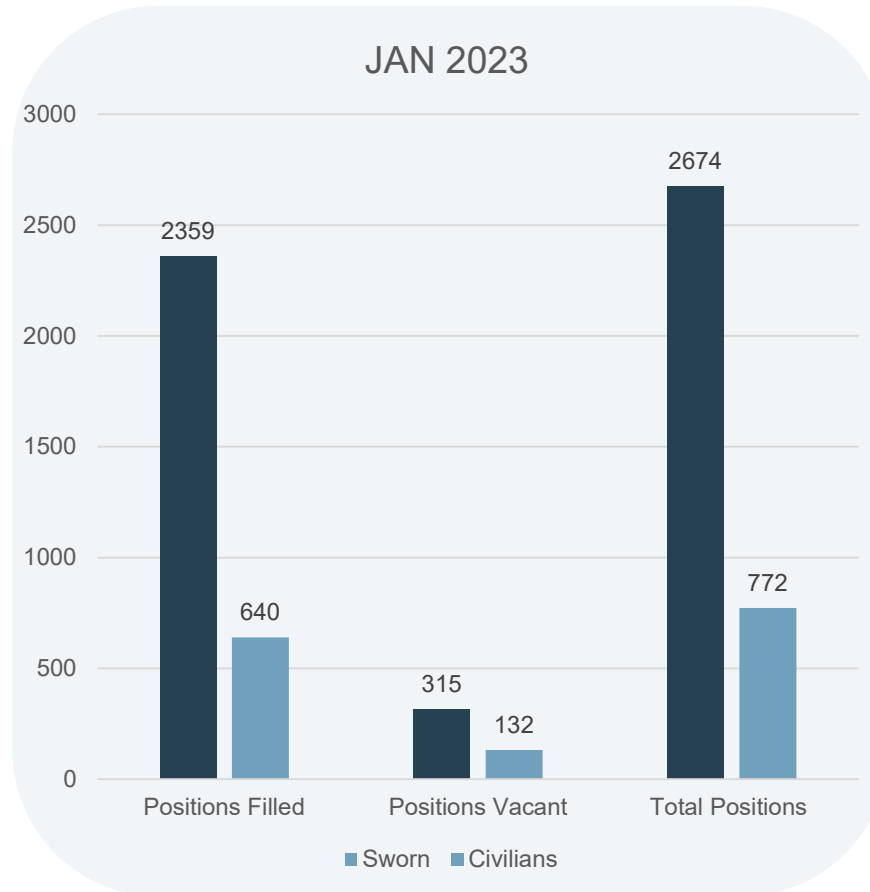




HUMAN RESOURCES – BOPC PRESENTATION



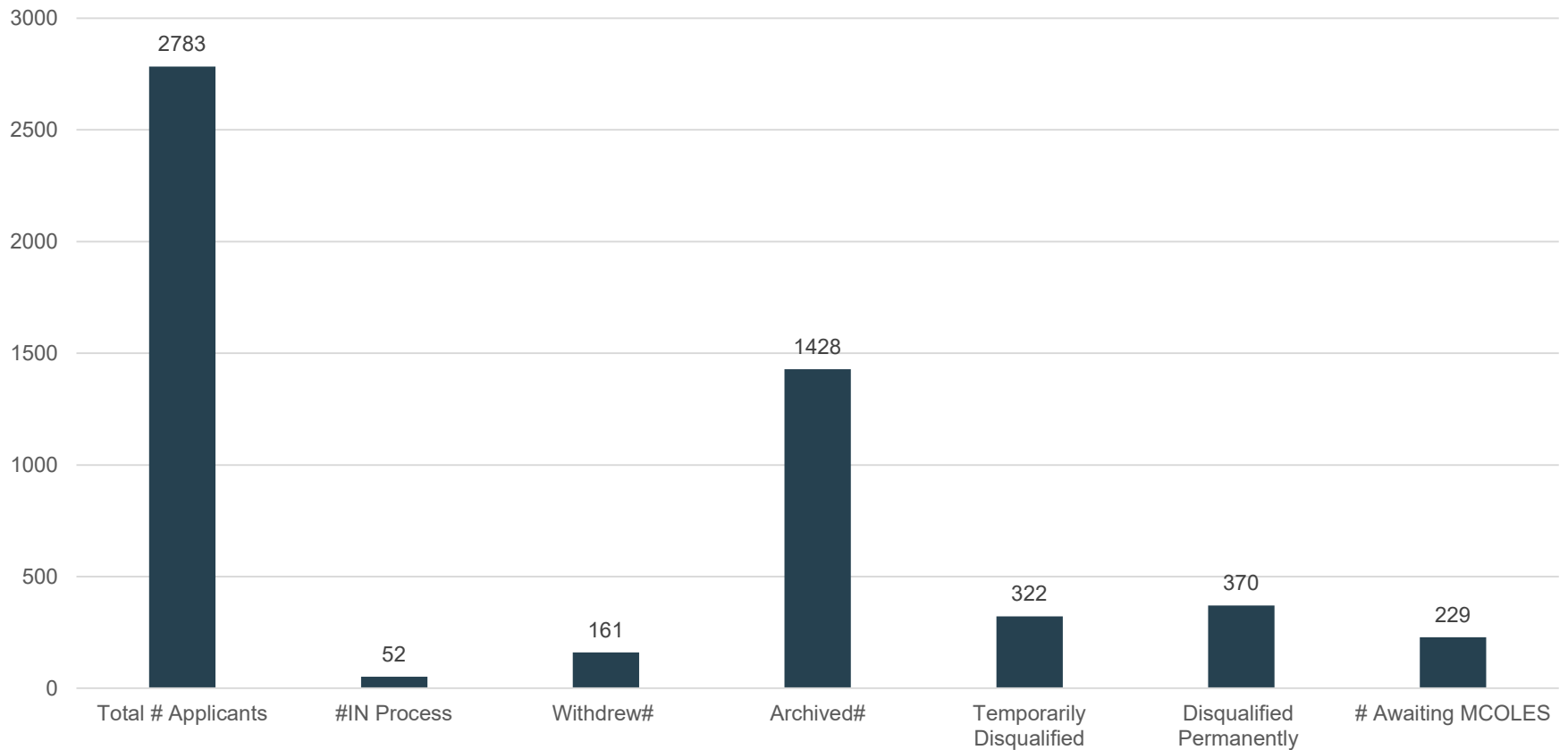
CURRENT DEPARTMENT STAFFING





2023 SWORN RECRUITING (7/1/2022 TO 1/31/2023)

