

## INTER-OFFICE MEMORANDUM HUMAN RESOURCES

Date December 5, 2022
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**To:** Board of Police Commissioners (Direct)

**Subject:** MONTHLY HUMAN RESOURCES BUREAU (HRB) REPORT –December 2022

**From:** Human Resources (HRB)

**RE:** This monthly report is provided as a summary of HRB activities for the month of November 2022. Also provided are documents, which contain more detailed information with respect to staffing, hiring, and personnel by race and sex, specifically for sworn members.

### EMPLOYMENT

#### *Current Department Staffing*

Employee Category	Positions Filled	Positions Vacant	Total Positions
<b>Sworn</b>	2371	303	2674
<b>Civilians</b>	639	133	772
<b>Totals</b>	3010	436	3446

\*Includes 38 Police Assistants

\*\*Includes 22 Police Assistant vacancies

\*\*\***Note:** Due to 2022/ 2023 Budget Amendment the total number of Police Assistants has decreased and the total number Civilians has increased

#### *Sworn Recruiting (7/1/2022 – 11/30/2022)*

Total # Applicants	# IN Process	# Withdrew	# Archived	Temporarily Disqualified	Disqualified Permanently	# Awaiting MCOLES
2096	66	117	1101	249	276	231

The Number of Applicants in Process equals The Candidates awaiting MCOLES Testing (231) and the number of people who are in Background Investigations (66), awaiting Psychological Evaluation (0), Oral Boards (0), Medical Evaluation (0), Live Scan (0), and Final Orientation (0).

Active candidates who are awaiting MCOLES Testing is (204) and there are (27) 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 November 2022:

Exam Type	Scheduled	Appeared	Passed	Failed	Rescheduled	Withdrew	No Show
<b>Written</b>	64	40	31	9	8	0	16
<b>Physical Agility</b>	196	92	49	43	34	4	66

**PLEASE NOTE:**

Candidates who rescheduled and withdrew from the **Reading and Writing Test** did not take the test; therefore, eight (8) candidates rescheduled, zero (0) candidates withdrew, along with the sixteen (16) No Shows, equal a total number of twenty-four (24). Candidates who rescheduled and withdrew from the **Physical Agility Test** did not take the test; therefore, the thirty-four (34) candidates who rescheduled, four (4) candidates withdrew, along with the sixty-six (66) who are No Shows, equal the total number of one hundred and four (104).

**Academy Graduates: 0**

**Total New Hires – November 2022**

Sworn	Civilians	Police Assistants	Total New Hires
15	10	0	

**Detroit Residency Information (as of 11/30/2022)**

Residency	Total Sworn	Total Civilians	Police Assistant
<b>Detroit</b>	531	394	15
<b>Non-Detroit</b>	1802	245	23

Civilian New Hires – Detroit Residents: (5)

Sworn New Hires – Detroit Residents: (2)

Police Assistant New Hires – Detroit Residents: (0)

*\*Note: new hire residents are inclusive of total numbers in the chart above*

**Student Intern Program: 4**

**ATTRITION****November 2022**

Sworn	Civilians	Police Assistants	Total Attrition
14	13	1	28

**LEAVES OF ABSENCE / RESTRICTED DUTY****November 2022**

Employee Category	FMLA Continuous	FMLA Intermittent	Medical Leave	Military	General Leave	Restricted	Disabled	Sick
<b>Sworn</b>	16	57	3	3	1	169	26	19
<b>Civilian</b>	7	51	5	0	0	11	2	6

**SWORN PERSONNEL SUSPENSIONS****November 2022**


<i>Police Officer</i>	Corporal	Detective	Sergeant	Lieutenant	Total
19	1	0	2	0	22

**Monthly Separations****November 2022**

	Retired	Retired with charges	Resigned	Resigned under charges	Deaths	Disability	Dismissed	Total
<i>P.O</i>	1	0	10	0	0	0	0	11
<i>Investigator</i>								
<i>Sergeant</i>	2							2
<i>Lieutenant</i>	1							1
<i>Detective</i>								
<i>Captain</i>								
<i>Commander</i>								
<i>Deputy Chief</i>								
<i>Assistant Chief</i>								
<b>Total</b>	<b>4</b>		<b>10</b>					<b>14</b>

**Drop Program (DEFERRED RETIREMENT OPTION PLAN)****November 2022**

<b>RANK</b>	<b>COUNT</b>
<i>Assistant Chief</i>	2
<i>Deputy Chief</i>	1
<i>Commander</i>	6
<i>Captain</i>	7
<i>Lieutenant</i>	30
<i>Sergeant</i>	90
<i>Investigator</i>	13
<i>Detective</i>	60
<i>Police Officer</i>	339
<b>Total</b>	<b>548</b>

