TulStat
Police Recruiting

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

May 17, 2018

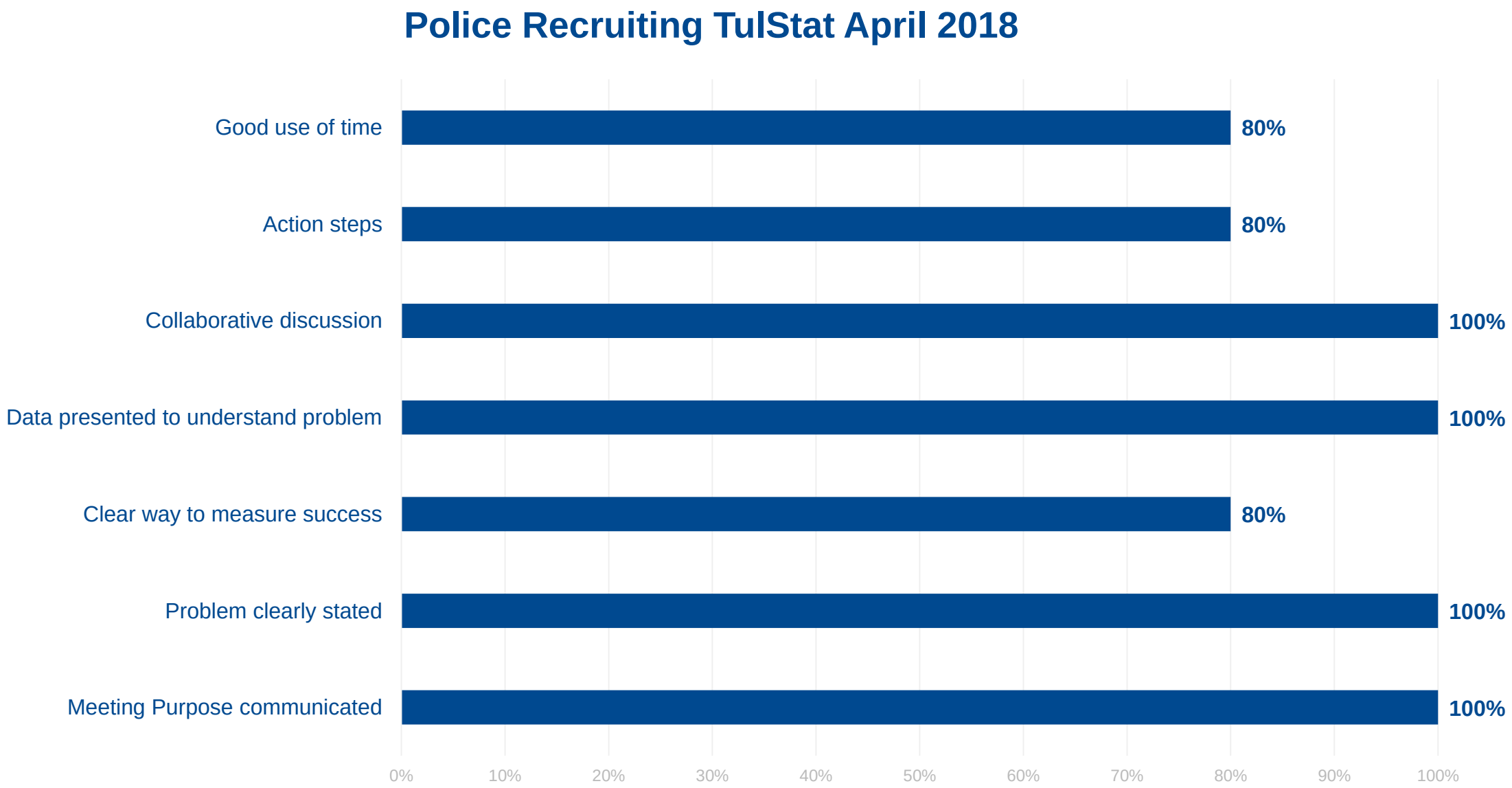
CITY OF Tulsa
A New Kind of Energy

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.

