

Transcription of Cary Glazer Interview 12/08/2014

Yvonne Crenshaw: Good afternoon my name is Yvonne Crenshaw, a student in the Oral History Class, in the School of Library & Information Science. Kim Schroder is the instructor. I am interviewing Sgt Cary Glaser of the Wayne State Police Dept. for an oral history project for the Walter Ruther Library Policing Detroit oral history project. Today is December 8, 2014 and our location is in the Purdy Kresge Library 3rd floor in the SLIS Department.

Yvonne Crenshaw: Sgt Glaser, I would like to speak to, today about your career as a police officer. What motivated you to become a police officers. Many officers previously attended college majoring in criminal justice. Was that your path or was their other things that led u to become a police officer?

Sergeant Glaser: My path was unique. It was sort of the cart before the horse. I, um, I grew up in West Bloomfield. Um, I had inside since I was little 4, 5 yrs old uh emulated and wanted to be a police officer um even pretend to talk on the radio with my hand and um I never could get that out of my, out of my, my head. And so what I did was um I thought well you know I gotta grow up, make a lot of money, and keep up with the Joneses, and, and after going that route I realized that uh that not everybody and the Joneses aren't always happy. So I said to myself, ah, I was in sales for a while, and I said to myself that, uh, I'd rather make, uh, you know 60, 70 thousand and love my job than make 120 and hate it. So I ended up going back to college which was here. I majored in criminal justice and minored in psyche. Um, I then put myself through the police academy. Was hired by the Pontiac Police Dept. Was there for about 6, 7 yrs. There I worked as a patrolman. I was on the swat team. I also was a field training officer which I trained new recruits. Um, I was laid off and applying everywhere was tough. It was real hard. I was divorced with three kids and paying child support. Um I got offered a job in Ferndale and at Wayne State and I took, uh, Wayne State 8 yrs ago.

Yvonne Crenshaw: How did your decision to change fields and become a police officer affect your family and friends?

Sergeant Glaser: Well, my friends all knew Cary you always were a cop. Um it's all u wanted to do. My family knew it too, um, so you know everyone was supportive that they, this was just something that that I'd always put off, and I've always wanted to do so nobody was surprised and nobody u know tried to, ah, persuaded my to do anything else um and so it's ah, it's been easy to go from selling a product to selling yourself. As long as you

know, enjoy people and u like what you're doing, um, it's easy. You can sell yourself or sell breaks or buildings it doesn't matter.

Yvonne Crenshaw: Ah, when you came to Wayne State, was there a probationary period?

Sergeant Glaser: Yes, there's a, you go thru your field training officer program which I did, um, even though I was a field training officer myself and the Director for the State of Michigan's Field Training Officers Association, um you still have to go thru and learn the rules and the ways of, of whatever department it is you're going to. So it was, um, I went thru, ah 3 to 4 months of ah, of training here which was to learn the address, the area, the policies and procedures of Wayne State PD, um and get familiar with everything down here. As far as the officer safety and tactical stuff like that, um you're always learning you don't assume that you know everything and, and, but the emphasis was to get me familiar with the policies and procedures here and, and ah, the addresses of how to get ah, how to get around down here.

Yvonne Crenshaw: I'd like you to address ah how the Wayne State Police Department interacts with the Detroit Police Department. Is it part of the department?

Sergeant Glaser: It's, it's their separate departments however Wayne State Police Department as being a separate entity with the Chief of Police, ah currently Chief, ah, Anthony Holt. Um we have captains, ah lieutenants, a detective bureau, officers. We are also sworn as Detroit Police Officers signed by whomever chief is in office at that, at that particular time. So we have two identifications, um, which the Detroit ID gives us full power and authority, ah, within the city of Detroit.

Yvonne Crenshaw: Do you see any real difference in the execution of your duties with Wayne State Police versus when you were with the Pontiac Police Department?