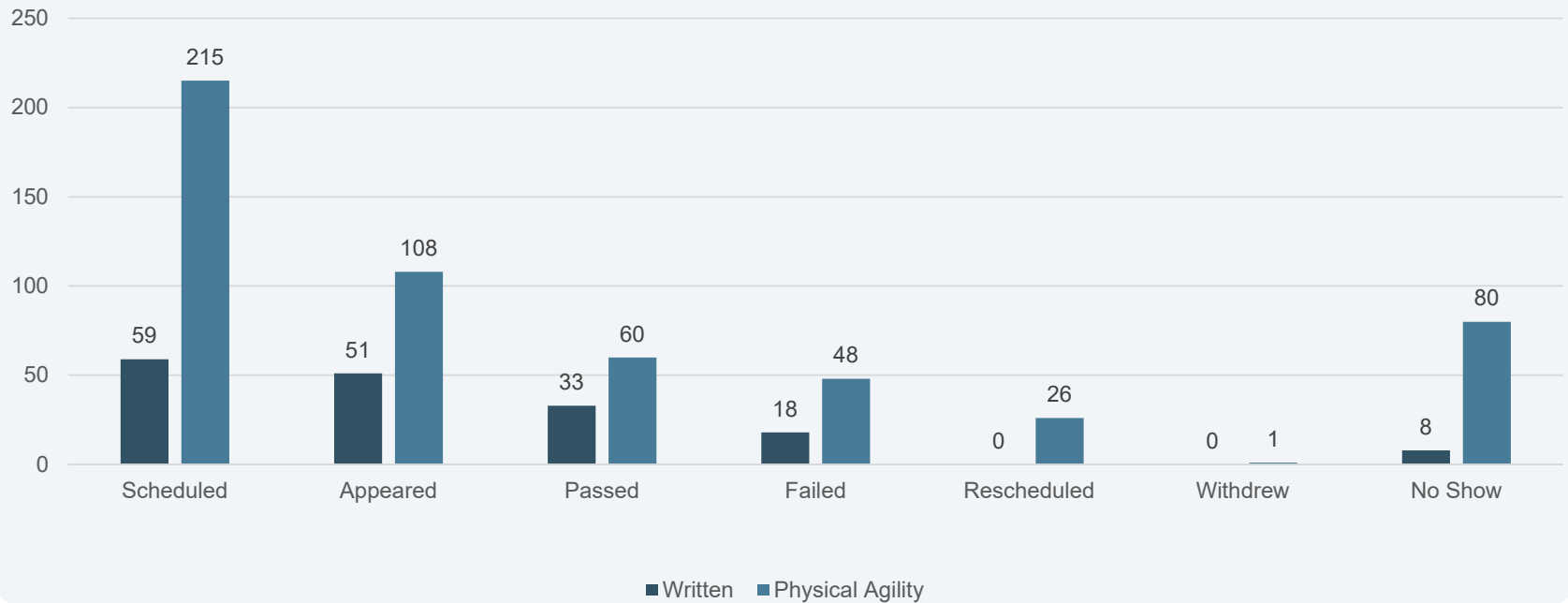
Sworn Recruiting 7/1/2022 to 1/31/2023





JANUARY MCOLES TESTING

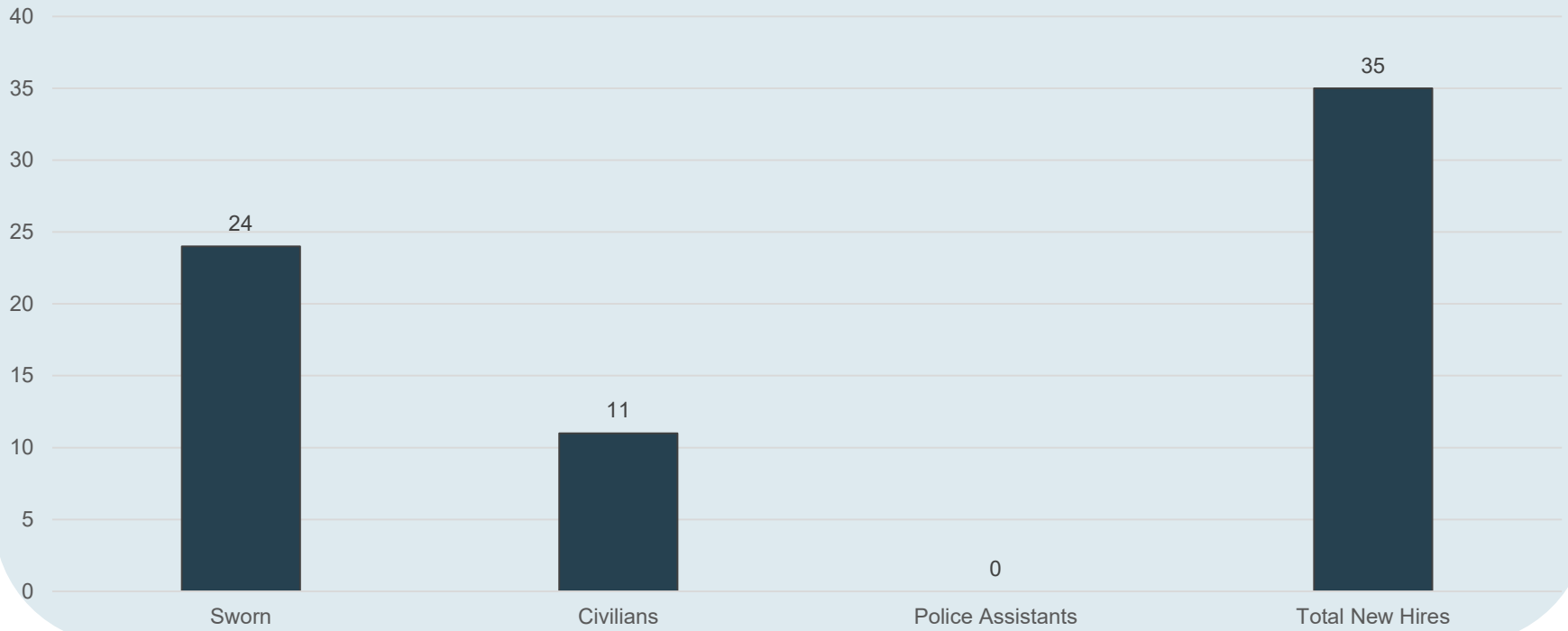
Jan 2023





TOTAL NEW HIRES

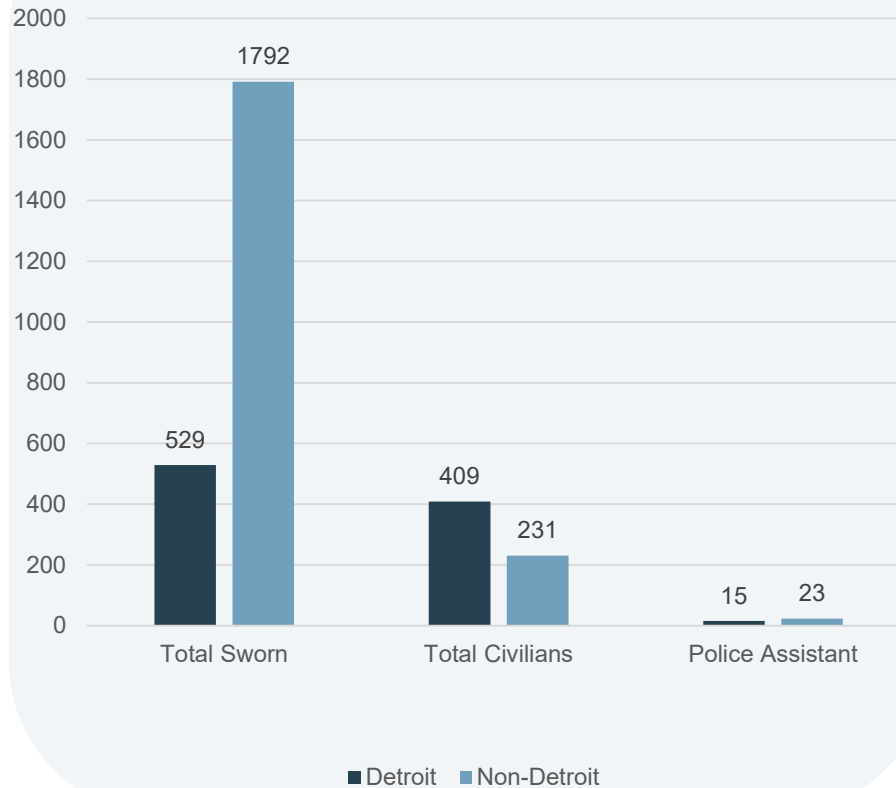
Jan 2023





