

REPORT
FROM



THE PERSONNEL
DEPARTMENT

To: THE HONORABLE PERSONNEL AND PUBLIC SAFETY COMMITTEES	December 28, 2012
REFERENCE: Police Officer Hiring - January through June 2012	COUNCIL FILE: 09-1245-S3
SUBJECT: SEMI-ANNUAL ACTIVITIES REPORT OF THE PERSONNEL DEPARTMENT	

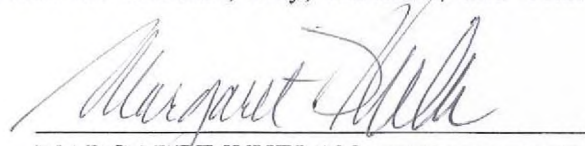
Background: The Personnel Department and Los Angeles Police Department (LAPD) continue their cooperative efforts for the recruitment and selection of the most qualified Police Officer candidates. Due to the City's financial situation, the focus of Police Officer hiring in Fiscal Year 2011-12 has been to hire for attrition. The number of recruits ready for hire and the number of Academy classes fluctuate in order to maintain a total sworn workforce of 9,963 officers. Despite the reduction in hiring, there remains a critical need to continue recruitment and outreach efforts to ensure that the LAPD has a qualified and diverse candidate pool from which to select its recruit officers.

RECRUITMENT DEVELOPMENTS

The LAPD and Personnel Department's Public Safety Bureau (PSB) Recruitment Section continue to work together to attract candidates to the LAPD selection process. In accordance with the approved Recruitment Strategic Plan, concerted efforts are being made to recruit both active and passive jobseekers with specific outreach to women and minorities. Outreach teams of LAPD recruiters, backed by the resources of the PSB Recruitment Section, are active throughout Southern California at a variety of events and seminar locations. A mixture of paid media sources and canvassing opportunities to support these seminars include: print ads; electronic media; both internet and broadcast radio advertising; direct mail; banners; posters; and partnering with community organizations to attract qualified candidates to achieve our recruitment goals.

LAPD Recruitment Seminars:

- To maintain consistent recruitment efforts, LAPD and PSB coordinated a total of eight Recruitment Seminars over the past six months. All but the African-American Heritage Month Seminar, hosted annually by our partners at the Crenshaw Christian Center, were held at the Ahmanson Recruit Training Center (ARTC). This reporting period began with an Military Seminar on January 21, followed by an Asian Pacific Islander Seminar on February 4, the African-American Seminar for Heritage Month sponsored by the Crenshaw Christian Center on February 25, a Women's Seminar on March 24, a Latino Seminar on April 21, another Asian Pacific-Islander Seminar on May 19, another Military Seminar on June 2, and ended the fiscal year with the Lesbian, Gay, Bisexual, and Transgender (LGBT) Seminar on June 23.


MARGARET WHELAN, GENERAL MANAGER
PERSONNEL DEPARTMENT

- Each of the LAPD Recruitment Seminars offered a question and answer session on the entire recruitment and hiring process, and demonstrations of the Candidate Assistance Program (CAP), which is designed to prepare candidates for the rigors of the Training Academy. The Seminars culminated with the two-hour Los Angeles Police Officer written test. The targeted groups were well represented and over **600** people were tested at these special events alone.

EVENT DATE	TARGET	# ATTENDED	# TESTED
January 21, 2012	MILITARY RECRUITMENT SEMINAR (ARTC)	147	123
February 4, 2012	ASIAN PACIFIC ISLANDER RECRUITMENT SEMINAR (ARTC)	84	68
February 25, 2012	AFRICAN-AMERICAN RECRUITMENT SEMINAR (CCC)	123	106
March 24, 2012	WOMEN'S RECRUITMENT SEMINAR (ARTC)	110	85
April 21, 2012	LATINO RECRUITMENT SEMINAR (ARTC)	124	101
May 19, 2012	ASIAN PACIFIC ISLANDER RECRUITMENT SEMINAR (ARTC)	46	32
June 2, 2012	MILITARY RECRUITMENT SEMINAR (ARTC)	86	68
June 23, 2012	LGBT RECRUITMENT SEMINAR (ARTC)	65	49

Community Cultural Events:

- The LAPD and the Personnel Department have also put significant resources into reaching out to the LGBT communities. LAPD recruiters routinely canvas and host monthly pocket tests at the Center in Long Beach and the Pasadena Senior Center, where there is an average of 20-25 candidates who test at each location. In addition, LAPD attended and participated in the Long Beach Pride Festival on May 20, 2012, and the Los Angeles Pride Parade on June 10, 2012. LAPD officers were able to reach out to the LGBT community at this well-attended gathering and advertise the LGBT seminar, which was held on June 23, 2012.
- The recruitment of African-Americans, as well as women, is of prime importance to LAPD. To do so, LAPD attended the African Market Place, which was held over a two-day period in Los Angeles during this reporting period, the MLK Kingdom Day Gospel Festival, and the KJLH Women's Health Forum. At these events, the LAPD was able to reach out to the thousands of attendees from throughout the community and promote the respective upcoming LAPD Recruitment Seminars.
- In similar form, ample efforts are also made to share career opportunities with the LAPD within the Asian and Pacific Islander (API) communities. LAPD Recruiters attended the Rosemead Lunar New Year Festival, and the JobsKoreaUSA Career Fair. LAPD officers were able to reach out to the API community at these well-attended gatherings and advertise the upcoming API seminars in February and May.

Career Fairs and Expositions:

- Recruiters attended a variety of general career fairs throughout Southern California during this reporting period to promote LAPD career opportunities to non-traditional candidates who may not have considered Public Safety as a career option. These general fairs were highly successful in broadening the potential candidate pool for the LAPD.
 - During the month of January, the LAPD attended the Watts Center Resource Fair.
 - In February, LAPD attended events including the Assemblyman Mike Davis 5th Annual Job Fair, the Lytle Creek Community Fair, the Interview 2 Hire Job Fair, the 6th Annual Civil Service Job Fair, and the Women at Work Job Fair.
 - In March, LAPD attended various career fairs including the Dodger Stadium Job Fair, the 35th Anniversary Women's Resource Fair, the 1st Annual Avon Job Fair, the BBNS Diversity Fair, the Diverse Career Job Fair, the Best Jobs Expo – Anaheim, and the JobsKoreaUSA Career Fair.

- During the month of April, LAPD attended the Coast-to-Coast Career Fair, the Crossroads Christian Church Job Fair, the Diverse Career Job Fair, and the City of Long Beach District Fair.
- In May, LAPD attended the City Career Fair, the North Valley OCC Job Fair, the City of Baldwin Park Job Fair, the Diverse Career Job Fair, the South Orange County Job Fair, and the Spring Into Summer Job Fair.
- In June, LAPD attended various career fairs including the 2012 Harbor Occupational Job Fair, the Anaheim OC Job Fair, the San Gabriel ROP Annual Job Fair, and the Rapid Response Job Fair.

Community Pocket Tests:

- LAPD is actively hiring within the communities of Los Angeles and beyond. By organizing and administering pocket tests in these communities, it not only goes toward maintaining LAPD's staffing levels, but also gives back to the candidates' communities. During the months of January through June, LAPD tested at the following locations:
 - Rancho Santiago
 - Inland Empire
 - Santa Clarita Valley
 - Palmdale

College Events:

- LAPD Recruitment continued its presence at college campuses throughout Southern California during the months of January, February, and March by attending the following career fairs:
 - Cal State University, Dominguez Hills Job Fair
 - Cal State University, Long Beach Job Fair
 - Cal State University, Northridge Job Fair
 - Cal State University, San Bernardino Job Fair
 - Chapman University Career Fair
 - DeVry, Anaheim Job Fair
 - Everest College, San Bernardino Job Fair
 - Mt. Saint Mary's Career Fair
 - Norco College Job Fair
 - Westwood College, Anaheim Job Fair
 - Whittier College Job Fair
- Winter job fairs at Southern California campuses kicked into high gear during the months of October, November, and December. LAPD participated in the following career fairs:
 - Antelope Valley College Job Fair
 - Cal Lutheran Career Fair
 - Cal Poly Pomona Career Fair
 - Cal State University, Los Angeles Job Fair
 - Chaffey College Job Fair
 - College of the Canyons Job Fair
 - Fullerton College Job Fair
 - Irvine College Job Fair
 - Los Angeles City College Career Fair
 - Los Angeles Southwest College Career Fair
 - Los Angeles Valley College Job Fair

- Mt. San Antonio College Job Fair
 - Pasadena City College Job Fair
 - Platt College, Ontario Job Fair
 - Rio Hondo Job Fair
 - UEI College, Gardena Job Fair
 - UNLV Job Fair
 - Ventura College Job Fair
- College outreach is a significant component of the LAPD Strategic Recruitment Plan. Colleges & universities provide an ethnically diverse population of progressive-minded, goal-oriented women and men investing in personal development, exhibiting personal discipline, and regularly achieving positive accomplishments. Therefore, Recruiters actively share the opportunities available with the LAPD to students at area schools. In that vein, the LAPD hosted information sessions, canvassed, and/or maintained a recruitment presence at the following colleges:

- Antelope Valley College
- Cal Lutheran
- Cal State University, Los Angeles
- Cal State University, Dominguez Hills
- Cal State University, Long Beach
- Cal State University, Northridge
- Cal State University, Fullerton
- Cal State University, Pomona
- Cal State University, San Bernardino
- Cerritos College
- Chaffey College
- Chapman University
- Citrus Community College
- College of the Canyons
- Concordia University
- Compton College
- Cypress Community College
- DeVry, Anaheim
- East Los Angeles College
- East Los Angeles College, Southgate
- El Camino College
- Everest College, Industry
- Everest College, Ontario
- Everest College, San Bernardino
- Fullerton College
- Glendale College
- Golden West College
- Harbor College
- Irvine Valley College
- ITT Tech, Orange
- ITT Tech, San Bernardino
- ITT Tech, Sylmar
- ITT Tech, Torrance
- ITT Tech, West Covina
- ITT Tech, Westwood
- Kaplan College
- LA City College

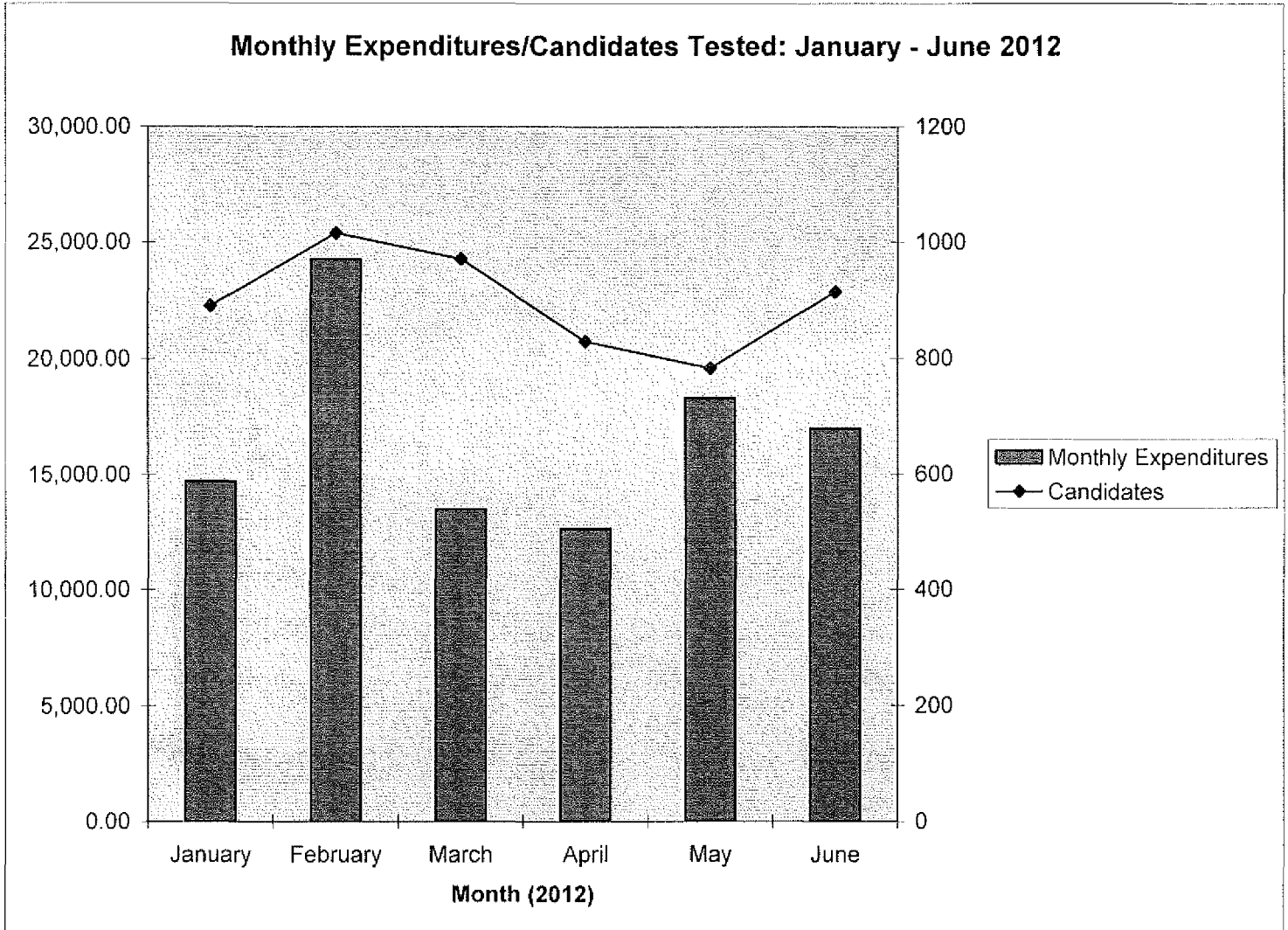
- LA Mission College
- LA Southwest College
- LA Valley College
- Long Beach City College
- Mt. San Antonio College
- Mt. San Jacinto College
- Mt. Saint Mary's College
- Norco College
- Orange Coast College
- Pasadena City College
- Pierce College
- Platt College, Ontario
- Rancho Santiago College
- Rio Hondo College
- Riverside City College
- San Bernardino Valley College
- San Joaquin Valley College
- Santa Ana College
- Santa Monica College
- Santiago Canyon College
- UEI College, Anaheim
- UEI College, Gardena
- University of California, Irvine
- University of Phoenix, Costa Mesa
- University of Phoenix, Diamond Bar
- Ventura City College
- Victor Valley Community College
- Westwood College, Anaheim
- Westwood College, LA
- Westwood College, Torrance
- Westwood College, Upland
- Whittier College Job Fair

Military Recruitment Efforts:

- Military recruitment is a great source of highly qualified candidates, and our efforts continue to access this specialized candidate pool. Bi-annual recruitment in this segment (from January to June 2012) has remained high by employing the following recruitment strategies: pocket tests, canvassing, the Transition Assistance Program (TAP), and classroom presentations conducted for military personnel in the process of being discharged from the military at the following base:
 - Camp Pendleton (Pocket Test - monthly)
- LAPD recruiters also attended military events including the Army Reserve Career Expo, the Veterans Job and Resource Expo, the MCAS Career Fair, the Port Hueneme Job Fair, the Marine Corps Job Fair, the Marine Corps Barstow Career Fair, the Ventura for Vets Job Fair, the Veteran's Job Fair, the Veterans Employment Expo, the Camp Pendleton Education & Career Expo, the MCAS Miramar Fall Job Fair, and the Honor a Hero Hire a Veteran Job Fair Ontario. Potential candidates are directed to the quarterly Camp Pendleton Pocket Test or the upcoming Military Seminar.

