

forced to take) is going to compete with the man with two or three years of experience. What has happened to the merit system here? Where is the principle of fair play? These men have not devoted their lives to police work only because they get paid for it. They are dedicated public servants; they take justifiable pride in their work and the status in society which it affords them. They devote long hours in overtime—much of it unpaid volunteer overtime—to solving serious crimes committed in the Nation's Capital. This is no easy task; the sharply rising crime rate in Washington does not permit nine to five workdays for those who must cope with it. In my view nothing we can do for these men can adequately compensate them for the tremendous job they are doing against very substantial odds. But, we can see that they will not have their hard-won status taken from them. I submit that it is your responsibility as legislators to see that this does not happen.

Following the hearing which my Subcommittee held on H.R. 13203 I and other Members of this Committee held discussions directed at arriving at a fair and equitable solution. The administrative officials involved offered a compromise in Commissioner Washington's letter to me of November 30, 1967. A copy of that letter is attached to my statement and I ask that it be made a part of the hearing record at the end of my statement.

As a result of this offer of compromise I would like to suggest the following amendment to the salary bill which would protect the present members of the force holding the rank of Detective:

**PROPOSED NEW SECTION TO BILL PROVIDING SALARY INCREASES
FOR OFFICERS AND MEMBERS OF THE METROPOLITAN POLICE FORCE**

SEC. —. The Commissioner of the District of Columbia (or his delegate) may not as a part of any reorganization of the Metropolitan Police force or through any other administrative action—

(1) change the title of the positions of Detective and Detective Sergeant in salary classes 3 and 4, respectively, of the salary schedule contained in section 101 of the District of Columbia Police and Firemen's Salary Act of 1958 (D.C. Code, sec. 4-823),

(2) change the job description or duties of such positions as in effect on _____, or

(3) deny any individual serving in the position of Detective on _____ every opportunity to advance to the position of Detective Sergeant, or transfer such individual without his consent to any other position,

so long as any individual serving in the position of Detective on _____ is serving in such position.

Everyone I have spoken with on this matter is agreed, I believe, that this language will solve the problem. I am informed that the District Government will do this in any case, but I believe that it is in the best interests of all concerned if the language is written into the law.

Thank you.