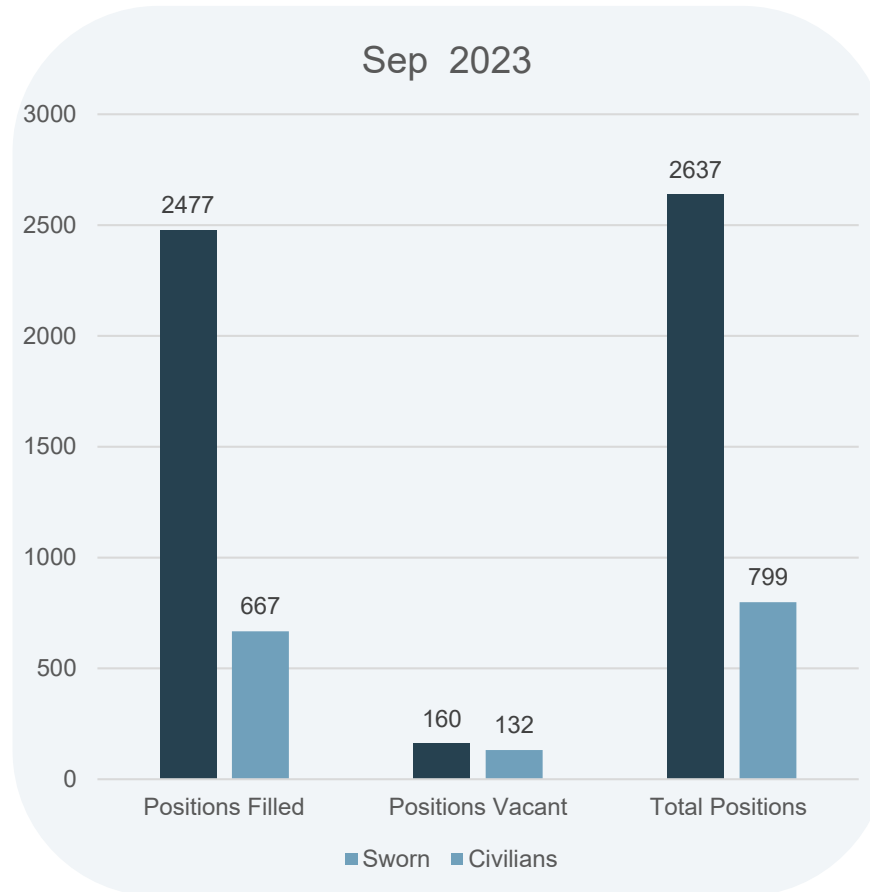




# HUMAN RESOURCES – BOPC PRESENTATION



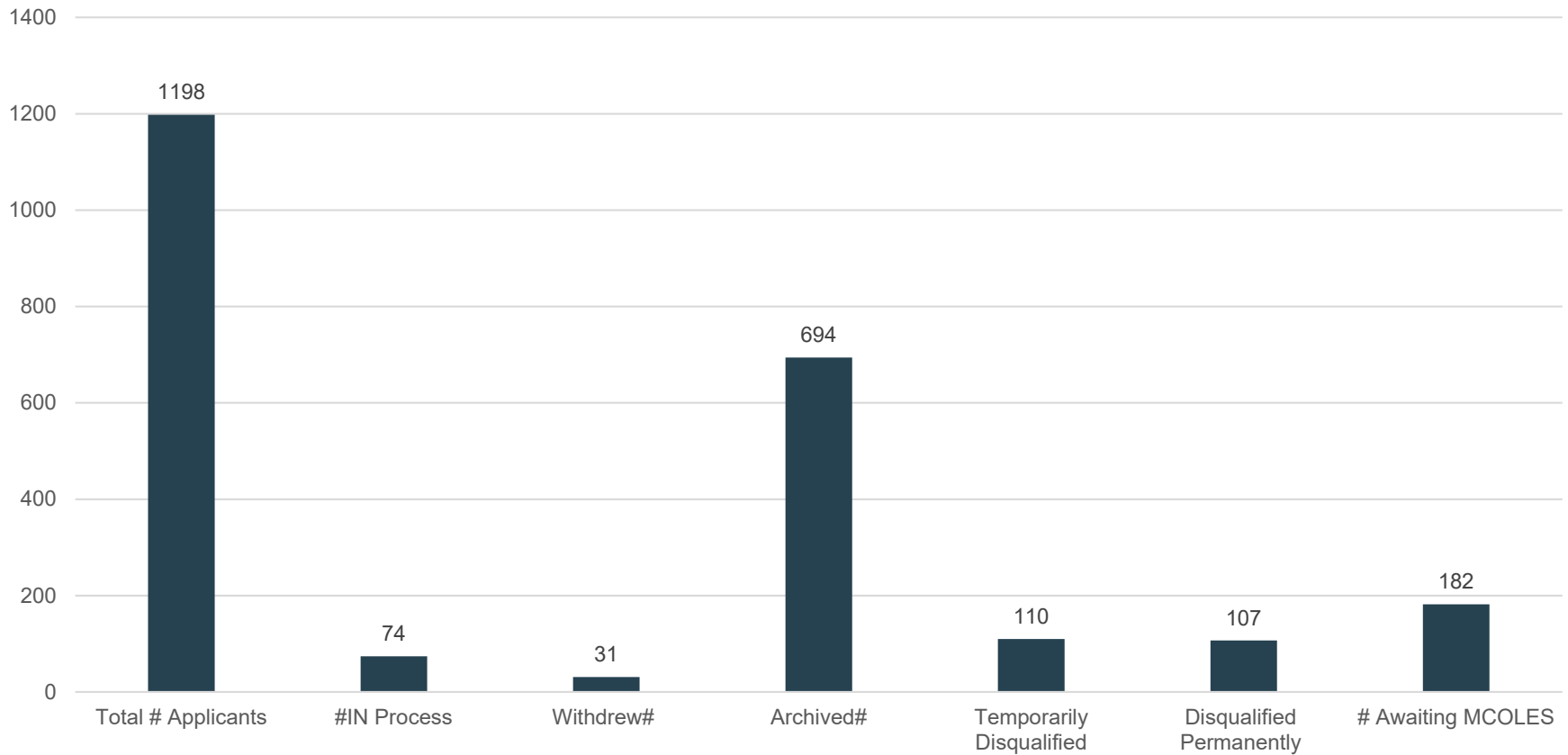
# CURRENT DEPARTMENT STAFFING





## 2023 SWORN RECRUITING (7/1/2023 TO 9/30/2023)

