
UNITED STATES DEPARTMENT OF LABOR

Frances Perkins, *Secretary*

BUREAU OF LABOR STATISTICS

Isador Lubin, *Commissioner (on leave)*

A. F. Hinrichs, *Acting Commissioner*

in cooperation with

WORK PROJECTS ADMINISTRATION

+

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

VOLUME III

East North Central Cities

+

Prepared by the

DIVISION OF CONSTRUCTION AND
PUBLIC EMPLOYMENT

Herman B. Byer, Chief



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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., May 31, 1941.

THE SECRETARY OF LABOR:

I have the honor to transmit herewith the third of a series of nine reports on Salaries and Hours of Labor in Municipal Police Departments. This report covers cities in the East North Central States. An explanation of the purposes of the survey was given in the preface to volume I, New England cities.

A. F. HINRICHS, *Acting Commissioner.*

HON. FRANCES PERKINS,
Secretary of Labor.

**Salaries and Hours of Labor in Municipal Police
Departments, East North Central
Cities, July 1, 1938¹**

Summary

The police departments of 95 East North Central cities² with populations of 25,000 or more employed a total of about 21,000 persons on July 1, 1938, with annual salaries amounting to approximately \$48,500,000. The four largest cities, with slightly more than half of the total population, accounted for about two-thirds of all employees and almost three-fourths of the annual salary expenditures in the 95 cities. Data for the different city-size groups³ reveal striking differences in per capita salary costs and employment. For example, the per capita salary cost for police protection in cities with populations of 500,000 or more was nearly three times as great as it was in cities with only 25,000 to 50,000 inhabitants.

While the range between the highest and lowest individual salaries was great, salaries at the extremes were relatively few in number. The maximum annual salary paid to any employee was \$10,000 received by the police commissioners in Chicago and Detroit. A kitchen helper in Springfield, Ill., received as little as \$313 a year in salary. However, 79 percent of all salaries were between \$1,850 and \$2,850. Somewhat more than half of the patrolmen (including nearly all of those in cities of group I) had salaries between \$2,450 and \$2,650, and the rest were paid lower salaries.

About 92 percent of all patrolmen had the first-grade rating. In 60 cities automatic promotion from lower grades occurred after a specified period of service, usually a year.

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

² All cities in the East North Central Division (Indiana, Illinois, Michigan, Ohio, and Wisconsin) with populations of 25,000 or over in 1930, except Dayton, Ohio (200,982), and Anderson, Ind. (39,804), for which information was not available.

³ On the basis of the U. S. Census of Population for 1930 the 95 cities have been divided into 4 size groups, as follows: Group I includes 4 cities with a population 500,000 or more; group II, 14 cities of 100,000 and under 500,000; group III, 25 cities of 50,000 and under 100,000; and group IV, 52 cities of 25,000 and under 50,000. See appendix table A for list of cities and their populations in 1930.

Practically all members of the uniformed forces worked under some form of the three-platoon system and most of them were on duty 48 hours a week or less.

Employment and Salaries

Range of Salaries

Forty-three percent of all police department employees in East North Central cities had salaries in the \$200 range, \$2,450–\$2,650. As can be seen from table 1, these were mainly employees in the four largest cities, which had 64 percent of all their employees in the same narrow interval. The greatest number of salaries in the other population groups fell in lower ranges, 62 percent of those in cities of group II and 46 percent of those in group III falling between \$1,750 and \$2,150. Salaries for the smallest cities (group IV) were still lower, with 45 percent below \$1,750 and an additional 23 percent between \$1,750 and \$1,850.

In the smallest cities 89 percent of the employees were paid less than \$2,150 a year. In cities with a population of 500,000 or more on the other hand, only 9 percent were in this salary range. As can be seen from the accompanying chart, there were larger proportions of high salaries in group III cities than in group II. The group III cities, with populations of 50,000 to 100,000, included several suburbs of Chicago and Detroit. Police in these suburban cities received comparatively high salaries.

Almost all of the comparatively few salaries in excess of \$4,050 were in cities of group I, the maximum being \$10,000.⁴ Maximum salaries in the other three groups were \$6,000, \$4,850, and \$3,800 paid to chiefs in Cincinnati, Ohio; Dearborn, Mich.; and East Cleveland, Ohio; respectively. The lowest full-time salary in cities of group I was \$900, received by a messenger in Detroit. In smaller cities the minimum salaries were appreciably below this figure.

⁴ The maximum salary shown in any of the tables for cities of group I is \$7,920, since the salaries of commissioners and their aides have been excluded from the tables.

TABLE 1.—Police-department employees in East North Central cities, classified according to salaries and size of city, July 1, 1938¹

Salary class	Number of employees					Percentage				
	All cities	City group ²				All cities	City group ²			
		I	II	III	IV		I	II	III	IV
All salaries.....	3 20,976	13,699	3,487	1,903	1,887	100.0	100.0	100.0	100.0	100.0
Under \$1,050.....	80	4 11	5 31	6 25	7 13	.4	.1	.9	1.3	.7
\$1,050 to \$1,149.....	81	45	16	11	9	.4	.3	.4	.5	.5
\$1,150 to \$1,249.....	148	64	41	23	20	.7	.5	1.2	1.2	1.1
\$1,250 to \$1,349.....	88	37	34	10	7	.4	.3	1.0	.5	.4
\$1,350 to \$1,449.....	133	49	19	9	56	.6	.4	.5	.5	3.0
\$1,450 to \$1,549.....	331	14	255	7	55	1.6	.1	7.3	.4	2.9
\$1,550 to \$1,649.....	613	42	214	64	293	2.9	.3	6.1	3.3	15.5
\$1,650 to \$1,749.....	787	87	161	146	393	3.8	.6	4.6	7.7	20.8
\$1,750 to \$1,849.....	850	109	68	241	432	4.1	.8	2.0	12.7	22.9
\$1,850 to \$1,949.....	1,774	162	1,211	226	175	8.5	1.2	34.7	11.9	9.3
\$1,950 to \$2,049.....	1,270	260	753	141	116	6.1	1.9	21.6	7.4	6.1
\$2,050 to \$2,149.....	876	369	131	273	103	4.2	2.7	3.7	14.3	5.4
\$2,150 to \$2,249.....	1,465	943	265	181	76	7.0	6.9	7.6	9.5	4.0
\$2,250 to \$2,349.....	415	157	140	82	36	2.0	1.1	4.0	4.3	1.9
\$2,350 to \$2,449.....	1,180	1,009	46	76	49	5.6	7.4	1.3	4.0	2.6
\$2,450 to \$2,549.....	5,730	5,457	35	228	10	27.3	39.8	1.0	12.0	.5
\$2,550 to \$2,649.....	3,336	3,273	4	51	8	15.9	23.9	.1	2.7	.4
\$2,650 to \$2,749.....	195	140	17	30	8	.9	1.0	.5	1.6	.4
\$2,750 to \$2,849.....	345	311	9	13	12	1.6	2.3	.3	.7	.6
\$2,850 to \$2,949.....	607	585	3	18	1	2.9	4.3	.1	.9	.1
\$2,950 to \$3,049.....	51	16	9	18	8	.2	.1	.3	.9	.4
\$3,050 to \$3,149.....	170	161	-----	8	1	.8	1.2	-----	.4	.1
\$3,150 to \$3,249.....	158	155	-----	2	1	.8	1.1	-----	.1	.1
\$3,250 to \$3,349.....	12	2	7	1	2	.1	(⁵)	2	.1	.1
\$3,350 to \$3,449.....	6	4	1	1	-----	(⁵)	(⁵)	(⁵)	.1	-----
\$3,450 to \$3,549.....	52	49	1	2	-----	.2	.4	(⁵)	.1	-----
\$3,550 to \$3,649.....	15	3	3	7	2	.1	(⁵)	.1	.4	.1
\$3,650 to \$3,749.....	9	3	6	-----	-----	(⁵)	(⁵)	.2	-----	-----
\$3,750 to \$3,849.....	26	20	2	3	1	.1	.2	.1	.2	.1
\$3,850 to \$3,949.....	6	5	1	-----	-----	(⁵)	(⁵)	(⁵)	-----	-----
\$3,950 to \$4,049.....	63	59	2	2	-----	.3	.4	.1	.1	-----
\$4,050 and over.....	104	98	10 2	11 4	-----	.5	.7	.1	.2	-----

¹ For a more detailed analysis of data, see appendix tables B, C, D, and E.

² This and the following tables include data for 95 East North Central cities grouped on the basis of the U. S. Census of Population for 1930 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.

³ This and the following tables include only regular, full-time employees, with the exception of 1 commissioner in Chicago and 1 commissioner and 2 aides to the commissioner in Detroit.

⁴ Includes employees with salaries ranging from \$900 to \$960.

⁵ Includes employees with salaries ranging from \$720 to \$1,020.

⁶ Includes employees with salaries ranging from \$313 to \$1,000.

⁷ Includes employees with salaries ranging from \$840 to \$1,020.

⁸ Less than 1/10 of 1 percent.

⁹ Includes employees with salaries ranging from \$4,080 to \$7,920.

¹⁰ Includes 1 employee with salary of \$4,800 and 1 with salary of \$6,000.

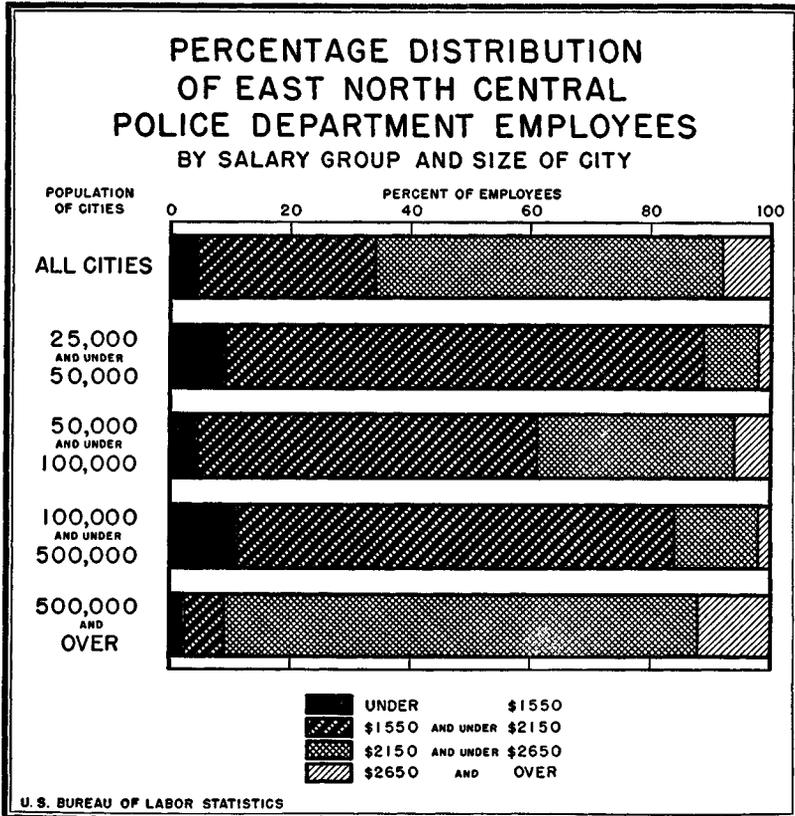
¹¹ Includes employees with salaries ranging from \$4,200 to \$4,850.

Salaries in Various Occupations

Spreads among salaries for the same occupation were relatively wide, because of the great variation in city size. Differences in salaries for different occupations in the same city were widest in the large cities, which ordinarily paid higher salaries than the smaller cities. Spreads were usually wider also for high-ranking officers, such

as chiefs and their immediate subordinates, than for the patrolmen and lower-grade employees.

All of the chiefs in the cities of group I, but only 2 in group II and 4 in group III received salaries of \$4,050 or more. In the smallest cities 45 out of 52 chiefs received salaries of less than \$3,050.



All captains in cities of group I received salaries above \$3,150, while captains of all other cities, with but one exception, received salaries below this amount. More than half of all patrolmen received salaries between \$2,450 and \$2,650, and the rest were paid salaries in a considerably lower range. A fourth of the detectives were paid from \$2,450 to \$2,650, but practically as many more had higher salaries. Over 90 percent of the detectives earning \$2,650 or more worked in cities of group I.

TABLE 2.—Police-department employees in East North Central cities, classified according to salaries and occupational groups, July 1, 1933¹

Salary class	All occupations					Chiefs					Assistant or deputy chiefs				Assistant deputy chiefs				Inspectors						
	All cities	City group ²				All cities	City group ²				All cities	City group ²				All cities	City group ²				All cities	City group ²			
		I	II	III	IV		I	II	III	IV		I	II	III	IV		I	II	III	IV		I	II	III	IV
Number of cities reporting indicated occupations.....	95	4	14	25	52	95	4	14	25	52	24	4	6	6	8	4	3	1	-----	-----	12	2	4	3	3
All salaries.....	20,976	13,699	3,487	1,903	1,887	95	4	14	25	52	30	10	6	6	8	11	10	1	-----	-----	44	31	6	4	3
Under \$1,050.....	80	11	31	25	13																				
\$1,050 to \$1,149.....	81	45	16	11	9																				
\$1,150 to \$1,249.....	148	64	41	23	20																				
\$1,250 to \$1,349.....	88	37	34	10	7																				
\$1,350 to \$1,449.....	133	49	10	9	56																				
\$1,450 to \$1,549.....	331	14	255	7	55																				
\$1,550 to \$1,649.....	613	42	214	64	293																				
\$1,650 to \$1,749.....	787	87	161	146	393	1				1															
\$1,750 to \$1,849.....	850	109	68	241	432					1				1											1
\$1,850 to \$1,949.....	1,774	162	1,211	226	175	1				1				1											
\$1,950 to \$2,049.....	1,270	260	753	141	116	3				3	1			1											
\$2,050 to \$2,149.....	876	369	131	273	103	3				2		1		1											
\$2,150 to \$2,249.....	1,465	943	265	181	76	3				3	2		1	1											
\$2,250 to \$2,349.....	415	157	140	82	36	4				4	1			1							1				1
\$2,350 to \$2,449.....	1,180	1,009	46	76	49	9			1	8	2			1	1										
\$2,450 to \$2,549.....	5,730	5,457	35	228	10	5			1	4	1			1							1			1	
\$2,550 to \$2,649.....	3,336	3,273	4	51	8	2				2	2			2											
\$2,650 to \$2,749.....	195	140	17	30	8	6				6	2			2							3		2		1
\$2,750 to \$2,849.....	345	311	9	13	12	5		1		4	2		2										2		
\$2,850 to \$2,949.....	607	585	3	18	1	1			1	1			1								2		2		
\$2,950 to \$3,049.....	51	16	9	13	8	12		2	4	6	1			1											
\$3,050 to \$3,149.....	170	161	-----	8	1	1				1															
\$3,150 to \$3,249.....	158	155	-----	2	1	1				1											1			1	
\$3,250 to \$3,349.....	12	2	7	1	2	3			1	2															
\$3,350 to \$3,449.....	6	4	1	1	1	1				1											1		1		
\$3,450 to \$3,549.....	52	49	1	2	3	3		1	2	-----															
\$3,550 to \$3,649.....	15	3	3	7	2	11		2	7	2															
\$3,650 to \$3,749.....	9	3	6	-----	-----	2		2	-----	-----						2	1	1			1		1		
\$3,750 to \$3,849.....	26	20	2	3	1	4		2	1	1						2	2				7		5		2
\$3,850 to \$3,949.....	6	5	1	-----	-----	1		1	-----	-----															
\$3,950 to \$4,049.....	63	59	2	2	-----	3		1	2	-----	1		1												
\$4,050 and over.....	104	98	2	4	-----	10	4	2	4	-----	10	10				7	7				26	26			

See footnotes at end of table.