**\*NOTE THESE NUMBERS REFLECT ACTIVE DROP PARTICIPANTS**


**K. D. Patillo**  
**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.

**FMLA Continuous:** Approved for family medical leave (FML) for a consecutive period (i.e. June 1<sup>st</sup> – June 30<sup>th</sup>). 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 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

November 30, 2022

RANK	BUDGETED	THIS MONTH	OVER/UNDER BUDGET	MANPOWER RATE	ATTRITION RATE
Chief	1	1	0		
Assistant Chief	3	3	0	100%	0%
Deputy Chief *	6	6	0	100%	0%
Commander	17	17	0	100%	0%
Captain	27	27	0	100%	0%
Lieutenant	105	97	-8	92%	8%
Sergeant	375	353	-22	94%	6%
Investigator	13	13	0	100%	0%
Detective	187	150	-37	80%	20%
Corporal	89	77	-12	87%	13%
N.P.O.	59	55	-4	93%	7%
Police Officer	1732	1534	-198	89%	11%
Police Assistants	60	38	-22	63%	37%
<b>Grand Total</b>	<b>2674</b>	<b>2371</b>	<b>-303</b>	<b>89%</b>	<b>11%</b>
<b>CIVILIAN PERSONNEL</b>					
	<b>BUDGETED</b>	<b>THIS MONTH</b>	<b>OVER/UNDER BUDGET</b>		
Civilians	772	639	-133	83%	17%

November 30, 2022

## DEPARTMENT SEPARATION SUMMARY REPORT FOR FISCAL YEAR 2022/2023

	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTAL
CHIEF													0
ASSISTANT CHIEF													0
DEPUTY CHIEF		1											1
COMMANDER				2									2
CAPTAIN													0
LIEUTENANT			1	2	1								4
SERGEANT	3	4	2	3	2								14
INVESTIGATOR													0
DETECTIVE	1	1	2	1									5
POLICE OFFICER	26	33	27	19	12								117
TOTAL	30	39	32	27	15	0	0	0	0	0	0	0	143

\*Excludes leaves of absences

Prepared by Sgt. Mark Henning

## NOVEMBER 2022 MONTHLY SEPARATION REASONS

Name	Rank	Appointed	Separated	Years of Service	Command	Reason	Comments
STANTON, LORA	SERGEANT	05/08/89	11/01/22	33	COMMUNICATIONS	RETIRED - NORMAL	FUFILLED CONTRACT
BLACKWELL, NICKOLAS	POLICE OFFICER	01/09/17	11/02/22	5	12TH PRECINCT	RESIGNED	HIRED BY ST CLAIR COUNTY SHERIFF
DAKROUB, HUSSEIN	POLICE OFFICER	09/26/22	11/03/22	0	ACADEMY	RETIRED - NORMAL	UNABLE TO COMMIT TO TRAINING
MAYNOR, ROGER	POLICE OFFICER	10/31/22	11/03/22	0	ACADEMY	RESIGNED	UNABLE TO COMMIT TO TRAINING
LONG, TYLER	POLICE OFFICER	12/04/17	11/04/22	4	12TH PRECINCT	RESIGNED	HIRED BY UNK DEPT
CONTESTI, MICHAEL	POLICE OFFICER	07/31/17	11/10/22	5	GANG INTELLIGENCE	RESIGNED	HIRED BY ST. CLAIR SHORES PD - BETTER PAY AND BENEFITS
TOMA, STEPHANIE	POLICE OFFICER	09/25/17	11/10/22	5	9TH PRECINCT	RESIGNED	HIRED BY ST. CLAIR SHORES PD - BETTER PAY AND BENEFITS
JOYNER, JASPER	POLICE OFFICER	08/15/22	11/14/22	0	ACADEMY	RESIGNED	UNABLE TO COMMIT TO TRAINING
STEWART, CLIVE	LIEUTENANT	06/24/96	11/14/22	26	COMMERCIAL AUTO THEFT	RETIRED - NORMAL	FUFILLED CONTRACT
VARGAS, JUAN	POLICE OFFICER	07/31/17	11/14/22	5	4TH PRECINCT	RESIGNED	HIRED BY VAN BUREN PD - BETTER PAY AND BENEFITS
ROBINSON, KELLY	POLICE OFFICER	08/01/16	11/21/22	6	9TH PRECINCT	RESIGNED	STAY HOME WITH CHILDREN
OSBORNE, HANNAH	POLICE OFFICER	09/25/17	11/28/22	5	10TH PRECINCT	RESIGNED	HIRED BY TAYLOR PD - BETTER PAY AND BENEFITS
HOLMES, ASHLEY	POLICE OFFICER	10/31/22	11/28/22	0	ACADEMY	RESIGNED	PREGNANCY
RYAN, MATTHEW	SERGEANT	11/28/94	11/28/22	28	ORGANIZED CRIME	RETIRED - NORMAL	FUFILLED CONTRACT