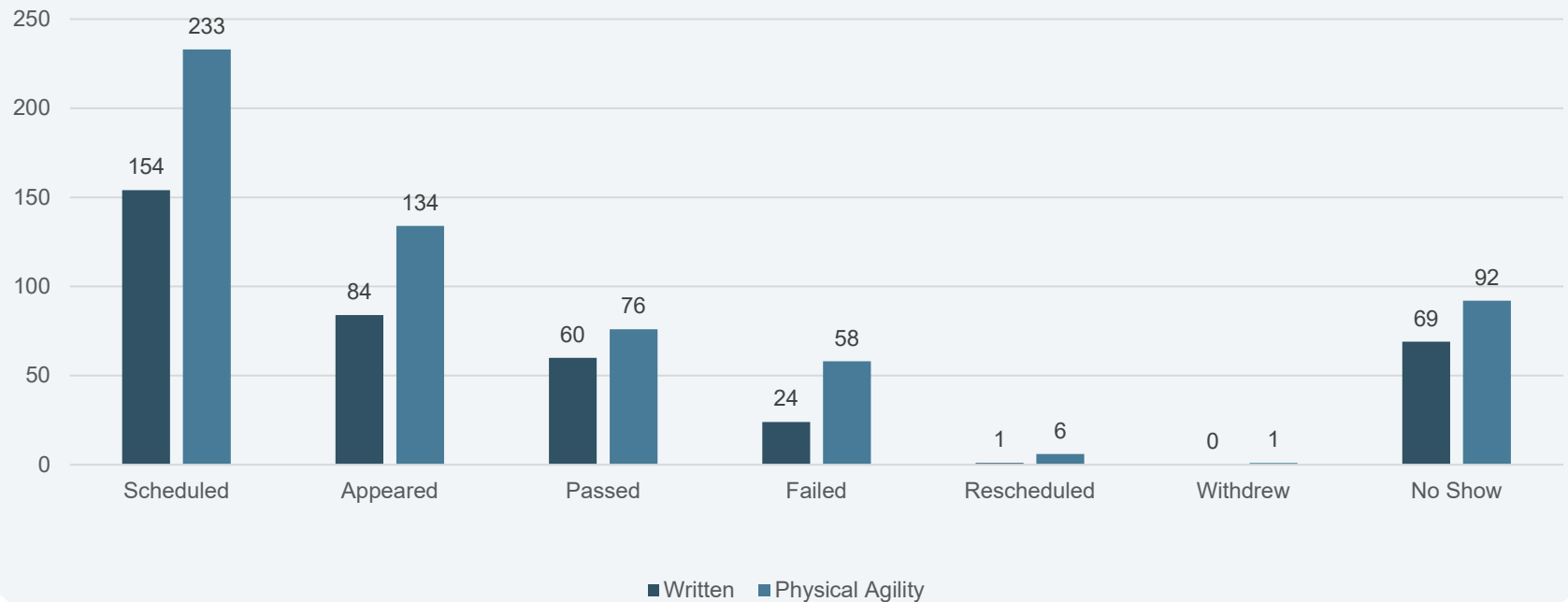
Sworn Recruiting 7/1/2023 to 9/30/2023





# SEP MCOLES TESTING

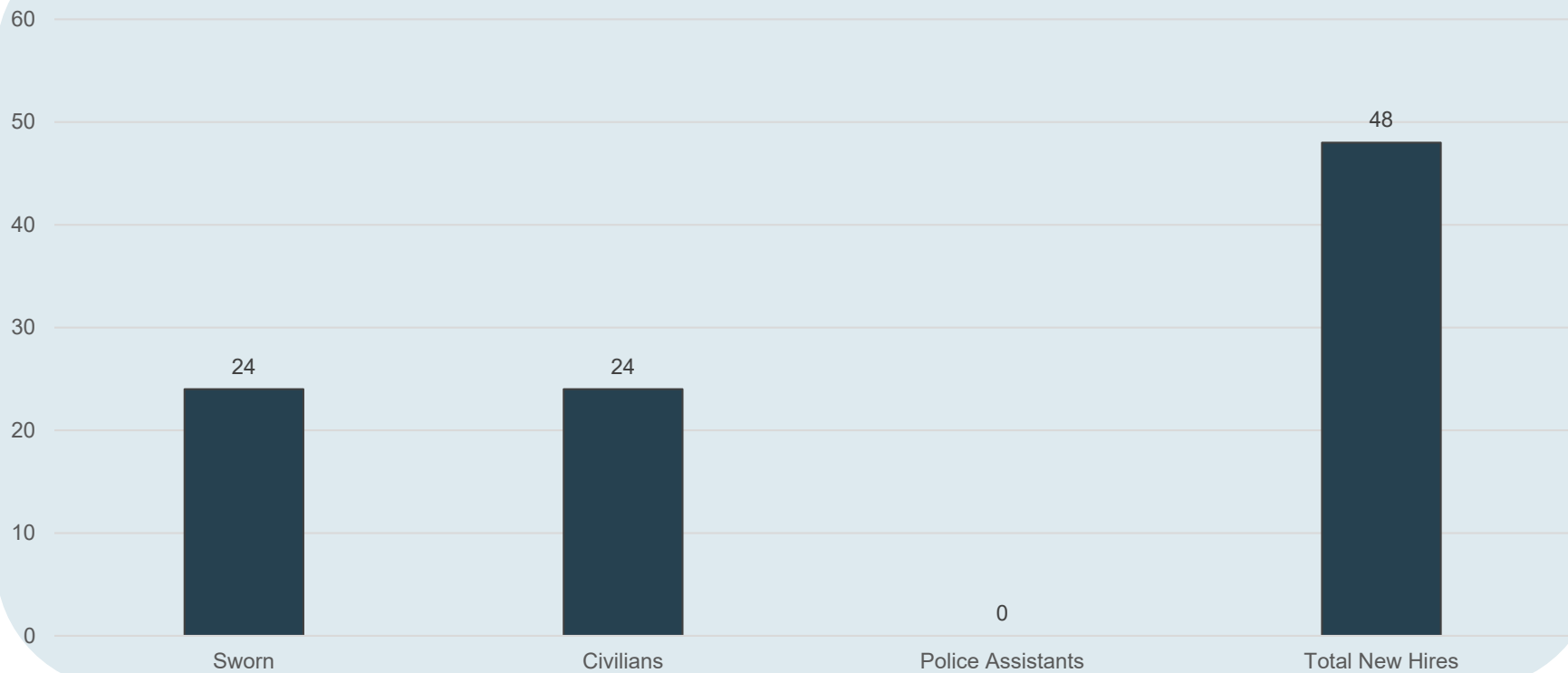
Sep 2023





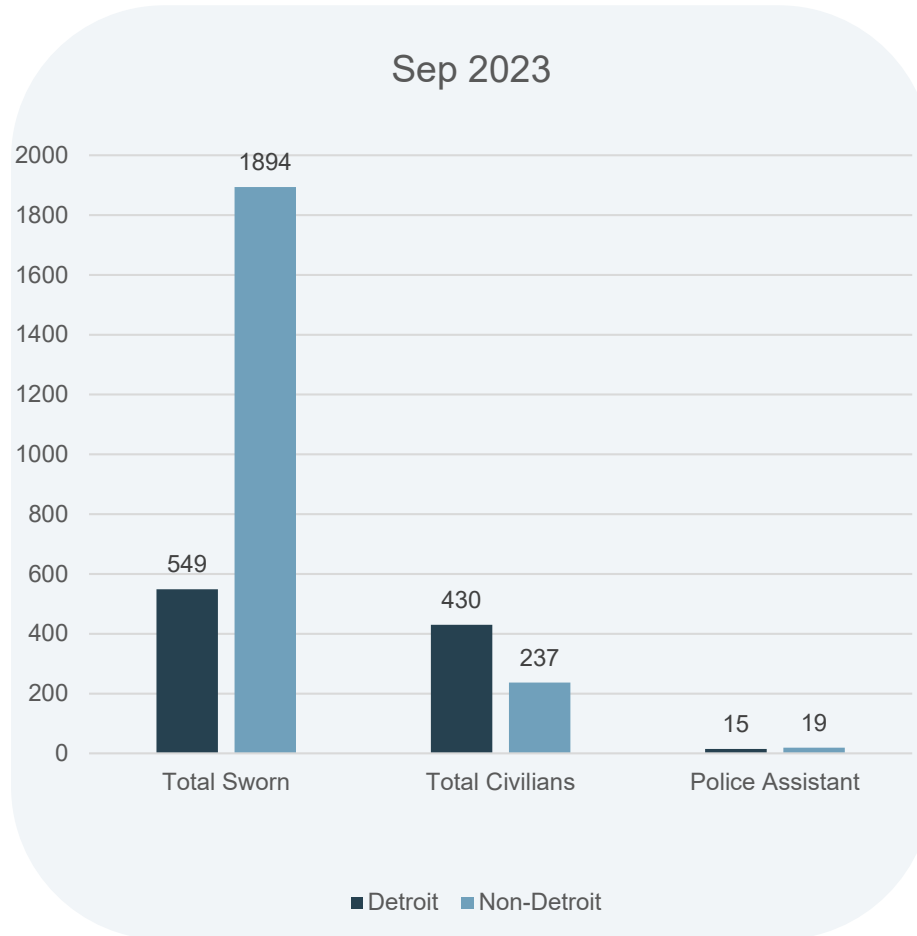
