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 June TulStat Police Recruiting Session

Police Recruiting June 27, 2018

- Good use of time: 100%
- Action steps: 100%
- Collaborative discussion: 100%
- Data presented to understand problem: 100%
- Clear way to measure success: 100%
- Problem clearly stated: 100%
- Meeting Purpose communicated: 100%
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

Progress towards recommended levels

- Non-Patrol: 81% (405/499)
- Patrol: 85% (390/459)
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 Recruitment to Completion Statistics

Class Statistics

- Class 2017-111: # applied 75, # invited to join academy 30, # joined academy 30, # completed or still in academy if ongoing 25
- Class 2018-112 (Ongoing): # applied 42, # invited to join academy 30, # joined academy 30, # completed or still in academy if ongoing 25
- Class 2018-113: # applied 41, # invited to join academy 19, # joined academy 17, # completed or still in academy if ongoing 17
- Class 2018-114: # applied 50, # invited to join academy 26, # joined academy unspecified, # completed or still in academy if ongoing unspecified
- Class 2018-115: # applied 68, # invited to join academy unspecified, # joined academy unspecified, # completed or still in academy if ongoing unspecified

Colors in the diagram:
- # applied: dark blue
- # invited to join academy: yellow
- # joined academy: light blue
- # completed or still in academy if ongoing: grey
Recent Academy Demographics

Academy Demographics - Gender

<table>
<thead>
<tr>
<th>Class</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class 2017-111</td>
<td>28</td>
<td>2</td>
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<tr>
<td>Class 2018-112</td>
<td>29</td>
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</tr>
<tr>
<td>Class 2018-113</td>
<td>15</td>
<td>2</td>
</tr>
</tbody>
</table>
Recent Academy Demographics

Academy Demographics - Race

<table>
<thead>
<tr>
<th>Class</th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
<th>Native American</th>
<th>Asian</th>
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</thead>
<tbody>
<tr>
<td>2017-111</td>
<td>21</td>
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<td>3</td>
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<tr>
<td>2018-112</td>
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<tr>
<td>2018-113</td>
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<td>2</td>
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</tr>
</tbody>
</table>
Action Items from May 2018 Meeting – Recruiting & Attrition

- Pre-hire information added in printed recruitment documents (Guardiola)
- Cost projection of pre-hires (Cheri Harvill)
- APOs, FTOs, Pre-hires (Perkins/Dalgleish)
- Mayor Bynum on video for microsite (Perkins)
- Issue resolution with MUNIS (Lawson)
- Female Recruit Camp (Perkins)
- Mentoring Program (Perkins)
## Overall Recruiting Strategy

<table>
<thead>
<tr>
<th>Strategy Element</th>
<th>Next Steps</th>
<th>Anticipated Completion</th>
<th>Expected Output/Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marketing</td>
<td>Website, banner builds, Video content creation</td>
<td>July 1, 2018</td>
<td>6,000 visitors per month to website</td>
</tr>
<tr>
<td>Testing Efficiencies</td>
<td>Written Test update, Online BIQ</td>
<td>September 1, 2018</td>
<td>Reduce testing process by 2 months</td>
</tr>
<tr>
<td>Expanded On site recruiting</td>
<td>Identify two local target universities and focus on expanded groups</td>
<td>December 1, 2018</td>
<td></td>
</tr>
<tr>
<td>Pre-Hires</td>
<td>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)</td>
<td></td>
<td>Retain 100% of those candidates offered pre-hire positions until academy starts</td>
</tr>
<tr>
<td>Empower All Officers to recruit</td>
<td>PRIDE Program expansion, One page recruiting cheat sheet</td>
<td>June 15, 2018</td>
<td>Increase number of applications. 30 applicants per month invited to test with TPD.</td>
</tr>
</tbody>
</table>
% of applicants completing BIQ

Jan-18: 52%
Feb-18: 39%
Mar-18: 57%
Apr-18: 29%
May-18: 33%
Jun-18: 26%
Jul-18: 25%

Average: 34.2%
Time between application & BIQ

Days to file BIQ after applying in MUNIS

- Jan-18: 14.25
- Feb-18: 11.14
- Mar-18: 18.2
- Apr-18: 25.7
- May-18: 14.6
- Jun-18: 12.3
- Jul-18: 12

Average days to file BIQ after applying in MUNIS:

- Feb-18: 11.14
- Apr-18: 25.7
- May-18: 14.6

Average: 16.67 days
New Applicants

Applicants Testing per Month

<table>
<thead>
<tr>
<th>Month</th>
<th>Total</th>
<th>Average</th>
</tr>
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<td>February</td>
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<tr>
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<td>10</td>
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<tr>
<td>April</td>
<td>19</td>
<td></td>
</tr>
<tr>
<td>May</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>June* (as of 6/27)</td>
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</tr>
</tbody>
</table>
Testing Applicants Demographics - Gender

Male/Female Applicants Testing by Month

- September: 14 Men, 8 Women
- October: 4 Men, 4 Women
- November: 16 Men, 2 Women
- December: 13 Men, 2 Women
- January: 12 Men, 2 Women
- February: 12 Men, 2 Women
- March: 8 Men, 2 Women
- April: 18 Men, 1 Women
- May: 8 Men, 2 Women
- June: 16 Men, 4 Women

Legend: Men, Women
Testing Applicant Demographics - Race

Applicants Testing Racial Demographic by Month

- **White**
- **Black**
- **Hispanic**

<table>
<thead>
<tr>
<th>Month</th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>September</td>
<td>13</td>
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<td>1</td>
</tr>
<tr>
<td>October</td>
<td>11</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>November</td>
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<td>March</td>
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<tr>
<td>April</td>
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