November 30, 2022

## DEPARTMENT SEPARATION SUMMARY REPORT FOR 2022

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
CHIEF													0
ASSISTANT CHIEF					1								1
DEPUTY CHIEF								1					1
COMMANDER	4	1								2			7
CAPTAIN			1										1
LIEUTENANT	1	1	1						1	2	1		7
SERGEANT	2	1	2	3	2	1	3	4	2	3	2		25
INVESTIGATOR		1											1
DETECTIVE				3	1		1	1	2	1			9
POLICE OFFICER	24	16	21	16	22	33	26	33	28	19	12		250
<b>TOTAL</b>	<b>31</b>	<b>20</b>	<b>25</b>	<b>22</b>	<b>26</b>	<b>34</b>	<b>30</b>	<b>39</b>	<b>33</b>	<b>27</b>	<b>15</b>	<b>0</b>	<b>302</b>

**\*Excludes leaves of absences**

Prepared by Sgt. Mark Henning

## AGE OF SWORN MEMBERS BY RACE AND SEX

### November 30, 2022

Age	A/F	A/M	B/F	B/M	H/F	H/M	I/F	I/M	W/F	W/M	Total:	%
18-22		2	15	36		6			6	40	105	4.5%
23-27	1	4	42	129	9	18		2	35	125	365	15.6%
28-32	1	2	63	126	6	19	1	1	28	141	388	16.6%
33-37		4	37	70	3	9			22	72	217	9.3%
38-42		3	32	73	2	8	1		11	59	189	8.1%
43-47	2		42	97	4	7	1		25	101	279	12.0%
48-52		2	80	121	1	13			25	104	346	14.8%
53-57	1	2	44	106		9		1	7	64	234	10.0%
58-62			28	80		4			6	20	138	5.9%
63-67			9	24		1				11	45	1.9%
68-72			6	14		2					22	0.9%
73-77			1	2					1		4	0.2%
78-82				1							1	0.0%
<b>Total</b>	<b>5</b>	<b>19</b>	<b>399</b>	<b>879</b>	<b>25</b>	<b>96</b>	<b>3</b>	<b>4</b>	<b>166</b>	<b>737</b>	<b>2333</b>	<b>100.0%</b>

## DEMOGRAPHIC REPORT NOVEMBER 30, 2022

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	3				2	1				9
COMMANDERS	3	8	1			4	1				17
CAPTAINS	12	6	1			5	3				27
LIEUTENANTS	26	36	2		1	17	12	2	1		97
SERGEANTS	137	114	12	1	4	62	20	2		1	353
INVESTIGATORS	5	3				3	2				13
DETECTIVES	55	39	5		1	41	7	2			150
POLICE OFFICERS	638	528	75	3	13	265	119	20	2	3	1666
POLICE ASSISTANTS	9	4	2			20	3				38
<b>TOTALS</b>	<b>888</b>	<b>741</b>	<b>98</b>	<b>4</b>	<b>19</b>	<b>419</b>	<b>168</b>	<b>26</b>	<b>3</b>	<b>4</b>	<b>2370</b>

### Percentages

	NUMBER	PERCENTAGE
MALE	1750	73.8%
FEMALE	620	26.2%
WHITE	909	38.4%
BLACK	1307	55.1%
HISPANIC	124	5.2%
*OTHER	30	1.3%

**Agencies that requested information from DPD  
November-2022**

	<b>Agency Name</b>	<b>Number of Inquires</b>
1	Detroit Public School Police Departmen	1
2	FBI	3
3	Wayne State University Police Departm	1
4	Northville Police Department	1
5	Metro Parks	1
6	Oakland County Sheriff Department	2
7	Southfield Police Department	1
8	Troy Police Department	1
9	Dearborn Police Department	1
	<b>Total number of Inquires</b>	<b>12</b>

