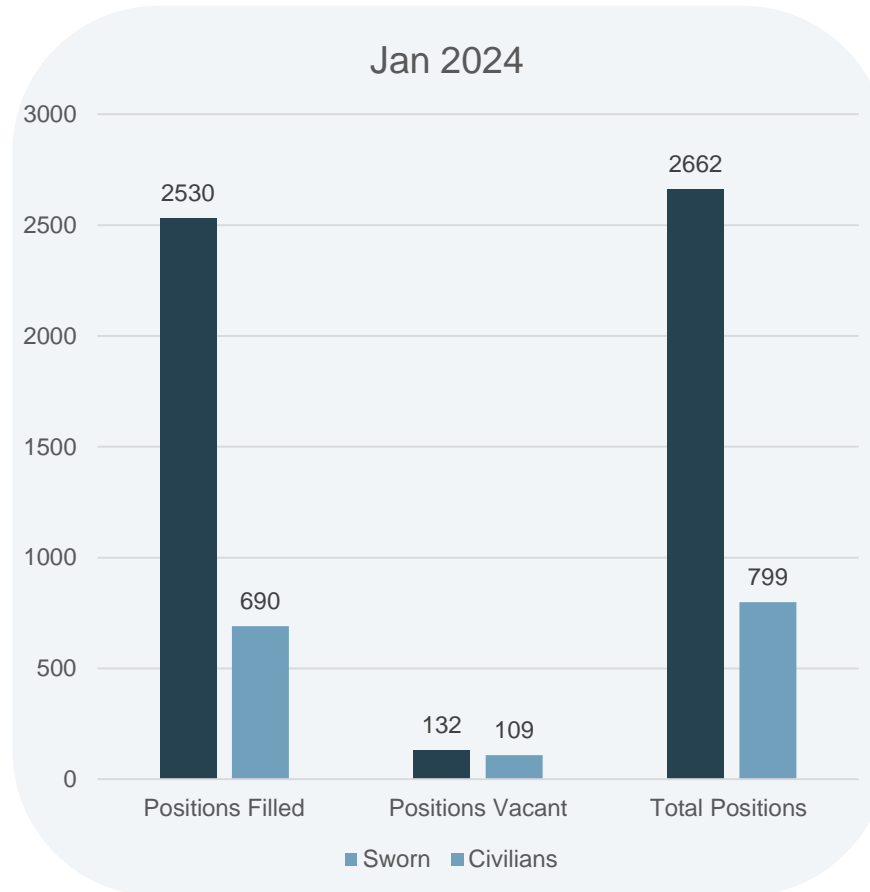




HUMAN RESOURCES – BOPC PRESENTATION



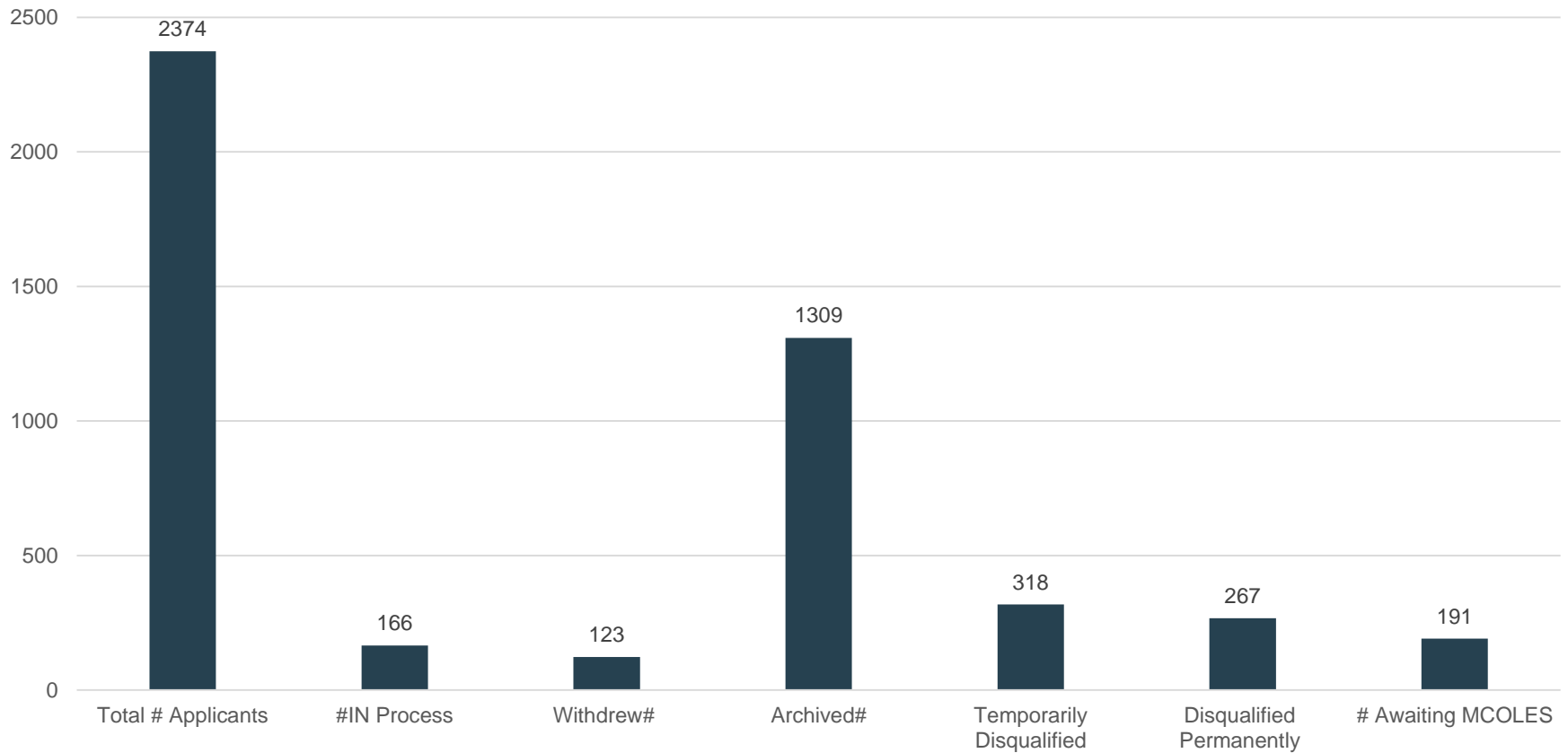
CURRENT DEPARTMENT STAFFING





2023 SWORN RECRUITING (7/1/2023 TO 1/31/2024)

