

Advancing Public Safety Task Force
Data Requests
March 2021

6. Statistics and demographics of turnover by race/ethnicity.

2018 Separations - 42 Total Separations

33 Resignations	13 Security Officer	2 Black/African American 2 Not Indicated 9 White, Not of Hispanic Origin	4 Female 9 Male
	16 Guest Services Specialist	1 Hispanic/Latino 1 Not Indicated 2 Two or More Races 12 White, Not of Hispanic Origin	9 Female 7 Male
	1 Communications Officer	1 White, Not of Hispanic Origin	0 Female 1 Male
	2 Police Officer	2 White, Not of Hispanic Origin	0 Female 2 Male
	Security System 1 Programmer	1 White, Not of Hispanic Origin	0 Female 1 Male
4 Retirements	1 Security Director	1 White, Not of Hispanic Origin	0 Female 1 Male
	1 Security Lieutenant	1 Black/African American	0 Female 1 Male
	1 Security Officer	1 White, Not of Hispanic Origin	0 Female 1 Male
	1 Admin Assist Snr	1 White, Not of Hispanic Origin	1 Female 0 Male
5 Terminations	3 Security Officer	1 Black/African American 2 White, Not of Hispanic Origin	0 Female 3 Male
	1 Police Lieutenant	1 White, Not of Hispanic Origin	0 Female 1 Male
	1 Guest Services Specialist	1 White, Not of Hispanic Origin	0 Female 1 Male

2019 Separations - 43 Separations

34 Resignations	16 Guest Services Specialist	1 Asian	8 Female
		15 White, Not of Hispanic Origin	8 Male
	2 Communication Officer	2 White, Not of Hispanic Origin	1 Female
			1 Male
15 Security Officer	2 Black/African American	5 Female	
		10 Male	
	1 Hispanic/Latino		
12 White, Not of Hispanic Origin			
	1 Police Officer	1 White, Not of Hispanic Origin	0 Female
			1 Male
5 Retirements	2 Security Lieutenant	1 Hispanic/Latino	0 Female
		1 White, Not of Hispanic Origin	2 Male
	1 Security Officer	1 Two or More Races	0 Female
			1 Male
	1 Police Officer	1 White, Not of Hispanic Origin	1 Female
		0 Male	
1 Admin Assist Snr	1 White, Not of Hispanic Origin	1 Female	
			0 Male
4 Terminations	2 Gue Ser Spc	2 White, Not of Hispanic Origin	1 Female
			1 Male
	1 Police Officer	1 White, Not of Hispanic Origin	0 Female
		1 Male	
1 Security Officer	1 Hispanic/Latino	0 Female	
			1 Male

2020 Separations - 42 Separations

32 Resignations	12 Guest Services Specialist	1 Black/African American	6 Female
		1 Not Indicated	6 Male
		10 White, Not of Hispanic Origin	
	4 Communications Officer	1 Black/African American	2 Female
		3 White, Not of Hispanic Origin	2 Male
	14 Security Officer	2 Black/African American	4 Female
1 Not Indicated		10 Male	
11 White, Not of Hispanic Origin			
1 Key ID Specialist	1 Black/African American	0 Female 1 Male	
1 Director	1 White, Not of Hispanic Origin	0 Female 1 Male	
4 Retirements	2 Security Officer	2 White, Not of Hispanic Origin	1 Female 1 Male
		1 White, Not of Hispanic Origin	1 Female 1 Male
	1 Director	1 White, Not of Hispanic Origin	1 Female 1 Male
6 Terminations	3 Security Officer	1 Black/African American	1 Female
		2 White, Not of Hispanic Origin	2 Male
	1 Guest Services Specialist	1 Female 2 Male	
	1 Police Officer	1 Female 2 Male	
	1 Communications Officer	1 Female 2 Male	

10. Please provide details about promotion practices and requirements and the following details:

- a. Demographic breakdown of who is being promoted
- b. Rate of promotion by demographic breakdown

2018 - 17 Promotions

Starting Position	Promoted to		
6 Guest Services Specialist	1 Parking Enforcement Officer	1 White, Not of Hispanic Origin	0 Female 1 Male
	4 Security Officer	3 Black/African American 1 White, Not of Hispanic Origin	2 Female 2 Male
	1 Access Control & Sec Sys Spc	1 Asian	0 Female 1 Male
5 Security Officer	3 Security Sergeant	1 Asian 1 Not Indicated 1 White, Not of Hispanic Origin	0 Female 3 Male
	1 Police Officer	1 Hispanic/Latino	0 Female 1 Male
	1 Communications Officer	1 Black/African American	1 Female 0 Male
3 Security Sergeant	2 Security Lieutenant	1 Two or More Races 1 White, Not of Hispanic Origin	1 Female 1 Male
	1 Police Officer	1 Asian	1 Female 0 Male
2 Communications Officer	2 Communications Sergeant	2 White, Not of Hispanic Origin	2 Female 0 Male
1 Key ID Security Specialist	1 Documentation Specialist Int	1 White, Not of Hispanic Origin	0 Female 1 Male

