



Board of Police Commissioners



CHARTER-MANDATED

ANNUAL REPORT

2023



Detroit residents created the Board of Police Commissioners to oversee the Police Department through a voter-approved new City Charter that took effect in 1974.

The Detroit Board of Police Commissioners is a member of the National Association for Civilian Oversight of Law Enforcement.

Published Fall 2024

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Each annual report is published and available at the www.detroitmi.gov/BOPC.

For the Public:

2023 REPORT OVERVIEW

In 2023, Detroit reported its lowest number of homicides since 1966.

The Detroit Police Department reported 252 criminal homicides, 57 fewer compared to 309 in 2022 for about an 18% decrease.

Detroit's murder rate per capita is significantly different with 252 homicides spread across today's population of 621,000 residents compared to 1966's 1.5 million.

National trends and comparisons for 2023 were not directly comparable to past years because New York and several other large cities did not share crime data with the FBI, which has provided uniform crime statistics since 1930.

The City also saw a record number of complaints filed about non-criminal violations of Police Department policies, procedures, or standards. Total annual complaints – 1,743 – rose 38% and exceeded complaints filed in the years under the federal consent decree. Because complaints often contain more than one allegation, the record number of complaints contained a record number of allegations.

The Budget for the Police Department increased due to contracted pay raises, which contributed to a nearly \$57 million increase from \$367 million in Fiscal Year 22-23 to \$424 million in FY 23-24.

The Police Department recommended 14 suspensions without pay, formally called Administrative Leave Without Pay but with Medical Benefits, for Board consideration. Police Commissioners voted to approve 11. As part of annual attrition, DPD reported eight officers who resigned under charges, one retirement under charges, and six dismissals.

While union contracts establish criteria for promotions to most ranks and enforce promotions through arbitration, the Chief of Police is still required to submit promotions to the Board for approval. A majority of Board members voted to approve all promotions in 2023. Separately, the Board accepted all of the appointments made by the Chief to his executive team for ranks of captain, commander, deputy chief and assistant chief.

The Board posted all DPD policy directives on its website for expanded public information and transparency. Police Commissioners, BOPC staff, and the public continued to review proposed policy updates or new policies through the Policy Committee and the weekly Board meeting. Some policies reviewed in 2023 included facial recognition and gunshot detection or ShotSpotter. The Board also acted on the first Police Department request under the new Community Input Over Government Surveillance ordinance, which involved expanding the number of license plate readers.

Members of the 2023 Board of Police Commissioners By District



**Bryan
FERGUSON
D1***



**Tamara Liberty
SMITH
D1***



**Linda
BERNARD
D2**



**Cedric
BANKS
D3**



**Willie E.
BELL
D4**



**Willie E.
BURTON
D5**



**Lisa
CARTER
D6**



**Ricardo
MOORE
D7**

2023 BOPC Officers

JANUARY-JUNE

Bryan Ferguson, *Chair*
Annie Holt, *Vice Chair*

JULY-DECEMBER

QuanTez Pressley, *Chair*
Rev. Jim Holley, *Vice Chair*

APPOINTED AT-LARGE



**Rory
GAMBLE****



**Jesus
HERNANDEZ**



**Rev. Jim
HOLLEY**



**Annie
HOLT****



**QuanTez
PRESSLEY**

* Includes an appointment to fill a vacancy from a resignation by an elected commissioner

** Represents appointments based on term expirations

Charter Mandates

BOPC MISSION

The Board of Police Commissioners has supervisory control and oversight of the Police Department as set forth in this Chapter. The Board of Police Commissioners is composed of 11 members, seven of whom shall be elected from each non at-large district. Four (4) members of the Board shall be appointed by the Mayor, subject to the approval of the City Council. However, if the City Council does not disapprove an appointment within thirty (30) days, an appointment is confirmed. Appointed members shall serve a term of five (5) years, and not more than one (1) member's term expires each year. The Mayor shall not remove appointed members of the Board except for cause. Vacancies in positions held by appointed members shall be filled by the Mayor for the unexpired term, in the same manner as the initial appointment. All members of the Board must be residents of the City.

The Board shall elect a chairperson annually. A member of the Board may not serve consecutive terms as chairman, nor may an appointed person

serve more than five (5) years consecutively as a member of the Board. The Board shall meet at the call of its chairperson, but shall meet at least once each week and may recess during Thanksgiving, Christmas and New Year holidays. All meetings shall be held in accordance with the Michigan Open Meetings Act. No appointed member of the Board shall have been an employee or elective or appointive officer of the city within three (3) years prior to appointment or while serving as a member of the Board. Unless required by state law, elected members shall not be entitled to salaries, retirement benefits, health benefits or other fringe benefits. Appointed members, and elected members not entitled to compensation by state law, may receive by ordinance reimbursement for parking, mileage and other reasonable expenses. All appointed Commissioners serving at the time of the effective date of this Charter shall continue in their office until their term expires or office becomes vacant.

Sec. 7-803. Duties of the Board of Police Commissioners.

The Board shall:

1. In consultation with the Chief of Police, and with the approval of the Mayor establish policies, rules and regulations;
2. Review and approve the departmental budget before its submission to the Mayor;
3. Receive and resolve, as provided in this chapter, any complaint concerning the operation of the Police Department and forward all allegations of criminality to the appropriate internal or external law enforcement agency for further investigation;

4. Act as final authority in imposing or reviewing discipline of employees of the department;
5. Make an annual report to the Mayor, the City Council, and the public of the department's activities during the previous year, including the handling of crime and complaints, and of future plans.

The Board may subpoena witnesses, administer oaths, take testimony, and require the production of evidence. To

enforce a subpoena or order for production of evidence or to impose any penalty prescribed for failure to obey a subpoena or order, the Board shall apply to the appropriate court. The Board may delegate in writing to a member of its staff the powers to administer oaths and take testimony. A delegation is revocable at the will of the Board and does not prevent exercise of any power by the Board.

MISSION STATEMENT

Increase public confidence and trust in the Police Department by providing competent, objective, and effective civilian oversight.



**CHIEF
JAMES E. WHITE**
became Detroit's
43rd police chief
in June 2021.



Detroit Public Safety Headquarters, 1301 Third Street, houses DPD and BOPC administrative offices

Key Actions

JANUARY

- **Approved:** “that the Board of Police Commissioners approve all Citizens’ Complaints filed where Body Worn Camera (BWC) footage is not provide will be administratively closed as sustained when no BWC is provided.”
- Special Presentation by CEO Eric Doeh of Detroit-Wayne Integrated Health Network about the mental health system and services available to Detroit and Wayne County residents. The Board requested the presentation due to increases in 911 calls and police responses related to people in a mental health or emotional crisis.
- Accepted recommendation for Suspension Without Pay* for Police Officer Julio Sinawi, Badge 4584, of 12th Precinct.

FEBRUARY

- Approved the \$423 million DPD budget for transmittal to the Mayor.

MARCH

■ DPD Promotions

Accepted Chief’s recommendations for executive appointments of Lt. Philip Rodriguez Jr. to rank of Captain and Captain Shelly Holderbaum to rank of Commander.

Accepted Chief’s recommendations for promotion to the rank of Lieutenant for Sergeants Timothy M. Barr, Michael Moreland, Adam N. Smith, Myron P. Watkins, and Ransom C. Williams.

Accepted Chief’s recommendations for promotion to the rank of Sergeant for Police Officers Gwendolyn C. Aikens, Donald G. Bussa, Amir J. Clemons, Brian R. Gadwell, Alexander C. Gunther, Patrick F. Mifsud, Jeremy Robson, and Jeb. S. Rutledge and for Detectives Marlon L. Binion, Shamar B. Carey, Terrence M. Flanders, Shuma Goins, Jovance Peek, and Lemuel R. Sims.

- Approved the \$4.4 million BOPC FY 23-24. The BOPC Budget is located in the Non-Departmental agency budget, which contains all general fund activities not specific to any department.
- Appointed Board Secretary Victoria Shaw and Chief Investigator Jerome Warfield.

APRIL

- Police Commissioners gave the public an overview of a private DPD briefing on an officer-involved fatal shooting of Hakim Littleton at San Juan and McNichols on March 31, 2023.

MAY

- Police Commissioners gave a public overview of a private DPD debriefing on two 2022 incidents of Officer-Involved shootings. One related to a group brawl in Greektown (where the Prosecutor issued no warrants against officers and DPD found no policy violations). The other related to the fatal shooting of Porter Burks during mental health crisis, with the a decision still pending by the Prosecutor and calls to get full video released.

