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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 IV

West North Central Cities

+

Prepared by the

DIVISION OF CONSTRUCTION AND  
PUBLIC EMPLOYMENT

Herman B. Byer, *Chief*



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## Letter of Transmittal

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UNITED STATES DEPARTMENT OF LABOR,  
BUREAU OF LABOR STATISTICS,  
*Washington, D. C., February 20, 1941.*

The SECRETARY OF LABOR:

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

A. F. HINRICHS, *Acting Commissioner.*

Hon. FRANCES PERKINS,  
*Secretary of Labor.*

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*Bulletin 685 (Vol. IV) of the  
United States Bureau of Labor Statistics*

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**Salaries and Hours of Labor in Municipal Police  
Departments of 27 West North Central Cities,<sup>1</sup>  
July 1, 1938**

**Summary**

On July 1, 1938, the police departments of the 27 West North Central cities having populations of 25,000 or more in 1930 employed 5,265 persons whose annual salaries totaled \$10,315,000.<sup>2</sup>

The cities studied varied in size from St. Louis, Mo., with a population of 822,000, to Clinton, Iowa, with a population of 25,700. St. Louis had the largest department with 2,080 persons or 25 per 10,000 of population, Clinton the smallest, with 23 police, or about 9 per 10,000 persons. Per capita expenditures for police salaries were \$5.39 in St. Louis and \$1.49 in Clinton. For group I cities the per capita salary expenditure averaged \$3.33 as compared with \$1.86 for group II and \$1.73 for group III cities. Average police employment was 17, 11, and 10 per 10,000 inhabitants for the 3 groups of cities in order.

Nine-tenths of all salaries were between \$1,450 and \$2,550; only 4 percent were below \$1,450 and 6 percent above \$2,550. Slightly over half of all salaries were below \$1,950. Of 27 police chiefs, 18 received salaries of \$2,650 or more, and the rest were paid salaries between \$1,750 and \$2,550. Somewhat more than half of the 3,222 patrolmen in the 27 cities received salaries between \$1,450 and \$2,050, and most of the remainder—1,500 patrolmen in group I cities—were paid between \$2,150 and \$2,250.

About 85 percent of all patrolmen, including those in cities with only one grade, were classified as first grade. In about half of the cities, promotion was automatic after a period of 6 months or a year; in the rest, either civil-service examinations or other requirements were necessary. About half of all employees received vacations with pay, averaging 14 days.

The number of days and hours worked per week varied with the system of operation, but nine-tenths of all workers were employed

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<sup>1</sup> Analysis and presentation by Gerald M. Whwright and M. F. Thurston. Editing and tabulation of data by Mahlon B. Buckman. Carol P. Brainerd, technical adviser.

<sup>2</sup> On the basis of the U. S. Census of Population for 1930, the cities studied have been divided into 3 size groups designated as groups I, II, and III. The first group includes 9 cities with over 100,000 population; the second, 7 cities with populations between 50,000 and 100,000; and the third, 11 cities of 25,000 to 50,000. See appendix table A for a complete list of cities and their populations.

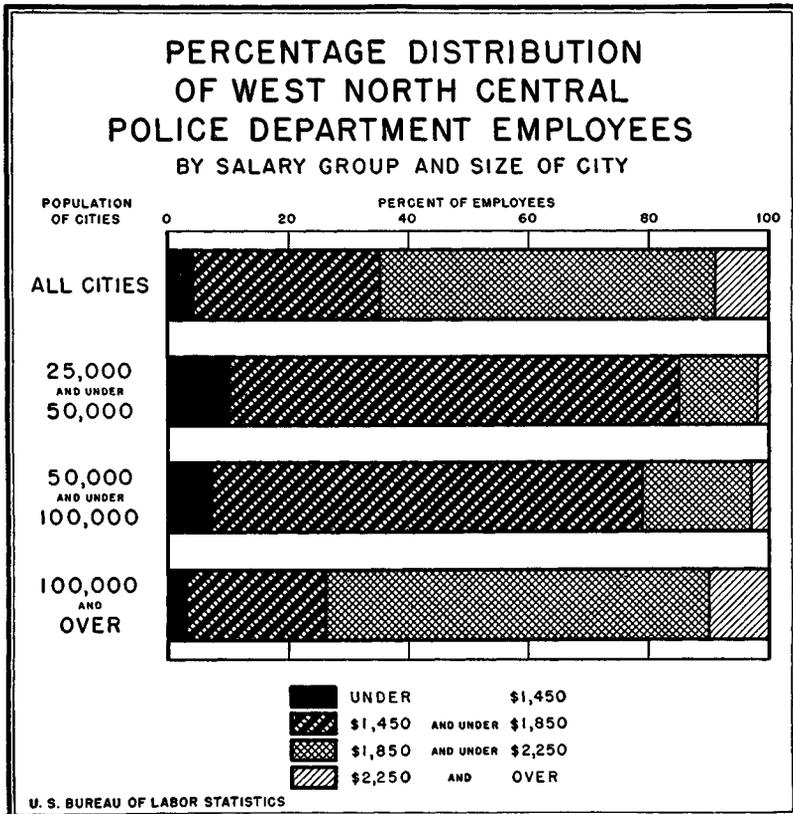
under some form of the three-platoon system, and more than two-thirds worked 50 or more hours a week.

This report presents data prepared by the Bureau of Labor Statistics, in cooperation with the Work Projects Administration, in a study of employment, salaries, and working conditions as of July 1, 1938, in the police departments of cities in the United States having populations of 25,000 or more in 1930. The present report, which covers the data for the West North Central States, is one of a series of reports for the various geographic divisions.

## Employment and Salaries

### Range of Salaries

Fifty-six percent of all employees had salaries in the \$400 range between \$1,850 and \$2,250. Departments of group I cities (which included 83 percent of all police employees in the cities studied) had 64 percent in this range as compared with 18 and 13 percent in group II and III cities, respectively. In group I cities, only 26 percent of



the salaries were below \$1,850 as against 79 and 85 percent in the other two groups. Approximately half of the salaries in each of the three groups respectively were below \$2,150, \$1,750, and \$1,650. The chart on page 2 illustrates the higher salaries paid in the larger cities.

Details as to occupational salaries for each city are presented in appendix tables B, C, and D. The comparatively few salaries outside the range of \$1,050 to \$3,050 shown in table 1 were rather widely distributed. The maximum salaries in the three groups of cities in order were \$6,500, \$3,000, and \$3,360, and in each case represented the salary of the chief in a single city. The lowest salaries in group I and group III (\$720 and \$750, respectively) were paid stenographers. In group II the low salary of \$240 was paid a janitor.

TABLE 1.—Police-department employees in West North Central cities, classified according to salaries and size of city, July 1, 1938 <sup>1</sup>

Salary class	Number of employees				Percentage			
	All cities	City group <sup>2</sup>			All cities	City group <sup>2</sup>		
		I	II	III		I	II	III
All salaries .....	<sup>a</sup> 5,265	4,376	515	374	100.0	100.0	100.0	100.0
Under \$1,050 .....	52	<sup>b</sup> 26	<sup>c</sup> 19	<sup>d</sup> 7	1.0	.6	3.7	1.8
\$1,050 to \$1,149 .....	59	54	5	-----	1.1	1.2	1.0	-----
\$1,150 to \$1,249 .....	33	17	9	7	.6	.4	1.7	1.8
\$1,250 to \$1,349 .....	32	29	2	1	.6	.7	.4	.3
\$1,350 to \$1,449 .....	48	22	4	22	.9	.5	.8	5.9
\$1,450 to \$1,549 .....	135	67	16	52	2.6	1.5	3.1	13.9
\$1,550 to \$1,649 .....	472	231	143	98	9.0	5.3	27.8	26.2
\$1,650 to \$1,749 .....	776	612	68	96	14.7	14.0	13.2	25.6
\$1,750 to \$1,849 .....	249	74	141	34	4.7	1.7	27.4	9.1
\$1,850 to \$1,949 .....	887	802	47	38	16.8	18.3	9.1	10.2
\$1,950 to \$2,049 .....	162	132	26	4	3.1	3.0	5.0	1.1
\$2,050 to \$2,149 .....	59	41	11	7	1.1	.9	2.1	1.8
\$2,150 to \$2,249 .....	1,825	1,815	9	1	34.7	41.5	1.7	.3
\$2,250 to \$2,349 .....	68	65	1	2	1.3	1.5	.2	.5
\$2,350 to \$2,449 .....	59	55	3	1	1.1	1.2	.6	.3
\$2,450 to \$2,549 .....	46	44	1	1	.9	1.0	.2	.3
\$2,550 to \$2,649 .....	193	189	4	-----	3.7	4.3	.8	-----
\$2,650 to \$2,749 .....	10	8	2	-----	.2	.2	.4	-----
\$2,750 to \$2,849 .....	13	12	-----	1	.2	.3	-----	.3
\$2,850 to \$2,949 .....	3	1	2	-----	.1	( <sup>e</sup> )	.4	-----
\$2,950 to \$3,049 .....	41	38	2	1	.8	.9	.4	.3
\$3,050 and over .....	43	<sup>f</sup> 42	-----	<sup>g</sup> 1	.8	1.0	-----	.3

<sup>1</sup> For a more detailed analysis of data, see appendix tables B, C, and D.

