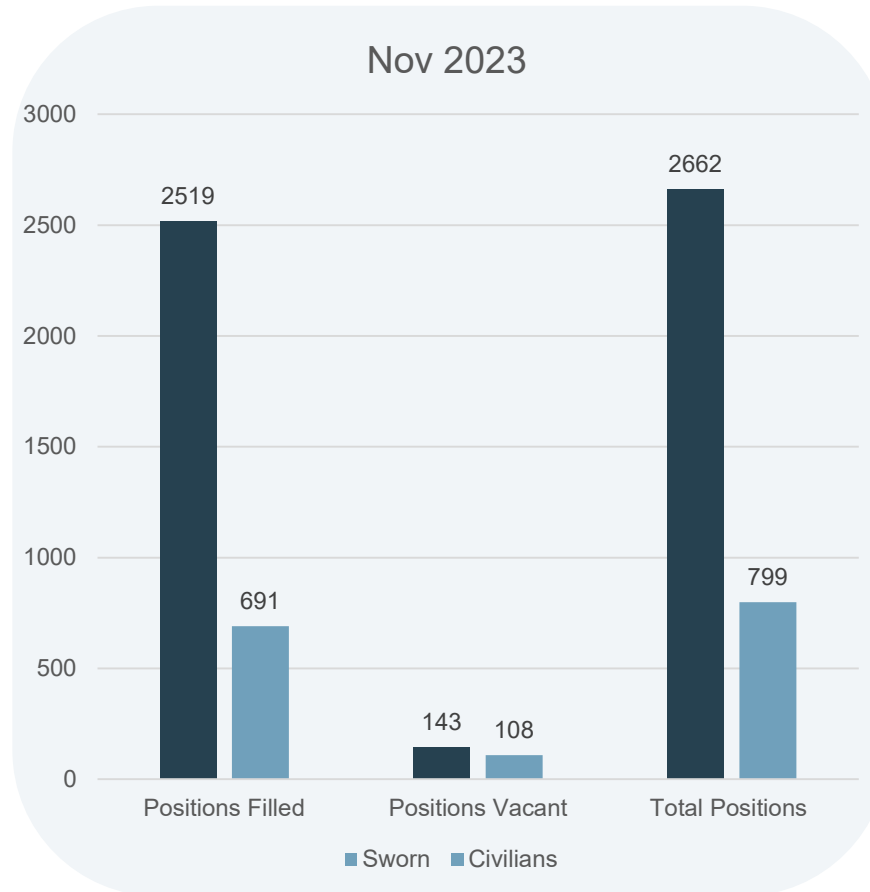




HUMAN RESOURCES – BOPC PRESENTATION

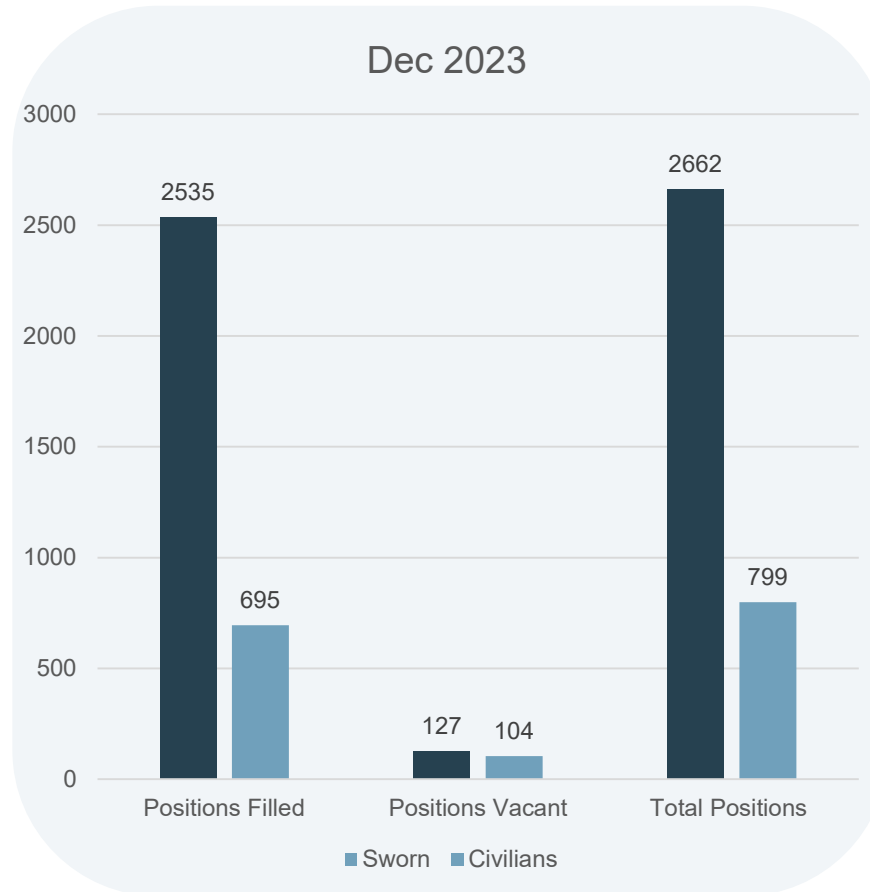


CURRENT DEPARTMENT STAFFING