Media Expenditures:

- Media expenditures for January – June 2012
 - Print \$31,850.51
 - Internet/Radio \$68,541.57
 - Total \$100,392.08



PRINT	SUBJECT	PUBLICATION DATES	COST						Sub-Total
			Jan	Feb	Mar	Apr	May	June	
College									
Campus Circle	General	1/11, 2/15, 3/14, 4/11, 5/19 (API)	125.00	125.00	125.00	125.00	300.00		800.00
National Minority Update	AA	Winter 2012, Spring 2012, Summer 2012	98.33	98.33	98.33	98.33	98.33	98.35	590
Sigma-Zeta Council	AA	1/14	150						150
									\$1,540.00
Event									
Asian Journal Publications	API	1/21, 1/28, 5/5, 5/12	1356.60				1356.60		2,713.20
Audrey Magazine	Female	Spring 2012, Summer 2012			333.33	333.33	333.34	250.00	1,250.00
Glorified Christian Times	AA	1/25, 2/5	145.00	145.00					290.00
Immigrant Magazine	General	April – June 2012				1248.75	1248.75	1248.75	3,746.25
KoreAm	API	1/1, 3/1, 5/1	1000.00		500.00		1000.00		2,500.00
L.A. Focus	AA	5/27					2000.00		2,000.00
L.A. Times	AA	1/29, 2/3	500.00	500.00					1,000.00
LA Newspaper Group	General	3/18, 4/15, 5/13, 5/27			1200.00	700.00	775.00		2,675.00
Mariposa	Female	3/1			1000.00				1,000.00
Our Weekly	AA	1/12-1/18, 2/16-2/22, 2/23-2/29, 6/14-6/20	1400.00	1100.00				1000.00	3,500.00
									\$20,674.45
G & L									
Frontiers	LGBT	2/17, 5/16		500.00			500.00		1,000.00
Live OC	LGBT	1/1, 2/1, 3/1, 4/1, 5/1, 6/1	500.00	500.00	500.00	500.00	500.00	750.00	3,250.00
Metro Source	LGBT	1/1, 2/1, 3/1, 4/1, 5/1, 6/1	458.33	458.33	458.33	458.33	458.33	458.35	2,750.00
									\$7,000.00
Direct Mail									
EI Classificado	Latino	3/7-3/21, 4/4-4/18			400.00	400.00			800.00
Penny Saver	AA	2/22		1836.08					1,836.08
									\$2,636.08

INTERNET/ RADIO	SUBJECT	PUBLICATION DATES	COST						Sub-Total
			Jan	Feb	Mar	Apr	May	June	
General Internet									
Asian Journal	General	1/1, 2/1, 3/1, 4/1, 5/1	600.00	600.00	600.00	600.00	600.00		3,000.00
Frontiers	LGBT	1/6, 1/20, 3/30, 5/16, 5/30	200.00		100.00		200.00		500.00
KROQ/AMP WebBanners & E-Blasts	General	1/16-1/21, 2/1-2/4, 3/19-3/23, 4/18- 4/20, 5/14-5/19, 5/28-5/31, 6/18-6/23	750.00	750.00	750.00	750.00	1500.00	750.00	5,250.00
LA Newspaper Group	2/29			229.07					229.07
Our Weekly	General	Jan-June 2012	150.00	150.00	150.00	150.00	150.00	150.00	900.00
Patch Media	General	1/1-6/20	693.75	693.75	693.75	693.75	693.75	693.75	4,162.50
ReachLocal	General	1/1 - 6/30	1000.00	1000.00	1000.00	1000.00	1000.00	1000.00	6,000.00
Working World		1/1-6/30	583.33	583.33	583.33	583.33	583.33	583.35	3,500.00
									\$23,541.57
General Radio									
KIIS	API, Female, LGBT	2/1-2/4, 3/19-3/23, 5/14-5/18, 6/18-6/22		5000.00	5000.00		5000.00	5000.00	20,000.00
KJLH	AA	2/21-2/23		5000.00					5,000.00
KPWR	General, Latino, AA	1/18-1/20, 2/22- 2/24, 4/18-4/21, 6/1- 6/2	5000.00	5000.00		5000.00		5000.00	20,000.00
									\$45,000.00
Total Media for January									\$14,710.34
Total Media for February									\$24,268.89
Total Media for March									\$13,492.07
Total Media for April									\$12,640.82
Total Media for May									\$18,297.43
Total Media for June									\$16,982.53
Total Media for January – June 2012									\$100,392.08

PRELIMINARY BACKGROUND APPLICATION COMPLETED

The online Preliminary Background Application (PBA) allows potential candidates to complete the PBA and immediately know their likelihood of success in key areas of the background investigation portion of the examination process. The PBA was updated as of March 1, 2009, to include several questions and fine-tune the feedback information given to candidates. If any potential background issues are identified, candidates are informed of the issues they must resolve or be prepared to explain if they should reach the background investigation stage of the selection process. Also, candidates are referred to their Case Manager for further help and clarification. Results of PBAs, including those completed online and at written test sites, are provided in the table below.

PRELIMINARY BACKGROUND APPLICATIONS* COMPLETED BY FISCAL YEAR				
Month	Total	OK	% of OKs	Issues
FY 2004-2005	30,235	7,525	24.9%	22,710
FY 2005-2006	28,991	6,132	21.2%	22,859
FY 2006-2007	36,550	7,133	19.5%	29,417
FY 2007-2008	40,130	9,546	23.8%	30,584
FY 2008-2009	52,787	16,432	31.1%	36,355
FY 2009-2010	42,831	16,628	38.8%	26,203
FY 2010-2011	35,748	15,227	42.6%	20,521
Jul-11	2,941	1,320	44.9%	1,621
Aug-11	3,025	1,336	44.2%	1,689
Sep-11	2,717	1,229	45.2%	1,488
Oct-11	3,218	1,197	37.2%	2,021
Nov-11	2,560	904	35.3%	1,656
Dec-11	2,279	827	36.3%	1,452
Jan-12	2,434	831	34.1%	1,603
Feb-12	2,856	1,009	35.3%	1,847
Mar-12	2,841	964	33.9%	1,877
Apr-12	2,979	1,008	33.8%	1,971
May-12	3,233	1,172	36.3%	1,859
Jun-12	2,950	1,034	35.0%	1,733
FY 2011-2012	34,033	12,831	37.7%	20,817

*Formerly Preliminary Background Questionnaire (PBQ).

WRITTEN TEST

The following charts indicate the number of candidates who participated in the written test during Fiscal Years 2003-2004, 2004-2005, 2005-2006, 2006-2007, 2007-2008, 2008-2009, 2009-2010, 2010-2011 and 2011-2012. Beginning October 2005, written test locations were changed from Wilshire and North Hollywood Police Stations to municipal facilities in San Pedro, Van Nuys, and Hollywood.

WRITTEN TEST PARTICIPATION BY FISCAL YEAR								
Period	Wilshire*	North Hollywood*	Personnel Building	Const Svc Ctr	Pocket	OOT**	Special Events	Total
FY 2003-2004	1,114	2,036	2,825	83	801	127	1,094	8,080
	13.8%	25.2%	35.0%	1.0%	9.9%	1.6%	13.5%	
FY 2004-2005	784	1,473	2,192	61	1,028	0	0	5,538
	14.2%	26.6%	39.6%	1.1%	18.6%	0	0	
FY 2005-2006 Through Sep-05	198	417	651	7	145	0	0	1,418
	14.0%	29.4%	45.9%	0.5%	10.2%	0.0%	0.0%	

*Testing at these locations ended in September 2005. **Discontinued 04/01/10 due to budget concerns.

Period	San Pedro	Van Nuys	Personnel	Hollywood	Const Svc Ctr	Pockets	Other	Total
FY 2005-2006 Starting Oct-05 Through Jun-06	221	484	1,100	323	59	1,016	133	3,336
	6.6%	14.5%	33.0%	9.7%	1.8%	30.5%	4.0%	
FY 2006-2007	436	901	2,112	444	109	2,731	670	7,403
	5.9%	12.2%	28.5%	6.0%	1.5%	36.9%	9.1%	
FY 2007-2008	427	1,048	2,013	435	97	4,096	685	8,801
	4.9%	11.9%	22.9%	4.9%	1.1%	46.5%	7.8%	
FY 2008-2009	677	1,472	2,825	672	186	6,796	574	13,202
	5.13%	11.15%	21.40%	5.09%	1.41%	51.48%	4.35%	
FY 2009-2010	669	1,246	1,600	919	210	4,395	193	9,232
	7.2%	13.5%	17.3%	10.0%	2.3%	47.6%	2.1%	
FY 2010-2011	714	1,387	1,398	1,004	146	3,403	155	8,207
	8.7%	16.9%	17.0%	12.2%	1.8%	41.5%	1.9%	
Jul-11	52	133	231	70	0	232	22	740
	7.0%	18.0%	31.2%	9.4%	0.0%	31.4%	3.0%	
Aug-11	81	151	251	57	25	285	1	851
	9.5%	17.7%	29.5%	6.7%	2.3%	33.5%	0.1%	
Sep-11	38	117	166	76	0	263	2	662
	5.7%	17.7%	25.1%	11.5%	0.0%	39.7%	0.3%	
Oct-11	45	99	191	38	11	551	2	937
	4.8%	10.5%	20.4%	4.1%	1.2%	58.8%	0.2%	
Nov-11	20	73	127	19	7	464	4	714
	2.8%	10.2%	17.8%	2.7%	1.0%	65.0%	0.5%	
Dec-11	26	51	127	43	4	359	4	614
	4.2%	8.3%	20.7%	7.0%	0.6%	58.4%	0.6%	
Jan-12	30	113	207	44	0	471	25	890
	3.4%	12.7%	23.3%	4.9%	0.0%	52.9%	2.8%	
Feb-12	29	72	165	44	11	672	23	1016
	2.9%	7.1%	16.2%	4.3%	1.1%	66.1%	2.3%	
Mar-12	29	92	179	48	19	581	23	971
	3.0%	9.5%	18.4%	4.9%	2.0%	59.8%	2.4%	
Apr-12	40	70	129	45	4	512	29	829
	4.8%	8.4%	15.6%	5.4%	0.5%	61.8%	3.5%	
May-12	24	79	139	54	12	447	28	783
	3.1%	10.1%	17.8%	6.9%	1.5%	57.1%	3.5%	
Jun-12	37	96	178	54	3	518	28	914
	4.0%	10.5%	19.5%	5.9%	0.3%	56.7%	3.0%	
FY 2011-12	451	1,146	2,090	592	96	5,355	191	9,921
	4.5%	11.6%	21.0%	6.0%	1.0%	54.0%	1.9%	

PRE-EMPLOYMENT POLYGRAPH EXAMINATIONS

Of the 3,531 candidates scheduled, 3,048 (86.3%) appeared for their polygraph examination fiscal year 2011-2012. Candidates must complete their polygraph examination before taking their Department Interview for selection to other phases of the selection process.

POLYGRAPH EXAMINATION RESULTS BY FISCAL YEAR						
Period	No Significant Response	No Opinion	Significant Response	Counter Measures	Interrupt	Tested
FY 2006-2007	1,015	881	958	175	239	3,268
	31.1%	27.0%	29.3%	5.4%	7.3%	
FY 2007-2008	1,740	685	1,251	102	133	3,911
	44.5%	17.5%	32.0%	2.6%	3.4%	
FY 2008-2009	1,936	979	1,689	133	357	5,094
	38.0%	19.2%	33.2%	2.6%	7.0%	
FY 2009-2010	1,075	498	917	52	228	2,770
	38.8%	18.0%	33.1%	1.9%	8.2%	
FY 2010-2011	883	496	788	105	295	2567
	34.4%	19.3%	30.7%	4.1%	11.5%	
Jul-11	78	66	74	12	31	261
	29.9%	25.3%	28.4%	4.6%	11.9%	
Aug-11	80	62	68	11	38	259
	30.9%	23.9%	26.3%	4.2%	14.7%	
Sep-11	94	60	83	15	32	284
	33.1%	21.1%	29.2%	5.3%	11.3%	
Oct-11	82	78	95	7	29	291
	28.2%	26.8%	32.6%	2.4%	10.0%	
Nov-11	101	40	104	6	28	279
	36.2%	14.3%	37.3%	2.2%	10.0%	
Dec-11	80	49	93	6	21	249
	32.1%	19.7%	37.3%	2.4%	8.4%	
Jan-12	69	41	62	9	26	207
	33.3%	19.8%	30.0%	4.3%	12.6%	
Feb-12	77	76	86	6	28	273
	28.2%	27.8%	31.5%	2.2%	10.3%	
Mar-12	76	53	78	5	18	230
	33.0%	23.0%	33.9%	2.2%	7.8%	
Apr-12	82	48	83	2	23	238
	34.5%	20.2%	34.9%	0.8%	9.7%	
May-12	90	48	76	5	15	234
	38.5%	20.5%	32.5%	2.1%	6.4%	
Jun-12	99	47	68	6	23	243
	40.7%	19.3%	28.0%	2.5%	9.5%	
FY 2011-2012	1008	668	970	90	312	3048
	33.0%	21.9%	31.8%	3.0%	10.2%	

BACKGROUND PACKAGE REVIEW

Police Officers are responsible for protecting and serving the public and are entrusted with substantial authority to carry out these responsibilities. Therefore, each applicant's prior conduct is evaluated to assure that it meets the following standards: Interpersonal Skills, Sensitivity, and Respect; Decision Making and Judgment; Maturity and Discipline; Honesty, Integrity, and Personal Ethics; Setting and Achieving Goals; and Record Checks.

During the second half of fiscal year 2011-2012, 1,878 completed background packages were reviewed by the Public Safety Bureau, of which 315 (16.8%) were determined to be acceptable for hiring consideration ("PASSED"). The following chart indicates the number of completed background packages reviewed during the fiscal year 2011-2012.

BACKGROUND PACKAGE REVIEWED BY FISCAL YEAR

Time Period	PASSED		DQ		FOLLOW-UP INVESTIGATION		LACKS MINIMUM QUALIFICATIONS		TOTAL
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	
FY 2006-2007	1,146	21.6%	2,123	40.0%	2,013	38.0%	21	0.4%	5,303
FY 2007-2008	1,132	34.0%	1,746	52.4%	364	10.9%	87	2.6%	3,329
FY 2008-2009	1,248	26.8%	3,098	66.6%	184	4.0%	123	2.6%	4,653
FY 2009-2010	792	22.9%	2,535	73.5%	94	2.7%	30	0.9%	3,451
FY-2010-2011	521	17.7%	2364	80.2%	38	1.3%	24	0.8%	2,947
Jul-11	40	15.6%	215	84.0%	1	0.4%	0	0.0%	256
Aug-11	51	14.2%	299	83.5%	1	0.3%	7	2.0%	358
Sep-11	38	14.5%	218	83.2%	1	0.4%	5	1.9%	262
Oct-11	48	11.4%	372	88.4%	0	0.0%	1	0.2%	421
Nov-11	47	19.7%	184	77.0%	4	1.7%	4	1.7%	239
Dec-11	44	18.6%	189	80.1%	2	0.8%	1	1.4%	236
Jan-12	43	18.0%	194	81.2%	2	0.8%	0	0.0%	239
Feb-12	60	17.1%	289	82.6%	0	0.0%	1	0.3%	350
Mar-12	61	19.2%	255	80.4%	1	0.3%	0	0.0%	317
Apr-12	59	18.8%	250	80.0%	2	0.6%	2	0.6%	313
May-12	51	15.7%	273	84.3%	0	0.0%	0	0.0%	324
Jun-12	41	12.2%	290	86.6%	2	0.6%	2	0.6%	335
FY 2011-2012	583	15.9%	3028	83.0%	16	0.4%	23	0.6%	3650

BACKGROUND APPEALS REVIEW PANEL

The Background Appeal Review Panel (BARP) is comprised of one Personnel Department Assistant General Manager, one Deputy Chief of the Police Department, one Police Administrator, and one Civil Service Commissioner (when feasible). The Panel makes the final adjudications of appeals for entry-level Police Officer candidates. The following table provides the total number of appeals reviewed by the Panel each month during the fiscal year 2011-2012.

BACKGROUND REVIEW PANEL BY FISCAL YEAR	
Month	No. of Appeals Reviewed
FY 2003-2004	297
FY 2004-2005	227
FY 2005-2006	125
FY 2006-2007	307
FY 2007-2008	316
FY 2008-2009	281
FY 2009-2010	368
FY-2010-2011	393
Jul-11	29
Aug-11	26
Sep-11	24
Oct-11	40
Nov-11	38
Dec-11	25
Jan-12	26
Feb-12	26
Mar-12	41
2Apr-12	37
May-12	37
Jun-12	38
FY 2011-2012	387

BACKGROUND INVESTIGATIONS

The following chart indicates the number of background investigations completed during this reporting period within the specified time frames.

BACKGROUND INVESTIGATIONS												
Investigations Completed (January - June 2012)												
Time Frame	JAN		FEB		MAR		APR		MAY		JUN	
Less than 30 days	10	8.8%	13	12.0%	8	7.1%	8	7.3%	6	5.9%	12	12.1%
30 - 45 days	11	9.7%	8	7.4%	13	11.6%	10	9.1%	10	9.8%	12	12.1%
46 - 60 days	13	11.5%	16	14.8%	15	13.4%	16	14.5%	17	16.7%	10	10.1%
61 - 90 days	23	20.4%	32	29.6%	28	25.0%	28	25.5%	21	20.6%	24	24.2%
91 - 120 days	24	21.2%	22	20.4%	25	22.3%	19	17.3%	25	24.5%	13	13.1%
More than 120 days	32	28.3%	17	15.7%	23	20.5%	29	26.4%	23	22.5%	28	28.3%
TOTAL	113	100.0%	108	100.0%	112	100.0%	110	100.0%	102	100.0%	99	100.0%

CERTIFICATION STATISTICS

Once candidates pass all segments of the Police Officer examination process, their names are certified to the Police Department for appointment consideration. The table below shows the total certification statistics by fiscal year as well as each Police Officer Academy Class within the most recent fiscal year.

No certifications were made during October, February, and April of this fiscal year.

