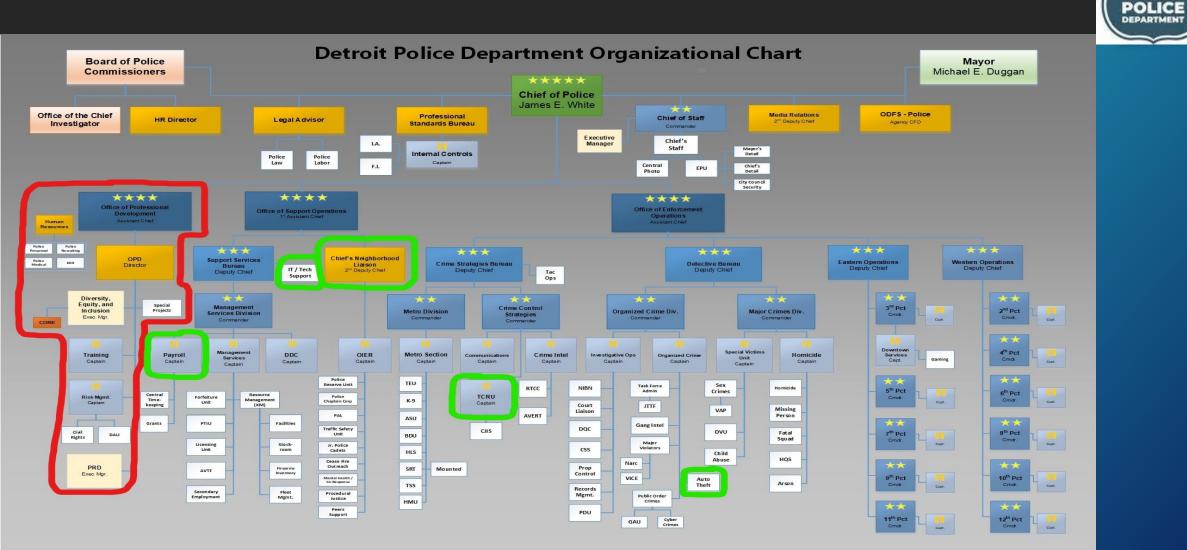




Chief James E. White

DETROIT





 Historically, the HR Director has reported jointly to the Board and Chief of Police, and on an operational / organizational level, the HR Director worked directly with the Chief of Police. This has been a long-standing practice since 1974. The Charter uniquely acknowledges the vital role of the Director of Police Personnel by giving the director appointment power to hire a deputy.

The Department is firmly committed to adhering to the Charter of the City of Detroit. As illustrated by the Department's organizational chart, the HR director reports to the Board of Police Commissioners and consults with the DPD through the Assistant Chief, Office of Professional Development.



• Please describe the Director of Police Personnel's role and responsibilities given the Reorganization Plan.

The Director of Police Personnel (commonly referred to as the "HR Director") will continue to serve in the same capacity as prior HR Directors have. This includes, but is not limited to, working with the Department on matters pertaining to human resources (e.g., recruiting, EEO, and employee medical issues).

• Will this Reorganization Plan eliminate any of the Director of Police Personnel's duties mandated under the City Charter?

No.



• Please share the rationale regarding the HR Director now reporting directly to the Office of Professional Development- Assistant Chief versus the previous organizational plan that reflected the HR Director reporting to the Board and the Office of Support Operations.

Please note that the organizational chart reflects the HR Director reporting directly to the Board of Police Commissioners, as indicated by the solid-line connection running from the HR Director's box to the Board of Police Commissioners' box. The Department believes this is an accurate depiction of where the HR Director sits in the organization against the backdrop of the Charter of the City of Detroit, which provides that the Director of Police Personnel serves at the pleasure of the Board.

However, the organizational chart illustrates that the Human Resources "group," which includes Police Personnel, Police Medical, Recruiting, and EEO, and the work the HR Director does with respect to these units reports into the Department through the Office of Professional Development. This appeared to be a natural fit in light of the fact that the assistant chief over the Office of Professional Development will be tasked with ensuring the professional development of all employees as well as the Department as an organization. Consistent with the Charter and DPD policy, the HR Director will consult with the Department on matters pertaining to human resources while at the same time serving at the pleasure and discretion of the Board.



• Based on the Reorganization Plan of the HR Director reporting directly to the Office of Professional Development- Assistant Chief, is the Department bypassing any charter mandates regarding the Board's authority over the director of Police Personnel? Please explain in detail.

No. In fact, the Department submits that the organizational charts issued following my appointment as interim-Chief of Police on June 1, 2021, properly illustrate the HR Director's relationship to the Board of Police Commissioners and the DPD as set forth in the Charter and DPD Policy.



