

# TulStat

# Police Recruiting

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

April 19, 2018



# Mission & Vision

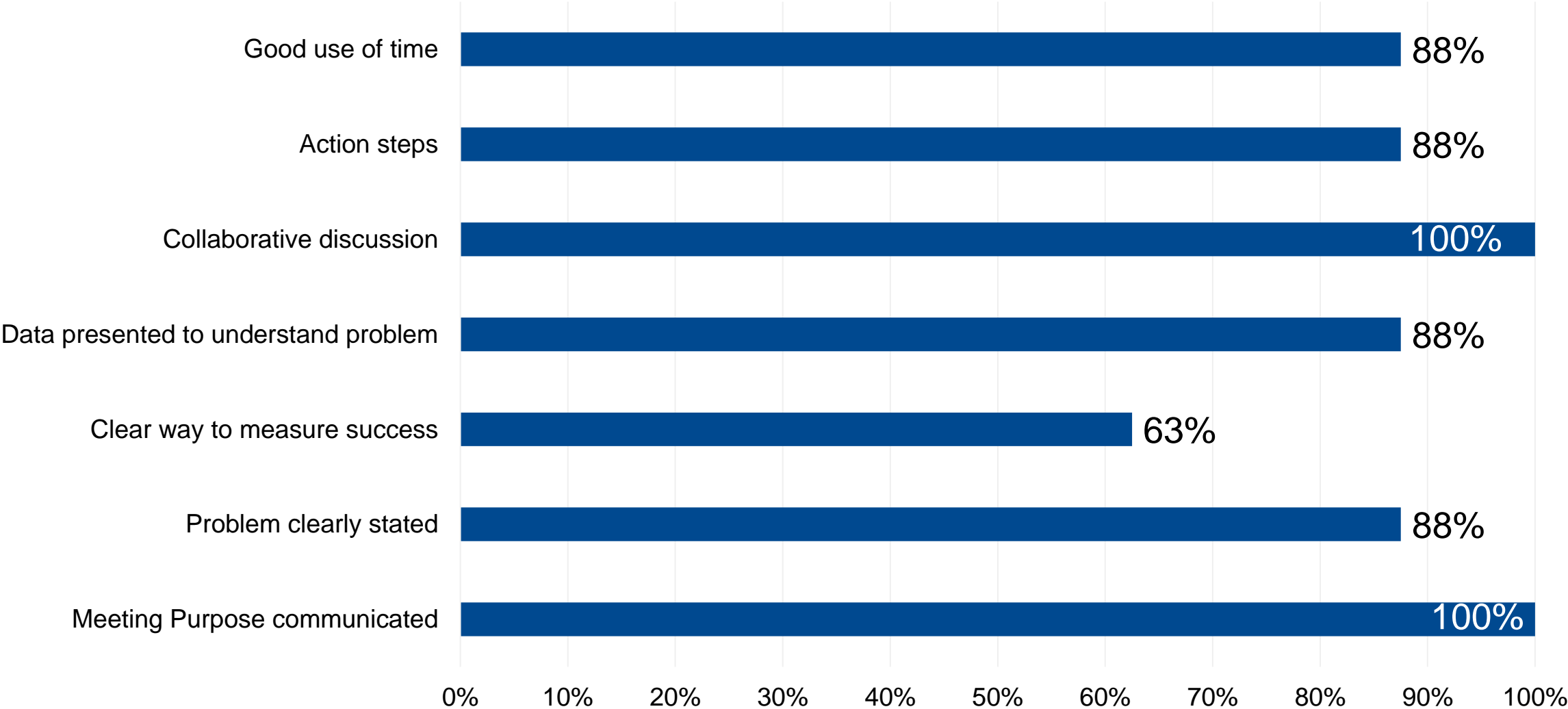
**TulStat Mission:** Create a forum for city leaders to discuss priority problems, a clear definition of success, innovative solutions, and a method to measure progress.