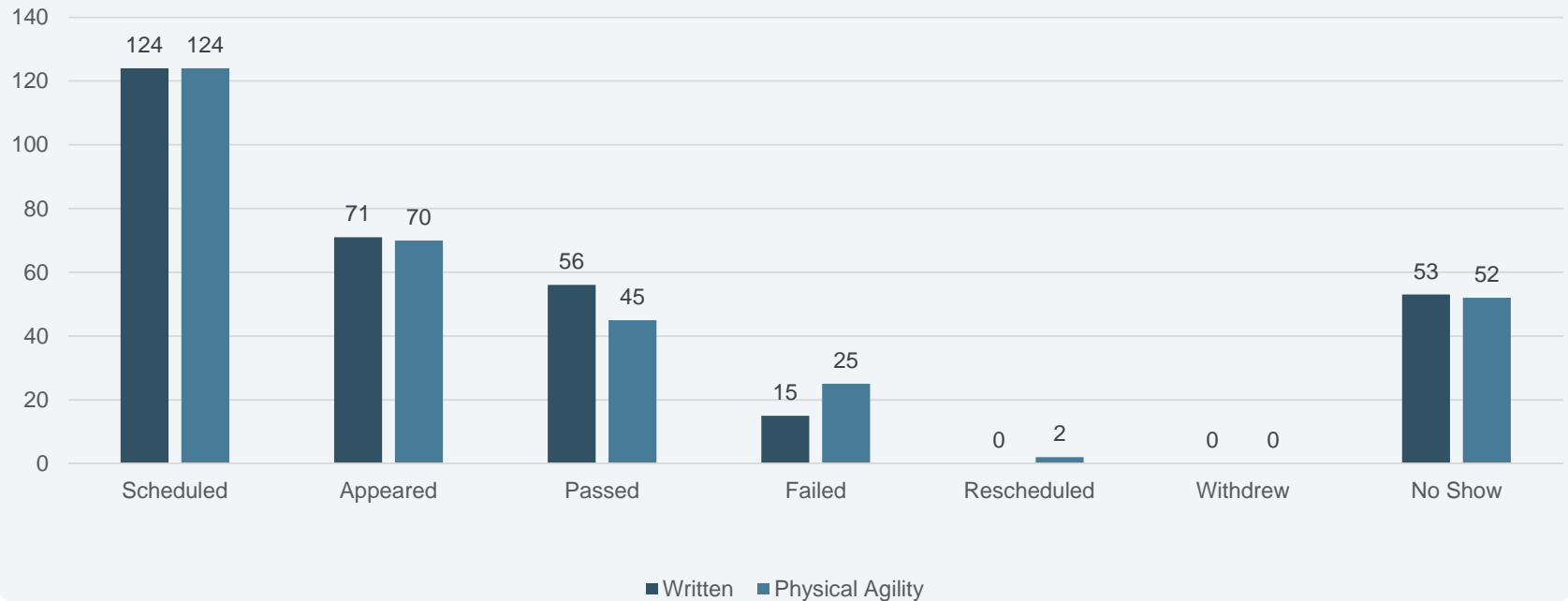
Sworn Recruiting 7/1/2023 to 1/31/2024





NOV MCOLES TESTING

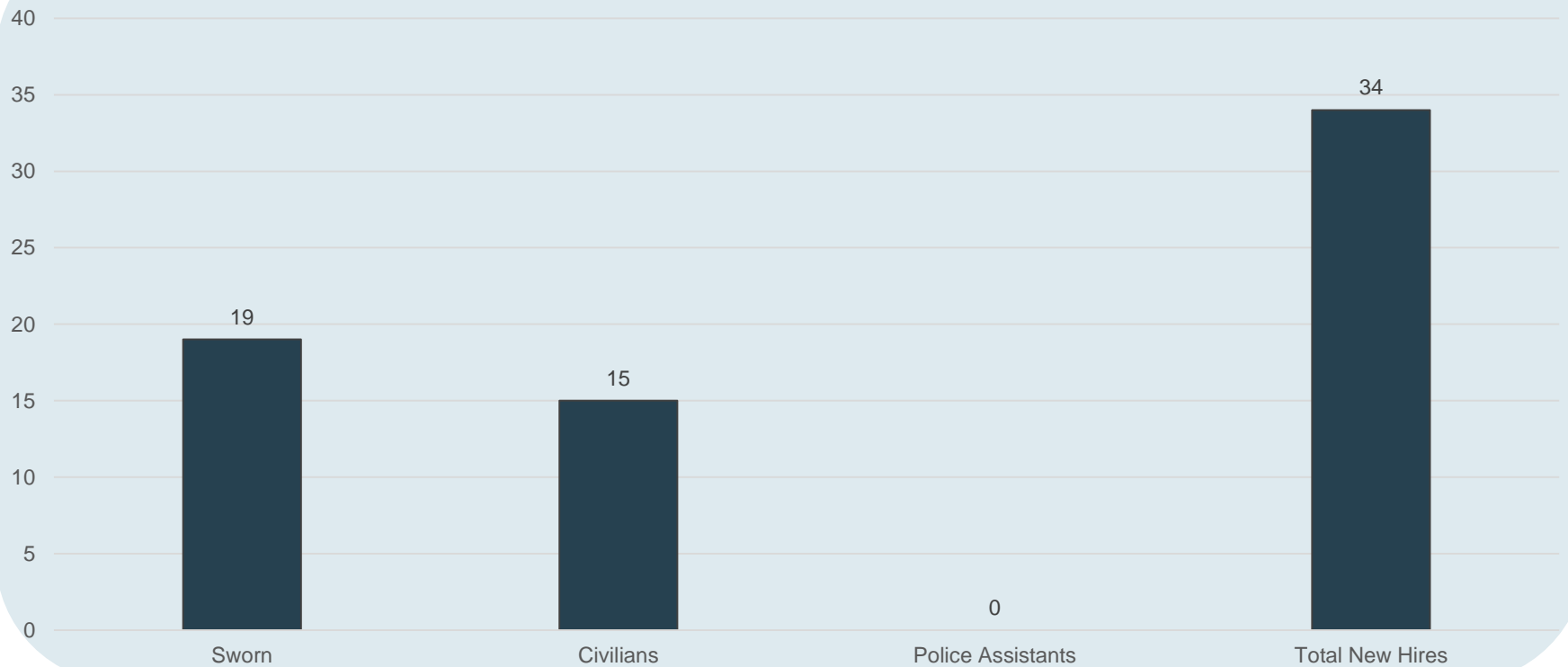
January 2024





