



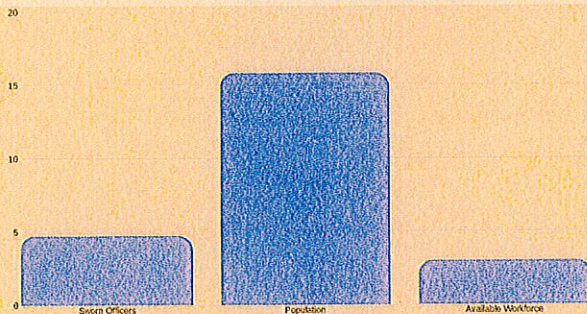
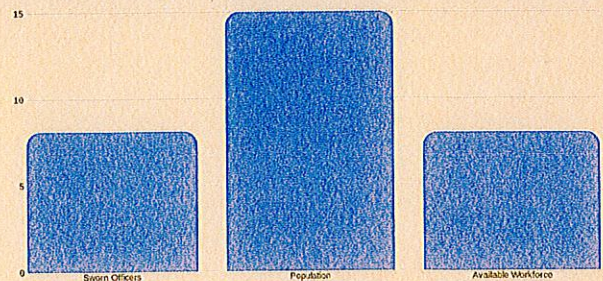
TULSA POLICE DEPARTMENT

