TulStat
Police Recruiting

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

June 27, 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.

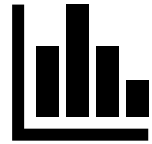# Results May TulStat Police Recruiting Session

Police Recruiting TulStat May 2018
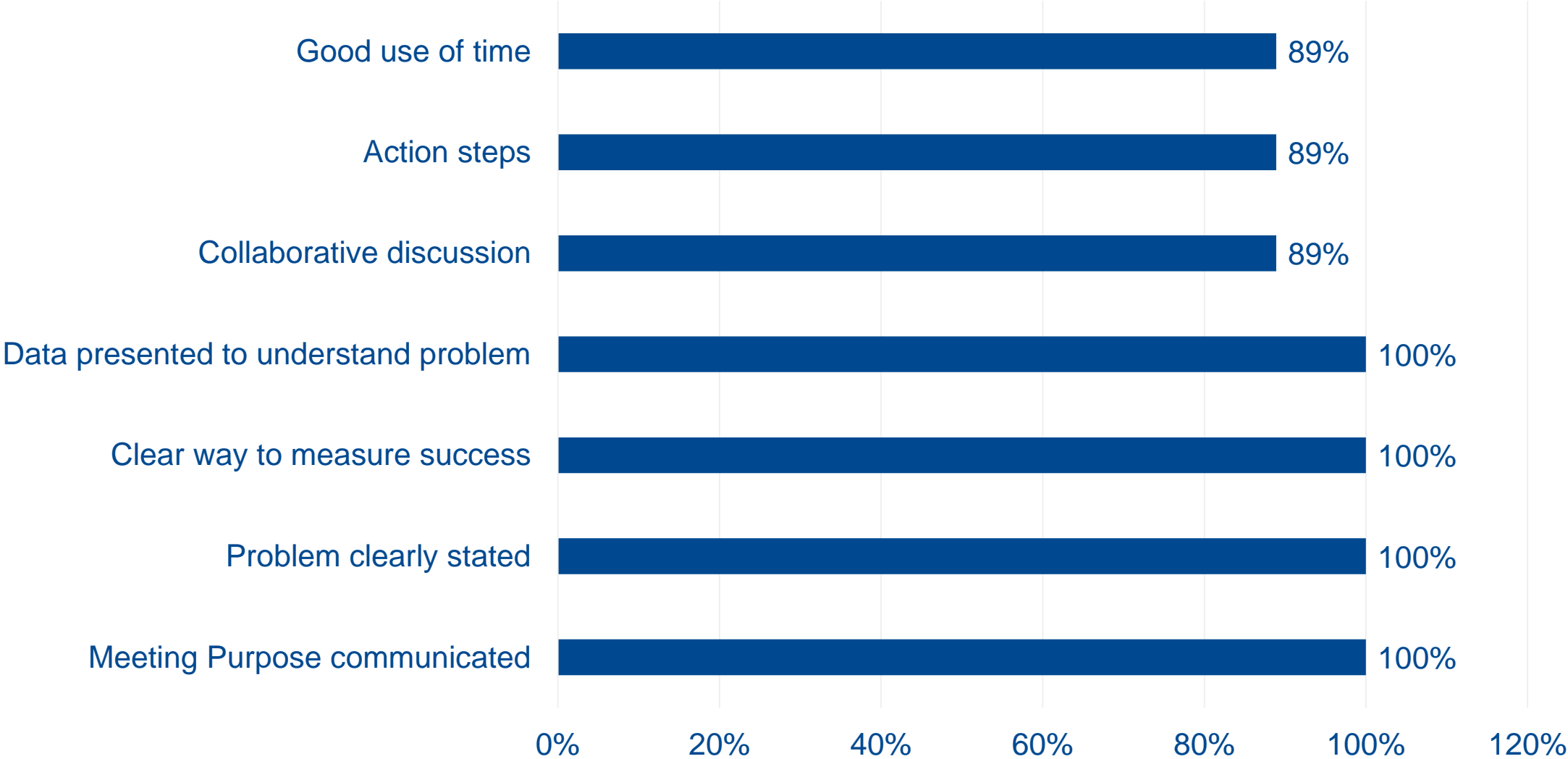
The Process

1. Problem Definition and Context

2. Measurement Framework

3. Defining Success

4. Possible Solutions
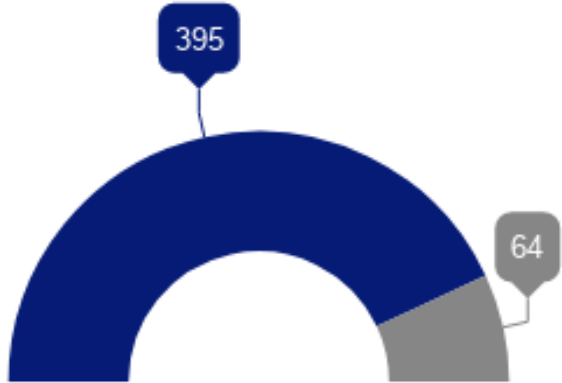
5. Action Plan

Defining the Problem

What is the right-sized problem?

