

2022 Annual Report – DRAFT Contents

Suggested Theme: Turning Points

Color Scheme: Official City of Detroit Colors (primary three City greens with secondary gold and black)

1. Letter to the Mayor, City Council, and Residents
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3. BOPC & COLE: Civilian Oversight of Law Enforcement
Community Meeting Locations
4. Recognitions & Resolutions
5. Key Actions and Highlights 2022
 - Presentation to the Board of Officer Involved Shooting related to “air soft” gun
 - Women’s History Month
 - Launch of Youth Advisory Panel
 - Salute to Past and Present Police Commissioners
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6. Proposed Goals 2023
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Letter to the Mayor, City Council, and people of Detroit

Dear Mayor Duggan, Detroit City Council, and Detroit Residents

The 2020-22 pandemic and increased mental health challenges continue to affect the Detroit Police Department, public safety, and the important work of community-led oversight of law enforcement.

The Board is reporting the following for 2022:

- Unnecessary gun violence continued its deadly and senseless impact across the United States.
 - o Detroit had 309 homicides in 2022, one more than in 2021. The city showed a decrease in non-fatal shootings, with 959 last year, or 105 fewer than the 1,064 in 2021.
 - o As required by the Board, DPD reported each week on the use and results of ShotSpotter as a tool to help police. Its January 2022 showed a disturbing 1,300-plus gunshots from just two precincts – the Eighth and Ninth, pointing to the dangerous tradition of ringing in the New Year and showing the serious work needed to break the bond between American gun culture and gun violence.
- Greater police involvement in the mental health crisis.
 - o DPD responded to almost 19,000 calls involving those in emotional crisis.
 - o As our community joined the nationwide call for greater resources for health care and treatment, DPD expanded its work with the Detroit-Wayne Integrated Health Network so mental health professionals respond with police as crisis intervention teams.
- Police misconduct complaints fell slightly.
 - o The Board's investigative unit – the Office of the Chief Investigator or OCI – received 56 fewer complaints last year – 1,257 compared to 1,313 in 2021.
 - o The number was still above annual totals reported by OCI since 2015, pointing to ongoing needs for better community policing and police-community bridges.
- Pandemic-era backlogs were common.
 - o The buildup of court cases continued to affect community safety. At a follow-up to the Board's 2021 forum on homicides and non-fatal shootings, leaders updated the Board in Spring 2022 on a plan to stop releasing violent offenders from jail due to COVID and to restart court action for those arrested for guns.
 - o The Board took special steps to add resources in OCI to address police misconduct complaints still pending after 90 days. A special report issued in December 2022 provided details to the public.

The Board started 2022 by adding committee meetings for greater transparency and public engagement and ended the year confident the 2022 state election results would finally bring success for our years of advocacy of key reforms, such as reimbursing training costs when officers quickly leave DPD for other police agencies. Detroit as a community always provides the constant diligence and vigilance needed to help make civilian oversight effective and the Detroit Police Department a national leader.

Sincerely,

Chair
Board of Police Commissioners

MISSION Statement

The Detroit Board of Police Commissioners (BOPC) continues to serve the vital function of providing community-led oversight of the Police Department and its operations to ensure transparency, accountability and responsiveness.

KEY DUTIES/Responsibilities

Creation

In 1973, the citizens of Detroit adopted a new form of governance for the Police Department by revising the Detroit City Charter and creating the Board of Police Commissioners. This Charter provision became effective on July 1, 1974.

Current Composition

The 2012 City Charter provides for the Board to have 11 commissioners – seven members elected from districts and four members appointed by the Mayor and subject to City Council approval. The 2012 Charter gives the Board “supervisory control and oversight of the Police Department” and sets forth its duties in Article 7 - Chapter 8.

Residency

All board members must be residents of the City of Detroit.

Leadership

The Board elects a chairperson annually. A member of the Board may not serve consecutive terms as chairperson, nor may an appointed person serve more than five years consecutively as a member of the Board.

Meetings

The Board meets at the call of its chairperson, and is required to meet at least once each week. The Board may recess during the Thanksgiving, Christmas and New Year holidays. All meetings are held in accordance with the Michigan Open Meetings Act.

Board Function

The Board is a liaison between the citizens of the City of Detroit and the Detroit Police Department.

Duties

The Board is responsible for the following specific duties:

- Establish policies, rules and regulations for the Police Department in consultation with the Chief and approval of the Mayor;
- Review and approve the departmental budget;
- Receive and resolve citizen complaints except those alleging criminality;
- Act as final authority in imposing or reviewing discipline of employees of the Department;
- Make an annual report to the Mayor, the City Council, and the public of the Department’s activities during the previous year, including the handling of crime and complaints, and of future plans;
- May subpoena witnesses, administer oaths, take testimony, and require the production of evidence;
- Approves all promotions made by the Chief, and consents to the appointment of necessary Deputy Chiefs;
- Conducts a professional search with a reputable and qualified executive search firm or other equally qualified entity to identify candidates for Chief of Police. The Mayor shall appoint, subject to approval by City Council, a Chief of Police from a list of qualified candidates provided by the Board of Police Commissioners.

Staff

The Board appoints a Board Secretary. It also appoints a Chief Investigator and such additional staff of investigators, as it deems necessary. The Board also appoints the Director of Police Personnel. All Board appointees serve at the Board’s pleasure.

THE BOPC In Action

As an oversight body, the BOPC reviews numerous policies and procedures throughout the year, some for minor changes and others for limited updates. Those that undergo substantial changes are posted for public review and require new approvals from the Board.

The Police Department manual has some 131 policy directives, including 19 chapters related to such categories as Administration, Personnel, and Operations. Most policy directives contain references to statutes, case law, federal guidelines, and national best practices.

Because the Board meets each Thursday, the public has many ways to engage in civilian oversight and police reform. Here are just a few issues and topics from 2019 and how the Board works throughout the year:

- Body-Worn Cameras
- Budget
- Citywide Police-Community Relations Council
- Conducted Energy Weapons (Tasers)
- Crime Intelligence
- Disciplinary Administration
- DPD Improvement Plan
- DPD Manual
- MCOLEs and its role in state-mandated requirements for police officers
- Police Athletic League (PAL)
- Police Reserves
- Professional Standards Bureau
- Training Academy Curriculum
- Use of Force Policies and Training

Weekly

- Crime Statistics, Updates, and Trends
- Special Presentations to explore in detail DPD operations, programs, policies, procedures, funding and budget, audits, federal standards compliance and other core issues

Monthly

- HR Report on department recruiting, hiring, attrition, demographics, trends, and other data
- BOPC's Office of the Chief Investigator Report on public complaints filed
- Rotating presentations to focus on DPD precincts

Annually

- Special community forums or panel discussions:
 - Trauma-Informed Approach to Policing
 - Mental Health
 - Detroit Youth

Nationally

- Cities and community groups often seek technical assistance about Detroit and the Board's evolution and powers as a respected civilian oversight model.
- Major contributor to national oversight work and policy development with the National Association for Civilian Oversight of Law Enforcement, including NACOLE Board and Organizational Membership, committee involvement, training, and more.

