



TO: THE HONORABLE PERSONNEL, BUDGET AND FINANCE, AND PUBLIC SAFETY COMMITTEES	July 18, 2005
REFERENCE: Police Officer Hiring – April through June 2005	COUNCIL FILE 01-0572
SUBJECT: QUARTERLY ACTIVITIES REPORT OF THE PERSONNEL DEPARTMENT	

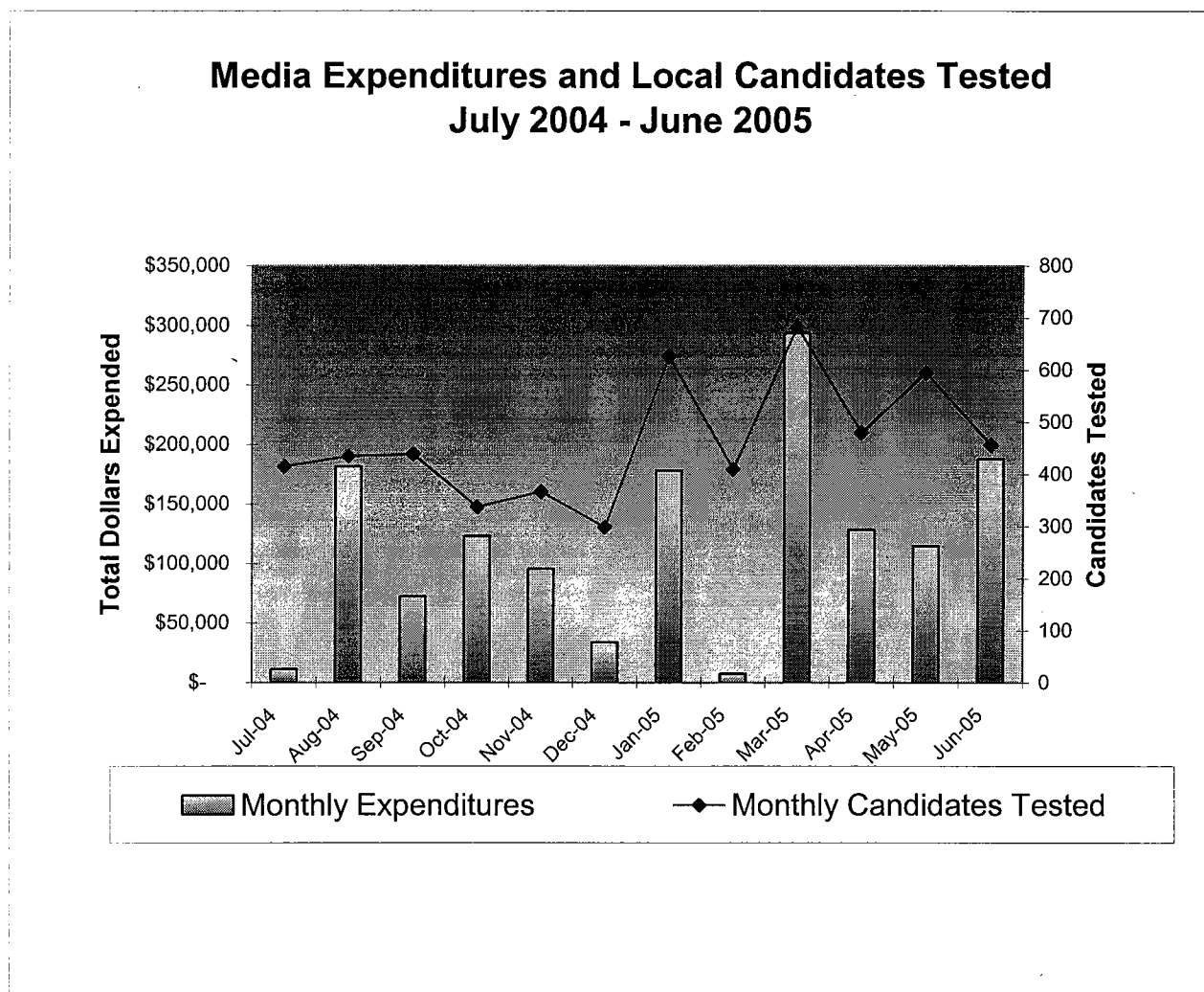
Background: The Personnel Department and Police Department continue their cooperative efforts to improve recruitment and selection of Police Officer candidates. The Personnel Department has taken a number of steps to improve the selection process. Information that highlights our efforts during the reporting period is in the main report and detailed statistical results are documented in Attachments 1, 2, and 3.

#### RECRUITMENT DEVELOPMENTS

- During this quarter, Police Recruitment Officers attended 73 major recruitment events and job fairs. Examples of these are: college job fairs at Cal State Channel Islands, Fullerton, Los Angeles, Long Beach, Northridge, San Bernardino, and San Marcos; Barstow College, El Camino College, Los Angeles City College, Pasadena City College, Pierce College, Riverside Community College, Santa Barbara City College, Santa Monica College, Victor Valley College, and other local colleges. In addition, Police Recruitment Officers attended the Christopher Street West Parade, West Hollywood; KNBC Travel and Leisure Expo 2005; Public Safety Expo, Riverside; American Heroes Air Show, Lakeview Terrace; 2005 International Conference on Terrorism and Asian Organized Crime; 2005 Shomex Diversity Career Fair; Diversity Employment Source Cinco De Mayo Career Expo, Inglewood; Asian Pacific Islander American Heritage Month Celebration, Los Angeles; Pennysaver Job Fair, San Diego; Long Beach Lesbian and Gay Pride Festival. Recruiters also administered pocket tests at Antelope Valley College, Southwest College, Ventura College, and Camp Pendleton military base.
- The Los Angeles Police Department and Personnel Department sponsored the Recruiting Police Officers in Gay, Lesbian, Bisexual and Transgender (GLBT) Community Luncheon at the Elysian Park Academy on June 3, 2005. The event was attended by many of the leaders in the GLBT community and State Senator Sheila Kuehl and included a question and answer period where Chief Bratton addressed some of the concerns of local community members. The Police Department was a sponsor of the annual Police Expo and Family Security Show in Irwindale on May 15, 2005, and attended the Los Angeles Airport Police and Los Angeles World Airport Community Relations 1<sup>st</sup> Annual Career Extravaganza on May 14, 2005. Both events highlighted the variety of opportunities available in a career in law enforcement.

  
MARGARET M. WHELAN, GENERAL MANAGER  
PERSONNEL DEPARTMENT

- Police Officer job opportunities were advertised via radio on Dodgers Radio, Jack FM 93.1, KROQ, KKBT, KYSR, KJLH, and KPCC. A 30-second spot ran on KNBC television during the period, and the recruitment vignettes “To Protect and to Serve” continued playing in 11 movie theaters on 95 screens. Print ads were placed in the Ventura Star and Ventura College Press in support of the Ventura College Pocket Test on April 23, 2005 and in Our Weekly and Watts Times in support of the Southwest College Pocket Test held on May 11, 2005. General recruitment ads were placed in In Magazine, Lesbian News, Frontier, Orange County Register, LA Times, and the Los Angeles Newspaper Group and ads were placed in publications of interest to the Asian/Pacific Islander community in celebration of Asian Pacific Islander Heritage Month.
- Total advertising expenditures for Fiscal Year 2004-2005 through 6/30/2005 were \$1,500,000. The following is a chart of our monthly advertising expenditures as they relate to the number of local applicants tested. The chart shows a frequent correlation between the amount of money spent on advertising and the number of candidates applying for LAPD.



### EXPEDITED TESTING

The following chart indicates the number of expedited candidates processed and appointed. Many candidates who begin testing in the expedited process are removed due to medical or background issues. While some of these candidates eventually get appointed after resolving their issues, they are no longer considered expedited candidates. However, without the availability of the expedited testing, a significant number of these candidates would not have entered the selection process.