Sergeant Glaser: Well, um, it was very different because ah when I was with Pontiac, Pontiac was like Detroit. Had no money, overwhelmed with with calls, um there was I remember in Pontiac I had 50 some runs on my screen that was not dispatched yet. Um, which was similar to what Detroit had always been, had been struggling with. Wayne State, um, ended up being kind of like Midtown-Metro PD in a way that we patrolled the primary, ah, Wayne

States campus, the student, staff, and faculty always number one, and then the other secondary or buffer area that we also patrolled but that's that has expanded um there's a big difference between um between Wayne State PD and where it came from ah, and as well as Detroit although now Detroit's starting to really ah change and improve in a lot of ways.

Yvonne Crenshaw: Ah what do you think you like most about your duties as a Wayne State Police Officer?

Sergeant Glaser: Make a friend a day.

Yvonne Crenshaw: Haha I bet.

Sergeant Glaser: It use to be ah you know you're you're taking a bad guy off the street which it still is, um, but ah I realized later in my career um you know the whole chasing and running and fighting and stuff um I'm, although that's what my unit is um specialized in is what we do is hunt people um and go after higher priority um ah certain runs in the area rather than the uniform road going there, um, the CAT Unit, Crime Abatement Team, which I am, ah, in charge of, we're plain closed, ah ideally six, six man unit. Um, two that work days two that work noons and two that work late noons, 6 till two in the morning um two officers were loaned out so that would be eight, to the ATF task force and one officer in my unit, so that would be nine is loaned out, currently is loaded out to the FBI, ah, violent crimes task force, so ideally the units a nine man, nine person because I do have two females on, on my unit, um, Crime Abatement Team.

Yvonne Crenshaw: And you, I think you said it was twenty-four hour coverage?

Sergeant Glaser: Yeah, well Wayne State ah Police does police does respond and we are 24/7. Um we don't shut down. It's a full service Police Department. And um we take care of the Wayne State Universities, ah, students, staff, faculty, um, residents in the area so no we never shut down.

Yvonne Crenshaw: As a supervisor what values do you think are most important to transmit to your officers?

Sergeant Glaser: Um, the values as far as this job is concerned and the officers are, you have to like people. I think before anything before you even get hired as an officer anywhere, you're a social worker with a gun. If you don't like

people, you shouldn't be in this business. Um, their calling you at a time where they've exhausted their friends and family, um neighbors, ah sometimes ah they don't, there's no answer to their problem but they wanna vent. Um, I don't think it's an officers' job to make somebody's life worse. And, I think u need to be ah able to self reflect and say hhhmm, am I gonna write this person a ticket for something that I did but I got off because I was a cop? I didn't do it because I was a cop I was, I made a mistake. But when the officer found out I was in law enforcement I didn't get a ticket. Do I really want to jam somebody up in a in a bad economy who made a mistake just like anybody else. Um so you should be able to self reflect and ah understand people's needs and, um, I think going through life, the, the unfortunately, and fortunately, in this position this job you're young when you get hired and you lack life experience. As you get older some of the negative life experiences I've had gone through like ,divorce um, or financial struggles, you can, when you're on a police run a lot of it stems from domestic, divorce, kids, ah money problems, you can identify with it and, um, you can help them feel less alone, help them, um, for the most part not solve their problems, but, I think they feel less alone when you can make them feel like look even the officer, when you take this uniform off you got Cary. I get the same stuff. I've gone thru the same drama but you have to be able to talk that way. And you have to be able to look at people that way and people pick up on that so that's, that's something you either have or you wanna have but, ah, I think that those are some of the necessary, necessary traits that you should have.

Yvonne Crenshaw: I've, I've heard about the EPU, the Executive Protection Unit. Ah did you cover the recent Presidential Visit, or is that part of what you do?

Sergeant Glaser: Yes, part of the Crime Abatement Team is when there's a visitor, ah, whether it's from local, state, federal ah government, um, or anybody on campus that needs ah protection, the President um ah of the University, um, any functions here whatever my Chief determines, we end up either, um, just autonomously protecting them in case the, the Presidents going to speak and they want us to blend in not that there is a threat against him but we'll be there ah in suits um, to, in case anything happens if ah the President of the United States comes in, we've worked with the Secret Service. When the Governor comes we've worked with ah the Michigan State Police and the state department when, when other members of the, ah, Federal Government come in, so we do executive protection on our own or assist the agencies that are doing it.