Host Sites*

January 13, 2022
Arab American and Chaldean Council (ACC)
Youth Center
62 West Seven Mile

February 10, 2022
WCCD Eastern Campus
Cooper Room | 5901 Conner Street

March 10, 2022
WCCD Downtown Campus
Hayden Room | 1001 West Fort

April 21, 2022**
WCCD Northwest Campus
Lewis Building | 8700 West Outer Drive

May 12, 2022
WCCD Eastern Campus
Cooper Room | 5901 Conner Street

June 9, 2022
WCCD Northwest Campus | Larry Lewis Building, 8200 West Outer Drive

July 14, 2022
Detroit Carpenters & Millwrights
Training Center | 11687 American Avenue

August 11, 2022
WCCCD Eastern Campus

September 8, 2022
Kemeny Recreation Center 2260 South Fort

October 13, 2022
Detroit Edison Public School Academy
1903 Wilkins Street

November 10, 2022
Citadel of Praise 20280 Lyndon Street

December 8, 2022
Considine Little Rock Recreation Center 8904
Woodward Avenue

*Due to ongoing pandemic closures, the BOPC rotated community meetings at the three WCCCD campuses in Detroit.

**Due to the Easter holiday, the community meeting was moved to third Thursday.

Recognitions and Resolutions

January - March

Police Commissioner Martin Jones, community activist and a leader with Detroit 300

Sergeant Raymond Darnell Hughes, Posthumous

Former Police Commissioners Darryl D. Brown, Shirley Burch, and William Davis 1/27/2022

Corporal Darryl Stewart: Posthumously

Captain Russell Solano: Retirement

Commander Brian Mounsey: Retirement

Commander Kyra Joy Hope: Retirement

Commander Darin Szliagy: Retirement

Corporal Nicholle Quinn-Abdullah: Retirement

Lieutenant Pastella Williams: Retirement

U.S. Judge Avern Cohn, former Police Commissioner and coincidentally the federal judge who presided over the end of the consent decrees Posthumously

Commander Constance Slappey: Retirement 2/24/2022

Commander Darrell L. Patterson: Retirement 1/20/2022

Seniority Corporal Alphonso Tinsley: Retirement

Corporal Darryl M. Stewart: Posthumously 1/27/2022

Former Police Commissioner and Civil Rights Warrior Roy Levy Williams: Posthumously 2/17/2022

Supporting A Two Year Renewable Contract for James E. White as Detroit Police Chief 1/27/2022

Board of Police Commissioners Budget DPD FY:2022-2023 3/3/2022

Corporal Kenneth A. Staples: Retirement 3/3/2022

Corporal Gregory Robson

Corporal Alphonso Tinsley (Jan 2022 ?? fact check)

Captain Lena Liddell: Retirement 3/17/2022

Sergeant Lionel Stovall: Retirement 3/17/2022

Corporal Richard Towse: Retirement 4/28/2022

Former Deputy Mayor and Judge Adam Shakoor: Posthumously 4/7/2022

Arthur Edge II: Support of COLE 4/21/2022

Sergeant Kirk Kelsey: Retirement 5/5/2022

Senior Corporal Christine A. Lachat: Retirement 5/5/2022

Sergeant George L. Day: Retirement 5/12/2022

Police Officer Ricardo Joseph Sanchez (line of duty injuries) 5/12/2022

Detective Laura M. Manzell: Retirement 5/19/2022

Senior Corporal Donna A. Latouf: Retirement 5/19/2022

July 2022

All the Police Commissioners since 1974

August 2022

Sgt. Raymond Yee retirement after 51 years

September

Deputy Chief Marlon Wilson

October

Yolanda Y. Craft

2022 Highlights (with photos and graphics)

Presentation to the Board of Officer Involved Shooting related to “air soft” gun

Women’s History Month

Community Report on City Plan to Reduce Court Backlogs & Cases related to Violent Crimes and Guns

Summer Interns - Grow Detroit’s Young Talent

Launch of Youth Advisory Panel (Vitti Letter & Photos)

Salute to Past and Present Police Commissioners

NACOLE & NOBLE Participation

American Bar Association and Wayne Law Collaboration Agreement

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2023 Proposed Goals

Continue advocacy and partnership with state lawmakers for the City of Detroit to get reimbursed costs when new officers leave DPD before five years the due to free training at our nationally-respected Police Academy

Fill vacancies for core staff, including Board Secretary and Chief Investigator positions following unsuccessful attempts in 2020 and 2021 and for Attorney, Legal Assistant, and Executive Manager Finance.

Continue to improve transparency, accountability, and public trust by increasing independent analysis of citizen complaints and DPD data

Increase public education and engagement by assigning staff to provided dedicated support to Commissioners and their constituents; and restructuring the focus of Board meetings based on public feedback and needs

Return to neighborhood locations for the monthly community meetings as pandemic restrictions lift and venues reopen to the public

Maintain a hybrid format for the public to attend in person or on Zoom

Expand activities that build to the City of Detroit's 50th Anniversary of the 1974 and the creation of community-led oversight of Detroit Police under the Board of Police Commissioners

Address and reduce the pandemic-era backlog of complaints against police officers and other DPD employees

Expand public education to increase awareness of police misconduct definition from the U.S. Department of Justice

Continue collaborative work with the City Council on proposed ordinances to set rules for police surveillance and new uses of technology by the police

Invite the president of Detroit-Wayne Integrated Health Network, the state's largest public mental health system, to provide a report to the community at a board meeting