*Suspensions without pay are sent to the Board as administrative leave with pay but with medical benefits.

- **No Action** on request for Suspension Without Pay* for Police Officer Dayna Sears, Badge 4171, of the 2nd Precinct.
- **Held Public Hearing on the Department's specification report for License Plate Readers.** Required under the 2021 ordinance *Community Input Over Government Surveillance (CIOGS)*, the specification report covered the citywide expansion of locations and purpose for use of license plate reader technology and cameras.
- **Accepted** recommendation for promotion of Captain Aric Tosqui to Commander.
- **Adopted** the CIOGS report for expanding locations and use of license plate readers.

JUNE

- **No action** on request for Suspension Without Pay* for PO Briana Cabano, Badge 2806, of 2nd Precinct.

JULY

- **Public Hearings** on Officer Involved Shooting Investigations and Gunshot Detection (ShotSpotter) policy directives.

AUGUST

- **Approved** recommendations for promotions Commander Melissa Gardner to rank of Deputy Chief, Captain Dietrich Lever to rank of Commander, Lieutenant Scott Hall to rank of Captain.
- **Accepted** request for Suspension Without Pay* for Police Officer David Apperson, Badge 230, assigned to Third Precinct and for Amy Szarafinski, Badge 4282, of Tactical Operations.
- **Approved** recommendations for promotion to the rank of Lieutenant for Sergeants Gayle

Bowden, Andre Brooks, Paul Brown, Phillip Curtis, Sedrick Dunbar, Shaun Dunning, Jon Gardner, Terica Holston, Damion Manning, Nathan Miller, Erik Peterson, Justin Sampson, Kelly Slaughter, Stephanie Smith, and James Wiencek.

- **Approved** the recommendations for promotion to the rank of Sergeant for Corporals Ladawn Russell, Eriberto Torres, William Vintevoghel, and Alyssa Vogel; Detective Sandra Whitfield; and Police Officers Ellen Brow, Fabio Buscemi, Joseph Ceravolo, Marty Dara, Edward Davis, Christopher Dodd, Danielle Glass, David Gonzalez, Jordon Levy, Jason Lord, Ricky Mathis, Rhonda Moore, Nicholas Mose, Nicholas Reno, Mahera Richardson, Jacob Schmidt, Michael Scott, Mickayla Staten, Rhonda White, Timothy Oravetz, Alex Smalley, Andrea Kricak, Heather Fitzpatrick, David Soli, and Ryan Pajakowski.
- **Approved** the recommendations for promotions to the rank of Detective for Eric Brown, Gregory Bentley, Kimberly Cochran, Reginald Dyas, Kimberly Serner, Joshua Davis, Hayley Genaw, Edward Pawlowski, Orlando Harper, Whitney Willis, Alexis Campbell, Danielle Noyse, Halle Mackson, Julian Shanti, Melinda Cook.

SEPTEMBER

- **Presentation:** ShotStoppers Community Violence Interruption Program, an initiative of the Duggan Administration. The Department later cited the program's impact in 2023 crime reductions.
- **Did not approve** recommendation for Suspension Without Pay* for Corporal Melanie Armstrong, Badge 326, assigned to Special Victims Unit.

- **Postponed** recommendation for Suspension Without Pay* for Rakan Hamawi, Badge 2102, assigned to Downtown Services/Third Precinct and for Police Officer Javier Smith, Badge 5009, assigned to Downtown Services/Third Precinct.
- **Did not approve** recommendation for Suspension Without Pay* for Jajuan Sandifer, Badge 1129, assigned to Tenth Precinct.

OCTOBER

- **Approved** recommendations for Suspension Without Pay* for Police Officer Jawan Brown, Badge 563, and for Police Officer Javier Smith, Badge 5009, both assigned to Downtown Services/Third Precinct.
- **Approved** a motion to create a web site location and post Detroit police video in the fatal police encounter with Porter Burks.
- **Accepted** Chief's recommendation for executive appointment to the rank of Deputy Chief for Commanders Jacqueline Pritchett and Arnold Williams.
- **Adopted** the BOPC FY 24-25 budget of \$4,990,356 for submission to the Mayor.

NOVEMBER

- **Adopted** recommendation for Suspension Without Pay* for Sergeant Terrence Sims, Badge S-113, assigned to 2nd Precinct.
- The Board moved its regular Thursday meeting on November 16th to Friday November 17th for police commissioners and staff attending the annual conference for the National Association for Civilian Oversight of Law Enforcement (NACOLE). The Detroit Board of Police Commissioners is one of few boards to meet each week.

DECEMBER

- **Accepted** the recommendation for Suspension Without Pay* for Police Officer Darrell Partow, Badge 1535, assigned to the Abandoned Vehicle Taskforce.
- **Accepted** the recommendation for Suspension Without Pay* for Police Officer Jon Talbert, Badge 560, assigned out to Fleet Management from Major Violators.
- **Accepted** Chief's recommendations for appointments of the rank of Commander for Captains Jevon Johnson and Lawrence Purifoy and of the rank of Captain for Lieutenant Nathan Duda.
- **Adopted** recommendations for promotions to the rank of Lieutenant for Sergeants Trevis Anderson, Jeffrey Banks, Patricia Duncan, Timothy Jones, and Terrence Washington.
- **Adopted** recommendation for promotions to the rank of Sergeant for Detectives Orlando Harper, Alen Ibrahimovic, and Douglas Williams; Corporal Elizabeth Mellas, and Police Officers Lilybeth Castillo-Alejo, KiJuan Anderson, David Hornshaw, Asha Hutchins, Nathaniel McIntire, and Ricardo Sanchez.
- **Adopted** recommendations for promotions to the rank of Detective for LaTasha Adams, Lauren Adams, Hadiyah Aboubaker, Holly Beverly, Garrett Buffington, Cameron Burks, William Faber, Eugene Fielder, Brenda Hernandez, Blake Navarre, Michael Sears, Mickayla Staten, Lariah Stevens, Heather Thomas, and Terrence Warner.
- **Approved** Policy Directives Gunshot Detection 307.8 and Officer-Involved Shooter Investigation 205.11.

DPD Budget

	FY 22-23	FY 23-24
GENERAL FUND REVENUE	\$64,948,167	\$71,565,493
SPECIAL REVENUE	\$ 7,479,908	\$ 7,617,000
NARCOTICS FORFEITURE REVENUE	\$ 1,187,719	\$ 1,211,000
GRANT REVENUE	\$ 6,406,662	\$ 6,583,628
TOTAL REVENUE	\$80,022,456	\$86,977,121
GENERAL FUND EXPENDITURES	\$351,707,914	\$406,985,483
GRANT EXPENDITURES	\$ 6,406,662	\$6,449,150
FORFEITURE EXPENDITURES	\$ 1,187,719	\$1,211,000
SPECIAL FUND EXPENDITURES	\$ 7,479,908	\$9,044,622
TOTAL EXPENDITURES	\$366,782,203	\$423,686,255

The increase included:

- About \$37 million in increased costs for payroll and benefits based on union contracts
- About \$12 million for supplemental sworn and civilian employees
- \$4 million for advertising, signage, and other costs
- \$1.8 million for ShotSpotter

