
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 Police Departments

July 1, 1938

VOLUME II

Middle Atlantic Cities

Part I—New York City

Part II—Seventy Cities With Populations Greater Than 25,000

Part III—Appendix

+

Prepared by the

DIVISION OF CONSTRUCTION AND PUBLIC EMPLOYMENT

Herman B. Byer, Chief



Bulletin No. 685

UNITED STATES

GOVERNMENT PRINTING OFFICE

WASHINGTON : 1941

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, *Secretary*



BUREAU OF LABOR STATISTICS

ISADOR LUBIN, *Commissioner*

A. F. HINRICHS, *Assistant Commissioner*

Donald Davenport, Chief, Employment and Occupational Outlook Branch	Aryness Joy, Chief, Prices and Cost of Living Branch
Henry J. Fitzgerald, Chief, Business Management Branch	N. Arnold Tolles, Chief, Working Conditions and Industrial Relations Branch
Hugh S. Hanna, Chief, Editorial and Research	Sidney W. Wilcox, Chief Statistician

CHIEFS OF DIVISIONS

Herman B. Byer, Construction and Public Employment	Charles F. Sharkey, Labor Law Information
J. M. Cutts, Wholesale Prices	Boris Stern, Labor Information Bulletin
Sven Kjaer, Industrial Accidents	Stella Stewart, Retail Prices
John J. Mahaney, Machine Tabulation	Lewis E. Talbert, Employment Statistics
Robert J. Myers, Wage and Hour Statistics	Emmett H. Welch, Occupational Outlook
Florence Peterson, Industrial Relations	Faith M. Williams, Cost of Living



STATE, COUNTY, AND MUNICIPAL SURVEY

JESSE M. HADLEY, *Director*

CONTENTS

PART I

New York City

	Page
Summary.....	1
Employment and salaries:	
Range of salaries and salaries in various occupations.....	2
Types of duty for patrolmen.....	3
Comparison of employment and salaries in various occupations.....	4
Hours and working conditions:	
Hours of duty.....	5
Employment hazards.....	8
Promotion of patrolmen.....	9
Vacations with pay.....	9
Items supplied to uniformed force.....	10
Pensions.....	10

PART II

Seventy Middle Atlantic Cities

Summary.....	13
Employment and salaries:	
Range of salaries.....	13
Salaries in various occupations.....	16
Types of duty for patrolmen.....	22
Comparison of employment and salaries in various occupations.....	22
Hours and working conditions:	
Platoon systems.....	24
Hours of duty.....	24
Promotion of patrolmen.....	26
Vacations with pay.....	26
Items supplied to uniformed force.....	27

PART III

Appendix

TABLE A.—Number of employees and annual salaries in New York City, by occupation.....	31
TABLE B.—Total salaries and total number of employees in New York City.....	33
TABLE C.—Average hours and days on duty in New York City, by occupational division.....	34
TABLE D.—Seventy cities covered by part II.....	34
TABLE E.—Number of employees and annual salaries in cities of 500,000 or more, by occupation.....	36
TABLE F.—Number of employees and annual salaries in cities of 100,000 to 500,000, by occupation.....	38
TABLE G.—Number of employees and annual salaries in cities of 50,000 to 100,000, by occupation.....	42
TABLE H.—Number of employees and annual salaries in cities of 25,000 to 50,000, by occupation.....	45
TABLE I.—Total salaries and total number of employees in 70 cities.....	49
TABLE J.—Average hours and days on duty in 70 cities, by occupational divisions.....	52

Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., January 5, 1941.

The SECRETARY OF LABOR:

I have the honor to transmit herewith the second of a series of nine reports on Salaries and Hours of Labor in Municipal Police Departments. This report covers cities in the Middle Atlantic 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.

FOREWORD

This report covers salaries, hours, and working conditions for police departments in cities and urban townships of more than 25,000 inhabitants in New Jersey, New York, and Pennsylvania. It has been divided into two parts. Part I contains a discussion of the New York City police department and information found in this section is not repeated in part II, which deals exclusively with 70 other cities in the region.

Since conditions in New York City are greatly different from those in other cities, the combining of all data would not clearly reveal the typical salary rates and hours of duty for the entire region. The New York City police department had more than 19,000 employees with total annual salaries in excess of \$57,000,000 as compared with a total of only 16,000 persons receiving about \$37,000,000 for the other 70 cities covered by this report.

Gerald M. Whitright and M. F. Thurston prepared the analysis and arranged the presentation of data in this bulletin. Editing and tabulation of data were by Mahlon B. Buckman. Carol P. Brainerd was technical adviser.

Part I
New York City

ix

*Bulletin No. 685 (Vol. II) of the
United States Bureau of Labor Statistics*

**Salaries and Hours of Labor in the New York City
Police Department, July 1, 1938**

Summary

On July 1, 1938, employment in the New York City police department totaled 19,556 persons and required an annual salary expenditure of \$57,495,000. On the basis of the 1930 population police salary expenditures were at the rate of \$8.30 per capita and employment was at the rate of 28 per 10,000 inhabitants.

Table 1 shows comparable figures for the five largest cities in the United States. Per capita costs in all the large cities were much higher than the average for the country as a whole; and New York City, which has a difficult problem of policing, had an exceptionally high per capita expenditure, although the ratio of police to population was not very different from that for other large cities.

TABLE 1.—*Employment and total annual salaries in police departments of the 5 largest cities of the United States*¹

City	Population	Number of employees		Annual pay-roll expenditures	
		Total	Per 10,000 of population ¹	Total	Per capita ¹
New York City.....	6,930,446	19,556	28	\$57,495,119	\$8.30
Chicago.....	3,376,438	6,833	20	17,284,901	5.12
Philadelphia.....	1,950,961	4,898	25	10,718,237	5.49
Detroit.....	1,568,662	4,007	26	10,548,944	6.72
Los Angeles.....	1,238,048	2,771	22	6,577,308	5.31

¹ Population figures based on U. S. Census of Population for 1930; employment and salary figures as of July 1, 1938.

The high level of salary expenditures in New York City is also partly due to State laws regulating salaries and working conditions, or laws specifically amending the New York City charter. For example, State enactments require the police department to operate under civil-service regulations. They fix minimum salaries in some instances and prescribe the minimum length of vacation, maximum hours of duty, and 1 day of rest in 7. They also contain certain regulations concerning disabilities and pensions.

Individual salaries covered a wide range, but 70 percent of all salaries were \$3,000, representing mostly the salaries of the first-grade patrolmen whose salary is fixed by law. Fourteen percent of employees received salaries above, and 16 percent were paid salaries below \$3,000. The maximum salary was the \$12,500 paid the police commissioner and the lowest salary paid any employee was \$960.

About 85 percent of all patrolmen had the first-grade rating, which was reached the fifth year after appointment by a regular system of promotion. All employees were allowed vacations with pay, and 96 percent of all employees worked under some variation of the three-platoon system providing for employment of 8 hours a day.

Employment and Salaries

Range of Salaries and Salaries in Various Occupations

Eighty-four percent of the employees of the New York City police department received salaries of \$3,000 or more. About 70 percent of all salaries were fixed at \$3,000 a year, including the salaries of all first-grade patrolmen and policewomen and certain patrolmen assigned to the detective bureau and the telephone and radio division. About 13 percent of all employees received salaries between \$1,950 and \$2,950; three-fourths of these were sixth- and seventh-grade patrolmen with annual salaries of \$2,000. The 3 percent with salaries lower than \$1,950 were miscellaneous clerical employees and others not in the uniformed force. However, some of the miscellaneous group received salaries in the higher brackets.

TABLE 2.—*New York City police-department employees, by salary groups*

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

Salary group	All employees		Salary group	All employees	
	Number	Percentage		Number	Percentage
All groups -----	19,556	100.0			
Under \$1,150 -----	125	.1	\$2,550 to \$2,649 -----	9	(?)
\$1,150 to \$1,249 -----	91	.5	\$2,650 to \$2,749 -----	3	(?)
\$1,250 to \$1,349 -----	52	.3	\$2,750 to \$2,849 -----	75	0.4
\$1,350 to \$1,449 -----	65	.3	\$2,850 to \$2,949 -----	6	(?)
\$1,450 to \$1,549 -----	185	.9	\$2,950 to \$3,049 -----	13,744	70.3
\$1,550 to \$1,649 -----	35	.2	\$3,050 to \$3,149 -----	7	(?)
\$1,650 to \$1,749 -----	148	.8	\$3,150 to \$3,249 -----	566	2.9
\$1,750 to \$1,849 -----	38	.2	\$3,250 to \$3,349 -----	3	(?)
\$1,850 to \$1,949 -----	7	(?)	\$3,350 to \$3,449 -----		
\$1,950 to \$2,049 -----	1,813	9.3	\$3,450 to \$3,549 -----	1,050	5.4
\$2,050 to \$2,149 -----			\$3,550 to \$3,649 -----	3	(?)
\$2,150 to \$2,249 -----	86	.4	\$3,649 to \$3,749 -----		
\$2,250 to \$2,349 -----	399	2.1	\$3,750 to \$3,849 -----	1	(?)
\$2,350 to \$2,449 -----	40	.2	\$3,850 to \$3,949 -----		
\$2,450 to \$2,549 -----	22	.1	\$3,950 to \$4,049 -----	839	4.3
			\$4,050 and over -----	244	1.3

¹ Includes employees with salaries ranging from \$960 to \$1,140.

² Less than $\frac{1}{10}$ of 1 percent.

³ Includes employees with salaries ranging from \$4,200 to \$12,500.

About 14 percent of the New York City police employees had salaries in excess of \$3,000. Of those receiving between \$3,050 and \$4,050, the most important occupational groups were 958 sergeants at \$3,500, 507 lieutenants and 330 detective bureau employees at \$4,000. Above the \$4,000 level, the largest single group was 103 captains at \$5,000. Inspectors and higher ranking officers received salaries ranging from \$5,000 to the \$12,500 paid to the police commissioner.

Salaries for the different grades or ranks of the same occupation were definitely fixed and showed fairly wide differences. However, salaries for the same rating or classification were uniform. Thus, all sixth- and seventh-grade patrolmen were paid \$2,000 a year, and all first-grade patrolmen \$3,000 a year, but some first-grade patrolmen detailed as detectives received added compensation. Promotion from first-grade patrolman to sergeant brought an increase of \$500, and from sergeant to lieutenant an added \$500. Captains received \$1,000 more than lieutenants or \$2,000 more than first-grade patrolmen. Promotions above the rank of first-grade patrolman were not automatic.

Approximately 85 percent of New York City patrolmen were first-grade patrolmen. Twelve percent were in the sixth and seventh grades, at \$2,000 a year, with comparatively few in the second to fifth grades. The following table shows the distribution of salaries of patrolmen of all grades.

TABLE 3.—Salaries of patrolmen in the New York City police department

Grade	Patrolmen		Salary rate
	Number	Percentage	
All grades	14,684	100.0	.....
1st grade ¹	12,475	84.9	\$3,000
2d and 3d grades	37	.3	2,750
4th grade	8	.1	2,500
5th grade	383	2.6	2,250
6th and 7th grades	1,781	12.1	2,000

¹ Includes 340 motorcycle officers.

Types of Duty for Patrolmen

In spite of the great importance of the traffic problem in New York only 2,085, or 14 out of every 100, of its 14,684 patrolmen were directly assigned to its permanent traffic squad, though others assisted in times of emergency. Out of every 14 on traffic duty, 12 were on foot and 2 were mounted.

Of every 86 assigned to other than traffic duty 78 were foot patrolmen, 4 were in cars, 2 were on motorcycle duty, and 2 were detailed to other assignments.

TABLE 4.—Types of duty for patrolmen of the New York City police department

Type of duty	Number	Percentage
All patrolmen.....	14, 684	100. 0
Traffic duty.....	2, 085	14. 2
Foot.....	1, 734	11. 8
Mounted.....	351	2. 4
Other than traffic duty.....	12, 599	85. 8
Automobile.....	563	3. 8
Foot.....	11, 433	77. 9
Motorcycle.....	340	2. 3
Other assignments.....	263	1. 8

Comparison of Employment and Salaries in Various Occupations

Employment in the uniformed force constituted 84 percent of all employees and received the same percentage of the total salaries paid, but for many divisions the proportion of total personnel and the proportion of total salaries represented were quite different. Supervisory officers as a group ¹ constituted 9.4 percent of the personnel and received 12.4 percent of total salaries. Because of the large numbers supervised, these percentages are lower than for the majority of cities. For the same reason the higher officers of the supervisory group accounted for an extremely small percentage of personnel and salaries. Thus the commissioner, his deputies and immediate assistants constituted less than 0.04 percent of the personnel and received about 0.09 percent of the salaries. Similarly, inspectors and captains represented 0.3 and 0.5 percent of employees, but received 0.6 and 0.9 percent of total salaries.

TABLE 5.—Percentage distributions¹ of employees and total salaries in the New York City police department, by divisions

Division and occupation	Percentage of employees	Percentage of salaries
All divisions.....	100. 0	100. 0
Uniformed division.....	83. 6	84. 2
Commissioner.....	(²)	(²)
Deputy commissioners.....	(²)	. 1
Inspectors.....	. 3	. 6
Captains.....	. 5	. 9
Lieutenants.....	2. 8	3. 8
Sergeants.....	4. 9	5. 8
Patrolmen.....	75. 1	73. 0
Detective bureau.....	10. 1	11. 2
Women's bureau.....	. 7	. 7
Telephone and radio.....	. 9	. 9
Clerical.....	1. 2	. 7
Maintenance.....	3. 2	2. 0
Miscellaneous.....	. 3	. 3

¹ Based on figures in appendix table B.² Less than $\frac{1}{10}$ of 1 percent.¹ Supervisory employees include the commissioner, deputy commissioners, chief of detectives, inspectors, captains, lieutenants, sergeants, superintendants of telephone and radio, and chief clerks.

Employees of the detective bureau accounted for a somewhat larger proportion of salaries than of personnel. For most other divisions there was either no difference or the proportion of salaries received was slightly smaller than the proportion of employment represented. Thus patrolmen, who constituted 75 percent of all employees, received 73 percent of the total salaries for the department. In the clerical and maintenance divisions the relative disparity was much greater because of the lower salaries paid.

Hours and Working Conditions

Hours of Duty

Practically all employees of the New York City police department worked 8 hours a day, with 1 day off each week. The exceptions were the higher ranking officers and a small number of special employees. The higher ranking officers were on practically continuous duty for 6 days a week; and the special employees worked different hours, depending upon the nature of their work.

Of the 19,556 employees in the department 15,944 were patrolmen and other employees working under the same system of assignment. These employees worked under a form of the three-platoon system in which no one is assigned to more than one tour of duty in 24 con-

Pattern of hours worked by patrolmen in the police department of New York City, July 1, 1938

Day:				
1	-----	XXXXXXXXXX		
2	-----	XXXXXXXXXX		
3	-----	XXXXXXXXXX		
4	-----	XXXXXXXXXX		
5	-----	XXXXXXXXXX		
6	-----	XXXXXXXXXX * * * * *		
7	-----	* * * * * XXXXXXXXXXXX		
8	-----		XXXXXXXXXX	
9	-----		XXXXXXXXXX	
10	-----		XXXXXXXXXX	
11	-----		XXXXXXXXXX	
12	-----		XXXXXXXXXX	
13	-----	* * * * *		
14	-----	* * * * * XXXXXXXXXXXX		
15	-----		XXXXXXXXXX	
16	-----		XXXXXXXXXX	
17	-----		XXXXXXXXXX	
18	-----		XXXXXXXXXX	
19	-----		XXXXXXXXXX * * * * *	
20	-----	* * * * *		
		12	8	4
		p. m.	a. m.	p. m.
				12
				p. m.

X equals 1 hour of duty; blank spaces represent 16 hours of leave on 5 consecutive days. Asterisks (***) represent a 32-hour leave.

secutive hours or works more than 8 hours consecutively. Also the type of tour is changed every week for each patrolman, giving him an 8-hour tour beginning at midnight one week, 4 p. m. the next week, and 8 a. m. the third week.

Under this system, patrolmen are divided into 10 groups combined in such a way that, at any given time, 3 groups are on duty, 2 groups are off on a 32-hour period of leave, and the remaining 5 groups are off duty on their normal 16-hour leave. The pattern of hours worked is illustrated on page 5 for a patrolman going on duty at midnight Sunday.