DEMOGRAPHICS

AUGUST 2019 DATA

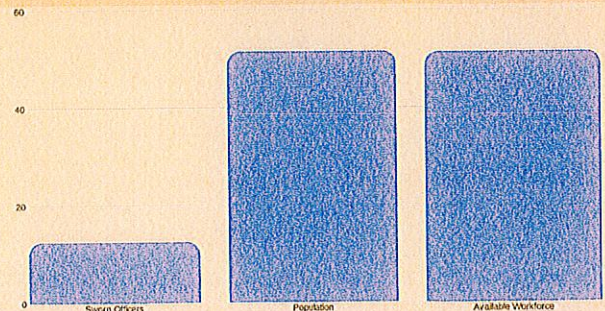
AFRICAN AMERICAN

8.1% of Sworn Officers
15% of City Population
8% of Available Workforce



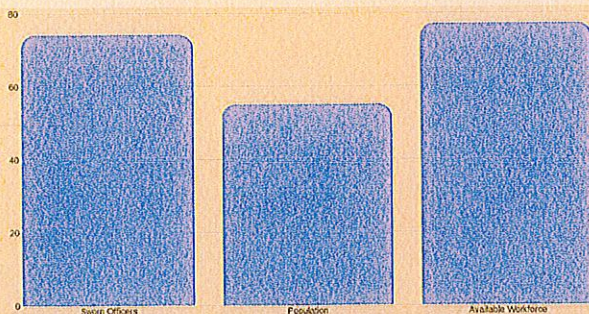
HISPANIC

4.7% of Sworn Officers
15.8% of City Population
3% of Available Workforce



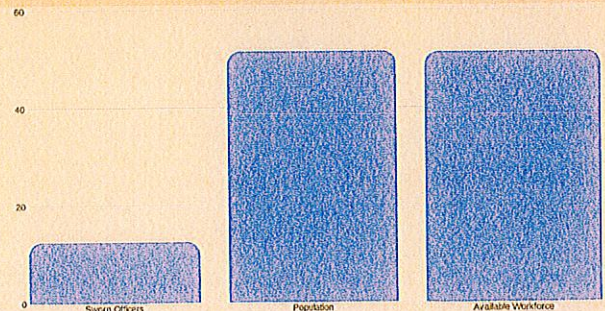
WOMEN

12.5% of Sworn Officers
51.5% of City Population
51% of Available Workforce



WHITE

74.1% of Sworn Officers
54.9% of City Population
77% of Available Workforce



37

AFRICAN AMERICAN

EQUALITY INDICATOR SCORE
FOR SWORN OFFICERS

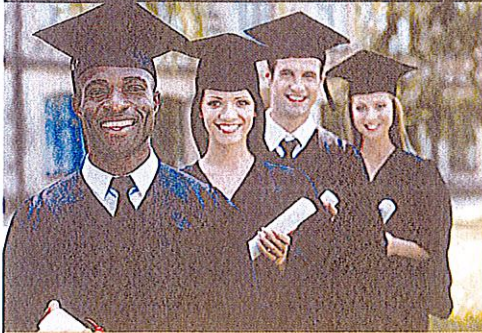
24

HISPANIC



RECRUITING EFFORTS

July 2018-July 2019

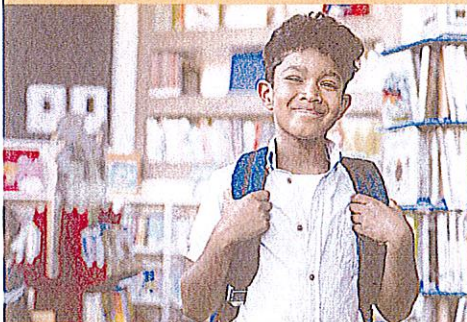


OKLAHOMA UNIVERSITIES

18 Career Fairs
7 Classroom Presentations
24 Information Tables
2 University Class Trips to TPD Academy

OUT OF STATE UNIVERSITIES

15 Career Fairs
37 Classroom Presentations
8 Information Tables



HIGH SCHOOL / MIDDLE SCHOOL/ELEMENTARY

11 Events and Presentations

OTHER EVENTS

3 Women In Policing Events
Tulsa Pride Recruiting
14 Media Interviews
Military Veteran Hiring Fair

TPAL
Mosaic
Project Trust

2 Facebook Live Interviews
Rotary Club Hispanic Recruiting
Philbrook Museum Community
Fair

145

RECRUITING EVENTS

2

FULL TIME RECRUITERS

31

SCHOOLS VISITED

Tulsa Police Department
Impact Ratio for Hiring(2017-2019)

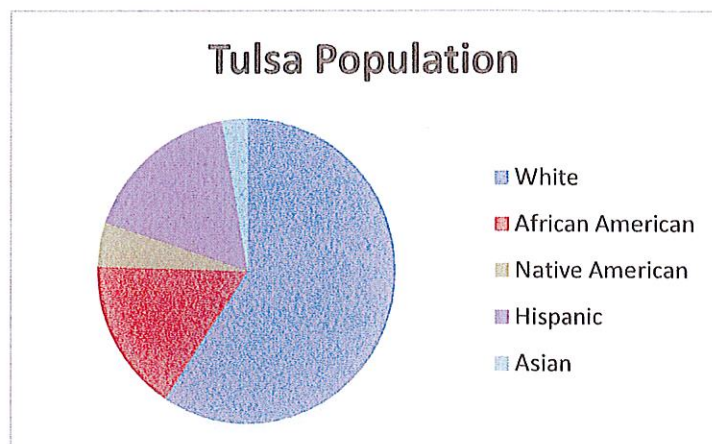
White	Applied	381
	Hired	<u>175</u>
	Ratio	46%
African American	Applied	45
	Hired	<u>25</u>
	Ratio	56%
Hispanic	Applied	55
	Hired	<u>34</u>
	Ratio	62%
Native American	Applied	29
	Hired	<u>16</u>
	Ratio	55%
Asian	Applied	12
	Hired	<u>6</u>
	Ratio	50%
Females	Applied	91
	Hired	<u>36</u>
	Ratio	39%

Tulsa Police Training Center Recruit Demographics

Demographic analysis of the last thirteen Tulsa Police Recruit Classes, which include Classes, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116 & 117.

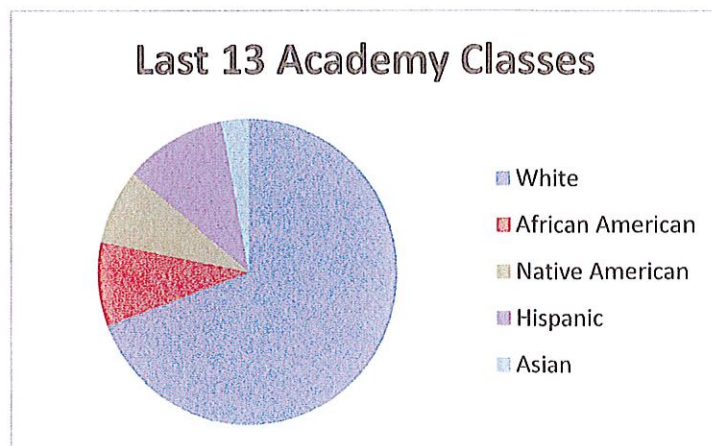
City of Tulsa 2018 (est) census data:

White	54.9%
African American	15.1%
Native American	4.3%
Hispanic	15.8%
Asian American	3.3%
Two or more races	6.6% (not counted)



Tulsa Police Department Last thirteen academy classes:

White	70 %
African American	9%
Native American	7%
Hispanic	11%
Asian American	2.5%

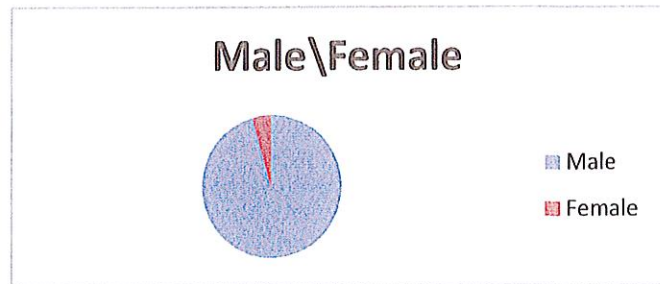


The last thirteen academy classes totaled 311 Officers in Training

White Males	194	62%
White Females	24	8%
African American Males	25	8%
African American Females	4	1 %
Native American Males	21	7%
Native American Females	2	.5%
Hispanic Males	27	8.5%
Hispanic Females	7	2.5%
Asian Males	7	2.5%
Asian Females	0	0%

The last thirteen academy classes- Comparing Male to Female Recruits:

