

Blacks in the St. Paul Police and Fire Department 1885 - 1976

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The chapter relating to the Fire Department is not included in this reprinting.

About the Author

He attended West Virginia State College where he met and married the former Edna Smoot of West Virginia. Since then Griffin attended the University of Minnesota, Northwestern University, Evanston, Illinois, and graduated from Minnesota Metropolitan University. The couple live at 1592 Western Avenue North, St. Paul, and are the parents of three daughters: Ms. Vianne Griffin, a University of Minnesota alumnus was employed as an administrative assistant at Teacher's College, Columbia University (Deceased); Mrs. Linda Griffin Garrett, an Honor graduate of Michigan State University and a teacher in the St. Paul school system. Her husband, James T. Garrett is employed by 3M and they are the parents of two sons, Christopher and James. The youngest daughter, Mrs. Helen Griffin Anderson, is a graduate of West Virginia State College where she was elected Miss West Virginia State in her senior year. She and her husband, Calvin, are the parents of one son, Marcus and live in Baltimore, Maryland, where he is employed by the U.S. Department of Social Security and she is a teacher in the public school system.



Introduction

THIS PAPER is intended to establish some facts about the part Blacks have played in the St. Paul Police (1892-1976) and Fire (1885-1976) Departments and the problems they had to face in pursuing their chosen careers. Many obstacles beset these men through bias and discrimination from management, fellow workers and the public.

A brief summary of the economic and social status of the black community is given as background material with the hope that the reader of this paper will have a clearer view of the contributions Blacks have made in the St. Paul Police and Fire Departments. The paper is written in two sections with the first concentrating on the Police Department and the second on the Fire Department. It contains oral history and written reference from various sources.

Research information for this paper was obtained from the St. Paul Police Department Records Unit, the St. Paul Fire Department Records Unit, the St. Paul Civil Service Bureau, the St. Paul Dispatch-Pioneer Press, The History of the St. Paul Police Department and History of the Police and Fire Departments of the Twin Cities.

Many people have been consulted who have either witnessed or lived many of the events narrated. Some gave information that had been handed down orally over a period of years. Some of the information acquired by these conversations could be documented and some could not.

It should be brought to the reader's attention at this point that on many occasions in the past years, acts and accomplishments by Blacks were ignored and considered unimportant. Many examples of this were brought out in a national T.V. documentary on Black history by Bill Cosby entitled Lost, Strayed or Stolen.

CHAPTER 1

Summary of Economic and Social Status

Economic Status

On November 1, 1854, St. Paul, formerly known as Pig's Eye, was formally organized as a City. It was not until 1890, however, that a detailed census was taken.

St. Paul's Black population since the 1890 census has remained rather static percentage-wise. The total population at that time was 133,156 with the Blacks comprising 1,524, a little over 1½ percent. In 1970, the total population was 309,823, with the Blacks comprising 10,930, approximately 3½ percent. So, over an eighty year period, the Black population rose only two percent.

From 1890 to 1910 the economic and employment factors that affected the Black community were many. Population wise, Blacks were not considered a problem, especially during the early part of the century. Thus, the employment situation was fairly stable. The Blacks who migrated here had limited educations as did the majority groups, mostly from Europe, who also had a language barrier. Blacks were employed in menial jobs such as laborers, bootblacks, coachmen, waiters and porters. St. Paul was a large railroad center which was a great source of employment for Blacks in this field, but only as waiters and porters.

There were also a few Black businesses around 1910. Probably the best known were Curly Campbell's restaurant and Owen Howell's Uptown Sanitary Shop, a dry cleaning and pressing business. Both of these were located downtown. Jim Williams' bar, located in the ghetto after the repeal of prohibition, was probably the most successful Black business in the history of St. Paul to date. During the period of 1890 to 1930, the majority of barbershops in St. Paul were owned and operated by Blacks. Henry Shepherd, successful photographer, and George Lowe operated a picture framing establishment around this time.

There was a scattering of token white collar jobs for Blacks in government and industry. John Q. Adams was appointed bailiff and assistant city clerk by Mayor F. B. Doran in 1896. This was certainly one of the first such types of appointments for Blacks at that time. In addition to these offices, Mr. Adams was the editor of the WESTERN APPEAL, St. Paul's Black newspaper. His daughter, Edith Ella Adams, became one of St. Paul's Black school teachers. Bessie Farr, around 1890 as far as can be ascertained, was the first Black teacher. She was followed by her sister, Minnie Farr, a short time later. There were a few other token white collar jobs for Blacks in the government and in industry. A few professional Blacks were on the scene during this period. Among them were Dr. Valdo Turner, St. Paul's first Black physician and Mr. Frederick McGhee, the first Black attorney in St. Paul, and later Mr. W. T. Francis, another attorney. Several other professionals came and went around the turn of the century.

When the state capitol was built many skilled tradesmen were imported to work on the job. Within the next twenty years, these Black skilled workers were slowly eliminated. The greatest single impact on the labor market was the importation of Black laborers to work in the packing house industry. Armour's packing plant was built by the federal government during World War I. Operation began in 1919 and in that first year the plant suffered one of the worst strikes in the history of Minnesota. Black laborers, brought here in box cars like cattle, were used as strike breakers. The state militia was stationed at the plant during the strike and for three months machine guns were mounted on the buildings and grounds of the plant. This strike breaking had long range ramifications for St. Paul Blacks, not only on the labor front but in other areas such as housing patterns and hard core discrimination in public accommodations. The strike breaking image resulted in many whites thinking that Blacks were a threat to their jobs and their very existence.

In spite of the fact that, percentage-wise, the Black community sent more than its share of men to serve in World War I, the employment and economic picture for Blacks following the War began to worsen. The token jobs remained so there were always some positions to be looked upon as real accomplishments for Blacks. Some of these were city architects William Godette and C. W. Wigington and school teachers Edith Ella Adams and Grace Lealtad. Billy Williams and George Hoyt held administrative positions at the state capitol. The employment picture for Blacks hit an all time low in the thirties, with the depression in full swing and the scarcity of jobs. Blacks were the last hired and the first fired. The worst blow was the discharging of all Black waiters from the hotels except for room service waiters. Blacks were able to keep the few token jobs but had to fight desperately to hold on to the others and to get new opportunities.

Black employment began to take an upward swing in 1941 with the advent of the defense plants and World War II. With a continuing struggle, the trend is still upward. The riots, locally and on the national scene, the writer thinks, had a tremendous effect on Black employment everywhere. More progress was made in the sixties than any other time, but for Blacks the struggle must continue.

Social Status

One of the social problems faced by Blacks around 1900 was the lack of freedom of movement in public places which was a frustrating experience. Most cafes and saloons would serve Blacks,

but hotels and barbershops practiced bias. The Pan African Council held a convention in St. Paul in 1902 and many owners of public accommodations objected on the grounds that it would bring too many Blacks to the city and create problems. The convention, however, was held in the Senate Chambers of the old State Capitol and the cafe and restaurant owners who were willing to serve the convention went on record by placing a certain colored card in the windows of their establishments. After World War I, public accommodations for Blacks worsened despite the existence of an Equal Accommodations Law. The law was introduced by Frank Wheaton and passed by the state legislature. (Mr. Wheaton was the only Black person to serve in the legislature until 1972 when Robert Lewis was elected state senator and Ray Pleasant was named to the state house of representatives.) Despite the subtle biases, ever present, Minnesota had no "jim crow" on street cars, buses or trains, no segregated schools, also Black males had the right to vote, (females, both Black and white, did not enjoy this right until 1921) so, by comparison, was considered a liberal community in which to live.

From 1890 to 1920, most of the Black population lived in and near the downtown area where the Black churches were located. The churches started a move to the Summit-University area in the twenties with the Blacks following in large numbers. However, once established in this area, they found their freedom of movement systematically denied.

An example of early housing discrimination was the W. T. Francis case. Mr. Francis, a Black lawyer, bought a home on Sargent Avenue, West of Snelling Avenue. (1) It became necessary for the police to put a twenty-four hour watch on his home in order for him to live in it. (It should be noted here that Mr. Francis had been chosen a presidential elector of the Republican party in 1920. Years later, during the Franklin D. Roosevelt era, Frank Boyd, a union business agent for the pullman porters, was chosen a Democratic presidential elector.)

1 This will correct an error made in March 1969 report of a special committee appointed by the St. Paul Urban Coalition entitled The 1968 Labor Day Week-End in St. Paul: The Events and Their Causes. The report stated that Francis lived in Maplewood and that the incident took place in that community.

CHAPTER 2

Blacks in the Police Department

Around 1943, when the writer was a young officer on the force and with no thought of Black history on his mind, he came upon an old faded picture of five or six police officers. The men wore the old high hats and handlebar mustaches. Two of them were standing by the old type bicycles with the high front wheel and the low back wheel. The picture had no date and no names. One of the officers was a Black. An older police officer who had been a member of the Police Department since 1912 was with the writer, who sought information from him. The officer was unable to identify anyone on the picture, but thought it was taken in the 1880's. So while this name cannot be established, the writer thinks it can be safely said that there were Black officers in the St. Paul Police Department before 1892. (1)

On October 25, 1892, James H. Burrell, a former Pullman porter, was appointed to the St. Paul Police Department. (20 years before the first Black officer was appointed in New York City.) This was twenty-nine years after the Emancipation Proclamation of 1863. As far as can be documented, Officer Burrell was the first Black officer on the police force. "From the time of his appointment he served continuously at the Rondo Sub-Station and won the respect and confidence of his colleagues and superior officers by his faithful and meritorious performance at all times."



(2)

Officer James Burrell began a long line of Black officers from the rank of patrolman to deputy chief who served the City of St. Paul continuously from 1892 to 1976. This, however, has not been an easy task, as previously mentioned, due to bias and discrimination which created many obstacles and pitfalls.

