



CITY OF DETROIT  
POLICE DEPARTMENT

May 6, 2024

**HONORABLE CITY COUNCIL**

**RE: Implementation of Merit Bonus Payments for Non-Union Uniformed Police Executives**

It is the longstanding policy of the City of Detroit to pass on to non-union Police Department executive employees the wage increases and economic benefits that are received by their unionized peers and subordinate personnel. This policy enables the City to attract and retain the highest quality employees for these executive positions.

In the Detroit Police Command Officers Association (DPCOA) 2022- 2027, merit bonus payments based on annual performance are paid in April of each year. Therefore, we are recommending that your Honorable Body approve the attached resolution to provide for merit bonus payments for the Non-Union Uniformed Police Executives on the attached Schedule A.

We further respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,

Katrina D. Patillo  
Director, Police Personnel  
Human Resources Bureau

Attachment: Schedule A

**BY COUNCIL MEMBER \_\_\_\_\_ :**

**WHEREAS**, it is the longstanding policy of the City of Detroit to pass on to non-union uniformed Police and Fire Executives the fringe benefit changes received by their unionized uniformed subordinates, and

**NOW THEREFORE BE IT RESOLVED**, that fringe benefit changes for non-union uniformed Police and Fire Executives shall be implemented in accordance with the foregoing communication and attached Schedule A, and be it further

**RESOLVED**, that the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with the foregoing communication, this resolution, and standard City procedures, and be it further

**RESOLVED**, that this action be taken with a waiver of consideration.

## **SCHEDULE A**

- 1) Effective January, 2024, Non-Union Uniformed Police Executives will be eligible for a bonus based on successful completion of annual goals, objectives and competencies as directed by the Chief of Police. The goals will be established for the year that will drive crime reduction initiatives, fiscal responsibilities, leadership, as well as self-improvement. The review period will be on the calendar year, and conducted in January for payout on the first pay period in April. Non-Union Uniformed Deputy Chiefs can earn up to \$2,000.00 and Non-Union Uniformed Assistant Chiefs can earn up to \$2,500.00.
- 2) The Chief of Police shall have the final decision in determining the amount of the merit bonus.