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**POLICE DEPARTMENT**

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**To:** Councilmember Angela Whitfield-Calloway  
**Through:** Council President Mary Sheffield  
**From:** James E. White, Chief of Police, Detroit Police Department  
**Date:** April 05, 2023  
**Re:** **Responses to 2023-2024 Budget Analysis**

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Please find below responses to your questions sent on March 20, 2023, regarding the proposed Fiscal Year 2024 Proposed Budget for the Detroit Police Department.

- 1. In 2022, the Detroit Police Department requested a contract with ShotSpotter. The original request had funding through the American Rescue Plan Act (ARPA) in the amount of \$7.5 Million but later the funding source was changed to general funds coming from the Detroit Police Department budget. How was the Detroit Police Department able to fund this amount through its general funds budget? How will the Detroit Police Department fund ShotSpotter in the budget starting on July 1, 2023?**

The Police Department will fund ShotSpotter with \$1.75 million from its General Fund budget in FY24.

- 2. The Detroit Police Department has approximately 388 vacancies. Even if the Detroit Police Department made major advancements in recruiting, training and hiring, there will still be approximately 200 vacant positions throughout the budget year. Why should the Detroit Police Department carry these vacancies throughout the next budget year while there are other priorities that could better use the funds incumbered by these vacant positions?**

The vacancies reflect openings that need to be filled for the DPD to reach full capacity that will help ensure public safety. While the DPD, like other agencies, has experienced recruiting challenges, the approval of the most recent contracts has made the DPD far more competitive.

The FY 2024 Proposed budget already includes \$14.9 million in turnover savings from DPD, corresponding to salary and benefits for 210 unfilled FTEs.

- 3. What is the full cost per entry level police officer? Would \$100,000 per officer be a rough cost figure?**

An entry-level Police Officer that completes academy training will start at a salary of \$55,120 in FY24. The full cost for an entry level Police Officer with fringe is \$71,375.



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- 4. What is the authority for the Detroit Police Department to automatically use the surplus created by the large number of vacancies to fund over-time for police officers? If City Council prohibited this automatic authorization of over-time, what would be the effect on the Detroit Police Department services?**

Historically, a large portion of the money for budgeted vacant positions in DPD has been ultimately used for overtime. The understaffing of the department results in increased overtime for existing personnel, and overtime is necessary to maintain existing service levels. The full DPD personnel budget is needed to maintain existing levels of service; in FY22, despite vacancies, DPD spent its full personnel budget because of overtime spending for existing personnel. The long-term expectation with the new labor agreement is to reduce vacancies, and in turn reduce the overtime need.

- 5. If City Council eliminated 200 officer positions in the budget starting July 1, 2023, and used the freed funds to allow for a 1 Mill decrease in property taxes (a \$7.5 Million reduction in revenue) what would be the effect on Detroit Police Department services since there is little possibility of these positions being filled?**

The vacancies reflect openings that need to be filled for the DPD to reach full capacity that will help ensure public safety. When vacancies remain unfilled, the DPD must use overtime to ensure minimal staffing levels are met. Therefore, eliminating funding for vacant positions will impact current service levels. The long-term expectation from the recent labor contract is to fill vacant positions.

The FY 2024 Proposed Budget already includes \$14.9 million in turnover savings from DPD, corresponding to 210 unfilled FTEs. These savings, and the Overtime associated with vacancies, are phased out over the course of the 4-year financial plan.

- 6. Why is the Detroit Police Department allowed to budget for positions that are clearly not being filled in the budget year? For the fiscal year ending on June 30, 2022, what was the number of vacancies and what was the dollar amount unspent due to the vacancies?**

The vacancies reflect openings that need to be filled for the DPD to reach full capacity that will help ensure public safety. The vacancies are left open so that the DPD may continue its recruiting efforts to fill its vacancies. With the approval of the most recent contract, the DPD is much more competitive. As of February 7, 2022, the DPD had (369) total vacancies.



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Police spent their full personnel budget in FY22, even with its vacancies. The department was understaffed, resulting in increased overtime for existing personnel. The increased wages from the labor contract are expected to allow the department to fill the vacancies and rely less on OT over the four-year period.

**7. What training is offered to police officers concerning general driving techniques? Would this be a prudent risk management tool?**

All members of the DPD undergo precision driving as part of the DPD's basic training curriculum. Remedial driving classes are provided to members that show problematic trends. Members involved in at-fault accidents are also subject to discipline.

Should you have any additional questions or concerns please feel free to contact our Agency Chief Financial Officer, Nevrus Nazarko, of the Office of Departmental Financial Services at (313) 596-5494, Monday through Friday, 9:00 a.m. until 5:00 p.m.

Sincerely,

**JAMES E. WHITE**  
Chief of Police

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