as discussed in the attached analysis and study. In the belief that the passage of H.R. 10761, H.R. 11278, or H.R. 11435, if amended as the Commissioners propose, is vital to the recruitment and retention of policemen and firemen, the Commissioners urge enactment of one of these bills.

However, no funds [1] are available to finance such an increase at this time. Enactment of this pay increase together with other possible salary increases for teachers and school officers will require additional funding. Consequently, if pay increases are to be approved, local revenue legislation must also be enacted to provide funds sufficient to meet the costs of such increases.

The present Board of Commissioners is certain that the new D.C. Government will wish to consider the matter of pay increases and appropriate revenue measures and submit its proposals to the Congress at an early date.

The Commissioners have been advised by the Bureau of the Budget that, from the standpoint of the Administration's program, there is no objection to the submission of this report to the Congress.

Sincerely yours,

WALTER N. TOBRINER,
President, Board of Commissioners, D.C.

Attachments (3).

EXHIBIT A

ANALYSIS OF H.R. 10761, H.R. 11278, AND H.R. 11435

These bills provide for (1) an increase in salaries; (2) deletion of the scheduled longevity steps 7, 8, and 9, with retention of three longevity step increases for Privates through Sergeants and two longevity step increases for Lieutenants through Deputy Chief, with three years between each such increase; (3) payment of \$500 per annum additional to the pay for the Police Executive Officer who is assigned as one of the Assistant Chiefs of Police; (4) payment of \$600 to any officer or member below the rank of Deputy Chief in the Police Department who has a minimum of thirty college credit hours and has served one year probation; (5) payment of \$1200 to any officer of member below the rank of Deputy Chief in the Police Department who has 60 or more college credit hours and has served one year probation; and (6) advancement of all officers or members except privates to the highest longevity step in their respective class or subclass upon completion of thirty years of continuous service in the police force or in the Fire Department. The salary increases provided by the bills average 8.7% and the estimated cost for a full fiscal year is \$4,400,000.

The Commissioners concur in the provisions of these bills relating to the change in longevity step increases, additional pay for the Police Executive Officer, and pay incentive for educational attainment. However, (1) the additional pay for the Police Executive Officer should be subject to insurance benefits in addition to retirement benefits, and (2) the pay incentive for educational attainment should be applicable to firemen as well as policemen and rather than to indicate a stated amount of compensation for educational attainment, the Commissioners believe it more practical to provide for administrative application of such compensation through regulatory issuances according to changes which may occur in basic salary rates.

The Commissioners do not consider appropriate the provision in these bills concerning the advancement of all officers and members except privates to the highest longevity step of their respective class or subclass upon completion of thirty years service. The Commissioners were strongly opposed to a similar provision which was considered by the Congress in August 1964 for Deputy Chiefs and subsequently enacted into law as a provision of P.L. 88-575, approved September 2, 1964, because of the inequities which it created and because of its conflict with the concept of longevity pay for compensatory recognition of long service in the same class or grade. Also, since the basic salary rate is used for retirement pay purposes, this provision which allows attainment of the top rate in a class or subclass after thirty years service might encourage early retirement of those officers and members who had not yet reached the mandatory retirement age. Otherwise such officers and members might continue their employment and the Police and Fire Departments would benefit from their long experience and knowledge. Additionally, no other salary system in the District Government permits an employee to automatically jump to his top rate because of a long period of service.

[1] Subsequent to this letter, the Appropriations Committees established for the current fiscal year a reserve of \$1.6 million to defray the estimated cost of increasing the pay of police and firemen, assuming that it would be effective on and after January 1, 1968.