

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 Prince Georges and Montgomery Counties, due primarily to the manner in which such services heretofore have been accomplished; for example, mainly through volunteer services or fire tax district arrangements. However, these communities are developing their fire fighting 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 and Fairfax have the same rates for both police and fire privates.

CLASSIFICATION ACT EMPLOYEES

Increases to be given in three stages for federal and District employees under the Classification Act have been approved by Congress. The first stage, a 4.5 percent increase was made effective retroactive to the beginning of the first pay period beginning on or after October 1 for our Police and Firemen. If we can do this for our Classified Service employees it would appear to me that we should leave our police and firemen in the same position.

I would strongly urge that this be considered.

The second and third stages would become effective in 1968 and 1969 respectively, with increases given according to the salary comparability needs of the Federal Government with private enterprise.

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.

PRIVATE BUSINESS AND INDUSTRY

Other occupations in the community currently are being paid rates which when compared to the existing rates for police and firemen pose a more desirable attraction, especially in view of the qualification and physical requirements, hazardous and other work conditions as are present in police and fire occupations. Examples are: Bus Driver, \$7,000; Construction Laborer, \$6,500; Plumber Helper, \$6,656; Truck Driver, \$6,968; and Tile Setter Helper, \$7,728.

PAY PROPOSAL

The improved competitive position of the nearby communities due to their increased rates, comparison to rates for other occupations within the District of Columbia which have less demanding working conditions and requirements than do police and firemen, and the lowering of the District's relative standing with other major cities in the rates paid police and firemen, fully substantiate a need to increase the rates for D.C. Government police and fire forces.

Using \$7,500 as the entrance salary for police and fire privates as previously recommended for police privates by the District Government on February 9, 1967, to Congress, a proposed schedule of rates has been developed as a measure to insure salaries that would both attract and retain qualified personnel.