<sup>2</sup> This and the following tables include data for 26 West 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 100,000 or more; group II, cities with a population of 50,000 and under 100,000; and group III, cities with a population of 25,000 and under 50,000.

<sup>3</sup> This and the following tables include only regular, full-time employees, with the exception of the commissioner in Kansas City, Mo., and an aide to the commissioners in St. Louis.

<sup>4</sup> Includes employees with salaries ranging from \$720 to \$1,020.

<sup>5</sup> Includes employees with salaries ranging from \$240 to \$1,020.

<sup>6</sup> Includes employees with salaries ranging from \$750 to \$1,008.

<sup>7</sup> Less than  $\frac{1}{10}$  of 1 percent.

<sup>8</sup> Includes employees with salaries ranging from \$3,120 to \$6,500.

<sup>9</sup> Receives \$3,360.

### Salaries in Various Occupations

The spread between salaries paid for the same occupation was rather wide, particularly for group I cities. Differences between the salaries for individual occupations in a single city were relatively slight in

most cities. The spreads in salaries for a single occupation, as shown in table 2, were mostly due to differences in the basic salaries paid by individual cities.

Salary ranges were much wider for the highest ranking officers than for others. Salaries for chiefs in group I cities varied from \$6,500 to \$3,600, in group II cities from \$3,000 to \$2,460, and in group III cities from \$3,360 to \$1,800. Eighteen out of twenty-seven police chiefs had salaries of \$2,650 or over; of the nine with lower salaries, eight were in III cities group and one was in a group II city.

Of 49 police captains reported in the largest cities, 26 had salaries in excess of \$2,650. Of 15 captains in group II cities, 12 had salaries between \$1,950 and \$2,350, while 17 out of 20 captains in the smallest cities had salaries of less than \$1,950.

Fifteen hundred patrolmen out of a total of 3,222 received salaries of \$2,160. These were all in 2 group I cities—St. Louis and Minneapolis. Nearly all other patrolmen in all 3 groups of cities received salaries between \$1,550 and \$1,950. The majority of detective-bureau employees received salaries between \$1,850 and \$2,250, which is in the range corresponding to the higher-paid patrolmen.

TABLE 2.—Police-department employees in West North Central cities, classified according to salaries and occupational groups, July 1, 1938 <sup>1</sup>

Salary class	All occupations			Chiefs			Assistant or deputy chiefs <sup>2</sup>			Inspectors						
	All cities	City group <sup>3</sup>			All cities	City group <sup>3</sup>			All cities	City group <sup>3</sup>			All cities	City group <sup>1</sup>		
		I	II	III		I	II	III		I	II	III		I	II	III
Number of cities reporting indicated occupations.....	27	9	7	11	27	9	7	11	9	4	1	4	8	6	1	1
All salaries.....	5,265	4,376	515	374	27	9	7	11	10	5	1	4	10	8	1	1
Under \$1,050.....	52	26	19	7												
\$1,050 to \$1,149.....	59	54	5													
\$1,150 to \$1,249.....	33	17	9	7												
\$1,250 to \$1,349.....	32	29	2	1												
\$1,350 to \$1,449.....	48	22	4	22												
\$1,450 to \$1,549.....	135	67	16	52												
\$1,550 to \$1,649.....	472	231	143	98												
\$1,650 to \$1,749.....	776	612	68	96					1			1				
\$1,750 to \$1,849.....	249	74	141	34	1			1					1		1	
\$1,850 to \$1,949.....	887	802	47	38	1			1	1			1				
\$1,950 to \$2,049.....	162	132	26	4	1			1								
\$2,050 to \$2,149.....	59	41	11	7	1				2		1	1	1			1
\$2,150 to \$2,249.....	1,825	1,815	9	1	1			1								
\$2,250 to \$2,349.....	68	65	1	2	1			1								
\$2,350 to \$2,449.....	59	55	3	1	1			1					1	1		
\$2,450 to \$2,549.....	46	44	1	1	2		1	1								
\$2,550 to \$2,649.....	193	189	4										1	1		
\$2,650 to \$2,749.....	10	8	2		2		2									
\$2,750 to \$2,849.....	13	12	1	1	1			1					4	4		
\$2,850 to \$2,949.....	3	1	2		2		2									
\$2,950 to \$3,049.....	41	38	2	1	3		2	1	1	1						
\$3,050 and over.....	43	42		1	10	9		1	4	4			2	2		

See footnotes at end of table.

TABLE 2.—Police-department employees in West North Central cities, classified according to salaries and occupational groups, July 1, 1938—Continued

Salary class	Captains				Lieutenants				Sergeants				Patrolmen—all grades			
	All cities	City group <sup>3</sup>			All cities	City group <sup>3</sup>			All cities	City group <sup>3</sup>			All cities	City group <sup>3</sup>		
		I	II	III		I	II	III		I	II	III		I	II	III
Number of cities reporting indicated occupations.....	27	9	7	11	16	8	4	4	27	9	7	11	27	9	7	11
All salaries.....	84	49	15	20	91	678	7	6	317	7259	24	34	3,222	2,720	285	217
Under \$1,050.....																
\$1,050 to \$1,149.....																
\$1,150 to \$1,249.....													3		3	
\$1,250 to \$1,349.....													1		1	
\$1,350 to \$1,449.....													22	4		18
\$1,450 to \$1,549.....									10			10	87	45	10	32
\$1,550 to \$1,649.....	2			2	4			4	11		3	8	360	172	122	66
\$1,650 to \$1,749.....	3			3					11		4	7	521	410	37	74
\$1,750 to \$1,849.....	7			7	3		2	1	15		9	6	130	16	112	2
\$1,850 to \$1,949.....	5			5	1			1	84	79	5		537	512		25
\$1,950 to \$2,049.....	5		3	2	8	7	1		20	17	3		61	61		
\$2,050 to \$2,149.....	2	1	1		7	3	4		15	12		3				
\$2,150 to \$2,249.....	14	7	7		26	26			11	11			1,500	1,500		
\$2,250 to \$2,349.....	5	3	1	1					19	19						
\$2,350 to \$2,449.....	4	4			13	13										
\$2,450 to \$2,549.....	8	8														
\$2,550 to \$2,649.....	3		3						121	121						
\$2,650 to \$2,749.....	5	5														
\$2,750 to \$2,849.....	3	3														
\$2,850 to \$2,949.....																
\$2,950 to \$3,049.....					29	29										
\$3,050 and over.....	18	18														

Salary class	Detective bureau—all occupations				Fingerprint section—all occupations				Policewomen			
	All cities	City group <sup>3</sup>			All cities	City group <sup>3</sup>			All cities	City group		
		I	II	III		I	II	III		I	II	III
Number of cities reporting indicated occupations.....	24	9	7	8	16	6	6	4	10	6	1	3
All salaries.....	727	610	82	35	28	17	7	4	36	32	1	3
Under \$1,050.....					2	2						
\$1,050 to \$1,149.....					1	1			1			1
\$1,150 to \$1,249.....												
\$1,250 to \$1,349.....												
\$1,350 to \$1,449.....												
\$1,450 to \$1,549.....	3			3	1	1			2	1		1
\$1,550 to \$1,649.....	10			10	5	5			1			1
\$1,650 to \$1,749.....	21		19	2	6		3	2	6	6		
\$1,750 to \$1,849.....	19	2	2	15					21	20	1	
\$1,850 to \$1,949.....	198	155	39	4	2	1		1				
\$1,950 to \$2,049.....	46	30	16		4	1		1				
\$2,050 to \$2,149.....	13	11	1	1	2	1	2	1				
\$2,150 to \$2,249.....	240	239	1		1		1		5	5		
\$2,250 to \$2,349.....	37	37										
\$2,350 to \$2,449.....	24	21	3		3	3						
\$2,450 to \$2,549.....	35	35										
\$2,550 to \$2,649.....	66	65	1									
\$2,650 to \$2,749.....												
\$2,750 to \$2,849.....	3	3			1	1						
\$2,850 to \$2,949.....												
\$2,950 to \$3,049.....	6	6										
\$3,050 and over.....	6	6										

See footnotes at end of table.

