

TulStat Meeting Notes
Date: June 27, 2018

1. Introduction

2. Follow up from May Meeting

- a. Survey results are getting better!

3. Notes

- a. Need updated U of Cincinnati results for next meeting. Get into from weekly reports
 - i. Lost some officers; 4 from field force
- b. 25 in current class.
- c. Class 113 is down to 17
- d. Class 114 will start in September.
- e. Now looking at Jan 2019 candidates for Class 115. Currently have 25 candidates (1 will probably not make it to the class). Selected 27, 2 lost to Broken Arrow after offers from TPD.
- f. Pre- hire PST Funding
 - i. Asked for 25 pre- hire spots.
 - ii. Not being used by other agencies
 - iii. Gets them involved in COT and TPD and get to be part of the team
 - iv. Two larger agencies are using pre- hire and said the strategy is working for them
 - v. Using Vision money for pre-hires?
 - vi. Mr. Kier felt it was appropriate for using that money
 - vii. Anything above the 10 will need funding. How much Vision money and additional positions.
 - viii. Cheri: we requested 15 pre- hires and all have been approved.
 - ix. Doesn't mean that the 15 can be funded
 - x. FY19 there is funding for 30
 - xi. Each class needs to reevaluate the budget before hiring the premiers.
 - xii. \$128,500 for 15 employees
 - xiii. Pre- hires can help with easing the burden of stress o moving and settling in a new town.
 - xiv. Out of state officer recruiting: was told by a recent graduate that the pre-hires are a game changer in deciding where to apply to be an officer.
 - xv. Is it in the printed materials? Not yet.
 - xvi. HSI: Hispanic Serving Institutes
 - xvii. Have not had a pre- hire leave to be a PO somewhere else.
 - xviii. POC first generation officer, they need that transition period to understand of what will be expected, vs those that have military experience or have had family members have been in LE.
 - xix. Pre- hires can see who needs more physical therapy, the number of injuries have been reduced.
 - xx. Who is eligible for pre-hire?
 - 1. Capture high quality minority candidates
 - 2. People from out of town and need the transition time.
 - 3. Need more physical fitness
 - 4. Need LE culture and/or work experience

- g. Resides/Established targets for recruiting strategies
 - i. Marketing-
 - 1. Budget for FY19
 - 2. Visited with Kim Meloy and can build an interim microsite
 - 3. Kim will be training this week and filling in the info on the site
 - 4. Start building the YouTube side to have videos linked on the site
 - 5. Once completed, 6000 visitors will be double what we have now.
 - 6. Will have cost of living comparison
 - ii. Testing efficiencies
 - 1. New written test
 - a. Might lose some to the written test, but that is ok. Not everyone will pass.
 - b. Should be ready by September 1. Immediate grade
 - c. Online BIQ: as soon they put the app in, they immediately get a BIQ and can start filling it out sooner
 - d. With minor glitches, it is working.
 - iii. Expanded on-site recruiting
 - 1. TU and OSU Tulsa to have local university. Student group focused campaigns
 - 2. Will start to see movement on this in August when school starts
 - 3. What groups? Fraternities, sororities,
 - 4. Shift change: there will be some new recruiting officers.
 - iv. Pre-hires
 - v. Empower all officers to recruit
 - 1. Pride Program is approved
 - 2. One-page recruiting sheet to be given to all officers.
- h. May could be higher from school ending and some marketing efforts
- i. Will reach out to those who applied and did not fill out a BIQ.
- j. Having some Munis issues
 - i. Is slow on being able to pull actual time numbers
 - ii. Lags in pre munis,
 - 1. Apply in munis
 - 2. Should get BIQ immediately, but someone needs to ok the o person to see the applicant in munis.
- k. Intro to Policing for females
 - i. Las Vegas P.O. tried this and 300 people showed up
 - ii. Apprehension on if they can do the job.

4. Action Items

- a. Update #s of Sworn Patrol & Sworn Non-patrol officers on slide (Perkins/Dalgleish)
- b. Update recruitment statistics to add data on Class 114 & 115 (Perkins)
- c. Get the pre- hire information in the printed information for recruiting (Guardiola)
- d. Get cost projection of pre- hires (more during a certain time of year, total, etc.) (Cheri Harvill)
- e. APOs, FTOs, Pre- hires, update status monthly (at future TulStat meetings) (Perkins/Dalgleish)
- f. Mayor Bynum have video for microsite (Perkins)
- g. follow up with HR with the Munis issues (Lawson)

- i. Make sure someone in TPD is assigned as recruiter in MUNIS
 - ii. Resolve system issues/questions
- h.** Update on plan for Recruiting females camp, try to roll out in late fall, possible next year (Las Vegas example) (Perkins)
- i.** Update on progress towards creating a Mentoring program (Perkins)