**SUSPENSION**



## HR Monthly Suspension Report (November 2022)

Primary	First	Last	Duty Status	Rank	Command	Badge	Date of Initial Duty Status Change
21-061	MUNTATHAR	AL-TAMIMI	Admin Leave NO	P	9	33	08/05/21
22-036	MICHAEL	CARSON	Admin Leave NO	P	ABAN	1521	04/01/22
20-046	DANIEL	DEBONO	Admin Leave NO	P	4	3523	07/23/20
22-105	MICHAEL	FRANKS	Admin Leave NO	P	12	2379	09/30/22
21-054	OTIS	FUNCHES	Admin Leave NO	P	12	690	07/06/21
21-055	LASONJA	PARKER	Admin Leave NO	P	6	3083	07/16/21
22-103	BRIAN	PERKINS	Admin Leave NO	P	8	2732	10/18/22
18-049	STANLEY	SAUNDERS	Admin Leave NO	P	9	3660	03/12/20
20-059	DANIEL	WALDREP	Admin Leave NO	P	9	2540	06/30/20
22-032	MELANIE	ARMSTRONG	Admin Leave w/ Pay	P	SVU	326	08/16/22
19-071	SEAN	BELL	Admin Leave w/ Pay	C	12	2003	08/13/20
22-113	LESTINE	GILBERT	Admin Leave w/ Pay	S	3	1119	10/18/22
21-109	RAKAN	HAMAWI	Admin Leave w/ Pay	P	DTS	2012	01/19/22
22-061	MARK	ROBBINS	Admin Leave w/ Pay	P	TEU	3622	05/23/22
22-079	ANTONIO	WILLIAMS	Admin Leave w/ Pay	P	2	3410	07/26/22
22-087	ANTONIO	WILLIAMS	Admin Leave w/ Pay	P	TEU	3410	08/16/22
21-105	ARTTEZ	WILLIAMS	Admin Leave w/ Pay	P	10	4328	11/08/21
NEW	MARVIN	ANTHONY	Admin Leave w/ Pay	S	12	S-224	11/14/22
NEW	JULIO	SINAWI	Admin Leave w/ Pay	P	12	4584	11/14/22
NEW	JOSHUA	STEWART	Admin Leave w/ Pay	P	12	4858	11/14/22
22-081	SAMUEL-JAY	MARTIN	Terminated-Pending	P	5	4058	07/22/22
FI 20-004	XHESIAN	ZAIMI	Terminated-Pending	P	8	4035	01/07/20

**RESIDENCY FOR SWORN MEMBERS  
BY COMMAND**

## RESIDENCY FOR SWORN MEMBERS BY COMMAND

Command	Detroit	Outside Detroit	Total
10TH PCT	26	75	101
10TH PCT IOU	1	2	3
11TH PCT	24	78	102
11TH PCT IOU	4		4
12TH PCT	44	103	147
12TH PCT IOU	3	2	5
2ND PCT	22	91	113
2ND PCT IOU	4		4
3RD PCT	29	75	104
3RD PCT IOU	1	4	5
4TH PCT	20	74	94
4TH PCT IOU	1	2	3
5TH PCT	18	67	85
5TH PCT IOU	2	2	4
6TH PCT	26	102	128
6TH PCT IOU		1	1
7TH PCT	16	77	93
7TH PCT IOU		5	5
8TH PCT	41	107	149
8TH PCT IOU	1	3	4
9TH PCT	33	110	143
9TH PCT IOU		2	2
ABANDONED VEH. TASK FORCE	3	9	12
ACADEMY (STUDENT)	20	118	138
ARSON		1	1
ASSISTANT CHIEF - OPERATIONS		1	1
AUDIO VISUAL	2	2	4
AVERT		1	1
AVIATION	2	5	7
BOMB SQUAD		2	2
CENTRAL PHOTO		1	1
CHIEF'S NEIGHBORHOOD LIAISON	5	3	8
CHILD ABUSE	3	6	9
CITY COUNCIL SECURITY	2	7	9
COMMERCIAL AUTO THEFT SECT	5	10	15
COMMERCIAL AUTO THEFT SECTION		1	1
COMMUNICATIONS OPERATIONS	7	13	20
COMPSTAT		1	1
COURT SECTION		2	2
CRIME CONTROL STRATEGIES		3	3
CRIME INTELLIGENCE	2	17	19
CRIME SCENE SERVICES	2	6	8
CRIMINAL INVESTIGATION UNIT		1	1



