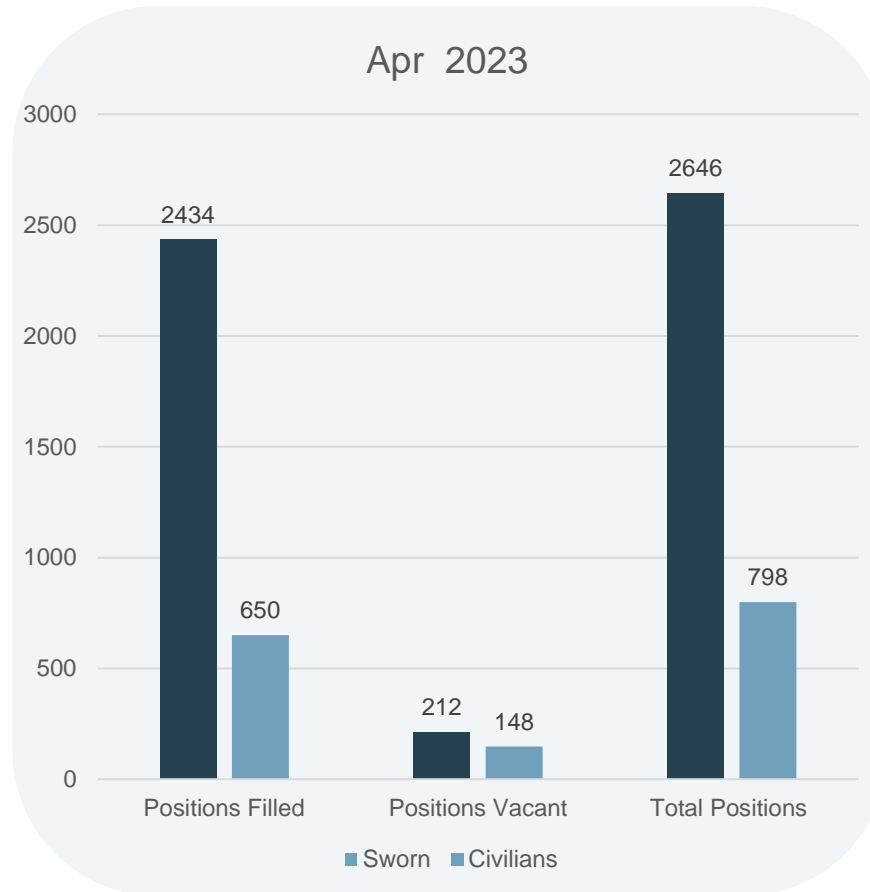




HUMAN RESOURCES – BOPC PRESENTATION



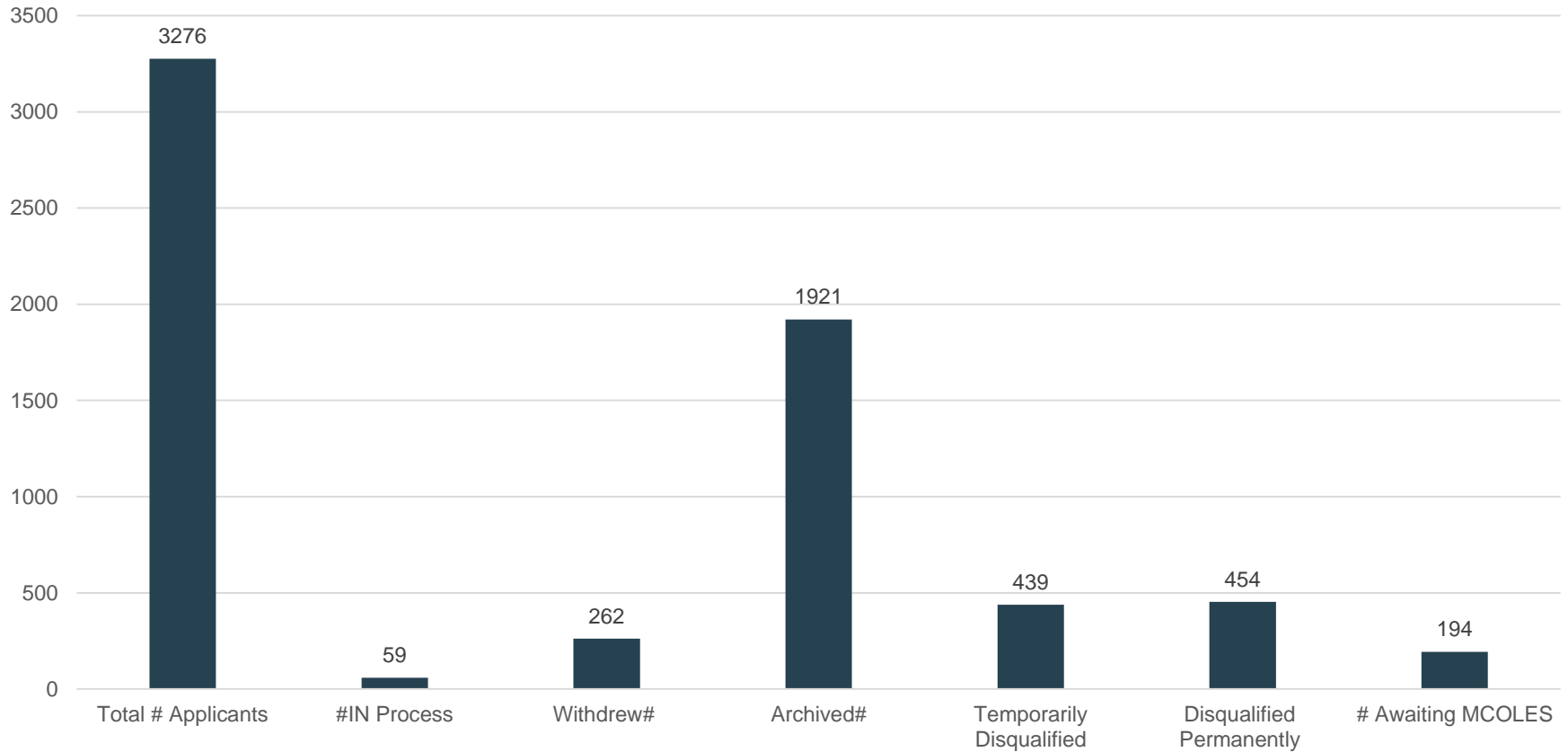
CURRENT DEPARTMENT STAFFING





2023 SWORN RECRUITING (7/1/2022 TO 4/30/2023)

