

2. Attorneys for both sides are to have equal access to investigative reports that are admitted into evidence.

The Committee believes that citizens should have the right to sit in on the hearings. The Police Department is in opposition to this proposal because they claim to have no way of controlling the behavior of citizen observers.

II. POLICE DEPARTMENT INTEGRATION

A. Dismissal of Black Officers

In May, CCR staff learned that two black officers were being terminated because the Department physician said they had high blood pressure, although private physicians said their blood pressure was within normal limits. Dr. James Carter, an Internist and Cardiologist, examined one of the officers over a period of time and said that the Department's physician had erred in making his diagnosis on the basis of isolated blood pressure readings.

The Police Department has established a medical review board of three independent medical specialists to review these medical discharges. A final decision on the termination of these officers is expected shortly.

CCR inquiries, including a letter of September 5, into the allegations of a black officer that he was being terminated because of unfair charges of sub-standard performance have been evaded or unanswered.

B. Recruitment of Black Policemen

The Committee's major focus has been on the written test used by the Police Department, because it excludes proportionally more blacks than whites and because it has never been proven to be a valid predictor of police officer performance. The Committee feels the Police Department should precisely identify what characteristics a good police officer should have and then devise a test that will reliably and fairly test for these characteristics.

An Office of Law Enforcement Assistance-financed study of police officer testing in Chicago concluded that "the need for selection test validation can no longer be considered a research 'luxury'; it is a legal necessity if tests are to be used at all."

The New Detroit Committee on Review of Police Recruiting has endorsed the proposal of Dr. Richard Dresner to conduct a survey of police performance and develop and validate a bias-free test.

The CCR Committee on Police-Community Relations has written to Commissioner Spreen in opposition to the use of Dr. Dresner because of his involvement with building trades who were excluding black applicants.

The Committee has also recommended that the Department not hire suburban residents even though a Wayne County Circuit Court decision voided the ordinance requiring Detroit residency. The Committee feels that, although the Department is not legally prohibited from hiring suburban residents, it is not compelled to do so.