

M I N U T E S

MEETING: Police-Community Relations Subcommittee
TIME: March 6, 1969 - 10:00 A.M.
PLACE: Commission on Community Relations, 150 Michigan Avenue

PRESENT:	<u>Commissioners</u> Rev. Roy A. Allen, Chairman John Casey Kenneth Draper Mrs. Alma Polk O'Neil Swanson <u>Guests</u> Lawrence Vickery Dr. Delmar Landen Lawrence Miller Commissioner Johannes Spreen Inspector William Owens Sergeant Joseph Loesche	<u>Subcommittee Members</u> Rev. T. S. Boone Ross Corbit Mrs. Martha Gray Mrs. Mary Jane Hock Mrs. Ruth Hughes Rev. R. L. Jordan Russel Lash Ernest Mazey Rev. James Moss Thomas Turner <u>Staff</u> Richard V. Marks Lonnie Saunders Lee Williams
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I New Subcommittee Meeting Date

The Subcommittee agreed that the meeting date will be changed to 10:00 A.M. on the first Friday of each month. However, the April meeting will be held on Friday, April 11.

II New Detroit Report

Guests present were: Mr. Lawrence Vickery of General Motors, Dr. Delmar Landen, Director of Employee Research for General Motors, and Mr. Lawrence Miller from the New Detroit Committee. They are currently involved with the New Detroit police recruiting task force and answered questions for the Subcommittee.

Mr. Turner asked what requirements had been altered by the police recruiters on recommendations of the Vickery Committee. Mr. Vickery listed:

- 1) An increase of two years in the maximum age limit
- 2) Elimination of the ten year formal education requirement which previously existed in addition to passing the GED exam
- 3) A minimum vision requirement alteration from 20-30 correctable to 20-40 correctable
- 4) A reduction of the minimum height requirement to 5'7"
- 5) Questionable marital status is no longer an automatic reason for rejection
- 6) Arrest records are no longer automatic grounds for dismissal. In this case actual grounds for the arrest itself will be reviewed.

Mr. Vickery stated that had these alterations been in effect during the whole of 1968, 526 fewer applicants would have been rejected on preliminary examination. Two hundred thirty-two of these 526 were rejected on the basis of height. With minor exceptions, these recommendations have been implemented by the Police Department.

Rev. Allen questioned whether or not Inspector Quaid had shown any real receptiveness to these personnel recommendations. He pointed out that the 526 who had been arbitrarily eliminated are still not police officers. As an example of Inspector Quaid's attitude, he pointed to a statement that "restudying an applicants juvenile record is an attempt to lower standards." Mr. Vickery stated that recruiting statistics illustrate that most recommendations have been readily implemented. He pointed out that practically an equal number of blacks and whites have shown up for the recruiting process, and an equal number have been passed by the initial screening process. He feels that testing should be done by an outside agency in order to remove any stigma of discrimination. If the budget does not allow for this, then the police should develop a professional testing standard and validate it. He stated that the police may have encountered administrative problems in their failure to act thus far in this area. Police are now doing some initial investigations into proper testing procedures. They have been given a list of experts in testing procedures. He pointed out that removing the testing from Police Headquarters was a major step forward. He also noted that some of the New Detroit recommendations have not been implemented. The Committee recommended a Wunderlich cut-off point of 18 and it remains 19. He stated that he had been assured by Lieutenant Coretti, who is in charge of testing, that when other Wunderlich exams are used the cut-off points have been adjusted so that they approximate the currently used point of 19 used on Wunderlich #5.

Mr. Vickery noted that written tests should be used not so much for establishing a ranking of candidates as for establishing a minimum intelligence level. Dr. Landen stated that the Vickery Committee had studied testing procedures initially because they were the basis for elimination of many blacks. The study uncovered many sloppy techniques. There was absolutely no relationship between test scores on written examinations then in use and subsequent performance ratings of veteran police officers. It was realized, however, that the Police Department would not abandon written testing. The Committee therefore attempted to determine the best way of reducing the time and effort spent in testing by substituting a more appropriate test. An analysis of the results of the battery of seven tests formerly administered by the Police Department showed a direct correlation to the score received on the Wunderlich exam. Therefore, the Committee recommended that the battery be eliminated and the Wunderlich temporarily substituted.

The Committee then attempted to determine what the Police were attempting to test for. It appeared that no one knew the answer to this question. The Police believed that the Wunderlich is an intelligence test. It is not. It was discovered that the Police had determined by faulty reasoning that with a cut-off point of 19, adding 81 points would give a passing I.Q. score of 100. Thus they added 81 points to all results of the Wunderlich exam in order to determine whether or not an applicant had passed. Dr. Landers stated that the Committee is still attempting to help Police Personnel determine what they want to test for. The overriding question is the relevance of written exam scores in determining who should and who should not be a police officer.