It will be noted that on the first day the patrolman works the 8-hour tour beginning at midnight and ending at 8 a. m. He repeats this for 6 consecutive days. At the end of his early morning tour of duty on the sixth day, he received a 32-hour period of leave; but this 32-hour period extends over 16 hours of the sixth day and 16 hours of the seventh day, so that he works a full tour of duty on each of the 2 days. The latter of these 2 tours is the first of 6 tours beginning at 4 p. m. The second 32-hour period of leave begins on the thirteenth day and extends until 8 a. m. on the morning of the fourteenth. This is the beginning of his 6 tours starting at 8 a. m. On the twentieth day he has a full day off before repeating the same 20-day cycle. During the 20-day period each group performs 18 tours of duty.

Tours of patrol duty for policemen in the police department of New York, July 1, 1938

Days.....	1	2	3	4	5	6	7	Days work- ed	Hours work- ed
Tours.....	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4		
<i>Weeks</i>									
1.....	X	X	X	X	X	X	X	7	56
2.....	X	X	X	X	X	X	X	6	48
3.....	X	X	X	X	X	X	X	6	48
4.....	X	X	X	X	X	X	X	7	56
5.....	X	X	X	X	X	X	X	6	48
6.....	X	X	X	X	X	X	X	6	48
7.....	X	X	X	X	X	X	X	7	56
8.....	X	X	X	X	X	X	X	6	48
9.....	X	X	X	X	X	X	X	6	48
10.....	X	X	X	X	X	X	X	7	56
11.....	X	X	X	X	X	X	X	6	48
12.....	X	X	X	X	X	X	X	6	48
13.....	X	X	X	X	X	X	X	7	56
14.....	X	X	X	X	X	X	X	6	48
15.....	X	X	X	X	X	X	X	6	48
16.....	X	X	X	X	X	X	X	7	56
17.....	X	X	X	X	X	X	X	6	48
18.....	X	X	X	X	X	X	X	6	48
19.....	X	X	X	X	X	X	X	6	48
20.....	X	X	X	X	X	X	X	6	48
								126	1,008

The first line represents the days of the week.
 The second line represents the 3 tours, M=8 hours beginning at midnight.
 8=8 hours beginning at 8 a. m.
 4=8 hours beginning at 4 p. m.

Each "X" represents an 8-hour tour of duty.
 Blank spaces are tours off duty.

The average workweek for patrolmen is 50.4 hours. The diagram on page 6 reveals why the workweek is 50.4 rather than 48 hours. It follows one patrolman through 20 weeks of work, starting him out at midnight Sunday and carrying him through to the beginning of the twenty-first week when he again starts a series of midnight tours on Sunday. It will be noted that in the first week and in 5 others the patrolman is on duty one tour on each of the 7 days of the week, while in all other weeks there is 1 full calendar day (from midnight to midnight) in which he does not report for duty.

The normal pattern is 8 hours of duty followed by 16 hours of leave. But during the time the change is made from one type of tour to another, patrolmen receive these 16 hours of leave plus 16 hours of extra leave, or 32 consecutive hours off duty. Over the period of a year the 16 extra hours off amount to an average of 0.7 of a day off per week. Therefore, the average patrolman works 50.4 hours, or 6.3 days, per week.

The following diagram shows how the 10 groups are combined each day in such a way that there are always 3 groups on duty. It will be noticed that during each calendar day (midnight to midnight) 3 groups are on a tour of duty which begins at midnight, 3 on a tour which begins at 8 a. m. and 3 on a tour beginning at 4 p. m., while one is off duty for the entire day.

System of assigning groups of patrolmen in the New York City police department to hours on duty, July 1, 1938

Days.....	1	2	3	4	5	6	7	8	9	10
Tours.....	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4
Groups on duty.....	{ 1 2 6 9 3 7 T 4 8	{ 1 3 6 9 4 7 T 5 8	{ 1 3 7 2 4 8 T 5 9	{ 1 4 7 2 5 8 T 6 9	{ 1 4 8 2 5 9 3 6 T	{ 1 5 8 2 6 9 3 7 T	{ 2 5 1 3 6 9 4 7 T	{ 2 6 1 3 7 9 4 8 T	{ 3 6 1 4 7 2 5 8 T	{ 3 7 1 4 8 2 5 9 T
Groups on 32-hour leave.....	{ 5 5 5 8 8 2	{ 5 2 2 2 9 9	{ 6 6 6 3 3 3	{ 6 3 3 3 T T	{ 7 7 7 4 4 4 T T	{ 7 4 4 4 1 1	{ 8 8 8 5 5 5 1 1	{ 8 5 5 5 2 2	{ 9 9 9 2 2 6	{ 9 6 6 6 3 3

Days.....	11	12	13	14	15	16	17	18	19	20	
Tours.....	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	M 8 4	
Groups on duty.....	{ 4 7 1 5 8 2 6 9 3	{ 4 8 1 5 9 2 6 T 3	{ 5 8 2 6 9 3 7 T 4	{ 5 9 2 6 T 3 7 1 4	{ 6 9 3 7 T 4 8 1 5	{ 6 T 3 7 1 4 8 2 5	{ 7 T 4 8 1 5 9 2 6	{ 7 1 4 8 2 5 9 3 6	{ 8 1 5 9 2 6 T 3 7	{ 8 2 5 9 3 6 T 4 7	{ 8 2 5 9 3 6 T 4 7
Groups on 32-hour leave.....	{ T T T 7 3 3	{ T 7 7 7 4 4	{ 1 1 1 8 8 8 4 4	{ 1 8 8 8 5 5	{ 2 2 2 9 9 9 5 5	{ 2 9 9 9 6 6	{ 3 3 3 T 6 6	{ 3 T T T 7 7	{ 3 4 4 4 7 7	{ 4 1 1 1 8 8	{ 4 1 1 1 8 8

The days shown on the top line are the 20 days of the complete cycle.
 On the line labeled "tours" M=the 8-hour tour beginning at midnight and ending at 8 a. m.
 8=the 8-hour tour beginning at 8 a. m. and ending at 4 p. m.
 4=the 8-hour tour beginning at 4 p. m. and ending at midnight.
 All other numbers shown on the table represent one of the 10 groups of policemen; and "T" denotes group number 10.
 At all times there are 3 groups on duty, 2 groups on 32-hour leave, and 5 groups on 16-hour leave.

Members of the force are not required to perform any reserve duty whatever, except in cases of emergency. When reserve duty is necessary, the police commissioner usually grants 1 or 2 days of leave with pay, to compensate for such extra hours of duty. Reserve duty requires only the presence of members of the force at precinct station houses, to be available for assignment where needed; and if there is no necessity for their leaving the station house, they are permitted to rest in the station house dormitories.

TABLE 6.—Average hours and days on duty per week in the New York City police department

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

System of operation	Average hours on duty per week	Average days on duty per week	Employees	
			Number	Percentage
All systems.....			19,556	100.0
Single-platoon: On 6 days, off 1 day.....	144.0	6.00	237	1.2
3-platoon.....			18,739	95.8
8-hour tours—off 1 day per week.....	48.0	6.00	1,408	7.2
8-hour tours—off 0.82 day per week.....	49.4	6.18	1,047	5.4
8-hour tours—off 0.70 day per week.....	50.4	6.30	15,944	81.5
8-hour tours—off 0.78 day per week.....	49.8	6.22	340	1.7
Other.....	43.4	5.42	580	3.0

In table 6, showing the hours worked by all members of the force, 237 employees are classified under the single-platoon system, having 6 days of duty followed by 1 full day off duty. In most cases these employees are the high ranking officers whose responsibilities require them to be on practically continuous duty, or at least on call. The 1 day off duty is a full day of 24 consecutive hours of rest which is required by law. Lieutenants and sergeants worked under a platoon system similar to that described for patrolmen, but with slightly different weekly hours. Five hundred and seven lieutenants worked an average of 48 hours per week with 1 full day off each week; and 1,047 sergeants had an average workweek of 49.4 hours. The 340 motorcycle officers worked an average of 49.8 hours per week. The remainder of the force consisted largely of maintenance and clerical employees whose weekly hours were generally lower than those of patrolmen. Policewomen worked the same hours as policemen.

Employment Hazards

Disabling injuries among the 19,556 employees of the New York City police department during the year ending December 31, 1938, totaled 1,535. Of these, 19 resulted in death and 1,516 caused temporary total disabilities. No permanent partial disabilities were

reported. The figures represented the experience of only 1 year and are not necessarily typical of conditions over a period of years.

The local law of New York City provides that a member of the force who is unable to perform complete police duty because of illness or injury attributable to his duties will be assigned to such light duty as he may be qualified to perform.

Promotion of Patrolmen

Appointments to the New York City police force are made by civil-service examination, and promotions follow regularly at the end of each year for 4 years or until the third grade is reached. The first half of the fifth year is normally spent in the third grade and the second half in the second grade. At the end of the fifth year patrolmen reach the first or highest grade, and are eligible for promotion to other ranks or assignment to special details carrying higher pay.

Vacations With Pay

All employees of the New York City police department were allowed vacations with pay. Eighty-two percent received 19 days of leave, and the remainder had vacations varying from 20 to 30 days. The average for all employees was about 19.5 days. In case an emergency interfered with the vacation assigned, the patrolman received commensurate time off within the next 6-month period. Additional leave of 4 days was granted in the case of death in the family. No employee, however, was allowed more than 30 days leave in a calendar year, unless injured or disabled in the actual performance of duty, when full pay could be granted for an indefinite period. Ordinary sick leave, however, was at half pay.

TABLE 7.—*Days of vacation with pay for employees of the New York City police department*

Number of employees	Days of vacation with pay
19,556	¹ (19.5)
15,976	19
1,552	20
216	21
868	22
109	24
788	25
28	26
10	28
1	29
8	30

¹ Average.

Items Supplied to Uniformed Force

New York City does not furnish any items of uniform or other equipment except the badge or shield. All other items must be purchased by the policeman himself. Many cities throughout the country supply a number of items of equipment without charge, but in these cities the salary paid is usually considerably lower than in New York City.

Pensions

Any member of the police force who had reached the age of 55 years and had been on the force for 20 years was eligible to receive an annual pension during his lifetime equal to an amount not less than one-half of his compensation or salary at the time of leaving the service. Similarly, any member of the force who had served 20 years and was permanently disabled so as to be unfit for duty was placed on the pension pay roll by order of the commissioner. Provisions were also made for other members of the force who had been employed by the department for 25 years or upwards, and for other employees who had served in the Army or Navy of the United States during certain periods.

Dependent parents or widows of a member of the police force who had been killed in active duty also shared in the pension funds as provided for by law.

Part II
Seventy Cities With Populations
Greater Than 25,000

Salaries and Hours of Labor in Police Departments of 70 Middle Atlantic Cities, July 1, 1938

Summary

Expenditures at the rate of nearly \$37,000,000 a year were required to meet the salaries of the 16,000 persons employed on July 1, 1938, in the police departments of 70 Middle Atlantic cities.¹ Included are all cities in New Jersey, New York, and Pennsylvania which had a population of 25,000 or more in 1930 except New York City (data for which have been presented in part I of this bulletin) and five which supplied no data. The cities ranged in population from Philadelphia, Pa., with about 2,000,000 to Woodbridge, N. J., with slightly more than 25,000. The Philadelphia department was largest, with 4,900 employees; while Wilksburg, Pa., had the smallest force, numbering only 20 persons.

Forty-five percent of all police employment, and almost as large a percentage of pay-roll expenditures, were in the 3 largest cities, and almost a third of the total was accounted for by the 14 cities between 100,000 and 500,000 population.

There was comparatively little difference between group I and group II cities in the number of police per 10,000 inhabitants or in per capita salary expenditures. However, the two groups of cities with populations lower than 100,000 showed considerably smaller employment ratios and per capita costs. The striking differences for cities in the same size group are especially well illustrated by the figures for Pittsburgh and Buffalo, and for New York² and Philadelphia. Similar differences occur in all other groups.

Salaries ranged from the \$9,000 paid the chief in Jersey City, N. J., to the \$600 paid to janitors in one city, but more than two-thirds of all salaries were between \$1,950 and \$2,550.

About three-fourths of all employees were patrolmen, 95 percent of whom were classified as first-grade. In 48 of the 70 cities promotion from grade to grade occurred automatically after 1 year of service.

Practically all employees in the uniformed forces worked under a form of the three-platoon system which required six 8-hour days or 48 hours on duty, and allowed 1 day off each week.

¹ The 70 cities, including 4 urban townships, have been divided into 4 size groups. Group I includes 3 cities of over 500,000; group II, 14 cities of 100,000 to 500,000; group III, 22 cities of 50,000 to 100,000; and group IV, 31 cities of 25,000 to 50,000. See appendix table D for complete list of cities.

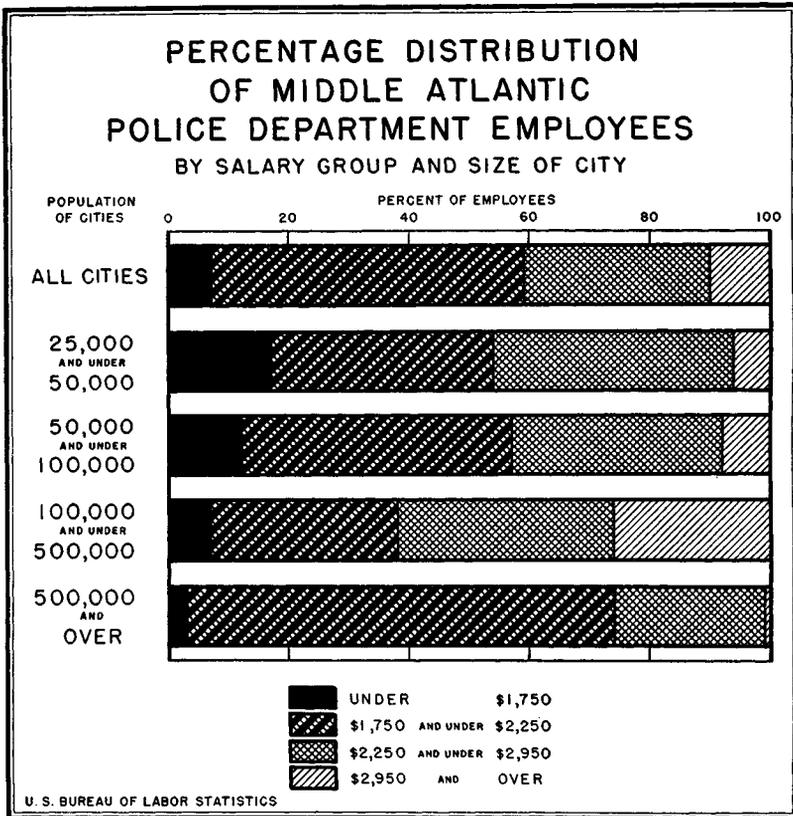
² See part I, table 1.

Employment and Salaries

Range of Salaries

Salaries of members of police forces in the 70 cities varied over a rather wide range, but salaries in the 3 largest cities (Buffalo, Pittsburgh, and Philadelphia) were largely concentrated in the hundred-dollar interval of \$2,150 to \$2,250. More than two-thirds of all salaries in these cities were in this range, which concentration was accounted for by the fact that Buffalo and Philadelphia paid first-grade patrolmen salaries between \$2,150 and \$2,250. Pittsburgh paid slightly higher salaries.

The accompanying chart reveals the proportion of salaries in various ranges for all cities and for each city group. Especially outstanding is the effect of the higher salaries paid in certain group II cities in the metropolitan area bordering New York City.



No such marked concentrations existed for the other three groups of cities. The relatively high salaries paid in Jersey City, N. J., and Yonkers, N. Y., accounted for a concentration of 18 percent of the employees in group II cities at the level of \$2,950 to \$3,050. Twenty percent received about \$2,500, due largely to the concentration of Newark patrolmen at this level. Another 17 percent were paid from \$1,950 to \$2,050.

As may be seen in table 8, the employees of police departments in group III and group IV cities were paid generally lower salaries than in the larger cities.

