

Mr. TAMM. Very definitely, but I also have a staff of my own. We have the only staff of its kind in the country. I have a staff of men representing all types of law enforcement, local, State, county, Federal. We are doing research in the field of highway safety. We are doing research in the field of juvenile delinquency and the police role in this regard.

We are doing extensive research in community relations. We do re-organization management surveys of police departments. Every man on the staff has at least one college degree and a minimum of 10 years law enforcement experience, so we have created a basic staff for this type of work.

Mr. DADDARIO. The point of local law enforcement is a very valid one, and you have gone to industry to get some help.

Mr. TAMM. Yes, sir.

Mr. DADDARIO. Have you ever considered the possibility of getting some of the men whom you know to be highly qualified and have the cities support them for a year or 2 years activity participating in this kind of a venture?

Mr. TAMM. We have, but there is another factor that enters into this from a practical standpoint. The men that we want in this particular regard are in the upper echelons of local law enforcement agencies. There is a very practical question of them being away a year or 2 years from their own assignment because during that period of time the position of chief or superintendent of police may become available and they would not be there to take advantage of it.

Mr. DADDARIO. This is one of the problems we have in government. But we ought to be able to motivate a career opportunity.

Mr. TAMM. My experience has been to get young college trained police officers who have started up the ladder, have had a period of 6 to 12 years in law enforcement.

When they get beyond 12 or 14 years in a law enforcement agency and get involved in a civil service pension, you have trouble attracting them because they hesitate to change their living conditions and move. Most of the police officers are located in the communities in which they were born. This creates a problem, too, but I think we are making progress.

The whole law enforcement problem is so tremendous now it is necessary that we realize that we are going to have to do something about it. We are going to have to do something about the image of law enforcement in the community and give the law enforcement agencies the tools to perform the job.

Mr. DADDARIO. As we have discussed this this morning, you put a price tag on it of a million dollars a year.

Mr. TAMM. As a starter.

Mr. DADDARIO. But a start which could lead us properly down this road so that when additional sums are available we would pretty much be able to indicate why these expenditures should be made.

Mr. TAMM. That is right.

This is a tremendous amount, but it is badly needed. I think somebody is going to have to decide where we are going and what we need.

Mr. DADDARIO. Mr. Waggonner?

Mr. WAGGONNER. You know I share your approach to local law enforcement; but I wonder, in the eyes of the public, what really