

by substituting the provisions of the District's proposed bill, and that one of such bills as so amended, be enacted in lieu of H.R. 6644 and H.R. 11149. These latter bills were introduced upon the recommendation of the District Government in a letter to the Speaker of the House dated February 9, 1967.

A recent study completed by the D.C. Personnel Office has emphasized the need for a more comprehensive pay adjustment for both police and firemen, rather than just the modification of the first six step rates for a Police Private as initially recommended in H.R. 6644 and H.R. 11149.

In addition, I ask that there be incorporated in the record my report on H.R. 13980, recommending the amendment of H.R. 13980 in its entirety by substituting the provision of my proposed legislation (which is an updated version of the District Government's proposed legislation accompanying report of October 10, 1967) and that H.R. 13980 as so amended be enacted in lieu of H.R. 10761, H.R. 11278, H.R. 11435, 13981, H.R. 6644, and H.R. 11149.

Mr. WHITENER. We will make those items a part of the record at this point.

Mr. WASHINGTON. Thank you.
(The reports referred to follow:)

GOVERNMENT OF THE DISTRICT OF COLUMBIA,
Washington, January 22, 1968.

Hon. JOHN L. McMILLAN,
*Chairman, Committee on the District of Columbia
House of Representatives, Washington, D.C.*

DEAR MR. McMILLAN: The Government of the District of Columbia has for report H.R. 13980, 90th Congress, a bill "To amend the District of Columbia Police and Firemen's Salary Act of 1958, as amended, to increase salaries, to adjust pay alignment, and for other purposes."

The first section of H.R. 13980 provides for a salary increase for police and firemen averaging 8.7% estimated to cost \$4.4 million for a full fiscal year. The remaining sections contain a number of personnel provisions affecting police and firemen which are discussed in Exhibit A (attached), an analysis of the bill, and the District Government recommendations.

The District Government recognizes there is urgent need for an increase in the salaries of policemen and firemen. A study of this need is presented in Exhibit B (attached). In view of this study, the District is proposing the pay plan and other personnel provisions for policemen and firemen set forth in a draft bill, Exhibit C (attached). We therefore recommend that H.R. 13980 be amended in its entirety by substituting the provisions of the District Government's proposed bill, and that H.R. 13980, as so amended, be enacted in lieu of H.R. 10761, H.R. 11278, H.R. 13980, H.R. 6644, or H.R. 11149, the last two of which were introduced upon the recommendation of the Board of Commissioners in its letter of February 9, 1967, to the Speaker of the House of Representatives.

The District Government's proposed bill provides for a salary increase for policemen and firemen averaging approximately 7%, at an estimated annual cost of \$3.6 million. The District's proposal also contains several of the provisions now contained in H.R. 13980, H.R. 6644, and H.R. 11149 and discussed in the attached analysis and study. In the belief that the passage of H.R. 13980, if amended as the District of Columbia Government proposes, is vital to the recruitment and retention of policemen and firemen, we urge its enactment.

The funds required to meet the cost of the District Government's proposal for a police and firemen's pay increase for the last six months of fiscal year 1968 have been reserved in the 1968 District Appropriation Act. However, if H.R. 13980 were enacted with its October 1967 effective date, the cost for fiscal year 1968 would be approximately \$3.3 million, for which additional revenues would be required. In view of other District needs, the Government of the District of Columbia cannot support an increase of this size at this time and therefore reiterates its recommendation that the attached draft bill be enacted, in lieu of H.R. 13980.