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

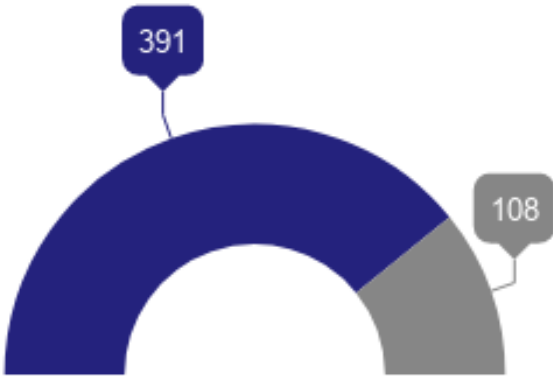# University of Cincinnati Staffing Recommendations

Sworn Patrol Officers

395

64

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

Recommended: 459

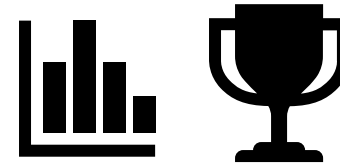Sworn Non-Patrol Officers

391

108

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

Recommended: 499

Measuring Success

How can we measure <u>ultimate</u> success?

> Ultimate success is TPD having **459** sworn patrol officers and **499** sworn non-patrol officers as recommended in the University of Cincinnati study.
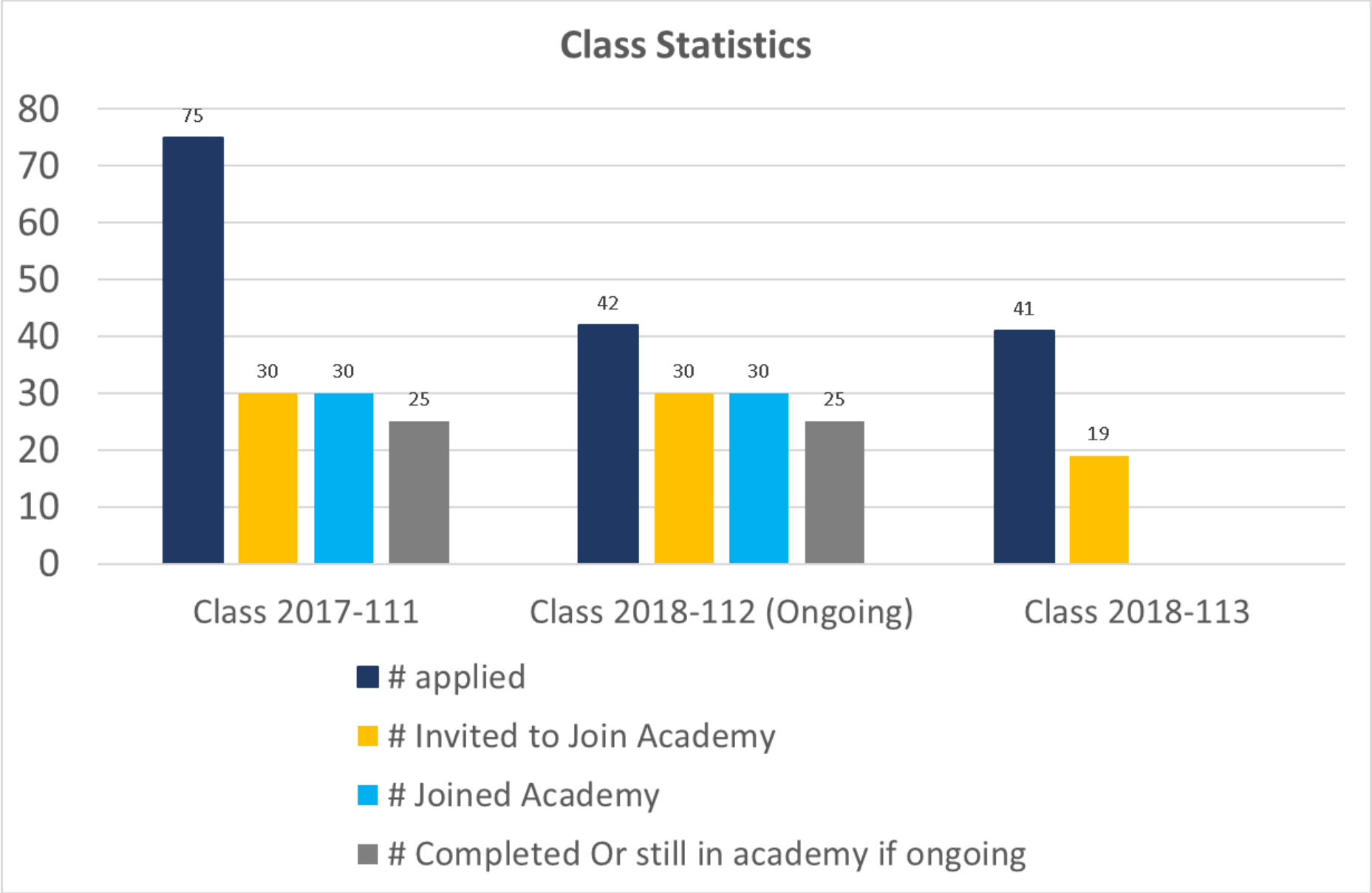
How can we measure <u>incremental</u> progress?

