

---

UNITED STATES DEPARTMENT OF LABOR

*Frances Perkins, Secretary*

BUREAU OF LABOR STATISTICS

*Isador Lubin, Commissioner*

in cooperation with  
WORK PROJECTS ADMINISTRATION

+

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

VOLUME VI

East South Central Cities

+

Prepared by the

DIVISION OF CONSTRUCTION AND  
PUBLIC EMPLOYMENT

Herman B. Byer, Chief



*Bulletin No. 685*

UNITED STATES  
GOVERNMENT PRINTING OFFICE  
WASHINGTON : 1941

---

For sale by the Superintendent of Documents, Washington, D. C. - - - - Price 10 cents

# UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, *Secretary*



## BUREAU OF LABOR STATISTICS

ISADOR LUBIN, *Commissioner*

A. F. HINRICHS, *Assistant Commissioner*

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

### CHIEFS OF DIVISIONS

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

## STATE, COUNTY, AND MUNICIPAL SURVEY

JESSE M. HADLEY, *Director*

## CONTENTS

---

	Page
Summary.....	1
Employment and salaries:	
Range of salaries.....	2
Salaries in various occupations.....	4
Types of duty for patrolmen.....	7
Comparison of employment and salaries in various occupations.....	8
Hours and working conditions:	
Platoon systems.....	10
Hours of duty.....	11
Promotion of patrolmen.....	13
Vacations with pay.....	13
Items supplied to uniformed force.....	14
Appendix:	
Table A.—Cities covered by this report.....	15
Table B.—Number of employees and annual salaries in cities of 100,000 or more, by occupation.....	16
Table C.—Number of employees and annual salaries in cities of 50,000 to 100,000, by occupation.....	17
Table D.—Number of employees and annual salaries in cities of 25,000 to 50,000, by occupation.....	19
Table E.—Total salaries and total number of employees.....	21
Table F.—Average hours and days on duty, by occupational division..	22



## Letter of Transmittal

---

UNITED STATES DEPARTMENT OF LABOR,  
BUREAU OF LABOR STATISTICS,  
*Washington, D. C., January 1, 1941.*

THE SECRETARY OF LABOR:

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

ISADOR LUBIN, *Commissioner.*

HON. FRANCES PERKINS,  
*Secretary of Labor.*



---

---

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

---

---

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

**Summary**

Police departments of the 16 East South Central cities having 1930 populations of 25,000 or more employed 2,050 persons on July 1, 1938, at annual salaries totaling \$3,500,000 of which \$2,600,000 was paid by the 6 largest cities.<sup>2</sup>

The cities included in this report ranged in size from Louisville, Ky., with a 1930 population of 308,000 to Johnson City, Tenn., with a population of 25,100. Employment in individual departments varied from 419 persons for Louisville to 22 for Johnson City. In 1938, Louisville spent \$2,241 in police salaries for every thousand of 1930 population and employed 14 men per 10,000. For Johnson City the figures were \$1,124 per thousand and 9 men per 10,000 population. The highest cost in proportion to population was in Lexington, Ky., where \$2,915 was expended in salaries for each thousand of population. The lowest cost per thousand population was \$1,124 in Johnson City. The highest number of employees in proportion to the population was 17 per 10,000 found in Lexington, Ky., and in Montgomery, Ala. The low ratio of 9 employees to 10,000 population found in Johnson City, which had the smallest department, also occurred in Birmingham, Ala., which had the third largest department. For all cities the expenditures for salaries averaged slightly more than \$2,000 per 1,000 inhabitants.

Individual salaries ranged from \$4,992 paid the chief in Birmingham, Ala., to the annual wage of \$313 paid three full-time janitresses in Louisville, Ky. Nearly three-fifths of all police-department employees received salaries in the \$400 range from \$1,550 to \$1,950.

---

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

<sup>2</sup> In 1930 there were 16 cities with populations of 25,000 or over in the East South Central Division, which includes Kentucky, Tennessee, Alabama, and Mississippi. The cities have been divided into 3 size groups designated as groups I, II, and III. The first group includes 6 cities of over 100,000 population; the second, 3 cities with populations between 50,000 and 100,000; and the third, 7 cities with populations between 25,000 and 50,000. See appendix table A for a complete list of cities and their populations.

Four chiefs out of the 16 received salaries of more than \$3,950; and 4 were paid salaries between \$2,950 and \$3,950. The remaining 8 had salaries between \$1,650 and \$2,850. Salaries were, of course, higher for administrative and supervisory personnel in all cities than for patrolmen and for the miscellaneous groups not included in the uniformed force, but the spreads were smaller for the smaller cities. Salaries for over half of all patrolmen in group I cities were above \$1,650, while in the 2 groups of small cities most of the salaries were below \$1,650.

In about half of the cities, promotion of patrolmen from one grade to the next was automatic after a year of service; in four cities all patrolmen were classed as first grade. Five out of every six of the patrolmen in all the cities studied were given the first-grade rating; the remainder represented the more recent additions to the force, who had not served the necessary time or fulfilled other requirements for promotion.

The number of days and hours worked per week varied with the system of operation. Eighty-six percent of all police employees were in departments operating under some form of the three-platoon system. The largest numbers worked under a form which called for a workweek of seven 8-hour days, and most of the rest under a system which averaged 52.3 hours a week with 2 days off per month. Nearly all employees received vacations with pay, about half of which were of a duration of 14 or 15 days, and most of the rest were 10-day vacations.

## Employment and Salaries

### Range of Salaries

Nearly 60 percent of the police employees in the 16 cities studied were included in the \$400 salary range from \$1,550 to \$1,950. However, of the 1,197 persons with salaries in that range, 959 were employed in group I cities, which dominated the totals for the East South Central Division. Because of the small number of cities included, salary distributions for individual groups were considerably affected by salaries paid by one or two individual cities. Thus, group I cities showed a maximum concentration (about a fourth of the employees) between \$1,850 and \$1,950 and a second somewhat smaller concentration between \$1,550 and \$1,650. In group II cities, more than half of the employees were included in the range \$1,150 to \$1,250, but there was a smaller concentration between \$1,750 and \$1,850. In the last group of cities a third of the employees were in the range \$1,550 to \$1,650.

The accompanying chart shows the percentage of employees in the three groups of cities receiving salaries at specified levels, which data are presented in greater detail in table 1.