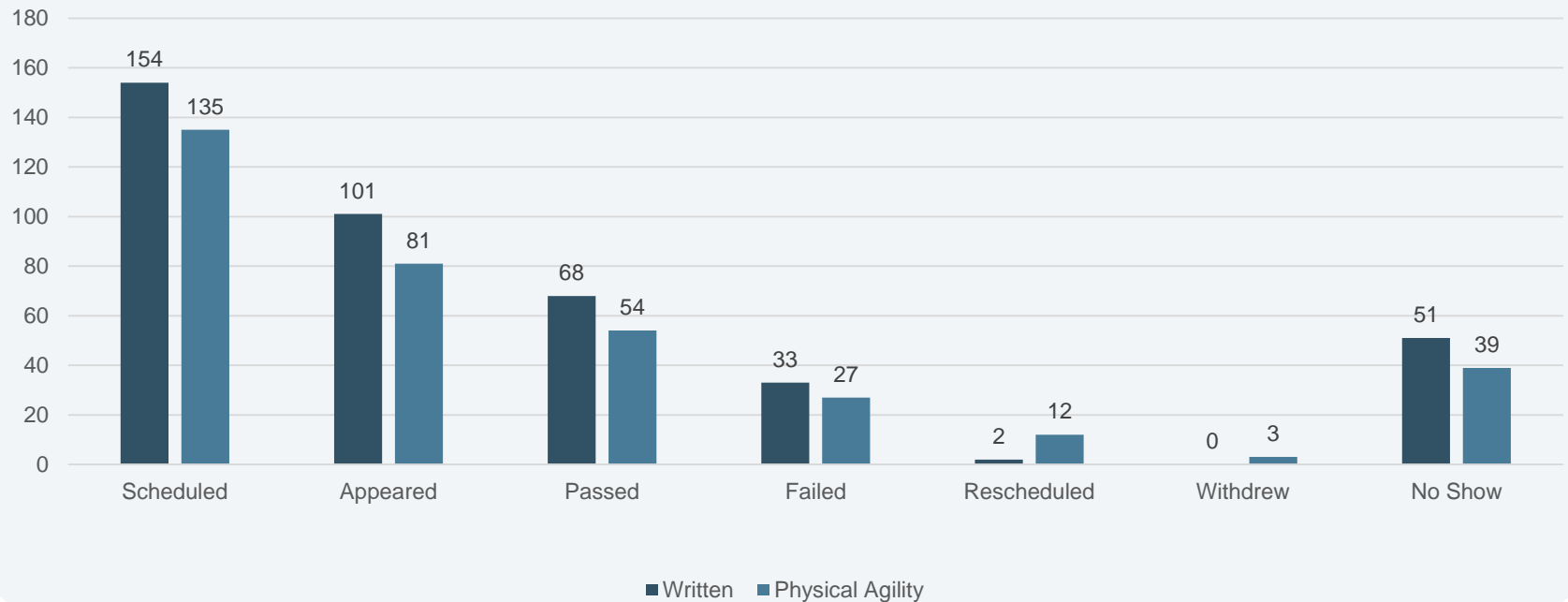
Sworn Recruiting 7/1/2022 to 4/30/2023





APRIL MCOLES TESTING

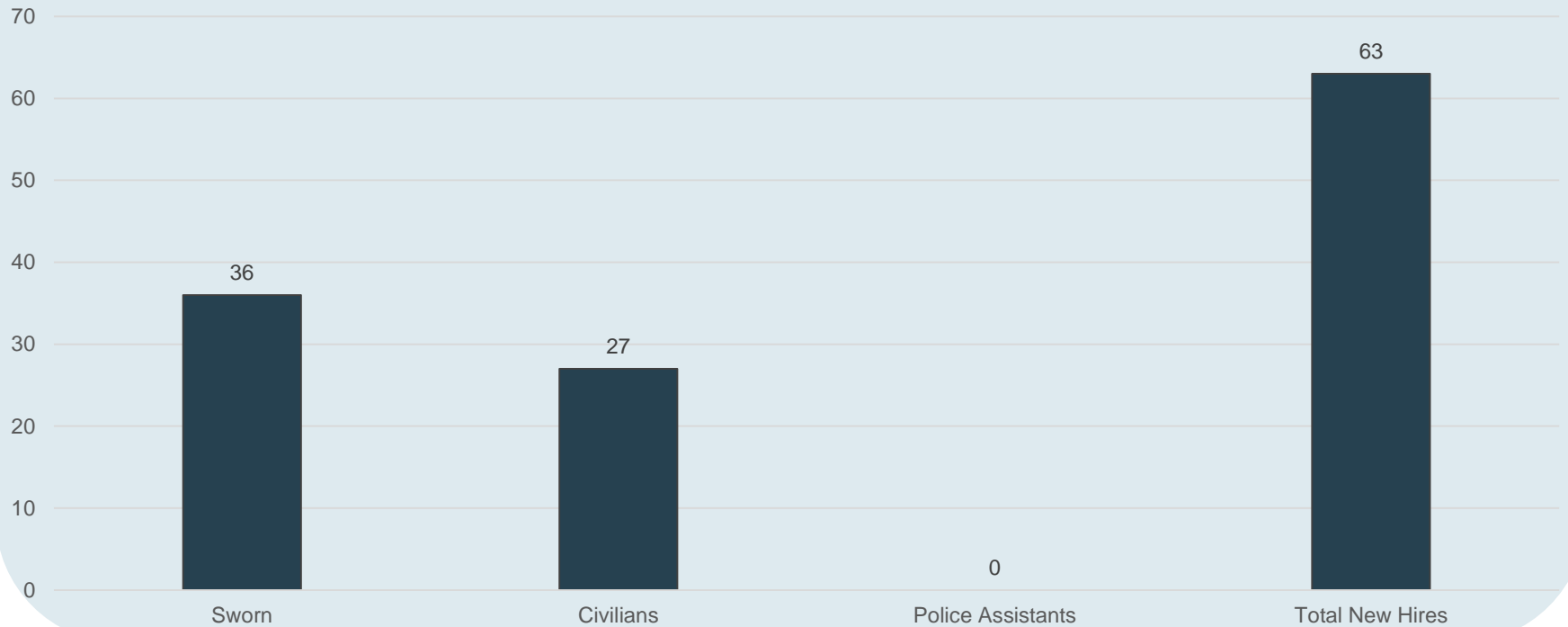
Apr 2023





TOTAL NEW HIRES

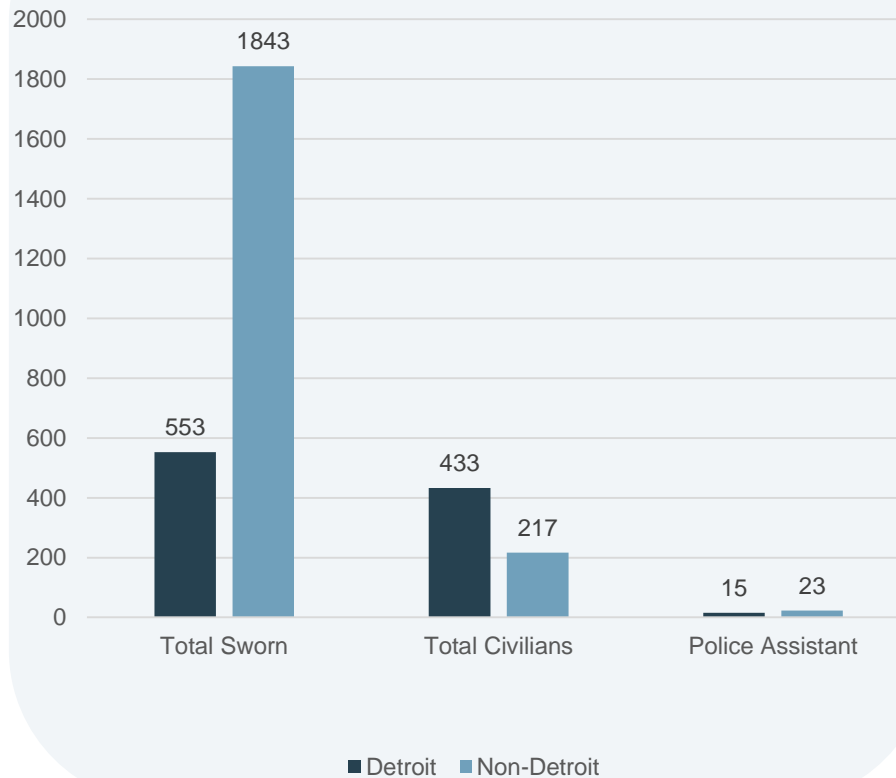
Apr 2023