Males	275	88%
Females	36	12%
<u>Total:</u>	<u>311</u>	

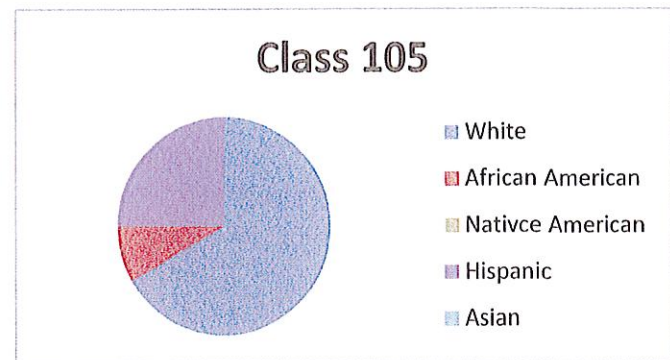


Individual Class Demographics:

Class 2014-105

Total Recruits =12 male 11 female 1

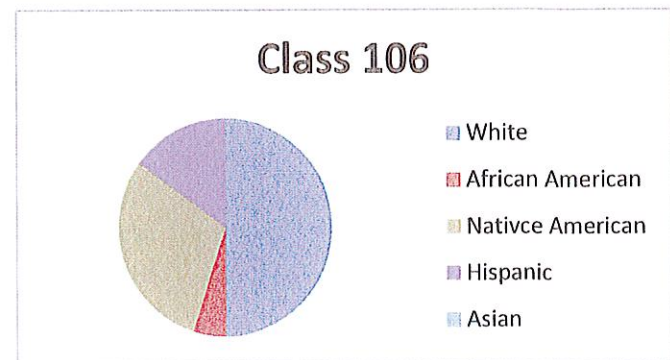
White	8	66%
African American	1	8%
Native American	0	0%
Hispanic	3	25%
Asian	0	0%



Class 2015-106

Total Recruits =20 male 19 female 1

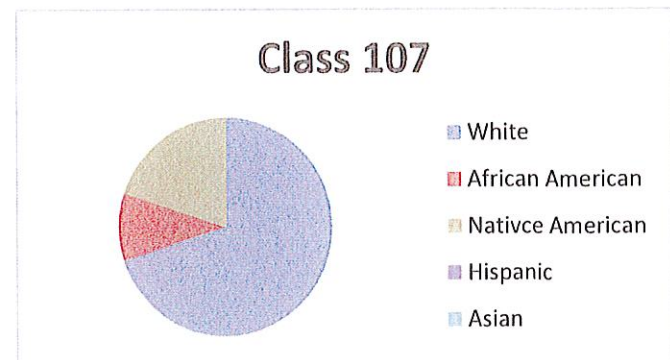
White	10	50%
African American	1	5%
Native American	6	30%
Hispanic	3	15%
Asian	0	0%



Class 2015-107

Total Recruits =19 male 16 female 3

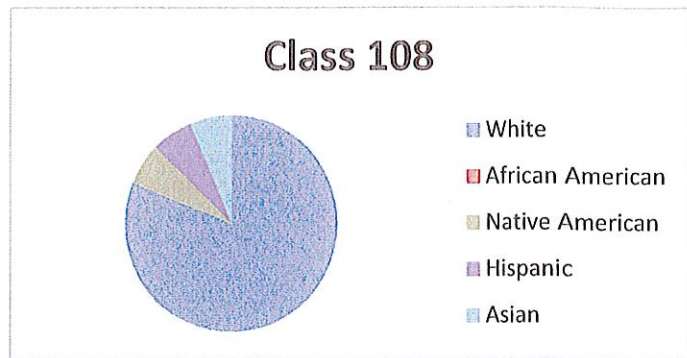
White	14	73.5%
African American	2	10.5%
Native American	3	16%
Hispanic	0	0%
Asian	0	0%



Class 2016-108

Total Recruits =14 male 13 female 1

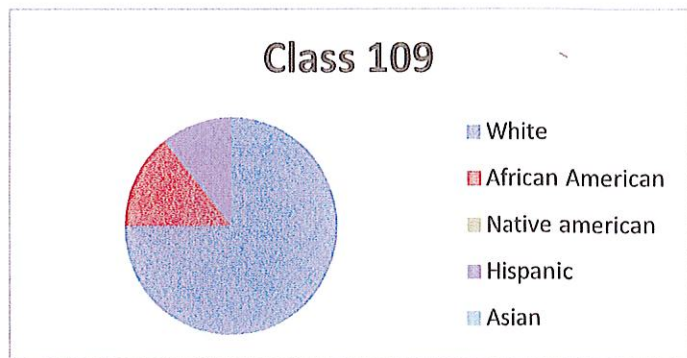
White	11	78.5%
African American	0	0%
Native American	1	7%
Hispanic	1	7%
Asian	1	7%