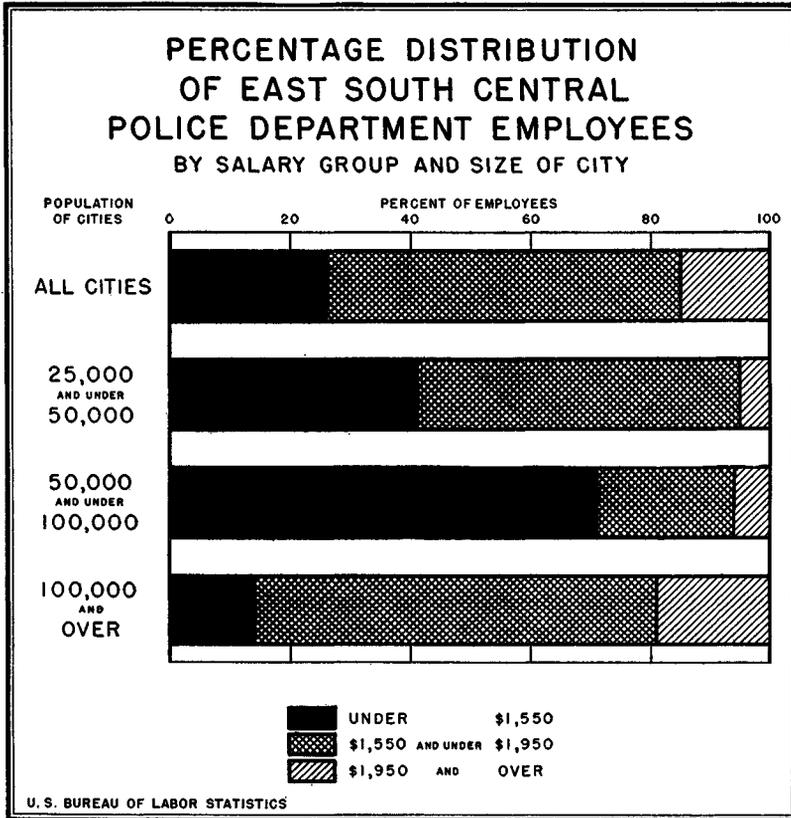


TABLE 1.—*East South Central police-department employees, by salary groups and size of city*<sup>1</sup>

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

Salary group	Number			Percentage				
	All cities	City group			All cities	City group		
		I	II	III		I	II	III
All groups.....	<sup>2</sup> 2,048	1,434	293	321	100.0	100.0	100.0	100.0
Under \$1,150.....	45	<sup>3</sup> 23	<sup>4</sup> 8	<sup>5</sup> 14	2.2	1.6	2.7	4.4
\$1,150 to \$1,249.....	216	35	159	22	10.6	2.4	54.3	6.8
\$1,250 to \$1,349.....	46	5	16	25	2.2	.3	5.5	7.8
\$1,350 to \$1,449.....	139	77	21	41	6.8	5.4	7.2	12.8
\$1,450 to \$1,549.....	95	60	4	31	4.6	4.2	1.4	9.6
\$1,550 to \$1,649.....	427	309	11	107	20.8	21.6	3.7	33.3
\$1,650 to \$1,749.....	215	162	4	49	10.5	11.3	1.4	15.3
\$1,750 to \$1,849.....	198	143	41	14	9.7	10.0	14.0	4.4
\$1,850 to \$1,949.....	357	345	10	2	17.4	24.2	3.4	.6
\$1,950 to \$2,049.....	45	35	3	7	2.2	2.4	1.0	2.2
\$2,050 to \$2,149.....	58	48	9	1	2.8	3.3	3.1	.3
\$2,150 to \$2,249.....	126	126	-----	-----	6.2	8.8	-----	-----
\$2,250 to \$2,349.....	16	15	1	-----	.8	1.0	.3	-----
\$2,350 to \$2,449.....	10	2	3	5	.5	.1	1.0	1.6
\$2,450 to \$2,549.....	21	20	-----	1	1.0	1.4	-----	.3
\$2,550 and over.....	34	<sup>6</sup> 29	<sup>7</sup> 3	<sup>8</sup> 2	1.7	2.0	1.0	.6

<sup>1</sup> This and the following tables include data for 16 East South Central cities as of July 1, 1938, as follows: Group I, cities with a population of 100,000 or more; group II, cities with a population of 50,000 and under 100,000; group III, cities with a population of 25,000 and under 50,000, based on the U. S. Census of Population for 1930.

<sup>2</sup> This and the following tables include only regular full-time employees.

<sup>3</sup> Includes employees with salaries ranging from \$313 to \$1,110.

<sup>4</sup> Includes employees with salaries ranging from \$521 to \$1,050.

<sup>5</sup> Includes employees with salaries ranging from \$600 to \$1,080.

<sup>6</sup> Includes employees with salaries ranging from \$2,590 to \$4,992.

<sup>7</sup> Includes employees with salaries ranging from \$2,700 to \$3,420.

<sup>8</sup> Includes 1 employee with salary of \$2,760 and 1 with salary of \$2,850.

### Salaries in Various Occupations

Table 2 gives a more detailed analysis of the employment and salary structure. Eleven of the sixteen department chiefs received salaries of \$2,550 or more. Three other chiefs received from \$2,350 to \$2,450, and the remaining 2 received between \$1,650 and \$1,850. Assistants to the chief and police inspectors received salaries only slightly below those received by chiefs. Almost two-thirds of the captains in group I cities received salaries in excess of \$2,150; only 2, however, received more than \$2,550. Salaries of all group II and group III captains and lieutenants were between \$1,350 and \$2,150. Salaries of sergeants averaged less, and 1,314 of the 1,345 patrolmen received between \$1,150 and \$1,950.

Most of the employees in the detective bureau had salary rates which were comparable with those of captains and lieutenants. The degree to which they exceeded those of patrolmen can be seen from the figures in table 2 which shows that more than half of the detectives received salaries in excess of \$1,950, as compared with only 2 percent

for patrolmen. The salary range for fingerprint-bureau employees was about the same as for the detective bureau, but a larger proportion of the detectives had higher salary ratings.

TABLE 2.—East South Central police-department employees, by selected occupations and salary groups

Salary group	All occupations				Chiefs			Assistant or deputy chiefs				
	All cities	City group			All cities	City group			All cities	City group		
		I	II	III		I	II	III		I	II	III
Number of cities reporting	16	6	3	7	16	6	3	7	7	1	2	4
All employees.....	2,048	1,434	293	321	16	6	3	7	7	1	2	4
Under \$1,150	45	23	8	14								
\$1,150 to \$1,249	216	35	159	22								
\$1,250 to \$1,349	46	5	16	25								
\$1,350 to \$1,449	139	77	21	41								
\$1,450 to \$1,549	95	60	4	31					1			1
\$1,550 to \$1,649	427	309	11	107								
\$1,650 to \$1,749	215	162	4	49	1			1				
\$1,750 to \$1,849	198	143	41	14	1			1	1			1
\$1,850 to \$1,949	357	345	10	2				1				
\$1,950 to \$2,049	45	35	3	7								
\$2,050 to \$2,149	58	48	9	1								
\$2,150 to \$2,249	126	126							1		1	
\$2,250 to \$2,349	16	15	1						1		1	
\$2,350 to \$2,449	10	2	3	5	3			3	2		1	1
\$2,450 to \$2,549	21	20	1	1					1		1	1
\$2,550 and over	34	29	3	2	11	6	3	2	1	1		

Salary group	Assistant deputy chiefs			Inspectors			Captains			Lieutenants				
	All cities <sup>2</sup>	City group		All cities <sup>3</sup>	City group		All cities	City group			All cities	City group		
		I	III		I	II		I	II	III		I	II	III
Number of cities reporting	2	1	1	3	2	1	10	5	1	4	9	3	3	3
All employees.....	2	1	1	5	4	1	36	23	3	10	36	21	8	7
Under \$1,150														
\$1,150 to \$1,249														
\$1,250 to \$1,349								3		3				
\$1,350 to \$1,449														
\$1,450 to \$1,549								2		2	1		1	
\$1,550 to \$1,649														
\$1,650 to \$1,749								3		3	3			3
\$1,750 to \$1,849											3			3
\$1,850 to \$1,949								3		3	5		4	1
\$1,950 to \$2,049								2		2	15	15		
\$2,050 to \$2,149											3		3	
\$2,150 to \$2,249								4	4					
\$2,250 to \$2,349	1	1						5	5		2	2		
\$2,350 to \$2,449	1		1	1		1								
\$2,450 to \$2,549				4	4			12	12					
\$2,550 and over								2	2		4	4		

<sup>2</sup> No persons in this occupation in Group II.  
<sup>3</sup> No persons in this occupation in Group III.