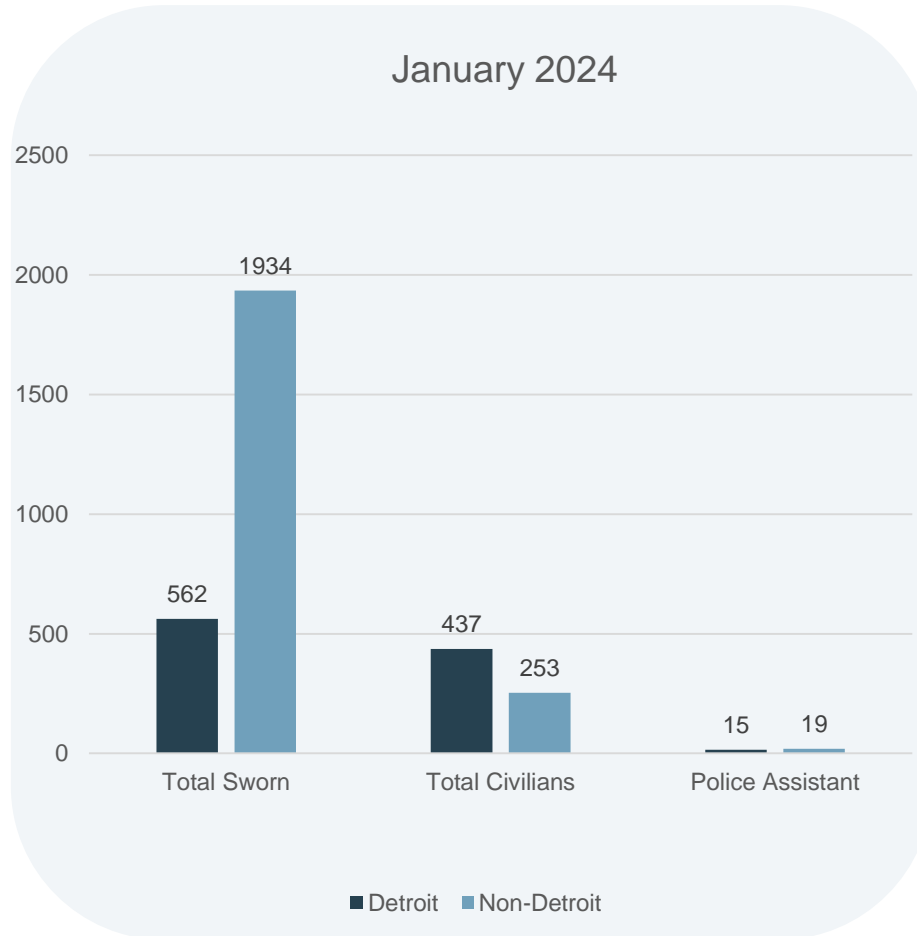
TOTAL NEW HIRES

January 2024





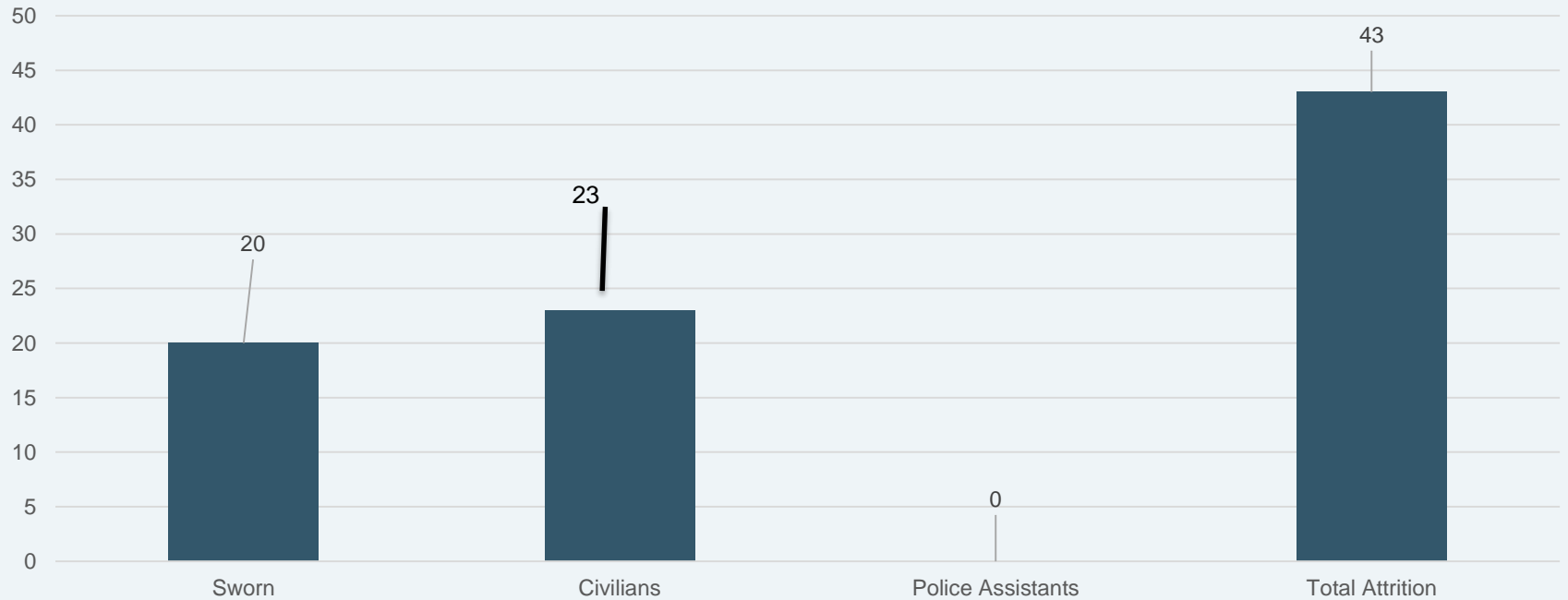
DETROIT RESIDENCY INFORMATION





ATTRITION

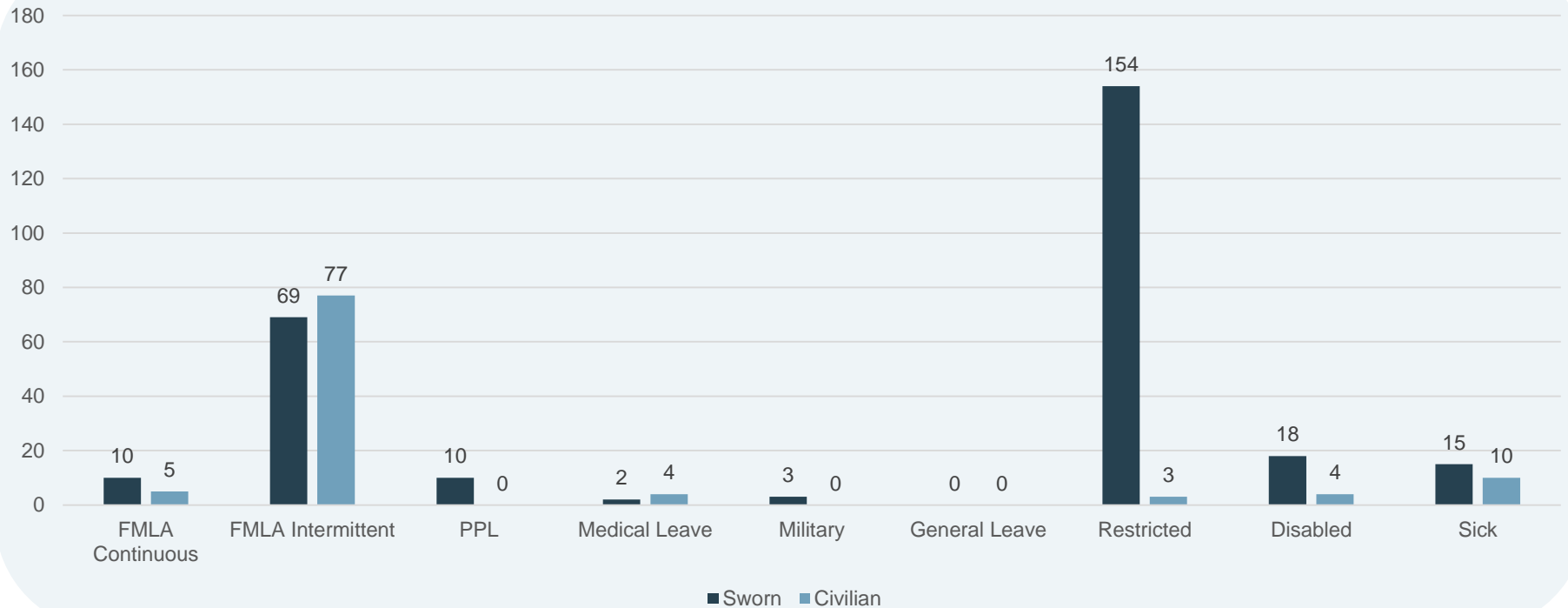