DETROIT RESIDENCY INFORMATION

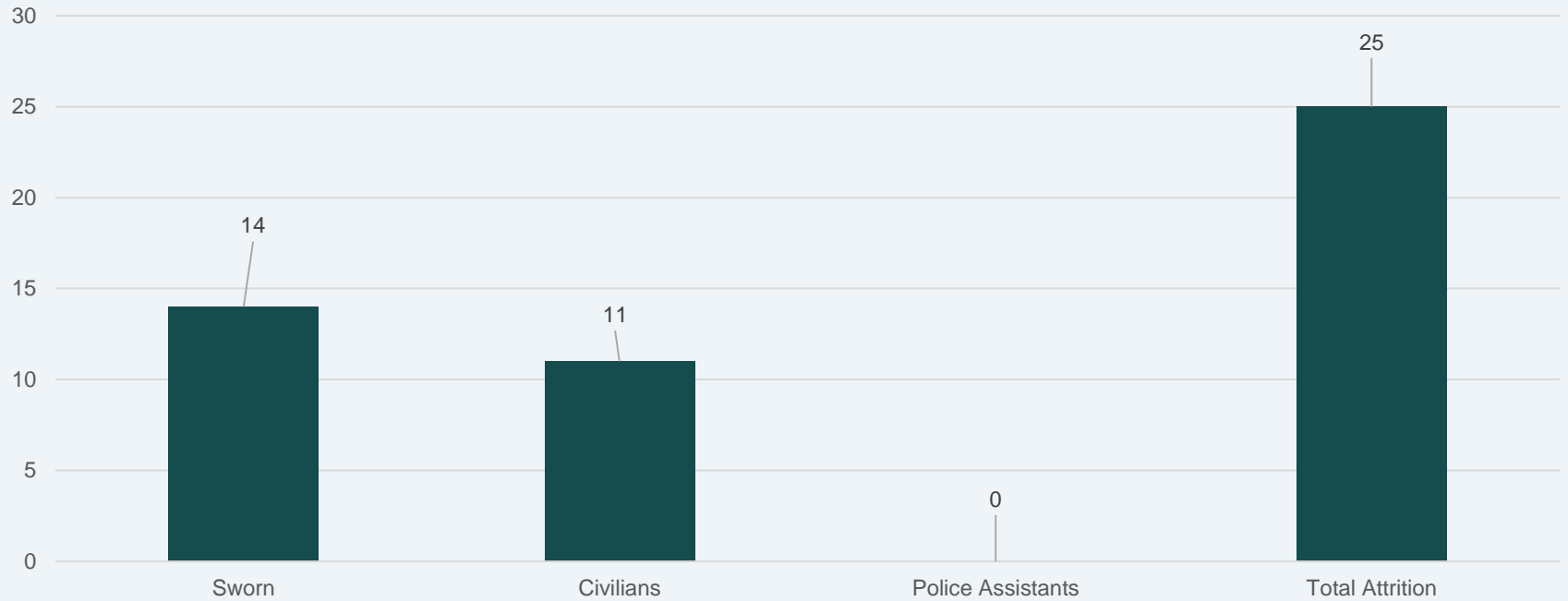
Apr 2023





ATTRITION

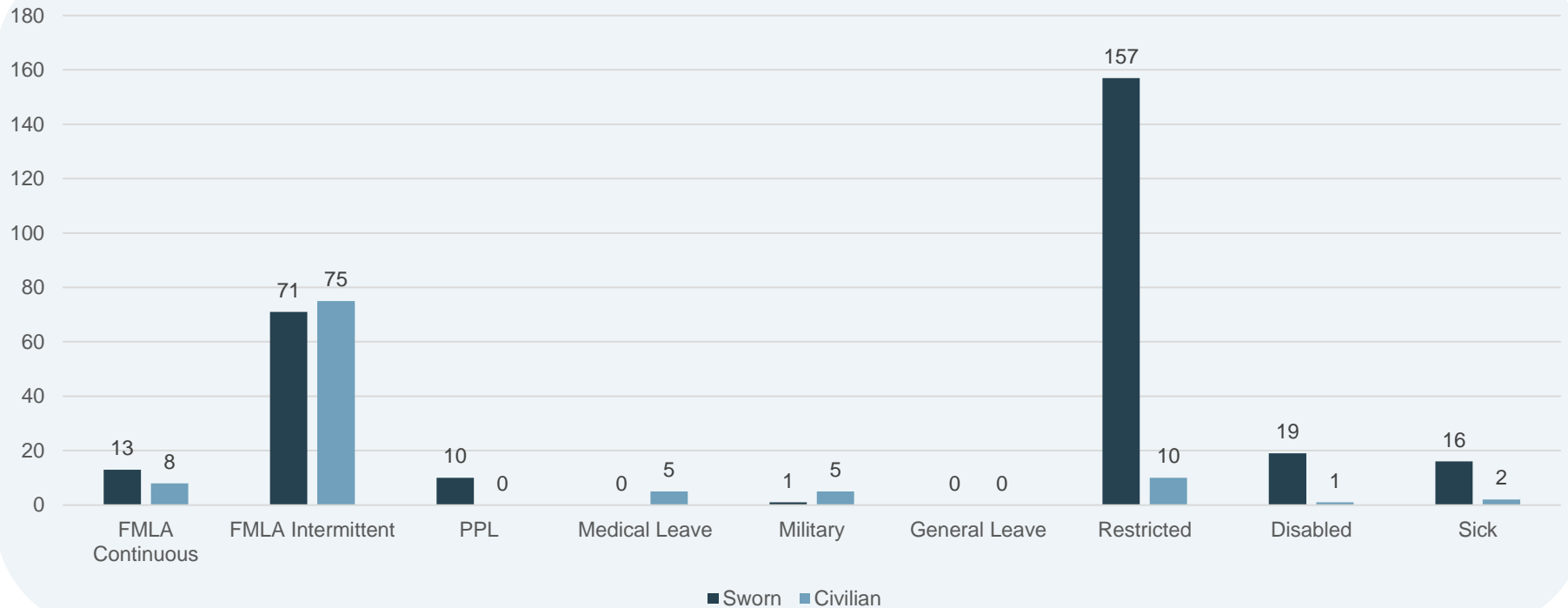
Apr 2023





LEAVES OF ABSENCE / RESTRICTED DUTY

Apr 2023





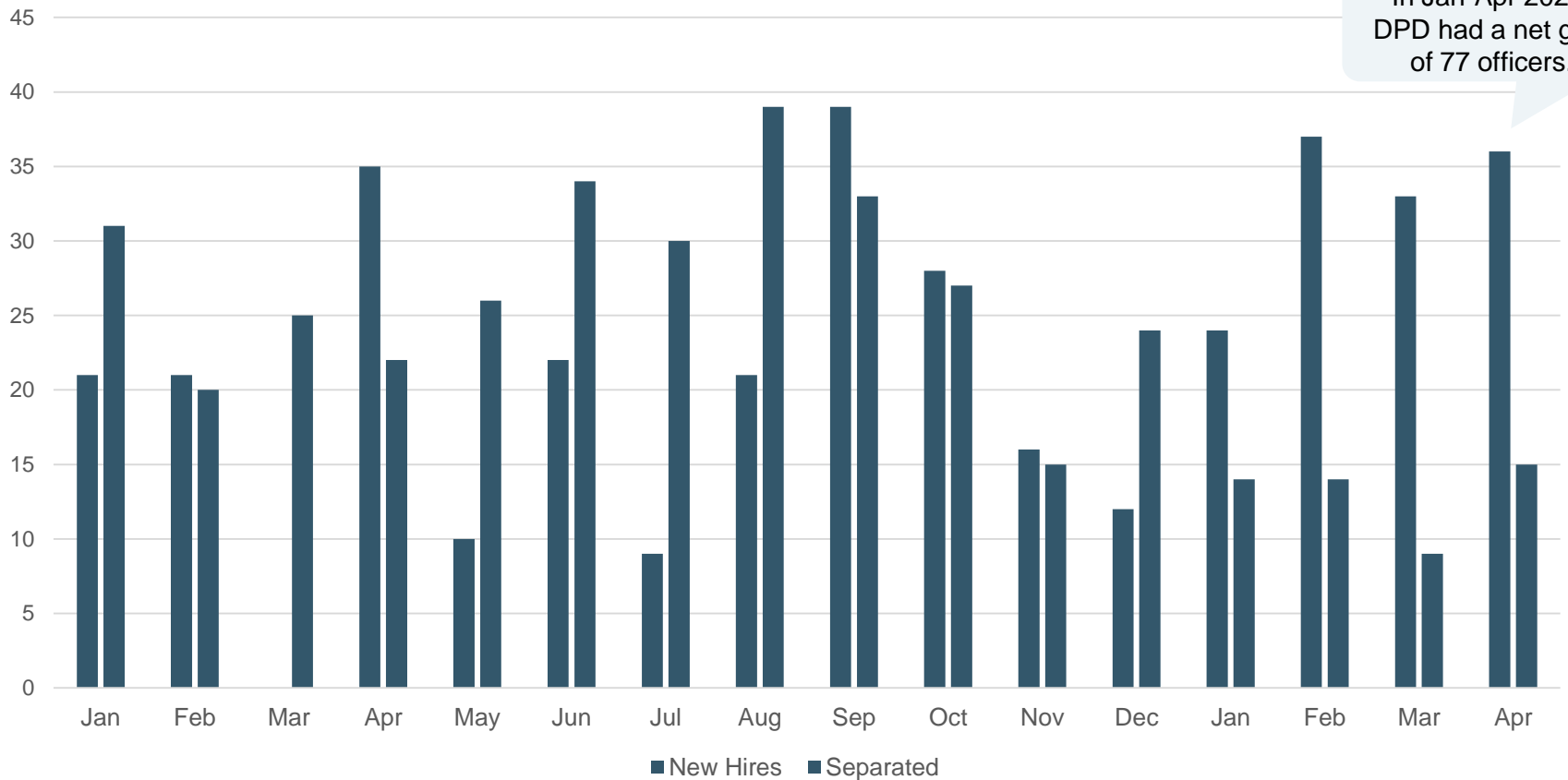
MONTHLY SEPERATIONS

<i>April</i>	Retired	Retired charges with	Resigned	Resigned charges under	Deaths	Disability	Dismissed	Total
<i>P.O</i>	3	0	5	0	0	0	1	9
<i>Investigator</i>	1	0	0	0	0	0	0	1
<i>Sergeant</i>	3	0	0	0	0	0	0	3
<i>Lieutenant</i>	0	0	0	0	0	0	0	0
<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	8	0	5	0	0	0	1	14



Human Resources

SEPARATED VS NEW HIRES 2022/2023



In Jan-Apr 2023, DPD had a net gain of 77 officers.