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TABLE 2.—Police-department employees in East North Central cities, classified according to salaries and occupational groups, July 1, 1938¹—Continued

Salary class	Captains				Lieutenants				Sergeants				Patrolmen				Detective bureau, all occupations									
	All cities	City group ²			All cities	City group ²			All cities	City group ²			All cities	City group ²			All cities	City group ²								
		I	II	III		IV	I	II		III	IV	I		II	III	IV		I	II	III	IV					
Number of cities reporting indicated occupations.....	68	4	13	18	33	60	4	9	20	27	86	4	14	24	44	95	4	14	25	52	87	4	14	25	44	
All salaries.....	211	392	45	29	45	456	283	66	58	49	1,297	899	165	106	127	15,150	10,492	2,318	1,134	1,206	1,358	598	347	262	151	
Under \$1,050.....																14			14							
\$1,050 to \$1,149.....																2				2						
\$1,150 to \$1,249.....																7			4	3						
\$1,250 to \$1,349.....																54			2	52						
\$1,350 to \$1,449.....																										
\$1,450 to \$1,549.....											1			1	237		203		34	1			1		1	
\$1,550 to \$1,649.....	2				2						18		12		6	424	150	41	233	17				6	11	
\$1,650 to \$1,749.....	6		5		1	5		5			36		5	9	22	524	110	110	304	53		28		6	19	
\$1,750 to \$1,849.....	1				1	5		2	1	2	28				28	566	28	40	162	336	53		41	12		
\$1,850 to \$1,949.....	12			1	11	18				18	54			17	37	1,391	1,177	169	45	67		4	15	48		
\$1,950 to \$2,049.....	10				10	11		4	7	38		22	11	5	890	225	553	57	55	137		68	47	22		
\$2,050 to \$2,149.....	7				7	18		4	9	50		40	4	6	486	216		208	62	96		62	19	15		
\$2,150 to \$2,249.....	3				3	19		12	4	3	87		57	16	14	1,131	891	85	107	48	123		87	33	3	
\$2,250 to \$2,349.....	13		8	2	3	15		10		5	43		26	14	3	155	115		35	5	114		77	24	13	
\$2,350 to \$2,449.....	21		9	7	5	37		29	8		95	81		9	5	910	847		36	27	14		4	7	3	
\$2,450 to \$2,549.....	12		7	4	1	12		4	4	4	12		3	9		5,564	5,375		189		15		9	6		
\$2,550 to \$2,649.....	1		1			3					117	113		4		2,795	2,795				329	290	1	36	2	
\$2,650 to \$2,749.....	11		8	3		54	49		3		13			13						79	73	2	4			
\$2,750 to \$2,849.....	5		3	2		15	8		2	5	199	199								101	89	1	8	3		
\$2,850 to \$2,949.....						13			13		506	506								49	46					
\$2,950 to \$3,049.....	7		4	2	1	5			5												6		1	5		
\$3,050 to \$3,149.....	7			7		84	84													62	61		1			
\$3,150 to \$3,249.....	11	10				142	142																			
\$3,250 to \$3,349.....																					1		1			
\$3,350 to \$3,449.....																										
\$3,450 to \$3,549.....	22	22																			16	16				
\$3,550 to \$3,649.....																					2	1	1			
\$3,650 to \$3,749.....	2	2																			1		1			
\$3,750 to \$3,849.....																										
\$3,850 to \$3,949.....																										
\$3,950 to \$4,049.....	57	57																								
\$4,050 and over.....	1	1																			22	22				

SALARIES AND HOURS, POLICE DEPARTMENTS

Salary class	Policewomen				Fingerprint section, all occupations				Operators, radio and telephone				Automobile mechanics				All others								
	All cities	City group ¹				All cities	City group ¹				All cities	City group ¹				All cities	City group ¹								
		I	II	III	IV		I	II	III	IV		I	II	III	IV		I	II	III	IV					
Number of cities reporting indicated occupations.....	43	4	12	14	13	43	3	11	14	15	50	3	12	17	18	12	1	3	4	4	84	4	14	25	41
All salaries.....	177	124	24	16	13	87	16	36	20	15	294	128	72	53	41	26	6	12	4	4	1,740	1,006	375	186	173
Under \$1,050.....	2		2			2		2			2		1		1						60	11	26	11	12
\$1,050 to \$1,149.....	1			1							13		8	5							67	45	8	5	9
\$1,150 to \$1,249.....	4				4	1		1			27	18	5	2	4						114	46	35	23	10
\$1,250 to \$1,349.....	2		1		1						5		3								74	37	30	4	3
\$1,350 to \$1,449.....											3		3								76	49	19	4	4
\$1,450 to \$1,549.....	12		10		2						10		5	3	2	3					67	14	35	3	15
\$1,550 to \$1,649.....	3				3	3			1	2	17		8	3	6	7					122	42	37	13	30
\$1,650 to \$1,749.....	4				2	5		2		3	13			3	10						140	87	6	16	31
\$1,750 to \$1,849.....	3			3	4				2	2	29		8	10	11	4				2	155	81	18	20	36
\$1,850 to \$1,949.....	8		6	2		2			2	2	21		7	9	5	5	4			1	194	158	17	13	6
\$1,950 to \$2,049.....	16	10	4	1	1	18		12	2	4	19	1	13	3	2	4	2		1		123	22	80	15	6
\$2,050 to \$2,149.....	47	45		2		8	1	2	3	2	67	51	11	5		1					91	56	10	23	2
\$2,150 to \$2,249.....	5	2	1	2		10	2	6	2		32	26	3	3							50	22	13	13	2
\$2,250 to \$2,349.....	1			1		4		4													64	42	15	5	2
\$2,350 to \$2,449.....	14	12		2		3		2	1		4	4									71	65	2	4	
\$2,450 to \$2,549.....	16	16				1		1						4		2					85	66	10	9	
\$2,550 to \$2,649.....	39	39				6			6		4										42	36	2	2	2
\$2,650 to \$2,749.....						11	8	2	1												16	10	3	2	1
\$2,750 to \$2,849.....						1		1													17	15	1	1	
\$2,850 to \$2,949.....									1												34	33			1
\$2,950 to \$3,049.....						3	1	1	1												17	15	1		1
\$3,050 to \$3,149.....											16										2	16			
\$3,150 to \$3,249.....						1	1														2	2			
\$3,250 to \$3,349.....																					8	2	6		
\$3,350 to \$3,449.....																					4	4			
\$3,450 to \$3,549.....																					11	11			
\$3,550 to \$3,649.....																					2	2			
\$3,650 to \$3,749.....																					1		1		
\$3,750 to \$3,849.....						2	2				10	10									1	1			
\$3,850 to \$3,949.....																					5	5			
\$3,950 to \$4,049.....																					2	2			
\$4,050 and over.....						1	1				18	18									9	9			

¹ For a more detailed analysis, see appendix tables B, C, D, and E.

² See footnote 2 of table 1 for size of cities in each group.

³ Includes 2 captains from women's bureau.

⁴ Includes 3 lieutenants from women's bureau.

⁵ Includes 8 sergeants from women's bureau—4 from city group I, 1 from city group II, and 3 from city group III.

Nearly all of the East North Central cities classified patrolmen into two or more grades, only seven reporting them as all one grade. Ninety-two percent of all patrolmen had the first-grade rating, 6 percent were in grades two and three, and the remainder in the lower grades.

Out of every 100 first-grade patrolmen in cities of group I, 83 received salaries between \$2,450 and \$2,650; in group II, 86 received salaries between \$1,850 and \$2,050; and in group IV, 73 had salaries ranging from \$1,550 to \$1,850. In cities of group III the concentrations were less striking, but 52 out of every 100 employees received salaries ranging from \$1,750 to \$2,150.

As would be expected, the pay of patrolmen in the lower grades tended, in general, to be lower than the rates for those in the first grade. However, 205 fifth-grade patrolmen in Detroit received \$2,000 a year, and in the 3 other largest cities 195 third-grade patrolmen were paid slightly more than this amount.

TABLE 3.—Police patrolmen in East North Central cities, classified according to salaries and grades, July 1, 1938

Salary class	All grades										Number of patrolmen, by specified grade				
	Number					Percentage					First ²				
	All cities	City group ¹				All cities	City group ¹				All cities	City group ¹			
		I	II	III	IV		I	II	III	IV		I	II	III	IV
All salaries.....	15,150	10,492	2,318	1,134	1,206	100.0	100.0	100.0	100.0	100.0	13,940	9,872	1,934	1,044	1,090
\$950 to \$1,049.....	14	-----	-----	14	-----	.1	-----	-----	1.2	-----	-----	-----	-----	-----	-----
\$1,050 to \$1,149.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
\$1,150 to \$1,249.....	2	-----	-----	-----	2	(³)	-----	-----	-----	2	-----	-----	-----	-----	-----
\$1,250 to \$1,349.....	7	-----	-----	4	3	(³)	-----	-----	4	3	-----	-----	-----	-----	-----
\$1,350 to \$1,449.....	54	-----	-----	2	52	.4	-----	-----	2	4	38	-----	-----	-----	38
\$1,450 to \$1,549.....	237	-----	203	-----	34	1.6	-----	8.7	-----	2.8	136	-----	114	-----	22
\$1,550 to \$1,649.....	424	-----	150	41	233	2.8	-----	6.5	3.6	19.3	319	-----	71	31	217
\$1,650 to \$1,749.....	524	-----	110	110	304	3.5	-----	4.7	9.7	25.2	388	-----	-----	106	282
\$1,750 to \$1,849.....	566	28	40	162	336	3.7	.3	1.7	14.3	27.9	455	-----	-----	155	300
\$1,850 to \$1,949.....	1,391	-----	1,177	169	45	9.2	-----	50.8	14.9	3.7	1,318	-----	1,119	160	39
\$1,950 to \$2,049.....	890	225	553	57	55	5.9	2.1	23.9	5.0	4.6	645	-----	545	50	50
\$2,050 to \$2,149.....	486	216	-----	208	62	3.2	2.1	-----	18.3	5.1	241	-----	-----	179	62
\$2,150 to \$2,249.....	1,131	891	85	107	48	7.5	8.5	3.7	9.4	4.0	1,091	855	85	103	48
\$2,250 to \$2,349.....	155	115	-----	35	5	1.0	1.1	-----	3.1	.4	40	-----	-----	35	5
\$2,350 to \$2,449.....	910	847	-----	36	27	6.0	8.1	-----	3.2	2.2	910	847	-----	36	27
\$2,450 to \$2,549.....	5,564	5,375	-----	189	-----	36.7	51.2	-----	16.7	-----	5,564	5,375	-----	189	-----
\$2,550 to \$2,649.....	2,795	2,795	-----	-----	-----	18.4	26.0	-----	-----	-----	2,795	2,795	-----	-----	-----

See footnotes at end of table.

TABLE 3.—Police patrolmen in East North Central cities, classified according to salaries and grades, July 1, 1938—Continued

Salary class	Number of patrolmen, by specified grade																			
	Second					Third					Fourth					Fifth and below				
	All cities	City group ¹				All cities	City group ¹				All cities	City group ¹				All cities	City group ¹			
		I	II	III	IV		I	II	III	IV		I	II	III	IV		I	II	III	IV
All salaries	528	192	208	59	69	329	195	75	26	33	136	28	92	3	13	217	205	9	2	1
\$950 to \$1,049						14				14										
\$1,050 to \$1,149																				
\$1,150 to \$1,249	2				2															
\$1,250 to \$1,349	2			2		1				1	4			2	2					
\$1,350 to \$1,449	2				2	12			2	10					2					
\$1,450 to \$1,549	28		20		8	3				3	69		69			1				1
\$1,550 to \$1,649	26		6	9	11	79		73	1	5										
\$1,650 to \$1,749	113		101		12	5			4	1	9				9			9		9
\$1,750 to \$1,849	49		16	5	28	10		1	1	8	51	28	23			1				1
\$1,850 to \$1,949	66		57	8	1	6		1		5				1		1				1
\$1,950 to \$2,049	18		8	5	5	21	20		1		1			1		205	205			
\$2,050 to \$2,149	70	41			29		175	175												
\$2,150 to \$2,249	37	36				3			3											
\$2,250 to \$2,349	115	115																		
\$2,350 to \$2,449																				
\$2,450 to \$2,549																				
\$2,550 to \$2,649																				

¹ See footnote 2 of table 1 for size of cities in each group.

² Includes 124 motorcycle patrolmen, 52 cruiser-car men, and 25 traffic footmen.

³ Less than 1/10 of 1 percent.

Types of Duty for Patrolmen

The number of patrolmen actually assigned to full-time traffic duty was relatively small. About 17 out of every 100 patrolmen in East North Central police departments were detailed definitely to such duty. Nearly 40 percent of the traffic squads were foot-patrolmen, 28 percent were motorcycle police, 23 percent were in automobiles, and the remainder were assigned to the mounted squad or other types of duty.

Out of every 100 patrolmen on other than traffic duty, 54 were on foot, 31 were in automobiles, and 1 used a motorcycle. Patrolmen assigned to clerical and miscellaneous duties numbered 14 out of every 100. The larger cities required a greater proportion of all employees for clerical work than the smaller ones, because of the necessity for more extensive records in large cities.