<b>EXPEDITED TESTING FISCAL YEAR 2004-2005</b>		
<b>Month</b>	<b>Processed</b>	<b>Appointed</b>
FY 2003-2004	364	36
FY 2004-2005:		
July-04	40	NO CLASS
Aug-04	81	NO CLASS
Sept-04	40	0
Oct-04	33	0
Nov-04	16	NO CLASS
Dec-04	17	5
Jan-05	70	NO CLASS
Feb-05	72	5
Mar-05	61	7
April-05	63	9
May-05	58	9
June-05	60	10
<b>TOTAL</b>	<b>611</b>	<b>45</b>

**\*PRELIMINARY BACKGROUND APPLICATION (PBA) 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. If any potential background issues are identified, candidates are informed of the issues they must resolve and 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 following table.

<b>PRELIMINARY BACKGROUND APPLICATIONS* COMPLETED FISCAL YEAR 2004-2005</b>				
Month	Total	OK	% of OKs	Issues
FY 2003-2004	25,523	9,804	40.0%	14,719
FY 2004-2005:				
July-04	1,799	664	36.9%	1,135
Aug-04	1,931	747	38.6%	1,184
Sept-04	2,724	788	28.9%	1,936
Oct-04	1,968	453	23.0%	1,515
Nov-04	3,332	919	27.5%	2,413
Dec-04	2,630	546	20.7%	2,084
Jan-05	3,166	683	21.5%	2,483
Feb-05	2,496	513	20.6%	1,983
March-05	2,784	558	20.0%	2,226
April-05	2,271	509	22.4%	1,762
May-05	2,767	595	21.5%	2,172
June-05	2,367	550	23.2%	1,817
Total Year-to-Date	30,235	7,525	24.7%	22,710

\*Formerly Preliminary Background Questionnaire (PBQ).

## WRITTEN TEST

The following chart indicates the number of candidates that participated in the written test during Fiscal Years 2003-2004 and 2004-2005.

WRITTEN TEST PARTICIPATION FISCAL YEAR 2004-2005								
Month	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:								
July-04	71	110	235	0	0	0	0	416
	17.1%	26.4%	56.5%					
Aug-04	95	155	179	7	0	0	0	436
	21.8%	35.6%	41.1%	1.6%	0	0	0	
Sept-04	61	116	166	0	91	0		434
	14.1%	26.7%	38.2%		20.9%	0	0	
Oct-04	59	93	181	4	1	0	0	338
	17.4%	27.5%	53.5%	1.2%	0.2%	0	0	
Nov-04	66	125	134	4	38	0		367
	17.9%	34.1%	36.5%	1.1%	10.3%	0	0	
Dec-04	45	94	154	4	2	0	0	299
	15.1%	31.4%	51.5%	1.3%	0.6%	0	0	
Jan-05	75	136	204	6	205	0	0	626
	11.9%	21.7%	32.5%	1.0%	32.7%	0	0	
Feb-05	66	111	188	7	36	0	0	408
	16.2%	27.2%	46.1%	1.7%	8.8%	0	0	
Mar-05	79	137	182	8	276	0	0	682
	11.6%	20.1%	26.7%	1.2%	40.4%	0	0	
April-05	50	118	220	7	85	0	0	480
	10.4%	24.6%	45.8%	1.5%	17.7%	0	0	
May-05	64	132	156	7	236	0	0	595
	10.8%	22.2%	26.2%	1.2%	39.6%	0	0	
June-05	53	146	193	7	58	0	0	457
	11.6%	31.9%	42.2%	1.5%	12.7%			
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	

**PRE-EMPLOYMENT POLYGRAPH EXAMINATIONS**

A total of 2,754 candidates were scheduled for a polygraph examination during FY 2004-2005 to date.

POLYGRAPH EXAMINATION RESULTS FISCAL YEAR 2004-2005									
Month	Scheduled	Appeared					Interrupt	Cancel/ No Show	In Quality Control
		Pass	Fail	No Opinion	Counter Measures	Total Results			
FY 2003-2004	3,294	1,045	812	579	117	2,553	162	579	
		32.0%	25.0%	18.0%	4.0%		5.0%	18.0%	
FY 2004-2005:									
July-04	136	42	37	24	12	115	10	11	0
		30.9%	27.2%	17.6%	8.8%		7.4%	8.1%	
Aug-04	187	50	65	32	8	155	11	21	0
		26.7%	34.8%	17.1%	4.3%		5.8%	11.2%	
Sept-04	178	46	55	29	9	139	8	31	0
		25.8%	30.9%	16.3%	5.1%		4.5%	17.4%	
Oct-04	178	53	44	36	6	139	14	25	0
		29.7%	24.7%	20.2%	3.4%		7.8%	14.0%	
Nov-04	154	43	53	18	9	123	6	25	0
		27.9%	34.4%	11.7%	5.8%		3.9%	16.2%	
Dec-04	149	43	40	23	12	118	9	22	0
		28.9%	26.8%	15.4%	8.1%		6.0%	14.8%	
Jan-05	266	80	83	43	19	225	8	33	0
		30.1%	31.2%	16.2%	7.1%		3.0%	12.4%	
Feb-05	266	64	98	45	16	223	14	29	0
		24.1%	36.8%	16.9%	6.0%		5.3%	10.9%	
Mar-05	323	108	106	43	17	274	12	37	0
		33.4%	32.8%	13.3%	5.3%		3.7%	11.5%	
April-05	309	93	110	43	14	260	21	28	0
		30.1%	35.6%	13.9%	4.5%		6.8%	9.1%	
May-05	279	71	93	42	9	215	16	48	0
		25.4%	33.3%	15.1%	3.2%		5.7%	17.2%	
June-05	329	91	119	31	6	247	12	6	24
		27.7%	36.2%	9.4%	1.8%		3.6%	1.8%	
<b>Totals</b>	<b>2,754</b>	<b>784</b>	<b>903</b>	<b>409</b>	<b>137</b>	<b>2,233</b>	<b>141</b>	<b>316</b>	
		28.5%	32.8%	14.9%	4.9%		5.1%	11.5%	

## 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.

Beginning in May 2004, letters of concern were sent to candidates for identified background issues that would adversely affect their candidacy. These letters have been refined to advise candidates of available alternatives, which include withdrawal or appeal, but may also encourage a candidate to take a specific action and re-submit his or her application. This enhancement provides candidates with clear direction and enables the City to maintain a relationship with potential, viable candidates.

During the fiscal year to date, 1,632 completed background packages were reviewed by Public Safety Bureau, of which 513 (31.4%) were determined to be acceptable for hire ("OK"). The following chart indicates the number of completed background packages reviewed during Fiscal Years 2003-2004 and 2004-2005. Table G of Attachments 1, 2, and 3 details information by ethnic category.

