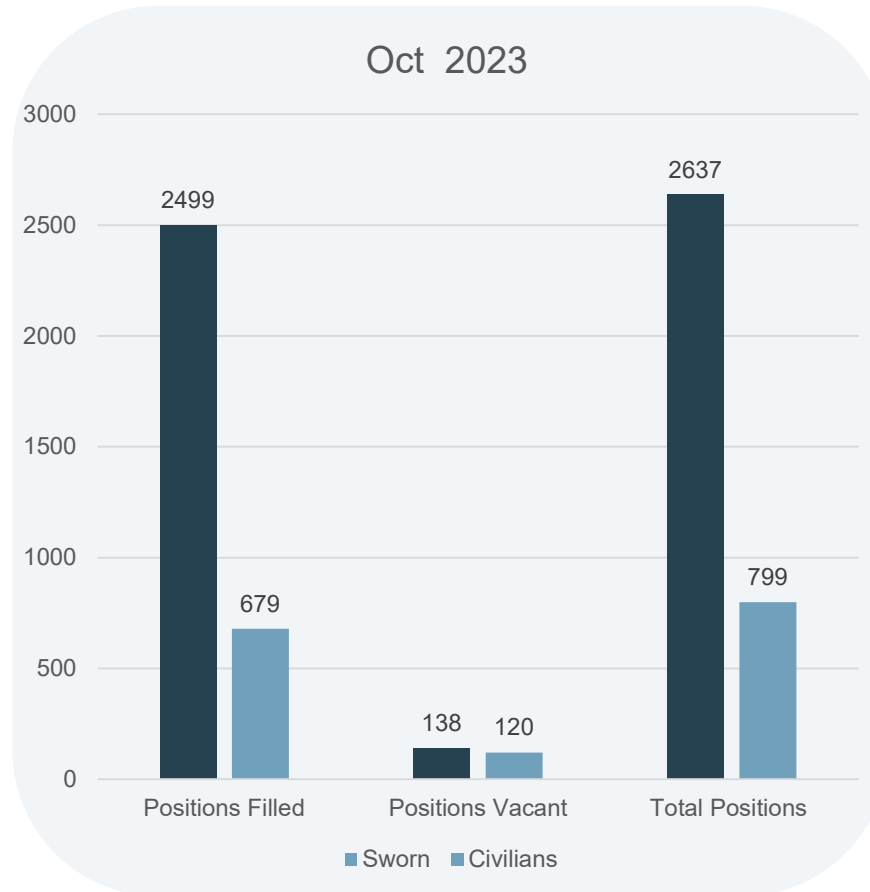




# HUMAN RESOURCES – BOPC PRESENTATION



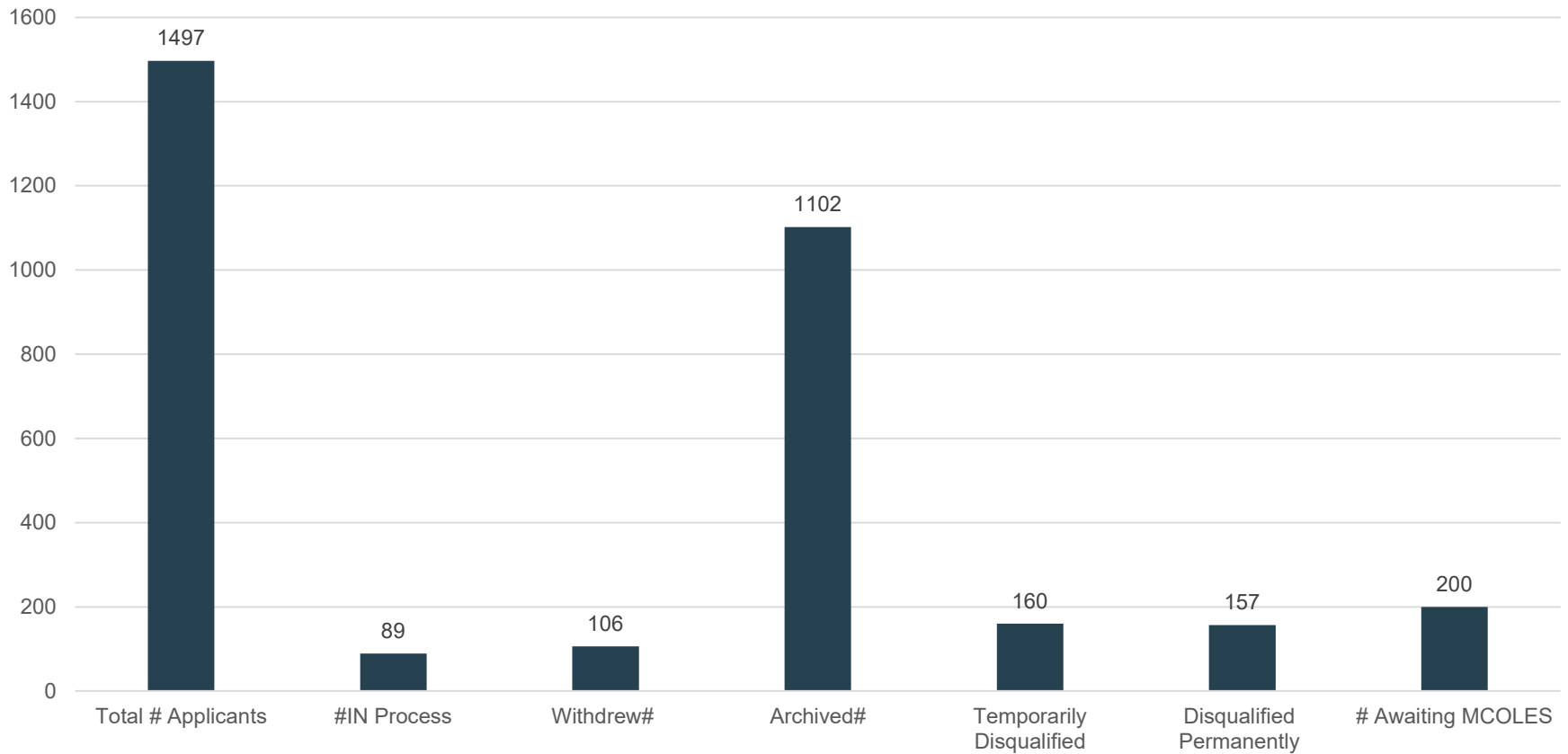
# CURRENT DEPARTMENT STAFFING





# 2023 SWORN RECRUITING (7/1/2023 TO 10/31/2023)

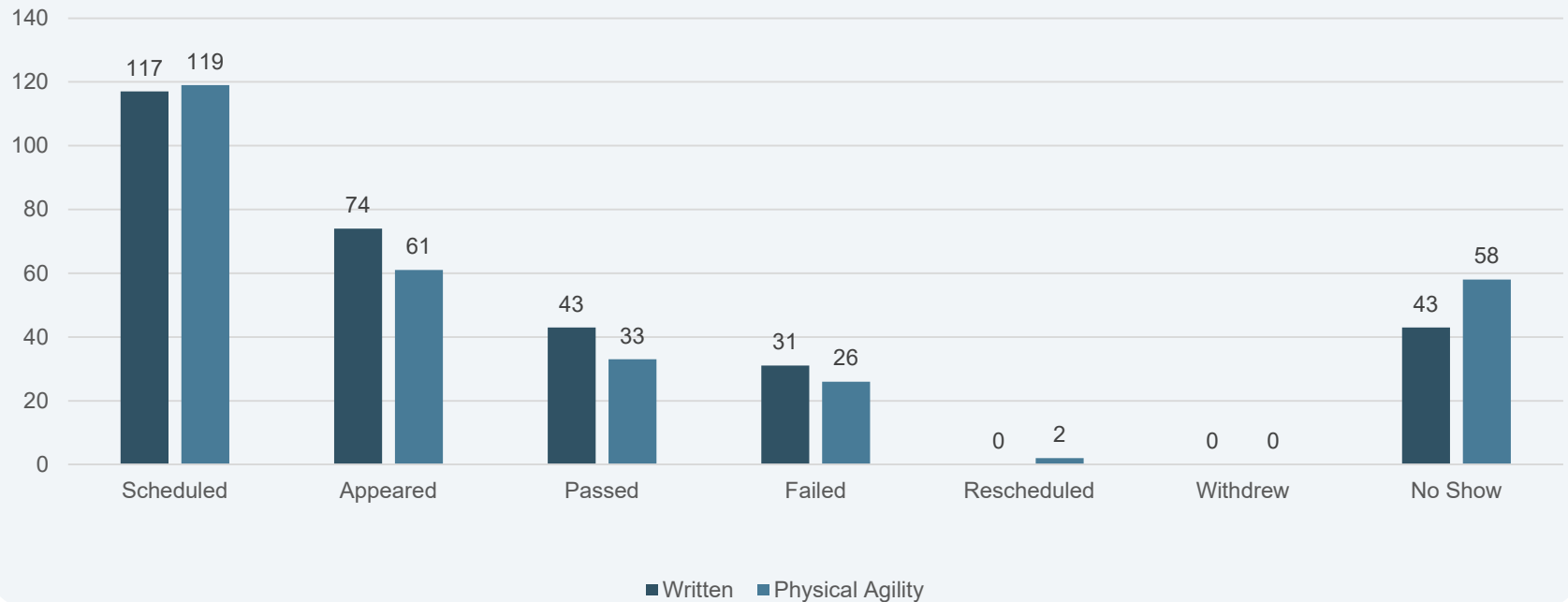
