

4200

How often  
3 months

Korney

136 - 4200

THE DETROIT POLICE DEPARTMENT'S POLICY AND PRACTICE

IN THE 370 — 3070

A. See Page 13-133 out of 2504 -  
RECRUITMENT AND ASSIGNMENT OF POLICE OFFICERS

1. Many Dept. Negroes are not assigned
2. What types of test - (Entrance) and Promotional?  
Oral Interview? (Frequency in School)
3. Top Police Review Edwards - Leg. Selton  
Public Admin Review Board - felt did not need  
one when they were assigned
4. Do the Commissioners hand hand on many  
bad cases?

Bribe  
pre-employment

Detroit Urban League  
Community Services Department  
December, 1958

G. Nelson Smith  
Community Services Assistant

CHART A  
ASSIGNMENT OF POLICE PERSONNEL  
(BY RACE AND RANK) IN ALL PRECINCTS

RANK	INSPECTOR	LIEUTENANT	SERGEANT	PATROLMEN	DETECTIVE INSPECTOR	DETECTIVE LIEUTENANT	DETECTIVE SERGEANT	DETECTIVE	TOTAL
ALL PRECINCTS (WHITE) DECEMBER 1, 1957	15	72	183	2037	-	16	20	179	2522
ALL PRECINCTS (NEGRO) DECEMBER 1, 1958	-	-	4	87				3	94

2037

CHART B

ASSIGNMENT OF NEGRO POLICE OFFICERS  
(BY RANK) IN DETROIT POLICE BUREAUS  
DECEMBER 1, 1958

BUREAU	RANK	and	NUMBER	TOTAL
City Hall	Patrolman		1	1
Homicide	Detectives		4	5
	Patrolman		1	
Motorcycle Traffic	Patrolmen		2	2
Narcotic	Patrolman		1	1
Parking Enforcement	Patrolman		2	2
Special Investigation	Patrolmen		2	2
Stationary Traffic	Patrolmen		2	2
Vice Bureau	Sergeant		1	7
	Patrolmen		6	
Woman's Division	Detective		1	12
	Patrolman		1	
	Police Woman Sgt.		1	
	Police Women		9	
Youth Bureau	Patrolmen		5	5
<b>TOTAL</b>			<u>39</u>	<u>94</u>

82

82

$$\begin{array}{r} 39 \\ 12 \\ \hline 27 \\ 94 \\ \hline 121 \end{array}$$

39  
 94  
133

CHART C

DETROIT POLICE BUREAUS VOID OF NEGRO PERSONNEL

BUREAUS

Administration

Civil Defense

Corporation Council

Accounting

Band

Radio

Telephone

Courts- Recorders

Traffic

Detective Division - Administration

Arson

Auto Recovery

General Service

Identification

Central Photographic

Prosecutor's

Robbery, Breaking and Entering

Scientific

Subversive

Harbormaster

CONT'D

License and Censor

Liquor License

Medical

Motor Service

Mounted

Personnel Examiner

Police Academy

Property

Research and Planning

Stock Room

Traffic Administration

Accident Prevention

Operator's License

Public Vehicle

Traffic Safety

Special Patrol Force

NOTE: The recommended quota of police personnel for the above  
Bureaus as of December 1, 1958 numbered 1,035.

CHART II  
ASSIGNMENT OF POLICE OFFICERS (BY RACE)  
IN DETROIT POLICE PRECINCTS  
DECEMBER 1, 1958

<u>PRECINCT</u>	<u>NEGRO</u>	<u>WHITE</u>	<u>TOTAL</u>
1st	3	202	205
2nd	5	153	158
3rd	22	117	139
4th	1	161	162
5th	VOID	200	200
6th	8	119	127
7th	VOID	128	128
9th	24	142	166
10th	17	178	195
11th	3	144	147
12th	VOID	139	139
13th	11	186	197
14th	VOID	173	173
15th	VOID	208	208
16th	VOID	160	160