CERTIFICATION STATISTICS BY FISCAL YEAR							
Academy Class	Total Certified	Local Candidates	% of Cert.	Pocket Candidates*****	% of Cert.	OOT Candidates *****	% of Cert.
FY 2003-2004	461	432	93.7%	7	1.3%	23	4.9%
FY 2004-2005	533	521	97.8%	11	2.1%	1	0.2%
FY 2005-2006	881	820	93.1%	25	2.8%	36	4.1%
FY 2006-2007	1,144	986	86.2%	104	9.1%	54	4.7%
FY 2007-2008*	1,168	944	80.8%	152	13.0%	72	6.2%
FY 2008-2009**	1,300	1,157	89.0%	83	6.4%	60	4.6%
FY 2009-2010***	1,622	1,561	96.2%	10	0.6%	51	3.2%
FY 2010-2011	522	514	98.5%	1	0.2%	7	1.3%
18-Jul-11	125	120	96.0%	0	0.0%	5	4.0%
15-Aug-11	112	111	99.1%	0	0.0%	1	0.9%
12-Sep-11	93	91	97.8%	0	0.0%	2	2.2%
7-Nov-11	92	90	97.8%	0	0.0%	2	2.2%
5-Dec-11	61	58	95.1%	0	0.0%	3	4.9%
30-Jan-12	84	79	94.0%	0	0.0%	5	6.0%
27-Mar-12	82	77	93.9%	0	0.0%	5	6.1%
21-May-12	102	97	95.1%	0	0.0%	5	4.9%
18-Jun-12	71	68	95.8%	0	0.0%	3	4.2%
FY 2011-2012	822	791	96.2%	0	0.0%	31	3.8%

* Appointments to the June 2007 class are under the FY 2007-2008 budget.

** Appointments to the June 2008 class are under the FY 2008-2009 budget.

*** Appointments to the June 2009 class are under the FY 2009-2010 budget.

**** Appointments to the June 2010 class are under the FY 2010-2011 budget.

***** Prior to March 5, 2007, Out of Area (OOA) statistics were included in the Pocket Candidates.

***** Out of Town (OOT) testing discontinued as of April 2010 due to budgetary concerns.

APPOINTMENT STATISTICS

The table below shows the total appointment statistics by fiscal year, as well as each Police Officer Academy Class within the most recent fiscal year.

No appointments were made during October, February, and April of this fiscal year.

APPOINTMENT STATISTICS BY FISCAL YEAR							
Academy Class Date	Total Appointed	Local Candidates	% of Class	Pocket Candidates *****	% of Class	OOT Candidates *****	% of Class
FY 2003-2004	280	268	95.7%	4	1.4%	8	2.9%
FY 2004-2005	381	367	96.3%	13	3.4%	1	0.3%
FY 2005-2006	545	519	95.2%	9	1.7%	17	3.1%
FY 2006-2007	730	635	87.0%	65	8.9%	30	4.1%
FY 2007-2008*	739	592	80.1%	121	16.4%	26	3.5%
FY 2008-2009**	808	720	89.1%	57	7.1%	31	3.8%
FY 2009-2010***	363	337	92.8%	7	1.9%	19	5.2%
FY 2010-2011****	215	212	98.6%	3	1.4%		
18-Jul-11	50						
15-Aug-11	50						
12-Sep-11	40						
7-Nov-11	50						
5-Dec-11	25						
30-Jan-12	45						
27-Mar-12	49						
21-May-12	50						
18-June-12	54						
FY 2011-2012	413						

* Appointments to the June 2007 class are under the FY 2007-2008 budget.

** Appointments to the June 2008 class are under the FY 2008-2009 budget.

*** Appointments to the June 2009 class are under the FY 2009-2010 budget.

**** Appointments to the June 2010 class are under the FY 2010-2011 budget.

***** Prior to March 5, 2007, Out of Area (OOA) stats were included in the Pocket Candidates.

***** Out of Town (OOT) testing discontinued as of April 2010 due to budgetary concerns.

POLICE RECRUITMENT QUESTIONNAIRE

A recruitment questionnaire is distributed to candidates at the written test sites. As of January 21, 2008, candidates are able to select multiple recruitment sources from their questionnaire. To date, the most commonly cited recruitment source for Police Officer candidates are the Internet at 31.7%, LAPD/Personnel recruitment activities at 16.1%, and Billboards and Banners at 6.7%. The table below provides monthly detailed information regarding questionnaire results for the current fiscal year.

All advertising for careers with the Los Angeles Police Department is designed to drive interested persons to the JoinLAPD.com website for detailed information. Today's candidates gather most, if not all, of their employment information from websites, rather than bulletins and brochures as in years past. To capitalize on this, the Public Safety Bureau commissioned the creation of JoinLAPD.com to be the focus of all advertising and recruitment efforts. This award-winning website holds detailed information on salary and benefits, testing locations, and even a sample written test. In addition, JoinLAPD.com has a link to an on-line Preliminary Background Application and Job Preview Questionnaire that will provide feedback to an interested candidate regarding potential background issues, if any, and how these issues may be resolved, as well as a preview of employment conditions officers have to face. While informative flyers and a toll-free telephone number are still maintained, JoinLAPD.com is a key element in starting candidates through the testing and selection process.

POLICE OFFICER RECRUITMENT QUESTIONNAIRE RESULTS BY FISCAL YEAR

	Billboard & Banners		LAPD/ Personnel Recruitment Activities		P.O. Friend/ Relative		Internet		Print Ad		Radio		College		Other*		Total
FY 03-04	672	8.3%	1644	20.3%	2066	25.6%	2115	26.2%	210	2.6%	591	7.3%	383	4.7%	400	5.0%	8081
FY 04-05	350	6.3%	1106	20.0%	1495	27.0%	1733	31.3%	186	3.4%	181	3.3%	327	5.9%	160	2.9%	5538
FY 05-06	392	7.6%	985	19.1%	1490	28.9%	1525	29.6%	137	2.7%	173	3.4%	295	5.7%	159	3.1%	5156
FY 06-07	588	7.9%	1658	22.4%	2100	28.4%	1968	26.6%	175	2.4%	180	2.4%	565	7.6%	169	2.3%	7403
FY 07-08	1200	8.5%	2515	17.8%	1669	11.8%	3584	25.3%	325	2.3%	533	3.8%	731	5.2%	3584	25.3%	14141
FY 08-09	3420	12.0%	4578	16.1%	948	3.3%	7654	26.9%	890	3.1%	1411	5.0%	1348	4.7%	8166	28.7%	28415
FY 09-10	1968	10.9%	2727	15.1%	340	1.9%	6001	33.1%	462	2.6%	620	3.4%	775	4.3%	5216	28.8%	18109
FY 10-11	1410	9.3%	2068	13.7%	232	1.5%	5504	36.4%	301	2.0%	481	3.2%	685	4.5%	4450	29.4%	15131
Jul-11	128	9.6%	184	13.8%	22	1.6%	502	37.6%	20	1.5%	28	2.1%	58	4.3%	393	29.4%	1335
Aug-11	113	7.2%	240	15.3%	32	2.0%	566	36.0%	33	2.1%	45	2.9%	69	4.4%	473	30.1%	1571
Sep-11	105	8.7%	173	14.3%	21	1.7%	422	34.9%	24	2.0%	23	1.9%	53	4.4%	389	32.1%	1210
Oct-11	108	6.4%	323	19.2%	21	1.2%	492	29.2%	33	2.0%	53	3.1%	116	6.9%	537	31.9%	1683
Nov-11	72	5.8%	215	17.4%	24	1.9%	357	28.9%	15	1.2%	27	2.2%	118	9.5%	409	33.1%	1237
Dec-11	72	6.7%	163	15.1%	11	1.0%	333	30.9%	14	1.3%	24	2.2%	84	7.8%	377	35.0%	1078
Jan-12	106	6.5%	258	15.8%	17	1.0%	508	31.1%	30	1.8%	31	1.9%	110	6.7%	572	35.0%	1632
Feb-12	103	6.1%	214	12.6%	18	1.1%	523	30.7%	24	1.4%	69	4.1%	140	8.2%	610	35.9%	1701
Mar-12	102	5.9%	276	16.0%	19	1.1%	546	31.6%	31	1.8%	35	2.0%	107	6.2%	612	35.4%	1728
Apr-12	112	7.4%	286	18.9%	11	0.7%	443	29.3%	36	2.4%	39	2.6%	104	6.9%	483	31.9%	1514
May-12	72	5.1%	252	17.9%	27	1.9%	428	30.5%	28	2.0%	37	2.6%	72	5.1%	489	34.8%	1405
Jun-12	105	6.3%	274	16.5%	25	1.5%	500	30.2%	37	2.2%	49	3.0%	115	6.9%	552	33.3%	1657
FY 11-12	1198	6.7%	2858	16.1%	248	1.4%	5620	31.7%	325	1.8%	460	2.6%	1146	6.5%	5896	33.2%	17751

*Television, direct mail, email notification, movie theater, restoration, and appointment bonus.

As of January 21, 2008, candidates are able to select multiple recruitment sources from their questionnaire. To date, the top three recruitment sources for those who were appointed are the Internet at 37%, P.O. Friend/Relative at 21.3%, and LAPD/Personnel Recruitment Activities at 17.6%.

The recruitment sources for those Police Officers **appointed** by fiscal year are indicated below.

**APPOINTMENTS BY RECRUITMENT SOURCE
BY FISCAL YEAR**

	Billboard & Banners		LAPD/ Personnel Recruitment Activities		P.O. Friend/ Relative		Internet		Print Ad		Radio		College		Other*		Total
FY 03-04	5	1.8%	30	11.0%	116	42.5%	59	21.6%	17	6.2%	15	5.5%	2	0.7%	29	10.6%	273
FY 04-05	3	0.9%	40	12.6%	126	39.6%	86	27.0%	12	3.8%	19	6.0%	13	4.1%	19	6.0%	318
FY 05-06	31	5.7%	69	12.7%	210	38.5%	139	25.5%	6	1.1%	26	4.8%	21	3.9%	43	7.9%	545
FY 06-07	48	6.6%	83	11.4%	317	43.4%	164	22.5%	17	2.3%	16	2.2%	30	4.1%	55	7.5%	730
FY 07-08	35	4.5%	113	14.7%	320	41.5%	174	22.6%	34	4.4%	14	1.8%	34	4.4%	47	6.1%	771
FY 08-09	159	9.8%	247	15.3%	543	33.6%	429	26.6%	26	1.6%	57	3.5%	70	4.3%	84	5.2%	1615
FY 09-10	84	10.1%	136	16.4%	255	30.7%	237	28.6%	13	1.6%	28	3.4%	38	4.6%	39	4.7%	830
FY 10-11	46	9.5%	83	17.1%	126	26.0%	146	30.1%	8	1.7%	16	3.3%	21	4.3%	39	8.0%	485
Jul-11	12	12.8%	15	16.0%	14	15.0%	38	40.4%	2	2.1%	3	3.2%	4	4.3%	6	6.4%	94
Aug-11	17	15.3%	16	14.4%	29	26.1%	36	32.4%	3	2.7%	0	0.0%	6	5.4%	4	3.6%	111
Sep-11	6	7.0%	13	15.1%	18	20.9%	31	36.0%	4	4.7%	3	3.5%	8	9.3%	3	3.5%	86
Nov-11	9	8.0%	20	17.7%	32	28.3%	40	35.4%	1	0.9%	1	0.9%	6	5.3%	4	3.5%	113
Dec-11	4	8.5%	11	23.4%	8	17.0%	17	36.2%	1	2.1%	3	6.4%	1	2.1%	2	4.3%	47
Jan-12	2	2.7%	13	17.3%	18	24.0%	31	41.3%	1	1.3%	3	4.0%	4	5.3%	3	4.0%	75
Mar-12	11	11.5%	20	20.8%	14	14.6%	36	37.5%	2	2.1%	1	1.0%	9	9.4%	3	3.1%	96
May-12	4	4.3%	18	19.4%	24	25.8%	35	37.6%	0	0.0%	3	3.2%	4	4.3%	5	5.4%	93
Jun-12	9	9.2%	17	17.3%	16	16.3%	37	37.8%	3	3.1%	4	4.1%	6	6.1%	6	6.1%	98
FY 2011-2012	74	9.1%	143	17.6%	173	21.3%	301	37.0%	17	2.1%	21	2.6%	48	5.9%	36	4.4%	813

*Television, direct mail, email notification, movie theater, restoration, and appointment bonus.

POLICE ACADEMY TRAINING STATISTICS

At the February 1, 2006, meeting of the Personnel Committee, it was requested that additional information concerning attrition during recruit training be included in the Personnel Department's Quarterly Activities Report. The following data were obtained from LAPD. Covering this reporting period, the first four tables below provide attrition data for the recruit classes that graduated; the fifth table provides the total number of recruits in the Academy during this reporting period; the sixth table provides the number of resignations and terminations from the Academy; and the last table provides the number of resignations and terminations during the probationary period after the Academy. Attrition for all classes currently in training is summarized on the tables provided in Attachment 2.

RECRUIT CLASS 8-2011 (Started August 14, 2011; Graduated January 27, 2012)							
	Black	Hispanic	Asian/Filip	Caucasian	Nat. Am.	Total	Women
Started	1	24	9	16	0	50	13
Recycles In	0	0	0	0	0	0	0
Recycled Out	0	0	0	0	0	0	0
Resigned	0	8	3	2	0	13	9
Terminated	0	0	0	0	0	0	0
Graduated	1	16	6	14	0	37	4

RECRUIT CLASS 9-2011 (Started September 11, 2011; Graduated February 24, 2012)							
	Black	Hispanic	Asian/Filip	Caucasian	Nat. Am.	Total	Women
Started	2	21	6	10	1	40	5
Recycles In	0	0	0	0	0	0	0
Recycled Out	0	0	0	1	0	1	0
Resigned	0	3	3	1	0	7	2
Terminated	0	0	0	0	0	0	0
Graduated	2	18	3	8	1	32	3

RECRUIT CLASS 11-2011 (Started November 6, 2011; Graduated April 20, 2012)							
	Black	Hispanic	Asian/Filip	Caucasian	Nat. Am.	Total	Women
Started	2	23	2	18	0	45	5
Recycles In	0	1	1	0	0	2	0
Recycled Out	0	1	0	1	0	2	0
Resigned	0	2	1	0	0	3	0
Terminated	0	0	0	0	0	0	0
Graduated	2	21	2	17	0	42	5

RECRUIT CLASS 12-2011
 (Started December 4, 2011; Graduated May 18, 2012)

	Black	Hispanic	Asian/Filip	Caucasian	Nat. Am.	Total	Women
Started	3	14	2	6	0	25	8
Recycles In	0	0	0	0	0	0	0
Recycled Out	0	0	0	0	0	0	0
Resigned	1	0	0	0	0	1	1
Terminated	0	0	0	0	0	0	0
Graduated	2	14	2	6	0	24	7

TOTAL IN TRAINING

Black	Hispanic	Asian/Filip	Caucasian	Nat. Am.	Total	Women
24	162	40	87	1	314	48

RESIGNATIONS/TERMINATIONS FROM ACADEMY
 DEPLOYMENT PERIOD (January 1, 2012 – June 30, 2012) #7

	Black	Hispanic	Asian/Filip	Caucasian	Nat. Am.	Total	Women
Resignations	2	14	3	9	0	28	8
Terminations	0	1	0	0	0	1	0
Total	2	15	3	9	0	29	8

RESIGNATIONS/TERMINATIONS FROM PROBATION

	Black	Hispanic	Asian/Filip	Caucasian	Nat. Am.	Total	Women
Resignations	1	3	1	3	0	8	1
Terminations	0	0	0	0	0	0	0
Total	1	3	1	3	0	8	1

OTHER SWORN POSITIONS

At the request of the Budget and Finance Committee, made during hearings on the proposed Fiscal Year 2006-2007 budget, the following information on the other three entry-level sworn police positions in the General Services, Airports, and Harbor Departments is provided. However, due to the budget situation, the General Services Police Officer job bulletin was closed on July 1, 2009 and processing of these candidates has been suspended because of the lack of planned hiring within this fiscal year; and the Port Police Officer bulletin was closed on July 31, 2009, with anticipated limited hiring by the Harbor Department. The first table below indicates the number of individuals who took the written test for Airport Police, General Services Police, and/or Port Police. The second table lists the number of vacancies each department had by month. The last table summarizes the number of candidates appointed to each department monthly and fiscal-year-to-date.

