

EXHIBIT B.—STUDY ON PAY ADJUSTMENTS FOR D.C. POLICE AND FIREMEN

For purposes of recruitment for and maintenance of police and firefighting services, a study has been made concerning the need for any pay adjustment and related benefits. The need for this study was especially emphasized because of the difficulties being encountered in the filling of vacancies particularly in the Metropolitan Police Force and to a lesser extent in the D.C. Fire Department.

POLICY

In order to accomplish a more adequate and meaningful program of crime prevention and detection, preservation of peace and good order and protection of lives and property, it is essential to provide the means whereby the D.C. Government is able to attract and retain sufficient qualified recruits in both the Police and Fire Departments. Accordingly—

(1) Rates of pay for police and firemen should be in a favorable competitive position with the other major cities having over 500,000 population, especially with those cities in the eastern half of the United States which constitute the primary labor market for recruitment of D.C. police and firemen. In addition, Washington, D.C., by reason of its national and international prominence which places special emphasis on the various community services required, should rank at least in the top quarter of the other major cities;

(2) Rates of pay for police and firemen should be in reasonable alignment with rates of pay for classified employees of the Federal and District Governments, not only on the basis of comparable duties and responsibilities, but also with due consideration of the hazards inherent in large urban police and fire activities; and

(3) Rates of pay for police and firemen should be very favorable in relation to rates of pay for police and firemen in the Washington Metropolitan area. This is necessary so that the D.C. Government may compete with advantages enjoyed by the surrounding suburban communities such as less travel time and costs, availability of parking facilities, and lower crime incidence with less hazardous conditions.

COMPARISON WITH OTHER MAJOR CITIES AND NEARBY COMMUNITIES

Attached exhibits show a comparison of minimum and maximum rates for Police and Firemen respectively, in the major cities having over 500,000 population, and in the nearby communities.

As a result of an average increase of 11.2% in the recruiting rates for police privates by 17 of the 20 other major cities, and an average increase of 10.7% in the recruiting rates for fire privates by 18 of these 20 major cities since the last previous study made in mid-1966, Washington, with a recruiting rate of \$6,700 approved in November 1966, has dropped in relative standing from 5th to 12th place for police private and from 5th to 11th place for fire private.

The nearby communities have also increased their rates averaging 10.7% for police and 7.9% for firemen. The recruiting rates paid police by these communities either exceed or are within a few hundred dollars of the D.C. Government's recruiting rate of \$6,700 for policemen. Rates for firemen are somewhat lower than rates for policemen in Fairfax, Prince Georges, and Montgomery Counties, due primarily to the manner in which such services heretofore have been accomplished; i.e., mainly through volunteer services or fire tax district arrangements. However, these communities are developing their firefighting activities on a direct County payroll basis which will in all probability require the establishment of rates closely paralleling their rates for police services. At the present time, Alexandria has the same rate for both police and fire privates, and Fairfax is contemplating the same rate for both services.

CLASSIFICATION ACT EMPLOYEES

Increases for Federal and District employees under the Classification Act have recently been enacted by the Congress. The legislation provides for a pay increase of approximately 11% in three stages for classified employees. The first stage, a 4.5% increase, was effective in October 1967. The amount of increase is meaningful insofar as police and fire employees are concerned, because it adds substance to other categories of positions from a more attractive competitive recruitment viewpoint.