DETROIT RESIDENCY INFORMATION

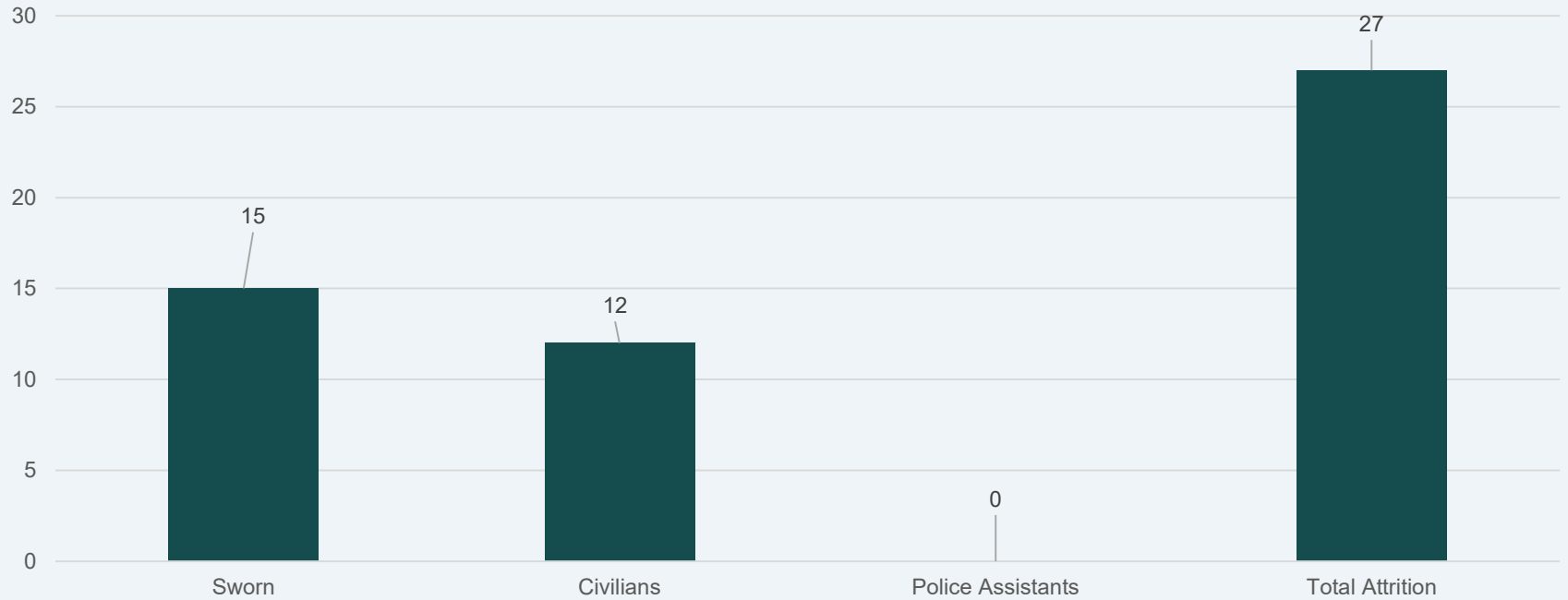
Jan 2023





ATTRITION

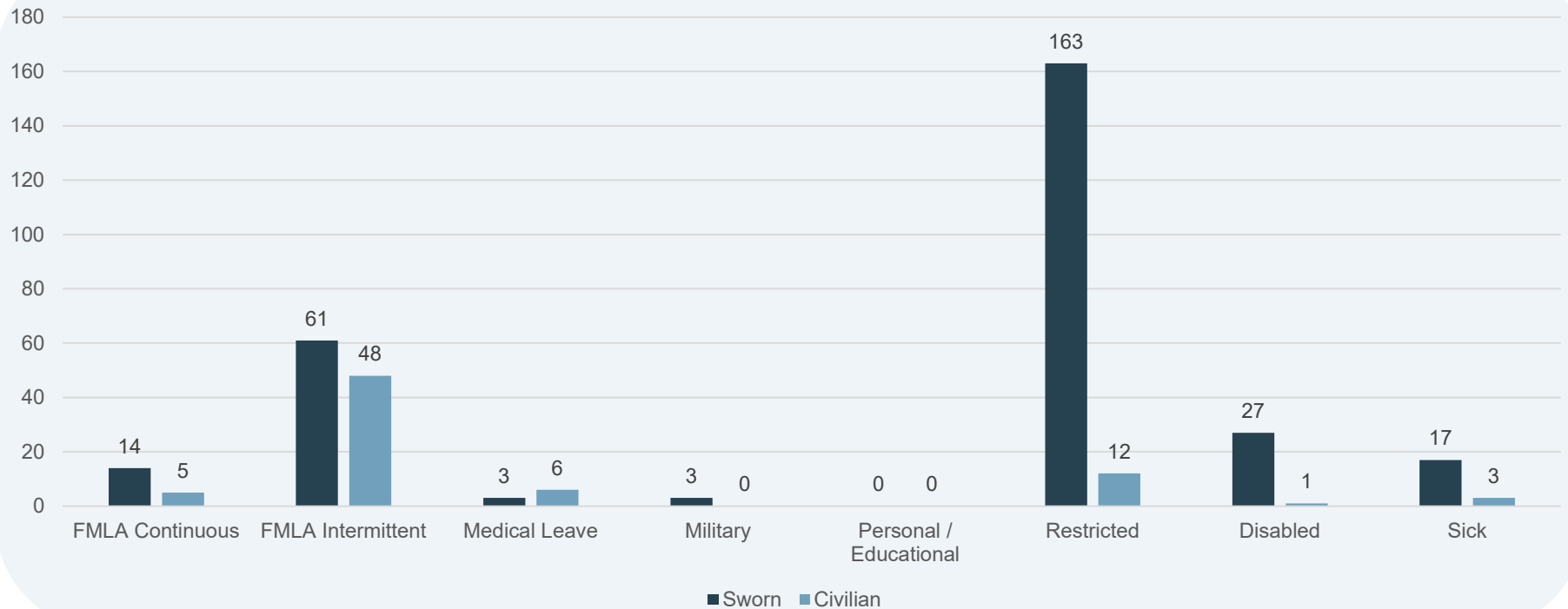
Jan 2023





LEAVES OF ABSENCE / RESTRICTED DUTY

Jan 2023





MONTHLY SEPERATIONS

<i>January</i>	Retired	Retired charges with	Resigned	Resigned charges under	Deaths	Disability	Dismissed	Total
<i>P.O</i>	2	0	6	2	1	0	0	11
<i>Investigator</i>	0	0	0	0	0	0	0	0
<i>Sergeant</i>	1	0	0	0	1	0	0	1
<i>Lieutenant</i>	1	0	0	0	0	1	0	2
<i>Detective</i>	1	0	0	0	0	0	0	1
<i>Captain</i>	0	0	0	0	0	0	0	0
<i>Commander</i>	0	0	0	0	0	0	0	0
<i>Deputy Chief</i>	0	0	0	0	0	0	0	0
<i>Assistant Chief</i>	0	0	0	0	0	0	0	0
Total	5	0	6	2	1	1	0	15