TABLE 4.—Police patrolmen in East North Central cities, classified according to types of duty, July 1, 1938

Type of duty	Number of patrolmen					Percentage				
	All cities	City group ¹				All cities	City group ¹			
		I	II	III	IV		I	II	III	IV
All types of duty.....	15, 150	10, 492	2, 318	1, 134	1, 206	100.0	100.0	100.0	100.0	100.0
Traffic duty.....	2, 600	1, 608	529	271	192	17.2	15.3	22.8	23.9	15.9
Automobile.....	590	371	135	48	36	3.9	3.5	5.8	4.2	3.0
Foot.....	1, 027	701	157	115	54	6.8	6.7	6.8	10.2	4.5
Motorcycle.....	727	334	201	96	96	4.8	3.2	8.6	8.5	7.9
Mounted.....	199	189	4	6	6	1.3	1.8	.2	.5	.5
Other assignments.....	57	13	32	6	6	.4	.1	1.4	.5	.5
Other than traffic duty.....	12, 550	8, 884	1, 789	863	1, 014	82.8	84.7	77.2	76.1	84.1
Automobile.....	3, 946	2, 355	767	459	365	26.0	22.5	33.1	40.5	30.3
Foot.....	6, 749	5, 144	731	327	547	44.5	49.0	31.5	28.8	45.4
Motorcycle.....	116	3	18	44	51	.8	(0)	.8	3.9	4.2
Other assignments.....	1, 739	1, 382	273	33	51	11.5	13.2	11.8	2.9	4.2

¹ See footnote 2 of table 1 for size of cities in each group.
Less than 1/10 of 1 percent.

Comparison of Employment and Salaries, by Division

The uniformed divisions comprised almost 85 percent of the total personnel in the East North Central police departments, and accounted for about the same proportion of total salaries. However, these proportions varied considerably from one population group to another. For example, the percentage of the total number of employees in the uniformed divisions ranged from 87 in cities of group I to 75 in cities of group III. The principal reason for this difference was that in cities of group III a larger proportion of the total number of employees was in the detective bureau—14 percent as compared with less than 5 percent in the largest cities.

TABLE 5.—Percentage distributions¹ of police-department employees and salaries in East North Central cities, by divisions, July 1, 1938

Division and occupation	Percentage of all employees					Percentage of total salaries				
	All cities	City group ²				All cities	City group ²			
		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.....	84.5	87.0	79.5	75.4	84.0	85.6	87.8	79.8	76.3	84.3
Chiefs.....	.5	(³)	.4	1.3	2.8	.6	.1	.8	2.2	3.9
Assistant chiefs.....	.1	.1	.2	.3	.4	.2	.2	.3	.4	.5
Assistant deputy chiefs.....	.1	.1	(³)			.1	.1	.1		
Inspectors.....	.2	.2	.2	.2	.2	.3	.4	.3	.3	.2
Captains.....	1.0	.7	1.3	1.5	2.4	1.3	1.0	1.7	2.0	2.7
Lieutenants.....	2.2	2.0	1.9	3.1	2.6	2.6	2.5	2.2	3.7	3.0
Sergeants.....	6.2	6.5	4.7	5.4	6.7	6.9	7.3	5.1	5.8	7.1
Plainclothesmen.....	.5	.4	1.0	.4	.9	.5	.4	.9	.4	.9
Patrolmen.....	72.2	76.6	66.4	59.6	63.9	71.8	75.5	64.9	58.2	62.2
Patrol drivers.....	.8	.4	1.0	2.5	2.2	.7	.3	.9	2.4	2.0
Turnkeys.....	.2	(³)	.7	.5	.3	.2	(³)	.7	.4	.3
Others.....	.5	(³)	1.7	.6	1.6	.4	(³)	1.9	.5	1.5
Detective bureau.....	6.5	4.4	10.0	13.8	8.0	6.8	4.9	11.2	14.4	8.6
Women's bureau.....	1.4	1.5	1.3	1.4	1.1	1.2	1.3	1.1	1.2	.8
Fingerprint section.....	.4	.1	1.0	1.0	.8	.4	.1	1.1	1.2	.8
Telephone and radio.....	1.7	1.1	2.6	3.6	2.7	1.5	1.1	2.4	3.2	2.6
Clerical.....	1.9	1.7	3.1	2.3	1.2	1.5	1.4	2.4	1.8	.9
Maintenance.....	3.1	3.6	2.2	2.0	2.1	2.4	2.7	1.7	1.5	1.9
Miscellaneous.....	.5	.6	.3	.5	.1	.6	.7	.3	.4	.1

¹ Based on figures in appendix table F.

² See footnote 2 of table 1 for size of cities in each group.

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

Supervisory employees⁵ constituted 13 percent of all police employees in East North Central police departments and received about 15 percent of total salaries. Supervision required one and three-fourths times as many men out of each hundred in the smallest cities as in cities of group I, the proportion increasing consistently as the size of city and department decreased. The proportions of total salaries paid to supervisory employees in each population group were closely correlated with the proportions of personnel.

Hours and Working Conditions

Primary factors affecting hours and working conditions were the size and financial condition of the city. State or local legislation also affected both the organization of the departments and the working conditions of police employees. Other factors affecting organization were cost and the need for sufficient flexibility to meet the varying demand for police protection and to take care of such unusual events as parades, fairs, conventions, and emergencies.

Platoon Systems and Hours of Duty

The effect of various factors influencing hours of duty for patrolmen and other members of the force is shown in detail in table 6. Twenty-three systems of hours are enumerated, but it will be noted that more than three-fourths of all employees worked under a three-platoon system having 8 hours a day, with 1 day off each week. This system represented a 48-hour workweek. The workweek under most of the other systems was somewhat longer.

When 1 full day off each week is provided for, as in many East North Central cities, an attempt is usually made to arrange the schedule for each group of policemen 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 has a different day off. The regular vacation with pay is in addition to weekly time off.

⁵ Include chiefs, assistant chiefs, assistant deputy chiefs, chiefs and assistant chiefs of detectives, inspectors, captains, lieutenants, sergeants, identification chiefs, superintendents and assistant superintendents of the radio and telephone division, and chief clerks.

TABLE 6.—Police-department employees in East North Central cities, classified according to hours and days on duty per week, July 1, 1933

System of operation	Average hours on duty per week	Average days on duty per week	Cities reporting various systems				
			All cities	City group 1			
				I	II	III	IV
All systems.....							
Continuous duty.....	168.0	7.0	7	2			5
2-platoon.....							
(a) 12-hour tours, no time off.....	84.0	7.0	2				2
(b) 12-hour tours, off every 8th day.....	73.5	6.1	1				1
(c) 12-hour tours, off 1 day each week.....	72.0	6.0	2				2
(d) Five 10-hour groups overlapping, off 1 day each week.....	60.0	6.0	1				1
(e) Four 10-hour groups overlapping, off 1 day each week.....	60.0	6.0	1				1
(f) Two 10-hour and two 2-hour groups, off 1 day each week.....	60.0	6.0	1			1	
3-platoon.....							
(a) 10-hour tours overlapping, no time off.....	70.0	7.0	1				1
(b) 10-hour tours overlapping, off 2 days each month.....	65.0	6.5	1				1
(c) 10-hour tours overlapping, off every 8th day.....	61.3	6.1	1				1
(d) 9-hour tours overlapping, off 2 days each month.....	58.9	6.5	2				2
(e) 8-hour tours, no time off.....	56.0	7.0	3			2	1
(f) 8-hour tours, off 1 day each month.....	54.2	6.8	1			1	
(g) 9-hour tours overlapping, off 1 day each week.....	54.0	6.0	2				2
(h) 8-hour tours, off 14 days per year.....	54.0	6.7	1				1
(i) 8-hour tours, off every 15th day.....	52.3	6.5	10		2	4	4
(j) 8-hour tours, off 28 days each year.....	51.8	6.5	1				1
(k) 8-hour tours, off every 10th day.....	50.4	6.3	2				2
(l) 8-hour tours, off every 8th day.....	49.0	6.1	19		2	3	14
(m) 8-hour tours, off 1 day each week.....	48.0	6.0	42	4	8	15	15
(n) 8-hour tours, off every 8th day, also 6.5 additional days per year.....	48.0	6.0	1		1		
(o) 8-hour tours, off 1.2 days each week.....	46.7	5.8	1		1		
Other.....	44.6	5.6	86	4	14	24	44

See footnotes at end of table.

TABLE 6.—Police-department employees in East North Central cities, classified according to hours and days on duty per week, July 1, 1938—Continued

System of operation	Number of employees ¹					Percentage of employees				
	All cities	City group ²				All cities	City group ²			
		I	II	III	IV		I	II	III	IV
All systems.....	20,976	13,699	3,487	1,903	1,887	100.0	100.0	100.0	100.0	100.0
Continuous duty.....	8		3		5	.1		.1		.3
2-platoon.....	237			58	179	1.1			3.1	9.4
(a) 12-hour tours, no time off.....	59				59	.3				3.1
(b) 12-hour tours, off every 8th day.....	34				34	.2				1.8
(c) 12-hour tours, off 1 day each week.....	29				29	.1				1.5
(d) Five 10-hour groups overlapping, off 1 day each week.....	32				32	.1				1.7
(e) Four 10-hour groups overlapping, off 1 day each week.....	25				25	.1				1.3
(f) Two 10-hour and two 2-hour groups, off 1 day each week.....	58			58		.3			3.1	
3-platoon.....	19,260	12,858	3,210	1,675	1,517	91.8	93.9	92.0	88.0	80.5
(a) 10-hour tours overlapping, no time off.....	24				24	.1				1.3
(b) 10-hour tours overlapping, off 2 days each month.....	35				35	.2				1.9
(c) 10-hour tours overlapping, off every 8th day.....	26				26	.1				1.4
(d) 9-hour tours overlapping, off 2 days each month.....	64				64	.3				3.4
(e) 8-hour tours, no time off.....	172			141	31	.8			7.4	1.6
(f) 8-hour tours, off 1 day each month.....	79			79		.4			4.2	
(g) 9-hour tours overlapping, off 1 day each week.....	63				63	.3				3.3
(h) 8-hour tours, off 14 days per year.....	35				35	.2				1.9
(i) 8-hour tours, off every 15th day.....	574		234	236	104	2.7		6.7	12.4	5.5
(j) 8-hour tours, off 28 days each year.....	28				28	.1				1.5
(k) 8-hour tours, off every 10th day.....	63				63	.3				3.3
(l) 8-hour tours, off every 8th day.....	1,290		577	208	505	6.2		16.5	10.9	26.8
(m) 8-hour tours, off 1 day each week.....	15,908	12,858	1,500	1,011	539	75.8	93.9	43.0	53.1	28.6
(n) 8-hour tours, off every 8th day, also 6.5 additional days per year.....	693		693			3.3		19.9		
(o) 8-hour tours, off 1.2 days each week.....	206		206			1.0		5.9		
Other.....	1,471	841	274	170	186	7.0	6.1	7.9	8.9	9.8

¹ See appendix table G for greater detail by divisions.

² See footnote 2 of table 1 for size of cities in each group.

The systems in which the platoons overlapped each other were used in the smaller cities, where it was necessary to have the largest proportion of the relatively small forces on duty at certain hours of peak demand.

It is customary in many cities to arrange for changing the tours of duty every few weeks in order that the patrolmen do not have to remain on the same schedule of hours throughout the year. In some of the cities no such alternation of tours was provided for, the more desirable hours being assigned permanently on the basis of seniority.

Eight of the smaller cities used variations of the two-platoon system, which divides the men into two groups; but the number of employees in these cities comprised only 1 percent of the total. Except for one employee in the radio and telephone division, the employees classified as being on continuous duty were chiefs who were on call at all times.

Seven percent of all employees were included in the classification "Other," and they represented for the most part nonuniformed workers who had hours approximating those worked in private industry. The average workweek for this group was 45 hours, which in general represented about five and one-half 8-hour days.

Promotion of Patrolmen

In nearly two-thirds of the cities provisions were made for automatic promotion of patrolmen from the lowest grade to the next higher grade. In most cases the period of service in the lower grade before the promotion was made was 1 year. Thirteen cities made promotion through appointment, which had as its basis the merit of a patrolman as judged by his superiors. Advancement was made in accordance with the results of civil-service examinations in 15 cities. In 7 cities all patrolmen were classified as of 1 grade, but the remaining 88 cities had two or more grades.

TABLE 7.—*Police departments in East North Central cities, classified according to method of promoting patrolmen, July 1, 1938*

City group ¹	Number of cities					
	Total	With automatic promotion after—		With promotion by —		With patrolmen all 1 grade
		6 months	1 year	Civil service	Appointment	
All cities.....	95	8	52	15	13	7
Group I.....	4		4			
Group II.....	14	2	10	1	1	
Group III.....	25	3	18	1	3	2
Group IV.....	52	3	22	13	9	5

¹ See footnote 2 of table 1 for size of cities in each group.

Vacations With Pay

More than 99 percent of all employees were granted vacations with pay. About half (primarily the employees in cities of group I) received vacations of 20 days, and more than one-fifth had 15 days of leave, while vacations for about one-fourth ranged between 12 and 14 days. A total of 149 persons, 80 of whom were in cities of group I, received no paid vacation. The shortest average vacations were received by employees in cities in group IV.

TABLE 8.—Police-department employees in East North Central cities, classified according to days of vacation with pay, July 1, 1938

City group ¹	Total number of employees	Number of employees having—												
		No vacation	7 days	8 days	10 days	12 days	13 days	14 days	15 days	17 days	20 days	21 days	24 days	30 days
All cities	20,976	149	66	49	79	2,342	43	2,730	4,485	40	10,793	99	98	3
Group I	13,699	80	-----	-----	-----	1,562	-----	-----	1,516	-----	10,541	-----	-----	-----
Group II	3,487	10	1	-----	-----	550	-----	1,106	1,805	-----	-----	12	-----	3
Group III	1,903	2	-----	-----	-----	215	-----	650	646	-----	206	86	98	-----
Group IV	1,887	57	65	49	79	15	43	974	518	40	46	1	-----	-----

¹ See footnote 2 of table 1 for size of cities in each group.

Items Supplied to the Uniformed Force

The majority of the cities furnished some items of equipment without charge to the patrolmen. The practice of supplying uniforms was less common in East North Central cities than in other sections of the country. Only 6 of the 95 cities furnished full uniforms and only 2 gave a cash allowance for uniforms. Table 9 shows in detail the number of cities supplying various articles.