> Increased recruitment success – full classes
>
> Decreased attrition

Recent Recruitment to Completion Statistics

Class Statistics

	Class 2017-111	Class 2018-112 (Ongoing)	Class 2018-113
# applied	75	42	41
# Invited to Join Academy	30	30	19
# Joined Academy	30	30	
# Completed Or still in academy if ongoing	25	25	

Legend:
- # applied
- # Invited to Join Academy
- # Joined Academy
- # Completed Or still in academy if ongoing

Recent Academy Demographics

Academy Demographics - Gender

Class 2017-111	Class 2018-112	Class 2018-113
Women: 2	Women: 1	Women: 2
Men: 28	Men: 29	Men: 15

■ Men ■ Women

Recent Academy Demographics

Academy Demographics - Race

Action Items from May 2018 Meeting – Recruiting & Attrition

- Pre-hire PST Funding (Dalgleish)
- Revised/Established Targets for Recruiting Strategies (Perkins)
  - Marketing
  - Testing Efficiencies
  - Expanded On-site recruiting
  - Pre-hires
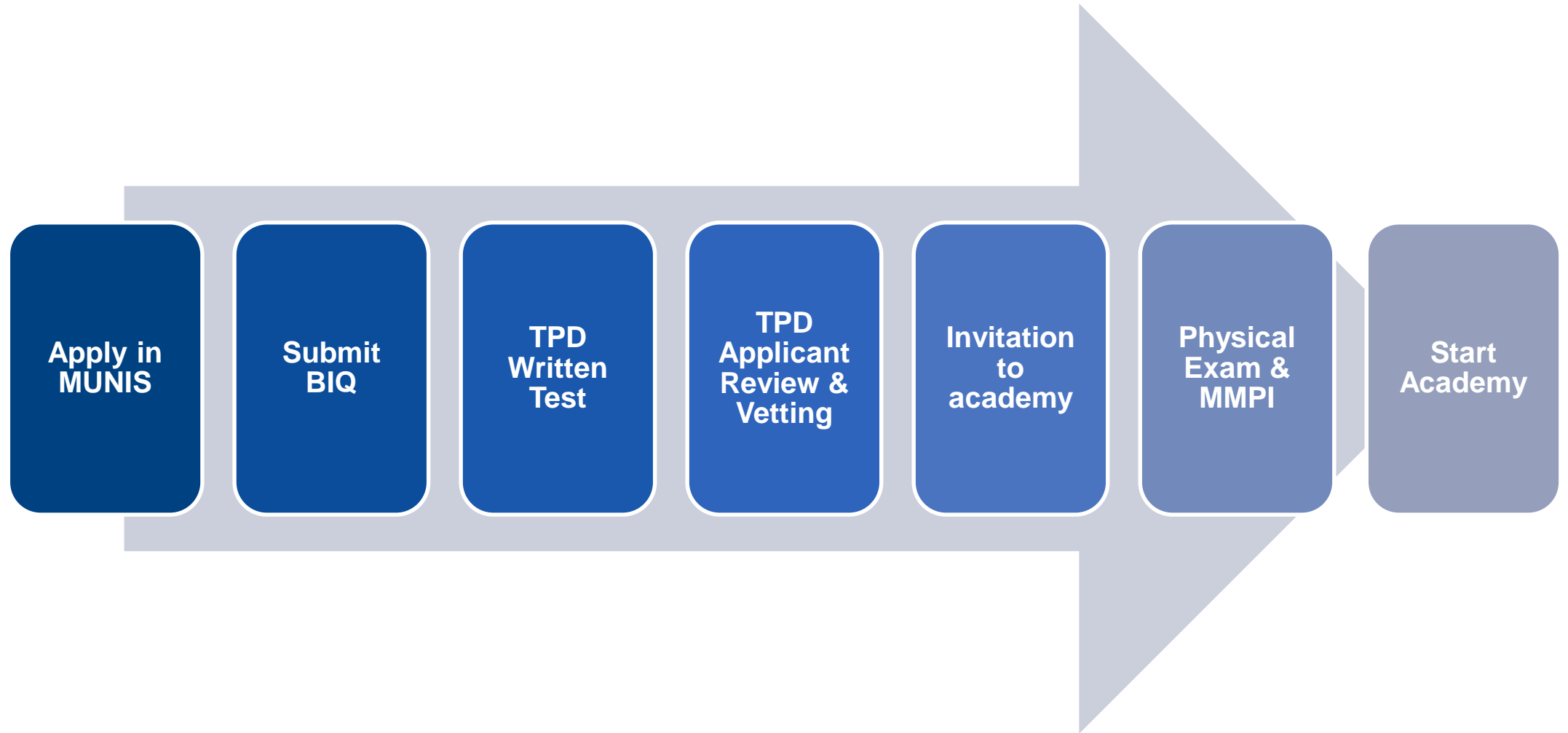 - Empower all officers to recruit
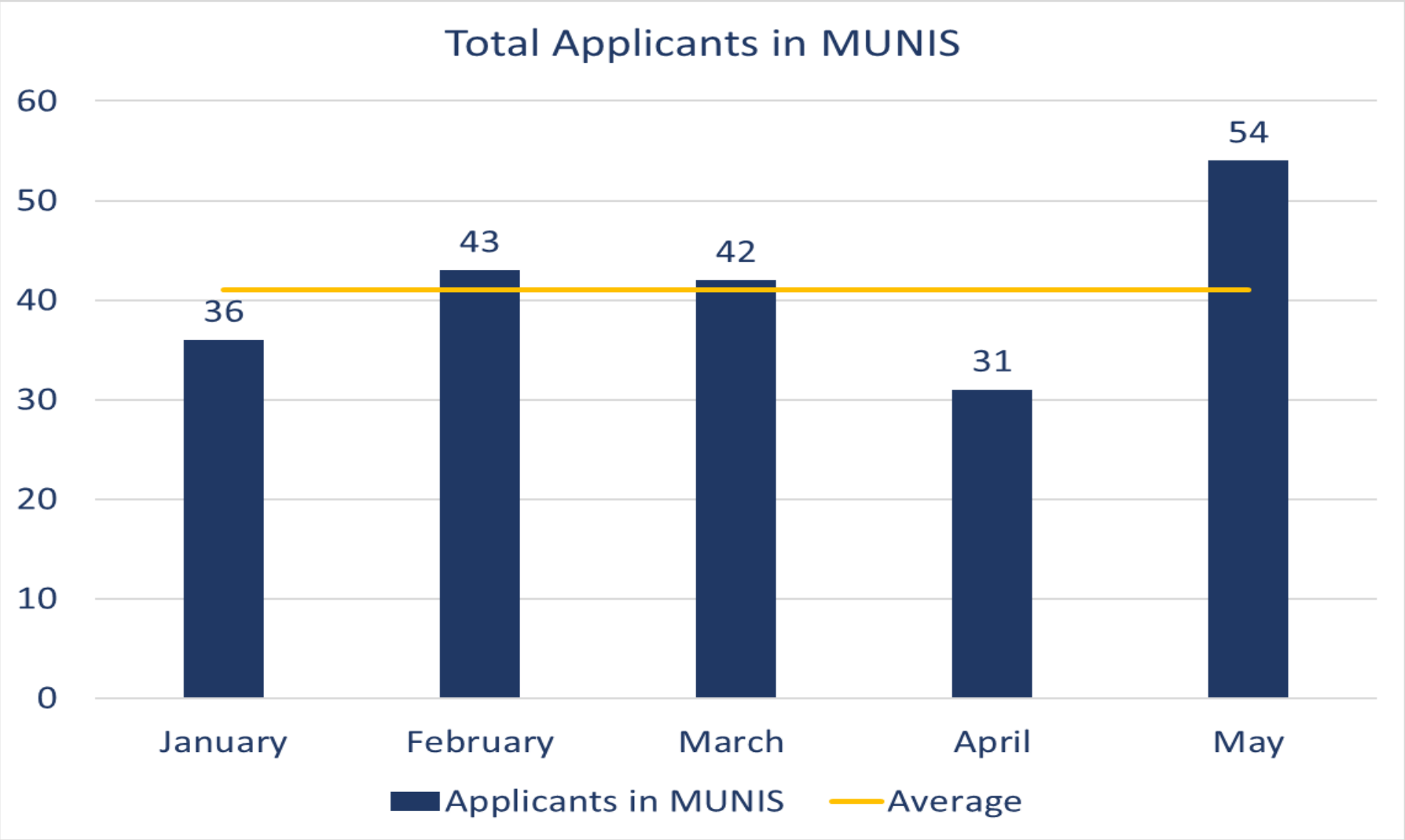
Overall Recruiting Strategy

