

INTER-OFFICE MEMORANDUM
Human Resources Bureau

Date
July 6, 2021

To: Board of Police Commissioners (Direct)

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

From: Human Resources (HRB)

RE: This monthly report is provided as a summary of HRB activities for the month of June 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	2566	106	2672
Civilians	627	121	748
Totals	3193	227	3420

*Includes 57 Police Assistants

**Includes 13 Police Assistant vacancies

Sworn Recruiting (7/1/2020 – 06/30/2021)

Total # Applicants	# IN Process	# Hired	Lack of Interest	Temporarily Disqualified	Disqualified Permanently	# Awaiting MCOLES
3650	38	162	333	2200	438	479

The Number of Applicants in Process equals the Candidates awaiting MCOLES Testing (479), the Number of candidates who are in Background Investigations (23), awaiting Psychological Evaluation (0), Oral Boards (0), Medical Evaluation (13), Live Scan (2), and Final Orientation (0).

Active candidates who are awaiting MCOLES Testing is (196) and there are (283) 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 June 2021:

Exam Type	Scheduled	Appeared	Passed	Failed	Rescheduled	Withdrew	No Show
Written	60	21	14	7	14	0	25
Physical Agility	81	33	17	16	15	0	44

PLEASE NOTE:

Candidates who rescheduled and withdrew from the **Reading and Writing Test** did not take the test; therefore, the fourteen (14) candidates who rescheduled, zero (0) candidates withdrew, along with the twenty-five (25) No Shows, equal a total number of thirty-nine (39). Candidates who rescheduled and withdrew from the **Physical Agility Test** did not take the test; therefore, the fifteen (15) candidates who rescheduled, zero (0) candidates that withdrew, along with forty-four (44) who are No Shows, equal a total number of fifty-nine (59).

Academy Graduates: 0

Total New Hires – June 2021

Sworn	Civilians	Police Assistants	Total New Hires
14	40	0	54

Detroit Residency Information (as of 06/30/2021)

Residency	Total Sworn	Total Civilians	Police Assistant
Detroit	571	339	29
Non-Detroit	1938	288	28

Civilian New Hires – Detroit Residents: (14)

Sworn New Hires – Detroit Residents: (1)

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**June 2021**

Sworn	Civilians	Police Assistants	Total Attrition
15	13	0	28

LEAVES OF ABSENCE / RESTRICTED DUTY**June 2021**

Employee Category	FMLA Continuous	FMLA Intermittent	Medical Leave	Military	Personal / Educational	Restricted	Disabled	Sick
Sworn	5	67	3	6	0	158	46	15
Civilian	6	65	2	0	0	8		4

SWORN PERSONNEL SUSPENSIONS

June 2021

<i>Police Officer</i>	Corporal	Detective	Sergeant	Lieutenant	Total
6	1				7

Monthly Separations

June 2021

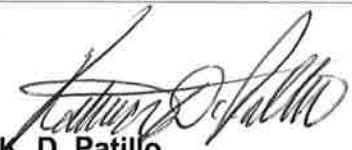
	Retired	Retired with charges	Resigned	Resigned under charges	Deaths	Disability	Dismissed	Total
<i>P.O</i>	3	1	4					8
<i>Investigator</i>	1							1
<i>Sergeant</i>			1			1		2
<i>Lieutenant</i>								
<i>Detective</i>	1							1
<i>Captain</i>			1					1
<i>Commander</i>								
<i>Deputy Chief</i>	1							1
<i>Assistant Chief</i>	1							1
Total	7	1	6			1		15

Drop Program (DEFERRED RETIREMENT OPTION PLAN)

June 2021

RANK	COUNT
<i>Assistant Chief</i>	0
<i>Deputy Chief</i>	0
<i>Commander</i>	6
<i>Captain</i>	8
<i>Lieutenant</i>	29
<i>Sergeant</i>	108
<i>Investigator</i>	13
<i>Detective</i>	70
<i>Police Officer</i>	343
Total	577

***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.

FDLA 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

June 30, 2021

RANK	BUDGETED	THIS MONTH	OVER/UNDER BUDGET	MANPOWER RATE	ATTRITION RATE
Chief	1	2	1		
Assistant Chief	3	2	-1	67%	33%
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	371	-5	99%	1%
Investigator	23	15	-8	65%	35%
Detective	187	176	-11	94%	6%
Corporal	89	75	-14	84%	16%
N.P.O.	59	59	0	100%	0%
Police Officer	1712	1661	-51	97%	3%
Police Assistants	70	57	-13	81%	19%
Grand Total	2672	2566	-107	96%	4%
CIVILIAN PERSONNEL					
	BUDGETED	THIS MONTH	OVER/UNDER BUDGET		
Civilians	748	627	-121	84%	16%