TABLE 2.—East South Central police-department employees, by selected occupations and salary groups—Continued

Salary group	Sergeants				Patrolmen, all grades <sup>1</sup>				Detective bureau			
	All cities	City group			All cities	City group			All cities	City group		
		I	II	III		I	II	III		I	II	III
Number of cities reporting.....	15	6	2	7	16	6	3	7	16	6	3	7
All employees.....	81	58	6	17	1,345	969	184	192	253	190	31	32
Under \$1,150.....	1	1	1	1	1	1	1	1	1	1	1	1
\$1,150 to \$1,249.....	3	3	3	3	172	27	134	11	11	11	11	11
\$1,250 to \$1,349.....	3	3	3	3	25	25	25	11	11	11	11	11
\$1,350 to \$1,449.....	1	1	1	1	98	73	41	22	16	1	12	4
\$1,450 to \$1,549.....	1	1	1	1	67	41	4	22	3	1	1	2
\$1,550 to \$1,649.....	8	3	5	5	355	258	5	92	35	34	1	1
\$1,650 to \$1,749.....	4	4	4	4	166	148	1	17	22	5	17	17
\$1,750 to \$1,849.....	19	16	3	3	119	83	36	24	24	20	4	4
\$1,850 to \$1,949.....	8	7	1	1	312	309	3	3	17	11	2	4
\$1,950 to \$2,049.....	6	6	1	1	11	11	1	1	29	24	4	1
\$2,050 to \$2,149.....	11	11	11	11	11	11	11	11	11	11	11	11
\$2,150 to \$2,249.....	18	18	18	18	30	30	30	30	73	73	73	73
\$2,250 to \$2,349.....	6	6	6	6	6	6	6	6	6	6	6	6
\$2,350 to \$2,449.....	1	1	1	1	1	1	1	1	1	1	1	1
\$2,450 to \$2,549.....	7	7	7	7	7	7	7	7	7	7	7	7
\$2,550 and over.....	9	9	9	9	9	9	9	9	9	9	9	9

Salary group	Fingerprint section				Operators—telephone and radio				All others			
	All cities	City group			All cities	City group			All cities	City group		
		I	II	III		I	II	III		I	II	III
Number of cities reporting.....	12	5	3	4	12	6	3	3	16	6	3	7
All employees.....	34	24	6	4	51	33	12	6	182	104	37	41
Under \$1,150.....	1	1	1	1	1	1	1	1	42	23	6	13
\$1,150 to \$1,249.....	5	5	5	5	5	2	3	1	36	6	22	8
\$1,250 to \$1,349.....	1	1	1	1	1	1	1	1	6	4	2	2
\$1,350 to \$1,449.....	5	1	3	1	8	2	3	3	8	1	3	4
\$1,450 to \$1,549.....	4	4	4	4	2	2	2	2	18	12	6	6
\$1,550 to \$1,649.....	7	7	7	7	4	4	4	4	15	6	1	8
\$1,650 to \$1,749.....	2	2	2	2	6	1	3	2	8	8	1	1
\$1,750 to \$1,849.....	5	3	1	1	11	8	3	3	15	13	1	1
\$1,850 to \$1,949.....	3	3	1	1	6	6	6	6	20	20	2	1
\$1,950 to \$2,049.....	2	1	1	1	2	2	2	2	3	2	2	1
\$2,050 to \$2,149.....	2	2	2	2	7	7	7	7	6	4	2	1
\$2,150 to \$2,249.....	1	1	1	1	1	1	1	1	1	1	1	1
\$2,250 to \$2,349.....	1	1	1	1	1	1	1	1	1	1	1	1
\$2,350 to \$2,449.....	1	1	1	1	1	1	1	1	2	2	2	2
\$2,450 to \$2,549.....	1	1	1	1	1	1	1	1	1	1	1	1
\$2,550 and over.....	1	1	1	1	1	1	1	1	2	2	2	2

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

In table 3 is shown the number of patrolmen of different grades and their distribution by salary groups. Patrolmen in cities which reported but one grade have been classified as first grade. The first-grade rating includes 78 percent of the patrolmen in group I cities and 95 and 99 percent of those in group II and III, respectively. Since in most cities promotion from one grade to the next is automatic after a specified time, the total number in the lower grades tends to remain small.

Except for 30 special officers in Nashville, the first-grade patrolmen in group I cities received salaries between \$1,550 and \$1,950. More than three-fourths of the first-grade patrolmen in group II cities received salaries between \$1,150 and \$1,250, and considerably more than half of those in group III had salaries between \$1,550 and \$1,750.

TABLE 3.—Salaries of East South Central police patrolmen

Salary group	All grades									Number of patrolmen by specified grade		
	Number				Percentage					First <sup>1</sup>		
	All cities	City group			All cities	City group			All cities	City group		
		I	II	III		I	II	III		I	II	III
All patrolmen.....	1,345	969	184	192	100.0	100.0	100.0	100.0	1,123	758	174	191
Under \$1,150.....	1		1		.1		.5					
\$1,150 to \$1,249.....	172	27	134	11	12.8	2.8	72.9	5.7	144		134	10
\$1,250 to \$1,349.....	25			25	1.9			13.0	25			25
\$1,350 to \$1,449.....	98	73		25	7.3	7.5		13.0	25			25
\$1,450 to \$1,549.....	67	41	4	22	5.0	4.2	2.2	11.5	22			22
\$1,550 to \$1,649.....	355	258	5	92	26.4	26.6	2.7	47.9	338	246		92
\$1,650 to \$1,749.....	166	148	1	17	12.3	15.3	.5	8.9	125	107	1	17
\$1,750 to \$1,849.....	119	83	36		8.8	8.6	19.6		104	68	36	
\$1,850 to \$1,949.....	312	309	3		23.2	31.9	1.6		310	307	3	
\$1,950 to \$2,049.....												
\$2,050 to \$2,149.....												
\$2,150 to \$2,249.....	30	30			2.2	3.1			30	30		

Salary group	Number of patrolmen by specified grade													
	Second			Third			Fourth			Fifth				
	All cities	City group		All cities	City group		All cities	City group		All cities	City group			
		I	II		III	I		II	III		I	II	III	
All patrolmen.....	76	69	6	1	113	109	4		27	27		6	6	
Under \$1,150.....	1		1											
\$1,150 to \$1,249.....	1			1					27	27				
\$1,250 to \$1,349.....														
\$1,350 to \$1,449.....					67	67						6	6	
\$1,450 to \$1,549.....	41	41			4		4							
\$1,550 to \$1,649.....	5		5		12	12								
\$1,650 to \$1,749.....	11	11			30	30								
\$1,750 to \$1,849.....	15	15												
\$1,850 to \$1,949.....	2	2												
\$1,950 to \$2,049.....														
\$2,050 to \$2,149.....														
\$2,150 to \$2,249.....														

