

The same reduction in the number of years between longevity step increases would apply to all the other officers and members except the Fire Chief and Police Chief who would not receive the benefit of any longevity step increase.

For the improvement of both the police and fire services, the Commissioners propose to provide additional compensation to those officers and members who have served their first year probationary period and who complete or have completed courses of study in law enforcement or fire science subjects at an accredited college or university. The proposed form of compensation would be 8% of their rate of pay (i.e., \$600 in the case of a private) upon completion of thirty hours of such subjects and 16% of their rate of pay (i.e., \$1,200 in the case of a private) upon completion of sixty hours of such subjects. The Commissioners consider this approach to recognition of academic attainments to be more feasible than the use of the "Master Patrolman" concept as originally recommended by the Crime Commission and which was included in the proposed bill concerning increase in rates of pay for police and related recruitment benefits submitted by the Commissioners in February 1967 for Congressional consideration. This concept, as proposed, is that a person before being eligible for a rate of pay which is higher than the regular base pay for a police or fire private, should have at least a year of police or firefighting experience in addition to having the required college credits. Also from a morale standpoint of the present forces, the Commissioners believe it inadvisable to appoint a person as a master patrolman or master firefighter, as the case may be, without his having gone through a period of basic on-the-job training and experience. In addition, the provision of added compensation as proposed for completing thirty credit hours and sixty credit hours provides an incentive to personnel already on the force to achieve such additional education. Also, the Commissioners believe the objective of attracting persons with more than a high school education to the police or firefighting forces will be served by having an initial recruiting rate of \$7,500 with the added incentive of \$600 or \$1,200 additional salary at the end of the first year of employment.

The Deputy Chief assigned as Police Executive Officer has also been assigned as one of the Assistant Police Chiefs. In recognition of this dual assignment, the Commissioners propose that this police officer should receive an additional rate of compensation in the amount of \$500.

The Commissioners also propose to include recruitment inducements as previously endorsed in their February 1967 proposal introduced as H.R. 6644 and H.R. 11149. These recruitment inducements include payment of transportation expenses to prospective police privates to come to the District of Columbia for interviews, and resettlement cash allowances not to exceed \$250 and an initial ninety-day per diem allowance of \$7.50 per day to new appointees who have to move into the Washington Metropolitan area.

Additionally, the Commissioners propose the repeal of the provision of P.L. 88-575 approved September 2, 1964, which allows a Deputy Chief to advance to the top step of his class upon completion of thirty years of service. This provision is a benefit applying to Deputy Chiefs only. Should it remain, it is the view of the Departments and Associations and of the members that a similar provision should apply to all members of the forces. As a matter of principle and sound pay administration, it is the opinion of the Commissioners that such provision should be deleted from present legislation.

POLICE MINIMUM SALARY RATES IN NEARBY COMMUNITIES

	Pvt.	Sgt.	Lt.	Capt.	Asst. or Dep. Chief	Chief
Prince Georges.....	\$6,853	\$8,561	\$10,026	\$10,912	\$13,447	\$20,000
Arlington.....	6,677	8,091	8,902	9,818	10,546	14,123
Fairfax.....	6,672	8,118	8,940	10,344	11,976	14,556
Montgomery.....	6,671	7,724	8,517	10,355	13,879	15,302
Alexandria.....	6,510	7,910	8,725	10,100	10,605	12,280

POLICE MAXIMUM SALARY RATES IN NEARBY COMMUNITIES

	Pvt.	Sgt.	Lt.	Capt.	Asst. or Dep. Chief	Chief
Prince Georges.....	\$9,010	\$10,717	\$11,797	\$13,861	\$16,987	\$20,000
Fairfax.....	8,520	10,860	11,976	13,860	16,056	19,512
Montgomery.....	8,517	10,355	11,417	13,879	18,602	20,510
Arlington.....	8,486	10,317	11,378	12,542	13,458	18,013
Alexandria.....	8,310	10,100	11,140	12,895	13,540	15,675