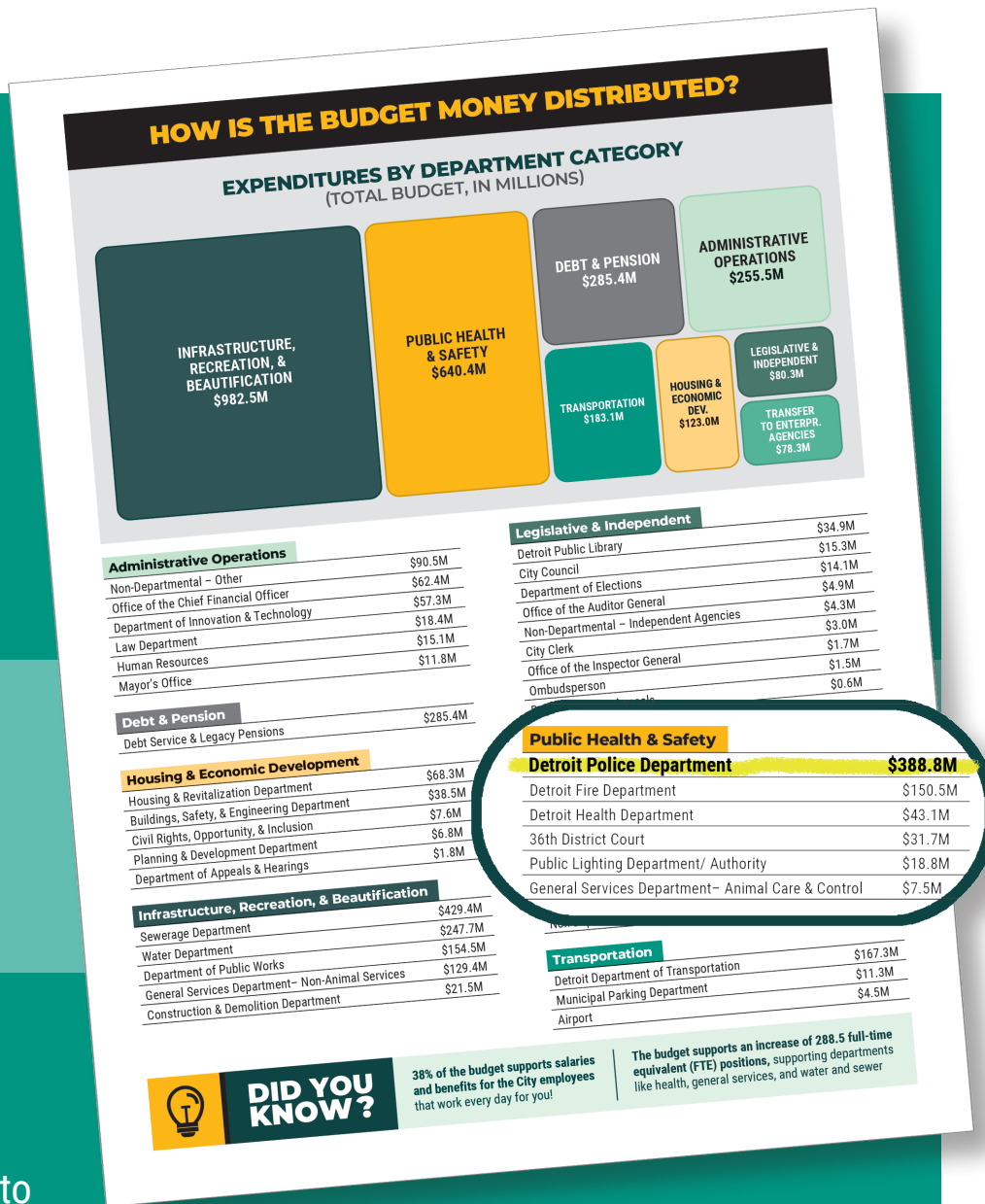
February 2, 2023

DPD Agency Finance Director presented the DPD Budget to the Board

February 23, 2023

Board adopted the DPD Budget for transmittal to the Mayor on Feb. 23, 2023 for Fiscal Year 24

*Mayor later amended the FY 24 budget to include "\$17 million for Police overtime and current services hiring trend"



The City uses Outcome budgeting appropriations to track:

- Safer Neighborhoods
- Vibrant and Beautiful City
- Economic Equity and Opportunity
- Efficient and Innovative Operations
- Effective Governance



DID YOU KNOW?

38% of the budget supports salaries and benefits for the City employees that work every day for you!

The budget supports an increase of 288.5 full-time equivalent (FTE) positions, supporting departments like health, general services, and water and sewer

FY 25-28 Adopted Four-Year Financial Plan

Five-Year Actual, Adopted and Forecast Budgets

BUDGET SUMMARY

	FY2023 Actual		FY2024 Adopted		FY2025 Adopted	
	General Fund	All Funds	General Fund	All Funds	General Fund	All Funds
Total Revenues	83,699,386	96,661,927	87,026,061	102,576,130	92,757,703	110,169,002
Total Expenditures	356,764,301	379,699,941	370,731,109	388,831,178	424,439,420	441,850,719
Net Tax Cost	273,064,915	283,038,013	283,705,048	286,255,048	331,681,717	331,681,717

	FY2026 Forecast		FY2027 Forecast		FY2028 Forecast	
	General Fund	All Funds	General Fund	All Funds	General Fund	All Funds
Total Revenues	95,137,045	112,896,573	97,506,430	115,621,154	100,056,877	118,533,897
Total Expenditures	416,968,463	434,727,991	426,886,385	445,001,109	439,555,040	458,032,060
Net Tax Cost	321,831,418	321,831,418	329,379,955	329,379,955	339,498,163	339,498,163

GENERAL FUND RECURRING VS ONE-TIME EXPENDITURES

	FY2024 Adopted	FY2025 Adopted
Recurring Expenditures	370,589,709	407,274,990
One-Time Expenditures	141,400	17,164,430
Total Expenditures	370,731,109	424,439,420

POSITIONS (by FTE)

	2/9/2024 Actual	FY2024 Adopted	FY2025 Adopted	FY2026 Forecast	FY2027 Forecast	FY2028 Forecast
General Fund	3,205.00	3,292.00	3,381.00	3,381.00	3,381.00	3,381.00
Non-General Fund	72.00	148.00	148.00	148.00	148.00	148.00
ARPA*	-	-	-	-	-	-
Total Positions	3,277.00	3,440.00	3,529.00	3,529.00	3,529.00	3,529.00

FY 2024 included one-time funding for a recruitment initiative. FY 2025 includes \$3 million in one-time funding related to the Detroit Detention Center, \$14,114,430 in overtime related to DPD's hiring transition, and \$50k for special events ambassador program.

* American Rescue Plan Act

Police Department Expenditures by Summary Category

	FY2024 Adopted	FY2025 Adopted	FY2026 Forecast	FY2027 Forecast	FY2028 Forecast
Salaries & Wages	281,479,978	323,212,132	316,918,652	324,910,325	335,600,251
Employee Benefits	78,568,538	85,663,505	87,526,467	89,445,370	91,419,035
Professional & Contractual Services	3,320,230	3,618,771	3,656,010	3,693,641	3,731,670
Operating Supplies	4,432,020	7,126,152	7,150,205	7,225,065	7,300,739
Operating Services	13,569,460	17,451,336	14,632,259	14,815,725	15,001,769
Equipment Acquisition	4,127,882	1,249,527	1,274,518	1,300,010	1,326,010
Capital Outlays	320,388	320,388	323,592	326,828	330,096
Other Expenses	3,012,682	3,208,908	3,246,288	3,284,145	3,322,490
Grand Total	388,831,178	441,850,719	434,727,991	445,001,109	458,032,060

Salaries & Wages decreases between FY 2025 and FY 2026 because one-time overtime related to the hiring transition appears only in FY 2025.

Complaints against DPD

Overview

Through the City Charter, the Board of Police Commissioners has plenary authority over citizen complaints about non-criminal actions, including violations of police policy, procedures, standards or services. The Board has the power to appoint fact finders, subpoena witnesses, administer oaths, take testimony, and require the production of evidence. The Board routinely fulfills this charter-mandate through its Office of the Chief Investigator (OCI). The Board appoints a civilian professional to serve as Chief Investigator; the office includes senior investigators, line staff investigators, and administrative staff. As part of the Board, OCI operates independently of the DPD chain of command.

OCI investigates allegations about police officers, 911 operators, and other Police Department employees. During investigations, complainants

receive periodic reports of case status. OCI sends a findings letter after case completion.

