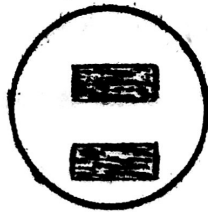


DETROIT URBAN LEAGUE
208 Mack Avenue
Detroit, Michigan 48201

Research

October 24, 1972

EMPLOYMENT PROGRESS OF BLACK OFFICERS IN THE DETROIT POLICE DEPARTMENT



Francis A. Kornegay
Executive Director

Winston E. Lang
Deputy Director

MENT PROGRESS OF BLACK OFFICERS IN THE DETROIT POLICE DEPARTMENT

In 1958, the Detroit Urban League conducted a survey of the DPD to determine the extent of discrimination in established police and internal practices. It was the first survey of the DPD made by an outside agency. The study revealed that racism and blatant discrimination were being practiced to keep the police department almost "lilywhite". Major recommendations were made in the area of recruitment, the written and oral tests, physical examinations, etc. Although the police department resisted the recommendations, community groups continued to apply pressure. A few changes occurred.

A five year follow-up study was conducted by the Detroit Urban League in 1963. It revealed that some change had been made, but not an appreciable degree of change had been made in any department, bureau or precinct. The League shared this disturbing information with a number of groups such as: The Detroit Chapter of the NAACP, The Commission on Community Relations, The Council of Churches, and ministerial groups in the black community. Officials of the League made a formal presentation to the Mayor and the Police Commissioner, pointing out the inequities in policies and practices, and asking that fair, just, decent and immediate action be taken to bring about equality of opportunity in those areas pointed out by the study. It was strongly recommended that all recommendations of the survey be enforced.

Former Detroit mayors have appointed police commissioners whose social consciousness and dedication to community needs has led them to change police policies and practices that would instill equal employment opportunities. Those commissioners were: Federal Judge George Edwards, Judge Donald S. Leonard, the late Judge Edward S. Piggins and the late Ray Girardin; others living are Johannes Spreen, Pat V. Murphy, now head of New York Police Department and

present Commissioner, John F. Nichols. Through the efforts of these commissioners substantive institutional changes have occurred. There has been progress. There needs to be more progress. The Executive Director of the Urban League, Francis A. Kornegay, said "Blacks have been appointed to top level positions of authority and this will specifically affect policies and practices relating to black policemen."

The Detroit Urban League has completed a follow-up study of the DPD updating the 1963 study.

TABLE 1. ANALYSIS OF RECRUITMENT FOR PATROLMEN

Disposition of Applicants				
	1963 Total*	Total	White	1971 Black
Total Applicants	4,106	8,107	4,472	3,625
Total Accepted	217	656	486	170
Total Applicants Rejected	3,889	7,451	3,986	3,455
Prewritten Rejections	2,543	4,647	2,610	2,037
Age	438	141	81	60
Education	459	588	353	235
Residence	52	167	76	91
Height	**1,045	426	236	190
Weight		654	386	268
Medical	242	95	65	30
Police Record	124	158	82	76
1 Year Draft Status		746	369	377
No Valid Driver's License		382	130	252
Still in Military		7	5	2
Traffic Record		218	105	111
Vision		767	552	215
Not Ready for Exam		131	80	51
Miscellaneous	183	167	88	79
Written Examination Rejections	790	1,407	510	897
Failed Written Exams	477	755	233	522
Failed to Appear for Written Exam	313	652	277	375
Physical Examination Rejections	74	744	488	290
Failed to Appear for Physical Exam	18	619	397	222
Failed Physical Exam	56	155	87	68
Post Physical Examination Rejections	114	623	443	180
Withdrew	13	290	226	64
Failed to Appear for An Oral Exam	3	18	15	3
Oral Examination Rejections	68	139	105	34
Investigation Rejections	30	176	97	79

** height & weight combined in 1963

* In 1963, the rejection of applicants who applied to join the police force was not kept by race. However, the racial count is listed under 1971 column.