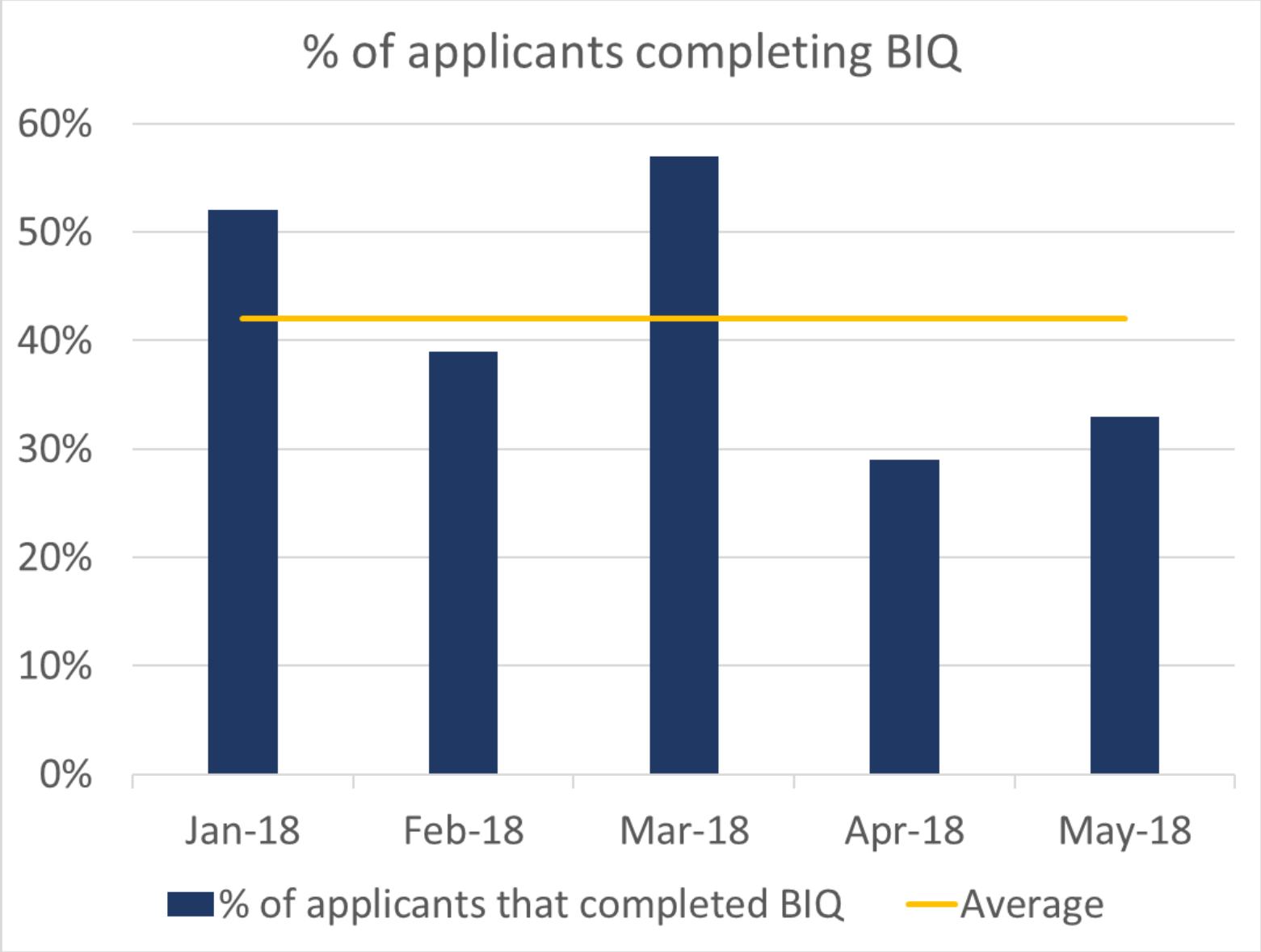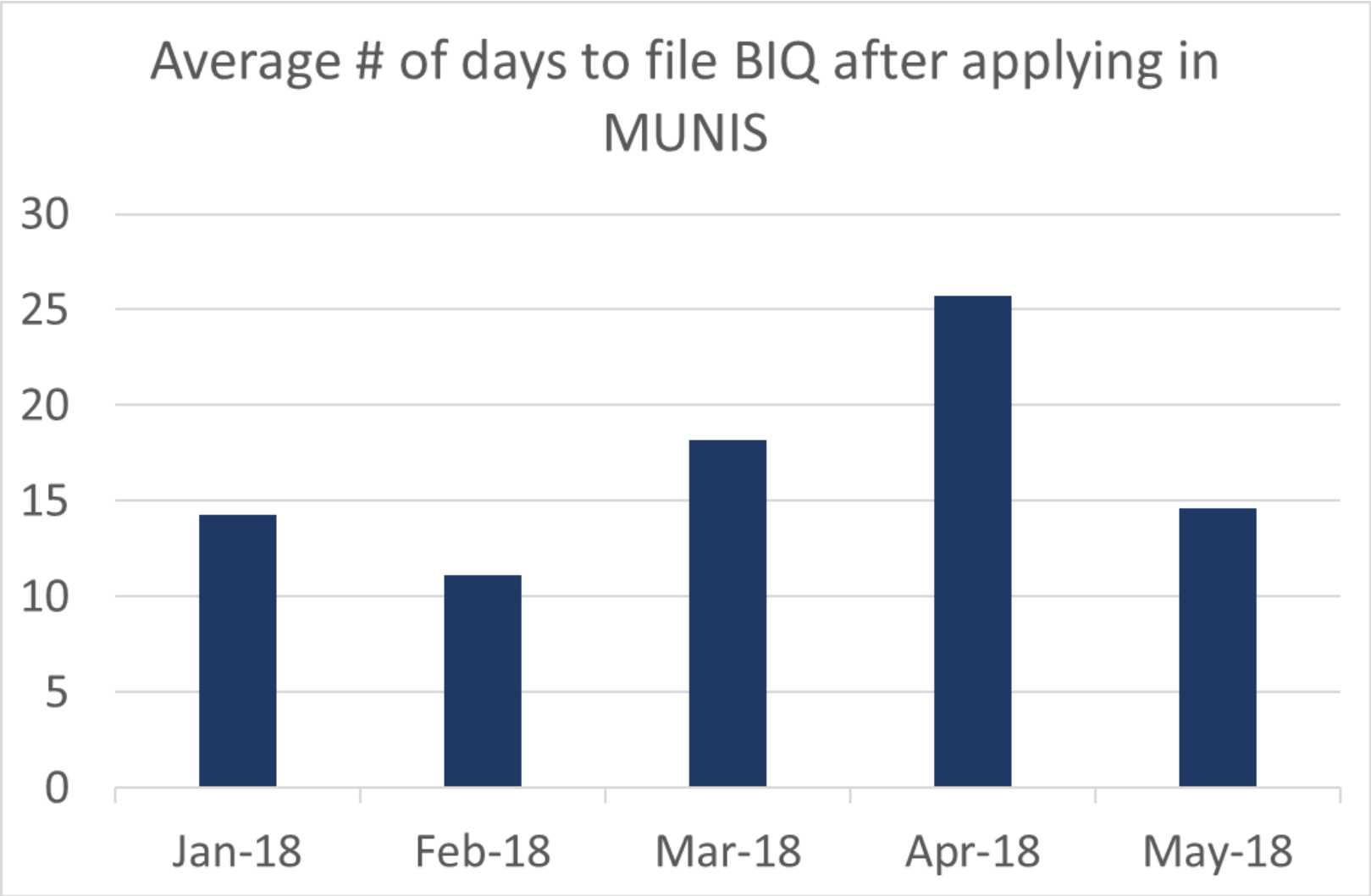| Strategy Element	Next Steps	Anticipated Completion	Expected Output/Outcome
Marketing	Website, banner builds, Video content creation	July 1, 2018	6,000 visitors per month to website
Testing Efficiencies	Written Test update, Online BIQ	September 1, 2018	Reduce testing process by 2 months
Expanded On site recruiting	Identify two local target universities and focus on expanded groups	December 1, 2018	
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 starts
Empower All Officers to recruit	PRIDE Program expansion, One page recruiting cheat sheet	June 15, 2018	Increase number of applications. 30 applicants per month invited to test with TPD.

