
UNITED STATES DEPARTMENT OF LABOR

Frances Perkins, *Secretary*

BUREAU OF LABOR STATISTICS

Isador Lubin, *Commissioner*

in cooperation with

WORK PROJECTS ADMINISTRATION

+

Salaries and Hours of Labor
in Municipal Fire Departments,
July 1, 1938

VOLUME VII

West South Central Cities

+

Prepared by

DIVISION OF CONSTRUCTION AND

PUBLIC EMPLOYMENT

HERMAN B. BYER, *Chief*



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STATE, COUNTY, AND MUNICIPAL SURVEY

JESSE M. HADLEY, *Director*

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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., September 7, 1940.

The SECRETARY OF LABOR:

I have the honor to transmit herewith the seventh of a series of nine reports on Salaries and Hours of Labor in Municipal Fire Departments. This report covers 26 cities in the West South Central States. An explanation of the purposes of the survey was given in the preface to the first report, Volume I, New England Cities.

ISADOR LUBIN, *Commissioner.*

HON. FRANCES PERKINS,
Secretary of Labor.

Salaries and Hours of Labor in Municipal Fire Departments, West South Central Cities, July 1, 1938¹

Summary

About 3,600 persons with total annual salaries of approximately \$6,307,000 were employed on July 1, 1938, in the fire departments² of the 26 West South Central cities with populations of 25,000³ or more. Of the departments studied, those of the 8 largest cities had more than 70 percent of all employees and paid \$75 out of every \$100 of firemen's salaries.

The largest department was that of New Orleans, La., with 681 persons, or 15 per 10,000 inhabitants, and the smallest was in Enid, Okla., which had a department of 21 persons, or 8 per 10,000. New Orleans spent \$2.61 and Enid \$1.10 per capita for firemen's salaries. The corresponding ratios for the entire 26 cities were 14 persons per 10,000 of population and \$2.43 per capita.

Ninety-three percent of all employees were in the fire-fighting divisions, and 7 percent were engaged on such activities as fire-alarm operation, fire prevention, maintenance, and clerical work. Of the 93 in the fire-fighting forces 51 were privates, 14 drivers, 4 engineers, 20 captains and lieutenants, and most of the rest, battalion chiefs and higher ranking officers.

Salaries ranged from \$600 to \$6,000 but more than half were between \$1,650 and \$1,950 and 28 percent were between \$1,250 and \$1,650. Salaries for the majority of supervisory officers differed comparatively little from those of first-grade privates.

¹ Analysis and presentation by Gerald M. Whitright and M. F. Thurston. Editing and tabulation of data by Mahlon B. Buckman. Carol P. Brainerd, technical adviser.

² Relatively little general information is available on employment and salaries in city fire departments, in spite of the importance of their functions and the considerable number of their employees. A study on the "Salaries and Working Conditions of Fire Department Employees, 1934" was made by the Bureau of Labor Statistics and published in the Monthly Labor Review of November 1935. In the present study the Bureau of Labor Statistics, in cooperation with the Work Projects Administration, has undertaken to compile this information, as of July 1, 1938, for cities in the United States having a population of 25,000 or more. This report for the cities in the West South Central States is 1 of a series which is being issued by geographic divisions.

³ The U. S. Census of Population for 1930 was used to determine the size of the cities. See appendix table A for list of the cities included in this bulletin.

In most cities having more than one grade of privates, promotions were automatic after a specified period of service—in the majority of cases after 1 year. Vacations with pay averaged about 15 days; and only 7 employees received no vacation.

More than three-fourths of all employees worked under forms of the double-platoon system requiring 84 hours per week on duty.

Annual Salaries

General Level of Salaries

The salaries of employees of fire departments of the 26 West South Central cities were fairly well concentrated within the \$400 range of \$1,550 to \$1,950. Sixty-nine percent of all employees received salaries in this range. The proportion was even greater for the 8 largest cities, which accounted for 2,612 out of the 3,626 fire department employees in the region. In these large cities, which ranged in size from New Orleans, La., with a population of nearly half a million, to El Paso, Tex., with over 102,000, four-fifths of the employees were paid salaries in this \$400 interval.

Among the medium-sized cities (Little Rock, Ark., and Shreveport, La., with populations over 75,000 and 5 Texas cities with populations of 50,000 to 60,000) salaries were somewhat lower. Fifty-two percent of the 593 employees in these cities received salaries between \$1,550 and \$1,750.

The lowest salaries were paid in the 11 smallest cities having populations between 25,000 and 50,000. Fifteen percent were paid salaries below \$1,250 and 52 percent received between \$1,250 and \$1,450. These 11 cities accounted for only 421 employees, or 12 percent of all fire-department employees in the West South Central cities.

In this report the group of 8 large cities with population of 100,000 or more will be designated as group I cities; the 7 cities with populations of 50,000 but under 100,000, group II; and the 11 with 25,000 to 50,000 inhabitants, group III.

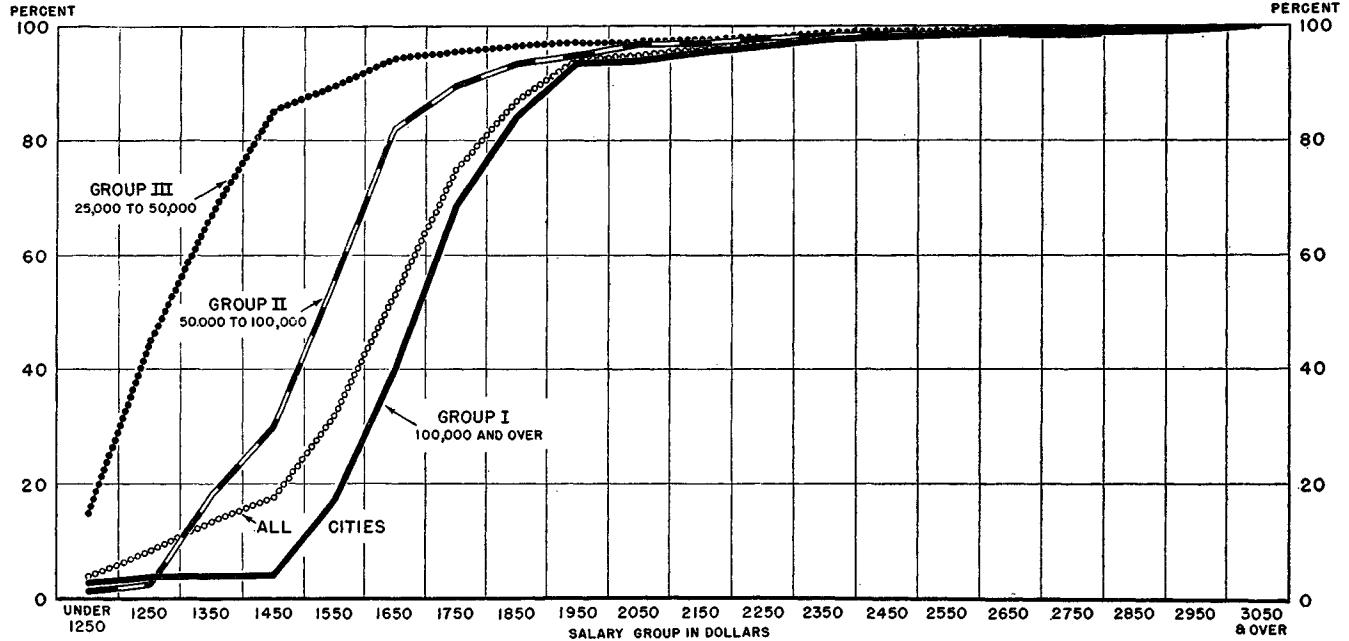
Maximum salaries for the three groups of cities respectively were \$6,000, \$3,936, and \$3,600, paid to chiefs in each case. The smallest salary paid was \$600 to five probationary privates in one of the large cities.

The complete distribution of salaries showing the number and percentage of men in each \$100 range for the three size groups and for all cities is found in table 1, and chart on page 3 shows the accumulated percentages of the data shown in table 1.