TABLE 8.—Middle Atlantic police-department employees by salary groups and size of city¹

[For a more detailed analysis of data, see appendix tables E, F, G, and H]

Salary group	Number					Percentage				
	All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV
All employees.....	² 16, 037	7, 164	4, 938	2, 356	1, 579	100. 0	100. 0	100. 0	100. 0	100. 0
Under \$1, 150.....	106	³ 58	⁴ 32	⁵ 13	⁶ 3	. 7	. 8	. 6	. 6	. 2
\$1, 150 to \$1, 249.....	26	10	5	8	3	. 2	. 1	. 1	. 3	. 2
\$1, 250 to \$1, 349.....	50	21	5	16	8	. 3	. 3	. 1	. 7	. 5
\$1, 350 to \$1, 449.....	71	43	16	8	4	. 4	. 6	. 3	. 3	. 2
\$1, 450 to \$1, 549.....	90	42	16	10	22	. 6	. 6	. 3	. 4	1. 4
\$1, 550 to \$1, 649.....	207	27	105	12	63	1. 3	. 4	2. 1	. 5	4. 0
\$1, 650 to \$1, 749.....	551	16	153	221	161	3. 4	. 2	3. 1	9. 4	10. 2
\$1, 750 to \$1, 849.....	668	91	76	295	206	4. 1	1. 3	1. 5	12. 5	13. 0
\$1, 850 to \$1, 949.....	650	16	259	199	176	4. 0	. 2	5. 2	8. 4	11. 1
\$1, 950 to \$2, 049.....	1, 201	37	826	250	88	7. 5	. 5	16. 7	10. 6	5. 6
\$2, 050 to \$2, 149.....	539	33	276	141	89	3. 4	. 5	5. 6	6. 0	5. 6
\$2, 150 to \$2, 249.....	5, 244	4, 937	116	164	27	32. 7	68. 9	2. 3	7. 0	1. 7
\$2, 250 to \$2, 349.....	1, 652	1, 003	446	162	41	10. 3	14. 0	9. 0	6. 9	2. 6
\$2, 350 to \$2, 449.....	828	353	227	166	82	5. 2	4. 9	4. 6	7. 0	5. 2
\$2, 450 to \$2, 549.....	1, 808	191	970	298	349	11. 3	2. 7	19. 6	12. 6	22. 1
\$2, 550 to \$2, 649.....	86	32	29	13	12	. 5	. 4	. 6	. 6	. 8
\$2, 650 to \$2, 749.....	156	76	30	26	24	1. 0	1. 1	. 6	1. 1	1. 5
\$2, 750 to \$2, 849.....	327	118	27	59	123	2. 0	1. 7	. 6	2. 5	7. 8
\$2, 850 to \$2, 949.....	142	-----	28	104	10	. 9	-----	. 6	4. 4	. 6
\$2, 950 to \$3, 049.....	1, 024	8	872	116	28	6. 4	. 1	17. 7	4. 9	1. 8
\$3, 050 to \$3, 149.....	26	8	2	6	10	. 2	. 1	. 1	. 3	. 6
\$3, 150 to \$3, 249.....	74	22	29	3	20	. 5	. 3	. 6	. 1	1. 3
\$3, 250 to \$3, 349.....	24	9	5	7	3	. 1	. 1	. 1	. 3	. 2
\$3, 350 to \$3, 449.....	44	-----	28	11	5	. 3	-----	. 6	. 5	. 3
\$3, 450 to \$3, 549.....	179	-----	152	21	6	1. 1	-----	3. 1	. 9	. 4
\$3, 550 to \$3, 649.....	9	-----	5	1	3	. 1	-----	. 1	. 1	. 2
\$3, 650 to \$3, 749.....	136	2	131	2	1	. 8	(⁷)	2. 7	. 1	. 1
\$3, 750 and over.....	119	⁸ 11	⁹ 72	¹⁰ 24	¹¹ 12	. 7	. 2	1. 5	1. 0	. 8

¹ This and the following tables include data for 70 Middle Atlantic cities as of July 1, 1938, as follows: Group I, cities with a population of 500,000 or more; group II, cities with a population of 100,000 and under 500,000; group III, cities with a population of 50,000 and under 100,000; and group IV, cities with a population of 25,000 and under 50,000, based on U. S. Census of Population for 1930.

² This and the following tables include only regular, full-time employees.

³ Includes employees with salaries ranging from \$800 to \$1,100.

⁴ Includes employees with salaries ranging from \$600 to \$1,140.

⁵ Includes employees with salaries ranging from \$720 to \$1,100.

⁶ Includes employees with salaries ranging from \$700 to \$840.

⁷ Less than $\frac{1}{10}$ of 1 percent.

⁸ Includes employees with salaries ranging from \$4,050 to \$6,500.

⁹ Includes employees with salaries ranging from \$4,000 to \$9,000.

¹⁰ Includes employees with salaries ranging from \$3,950 to \$6,000.

¹¹ Includes employees with salaries ranging from \$4,000 to \$5,000.

Salaries in Various Occupations

Because of the extremely wide range in population and in policing problems, salaries for any individual rank or occupation were distributed over a wider range in the Middle Atlantic than in most other divisions. The range is wider for chiefs and assistant chiefs than for low-ranking officers, but all chiefs in the three largest cities, most of those in group II cities, and about a third of those in the other two groups had salaries of over \$3,750. For this region as a whole there was no typical salary for captains and lieutenants. Slight concentrations that appeared were due to the large numbers of captains and lieutenants in the cities of group I.

Salaries of sergeants and most detective bureau employees ranged from \$1,550 to \$3,550, averaging somewhat higher than those for patrolmen.

TABLE 9.—Middle Atlantic police-department employees, by selected occupations and salary groups

[For a more detailed analysis of data, see appendix tables E, F, G, and H]

Salary group	All occupations					Chiefs					Assistant or deputy chiefs				
	All cities	City group				All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV		I	II	III	IV
Number of cities reporting.....	70	3	14	22	31	69	3	14	22	30	18	3	6	5	4
All employees.....	16,037	7,164	4,938	2,356	1,579	69	3	14	22	30	23	3	10	6	4
Under \$1,150.....	106	58	32	13	3										
\$1,150 to \$1,249.....	26	10	5	8	3										
\$1,250 to \$1,349.....	50	21	5	16	8										
\$1,350 to \$1,449.....	71	43	16	8	4										
\$1,450 to \$1,549.....	90	42	16	10	22										
\$1,550 to \$1,649.....	207	27	105	12	63										
\$1,650 to \$1,749.....	551	16	153	221	161										
\$1,750 to \$1,849.....	668	91	76	295	206										
\$1,850 to \$1,949.....	650	16	259	199	176										
\$1,950 to \$2,049.....	1,201	37	826	250	88	2				2					
\$2,050 to \$2,149.....	539	33	276	141	89	1				1					
\$2,150 to \$2,249.....	5,244	4,937	116	164	27						1				1
\$2,250 to \$2,349.....	1,652	1,008	446	162	41						1				1
\$2,350 to \$2,449.....	828	353	227	166	82	6		1	2	3					
\$2,450 to \$2,549.....	1,808	191	970	298	349	3		1	1	1					
\$2,550 to \$2,649.....	86	32	29	13	12	1			1						
\$2,650 to \$2,749.....	156	76	30	26	24						1			1	
\$2,750 to \$2,849.....	327	118	27	59	123	4			2	2					
\$2,850 to \$2,949.....	142		28	104	10	1				1				1	
\$2,950 to \$3,049.....	1,024	8	872	116	28	4			1	3	2			2	
\$3,050 to \$3,149.....	26	8	2	6	10	1			1						
\$3,150 to \$3,249.....	74	22	29	3	20						1				1
\$3,250 to \$3,349.....	24	9	5	7	3	5			2	3	2			2	
\$3,350 to \$3,449.....	44		28	11	5	3		1	1	1				1	
\$3,450 to \$3,549.....	179		152	21	6	5			3	2	1			1	
\$3,550 to \$3,649.....	9		5	1	3	3			1	2	3			3	
\$3,650 to \$3,749.....	136	2	131	2	1	1			1	1	1				1
\$3,750 and over.....	119	11	72	24	12	30	3	11	7	9	9	3	5	1	

TABLE 9.—Middle Atlantic police-department employees, by selected occupations and salary groups—Continued

Salary group	Inspectors			Captains				Lieutenants				Sergeants						
	All cities ¹	City group		All cities	City group				All cities	City group				All cities	City group			
		I	II		I	II	III	IV		I	II	III	IV		I	II	III	IV
Number of cities reporting.....	7	3	4	47	2	12	17	16	52	2	13	15	22	62	2	14	19	27
All employees.....	26	15	11	192	64	65	39	24	457	111	230	62	54	744	182	309	142	111
Under \$1,150.....																		
\$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.....																		2
\$1,650 to \$1,749.....									2	1			1					1
\$1,750 to \$1,849.....					1				1	5			5	52		13	25	14
\$1,850 to \$1,949.....					4		4			8		3	2	36			22	14
\$1,950 to \$2,049.....					8		4	4	5			4	1	35		9	14	12
\$2,050 to \$2,149.....					6		4	2	12		4	8		27		18	9	
\$2,150 to \$2,249.....					5	2	3		13		1	9	3	34		26		8
\$2,250 to \$2,349.....					4		1	3	16			9	7	51		26	20	5
\$2,350 to \$2,449.....					3	2	1		26		19	3	4	21		21		
\$2,450 to \$2,549.....					3		3		5		5			226	182	43		1
\$2,550 to \$2,649.....				16		13	3		21	11	8		2	4		3		1
\$2,650 to \$2,749.....				7		6	1		50	36	8	3	3	32		14		18
\$2,750 to \$2,849.....				54	45	8	1		77	63	9		5	38		17		21
\$2,850 to \$2,949.....				1				1	15				14	1				
\$2,950 to \$3,049.....				2				2	11				5	6	63		53	10
\$3,050 to \$3,149.....	6	6		6			4	2	3				3					
\$3,150 to \$3,249.....	2		2	32	19	7	3	3	7				7	4				4
\$3,250 to \$3,349.....	9	6	3						3			3						
\$3,350 to \$3,449.....				3		3			4				4	27		18	9	
\$3,450 to \$3,549.....				6			3	3	22		22			91		82	9	
\$3,550 to \$3,649.....																		
\$3,650 to \$3,749.....	2	2		4		3	1		125		125							
\$3,750 and over.....	7	1	6	27		21	3	3	27		17	10						

¹ No persons in this occupation in cities of groups III and IV.
² Includes one lieutenant from women's bureau.

TABLE 9.—Middle Atlantic police-department employees, by selected occupations and salary groups—Continued

Salary group	Patrolmen—all grades					Detective bureau				Policewomen					
	All cities	City group				All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV		I	II	III	IV
Number of cities reporting.....	70	3	14	22	31	61	3	14	21	23	19	2	7	4	6
All employees.....	11,793	5,432	3,490	1,718	1,153	825	360	215	157	93	29	8	11	4	6
Under \$1,150.....															
\$1,150 to \$1,249.....															
\$1,250 to \$1,349.....	1				1						1				1
\$1,350 to \$1,449.....	7		7												
\$1,450 to \$1,549.....	22		3	5	14						4	4			
\$1,550 to \$1,649.....	115		53	7	55						1				1
\$1,650 to \$1,749.....	464		135	192	137	5				5	4		1		3
\$1,750 to \$1,849.....	489	39	14	258	178	14		8	3	3	1				1
\$1,850 to \$1,949.....	514	14	223	136	141	25		1	16	8					
\$1,950 to \$2,049.....	973	24	696	192	61	21		10	9	2	6	4	2		
\$2,050 to \$2,149.....	394		206	104	84	17		8	9		3		2	1	
\$2,150 to \$2,249.....	4,756	4,576	44	128	8	42		28	8	6					
\$2,250 to \$2,349.....	1,190	779	264	135	12	123	70	36	6	11	1		1		
\$2,350 to \$2,449.....	365		159	136	70	254	221	20	9	4	1			1	
\$2,450 to \$2,549.....	1,436		871	257	308	66	3	34	13	16	4		3	1	
\$2,550 to \$2,649.....	8		2	1	5	21	14	1	4	2					
\$2,650 to \$2,749.....	2		2			50	36	6	5	3	2		2		
\$2,750 to \$2,849.....	79				79	53	8	1	36	8					
\$2,850 to \$2,949.....	107		20	87		8			1	7					
\$2,950 to \$3,049.....	871		791	80		54	1	20	26	7	1			1	
\$3,050 to \$3,149.....						6			1	5					
\$3,150 to \$3,249.....						23	3	16		4					
\$3,250 to \$3,349.....						2	1	1							
\$3,350 to \$3,449.....						6		5	1						
\$3,450 to \$3,549.....						22		15	6	1					
\$3,550 to \$3,649.....						1				1					
\$3,650 to \$3,749.....						1			1						
\$3,750 and over.....						11	3	5	3						

TABLE 9.—Middle Atlantic police-department employees, by selected occupations and salary groups—Continued

Salary group	Fingerprint section				Operators, radio and telephone				Automobile mechanics				All others							
	All cities	City group				All cities	City group				All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV		I	II	III	IV		I	II	III	IV
Number of cities reporting.....	26	3	9	6	8	25	3	10	8	4	11	1	5	2	3	63	3	14	20	26
All employees.....	97	19	58	10	10	129	40	49	26	14	28	11	12	2	3	1,625	916	464	168	77
Under \$1,150.....	---	---	---	---	---	6	---	6	---	---	---	---	---	---	---	100	58	26	13	3
\$1,150 to \$1,249.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	26	10	5	8	3
\$1,250 to \$1,349.....	---	---	---	---	---	2	---	2	---	---	1	---	1	---	---	45	21	4	14	6
\$1,350 to \$1,449.....	---	---	---	---	---	---	---	---	---	---	1	---	1	---	---	63	43	8	8	4
\$1,450 to \$1,549.....	2	2	---	---	---	1	---	---	1	1	---	---	---	---	---	60	36	12	5	7
\$1,550 to \$1,649.....	---	---	---	---	---	8	---	8	---	---	3	---	2	---	1	78	27	42	5	4
\$1,650 to \$1,749.....	2	---	---	---	2	18	---	8	10	---	1	---	---	1	---	54	15	9	19	11
\$1,750 to \$1,849.....	15	10	5	---	---	36	25	11	---	---	1	---	---	1	---	54	17	25	8	4
\$1,850 to \$1,949.....	3	---	3	---	---	9	2	---	---	7	---	---	---	---	---	51	---	32	15	4
\$1,950 to \$2,049.....	39	---	35	3	1	6	3	3	---	---	2	---	1	---	1	104	6	70	24	4
\$2,050 to \$2,149.....	5	---	5	---	---	2	---	1	1	---	11	11	---	---	---	61	22	32	5	2
\$2,150 to \$2,249.....	2	1	---	1	---	---	---	---	---	---	4	---	4	---	---	387	360	11	15	1
\$2,250 to \$2,349.....	9	2	7	---	---	13	4	9	---	---	---	---	---	---	---	244	148	94	---	2
\$2,350 to \$2,449.....	1	1	---	---	---	3	---	3	---	---	---	---	---	---	---	148	131	5	11	1
\$2,450 to \$2,549.....	6	1	---	---	5	16	---	3	10	3	1	---	1	---	---	42	5	10	12	15
\$2,550 to \$2,649.....	---	---	---	---	---	3	3	---	---	---	2	---	2	---	---	10	4	3	1	2
\$2,650 to \$2,749.....	2	---	2	---	---	3	3	---	---	---	---	---	---	---	---	7	1	4	2	---
\$2,750 to \$2,849.....	7	1	1	3	2	3	---	---	---	3	---	---	---	---	---	12	1	8	---	3
\$2,850 to \$2,949.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	10	---	8	2	---
\$2,950 to \$3,049.....	1	1	---	---	---	---	---	---	---	---	---	---	---	---	---	15	6	8	1	---
\$3,050 to \$3,149.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	4	2	2	---	---
\$3,150 to \$3,249.....	2	---	2	---	---	---	---	---	---	---	---	---	---	---	---	3	2	1	---	1
\$3,250 to \$3,349.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	3	2	1	---	---
\$3,350 to \$3,449.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
\$3,450 to \$3,549.....	1	---	1	---	---	---	---	---	---	---	---	---	---	---	---	31	---	31	---	---
\$3,550 to \$3,649.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	2	---	2	---	---
\$3,650 to \$3,749.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	3	---	3	---	---
\$3,750 and over.....	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	8	1	7	---	---

Ninety-five percent of all patrolmen in the Middle Atlantic cities had the first-grade rating and about two-thirds of the remainder were in the second and third grades. As would be expected, salaries averaged lower and showed a narrower spread in the lower grades and in the smaller cities. Marked concentrations in the distributions of patrolmen by salary groups are due to the salary rates in the large cities and to the high level of salaries in some smaller cities close to New York City. Thus the large number with salaries between \$2,150 and \$2,250 is due to the large number of first-grade patrolmen in Buffalo and Philadelphia. Jersey City, Yonkers, and Mount Vernon paid 871 of their patrolmen \$3,000 per year, which number accounted for all patrolmen's salaries over \$2,950. Comparatively few patrolmen's salaries in any city group were less than \$1,650 or higher than \$2,550. Group II had much the largest proportion above that figure, approximately a fourth.