Complete BOPC Administration remodeling project to improve office space

NON-CRIMINAL MISCONDUCT Complaints Against DPD

Overview

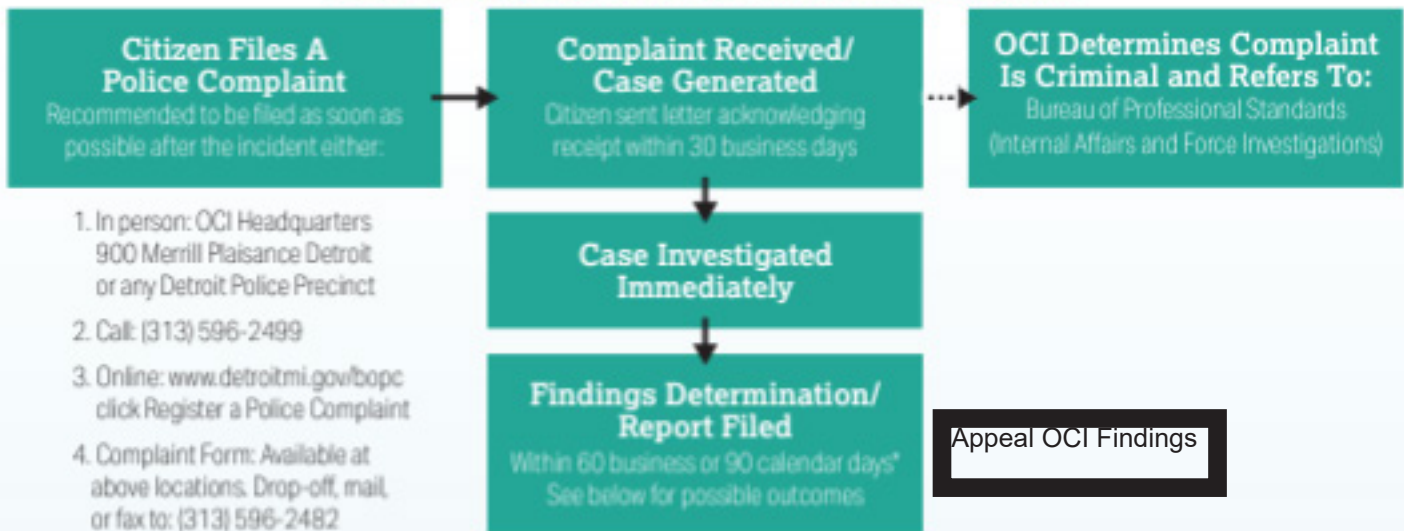
Through the City Charter, the Board of Police Commissioners has plenary authority over citizen complaints and has the power to appoint fact finders, subpoena witnesses, administer oaths, take testimony, and require the production of evidence. The Board routinely fulfills this charter-mandate through its Office of the Chief Investigator (OCI). The office investigates allegations about the Police Department and its personnel. The OCI is led by a civilian professional who is appointed by the BOPC. The office operates independently of the DPD chain of command. The office is comprised of the Chief Investigator, Supervising Investigators, Senior Investigators, line staff Investigators and support staff. All OCI employees are civilian. The cases investigated are non-criminal in nature. During investigations, citizens receive periodic reports of case status and findings letters upon case completion.

The BOPC's Citizen Complaint subcommittee reviews and approves all OCI cases. After the Committee's review, copies of the reports are forwarded to the Chief of Police or his/her designee for review and disciplinary or corrective action, if appropriate.

OCI Mission

The mission of the Office of the Chief Investigator is to fairly, effectively and objectively receive, investigate and make recommendations regarding complaints concerning the Detroit Police Department and its personnel. It is the goal of the OCI to assist in improving the quality of law enforcement services by instilling citizen confidence in the integrity of the Detroit Police Department.

Charter Requirements for Citizen Complaints

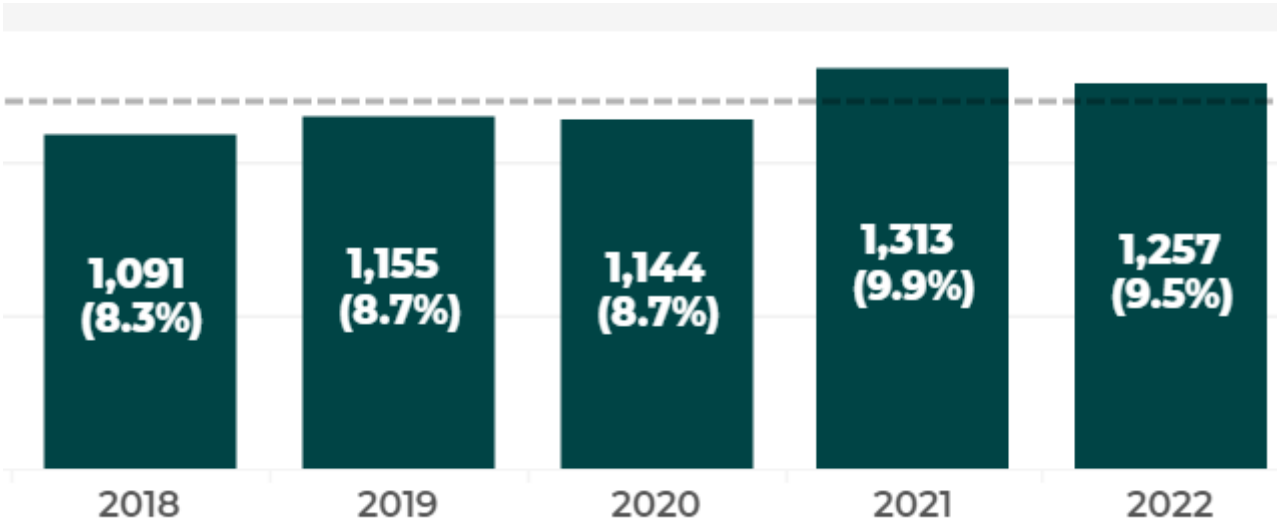


OCI Terms

- **Complaint** an allegation from any source of any misconduct by DPD personnel.*
- **Allegation** Specific reported issue(s) within a complaint.
- **Misconduct** behavior or conduct by a DPD employee that violates DPD policy or the law.* [OCI handles only complaints related to non-criminal conduct]
- **CCR**: Citizen Complaint Report
- **Case**: A Complaint or CCR
- **Finding**: A determination of a case with one of the following outcomes:
 - 1) **Sustained** Where the preponderance of the evidence shows that the alleged conduct did occur and the actions of the employee(s) violated DPD policies, procedures, or training.
 - 2) **Inconclusive** Where there are insufficient facts to decide whether the alleged misconduct occurred.
 - 3) **Exonerated** Where the preponderance of the evidence shows that the alleged conduct did occur, but did not violate DPD policies, procedures or training.
 - 4) **Unfounded** Where the investigation revealed no facts to support that the incident complained of actually occurred.

