

Department, found that there is a disproportionately higher ratio of detective sergeants to subordinate ranks in the ranks of the Department. They found a ratio of one to three, which is an extremely high ratio. They found further there was no substantial justification in terms of work performed, and this was pointed out here, or in terms of qualifications required for the higher pay that is given to detective sergeants over uniform sergeants or that is given for detective over patrolmen.

They recommended essentially that the Department eliminate the straight detective branch, specifically the detective rank of captain, and that the individuals who are currently in the grade of detective be continued in that grade for a period of five years, and that thereafter they be reduced to the grade of patrolmen unless they have achieved the higher education requirements which would qualify them for additional compensation also recommended by the ICP for educational advance.

Chief Layton, as he reviewed this recommendation, and as he said many times, is in favor of most of the recommendations of the ICP but not all, and this is one with which he did not agree. He agrees with the ultimate goal of the ICP, but from the standpoint of the practicality, he did not see it as practical to reduce people who have long years of service and who have achieved upper ranks and grades under departmental policies, and he saw no fairness basically in reducing these people arbitrarily or even after a period of five years. So he adopted a policy that he would continue those individuals in the rank of detective sergeant so long as they are with the Department until they are either promoted or have retired, and that he would continue those people who are in the grade of detective until they are promoted to a higher rank or have retired.

We did have meetings first with the Counsel of the Policemen's Association, who represented to the Chief that this was causing some dissatisfaction among detective personnel and we then advised him of the policy, and had this April meeting referred to earlier with the detectives to get down to the crux of what their complaint was.

The thing we found as the predominant view was that they felt they had entered the detective grade, and all of them, not all but most of them had taken the exam and had achieved the grade of detective through examination, and at least many of them expressed the view they did not want to become uniform sergeants. They felt they should be permitted to continue as detective sergeants since they had entered a system which did at least impose one additional examination over the uniform route and they did not feel it was fair to require them to convert at this late date to the uniform route.

So in response to this complaint, the Chief agreed that we would continue the grade of detective, and this is pointed out in the Commissioners' recommendation, and it was published to the force in a memorandum of June 26 that he would continue those people who are detective sergeants as detective sergeants until that rank is eliminated through attrition, but further, that he would continue for this examination which was just held and for the examination which will be held in 1969 to hold an examination for detective sergeant, which those personnel in the grade of detective could apply for, and would continue to make promotion to the grade of detective sergeant as vacancies occurred in that grade.