<b>BACKGROUND PACKAGES REVIEWED FISCAL YEAR 2004-2005 TO DATE</b>											
<b>Time Period</b>	<b>OK</b>		<b>LETTER OF CONCERN</b>		<b>DQ</b>		<b>FOLLOW-UP INVESTIGATION</b>		<b>LACKS MINIMUM QUALIFICATIONS</b>		<b>TOTAL</b>
<b>FY 2003-04</b>	446	20.8%	203	9.5%	1,245	58.1%	231	10.8%	18	0.8%	2,143
<b>FY 2004-05:</b>											
Jul-04	5	5.8%	65	75.5%	1	1.2%	14	16.2%	1	1.2%	86
Aug-04	35	36.8%	49	51.5%	0	0.0%	8	8.4%	3	3.2%	95
Sept-04	43	25.1%	57	33.3%	56	32.7%	13	7.6%	2	1.1%	171
Oct-04	20	18.5%	50	46.2%	24	22.2%	11	10.2%	3	2.7%	108
Nov-04	35	29.1%	49	40.8%	31	25.8%	5	4.1%	0	0.0%	120
Dec-04	49	41.8%	52	46.4%	2	1.7%	14	11.9	0	0.0%	117
Jan-05	69	61.0%	34	30.0%	0	0.0%	10	8.8%	0	0.0%	113
Feb-05	56	36.1%	78	50.3%	0	0.0%	21	13.5%	0	0.0%	155
Mar-05	49	25.6%	125	65.4%	3	1.5%	14	7.3%	0	0.0%	191
Apr-05	60	41.0%	78	53.1%	1	0.6%	6	4.1%	2	1.4%	147
May-05	45	27.6%	105	64.4%	0	0.0%	12	7.4%	1	1%	163
Jun-05	47	28.3%	103	62.1%	0	0.0%	16	9.6%	0	0.0%	166
<b>FY 04-05</b>	<b>513</b>	<b>31.4%</b>	<b>845</b>	<b>51.8%</b>	<b>118</b>	<b>7.2%</b>	<b>144</b>	<b>8.8%</b>	<b>12</b>	<b>0.7%</b>	<b>1,632</b>

## BACKGROUND DISQUALIFICATIONS

The following table indicates the standards under which candidates were disqualified in the background portion of the selection process.

### BACKGROUND DISQUALIFICATIONS AND CONCERNS\*\* BY STANDARD\*

October 16, 2003-Present

Issue or DQ	Month	Interpersonal Skills, Sensitivity and Respect		Decision Making and Judgment		Maturity and Discipline		Honesty, Integrity and Personal Ethics		Setting and Achieving Goals		Record Checks		Total
Oct-03 – Jun-04:		201	11.3%	339	19.1%	464	26.1%	275	15.5%	70	3.9%	428	24.1%	1,778
<b>FY 2004-05:</b>														
DQ	Jul-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Concern	Jul-04	13	10%	22	19.9%	37	28.5%	19	16.6%	11	8.5%	28	21.5%	130
DQ	Aug-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Concern	Aug-04	15	13.6%	17	15.5%	26	23.6%	18	16.4%	8	7.3%	26	23.6%	110
DQ	Sep-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Concern	Sep-04	16	11.1%	28	19.4%	29	20.1%	27	18.7%	10	6.9%	34	23.6%	144
DQ	Oct-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Concern	Oct-04	12	9.7%	18	14.6%	24	19.5%	26	21.1%	12	9.7%	31	25.2%	123
DQ	Nov-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Concern	Nov-04	11	12.1%	18	19.8%	22	24.2%	16	17.6%	4	4.4%	20	21.9%	91
DQ	Dec-04	2	1.6%	5	4.0%	5	4.0%	1	0.8%	10	8.0%	11	8.8%	34
Concern	Dec-04	11	8.8%	18	14.4%	22	17.6%	16	12.8%	4	3.2%	20	1.6%	91
DQ	Jan-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Concern	Jan-05	15	14.1%	13	12.2%	23	21.6%	16	15.1%	10	9.4%	29	27.3%	106
DQ	Feb-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Concern	Feb-05	9	5.3%	29	17.2%	41	24.3%	27	15.9%	14	8.3%	49	29.0%	169
DQ	Mar-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Concern	Mar-05	29	8.7%	69	20.8%	74	22.2%	51	15.3%	22	6.6%	87	26.2%	332
DQ	Apr-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Concern	Apr-05	18	11.4%	29	18.4%	35	22.2%	25	15.8%	13	8.2%	38	24.1%	158
DQ	May-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Concern	May-05	6	9.2%	12	18.5%	15	23.1%	13	20.0%	4	6.2%	15	23.1%	65
DQ	Jun-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Concern	Jun-05	12	13.3%	11	12.2%	18	2.0%	24	26.7%	5	5.5%	20	22.2%	90
<b>TOTAL</b>		<b>169</b>	<b>10.3%</b>	<b>289</b>	<b>17.6%</b>	<b>371</b>	<b>22.6%</b>	<b>279</b>	<b>17.0%</b>	<b>127</b>	<b>7.7%</b>	<b>408</b>	<b>24.8%</b>	<b>1,643</b>

\*On October 16, 2003 the Board of Civil Service Commissioners approved the new Background Standards.

\*\* Beginning in May 2004, some candidates with background concerns, rather than being DQ'd were issued a letter of concern.



## **BACKGROUND REVIEW PANEL**

The background review panel is comprised of one Personnel Department Assistant General Manager, one Assistant Chief of the Police Department, one Police Commander, and, when feasible, one Civil Service Commissioner. 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 within the fiscal year 2004-2005.

<b>BACKGROUND REVIEW PANEL FISCAL YEAR 2004-2005</b>	
<b>Month</b>	<b>No. of Appeals Reviewed</b>
FY 2002-2003	555
FY 2003-2004:	297
FY 2004-2005	
July-04	33
Aug-04	64
Sept-04	18
Oct-04	23
Nov-4	20
Dec-04	25
Jan-05	0
Feb-05	20
Mar-05	4
Apr-05	6
May-05	6
June-05	8
<b>Total FY 2004-2005:</b>	<b>227</b>

## 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.

<b>CERTIFICATION STATISTICS BY FISCAL YEAR</b>							
<b>Academy Class</b>	<b>Total Certified</b>	<b>Local Candidates</b>	<b>% of Cert.</b>	<b>OOA/Pkt Candidates</b>	<b>% of Cert.</b>	<b>OOT Candidates</b>	<b>% of Cert.</b>
FY 2002-2003 Total	1,144	1,025	89.6%	55	4.8%	61	5.3%
FY 2003-2004 Total	461	432	93.7%	7	1.3%	23	4.9%
FY 2004-2005:							
7/26/04	NO CLASS						
8/23/04	NO CLASS						
9/20/04	21	21	100%	0	0%	0	0%
10/18/04	61	61	100%	0	0%	0	0%
11/15/04	NO CLASS						
12/13/04	80	80	100%	0	0%	0	0%
1/10/05	NO CLASS						
2/07/05	70	69	98.6%	0	0%	1	1.4%
3/07/05	73	70	95.8%	3	4.2%	0	0%
4/4/05	79	74	93.6%	5	6.7%	0	0%
5/2/05	67	67	100%	0	0%	0	0%
6/27/05	82	79	96.3%	3	3.8%	0	0%
<b>FY 2004-05 to-date</b>	<b>533</b>	<b>521</b>	<b>97.7%</b>	<b>11</b>	<b>2.1%</b>	<b>1</b>	<b>0.2%</b>

## 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.

APPOINTMENT STATISTICS BY FISCAL YEAR							
Academy Class Date	Total Appointed	Local Candidates	% of Class	OOA/Pkt Candidates	% of Class	OOT Candidates	% of Class
FY 2002-2003	691	640	92.6%	29	4.2%	22	3.2%
FY 2003-2004	280	268	96.0%	4	1.4%	8	2.9%
FY 2004-2005:							
7/26/04	NO CLASS						
8/23/04	NO CLASS						
9/20/04	18	18	100%	0	0%	0	0%
10/18/04	32	32	100%	0	0%	0	0%
11/15/04	NO CLASS						
12/13/04	56	56	100%	0	0%	0	0%
1/10/05	NO CLASS						
2/07/05	59	59	100%	0	0%	0	0%
3/07/05	54	52	96.3%	1	1.9%	1	1.9%
4/04/05	58	54	93.1%	4	6.9%	0	0%
5/2/05	46	41	89.1%	5	10.9%	0	0%
6/27/05	58	55	94.8%	3	5.2%	0	0%
<b>FY 2004-05 to-date</b>	<b>381</b>	<b>367</b>	<b>96.3%</b>	<b>13</b>	<b>3.4%</b>	<b>1</b>	<b>0.3%</b>

## POLICE RECRUITMENT QUESTIONNAIRE

A recruitment questionnaire is distributed to candidates at the written test sites. To date, the most commonly cited recruitment source for Police Officer candidates are the Internet and Police affiliations, including friends and family. The following table provides monthly detailed information regarding questionnaire results. Beginning Fiscal Year 2003-2004, the data are reflected under new categories.