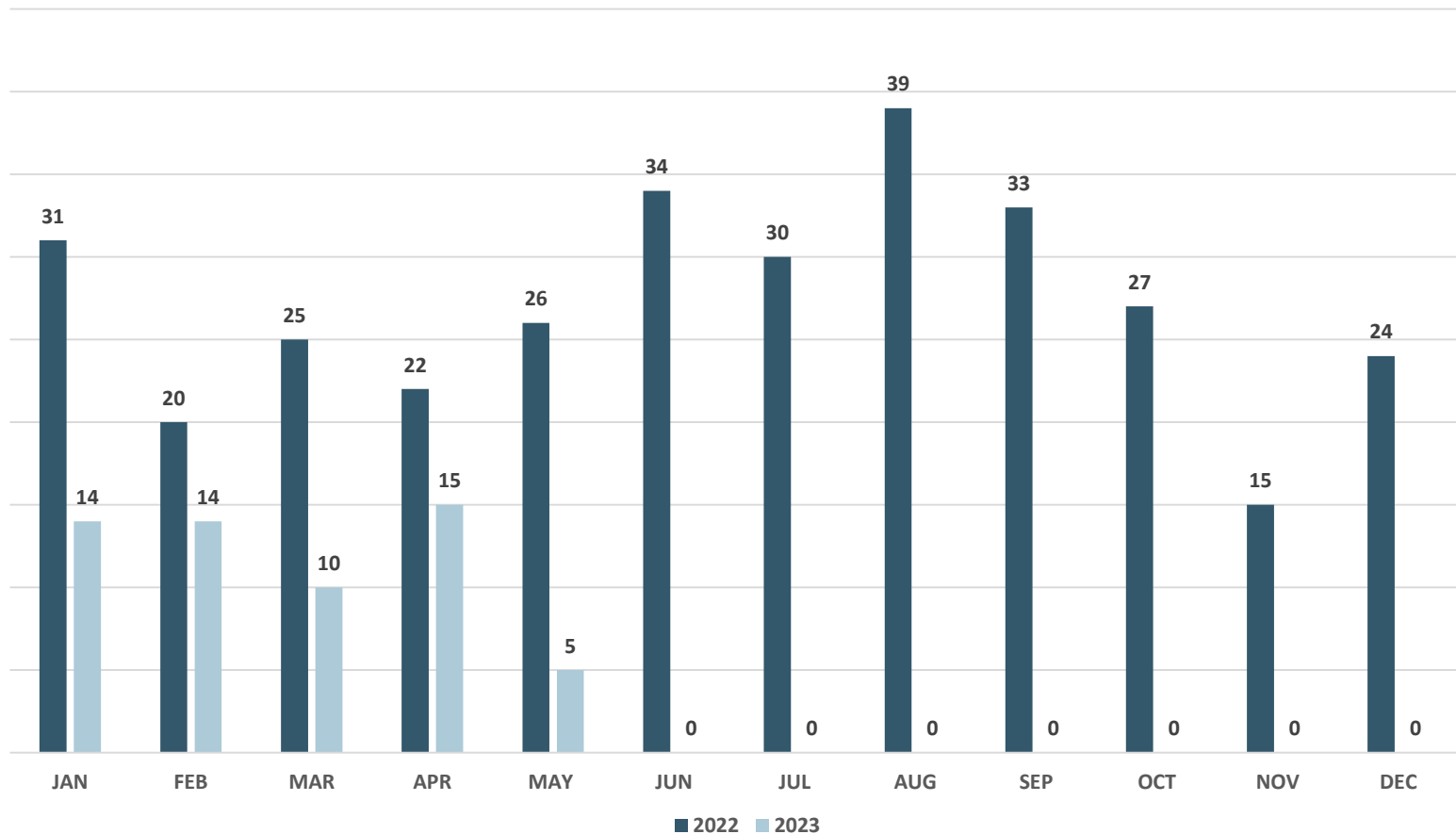
Police Recruiting

Sworn Separations



DEPARTMENT SEPARATIONS 2022 VS 2023

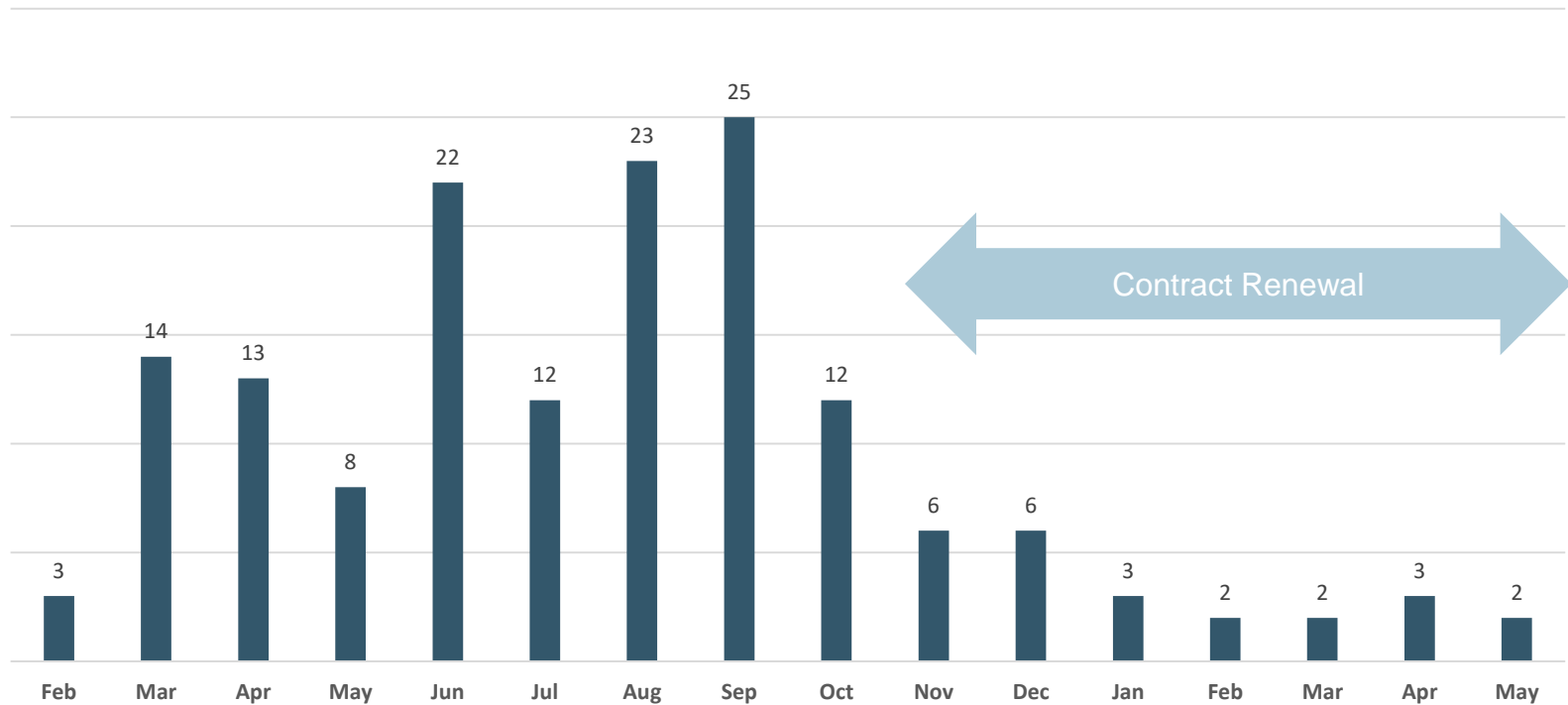
DEPARTMENT SEPARATION 2022 AND 2023





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
12/19/22	26	0	20	05/26/23
*01/30/23	25	2	20	06/30/23
**02/27/22	37	9	26	07/28/23)
***03/27/23	32	3	31	TBD (Aug)
**04/28/23	36	5	30	TBD (Sep)
Totals	156	19	127	

(14 of the 19) were demobilized (certified)