January 2024





LEAVES OF ABSENCE / RESTRICTED DUTY

January 2024





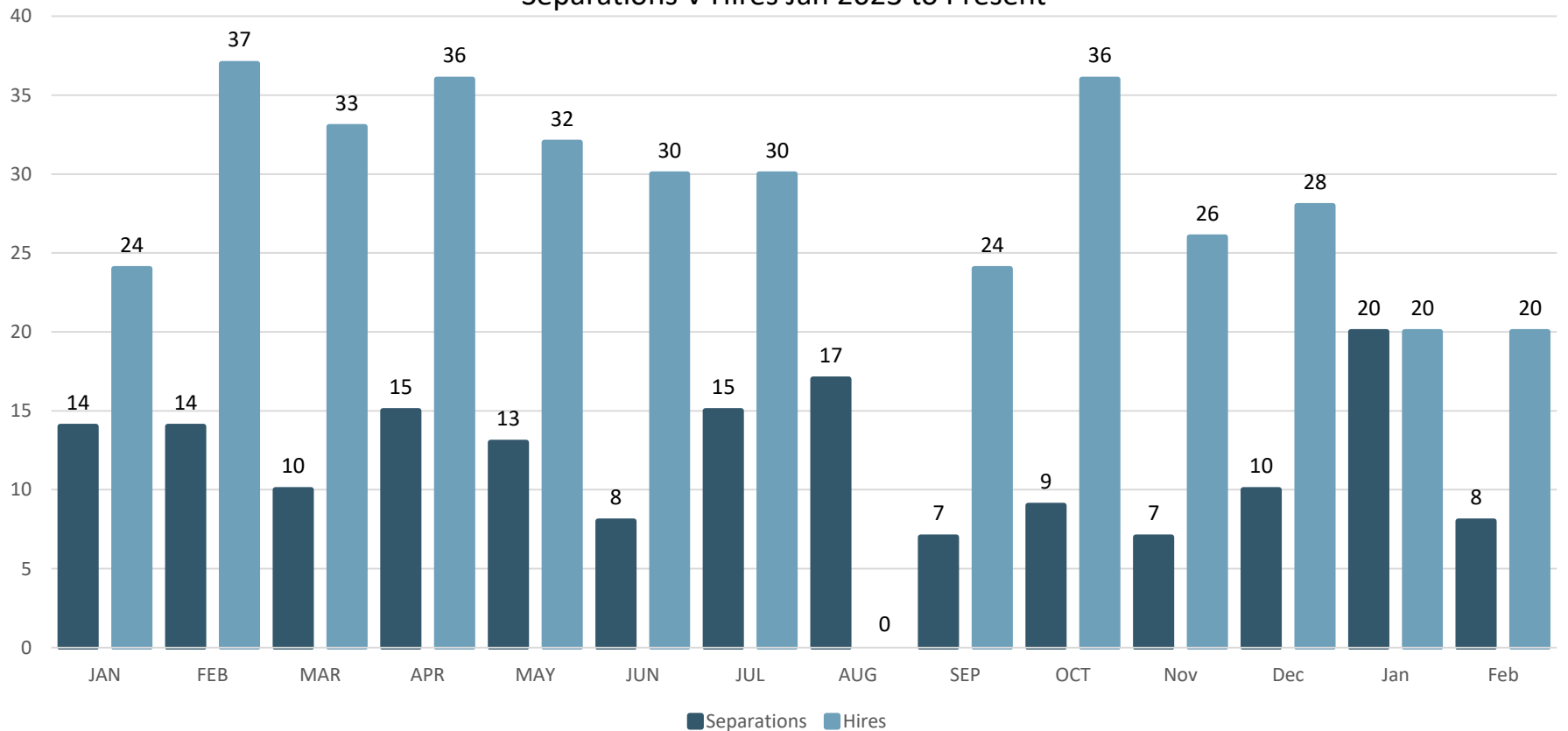
MONTHLY SEPERATIONS

<i>Jan</i>	Retired	Retired charges with	Resigned	Resigned charges under	Deaths	Disability	Dismissed	Total
<i>P.O</i>	1	3	6	3	0	0	0	13
<i>Investigator</i>	2	0	0	0	0	0	0	2
<i>Sergeant</i>	1	0	0	0	0	1	0	2
<i>Lieutenant</i>	0	0	0	0	0	0	0	0
<i>Detective</i>	2	0	0	0	0	0	0	2
<i>Captain</i>	0	0	0	0	0	0	0	0
<i>Commander</i>	1	0	0	0	0	0	0	1
<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	7	3	6	3	0	1	0	20



