



**DETROIT
BOARD OF POLICE COMMISSIONERS**

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MEMORANDUM

TO: Mary Sheffield, City Council President, District 5
FROM: Victoria Shah, Board of Police Commissioners Secretary
DATE: April 11, 2023
RE: Board of Police Commissioners Budget Responses FY23-24

1. Please provide an itemized copy of your adopted FY2023 annual budget as well as your proposed FY2024 budget.

See attached

2. The non-departmental budget allocation for the BOPC decreased from FY2023 to FY2024, yet the number of employees stayed the same. What is the cause for the budget decrease?

The BOPC proposed FY2023/24 budget increased from FY2022/23 to FY2023/24 by \$565,778; which includes an increase in the number of budgeted positions by 2.

3. There is a recommendation to go from 15 investigators to 13. How will this change affect operations? Were the savings from this change captured and used for other Board of Police Commission activities? If so, which activities?

The BOPC proposed FY2023/24 budget includes 15 investigators, so no change.

4. As reported at BOPC meetings, there is a back-log of cases which require processing. What is needed from a budgetary standpoint to eliminate the back-log and prevent future delays in the processing of complaints and cases?

The BOPC proposed FY2023/24 budget includes ~\$307,000 under “Salaries and Wages” to cover the hiring of temporary workers (TASS) or, if necessary, an alternative initiative to eliminate the backlog. In addition, the proposal includes the hiring of a Data Analyst to conduct analysis, including on Citizen Complaints, to drive improved efficiencies and transparency in processing complaints.

5. How many citizen complaints against officers do you receive annually? What is the discipline procedure for officers that receive complaints? Please share data on the number of complaints received each year over the past three years. What is being done to lower the number of complaints by residents?

Over the last 3 years (2020-2022) incoming citizen complaints have averaged 1,238 annually. If an allegation is sustained, the findings are shared with DPD leadership who then coach, train, discipline, or takes no action according to DPD policy.

- 2020: 1,144
- 2021: 1,313
- 2022: 1,257

At this time there are no concerted efforts to **reduce** citizen complaints. The initiatives that the proposed budget support will provide more public education around citizen rights. This could inadvertently **increase** citizen complaints in the short term, as more citizens would be aware of their right to do so. Long term, the plan is to **reduce** citizen complaints by giving the public a voice in oversight and then aligning officer policy and behavior to the expectations of the public.

6. What policies and procedures are in place to address the mental health needs of residents in emergency calls? Are there plans to expand the mental health and non-lethal intervention services of the Police Department?

DPD's Response:

The DPD's procedures include the following:

- Mental Health Co-Response Team duties entail co-responding to calls for service with a mental health nexus.
- 911 Integrated Response Call Center where callers experiencing or reporting a mental health crisis are directly connected to behavioral health specialists that are embedded within the dispatch center.
- Detroit Homeless Outreach Team (DHOT), comprised of homelessness advocates and behavioral specialists who strive to connect the unsheltered/homeless population with resources and services.

Based on the situation, each Facet has its own operating protocol.

7. What mental health support is available for police officers? What evaluations are necessary to confirm that an officer is "fit for duty"? Please share which resources are available to officers, including whether they are optional or mandated.

DPD's Response:

Available mental health support:

- As part of their employee benefits package, all DPD police officers have a personal medical insurance plan. That insurance coverage allows them to utilize the services of a professional psychiatrist/psychologist/therapist/counselor.
- Employee Assistance Program (the employee may reach out to appropriate mental professionals through this program)
- DPD Peer Support Program (the employee may reach out to a coworker, and/or a coworker may reach out to the employee who is trained and equipped to assist them with support regarding contacting/receiving the appropriate resources. They also follow up)
- Frontline Strong Together FST5 is here to help first responders - Frontline Strong Together or 1-833-34-STRONG (Collaboration between Michigan Department of Health and Human Services –MDHH, Wayne State University, and Michigan Crisis and Access Line-MiCAL). This website was created by first responders and mental health experts together. It provides 24/7 live support, effective resources, and cutting-edge services to prevent and alleviate PTSD, anxiety, depression, and other frontline work-related mental health challenges.

What evaluations are necessary to confirm that an officer is “fit for duty”?

- Applicants receive a pre-employment psychological test and psychological evaluation to confirm whether they are mentally fit for the position.
- It is the responsibility of the Department Designated Physician (DDP) to confirm that an officer is fit for duty. An officer’s contact with the DDP is based upon them being notified by Police Medical. Police Medical receives their notifications via the employee submitting an injury report (duty-related and non-duty-related), circumstances may cause the employee’s contact with Police Medical, and the observations of others may cause an officer to be required to be evaluated by the DDP.
- Whenever there is reason to believe a member is unfit for duty, he or she is ordered to undergo a Fitness for Duty examination.