WRITTEN TEST PARTICIPATION BY FISCAL YEAR

Month	Airport Only	General Services Only	Port Only	Port & General Services	Airport & General Services	Airport & Port	Airport, General Services, & Port	TOTAL
Apr-Jun 06	250	4	46	2	3	9	17	331
FY 2006-2007	1,218	41	166	6	29	35	75	1,570
FY 2007-2008	771	32	384	4	30	65	60	1,346
FY 2008-2009	775	39	390	5	32	83	73	1397
FY 2009-2010	750	1	4	0	0	9	1	765
FY 2010-2011	299	0	0	0	0	0	0	299
Jul-11	10	0	0	0	0	0	0	10
Aug-11	0	0	0	0	0	0	0	0
Sep-11	0	0	0	0	0	0	0	0
Oct-11	1	0	0	0	0	0	0	1
Nov-11	2	0	0	0	0	0	0	2
Dec-11	0	0	0	0	0	0	0	0
Jan-12	9	0	0	0	0	0	0	9
Feb-12	9	0	0	0	0	0	0	9
Mar-12	10	0	0	0	0	0	0	10
Apr-12	12	0	0	0	0	0	0	12
May-12	53	0	0	0	0	0	0	53
Jun-12	63	0	0	0	0	0	0	63
FY 2011-2012	169	0	0	0	0	0	0	169

VACANCIES			
Month	Airport	General Services	Port
Jan-12	14	1	5
Feb-12	16	1	8
Mar-12	15	1	8
Apr-12	16	1	8
May-12	16	1	8
Jun-12	17	1	8

APPOINTMENTS			
Month	Airport	General Services	Port
Apr-Jun 06	11	9	4
FY 2006-07	99	36	32
FY 2007-08	59	18	39
FY 2008-09	36	7	12
FY 2009-10	24	0	0
FY 2010-11	7	0	0
Jul-11	4	0	1
Aug-11	0	0	0
Sep-11	0	0	0
Oct-11	0	0	0
Nov-11	2	0	0
Dec-11	0	0	0
Jan-12	0	0	0
Feb-12	0	0	0
Mar-12	1	0	0
Apr-12	0	0	0
May-12	2	0	0
Jun-12	0	0	0
FY 2011-2012	9	0	1

PERSONNEL DEPARTMENT
 PUBLIC SAFETY BUREAU - POLICE OFFICER EXAM
 MONTHLY STATISTICAL REPORT
 JANUARY 2012

Preliminary Background Application (PBA) Reviewed *

Group	Total	OK	Issues	Permanent DO Issues	FYTD
Paper	277	73	181	23	1,818
Online PBA	2,157	758	1,280	119	17,356

*Questions and feedback were updated as of March 1, 2009.

Personal Qualifications Essay (PQE) - All Applicants
 (New Applicants and Applicants In Process) *

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	109	12%	89	82%	738	14%	573	78%
HISPANIC	482	54%	365	76%	2727	50%	2080	76%
ASIAN	75	8%	63	84%	511	9%	421	82%
CAUCASIAN	221	25%	185	84%	1439	26%	1267	88%
AM. INDIAN	5	1%	4	80%	32	1%	26	81%
TOTAL	892	100%	706	79%	5447	100%	4367	80%
FEMALE	174	20%	140	80%	1157	21%	928	80%

* Total number of PQEs administered. See next page for breakdown of new applicants and applicants already in process.

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Personal Qualifications Essay (PQE) - New Applicants *

Group	First-Time Testers			Testers Who Failed Previously			Total New Applicants					
	Tested #	%	Passed #	Tested #	%	Passed #	Tested #	%	Passed #			
BLACK	90	13%	74	82%	5	11%	4	80%	95	13%	78	82%
HISPANIC	389	52%	273	74%	24	55%	18	75%	393	52%	291	74%
ASIAN	59	8%	50	85%	4	9%	4	100%	63	8%	54	86%
CAUCASIAN	187	26%	155	83%	10	23%	8	80%	197	26%	163	83%
AM. INDIAN	4	1%	4	100%	1	2%	0	0%	5	1%	4	80%
TOTAL	709	100%	556	78%	44	100%	34	77%	753	100%	590	78%
FEMALE	148	21%	117	79%	6	14%	5	83%	154	20%	122	79%

* Historically, the number of new applicants has been the number of candidates taking the multiple-choice written test. This included those taking the test for the first time and those who had previously failed and were re-taking the test. With the elimination of the multiple-choice test in November 2006, and to maintain consistency, new applicants will be those taking the PQE for the first time and those who have previously failed the PQE and are re-taking it.

Personal Qualifications Essay (PQE) - New Applicants (Fiscal Year to Date) *

Group	First-Time Testers			Testers Who Failed Previously			Total New Applicants					
	Tested #	%	Passed #	Tested #	%	Passed #	Tested #	%	Passed #			
BLACK	597	13%	468	78%	36	19%	17	47%	633	14%	485	77%
HISPANIC	2174	49%	1633	75%	109	58%	67	61%	2283	49%	1700	74%
ASIAN	409	9%	334	82%	14	7%	9	64%	423	9%	343	81%
CAUCASIAN	1217	28%	1068	88%	28	15%	21	75%	1245	27%	1039	87%
AM. INDIAN	28	1%	25	89%	2	1%	0	0%	30	1%	25	83%
TOTAL	4425	100%	3528	80%	189	100%	114	60%	4614	100%	3642	79%
FEMALE	1005	23%	803	80%	31	16%	20	65%	1036	22%	823	79%

* Historically, the number of new applicants has been the number of candidates taking the multiple-choice written test. This included those taking the test for the first time and those who had previously failed and were re-taking the test. With the elimination of the multiple-choice test in November 2006, and to maintain consistency, new applicants will be those taking the PQE for the first time and those who have previously failed the PQE and are re-taking it.

Personal Qualifications Essay (PQE) - Applicants in Process *

Group	Tested			Passed			FYTD Tested			FYTD Passed		
	#	%	Passed #	#	%	Passed #	#	%	Passed #	#	%	Passed #
BLACK	14	10%	11	79%	105	13%	88	84%	88	84%	88	84%
HISPANIC	89	64%	74	83%	444	53%	380	86%	380	86%	380	86%
ASIAN	12	9%	9	75%	88	11%	78	89%	78	89%	78	89%
CAUCASIAN	24	17%	22	92%	194	23%	178	92%	178	92%	178	92%
AM. INDIAN	0	0%	0	0%	2	0%	1	50%	1	50%	1	50%
TOTAL	139	100%	116	83%	833	100%	725	87%	725	87%	725	87%
FEMALE	20	14%	18	90%	121	15%	105	87%	105	87%	105	87%

* These candidates have retaken the PQE either because their score has expired, is due to expire, or they wish to improve their position on the eligible list.

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Background Investigation

Group	PIQ Conducted		Number of Field Investigations				PIQ Interviews FYTD		FYTD Investigations Assigned	FYTD Investigations Completed
	#	%	Assigned	Completed		In Progress	#	%	#	#
				#	%					
BLACK	37	9%	14	4	24	316	10%	67	53	
HISPANIC	216	51%	65	52	170	1523	50%	385	321	
ASIAN	36	8%	31	9	64	311	10%	110	78	
CAUCASIAN	132	31%	49	30	116	881	29%	238	193	
AM. INDIAN	4	1%	0	0	1	18	1%	1	2	
TOTAL	425	100%	159	95	375	3049	100%	801	647	
FEMALE	82	19%	38	24	69	618	20%	182	150	

Polygraph

Group	Tested		Interrupt		Counter Measure		No Opinion		Significant Response		No Significant Response	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	20	10%	0	0%	0	0%	5	25%	7	35%	8	40%
HISPANIC	88	43%	10	11%	4	5%	13	15%	30	34%	31	35%
ASIAN	27	13%	2	7%	1	4%	9	33%	7	26%	8	30%
CAUCASIAN	71	34%	14	20%	4	6%	14	20%	17	24%	22	31%
AM. INDIAN	1	0%	0	0%	0	0%	0	0%	1	100%	0	0%
TOTAL	207	100%	26	13%	9	4%	41	20%	62	30%	69	33%
FEMALE	34	16%	4	12%	1	3%	3	9%	11	32%	15	44%

Polygraph (Fiscal Year to Date)

Group	Tested		Interrupt		Counter Measure		No Opinion		Significant Response		No Significant Response	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	141	8%	9	6%	3	2%	29	21%	51	36%	49	35%
HISPANIC	912	50%	99	11%	33	4%	181	20%	295	32%	304	33%
ASIAN	203	11%	26	13%	2	1%	42	21%	66	33%	67	33%
CAUCASIAN	578	31%	72	12%	28	5%	148	26%	164	28%	166	29%
AM. INDIAN	7	0%	0	0%	0	0%	0	0%	5	71%	2	29%
TOTAL	1841	100%	206	11%	66	4%	400	22%	581	32%	588	32%
FEMALE	352	19%	40	11%	5	1%	72	20%	107	30%	128	36%

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Polygraph Review

Group	Received		Cont. in Process		FYTD Received		FYTD Admin OK	
	#	%	#	%	#	%	#	%
BLACK	11	9%	7	64%	89	8%	37	42%
HISPANIC	63	53%	24	38%	550	51%	225	41%
ASIAN	15	13%	9	60%	111	10%	53	48%
CAUCASIAN	29	25%	12	41%	317	30%	155	49%
AM. INDIAN	0	0%	0	0%	6	1%	3	50%
TOTAL	118	100%	52	44%	1,073	100%	473	44%
FEMALE	24	20%	10	42%	208	19%	97	47%

Background Package Review

Group	Passed		Disqualified		Follow Up		Lacks Min. Qualifications		Total		Review in Progress		FYTD Passed		FYTD DQ	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	3	14%	19	86%	0	0%	0	0%	22	9%	17	11%	24	15%	133	84%
HISPANIC	22	18%	98	82%	0	0%	0	0%	120	49%	79	49%	143	19%	612	80%
ASIAN	4	18%	18	82%	0	0%	0	0%	22	9%	15	9%	38	28%	98	72%
CAUCASIAN	14	19%	58	78%	2	3%	0	0%	74	30%	49	31%	89	22%	308	77%
AM. INDIAN	0	0%	1	100%	0	0%	0	0%	1	0%	0	0%	1	17%	5	83%
TOTAL	43	18%	194	81%	2	1%	0	0%	239	98%	160	100%	295	20%	919	63%
FEMALE	13	25%	40	75%	0	0%	0	0%	53	22%	26	16%	73	24%	233	76%

Background Appeals

Group	Appeals Received		Considered by Background Appeal Review Panel (BARP)		BARP Return to Process		Appeals Pending Staff Review		FYTD Total Received	
	#	%	#	%	#	%	#	%	#	%
BLACK	5		8		2		10		122	
HISPANIC	29		9		5		100		399	
ASIAN	1		2		0		14		91	
CAUCASIAN	15		7		4		45		253	
AM. INDIAN	1		0		0		1		5	
TOTAL	51		26		11		170		870	
FEMALE	6		6		0		12		164	

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Physical Abilities Test

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	16	8%	16	100%	115	7%	113	98%
HISPANIC	105	52%	92	88%	809	53%	757	94%
ASIAN	25	12%	23	92%	166	11%	158	95%
CAUCASIAN	54	27%	53	98%	443	29%	434	98%
AM. INDIAN	1	0%	1	100%	6	0%	6	100%
TOTAL	201	100%	185	92%	1539	100%	1468	95%
FEMALE	36	18%	22	61%	314	20%	250	80%

Department Interview

Group	Interviewed		Select		Non-Select		FYTD Interviewed		FYTD Select		FYTD Non-Select	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	5	4%	5	100%	0	0%	50	6%	45	90%	5	10%
HISPANIC	57	49%	51	89%	6	11%	410	50%	352	86%	58	14%
ASIAN	15	13%	13	87%	2	13%	92	11%	82	89%	10	11%
CAUCASIAN	40	34%	35	88%	5	13%	281	32%	244	93%	17	7%
AM. INDIAN	0	0%	0	0%	0	0%	1	0%	1	100%	0	0%
TOTAL	117	100%	104	89%	13	11%	814	100%	724	89%	90	11%
FEMALE	22	19%	20	91%	2	9%	165	20%	145	88%	20	12%

Physical Abilities Test II (Treadmill)

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	6	5%	6	100%	41	6%	40	98%
HISPANIC	65	56%	60	92%	318	50%	294	92%
ASIAN	18	15%	15	83%	74	12%	70	95%
CAUCASIAN	28	24%	27	96%	209	33%	199	95%
AM. INDIAN	0	0%	0	0%	1	0%	0	0%
TOTAL	117	100%	108	92%	642	100%	603	94%
FEMALE	24	21%	19	79%	136	21%	110	81%

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Medical Evaluation

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	7	6%	0	0%	4	57%	3	43%
HISPANIC	64	56%	2	3%	37	58%	25	39%
ASIAN	17	15%	0	0%	10	59%	7	41%
CAUCASIAN	26	23%	1	4%	17	65%	8	31%
AM. INDIAN	1	1%	0	0%	0	0%	1	100%
TOTAL	115	100%	3	3%	68	59%	44	38%
FEMALE	23	20%	0	0%	11	48%	12	52%

Medical Evaluation (Fiscal Year to Date)

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	38	6%	1	3%	30	79%	7	18%
HISPANIC	300	49%	16	5%	218	73%	66	22%
ASIAN	76	12%	4	5%	56	74%	16	21%
CAUCASIAN	196	32%	12	6%	160	82%	23	12%
AM. INDIAN	1	0%	0	0%	0	0%	1	100%
TOTAL	611	100%	33	5%	464	76%	113	18%
FEMALE	121	20%	2	2%	84	69%	35	29%

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Psychological Interview

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	5	16%	2	40%	3	60%	0	0%
HISPANIC	13	41%	0	0%	7	54%	6	46%
ASIAN	2	6%	0	0%	2	100%	0	0%
CAUCASIAN	12	38%	0	0%	10	83%	2	17%
AM. INDIAN	0	0%	0	0%	0	0%	0	0%
TOTAL	32	100%	2	6%	22	69%	8	25%
FEMALE	7	22%	0	0%	4	57%	3	43%

Psychological Interview (Fiscal Year to Date)

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	20	8%	4	20%	16	80%	0	0%
HISPANIC	124	47%	14	11%	99	80%	11	9%
ASIAN	33	13%	5	15%	27	82%	1	3%
CAUCASIAN	85	32%	12	14%	68	80%	5	6%
AM. INDIAN	1	0%	0	0%	1	100%	0	0%
TOTAL	263	100%	35	13%	211	80%	17	6%
FEMALE	59	22%	7	12%	45	76%	7	12%

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Certified for January 30, 2012 Class (Count as of Run Date**)

Group	Total per Month		2011-2012 FY		2010-2011 FY		%Change
	#	%	#	%	#	%	
BLACK	5	6%	23	4%	37	9%	-38%
HISPANIC	47	56%	335	59%	215	50%	56%
ASIAN	6	7%	55	10%	34	8%	62%
CAUCASIAN	26	31%	151	27%	141	33%	7%
AM INDIAN	0	0%	2	0%	1	0%	100%
TOTAL	84	100%	567	100%	428	100%	32%
FEMALE	18	21%	127	22%	77	18%	65%

Appointed - January 30, 2011

Group	Total per Month		2011-2012 FY		2010-2011 FY		%Change
	#	%	#	%	#	%	
BLACK	5	11%	19	7%	23	14%	-17%
HISPANIC	20	44%	123	47%	72	42%	71%
ASIAN	4	9%	31	12%	17	10%	82%
CAUCASIAN	16	36%	86	33%	57	34%	51%
AM INDIAN	0	0%	1	0%	1	1%	0%
TOTAL	45	100%	260	100%	170	100%	53%
FEMALE	10	22%	62	24%	51	30%	22%

Police Department Staffing

Number of Sworn Officers	9,953
Number of Police Officer Vacancies (as of February 11, 2012)	529

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Preliminary Background Application (PBA) Reviewed *

Group	Total	OK	Issues	Permanent DO Issues	FYTD
Paper	344	115	210	19	2,162
Online PBA	2,512	894	1,482	136	19,868

*Questions and feedback were updated as of March 1, 2009.

Personal Qualifications Essay (PQE) - All Applicants
(New Applicants and Applicants In Process) *

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	163	16%	117	72%	901	14%	690	77%
HISPANIC	512	50%	385	75%	3243	50%	2469	76%
ASIAN	103	10%	78	76%	615	10%	500	81%
CAUCASIAN	235	23%	206	88%	1678	26%	1477	88%
AM. INDIAN	3	0%	3	100%	35	1%	29	83%
TOTAL	1016	100%	789	78%	6472	100%	5165	80%
FEMALE	225	22%	177	79%	1383	21%	1106	80%

* Total number of PQEs administered. See next page for breakdown of new applicants and applicants already in process.

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Personal Qualifications Essay (PQE) - New Applicants *

Group	First-Time Testers		Testers Who Failed Previously		Total New Applicants	
	Tested #	Passed %	Tested #	Passed %	Tested #	Passed %
BLACK	141	17%	6	15%	147	17%
HISPANIC	417	49%	23	59%	440	50%
ASIAN	85	10%	6	15%	91	10%
CAUCASIAN	203	24%	4	10%	207	23%
AM. INDIAN	2	0%	0	0%	2	0%
TOTAL	848	100%	39	100%	887	100%
FEMALE	206	24%	3	8%	209	24%

* Historically, the number of new applicants has been the number of candidates taking the multiple-choice written test. This included those taking the test for the first time and those who had previously failed and were re-taking the test. With the elimination of the multiple-choice test in November 2006, and to maintain consistency, new applicants will be those taking the PQE for the first time and those who have previously failed the PQE and are re-taking it.