Human Resources

Separations V Hires Jan 2023 to Present





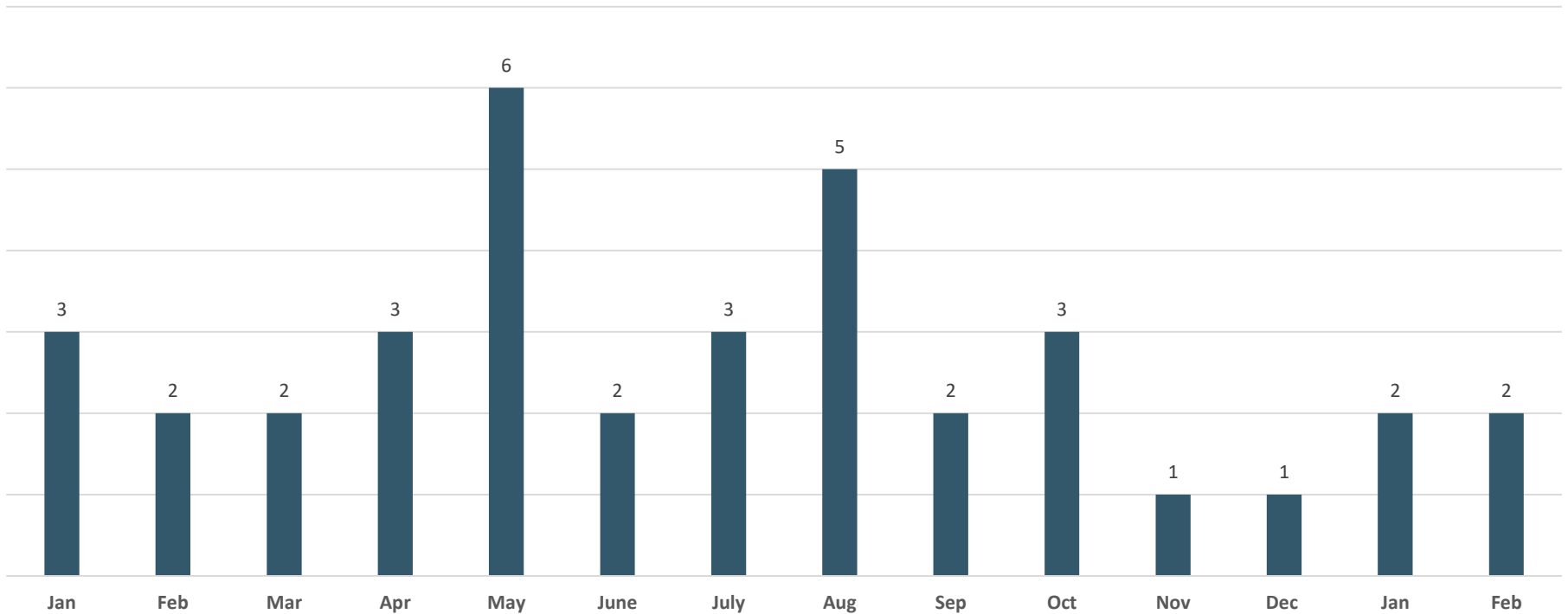
Police Recruiting

Sworn Separations



Police Recruiting

Separations to Other Departments January 2023 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
07/31/23	30	3	18	02/16/24
10/16/23	45	1	39	04/12/24
11/27/23	41	3	37	05/31/24
01/08/24	35	1	33	06/28/24
Totals	151	8	127	

(7) 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: 32 for Feb class
- Next hire: Feb 16
- Laterals for 2023: 2

Upcoming Class (Goals)