Lewis Liverpool, a well known Black officer in the early part of this century, was appointed janitor at the Rondo Sub-Station in 1896 and later promoted to patrolman. He was assigned a beat in the Rice Street area. Many stories have been handed down orally about his tours of duty in this area, as Rice Street was known as a very tough section of the city with gangs of youths hanging around on street corners and terrorizing citizens. They were known also to harass police officers. Liverpool corrected this situation in about six months and eliminated all cause for complaints on his beat. An interesting incident involving him was a boxing exhibition with John L. Sullivan, former world's heavyweight champion. Because Liverpool had the reputation of being able to handle all comers, he was asked to go a few rounds with an unknown fellow. Purposely no one told him who the fellow was. This was to be a big joke by the men who plotted this event. During the first two rounds, Liverpool gave the champ a real going over, but at the end of the second round someone told him whom he was boxing. He then became frightened and lost all his confidence. Sullivan was then able to handle Liverpool with ease. (3)

James H. Loomis became a patrolman in 1900 and was assigned as municipal court bailiff. (The grandson of James Loomis, James E. Oliver, a retired U.S. postal superintendent, is a neighbor of the writer.)



After Loomis, there were Charles Grisim, 1905; Abraham Yeiser, 1908, who later transferred to the Fire Department in 1912; William Lewis, 1911; Joseph Black, 1912; James Quarles, 1914; James Mitchell in 1917; and others. It is impossible to list every Black officer who served, since

records not always specified the officer as "Colored" or "Negro," the terms commonly used in those days. Some pictures are available and this helped, but when there are not it takes a great deal of research to establish their identities as Black officers. (During this research, the name of William Joyce was given to the writer as a man who was said to have been on the force prior to 1911, but no documentation is available to substantiate the claim.)



Joseph Black

Officer Joseph Black was promoted to detective in 1914, (4) with James Quarles following in 1916. James Mitchell was appointed detective in 1917, never holding the rank of patrolman. He received his appointment from the Detective Civil Service list, which was possible in those days. Since 1918, it has been required that all police officers begin their careers on the force as patrolmen. Mitchell had the reputation of being a hard man, but a very good detective. He worked on many difficult cases, one of



James Mitchell

which was the famous unsolved Ruth Munson murder in the thirties. One daring incident involving him took place when he and two other detectives went to an upstairs address on Rondo Avenue to arrest an alleged murder suspect. When the officers knocked on the door and identified themselves as police officers, several shots were fired through the door, narrowly missing them. The suspect then opened the door, ran out and jumped down a flight of stairs in his desperate attempt to escape. Mitchell gave chase and apprehended the suspect single-handed an hour or two later. Detective Mitchell was sometimes detailed on burglary plants, a particularly nasty assignment, that on occasions lasted over a year. (See page 10)

The writer was told an interesting story by a long time officer, now deceased. His name was Marquette Smith, better known as Mark Smith. Toward the end of his career on the St. Paul Police Department he was assigned to the jail on a regular basis. Around 1948, on one occasion, the writer was detailed to the jail to work with Mark and was asked by Mark if he had ever heard of a Black officer named Quarles who had been a member of the Department years ago. He said Quarles had been an idol of his when he was a youngster growing up in St. Paul. The writer said he knew Quarles had been a member of the department and mentioned that his



James T. Quarles

step-grandfather had been a pall bearer at his funeral. This remote connection the writer had with Quarles seemed to please Officer Smith and he began to tell of an incident he had witnessed as a young man. He had become acquainted with Quarles when the officer walked a beat in the vicinity of Acker and Jackson Streets, near Mark's home. This was before prohibition in the pre-World War I era. Quarles was well known to the area residents, having been on this assignment for about two years. He had the reputation of being a two-fisted, tough and aggressive officer who indulged in the taking of a little libation while on duty. The incident Mark referred to happened not too far from a saloon at the intersection of Acker and Jackson Streets. Quarles came out of the saloon and was striding up Jackson staggering a bit. Several tough youths saw him and began to harass him. Smith knew they were strangers in the neighborhood because it was well known by everyone that Officer Quarles was not a man to be trifled with. After a remark was made that "St. Paul must be in a sorry state to hire a nigger

policeman," it took Quarles about three minutes to have the three flat on their backs and to have someone from the saloon call the patrol wagon.

From 1918 to 1921, with good times and much employment in St. Paul, there seemed to be no great problem for a few more Blacks to join the force. During this period, William Gaston, Charles Bright, Milton Noble Prior, William Wilson, Homer Goins, Fred Talbert and Robert Williams were added to the department. (Some very valuable advice was given the writer when he first jointed the force by Officer Robert Williams.)



Charles Bright

The only type of discrimination prevalent from 1892 to 1930 was in the assignments. The majority of the men walked beats so there was no problem involving working with white officers. However, the Black officers were given the most undesirable and toughest beats, always in the lowest social, economic and educational areas. They also had more of their share of "plants." This term, previously used, might need a brief explanation.

When a series of holdups or burglaries have taken place, the pattern of the crime is studied and an officer assigned to the business place that is likely to be victimized. The officer is armed with a shotgun and he waits for any illegal entry or holdup that will be made by the burglar or holdup man. Holdup plants are usually considered not too difficult since they are in progress during business hours or early evening when there are people about. The prime concern here would be that no innocent person be injured when and if an attempt is made. The burglary plant is considered the worst type of plant. Usually it is at night. During the winter, the building might be unheated. There may be rats and other adverse conditions present. This is the most dreaded detail an officer can be given. In recent years, this type of assignment has been held to a minimum. But through the years, Black officers have gotten more than their share of these assignments including the writer.

Homer Goins was one of the more popular and well liked Black officers in the department during the twenties. The following is an interesting observation of him by a veteran police reporter.

"When I started out as a police reporter in the late twenties there were four sub-stations in St. Paul. They were Rondo, Rondo and Western; Ducas, South Robert and Delos; Prior, Prior and Oakley; and Margaret, located at Margaret and Cable.

"These sub-stations were little corrupt governments of their own with each having their own cells, bookings, wagon crews and a touring car manned by detectives and by anyone else who was around. All were in charge of captains who were the 'Kings' of their districts. These stations were abandoned when the police were motorized and the police radio went into effect.

"Of all the personnel at these stations, one man always stands out in my mind. He was Homer Goins of the Rondo sub-station. He was a big man, six foot one and weighed about two hundred pounds and all muscle. He served as jailor, desk officer, chauffeur for Captain Gates Gerber, bodyguard and general investigator. He was used on all 'heavy' cases. In my book, Homer was a first class gentleman at all times, never an aggressor, but woe to anyone who aroused him or got

out of line. When 'downtown' had a big raid to arrest a number of 'heavies,' such as stickup men or yeggs (safe men) and there were doors to crash, Homer was always called. He was the first one to break down a door and also the first one to go in. He never lagged behind. Among the 'heavies' of that day, Homer was respected by them and no one ever tried any 'monkey business' with him because they knew they would come out second best. On one occasion he had to crash in a door and several suspects jumped him. He subdued them and brought them in. They were treated for broken ribs and later Homer bought them chicken and ribs to show there were no hard feelings.

"Another big score made by Homer was his arresting Bud Joyce, alias Bud Condon, out of Des Moines, Iowa. Joyce was a mobster and was alleged to have shot Officer Ed Hoeller, who, while waking a beat at 7th and Minnesota, surprised a gang of burglars looting the Shapiro Jewelry store on that corner. Ed Hoeller survived that shooting and later was promoted to Sergeant before he passed away years later. His son, Sergeant Ed Hoeller, Jr., is presently on the force." (5)

Fred Talbert served as a motorcycle officer in 1922 and was the only Black in the history of the department so assigned. This was considered a choice assignment. The department thereafter refused to assign any more Blacks to this duty.



William Wilson

On February 6, 1923 at Charles and Snelling, William Wilson was killed in a fatal auto accident while on duty. In the same accident was the brother of Clint Hackett, who was the Chief of Police when the writer joined the force in 1941. Thus, Officer Wilson became the only Black officer killed in the line of duty, a fact that is not very widely known. Probably only about ten officers presently on the job are aware of this.

In 1925, there was a total of eight Black officers serving on the force. This meant there were more Black officers per capita in St. Paul than in any city in the United States at that time as far as could be ascertained by the writer.

After 1928, the fortunes of Black officers made an about-face as the administration began to systematically eliminate them. As they died, retired or were forced to resign, no replacements were made. The Commissioner of Public Safety at that time went on record that no more Blacks would serve on the force while he was in office. In the early thirties, several discriminatory acts came to the attention of the public. Times were tough due to the depression. There was a layoff in the Police Department and the administration attempted to discharge Robert Williams on the basis that he had been too old when he was appointed. Officer Williams had to engage legal counsel and the issue was settled out of Court with the Minnesota Veterans Preference Act used as an instrument to retain his employment. (His widow still lives in their St. Anthony Avenue home and his three children, all college graduates, are gainfully employed in professional jobs.)



Robert Williams



William Gaston

William Gaston was discriminated against by being refused an appointment of sergeant by the administration. He was passed over on the Civil Service examination list on the grounds it would not be in the best interest of the department to have a Negro sergeant. In spite of the protest from the liberal segment of the white community and the strong protest from the Black community, William Gaston never received the appointment. It is ironic that later Harry Gaston, his son, was a member of the St. Paul Civil Service Commission.

After January 1921, there was not a single Black officer appointed to the St. Paul Police Department for sixteen years until 1937 when Robert Turpin was appointed.

In 1939, a Civil Service examination was posted for the position of patrolman. The St. Paul Urban League, Executive Secretary Clarence Mitchell, now Washington representative for the N.A.A.C.P., confronted the Commissioner of Public Safety with the fact that only one Black officer had been appointed over the past eighteen years. The Commissioner told the League that since 1936 the policy of the Department was that no one would be passed over and no preference shown.

He furthermore stated that he would not pass over anyone just to appoint a Black to the job. With this promise, the Urban League held classes at the Hallie Q. Brown Community Center in order to help Black candidates pass the test. A recruitment drive by community leaders was made and over thirty Black candidates were included in fifteen hundred persons taking the test. This was the largest turnout in the history of the St. Paul Police Department up to the present time. Approximately seven Blacks passed the test and their names were placed on the list that was established August 8, 1939.