Personal Qualifications Essay (PQE) - New Applicants (Fiscal Year to Date) *

Group	First-Time Testers		Testers Who Failed Previously		Total New Applicants	
	Tested #	Passed %	Tested #	Passed %	Tested #	Passed %
BLACK	738	14%	42	18%	780	14%
HISPANIC	2595	49%	132	58%	2727	50%
ASIAN	495	9%	20	9%	515	9%
CAUCASIAN	1423	27%	32	14%	1455	26%
AM. INDIAN	30	1%	2	1%	32	1%
TOTAL	5281	100%	228	100%	5509	100%
FEMALE	1211	23%	34	15%	1245	23%

* Historically, the number of new applicants has been the number of candidates taking the multiple-choice written test. This included those taking the test for the first time and those who had previously failed and were re-taking the test. With the elimination of the multiple-choice test in November 2006, and to maintain consistency, new applicants will be those taking the PQE for the first time and those who have previously failed the PQE and are re-taking it.

Personal Qualifications Essay (PQE) - Applicants in Process *

Group	Tested		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%
BLACK	16	12%	12	75%	121	13%
HISPANIC	72	56%	64	89%	516	54%
ASIAN	12	9%	11	92%	100	10%
CAUCASIAN	28	22%	26	93%	223	23%
AM. INDIAN	1	1%	1	100%	3	0%
TOTAL	129	100%	114	88%	963	100%
FEMALE	16	12%	14	88%	138	14%

* These candidates have retaken the PQE either because their score has expired, is due to expire, or they wish to improve their position on the eligible list.

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Background Investigation

Group	PIQ Conducted		Number of Field Investigations				PIQ Interviews FYTD		FYTD Investigations Assigned		FYTD Investigations Completed	
	#	%	Assigned	In Progress		Completed	#	%	#	%	#	%
				#	%							
BLACK	62	13%	9	12	17	12	378	11%	75	65	66	
HISPANIC	233	48%	68	36	179	36	1756	50%	453	357	357	
ASIAN	45	9%	18	12	58	12	357	10%	128	90	90	
CAUCASIAN	147	30%	44	36	115	36	1029	29%	282	229	229	
AM. INDIAN	2	0%	2	0	3	0	20	1%	3	2	2	
TOTAL	489	100%	141	96	372	96	3540	100%	942	743	743	
FEMALE	98	20%	29	18	62	18	716	20%	211	168	168	

Polygraph

Group	Tested		Interrupt		Counter Measure		No Opinion		Significant Response		No Significant Response	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	23	8%	2	9%	0	0%	6	26%	6	26%	9	39%
HISPANIC	133	49%	11	8%	3	2%	34	26%	46	35%	39	29%
ASIAN	26	10%	3	12%	0	0%	11	42%	5	19%	7	27%
CAUCASIAN	88	32%	11	13%	3	3%	24	27%	29	33%	21	24%
AM. INDIAN	3	1%	1	33%	0	0%	1	33%	0	0%	1	33%
TOTAL	273	100%	28	10%	6	2%	76	28%	86	32%	77	28%
FEMALE	54	20%	6	11%	0	0%	16	30%	14	26%	18	33%

Polygraph (Fiscal Year to Date)

Group	Tested		Interrupt		Counter Measure		No Opinion		Significant Response		No Significant Response	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	164	8%	11	7%	3	2%	35	21%	57	35%	58	35%
HISPANIC	1046	49%	110	11%	36	3%	215	21%	341	33%	344	33%
ASIAN	229	11%	29	13%	2	1%	53	23%	71	31%	74	32%
CAUCASIAN	667	32%	83	12%	31	5%	173	26%	193	29%	187	28%
AM. INDIAN	10	0%	1	10%	0	0%	1	10%	5	50%	3	30%
TOTAL	2116	100%	234	11%	72	3%	477	23%	667	32%	666	31%
FEMALE	406	19%	46	11%	5	1%	88	22%	124	31%	143	35%

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Polygraph Review

Group	Received		Cont. in Process		FYTD Received		FYTD Admin OK	
	#	%	#	%	#	%	#	%
BLACK	15	9%	3	20%	105	8%	43	41%
HISPANIC	83	48%	28	34%	633	51%	259	41%
ASIAN	17	10%	5	29%	128	10%	60	47%
CAUCASIAN	58	33%	24	41%	375	30%	184	49%
AM. INDIAN	1	1%	0	0%	7	1%	3	43%
TOTAL	174	100%	60	34%	1,248	100%	549	44%
FEMALE	29	17%	5	17%	237	19%	104	44%

Background Package Review

Group	Passed		Disqualified		Follow Up		Lacks Min. Qualifications		Total		Review in Progress		FYTD Passed		FYTD DQ			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
BLACK	6	13%	39	87%	0	0%	0	0%	45	12%	19	11%	1	6%	30	15%	169	84%
HISPANIC	22	14%	139	86%	0	0%	1	1%	162	44%	86	51%	7	39%	162	18%	718	81%
ASIAN	7	26%	20	74%	0	0%	0	0%	27	7%	15	9%	4	22%	44	28%	112	70%
CAUCASIAN	25	22%	90	78%	0	0%	0	0%	115	31%	48	29%	6	33%	113	23%	376	76%
AM. INDIAN	0	0%	1	100%	0	0%	0	0%	1	0%	0	0%	0	0%	1	17%	5	83%
TOTAL	60	17%	289	83%	0	0%	1	0%	350	95%	168	100%	18	100%	350	20%	1102	63%
FEMALE	15	19%	63	80%	0	0%	1	1%	79	21%	25	15%	3	17%	87	23%	284	76%

Background Appeals

Group	Appeals Received		Considered by Background Appeal Review Panel (BARP)		BARP Return to Process		Appeals Pending Staff Review		FYTD Total Received	
	#	%	#	%	#	%	#	%	#	%
BLACK	10		8		1		16		146	
HISPANIC	20		10		12		102		460	
ASIAN	2		2		1		14		98	
CAUCASIAN	14		5		4		51		285	
AM. INDIAN	0		0		0		1		5	
TOTAL	46		25		18		184		1004	
FEMALE	10		7		6		16		194	

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Physical Abilities Test

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	17	10%	15	88%	132	8%	128	97%
HISPANIC	74	44%	70	95%	883	52%	827	94%
ASIAN	18	11%	18	100%	184	11%	176	96%
CAUCASIAN	60	36%	53	88%	503	29%	487	97%
AM. INDIAN	0	0%	0	0%	6	0%	6	100%
TOTAL	169	100%	156	92%	1708	100%	1624	95%
FEMALE	35	21%	23	66%	349	20%	273	78%

Department Interview

Group	Interviewed		Select		Non-Select		FYTD Interviewed		FYTD Select		FYTD Non-Select	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	12	9%	11	92%	1	8%	62	7%	56	90%	6	10%
HISPANIC	54	43%	40	74%	14	26%	459	49%	392	85%	67	15%
ASIAN	20	16%	17	85%	3	15%	112	12%	99	88%	13	12%
CAUCASIAN	39	31%	31	79%	8	21%	299	32%	275	92%	24	8%
AM. INDIAN	2	2%	2	100%	0	0%	3	0%	3	100%	0	0%
TOTAL	127	100%	101	80%	26	20%	935	100%	825	88%	110	12%
FEMALE	21	17%	18	86%	3	14%	183	20%	163	89%	20	11%

Physical Abilities Test II (Treadmill)

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	9	10%	7	78%	50	7%	47	94%
HISPANIC	39	42%	35	90%	357	49%	329	92%
ASIAN	15	16%	15	100%	90	12%	86	96%
CAUCASIAN	28	30%	26	93%	237	32%	225	95%
AM. INDIAN	1	1%	1	100%	1	0%	1	100%
TOTAL	92	100%	84	91%	735	100%	688	94%
FEMALE	18	20%	11	61%	154	21%	121	79%

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Medical Evaluation

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	7	8%	0	0%	6	86%	1	14%
HISPANIC	42	46%	5	12%	17	40%	20	48%
ASIAN	15	16%	2	13%	7	47%	6	40%
CAUCASIAN	28	30%	2	7%	12	43%	14	50%
AM. INDIAN	0	0%	0	0%	0	0%	0	0%
TOTAL	92	100%	9	10%	42	46%	41	45%
FEMALE	15	16%	0	0%	8	53%	7	47%

Medical Evaluation (Fiscal Year to Date)

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	45	6%	1	2%	37	82%	7	16%
HISPANIC	341	49%	22	6%	250	73%	67	20%
ASIAN	91	13%	7	8%	68	75%	16	18%
CAUCASIAN	223	32%	15	7%	182	82%	25	11%
AM. INDIAN	1	0%	0	0%	1	100%	0	0%
TOTAL	701	100%	45	6%	538	77%	115	16%
FEMALE	135	19%	2	1%	101	75%	32	24%

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Psychological Interview

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	3	6%	0	0%	3	100%	0	0%
HISPANIC	20	41%	3	15%	17	85%	0	0%
ASIAN	6	12%	2	33%	3	50%	1	17%
CAUCASIAN	20	41%	3	15%	15	75%	2	10%
AM. INDIAN	0	0%	0	0%	0	0%	0	0%
TOTAL	49	100%	8	16%	38	78%	3	6%
FEMALE	15	31%	5	33%	8	53%	2	13%

Psychological Interview (Fiscal Year to Date)

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	23	7%	4	17%	19	83%	0	0%
HISPANIC	143	46%	19	13%	116	81%	8	6%
ASIAN	39	13%	7	18%	30	77%	2	5%
CAUCASIAN	105	34%	17	16%	84	80%	4	4%
AM. INDIAN	1	0%	0	0%	1	100%	0	0%
TOTAL	311	100%	47	15%	250	80%	14	5%
FEMALE	74	24%	14	19%	52	70%	8	11%

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Certified for Class (Count as of Run Date)**

Group	Total per Month		2011-2012 FY		2010-2011 FY		%Change
	#	%	#	%	#	%	
BLACK	0	0%	23	4%	37	9%	-38%
HISPANIC	0	0%	335	59%	215	50%	56%
ASIAN	0	0%	55	10%	34	8%	62%
CAUCASIAN	0	0%	151	27%	141	33%	7%
AM INDIAN	0	0%	2	0%	1	0%	100%
TOTAL	0	0%	567	100%	428	100%	32%
FEMALE	0	0%	127	22%	77	18%	65%

Appointed -

Group	Total per Month		2011-2012 FY		2010-2011 FY		%Change
	#	%	#	%	#	%	
BLACK	0	0%	19	7%	23	14%	-17%
HISPANIC	0	0%	123	47%	72	42%	71%
ASIAN	0	0%	31	12%	17	10%	82%
CAUCASIAN	0	0%	86	33%	57	34%	51%
AM INDIAN	0	0%	1	0%	1	1%	0%
TOTAL	0	0%	260	100%	170	100%	53%
FEMALE	0	0%	62	24%	51	30%	22%

Police Department Staffing

Number of Sworn Officers	9,917
Number of Police Officer Vacancies (as of March 10, 2012)	565

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Preliminary Background Application (PBA) Reviewed *

Group	Total	OK	Issues	Permanent DO Issues	FYTD
Paper	261	87	162	12	2,423
Online PBA	2,580	877	1,566	137	22,448

*Questions and feedback were updated as of March 1, 2009.

Personal Qualifications Essay (PQE) - All Applicants
(New Applicants and Applicants In Process) *

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	103	11%	87	84%	1006	13%	779	77%
HISPANIC	511	52%	396	77%	3761	50%	2872	76%
ASIAN	90	9%	75	83%	706	9%	576	82%
CAUCASIAN	270	28%	234	87%	1950	26%	1713	88%
AM. INDIAN	1	0%	1	100%	36	0%	30	83%
TOTAL	975	100%	793	81%	7459	100%	5970	80%
FEMALE	242	25%	194	80%	1626	22%	1301	80%

* Total number of PQEs administered. See next page for breakdown of new applicants and applicants already in process.

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Personal Qualifications Essay (PQE) - New Applicants *

Group	First-Time Testers		Testers Who Failed Previously		Total New Applicants	
	#	%	#	%	#	%
BLACK	87	11%	2	5%	89	10%
HISPANIC	425	52%	28	70%	453	53%
ASIAN	76	9%	4	10%	80	9%
CAUCASIAN	234	28%	6	15%	240	28%
AM. INDIAN	0	0%	0	0%	0	0%
TOTAL	822	100%	40	100%	862	100%
FEMALE	219	27%	12	30%	231	27%

* Historically, the number of new applicants has been the number of candidates taking the multiple-choice written test. This included those taking the test for the first time and those who had previously failed and were re-taking the test. With the elimination of the multiple-choice test in November 2006, and to maintain consistency, new applicants will be those taking the PQE for the first time and those who have previously failed the PQE and are re-taking it.

Personal Qualifications Essay (PQE) - New Applicants (Fiscal Year to Date) *

Group	First-Time Testers		Testers Who Failed Previously		Total New Applicants	
	#	%	#	%	#	%
BLACK	827	14%	44	16%	871	14%
HISPANIC	3027	50%	160	60%	3187	50%
ASIAN	572	9%	24	9%	596	9%
CAUCASIAN	1659	27%	38	14%	1697	27%
AM. INDIAN	30	0%	2	1%	32	1%
TOTAL	6115	100%	268	100%	6383	100%
FEMALE	1431	23%	46	17%	1477	23%

* Historically, the number of new applicants has been the number of candidates taking the multiple-choice written test. This included those taking the test for the first time and those who had previously failed and were re-taking the test. With the elimination of the multiple-choice test in November 2006, and to maintain consistency, new applicants will be those taking the PQE for the first time and those who have previously failed the PQE and are re-taking it.

Personal Qualifications Essay (PQE) - Applicants in Process *

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	14	12%	11	79%	135	13%	111	82%
HISPANIC	58	51%	53	91%	574	53%	497	87%
ASIAN	10	9%	9	90%	110	10%	98	89%
CAUCASIAN	30	27%	29	97%	253	24%	234	92%
AM. INDIAN	1	1%	1	100%	4	0%	3	75%
TOTAL	113	100%	103	91%	1076	100%	943	88%
FEMALE	11	10%	10	91%	149	14%	130	87%

* These candidates have retaken the PQE either because their score has expired, is due to expire, or they wish to improve their position on the eligible list.

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Background Investigation

Group	PIQ Conducted		Number of Field Investigations				PIQ Interviews FYTD		FYTD Investigations		FYTD Investigations Completed	
	#	%	Assigned	Completed	In Progress	#	%	Assigned	#	#	#	
												#
BLACK	40	9%	11	9	18	418	10%	86	86	74	74	
HISPANIC	261	58%	65	62	146	2017	51%	518	518	419	419	
ASIAN	46	10%	11	11	43	404	10%	139	139	101	101	
CAUCASIAN	101	23%	33	24	99	1131	28%	315	315	253	253	
AM. INDIAN	0	0%	0	0	2	20	1%	3	3	2	2	
TOTAL	448	100%	120	106	308	3990	100%	1,061	1,061	849	849	
FEMALE	96	21%	26	27	56	812	20%	237	237	195	195	

Polygraph

Group	Tested		Interrupt		Counter Measure		No Opinion		Significant Response		No Significant Response	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	15	7%	0	0%	0	0%	5	33%	6	40%	4	27%
HISPANIC	123	53%	7	6%	1	1%	26	21%	46	37%	43	35%
ASIAN	20	9%	1	5%	0	0%	8	40%	6	30%	5	25%
CAUCASIAN	72	31%	10	14%	4	6%	14	19%	20	28%	24	33%
AM. INDIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	230	100%	18	8%	5	2%	53	23%	78	34%	76	33%
FEMALE	42	18%	3	7%	1	2%	10	24%	10	24%	18	43%

Polygraph (Fiscal Year to Date)

Group	Tested		Interrupt		Counter Measure		No Opinion		Significant Response		No Significant Response	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	179	8%	11	6%	3	2%	40	22%	63	35%	62	35%
HISPANIC	1170	50%	117	10%	37	3%	241	21%	388	33%	387	33%
ASIAN	250	11%	30	12%	2	1%	62	25%	77	31%	79	32%
CAUCASIAN	740	32%	93	13%	35	5%	187	25%	214	29%	211	29%
AM. INDIAN	10	0%	1	10%	0	0%	1	10%	5	50%	3	30%
TOTAL	2349	100%	252	11%	77	3%	531	23%	747	32%	742	32%
FEMALE	448	19%	49	11%	6	1%	98	22%	134	30%	161	36%

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Polygraph Review

Group	Received		Cont. in Process		FYTD Received		FYTD Admin OK	
	#	%	#	%	#	%	#	%
BLACK	13	8%	3	23%	118	8%	46	39%
HISPANIC	82	53%	25	30%	715	51%	291	41%
ASIAN	12	8%	4	33%	140	10%	66	47%
CAUCASIAN	48	31%	18	38%	423	30%	203	48%
AM. INDIAN	0	0%	0	0%	7	0%	3	43%
TOTAL	155	100%	50	32%	1,403	100%	609	43%
FEMALE	28	18%	8	29%	265	19%	112	42%

