

YOUNG PEOPLE & 21ST CENTURY POLICING



MARCH 15, 2025



ISSA SHAHIN
CHIEF OF POLICE

*"Together We Can...
...Together We Will"*



WELCOMING REMARKS- CHIEF ISSA SHAHIN

- City of Dearborn overview
 - 25 square miles
 - Over 110, 000 residents
 - Day time population can be over 200,000
 - 7th largest City in Michigan
 - Major institutions in Dearborn
 - Ford Motor Company World Headquarters
 - Largest Mosque in North America
 - The Henry Ford & Greenfield Village
 - Arab-American National Museum
 - University of Michigan
 - Henry Ford College
 - Diverse
 - Population
 - First Arab-American Majority City un the U.S.
 - As of 2023: 55%
 - Business
 - Industry



POLICE DEPARTMENT OVERVIEW

- 4th Largest municipal police department in Michigan
- 188 full-time sworn police officers
- Over 100 support staff
- Full service agency
 - Crime Lab
 - Computer Forensics Unit
 - Mental Health Co-Responder
 - Bomb Squad
 - SWAT Team
 - Drone Unit
 - Etc.



POLICE DEPARTMENT DIVERSITY

- Police departments should be representative of the community they serve
- Diversity of the Dearborn Police Department
 - Total Arab Officers: 45 (including the Chief)
 - Total African American Officers: 8
 - Total Hispanic Officers: 8
 - Total Female Officers: 25
 - 63 total minority officers represent over 33% of our SWORN members of the department
 - 88 total minority and female officers represent over 46% of our SWORN members of the department



Bring officers and residents together to create a safer community

- Build partnerships between police officers and citizens to help identify and solve problems in their neighborhoods.
- Neighborhood Police Officer program
- School Resource Officer Program
- Partnerships with ACCESS



INTERNAL CULTURE & DEVELOPMENT

- **Renewed focus on officer training**
 - Reimagined mandatory annual training
 - Tac School and In-Service Training
 - Additional mental health training classes
 - Provided free from grant funding
- **A whole department approach to policing**
 - Paradigm shift in policing
 - Top-down approach
 - Engage all stakeholders within the police department
 - Create a positive culture/environment within the department
 - People-centered approach that aims to inspire, empower & motivate
- **Redevelopment of police officer recruiting**
 - Created a department-wide Recruitment Team
 - Increased presence on social media
 - New partnership with Human Resources



Starting Base Pay: \$60,792
 1st Year Base Pay: \$67,831
 2nd Year Base Pay: \$74,874
 3rd Year Base Pay: \$76,371
 4th Year Base Pay: \$79,300
 TOTAL COMPENSATION AT 4 YEARS SERVICE, HOLIDAYS AND ALLOWANCES: **\$90,171**

DEARBORN POLICE DEPARTMENT

DEARBORN
POLICE

Lateral Transfer Program
 Officers with greater than 2 years of service start at step 2 of the pay scale.
 Officers with greater than 3 years of service start at step 3 of the pay scale.

Career Opportunities:

- Detective Bureau with Forensic IT Unit
- School Resource Officers
- Multiple Special Operations Teams
- Narcotics Unit
- Drone Team
- Bomb Squad
- SWAT
- K9 Program
- Evidence Technicians
- Field Training Officers (exclusive time-off bank)
- Honor Guard

How To Apply:

For More Information Contact:
 Dearborn Police Recruiting
 DBPDrecruiting@dearborn.gov
 Or Visit
 www.cityofdearborn.org

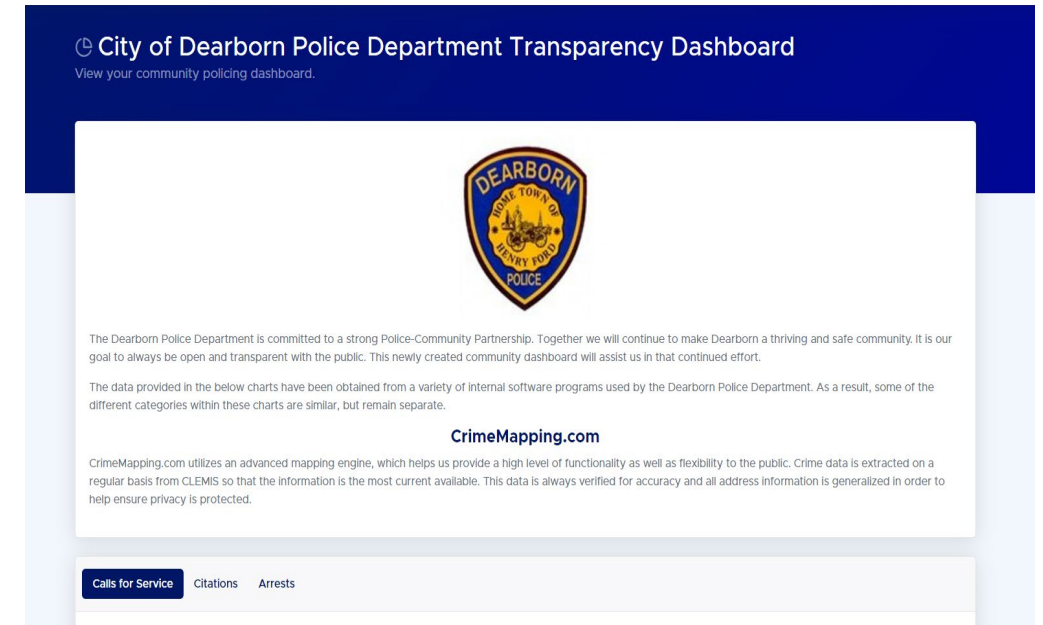
Incentives:

- 2.8% MERS Pension Multiplier
- \$2,325 Yearly Gun and Uniform Allowances
- 12 hour Shifts with 3-day weekends off bi-weekly
- Abundant Overtime Opportunities
- Multiple Time Off Banks
- Class B Uniforms with exterior vest carriers
- Relaxed Beard and Tattoo Policies



DEARBORN POLICE TRANSPARENCY

- Dearbornpolice.com
- Transparency Dashboard
 - Calls for service
 - Citations
 - Arrests
 - Traffic Crash Data
 - Department Policies
 - [Transparency Dashboard Link](#)
- CrimeMapping.com






**DEARBORN
POLICE DEPARTMENT**

is now
HIRING



**Total compensation at 4
years service, holidays
and allowances:
\$98,088**



Questions? Contact DBPDrecruiting@dearborn.gov

- 2.8% MERS Pension Multiplier
- \$2,325 yearly gun and uniform allowance
- Lateral Transfer program
- 12 hour shifts with 3-day weekends off bi-weekly
- Class B uniforms with exterior vest carriers
- Relaxed beard and tattoo policy
- Multiple special assignments and Task Force positions

Applications can be found at
www.cityofdearborn.org

JOIN OUR TEAM!

Apply Today at
DEARBORN.GOV




911

**UPDATED
CONTRACT**

- FULL TIME
- 15 PAID HOLIDAYS
- OVERTIME AVAILABLE
- CLOTHING ALLOWANCE
- MATCHING 401a PLAN
- TUITION REIMBURSEMENT
- PAID PARENTAL LEAVE
- UP TO 272 HOURS OF PAID TIME OFF
- MEDICAL, DENTAL, VISION, AND LIFE INSURANCE

TOTAL COMPENSATION \$74,422

**CURRENTLY
HIRING EMERGENCY
DISPATCHERS**




YOUNG PEOPLE & 21ST CENTURY POLICING



THANK YOU



*"Together We Can...
...Together We Will"*