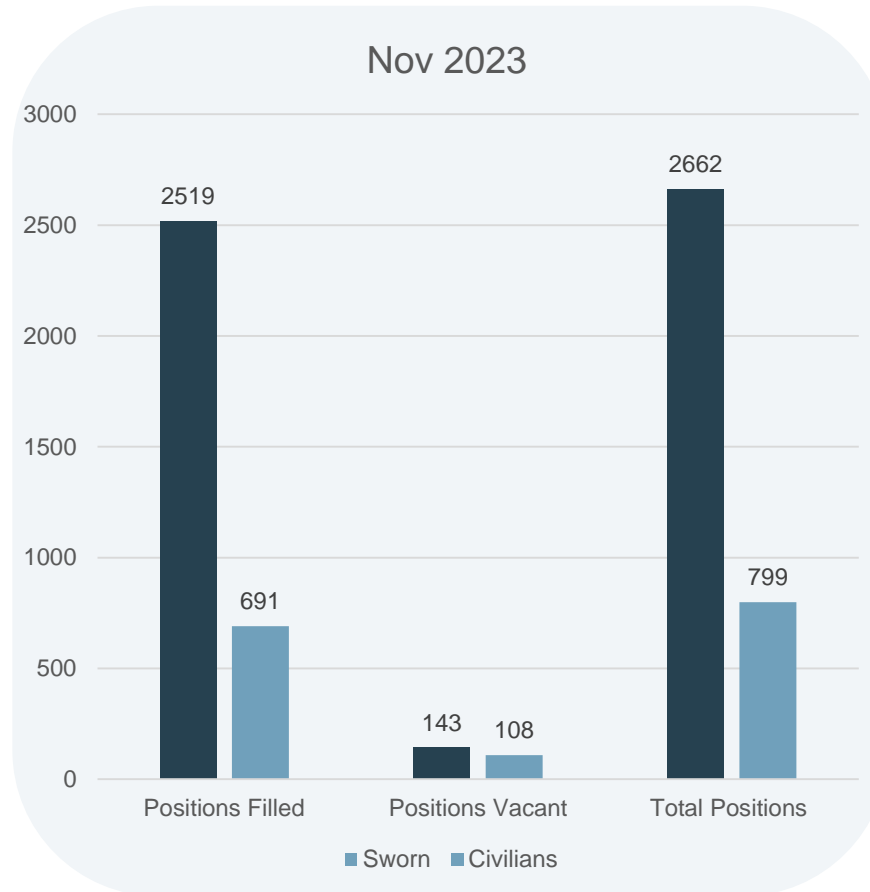




HUMAN RESOURCES – BOPC PRESENTATION



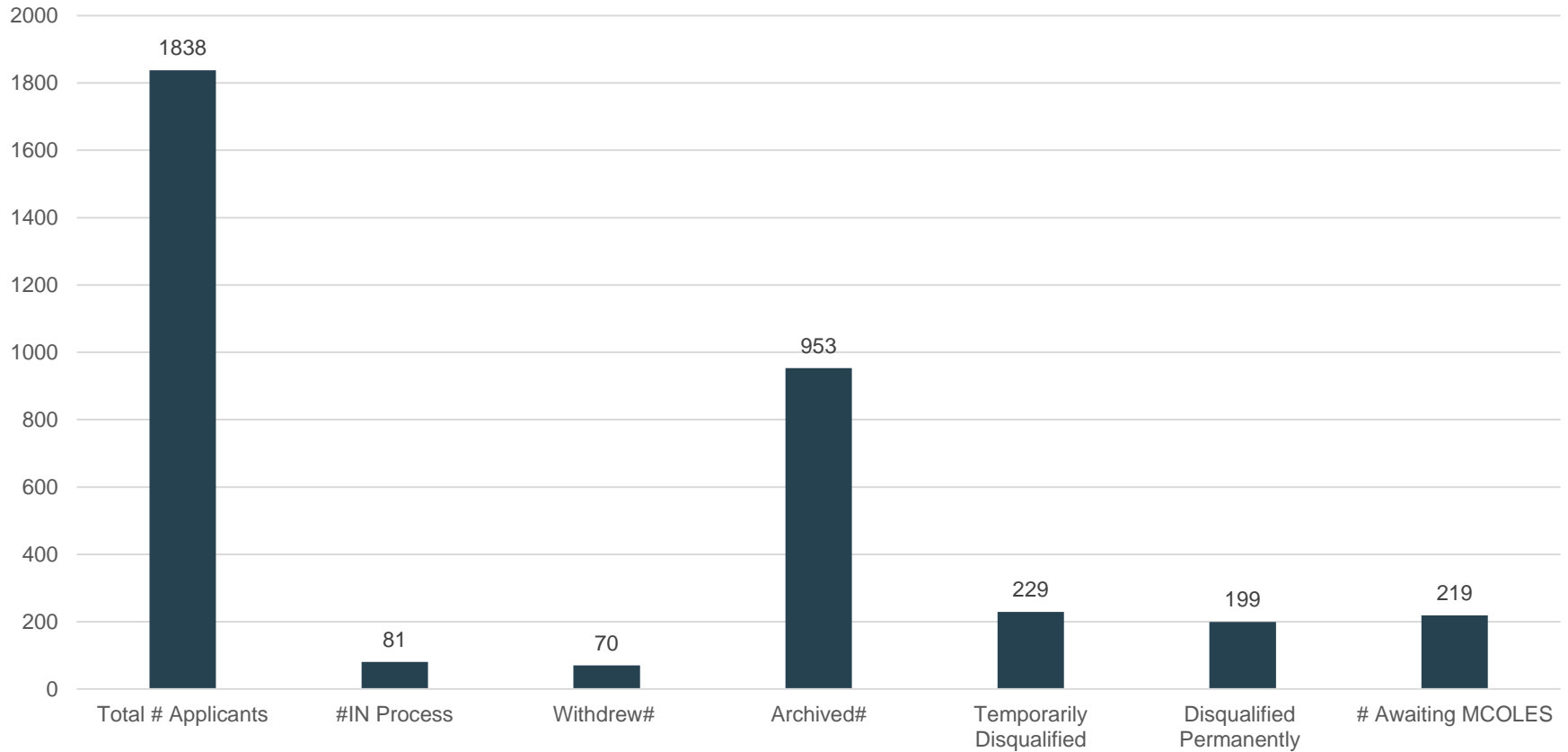
CURRENT DEPARTMENT STAFFING





2023 SWORN RECRUITING (7/1/2023 TO 11/30/2023)