Sworn Recruiting 7/1/2023 to 10/31/2023





# OCT MCOLES TESTING

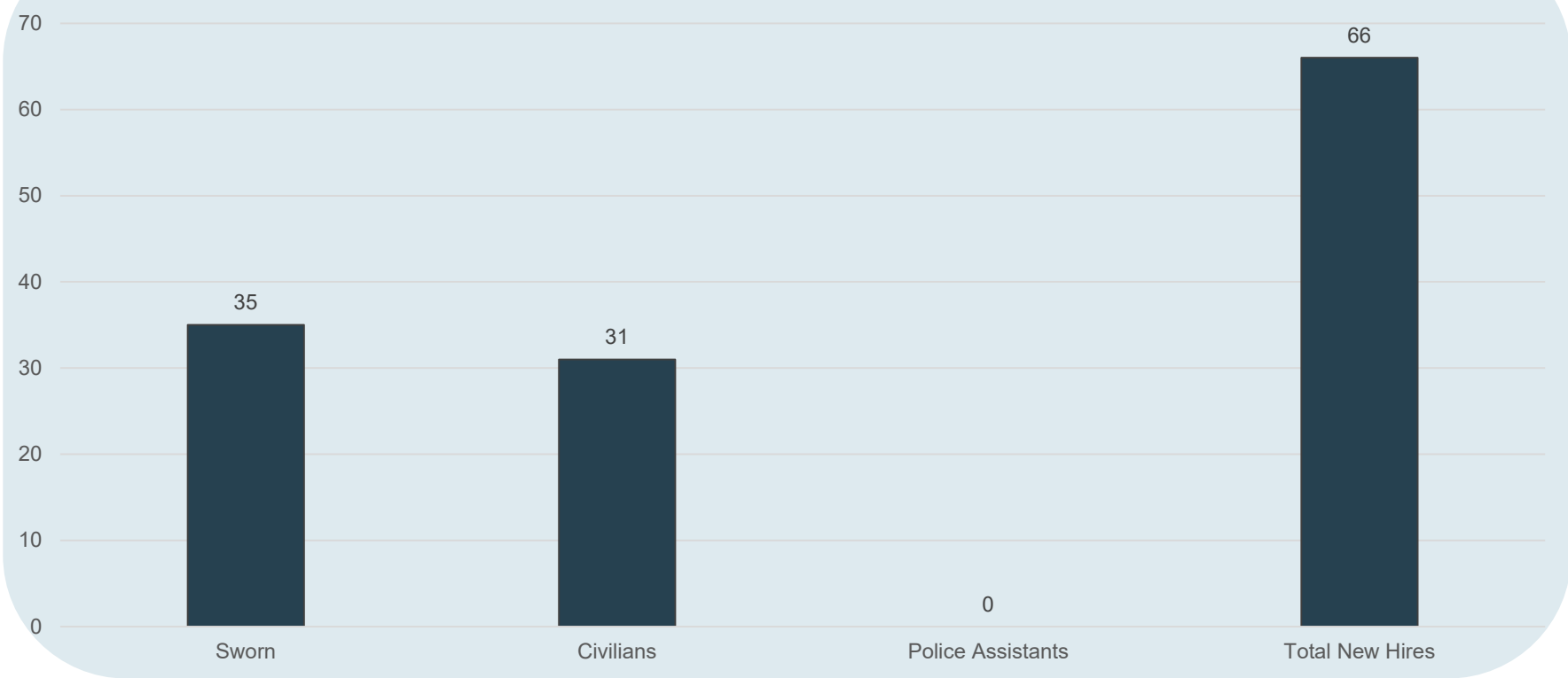
Oct 2023





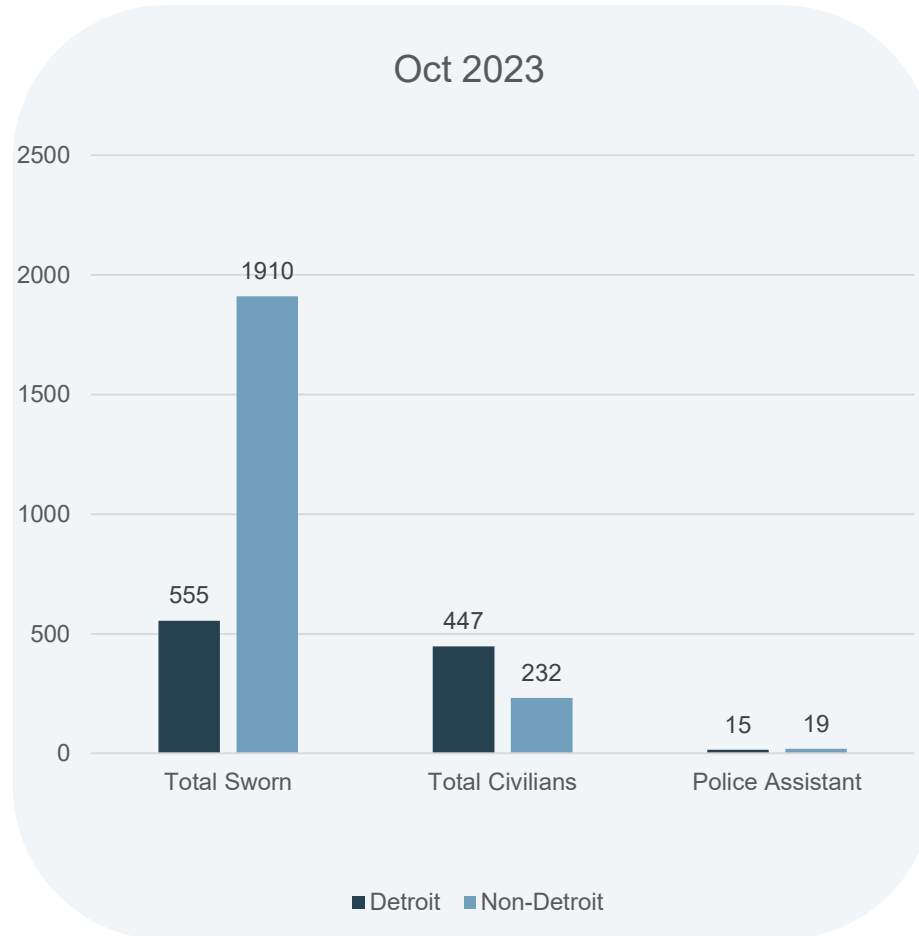
# TOTAL NEW HIRES

Oct 2023





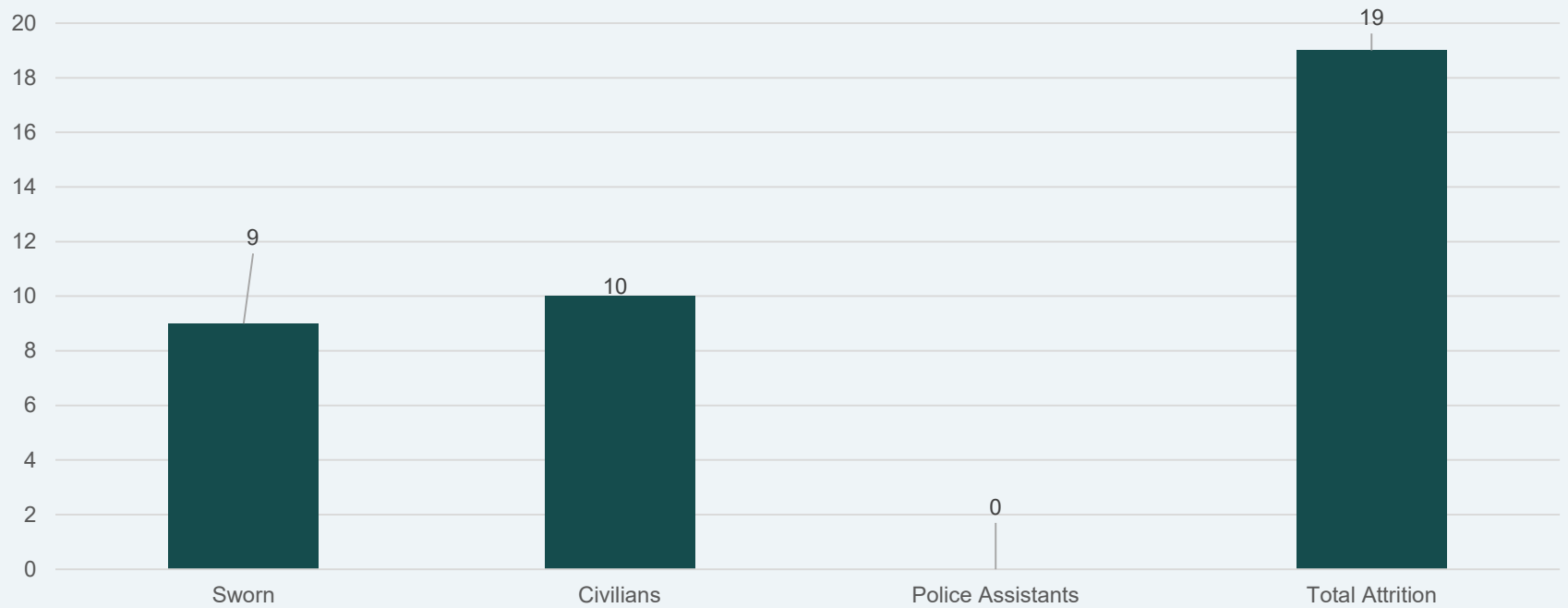