Findings and Analysis

I. Recruitment

1. While the percentage (45 per cent) of black applicants and white applicants (55 per cent) was nearly the same, the percentage (74 per cent) of white applicants accepted far exceeded the percentage (26 per cent) of black applicants accepted. Which indicates that while white applicants and black applicants were applying at a 1 to 1 ratio, white applicants were accepted at a ratio of $2\frac{1}{2}$ to 1 in comparison to black applicants accepted.
2. Written examination rejections was the major reason for rejection of black applicants. Blacks failed the written examination in a ratio of more than 2 to 1.
3. Blacks also outnumbered whites in failing to appear for the written exams. Why did blacks in such large numbers fail to appear for the written exam?

NOTE: In April, 1971 the Police Department changed its test materials to be directly related to the job expected to be performed in compliance with the U. S. Supreme Court decision. As a result fewer blacks failed the exam after this program was instituted but the figure for the whole year shows a higher failure rate.

4. Of the applicants who successfully progressed to the physical exam, 32 per cent of the black applicants did not appear for the physical exam in comparison to 29 per cent of the white applicants appearing for the exam.

A larger percentage of blacks (9.9 per cent) also failed the physical examinations as compared to whites (6.5 per cent).

5. Black applicants were also rejected more often than white applicants because of the personal investigation each applicant is given.

6. White applicants outnumbered black applicants in the following: Did not appear for the physical; withdrew application; failed to appear for the oral; and did not pass the oral.

TABLE 2. ASSIGNMENT OF POLICE OFFICERS BY RACE
IN DETROIT POLICE PRECINCTS

PRECINCTS	March 1, 1963			June 15, 1972		
	Negro	White	Total	Negro	White	Total
1st	11	281	292	32	166	198
2nd	7	205	212	22	171	193
4th	4	164	168	17	129	146
5th	4	179	183	27	181	208
6th	10	147	157	30	149	179
7th	11	201	212	44	169	213
10th	19	219	238	68	141	209
11th	7	142	149	20	158	178
12th	4	168	172	38	153	191
13th	16	211	227	39	105	144
14th	2	193	195	19	185	204
15th	Void	206	206	19	184	203
16th	<u>Void</u>	<u>180</u>	<u>180</u>	<u>11</u>	<u>156</u>	<u>167</u>
TOTAL	95	2,496	2,591	386	2,047	2,433

*In 1963, the ratio of black to white officers was 95/2,496 or 3.8%. While in 1972, it was 386/2,047 or 18.9%. This represented an increase of nearly 500%.

II. Precinct Assignment of Police Officers by Race

1. In 1963, all but two precincts had black patrolmen; the 14th and the 16th.
2. In 1972, all precincts have black patrolmen.

3. In 1963, the ratio of black to white officers was 95/2,496 or 3.8 per cent. In 1972, the ratio of black officers to white officers is 386/2,047 or 18.9 per cent. This represents nearly a 500 per cent increase.

TABLE 3. ASSIGNMENT OF OFFICERS IN THE
BUREAUS OF THE DETROIT POLICE DEPARTMENT

BUREAU	1963 Blacks Number & Rank	1972 Blacks Number & Rank	1972 Whites Number & Rank
Academy	None None None None	0 Inspector 0 Lieutenant 0 Sergeant 4 Patrolmen	1 Inspector 2 Lieutenants 6 Sergeants 15 Patrolmen
Accident Bureau	None None None None	0 Inspector 0 Lieutenant 0 Sergeant 12 Patrolmen	1 Inspector 3 Lieutenants 11 Sergeants 71 Patrolmen
Armed Robbery	None None None None	0 Inspector 0 Lieutenant 0 Sergeant 2 Patrolmen	1 Inspector 7 Lieutenants 50 Sergeants 4 Patrolmen
Auto Recovery	None None None	0 Lieutenant 0 Sergeant 1 Patrolman	2 Lieutenants 6 Sergeants 24 Patrolmen
Aviation	None None None	0 Lieutenant 0 Sergeant 1 Patrolman	1 Lieutenant 2 Sergeants 12 Patrolmen
Central District Morality	None None None	0 Lieutenant 0 Sergeant 10 Patrolmen	1 Lieutenant 7 Sergeants 8 Patrolmen
Citizen's Complaint	None None None None	0 Inspector 0 Lieutenant 1 Sergeant 2 Patrolmen	1 Inspector 1 Lieutenant 11 Sergeants 0 Patrolman
Civic Center	None None 1 Patrolman	0 Lieutenant 0 Sergeant 5 Patrolmen	1 Lieutenant 13 Sergeants 22 Patrolmen
Communications Operational	None None None None	0 Inspector 0 Lieutenant 0 Sergeant 2 Patrolmen	1 Inspector 7 Lieutenants 17 Sergeants 125 Patrolmen