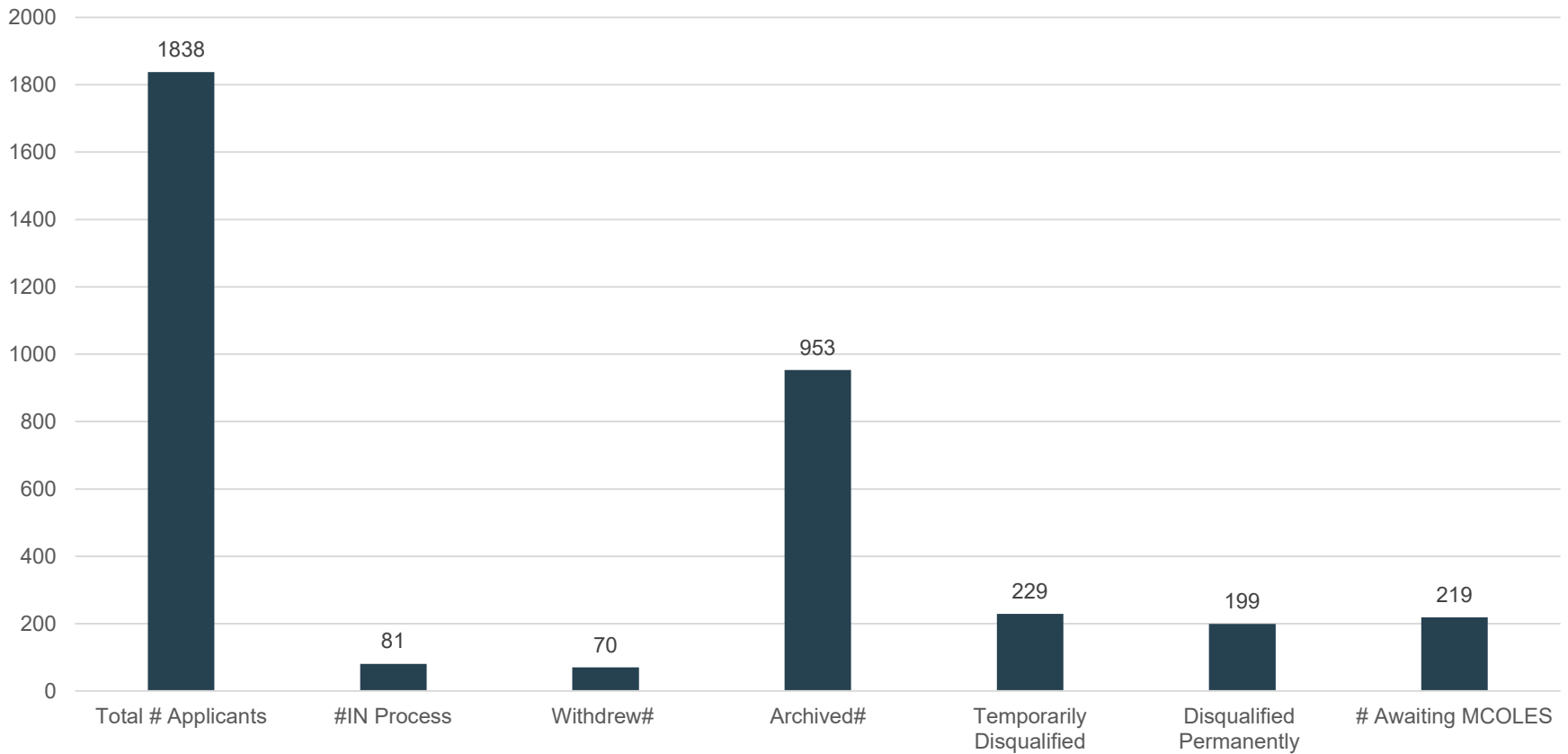
CURRENT DEPARTMENT STAFFING





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

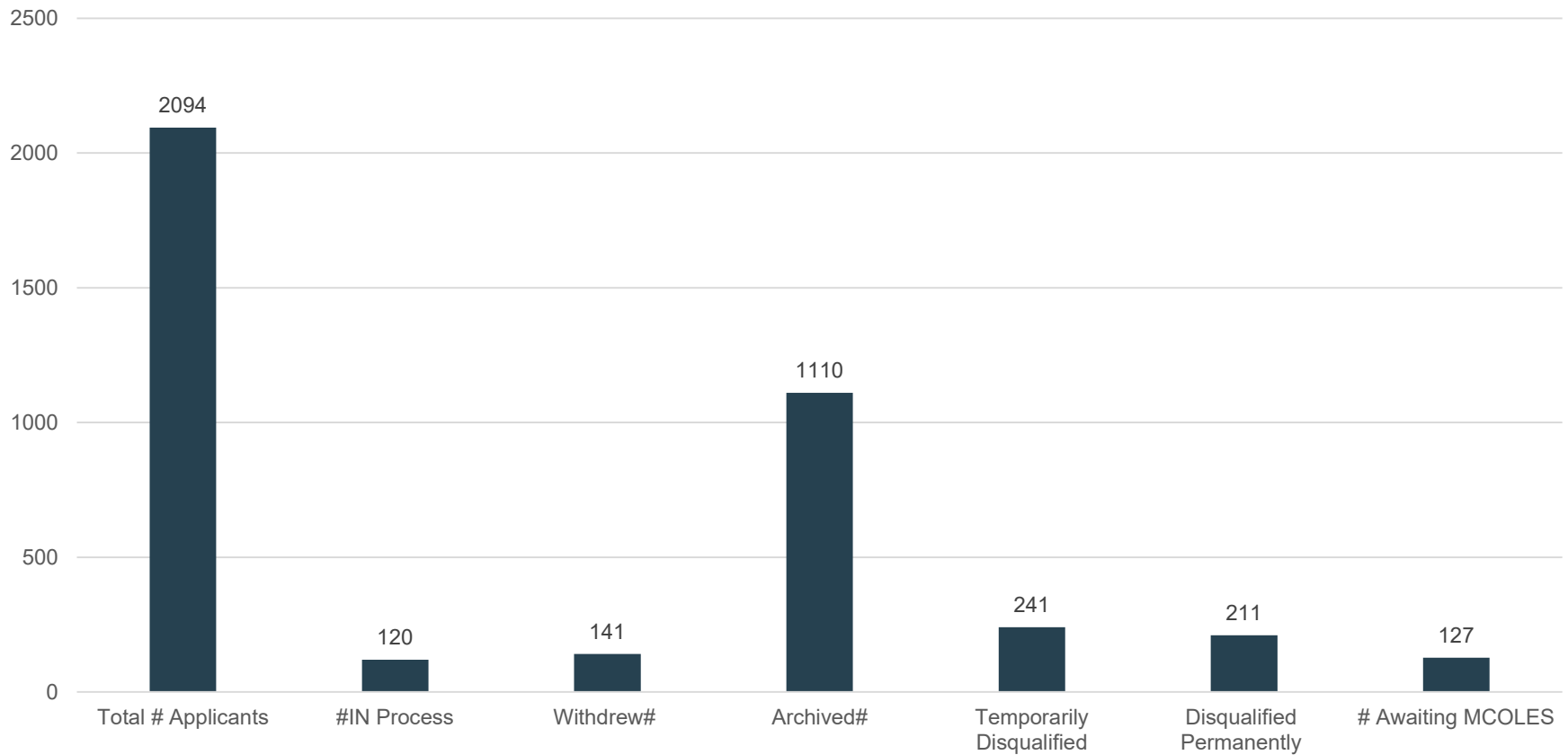