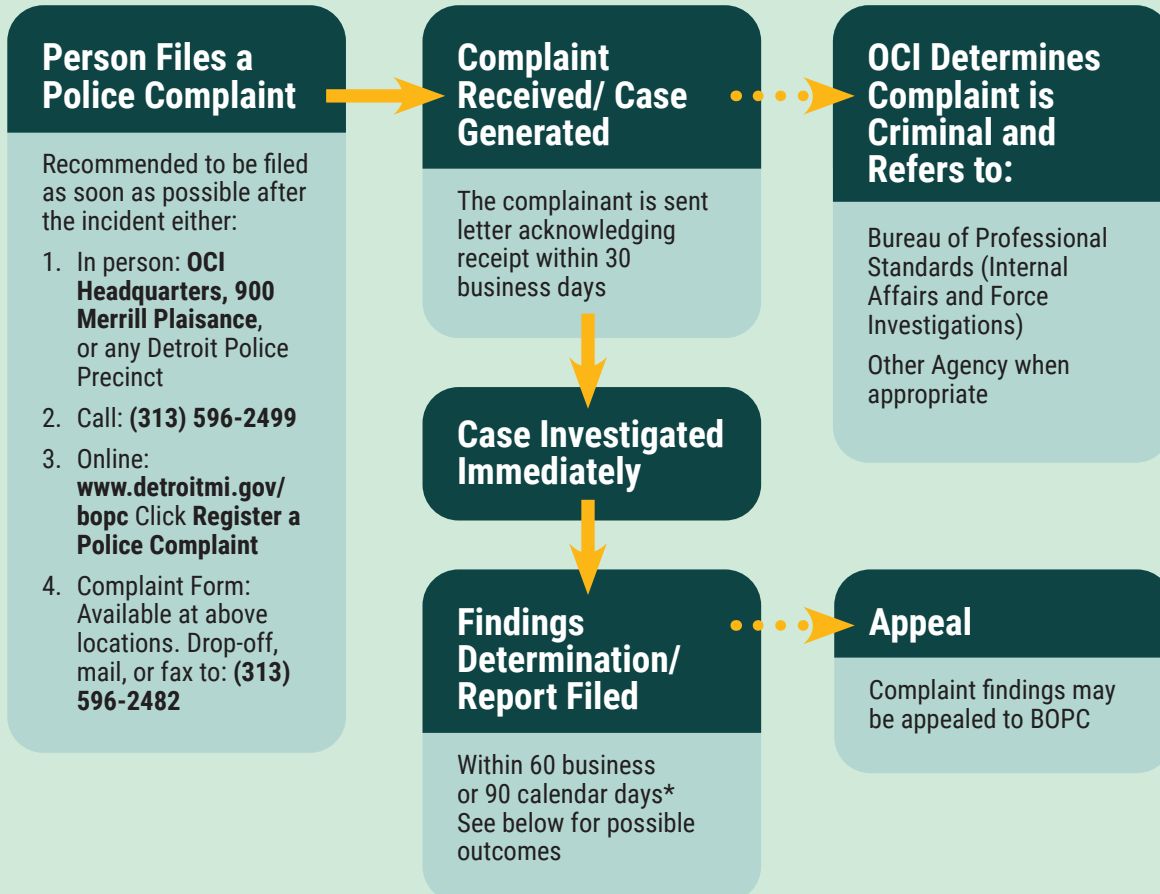
Because the Board handles non-criminal complaints, OCI must refer complaints alleging criminal acts to the Police Department for investigation by Internal Affairs or Professional Standards.

Any resident or member of the public can file a citizen complaint.

OCI Mission

The mission of the Office of the Chief Investigator is to fairly, effectively and objectively receive, investigate and make recommendations regarding complaints concerning the Detroit Police Department and its personnel. It is the goal of the OCI to assist in improving the quality of law enforcement services by instilling citizen confidence in the integrity of the Detroit Police Department.

Charter Requirements for Citizen Complaints



TERMS

Complaint: an allegation from any source of any misconduct by DPD personnel.*

Allegation: Specific reported issue(s) within a complaint. A complaint may contain several allegations.

Misconduct: behavior or conduct by a DPD employee that violates DPD policy or the law.* (OCI handles only complaints related to non-criminal conduct)

CCR: Citizen Complaint Report

Case: A Complaint or CCR

Finding: A determination of a case with one of the following outcomes:

- 1) **Sustained:** Where the preponderance of the evidence shows that the alleged conduct did occur and the actions of the employee(s) violated DPD policies, procedures, or training.
- 2) **Inconclusive:** Where there are insufficient facts to decide whether the alleged misconduct occurred.
- 3) **Exonerated:** Where the preponderance of the evidence shows that the alleged conduct did occur, but did not violate DPD policies, procedures or training.

- 4) **Unfounded:** Where the investigation revealed no facts to support that the incident complained of actually occurred.

Administrative Closures/Informal Complaint Resolutions/Void: Dispositions for complaints that are duplicates or that fall outside the BOPC's authority to investigate through its OCI, such as complaints against ex-DPD employees or non-DPD employees

* Definitions are from the U.S. Department of Justice consent decree judgement with the City of Detroit/DPD

Complaints & Allegations

1743

COMPLAINTS

4771

ALLEGATIONS

908

COMPLAINTS CLOSED IN 2023
(Closures may be from complaints filed in any year)

Reopened Pandemic-era Cases

The Board voted to reopen 256 complaint cases related to an Office of Inspector General investigation into case closures during the COVID pandemic.

The Board approved \$100,000 for a state-of-art case management system called **Wingswept**, which is expected to provide efficiencies in complaint investigations and improve data analysis and reporting

Complaint Allegations by Type

ARREST	209
DEMEANOR	1046
ENTRY	33
FORCE	226
HARASSMENT	329
PROCEDURE	1665
PROPERTY	215
SEARCH	164
SERVICE	883
NOT LISTED	1
TOTAL	4771

Allegations by Category

ARREST	218
DEMEANOR	1121
ENTRY	36
FORCE	239
HARRASSMENT	335
PROCEDURE	1913
PROPERTY	233
SEARCH	178
SERVICE	935
NOT LISTED	1

Complaint Allegations by Month

JANUARY	107
FEBRUARY	91
MARCH	123
APRIL	131
MAY	159
JUNE	162
JULY	162
AUGUST	201
SEPTEMBER	165
OCTOBER	157
NOVEMBER	149
DECEMBER	135

Complaints Closed by Month

JANUARY	96
FEBRUARY	80
MARCH	82
APRIL	80
MAY	88
JUNE	77
JULY	63
AUGUST	48
SEPTEMBER	24
OCTOBER	20
NOVEMBER	20
DECEMBER	10

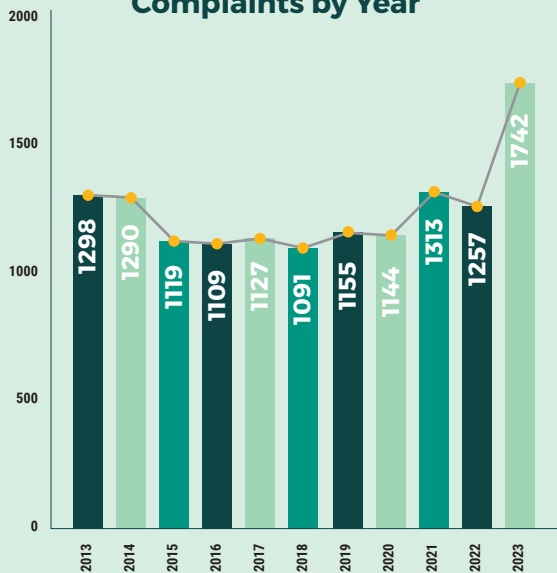
DPD Complaints by Employee Type SWORN AND CIVILIAN

CIVILIAN • 45

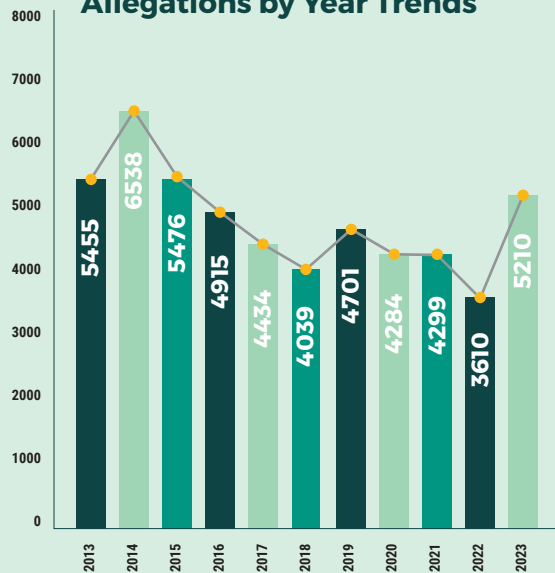
OFFICER • 1163

UNKNOWN • 534

Complaints by Year



Allegations by Year Trends



Complaints by Unit and Type (continued)