EMPLOYEES IN FIRE DEPARTMENTS OF 26 WEST SOUTH CENTRAL CITIES

BY SALARY GROUP AND SIZE OF CITY

JULY 1, 1938



U. S. BUREAU OF LABOR STATISTICS

TABLE 1.—*Distribution of employees in fire departments of 26 West South Central cities, by salary group and size of city, July 1, 1938*

[For a more detailed analysis of data, see appendix tables B, C, and D]

Salary group	Number				Percentage			
	All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III
All groups.....	3,626	2,612	593	421	100.0	100.0	100.0	100.0
Under \$1,250.....	139	70	7	62	3.8	2.7	1.2	14.7
\$1,250 and under \$1,350.....	161	26	7	128	4.4	1.0	1.2	30.4
\$1,350 and under \$1,450.....	184	.....	92	92	5.1	.....	15.5	21.9
\$1,450 and under \$1,550.....	155	8	71	76	4.3	.3	12.0	18.1
\$1,550 and under \$1,650.....	514	343	152	19	14.2	13.1	25.6	4.5
\$1,650 and under \$1,750.....	776	599	157	20	21.4	22.9	26.5	4.7
\$1,750 and under \$1,850.....	787	738	44	5	21.7	28.3	7.4	1.2
\$1,850 and under \$1,950.....	437	410	23	4	12.1	15.7	3.9	1.0
\$1,950 and under \$2,050.....	257	246	9	2	7.1	9.4	1.5	.5
\$2,050 and under \$2,150.....	26	14	11	1	.7	.5	1.9	.2
\$2,150 and under \$2,250.....	42	39	1	2	1.2	1.5	.2	.5
\$2,250 and under \$2,350.....	30	25	5	.....	.8	1.0	.8	.....
\$2,350 and under \$2,450.....	36	28	3	5	1.0	1.1	.5	1.2
\$2,450 and under \$2,550.....	14	13	1	.....	.4	.5	.2	.....
\$2,550 and under \$2,650.....	9	8	.....	1	.2	.3	.....	.2
\$2,650 and under \$2,750.....	18	14	2	2	.5	.5	.3	.5
\$2,750 and under \$2,850.....	2	1	.....	1	.1	(3)	.....	.2
\$2,850 and under \$2,950.....	5	3	2	.....	.1	.1	.3	.....
\$2,950 and under \$3,050.....	5	4	1	.....	.1	.2	.2	.....
\$3,050 and over.....	29	23	5	6	.8	.9	.8	.2

¹ Group I includes cities with a population of 100,000 or more; group II, cities with a population of 50,000 and under 100,000; group III, cities with a population of 25,000 and under 50,000, based on U. S. Census of Population for 1930.

² Includes only regular, full-time employees.

³ Less than $\frac{1}{10}$ of 1 percent.

⁴ Includes 7 at \$3,120, 2 at \$3,180, 1 at \$3,300, 1 at \$3,329, 2 at \$3,480, 1 at \$3,600, 1 at \$3,728, 1 at \$3,840, 1 at \$4,000, 3 at \$4,200, 1 at \$4,500, 1 at \$5,000, and 1 at \$6,000.

⁵ Includes 1 at \$3,120, 1 at \$3,480, 1 at \$3,600, 1 at \$3,720, and 1 at \$3,936.

⁶ Receives \$3,600.

Salaries in Selected Occupations

Salaries of the higher ranking officers varied considerably from city to city, depending largely upon the size of the department. Chiefs' salaries ranged from the \$6,000 paid in New Orleans, to the \$1,560 paid in Enid, Okla. The lower the rank of the officer, the less spread there was between salaries paid in different cities. For example, salaries of captains were fairly well concentrated near the \$100 range of \$1,850 to \$1,950.

Average salaries of privates were \$1,699 in group I cities as compared with \$1,540 and \$1,295 in the other groups of cities. Of the 1,857 privates, 1,334 received salaries between \$1,550 and \$1,850, nearly nine-tenths of these being in group I cities.

TABLE 2.—Distribution of fire-department employees in 26 West South Central cities, by selected occupations and salary group, July 1, 1938

Salary group	All occupations				Chiefs			
	All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III
Number of cities reporting.....	26	8	7	11	26	8	7	11
Total number of employees ²	3,626	2,612	593	421	26	8	7	11
Under \$1,250.....	139	70	7	62				
\$1,250 and under \$1,350.....	161	26	7	128				
\$1,350 and under \$1,450.....	184		92	92				
\$1,450 and under \$1,550.....	155	8	71	76				
\$1,550 and under \$1,650.....	514	343	152	19	1			1
\$1,650 and under \$1,750.....	776	599	157	20				
\$1,750 and under \$1,850.....	787	738	44	5				
\$1,850 and under \$1,950.....	437	410	23	4	2			2
\$1,950 and under \$2,050.....	257	246	9	2				
\$2,050 and under \$2,150.....	26	14	11	1				
\$2,150 and under \$2,250.....	42	39	1	2	2			2
\$2,250 and under \$2,350.....	30	25	5					
\$2,350 and under \$2,450.....	36	28	3	5	5		1	4
\$2,450 and under \$2,550.....	14	13	1					
\$2,550 and under \$2,650.....	9	8		1	1			1
\$2,650 and under \$2,750.....	18	14	2	2				
\$2,750 and under \$2,850.....	2	1		1				
\$2,850 and under \$2,950.....	5	3	2		1		1	
\$2,950 and under \$3,050.....	5	4	1					
\$3,050 and over.....	29	23	5	1	14	8	5	7
Average annual salary.....	\$1,739	\$1,814	\$1,654	\$1,398	\$3,217	\$4,380	\$3,305	\$2,314

Salary group	Assistant chiefs				Assistant deputy chiefs			
	All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III
Number of cities reporting.....	26	8	7	11	11	4	3	4
Total number of employees ²	33	10	8	15	28	19	5	4
Under \$1,250.....								
\$1,250 and under \$1,350.....	1			1				
\$1,350 and under \$1,450.....								
\$1,450 and under \$1,550.....	2			2				
\$1,550 and under \$1,650.....	4			4				
\$1,650 and under \$1,750.....	5		2	3	1			1
\$1,750 and under \$1,850.....	1			1	1			1
\$1,850 and under \$1,950.....	1			1				
\$1,950 and under \$2,050.....	1		1		2		1	1
\$2,050 and under \$2,150.....	3		2	1	3		3	
\$2,150 and under \$2,250.....								
\$2,250 and under \$2,350.....	1		1					
\$2,350 and under \$2,450.....					7		6	1
\$2,450 and under \$2,550.....	1		1					
\$2,550 and under \$2,650.....	2	2			1	1		
\$2,650 and under \$2,750.....	3	1		2	12	11	1	
\$2,750 and under \$2,850.....								
\$2,850 and under \$2,950.....	2	2						
\$2,950 and under \$3,050.....	2	1	1					
\$3,050 and over.....	4	4			1	1		
Average annual salary.....	\$2,258	\$2,997	\$2,172	\$1,811	\$2,432	\$2,601	\$2,171	\$1,959

See footnotes at end of table.

TABLE 2.—Distribution of fire-department employees in 26 West South Central cities, by selected occupations and salary group, July 1, 1938—Continued

Salary group	Battalion chiefs				Captains			
	All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III
Number of cities reporting.....	11	7	3	1	22	8	7	7
Total number of employees ²	43	37	5	1	468	332	72	64
Under \$1,250.....					3			3
\$1,250 and under \$1,350.....					6			6
\$1,350 and under \$1,450.....					12			12
\$1,450 and under \$1,550.....					19			19
\$1,550 and under \$1,650.....					26		14	12
\$1,650 and under \$1,750.....					61		49	12
\$1,750 and under \$1,850.....	1			1	46	39	7	
\$1,850 and under \$1,950.....	6	4	2		171	171		
\$1,950 and under \$2,050.....	1		1		88	88		
\$2,050 and under \$2,150.....	2		2		4	2	2	
\$2,150 and under \$2,250.....	2	2			28	28		
\$2,250 and under \$2,350.....	16	16			4	4		
\$2,350 and under \$2,450.....	5	5						
\$2,450 and under \$2,550.....	8	8						
\$2,550 and under \$2,650.....	2	2						
\$2,650 and under \$2,750.....								
\$2,750 and under \$2,850.....								
\$2,850 and under \$2,950.....								
\$2,950 and under \$3,050.....								
\$3,050 and over.....								
Average annual salary.....	\$2,276	\$2,332	\$1,970	\$1,752	\$1,850	\$1,945	\$1,723	\$1,501

Salary group	Lieutenants				Engineers, fire-engine			
	All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III
Number of cities reporting.....	11	5	3	3	10	3	3	4
Total number of employees ²	240	190	39	11	138	71	42	25
Under \$1,250.....	3			3	6			6
\$1,250 and under \$1,350.....								
\$1,350 and under \$1,450.....	8			8	8			8
\$1,450 and under \$1,550.....					11			11
\$1,550 and under \$1,650.....	10		10		12		12	
\$1,650 and under \$1,750.....	11		11		10		10	
\$1,750 and under \$1,850.....	109	109			25	5	20	
\$1,850 and under \$1,950.....	82	64	18		58	58		
\$1,950 and under \$2,050.....	17	17			8	8		
\$2,050 and under \$2,150.....								
\$2,150 and under \$2,250.....								
\$2,250 and under \$2,350.....								
\$2,350 and under \$2,450.....								
\$2,450 and under \$2,550.....								
\$2,550 and under \$2,650.....								
\$2,650 and under \$2,750.....								
\$2,750 and under \$2,850.....								
\$2,850 and under \$2,950.....								
\$2,950 and under \$3,050.....								
\$3,050 and over.....								
Average annual salary.....	\$1,796	\$1,825	\$1,797	\$1,298	\$1,746	\$1,898	\$1,700	\$1,392

See footnotes at end of table.