Sworn Recruiting 7/1/2023 to 11/30/2023





2023 SWORN RECRUITING (7/1/2023 TO 12/31/2023)

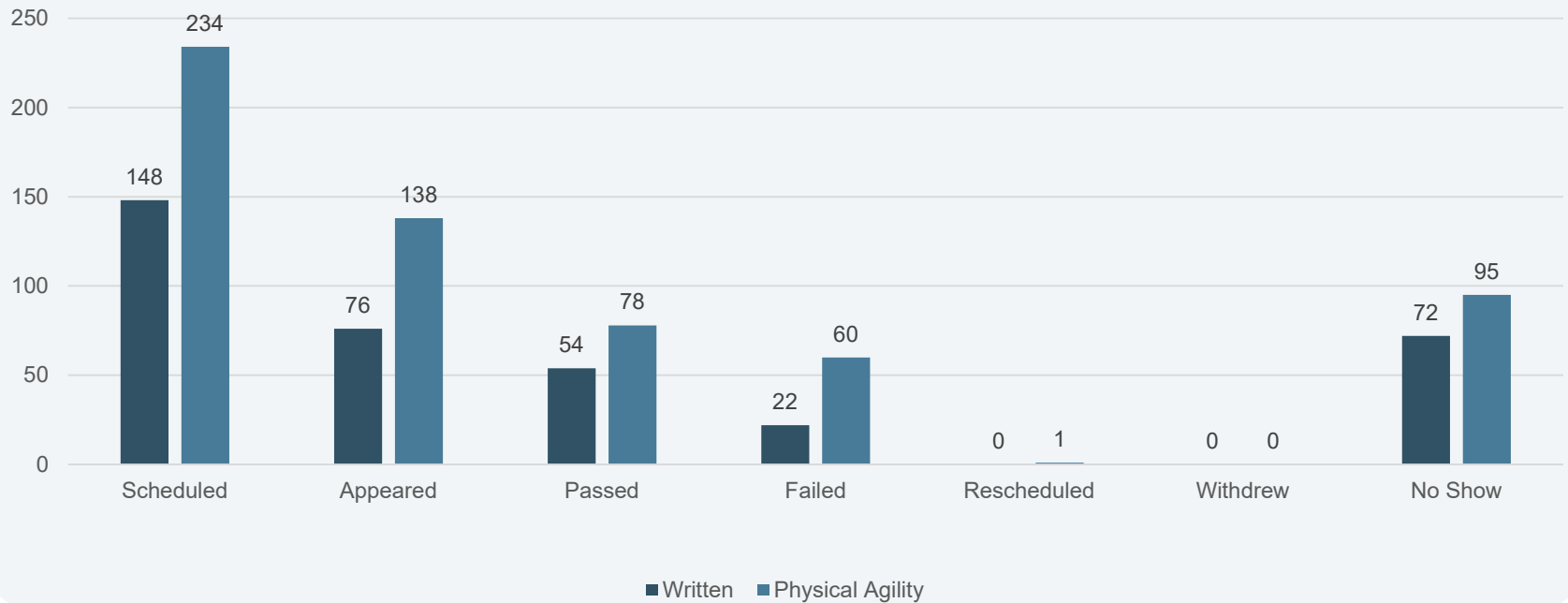
Sworn Recruiting 7/1/2023 to 12/31/2023