Class 2017-109

Total Recruits =28 male 24 female 4

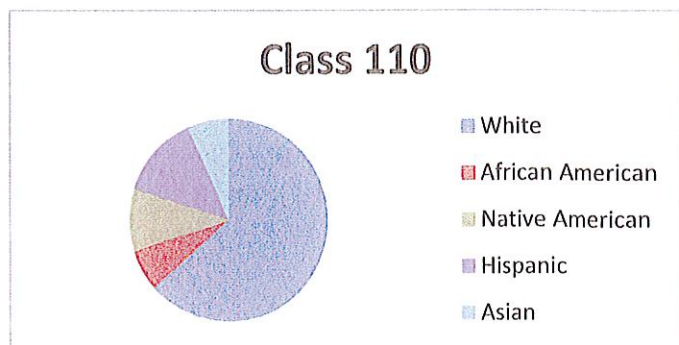
White	21	75%
African American	4	14.2%
Native American	0	0%
Hispanic	3	10.7%
Asian	0	0%



Class 2017-110

Total Recruits = 30 male 25 female 5

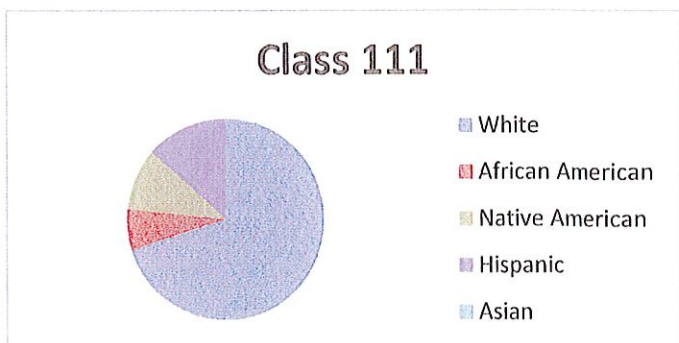
White	19	63%
African American	2	6.7%
Native American	3	10%
Hispanic	4	13.3%
Asian	2	6.7%



Class 2017-111

Total Recruits =30 male 28 female 2

White	21	70%
African American	2	6.7%
Native American	3	10%
Hispanic	4	13.4%
Asian	0	0%

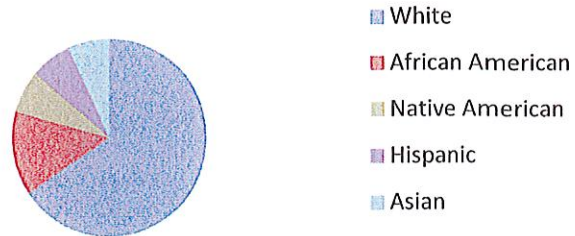


Class 2018-112

Total Recruits = 30 male 29 female 1

White	19	63%
African American	4	13%
Native American	2	7%
Hispanic	2	7%
Asian	3	10%

Class 2018-112

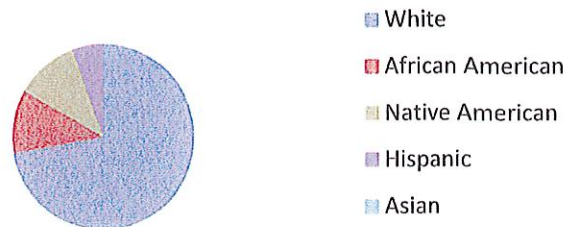


Class 2018-113

Total Recruits = 19 male 15 female 2

White	14	73%
African American	2	11%
Native American	2	11%
Hispanic	1	5%
Asian	0	0%

Class 2018-113

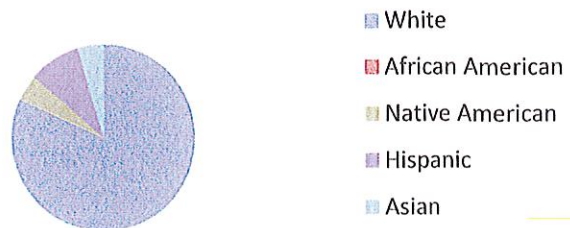


Class 2018-114

Total Recruits = 21 male 19 female 2

White	18	85.5%
African American	0	0%
Native American	1	5%
Hispanic	2	9.5%
Asian	0	0%

Class 2018-114

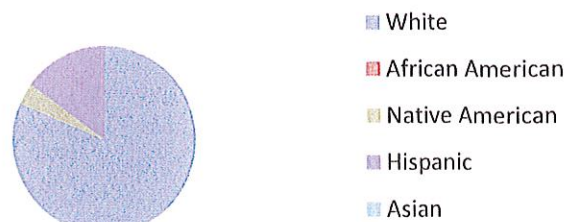


Class 2019-115

Total Recruits = 28 male 23 female 5

White	23	81%
African American	0	0%
Native American	1	4%
Hispanic	4	15%
Asian	0	0%

Class 2019-115

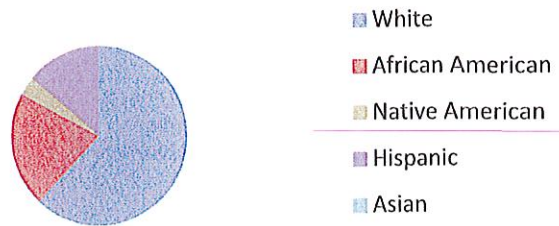


Class 2019-116

Total Recruits = 30 male 27 female 3

White	18	60%
African American	6	20%
Native American	1	3%
Hispanic	4	13%
Asian	1	3%