### POLICE OFFICER RECRUITMENT QUESTIONNAIRE RESULTS BY FISCAL YEAR

Month	Total Surveyed	Police Affiliations	% of Total Surveyed*	Internet	% of Total Surveyed*	Print Advertising	% of Total Surveyed*	Radio	% of Total Surveyed *	All Other	% of Total Surveyed *
FY 2002-2003	9,394	3,559	37.9%	2,083	22.2%	178	1.9%	1,077	11.5%	2,497	26.6%

\*Results for FY 2000-2001 and 2001-2002 may exceed 100% because multiple entries were permitted:

	Billboard & Banners	LAPD/Personnel Recruitment Activities	P.O. Friend/Relative	Internet	Print Ad	Radio	College	Other	Total
<b>Total FYTD 03-04</b>	672	1,644	2,066	2,115	210	591	383	400	8,080
	8.3%	20.3%	25.6%	26.2%	2.6%	7.3%	4.7%	5.0%	
<b>FY 2004-2005:</b>									
July-04	33	62	121	152	10	12	17	9	416
	7.9%	14.9%	29.0%	36.5%	2.4%	2.8%	4.01%	21.2%	
August-04	31	60	149	148	6	9	15	18	436
	7.1%	13.7%	34.1%	33.9%	1.3%	2.0%	3.4%	4.1%	
Sept-04	41	97	142	114	5	7	17	11	434
	9.4%	22.3%	32.7%	26.2%	1.1%	1.6%	3.9%	2.5%	
Oct-04	29	54	90	115	7	13	24	6	338
	8.5%	15.9%	26.6%	34.0%	2.0%	3.8%	7.1%	1.7%	
Nov-04	31	81	98	100	10	14	28	5	367
	8.4%	22.0%	26.7%	27.2%	2.7%	3.8%	7.6%	1.3%	
Dec-04	27	42	76	108	6	10	19	11	299
	9.0%	14.0%	25.4%	36.1%	20.0%	33.4%	63.5	36.7%	
Jan-05	47	160	163	181	14	18	24	19	626
	8.0	26.0%	26.0%	29.0%	2.2%	2.9%	3.8%	3.0%	
Feb-05	14	59	124	163	12	12	19	5	408
	3.4%	14.5%	30.4%	40.0%	2.9%	2.9%	4.7%	1.2%	
Mar-05	20	133	160	184	51	37	57	40	682
	3.0%	20.0%	23.4%	27.0%	7.4%	5.4%	8.4%	6.0%	
Apr-05	22	105	139	149	16	8	33	8	480
	4.4%	22.0%	29.0%	31.0%	3.3%	1.7%	7.0%	1.7%	
May-05	24	153	113	175	39	23	52	16	595
	4.0%	25.7%	19.0%	29.4%	6.6%	3.9%	8.7%	2.7%	
June-05	31	100	120	144	10	18	22	12	457
	7.0%	22.0%	26.2%	32.0%	2.0%	4.0%	5.0%	3.0.	
<b>Total FYTD 04-05</b>	<b>350</b>	<b>1,106</b>	<b>1,495</b>	<b>1,733</b>	<b>186</b>	<b>181</b>	<b>327</b>	<b>160</b>	<b>5,538</b>
	<b>6.3%</b>	<b>20.0%</b>	<b>27.0%</b>	<b>31.3%</b>	<b>3.3%</b>	<b>3.3%</b>	<b>5.9%</b>	<b>2.9%</b>	

The recruitment sources for those Police Officers **appointed** by fiscal year are indicated below. The top three recruitment sources are P.O. Friend/Relative, Internet, and LAPD/Personnel Recruitment Activities.

<b>APPOINTMENTS BY RECRUITMENT SOURCE BY FISCAL YEAR</b>									
	<b>Billboard &amp; Banners</b>	<b>LAPD/Personnel Recruitment Activities</b>	<b>P.O. Friend/ Relative</b>	<b>Internet</b>	<b>Print Ad</b>	<b>Radio</b>	<b>College</b>	<b>Other</b>	<b>Total</b>
	0%	8%	44%	25%	5%	3%	2%	14%	
<b>FY 2003-04</b>	<b>5</b>	<b>30</b>	<b>116</b>	<b>59</b>	<b>17</b>	<b>15</b>	<b>2</b>	<b>29</b>	<b>273</b>
	<b>1.8%</b>	<b>11%</b>	<b>42.5%</b>	<b>21.6%</b>	<b>6.2%</b>	<b>5.9%</b>	<b>0.9%</b>	<b>10.6%</b>	
<b>FY 2004 -05</b>									
7/26/04	NO CLASS								
8/23/04	NO CLASS								
9/20/04	0	2	5	3	0	2	0	6	18
	0%	11.1%	27.7%	16.6%	0%	11.1%	0%	33.3%	
10/18/04	0	8	12	5	2	2	1	2	32
	0%	25.0%	37.5%	15.6%	6.2%	6.2%	3.1%	6.2%	
11/15/04	NO CLASS								
12/13/04	1	9	19	17	0	2	4	4	56
		1.8%	34.0%	30.4%	0%	3.6%	7.1%	7.4%	
1/10/05	NO CLASS								
2/7/05	1	6	26	14	4	2	4	2	59
	1.7%	10.2%	44.1%	23.7%	6.7%	3.4%	6.7%	3.4%	
3/7/05	0	5	25	12	1	4	2	5	54
	0%	9.2%	46.2%	22.2%	1.9%	7.4%	3.7%	9.2%	
4/4/05	1	4	24	21	4	3	1	0	58
	1.7%	6.9%	41.4%	36.2%	6.9%	5.2%	1.7%	0%	
5/2/05	0	6	15	14	1	4	1	5	46
	0%	13.0%	32.6%	30.4%	2.2%	8.7%	2.2%	10.9%	
6/27/05	1	5	13	21	2	1	1	14	58
	1.7%	8.6%	22.4%	36.2%	3.4%	1.7%	1.7%	24.1%	
<b>FY 2004-2005 To date</b>	<b>4</b>	<b>45</b>	<b>139</b>	<b>107</b>	<b>14</b>	<b>20</b>	<b>14</b>	<b>38</b>	<b>381</b>
	<b>1.0%</b>	<b>11.8%</b>	<b>36.5%</b>	<b>28.1%</b>	<b>3.7%</b>	<b>5.3%</b>	<b>3.7%</b>	<b>9.9%</b>	

## OTHER RECRUITMENT PROGRAMS

Staff continues to administer and monitor the Police Officer Recruitment Incentive Program (PORIP). The results to date are indicated in the tables below. The first table summarizes the total number of participants by month, and the second table provides the status of candidates who participated in the program.