Yvonne Crenshaw: Do you feel that the inter-agency cooperation that you've been involved with had affected Midtown or Wayne State's crime?

Sergeant Glaser: Yeah, I, Wayne State has affected Wayne State's crime. Um, and, we basically for these I don't know how many years that Detroit has been unable, um, not unwilling, but unable to, ah, get out from under themselves and respond to calls and hire new officers and, and turn around this budget deficit we've had to pick up some of the ah, pick up some of the cases and uh, and runs, and so in doing so we have about a two minute, minute and a half, two minute response time, Our, our numbers of officers on the road ah rival regular cities um you know suburbs, so we've, we've had an impact on help turning around Midtown um and now ah DPD is, is, can see what's happening downtown and that their, the whole city is turning around financially and you can tell in the Police Department that they're hiring more, um, I hear more runs that they're going to now that they normally wouldn't take or wouldn't be able to get to, so, um, that's why I referred to Wayne State University Police as Midtown Metro PD because the lofts and businesses and people moving here and deciding to move here were doing it because we were patrolling. They're calling us, so it's a good feeling.

Yvonne Crenshaw: You've really explained pretty well some things that have changed over the, the time period that you've been here. Ah, but have you noticed that the ethnic mix and the new institutions and the gentrification has really helped as far as lowering crime in any way or do you think it's made people more of a target?

Sergeant Glaser: You mean as far as ah, the diversity down here?

Yvonne Crenshaw: Yes.

Sergeant Glaser: Being more diverse?

Yvonne Crenshaw: Yes.

Sergeant Glaser: Um, no I think actually the more diverse it is down here reflects the, the, the less crime ya have, um, and people are willing to come down here and conduct business or live down here which, um, and it is safe down here. um, But I have seen more businesses and residents uh pop up down here because things have been getting better and they're continuously getting better including, ah, outside of our, our area um where DPD is, is ah, focused on so um, I have seen that. Um, does that bring in more targets or victims? Um, well the more people you have anywhere then uh if there's that kind of element around ah you know then I guess there's, there's more potential victims but I think the, the word is out. Ah, I know that where we lock up people and hunt down the corridor. (Cass Corridor) Ah they always say State boys don't play so um and their right, we don't.

Yvonne Crenshaw: Has there been any change in the type of crimes where have, do you feel like the needs the community has changed any way?

Sergeant Glaser: No, you know the crimes there, they're cyclical and um, ah, they go on everywhere. The crimes that you have here do go on in the suburbs. I had ah, the equivalent of my ah professional grade Desk Sergeant from a suburb calling me and saying, Cary you know we go hit 17 times last week in Beindiagos(?) okay? Well the suburbs are getting that. We use bait cars, we use different tools, ah, ta ta, tackle some of the problems that we have here whether its breaking and entering of cars, stealing of cars, they have that in the suburbs. Um, robberies whether they are armed or unarmed they're here, they have that in the suburbs. Um, and ah, things get magnified, I think that news grabs a hold of some things, what they choose to, and they let go of certain things that they choose not to. So you might have ah, ah, single shooting here that goes on the news, and you might have a triple shooting that doesn't make the news. Um, but they pick and choose that. Detroit's ah a good city with goods citizens. I haven't seen, um, I haven't seen anything change other than for the better. Um, the citizens are great. You just have a small percentage like anywhere ah let's say 2% doing, ah, 80% of the crime. And ah, I'm a

believer and I don't care if you're in the old Jeffery's projects or before they knocked them down or the new Brewster homes ah, ah, they're you know 98, 99% of everybody who lives in there ah they're, they're good people. And you just have a small element that gives ah that a bad name.

Yvonne Crenshaw: So to your knowledge, if you have this information, does the Midtown area crime as far as the type of crime or the amount, pretty much reflect any other university-type area in the country?

