

other metropolitan areas in the same type of work with regard to the recruitment and so on.

Mr. WILSON. Recruitment is a problem in all larger cities.

I believe Chicago recently did fill their vacancies by lowering their height standards and lowering their age requirements, but the pattern across the country has been that large city police departments have been unable to fill their vacancies for many years now. The National Crime Commission found an average vacancy rate of ten per cent across the country. Nation's Business, I believe, conducted a survey and determined the same thing. There are severe difficulties in recruiting high caliber police officers for large city police work and this is true across the nation. This committee held hearings last year on the problems of recruiting in the District of Columbia and on the problems of men leaving the District of Columbia and Mr. Harney, I believe, reported he found the same problems that we have in Los Angeles, in Minneapolis, and in other cities across the nation. All have a problem recruiting men and keeping them.

Mr. GUDE. This ten per cent figure is pretty much of a national figure?

Mr. WILSON. This was a national figure. That is about a year old, as I recall.

Mr. GUDE. Isn't it true in comparing the District of Columbia to other metropolitan areas that here, because of the District Line, you are dealing with an inner city, whereas elsewhere you include suburbs and therefore, as with other statistics, they do not show a true relationship?

In other words, you could have another city that would be the same size of Washington where the so-called city boundary might run out into Fairfax County?

Mr. WILSON. You find that in some cities, particularly the Texas cities, I believe. There the city boundaries take in substantially all of the metropolitan area, but there isn't too much that is unusual in this. Philadelphia is a fairly small city within a large metropolitan area, so I believe San Diego and Los Angeles also are—it isn't unusual for the city to be a fairly small core.

As I say, with the exception of Texas, where there seems to be a tendency to have only as little as one or two per cent of the standard metropolitan statistical area located outside the city boundaries.

Boston, for example, is almost the same as we are. St. Louis has almost precisely the same problems as we have. These are all cities of around eight hundred thousand with metropolitan areas in the neighborhood of one and a half to two million.

Mr. GUDE. Is there thought being given to giving credit for college hours beyond 60 hours? Has this been thought of? You have two incentives in here; one for 30 hours and one for 60 hours. Is there some thought about going beyond that in this area?

Mr. MURPHY. In some departments. They are giving credit up to the bachelor's degree and beyond. A very limited number. It is principally on the west coast.

Mr. GUDE. Thank you very much.

Mr. McMILLAN. Since the retirement age is 64, what would be wrong with recruiting up to age 34? That would give a man 30 years of service.