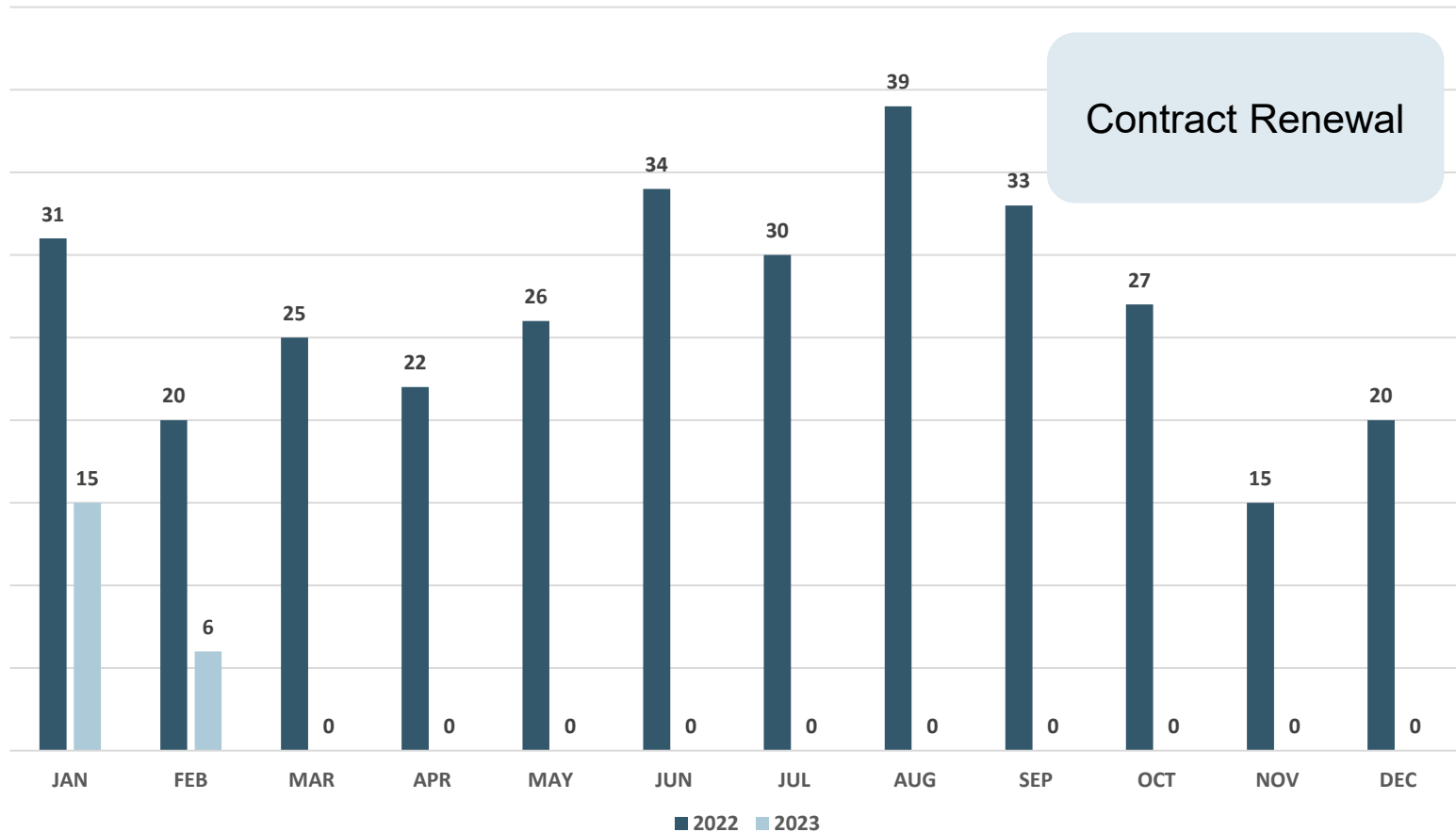
Police Recruiting

Sworn Separations



DEPARTMENT SEPARATIONS 2022 VS 2023

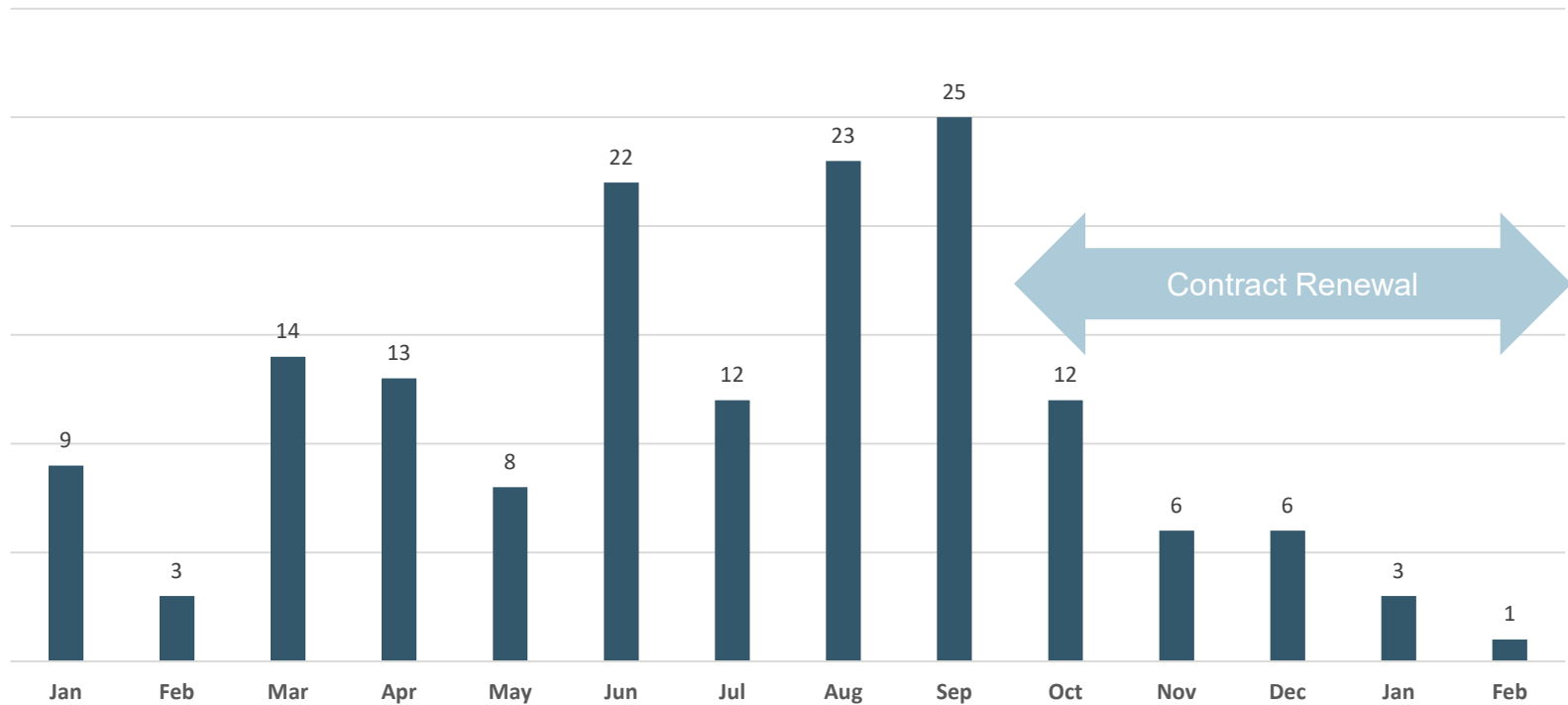
DEPARTMENT SEPARATION 2022 AND 2023





Police Recruiting

Separations to Other Depts 2022 to Present



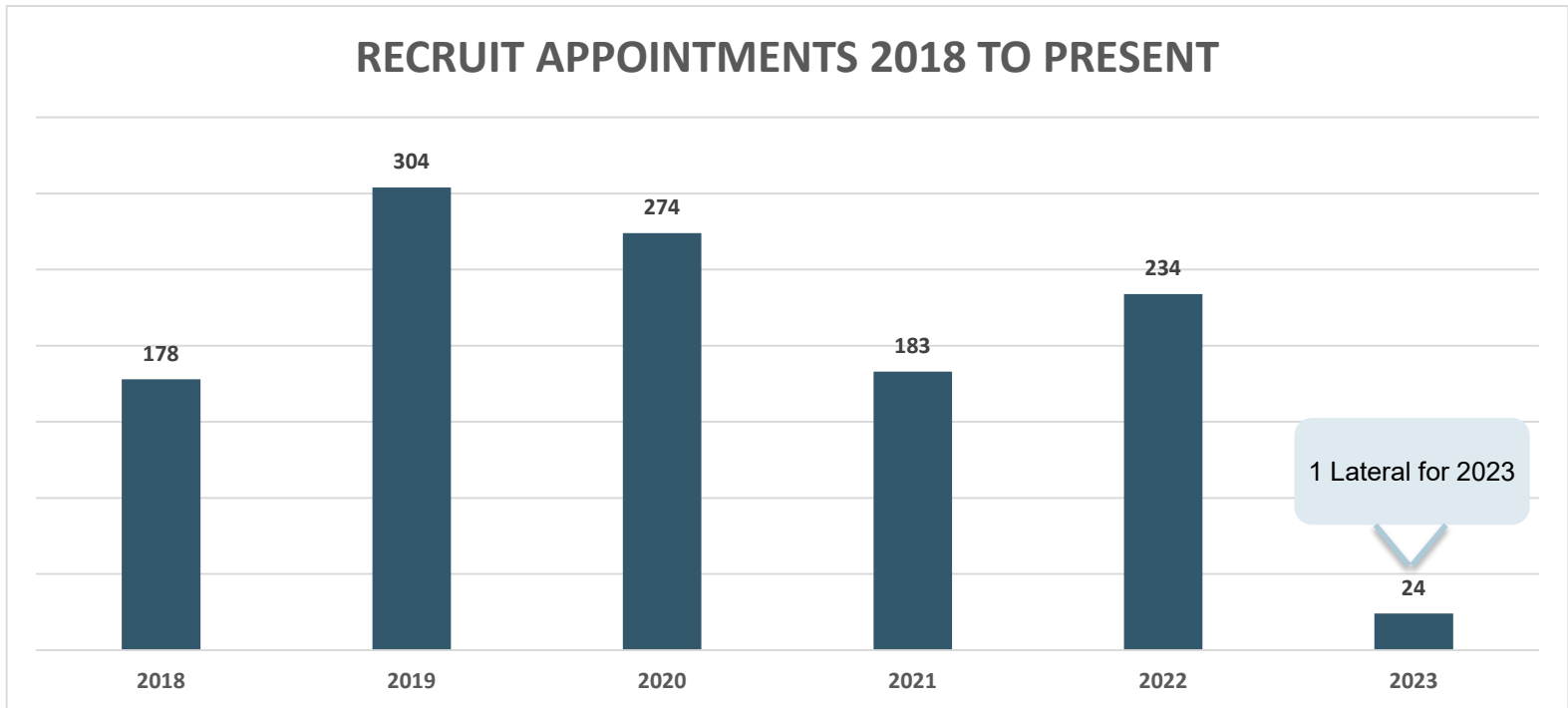


Police Recruiting

Sworn Appointments (New Hires)



RECRUIT APPOINTMENTS 2018 TO PRESENT





Student Police Officer Summary

Training Academy Hiring and Graduation Schedule

Date	Entered	Remaining	Graduation
8/15/22	31	29	02/17/23
9/26/22	32	29	03/24/23
*10/31/22	33	30	04/21/23
*12/19/22	26	22	05/26/23
01/30/23	24	24	TBD
Totals	146	134	

Upcoming Class

Start Date: 2/27/23

Class Size: 30+

Reinstatements for Feb (3)



