



Detroit Police Department

Risk Management Update

Assistant Chief David LeValley
Office of Neighborhood Policing



Risk Management Envisioning Committee

- Chief of Police James White
- Assistant Chief David LeValley, Office of Neighborhood Policing
- 2nd Deputy Chief Grant Ha, Legal Advisor
- Director Christopher Graveline, Professional Standards Bureau
- Director Reid Branche-Wilson, Office of Analysis & Strategy
- Lieutenant Angelique Chadwick-Bills, Civil Rights Division
- Lieutenant Dietrich Lever, Risk Management



DPD has had risk mitigation practices, but they had limitations.

Existing Civil Rights Protocols

1. Management Awareness System tracks recent performance indicators including Use of Force and Citizen Complaints
2. Members scoring above a certain threshold are reviewed by the command for a PEERS notification
3. During PEERS notification, supervisor discusses members identified issues & create a monitoring strategy
4. Command monitors member, provides training, and/or other relevant strategy to see if identified issues are addressed

Shortcomings

- Fails to identify long term drivers of risk
- Limited perspective of what accounts for risk
- Limited centralized monitoring of PEERS
- No criteria for individuals with greatest risk for the Department



The New Risk Management Unit focuses on long term risk trends by member and unit.

Preliminary Risk Score

- New tool creates a preliminary risk score for each member in the Department assessing a variety of risk factors
- The total score of a member is divided by the members' years in service
- Criteria consists of the following:
 - 2.0 Sustained Discipline
 - 1.6 Sustained Citizen Complaint
 - 1.5 Use of Force Category 1
 - 1.4 Use of Force Category 2
 - 1.3 Lawsuit
 - 1.2 Sustained Accident
 - 1.1 Not Sustained Citizen Complaint
 - 1.1 Not Sustained Discipline
 - 1.0 Use of Force*
 - 0.5 Use of Force Category 3
 - 0.2 Use of Force Category 4
 - 0.2 Not Sustained Accident

Screenshot of Risk Score

Filter by Name

Preliminary Risk

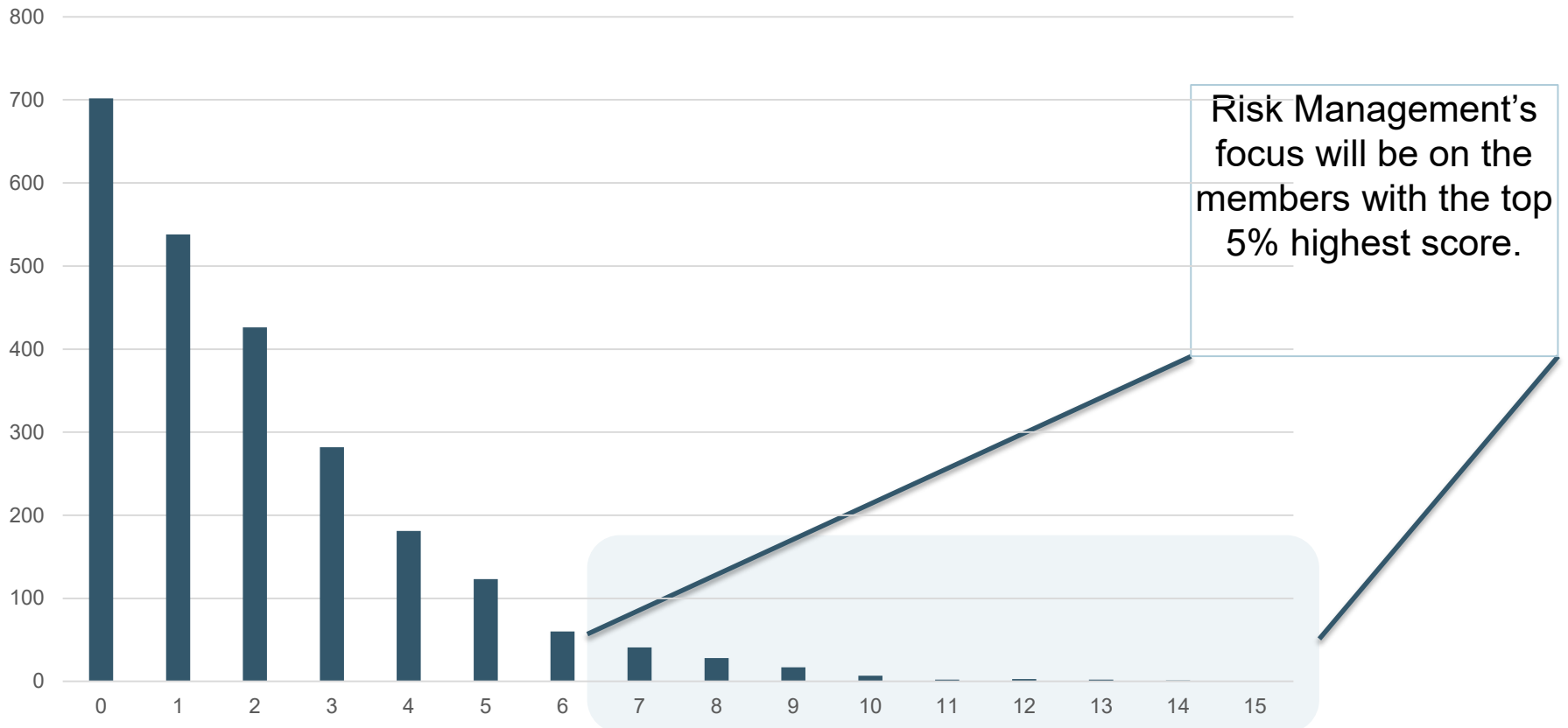
Member Name & Rank	Min. Appointment Date	CCR Score	Discipline Score	Force Score	Law Suit Score	Pursuit Score	Accident Score	Preliminary Risk Score	
[REDACTED]	2019	13.2		14.0		1.0	1.2	14.2	^
	2020	3.3		15.0				13.6	
	2019	11.5	5.1	14.0		0.0	0.2	12.6	
	2017	21.3	10.0	20.0		0.5	2.0	12.4	
	2017	24.6	6.0	25.0		1.0	2.8	12.2	
	2016	28.8	14.2	17.0			1.6	11.9	
	2018	12.0	12.0	14.0		0.0	2.4	11.8	
	2019	15.2	10.0	3.0		0.0	1.6	11.4	
	2016	17.9	14.0	26.0		0.0	2.0	10.9	
	2008	101.0	27.9	18.0		0.5	1.8	10.8	v

This dashboard is a working draft & preliminary. All data is preliminary.



Nearly 90% of the Department has a Preliminary Risk Score of Less than 5.

DPD Members by Preliminary Risk Score





Risk Management Duties & Responsibilities

- Identify members who have the highest risk profiles in the Department through their preliminary risk score
- Analyze potentially high risk members for patterns, training opportunities, and any other relevant monitoring strategy
- Recommend PEERS Plus meetings which are PEERS meetings held with an Assistant Chief to discuss the top risk performers in the Department
- Review all PEERS meeting notes and command-level risk indicators to identify emergent trends



Next Steps

Preliminary Risk Scores for Supervisors

- Create supervisory preliminary risk scores that analyzes performance of members within their span of control

Feedback Loops for Officers

- Provide real-time information to officers on their own preliminary risk score and the reasons for the score
- Offer methods (e.g. training) to improve their score and allow them to watch their score be adjusted

Process Improvement

- Continuously audit system and tool to evaluate potential new areas for inclusions and methods to make it more impactful