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

### Types of Duty for Patrolmen

The increasing importance of traffic problems has resulted in the necessity for more trained personnel to handle this work. In the East South Central cities one-fourth of the total number of patrolmen was definitely assigned to traffic control alone; but other members

of the department aided in traffic work during peak periods. In a few cases there were no traffic divisions as such, but patrolmen were assigned to traffic duty as needed. In group I cities, the regular traffic squad included 27 out of every 100 employees, and in group III cities 22. The 3 group II cities had only 11 percent regularly assigned to traffic duties. Only 4 mounted police were reported for the entire East South Central Division.

In the traffic force one-fifth of the patrolmen were on duty in automobiles, two-fifths were on foot, and most of the remainder were on motorcycles. However, the group II cities had no automobile police regularly assigned to traffic duty, the majority being on foot and the remainder on motorcycle patrol.

Of the 76 percent of all patrolmen not assigned definitely to traffic duty, half were in automobiles and most of the remainder were on foot. In the medium- and smaller-sized cities the proportion on foot was greater than for those in automobiles.

TABLE 4.—Types of duty for patrolmen of East South Central police departments

Type of duty	Number				Percentage			
	All cities	City group			All cities	City group		
		I	II	III		I	II	III
All patrolmen.....	1,345	969	184	192	100.0	100.0	100.0	100.0
Traffic duty.....	326	263	21	42	24.2	27.1	11.4	21.9
Automobile.....	66	56	.....	10	4.9	5.8	.....	5.2
Foot.....	132	102	12	18	9.8	10.5	6.5	9.4
Motorcycle.....	115	92	9	14	8.5	9.5	4.9	7.3
Mounted.....	4	4	.....	.....	.3	.4	.....	.....
Other assignments.....	9	9	.....	.....	.7	.9	.....	.....
Other than traffic duty.....	1,019	706	163	150	75.8	72.9	88.6	78.1
Automobile.....	511	399	58	54	38.0	41.2	31.5	28.1
Foot.....	385	211	89	85	28.6	21.8	48.4	44.3
Motorcycle.....	17	.....	13	4	1.3	.....	7.1	2.1
Other assignments.....	106	96	3	7	7.9	9.9	1.6	3.6

### Comparison of Employment and Salaries in Various Occupations

The percentages of all employees and of total annual salaries accounted for by employees in each division are presented in table 5. The uniformed division included 78 out of every 100 men and accounted for 77 percent of the total salaries, the proportions varying only slightly among the groups of cities. Patrolmen were 68 percent of the total in group I cities, 63 percent in group II cities and 60 percent in group III cities; and in each case received somewhat smaller percentages of total salaries. Supervisory officers were a comparatively small proportion of all employees, but received a larger proportion of total salaries. For example, chiefs in group I cities

constituted 0.4 percent of the total but received 1.0 percent of the salaries, while in group III cities they comprised 2.2 percent of the employees and received 3.3 percent of the salaries. Comparable figures for the middle group of cities were 1.0 and 2.2 percent, respectively.

TABLE 5.—Percentage distributions of employees and total salaries in East South Central police departments, by division

Division and occupation	Percentage of all employees				Percentage of total salaries			
	All cities	City group			All cities	City group		
		I	II	III		I	II	III
All divisions.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Uniformed division.....	78.0	77.4	77.8	80.4	77.3	76.6	77.0	80.6
Chiefs.....	.8	.4	1.0	2.2	1.4	1.0	2.2	3.3
Assistant chiefs.....	.3	.1	.7	1.2	.5	.1	1.1	1.6
Assistant deputy chiefs.....	.1	.1	—	.3	.1	—	—	.5
Inspectors.....	.2	.3	.3	—	.4	.6	—	—
Captains.....	1.8	1.6	1.0	3.1	2.2	2.2	1.4	3.4
Lieutenants.....	1.8	1.4	2.7	2.2	2.1	1.7	3.8	2.5
Sergeants.....	4.0	4.0	2.1	5.3	4.4	4.5	2.1	5.4
Plainclothesmen.....	.5	—	3.0	.6	.4	—	2.6	.6
Patrolmen.....	65.7	67.6	62.8	59.9	63.3	64.6	59.8	58.4
Patrol drivers.....	1.3	.8	2.1	2.8	1.2	.8	1.7	2.6
Turnkeys.....	1.3	.8	2.1	2.8	1.1	.8	1.7	2.3
Others.....	.2	.3	—	—	.2	.3	—	—
Detective bureau.....	12.3	13.3	10.6	10.0	14.2	15.2	11.4	11.0
Women's bureau.....	.5	.4	.3	1.2	.4	.4	.2	1.0
Fingerprint section.....	1.7	1.7	2.1	1.2	1.7	1.7	2.2	1.3
Telephone and radio division.....	3.2	3.1	4.8	2.2	3.2	3.1	5.2	2.2
Clerical division.....	2.1	2.2	1.4	2.5	1.8	1.9	1.6	1.9
Maintenance.....	2.1	1.8	2.7	2.5	1.3	1.0	2.0	2.0
Miscellaneous.....	.1	.1	.3	—	.1	.1	.4	—

The proportion of officers between the rank of assistant deputy chief and patrolmen varied from 11 percent in the smallest cities to 6 percent in group II cities and 7 percent in the largest cities, while payroll percentages were somewhat higher. Detective-bureau employment was 13 percent of the total and accounted for 15 per cent of the salaries in group I cities, while corresponding percentages for the other groups of cities were somewhat lower.

## 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 the 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 changes throughout the day 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 either on or off duty during a specific number of hours, one platoon relieving another.

In two-platoon systems, one platoon may remain permanently on day duty and the other on night duty, as was the case in Jackson, Miss. In other cities the policemen shift from the day platoon to the night platoon and vice versa at regular intervals, usually every 2 weeks. A method of making the alternation from one platoon to another is illustrated by the one used in the Meridian, Miss., police department.

Day before change		Day of change		Day after change				
6 a. m.	6 p. m.	6 a. m.	Noon	6 p. m.	6 a. m.	6 p. m.	6 a. m.	
AAAAAAAAAAAA		AAAAAA		AAAAAAAAAAAA			AAAAAAAAAAAA	
BBBBBBBBBBBB		BBBBBB		BBBBBBBBBBBB			BBBBBBBBBBBB	

In the above plan the capital A's at the left represent the day platoon on duty from 6 a. m. to 6 p. m., and the capital B's represent the night platoon working the 12 hours through the night. The two platoons work these hours for a period of 13 days, but on the 14th day (the day of change) the A platoon works only one-half of the day tour, going off duty at noon, when the B platoon comes on duty to complete the day tour. At 6 p. m. of the day of change, the alternation is effected when the A platoon begins to work a full night tour, whereas on the day before the alternation it worked the day tour. On the day after the change and for the next 12 days the B platoon works the day tour and the A platoon works the night tour, and on the 14th day the platoons again exchange tours. Neither platoon is on duty for more than 12 consecutive hours during the day of the change, but the first, or A, platoon is on duty a total of 18 hours and the second, or B, platoon is on duty only 6 hours during the day the change is made. This situation is reversed at the next change of tour.