UNIT INVOLVED	ARREST	DEMEANOR	ENTRY	FORCE	HARASSMENT	PROCEDURE	PROPERTY	SEARCH	SERVICE	TOTAL
TRAFFIC ENFORCEMENT		4	1	1		5				11
TELE CRIME REPORTING UNIT		9		1		3			8	21
COMMUNICATION OPS		16	1		1	7	1	1	9	33
CYBER CRIMES						1				1
FORCE INVESTIGATIONS		1							1	2
INVESTIGATIVE OPS		2			1	5			3	11
HOMICIDE	1	4				21	6		15	59
POLICE TOWING		1					2		1	4
SEX CRIME UNIT		4			2	9			6	21
POLICE RECRUITING		2				1				3
TRAINING STAFF	1	6		2	1	7			5	22
RECORDS		2							1	3
VICE ENFORCEMENT		2				5			1	8
FATAL SQUAD						5			3	8
ORGANIZED CRIME UNIT										
DOMESTIC VIOLENCE UNIT	2					6			6	15
TACTICAL OPS/MOBILE		5		1		10			1	17
MAJOR VIOLATORS		1	1			1		1		4
MENTAL HEALTH/CO-RESPONSE	1	2		1	1	5			2	12
SPECIAL VICTIMS UNIT		4			2	9			2	17
OWCR		1	1	1		1				4
METRO DIV.	3	4		1		5				21
DOWNTOWN SERVICES DIV.	2	30		6	4	40	1	2	8	93
DETROIT DETENTION CENTER		1								1
LIQUOR LICENSE UNIT		2				1			2	5
GAMING UNIT		2				3				5
NARCOTIC ENFORCEMENT		1	1					1		3
CRIME INTEL		5		2	2	11	2	2		25
GANG INTEL								2	1	3
UNKNOWN COMMAND	66	290	15	82	144	523	85	73	292	1571
TOTAL	211	1069	34	229	328	1726	207	164	892	4885

Allegations involving BWC Compliance

SUSTAINED	83
INCONCLUSIVE	1

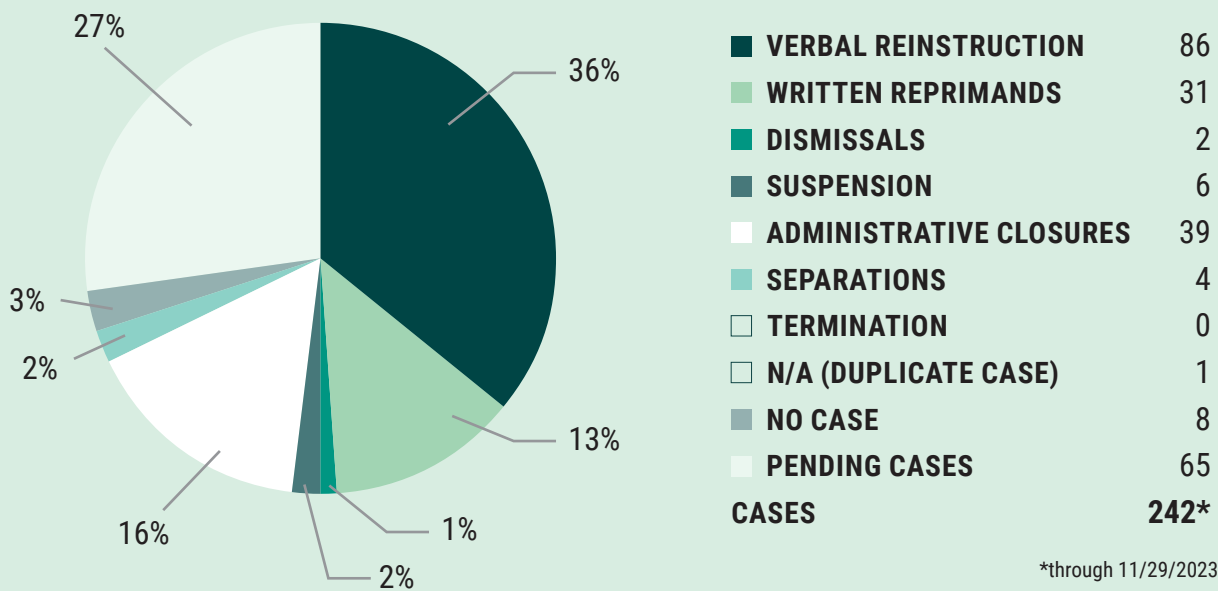
Allegations by Precinct and Unit

PRECINCT	COUNT
UNKNOWN	1582
8th	471
9th	427
2nd	363
12th	311
6th	285
5th	189
11th	208
7th	158
DOWNTOWN DIVISION	110
4th	90
3rd	76
OTHER UNITS	COUNT
HOMICIDE	60
COMMUNICATIONS OPS	37
CRIME INTEL	25
TRAINING-STAFF	22
SEX CRIME	21
TELE CRIME REPORTING	21
ABANDONED VEHICLE	22
SVU	17
DOMESTIC VIOLENCE	15
METRO DIV	21
AUTO THEFT	12
MENTAL HEALTH/CO-RESPONSE	12

OTHER UNITS	COUNT
TRAFFIC ENFORCE.	11
INVESTIGATIVE OPS.	9
TACTICAL MOBILE	8
GAMING	5
LIQUOR LICENSE	5
COMMERCIAL AUTO THEFT	4
MAJOR VIOLATORS	4
NEIGHBORHOOD POL.-WEST	4
OWRC	4
POL TOWING & IMPOUND	4
CRIME SCENE SERV.	3
GANG INTEL	3
NARCO ENFOR.	3
NEIGHBORHOOD POL.-EAST	3
POLICE RECRUITING	3
RECORDS	3
TACTICAL SERV.	3
AVERT	2
CENTRAL DISTRICT	2
CITY COUNCIL SECURITY	2
COMMUNICATIONS	2
FIRE ARMS INVEST.	2
FORCE INVEST.	2
IDENTIFICATION	2
INTERNAL AFFAIRS	2
TASK FORCE ADMIN	2
COMMUNICATION OPS.	1
CYBER CRIMES	1
DETROIT DETENTION CENTER	1
GENERAL ASSIGNMENT	1
HARBORMASTER	1
OFFICE OF PUBLIC INFO	1
SPECIAL RESPONSE TEAM	1

Imposing and Reviewing Discipline

2023 OCI Cases as of 11/29/23



11 of 14 Number of Suspensions Without Pay* submitted by DPD and approved by BOPC

Number of Officers who resigned or retired under charges and dismissed officers by Month

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
RESIGNED	2	1	2	0	0	1	0	0	1	0	0	1	8
RETIRED	0	0	0	0	0	0	0	0	0	0	0	1	1
DISMISSED	0	0	1	1	0	0	1	0	1	1	0	1	6

OCI - Complaints transferred alleging criminal conduct

2022 – 1 complaint 2023 – 18 complaints

Crime and Future Plans

2023 CRIME DATA

Detroit reported the lowest number of homicides since 1966.

Part 1 Offenses

Violent Offenses Year-End Comparisons

Offense Type	2022	2023*	% change v 2022
HOMICIDE	309	252	-18.4%
SEX ASSAULT	707	669	-5.4%
AGGRAVATED ASSAULT	10,399	10,427	0.3%
ROBBERY	1,405	1,392	-0.9%
TOTAL VIOLENT OFFENSES	12,820	12,740	-0.6%

Property Offenses Year-End Comparisons

Offense Type	2022	2023*	% change v 2022
BURGLARY	5,008	4,821	-3.7%
LARCENY	14,083	15,681	11.3%
MOTOR VEHICLE THEFT	9,525	9,421	-1.1%
TOTAL PROPERTY OFFENSES	28,616	29,923	4.6%
Total Part 1 Offenses	41,436	42,663	3.0%

Other Offenses Year-End Comparisons

Offense Type	2022	2023*	% change v 2022
NON-FATAL SHOOTING	955	804	-15.8%
CARJACKING	251	167	-33.5%

Non-Fatal Shooting totals are included in Aggravated Assault totals.

Carjacking totals are included in Robbery Totals.

Victim based data. All data is preliminary information and subject to change.

