



POLICE DEPARTMENT

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To: Council President Mary Sheffield
From: James White, Chief of Police, Detroit Police Department
Date: April 05, 2023
Re: **Responses to 2023-2024 Budget Analysis**

Please find below responses to your questions sent on March 19, 2023, regarding the proposed Fiscal Year 2024 Proposed Budget for the Detroit Police Department.

- 1. According to the proposed budget under Metrics and Data, the number of officers trained in crisis intervention is 210. How much funding of the department's overall budget is dedicated to crisis intervention? What is the goal in terms of the number of officers trained in crisis intervention and what are the barriers to reaching that goal? Is there a need and are there plans to expand the crisis intervention program.**

The Department's goal was to train 20% of each precinct's patrol staffing. The Department has exceeded this goal. However, the Department must continue to train its members to maintain this 20% level.

The Department is considering expanding the crisis intervention program to include other city departments, private partnerships, and the community. This is still in the planning stages of this endeavor.

Funding for crisis intervention training is not a detailed item in the FY24 request. The department has training funds that can be used to provide the training. ARPA funds will also be used for the training.

- 2. Every year the Police Department does not meet its level of FTE positions that are in the proposed budget. The proposed budget shows budgeted levels at 389 FTE positions over the actual level and the department only had 188 new hire this year. What efforts are being made to either increase the number of new hires or more accurately project the level of FTE positions in the budget? What attempts are made to survey retirement eligible officers and employees to more accurately project the staffing levels and needs? How much of the recent FY 22-23 budget surplus was attributed to unfilled positions in the Police Department's budget?**

The Department has implemented several initiatives to augment its recruiting. These efforts have included:



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- Partnering with military services (e.g., Army National Guard, Air National Guard, and veteran organizations).
- Partnerships with other organizations (e.g., Detroit At Work, Job Corps, and College Institutions).
- “Call-back” protocols.
- Reinstatement programs.

Furthermore, the recently approved labor contracts make DPD compensation far more competitive with neighboring jurisdictions. The long-term expectation is to fill the vacant positions with a combination of recruiting initiatives and more competitive wages from the recent labor contracts.

While not necessarily a means of predicting attrition, the DPD tracks the seniority of its employees. The DPD does not currently utilize surveys to predict future retirements.

Since data from FY23 is not yet finalized, projected FY23 surpluses are to be determined. The expectation is that any remaining balance in the DPD would be attributable to personnel underspending from continued filling of vacancies. There are no anticipated non-personnel surpluses.

- 3. Acquisition and expansion of Shotspotter technology was contention last year. Since expanding the use of the technology, what has been the effect on gun violence and the department’s rate of solving cases involving shootings? What metrics does the department plan to use to assess the efficacy of the technology and whether the resources could be deployed in other ways that could potentially have a greater impact on reducing gun violence?**

The DPD’s expansion of Shotspotter technology throughout the city is still taking place. Full implementation is expected to take place by June 2023. More time is needed to properly evaluate the impact Shotspotter has had on the crime trends in the areas where it has been implemented.

To gauge the success of Shotspotter, the DPD will measure the number of shots fired events, including but not limited to shootings and non-fatal shootings, over time.

- 4. Nearly 80% of the funding budgeted for Criminal Code Enforcement goes to Narcotics Enforcement and Homicide. Both areas have serious implications on the vibrancy and sustainability of the City. How does this level of funding in these two areas compare with other major cities especially those cities who have been able to reduce drug related crimes and homicides?**



What innovative ways is the department working to reduce drug related crimes and homicides to alleviate the budgetary pressures being caused by these criminal elements in Detroit?

The DPD will conduct a study to determine what other major cities may have done to successfully reduce drug-related crimes and homicides and the corresponding funding allocations. The Department is increasing the number of personnel assigned to its Major Violators. The DPD is also adding attorney resources to the Homicide Unit to add additional support.

- 5. Recruitment and retention of officers continues to be an issue for the department which was part of the decision to provide recent bonuses and raises for officers. What has been the impact of the raises and bonuses on staffing levels and retention? How does the department now compare with other nearby departments? What other innovative ways does the department engage with officer to boost morale and retain and recruit officers?**

The impact of the raises and bonus is that DPD is now competitive with other law enforcement agencies. The new contracts with the police unions were approved by City Council on November 9, 2022.

The average number of separations for the period of February 2022 thru October 2022 was 28.4 separations. Following announcement of the ratification of the contracts, the separation numbers from November 2022 to February 2023 have fallen to a monthly average of 13.0. For March 2023, we had eight (8) separations. It should be noted that so far in March 2023, only one (1) officer resigned to go to another Department.

Significantly, the number of separations going to other Departments from February 2022 to October 2022 averaged 14.6 officers. This average has fallen to an average of four (4) officers lost to other Departments since November 2022 to February 2023.

Additionally, since the contract was ratified, (61) former DPD sworn officers submitted applications to be reinstated. (25) sworn members have been approved. Another (20) are in the pipeline for processing.



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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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