- Start Date: Feb 19, 2024
- Class Size: 40+



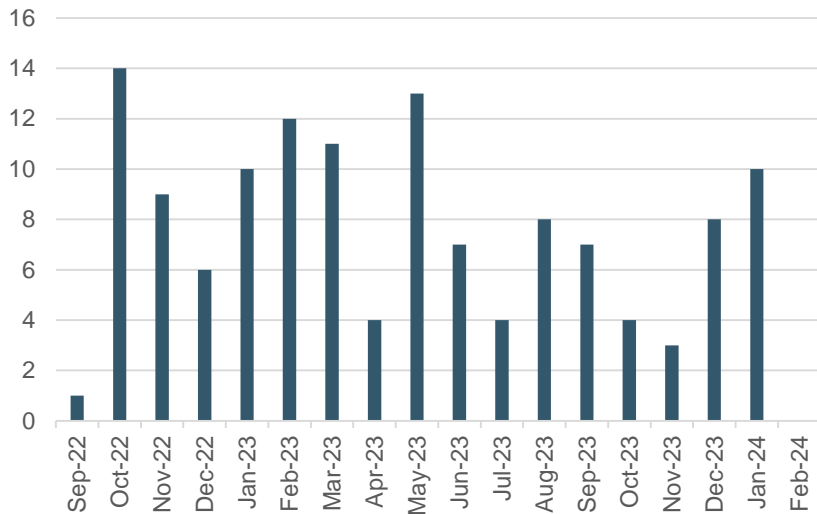
ACADEMY DEMOGRAPHICS

Race/Sex	Male	Female	Total	%
Black	49	11	60	47%
White	32	10	42	33%
Hispanic	4	2	6	5%
Arab	14	4	18	14%
Asian	1	0	1	1%
Total	100	27	127	100%

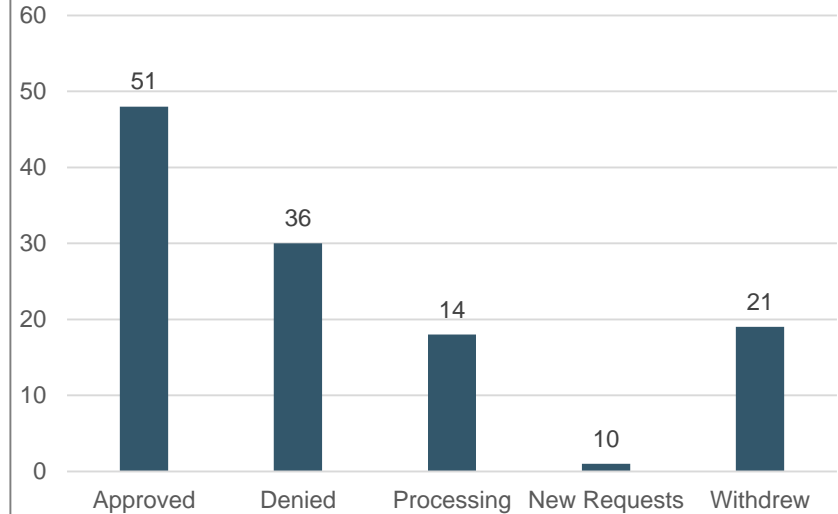


2022 - 2024 REINSTATEMENTS

Reinstatement Requests by Month



Status of Reinstatement Requests



- SINCE ANNOUNCEMENT OF NEW CONTRACT ON 9/28/22:
 - REQUESTS – 132
 - APPROVED – 51
 - HIRED – 48



Police Recruiting

Recruiting Initiatives



Recruiting Initiatives

Events Previously Attended & Upcoming

- Durfee Innovation
- Women in Transition Brunch
- Western Michigan University
- U of D 2024 Winter Job Fair
- Durfee Innovation
- Oakland University Winter Career Fair
- Cody High School Job Fair
- Northwood University
- First Formation Lansing
- University of Toledo Criminal Justice Career Fair
- DPD Readiness Program (Feb 16)
- City of Detroit Career Fair
- DPD Career Fair (Feb 24)

DPD Academy Fitcamp

- September 2023 re-start of implementation @ Training Center, (133) enrolled, (up to 35) are active (39) have passed the physical agility because of the program (14) started the Academy, (4) resigned the program

Social Media

- DPD Media –working on campaign strategy and developing specific social media outputs as recruiting platforms.

Internships

- Mayoral Fellowship 2024
 - (40 applications submitted to DPD already)
 - Grow Detroit Youth Talent (~80 positons)



Guidance

Resources

Expectation

Application

Training

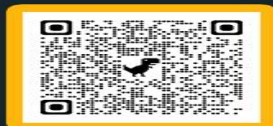


1 DAY HIRING PROCESS

SATURDAY | FEBRUARY 24TH | 7AM-5PM

Complete most of the Detroit Police Department hiring process in just one day! Choose from 100+ DPD units plus civilian opportunities!

**Not all positions are eligible for the one-day hiring process and may require additional steps/time*



ENJOY LOCAL FOOD AND OTHER VENDORS ON-SITE!

Detroit Public Safety Headquarters | 1301 Third St, Detroit, MI | www.joindetroitstofinest.org
Call Police Recruiting at 313-596-2607 to register for this event and scan the QR code to apply for current openings.

Explore civilian opportunities at www.detroitmi.gov/jobs or call 313-596-2730.