• Given that the HR Director maintains responsibilities for the Police Personnel, Police Recruiting, Police Medical and the Equal Employment Office (EEO), how will the Reorganization Plan Impact HR's role and direct reporting to the Board?

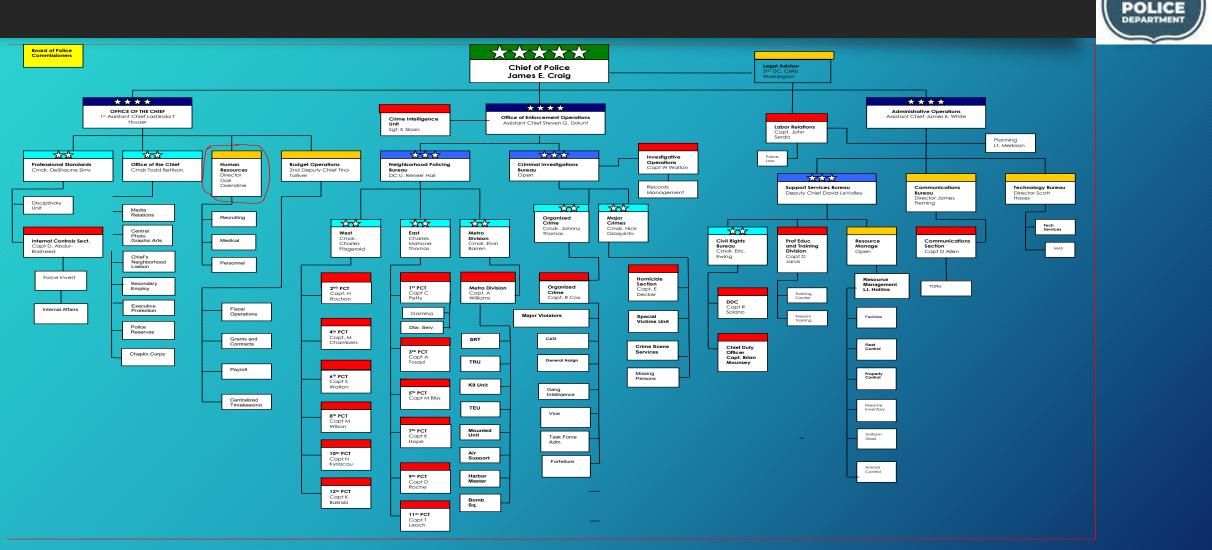
There is no impact. The organizational chart is consistent with the Charter and reflects a solid-line connection between the HR Director and the Board of Police Commissioners, signifying that the HR-Director reports directly to and serves at the pleasure of the Board. The organizational chart also illustrates that Human Resources (including Police Personnel, Recruiting, EEO, and Police Medical), all of which contain sworn personnel, report into the Office of Professional Development.



• What is the Department's overall goal of changing the Department's HR sole designation to the Board?

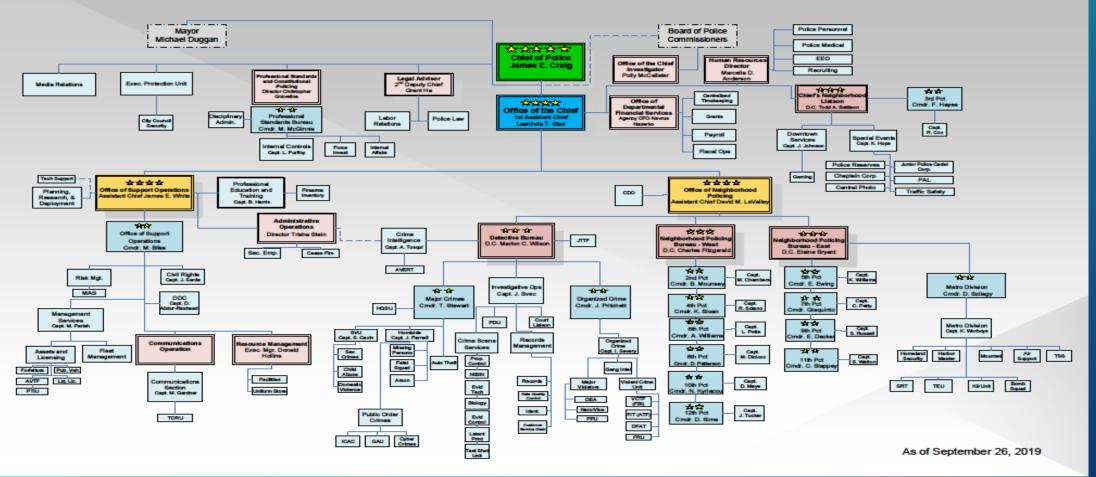
It is not now, nor has it ever been, the goal of the Department to remove the HR Director from the Board's oversight. In contrast to a number of prior organizational charts, every organizational chart adopted by the Department since I assumed the role of Chief of Police have shown the HR Director reporting to the Board of Police Commissioners as mandated by the Charter.