In three-platoon systems the basic structure is three equal groups working periods of 8 hours each. If these 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. The method of alternation is illustrated below:

Day before change			Day of change			
7	3	11	7	3	11	7
a. m.	p. m.	p. m.	a. m.	p. m.	p. m.	a. m.
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A	A	A	A	A
A	A	A				

or the platoons alternated in such a manner that all members worked the same number of hours per week when they were averaged over a period of a year.

About 86 percent of the police personnel employed in the cities studied worked under some form of the three-platoon system, 4 percent under the two-platoon system and 10 percent under miscellaneous systems. Some cities were represented by combinations of two or more systems of operation; for instance, clerical or maintenance employees frequently did not work the same schedule of hours as the uniformed force. While two chiefs and an assistant chief were reported as continuously on duty, this meant that they were subject to call at any time.

TABLE 6.—Average hours and days on duty per week in East South Central police departments

System of operation	Average hours on duty per week	Average days on duty per week	Number of cities reporting			Number of employees				Percentage of employees				
			All cities	City group		All cities	City group			All cities	City group			
				I	II		III	I	II		III	I	II	III
All systems.....						2,048	1,434	293	321	100.0	100.0	100.0	100.0	
Continuous duty.....	168.0	7.0	2	1	1	3	1	2		.1	.1	.7		
2-platoon: 12-hour tours, no days off.....	84.0	7.0	2		2	77			77	3.8			24.0	
3-platoon:														
Straight 8-hour tours.....	56.0	7.0	8	4	2	957	684	210	63	46.7	47.7	71.7	19.6	
8-hour tours, off 1 day per month.....	54.2	6.8	1		1	73			73	3.6			22.7	
8-hour tours, off every 15th day.....	52.3	6.5	3	2	1	622	597		25	30.4	41.6		7.8	
8-hour tours, off 1 day per week.....	48.0	6.0	1		1	61			61	3.0		20.8		
8-hour tours, off every 8th day, also 6.5 days each year.....	48.0	6.0	1		1	41			41	2.0			12.8	
Other.....	54.5	6.5	14	6	3	5	214	152	20	42	10.4	10.6	6.8	13.1

Five variations of the three-platoon system were reported, the most frequent of which provided for 3 straight 8-hour shifts per day and a 56-hour workweek. This system was reported by 4 group I cities and by 2 cities in each of the other groups. It accounted for 48 percent of the employees in the first group, 72 percent in the second, and 20 percent in the third. Next most common was a system which provided for 8-hour tours with 1 day off every fifteenth day. This variation (reported by 2 group I cities) included 42 percent of the employees for that group, and 8 percent of the employees in group III, for which it was reported by 1 city. Twenty-four percent of the employees in group III cities were under a two-platoon system operating with 12-hour tours and an 84-hour workweek. Neither of the other groups included any cities operating under a two-platoon system.

## Promotion of Patrolmen

It is the usual practice to advance patrolmen automatically from one grade to the next after a specified period of service. Seven of the sixteen cities provided for such promotions after 1 year of service as a regular patrolman, and one city (Jackson, Miss.), after 6 months. Newport, Ky., made promotions on the basis of civil service, and three cities made promotion by special appointment. In four cities, regular patrolmen were always given the first-grade rating.

TABLE 7.—Promotion of patrolmen in East South Central police departments

City group	Number of cities					With patrolmen all one grade
	Total	With automatic promotion after—		With promotion by—		
		6 months	1 year	Civil service	Appointment	
All cities .....	16	1	7	1	3	4
Group I .....	6	—	3	—	2	1
Group II .....	3	1	1	—	—	1
Group III .....	7	—	3	1	1	2

## Vacations With Pay

It will be noted from the accompanying table that practically all employees of police departments in this region received paid vacations of at least 1 week, and that a sizable proportion received 2 weeks or more. Half of the employees in group I cities received vacations of 10 days, and 48 percent received vacations of 14 or 15 days. Vacations of 7 days were reported only in group II cities for slightly over a third of the employees; a somewhat larger proportion received 10 days, and 22 percent received 2 weeks. In group III cities, four-fifths of the employees had vacations of 14 or 15 days, and the remaining fifth had a 10-day period of leave, except for 4 employees who received no vacation.

TABLE 8.—Days of vacation with pay for employees of East South Central police departments

City group	Total number of employees	Number of employees having—						
		No vacation	5 days	7 days	10 days	14 days	15 days	20 days
All cities .....	2,048	9	6	109	893	735	277	19
Group I .....	1,434	—	6	—	717	543	149	19
Group II .....	293	5	—	109	114	65	—	—
Group III .....	321	4	—	—	62	127	128	—

## Items Supplied to Uniformed Force

As is revealed in table 9, very few cities furnished complete uniforms. It is the general custom in police departments that the members of the force purchase their uniforms and most of their equipment and supplies, except badges, revolvers, and other minor items which are considered to be the property of the department. In the East South Central division, only three cities, Montgomery, Ala., Johnson City, Tenn., and Jackson, Miss., supplied full uniforms—the furnishing of the uniforms being an appreciable supplement to the cash salaries paid.

TABLE 9.—*Items supplied the uniformed force in East South Central police departments*

City group	Number of cities in group	Number of cities supplying—								
		Full uniforms	Trim-mings for uni-forms	Rain-coats or capes	Revol-vers	Hol-sters and belts	Hand-cuffs and twisters	Clubs and night-sticks	Badges	Minor items <sup>1</sup>
All cities.....	16	3	2	2	3	3	2	3	11	9
Group I.....	6	.....	.....	1	1	.....	1	2	5	3
Group II.....	3	1	1	1	1	1	.....	1	2	.....
Group III.....	7	2	1	.....	1	2	1	.....	4	6

<sup>1</sup> Whistles, flashlight batteries, iron claws, caps, etc.

## Appendix

The appendix contains a table of the 16 East South Central cities included in this report with their 1930 populations, ratios of employees to population, and per capita costs. The East South Central Division includes the States of Alabama, Kentucky, Mississippi, and Tennessee. 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 population, are as of July 1, 1938.

