



DISCIPLINARY ADMINISTRATION



DETROIT POLICE DEPARTMENT

DISCIPLINARY ADMINISTRATION

JAMES E. WHITE
CHIEF OF POLICE



DISCIPLINARY ADMINISTRATION ORGANIZATIONAL CHART / STAFFING



1 – Captain / 2 – Sergeants / 4 Police Officers / 1 – Police Assistant / 1 Civilian Assistant



DISCIPLINARY ADMINISTRATION MISSION

Disciplinary Administration's mission is to ensure that the Detroit Police Department is committed to addressing unprofessional conduct committed by its sworn members and to prevent the furtherance of such conduct.



DISCIPLINARY ADMINISTRATION DUTIES

- Provide an impartial and ethical review of all Detroit Police Department sustained misconduct investigations to ensure that its sworn members are in compliance, and operate in accordance with the policies of the Detroit Police Department.
- Review misconduct reports for proper disposition.
- Prepare a Notice of Discipline inclusive of Code of Conduct violations.
- Recommend and maintain a record of corrective action and adjudicate appeal hearings in accordance with Departmental policy and contractual obligations.
- Ultimately responsible for the administration of the disciplinary process.



OVERVIEW OF DPD'S DISCIPLINARY PROCESS (1 OF 2)

ALLEGED MISCONDUCT IS BROUGHT TO THE DEPARTMENT'S ATTENTION



AN INITIAL REPORT OF MISCONDUCT IS GENERATED



THE INVESTIGATION IS ASSIGNED TO THE APPROPRIATE COMMAND



A FULL, THOROUGH, AND COMPLETE INVESTIGATION IS CONDUCTED



THE INVESTIGATING COMMAND ISSUES FINDINGS OF SUSTAINED MISCONDUCT



THE FINDINGS ARE FORWARDED TO DISCIPLINARY ADMINISTRATION



OVERVIEW OF DPD'S DISCIPLINARY PROCESS (2 OF 2)

**A NOTICE OF DISCIPLINE IS PREPARED AND SERVED TO THE MEMBER
(PENALTY IS BASED ON THE NATURE OF THE OFFENSE, MITIGATING/AGGRAVATING FACTORS, AND
THE MEMBER'S SERVICE RECORD)**