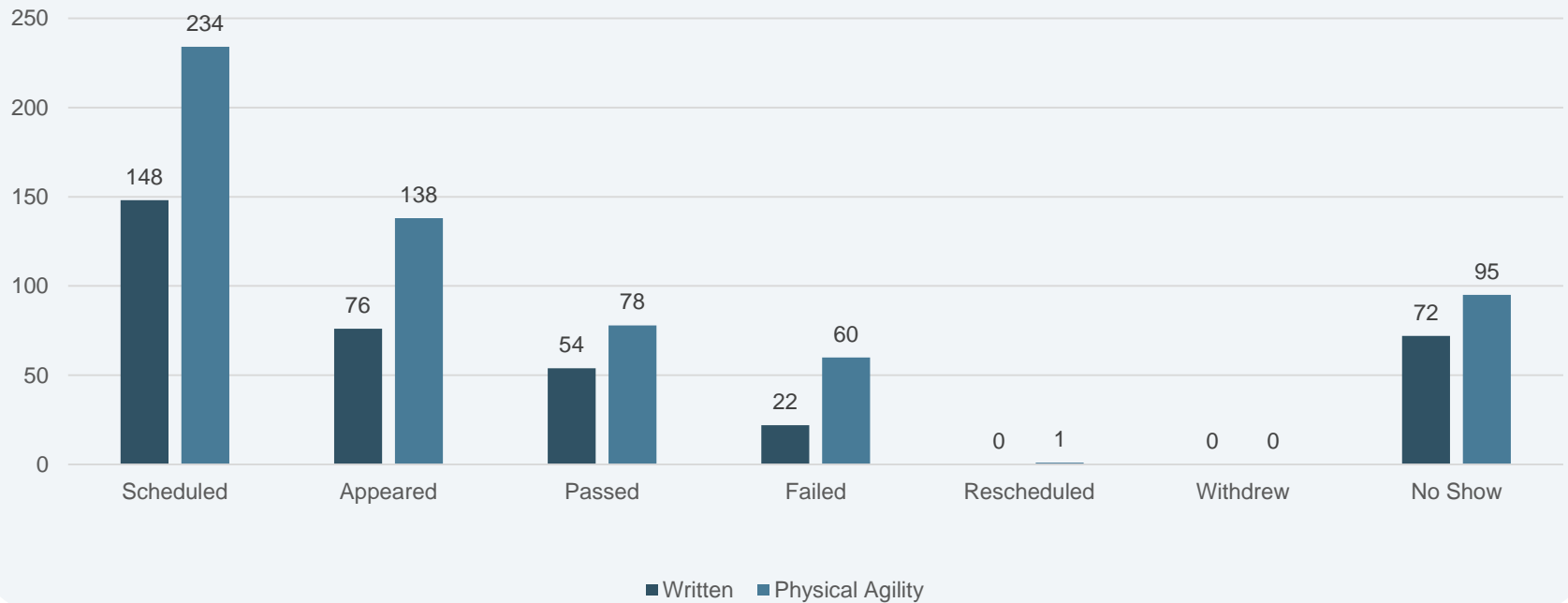
Sworn Recruiting 7/1/2023 to 11/30/2023





NOV MCOLES TESTING

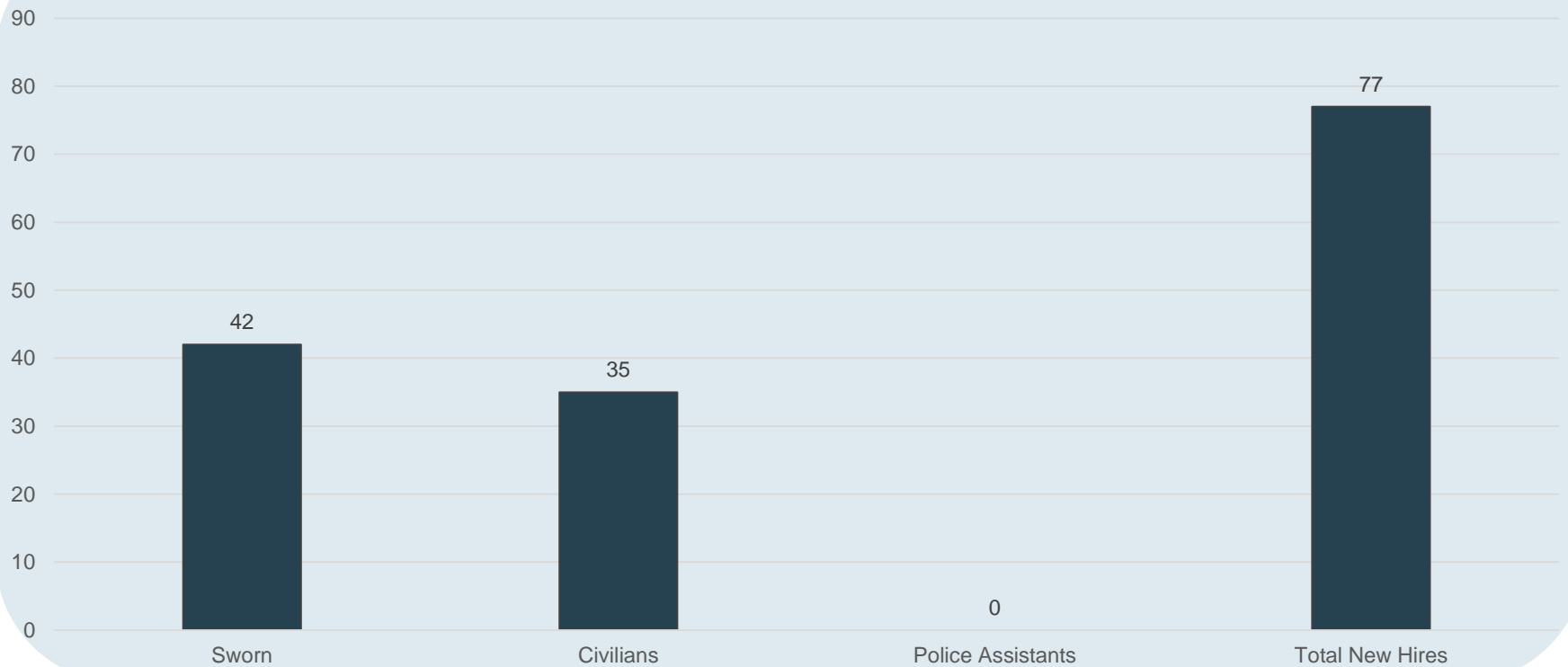
Nov 2023





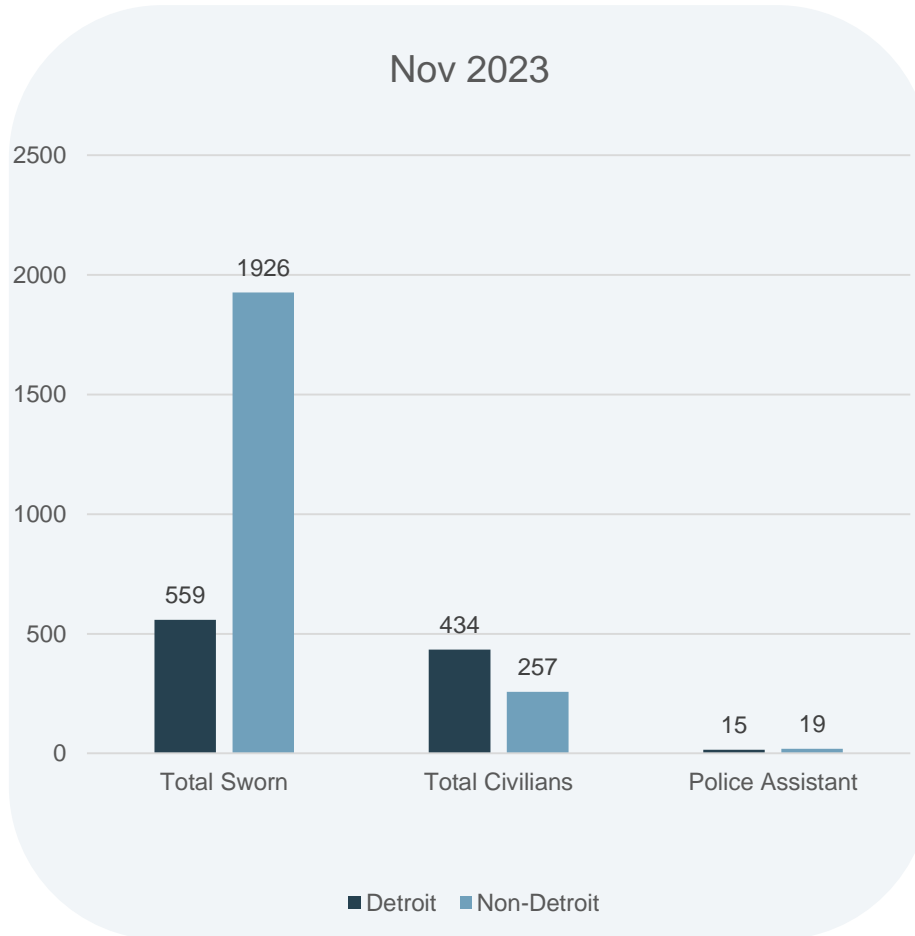
