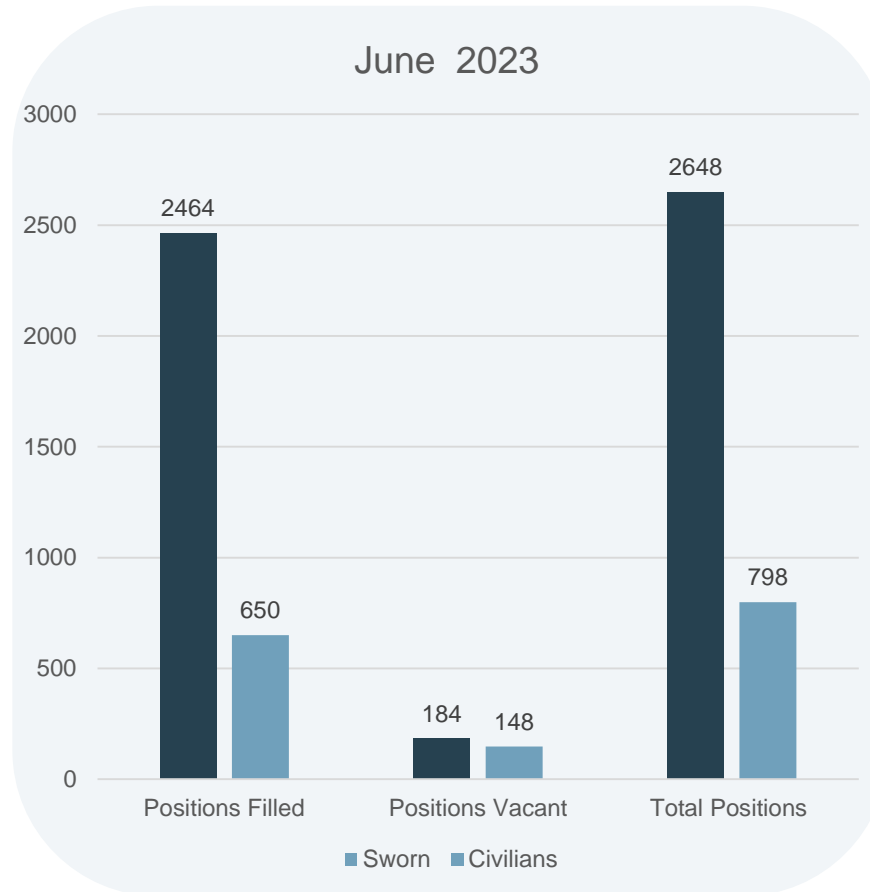




# HUMAN RESOURCES – BOPC PRESENTATION



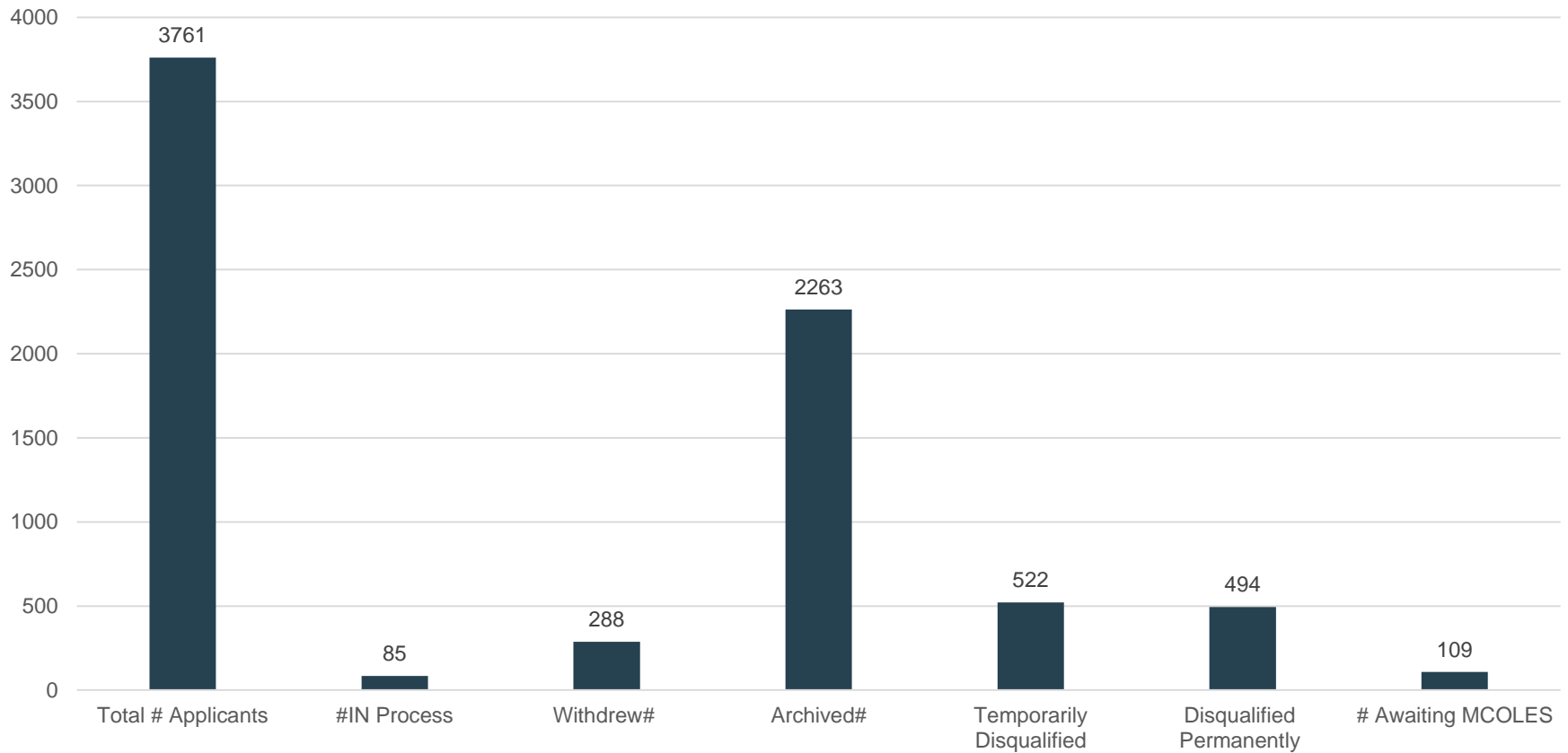
# CURRENT DEPARTMENT STAFFING





# 2023 SWORN RECRUITING (7/1/2022 TO 6/30/2023)

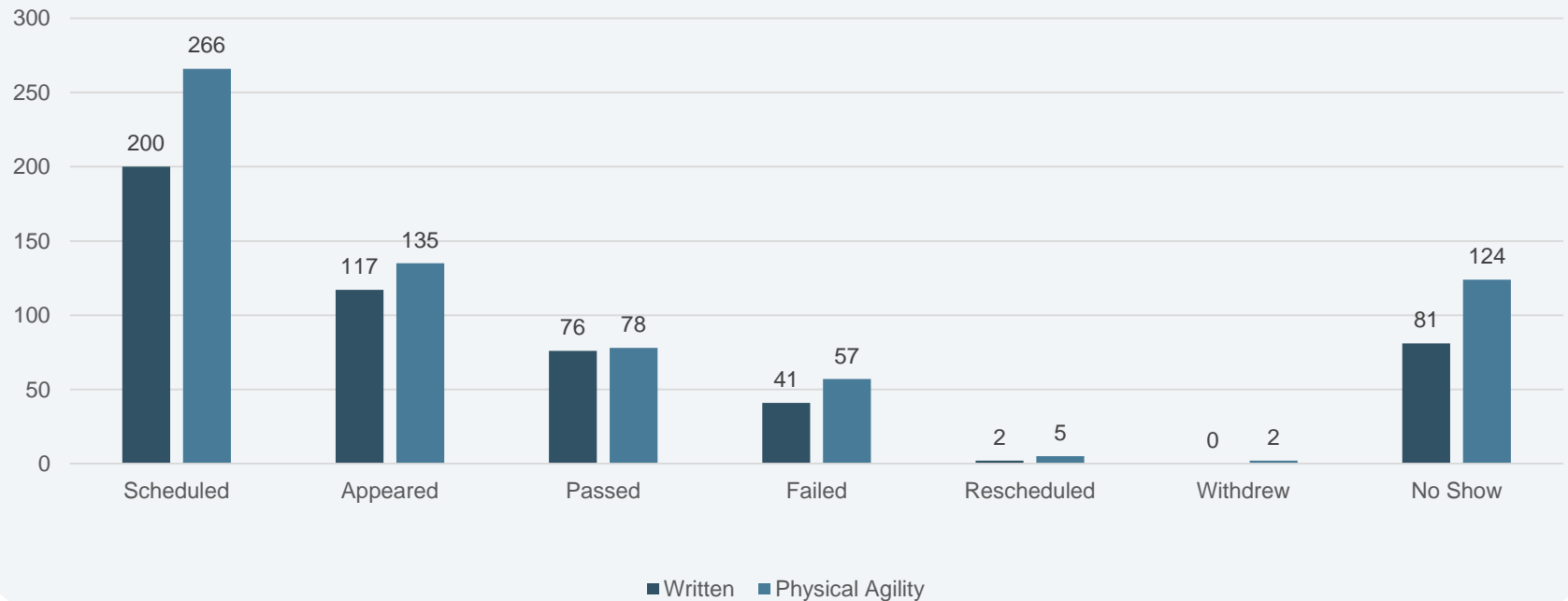