TABLE A.—*Police-department employees and salary costs in relation to population in East South 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.....	1, 642, 976	12	\$2. 13
Group I—cities of 100,000 and over.....	1, 200, 032	12	2. 16
Birmingham, Ala.....	259, 678	9	1. 80
Chattanooga, Tenn.....	119, 798	11	2. 18
Knoxville, Tenn.....	105, 802	14	2. 39
Louisville, Ky.....	307, 745	14	2. 24
Memphis, Tenn.....	253, 143	12	2. 03
Nashville, Tenn.....	153, 866	13	2. 67
Group II—cities of 50,000 and under 100,000.....	199, 533	15	2. 07
Covington, Ky.....	65, 252	11	1. 91
Mobile, Ala.....	68, 202	16	2. 02
Montgomery, Ala.....	66, 079	17	2. 29
Group III—cities of 25,000 and under 50,000.....	243, 411	13	2. 04
Ashland, Ky.....	29, 074	10	1. 65
Jackson, Miss.....	48, 282	13	2. 02
Johnson City, Tenn.....	25, 080	9	1. 12
Lexington, Ky.....	45, 736	17	2. 91
Meridian, Miss.....	31, 954	11	1. 52
Newport, Ky.....	29, 744	16	2. 41
Paducah, Ky.....	33, 541	14	2. 07

<sup>1</sup> Includes all East South Central cities having populations of 25,000 or more, based on U. S. Census of Population for 1930.

TABLE B.—Number of employees and annual salaries in police departments of each of 6 East South Central cities with a population of 100,000 or more,<sup>1</sup> by occupations, July 1, 1938

Division and occupation	Alabama		Kentucky		Tennessee							
	Birmingham		Louisville		Chattanooga		Knoxville		Memphis		Nashville	
	No.	Salary rate	No.	Salary rate	No.	Salary rate	No.	Salary rate	No.	Salary rate	No.	Salary rate
All occupations <sup>2</sup> .....	232		419		132		144		304		203	
Uniformed division:												
Chiefs.....	1	\$4,992	1	\$4,050	1	\$3,480	1	\$3,600	1	\$4,500	1	\$4,200
Assistants or deputy chiefs.....			1	3,150								
Assistant deputy chiefs <sup>3</sup> .....			1	2,340								
Inspectors.....									1	3,600	3	3,000
Captains.....	{ 3	2,520	5	2,340	5	2,460	4	2,244	4	2,520		
Lieutenants.....	2	2,700	15	1,988					2	2,280	4	2,760
Sergeants.....	12	2,220	16	1,807	3	2,040	{ 7	1,860	11	2,100	6	2,220
Patrolmen:							{ 3	1,980				
1st grade.....	100	1,920	246	1,617	97	1,920	68	1,800	107	1,728	110	1,920
2nd grade.....	15	1,800	11	1,515			11	1,710	30	1,512	2	1,920
3rd grade.....	30	1,740	27	1,416			12	1,620	40	1,392		
4th grade.....									27	1,200		
5th grade.....							6	1,440				
Other:												
Traffic officers.....											25	2,160
Motorcycle officers.....											5	2,160
Patrol drivers.....	3	1,920			3	1,920			3	1,728	3	1,800
Turnkeys.....					3	1,920	3	1,860	3	1,512	2	1,920
Miscellaneous:												
Emergency and chiefs' drivers.....											3	1,800
Traffic sergeants.....											1	2,460
Detective bureau:												
Chiefs.....	1	3,000	1	3,150	1	2,580	1	2,700	1	3,600	1	3,540
Inspectors.....									1	3,180		
Captains.....	{ 3	2,520	1	2,340	1	2,460			3	2,520		
Lieutenants.....	2	2,700	2	1,988					4	2,280		
Sergeants.....	12	2,220	19	1,807	1	2,340	2	2,046	24	2,100		
Detectives.....	33	2,220	{ 1	1,515	10	2,220	{ 1	1,800	5	1,740	18	2,220
.....			34	1,617			7	1,980				
Women's bureau												
Supervisors.....									1	1,680		
Policewomen.....								1	1,800			
Matrons.....	1	1,920			1	1,680			1	1,230	1	1,320
Fingerprint section:												
Identification chiefs.....	1	2,220	1	2,340	( <sup>4</sup> )		1	2,046	1	3,180	( <sup>5</sup> )	
Identification clerks.....	2	1,920	11	{ 1,416					2	2,100	1	1,920
.....				to								
.....				1,807								
Fingerprint operators.....			1	1,807								
Miscellaneous:												
Property clerks.....			1	1,515							( <sup>6</sup> )	
Photographers.....			1	1,617					1	1,500		
Telephone and radio:												
Superintendents.....			1	2,084	1	2,100			1	1,740	1	2,100
Chief operators.....									1	1,770		
Radio operators.....	7	2,100	4	1,825	3	1,920	3	1,800	{ 2	1,440	3	1,920
.....									1	1,500		
.....									1	1,200		
.....									7	{ 1,740		
Telephone operators.....			{ 1	1,515								
.....			1	1,617								
.....			1	1,807								
Miscellaneous:												
Chief engineers.....									1	1,680	1	2,400
Radio technicians.....									1	1,500	2	1,800
Radio dispatchers.....											1	1,920

<sup>1</sup> 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> Classification includes assistant deputy chiefs and secretaries to chiefs. Employee in Louisville is a secretary.

<sup>4</sup> Assigned from detective bureau.

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

<sup>6</sup> Includes 1 at \$1,416, 2 at \$1,515, 6 at \$1,617, and 2 at \$1,807.

<sup>7</sup> Includes 2 at \$1,200, 1 at \$1,260, 3 at \$1,620, and 1 at \$1,740.

**TABLE B.**—Number of employees and annual salaries in police departments of each of 6 East South Central cities with a population of 100,000 or more, by occupations, July 1, 1938—Continued

Division and occupation	Alabama		Kentucky		Tennessee							
	Birmingham		Louisville		Chattanooga		Knoxville		Memphis		Nashville	
	No.	Salary rate	No.	Salary rate	No.	Salary rate	No.	Salary rate	No.	Salary rate	No.	Salary rate
Clerical division:												
Chief clerks.....							* 2	\$1,500	1	\$2,904		
Clerks.....			{	2 \$1,617 1 1,988			3	960	{	6 {1,200 to 2,100	{	1 \$1,500 1 1,920
Bookkeepers.....			1	1,310								
Secretaries.....	1	\$2,400	1	1,404			1	1,200	2	1,500	2	1,920
Stenographers.....	{	1 1,320 2 1,560	{	1 936 1 987 1 1,160								
Typists.....			1	780								
Maintenance division:												
Electricians.....							1	2,700	1	1,500		
Janitors.....					1	\$600	{	2 480 1 780	5	660	1	1,260
Machinists.....					1	1,920			1	1,560		
General mechanics:												
Mechanics.....											2	1,800
Painters.....							{	1 1,080 1 1,200				
Mechanics' helpers.....									1	1,200		
Miscellaneous:												
Porters.....											2	1,110
Car washers.....			1	1,095			1	720				
Janitresses.....			3	313								
Miscellaneous:												
Surgeons.....	(10)								(10)			
Instructors.....			1	1,988								
Chemists.....			1	1,617								

\* 1 chief clerk assigned to detective bureau.

<sup>1</sup> Includes 1 at \$1,200, 2 at \$1,500, 1 at \$1,680, 1 at \$1,800, and 1 at \$2,100.

<sup>10</sup> On call.