<b>POLICE OFFICER INCENTIVE PROGRAM</b>	
<b>Month</b>	<b>Cards Received</b>
Up to June, 2002	189
July, 2002 – June, 2003	406
July, 2003 – June, 2004	381
July, 2004	26
August, 2004	24
September, 2004	8
October, 2004	13
November, 2004	12
December, 2004	9
January, 2005	6
February, 2005	31
March, 2005	12
April, 2005	16
May, 2005	23
June, 2005	27
<b>Total</b>	<b>1,183</b>

<b>POLICE OFFICER INCENTIVE PROGRAM CANDIDATE STATUS</b>	
Appointed	113
In Progress	390
Failed Test Part	570
Withdrawal	29
Ineligible (Took M/C prior to 5/2000)	81
<b>TOTAL</b>	<b>1,183</b>

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ATTACHMENT 1

**A. Preliminary Background Questionnaire (PBQ) Reviewed**

Group	Total	Issues	OK	Incomplete	YTD
Local	284	231	53	0	2,539
Expedited	0	0	0	0	24
Out of Town	97	77	20	0	428
Out of Area	0	0	0	0	0
Other	0	0	0	0	0
Total	381	308	73	0	2,991
Online PBQ	1,890	1,454	436	0	21,160

**B. Written Multiple-Choice Test**

Group	Tested		Passed		Number Tested				YTD Passed	
	#	%	#	%	Last Month	YTD	Last YTD	% Change	#	%
BLACK	71	15%	41	58%	84	599	905	-34%	333	56%
HISPANIC	228	47%	122	54%	330	2,099	3,472	-40%	1,197	57%
ASIAN	46	10%	36	78%	52	438	623	-30%	345	79%
CAUCASIAN	135	28%	110	81%	220	1,390	2,141	-35%	1,183	85%
TOTAL	480	100%	309	64%	686	4,526	7,141	-37%	3,058	68%
FEMALE	95	20%	57	60%	154	853	1,482	-42%	500	59%

**C. Essay**

Group	Tested		Passed		YTD Tested		YTD Passed	
	#	%	#	%	#	%	#	%
BLACK	44	14%	38	86%	349	11%	284	81%
HISPANIC	138	43%	122	88%	1289	40%	1094	85%
ASIAN	33	10%	29	88%	351	11%	302	86%
CAUCASIAN	109	34%	104	95%	1232	38%	1110	90%
TOTAL	324	100%	293	90%	3221	100%	2790	87%
FEMALE	55	17%	51	93%	514	16%	474	92%

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D. Oral Interview \* (Includes OOA/Pocket)

Group	Tested		Passed		YTD Tested		YTD Passed	
	#	%	#	%	#	%	#	%
BLACK	21	8%	21	100%	267	10%	255	96%
HISPANIC	106	41%	104	98%	1083	42%	1037	96%
ASIAN	42	16%	41	98%	287	11%	263	92%
CAUCASIAN	89	34%	87	98%	949	37%	924	97%
TOTAL	258	100%	253	98%	2586	100%	2479	96%
FEMALE	41	16%	40	98%	431	17%	410	95%

\*OOA/Pocket (appearing for interview)

Group	Appeared	
	Month	YTD
BLACK	2	23
HISPANIC	13	52
ASIAN	2	10
CAUCASIAN	10	45
TOTAL	27	130
FEMALE	2	15

E. Physical Abilities Test

Group	Tested		Passed		YTD Tested		YTD Passed	
	#	%	#	%	#	%	#	%
BLACK	32	8%	25	78%	273	10%	235	86%
HISPANIC	189	49%	158	84%	1230	45%	1025	83%
ASIAN	43	11%	39	91%	272	10%	245	90%
CAUCASIAN	125	32%	108	86%	940	35%	857	91%
TOTAL	389	100%	330	85%	2715	100%	2362	87%
FEMALE	86	22%	31	36%	547	20%	239	44%



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**F. Background Investigation**

Group	Background Interviewed		Investigations In Progress		Investigations Completed		YTD Background Interviewed		YTD Investigations Completed	
	#	%	#	%	#	%	#	%	#	%
BLACK	33	10%	6		18		235	10%	125	
HISPANIC	159	47%	36		79		1055	44%	538	
ASIAN	34	10%	9		20		240	10%	122	
CAUCASIAN	110	33%	32		71		876	36%	412	
TOTAL	336	100%	83		188		2406	100%	1,197	
FEMALE	54	16%	15		35		358	15%	214	

**G. Background Package Review**

Group	Staff Review		Passed		Total Disqualified		Follow Up		LMO*		Concern		Packages Pending	YTD Staff Review		YTD Passed	
	#	%	#	%	#	%	#	%	#	%	#	%		#	%	#	%
BLACK	10	7%	2	20%	0	0%	0	0%	0	0%	8	80%	15	171	12%	31	18%
HISPANIC	58	39%	25	43%	0	0%	3	5%	1	2%	29	50%	52	620	44%	201	32%
ASIAN	27	18%	9	33%	0	0%	1	4%	1	4%	16	59%	7	149	11%	45	30%
CAUCASIAN	52	35%	24	46%	1	2%	2	4%	0	0%	25	48%	46	476	34%	146	31%
TOTAL	147	100%	60	41%	1	1%	6	4%	2	1%	76	52%	120	1416	100%	423	30%
FEMALE	19	13%	15	79%	0	0%	1	5%	0	0%	3	16%	22	274	19%	94	34%

\* Lacks Minimum Requirements

**H. Polygraph**

**Breakdown of Total Results Received**

Group	Scheduled		Interrupt		No Shows		SID Review In Progress		Total Results Received		Counter Measure		No Opinion		Fail		Pass		YTD Scheduled	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	24	8%	1	4%	3	13%	0	0%	20	83%	1	5%	0	0%	11	55%	8	40%	217	10%
HISPANIC	143	46%	11	8%	9	6%	11	8%	112	78%	5	4%	20	18%	46	41%	41	37%	907	42%
ASIAN	33	11%	4	12%	3	9%	1	3%	25	76%	3	12%	6	24%	10	40%	6	24%	231	11%
CAUCASIAN	112	36%	4	4%	9	8%	10	9%	89	79%	4	4%	14	16%	38	43%	33	37%	800	37%
TOTAL	312	100%	20	6%	24	8%	22	7%	246	79%	13	5%	40	16%	105	43%	88	36%	2,155	100%
FEMALE	33	11%	4	12%	4	12%	4	12%	21	64%	0	0%	6	29%	8	38%	7	33%	345	16%

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**Polygraph Review**

Group	Received		Pending		Admin OK		DO		Wait		RTP-BID		RTP-SID		Protest Granted		Protest Denied		YTD Received	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	7	6%	6	86%	1	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	44	7%
HISPANIC	60	54%	59	98%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	295	48%
ASIAN	12	11%	12	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	71	12%
CAUCASIAN	32	29%	30	94%	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	204	33%
TOTAL	111	100%	107	96%	3	3%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	614	100%
FEMALE	12	11%	12	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	89	14%

**I. Medical Evaluation**

Group	Scheduled		No Results		Results Posted		DNMR*		Major Deferral		Minor Deferral		Pass		YTD Results Posted		YTD Pass	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	15	8%	2	13%	13	87%	1	8%	3	23%	1	8%	8	62%	95	9%	62	65%
HISPANIC	74	38%	12	16%	62	84%	4	6%	17	27%	7	11%	34	55%	376	37%	245	65%
ASIAN	25	13%	10	40%	15	60%	1	7%	6	40%	1	7%	7	47%	88	9%	67	76%
CAUCASIAN	80	41%	14	17%	66	82%	3	5%	20	30%	8	12%	35	53%	382	38%	261	68%
TOTAL	194	100%	38	20%	156	80%	9	6%	46	29%	17	11%	84	54%	941	92%	635	67%
FEMALE	26	13%	7	27%	19	73%	0	0%	6	32%	3	16%	10	53%	169	17%	114	67%