Application Process

Apply in MUNIS → Submit BIQ → TPD Written Test → TPD Applicant Review & Vetting → Invitation to academy → Physical Exam & MMPI → Start Academy

New Applicants in MUNIS by Month

Total Applicants in MUNIS

Month	Applicants
January	36
February	43
March	42
April	31
May	54

Legend: ■ Applicants in MUNIS — Average

% of applicants completing BIQ

Time between application & BIQ

Average # of days to file BIQ after applying in MUNIS

New Applicants

Applicants Testing per Month

Month	Total
September	14
October	12
November	18
December	15
January	14
February	14
March	10
April	19
May	10
June* (as of 6/27)	20

Total — Average
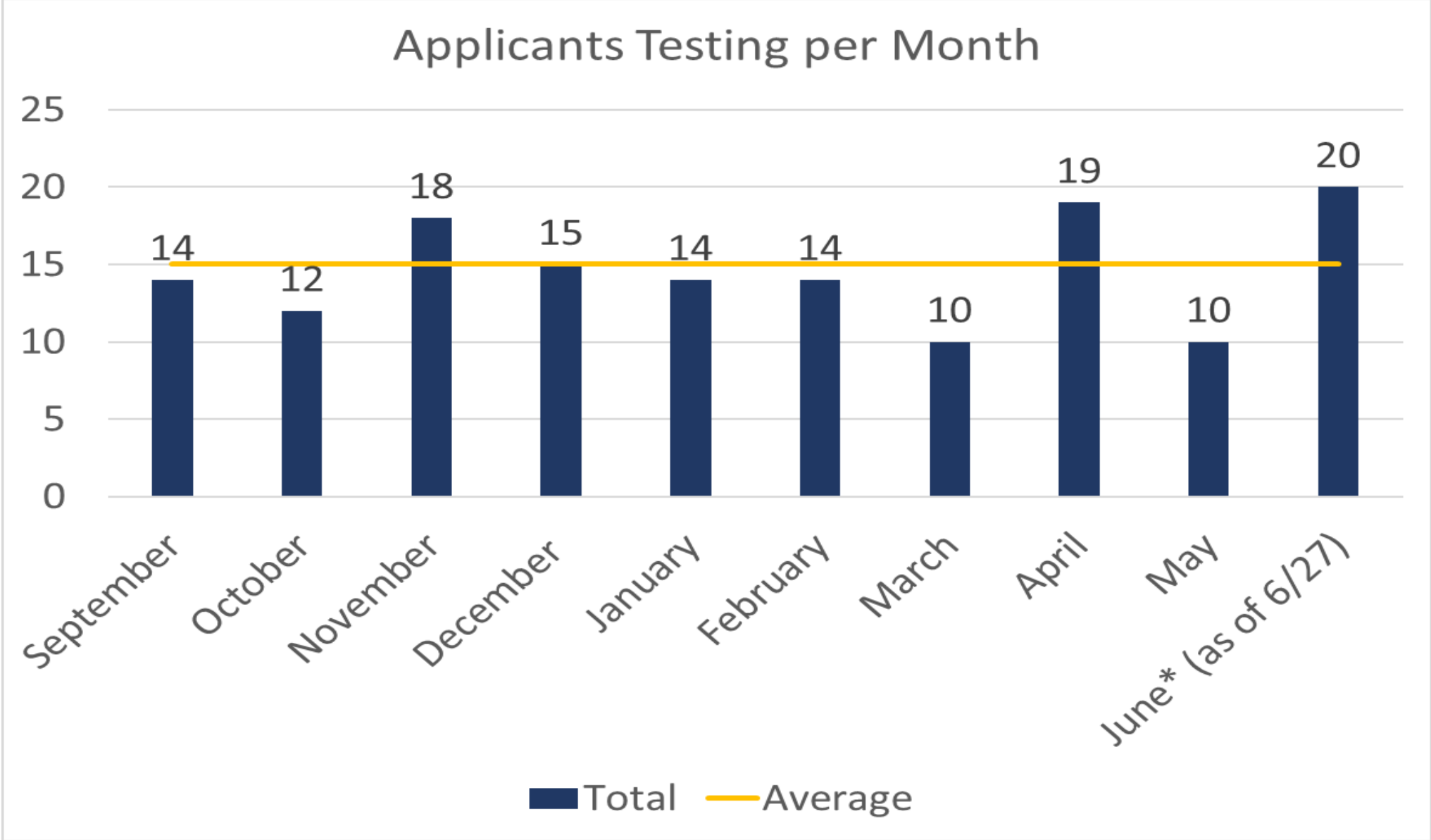
Testing Applicants Demographics - Gender