# TOTAL NEW HIRES

Sep 2023





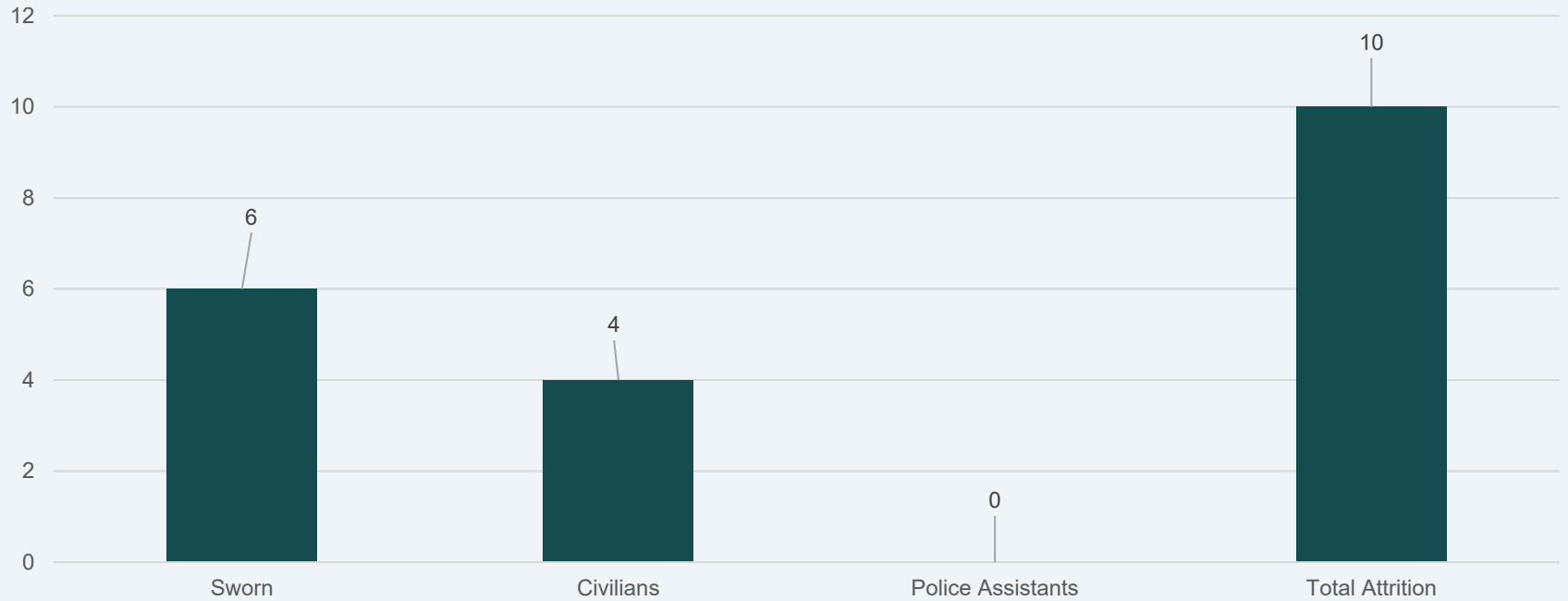
# DETROIT RESIDENCY INFORMATION





# ATTRITION

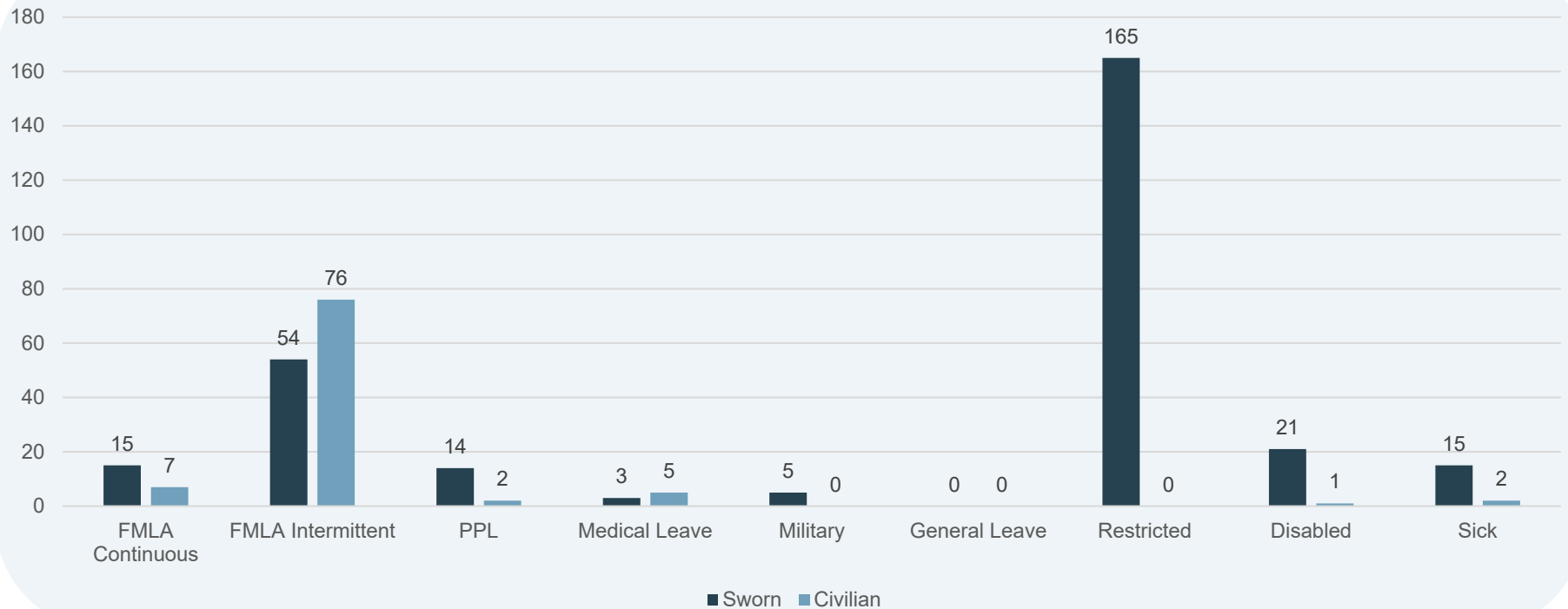
Sep 2023





# LEAVES OF ABSENCE / RESTRICTED DUTY

Sep 2023