Results 4/19/18 TulStat Police Recruiting Session



The Process

1. Problem Definition and Context

2. Measurement Framework

3. Defining Success

4. Possible Solutions

5. Action Plan

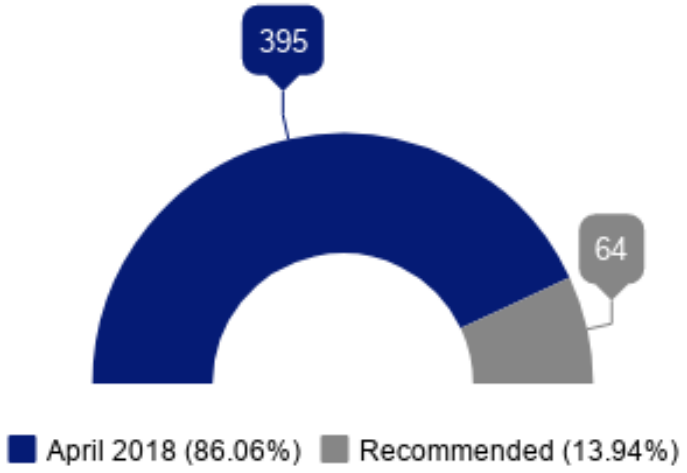
Defining the Problem

What is the right-sized problem?

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

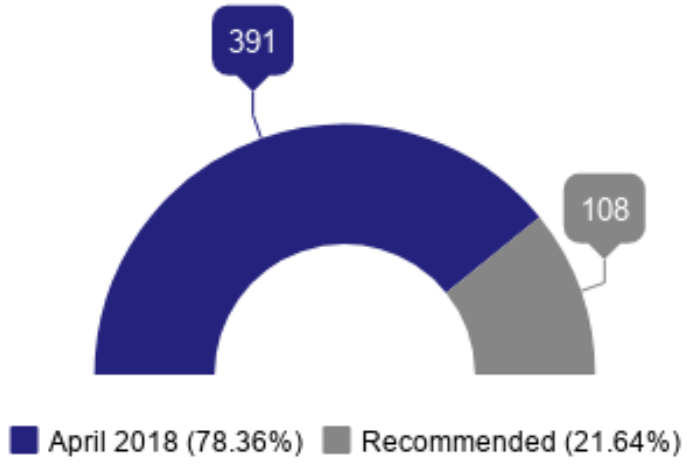
University of Cincinnati Staffing Recommendations