June 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						1							1
DEPUTY CHIEF						1							1
COMMANDER													0
CAPTAIN	1					1							2
LIEUTENANT		1	1		1								3
SERGEANT	5	3	3	2		2							15
INVESTIGATOR				1		1							2
DETECTIVE		2	1	2	1	1							7
POLICE OFFICER	17	17	13	13	20	8							88
TOTAL	23	23	18	18	22	15	0	0	0	0	0	0	119

Projected to 30 June

*Excludes leaves of absences

Prepared by Sgt. Mark Henning

JUNE 2021 REASONS FOR SEPARATION

Name	Rank	Appointed	Separated	Years of Service	Command	Reason	Comments
GRACE, JORDAN	SERGEANT	05/31/16	05/31/21	5	ORGANIZED CRIME	RESIGNED	GRAND RAPIDS PD
HOUSER, RICHARD	DETECTIVE	05/24/93	06/01/21	28	HOMICIDE	RETIRED - NORMAL	FULFILLED CONTRACT
EVANS, TIMOTHY	POLICE OFFICER	07/22/13	06/01/21	7	SPECIAL RESPONSE	RESIGNED	GROSSE POINTE PD
STAIR, LASHINDA	1ST ASST CHIEF	05/06/96	06/01/21	25	OFFICE OF THE CHIEF	RETIRED - NORMAL	HIRED BY PRIVATE SECTOR EMPLOYER - BETTER PAY AND BENEFITS
MCINTYRE, FREDERICK	POLICE OFFICER	06/26/00	06/01/21	20	10TH PCT	RETIRED UNDER CHARGES	PENDING CSC INVESTIGATION
PETTIES, SHENITA	POLICE OFFICER	12/02/96	06/02/21	24	INVESTIGATIVE OPERATIONS	RETIRED - NORMAL	FULFILLED CONTRACT
GRAHL, TODD	POLICE OFFICER	03/29/21	06/04/21	0	ACADEMY	RESIGNED	UNABLE TO COMMIT TO TRAINING
WILSON, TONI	INVESTIGATOR	04/28/86	06/06/21	35	INVESTIGATIVE OPERATIONS	RETIRED - NORMAL	INVOLUNTARY DROP SEPARATION
JONES, ALONZO	POLICE OFFICER	05/11/87	06/08/21	34	FLEET CONTROL	RETIRED - NORMAL	FULFILLED CONTRACT
MARTIN, LAWRENCE	POLICE OFFICER	11/18/96	06/08/21	24	12TH PRECINCT	RETIRED - NORMAL	FULFILLED CONTRACT
MACNICOL, JEREMY	SERGEANT	06/24/96	06/14/21	24	7TH PRECINCT	DUTY DISABILITY	DUTY DISABILITY
LIPA, JONATHON	POLICE OFFICER	01/09/17	06/18/21	4	5TH PCT	RESIGNED	TRENTON PD - BETTER PAY AND PENSION BENEFITS
BRYANT, ELAINE	DEPUTY CHIEF	08/31/00	06/23/21	20	NEIGHBORHOOD POLICING	TEN YEAR VESTED	COLUMBUS PD
POTTS, LASHANNA	CAPTAIN	02/17/97	06/24/21	24	8TH PCT	TEN YEAR VESTED	COLUMBUS PD
KONKOL, SHANE	POLICE OFFICER	06/29/20	06/27/21	0	8TH PCT	RESIGNED	BIRMINGHAM PD

STAFFING/EMPLOYMENT

June 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	9	4	68
Black Female	1	5	3	2	3		4	3	3		1	1	26
White Male	15	9	9	10	10	1	5	14	10		11	4	98
White Female	3	4		4	2		2	1	3		1	2	22
Hispanic Male	3	5	2	2	1		1	2	1			1	18
Hispanic Female		2		1	1		1					1	6
Asian Males				1				1					2
Asian Female								1				1	2
Native Male									1				1
Native Female													0
Totals	32	35	23	22	26	1	18	29	20	1	22	14	243

AGE OF SWORN MEMBERS BY RACE AND SEX

June 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	8			8	52	143	5.7%
23-27	1	1	46	126	9	26	1	3	46	180	439	17.5%
28-32	2	6	53	120	7	19			30	144	381	15.2%
33-37		1	31	79	1	7	1		15	69	204	8.1%
38-42	2	3	38	75	3	11			17	62	211	8.4%
43-47			59	100	4	7	1		27	111	309	12.3%
48-52		3	78	159	1	16			23	122	402	16.0%
53-57	1	1	46	114		8		1	6	50	227	9.0%
58-62			23	67		3			6	19	118	4.7%
63-67			12	29		3				10	54	2.2%
68-72			5	10		1			1		17	0.7%
73-77		1		2						1	4	0.2%
Total:	6	20	409	932	27	109	3	4	179	820	2509	100.0%