# DETROIT RESIDENCY INFORMATION





# ATTRITION

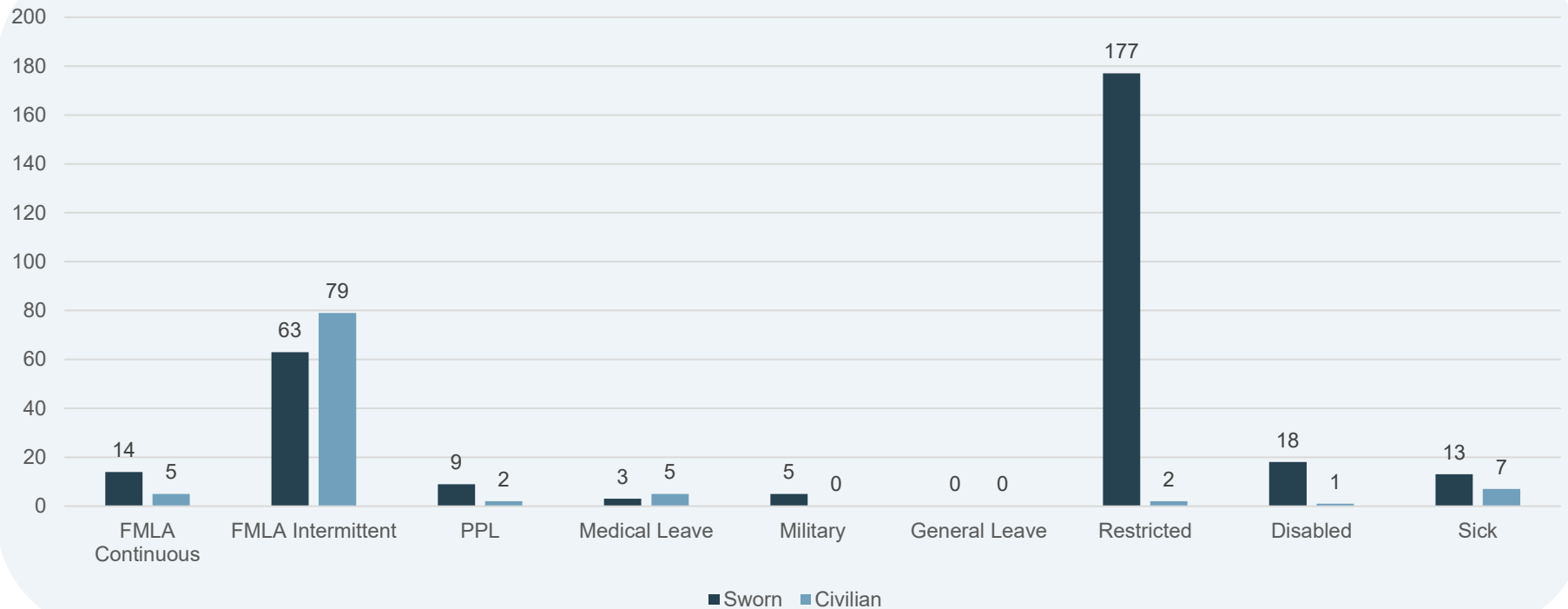
Oct 2023





# LEAVES OF ABSENCE / RESTRICTED DUTY

Oct 2023







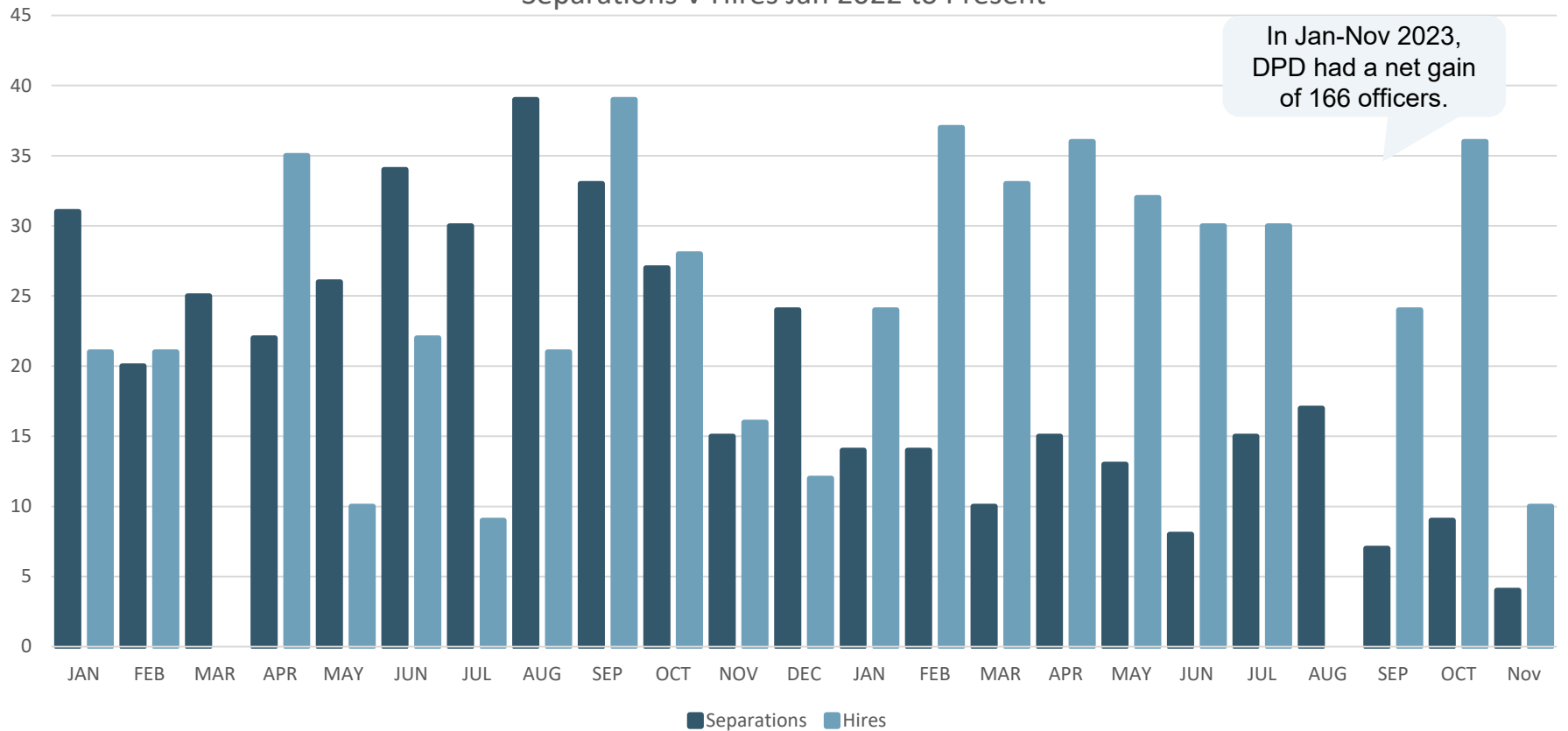
# MONTHLY SEPERATIONS

<b>Oct</b>	<b>Retired</b>	<b>Retired charges with</b>	<b>Resigned</b>	<b>Resigned charges under</b>	<b>Deaths</b>	<b>Disability</b>	<b>Dismissed</b>	<b>Total</b>
<i>P.O</i>	2	0	4	0	0	1	1	8
<i>Investigator</i>	0	0	0	0	0	0	0	0
<i>Sergeant</i>	1	0	0	0	0	0	0	1
<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>3</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>9</b>



# Human Resources

Separations V Hires Jan 2022 to Present



In Jan-Nov 2023, DPD had a net gain of 166 officers.



