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Rethinking the Policing Mission in the Detroit Michigan Police Department

- Visioning and defining what a world class police department in Detroit might look like for all stake holders (community acceptance)
- Developing strategies for identification, activation, and implementation of change
- Building an agile team of change agents at all levels that understood, endorsed, and supported the new vocabulary, ideas, communication skills/formats, culture and leadership styles necessary. Seek out those that have a “In it to win it” attitude
- Resurrecting the once held high prestige of the Detroit Police Department

Ten essentials first steps:

1. Creating a connection between Best Practices, Policies and Procedures, Training, Compliance (Early Warning Systems) through the National Accreditation process (CALEA). Utilizing outside resources to help guide our efforts.
2. Institute merit based hiring, retention and promotions that included physical fitness and mental health criteria
3. Utilize Assessment Centers as a *Career Development Tool and for Promotional Preparedness*
4. Assessing the effectiveness of the DPD organizational reporting structure and chain of command/hierarchy and ranks
5. Succession Planning: organizational continuity
6. Updating facilities, precinct holding cells, communications technology, vehicles equipment particularly the headquarters building
7. Property and Evidence Audits and Inspections by *Professional Standards* with public reports
8. Patrol and Investigative clearance rate acumen and comparisons to other police agencies of similar size by outside resources.
9. Ubiquitous media, public and community Relations efforts aimed at transparency
10. Most important- Partnering with Member-Led Associations to achieved accreditation objectives