**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.



# Results 3/15/18 TulStat Police Recruiting Session

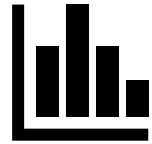
Police Recruiting TulStat March 15, 2018



# The Process



1. Problem Definition and Context



2. Measurement Framework



3. Defining Success



4. Possible Solutions



5. Action Plan

# Defining the Problem



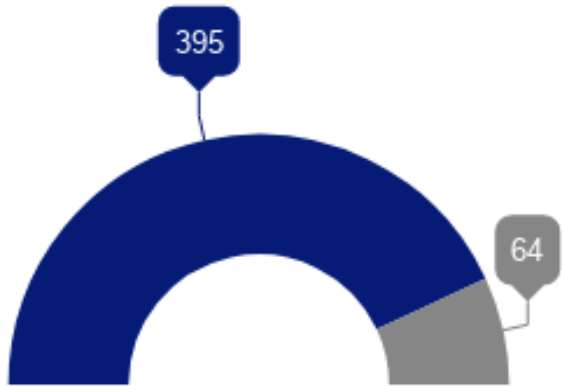
What is the right-sized problem?

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



# University of Cincinnati Staffing Recommendations

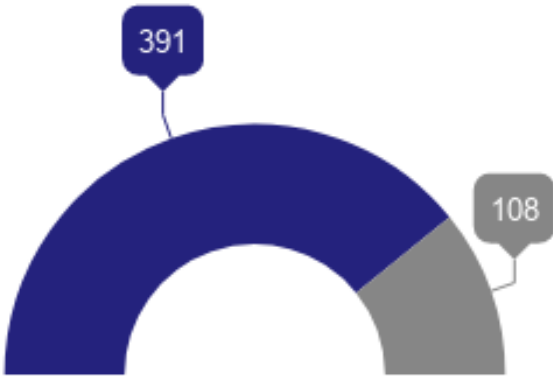
### Sworn Patrol Officers



■ April 2018 (86.06%) ■ Recommended (13.94%)

Recommended: 459

### Sworn Non-Patrol Officers

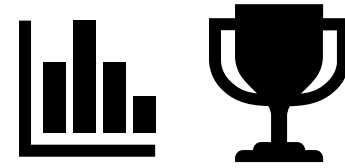


■ April 2018 (78.36%) ■ Recommended (21.64%)

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.

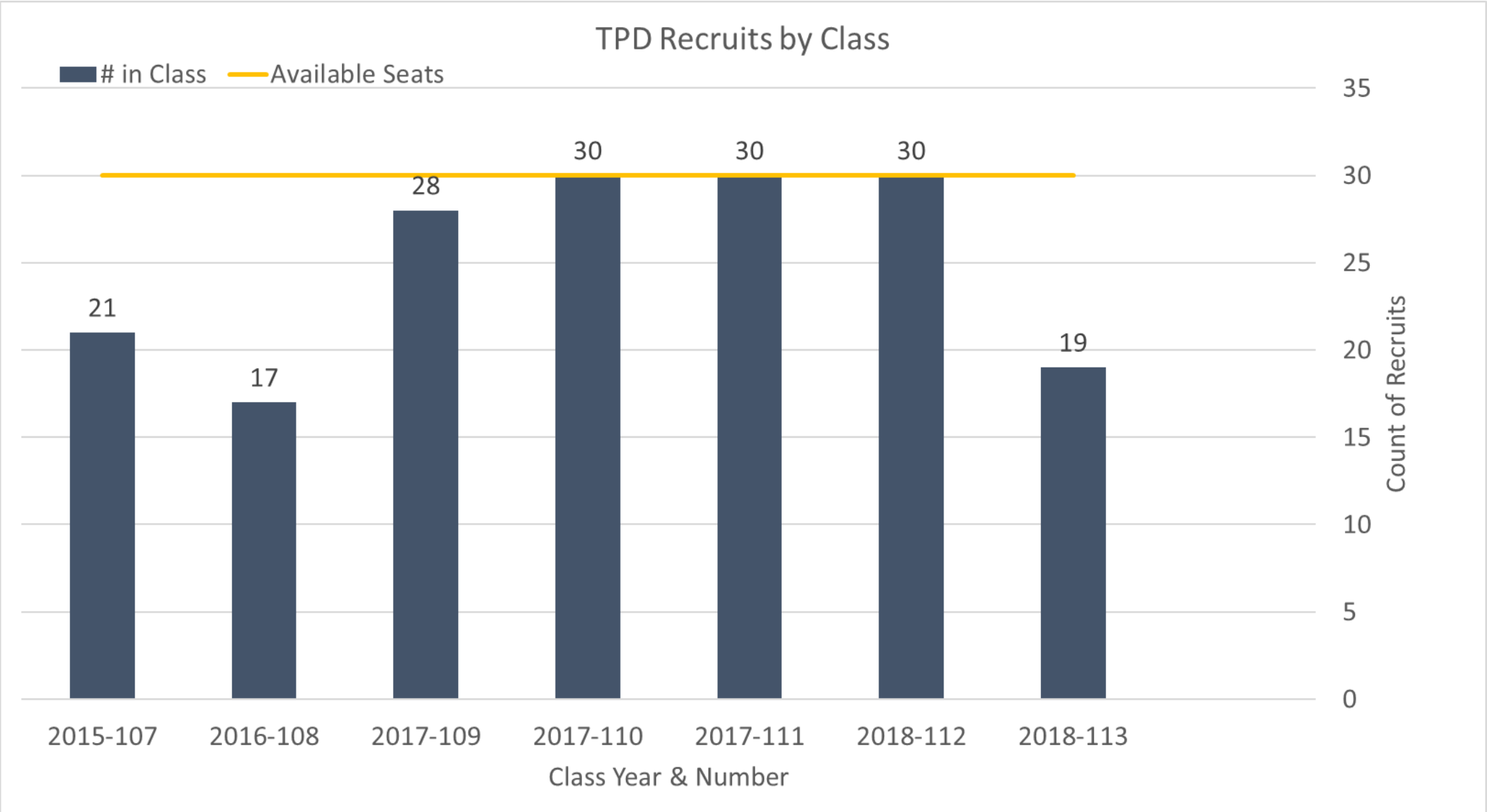
How can we measure incremental progress?