Class 2019-116

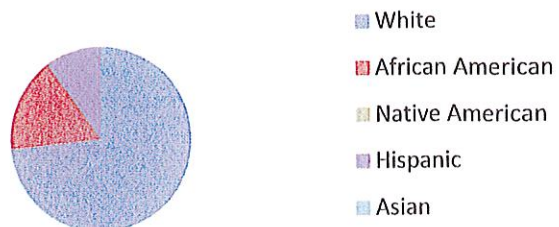


Class 2019-117

Total Recruits = 30 male 24 female 6

White	22	73%
African American	5	17%
Native American	0	0%
Hispanic	3	10%
Asian	0	0%

Class 2019-117



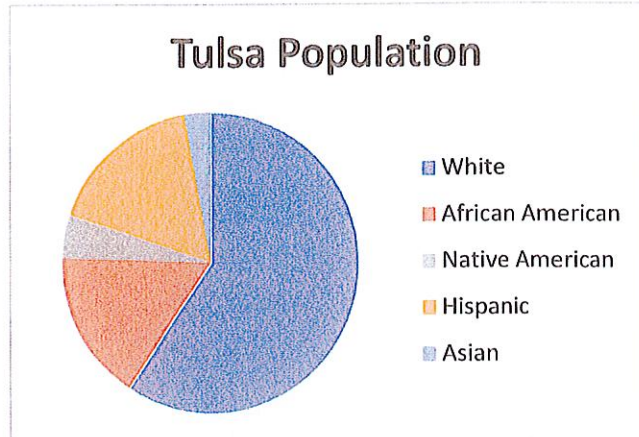
Comparison of Test Applicants and Selection Candidates

Ethnicity/Gender

Dates Involved: 2014-2019

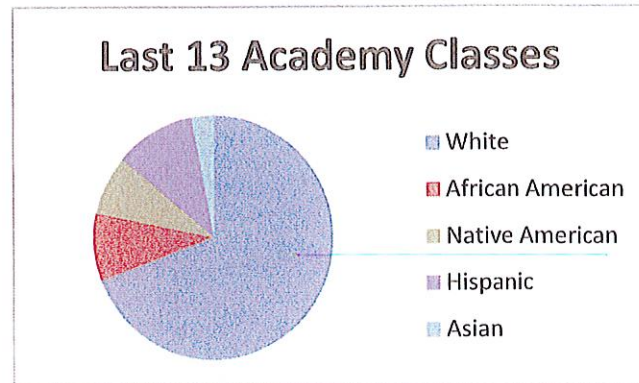
City of Tulsa 2018 (est) census data:

White	54.9%
African American	15.1%
Native American	4.3%
Hispanic	15.8%
Asian American	3.3%
Two or more races	6.6 (not counted)



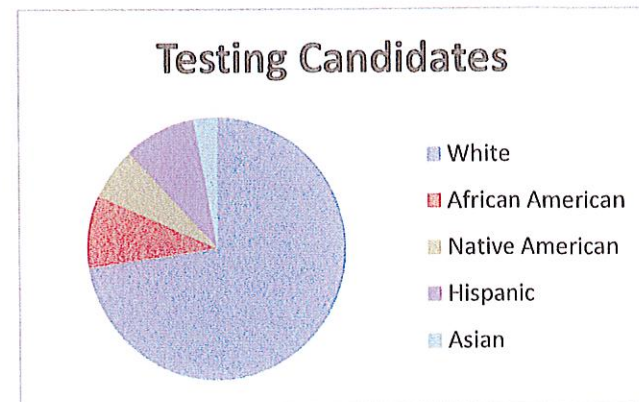
Tulsa Police Department Last thirteen academy classes:

White	70 %
African American	9%
Native American	7%
Hispanic	11%
Asian American	2.5%



Tulsa Police Department Candidates Tested:

White	73 %
African American	9%
Native American	6.5%
Hispanic	9%
Asian American	2.5%



Testing Candidates (Year):

2014

MONTH	TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERIC/
September (2014)	15	13	2	12	2	1	0	0
October (2014)	20	15	5	15	3	2	0	0
November (2014)	16	16	0	12	0	3	1	0
December (2014)	12	11	1	8	0	0	1	3
2014 Total	63	55	8	47	5	6	2	3
2014 Average	15.8	13.8	2	11.8	1.3	1.5	0.5	0.75

2015

MONTH	TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN	IATIVE AMERICA/
January (2015)	7	7	0	6	0	0	0	1
February (2015)	10	10	0	8	1	1	0	0
March (2015)	22	18	4	12	3	0	2	5
April (2015)	13	10	3	9	2	0	0	2
May (2015)	8	8	0	6	1	0	0	4
June (2015)	9	9	0	6	1	0	0	2
July (2015)	7	4	3	6	0	0	0	1
August (2015)	10	10	0	8	1	0	0	1
September (2015)	19	19	0	17	1	1	0	0
October (2015)	34	27	7	27	4	2	1	0
November (2015)	12	10	2	12	0	0	0	0
December (2015)	11	8	3	8	2	0	0	1
2015 Total	162	140	22	125	16	4	3	17
2015 Average	13.5	11.7	1.8	10.4	1.3	0.33	0.25	1.4