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

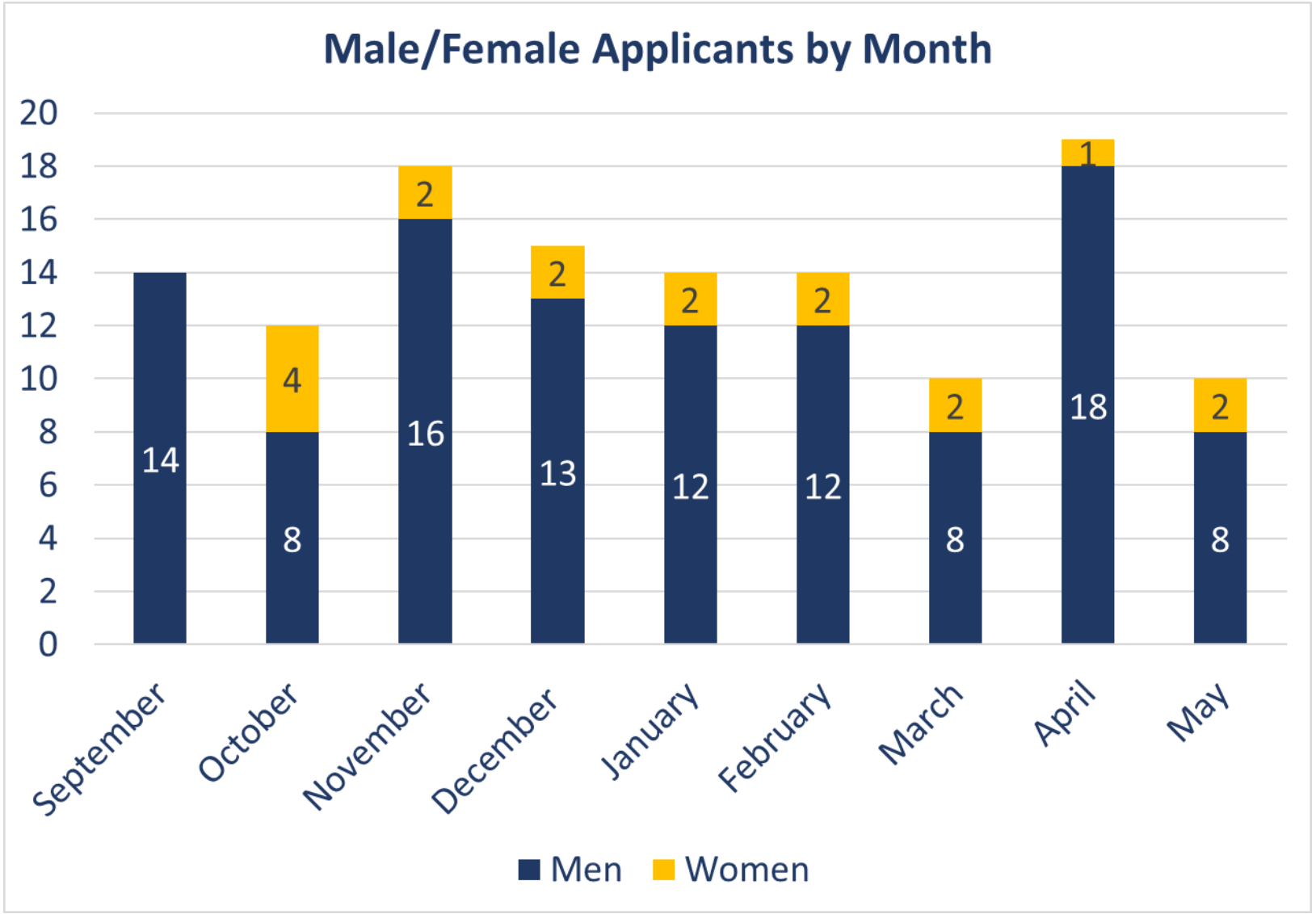
Action Items from April 2018 Meeting – Recruiting & Attrition