Sworn Recruiting 7/1/2022 to 6/30/2023





# JUNE MCOLES TESTING

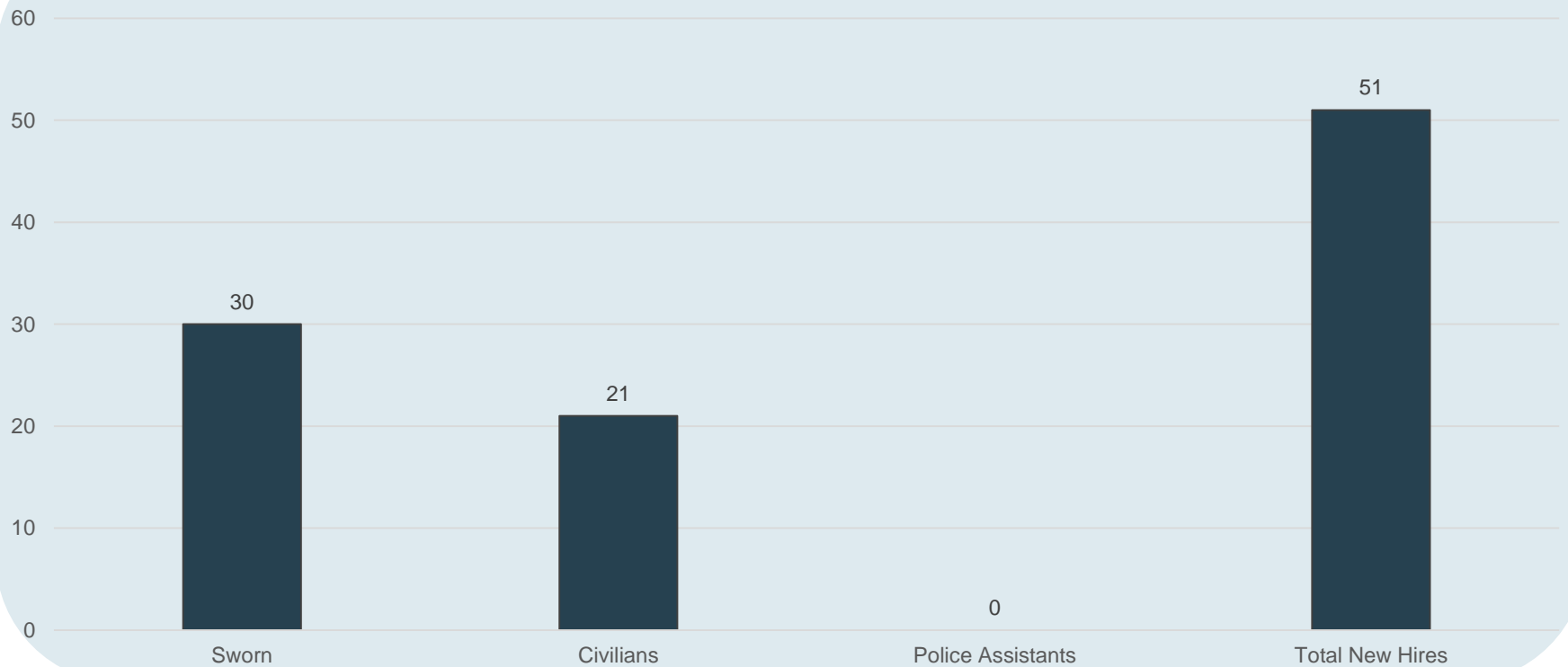
June 2023





# TOTAL NEW HIRES

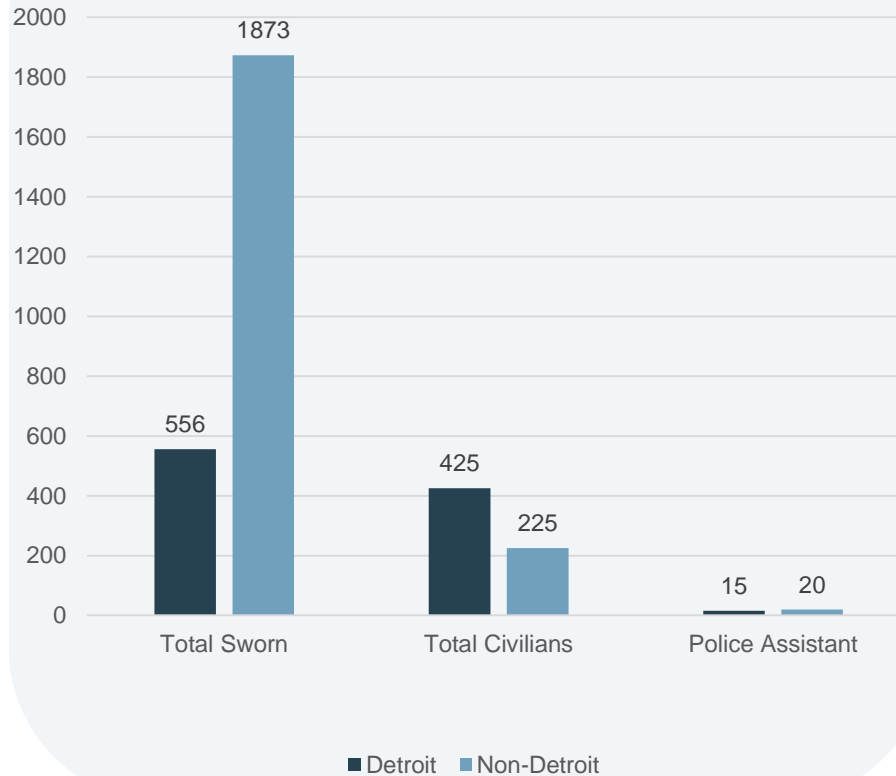
June 2023





# DETROIT RESIDENCY INFORMATION

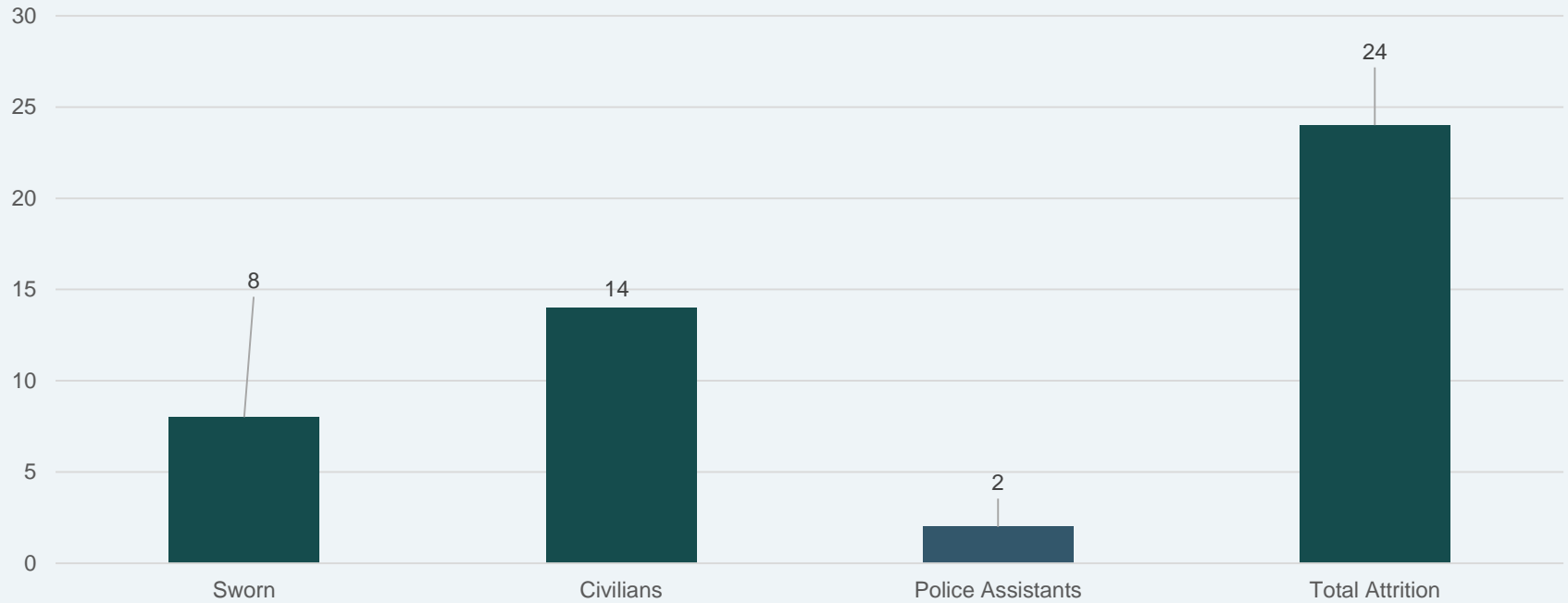
