

INTER-OFFICE MEMORANDUM
Human Resources Bureau

Date
May 7, 2021

To: Board of Police Commissioners (Direct)

Subject: MONTHLY HUMAN RESOURCES BUREAU (HRB) REPORT – May 2021

From: Human Resources (HRB)

RE: This monthly report is provided as a summary of HRB activities for the month of April 2021. Also provided are documents, which contain more detailed information with respect to staffing, hiring, and manpower by race and sex, specifically for sworn members.

EMPLOYMENT

Current Department Staffing

<i>Employee Category</i>	<i>Positions Filled</i>	<i>Positions Vacant</i>	<i>Total Positions</i>
Sworn	2572	100	2672
Civilians	619	127	746
Totals	3191	227	3418

*Includes 58 Police Assistants

**Includes 12 Police Assistant vacancies

Sworn Recruiting (7/1/2020 – 04/30/2021)

Total # Applicants	# IN Process	# Hired	Lack of Interest	Temporarily Disqualified	Disqualified Permanently	# Awaiting MCOLES
3116	37	145	265	1877	399	393

The Number of Applicants in Process equals the Candidates awaiting MCOLES Testing (393), the Number of candidates who are in Background Investigations (25), awaiting Psychological Evaluation (1), Oral Boards (0), Medical Evaluation (1), Live Scan (10), and Final Orientation (0).

Active candidates who are awaiting MCOLES Testing is (71) and there are (322) candidates archived. Candidates are archived for several reasons, such as waiting on documents; the candidate is not ready to proceed with the hiring process, and/or waiting on police checks.

DPD - MCOLES Testing Site

Written and Physical Agility examination results for April 2021:

Exam Type	Scheduled	Appeared	Passed	Failed	Rescheduled	Withdrew	No Show
Written	45	29	23	6	2	0	14
Physical Agility	63	39	20	19	3	0	21

PLEASE NOTE:

Candidates who rescheduled and withdrew from the **Reading and Writing Test** did not take the test; therefore, the two (2) candidate(s) who rescheduled, along with the zero (0) candidate that withdrew, along with the fourteen (14) No Shows, equal the total number of sixteen (16). Candidates who rescheduled and withdrew from the **Physical Agility Test** did not take the test; therefore, the three (3) candidates who rescheduled, zero (0) candidates that withdrew, along with twenty-one (21) No Shows, equal a total number of twenty-four (24).

Academy Graduates: 0

Total New Hires – April 2021

Sworn	Civilians	Police Assistants	Total New Hires
1	12	3	16

Detroit Residency Information (as of 04/30/2021)

Residency	Total Sworn	Total Civilians	Police Assistant
Detroit	575	329	29
Non-Detroit	1939	290	29

Civilian New Hires – Detroit Residents: (6)
 Sworn New Hires – Detroit Residents: (0)
 Police Assistant New Hires – Detroit Residents: (0)

**Note: new hire residents are inclusive of total numbers in the chart above*

Student Intern Program: 0

ATTRITION

April 2021

Sworn	Civilians	Police Assistants	Total Attrition
18	6	0	24

LEAVES OF ABSENCE / RESTRICTED DUTY

April 2021

Employee Category	FMLA Continuous	FMLA Intermittent	Medical Leave	Military	Personal / Educational	Restricted	Disabled	Sick
Sworn	12	72	1	7	0	140	50	17
Civilian	11	72	4	0	1	0	0	3

SWORN PERSONNEL SUSPENSIONS

April 2021

<i>Police Officer</i>	Corporal	Detective	Sergeant	Lieutenant	Total
8	1	0	1	0	10

Monthly Separations

April 2021

	Retired	Retired with charges	Resigned	Resigned under charges	Deaths	Disability	Dismissed	Total
<i>P.O</i>	1		12					13
<i>Investigator</i>	1							1
<i>Sergeant</i>	2							2
<i>Lieutenant</i>								
<i>Detective</i>	2							2
<i>Captain</i>								
<i>Commander</i>								
<i>Deputy Chief</i>								
<i>Assistant Chief</i>								
Total	6		12					18

Drop Program (DEFERRED RETIREMENT OPTION PLAN)

April 2021

RANK	COUNT
<i>Assistant Chief</i>	0
<i>Deputy Chief</i>	0
<i>Commander</i>	7
<i>Captain</i>	6
<i>Lieutenant</i>	30
<i>Sergeant</i>	103
<i>Investigator</i>	14
<i>Detective</i>	69
<i>Police Officer</i>	339
Total	568

***NOTE THESE NUMBERS REFLECT ACTIVE DROP PARTICIPANTS**



K. D. Patillo
Director of Police Personnel
Human Resources Bureau

Director of Police Personnel
Human Resources Bureau

LEAVES OF ABSENCE / RESTRICTED DUTY TERMS

Restricted: Members who experience an on/off duty injury/illness/medical condition restricting them from performing their full regular duties as a Police Officer.