DEMOGRAPHIC REPORT JUNE 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	32	36	1		1	17	12	1	1		101
SERGEANTS	143	123	11	1	4	67	19	2	1		371
INVESTIGATORS	5	3				5	2				15
DETECTIVES	60	50	8		1	46	9	2			176
POLICE OFFICERS	672	593	86	3	14	264	134	22	2	5	1795
POLICE ASSISTANTS	23	4	3			24	3				57
TOTALS	951	825	112	4	20	437	181	27	4	5	2566

Percentages

	NUMBER	PERCENTAGE
MALE	1912	74.5%
FEMALE	654	25.5%
WHITE	1006	39.2%
BLACK	1388	54.1%
HISPANIC	139	5.4%
*OTHER	33	1.3%

SUSPENSION



HR Monthly Suspension Report/July 2021

Primary	First Name	Last Name	Duty Status	Rank	Command	Badge	Date of Initial Duty Status Change
20-046	DANIEL	DEBONO	Admin Leave NO Pay	PO	4	3523	07/23/20
20-059	DANIEL	WALDREP	Admin Leave NO Pay	PO	9	2540	06/30/20
18-049	STANLEY	SAUNDERS	Admin Leave NO Pay	PO	9	3660	03/12/20
21-023	ERIC	BOGYA	Admin Leave w/ Pay	PO	3	465	04/14/21
INTEG	CURTIS	HALL	Admin Leave w/ Pay	PO	3	487	08/31/20
19-071	SEAN	BELL	Admin Leave w/ Pay	CPL	12	2003	08/13/20
20-003	WALTER	WILSON	Admin Leave w/ Pay	PO	9	598	11/13/20

**APPLICANT'S
DEMOGRAPHICS
& FAILURES**

Candidate Failure by Step 7-1-2020 to 6-30-2021

STATUS	Count	Status	STATUS	NUMBER
Failures	3650			
Fail - Absent Written Exam	31	Temp DQ	Temp DQ	2200
Fail - Active Warrant	45	Temp DQ	Perm DQ	438
Fail - Arrearages	1	Temp DQ	Deactivated	333
Fail - Arrest History	130	Perm DQ	Total Inactive	2971
Fail - Citizenship	5	Temp DQ		
Fail - Does not meet minimum qualifications	287	Temp DQ	# Awaiting MCOLES	479
Fail - Driving Record	166	Temp DQ		
Fail - Drug Usage	106	Perm DQ	# In Process	38
Fail - Employment History	12	Temp DQ		
Fail - Failed Background Check (Post Eligible List)	6	Perm DQ	Hired	162
Fail - Failed Medical Exam (Post Eligible List)	2	Perm DQ		
Fail - Failed Oral Exam	15	Temp DQ		
Fail - Failed Performance Exam	83	Temp DQ	Total Applicants	3650
Fail - Failed Written Exam	78	Temp DQ		
Fail - Felony Conviction	89	Perm DQ		
Fail - File on Hold	682	Temp DQ		
Fail - Incomplete Application	108	Temp DQ		
Fail - Insufficient Integrity	73	Perm DQ		
Fail - Lack of Interest	333	Deactivated		
Fail - Lacks Education and/or Experience	2	Temp DQ		
Fail - Military Record	1	Perm DQ		
Fail - Misdemeanor Conviction	31	Perm DQ		
Fail - Moral Character	8	Temp DQ		
Fail - No Agility Scores	8	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	35	Temp DQ		
Fail - No Written Scores	264	Temp DQ		
Fail - Open Investigation	15	Temp DQ		
Fail - Other	68	Temp DQ		
Fail - Pending Warrant	1	Temp DQ		
Fail - Psychological	74	Temp DQ		
Fail - Withdrew from recruitment process	209	Temp DQ		
Eligible	162			
In Process	38			
Background Investigation	23			
LIVESCAN	2			
Medical Evaluation	13			
Psychological Evaluation	0			
Awaiting MCOLES	479	ACTIVE	INACTIVE	
Application Received	184	62	122	
LEIN	51	22	29	
LEIN Supervisor Review	158	26	132	
MCOLES Physical Agility	12	12	0	
MCOLES Written Examination	74	74	0	
Grand Total	4329			

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

Active candidates who are awaiting MCOLES Testing is (196) and there are (283) 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 6-30-2021