2016

MONTH	TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERIC/
January (2016)	10	9	1	6	1	1	0	2
February (2016)	13	10	3	11	0	1	0	1
March (2016)	9	7	2	7	1	1	0	0
April (2016)	21	18	3	13	5	1	1	1
May (2016)	16	15	1	14	1	1	0	0
June (2016)	17	14	3	11	2	0	1	3
July (2016)	23	20	3	16	3	4	0	0
August (2016)	18	14	4	12	1	2	1	2
September (2016)	8	6	2	6	0	1	1	0
October (2016)	14	13	1	8	1	4	0	1
November (2016)	18	12	6	12	0	3	1	2
December (2016)	17	14	3	14	2	1	0	0
2016 Total	184	152	32	130	17	20	5	12
2016 Average	15.3	12.6	2.6	10.8	1.4	1.6	0.4	1

2017

MONTH	TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERIC/
January (2017)	12	8	4	8	2	1	0	1
February (2017)	11	9	2	5	2	1	0	3
March (2017)	14	11	3	11	0	2	0	1
April (2017)	20	17	3	10	0	8	0	2
May (2017)	12	10	2	8	2	1	0	1
June (2017)	12	12	0	5	2	3	2	0
July (2017)	19	17	2	11	1	2	1	2
August (2017)	21	17	4	13	3	2	3	0
September (2017)	14	14	0	13	1	0	0	0
October (2017)	12	8	4	11	0	1	0	0
November (2017)	18	16	2	15	1	2	0	0
December (2017)	15	13	2	12	2	1	0	0
2017 Total	180	152	28	122	16	24	6	10
2017 Average	15	12.6	2.3	10.2	1.3	2	0.5	0.8

2018

MONTH	TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERIC/
January (2018)	14	12	2	13	1	0	0	0
February (2018)	14	12	2	11	1	2	0	0
March (2018)	10	8	2	9	1	0	0	0
April (2018)	19	18	1	16	2	3	0	0
May (2018)	10	8	2	9	1	0	0	0
June (2018)	20	16	4	18	0	2	0	0
July (2018)	25	22	3	24	0	1	0	0
August (2018)	16	15	1	11	0	3	0	2
September (2018)	16	14	2	5	7	1	2	1
October (2018)	20	18	2	17	2	0	1	0
November (2018)	26	20	6	19	4	1	1	1
December (2018)	17	14	3	13	1	2	0	1
2018 Total	207	177	30	165	20	15	4	5
2018 Average	17.3	14.8	2.5	13.8	1.7	1.3	0.3	0.4

2019

MONTH	TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERIC/
January (2019)	26	18	8	22	2	1	1	0
February (2019)	18	14	4	11	4	2	0	1
March (2019)	25	17	8	18	0	3	0	4
April (2019)	18	14	1	13	1	1	1	2
May (2019)	20	14	6	14	0	4	0	2
June (2019)	13	11	2	9	2	2	0	0
July (2019)	15	11	4	7	0	3	0	5
2019 Total	135	99	33	94	9	16	2	14
2019 Average	19.3	14.2	4.7	13.4	1.3	2.3	0.3	2

Total Applicants Tested: 2014 - 2019

TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN
931	775	153	683	83	85	22	61

Average Applicants Tested per/month: 2014-2019

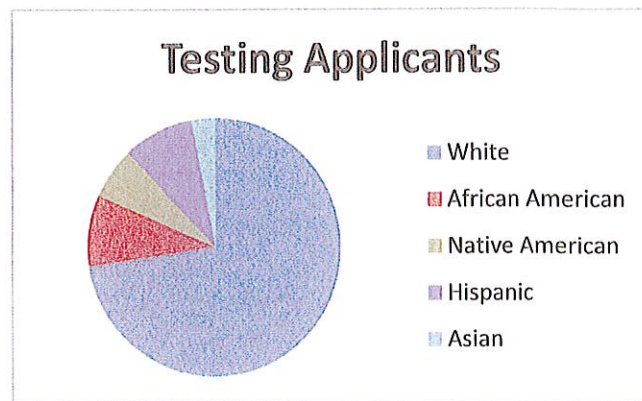
Average	MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN	NATIVE AMERICAN
15.8	13.1	2.6	11.6	1.4	1.4	0.4	1

Percentage Comparison of Applicants to Selected Candidates

Ethnicity

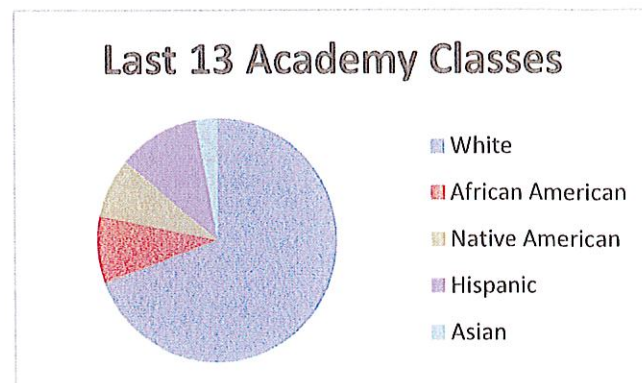
**Tulsa Police Department
Testing Applicants 2014-2019:**