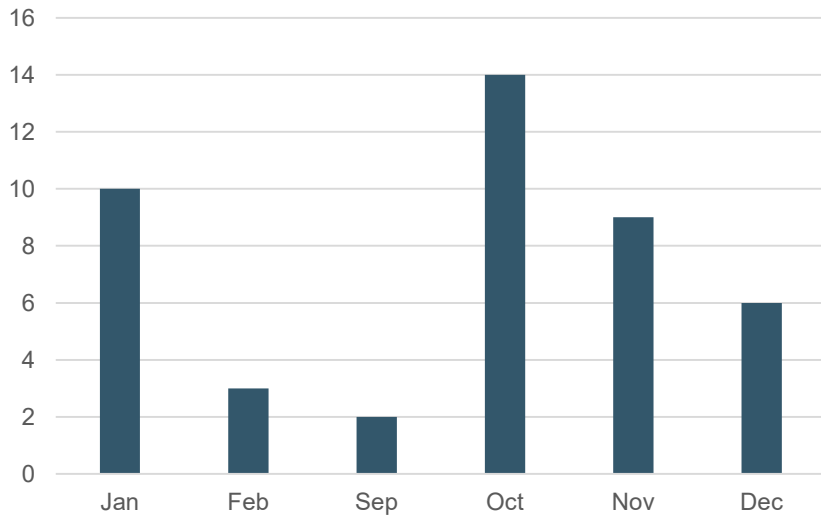
Police Recruiting

2022 / 2023 Reinstatements

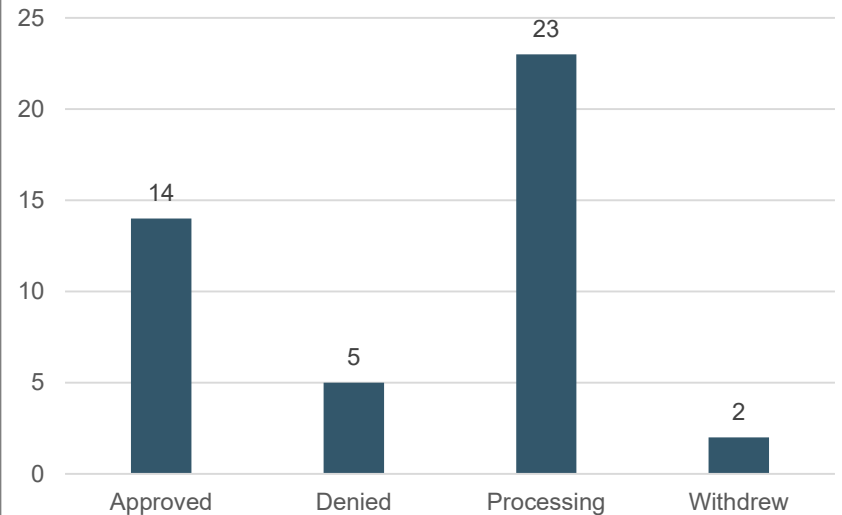


2022 / 2023 REINSTATEMENTS

Reinstatements by Month



Status of Reinstatement Requests



- SINCE ANNOUNCEMENT OF NEW CONTRACT ON 9/28/22:
 - REQUESTS - 44
 - HIRED - 14



Police Recruiting

2023 Hiring Projections



Police Recruiting – Sworn Personnel

GOALS

The overall goal of 2023, Police Recruiting hire over 300 police officers

- Increase hiring goal to (40) candidates a month; reduce attrition (15)
 - Attend over (40-50)+ events month
 - Receive (~600) applications a month; (150) applications a week
 - (300)-(350) scheduled for PAT (~150 candidates will show up PAT; (~75 candidates scheduled to pass PAT)
 - (~75 candidates scheduled) for WRIT
 - 70% WRT pass rate (52-53) candidates a month



Police Recruiting

RESOURCES

- Technology
- Attract and incentivize members from across the various departments to assist with career fairs, recruiting events, and initiatives
- Physicians
- Education
- Lateral Transfer Program (first time)
- Reinstatements (Returning Probationary Status)
- Training Reimbursement To City



CURRENT PARTNERSHIPS

- litch Companies Holdings
- Covenant House
- Detroit At Work
- Ser Metro
- Durfee Innovation Center
- Michigan Pathway
- Army & Air National Guard
- Metropolitan area Veteran's Affairs Organization
- HBCUs
- Strategic Staffing Solutions
- Michigan Youth Challenge
- Job Corps
- Faith Base Organizations
- WC3D & Cleary Univ

FUTURE PARTNERSHIPS

Active and Reserve Marines, Navy
Military Sep & Transition Office
DoD Skillbridge
Veterans of America
Michigan @ Works
NAACP
Thurgood Marshall Foundations
Children's Services Agency, Michigan Dept
(Health & Human Services)
Athletes-not pursuing College
Additional hiring firms
Mr. Jason Wilson (Cave of Adullam
Transformation Training Academy)



POLICE RECRUITING

**DETROIT
POLICE**

NOW HIRING | \$85K*

313-596-8890