**Residency for Sworn Members by Command**

CYBER CRIMES	1	1	2
DATA QUALITY CONTROL	1	4	5
DETAINEE DETENTION	9	14	23
DETECTIVE BUREAU		5	5
DFAT		2	2
DISCIPLINARY ADMINISTRATION	1	5	6
DOMESTIC VIOLENCE	6	7	13
DOWNTOWN SERVICES	16	49	65
EASTERN DISTRICT		1	1
EASTERN OPERATIONS		3	3
EQUAL EMPLOYMENT OPPORTUNITY		1	1
EVIDENCE CONTROL	1	4	5
EXECUTIVE PROTECTION	4	7	11
FACILITIES MANAGEMENT	1		1
FAST	1	8	9
FATAL SQUAD		3	3
FIREARM INVESTIGATION TEAM		9	9
FIREARMS INVENTORY UNIT		4	4
FIREARMS TRAINING	1	8	9
FISCAL OPERATIONS	4	6	10
FIT		1	1
FLEET MANAGEMENT	3	1	4
FORCE INVESTIGATION	2	11	13
FORFEITURE		1	1
GAMING	10	23	33
GANG INTELLIGENCE SURVEILLANCE TRANS	4	5	9
GENERAL ASSIGNMENT		4	4
GRAPHICS SERVICES		1	1
HARBORMASTER SECTION	3	7	10
HARBORMASTER UNT		1	1
HEADQUARTERS SURVEILLANCE	1	11	12
HOMICIDE	11	51	62
HUMAN RESOURCES	1	2	3
INTERNAL CONTROLS	4	10	14
INTERNAL-EXTERNAL RELATIONS	2	4	6
INVESTIGATIVE OPERATIONS	14	60	74
JUNIOR POLICE CADETS	1	1	2
K-9 UNIT		3	3
LABOR RELATIONS		2	2
LATENT PRINT	1		1
LIQUOR LICENSE	1		1
MAJOR CRIMES	2	7	9
MAJOR VIOLATORS	5	13	18
MANAGEMENT SERVICES		5	5
METRO DIVISION	1	3	4
MISSING PERSON		2	2
MOUNTED		7	7

**Residency for Sworn Members by Command**

MOUNTED SECTION		1	1
NARCOTICS	3	6	9
NEIGHBORHOOD CRIME SUPPRESSION		3	3
NIBIN		7	7
OFFICE OF CIVIL RIGHTS	1	4	5
OFFICE OF FIELD SUPPORT		1	1
OFFICE OF PROFESSIONAL DEVELOPMENT		1	1
OFFICE OF THE CHIEF		6	6
ORGANIZED CRIME		5	5
OTHERS		2	2
PATROL OPERATIONS BUREAU		1	1
PLANNING	1	1	2
POLICE ARSON	1	2	3
POLICE COMMUNITY SERVICES		1	1
POLICE MEDICAL		2	2
POLICE PERSONNEL	2	2	4
POLICE RECRUITING	5	19	25
POLICE RESERVE SECTION		2	2
POLICE-LAW	1	2	3
PRISONER PROCESSING		2	2
PROFESSIONAL STANDARDS		2	2
PROPERTY	1	4	5
PUBLIC INFORMATION OFFICE		3	3
RECORDS & IDENTIFICATION		3	3
RESOURCE MANAGEMENT	1	1	2
RISK MANAGEMENT		1	1
SECONDARY EMPLOYMENT	1	4	5
SEX CRIMES	3	7	10
SPECIAL RESPONSE TEAM		14	14
SPECIAL VICTIMS	6	22	28
SUPPORT SERVICES BUREAU	1	4	5
TACTICAL MOBILE	3	19	22
TACTICAL OPERATIONS	3	10	13
TASK FORCE ADMINISTRATION	2	15	17
TECHNICAL SERVICES		3	3
TELEPHONE CRIME REPORTING		2	2
THINK DETROIT PAL	2	1	3
TRAFFIC ENFORCEMENT	7	9	16
TRAFFIC SAFETY	1	1	2
TRAINING - STAFF	3	25	28
VICE ENFORCEMENT	1	10	11
VIOLENT CRIMES TASK FORCE	1	1	2
WESTERN OPERATIONS		1	1
TOTALS:	531	1801	2332

