

Mr. ADAMS. And so there is bound to be, I think as Mr. Horton pointed out—as you are trying to meet these new problems, there are going to be times when there are going to be some disagreements not because you are mad at anybody or anybody is mad at you, but you are trying to straighten these troubles out as they come along. And there will probably be some more of them, will there not?

Mr. MURPHY. I expect so, Congressman.

Mr. ADAMS. I expect so, too. Now, you are a graduate of the National Law Enforcement Academy of the Federal Bureau of Investigation, are you not?

Mr. MURPHY. That is correct.

Mr. ADAMS. And you have been involved in law enforcement since 1945—

Mr. MURPHY. That is correct.

Mr. ADAMS.—as an officer, as a Lieutenant, and then in various parts of administration.

Mr. MURPHY. Yes, sir.

Mr. ADAMS. All right. Now, in terms of the past and the promotions that you brought out a little earlier here, the selection process has always involved oral examinations, has it not?

Mr. MURPHY. There has always been a board for promotions up to the rank of captain. I am not—

Mr. ADAMS. And above that it has been done as you have done it.

Mr. MURPHY. Based on recommendations from within the Department to the Commissioner.

Mr. ADAMS. Right. And that the ones below that, at least according to the report of the International Association of Chiefs of Police, that is reported in the D.C. Crime Commission, evaluations of experience and fitness is weighted 60 percent and the written examination, 40 percent.

Mr. MURPHY. That was adjusted in the recent examination schedule.

Mr. ADAMS. Right. In other words, you are moving more toward the written examination so it is not as was previously indicated that you have been trying to change the rules on written examinations and get something else—I do not know what else.

Mr. MURPHY. No.

Mr. ADAMS. But you have really gone more toward written.

Mr. MURPHY. Yes. I support going further in that direction.

Mr. ADAMS. And as I understand it, you are also attempting to reduce—and this is part of Chief Layton's program, and I was pleased that your remarks indicated the immense amount he has done, because he has been doing this—you are trying to reduce time for promotion to sergeant from five years to three years.

Mr. MURPHY. That is correct.

Mr. ADAMS. So the men have got a chance to go up.

Mr. MURPHY. That is correct.

Mr. ADAMS. But even with that a man that is on the beat has about one chance in ten of becoming a sergeant.

Mr. MURPHY. Yes. The odds are very low.

Mr. ADAMS. Has my time run out, Mr. Chairman?

The CHAIRMAN. I believe you want the other men to have a little chance.

Mr. ADAMS. Yes.

The CHAIRMAN. Mr. Gude.