- Data on recent applicants & classes
- Overall Recruiting Strategy

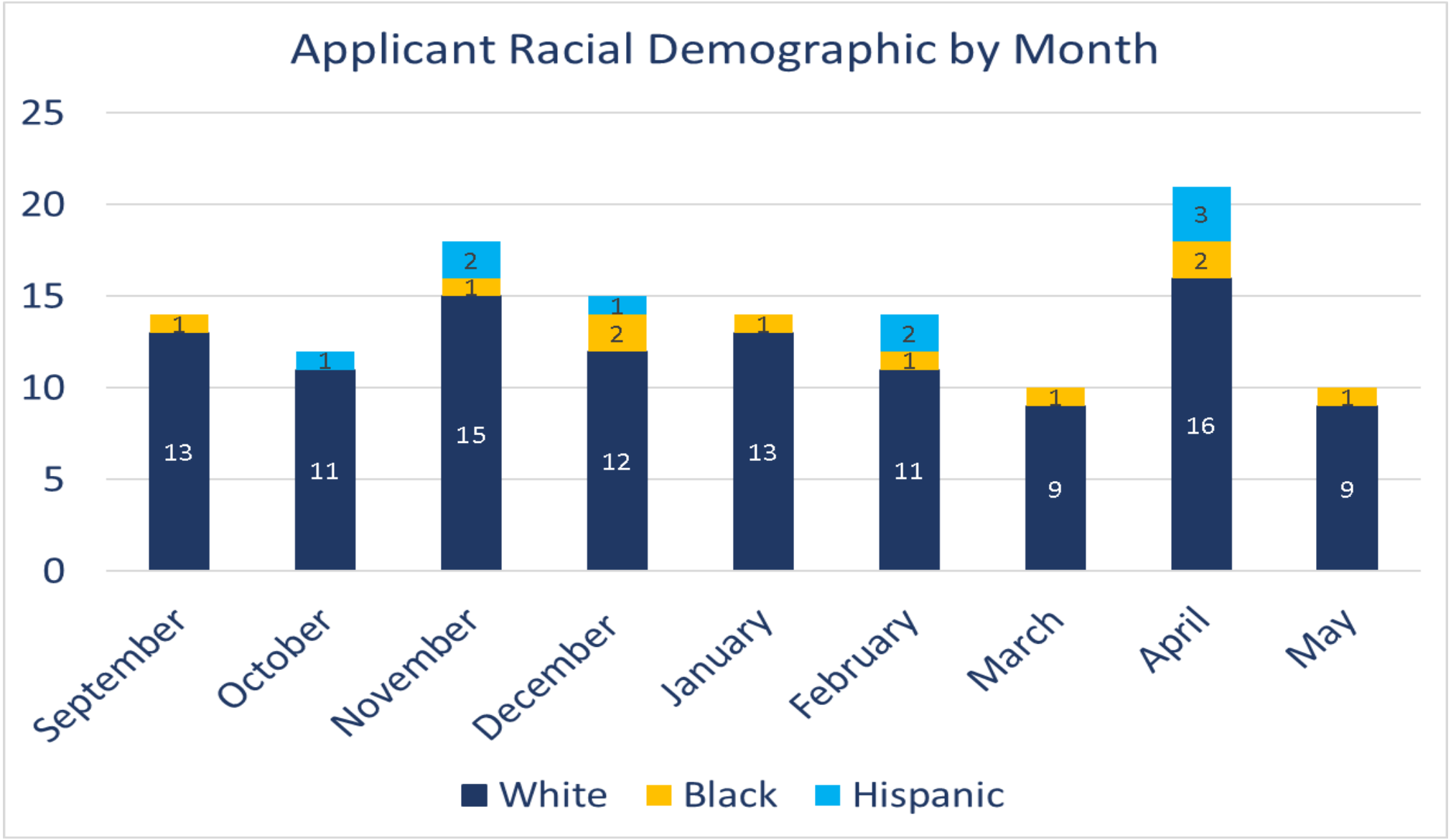
New Applicants

# of Candidates who Applied in MUNIS:	178
# of Candidates who completed BIQ:	60
Of Candidates who did not Complete BIQ:	118
Having Trouble filling out BIQ	
Changed Mind on Career	
No longer interested	3
Did not Qualify after reviewing BIQ	1
Plan on Filling out BIQ within days	8