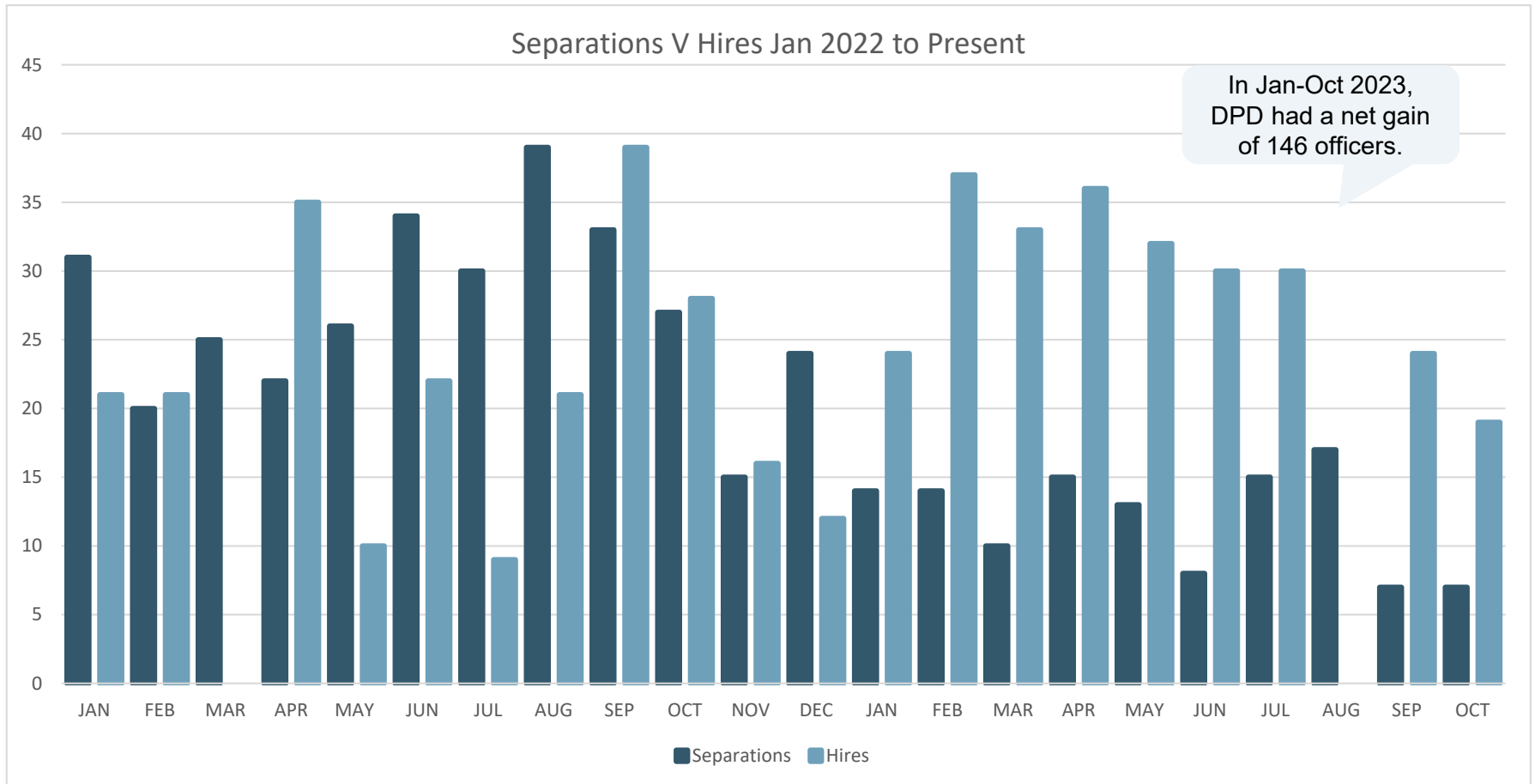


# MONTHLY SEPERATIONS

<i>Sep</i>	Retired	Retired charges with	Resigned	Resigned charges under	Deaths	Disability	Dismissed	Total
<i>P.O</i>	0	0	3	1	0	0	1	5
<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>	1	0	0	0	0	0	0	1
<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>	1	0	0	0	0	0	0	1
<b>Total</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>