BUREAU	1963 Blacks Number & Rank	1972 Blacks Number & Rank	1972 Whites Number & Rank
Communications Technical	None None None None	0 Inspector 0 Lieutenant 0 Sergeant 1 Patrolman	1 Inspector 1 Lieutenant 9 Sergeants 38 Patrolmen
Community Relations	1 Detective None None None None	None 0 Inspector 0 Lieutenant 1 Sergeant 16 Patrolmen	None 1 Inspector 1 Lieutenant 5 Sergeants 21 Patrolmen
Courts (Recorder's & Traffic)	None None 1 Patrolman	0 Lieutenant 1 Sergeant 12 Patrolmen	2 Lieutenants 10 Sergeants 116 Patrolmen
Criminal Investigation North District	None None None None	0 Inspector 0 Lieutenant 2 Sergeants 2 Patrolmen	1 Inspector 5 Lieutenants 55 Sergeants 6 Patrolmen
Data Processing	None None	0 Sergeant 4 Patrolmen	2 Sergeants 16 Patrolmen
East District Morality	None None None	0 Lieutenant 0 Sergeant 6 Patrolmen	1 Lieutenant 7 Sergeants 14 Patrolmen
Harbor Master	None None None	0 Lieutenant 0 Sergeant 1 Patrolman	1 Lieutenant 6 Sergeants 57 Patrolmen
Homicide	2 Detectives None 2 Detective Sgts. None None None	None 0 Inspector None 0 Lieutenant 3 Sergeants 0 Patrolman	None 1 Inspector None 6 Lieutenants 47 Sergeants 2 Patrolmen
Identification	None None None 1 Patrolman	0 Inspector 0 Lieutenant 0 Sergeant 2 Patrolmen	1 Inspector 3 Lieutenants 6 Sergeants 22 Patrolmen
Intelligence	None None None None	0 Inspector 0 Lieutenant 0 Sergeant 1 Patrolman	1 Inspector 2 Lieutenants 6 Sergeants 20 Patrolmen
Internal Affairs	None None None	0 Inspector 0 Lieutenant 3 Sergeants	1 Inspector 1 Lieutenant 20 Sergeants

BUREAU	1963 Blacks Number & Rank	1972 Blacks Number & Rank	1972 Whites Number & Rank
Liquor License	None None None	0 Lieutenant 0 Sergeant 1 Patrolman	1 Lieutenant 1 Sergeant 16 Patrolmen
Motor Traffic	None None None None	0 Inspector 0 Lieutenant 0 Sergeant 9 Patrolmen	1 Inspector 5 Lieutenants 13 Sergeants 144 Patrolmen
Motorcycle Traffic	2 Patrolmen	None	None
Mounted	None None None None	0 Inspector 0 Lieutenant 0 Sergeant 2 Patrolmen	1 Inspector 1 Lieutenant 5 Sergeants 51 Patrolmen
Narcotic Bureau	None None None 1 Patrolman	0 Inspector 0 Lieutenant 0 Sergeant 9 Patrolmen	1 Inspector 1 Lieutenant 5 Sergeants 48 Patrolmen
North District Morality	None None None	0 Lieutenant 1 Sergeant 6 Patrolmen	1 Lieutenant 5 Sergeants 11 Patrolmen
Off Duty Section (Recuperating)	None None None None	1 Inspector 2 Lieutenants 1 Sergeant 3 Patrolmen	Data not available
Parking Endorcement	5 Patrolmen	None	None
Personnel	None None None None	0 Inspector 0 Lieutenant 1 Sergeant 0 Patrolman	1 Inspector 14 Lieutenants 22 Sergeants 35 Patrolmen
Precinct Support	None None None	0 Lieutenant 0 Sergeant 7 Patrolmen	3 Lieutenants 12 Sergeants 76 Patrolmen
Public Information	None None None None	0 Inspector 0 Lieutenant 1 Sergeant 1 Patrolman	1 Inspector 1 Lieutenant 1 Sergeant 5 Patrolmen
Racket Conspiracy	None None None None	0 Inspector 0 Lieutenant 0 Sergeant 3 Patrolmen	1 Inspector 2 Lieutenants 10 Sergeants 23 Patrolmen