TABLE 2.—Distribution of fire-department employees in 26 West South Central cities, by selected occupations and salary group, July 1, 1938—Continued

Salary group	Drivers				Privates, all grades			
	All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III
Number of cities reporting.....	17	7	3	7	26	8	7	11
Total number of employees ²	487	393	40	54	1,857	1,356	309	192
Under \$1,250.....	11			11	101	68		33
\$1,250 and under \$1,350.....	17			17	122	26	5	91
\$1,350 and under \$1,450.....	11			11	128		88	40
\$1,450 and under \$1,550.....	20		6	14	94	2	64	28
\$1,550 and under \$1,650.....	22		22		418	342	76	
\$1,650 and under \$1,750.....	212	211		1	432	356	76	
\$1,750 and under \$1,850.....	96	84	12		484	484		
\$1,850 and under \$1,950.....	67	67			12	12		
\$1,950 and under \$2,050.....	31	31			66	66		
\$2,050 and under \$2,150.....								
\$2,150 and under \$2,250.....								
\$2,250 and under \$2,350.....								
\$2,350 and under \$2,450.....								
\$2,450 and under \$2,550.....								
\$2,550 and under \$2,650.....								
\$2,650 and under \$2,750.....								
\$2,750 and under \$2,850.....								
\$2,850 and under \$2,950.....								
\$2,950 and under \$3,050.....								
\$3,050 and over.....								
Average annual salary.....	\$1,721	\$1,788	\$1,630	\$1,299	\$1,631	\$1,699	\$1,540	\$1,295

Salary group	Auto mechanics				Fire alarm operators ²			
	All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III
Number of cities reporting.....	16	7	4	5	17	6	5	6
Total number of employees ²	32	23	4	5	71	35	20	16
Under \$1,250.....					9		5	4
\$1,250 and under \$1,350.....	2			2	10			10
\$1,350 and under \$1,450.....					3		1	2
\$1,450 and under \$1,550.....					4	4		
\$1,550 and under \$1,650.....	1			1	8		8	
\$1,650 and under \$1,750.....	2			2	5		5	
\$1,750 and under \$1,850.....	2	2			7	6	1	
\$1,850 and under \$1,950.....	15	15			6	6		
\$1,950 and under \$2,050.....	7	4	3		19	19		
\$2,050 and under \$2,150.....	2	1	1					
\$2,150 and under \$2,250.....								
\$2,250 and under \$2,350.....								
\$2,350 and under \$2,450.....								
\$2,450 and under \$2,550.....	1	1						
\$2,550 and under \$2,650.....								
\$2,650 and under \$2,750.....								
\$2,750 and under \$2,850.....								
\$2,850 and under \$2,950.....								
\$2,950 and under \$3,050.....								
\$3,050 and over.....								
Average annual salary.....	\$1,867	\$1,921	\$1,995	\$1,519	\$1,604	\$1,875	\$1,448	\$1,203

See footnotes at end of table.

TABLE 2.—Distribution of fire-department employees in 26 West South Central cities, by selected occupations and salary group, July 1, 1938—Continued

Salary group	Electricians			Linemen			
	All cities ⁴	City group ¹		All cities	City group ¹		
		I	II		I	II	III
Number of cities reporting	5	3	2	8	3	2	3
Total number of employees ⁵	10	8	2	15	9	2	4
Under \$1,250				2		1	1
\$1,250 and under \$1,350	1		1				
\$1,350 and under \$1,450				2			2
\$1,450 and under \$1,550				1			1
\$1,550 and under \$1,650							
\$1,650 and under \$1,750				1		1	
\$1,750 and under \$1,850							
\$1,850 and under \$1,950				1	1		
\$1,950 and under \$2,050				2	2		
\$2,050 and under \$2,150	1		1				
\$2,150 and under \$2,250				1	1		
\$2,250 and under \$2,350				2	2		
\$2,350 and under \$2,450	2	2					
\$2,450 and under \$2,550	3	3					
\$2,550 and under \$2,650							
\$2,650 and under \$2,750							
\$2,750 and under \$2,850							
\$2,850 and under \$2,950							
\$2,950 and under \$3,050							
\$3,050 and over	3	¹⁰ 3		3	¹⁰ 3		
Average annual salary	\$2,510	\$2,715	\$1,692	\$2,000	\$2,440	\$1,350	\$1,335

Salary group	Others						
	All cities	City group ¹					
		I	II				III
Number of cities reporting	23	8	7	8			
Total number of employees ⁵	178	121	38	19			
Under \$1,250	4	2	1	1			
\$1,250 and under \$1,350	2		1	1			
\$1,350 and under \$1,450	12		3	9			
\$1,450 and under \$1,550	4	2	1	1			
\$1,550 and under \$1,650	12	1	10	1			
\$1,650 and under \$1,750	36	32	3	1			
\$1,750 and under \$1,850	15	9	4	2			
\$1,850 and under \$1,950	16	12	3	1			
\$1,950 and under \$2,050	15	11	3	1			
\$2,050 and under \$2,150	11	11					
\$2,150 and under \$2,250	9	8	1				
\$2,250 and under \$2,350	7	3	4				
\$2,350 and under \$2,450	16	14	2				
\$2,450 and under \$2,550	2	2					
\$2,550 and under \$2,650	3	3					
\$2,650 and under \$2,750	3	2	1				
\$2,750 and under \$2,850	2	1		1			
\$2,850 and under \$2,950	2	1	1				
\$2,950 and under \$3,050	3	3					
\$3,050 and over	4	¹¹ 4					
Average annual salary	(¹²)	(¹²)	(¹²)	(¹²)			

¹ Group I includes cities having a population of 100,000 or more; group II, cities having a population of 50,000 and under 100,000; and group III, cities having a population of 25,000 and under 50,000, based on U. S. Census of Population for 1930.

² Includes telephone operators but not chief fire alarm operators.

³ Includes only regular, full-time employees.

⁴ No persons in this occupation in cities of group III.

⁵ Includes 1 at \$3,000, 1 at \$3,840, 1 at \$4,000, 3 at \$4,200, 1 at \$5,000, and 1 at \$6,000.

⁶ Includes 1 at \$3,120, 1 at \$3,480, 1 at \$3,600, 1 at \$3,720, and 1 at \$3,930.

⁷ Receives \$3,600.

⁸ Includes 1 at \$3,120, 1 at \$3,300, 1 at \$3,329, and 1 at \$3,480.

⁹ Receives \$3,150.

¹⁰ Each receives \$3,120.

¹¹ Includes 1 at \$3,180, 1 at \$3,480, 1 at \$3,728, and 1 at \$4,500.

¹² No average computed because such a heterogeneous group of occupations.

Salaries of Privates

Table 3 shows a detailed distribution of all privates by grades with respect to salary classification. More than half of all privates in the eight largest cities had salaries between \$1,550 and \$1,750 and nearly all the rest were paid higher salaries. Half of the privates in group II cities had salaries in the same \$200 range, with the other half concentrated between \$1,350 and \$1,550. The salaries for privates in the group of small cities were much lower than for the first two groups, almost half receiving salaries between \$1,250 and \$1,350.

The great majority of privates—approximately three-fourths—were given the first-grade rating, including privates of departments where there was only one grade. The remaining privates were fairly well distributed through lower grades in the case of group I cities, but the proportion in the lower grades was considerably less for the smaller cities, which had fewer grade classifications.

TABLE 3.—Distribution of privates in fire departments of 26 West South Central cities, by salary group and grade, July 1, 1938

Salary group	All grades							
	Number				Percentage			
	All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III
All groups	1,857	1,356	309	192	100.0	100.0	100.0	100.0
Under \$1,150	31	5	-----	26	1.7	4	-----	13.6
\$1,150 and under \$1,250	70	63	-----	7	3.7	4.6	-----	3.6
\$1,250 and under \$1,350	122	26	5	91	6.6	1.9	1.6	47.4
\$1,350 and under \$1,450	128	-----	88	40	6.9	-----	28.5	20.8
\$1,450 and under \$1,550	94	2	64	28	5.1	.1	20.7	14.6
\$1,550 and under \$1,650	418	342	76	-----	22.5	25.2	24.6	-----
\$1,650 and under \$1,750	432	356	76	-----	23.3	26.3	24.6	-----
\$1,750 and under \$1,850	484	484	-----	-----	26.1	35.7	-----	-----
\$1,850 and under \$1,950	12	12	-----	-----	6	.9	-----	-----
\$1,950 and under \$2,050	66	66	-----	-----	3.5	4.9	-----	-----

Salary group	Number of privates by specified grade											
	First			Second			Third					
	All cities	City group ¹			All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III		I	II	III
All groups	1,412	999	265	148	123	80	15	28	92	64	17	11
Under \$1,150	15	-----	-----	15	8	-----	-----	8	-----	-----	-----	-----
\$1,150 and under \$1,250	-----	-----	-----	-----	5	-----	-----	5	2	-----	-----	2
\$1,250 and under \$1,350	73	-----	-----	73	9	-----	-----	9	33	26	-----	7
\$1,350 and under \$1,450	100	-----	68	32	15	-----	9	6	6	-----	4	2
\$1,450 and under \$1,550	79	-----	51	28	-----	-----	-----	-----	15	2	13	-----
\$1,550 and under \$1,650	356	286	70	-----	56	50	6	-----	1	1	-----	-----
\$1,650 and under \$1,750	344	268	76	-----	-----	-----	-----	-----	-----	-----	-----	-----
\$1,750 and under \$1,850	377	377	-----	-----	20	20	-----	-----	35	35	-----	-----
\$1,850 and under \$1,950	2	2	-----	-----	10	10	-----	-----	-----	-----	-----	-----
\$1,950 and under \$2,050	66	66	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

See footnotes at end of table.

TABLE 3.—*Distribution of privates in fire departments of 26 West South Central cities, by salary group and grade, July 1, 1938—Continued*

Salary group	Number of privates by specified grade											
	Fourth				Fifth				Probationary			
	All cities	City group ¹			All cities	City group ¹			All cities	City group ¹		
		I	II	III		I	II	III		I	II	III
All groups.....	64	53	9	2	97	92	2	3	69	68	1	
Under \$1,150.....					3			⁴ 3	5	⁵ 5		
\$1,150 and under \$1,250.....									63	63		
\$1,250 and under \$1,350.....	6		4	2					1		1	
\$1,350 and under \$1,450.....	5		5		2		2					
\$1,450 and under \$1,550.....												
\$1,550 and under \$1,650.....					5	5						
\$1,650 and under \$1,750.....	1	1			87	87						
\$1,750 and under \$1,850.....	52											
\$1,850 and under \$1,950.....												
\$1,950 and under \$2,050.....												

¹ Group I includes cities with a population of 100,000 or more; group II, cities with a population of 50,000 and under 100,000; group III, cities with a population of 25,000 and under 50,000, based on U. S. Census of Population of 1930.

² Includes 7 at \$840 and 8 at \$1,020.

³ Each receives \$720.

⁴ Includes 1 at \$1,080 and 2 at \$1,116.

⁵ Each receives \$600.

Hours and Working Conditions

Platoon Systems and Hours of Duty

The hours on duty for employees of fire departments of the 26 West South Central cities were grouped in 5 general systems of operation: (1) Continuous duty; (2) single-platoon; (3) double-platoon, regular; (4) double-platoon, extra time off; and (5) other.

Platoon systems are somewhat complicated because of the necessity of keeping an equal number of firemen on duty at all hours of the day and night. A platoon is a group of men assigned to duty at stated hours. The word "platoon" takes on a slightly different meaning as it is used in different cities or under various systems of operation. For example, in so-called single-platoon systems, each fireman usually is on duty 2 days or more continuously before he receives any time off. This type of system is commonly used by small cities having less than 50 members on the force.

Double-platoon systems are of two general types, depending upon whether the firemen are on duty 84 hours a week (an average of 12 hours a day every day of the week) or whether the hours worked are less. As can be seen from table 4, the most commonly used system

in the West South Central cities was a form of the 84-hour per week type requiring the firemen to be on duty for 24 hours and then off for 24 hours.

Another form of the 84-hour system in which all hours on duty are compensated for by an equal number of hours off duty is one in which the day is divided into two periods, usually a 10-hour period from 8 o'clock in the morning to 6 in the afternoon, the second period comprising the rest of the day and night. While half of the firemen are on duty, the other half are off duty. The firemen, however, do not work the same tour constantly but are shifted at regular intervals from day to night duty and vice versa. To effect the shift, the platoon working the day tour continues on duty through the night, working a full 24-hour period, after which it goes off duty until the following night, when it begins the night tour and continues to work nights until the next shift. The other platoon works the opposite tours. Thus one platoon has a 24-hour period of duty and the other a 24-hour period of leave at each shift. The frequency of shifts under this type of double-platoon system varies from as often as once in 3 days to once in 30 days.

Below is illustrated the variation in which the shift from day duty to night duty occurs on the third day.

Two-Platoon System (Shift on Fourth Day)

Day	First platoon	Second platoon
1	XXXXXXXXXXXXX-----	-----XXXXXXXXXXXXXXXXXX
2	XXXXXXXXXXXXX-----	-----XXXXXXXXXXXXXXXXXX
3	XXXXXXXXXXXXX-----	-----XXXXXXXXXXXXXXXXXX
4	-----XXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXX-----
5	-----XXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXX-----
6	-----XXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXX-----
	8 a. m. 6 p. m. 8 a. m.	8 a. m. 6 p. m. 8 a. m.

NOTE.—Each X represents 1 hour on duty. Each - represents 1 hour off duty.

There are a few instances of two-platoon systems in which the shift is achieved without either platoon working a full 24 hours. In such cases each platoon is on or off duty 19 or 20 hours consecutively at the time of shift. Hence in table 4 the employees under this system are recorded as working 7 days a week, with no full day off.

In the second type of two-platoon system each fireman has extra time off in addition to the time off which is compensated for by time on duty. The average hours worked per week are correct to the nearest hour.

TABLE 4.—Average hours and days on duty per week in fire departments of 26 West South Central cities, July 1, 1938

[For a more detailed analysis of data, see appendix table E]

System of operation	Average hours on duty per week	Average days on duty per week	Number of cities reporting			Number of employees				Percentage of employees				
			All cities	City group ¹			All cities	City group ¹			All cities	City group ¹		
				I	II	III		I	II	III		I	II	III
All systems.....						*3,626	2,612	593	421	100.0	100.0	100.0	100.0	
Continuous duty.....	168.0	7.0	18	5	5	8	25	8	5	12	.7	.3	.8	2.8
Single platoon ²							58			58	1.6			13.8
On 3 days, off 1 day.....	126.0	5.3	1			1	28			28	.8			6.7
On 5 days, off 1 day.....	140.0	5.8	1			1	30			30	.8			7.1
2-platoon, regular ⁴							2,789	2,080	416	293	76.9	79.6	70.2	69.6
On 24 hours, off 24 hours.....	84.0	3.5	10	3	4	3	1,217	795	289	133	33.6	30.4	48.8	31.6
Shift 3d day.....	84.0	5.8	1				669	669			18.4	25.6		
Shift 7th day.....	84.0	6.5	3	1	1	1	523	373	102	48	14.4	14.3	17.2	11.4
Shift twice each month (no full day off).....	84.0	7.0	2	1		1	265	243		22	7.3	9.3		5.2
Shift 15th day.....	84.0	6.8	2		1	1	64		25	39	1.8		4.2	9.3
Shift each week.....	84.0	7.0	2			2	51			51	1.4			12.1
2-platoon, with additional time off duty ⁵							517	371	115	31	14.3	14.2	19.4	7.4
Shift 15th day, 1 day off per week.....	72.0	6.0	1			1	31			31	.9			7.4
On 24 hours, off 24 hours, 0.5 day off per week.....	72.0	3.0	2	2			371	371			10.2	14.2		
On 24 hours, off 24 hours, 0.1 day off per week.....	81.0	3.4	1		1		115		115		3.2		19.4	
Other ⁶	49.5	6.0	19	7	6	6	237	153	57	27	6.5	5.9	9.6	6.4

¹ Group I includes cities having a population of 100,000 or more; group II, cities having a population of 50,000 and under 100,000; and group III, cities having a population of 25,000 and under 50,000, based on U. S. Census of Population for 1930.

² Includes only regular full-time employees.

³ The average number of hours on duty per week for employees in each variation of the single-platoon system is arrived at by dividing the total number of hours on duty per year for each variation by 52.143. The average number of days on duty per week for each variation is arrived at by dividing the total number of days on duty per year by 52.143.

⁴ Under each variation of the 2-platoon system the employees work in 2 groups, one group being on duty while the other is off duty. Over a period of days, therefore, each group is on duty as many hours as the other, or on an average of 12 hours a day and 84 hours a week. Each variation of the 2-platoon system, however, spreads these 84 hours over a different number of days on duty per week. The average number of days on duty per week for each variation is arrived at by dividing the number of days on duty per year by 52.143.

⁵ Under 2-platoon system with additional time off, the employees are on duty less than an average of 84 hours per week. The average number of weekly hours on duty under this system is arrived at by deducting the number of additional weekly hours off from 84. The average number of days on duty are arrived at by dividing the number of days on duty per year by 52.143.

⁶ The average number of hours and days per week is arrived at by dividing the total weekly man-hours and man-days by the total number of employees under "other."

From the above table it will be noted that only 25 employees were recorded as being on continuous duty. These were higher ranking officers whose responsibilities required them to be on call at all times. Only 58 firemen in 2 small cities worked under a single-platoon system.

By far the largest proportion (77 percent) worked under forms of the 2-platoon system which required 84 hours of duty per week. Employees working 2-platoon systems under which extra time off was given totaled 517 and constituted 14 percent of all employees. Fire-

men working the first variation of this group received 1 extra working day of 12 hours off every week, reducing the usual 84 hours to a workweek of 72 hours. In the second variation the firemen received 1 day off every 2 weeks, but this day off was a full 24 hours, and since the normal work day or tour of duty was 24 hours, half of this was subtracted from 84 hours per week to arrive at the 72-hour workweek.

The 237 employees recorded as working "other" hours were for the most part clerical and maintenance employees who were not required to be on duty as long as members of the fire-fighting force. They averaged less than 50 hours per week.

Items Supplied Firemen

Sleeping quarters were supplied by all cities for men on night duty, and 19 also furnished beds, bedding, linen, and laundry service. Eleven cities furnished badges and 10 supplied helmets, while 7 supplied uniforms or gave small clothing allowances. In most cities men were required to furnish other personal equipment. Differences in the frequency with which the more important items were supplied in the three groups of cities were very minor, though the differences in average salaries paid were considerable.

TABLE 5.—*Items supplied to firemen of 26 West South Central cities, July 1, 1938*

City group ¹	Number of cities	Number of cities supplying—							
		Sleeping quarters for men on night duty	Beds, bedding, linen, and laundry	Helmets	Rubber coats	Rubber boots	Clothing allowance	Uniforms	Badges
All cities.....	26	26	19	10	2	2	2	5	11
Group I.....	8	8	6	1	—	—	² 1	2	4
Group II.....	7	7	3	3	1	—	³ 1	1	2
Group III.....	11	11	10	6	1	2	—	2	5

¹ Group I includes cities having a population of 100,000 or more; group II, cities having a population of 50,000 and under 100,000; group III, cities having a population of 25,000 and under 50,000, based on U. S. Census of Population for 1930.

² \$25 clothing allowance given in Dallas, Tex.

³ \$30 clothing allowance given in Waco, Tex.

Vacations With Pay

Vacations with pay were the rule; only seven employees, five of whom were in group III cities, received no vacation. Of the rest, 92 percent received 15 days' leave with pay, and nearly all others a day less. The few employees receiving longer vacations were in group III cities.

TABLE 6.—*Number of employees receiving specified vacations with pay in fire departments of 26 West South Central cities, July 1, 1938*

City group ¹	Number of cities	Total number of employees	Number of employees having—				
			No vacation	14 days	15 days	16 days	21 days
All cities	26	² 3, 626	7	201	3, 324	48	46
Group I.....	8	2, 612	-----	173	2, 439	-----	-----
Group II.....	7	593	2	-----	591	-----	-----
Group III.....	11	421	5	28	294	48	46

¹ Group I includes cities having a population of 100,000 or more; group II, cities having a population of 50,000 and under 100,000; and group III, cities having a population of 25,000 and under 50,000, based on U. S. Census of Population for 1930.

² Includes only regular, full-time employees.

Promotion of Lower-Grade Privates

Seventeen of the 26 cities provided for automatic promotion of lower-grade privates, the first promotion occurring after 1 year in 14 cities. In 3 cities promotions were on the basis of civil service, and in 2 by special appointment.

TABLE 7.—*Promotion of lower grade privates in fire departments of 26 West South Central cities, July 1, 1938*

City group	Total number of privates	Number of cities						
		Total number of cities	With promotion after—				All one grade	No promotion system
			6 months	1 year	2 years	Civil-service examination		
All cities	1, 857	26	2	14	1	3	4	2
Group I.....	1, 356	8	-----	5	1	-----	-----	2
Group II.....	309	7	2	3	-----	-----	2	-----
Group III.....	192	11	-----	6	-----	3	2	-----

¹ Group I includes cities having a population of 100,000 or more; group II, cities having a population of 50,000 and under 100,000; and group III, cities having a population of 25,000 and under 50,000, based on U. S. Census of Population for 1930.

Percentage Distribution of Employees and Salaries

All Employees

About 93 out of each 100 employees in the West South Central fire departments were in the fire-fighting division, and 7 in fire prevention, fire-alarm operation, maintenance, clerical, and other auxiliary services. Privates numbered 51 out of each 93 on the fire-fighting staffs, 18 were engineers and drivers, 20 were captains and lieutenants, and most of the rest battalion chiefs, chiefs, and other high-ranking officers. In general, high-ranking officers and technical employees

accounted for a considerably higher percentage of salaries than of personnel, while the reverse was the case for low-paid employees such as privates. Thus chiefs were 0.7 percent of all employees, but received 1.3 percent of salaries; and there were similar but smaller differences in the case of officers of lower grade such as captains and battalion chiefs.

Because of the larger number of men supervised, high-ranking officers also accounted for a smaller percentage of all employees in the two groups of larger cities than in the smallest cities. Thus officers above the grade of captain were 2.8 percent of all employees in group I cities, 4.3 percent in group II cities, and 7.4 percent in group III cities.

TABLE 8.—Percentage distributions of employees and salaries in specified divisions in fire departments of 26 West South Central Cities, July 1, 1938

Division ¹ and occupation	Percentage of employees				Percentage of salaries			
	All cities	City group ²			All cities	City group ³		
		I	II	III		I	II	III
All divisions.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Fire fighting division.....	92.8	94.0	89.9	89.5	92.1	93.0	89.7	89.4
Chiefs.....	.7	.3	1.2	2.6	1.3	.7	2.4	4.3
Assistant chiefs.....	.9	.4	1.3	3.6	1.2	.6	1.8	4.6
Assistant deputy chiefs.....	.8	.7	.9	1.0	1.1	1.1	1.1	1.4
Battalion chiefs.....	1.2	1.4	.9	2	1.6	1.8	1.0	.3
Captains.....	12.9	12.7	12.1	15.2	13.7	13.6	12.6	16.3
Lieutenants.....	6.6	7.3	6.6	2.6	6.3	7.3	7.1	2.4
Pilots.....	.1	.1	.3	—	.2	.1	.5	—
Engineers, fire engine.....	3.8	2.7	7.1	5.9	3.8	2.9	7.3	5.9
Engineers, marine.....	.2	.2	.3	—	.2	.2	.5	—
Drivers.....	13.5	15.1	6.8	12.8	13.3	14.8	6.6	11.9
Privates, all grades.....	51.2	51.9	52.1	45.6	48.0	48.7	48.5	42.3
Miscellaneous.....	.9	1.2	.3	—	.9	1.2	.3	—
Fire prevention.....	1.2	1.0	1.5	1.7	1.3	1.2	1.6	1.9
Apparatus.....	1.7	1.6	1.9	1.9	1.9	1.8	2.2	2.0
Fire alarm.....	3.6	2.5	6.2	6.4	3.8	3.0	6.0	6.2
Clerical.....	.6	.7	.5	.5	.7	.7	.5	.5
Miscellaneous.....	.1	.2	—	—	.2	.3	—	—

¹ All fire departments assign men from the fire-fighting division to the other divisions and carry these assigned men on the fire-fighting division list. This is done to provide the fire department with a reserve for cases of emergency. As a result of this method of assignment, the fire-fighting division is always shown to be larger than it actually is on a routine day. Some other factors are also responsible for the small size of the non-fire-fighting divisions. In some cities, the maintenance work is let to private contractors; part of the fire prevention work is done by the building inspector's office; and the fire-alarm work is done by the local telephone company or by a separate city bureau.

² Group I includes cities with a population of 100,000 or more; group II, cities with a population of 50,000 and under 100,000; group III, cities with a population of 25,000 and under 50,000, based on U. S. Census of Population for 1930.

Supervisory Employees

The ratios of supervisory to total personnel were not very different in the three groups of cities. They were 24 percent of the total in group I as compared with 29 percent in group III. The ratios of percentages of salaries to percentages of personnel were somewhat higher in the small than in the large cities.

TABLE 9.—*Number and salaries of supervisory employees¹ as percentage of total fire-department employees and total salaries in 26 West South Central cities, July 1, 1938*

Item	All cities	City group ²		
		I	II	III
Supervisory employees as percentage of all employees.....	25.0	24.3	25.3	29.0
Supervisory salaries as percentage of total salaries.....	28.1	27.2	28.9	33.7
Ratio of salaries to employees.....	1.12	1.12	1.14	1.16

¹ Supervisory employees are those employees in all divisions who have others working under them. The group includes chiefs, assistant chiefs, assistant deputy chiefs, battalion chiefs, captains, lieutenants, marshals or wardens, chief inspectors, superintendents, chief fire-alarm operators, chief clerks, building inspectors, and assistants to these officers who supervise the activities of others.

² Group I includes cities having a population of 100,000 or more; group II, cities having a population of 50,000 and under 100,000; and group III, cities having a population of 25,000 and under 50,000, based on U. S. Census of Population for 1930.

Appendix

The West South Central Division includes the States of Arkansas, Louisiana, Oklahoma, and Texas.

The appendix contains a table of cities in the West South Central Division with populations over 25,000 in 1930 and five other tables giving additional detailed information on some of the subjects discussed in the body of this report. Tables B, C, and D give the number of persons employed and the salary rates by occupations in each of the cities of groups I, II, and III, respectively. Table E shows average hours and days on duty per week under various systems of operation, by divisions, for all cities and for each size group. Table F summarizes total employment and total salaries paid in each functional division and occupation for all cities and for each size group. All data in the tables except population are as of July 1, 1938.

TABLE A.—*Fire-department employees and salary costs in relation to population in West South Central cities with a population of 25,000 or more,¹ July 1, 1938*

City	Popula- tion	Employees per 10,000	Per capita salary cost
All cities.....	2, 597, 222	14	\$2. 43
Group I—cities of 100,000 and over.....	1, 835, 646	14	2. 58
Dallas, Tex.....	260, 475	17	3. 01
El Paso, Tex.....	102, 421	13	2. 42
Fort Worth, Tex.....	163, 447	16	3. 03
Houston, Tex.....	292, 352	14	2. 56
New Orleans, La.....	458, 762	15	2. 61
Oklahoma City, Okla.....	185, 389	13	2. 29
San Antonio, Tex.....	231, 542	12	2. 31
Tulsa, Okla.....	141, 258	10	2. 18
Group II—cities of 50,000 to 100,000.....	425, 874	14	2. 30
Austin, Tex.....	53, 120	17	2. 81
Beaumont, Tex.....	57, 732	12	2. 13
Galveston, Tex.....	52, 938	19	2. 98
Little Rock, Ark.....	81, 679	10	1. 58
Port Arthur, Tex.....	50, 902	6	. 98
Shreveport, La.....	76, 655	17	3. 00
Waco, Tex.....	52, 848	17	2. 69
Group III—cities of 25,000 to 50,000.....	335, 702	13	1. 75
Amarillo, Tex.....	43, 132	11	1. 75
Baton Rouge, La.....	30, 729	13	2. 11
Corpus Christi, Tex.....	27, 741	12	1. 76
Enid, Okla.....	26, 399	8	1. 10
Fort Smith, Ark.....	31, 429	16	2. 21
Laredo, Tex.....	32, 618	10	. 96
Monroe, La.....	26, 028	17	2. 32
Muskogee, Okla.....	32, 026	14	1. 93
San Angelo, Tex.....	25, 308	13	1. 81
Texarkana, Tex. ²	16, 602	14	1. 72
Wichita Falls, Tex.....	43, 690	11	1. 66

¹ Based on U. S. Census of Population for 1930.

² The inclusion of Texarkana in places of 25,000 or more is based upon the combined population (27,366 in 1930) of Texarkana, Tex., and Texarkana, Ark. Data for the latter were not available.

TABLE B.—Number of employees and annual salaries in fire departments of each of 8 West South Central cities with a population of 100,000 or more,¹ by occupations, July 1, 1938

Division and occupation	Total number of employees	Louisiana		Oklahoma				Texas									
		New Orleans		Oklahoma City		Tulsa		Dallas		El Paso		Fort Worth		Houston		San Antonio	
		Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
All occupations ²	2,612	681		244		147		437		129		268		418		288	
Fire fighting:																	
Chiefs.....	8	1	\$6,000	1	\$4,000	1	\$3,600	1	\$5,000	1	\$4,200	1	\$3,840	1	\$4,200	1	\$4,200
Assistant or deputy chiefs.....	10	1	3,329	1	2,700	2	2,880	1	3,480	1	3,120	2	2,640	1	3,300	1	3,000
Assistant deputy chiefs.....	19	1	2,398	1	2,640			1	3,180							5	2,400
Battalion chiefs.....	37			2	2,244	2	2,520	10	2,430 to 2,580	3	2,400	6	2,340	10	2,280	4	1,920
Captains.....	332	114	1,912	21	1,980	28	2,220	44	1,950 to 2,280	13	2,040	21	1,920	36 to 16	1,860 to 1,980	39	1,800
Lieutenants.....	190	109	1,760	23	1,920			15	1,800 to 1,950	13	1,980	25	1,860				
Pilots.....	2							4	1,950					2	2,400		
Engineers, fire engine.....	71	5	1,844	22	1,860			44	1,890 to 2,010								
Engineers, marine.....	4													2	1,740	1	2,400
Drivers.....	393	123	1,709	28	1,800	30	2,040	32	1,860 to 1,980	36	1,860			2	1,656	56	1,800
Privates:														86	1,740		
1st grade.....	999	286	1,642	61	1,740	66	1,980	2	1,920	33	1,800	192	1,800	207	1,656	152	1,800
2d grade.....	80			42	1,632	1	1,860	9	1,860	20	1,800	3	1,620	5	1,620		
3d grade.....	64			26	1,320			35	1,830			2	1,500	1	1,560		
4th grade.....	53					1	1,680	52	1,800								
5th grade.....	92							5	1,560								
Probationary.....	68			5	600			87	1,740								
Miscellaneous:								63	1,200								
Drillmasters.....	5	2	2,182			1	2,400			1	2,400			1	2,280		
Housemen.....	4													4	1,656		
Salvagemen.....	4							1	1,770								
Telephone attendants.....	1							1	1,830								
Tillermen.....	18	18	1,709					2	1,890					1	828		

Fire prevention:																				
Marshals or wardens.....	6				1	2,880	1	2,460	1	2,100	1	2,640	1	2,700	1	3,000				
Assistant marshals or wardens.....	5				1	2,160	1	1,980			1	1,890	{	1	1,980					
Chief inspectors.....	1						1	1,950					{	1	2,400					
Inspectors.....	13						1	1,860			2	1,890		7	1,656	3				
Miscellaneous:																				
Fire analysts.....	1						1	2,400												
School safety inspectors.....	1													1	1,980					
Apparatus:																				
Superintendents of machinery.....	7	1	2,654	1	2,244	1	2,760	1	2,580		1	2,400	1	2,100	1	2,400				
Assistant superintendents of machinery.....	6	2	1,979			1	2,160	1	2,340			2,100	1	2,040						
Machinists.....	1											1,920	1							
Automobile mechanics.....	23	5	1,912	8	1,860			{	1	1,890	1	2,400	1	1,860	2	1,980	{	2	1,800	
General mechanics:								{	1	1,980							{	1	1,980	
Carpenters.....	1																		1	1,980
Painters.....	1																		1	1,980
Plumbers.....	1							1	1,890											
Mechanics' helpers.....	2																		2	1,800
Fire alarm:																				
Superintendents.....	7			1	2,244	1	3,000	1	3,480	1	2,400	1	1,920	1	4,500	1	3,180			
Assistant superintendents.....	2							1	1,800					1	3,728					
Chief fire-alarm operator.....	1							1	2,070											
Operators, fire-alarm.....	31					7	1,980	{	3	1,980	3	1,800	6	1,860	7	1,980	3	1,800		
Operators, telephone.....	4							{	2	2,010					4	1,500				
Electricians.....	8					2	2,400								3	3,120	3	2,520		
Linemen.....	9							{	1	1,920					3	3,120	2	2,280		
Miscellaneous:								{	2	1,980										
Groundmen.....	1							1	1,560											
Laborers.....	1							1	1,200											
Shopmen.....	1							1	2,220											
Utilitymen.....	1							1							1	2,080				
Clerical:																				
Secretaries.....	6			1	1,980	1	2,160				1	2,400	1	1,860	1	2,280	1	2,400		
Assistant secretaries.....	1														1	1,920	1	1,920		
Chief clerks.....	3							1	1,890					{	1	2,100				
Clerks.....	4	2	2,398											{	1	2,580				
Stenographers.....	3							1	1,500					{	1	2,040	1	1,800		
Miscellaneous:								{	1	1,500				{	1	1,500				
Building inspectors.....	1	(9)												1	1,656		1	3,000		
Assistant building inspectors.....	5																5	2,100		
Physical directors.....		(9)																		
Physicians.....		(9)																		

¹ Based on U. S. Census of Population for 1930.

² Includes regular, full-time employees, but does not include part-time employees, call men, or volunteers.

³ Includes 2 at \$2,430, 2 at \$2,460, 4 at \$2,520, and 2 at \$2,580.

⁴ Includes 9 at \$1,950, 21 at \$1,980, 8 at \$2,010, 1 at \$2,250, 2 at \$2,070, and 3 at \$2,280.

⁵ Includes 6 at \$1,890, 30 at \$1,920, 7 at \$1,950, and 1 at \$2,010.

⁶ Includes 16 at \$1,860, 13 at \$1,890, 2 at \$1,920, and 1 at \$1,980.

⁷ Work of this division performed by separate city bureau in New Orleans.

⁸ Men from uniformed force assigned to this work.

⁹ On call.

TABLE C.—Number of employees and annual salaries in fire departments of each of 7 West South Central cities with a population of 50,000 and under 100,000,¹ by occupations, July 1, 1938

Division and occupation	Total number of employees	Arkansas		Louisiana		Texas									
		Little Rock		Shreveport		Austin		Beaumont		Galveston		Port Arthur		Waco	
		Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
All occupations ²	593	80		131		90		70		103		31		88	
Fire fighting:															
Chiefs.....	7	1	\$2, 880	1	\$3, 936	1	\$3, 600	1	\$3, 730	1	\$2, 400	1	\$3, 480	1	\$3, 120
Assistant or deputy chiefs.....	8	1	2, 250	1	2, 989	1	1, 980	1	2, 520	2	1, 720	1	2, 100	1	2, 100
Assistant deputy chiefs.....	5	1	1, 950	1	2, 707			2	2, 064						
Battalion chiefs.....	5			2	2, 076	2	1, 860							1	1, 980
Captains.....	72	11	1, 710	2	2, 052	26	1, 740	7	1, 800	14	1, 600	2	1, 740	10	1, 740
Lieutenants.....	39	11	1, 710	18	1, 949									10	1, 620
Pilots.....	2									2	2, 400			10	1, 680
Engineers, fire engine.....	42			20	1, 769					12	1, 600				
Engineers, marine.....	2									2	2, 250			6	1, 500
Drivers.....	40	22	1, 590	12	1, 769										
Privates:															
1st grade.....	265	12	1, 530	36	1, 654	51	1, 560	40	1, 680	68	1, 440	19	1, 620	39	1, 500
2d grade.....	15	9	1, 434	4	1, 560			2	1, 620						
3d grade.....	17	4	1, 410	13	1, 500										
4th grade.....	9	4	1, 284	3	1, 440			2	1, 440						
5th grade.....	2			2	1, 380										
Probationary.....	1			1	1, 320										
Miscellaneous:															
Oilers.....	2									2	1, 440				
Fire prevention:															
Marshals or wardens.....	3					1	1, 980			(³)		1	1, 680	1	2, 280
Assistant marshals or wardens.....	1													1	1, 620
Inspectors.....	5	1	1, 770	1	1, 949	3	1, 560								
Apparatus:															
Superintendents of machinery.....	3	1	1, 920					1	2, 928					1	1, 980
Assistant superintendents of machinery.....	1	1	1, 620												
Automobile mechanics.....	4			1	2, 052	1	1, 980	1	1, 992	(³)		1	1, 954		
General mechanics:															
Painters.....	2							1	1, 800					1	1, 740
Miscellaneous:															
Operators, searchlight trucks.....	1							1	1, 200						

Fire alarm:															
Superintendents.....	3		1	2,681							1	1,920	1	2,160	
Assistant superintendents.....	2		1	2,322									1	1,560	
Chief fire alarm operators.....	1						1	1,824							
Operators, fire alarm.....	17	(3)	3	1,596	{	2	1,560	{	1,380						
Operators, telephone.....	3		3	1,596		1	1,740		1,812	(6)		5	912	2	1,680
Electricians.....	2							1	2,064					1	1,320
Linemen.....	2							1	1,740					1	960
Linemen's helpers.....	1							1	1,440						
Miscellaneous:															
Radio technicians.....	3		1	1,716			{	1	1,500						
Radio repairmen.....	2		2	1,596				1	1,992						
Truck drivers.....	1		1	1,560											
Clerical:															
Secretaries.....	3	(3)	1	1,320		1	1,560	1	1,800	(3)				(3)	

¹ Based on U. S. Census of Population for 1930.

² Totals include regular, full-time employees, but do not include part-time employees, call men, or volunteers.

³ Men from uniformed force assigned to this work.

⁴ Includes 1 at \$1,380, 1 at \$1,680, 1 at \$1,740, and 1 at \$1,812.

⁵ Work performed by a separate city bureau.

TABLE D.—Number of employees and annual salaries in fire departments of each of 11 West South Central cities with a population of 25,000 and under 50,000,¹ by occupations, July 1, 1938

Division and occupation	Total number of employees	Arkansas		Louisiana		Oklahoma		Texas																
		Fort Smith		Baton Rouge		Monroe		Enid		Muskogee		Amarillo		Corpus Christi		Laredo		San Angelo		Texarkana		Wichita Falls		
		Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	
All occupations ²	421	49		40		43		21		46		49		34		34		33		24		48		
Fire fighting:																								
Chiefs.....	11	1	\$2,400	1	\$3,600	1	\$2,580	1	\$1,560	1	\$2,400	1	\$1,860	1	\$2,220	1	\$2,400	1	\$2,178	1	\$1,860	1	\$2,400	
Assistant or deputy chiefs.....	15	1	1,800	2	2,740	1	1,920	2	1,500	2	1,620	2	1,740	1	1,620	1	1,260	1	1,704	1	1,560	1	2,100	
Assistant deputy chiefs.....	4	1	1,680	1	2,400	1	1,776															1	1,980	
Battalion chiefs.....	1																						1	1,752
Captains.....	64	6	1,500	6	1,656	9	1,524	2	1,440	10	1,440	8	1,620	4	1,560	3	1,080	4	1,458	{	4	1,260	6	1,692
Lieutenants.....	11	6	1,440					2	1,380							3	960				2	1,320		
Engineers, fire engine.....	25			1	1,500							10	1,500					8	1,386	6	1,200			
Drivers.....	54	{	11 1,380			2	1,320			12	1,320	4	1,500			9	840				2	1,080	{	3 1,348
Privates:		1	1,740																			10	1,500	
1st grade.....	148	20	1,320	14	1,476	16	1,320	11	1,320	13	1,260	18	1,440	14	1,440	7	840	13	1,308	8	1,020	14	1,452	
2d grade.....	28			4	1,416	5	1,212							9	1,320	8	720					2	1,380	
3d grade.....	11			2	1,380									2	1,200							7	1,272	
4th grade.....	2			2	1,320																			
5th grade.....	3			1	1,080	2	1,116																	
Fire prevention:																								
Marshals or wardens.....	6							1	1,440	1	1,440	1	2,320	1	1,440	1	1,080	1	1,560	(³)		(³)		
Inspectors.....	1					1	1,416																	
Apparatus: ⁴																								
Superintendents of machinery.....	2							1	1,500	1	1,440													
Assistant superintendents of machinery.....	1							1	1,380															
Automobile mechanics.....	5	(⁵)		1	1,656	1	1,620									1	1,320	1	1,308				1	1,692
Fire alarm: ⁶																								
Superintendents.....	5					1	1,416	(⁵)		1	1,440	1	1,800	1	1,920			1	1,800					
Assistant superintendents.....	2			1	1,956					1	1,320													
Operators, fire alarm.....	12			3	1,320	1	1,212			3	1,260	2	1,440					3	1,134					
Operators, telephone.....	4	2	1,320			2	1,320																	
Linemen.....	4											2	1,440	1	960								1	1,500
Clerical:																								
Secretaries.....	2	(⁵)		1	1,656			(⁵)		1	1,440			(⁵)		(⁵)		(⁵)						

¹ Based on U. S. Census of Population for 1930.

² Totals include regular, full-time employees, but do not include part-time employees, call men or volunteers.

³ Men from uniformed force assigned to this work.

⁴ Work of this division performed by men from uniformed force in Corpus Christi.

⁵ Driver assigned as mechanic with \$30 additional salary.

⁶ Work of this division performed by men from uniformed force in Laredo.

TABLE E.—Average hours and days on duty per week in fire departments of 26 West South Central cities, by functional divisions, July 1, 1938

System of operation	Average hours on duty per week	Average days on duty per week	All divisions				Division			
			City group ¹			All cities	City group ¹			
			All cities	I	II		III	I	II	III
All systems ²	-----	-----	3,626	2,612	593	421	3,364	2,454	533	377
Continuous duty.....	168	7.0	25	8	5	12	25	8	5	12
Single platoon ³	-----	-----	58	-----	-----	58	56	-----	-----	56
On 3 days, off 1 day.....	126	5.3	28	-----	-----	28	26	-----	-----	26
On 5 days, off 1 day.....	140	5.8	30	-----	-----	30	30	-----	-----	30
2-platoon—regular ⁴	-----	-----	2,789	2,080	416	293	2,755	2,068	412	275
On 24 hours, off 24 hours.....	84	3.5	1,217	795	289	133	1,204	794	287	123
Shift 3d day.....	84	5.8	669	669	-----	-----	669	669	-----	-----
Shift 7th day.....	84	6.5	523	373	102	48	521	373	102	46
Shift twice each month—no full day off.....	84	7.0	265	243	-----	22	254	232	-----	22
Shift 15th day.....	84	6.8	64	-----	25	39	60	-----	23	37
Shift each week—no full day off.....	84	7.0	51	-----	-----	51	47	-----	-----	47
2-platoon—with additional time off duty ⁵	-----	-----	517	371	115	31	517	371	115	31
Shift 15th day—1 day off per week.....	72	6.0	31	-----	-----	31	31	-----	-----	31
On 24 hours, off 24 hours—0.5 day off per week.....	72	3.0	371	371	-----	-----	371	371	-----	-----
On 24 hours, off 24 hours—0.1 day off per week.....	81	3.4	115	-----	115	-----	115	-----	115	-----
Other ⁶	49.5	6.0	237	153	57	27	11	7	1	3

System of operation	Division											
	Fire prevention				Apparatus				Fire alarm			
	All cities	City group ¹			All cities	City group ¹			All cities	City group ¹		
I		II	III	I		II	III	I		II	III	
All systems ²	43	27	9	7	61	42	11	8	130	66	37	27
Continuous duty.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Single platoon ³	1	-----	-----	1	1	-----	-----	1	-----	-----	-----	-----
On 3 days, off 1 day.....	1	-----	-----	1	1	-----	-----	1	-----	-----	-----	-----
On 5 days, off 1 day.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
2-platoon—regular ⁴	4	1	1	2	13	9	-----	4	15	1	3	11
On 24 hours, off 24 hours.....	2	1	-----	1	2	-----	-----	2	9	-----	-----	7
Shift 3d day.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Shift 7th day.....	-----	-----	-----	-----	-----	-----	-----	2	-----	-----	-----	2
Shift twice each month—no full day off.....	-----	-----	-----	-----	9	9	-----	1	-----	1	-----	-----
Shift 15th day.....	1	-----	1	-----	-----	-----	-----	2	-----	-----	1	1
Shift each week—no full day off.....	1	-----	-----	1	2	-----	-----	1	-----	-----	-----	1
2-platoon—with additional time off duty ⁵	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Shift 15th day—1 day off per week.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
On 24 hours, off 24 hours—0.5 day off per week.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
On 24 hours, off 24 hours—0.1 day off per week.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Other ⁶	38	26	8	4	47	33	11	3	115	65	34	16

See footnotes at end of table.

TABLE E.—Average hours and days on duty per week in fire departments of 26 West South Central cities, by functional divisions, July 1, 1938—Continued

System of operation	Division									
	Clerical				Miscellaneous					
	All cities	City group ¹			All cities	City group ¹				
		I	II	III		I	II	III		
All systems ²	22	17	3	2	6	6				
Continuous duty.....										
Single platoon ³										
On 3 days, off 1 day.....										
On 5 days, off 1 day.....										
2-platoon—regular ⁴	2	1		1						
On 24 hours, off 24 hours.....										
Shift 3d day.....										
Shift 7th day.....										
Shift twice each month—no full day off.....	1	1								
Shift 15th day.....	1			1						
Shift each week—no full day off.....										
2-platoon—with additional time off duty ⁵										
Shift 15th day—1 day off per week.....										
On 24 hours, off 24 hours—0.5 day off per week.....										
On 24 hours, off 24 hours—0.1 day off per week.....										
Other ⁶	20	16	3	1	6	6				

¹ Group I includes cities having a population of 100,000 or more; group II, cities having a population of 50,000 and under 100,000; and group III, cities having a population of 25,000 and under 50,000, based on U. S. Census of Population for 1930.

² Includes only regular, full-time employees.

³ The average number of hours on duty per week for employees in each variation of the single platoon system is arrived at by dividing the total number of hours on duty per year for each variation by 52.143. The average number of tours on duty per week for each variation is arrived at by dividing the total number of tours on duty per year by 52.143.

⁴ Under each variation of the regular 2-platoon system the employees work in 2 groups, 1 group being on duty while the other is off duty. Over a period of days, therefore, each group is on duty as many hours as the other, or an average of 12 hours a day and 84 hours a week. Each variation of the 2-platoon system, however, spreads these 84 hours over a different number of days on duty per week. The average number of days on duty per week for each variation is arrived at by dividing the number of days on duty per year by 52.143.

⁵ Under 2-platoon system with additional time off the employees are on duty less than an average of 84 hours per week. The average number of weekly hours on duty under this system is arrived at by deducting the number of additional weekly hours off from 84. The average number of days on duty is arrived at by dividing the number of days on duty per year by 52.143.

⁶ The average number of hours and days per week is arrived at by dividing the total weekly man-hours and man-days by the total number of employees under "other."

TABLE F.—Total salaries and total number of employees of fire departments in 26 West South Central Division cities, by occupation, July 1, 1933

Division ¹ and occupation	Number of employees				Total salaries			
	All cities	City group ²			All cities	City group ²		
		I	II	III		I	II	III
All occupations ³	3,626	2,612	593	421	\$6,307,378	\$4,738,124	\$980,646	\$588,608
Fire fighting	3,364	2,454	533	377	5,810,698	4,404,622	879,922	526,154
Chiefs.....	26	8	7	11	83,634	35,040	23,136	25,458
Assistant or deputy chiefs.....	33	10	8	15	74,512	29,969	17,379	27,164
Assistant deputy chiefs.....	28	19	5	4	68,103	49,412	10,855	7,836
Battalion chiefs.....	43	37	5	1	97,872	86,268	9,852	1,752
Captains.....	468	332	72	64	865,898	645,828	124,034	96,036
Lieutenants.....	240	190	39	11	431,072	346,700	70,092	14,280
Pilots.....	4	2	2	—	9,600	4,800	4,800	—
Engineers, fire engine.....	138	71	42	25	240,908	134,740	71,380	34,788
Engineers, marine.....	6	4	2	—	12,900	8,400	4,500	—
Drivers.....	487	393	40	54	838,041	702,669	65,208	70,164
Privates:								
1st grade.....	1,412	999	265	148	2,340,064	1,731,664	411,864	196,536
2d grade.....	123	80	15	28	190,614	136,104	22,386	32,124
3d grade.....	92	64	17	11	142,134	102,930	25,140	14,064
4th grade.....	64	53	9	2	110,256	95,280	12,336	2,640
5th grade.....	97	92	2	3	165,252	159,180	2,760	3,312
Probationary.....	69	68	1	—	79,920	78,600	1,320	—
Miscellaneous.....	34	32	2	—	59,918	57,038	2,880	—
Fire prevention	43	27	9	7	82,307	55,152	15,959	11,196
Marshals or wardens.....	15	6	3	6	31,500	15,780	5,940	9,780
Assistant marshals or wardens.....	6	5	1	—	12,030	10,410	1,620	—
Chief inspectors.....	1	1	—	—	1,950	1,950	—	—
Inspectors.....	19	13	5	1	32,447	22,632	8,399	1,416
Miscellaneous.....	2	2	—	—	4,380	4,380	—	—
Apparatus	61	42	11	8	118,368	85,286	21,166	11,916
Superintendents of machinery.....	12	7	3	2	26,906	17,138	6,828	2,940
Assistant superintendents.....	8	6	1	1	15,598	12,598	1,620	1,380
Machinists.....	1	1	—	—	1,920	1,920	—	—
Auto mechanics.....	32	23	4	5	59,754	44,180	7,978	7,596
General mechanics.....	5	3	2	—	9,390	5,850	3,540	—
Mechanics' helpers.....	2	2	—	—	3,600	3,600	—	—
Miscellaneous.....	1	—	1	—	1,200	—	1,200	—
Fire alarm	130	66	37	27	239,867	144,702	58,919	36,246
Superintendents.....	15	7	3	5	35,861	20,724	6,761	8,376
Assistant superintendents.....	6	2	2	2	12,686	5,528	3,882	3,276
Chief fire alarm operators.....	2	1	1	—	3,894	2,070	1,824	—
Fire alarm operators.....	60	31	17	12	97,794	59,640	24,180	13,974
Telephone operators.....	11	4	3	4	16,068	6,000	4,788	5,280
Electricians.....	10	8	2	—	25,104	21,720	3,384	—
Linemen.....	15	9	2	4	30,000	21,960	2,700	5,340
Helpers.....	1	—	1	—	1,440	—	1,440	—
Miscellaneous.....	10	4	6	—	17,020	7,060	9,960	—
Clerical	22	17	3	2	42,638	34,862	4,680	3,096
Secretaries.....	11	6	3	2	20,856	13,080	4,680	3,096
Assistant secretaries.....	1	1	—	—	1,920	1,920	—	—
Chief clerks.....	3	3	—	—	6,570	6,570	—	—
Clerks and bookkeepers.....	4	4	—	—	8,636	8,636	—	—
Stenographers and typists.....	3	3	—	—	4,656	4,656	—	—
Miscellaneous	6	6	—	—	13,500	13,500	—	—
Building inspectors.....	1	1	—	—	3,000	3,000	—	—
Assistant building inspectors.....	5	5	—	—	10,500	10,500	—	—

¹ All fire departments assign men from the fire-fighting division to the other divisions and carry these assigned men on the fire-fighting division list. This is done to provide the fire department with a reserve for cases of emergency. As a result of this method of assignment, the fire-fighting division is always shown to be larger than it actually is on a routine day. Some other factors are also responsible for the small size of the non-fire-fighting divisions. In some cities, for example, the maintenance work is let to private contractors, part of the fire-prevention work is done by the building inspector's office, and the fire-alarm work is done by the local telephone company or by a separate city bureau.

² Group I includes cities having a population of 100,000 or more; group II, cities having a population of 50,000 and under 100,000; and group III, cities having a population of 25,000 and under 50,000, based on U. S. Census of Population for 1930.

³ Includes only regular, full-time employees.