TABLE 2.—Police-department employees in West North Central cities, classified according to salaries and occupational groups, July 1, 1933—Continued

Salary class	Operators, radio and telephone			Mechanics			All others				
	All cities	City group <sup>3</sup>			All cities <sup>4</sup>	City group <sup>3</sup>		All cities	City group <sup>3</sup>		
		I	II	III		I	II		I	II	III
Number of cities reporting indicated occupations.....	17	9	6	2	5	4	1	24	9	7	8
All salaries.....	100	80	16	4	23	21	2	590	488	67	35
Under \$1,050.....	2	2	-----	-----	-----	-----	-----	48	22	19	7
\$1,050 to \$1,149.....	6	6	-----	-----	-----	-----	-----	53	48	5	-----
\$1,150 to \$1,249.....	7	7	-----	-----	-----	-----	-----	21	9	6	6
\$1,250 to \$1,349.....	-----	-----	-----	-----	-----	-----	-----	31	29	1	1
\$1,350 to \$1,449.....	3	-----	3	-----	-----	-----	-----	23	18	1	4
\$1,450 to \$1,549.....	6	3	3	-----	-----	-----	-----	26	17	3	6
\$1,550 to \$1,649.....	22	13	5	4	14	14	-----	43	27	13	3
\$1,650 to \$1,749.....	1	1	-----	-----	1	1	-----	205	193	5	7
\$1,750 to \$1,849.....	1	1	-----	-----	2	-----	2	48	35	12	1
\$1,850 to \$1,949.....	24	23	1	-----	4	4	-----	30	28	2	-----
\$1,950 to \$2,049.....	2	1	1	-----	-----	-----	-----	15	15	-----	-----
\$2,050 to \$2,149.....	7	4	3	-----	-----	-----	-----	9	9	-----	-----
\$2,150 to \$2,249.....	15	15	-----	-----	-----	-----	-----	12	12	-----	-----
\$2,250 to \$2,349.....	3	3	-----	-----	1	1	-----	2	2	-----	-----
\$2,350 to \$2,449.....	-----	-----	-----	-----	1	1	-----	12	12	-----	-----
\$2,450 to \$2,549.....	-----	-----	-----	-----	-----	-----	-----	1	1	-----	-----
\$2,550 to \$2,649.....	-----	-----	-----	-----	-----	-----	-----	2	2	-----	-----
\$2,650 to \$2,749.....	-----	-----	-----	-----	-----	-----	-----	3	3	-----	-----
\$2,750 to \$2,849.....	1	1	-----	-----	-----	-----	-----	-----	-----	-----	-----
\$2,850 to \$2,949.....	-----	-----	-----	-----	-----	-----	-----	1	1	-----	-----
\$2,950 to \$3,049.....	-----	-----	-----	-----	-----	-----	-----	2	2	-----	-----
\$3,050 and over.....	-----	-----	-----	-----	-----	-----	-----	3	3	-----	-----

<sup>1</sup> For a more detailed analysis of data, see appendix tables B, C, and D.

<sup>2</sup> 5 assistant deputy chiefs, all in group I, included under "all others."

<sup>3</sup> See footnote 2 of table 1 for size of cities in each group.

<sup>4</sup> No persons in this occupation in cities of group III.

<sup>5</sup> Includes 1 captain from women's bureau.

<sup>6</sup> Includes 1 lieutenant from women's bureau.

<sup>7</sup> Includes 1 sergeant from women's bureau.

The majority of cities classified patrolmen into two or more grades. Eighty-five percent of the patrolmen shown in table 3 had the first-grade rating, 6 percent were in the second grade, and the remainder, except for 5 percent classified as probationary patrolmen, were scattered in lower grades.

Salaries for lower grades in any city group averaged well below those for first-grade patrolmen in the same group, but a considerable number of lower-grade patrolmen in group I cities received salaries higher than those of first-grade patrolmen in the smaller cities; and 154 probationary patrolmen in St. Louis received salaries above or equal to those of 732 first-grade patrolmen in other cities of group I.

TABLE 3.—Police patrolmen in West 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			Second					
	All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>				
		I	II	III		I	II	III		I	II	III		I	II	III		
All salaries.....	3,222	2,720	285	217	100.0	100.0	100.0	100.0	2,741	2,284	256	201	202	184	12	6		
\$1,150 to \$1,249.....	3	.....	3	.....	.....	1.0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....		
\$1,250 to \$1,349.....	1	.....	1	.....	( <sup>2</sup> )	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....		
\$1,350 to \$1,449.....	22	4	.....	18	7.7	1.1	8.3	.....	.....	.....	.....	14	.....	.....	.....	.....		
\$1,450 to \$1,549.....	87	45	10	32	2.7	1.7	3.5	14.8	30	.....	.....	30	6	.....	4	2		
\$1,550 to \$1,649.....	300	172	122	66	11.2	6.3	42.8	30.4	173	.....	.....	113	60	174	172	2		
\$1,650 to \$1,749.....	521	410	37	74	16.2	15.1	13.0	34.1	487	386	31	70	11	1	6	4		
\$1,750 to \$1,849.....	130	16	112	2	4.0	.....	6	39.3	9	114	112	2	2	.....	.....	.....		
\$1,850 to \$1,949.....	537	512	.....	25	16.7	18.8	.....	11.5	371	346	.....	25	2	.....	.....	.....		
\$1,950 to \$2,049.....	61	61	.....	.....	1.9	2.2	.....	.....	52	52	.....	.....	9	9	.....	.....		
\$2,050 to \$2,149.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....		
\$2,150 to \$2,249.....	1,500	1,500	.....	.....	46.5	55.2	.....	.....	1,500	1,500	.....	.....	.....	.....	.....	.....		

Salary class	Number of patrolmen by specified grade—Continued															
	Third			Fourth				Fifth			Probationary					
	All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>		All cities	City group <sup>1</sup>			
		I	II	III		I	II	III		I	II		III	I	II	III
All salaries.....	73	63	.....	10	31	16	15	.....	21	19	2	.....	154	154	.....	.....
\$1,150 to \$1,249.....	.....	.....	.....	.....	1	.....	1	.....	2	.....	2	.....	.....	.....	.....	.....
\$1,250 to \$1,349.....	.....	.....	.....	.....	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$1,350 to \$1,449.....	8	4	.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$1,450 to \$1,549.....	45	45	.....	.....	6	.....	6	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$1,550 to \$1,649.....	6	.....	.....	6	7	.....	7	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$1,650 to \$1,749.....	.....	.....	.....	.....	4	4	.....	.....	19	19	.....	.....	.....	.....	.....	.....
\$1,750 to \$1,849.....	4	4	.....	.....	12	12	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$1,850 to \$1,949.....	10	10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	154	154	.....	.....
\$1,950 to \$2,049.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,050 to \$2,149.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$2,150 to \$2,249.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

<sup>1</sup> See footnote 2 of table 1 for size of cities in each group.  
<sup>2</sup> Includes 32 motorcycle and safety-car officers.  
<sup>3</sup> Less than 1/10 of 1 percent.

### Types of Duty for Patrolmen

The growth of traffic problems has necessitated the development of trained personnel to handle the bulk of traffic-control duty. However, some cities had no regular traffic divisions, but assigned regular patrolmen to traffic duty as required; in some other cities the traffic groups were assisted during peak periods by patrolmen usually assigned to other duties.

In the 27 cities of the West North Central Division, 17 out of every 100 patrolmen were assigned to traffic duty alone, the proportion being somewhat higher (22 percent) in the smallest cities. Of each 17 men so assigned in group I cities, 6 were on foot, 2 assigned to

automobiles, and 8 to motorcycle duty. The proportions assigned to motorcycle duty in group II cities and to automobiles in group III cities were considerably higher than in the largest cities. Only 20 mounted police were reported, and these were all in group I cities.

Most of the patrolmen—83 out of every 100—were assigned to regular police duties other than traffic control. Of these, 39 were on foot, 33 assigned to automobiles, and 11 to such other duties as maintenance and clerical work. The proportion on foot was higher in group III cities than in the other 2 groups; and the proportion assigned to miscellaneous activities was highest in group I and lowest in group II cities.

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

Type of duty	Number of patrolmen				Percentage			
	All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>		
		I	II	III		I	II	III
All types of duty.....	3, 222	2, 720	285	217	100.0	100.0	100.0	100.0
Traffic duty.....	553	457	48	48	17.2	16.8	16.9	22.1
Automobile.....	71	48	5	18	2.2	1.8	1.8	8.3
Foot.....	195	167	15	13	6.1	6.1	5.3	6.0
Motorcycle.....	249	206	28	15	7.7	7.6	9.8	6.9
Mounted.....	20	20	-----	-----	.6	.7	-----	-----
Other assignments.....	18	16	-----	2	.6	.6	-----	.9
Other than traffic duty.....	2, 669	2, 263	237	169	82.8	83.2	83.1	77.9
Automobile.....	1, 049	870	114	65	32.6	32.0	40.0	30.0
Foot.....	1, 247	1, 052	101	94	38.7	38.7	35.4	43.3
Motorcycle.....	20	20	-----	-----	.6	.7	7.0	-----
Other assignments.....	353	341	2	10	10.9	12.5	.7	4.6

<sup>1</sup> See footnote 2 of table 1 for size of cities in each group.