\* Does Not Meet Minimum Requirements

**J. Psychological Interview**

Group	Scheduled		No Results		Results Posted		Def. Candidate		Def. Background		Fail		Pass		Appeared		YTD Results Posted		YTD Pass	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	7	7%	0	0%	7	100%	0	0%	2	29%	1	14%	2	29%	2	29%	68	10%	28	41%
HISPANIC	32	33%	0	0%	32	100%	3	9%	2	6%	1	3%	16	50%	10	31%	267	38%	166	62%
ASIAN	18	18%	0	0%	18	100%	3	17%	0	0%	1	6%	7	39%	7	39%	72	10%	41	57%
CAUCASIAN	41	42%	3	7%	38	93%	5	13%	1	3%	1	3%	11	29%	20	53%	275	40%	117	43%
TOTAL	98	100%	3	3%	95	97%	11	12%	5	5%	4	4%	36	38%	39	41%	682	98%	352	52%
FEMALE	13	13%	0	0%	13	100%	2	15%	0	0%	1	8%	7	54%	3	23%	138	20%	75	54%

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**K. Appeals with Recommendations (Ethnicity/Gender)**

Group	TOTAL	GMDO*	Return to Process	Appeal Granted	WAH	WDRH	Panel	YTD Total
BLACK	8	0	0	0	0	8	0	136
HISPANIC	57	0	3	1	5	46	2	435
ASIAN	15	0	3	0	2	10	0	106
CAUCASIAN	42	0	5	0	2	31	4	308
TOTAL	122	0	11	1	9	95	6	985
FEMALE	15	0	3	0	1	11	0	186

\* Background Appeals Review Panel

\*\* General Manager Disqualification

**L. Certified for April 04, 2005 Class (Count as of Run Date\*\*)**

Group	Total per Month		2004-2005 YTD		2003-2004 YTD		%Change
	#	%	#	%	#	%	
BLACK	6	8%	13	6%	37	8%	-65%
HISPANIC	36	46%	109	49%	178	39%	-39%
ASIAN	4	5%	18	8%	56	12%	-68%
CAUCASIAN	33	42%	82	37%	190	41%	-57%
TOTAL	79	100%	222	100%	461	100%	-52%
FEMALE	14	18%	37	17%	104	23%	-64%

**M. Appointed - April 04, 2005**

Group	Total per Month		2004-2005 YTD*		2003-2004 YTD		%Change
	#	%	#	%	#	%	
BLACK	4	7%	25	9%	26	9%	-4%
HISPANIC	26	45%	130	47%	119	42%	9%
ASIAN	3	5%	32	12%	32	11%	0%
CAUCASIAN	25	43%	122	44%	103	37%	18%
TOTAL	58	100%	277	100%	280	100%	-1%
FEMALE	14	24%	71	26%	72	26%	-1%

\* The numbers appointed to the June 30 Academy class are now included in the 2003-2004 YTD totals

**N. Police Department Staffing**

Number of Sworn Officers	9,097
Number of Police Officer Vacancies (as of November 14, 2004)	144

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## A. Preliminary Background Questionnaire (PBQ) Reviewed

Group	Total	Issues	OK	Incomplete	YTD
Local	274	218	56	0	2,813
Expedited	0	0	0	0	24
Out of Town	198	145	53	0	626
Out of Area	0	0	0	0	0
Other	0	0	0	0	0
Total	472	363	109	0	3,463
Online PBQ	2,295	1,809	486	0	23,455

## B. Written Multiple-Choice Test

Group	Tested		Passed		Number Tested				YTD Passed	
	#	%	#	%	Last Month	YTD	Pass YTD	%Change	#	%
BLACK	78	13%	32	41%	70	676	960	-30%	365	54%
HISPANIC	260	44%	105	40%	228	2,361	3,632	-35%	1,305	55%
ASIAN	63	11%	43	68%	46	502	658	-24%	389	77%
CAUCASIAN	194	33%	153	79%	135	1,586	2,253	-30%	1,337	84%
TOTAL	595	100%	333	56%	479	5,125	7,503	-32%	3,396	66%
FEMALE	111	19%	56	50%	95	964	1,541	-37%	557	58%

## C. Essay

Group	Tested		Passed		YTD Tested		YTD Passed	
	#	%	#	%	#	%	#	%
BLACK	26	8%	26	100%	375	11%	311	83%
HISPANIC	106	32%	91	86%	1397	39%	1188	85%
ASIAN	46	14%	43	93%	397	11%	345	87%
CAUCASIAN	155	47%	148	95%	1388	39%	1259	91%
TOTAL	333	100%	308	92%	3557	100%	3103	87%
FEMALE	50	15%	49	98%	565	16%	524	93%

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D. Oral Interview \* (Includes OOA/Pocket)

Group	Tested		Passed		YTD Tested		YTD Passed	
	#	%	#	%	#	%	#	%
BLACK	17	6%	17	100%	284	10%	272	96%
HISPANIC	92	35%	88	96%	1174	41%	1125	96%
ASIAN	36	14%	33	92%	323	11%	296	92%
CAUCASIAN	117	45%	111	95%	1067	37%	1036	97%
TOTAL	262	100%	249	95%	2848	100%	2729	96%
FEMALE	39	15%	39	100%	470	17%	449	96%

\*OOA/Pocket (appearing for interview)

Group	Appeared	
	Month	YTD
BLACK	2	25
HISPANIC	8	60
ASIAN	7	17
CAUCASIAN	17	62
TOTAL	34	164
FEMALE	3	18

E. Physical Abilities Test

Group	Tested		Passed		YTD Tested		YTD Passed	
	#	%	#	%	#	%	#	%
BLACK	27	11%	20	74%	300	10%	255	85%
HISPANIC	90	37%	79	88%	1320	45%	1104	84%
ASIAN	23	9%	18	78%	295	10%	263	89%
CAUCASIAN	104	43%	89	86%	1045	35%	947	91%
TOTAL	244	100%	206	84%	2960	100%	2569	87%
FEMALE	61	25%	31	51%	608	21%	270	44%

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**F. Background Investigation**

Group	Background Interviewed		Investigations In Progress		Investigations Completed		YTD Background Interviewed		YTD Investigations Completed	
	#	%	#	%	#	%	#	%	#	%
BLACK	25	9%	20		15		260	10%		140
HISPANIC	103	37%	32		61		1159	43%		598
ASIAN	36	13%	19		17		277	10%		139
CAUCASIAN	111	40%	50		61		986	37%		472
TOTAL	275	100%	121		154		2682	100%		1,349
FEMALE	46	17%	0		23		405	15%		236

**G. Background Package Review**

Group	Staff Review		Passed		Total Disqualified		Follow Up		LMO*		Concern		Packages Pending	YTD Staff Review		YTD Passed	
	#	%	#	%	#	%	#	%	#	%	#	%		#	%	#	%
BLACK	7	4%	0	0%	0	0%	0	0%	0	0%	7	100%	15	178	11%	31	17%
HISPANIC	72	44%	22	31%	0	0%	8	11%	1	1%	41	57%	38	694	44%	223	32%
ASIAN	16	10%	3	19%	0	0%	1	6%	0	0%	12	75%	15	165	10%	48	29%
CAUCASIAN	68	42%	20	29%	0	0%	3	4%	0	0%	45	66%	38	544	34%	166	31%
TOTAL	163	100%	45	28%	0	0%	12	7%	1	1%	105	64%	106	1581	100%	468	30%
FEMALE	20	12%	6	30%	0	0%	1	5%	0	0%	13	65%	18	294	19%	100	34%