The city suffered financial troubles in 1939 and 1940 and no funds were available to hire any new patrolmen. Due to this condition, the eligibility list for new patrolmen was extended until August, 1941.

The first Black on the list was Walter Goins, nephew of former officer, Homer Goins. He chose to pass the opportunity to take a position in the post office. Victor Calloway failed the medical examination, (color blindness) Lewis Williams was appointed a reserve officer in March, 1941.

The writer was next on the list and ran into problems. He had to take the medical examination six times before he was finally passed. He was on both the Fire Department and the Police Department lists. The medical examination for the Fire Department came first and he was failed for such reasons as specific gravity of the urine too high, overlapping toe, and running a temperature. After returning several times for the test he was failed because the specific gravity of the urine was too low, there was albumen in the urine and for other inconsequential reasons. The Fire Department appointment date closed. The writer then went to his own doctor who told him he was in fine physical shape. By this time a call was made for patrolmen and his name was on the list.

The Black community was split on supporting the writer for the job. Several leaders of the community felt he was not the right person for the job. However, he did have some support and the situation was resolved by the action in his behalf by Axel Peterson, then Commissioner of Education, who had known him as a boy and as a playmate of his son, Axel, Jr. On August 6, 1941, the writer was appointed reserve patrolman bringing the number of Blacks on the job to four, including Robert Williams, Lewis Williams and Robert Turpin. Lewis Williams left the department to serve in World War 11 in 1942 and never returned to St. Paul. Robert Williams, detailed to plain clothes in the morals division, retired in 1944, so this left only two Black officers on the force.

After the writer's appointment in 1941, he enjoyed no bed of roses. As stated before, the assignments were undesirable and were in the areas and locations previously mentioned.

While in recruit training there were a few problems. Most everyone was cordial and the writer made lasting friends. However, in the training group there was one recruit officer in particular who seemed to go out of his way to make things disagreeable. He was always making snide remarks that had racial overtones. The writer overlooked these issues for several weeks until one night the entire recruit group was sent on a special detail on the occasion the Duke and Duchess of Windsor were visiting the city. On this night this officer made several derogatory racial slurs. The writer had gone as far as he was going with these incidents and told the officer in front of the entire group that one more crack out of him and he would get the hell kicked out of him right then. The officer backed down and this ended that escapade. Later, almost the entire group agreed that the fellow had it coming and they were glad he had been told off.

The writer got along well with most of the men and incidents were at a minimum until about a year later when there was a slight confrontation with an older officer. It was necessary for the writer to straighten him out also. It didn't take long for the department to know that the writer would not tolerate any ridicule or derogatory racial remarks of any type. Incidentally, that first officer the writer had problems with became a good friend and has remained so to the present time.

A discriminatory process used in the thirties and forties was the unwritten rule that no Black be assigned to squad car duty with any white officer or be assigned motorcycle duty. The only time Black and white officers worked together was on special assignment, the jail or the patrol wagon. The Blacks had many plant details and walked beats in the out-of-way places such as Grove and Mississippi, 7th and Broadway, and Rice and Iglehart. A box was installed at Rice and Iglehart just for the two Black officers. Only on rare occasions was a white officer assigned this beat and never at night. Officer Turpin and the writer worked around the clock on that detail.

With the appointment of Chief Charlie Tierney in 1943, there was a slight improvement in the Blacks' working conditions. Better assignments, such as 7th and Wabasha and Snelling and University were given the Black officers.

Early in 1945, the writer enlisted in the U.S. Navy. This left Turpin the only active Black officer in the department. When the writer returned to work in June, 1946, the white-only assignment in Squad cars was still in effect. The two Blacks discussed this matter and decided that if there were no changes by July 1, 1946, they would confront the Chief concerning this situation. In the middle of June, the department held its first sensitivity training session, sponsored by the St. Paul Council of Human Relations in conjunction with the department. Former Chief Klucheski of the Milwaukee Police Department directed this mandatory training program. He recommended to the Chief that Black officers be assigned to squad car duty on the same basis as other officers.



Robert J. Turpin

Chief Tierney concurred. At that time the department was using the one-man car system, so no problems were created when the writer was assigned squad car duty July 1, 1946. Officer Turpin received a like assignment a short time later.

Having resolved this squad car discrimination, the next issue was the service rating. This is the rating all officers receive every six months from their supervisors. The ratings count thirty percent on all promotional examinations. It was difficult for any Black officer to obtain a rating above average. Due to this service rating difficulty, it was thirteen years before the writer was allowed to take his first promotional examination.

An example of discrimination in service ratings came in September of 1949 when Allan Lee, a detective, was slain by a hold-up man. The writer was one of the men who volunteered to attempt to arrest the hold-up man who was hiding out in an old tenement building. The officers donned gas masks, entered the building and in the process of effecting his capture, the hold-up man was slain. The writer's action was hailed by the press, members of the department, and the majority of the Black community. However, he was subjected to a great deal of criticism from some segments of the Black community and by a white radical weekly newspaper. When the service ratings were released for that period following this incident, his rating remained the same. No adjustment had been made.

At this time a patrolman needed only a common school education to qualify for the entrance examination. The writer along with several other young policemen led the fight to have the St. Paul Police Mutual Association, the basic organization who represented the men, to request Civil Service to raise the educational requirement to a high school graduate. This, naturally, met with much opposition from the older men, but the younger men prevailed and in January, 1950 the basic education requirement was raised to high school graduation.

Many instances of racial bias were present at this time in off-the-job but department related activities. When the writer was a member of the St. Paul Police baseball team, he was not invited to the party after the inter-city baseball game played in Minneapolis. This was not done by the administration, but by a few men on the team over the objections of many of their team members. Mahlon Thomas, appointed to the department in 1949, was denied the opportunity to play in the police band. He had tried to join the band, made up of police officers and civilians, but was not even afforded the courtesy of a tryout.

In January of 1973, Officer Thomas died of cancer. Oliver Towne, a St. Paul Dispatch columnist who had been interested in Officer Thomas' career, led a fund drive among the officer's friends and business men on his downtown beat along St. Peter and Wabasha streets. The funds from this drive were used to erect a bronze plaque in Officer Thomas' memory. The plaque was placed on the outer wall of the Chickett Brothers restaurant, better known as "Mother Merrills" at 9th and St. Peter streets.

(Here the writer would like to digress briefly to point out that he has had many positive, prejudice-free experiences during his long career with the St. Paul Police Department. The writer was the coach and manager of the Public Safety American Legion Post basketball team, for example, and was the Americanism committee chairman for four years. Around this time the Public Safety Post #449 sponsored a Black youth, Jim Robinson, then seventeen, to the state American Legionville camp, where he was elected Mayor. Mr. Robinson is now director of the Loft Teen Center in the Summit-University area. The writer was also elected many times as a delegate to the Minnesota Police and Peace Officers' annual convention, was a charter member, vice-president and member of the board of trustees of the St. Paul Police Union, and is still on the board of trustees of the St. Paul Police Benevolent Association. The writer was the founder of the St. Paul Police scholarship fund, awarded annually to sons and daughters of police officers by the St. Paul Police Federation, the union's present name. Over the years, too, the writer was a member of the St. Paul Police Pistol Team and won many awards for shooting. He is a past treasurer of the St. Paul Police Pistol Club and past Secretary-Treasurer of the St. Paul Police Ranking Officers Association. He has been sent to Buffalo, Omaha, Indianapolis, Springfield, Missouri and Leavenworth, Kansas to transport state and federal prisoners. The writer was also the St. Paul Police representative sent to Michigan State University to attend the Police Community Relations Institute in 1963. During my years with the Police Department, I was also an interscholastic and intercollegiate basketball and football official and traveled the Midwest in that capacity.)

The first promotional examination the writer was eligible to take was that given in 1954 for the position of detective. His written score was 89.33, but due to his low service rating, he ended up thirty-third on the list before his veteran's preference and about twenty-fifth after preference. In 1955, he had the first opportunity to take the promotional examination for sergeant. Lieutenant Herbert Werner had assumed command of his platoon a year previous to this and almost immediately his service rating began to rise. His superior saw to it that the commendable work he had been doing was reflected in his rating. With a grade of 88.50 in the written part of the sergeant's examination and his improved service rating, the writer came out number seven on the list. The filing of his veteran's preference brought him up to number five. This caused some biased remarks to circulate around the department such as, "They will never make a nigger the boss around here," and "If you are behind Griffin on the sergeant's list, you will never be made." Apparently William Proetz, Chief of Police at that time, never made an issue of it and appointed the top six men on the list. This did bring about the problem of an assignment for the writer. One of the excuses administrators used on many occasions in the past when Blacks were denied supervisory promotions was that white men would not work under Black supervisors. The writer was assigned as desk sergeant, a job that has since been abolished, and he held this position for about eighteen months. This assignment did not call for direct supervision of the men.

Lieutenant Burton Pond, commander of the shift to which the writer was assigned, recommended rotating the desk sergeant with the patrol sergeant. His recommendation was accepted and the writer made the adjustment very quickly. From that time on he was assigned on the same basis as other sergeants.

As time passed, the department returned to the two-man squads and there was only token opposition from the white officers to working with the Blacks.

Like most policemen, the writer during his years as a patrolman and plainclothesman had countless routine experiences, but he also had his share of excitement. In September of 1949, for instance, he joined in a major manhunt by St. Paul Police over several blocks near the State Capitol. A bandit had held up a liquor store and then eluded police for several hours in a house-to-house gun battle, killing a detective. The fugitive was at last cornered in a tenement room, into which heavy charges of tear gas were pumped through a transom. The writer, though off duty, was one of two policemen who put on gas masks and went after the bandit, who was slain in the process.

Earlier in the 1940's when the writer and Turpin were plainclothesmen, we gave the song, "Lay That Pistol Down, Babe," a practical application, as one newspaper put it. On a St. Paul street one night we came upon and quickly disarmed a young woman of slight build who was thrusting a large pistol — a fully loaded .45 caliber army automatic — in the ribs of a male companion. Both were from Minneapolis. The woman said the man was a former fiance who had slapped her face in a St. Paul tavern when she refused to return to Minneapolis with him. She said the man pursued her when she ran out of the tavern and that she then pulled the gun from her bag. We arrested the woman and took the man to jail as a material witness.