TABLE 10.—Salaries of Middle Atlantic police patrolmen

Salary group	All grades									
	Number					Percentage				
	All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV
All patrolmen	11,793	5,432	3,400	1,718	1,153	100.0	100.0	100.0	100.0	100.0
\$1,250 to \$1,349	1				1	(4)				.1
\$1,350 to \$1,449	7		7			.1		.2		
\$1,450 to \$1,549	22		3	5	14	.2		.1	.3	1.2
\$1,550 to \$1,649	115		53	7	55	1.0		1.5	.4	4.8
\$1,650 to \$1,749	464		135	192	137	3.9		3.9	11.2	11.9
\$1,750 to \$1,849	489	39	14	258	178	4.1	.7	.4	15.0	15.4
\$1,850 to \$1,949	514	14	223	136	141	4.4	.3	6.4	7.9	12.2
\$1,950 to \$2,049	973	24	696	192	61	8.2	.5	19.9	11.2	5.3
\$2,050 to \$2,149	394		266	104	84	3.3		5.9	6.0	7.3
\$2,150 to \$2,249	4,756	4,576	44	128	8	40.3	84.2	1.3	7.4	.7
\$2,250 to \$2,349	1,190	779	264	135	12	10.1	14.3	7.5	7.9	1.0
\$2,350 to \$2,449	365		169	136	70	3.1		4.5	7.9	6.1
\$2,450 to \$2,549	1,436		871	257	308	12.2		24.9	15.0	26.7
\$2,550 to \$2,649	8		2	1	5	.1		.1	.1	.4
\$2,650 to \$2,749	2		2			(4)		.1		
\$2,750 to \$2,849	79				79	.7				6.9
\$2,850 to \$2,949	107		20	87		.9		.6	5.1	
\$2,950 to \$3,049	371		791	80		7.4		22.7	4.6	

Salary group	Number of patrolmen by specified grade									
	First ¹					Second				
	All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV
All patrolmen	11,148	5,355	3,235	1,590	968	202	38	74	47	43
\$1,250 to \$1,349						1				1
\$1,350 to \$1,449						1				1
\$1,450 to \$1,549						19		10	3	6
\$1,550 to \$1,649	43				43	19		10	3	6
\$1,650 to \$1,749	403		97	189	117	16		1	1	15
\$1,750 to \$1,849	401			248	153	3		3		
\$1,850 to \$1,949	398		178	132	88	29	14	12	3	
\$1,950 to \$2,049	909		679	185	45	28	24			4
\$2,050 to \$2,149	350		198	92	60	22			12	10
\$2,150 to \$2,249	4,670	4,576		94		28		28		
\$2,250 to \$2,349	1,159	779	262	118		16		1	9	6
\$2,350 to \$2,449	347		159	118	70	18			18	
\$2,450 to \$2,549	1,426		871	247	308					
\$2,550 to \$2,649	5				5	1			1	
\$2,650 to \$2,749										
\$2,750 to \$2,849	79				79					
\$2,850 to \$2,949	87			87		20		20		
\$2,950 to \$3,049	371		791	80						

Footnotes at end of table.

TABLE 10.—Salaries of Middle Atlantic police patrolmen—Continued

Salary group	Number of patrolmen by specified grade									
	Third					Fourth				
	All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV
All patrolmen.....	223	39	57	45	82	81	57	10	14	
\$1,250 to \$1,349.....										
\$1,350 to \$1,449.....						7	7			
\$1,450 to \$1,549.....						1		1		
\$1,550 to \$1,649.....	8			4	4	23	21			2
\$1,650 to \$1,749.....	22		19		3	10	10			
\$1,750 to \$1,849.....	50	39	11			2				2
\$1,850 to \$1,949.....	54			1	53					
\$1,950 to \$2,049.....	5			2	3	29	17	5		7
\$2,050 to \$2,149.....	20		8		12	2				2
\$2,150 to \$2,249.....	42		16	24	2					
\$2,250 to \$2,349.....	10		1	4	5	5			4	1
\$2,350 to \$2,449.....										
\$2,450 to \$2,549.....	10			10						
\$2,550 to \$2,649.....						2				
\$2,650 to \$2,749.....	2		2				2			
\$2,750 to \$2,849.....										
\$2,850 to \$2,949.....										
\$2,950 to \$3,049.....										

Salary group	Number of patrolmen by specified grade									
	Fifth and below					Probationary				
	All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV
All patrolmen.....	99		² 67	22	10	40			4	³ 36
\$1,250 to \$1,349.....										
\$1,350 to \$1,449.....										
\$1,450 to \$1,549.....	3		3			17			4	13
\$1,550 to \$1,649.....	22		22							
\$1,650 to \$1,749.....	13		9	2	2					
\$1,750 to \$1,849.....	10			10		23				23
\$1,850 to \$1,949.....	33		33							
\$1,950 to \$2,049.....	2				2					
\$2,050 to \$2,149.....										
\$2,150 to \$2,249.....	16			10	6					
\$2,250 to \$2,349.....										
\$2,350 to \$2,449.....										
\$2,450 to \$2,549.....										
\$2,550 to \$2,649.....										
\$2,650 to \$2,749.....										
\$2,750 to \$2,849.....										
\$2,850 to \$2,949.....										
\$2,950 to \$3,049.....										

¹ Includes motorcycle, cruiser car, and traffic officers.

² Includes 23 6th-grade patrolmen.

³ Includes 13 recruit patrolmen.

⁴ Less than $\frac{1}{16}$ of 1 percent.

Types of Duty for Patrolmen

More than a fifth of the patrolmen in Middle Atlantic cities were definitely assigned to traffic squads and, in rush hours and traffic emergencies, they were assisted by other members of the force. In the three largest cities about half of the traffic squad was on foot, about a fourth were motorcycle officers, and about an eighth were mounted. Larger proportions were on foot in the three groups of smaller cities than in group I cities.

Seventy-nine out of every hundred patrolmen were engaged in other than traffic duties, with 43 on foot patrol and 20 in automobiles. The proportion in cars was largest for the group IV cities, this being true also for motorcycle officers. Fifteen out of every hundred patrolmen were assigned to special duties such as clerical or maintenance work. In the large cities 25 percent were engaged in such work as compared with 9, 5, and 3 percent in the other three groups.

TABLE 11.—Types of duty for patrolmen of Middle Atlantic police departments

Type of duty	Number					Percentage				
	All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV
All patrolmen.....	11, 793	5, 432	3, 490	1, 718	1, 153	100. 0	100. 0	100. 0	100. 0	100. 0
Traffic duty.....	2, 475	1, 179	729	381	186	21. 0	21. 7	20. 9	22. 2	16. 2
Automobile.....	90	12	48	19	11	. 8	. 2	1. 4	1. 1	1. 0
Foot.....	1, 467	592	472	258	145	12. 5	10. 9	13. 5	15. 0	12. 6
Motorcycle.....	606	313	173	92	28	5. 1	5. 8	5. 0	5. 4	2. 4
Mounted.....	179	150	20	9	2	1. 5	2. 8	. 6	. 5	.....
Other assignments.....	133	112	16	3	2	1. 1	2. 0	. 4	. 2	. 2
Other than traffic duty.....	9, 318	4, 253	2, 761	1, 337	967	79. 0	78. 3	79. 1	77. 8	83. 8
Automobile.....	2, 313	737	845	395	336	19. 6	13. 5	24. 2	23. 0	29. 1
Foot.....	5, 118	2, 160	1, 587	829	542	43. 4	39. 8	45. 5	48. 2	47. 0
Motorcycle.....	89	15	24	50	7	. 7	.....	. 4	1. 4	4. 3
Mounted.....	21	.....	14	7	.....	. 2	.....	. 4	.....	.....
Other assignments.....	1, 777	1, 356	300	82	39	15. 1	25. 0	8. 6	4. 8	3. 4

Comparison of Employment and Salaries in Various Occupations

The uniformed forces of the Middle Atlantic police departments required the services of 89 out of every 100 men and the expenditure of 89 out of every \$100 used for salaries. The detective bureaus accounted for about half of the remaining employees and a slightly larger proportion of the remaining salaries. In most of the other divisions outside the uniformed force the percentage of personnel was higher than the proportion of salaries received.

Patrolmen constituted 74 percent of all employees and received 72 percent of all salaries. In contrast, such supervisory officers as chiefs, who constituted 0.4 percent of employees, received 0.7 percent of salaries. Captains, who were 1.2 percent of personnel, received 1.6 percent of salaries.

TABLE 12.—Percentage distributions¹ of employees and total salaries in Middle Atlantic 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	IV		I	II	III	IV
All divisions.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Uniformed division.....	88.7	89.7	87.3	88.3	89.1	89.3	90.5	88.5	88.2	88.9
Chiefs.....	.4	(2)	.3	.9	1.9	.7	.1	.5	1.5	2.9
Assistant or deputy chiefs.....	.1	(2)	.2	.3	.2	.2	.1	.4	.4	.3
Assistant deputy chiefs.....	(2)	(2)	-----	-----	.1	(2)	(2)	-----	-----	.1
Inspectors.....	.2	.2	.2	-----	-----	.3	.3	.4	-----	-----
Captains.....	1.2	.9	1.3	1.7	1.5	1.6	1.2	1.9	2.0	2.0
Lieutenants.....	2.9	1.5	4.7	2.6	3.4	3.8	1.9	6.3	3.3	4.1
Sergeants.....	4.6	2.6	6.3	6.0	7.0	5.2	2.8	7.1	6.4	7.6
Plainclothesmen.....	1.5	1.4	2.1	1.2	.5	1.5	1.4	2.2	1.0	.5
Patrolmen.....	73.5	75.8	70.7	72.9	73.0	71.9	75.3	68.5	71.0	70.2
Patrol drivers.....	1.6	2.3	1.0	1.3	1.0	1.5	2.3	.8	1.2	.9
Turnkeys.....	1.1	1.9	.4	.6	.1	1.0	1.9	.3	.6	(2)
Miscellaneous.....	1.6	3.1	.1	.8	.4	1.6	3.2	.1	.8	.3
Detective bureau.....	5.2	5.0	4.3	6.6	5.9	5.7	5.6	4.6	7.8	6.7
Women's bureau.....	.9	.8	1.3	.8	.5	.6	.5	.9	.5	.4
Fingerprint section.....	.6	.3	1.2	.4	.6	.6	.2	1.0	.4	.7
Telephone and radio.....	1.0	.7	1.2	1.4	1.0	.9	.6	.9	1.3	1.0
Clerical division.....	1.1	1.3	1.0	.9	1.1	.9	1.0	1.0	.7	1.0
Maintenance.....	2.3	2.0	3.5	1.6	1.3	1.8	1.3	2.9	1.1	.9
Miscellaneous.....	.2	.2	.2	-----	.5	.2	.3	.2	-----	.4

¹ Based on figures in appendix table I.

² Less than $\frac{1}{16}$ of 1 percent.

All supervisory officers³ together accounted for 11 percent of personnel and 14 percent of total salaries. Because of the large number of persons supervised in the departments of the three largest cities, supervisors constituted a much smaller percentage of the total for group I than for group IV cities—6 percent as against 17 percent. In groups II and III, supervisory employees constituted 15 and 14 percent, respectively.

Hours and Working Conditions

Principal factors affecting hours and working conditions are custom and the size and financial status of the city. In the Middle Atlantic States, legislative action has also been an important factor. For example, the three-platoon system has been required in all New York State cities of the first and second class since 1911, and an 8-hour work day and a minimum annual vacation of 14 days have been prescribed since 1935. Legislation passed in 1929 provided for a minimum of 24 consecutive hours of rest per week in all cities, counties, towns, and villages of the State, and civil-service requirements were extended in 1936 to cover even villages if their police were appointed rather than elected.

³ Includes chiefs, assistant chiefs, assistant deputy chiefs, chiefs of detectives, inspectors, captains, lieutenants, sergeants, identification chiefs, superintendents of telephone and radio, and chief clerks.

Such legislation affects directly both the organization of the department and the working conditions of police employees. Other factors affecting organization are cost and the need for sufficient flexibility to meet the varying demands for police protection throughout the day, and to take care of such unusual events as parades, fairs, conventions, and emergencies.

Platoon Systems

For the most part, police employees in the Middle Atlantic States worked under variations of the three-platoon system. In such systems the basic structure is three equal groups working periods of 8 hours each. Alternation of platoons is ordinarily provided for, so that men do not work continuously on the same 8-hour tour.

Hours of Duty

Daily and weekly hours under the different systems used varied considerably, with a range from 40 to 72 hours and from 5 to about 7 days of duty per week, depending upon the amount of time off. Thus one 8-hour working day off reduces working hours from 56 to 48. The figures for days and hours worked per week are based on figures for a complete year of employment. Averages for hours are correct to one-tenth of an hour, and averages for days are correct to one-tenth of a day.

When a full day off each week is provided for, as in most Middle Atlantic cities, an attempt is usually made to arrange the schedule for each group in such a way that the days off rotate through the days of the week. To accomplish this the force is divided into seven groups, each of which starts the year with a different day off, progresses through the days of the week in regular order and then repeats the cycle. The regular vacation with pay is in addition to weekly time off.

Nearly all employees in the uniformed forces, or 94.6 percent of the total, worked under variations of the three-platoon system, and nearly all the rest (5.2 percent) were miscellaneous maintenance and clerical workers, or others not in the uniformed forces. These employees worked an average of about 50 hours a week. Chiefs in 6 cities (2 in each of the 3 smaller-size groups) were reported as on call at all times, and are classified as on continuous duty. One small city had 18 employees working under a two-platoon system.

Sixty out of the seventy cities, employing 90 out of every 100 persons, used a form of the three-platoon system which required a 48-hour workweek and allowed 1 day off each week. One group II city allowed considerably more time off and 8 other cities, mostly in group IV, required a slightly longer workweek.

TABLE 13.—Average hours and days on duty per week in Middle Atlantic police departments

System of operation	Average hours on duty per week	Average days on duty per week	Cities reporting variations				
			All cities	City group			
				I	II	III	IV
Continuous duty.....	168.0	7.0	6		2	2	2
2-platoon: Four 10-hour groups overlapping, off 0.2 day per week.....	67.7	6.8	1				1
3-platoon: 11-hour tours overlapping, off 0.5 day per week.....	71.5	6.5	2				2
9-hour tours overlapping, off 2 days per month.....	58.9	6.5	1				1
8-hour tours, off 1 day every 21 days.....	53.3	6.7	1				1
9-hour tours overlapping, off 1 day per week.....	54.0	6.0	1		1		
8-hour tours, off every 15th day.....	52.3	6.5	2				2
8-hour tours, off 1 day every 8 days.....	49.0	6.1	1			1	
8-hour tours, off 1 day per week.....	48.0	6.0	60	3	11	21	25
8-hour tours, off 1 day every 8 days, also 6.5 days each year.....	48.0	6.0	1		1		
8-hour tours, off 2 days per week.....	40.0	5.0	1		1		
Other.....	50.3	6.0	61	3	14	20	24

System of operation	Number of employees ¹				Percentage of employees					
	All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV
All employees.....	16,037	7,164	4,938	2,356	1,579	100.0	100.0	100.0	100.0	100.0
Continuous duty.....	6		2	2	2	(²)	(²)	.1	.1	
2-platoon: Four 10-hour groups overlapping, off 0.2 day per week.....	18				18	.1				1.1
3-platoon.....	15,175	6,909	4,597	2,205	1,464	94.7	96.4	93.1	93.6	92.8
11-hour tours overlapping, off 0.5 day per week.....	21				21	.1				1.3
9-hour tours overlapping, off 2 days per month.....	25				25	.2				1.6
8-hour tours, off 1 day every 21 days.....	91				91	.6				5.8
9-hour tours overlapping, off 1 day per week.....	192		160		32	1.2		3.2		2.1
8-hour tours, off every 15th day.....	112				112	.7				7.1
8-hour tours, off 1 day every 8 days.....	52			52		.3			2.2	
8-hour tours, off 1 day per week.....	14,359	6,909	4,114	2,153	1,183	89.5	96.4	83.3	91.4	74.9
8-hour tours, off 1 day every 8 days, also 6.5 days each year.....	170		170			1.1		3.5		
8-hour tours, off 2 days per week.....	153		153			1.0		3.1		
Other.....	838	255	339	149	95	5.2	3.6	6.9	6.3	6.0

¹ See appendix table J for greater detail by divisions.
² Less than 1/10 of 1 percent.