Background Package Review

Group	Passed		Disqualified		Follow Up		Lacks Min. Qualifications		Total		Review in Progress		FYTD Passed		FYTD DQ			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
BLACK	7	16%	36	84%	0	0%	0	0%	43	13%	17	10%	0	0%	37	17%	185	83%
HISPANIC	31	17%	152	83%	1	1%	0	0%	184	57%	94	53%	6	100%	186	18%	815	81%
ASIAN	8	33%	16	67%	0	0%	0	0%	24	7%	19	11%	0	0%	51	29%	124	71%
CAUCASIAN	15	23%	51	77%	0	0%	0	0%	66	20%	46	26%	0	0%	127	24%	391	75%
AM. INDIAN	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	1	17%	5	83%
TOTAL	61	19%	255	80%	1	0%	0	0%	317	98%	177	100%	6	100%	402	21%	1179	61%
FEMALE	17	23%	58	77%	0	0%	0	0%	75	23%	24	14%	0	0%	102	24%	320	76%

Background Appeals

Group	Appeals Received		Considered by Background Appeal Review Panel (BARP)		BARP Return to Process		Appeals Pending Staff Review		FYTD Total Received	
	#	%	#	%	#	%	#	%	#	%
BLACK	10		4		3		13		169	
HISPANIC	22		16		7		100		519	
ASIAN	2		2		2		18		106	
CAUCASIAN	12		17		7		49		339	
AM. INDIAN	1		0		0		1		6	
TOTAL	47		39		19		181		1139	
FEMALE	9		5		2		11		213	

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Physical Abilities Test

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	18	13%	18	100%	150	8%	146	97%
HISPANIC	73	51%	68	93%	957	52%	896	94%
ASIAN	13	9%	12	92%	197	11%	188	95%
CAUCASIAN	38	27%	35	92%	542	29%	523	96%
AM. INDIAN	1	1%	0	0%	7	0%	6	86%
TOTAL	143	100%	133	93%	1853	100%	1759	95%
FEMALE	31	22%	22	71%	380	21%	295	78%

Department Interview

Group	Interviewed		Select		Non-Select		FYTD Interviewed		FYTD Select		FYTD Non-Select	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	7	5%	5	71%	2	29%	69	6%	61	88%	8	12%
HISPANIC	69	51%	58	84%	11	16%	525	49%	450	86%	75	14%
ASIAN	15	11%	13	87%	2	13%	128	12%	112	88%	16	13%
CAUCASIAN	43	32%	33	77%	10	23%	340	32%	308	91%	32	9%
AM. INDIAN	0	0%	0	0%	0	0%	3	0%	3	100%	0	0%
TOTAL	134	100%	109	81%	25	19%	1065	100%	934	88%	131	12%
FEMALE	33	25%	27	82%	6	18%	215	20%	190	88%	25	12%

Physical Abilities Test II (Treadmill)

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	8	8%	4	50%	58	7%	51	88%
HISPANIC	50	49%	46	92%	407	49%	375	92%
ASIAN	12	12%	12	100%	102	12%	98	96%
CAUCASIAN	32	31%	30	94%	269	32%	255	95%
AM. INDIAN	1	1%	1	100%	2	0%	2	100%
TOTAL	103	100%	93	90%	838	100%	781	93%
FEMALE	24	23%	18	75%	178	21%	139	78%

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Medical Evaluation

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	7	7%	1	14%	4	57%	2	29%
HISPANIC	47	49%	2	4%	26	55%	19	40%
ASIAN	10	10%	0	0%	6	60%	4	40%
CAUCASIAN	31	32%	2	6%	18	58%	11	35%
AM. INDIAN	1	1%	0	0%	1	100%	0	0%
TOTAL	96	100%	5	5%	55	57%	36	38%
FEMALE	22	23%	0	0%	12	55%	10	45%

Medical Evaluation (Fiscal Year to Date)

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	52	7%	3	6%	43	83%	6	12%
HISPANIC	387	49%	23	6%	292	75%	71	18%
ASIAN	101	13%	6	6%	80	79%	14	14%
CAUCASIAN	254	32%	16	6%	206	81%	31	12%
AM. INDIAN	2	0%	0	0%	2	100%	0	0%
TOTAL	796	100%	48	6%	623	78%	122	15%
FEMALE	157	20%	2	1%	121	77%	33	21%

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Psychological Interview

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	5	9%	0	0%	4	80%	1	20%
HISPANIC	25	43%	5	20%	18	72%	2	8%
ASIAN	9	16%	2	22%	7	78%	0	0%
CAUCASIAN	19	33%	4	21%	13	68%	2	11%
AM. INDIAN	0	0%	0	0%	0	0%	0	0%
TOTAL	58	100%	11	19%	42	72%	5	9%
FEMALE	16	28%	1	6%	12	75%	3	19%

Psychological Interview (Fiscal Year to Date)

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	28	8%	4	14%	23	82%	1	4%
HISPANIC	168	46%	25	15%	134	80%	9	5%
ASIAN	48	13%	10	21%	37	77%	1	2%
CAUCASIAN	124	34%	22	18%	97	78%	5	4%
AM. INDIAN	1	0%	0	0%	1	100%	0	0%
TOTAL	369	100%	61	17%	292	79%	16	4%
FEMALE	90	24%	15	17%	64	71%	11	12%

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Certified for March 27, 2012 Class (Count as of Run Date**)

Group	Total per Month		2011-2012 FY		2010-2011 FY		%Change
	#	%	#	%	#	%	
BLACK	7	9%	30	5%	40	8%	-25%
HISPANIC	41	50%	376	58%	271	52%	39%
ASIAN	8	10%	63	10%	42	8%	50%
CAUCASIAN	26	32%	177	27%	168	32%	5%
AM INDIAN	0	0%	2	0%	1	0%	100%
TOTAL	82	100%	648	100%	522	100%	24%
FEMALE	20	24%	147	23%	101	19%	46%

Appointed - March 27, 2012

Group	Total per Month		2011-2012 FY		2010-2011 FY		%Change
	#	%	#	%	#	%	
BLACK	3	6%	22	7%	25	12%	-12%
HISPANIC	28	57%	151	49%	94	44%	61%
ASIAN	4	8%	35	11%	20	9%	75%
CAUCASIAN	14	29%	100	32%	75	35%	33%
AM INDIAN	0	0%	1	0%	1	0%	0%
TOTAL	49	100%	309	100%	215	100%	44%
FEMALE	11	22%	73	24%	63	29%	16%

Police Department Staffing

Number of Sworn Officers	9,940
Number of Police Officer Vacancies (as of April 07, 2012)	542

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Preliminary Background Application (PBA) Reviewed *

Group	Total	OK	Issues	Permanent DO Issues	FYTD
Paper	257	77	170	10	2,680
Online PBA	2,722	931	1,620	171	25,170

*Questions and feedback were updated as of March 1, 2009.

Personal Qualifications Essay (PQE) - All Applicants
(New Applicants and Applicants In Process) *

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	91	11%	72	79%	1100	13%	854	78%
HISPANIC	441	54%	341	77%	4211	51%	3222	77%
ASIAN	84	10%	65	77%	791	10%	642	81%
CAUCASIAN	203	25%	174	86%	2156	26%	1890	88%
AM. INDIAN	3	0%	2	67%	39	0%	32	82%
TOTAL	822	100%	654	80%	8297	100%	6640	80%
FEMALE	162	20%	127	78%	1794	22%	1434	80%

* Total number of PQEs administered. See next page for breakdown of new applicants and applicants already in process.

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Personal Qualifications Essay (PQE) - New Applicants *

Group	First-Time Testers		Testers Who Failed Previously		Total New Applicants	
	Tested #	Passed %	Tested #	Passed %	Tested #	Passed %
BLACK	73	11%	56	77%	7	21%
HISPANIC	354	52%	273	77%	19	56%
ASIAN	72	11%	55	76%	1	3%
CAUCASIAN	179	26%	153	85%	7	21%
AM. INDIAN	2	0%	1	50%	0	0%
TOTAL	680	100%	538	79%	34	100%
FEMALE	145	21%	114	79%	9	26%

* Historically, the number of new applicants has been the number of candidates taking the multiple-choice written test. This included those taking the test for the first time and those who had previously failed and were re-taking the test. With the elimination of the multiple-choice test in November 2006, and to maintain consistency, new applicants will be those taking the PQE for the first time and those who have previously failed the PQE and are re-taking it.

Personal Qualifications Essay (PQE) - New Applicants (Fiscal Year to Date) *

Group	First-Time Testers		Testers Who Failed Previously		Total New Applicants	
	Tested #	Passed %	Tested #	Passed %	Tested #	Passed %
BLACK	902	13%	705	78%	51	17%
HISPANIC	3387	50%	2557	75%	180	59%
ASIAN	645	9%	519	80%	25	8%
CAUCASIAN	1841	27%	1609	87%	45	15%
AM. INDIAN	32	0%	28	88%	2	1%
TOTAL	6807	100%	5418	80%	303	100%
FEMALE	1580	23%	1259	80%	55	18%

* Historically, the number of new applicants has been the number of candidates taking the multiple-choice written test. This included those taking the test for the first time and those who had previously failed and were re-taking the test. With the elimination of the multiple-choice test in November 2006, and to maintain consistency, new applicants will be those taking the PQE for the first time and those who have previously failed the PQE and are re-taking it.

Personal Qualifications Essay (PQE) - Applicants in Process *

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	11	10%	11	100%	147	12%	123	84%
HISPANIC	68	63%	55	81%	644	54%	554	86%
ASIAN	11	10%	10	91%	121	10%	108	89%
CAUCASIAN	17	16%	14	82%	270	23%	248	92%
AM. INDIAN	1	1%	1	100%	5	0%	4	80%
TOTAL	108	100%	91	84%	1187	100%	1037	87%
FEMALE	8	7%	7	88%	159	13%	139	87%

* These candidates have retaken the PQE either because their score has expired, is due to expire, or they wish to improve their position on the eligible list.

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Background Investigation

Group	PIQ Conducted		Number of Field Investigations		PIQ Interviews FYTD		FYTD Investigations Assigned		FYTD Investigations Completed	
	#	%	Assigned	Completed	In Progress	#	%	#	%	#
BLACK	80	17%	8	8	18	498	11%	94	11%	82
HISPANIC	238	49%	74	59	171	2258	50%	592	50%	478
ASIAN	39	8%	18	19	45	444	10%	157	10%	119
CAUCASIAN	123	26%	40	23	126	1254	28%	355	28%	276
AM. INDIAN	1	0%	1	2	2	21	0%	4	0%	4
TOTAL	481	100%	141	111	362	4475	100%	1,202	100%	959
FEMALE	106	22%	26	24	59	918	21%	263	21%	219

Polygraph

Group	Tested		Interrupt		Counter Measure		No Opinion		Significant Response		No Significant Response	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	18	8%	2	11%	0	0%	7	39%	5	28%	4	22%
HISPANIC	122	51%	11	9%	1	1%	25	20%	43	35%	42	34%
ASIAN	23	10%	1	4%	1	4%	5	22%	7	30%	9	39%
CAUCASIAN	74	31%	9	12%	0	0%	11	15%	28	38%	26	35%
AM. INDIAN	1	0%	0	0%	0	0%	0	0%	0	0%	1	100%
TOTAL	238	100%	23	10%	2	1%	48	20%	83	35%	82	34%
FEMALE	47	20%	5	11%	0	0%	8	17%	14	30%	20	43%

Polygraph (Fiscal Year to Date)

Group	Tested		Interrupt		Counter Measure		No Opinion		Significant Response		No Significant Response	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	198	8%	13	7%	3	2%	48	24%	68	34%	66	33%
HISPANIC	1295	50%	128	10%	38	3%	268	21%	431	33%	430	33%
ASIAN	274	11%	31	11%	3	1%	68	25%	84	31%	88	32%
CAUCASIAN	815	31%	102	13%	35	4%	199	24%	242	30%	237	29%
AM. INDIAN	11	0%	1	9%	0	0%	1	9%	5	45%	4	36%
TOTAL	2593	100%	275	11%	79	3%	584	23%	830	32%	825	32%
FEMALE	495	19%	54	11%	6	1%	106	21%	148	30%	181	37%

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Polygraph Review

Group	Received		Cont. in Process		FYTD Received		FYTD Admin OK	
	#	%	#	%	#	%	#	%
BLACK	11	7%	2	18%	129	8%	49	38%
HISPANIC	94	56%	29	31%	809	51%	327	40%
ASIAN	15	9%	4	27%	155	10%	70	45%
CAUCASIAN	49	29%	20	41%	472	30%	227	48%
AM. INDIAN	0	0%	0	0%	7	0%	3	43%
TOTAL	169	100%	55	33%	1,572	100%	676	43%
FEMALE	31	18%	8	26%	296	19%	123	42%

Background Package Review

Group	Passed		Disqualified		Follow Up		Lacks Min. Qualifications		Total		Review in Progress		FYTD Passed		FYTD DO	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	4	9%	40	89%	0	0%	1	2%	45	14%	15	9%	41	16%	213	83%
HISPANIC	30	18%	132	80%	1	1%	1	1%	164	51%	86	52%	211	19%	902	80%
ASIAN	11	34%	21	66%	0	0%	0	0%	32	10%	17	10%	61	30%	142	70%
CAUCASIAN	13	19%	54	79%	1	1%	0	0%	68	21%	48	29%	138	24%	430	75%
AM. INDIAN	1	25%	3	75%	0	0%	0	0%	4	1%	0	0%	2	20%	8	80%
TOTAL	59	19%	250	80%	2	1%	2	1%	313	97%	166	100%	453	21%	1304	60%
FEMALE	18	21%	65	77%	1	1%	0	0%	84	26%	21	13%	117	24%	366	76%

Background Appeals

Group	Appeals Received		Considered by Background Appeal Review Panel (BARP)		BARP Return to Process		Appeals Pending Staff Review		FYTD Total Received	
	#	%	#	%	#	%	#	%	#	%
BLACK	7		0		0		15		182	
HISPANIC	24		0		6		101		561	
ASIAN	7		0		1		17		117	
CAUCASIAN	11		0		2		45		358	
AM. INDIAN	0		0		0		1		7	
TOTAL	49		0		9		179		1225	
FEMALE	7		0		0		14		227	

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Physical Abilities Test

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	12	5%	12	100%	163	8%	159	98%
HISPANIC	125	52%	110	88%	1083	52%	1007	93%
ASIAN	31	13%	31	100%	228	11%	219	96%
CAUCASIAN	72	30%	69	96%	615	29%	593	96%
AM. INDIAN	0	0%	0	0%	7	0%	6	86%
TOTAL	240	100%	222	93%	2096	100%	1984	95%
FEMALE	47	20%	31	66%	427	20%	326	76%

Department Interview

Group	Interviewed		Select		Non-Select		FYTD Interviewed		FYTD Select		FYTD Non-Select	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	11	9%	11	100%	0	0%	81	7%	73	90%	8	10%
HISPANIC	62	51%	47	76%	15	24%	586	50%	501	85%	85	15%
ASIAN	19	16%	14	74%	5	26%	145	12%	126	87%	19	13%
CAUCASIAN	30	25%	23	77%	7	23%	367	31%	331	90%	36	10%
AM. INDIAN	0	0%	0	0%	0	0%	3	0%	3	100%	0	0%
TOTAL	122	100%	95	78%	27	22%	1182	100%	1034	87%	148	13%
FEMALE	19	16%	16	84%	3	16%	232	20%	206	89%	26	11%

Physical Abilities Test II (Treadmill)

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	7	7%	6	86%	65	7%	57	88%
HISPANIC	50	53%	44	88%	458	49%	420	92%
ASIAN	16	17%	16	100%	118	13%	114	97%
CAUCASIAN	21	22%	21	100%	291	31%	277	95%
AM. INDIAN	1	1%	1	100%	3	0%	3	100%
TOTAL	95	100%	88	93%	935	100%	871	93%
FEMALE	25	26%	19	76%	203	22%	158	78%

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Medical Evaluation

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	6	7%	0	0%	3	50%	3	50%
HISPANIC	46	53%	5	11%	25	54%	16	35%
ASIAN	13	15%	2	15%	7	54%	4	31%
CAUCASIAN	20	23%	2	10%	13	65%	5	25%
AM. INDIAN	1	1%	0	0%	0	0%	1	100%
TOTAL	86	100%	9	10%	48	56%	29	34%
FEMALE	20	23%	1	5%	10	50%	9	45%

Medical Evaluation (Fiscal Year to Date)

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	58	7%	3	5%	48	83%	7	12%
HISPANIC	430	49%	28	7%	328	76%	73	17%
ASIAN	114	13%	8	7%	90	79%	15	13%
CAUCASIAN	274	31%	18	7%	227	83%	28	10%
AM. INDIAN	3	0%	0	0%	2	67%	1	33%
TOTAL	879	100%	57	6%	695	79%	124	14%
FEMALE	173	20%	3	2%	135	78%	34	20%

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Psychological Interview

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	9	16%	2	22%	7	78%	0	0%
HISPANIC	35	60%	3	9%	29	83%	3	9%
ASIAN	8	14%	0	0%	6	75%	2	25%
CAUCASIAN	6	10%	1	17%	5	83%	0	0%
AM. INDIAN	0	0%	0	0%	0	0%	0	0%
TOTAL	58	100%	6	10%	47	81%	5	9%
FEMALE	16	28%	3	19%	11	69%	2	13%

Psychological Interview (Fiscal Year to Date)

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	37	9%	6	16%	30	81%	1	3%
HISPANIC	203	48%	29	14%	163	80%	11	5%
ASIAN	56	13%	10	18%	42	75%	4	7%
CAUCASIAN	130	30%	26	20%	101	78%	3	2%
AM. INDIAN	1	0%	0	0%	1	100%	0	0%
TOTAL	427	100%	71	17%	337	79%	19	4%
FEMALE	106	25%	20	19%	73	69%	13	12%

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Certified for Class (Count as of Run Date)**

Group	2011-2012 FY		2010-2011 FY		%Change
	#	%	#	%	
BLACK	0	0%	30	5%	-25%
HISPANIC	0	0%	376	58%	39%
ASIAN	0	0%	63	10%	50%
CAUCASIAN	0	0%	177	27%	5%
AM INDIAN	0	0%	2	0%	100%
TOTAL	0	0%	649	100%	24%
FEMALE	0	0%	147	23%	46%

Appointed -

Group	2011-2012 FY		2010-2011 FY		%Change
	#	%	#	%	
BLACK	0	0%	22	7%	-12%
HISPANIC	0	0%	151	49%	61%
ASIAN	0	0%	35	11%	75%
CAUCASIAN	0	0%	100	32%	33%
AM INDIAN	0	0%	1	0%	0%
TOTAL	0	0%	309	100%	44%
FEMALE	0	0%	73	24%	16%

Police Department Staffing

Number of Sworn Officers	9,899
Number of Police Officer Vacancies (as of May 05, 2012)	583

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Preliminary Background Application (PBA) Reviewed *

Group	Total	OK	Issues	Permanent DO Issues	FYTD
Paper	178	121	53	4	2,858
Online PBA	3,055	1,051	1,806	198	28,225

*Questions and feedback were updated as of March 1, 2009.