**TABLE C.**—Number of employees and annual salaries in police departments of each of 3 East South Central cities with a population of 50,000 and under 100,000,<sup>1</sup> by occupations, July 1, 1938

Division and occupation	Alabama				Kentucky	
	Mobile		Montgomery		Covington	
	Number	Salary rate	Number	Salary rate	Number	Salary rate
All occupations <sup>2</sup> .....	109		115		69	
Uniformed division:						
Chiefs.....	1	\$3,420	1	\$2,700	1	\$3,000
Assistants or deputy chiefs.....			1	2,400	1	2,340
Inspectors.....			1	2,400		
Captains.....			3	1,890		
Lieutenants.....	4	1,920	1	1,566	3	2,100
Sergeants.....	3	1,320	3	1,566		
Plainclothesmen.....	3	1,200	6	1,188		
Patrolmen:						
1st grade.....	66	1,200	41	1,188	36	1,800
2d grade.....			1	900	5	1,620
3d grade.....					4	1,500
Other:						
Cruiser-car officers.....			14	1,188		
Motorcycle officers.....			13	1,188	{	1 1,680 3 1,860

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

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

TABLE C.—Number of employees and annual salaries in police departments of each of 3 East South Central cities with a population of 50,000 and under 100,000, by occupations, July 1, 1938—Continued

Division and occupation	Alabama				Kentucky	
	Mobile		Montgomery		Covington	
	Number	Salary rate	Number	Salary rate	Number	Salary rate
Uniformed division—Continued.						
Patrol drivers.....	3	\$1,200	3	\$1,188		
Turnkeys.....	3	1,200	3	1,188		
Detective bureau:						
Chiefs.....			1	2,400		
Lieutenants.....			1	1,566		
Detectives.....	11	1,260	12	1,404	2 4	\$1,980 2,100
Women's bureau: Matrons.....					1	780
Fingerprint section:						
Identification chiefs.....	1	1,050	( <sup>2</sup> )		1	1,980
Identification clerks.....					1	1,800
Operators.....			3	1,404		
Telephone and radio:						
Superintendents.....			1	2,100		
Radio operators.....	3	1,440	3	1,740		
Telephone operators.....	3	1,200			3	1,800
Miscellaneous: Radio mechanics.....	1	840				
Clerical division:						
Chief clerks.....	1	2,100				
Clerks.....					1	1,800
Bookkeepers.....			1	1,404		
Secretaries.....			1	1,404		
Maintenance division:						
Janitors.....			1	521		
Laborers.....	1	1,200				
General mechanics:						
Painters.....					2	1,260
Miscellaneous:						
Cemetery keepers.....	1	1,440				
Porters.....	1	960				
Firemen.....	2	840				
Miscellaneous: Oil inspectors.....	1	1,620				

<sup>2</sup> Assigned from uniformed division.

**TABLE D.**—Number of employees and annual salaries in police departments of each of 7 East South Central cities with a population of 25,000 and under 50,000,<sup>1</sup> by occupations, July 1, 1938

Division and occupation	Kentucky								Mississippi				Tennessee	
	Ashland		Lexington		Newport		Paducah		Jackson		Meridian		Johnson City	
	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate	Number	Salary rate
All occupations <sup>2</sup> .....	28		80		49		46		62		34		22	
<b>Uniformed division:</b>														
Chiefs.....	1	\$2,760	1	\$2,850	1	\$1,800	1	\$2,400	1	\$2,400	1	\$2,400	1	\$1,680
Assistant or deputy chiefs.....			1	2,600			1	1,800	1	2,400			1	1,500
Assistant deputy chiefs.....			1	2,400										
Captains.....							3	1,680	2	2,040	2	1,620	3	1,440
Lieutenants.....	1	1,896	3	1,800	3	1,680								
Sergeants.....	3	1,782	3	1,720	3	1,560	1	1,440	1	1,740	2	1,620	3	1,200
Plainclothesmen.....							2	1,440	1	1,920				
Patrolmen:														
1st grade.....	17	1,723	53	1,620	18	1,460	23	1,440	39	1,560	25	1,320	10	1,200
2d grade.....	1	1,200												
Other:														
Motorcycle officers.....					2	1,460					2	1,440		
Traffic officers.....					2	1,460								
Patrol drivers.....			3	1,620	3	1,460							3	1,200
Turnkeys.....			3	1,080	3	1,460	1	1,440	2	1,200				
<b>Detective bureau:</b>														
Chiefs.....							1	2,100			1	1,980		
Captains.....			1	2,000					1	2,040			1	1,500
Lieutenants.....			1	1,800			1	1,980						
Sergeants.....			3	1,720			1	1,500			1	1,800		
Detectives.....	2	1,842			6	1,680	4	1,440	8	1,680				
<b>Womens bureau:</b>														
Policewomen.....			2	1,620										
Matrons.....									1	600				
Miscellaneous: Juvenile officers.....									1	1,020				
<b>Fingerprint section: <sup>3</sup></b>														
Identification chiefs.....			1	1,800	1	1,680								
Fingerprint operators.....							1	1,440	1	1,680				

<sup>1</sup> 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> Work of this division performed by chief in Ashland and by detective bureau in Meridian.

**TABLE D.**—Number of employees and annual salaries in police departments of each of 7 East South Central cities with a population of 25,000 and under 50,000, by occupations, July 1, 1938—Continued

Division and occupation	Kentucky						Mississippi				Tennessee			
	Ashland		Lexington		Newport		Paducah		Jackson		Meridian		Johnson City	
	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
<b>Telephone and radio:</b> <sup>4</sup>														
Superintendents.....			1	\$1,980										
Radio operators.....			2	1,720			3	\$1,440						( <sup>5</sup> )
Telephone operators.....					1	\$960								
<b>Clerical division:</b>														
Chief clerks.....					1	1,440								
Clerks.....			1	1,620	1	1,200			1	\$960				
Secretaries.....	1	\$1,200							1	1,020				
Typists.....					1	720			1	1,200				
<b>Maintenance:</b>														
Electricians.....	1	1,560					1	1,560						
Janitors.....	1	1,020												
<b>General mechanics:</b>														
Mechanics.....							1	1,800						
Painters.....							1	913						
<b>Miscellaneous:</b>														
Cooks.....					1	1,080								
Commissars.....					1	900								
Custodians.....					1	1,080								
<b>Miscellaneous: Surgeons</b> .....														( <sup>6</sup> )

<sup>4</sup> Work in this division performed by men assigned from uniformed force in Ashland and Jackson.

<sup>5</sup> Sergeant assigned as radio operator.  
<sup>6</sup> On call.