Promotion of Patrolmen

Automatic promotion of patrolmen of lower grades after a specified period of service was provided for in 52 cities. In 48 promotion occurred after 1 year, and in 4 after 2 years. Eight made promotions by civil-service examinations and 6 by appointments; and 4 had but one classification for their patrolmen. In all groups some cities which did not require examinations for promotion made original appointments by civil-service examinations and operated under civil-service regulations.

TABLE 14.—Promotion of patrolmen in Middle Atlantic police departments

City group	Total	Number of cities				
		With automatic promotion after—		With promotion by—		With patrolmen all one grade
		1 year	2 years	Civil service	Appointment	
All cities.....	70	48	4	8	6	4
Group I.....	3	1		2		
Group II.....	14	11	1	2		
Group III.....	22	13	2	1	2	4
Group IV.....	31	23	1	3	4	

Vacations With Pay

Vacations with pay averaged about 15 days annually for all 70 cities. In the 3 large cities all employees were allowed 14 days leave. More than nine-tenths of all vacations were 14 to 18 days in length. The average length of vacation was slightly higher in the other groups than in the 3 large cities, and was highest for group III cities.

TABLE 15.—Days of vacation with pay for employees of Middle Atlantic police departments

City group	Total number of employees	Number of employees having—									
		No vacation	7 days	10 days	12 days	14 days	15 days	16 days	17 days	18 days	
All cities.....	16,037	20	3	96	117	10,570	2,151	1,278	136	672	
Group I.....	7,164					7,164					
Group II.....	4,938	10				1,705	1,420	1,027	17	324	
Group III.....	2,356	3			117	904	426	135	103	235	
Group IV.....	1,579	7	3	96		797	305	116	16	113	

City group	Number of employees having—Continued									
	19 days	20 days	21 days	22 days	23 days	24 days	25 days	26 days	28 days	30 days
All cities.....	234	246	313	64	10	46	15	30	14	22
Group I.....										
Group II.....	220	93	41	40	3	20	4	3	6	5
Group III.....	12	151	186	19	6	21	9	27	6	14
Group IV.....	2	2	104	5	1	5	2		2	3

Items Supplied to the Uniformed Force

Only 12 cities provided full uniforms or a cash allowance to cover them, though 2 others provided cloth. Eleven furnished trimmings for uniforms, and 11 provided raincoats or capes. Uniforms or an allowance in lieu of them were most common in groups III and IV cities. Various necessary items of police equipment such as revolvers clubs, and nightsticks were furnished by 25 to 46 cities; and 57 of the 70 furnished badges.

TABLE 16.—Items supplied the uniformed force in Middle Atlantic police departments

City group	Number of cities in groups	Number of cities supplying—				
		Full uniforms	Cloth for uniforms	Trim-mings for uniforms	Cash allowance for uniforms	Raincoats or capes
All cities.....	70	6	2	11	6	11
Group I.....	3			1		
Group II.....	14		1	3	1	1
Group III.....	22	4		2	3	4
Group IV.....	31	2	1	5	2	6

City group	Number of cities supplying—					
	Revolvers	Holsters and belts	Handcuffs, twisters	Clubs, nightsticks	Badges	Minor ¹ items
All cities.....	45	25	35	46	57	43
Group I.....				1	1	
Group II.....	8	6	6	10	13	8
Group III.....	14	7	9	14	18	11
Group IV.....	23	12	20	21	25	24

¹ Whistles, flashlights, caps, gloves, winter coats, puttees, hats, boots, cartridges, etc.

Part III
Appendix

Appendix

The Middle Atlantic Division includes the States of New Jersey, New York, and Pennsylvania. Appendix tables A, B, and C give detailed information for New York City. Table D and the following tables cover details for the 70 cities in part II. Table D lists the 70 Middle Atlantic cities with their 1930 populations, number of police in proportion to population, and the per capita costs. Tables E, F, G, and H give the number of persons employed and the individual occupational salaries in each of the cities of groups I, II, III, and IV. Table I summarizes total employment and total salaries paid in each division and occupation for all cities and for each size group. Table J 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.—Number of employees and annual salaries in the New York City police department by occupations, July 1, 1938

Division and occupation	Number of employees	Salary rate
All occupations.....	19,556	-----
Uniformed division:		
Commissioners.....	1	\$12,500
Deputy commissioners.....	1	5,000
	3	6,500
	1	7,500
	1	9,000
Chief inspectors.....	1	9,000
Assistant chief inspectors.....	1	6,800
Deputy chief inspectors.....	9	6,300
Inspectors.....	25	5,900
Deputy inspectors.....	23	5,500
Captains.....	103	5,000
Lieutenants (acting captains).....	31	4,500
Lieutenants.....	507	4,000
Sergeants.....	958	3,500
Patrolmen:		
1st grade.....	12,135	3,000
2d and 3d grade.....	37	2,750
4th grade.....	8	2,500
5th grade.....	383	2,250
6th and 7th grade.....	1,781	2,000
Other patrolmen: Motorcycle.....	340	3,000
Detective bureau:		
Commanding officers.....	1	5,900
Inspectors.....	3	5,900
Deputy inspectors.....	4	5,500
Captains.....	3	5,000
Lieutenants.....	79	4,000
Sergeants.....	89	3,500
Detectives:		
1st grade (patrolmen with additional salary) ¹	251	4,000
2d grade (patrolmen with additional salary) ¹	60	3,240
3d grade (patrolmen with additional salary) ¹	505	3,200
4th grade (patrolmen—straight) ¹	945	3,000
1st grade, policewomen ¹	8	3,000
Crime prevention:		
Supervisors.....	1	4,500
Investigators.....	18	3,000
Women's bureau:		
Policewomen:		
1st grade.....	126	3,000
2d grade.....	1	2,750
Fingerprint section ²		
Telephone and radio:		
Superintendents of telegraph.....	1	5,750
Assistant superintendents.....	1	4,280
Radio operators (patrolmen) ¹	23	3,000
Telephone operators (patrolmen) ¹	106	3,000
Teletype operators (patrolmen) ¹	20	3,000
Miscellaneous:		
Clerks (patrolmen) ¹	3	3,000
Radio repair mechanics.....	19	1,800
Clerical:		
Clerks.....	3 170	1,200
		to
		5,540
Secretaries.....	1	2,700
	1	2,880
		1,200
Stenographers.....	4 49	to
		3,840
	10	960
Typists.....	2	1,140
	1	1,620
	1	1,740
Miscellaneous: Messengers.....	1	1,320
	8	1,740
Maintenance:		
Cleaners.....	13	960
Electricians.....	17	2,800
Hostlers.....	17	2,008
Laborers.....	170	1,500
	2	1,620
Linemen.....	6	1,938
Machinists, automobile.....	5	2,250

See footnotes at end of table.

TABLE A.—Number of employees and annual salaries in the New York City police department by occupations, July 1, 1933—Continued

Division and occupation	Number of employees	Salary rate
Maintenance—Continued		
General mechanics:		
Auto mechanics.....	82	\$2, 188
Carpenters.....	15	2, 800
Foremen.....	2	2, 188
Glaziers.....	1	3, 601
Letterers.....	1	2, 800
Mechanics, general.....	2	2, 938
Mechanics, taximeter.....	13	1, 800
Painters.....	1	2, 460
Carriage painters.....	18	2, 375
Sign painters.....	2	2, 375
Plumbers.....	4	2, 438
Sheet metal workers.....	9	3, 000
Steam fitters.....	2	2, 800
Mechanics' helpers: Plumbers.....	2	3, 000
Miscellaneous:		
Attendants.....	1	1, 500
Cable splicers.....	30	1, 200
Care-takers.....	1	2, 196
Compositors.....	1	2, 250
Draftsmen:		
Architectural.....	1	1, 200
Electrical.....	5	to
Mechanical.....	1	2, 008
Topographical.....	1	2, 500
Electrical engineers.....	1	2, 750
Assistant electrical engineers.....	1	2, 700
Enginemen, automobile.....	12	3, 120
Elevator operators.....	1	4, 200
Feeders, press.....	1	3, 120
Firemen, stationary.....	1	3, 120
Harnessmakers.....	1	2, 400
Horseshoers.....	1	7, 700
Pressmen.....	2	3, 120
X-ray electricians.....	2	3, 300
Miscellaneous:		
Chemists.....	1	4, 260
Dentists.....	12	1, 500
Roentgenologists.....	26	1, 620
Chief surgeons.....	1	1, 740
Surgeons.....	1	2, 040
Veterinarians.....	1	1, 500
Inspectors, light and power.....	5	1, 800
Inspectors, licensed vehicles.....	1	1, 920
Messengers.....	1	2, 242
Property clerks.....	6	2, 555
Assistant property clerks.....	1	2, 000
Telephone operators.....	5	2, 500
Telephone operators.....	2	2, 868
Telephone operators.....	1	2, 750

¹ Regularly detailed to this service; not included elsewhere.

² Work handled by detective bureau.

³ Includes 56 at \$1,200; 32 at \$1,320; 39 at \$1,440; 2 at \$1,560; 1 at \$1,680; 3 at \$1,740; 1 at \$1,800; 2 at \$2,040; 1 at \$2,280; 4 at \$2,340; 5 at \$2,400; 3 at \$2,520; 1 at \$2,580; 2 at \$2,640; 1 at \$2,940; 6 at \$3,000; 2 at \$3,120; 1 at \$3,240; 1 at \$3,300; 1 at \$3,480; 1 at \$3,500; 1 at \$3,600; 1 at \$4,000; 1 at \$5,000; 1 at \$5,250; and 1 at \$5,540.

⁴ Includes 3 at \$1,200; 18 at \$1,320; 12 at \$1,440; 2 at \$1,620; 4 at \$1,740; 1 at \$2,040; 1 at \$2,280; 3 at \$2,340; 3 at \$2,400; 1 at \$3,000; and 1 at \$3,840.

⁵ Includes 1 at \$1,200; 1 at \$1,500; 1 at \$1,620; 18 at \$1,740; and 10 at \$2,008.

TABLE B.—Total salaries and total number of employees in the New York City police department, July 1, 1938

Division and occupation ¹	Number of employees	Total salaries
All occupations.....	19, 556	\$57, 495, 119
Uniformed division.....	16, 349	48, 406, 000
Commissioners.....	1	12, 500
Deputy commissioners.....	6	41, 000
Inspectors.....	59	346, 500
Captains.....	103	515, 000
Lieutenants.....	538	2, 167, 500
Sergeants.....	958	3, 353, 000
Patrolmen:		
1st grade.....	12, 135	36, 405, 000
2d and 3d grade.....	37	101, 750
4th grade.....	8	20, 000
5th grade.....	383	861, 750
6th and 7th grade.....	1, 781	3, 562, 000
Other patrolmen: Motorecycle.....	340	1, 020, 000
Detective bureau.....	1, 967	6, 420, 000
Commanding officers.....	1	5, 900
Inspectors.....	7	39, 700
Captains.....	3	15, 000
Lieutenants.....	79	316, 000
Sergeants.....	89	311, 500
Detectives ²	1, 769	5, 673, 400
Miscellaneous.....	19	58, 500
Women's bureau: Policewomen.....	127	380, 750
Telephone and radio.....	173	500, 210
Superintendents of telegraph.....	1	5, 750
Assistant superintendents.....	1	4, 280
Radio operators (patrolmen) ²	23	69, 000
Telephone operators (patrolmen) ²	106	318, 000
Teletype operators (patrolmen) ²	20	60, 000
Miscellaneous.....	22	43, 200
Clerical.....	244	400, 930
Clerks.....	170	284, 650
Secretaries.....	2	5, 580
Stenographers and typists.....	63	95, 480
Miscellaneous.....	9	15, 240
Maintenance.....	632	1, 187, 589
Cleaners.....	13	12, 480
Electricians.....	17	47, 600
Hostlers.....	17	34, 136
Laborers.....	172	258, 240
Linemen.....	6	11, 628
Machinists, automobile.....	5	11, 250
General mechanics.....	154	359, 781
Mechanics helpers.....	1	1, 500
Miscellaneous.....	247	450, 974
Miscellaneous.....	64	199, 640
Medical.....	28	133, 900
Inspection.....	8	19, 140
Other miscellaneous.....	28	46, 600

¹ Details on the number of employees and the range of salaries for each occupation are shown in table A.

² Patrolmen or policewomen regularly detailed to this service; not included elsewhere.

TABLE C.—Average hours and days on duty per week for employees in the New York City police department, July 1, 1938

System of operation	Average hours on duty per week	Average days on duty per week	All divisions	Uni-formed division	De-tective bu-reau	Wom-en's bu-reau	Tele-phone and radio	Cleri-cal	Main-te-nance	Mis-cel-laneous
Total number of employees			19, 556	16, 349	1, 967	127	173	244	632	64
Single-platoon: On 6 days, off 1 day	144.0	6.00	237	200	11		2			24
3-platoon			18, 739	16, 149	1, 937	127	171		355	
8-hour tours—off 1 day per week	48.0	6.00	1, 408	507	835				66	
8-hour tours—off 0.82 day per week	49.4	6.18	1, 047	958	89					
8-hour tours—off 0.70 day per week	50.4	6.30	15, 944	14, 344	1, 013	127	171		289	
8-hour tours—off 0.78 day per week	49.8	6.22	340	340						
Other	43.4	5.42	580		19			244	277	40

TABLE D.—Police department employees and salary costs in relation to population in Middle Atlantic cities with a population of 25,000 or more,¹ July 1, 1938

City	Population ²	Employees per 10,000	Per capita salary cost
All cities	8, 333, 840	19	\$4.41
Group I—cities of 50,000 and over	3, 193, 854	22	4.98
Buffalo, N. Y.	573, 076	22	4.92
Philadelphia, Pa.	1, 950, 961	25	5.49
Pittsburgh, Pa.	669, 817	15	3.52
Group II—cities of 100,000 to 500,000	2, 526, 037	20	4.81
Albany, N. Y.	127, 412	29	5.69
Camden, N. J.	118, 700	17	3.39
Elizabeth, N. J.	114, 589	18	4.21
Erie, Pa.	115, 967	11	2.11
Jersey City, N. J.	316, 715	30	9.43
Newark, N. J.	442, 337	25	6.37
Paterson, N. J.	138, 513	21	4.94
Reading, Pa.	111, 171	15	2.45
Rochester, N. Y.	323, 132	10	2.21
Scranton, Pa.	143, 433	13	2.40
Syracuse, N. Y.	209, 326	15	3.25
Trenton, N. J.	123, 356	19	4.20
Utica, N. Y.	101, 740	17	3.45
Yonkers, N. Y.	134, 646	22	6.84
Group III—cities of 50,000 to 100,000	1, 503, 372	16	3.47
Allentown, Pa.	92, 563	11	1.94
Altoona, Pa.	82, 051	8	1.39
Atlantic City, N. J.	66, 198	29	7.18
Bethlehem, Pa.	57, 892	11	1.97
Binghamton, N. Y.	76, 662	16	3.29
Chester, Pa.	59, 164	10	1.77
East Orange, N. J.	68, 020	17	4.42
Harrisburg, Pa.	80, 339	16	2.92
Hoboken, N. J.	59, 261	26	6.09
Irvington, N. J.	56, 733	12	2.93
Johnstown, Pa.	66, 993	11	2.01
Lancaster, Pa.	59, 949	10	1.92
McKeesport, Pa.	54, 632	13	2.52
Mount Vernon, N. Y.	61, 499	21	6.20
New Rochelle, N. Y.	54, 000	27	7.79
Niagara Falls, N. Y.	75, 460	16	3.31
Passaic, N. J.	62, 659	15	3.97
Schenectady, N. Y.	95, 692	16	3.39
Troy, N. Y.	72, 763	21	3.58
Union City, N. J.	58, 659	22	5.55
Wilkes-Barre, Pa.	86, 626	12	2.38
York, Pa.	55, 254	10	2.00

See footnotes at end of table.