BUREAU	1963 Blacks Number & Rank	1972 Blacks Number & Rank	1972 Whites Number & Rank
Record Bureau	None None None None	0 Inspector 0 Lieutenant 0 Sergeant 1 Patrolman	1 Inspector 1 Lieutenant 2 Sergeants 15 Patrolmen
Recruitment	None None None None	0 Inspector 0 Lieutenant 3 Sergeants 21 Patrolmen	1 Inspector 1 Lieutenant 4 Sergeants 14 Patrolmen
Research & Development	None None None	0 Lieutenant 0 Sergeant 1 Patrolman	1 Lieutenant 1 Sergeant 7 Patrolmen
Residency Unit	None None None None	0 Inspector 0 Lieutenant 0 Sergeant 1 Patrolman	1 Inspector 2 Lieutenants 1 Sergeant 0 Patrolman
Scientific	None None None None	0 Inspector 0 Lieutenant 1 Sergeant 0 Patrolman	1 Inspector 2 Lieutenants 5 Sergeants 20 Patrolmen
Scooter Patrol (COPU)	None None None	0 Lieutenant 1 Sergeant 42 Patrolmen	1 Lieutenant 11 Sergeants 44 Patrolmen
Security	None None None	0 Lieutenant 5 Sergeants 15 Patrolmen	2 Lieutenants 8 Sergeants 19 Patrolmen
Special Investigation	1 Detective None None None 1 Patrolman	None 0 Inspector 0 Lieutenant 0 Sergeant 1 Patrolman	None 1 Inspector 3 Lieutenants 30 Sergeants 1 Patrolman
Stationary Traffic	1 Inspector None None 2 Patrolmen	0 Inspector 0 Lieutenant 0 Sergeant 3 Patrolmen	1 Inspector 2 Lieutenants 5 Sergeants 47 Patrolmen
Tactical Mobil Unit	None None None None	1 Inspector 0 Lieutenant 0 Sergeant 28 Patrolmen	0 Inspector 4 Lieutenants 11 Sergeants 102 Patrolmen
Vice	None None None 6 Patrolmen	1 Inspector 0 Lieutenant 2 Sergeants 7 Patrolmen	0 Inspector 2 Lieutenants 10 Sergeants 29 Patrolmen

BUREAU	1963 Blacks Number & Rank	1972 Blacks Number & Rank	1972 Whites Number & Rank
West District Morality	None None None	0 Lieutenant 0 Sergeant 3 Patrolmen	0 Lieutenant 6 Sergeants 15 Patrolmen
Woman's Division	None None 1 Sergeant 11 Police Women	0 Inspector 1 Lieutenant 1 Sergeant 8 Police Women	1 Inspector 5 Lieutenants 7 Sergeants 63 Police Women
Youth Bureau	None None None <u>7 Patrolmen</u>	1 Inspector 0 Lieutenant 0 Sergeant <u>12 Patrolmen</u>	0 Inspector 4 Lieutenants 12 Sergeants <u>77 Patrolmen</u>
TOTAL	46	305	1,882

III. Assignment of Officers in the Bureaus of the Detroit Police Department

1. The 1963 survey revealed that only 46 black officers were dispersed among the 75 bureaus then present in the police department. In 1972, 305 black officers are present among the 46 bureaus. The increase of 46 to 306 blacks in the bureaus represents a 655.8 per cent increase.
2. Only 17 out of the 75 bureaus had black officers in the 1963 survey. The 1972 survey reveals that black officers are present in 36 of the 46 bureaus.
3. Ten bureaus still have no black officers in 1972. These bureaus are:
 1. Graphic Arts
 2. Labor Relations
 3. Central Phtographic
 4. Corporation Council
 5. Firearms Detail
 6. Obscenity
 7. Motor Service Section
 8. Property Section
 9. Public Vehicle
 10. Traffic Safety Section

It is difficult to understand why no black officers are assigned to these ten bureaus.

4. In 1963 all but 8 of the 46 black officers in the bureaus were patrolmen. This represents 91.3 per cent of the black officers at the lowest rank. In 1972, only 28 of the 305 black officers assigned to the bureaus are above the rank of sergeant. This represents 90.7 per cent of the black officers being at the lowest rank in comparison to 73.6 per cent of the white officers.
5. It is also noteworthy that thirteen bureaus had only one black officer. This appears similar to "tokenism."