Dr. Landen then compared the old Oral Board procedures to O.S.S. interrogation procedures. He said that the Oral Boards were attempting to determine personality traits of applicants by "grilling." The Committee put the Police in contact with Dr. Ross Stagner at Wayne State University in an attempt to make the oral procedures more professional. Dr. Stagner arranged for the oral examiners to receive "sensitivity training." He said this training is not really appropriate for examiners who fail to understand the necessity of sensitivity orientation. They see these as "tea group" sessions. The Vickery Committee has now asked Lieutenant Coretti to attempt some other approach. They have also asked permission to speak with Police Academy personnel to analyze what is being taught at the Academy. Dr. Landen also pointed out that Lieutenant Coretti will attend a seminar being presented by General Motors for their personnel people. He stated this should be invaluable to Lieutenant Coretti in his attempts to adjust to the problems of personnel selection.

Mr. Turner asked if it were possible that testing should be done by Civil Service. Dr. Landen stated that Police take a great deal of pride in the fact that they are the only City Department which is free of the Civil Service testing procedures. Mr. Marks stated that the City Charter gave personnel selection responsibilities to the Police Department. He also noted that the State Police have recently eliminated written testing altogether on an experimental basis and suggested that Detroit think along these lines.

III Commissioner Spreen's Report

At this point the Subcommittee and guests were joined by Commissioner Johannes Spreen, Inspector William Owens, and Sergeant Joseph Loesche of the Police Department.

A. Recruiting Procedure

Commissioner Spreen stated that he wants a massive drive focused on achieving more success in recruiting top rate qualified black officers. He stated that he feels that his recruiters did a good job of selecting black applicants. Thirty five percent of the officers hired were black. The eligible age group in the metropolitan area (this includes the suburbs) is only 15% black. He further pointed out the sociological problems of blacks coming to Police offices to apply and being called "Toms" by other blacks.

The Commissioner stated that the current recruiting drive is at an end because as of 3/10/69 there will be no jobs available except those resulting from normal attrition. He has approached Common Council for funding of 123 currently vacant positions. He has also asked for 150 additional patrolmen, 30 Sergeants, 18 Lieutenants, and four Inspectors. He wants in the future to pay premiums to applicants who hold college degrees and make available "living loans" to experienced officers who want to return to college. Salary increments in varying amounts are also contemplated for each year of college training completed. He stated he is very happy with the possibilities available for recruiting in the new building on Grand Boulevard. He is very happy with the job Lieutenant Avery Jackson has done and feels the recruiting vans have been invaluable. He says that in the future he would like to take the recruiting vans to high schools and put on recruiting shows which would feature the new psychedelically painted police cars, scooters, motorcycles, horses, etc.

Rev. Allen and Mr. Turner stated that they had been actively recruiting black applicants and only a very low percentage had been hired. Commissioner Spreen answered that many black applicants just don't have the potential. If he finds any individuals deliberately attempting to eliminate blacks he will immediately eliminate them. He stated he would like to get the examination process completely out of the Police Department. He found the cost of so doing would be approximately \$40 per applicant. This demonstrates the primary need of the Department for more money. He said the current tests have a "culture fair" element to eliminate cultural bias.

Mr. Turner asked if there was substance to the allegation that there were quotas for blacks in the Police Department. Commissioner Spreen categorically denied this charge.

Mr. Mazey asked about the possibility of lateral entry into the Department by qualified officers from other forces. The Commissioner stated that he was against lateral entry for officers as it would cause morale problems for officers already on the force. He wants more civilian specialists and will accept lateral entry into these positions. He soon intends to set up a Civilian Advisory Board--"not a Civilian Review Board"--to aid him in decision making. He said that massive hiring of black officers is "the only hope for our City."

When pressed again as to why so many black applicants are rejected the Commissioner asked if the Subcommittee was charging any of his officers with discrimination in recruiting. He stated that he did not feel that the fact that almost two times as many white applicants as black were accepted showed any evidence of discrimination. No one contested this.

The question arose as to what extra qualifications a degree provides an officer. The Commissioner stated that an officer with a college education has been exposed to new ideas and new approaches to professionalism. This training tends to break down the traditionalism which exists on most police forces. He envisions a situation in which all applicants for police jobs will have a college degree. However in the near future, he would like to see a situation wherein a Sergeant would have to have one year of college, a Lieutenant two years of college, and an Inspector a degree. The Commissioner stated that if any individual blacks had complaints as to their treatment in the recruiting process that he would take their names and thoroughly investigate the charges.

Mr. Marks asked the Commissioner to approve the Subcommittee's recommendation that CCR staff be assigned to the Recruiting Office to determine why so many blacks are lost in the recruiting process. The Commissioner stated that while he disliked the negative premise that the Police were discriminating, that if the request was written, he would discuss it with Lieutenant Coretti and act upon it.

B. Disciplinary Actions

Commissioner Spreen stated in the past week he had acted upon 1) the Veterans Memorial investigation, and 2) the David Lee Curry case. With the exception of pending legal actions against two officers in the Veterans Memorial case, he feels these two cases are closed. He presented to the Subcommittee