

And we have tried to encourage detective sergeants to convert to uniform positions where they are willing. He took the position he would not force them to convert but that those who have been willing could convert to uniform assignments. I think we now have something on the order of six who converted to uniform assignments, but any who had remained in detective sergeant grade would be replaced by personnel selected from the detective sergeants registers established through this examination and the 1969 examination, and this is a detective sergeant examination that can only be taken by personnel in the grade of detective, that he would continue this through the 1969 exam which would continue the register through 1971 and thereafter, he would continue people in the grade of detective sergeant and in the grade of detective in their respective grades until the grades have been eliminated through attrition.

The policy with regard to new investigative personnel is that they will be assigned to plainclothes grades and to a plainclothes compensation and will have to compete for a uniform sergeant rank if they want to be promoted further. This would not apply, however, to the detectives.

I would interject that in the examination held last month 56 of these personnel in the grade of detective applied for examination for detective sergeant, 26 applied for examination to uniform sergeant, and the remainder did not apply for examination.

In summary then, the Department's position is that we will continue the grades of detective sergeant and detective until they are eliminated through attrition, that those individuals in the grade of detective are now being amply compensated for the work they perform and for the past promotional examination achievements, and H.R. 13203 is therefore unnecessary and would in essence give the detectives a salary increase for which there is no substantial justification.

Aside from that, I would like to comment on a few points that were made in Mr. Murphy's statement because they did seem to get the committee's attention. The meeting held in April was held essentially at the request of the detectives who wanted an explanation of what was going to happen to them. The meeting was conducted by Deputy Chief Hartnett, who is Chief of Detectives, myself and Mr. Murphy.

Mr. Murphy's function there—and I thought this was absolutely explained—was to explain to the detectives the viewpoint by which the ICP had arrived at its recommendations. Beyond this it was my purpose there to explain to the detectives the policy of the Chief of Police. I do not recall this statement attributed to Mr. Murphy. I am not going to deny it was said because I do not know. I was present during the entire thing.

I will point out the session lasted for about three hours. They were not lecture sessions, but were interchange sessions, discussion sessions. So whatever he said in this regard is not a policy of the Chief that anyone is going to be taken before the Trial Board for arguing against these policies. I do not recall the statement.

Anyhow, if he said individuals who do not produce work may be taken to the Trial Board, this is true, but beyond that I am not going to defend it except to say I want you to understand the way in the context of three-hour discussion sessions, with three people, with some 50 people who were opposed to our position.