Increased recruitment success – full classes

Decreased attrition

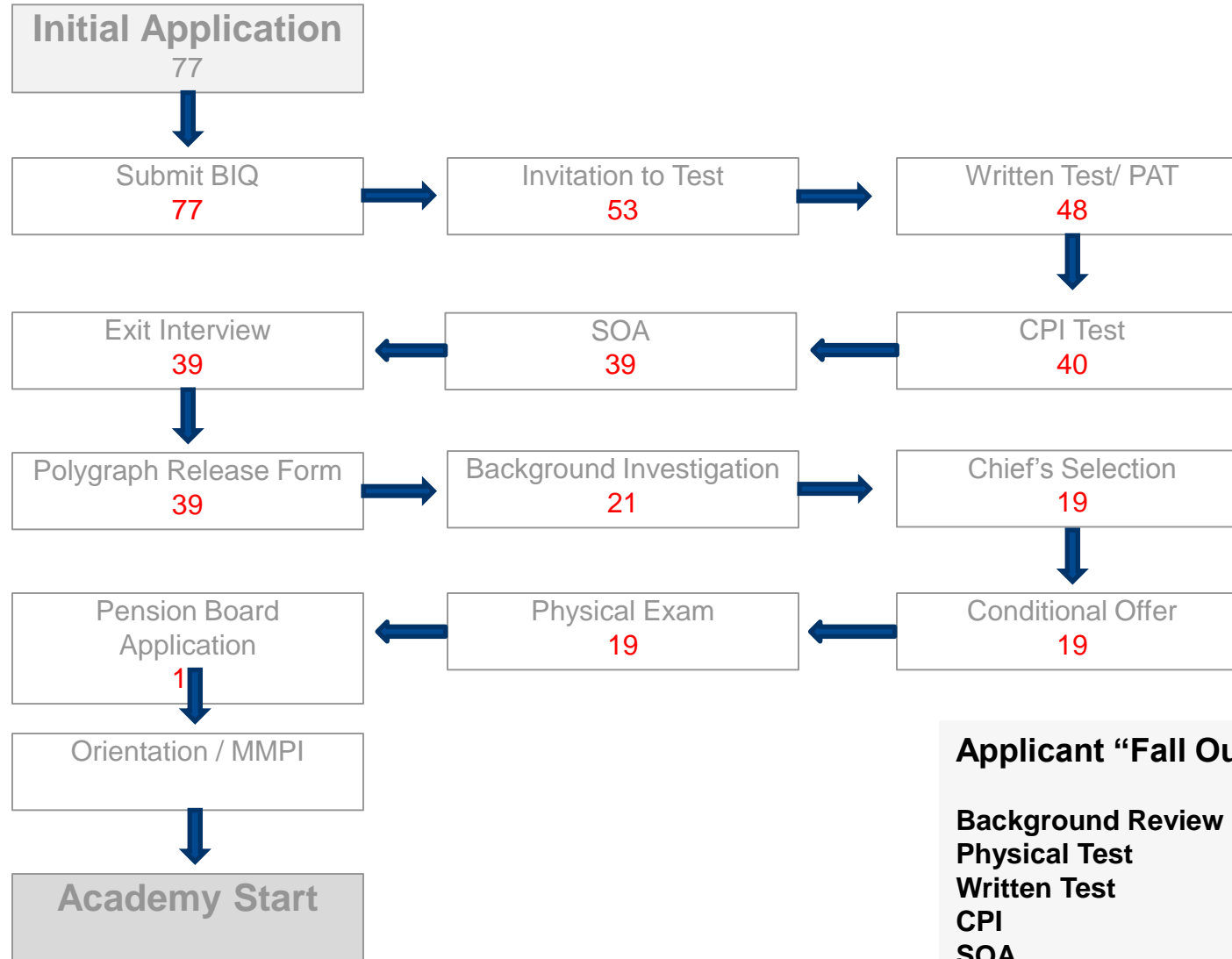


# Recent Class Sizes





# Tulsa Police Department Class 2018-113

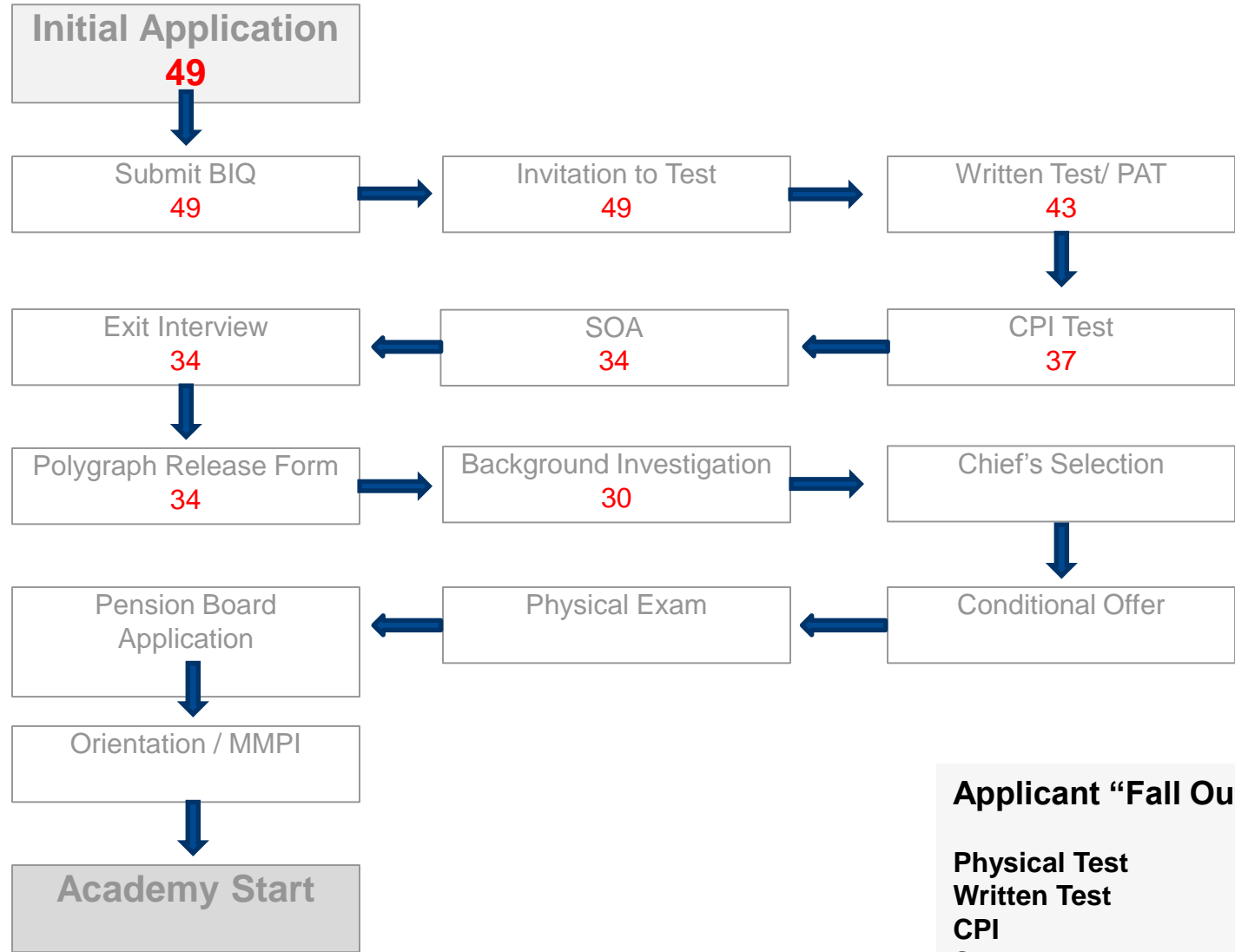


## Applicant "Fall Out" Percentage

Background Review	31%