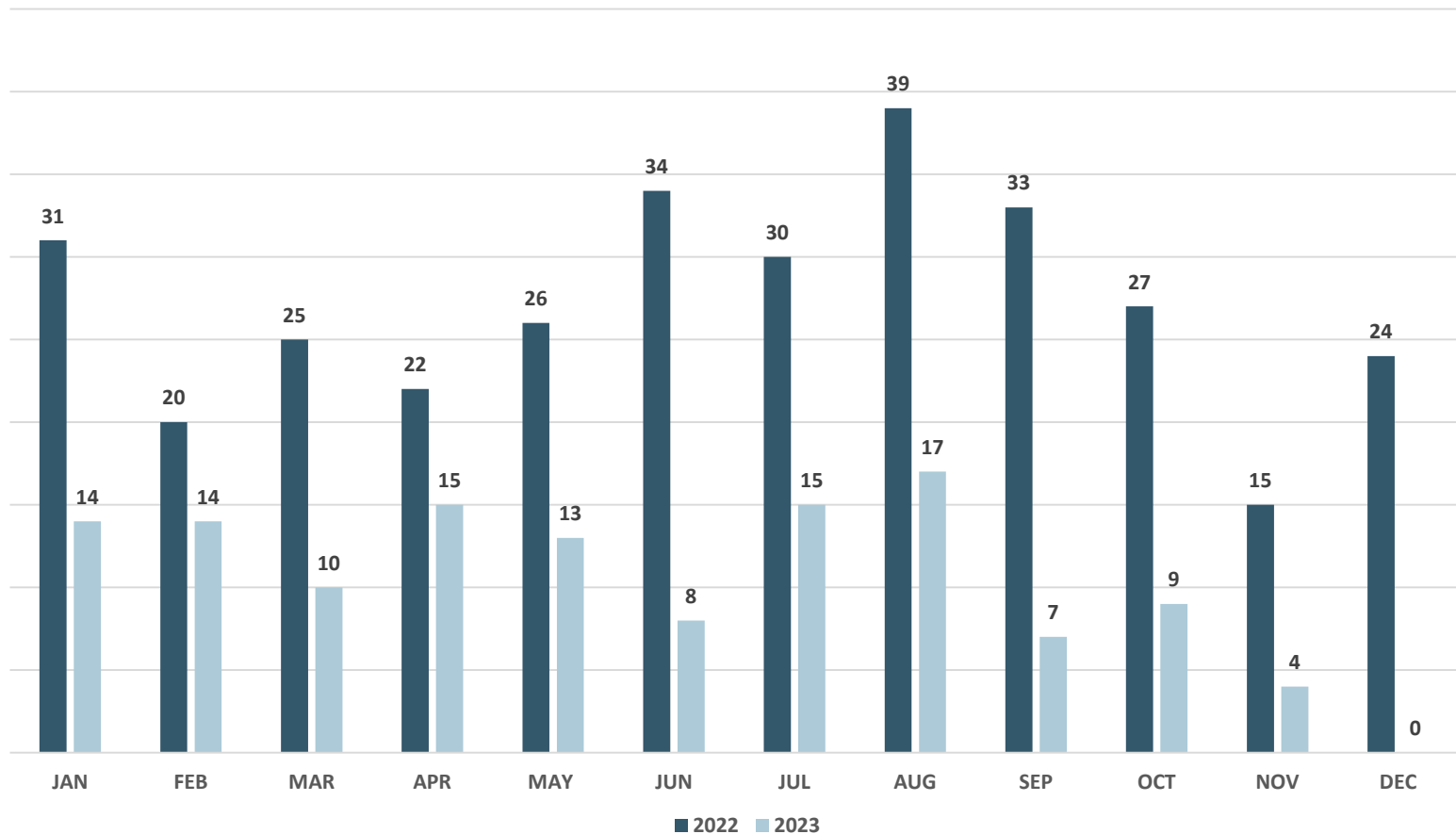
Police Recruiting

# Sworn Separations



## DEPARTMENT SEPARATIONS 2022 VS 2023

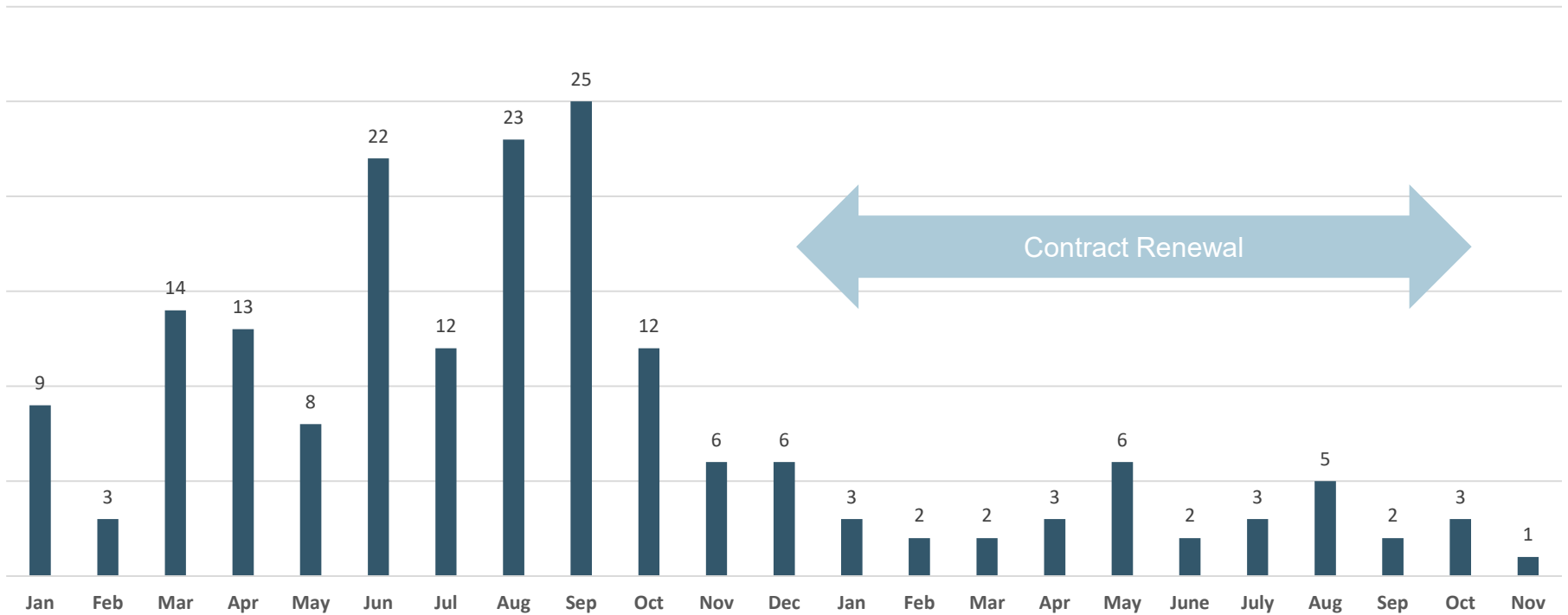
### DEPARTMENT SEPARATION 2022 AND 2023





# 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
06/01/23	32	8	19	11/17/23
06/28/23	31	4	22	01/05/24
07/31/23	30	3	21	02/09/24
10/16/23	43	1	42	04/27/24
<b>Totals</b>	<b>136</b>	<b>16</b>	<b>104</b>	

16 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)

