



To the Mayor and Members of the City Council

April 4, 2023

Page 1 of 3

SUBJECT: DIVERSITY OF QUALIFIED CANDIDATES FOR THE POLICE ACADEMY

The purpose of this Informal Report is to provide information about the diversity of qualified candidates for the police academy during the past three years. During this timeframe, the academy has conducted a total of seven classes: regular classes #148 through 153 and Lateral Entry Officer (LEO) class #7. The City Council has requested information about all candidates who passed required testing and met minimum qualifications as compared to those candidates who were graduated from the police academy.

148	Started 03/16/2020				Graduated 12/04/2020			
	Male		Female		Male		Female	
White	9	29%	3	10%	6	25%	3	12%
Black	3	10%	0	0%	3	12%	0	0%
Hispanic	10	32%	6	19%	8	33%	4	17%
Other	0	0%	0	0%	0	0%	0	0%
Totals	22	71%	9	29%	17	71%	7	29%
	Total Class Size			31	Total Class Size			24
Graduation Rate 77%								

149	Started 07/06/2020				Graduated 03/26/2021			
	Male		Female		Male		Female	
White	15	48%	3	10%	12	55%	2	9%
Black	3	10%	1	3%	1	5%	0	0%
Hispanic	3	10%	6	19%	2	9%	5	23%
Other	0	0%	0	0%	0	0%	0	0%
Totals:	21	68%	10	32%	15	68%	7	32%
	Total Class Size			31	Total Class Size			22
Graduation Rate 71%								

150	Started 03/22/2021				Graduated 12/17/2021			
	Male		Female		Male		Female	
White	16	29%	2	4%	14	31%	1	2%
Black	13	24%	0	0%	11	24%	0	0%
Hispanic	18	33%	6	11%	14	31%	5	11%
Other	0	0%	0	0%	0	0%	0	0%
Totals:	47	85%	8	15%	39	87%	6	13%
	Total Class Size			55	Total Class Size			45
Graduation Rate 82%								



To the Mayor and Members of the City Council

April 4, 2023

Page 2 of 3

SUBJECT: DIVERSITY OF QUALIFIED CANDIDATES FOR THE POLICE ACADEMY

151	Started 08/02/2021				Graduated 9/7/2022			
	Male		Female		Male		Female	
White	18	33%	5	9%	12	30%	4	10%
Black	2	4%	3	5%	1	2%	2	5%
Hispanic	16	29%	9	16%	11	28%	9	22%
Other	0	0%	0	0%	0	0%	0	0%
Multi	1	2%	1	2%	0	0%	1	2%
Totals:	37	67%	18	33%	24	60%	16	40%
	Total Class Size			55	Total Class Size			40
Graduation Rate 73%								

152	Started 01/03/2022				Graduated 9/23/2022			
	Male		Female		Male		Female	
White	13	20%	5	8%	10	26%	3	8%
Black	6	9%	2	3%	4	10%	1	3%
Hispanic	23	35%	10	15%	14	36%	6	15%
Other	2	3%	1	2%	1	3%	0	0%
Multi	2	3%	1	2%	0	0%	0	0%
Totals:	46	71%	19	29%	29	74%	10	26%
	Total Class Size			65	Total Class Size			39
Graduation Rate 60%								

153	Started 06/06/2022				Graduated 3/10/2023			
	Male		Female		Male		Female	
White	13	30%	3	7%	10	36%	2	7%
Black	2	5%	0	0%	0	0%	0	0%
Hispanic	18	41%	4	9%	12	43%	2	7%
Other	3	7%	0	0%	1	4%	0	0%
Multi	1	2%	0	0%	1	4%	0	0%
Totals:	37	84%	7	16%	24	86%	4	14%
	Total Class Size			44	Total Class Size			28
Graduation Rate 64%								

To the Mayor and Members of the City Council

April 4, 2023

Page 3 of 3



SUBJECT: DIVERSITY OF QUALIFIED CANDIDATES FOR THE POLICE ACADEMY

LEO 7	Started 08/26/2022				Graduated 1/13/2023			
	Male		Female		Male		Female	
White	14	54%	1	4%	14	58%	1	4%
Black	2	8%	1	4%	2	8%	0	0%
Hispanic	8	31%	0	0%	7	29%	0	0%
Other	0	0%	0	0%	0	0%	0	0%
Multi	0	0%	0	0%	0	0%	0	0%
Totals:	24	92%	2	8%	23	96%	1	4%
	Total Class Size			26	Total Class Size			24
Graduation Rate 92%								

For the aggregate of these seven classes, Blacks, Hispanics, and other minorities have represented 61 percent of all qualified candidates and 58 percent of all police academy graduates. While the overall graduation rate has been 72 percent, the graduation rate for qualified minority candidates has been 68 percent.

Physical fitness is the primary reason for applicants resigning in the first six weeks of the academy. During the exit interviews with the recruits, the overwhelming response to why they are resigning is that they did not properly prepare for the physical requirements of the academy. Prior to the police academy, recruits are given workout programs to get into shape. The main program they are given is the "Couch to 5K" protocols to follow. Additionally, there are opportunities for recruits, prior to the start of the police academy, to workout with the staff and familiarize themselves with the expectations.

Academics usually starts to affect our recruits when they reach the more difficult courses such as Penal Code, Arrest Search and Seizure, and the Code of Criminal Procedure. Each recruit is allowed four test failures throughout the police academy. However, they are removed if they cannot pass the retest of the failed section of material. When recruits are struggling with academics, they are encouraged to get into study groups. Additionally, the staff is willing to give extra tutorials outside of the normal schedule to help.

Lastly, there are times when recruits enter the police academy setting and realize that this is not what they expected, or it is not a career for them. This usually occurs within the first week. Our overall goal for each class is to graduate as many recruits as possible while maintaining a consistent standard.

If you have any questions concerning this information, please contact Executive Assistant Chief Robert Alldredge at 817-392-4131 or robert.alldredge@fortworthtexas.gov.

David Cooke
City Manager