2019 - 18 Promotions

Starting Position	Promoted to		
7 Guest Services Specialist	6 Security Officer	6 White, Not of Hispanic Origin	1 Female 5 Male
	1 Communications Officer	1 White, Not of Hispanic Origin	0 Female 1 Male
4 Security Officer	1 Security Sergeant	1 Black/African American	1 Female 0 Male
	1 Police Officer	1 White, Not of Hispanic Origin	1 Female 0 Male
	1 Program Manager	1 White, Not of Hispanic Origin	0 Female 1 Male
	1 Access Control & Sec Sys Spc	1 Two or More Races	0 Female 1 Male
2 Security Sergeant	1 Police Officer	1 White, Not of Hispanic Origin	0 Female 1 Male
	1 Security Lieutenant	1 Not Indicated	0 Female 1 Male
1 Guard	1 Communications Officer	1 White, Not of Hispanic Origin	1 Female 0 Male
3 Security Lieutenant	3 Security Manager	1 Two or More Races	1 Female
		2 White, Not of Hispanic Origin	2 Male
1 Security Coordinator	1 Security Lieutenant	1 White, Not of Hispanic Origin	1 Female 0 Male

2020 - 14 Promotions

Starting Positions	Promoted to		
5 Guest Services Specialist	5 Security Officer	1 Black/African American 1 Hispanic/Latino 3 White, Not of Hispanic Origin	2 Female 3 Male
5 Security Officer	2 Security Sergeant	Black/African American White, Not of Hispanic Origin	1 Female 1 Male
	1 Police Officer	White, Not of Hispanic Origin	0 Female 1 Male
	1 Security Coordinator	White, Not of Hispanic Origin	0 Female 1 Male
	1 Communications Officer	White, Not of Hispanic Origin	0 Female 1 Male
3 Police Officer	3 Police Sergeants	1 Black/African American 2 White, Not of Hispanic Origin	0 Female 3 Male
1 Assistant Evidence Collector	1 Program Manager	1 White, Not of Hispanic Origin	0 Female 1 Male

17. Present and historic operating budgets and budget expenditures, broken down as much as possible.

Amy Dittmar presented the funding model and a high level budget summary for DPSS has already been shared. The following is the FY21 budget breakdown by department.

	ADMIN., EMERGENCY MGT, STRATEGIC COMMUNICAT IONS (EMERGENCY COMMUNICAT IONS)	HOUSING SECURITY	POLICE DEPARTMENT	TECHNOLOGY AND DISPATCH SERVICES	MICHIGAN MEDICINE SECURITY	MICHIGAN MEDICINE GUEST SERVICES	UNIVERSITY SECURITY SERVICES	MUSEUMS SECURITY	DPSS TOTAL FY21 BUDGET
Total Funding	3,066,000	2,894,000	7,844,000	4,260,000	8,819,000	5,714,000	1,523,000	1,524,000	35,644,000
% of total DPSS budget	9%	8%	22%	12%	25%	16%	4%	4%	

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	ADMIN., EMERGENCY MGT, STRATEGIC COMMUNICATI ONS (EMERGENCY COMMUNICATI ONS)	HOUSING SECURITY	POLICE DEPARTMENT	TECHNOLOGY AND DISPATCH SERVICES	MICHIGAN MEDICINE SECURITY	MICHIGAN MEDICINE GUEST SERVICES	UNIVERSITY SECURITY SERVICES	MUSEUMS SECURITY	TOTAL FY21 BUDGET
Total Funding	3,066,000	2,894,000	7,844,000	4,260,000	8,819,000	5,714,000	1,523,000	1,524,000	35,644,000
Salaries and Benefits	2,591,000	2,708,000	7,180,000	3,304,000	8,436,000	5,628,000	1,466,000	1,503,000	32,816,000
% of total DPSS Budget	7%	8%	20%	9%	24%	16%	4%	4%	92%
Total Operating/Program Expenses	475,000	186,000	664,000	956,000	383,000	86,000	57,000	21,000	2,828,000
% of total DPSS Budget	1.3%	0.5%	1.9%	2.7%	1.1%	0.2%	0.2%	0.1%	8%