

POINT III
POLICE-COMMUNITY RELATIONS

"MINI POLICE OFFICES - STAFFED WITH SMALL POLICE SQUADS - WILL BE ESTABLISHED IN 50 NEIGHBORHOODS AND IN COMMERCIAL CENTERS. THE 12-MAN STAFF FOR EACH OF THESE OFFICES WILL COME FROM EXISTING PRECINCT STAFF AND FROM DESK JOBS."

"MORE POLICE WILL WALK THE BEATS TO KNOW AND WORK MORE CLOSELY WITH THE PEOPLE AND THE SHOPKEEPERS IN THE NEIGHBORHOODS."

"NEW AND INTENSIVE RECRUITMENT PROGRAMS WITH CIVILIANS AND POLICE WORKING TOGETHER IN NEIGHBORHOODS, SCHOOLS, CHURCHES AND BLOCK CLUBS. HIGH SCHOOLS WILL BE ASKED TO HAVE NEW PRECADET POLICE TRAINING AND ORIENTATION PROGRAMS."

"NEW PROCEDURES FOR PROMPT HANDLING AND DISPOSITION OF CITIZENS' COMPLAINTS WILL BE INTRODUCED."

Task Force recommendations with respect to each of the above points are set forth below. The subcommittee which developed them has consulted with a number of resource people, and has looked at studies which have bearing on the above issues.

Mini-Police Offices

The Task Force supports the concept both as a means of improving police-community relations and of increasing protection against crime.

Neighborhood facilities such as "city halls", recreation centers, and housing projects, as well as storefronts, should be available at relatively low cost. Other than initial expenditures to equip the offices, the cost should be fairly low.

We believe that the mini-police offices can be staffed through redeployment of existing manpower, particularly if existing vacancies for civilian positions in the Police Department are filled. It is possible that additional police positions can be earmarked for civilians, which would provide a further pool of manpower. In addition to patrolmen now assigned to precincts, scooter patrol officers may in some cases be assigned to work in conjunction with the mini-police offices. These officers would be particularly well suited for the mini-police offices because they are already trained and oriented to relate to citizens in a positive way rather than under adversary conditions.

Mini-Police Offices (Cont.)

The number of officers involved in combatting "victimless crime" should be examined, and steps should be taken to change police assignments to better reflect priorities in the fight against crime. Since increased effectiveness against crime is the prime objective, redeployment should be effected in ways that will strengthen the Police Department and the support it will receive from the citizens.

We recognize that the precinct commanders, who will be held accountable for the functioning of the mini-police offices, should decide how they will be staffed and operated. Yet it will be absolutely essential to the success of the mini-police offices that there be real consultation with the community which they will serve on such matters as:

- .What range of services should they provide?
- .Where should they be located?
- .What hours should they be open?
- .How should volunteers from the neighborhood be recruited and used?

We recommend that civilian employees, preferably from the neighborhood, be hired to perform appropriate duties at the MPOs. The idea is to have the police officers working out of the office, not in them.

We also recommend that criteria be developed for selection of officers to work in MPOs which would include their motivation and their demonstrated ability to relate positively to citizens.

Officers assigned to MPOs should be provided with special training, and they should be expected to stay on assignment in an MPO for a substantial period of time.

More Officers Walking Beats

In part this ties in to the establishment of MPOs. Although officers working out of MPOs will be used flexibly, it is likely that there will be more officers walking beats.

The Task Force does not presume to say how many additional officers can and should be placed on beats. We believe that the Mayor would want to ask his Police Commissioner to prepare a report and recommendations on this matter.

Recruitment

The objective is to make the Department more effective by making it more representative of the makeup of our city and improving the caliber of entrants. The best recruiters of minority police applicants would be minority police officers. However, their ability and willingness to recruit depends upon an

Recruitment (Cont.)

improved community attitude toward police, and some assurance in their own minds that racist practices within the Department will be curbed. Our recommendations are:

- A. Continue to review and improve the testing and selection process.
For example: 1. Is a 4-hour written test too long?
2. Should a civilian who is sensitive to community attitudes be placed on the 3-member board which conducts the oral interview of candidates?
- B. Thought should be given to the effect of the present height requirement recruitment of Latinos.
- C. A Minority Police Recruitment Committee should take on the function of a big-brother program to assist prospective recruits, recommend them, and follow them through the recruitment and training process.
- D. Police cadet vacancies should be widely publicized, particularly in newspapers and on radio which reaches the minority communities. A policy should be established that starting immediately at least half of the applicants accepted into the cadet program will be minority youth.
- E. Together with the Detroit Public Schools, a pre-cadet program should be considered for establishment in several high schools. Participants should be screened in terms of background and other qualifications at an early stage so they can be assured that if their progress is satisfactory, they will be accepted into the Cadet or Academy programs. The pre-cadet program could include field experience and should contain heavy emphasis on human relations. (The Protective Services curriculum now in use at Murray-Wright High School may be taken as an example.)
- F. A committee should be established to do the following:
 1. Review cases of all student patrolmen who failed to complete prescribed training in the Police Academy during 1973.
 2. Review a sample of applicants who appeared before the Oral Review Board.
 3. Develop means to evaluate the staff of the Police Academy.

Point III - Police-Community Relations

Citizen Complaint Process

The objective here is to encourage professional police conduct, identify and discourage misconduct, and strengthen public confidence in the Police Department. To this end the subcommittee on Police Accountability and the subcommittee on Police-Community Relations have both considered how to strengthen the citizen complaint process. The joint conclusions reached by these two subcommittees already appears in this report in the previous section on Police Accountability, and will therefore not be repeated here.