TOTALS

94

2,410

2,504

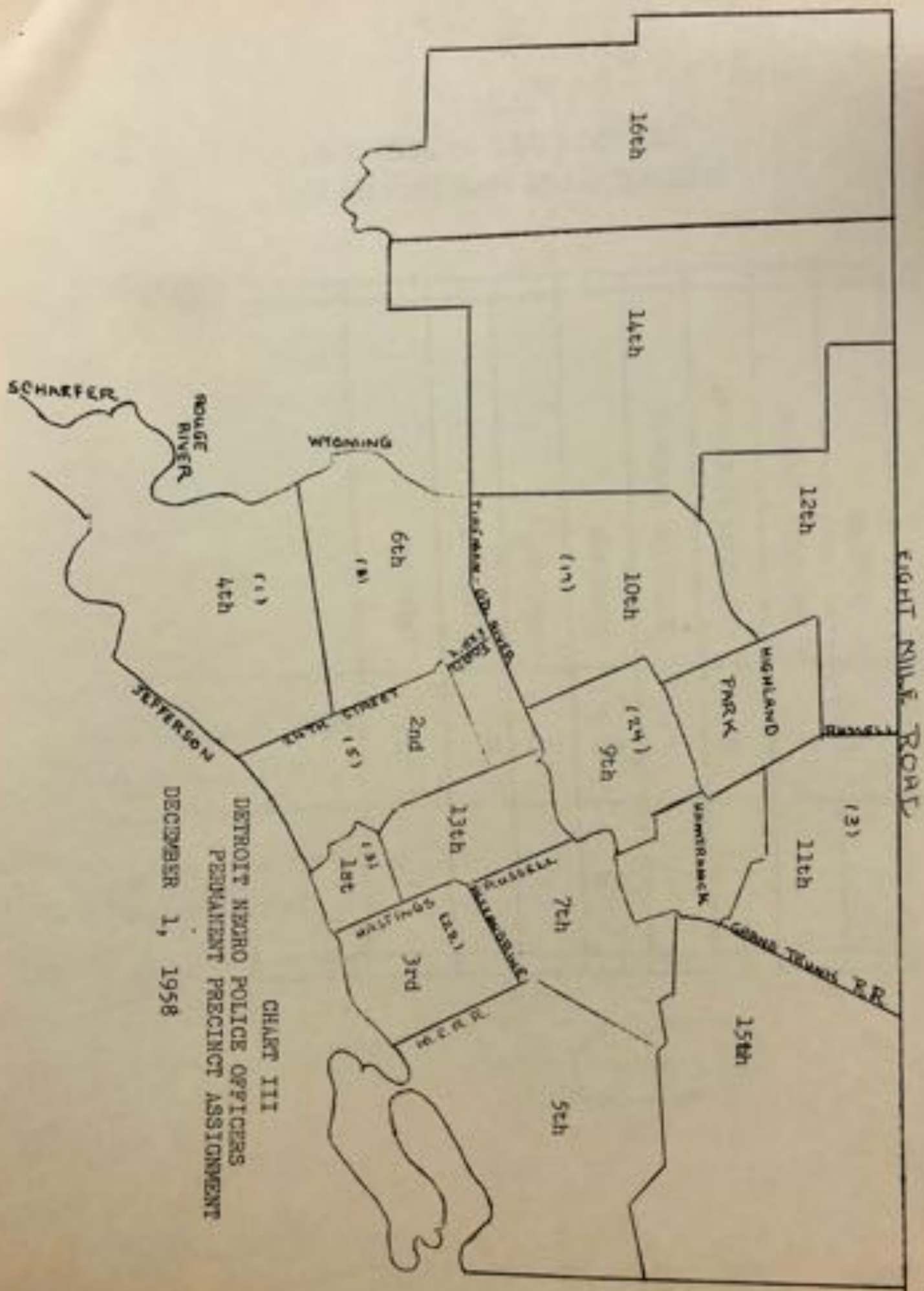


CHART III  
 DETROIT NEGRO POLICE OFFICERS  
 PERMANENT PRECINCT ASSIGNMENT  
 DECEMBER 1, 1958

SUMMARY AND CONCLUSIONS

Information gleaned from conferences held with public officials, police officials, retired police officers, journalists, and professional workers in various community organization agencies indicates an apparent justification for the wide spread belief that racial factors enter into the recruitment and assignment process utilized by the Detroit Police Department.