Sergeant Glaser: It, well it reflects urban colleges. However I think we much lower in the way we, um, tackle crime. Um, you know we, we use Comp Stat where we look at the crimes that are occurring, real time. A crime feed that we actually can see um as reports are processed, where these robberies, or where these auto thefts or where, where ah property crimes are occurring and then we can target them, which is what my unit does, it targets those um so we see where the trend is going. But, no I think Midtown, um, is similar to downtown um and the city is much larger so you'll have more of some of the same things, um, but we are similar to you know like Temple University, you know, their Philadelphia sworn officers that they have their own department. Uh they're in an urban area um but yeah I think our our stats are lower. I think they're better than downtown. I think that they're copying, um, and trying to um implement some of the things that Chief Holt has done here, uh, for this department and this uh community, downtown. And, and they are doing it and, and you're seeing improvement.

Yvonne Crenshaw: Sergeant Glaser, what changes do you think are needed to positively impact the community, and are there things that you've been able to implement that have affected that change?

Sergeant Glaser: Well I mean what I have been able to do is, I have been able to ah gain the trust of citizens in communities that, as my chief said it and he says it a lot and I agree with him, a lot of people don't talk to the police but they'll talk to Cary. Um it's, it's, it starts off with who you are as a person and if you're in this for the right reason. So, for example, if I'm in a community

that's plagued by crime and I'm there on a radio run which is true when I was in uniform as a regular officer I take my run, get my information, hopefully solve the problem, but then I would stay. I would kick it with my people there and I would talk to grandma, my aunties, and the kids and they ended up knowing me for who I am and not the badge, the gun, ah I got them to see, break me down as just a human being. And now, ah, if I drive in there, ah, "Hey Cary", you know, even. Unfortunately, the, I've locked up all these drug dealers and criminals down on the south end ah there out I'm on a first name basis with them. Um I don't befriend them in that way but I don't harass them every single minute. Um, and I have a ton of informants that tell me who's breaking in the cars in this area, who's robbing people in that area. Um, because I, they trust I will never put em out on front street. And, um, so some of the things that I use are, are just people skills and it's very, very hard for a marked patrol car to roll up on a crime in progress it's kinda like playing the lottery, ok, the, the, you're responding after someone saw, or someone was a victim, or witness to, um every so often yeah you're vigilant and you see something happen but ah or you're proactive and stop cars and stop people and you end up getting guns or drugs off the street. But most times your car not only lets the citizens know where you are, but it lets the 'perps' know where you are and when not to commit the crime. And as soon as my cruiser rolls off the block that 'perp' is in and out of your car, ah, faster than 15, 20 seconds, or got your wheels off faster than a NASCAR pit crew. It's when somebody has eyes on and is calling the police or calling me or texting me letting me know what's going on is how you help stop some of the crime. And then beyond that we lock em up but the big, big problem right now I see, the biggest problem I see is that if I'm locking up John Smith over and over and over and over again to the point where we're on a fist name basis, does that, does that tell you the problem is on the police end locking em up or maybe the adjudication part keeping them locked up. They know they're not going to do any time or they don't do any time, they're going to continuously come out there and do it. Um, so, I am locking up the same ones over and over and over again. Um, so, the problem is more with um, the adjudication part wither it be the jails, not enough jail space, prison space, prosecutors, um it's, it's on that end. Cause we're locking them up, even DPD is always locking em up, their just delayed because they've got ah, ah, a larger area to handle and not enough man power. But, ah, you know hopefully that will change too.

Yvonne Crenshaw: Do you think that generally, not just Wayne State, that policing is addressing the correct crimes to lock up? You know a lot of times you here about lil petty stuff

Sergeant Glaser: Yeah

Yvonne Crenshaw: and it's like that's taking up jail space for someone who

Sergeant Glaser: Yeah

Yvonne Crenshaw: might would really be a serious harm to the community.

