

such relations, would be worth a great deal more than a couple of extra percentage points in these proposed salary scales.

Mr. WHITENER. Mr. Fuqua.

Mr. FUQUA. Mr. Washington, we certainly thank you and your people for coming down this morning and supporting this legislation. I certainly support it, too.

I have one question. On page 2 of both Mr. Broyhill's bill and Mr. McMillan's bill, you will note that there is a \$340 increment between steps in classes 1 through 4, privates through sergeants. There is a \$300 increment in your bill for the same service steps, classes 1 through 4. Then for lieutenants and engineers, in classes 5 and 6, the increment between steps jumps to \$428, and then for captains and inspectors, deputy chiefs, and so forth, to \$535.

Could you explain the reason for these differences? I notice from the bottom to the top there is about \$200 difference in the increment. We have been urged to approve major increases in the lower echelons and not in the higher echelons, I thought, in order to induce recruits to sign up.

Mr. ETON. I believe this is a bill introduced by Mr. Broyhill.

Mr. FUQUA. One is H.R. 10761 and the other bill is H.R. 13980. These are the two bills I have looked at so far.

Mr. ETON. The bills now before the committee are not the District Government bills. We have submitted our own proposal, which is a draft bill, which we are asking be put in—

Mr. FUQUA. Did your bill contain these same type increment steps?

Mr. MURPHY. No, sir, we have a \$300 increase—

Mr. WILSON. They do increase at the higher rates, though. Of course, this is in line with the Qualification Act pay scale, and, as you go into the higher rates, you get some percentage and some money also.

Mr. FUQUA. Is there a percentage that brings this increment up?

Mr. WILSON. It isn't a flat percentage, but this same arrangement is found in all salary structures, I think, that at the higher rates the step increases are higher. The same procedures are followed in the Classified Act bill, for example. The rates in GS-1, the step increases, are smaller than they are at GS-15. I don't have the bill with me so I couldn't tell you precisely what they are, but this is a standard procedure.

Mr. FUQUA. The point I was making is, the emphasis for increase in pay is for recruits and in the lower ranks. You haven't had any problems with mass resignations of sergeants, lieutenants and captains, have you?

Mr. WILSON. No, sir; but there is the problem of maintaining some comparability in those ranks with similar people in the classified bill and in fact the bill does give a substantially larger percentage increase in the lower rates than in the upper rates. The percentage increase is higher in the lower rates. For example, the beginning rate of a private will increase by \$700, or 11 percent. In the upper rates it gets down to around two and three per cent. The increase from the current rate to the proposed rate, I am speaking of.

Mr. FUQUA. With regard to the examinations of recruits, as I understand, if they make a grade of 50, they are automatically given a grade of 70. Is that correct?