

**POLICE - COMMUNITY RELATIONS SECTION
WICHITA POLICE DEPARTMENT
WICHITA, KANSAS**

**FINAL REPORT
O.L.E.A. GRANT NO. 109**

**GRANT PERIOD
JANUARY 16, 1967 - JULY 15, 1967**

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I. HISTORICAL SUMMARY OF O.L.E.A. GRANT #109

For the first time during the summer of 1965 Wichita began to officially become aware of the fact that racial tension and unrest was beginning to rear its head in the city.

Large crowds of 200-400 young Negroes were starting to gather at various locations at different times, and they were becoming unruly and defiant. They were blocking the streets and sidewalks, making it impossible for vehicular and pedestrian traffic to move freely. They were also throwing rocks, bricks, bottles, etc. at passing vehicles -- both police and civilian cars.

Included in this group as leaders were -- and are -- approximately six young "hard nosed" criminals with extensive police records, encompassing both felonies and misdemeanors. Many of the other members of the group also have criminal records.

These gatherings were becoming more than just a nuisance, but the police department didn't want to use force if there was any other way to handle the problem. It was felt that all other possibilities should first be explored with the most promising of these to be tried. Force was to be used only as a last resort.

Chief Pond met with Negro ministers, attorneys, and other leaders to discuss courses of action that might possibly work. Some of

these men accompanied officers on calls to the various affected areas and attempted to disperse the crowds peacefully. This worked rather well for a short while, but finally the crowds would no longer pay attention to the attorneys, ministers, etc. These incidents became more prevalent and increased in intensity. Chief Pond was able, at this time, to exert enough personal influence on the crowds that the incidents didn't erupt into wild mob disorder and violence.

Throughout the summers of 1965 and 1966 beat officers answered many calls to 13th and Hydraulic, 17th and Grove, 17th and Poplar, and 9th and Grove. No force was used by the officers, nor were dogs ever used. Many windows were broken out of police cars and many cars were dented by missiles -- rocks, bricks, and bottles thrown at them by members of the mob. Arrests were few and far between because it was almost impossible to identify any of the rock throwers, as the incidents occurred at night and those throwing were always at the rear of the crowd throwing out over their heads.

Most of these incidents occurred only during the summer months and usually on Friday, Saturday, and Monday nights.

It was becoming more and more apparent that these young people had the backing, advice, and sympathy of certain "militant" adults, including "Black Power" advocates that were attorneys, ministers, and

other adults connected with M.A.A.U. (Movement for Afro-American Unity).

Chief Pond and Mr. Bill Knox, Director of the Human Relations Commission for the City of Wichita, went to Washington, D.C. for a conference with Department of Justice officials, for the purpose of obtaining a planning grant in order to establish a Police-Community Relations Section within the Wichita Police Department.

Notification that the grant had been awarded was received in Wichita in December, 1966, and immediate plans were made for staffing the new section.

The original grant application proposed November 1, 1966, as the effective date, but due to the fact that notice of the grant award wasn't made known until December, a request was made to O.L.E.A. to change the effective dates from November 1, 1966 through April 30, 1967, to begin on January 16, 1967 and to terminate on July 15, 1967.

The amount of the grant award was \$14,998.00, with grantee contribution of \$14,408.00. Personnel to staff the new section was to be a police major, two police sergeants, two civilian field representatives, and one secretary.

The two civilian field representatives were to work out of the Human

Relations Commission Office under the direction of Mr. Knox, and were to channel information into the Police-Community Relations Section Office for action. This arrangement proved to be bulky, cumbersome, and did not adapt well to establishing good lines of communication. As a result Chief Pond and Mr. Knox, with the approval of City Manager Russell E. McClure, transferred the civilian field representatives to the Police-Community Relations Office, effective April 1, 1967. (See Exhibit #1). This arrangement has proven to be much more satisfactory and workable and the operation of the section is much smoother and more productive because all members of the section, both commissioned and civilian, work under the direction of the same supervisor.

On May 1, 1967, one of the two civilians, Mr. U. S. Johnson, Jr., transferred from his assignment as field representative back to the Central Inspections Division of the City of Wichita, where he had been employed prior to January 16, 1967, when he was appointed to the Police-Community Relations Section. His stated reason for the transfer was the fact that he felt "Project Amy" was to be funded for Wichita and he believed he would be appointed either the Director or Assistant Director thereby, in either event, increasing both his responsibility and pay. Mr. Johnson said he was not dissatisfied with his assignment in the Police-Community Relations Section, but felt he had more to gain personally by making the change.

Although there was an imperative need to fill the vacancy created by Johnson's transfer, it was even more important that the right man be found for the job. That man, Mr. Vernell Sturns, was finally located and he was hired effective July 17, 1967. No grant salary money was paid him, as he came to work after the grant period ended.

Other personnel assigned to the Police-Community Relations Section are Major Merrell R. Kirkpatrick, Sergeant Richard LaMunyon, Sergeant Harold Peterson, Mr. Dave Hennessy, and Mrs. Twyla Smith, Secretary. All have been working in their present assignments since January 16, 1967.

One other comment in regard to Grant #109, and that is while the grant was awarded for the purpose of planning, Chief Pond felt that the department should get as much functional use from the time and money as possible. Therefore, we immediately became operational. Several programs were initiated which are still functioning and which have proven to be quite worthwhile.

A. GEOGRAPHICAL AND PHYSICAL MAKE-UP OF WICHITA

In order to provide information concerning the physical aspect of Wichita and its population, the following information is included:

Wichita is the largest city in Kansas, having a population of

slightly more than 280,000 within its corporate city limits. Wichita is quite flat in appearance with a slight rise toward the eastern boundary. The city encompasses 89 square miles and is more or less surrounded by several smaller independent municipalities.

The largest single type of employment comes from the manufacturing of aircraft. The major aircraft companies are: Wichita Division of Boeing, Beech, Cessna, and Lear Jet. These four companies employ between 35,000 and 40,000 people, the majority of whom live in Wichita. The other employees reside generally in the following towns:

1. Arkansas City - 65 miles southeast
2. Augusta - 19 miles east
3. Derby - 5 miles southeast
4. Haysville - 5 miles south
5. Mulvane - 15 miles southeast
6. Newton - 24 miles north
7. Wellington - 30 miles south
8. Winfield - 55 miles southeast

Other major companies which employ large numbers of people are: Kansas Gas and Electric Company, Southwestern Bell Telephone Company, and The Coleman Company, Inc.

Physically Wichita is a very clean city as natural gas is used instead of coal or oil. By and large the city is laid out with the streets running north-south and east-west.

There are four general types of races represented in the population make-up of Wichita and these, in order of population percentage, are:

1. Caucasian
2. Negro
3. Mexican
4. Indian

There are many other races represented but in such small numbers that they are insignificant on a percentage basis. There are somewhere between 23,000 and 30,000 Negroes, representing between 10% and 12% of the total population. Some 85% - 90% of the Negroes live in approximately a five square mile area and, of course, the over-crowding of these homes has greatly contributed to the high crime rate in the area. As the Negroes have moved outward from old Negro neighborhoods, the whites have moved even further out, and this has resulted in merely enlarging the Negro community.

Other contributing factors to the high crime rate are school dropouts who are unsuitable for gainful employment because of

lack of qualifications for skilled or semi-skilled jobs -- a lethargy caused by Welfare, which pays almost as much as general labor work could pay, and many other such related things.

II. SUMMATION OF POLICE-COMMUNITY RELATIONS PROGRAMS

A. OPERATION CRIME CONTROL

OPERATION CRIME CONTROL was the first program to become functional under the newly formed Police-Community Relations Section. It was felt a program was needed to create interest among the citizens in regard to reducing crime. This program was undertaken to make our citizens more aware that "Crime is a community problem and to effectively prevent it will take a total community effort."

OPERATION CRIME CONTROL of the Wichita Police Department was modeled after similar programs being used in major cities throughout the country -- Chicago - "Operation Crime Stop", St. Louis - "Citizens Against Crime", Kansas City - "Crime Alert", etc.

The purpose of this program, of course, was to solicit help from citizens of all ages living in and near the Wichita area. Our news releases and talks were slanted toward the idea that crime prevention is not solely the responsibility of law enforcement agencies, but rather must be the joint responsibility of all citizens, young and old alike.

Prior to contacting individuals, letters were sent to several

large business firms explaining the purpose of such a program and asking whether or not they would be willing to officially support such an effort. They were also asked if they were willing to have their employees participating. (See Exhibit #2). Letters were sent initially to The Boeing Company, Lear Jet Corporation, Cessna Aircraft Corporation, Beech Aircraft Corporation, The Coleman Company, Kansas Gas and Electric Company, The Wichita Bar Association, and the Inter-City Club Council. Not only were enthusiastic responses received from most, but the Wichita Bar Association provided the money to pay for the printing of the posters and wallet-size cards to be used as handout material. (See Exhibit #3).

After the posters and cards were in our hands, the local newspaper printed news articles explaining the program and what the police department was trying to do. Requests began coming in for speakers, posters, and cards. To date more than 100 various groups representing schools, churches, businesses, civic organizations, lodges and neighborhood clubs have heard talks and received OPERATION CRIME CONTROL pass-out material. Requests for speeches have been scheduled as far in advance as February, 1968.

In evaluating this particular operation, it must be pointed out that while members of the Police-Community Relations Section have made personal contact with hundreds of people from March

through June, it is still too early to tabulate any positive results. This is true because one point made clear to any and all is the fact that any person reporting a suspicious incident may remain anonymous. Interest locally is still very high and during the week of June 26-30 alone, requests for cards and posters exceeded 7,000 each.

The company newspaper of the Boeing Company here in Wichita printed an article on OPERATION CRIME CONTROL and this paper is distributed to more than 20,000 employees.

Pamphlets and cards are also passed out to groups who take tours of the Wichita Police Department. There are several groups each week visiting the Department and they range from elementary school children to adult social organizations. Each member of each group is given written material relating the purpose and need for this particular program.

As time passes and as we have more and more opportunities for personal contacts, more members of the community will begin to avail themselves of the opportunity to help the police in their effort to prevent and reduce acts of crime.

B. SCHOOL PROGRAMS - CURRENT AND FUTURE

In attempting to assess local needs for work in the Wichita

School System, members of the Wichita Police Department Police-Community Relations Section met with members of the Board of Education, school principals, and the Juvenile Section of the Wichita Police Department, plus using statistical records of the Wichita Police Department, to arrive at a method and goal of operation.

It quickly became evident that several things must be considered if a logical solution was to be reached. For example, we discovered that many students of all grade levels had never had any personal contact with a police officer and their opinions of, and about police, were based on comments made by others, on TV and radio programs, and their parents and/or the stated opinions of relatives.

It also became painfully evident that our success with high school students was going to be very limited due to ideas and opinions formulated over the preceding ten to twelve years. On the other hand by developing a sound logical approach and one which would be interesting to the students from kindergarten through the sixth grade, there seemed to be an outstanding chance of success based on long range planning and programming.

Because of the fact that our grant award date came in the middle of the school year, we found that assemblies in both the inter-

mediate and high schools had long since been booked through the end of school in 1967. However, beginning in October and/or November of the 1967-68 school year the individual intermediate and high schools have allocated time during general assemblies for Wichita Police Department Police-Community Relations programs.

The plan to be used at this level has been borrowed from the St. Louis program, but modified to answer local needs. Short talks on why good citizenship is important to teenage students, films, and closing remarks by selected police officers will be the basis of our school programs. The citizenship talks will be made by well known young people who are outstanding athletes, etc. The students will listen because these people will be well known and looked up to by the average teenager. In addition to general assemblies, members of the Police-Community Relations Section will be available to talk to smaller groups in the school, such as government classes, business classes, lettermen clubs, etc.

1. Head Start

As soon as the public generally became aware of the fact that a Police-Community Relations Section had been instituted, there were two requests from teachers in the Head Start Program for officers to come and meet with their 4-4½ year old

children. These requests were fulfilled but we approached with many personal doubts as to its value and wondering what we would talk to children of this age about.

Once in the classroom all doubts vanished as to the need because we found several of the children who became almost hysterical at the sight of the uniform. In talking to them it was learned that some of the children thought the police only arrested Negroes and others believed the guns and handcuffs were used only on and against Negroes. This feeling was expressed by several of the children, even though the classes were integrated.

The first two schools to ask for officers to talk to children in the Head Start Program were Kechi Development Center and the Northeast Center Y.W.C.A. During the week of June 26-30, 1967, five more schools, with a total enrollment of 900, wanted officers of the Police-Community Relations Section to come talk with the children. These were Cleveland School, Griffith School, North Pleasant Valley, Minneha, and McCollom. With the 900 in these five schools and the 220 at Kechi and Northeast Center, we have made personal contact with 1,120 children.

A patrol car (squad car) and a cycle and cycle officer have

gone with the Police-Community Relations men and the kids have been allowed to honk the horns, listen to the police radios, turn on the red lights and sirens, get in the car, sit on the cycle, look at and play with the handcuffs (under close supervision). To date all the "scared-reluctant" ones have been won over before the officers left. In addition to the above things there have been short talks given about not accepting rides, candy or gum from strangers, waiting for signal lights, staying on the sidewalk, and going straight home from school.

The children have responded to this type of meeting with a great deal of enthusiasm and have reacted in a most favorable manner. It is our plan to see these same children periodically throughout each school year for the next several years. Officers of the Safety Education Section and Juvenile Section are being utilized to help in the school program in order that we can maintain contact more frequently.

It is hoped that our contact with these kids for the next several years will result in establishing a better rapport which in turn will eliminate some of the problems later on.

2. Grade School

At this level we had a tailor-made vehicle for entry into

the grade schools. Mueller Grade School, located in the northeast part of Wichita, has approximately 90% Negro and 10% white student enrollment. It is also unique in that it has both Negro and white students from all levels of society -- wealthy -- middle class -- poor -- and welfare. Many Negro parents in the average-to-wealthy strati contacted the principal and told him they were tired of the actions of the Negro hoodlums and they would like something done. Dr. Farmer, Principal, contacted the Department and in turn this section was given the job of determining what needed to be done. We attempted to arrange for a meeting with not only the concerned parents, but rather all interested parents through the school P.T.A. The parents failed to materialize but we did spend approximately five days with the children themselves -- room by room -- until all of them, kindergarten through the sixth grade, had been seen and talked to.

In talking with the children we attempted to determine what was interesting to them. It was found that they wanted to see our cars, cycles, and dogs. We allowed the children to get in the cars and on the cycles. They turned on the red lights and sirens, honked the horns, and listened to the radios.

The children went home and told their parents about talking

to the officers, seeing their equipment, getting in the cars and on the cycles, and in general generated so much enthusiasm that both the school and the Department got many many phone calls complimenting and thanking us for our time and efforts. The word spread and during the next month we spent a considerable amount of time at the Phyllis Wheatley Children's Home, Ingalls Grade School, Riverside Grade School, Fairmount Grade School, and Isely Grade School.

Plans for the 1967-68 school year include similar functions in the balance of the public and parochial grade schools, plus return calls to all. Some of the visits will be made in conjunction with the safety education programs and visits to the Junior Traffic Patrol Units in each elementary school. Wichita presently has 96 public elementary, 16 intermediate, and 7 high schools. In addition there are 19 Catholic and Lutheran Church schools from elementary through high school.

Obviously with this number of schools, the Police-Community Relations Section is going to have to utilize people in other sections to help out and the obvious ones are those assigned to Safety Education and to the Juvenile Section.

3. Intermediate and High School

The program to be presented to this age group will be of the type that is given to the entire student body at once. It will be presented on the teenage level. It will make no demands of the teenager, but simply will present facts from the police department. It will consist of films, one of which is "Operation Teenager", and a short talk from a police officer on teenage behavior and the problems of being a dropout. Each of the high schools has tentatively scheduled our program early in the first semester of next school year. All the schools have been most cooperative.

C. TRAINING PROGRAM - POLICE OFFICERS

While for the past nine years the Wichita Police Department has had a very fine training program at the recruit level, there probably has not been enough emphasis placed on community and human relations. Since 1958 outside lecturers from minority groups have been brought in to discuss minority groups, their problems, police department obligations to minority groups, and other similar subjects.

Lecturers have been provided by the N.A.A.C.P. and the N.C.C.J. In addition several different Negro attorneys have been utilized in this capacity. During the past 2-3 years in addition to those individuals mentioned above, the Wichita Police Department has scheduled representatives from the local chapter of the Urban

League, the Human Relations Commission of Wichita, and the Board of Education.

Using money to pay consultants, as provided by our Grant #109, we contacted Dr. Donald Cowgill, head of the Sociology Department at Wichita State University, and asked for help from his department in developing a manual dealing with human and police-community relations, that would be used as a guide for future recruit training as well as in-service training.

We have, as a result, a manual of sorts. I am somewhat disappointed in it, however. Dr. Cowgill recommended two sociology professors, saying both had a considerable amount of experience along these lines. Dr. Walter C. Bailey and Dr. R. F. Armstrong were contacted and told what our needs were and asked if they would be interested in preparing such a manual. Both were enthusiastic and agreed to start at once. They felt that by combining their efforts they could get the manual put together in short order and agreed that a payment of \$500.00 would be adequate compensation for their efforts. They spent more than twice as long as they thought they would, but this was due to the fact that they did many other things and had a tendency to put off working on the manual.

When they finally finished they gave us more than 300 type-

written pages of mostly gibberish that was in no way suitable to be used as a police manual. This was largely due to two main reasons. The first being that most of the material had been copied verbatim from many sociology books and the other being there was no effort made to use words and phrases that would be understood by a person other than a sociology major.

Obviously something had to be done, so the personnel assigned to the Police-Community Relations Section tried to edit the raw product and turn it into something usable by deleting the material that was in no way pertinent and by literally translating what was left into something understandable. I believe the manual is now usable.

After reading the recently published "Police-Community Relations Manual" by Nelson A. Watson of the Research and Development Division of I.A.C.P., I feel that this manual is much nearer our needs and can be utilized much better by the department for recruit and in-service training, or at least combined with the above mentioned manual and there should be satisfactory results obtained.

1. Future Programs

Future programs for recruit and in-service training for the Wichita Police Department in the area of human and community

relations are being scheduled as follows:

Subjects to be taught:

- a. History and background of the Wichita Police Department Police-Community Relations Section.
 - b. Summary and goals of Police-Community Relations Section.
 - c. Police, public, and community relations.
 - d. Police and community conflict.
 - e. Police-community programs: nature and purpose.
 - f. Law enforcement and civil rights.
 - g. Police and minority groups.
 - h. Understanding minority groups.
 - i. Changing role of the police in today's society.
 - j. Community tensions.
 - k. Civil disturbances - how to deal with.
 - l. Ordeal of the American Negro.
2. Future Training

The order of listing of the above subjects is not indictive

of their importance, nor have specific hourly totals yet been assigned. Some of the subjects will be combined. One full week of classroom time (40 hours) will be allocated to the Police-Community Relations Section during recruit training. The Police-Community Relations Section will furnish instructors for this 40 hour period.

Some film will be used but movies will not be allocated over four (4) hours of the total 40 hours. Film used will have to do with identifying and helping disturbed persons. To date the following films have been obtained for use:

- a. "The Mask"
- b. "Under Pressure"
- c. "The Cry for Help"
- d. "The Thin Blue Line"

Outside instructors will be utilized and present plans are to use the following:

- a. Chester Lewis - Attorney-at-Law, President of the Wichita Chapter of N.A.A.C.P.
- b. Robert Watson - Attorney-at-Law, President of State of Kansas Civil Rights Commission.

- c. Frank Carpenter - Head of Inter-group Relations for the Wichita Board of Education.
- d. Hugh Jackson - Executive Director of the Wichita Urban League.
- e. Bill Knox - Executive Director for the City of Wichita Human Relations Commission.
- f. Price Woodard - Attorney-at-Law, City Commissioner.
(Mr. Woodard is the first Negro ever to be elected as a City Commissioner in Wichita).

The in-service training program of the Wichita Police Department will also reflect increased instruction in both community and human relations. The in-service training program is changed completely every two years for the simple reason that all those required to attend in-service training attend a 40 hour school every other year.

All officers of all divisions and sections, through the rank of sergeant, are required to attend in-service training. Officers, when it is their turn, are assigned temporary duty with the Training Section and attend class from 8:00 A.M. - 5:00 P.M., Monday through Friday. All divisions, sections, and details are represented in each class. The number assigned per class is approximately 12 to 15, and normally 10-

12 classes are scheduled each year. Using this method prevents the class from causing serious personnel shortage in any one section and a complete cross-section of the department is represented in each class.

No officer is scheduled for in-service training until he has completed both the recruit training and the two year advanced training course that is constituted by the four semesters of Police Science at Wichita State University. This is a job requirement for all officers of the Wichita Police Department, and has been since 1935.

The balance of the superior and commanding officers, i.e. from the rank of Lt. through Lt. Col., attend other required training classes. These are normally 16 week courses that are recommended and written by the I.A.C.P. and are given by the City of Wichita Personnel Department. In addition all supervisors, from sergeant and up, have a monthly meeting which is a type of training session.

Approximately six (6) hours of each in-service training class will be allocated for instruction concerning community and human relations. This should suffice as these officers will have a minimum of three (3) years service and will have had previous instruction along these lines.

D. RECRUITMENT

Of my own personal knowledge I know that since July 1, 1940, there never has been any quota set for the hiring of Negroes as police officers. Any who met the minimum requirements for appointment have been hired. However, there has never, until this year, been any special recruiting efforts made among the Negro people.

Beginning early in January, 1967, a concentrated effort was made in the Negro community to interest young Negroes in police work as a career. This has been a continuing effort and is still going on, but the results have been very minimal and have only added four Negroes to our complement of officers. Efforts are still being made in this area and as a result more applications are being received from Negroes.

The only Negro newspaper published in Wichita is "The News Hawk." This is published by Mr. Leonard Garrett. He was contacted and made aware of the Department's desire to hire more Negro officers and his thoughts and opinions were solicited. He offered to, and did, run feature articles and editorials in his paper. In addition the Department purchased advertising space in "The News Hawk" for eight continuous weeks. The paper is published weekly. Mr. Garrett also ran pictures of the Negro officers, along with their individual reasons for being

police officers, their statements as to job benefits, and why they felt other Negroes should look into this type of employment. (See Exhibit #4).

Officers assigned to the Police-Community Relations Section made personal contact with all the Negro ministers in Wichita and discussed with them the various ways of recruiting Negro applicants. The ministers seemed interested and gratified that their advice was asked, and they promised to support the recruiting efforts being made by the Wichita Police Department.

Two other methods of recruiting were also used. These being:

1. Personal contacts were made with the Negro fraternities, including an athletic fraternity, at Wichita State University, and a request made to allow the Police-Community Relations Section to provide an officer to discuss police work with the members. Only one fraternity granted our request and then the individuals attending the meeting were only interested in finding out whether or not employment as a police officer would exempt them from being drafted. When they found out such employment did not affect their draft status they stated they were not interested in seeking employment as police officers.

Additionally, two Negro professors at Wichita State Univer-

sity were talked to and their support and aid requested.

Both promised to help, but neither did. Both of these professors are self-avowed militants and openly advocate any means necessary, including use of violence, for Negroes to obtain their desired goals.

2. Secondly, the Negro officers were asked and encouraged to send those, to make application, who they believed to be qualified. Again the results have been nearly negative. These officers tried, but many in the Negro community in Wichita, for some reason, discourage or attempt to discourage, any interested Negro from making application.

There presently are thirteen (13) Negro officers on the Wichita Police Department. One is a detective with 17 years of service, two are sergeants - one with 10 years and the other 3 years service, one is a meter-maid, one is on military leave, and the balance are younger officers with from 5 years to less than 6 months of service.

We are continuing in our efforts to recruit through the Community Action Program and through all other contacts on a city wide basis.

It is my belief that eventually we will be able to break down

some of the artificial barriers that "the community" has erected, and once this is done we should start getting more and more the kind of applicants we need.

E. WORK OPPORTUNITIES NOW (WON)

A determination was made that the Wichita Police Department Police-Community Relations Section must diversify its programs and do more than just talk to people. A need was felt for some type of program that would have concrete results -- one that we could point to and prove beyond a shadow of a doubt that some particular person, or group of people, benefited from. All staff members were told of the need for such a program and asked to submit recommendations for consideration.

In our day-to-day dealings with disadvantaged people it became apparent that while many of them were willing to work, it was in fact very difficult for many to get employment. There were many reasons why gainful employment for this group was difficult.

Some of the more apparent and most common reasons were:

1. Extensive records - both felonies and misdemeanors.
2. Lack of necessary education which resulted in lack of job qualifications.
3. Below average intelligence.

4. Lack of initiative in competing for jobs.
5. Lack of knowledge of how to seek employment.

The Police-Community Relations Section staff agreed that if we were able to help some of these people get employment, we would have indeed accomplished something very worthwhile. It also seemed that by initiating a coordinated effort between the city, business and private industry, that an effective program for developing jobs could be developed. As the result, project WON (Work Opportunities Now) was developed.

WON is an attempt to help find meaningful employment for those unemployed people who normally find it very difficult to get work. It further represents a commitment on the part of business and industry to develop and maintain an in-company support program that will aid these people in adjusting to a working society. At the same time the staff of the WON program will give support to aid in the development of the employee as a productive member of the work world.

Prior to the contacting of our first applicant, we decided to personally contact business leaders and tell them about the proposed program. Due to our small staff, only a limited number of employers were to be contacted initially so we would not over-commit ourselves. It was felt the staff could feasibly council

twenty individuals. Employers were requested to make available jobs that were carefully chosen to afford long range employment and possibilities for advancement. The employers were requested to modify their normal employment qualification requirements regarding education, previous work experience, testing, and police records. The staff of WON would be selective in the choice of people referred and would provide the prospective employer with all necessary information on each individual prior to the actual interview.

Employers were asked to provide a "buddy" or advisor to the new employee; someone the employee can communicate with and at the same time someone with whom we could check to determine whether or not the employee was progressing satisfactorily. The advisor could be the interviewer, foreman, or another worker. It was further agreed with the employer that as the individual developed confidence in himself and became accustomed to the work, he would be phased into the normal operation and therefore the slot he filled would be open to another of the type person we are trying to help.

Recruiting is done by a large number of public and private agencies throughout the city. Each agency has contacts in areas where large numbers of unemployed live. The supporting agencies were told of the following guidelines to be followed: Applicant

must be 18 years of age, both males and females will be considered (with the exception of pregnant females), and must have a police record (felony or misdemeanor). They were further requested to refer all applicants in one of two ways -- to have the applicant come to their office and a member of our staff would complete the interview, or to have the applicant come to our office to be interviewed. In any event we requested the street worker who first came in contact with this individual to be present during the interview, as we have learned he may have additional valuable information that would be beneficial. There has been no limit set as to how many jobs would be made available by each supporting agency. To date public and private agencies have provided us with more than 97% of our total applicants. Therefore, the interest, efforts and cooperation of these agencies has been most valuable.

At the initial interview the WON program is explained to the prospective worker. If, after the explanation he is interested, an application is completed. He is asked the routine questions appearing on most applications as well as questions not appearing on normal application forms. A determination is made as to whether he has his own car or must depend on others for transportation. He is asked if he wishes to return to school or desires to enter a trade school in order to develop a trade. His financial status is checked to determine what outstanding debts

he has and whether or not payments are current. If the applicants work history indicates he is a "job jumper" we attempt to find the reason why. He is asked what his life's goals and ambitions are, but very few of the applicants have an answer to this particular question. For the most part they are so depressed or beaten down that their individual dreams have long since been forgotten.

At the conclusion of the interview the person is advised that he will be contacted by a Police-Community Relations Staff member either by phone or in person. We attempt to set a date and time for the contact. A considerable amount of time is spent checking on previous jobs to verify length of previous employment, whether fired or resigned, etc. When possible an attempt is made to discuss his work habits with the former immediate supervisor. If the individual has attended trade schools, such as Manpower Development Training Authority, his prior testing grades are secured, as well as his instructors rating. A home visit is made by a member of our staff in order to obtain any information which might be of value and to obtain support from other members of the household.

The complete file of the individual is reviewed by the staff to determine where the applicant should be referred. If the person is sent to a participating employer, the complete file is taken

to the employer and all information made available in condensed form. After reviewing the information if the employer wishes to interview the applicant a time and date for the interview is set. Prior to the actual interview the person is contacted and told how to make himself presentable -- dress, hygiene, and the importance of being prompt is discussed. The applicant is told that he should arrive early for the interview, and by himself. He is further told that if there is additional pertinent information he should make it known during the interview.

Should the employer hire this individual we again go to the man or woman to make sure they know when and where they are to report and to determine whether or not they have transportation to and from work. The advisor assigned to this individual is requested to contact us immediately in the event the person fails to come to work or calls in ill. A Police-Community Relations staff member makes a visit to see whether or not the absence is for a legitimate reason. Within a week after the employee is placed on the job he is contacted by a member of our staff in order to determine if he is satisfied with the job or has any complaints. The employer is also contacted to determine if the employee is doing satisfactorily.

In the future the staff intends to try and develop a variety of jobs, as many of these individuals are not interested in a work

that is confining. Also a number of the youths have expressed a desire to return to school should they be able to secure a part-time position. The staff intends to work in this area also.

Most recently the Community Action Program has developed an Assessment Center in which they intend to evaluate individuals by testing and counseling in order to determine their qualifications. Many of these individuals will be placed in O.J.T. programs or trade schools such as M.D.T.A. This particular program has agreed to cooperate with our program and therefore it is our intention to place a number of our clients in the Assessment Center.

The staff intends in the future to coordinate with other agencies that are developing employment for the disadvantaged, but are not working with the hard core individual with a police record. We anticipate these efforts to eliminate our high rate of unemployment among the disadvantaged.

F. COMMUNITY DEVELOPMENT PROGRAM

The lack of communication between the police and the community has been responsible for serious misunderstandings. In the past, incidents have been caused as a result of this problem. Lack of communication is very prevalent in the Negro community.

In an effort to eliminate this problem and establish good communication to overcome police-community misunderstandings, the Community Development Program has been put into operation.

The program is designed to inform the citizens in regard to the following:

1. Police functions
2. Police services
3. Police problems
4. How to avoid becoming a crime victim
5. How to help in reducing crime
6. Where to get assistance
 - a. Other than police

In addition to informing the citizens about the police, a need exists to keep the police officer informed as to special needs certain citizens require. This does not mean that the officer will "play favorites" in law enforcement. By better understanding the background and problems of the people he deals with, he will be better equipped to make decisions and handle any situation in a more professional manner.

The first step in getting this program functional was finding a way of reaching the necessary people. This was done by contacting the local C.A.P. (Community Action Program) Centers, which are located in the low income areas of the city. There are five of these and each one has a council board made up of community representatives, and their job is to keep the people informed.

The Police-Community Relations Section met with each of these boards several times. The first few meetings were designed to inform the community about the section and some of the aims to be accomplished through it. We then started receiving calls and requests to return and speak on various phases of police work. In addition, handout material was distributed to each of the C.A.P. Centers. This material was on OPERATION CRIME CONTROL, the Emergency Reporting System for Fire and Police, How to Avoid Becoming a Crime Victim, Police Patrolman Requirements, and who to call for information about the police.

After the initial contact in the community, the news media began to give the efforts of the Police-Community Relations Section some coverage. As a result we received requests from civic organizations, church groups, schools, and citizens for talks and information on the police department and the policeman's duties. It has been through this phase that we are attempting

to reach all the citizens in Wichita, and we are not confining our efforts only to the underprivileged. By reaching most all our citizens we are able to answer any question they might have, not only pertaining to police work, but also about each other, thus helping to create a better understanding between the different elements of our society.

After the community was advised of the newly formed Police-Community Relations Section and its duties, some programs were needed to create interest among the citizens in regard to reducing crime. The first one was OPERATION CRIME CONTROL. This project was undertaken to make our citizens aware that "crime is a community problem and to effectively prevent it will take a total community effort." Pamphlets and cards were distributed by the thousands throughout the city. Talks were given by the Police-Community Relations Section staff to many civic groups, clubs, and schools. Beat officers passed out OPERATION CRIME CONTROL material to businessmen. The news media has been very helpful by covering this program from time to time. In the four months the program has been functional, some definite improvements have been made toward establishing the lines of communication necessary for good law enforcement. By informing the citizens of the seriousness of crime and telling them what they can do to help, we have begun to develop the interest and support necessary to reduce crime in our city.

By coming into close contact with the citizens of Wichita through talks, news releases and phone conversations, we are making them aware of some of the problems the police are facing. By this understanding and by keeping citizens informed as to our efforts to eliminate the problems, we are starting to overcome some of the suspicions many people have of the police. Through this program we are gaining the citizens confidence and support; admittedly it is slower in some parts of the community than others, but it is improving throughout the city and as it improves, so improves the police image.

Because of the marked increase in crimes, such as rape, robbery, and aggravated assault, a separate program was developed to inform citizens about "how to avoid becoming a crime victim." The program is aimed primarily at the women, but certainly does not exclude men. Again, the program was presented to the public through the C.A.P. Centers, talks, handout material, and news media. We are attempting to make everyone aware of the danger that exists and give them some common sense rules of "what" and "what not" to do to reduce their chances of becoming the victim of a crime.

This program has only been functional since June, 1967, and it's too soon to accurately determine any results. However, we are receiving requests for the program and have several scheduled

for later this summer. When the program is presented a film entitled "The Door Was Locked" is shown, along with a talk and handout material. So far the program has appeared to leave a lasting impression with the audience.

Another part of the Community Development Program is to keep the people informed as to where to turn for assistance. In the past the police have received many calls for assistance which in reality should be handled by other agencies. By distributing information to the C.A.P. Centers, churches, and through news media, we are trying to keep them informed as to what benefits are open to them and where they can go for assistance. If any of the citizens have any questions or doubts, they are told to contact the Police-Community Relations Section, who will direct them to the proper agency.

Along this same line we have informed our officers to tell people with problems not only who to contact, but where they can be located and when. This leaves the citizen with a much better outlook toward the police and aids the officer in handling civil matters.

The Police-Community Relations Section has undertaken the Community Development Program, with its many projects, primarily in an effort to establish lines of communication necessary for

good law enforcement. These lines of communication, once established, will serve as a valuable tool in gaining citizen support for the police and increasing the police image throughout the community.

G. SUMMER RECREATIONAL PROGRAM

During the middle of May, 1967, Chief Pond discussed with me the feasibility of running a summer recreational program for boys who normally are not able to participate in such programs because of lack of either money or transportation, or both. Time was of the essence because school was soon to be out. After discussing the many aspects of such a program, it was finally decided to use scholarship athletes from Wichita State University, and other young men to act as supervisors under the direction of the Police-Community Relations Section Office.

The Board of Education was contacted to see whether or not there were any school facilities they would make available to us. We were able to get four schools -- one in the northeast section, one in the northwest, one southeast, and one southwest. Each school had a gym as well as outdoor ball diamonds and other recreational facilities.

We had no money for equipment but through outright donations of equipment and some money and borrowing more equipment, we were

able to get bats, balls, gloves, masks, basketballs, volleyballs, volleyball nets, and footballs. With this we started. We had gotten good newspaper publicity on the program and on opening day we had a good turnout. Originally we had planned on being at two schools each day, but shortly decided we could run the recreation programs at all four schools on a daily basis.

We hired ten high school and college athletes to help as supervisors at the various schools. These young men were paid by the Wichita Police Department at the same rate of pay as the City Park Board Recreation Directors.

Realizing that we were getting into a new field and that time was short, it was decided to concentrate initially on softball, basketball, and touch football.

We actually had our first day of recreation on June 19 and the program ended this year on August 18.

After operating for a couple of weeks a swimming pool was made available by McConnell Air Force Base here in Wichita. We had use of it four mornings each week and the Air Base sent a bus to each school on a different morning to transport the boys to the pool and then return them to the school just prior to noon.

In attempting to determine the age group of youngsters we would work with we ran into some problems. After checking it was determined to, for the first summer, concentrate on boys in the 6th, 7th, 8th, and 9th grades, or from ages 11 through 15.

It is my belief that this is a very worthwhile program and we will no doubt continue it next summer. It will be modified to make it better and do away with some of the "bugs" found in our initial effort. No grant money was used for this summer recreational program. We were faced with two main disadvantages during the summer of 1967. In the first place there was no money available for equipment and second the locations picked for recreational activities were selected based on educated guesses. It was thought that Mathewson, being located in the so-called "ghetto" area, would have a tremendous number of Negro boys turning out. At Horace Mann we expected white, Negro and Mexican in about equal proportions and we were pretty accurate with our estimate there. MacArthur School is located in Planeview, which is a housing development near Boeing Aircraft Company that grew up during World War II. Here we looked for about a 50-50 group of Negro and white, but for several weeks there were no Negroes. We went to the C.A.P. Center and Negro churches in the Planeview area and asked their help, but either they gave us no help or the Negroes in that area were just not interested. Door to door calls were made in the area in an effort to deter-

mine the reason(s) for lack of Negro participation, but this also proved fruitless.

In the Cessna School neighborhood, located in southwest Wichita, there are to be found recreational facilities, so I wasn't too sure there would be much response. However, there are about the same number participating there as are at the other three schools.

I personally am very pleased with the results of the initial effort and feel that our second year will be even more successful. I feel there will be many more boys next year and I believe with an earlier start there will be more money and equipment donated.

We averaged about 125 boys daily at the four schools, and this with limited equipment and facilities.

As a climax to the summer program the Wichita Police Department, in conjunction with the Quivira Council, Boy Scouts of America, sponsored a free camp for all boys enrolled in the program. Out of approximately 200 boys taking part, 85 boys took advantage of the camp.

Boy Scout Camp Ta-Wa-Ko-Ni was staffed and donated to the Wichita Police Department for the week of August 14 through August 18,

1967, by the Quivira Council. The Community Planning Council, supported by the United Fund, donated \$2,000.00 for food and lodging expense. Transportation to and from camp was provided by the Kansas National Guard.

The camp offered several activities, including swimming, boating, archery, rifle range, nature study, and camp crafts. Most of the boys were very receptive to all these events.

Other agencies that cooperated with the Wichita Police Department to help make the recreation program successful were:

1. Community Action Program
2. Board of Education
3. Quivira Council of Boy Scouts of America
4. Wichita Park Board Recreation Director
5. McConnell Air Force Base
6. Wichita Sporting Goods Company - The owner, Mr. Frank Woolf, donated one dozen new softballs, eighteen new bats, two mitts, and two catchers masks.

From individual donations of money we were able to buy one dozen volleyballs and two volleyball nets. The Athletic Director for

the Board of Education gave us some bats, softballs, basketballs, and footballs.

Next summer I am sure we can get some additional facilities and run our program on a competitive basis which will add interest to it. I feel that while the boys participating have benefited greatly, that probably we in the Police-Community Relations Section have benefited most in that now we have one summer of experience behind us and next summer we will be able to vastly improve the program.

I wish to point out again this was accomplished without the benefit of either city tax money or grant money, but it will definitely become a part of the overall Police-Community Relations Section function.

III. PROGRAMS IN THE PLANNING STAGE

Plans have been made to start programs other than those underway as part of a community development effort. However, because of the very small number of personnel available and because of the heavy demands on our time, these programs have not as yet been started.

The three that we contemplate using for the purpose of establishing a better rapport and closer contact in the "ghetto" area are as follows:

A. BLOCK WATCHER PROGRAM

It is my intent to bring this program before the community at large using three different methods. The methods to be used will be:

1. Personal contact by Police-Community Relations members in talks to organizations, neighborhood groups, church groups, P.T.A., etc.
2. Through the use of news media facilities, i.e., newspaper, radio, and television.
3. Through meetings of the resident area councils of the various C.A.P. Centers in Wichita.

The primary purpose for this program will be two-fold. First to aid

in reducing criminal acts and secondly, to establish better understanding between the citizens of Wichita and the Wichita Police Department.

In the various neighborhoods throughout the city we will find persons interested in helping us. These, for the most part, will be women who are home during the day. Through them we will determine what homes in each neighborhood are generally empty during the day because the people living in them work. The women will be asked to watch these empty homes as they go about their own household work, and if they see a stranger hanging around to call and let an officer check on the person to determine whether he has legitimate business in the neighborhood or not. This will be in connection with our present effort on the program known as OPERATION CRIME CONTROL.

B. SELF PROTECTION PROGRAM

Here again this will be primarily for women. In talking to members of various women's groups -- P.T.A., church circles, business and professional women's groups, etc. In general this will deal with reminders and hints to women, along with the use of some film presently in our department film library.

We will remind women who work to remember to leave outside lights on when coming home near or after dark. We will stress

the importance of keeping shades down at night, of not leaving door keys under mats, in mail boxes, etc. They will be reminded, if they travel to and from work by bus, not to accept rides with strangers. We will stress the importance of keeping doors and/or screens locked both while away and when at home.

These women will be given wallet sized cards to carry with the Wichita Police Department phone number. Our emergency phone system -- just recently installed -- will be explained to them and cards given them with the location of the present 105 emergency city phones. Eventually this number will be increased to approximately 300 throughout the city.

C. NEGRO HERITAGE PROGRAM

In talks to groups, both young and old, that are predominately Negro, I plan to stress the importance of Negro contributions to this country in all the various areas of significant effort. There are, of course, many books that have been written on this subject, but I feel that recognition of outstanding contributions by a speaker to a Negro audience will have a favorable effect from the standpoint of view that accomplishments are being publicly recognized.

Far too often in discussions with Negroes, I have heard the comment that history books by and large ignore Negro contri-

butions to our society except for two or three men such as George Washington Carver, Booker T. Washington, etc. If by reading and becoming familiar with names and contributions made by other Negroes, we can discuss these with Negro groups, perhaps in some small way we can help some to be proud of accomplishments of other Negroes.

This might fall flat, but at least it is my wish to try with such a program to be used at schools, P.T.A. meetings, etc.

IV. AGENCIES WITH WHOM CONTACT AND COORDINATION WAS ACCOMPLISHED

A. BEECH AIRCRAFT COMPANY

Endorsed and backed our OPERATION CRIME CONTROL program.

B. BOEING AIRCRAFT COMPANY

Endorsed and backed our OPERATION CRIME CONTROL program.

C. BOY SCOUTS OF AMERICA, QUIVIRA COUNCIL

Provided Camp Ta-Wa-Ko-Ni the week of August 14 through 18 for the boys taking part in our summer recreation program.

D. C.A.P.

This agency furnished equipment for the summer recreation program sponsored by the Police-Community Relations Section.

E. CESSNA AIRCRAFT COMPANY

This company agreed to hire men with extensive criminal records that were recommended by the Police-Community Relations Section, in conjunction with WON. They agreed to provide jobs on O.J.T. basis to help upgrade the skill of workers.

F. COLEMAN COMPANY, INC.

This company also agreed to participate in the WON program.

G. INTER-CLUB COUNCIL OF WICHITA

Endorsed and backed OPERATION CRIME CONTROL program.

H. KANSAS GAS & ELECTRIC COMPANY

Endorsed and backed OPERATION CRIME CONTROL program.

I. McCONNELL AIR FORCE BASE

Provided a swimming pool for the boys taking part in the summer recreation program. They also provided transportation four mornings a week, picking up the boys and returning them to their schools after swimming.

J. NATIONAL GUARD OF KANSAS

Provided transportation to and from Camp Ta-Wa-Ko-Ni.

K. SOUTHWESTERN BELL TELEPHONE COMPANY

Endorsed and backed OPERATION CRIME CONTROL program.

L. WICHITA BAR ASSOCIATION

They paid for the cost of printing the wallet size cards and pamphlets for handout on the OPERATION CRIME CONTROL program.

M. WICHITA BOARD OF EDUCATION

Provided four schools with gyms and other facilities for the summer recreational program.

N. WICHITA CHAMBER OF COMMERCE

They agreed to endorse our "Work Opportunities Now" Program and aid in any way they could.

O. WICHITA UNITED FUND

Donated \$2,000.00 for food and lodging expense of the boys in the summer recreation program who attended Camp Ta-Wa-Ko-Ni.

Merrell R. Kirkpatrick
Merrell R. Kirkpatrick
Major - Project Director
Police-Community Relations

Approved:

E. M. Pond

E. M. POND
CHIEF OF POLICE

... you support

HUMAN RELATIONS &
POLICE DEPARTMENT

April 4, 1967

Russell E. McClure, City Manager

E. M. Pond, Chief of Police

William E. Knox, Executive Secretary, HRC
Police-Community Relations

In the execution of LEAA Grant No. 109 (Police-Community Relations), the two civilian technicians authorized by the grant have operated from the Human Relations Commission office.

With the acceptance of the Police-Community Relations Program, there is a need to further intensify this effort with schools, churches and groups in the community. It is currently felt that the assignment of one police officer of the Police-Community Relations unit with one civilian technician to work as a team, could provide a more coordinated approach.

It is our recommendation that the civilian technicians be placed under the command of the commanding officer of the Police-Community Relations unit and personnel in the Human Relations office shifted to the Police-Community Relations unit. This would be consistent with the language in the grant which states that one of the purposes of the grant is, "The immediate establishment of a Community Relations unit in the Police Department, consisting of 3 police officers and 2 civilian technicians to coordinate the police-community relations program. Their first order of business will be to work with and organize various citizen groups to acquaint them with the work of the Police Department. In addition, their establishment will create a trouble-shooting team to cope with current problems of limited size which threaten to expand into major incidents through rumor and gossip."

/mm

E. M. Pond

E. M. Pond, Chief of Police

*4/7/67
Approved
R. G. ...*

William E. Knox

William E. Knox, Executive Secretary, HRC

THE CITY OF WICHITA



POLICE DEPARTMENT
WICHITA, KANSAS 67201

The Wichita Police Department, with the cooperation of the citizens of the City, is inaugurating a program known as OPERATION CRIME CONTROL.

The purpose is to reduce crime in the city with the help of those living in Wichita. Wichitans will be asked to immediately notify the Police if they see anything suspicious in the areas where they live, work or visit.

I am contacting you for your opinion and support of this program. It is hoped that you, through your personal support, will encourage the members of the Employee's Club to actively participate in the program.

As you are well aware, crime prevention is not the sole responsibility of the police, but of every law abiding citizen in the community.

If we may count on your support in this matter, your organization will be furnished some small posters for bulletin boards as well as an ample supply of wallet size cards listing the various things people should watch for, along with a phone number to use to report incidents seen.

On or about February 9, a news release is to be made of the full details of the program asking for city wide support.

It is my belief that the best place to begin is in an organization such as yours. Therefore this letter is being sent prior to the news release to you and other leading organizations of the city.

There is no membership obligation or dues, nor will there be any requests for donations or financial support of any kind. All I am asking is the loan of the eyes and ears of every responsible citizen in the City of Wichita.

THE CITY OF WICHITA 2

Should you, or your employee's club members wish, officers assigned to the Police-Community Relations Section would be more than happy to meet with you to further explain the details involved.

You may let us know your thoughts on this program by writing to the Police-Community Relations Section. If you wish you may call AM 2-2611, Ext. 244, Major Merrell R. Kirkpatrick, Sgt. Richard LaMunyon, or Sgt. Harold Peterson.

Very truly yours,

E. M. POND
CHIEF OF POLICE

MRK:ts

OPERATION CRIME CONTROL

THE WICHITA BAR ASSOCIATION

The Bar, which is an organization composed of Sedgwick County lawyers and judges is vitally concerned with the citizen's respect for the law. For that reason the Bar gives its full support to the program of the Wichita Police Department in its "OPERATION CRIME CONTROL".



HELP ELIMINATE CRIME !!!

Call

AM 2-2611

WICHITA POLICE DEPARTMENT

THE WICHITA BAR ASSOCIATION

OPERATION CRIME CONTROL

CITIZENS OF WICHITA:

Your police department is increasing its efforts to reduce crime in the community. A very important part of this campaign is "OPERATION CRIME CONTROL", which is citizens and police together against crime. Through this program the Wichita Police Department is requesting the help of all citizens. You are asked to become more aware of the problem of crime, learn to recognize criminal activity and report it to the police.

Who is involved?

YOU!

Crime prevention is not the sole responsibility of the police, but of every law abiding citizen in the community.

Through OPERATION CRIME CONTROL the police will be able to more effectively protect your family, your friends, your property, and your neighbors. Through your AWARENESS in CRIME CONTROL you can better help the police department help you.

*It is preferable that you identify yourself when calling, but if you wish to remain anonymous your call will still be accepted.

What to watch for:

1. A stranger entering your neighbor's house when it is unoccupied. (Burglary)
2. A scream heard anywhere. (Robbery - sex offenses)
3. Strangers or strange cars in neighborhood, school area, and parks. (Burglary - sex offenses)
4. Offers of merchandise at ridiculously low prices. (Stolen property)
5. Anyone removing accessories, license plates, or gasoline from car. (Auto theft)
6. Anyone in a store concealing merchandise on their person. (Shoplifting)
7. Persons seen entering or leaving a business place after hours. (Burglary)
8. The sound of breaking glass or other loud explosive noise. (Burglary)
9. Anyone loitering in or walking down the street peering into parked cars. (Auto theft)
10. Persons involved in a fight. (Robbery - assault)
11. Display of weapons - guns - knives. (Robbery)
12. Persons loitering around schools or in secluded areas. (Sex offenses)

What to do:

If you see any unusual circumstances which may indicate criminal activity, call AM 2-2611.

Report the following:

1. ADDRESS OF INCIDENT
2. DESCRIPTION OF SUSPECTS
3. CAR DESCRIPTION AND TAG NUMBER
4. ANY OTHER DETAILS.

Call
WICHITA POLICE DEPARTMENT AM 2-2611
THE WICHITA BAR ASSOCIATION

**OPERATION CRIME
CONTROL**

**CALL
AM 2-2611**

**WICHITA
POLICE
DEPARTMENT**

HELP ELIMINATE CRIME!

CALL AM 2-2611 WHEN YOU . . .

1. OBSERVE A CRIME BEING COMMITTED
2. BELIEVE A CRIME IS GOING TO BE COMMITTED.
3. BELIEVE A CRIME IS BEING COMMITTED.
4. HEAR OR OBSERVE ANY PERSON, AUTO OR OTHER ACTION THAT MAKES YOU SUSPICIOUS.

Operation Crime Control/Wichita, Kansas/Police Department
- The Wichita Bar Association

CITY JOBS NOW OPEN

FIREFIGHTERS

Written exams given daily.

POLICE PATROLMEN

Written exams given daily.

LABORERS

Refuse Collection, Street Maintenance

BUILDING PLANS EXAMINING ENGINEER

Architectural or structural, experience or training

PLANNER II

Comprehensive Planning.

CIVIL ENGINEER

Registered in Kansas. Openings in Public Works Engineering, Design and Planning, Park Engineering.

MAINTENANCE WORKER

Carpenter experience. Airport.

RECREATION SUPERVISOR

INSPECTOR

Electrical, Journeyman certificate required.

MANAGEMENT TRAINEE

M.B.A. degree desired or political science major.

ADMINISTRATION AIDE

Planning Department.

SUPERINTENDENT WATER MAINS & SERVICES

Civil Engineer

CIVIL DEFENSE INSTRUCTOR

CHEMIST

Water Pollution Control

AUTOMOTIVE SERVICEMAN

Gas, oil, grease, and change tires.

THE HE. S-HACK

April 27, 1967

POLICE APPLICANTS WANTED

Men interested in becoming career police officers should call the Police-Community Relations Office, AM 2-2611, Ext. 245.

Starting Salary \$450.-00 a month.

Applicant must be high school graduate or have G. E. D. Certificate, 21-34, 5'9" - 6'5", 150-245, pass physical and mental examinations.

Sgt. Robert Peach



Sgt. Robert Peach

I chose law enforcement as my profession because, first it was a child-hood ambition, second a challenge, and also it offered security for me and my family.

As far back as I can remember my greatest ambition was to be a policeman. In my early school years I read about policemen being your best friend. I heard the teachers talk about how policemen helped people in need. I also read about how they were able to investigate, and solve, different crimes. This was very impressive, and I thought at this time

it would be great to be a Detective.

My parents taught me to respect the law, that the man in a police uniform with the shiny badge was a symbol of liberty, and justice for all. His job was to protect the weak against oppression, the peaceful against violence or disorder. I thought at this time a policeman was the next thing to God, and this would be a good way to serve man-kind and your community. As a teen-ager and a young adult I came in closer contact with the police. I observed that there were very few, if any, Negroes

in the field of law enforcement. If accepted I would work hard to represent the Negro race in law enforcement, and try to improve the image of the policeman and the relationship between the Negroes and law enforcement.

There still exists a need for more Negroes in police work. The opportunities and advancements are much greater now, if you can qualify. Many benefits, including group and life insurance, retirement, sick leave, paid vacation, and holidays, are offered.

So if you have the desire and ambition to become a policeman -- meet the challenge and join-up now.

March 11, 1967

THE NEWS-HAWK

Know Your Officers

Andrew Taylor



Det. Andrew Taylor

Before I joined the Wichita Police Department, I worked for eight years in the police station as a civilian employe. During this time I became interested in the work of the police officers. I applied for the job of Patrolman and was accepted. On July 17, 1950, I was appointed and was assigned to

the Patrol Section. After serving in this section for several years I was promoted to the Detective Section, and am presently assigned to the burglary detail.

I have always enjoyed working with people and this job gives me the opportunity to give assistance to many.

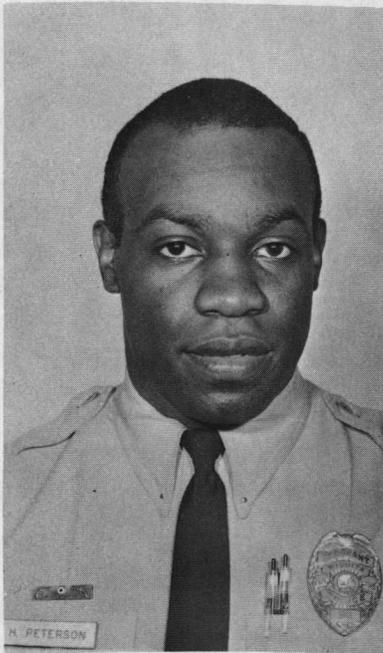
I find this job offers many advantages, such as a good retirement program, paid vacations, sick leave, insurance program, and chances for promotions.

I feel this is a very good career job for a young man seeking this type of work, and I do highly recommend the Wichita Police Department.

March 18, 1967

THE NEWS-HAWK

Know Your Officers



SGT. HAROLD PETERSON

The desire to work with people influenced me to join the Wichita Police Department.

I joined the Department in September, 1964, but because of medical reasons I requested a leave of absence. The association with this department, even for a short time, made me realize this was the job for me. On February 16, 1965, I entered the police academy to receive my basic training.

Being a policeman has given me the opportunity to work with many people in various ways. It has given me a chance to aid mankind and try to make life more enjoyable for all individuals.

This job offers me advancement in pay, promotions, life and hospitalization insurance, and an excellent retirement plan.

At the present time I am assigned to the newly organized Police-Community Relations Section. This job affords me the opportunity to work with the public in areas other than enforcement.

A policeman's work varies from minute to minute, but is always so exciting that you don't dread going to work. The young people ask "Where the action is?" and you can bet where ever it is, the police will be a part of it.

THE NEWS-HAWK

March 25, 1967

Know Your Officers



OFFICER
SHERMAN HAWKINS

I joined the Wichita Police Department, Feb. 7, 1962, because it is the best in the United States and I wanted to be a part of it. I like police work and the training that is given to a Wichita Police Officer. Wichita has a good Po-

lice Academy and offers two years of Police Science Courses at Wichita State University. In the complicated modern business of criminology, there are a dozen or more reasons for the success or failure of a police department. Therefore, it is imperative that a police officer receive an extensive educational program along with an on-the-job program. The standards of a police force are also representative of the standards of the city in which the police force is located.

Anyone associated or involved in police work has to like it or it is a waste of time for all concerned. Police officers have a trying work schedule and inconsistent hours that make it tough on homelife.

Policemen are all human. They have the same emotions as other men, the same tensions, the same drives. But to be a good police officer these things just can't matter. When a man takes a badge in law enforcement, he must learn to control these inside pressures. If he doesn't want to control them he will not make the grade as a police

All of the ills and evils of a society cannot be cured by law, but a great many social evils can be mitigated by proper enforcement. I think that the Wichita Police Department is the finest and the most efficient police department in the world.

April 1, 1967

THE NEWS-HAWK

Know Your Officers

I wanted to be a police officer because I thought I would enjoy the job and it was something I had wanted to do for quite sometime.

I would recommend this job to others for several reasons. First, I would mention the security I feel in my job. I



Officer Thomas Peach

never worry about layoffs, strikes, or dismissal. There are advancements to look forward to and the benefits are many. We have a uniform allowance to aid in keeping our appearance neat at all times, a group insurance plan, and a Benefit Fund that aids in paying our medical expenses.

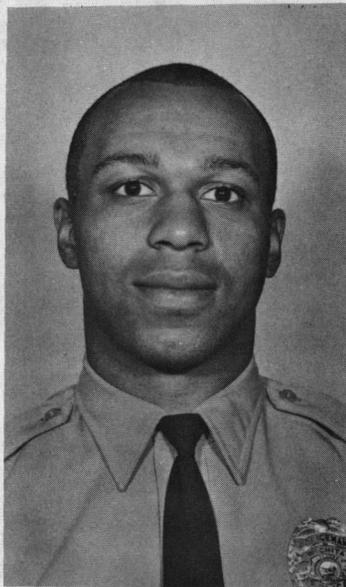
This job is for men who have the sincere desire to be police officers. If they do not have this desire or only want the job because nothing else is available, they would be a hazard to themselves, their fellow officers, and the public.

I like being a police officer because it gives me a chance to help others. I know that while my fellow officers and I are on the job everything possible is being done to make our city a safer place to live.

April 8, 1967

THE NEWS-HAWK

Know Your Officers



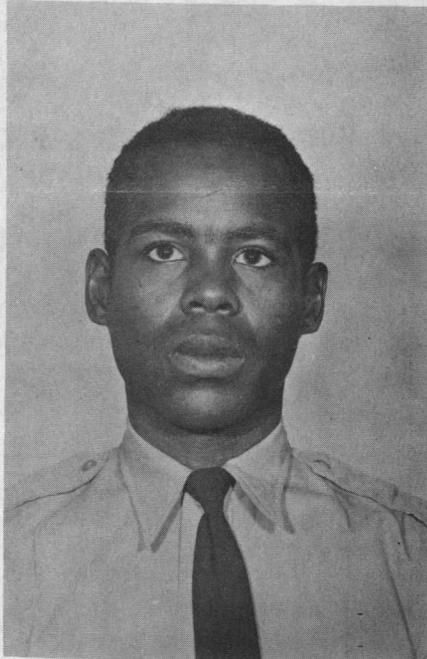
Officer Leslie Johnson

"Rocky" Johnson, former football player at W. S. U. and Hutchinson Junior College, was appointed to the Wichita Police Department on September 1, 1966. After completing basic training at the Police Academy he took military leave and joined the Army. At the present time he is stationed in California, and will presently transfer to Camp Gordon, Ga., to attend M. P. School. He expects to return to police duties in December, 1969.

April 15, 1967

THE NEWS-HAWK

Know Your Officers



OFFICER CHARLES FRANKLIN

To me, police work is the perfect job. This is the only job I have ever had where each day I look forward to going to work. I like to work with people and police officers work with nothing but people. I enjoy being able to help someone that needs help. I feel it is my moral and official obligation to help anyone needing assistance.

Although I have been with the Wichita Police Department only since February 1, 1967, I know this is the best job I've ever had and it is the one I want to work at until I am eligible for retirement.

I spent quite some time in the U.S.M.C. where I had many friends, but I know of no place where I have found people that I like better than those I am now working with. Everyone helps you - not because they have to, but because they want to.

I guess I can sum up my feelings by saying that the other new officers in my class, as well as the other officers I have met, are really a bunch of good guys.

April 27, 1967

THE NEWS-HAWK