



DISCIPLINARY ADMINISTRATION



DETROIT POLICE DEPARTMENT DISCIPLINARY ADMINISTRATION REPORT

JAMES E. WHITE
CHIEF OF POLICE



DISCIPLINARY ADMINISTRATION ORGANIZATIONAL 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.



OVERVIEW OF DPD'S DISCIPLINARY PROCESS

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 (continued)

**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)**

DEPARTMENT DISCIPLINARY PENALTIES ARE GUIDED BY THE DISCIPLINARY MATRIX

THE DISCIPLINARY PROCESS GENERALLY TAKES APPROXIMATELY 45 TO 60 DAYS



MISCONDUCT INVESTIGATIONS BREAKDOWN*

Misconduct Investigations Breakdown				
	2020 YTD	2021 YTD	Change 2020-2021	% Change
Command Investigations	182	216	+34	+19%
Office of the Chief Investigator	258	181	-77	-30%
Internal Affairs	82	120	+38	+46%
Force Investigations	27	93	+66	+244%
Total	549	610	+61	+11%

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



MISCONDUCT INVESTIGATIONS GRAPH*



Total – 2020 = 549 Cases
2021 = 610 Cases

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



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.



APPEAL PROCESS

- The member elects not to accept the imposed penalty.
- Disciplinary Administration schedules an appeal hearing.
- The appeal hearing is a non-adversarial hearing the member with a Department command officer.
- The command officer is apprised of the investigation and the accused 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

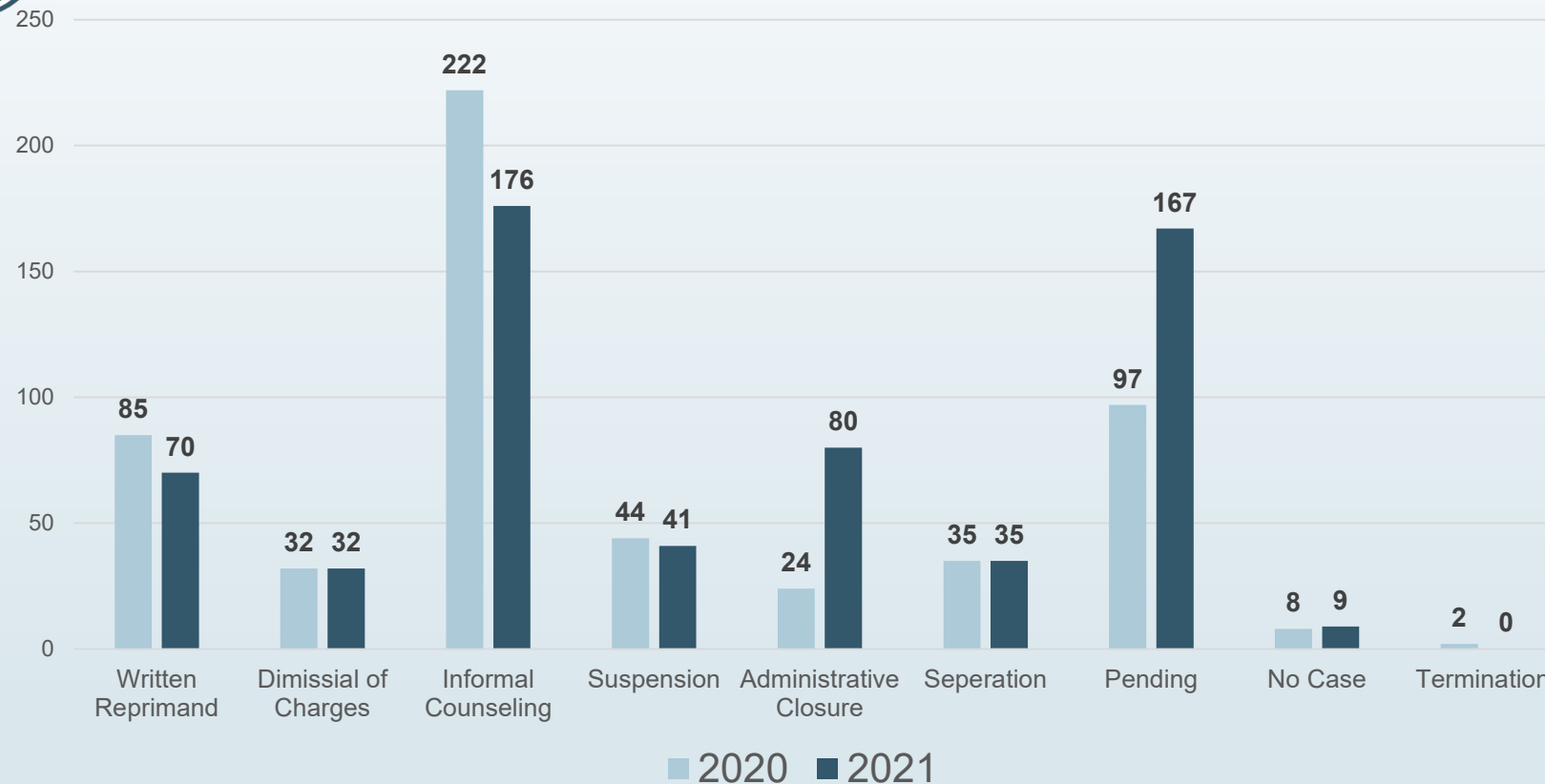
Disciplinary Administration Case Dispositions				
	2020 YTD	2021 YTD	Change 2020-2021	% Change
Written Reprimand	85	70	+15	+18%
Dismissal of Charges	32	32	0	0%
Informal Counseling	222	176	-46	-21%
Suspensions	44	41	-3	-7%
Administrative Closures	24	80	56	233%
Separations	35	35	0	0%
Pending	97	167	70	72%
No Case	8	9	1	13%
Termination	2	0	-2	100%

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



DISCIPLINARY ADMINISTRATION CASE DISPOSITIONS GRAPH



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 investigations.
- prepares a Notices of Discipline with the recommended charges and penalties.
- administrates and facilitates the disciplinary process.
- maintains records of the corrective actions.



QUESTIONS?