June 2023





# ATTRITION

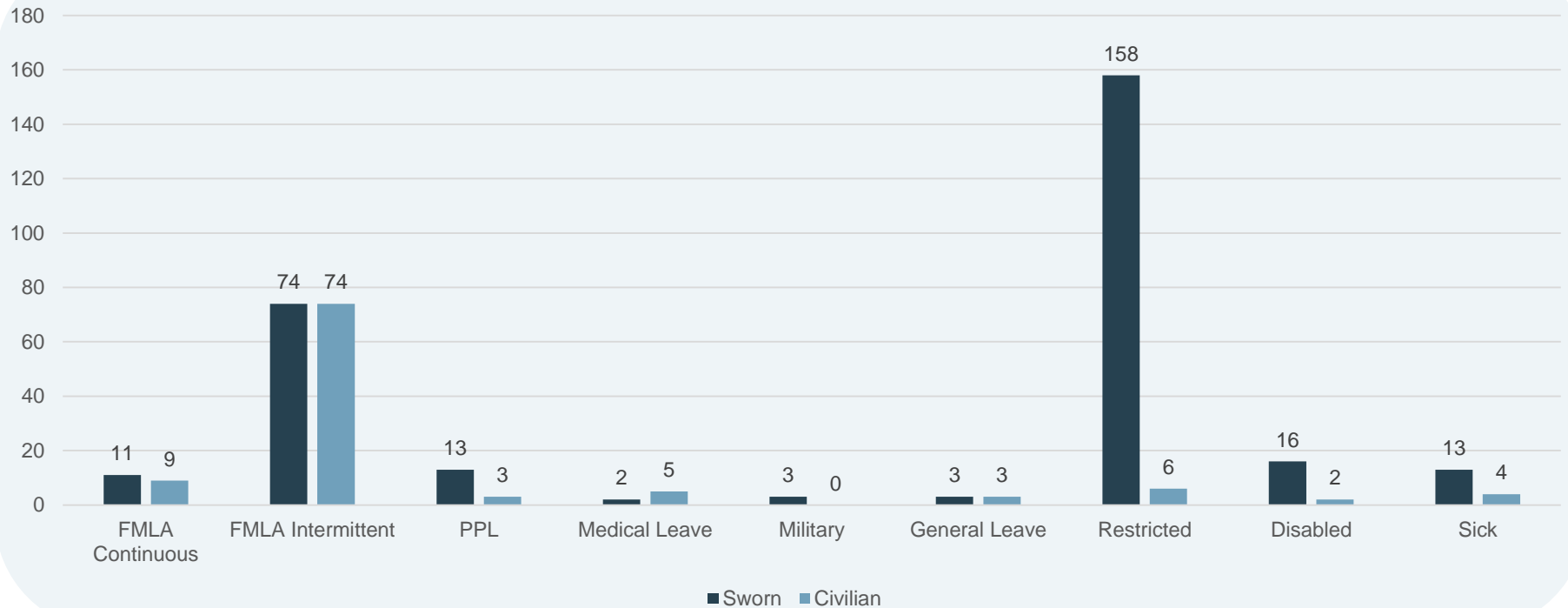
June 2023





# LEAVES OF ABSENCE / RESTRICTED DUTY

June 2023







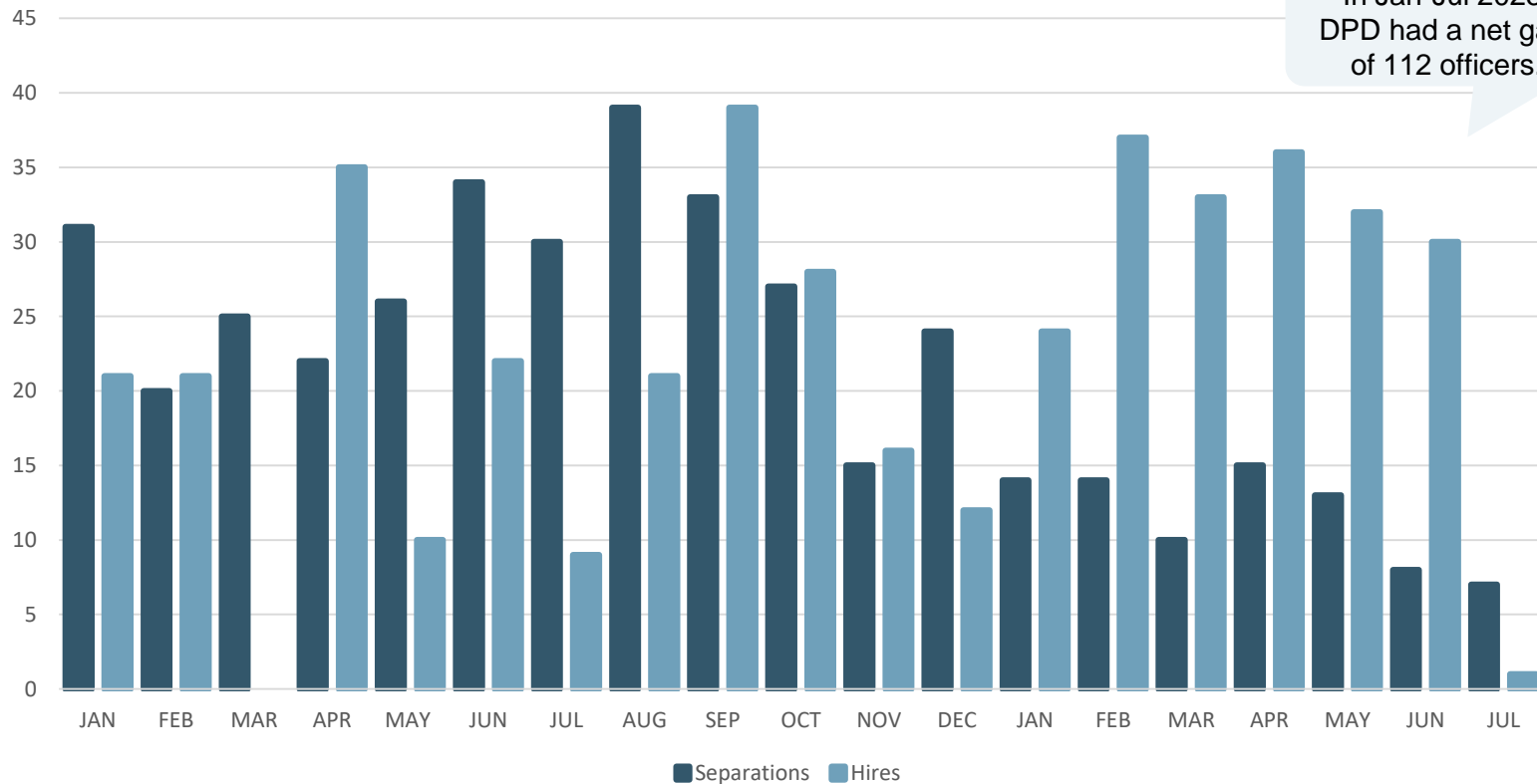
# MONTHLY SEPERATIONS

<i>June</i>	Retired	Retired charges with	Resigned	Resigned charges under	Deaths	Disability	Dismissed	Total
<i>P.O</i>	0	0	6	1	0	1	0	8
<i>Investigator</i>	0	0	0	0	0	0	0	0
<i>Sergeant</i>	0	0	0	0	0	0	0	0
<i>Lieutenant</i>	0	0	0	0	0	0	0	0
<i>Detective</i>	0	0	0	0	0	0	0	0
<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
<b>Total</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>8</b>



# Human Resources

Separations V Hires Jan 2022 to Present



In Jan-Jul 2023, DPD had a net gain of 112 officers.



