

RECRUITMENT INCENTIVES

I also propose to include recruitment inducements as previously endorsed by the District Government in the proposed legislation introduced as H.R. 6644 and H. R. 11149. While it is believed that the salary increase as discussed will facilitate the recruitment of applicants for the Metropolitan Police Force, there is also a definite need to provide additional recruitment incentives to strengthen the District's ability to obtain more qualified applicants.

Even though definite emphasis is placed on recruiting locally, the shortage of qualified police applicants in the District of Columbia and the National Capital Region requires recruiting efforts beyond these areas. In addition to attractive salaries, applicants are interested in compensation for their expenses and extra expenditures as may be required in accepting employment as a police private in the District.

I would say here parenthetically that it would appear to me that in other categories of employment we recognize this as a perfectly valid position, and for the police and firemen I certainly believe that we should close all the gaps that might even suggest that we have less than the best for our police and fire forces.

Accordingly, the following recruitment inducements are proposed in conjunction with recruitment salary increases to aid in eliminating the large number of police vacancies:

1. The payment of transportation expenses to applicants who are requested to travel to Washington, D.C. in order that certain determinations as to their suitability and qualifications for appointment can be made. The estimated annual cost to the District for these expenses is \$25,000.

2. A resettlement cash allowance (not to exceed \$250) and a 90-day per diem allowance (not to exceed \$7.50 per day) for newly appointed privates who are required to relocate their place of residence. Such allowances would be subject to an agreement by the newly appointed private to remain in the police service for a period of two years, with a refund required if he left the service within such period.

It would be necessary to establish regulations for the entitlement of resettlement allowances. Dependent on the District's ability or inability to recruit qualified policemen, it may be necessary to revise these regulations, but initially they would provide that:

1. Payment of the resettlement cash allowance will be made on the basis of \$250 for a married appointee, or \$100 for an unmarried appointee, to provide for extra expenses incurred in relocating his place of residence. To be eligible for such resettlement allowance, the appointee at the time of appointment must live outside the limits of the area prescribed by the District Government, which is presently the territory within a radius of 21 miles from the United States Capitol Building, and be required to move into the prescribed area. The estimated annual cost to the District for these allowances is \$35,000.

2. The per diem allowance of \$7.50 per day will be limited to 30 days for unmarried policemen, and for married policemen will be limited to such time as is required to relocate his family, but not in excess of 60 days, subject to change based on difficulty of recruiting, as previously indicated. The estimated annual cost for these allowances is \$67,000.