NOV MCOLES TESTING

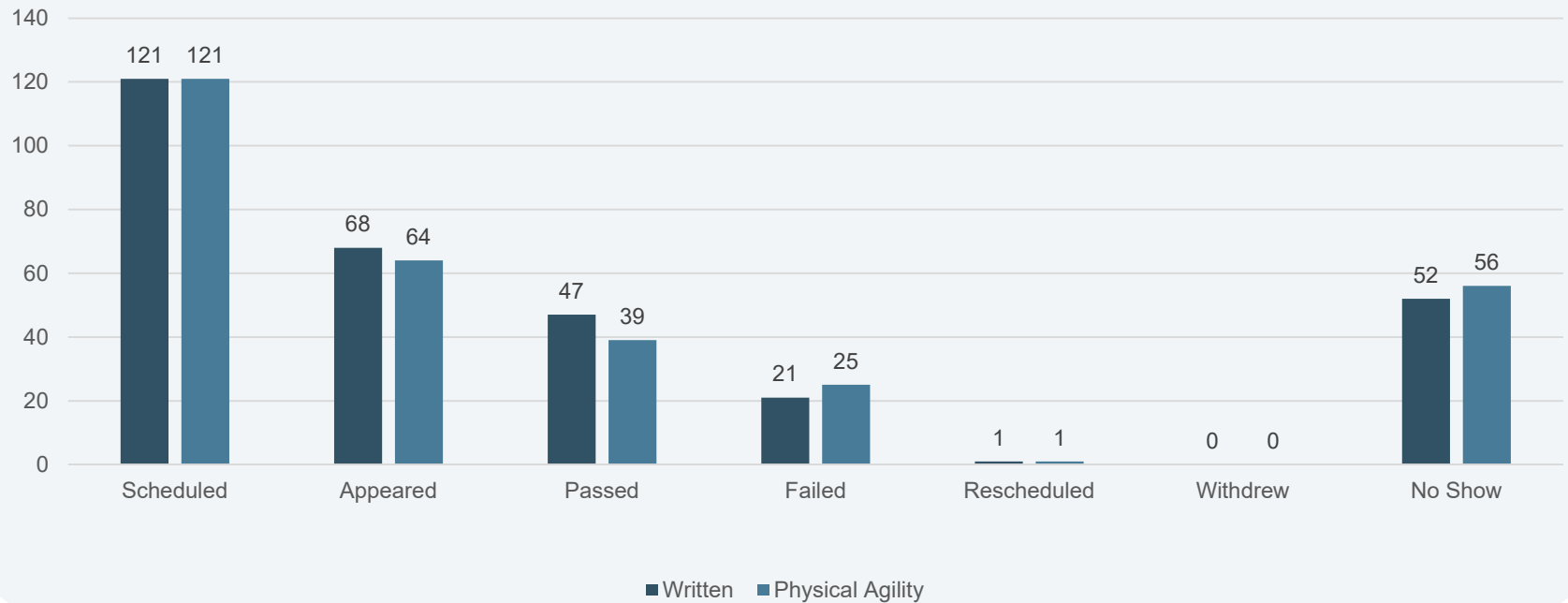
Nov 2023





DEC MCOLES TESTING

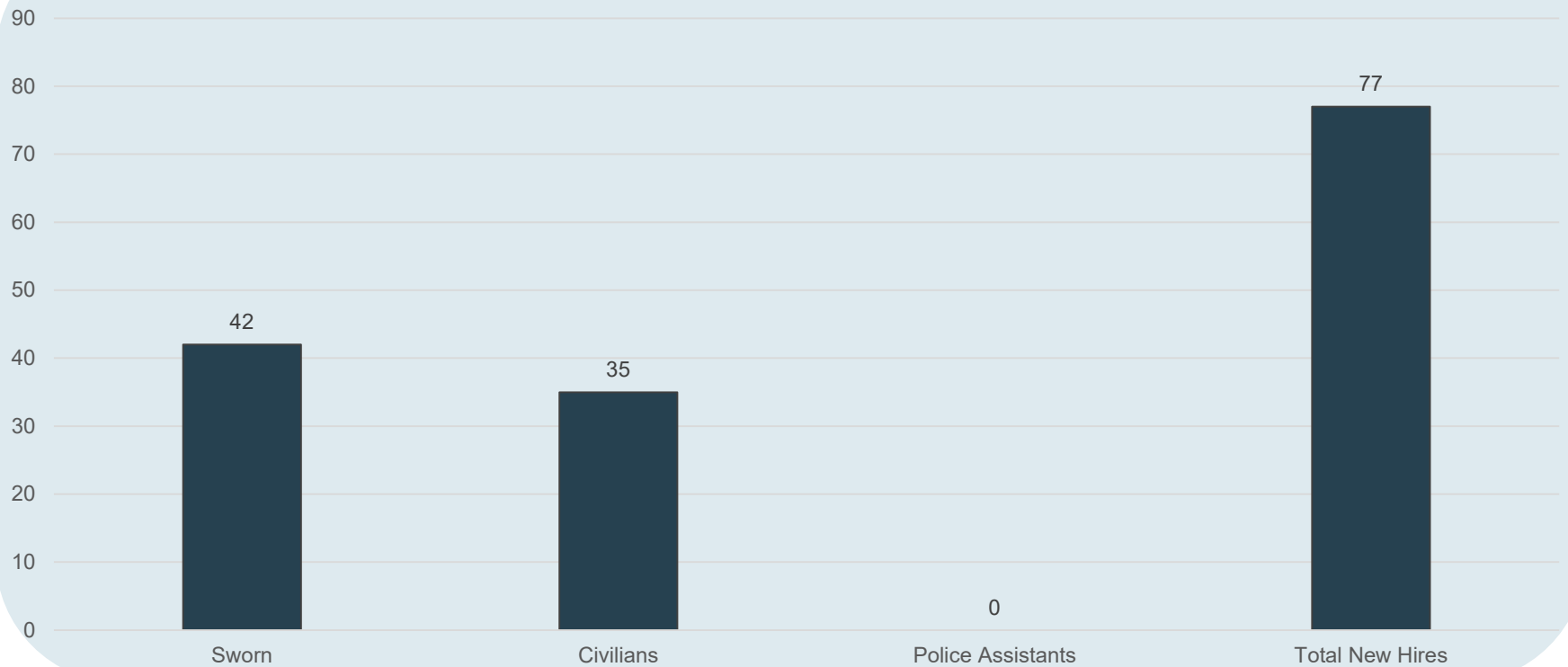
Dec 2023