TABLE 9.—Police departments in East North Central cities, classified according to items supplied the uniformed forces, July 1, 1938

City group ¹	Total number of cities	Number of cities supplying—									
		Full uniforms	Trim-mings for uniforms	Cash allow-ance for uni-forms	Rain-coats or capes	Re-volv-ers	Hol-sters and belts	Hand-cuffs, twist-ers	Clubs, night-sticks	Badges	Other items ²
All cities	95	6	7	2	9	46	26	42	55	79	65
Group I	4	-----	1	-----	-----	2	1	2	4	4	3
Group II	14	1	1	1	-----	4	4	5	6	11	6
Group III	25	1	1	-----	1	14	7	14	15	20	18
Group IV	52	4	4	1	8	26	14	21	30	44	38

¹ See footnote 2 of table 1 for size of cities in each group.

² Whistles, cartridges, flashlights, flashlight batteries and bulbs, caps, overcoats, puttees, etc.

Appendix

The appendix contains a table of 95 East North Central cities with their 1930 population and information regarding the number of police-department employees per 10,000 population and per capita salary costs. It also contains 6 other tables giving additional information on some of the subjects discussed in the body of the report. Tables B through E give the number of persons employed and individual occupational salaries in each of the cities in groups I, II, III, and IV, respectively. Table F summarizes total employment and total salaries paid in each division and occupation for all cities and for each size group. Table G shows average weekly hours and days on duty under various systems of operation by divisions for all cities and for each size group. All data in the tables, except population, are as of July 1, 1938.

TABLE A.—Police-department employees and salary costs in relation to population in East North Central cities with a population of 25,000 or more,¹ July 1, 1938

City	Population ²	Em- ploy- ees per 10,000	Per capita salary cost	City	Popula- tion ²	Em- ploy- ees per 10,000	Per capita salary cost
All cities.....	12,570,072	17	\$3.86	Group III—Continued.			
Group I—cities of 500,000 and over.....	6,423,778	21	5.36	East Chicago, Ind.....	54,784	13	\$2.73
Chicago, Ill.....	3,376,438	20	5.12	East St. Louis, Ill.....	74,347	10	1.72
Cleveland, Ohio.....	900,429	18	4.37	Evanston, Ill.....	63,338	14	2.95
Detroit, Mich.....	1,568,662	26	6.72	Hamilton, Ohio.....	52,176	10	1.94
Milwaukee, Wis.....	578,249	21	4.63	Hammond, Ind.....	64,560	13	2.83
Group II—cities of 100,000 to 500,000.....	2,778,418	13	2.41	Hamtramck, Mich.....	56,268	17	4.60
Akron, Ohio.....	255,040	8	1.59	Highland Park, Mich.....	52,959	17	4.26
Canton, Ohio.....	104,906	9	1.83	Jackson, Mich.....	55,187	11	1.74
Cincinnati, Ohio.....	451,160	16	2.98	Kalamazoo, Mich.....	54,786	15	2.71
Columbus, Ohio.....	290,564	11	2.11	Kenosha, Wis.....	50,262	14	3.04
Evansville, Ind.....	102,249	14	2.65	Lakewood, Ohio.....	70,509	9	2.05
Flint, Mich.....	156,492	10	1.87	Lansing, Mich.....	78,397	12	2.47
Fort Wayne, Ind.....	114,946	11	2.17	Madison, Wis.....	57,899	12	2.42
Gary, Ind.....	100,426	15	3.30	Oak Park, Ill.....	63,982	12	2.45
Grand Rapids, Mich.....	168,592	12	1.74	Pontiac, Mich.....	64,923	11	2.11
Indianapolis, Ind.....	364,161	15	3.15	Racine, Wis.....	67,542	10	1.99
Peoria, Ill.....	104,969	14	2.28	Rockford, Ill.....	85,864	10	2.06
South Bend, Ind.....	104,193	11	2.20	Saginaw, Mich.....	80,715	10	1.72
Toledo, Ohio.....	290,718	14	2.62	Springfield, Ill.....	71,864	14	2.30
Youngstown, Ohio.....	170,002	10	1.91	Springfield, Ohio.....	68,743	7	1.37
Group III—cities of 50,000 to 100,000.....	1,577,335	12	2.51	Terre Haute, Ind.....	62,810	13	2.55
Cicero, Ill.....	66,602	12	2.50	Group IV—cities of 25,000 to 50,000.....	1,790,541	11	1.92
Cleveland Heights, Ohio.....	50,945	11	2.67	Alton, Ill.....	30,151	12	1.90
Dearborn, Mich.....	50,358	24	6.08	Ann Arbor, Mich.....	26,944	12	2.28
Decatur, Ill.....	57,510	9	1.44	Appleton, Wis.....	25,267	11	1.80
				Aurora, Ill.....	46,589	10	2.07
				Battle Creek, Mich.....	43,573	12	2.08
				Bay City, Mich.....	47,355	15	2.45
				Belleville, Ill.....	28,425	10	1.61
				Berwyn, Ill.....	47,027	8	1.81
				Bloomington, Ill.....	30,930	13	2.03

¹ Includes all cities with a population of 25,000 or more in the East North Central States, except Dayton, Ohio, with a population of 200,982 and Anderson, Ind., with 39,804.

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

TABLE A.—Police-department employees and salary costs in relation to population in East North Central cities with a population of 25,000 or more, July 1, 1938—Con.

City	Popula- tion	Em- ploy- ees per 10, 000	Per capita salary cost	City	Popula- tion	Em- ploy- ees per 10, 000	Per capita salary cost
Group IV—Continued.				Group IV—Continued.			
Danville, Ill.	36,765	8	\$1.39	Mishawaka, Ind.	28,630	10	\$1.74
East Cleveland, Ohio	39,667	11	2.68	Moline, Ill.	32,236	8	1.24
Eau Claire, Wis.	26,287	10	1.68	Muncie, Ind.	46,548	10	1.90
Elgin, Ill.	35,929	12	2.20	Muskegon, Mich.	41,390	12	2.15
Elkhart, Ind.	32,949	12	2.11	New Albany, Ind.	25,819	6	.98
Elyria, Ohio	25,633	11	2.06	Newark, Ohio	30,596	8	1.43
Fond du Lac, Wis.	26,449	12	2.20	Norwood, Ohio	33,411	10	1.78
Galesburg, Ill.	28,830	10	1.66	Oshkosh, Wis.	40,108	12	2.04
Granite City, Ill.	25,130	5	.97	Port Huron, Mich.	31,361	14	2.71
Green Bay, Wis.	37,415	15	2.63	Portsmouth, Ohio	42,560	8	1.56
Joliet, Ill.	42,993	13	2.44	Quincy, Ill.	39,241	13	1.81
Kokomo, Ind.	32,843	11	1.90	Richmond, Ind.	32,493	10	1.75
La Crosse, Wis.	39,614	12	2.20	Rock Island, Ill.	37,953	7	1.26
Lafayette, Ind.	26,240	14	2.47	Sheboygan, Wis.	39,251	11	1.94
Lima, Ohio	42,287	8	1.31	Steubenville, Ohio	35,422	12	2.20
Lorain, Ohio	44,512	9	1.87	Superior, Wis.	36,113	16	2.97
Mansfield, Ohio	33,525	8	1.52	Warren, Ohio	41,062	8	1.66
Marion, Ohio	31,084	5	.92	Waukegan, Ill.	33,499	8	1.68
Massillon, Ohio	26,400	8	1.38	West Allis, Wis.	34,671	12	2.58
Maywood, Ill.	25,829	7	1.36	Wyandotte, Mich.	28,363	14	2.88
Michigan City, Ind.	26,735	10	1.83	Zanesville, Ohio	36,440	9	1.43
Middletown, Ohio	29,992	12	2.37				

TABLE B.—Police-department employees in each of 4 East North Central cities of group I,¹ classified according to individual occupation and corresponding salary rate, July 1, 1938

Division and occupation	Chicago, Ill.		Detroit, Mich.		Cleveland, Ohio		Milwaukee, Wis.	
	Num- ber	Salary rate	Num- ber	Salary rate	Num- ber	Salary rate	Num- ber	Salary rate
All divisions ¹	6,832	-----	4,004	-----	1,642	-----	1,221	-----
Uniformed division:								
Commissioners.....	(?)	-----	(?)	-----		-----		-----
Aides to commissioners.....			(4)	-----		-----		-----
Chiefs or superintendents.....	1	\$7,500	1	\$7,920	1	\$6,440	1	\$6,500
Assistant or deputy chiefs ²	7	5,000	1	6,860	1	6,000	1	4,200
Assistant deputy chiefs.....			6	5,240 to 4,416	2	3,784	1	3,700
Inspectors.....			26	4,180	5	3,784		
Captains.....	57	4,000	2	3,660	21	3,543	10	3,240
Lieutenants.....	142	3,200	82	3,080	48	2,746	8	2,790
Sergeants.....	506	2,900	196	2,830	112	2,614	81	2,440
Plainclothesmen.....	(?)	-----		-----	50	2,420	(?)	-----
Patrolmen:								
1st grade.....	5,375	2,500	2,743	2,640	847	2,420	855	2,160
2d grade.....	115	2,280		-----	36	2,200	41	2,100
3d grade.....	150	2,140		-----	25	2,070	20	2,040
4th grade.....		-----		-----	12	1,800	16	1,800
5th grade.....		-----	205	2,000		-----		-----
Other: Motorcycle officers.....		-----		-----	52	2,569		-----
Patrol drivers.....	(?)	-----		-----	52	1,800	(?)	-----
Turnkeys.....	(?)	-----		-----	6	2,420		-----
Miscellaneous:								
Motorcycle men (lieutenants).....		-----		-----	2	2,896		-----
Motorcycle men (sergeants).....		-----		-----	3	2,764		-----
Detective bureau:								
Chiefs of detectives.....	1	7,500	1	6,360	1	4,416		-----
Deputy chiefs.....	1	5,300		-----		-----		-----
Assistant deputy chiefs.....		-----		-----		-----		-----
Chief inspectors.....		-----	1	5,240		-----		-----
District inspectors.....		-----	3	5,000		-----		-----

See footnotes at end of table.

TABLE B.—Police-department employees in each of 4 East North Central cities of group I,¹ classified according to individual occupation and corresponding salary rate, July 1, 1938—Continued

Division and occupation	Chicago, Ill.		Detroit, Mich.		Cleveland, Ohio		Milwaukee, Wis.	
	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate
Detective bureau—Continued								
Inspectors			12	\$4, 180				
Captains	(?)		61	3, 080	15	\$3, 543	1	\$3, 560
Lieutenants	(?)		69	2, 830	12	2, 846	3	2, 940
Sergeants	(?)				73	2, 746	8	2, 790
Detectives	(?)		234	2, 640	{ 43	2, 883	56	2, 640
Miscellaneous: Homicide investigators (sergeants)					1	3, 543		
Women's bureau:								
Captains			1	4, 180	1	3, 543		
Lieutenants			2	3, 080	1	2, 746		
Sergeants			3	2, 830	1	2, 614		
Policewomen	{ 45	\$2, 140	10	2, 000	12	2, 420	2	2, 160
	16	2, 500	39	2, 640				
	18	2, 140						
Matrons	{ 10	2, 500	14	1, 920	4	1, 050	10	960
Miscellaneous:								
Censors of moving pictures	5	2, 460						
Investigators of theatrical exhibitions	4	2, 400						
Operators of moving-picture machines	2	3, 026						
Fingerprint section:⁸								
Identification chiefs	1	4, 500			1	3, 784	1	3, 240
Identification clerks					3	2, 746		
Fingerprint operators					3	2, 746	1	2, 220
Miscellaneous:								
Photographers (and assistant identification inspectors)	1	3, 000					1	2, 220
Assistant photographers	1	2, 100						
Superintendents, criminal investigation					1	3, 784		
Assistant superintendents, criminal investigation					2	2, 746		
Telephone and radio division:								
Superintendents	1	5, 000	(?)		{ 1	2, 746	1	3, 600
					1	3, 000		
					1	3, 543		
Assistant superintendents			1	4, 140	3	2, 614		
Chief operators (police)	1	2, 500	(?)				1	2, 280
Radio operators	{ 10	3, 840	(?)		4	2, 420	4	2, 160
	18	4, 080						
Radio operators (police)	42	2, 080	(?)					
Telephone operators	8	2, 060	(?)		18	1, 200	{ 1	2, 040
							1	2, 100
							22	2, 160
Miscellaneous:								
Radio electrical mechanics			(?)				4	2, 800
Radio service men			(?)		5	1, 997		
Clerical division:								
Chief clerks	1	4, 500	1	2, 940				
Principal clerks	5	2, 960	1	2, 820				
Bookkeepers	1	2, 480	{ 1	2, 280				
			1	3, 480				
Clerks, including "seniors"	{ 8	2, 480	{ * 21	{ 1, 860	11	1, 997	18	{ 1, 680
	2	3, 440		to				to
				2, 700				2, 220
	39	1, 200	4	1, 500				
Clerks, junior	{ 4	2, 060	1	1, 680				
			17	1, 740				
			1	2, 700	1	3, 543	1	3, 060
Secretaries			{ 5	2, 880				
Assistant secretaries					{ 2	2, 420	2	2, 640
					1	3, 000		
Stenographers, including "seniors"	{ 3	2, 480	{ 11	{ 1, 860	1	1, 200	5	1, 920
	4	2, 060		to	1	1, 800	2	2, 040
	2	3, 440		2, 820				
Stenographers, junior	17	2, 060	7	1, 560				
			4	1, 680				
			4	1, 740				
Typists			5	1, 500	2	1, 080		
			1	1, 680	2	1, 200		
			2	1, 740				

See footnotes at end of table.