Sergeant Glaser: And then I would agree with that. That's my, my personally, personally and professionally I kinda, I feel, feel the same way. I happen to be on a unit that's flexible enough that we really only are looking for felons. Um, And dope, and guns, and not for the person who's, you know, suspended, who had a Disorderly Conduct Warrant and take them in and spend 2 hours of paperwork on something that um, we would be out there getting a gun off the street or narcotics being ah sold. Um, and, and showing our presence that way. So, yeah I would agree that addressing some of the small crimes, and there's an argument that if you address the small crimes a big, big ones won't pop out. I'm not saying my way, or my way of thinking is the right way, it's just my way. Um, you know, there's an argument to a stopping cars and writing traffic tickets that you'll get, you'll get more things out of the car, you'll enforce the traffic laws, make it safer. I agree. Um, but there's also something to be said about, um, targeting crimes and criminals that are on a larger scale, and I think our University Police Department does both. Um. My unit tries to tackle the big stuff and the, ah, um, the serious runs that are, are high priority. And then the Uniform Division does that as well but they also take, um, we, we all handle local ordinances, misdemeanors, and felonies but my unit primarily focuses on felons.

Yvonne Crenshaw: Are you the person that sets the goals for the Wayne State Police department, you know, as far as what you want to accomplish, and have you been able to accomplish some of those things?

Sergeant Glaser: No, no the goals of the department are entirely, um, addressed, um, and directed by our Chief Anthony Holt, Tony Holt. And, um, he is, he is a great Chief. He has people skills and he understands the needs of the citizens, um, he has a good heart so, um, because he's in touch with people, um, he's able to focus his department, us, on certain areas where he is told we're having a problem, or um, he's very, he's not disconnected from the community. He's very well connected. You'll see him at the coffee house. You'll see him at the cleaners. You so everybody talks to the chief. The chief talks to everybody else. He's a great person, so he's much, much more connected to the community and what their needs are than, um, a lot of other Chiefs in busier jurisdictions or Chiefs that aren't real people, ah, oriented.

Yvonne Crenshaw: If there's something that you think should change about the way policing occurs from training to execution is it something you could point out and say, we need to train this better or do this better?

Sergeant Glaser: I, I can offer, I offer advice and we have a training ah Sergeant who's in charge and a Lieutenant and ah who's in charge of the, ah field training officers program. Um, and then our Captain and ultimately our Chief makes the final decisions on things. So anybody can give their input um and I have done so and um if command thinks that it's in our best interest or the officer's best interest or the citizens or the staff and best interest, they certainly adopt it. Um, there open to suggestions.

Yvonne Crenshaw: Is there anything, one thing or more that you'd like to say, I think this could change or should change?

Sergeant Glaser: The only thing, the only issue I have is really on the, on the um court side. Um, I'm pretty content with how we police and how we're doing. Um,

you know I'm happy with that. And I like the way that Midtown is, is ah, turning around and thriving. Um, so, I don't have any complaints on, on our end.

Yvonne Crenshaw: Well you mentioned that you have two male, ah two female police officers.

Sergeant Glaser: Yes

Yvonne Crenshaw: Ah, do you think that modern lifestyles are affecting the way police occurs I mean you know everything from ah, ah transsexual, transgender, ah, homosexuality, and females in police, I mean everything that is considered modern. Do you think that affects policing in any way?

Sergeant Glaser: Well, I, I hear that it does but I haven't been ah, up front and personal with it. You know, in my mind, it doesn't matter whether you're black or white, green, gay, um heterosexual, um, you know, if this is what the community is, uh, represented by, then your officers should represent your community. Um, so it shouldn't matter to be honest with you. Um, I have um, two, ah, females on my day shift that are the most productive, two of the most productive officers in the entire department. Um, I'll put them up sometimes, I just stand back when their questioning somebody who's trying to lie or get out of something, um, or their trying to pry and get into something and I just sit back and smile. They don't need my help. They do a real good job. So...

Yvonne Crenshaw: Ah, back in the early 70s when female officers first started coming on the department, ah, they were trained side by side with the males but then they were also shown techniques to use because they were smaller and physically not as powerful as men. Do they still do that?

