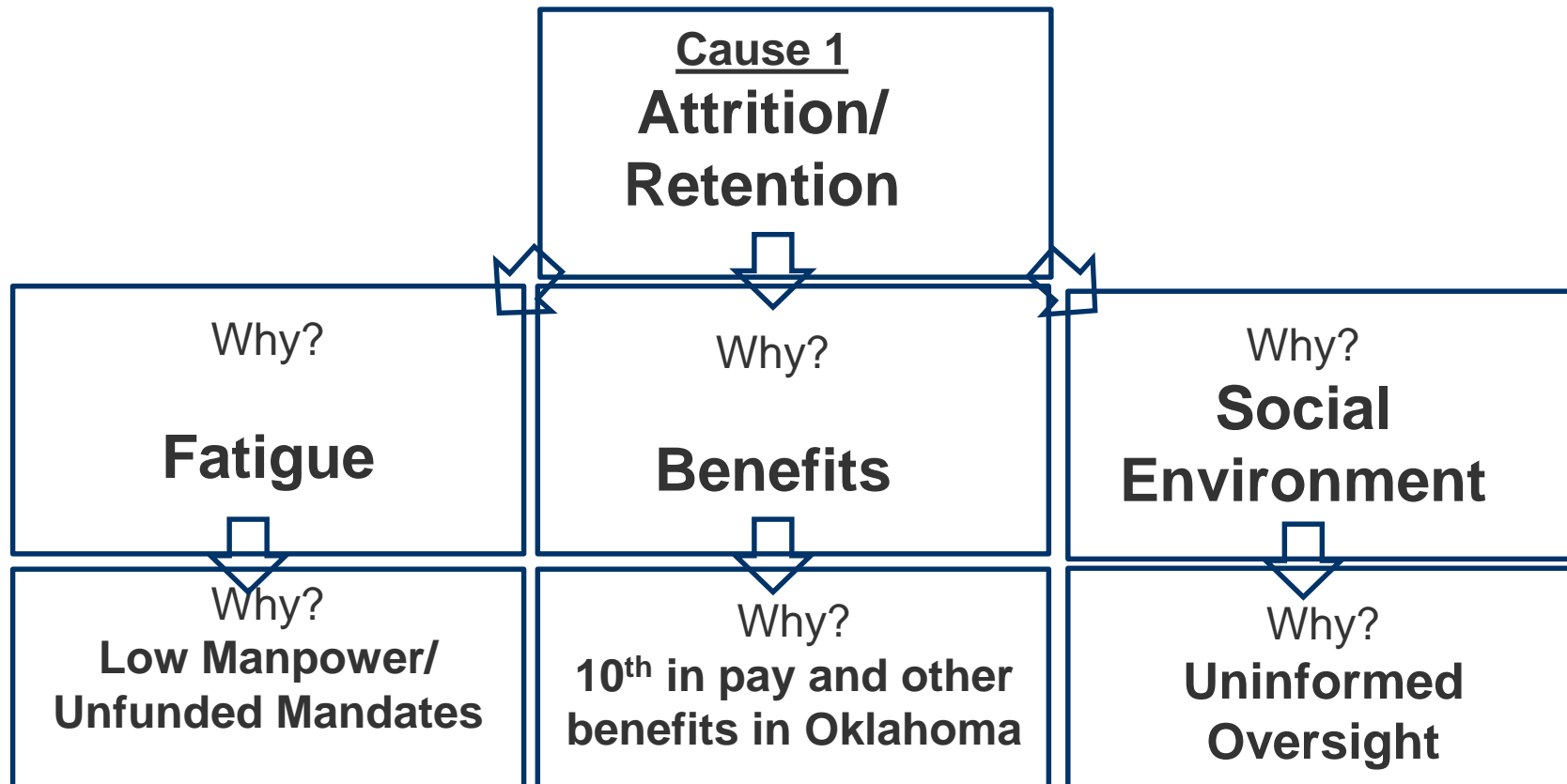


Defining the Problem



What is the right-sized problem?

How do we raise the manpower of the Tulsa Police Department to the funded number?



Action Items from February – Reduced Attrition

Exit Survey (Dalglish)

- Began capturing the reason for leaving and will begin adding to the exit form