While established quotas are often undesirable criteria, statistically, the facts reveal that an estimated 475,000 Negroes constitute an approximate 23% of Detroit's population. The 133 Negro police officers however only constitute 3% of the Detroit Police Department's personnel.

Consultations with the Personnel Examiner of the Police Department failed to disclose any answer to the query as to how many of the 2,574 applicants for patrolmen in 1957 were Negro. Questions regarding how many Negro applicants failed to qualify and the reasons why they failed to qualify for the above position also were unanswered. The Examiner stated that it was impossible to determine the race of the applicant from his application. It should be noted however, the precincts and bureaus to which the 133 Negro police officers were permanently assigned was made available.

Further study reveals the fact that six of Detroit's fifteen precincts (40%) are void of Negro police personnel. Three other precincts (30%) have less than 4 Negro police officers assigned to each of them. Interestingly, four precincts (27%) have nearly 80% of all Negro police officers assigned to them.



The Director of Personnel, who assigns new patrolmen and approves transfers of regular patrolmen to the various precincts and bureaus, stated that there was no purposeful segregation pattern in practice. When asked how six precincts could be void of Negro personnel, he became evasive and was unable to expand upon his previous statement.

A public official however, felt that this "none there - some over there and most right here pattern of assigning Negro police officers" must be attributed directly to the attitudes of the Precinct Commanders and the Director of Police Personnel in spite of argument to the contrary.

Of importance to this report is the fact that of the 94 Negro police officers permanently assigned to precincts, only 7 (or 8%) are above the rank of patrolmen, whereas, of the 2,522 white police officers 485 (or nearly 20%) are above the rank of patrolmen.

A journalist interviewed contends that if two or three Negro patrolmen in the same precinct are in line for promotion, only one will "get it." He firmly believes that promotions for Negro police personnel would be greatly enhanced if Negroes were assigned to all the precincts.

Information gathered for this report shows 75% of all Detroit Police Department's Bureaus or Divisions to be void of Negro police personnel.

Subtle prejudice also flourishes in this atmosphere. A retired Negro police officer stated that at the initial establishment of the Detroit Youth Bureau he made application for transfer to that Bureau. This patrolman held an A.B. Degree with his Major in Physical Education and had 7 years experience as a Scout Master. He felt he could make a real contribution as he enjoyed working with boys.

Although two white officers with less qualifications were accepted for the Youth Bureau, he was rejected. He questioned this decision with his Sergeant and Precinct Commander. Three months later he was "transferred" to another precinct. He still believes this was the direct result of the aforementioned incident.

Another area of major concern is the unofficial policy but official practice of segregating officers of color in scout cars on walking beats and in partner assignments.

A Negro police officer who drives a scout car stated, "anytime his Negro partner was absent from the job, the car would be reassigned and he would walk a beat."

On the basis of the data collected in this report, four conclusions may be drawn. They are as follows:

(1) The Detroit Police Department is apparently not willing to meet the problems of prejudice and discrimination which exist in their recruitment and assignment of Negro police personnel.

(2) The Negro police officer continued to be regarded as a person of color and not simply a police officer. This means the Negro officers status is often embarrassing and insecure. In this sense, the Police Department does not obtain the best possible use of their personnel nor does the public buy the best possible police service for its money.

(3) Isolated instances of token integration will not effectuate the type of democratic policy and practice expected of a tax supported, municipal agency like the Police Department.

(4) It would seem that a sober, firm, professional interpretation of the facts by the leaders of the community to the appropriate municipal officials will assist in establishing a policy and practice of police recruitment and assignment which is more consistent with democratic principles and fair play.