DPD attributed the decrease in violent crime several things including:

- The One Detroit Partnership announced in April 2023 to reduce violence through engagement, coordination and action by federal, state and local law enforcement agencies working with the community
- A gun violence intervention program implemented in August 2023 called ShotStoppers
- Special funding to add 200 more police officers
- A spring 2023 kickoff of DPD identifying and targeting likely locations of crowd gathering and potential neighborhood violence, including parks, block parties, community events, and potential hot spots, with the deployment of the EVOLV weapons detectors.
- Continued crackdown on neighborhood drag racing and drifting.
- The progress of the post-COVID plan for Courts to address case and trial backlogs to help keep those charged with felony gun cases and other violent crime off the streets.
- The expansion of ShotSpotter gunfire detection program

Future Plans

REPLACE ELECTRONIC CONTROL WEAPONS. DPD USES TASERS	\$8.6 million
PROTECTIVE VESTS	\$2.2 million
UNDERCOVER VEHICLES LEASES	\$1.8 million (new expense from forfeiture changes)
BUILDING/FACILITY RENOVATIONS	
METRO DIVISION AT 17825 SHERWOOD	\$6 million
2ND PRECINCT	\$4 million
HARBORMASTER/BOATHOUSE	\$3 million

Use of Force

Use of Force ranges from Category 1 for serious injury or death to Category 4 when police need EMS to place a person in an ambulance.

	2022 Occurrences	2023 Occurrences	
CATEGORY 1	53	51	↓ 4%
CATEGORY 2	332	396	↑ 19%
CATEGORY 3	567	544	↓ 4%
CATEGORY 4	28	21	↓ 25%
ACQUIRE TARGET WITH A FIREARM	121	143	↑ 18%
TASER DEPLOYMENT	257	292	↓ 14%
TASER DISCHARGE	171	209	↑ 22%

	2022 Occurrences	2023 Occurrences
FATAL SHOOTING	6	2
NON-FATAL SHOOTING	8	5
SHOTS FIRED	8	4
UNINTENTIONAL DISCHARGE	8	5
FATAL VEHICLE PURSUIT	0	0
CRITICAL VEHICLE PURSUIT	0	1
CATEGORY 1 USE OF FORCE - OTHER	12	15
CATEGORY 1 USE OF TASER	6	5
DETAINEE INJURY	4	12
DETAINEE DEATH	0	0
FATAL ACCIDENT (OTHER)	0	1
CRITICAL USE OF FORCE ALLEGATION	1	1

DPD Demographics and HR Trends

Demographics by Age, Race and Gender

(as of December 31, 2023)

Age	Asian Female	Asian Male	Black Female	Black Male	Hispanic Female	Hispanic Male	Other Female	Other Male	White Female	White Male	Total	%
18-22	0	0	15	57	4	6	0	0	12	49	143	5.7%
23-27	1	7	54	130	9	23	0	0	31	128	383	15.3%
28-32	1	3	66	151	6	21	1	2	37	148	436	17.4%
33-37	0	5	38	94	4	10	0	0	26	104	281	11.2%
38-42	0	1	28	77	2	8	1	0	11	59	187	7.5%
43-47	2	2	44	84	3	9	0	0	23	86	253	10.1%
48-52	0	1	67	110	2	11	1	0	24	101	317	12.7%
53-57	1	3	48	113	1	9	0	1	11	72	259	10.4%
58-62	0	0	36	89	0	5	0	0	4	25	159	6.4%
63-67	0	0	12	28	0	1	0	0	1	10	52	2.1%
68-72	0	0	6	15	0	1	0	0	0	4	26	1.0%
73-77	0	0	0	2	0	1	0	0	1	0	4	0.2%
78-82	0	0	0	1	0	0	0	0	0	0	1	0.0%
TOTALS	5	22	414	951	31	105	3	3	181	786	2501	100%

Demographics by Rank

(as of December 31, 2023)

Rank	Black Male	White Male	Hispanic Male	Native American Male	Asian Male	Black Female	White Female	Hispanic Female	Native American Female	Asian Female	Total
EXECUTIVES	4	2	0	0	1	2	1	0	0	0	10
COMMANDERS	5	8	1	0	0	2	3	0	0	0	19
CAPTAINS	10	8	1	0	0	5	1	0	1	0	26
LIEUTENANTS	42	42	1	0	1	22	9	2	0	0	119
SERGEANTS	132	133	15	1	4	61	25	4	0	2	377
INVESTIGATORS	4	3	0	0	0	3	1	0	0	0	11
DETECTIVES	54	45	7	0	2	44	15	2	1	1	171
POLICE OFFICERS	699	544	82	2	14	275	126	23	1	2	1768
POLICE ASSISTANTS	7	4	2	0	0	18	3	0	0	0	34
TOTALS	957	789	109	3	22	432	184	31	3	5	2535

Totals and Percentages

MALE	1880	74.2%	2022	1737	73.7%
FEMALE	655	25.8%		621	26.3%
BLACK	1389	54.8%		1302	55.2%
WHITE	973	38.4%		902	38.3%
HISPANIC	140	5.5%		123	5.2%
OTHER	33	1.3%		31	1.3%

In 2023, DPD became slightly more male (0.5), slightly less black (0.4) and slightly more Hispanic (0.3).

		2022	2023
DPD TOTAL RESIDENCY		883	1007
DPD TOTAL EMPLOYEES		2964	3230
SWORN*	RESIDENT	530	575
	NON-RESIDENT	1788	1960
	TOTAL OFFICERS	2318	2535
CIVILIAN	RESIDENT	353	432
	NON-RESIDENT	293	263
	TOTAL CIVILIAN	646	695

* Includes Police Assistants, who are former sworn officers working in administrative roles

Michigan’s Government Employees Act and City Residency

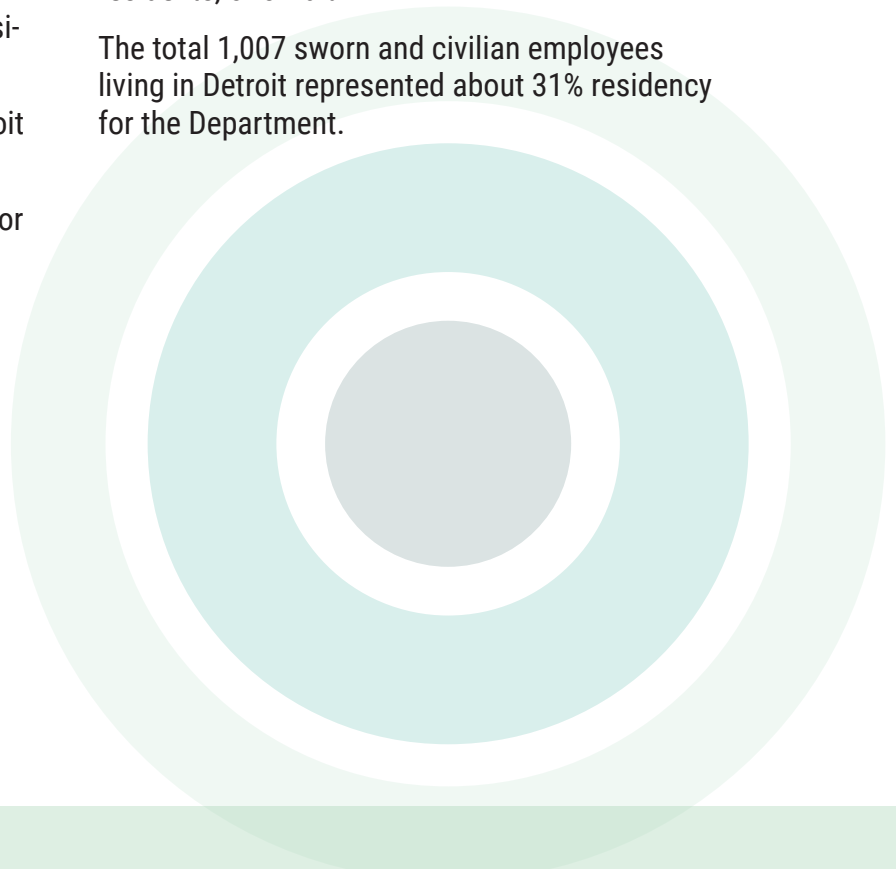
Detroit government employees living in the city has been declining since Michigan’s Residency of Public Employees Act of 1999 eliminated residency requirements starting in March 2000.

However, the number officers who lived in Detroit rose by 45 in 2023, for 22.7% residency.

73 of 350 sworn new hires were city residents, or 20.8 %

201 of 615 sworn and civilian new hires were city residents, or 32.6%

The total 1,007 sworn and civilian employees living in Detroit represented about 31% residency for the Department.