TABLE D.—*Police department employees and salary costs in relation to population in Middle Atlantic cities with a population of 25,000 or more, July 1, 1938—Con.*

City	Population	Employees Per 10,000	Per capita salary cost
Group IV—cities of 25,000 to 50,000.....	1, 110, 577	14	\$3. 13
Aliquippa, Pa.	27, 116	8	1. 60
Auburn, N. Y.	36, 652	11	1. 96
Belleville, N. J.	26, 974	13	3. 10
Bloomfield, N. J.	38, 077	17	4. 55
Clifton, N. J.	46, 875	11	2. 89
Easton, Pa.	34, 468	10	1. 96
Elmira, N. Y.	47, 397	17	3. 23
Garfield, N. J.	29, 739	13	3. 41
Hazleton, Pa.	36, 765	7	1. 20
Jamestown, N. Y.	45, 155	11	1. 95
Kearny, N. J.	40, 716	16	4. 29
Kingston, N. Y.	28, 088	12	2. 64
Lebanon, Pa.	25, 561	11	1. 67
Lower Merion, Pa. ¹	35, 166	31	5. 87
New Brunswick, N. J.	34, 555	13	3. 16
Newburgh, N. Y.	31, 275	16	3. 31
New Castle, Pa.	48, 674	9	1. 56
Norristown, Pa.	35, 853	9	1. 63
North Bergen, N. J. ²	40, 714	17	4. 44
Orange, N. J.	35, 399	18	4. 49
Plainfield, N. J.	34, 422	19	4. 54
Poughkeepsie, N. Y.	40, 288	16	3. 39
Rome, N. Y.	32, 338	9	1. 72
Sharon, Pa.	25, 908	9	1. 65
Upper Darby Pa. ³	46, 626	21	3. 88
Watertown, N. Y.	32, 205	11	2. 05
West New York, N. J.	37, 107	22	5. 66
White Plains, N. Y.	35, 830	30	8. 25
Wilkinsburg, Pa.	29, 639	7	1. 22
Williamsport, Pa.	45, 729	8	1. 27
Woodbridge, N. J. ³	25, 266	14	3. 48

¹ Includes all Middle Atlantic cities and urban townships having populations of 25,000 or more, except New York City, which is covered by part I of this bulletin, and Bayonne, N. J. (88,979); Amsterdam, N. Y. (34,817); Montclair, N. J. (42,017); Nanticoke, Penna. (26,043); and Perth Amboy, N. J. (43,516); for which data were not available.

² Based on U. S. Census of Population for 1930.

³ Township classified as urban by special rule of the U. S. Bureau of the Census.

TABLE E.—Number of employees and annual salaries in police departments of each of 3 Middle Atlantic cities with a population of 500,000 and over, ¹ by occupations, July 1, 1933

Division and occupation	New York		Pennsylvania			
	Buffalo		Philadelphia		Pittsburgh	
	Number	Salary rate	Number	Salary rate	Number	Salary rate
All employees.....	1,255		4,898		1,011	
Uniformed division:						
Chiefs or superintendents.....	1	\$6,300	1	\$6,500	1	\$5,970
Assistant or deputy chiefs.....	1	4,500	1	4,500	1	4,130
Assistant deputy chiefs.....	1	3,001	1	2,400		
Inspectors.....	3	4,050	6	3,080	6	3,300
Captains.....	19	3,150	45	2,800		
Lieutenants.....	{ 11 63	{ 2,610 2,760			36	2,700
Sergeants.....			147	2,475	35	2,480
Plainclothesmen.....			100	2,190		
Patrolmen:						
1st grade.....	835	2,200	3,741	2,190	779	2,310
2d grade.....	14	1,900	24	2,008		
3d grade.....			39	1,825		
Patrol drivers.....	(?)		120	2,190	42	2,310
Turnkeys.....	(?)		120	2,190	16	2,310
Miscellaneous:						
Chief desk lieutenants.....	1	3,000				
Assistant chief desk lieutenants.....	1	2,700				
Inspectors, record room.....					1	3,300
Lieutenants (desk).....	{ 4 85	{ 2,180 2,300				
Sergeants (house desk).....			123	2,365		
Sergeants (headquarters desk).....			4	2,265		
Detective bureau:						
Chiefs of detectives.....	1	4,050				
Assistant chiefs of detectives.....	3	3,200				
Inspectors.....					1	3,300
Captains.....			2	3,685	1	3,030
Lieutenants.....			8	2,750	2	2,700
Sergeants.....	36	2,400	14	2,600	3	2,480
Detectives.....	70	2,300	185	2,400	34	2,700
Women's bureau:						
Lieutenants.....					1	1,650
Policewomen.....	4	2,000			4	1,540
Matrons.....	5	1,669	{ 13 1	{ 1,100 1,350	23	1,400
Miscellaneous:						
Chiefs juvenile division.....			1	3,000		
Assistant chiefs juvenile division.....			{ 1 2	{ 1,800 2,500		
Fingerprint section:						
Identification chiefs.....	1	2,800			1	2,480
Fingerprint operators.....	(?)		6	1,800	2	2,310
Miscellaneous:						
Apprentice Bertillon operators.....					2	1,500
Photographers.....	1	2,404	{ 4 1 1	{ 1,800 2,200 3,000		
Telephone and radio division:						
Chief operators.....	1	3,001	1	2,400	1	2,800
Radio operators.....	4	2,300	3	2,000	{ 3 3	{ 2,550 2,670
Telephone operators.....	(?)		{ 25 2	{ 1,800 1,900		
Miscellaneous:						
Signal service operators.....					3	2,570
Assistant signal service operators.....					3	1,670

See footnotes at end of table.

TABLE E.—Number of employees and annual salaries in police departments of each of 3 Middle Atlantic cities with a population of 500,000 and over, by occupations, July 1, 1938—Continued

Division and occupation	New York		Pennsylvania			
	Buffalo		Philadelphia		Pittsburgh	
	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate
Clerical division:						
Chief clerks.....	1	\$3,301	1	\$3,000	1	\$2,530
Clerks.....	2	1,669	2 ²	1,350 to 2,400	1 1 1	1,540 1,650 1,760
Bookkeepers.....	1	2,101			1	
Secretaries.....			1	2,600		
Stenographers.....	1	2,484	3 ³	1,350 to 2,200	1 2	1,730 1,980
Typists.....			{	7 3	{	
Miscellaneous:						
Auditors.....			1	2,500		
Property clerks.....	1	2,300				
Statisticians.....			1	3,000		
Maintenance: ⁴						
Cleaners.....	21	1,300	45	800		
Janitors.....	3	1,800				
Hostlers.....			10	1,200		
Laborers.....			3	1,350		
Linemen.....	14	2,101				
Machinists.....	1	2,070				
General mechanics:						
Assistant foremen, police garage.....	1	2,100				
Mechanics, auto.....	11	2,070				
Mechanics helpers.....	21	1,620				
Miscellaneous:						
Battery men.....	1	2,133				
Cable splicers.....	1	2,401				
Cable splicer helpers.....	1	2,101				
Engineers.....	{	2,401				
Engineers, marine.....	1	2,430				
Firemen.....			1	2,200		
Horseshoers.....			1	1,800		
Instrument repairmen.....	{	2,101				
Saddlers.....	1	2,133				
Switch board men.....	1	2,106	1	1,700		
Miscellaneous:						
Chief surgeons.....			1	5,000		
Surgeons.....	2	3,101	13	2,200		

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

² Assigned from uniformed force.

³ Includes 1 at \$1,350, 1 at \$1,400, 16 at \$1,500, 2 at \$1,600, 2 at \$1,700, 2 at \$1,800, 2 at \$2,000, 1 at \$2,200, and 1 at \$2,400.

⁴ Includes 14 at \$1,350, 12 at \$1,500, 9 at \$1,800, 2 at \$2,000, and 1 at \$2,200.

⁵ Work of this division performed by separate city bureau in Pittsburgh.

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

Division and occupation	New Jersey										
	Camden		Elizabeth		Jersey City		Newark		Paterson		
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	
All employees ²	198		204		948		1098		295		
Uniformed division:											
1 Chiefs or superintendents.....	1	\$4,000	1	\$4,500	1	\$9,000	1	\$6,000	1	\$4,200	
2 Assistant or deputy chiefs.....					2	7,000	3	5,000			
3 Inspectors.....					4	6,000	2	4,750			
4 Captains.....			3	3,200	12	5,000	{ 3 3,700 4 4,000 }		4	3,200	
5 Lieutenants.....	5	2,500			125	3,700	22	3,500	9	2,800	
6 Sergeants.....	13	2,220	13	2,525	82	3,500	53	3,000	22	2,500	
7 Plainclothesmen.....	8	2,040			30	3,450	(³)		18	2,300	
Patrolmen:											
8 1st grade.....	117	2,040	159	2,375	595	3,000	871	2,500	142	2,300	
9 2d grade.....			1	2,265				22	2,200		
10 3d grade.....			16	2,155			1	2,300	5	2,100	
11 4th grade.....	9	1,550							11	2,000	
12 5th grade.....	3	1,499							4	1,900	
13 6th grade.....											
14 Patrol drivers.....	6	2,040					(³)		9	2,200	
15 Turnkeys.....	3	2,040					(³)				
Miscellaneous:											
16 Court officers.....											
17 Rear of patrol.....	6	2,040									
Detective bureau:											
18 Chiefs.....					1	6,000					
19 Inspectors.....					1	5,000	2	4,000			
20 Captains.....			1	3,200			15	3,500			
21 Lieutenants.....	1	2,500					20	3,000	3	2,500	
22 Sergeants.....	1	2,220	4	2,525							
23 Detectives.....	13	2,220			(³)		(³)		18	2,300	
Women's bureau:											
24 Policewomen.....					2	2,700	3	2,500	1	2,000	
25 Matrons.....	3	960			19	1,551	{ 6 1,740 13 1,940 }				
26 Miscellaneous: Confidential employees.....					1	2,500					
Fingerprint section: ⁴											
27 Identification chiefs.....			(³)				1	3,500	1	2,800	
28 Identification clerks.....							7	{ 1,800 1,740 }	2	2,300	
29 Fingerprint operators.....	1	2,040			(³)			2	2,680	1	2,300
Telephone and radio division:											
30 Superintendents.....							1	3,200	1	2,800	
31 Chief operators (telephone and radio).....											
32 Radio operators.....	3	1,660	(³)		(³)		(³)		5	2,300	
33 Telephone operators.....			(³)		(³)		{ 1 2,100 3 2,500 }				
Miscellaneous:											
34 Radio engineers.....											
35 Radio repairmen.....											
Clerical division: ⁶											
36 Chief clerks.....	1	2,400			1	5,500	1	2,900	1	2,800	
37 Assistant chief clerks.....					1	4,400					
38 Clerks.....	1	2,196	(³)		2	2,700	{ 1 1,580 1 2,560 }		3	2,300	
39 Bookkeepers.....											
40 Secretaries.....					1	4,500			2	2,500	
41 Assistant secretaries.....											
42 Stenographers.....					1	3,700	{ 1 2,400 1 2,780 1 2,980 }				
43 Typist.....											
Miscellaneous:											
44 Pawnshop clerks.....					1	3,700					
45 Property clerks.....					1	3,700					

See footnotes at end of table.

of 14 Middle Atlantic cities with a population of 100,000 and under 500,000,¹ by July 1, 1938

New Jersey— Con.		New York										Pennsylvania					
Trenton		Albany		Rochester		Syracuse		Utica		Yonkers		Erie		Reading		Scranton	
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
229		364		328		322		172		300		130		163		187	
1	\$4,180	1	\$4,500	1	\$4,900	1	\$6,000	1	\$4,000	1	\$7,000	1	\$3,360	1	\$2,400	1	\$2,520
		1	3,500	1	3,600	2	3,600	1	3,400								
				2	3,150	3	3,300										
3	3,420	8	2,600	8	2,835	6	2,740	5	2,600	5	4,500	2	2,430			2	2,160
8	2,660	14	2,400	8	2,625	9	2,290	5	2,400	17	4,000	1	2,160	3	1,860	4	2,070
8	2,518	26	2,250	21	2,415	16	2,140	13	2,200	18	3,400	2	2,100	13	1,800	9	2,016
		(²)		20	2,100	29	2,040										
120	2,280	255	2,000	198	2,100	202	2,040	105	2,000	196	3,000	67	1,920	97	1,680	111	1,944
6	2,185	7	1,900					5	1,850	20	2,850			10	1,620	3	1,836
3	2,090	11	1,800					5	1,700	2	2,725					14	1,728
6	1,995	6	1,700					7	1,550	2	2,625	4	1,740	7	1,440	5	1,620
28	1,900											9	1,680				
1	1,853											22	1,620				
10	2,280	3	1,520	{	2,100	4	2,040	4	1,600	(³)		3	1,920	3	1,560	6	1,944
				1	1,890	6	2,040					3	1,920	3	1,560		
				3	2,100												
1	2,423																
		(⁴)		1	3,428					1	4,700					1	2,160
1	3,420					1	3,200	1	2,600								
4	2,660			1	3,300			1	2,400					1	1,860		
4	2,518	1	2,250	1	2,783	2	2,740			3	3,400						
1	2,518	(⁵)		{	2,350	17	2,340	13	2,200	14	3,200	8	2,100	8	1,800	10	2,016
				19	2,546												
				21	2,546												
1	2,280			2	2,100	1	2,040					1	1,680				
		2	1,300	3	1,600	2	1,200	(⁶)								3	810
(⁷)						1	2,340	1	2,000			1	2,100			1	2,070
(⁸)				3	2,100	3	2,040			2	3,200						
														(⁹)			
(⁹)				(¹⁰)				1	2,000	1	4,000					1	2,160
				(¹¹)		1	2,600					(¹²)				1	1,350
4	2,280	5	1,700	4	1,760	4	1,750	3	1,800	(¹³)		(¹⁴)		5	1,560	3	1,080
		(¹⁵)				3	2,040			(¹⁶)		(¹⁷)		3	1,560	3	1,080
1	1,900					1	1,643					1	2,100				
1	2,660							1	2,300			1	1,980	1	1,800		
						{	2,040					{	1,500	1	1,680	1	1,350
						1	2,400					1	1,680				
										1	1,750						
										1	2,440						
						1	2,040										
5	2,280			{	1,500									1	1,200		
				3	1,800												
				2	2,000												
				1	936												

See footnotes at end of table.

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

Division and occupation	New Jersey									
	Camden		Elizabeth		Jersey City		Newark		Paterson	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
Maintenance: ⁸										
46 Cleaners.....							1	\$1,564		
47 Electricians.....			1	\$2,825						
48 Janitors.....	2	\$1,500	4	1,050			1	1,564	5	\$1,900
49 Laborers.....					19	\$2,281				
50 Linemen.....					7	2,900	6	2,500	4	2,300
					1	3,000				
					1	3,100				
51 Machinists.....	1	1,500			1	3,300				
General mechanics:										
52 Auto mechanics.....										
53 Carpenters.....							1	3,099		
54 Foremen.....							2	3,020	1	2,600
55 Mechanics, traffic signal system.....							1	2,800		
56 Painters.....							1	2,657		
57 Plumbers.....							1	3,600		
Mechanics helpers:										
58 Carpenters' helpers.....							1	2,086		
59 Electricians' helpers.....			(3)							
60 Mechanics' helpers.....							6	2,086		
Miscellaneous:										
61 Assistant electrical engineers.....							1	2,800		
62 Car washers.....										
63 Electrical draftsmen.....							1	1,700		
64 Garage attendants.....										
65 Utility men.....					33	2,281	1	2,000		
Miscellaneous:										
66 Surgeons.....	(4)		1	1,200	1	4,750	(4)			
67 Medical examiners.....					1	6,000				
68 Assistant medical examiners.....					1	3,000				
69 Athletic instructors.....							1	4,000		
70 Chaplains.....							(4)			
71 Chemists.....							1	2,800		

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

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

³ Assigned from uniformed division.

⁴ Assistant chief of police acts as chief of detectives.

⁵ On call.

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

⁷ Includes 5 at \$1,800, 30 at \$2,000, 3 at \$2,320, and 2 at \$2,680.

⁸ Work of this division performed by separate city bureau or private company in Rochester.

TABLE G.—Number of employees and annual salaries in police departments of each of 22 Middle Atlantic cities with a population of 50,000 and under 100,000,¹ by occupations, July 1, 1933

Division and occupation	New Jersey										New York						
	Atlantic City		East Orange		Hoboken		Irvington		Passaic		Union City		Binghamton		Mount Vernon		
	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 employees ²	195	Dol.	117	Dol.	153	Dol.	66	Dol.	97	Dol.	129	Dol.	122	Dol.	129	Dol.	
Uniformed division:																	
Chiefs or superintendents.....	1	4,625	1	5,000	1	5,000	1	3,400	1	3,600	1	4,200	1	3,500	1	5,500	
Assistant or deputy chiefs.....							13,000				14,100		13,000				
Captains.....	3	3,515	1	3,700	2	4,000	12	800	4	3,100	3	3,200	1	2,700			
Lieutenants.....	3	2,868	3	3,300	5	3,000	32	700	3	2,900	8	2,900	3	2,350	5	4,000	
Sergeants.....	6	2,775	11	2,840			32	600	5	2,700	9	2,700	5	2,250	9	3,500	
Plainclothesmen.....																	
Patrolmen:																	
1st grade.....	118	2,359	83	2,500	118	2,250	39	2,500	66	2,500	59	2,500	92	2,060	80	3,000	
2d grade.....	2	1,896	9	2,300	10	2,061	5	2,400			13	2,400	1	1,928	1	2,625	
3d grade.....			2	1,950							24	2,200	1	1,856	4	2,325	
4th grade.....															5	2,025	
5th grade.....													2	1,700	10	1,800	
Others: Extras.....																	
Patrol drivers.....	3	2,359							3	2,500	3	2,500			(3)		
Turnkeys.....	3	2,451															
Miscellaneous:																	
Accident bureau, investigators.....	4	2,359															
Corporals.....	2	2,682															
Court clerks.....							1	2,500	1	3,000							
Magistrate clerks.....	1	2,550															
Patrol wagon attendants.....																	
Police chauffeurs.....																	
Property clerks.....	1	2,183															
Detective bureau:																	
Chiefs of detectives.....																1	4,680
Inspectors.....					1	4,800											
Captains.....	4	3,515	1	3,700			1	2,800	1	3,100							
Lieutenants.....					4	3,000					1	2,900	1	2,600			
Sergeants.....			1	2,840	10	2,750	2	2,600	2	2,700	3	2,700	1	2,350	2	3,500	
Detectives.....	24	2,775	(3)				6	2,500	7	2,500			4	2,300	8	3,000	
Women's bureau:																	
Policewomen.....	1	2,359							1	2,500						1	3,000
Matrons.....	{	11,364			2	1,250							1	1,675			
Matrons.....	{	21,387															
Fingerprint section: ⁴																	
Identification chiefs.....																	
Identification clerks.....											(3)						
Fingerprint operators.....	3	2,775															
Telephone and radio division: ⁷																	
Superintendents.....																	
Radio operators.....	3	2,359	4	2,500					3	2,500	3	2,500	1	2,060	(3)		
Telephone operators.....																	
Miscellaneous:																	
Police call-box operators.....	3	2,359															
Clerical division: ⁸																	
Chief clerks.....																	
Clerks.....	1	1,819															
Secretaries.....			1	2,500													
Stenographers.....	1	1,200												1	1,300		
Maintenance: ⁹																	
Electricians.....											1	2,500					
Janitors.....								1	2,000	(10)				{	1,500	2	2,880
Hostlers.....														{	1,700		
Laborers.....	5	1,200								(10)				{	2,439		
Automobile mechanics.....	(3)						1	2,500						{	1,564		
Painters.....	(3)																
Auto mechanics' helpers.....							1	1,825									
Miscellaneous; Surgeons.....	(4)		(4)		(4)		(4)				(4)		(4)				

See footnotes at end of table.

TABLE G.—Number of employees and annual salaries in police departments of each of 22 Middle Atlantic cities with a population of 50,000 and under 100,000, by occupations, July 1, 1938—Continued

Division and occupation	New York—Continued								Pennsylvania										
	New Rochelle		Niagara Falls		Sche-nectady		Troy		Allen-town		Altoona		Bethle-hem		Chester				
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate			
	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.			
All employees ²	144		124		149		151		100		64		63		57				
Uniformed division:																			
Chiefs or superintendents.....	1	6,000	1	3,300	1	4,300	1	3,050	1	2,800	1	2,400	1	3,000	1	2,640			
Assistant or deputy chiefs.....																			
Captains.....	1	4,720	1	2,500	3	2,575	4	1,950	4	2,100			4	1,920	3	2,200			
Lieutenants.....	5	3,950	9	2,200							3	1,920							
Sergeants.....	9	3,400			15	2,325	25	1,800	6	1,920			6	1,860	5	1,980			
Plainclothesmen.....			3	2,000	8	2,150	9	1,700					3	1,860					
Patrolmen:																			
1st grade.....	87	2,900	83	2,000	94	2,150	85	1,700	77	1,800	47	1,800	44	1,800	37	1,760			
2d grade.....					2	2,050	3	1,600			1	1,740							
3d grade.....	10	2,463									4	1,620							
4th grade.....											1	1,500							
5th grade.....	10	2,213																	
Others: Extra.....											4	1,500							
Patrol drivers.....	(³)		3	2,000	4	1,925	3	1,700								3	1,760		
Turnkeys.....																	3	1,760	
Miscellaneous:																			
Accident bureau, in- vestigators.....																			
Corporals.....																			
Court clerks.....																			
Patrol-wagon attend- ants.....			2	2,000															
Police chauffeurs.....										1	1,584								
Traffic utility men.....										{	1,320								
											1,440								
Detective bureau:																			
Chiefs of detectives.....			1	3,000				1	2,250										
Inspectors.....																			
Captains.....						1	2,575						(³)			1	2,200		
Lieutenants.....	1	4,100																	
Sergeants.....	1	3,400	6	2,200	1	2,325							(³)						
Detectives.....	13	3,020			7	2,400	6	1,900	2	1,920	1	1,860	(³)			3	1,815		
Women's bureau:																			
Matrons.....	(⁴)		2	1,100	(⁴)		1	900								(⁴)			
Fingerprint section: ⁵																			
Identification chiefs.....			1	2,200					1	1,920							(⁴)		
Identification clerks.....																			
Fingerprint operators.....			1	2,000			2	1,900					(⁴)						
Telephone and radio division:																			
Superintendents.....			1	2,000	(³)														
Radio operators.....	(⁴)		5	1,700	(³)		5	1,700					(⁴)			(⁴)			
Telephone operators.....									2	1,320									
Miscellaneous:																			
Radio engineers.....					1	2,000								1	1,620				
Clerical division: ³																			
Chief clerks.....			1	2,000					1	1,920									
Clerks.....			2	1,500			2	1,700	3	1,320								1	1,980
Secretaries.....														1	1,200				
Stenographers.....			1	1,040															
Maintenance:																			
Cleaners.....					3	1,032													
Electricians.....																		2	2,400
Janitors.....	{	1,2,112			1	1,600	4	1,250										{	1,1,080
		1,2,244																	1,1,200
Hostlers.....																			
Laborers.....					2	1,400													
Auto mechanics.....																			
Painters.....																			
Auto mechanics' helpers.....																			
Miscellaneous: Surgeons.....			(⁴)		(⁴)		(⁴)						(⁴)						

See footnotes at end of table.

TABLE G.—Number of employees and annual salaries in police departments of each of 22 Middle Atlantic cities with a population of 50,000 and under 100,000, by occupations, July 1, 1938—Continued

Division and occupation	Pennsylvania—Continued											
	Harrisburg		Johnstown		Lancaster		McKeesport		Wilkes-Barre		York	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
All employees ¹	132	Dol.	71	Dol.	61	Dol.	70	Dol.	107	Dol.	55	Dol.
Uniformed division:												
Chiefs or superintendents	1	3,300	1	2,820	1	3,500	1	2,500	1	3,500	1	2,380
Assistant or deputy chiefs	1	2,400	1	2,266					2	2,460		
Captains	4	2,000	3	2,125	3	2,100	2	2,106				
Lieutenants	8	1,860			6	1,950	3	1,971	6	2,064	3	2,120
Sergeants									5	2,010		
Plain clothesmen												
Patrolmen:												
1st grade	104	1,740	44	1,902	43	1,800	34	1,971	82	1,890	50	2,000
2d grade												
3d grade												
4th grade												
5th grade												
Others:												
Motorcycle officers			6	1,902			2	1,971				
Cruiser car officers							12	1,971				
Traffic officers							4	1,971				
Patrol drivers			3	1,902			3	1,971	3	1,890		
Turnkeys			1	2,100			3	1,971				
Miscellaneous:												
Accident bureau, investigators	1	1,740										
Ordinance officers							1	1,740				
Police chauffeurs												
Traffic inspectors							1	1,740				
Traffic utility men												
Detective bureau:												
Chiefs of detectives												
Captains	1	2,400			1	2,200						
Lieutenants												
Sergeants			3	2,125								
Detectives	7	1,860	5	2,043	3	2,100	3	1,971	3	2,079	1	2,000
Women's bureau:												
Policewomen					1	2,100						
Matrons	1	1,320	3	792					1	1,260		
Fingerprint section: ⁵												
Identification chiefs	1	2,000							1	2,010		
Identification clerks												
Telephone and radio division: ⁷												
Superintendents	1	1,860										
Radio operators	(³)						(³)				(³)	
Telephone operators			(³)				(³)					
Clerical division: ⁸												
Chief clerks	1	2,100							1	2,100		
Secretaries			1	1,518	1	2,200						
Stenographers	1	720										
Maintenance: ⁹												
Janitors					1	1,320	1	1,456				
Hostlers									1	720		
Machinists									1	2,064		
Auto mechanics					1	1,800						

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

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

³ Assigned from uniformed division.

⁴ On call.

⁵ In cities which report no employees in this division, work is usually performed by men assigned from uniformed force or by the detective bureau.

⁶ Not under supervision of police department.

⁷ Work of this division performed by men assigned from uniformed force in Lancaster and Wilkes-Barre.

⁸ In cities which report no employees in this division, clerical work is usually done by men assigned from uniformed force.

⁹ Work of this division performed by separate city bureau or private company in Harrisburg and by men assigned from uniformed force in Hoboken. In East Orange maintenance is managed jointly by the police and fire departments.

¹⁰ Part time.

TABLE H.—*Number of employees and annual salaries in police departments of each of 31 Middle Atlantic cities with a population of 25,000 and under 50,000,¹ by occupations, July 1, 1938*

Division and occupation	New Jersey																
	Belle-ville		Bloom-field		Clifton		Gar-field		Kearny		New Brunsw-ick		North Bergen		Orange		
	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 employees ²	34	Dol.	65	Dol.	52	Dol.	38	Dol.	67	Dol.	45	Dol.	68	Dol.	65	Dol.	
Uniformed division:																	
Chiefs.....	1	3,400	1	4,000	1	3,600	1	3,500	1	4,300	1	4,000	1	5,000	1	4,000	
Assistant or deputy chiefs.....								1	3,150								
Assistant deputy chiefs.....																	
Captains.....	1	3,000	2	3,500	2	3,100			2	3,200			2	4,100	1	3,000	
Lieutenants.....	2	2,800	4	3,200	3	3,000	1	2,900	2	3,000	3	2,700	3	3,200	3	2,800	
Sergeants.....	1	2,500	4	3,200	4	2,800	7	2,800	5	2,800	2	2,700	4	3,000	6	2,700	
Plainclothesmen.....	2	2,500	2	2,800													
Patrolmen:																	
1st grade.....	17	2,500	43	2,500	34	2,500	17	2,500	40	2,500	30	2,400	41	2,500	40	2,400	
2d grade.....	3	2,000													5	2,300	
3d grade.....	3	1,900	5	2,300							4	2,100	4	2,100	1	2,200	
4th grade.....	1	1,800									1	1,950					
5th grade.....																	
Patrol drivers.....														3	2,500		
Turnkeys.....																	
Miscellaneous:																	
Desk sergeants.....																	
House sergeants.....																	
Park guards.....																	
Detective bureau:																	
Chiefs.....																	
Captains.....								1	3,150	1	3,200						
Lieutenants.....			1	3,200	1	3,000	1	2,900			2	2,800			1	2,800	
Sergeants.....			1	3,200					1	2,800				4	3,000		
Detectives.....			2	2,800	4	2,500	1	2,500	5	2,500				2	2,950	4	2,400
Women's bureau:																	
Policewomen.....																	
Matrons.....			(*)												1	1,400	
Fingerprint section: ⁸																	
Identification chiefs.....								1	2,800	1	2,800						
Identification clerks.....							1	2,500	1	2,500			1	2,500			
Fingerprint operators.....																	
Telephone and radio division: ⁹																	
Superintendents.....	(*)																
Radio operators.....																	
Telephone operators.....	(*)							3	2,800								
Clerical division: ¹⁰																	
Chief clerks.....										1	2,800	1	2,100			1	2,400
Clerks.....						1	2,500			4	2,500						
Secretaries.....										1	2,500						
Stenographers.....																	
Typists.....																	
Record clerks.....																	
Maintenance: ¹¹																	
Cleaners.....																	
Electricians.....																2	2,000
Janitors.....										1	1,278						
General mechanics:																	
Automobile mechanics.....													1	1,600			
Machinists.....																	
Master mechanics.....						1	2,600										
Painters, sign and line.....																	
Miscellaneous:																	
Surgeons.....										(?)						1	3,200
Ambulance drivers.....									3	2,500							
Dog wardens.....																	
Dog catchers.....																1	1,500

See footnotes at end of table.

TABLE H.—Number of employees and annual salaries in police departments of each of 31 Middle Atlantic cities with a population of 25,000 and under 50,000, by occupations, July 1, 1938—Continued

Division and occupation	New Jersey—Continued						New York													
	Plain-field		West New York		Wood-bridge		Auburn		Elmira		James-town		Kings-ton		New-burgh					
	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 employees ²	64	Dol.	81	Dol.	35	Dol.	40	Dol.	82	Dol.	51	Dol.	35	Dol.	49	Dol.				
Uniformed division:																				
Chiefs.....	1	4,500	1	4,000	1	3,500	1	2,880	1	3,000	1	2,400	1	3,250	1	3,300				
Assistant or deputy chiefs.....																				
Assistant deputy chiefs.....																				
Captains.....	1	3,200	1	3,500					3	2,340	1	1,978								
Lieutenants.....				3	3,100				4	2,280	4	1,817	2	2,550	3	2,400				
Sergeants.....	6	2,650	3	2,800	4	2,650							4	2,200						
Plainclothesmen.....																				
Patrolmen:																				
1st grade.....	39	2,500	25	2,500	16	2,500	25	1,800	57	1,800	32	1,710	27	2,040	32	2,100				
2d grade.....					1	2,300	1	1,740	7	1,740	2	1,657				1	2,000			
3d grade.....		1	2,200			4	2,100			3	1,680			1	1,920		1	1,900		
4th grade.....		2	2,100					2	1,640									1	1,800	
5th grade.....		2	2,000															2	1,700	
Other:																				
Cruiser-car officers.....			3	2,500			4	1,800												
Traffic officers.....					5	2,550														
Patrol drivers.....	1	1,263				1	2,550			3	1,800	3	1,710							
Turnkeys.....																				
Miscellaneous:																				
Desk sergeants.....																				
House sergeants.....																				
Park guards.....												1	1,603					1	2,000	
Detective bureau: ⁵																				
Chiefs.....				1	3,500	1	2,800													
Captains.....				5	3,100							1	1,817							
Lieutenants.....						1	2,650	1	1,925	1	2,280								5	2,300
Sergeants.....	2	2,700								3	2,160	3	1,710							
Detectives.....	1	2,600	4	2,500																
Women's bureau:																				
Policewomen.....				1	1,700			1	1,640			1	1,336							
Matrons.....	(7)		1	1,700						(7)				(7)				(7)		
Fingerprint section: ⁸																				
Identification chiefs.....																				
Identification clerks.....	1	2,500																		
Fingerprint operators.....								1	1,690											
Telephone and radio division: ⁹																				
Superintendents.....												(4)		(4)						
Radio operators.....	3	2,500						1	1,500											
Telephone operators.....								(4)		(4)									(4)	
Clerical division: ¹⁰																				
Chief clerks.....	1	2,200						1	1,925											
Clerks.....	1	1,333																		
Secretaries.....																				
Stenographers.....																			1	1,560
Typists.....	1	780																		
Record clerks.....						1	2,500													
Maintenance: ¹¹																				
Cleaners.....	1	1,263																		
Electricians.....																				
Janitors.....									1	1,300									1	1,650
General mechanics:																				
Automobile mechanics.....												1	2,002							
Machinists.....			(4)																	
Master mechanics.....																				
Painters, sign and line.....																				
Miscellaneous:																				
Surgeons.....																				
Ambulance drivers.....																				
Dog wardens.....												1	1,200							
Dog catchers.....																				

See footnotes at end of table.

TABLE H.—Number of employees and annual salaries in police departments of each of 31 Middle Atlantic cities with a population of 25,000 and under 50,000, by occupations, July 1, 1938—Continued

Division and occupation	New York—Continued								Pennsylvania								
	Pough-keepsie		Rome		Water-town		White Plains		Ali-quippa		Easton		Hazle-ton		Leba-non		
	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 employees ²	64	Dol.	29	Dol.	36	Dol.	106	Dol.	21	Dol.	36	Dol.	27	Dol.	27	Dol.	
Uniformed division:																	
Chiefs.....	1	3,600	1	2,800	1	3,000	1	4,833	1	3,300	1	3,000	1	1,980	1	2,100	
Assistant or deputy chiefs.....				1	2,150												
Assistant deputy chiefs.....																	
Captains.....				1	2,050		1	2,136		1	4,350						
Lieutenants.....	3	2,250	1	1,950			4	3,383			1	2,200	{	1	1,740		
Sergeants.....	3	2,250	5	1,900	6	1,872	6	3,000	2	2,280	5	2,000	1	1,740		2	1,620
Plainclothesmen.....						1	2,040										
Patrolmen:																	
1st grade.....	28	2,140	18	1,850	21	1,800	79	2,750	18	1,980	27	1,800	20	1,620	23	1,560	
2d grade.....	10	2,080			2	1,728									1	1,500	
3d grade.....	3	2,020			4	1,584											
4th grade.....	6	1,960					1	2,300									
5th grade.....							6	2,150									
Other:																	
Cruiser-car officers.....																	
Traffic officers.....																	
Patrol drivers.....	2	1,680															
Turnkeys.....																	
Miscellaneous:																	
Desk sergeants.....													3	1,440			
House sergeants.....																	
Park guards.....																	
Detective bureau:																	
Chiefs.....												1	2,500				
Captains.....	1	2,600															
Lieutenants.....								1	3,623								
Sergeants.....	1	2,500						6	2,870								
Detectives.....	4	2,250	2	1,950													
Women's bureau:																	
Policewomen.....	1	1,800	(7)		(7)		(7)										
Matrons.....																	
Fingerprint section: ⁸																	
Identification chiefs.....																	
Identification clerks.....																	
Fingerprint operators.....																	
Telephone and radio division: ⁹																	
Superintendents.....								(4)									
Radio operators.....																	
Telephone operators.....												(4)					
Clerical division: ¹⁰																	
Chief clerks.....																	
Clerks.....													1	1,200			
Secretaries.....																	
Stenographers.....																	
Typists.....																	
Record clerks.....																	
Maintenance: ¹¹																	
Cleaners.....																	
Electricians.....																	
Janitors.....								1	1,600								
General mechanics:																	
Automobile mechanics.....	1	1,680															
Machinists.....																	
Master mechanics.....																	
Painters, sign and line.....																	
Miscellaneous:																	
Surgeons.....								(7)									
Ambulance drivers.....																	
Dog wardens.....																	
Dog catchers.....																	

See footnotes at end of table.

TABLE H.—Number of employees and annual salaries in police departments of each of 31 Middle Atlantic cities with a population of 25,000 and under 50,000, by occupations, July 1, 1938—Continued

Division and occupation	Pennsylvania—Continued													
	Lower Merion		New Castle		Norristown		Sharon		Upper Darby		Wilkinsburg		Williamsport	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.	Dol.
All employees ²	109		45		33		23		97		20		35	
Uniformed division:														
Chiefs.....	1	4,320	1	2,016	1	2,760	1	2,400	(3)		1	2,520	1	2,424
Assistant or deputy chiefs.....											1	2,280		
Assistant deputy chiefs.....											1	2,100		
Captains.....							3	2,040	1	2,878			1	1,836
Lieutenants.....	1	3,000	2	1,891	1	2,400			2	2,245				
Sergeants.....	4	2,172	3	1,761	{ 3 1,788 } { 3 1,944 }		3	1,800	{ 6 1,964 } { 1 2,021 }		2	1,800	3	1,752
Plainclothesmen.....					1	1,680							1	1,680
Patrolmen:														
1st grade.....			27	1,704	24	1,680	15	1,800	70	1,852	11	1,680	23	1,680
2d grade.....			6	1,579					3	1,719			1	1,260
3d grade.....	48	1,920												
Probationary.....	23	1,800												
Recruits.....	13	1,500												
Cruiser-car officers.....											4	1,800		
Patrol drivers.....					(4)				3	1,852				
Turnkeys.....					(4)				1	1,650				
Miscellaneous:														
House sergeants.....	1	2,280												
Detective bureau: ⁵														
Chiefs.....			1	1,891										
Captains.....													1	1,836
Lieutenants.....	1	2,800							1	2,245				
Sergeants.....	1	2,280												
Detectives.....	5	1,920	2	1,704			1	1,860	2	2,245				
Women's bureau:														
Policewomen.....			1	1,704										1,680
Fingerprint section: ⁸														
Identification clerks.....									1	2,021				1,680
Telephone and radio: ⁹														
Superintendents.....			1	1,761										
Radio operators.....	4	1,920												
Telephone operators.....	3	1,920												
Miscellaneous: Signal and traffic maintenance men.....														1,200
Clerical division: ¹⁰														
Clerks.....	1	1,680												720
Secretaries.....														
Maintenance: ¹¹														
Electricians.....	1	2,280							2	1,497	(4)			
General mechanics:														
Painters, sign and line.....	1	1,627							4	1,497				
Painters, assistant sign and line.....	1	1,251												
Miscellaneous:														
Surgeons.....														
Ambulance drivers.....			1	840										
Dog catchers.....														

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

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

³ Duties of chief performed by captain.

⁴ Assigned from uniformed division.

⁵ Work of this division performed by men assigned from uniformed force in Kingston and Norristown.

⁶ Part time.

⁷ On call.

⁸ In cities which report no employees in this division, work is usually done by men from uniformed force or by detective bureau.

⁹ Work of this division performed by men from uniformed division in Bloomfield, Kearny, West New York, Woodbridge, Aliquippa, Hazleton, Lebanon, Norristown, and Upper Darby and by the chief clerk in New Brunswick.

¹⁰ In cities which report no employees in this division, clerical work is usually performed by men assigned from uniformed division or by separate city bureau.

¹¹ Work of this division performed by separate city bureau or private company in Belleville, Elmira, Aliquippa, and Norristown.

TABLE I.—*Employees and total salaries in Middle Atlantic police departments, July 1, 1938*

Division and occupation ¹	Number of employees					Total salaries				
	All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV
All employees.....	16,037	7,164	4,938	2,356	1,579	\$36,743,208	\$15,896,456	\$12,154,285	\$5,219,339	\$3,473,128
Uniformed division.....	14,225	6,428	4,310	2,080	1,407	32,827,594	14,390,998	10,748,219	4,602,137	3,086,240
Chiefs.....	69	3	14	22	30	265,328	18,770	66,560	80,315	99,683
Assistant chiefs.....	23	3	10	6	4	90,510	13,130	46,700	19,400	11,280
Assistant deputy chiefs ²	3	2	—	—	1	7,501	5,401	—	—	2,100
Inspectors.....	26	15	11	—	—	100,130	50,430	49,700	—	—
Captains.....	192	64	65	39	24	583,834	185,850	224,360	104,756	68,868
Lieutenants.....	456	110	230	62	54	1,382,283	299,790	769,710	170,751	142,032
Sergeants.....	744	182	309	142	111	1,910,555	450,625	861,828	334,252	263,850
Plainclothesmen.....	240	100	105	28	7	551,510	219,000	262,380	54,130	16,000
Patrolmen:										
1 st grade.....	11,075	5,355	3,235	1,566	919	25,012,371	11,829,280	7,822,269	3,387,344	1,973,478
2d grade.....	202	38	74	47	43	424,001	74,792	165,033	103,495	80,681
3d grade.....	223	39	57	45	82	441,849	71,175	111,492	98,966	160,216
4th grade.....	81	—	57	10	14	147,419	—	99,360	20,969	27,090
5th grade and below ³	99	—	67	22	10	181,790	—	117,910	43,580	20,300
Probationary ⁴	40	—	—	4	36	66,900	—	—	6,000	60,900
Others:										
Motorcycle officers.....	13	—	—	8	5	28,104	—	—	15,354	12,750
Cruiser-car officers.....	56	—	—	12	44	128,052	—	—	23,652	104,400
Traffic officers.....	4	—	—	4	—	7,884	—	—	7,884	—
Patrol drivers.....	260	162	51	31	16	555,179	359,820	101,154	63,446	30,759
Turnkeys.....	169	136	18	14	1	365,756	299,760	35,100	29,246	1,650
Miscellaneous.....	250	219	7	18	6	576,638	513,175	14,663	38,597	10,203
Detective bureau.....	825	360	215	157	93	2,083,467	881,790	560,947	407,645	233,085
Chiefs of detectives.....	9	1	3	3	2	28,659	4,050	10,288	9,930	4,391
Assistant chiefs.....	3	3	—	—	—	9,600	9,600	—	—	—
Inspectors.....	3	1	1	1	—	14,100	3,300	6,000	4,800	—
Captains.....	27	3	7	11	6	85,941	10,400	25,420	33,035	17,086
Lieutenants.....	55	10	23	7	15	165,685	27,400	73,200	21,600	43,485
Sergeants.....	142	53	39	32	18	371,070	130,240	110,605	83,690	46,535
Detectives.....	586	289	142	103	52	1,408,412	696,800	335,434	254,590	121,588

MIDDLE ATLANTIC CITIES

TABLE I.—*Employees and total salaries in Middle Atlantic police departments, July 1, 1938—Continued*

Division and occupation	Number of employees					Total salaries				
	All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV
Women's bureau.....	144	55	63	18	8	\$228,932	\$81,805	\$107,839	\$26,328	\$12,960
Lieutenants.....	1	1				1,650	1,650			
Policewomen.....	29	8	11	4	6	59,079	14,180	25,100	9,959	9,860
Matrons.....	109	42	51	14	2	155,903	56,195	80,239	16,369	3,100
Miscellaneous.....	5	4	1			12,300	9,800	2,500		
Fingerprint section.....	97	19	58	10	10	208,140	38,504	123,890	22,255	23,491
Identification chiefs.....	13	2	6	3	2	31,810	5,280	14,810	6,120	5,600
Identification clerks.....	58		50	1	7	122,951		104,740	2,010	16,201
Fingerprint operators.....	17	8	2	6	1	35,575	15,420	4,340	14,125	1,690
Miscellaneous.....	9	9				17,804	17,804			
Telephone and radio.....	157	49	59	33	16	314,689	100,581	111,973	68,334	33,801
Superintendents.....	8		5	2	1	19,781		14,160	3,860	1,761
Chief operators.....	5	3	2			12,151	8,201	3,950		
Radio operators.....	81	13	36	24	8	163,237	30,860	64,580	51,137	16,680
Telephone operators.....	48	27	13	2	6	89,240	48,800	23,640	2,640	14,160
Miscellaneous.....	15	6	3	5	1	30,260	12,720	5,643	10,697	1,200
Clerical division.....	182	93	50	21	18	348,791	157,944	120,692	33,957	36,198
Chief clerks.....	21	3	9	4	5	55,116	8,831	26,740	8,120	11,425
Clerks and bookkeepers.....	68	34	16	9	9	120,607	59,939	33,076	14,159	17,433
Secretaries.....	11	1	5	4	1	27,658	2,600	15,140	7,418	2,500
Assistant secretaries.....	1		1			2,040		2,040		
Stenographers and typists.....	75	52	17	4	2	125,670	82,774	36,296	4,260	2,340
Miscellaneous.....	6	3	2		1	17,700	7,800	7,400		2,500

Maintenance.....	376	144	175	37	20	648,747	205,032	351,919	58,683	33,113
Cleaners.....	81	66	9	3	3	78,855	63,300	7,196	3,096	5,263
Electricians.....	10		5	2	3	20,435		10,261	4,900	5,274
Janitors.....	54	3	31	16	4	84,551	5,400	46,351	26,972	5,828
Hostlers.....	11	10		1		12,720	12,000		720	
Laborers.....	41	3	27	11		72,386	4,050	53,530	14,806	
Linemen.....	34	14	20			82,764	29,414	53,350		
Machinists.....	4	1	2	1		8,934	2,070	4,800	2,064	
General mechanics.....	50	12	26	2	10	106,538	24,870	60,620	4,300	16,748
Mechanics' helpers.....	31	21	9	1		53,603	34,020	17,758	1,825	
Miscellaneous.....	60	14	46			127,961	29,908	98,053		
Miscellaneous.....	31	16	8		7	82,848	39,802	28,806		14,240
Medical division.....	23	16	6		1	65,008	39,802	22,006		3,200
Ambulance corps.....	3				3	7,500				7,500
Instructors.....	1		1			4,000		4,000		
Other miscellaneous employees.....	4		1		3	6,340		2,800		3,540

¹ Complete details on the number of employees and the range of salary for each occupation are shown for individual group I cities in appendix table B, for group II cities in table C, for group III cities in table D, and for group IV cities in table E.
² Classification includes assistant deputy chiefs and secretaries to chiefs.

³ Includes 23 sixth grade patrolmen in group II cities with aggregate annual salaries \$37,493.
⁴ Includes 12 recruit patrolmen and 4 extras.

TABLE J.—Average hours and days on duty per week for employees in Middle Atlantic 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					Assistant deputy chiefs								
			All cities	City group				All cities	City group				All cities	City group				All cities	City group						
				I	II	III	IV		I	II	III	IV		I	II	III	IV		I	II	III	IV			
All employees.....			16,037	7,164	4,938	2,356	1,579	69	3	14	22	30	23	3	10	6	4	3	2					1	
Continuous duty.....	168.0	7.0	6		2	2	2	6		2	2	2													
2-platoon: Four 10-hour groups overlapping, off 0.2 day per week.....	67.7	6.8	18				18											1							1
3-platoon.....			15,175	6,909	4,597	2,205	1,464	42	3	9	11	19	17	3	6	5	3	2	2						
11-hour tours overlapping, off 0.5 day per week.....	71.5	6.5	21				21	1				1													
9-hour tours overlapping, off 2 days per month.....	58.9	6.5	25				25																		
8-hour tours, off 1 day every 21 days.....	53.3	6.7	91				91																		
8-hour tours overlapping, off 1 day per week.....	54.0	6.0	192		160		32	1		1															
8-hour tours, off every 15th day.....	52.3	6.5	112				112	1				1													
8-hour tours, off 1 day every 8 days.....	49.0	6.1	52			52																			
8-hour tours, off 1 day per week.....	48.0	6.0	14,359	6,909	4,114	2,153	1,183	38	3	7	11	17	16	3	5	5	3	2	2						
8-hour tours, off 1 day every 8 days, also 6.5 days each year.....	48.0	6.0	170		170			1		1			1		1										
8-hour tours, off 2 days per week.....	40.0	5.0	153		153																				
Other.....	50.3	6.0	1,838	255	339	149	95	21		3	9	9	6		4	1	1								

System of operation	Uniformed division--Continued					Detective bureau					Women's bureau					Fingerprint section					Telephone and radio division				
	Other uniformed employees																								
	All cities	City group				All cities	City group				All cities	City group				All cities	City group				All cities	City group			
		I	II	III	IV		I	II	III	IV		I	II	III	IV		I	II	III	IV		I	II	III	IV
All employees.....	14,130	6,420	4,286	2,052	1,372	825	360	215	157	93	144	55	63	18	8	97	19	58	10	10	157	49	59	33	16
2-platoon:																									
Four 10-hour groups overlapping, off 0.2 day per week.....	17				17																				
3-platoon.....	14,087	6,420	4,271	2,045	1,351	743	360	196	112	75	110	55	55			36	17	11	5	3	138	49	49	27	13
11-hour tours overlapping, off 0.5 day per week.....	20				20																				
9-hour tours overlapping, off 2 days per month.....	25				25																				
8-hour tours, off 1 day every 21 days.....	87				87	3				3						1					1				
9-hour tours overlapping, off 1 day per week.....	178		148		30	13		11		2															
8-hour tours, off every 15th day.....	97				97	7				7											7				7
8-hour tours, off 1 day every 8 days.....	52			52																					
8-hour tours, off 1 day per week.....	13,343	6,420	3,838	1,993	1,092	696	360	161	112	63	110	55	55			35	17	11	5	2	119	49	37	27	6
8-hour tours, off 1 day every 8 days, also 6.5 days each year.....	149		149			15		15													4		4		
8-hour tours, off 2 days per week.....	136		136			9		9													8		8		
Other.....	26		15	7	4	82		19	45	18	34		8	18	8	61	2	47	5	7	19		10	6	3

¹ Includes the following employees not shown separately:
182 in clerical division: 93 in group I; 50 in group II; 21 in group III; and 18 in group IV.
376 in maintenance division: 144 in group I; 175 in group II; 37 in group III; and 20 in group IV.
31 in miscellaneous division: 16 in group I; 8 in group II; and 7 in group IV.