TOTAL NEW HIRES

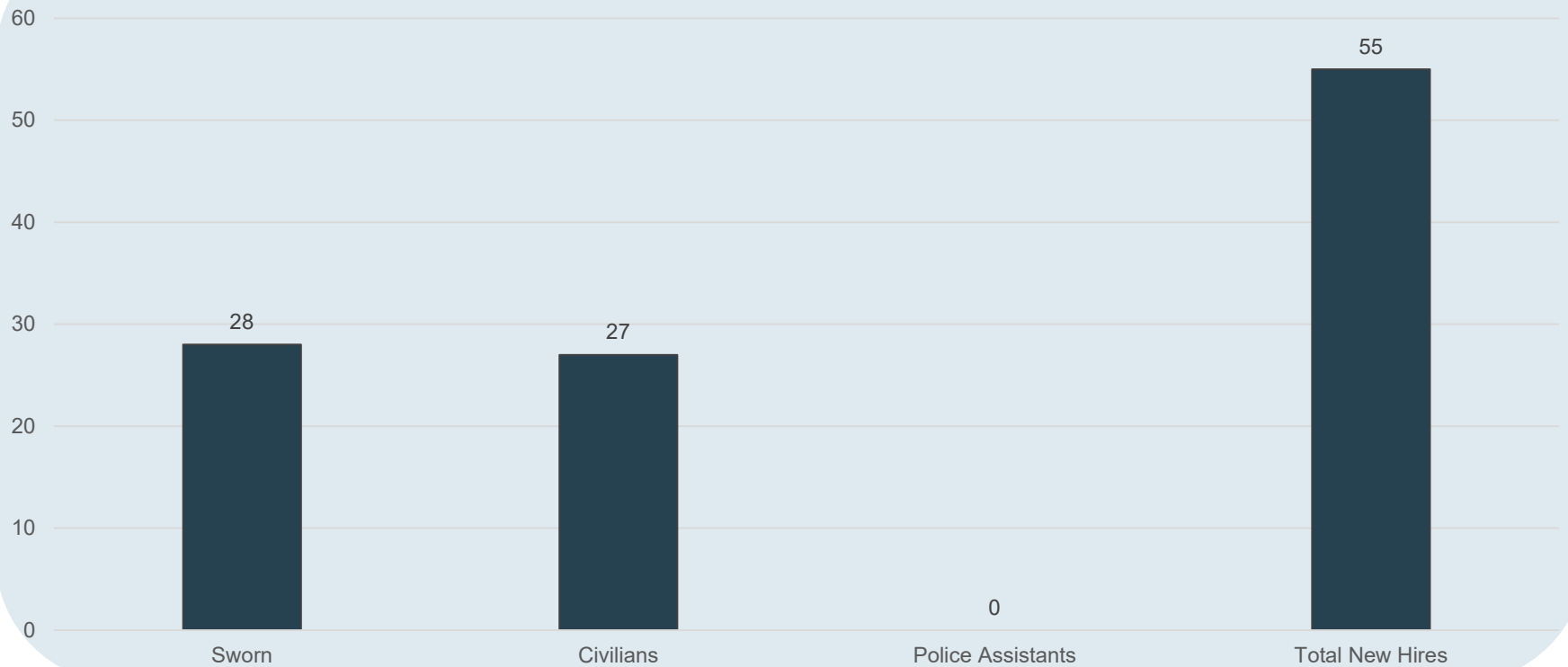
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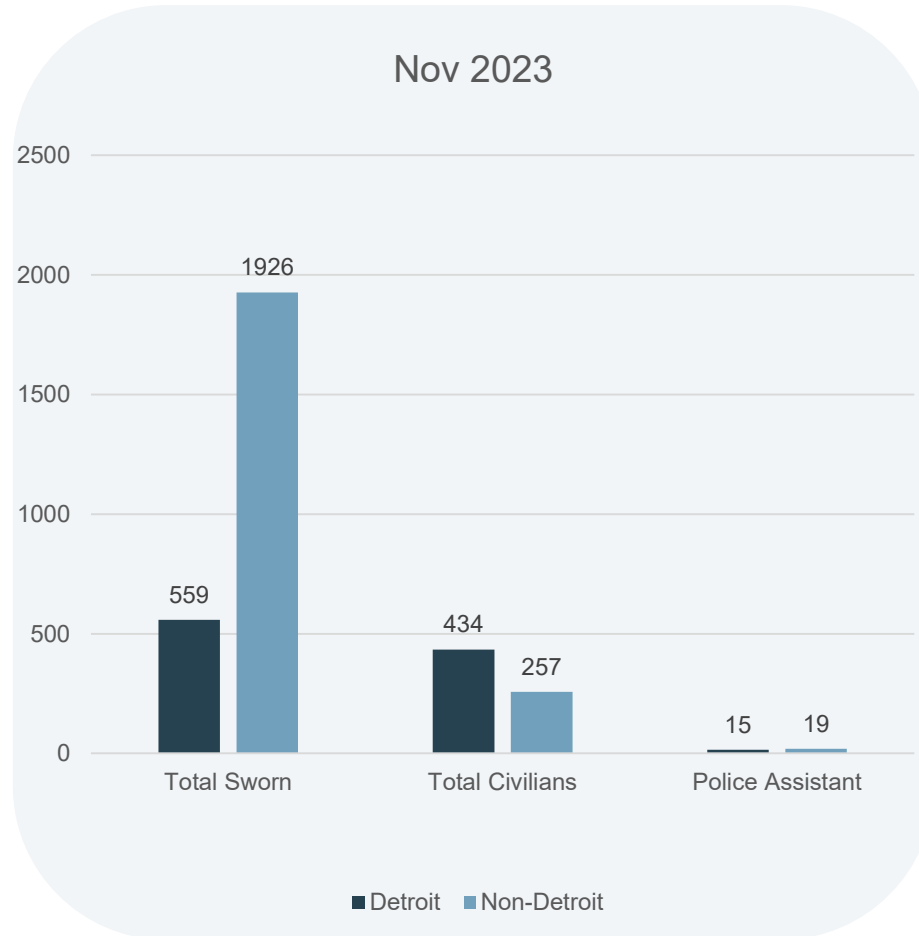
TOTAL NEW HIRES