TOTAL NEW HIRES

Nov 2023





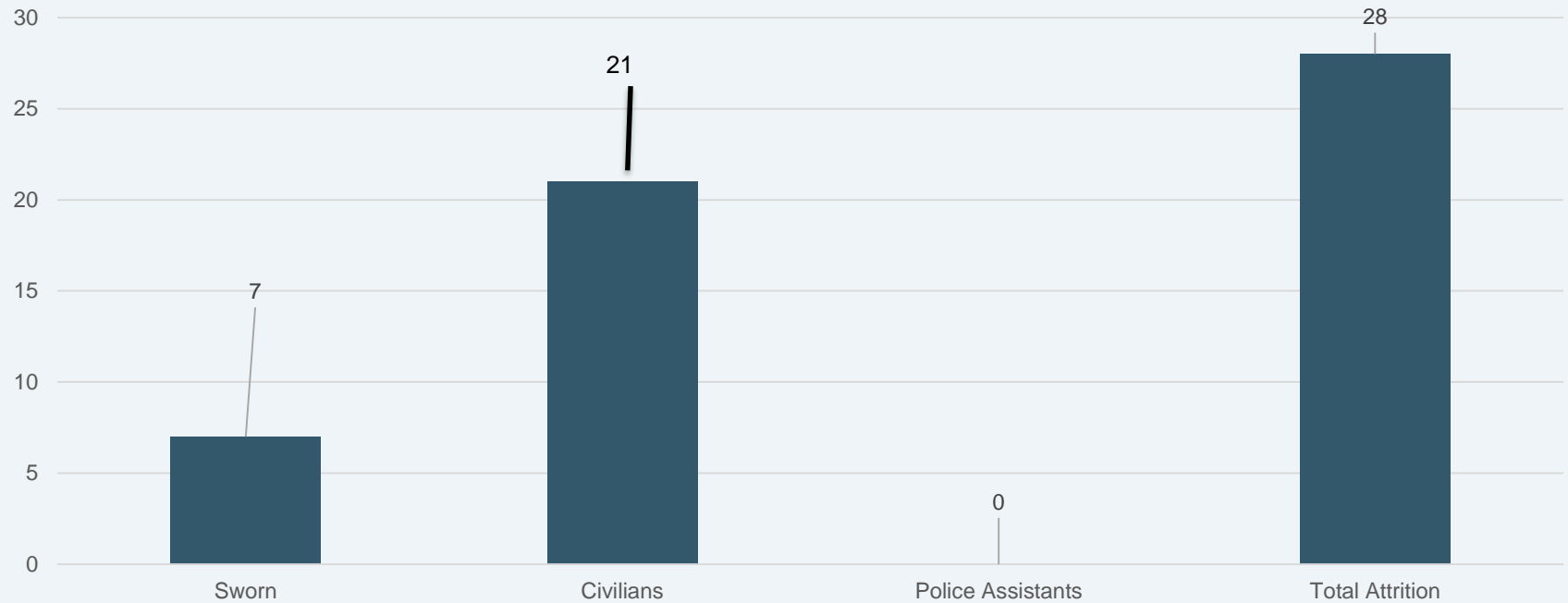
DETROIT RESIDENCY INFORMATION





ATTRITION

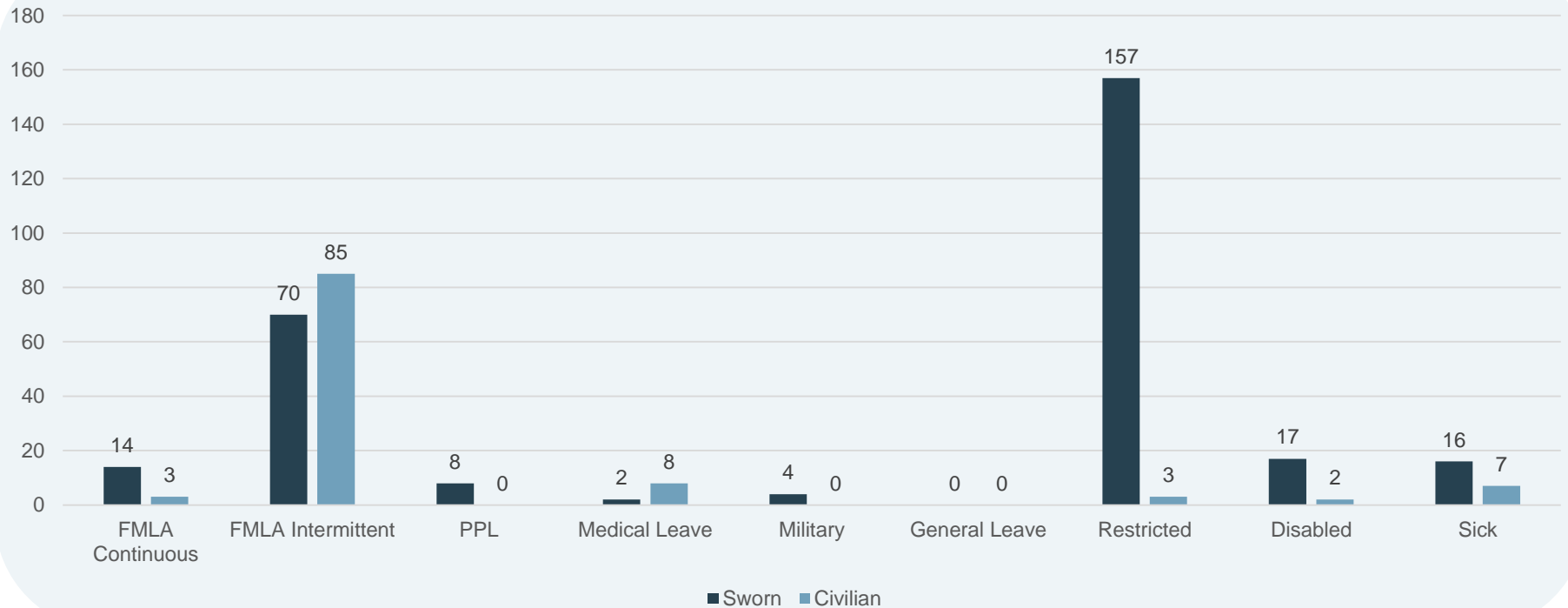
Nov 2023





LEAVES OF ABSENCE / RESTRICTED DUTY