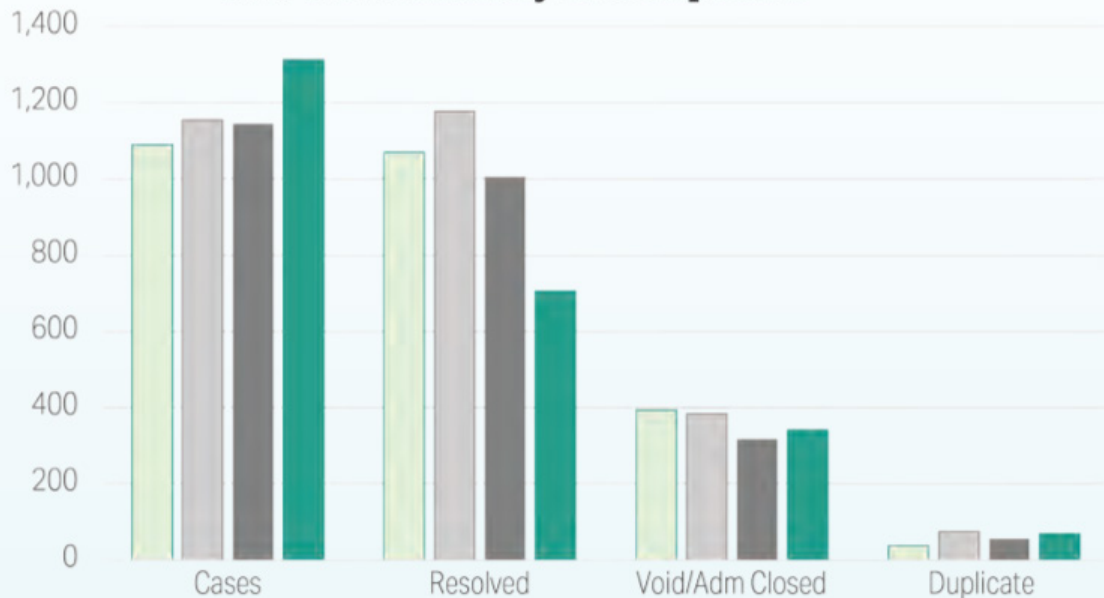
*Definitions are from the U.S. Department of Justice consent decree judgement with the City of Detroit/DPD

Complaints by YEAR
Five Year Comparison



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2018-2021 Summary of Complaints

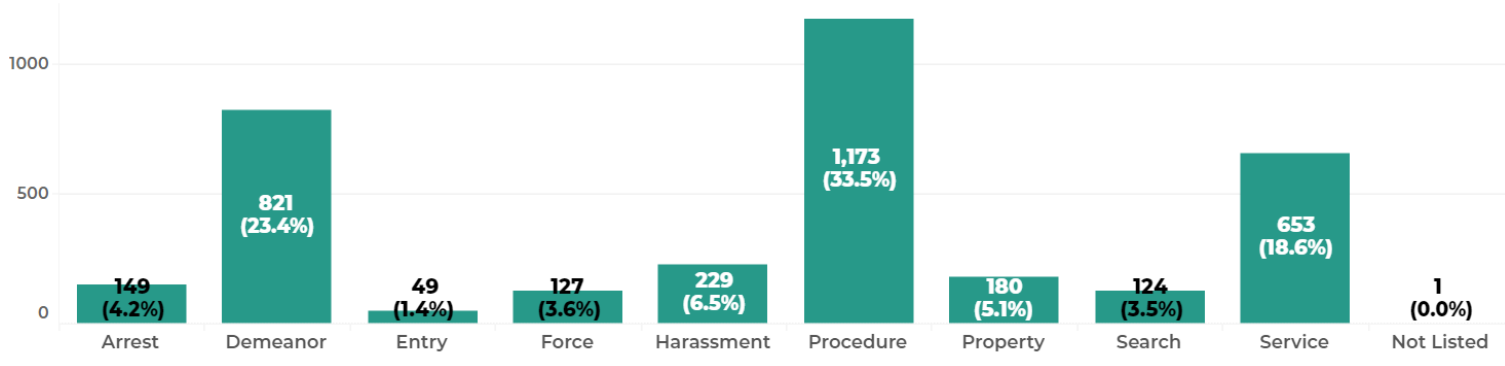


	2018	2019	2020	2021
Cases	1,091	1,155	1,144	1,313
Resolved	1,070	1,178	1,006	706
Void/Adm Closed	395	384	318	343
Duplicate	38	75	55	70

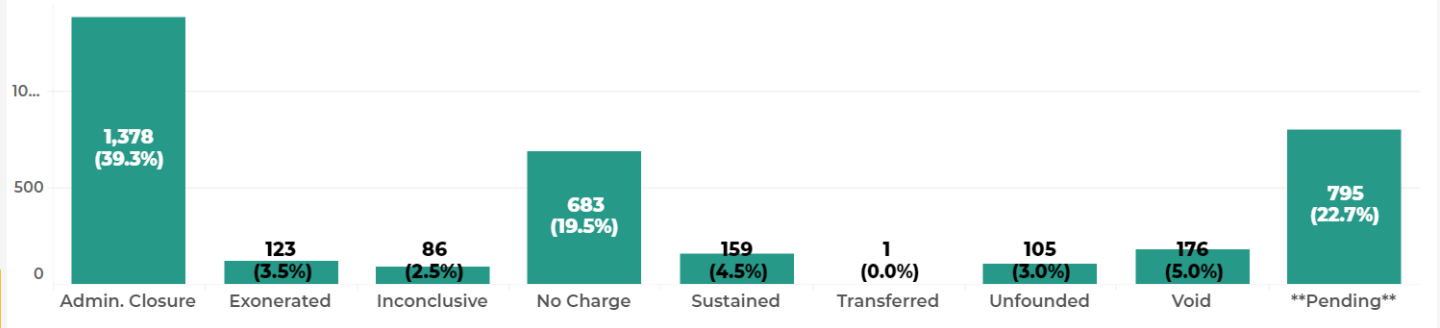
Due to the COVID 19 pandemic and shutdowns, many organizations experienced a backlog in cases. OCI also developed a backlog and initiated a plan to address it.

Complaints - Allegations and Findings

Allegations by Category



Allegations by Findings



Allegations Total

41 (1.2%)
Civilian

2,717 (77.5%)
Officer

748 (21.3%)
Unknown

3,506 (100.0%)
All

Allegations per Person

250 (29.5%)
1 Allegation

407 (48.0%)
2-4 Allegations

134 (15.8%)
5-7 Allegations

39 (4.6%)
8-11 Allegations

18 (2.1%)
12+ Allegations

OCI complaint data continued -

DATA Formatting Pending

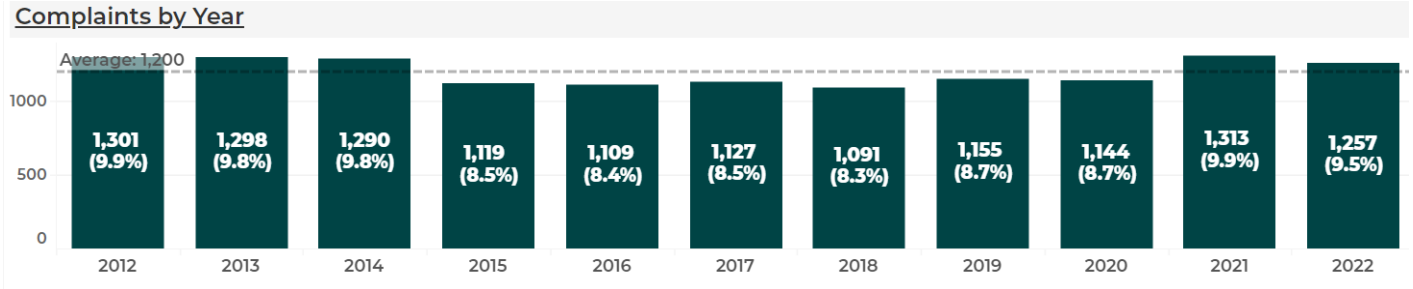
Complaints & Allegations
10-year Trends in Findings