Dec 2023



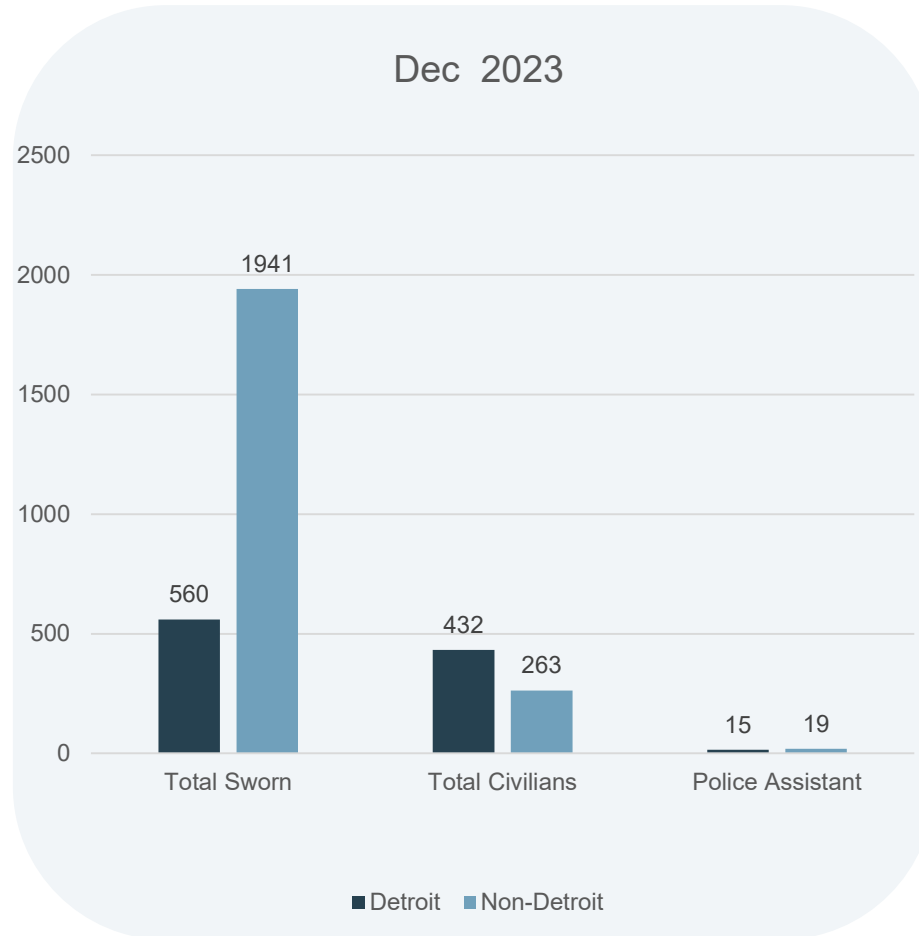


DETROIT RESIDENCY INFORMATION





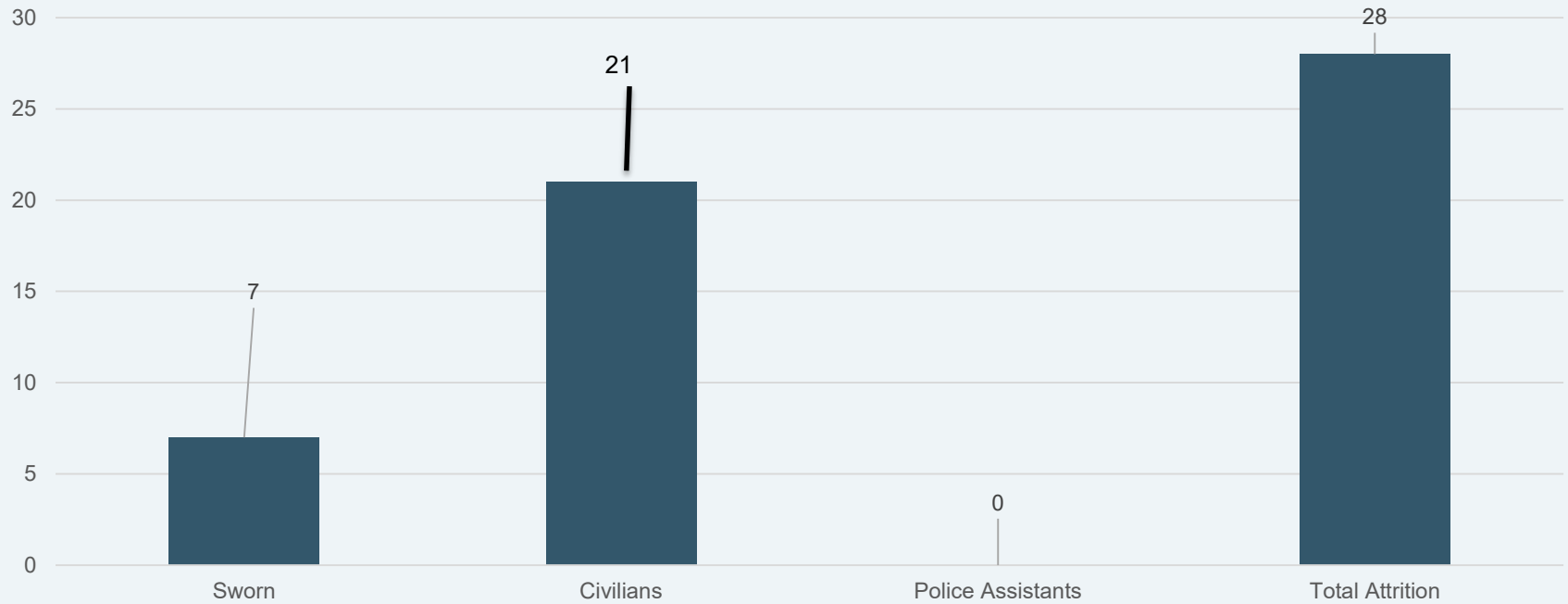
DETROIT RESIDENCY INFORMATION





ATTRITION

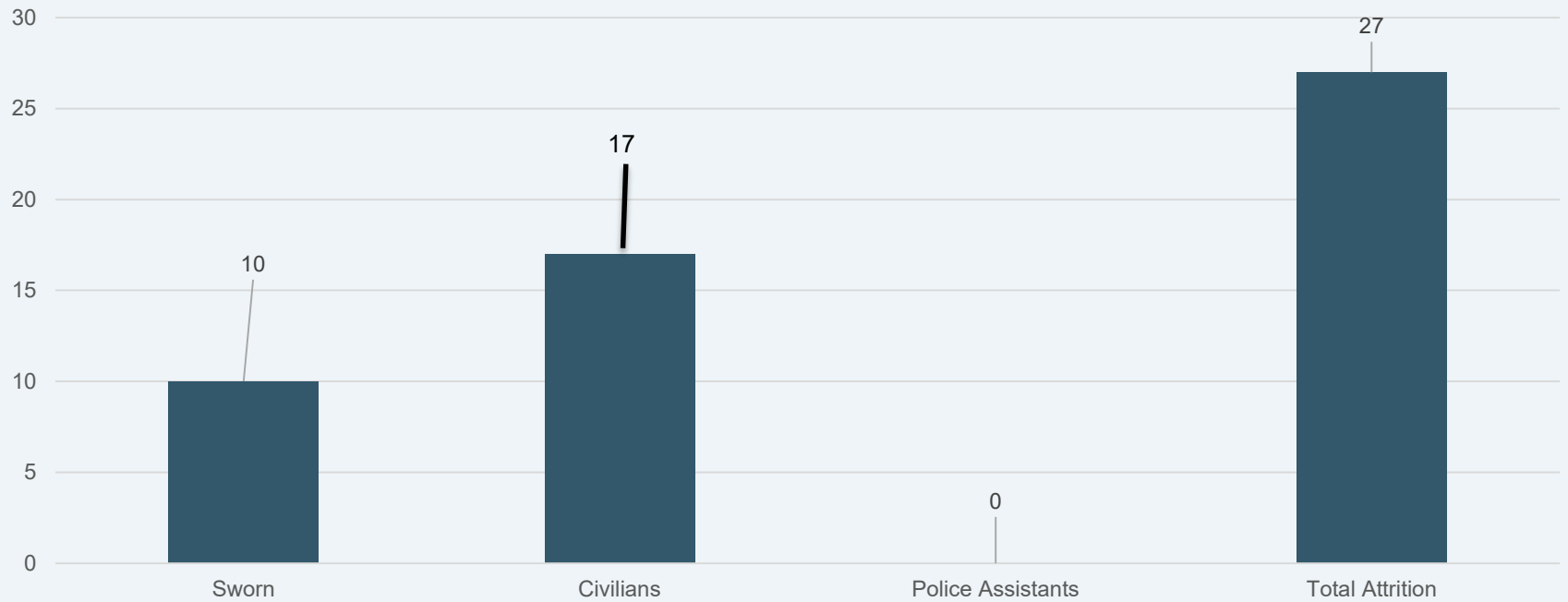
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ATTRITION