### Comparison of Employment and Salaries in Various Occupations

The uniformed divisions accounted for 76 out of every 100 employees and \$77 out of every \$100 spent for police salaries. Of every 76 men in the uniformed division, 61 were patrolmen, 10 were higher ranking officers, and 5 were plainclothesmen, patrol drivers, turnkeys, and others. The percentage of the salaries received by the higher ranking officers was greater than the percentage they formed of total employees. Thus, police chiefs in group I cities were 0.2 percent of the total number of persons employed, but received 0.4 percent of total salaries; in group II cities the corresponding figures were 1.4 and 2.2 percent, and in the smallest cities, 2.9 and 4.2 percent.

Detective bureaus accounted for 14 percent of all employees, but because they included some highly paid officers the detective-bureau employees received a slightly larger proportion of salaries. For other occupations outside the uniformed division the percentage of salaries was lower than the percentage of personnel represented.

TABLE 5.—Percentage distribution<sup>1</sup> of police-department employees and salaries in West North Central cities, by divisions, July 1, 1938

Division and occupation	Percentage of all employees				Percentage of total salaries			
	All cities	City group <sup>2</sup>			All cities	City group <sup>2</sup>		
		I	II	III		I	II	III
All divisions.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Uniformed division.....	76.1	76.4	69.1	82.9	76.7	76.8	70.1	83.8
Chiefs.....	.5	.2	1.4	2.9	.8	.4	2.2	4.2
Assistant or deputy chiefs.....	.2	.1	.2	1.1	.3	.2	.2	1.2
Assistant deputy chiefs.....	.1	.1			.1	.2		
Inspectors.....	.2	.2	.2	.3	.3	.3	.2	.3
Captains.....	1.6	1.1	2.9	5.3	2.0	1.5	3.8	5.9
Lieutenants.....	1.7	1.8	1.4	1.6	2.1	2.2	1.6	1.6
Sergeants.....	6.0	5.9	4.6	9.1	6.7	6.7	4.9	9.2
Plainclothesmen.....	.2	.1	1.1	.3	.2	.1	1.2	.3
Patrolmen.....	61.2	62.2	55.3	58.0	60.4	61.2	54.2	57.2
Patrol drivers.....	1.8	1.8	1.0	3.2	1.6	1.6	.8	3.1
Turnkeys.....	1.0	1.1	.4	.3	.9	.9	.4	.2
Others.....	1.6	1.8	.6	.8	1.3	1.5	.6	.6
Detective bureau.....	13.8	13.9	15.9	9.3	15.1	15.2	17.6	9.7
Women's bureau.....	1.5	1.4	1.6	2.6	1.2	1.2	1.2	2.2
Fingerprint section.....	.5	.4	1.4	1.1	.5	.3	1.5	1.2
Radio and telephone.....	2.3	2.2	3.5	1.6	2.1	2.0	3.4	1.5
Clerical.....	1.9	1.9	2.3	1.1	1.5	1.6	1.7	.8
Maintenance.....	3.3	3.3	3.9	1.1	2.4	2.5	3.1	.7
Miscellaneous.....	.6	.5	2.3	.3	.5	.4	1.4	.1

<sup>1</sup> Based on figures in appendix table E.<sup>2</sup> See footnote 2 of table 1 for size of cities in each group.

## Hours and Working Conditions

Primary factors affecting hours and working conditions are custom and the size and financial status of the city. Also, while there is need for continuous police protection at all hours, the need varies considerably over the 24 hours of the day, largely because of fluctuations in automobile and pedestrian traffic. Another factor which affects both the size and structure of police departments, and consequently working conditions, is the need for sufficient flexibility of organization to take care of such unusual events as parades, fairs, conventions, and emergencies. Such conditions of employment as hours, vacations, and promotions are largely dependent upon the city's ability to pay for extensive and modern police protection.

### Platoon Systems

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

In two-platoon systems which have a night tour and a day tour, the word platoon takes on a somewhat different meaning because it

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

In three-platoon systems the basic structure is three equal groups working periods of 8 hours each. Each policeman is on duty 8 hours and then has 16 hours of leave in his normal workday. If the three groups never changed their hours, the platoons would always begin work at the same time of day—the first platoon at 7 a. m., the second at 3 p. m., and the third at 11 p. m. However, most police departments operating under a three-platoon system alternate their platoons in order that all members of the force may have an opportunity to work the different sets of hours. A method of alternation is illustrated below:

Day before change			Day after change				
7	3	11	7	3	11	7	
a. m.	p. m.	p. m.	a. m.	p. m.	p. m.	a. m.	
AAAAAAAA			----- 32-hour leave -----				AAAAAAAA
BBBBBBBB			BBBBBBBB				
CCCCCCCC			CCCCCCCC				

During the alternation period, shown above, the first or A platoon received 32 hours of leave during the change, but the B platoon changing from the 3 p. m. to the 7 a. m. tour had only 8 hours off duty; and platoon C also made the change with only 8 hours off. During the next two alternations the B and C platoons received the 32-hour period of leave. Because of the irregularities and complications introduced by alternating the three tours, the changes were in most cases made only once a month, and some cities provided for no alternations.

### Hours of Duty

Daily and weekly hours under the different systems of operation vary considerably, as has already been pointed out, but most systems provide average employment varying from 8 to 9 hours a day. One 8-hour working day off in 7 reduces weekly working hours from 56 to 48. Since under some systems the day off may not occur every week, the time off per week in these cases is expressed as a fraction of a day in the tables. For example, in table 6, when time off averages 7 days over a period of 10 weeks, the time off is recorded as 0.7 day per week. The fractional days worked and days off shown on the table are approximate, but they are correct to the nearest tenth of a day. The average hours worked per week are based on figures for a

complete year of employment, and are correct to the nearest tenth of an hour. When one full day off per week is provided for, an attempt is usually made to arrange the days-off schedule in such a way that a seventh of the force has Sunday off one week, and Monday off the following week. This procedure continues throughout the days of the week until Saturday when the cycle is repeated. Days off for other groups of equal size are advanced in a similar manner. The regular vacation with pay is ordinarily in addition to such time off, but one city in this region allowed no paid vacation to its uniformed force, and in another city the days off could be accumulated for a vacation period.

TABLE 6.—*Police-department employees in West 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 <sup>2</sup>		
				I	II	III
All systems.....						
Continuous duty.....	168.0	7.0	5	1	2	2
Two-platoon:						
10-hour tours, overlapping, off 0.7 day per week.....	63.0	6.3	1			1
Four 9-hour groups, overlapping, off 1 day each week.....	54.0	6.0	1		1	
Three-platoon:						
Straight 8-hour tours.....	56.0	7.0	3	1	1	1
8-hour tours, off 1 day each month.....	54.2	6.8	1			1
8-hour tours, off every 15th day.....	52.3	6.5	10	4	2	4
8-hour tours, off every 10th day.....	50.4	6.3	1		1	
8-hour tours, off 0.7 day per week.....	50.0	6.3	1			1
8-hour tours, off every 9th day.....	49.9	6.2	1			1
8-hour tours, off every 8th day.....	49.0	6.1	2	1	1	
8-hour tours, off 1 day each week.....	48.0	6.0	6	3	1	2
Other.....	50.2	6.2	24	9	7	8

System of operation	Number of employees <sup>1</sup>				Percentage of employees			
	All cities	City group <sup>2</sup>			All cities	City group <sup>2</sup>		
		I	II	III		I	II	III
All systems.....	5,265	4,376	515	374	100.0	100.0	100.0	100.0
Continuous duty.....	5	1	2	2	.1	( <sup>3</sup> )	.4	.5
Two-platoon:								
10-hour tours, overlapping, off 0.7 day per week.....	79		57	22	1.5		11.1	5.9
Four 9-hour groups, overlapping, off 1 day each week.....	22			22	.4			5.9
Three-platoon:								
Straight 8-hour tours.....	4,862	4,140	396	326	92.3	94.6	76.9	87.2
8-hour tours, off 1 day each month.....	200	86	85	29	3.8	2.0	16.5	7.8
8-hour tours, off every 15th day.....	27			27	.5			7.2
8-hour tours, off every 10th day.....	3,209	2,979	110	120	60.9	68.0	21.4	32.1
8-hour tours, off 0.7 day per week.....	70		70		1.3		13.6	
8-hour tours, off every 9th day.....	26			26	.5			7.0
8-hour tours, off every 8th day.....	42			42	.8			11.2
8-hour tours, off 1 day each week.....	221	140	81		4.2	3.2	15.7	
Other.....	1,067	935	50	82	20.3	21.4	9.7	21.9
	319	235	60	24	6.1	5.4	11.6	6.4

<sup>1</sup> See appendix table E for greater detail by divisions.