Upcoming Class

Start Date: 5/30/23

Class Size: 30+

Reinstatements for May: **10**

Total for May: 40

Laterals for 2023: 1



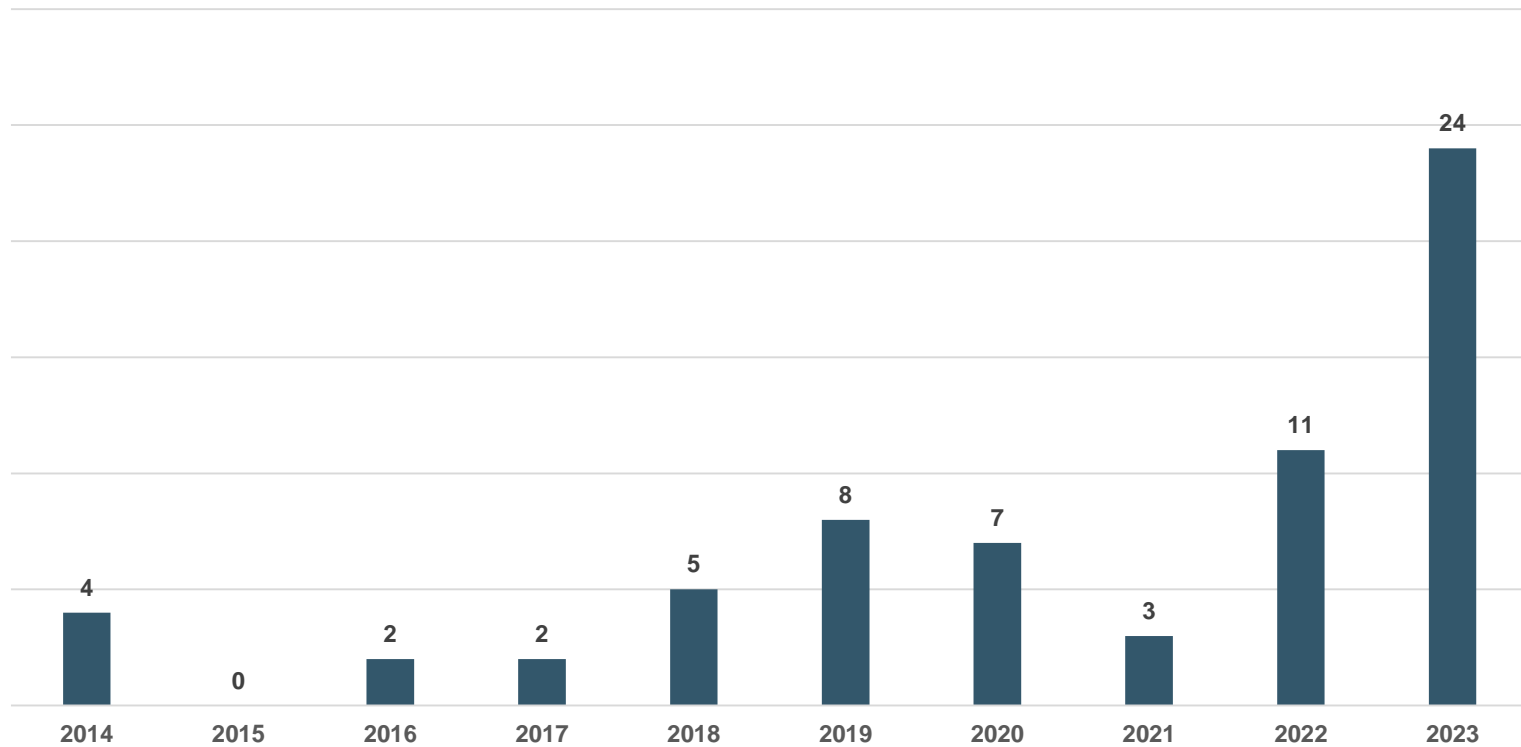
Police Recruiting

2022 / 2023 Reinstatements



REINSTATEMENTS

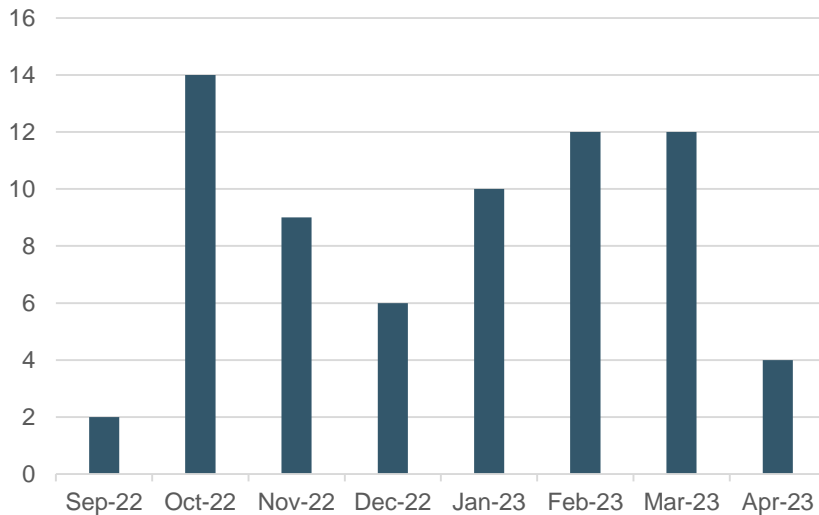
REINSTATEMENTS 2014 TO PRESENT



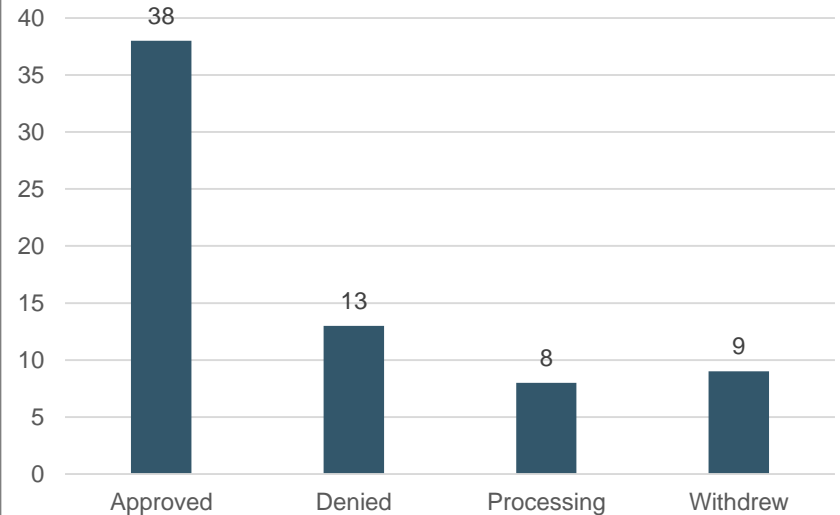


2022 / 2023 REINSTATEMENTS

Reinstatements Requests by Month



Status of Reinstatement Requests



- SINCE ANNOUNCEMENT OF NEW CONTRACT ON 9/28/22:
 - REQUESTS – 68
 - APPROVED – 38
 - HIRED – 32



Police Recruiting

Recruiting Initiatives



Recruiting Initiatives

- **New Partnerships**

- **Previous Week**

- Downtown Biz Job Fair
 - City Airport Job Fair
 - Spring Resource Fair w/ Mary Sheffield
 - 11pct speaks w/ Air Guard
 - SPO Graduation , Greater Grace
 - HQ Job Fair-Skylar Room
 - Crime Vitim's Walk and Fair
 - Lincoln-King High School Career Fair
 - Durfee Innovation Weekly Career Event; Michigan Works Job Fair
 - Career Fair at Crockett Midtown High School
 - Voyageur College High School Career Day
 - Western International High School/ talk to seniors
 - Detroit School of Arts/ talk to Seniors on College Decision Day
 - Detroit International High School for Young Women/ Decision Day
 - (WC3D-April 25)
 - Wayne State University Criminal Justice Hiring Event and Ice cream Social
 - Michigan State University Undergrad Career Event

- **Upcoming:**

- ❑ Westside Academy of Cyber Security/ talk to seniors
 - ❑ Fredrick Douglas Academy/ talk to seniors
 - **Scheduled Colleges visits:**
 - ❑ Women's Resource Fair WCCCD NW Campus
 - ❑ **OCC Police Academy, Monday, May 1, 2023**
 - Oakland Community College/ talk to police academy students
 - 4-year institution
 - ❑ High schools to conduct "Meet & Greet"
 - **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**
 - ❑ **Grow Detroit Youth Talent**



POLICE RECRUITING

**DETROIT
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