# **APPLICANT'S DEMOGRAPHICS & FAILURES**

## Candidate Failure by Step 7-1-2022 to 11-30-2022

STATUS	Count	Status	STATUS	NUMBER
<b>Failures</b>	<b>1743</b>			
Fail - Absent Written Exam	0	Archived	Temp DQ	249
Fail - Active Warrant	173	Temp DQ	Perm DQ	276
Fail - Arrest History	191	Perm DQ	Deactivated	117
Fail - Citizenship	6	Archived	Archived	1101
Fail - Does not meet minimum qualifications	82	Archived	<b>Total Inactive</b>	<b>1743</b>
Fail - Driving Record	46	Temp DQ		
Fail - Drug Usage	8	Perm DQ		
Fail - Employment History	1	Temp DQ	<b># Awaiting MCOL</b>	<b>231</b>
Fail - Failed Background Check (Post Eligible)	7	Perm DQ		
Fail - Failed Medical Exam (Post Eligible)	0	Perm DQ	<b># In Process</b>	<b>66</b>
Fail - Failed Oral Exam	1	Temp DQ		
Fail - Failed Performance Exam	131	Archived	<b>Hired</b>	<b>56</b>
Fail - Failed Written Exam	11	Archived		
Fail - Felony Conviction	60	Perm DQ		
Fail - File on Hold	27	Archived	<b>Total Applicants</b>	<b>2096</b>
Fail - Incomplete Application	0	Archived		
Fail - Insufficient Integrity	6	Perm DQ		
Fail - Lack of Interest	521	Archived		
Fail - Lacks Education and/or Experience	1	Temp DQ		
Fail - Military Record	3	Perm DQ		
Fail - Misdemeanor Conviction	1	Perm DQ		
Fail - Moral Character	4	Temp DQ		
Fail - No Agility Scores	0	Archived		
Fail - No Show for Application Orientation	1	Archived		
Fail - No Show for Background	0	Archived		
Fail - No Show for Physical Agility	243	Archived		
Fail - No Written Scores	14	Archived		
Fail - Open Investigation	8	Temp DQ		
Fail - Other	65	Archived		
Fail - Pending Warrant	0	Temp DQ		
Fail - Psychological	11	Temp DQ		
Fail - Waiting on Documents	4	Temp DQ		
Fail - Withdrew from recruitment process	117	Deactivated		
<b>Eligible</b>	<b>56</b>			
<b>In Process</b>	<b>66</b>			
Background Investigation	66			
LIVESCAN	0			
Medical Evaluation	0			
Final Orientation	0			
Psychological Evaluation	0			
<b>Awaiting MCOLES</b>	<b>231</b>	<b>Active</b>	<b>Archived</b>	
Application Received	3	0	3	
LEIN	8	7	1	
LEIN Supervisor Review	30	7	23	
MCOLES Physical Agility	166	166	0	
MCOLES Written Examination	24	24	0	
<b>Grand Total</b>	<b>2096</b>	<b>204</b>	<b>27</b>	

**"Hired" number only represent the number who have applied within 2022-2023 YTD**

**Archived = means that the candidate is not moving forward in the process unless test scores or other documents are turned in**

Candidate Failure by Step  
7/1/2022 to 11/30/2022

Active candidates who are awaiting MCOLES Testing is (153) and there are (38) 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 7-1-2022 to 11-30-2022

STATUS	Count	Status		
Row Labels	Count of Disposition			
<b>Absent Written Exam</b>		<b>Archived</b>		
			A	Asian or Pacific Islanders
			B	Black
<b>Active Warrant</b>	<b>173</b>	<b>Temp DQ</b>	H	Hispanic or Latino
A	2		I	American Indian or Alaska Native
B	144		N	Do not wish to answer
H	4		U	Multi-racial
I	2		W	White (not of Hispanic origin)
N	1		blank	Candidate did not Answer
U	6			
W	12			
(blank)	2			
<b>Arrest History</b>	<b>191</b>	<b>Perm DQ</b>		
A	2			
B	120			
H	8			
N	1			
U	10			
W	49			
(blank)	1			
<b>Application Received</b>	<b>3</b>	<b>Archived</b>		
B	2			
W	1			
<b>Background Investigation</b>	<b>66</b>	<b>Temp DQ</b>		
B	32			
H	2			
N	2			
U	4			
W	26			
<b>Citizenship</b>	<b>6</b>	<b>Archived</b>		
A	1			
B	3			
N	1			
W	1			
<b>Does not meet minimum qualificat</b>	<b>82</b>	<b>Archived</b>		
A	5			
B	53			
H	2			
I	1			
N	2			
U	5			
W	13			
(blank)	1			
<b>Driving Record</b>	<b>46</b>	<b>Temp DQ</b>		
A	2			
B	26			
H	1			
N	1			



U	2	
W	14	
<b>Drug Usage</b>	<b>8</b>	<b>Perm DQ</b>
A	1	
B	1	
W	6	
<b>Eligible</b>	<b>56</b>	<b>Temp DQ</b>
A	1	
B	24	
H	4	
N	2	
U	2	
W	23	
<b>Employment History</b>	<b>1</b>	<b>Temp DQ</b>
W	1	
<b>Failed Background Check (Post El</b>	<b>7</b>	<b>Perm DQ</b>
B	4	
H	2	
W	1	
<b>Failed Medical Exam (Post Eligible</b>	<b>0</b>	<b>Perm DQ</b>
	0	
	0	
<b>Failed Oral Exam</b>	<b>1</b>	<b>Temp DQ</b>
W	1	
<b>Failed Performance Exam</b>	<b>131</b>	<b>Archived</b>
A	1	
B	75	
H	5	
N	3	
U	6	
W	41	
<b>Failed Written Exam</b>	<b>11</b>	<b>Archived</b>
B	7	
N	1	
U	2	
W	1	
<b>Felony Conviction</b>	<b>60</b>	<b>Perm DQ</b>
A	1	
B	41	
H	2	
N	2	
U	7	
W	7	
<b>File on Hold</b>	<b>27</b>	<b>Archived</b>
A	1	
B	15	
H	1	
N	1	
U	1	
W	8	
<b>Incomplete Application</b>	<b>0</b>	<b>Archived</b>
	0	
<b>Insufficient Integrity</b>	<b>6</b>	<b>Perm DQ</b>
B	4	