Sergeant Glaser: Well, here's, I mean here's the reality is, is two things when it comes to females. Clearly they may not be as strong and they're not strong as some males. However, um, you can make an argument that, um, a 'perp' will hesitate on hitting and striking a female officer giving that officer more time for back up to arrive. Um, some females are stronger and, ah, able to,

ah, physically handle a male, depends on his size. But ultimately, um, on, on my own I used to train and compete in Brazilian Jujitsu, grappling. I'm also a fight instructor, or they call it defensive tactics, for my department. In Jujitsu it's all about, um, leverage and technique. It has nothing to do with strength. That's why you'd see the small guys in the cage excelling and wonder well why, well why is this guy winning, why is this guy making these guys tap out, or um, or submit. It's because of technique and its because of, um, leverage. If size mattered, elephants would be King of the Jungle but they're not. So, um, in Jujitsu you'd use leverage, you'd use technique, um, and you'd not use strength, so it shouldn't matter. I think, um, personally I think females, um, can be more emotional than males and I think that's a positive thing because I consider myself more emotional than most males. And I think when you're sensitive it can be a good and a bad thing. But when you're sensitive I think you can pretty much understand people easier then if you're closed minded and closed off. So, um, I think there's a need for women in law enforcement, um, I think there's a need for, like I said it should mirror your, your, your community. So, um, they don't get trained, they get trained techniques along the same lines as the men. A small guy will, will learn a technique that a, a female will learn. Um, they learn the same things.

Yvonne Crenshaw: Some police departments require residency. Does Detroit or Wayne State police require residency?

Sergeant Glaser: No, Detroit used to require it Wayne State does not and neither does Detroit any longer.

Yvonne Crenshaw: Well, I'm starting to wrap up now. Ah, you've been really great at giving a lot of information but are there any other thoughts that you'd like to include in the interview? Is there something you're most proud of or something you'd like to share with us?

Sergeant Glaser: Well, I mean what I'm most proud of is, I mean I, I truly love what I do and I love the citizens and I meet new people and quality over quantity. um You know I feel like I've known you and you and I are looking at each other and I think you know, um, sincerity and passion, that's something

you, you people can, can pick up and um I'm a big believer in non-verbal's, and um, when people want to talk to me to want to see them, I want to see their eyes. I think that ah you can a lot by somebody's eyes. Um, and so um, I, I'm e proud of the fact that it's easy for me, because I like people, to get up in the morning and go to work because I don't have to change anything about me. This is the way I'm talking in this interview is the way I am on the street. I'm not a bully. I don't have an ego. If you gave an ego as a cop you should check it, at the door, when you get into work. Um, yeah I treat people with respect, period. So, I do that, I have apologized to people under arrest in my car. You know. Why, just because I'm the police doesn't mean that I'm not wrong, or I don't make a mistake? Or it's a situation that went from bad to worse because maybe I'm having a bad day and this party's having a bad day so I can't say lets back up and hold on my bad I'm sorry? And they've said, my G-d a cop's saying he's sorry? Yeah, why not? I'm not above that. And so, it actually works the opposite. I don't think I'm above anybody else. Yes, the murderer, the rapist, the armed robber, am I above them, yeah. But to the average citizen and to the average citizen who got warrants, misdemeanor warrants, or public crime, you know, order, public order crimes? No. Things happen. People have mental problems, and, and they need help. Um, throwing them in jail isn't solving that problem. So I think you have to be able to understand people but you can, in order to understand people you need to understand yourself. And, so, if you understand yourself, and you're open minded, and treat people how you'd want to be treated then you'll have a good career. If you don't like people, then you'll have a terrible career because you are in the problem solving, or at least attempting to, ah, people business.

Yvonne Crenshaw: Um, I believe that you really do understand the concept of Protect and Serve.

Sergeant Glaser: Um, huumm

Yvonne Crenshaw: Is there anything else you'd like to share?

Sergeant Glaser: Um, I think I've pretty much covered it unless there's anything you wanna ask me. I'm pretty, pretty, ah, pretty much an open book.

Yvonne Crenshaw: I really appreciate you taking this time to allow this interview and to be part of the Policing in Detroit Oral History project for the Wayne, ah Walter Ruther Library. I would like to thank you.

Sergeant Glaser: You're welcome.