Male/Female Applicants Testing by Month
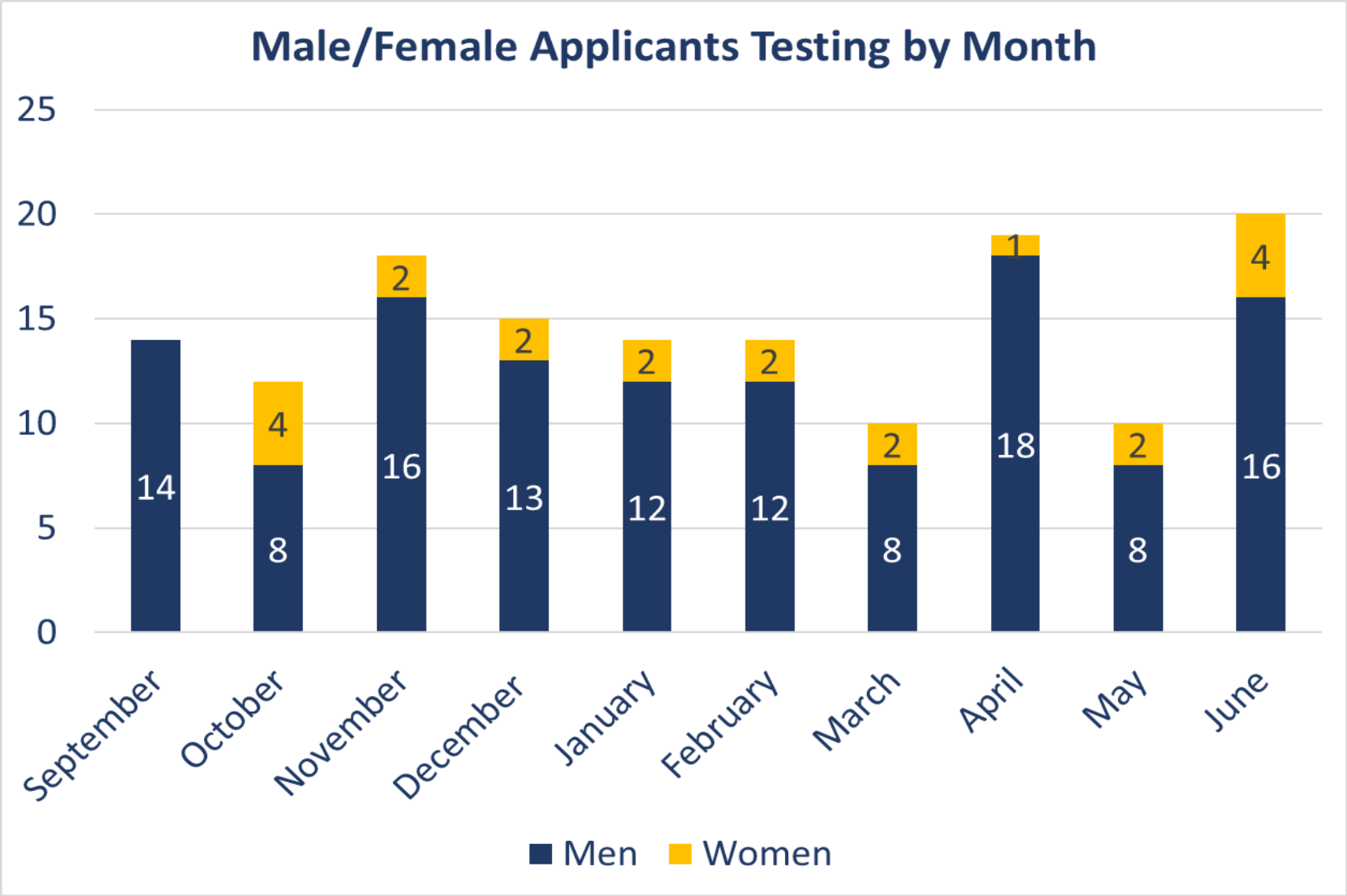
Testing Applicant Demographics - Race