

DETROIT CHARTER REVISION COMMISSION

PROPOSAL/ISSUE REVIEW SUMMARY

ISSUE NUMBER: EPS 24

ISSUE CATEGORY: Enforcement & Public Safety

SOURCE: City Council

RELATED CHARTER SECTIONS: §7-1114 (Promotions)

Letter dated December 2, 2010

RELEVANT ORDINANCE SECTION:

RELEVANT LAW(S):

ISSUE/PROPOSAL STATEMENT: Require the Chief of Police to identify the special skills or expertise of a candidate when he recommends their promotion, despite a lower examination score and eliminate the right to appeals by those passed over for promotion.

Sec. 7-1114. Promotions.

The chief of police shall make all promotions within the department. All promotions shall be with the approval of the board.

Promotions shall be made on the basis of competitive examinations administered by the director of police personnel except for positions above the rank of lieutenant or its equivalent. All examinations will be prepared by the division of police personnel with the concurrence of the board. No person who has taken an examination and has been placed on a register of employees eligible for promotion, may be passed over in favor of an employee with a lower examination score, unless the chief of police files with the board and the division of police personnel written reasons for the bypass, identifying the expertise or special skills the person possesses that are vital to the position, and the promotion is approved by four (4) of the commission members serving.

Deleted: Any person having been passed over may appeal to the board.

RATIONALE: "The proposed language requires specific reasons for bypassing merit test results. Adherence to objective test results, except in the presence of overriding special considerations of expertise or skills that are expressly disclosed on the record, are critical to Police Department morale."-*City Council's Rationale, Letter, dated December 13, 2010.*

ANALYSIS:

DISPOSITION/COMMISSION ACTION:

NOTES: See Historical Charter Analysis entitled "Historical Charter Analysis - Police Department (Corrected Copy)," dated July 12, 2010.