\* Lacks Minimum Requirements

**H. Polygraph**

**Breakdown of Total Results Received**

Group	Scheduled		Interrupt		No Shows		SID Review In Progress		Total Results Received		Counter Measure		No Opinion		Fail		Pass		YTD Scheduled	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	27	10%	1	4%	4	15%	3	11%	19	70%	0	0%	3	16%	11	58%	5	26%	244	10%
HISPANIC	112	40%	10	9%	13	12%	12	11%	77	69%	4	5%	14	18%	34	44%	25	32%	1,016	42%
ASIAN	30	11%	2	7%	3	10%	3	10%	22	73%	0	0%	2	9%	9	41%	11	50%	260	11%
CAUCASIAN	110	39%	1	1%	16	15%	23	21%	70	64%	4	6%	15	21%	27	39%	24	34%	911	37%
TOTAL	279	100%	14	5%	36	13%	41	15%	188	67%	8	4%	34	18%	81	43%	65	35%	2,431	100%
FEMALE	52	19%	6	12%	9	17%	5	10%	32	62%	0	0%	4	13%	17	53%	11	34%	397	16%

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**Polygraph Review**

Group	Received		Pending		Admin OK		DQ		Wait		RTP-BID		RTP-SID		Protest Granted		Protest Denied		YTD Received	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	7	9%	5	71%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	29%	51	7%
HISPANIC	40	49%	39	97%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	334	48%
ASIAN	8	10%	6	75%	0	0%	0	0%	0	0%	0	0%	1	13%	1	13%	0	0%	79	11%
CAUCASIAN	26	32%	26	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	230	33%
TOTAL	81	100%	76	94%	1	1%	0	0%	0	0%	0	0%	1	1%	1	1%	2	2%	694	100%
FEMALE	9	11%	9	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	98	14%

**I. Medical Evaluation**

Group	Scheduled		No Results		Results Posted		DNMR*		Major Deferral		Minor Deferral		Pass		YTD Results Posted		YTD Pass	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	15	9%	1	7%	14	93%	0	0%	5	36%	0	0%	9	64%	109	9%	73	67%
HISPANIC	65	38%	10	15%	55	85%	0	0%	25	45%	8	15%	22	40%	431	36%	274	64%
ASIAN	19	11%	3	16%	16	84%	0	0%	6	38%	3	19%	7	44%	104	9%	76	73%
CAUCASIAN	73	42%	23	32%	50	68%	5	10%	16	32%	5	10%	24	48%	434	37%	294	68%
TOTAL	172	100%	37	22%	135	78%	5	4%	52	39%	16	12%	62	46%	1078	91%	717	67%
FEMALE	25	15%	7	28%	18	72%	0	0%	5	28%	2	11%	11	61%	187	16%	128	68%

\* Does Not Meet Minimum Requirements

**J. Psychological Interview**

Group	Scheduled		No Results		Results Posted		Def. Candidate		Def. Background		Fail		Pass		Appeared		YTD Results Posted		YTD Pass	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	4	3%	0	0%	4	100%	0	0%	1	25%	0	0%	0	0%	3	75%	72	9%	28	39%
HISPANIC	48	41%	2	4%	46	96%	3	7%	4	9%	3	7%	21	46%	15	33%	313	39%	188	60%
ASIAN	9	8%	0	0%	9	100%	0	0%	0	0%	2	22%	2	22%	5	56%	80	10%	43	54%
CAUCASIAN	57	48%	0	0%	57	100%	4	7%	4	7%	0	0%	22	39%	27	47%	326	40%	141	43%
TOTAL	118	100%	2	2%	116	98%	7	6%	9	8%	5	4%	45	39%	50	43%	791	98%	400	51%
FEMALE	18	15%	0	0%	18	100%	4	22%	0	0%	0	0%	7	39%	7	39%	155	19%	82	53%

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**K. Appeals with Recommendations (Ethnicity/Gender)**

Group	TOTAL	GMDQ*	Return to Process	Appeal Granted	WAIT	WDRW	Panel*	YTD Total
BLACK	11	0	1	0	0	8	2	147
HISPANIC	69	0	14	0	2	43	10	505
ASIAN	7	0	0	1	0	6	0	111
CAUCASIAN	37	0	2	0	1	31	3	345
TOTAL	124	0	17	1	3	88	15	1108
FEMALE	14	0	0	0	2	9	3	200

\* Background Appeals Review Panel

\*\* General Manager Disqualification

**L. Certified for May 02, 2005 Class (Count as of Run Date\*\*)**

Group	Total per Month		2004-2005 YTD		2003-2004 YTD		%Change
	#	%	#	%	#	%	
BLACK	5	7%	18	6%	37	8%	-51%
HISPANIC	33	49%	142	49%	178	39%	-20%
ASIAN	7	10%	25	9%	56	12%	-55%
CAUCASIAN	22	33%	104	36%	190	41%	-45%
TOTAL	67	100%	289	100%	461	100%	-37%
FEMALE	10	15%	47	16%	104	23%	-55%

**M. Appointed - May 02, 2005**

Group	Total per Month		2004-2005 YTD*		2003-2004 YTD		%Change
	#	%	#	%	#	%	
BLACK	4	9%	29	9%	26	9%	12%
HISPANIC	23	50%	153	47%	119	42%	29%
ASIAN	5	11%	37	11%	32	11%	16%
CAUCASIAN	14	30%	136	42%	103	37%	32%
TOTAL	46	100%	323	100%	280	100%	15%
FEMALE	8	17%	79	24%	72	26%	10%

\* The numbers appointed to the June 30 Academy class are now included in the 2003-2004 YTD totals

**N. Police Department Staffing**

Number of Sworn Officers	9,203
Number of Police Officer Vacancies (as of May 01, 2005)	38



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## A. Preliminary Background Questionnaire (PBQ) Reviewed

Group	Total	Issues	OK	Incomplete	YTD
Local	265	174	91	0	3,078
Expedited	0	0	0	0	24
Out of Town	65	38	27	0	691
Out of Area	0	0	0	0	0
Other	0	0	0	0	0
Total	330	212	118	0	3,793
Online PBQ	2,037	1,605	432	0	25,492

## B. Written Multiple-Choice Test

Group	Tested		Passed		Number Tested				YTD Passed	
	#	%	#	%	Last Month	YTD	Last YTD	%Change	#	%
BLACK	49	11%	19	39%	78	725	1,052	-31%	384	53%
HISPANIC	206	45%	74	36%	260	2,568	3,900	-34%	1,380	54%
ASIAN	47	10%	15	32%	64	550	699	-21%	405	74%
CAUCASIAN	155	34%	107	69%	194	1,741	2,450	-29%	1,444	83%
TOTAL	457	100%	215	47%	596	5,584	8,101	-31%	3,613	65%
FEMALE	77	17%	34	44%	111	1,041	1,643	-37%	591	57%

## C. Essay

Group	Tested		Passed		YTD Tested		YTD Passed	
	#	%	#	%	#	%	#	%
BLACK	22	9%	21	95%	397	10%	332	84%
HISPANIC	87	37%	79	91%	1484	39%	1267	85%
ASIAN	19	8%	17	89%	416	11%	362	87%
CAUCASIAN	108	46%	98	91%	1498	39%	1359	91%
TOTAL	236	100%	215	91%	3795	100%	3320	87%
FEMALE	35	15%	34	97%	600	16%	558	93%

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**D. Oral Interview \* (Includes OOA/Pocket)**

Group	Tested		Passed		YTD Tested		YTD Passed	
	#	%	#	%	#	%	#	%
BLACK	24	10%	23	96%	308	10%	295	96%
HISPANIC	88	38%	85	97%	1262	41%	1210	96%
ASIAN	23	10%	22	96%	346	11%	318	92%
CAUCASIAN	95	41%	91	96%	1162	38%	1127	97%
TOTAL	230	100%	221	96%	3078	100%	2950	96%
FEMALE	35	15%	34	97%	505	16%	483	96%

**\*OOA/Pocket (appearing for Interview)**

Group	Appeared	
	Month	YTD
BLACK	6	31
HISPANIC	15	75
ASIAN	4	21
CAUCASIAN	8	70
TOTAL	33	197
FEMALE	3	21