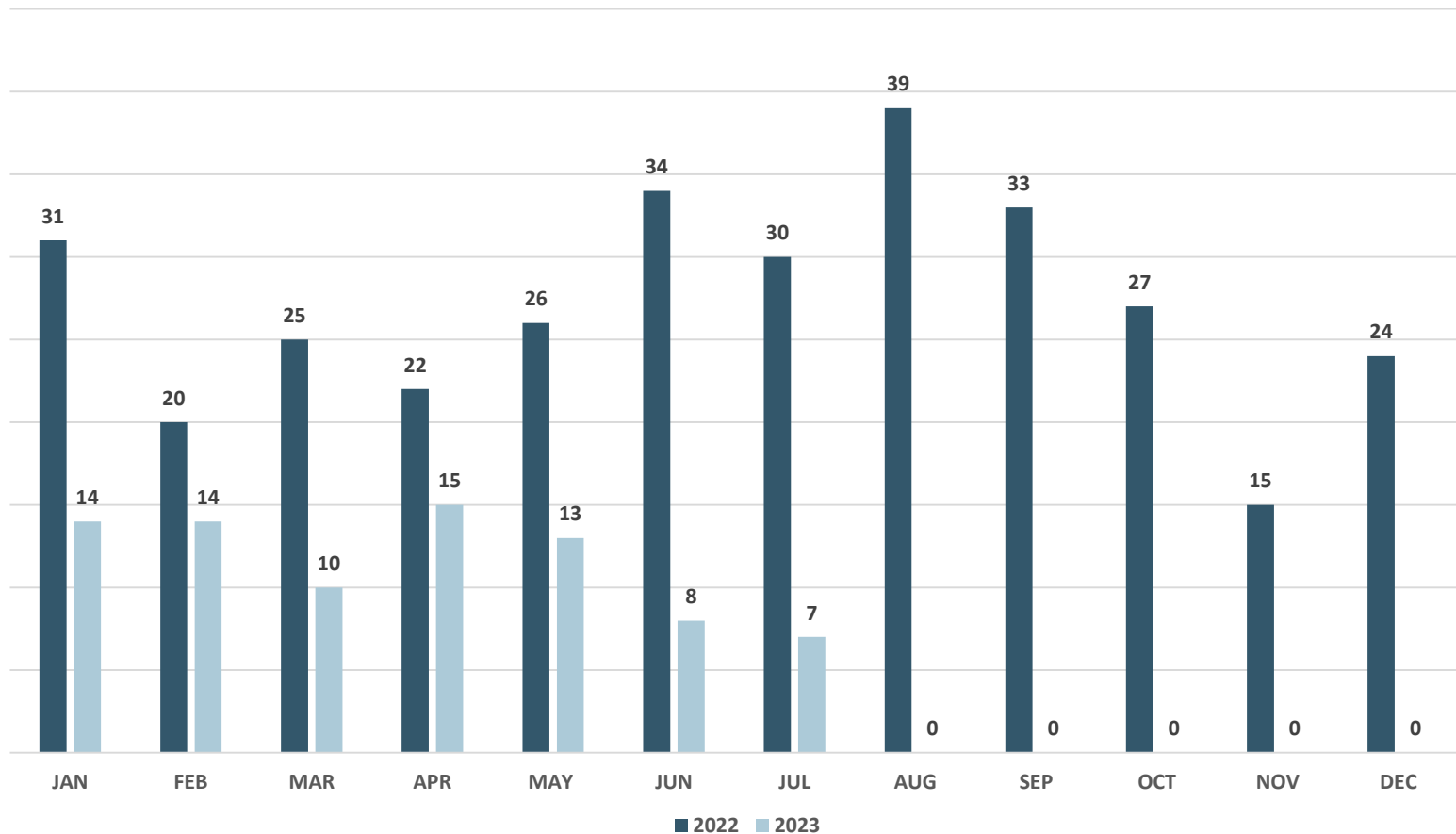
Police Recruiting

# Sworn Separations



## DEPARTMENT SEPARATIONS 2022 VS 2023

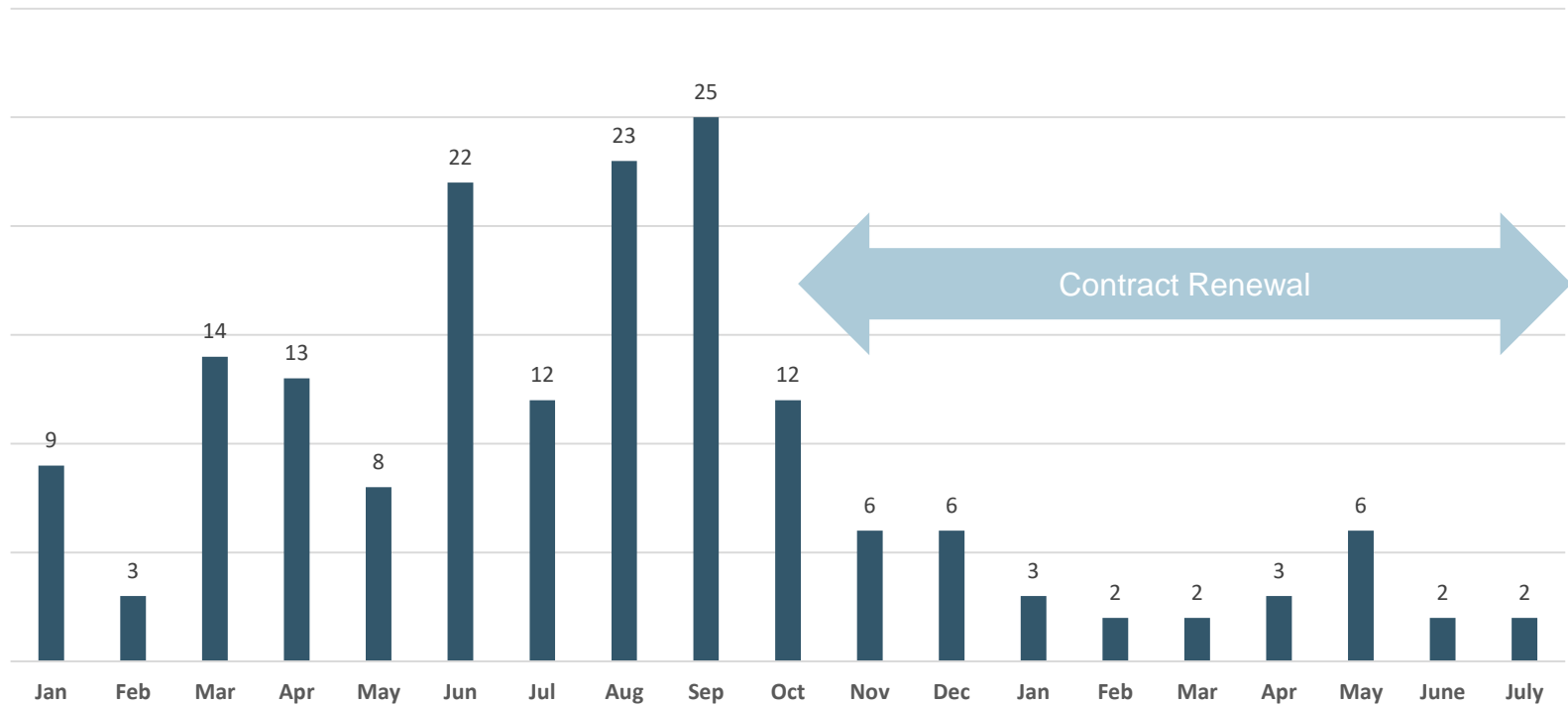
### DEPARTMENT SEPARATION 2022 AND 2023





# Police Recruiting

### Separations to Other Depts 2022 to Present





Police Recruiting

# Sworn Appointments (New Hires)



# Student Police Officer Summary

## Training Academy Hiring and Graduation Schedule

Date	Entered	Certified	SPOs Remaining in Class	Graduation
2/27/23	38	9	25	07/28/23
03/27/23	35	3	31	08/25/23
05/01/23	36	3	29	10/27/23
06/01/23	32	8	19	11/10/23
06/28/23	31	4	30	TBD Nov
<b>Totals</b>	<b>172</b>	<b>27</b>	<b>134</b>	

## Upcoming Class (Goals)

Start Date: 7/31/23

Class Size: 30+

Reinstatements for Jun: **10**

**Total for Jul: 40**

Laterals for 2023: **2**

(27) Officers from these classes have been demobilized (certified)  
Senate Bill (32) and House Bill (4176) have been endorsed by the governor, effective for class (6/28/23)