W	2	
<b>Lack of Interest</b>	<b>521</b>	<b>Deactivated</b>
A	9	
B	211	
H	27	
I	3	
N	9	
U	35	
W	226	
(blank)	1	
<b>Lacks Education and/or Experience</b>	<b>1</b>	<b>Temp DQ</b>
B	1	
<b>LEIN</b>	<b>8</b>	<b>Temp DQ</b>
B	2	
I	1	
N	1	
U	1	
W	3	
<b>LEIN Supervisor Review</b>	<b>30</b>	<b>Temp DQ</b>
B	20	
H	1	
N	2	
W	7	
<b>LIVESCAN</b>	<b>0</b>	<b>Archived</b>
	0	
	0	
<b>MCOLES Physical Agility</b>	<b>166</b>	<b>Archived</b>
A	6	
B	86	
H	14	
I	1	
U	6	
W	53	
<b>MCOLES Written Examination</b>	<b>24</b>	<b>Archived</b>
A	1	
B	15	
H	1	
I	1	
W	6	
<b>Military Record</b>	<b>3</b>	<b>Perm DQ</b>
B	2	
U	1	
<b>Misdemeanor Conviction</b>	<b>1</b>	<b>Perm DQ</b>
H	1	
<b>Moral Character</b>	<b>4</b>	<b>Temp DQ</b>
B	3	
W	1	
<b>No Agility Scores</b>	<b>0</b>	<b>Archived</b>
	0	
<b>No Show for Application Orientatic</b>	<b>1</b>	<b>Temp DQ</b>
B	1	
<b>No Show for Physical Agility</b>	<b>243</b>	<b>Archived</b>
A	4	
B	145	

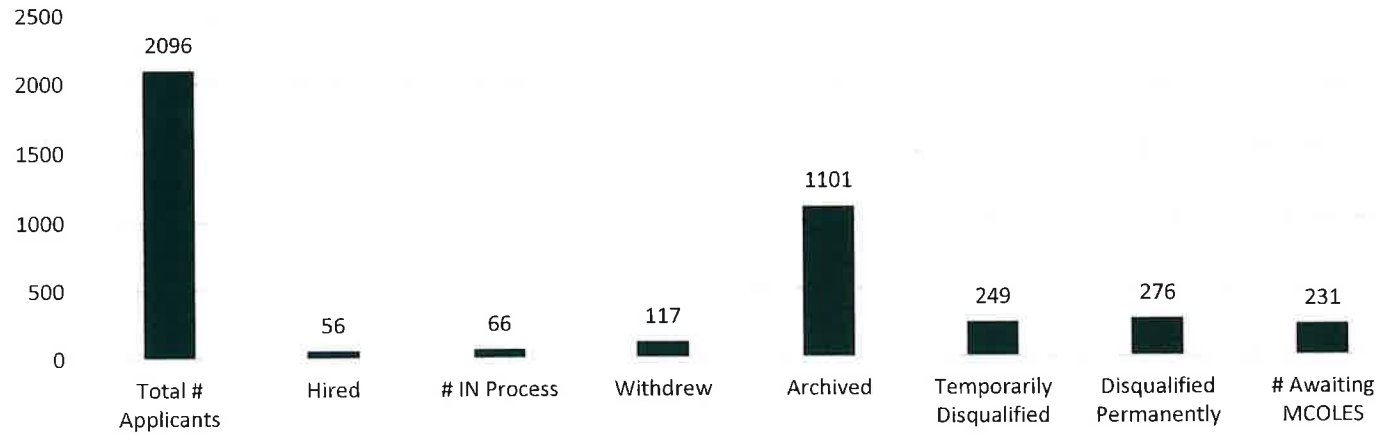


H	11	
I	2	
N	6	
U	15	
W	59	
(blank)	1	
<b>No Written Scores</b>	<b>14</b>	<b>Archived</b>
A	1	
B	4	
N	1	
U	1	
W	7	
<b>Open Investigation</b>	<b>8</b>	<b>Temp DQ</b>
B	6	
U	1	
W	1	
<b>Other</b>	<b>65</b>	<b>Archived</b>
B	31	
H	3	
I	1	
N	3	
U	6	
W	21	
<b>Psychological</b>	<b>11</b>	<b>Temp DQ</b>
A	1	
B	6	
H	1	
W	3	
<b>Psychological Evaluation</b>	<b>0</b>	<b>Temp DQ</b>
	0	
<b>Withdrew from recruitment proces</b>	<b>117</b>	<b>Deactivated</b>
A	2	
B	45	
H	10	
N	2	
U	11	
W	46	
(blank)	1	
<b>Waiting on Documents</b>	<b>4</b>	<b>Archived</b>
B	2	
H	1	
W	1	
<b>Pending Warrant</b>	<b>0</b>	<b>Temp DQ</b>
<b>Grand Total</b>	<b>2096</b>	

