

Mr. WASHINGTON. This I think was contained in the provision of the appropriation bill. I think that is how it got in there on the Senate side.

Mr. McMILLAN. But you want it retroactive to October 1, the same as the classified employees.

Mr. WASHINGTON. That is what I was urging.

Mr. McMILLAN. Do you have a person here who is in charge of the Police Recruiting Service?

Mr. WASHINGTON. Most of our recruiting is done through the Office of Deputy Chief Wilson who is here.

Mr. McMILLAN. Chief Wilson, maybe you can enlighten the Committee as to just what troubles you are encountering in trying to recruit for the Metropolitan Police force. Is it pay, or is it something else?

Mr. WILSON. Mr. Chairman, we have not been able to determine a real cause of the difficulty in recruiting. It is something that occurs across the country. Police departments across the country have an extreme difficulty in recruiting and have had for the past five or six years at least. In fact, they have had some recruiting difficulties since World War II.

It has been particularly acute in the last five or six years. The studies generally show that most Police Departments have difficulty and run about ten per cent vacancies. This is the trend across the nation in all of the large cities. We are suffering along with the rest. As we go out and send recruiting teams out into the field, we run into recruiting teams from New York City, Los Angeles, Oakland. They actually send teams from as far away as Oakland, California, to recruit in this area, because there is an extreme shortage of people who are willing to work the hours and do the job of a police officer.

Mr. McMILLAN. I do not think the hours are too bad because when I came to Congress the police worked 70 hours a week.

Mr. WILSON. Yes, sir, but in those days the tradesmen worked 60 hours a week. It is quite true, there has been a great deal of improvement in the working conditions largely as the result of the efforts of this committee since I have come here. Still there has been a great improvement in the working conditions of everyone and this is the thing we have to compete with.

Mr. McMILLAN. What we want to find out is just why we cannot recruit people here. My file is full of letters from men who have quit the Metropolitan police during the past ten years. Not once have they stated they resigned on account of salary. I am in favor of this salary bill and I think the starting salary should be more than \$7500. But we realize, and I am sure you do, that money is not going to cure all the trouble unless you support recruits and present members of the District of Columbia Police. You remember when we held these hearings last year as to why we could not get recruits or why policemen left for other jobs, that people who testified stated that the main trouble was that they did not have the backing of the top level people in the District of Columbia or the District of Columbia government. I want to know if that is being corrected.

I am sure Commissioner Washington will do everything he can to correct the situation, but he has not been there long enough to find out all the problems confronting the Police Department. I think you have been there long enough to give us this information.