



## POLICE DEPARTMENT

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**To:** David Whitaker, Director-Legislative Policy Division  
**From:** James White, Chief of Police-Detroit Police Department  
**Date:** April 6, 2023  
**Re:** **Responses to 2023-2024 Budget Analysis**

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Please find below responses to your questions sent on March 16, 2023, regarding the proposed Fiscal Year 2024 Proposed Budget for the Detroit Police Department.

- 1. Please briefly explain the Police Department's new expense initiatives, new capital funding requests, operational reform and savings proposals, and new revenue initiatives/proposals to be implemented in FY 2024. Please provide which appropriation/cost center the new initiative/proposal is impacting in FY 2024.**

DPD is proposing approximately \$2.5 million to replace its current model of tasers. The replacement is necessary because the current model, purchased in 2018, will soon become obsolete. The FY24 Mayor's Proposed Budget also includes about \$22 million in additional funding to DPD for the cost of the new labor contract approved by City Council in November 2022 that provides an increase in salaries for police officers. Finally, the budget proposes \$141,400 in DPD's budget for marketing for police recruitment.

There are no new revenue initiatives / proposals to be implemented in FY 2024.

- 2. The Budget Summary shows 389 vacancies in the Police Department as of February 10, 2024. How many vacancies did the Police Department have as of February 28, 2023? Please briefly describe the attrition issues and the difficulty of filling the vacancies. Also, please briefly explain the Department's strategy to fill vacant positions.**

As of February 7, 2022, DPD had (369) total vacancies. As of February 27, 2023, DPD had (429) total vacancies with the following breakdown. The number of vacancies increased because in 2022, DPD experienced (326) sworn separations, and (153) of the (326) members separated and went other law enforcement agencies. In 2022, (204) civilians separated. In 2023 (40) civilians have separated.

In 2022, the Detroit Police Department saw a decline in Sworn Recruiting for some of the following reasons: (1) the negative light of defunding the police about Police Officers and Police Departments in general; (2) the Wages and Benefits that the Detroit Police Department (DPD) provided were much lower than those of our nearest competitors. Over the past few years, DPD has faced major officer attrition and retention challenges; (3) DPD pay versus pay offered at competing law enforcement agencies.



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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 has 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 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.

DPD is currently implementing several strategies to fill our civilian and sworn vacant positions. In 2023, DPD's goal is to recruit Detroiters (first, then Metro area) who are interested in law enforcement career opportunities. DPD will target high school graduates, veterans, and jobseekers. Our recruiting campaign will consist of ads on outdoor billboards, social media, cable, radio, and newspapers. DPD also has a partnership with many local colleges and universities, such as Wayne County Community College, Eastern Michigan University, Wayne State University, a host of other colleges and Historical Black Colleges, and others. DPD will be visiting church congregations, high schools, vocational schools, and recreation centers. DPD has partnered with Detroit at Work and will be conducting quarterly DPD career fairs.

**3. How many classes are being conducted in FY 2023 to hire more police officers. Please provide the scheduled number of classes in FY 2024.**

DPD has held five classes between July 2022 to current. DPD projects that it will hold an additional four classes before the end of the current fiscal year.

While only a projection, DPD anticipates that it will hold 12 classes in FY 2024.

**4. Does the Police Department feel the increase in police officer pay City Council approved in November 2022 is starting to improve the retention and recruitment of police officers to the City of Detroit?**

Yes, the Police Department firmly believes that the recent pay increases have helped improve retention and recruitment. This conclusion is supported by the number of reinstatements the Department has been experiencing.



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- 5. The overall Mayor's FY 2024 Police Department appropriations total \$388.8 million, and increase of \$22 million from the 366.8 million in the FY 2023 adopted budget. Please explain.**

The contractually approved wage and benefit increases for uniform police officers, as negotiated through the new labor contract, account for the increase.

The budget assumes approximately \$14.9 million in turnover savings for positions that will not be filled during FY24; instead, services will be sustained through overtime. The four-year plan gradually phases out these vacancy savings over time as the department fills positions and relies less on overtime. Thus, any additional cuts would mean reducing police officers and public safety services.

- 6. The number of Police Department positions decreased by 8 from the 3,448 positions in FY 2023 to 3,440 in FY 2024. Please provide any important position changes that should be highlighted.**

There has been a net increase of three (3) civilian positions and a net decrease of eleven (11) uniform positions. Civilian position changes include additional HR positions necessitated by the department's migration to UltiPro through the reallocation of vacant positions. Uniform position changes include the reallocation of vacant Police Assistant positions to provide needed functional support.

- 7. The mayor's recommended General Fund Police Department FY 2024 appropriation for police (uniform) officers' salaries total \$200.3 million and is \$23 million more than the FY 2023 adopted budget of \$177.3 million. Salaries for civilians total \$34.9 million for FY 2024 or \$3.9 million more than the \$31.0 million for FY 2023. Overtime for police officers total \$37.5 million for FY 2024 or \$1.4 million less than the \$38.9 million for FY 2023. Questions:**

- a. Please explain why police office salaries increasing in FY 2024 besides the reason of increase in pay approved by City Council in November 2022.**

The contractually approved wage increases are the source of the increase in uniform salaries.