Nov 2023





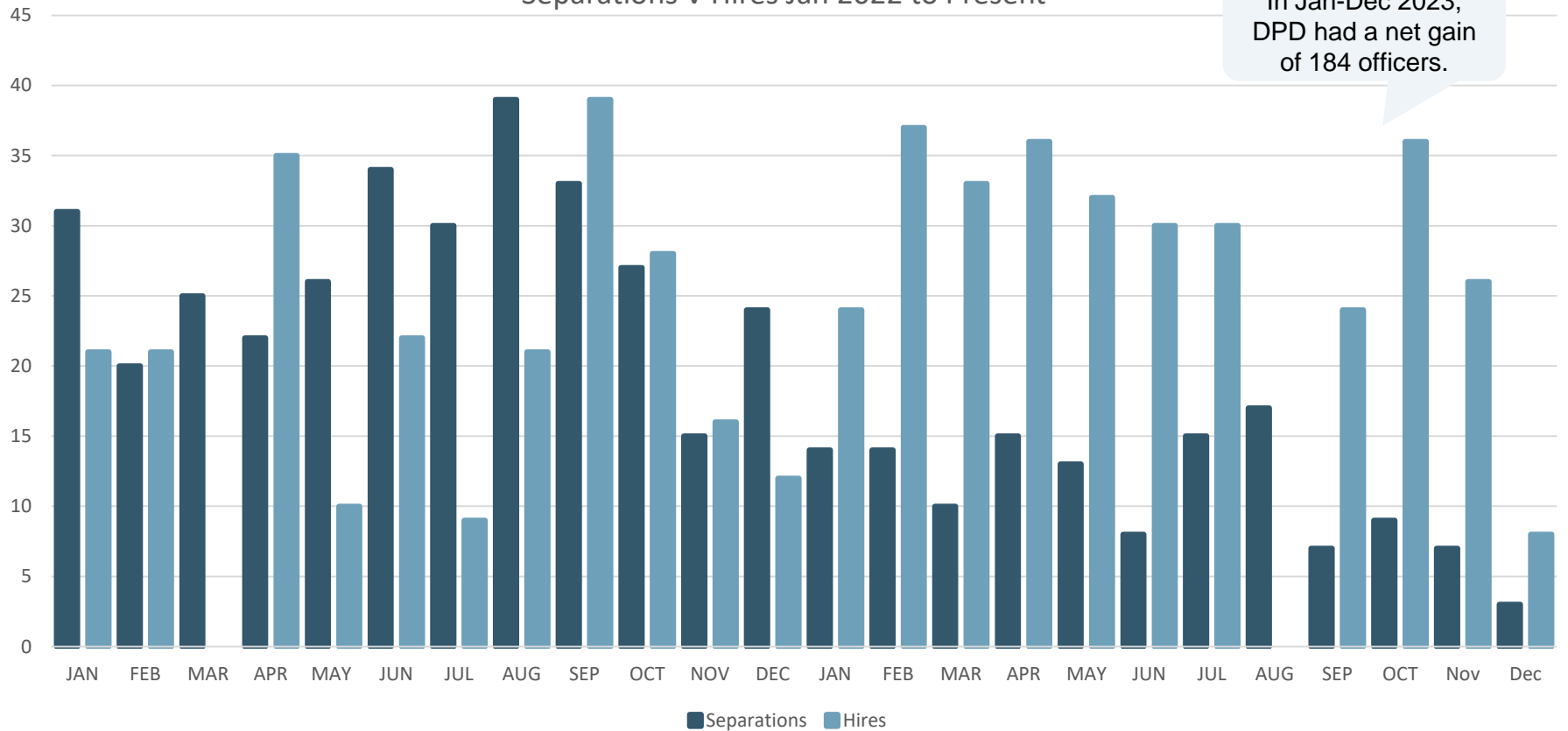
MONTHLY SEPERATIONS

<i>Nov</i>	Retired	Retired charges with	Resigned	Resigned charges under	Deaths	Disability	Dismissed	Total
<i>P.O</i>	1	0	4	0	0	0	0	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>	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>	1	0	0	0	0	0	0	1
<i>Assistant Chief</i>	0	0	0	0	0	0	0	0
Total	3	0	4	0	0	0	0	7