TABLE B.—Police-department employees in each of 4 East North Central cities of group I,¹ classified according to individual occupation and corresponding salary rate, July 1, 1933—Continued

Division and occupation	Chicago, Ill.		Detroit, Mich.		Cleveland, Ohio		Milwaukee, Wis.	
	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate
Clerical division—Continued.								
Miscellaneous:								
Cost analysts.....	1	\$2, 120						
Machine operators (punch).....	6	2, 060						
Machine operators (statistical).....			2	\$2, 220				
Messengers.....			1	900				
Record clerks.....					1	\$1, 500		
Statisticians.....			1	3, 060				
Maintenance division:								
Cleaners.....	19	1, 320	13	31 { 1, 140 to				
Electricians.....	3	4, 080	8	2, 860				
Janitors.....	48	1, 860			34	1, 080	13	31 { \$1, 140 to 1, 620
Hostlers.....	17	1, 800	14	7 { 1, 380 to 1, 800	4	1, 200		
Laborers.....					34	1, 352		
Linemen, foremen.....			2	3, 536	4	1, 664		
Linemen.....			3	2, 460	4	2, 760		
Machinists.....	4	3, 900	9	2, 912	40	1, 664		
General mechanics:								
Automobile.....			4	1, 872				
Carpenters.....			2	2, 040				
Horsehoers.....	1	3, 129	7	2, 288				
Painters.....			2	2, 080				
Painters, sign.....			17	2, 288				
Plumbers.....			1	2, 610				
Printers.....			2	2, 714				
Sheet metal workers.....			2	2, 288				
Steam fitters.....			1	2, 714				
Superintendents, garage.....							1	2, 440
Supervisors, motor equipment.....	1	4, 000						
Mechanics' helpers:								
Building trades.....			2	1, 764				
Electrical.....			3	1, 872				
Linemen's.....			2	1, 872	5	1, 872		
Miscellaneous:								
Car washers and greasers.....	12	1, 695					2	1, 620
Battery men (repair).....			1	2, 184				
Building superintendents.....			1	3, 060				
Cable splicers.....			3	2, 912	2	2, 820		
Cable splicers' helpers.....			3	2, 460				
Custodians.....	1	3, 260						
Draftsmen, electrical.....			1	2, 040				
Elevator operators.....			14	14 { 1, 380 to 1, 860			5	1, 620
Engineers:								
Chief.....	1	5, 580	1	3, 160				
Building.....			5	2, 860				
Electrical.....			1	3, 000				
Station.....	61	1, 920						
Enginemen and machinists								
Assistant enginemen and machinists.....							1	2, 340
Storekeepers.....	1	2, 480					2	2, 100
Stores clerks.....			1	2, 040				
Superintendents of machinery.....					1	3, 981		
Assistant superintendents of machinery.....					1	2, 746		
Veterinarians (foreman of horses).....	1	3, 340						

See footnotes at end of table.

TABLE B.—Police-department employees in each of 4 East North Central cities of group I,¹ classified according to individual occupation and corresponding salary rate, July 1, 1938—Continued

Division and occupation	Chicago, Ill.		Detroit, Mich.		Cleveland, Ohio		Milwaukee, Wis.	
	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate
Miscellaneous:								
Chief surgeons.....	1	\$3,900						
Surgeons.....	14	2,500	1	\$5,820				
Physicians, departmental.....			1	4,500				
Physicians.....			4	3,460				
			1	3,840				
Physiotherapists.....			1	2,000				
Ambulance men, supervisors.....					1	\$2,420		
Instructors, traffic safety.....			2	2,280	1	3,543		
Inspectors, dance halls.....					1	2,746		
Dog catchers.....	13	2,500	28	2,640				
Kennel men.....	2	2,500						
Poundmasters.....	1	3,200	2	2,640				
Superintendents of civil investigation.....					1	3,543		
Assistant superintendents of civil investigation.....					1	2,746		
Traffic engineers.....					1	3,600		
Weights and measures, supervisors.....			1	3,000				
			2	2,220				
Weights and measures, assistants.....			2	2,340				
			1	2,520				

¹ Cities with a population of 500,000 or more; 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. Neither do totals include the commissioner in Chicago nor the commissioner and 2 aides in Detroit.

³ Receives \$10,000; not included in total.

⁴ Two aides, 1 at \$5,000 and 1 at \$5,500. Not included in total for Detroit.

⁵ Classification includes 6 supervisors of police divisions in Chicago and 1 traffic chief in Cleveland.

⁶ Classification includes 1 assistant deputy chief at \$6,360, 1 chief inspector at \$5,740, 3 district inspectors at \$5,240, and 1 director of traffic at \$5,240.

⁷ Men assigned to this work.

⁸ Work of this division under supervision of detective bureau in Detroit.

⁹ Includes 1 at \$1,860, 1 at \$1,896, 1 at \$2,040, 2 at \$2,100, 10 at \$2,220, 2 at \$2,340, 1 at \$2,400, 1 at \$2,460, and 2 at \$2,700.

¹⁰ Includes 4 at \$1,680, 1 at \$1,800, 3 at \$1,860, 9 at \$1,920, and 1 at \$2,220.

¹¹ Includes 2 at \$1,860, 2 at \$2,100, 6 at \$2,220, 7 at \$2,340, and 1 at \$2,820.

¹² Includes 3 at \$1,140, 1 at \$1,260, 17 at \$1,320, 4 at \$1,440, and 6 at \$1,812.

¹³ Includes 2 at \$1,140, 5 at \$1,440, 2 at \$1,500, 4 at \$1,560, and 18 at \$1,620.

¹⁴ Includes 1 at \$1,380, 2 at \$1,500, 2 at \$1,560, and 2 at \$1,800.

¹⁵ Includes 1 at \$1,380, 4 at \$1,620, 5 at \$1,740, and 4 at \$1,860.

TABLE C.—Police-department employees in each of 14 East North Central cities of rate, July

Division and occupation	Illinois		Indiana							
	Peoria		Evansville		Fort Wayne		Gary		Indianapolis	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
1 All divisions ¹	150		139		126		153		561	
Uniformed division:										
2 Chiefs or superintendents.....	1	\$3,600	1	\$3,741	1	\$3,012	1	\$3,600	1	\$4,800
3 Assistant or deputy chiefs.....	1	2,220								
4 Assistant deputy chiefs.....										
5 Inspectors.....									1	3,400
6 Captains.....			4	2,300	1	2,640	2	2,700	4	2,693
7 Lieutenants.....	2	1,800			4	2,282			4	2,493
8 Sergeants.....	5	1,680	6	2,062	10	2,015	3	2,520	26	2,293
9 Plainclothesmen.....	14	1,620	1	1,953	1	1,920				
Patrolmen:										
10 1st grade.....	71	1,620	6	2,008	79	1,920	75	2,160	338	2,047
11 2d grade.....	6	1,560	55	1,916	1	1,860	8	2,040	14	1,700
12 3d grade.....					1	1,800				
13 4th grade.....										
14 5th grade.....										
Other:										
15 Motorcycle officers.....							10	2,160		
16 Cruiser-car officers.....										
17 Traffic footmen.....			22	2,008						
18 Patrol drivers.....	3	1,620	3	2,008	3	1,920	3	2,160	10	2,047
19 Turnkeys.....	3	1,620	3	2,008	3	1,920	3	2,160	3	2,047
Miscellaneous:										
20 Bailiffs (sergeants).....									2	2,293
21 Corporals.....										
22 Desk sergeants.....							3	2,520		
23 Majors.....										
24 Majors (superintendents, highway bureau).....										
25 Property clerks.....									4	2,047
26 Park guards (sergeants).....							1	2,520		
27 Pull-box operators.....										
28 Traffic commissioners.....										
29 Traffic officers (captains).....									1	2,693
30 Traffic and accident prevention (lieutenants).....									2	2,493
31 Traffic and accident prevention (sergeants).....									5	2,293
32 Traffic sergeants.....							2	2,520		
33 Wagon men.....			1	2,062						
Detective bureau:			3	2,008						
34 Chiefs.....	1	2,100							1	3,600
35 Inspectors.....										
36 Captains.....			1	2,300	1	2,640			1	2,693
37 Lieutenants.....									4	2,493
38 Sergeants.....	3	1,680	10	2,062	10	2,105	1	2,520	52	2,293
39 Detectives.....	14	1,680			4	1,920	19	2,280	(²)	
Women's bureau:										
40 Sergeants.....										
41 Policewomen.....	2	960	2	1,486	3	1,920	1	2,160	3	2,016
42 Matrons.....	1	960					1	2,280	3	2,016
43 Miscellaneous: Juvenile officers.....	1	1,080	3	1,278						
Fingerprint section: ⁴							2	1,800		
44 Identification chiefs.....	1	1,740	1	2,300			(³)		1	2,493
45 Assistant identification chiefs.....										
46 Identification clerks.....	2	960					1	2,280	6	2,047
47 Fingerprint operators.....							1	2,160	1	2,273
Miscellaneous:									1	2,047
48 Photographers.....							1	1,200		
49 Scientific investigators.....									1	2,293
50 Scientific laboratories assistants.....									3	2,047

See footnotes at end of table.

group II, ¹ classified according to individual occupation and corresponding salary
I, 1938

Indiana—Continued		Michigan				Ohio												
South Bend		Flint		Grand Rapids		Akron		Canton		Cincinnati		Columbus		Toledo		Youngstown		
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	
112		154		195		213		99		714		312		396		163		1
1	\$3,500	1	\$3,800	1	\$2,816	1	\$3,978	1	\$2,955	1	\$6,000	1	\$3,720	1	\$3,900	1	\$3,771	2
1	2,800	1	2,800	1	2,109					1	4,000					1	2,933	3
										1	3,700							4
										1	3,700							5
4	2,340	2	2,460	5	1,736	2	2,681	3	2,400			2	2,880	2	2,700			6
		4	2,100	5	1,664	5	2,220			4	3,000	5	2,520	6	2,400	3		7
8	2,160	11	1,980	12	1,564	8	2,098	1	2,048	29	2,400	6	2,340	7	2,220	7		8
										34	2,200	8	2,220	25	2,100			9
				3	1,486													10
70	2,040	79	1,860	114	1,486	66	1,923	79	1,884	325	1,860	220	1,920	219	1,920	90	1,980	11
1	1,710					1	1,893			86	1,740			20	1,500	16	1,822	12
						1	1,865			73	1,620							13
						23	1,807			69	1,500							14
						9	1,665											15
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TABLE C.—Police-department employees in each of 14 East North Central cities of rate, July 1,

Division and occupation	Illinois		Indiana							
	Peoria		Evansville		Fort Wayne		Gary		Indianapolis	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
51 Telephone and radio division:										
51 Superintendents.....	1	\$2,200	1	\$2,300	1	\$2,640	1	\$2,520	1	\$3,300
52 Chief operators.....	1	1,860								
53 Radio operators.....	3	1,620	4	2,062 ⁽¹⁾			3	2,160	5	1,830
54 Telephone operators.....	2	1,620	3	1,551 ⁽²⁾			4	1,200	{ 3 2,016 4 2,047	
Miscellaneous:										
55 Announcers.....									1	2,047
56 Chief radio engineers.....										
57 Radio service men.....									3	1,830
Clerical division:										
58 Chief clerks.....										
59 Accountants.....										
60 Clerks, including "seniors".....	1	1,274					1	1,200	{ 9 1,200 1 1,255	
61 Clerks, junior.....										
62 Secretaries.....	1	2,100	1	2,062	1	1,500	1	2,520	1	2,693
63 Stenographers.....	1	960							{ 1 1,200 3 1,255	
Miscellaneous:										
64 Engineering clerks.....										
65 Record clerks.....									2	2,016
66 Record clerks, assistant.....										
67 Record clerks, teletype.....									3	1,200
68 Registration clerks.....									3	2,016
Maintenance division: ³										
69 Electricians.....							1	2,160	1	2,293
70 Janitors.....			2	1,186			1	1,320	7	950
71 Hostlers.....	1	720								
72 Laborers.....	2	1,564							4	1,317
73 Linemen.....										
74 Machinists.....	1	1,860					1	2,160		
General mechanics:										
75 Automobile.....			{ 2 1,486 1 2,099 }	(2)					{ 7 1,617 1 2,493	
76 Carpenters.....										
77 Painters.....			1	1,251						
78 Painters, sign.....							2	2,160		
79 Superintendents, garage, signals.....									1	2,293
80 Mechanics' helpers: Garage.....	1	960							4	1,183
Miscellaneous:										
81 Cooks.....									1	900
82 Drivers, dog pound.....									1	2,047
83 Drivers, signal truck.....										
84 Prison guards.....										
85 Supervisors of traffic.....										
86 Tailors.....										
Miscellaneous:										
87 Surgeons.....										
88 Instructors, traffic safety.....										
89 Humane officers.....			1	2,062					2	2,293
90 License officers.....			1	2,099						
91 Traffic engineers.....					1	2,100				
92 Watchmen, city automobile park.....	4	864								

¹ Cities with a population of 100,000 and under 500,000; based on U. S. Census of Population for 1930.

² Includes only regular, full-time employees.

³ Men from uniformed division assigned to this work.

⁴ Work of this division under supervision of detective bureau in Fort Wayne, Akron, and Columbus.

group II,¹ classified according to individual occupation and corresponding salary 1933—Continued

Indiana—Continued		Michigan				Ohio												
South Bend		Flint		Grand Rapids		Akron		Canton		Cincinnati		Columbus		Toledo		Youngstown		
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	
		1	\$2,220							1	\$2,400	(3)		1	\$2,100			51
3	\$2,040	3	1,800	3	\$1,289	4	\$1,943	3	\$2,004	6	2,100	(3)		3	1,860	(5)		52
		1	2,100	1	1,289													53
		1	860	1	1,233	8	1,080						5	\$1,470				54
				1	1,664													55
				1	1,486									3	1,620			56
								1	2,004	1	3,000		1	2,010				57
										1	1,860							58
										1	2,820							59
2	1,290	4	900	1	1,289	2	840			3	1,740							60
		1	1,560							1	1,860							61
										1	1,020							62
										6	1,380			1	1,680			63
										1	1,500							64
										2	2,280		1	2,580			1	2,207
2	1,290	1	2,100	1	1,057	4	1,211			1	1,560		4	1,620	3	1,080	2	1,301
		9	1,800	1	1,173					1	1,800				3	1,260		63
																		64
														4	1,620	1	1,800	65
														2	1,140			66
														1	1,800			67
														1	1,800			68
																		69
																		70
																		71
														7	13	1,374 to 1,602		72
																		73
																		74
																		75
																		76
																		77
																		78
																		79
																		80
																		81
																		82
																		83
																		84
																		85
																		86
																		87
																		88
																		89
																		90
																		91
																		92

¹ Under supervision of detective bureau.
² Work of this division performed by separate city bureau or private company in South Bend and Canton.
³ Includes 5 at \$1,374, 4 at \$1,377, 2 at \$1,488, and 2 at \$1,602.
⁴ On call.