<sup>2</sup> See footnote 2 of table 1 for size of cities in each group.

<sup>3</sup> Less than  $\frac{1}{10}$  of 1 percent.

Ninety-two percent of all employees in the 27 departments studied worked under some form of the three-platoon system, and the majority worked under forms which required a workweek of more than 50 hours. The form most frequently reported, requiring about 52 hours per week, was used in 4 of the group I cities, 2 of the group II cities, and 3 of the cities in group III. It accounted for 68, 21, and 32 percent of the employees in these groups, respectively. The system next in importance required a workweek of 48 hours, and accounted for 21, 10, and 22 percent of the employees of the 3 groups in order.

Six percent of all police-department employees mainly engaged on clerical and maintenance work, worked under other systems of hours. Five chiefs were reported as on continuous duty, but this meant only that they were subject to call at any time.

### Promotion of Patrolmen

Patrolmen were advanced automatically from one grade to the next after a specified period of service in 14 of the 27 West North Central cities. Six cities made promotions on the basis of civil service and 5 by other means of appointment, while 2 cities made no allowance for promotions but classified patrolmen in one grade only. One city, St. Louis, required a 6-month probationary period before final appointment, but after appointment, classed all patrolmen as of one grade. Promotion from lower grades is distinct from automatic salary increases within the grade. Such salary increases up to a specified maximum were frequently provided.

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

City group <sup>1</sup>	Number of cities					With patrol men all 1 grade
	Total	With automatic promotion after—		With promotion by—		
		6 months	1 year	Civil service	Appoint-ment	
All cities.....	27	5	9	6	5	2
Group I.....	9	2	5	-----	2	-----
Group II.....	7	2	1	1	2	1
Group III.....	11	1	3	5	1	1

<sup>1</sup> See footnote 2 of table 1 for size of cities in each group.

### Vacations With Pay

Almost half of the 5,265 employees received no vacation, most of these being in St. Louis, which provided for 2 days off monthly with pay. The uniformed force received no continuous vacation or leave

of more than 2 days. Most employees in other cities received vacations, the average duration of which was 14 days. In one city employees were permitted to accumulate their days off for continuous vacation periods.

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

City group <sup>1</sup>	Total number of employees	Number of employees having—								
		No vacation	7 days	10 days	12 days	14 days	15 days	16 days	21 days	
All cities.....	5,265	2,583	194	118	36	878	1,363	91	2	
Group I.....	4,376	2,517	194	-----	-----	629	1,034	-----	2	
Group II.....	515	3	-----	117	-----	139	165	91	-----	
Group III.....	374	63	-----	1	36	110	164	-----	-----	

<sup>1</sup> See footnote 2 of table 1 for size of cities in each group.

### Items Supplied to Uniformed Force

Very few West North Central cities furnished uniforms free, but such items as revolvers, holsters, belts, handcuffs, and clubs or night sticks were furnished in about a fourth of the departments studied. Badges were provided by 19 of the 27 cities.

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

City group	Total number of cities	Number of cities supplying—										
		Full uniform	Cloth for uniforms	Trim-mings for uniforms	Cash allow-ance for uni-forms	Rain-coats or capes	Re- volvers	Hol- sters and belts	Hand- cuffs or twist- ers	Clubs or night sticks	Badges	Other items
All cities.....	27	3	1	3	1	2	6	7	8	6	19	20
Group I.....	9	-----	1	2	1	-----	-----	2	2	1	5	6
Group II.....	7	1	-----	-----	-----	1	2	1	3	1	6	4
Group III.....	11	2	-----	1	-----	1	4	4	3	4	8	10

<sup>1</sup> See footnote 2 of table 1 for size of cities in each group.

<sup>2</sup> Whistles, flashlights, flashlight batteries and bulbs, keys, caps, ammunition, etc.

## Appendix

The West North Central Division includes the States of Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.

The appendix contains a table of the 27 cities included in this report with their 1930 populations and information regarding the number of police-department employees per 10,000 and per capita cost by cities. It also contains 5 other tables giving additional detailed information on some of the subjects discussed in the body of the report. Tables B, C, and D give the number of persons employed and the individual occupational salaries in each of the cities of groups I, II, and III, respectively. Table E summarizes total employment and total salaries paid in each division and occupation for all cities and for each size group. Table F shows average weekly hours and days on duty under various systems of operation by divisions for all cities and for each size group. All data in the tables, except populations, are as of July 1, 1938.

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

City	Population	Employees per 10,000	Per capita salary cost
All cities .....	3,482,012	15	\$2.96
Group I—cities of 100,000 and over .....	2,648,663	17	3.33
Des Moines, Iowa .....	142,559	11	2.12
Duluth, Minn. ....	101,463	13	2.61
Kansas City, Kans. ....	121,857	8	1.60
Kansas City, Mo. ....	399,746	16	2.84
Minneapolis, Minn. ....	464,356	11	2.34
Omaha, Nebr. ....	214,006	12	2.18
St. Louis, Mo. ....	821,980	25	5.39
St. Paul, Minn. ....	271,606	14	2.76
Wichita, Kans. ....	111,110	10	1.62
Group II—cities of 50,000 to 100,000 .....	474,546	11	1.86
Cedar Rapids, Iowa .....	56,097	10	1.78
Davenport, Iowa .....	60,751	12	2.17
Lincoln, Nebr. ....	75,933	10	1.47
St. Joseph, Mo. ....	80,935	12	1.97
Sioux City, Iowa .....	79,183	11	2.08
Springfield, Mo. ....	57,527	11	1.78
Topeka, Kans. ....	64,120	10	1.77
Group III—cities of 25,000 to 50,000 .....	358,803	10	1.73
Burlington, Iowa .....	26,755	11	1.66
Clinton, Iowa .....	25,726	9	1.49
Council Bluffs, Iowa .....	42,048	7	1.21
Dubuque, Iowa .....	41,679	10	1.66
Fargo, N. Dak. ....	28,619	13	2.03
Hutchinson, Kans. ....	27,085	13	1.99
Joplin, Mo. ....	33,454	11	1.61
Ottumwa, Iowa .....	28,075	9	1.42
Sioux Falls, S. Dak. ....	33,362	14	2.20
University City, Mo. ....	25,809	12	2.29
Waterloo, Iowa .....	46,191	10	1.73

<sup>1</sup> Includes all West North Central cities with populations of 25,000 or more; based on U. S. Census of Population for 1930.

TABLE B.—Police-department employees in each of 9 West North Central cities of group I,<sup>1</sup> classified according to individual occupations and corresponding salary rates, July 1, 1938

Division and occupation	Iowa		Kansas				Minnesota						Missouri				Nebraska	
	Des Moines		Kansas City		Wichita		Duluth		Minneapolis		St. Paul		Kansas City		St. Louis		Omaha	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
All divisions <sup>2</sup> .....	152		96		108		135		500		382		658		2,080		265	
Uniformed division:																		
Commissioners.....													( <sup>2</sup> )		( <sup>4</sup> )			
Aides to commissioners.....															( <sup>3</sup> )			
Chiefs.....	1	\$4,000	1	\$3,600	1	\$4,560	1	\$3,900	1	\$5,000	1	\$5,000	1	\$4,000	1	\$6,500	1	\$4,020
Assistant or deputy chiefs.....	1	3,000									2	3,181	1	4,500	1	4,500	1	3,120
Assistant deputy chiefs <sup>6</sup> .....	1	1,980									1	2,418	1	4,000	1	4,000		
Inspectors.....	2	2,820									1	2,801	1	2,400	1	4,000	1	2,820
Captains.....	3	2,280	2	2,800	2	2,400	1	2,760	8	2,520	2	2,418	5	2,700	18	3,420	7	2,160
Lieutenants.....	3	2,100	2	2,040	2	2,040	7	2,220	12	2,400	7	2,155	12	2,160	29	3,000	5	2,040
Sergeants.....	4	2,040	11	2,160	3	1,920	12	2,100	19	2,280	13	1,996	57	1,920	120	2,600	19	1,920
Plainclothesmen.....																	3	1,920
Patrolmen:																		
1st grade.....	81	1,920	38	1,980	47	1,740	58	1,920	281	2,160	207	1,859	206	1,680	1,219	2,160	133	1,680
2d grade.....	1	1,740			5	1,620	2	1,860	9	2,040			165	1,620			2	1,560
3d grade.....							4	1,800	10	1,920			45	1,500			4	1,440
4th grade.....							4	1,740	12	1,800								
5th grade.....							6	1,680	13	1,680								
Probationary:																		
Other: Motorcycle officers.....			14	1,980											154	1,860		
Patrol drivers.....			9	1,980			6	1,920			9	1,859			45	1,680	10	1,680
Turnkeys.....					3	1,740	6	1,920					4	1,620	32	1,680	4	1,680
Miscellaneous:																		
Traffic superintendents.....											1	2,566						
Prison guards.....															75	1,680		
Special officers.....							2	1,230										
Detective bureau:																		
Chiefs of detectives.....							1	2,760	1	3,420			1	3,900	1	4,500		
Inspectors.....	1	3,000									2	2,566			1	3,420	1	2,820
Captains.....	2	2,400			2	2,400			1	2,820					1	3,420	3	2,160
Lieutenants.....	3	2,100					1	2,220	1	3,000			12	2,418	4	3,000	1	2,040
Sergeants.....	8	2,040					7	2,100					8	2,160	63	2,600	51	1,920

See footnotes at end of table.