White	73 %
African American	9%
Native American	6.5%
Hispanic	9%
Asian American	2.5%



**Tulsa Police Department
Last thirteen academy classes:**

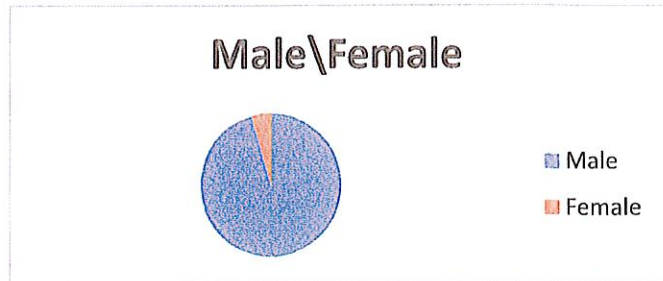
White	70 %
African American	9%
Native American	7%
Hispanic	11%
Asian American	2.5%



Gender

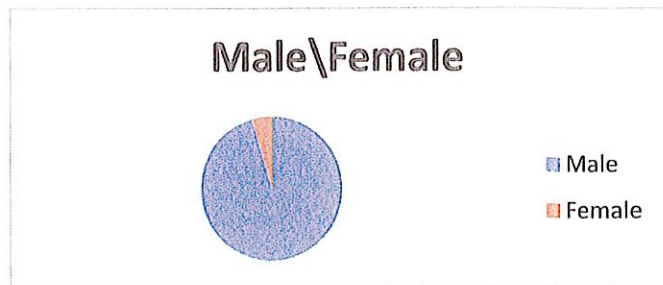
The last thirteen academy classes- Comparing Male to Female Recruits:

Males	275	88%
Females	36	12%
Total:	311	



Applicants Testing 2014-2019 - Comparing Male to Female Applicants:

Males	775	83.2%
Females	153	16.4%
Total:	931	



Recruiting Events Attended July 2018-July 2019

*Classroom Presentations typically include multiple presentations in various classrooms during each visit

In-State Universities:

Oklahoma State University

- Classroom Presentations for upper-level Spanish Class x 1
- Information Tables X 3
- Career Fair X 2

Oklahoma State University-Tulsa

- Presented for Careers in Law-Enforcement Workshop/Forum X 1
- Career Fair X 2

Oral Roberts University:

- Career Fair X 2
- Classroom Presentations X 2

Rogers State University:

- Career Fair X 2
- Information Table X 1

University of Central Oklahoma:

- Career Fairs X 2
- Classroom Presentations X 1
- Academy Visit X 1

East Central University:

- Academy Visit X 1

Rose State:

- Career Fair X 1

Tulsa University:

- Career Fair X 2

Northeastern State University Tahlequah and BA:

- Career Fairs X 3

Out of State Universities:

Missouri State Southern University (MSSU):

- Classroom Presentations X 1
- Career Fair X 2

University of Arkansas Fort Smith:

- Classroom Presentations X 2
- Career Fair X 2

Kansas University:

- Career Fair X 1

Pittsburg State University:

- Career Fair X 1

University of New Mexico;

- Classroom Presentations X 10
- Career Fair X 2
- Information Tables X 4

University of Texas El Paso:

- Classroom Presentations X 6
- Career Fair X 2
- Information Tables X 2

University of Arkansas Pine Bluff:

- Career Fair X 1

Eastern New Mexico University:

- Classroom Presentations X 16

Adams State University (Colorado HIS)

- Career Fair X 1
- Information Table X 2

Wichita State University:

- Career Fairs X 2
- Classroom Presentations X 1

Arkansas Tech:

- Career Fair X 1

Community/Junior Colleges/Tech:

Tulsa Community College (North and Southeast Campuses)

- Hispanic High School Luncheon X 1
- Information Tables X 20
- Presentation to TCC International Language Professors X 1
- Presentation to TCC International Language Students X 1
- Tahlequah Indian Capital Technology Center Career Fair X 1
- Tulsa Technology Career Fair Event X 1

Trinidad Junior College (Colorado HSI)

- Classroom Presentation X 1

High Schools/MS/Elementary Events Attended:

- Tulsa Roy Clark Elementary Community Night Event X 1
- Participants in Earth Day Elementary School Event host by Tulsa University X 1
- Tulsa Union Ochoa Elementary Outreach Event
- Tandy Center TPAL YMCA Youth Basketball League x4
- Kendall Whittier Elementary Community Event/Outreach X 1
- Police Day VBS Youth Works Event X 1
- Dual Language Academy Annual Career Day event X 1
- Oklahoma Center for Community and Justice Camp Anytown Leadership Event (HS School Event hosted by OSU-Stillwater x 1

