

PRECEDENTS

Federal Government agencies such as the Tennessee Valley Authority, the Atomic Energy Commission, and the Veterans Administration, have authority to pay pre-employment interview expenses. In a report on H. R. 9020, 89th Congress, in June, 1965, concerning the payment of pre-employment interview expenses of applicants for positions in the Federal Government, and in a report dated February 6, 1967 to the President of the Senate on the same subject, the U.S. Civil Service Commission pointed out the need for payment of interview expenses in order to compete with private industry. Also, in the report it was stated that it has been the experience of Federal employers in recent years that inability to pay these expenses was a governing factor in numerous declinations of job offers.

A report issued March, 1962 by the Civil Service Commission on "Moving Expenses of Federal Employees" pointed out some of the "above normal" living or extra expenses incurred as the result of relocating. These extra expenses were incurred by reason of requirements such as food and lodging of an employee while maintaining his family at the old location; house-hunting visits to new locations; temporary housing at the new location; return trips to the old place of residence for visiting and moving employee's family; closing of the old residence and opening the new permanent home, including forced sales, increases in rent, home payments, need for purchasing new household furnishings, and similar other needs.

The study showed that analysis of over 5,000 responses indicated that four out of five employees lost money on their move. The average loss, counting only expenses considered necessary and reasonable for such moves, was \$538. (With the \$250 resettlement allowance plus the \$7.50 per diem allowance not to exceed 60 days for a married policeman, the District could pay a maximum of \$700.) Heaviest losses were from closing costs on sale of old home, closing costs on new home, above normal cost for employees reporting to new jobs ahead of their families, and cost of temporary quarters for the family.

A study of industry practice in 1964 by the American Management Association confirmed earlier studies by the National Management Association confirmed earlier studies by the National Industrial Conference Board and others that the great majority of businesses having specific policies on transfer expenses (generally the larger firms) do everything possible to ease the burden on employees who are asked to move. Practically all underwrite temporary living expenses and make allowances for assistance in disposing of homes and in meeting other relocation expenses.

PROPOSED EDUCATIONAL BENEFITS

For the improvement of both the police and fire services, it is proposed to provide additional compensation to those officers and members who have served their first year probationary period and who complete or have completed courses of study in law enforcement or fire science and administration subjects at an accredited college or university. In the interest of facilitating the application of the latest technological advances and techniques in police and firefighting operations, it is proposed to meet such need by the issuance of regulations regarding the subjects required and the amount of compensation.