Personal Qualifications Essay (PQE) - All Applicants
(New Applicants and Applicants in Process) *

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	94	12%	79	84%	1195	13%	934	78%
HISPANIC	436	56%	335	77%	4655	51%	3561	76%
ASIAN	77	10%	56	73%	869	10%	699	80%
CAUCASIAN	173	22%	158	91%	2329	26%	2048	88%
AM. INDIAN	3	0%	1	33%	42	0%	33	79%
TOTAL	783	100%	629	80%	9090	100%	7275	80%
FEMALE	174	22%	140	80%	1972	22%	1577	80%

* Total number of PQEs administered. See next page for breakdown of new applicants and applicants already in process.

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Personal Qualifications Essay (PQE) - New Applicants *

Group	First-Time Testers			Testers Who Failed Previously			Total New Applicants		
	Tested #	%	Passed #	Tested #	%	Passed #	Tested #	%	Passed #
BLACK	71	12%	61	6	19%	5	77	12%	66
HISPANIC	338	55%	254	20	65%	17	358	56%	271
ASIAN	59	10%	39	1	3%	0	60	9%	39
CAUCASIAN	144	23%	129	4	13%	4	148	23%	133
AM. INDIAN	2	0%	1	0	0%	0	2	0%	1
TOTAL	614	100%	484	31	100%	26	645	100%	510
FEMALE	142	23%	114	12	39%	11	154	24%	125

* Historically, the number of new applicants has been the number of candidates taking the multiple-choice written test. This included those taking the test for the first time and those who had previously failed and were re-taking the test. With the elimination of the multiple-choice test in November 2006, and to maintain consistency, new applicants will be those taking the PQE for the first time and those who have previously failed the PQE and are re-taking it.

Personal Qualifications Essay (PQE) - New Applicants (Fiscal Year to Date) *

Group	First-Time Testers			Testers Who Failed Previously			Total New Applicants		
	Tested #	%	Passed #	Tested #	%	Passed #	Tested #	%	Passed #
BLACK	974	13%	767	57	17%	31	1031	13%	798
HISPANIC	3732	50%	2815	200	60%	128	3932	51%	2943
ASIAN	705	9%	559	26	8%	15	731	9%	574
CAUCASIAN	1985	27%	1738	49	15%	37	2034	26%	1775
AM. INDIAN	34	0%	29	2	1%	0	36	0%	29
TOTAL	7430	100%	5908	334	100%	211	7764	100%	6119
FEMALE	1726	23%	1376	67	20%	47	1793	23%	1423

* Historically, the number of new applicants has been the number of candidates taking the multiple-choice written test. This included those taking the test for the first time and those who had previously failed and were re-taking the test. With the elimination of the multiple-choice test in November 2006, and to maintain consistency, new applicants will be those taking the PQE for the first time and those who have previously failed the PQE and are re-taking it.

Personal Qualifications Essay (PQE) - Applicants in Process *

Group	Tested			FYTD Tested			FYTD Passed		
	#	%	Passed #	#	%	Passed #	#	%	Passed #
BLACK	17	12%	13	164	12%	136	136	83%	136
HISPANIC	78	57%	64	723	55%	618	618	85%	618
ASIAN	17	12%	17	138	10%	125	125	91%	125
CAUCASIAN	25	18%	25	295	22%	273	273	93%	273
AM. INDIAN	1	1%	0	6	0%	4	4	67%	4
TOTAL	138	100%	119	1326	100%	1156	1156	87%	1156
FEMALE	20	14%	15	179	13%	154	154	86%	154

* These candidates have retaken the PQE either because their score has expired, is due to expire, or they wish to improve their position on the eligible list.

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Background Investigation

Group	PIO Conducted		Number of Field Investigations		PIO Interns FYTD		FYTD Investigations Assigned		FYTD Investigations Completed	
	#	%	Assigned	Completed	In Progress	#	%	#	%	#
BLACK	54	11%	11	6	20	552	11%	105	11%	88
HISPANIC	267	53%	71	54	185	2527	51%	663	51%	532
ASIAN	41	8%	15	13	42	485	10%	172	10%	132
CAUCASIAN	137	27%	33	32	118	1391	28%	388	28%	308
AM. INDIAN	2	0%	0	1	1	23	0%	4	0%	5
TOTAL	501	100%	130	106	366	4978	100%	1,332	100%	1,065
FEMALE	114	23%	28	27	60	1033	21%	291	21%	246

Polygraph

Group	Tested		Interrupt		Counter Measure		No Opinion		Significant Response		No Significant Response	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	30	13%	1	3%	0	0%	6	20%	9	30%	14	47%
HISPANIC	112	48%	10	9%	1	1%	23	21%	34	30%	44	39%
ASIAN	25	11%	1	4%	1	4%	6	24%	10	40%	7	28%
CAUCASIAN	67	29%	3	4%	3	4%	13	19%	23	34%	25	37%
AM. INDIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	234	100%	15	6%	5	2%	48	21%	76	32%	90	38%
FEMALE	41	18%	2	5%	0	0%	11	27%	14	34%	14	34%

Polygraph (Fiscal Year to Date)

Group	Tested		Interrupt		Counter Measure		No Opinion		Significant Response		No Significant Response	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	228	8%	14	6%	3	1%	54	24%	77	34%	80	35%
HISPANIC	1408	50%	138	10%	39	3%	292	21%	465	33%	474	34%
ASIAN	300	11%	33	11%	4	1%	74	25%	94	31%	95	32%
CAUCASIAN	882	31%	105	12%	38	4%	212	24%	265	30%	262	30%
AM. INDIAN	11	0%	1	9%	0	0%	1	9%	5	45%	4	36%
TOTAL	2829	100%	291	10%	84	3%	633	22%	906	32%	915	32%
FEMALE	537	19%	56	10%	6	1%	118	22%	161	30%	196	36%

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Polygraph Review

Group	Received		Concl. in Process		FYTD Received		FYTD Admin OK	
	#	%	#	%	#	%	#	%
BLACK	16	11%	4	25%	145	8%	54	37%
HISPANIC	65	46%	26	40%	874	51%	359	41%
ASIAN	16	11%	9	56%	171	10%	80	47%
CAUCASIAN	43	31%	17	40%	515	30%	246	48%
AM. INDIAN	0	0%	0	0%	7	0%	3	43%
TOTAL	140	100%	56	40%	1,712	100%	742	43%
FEMALE	28	20%	13	46%	324	19%	137	42%

Background Package Review

Group	Passed		Disqualified		Follow Up		Lacks Min. Qualifications		Total		Field Investigation		PIQ DQ		FYTD Passed		FYTD DQ	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	2	4%	46	96%	0	0%	0	0%	48	15%	14	8%	1	17%	43	15%	236	84%
HISPANIC	24	15%	136	85%	0	0%	0	0%	160	48%	89	53%	5	83%	230	19%	1003	81%
ASIAN	8	25%	24	75%	0	0%	0	0%	32	10%	19	11%	0	0%	68	30%	158	70%
CAUCASIAN	17	20%	67	80%	0	0%	0	0%	84	25%	46	27%	0	0%	152	24%	474	75%
AM. INDIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	22%	7	78%
TOTAL	51	16%	273	84%	0	0%	0	0%	324	98%	168	100%	6	100%	495	21%	1448	61%
FEMALE	17	20%	66	80%	0	0%	0	0%	83	25%	18	11%	2	33%	131	24%	409	75%

Background Appeals

Group	Appeals Received		Considered by Background Appeal Review Panel (BARP)		BARP Return to Process		Appeals Pending Staff Review		FYTD Total Received	
	#	%	#	%	#	%	#	%	#	%
BLACK	4		13		2		13		207	
HISPANIC	25		36		15		92		656	
ASIAN	3		5		2		12		133	
CAUCASIAN	7		17		4		41		399	
AM. INDIAN	1		1		0		0		9	
TOTAL	40		72		23		158		1404	
FEMALE	9		14		8		14		261	

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Physical Abilities Test

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	26	11%	24	92%	189	8%	183	97%
HISPANIC	131	55%	120	92%	1214	52%	1127	93%
ASIAN	24	10%	24	100%	252	11%	243	96%
CAUCASIAN	59	25%	58	98%	674	29%	651	97%
AM. INDIAN	0	0%	0	0%	7	0%	6	86%
TOTAL	240	100%	226	94%	2336	100%	2210	95%
FEMALE	51	21%	38	75%	478	20%	364	76%

Department Interview

Group	Interviewed		Select		Non-Select		FYTD Interviewed		FYTD Select		FYTD Non-Select	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	8	7%	7	88%	1	13%	88	7%	80	91%	8	9%
HISPANIC	57	51%	42	74%	15	26%	642	50%	545	85%	97	15%
ASIAN	15	13%	11	73%	4	27%	160	12%	137	86%	23	14%
CAUCASIAN	32	29%	29	91%	3	9%	395	31%	360	91%	35	9%
AM. INDIAN	0	0%	0	0%	0	0%	3	0%	3	100%	0	0%
TOTAL	112	100%	89	79%	23	21%	1288	100%	1125	87%	163	13%
FEMALE	31	28%	27	87%	4	13%	261	20%	234	90%	27	10%

Physical Abilities Test II (Treadmill)

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	11	14%	10	91%	76	7%	67	88%
HISPANIC	38	48%	34	89%	497	49%	455	92%
ASIAN	10	13%	10	100%	128	13%	124	97%
CAUCASIAN	21	26%	17	81%	313	31%	295	94%
AM. INDIAN	0	0%	0	0%	3	0%	3	100%
TOTAL	80	100%	71	89%	1017	100%	944	93%
FEMALE	19	24%	11	58%	222	22%	169	76%

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Medical Evaluation

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	11	13%	1	9%	4	36%	6	55%
HISPANIC	40	48%	4	10%	14	35%	22	55%
ASIAN	10	12%	1	10%	6	60%	3	30%
CAUCASIAN	23	27%	3	13%	11	48%	9	39%
AM. INDIAN	0	0%	0	0%	0	0%	0	0%
TOTAL	84	100%	9	11%	35	42%	40	48%
FEMALE	20	24%	0	0%	6	30%	14	70%

Medical Evaluation (Fiscal Year to Date)

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	69	7%	4	6%	55	80%	10	14%
HISPANIC	469	49%	31	7%	350	75%	87	19%
ASIAN	123	13%	8	7%	98	80%	16	13%
CAUCASIAN	297	31%	22	7%	239	80%	35	12%
AM. INDIAN	3	0%	0	0%	2	67%	1	33%
TOTAL	961	100%	65	7%	744	77%	149	16%
FEMALE	192	20%	3	2%	145	76%	43	22%

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Psychological Interview

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	1	2%	0	0%	1	100%	0	0%
HISPANIC	20	47%	2	10%	17	85%	1	5%
ASIAN	7	16%	0	0%	7	100%	0	0%
CAUCASIAN	14	33%	0	0%	12	86%	2	14%
AM. INDIAN	1	2%	0	0%	1	100%	0	0%
TOTAL	43	100%	2	5%	38	88%	3	7%
FEMALE	15	35%	0	0%	14	93%	1	7%

Psychological Interview (Fiscal Year to Date)

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	38	8%	6	16%	31	82%	1	3%
HISPANIC	222	47%	31	14%	181	82%	10	5%
ASIAN	63	13%	12	19%	49	78%	2	3%
CAUCASIAN	144	31%	26	18%	113	78%	5	3%
AM. INDIAN	2	0%	0	0%	2	100%	0	0%
TOTAL	469	100%	75	16%	376	80%	18	4%
FEMALE	120	26%	20	17%	88	73%	12	10%

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Certified for May 21, 2012 Class (Count as of Run Date**)

Group	Total per Month		2011-2012 FY		2010-2011 FY		%Change
	#	%	#	%	#	%	
BLACK	11	11%	41	5%	40	8%	3%
HISPANIC	50	49%	426	57%	271	52%	57%
ASIAN	11	11%	74	10%	42	8%	76%
CAUCASIAN	30	29%	207	28%	168	32%	23%
AM INDIAN	0	0%	2	0%	1	0%	100%
TOTAL	102	100%	751	100%	522	100%	44%
FEMALE	25	25%	172	23%	101	19%	70%

Appointed - May 21, 2012

Group	Total per Month		2011-2012 FY		2010-2011 FY		%Change
	#	%	#	%	#	%	
BLACK	5	10%	27	8%	25	12%	8%
HISPANIC	26	52%	177	49%	94	44%	88%
ASIAN	8	16%	43	12%	20	9%	115%
CAUCASIAN	11	22%	111	31%	75	35%	48%
AM INDIAN	0	0%	1	0%	1	0%	0%
TOTAL	50	100%	359	100%	215	100%	67%
FEMALE	13	26%	86	24%	63	29%	37%

Police Department Staffing

Number of Sworn Officers	9,917
Number of Police Officer Vacancies (as of June 02, 2012)	565

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Preliminary Background Application (PBA) Reviewed *

Group	Total	OK	Issues	Permanent DQ Issues	FYTD
Paper	208	55	132	21	3,066
Online PBA	2,950	1,034	1,733	183	31,175

*Questions and feedback were updated as of March 1, 2009.

Personal Qualifications Essay (PQE) - All Applicants
(New Applicants and Applicants In Process) *

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	122	13%	105	86%	1318	13%	1040	79%
HISPANIC	503	54%	397	79%	5168	51%	3967	77%
ASIAN	95	10%	77	81%	966	10%	777	80%
CAUCASIAN	204	22%	184	90%	2539	25%	2238	88%
AM. INDIAN	3	0%	3	100%	45	0%	36	80%
TOTAL	927	100%	766	83%	10036	100%	8058	80%
FEMALE	212	23%	178	84%	2189	22%	1760	80%

* Total number of PQEs administered. See next page for breakdown of new applicants and applicants already in process.

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Personal Qualifications Essay (PQE) - New Applicants *

Group	First-Time Testers			Testers Who Failed Previously			Total New Applicants		
	Tested #	%	Passed #	Tested #	%	Passed #	Tested #	%	Passed #
BLACK	97	13%	83	1	3%	1	98	12%	84
HISPANIC	407	53%	316	21	62%	15	428	54%	331
ASIAN	79	10%	63	4	12%	3	83	10%	66
CAUCASIAN	176	23%	160	8	24%	6	184	23%	166
AM. INDIAN	3	0%	3	0	0%	0	3	0%	3
TOTAL	762	100%	625	34	100%	25	796	100%	650
FEMALE	188	25%	156	5	15%	4	193	24%	160

* Historically, the number of new applicants has been the number of candidates taking the multiple-choice written test. This included those taking the test for the first time and those who had previously failed and were re-taking the test. With the elimination of the multiple-choice test in November 2006, and to maintain consistency, new applicants will be those taking the PQE for the first time and those who have previously failed the PQE and are re-taking it.