## Highlights

- Already hired: 24 for Nov class
- Next hire: 11/27/23
- Laterals for 2023: 2

## Upcoming Class (Goals)

- Start Date: 11/27/23
- Class Size: 40+



Police Recruiting

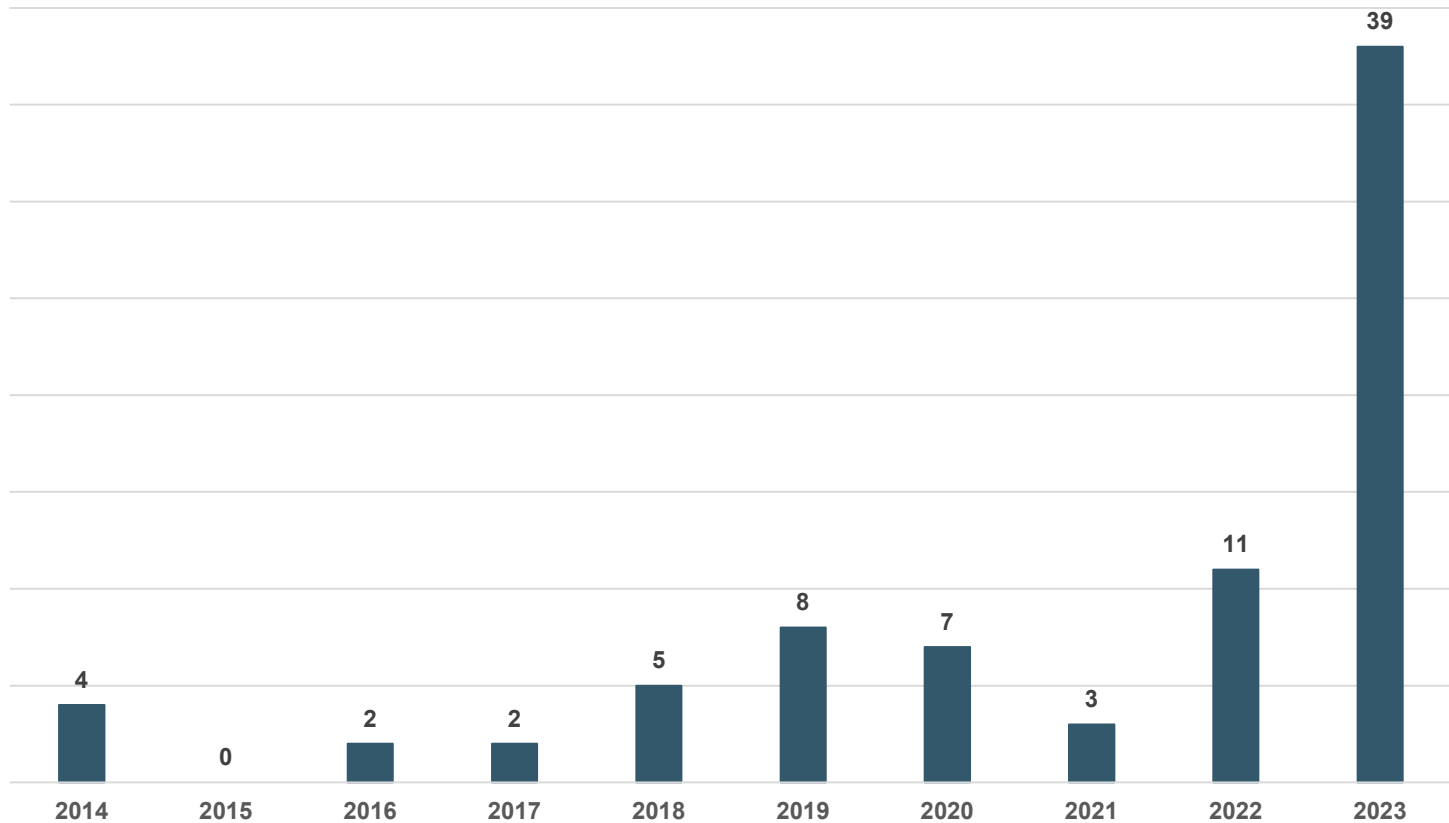
# 2022 / 2023 Reinstatements





# REINSTATEMENTS

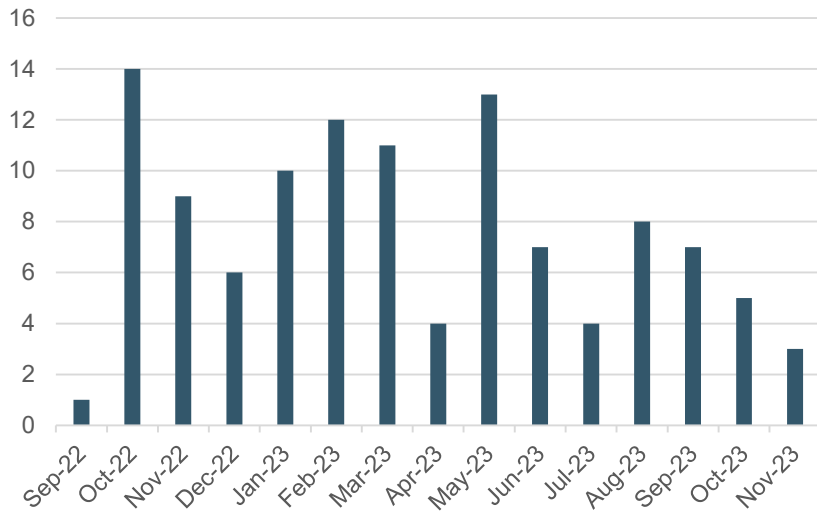
## REINSTATEMENTS 2014 TO PRESENT



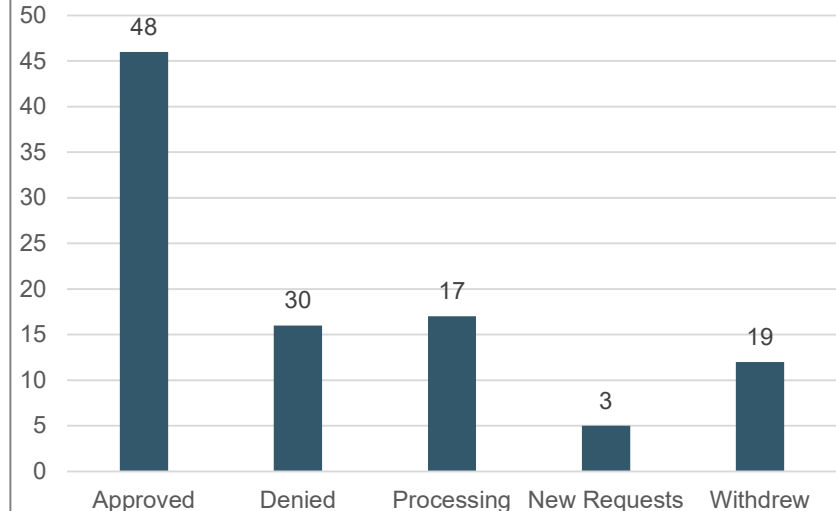


## 2022 / 2023 REINSTATEMENTS

### Reinstatement Requests by Month



### Status of Reinstatement Requests



- SINCE ANNOUNCEMENT OF NEW CONTRACT ON 9/28/22:
  - REQUESTS – 114
  - APPROVED – 48
  - HIRED – 46



## Police Recruiting

# Recruiting Initiatives



# Recruiting Initiatives

## Events Previously Attended

- Harper Woods H.S. Career Table
- College & Career Center Southfield H.S.
- Central Michigan University
- Durfee
- O.C.C. Auburn Hills Academy
- Detroit Law Enforcement Hiring Expo  
P.E. / WCCCD LEO FAIR
- 177th MP career fair
- Cass Tech H.S. /info session
- Cesar Chavez H.S.
- Western International H.S. /info session
- Davis Aerospace Technical H.S. /info session
- Racquet Up Community Fair
- MING Military Transition Center
- Madonna University Career Expo 2023
- Eastside COMM Job Fair
- Eastern Michigan University
- Wayne State University Promo Table
- Lincoln H.S.

## New Partnerships (Previous Week)

- U.S. Army Tank-automotive and Armaments Command
- USMC H&S Co, 1/24, MWSS-471

## Social Media

- 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 (5) students continued to work critical projects; some interested in police officer and civilian employment opportunities



## 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.joindetroitstofinest.org](http://www.joindetroitstofinest.org)