Department Hiring by Month

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Total
SWORN	24	37	32	36	32	30	30	0	24	35	42	28	350
CIVILIAN	11	12	23	27	16	21	15	23	24	31	35	27	265
TOTAL	35	49	55	63	48	51	45	23	48	66	77	55	615

*No new police assistants were hired in 2023

New Hire Detroit Residency

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Total
SWORN	4	8	10	7	5	6	9	0	6	7	9	2	73
CIVILIAN	5	12	13	14	6	12	4	10	11	17	14	10	128
TOTAL	9	20	23	21	11	18	13	10	17	24	23	12	201

Reasons for Separations by Month

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Total
SERVICE RETIREMENT	5	5	1	7	3	0	4	0	2	3	3	2	35
DUTY DISABILITY	1	0	1	0	0	1	1	0	0	1	0	0	5
NON-DUTY DISABILITY	0	0	0	0	0	0		0	0	0	0	0	0
VESTED PENSION/ FORCED RETIREMENT	0	0	0	1	0	0		0	0	0	0	0	1
RESIGNED VOLUNTARILY	6	6	3	5	10	6	9	16	3	4	4	4	76
UNDER CHARGES													
RESIGNED	2	1	2	0	0	1	0	0	1	0	0	1	8
RETIRED	0	0	0	0	0	0	0	0	0	0	0	1	1
DISMISSED	0	0	1	1	0	0	1	0	1	1	0	1	6
DIED ACTIVE	1	2	1	0	0	0	0	1	0	0	0	1	6
KILLED IN LINE OF DUTY	0	0	0	0	0	0	0	0	0	0	0	0	0
LAI D OFF	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	15	14	9	14	13	8	15	17	7	9	7	10	138

Separations by Month

(as of December 31, 2023)

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Total
BLACK MALE	7	5	3	4	3	1	7	3	1	1	2	5	42
BLACK FEMALE	2	2	2	4	3	0	2	4	2	1	1	2	25
WHITE MALE	4	6	4	4	5	2	4	9	4	5	3	2	52
WHITE FEMALE	1	0	1	0	1	3	2	1	0	2	1	0	12
HISPANIC MALE	0	1	0	2	1	2	0	0	0	0	0	0	6
HISPANIC FEMALE	0	0	0	0	0	0	0	0	0	0	0	1	1
ASIAN MALE	0	0	0	0	0	0	0	0	0	0	0	0	0
ASIAN FEMALE	0	0	0	0	0	0	0	0	0	0	0	0	0
NATIVE MALE	0	0	0	1	0	0	0	0	0	0	0	0	1
TOTAL	14	14	10	15	13	8	15	17	7	9	7	10	139

Attrition by Rank

(as of December 31, 2023)

Rank	Budgeted	Actual	Over/Under Budget	Manpower Rate	Attrition Rate
CHIEF	1	1	0	100%	0%
ASSISTANT CHIEF	2	2	0	100%	0%
DEPUTY CHIEF*	7	7	0	100%	0%
COMMANDER	19	19	0	100%	0%
CAPTAIN	27	26	-1	96%	4%
LIEUTENANT	120	119	-1	99%	1%
SERGEANT	375	377	+2	101%	-1%
INVESTIGATOR	13	11	-2	85%	15%
DETECTIVE	186	171	-15	92%	8%
CORPORAL	89	69	-20	78%	22%
NPO	60	51	-9	85%	15%
MENTAL HEALTH PO	11	0	-11	0%	100%
POLICE OFFICER	1704	1648	-56	97%	3%
POLICE ASSISTANTS	34	34	0	100%	0%
TOTAL SWORN	2662	2535	-127	95%	5%
CIVILIANS	799	695	-104	87%	13%

*Includes 2nd Deputy Chief for Legal Counsel

Leaves of Absence: 2023 Snapshot

	FMLA Continuous	FMLA Intermittent	Paid Parental Leave	Medical Leave	Military	General Leave	Restricted	Disabled	Sick
SWORN	12	68	11	3	4	0	154	21	14
CIVILIAN	6	88	0	7	0	0	4	3	4

**Detroit did not have any officers killed in the line of duty.
Six officers died while serving with DPD.**

Ceremonial Resolutions and Recognitions

January-March

Resolution posthumously honoring **Sgt. Tarrant T. Foster** and his 25 years of service

Resolution honoring **Neighborhood Police Officer Melanie Malone** upon retirement after more than 22 years

Resolution posthumously honoring **Lieutenant Frederick "Fred" Bowens** and 34 years of service

April-June

Resolution honoring **Lieutenant Kimberly Gabriel** upon her retirement after over 27 years of service

Resolution honoring **Walda Mobley** upon her retirement as Senior Emergency Services Deployment Operator after 8 years, which followed her retirement as a police officer for over 25 years.

Resolution honoring **Sgt. Willie Smith** upon his retirement after 28 years of service

July-September

Resolution honoring **Investigator Michele Baker** upon her retirement after 28 years of service

Resolutions honoring **Zyronica Smith** and **Zymelia Smith** for improving community service and for improving police-community relations in 10th Precinct

Resolution honoring **Adela Rivera** upon her retirement as a complaint investigator for BOPC after 12 years of service, which had followed her retirement as a police officer after 25 years and a term as a Police Commissioner.

Resolution honoring **Yvonne Cross** for community leadership in improving police-community relations

Resolution honoring **Sgt. Gawaine Hughes** upon retirement after 38 years of service

Resolution posthumously honoring **Police Officer Alvin Denny Banks** and his 28 years of service

Resolution posthumously honoring "community actionist" **Brenda Hill**

Resolution honoring **JoAnn Smith** for supporting public safety and stronger police-community relations in the Fifth Precinct

October-December

Certificates of Appreciation for police-community relations leaders **Julian Witherspoon, Harmony Cafe Sweets and More, Jeffrey White, NPO Willie Soles** and **NPO Karen Maxey**

Resolution honoring **Nicole Fisher** for support of Fourth Precinct and stronger police-community relations in southwest Detroit

Certificates of Appreciation for **NPO Garrett Taylor, Police Officer Jamie Rodriguez, and Reserve Police Officer Alex Rojas**

Resolution honoring **Dr. John Telford** for community activism and certificates honoring **NPO Tania Stribling, NPO Darryl Davis, and NPO Shawn Duncan** for outstanding work in the Seventh Precinct

Certificates of Appreciation for **Veronica Armstead, Linda Ballard, Yvette Bass, Police Officer Lashawn Brown, Mary Brown, Dr. Patricia Butler, Kenyetta Campbell, Peggy Dankert, Clois Foster, Lorraine Harris, Donna Harris, Crystal Hart, Lynn Hausch, Police Officer Heather Ivey, Police Officer Kendall Jefferson, Bobbi Johnson, Shinese Johnson-Wingo, Mary Marsh, Mary McGee, Barbara Matney, Kathy McBride, Carrie McKnuckle, Kelar Newsom, Police Officer Victoria Overton, Shirley Rankins, Yvonne Robinson, Sylvia Roland, Shayne Sisco, Kimberly Stanton- Clemons, Ebony Teague, Elizabeth Tindell, Paula Trilety, Police Officer Nicole Wallace, Angie Webb, and Sarah West.**

Resolution honoring **Lieutenant Sherell S. Stanley** upon her retirement after 27 years of service

Resolution honoring **Commander Kimberly M. Blackwell** upon her retirement after 28 years of service

Resolution honoring **Commander Brian Harris** upon his retirement after 25 years of service

Resolution honoring **Dr. Willie Lee White II** for advancing the quality of life for residents

Certificates of Appreciation for **Ayanna Morales and Qiana M. Davis**



BOPC meeting information

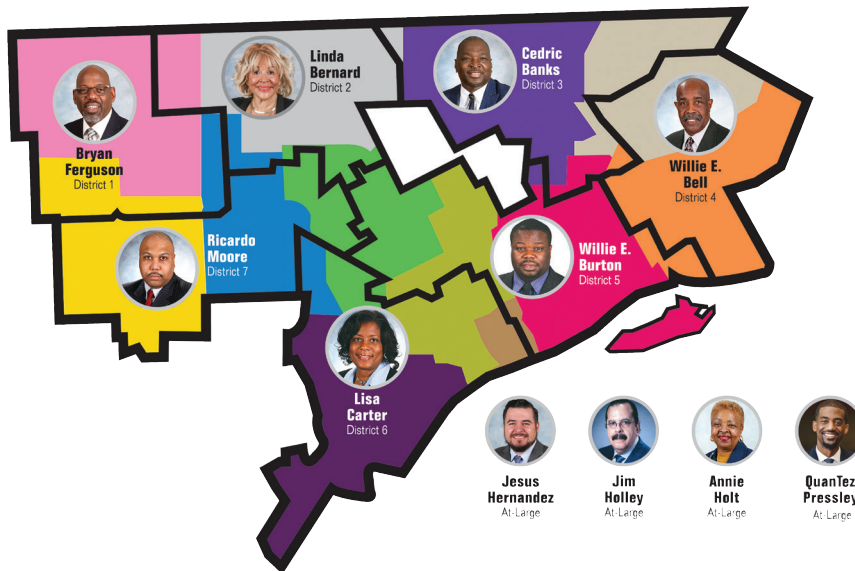
The Board of Police Commissioners meets weekly on Thursday at 3 PM at Detroit Public Safety Headquarters except for the second Thursday when the Board holds a community meeting at 6:30 PM in various precinct locations. The Board also holds committee meetings. The public may attend any Board meeting in person or on Zoom. For the latest schedule and meeting documents, visit www.detroitmi.gov/events.