All Complaints against Officers
Officers with the most complaints
Officers with the most sustained complaints

CIVILIAN
Most Complaints
Most Complaints Sustained
Complaints by PRECINCT/DPD UNIT
Complaints by PRECINCT/DPD UNIT
Findings by PRECINCT/DPD UNIT
DATA Pending DATA Pending
Findings by PRECINCT/DPD UNIT

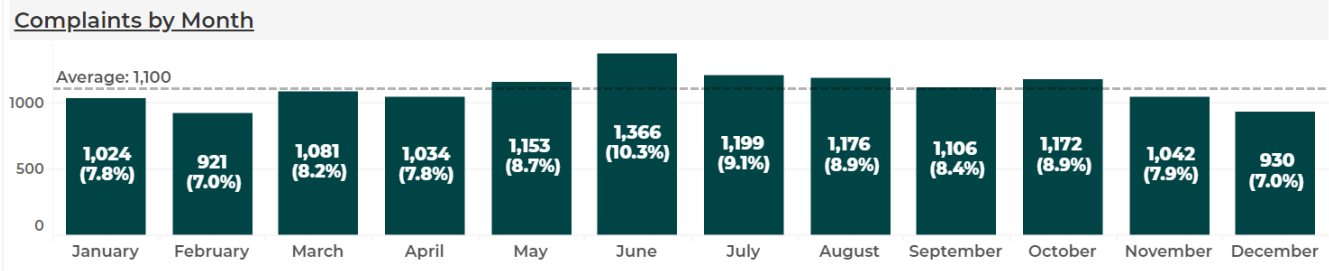
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Complaints & Allegations 10-year Trends

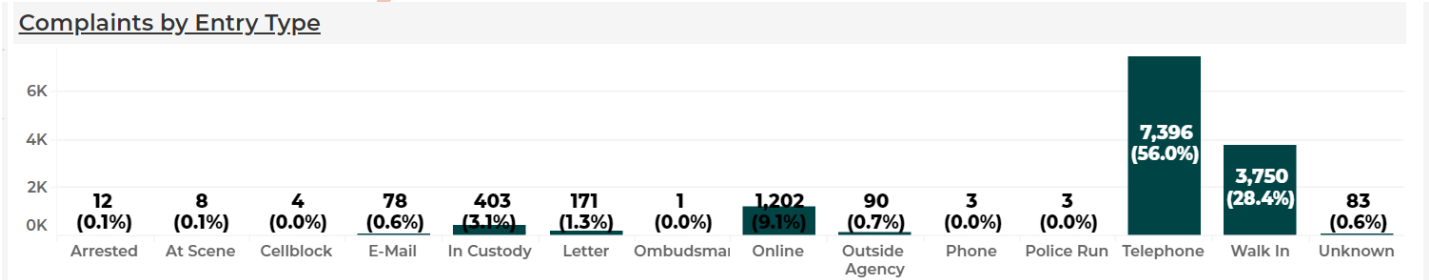


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Monthly Trends//When Complaints are Filed



How Complaints are Filed



Use of Force
Disciplinary Cases and Outcomes --

DPD Data Submission Pending

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Crime Statistics

Yearly Homicide Totals 1966-2022

Chart Update pending

VIOLENT OFFENSES	Year-End Comparisons		
OFFENSE TYPE	2021	2022	% chg v 2021
HOMICIDE*	308	309	.3%
RAPE*	818	697	-15%
ROBBERY	1,511	1,403	-7%
AGGRAVATED ASSAULT*	11,877	10,558	-11%
TOTAL VIOLENT OFFENSES	14,514	12,967	-11%
PROPERTY OFFENSES			
OFFENSE TYPE	2021	2022	% chg v 2021
BURGLARY	4,183	4,972	19%
LARCENY	11,677	14,071	21%
STOLEN VEHICLE**	6,747	9,761	45%
TOTAL PROPERTY OFFENSES	22,607	28,804	27%
TOTAL PART 1 OFFENSES	37,121	41,771	13%
OTHER OFFENSES			
OFFENSE TYPE	2021	2022	% chg v 2021
NON-FATAL SHOOTING*	1,064	959	-10%
CARJACKING	214	260	21%

Non-Fatal Shooting totals are included in Aggravated Assault totals. Carjacking totals are included in Robbery Totals.

**Victim based data. All data is preliminary information and subject to change.*

*** Vehicle based counts. All data is preliminary information and subject to change.*

DPD Budgets -

Fiscal Year	Status	Expenditures	Revenues	Difference
2021	Adopted	\$328,700,000	\$66,700,000	\$262,000,000
2022	Adopted	\$338,000,000	\$74,400,000	\$263,600,000
2023	Adopted	\$366,800,000	\$80,000,000	\$286,800,000
2024	Forecast	\$368,900,000	\$82,700,000	\$286,200,000
2025	Forecast	\$378,600,000	\$83,900,000	\$294,700,000
2026	Forecast	\$388,100,000	\$85,200,000	\$302,900,000

Budget Category	FY2023 Adopted		FY2024 Forecast		FY2025 Forecast		FY2026 Forecast	
	Exp	Rev	Exp	Rev	Exp	Rev	Exp	Rev
Effective Governance	7,153,930	414,428	7,251,302	422,717	7,444,201	431,171	7,634,207	439,79
Efficient & Innovative Operations	71,083,618	61,284,167	70,363,733	63,637,333	72,028,482	64,594,167	73,427,769	65,613,41
Not Yet Reclassified	12,536,281	12,536,281	12,782,980	12,782,980	13,034,615	13,034,615	13,291,285	13,291,28
Safer Neighborhoods	276,008,374	5,787,580	278,529,362	5,817,751	286,139,542	5,848,527	293,711,884	5,879,91
Total	366,782,203	80,022,456	368,927,377	82,660,781	378,646,840	83,908,480	388,065,145	85,224,41

Category	FY2023 Adopted		FY2024 Forecast		FY2025 Forecast		FY2026 Forecast	
	Sworn	Civilian	Sworn	Civilian	Sworn	Civilian	Sworn	Civilian
Budgeted Positions	2,634	662	2,634	662	2,634	662	2,634	662

Competitive Pay Increase in 2022 with graphic of total funds

In September 2022, the City and police unions agreed to new contracts that raised pay and made Detroit more competitive with metro area cities. Competitive pay can be a key factor in employee retention.