Disabled: Members who experience an on duty injury/incident prohibiting them from performing any duties as a Police Officer.

Sick: Members who are on an extended sick leave because of a personal long-term injury or illness, and have not been approved for a medical leave of absence.

FCGLA Continuous: Approved for family medical leave (FML) for a consecutive period (i.e. June 1st - June 30th). This can be for one's own personal health condition; or that of a qualifying family member

Medical Leave: Employees who are approved for a continuous leave for their own personal health condition beyond the allotted 12 weeks of FML or employees who do not qualify for a FML.

Military: Members who have been called into active military duty.

Personal: Members who are on a non-medical leave for personal reasons; this leave may be up to six months.

Educational: Members who are on leave to complete a component of their higher education

ATTRITION

Attrition/Promotional Availability Report

April 30, 2021

RANK	BUDGETED	THIS MONTH	OVER/UNDER BUDGET	MANPOWER RATE	ATTRITION RATE
Chief	1	1	0		
Assistant Chief	3	3	0	100%	0%
Deputy Chief	5	5	0	100%	0%
Commander	17	17	0	100%	0%
Captain	25	25	0	100%	0%
Lieutenant	105	101	-4	96%	4%
Sergeant	376	355	-21	94%	6%
Investigator	23	16	-7	70%	30%
Detective	187	173	-14	93%	7%
Corporal	89	79	-10	89%	11%
N.P.O.	59	58	-1	98%	2%
Police Officer	1712	1681	-31	98%	2%
Police Assistants	70	58	-12	83%	17%
Grand Total	2672	2572	-100	96%	4%
CIVILIAN PERSONNEL					
	BUDGETED	THIS MONTH	OVER/UNDER BUDGET		
Civilians	746	619	-127	83%	17%

April 30, 2021

DEPARTMENT SEPARATION SUMMARY REPORT FOR 2021

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
CHIEF													0
ASSISTANT CHIEF													0
DEPUTY CHIEF													0
COMMANDER													0
CAPTAIN	1												1
LIEUTENANT		1	1										2
SERGEANT	5	3	3	2									13
INVESTIGATOR				1									1
DETECTIVE		2	1	2									5
POLICE OFFICER	17	17	13	13									60
TOTAL	23	23	18	18	0	0	0	0	0	0	0	0	82

***Excludes leaves of absences**

Prepared by Sgt. Mark Henning

STAFFING/EMPLOYMENT

April 30, 2021

SWORN APPOINTMENT SUMMARY REPORT FOR FISCAL YEAR 2020/2021

	JUL	AUG	SEP*	OCT*	NOV	DEC*	JAN	FEB	MAR	APR*	MAY	JUN	TOTAL
Black Male	10	10	9	2	9		5	7	2	1			55
Black Female	1	5	3	2	3		4	3	3				24
White Male	15	9	9	10	10	1	5	14	10				83
White Female	3	4		4	2		2	1	3				19
Hispanic Male	3	5	2	2	1		1	2	1				17
Hispanic Female		2		1	1		1						5
Asian Males				1				1					2
Asian Female								1					1
Native Male									1				1
Native Female													0
Totals	32	35	23	22	26	1	18	29	20	1	0	0	207

AGE OF SWORN MEMBERS BY RACE AND SEX

April 30, 2021

Age	A/F	A/M	B/F	B/M	H/F	H/M	I/F	I/M	W/F	W/M	Total:	%
18-22		4	18	51	2	10			6	53	144	5.7%
23-27		2	49	125	10	25	1	3	49	183	447	17.8%
28-32	2	5	53	112	5	19			29	143	368	14.6%
33-37		1	30	80	1	6	1		14	69	202	8.0%
38-42	2	3	40	75	3	11			17	63	214	8.5%
43-47			61	102	4	8	1		28	116	320	12.7%
48-52		3	81	161	1	15			22	117	400	15.9%
53-57	1	1	46	117		8		1	6	48	228	9.1%
58-62			24	63		3			6	19	115	4.6%
63-67			12	31		4				10	57	2.3%
68-72			5	8		1			1	1	16	0.6%
73-77		1		2							3	0.1%
Total:	5	20	419	927	26	110	3	4	178	822	2514	100.0%