# Human Resources





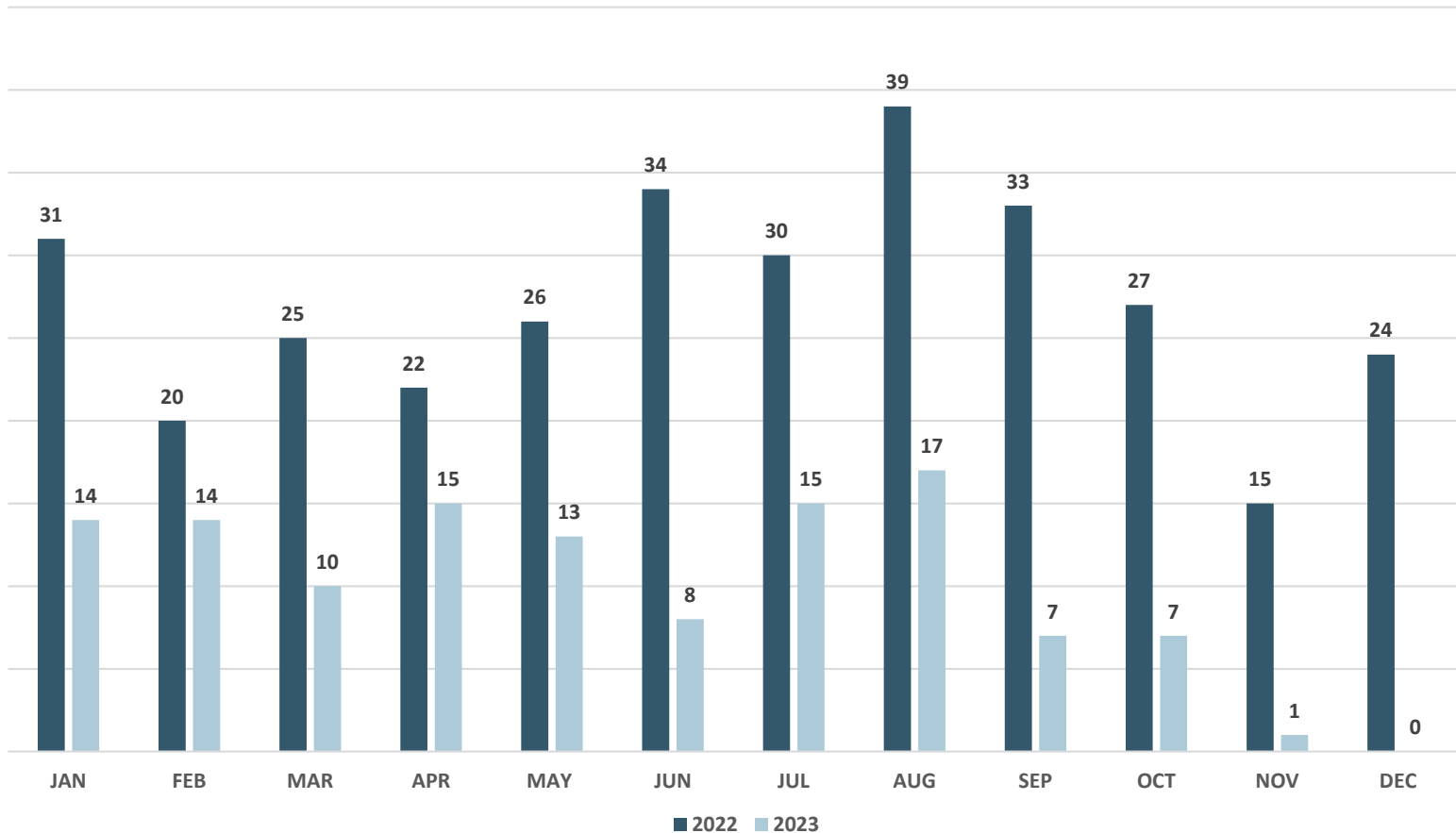
Police Recruiting

# Sworn Separations



## DEPARTMENT SEPARATIONS 2022 VS 2023

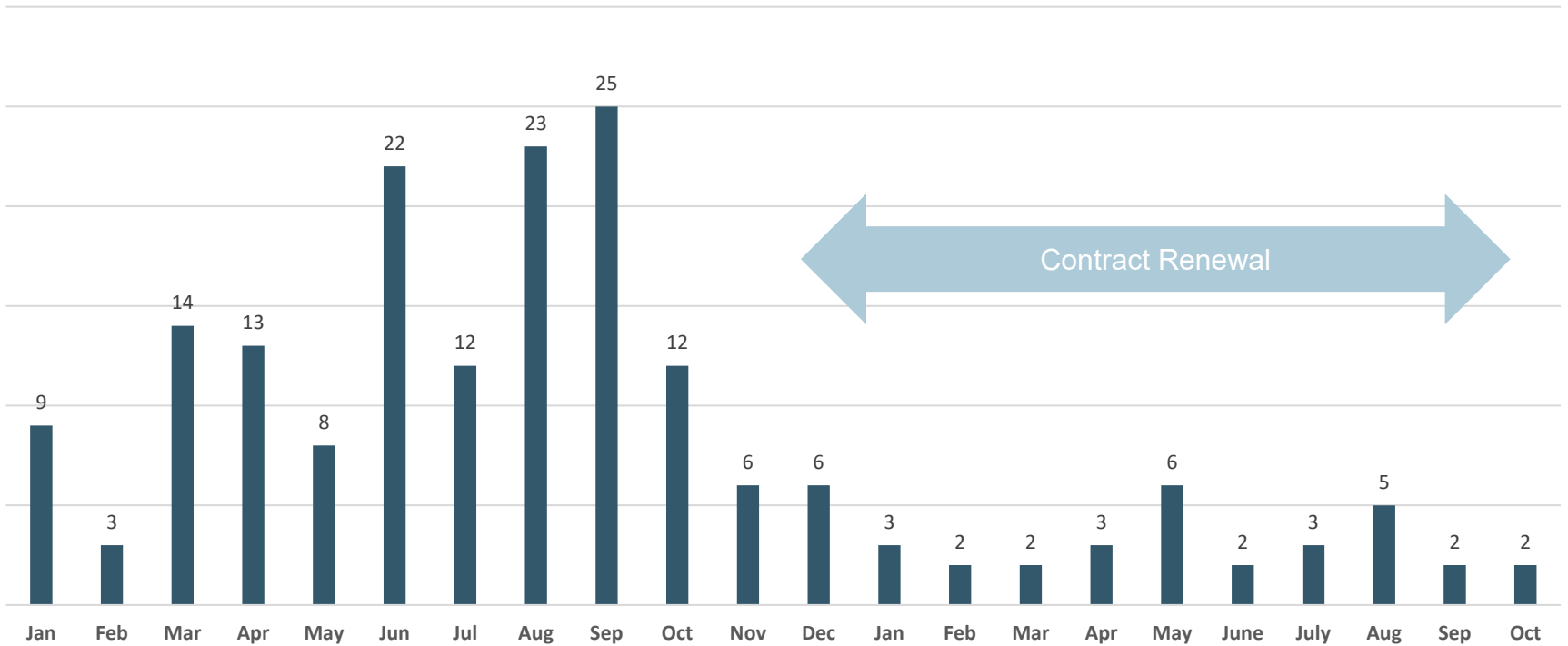
### DEPARTMENT SEPARATION 2022 AND 2023





# 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
05/01/23	36	3	28	10/27/23
06/01/23	32	8	19	11/17/23
06/28/23	31	4	22	01/05/24
07/31/23	30	3	21	01/26/24
10/16/23	42	1	41	TBD
<b>Totals</b>	<b>171</b>	<b>19</b>	<b>132</b>	