BOPC 2023 Community Meeting Hosts and Locations

12th PCT	NORTHWEST ACTIVITIES CENTER • 18100 Meyers Road
9th PCT	FORD RESOURCE AND ENGAGEMENT CENTER 15491 Maddelein Street
Downtown Services	SECOND BAPTIST CHURCH • 441 Monroe Street
11th PCT	KING DAVID MISSIONARY BAPTIST CHURCH • 18001 Sunset
8th PCT	CROWELL RECREATION CENTER • 16630 Lahser Road
2nd PCT	SCOTT MEMORIAL UNITED METHODIST CHURCH 15361 Plymouth Road
10th PCT	LABORER'S INTERNATIONAL UNION LOCAL 1191 2161 West Grand Boulevard
5th PCT	WAYNE COUNTY COMMUNITY COLLEGE DISTRICT - EASTERN CAMPUS • 5901 Conner Street
7th PCT	ST. JOHN'S PRESBYTERIAN CHURCH • 1961 East Lafayette
4th PCT	KEMENY RECREATION CENTER • 2260 South Fort
6th PCT	NEW PROVIDENCE BAPTIST CHURCH • 18211 Plymouth Road
3rd PCT	CONSIDINE RECREATION CENTER • 8904 Woodward Avenue

2023 BOPC District and Precinct Maps

January-June



2023 STAFF LEADERS

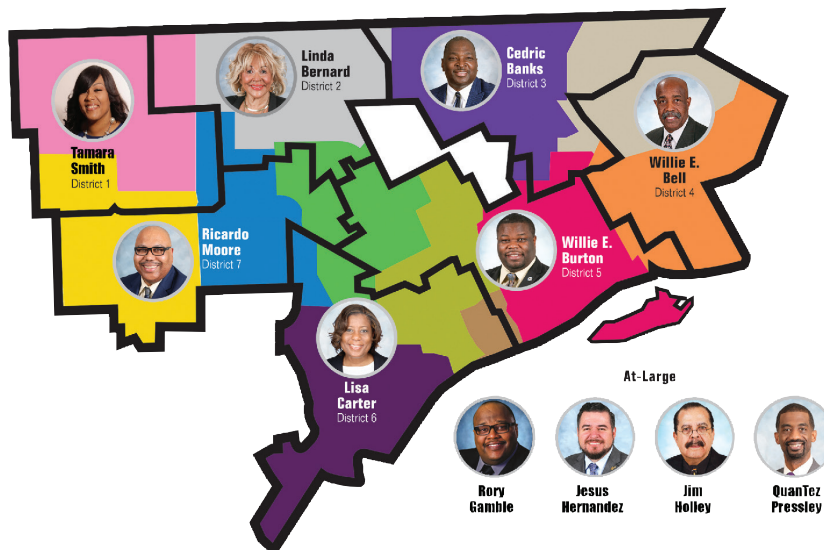
BOARD SECRETARY
Victoria Shah

CHIEF INVESTIGATOR
Jerome Warfield

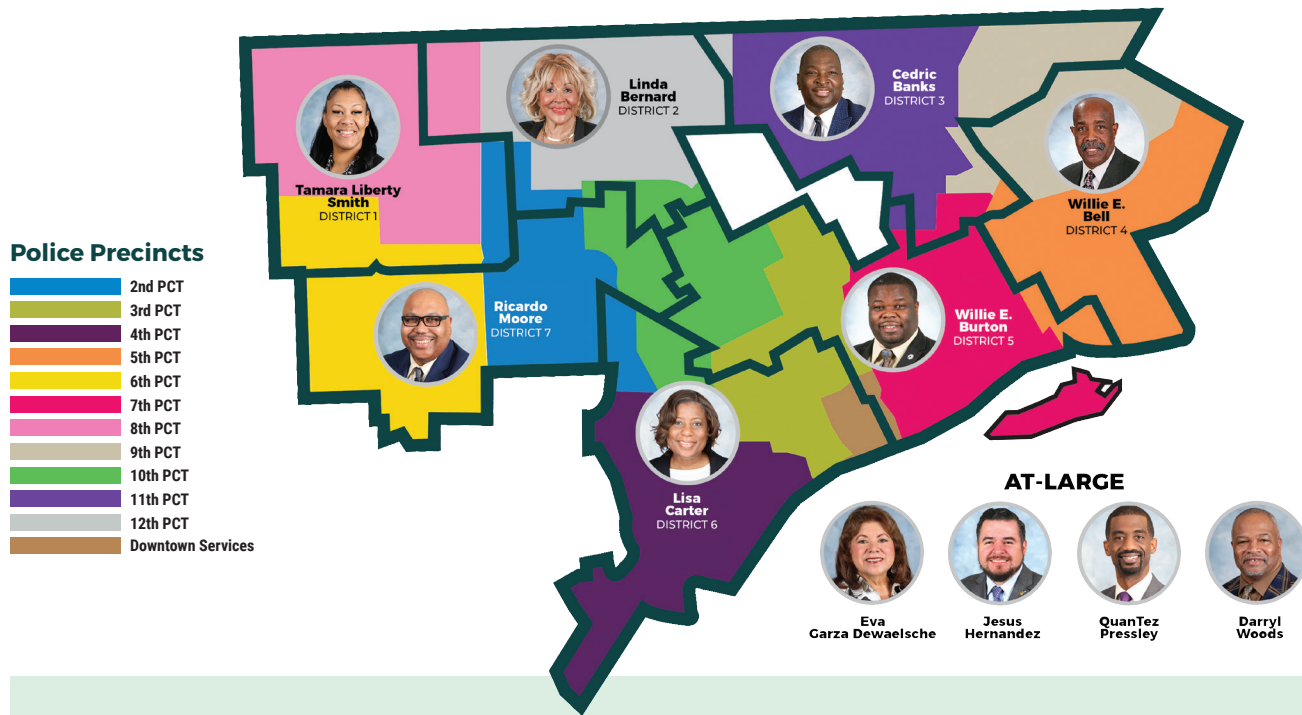
Police Precincts

- 2nd PCT
- 3rd PCT
- 4th PCT
- 5th PCT
- 6th PCT
- 7th PCT
- 8th PCT
- 9th PCT
- 10th PCT
- 11th PCT
- 12th PCT
- Downtown Services

October-December



2024 BOPC District and Precinct Map



BOPC Staff

BOARD SECRETARY

Lydia Garnier

CHIEF INVESTIGATOR

Jerome Warfield

ASSISTANT CORPORATION COUNSEL TO THE BOARD

Dante Goss

ADMINISTRATION

Mary Barber
 Teresa Blossom
 Robert Brown
 Drew Fries
 Candace Hayes
 Artemisia Joshua
 Jasmin Taylor
 Felecia Tyson
 Jonya Underwood

OFFICE OF THE CHIEF INVESTIGATOR

Stephanie Brown
 Gianna Coulter
 Ellen Counts
 Angela Cox
 Ainsley Cromwell
 Yolanda Davis
 Vaudia Fleming
 Latrina Hayes
 Hajnal Hiller
 Jessica Hunter-Rose
 Kyisha Jones
 Remon Kildani
 Nicole Meisner
 Elgin Murphy

Stephanie Phillips
 Samuel Quick
 Taylor Reynolds
 Nykinta Royals
 Brianna Schinman
 Mary Simmons
 Lisonya Sloan
 Justin St. Clair
 Destini Staffney
 Tiffany Stewart
 Anita Washington
 Jinay White
 Yolanda Williams-Davis



Board of Police Commissioners

BOPC Administration

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BOPC Office of the Chief Investigator

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