8. Recently, Council approved new contracts for police officers which included pay raises, training regulations, and lateral transfers. Please share the new contracts’ effects on officer retention and recruitment.

DPD’s Response:

Recently, City Council approved new contracts for police officers which included pay raises, training regulations, and lateral transfers. The new Contract’s effect on officer retention and recruitment from January- April 2023 (37) separations to new hires January–April (94), the department has experienced a +net gain of (57).

In 2022, we had (322) separations and surpassed 2021 (277) separations by 45 (153) = 66% went to other law enforcement agencies. We have seen a downward trend in separations beginning in October 2022. Comparing January – April of 2022, the

department experienced (98) separations compared to January – April 2023, which experienced only (37) total separations. (Jan-14, Feb-14, and Mar-9)

Since October, members resigning from the department for other law enforcement agencies have trended downward. The highest peak was in September 2022, with (25). Listed below is the monthly snapshot of members resigning from other departments since the Contract October (12), November & December (6) each; January 2023 (3); February (2); March (1); & April (1). We currently have (5) Student Police Officer classes at the Academy, a total of 127 students remaining. We are starting (1) class a month and have been graduating a class monthly.

For reinstatements and laterals, since the announcement of the Contract on September 28, 2022, there have been a total of (64) requests of former members requesting to be reinstated; (29) members have been hired and returned to the force, and we still have (19) in some stage of processing, (8) denied, (8) withdrew; Since the announcement, members have returned from Temple PD, Private sector, Taylor, Livonia, Farmington Hills, Westland, PD, Ann Arbor PD, Atlanta PD, Roseville PD, River Rouge PD, Novi PD, Wayne County Airport, Driving School (other), DDOT. We have also hired our first lateral.

Tuition assistance has been increased, and many members are taking advantage of the Cleary University programs. Overall, the morale has increased significantly.

9. Please share a status update on the Neighborhood Police Officer (NPO) program. What data is available to show that the program has been effective? How often is outreach done by these NPO's?

DPD's Response:

We have Neighborhood Police Officers in every precinct and assigned to specific sectors. The NPO addresses the community's quality of life and livability issues. They quickly identify community issues, concerns, problems, and crime trends that negatively impact the quality of life in a neighborhood. The NPOs utilize problem solving techniques to resolve the issue. They also enforce crimes and work with the detective bureau to solve crimes. In addition, they host several community events. Qualitatively is the best way to measure the effectiveness of the NPO Program through the evaluation and feedback by our community leaders such as the City Managers, City-Wide Community Policing, Faith-Based communities, and the community. The NPOs do outreach daily.

10. The Police Department Secondary Employment Program will allow DPD officers to be employed by third parties within the City. Please share more information about this program. What effects, if any, will it have on the residents of Detroit?

DPD's Response:

The Detroit Police Department Secondary Employment program began in July 2010. It is one of two (2) in Metropolitan Detroit. The Secondary Employment Program is an additional component of law enforcement that utilizes off-duty police officers to provide a safe environment for businesses, the City of Detroit, and the local community. Private companies want to provide a safe environment to patrons, and no one is better prepared to offer this than a police officer, and the community benefits from having more officers working. In 2022, twenty-nine (29) organizations and companies partnered with the Secondary Employment Program.

Member participation within the Secondary Employment Program comprises Police Assistants, Probationary Police Officers, Police Officers, Corporal, Detectives, Investigators, Sergeants, and Lieutenants. In 2022, the Secondary Employment Program received participation from over six hundred and twenty (620) members of the Detroit Police Department. In 2021, participation consisted of five hundred and seven (507) members. This is an increase of one hundred and thirteen (113) new members. The Secondary Employment assignments included foot patrols, vehicular patrols, and stationary interior and exterior positions.

The operating costs of the Secondary Employment Program have been funded by collecting (1) an administrative fee and (2) a vehicle usage fee. Secondary employers are charged an administrative fee of two dollars (\$2.00) per hour worked by participating members. Secondary employers are also charged a vehicle usage fee of fifty (\$50.00) dollars per marked vehicle per shift (up to a maximum of eight hours.), during which a Department vehicle is made available for the scheduled officer's use. Using a Department vehicle is an optional expense for the secondary employer.

In partnership with the Office of Departmental Financial Services, Office of Treasury Revenue Collection, and the Divdat online payment company, the Secondary Employment Program has streamlined the current billing process with employers. All invoices are conveniently available online for fast payment. In 2022, the Divdat payment portal collected most fees through the system. The new Divdat payment portal has improved the collection of administrative and vehicle usage fees for the City.