TABLE D.—Police-department employees in each of 25 East North Central cities of rate, July

Division and occupation	Illinois							
	Cicero		Decatur		East St. Louis		Evanston	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
1 All divisions ¹	78	49	73	86
Uniformed division:								
2 Chiefs or superintendents.....	1	\$3,600	1	\$2,400	1	\$2,940	1	\$4,500
3 Assistant or deputy chiefs.....					1	2,340		
4 Inspectors.....								
5 Captains.....	1	2,700					1	3,000
6 Lieutenants.....	3	2,430	2	2,040	1	2,040	4	2,700
7 Sergeants.....	4	2,220	4	1,740	6	1,860	5	2,460
8 Plainclothesmen.....								
Patrolmen:								
9 1st grade.....	48	2,100	25	1,650	27	1,740	43	2,160
10 2d grade.....	5	1,800	2	1,320			1	2,100
11 3d grade.....							1	2,000
12 4th grade.....							1	1,985
13 5th grade.....							1	1,945
14 6th grade.....							1	1,830
Other: Motorcycle officers.....								
16 Patrol drivers.....	3	2,100			3	1,740		
17 Turnkeys.....	3	2,100			1	1,740		
Miscellaneous:								
18 Juvenile officers.....					1	1,740		
19 Assistant juvenile officers.....					1	1,200		
20 Merchant-police officers.....								
21 Prison keepers.....								
22 Sergeants, motorcycle.....								
23 Sergeants, patrol.....								
24 Sergeants, traffic.....								
Detective bureau:								
25 Chiefs of detectives.....					1	2,340	1	3,000
26 Captains.....								
27 Lieutenants.....			1	2,040	2	2,040		
28 Sergeants.....	4	2,220			3	1,860	2	2,460
29 Detectives.....	6	2,100	6	1,650	16	1,800	8	2,160
Miscellaneous:								
30 Juvenile crime prevention officers.....								
31 License collectors.....								
32 Policewomen, crime prevention.....								
33 Supervisors, crime prevention.....								
Women's bureau:								
34 Sergeants.....								
35 Policewomen.....			1	1,650			2	2,160
36 Matrons.....							1	1,830

See footnotes at end of table.

TABLE D.—Police-department employees in each of 25 East North Central cities of rate, July 1,

Division and occupation	Illinois							
	Cicero		Decatur		East St. Louis		Evanston	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
37 Fingerprint section: ⁴								
Identification chiefs.....			(5)		(5)		1	\$2,160
38 Identification clerks.....								
39 Fingerprint operators.....								
Telephone and radio division: ⁶								
40 Superintendents.....			1	\$1,900				
41 Chief operators.....								
42 Radio operators.....			2	1,650			3	1,860
43 Telephone operators.....						3	\$1,140	
Miscellaneous:								
44 Radio engineers.....								
45 Radio technicians.....								
Clerical division: ⁷								
46 Chief clerks.....					1	2,040		
47 Clerks.....			3	1,650	1	1,860	2	1,860
48 Secretaries.....							1	2,160
49 Stenographers.....					1	1,320	1	1,200
50 Typists.....					1	960		
51 Miscellaneous: Statisticians.....								
Maintenance division: ⁸								
52 Electricians.....								
53 Janitors.....					2	1,200	1	900
54 Laborers.....							1	1,200
55 Linemen.....								
56 Machinists.....								
General mechanics:								
57 Automobile mechanics.....								
58 Painters.....								
59 Painters, sign.....								
60 Sign erectors.....								
Miscellaneous:								
61 Drivers, towing trucks.....								
62 Kitchen helpers.....								
63 Property repairmen.....								
Miscellaneous:								
64 Surgeons.....								
65 Instructors, police.....								
66 Inspectors, traffic.....								
67 Inspectors, weights and measures.....			1	1,650				
68 Dog catchers.....							1	1,278
69 Poundmasters, dog wardens.....								
70 Traffic engineers.....							1	2,160

See footnotes at end of table.

group III,¹ classified according to individual occupation and corresponding salary 1933—Continued

Illinois—Continued						Indiana						Michigan					
Oak Park		Rockford		Springfield		East Chicago		Hammond		Terre Haute		Dearborn		Hamtramck		Highland Park	
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
1	\$2,220					1	\$2,700	1	\$2,400	1	\$2,100	1	\$2,900	1	\$3,000	1	\$2,600
										1	1,800	1	2,600				
												3	2,600				
														1	2,750		
		1	\$1,605							1	2,280						
3	2,100	3	1,485					2	2,100	3	1,920			4	2,520	3	2,200
				2	\$1,320												
				1	1,680												
(⁹)				1	2,000												
				1	1,200												
(⁹)				1	1,680			1	900								
				1	1,800												
1	2,220	1	2,265	1	1,320	1	2,400	1	2,400			1	1,800	(⁹)		1	1,800
														1	2,720		
1	2,700																
				2	1,200												
								1	1,644							2	1,350
								2	1,200								
		1	1,980														
										1	1,800						
				1	1,800												
								1	1,920								
				1	821												
				1	313												
										(⁹)		(⁹)					
				1	1,080												
				1	1,500							1	2,400				

TABLE D.—Police-department employees in each of 25 East North Central cities of rate, July

Division and occupation		Michigan—Continued							
		Jackson		Kalamazoo		Lansing		Pontiac	
		Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
1	All divisions ²	60		81	*	92		69	
	Uniformed division:								
2	Chiefs or superintendents.....	1	\$2,500	1	\$3,600	1	\$4,200	1	\$3,600
3	Assistant or deputy chiefs.....			1	2,720			1	2,650
4	Inspectors.....								
5	Captains.....	1	1,858	3	2,400	1	3,100		
6	Lieutenants.....	1	1,776	1	2,400	3	2,500	4	2,400
7	Sergeants.....	5	1,720	3	1,890	4	2,300	6	2,150
8	Plainclothesmen.....								
	Patrolmen:								
9	1st grade.....	31	1,575	43	1,790	56	2,050	39	1,908
10	2d grade.....					7	1,850		
11	3d grade.....					4	1,650		
12	4th grade.....								
13	5th grade.....								
14	6th grade.....								
15	Other: Motorcycle officers.....								
16	Patrol drivers.....	3	1,575	3	1,790				
17	Turnkeys.....					1	2,050		
	Miscellaneous:								
18	Juvenile officers.....								
19	Assistant juvenile officers.....								
20	Merchant-police officers.....								
21	Prison keepers.....								
22	Sergeants, motorcycle.....								
23	Sergeants, patrol.....								
24	Sergeants, traffic.....								
	Detective bureau:								
25	Chiefs of detectives.....	1	1,858					1	2,650
26	Captains.....								
27	Lieutenants.....					2	2,500	1	2,400
28	Sergeants.....							4	2,150
29	Detectives.....	6	1,600	6	1,920	9	2,300	5	2,064
	Miscellaneous:								
30	Juvenile crime prevention officers.....								
31	License collectors.....								
32	Policewomen, crime prevention.....								
33	Supervisors, crime prevention.....								
	Women's bureau:								
34	Sergeants.....								
35	Policewomen.....	1	1,071	1	1,820			1	1,908
36	Matrons.....								

See footnotes at end of table.

group III,¹ classified according to individual occupation and corresponding salary 1, 1938—Continued

Michigan—Con.		Ohio								Wisconsin						
Saginaw		Cleveland Heights		Hamilton		Lakewood		Spring field		Kenosha		Madison		Racine		
Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	
80		54		53		60		49		70		72		68		1
1	\$3,000	1	\$3,800	1	\$3,000	1	\$3,600	1	\$3,300	1	\$4,000	1	\$3,400	1	\$3,600	2
				1	2,160											3
1	2,460	1	3,180			2	3,148	2	2,340	1	3,150	1	2,500			4
1	2,040	1	2,700			3	2,640	2	2,220	1	2,835	1	2,400			5
1	2,100									1	2,457	3	2,120	2	2,220	6
2	1,860	4	2,580	4	2,040	4	2,510	4	2,100	6	2,268	4	1,980	3	2,040	7
1	1,920					1	2,510	3	2,040	3	2,079					8
36	1,800	36	2,436	33	1,860	35	2,340	25	1,800	35	2,079	47	1,920	41	1,920	9
9	1,560					3	1,980			2	2,016			1	1,860	10
2	1,380							1	1,560					1	1,800	11
2	1,320															12
																13
																14
				3	1,860					6	2,079	1	1,800	2	1,920	15
												2	1,920	1	1,980	16
2	1,800															17
																18
																19
																20
																21
																22
																23
																24
1	2,340															25
		2	2,850					1	2,340			1	2,400			26
2	1,920			1	2,040					1	2,268					27
2	1,860	8	2,580	4	1,980	4	2,640	8	2,040	6	2,205	5	2,040	8	2,040	28
																29
1	1,800															30
1	1,500															31
1	2,340															32
																33
				1	1,680	1	2,340			1	2,268					34
										1	2,079	1	1,860			35
																36

TABLE D.—Police-department employees in each of 25 East North Central cities of rate, July 1,

Division and occupation		Michigan—Continued							
		Jackson		Kalama- zoo		Lansing		Pontiac	
		Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
37	Fingerprint section: ⁴								
	Identification chiefs.....			1	\$2,100	(5)		(5)	
38	Identification clerks.....	1	\$1,575	1	1,820				
39	Fingerprint operators.....								
	Telephone and radio division: ⁶								
40	Superintendents.....	1	1,575	1	1,920	(5)		1	\$1,908
41	Chief operators.....								
42	Radio operators.....	3	1,575	3	1,850	3	\$1,800	(5)	
43	Telephone operators.....			4	1,820			(5)	
	Miscellaneous:								
44	Radio engineers.....								
45	Radio technicians.....								
	Clerical division: ⁷								
46	Chief clerks.....	1	1,720						
47	Clerks.....	1	1,575						
48	Secretaries.....			1	1,260	1	2,100	1	1,236
49	Stenographers.....			2	1,200				
50	Typists.....			1	1,200				
51	Miscellaneous: Statisticians.....								
	Maintenance division: ⁴								
52	Electricians.....	1	1,720						
53	Janitors.....	1	756	2	1,200			1	1,104
54	Laborers.....								
55	Linemen.....								
56	Machinists.....			1	1,820				
	General mechanics:								
57	Automobile mechanics.....	1	1,805			(5)			
58	Painters.....								
59	Painters, sign.....							1	1,500
60	Sign erectors.....							1	1,560
	Miscellaneous:								
61	Drivers, towing trucks.....								
62	Kitchen helpers.....								
63	Property repairmen.....			2	1,820				
	Miscellaneous:								
64	Surgeons.....								
65	Instructors, police.....								
66	Inspectors, traffic.....								
67	Inspectors, weights and measures.....								
68	Dog catchers.....								
69	Poundmasters, dog wardens.....							1	948
70	Traffic engineers.....								

¹ Cities with a population of 50,000 and under 100,000; based on U. S. Census of Population for 1930.

² Includes only regular, full-time employees.

³ Matron also is cook.

⁴ Work of this division performed by men assigned from other divisions in Cicero, Oak Park, Springfield (Ill.), and Saginaw.

⁵ Men assigned to this work.

group III,¹ classified according to individual occupation and corresponding salary 1938—Continued

Michigan— Con.		Ohio								Wisconsin							
Saginaw		Cleveland Heights		Hamilton		Lakewood		Springfield		Kenosha		Madison		Racine			
Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate		
				1	\$2,040	1	\$2,640					1	\$2,120			37	
																38	
			(⁶)											1	\$1,980	39	
1	\$2,160			1	1,800	1	2,460			1	\$2,520					40	
1	2,040															41	
3	1,440			3	1,800			(⁷)						3	1,980	42	
(⁸)		(⁶)						2	\$1,080							43	
												1	1,950			44	
										1	2,520			1	2,100	45	
				(⁶)												46	
1	1,380	1	\$1,747			1	1,740					{	1	900	2	1,980	47
1	1,080									1	2,268		1	960			48
																	49
2	780																50
																	51
							1	2,640		1	1,740						52
							1	1,560				1	1,200	1	1,500		53
																	54
																	55
																	56
							1	2,520									57
																	58
																	59
																	60
																	61
																	62
																	63
																	64
1	2,040																65
																	66
																	67
																	68
1	1,380																69
																	70

⁶ Work of this division performed by men assigned from other divisions in Cicero and by a separate city bureau or private company in Dearborn.

⁷ Work of this division performed by men assigned from other divisions in Cicero and Terre Haute and by a separate city bureau in Springfield, Ohio.

⁸ Work of this division performed by separate city bureau in Dearborn and Hamtramck.

⁹ On call.

TABLE E.—Police-department employees in each of 52 East North Central cities of rate, July

Division and occupation		Illinois							
		Alton		Aurora		Belleville		Berwyn	
		Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
1	All divisions ²	35		45		28		37	
	Uniformed division:								
2	Chiefs or superintendents.....	1	\$2,400	1	\$3,300	1	\$1,920	1	\$3,300
3	Assistant or deputy chiefs.....								
4	Inspectors.....								
5	Captains.....	1	1,980			1	1,680	1	3,000
6	Lieutenants.....							3	2,500
7	Sergeants.....	3	1,740	3	2,220	1	1,680	5	2,400
8	Plainclothesmen.....								
	Patrolmen:								
9	1st grade.....	26	1,560	29	2,100	15	1,620	21	2,200
10	2d grade.....								
11	3d grade.....								
12	4th grade.....								
13	5th grade.....								
	Other:								
14	Motorcycle officers.....					2	1,620	5	2,300
15	Traffic footmen.....					2	1,620		
16	Patrol drivers.....			1	2,100				
17	Turnkeys.....			1	1,440				
	Miscellaneous:								
18	Car markers.....								
19	Drivers' license examiners.....								
20	License inspectors.....					1	1,620		
21	Lieutenants, sanitary.....								
22	Lieutenants, traffic.....								
23	Sergeants, desk.....								
24	Sergeants, patrol.....								
25	Sergeants, traffic.....								
26	Special officers.....							1	1,500
27	Traffic officers and supervisors of school-boy patrol.....								
28	Wagon men.....								
29	Watchmen and relief patrol drivers.....								
30	Juvenile officers.....								
	Detective bureau: ³								
31	Chiefs of detectives.....								
32	Captains.....	1	1,980	2	2,640				
33	Lieutenants.....			3	2,400				
34	Sergeants.....	3	1,740						
35	Detectives.....								
	Miscellaneous:								
36	Sergeants, desk.....			3	2,280				
37	Poolroom inspectors.....								

See footnotes at end of table.