## Upcoming Class (Goals)

Start Date: 11/13/23

Class Size: 30+

Reinstatements for Nov: 10

**Total for Oct: 40**

Laterals for 2023: 2

(18) 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

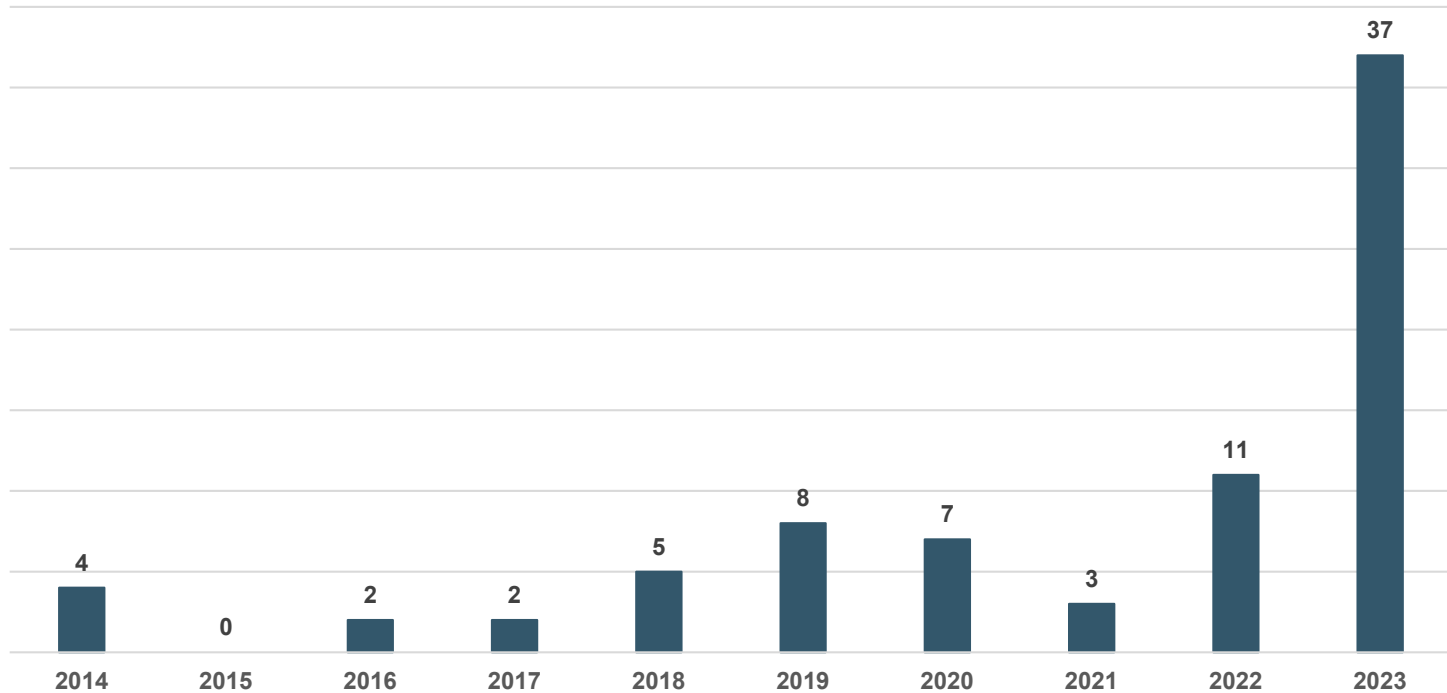
# 2022 / 2023 Reinstatements





# REINSTATEMENTS

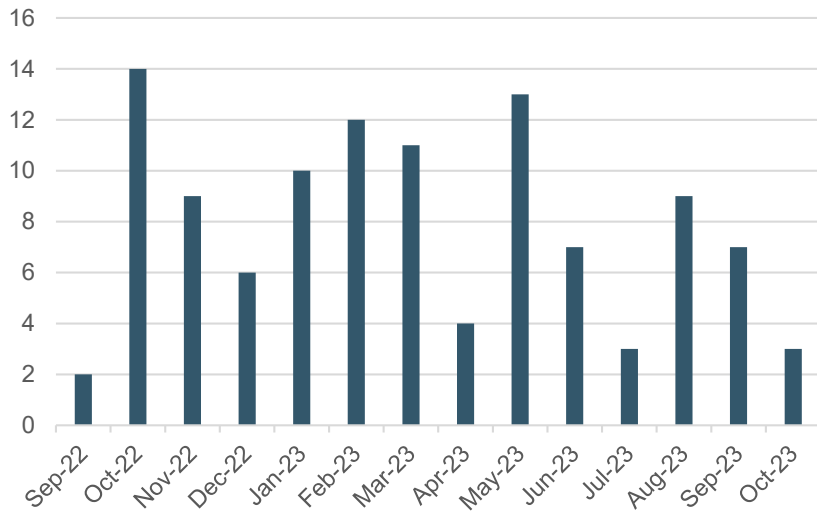
## REINSTATEMENTS 2014 TO PRESENT



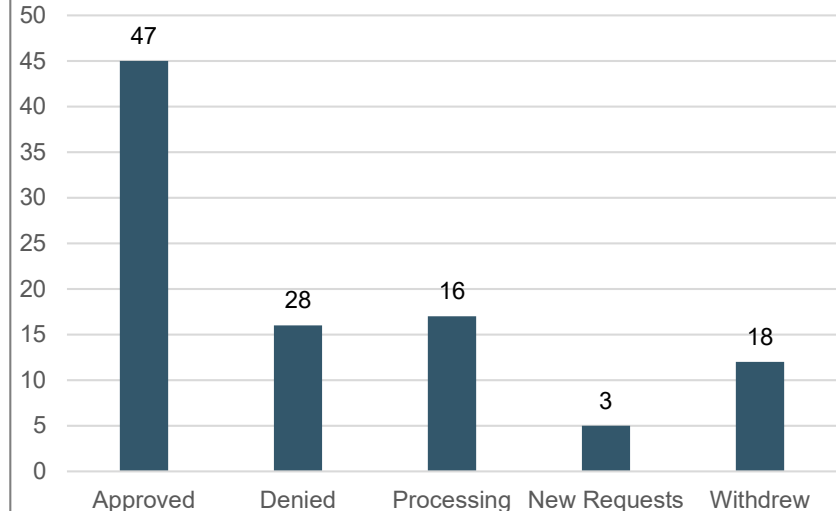


## 2022 / 2023 REINSTATEMENTS

### Reinstatement Requests by Month



### Status of Reinstatement Requests



- SINCE ANNOUNCEMENT OF NEW CONTRACT ON 9/28/22:
  - REQUESTS – 109
  - APPROVED – 47
  - HIRED – 43



## Police Recruiting

# Recruiting Initiatives



# Recruiting Initiatives

## **New Partnerships Previous Week**

- Zeta Phi Beta Sorority, Inc
- Cornerstone Academy
- Marygrove Univ
- MI NG ( Lansing) – monthly Training Days
- Michigan NG Soldier and Family Readiness Specialist for (*Jackson, Washtenaw, Hillsdale, Lenawee, Livingston, Monroe*)
- *MI NG Taylor 177 MP Brigade*
- Director, Military and Veteran Services (EMU)
- Mary Grove High School
- Southwest Solutions Career Fair
- Count Day Car Show
- Woodside Church
- Faith in Blue gathering Corner Ball Park
- Faith in Blue Cruise, Chill, Grill
- Faith in Blue Slow Roll Peace Ride
- DEPSA Senior Class
- Pershing Senior Class
- Matrix Career Fair
- Durfee
- U OF D

## **SOCIAL MEDIA FOOTPRINT**

- ❑ **DPD Media** –working on campaign strategy and developing specific social media outputs as recruiting platforms.

## **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 (6) students continued to work critical projects; some interested in police officer and civilian employment opportunities



# CAREER FAIR- SEPTEMBER 23, 2023

# 1 DAY HIRING PROCESS



**SEPT 30<sup>TH</sup> | 7AM-5PM**  
**DETROIT PUBLIC SAFETY HQ**





## Upcoming DPD Career Fair-November 18, 2023



# 1 DAY HIRING PROCESS

**NOVEMBER 18<sup>TH</sup> | 7AM-5PM**

*Complete most of the Detroit Police Department hiring process in just one day! Choose from 100+ DPD units plus civilian opportunities!*

[www.joinetroit finest.org](http://www.joinetroit finest.org)