Detroit Police Officers Association contract:

Increased pay for starting officers by \$10,000 - from \$43,000 to \$53,000
 Increased pay for officers with four years by \$13,000 – from \$60,000 to \$73,000.
 Provided an annual increase of 4% a year for the next four years

Lieutenants and Sergeants Association contract:union, increased pay for:

detectives by \$11,000
 sergeants by an average of \$10,000
 lieutenants by an average of \$11,000.

Demographics
residency, gender, ethnicity, age range

AGE OF SWORN MEMBERS BY RACE AND SEX December 31, 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		1	15	36		6			5	40	103	4.4%
23-27	1	5	43	123	9	19		2	36	121	359	15.5%
28-32	1	2	61	130	6	17	1	1	29	135	383	16.5%
33-37		4	38	69	3	10			21	74	219	9.4%
38-42		3	32	72	2	8	1		11	59	188	8.1%
43-47	2		41	97	4	7	1		25	102	279	12.0%
48-52		2	80	121	1	13			25	101	343	14.8%
53-57	1	2	44	104		9		1	7	66	234	10.1%
58-62			29	79		4			6	20	138	5.9%
63-67			9	27		1				11	48	2.1%
68-72			6	13		2					21	0.9%
73-77			1	2					1		4	0.2%
78-82				1							1	0.0%
Total	5	19	399	874	25	96	3	4	166	729	2320	100.0%

RANK	Black Males	White Males	Hispanic Male	Native American Males	Asian Males	Black Females	White Females	Hispanic Females	Native American Females	Asian Female	TOTAL
COMMANDERS	3	8	1			4	1				17
CAPTAINS	12	6	1			5	3				27
LIEUTENANTS	31	40	2		1	19	12	2	1		108
SERGEANTS	137	116	13	1	4	60	20	3		1	355
INVESTIGATORS	5	3				3	2				13
DETECTIVES	61	40	6		2	43	7	1		2	162
POLICE OFFICERS	622	513	73	3	12	263	120	19	2	2	1629
POLICE ASSISTANTS	9	4	2			20	3				38
TOTALS	883	733	98	4	19	419	169	25	3	5	2358

City of Detroit Demographics and DPD

Comparisons and Trends

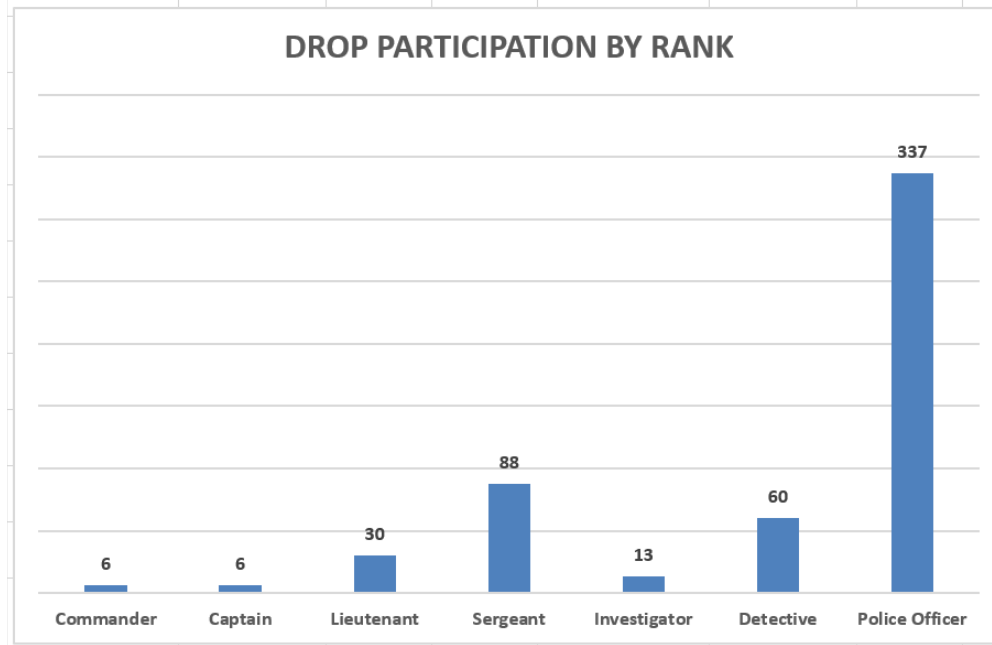
All Topics	Q	Detroit city, Michigan
i Population Estimates, July 1, 2022, (V2022)		△ 620,376
PEOPLE		
Population		
i Population Estimates, July 1, 2022, (V2022)		△ 620,376
i Population estimates base, April 1, 2020, (V2022)		△ 639,115
i Population, percent change - April 1, 2020 (estimates base) to July 1, 2022, (V2022)		△ -2.9%
i Population, Census, April 1, 2020		639,111
i Population, Census, April 1, 2010		713,777
Age and Sex		
i Persons under 5 years, percent		△ 7.1%
i Persons under 18 years, percent		△ 24.9%
i Persons 65 years and over, percent		△ 14.1%
i Female persons, percent		△ 52.5%
Race and Hispanic Origin		
i White alone, percent		△ 12.9%
i Black or African American alone, percent (a)		△ 77.9%
i American Indian and Alaska Native alone, percent (a)		△ 0.4%
i Asian alone, percent (a)		△ 1.6%
i Native Hawaiian and Other Pacific Islander alone, percent (a)		△ 0.0%
i Two or More Races, percent		△ 3.3%
i Hispanic or Latino, percent (b)		△ 7.8%
i White alone, not Hispanic or Latino, percent		△ 10.1%
Population Characteristics		
i Veterans, 2017-2021		23,823
i Foreign born persons, percent, 2017-2021		5.7%

Demographics & Deferred Retirements

**ACTIVE DROP PARTICIPANTS AS OF
DECEMBER 31, 2022**

Rank	Count
Assistant Chief	2
Deputy Chief	1
Commander	6
Captain	6
Lieutenant	30
Sergeant	88
Investigator	13
Detective	60
Police Officer	337

DROP PARTICIPATION BY RANK



Rank by Residency (with additional graphic)

RANK	DETROIT RESIDENT	NON-DETROIT RESIDENT	TOTAL
CHIEF		1	1
ASST CHIEF		3	3
DEPUTY CHIEF		6	6
COMMANDERS	2	15	17
CAPTAINS	2	25	27
LIEUTENANTS	16	92	108
SERGEANTS	71	283	354
INVESTIGATORS	5	8	13
DETECTIVES	48	114	162
POLICE OFFICERS	386	1241	1627

Diversity by Rank (data also used for rank percentages)