Physical Test	1%
Written Test	5%
CPI	10%
SOA	1%
Background Investigation	22%



# Tulsa Police Department Class 2018-114



## Applicant "Fall Out" Percentage

Physical Test	4%
Written Test	8%
CPI	12%
SOA	6%
Background Investigation	8%

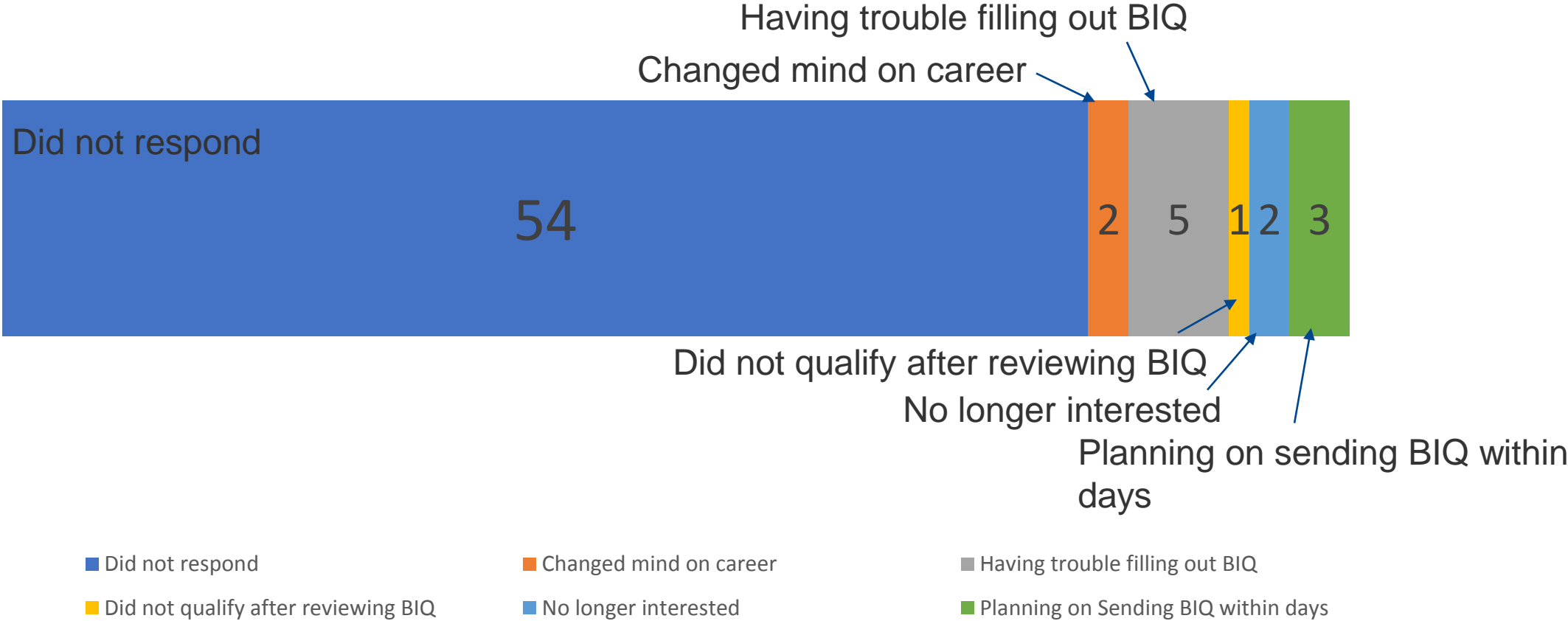


# New Applicants

New Applicants	
Jan-18	36
Feb-18	43
Mar-18	42
% of applicants that completed BIQs	
Jan-18	52%
Feb-18	39%
Average days to file BIQ after applying in MUNIS	
Jan-18	14.25
Feb-18	11.14