TABLE E.—Police-department employees in each of 52 East North Central cities of rate, July 1,

Division and occupation	Illinois							
	Alton		Aurora		Belleville		Berwyn	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
38 Women's bureau:								
39 Policewomen.....			1	\$1,200				
40 Matrons.....								
41 Fingerprint section: ⁴								
42 Identification chiefs.....			(5)					
43 Fingerprint operators.....								
44 Telephone and radio division: ⁶								
45 Superintendents.....			1	1,500				
46 Radio operators.....			(5)		3	\$1,620		
47 Telephone operators.....								
48 Clerical division: ⁷								
49 Chief clerks.....								
50 Clerks.....			(5)					
51 Secretaries.....								
52 Stenographers.....								
53 Miscellaneous: Clerks, traffic bureau.....								
54 Maintenance division: ⁸								
55 Electricians.....								
56 Janitors.....					1	1,620		
57 Laborers.....								
58 Machinists.....								
59 General mechanics:								
60 Automobile mechanics.....								
Painters.....								
Mechanics' helpers:								
Automobile mechanics'.....								
Electricians'.....								
Miscellaneous:								
Surgeons.....								
Instructors at pistol ranges.....								
Health officers.....					1	1,620		

See footnotes at end of table.

group IV,¹ classified according to individual occupation and corresponding salary 1938—Continued

Illinois—Continued																			
Bloomington		Danville		Elgin		Galesburg		Granite City		Joliet		Maywood		Moline		Quincy			
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		
1	\$1,197	1	\$900	1	\$1,200	1	\$1,320			1	\$1,420			1	\$1,200	1	\$1,200	38	
																		39	
							1	1,584		(⁵)						1	1,560	40	
										1	1,860							41	
									2	\$1,200	(⁵)							42	
1	950															(⁵)		43	
																		44	
				1	1,200												1	1,500	45
				(⁵)				(⁵)											46
																			47
																			48
																			49
										2	2,550								50
										1	2,950								51
1	1,267									1	1,080								52
																			53
																	1	1,500	54
																			55
																			56
																			57
																			58
																			59
																			60

TABLE E.—Police-department employees in each of 52 East North Central cities salary rate, July 1,

Division and occupation	Illinois—Continued				Indiana					
	Rock Island		Waukegan		Elkhart		Kokomo		Lafayette	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
1 All divisions ¹	28		26		39		35		37	
Uniformed division:										
2 Chiefs or superintendents.....	1	\$2,400	1	\$2,970	1	\$2,280	1	\$2,250	1	\$2,220
3 Assistant or deputy chiefs.....	1	1,920			1	2,100				
4 Inspectors.....										
5 Captains.....	1	1,920					1	1,920	1	1,920
6 Lieutenants.....			1	2,340	3	1,860			3	1,860
7 Sergeants.....	3	1,920	1	2,220	3	1,800	5	1,800		
8 Plainclothesmen.....										
Patrolmen:										
9 1st grade.....	17	1,620	21	2,100	26	1,740	18	1,740	17	1,740
10 2d grade.....									2	1,620
11 3d grade.....										
12 4th grade.....										
13 5th grade.....										
Other:										
14 Motorcycle officers.....									4	1,740
15 Traffic footmen.....										
16 Patrol drivers.....	3	1,620								
17 Turnkeys.....										
Miscellaneous:										
18 Car markers.....										
19 Drivers' license examiners.....										
20 License inspectors.....										
21 Lieutenants, sanitary.....										
22 Lieutenants, traffic.....										
23 Sergeants, desk.....										
24 Sergeants, patrol.....										
25 Sergeants, traffic.....										
26 Special officers.....										
27 Traffic officers and supervisors of school-boy patrol.....										
28 Wagon men.....										
29 Watchmen and relief patrol drivers.....										
30 Juvenile officers.....										

See footnotes at end of table.

of group IV,¹ classified according to individual occupation and corresponding 1938—Continued

Indiana—Continued										Michigan								
Michigan City		Mishawaka		Muncie		New Albany		Richmond		Ann Arbor		Battle Creek		Bay City		Muskegon		
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	
27		28		48		16		33		33		51		72		51		1
1	\$2,460	1	\$2,150	1	\$2,760	1	\$1,740	1	\$2,400	1	\$2,760	1	\$2,400	1	\$2,700	1	\$3,120	2
2	2,010	1	1,950	2	2,160	2	1,620	1	1,920			1	2,118	1	2,280	1	2,220	3
2	1,800	4	1,825	2	1,920	2	1,620	1	1,860			1	2,118	1	1,920	1	1,920	4
								2	1,740	3	2,094	4	1,853	1	1,800	6	1,740	5
																		6
20	1,740	16	1,750	29	1,800	9	1,620	21	1,650	14	1,800	23	1,721	48	1,620	26	1,704	7
						1	1,740	1	1,715									3
																		9
																		10
																		11
																		12
																		13
																		14
																		15
																		16
																		17
																		18
																		19
																		20
																		21
																		22
																		23
																		24
																		25
																		26
																		27
																		28
																		29
																		30

TABLE E.—Police-department employees in each of 52 East North Central cities
salary rate, July 1,

Division and occupation	Illinois—Continued				Indiana					
	Rock Island		Waukegan		Elkhart		Kokomo		Lafayette	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
31 Detective bureau:										
32 Chiefs of detectives.....							1	\$1, 920		
33 Captains.....					1	\$1, 860			1	\$1, 860
34 Sergeants.....			2	\$2, 340			4	1, 800		
35 Detectives.....	2	\$1, 800			1	1, 740			3	1, 740
Miscellaneous:										
36 Sergeants, desk.....										
37 Poolroom inspectors.....										
Women's bureau:										
38 Policewomen.....										
39 Matrons.....					1	1, 740				
Fingerprint section: †										
40 Identification chiefs.....					1	1, 740	1	1, 800	1	1, 920
41 Fingerprint operators.....										
Telephone and radio division: ‡										
42 Superintendents.....									1	1, 860
43 Radio operators.....							4	1, 740	2	1, 740
44 Telephone operators.....	(4)				(4)					
Clerical division: †										
45 Chief clerks.....	(4)									
46 Clerks.....							(9)			
47 Secretaries.....					1	1, 740				
48 Stenographers.....									1	980
49 Miscellaneous: Clerks, traffic bureau.....										
Maintenance division: ‡										
50 Electricians.....										
51 Janitors.....										
52 Laborers.....										
53 Machinists.....										
General mechanics:										
54 Automobile mechanics.....										
55 Painters.....										
Mechanics' helpers:										
56 Automobile mechanics'.....										
57 Electricians'.....										
Miscellaneous:										
58 Surgeons.....										
59 Instructors at pistol ranges.....										
60 Health officers.....										

See footnotes at end of table.

of group IV,¹ classified according to individual occupation and corresponding 1938—Continued

Indiana—Continued										Michigan								
Michigan City		Mishawaka		Muncie		New Albany		Richmond		Ann Arbor		Battle Creek		Bay City		Muskegon		
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	
1	\$2,010																	31
								1	\$1,860			1	\$2,118	1	\$1,920			32
		1	\$1,825	1	\$1,920													33
				8	1,920			1	1,740	2	\$1,920	8	1,919	1	1,704	4	\$1,920	34
																		35
																		36
																		37
												1	1,721	1	1,620	1	1,500	38
												1	1,059					39
												1	2,118					40
														1	1,704			41
		1	1,920	2	1,920	(9)		1	1,740					1	1,800	1	2,100	42
								3	1,620	1	1,800			2	1,500	2	1,704	43
																		44
1	1,920																	45
		1	1,650			(9)		(9)				2	1,721					46
																		47
														1	1,020			48
														2	1,020			49
				1	1,920													50
				1	1,170			1	900			1	1,444					51
																4	1,095	52
									(10)			1	1,721					53
																		54
																		55
				1	1,200													56
																		57
																		58
																		59
																		60

TABLE E.—Police-department employees in each of 52 East North Central cities of rate, July 1,

Division and occupation	Michigan—Con.				Ohio					
	Port Huron		Wyandotte		East Cleveland		Elyria		Lima	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
1 All divisions ²	45		40		45		27		33	
Uniformed division:										
2 Chiefs or superintendents.....	1	\$2,760	1	\$3,000	1	\$3,800	1	\$2,520	1	\$2,400
3 Assistant or deputy chiefs.....			1	2,580						
4 Inspectors.....									1	1,848
5 Captains.....	2	2,124					1	2,280		
6 Lieutenants.....	2	2,016			5	2,766	1	2,160		
7 Sergeants.....	6	1,896	4	2,160			2	2,040	3 1	1,782 1,848
8 Plainclothesmen.....										
Patrolmen:										
9 1st grade.....	21	1,896	27	2,040	27	2,400	14	1,920	21	1,650
10 2d grade.....	2	1,200					6	1,770		
11 3d grade.....					3	1,800				
12 4th grade.....										
13 5th grade.....										
Other:										
14 Motorcycle.....										
15 Traffic (foot).....										
16 Patrol drivers.....										
17 Turnkeys.....										
Miscellaneous:										
18 Car markers.....										
19 Drivers' license examiners.....										
20 License inspectors.....										
21 Lieutenants, sanitary.....					1	2,871				
22 Lieutenants, traffic.....										
23 Sergeants, desk.....										
24 Sergeants, patrol.....										
25 Sergeants, traffic.....										
26 Special officers.....										
27 Traffic officers and supervisors of school-boy patrols.....										
28 Wagon men.....										
29 Watchmen and relief patrol drivers.....					1	1,560				
30 Juvenile officers.....										

See footnotes at end of table.

TABLE E.—Police-department employees in each of 52 East North Central cities of rate, July 1,

Division and occupation		Michigan—Con.				Ohio					
		Port Huron		Wyandotte		East Cleveland		Elyria		Lima	
		Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
31	Detective bureau:										
32	Chiefs of detectives.....										1 \$1,848
33	Captains.....										
34	Lieutenants.....										
35	Sergeants.....			1	\$2,160			1	\$2,160		
36	Detectives.....	4	\$1,956	1	2,040	3	\$2,766	1	2,040	3	1,650
37	Miscellaneous:										
38	Sergeants, desk.....										
39	Poolroom inspectors.....										
40	Women's bureau:										
41	Policewomen.....	1	1,500	1	2,040						
42	Matrons.....										
43	Fingerprint section: ⁴										
44	Identification chiefs.....									1	1,650
45	Fingerprint operators.....	1	1,956								
46	Telephone and radio division: ⁶										(⁵)
47	Superintendents.....										
48	Radio operators.....	2	1,896								
49	Telephone operators.....	1	1,956								
50	Clerical division: ⁷										
51	Chief clerks.....										
52	Clerks.....	1	1,200								
53	Secretaries.....					1	960				
54	Stenographers.....										
55	Miscellaneous: Clerks, traffic bureau.....										
56	Maintenance division: ⁹										
57	Electricians.....										
58	Janitors.....			1	1,080					1	840
59	Laborers.....			1	1,476						
60	Machinists.....			1	1,500						
61	General mechanics:			1	2,040						
62	Automobile mechanics.....					1	1,872				
63	Painters.....					1	1,680				
64	Mechanics' helpers:										
65	Automobile mechanics'.....										
66	Electricians'.....										
67	Miscellaneous:										
68	Surgeons.....										
69	Instructors at pistol ranges.....					1	1,080				
70	Health officers.....										

See footnotes at end of table.

TABLE E.—Police-department employees in each of 52 East North Central cities
salary rate, July 1,

Division and occupation	Ohio—Con.				Wisconsin			
	Warren		Zanesville		Appleton		Eau Clair	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
1 All divisions ¹	34		31		28		26	
Uniformed division:								
2 Chiefs or superintendents.....	1	\$3,000	1	\$2,160	1	\$2,610	1	\$2,700
3 Assistant or deputy chiefs.....								
4 Inspectors.....								
5 Captains.....	1	2,520			1	1,881	1	1,920
6 Lieutenants.....			1	1,980		1,824	1	1,800
7 Sergeants.....	3	2,340	1	1,740	3	1,710	3	1,680
8 Plainclothesmen.....					1	1,596		
9 Patrolmen:								
10 1st grade.....	12	2,100	18	1,680	7	1,596	17	1,620
11 2d grade.....	5	1,980	2	1,440	2	1,482		
12 3d grade.....	5	1,800			5	1,425		
13 4th grade.....	4	1,650			2	1,368		
13 5th grade.....	1	1,518						
14 Other:								
15 Motorcycle officers.....								
16 Traffic (footmen).....								
16 Patrol drivers.....					1	1,596		
17 Turnkeys.....								
Miscellaneous:								
18 Car markers.....								
19 Drivers' license examiners.....								
20 License inspectors.....								
21 Lieutenants, sanitary.....								
22 Lieutenants, traffic.....								
23 Sergeants, desk.....								
24 Sergeants, patrol.....								
25 Sergeants, traffic.....					1	1,710		
26 Special officers.....								
27 Traffic officers and supervisors of school-boy patrols.....								
28 Wagon men.....								
29 Watchmen and relief patrol drivers.....								
30 Juvenile officers.....								

See footnotes at end of table.

of group IV, classified according to individual occupation and corresponding 1938—Continued

Wisconsin—Continued														
Fond du Lac		Green Bay		La Crosse		Oshkosh		Sheboygan		Superior		West Allis		
Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	
33		55		48		50		42		58		43		1
1	\$2,640	1	\$3,600	1	\$2,700	1	\$2,520	1	\$2,820	1	\$3,021	1	\$3,000	2
		1	2,700							1	2,622	1	2,520	3
1	1,975			1	1,980			1	2,100			1	2,400	4
1	1,859	2	1,980	1	1,910			1	2,040	1	2,485	1	2,340	5
3	1,800	2	1,860	2	1,910	3	1,620	3	1,920	4	1,938	3	2,160	6
3	1,742	1	1,500											7
														8
18	1,742	20	1,800	35	1,780	17	1,620	26	1,740	32	1,824	23	2,040	9
3	1,510	7	1,650	3	1,680			1	1,680	2	1,767	1	1,944	10
		1	1,500			5	1,440	1	1,650			5	1,878	11
						2	1,320			5	1,653			12
														13
						12	1,680							14
														15
3	1,742					3	1,680	2	1,740	2	1,824			16
								2	1,740					17
														18
														19
														20
														21
														22
														23
														24
														25
														26
														27
						3	1,620							28
										1	1,704			29
														30

See footnotes at end of table.

TABLE E.—Police-department employees in each of 52 East North Central cities
salary rate, July 1,

Division and occupation	Ohio—Con.				Wisconsin			
	Warren		Zanesville		Appleton		Eau Clair	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
Detective bureau:								
31 Chiefs of detectives.....							1	\$1,920
32 Captains.....			1	\$2,000				
33 Lieutenants.....								
34 Sergeants.....					1	\$1,710		
35 Detectives.....			1	1,740			1	1,740
Miscellaneous:								
36 Sergeants, desk.....								
37 Poolroom inspectors.....								
Women's bureau:								
38 Policewomen.....			1	1,680			1	1,620
39 Matrons.....								
Fingerprint section: ¹								
40 Identification chiefs.....	1	\$2,100						
41 Fingerprint operators.....								
Telephone and radio division: ²								
42 Superintendents.....			1	1,800				
43 Radio operators.....			2	1,740				
44 Telephone operators.....								
Clerical division: ³								
45 Chief clerks.....								
46 Clerks.....	(⁴)		1	1,400				
47 Secretaries.....								
48 Stenographers.....								
49 Miscellaneous: Clerks, traffic bureau.....								
Maintenance division: ⁵								
50 Electricians.....								
51 Janitors.....	1	1,320	1	840				
52 Laborers.....								
53 Machinists.....								
General mechanics:								
54 Automobile mechanics.....					1	1,824		
55 Painters.....								
Mechanics' helpers:								
56 Automobile mechanics'.....					1	1,653		
57 Electricians'.....								
Miscellaneous:								
58 Surgeons.....			(¹¹)					
59 Instructors at pistol ranges.....								
60 Health officers.....								