**DEMOGRAPHIC REPORT
DECEMBER 31, 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	31	40	2		1	19	12	2	1		108
SERGEANTS	137	116	13	1	4	60	20	3		1	355
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POLICE OFFICERS	622	513	73	3	12	263	120	19	2	2	1629
POLICE ASSISTANTS	9	4	2			20	3				38
TOTALS	883	733	98	4	19	419	169	25	3	5	2358

Percentages

	NUMBER	PERCENTAGE
MALE	1737	73.7%
FEMALE	621	26.3%
WHITE	902	38.3%
BLACK	1302	55.2%
HISPANIC	123	5.2%
*OTHER	31	1.3%

New Hires

2022 Police Academy Graduates and Re-Hired/Reinstated Officers (with City Demographic Graphic)

	JAN*	FEB	MAR	APR	MAY*	JUN	JUL*	AUG*	SEP*	OCT**	NOV*	DEC***	TOTAL
Black Male	1	10		10	1	7	4	8	8	7	3	1	60
Black Female	4	2		10	3	2	1	2	7	4	5	3	43
White Male	7	7		12	4	10	3	8	18	12	3	6	90
White Female	1			1		2	1	1	1	3	4	1	15
Hispanic Male	4	2		2	1	1		1	4			1	16
Hispanic Female	2							1		1			4
Asian Males	2								1	1	1		5
Asian Female					1								1
Native Male													0
Native Female													0
Totals	21	21	0	35	10	22	9	21	39	28	16	12	234

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*includes 1 reinstatement
** include 2 reinstatements
*** includes 3 reinstatements
Total for year 2022 (11)

Recruitment & Retentions

2022 ATTRITION V APPOINTMENTS

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
SEPARATIONS	31	20	25	22	26	34	30	39	33	27	15	24	326
APPOINTMENTS	21	21	0	35	10	22	9	21	39	28	16	12	234

ATTRITION BY RANK 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	1	8
SERGEANT	2	1	2	3	2	1	3	4	2	3	2	2	27
INVESTIGATOR		1											1
DETECTIVE				3	1		1	1	2	1		1	10
POLICE OFFICER	24	16	21	16	22	33	26	33	28	19	12	20	270
TOTAL	31	20	25	22	26	34	30	39	33	27	15	24	326

The contract agreement reached in September 2022 began to impact retention.

DPD Service Status

	Injured/Restricted	Disabled	Death
Sworn	165	31	3
Civilian	15	1	0

Reasons for Separations

REASONS FOR SEPARATION

REASON	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	Grand Total
DIED ACTIVE	1						1					1	
DISABILITY	1	1				1	2	1					
DISMISSED			1	1									
DUTY DISABILITY			2										
RESIGNED	19	11	19	16	21	30	18	29	29	17	12	17	
RETIREMENT	10	8	3	5	5	3	9	9	4	10	3	6	
Grand Total	31	20	25	22	26	34	30	39	33	27	15	24	

In July 2022, Officer Loren Courts was killed in the line of duty.

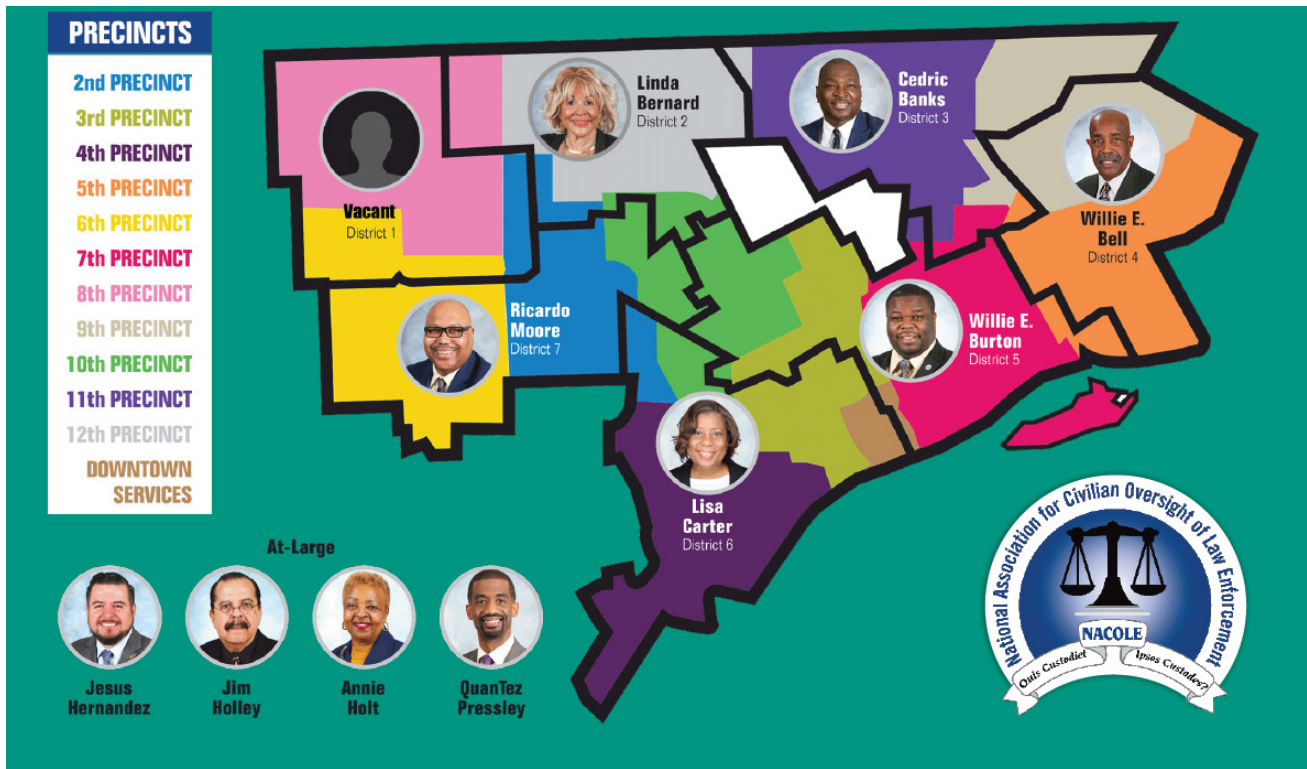
Sworn & Civilian Vacancy Rates

<i>Employee Category</i>	Positions Filled	Positions Vacant	Total Positions
Sworn	2361	313	2674
Civilians	646	126	772
Totals	3007	439	3446

