



Coleman A. Young Municipal Center  
2 Woodward Avenue, Suite 316  
Detroit, Michigan 48226

Phone 313•224•3710  
Fax 313•224•1750  
[www.detroitmi.gov](http://www.detroitmi.gov)

**To:** CM Angela Whitfield-Calloway, District 2  
**From:** Denise Starr, Director of Human Resources *Denise Starr*  
**Date:** March 24, 2025  
**Re:** **Responses to 2025-2026 Human Resources Budget Analysis**

Please find below responses to your questions sent on 3/18/2025, regarding the Fiscal Year 2026 Proposed Budget for the Human Resources Department.

- 1. The State of Michigan has a program to assist families with childcare costs. MI Tri Share is a voluntary program in which the State of Michigan will pay one third of the cost; the employer will pay one third of the costs; and the parents will pay one third of the costs. This program will dramatically reduce the childcare burden for the parents and allow for a better quality of life. Has the Human Resources Department considered the MI Tri Share program for City of Detroit employees? What is the estimated cost to the City of Detroit if such a program was implemented.**

The Human Resources Department is excited about the potential of the MI Tri-Share Child Care Program and its ability to support working families. We're currently in the early stages of exploring the feasibility of participation, including gathering data to understand how many City employees might qualify under the program's income eligibility requirements.

While we see promise in the model, participation would require a financial commitment from the City. Any further consideration would need to be carefully reviewed. We look forward to sharing the outcome of our analysis with you to determine if this program could be a good fit for our workforce in the future.

- 2. The Human Resources Department hearing process under civil service rules takes too long. How many civil service hearings were held in 2023? How many civil service hearings were held in 2024? How many civil service hearings were held in 2025 YTD? What was the length of time taken for each of these hearings including the final decision by the Human Resources Department?**

#### **2023**

6 civil service hearings were held.

- Each hearing took one (1) day.
- The Hearing Officer (HO) report was provided within 30 days after concluding the hearing.



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- The HO report was submitted to the Civil Service Commission (CSC) and scheduled for the next monthly CSC meeting for final resolution.

## 2024

- 2 civil service hearings were held.
- One hearing took one (1) day, proceeding through the process similar to 2023.
- The second hearing consolidated two (2) grievances involving progressive disciplinary matters and took longer:
  - The grievant initially selected from the Commission's approved HO list, then changed to American Arbitration Association (AAA) causing a delay.
  - This involved two rounds of "striking" (selection process).
  - The hearing was scheduled for February 28, 2024.
  - The initial hearing was adjourned due to communication difficulties with the grievant.
  - The hearing was rescheduled less than 45 days later.
  - The rescheduled hearing was concluded in one (1) day.
  - The Parties submitted post-hearing briefs within 30 days after concluding the hearing.
  - The HO submitted their report 30 days after receiving the post-hearing briefs and the report was placed on the Commission's agenda for final resolution.

## 2025 (year to date)

- 1 civil service grievance is currently being scheduled.

## 2. What steps are taken by the Human Resources Department to train City of Detroit supervisors and employees about the Eliot-Larson Civil Rights Act and the Michigan Whistle Blowers Act? Does HR track complaints under these acts? How many complaints were filed in 2023, 2024 and 2025 YTD?

Training related to the Elliott-Larsen Civil Rights Act and other anti-discrimination laws and ordinances is led by the Civil Rights, Inclusion & Opportunity (CRIO) Department. CRIO provides training to both employees and supervisors to promote awareness and compliance with civil rights protections. The Human Resources Department works in partnership with CRIO to promptly address related concerns and ensure appropriate follow-up when issues arise.

At this time, we are not aware of any formal training provided specifically on the Michigan Whistleblowers' Protection Act.



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CRIO is the primary department responsible for tracking formal complaints related to civil rights violations, including those under the Elliott-Larsen Civil Rights Act. For data on complaints filed in 2023, 2024, and 2025 year-to-date, we would defer to CRIO, as they maintain the official complaint records and oversight in this area.

**4. ARPA funding will end in December 2026. What ARPA funding programs will need general fund support to continue beyond ARPA?**

The Human Resources Department is committed to ensuring that all City agencies and departments have the staffing and employee support needed to continue delivering services through 2026 and beyond. As ARPA funding sunsets in December 2026, we recognize that there may be implications for workforce planning, particularly in areas where ARPA-supported initiatives have expanded or shifted service delivery.

At this time, HR has not solidified the specific positions or resources that may be required beyond 2026. However, we anticipate that there may be a need for continued staffing to support employee movement, manage workforce transitions, identify and retain top talent, and address any potential management displacement within departments affected by the conclusion of ARPA-funded programs.

We will continue to assess workforce needs in coordination with City leadership and the Office of Budget as we approach the end of the ARPA funding period, ensuring the City remains well-positioned to serve residents without disruption.