On November 22, 1951 my partner, Hank Loe, and I arrested a party on the fugitive warrant issued by the State of Indiana. Coincidentally, about two years later on June 16, 1953, I traveled to Indianapolis, Indiana to serve a bench warrant on this party's brother and returned him to St. Paul to be charged with grand larceny.

On another occasion the writer managed to subdue an early morning fight between two men at a St. Paul restaurant. I arrested the man responsible for the brawl, but not before being hit over the head with a pop bottle and receiving a cut that required several stitches.

In February, 1954 shortly after a hold up of a gas station at Highways 61 and 96 near White Bear, Minnesota by two men, the two bandits fled to St. Paul. A description of the two men involved and the car was given out over the St. Paul police radio. Shortly afterwards, Officers James Griffin and Donald Lombard were driving South on Rice Street and when they reached Arlington Avenue they spotted a car with two men in it who fitted the description given over the radio. The officers arrested the two men and took them to Headquarters. The victim was brought to St. Paul where he identified the two men the officers had arrested as the men who held him up. Later the two men were convicted in Ramsey County District Court for armed robbery.

The writer had his amusing moments too as a squad car patrolman. One time, following the instructions of a police radio dispatcher, I picked up a South St. Paul woman who had alighted

from a streetcar in St. Paul before she realized she had left her purse containing \$140.00 where she had been sitting. I managed to overtake the trolley, and the woman got on it to look for her purse. She found it, much to her relief, on the seat where she had left it. Another time I was driving in a squad car when I was called to escort a truck whose trash in back had caught fire in a high wind at a dump. Unable to put out the fire, the driver stepped on the gas and with the writer's help raced to a fire station. There firemen doused the fire with chemicals before it could damage the truck itself.

Still another time, the writer was asked to guide a rookie St. Paul patrolman on his first tour of duty. His initial "case" was not covered by instructions in the police manual — we came upon a lost horse lumbering alone down the street. We solved the "case" by tying the horse to the squad car and driving very slowly for several blocks to the Animal Shelter. (The source of these various experiences are newspaper clippings in a scrapbook kept through the years by the writer.)

In January of 1957, James O. Mann was appointed to the department. He has proved to be one of the most controversial officers in the department. Officer Mann has been a most active participant in civic affairs in the city. He has been a candidate for such public offices as member of the school board, city council and the state legislature. He is past president of the Summit-University Federation and presently holds an elective position with Model Cities. He is the organizer of the National Conference of Minority Police and was the president of that organization. After a hold up at the Western State Bank on July 9, 1971, Officer Mann was active in the negotiation of the release of the two hostages being held by the bank bandits, and also in their surrender. This enabled the case to be brought to a close without further bloodshed and with the recovery of the money taken in the robbery. For this act, he was cited by the Police Department and the Associations of Commercial Clubs of St. Paul for outstanding police work.

In addition to police personnel, there were several professional and other positions available in the department. Doctor Alexander P. Abrams was appointed police ambulance surgeon in 1955 and Doctor Rodney England followed in 1957. Both of these doctors were Black. Today both of these physicians have highly successful medical practices in St. Paul. This position in the department has since been abolished.

There has been a dearth of Black clerical personnel in the department. Fred Weston was a clerk around 1948 and was later elected Clerk of District Court for Ramsey County by a landslide vote. Bradford G. Benner held the position of police stenographer for ten years beginning in 1955. Benner is now court reporter for the Ramsey County Juvenile Court. He was followed by clerical workers Wilma Young, Elnora Land, Helen Griffin, the writer's daughter, and Cornelius Benner, who was later appointed patrolman and is presently serving in that capacity.

Timothy Howard served for about five years on the St. Paul Police Study Committee starting in 1965 when George Vavoulis was Mayor and Lester McAuliffe the Police Chief. (Howard had also served as a Park Police officer in 1930. The Park Police had no connection with the City Police Department, however, until later.)

In August of 1959, when I held the rank of Sergeant, I was placed in command of a Tactical Unit. This assignment came after a riot situation developed at Kent and Rondo Avenue. To use a colloquial expression, "tensions in the community could have been cut with a knife." William Proetz, Chief of Police at that time, assigned me and twelve men to the problem area. With three months of hard work using practical police procedures, common sense, law and justice dispensed with compassion, the incident was closed to the satisfaction of the concerned neighborhood citizens and the Police Department. This was accomplished with the able assistance of the entire unit who were dedicated and sensitive to the community problems. Sergeant Griffin and the entire unit were given citations for a job well done. Also when this precarious and difficult detail was finally phased out, the men who had been assigned all came together and wrote a letter to Chief Proetz signed by each member of the detail commending Sergeant Griffin for outstanding leadership and attention to duty during the three-month tenure of the assignment.

From 1954 to 1965, a period of eleven years, no examination for the position of lieutenant was held. In 1965, the Civil Service Bureau posted an examination for the position of captain. Thirteen police sergeants then petitioned the Civil Service Bureau for the right to take the captain's examination. This action was based on the grounds that the normal progress of these thirteen men had been denied and also that according to Civil Service rules an eligible list for promotion should be available at all times within reason. On this basis, thirteen sergeants were allowed to take the examination for captain given in 1965 and again in 1969. The writer was one of the men in this group and went into the 1969 examination with a good service rating. Captain Leroy Tynan, his supervisor, was not a biased man and this reflected in the improved service rating as it had before under Lieutenant Werner. Incidentally, Captain Tynan was an old schoolmate of Roy Wilkins, Executive Secretary of the N.A.A.C.P. The writer placed fourth on the list for promotions in 1969. The top five men on the list were promoted and the writer received his captaincy on March 2, 1970. At this time there were only 3 Blacks in the entire Department.

There had been a change in the department's personnel thinking with reference to promotions of Blacks since 1955. This is reflected in a remark made by a young officer, "If you are ahead of Griffin on the captain's list, you will be promoted because they will appoint everyone ahead of him just to get a Black." The writer brought to this officer's attention that indeed the department had come a long way since fourteen years ago, the philosophy on Blacks being promoted was just the opposite.

As a captain, I was placed in charge of a station where some amusing events occurred that brought out the non-malicious, unintentional racisms in our society. On occasion members of other police agencies or local citizens would come into the station commander's office, see me sitting there and say, "No one here? I'm looking for the Captain," and walk away. On one very busy night about 1:30 a.m., the desk officer told me a lady wished to speak to me. I replied I would talk to her as soon as I finished the case I was working on at that time. About forty five minutes later I stepped outside the office and seeing a lady sitting there asked her if I could be of assistance. She said no, so I returned to my office. An hour later the desk officer inquired when I was going to speak to the lady who was waiting to see me. I stepped out of the office to see the same lady still sitting there. I again asked if I could help and she again said no, that she was waiting to see the captain. I informed her she was speaking to the captain. When she recovered

from her surprise, the captain was able to solve her problem and the lady left police headquarters satisfied.

During the period 1965 to 1967 there were large scale riots in Detroit, Michigan, Los Angeles, California and Newark, New Jersey. These riots caused millions of dollars in property damage and the loss of many lives. There were further smaller conflicts throughout the nation. A national commission on civil disorders was appointed by the President. This committee's findings were released and became known as the Kerner Report. One of the recommendations made by the committee was the employing of more minority police officers, especially in the inner city where the Blacks, Chicanos and Puerto Ricans live. This report brought awareness to the St. Paul Police Department of the need for more Black officers.

Earl Beed was appointed to the force in 1967 and within six months another discriminatory situation arose. A white officer with about twenty years on the job refused to work with Beed because Beed was Black. This discriminatory act was dealt with promptly by the administration. The officer who refused to work with Beed was suspended. This was a very positive and very necessary act by the administration. Had it not been dealt with in a positive manner, acts of this nature might have continued as they had in the past.

In 1971, the Park Police Department was absorbed by the St. Paul Police Department and Officer Donald McAdams joined the force. He had been a member of the Parks Department since 1960.

William Finney, Cornelius Benner III and Joseph Bloedoorn were appointed in the Spring of 1971. At the end of the academy training period, Benner was turned down with no clear explanation and was not allowed to be sworn in. However, he was told he could reenter the academy with the next class, which he did, and was added to the force in the Fall of 1971. To the Black community, this incident had racial overtones, but never became an issue.

The St. Paul Police Department requested a grant from the federal government in 1971 to create a Community Service Officer Program. The Kerner report, previously mentioned, had urged the addition of more minorities into the field of law enforcement. The Community Service Officer Program in St. Paul would train the men who were accepted in the program in order to improve their opportunity to pass the patrolman's examination. This was the first real commitment made by the St. Paul Police Department in the field of active minority recruitment.

The grant was approved and ten men were to be enrolled in the program for a period of thirty-nine months. The department was unable to recruit ten men, but seven were signed up and when the program was ready to start, six men agreed to participate. The six Black men were Sam Ballard, Mack Warren, Fletcher Comely, Samuel Stallings, Willie Hudson and Fred Bell.

A patrolman's examination was given about eighteen months after this program was started. Community Service Officer Willie Hudson passed the test and later was appointed to patrolman. The Community Service Officer Program was then cancelled twenty-one months prematurely, arousing the community. Furthermore, the men involved in the program complained of the manner in which the Civil Service test was administered. The test had one hundred questions and the examiner told the candidates that each question counted one point. However, before the

results were released, adjustments were made in the method of scoring the test. Due to this scoring change, two Community Service Officers failed who otherwise would have passed, causing a great many hard feelings. On March 1, 1972, a discriminatory hiring practice suit was filed in Federal District Court in St. Paul against the St. Paul Police Department and the Civil Service Bureau by five of the candidates for patrolman. They were Mack Warren, Fred Bell, Sam Ballard, Frank Foster and Michael Benner. Benner dropped his part of the suit several days later on the grounds that he had not taken the test.

The following, taken from the St. Paul Dispatch, March 2, 1972, explains the suit:

"The suit claims Warren, Bell and Ballard had passed the other tests for patrolman and that their performance in police-related work was satisfactory. But they were fired February 4, 1972.

"The other two plaintiffs did not participate in the Community Service Officers Program. Foster and Benner both have had previous police-related experience.

"Foster failed the written Civil Service test, but his background included three years as a military policeman in the Army on an active duty, and ten years in reserve duty. He works part time as a sergeant in the Special Services Division of the Ramsey County Sheriff's Office.

"Three of the five defendants, Warren, Bell and Ballard, having participated in the Community Service Officers Program, had successfully passed all qualifications for patrolman except the written examination, which was not required for that program. The program offering training to upgrade academic skills to help candidates pass the written test as well as giving participants practical police training.

"The pleadings states: 'These plaintiffs were told that the program would last two to three years and that they would be able to take the written Civil Service examination to become patrolmen as often as necessary to achieve a passing grade while staying in the program. They received some police training and academic education and did police-related work with the department.

"'In November, 1971,' the complaint continued, 'these plaintiffs were told that they had to pass the written Civil Service examination for patrolman to be given December 18, 1971, or lose their jobs. This was totally unexpected in view of the previous presentations that the program would last two to three years and they would have more than one opportunity to take and pass the written examination.

"Benner, too, is in the Special Services Division of the Sheriff's Department. He was a paratrooper in Korea. However, because of what he perceived as discriminatory hiring practices, he "has been discouraged from applying.

"Michael Wolf and Dolores Orey, Legal Assistance attorneys, said the class action on behalf of all potential Black police applicants is primarily a challenge of Civil Service tests which appear to have little to do with predictions of job performance. The pleadings in this case states: 'The written Civil Service examination is not related to the job of patrolman.'

"The written test relates to general academic knowledge and stresses formal language and reading skills, including grammar and vocabulary. The suit states: 'Many questions demand skills and knowledge which are foreign to members of the Black community, and require exposure to the culture and values of the white community . . . As a result, Black applicants have been denied employment as patrolmen with the St. Paul Police Department solely on the basis of their inability to pass such written Civil Service examinations and other screening procedures which are not job related and have not been validated. There are seven Black members of the St. Paul Police force, out of a total of 525.'" (6)

After the suit was filed, the St. Paul Police Department approved the remaining four men who had challenged the patrolmen's examination and they were allowed to attend the next academy. All but Bell accepted. After four weeks, Warren was unable to keep up-the pace in the academy and was dropped. Foster and Ballard completed the course and are now members of the Department subject to passing a court-approved test. The federal court ruled the examination should be job related and ordered the City to design a job related examination and submit it for court scrutiny.

After a great deal of mediation between the plaintiffs and defendant's attorneys, a plan was worked out to the satisfaction of all concerned parties subject to Federal Judge Miles Lord's certification. Judge Lord accepted the plan and ruled that out of the next fifty appointments to the St. Paul Police Department, twelve would have to be Black. The theory was to raise the percentage of Black Police Officers in the Police Department to the same ratio of Blacks in the total population of the City of St. Paul. At the time of Warren's complaint, seven members (1.4 percent) of the 525 Police Officers were Black, while Blacks comprised 3.5 percent of the City's population. The total minority population of St. Paul is 6 percent (Blacks, Mexican-Americans and Native Americans.)

The next step was to design an examination that would be nondiscriminatory but as fair and equitable as possible. There was a great deal of discussion over the type of test to be held. The Civil Service Bureau with the sanction of the Police Department, engaged Personnel Decisions, Incorporated, of Minneapolis to make up a test for the endorsement of the involved factions, plus the ratification of the Federal Court. In the Spring of 1974, after hours and hours of dialogue back and forth, the plaintiffs and the defendant's attorneys arrived at a settlement on the type of Police examination to be given. The Court gave their approval and a date of June 1, 1974 was set for the examination. The St. Paul Urban League and the St. Paul Human Rights Department were named as monitors by the Court to work in cooperation with the St. Paul Civil Service Bureau in staging of the test. These organizations were to advise and to assist in an all out effort to comply with Judge Miles Lord's Court Order which was that 12 of the next fifty persons appointed to the St. Paul Police were to be Black.

Following this action, Chief R. H. Rowan selected James S. Griffin, Deputy Chief of the Services Division, a Black Officer with over thirty years of Police experience to be in charge of the Police Minority Recruitment Program. This was not ordered by the Court, but was done to show good faith that the Police Department was supporting the minority program. The Department hoped to initiate an active and complete recruitment program to encourage qualified

minority applicants to apply and to be appointed Police Officers. A goal of 60 male Black Applicants was set.

The program was initiated with a meeting between Griffin, Plaintiff Warren's attorneys, St. Paul Human Rights Department (Ron Jones) personnel and the St. Paul Urban League (Edgar Pillow) to discuss the possible application of Minneapolis' Civil Service format to minority recruitment.

Personnel Decisions, Incorporated, was also enlisted to help prepare potential applicants for the civil service examination to be given June 1, 1974. Meetings were arranged with all Black Officers employed by the Department and with William Black, of the St. Paul Civil Service. The first recruitment meeting addressed a delegation of Black students from Hamline University in an attempt to recruit some Black applicants for Police Officer positions.

After a meeting with the seven Black Police Officers on the St. Paul Police Force, the following format was proposed and accepted by the St. Paul city administration.

1. A budget was requested and made available.
2. Weekly meetings for discussion of ideas and to advise everyone of program progress were held.
3. Every Black church within the City of St. Paul was contacted.
4. Approximately 15 colleges within the Twin City area, plus the University of Minnesota was contacted.
5. All community centers and playgrounds frequented by minorities were visited.
6. Radio and television stations were contacted for promotional help which was received.
7. Leaflets were distributed door to door in the predominately Black community.
8. Posters in Spanish were placed in Spanish-speaking areas.
9. Recruitment materials with pictures were placed in predominantly Black and Spanish-speaking areas.
10. Displays were posted in business places, banks and other places frequently visited by the entire public.
11. A parade was held, led by the Elk Drum and Bugle Corps, and leaflets were again passed out.
12. Indian weekly newspapers and Indian organizations in the Twin City area were contacted.
13. A photo display created by Police artist Paul Johnson was placed at business and churches during the recruitment period.
14. Major newspapers in both Minneapolis and St. Paul and all daily and weekly papers in the community publicized the recruitment drive.
15. The cooperation of Carl Eller, all Pro end of the Minnesota Vikings, was obtained.

After laying a substantial base for the recruitment of minorities in the department and receiving department funding, Deputy Chief Griffin and the other Black Officers met with a committee from the Civil Service Board to discuss recruitment tactics which would best facilitate the recruitment goal of 60 Black male applicants.

Brochures, posters and informational meetings were used to contact the minority community. In addition, the Police Department also contacted Dr. James Witt, Executive Director of the Center of Criminal Justice and Minority Opportunity at Marquette Law School, Milwaukee, Wisconsin, who gave assistance in developing a plausible recruitment program. Mr. Gene Robinson of his office made several visits to St. Paul.

The St. Paul Police Department became totally committed to the recruiting of minority personnel and assigned the Police artist and the Public Relations Unit to assist in the recruitment process. The City government gave complete backing to the recruitment plan. Complete cooperation was also forthcoming from the newspapers and four major television stations within the City; and arrangements were made for public service spot announcements of the upcoming tests. Two television stations also prepared short programs to tie in with Police Week activities, and they outlined minority recruitment on these programs. Finally, through the active participation of the minority communities, the recruitment program became citywide.

Excellent cooperation and assistance was also received from the legal aid attorney for the plaintiff in the original suit against the City, St. Paul Civil Service Bureau, St. Paul Urban League (Edgar Pillow), and St. Paul Human Relations Department (Ron Jones).

Probably the major achievement of the committee for minority recruitment was the initiation of the following programs:

1. An oral-interview tutorial session for applicants which stressed typical questions asked of persons during this phase of the application process.
2. Physical training and preparation for the physical agility portion of the test (also available to the general public).
3. Written examination tutorials which included practical explanations of the nature of police work, typical tests, discussions and assistance in preparing for the mechanical administration of such tests (also available to the general public).
4. Appropriate radio and television news release interviews in spot announcement.
5. Press and community news releases and announcements including general news publications, civic and cultural center distribution, and community-disseminated brochures and flyers.
6. Meetings with interested groups including schools and colleges.
7. Support and cooperation from the Department's artist and from the Public Relations, Training, Identification and Photography Units.

I might add that on May 19, 1974, just previous to the date scheduled for the Police examination, the office of the Plaintiff's attorney was burglarized and the test stolen. The test had been in the Plaintiff's attorney's office during the discussion of its creditability. This caused a great deal of distress and concern among all of the applicants. However, a validated test was secured from Chicago and the examination was held on schedule.

The results of this prospectus have been good. The documented statistics show the following:

1. 1126 persons signed up for the examination for Police Officer. This number included 60 Black males, the goal set, and 18 Black females, 25 Hispanic males and 6 Hispanic females, 4 Indian males, 3 other minorities, and over 250 white females.
2. 809 took the test, including 55 Black males, 13 Black females, 18 Hispanic males, 3 Hispanic females, 2 Native-American males and 3 other minority males, for a total of 94 minority members.
3. 53 minority persons passed the initial written examination.
4. The St. Paul Police Department started its recruitment academy September 8, 1975, with 9 Black males, 1 Black female (out of over 266 female applicants, the lone female survivor was Black), and 1 Hispanic male out of 43 recruits.

We have at present 532 sworn personnel in the St. Paul (Sept. 1975) Police Department, of which 25 are minority persons. However, we are six minority persons less than the 31 necessary to reflect the same percentage of minorities in the Police Department as there are in the total population of the City.

The progress to date has shown that the St. Paul Police Department is now taking a much more aggressive role in recruitment of minority personnel within its ranks and will continue to call upon this reservoir in the future.

