

Mr. MULTER. The number of men in this category. You stated what you were going to do with the 34 figure that has not yet been determined on. That is the July 26 memorandum.

Deputy Chief WILSON. I will submit it for the record.
(The information follows:)

GOVERNMENT OF THE DISTRICT OF COLUMBIA,
METROPOLITAN POLICE DEPARTMENT,
June 26, 1967.

MEMORANDUM

Subject: Action by the Chief of Police on recommendation relative to detective promotion of the Ad Hoc Committee Established to Review the Promotional Procedures of the Metropolitan Police Department.

To the Force:

In a memorandum dated February 13, 1967, this department published for information of members of the force the major recommendations of the ad hoc committee which was established by the Chief of Police for the purpose of making a complete study and review of the promotional procedures of the Metropolitan Police Department. The primary purpose of that publication was to apprise those officers and members of the department whom the recommendations would affect of the proposed changes before establishing a final policy on adoption or rejection of major proposed changes.

Since the publication of that memorandum, the most consistently voiced complaint has been against the recommendation "That separate promotional examinations for detective ranks be eliminated." The strongest complaints in this respect have been voiced by personnel currently in the grade of detective who strenuously object to being required to compete for promotion to sergeant from the uniform sergeant register. These objections have persisted despite the fact that 176 additional uniform sergeant positions have been requested and are likely to be approved in the 1968 budget for promotions to be made from the register going into effect in 1968 and that, therefore, logical estimates indicate that all eligibles on that register stand an excellent chance of being promoted.

In order to insure that personnel in the grade of detective were aware of the increased promotional opportunities in the uniform rank, to explain to them the policies of the department regarding promotional opportunities for personnel in that grade, as well as to obtain the basic reasoning behind their objections to the proposed promotional plan, on April 21, 1967, officials of the department conducted discussion sessions with all personnel then in the grade of detective to explain the policies of the department relating to promotions for those personnel.

During those sessions, it became obvious that the personnel in the grade of detective held two strong, somewhat contradictory views regarding the proposed promotional plan. On the one hand, a few of the detectives argued that, for various reasons, all personnel presently in the grade of detective should be automatically promoted to the rank of uniform sergeant. On the other hand, the predominately expressed view was that personnel currently in the grade of detective do not really want to be uniform sergeants at all, that this is the reason they chose the detective promotion system (with its extra promotional examination) in the first place, and they they should be permitted to continue to compete within a separate detective system for promotion to the rank of detective sergeant.

Upon consideration of the various comments of the detectives, as reported to me, it seemed that there is significant merit in the position of those personnel that, because they had entered the detective promotion system (with its extra examination) in the belief that this action would permit them to compete for promotion to detective sergeant rather than to uniform sergeant, the department has an implied obligation to make a reasonable effort to make it possible for them to continue towards achievement of their stated goal of being able to continue as investigators even after promotion to the rank of sergeant. For this reason, I directed the Ad Hoc Committee on Promotional Procedures to restudy the proposal for elimination of separate promotional examinations for detective ranks, taking into consideration the views expressed at the discussion sessions, and to submit an alternative proposal. As a result of the committee recommendations, I have adopted the following policies relating to promotions to and from the grade of detective: