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UNITED STATES DEPARTMENT OF LABOR  
*Frances Perkins, Secretary*  
BUREAU OF LABOR STATISTICS  
*Isador Lubin, Commissioner*  
in cooperation with  
WORK PROJECTS ADMINISTRATION

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

VOLUME I  
New England Cities

+

Prepared by the  
DIVISION OF CONSTRUCTION AND  
PUBLIC EMPLOYMENT  
*HERMAN B. BYER, Chief*



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## CONTENTS

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	Page
Summary.....	1
Employment and salaries:	
Range of salaries.....	2
Salaries in various occupations.....	4
Types of duty for patrolmen.....	11
Comparison of employment and salaries in various occupations.....	11
Hours and working conditions:	
Platoon systems.....	13
Hours of duty.....	14
Promotion of patrolmen.....	17
Vacations with pay.....	18
Items supplied to uniformed force.....	19
Appendix:	
Table A.—Cities covered by this report.....	20
Table B.—Number of employees and annual salaries in cities of 100,000 or more, by occupation.....	22
Table C.—Number of employees and annual salaries in cities of 50,000 to 100,000, by occupation.....	26
Table D.—Number of employees and annual salaries in cities of 25,000 to 50,000, by occupation.....	28
Table E.—Total salaries and total number of employees.....	32
Table F.—Average hours and days on duty by occupational divisions.....	33



**Letter of Transmittal**

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**UNITED STATES DEPARTMENT OF LABOR,  
BUREAU OF LABOR STATISTICS,  
Washington, D. C., November 8, 1940.**

**The SECRETARY OF LABOR:**

I have the honor to transmit herewith the first of a series of nine reports on Salaries and Hours of Labor in Municipal Police Departments. This report covers 53 cities in the New England States. The study was made in cooperation with the Work Projects Administration.

**ISADOR LUBIN, *Commissioner.***

**Hon. FRANCES PERKINS,  
*Secretary of Labor.***

**v**



## PREFACE

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The responsibilities of city police departments have always been considered vital, but present conditions tend to increase the importance of these groups as guardians of the welfare and safety of local communities. In spite of the great value of such services to the general public, very little information has been available concerning the size of force necessary, the cost of the service, and the salaries, hours, and working conditions of the members of the departments. In order to present a comprehensive picture of these factors the Bureau of Labor Statistics, with the cooperation of the Work Projects Administration, has conducted a survey of the police departments in cities having a population of 25,000 or more.

The present study of the New England States is the first in a series of nine. It includes detailed information on salaries, hours of duty, and other working conditions in effect July 1, 1938, as well as explanations of the various systems of hours devised for maintaining maximum police protection when the need is greatest. Promotion and vacation policies and other vital factors related to employment in police departments are discussed and analyzed. Similar reports will be issued for each of the other geographic divisions of the United States, together with a summary report for the country as a whole.

This survey was under the general direction of Herman B. Byer, Chief of the Division of Construction and Public Employment, and under the more immediate supervision of Jesse M. Hadley, Director of the State, County, and Municipal Survey. The editing and tabulation of the factual data were conducted by Mahlon B. Buckman. Carol P. Brainerd was the technical adviser, and the final analysis and presentation was made by Gerald M. Whitright.



## **Salaries and Hours of Labor in Municipal Police Departments, New England Cities, July 1, 1938**

### **Summary**

On July 1, 1938, the police departments of 53 New England cities having a 1930 population of 25,000 or more employed 8,519 persons whose total annual salaries amounted to \$18,004,000.<sup>1</sup>

The cities included in this report cover a wide range of variation in population and wealth, and in need for police protection. The largest studied was Boston, with a population of 781,000, while at the other end of the range was a group of 4 small cities with populations between 25,000 and 26,000. The size of departments ranged from 2,313 for Boston to 25 for Concord, N. H.

In 1938, Boston spent \$6,285 in police salaries for every thousand of population and employed three men per thousand. In the 29 smallest cities the employment and expenditures per thousand inhabitants, with few exceptions, were less than half as great. In general, the personnel required and the cost of police protection per thousand inhabitants varied directly with the size of the city.

Individual salaries ranged from the \$7,000 paid the chief in Boston to wages of \$469 received by a police matron in Haverhill, Mass. Nearly two-thirds of all employees of the police departments surveyed received between \$1,950 and \$2,250 per year.

About a third of the police department chiefs received more than \$3,950 and 45 percent received between \$2,950 and \$3,650. Salaries were higher, of course, for administrative and supervisory personnel in all cities than for the patrolmen and for the miscellaneous groups not included in the uniformed force, but the salaries were lower for the smaller cities. Only 3 of the 28 chiefs in group III cities received

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<sup>1</sup>The cities studied have been divided into three size groups designated as groups I, II, and III. The first group includes 13 cities with over 100,000 population; the second, 11 cities with a population between 50,000 and 100,000; and the third, 29 cities of 25,000 to 50,000. In 1930 New England had 55 cities of 25,000 or over, but New Britain, Conn., and Torrington, Conn., are not included in this report because data were not available. See appendix table A for a complete list of cities and their populations.

\$3,950 or more as compared with 10 of the 13 in group I cities. More than two-thirds of all patrolmen were concentrated within the salary range of \$2,050 to \$2,250.

Most cities promoted their policemen automatically from one grade to the next after a year or two of service. About nine-tenths of all patrolmen were classified as first grade; the remainder represented the more recent additions to the force, who had not served the period of time or passed the tests required for promotion.

The number of days and hours worked per week varied with the system of operation, and not all workers under the same system of operation in a given city worked the same hours, since tours in some cities were of unequal lengths. Ninety-three percent of all police employees were in cities operating under some form of the three-platoon system, and the majority of them worked under 2 forms of that system which averaged 48 and 49 hours per week with average time off of about 1 day per week.

Most of the police departments supplied their members with certain items of equipment free of charge. The items most generally supplied were weapons and arms; 42 cities gave revolvers and 37 supplied clubs or nightsticks. Only 7 cities furnished full uniforms, but many provided some articles of clothing and furnishings, such as raincoats, belts, and badges. Nearly all employees received vacations with pay, usually 2 full calendar weeks.

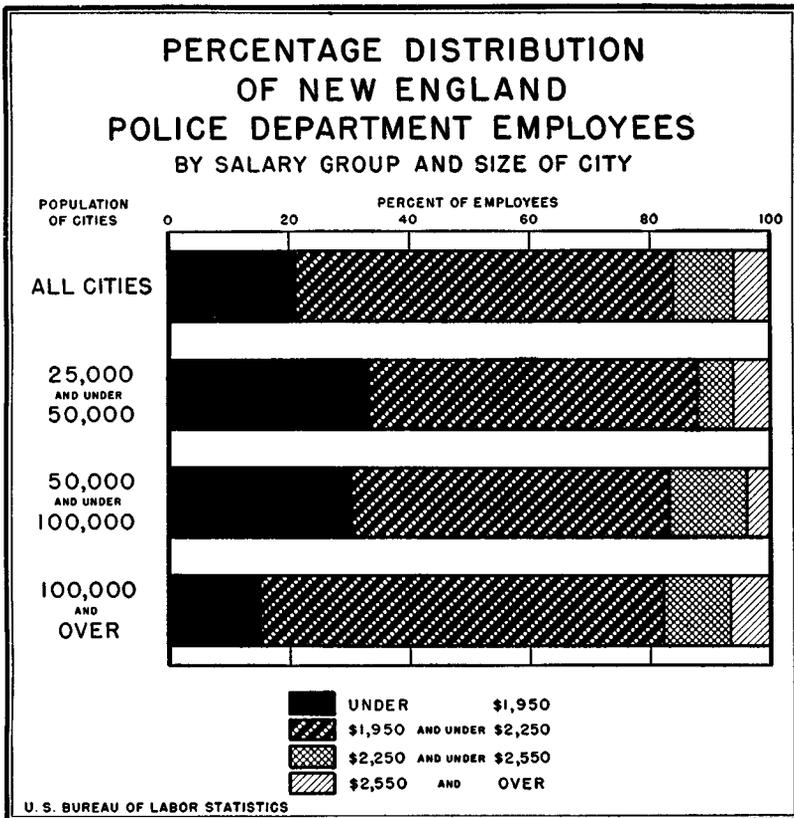
This report represents data prepared by the Bureau of Labor Statistics in cooperation with the Work Projects Administration in a study of employment, salaries, and working conditions, as of July 1, 1938, in the police departments of all cities in the United States with populations of 25,000 or more in 1930. This study for New England States, is one of a series being issued by geographic divisions.

## Employment and Salaries

### Range of Salaries

The total number of employees receiving salaries between \$1,950 and \$2,250 per year was 5,356 or 63 percent of the total. In the larger cities, slightly more than two-thirds (67 percent) fell within this \$300 range; and in general the larger cities within the group paid the higher salaries. In the medium and small-sized cities the proportion within the \$300 range was nearer one-half than two-thirds, and a greater proportion received less than \$1,950 than in the group of largest cities. For the two groups of smaller cities percentages falling below the \$1,950 figure were 30 and 33 percent, respectively, as compared with only 15 percent for the large cities.

The chart below shows the proportion of employees receiving salaries below \$1,950, above \$2,550, and in the two \$300 intervals beginning at \$1,950 and at \$2,250 for all cities and for each size group.



Annual salaries under \$950 and over \$3,950 were widely distributed. Maximum salaries were \$7,000 in group I cities, \$6,000 in group II cities, and \$4,275 in group III cities. Minimum salaries were \$720 \$600, and \$469 in the three groups, respectively.

TABLE 1.—*New England police-department employees, by salary groups and size of city*<sup>1</sup>

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

Salary group	Number				Percentage			
	All cities	City group			All cities	City group		
		I	II	III		I	II	III
All employees.....	8,519	5,588	1,334	1,597	100.0	100.0	100.0	100.0
Under \$950.....	19	39	43	57	.2	.2	.2	.4
\$950 to \$1,049.....	18	9	5	4	.2	.2	.4	.2
\$1,050 to \$1,149.....	28	22	1	5	.3	.4	.1	.3
\$1,150 to \$1,249.....	36	28	4	4	.4	.5	.3	.2
\$1,250 to \$1,349.....	20	9	2	9	.2	.2	.2	.6
\$1,350 to \$1,449.....	21	16	2	3	.2	.3	.2	.2
\$1,450 to \$1,549.....	66	24	26	16	.8	.4	1.0	1.0
\$1,550 to \$1,649.....	318	127	114	77	3.7	2.3	8.5	4.8
\$1,650 to \$1,749.....	396	310	26	60	4.7	5.5	1.9	3.7
\$1,750 to \$1,849.....	413	99	83	231	4.9	1.8	6.2	14.5
\$1,850 to \$1,949.....	446	195	137	114	5.3	3.5	10.2	7.1
\$1,950 to \$2,049.....	665	223	105	337	7.8	4.0	7.9	21.1
\$2,050 to \$2,149.....	2,916	2,468	243	205	34.2	44.2	18.2	12.8
\$2,150 to \$2,249.....	1,775	1,070	352	353	20.8	19.1	26.4	22.1
\$2,250 to \$2,349.....	376	267	85	24	4.4	4.8	6.3	1.5
\$2,350 to \$2,449.....	111	19	62	30	1.3	.3	4.6	1.9
\$2,450 to \$2,549.....	391	329	29	33	4.6	5.9	2.2	2.1
\$2,550 to \$2,649.....	101	65	4	32	1.2	1.1	.3	2.0
\$2,650 to \$2,749.....	160	120	29	11	1.9	2.1	2.2	.7
\$2,750 to \$2,849.....	61	42	5	14	.8	.7	.4	.9
\$2,850 to \$2,949.....	11	6	-----	5	.1	.1	-----	.3
\$2,950 to \$3,049.....	44	34	4	6	.5	.6	.3	.4
\$3,050 to \$3,149.....	25	22	2	1	.3	.4	.2	.1
\$3,150 to \$3,249.....	9	2	2	5	.1	.1	.2	.3
\$3,250 to \$3,349.....	8	7	-----	1	.1	.1	-----	.1
\$3,350 to \$3,449.....	6	5	-----	1	.1	.1	-----	.1
\$3,450 to \$3,549.....	10	3	3	4	.1	.1	.2	.2
\$3,550 to \$3,649.....	11	8	2	1	.1	.1	.2	.1
\$3,650 to \$3,749.....	-----	-----	-----	-----	-----	-----	-----	-----
\$3,750 to \$3,849.....	5	4	-----	1	.1	.1	-----	.1
\$3,850 to \$3,949.....	-----	-----	-----	-----	-----	-----	-----	-----
\$3,950 and over.....	53	46	74	83	.6	.8	.3	.2

<sup>1</sup> This and the following tables include data for 53 New England cities as of July 1, 1938, as follows: Group I, 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 the U. S. Census of Population for 1930.

<sup>2</sup> This and the following tables include only regular, full-time employees, with the exception of the commissioner in Boston.

<sup>3</sup> Includes employees with salaries ranging from \$720 to \$936.

<sup>4</sup> Includes employees with salaries ranging from \$600 to \$848.

<sup>5</sup> Includes employees with salaries ranging from \$469 to \$850.

<sup>6</sup> Includes employees with salaries ranging from \$4,000 to \$7,000.

<sup>7</sup> Includes employees with salaries ranging from \$4,000 to \$6,000.

<sup>8</sup> Includes employees with salaries ranging from \$4,016 to \$4,275.

### Salaries in Various Occupations

The data in table 2 give a more detailed picture of the employment and salary structure from the standpoint of rates of pay in various occupations and divisions in the police departments. Nearly a third of the chiefs of the departments received more than \$3,950 and 45 percent of the chiefs received between \$2,950 and \$3,650. Only 34 officers held positions of rank higher than captain and lower than chief,

and their salaries showed no general tendency to concentrate within any narrow range. In two cities a captain acted as department chief.

For the 131 police captains reported, the salaries varied considerably in cities of different size. Twenty-three captains (all in group I cities) had salaries of \$3,950 or more; and 38 had salaries of less than \$2,550. Of these, 25 were in the group III cities.

A total of 207 lieutenants out of 229 had salaries between \$2,050 and \$2,850, while 5 had salaries lower and 17 salaries higher than that range. Salaries for 585 police sergeants were similarly concentrated in a somewhat narrower and lower range. In the case of patrolmen 4,372 out of 6,448 had salaries ranging from \$2,050 to \$2,250. However, group III cities had no patrolmen with salaries in excess of \$2,250 and in group II cities 7 percent had a salary rating higher than that figure, as compared with 3 percent for group I cities.

TABLE 2.—*New England police-department employees, by selected occupations and salary groups*

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

Salary group	All occupations				Chiefs			Assistant or deputy chiefs				
	All cities	City group			All cities	City group			All cities	City group		
		I	II	III		I	II	III		I	II	III
Number of cities reporting.....	53	13	11	29	51	13	10	28	19	10	2	7
All employees.....	8,519	5,588	1,334	1,597	51	13	10	28	24	15	2	7
Under \$950.....	19	9	3	7								
\$950 to \$1,049.....	18	9	5	4								
\$1,050 to \$1,149.....	28	22	1	5								
\$1,150 to \$1,249.....	36	28	4	4								
\$1,250 to \$1,349.....	20	9	2	9								
\$1,350 to \$1,449.....	21	16	2	3								
\$1,450 to \$1,549.....	66	24	26	16								
\$1,550 to \$1,649.....	318	127	114	77								
\$1,650 to \$1,749.....	396	310	26	60								
\$1,750 to \$1,849.....	413	99	83	231					1			1
\$1,850 to \$1,949.....	446	195	137	114					1			1
\$1,950 to \$2,049.....	665	223	105	337								
\$2,050 to \$2,149.....	2,916	2,468	243	205	1			1	1			1
\$2,150 to \$2,249.....	1,775	1,070	352	353					1			1
\$2,250 to \$2,349.....	376	267	85	24								
\$2,350 to \$2,449.....	111	19	62	30	2			2	2			2
\$2,450 to \$2,549.....	391	329	29	33	3		1	2				
\$2,550 to \$2,649.....	101	65	4	32	3		1	2	1			1
\$2,650 to \$2,749.....	160	120	29	11	2			2				
\$2,750 to \$2,849.....	61	42	5	14								
\$2,850 to \$2,949.....	11	6		5					4	4		
\$2,950 to \$3,049.....	44	34	4	6	7		1	6	1		1	
\$3,050 to \$3,149.....	25	22	2	1	2	1		1				
\$3,150 to \$3,249.....	9	2	2	5	4	1		3	1	1		
\$3,250 to \$3,349.....	8	7		1	1				1	1		
\$3,350 to \$3,449.....	6	5		1	1			1				
\$3,450 to \$3,549.....	10	3	3	4	5	1	2	2	1	1		
\$3,550 to \$3,649.....	11	8	2	1	3		2	1				
\$3,650 to \$3,749.....												
\$3,750 to \$3,849.....	5	4		1	1			1	2	2		
\$3,850 to \$3,949.....												
\$3,950 and over.....	53	46	4	3	16	10	3	3	7	6	1	

TABLE 2.—New England police-department employees, by selected occupations and salary groups—Continued

Salary group	Assistant deputy chiefs			Inspectors			Captains			
	All cities <sup>1</sup>	City group		All cities <sup>1</sup>	City group		All cities	City group		
		I	III		I	III		I	II	III
Number of cities reporting.....	2	1	1	3	1	2	48	13	10	25
All employees.....	2	1	1	8	3	5	131	75	19	37
Under \$950.....										
\$950 to \$1,049.....										
\$1,050 to \$1,149.....										
\$1,150 to \$1,249.....										
\$1,250 to \$1,349.....	1		1							
\$1,350 to \$1,449.....										
\$1,450 to \$1,549.....										
\$1,550 to \$1,649.....										
\$1,650 to \$1,749.....										
\$1,750 to \$1,849.....				2		2	8		2	6
\$1,850 to \$1,949.....										
\$1,950 to \$2,049.....				3		3	5			5
\$2,050 to \$2,149.....							4			4
\$2,150 to \$2,249.....							3			3
\$2,250 to \$2,349.....							2		2	
\$2,350 to \$2,449.....							11	3	3	5
\$2,450 to \$2,549.....							5	3		2
\$2,550 to \$2,649.....							1		1	
\$2,650 to \$2,749.....							15	12	1	2
\$2,750 to \$2,849.....	1	1					12		5	7
\$2,850 to \$2,949.....							1			1
\$2,950 to \$3,049.....							19	18	1	
\$3,050 to \$3,149.....							9	7	2	
\$3,150 to \$3,249.....							3		2	1
\$3,250 to \$3,349.....							5	5		
\$3,350 to \$3,449.....							4	4		
\$3,450 to \$3,549.....							1			1
\$3,550 to \$3,649.....				3	3					
\$3,650 to \$3,749.....										
\$3,750 to \$3,849.....										
\$3,850 to \$3,949.....										
\$3,950 and over.....							23	23		

<sup>1</sup> No persons in this occupation in cities of group II.

TABLE 2.—New England police-department employees, by selected occupations and salary groups—Continued

Salary group	Lieutenants				Sergeants				Patrolmen—all grades			
	All cities	City group			All cities	City group			All cities	City group		
		I	II	III		I	II	III		I	II	III
Number of cities reporting.	43	11	11	21	52	13	11	28	53	13	11	29
All employees.....	229	145	38	46	585	391	84	110	6,448	4,246	1,017	1,185
Under \$950.....												
\$950 to \$1,049.....												
\$1,050 to \$1,149.....												
\$1,150 to \$1,249.....												
\$1,250 to \$1,349.....												
\$1,350 to \$1,449.....												
\$1,450 to \$1,549.....									33		22	11
\$1,550 to \$1,649.....									221	54	99	68
\$1,650 to \$1,749.....	4		3	1	8		4	4	355	292	15	48
\$1,750 to \$1,849.....					13	10		3	295	41	59	195
\$1,850 to \$1,949.....					11			11	391	171	129	91
\$1,950 to \$2,049.....	1			1	22		11	11	573	196	83	294
\$2,050 to \$2,149.....	21	13	3	5	16			16	2,743	2,365	210	168
\$2,150 to \$2,249.....	6			6	27	11	4	12	1,629	989	330	310
\$2,250 to \$2,349.....	9	2		7	115	94	8	13	208	138	70	
\$2,350 to \$2,449.....	27	9	12	6	44		35	9				
\$2,450 to \$2,549.....	35	30	3	2	261	221	22	18				
\$2,550 to \$2,649.....	8			8	45	32		13				
\$2,650 to \$2,749.....	74	53	17	4	23	23						
\$2,750 to \$2,849.....	27	24		3								
\$2,850 to \$2,949.....	3			3								
\$2,950 to \$3,049.....												
\$3,050 to \$3,149.....	10	4										
\$3,150 to \$3,249.....		10										
\$3,250 to \$3,349.....												
\$3,350 to \$3,449.....												
\$3,450 to \$3,549.....												
\$3,550 to \$3,649.....												
\$3,650 to \$3,749.....												
\$3,750 to \$3,849.....												
\$3,850 to \$3,949.....												
\$3,950 and over.....												

TABLE 2.—*New England police-department employees, by selected occupations and salary groups—Continued*

Salary group	Detective bureau				Policewomen				Fingerprint section			
	All cities	City group			All cities	City group			All cities	City group		
		I	II	III		I	II	III		I	II	III
Number of cities reporting.....	22	10	4	8	15	10	3	2	6	4	1	1
All employees.....	346	223	59	64	19	14	3	2	14	10	2	2
Under \$950.....												
\$950 to \$1,049.....												
\$1,050 to \$1,149.....												
\$1,150 to \$1,249.....												
\$1,250 to \$1,349.....												
\$1,350 to \$1,449.....												
\$1,450 to \$1,549.....												
\$1,550 to \$1,649.....									1			1
\$1,650 to \$1,749.....	3		2	1	1	1						
\$1,750 to \$1,849.....	14	4	8	2	4	2		2	3	1	2	
\$1,850 to \$1,949.....	1			1	2	1	1		1	1		
\$1,950 to \$2,049.....	5			5	5	5			1			1
\$2,050 to \$2,149.....	27	13	9	5	3	3			1	1		
\$2,150 to \$2,249.....	48	25	9	14	4	2	2		2	2		
\$2,250 to \$2,349.....	26	19	3	4								
\$2,350 to \$2,449.....	21	5	10	6								
\$2,450 to \$2,549.....	73	61	3	9					1	1		
\$2,550 to \$2,649.....	37	28	2	7					2	2		
\$2,650 to \$2,749.....	44	30	11	3								
\$2,750 to \$2,849.....	20	16		4					1	1		
\$2,850 to \$2,949.....	1			1					1	1		
\$2,950 to \$3,049.....	10	9	1									
\$3,050 to \$3,149.....	4	4										
\$3,150 to \$3,249.....	1			1								
\$3,250 to \$3,349.....	1	1										
\$3,350 to \$3,449.....	1	1										
\$3,450 to \$3,549.....	2		1	1								
\$3,550 to \$3,649.....	1	1										
\$3,650 to \$3,749.....												
\$3,750 to \$3,849.....												
\$3,850 to \$3,949.....												
\$3,950 and over.....	6	6										

TABLE 2.—*New England police-department employees, by selected occupations and salary groups—Continued*

Salary group	Operators—radio and telephone				Automobile mechanics				All other			
	All cities	City group			All cities	City group			All cities	City group		
		I	II	III		I	II	III		I	II	III
Number of cities reporting	17	7	5	5	12	4	5	3	53	13	11	29
All employees.....	103	65	25	13	28	19	6	3	531	368	69	94
Under \$950									19	9	3	7
\$950 to \$1,049									18	9	5	4
\$1,050 to \$1,149	1	1							27	21	1	5
\$1,150 to \$1,249	13	9	4						23	19		4
\$1,250 to \$1,349				2					13	5	2	6
\$1,350 to \$1,449	6	4			3	3			18	13	2	3
\$1,450 to \$1,549					2		1	1	31	24	3	4
\$1,550 to \$1,649	11	8	3		8	8			77	57	12	8
\$1,650 to \$1,749	3	1		2	2	1	1		20	15	1	4
\$1,750 to \$1,849	5	1	3	1	3	1	1	1	65	39	8	18
\$1,850 to \$1,949	5	3		2	1	1			33	18	7	8
\$1,950 to \$2,049	10		4	6	2	1	1		38	21	6	11
\$2,050 to \$2,149		26	11		2	1		1	60	46	10	4
\$2,150 to \$2,249	7	7			2	2			46	32	7	7
\$2,250 to \$2,349	2	2			1		1		13	12	1	
\$2,350 to \$2,449					1		1		3	2	1	
\$2,450 to \$2,549	3	3			1	1			10	10		
\$2,550 to \$2,649									4	3		1
\$2,650 to \$2,749									1	1		
\$2,750 to \$2,849												
\$2,850 to \$2,949									1	1		
\$2,950 to \$3,049									3	3		
\$3,050 to \$3,149												
\$3,150 to \$3,249												
\$3,250 to \$3,349												
\$3,350 to \$3,449												
\$3,450 to \$3,549									1	1		
\$3,550 to \$3,649									4	4		
\$3,650 to \$3,749												
\$3,750 to \$3,849									2	2		
\$3,850 to \$3,949												
\$3,950 and over									1	1		

Slightly more than one-third of the employees of the detective bureaus fell in the same salary classifications as the patrolmen. While no patrolmen received more than \$2,350, there were 222 out of the 346 detectives who received more than this amount, including six captains in Boston who had annual salaries of \$4,000. The fingerprint section has been treated as a separate unit in this report, but in most cities its activities are more closely related to the detective bureau than to the uniformed division and when men are assigned to duty in this section they usually are assigned from the detective bureau. The salaries of about two-thirds of the employees in the fingerprint section corresponded to salaries received by patrolmen and the remainder ranked with detectives receiving from \$2,250 to \$2,950.

Telephone and radio operator's salaries, for the most part, fell in the patrolmen range, although there was a small group of 20 men receiving less than \$1,350. The salaries of mechanics showed a fairly even distribution in ranges from \$1,350 to \$2,550. The salaries of the 19 policewomen fell in classifications ranging from \$1,650 to \$2,250.

The number of patrolmen are summarized in table 3 by grade and salary. It will be noted that about nine-tenths of all patrolmen were classified as first grade. In many cities the classification of first grade is given all patrolmen. Since in most departments having several grades the promotion from one grade to the next higher is automatic after a specified time, the total number in the lower grades tends to remain small. As would be expected, the salaries were somewhat lower in the lower grades, but no patrolman received less than \$1,450.

TABLE 3.—Salaries of New England police patrolmen

Salary group	All grades									Number of patrolmen by specified grade		
	Number				Percentage					First <sup>1</sup>		
	All cities	City group			All cities	City group			All cities	City group		
		I	II	III		I	II	III		I	II	III
All patrolmen.....	6,448	4,246	1,017	1,185	100.0	100.0	100.0	100.0	5,855	3,903	882	1,070
\$1,450 to \$1,549.....	33	---	22	11	.5	---	2.2	.9	---	---	---	---
\$1,550 to \$1,649.....	221	54	99	68	3.4	1.3	9.7	5.7	148	---	92	56
\$1,650 to \$1,749.....	355	292	15	48	5.5	6.9	1.5	4.0	186	162	---	24
\$1,750 to \$1,849.....	295	41	59	195	4.6	1.0	5.8	16.5	218	---	56	162
\$1,850 to \$1,949.....	391	171	129	91	6.1	4.0	12.7	7.7	282	137	72	73
\$1,950 to \$2,049.....	573	196	83	294	8.9	4.6	8.2	24.8	482	146	59	277
\$2,050 to \$2,149.....	2,743	2,365	210	168	42.5	55.7	20.6	14.2	2,702	2,331	203	168
\$2,150 to \$2,249.....	1,629	989	310	310	25.3	23.3	32.4	26.2	1,629	989	330	310
\$2,250 to \$2,349.....	208	138	70	---	3.2	3.2	6.9	---	208	138	70	---

Salary group	Number of patrolmen by specified grade															
	Second			Third			Fourth			Fifth						
	All cities	City group			All cities	City group			All cities	City group			All cities	City group		
		I	II	III		I	II	III		I	II	III		I	II	III
All patrolmen.....	288	203	35	50	232	111	67	54	60	20	30	10	13	9	3	1
\$1,450 to \$1,549.....	---	---	---	---	15	---	7	8	18	---	15	3	---	---	---	---
\$1,550 to \$1,649.....	17	---	7	10	47	45	---	2	---	---	---	---	9	9	---	---
\$1,650 to \$1,749.....	142	119	15	8	16	---	---	16	11	11	---	---	---	---	---	---
\$1,750 to \$1,849.....	7	---	---	7	50	32	---	18	16	9	---	7	4	---	3	1
\$1,850 to \$1,949.....	11	---	---	11	85	34	44	7	13	---	13	---	---	---	---	---
\$1,950 to \$2,049.....	73	50	9	14	16	---	13	3	2	---	---	---	---	---	---	---
\$2,050 to \$2,149.....	38	34	4	---	3	---	3	---	---	---	---	---	---	---	---	---
\$2,150 to \$2,249.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
\$2,250 to \$2,349.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

<sup>1</sup> Includes cruiser car and motorcycle officers.

## Types of Duty for Patrolmen

The development of traffic problems has resulted in the necessity for trained personnel to handle the bulk of this work. However, the proportion of patrolmen definitely assigned to traffic control alone was small—about 13 out of every 100 patrolmen (table 4). For group I cities the proportion was 14 out of every 100, for group II cities 9, and for the smallest cities, 11. While these patrolmen represented the members of the force whose duties were confined to traffic duty alone, other members of the department aided in traffic work during the peak periods. In many cities there were no separate traffic departments, but patrolmen were assigned to traffic duty as needed. Over three-fourths of the average traffic force were on foot, with motorcycle officers next in importance. Only 16 mounted policemen were reported in the entire New England region. Most of the police force—87 out of every 100—were assigned primarily to regular police duties other than traffic control. Of these 57 were on foot, 16 assigned to automobiles, and 2 to motorcycle service. The proportion on foot was highest in group II cities and lowest in group I cities.

TABLE 4.—Types of duty for patrolmen of New England police departments

Type of duty	Number				Percentage			
	All cities	City group			All cities	City group		
		I	II	III		I	II	III
All patrolmen.....	6,448	4,246	1,017	1,185	100.0	100.0	100.0	100.0
Traffic duty.....	812	600	87	125	12.6	14.1	8.6	16.6
Automobile.....	54	25	14	15	.8	.6	1.4	1.3
Foot.....	623	473	61	89	9.7	11.1	6.0	7.5
Motorcycle.....	106	79	7	20	1.6	1.9	.7	1.7
Mounted.....	6	6			.1			
Other assignments.....	23	17	5	1	.4	.4	.5	.1
Other than traffic duty.....	5,636	3,646	930	1,060	87.4	85.9	91.4	89.4
Automobile.....	999	668	139	192	15.5	15.7	13.6	16.2
Foot.....	3,688	2,231	716	741	57.2	52.6	70.4	62.5
Motorcycle.....	111	52	20	39	1.7	1.2	2.0	3.3
Mounted.....	10	5		5	.2	.1		.4
Other assignments.....	828	690	55	83	12.8	16.3	5.4	7.0

## Comparison of Employment and Salaries in Various Occupations

In table 5 is presented a comparative percentage analysis of the distribution of employees and of the distribution of total annual salaries at the rates in effect on the date of the survey. The uniformed division included 89 men out of every 100 on the force and accounted for 90 out of every \$100 of salaries. Seventy-six percent were patrolmen, who received 74 percent of the total salaries. Supervisory offi-

cers were a very small proportion of all employees; but for such officers in all grades the percentage of total salaries received was considerably greater than the percentage of all persons which they constituted. For example, in group I cities department chiefs constituted 0.2 percent of the employees and received 0.5 percent of the total salaries. In group III cities 1.8 percent of the employees were chiefs who received 2.7 percent of the salaries. The comparable figures for the middle group of cities were 0.8 and 1.4 percent, respectively.

TABLE 5.—Percentage distributions of employees and total salaries in New England police departments, by division

Division and occupation	Percentage of all employees				Percentage of total salaries			
	All cities	City group			All cities	City group		
		I	II	III		I	II	III
All divisions.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Uniformed division.....	89.2	88.5	90.1	91.0	89.6	88.9	90.6	91.5
Chiefs.....	.6	.2	.8	1.8	1.0	.5	1.4	2.7
Assistant or deputy chiefs.....	.3	.3	.1	.4	.4	.5	.3	.5
Assistant deputy chiefs.....	( <sup>1</sup> )	( <sup>1</sup> )	-----	.1	( <sup>1</sup> )	( <sup>1</sup> )	-----	( <sup>1</sup> )
Inspectors.....	.1	.1	-----	.3	.1	.1	-----	.3
Captains.....	1.5	1.3	1.4	2.3	2.1	2.0	1.8	2.7
Lieutenants.....	2.7	2.6	2.9	2.9	3.3	3.2	3.4	3.4
Sergeants.....	6.9	7.0	6.3	6.9	7.8	8.0	7.0	7.5
Plainclothesmen.....	.3	.2	.6	.5	.3	.2	.5	.5
Patrolmen.....	75.7	76.0	76.2	74.2	73.6	73.7	74.5	72.4
Patrol drivers.....	.9	.7	1.2	1.4	.8	.6	1.1	1.3
Turnkeys.....	.2	.1	.4	.1	.2	.1	.4	.1
Others.....	( <sup>1</sup> )	-----	.2	.1	( <sup>1</sup> )	-----	.2	.1
Detective bureau.....	4.1	4.0	4.4	4.0	4.8	4.8	4.9	4.6
Women's bureau.....	.6	.6	.8	.6	.4	.4	.5	.4
Fingerprint section.....	.2	.2	.1	.1	.2	.2	.1	.1
Telephone and radio.....	1.4	1.4	2.2	1.0	1.3	1.3	2.0	.9
Clerical division.....	1.9	2.2	1.0	1.6	1.6	1.9	.7	1.2
Maintenance.....	2.4	3.0	1.3	1.4	2.0	2.4	1.1	1.1
Miscellaneous.....	.2	.1	.1	.3	.1	.1	.1	.2

<sup>1</sup> Less than  $\frac{1}{10}$  of 1 percent.

The proportion of officers in the uniformed division below the rank of assistant deputy chief and above the grade of patrolman was 13 percent. In the case of the minor groups outside of the uniformed division the relation between percentages of employment and of salary expenditures depended upon such factors as whether there were specialists in the fingerprint or radio sections, whether the clerical or maintenance work required a number of full-time employees or whether a part of these duties had been assigned to regular patrolmen or officers. Large cities, for example, had enough motor-vehicle maintenance work to keep a good-sized garage busy, and the volume of clerical work was also large.

## Hours and Working Conditions

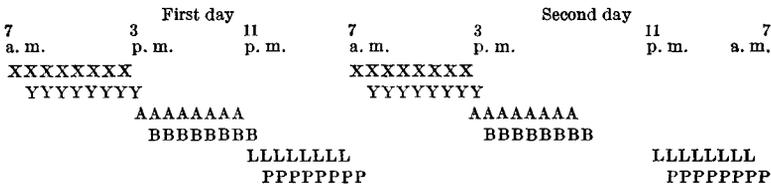
Primary factors affecting hours and working conditions are custom, and the size and financial status of the city. Also, while there is need for continuous police protection at all hours, the need varies considerably over 24 hours, largely because of fluctuations in automobile and pedestrian traffic. Another factor which affects the general structure of police departments is the need for sufficient flexibility of organization to take care of such unusual events and emergencies as parades, conventions, disasters, and riots. Hours, vacations, promotions, and other factors related to employment on a police force are all affected by these considerations.

### Platoon Systems

The varying demands on the police department caused by daily changes in the traffic flow result in many different types of operation. The uniformed division of a department is usually divided into groups of men called platoons. In the simpler systems a platoon is a group of policemen who are either on duty or off duty during a specific number of hours, and one platoon relieves another.

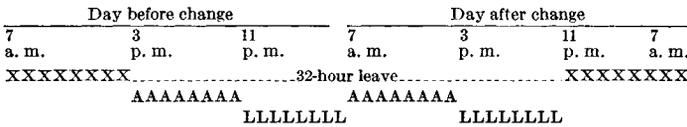
In two-platoon systems which have a night platoon and a day platoon, the word platoon takes on a somewhat different meaning, because it becomes necessary to subdivide the platoons into additional groups in such a way that a larger force is on duty during traffic peaks than at other times of the day and night. Nevertheless, the word platoon does retain its original meaning to the extent that one platoon is on duty primarily during hours of the night and the other is primarily a day platoon. The periods of peak demand are taken care of by the hours of different groups overlapping each other.

In the case of three-platoon systems the basic structure is usually three groups of men working periods of 8 hours each. Sometimes each platoon is divided into two groups to allow for an hour's overlapping of two groups. The purpose of this type of overlapping is to provide for the maintenance of a part of the force on duty during the time when one group leaves duty and reports to headquarters. Otherwise, the time taken for reporting on and off duty at every change of tour would leave no police force throughout the city during the reporting period. This is illustrated on the diagram shown below:



Each capital letter X represents an hour worked by one group of the first platoon whose hours extend from 7 a. m. to 3 p. m. This group then reports to headquarters at the same time group A of the second platoon reports before relieving group X. However, group Y of the first platoon is still on duty because it started work an hour later than group X and consequently remained on duty an hour later. This situation occurs every time the platoon changes and the groups relieve each other.

If these six groups of policemen never changed their hours, the first platoon groups would always begin work at 7 and 8 o'clock in the morning, the second platoon groups would begin at 3 and 4 in the afternoon, and the third would begin at 11 p. m. and midnight. However, in many cities the platoons alternated in such a manner that each policeman had an opportunity to work different sets of hours. Alternations of platoons introduce complications and irregularity in hours of leave during the period of change. For example, in the above case each policeman was on duty 8 hours and then had 16 hours of leave in his normal workday. However, the alternation or change in tours resulted in one platoon taking a 32-hour period of leave and the other two platoons receiving only 8 hours of time off duty during the period of change. This situation is illustrated for one group of each platoon by the diagram shown below:



In the above example group A changed from the 3 p. m. tour to the 7 a. m. tour, with only 8 hours off duty in between. Group L made a similar change, with only 8 hours off. But group X had 32 hours of leave before it returned to duty on the second day. Because of the irregularities introduced by alternating the three tours such changes were made infrequently, usually once a month. However, in some three-platoon systems only the night tours alternated, leaving one platoon on duty at all times. These alternations occurred more frequently—weekly or sometimes every other night.

So-called continuous-duty schedules applied only to chief or assistant chiefs, and meant merely that these officers were subject to call at any time.

### Hours of Duty

Daily and weekly hours under the different systems of operation vary considerably, as has already been pointed out, but most systems provide average daily employment varying from 8 to 9 hours a day. One 8-hour working day off in 7 reduces weekly working hours from

56 to 48. Since under some systems the day off may not occur every week, the time off per week in these cases is expressed as a fraction of a day in the tables. For example, in table 6, one day off every 2 weeks is recorded as 0.5 of a day off per week, with a resultant reduction from 56 to 52 in average hours per week. The fractional days worked and days off shown on the tables are approximate, but they are correct to the nearest tenth of a day. The average hours worked per week are based on figures for a complete year of employment, and are correct to the nearest tenth of an hour. When 1 full day off a week is provided for, an attempt is usually made to arrange the days-off schedule in such a way that a seventh of the force, which has Sunday off 1 week, will have Monday off the following week. The procedure continues throughout the days of the week until Saturday, when the cycle is repeated. Days off for other groups of equal size are advanced in a similar manner. This time off is in addition to the regular vacation with pay.

The figures on hours worked per week shown in table 6 represent the average number of hours worked by all members of the divisions operating under a particular system of hours. In most instances the various platoons worked approximately the same number of hours, or the platoons alternated in such a manner that all members worked the same number of hours per week when they were averaged over a period of a year. However, there were some exceptions, of which the city of Boston was the most important, and the hours worked by this department will be discussed separately.

Two-platoon systems were infrequent, accounting for less than 1 percent of the employees of all departments and 5 percent of those employed by the group III cities—the only group reporting this system of operation. One form required duty averaging 6.8 days a week of 9 hours each; this system allowed 1 day off every 5 weeks on the average. The second form provided 6 days per week of 9 hours each with 1 day off each week.

Ninety-three percent of all police personnel employed in the 53 cities were under some form of the three-platoon system, and the majority were under a form which required less than 50 hours of duty per week. The form of the three-platoon system accounting for the largest number of workers provided a straight 8-hour tour with 1 day off each week. This form, which is shown on the table as variation (M), was used by 23 of the 53 cities. It included 34 percent of all police employees and was the largest class in both group II and group III cities, but for group I cities it was slightly exceeded in importance by the Boston system.

TABLE 6.—Average hours and days on duty per week in New England police departments

System of operation	Average hours on duty per week	Average days on duty per week	Cities reporting variations			Number of employees			Percentage of employees					
			All cities	City group			All cities	City group			All cities	City group		
				I	II	III		I	II	III		I	II	III
All employees.....						8,519	5,588	1,334	1,597	100.0	100.0	100.0	100.0	
Continuous duty.....	168.0	7.0	7	1	3	3	10	1	3	6	.1	( <sup>1</sup> )	.2	.4
2-platoon.....						76			76	.9			4.7	
(a) 5 groups each, one overlapping other—Off 0.2 day per week.....	60.9	6.8	1			37			37	.4			2.3	
(b) 4 groups each, one overlapping other—Off 1 day per week.....	54.0	6.0	1			39			39	.5			2.4	
3-platoon.....						7,922	5,258	1,245	1,419	93.0	94.1	93.3	88.9	
(a) Straight 8-hour tours.....	56.0	7.0	7	2	2	3	860	495	247	118	10.1	8.9	18.5	7.4
(b) 9-hour tours, one overlapping other—Off 0.9 day per week.....	55.1	6.1	1			1	4		4	( <sup>1</sup> )			.3	
(c) 8.7-hour tours, one overlapping other—Off 0.9 day per week.....	53.3	6.1	1		1		124		124	1.5		9.3		
(d) Straight 8-hour tours—Off 0.4 day per week.....	52.6	6.6	1		1		185		185	2.2		13.9		
(e) 8.7-hour tours, one overlapping other—Off 1 day per week.....	52.5	6.0	1			1	79		79	.9			5.0	
(f) 9-hour tours—Off 1.2 days per week.....	52.5	5.8	1			1	50		50	.6			3.1	
(g) Straight 8-hour tours—Off 0.5 day per week.....	52.3	6.5	4	1		3	263	59	204	3.1	1.1		12.8	
(h) 8.6-hour tours, one overlapping other—Off 1 day per week.....	51.6	6.0	1			1	71		71	.8			4.4	
(i) Straight 8-hour tours—Off 0.7 day per week.....	50.0	6.3	1	1			227	227		2.7	4.1			
(j) 8.3-hour tours—Off 1 day per week.....	49.8	6.0	1		1		102		102	1.2		7.6		
(k) 8.3-hour tours, one overlapping other—Off 1.1 days per week.....	48.6	5.9	1		1		84		84	1.0		6.3		
(l) One 10-hour and two 7-hour tours—Off 0.9 day per week.....	49.0	6.1	7	1	1	5	2,488	2,143	98	247	29.2	38.3	7.3	15.5
(m) Straight 8-hour tours—Off 1 day per week.....	48.0	6.0	23	9	3	11	2,881	2,035	317	529	33.8	36.4	23.8	33.1
(n) 8.3-hour tours—Off 1.2 days per week.....	48.4	5.8	1			1	66		66	.8			4.1	
(o) Straight 8-hour tours—Off 1.2 days per week.....	46.7	5.8	4	2	1	1	438	299	88	51	5.1	5.3	6.6	3.2
Other.....	48.1	5.9	52	13	11	28	511	329	86	96	6.0	5.9	6.5	6.0

<sup>1</sup> Less than 1/10 of 1 percent.

In group I, the city of Boston accounted for the largest proportion (38 percent) of total employees. The members of this police force worked on a rather unusual type of the three-platoon system. The police force was divided into three tours of duty—a day tour of 10 hours, and two night tours of 7 hours each. Men on the day tour worked 10 hours a day for 7 days, and were then off a day, after which the cycle was repeated. This results in an average of about 61 hours per week for the day force. Officers on each of the 7-hour night shifts worked 7 days followed by a day off, averaging 43 hours a week. The night shifts alternated each night, and their time off always occurred on the second shift. Thus, there were actually two principal groups working different hours—the day-tour group and the night-tour group. About 55 percent of the force worked on the day tour and 45 percent the two night tours, but these proportions varied somewhat with conditions and the season of the year.

Most of the remaining police employees in group I cities worked the straight 8-hour tour with 1 day off each week. These, combined with Boston employees, constituted 75 percent of all police employees in the largest cities. In group II cities, nearly one-fourth of the employees worked the straight 8-hour tour with 1 day off each week, and most of the remainder worked under one of several variations of the three-platoon system in which the average hours worked per week were in excess of 48 hours. Nearly one-fifth of these worked under a variation in which the workweek was 56 hours.

It was only in the group III cities that two-platoon systems were used. Approximately 5 percent of the employees in these cities worked under two variations of the two-platoon system, in which the average hours worked per week were 54 and 61, respectively. One-third of the employees in these cities worked the straight 8-hour three-platoon system with 1 day off each week; the rest worked under various systems of operation in which the hours worked per week varied from 56 to 47.

### Promotion of Patrolmen

Patrolmen are generally advanced automatically from one grade to the next after a specified period of service. Bangor, Maine, provided for such promotion after 6 months of service; Hartford, Conn., Manchester, N. H., and Bristol, Conn., after 2 years; and Lewiston, Maine, and West Haven, Conn., after 5 years of service. Promotion after 1 year of service was received by patrolmen in 30 cities. Four provided promotion on the basis of civil service and 4 on non-civil-service appointments. Nine made all appointments at one grade, and of these one provided automatic salary increases over a 5-year

period only. Promotion from lower grades is distinct from automatic salary increases within the grade. The latter are commonly provided in the case of first-grade patrolmen, and continue for a limited number of years, until a specified maximum is reached.

TABLE 7.—Promotion of patrolmen in New England police departments

City group	Number of cities							With patrolmen all one grade
	Total	With automatic promotion after—				With promotion by—		
		6 months	1 year	2 years	5 years	Civil service	Appointment	
All cities .....	53	1	30	3	2	4	4	9
Group I .....	13	—	6	1	—	1	2	1 3
Group II .....	11	—	7	1	—	1	—	2
Group III .....	29	1	17	1	2	2	2	4

<sup>1</sup> Includes Worcester, Mass., where salaries increase annually from minimum of \$1,600 to maximum of \$2,100.

<sup>2</sup> Includes Newport, R. I., where patrolmen are promoted from grade 3 to grade 2 after 1 year; from grade 2 to grade 1 after 2 years.

### Vacations With Pay

Of the 8,519 employees in the police departments of the 53 New England cities, 8,462 received vacations with pay. Vacation periods ranged between 10 and 36 days a year. The 14-day period was the most popular and included 84 percent of the employees receiving vacations with pay. Of the remaining 16 percent of those receiving vacations, little over two-thirds received between 15 and 36 days, and the rest between 10 and 13 days.

The average paid-vacation period was longer in the large than in the small cities, the average being 16, 14, and 13 days in group I, II, and III cities, respectively. Also, all employees in group I cities received vacations with pay, whereas 15 in group II and 42 in group III received no paid vacations.

TABLE 8.—Days vacation with pay for employees of New England police departments

City group	Total number of employees	Number of employees having—												
		No vacation	10 days	12 days	13 days	14 days	15 days	16 days	17 days	20 days	21 days	26 days	30 days	36 days
All cities .....	8,519	57	189	197	27	7,070	48	394	12	6	5	2	1	511
Group I .....	5,588	—	—	6	—	4,828	48	176	12	6	—	—	1	511
Group II .....	1,334	15	—	—	—	1,227	—	87	—	—	3	2	—	—
Group III .....	1,597	42	189	191	27	1,015	—	131	—	—	2	—	—	—

## Items Supplied to Uniformed Force

Details about items supplied to members of the police force are summarized in table 9. Four cities in group I and three in group III supplied uniforms free of charge, but in other cases the items furnished free were relatively minor. Those items most generally supplied were revolvers, clubs or night-sticks, and badges. Handcuffs and twisters were provided by only slightly over half of all cities.

TABLE 9.—Items supplied the uniformed force in New England police departments

City group	Number of cities in groups	Number of cities supplying—										
		Full uniforms	Cloth for uniforms	Trimnings for uniforms	Cash allowance for uniforms	Raincoats or capes	Revolvers	Holsters and belts	Handcuffs, twisters	Clubs, night-sticks	Badges	Minor items <sup>1</sup>
All cities.....	53	7	1	25	2	6	42	24	29	37	39	37
Group I.....	13	4	1	11		2	10	6	4	9	11	10
Group II.....	11			3			9	4	7	7	7	7
Group III.....	29	3		11	2	4	23	14	18	21	21	20

<sup>1</sup> Cartridges, whistles, flashlights, iron claws, batteries, etc.



## Appendix

The New England Division includes the States of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont. It will be noted that no data are given in this study for Vermont, due to the fact that the census of population for 1930 showed no cities in Vermont with a population of as much as 25,000.

The appendix contains a table of the 53 New England cities included in this report with their 1930 populations, and five other tables giving additional detailed information on some of the subjects discussed in the body of the report. Tables B, C, and D give the number of persons employed and the individual occupational salaries in each of the cities of groups I, II, and III. Table E summarizes total employment and total salaries paid in each division and occupation for all cities and for each size group. Table F shows average weekly hours and days on duty under various systems of operation by divisions for all cities and for each size group. All data in the tables, except population, are as of July 1, 1938.

**TABLE A.**—*Police-department employees and salary costs in relation to population in New England cities with a population of 25,000<sup>1</sup> or more, July 1, 1938*

City	Popula- tion <sup>2</sup>	Em- ploy- ees per 10,000	Per cap- ita salary cost	City	Popula- tion <sup>2</sup>	Em- ploy- ees per 10,000	Per cap- ita salary cost
All cities.....	4,363,297	20	\$4.13	Group III—Cities of 25,000 to 50,000.....	1,077,392	15	\$3.02
Group I—cities of 100,000 and over.....	2,500,799	22	4.79	Arlington, Mass. <sup>3</sup> .....	36,094	15	3.35
Boston, Mass.....	781,188	30	6.28	Bangor, Maine.....	28,749	15	2.55
Bridgeport, Conn.....	146,716	16	3.89	Beverly, Mass.....	25,086	16	3.28
Cambridge, Mass.....	113,643	22	4.80	Bristol, Conn.....	28,451	14	2.79
Fall River, Mass.....	115,274	17	3.45	Brookline, Mass. <sup>3</sup> .....	47,490	28	6.18
Hartford, Conn.....	164,072	19	4.29	Central Falls, R. I.....	25,898	14	2.32
Lowell, Mass.....	100,234	18	3.54	Chelsea, Mass.....	45,816	15	3.48
Lynn, Mass.....	102,320	15	3.21	Chicopee, Mass.....	43,930	13	2.70
New Bedford, Mass.....	112,597	18	3.19	Concord, N. H.....	25,228	10	1.87
New Haven, Conn.....	162,655	21	4.47	Cranston, R. I.....	42,911	14	2.73
Providence, R. I.....	252,981	22	4.78	East Providence, R. I. <sup>3</sup> .....	29,995	9	1.77
Somerville, Mass.....	103,908	15	3.31	Everett, Mass.....	48,424	17	3.69
Springfield, Mass.....	149,900	20	4.44	Fitchburg, Mass.....	40,692	12	2.28
Worcester, Mass.....	195,311	20	4.42	Haverhill, Mass.....	48,710	14	2.86
Group II—cities of 50,000 to 100,000.....	785,106	17	3.52	Lewiston, Maine.....	34,948	13	2.21
Brockton, Mass.....	63,797	17	3.20	Meriden, Conn.....	38,481	10	2.17
Holyoke, Mass.....	50,537	17	3.78	Nashua, N. H.....	31,463	13	2.41
Lawrence, Mass.....	85,068	15	3.42	New London, Conn.....	29,640	18	3.58
Malden, Mass.....	58,036	15	3.47	Newport, R. I.....	27,612	21	3.89
Manchester, N. H.....	76,834	14	2.94	Norwalk, Conn.....	36,019	15	3.32
Medford, Mass.....	59,714	15	3.35	Pittsfield, Mass.....	49,677	12	2.44
Newton, Mass.....	65,276	22	4.75	Revere, Mass.....	35,080	12	2.36
Pawtucket, R. I.....	77,149	16	2.67	Salem, Mass.....	43,353	14	2.87
Portland, Maine.....	70,810	17	3.02	Stamford, Conn.....	46,346	21	4.41
Quincy, Mass.....	71,983	17	3.68	Taunton, Mass.....	37,355	15	3.00
Waterbury, Conn.....	99,902	20	4.38	Waltham, Mass.....	39,247	14	2.87
				Watertown, Mass. <sup>3</sup> .....	34,913	15	3.28
				West Haven, Conn. <sup>3</sup> .....	25,808	10	2.23
				Woonsocket, R. I.....	49,376	16	2.88

<sup>1</sup> Includes all New England cities having populations of 25,000 or more, except New Britain, Conn. (68 128), and Torrington, Conn. (26,040).

<sup>2</sup> Based on U. S. Census of Population for 1930.

<sup>3</sup> Town, classified as urban under special rule of the U. S. Bureau of the Census.

TABLE B.—Number of employees and annual salaries in police departments of each July 1,

Division and occupation	Connecticut						Massachusetts			
	Bridgeport		Hartford		New Haven		Boston		Cambridge	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1 All occupations <sup>2</sup> .....	241		307		337		2,313		251	
Uniformed division:										
2 Commissioners.....							( <sup>3</sup> )			
3 Chiefs of superintendents.....	1	\$5,500	1	\$5,500	1	\$6,000	1	\$7,000	1	\$4,500
4 Assistant or deputy chiefs.....			1	4,000			4	4,500		
5 Assistant deputy chiefs.....										
6 Inspectors.....										
7 Captains.....	4	3,420	7	3,050	7	3,000	23	4,000	1	3,000
8 Lieutenants.....	10	3,060	4	2,950			53	2,700	6	2,750
9 Sergeants.....	23	2,700	20	2,500	27	2,500	166	2,500	16	2,550
10 Plainclothesmen.....									1	2,190
Patrolmen:										
11 1st grade.....	138	2,300	211	2,219	258	2,099	1,705	2,100	138	2,190
12 2d grade.....			12	2,099			119	1,700	14	1,983
13 3d grade.....	18	1,920					45	1,600	32	1,783
14 4th grade.....	10	1,740								
15 5th grade.....	9	1,560								
16 Patrol drivers.....			3	2,219	4	2,099			6	2,190
17 Turnkeys.....					3	2,099				
Detective bureau:										
18 Chiefs of detectives.....									1	3,000
19 Inspectors.....										
20 Captains.....	1	3,420	2	3,050	1	3,000	6	4,000	1	3,000
21 Lieutenants.....	2	3,060	1	2,950			3	2,700	2	2,750
22 Sergeants.....	24	2,700	10	2,625	6	2,500	12	2,500		
23 Detectives.....			12	2,625	8	2,500	( <sup>4</sup> )		20	2,190
Miscellaneous:										
24 Patrolwomen.....							5	2,100		
25 Patrolmen.....	( <sup>4</sup> )				( <sup>4</sup> )					
26 Biological chemists.....							1	2,650		
Womens bureau:										
27 Policewomen.....			1	2,000	1	2,099			1	2,190
28 Matrons.....	1	1,200	1	1,022					2	1,121
29 Assistant matrons.....										
Fingerprint section: <sup>5</sup>										
30 Identification chiefs.....			1	2,625	1	2,850				
31 Identification clerks.....			1	2,625	1	2,099				
32 Fingerprint operators.....			1	1,825					1	2,750
Telephone and radio: <sup>7</sup>										
33 Superintendents.....					1	2,500				
34 Assistant superintendents.....							1	2,400		
35 Chief operators.....			1	1,664						
36 Radio operators.....	( <sup>4</sup> )		3	2,219	3	2,099			4	2,190
37 Telephone operators.....			3	1,564	7	1,204	{ 5 1,600 1 1,800 }		2	1,304
Miscellaneous:										
38 Radio repairmen.....										
39 Signalmen (repair).....							6	2,100		
Clerical division:										
40 Chief clerks.....	( <sup>8</sup> )		1	3,500	1	1,825	1	3,800	( <sup>4</sup> )	
41 Clerks.....			{ 1 1,500 1 1,900 1 2,500 1 2,000 }				9 31 { 1,200 to 3,600 }		1	2,190
42 Bookkeepers.....			1	2,000						
43 Secretaries.....							1	5,000		
44 Assistant secretaries.....							1	3,000		
45 Stenographers.....					{ 1 1,000 1 1,300 }		11 18 { 1,000 to 3,800 }			
Miscellaneous:										
46 Shorthand reporters.....							{ 4 1,800 1 2,500 1 1,950 }			
47 Statisticians.....							2 2,160			

See footnotes at end of table.

of 13 New England cities with a population of 100,000 or more,<sup>1</sup> by occupations, 1938

Massachusetts—Continued														Rhode Island			
Fall River		Lowell		Lynn		New Bedford		Somerville		Springfield		Worcester		Providence			
No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary		
193		181		154		208		153		305		382		563		1	
1	\$4,000	1	\$3,080	1	\$3,500	1	\$3,150	1	\$4,000	1	\$5,000	1	\$5,000	1	\$5,214	2	
1	3,150	1	2,785	1	2,850	2	2,880	1	3,300	1	3,522	2	3,750	1	4,171	3	
												1	2,750			4	
4	2,700	3	2,521	4	2,650	3	2,431	3	3,000	4	2,701	5	3,250	3	3,650	5	
9	2,400	2	2,301			13	2,086	2	2,750	5	2,500	16	2,750	25	2,500	6	
9	2,250	11	2,169	9	2,250	10	1,840	8	2,500	19	2,336	16	2,550	57	2,333	7	
				4	2,100									6	2,099	8	
146	2,008	137	1,927	106	2,100	162	1,675	116	2,190	220	2,190	304	2,184	262	2,099	11	
				5	2,000					22	2,081			31	2,008	12	
				4	1,900									12	1,916	13	
										1	1,679			9	1,825	14	
		5	1,927											21	1,825	15	
														3	2,099	16	
1	2,700			1	2,650	1	2,431			1	2,847			1	3,650	17	
4	2,400			10	2,500			1	3,000			1	3,250	4	3,011	18	
						1	2,086			8	2,500	13	2,750	15	2,500	19	
4	2,250					4	1,840	2	2,500	5	2,336	6	2,550	10	2,318	20	
								5	2,190					7	2,099	21	
																22	
																23	
							(4)									24	
																25	
																26	
2	2,008	2	1,825	2	2,100	1	1,675			{	1,953	1	2,008	1	2,008	27	
2	1,092	2	782	1	939	1	1,101	2	1,400	1	2,190	3	1,500	{	1,069	28	
				(5)						3	1,100	3	1,500	2	1,095	29	
		1	2,520													30	
		1	1,927					1	2,190							31	
								1	2,190							32	
1	3,000									1	2,500	1	2,340			33	
																34	
		3	1,927							(4)				{	2,099	35	
														3	2,500	36	
2	1,278									{	1,144			20	2,099	37	
										2	1,248			2	2,318		
														1	2,318	38	
																39	
				1	1,800	(4)				1	2,182			1	2,500	40	
									10	2,190	{	1,144	2	1,936	{	1,160	
											1	1,197		10	20	to	
											1	1,404				{	2,099
1	1,278												1	2,190	1	2,503	42
																	43
		1	1,486	{	1,043	2	939								3	2,303	44
				1	1,460	1	1,133										45
						1	1,675										46
																	47

See footnotes at end of table.

TABLE B.—Number of employees and annual salaries in police departments of each July 1, 1938

Division and occupation	Connecticut						Massachusetts			
	Bridge- port		Hart- ford		New Haven		Boston		Cam- bridge	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Maintenance division: <sup>12</sup>										
48 Cleaners.....							9	1,200		
49 Electricians.....	(4)		1	2,346	1	2,500				
50 Janitors.....			{ 1 1,450 2 1,400 1 1,650 }		1	1,350	28	1,600		
51 Hostlers.....							8	1,600		
52 Laborers.....							5	1,600		
53 Linemen.....					2	2,099	7	2,000		
54 Machinists.....					1	2,190			1	2,400
General mechanics:										
55 Mechanics.....							{ 8 1,600 1 2,000 1 2,100 1 1,700 }			
56 Steamfitters.....							1	1,700		
57 Painters.....	(4)						1	1,900		
58 Carpenters.....	(4)									
Miscellaneous:										
59 Armorer.....										
60 Superintendents of police buildings.....							1	3,000		
61 Assistant superintendents of police buildings.....							1	2,500		
62 Superintendents of mainte- nance.....										
63 Chauffeurs.....							{ 1 1,600 1 1,700 1 1,800 1 2,200 }			
64 Superintendents of repairs..							1	2,200		
65 Repairmen.....							{ 1 1,800 2 2,100 }			
66 Firemen (marine).....							7	2,000		
67 Firemen (stationary).....							5	1,700		
68 Tailors.....							1	2,000		
69 Janitresses.....			1	965						
Miscellaneous division:										
70 Surgeons.....					(13)					
71 Deputy surgeons.....										
72 Physical instructors.....										
73 Engineers.....										
74 Matrons.....							14	{ 720 to 1,800 }		

<sup>1</sup> Based on U. S. Census of Population for 1930.

<sup>2</sup> Includes only regular, full-time employees.

<sup>3</sup> Receives \$8,000 per year; not included in totals.

<sup>4</sup> Assigned from uniformed force.

<sup>5</sup> Part-time.

<sup>6</sup> In cities which report no employees in this division, work is performed by men assigned from uniformed force or by detective bureau.

<sup>7</sup> Work of this division performed by patrolmen in Worcester and by a private company in New Bedford. This work not under supervision of police department in Somerville. Telephone and radio division in Boston supplemented by men detailed from uniformed force.

of 13 New England cities with a population of 100,000 or more,<sup>1</sup> by occupations.—Continued

Massachusetts—Continued														Rhode Island		
Fall River		Lowell		Lynn		New Bedford		Somerville		Springfield		Worcester		Providence		
No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	
						2	1,000					{ 2 3	{ 836 1,820		48	
		1	2,595							1	1,117	(13)		{ 1 3 2	{ 2,086 2,281 2,500	49
3	1,538					{ 1 1	{ 1,208 1,396			1	1,482	1	2,190	{ 5 1 1	{ 1,420 1,538 1,825	50
										2	1,482	3	1,560	{ 1 4	{ 860 1,622	51
{ 1 1 1	{ 2,008 2,086 1,460	1	1,927													52
																53
		1	2,169	1	2,500											54
																55
														{ 3 1 1	{ 1,419 1,825 2,216	56
																57
		1	1,927													58
																59
		1	2,169			1	1,910							1	2,920	60
		6	1,927													61
																62
						1	1,606							{ 2 1 1	{ 2,099 2,281 2,318	63
																64
																65
																66
																67
																68
																69
(13)				(13)								(13)		(13)		70
														(13)		71
														1	1,825	72
														1	1,955	73
																74

<sup>8</sup> Captain assigned as chief clerk. Other assigned men in this division in Bridgeport include 6 sergeants as bookkeepers and 1 patrolman as clerk.

<sup>9</sup> Includes 3 at \$1,200, 1 at \$1,250, 1 at \$1,350, 2 at \$1,450, 2 at \$1,500, 2 at \$1,600, 4 at \$1,700, 1 at \$1,720, 1 at \$1,740, 1 at \$1,900, 1 at \$1,950, 1 at \$1,980, 1 at \$2,100, 1 at \$2,150, 1 at \$2,200, 1 at \$2,300, 1 at \$2,600, 2 at \$2,700 and 4 at \$3,600.

<sup>10</sup> Includes 2 at \$1,160, 2 at \$1,278, 1 at \$1,434, 4 at \$1,825, and 11 at \$2,099.

<sup>11</sup> Includes 2 at \$1,000, 5 at \$1,100, 1 at \$1,140, 2 at \$1,200, 1 at \$1,400, 2 at \$1,550, 1 at \$1,600, 1 at \$1,700, 1 at \$1,800, 1 at \$2,200, and 1 at \$3,800.

<sup>12</sup> Work of this division performed by separate city bureau in Somerville.

<sup>13</sup> On call.

<sup>14</sup> Includes 1 at \$720, 3 at \$1,500, 1 at \$1,600, and 1 at \$1,800.

TABLE C.—Number of employees and annual salaries in police departments in each occupation,

Division and occupation	Connecticut		Maine		Massachusetts			
	Waterbury		Portland		Brockton		Holyoke	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1 All occupations <sup>2</sup> .....	201	-----	120	-----	109	-----	96	-----
Uniformed division:								
2 Commissioners.....								
3 Chiefs or superintendents.....	1	\$6,000	1	\$3,500	1	\$2,544	1	\$3,500
4 Assistant or deputy chiefs.....	1	4,500					1	3,000
5 Captains.....	2	3,100	3	2,380	2	2,276	1	2,550
6 Lieutenants.....	7	2,700	2	2,125	1	2,128	3	2,450
7 Sergeants.....	20	2,400	6	2,025	5	1,989	4	2,350
8 Plainclothesmen.....								
Patrolmen:								
9 1st grade.....	112	2,099	56	1,825	72	1,850	65	2,190
10 2d grade.....			7	1,643	15	1,665		
11 3d grade.....	32	1,916	7	1,551			10	1,976
12 4th grade.....			15	1,515				
13 5th grade.....								
14 Patrol drivers.....	3	2,099	3	1,825	1	1,850		
15 Turnkeys.....			3	1,825	( <sup>5</sup> )		( <sup>5</sup> )	
Miscellaneous:								
16 Housemen.....								
Detective bureau:								
17 Chiefs of detectives.....	1	3,500			1	2,276	1	2,550
18 Inspectors.....					8	2,128		
19 Captains.....			1	2,380				
20 Lieutenants.....	8	2,700					1	2,450
21 Sergeants.....	1	2,400					6	2,350
22 Detectives.....			5	1,825				
Miscellaneous:								
23 Patrolmen.....								
24 Special juvenile officers.....								
Women's bureau:								
25 Policewomen.....					1	1,850	1	2,190
26 Matrons.....	1	1,100	1	1,000	( <sup>6</sup> )		1	2,190
Fingerprint section: <sup>7</sup>								
27 Identification chiefs.....								
28 Fingerprint operators.....			2	1,825				
Telephone and radio division: <sup>8</sup>								
29 Superintendents.....			1	1,825				
30 Radio operators.....	1	2,099	3	1,825				
31 Telephone operators.....	3	2,099						
Miscellaneous:								
32 Technicians.....					1	2,100		
Clerical division: <sup>9</sup>								
33 Chief clerks.....								
34 Clerks.....	1	1,916					1	2,190
35 Secretaries.....	1	1,500	2	1,042	1	1,480		
36 Stenographers.....								
Maintenance division: <sup>10</sup>								
37 Electricians.....	1	2,400						
38 Janitors.....	2	1,407	1	1,304				
39 Laborers.....								
General mechanics:								
40 Mechanics.....			1	1,669	( <sup>5</sup> )			
41 Painters.....	1	2,346						
42 Carpenters.....	1	1,825						
Miscellaneous:								
43 Car washers.....	1	1,605						
44 Superintendents of repair shop.....								
45 Watchmen.....								
Miscellaneous:								
46 Surgeon.....	( <sup>11</sup> )		( <sup>12</sup> )				( <sup>12</sup> )	
47 Dog catchers.....								

<sup>1</sup> Based on U. S. Census of Population for 1930.

<sup>2</sup> Includes only regular, full-time employees.

<sup>3</sup> Part-time.

<sup>4</sup> Duties of chief performed by captain.

<sup>5</sup> Assigned from uniformed force.

<sup>6</sup> Captain assigned as chief of detectives. Other men assigned from uniformed force include 5 lieutenants as inspectors, 3 sergeants as detective sergeants, and 1 patrolman as detective.

of 11 New England cities with a population of 50,000 and under 100,000,<sup>1</sup> by July 1, 1938

Massachusetts—Continued										New Hampshire		Rhode Island	
Lawrence		Malden		Medford		Newton		Quincy		Manchester		Pawtucket	
No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
130		89		87		143		123		110		126	
1	\$3,000	( <sup>3</sup> ) ( <sup>4</sup> )		1	\$3,600	1	\$4,000	1	\$3,600	1	\$4,700	1	\$2,600
5	2,829	1	\$3,200	1	3,200	1	2,950	1	2,700			2	1,805
5	2,373	4	2,700	4	2,700	2	2,700	4	2,400	3	2,373	3	1,710
11	2,373	9	2,500	4	2,500	9	2,450	8	2,300	4	2,190	4	1,650
										2	2,190	6	1,643
103	2,190	66	2,226	70	2,252	96	2,190	91	2,100	59	2,008	92	1,643
		2	2,007			4	2,090			7	1,953		
		5	1,879	3	2,052	3	1,990			7	1,916		
				2	1,952	13	1,890						
						3	1,790						
								3	2,100	3	2,008	3	1,643
								3	2,100				
										3	2,008		
( <sup>6</sup> )		1	2,700	( <sup>6</sup> )						8	2,190	1	1,758
						1	2,950	1	2,700	1	2,580	2	1,700
						1	2,700	2	2,400			2	1,800
						2	2,450	1	2,300				
				1	2,252								
		( <sup>6</sup> )				1	2,190						
								1	2,100				
1	2,190					1	1,550			1	600	2	848
								( <sup>6</sup> )		1	2,373		
								4	2,100	4	2,008	4	1,248
								3	2,100			3	1,647
						1	2,290						
( <sup>6</sup> )		1	1,700					( <sup>6</sup> )		1	2,190	1	1,500
						1	988						
						1	1,004			1	2,190		
						1	1,300						
				1	1,564					2	1,916		
1	1,877												
1	2,034					1	1,500			1	1,953		
1	1,877									1	2,190		
1	1,877					( <sup>12</sup> )		( <sup>12</sup> )					

<sup>1</sup> In cities which report no employees in this division, work is performed by men assigned from uniformed force or by detective bureau.

<sup>8</sup> Work of this division performed by men assigned from uniformed force in Medford. In Holyoke the signal and radio systems are under supervision of fire department, and patrolmen are assigned as radio and telephone operators.

<sup>9</sup> Work of this division performed by men assigned from uniformed force in Medford.

<sup>10</sup> Work of this division performed by separate city bureau in Holyoke and Quincy.

<sup>11</sup> On call.

<sup>12</sup> Not under supervision of police department.

TABLE D.—Number of employees and annual salaries in police departments of each tions, July 1,

	Division and occupation	Connecticut									
		Bristol		Meriden		New London		Norwalk		Stamford	
		Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary
1	All occupations <sup>2</sup> .....	40	Dol.	38	Dol.	54	Dol.	53	Dol.	96	Dol.
2	Uniformed division:										
3	Commissioners.....										
4	Chiefs or Superintendents.....	1	3,000	1	3,468	( <sup>3</sup> )		1	3,294	1	4,275
5	Assistant or deputy chiefs.....			1	2,565						
6	Assistant deputy chiefs.....										
7	Inspectors.....										
8	Captains.....	1	2,600			1	2,700	1	2,837	1	2,945
9	Lieutenants.....	2	2,350	2	2,421	1	2,400	2	2,654	1	2,613
10	Sergeants.....	1	2,200	3	2,325	6	2,200	7	2,562	3	2,280
	Plainclothesmen.....							2	2,196		2,375
	Patrolmen:										
11	1st grade.....	13	2,022	27	2,108	35	2,000	29	2,196	62	2,090
12	2d grade.....	1	1,881			2	1,900	4	1,825	1	1,900
13	3d grade.....	15	1,825			3	1,800	2	1,460	9	1,710
14	4th grade.....					3	1,500				
15	5th grade.....										
	Other:										
16	Cruiser car officers.....	3	2,022								
17	Motorcycle officers.....	2	2,022								
18	Patrol drivers.....										
19	Turnkeys.....										
	Miscellaneous:										
20	Deskmen.....										
	Detective bureau: <sup>4</sup>										
21	Chiefs of detectives.....									1	3,515
22	Inspectors.....										
23	Captains.....							1	2,837		
24	Lieutenants.....			1	2,421						
25	Sergeants.....			1	2,421			1	2,654	9	2,518
26	Detectives.....							2	2,196		
	Women's bureau:										
27	Policewomen.....					1	1,800				
28	Matrons.....			1	1,271					1	1,472
	Fingerprint section: <sup>7</sup>										
29	Identification chiefs.....										
30	Fingerprint operators.....										
	Telephone and radio division: <sup>8</sup>										
31	Superintendents.....			1	2,565						
32	Chief operators.....										
33	Radio operators.....										
	Miscellaneous:										
34	Radio technicians.....										
	Clerical division: <sup>9</sup>										
35	Chief clerks.....										
36	Clerks.....	1	1,352			1	720	1	2,196	1	1,200
37	Secretaries.....										
38	Stenographers.....										
	Maintenance division: <sup>10</sup>										
39	Electricians.....										
40	Janitors.....					1	1,500			1	850
41	Laborers.....										
42	Machinists.....										
	General mechanics:										
43	Mechanics.....									1	1,800
44	Painters.....										
	Miscellaneous:										
45	Surgeons.....										
46	Ambulance men.....										

See footnotes at end of table.

of 29 New England cities with a population of 25,000 and under 50,000<sup>1</sup> by occupa-  
1938

Connecticut—Con.		Maine				Massachusetts												
West Haven		Bangor		Lewistown		Arlington		Beverly		Brookline		Chelsea		Chicopee		Everett		
Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	
27	Dol.	43	Dol.	47	Dol.	55	Dol.	40	Dol.	132	Dol.	70	Dol.	56	Dol.	80	Dol.	
																	1	
1	3,800	1	3,500	1	2,100	1	3,400	1	2,500	1	4,250	1	3,600	1	3,000	1	3,200	2
		1	1,825															3
				2	1,800													4
		3	1,825	2	1,800			1	2,400	1	3,190	1	3,500	1	2,400	2	2,800	5
						3	2,800	2	2,300	3	2,890	2	2,738	1	2,300	3	2,600	6
		3	2,300	2	1,734			3	2,500	3	2,200	8	2,590	5	2,555	2	2,400	7
												1	2,190			6	2,400	8
																		9
																		10
12	2,081	29	1,643	24	1,700	31	2,190	33	2,008	100	2,190	47	2,190	38	2,100	66	2,200	11
7	1,898			10	1,600		2,008			9	1,991			2	2,000			12
				6	1,456									3	1,900	1	2,000	13
						1	1,825											14
																		15
																		16
		3	1,643											3	2,100			17
																		18
																		19
1	1,929																	20
1	2,800															1	2,400	21
		2	1,825															22
										1	3,190							23
						1	2,800			1	2,890	3	2,738	3	2,300			24
												3	2,555			(5)		25
1	2,300					5	2,190			3	2,190	2	2,190			(5)		26
																		27
				1	1,000	(6)				1	678	1	521			1	700	28
																		29
		1	1,643															30
																		31
																		32
						1	1,825											33
																		34
1	1,464			1	1,434												(5)	35
						3	2,190	(5)		1	1,147			1	1,200			36
		1	1,043			1	1,144											37
										1	1,460							38
																		39
						1	1,578											40
						1	1,144			1	1,825	3	1,825				(5)	41
						1	1,877											42
																		43
																		44
						(11)										(11)		45
																		46

See footnotes at end of table.

TABLE D.—Number of employees and annual salaries in police departments of each tions, July 1, 1938—

Division and occupation		Massachusetts—Continued									
		Fitchburg		Haverhill		Pittsfield		Revere		Salem	
		Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary
1	All occupations <sup>1</sup> .....	48	<i>Dol.</i>	69	<i>Dol.</i>	59	<i>Dol.</i>	43	<i>Dol.</i>	61	<i>Dol.</i>
2	Uniformed division:										
3	Commissioners.....										
4	Chiefs or superintendents.....	1	3,000	1	2,600	1	3,183	1	2,520	1	2,697
5	Assistant or deputy chiefs.....			1	2,373						
6	Assistant deputy chiefs.....										
7	Inspectors.....										
8	Captains.....	3	2,135	2	2,281	1	2,683	1	2,350	2	2,399
9	Lieutenants.....	3	2,062	1	2,190			5	2,160	4	2,300
10	Sergeants.....	3	1,989	4	2,099	3	2,533	4	2,070	2	2,150
11	Plainclothesmen.....					1	2,008	4	1,890		
12	Patrolmen:										
13	1st grade.....	31	1,916	54	2,008	47	2,008	27	1,890	48	2,008
14	2d grade.....										
15	3d grade.....										
16	4th grade.....										
17	5th grade.....										
18	Other:										
19	Cruiser car officers.....										
20	Motorcycle officers.....										
21	Patrol drivers.....	2	1,643	3	2,008	3	2,008			1	2,008
22	Turnkeys.....									1	2,008
23	Miscellaneous:										
24	Deskmen.....										
25	Detective bureau: <sup>13</sup>										
26	Chief of detectives.....			1	2,190						
27	Inspectors.....			1	2,008	1	2,633				
28	Captains.....										
29	Lieutenants.....										
30	Sergeants.....										
31	Detectives.....										
32	Women's bureau:										
33	Policewomen.....										
34	Matrons.....	( <sup>6</sup> )		1	469	1	1,917	( <sup>6</sup> )		( <sup>6</sup> )	
35	Fingerprint section: <sup>7</sup>										
36	Identification chiefs.....										
37	Fingerprint operators.....										
38	Telephone and radio division: <sup>14</sup>										
39	Superintendents.....										
40	Chief operators.....										
41	Radio operators.....	2	1,916								
42	Miscellaneous:										
43	Radio technicians.....	1	1,916								
44	Clerical division:										
45	Chief clerks.....										
46	Clerks.....	2	1,304							1	1,043
47	Secretaries.....										
48	Stenographers.....										
49	Maintenance division:										
50	Electricians.....										
51	Janitors.....					1	700	1	1,732	1	2,008
52	Laborers.....										
53	Machinists.....										
54	General mechanics:										
55	Mechanics.....										
56	Painters.....										
57	Miscellaneous:										
58	Surgeons.....										( <sup>11</sup> )
59	Ambulance men.....										

<sup>1</sup> Based on U. S. Census of Population for 1930.<sup>2</sup> Includes only regular, full-time employees.<sup>3</sup> Duties of chief performed by captain.<sup>4</sup> Duties of detective bureau performed by chief.<sup>5</sup> Assigned from uniformed force.<sup>6</sup> On call.<sup>7</sup> In cities which report no employees in this division, work is performed by men assigned from uniformed force or by detective bureau.<sup>8</sup> Work of this division performed by men assigned from uniformed force in New London, West Haven, Beverly, and Everett.



TABLE E.—Total salaries and total number of employees in New England police departments, July 1, 1938

Division and occupation <sup>1</sup>	Number of employees				Total salaries			
	All cities	City group			All cities	City group		
		I	II	III		I	II	III
All occupations.....	8,519	5,588	1,334	1,597	\$18,004,182	\$11,978,555	\$2,766,541	\$3,259,086
Uniformed division.....	7,600	4,945	1,203	1,452	16,136,010	10,650,408	2,504,837	2,980,785
Chiefs.....	51	13	10	28	185,265	61,444	37,044	86,777
Assistant or deputy chiefs.....	24	15	2	7	77,939	55,038	7,500	15,401
Assistant deputy chiefs <sup>2</sup> .....	2	1	—	1	4,054	2,750	—	1,304
Inspectors.....	8	3	—	5	20,574	10,950	—	9,624
Captains.....	131	75	19	37	381,441	244,417	50,247	86,777
Lieutenants.....	229	145	38	46	584,312	379,820	93,342	111,150
Sergeants.....	585	391	84	110	1,396,433	956,324	193,908	246,201
Plainclothesmen.....	27	11	8	8	53,572	23,184	14,238	16,150
Patrolmen:								
1st grade.....	5,850	3,903	882	1,065	12,170,689	8,210,702	1,813,932	2,146,055
2d grade.....	288	203	35	50	526,791	373,280	62,521	90,990
3d grade.....	232	111	67	54	415,075	194,208	126,862	94,005
4th grade.....	60	20	30	10	103,803	35,504	51,199	17,100
5th grade.....	13	9	3	1	21,235	14,040	5,370	1,825
Other:								
Cruiser car officers.....	3	—	—	3	6,066	—	—	6,066
Motorcycle officers.....	2	—	—	2	4,044	—	—	4,044
Patrol drivers.....	78	39	16	23	150,387	76,153	30,875	43,359
Turnkeys.....	13	6	6	1	26,377	12,594	11,775	2,008
Miscellaneous.....	4	—	3	1	7,953	—	6,024	1,929
Detective bureau.....	346	223	59	64	857,104	569,361	135,855	151,888
Chiefs of detectives.....	17	6	4	7	45,010	17,278	10,084	17,648
Inspectors.....	41	14	19	8	92,042	34,600	40,644	16,798
Captains.....	26	17	6	3	80,886	57,814	14,210	8,862
Lieutenants.....	67	45	12	10	175,191	118,006	31,550	25,635
Sergeants.....	116	83	10	23	285,623	207,570	23,700	54,353
Detectives.....	71	52	6	13	160,912	120,943	11,377	28,592
Miscellaneous.....	8	6	2	—	17,440	13,150	4,290	—
Women's bureau.....	55	35	10	10	78,119	52,100	14,366	11,653
Policewomen.....	19	14	3	2	37,844	27,989	6,230	3,625
Matrons.....	36	21	7	8	40,275	24,111	8,136	8,028
Fingerprint section.....	14	10	2	2	30,878	23,601	3,650	3,627
Identification chiefs.....	4	3	—	1	9,979	7,995	—	1,984
Identification clerks.....	3	3	—	—	6,914	6,914	—	—
Fingerprint operators.....	7	4	2	1	13,985	8,692	3,650	1,643
Telephone and radio.....	122	77	29	16	234,021	148,954	55,124	29,943
Superintendents.....	8	4	2	2	18,228	10,340	4,198	4,390
Assistant superintendents.....	1	1	—	—	2,400	2,400	—	—
Chief operators (radio and telephone).....	2	1	—	1	3,648	1,664	—	1,984
Radio operators.....	47	19	16	12	91,943	41,292	28,998	21,653
Telephone operators.....	54	45	9	—	95,878	78,340	17,538	—
Miscellaneous.....	10	7	2	1	21,224	14,918	4,390	1,916
Clerical division.....	161	122	13	26	288,996	231,105	20,042	37,849
Chief clerks.....	15	6	2	7	30,069	15,607	3,690	10,772
Clerks and bookkeepers.....	91	73	3	15	170,217	142,180	5,806	22,231
Secretaries.....	9	3	4	2	16,032	8,781	5,064	2,187
Assistant secretaries.....	1	1	—	—	3,000	3,000	—	—
Stenographers and typists.....	37	31	4	2	53,708	45,567	5,482	2,659
Miscellaneous.....	8	8	—	—	15,970	15,970	—	—
Maintenance division.....	208	168	17	23	357,477	290,626	30,790	36,061
Cleaners.....	16	16	—	—	19,932	19,932	—	—
Electricians.....	14	10	1	3	29,594	22,487	2,400	4,707
Janitors.....	68	47	6	15	105,839	73,523	9,514	22,802
Hostlers.....	8	8	—	—	12,800	12,800	—	—
Laborers.....	17	15	1	1	26,120	22,992	1,877	1,251
Linemen.....	12	12	—	—	24,219	24,219	—	—
Machinists.....	4	3	—	1	7,927	6,050	—	1,877
General mechanics.....	28	19	6	3	50,218	33,467	11,327	5,424
Miscellaneous.....	41	38	3	—	80,828	75,156	5,672	—
Miscellaneous.....	13	8	1	4	21,577	12,400	1,877	7,300
Ambulance division.....	4	—	—	4	7,300	—	—	7,300
Instruction division.....	1	1	—	—	1,825	1,825	—	—
Other miscellaneous employees.....	8	7	1	—	12,452	10,575	1,877	—

<sup>1</sup> Complete details on the number of employees and the range of salaries for each occupation are shown in appendix tables B, C, and D.

<sup>2</sup> Classification includes assistant deputy chiefs and secretaries to chiefs.

TABLE F.—Average hours and days on duty per week for employees in New England police departments, by divisions, July 1, 1938

System of operation	Average hours on duty per week	Average days on duty per week	All divisions			Uniformed division								
						Chiefs			Assistant chiefs					
			All cities	City group			All cities	City group			All cities	City group		
				I	II	III		I	II	III		I	II	III
All employees.....			18,519	5,588	1,334	1,597	51	13	10	28	24	15	2	7
Continuous duty.....	168.0	7.0	10	1	3	6	8	1	2	5	2		1	1
2-platoon.....			76			76	2			2	1			1
(a) 5 groups each, one overlapping other—off 0.2 days per week.....	60.9	6.8	37			37	1			1	1			1
(b) 4 groups each, one overlapping other—off 1 day per week.....	54.0	6.0	39			39	1			1				
3-platoon.....			7,922	5,258	1,245	1,419	27	8	5	14	19	14	1	4
(a) Straight 8-hour tours.....	56.0	7.0	860	495	247	118	4		1	3	1			1
(b) 9-hour tours, one overlapping other—off 0.9 day per week.....	55.1	6.1	4			4								
(c) 8.7-hour tours, one overlapping other—off 0.9 day per week.....	53.3	6.1	124		124	4								
(d) Straight 8-hour tours—off 0.4 day per week.....	52.6	6.6	185		185									
(e) 8-hour-45-minute tours, one overlapping other—off 1 day per week.....	52.5	6.0	79			79	1			1				
(f) 9-hour tours off 1.2 days per week.....	52.5	5.8	50			50	1			1				
(g) Straight 8-hour tours—off 0.5 day per week.....	52.3	6.5	263	59		204	3			3				
(h) 8.6-hour tours, one overlapping other—off 1 day per week.....	51.6	6.0	71			71								
(i) Straight 8-hour tours—off 0.7 day per week.....	50.0	6.3	227		227									
(j) 8.3-hour tours—off 1 day per week.....	49.8	6.0	102		102									
(k) 8.3-hour tours, one overlapping other—off 1.1 day per week.....	48.6	5.9	84		84									
(l) One 10-hour and two 7-hour tours (average 8 hours)—off 0.9 day per week.....	49.0	6.1	2,488	2,143	98	247	4	1	1	2	6	4		2
(m) Straight 8-hour tours—off 1 day per week.....	48.0	6.0	2,881	2,035	317	529	11	5	3	3	10	8	1	1
(n) 8.3-hour tours—off 1.2 days per week.....	48.4	5.8	66			66	1			1				
(o) Straight 8-hour tours—off 1.2 days per week.....	46.7	5.8	438	299	88	51	2	2		1	2	2		
Other.....	48.1	5.9	511	329	86	96	14	4	3	7	2	1		1

<sup>1</sup> Includes 13 miscellaneous employees, 8 in group I, 1 in group II, and 4 in group III.

TABLE F.—Average hours and days on duty per week for employees in New England police departments, by divisions, July 1, 1938—Con.

System of operation	Uniformed division—Continued								Detective bureau				Women's bureau			
	Assistant deputy chiefs and other executive assistants				Other uniformed employees											
	All cities	City group			All cities	City group			All cities	City group			All cities	City group		
		I	II	III		I	II	III		I	II	III		I	II	III
All employees.....	2	1		1	7, 523	4, 916	1, 191	1, 416	346	223	59	64	55	35	10	10
Continuous duty.....																
2-platoon.....					70			70	2				2			
(a) 5 groups each, one overlapping other—off 0. 2 days per week.....					32			32	2				2			
(b) 4 groups each, one overlapping other—off 1 day per week.....					38			38								
3-platoon.....	2	1		1	7, 448	4, 916	1, 191	1, 341	320	223	46	51	15	13	1	1
(a) Straight 8-hour tours.....					825	474	241	110	24	15	5	4				
(b) 9-hour tours, one overlapping other—off 0.9 day per week.....					4			4								
(c) 8.7-hour tours, one overlapping other—off 0.9 day per week.....					124		124									
(d) Straight 8-hour tours—off 0.4 day per week.....					176		176		9		9					
(e) 8-hour-45-minute tours, one overlapping other—off 1 day per week.....					78			78								
(f) 9-hour tours—off 1.2 days per week.....					49			49								
(g) Straight 8-hour tours—off 0.5 day per week.....					207	33		174	46	26		20				
(h) 8.6-hour tours, one overlapping other—off 1 day per week.....					71			71								
(i) Straight 8-hour tours—off 0.7 day per week.....					226	226							1	1		
(j) 8.3-hour tours—off 1 day per week.....					102		102									
(k) 8.3-hour tours, one overlapping other—off 1.1 day per week.....					84		84									
(l) One 10-hour and two 7-hour tours (average 8 hours), off 0.9 day per week.....	1			1	2, 438	2, 111	88	239	39	27	9	3				
(m) Straight 8-hour tours—off 1 day per week.....	1	1			2, 612	1, 811	289	512	170	136	22	12	11	9	1	1
(n) 8.3-hour tours—off 1.2 days per week.....					55			55	10			10				
(o) Straight 8-hour tours—off 1.2 days per week.....					397	261	87	49	22	19	1	2	3	3		
Other.....					5			5	24		13	11	40	22	9	9

System of operation	Fingerprint section			Telephone and radio division			Clerical division			Maintenance division						
	All cities	City group		All cities	City group		All cities	City group		All cities	City group					
		I	II		III	I		II	III		I	II	III			
All employees.....	14	10	2	2	122	77	29	16	161	122	13	26	208	168	17	23
Continuous duty.....																
2-platoon.....					1			1								
(a) 5 groups each, one overlapping other—off 0.2 days per week.....					1			1								
(b) 4 groups each, one overlapping other—off 1 day per week.....																
3-platoon.....	5	4		1	48	41	1	6	10	10			28	28		
(a) Straight 8-hour tours.....	2	2			4	4										
(b) 9-hour tours, one overlapping other—off 0.9 day per week.....																
(c) 8.7-hour tours, one overlapping other—off 0.9 day per week.....																
(d) Straight 8-hour tours—off 0.4 day per week.....																
(e) 8-hour-45-minute tours, one overlapping other—off 1 day per week.....																
(f) 9-hour tours—off 1.2 days per week.....																
(g) Straight 8-hour tours—off 0.5 day per week.....	1			1	6			6								
(h) 8.6-hour tours, one overlapping other—off 1 day per week.....																
(i) Straight 8-hour tours—off 0.7 day per week.....																
(j) 8.3-hour tours—off 1 day per week.....																
(k) 8.3-hour tours, one overlapping other—off 1.1 day per week.....																
(l) One 10-hour and two 7-hour tours (average 8 hours)—off 0.9 day per week.....																
(m) Straight 8-hour tours—off 1 day per week.....					38	37	1						28	28		
(n) 8.3-hour tours—off 1.2 days per week.....																
(o) Straight 8-hour tours—off 1.2 days per week.....	2	2							10	10						
Other.....	9	6	2	1	73	36	28	9	151	112	13	26	180	140	17	23

○