After the LEAA-Marquette University Law School, Minority Opportunity Agency examined the Department's minority recruitment program, Executive Director Witt wrote to the Department July 22, 1974, that his assistant Gene Robinson regarded the Department's efforts as "a model for other Departments."

In a letter to Chief of Police Rowan, September 25, 1975, Bruce Beneke, of Legal Assistance of Ramsey County, Inc., stated:

As plaintiffs attorney in Warren v Schlect et al. I would like to thank you and the men and women of your department for the excellent cooperation and assistance they have provided in meeting the court order concerning police hiring. I compliment you on the firm but positive stand that you took regarding the court order and greatly appreciate the fact that you made resources of your department available to help make the city and department's affirmative action program a meaningful one. In this regard, I understand that the department's affirmative action program is now being considered as a model for the country and much of the credit belongs to you.

In July of 1972, the examination for deputy chief of police was given and when the results were posted, the writer received the highest grade on the written examination and was the number one on the Civil Service roster. William McCutcheon, the number two man on the list, was appointed to the position. The department's decision to pass over the first man on the list broke a thirty-year precedent of taking the first man on the list. The writer engaged the services of Mr. Douglas Thomson, one of St. Paul's leading attorneys, to contest the appointment. At this point of the challenge the writer stood alone. However, the issue soon became of interest to a great many citizens of St. Paul. Letters appeared in the Mail Bag of the local daily paper. The overwhelming majority were in support of the writer. Citizens and organizations including the St. Paul Police Federation, the St. Paul Urban League, the Urban Coalition and the NAACP rallied behind him.

Friends and acquaintances telephoned and wrote letters of support, some of whom dated back from his days at Cathedral and McKinley elementary schools, Marshall Junior High School and Central High school. The issue finally was settled out of court by the reorganization of the Police Department to create a fourth deputy chief position for McCutcheon. The writer was appointed deputy chief of police on October 6, 1972. (See copies of newspaper clippings on the following pages.

The writer, by his promotions in the St. Paul Police Department, has the distinction of being the first Black in the State of Minnesota to hold the rank of Sergeant, Captain, and Deputy Chief of Police. All promotions were by competitive civil service examination.

As far as could be determined, at that time (1972) the writer held the highest competitive Civil Service rank held by any Black in any metropolitan police department in the United States. (7)

1 When Oral historian Kate Cavett interviewed Griffin in 1998 he shared: "And, of course, we've had Black policemen since 1881. Lewis Thomas was the first Black policeman. He was appointed in June of 1881. Seventeen Black officers were appointed to the department from 1881 to 1921, but then we went from 1921 until 1937 and not a single Black was appointed to the police department. They had a Commissioner at that time — I can't remember his name, but he had gone on record. As long as he was commissioner, there'd be no more colored policemen."

Griffin also shared that Thomas' appointment was thirty years before any Black officer was appointed in New York City, and seventeen years after the 1863 Emancipation Proclamation.

(Lewis Thomas' career in the Saint Paul Police Department is documented in David Taylor's African Americans in Minnesota, Minnesota Historical Society Press, 2002)

2 Alix J. Muller, The History of the Police and Fire Departments of the Twin Cities, St. Paul, Mn: American Land & Title Register Assoc. 1899. P. 106.

3 Most of the information I have received about Lewis Liverpool is undocumented.

4 This will correct the error in an article published in the Minneapolis Tribune on June 16, 1970 which stated that a Black promoted in 1970 to detective in the Hennepin County Sheriff's Office was the first Black detective in the history of Minnesota. Also, J. D. Harding held the rank of Detective in the Minneapolis Police Department in 1913.

5 Observation written for the writer by the late Nate Bomberg, St. Paul Pioneer Press newspaper reporter.

6 Don Ahern, "Five Blacks Sue Over Police Jobs" The St. Paul Dispatch, March 2, 1972, p. 1.

7 There are many Black chiefs of police and Black deputy chiefs of police in the United States, but they are appointive positions. These men were not selected by competitive examinations.

Conclusion

I have attempted to be informative in this social and historical presentation. The information on how long Blacks have been employed in the police and fire departments in St. Paul is new to the majority of people in the Black community, and especially our youth. Many times the statement is made that there are no Black images but the facts should first be investigated. We may find the image we seek is among us and we may not have been cognizant of it. Often we seek history in faraway places and overlook our own local history. I have, in researching this paper, run across many facts of historical value. We as Blacks have a very rich heritage in this area and a very thorough research should be made of it. Many books and periodicals have been written about our local Black history but have not gone deep enough into the past. In many instances they have just scratched the surface.

The discrimination and bias against Blacks in the past in the field of law enforcement and fire protection have been told and the public must realize this is a reflection of our society. Policemen and firemen do not discriminate because they are in this work, but because they are products of their environment. The bias they may have is not acquired from the job but rather is with them when they come to these jobs.

Today, the doors for a career in law enforcement and fire protection are open and the community must encourage our young people to take advantage of it. There is now a public awareness of the need for Black input in these fields. This presents a terrific challenge for our Black youth who must come forward and meet this challenge, with courage and motivation. When they do this, hopefully they will not forget the blood, sweat and tears of the men who have preceded them.

In concluding this paper, I would like to say that the stamina, tenacity and the courage of the many men who were able to survive in the police and fire departments were, in many cases, passed on to many of their descendants. They have provided the ambition and motivation necessary for the progress of Blacks at home and away.

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Twin City Courier

APPENDIX

BLACK POLICE OFFICERS WHO SERVED ON THE ST. PAUL POLICE DEPARTMENT 1892-1972

Samuel C. Ballard	1972	William Lewis	1911
James Burrell	1892	Lewis Liverpool	1896
Earl Beed	1967	James O. Mann	1957
Cornelius W. Benner	1971	Donald McAdams	1970
Joseph C. Black	1912	James A. Mitchell	1917
Joseph M. Bloedoor	1971	Milton Noble Pryor	1919
Charles J. Bright	1920	James T. Quarles	1912
William K. Finney	1971	Fred Talbert	1917
Frank Foster	1972	Mahlon H. Thomas	1949
James S. Griffin	1941	Robert Turpin	1937
Charles Grisem	1905	Lewis I. Williams	1941
James Homer Goins	1921	Robert Williams	1920
William Gaston	1920	William F. Wilson	1914
Willie Hudson	1972	Killed in the line of duty	1923
Andrew Jackson	1912*	Abraham Yeiser	1908
William Joyce	Unable to document date		
James Loomis	Unable to document date		
Timothy Howard	1930 (Park Police)		

*Andrew Jackson was appointed a janitor but spent some of his time with the department as a patrolman.

BLACK POLICE OFFICERS APPOINTED IN 1975

James T. Blakey	1975	Kenneth W. McIntosh	1975
Melvin W. Carter	1975	Deborah L. Montgomery	1975

Andrew L. Hooks	1975	Stephen W. Rollins	1975
Clifford A. Kelly	1975	Clemmie H. Tucker	1975

ST. PAUL POLICE DEPARTMENT PROMOTIONS

Joseph C. Black	Promoted to Detective	1914*
James T. Quarles	Promoted to Detective	1918
	Promoted to Sergeant	1955
James S. Griffin	Captain	1970
	Deputy Chief of Police	1972

*Detective was a Civil Service Rank and will be abolished when the present incumbents die, retire or are promoted. There will be no new detective appointments.

POLICE AMBULANCE SURGEONS

Dr. Alexander P. Abrams	1955
Dr. Rodney W. England	1957

Police Ambulance Surgeon's position was abolished in 1964.

OFFICE EMPLOYEES

Fred Weston	1945
Bradford Benner	1955
Wilma Young	1964
Helen C. Griffin	1965
Cornelius Benner III	1967
Elnora Land	1967
Debbie A. DeGree	1972
Derma M. Young	1972
William A. Clark	1974

Documents

CITY OF SAINT PAUL
Capital of Minnesota

Department of Public Safety

BUREAU OF POLICE
William F. Proetz, Chief

Tenth and Minnesota Streets, 1
ROBERT F. PETERSON, Commissioner
JOHN C. FELDMANN, Deputy Commissioner



October 14, 1959

Sergeant James Griffin
Police Department

Dear Sergeant Griffin:

On this date I received a most unusual but welcome letter from the six officers assigned to you on the Rondo and Cathedral District detail.

They mentioned the fine job that you have done in easing the civic pressure in that area, and the results crime-wise are apparent.

No one is in a better position to make such comments than the men themselves, and it is very gratifying to receive such a letter. Let me add my congratulations for a job well done.

Sincerely yours,

William F. Proetz
Chief of Police

c/ personnel file.

October 13, 1959

Mr. William F. Proetz
Chief of Police
Public Safety Building
St. Paul, Minnesota

Dear Chief Proetz:

We, the undersigned, were notified on August 21, 1959 that we had been selected to work a special detail in the Rondo and Cathedral Districts. This detail was to be supervised by Sergeant Jim Griffin.

At this time, with the detail about to end, we would like to call your attention to the fine job done by Sergeant Griffin.

From the beginning, the work concentrated in this area had aroused considerable public interest, plus a great deal of resentment toward law enforcement. Sergeant Griffin accepted the challenge and conducted himself in such a manner that not only did he gain the admiration and respect of the public he dealt with, but also the men working for him.

As a result of the above, arrests were made, and convictions obtained for various types of crimes, and with that, the element of civic pressure eased, and much of the resentment in this troubled area was done away with. We want you to know of Sergeant Griffin's outstanding work so that he may receive the proper commendation for a job well done.

Respectfully,

William J. Roppa
Matthew E. Joyce
John J. Peedy
Richard J. Martin
Makron H. Thomas
Alfred C. Biagi

The following are reprints from the newspapers in [Sources Consulted](#) and all information on these pages are cited verbatim with no editorializing by the writer.

STATE SENATOR GIVEN JOB

Police Appointment Challenged

By VIRGINIA RYBIN
Staff Writer

A St. Paul police captain who ranked highest on a Civil Service list for deputy police chief is challenging the appointment of a state senator to the job.

Capt. James Griffin said he has engaged attorney Douglas Thomson to conduct his challenge of the appointment of state Sen. William McCutcheon as deputy chief of the department services division.

