

CONTINUED IMPLEMENTATION OF
AFFIRMATIVE ACTION POLICY

December 4, 1975

WHEREAS:

1. This Board did adopt on July 31, 1974, an Affirmative Action Resolution.

2. The Chief of Police has filed this date with the Board certification that in order to achieve the objectives established by the July 31, 1974, Affirmative Action Resolution, it is necessary to continue this policy to promote members of the protected class to the rank of sergeant; and the Chief of Police has also filed supporting statistical data.

3. This Board is advised by legal counsel that a continuing Affirmative Action Program to promote members of the protected class is consistent with the department's and the city's obligations under existing court orders, applicable collective bargaining agreements, the Constitutions and statutes of the United States and the State of Michigan, and the Charter of the City of Detroit.

4. This Board recognizes that in the acceptance of federal funds from the Law Enforcement Assistance Administration, the department is required to comply with guidelines established by that organization in regard to proportionate representation of members of the protected class.

5. This Board remains committed to its policy of equality to all persons in its promotional and hiring practices; additionally, this Board will continue with its Affirmative Action policy to undo and eliminate the effects of historical discriminatory hiring and promotional practices of the Detroit Police Department.

THEREFORE, BE IT RESOLVED BY THE BOARD OF POLICE COMMISSIONERS THAT:

1. The Chief of Police is authorized and instructed to take Affirmative Action to promote members of the protected class from the Eligible Register For Sergeant (Personnel Order 75-352) pursuant to Section 7-1114 of the Charter of the City of Detroit which permits the Chief of Police to pass over members on the eligibility register after the Chief of Police files with this Board written reasons acceptable to this Board and with which the Chief of Police has complied.

Board of Police Commissioners

Date _____

PROMOTIONS

December 4, 1975

WHEREAS:

1. This Board has been furnished a copy of the Eligible Register For Sergeant, Personnel Order 75-352 and Personnel Order 75-353.
2. The Chief of Police has submitted to this Board and the Police Personnel Bureau on December 4, 1975, written reasons acceptable to this Board which would permit the Chief of Police to pass over members on the Eligibility Register For Sergeant, Personnel Order 75-352.

THEREFORE, BE IT RESOLVED BY THE BOARD OF POLICE COMMISSIONERS THAT:

1. This Board approves promotions to the rank of sergeant for those police officers listed in Personnel Order 75-353, said officers having been selected by the Chief of Police from Personnel Order 75-352, upon successful completion of the prescribed course and in compliance with all requirements contained in the Eligible Register For Sergeant, Personnel Order 75-352.
2. That it is further resolved that these promotions are consistent with this Board's affirmative action policy of July 31, 1974, and a reaffirmation of that policy in a resolution dated December 4, 1975.

Board of Police Commissioners

Date _____