**NOTICE OF DISCIPLINE (NOD) APPEAL HEARING
CHIEF'S HEARING (DPOA) COMMANDER'S HEARING (LSA)**



**APPEAL TO ARBITRATION
(APPLIES ONLY TO SUSPENSIONS IN EXCESS OF THREE DAYS)**

***THE DISCIPLINARY PROCESS GENERALLY TAKES APPROXIMATELY 45 TO 60 DAYS**

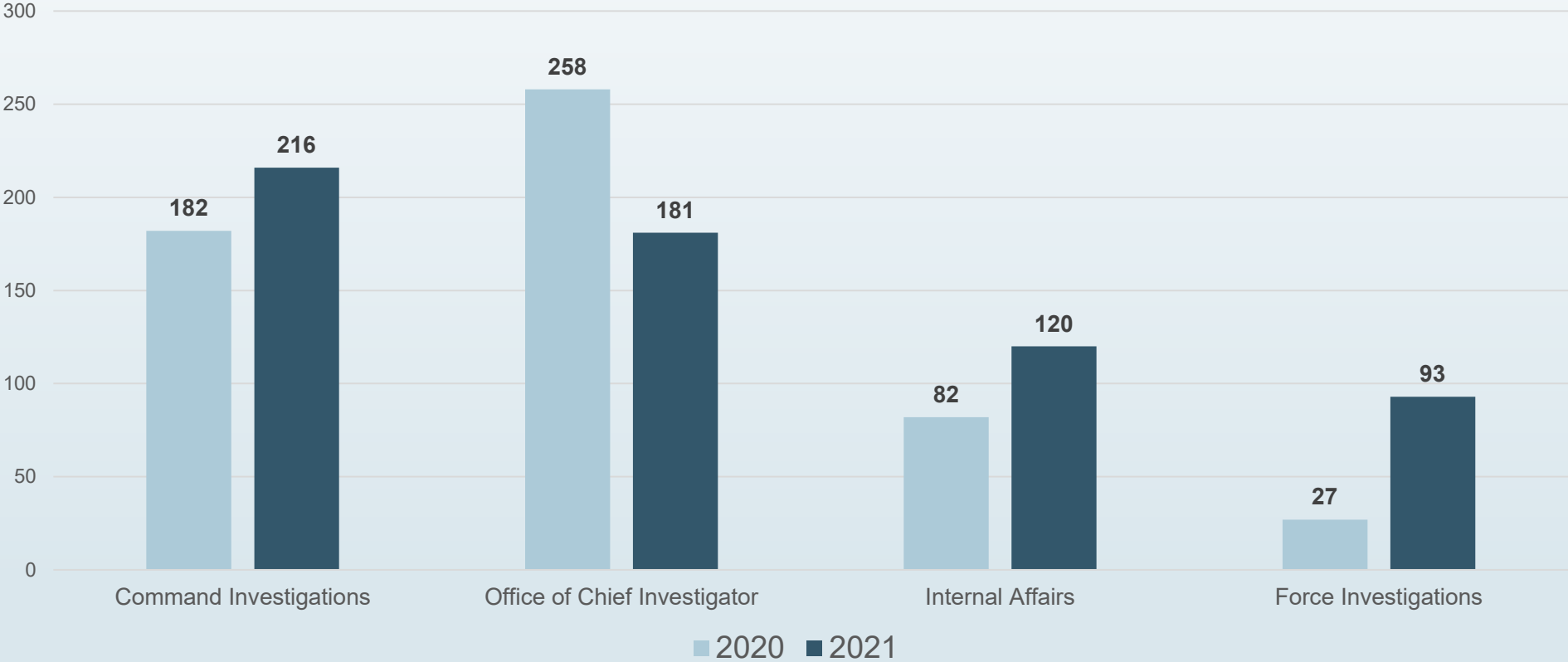


MISCONDUCT INVESTIGATION SOURCES

- Command-level Investigations
- Office of the Chief Investigator
- Internal Affairs
- Force Investigations



MISCONDUCT INVESTIGATIONS*



Total – 2020 = 549 Cases
2021 = 610 Cases

*Statistics are per person and taken from the Disciplinary Administration database



DISCIPLINARY ADMINISTRATION POLICY REFERENCE

- Violations come directly from the Detroit Police Department's Manual, specifically, the Code of Conduct [DPD 102.3].
- Each violation has a presumptive penalty on the Disciplinary Matrix; however, based upon the specific circumstances of each violation, the penalties can be mitigated or aggravated.



DISCIPLINARY MATRIX

Misconduct can fall into one of four categories:

CATEGORY A

CONDUCT THAT HAS A MINIMAL NEGATIVE IMPACT ON THE OPERATIONS OR PROFESSIONAL IMAGE OF THE DEPARTMENT

CATEGORY B

CONDUCT THAT HAS A SIGNIFICANT, NEGATIVE IMPACT ON THE OPERATIONS OR PROFESSIONAL IMAGE OF THE DEPARTMENT

CATEGORY C

CONDUCT THAT INVOLVES THE ABUSE OR MISUSE OF AUTHORITY, UNETHICAL BEHAVIOR OR AN ACT THAT SERIOUSLY AND ADVERSELY IMPACTS OFFICER OR PUBLIC SAFETY

CATEGORY D

ANY VIOLATION OF LAW, RULE OR POLICY WHICH: FORESEEABLY RESULTS IN DEATH OR SERIOUS BODILY INJURY; OR CONSTITUTES A WILLFUL AND WANTON DISREGARD OF DEPARTMENT VALUES; OR INVOLVES ANY ACT WHICH DEMONSTRATES A SERIOUS LACK OF THE INTEGRITY, ETHICS OR CHARACTER RELATED TO AN OFFICER'S FITNESS TO HOLD THE POSITION OF POLICE OFFICER; OR INVOLVES FLAGRANT MISCONDUCT SUBSTANTIALLY CONTRARY TO THE STANDARDS OF CONDUCT REASONABLY EXPECTED OF ONE WHOSE SWORN DUTY IS TO UPHOLD THE LAW; OR INVOLVES ANY CONDUCT WHICH CONSTITUTES THE FAILURE TO ADHERE TO ANY CONTRACTUAL CONDITION OF EMPLOYMENT OR REQUIREMENT OF CERTIFICATION MANDATED BY LAW.



DISCIPLINARY MATRIX PENALTY GUIDELINES

The potential penalties on the Disciplinary Matrix include:

- INFORMAL COUNSELING
- WRITTEN REPRIMAND
- 1 TO 45 DAYS SUSPENSION (BASED ON THE ACTION(S))
- TERMINATION

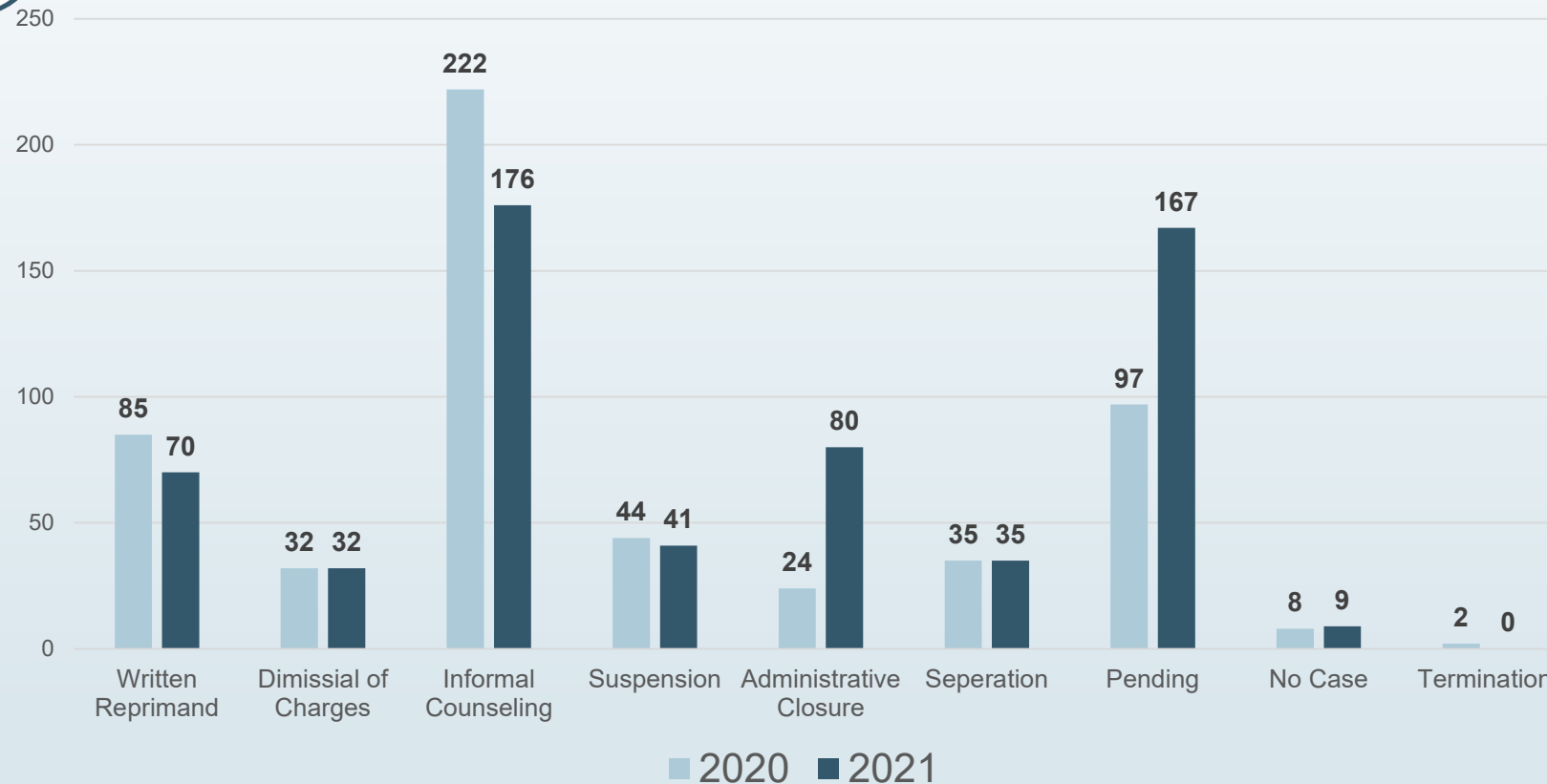


APPEAL PROCESS

- The member may accept the imposed penalty.
- Otherwise, the member may appeal the penalty to a Chief's Hearing (Detroit Police Officer's Association members) or a Commander's Hearings (Detroit Police Lieutenant and Sergeant's Association members).
- A Notice of Discipline is served and a non-adversarial hearing is scheduled for the member with a Department command officer.
- The officer is afforded an opportunity to fully explain the situation.
- Afterwards, the command officer renders a decision and penalty on the situation (The command officer may mitigate, but not increase the recommended penalty).
- Sustained suspensions of more than three (3) days can be appealed to arbitration.



DISCIPLINARY ADMINISTRATION CASE DISPOSITIONS



Total – 2020 = 549 Cases
2021 = 610 Cases

Pending = pending arbitration; awaiting charges being drafted, pending NOD service, penalties not yet served, or pending hearings

*Statistics are per person and taken from the Disciplinary Administration database



SUMMARY

- Disciplinary Administration conducts an impartial review of all departmental misconduct reports.
- Disciplinary Administration reviews misconduct reports for proper dispositions.
- Disciplinary Administration prepares a Notice of Discipline inclusive of Code of Conduct violations.
- Disciplinary Administration administrates the Disciplinary Process.
- Disciplinary Administration maintains records of corrective action.



QUESTIONS?