**Why did the civilian salaries increase for FY 2024?**

The recommendation includes salary changes because of approved MOUs. Most notably, the consolidation of all of the Crime Analyst positions into two (2) titles. There are 42 positions reallocated into the higher salary positions.



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**8. Please explain why uniform police officers' overtime decrease in the Mayor's FY 2024 recommendation.**

It is expected that the new police officer contracts will lead to a decrease in attrition and boost recruitment efforts, thereby reducing the use of overtime.

**9. Please describe any significant new grants and the benefits that they will provide for FY 2024.**

There is one grant scheduled to start in FY24. Body-Worn cameras (BWCs) Earmark (Active dates: 07/01/23-12/31/24; Award amount: \$1,000,000.00), which is a federal Earmark to support expansion of BWC program. The purpose of the original program is to fund the purchase of body-worn cameras (BWCs) that are implemented as part of comprehensive BWC programs implemented in publicly funded law enforcement agencies (LEAs) or correctional agencies that perform law enforcement functions.

**10. How many uniform police positions are funded by grants in the fiscal year 2023 budget? How many uniform police positions are funded by grants in the fiscal year 2024 budget?**

There are 26 uniform police positions funded by grants in both fiscal year 2023 budget and 2024 budget.

**11. What are the Police Department's major capital needs for FY 2024?**

While the DPD has needs with respect to capital improvements, the DPD has prioritized the procurement of its next generation of tasers.

**12. Please list the equipment and capital to be acquired with the FY 2024 budget.**

The FY24 Budget proposes \$2,550,000 in capital funding for the new model of tasers. The old taser model, purchased by the department in 2018, will soon become obsolete.

**13. Please provide the Police Department's actual amount of litigation expenses in FY 2022, and the projected amount of litigation expenses in FY 2023 and FY 2024. What are the department's risk mitigation strategies to minimize lawsuits?**



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According to the OCFO, actual Risk Management Fund expenses for Police Department related claims totaled \$12,866,836 in FY22. The FY23 YTD claims expense through February 2023 is \$27,209,721. We cannot comment on projected expenses as it relates to pending litigation and must refer you to the Law Department. DPD's risk mitigation strategies include utilizing technology and employee data to identify certain trends that may warrant supervisory intervention, additional training opportunities, and supervision.

- 14. B37-13: In Appropriation 25370 Criminal Code Enforcement: Please explain why Narcotics Enforcement Section (cost center 370440) increases by \$21 million in FY 2024. Please explain why Records and Identification (cost center 370568) decreases by \$11.5 million in FY 2024.**

Cost Center (CC) 370440 Narcotics Enforcement Section increase by \$21M in FY24 due to 236 positions both uniform and civilian transferring from various cost centers throughout the department. Specifically, 107 Detectives (from various CC) 49 Police Officers (from various CC), and 24 Forensic Technician positions from CC 370500-Major Crimes. The change in the in positions among various cost centers was the result of a recent effort to reconcile its budget against the actual day-to-day deployment of personnel.

- 15. B37-14: In Appropriation 29370, Police Department Administration: Please explain why Police Human Resources (cost center 370140) increases by \$12.4 million in FY 2024.**

Cost Center (CC) 370140 Police Human Resources increases by 34 positions (\$3.2M) in FY24 due to 34 uniform positions transferred from other cost centers to CC 370140. It also increased \$8.5M with the addition of uniform longevity and uniform allowance. The change in the in positions among various cost centers was the result of a recent effort to reconcile its budget against the actual day-to-day deployment of personnel.

- 16. B37-15: In Appropriation 29371 Policing Services Infrastructure: Please explain why Office of the Asst Chief-Administration (cost center 372290) decreases \$9.3 million in the FY 2024.**

There were 120 positions transferred from CC 372290 to other cost centers throughout the department. Specifically, 79 Crime Analysts and 11 Virtual Patrol Manager positions moved to CC 372005 for FY24. The change in the in positions among various cost centers was the result of a recent effort to reconcile its budget against the actual day-to-day deployment of personnel.





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**17. Please provide the Police Department's reorganization chart for FY 2024, if available.**

While the DPD's organizational chart is subject to change, the attached chart represents the current organizational chart as of the date of this letter.

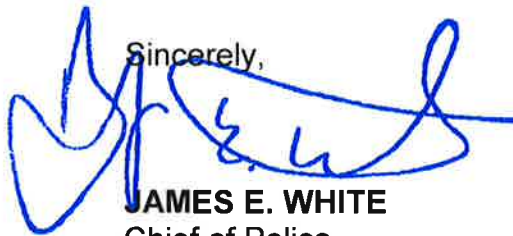
**18. B37-12: Please explain why Police General Fund Sales & Charges for Services revenue increases by \$1.3 million in FY 2024.**

The Budget Office approved this revenue in the February 2023 Revenue Estimating Conference. The Budget Office assumed this revenue to be ongoing based on November 2022 YTD activity, with a conservative expectation of 55% of FY22 activity going forward.

**19. B37-12: Please explain why Police General Fund Taxes, Assessments & Interest increases by \$20.7 million FY 2024.**

The increase is driven by an upward revision in the income tax forecast due to higher than expected FY22 actuals and the utility users tax forecast due to persistently high natural gas prices as determined in the February 2023 Revenue Conference.

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

JEC/nn

# Detroit Police Department Organizational Chart