Misc. Events:

Juvengaf (Tulsa Hispanic Youth Program)

- 911 Emergency Center Tour and Presentation Event x 1
- Honored as Special Guest/TPD Representatives for Juvengaf Anniversary Gala

Women in Policing X 3

Tulsa Pride Event/Parade X 1

Facebook Live Events:

- Hispanic LGBTQ Interview X 1
- Hispanic Recruiting and Information Interview X 1

Radio/Television Interviews:

- NPR Interview X 1
- Local TV Station Interviews X 4
- Hispanic Radio Interviews X 3

Rotary Club Hispanic and Recruitment Outreach Presentation X 1

Tulsa Military Veteran Hiring Event (Sponsored by Oklahoma Employment Security Commission) - X 1

Tulsa Hispanic QPR Suicide Prevention Community Event X 1

August 2018

Philbrook museum Community fair for exposé to Hispanic kids about TPD

Coalition of Hispanic Organizations back to school fair at Tulsa Tech

Community Action Project- back to school fair

CITY	TULSA	OKC	NORMAN	BROKEN ARROW	EDMOND	MOORE	MIDWEST CITY	STILLWATER
TOP STEP SALARY	\$71,448.00	\$81,536.40	\$79,974.00	\$82,118.40	\$93,692.92	\$84,403.31	\$74,817.89	\$78,000.00
STARTING SALARY	\$46,425.60	\$52,722.00	\$52,455.00	\$51,181.31	\$57,636.80	\$56,185.30	\$48,753.42	\$46,945.00

LONGEVITY	\$2,880.00	\$9,291.60	\$1,924.00	\$2,000.00	\$2,000.00	\$8,811.36	\$2,500.00	\$2,000.00
EDUCATION INCENTIVE	\$1,200.00	\$1,800.00	\$1,638.00	\$1,500.00	\$1,380.00	\$1,620.00	\$1,820.00	\$1,500.00

AVERAGE	\$82,077.56		STARTING PAY AVERAGE	\$52,268.40				
TULSA SALARY	\$71,448.00		TULSA STARTING PAY	\$46,425.60				
DIFFERENCE	\$10,629.56		DIFFERENCE	\$5,842.80				
PERCENTAGE	14.88%		PERCENTAGE	12.59%				
TULSA OFFICERS ARE 14.88% BEHIND THE MARKET PAY					TULSA OFFICERS ARE 12.59% BEHIND MARKET STARTING PAY			

Tulsa Police Department
Data As Of 8/8/2019

SWORN EMPLOYEES

<u>Gender</u>	<u>Race</u>	<u>Count</u>	<u>% of Department</u>	<u>Race</u>	<u>Count</u>	<u>% of Department</u>	<u>Gender</u>	<u>Count</u>	<u>% of Department</u>
F	B	9	1.09%	A	13	1.57%	F	103	12.45%
F	H	3	0.36%	B	67	8.10%	M	724	87.55%
F	I	12	1.45%	H	39	4.72%	Total	827	
F	W	79	9.55%	I	85	10.28%			
M	A	13	1.57%	M	9	1.09%			
M	B	58	7.01%	P	1	0.12%			
M	H	36	4.35%	W	613	74.12%			
M	I	73	8.83%	Total	827				
M	M	9	1.09%						
M	P	1	0.12%						
M	W	534	64.57%						
	Total	827							

CIVILIAN EMPLOYEES

<u>Gender</u>	<u>Race</u>	<u>Count</u>	<u>% of Department</u>	<u>Race</u>	<u>Count</u>	<u>% of Department</u>	<u>Gender</u>	<u>Count</u>	<u>% of Department</u>
F	B	17	8.37%	B	22	10.84%	F	129	63.55%
F	H	4	1.97%	H	9	4.43%	M	74	36.45%
F	I	8	3.94%	I	11	5.42%	Total	203	
F	M	4	1.97%	M	8	3.94%			
F	W	96	47.29%	W	153	75.37%			
M	B	5	2.46%	Total	203				
M	H	5	2.46%						
M	I	3	1.48%						
M	M	4	1.97%						
M	W	57	28.08%						
	Total	203							

TOTAL DEPARTMENT

<u>Gender</u>	<u>Race</u>	<u>Count</u>	<u>% of Department</u>	<u>Race</u>	<u>Count</u>	<u>% of Department</u>	<u>Gender</u>	<u>Count</u>	<u>% of Department</u>
F	B	26	2.52%	A	13	1.26%	F	232	22.52%
F	H	7	0.68%	B	89	8.64%	M	798	77.48%
F	I	20	1.94%	H	48	4.66%	Total	1030	
F	M	4	0.39%	I	96	9.32%			
F	W	175	16.99%	M	17	1.65%			
M	A	13	1.26%	P	1	0.10%			
M	B	63	6.12%	W	766	74.37%			
M	H	41	3.98%	Total	1030				
M	I	76	7.38%						
M	M	13	1.26%						
M	P	1	0.10%						
M	W	591	57.38%						
	Total	1030							