**E. Physical Abilities Test**

Group	Tested		Passed		YTD Tested		YTD Passed	
	#	%	#	%	#	%	#	%
BLACK	21	11%	15	71%	321	10%	270	84%
HISPANIC	68	36%	59	87%	1389	44%	1164	84%
ASIAN	27	14%	26	96%	322	10%	289	90%
CAUCASIAN	73	39%	65	89%	1119	36%	1013	91%
TOTAL	189	100%	165	87%	3151	100%	2736	87%
FEMALE	36	19%	16	44%	644	20%	286	44%

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**F. Background Investigation**

Group	Background Interviewed		Investigations In Progress		Investigations Completed		YTD Background Interviewed		YTD Investigations Completed	
	#	%	#	%	#	%	#	%	#	%
BLACK	23	9%	11		10		283	10%		149
HISPANIC	98	39%	50		58		1257	43%		656
ASIAN	37	15%	16		14		315	11%		153
CAUCASIAN	94	37%	51		41		1082	37%		513
TOTAL	252	100%	128		123		2937	100%		1,471
FEMALE	34	13%	20		16		439	15%		252

**G. Background Package Review**

Group	Staff Review		Passed		Total Disqualified		Follow Up		LMQ*		Concern		Packages Pending	YTD Staff Review		YTD Passed	
	#	%	#	%	#	%	#	%	#	%	#	%		#	%	#	%
BLACK	12	7%	1	8%	0	0%	2	17%	0	0%	9	75%	9	190	11%	32	17%
HISPANIC	74	45%	23	31%	0	0%	7	9%	0	0%	44	59%	36	775	44%	246	32%
ASIAN	21	13%	5	24%	0	0%	1	5%	0	0%	15	71%	9	188	11%	53	28%
CAUCASIAN	59	36%	18	31%	0	0%	6	10%	0	0%	35	59%	23	604	34%	184	30%
TOTAL	166	100%	47	28%	0	0%	16	10%	0	0%	103	62%	77	1757	100%	515	29%
FEMALE	20	12%	7	35%	0	0%	1	5%	0	0%	12	60%	8	316	18%	107	34%

\* Lacks Minimum Requirements

**H. Polygraph**

Group	Scheduled		Interrupt		No Shows		SID Review In Progress		Total Results Recy'd		Counter Measure		No Opinion		Fail		Pass		YTD Scheduled	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	24	7%	0	0%	3	13%	2	8%	19	79%	0	0%	3	16%	9	47%	7	37%	268	10%
HISPANIC	129	39%	5	4%	18	14%	8	6%	98	76%	4	4%	18	18%	49	50%	27	28%	1,146	41%
ASIAN	45	14%	2	4%	4	9%	2	4%	37	82%	0	0%	0	0%	20	54%	17	46%	305	11%
CAUCASIAN	131	40%	5	4%	21	16%	12	9%	93	71%	2	2%	10	11%	41	44%	40	43%	1,043	38%
TOTAL	329	100%	12	4%	46	14%	24	7%	247	75%	6	2%	31	13%	119	48%	91	37%	2,762	100%
FEMALE	46	14%	1	2%	8	17%	6	13%	31	67%	0	0%	2	6%	15	48%	14	45%	443	16%

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**Polygraph Review**

Group	Received		Pending		Admin OK		DQ		Wait		RTP-BID		RTP-SID		Protest Granted		Protest Denied		YTD Received	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	10	10%	9	90%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	61	8%
HISPANIC	45	45%	44	98%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	379	48%
ASIAN	9	9%	7	78%	1	11%	0	0%	0	0%	1	11%	0	0%	0	0%	0	0%	88	11%
CAUCASIAN	35	35%	35	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	265	33%
TOTAL	99	100%	95	96%	1	1%	0	0%	1	1%	1	1%	1	1%	0	0%	0	0%	793	100%
FEMALE	16	16%	14	88%	0	0%	0	0%	1	6%	0	0%	1	6%	0	0%	0	0%	114	14%

**I. Medical Evaluation**

Group	Scheduled		No Results		Results Posted		DNMR*		Major Deferral		Minor Deferral		Pass		YTD Results Posted		YTD Pass	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	8	6%	1	13%	7	88%	0	0%	2	29%	1	14%	4	57%	117	9%	79	68%
HISPANIC	54	39%	15	28%	39	72%	1	3%	18	46%	3	8%	17	44%	471	36%	298	63%
ASIAN	18	13%	3	17%	15	83%	1	7%	5	33%	3	20%	6	40%	118	9%	86	73%
CAUCASIAN	57	42%	10	18%	47	82%	3	6%	15	32%	6	13%	23	49%	493	37%	337	68%
TOTAL	137	100%	29	21%	108	79%	5	5%	40	37%	13	12%	50	46%	1199	91%	800	67%
FEMALE	22	16%	8	36%	14	64%	0	0%	7	50%	4	29%	3	21%	203	15%	134	66%

\* Does Not Meet Minimum Requirements

**J. Psychological Interview**

Group	Scheduled		No Results		Results Posted		Def. Candidate		Def. Background		Fail		Pass		Appeared		YTD Results Posted		YTD Pass	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BLACK	1	2%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%	73	9%	28	38%
HISPANIC	32	50%	0	0%	32	100%	1	3%	2	6%	2	6%	23	72%	3	9%	337	40%	211	63%
ASIAN	8	13%	0	0%	8	100%	0	0%	0	0%	0	0%	6	75%	2	25%	83	10%	48	58%
CAUCASIAN	23	36%	0	0%	23	100%	1	4%	1	4%	0	0%	13	57%	8	35%	344	40%	154	45%
TOTAL	64	100%	0	0%	64	100%	2	3%	3	5%	2	3%	42	66%	14	22%	837	98%	441	53%
FEMALE	10	16%	0	0%	10	100%	2	20%	0	0%	0	0%	7	70%	0	0%	164	19%	89	54%

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**K. Appeals with Recommendations (Ethnicity/Gender)**

Group	TOTAL	GMDO*	Return to Process	Appeal Granted	WAIT	WDRW	Panel*	YTD Total
BLACK	17	0	12	0	0	5	0	164
HISPANIC	59	0	27	1	0	28	3	564
ASIAN	16	0	5	0	0	11	0	127
CAUCASIAN	35	0	17	0	0	17	1	381
TOTAL	127	0	61	1	0	61	4	1236
FEMALE	18	0	13	0	0	4	1	218

\* Background Appeals Review Panel

\*\* General Manager Disqualification

**L. Certified for June 27, 2005 Class (Count as of Run Date\*\*)**

Group	Total per Month		2004-2005 YTD		2003-2004 YTD		%Change
	#	%	#	%	#	%	
BLACK	3	4%	21	6%	37	8%	-43%
HISPANIC	35	43%	177	48%	178	39%	-1%
ASIAN	6	7%	31	8%	56	12%	-45%
CAUCASIAN	38	46%	142	38%	190	41%	-25%
TOTAL	82	100%	371	100%	461	100%	-20%
FEMALE	14	17%	61	16%	104	23%	-41%

**M. Appointed - June 27, 2005**

Group	Total per Month		2004-2005 YTD*		2003-2004 YTD		%Change
	#	%	#	%	#	%	
BLACK	1	2%	30	8%	26	9%	15%
HISPANIC	30	52%	183	48%	119	42%	54%
ASIAN	1	2%	38	10%	32	11%	19%
CAUCASIAN	26	45%	130	34%	103	37%	26%
TOTAL	58	100%	381	100%	280	100%	36%
FEMALE	10	17%	89	23%	72	26%	24%

\* The numbers appointed to the June 30 Academy class are now included in the 2003-2004 YTD totals

**N. Police Department Staffing**

Number of Sworn Officers	9,210
Number of Police Officer Vacancies (as of June 24, 2005)	31