*Includes 38 Police Assistants

**Includes 16 Police Assistant vacancies

Police Commissioners with Districts and Precincts



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DISTRICT BOUNDARIES

<p>2nd PRECINCT 13530 Lesure St. Detroit, MI 48227 (313) 596-5200</p>	<p>3rd PRECINCT 2875 W. Grand Blvd. Detroit, MI 48202 (313) 596-5300</p>	<p>4th PRECINCT 4700 W. Fort St. Detroit, MI 48209 (313) 596-5400</p>	<p>5th PRECINCT 3500 Conner Ave. Detroit, MI 48215 (313) 596-5500</p>	<p>6th PRECINCT 11450 Warwick St. Detroit, MI 48228 (313) 596-5600</p>	<p>7th PRECINCT 3501 Chene St. Detroit, MI 48207 (313) 596-5700</p>
<p>8th PRECINCT 21555 W. McNichols Detroit, MI 48219 (313) 596-5800</p>	<p>9th PRECINCT 11187 Gratiot Ave. Detroit, MI 48213 (313) 596-5900</p>	<p>10th PRECINCT 12000 Livernois Ave. Detroit, MI 48204 (313) 596-1000</p>	<p>11th PRECINCT 5100 E. Nevada Ave. Detroit, MI 48234 (313) 596-1100</p>	<p>12th PRECINCT 1441 W. Seven Mile Detroit, MI 48203 (313) 596-1200</p>	<p>Downtown Services 20 Atwater St. Detroit, MI 48226 (313) 237-2850</p>

ABOUT Police Commissioners

District 1 - Bryan Ferguson

A native Detroit, Bryan Ferguson graduated from Central High School and served in the U.S. Army. He received an honorable discharge at the rank of Sergeant. He later joined the United States Postal Service and worked as an automotive technician for 25 years before retiring. He won election in 2021; he resigned effective July 13, 2023.

District 2 - Linda Bernard

Bernard is the only African-American attorney to argue and win three precedent-setting cases in the Michigan Supreme Court – one saving the City millions of dollars and the other two providing new financial benefits and privileges to all Michigan workers. She is the only attorney on the BOPC. Bernard won a special 2020 election to fill a vacancy and the 2021 election.

District 3 - Cedric Banks

Cedric Banks is the founder of The Heart of Jesus International Deliverance Church, where he has served as Senior Pastor since 2006. He also is the author of several books and a freelance writer. A native Detroit, he graduated from Cody High School and earned his degree in Chaplaincy and certification in grief counseling through the International Police and Fire Chaplains Association Bible College. He won election in 2021.

District 4 - Willie E. Bell

An Army veteran and retired Detroit police officer, Bell served on the Detroit NAACP board of directors, as president for the Guardians Police Association, and as chair of the Black Police Association. In 2018, he was elected to the NACOLE board. A resident of East English Village for over 40 years, Bell won election in 2013, 2017, and 2021. Police Commissioners elected him as Board chair or vice chair several times.

District 5 - Willie E. Burton

Burton served a two year appointment on the Detroit Public Schools Police and Public Safety Oversight Committee, and later as Director of Community Relations for Wayne County Commissioner Martha G. Scott. He was the Detroit and Wayne County Field Director for the 2016 Bernie Sanders for President Campaign. Burton won election in 2013, 2017, and 2021.

District 6 - Lisa Carter

After a 27-year career as a Wayne County deputy sheriff, Carter joined the AmeriCorps Urban Safety Program at Wayne State University's Center for Urban Studies. Her responsibilities include managing AmeriCorps members assigned to targeted areas in the City of Detroit. She won election to the board in 2013, 2017, and 2021. Police Commissioners elected her as Board chair or vice chair several times

District 7 - Ricardo Moore

Ricardo R. Moore is a native Detroit, U.S. Army veteran, and retired Detroit Police Lieutenant. First elected in 2013, Moore won again in 2021 and returned to the Board after completing a four-year appointment on the State of Michigan Parole Board. He is a former BOPC vice chair.

At Large - Jesus Hernandez

Hernandez currently serves as board treasurer for the Michigan Hispanic Collaborative and as vice-chair for Detroit MOTTEP (Minority Organ Tissue Transplant Education Program) Foundation, a Gift of Life affiliate. Hernandez currently leads the Global Diversity, Equity, and Inclusion strategy for Employee Resource Groups at Ford Motor Company. He was appointed in May 2020.

At Large - Jim Holley

Rev. Dr. Jim Holley served as Senior Pastor of Historic Little Rock Baptist Church for 50 years. Holley has served as Dean of Ashland Theological Seminary, President of the Council of Baptist Pastors, and President and CEO of Country Preacher Foods Inc. Holley served on the appointed five-member Board from 2004-09. He was appointed to the current Board in April 2018.

At Large - Annie Holt

Holt serves as a board member of Grandmont #1 Association and as chair of its Senior 50+ Committee. She has worked with Michigan CASA, the court-appointed special advocate for children. A Michigan AARP- appointed volunteer advocate, she is member of Hartford Memorial Church and Delta Sigma Theta. She was appointed in February 2019.

At Large - QuanTez Presley

Rev. QuanTez Pressley is the Lead Pastor of Third New Hope Baptist Church. He is a graduate of Renaissance High School, Morehouse College, and Columbia University's Union Theological Seminary. His career has included positions at the City of Detroit and the State of Michigan.

Chief James E. White

He first joined the police department in 1996 and served in various leadership roles before becoming Assistant Chief in 2013. Prior to becoming Detroit's 43rd Police Chief in 2021, White served as the Director of the Michigan Department of Civil Rights. He holds degrees in Sociology and Counseling and is a licensed mental health counselor.

2022 Officers

July 2021-June 2022 Chair Jim Holley Vice Chair Bryan Ferguson
 July 2022 - June 2023 Chair Bryan Ferguson Vice Chair Annie Holt

Police Commissioners continued with BOPC staff list

Board Secretary – Victoria Shah

Teresa Blossom

Robert Brown

Drew Fries (7/24/2023)

Candace Hayes

Jonya Underwood

Melanie White

Chief Investigator – Jerome Warfield

Supervising Investigators

Lawrence Akbar

Ainsley Cromwell

Lisonya Sloan

Senior Investigators

Gianna Coulter

Hajnal Hiller

Elgin Murphy

Jessica Rose

Tiffany Stewart

Investigators

Ellen Counts

Henry Ellis

Vaudia Fleming

Pamela King

Nicole Meisner

Joseph Mosley

Samuel Quick

Brianna Schinman

Mary Simmons

Justin St. Clair

Pastella Williams

OCI Administrative Staff

Angela Cox

Stephanie Phillips

ADMINISTRATION

1301 Third Street, Suite 767 | Detroit, Michigan 48226

Phone: 313-596-1830 | Email: bopc@detroitmi.gov

OFFICE OF THE CHIEF INVESTIGATOR

The Board's investigative unit for non-criminal complaints about police misconduct

900 Merrill Plaisance | Detroit, Michigan 48203

24-Hour Complaint Lines:

- Phone: 313-596-2499 | Fax: 313-596-2482
- Online form: detroitmi.gov/bopc