Human Resources

Separations V Hires Jan 2022 to Present





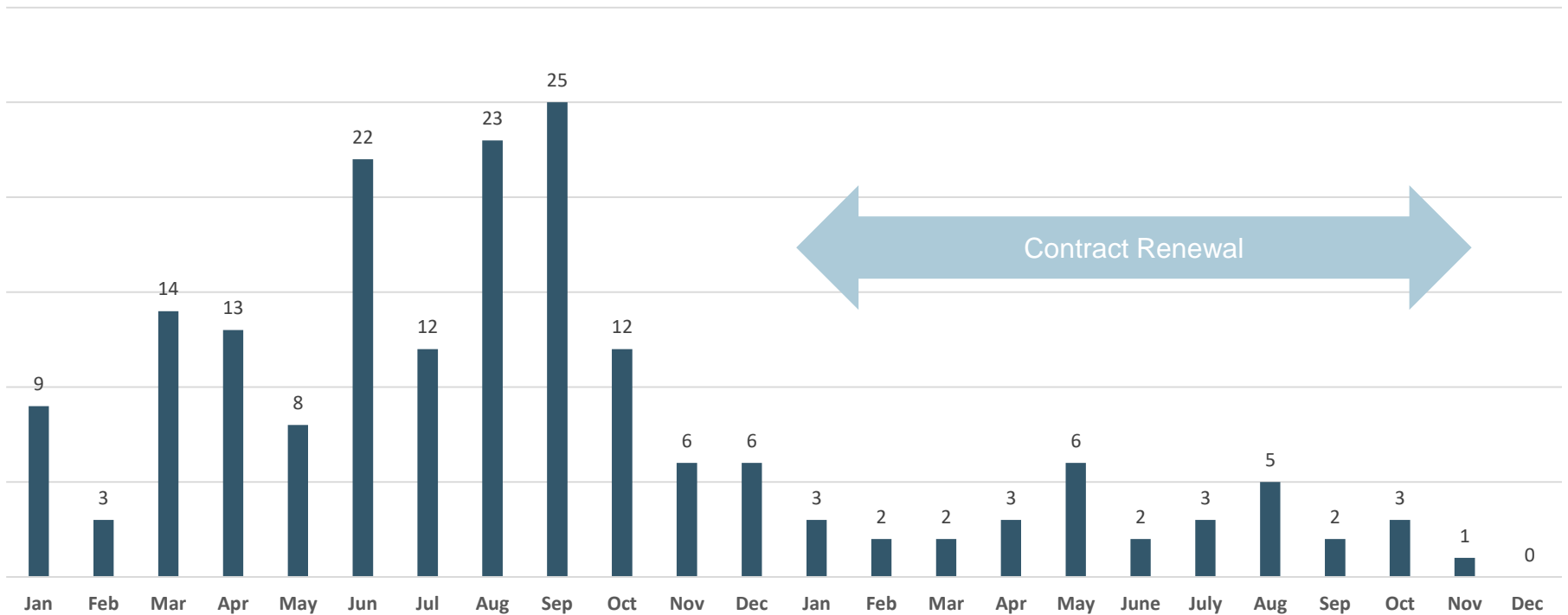
Police Recruiting

Sworn Separations



Police Recruiting

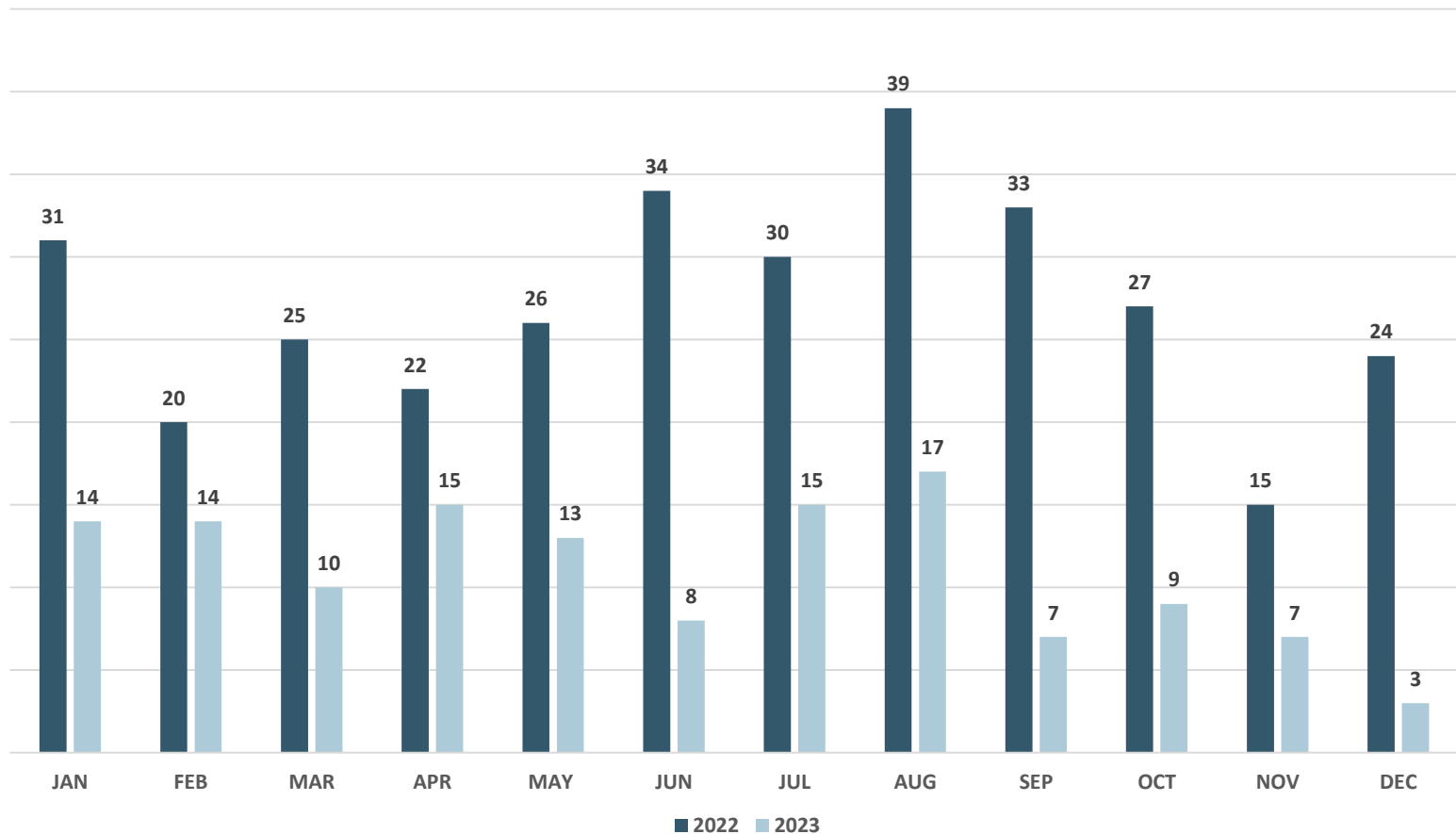
Separations to Other Depts 2022 to Present





DEPARTMENT SEPARATIONS 2022 VS 2023

DEPARTMENT SEPARATION 2022 AND 2023





Police Recruiting

Sworn Appointments (New Hires)



Student Police Officer Summary

Training Academy Hiring and Graduation Schedule

Date	Entered	Certified	SPOs Remaining in Class	Graduation
06/28/23	31	4	22	01/12/24
07/31/23	30	3	21	02/09/24
10/16/23	45	1	40	04/26/24
11/27/23	42	3	41	05/31/24
Totals	148	11	124	

Highlights

- Hired: 42 for Nov class
- Next hire: Dec 22 & 29
- Laterals for 2023: 2

Upcoming Class (Goals)

- Start Date: January 2, 2024
- Class Size: 40+

8 Officers from these classes have been demobilized (certified) ;

(1) Reinstated 12/1/23; (7) candidates hired on 12/8/23
Senate Bill 32 and House Bill 4176 have been endorsed by the governor, effective for class (6/28/23)



