

MINUTES

COMMISSION ON COMMUNITY RELATIONS
Subcommittee on Police-Community Relations

TIME: Monday, October 10, 1966, 3:30 p.m.

PLACE: Commissioner Girardin's Conference Room, 1300 Beaubien,

ATTENDANCE: Reverend Roy A. Allen, Chairman
Father James J. Sheehan
Mr. Henry Szymanski
Mr. Stanley Winkelman
Mr. Hubert Locke, Administrative Assistant, Detroit Police Department
Mr. James Jenkins, Chairman--Fifth Precinct Citizen-Police Committee
Mr. Joe Samples, Fifth Precinct Citizen-Police Committee
Mr. Joseph Coles, CCR Assistant Director
Mr. Jimmy McGowan, CCR staff

PROGRESS REPORT ON RECRUITING

In the absence of Commissioner Girardin, Mr. Locke represented the Police Department at the meeting. Mr. Szymanski gave a summary of the Subcommittee's last dialogue with the Commissioner and stated that it was the desire of the Subcommittee to continue to put major emphasis on the problem of recruitment during the discussions.

Mr. Locke stated that he was prepared to make a progress report on what the department had done as a result of previous dialogues with the Commissioner. He asked that his report be construed by those present as only a progress report because one could not expect immediate solutions to all of the problems raised by the Subcommittee.

Mr. Locke said that efforts in the area of recruitment had three main goals for the department: (1) correcting the severe manpower shortage of the department, (2) correcting the imbalance of Negro representation in the department, and (3) getting the type and quality of men who can do an adequate job in the department. Mr. Locke further pointed out that any massive recruiting drive must be conducted in such a way as to maintain a high degree of professionalism in the department.

Mr. Locke gave the following recruitment figures for 1965 and 1966:

In 1965 the department had a total of 1,666 applications; 449 Negroes and 1,217 whites, (73 per cent white, 26 per cent Negro). Four hundred forty-six whites and 132 Negroes passed the entrance examinations. After the preliminary investigation, 179 men were appointed; 163 whites and 16 Negroes.

For the first nine months of 1966 the Police Department had a total of 1,486 applications; 590 Negro applicants and 896 white applicants. Two hundred thirty-one Negroes and 397 whites were accepted for preliminary investigations. There were 134 appointments made; 113 whites and 21 Negroes.

The department currently has 78 applicants under investigation; 45 white applicants and 23 Negro applicants. An examination will be administered on October 18, 1966 for 44 applicants; 27 white applicants and 17 Negro applicants.

Mr. Locke explained that selection entails: (1) application, (2) entrance examination, (3) preliminary investigation, (4) oral examination, (5) appointment to the Police Academy, and (6) graduation from the Police Academy and appointment to the Police Department.

Mr. Szymanski indicated that the figures cited by Mr. Locke have good long-range implications, but something more immediate has to be done.

Mr. Locke said the Commissioner has several suggestions under consideration, including the use of integrated teams for recruitment purposes. Other steps taken since the last meeting to alleviate the recruitment problem are:

- 1) Rev. Tabor, Nathan Bridges and others have begun the "Crusade Uplift" project designed to reach the public and inform them of opportunities within the Police Department.
- 2) The Board of Commerce will launch a broad public relations campaign to recruit Negro officers.
- 3) Commissioner Girardin plans a dinner meeting with about 98 community leaders to build support for recruitment.
- 4) Father Sheehan and some other clergymen are developing an inter-denominational approach to recruiting.

Mr. Winkelman asked about the possibility of using non-policemen for recruiting. Mr. Locke said the department has a good chance of getting \$15,000 for this purpose from the United States Office of Law Enforcement Assistance.

Mr. Locke said that, tentatively, new promotions will be made within the next two weeks and that one Negro Detective in Homicide will probably be promoted to Sergeant. The only difficulty in his promotion would be possible reluctance to accept an assignment outside of the Detective Division.

HARASSMENT OF PATROLMAN JOHNSON

Mr. Szymanski said that undoubtedly the harassment of Patrolman Johnson, after he testified against another officer in an investigation of brutality, hurts recruitment. Mr. Locke said that it is too early to detect any effects, that a white officer would probably receive the same kind of treatment if he testified against another officer, and that Patrolman Johnson has had no further difficulties since he was transferred to the Record Bureau.

5th PRECINCT CITIZEN-POLICE COMMITTEE

Mr. Szymanski asked what groups like the 5th Precinct Committee can do to help recruitment. Mr. Samples said that the groups can provide opportunities for officers to talk to people. He said that the speakers should tell about specific aspects of police work, which would be more interesting than a talk on recruiting. Mr. Jenkins explained some of the causes of existing attitudes in the Negro community toward the Police Department.

The respective roles of the Commission and community groups in the control of intergroup incidents were discussed. Mr. Samples thought that most human relations agencies tend to expend their energies after an incident and that they should work more with community groups to prevent incidents and to preplan mobilization of the community in the event of an incident. Mr. Jenkins emphasized that during a crisis in a community, the agency should make its first contact with the established community organizations. Rev. Allen said that the Commission should have a closer relationship with groups like the 5th Precinct Citizen-Police Committee.

JMc:jah