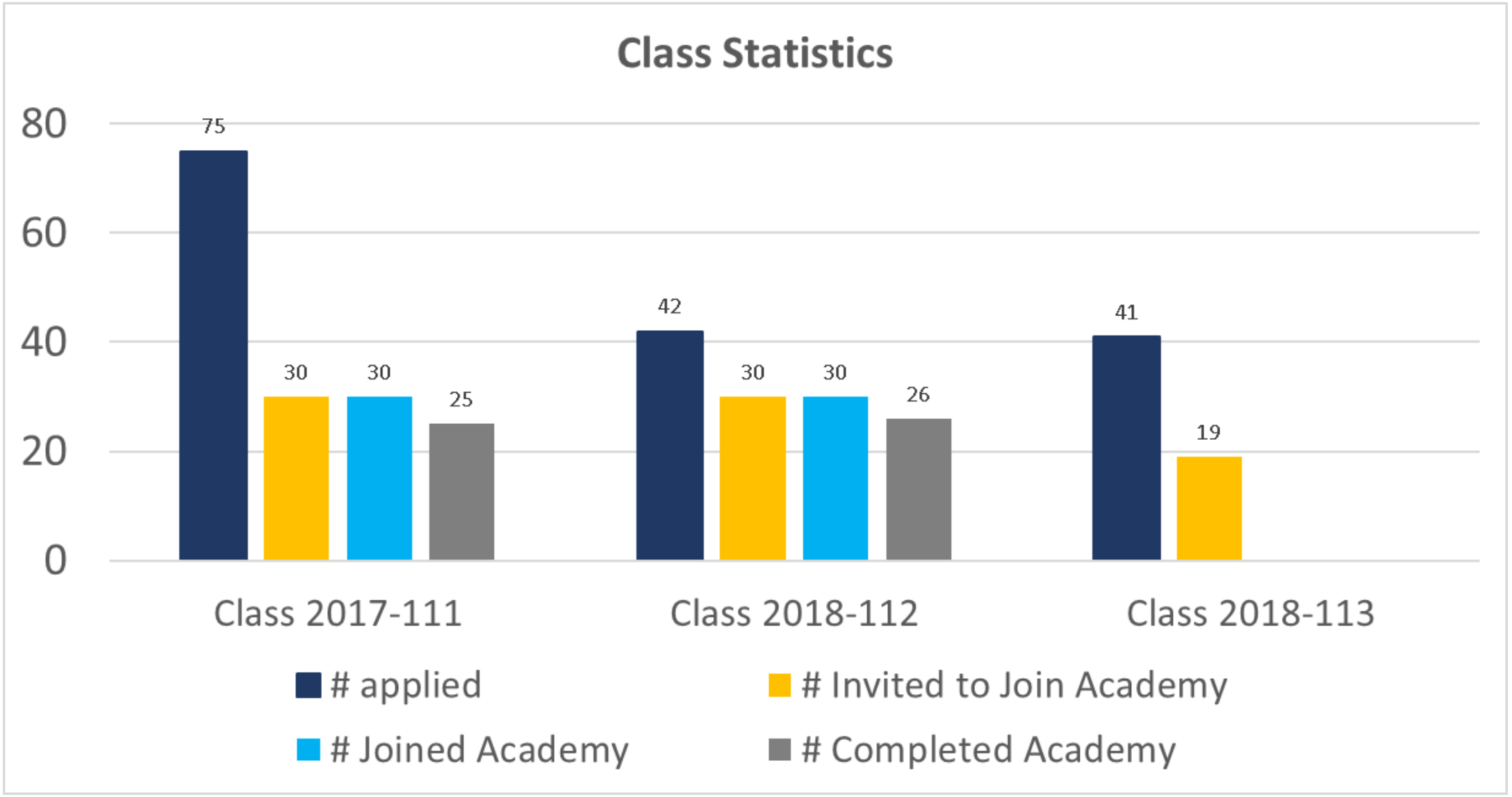
Applicant Demographics - Gender



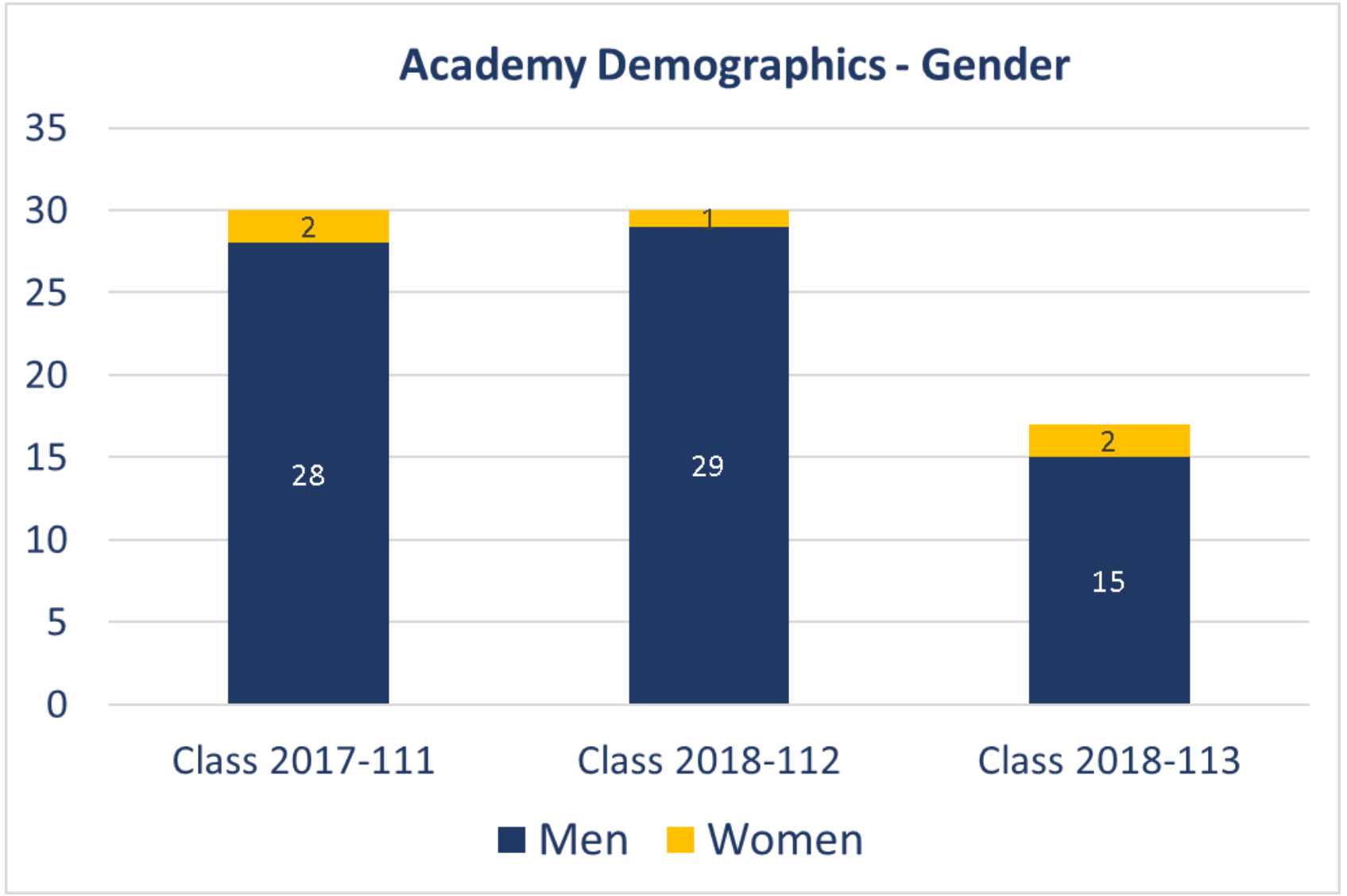
Applicant Demographics - Race



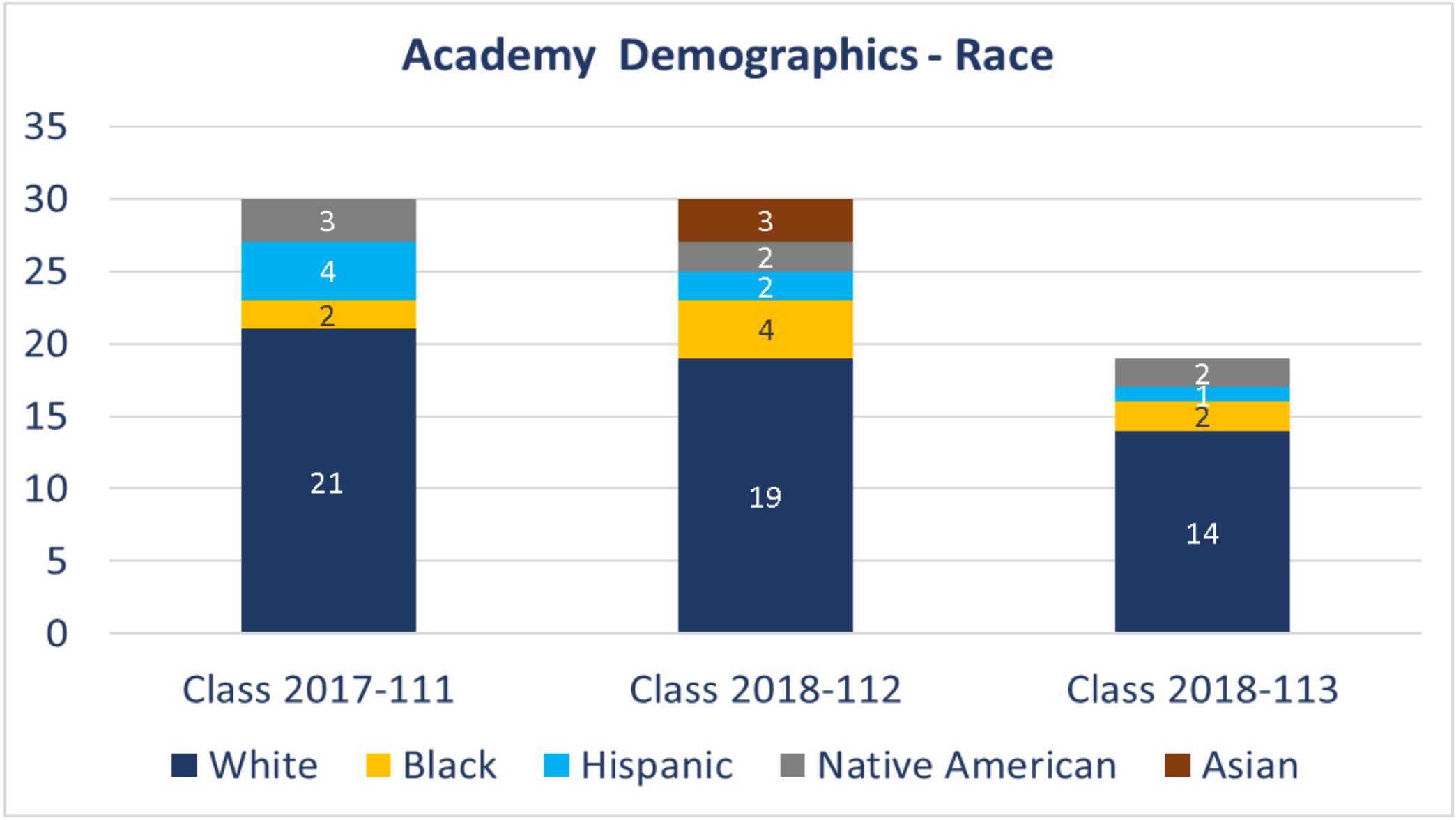
Recent Recruitment to Completion Statistics



Recent Academy Demographics



Recent Academy Demographics



Overall Recruiting Strategy

Strategy Element	Next Steps	Anticipated Completion	Expected Output/Outcome
Marketing	Website, banner builds, Video content creation	July 1, 2018	100 visitors per month
Testing Efficiencies	Written Test update, Online BIQ	June 15, 2018	Cut 1.5-2 months off of application time/ Increase out of town testing numbers
Expanded On site recruiting	Identify two local target universities and focus on expanded groups	August 31, 2018	Expand applications from targeted universities by 25%
Pre-Hires	Utilize any savings realized from an academy to pay pre-hires for next academy (e.g. Fall 2018 – any money saved can go to pre-hires for early 2019 academy)		Retain 100% of those candidates offered pre-hire positions until academy start
Empower All Officers to recruit	PRIDE Program expansion, One page recruiting cheat sheet	June 15, 2018	Increase number of applications – not sure of exact metric