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CITY OF DETROIT

DEPARTMENT OF POLICE
Detroit 31, Michigan

George Edwards
Commissioner

February 26, 1962

Commission on Community Relations
City of Detroit
1106 Water Board Building
735 Randolph Street
Detroit, Michigan

Gentlemen:

Transmitted herewith are copies of a report prepared by the Personnel Department of the Police Department concerning a study of Detroit Police Department personnel practices prepared by the Research Division of your Commission. This study had previously been made available to this Department for its review.

"There is agreement in this Department with all of the general recommendations contained in the staff report of the Commission on Community Relations pertaining to recruitment and induction." The Personnel Department's response says that, in fact, these recommendations are in practice and have been for some time in the past. The staff report of the Commission on Community Relations would imply a contrary view.

For myself and the present administration of the Police Department, I am much more interested in the present and the future than in analyzing the practices of the past with which this report deals. The report considers applications processed by the Personnel Department in 1959.

It had been my hope that the study of police personnel practices made by the staff of the Commission on Community Relations and the response thereto prepared by the Personnel Department of the Police Department would be the subject of study and reconciliation as to fact and conclusions prior to public release. Desirable as this might be, I recognize that there has already been too great delay in this matter. As a consequence, I am submitting to the Commission on Community Relations the response of the Personnel Department for their information and consideration prior to any action they may take on their staff's report.

I do not intend to seek to analyze each one of the cases in relation to which there is a dispute about processing in 1959. I do intend to consider any instance where any qualified applicant is rejected starting with January 3rd of 1962. And, further, I am prepared to meet with the Commission on Community Relations and discuss publicly any instance where they feel that a qualified applicant has been improperly rejected.

OFFICE OF THE POLICE COMMISSIONER

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To me, the most important single statistic in this study is the undisputed statistic which reveals that we have 136 Negro police officers out of a Department of approximately 4,200. Although I reject any notion of employment on a quota basis, this disproportion alone would suggest that our recruitment policies have not been successful in relation to an important segment of the Detroit community. We have been making specific efforts to improve those recruitment practices in order to secure qualified applicants from every section of the Detroit community. There should be no doubt about this Administration's desire to correct this imbalance. Any help that the Commission on Community Relations or the news media can give us in publicizing the fact that this Department seeks applications for the police force from qualified citizens, regardless of race, color or creed, will be more than welcome. We are in a position to guarantee that none will be rejected because of any discriminatory practices.

The staff report does include one recommendation which bears on a study of promotions and assignments in the Department and is obviously outside of the scope of the assignment made to the Commission. Further, promotions and assignments are the Charter responsibility of the Commissioner of Police. Until I am convinced that I need assistance on this score, I do not believe that I can concur in this recommendation. Perhaps needless to say, every endeavor will be made in the exercise of that discretion to see that promotions and assignments in the Police Department are made fairly, in the best interest of sound police service, and without any discrimination.

Assuring your Commission and staff of our fullest cooperation in seeking the elimination of any discriminatory practices in our community and the creation of a climate of community thought, opinion and action consistent with the ideals of our Constitution, I am

Sincerely yours,

/s/ George Edwards

Commissioner

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