¹ Cities with a population of 25,000 and under 50,000; based on U. S. Census of Population for 1930.

² Includes only regular, full-time employees.

³ Work of this division performed by men assigned from uniformed force in Berwyn.

⁴ In cities which report no employees in this division, work is usually done by men assigned from the uniformed force or by the detective bureau.

⁵ Men assigned to this work.

⁶ Work of this division performed by men assigned from uniformed force in Danville, Moline, Waukegan, Michigan City, East Cleveland, Lorain, and Marion.

TABLE F.—Police-department employees and total salaries in East North Central cities, classified according to divisions, July 1, 1938¹

Division and occupation	Number of employees					Total annual salaries				
	All cities	City group ²				All cities	City group ²			
		I	II	III	IV		I	II	III	IV
All divisions.....	20,976	13,699	3,487	1,903	1,887	\$48,506,863	\$34,408,787	\$6,698,678	\$3,963,318	\$3,436,090
Uniformed division.....	17,717	11,925	2,772	1,435	1,585	41,496,661	30,223,965	5,347,106	3,026,696	2,898,894
Chiefs.....	95	4	14	25	52	305,343	28,360	53,193	88,590	135,200
Assistant chiefs.....	30	10	6	6	8	102,144	52,060	16,862	15,270	17,952
Assistant deputy chiefs ³	11	10	1			52,444	48,744	3,700		
Inspectors.....	44	31	6	4	3	165,862	127,600	18,280	13,150	6,852
Captains.....	209	90	45	29	45	624,154	342,123	111,021	78,019	92,991
Lieutenants.....	453	280	66	58	49	1,261,437	861,088	149,700	146,543	104,106
Sergeants.....	1,289	895	164	103	127	3,328,276	2,512,488	344,870	228,538	242,380
Plainclothesmen.....	111	50	35	8	18	231,469	121,000	62,816	17,367	30,286
Patrolmen:										
1st grade.....	13,739	9,820	1,831	1,027	1,061	32,074,603	24,575,560	3,493,112	2,112,538	1,893,393
2d grade.....	528	192	208	59	69	1,024,498	425,200	369,115	113,562	116,621
3d grade.....	329	195	75	26	33	624,490	413,550	121,925	35,320	53,695
4th grade.....	136	28	92	3	13	220,327	50,400	145,061	4,625	20,241
5th grade and below.....	217	205	9	2	1	430,278	410,000	14,985	3,775	1,518
Others:										
Motorcycle officers.....	124	52	29	17	26	277,460	133,588	60,360	36,900	46,612
Cruiser-car officers.....	52	52	52			99,996	99,996			
Traffic footmen.....	25	22	22		3	49,216	44,176			5,040
Patrol drivers.....	175	52	34	48	41	321,832	93,600	62,908	95,709	69,615
Turnkeys.....	45	6	24	9	6	87,653	14,520	45,423	17,390	17,390
Miscellaneous.....	105	5	59	11	30	215,179	14,084	129,623	19,400	52,072
Detective bureau.....	1,358	598	347	262	151	3,316,315	1,703,673	747,009	570,785	294,848
Chiefs.....	23	3	6	7	7	67,461	18,276	18,079	16,988	14,118
Assistant chiefs.....	3	3				16,280	16,280			
Inspectors.....	21	16	5			81,980	70,400	11,580		
Captains.....	21	1	8	4	8	50,553	3,500	19,693	10,360	16,940
Lieutenants.....	130	79	21	15	15	362,815	249,845	42,496	39,327	31,147
Sergeants.....	245	89	87	45	24	591,785	251,742	192,906	102,428	44,709
Detectives.....	906	406	220	187	93	2,126,028	1,090,027	462,255	394,242	179,504
Miscellaneous.....	9	1		4	4	19,413	3,543		7,440	8,430
Women's bureau.....	293	200	47	26	20	603,672	452,505	74,302	48,392	28,473
Captains.....	2	2				7,725	7,723			
Lieutenants.....	3	3				8,906	8,906			

Sergeants.....	8	4	1	3		19,312	11,104	2,100	6,108	
Policewomen.....	177	124	24	16	13	383,161	292,620	39,969	31,208	19,364
Matrons.....	90	56	20	7	7	153,018	104,200	28,633	11,076	9,109
Miscellaneous.....	13	11	2			31,552	27,952	3,600		
Fingerprint section.....	87	16	36	20	15	197,128	46,816	75,872	46,555	27,885
Identification chiefs.....	36	3	10	11	12	84,875	11,524	24,226	26,760	22,365
Identification clerks.....	24	3	16	5		49,908	8,235	31,655	10,015	
Fingerprint operators.....	16	4	5	4	3	36,115	10,458	10,357	9,780	5,520
Miscellaneous.....	11	6	5			26,230	16,596	9,634		
Telephone and radio division.....	359	148	90	69	52	741,120	363,096	160,288	128,278	89,458
Superintendents.....	35	5	8	11	11	81,010	17,889	19,680	23,273	20,168
Assistant superintendents.....	4	4				11,982	11,982			
Chief operators.....	5	2	1	2		10,285	4,780	1,860	3,645	
Radio operators.....	196	78	41	41	36	434,435	217,520	78,189	77,610	61,116
Telephone operators.....	98	50	31	12	5	160,106	89,740	45,012	17,180	8,174
Miscellaneous.....	21	9	9	3		43,302	21,185	15,547	6,570	
Clerical division.....	411	238	108	43	22	734,988	471,306	164,085	69,801	29,796
Chief clerks ¹	19	8	5	3	3	47,134	25,060	11,694	5,760	4,620
Clerks and bookkeepers.....	192	123	37	18	9	318,695	229,963	47,288	28,372	13,072
Secretaries.....	35	8	10	13	4	76,358	23,703	22,322	24,309	6,024
Assistant secretaries.....	5	5				13,120	13,120			
Stenographers and typists.....	125	77	36	8	4	219,001	155,080	51,241	8,640	4,040
Miscellaneous.....	35	12	20	1	2	60,680	24,380	31,540	2,720	2,040
Maintenance division.....	646	491	76	39	40	1,154,322	920,828	111,093	58,375	64,026
Cleaners.....	50	50				68,832	68,832			
Electricians.....	27	11	4	4	8	70,689	35,120	7,919	8,800	18,850
Janitors.....	159	113	15	16	15	228,925	173,880	16,084	19,764	19,197
Hostlers.....	29	28	1			47,220	46,500	720		
Laborers.....	109	78	19	4	8	160,346	118,144	26,954	4,652	10,596
Linemen.....	30	28	1	1		85,766	82,300	1,486	1,980	
Machinists.....	11	6	2	2	1	31,201	21,840	4,020	3,620	1,721
General mechanics.....	77	43	21	8	5	159,820	99,697	36,689	14,785	8,649
Mechanics' helpers.....	20	12	5		3	32,953	22,243	5,692		5,013
Miscellaneous.....	134	122	8	4		268,570	252,267	11,529	4,774	
Miscellaneous.....	105	83	11	9	2	262,657	226,598	18,923	14,436	2,700
Medical division.....	23	23				68,900	68,900			
Ambulance corps.....	1	1				2,420	2,420			
Instruction division.....	6	3	1	1	1	13,143	8,103	1,920	2,040	1,080
Inspection division.....	3	1		2		5,476	2,746		2,730	
Other miscellaneous employees.....	72	55	10	6	1	172,718	144,429	17,003	9,666	1,620

¹ Complete details on the number of employees and the range of salary for each occupation are shown for individual cities in appendix tables B, C, D, and E.

² See footnote 2 of table 1 for size of cities in each group.

³ Classification includes assistant deputy chiefs and secretaries to chiefs.

⁴ Includes accountants.

TABLE G.—Police-department employees in East North Central cities, classified according to hours and days on duty and divisions, July 1, 1938

System of operation	Average hours on duty per week	Average days on duty per week	Number of employees																					
			All divisions								Uniformed division													
			City group ¹								Chiefs				Assistant chiefs				Assistant deputy chiefs					
			All cities	I	II	III	IV	All cities	City group ¹				All cities	City group ¹				All cities	City group ¹					
All systems.....			20,976	23,699	23,487	21,903	21,887	95	4	14	25	52	30	10	6	6	8	11	10	1				
Continuous duty.....	168.0	7.0	8		3		5	7		2		5												
2-platoon.....			237				58	179	6			6												
(a) 12-hour tours—no time off.....	84.0	7.0	59				59	1				1												
(b) 12-hour tours—off every 8th day.....	78.5	6.1	34				34	1				1												
(c) 12-hour tours—off 1 day each week.....	72.0	6.0	29				29	2				2												
(d) Five 10-hour groups, overlapping—off 1 day each week.....	60.0	6.0	32				32	1				1												
(e) Four 10-hour groups, overlapping—off 1 day each week.....	60.0	6.0	25				25	1				1												
(f) Two 10-hour groups and two 2-hour groups—off 1 day each week.....	60.0	6.0	58				58																	
3-platoon.....			19,260	12,858	3,210	1,675	1,517	57	4	10	17	26	26	10	5	4	7	11	10	1				
(a) 10-hour tours, overlapping—no time off.....	70.0	7.0	24				24																	
(b) 10-hour tours, overlapping—off 2 days each month.....	65.0	6.5	35				35																	
(c) 10-hour tours, overlapping—off every 8th day.....	61.3	6.1	26				26	1				1												
(d) 9-hour tours, overlapping—off 2 days each month.....	58.9	6.5	64				64	1				1						1						
(e) 8-hour tours, no time off.....	56.0	7.0	172			141	31	2			1	1		1										
(f) 8-hour tours, off 1 day each month.....	54.2	6.8	79				79																	
(g) 9-hour tours, overlapping, off 1 day each week.....	54.0	6.0	63				63	2				2		2										
(h) 8-hour tours, off 14 days per year.....	54.0	6.7	35				35	1				1												
(i) 8-hour tours, off every 15th day.....	52.3	6.5	574		234	236	104	8		1	4	3		3				3						
(j) 8-hour tours, off 28 days per year.....	51.8	6.5	28				28	1				1												
(k) 8-hour tours, off every 10th day.....	50.4	6.3	63				63	1				1												
(l) 8-hour tours, off every 8th day.....	49.0	6.1	1,290			577	208	8			3	5		3								3		
(m) 8-hour tours, off 1 day per week.....	48.0	6.0	15,908	12,858	1,500	1,011	539	30	4	7	9	10	15	10	4			1				10	10	
(n) 8-hour tours, off every 8th day, also 6.5 additional days per year.....	48.0	6.0	693			693		1		1			1		1							1	1	
(o) 8-hour tours, off 1.2 days per week.....	46.7	5.8	206				206	1																
Other.....	44.6	5.6	21,471	2,841	2,274	2,170	2,186	25		2	8	15		4		1	2	1						

System of operation	Number of employees																								
	Uniformed division—Con.					Detective bureau					Fingerprint section					Women's bureau					Telephone and radio division				
	Other uniformed employees																								
	All cities	City group ¹				All cities	City group ¹				All cities	City group ¹				All cities	City group ¹				All cities	City group ¹			
I		II	III	IV	I		II	III	IV	I		II	III	IV	I		II	III	IV	I		II	III	IV	
All systems.....	17,581	11,901	2,751	1,404	1,525	1,358	598	347	262	151	87	16	36	20	15	293	200	47	26	20	359	148	90	69	52
Continuous duty.....																									
2-platoon.....	200			44	156	24			11	13											1		1		
(a) 12-hour tours—no time off.....	54				54	4				4											7			3	4
(b) 12-hour tours—off every 8th day.....	24				24	5				5											4				4
(c) 12-hour tours—off 1 day each week.....	27				27																				
(d) Five 10-hour groups, overlapping—off 1 day each week.....	29				29	2				2															
(e) Four 10-hour groups, overlapping—off 1 day each week.....	22				22	2				2															
(f) Two 10-hour groups and two 2-hour groups—off 1 day each week.....	44			44		11			11												3			3	
3-platoon.....	17,325	11,901	2,736	1,339	1,349	1,278	598	330	241	109	37	13	22	2		219	175	33	11		307	147	73	61	26
(a) 10-hour tours, overlapping, no time off.....	24				24																				
(b) 10-hour tours, overlapping, off 2 days each month.....	33				33					2											2				2
(c) 10-hour tours, overlapping, off every 8th day.....	23				23	2																			
(d) 9-hour tours, overlapping, off 2 days each month.....	56				56	6				6															
(e) 8-hour tours, no time off.....	142			116	26	20		16	4												7				7
(f) 8-hour tours, off 1 day each month.....	65			65		8			8	2		2									4			4	
(g) 9-hour tours, overlapping, off 1 day each week.....	55				55	4			4																
(h) 8-hour tours, off 14 days per year.....	27				27	4			4												3				3
(i) 8-hour tours, off every 15th day.....	459		208	160	91	79		11	60	8						6		6			19		8	9	2
(j) 8-hour tours, off 28 days per year.....	27				27																				
(k) 8-hour tours, off every 10th day.....	55				55	4			4												3				3
(l) 8-hour tours, off every 8th day.....	1,126		485	177	464	127		73	24	30	8		8			4		4			14		7	4	3
(m) 8-hour tours, off 1 day per week.....	14,439	11,901	1,249	821	468	946	598	168	133	47	27	13	14			205	175	19	11		236	147	39	37	13
(n) 8-hour tours, off every 8th day, also 6.5 additional days per year.....	627		627			52			52							4		4			7		7		
(o) 8-hour tours, off 1.2 days per week.....	167		167			26			26												12		12		
Other.....	56		15	21	20	56		17	10	29	50	3	14	18	15	74	25	14	15	20	44	1	16	5	22

¹ See footnote 2 of table 1 for size of cities in each group.

² Includes the following employees not shown in detail on the table: 411 employees in clerical division—233 in group I, 108 in group II, 43 in group III, 22 in group IV; 646 em-

ployees in maintenance division—491 in group I, 76 in group II, 39 in group III, 40 in group IV; 105 employees in miscellaneous division—83 in group I, 11 in group II, 9 in group III, 2 in group IV.