# Contacting 67 Applicants who did not submit BIQ



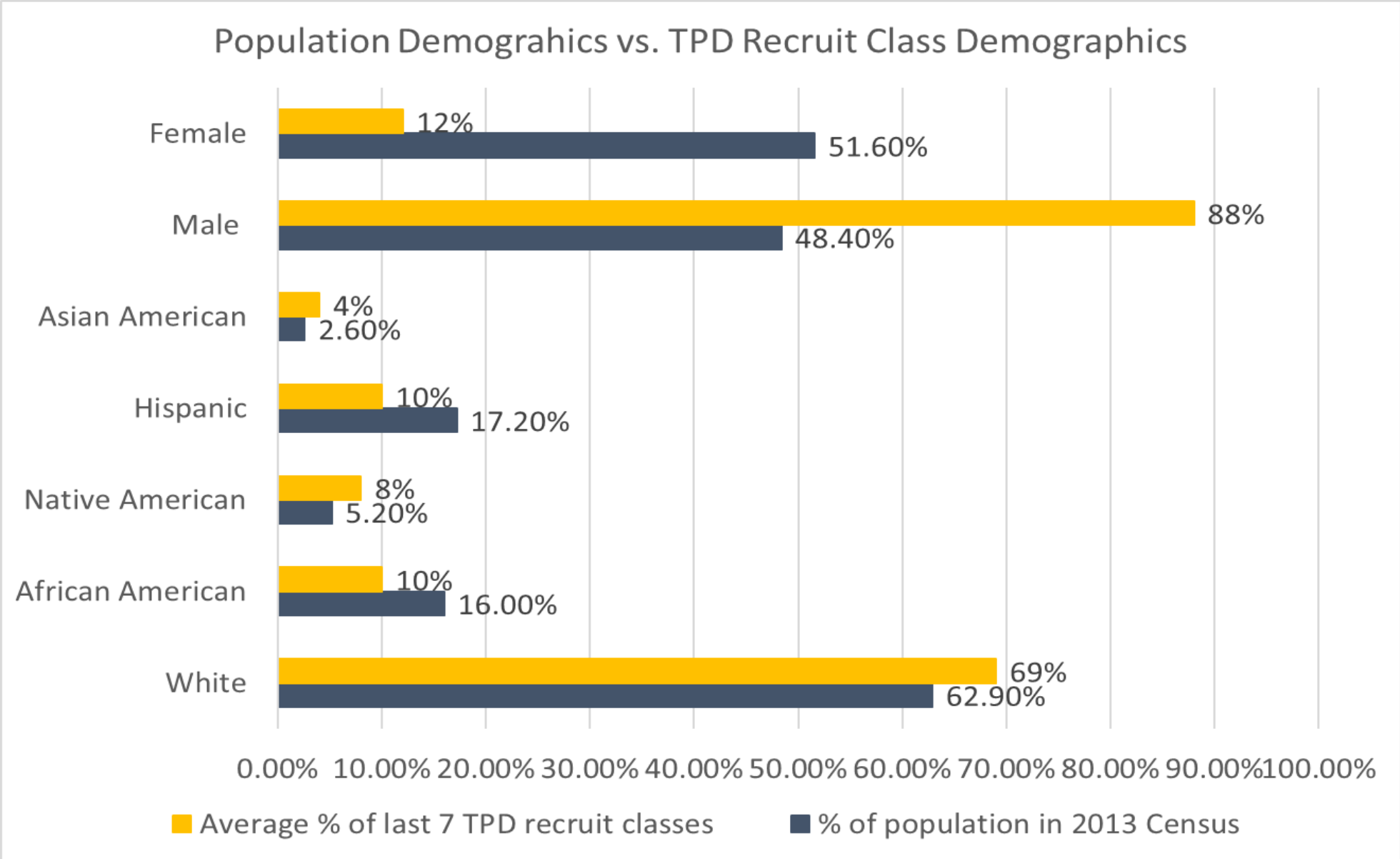
# Action Items from March 2018 Meeting – Recruiting & Attrition

- Marketing/Website (Perkins)
- Lateral Transfers (Dalglish)
- Pre-Hires (Dalglish/ Brown)
- G4S willingness to hire with no penalty(Perkins)
- Recruiting (Guardiola)
- Exit Survey (Dalglish)





# Recruiting Classes Historical Data



# Demographics by Class