TABLE 4. ASSIGNMENT OF POLICE PERSONNEL BY RACE AND
RANK IN ALL THE PRECINCTS

Ranks	1963		
	Whites	Blacks	Total
Patrolman	3,225	118	4,077
Detective	331	9	340
Detective Sergeant	263	8	271
Sergeant	64	0	64
Detective Lieutenant	101	0	101
Lieutenant	50	0	50
Detective Inspector	27	0	27
Inspector	16	0	16
Total in all Precincts	4,077	135	4,212
Ranks	1972		
	Whites	Blacks	Total
Patrolman	3,511	681	4,192
Sergeant	1,018	44	1,007
Lieutenant	195	8	203
Inspector	48	7	54
District Inspector	8	4	12
Chief of Detectives	1	0	1
Directors	3	2	5
Assistant Superintendent	1	0	1
Deputy Commissioner	2	1	3
Superintendent	1	0	1
Total in all Precincts	4,788	747	5,478

Assignment of Police Personnel in all Precincts and Administration

1. There has been a considerable increase in the number of black officers on the force. The number has increased from 135 in 1963 to 742 in 1972. This represents a 553 per cent increase.
2. One of the most significant changes, however, has been the assignment of black officers in top administration. In 1963, there were only 17 blacks serving as detective and detective sergeants and no blacks serving as sergeants, lieutenants, detective lieutenants, inspectors, or district inspectors. In 1972, there are 40 blacks serving as sergeants, 9 lieutenants, 6 inspectors, 4 district inspectors, 2 directors, 1 assistant to the Commissioner and 1 deputy commissioner.
3. It is still relevant to note that a large proportion of black officers, more than 90 per cent, are at the lowest rank in comparison to only approximately 70 per cent of the white officers being at the lowest rank.
4. In 1963, there were no black officers in five of the lower ranks: inspectors, lieutenants, detective inspectors, detective lieutenants and detective sergeants.
5. In 1972, there were black officers in all but three of the ranks: superintendent, Assistant superintendent and chief of detectives.
6. Approximately 61.1 per cent of black sergeants are assigned to precincts while smaller percentage are assigned to bureaus (38.9 per cent).

Recommendations

1. It is commendable that a black man from an outside agency was secured to boost the recruitment efforts of the department. The sizeable increase in black applicants indicate recruitment has been positively affected by this effort. The entire application process should be studied, analyzed and refined, however, to determine new techniques and innovative methods of reducing the large number of applicants who are rejected.

- that an outside medical team examine all aspects of the physical examination and especially the reasons for the large number of failures to pass the exam. If medical rejections were for minor medical reasons, corrective medical services be given leading to subsequent employment.
3. That the oral board hearing be studied to determine its content and the suitability of those administering it, and the degree of weight the oral board hearing represents to the applicants' total score.
 4. As more blacks join the police department each precinct and bureau should receive more blacks.
 5. As more blacks in each precinct gain seniority and experience comparable promotions must be made on the basis of efficiency and effectiveness only.
 6. Assignment to bureaus be based more on job performance and personal interest rather than seniority.
 7. An internal program be instituted in the department examining merit ratings and other promotional criteria to find ways of encouraging and implementing promotions for more black officers to provide the needed black supervisory personnel for the bureaus.
 8. That black officers be assigned to all bureaus in distinguishable numbers.
 9. That a better distribution be made on all levels in all bureaus of the black officers to alleviate the large conglomeration of black supervisors being concentrated in precincts.
 10. The intensified recruitment campaign be continued and expanded.

Summary

There has been a significant increase in the number of black officers employed in the police department, and a corresponding assignment of blacks to top policy positions. This is progress. There remains much work to be accomplished in the Detroit Police Department if black police officers are to receive equality of opportunity and equal results. There should be no bureau or department operation without black police officers.

ere must be newly implemented and increased efforts in the assignments promotion of black police officers as presented in the recommendations of this survey. The improvements in these areas will have a decided and positive effect on recruitment and promotion. It will, also, be a vital force in changing the low image of the police department in the black community which is needed to improve the police - citizens cooperative relationship in Detroit.