POLICE CHIEF Richard Rowan made the appointment, which was an-



GRIFFIN

nounced Monday. Rowan had the option of taking any one of the three top men on the Civil Service list. McCutcheon ranked second on the list and Capt. Donald R. Smith was third.

Thomson said the top person on the list has not been passed over for a job "in 30 years."

Rowan agreed that the action probably is unprecedented in the St. Paul Police Department. However, he said he felt that McCutcheon was the best man for the job.

The chief gained the authority to make the decision when the post of public safety commissioner was abolished under the new city charter in June. The safety commissioner formerly had made such appointments from Civil Service lists.



McCUTCHEON

"I ANNOUNCED when I got appointing authority that I planned to exercise the one-in-three prerogative," Rowan said. "These

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Continued on page 55

Captain Challenges Naming Of State Senator to Police Post

Continued from Page 1
are the first appointments made since then."

Rowan said St. Paul Civil Service Bureau officials have informed him that the prerogative frequently is exercised in other city departments, though it apparently never has been used in the Public Safety Department.

The chief noted that the Civil Service rankings of Griffin and McCutcheon were less than half a point apart.

He said he felt that McCutcheon's administrative experience as direc-

tor of planning and research in the department made him better qualified than Griffin for the services job.

HE SAID Griffin has served as a desk sergeant, station commander, court officer, communications center sergeant, and station commander. These experiences, Rowan said, are relatively unrelated to the budget responsibilities, record-keeping, community relations duties and other tasks involved in the services job.

McCutcheon has attended several schools on computer systems, supervised the department's police academy and has held other jobs which pre-

pare him for his new appointment, Rowan said.

The state senator, a Conservative from St. Paul, has served as an acting deputy chief since one of the three deputy chiefs — Robert J. Freischel — left the department earlier this year.

Griffin had a 90.04 civil service ranking, while McCutcheon had 89.60 points, according to Civil Service Bureau records.

THE RANKING was based on a 60 per cent weighting for a written test, 30 per cent for performance on the job and 10 per cent seniority.

Griffin, 55, joined the St. Paul Police Department

in 1942. He got a 100 per cent ranking for seniority. McCutcheon, 45, was appointed a St. Paul patrolman in 1954 and previously served with the St. Paul Park Police; he received a seniority ranking of 96.46, the Civil Service Bureau said.

Griffin's written test score was 91.40; the second-ranking candidate scored 89.25. Their service ratings were 84 for Griffin and 88 for McCutcheon.

Thomson said it has not been decided exactly what legal action will be taken in the case. He said an administrative hearing probably will be the first step, and discrimination charges may be filed.

IN CITY'S BYPASSING BLACK FOR DEPUTY POLICE CHIEF

Urban League Claims 'Blatant Discrimination'

The decision last week by St. Paul Police Chief Richard Rowan to bypass a black candidate for the position of deputy chief was branded "blatant discrimination" in a resolution by the St. Paul Urban League board of directors released Wednesday.

The Urban League action follows the appointment of William McCutcheon as deputy chief of department services.

McCutcheon is white. Capt. James Griffin is black. In a Civil Service examination the two men took in competing for the job, Griffin scored higher.

BUT Chief Rowan, who was supported publicly by



GRIFFIN

Mayor Lawrence Cohen, said the test counted only 60 per cent toward qualifying for the job.

Seniority ranked 10 per cent. Griffin has more seniority than McCutcheon, who also is a Republican-backed state senator.

Rowan and Cohen, who is a DFLer, said the balance of qualifications concerned work experiences. McCutcheon has more budgeting and planning experience than Griffin.

Nevertheless, the Urban League urges Rowan and Cohen to "reverse their position immediately and appoint Capt. Griffin, as should have been done in the first place."

The resolution also noted that the mayor and the police department are publicly "committed to affirmative action in the hiring and advancement of minorities" and that in the past, police hiring and advancement "have dis-

criminated against minorities."

ASKED for comment on the Urban League resolution, Rowan said: "I don't think there has been any discrimination myself."

But Griffin declared: "I was No. 1 (in the test). For the past 30 years, they've never skipped No. 1. I think the facts speak for themselves."

Griffin's attorney, Douglas Thomson, is preparing cases before the St. Paul Human Rights Commission and the Civil Service Commission.

And Griffin said he is prepared to take "whatever legal steps my attorney thinks advisable. I'll take

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any court action necessary — the Supreme Court, if necessary.

"BEING a minority, you expect these things," Griffin said. "But you always hope things will get better."

"I've always gotten along with Rowan, and McCutcheon. This is not a personal thing. I just want that job, because I scored highest."

"If I get the job, I know I'll be going in under pressure, but I'm always under pressure," he said.

McCutcheon was appointed "acting" deputy chief last spring, until the Civil Service test could be arranged for a permanent position.

Rowan commented: "If it wasn't discriminatory back in February, then how can they call it discriminatory now?"

BUT GRIFFIN contends: "You can't charge a person with doing something until he does it. Now

there's an aggrieved party."

Rowan acknowledged that the test for deputy chief did not specify a deputy chief for the services division. There are three deputy chief positions — services, detective division and patrol division.

Griffin said Rowan could have moved one of the two deputy chiefs to the services division to make room for him in either the detective or patrol divisions.

"THAT OPTION is open," Rowan said, "but I was satisfied with the jobs being done in detective and patrol. I was looking for someone to take over services, period. And McCutcheon was best suited."

But reassignments are not unusual in the three deputy chief divisions. The current deputy chief of patrol, Donald Blakely, was assigned to services only last spring.

Editorials

Deputy Chief Controversy

St. Paul Police Chief Richard Rowan has been the target of charges involving racial discrimination for his recent appointment of Capt. William McCutcheon as deputy chief of the services division. In making the appointment, Chief Rowan passed over Capt. James Griffin, who twice has outscored Capt. McCutcheon on police promotion tests and has more time in St. Paul police service than does McCutcheon.

Capt. McCutcheon is white; Capt. Griffin is black. Chief Rowan, however, has said that the matter of race had no influence in his selection of a deputy chief of services (there also are deputy chiefs of the patrol division and detective division). The selection of McCutcheon, the chief said, was based on demonstrated abilities to perform the duties of the position. Rowan feels that even though Capt. Griffin scored slightly higher on a Civil Service test for the job and has more time in the police department, Capt. McCutcheon has more of the kind of experience (planning and budget making) needed to head the services division.

Mayor Lawrence Cohen, who has been an outspoken advocate of minority appointments to commissions of local government and service positions, has publicly supported Rowan's appointment of McCutcheon as a deputy chief. It does not seem likely that Mayor Cohen would condone any practice of race discrimination in city appointments. Ironically, the mayor has been charged with discrimination because of his backing of the McCutcheon appointment.

A major point seems to have been overlooked.

Presumably, the job of deputy chief is an important one, demanding some special skills. The question, then, is why appoint to this important position

someone who will not be able to devote full time and energy to the job. Capt. McCutcheon is presently a member of the state legislature and is seeking reelection. A normal session of the state legislature extends for nearly five months, and the 1971 session lasted for nearly 10 months.

Legislative duties are not restricted to sitting and voting in floor sessions, but also include various committee assignments during the session and the interim period until the next session begins. Campaigning for office also draws the time and energy of the candidates.

It does not seem likely that an individual can hold two important positions—deputy police chief and membership in the state Senate—at the same time and do justice to both. One effort or the other—and quite possibly both—will suffer from lack of time and attention.

There has been some question about the legality of a police officer holding concurrent membership in the state legislature (three St. Paul policemen are now in that position), although there has never been a court test of the issue. Mayor Cohen has asked the city attorney for an opinion on whether any employee of the city can hold an elective position in government without violating provisions of the state Constitution.

But the real issue now in the matter of the McCutcheon appointment as deputy chief is whether it is appropriate to place in that position an individual whose time must be divided with the state legislature. If the job of deputy chief is so demanding that it means passing over an applicant who performs better on testing and has a longer record of service, is it reasonable to appoint to that position someone whose legislative duties—if adequately performed—will not permit fulltime attention to the task?

OVER DEPUTY

NAACP Blasts Rowan Choice

The board of directors of the St. Paul chapter of the National Association for the Advancement of Colored People (NAACP) Tuesday blasted the appointment of a white deputy police chief over a black candidate for the job.

Stephen F. Seals, St. Paul NAACP president, labeled the action "flagrant discrimination."

William McCutcheon, a white Republican-backed state senator, was selected as deputy chief over Capt. James Griffin, a black.

Although Griffin scored higher than McCutcheon in a Civil Service examination for the job and has more seniority on the force than McCutcheon, Police Chief Richard Ro-

wan said McCutcheon's work experiences better prepared him for the job.

Rowan has been publicly supported by Mayor Lawrence Cohen.

The NAACP statement reads:

"The action of Chief Rowan can only help create further public hostility toward the Police Department and will further the gap that now exists between the police and the community.

"If a black man cannot be promoted to a position by finishing on top after an examination, when will he be promoted?"

"In the past, the hope of a black man going to the top of his profession was small, in fact, almost impossible. With men like Rowan, this fact will remain intact."

SUNSET FINAL

St. Paul Dispatch

Today's Closing N.Y. Stock Quotes

3 p. m. temperature 94 56 PAGES

ST. PAUL, MINN., THURSDAY, AUGUST 17, 1972

PRICE 10 CENTS

GRIFFIN ELEVATED TO DEPUTY CHIEF

Reprint from St. Paul Pioneer Press August 28, 1972

Griffin Appeals for 'Justice'

By BILL RIEMERMAN
Staff Writer

"I'm not asking for special favors. I'm appealing for justice," Police Capt. James Griffin told the City Civil Service Board Monday in pushing a grievance for being bypassed in an appointment of a deputy police chief.

Griffin, accompanied by John Wyde, his attorney, is challenging Police Chief Richard Rowan's appointment of William McCutcheon to that post although he (Griffin) finished first in the examination.

"I was No. 1 on the list," Griffin said. "For 30

years everyone who finished No. 1 was appointed. I ask for no special treatment. I want no more or less than what everybody else got.