TABLE B.—Police-department employees in each of 9 West North Central cities of group 1,<sup>1</sup> classified according to individual occupations and corresponding salary rates, July 1, 1938—Continued.

Division and occupation	Iowa		Kansas				Minnesota						Missouri				Nebraska	
	Des Moines		Kansas City		Wichita		Duluth		Minneapolis		St. Paul		Kansas City		St. Louis		Omaha	
	Num- ber	Salary rate	Num- ber	Salary rate	Num- ber	Salary rate	Num- ber	Salary rate	Num- ber	Salary rate	Num- ber	Salary rate	Num- ber	Salary rate	Num- ber	Salary rate	Num- ber	Salary rate
Detectives.....	20	\$2,040	6	\$2,160	14	\$1,860			{ 37 7 28	{ \$2,340 2,460 2,520	62	\$2,155	90	\$1,920	159	\$2,160	1	\$1,800
Miscellaneous:																		
Parole officers.....			1	2,040														
Criminal investigators.....			1	2,400							1	3,181			1	2,100	1	1,800
Accident investigators.....																		
Women's bureau:																		
Captains.....					1	2,100												
Lieutenants.....									1	2,400					1	2,600		
Sergeants.....																		
Policewomen.....	1	1,740			1	1,500	1	\$1,800	{ 1 1 5	{ 1,680 1,800 2,160	4	1,718			18	1,800		
Matrons.....	3	1,740			3	900			(7)		4	1,551	3	1,080	14	1,320		
Fingerprint section: <sup>9</sup>																		
Identification chiefs.....	(9)		1	2,400	1	2,100	1	2,400	1	2,760	1	2,418			(9)			(9)
Identification clerks.....	(9)				1	900	1	1,920							10	{ 1,020 to 1,620		(9)
Fingerprint operators.....																		
Miscellaneous:																		
Photographers.....									1	1,500	1	1,996			3	1,620		
Directors of research.....														(11)	1	1,680		
Assistant research officers.....																		
Telephone and radio division:																		
Superintendents.....			1	2,400			1	2,400	1	2,700	1	2,418	1	2,400	1	3,000	(9)	
Assistant superintendents.....											1	2,155						
Chief operators.....	1	2,040			(9)								3	1,920	{ 7 1	{ 2,160 2,820		
Radio operators.....	2	1,920	4	2,160			3	1,860	127	{ 1,680 to 2,160	3	1,859	4	2,100	3	2,280	13	1,200
Telephone operators.....	3	1,500	2	1,200	2	900	{ 1 2	{ 1,860 1,920	4	1,560	8	1,859	{ 6 3	{ 1,080 1,200	9	1,620	13	1,200
Miscellaneous:																		
Radio service men.....													4	1,800	{ 1 5	{ 1,500 1,740		



**TABLE B.**—*Police-department employees in each of 9 West North Central cities of group 1,<sup>1</sup> classified according to individual occupations and corresponding salary rates, July 1, 1938—Continued.*

Division and occupation	Iowa		Kansas				Minnesota						Missouri				Nebraska	
	Des Moines		Kansas City		Wichita		Duluth		Minneapolis		St. Paul		Kansas City		St. Louis		Omaha	
	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate	Num-ber	Salary rate
Miscellaneous—Continued.																		
Stores clerks.....									1	\$2,160								
Personnel directors.....					1	\$1,620												
Farm superintendents.....					1	1,200												
Farm guards.....					3	1,200												
Farm cooks.....					2	840												

<sup>1</sup> Cities with a population of 100,000 or more, based on U. S. Census of Population for 1930.  
<sup>2</sup> Totals include regular, full-time employees but do not include part-time employees or call men.  
<sup>3</sup> Receives \$6,000 per year. Not included in totals.  
<sup>4</sup> Part time.  
<sup>5</sup> Receives \$3,600 per year. Not included in totals.  
<sup>6</sup> Classification includes assistant deputy chiefs and secretaries to chiefs.  
<sup>7</sup> Policewomen assigned as matrons.  
<sup>8</sup> Work of this division performed by detective bureau in Kansas City, Mo.

<sup>9</sup> Assigned from uniformed division.  
<sup>10</sup> Includes 1 at \$1,020, 1 at \$1,200, 1 at \$1,560, and 1 at \$1,620.  
<sup>11</sup> On call.  
<sup>12</sup> Includes 1 at \$1,680, 1 at \$1,800, 1 at \$1,920, and 4 at \$2,160.  
<sup>13</sup> Additional employees assigned from uniformed force.  
<sup>14</sup> Includes 3 at \$1,320, 2 at \$1,560, 3 at \$1,620, 2 at \$1,680, 1 at \$1,740, 7 at \$1,800, 1 at \$1,860, and 3 at \$2,040.  
<sup>15</sup> Includes 1 at \$1,277, 5 at \$1,444, 5 at \$1,694, 1 at \$1,778, and 1 at \$1,996.  
<sup>16</sup> Includes 1 at \$1,200, 1 at \$1,500, 1 at \$1,680, and 1 at \$1,740.

TABLE C.—Police-department employees in each of 7 West North Central cities of group II,<sup>1</sup> classified according to individual occupations and corresponding salary rates, July 1, 1938

Division and occupation	Iowa						Kansas		Missouri				Nebraska	
	Cedar Rapids		Davenport		Sioux City		Topeka		St. Joseph		Springfield		Lincoln	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
All divisions <sup>2</sup> .....	56		71		91		66		94		61		76	
Uniformed division:														
Chiefs.....	1	\$2,460	1	\$3,000	1	\$3,000	1	\$2,880	1	\$2,670	1	\$2,700	1	\$2,880
Assistant or deputy chiefs.....	1	2,100												
Inspectors.....							1	1,800						
Captains.....	2	1,980	3	2,220	4	2,160	1	2,280	3	2,550	1	2,100	1	1,980
Lieutenants.....			4	2,070			1	1,980	1	1,800			1	1,800
Sergeants.....	3	1,800	4	1,866	3	1,980	3	1,800	3	1,620	3	1,800	4	1,680
Platoon clothsmen.....	1	1,860			2	1,800	3	1,764					1	1,560
Patrolmen:														
1st grade.....	31	1,740	43	1,800	37	1,800	28	1,764	47	1,590	33	1,620	21	1,560
2d grade.....			2	1,680	4	1,680	2	1,644	3	1,500			1	1,500
3d grade.....			2	1,500	7	1,560	4	1,536	1	1,200			1	1,302
4th grade.....													2	1,200
Other:														
Motorcycle officers.....	4	1,800									5	1,620	6	1,560
Safety-car officers.....											1	1,620		
Patrol drivers.....									2	1,200	3	1,620		
Turnkeys.....													2	1,560
Miscellaneous:														
Desk sergeants.....							3	1,800						
Detective bureau:														
Chiefs.....	1	2,100			1	2,400			1	2,600	1	2,400		
Inspectors.....			6	1,866										
Lieutenants.....					1	2,160							2	1,800
Detectives.....	6	1,860			12	1,980	8	1,872	18	1,940	8	1,680	10	1,680
Miscellaneous:														
Deputy marshals.....			1	1,866										
Superintendents of auto-theft bureau.....					1	2,400			1	1,760				
Detectives, auto-theft division.....					4	1,980								
Women's bureau:														
Policewomen.....			1	1,800										
Matrons.....	( <sup>3</sup> )		1	1,680	1	1,560	1	840			1	1,500	1	1,080
Miscellaneous: Welfare workers.....							1	900					1	1,140

See footnotes at end of table.

TABLE C.—Police-department employees in each of 7 West North Central cities of group 11,<sup>1</sup> classified according to individual occupations and corresponding salary rates, July 1, 1938—Continued.

