

Mr. WILSON. This is the procedure, this is standard procedure, with all Civil Service examinations; it is not something peculiar with ours.

Our examinations that have been given by the Civil Service for the Police Department and the Fire Department since 1948 have been examinations with 80 questions, and the passing grade is established at 40 questions being correct which, if you take it as a flat percentage, it is 50 per cent. But you must recognize that a Civil Service examination is not exactly like an examination which you take in school to see how much you have learned from the course, but it is an examination to see what you know; but also to establish registers and in order to establish registers you must necessarily put questions much harder than you necessarily—you have to have some questions in there that some people can't answer. Otherwise—this isn't a problem with us now because we can take all that we can get, but otherwise when you get into periods where you have to select between applicants, if everybody can make a hundred—if you write an examination that people can make a hundred on, then you will have no register.

The fact that 40 is selected or 30 is selected is not necessarily indicative of a low mentality required. You could conceivably write the examination so hard that a passing of ten questions would be indicative of a higher mentality than another examination that you would write where you would require one hundred questions to be right. It is true—40 questions out of 80 is transmuted as an average of 70 per cent.

Mr. FUQUA. I want to commend you for the incentive for further schooling. I think this is very good.

When an officer decides to take advantage of this provision, on whose time will he be going to school? Will this be on his own time, or considered duty time?

Mr. WILSON. We have and have had since 1956 a college education program within the Department. Since about 1961 the Department has been paying most of the cost of the courses. We have an arrangement with American University where we pay all tuition except \$10. They pay \$10 for the three credit hour course and they must buy their books. They go on their own time.

The courses are arranged with these classes. We have them arranged so that there is a night session and a day session during each week so that men working in changing shifts can always attend class without interference with their work schedules, but it is off duty education.

Mr. FUQUA. That is all, Mr. Chairman.

Mr. WHITENER. Mr. Gude?

Mr. GUDE. I have nothing but admiration for the police whom I have observed, both in the District of Columbia and in my own Montgomery County. If we are going to have an adequate force with the necessary professional competence that will do justice to those who are in the forefront of this fight against crime, we must have a pay and recruitment program similar to what has been outlined here.

Mr. Murphy, I have had no doubt but what you have been fully behind our police force and giving them your full support and not just words. We certainly wish you well in what you are doing.

With regard to recruitment, you said the recruitment pattern here in Washington was the same, and you have talked with people in