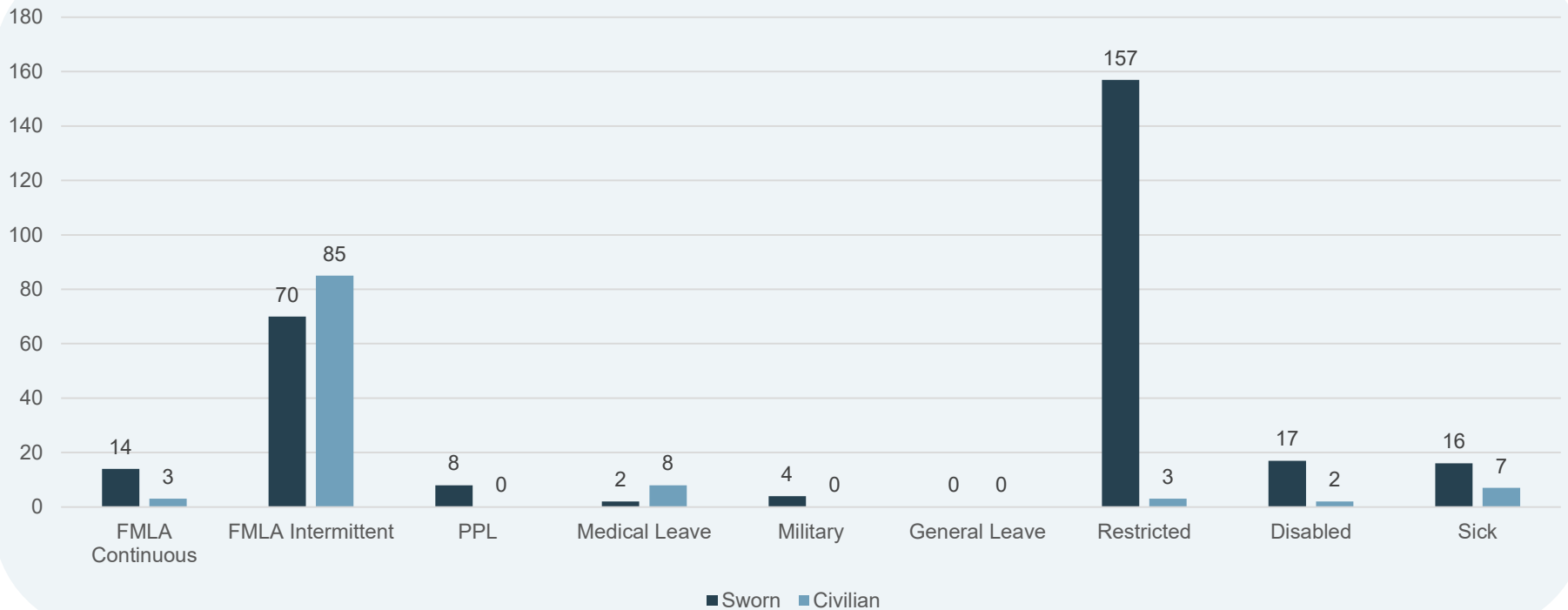
Dec 2023





LEAVES OF ABSENCE / RESTRICTED DUTY

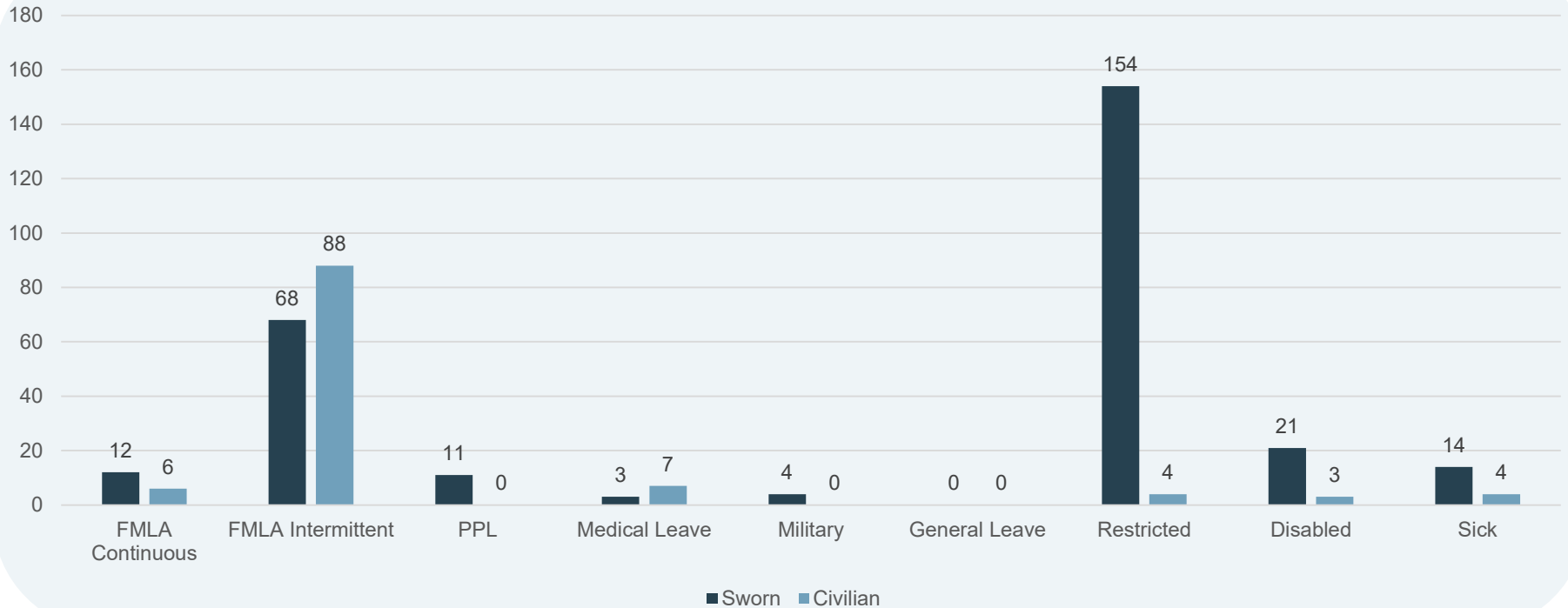
Nov 2023





LEAVES OF ABSENCE / RESTRICTED DUTY

Dec 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



MONTHLY SEPERATIONS

<i>Dec</i>	Retired	Retired charges with	Resigned	Resigned charges under	Deaths	Disability	Dismissed	Total
<i>P.O</i>	0	1	4	1	1	0	1	8
<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>	0	0	0	0	0	0	0	0
<i>Captain</i>	0	0	0	0	0	0	0	0
<i>Commander</i>	2	0	0	0	0	0	0	2
<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	2	1	4	1	1	0	1	10