Division and occupation	Iowa						Kansas		Missouri				Nebraska	
	Cedar Rapids		Davenport		Sioux City		Topeka		St. Joseph		Springfield		Lincoln	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
Fingerprint section:														
Identification chiefs.....	1	\$1,680	( <sup>4</sup> )	-----	1	\$2,160	1	\$1,980	1	\$2,080			1	\$1,680
Identification clerks.....	1	1,740		-----		-----		-----		-----	1	\$2,004		-----
Telephone and radio division:														
Superintendents.....					1	1,890					1	1,620		
Radio operators.....	1	1,860	3	\$2,070	1	1,980	3	1,500	3	1,590			2	1,560
Telephone operators.....									3	1,380				
Clerical division:														
Clerks.....	1	1,680	( <sup>4</sup> )	-----		-----	1	1,680			1	1,800	4	{ 480 to 1,200
Secretaries.....					1	1,200	1	720	1	1,380				
Stenographers.....	1	1,740									1	1,200		
Maintenance division:														
Electricians.....									1	1,890			1	1,560
Janitors.....	1	960			{ 1 240		1	840	2	1,140	( <sup>5</sup> )			
Hostlers.....					{ 1 1,710									
Machinists.....					{ 1 1,620				2	1,500	1	1,830	{ 1 1,260	
General mechanics:													1	1,680
Auto mechanics.....					2	1,800								
Painters.....					1	1,800								
Miscellaneous:														
Cooks.....					1	1,095							( <sup>5</sup> )	
Elevator operators.....					1	900								
Meter repairmen.....					1	1,200								
Miscellaneous:														
Humane officers.....									1	1,590				
Superintendents of brake and light testing.....														
Brake-testing operators.....													{ 2 1,560	
													{ 1 720	
													{ 8 840	

<sup>1</sup> Cities with a population of 50,000 and under 100,000, based on U. S. Census of Population for 1930.  
<sup>2</sup> Totals include regular, full-time employees, but do not include part-time employees or call men.

<sup>3</sup> On call.  
<sup>4</sup> Lieutenant assigned.  
<sup>5</sup> Part time.  
<sup>6</sup> Includes 1 at \$480, 1 at \$720, 1 at \$1,020 and 1 at \$1,200.

TABLE D.—Police-department employees in each of 11 West North Central cities of group III,<sup>1</sup> classified according to individual occupations and corresponding salary rates, July 1, 1938

Division and occupation	Iowa										Kansas		Missouri			North Dakota		South Dakota					
	Burlington		Clinton		Council Bluffs		Dubuque		Ottumwa		Waterloo		Hutchinson		Joplin		University City		Fargo		Sioux Falls		
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	
All divisions <sup>2</sup> .....	29		23		29		40		24		45		35		37		30		36		46		
Uniformed division:																							
Chiefs.....	1	\$1,800	1	\$1,920	1	\$2,160	1	\$3,000	1	\$1,980	1	\$2,760	1	\$2,280	1	\$2,100	1	\$3,360	1	\$2,400	1	\$2,500	
Assistant or deputy chiefs.....	1	1,740							1	1,860	1	2,100			1	1,800							
Inspectors.....							1	2,100															
Captains.....	2	1,670	2	1,800	2	1,920	2	1,860	2	1,788	2	1,980	1	1,740	2	1,620	1	2,310	1	1,896	3	1,800	
Lieutenants.....											1	1,920	3	1,620						1	1,764	1	1,620
Sergeants.....	3	1,500	1	1,740	3	1,800	3	1,740	3	1,680	3	1,800	7	1,530	3	1,620	3	2,100	2	1,644	3	1,620	
Plainclothesmen.....															1	1,560				(3)			
Patrolmen:																							
1st grade.....	12	1,500	15	1,680	11	1,740	25	1,680	14	1,620	19	1,740	18	1,500	14	1,440	25	1,890	20	1,572	26	1,560	
2d grade.....											4	1,680							2	1,452			
3d grade.....				4	1,440						6	1,620											
Other: Motorcycle officers.....							2	1,800															
Patrol drivers.....	3	1,500			3	1,740					3	1,740			3	1,440							
Turnkeys.....																					1	1,500	
Miscellaneous:																							
Park guards.....																							
Special officers.....															1	1,344							
Detective bureau: <sup>4</sup>															2	1,008							
Chiefs of detectives.....					1	1,920									1	1,800						1	2,100
Captains.....	2	1,670																					
Sergeants.....	3	1,500																					
Detectives.....					6	1,800	4	1,800			3	1,860	3	1,560	4	1,560			3	1,572	4	1,800	
Women's bureau:																							
Policewomen.....					1	1,680	2	1,200	1	1,620			1	1,200					1	1,452			
Matrons.....	1	1,500									1	1,560									2	1,200	
Fingerprint section: <sup>5</sup>																							
Identification chiefs.....											1	1,980			(6)							1	1,920
Identification clerks.....															(7)								
Fingerprint operators.....									1	1,680									1	1,740			

See footnotes at end of table.

TABLE D.—Police-department employees in each of 11 West North Central cities of group III,<sup>1</sup> classified according to individual occupations and corresponding salary rates, July 1, 1938—Continued

Division and occupation	Iowa						Kansas		Missouri				North Dakota		South Dakota								
	Burlington		Clinton		Council Bluffs		Dubuque		Ottumwa		Waterloo		Hutchinson		Joplin		University City		Fargo		Sioux Falls		
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	
Telephone and radio division: <sup>5</sup>																							
Superintendents.....																							
Radio operators.....	(9)								1	\$1,560													
Clerical division: <sup>10</sup>																							
Chief clerks.....																							
Clerks.....																							
Secretaries.....																							
Assistant secretaries.....																							
Stenographers.....	(11)																						
Maintenance division: <sup>12</sup>																							
Janitors.....	1	\$1,200			1	\$780																	
Machinists.....																							
Painters.....																							
Miscellaneous: Poundmasters.....																							

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

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

<sup>3</sup> Part time.

<sup>4</sup> Work of this division performed by men assigned from uniformed force in University City.

<sup>5</sup> Work of this division performed by men assigned from uniformed force in Council Bluffs, Hutchinson, and University City, by the chief in Dubuque, and by the assistant chief in Burlington.

<sup>6</sup> Work performed by chief and detective.

<sup>7</sup> Work performed by chief clerk.

<sup>8</sup> Work of this division performed by men assigned from uniformed force in Dubuque, Waterloo, Hutchinson, Joplin, and University City.

<sup>9</sup> Assigned from uniformed force.

<sup>10</sup> Work of this division performed by men assigned from uniformed force in Dubuque, Hutchinson, and University City.

<sup>11</sup> Assigned and paid by National Youth Administration.

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

TABLE E.—Police-department employees and total salaries in West North Central cities classified according to divisions, July 1, 1938 <sup>1</sup>