TABLE E.—Total salaries and total number of employees in East South Central police departments, July 1, 1938

Division and occupation <sup>1</sup>	Number of employees				Total salaries			
	All cities	City group			All cities	City group		
		I	II	III		I	II	III
All occupations.....	2,048	1,434	293	321	\$3,504,780	\$2,594,781	\$413,219	\$496,780
Uniformed division.....	1,596	1,110	228	258	2,707,422	1,988,665	318,234	400,523
Chiefs.....	16	6	3	7	50,232	24,822	9,120	16,290
Assistant or deputy chiefs.....	7	1	2	4	16,090	3,150	4,740	8,200
Assistant deputy chiefs <sup>2</sup> .....	2	1	—	1	4,740	2,340	—	2,400
Inspectors.....	5	4	1	—	15,000	12,600	2,400	—
Captains.....	36	23	3	10	78,366	56,016	5,670	16,680
Lieutenants.....	36	21	8	7	73,302	45,420	15,546	12,336
Sergeants.....	81	58	6	17	152,836	117,052	8,658	27,126
Plainclothesmen.....	11	—	9	2	13,608	—	10,728	2,880
Patrolmen:								
1st grade.....	1,056	728	143	185	1,767,617	1,294,518	192,708	280,391
2d grade.....	76	69	6	1	121,875	111,675	9,000	1,200
3d grade.....	113	109	4	—	171,552	165,552	6,000	—
4th grade.....	27	27	—	—	32,400	32,400	—	—
5th grade.....	6	6	—	—	8,640	8,640	—	—
Other:								
Cruiser-car officers.....	14	—	14	—	16,632	—	16,632	—
Motorcycle officers.....	46	25	17	4	82,504	54,000	22,704	5,800
Traffic officers.....	7	5	—	2	13,720	10,800	—	2,920
Patrol drivers.....	27	12	6	9	42,108	22,104	7,164	12,840
Turnkeys.....	26	11	6	9	38,340	19,716	7,164	11,460
Miscellaneous.....	4	4	—	—	7,860	7,860	—	—
Detective bureau.....	253	190	31	32	496,102	394,244	47,034	54,824
Chiefs.....	9	6	1	2	25,050	18,570	2,400	4,080
Inspectors.....	1	1	—	—	3,180	3,180	—	—
Captains.....	13	10	—	3	30,860	25,320	—	5,540
Lieutenants.....	9	6	1	2	18,442	13,096	1,566	3,780
Sergeants.....	63	58	—	5	126,265	117,805	—	8,460
Detectives.....	158	109	29	20	292,305	216,273	43,068	32,964
Women's bureau.....	11	6	1	4	15,270	9,630	780	4,860
Captains.....	1	1	—	—	1,680	1,680	—	—
Policewomen.....	3	1	—	2	5,040	1,800	—	3,240
Matrons.....	6	4	1	1	7,530	6,150	780	600
Miscellaneous.....	1	—	—	1	1,020	—	—	1,020
Fingerprint section.....	34	24	6	4	59,589	43,947	9,042	6,600
Identification chiefs.....	8	4	2	2	16,296	9,786	3,030	3,480
Identification clerks.....	17	16	1	—	29,522	27,722	1,800	—
Fingerprint operators.....	6	1	3	2	9,139	1,807	4,212	3,120
Miscellaneous.....	3	3	—	—	4,632	4,632	—	—
Telephone and radio division.....	65	44	14	7	111,573	79,393	21,480	10,700
Superintendents.....	6	4	1	1	12,104	8,024	2,100	1,980
Chief operators.....	1	1	—	—	1,770	1,770	—	—
Radio operators.....	34	23	6	5	60,600	43,300	9,540	7,760
Telephone operators.....	17	10	6	1	25,159	15,199	9,000	960
Miscellaneous.....	7	6	1	—	11,940	11,100	840	—
Clerical division.....	44	32	4	8	64,731	48,663	6,708	9,360
Chief clerks.....	5	3	1	1	9,444	5,904	2,100	1,440
Clerks and bookkeepers.....	22	15	2	5	31,816	22,612	3,204	6,000
Secretaries.....	9	7	1	1	14,448	11,844	1,404	1,200
Stenographers and typists.....	8	7	—	1	9,023	8,303	—	720
Maintenance.....	42	26	8	8	44,868	26,634	8,321	9,913
Electricians.....	4	2	—	2	7,320	4,200	—	3,120
Janitors.....	12	10	1	1	8,441	6,900	521	1,020
Laborers.....	2	—	1	—	1,200	—	1,200	—
Machinists.....	2	2	—	—	3,480	3,480	—	—
General mechanics.....	8	4	2	2	11,113	5,880	2,520	2,713
Mechanics' helpers.....	1	1	—	—	1,200	1,200	—	—
Miscellaneous.....	14	7	4	3	12,114	4,974	4,080	3,060
Miscellaneous.....	3	2	1	—	5,225	3,605	1,620	—
Instructors.....	1	1	—	—	1,988	1,988	—	—
Other miscellaneous employees.....	2	1	1	—	3,237	1,617	1,620	—

<sup>1</sup> Complete details on the number of employees and the range of salaries for each occupation are shown for individual Group I cities in appendix table B, for Group II cities in table C, and for Group III cities in table D.

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

TABLE F.—Average hours and days on duty per week for employees in East South Central police departments, July 1, 1938

System of operation	Average hours worked per week	Average days worked per week	All occupations			Uniformed division								
						Chiefs			Assistant chiefs					
			All cities	City group			All cities	City group			All cities	City group		
				I	II	III		I	II	III		I	II	III
All employees.....			2,048	1,434	293	321	16	6	3	7	7	1	2	4
Continuous duty.....	168.0	7.0	3	1	2		2	1	1		1		1	
2-platoon: 12-hour tours, no days off.....	84.0	7.0	77			77	1			1				
3-platoon.....			1,754	1,281	271	202	9	2	2	5	5	1	1	3
Straight 8-hour tours.....	56.0	7.0	957	684	210	63	5	1	2	2	3		1	2
8-hour tours, off 1 day each month.....	54.2	6.8	73			73	1			1	1			1
8-hour tours, off every 15th day.....	52.3	6.5	622	597		25	2	1		1	1	1		
8-hour tours, off 1 day each week.....	48.0	6.0	61		61									
8-hour tours, off 1 day every 8th day, also 6.5 days each year.....	48.0	6.0	41			41	1			1				
Other.....	54.5	6.5	214	152	20	42	4	3		1	1			1

System of operation	Uniformed division—Continued									Detective bureau			Telephone and radio			
	Assistant deputy chiefs <sup>1</sup>			Other uniformed employees												
	All cities	City groups			All cities	City groups			All cities	City groups			All cities	City groups		
		I	II	III		I	II	III		I	II	III		I	II	III
All employees.....	2	1		1	1,571	1,102	223	246	253	190	31	32	65	44	14	7
Continuous duty.....																
2-platoon: 12-hour tours no days off.....					74			74	2			2				
3-platoon.....	2	1		1	1,467	1,075	223	169	227	175	31	21	44	27	14	3
Straight 8-hour tours.....					809	590	171	48	99	66	25	8	41	27	11	3
8-hour tours, off 1 day each month.....	1			1	65			65	5			5				
8-hour tours, off every 15th day.....	1	1			507	485		22	111	109		2				
8-hour tours, off 1 day each week.....					52		52		6		6		3		3	
8-hour tours, off 1 day every 8th day, also 6.5 days each year.....					34			34	6			6				
Other.....					30	27		3	24	15		9	21	17		4

<sup>1</sup> Includes the following employees not shown separately:

34 in fingerprint section—24 in group I; 6 in group II; 4 in group III.

11 in women's bureau—6 in group I; 1 in group II; 4 in group III.

44 Clerical—32 in group I; 4 in group II; 8 in group III.

42 Maintenance—26 in group I; 8 in group II; 8 in group III.

3 Miscellaneous—2 in group I; 1 in group II.

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