**Police Recruiting**

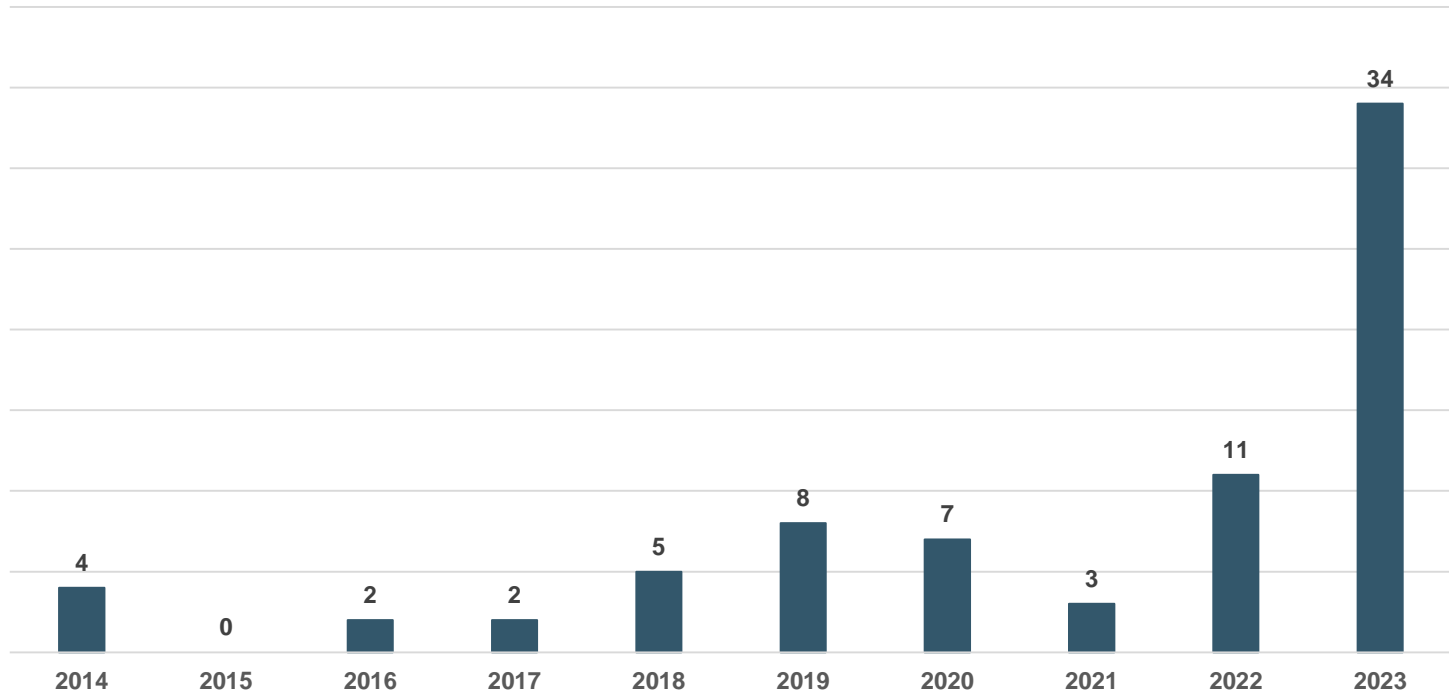
# **2022 / 2023 Reinstatements**





# REINSTATEMENTS

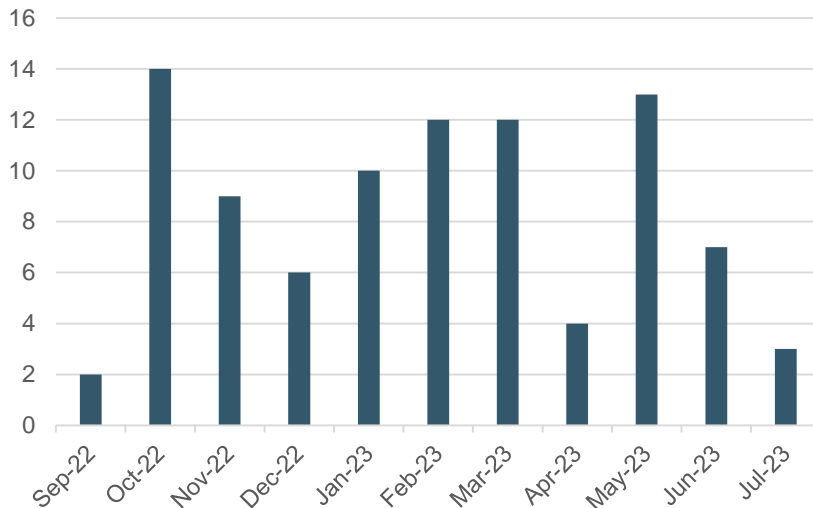
## REINSTATEMENTS 2014 TO PRESENT



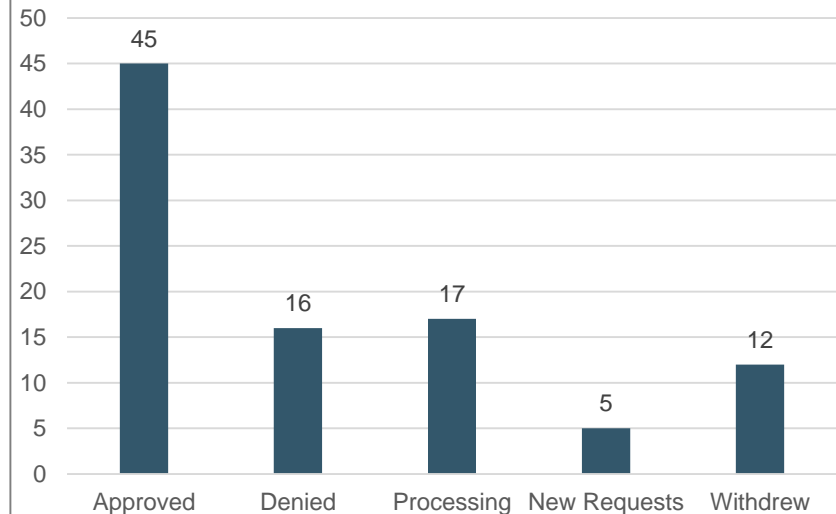


## 2022 / 2023 REINSTATEMENTS

Reinstatement Requests by Month



Status of Reinstatement Requests



- SINCE ANNOUNCEMENT OF NEW CONTRACT ON 9/28/22:
  - REQUESTS – 91
  - APPROVED – 45
  - HIRED – 39



**Police Recruiting**

# **Recruiting Initiatives**



# Recruiting Initiatives

## New Partnerships Previous Week

- Juneteenth Celebration with DUNAMIS
- 4th Annual Baseball Challenge at “The Corner Ballpark
- Tindal Recreation Meet up
- TWCCCD contact/flyer drop off
- Durfee Innovation Weekly Career Event
- Youth Job/Resource Fair at ACCESS-Dearborn
- Tindal Recreation Center teen camp engagement
- DPD One Day Hiring Fair
- Detroit Digital Youth Empowerment Event
- Tindal Recreation Center (engage w/ 18 and up)
- Adam Butzel Recreation Center (engage w/ 18 and up)
- Henry Ford College Criminal Justice connect
- Family Fun Day-Resource Fair at 4th precinct
- Durfee Innovation Weekly Career Event
- Northwest Activity Center Job Fair
- Academy Graduation
- Light up Livernois
- 4th of July Carnival Craft and Vendor Show at

- Gibraltar Community Center
- Durfee Innovation Weekly Career Event
- DPD Prep MOCK PAT at Detroit Public Safety Academy
- Peacenic 2023 at O'hair Park