DEMOGRAPHIC REPORT

April 30, 2021

RANK	Black Males	White Males	Hispanic Male	Native American Males	Asian Males	Black Females	White Females	Hispanic Females	Native American Females	Asian Female	TOTAL
EXECUTIVES	3	4				2					9
COMMANDERS	4	5				7	1				17
CAPTAINS	9	7	3			5	1				25
LIEUTENANTS	33	33	2		1	17	13	1	1		101
SERGEANTS	136	122	11	1	4	62	16	2	1		355
INVESTIGATORS	5	3				6	2				16
DETECTIVES	59	48	6		1	47	11	1			173
POLICE OFFICERS	677	601	88	3	14	273	134	22	2	4	1818
POLICE ASSISTANTS	24	4	3			24	3				58
TOTALS	950	827	113	4	20	443	181	26	4	4	2572

Percentages

	NUMBER	PERCENTAGE
MALE	1914	74.4%
FEMALE	658	25.6%
WHITE	1008	39.2%
BLACK	1393	54.2%
HISPANIC	139	5.4%
*OTHER	32	1.2%

SUSPENSION

HR Monthly Suspension Report

Primary	First	Last	Duty Status	Rank	Command	Badge	Date of Initial Duty Status Change
20-046	Daniel	Debono	Admin Leave No Pay	PO	4	3523	7/23/2020
20-059	Daniel	Waldrep	Admin Leave No Pay	PO	9	2540	6/30/2020
18-049	Stanley	Sauders	Admin Leave No Pay	PO	9	3660	3/12/2020
21-003	Lavon	Howell	Admin Leave w/Pay	PO	Major Violators	S-730	2/2/2021
INTEG	Shenita	Petties	Admin Leave w/Pay	PO	NBIN	3885	12/21/2020
INTEG	Curtis	Hall	Admin Leave w/Pay	PO	3	487	8/31/2020
19-071	Sean	Bell	Admin Leave w/Pay	CPL	12	2003	8/13/2020
20-003	Walter	Wilson	Admin Leave w/Pay	PO	9	598	12/30/2019
FI 18-017	Raytheon	Martin	Terminated- Pending Arbitration	SGT	CATS	S-157	6/3/2019
20-019	Joi	Gaines	Terminated- Pending Arbitration	PO	Major Violators	2664	2/24/2020

**APPLICANT'S
DEMOGRAPHICS &
FALIURES**

Candidate Failure by Step 7-1-2020 to 4-30-2021

STATUS	Count	Status	STATUS	NUMBER
Failures	2541			
Fail - Absent Written Exam	27	Temp DQ	Temp DQ	1877
Fail - Active Warrant	39	Temp DQ	Perm DQ	399
Fail - Arrearages	1	Temp DQ	Deactivated	265
Fail - Arrest History	122	Perm DQ	Total Inactive	2541
Fail - Citizenship	5	Temp DQ		
Fail - Does not meet minimum qualifications	222	Temp DQ	# Awaiting MCOLES	393
Fail - Driving Record	138	Temp DQ		
Fail - Drug Usage	100	Perm DQ	# In Process	37
Fail - Employment History	11	Temp DQ		
Fail - Failed Background Check (Post Eligible List)	6	Perm DQ	Hired	145
Fail - Failed Medical Exam (Post Eligible List)	2	Perm DQ		
Fail - Failed Oral Exam	14	Temp DQ		
Fail - Failed Performance Exam	69	Temp DQ	Total Applicants	3116
Fail - Failed Written Exam	65	Temp DQ		
Fail - Felony Conviction	74	Perm DQ		
Fail - File on Hold	634	Temp DQ		
Fail - Incomplete Application	96	Temp DQ		
Fail - Insufficient Integrity	70	Perm DQ		
Fail - Lack of Interest	265	Deactivated		
Fail - Lacks Education and/or Experience	2	Temp DQ		
Fail - Military Record	1	Perm DQ		
Fail - Misdemeanor Conviction	24	Perm DQ		
Fail - Moral Character	7	Temp DQ		
Fail - No Agility Scores	5	Temp DQ		
Fail - No Show for Application Orientation	2	Temp DQ		
Fail - No Show for Background	1	Temp DQ		
Fail - No Show for Physical Agility	30	Temp DQ		
Fail - No Written Scores	219	Temp DQ		
Fail - Open Investigation	14	Temp DQ		
Fail - Other	56	Temp DQ		
Fail - Pending Warrant	2	Temp DQ		
Fail - Psychological	59	Temp DQ		
Fail - Withdrew from recruitment process	159	Temp DQ		
Eligible	145			
In Process	37			
Background Investigation	25			
LIVESCAN	10			
Medical Evaluation	1			
Psychological Evaluation	1			
Awaiting MCOLES	393	ACTIVE	INACTIVE	
Application Received	153	3	150	
LEIN	21	0	21	
LEIN Supervisor Review	125	2	123	
MCOLES Physical Agility	13	13	0	
MCOLES Written Examination	81	81	0	
Grand Total	3116			

"Hired" number only represent the number who have applied within 2020-2021 YTD

Active candidates who are awaiting MCOLES Testing is (99) and there are (294) candidates archived (inactive). Candidates are archived (inactive) in the following steps for different reasons. **Application Received:** waiting on minimum required documents (driver's license) or statements regarding answers on the initial application. **LEIN:** waiting on police reports and/or court documents. **LEIN Supervisor Review:** waiting on statements regarding arrests, military disciplinary records and other police and court records.

