

Mr. WINN. It doesn't seem the job specifications are spelled out; if there are no differentials in the book, it sounds like the differential must be political.

Mr. DUNPHY. The differential is administrative. They decided many years ago there would be certain ranks in the Detective Bureau and when I read the changes in our ranks through the years, these were administrative things. The men had no say whatsoever when the Department made these changes. The Department thought when they made these changes they were for the betterment of the Police Department and they probably were. Otherwise they wouldn't have been done.

I believe through the years administrative changes have changed the titles of the men doing this work but it has not changed their job or the work they had to perform.

Mr. WINN. If you took a Civil Service examination to go to detective sergeant, and all of those taking it passed it—I don't know what the percentage in the past has been, but then who makes the decision as to who are going to be the detective sergeants and who aren't? Is it based on the examination or is it based on someone's own integrity and idea on how you qualify and what your background is?

Mr. DUNPHY. That is almost what it amounts to.

Under the former set-up by the Police Department—it has been changed this year—this last examination which is under the reorganization has been changed. But formerly we would take a—first you would get what they called an efficiency mark from the Police Department. This was prior to the examination. Then you would take the examination. Then they would take your examination mark and put it on a piece of paper two times. They would take your efficiency mark and put it on a paper three times. They would add up the figure and divide by five and that would be your final mark and this is how a list would come about and they would promote off this list from the top to the bottom.

Now, under reorganization this has been changed. Now you take the examination first, and from my understanding—and this is being done very quietly. No one seems to put it down in a general order or a memorandum order—after the examination sometime, either this week or next week, after the Civil Service Commission has a list of the men who pass this examination, the list of the names of these men will be supplied to the Police Department. Not their marks, just the names. These men are eligible. This is an eligibility list. Then the Department is going to give you a suitability rating. I am not too clear as to how they are going to do this. I understand we are to be interviewed, but through some administrative function we will get a suitability rating and then a list will be created. This is how it is going to be done this year with the suitability rating or efficiency rating; then the test was to be used in the promoting of men. These men were to be promoted whenever there was a vacancy. In other words, if a detective sergeant retired, they would take the first man off the top of the list to fill his vacancy. If a captain retired, they would replace him with a lieutenant on the lieutenants' list. The sergeant who took the test for lieutenant would replace that lieutenant and so on down the line.

What I say is that since our department is being reorganized—the Chief has said it will be implemented—and the Criminal Investigation Division called for 34 detective sergeants, and there are 91 right now,