

missioner, and Commissioner Washington are both very concerned about this. We have had meetings with Chief Layton and members of his staff, and we are trying to do all that we possibly can to fill the existing vacancies in the Department.

Mr. WINN. Do you think this pay raise that Congress has been talking about will help fill the quotas?

Mr. MURPHY. Yes, sir.

I think it will be very helpful.

Mr. WINN. Do you think that some of that money might possibly be spent instead of for the same men—and this is not my opinion; I am just asking a question—instead of for the same men or the same numbers of men, for half again as many men or twice as many men on the police force?

Mr. MURPHY. Well, our goal now, Congressman, is to fill the vacancies. I am sure you are aware the monies, as it has been explained to me, that are available from these existing vacancies have been used to permit the use of our police officers working overtime at time and a half. Our goal now is to try to bring the Department up to full strength so that we would have—

Mr. WINN. Cut down on the overtime?

Mr. MURPHY. Yes, and that we would have all of the men we need. If the city had any kind of an emergency, it would be just that many men we would lack, so we would hope that we could fill all existing vacancies.

Mr. WINN. Thank you very much.

That is all, Mr. Chairman.

The CHAIRMAN. Mr. Adams.

Mr. ADAMS. Thank you, Mr. Chairman. I appreciate the opportunity which Mr. Murphy has had to explain his operation. And I would first like to state, Mr. Murphy, that as a Congressman and as a member of the Committee and as a person who lives in the District I am very glad that you are here, and I particularly appreciated your statement indicating that we do have a good police department, and I agree with your assessment of the officers. The uniforms are good; they are courteous. I know certainly my relationships with them have been excellent. But it is true, is it not, that we are short between 200 and 300 men perpetually in this Department? And that is one of the things that you are here to try to help correct, is it not?

Mr. MURPHY. Yes, sir. We have reduced that somewhat. We are down to less than 200 now.

Mr. ADAMS. I am pleased to hear that. Second, I agree completely with your analysis of the fact that what we are looking for is a truly professional police department, and to be truly professional it means we have to pay additional money. And I take it that you agree that we should try also to provide for the men incentives, loans and scholarships to assist the men that are presently on the Department to obtain additional education, is that not correct?

Mr. MURPHY. Yes, sir. I believe strongly in that.

Mr. ADAMS. And I gather that by your new policies, you are indicating you are trying to assist the officers, both with education and, I hope, with in-training programs to learn to handle, for example, the new guidelines that came out under the bill that was passed by this Committee.

Mr. MURPHY. Yes, sir.