Candidate Failure by Category & Demographic 7-1-2020 to 4-30-2021

STATUS	Count	Status		
Row Labels	Count of Disposition			
Absent Written Exam	27	Temp DQ		
B	15		A	Asian or Pacific Islanders
H	3		B	Black
W	9		H	Hispanic or Latino
Active Warrant	39	Temp DQ	I	American Indian or Alaska Native
B	29		N	Do not wish to answer
H	2		U	Multi-racial
U	3		W	White (not of Hispanic origin)
W	5		blank	Candidate did not Answer
Arrest History	122	Perm DQ		
A	2			
B	74			
H	4			
U	10			
W	32			
Citizenship	5	Temp DQ		
H	2			
I	1			
N	1			
W	1			
Does not meet minimum qualifications	222	Temp DQ		
A	6			
B	139			
H	9			
N	3			
U	19			
W	46			
Driving Record	138	Temp DQ		
A	2			

B	91	
H	4	
N	2	
U	10	
W	28	
Drug Usage	100	Perm DQ
A	4	
B	40	
H	6	
U	5	
W	45	
Employment History	11	Temp DQ
B	3	
I	1	
U	1	
W	6	
Failed Background Check (Post Eligible List)	6	Perm DQ
B	3	
W	3	
Failed Medical Exam (Post Eligible List)	2	Perm DQ
W	2	
Failed Oral Exam	14	Temp DQ
A	1	
B	4	
N	1	
U	1	
W	7	
Failed Performance Exam	69	Temp DQ
A	1	
B	33	
H	6	
U	3	
W	26	

Failed Written Exam	65	Temp DQ
A	2	
B	45	
H	2	
N	3	
U	4	
W	9	
Felony Conviction	74	Perm DQ
B	56	
H	1	
N	1	
U	3	
W	13	
File on Hold	634	Temp DQ
A	9	
B	280	
H	30	
I	3	
N	10	
U	31	
W	269	
(blank)	2	
Incomplete Application	96	Temp DQ
A	2	
B	52	
H	6	
I	1	
N	3	
U	7	
W	25	
Insufficient Integrity	70	Perm DQ
A	1	
B	43	
H	2	

I	2	
U	2	
W	20	
Lack of Interest	265	Deactivated
A	5	
B	108	
H	14	
I	1	
N	1	
U	11	
W	124	
(blank)	1	
Misdemeanor Conviction	24	Perm DQ
B	11	
H	1	
W	12	
Moral Character	7	Temp DQ
B	5	
N	1	
W	1	
No Agility Scores	5	Temp DQ
B	2	
U	1	
W	2	
No Show for Application Orientation	2	Temp DQ
B	1	
W	1	
No Show for Background	1	Temp DQ
W	1	
No Show for Physical Agility	30	Temp DQ
A	1	
B	11	
H	3	

I	1	
N	1	
U	2	
W	11	
No Written Scores	219	Temp DQ
A	3	
B	121	
H	9	
I	2	
N	2	
U	16	
W	65	
(blank)	1	
Open Investigation	14	Temp DQ
B	7	
U	2	
W	5	
Other	56	Temp DQ
A	1	
B	25	
H	2	
U	3	
W	24	
(blank)	1	
Psychological	59	Temp DQ
B	22	
H	7	
U	3	
W	26	
(blank)	1	
Withdrew from recruitment process	159	Temp DQ
A	5	
B	54	
H	6	

I	1	
N	1	
U	6	
W	85	
(blank)	1	
Eligible	145	
A	2	
B	49	
H	16	
N	1	
U	12	
W	65	
Application Received	153	
A	5	
B	72	
H	15	
N	3	
U	5	
W	53	
Arrearages	1	Temp DQ
B	1	
Background Investigation	25	
B	9	
H	2	
U	1	
W	13	
(blank)	1	
LEIN	21	
B	10	
H	3	
U	2	
W	6	
LEIN Supervisor Review	125	
A	3	

B	54	
H	7	
N	3	
U	3	
W	55	
MCOLES Physical Agility	13	
B	6	
H	1	
W	6	
MCOLES Written Examination	81	
A	2	
B	37	
H	4	
U	7	
W	31	
Medical Evaluation	1	
W	1	
Oral Board	1	
W	1	
Pending Warrant	2	
B	2	
LIVESCAN	10	
B	2	
W	8	
Military Record	1	
B	1	
Lacks Education and/or Experience	2	
B	2	
Grand Total	3116	