## Monthly Graphs for November 2022

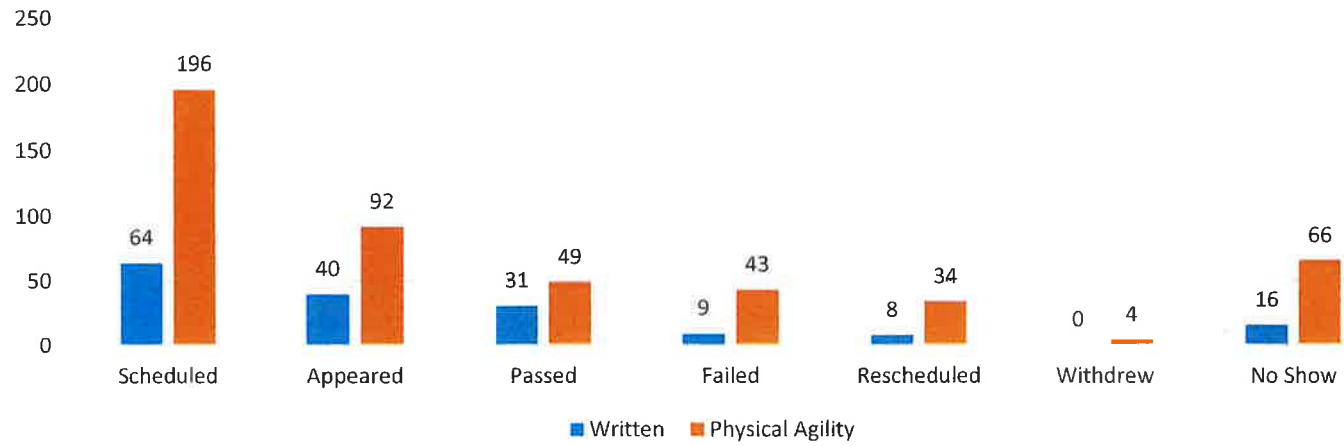
Total # Applicants	Hired	# IN Process	Withdrew	Archived	Temporarily Disqualified	Disqualified Permanently
2096	56	66	117	1101	249	276

Sworn Recruiting (7/1/2022 to 11/30/2022)



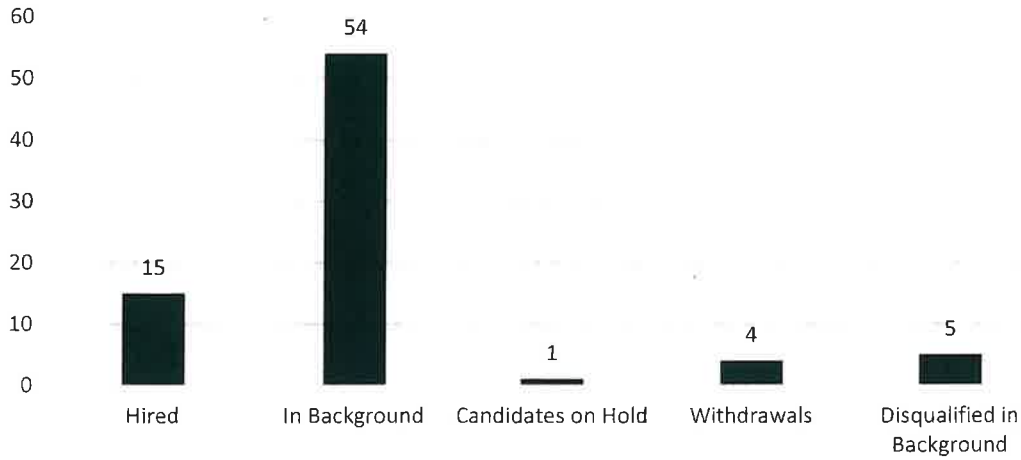
Exam Type	Scheduled	Appeared	Passed	Failed	Rescheduled	Withdrew	No Show
Written	64	40	31	9	8	0	16
Physical Agility	196	92	49	43	34	4	66

November 2022



Hired	In Background	Candidates on Hold	Withdrawals	Disqualified in Background
15	54	1	4	5

November 2022 Background Stats



Hired	In Background	Candidates On Hold	Withdrawals	Disqualified in Background
26	55	3	1	10

October 2022 Background Stats