"They had been doing it that way for 30 years. When I got there they changed their mind. The question before you is, was justice done?"

Civil Service Director John Haider confirmed that past practice in the police department has been appointment of the top finisher. Chief Rowan picked the No. 2 man on the test (McCutcheon) exercising what he claims is

the right of an appointing officer to choose among the top three candidates.

Rowan was out of town and did not appear. The board decided it wanted to hear from Rowan before making any decisions and set a meeting for 2 p.m. Sept. 5 at which Rowan and Griffin will appear.

Deputy Chief Robert LaBathe appeared for the police department. Although he did say at one point that he is not prepared to speak for Chief Rowan, he did tell the commission:

THAT Rowan has stated publicly that he selected McCutcheon because of

superior qualifications "as determined from the department's experience."

AND that Griffin's contention of the 30 years of precedent in appointing the top finisher in the examination is "irrelevant." Past chiefs and commissioners made their decisions and lived with them, he said. Chief Rowan has been in office since June, 1970, and "will appoint the people who in his judgment are most qualified," LaBathe added.

A legal point in the challenge is whether the rule of selection from among the top three certified candidates is valid.

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Griffin Asks For 'Justice'

Continued from Page 11

An indication of a compromise solution acceptable to Griffin was discussed. Both Griffin and Wyde said that co-appointment of Griffin and McCutcheon to deputy chief posts would be an acceptable solution.

Griffin said there has been no direct offer to him about such a solution "except what I read in the papers."

"No one has told me anything," Griffin said. "There's nothing concrete. For all I know they can renege on what I read in the papers."

Civil Service board members also said they knew nothing about such a solution. Wyde said that anything less than appointment of two deputies from the original list is not, at this time, an acceptable compromise.

LaBathe said the creation of a fourth deputy chief and Griffin's appointment to that post is contingent upon a charter change which would make the police chief the top administrative officer in the police department.

'1 of 3' Rule Irks Police Federation

Patrolman Richard Ruedy, president of the St. Paul Police Federation, conferred with Police Chief Richard Rowan Wednesday to explain the federation's displeasure over the bypassing of Capt. James Griffin for promotion to deputy chief.

Tuesday night during a Police Federation meeting, members passed a motion recommending the elimination of Chief Rowan's option to hire any one among the top three scorers in Civil Service tests taken for promotion consideration.

The motion also recommended that the top scorer be given the promotion automatically, a practice

that has been traditional for 30 years until the matter of Capt. Griffin.

Last month, Griffin nosed out then — Capt. William McCutcheon in the Civil Service test. And although Griffin had more seniority, McCutcheon was promoted to deputy chief.

Ruedy said the federation's action does not necessarily indicate police rank-and-file support for Griffin's cause, but he did say:

"By using the 'one-of-three' prerogative, the men feel the chief may be picking his friends. It's a very unpopular thing with the men."

The Police Federation represents all 570 sworn police personnel, including Griffin, McCutcheon and Rowan.

Tuesday's action condemning the "one-of-three" prerogative was unusual, Ruedy said, because neither Griffin, McCutcheon nor Rowan had sought debates from their fellow federation members over the deputy chief promotion question.

Griffin Named As Deputy Chief

Capt. James Griffin, 55, a member of the St. Paul Police Department for 31 years, Friday was named a deputy chief.

His appointment was confirmed by his wife, Edna. Griffin was out of town Friday night, as was Police Chief Richard Rowan.

Griffin becomes the department's fourth deputy chief, an opening which was created shortly after Griffin filed a grievance with the Civil Service Commission charging he was bypassed illegally on a qualifying examination.

Final hearings on his suit are pending.

The other deputy chiefs are Donald Blakely, uniformed division; Robert LaBathe, criminal division; and William McCutcheon, planning division. Griffin will head up the police services division.

It was the appointment of McCutcheon in August which touched off Griffin's grievance. Griffin finished first in the qualifying examination, McCutcheon second. Rowan, however, named McCutcheon because of what



GRIFFIN

the chief termed superior qualifications "as determined from the department's experience."

In filing his suit Griffin said, "I'm not asking for favors, I'm appealing for justice. I was No. 1 on the list. For 30 years everyone who finished No. 1 was appointed. I want no more or less than what everybody else got."

Rowan picked the No. 2 man, saying he was exercising the right of an appointing officer to choose among the top three candidates.

Mayor Lawrence Cohen said Friday night that Rowan "told me the appointment was coming, but didn't say when. I did not speak with him today (Friday), but the appointment certainly conforms with our policy."

Reprint from Twin City Courier October 13, 1972

New deputy police chief to drop bypass complaint

A St. Paul police captain who was bypassed in August for the deputy police chief position was named to that post on Friday, Oct. 6.

James Griffin met Tuesday afternoon of this week with Police Chief Richard Rowan to discuss his new duties. The former police captain, with 31 years tenure in the department, is now deputy chief of the Police Services Position. In this capacity Griffin is in charge of all building and services affairs relating to the police department.

In accepting the post Griffin said he would drop the case now pending against the City of St. Paul in the St. Paul Department of Human Rights. He said he would meet with his

taken against the city was discussed in the Tuesday meeting with Griffin. Sole purpose of that meeting, he said, was to describe Griffin's duties and assignments in the new job.

Chief Griffin is a native-



JAMES GRIFFIN

legal counsel on his grievance complaint filed with the Civil Service Commission concerning dropping that issue.

born Minnesotan. He attended West Virginia State College and is married to the former Edna Smoot of West Virginia. They are the parents of three daughters; Vianne, Linda and Helen and the grandparents of two grandsons: Christopher and James Garrett.

Griffin's case came to public attention August 4 when he filed the suit and complaint after being bypassed by Rowan for the deputy chief job. He based his grievance on the fact that he finished first in the civil service test. According to the city charter and civil service regulations, the Number One ranking establishes that person as the best qualified person.

Rowan passed over Griffin to name State Sen. William McCutcheon, who finished second in the test. The action touched off a storm of protest in the Twin Cities where Griffin is widely known and respected as a citizen and police official.

Griffin hired Doug Thomson,

one of St. Paul's leading attorneys, to challenge the issue, which received nation-wide attention. With wide-spread support from both black and white communities, pressure was brought to bear to settle the issue out of court. The St. Paul Police Department was re-organized to create a fourth Deputy Chief position to which Griffin has been appointed. Previously there were three deputy chiefs.

In stating his case to the Civil Service Board the latter part of August, Griffin made it clear he was not asking for special privileges but was appealing for justice due him by charter provisions, civil service rules and 30 years of tradition.

Rowan said none of the action

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The following is a reprint of a job announcement by the St. Paul Police Department aimed at recruiting Black officers. In the announcement were pictures of Officers Ballard, Foster, Hudson, Mann, and McAdams which we were unable to reproduce.

Reprint of Job Announcement 1974

The City of St. Paul needs more black police officers

The St. Paul Police Department is recruiting persons who are interested in becoming police officers. Needed are individuals of good conscience, with a sense of pride in themselves and their community.

A concentrated effort is being made to include among these unique personalities, additional blacks to equally represent the black community in law enforcement.

If you are seeking steady employment, with numerous fringe benefits and a secure retirement program, your brothers who are already in uniform challenge you to join them.

Examination: June 1, 1974, St. Paul Tech. Vocational Institute, 235 Marshall Avenue.

Police work has a variety of jobs. All officers, after serving a period of time on patrol, will have the opportunity to apply for more specialized assignments such as communications. Plain clothes, traffic enforcement, computer systems, beat patrol, evidence technician, etc.

As you acquire time: on the job, you can pick the shift you wish to work based on seniority.

For those who are interested in acquiring or continuing a college education, the police department encourages and assists you to do so.

Requirements

High school graduation (G.E.D. certificate acceptable.)

At least 21 years of age. Applicants may be admitted if they are at least 18 years of age but will not be employed as a police officer until they become 21. Applicants under 21 who pass the examination may be considered for appointment as a police trainee.

Vision -

Must be able to read 20/100 (uncorrected with each eye. Some types of color blindness will reject.)

Good driving record, valid Minnesota driver's license.

Misdemeanor convictions and driving record subject to individual review.

Disqualification for most adult felony convictions.

Applicants must have the ability to work with, and for, others under stress conditions, and have the resourcefulness to function successfully and intelligently when working alone.

Must have seen residents of the City of St. Paul for at least six months.

Last day for filing: Friday, May 24, 1974.

Benefits

Entrance pay is \$960 a month.

Regular pay increases.

Night differential.

Security of employment.

Best training program for police officers in the State of Minnesota.

Promotional opportunities up to \$2,500 per mo.

Ten paid holidays per year.

Liberal provisions for vacation and sick leave.

Full year of injury on duty time and non-taxable wages.

May earn up to 100 hours of compensatory overtime: (after 100 hours, paid overtime).

Hospitalization coverage with medical and surgical benefits.

City paid life insurance.

Uniform allowance.

Solid pension plan.

Credit union membership.

The Examination

Written test -

A test to measure fitness for police work - good judgment and adaptability,

Physical test -

The physical test will consist of ratings of strength, agility, and endurance.

Oral interview -

An evaluation by a three-member board to appraise personal qualities and characteristics - judgment, ability to understand and adjust to new situations and ability to express thoughts and ideas,

Demonstration test -

Evening sessions for a two-week period, candidates are paid for their attendance. The classes are conducted by the training officers in the police department.

Medical test -

Applicants must pass qualifying medical and psychiatric examinations.

There are police officers available to speak with groups and organizations to explain the job, benefits and requirements to prospective applicants.

If you belong to a church, school or organization, and would like to have a representative from the civil service bureau and the St. Paul police department speak to a group of prospective applicants, please contact:

Mr. Wm. Black, Civil Service Bureau, 298-4221

Deputy Chief James Griffin, St. Paul Police Department - 291-1111, ex. 314

Officer Willie Hudson, Police-Community Relations, 291-1111, ex. 308

There is a real need for more black police officers in the City of Saint Paul. And remember:

You can be black, and be a police officer too!