Human Resource Highlights for 2023

33 members left to other departments compared to 153 in 2022

Hired 336 officers- net gain +197

41 reinstatements

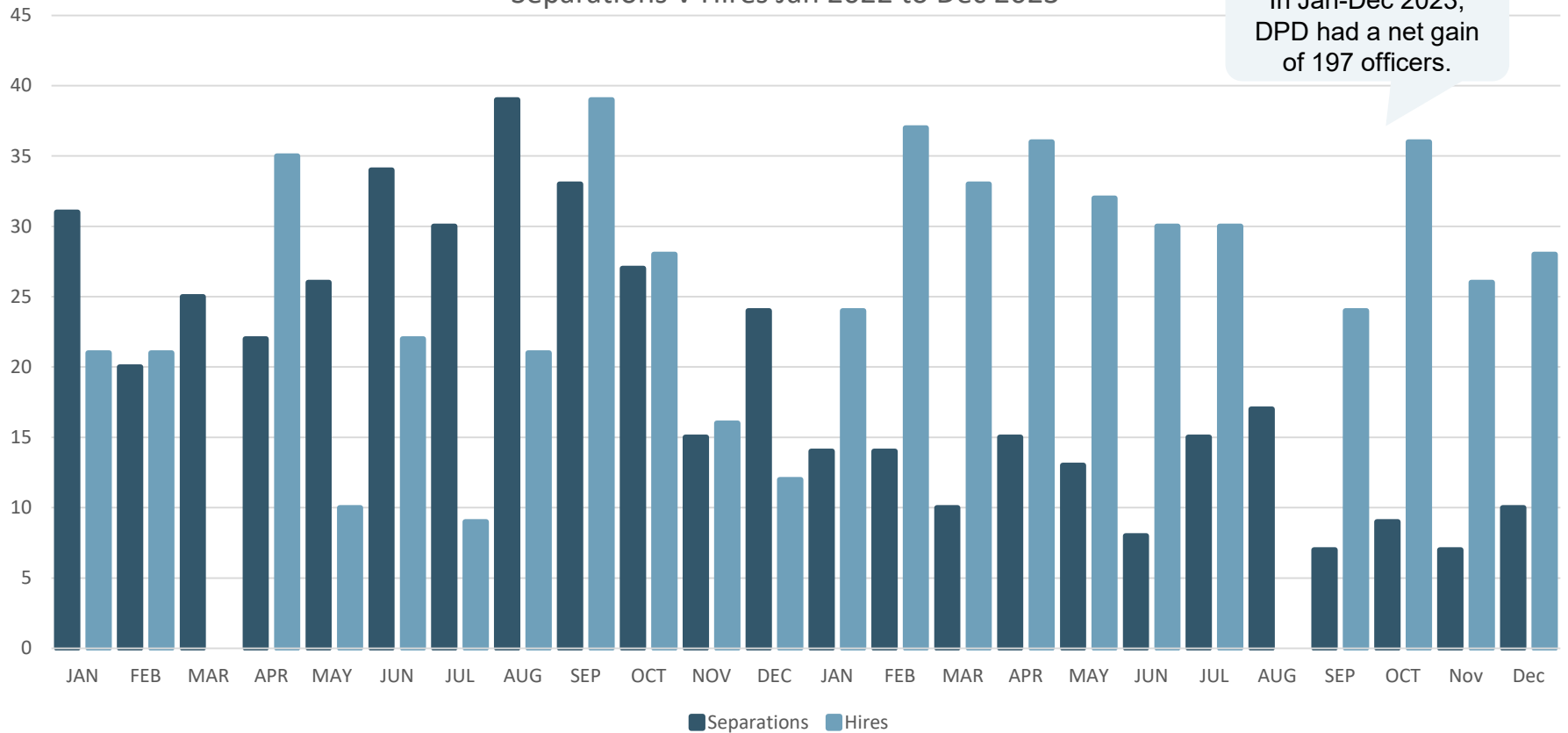
Hired 265 civilian members- net gain +74

57% reduction in overall sworn separations



Human Resources

Separations V Hires Jan 2022 to Dec 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
07/31/23	30	3	20	02/16/24
10/16/23	45	1	40	04/26/24
11/27/23	41	3	41	05/31/24
01/08/24	35	1	35	06/28/24
Totals	151	8	136	

(8) 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

- Hired: 35 for Jan class
- Next hire: Jan 26 & Feb 9
- Laterals for 2023: 2

Upcoming Class (Goals)

- Start Date: February 12, 2024
- Class Size: 40+



Police Recruiting

2024 Hiring Projections Road Map



2024 HIRING GOAL (480 NEW HIRES ANNUALLY)

Supervision will be accountable to the (DPD) for offsetting the separation numbers through hiring efforts. Monthly goals set for (40) a month, while trying to keep separations to (15) a month. Reducing the current vacancy deficit, while consistently hiring will projected **(+173) member surplus by January 1, 2025.**

To obtain this objective Police recruiting has set a hiring goal of **(40) candidates per month** (reinstatements, certified officers, laterals and new hires). **Attrition averages for 2021 through 2023 is (21) members per month.** We anticipate a reduction to the attrition average due to more attractive pay and benefits being the contributing factor, strengthened by the contractual changes requiring reimbursement for academy costs. With these adjustments, we hope to lesson the average to (-15) members per month for a total annual loss of (-180) and will visit other hiring solutions as needed to maintain course.

With an increase in funding the department is expected to be budgeted for an additional (200) officers by October 2024

Projection example:

YEARS	CURRENT DEFICIT	PROJECTED LOSS	TOTAL ANNUAL LOSS	HIRES	REMAINING
2024 - 2025	-127	-180	-307	480	+173



Police Recruiting-Road Map to 40 Per Month

- Optimize Technology
- Recruit and Hire a Diverse Workforce
- Consider joining the “30x30” Initiatives- a pledge to increase the participation of women in law enforcement to 30% by the year of 2030
- Recruit applicants who represent the City’s Demographic Population
- Physicians
- Education
- Recruiting Incentives
- Training Reimbursement To City
- Pathways to DPD: Recruit from within- Leverage Police Explorers /PAL programs/Police Reserves/ DPD PREP Academy
- Conduct Focus Group Studies with Current Police Officers
- Personalize the Recruitment Process
 - Hire frequently
 - 2- week waiver notice
 - DPD FitCamp
 - DPD GREAT (Readiness Program)
 - Clothing Closet
 - DPD Hiring Mixer/ Hiring Seminar / Quarterly One Stop Hiring
- Leverage existing PARTNERSHIPS- maintain a presence in the community
- Internships: Mayoral Fellowship, Grow Detroit Youth Talent; and DoD Skillbridge
 - Expedite / Streamline the Process
 - Hire Background Investigative Company
 - Fast-Track Testing*



Police Human Resources Strategy

GOALS

90 in 90- Strategy to hire 90% (89) of the 99 vacancies a within 90 days (Apr 2024)

Recruitment Activities included:

- Continue to attend events with Field Recruiting
- Robust Media / Advertisement
- Developing new or enhance partnerships
- Meet with department leadership
- Participating in community sponsored job fairs
- Focused sourcing of candidates / forecasting separations
- Streamline process

Scrubbing applicants files and contacting those with no response

Contacting career development offices at colleges and university