

And I might say, Mr. Chairman, that we are going to work very hard on that problem. In 1966 the District of Columbia ranked 3rd highest in number of crime offenses among sixteen cities with a population of 500,000 to 1,000,000. The number of fire alarms in the District of Columbia has also increased approximately 19 percent in 1967 as compared to the same period of time in 1966.

The District, in its recruitment efforts, continues its vigorous efforts to recruit for the vacancies in the police and fire forces. We now have, I might say, two recruitment mobiles on the streets of the city in order to enhance recruitment. Continued contacts are also being made in the District of Columbia and nearby community high schools, colleges, citizens and other private groups, federal agencies and other similar sources. Also cooperation of the Department of Defense has been obtained for visiting military bases and early discharge of servicemen for police recruitment purposes. We will have another group out very shortly at seven more of the bases and it is hoped that we will come very close, within the next 30 or 40 days, to coming to full strength. Advertisements and posters have been placed in metropolitan area newspapers, periodicals, buses, post offices and other available public facilities, together with spot announcements on radio and television. In addition the U.S. Civil Service Commission holds examinations in the District on the 2nd and 4th Saturday and on the 1st Thursday night of each month for the benefit of any walk-ins. Since October, 1967, a mobile recruiting unit has been used in various locations in the District. I mentioned that. We now have another one. Recruiting teams are also utilized in visiting other cities in the eastern and middle states. During the period January 1, 1967 through January 15, 1968 these efforts have resulted in the appointment of 272 policemen out of a total in excess of 1200 applicants who passed the written examination.

The recruitment program for the Fire Department is essentially conducted similar to that for the Police Department except that recruiting teams to other cities are not used. During Fiscal Year 1967, 83 firemen were appointed out of 357 originally certified as being eligible.

Despite these recruiting efforts and number of appointments made, the vacancies continue to exist and, as in the case of the police department, the high number of vacancies has not decreased.

COMPETITION WITH OTHER CITIES

In making a comparison with other major cities and nearby communities, the study of pay adjustment needs indicated that as a result of an average increase of 11.2 percent in the recruiting rates for police privates by 17 of the 20 other cities having over 500,000 population, and an average increase of 10.7 percent 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.

Also, the study showed that the nearby communities have increased their rates averaging 10.7 percent for police and 7.9 percent for firemen.