Personal Qualifications Essay (PQE) - New Applicants (Fiscal Year to Date) *

Group	First-Time Testers			Testers Who Failed Previously			Total New Applicants		
	Tested #	%	Passed #	Tested #	%	Passed #	Tested #	%	Passed #
BLACK	1072	13%	851	58	16%	32	1130	13%	883
HISPANIC	4144	51%	3137	221	60%	143	4365	51%	3280
ASIAN	785	10%	623	30	8%	18	815	10%	641
CAUCASIAN	2164	26%	1901	57	15%	43	2221	26%	1944
AM. INDIAN	37	0%	32	2	1%	0	39	0%	32
TOTAL	8202	100%	6544	368	100%	236	8570	100%	6780
FEMALE	1917	23%	1535	72	20%	51	1989	23%	1586

* Historically, the number of new applicants has been the number of candidates taking the multiple-choice written test. This included those taking the test for the first time and those who had previously failed and were re-taking the test. With the elimination of the multiple-choice test in November 2006, and to maintain consistency, new applicants will be those taking the PQE for the first time and those who have previously failed the PQE and are re-taking it.

Personal Qualifications Essay (PQE) - Applicants in Process *

Group	Tested			FYTD Tested			FYTD Passed		
	#	%	Passed #	#	%	Passed #	#	%	Passed #
BLACK	20	17%	17	184	13%	153	153	83%	83%
HISPANIC	69	58%	61	792	55%	679	679	86%	86%
ASIAN	10	8%	9	148	10%	134	134	91%	91%
CAUCASIAN	19	16%	17	314	22%	290	290	92%	92%
AM. INDIAN	0	0%	0	5	0%	4	4	67%	67%
TOTAL	118	100%	104	1444	100%	1260	1260	87%	87%
FEMALE	18	15%	17	197	14%	171	171	87%	87%

* These candidates have retaken the PQE either because their score has expired, is due to expire, or they wish to improve their position on the eligible list.

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Background Investigation

Group	PIQ Conducted		Number of Field Investigations				PIQ Interviews FYTD		FYTD Investigations Assigned		FYTD Investigations Completed	
	#	%	Assigned	Completed	In Progress	#	%	#	%	#	%	
BLACK	39	9%	6	4	21	591	11%	111	11%	92		
HISPANIC	266	58%	89	37	218	2794	51%	752	51%	569		
ASIAN	34	7%	12	10	39	519	10%	184	10%	142		
CAUCASIAN	118	26%	33	27	113	1509	28%	421	28%	335		
AM. INDIAN	0	0%	0	0	1	23	0%	4	0%	5		
TOTAL	457	100%	140	78	392	5436	100%	1,472	100%	1,143		
FEMALE	105	23%	24	12	50	1139	21%	315	21%	258		

Polygraph

Group	Tested		Interrupt		Counter Measure		No Opinion		Significant Response		No Significant Response	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	18	7%	2	11%	0	0%	5	28%	6	33%	5	28%
HISPANIC	148	61%	14	9%	4	3%	33	22%	38	26%	59	40%
ASIAN	19	8%	3	16%	1	5%	2	11%	5	26%	8	42%
CAUCASIAN	58	24%	4	7%	1	2%	7	12%	19	33%	27	47%
AM. INDIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	243	100%	23	9%	6	2%	47	19%	68	28%	99	41%
FEMALE	59	24%	3	5%	1	2%	11	19%	15	25%	29	49%

Polygraph (Fiscal Year to Date)

Group	Tested		Interrupt		Counter Measure		No Opinion		Significant Response		No Significant Response	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	247	8%	16	6%	3	1%	59	24%	84	34%	85	34%
HISPANIC	1557	51%	152	10%	43	3%	325	21%	503	32%	534	34%
ASIAN	319	10%	36	11%	5	2%	76	24%	99	31%	103	32%
CAUCASIAN	940	31%	109	12%	39	4%	219	23%	284	30%	289	31%
AM. INDIAN	11	0%	1	9%	0	0%	1	9%	5	45%	4	36%
TOTAL	3074	100%	314	10%	90	3%	680	22%	975	32%	1015	33%
FEMALE	597	19%	59	10%	7	1%	129	22%	176	29%	226	38%

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Polygraph Review

Group	Received		Cont. in Process		FYTD Received		FYTD Admin OK	
	#	%	#	%	#	%	#	%
BLACK	17	10%	6	35%	162	9%	60	37%
HISPANIC	95	55%	34	36%	969	51%	396	41%
ASIAN	16	9%	6	38%	187	10%	86	46%
CAUCASIAN	44	26%	11	25%	559	30%	258	46%
AM. INDIAN	0	0%	0	0%	7	0%	3	43%
TOTAL	172	100%	57	33%	1,884	100%	803	43%
FEMALE	40	23%	13	33%	364	19%	151	41%

Background Package Review

Group	Passed		Disqualified		Follow Up		Lacks Min. Qualifications		Total		Field Investigation		Review in Progress		FYTD Passed		FYTD DO	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	2	7%	26	93%	0	0%	0	0%	28	8%	15	9%	0	0%	44	15%	249	85%
HISPANIC	19	10%	169	89%	1	1%	0	0%	189	53%	90	55%	8	38%	248	18%	1124	81%
ASIAN	7	26%	20	74%	0	0%	0	0%	27	8%	17	10%	2	10%	74	29%	176	70%
CAUCASIAN	12	14%	73	83%	1	1%	2	2%	88	25%	41	25%	11	52%	164	23%	522	75%
AM. INDIAN	1	33%	2	67%	0	0%	0	0%	3	1%	0	0%	0	0%	3	25%	9	75%
TOTAL	41	12%	290	87%	2	1%	2	1%	335	94%	163	100%	21	100%	533	20%	1621	61%
FEMALE	5	7%	64	93%	0	0%	0	0%	69	19%	20	12%	1	5%	135	23%	446	77%

Background Appeals

Group	Appeals Received		Considered by Background Appeal Review Panel (BARP)		BARP Return to Process		Appeals Pending Staff Review		FYTD Total Received	
	#	%	#	%	#	%	#	%	#	%
BLACK	7		4		1		16		218	
HISPANIC	26		17		11		85		726	
ASIAN	2		4		2		13		142	
CAUCASIAN	10		13		5		33		440	
AM. INDIAN	0		0		0		0		10	
TOTAL	45		38		19		147		1536	
FEMALE	7		7		3		15		281	

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Physical Abilities Test

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	27	8%	25	93%	217	8%	209	96%
HISPANIC	193	58%	182	94%	1407	53%	1309	93%
ASIAN	23	7%	23	100%	276	10%	266	96%
CAUCASIAN	90	27%	89	99%	764	29%	740	97%
AM. INDIAN	0	0%	0	0%	7	0%	6	86%
TOTAL	333	100%	319	96%	2671	100%	2530	95%
FEMALE	78	23%	65	83%	556	21%	429	77%

Department Interview

Group	Interviewed		Select		Non-Select		FYTD Interviewed		FYTD Select		FYTD Non-Select	
	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	10	11%	10	100%	0	0%	98	7%	90	92%	8	8%
HISPANIC	48	52%	37	77%	11	23%	688	50%	583	85%	105	15%
ASIAN	5	5%	5	100%	0	0%	165	12%	142	86%	23	14%
CAUCASIAN	29	32%	24	83%	5	17%	422	31%	383	91%	39	9%
AM. INDIAN	0	0%	0	0%	0	0%	3	0%	3	100%	0	0%
TOTAL	92	100%	76	83%	16	17%	1376	100%	1201	87%	175	13%
FEMALE	14	15%	10	71%	4	29%	276	20%	245	89%	31	11%

Physical Abilities Test II (Treadmill)

Group	Tested		Passed		FYTD Tested		FYTD Passed	
	#	%	#	%	#	%	#	%
BLACK	9	12%	8	89%	85	8%	75	88%
HISPANIC	38	49%	33	87%	535	49%	488	91%
ASIAN	7	9%	7	100%	135	12%	131	97%
CAUCASIAN	24	31%	22	92%	337	31%	317	94%
AM. INDIAN	0	0%	0	0%	3	0%	3	100%
TOTAL	78	100%	70	90%	1095	100%	1014	93%
FEMALE	21	27%	15	71%	243	22%	184	76%

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Medical Evaluation

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	5	7%	0	0%	3	60%	2	40%
HISPANIC	34	49%	1	3%	15	44%	18	53%
ASIAN	6	9%	1	17%	2	33%	3	50%
CAUCASIAN	24	35%	0	0%	16	67%	8	33%
AM. INDIAN	0	0%	0	0%	0	0%	0	0%
TOTAL	69	100%	2	3%	36	52%	31	45%
FEMALE	14	20%	0	0%	7	50%	7	50%

Medical Evaluation (Fiscal Year to Date)

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	74	7%	4	5%	61	82%	9	12%
HISPANIC	503	49%	33	7%	380	76%	89	18%
ASIAN	127	12%	9	7%	104	82%	13	10%
CAUCASIAN	321	31%	22	7%	265	83%	33	10%
AM. INDIAN	3	0%	0	0%	3	100%	0	0%
TOTAL	1028	100%	68	7%	813	79%	144	14%
FEMALE	205	20%	3	1%	163	80%	38	19%

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Psychological Interview

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	3	7%	0	0%	2	67%	1	33%
HISPANIC	17	39%	1	6%	14	82%	2	12%
ASIAN	8	18%	0	0%	8	100%	0	0%
CAUCASIAN	15	34%	2	13%	13	87%	0	0%
AM. INDIAN	1	2%	0	0%	1	100%	0	0%
TOTAL	44	100%	3	7%	38	86%	3	7%
FEMALE	9	20%	1	11%	7	78%	1	11%

Psychological Interview (Fiscal Year to Date)

Group	Total Evaluated		Fail		Pass		Defer	
	#	%	#	%	#	%	#	%
BLACK	41	8%	6	15%	33	80%	2	5%
HISPANIC	239	47%	32	13%	195	82%	12	5%
ASIAN	71	14%	12	17%	57	80%	2	3%
CAUCASIAN	159	31%	29	18%	126	79%	4	3%
AM. INDIAN	3	1%	0	0%	3	100%	0	0%
TOTAL	513	100%	79	15%	414	81%	20	4%
FEMALE	129	25%	21	16%	95	74%	13	10%

PERSONNEL DEPARTMENT
PUBLIC SAFETY BUREAU - POLICE OFFICER EXAM
MONTHLY STATISTICAL REPORT
JUNE 2012

Certified for June 18, 2012 Class (Count as of Run Date**)

Group	2011-2012 FY		2010-2011 FY		%Change
	#	%	#	%	
BLACK	8	11%	49	6%	23%
HISPANIC	37	52%	463	56%	71%
ASIAN	8	11%	82	10%	95%
CAUCASIAN	18	25%	225	27%	34%
AM INDIAN	0	0%	2	0%	100%
TOTAL	71	100%	822	100%	57%
FEMALE	18	25%	190	23%	88%

Appointed - June 18, 2012

Group	2011-2012 FY		2010-2011 FY		%Change
	#	%	#	%	
BLACK	7	13%	34	8%	36%
HISPANIC	25	46%	202	49%	115%
ASIAN	6	11%	49	12%	145%
CAUCASIAN	16	30%	127	31%	69%
AM INDIAN	0	0%	1	0%	0%
TOTAL	54	100%	413	100%	92%
FEMALE	15	28%	101	24%	60%

Police Department Staffing

Number of Sworn Officers	9,947
Number of Police Officer Vacancies (as of June 30, 2012)	535

RECRUIT CLASS [8-2011]

MALE CLASS TOTALS

	Beg	Res	Term	R/O	R/I	Total	Att
Black	1					1	0%
Hisp	14			0		14	0%
Asian	5	2				3	40%
Caucasian	14	1				13	7%
Nat. Am	0					0	0%
Filipino	3	1				2	33%
Total	37	4	0	0	0	33	11%

FEMALE CLASS TOTALS

	Beg	Res	Term	R/O	R/I	Total	Att
Black	0					0	0%
Hisp	10	8				2	80%
Asian	1					1	0%
Caucasian	2	1				1	50%
Nat. Am	0					0	0%
Filipino	0					0	0%
Total	13	9	0	0	0	4	69%

Total remaining in class: 37

RECRUIT CLASS [9-2011]

MALE CLASS TOTALS

	Beg	Res	Term	R/O	R/I	Total	Att
Black	2					2	0%
Hisp	17	2				15	12%
Asian	3	1				2	33%
Caucasian	10	1		1		8	20%
Nat. Am	1					1	0%
Filipino	2	1				1	50%
Total	35	5	0	1	0	29	17%

FEMALE CLASS TOTALS

	Beg	Res	Term	R/O	R/I	Total	Att
Black	0					0	0%
Hisp	4	1				3	25%
Asian	0					0	0%
Caucasian	0					0	0%
Nat. Am	0					0	0%
Filipino	1	1				0	100%
Total	5	2	0	0	0	3	40%

Total remaining in class: 32

RECRUIT CLASS [11-2011]

MALE CLASS TOTALS

	Beg	Res	Term	R/O	R/I	Total	Att
Black	2					2	0%
Hisp	19	2		1	1	17	11%
Asian	2	1			1	2	0%
Caucasian	17			1		16	6%
Nat. Am	0					0	0%
Filipino	0					0	0%
Total	40	3	0	2	2	37	8%

FEMALE CLASS TOTALS

	Beg	Res	Term	R/O	R/I	Total	Att
Black	0					0	0%
Hisp	4					4	0%
Asian	0					0	0%
Caucasian	1					1	0%
Nat. Am	0					0	0%
Filipino	0					0	0%
Total	5	0	0	0	0	5	0%

Total remaining in class: 42

RECRUIT CLASS [12-2011]

MALE CLASS TOTALS

	Beg	Res	Term	R/O	R/I	Total	Att
Black	2					2	0%
Hisp	8					8	0%
Asian	1					1	0%
Caucasian	5					5	0%
Nat. Am	0					0	0%
Filipino	1					1	0%
Total	17	0	0	0	0	17	0%

FEMALE CLASS TOTALS

	Beg	Res	Term	R/O	R/I	Total	Att
Black	1	1				0	100%
Hisp	6					6	0%
Asian	0					0	0%
Caucasian	1					1	0%
Nat. Am						0	0%
Filipino						0	0%
Total	8	1	0	0	0	7	13%

Total remaining in class: 24

RECRUIT CLASS [3-2012]**MALE CLASS TOTALS**

	Beg	Res	Term	R/O	R/I	Total	Att
Black	2	1				1	50%
Hisp	21	6	1	0	1	15	29%
Asian	4					4	0%
Caucasian	10	2		2		6	40%
Nat. Am	0					0	0%
Filipino	1					1	0%
Total	38	9	1	2	1	27	29%

FEMALE CLASS TOTALS

	Beg	Res	Term	R/O	R/I	Total	Att
Black	2	1				1	50%
Hisp	8	4				4	50%
Asian	0	0				0	0%
Caucasian	2	0		1		1	50%
Nat. Am	0	0				0	0%
Filipino	0	0				0	0%
Total	12	5	0	1	0	6	50%

Total remaining in class: 33**RECRUIT CLASS [5-2012]****MALE CLASS TOTALS**

	Beg	Res	Term	R/O	R/I	Total	Att
Black	4					4	0%
Hisp	19	1		1		17	11%
Asian	4	1		0		3	25%
Caucasian	12	4		1		7	42%
Nat. Am	0					0	0%
Filipino	1					1	0%
Total	40	6	0	2	0	32	20%

FEMALE CLASS TOTALS

	Beg	Res	Term	R/O	R/I	Total	Att
Black	1					1	0%
Hisp	6	1				5	17%
Asian	3			1		2	33%
Caucasian	2	1				1	50%
Nat. Am	0					0	0%
Filipino	0					0	0%
Total	12	2	0	1	0	9	25%

Total remaining in class: 41**RECRUIT CLASS [6-2012]****MALE CLASS TOTALS**

	Beg	Res	Term	R/O	R/I	Total	Att
Black	5					5	0%
Hisp	17	1				16	6%
Asian	5					5	0%
Caucasian	11					11	0%
Nat. Am						0	0%
Filipino	1					1	0%
Total	39	1	0	0	0	38	3%

FEMALE CLASS TOTALS

	Beg	Res	Term	R/O	R/I	Total	Att
Black	2					2	0%
Hisp	9	1				8	11%
Asian	4					4	0%
Caucasian						0	0%
Nat. Am						0	0%
Filipino						0	0%
Total	15	1	0	0	0	14	7%

Total remaining in class: 52**Legend:**

Beg:	Class population at beginning of training
Res:	Recruits, including cycles who resigned
Term:	Recruits, including cycles who were terminated.
Current:	Total number of recruits from this class remaining in training
R/I:	Recruits assigned from the recycle class to this class. (These recruits are not included as part of the attrition rate.)
R/O:	Recruits originally assigned to this class and were subsequently reassigned to the recycle class. (Included as part of the attrition rate.)
Total:	Population of this class at the end of the current D.P.
Att:	Percentage change from the Beginning and Total.