Division and occupation	Number of employees				Total annual salaries			
	All cities	City group <sup>2</sup>			All cities	City group <sup>3</sup>		
		I	II	III		I	II	III
All divisions.....	5,265	4,376	515	374	\$10,314,707	\$8,810,820	\$882,599	\$621,288
Uniformed divisions.....	4,005	3,339	356	310	7,907,070	6,767,440	618,792	520,838
Chiefs.....	27	9	7	11	86,430	40,580	19,590	26,260
Assistant or deputy chiefs.....	10	5	1	4	26,582	16,982	2,100	7,500
Assistant deputy chiefs <sup>3</sup> .....	5	5	---	---	14,098	14,098	---	---
Inspectors.....	10	8	1	1	27,741	23,841	1,800	2,100
Captains.....	83	48	15	20	205,068	135,176	33,270	36,622
Lieutenants.....	90	77	7	6	216,949	192,925	13,860	10,164
Sergeants.....	316	258	24	34	690,940	590,068	43,044	57,318
Plainclothesmen.....	10	3	6	1	17,772	5,760	10,452	1,560
Patrolmen:								
1st grade.....	2,709	2,270	240	199	5,353,005	4,618,233	408,282	326,490
2d grade.....	202	184	12	6	331,332	302,340	19,368	9,624
3d grade.....	88	63	15	10	137,706	99,660	22,566	15,480
4th grade.....	18	16	2	---	30,960	28,560	2,400	---
5th grade.....	19	19	---	---	31,920	31,920	---	---
Probationary.....	154	154	---	---	286,440	286,440	---	---
Other:								
Motorcycle officers.....	31	14	15	2	55,980	27,720	24,660	3,600
Safety-car officers.....	1	---	1	---	1,620	---	1,620	---
Patrol drivers.....	96	79	5	12	164,991	138,471	7,260	19,260
Turnkeys.....	52	49	2	1	88,320	83,700	3,120	1,500
Miscellaneous.....	84	78	3	3	139,726	130,966	5,400	3,360
Detective bureau.....	727	610	82	35	1,558,333	1,342,799	155,458	60,076
Chiefs.....	11	4	4	3	29,900	14,580	9,500	5,820
Inspectors.....	11	5	6	---	25,568	14,372	11,196	---
Captains.....	12	10	---	2	28,680	25,320	---	3,340
Lieutenants.....	28	25	3	---	66,936	61,176	5,760	---
Sergeants.....	140	137	---	3	314,520	310,020	---	4,500
Detectives.....	513	424	62	27	1,067,282	905,810	115,058	46,416
Miscellaneous.....	12	5	7	---	25,467	11,521	13,946	---
Women's bureau.....	80	62	8	10	125,848	101,536	10,560	13,812
Captains.....	1	1	---	---	2,100	2,100	---	---
Lieutenants.....	1	1	---	---	2,400	2,400	---	---
Sergeants.....	1	1	---	---	2,600	2,600	---	---
Policewomen.....	36	32	1	3	64,664	58,592	1,800	4,272
Matrons.....	40	27	6	7	53,184	35,844	7,800	9,540
Miscellaneous.....	1	---	1	---	900	---	900	---
Fingerprint section.....	28	17	7	4	50,978	30,334	13,324	7,320
Identification chiefs.....	11	5	4	2	23,878	12,078	7,900	3,900
Identification clerks.....	9	6	3	---	13,644	8,220	5,424	---
Fingerprint operators.....	2	---	---	2	3,420	---	---	3,420
Miscellaneous.....	6	6	---	---	10,036	10,036	---	---
Telephone and radio.....	121	97	18	6	215,612	176,102	30,090	9,420
Superintendents.....	10	6	2	2	21,828	15,318	3,510	3,000
Assistant superintendents.....	1	1	---	---	2,155	---	---	---
Chief operators.....	12	12	---	---	25,740	25,740	---	---
Operators, radio.....	44	27	13	4	82,977	54,117	22,440	6,420
Operators, telephone.....	44	41	3	---	65,512	61,372	4,140	---
Miscellaneous.....	10	10	---	---	17,400	17,400	---	---
Clerical division.....	100	84	12	4	156,973	137,491	14,820	4,662
Chief clerks.....	7	6	---	1	15,138	13,698	---	1,440
Clerks.....	28	20	7	1	38,200	28,048	8,580	1,572
Secretaries.....	8	4	3	1	11,700	7,500	3,300	900
Assistant secretaries.....	5	4	---	1	7,410	6,660	---	750
Stenographers and typists.....	48	46	2	---	76,841	73,901	2,940	---
Miscellaneous.....	4	4	---	---	7,684	7,684	---	---
Maintenance division.....	171	147	20	4	249,601	217,876	27,465	4,260
Electricians.....	7	5	2	---	12,190	8,740	3,450	---
Janitors.....	63	55	6	2	70,591	62,581	6,030	1,980
Hostlers.....	4	3	1	---	5,580	3,960	1,620	---
Laborers.....	17	17	---	---	21,560	21,560	---	---
Linemen.....	6	6	---	---	11,470	11,470	---	---
Machinists.....	29	23	5	1	48,870	39,600	7,770	1,500
General mechanics.....	32	28	3	1	60,012	53,832	5,400	780
Mechanics' helpers.....	2	2	---	---	3,316	3,316	---	---
Miscellaneous.....	11	8	3	---	16,012	12,817	3,195	---
Miscellaneous.....	33	20	12	1	50,292	37,242	12,150	900
Instructors.....	3	3	---	---	6,732	6,732	---	---
Garage inspectors.....	1	1	---	---	2,160	2,160	---	---
Other.....	29	16	12	1	41,400	28,350	12,150	900

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

<sup>2</sup> See footnote 2 of table 1 for size of cities in each group.

<sup>3</sup> Classification includes assistant deputy chiefs and secretaries to chiefs.

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

System of operation	Average hours worked per week	Average days worked per week	Number of employees								
			All divisions						Uniformed division		
			All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>			
				I	II	III		I	II	III	
All systems.....			25,265	4,376	515	374	27	9	7	11	
Continuous duty.....	168.0	7.0	5	1	2	2	5	1	2	2	
Two-platoon.....			79		57	22	1		1		
10-hour tours overlapping, off 0.7 day per week.....	63.0	6.3	22			22					
Four 9-hour groups overlapping, off 1 day each week.....	54.0	6.0	57		57		1		1		
Three-platoon.....			4,862	4,140	396	326	15	6	4	5	
Straight 8-hour tours.....	56.0	7.0	200	86	85	29					
8-hour tours, off 1 day each month.....	54.2	6.8	27			27					
8-hour tours, off every 15th day.....	52.3	6.5	3,209	2,979	110	120	6	2	1	3	
8-hour tours, off every 10th day.....	50.4	6.3	70		70		1		1		
8-hour tours, off 0.75 day per week.....	50.0	6.3	26			26					
8-hour tours, off every 9th day.....	49.9	6.2	42			42	1			1	
8-hour tours, off every 8th day.....	49.0	6.1	221	140	81		2	1	1		
8-hour tours, off 1 day each week.....	48.0	6.0	1,067	935	50	82	5	3	1	1	
Other.....	50.2	6.2	2,319	235	60	24	6	2		4	

System of operation	Number of employees—Continued											
	Uniformed division—Continued											
	Assistant chiefs				Assistant deputy chiefs <sup>1</sup>				Other uniformed employees			
	All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>		
I		II	III	I		II	III	I		II	III	
All systems.....	10	5	1	4	5	5			3,963	3,320	348	295
Continuous duty.....												
Two-platoon.....									62		40	22
10-hour tours overlapping, off 0.7 day per week.....									22			22
Four 9-hour groups overlapping, off 1 day each week.....									40		40	
Three-platoon.....	8	4	1	3	3	3			3,892	3,314	305	273
Straight 8-hour tours.....									163	74	60	29
8-hour tours, off 1 day each month.....									19			19
8-hour tours, off every 15th day.....	2	1		1	1	1			2,621	2,432	89	100
8-hour tours, off every 10th day.....									58		58	
8-hour tours, off 0.75 day per week.....	1			1					20			20
8-hour tours, off every 9th day.....									34			34
8-hour tours, off every 8th day.....	1	1							151	94	57	
8-hour tours, off 1 day each week.....	4	2	1	1	2	2			826	714	41	71
Other.....	2	1		1	2	2			9	6	3	

See footnotes at end of table.

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

System of operation	Number of employees—Continued											
	Detective bureau				Women's bureau				Fingerprint bureau			
	All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>		
		I	II	III		I	II	III		I	II	III
All systems.....	727	610	82	35	80	62	8	10	28	17	7	4
Continuous duty.....												
Two-platoon.....	12		12		2		2					
10-hour tours overlapping, off 0.7 day per week.....												
Four 9-hour groups overlapping, off 1 day each week.....	12		12		2		2					
Three-platoon.....	708	609	68	31	72	62	4	6	19	14	2	3
Straight 8-hour tours.....	27	8	19						1	1		
8-hour tours, off 1 day each month.....	7			7	1			1				
8-hour tours, off every 15th day.....	430	406	17	7	44	41	1	2	12	9	1	2
8-hour tours, off every 10th day.....	6		6		2		2					
8-hour tours, off 0.75 day per week.....	5			5								
8-hour tours, off every 9th day.....	5			5	2			2				
8-hour tours, off every 8th day.....	53	34	19		5	4	1		1		1	
8-hour tours, off 1 day each week.....	175	161	7	7	18	17		1	5	4		1
Other.....	7	1	2	4	6		2	4	9	3	5	1

System of operation	Number of employees—Continued											
	Telephone and radio division				Clerical division				Maintenance division			
	All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>			All cities	City group <sup>1</sup>		
		I	II	III		I	II	III		I	II	III
All systems.....	121	97	18	6	100	84	12	4	171	147	20	4
Continuous duty.....												
Two-platoon.....	2		2									
10-hour tours overlapping, off 0.7 day per week.....												
Four 9-hour groups overlapping, off 1 day each week.....	2		2									
Three-platoon.....	110	93	12	5	2	2			33	33		
Straight 8-hour tours.....	9	3	6									
8-hour tours, off 1 day each month.....												
8-hour tours, off every 15th day.....	58	52	1	5	2	2			33	33		
8-hour tours, off every 10th day.....	3		3									
8-hour tours, off 0.75 day per week.....												
8-hour tours, off every 9th day.....												
8-hour tours, off every 8th day.....	8	6	2									
8-hour tours, off 1 day each week.....	32	32										
Other.....	9	4	4	1	98	82	12	4	138	114	20	4

<sup>1</sup> See footnote 2 of table 1 for size of cities in each group.<sup>2</sup> Includes 33 miscellaneous employees; 20 in group I, 12 in group II, and 1 in group III.<sup>3</sup> Includes assistant deputy chiefs and other executive assistants.