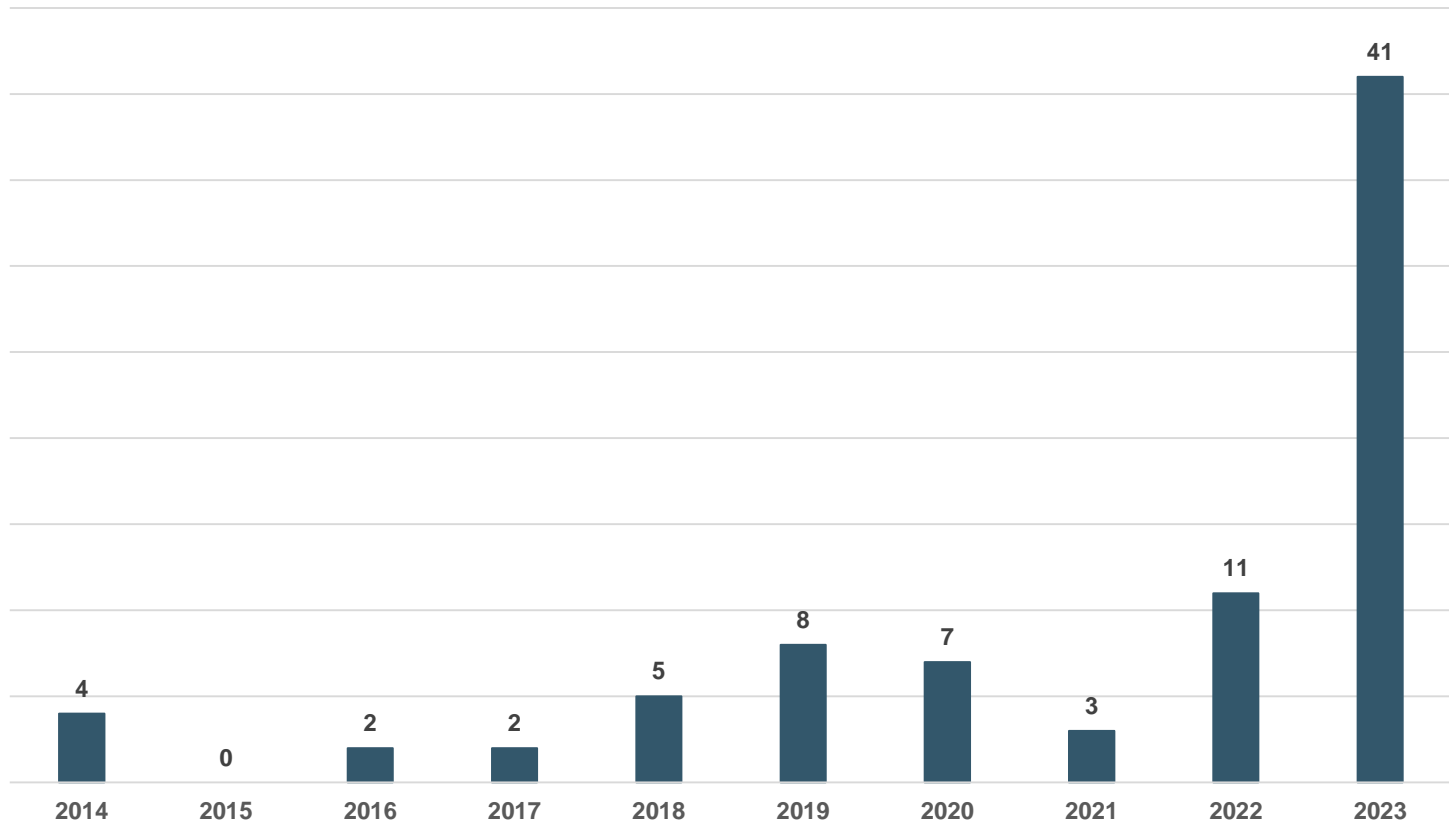
Police Recruiting

2022 / 2023 Reinstatements



REINSTATEMENTS

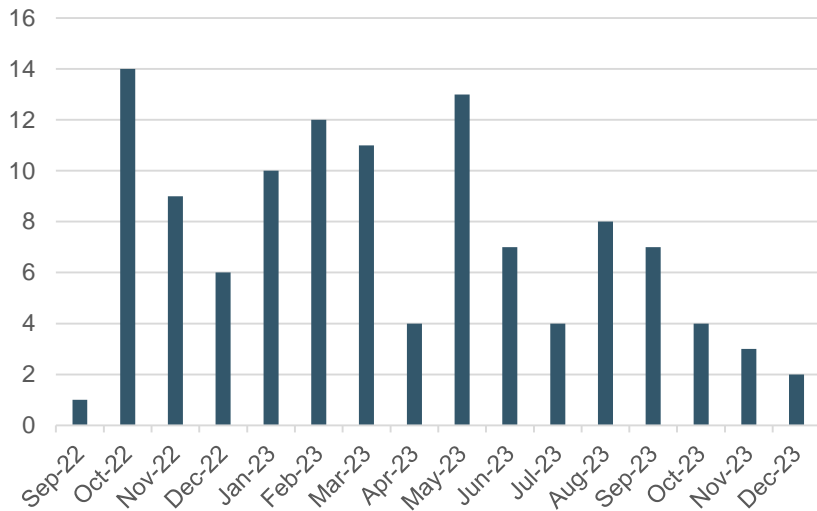
REINSTATEMENTS 2014 TO PRESENT



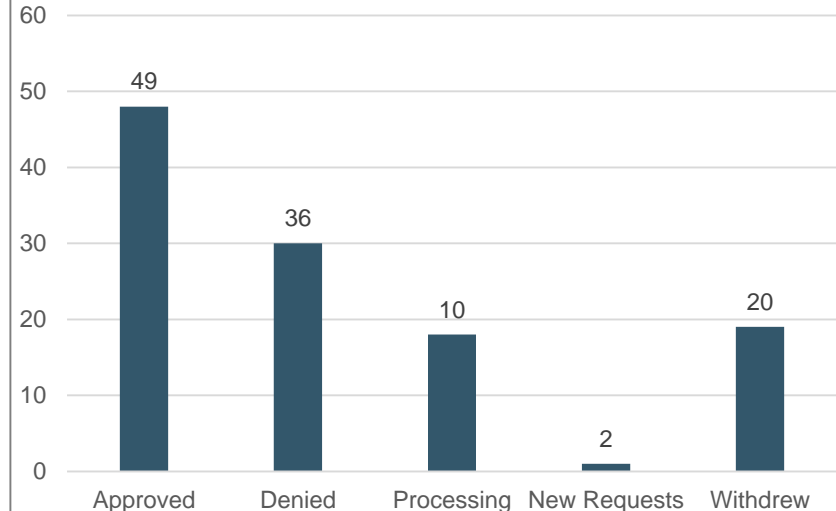


2022 / 2023 REINSTATEMENTS

Reinstatement Requests by Month



Status of Reinstatement Requests



- SINCE ANNOUNCEMENT OF NEW CONTRACT ON 9/28/22:
 - REQUESTS – 117
 - APPROVED – 49
 - HIRED – 47



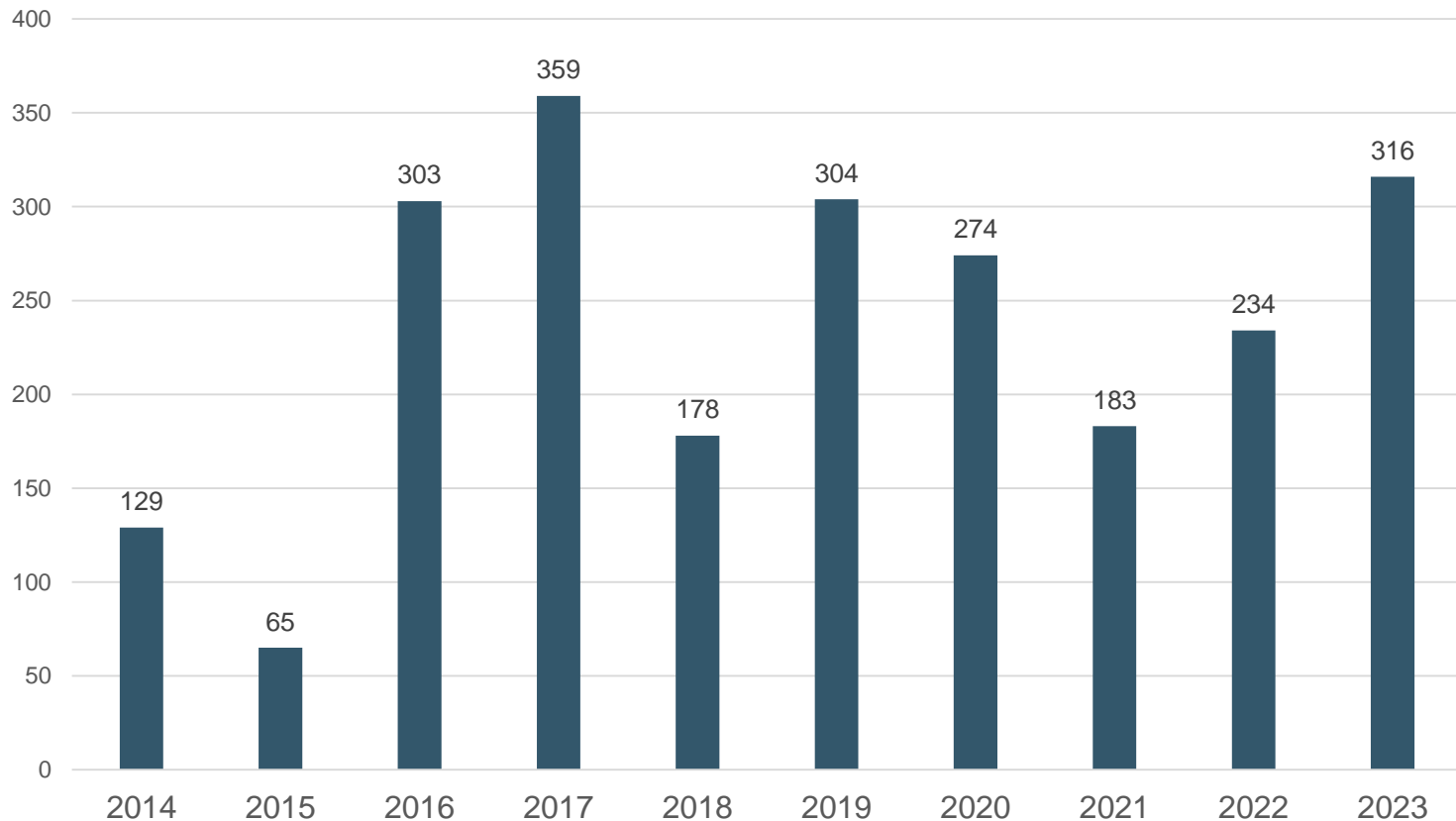
Police Recruiting

Recruiting Initiatives



Police Recruiting Hiring 2014 to Present

New Hires by Year





Recruiting Initiatives

Events Previously Attended

- Job Center-Diversa
- Durfee
- Thanksgiving day parade/ precinct
- Novi gun and knife show
- Meijer high traffic engagement
- DURFEE/ S.E.R.
- American Red Cross Blood Drive @ the Academy (WCCCD Northwest Campus)
- O.C.C. Auburn Hills Academy
- MI A.N.G Jackson
- CESAR CHAVEZ ACADEMY
- 1/24 Marines headquarters/ support (Selfridge)

DPD Academy Fitcamp

- September 2023 re-start of implementation @ Training Center, (120) enrolled, (65) are active (20) have passed the physical agility because of the program (5) started the Academy, (1) resigned the program

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; released applications for 2024



DPD GREAT



Guidance

Resources

Expectation

Application

Training



PURPOSE OF DPD GREAT

- **GUIDANCE-** During the presentation each future candidate will be given guidance on how to get through the application process successfully. A Q&A portion will be in the presentation.
- **RESOURCES-** Some resources for qualified candidates:
 - 36th District Court to assist with unpaid tickets
 - Michigan Secretary of State- Road to Restoration Program
 - SER Metro- to assist with GED Program
 - DPD Fit Camp
 - Donation of Business Attire for those in need
- **EXPECTATION-** A breakdown of MCOLES/DPD requirements and expectations will be provided, such as the PAT requirements and sample Reading and Writing tests.
- **APPLICATION-** A step-by-step overview of the application process will be presented and future candidates will learn what documents are needed to get them prepared.
- **TRAINING-** An overview of what it looks like when joining DPD and entering the academy. The purpose is for the candidate to be mentally and physically prepared in efforts to retain employees.



DPD Career Fair-November 18, 2023



Over 268 applicants applied for positions:

- (138) for sworn
- (103) for civilian



DPD Career Fair November 18, 2023