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**Detroit Police Department Organizational Chart** 



**Detroit Police Department Organizational Chart** Board of Police Mayor Michael Duggan Commissioners \*\*\*\* Chief of Police James E. Craig Prof Standards Office of the Chief City Counc Security Media Relations EPU Constitutional Investig ator Legal Advisor Policing <sup>d</sup> Deputy Chief inector Christo GrantHa Graveline Office of to to to to Payroll EEO Recruiting Departmental Human Resources Office of the Chie Capt. S. Cavin inancial Services Director Katrina Labor Relations Police Law ACFO Nevrus Patillo Police Police Medical Lashinda T. Stair Fiscal Operation Nazarko Personnel \*\* Profession al Centralized Timekeeping St and ards  $\dot{\alpha} \dot{\alpha} \dot{\alpha} \dot{\alpha}$  $\bigstar$   $\bigstar$   $\bigstar$   $\bigstar$ ☆ ☆ ice of Support Operati Office of Neighborhood Chief's Neighborh Assistant Chief David M Policing Assistant Chief Todd A. Bettiso Liaison Cmdr. K. Hope Internal Controls LeValley Disciplinary Admin actical Operation Internal Affairs Force Investigatio Office of Internal & External Relations CDO Capt. T. Leonard-Gilbe Jr. Police Cadet Corp. Police Reserves Chaplain Co PAL \*\*\* \*\*\* \*\*\* \*\*\* Administrative Neighborhood Polici od Polici Crime Intelligence Capt. A. Tosqui Operations Detective Bureau Id Support Bureau Bureau - West Bureau - East Tech Suppo \*\* Director Reid D.C. Marlon C. Wilso Central Pho Traffic Safety D.C. Charles Fitzgerald D.C. Mark Bliss D.C. Elaine Bryant Special Services Cmdr. S. Russell Branche-Wilson JTTF Planning. Research and Deployment AVERT \*\* Capt. M. Chambers Ar Ar Metro Divisio ☆☆ Secondary Employment 2nd Pct Capt. T. White Ceasefire \*\* Cmdr. B. Mouns 3rd Pct Cmdr. D. Szilag Profession al Communication Cmdr. F. Haye Downtown Services Capt. J. Johnson Operations mdr. M. Gardne Education & ☆ ☆ ☆ ☆ ☆☆ Training Capt. K. Worboy Management Services Capt. M. Parish Operations Capt. R. Solano Organized Crime Cmdr. J. Pritchett Major Crimes 4th Pct \*\* Metro Divisio Capt. R. Mitchell Capt. K. Williams Cmdr. E. Decke Capt. J. Svec Cmdr. K. Sloar 5th Pct Cmdr. E. Ewing Civil Rights ☆ ☆ Records Management Gaming ecial Vict Communications Organized Orim Capt. R. Conno Capt. L. Potts Homicide Capt. D. Maye ☆☆ Risk Management MAS 6th Pct Homeland Security Police Tow and Impound Unit Capt. J. Serda Auto Theft SRT Section Capt. C. Petty Firearms Inventory Data Quality Control (DQC) Cmdr. A. Willian 7th Pct Capt. B. Harris Cmdr. N. Giaqu HQSU Resource Management Missing Persons Sex Crimes Major Violators ☆☆ TEU Air Suppor \*\* Grants 8th Pct Capt. M. Dicicco Crime Scene Services Arson Capt. Domestic Violence Cmdr. D. 9th Pct Liquor Li cens e G. Johnson Narcotics Patterson Cmdr. M. McGir Telephone Crime TSS Mounted CompStat Fatal Squad Reporting Unit Forfeiture Property Control ☆☆ Child Abuse Vice Capt. I. Severy \*\* Public Order Crimes 10th Pct Capt. K. Blackwell K9 Unit Harbor Maste Abandoned Vehi Task Force 11th Pct Cmdr. T. Stewart DDC Capt D. Abdur Cmdr. C. Slappe NIBIN Task Force Admin Rasheed Fleet \*\* Bomb Squad Capt. V. Newson Management 12th Pct General Assignment Unit (GAU) Cyber Crime PDU Cmdr. D. Sims Assets and Licensing Gang Intel Court Liaison

As of February 11, 2021