STATUS	Count	Status		
Row Labels	Count of Disposition			
Absent Written Exam	31	Temp DQ		
B	18		A	Asian or Pacific Islanders
H	3		B	Black
W	10		H	Hispanic or Latino
Active Warrant	45	Temp DQ	I	American Indian or Alaska Native
B	34		N	Do not wish to answer
H	2		U	Multi-racial
U	3		W	White (not of Hispanic origin)
W	6		blank	Candidate did not Answer
Arrest History	130	Perm DQ		
A	2			
B	79			
H	4			
U	10			
W	35			
Citizenship	5	Temp DQ		
H	2			
I	1			
N	1			
W	1			
Does not meet minimum qualifications	287	Temp DQ		
A	10			
B	167			
H	16			
N	3			
U	23			
W	68			
Driving Record	166	Temp DQ		

Candidate Failure by Category Demographic

7/1/2020 to 6/30/2021

A	2	
B	111	
H	4	
N	2	
U	11	
W	35	
(blank)	1	
Drug Usage	106	Perm DQ
A	4	
B	40	
H	7	
U	5	
W	50	
Employment History	12	Temp DQ
B	3	
I	1	
U	1	
W	7	
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	15	Temp DQ
A	1	
B	4	
N	1	
U	1	
W	8	
Failed Performance Exam	83	Temp DQ
A	1	
B	38	
H	8	
U	3	

Candidate Failure by Category Demographic

7/1/2020 to 6/30/2021

W	33	
Failed Written Exam	78	Temp DQ
A	2	
B	49	
H	4	
N	3	
U	4	
W	16	
Felony Conviction	89	Perm DQ
B	65	
H	1	
N	3	
U	3	
W	17	
File on Hold	682	Temp DQ
A	9	
B	303	
H	32	
I	3	
N	10	
U	39	
W	283	
(blank)	3	
Incomplete Application	108	Temp DQ
A	2	
B	59	
H	6	
I	1	
N	3	
U	9	
W	28	
Insufficient Integrity	73	Perm DQ
A	1	
B	46	

Candidate Failure by Category Demographic

7/1/2020 to 6/30/2021

H	2	
I	2	
U	3	
W	19	
Lack of Interest	333	Deactivated
A	6	
B	136	
H	17	
I	1	
N	2	
U	15	
W	155	
(blank)	1	
Misdemeanor Conviction	31	Perm DQ
B	15	
H	2	
N	1	
W	13	
Moral Character	8	Temp DQ
B	5	
N	1	
W	2	
No Agility Scores	8	Temp DQ
B	4	
U	1	
W	3	
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	35	Temp DQ
A	1	
B	15	

Candidate Failure by Category Demographic

7/1/2020 to 6/30/2021

H	3	
I	1	
N	1	
U	2	
W	12	
No Written Scores	264	Temp DQ
A	5	
B	145	
H	12	
I	2	
N	2	
U	18	
W	79	
(blank)	1	
Open Investigation	15	Temp DQ
B	6	
H	1	
U	3	
W	5	
Other	68	Temp DQ
A	1	
B	32	
H	3	
U	3	
W	28	
(blank)	1	
Psychological	74	Temp DQ
B	25	
H	9	
N	1	
U	6	
W	32	
(blank)	1	
Withdrew from recruitment process	209	Temp DQ

Candidate Failure by Category Demographic

7/1/2020 to 6/30/2021

A	8	
B	74	
H	12	
I	1	
N	1	
U	8	
W	104	
(blank)	1	
Eligible	162	
A	2	
B	55	
H	16	
N	1	
U	13	
W	75	
Application Received	184	
A	6	
B	93	
H	11	
N	4	
U	6	
W	63	
(blank)	1	
Arrearages	1	Temp DQ
B	1	
Background Investigation	23	
B	9	
H	2	
I	1	
U	2	
W	9	
LEIN	51	
A	1	
B	20	

Candidate Failure by Category Demographic

7/1/2020 to 6/30/2021

H	2
U	4
W	24
LEIN Supervisor Review	158
A	4
B	74
H	9
I	1
N	2
U	7
W	61
MCOLES Physical Agility	12
B	1
H	6
N	1
W	4
MCOLES Written Examination	74
A	3
B	37
H	4
N	2
U	3
W	24
(blank)	1
Medical Evaluation	13
A	1
B	5
H	1
W	6
Pending Warrant	1
B	1
LIVESCAN	2
W	2

Candidate Failure by Category Demographic

7/1/2020 to 6/30/2021

Military Record	1	
B	1	
Lacks Education and/or Experience	2	
B	2	
Grand Total	3650	