- Detroit Public Safety Academy visit to Detroit Public Safety HQs

## SOCIAL MEDIA FOOTPRINT

- DPD Media** –working on campaign strategy and developing specific social media outputs as recruiting platforms.
- Began advertising new salary rates effective July 1

## MCOLES

- Testing a minimum of four (4) times a week. The written examination (Monday’s and Wednesdays) physical agility test (Tuesday’s and Thursday’s).

## Internships

- Mayoral Fellowship (18)
- Grow Detroit Youth Talent (6)
- Grow Detroit Youth Talent / Detroit Public Safety Academy (55)



## 24 June 23 DPD One Day Hiring Event

**Objective:** Partner with the National Guard at the Light Guard Armory; allow the National Guard Service members and the community the opportunity to interact with us, see some of our opportunities, apply for jobs and have some fun

**Police Recruiting:** allow applicants to complete majority of the hiring process in just one day

- ~200 applicants participated
- ~58 applicants processed for civilian employment-16 walk-ins; 42 applicants interviewed
- ~140 applicants processed for sworn positions

**Pre-Physical Agility Medical Screening:** (free to the candidate); Free drug urinalysis & full physicals for civilian applicants

- **Written test-** nearly 30 applicants tested
- **Physical Agility Test-** over 40 passed
- **27 oral boards:** conducted



# 24 June 23 DPD One Day Hiring Event





# POLICE RECRUITING

**DETROIT  
POLICE**

**NOW HIRING | \$85K\***

**313-596-8890**

